



GROUNDWORK LONDON

Gender Pay Gap Report

2023/2024



Groundwork London: Gender Pay Gap Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations showing the pay gap between their male and female employees on 5th April every year. This legislation came into force as at 5th April 2017 with those organisations employing more than 250 staff on that date being required to report by 5th April each year.

The Trust is now required to submit data as at 5th April 2023 by 4th April 2024.

Employers are required to report both on a Government portal, with the information being publicly accessible and on its own corporate website. Information is not provided on the portal for industry types or organisation sizes. Each organisation's data is reported individually. Statistical analysis, however, is calculated by third party organisations and reported in the media.

Employers have the option to provide a narrative with the calculations. This narrative is not a requirement but would explain the reasons for pay and bonus differentials and actions being taken, if any, to reduce or eliminate any pay gaps.

Groundwork London Gender Pay Gap Reporting at 5th April 2023

On 5th April 2023 Groundwork London employed more than 250 members of staff and is required to report its statistics.

All employers must publish six calculations showing the:

1. Average gender pay gap as a mean average (based on hourly earnings)
2. Average gender pay gap as a median average (based on hourly earnings)
3. Average bonus gender pay gap as a mean average (based on annual bonus paid to 5th April)
4. Average bonus gender pay gap as a median average (based on annual bonus paid to 5th April)
5. Proportion of Men receiving a bonus payment and proportion of Women receiving a bonus payment
6. Proportion of male and Women when divided into four groups ordered from lowest to highest pay (pay quartiles)

Groundwork London Pay Gap Reporting at 5th April 2023

At this date Groundwork London employed 147 (40%) men and 221 (60%) women, with a total headcount of 368 staff. This compares to 201 (44%) men and 253 (56%) women at 5th April 2022.

Groundwork London has an agreed salary grading structure which ranks jobs based on the descriptions and person specifications. All jobs are ranked within 10 grades which have a lower and upper pay level for the relevant grade.

Mean and Median Pay

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

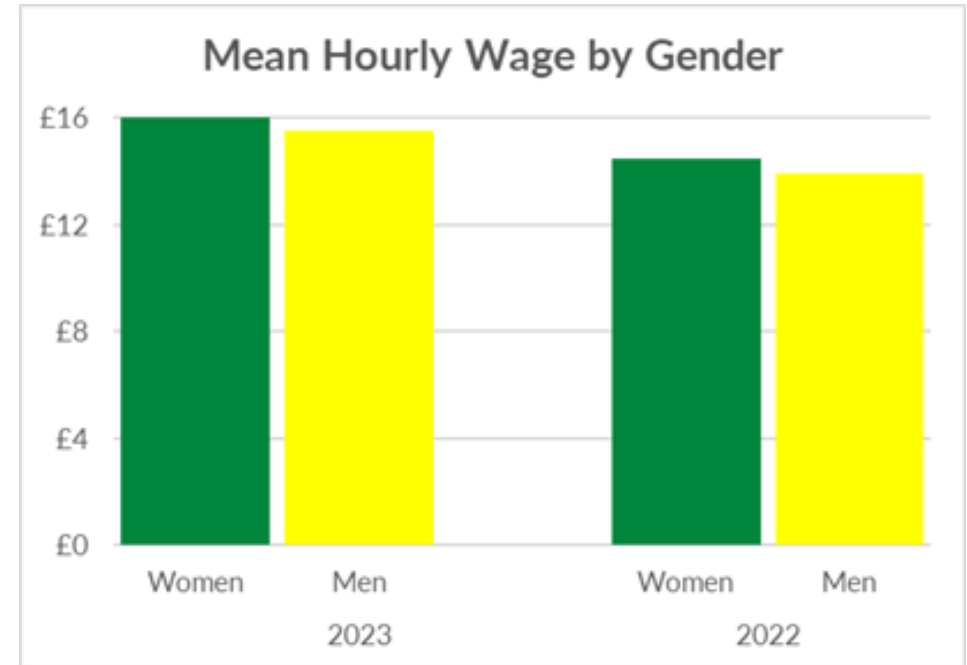
Mean hourly pay across the whole organisation is:

- £16.15 for women and £15.49 for men (2022: £14.47 for women and £13.89 for men)*
- Women's mean hourly rate is 4.24% higher than men's mean hourly rate (2022 4.23% higher)

Median hourly pay, across the whole organisation is:

- £14.41 for women and £12.82 for men (2022: £14.47 for women and £13.89 for men)*
- Women's median hourly pay is 7.06% higher than men's median hourly pay (2022: 4% higher)

The mean and median pay gap arises from the combination of a higher number of women in senior roles within Groundwork London, with more men joining at lower pay levels. As the mean can be skewed by the highest paid employees (in our case there are more women than men in senior positions) the median is more representative which shows women are paid higher than men by 7.06%.



