

GROUNDWORK LONDON

Gender Pay Gap Report 2021-22



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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. We continue to evolve and grow as an organisation building on our experiences, successes, and learning. We are committed to fostering a culture of equity and inclusion, supporting participative and integrated working across all staff teams and seeking out a diversity of viewpoints both in the work that we do and the people that we employ.

We view promoting 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.

We are pleased to share our gender pay gap report at 5th April 2021. At this date Groundwork London employed 188 (48%) men and 200 (52%) women, with a total headcount of 388 staff. This compares to 176 (51%) men and 170 (49%) women at 5th April 2020.

Average gender pay gap as a mean and median average

The mean hourly pay across the organisation for women was 6.4% higher than men's mean hourly rate. (In 2020, this was 3.84% higher). 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 across the organisation for women was 5.1% higher than men's median hourly pay. (In 2020, this was 0.4% higher). 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 median and mean average

10% of men and 2% of women received a bonus. Women's median annual bonus pay was 93.58% lower than men's. This is the difference between the middle bonus pay for all men and the middle bonus pay for all women.

Women's mean annual bonus pay was 65.18% lower 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.

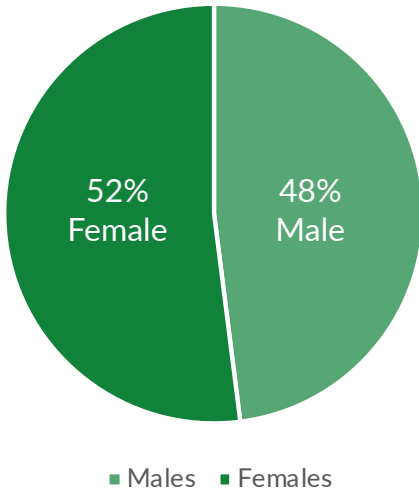
The shift in bonus pay between women and men arises from the majority of bonuses for specific job roles in one team being phased out in 2020/21 in favour of higher basic pay for all. Senior manager performance-related pay were put on hold due to Covid or phased out in the same year.

Gender Split by Pay Group

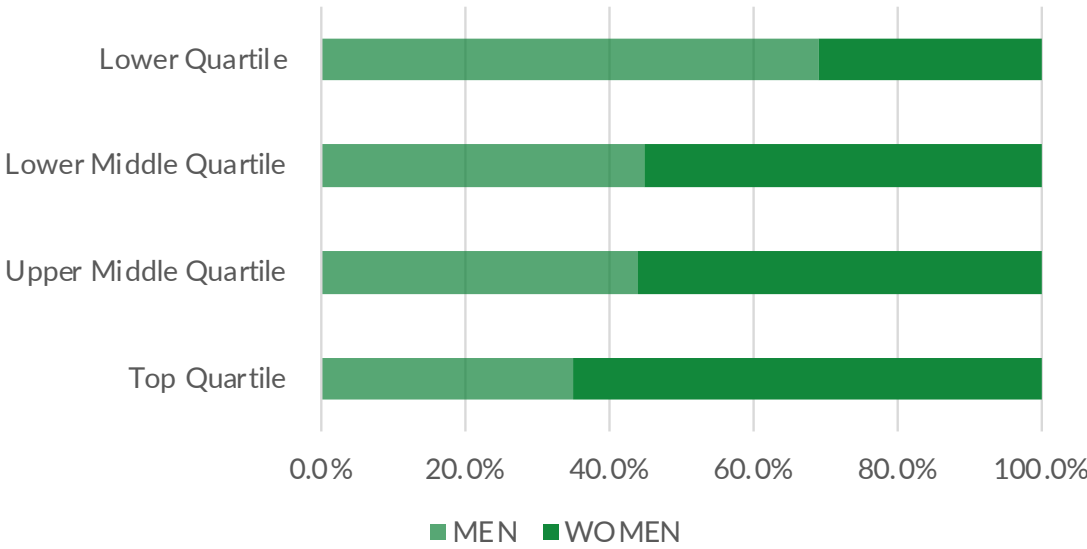
There were more women than men in the top pay quartile, upper middle, and lower middle quartile. In the lower quartile there were more men than women. This occurs as a result of the large number of staff employed in one specialist team that makes up 14% of the total employees in the organisation, of which the majority are men.

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Groundwork London Staff





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