



GENDER PAY GAP REPORT 2022

GROUNDWORK NE & CUMBRIA
2022



FOREWORD

At Groundwork NE & Cumbria we are passionate about creating a future where every neighbourhood is thriving; every community is strong and able to shape its own destiny, and no-one is held back by their background or circumstances.

As an employer we embrace this ethos. I am proud of our team of people who are essential to delivery of over 200 services, projects and programmes to our communities enabling us to **Change Places and Change Lives**.

We operate transparently and with integrity and seeking out a diversity of viewpoints, both in the work we do and the people we employ. In 2021 we introduced our collective Equity, Diversity and Inclusion strategy to our teams which embeds this approach.

Having taken over as our Chief Executive in October 2022 from our former female Chief Executive of 30 years, I am proud of the story our report tells. We are committed to developing our people with 88% of those employed in management and leadership roles having grown into these within Groundwork, including myself, and with women making up 72.7% of these roles.

Groundwork's ambition is for our workforce to reflect the customers and communities we serve. A diverse, inclusive workplace allows colleagues to be themselves and give us their best. It allows us to serve our customers better, contributing to the success of our business. And it helps us contribute to a more equal society.

Achieving our ambition depends on analysing data to see where we stand, and using that understanding to inform targeted, consistent actions to drive improvements. Pay gap data is a fundamental part of the picture. Our Gender Pay Gap reflects this drive to support equity across our workplace and we are pleased to share our results with you in what, following a period of growth, is our first report.

I can confirm the gender pay gap data contained in this report is accurate



Groundwork NE & Cumbria

Steve Roberts
Chief Executive



Gender Pay Gap - What does it mean?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires Groundwork NE & Cumbria to carry out Gender Pay Reporting.

This can help us to assess the levels of gender equality at the charity, the balance of male and female employees at different pay grades and how effective we are at nurturing and rewarding talent. The gender pay gap is separate from equal pay. According to the Equality & Human Rights Commission, '...whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues:



Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.



The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

As an employer, failing to provide equal pay to employees is unlawful, while having a gender pay gap is not. Groundwork NE & Cumbria is an equal pay employer and we have a gender-neutral approach to pay across all levels of the organisation. We are committed to tackling and eliminating gender inequality, and all forms of inequality.



Groundwork NE & Cumbria



An overview of our data

We calculate our gender pay gap by assessing the difference between the average earnings of women and men in Groundwork NE & Cumbria. In our report we provided data on both the 'mean' difference and the 'median' difference. The data is collected from all the people employed and the pay they received on 5 April 2022, and any bonus received in the preceding 12 months.

A mean pay difference is calculated by taking the average hourly earnings of everyone, including their pay and bonus, and comparing the difference between women and men.

A median pay difference is calculated by taking the figure in the middle of the range of pay and bonus, arranged from the smallest to the largest.

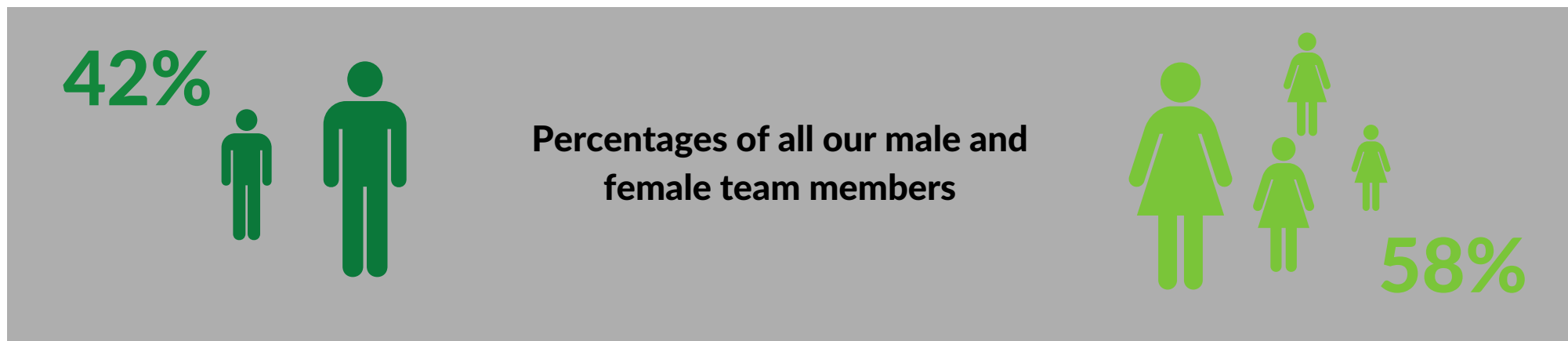
The figures in our report meet the requirements of the UK regulations for organisations with more than 250 employees.

