



# GENDER PAY GAP REPORT 2023

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GROUNDWORK NE & CUMBRIA  
2023





# 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 extremely 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, seeking out a diversity of viewpoints, both in the work we do and the people we employ. Our Gender Pay Gap reflects this drive to support equity across our workplace and we are pleased to share our 2023 results with you.

This report is based on data from 5 April 2023, when 58% of our colleagues were women, Groundwork's overall median gender pay gap is -4.7% in favour of women; and our mean gender pay gap is -3.5% also in favour of women. We are proud that this falls well below the national average of 14.3% (median) in favour of men

Our commitment to developing our people and ensuring equal opportunity for all has resulted 79% of our managers and leaders developing within Groundwork with 66% of these being women.

In 2023 we have worked to develop our pay structures as another means of supporting progression for our people. We achieved standard level of the North of Tyne Combined Authority Work Work Pledge which we will build upon, and over the coming year, we will be updating our Equity, Diversity and Inclusion Action Plan to continue moving forward embedding inclusivity across everything we do.

I am proud of the positive story our gender pay gap results tells, we will continue to foster an environment in which all colleagues can thrive, focussing not on complacency around these results but on ensuring their sustainability into the future.

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



# 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.

The gender pay gap is the difference between the average hourly pay for people of different genders across our business. Although today's legislation is binary in its consideration of gender, and this is reflected in the comparison between for men and women in this report, at Groundwork we support all gender identities





# 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 provide 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 2023, along with 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.

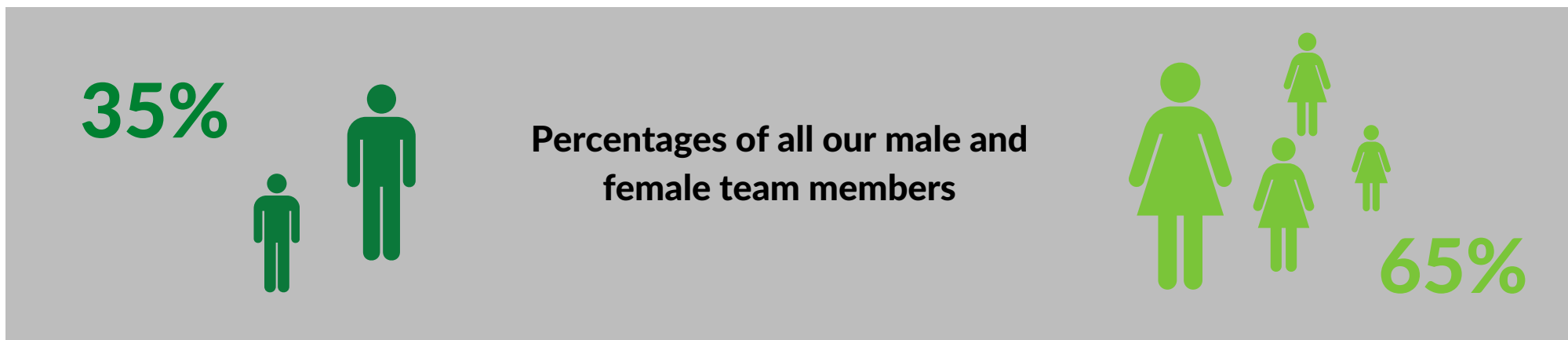
We report both the mean and median gender pay gap and the distribution between genders across pay quartiles. We also report the bonus gender pay gap and the proportion of women and men who receive a bonus.

