

# Aurora

## Gender Pay Gap Report (April 2020)

### 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 2020. 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 is still a relatively young organisation and we continue to develop 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, 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. 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

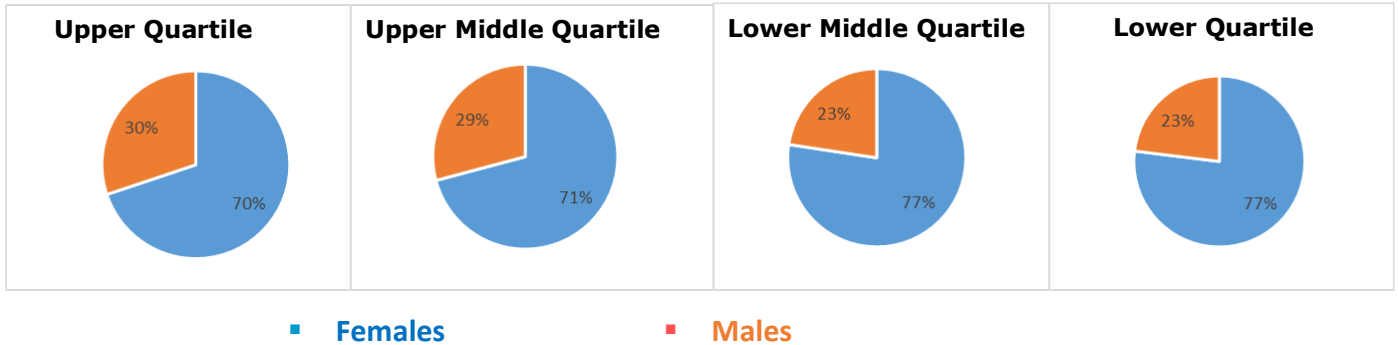
The mean gender pay gap is (£1.24) as compared to April 2019 where the figures were 0.12% (£0.01). The average hourly rate for men is £13.30 and for woman is £12.06. The increase in differential between men and women is explained mostly because of changes in senior leadership posts both in the central executive team and in senior roles at sites.

Description	Result
Difference in mean hourly rate of pay	9.34%
Difference in median hourly rate of pay	-9.57%
Difference in mean bonus pay	-14.6%
Difference in median bonus pay	10%
Percentage of employees who received bonus payments	6.75%

Bonuses were paid to in June 2019 following the end of year company financial results to 62 individuals 46 of whom were female and 16 male. This is a relatively small percentage of the overall employed population

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## Gender Distribution



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 with proportionately higher number of senior posts filled by women than men.

### 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**