

Gender Pay Gap Report

2024



Introductory information

Aspris has been operating as a standalone company since August 2021, delivering education and care through our schools, colleges, and residential services across the UK.

At **Aspris**, we believe every young person has potential—but not everyone sees it. Across our schools, colleges, and children's homes, our caring colleagues are **dedicated** to seeing, nurturing, and raising that potential. With **resilience** and **courage**, we help young people overcome challenges, build confidence, and unlock new possibilities. The journey can sometimes seem hard, but with courage, resilience, and dedication, we unlock the possible. That's the Aspris difference.

Our well-maintained homes provide a welcoming, 'home away from home' environment where young people feel safe, valued, and encouraged to grow. In our schools and colleges, we foster **fun** and **uplifting** learning environments that inspire creativity, curiosity, and a lifelong love of learning. Our goal is to empower every young person to thrive, develop new skills, and exceed expectations.

To address our gender pay gap responsibilities, we have implemented structured pay frameworks for all volume roles and use benchmarking for all others. Throughout 2024, we continued to prioritise improving diversity across our organisation. While we have made progress, we remain committed to doing more. By focusing on succession planning and offering robust personal development opportunities, we aim to promote talented colleagues of all genders, ensuring they have the chance to grow and lead.

Our workforce continues to be predominantly female, reflecting broader trends within the education and social care sectors. However, we are determined to promote greater gender balance by encouraging more men to enter traditionally female-dominated roles, such as teaching and support work.

At **Aspris**, we know that fulfilling potential is only possible when our own people are supported, valued, and inspired. That's why we actively engage with our colleagues to ensure our development opportunities, promotion pathways, and pay structures enable everyone to succeed. By empowering our people, we enable them to deliver the highest standards of education and care—helping young people achieve what may have once seemed impossible.

We are Aspris.
Together, we raise potential.





Understanding the gender pay gap

Using the calculation requirements set out in the gender pay gap reporting regulations, we have taken pay data from our business of 2663 colleagues across the UK which includes a large variety of rates of pay. Our headcount for this report has reduced, however the makeup of our workforce still remains predominately female. 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 snapshot data as at April 2024, 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 2024.