We are pleased to share our gender pay gap report at 5th April 2023. On this date Groundwork NE & Cumbria employed 251 staff, with 162 female and 89 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

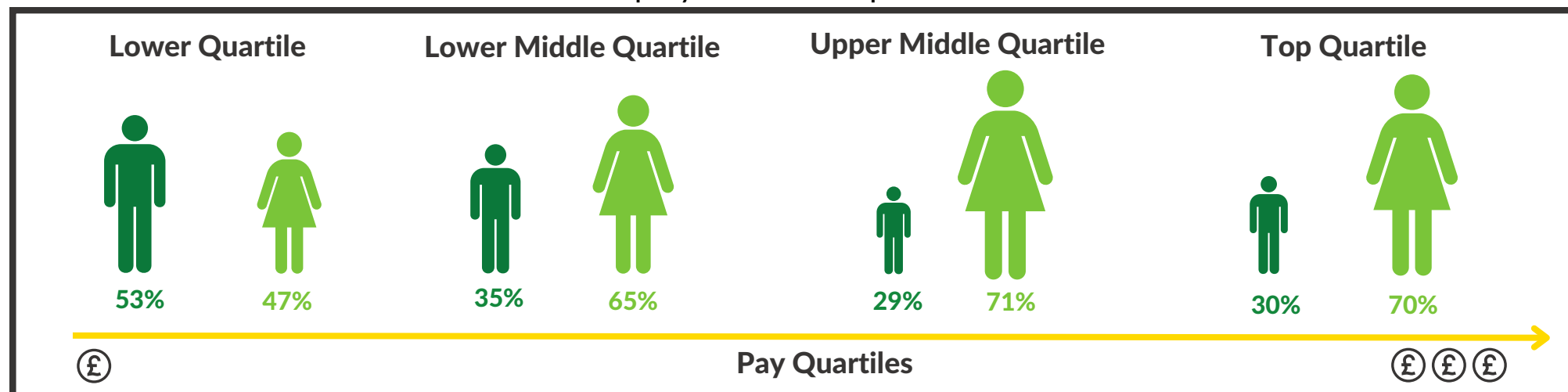




# GENDER PAY GAP REPORT - 2023



The chart below shows the distribution of employees within four pay quartiles. The lowest quartile represents more junior roles in our organisation and also includes development roles on funded programmes, 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 2023





# 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.

We are proud to support and encourage the development of women within Groundwork with the majority of our management and leadership roles held by women, attracting higher salaries. This is reflected in our overall results.

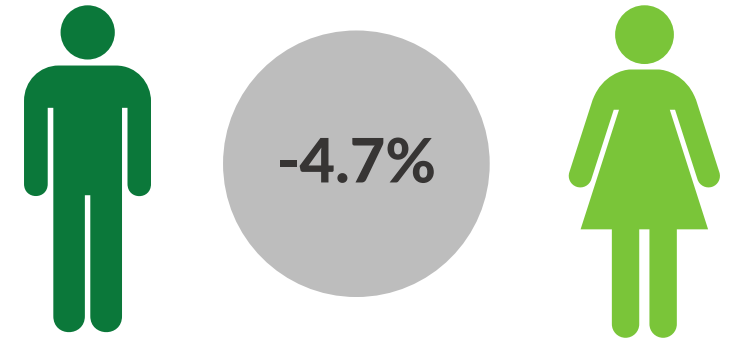
- > 66% of people engaged in management/leadership roles are women
- > 84% of these women have developed into these roles within Groundwork
- > 79% of all managers/leaders have developed into those roles within Groundwork

During 2023 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 (NMW/NLW), this is reflected in our results which include for the following:

- > 20% of people in the organisation were paid at NMW/NLW, compared with 34.1% in 2022
- > 54% of these were men and 46% were women
- > 54% of the people paid at NMW/NLW were engaged on the above training/development programmes

The following factors have contributed to the changes in our Gender pay Gap from 2022. The proportion of male employees employed on 5 April reduced from 42% in 2022 to 35% in 2023. Our funded development programmes, referenced above, employed a higher percentage of men, however during 2023 a number of these programmes came to an end, reducing the number of people paid at NMW/NLW in the organisation overall. At the same time men employed in roles within the upper middle pay quartile have increased slightly.