We report both the mean and median gender pay gap and the distribution between genders across pay quartiles. We also report the bonus gender pay gap and the proportion of women and men who receive a bonus.

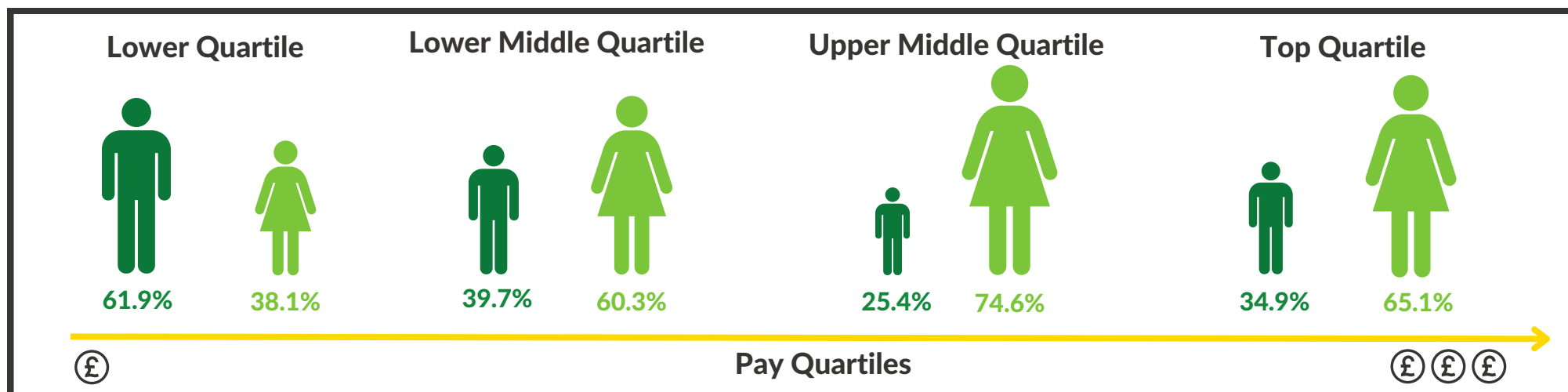
We are pleased to share our gender pay gap report at 5th April 2022. On this date Groundwork NE & Cumbria employed 270 staff, with 157 female and 113 male. People within our charity are employed on contracts which are full time, part-time, flexible and also some casual contracts supporting roles with sporadic delivery



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The chart below shows the distribution of employees within four pay quartiles. The lowest quartile represents more junior roles in our organisation, while the top quartile represents the most senior roles which are the highest paid. These figures are based on all active employees as of 5 April 2022.



Our Median and Mean Pay Gap

As an employer offering flexible and part-time working opportunities, including the ability to work in a hybrid way, a higher proportion of our workforce are women. A higher percentage of women carry out higher paying management and leadership roles. This is reflected in our overall results.

We are proud to support and encourage the development of women within our organisation and the majority of our management and leadership roles are held by women, attracting higher salaries.

- > 72.7% of people engaged in management/leadership roles are Women
- > 75% of these women have developed into these roles within Groundwork
- > 87.9% of all managers/leaders have developed into those roles within Groundwork

During 2022 we operated a number of funded programmes focussed on developing young people by employing them in roles to support their growth and future employability. Funding is such that these roles are fixed term and paid at National Minimum Wage/National Living Wage, this is reflected in our results which include for the following:

- > 34.1% of people in the organisation were paid at NMW/NLW
- > 60.5% of these were male and 39.5% female
- > 74.4% of the people paid at NMW/NLW were engaged on the above training/development programmes.



