

GROUNDWORK LONDON

GENDER PAY GAP 2018



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Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment and where individuals and enterprise prosper. Part of achieving this vision is ensuring an internal governance structure that promotes equality and diversity through effective recruitment and remuneration processes.

We are pleased to share our gender pay gap report at 5th April 2018. On this date Groundwork London employed 270 staff with 147 (54%) being men and 123 (46%) women.

We view promoting gender equality in the workplace as an ongoing endeavour, we aim to ensure our recruitment and remuneration processes continue to be aware and responsive to continuous improvement.

Average gender pay gap as a mean and median average

The mean hourly pay across the organisation for women was 7.7% higher than men's mean hourly rate. This is the difference between men's average hourly pay and women's average hourly pay by combining all salaries within the company.

The median hourly pay, across the organisation for women was 2.1% higher than men's median hourly pay. This is the difference between the middle hourly pay for all men and the middle hourly pay for all women.

Average bonus gender pay gap as a mean and median average

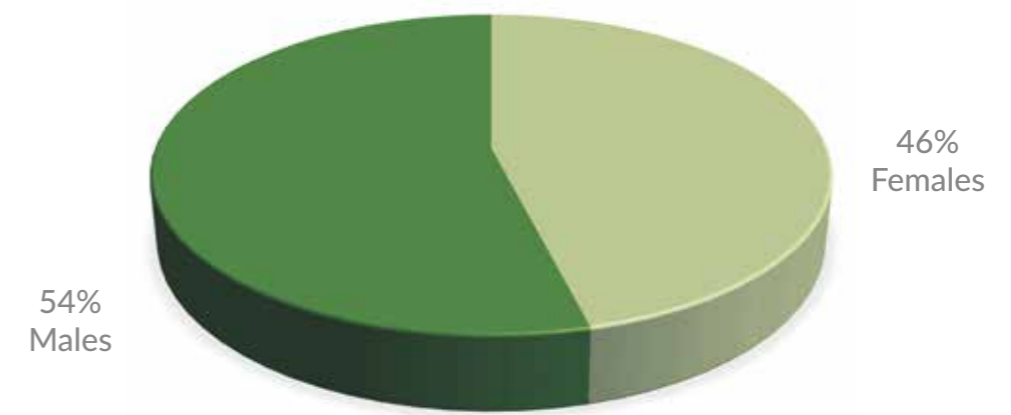
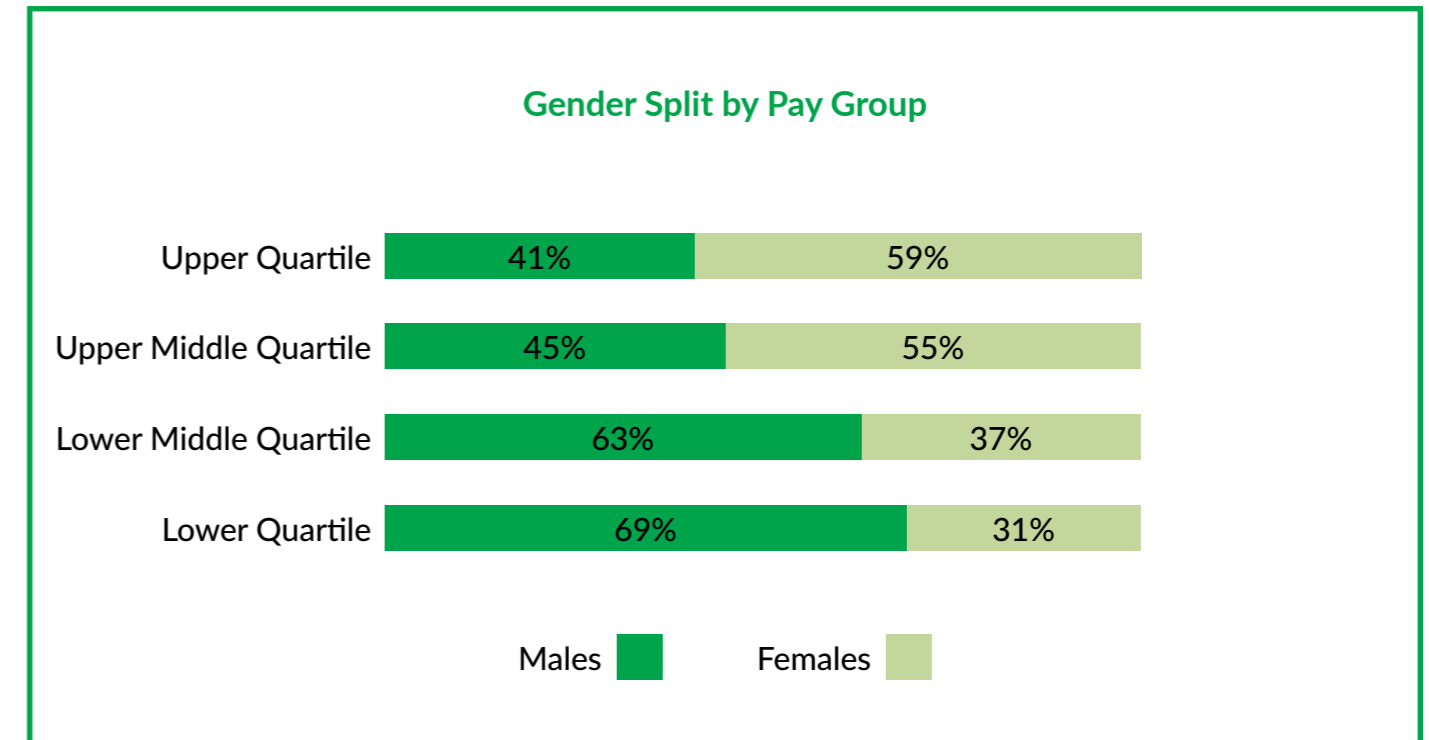
45% of men and 19% of women received a bonus. Women's mean annual bonus pay was 31.9% higher than men's. This is the difference between men's average bonus pay and women's average bonus pay by combining all bonuses in the company.

Women's median annual bonus pay was 14.3% lower than men's. This is the difference between the middle bonus pay for all men and the middle bonus pay for all women.

These results arise from the majority of staff eligible for bonuses being employed within one specialist team which makes up over 29% of total employees in the organisation of which a high proportion are men. The majority of this group is paid in the lower pay group quartile with performance related bonuses paid in addition to basic salaries.

Gender Split by Pay Group

There were more women than men in the top two pay quartiles whilst there were more men than women in the lower two pay quartiles. This occurs as a result of the large number of staff employed in in one specialist team that makes up over 29% of total employees in the organisation of which a higher proportion are men.



Groundwork London Staff

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