



# GENDER PAY GAP REPORT 2024

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# 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.

We are committed to fairness, equity, and inclusion. Our people are at the heart of everything we do, delivering over 200 services, projects, and programmes that help us **Change Places and Change Lives**. We operate with transparency and integrity, valuing diverse perspectives both in the work we do and in the people we employ. Our Gender Pay Gap results reflect this ongoing commitment to equity, and we are pleased to share our 2024 report.

As of 5 April 2024, women made up 68% of our workforce, and we are proud to report that Groundwork's median gender pay gap has reached 0%, with a mean gender pay gap of 6.9%—a slight shift from previous years but still below the national average of 7.0% (median) in favour of men. These figures reflect our dedication to fostering a fair and inclusive workplace.

Our commitment to developing talent and ensuring equal opportunities is evident in our leadership: 74% of our managers and leaders have grown within Groundwork, with 75% of those being women.

In 2024, we strengthened our approach to employee development with the introduction of a new appraisal system designed to support continuous growth and achievement. Additionally, we launched a salary progression framework that enables pay increments based on performance and contribution—an initiative shaped by colleague feedback to ensure fairness and transparency in salary progression.

Equity, diversity, and inclusion remain central to our leadership agenda, not only within Groundwork but also in the communities we serve. While we did not fall within the compulsory reporting criteria this year, we chose to publish our Gender Pay Gap report to reaffirm our commitment to fostering an environment where all colleagues can thrive equally and build sustainable careers.

We are proud of our progress and remain dedicated to driving equity across our organisation.

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



**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.

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.

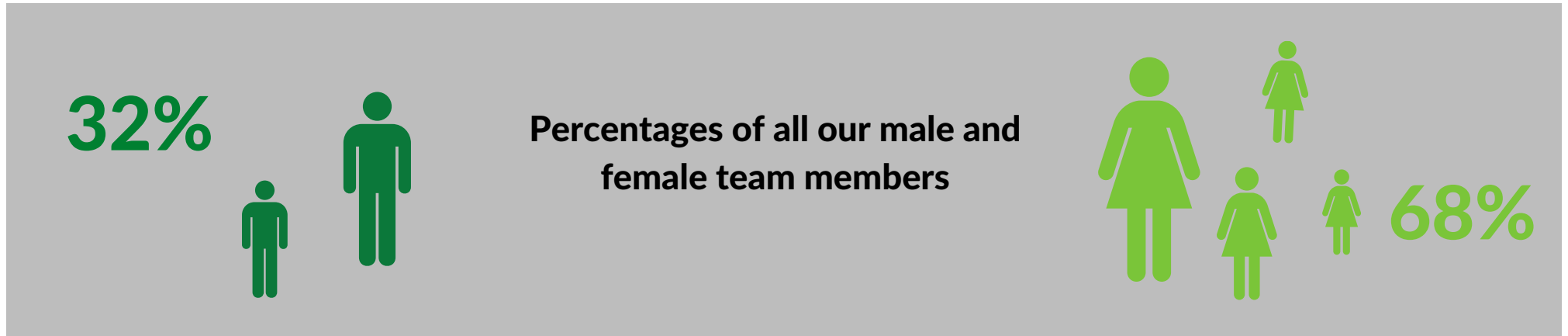
The figures in our report meet the requirements of the UK regulations for organisations with more than 250 employees. In 2024 our headcount was below the reporting requirement, however, we continue to track and report our performance for our gender pay gap.

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.

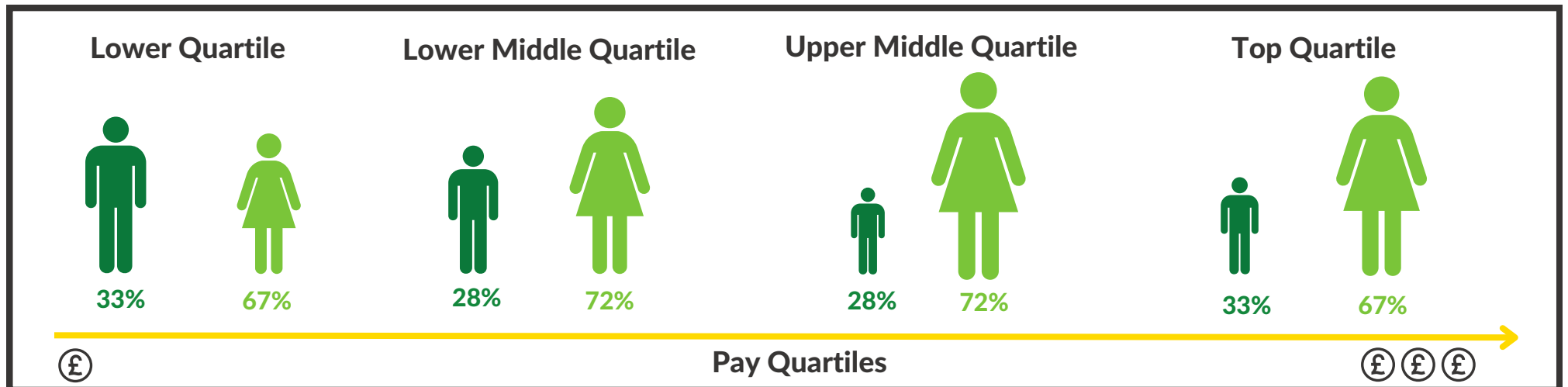
We are pleased to share our gender pay gap report at 5th April 2024. On this date Groundwork NE & Cumbria employed 147 staff, with 100 female and 47 male. People within our charity are employed on contracts which are full time, part-time, flexible and also some casual contracts supporting roles with sporadic delivery