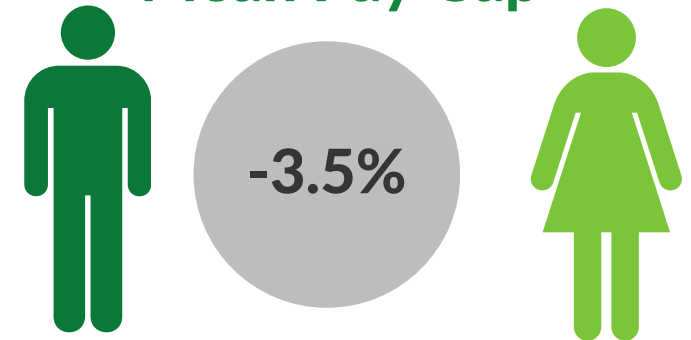
## Median Pay Gap



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 14.3% (Median) based on estimates from the Office for National Statistics' Annual Survey of Hours and Earnings 2023

## Mean Pay Gap



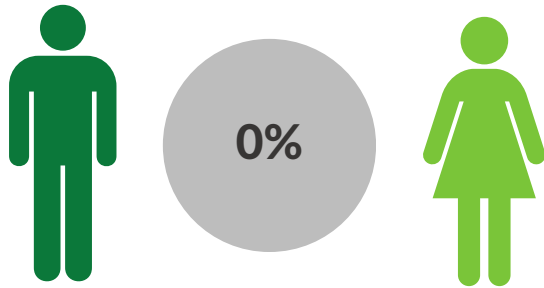
The mean or average pay gap is arrived at by calculating average hourly earnings, including pay and bonus, and comparing the difference between women and men

For comparison our 2022 results were as follows:

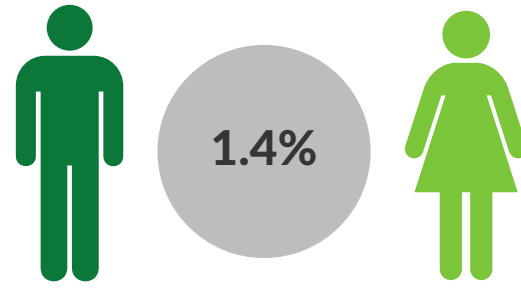
Median Pay Gap : - 16.4%      Mean Pay Gap : - 14.4%



## Median Gender Pay Gap in Bonus Pay

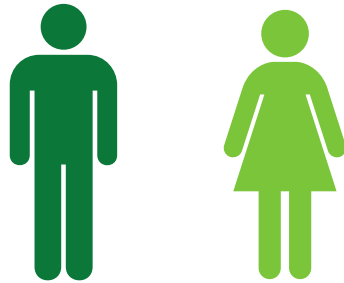


## Mean Gender Pay Gap in Bonus Pay



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

**73%**  
**Received  
Bonus**



**88%**  
**Received  
Bonus**

In December 2022 we provided our employees with a voucher at Christmas as a thank you, and some further grocery vouchers to support with the impact of the cost of living crisis.

Not everyone employed on 5 April 2023 was employed by the organisation in December 2022 and this is reflected in these percentage figures. All employees employed in December 2022 on full and part time contracts received this bonus. The Cost of Living support was paid pro rata for those people working part-time.

From those people paid a bonus in 2022, 39% of men work part-time compared with 32% of women. Men working part-time worked proportionally more hours than those women working part-time, which is reflected in these figures.

