

Gender Pay Gap Report

2021



Introductory information

At the snapshot date of April 2021 Aspris Children's Services Ltd was trading as Priory Education & Children's Services and was part of the Priory Group of Companies, a leading independent provider of behavioural care in the UK. We were one of the three divisions within the Group of companies and provided education and care through our schools, colleges and residential services across the UK.

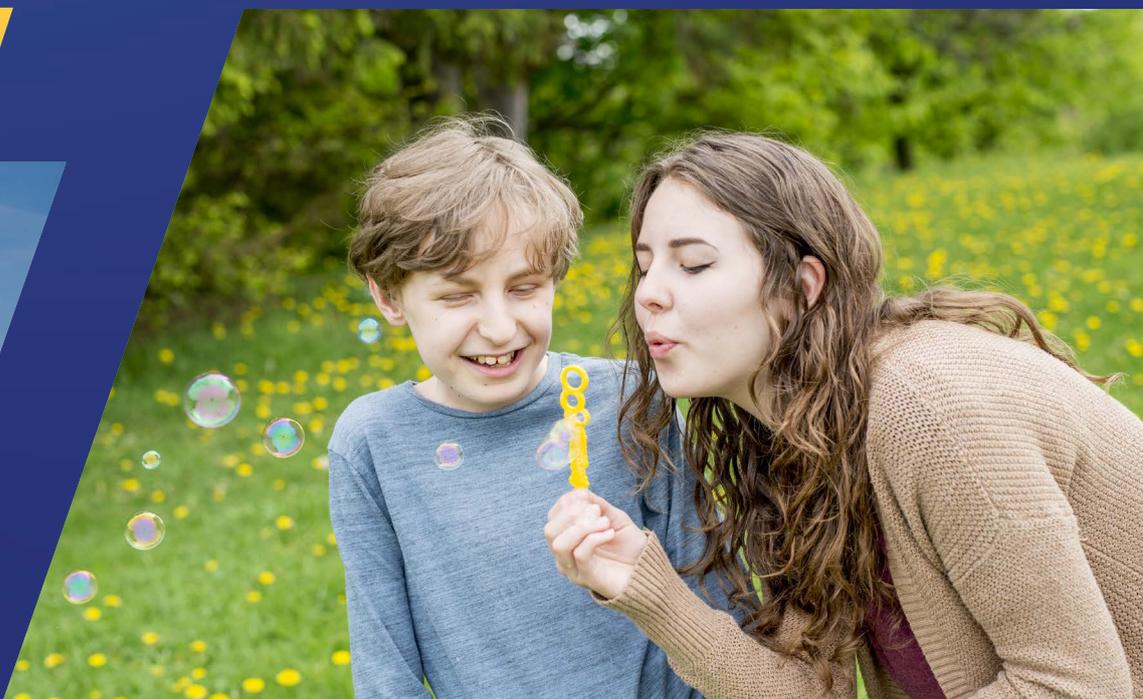
In August 2021 a carve out process was completed and Aspris Children's Services Ltd was created and is no longer part of the Priory Group. This report covers Aspris Children's Services only.

At Aspris Children's Services, we are proud of our high quality, family-style accommodation which has been designed around the often complex needs of the individuals that we support. Our well maintained homes offer 'home away from home' care, in an environment that will support and encourage young people's development.

The gender pay gap is not about equal pay for male and female colleagues doing the same job or work of similar value. We have pay structures for all employees and use benchmarking for all roles.

During 2021 we continued to focus on improving diversity across our company. It remains our objective to develop the best talent internally through succession planning and personal development for colleagues and this is evidenced by promotions of colleagues of all genders into middle and senior management roles.

Our overall workforce profile continues to be predominantly female which is typical within the education and social care sectors. We continue to be committed to improving our gender balance and strive to encourage more men to join the sector in the historically female orientated roles such as teachers and support workers.





Understanding the gender pay gap

Having formally carved out Aspris Children's Services Ltd in 2021, using the calculation requirements set out in the gender pay gap reporting regulations, we have taken pay data from our business of more than 3,300 colleagues across the UK which includes a large variety of rates of pay. This is our first report as a standalone company, but our headcount has remained static since our 2020 report which formed part of a large group of companies' report. We are providing a breakdown of data for the legal entity which employs, in its own right, more than 250 or more UK based colleagues as well as the company as a whole. This information is available at page 7.

How is this calculated?

- Our calculations of mean and median pay and of quartile pay bands are based on data from April 2020 onwards only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy / termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.
- Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.
- Our calculations of mean and median bonus pay use bonus pay from the twelve months ending on 5 April 2021.

What do the mean and median results actually say?



A positive percentage figure shows that, mainly or totally, female colleagues have lower pay or bonuses than men.



A negative percentage figure shows that, mainly or totally, male colleagues have lower pay or bonuses than female.



A zero percentage figure would show no gap between the pay or bonuses of male and female colleagues – no gender pay gap.

