



## Gender Pay Gap Report (April 2025)

### 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 5<sup>th</sup> April each year. This report is for data to 5<sup>th</sup> April 2025. 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 and teaching support, clinical services 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 payscales 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 £1.77 for April 2025. The average hourly rate for those identified as male is £19.41 and for those identified as female is £17.64. The differential between men and women is explained by the significantly higher number of women employees. Women are employed at all levels of the organisation including at Executive and Senior Management level who are rewarded on a par with male comparators. There are, however, significantly higher numbers of women in the lower paid roles than men which is reflective of the female dominated workforce.

Description	Result
Difference in mean hourly rate of pay	9.12%
Difference in median hourly rate of pay	-0.07%
Difference in mean bonus pay	22.29%
Difference in median bonus pay	40.13%
Percentage of employees who received bonus payments	7.34%

#### Median

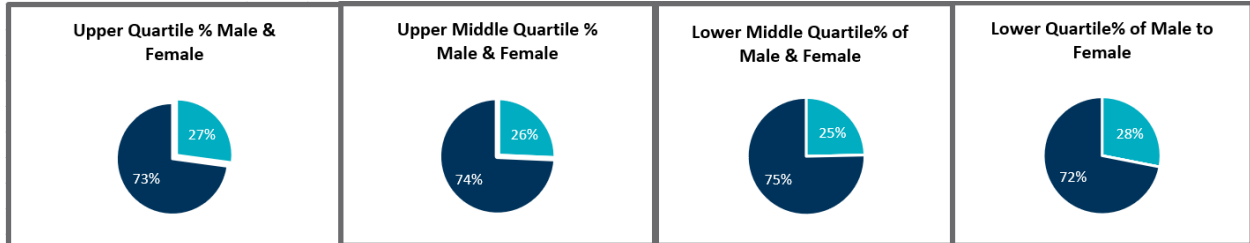
The median gender pay gap in April 2025 reduced to -0.07% from 2.92% in April 2024. The median pay for men was £14.67 and £14.68 for women. There were 154 men below the median and 429 women. There were 308 identified as male employees and 859 identified as female employees.

# Aurora

## Bonuses

Bonuses were paid in June 2024 following the end of year company financial results to 118 individuals, 80 to those identified as female and 38 to those identified as male. This compares to 2023 when 108 bonuses were paid of which 73 were female and 35 male. Women represent the majority of bonus recipients overall, reflecting the gender profile of the workforce. 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 and employing the professions identified above.

## 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.

Kelvin Donald  
**Chief Executive Officer**  
**The Aurora Group**