

Audley Group Limited
Gender Pay Gap Report

2023

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

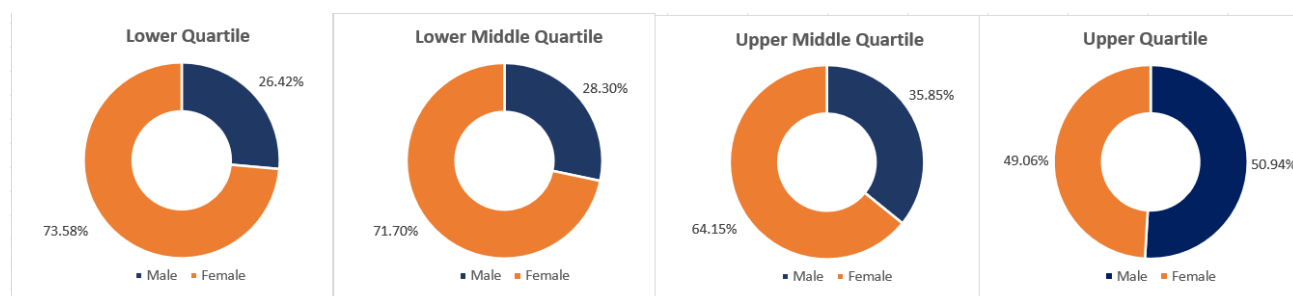
The ‘snapshot’ date for the Audley Group is 5th April 2023.

The overall mean gender pay gap at Audley is 33.33% (vs 25.57% - 2022) and the overall median gender pay gap is 8.69% (vs 1.74% - 2022)

| | 2023 | | 2022 | |
|--|-----------------|-------------------|-----------------|-------------------|
| | Mean (%) | Median (%) | Mean (%) | Median (%) |
| Gender Pay Gap | 33.33 | 8.69 | 25.57 | -1.74 |
| Gender Bonus Gap | 25.11 | 0.00 | 70.15 | 65.99 |
| Proportion of men receiving bonus pay | 77.78 | | 35.42 | |
| Proportion of women receiving bonus pay | 79.81 | | 26.71 | |

Overall, Audley have a 67.3% female and 32.7% male workforce. The percentage of female workers is higher at the lower pay grades within the organisation, with the increasing percentage of men in senior management and so at higher pay grades as demonstrated by the quartile graphs below.

Gender pay gap by department



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

Gender Pay Gap by department

| Department | 2023 | | 2022 | |
|--------------------|----------------|------------------|----------------|------------------|
| | Mean pay gap % | Median pay gap % | Mean pay gap % | Median pay gap % |
| Support office | 52.05 | 42.62 | 48.49 | 44.26 |
| Village Operations | 20.37 | 8.04 | 18.37 | 13.50 |
| Care | -11.20 | -7.03 | -30.77 | -32.41 |

As demonstrated by the table above, the largest gender pay gap is within Support Office. This category includes the highest paid management staff. Overall, the data reflects the fact that Audley Group is a business that has three key functions; property, care and hospitality, along with a central support team with each function having different levels of pay.

Care, which accounts for a third of the organisation's headcount is made up of 96% female team members, who generally fall in the lower three quartiles for pay compared to other functions. It is worth noting that benchmarking exercises within the function have uplifted rates in comparison to other operational functions.

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 2024