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



1929



734

Proportion of males and females receiving a bonus



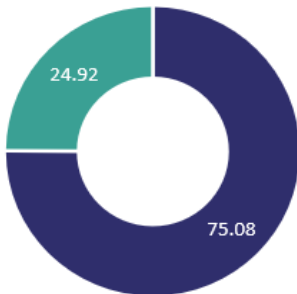
6%



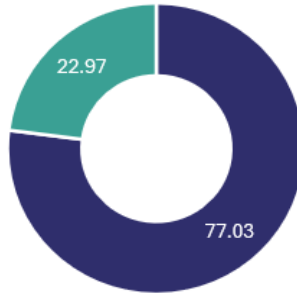
9%

Pay Quartiles

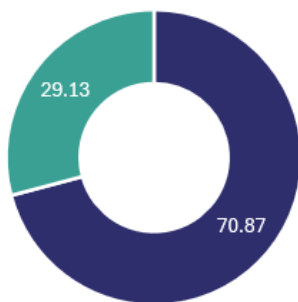
LOW QUARTILE %



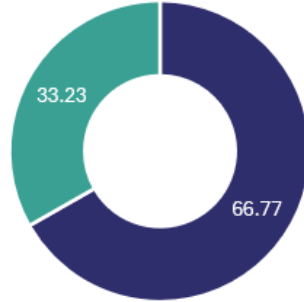
LOWER MIDDLE QUARTILE %



UPPER MIDDLE QUARTILE %



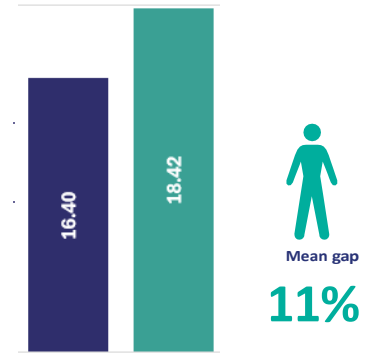
UPPER QUARTILE %



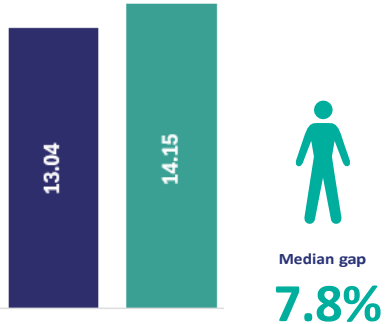
FEMALE MALE

Difference between male and female pay

Mean Hourly Rate (£)

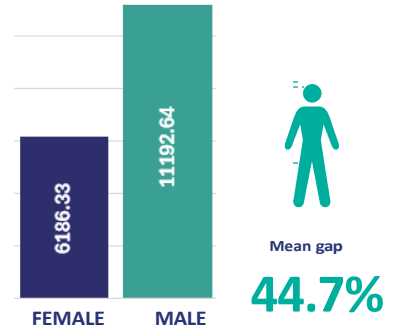


Median Hourly Rate (£)

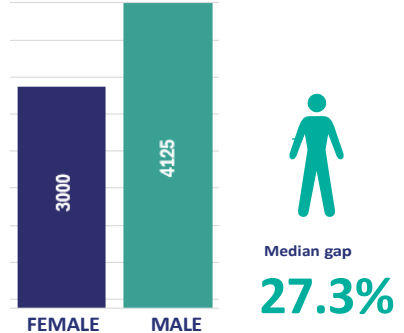


Difference between male and female bonuses

Mean (£)



Median (£)



Interpreting the data

Our calculations are based on data from 2663 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 which are set as part of a pay scale project. We have also included our central office-based positions such as finance, IT, or legal and compliance which may have more of variance in pay ranges as they 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 continues to be significantly more female than male colleagues at all levels but there is a higher percentage of men in our upper quartile, compared to the our other quartiles, 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 which would fall into our upper quartile remuneration bracket continue to be less frequent and whilst we are closing the gender pay gap, we will strive to do so.

On a mean basis our UK company wide overall gender pay gap as at April 2024 was 10.9% with a median gender pay gap of 7.8%. This is a reduction of 0.8% on last years' figures and a 3.1% reduction in our GPG bonus pay gap.



What are we doing about it?



1.

We will continue to promote Equality, Diversity and Inclusion and as part of our engagement with our colleagues we continue to develop our Active Colleague Engagement (ACE) Forum which supports diversity.

2.

We continually promote Aspirational Careers to all colleagues to enable them to develop the best career for them. This supports our desire to provide professional and leadership development to colleagues.

3.

We continue to review the pay bands for our high volume roles so that all colleagues in these roles know the levels of pay and benefits available to them based on qualifications and experience as the only differentiating factors.

4.

We continue to benchmark our pay bands and remuneration packages, including for colleagues in leadership roles, to ensure that they are competitive in the roles we recruit to.

Our Statutory Disclosures

Figures expressed as a percentage	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	Females Receiving Bonus
Aspris	24.92	75.08	22.97	77.03	29.13	70.87	33.23	66.77	10.96	7.82	44.73	27.27	8.9	6
Aspris Children's Services	21.09	78.91	24.13	70.43	29.57	65.22	34.78	65.22	16.28	13.53	35.96	52.41	9.9	4.8
Sandcastle Care Limited	54.41	45.59	42.65	57.35	58.7	41.3	41.79	58.21	0.03	-6.72	59.59	0	8.9	7.5



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. We continuously review our remuneration packages to ensure we reward all our colleagues fairly. We look looking forward to continuing our work to erode the gender pay gap further.

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

Charles Coney

Chief Executive Officer