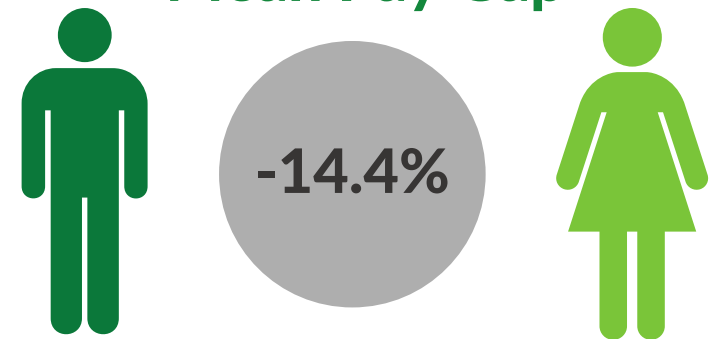
Median Pay Gap



The median is the figure that falls in the middle of the range when employee pay and bonus are arranged from the smallest to the largest. This calculation shows the difference between women and men's pay at a mid-point

UK National Gender Pay Gap is 14.9% (Median) based on estimates from the Office for National Statistics' Annual Survey of Hours and Earnings 2022

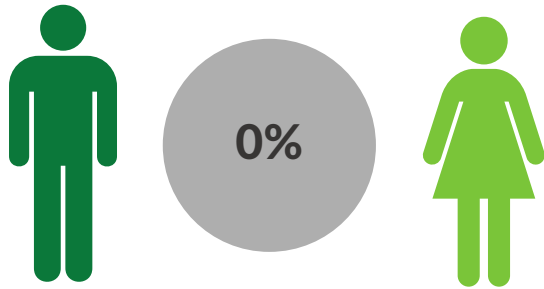
Mean Pay Gap



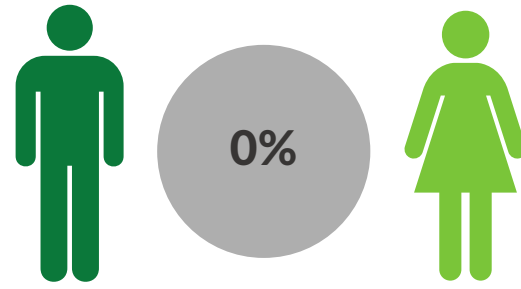
The mean or average pay gap is arrived at by calculating average hourly earnings, including pay and bonus, and comparing the difference between women and men

The hourly rate for 4 male leavers paid for a part month in April 2022 is reduced below its actual when calculating in line with the regulations. Using an actual hourly rate for these leavers brings our Mean Pay Gap to -11.9%

Median Gender Pay Gap in Bonus Pay

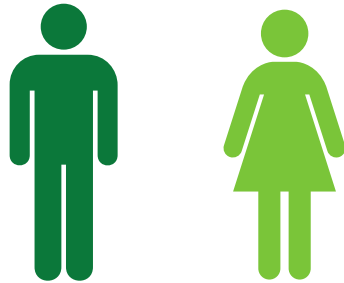


Mean Gender Pay Gap in Bonus Pay



The mean and median gender pay gap for bonus pay is the difference between bonus paid to men and women

70%
Received
Bonus



86%
Received
Bonus

As a charity it is not routine for us to pay a bonus.

In December 2021 we provided our employees with a voucher at Christmas as a thank you for their support over the year, as we moved forward dealing with the impact of the COVID-19 pandemic.

Not everyone employed on 5 April 2022 was employed by the organisation in December 2021 and this is reflected in these percentage figures.

All employees employed in December 2021 on full and part time contracts received this bonus.

This payment was gender neutral with all receiving the same amount.

OUR BONUS PAY GAP



Groundwork NE & Cumbria

TAKING ACTION

TO CONTINUE OUR PROGRESS SO FAR WE WILL

- Ensure that our pay structures are fair and opportunities for training, development and progression can be accessed equitably
- Ensure recruiting managers receive training which supports a fair and equitable recruitment process and which reduces unconscious bias.
- Focus on achieving gender balance in the recruitment of our Trustees who oversee our governance.
- Ensure our job descriptions and adverts use language which is non-gender biased.
- Continue our flexible working approach across Groundwork and highlight this within recruitment campaigns
- Ensure all roles are advertised internally to widen the pool of candidates.





GROUNDWORK NE & CUMBRIA

For more information about the work we do and
joining our team

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Groundwork NE & Cumbria