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

# OUR BONUS PAY GAP

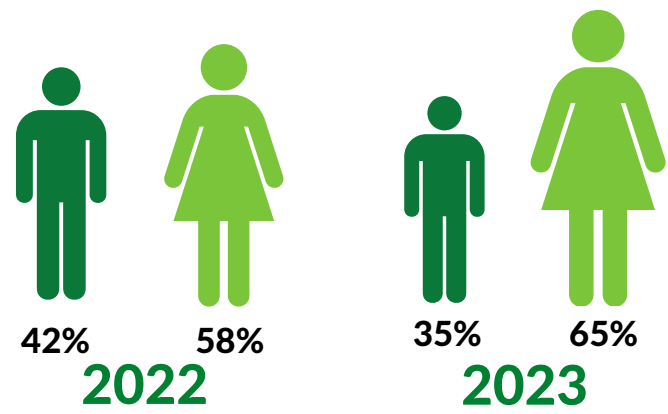


Groundwork NE & Cumbria

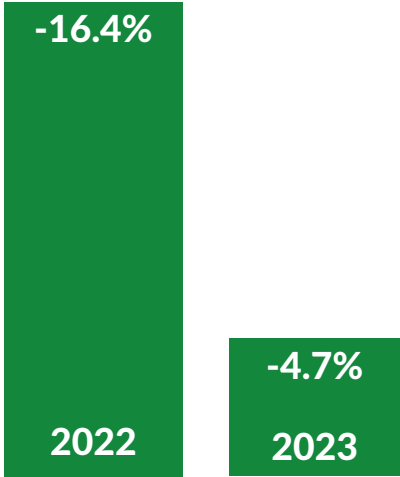


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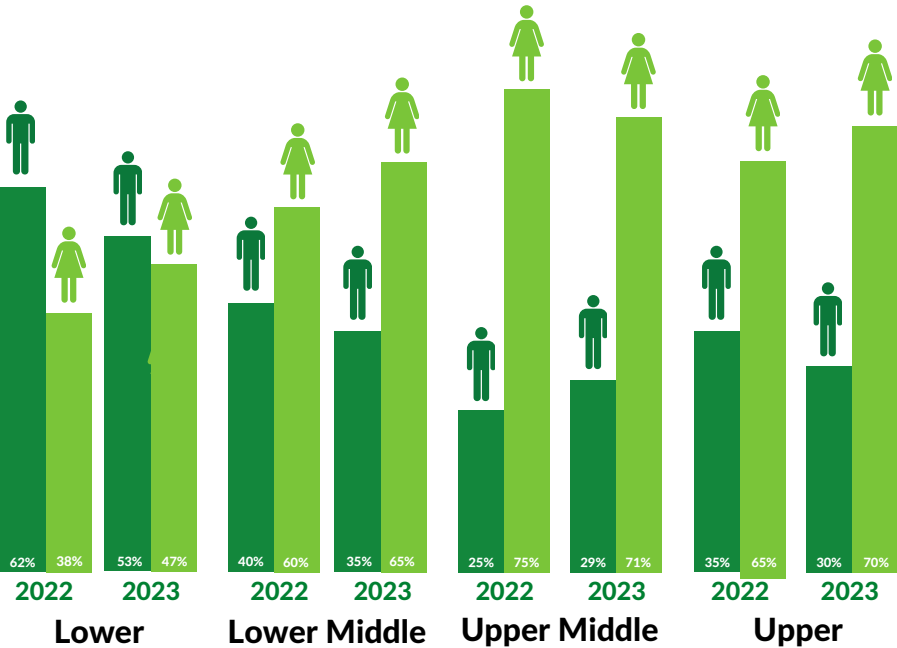
## % of Men and Women Employed



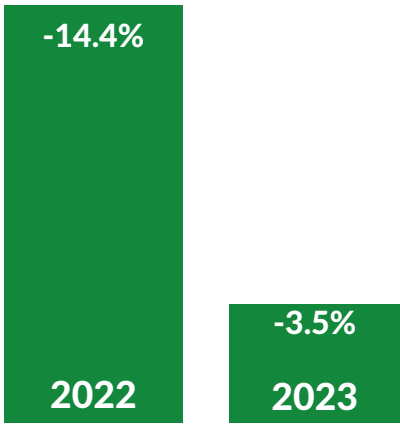
## Median Gender Pay Gap



## No of Men and Women per Quartile Pay Band



## Mean Gender Pay Gap





# 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.
- Continue development of our Equity and Inclusion Action Plan
- 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
- Work towards gaining the North of Tyne Combined Authority Good Work Pledge - Advanced Status.
- Train our managers to develop skills in conducting high quality appraisals and reviews which support performance and development within their teams.



Groundwork NE & Cumbria







# GROUNDWORK NE & CUMBRIA

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For more information about the work we do and  
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