Bonus Pay

Bonuses were last paid to Water Efficiency staff in April 2023 and have not been paid after this date. All the staff eligible for bonuses were within the Thames Water team where all staff carrying out the same job role had the opportunity to earn bonuses based on their performance.

In 2023 no bonuses were paid (2022: 4% of men and 0.4% of women received a bonus).

Mean annual bonus pay is:

- £0 for women and £0 for men (2022: £200 for women and £200 for men)
- There was no differential between women and men. Women's
- mean bonus pay is the same as men's in 2022.

Median annual bonus pay is:

- £0 for women and £0 for men (2022: £200 for women and £200 for men)
- Women's median annual bonus pay is the same as men's (2022: same)

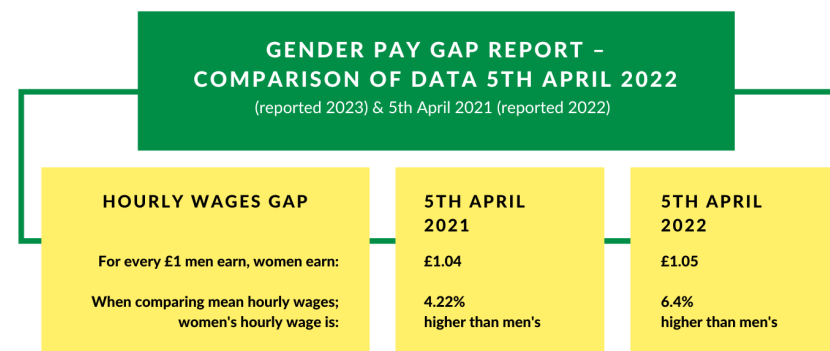
Bonus Pay Gap	2023	2022
Women's bonus earnings for every £1 earned by men	£1.00	£1.00
Women's median bonus pay as a % of men's	same	same
Women's mean bonus pay as a % of men's	same	same
% receiving bonus (of total workforce)	0% women 0% men	0.4% women 2% men

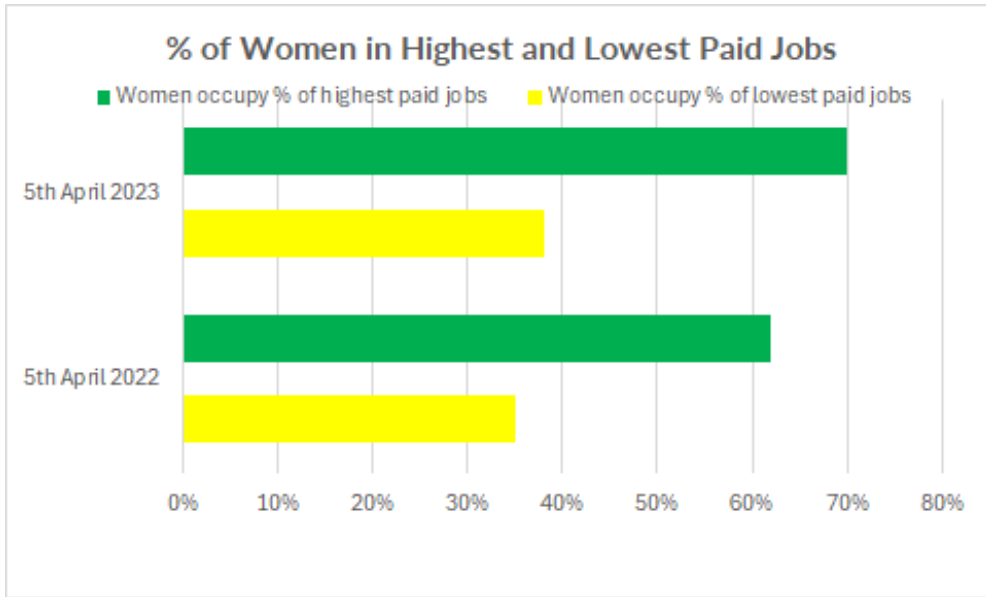
Pay by Group

Pay qualities 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.

Quartile	Pay band	No. of Men	MEN	No. of Women	WOMEN
Top	Over £29k	28	30%	64	70%
Upper Middle	£25k to £29k	33	35%	60	65%
Lower Middle	£23k to £25k	29	32%	62	68%
Lower	Up to £23k	57	62%	35	38%
Total		147		221	


There were more women than men in the top and upper and lower middle pay quartiles and more men than women in the lower pay quartile. This occurs as a result of the large number of staff employed in the Water Efficiency programme of which the majority are men.






For more information about any of the work we do, please contact us:
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Proportion of Women per Quarter

	5th April 2023		5th April 2022	
	Women	Men	Women	Men
Top quarter	70%	30%	62%	38%
Upper middle quarter	65%	35%	66%	34%
Lower middle quarter	68%	32%	59%	41%
Lowest quarter	38%	62%	35%	65%

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