Our results

Overall Headcount



 **2,407**

 **944**

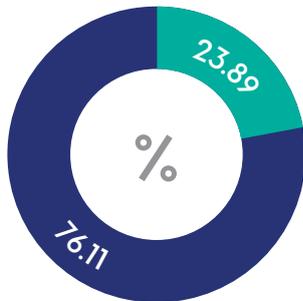
Proportion of males and females receiving a bonus

 **73**

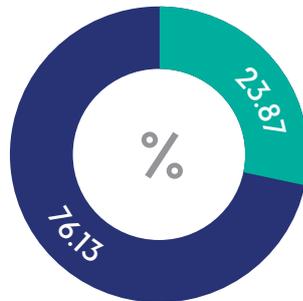
 **45**

Pay Quartiles

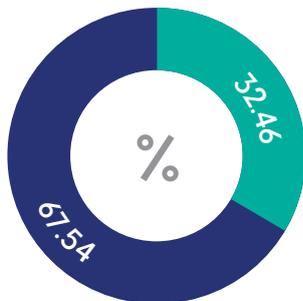
LOW QUARTILE %



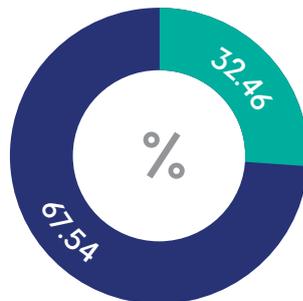
LOWER MIDDLE QUARTILE %



UPPER MIDDLE QUARTILE %



UPPER QUARTILE %



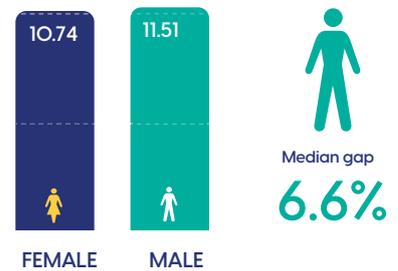
 FEMALE  MALE

Difference between male and female pay

Mean Hourly Rate (£)

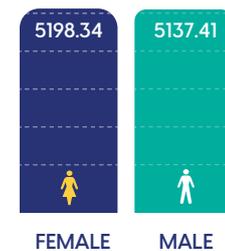


Median Hourly Rate (£)

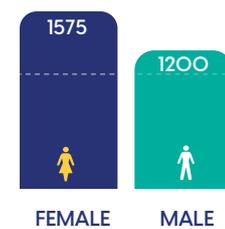


Difference between male and female bonuses

Mean (£)



Median (£)



Interpreting the data

Our calculations are based on data from 3,351 colleagues across all of our entities including operational and central colleagues. All types of roles are included in our analysis including those performed by teaching and care teams at sites as well as more office-based positions such as finance, IT, or legal and compliance. These roles have a significant variance in pay ranges, which are informed by market value.

As is true for a lot of companies and the economy as a whole, our gender pay gap arises from the imbalance of men and women across all job levels. Where we differ is that our pay quartiles show that there continue to be significantly more female than male colleagues at all levels but there are more men in our upper quartile i.e. there are more men in the most senior positions where remuneration is higher.

This results in a “gender pay gap” in relation to both ordinary pay and bonus pay even though we continue to

support and actively encourage promotion and appointment of women to middle and senior management roles.

We continue to promote, recruit and remunerate based solely on performance, talent and capability but vacancies for senior management roles continue to be less frequent and whilst we are closing the gender pay gap, we will strive to do so even though it may take some time.

On a mean basis our UK company wide overall gender pay gap as at April 2021 was 13.33% with a median gender pay gap of 6.66% which are both much lower than the UK national average.





What are we doing about it?

1.

We will continue to promote Diversity and Inclusion and as a newly carved out company will be seeking to set up a Colleague Experience forum which will include diversity at the core of its agenda

2.

We will continue to give access to new career opportunities to everyone and in particular we will use our Aspirational Careers process to prioritise succession planning and promotion from within

3.

We have created accredited courses on management and leadership which includes training for future managers / team leaders which is open to all colleagues who are our aspiring leaders of the future

4.

We have set up pay bands for our high volume roles so that all colleagues in those roles know the levels of pay and benefits available to them, which are based on qualifications and experience as the only differentiating factors

Our Statutory Disclosures

	Male Lower Quartile	Female Lower Quartile	Male Lower Middle Quartile	Female Lower Middle Quartile	Male Upper Middle Quartile	Female Upper Middle Quartile	Male Upper Quartile	Female Upper Quartile	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	Males Receiving Bonus	Female Receiving Bonus
Aspris Education Services Ltd.	21.29%	78.71%	24.74%	75.26%	29.62%	70.38%	34.32%	65.68%	18.17%	8.57%	44.37%	-52.53%	6.66%	3.55%
Aspris	23.89%	76.11%	23.87%	76.13%	32.46%	67.54%	32.46%	67.54%	13.33%	6.66%	41.70%	-60.00%	4.77%	3.03%



Comment from the Chief Executive Officer

At Aspris we take our gender pay gap seriously and we continue to work as a company to promote diversity and inclusion providing equal opportunities for all and promoting the best talent, whatever their gender. Having moved away from being part of a much larger group of companies in 2021, we feel that we are in a very good position to make a positive impact on our gender pay gap in future years.

As Chief Executive Officer, I, Trevor Torrington, can confirm that the information contained herein is accurate.



Trevor Torrington
Chief Executive Officer
Priory Group

A white handwritten signature of Trevor Torrington on a dark blue background. The signature is stylized and cursive, starting with a large 'T' and ending with a long, sweeping underline.

