

Aurora

Gender Pay Gap Report (April 2022)

What is it all about?

Gender pay reporting legislation requires employers with 250 employees or more to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The analysis is based on data as of 5th April each year. This report is for data to 5th April 2022. The gender pay gap shows the differences in the average pay between men and women. This is different to equal pay. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same.

Our Workforce

The Aurora Group remains a growing and evolving organisation and we continue to develop and refine policy and practice as we grow. We are committed to monitoring and addressing all forms of inequality and to follow fair and transparent practices. We acknowledge the importance of ensuring a fair, consistent, and robust approach to the recruitment, selection and progression of our employees ensuring compliance with legislation, regulation and following Safer Recruitment practice at all times.

The workforce consists of a mix of professions at our schools, colleges, children's homes and young adult provisions, including care and support, teaching, therapy, nursing and business support services. The organisation also has a relatively lean central team working in the usual central functions.

Our pay is aligned where appropriate to relevant national payscales or internal scales which continue to be developed and are tested to the relevant external markets. Scale points are linked to competence, overall performance and in some cases relevant qualifications or specialist experience. Central roles, which tend to be stand alone or with very small numbers undertaking the same role, are benchmarked externally and relevant to location and to internal comparators where appropriate. The organisation has grown through acquisition as well as organic development and TUPEd terms and conditions prevail at some sites.

Our Pay and Bonus Data

Mean

The mean gender pay gap is (£2.80) for April 2022 as compared to April 2021 where the figures were (£2.72). The average hourly rate for those identified as male is £15.85 and for those identified as female is £13.05. The increase in differential between men and women is minimal and is explained by an organisation wide percentage pay review in September 2021. The senior leadership of the organisation remained predominantly male at this point in time.

Description	Result
Difference in mean hourly rate of pay	17.63%
Difference in median hourly rate of pay	5.11%
Difference in mean bonus pay	23.4%
Difference in median bonus pay	16.7%
Percentage of employees who received bonus payments	9.57%

Median

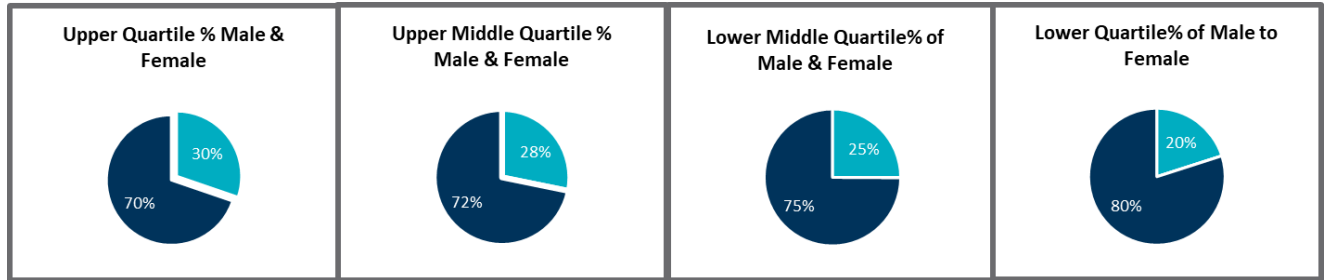
The median gender pay gap reduced to 5.11% from 8.79% in April 2021. There were 269 identified as male employees and 766 identified as female employees. This is explained by an increase to the lowest pay rate within the organisation to £9.65 in Jan 2022 but whereby higher earners did not receive an increase

Aurora

Bonuses

Bonuses were paid in June 2022 following the end of year company financial results to 99 individuals, 61 to those identified as female and 38 to those identified as male. This compares to 2021 when 99 bonuses were paid of which 64 were female and 35 male. All bonus schemes are discretionary and continue to cover a relatively small percentage of the overall employed population.

Gender Distribution



■ Females

■ Males

The workforce continues to consist of significantly more females than males in all quartiles. This is standard for the nature of our business, combining; Care, Education, Therapy and Nursing services. Our central team is a mix of male and female including a mix within the Executive Team.

In Summary

We are confident that the results are accurate and have shown our policies and practices are effective in developing and maintaining fair pay. We will continue to develop our practice and to monitor data and act to address any concerns should these become evident.

Mark Costello
Chief Executive Officer
The Aurora Group