

**Audley Group Limited**  
**Gender Pay Gap Report**  
**2019**



**Introduction**

This report provides both the statutory disclosures required of the Audley Group, as well as further context around gender pay.

All companies with 250 or more employees are now required to publish their gender pay gap under legislation that came into force in April 2017. Employers must publish the gap in pay between men and women on both a median basis (pay per hour based on the person ‘in the middle’ of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words, splitting the workforce into four groups based on their pay and showing the percentage of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender pay gap on bonuses.

In compiling this report, we have included data for people on staff contracts (both permanent and fixed term contracts) but not consultants or agency staff.

**The difference between the gender pay gap and equal pay**

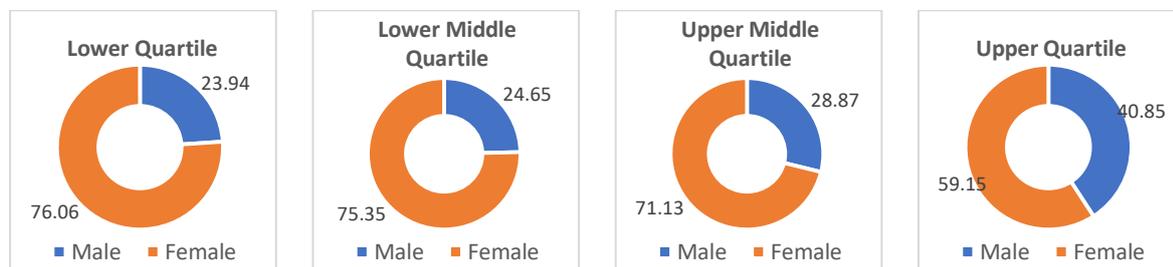
The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women. Nationally one of the main reasons for the gender pay gap is that more men are likely to hold senior positions.

**Gender and the gender pay gap**

The ‘snapshot’ date for the Audley Group is 5<sup>th</sup> April 2019. The overall gender pay gap at Audley is 12.11% (3.15% - 2018) on a median basis and 32.70% (27.35% - 2018) on a mean basis.

	2019		2018	
	Median (%)	Mean (%)	Median (%)	Mean (%)
Gender Pay Gap	12.11	32.70	3.15	27.35
Gender Bonus Gap	16.36	69.52	22.50	85.75
Proportion of men receiving bonus pay	37.50		32.91	
Proportion of women receiving bonus pay	17.49		20.32	

Overall, Audley have a 72% female and 28% male workforce. The percentage of female workers is higher at the lower pay grades within the organization, with the increasing percentage of men in senior management and so at higher pay grades as demonstrated by the quartile graphs below.



We have analysed the gender pay gap by departments within our organization below.

#### Gender pay gap by department

Department	2019		2018	
	Median pay gap %	Mean pay gap %	Median pay gap %	Mean pay gap %
Support Office	45.22	53.57	50.60	42.20
Village operations	14.91	14.51	13.30	16.30
Care	-0.10	-4.71	-22.10	-13.10

As demonstrated by the table above, the largest gender pay gap is within Support Office. This category includes the highest paid management staff. Care is the only department where women, on average, are paid more than men, as indicated by the negative percentages shown above.

Overall, the data reflects the fact that Audley Group is a business that has three key functions; property, care and hospitality, and each function has different levels of pay. Care, which accounts for nearly half of the organisation's headcount and 97% of those staff are female, generally falls in the lower quartiles for pay compared to other business units. The median gender pay gap across the entire business is only 12.11% indicating that the main bulk of pay grades are quite even.

Audley Group is proud to be an Equal Opportunities employer and gender has no impact on our recruitment process.

I confirm that the published information is accurate.

Nick Sanderson

Chief Executive Officer

March 2020