



# GROUNDWORK LONDON

## Gender Pay Gap Report 2024/2025



## 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 2024 by 4th April 2025.

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 2024

On 5th April 2024 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 2024

At this date Groundwork London employed 127 (42%) men and 172 (58%) women, with a total headcount of 299 staff. This compares to 147 (40%) men and 221 (60%) women at 5th April 2023.

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).

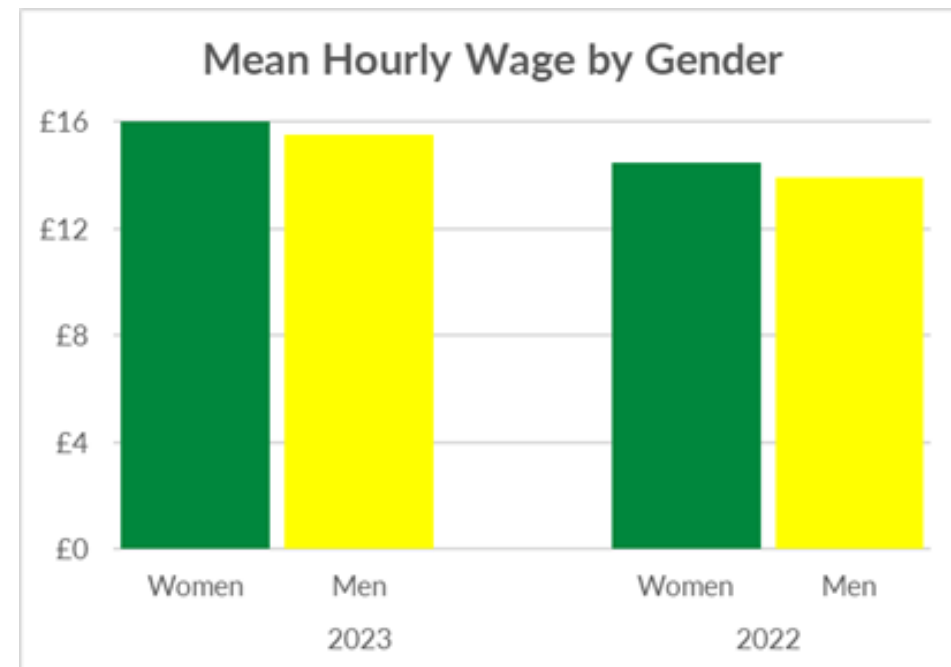
Mean hourly pay across the whole organisation is:

- £17.37 for women and £16.66 for men (2023: £16.15 for women and £15.49 for men)\*
- Women's mean hourly rate is 4.26% higher than men's mean hourly rate (2023 4.24% higher)

Median hourly pay, across the whole organisation is:

- £15.89 for women and £14.41 for men (2023: £14.41 for women and £13.46 for men)\*
- Women's median hourly pay is 10.27% higher than men's median hourly pay (2023: 7.06% 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 10.27%.



Bonus Pay

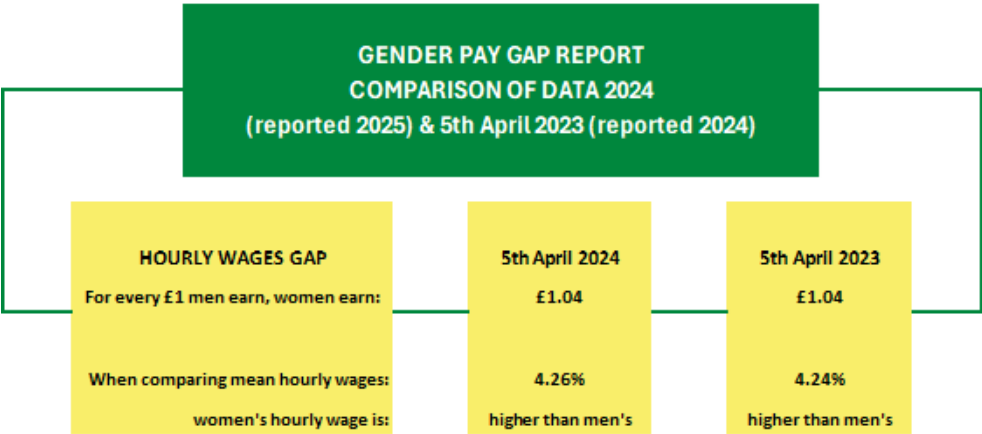
Bonuses were last paid to Water Efficiency staff in April 2023 and have not been paid after this date. All the staff eligible for bonuses were within the Thames Water team where all staff carrying out the same job role had the opportunity to earn bonuses based on their performance.  
In both 2024 and 2023 no bonuses were paid.

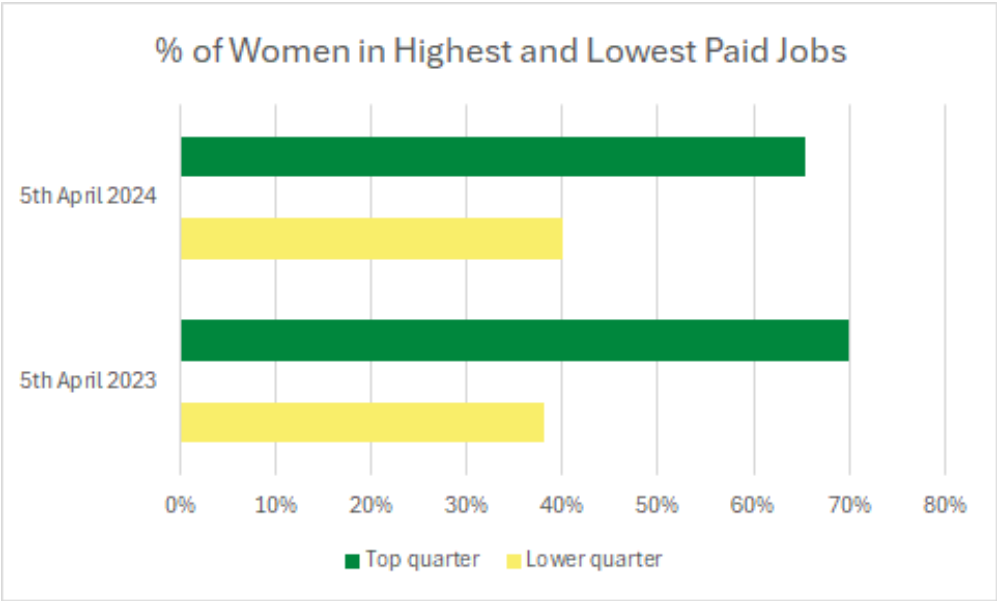
Pay by Group

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 £35k	26	35%	49	65%
Upper Middle	£29k to £35k	26	35%	49	65%
Lower Middle	£27 to £29k	30	41%	44	59%
Lower	Up to £27k	45	60%	30	40%
Total		127		172	


*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*






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

	5th April 2024		5th April 2023	
	Women	Men	Women	Men
Top quarter	65%	35%	70%	30%
Upper middle quarter	65%	35%	65%	35%
Lower middle quarter	59%	41%	68%	32%
Lower quarter	40%	60%	38%	62%

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