# GENDER PAY GAP REPORT - 2024



The chart below shows the distribution of employees within four pay quartiles. The lowest quartile represents more junior roles in our organisation, generally engaged in supporting roles and grounds maintenance roles, while the top quartile represents the most senior roles consisting mainly of leadership, management and specialist roles which are the highest paid. These figures are based on all active employees as of 5 April 2024



# Our Median and Mean Pay Gap

As an employer committed to flexibility, we offer part-time, hybrid, and remote working opportunities, which has contributed to a higher proportion of women in our workforce.

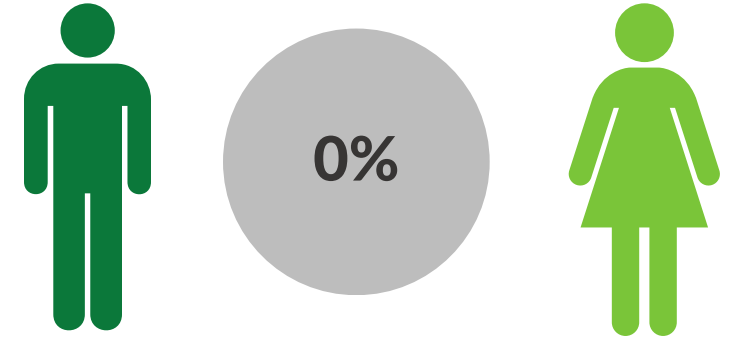
We take pride in fostering the growth and development of women at Groundwork, with the majority of our management and leadership roles held by women—positions that attract higher salaries. This commitment is reflected in our overall gender pay gap results.

- > 74% of people engaged in management/leadership roles are women
- > 75% of these women have developed into these roles within Groundwork
- > 74% of all managers/leaders have developed into those roles within Groundwork

## Factors which have contributed to the change in our results in 2024:

- > At the end of March 2023 a number of fixed term funded programmes employing young people and focussed on developing their employability, came to an end. These programmes typically employed a higher percentage of males and funded roles paying national minimum/living wage. This led to a significant reduction in male employees paid within the lower quartile across the organisation in April 2024 and changing the balance from previous year
- > At the data collection point the majority of casual workers undertaking ad hoc hours being female with roles paid in the lower quartile:

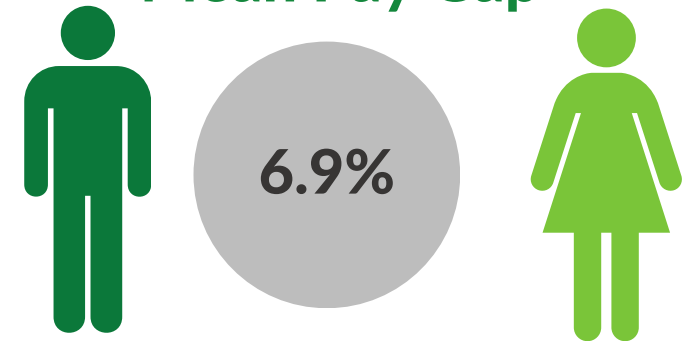
## Median Pay Gap



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 7.0% (Median)  
provisionally estimated by the Office for National Statistics

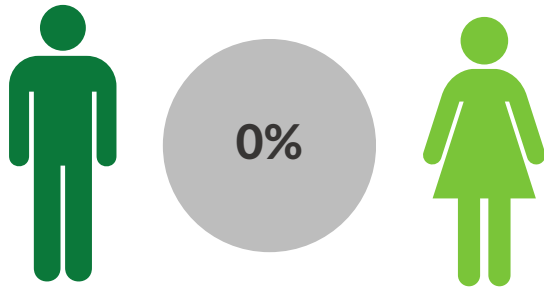
## Mean Pay Gap



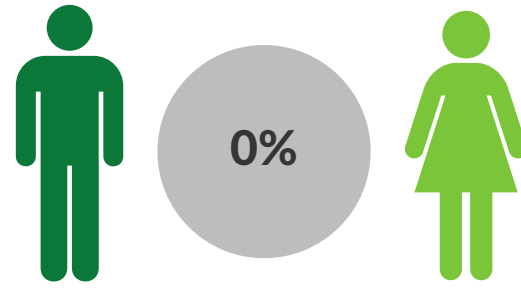
The mean or average pay gap is arrived at by calculating average hourly earnings, including pay and bonus, and comparing the difference between women and men

For comparison our 2023 results were as follows:  
Median Pay Gap : - 4.7%      Mean Pay Gap : - 3.5%

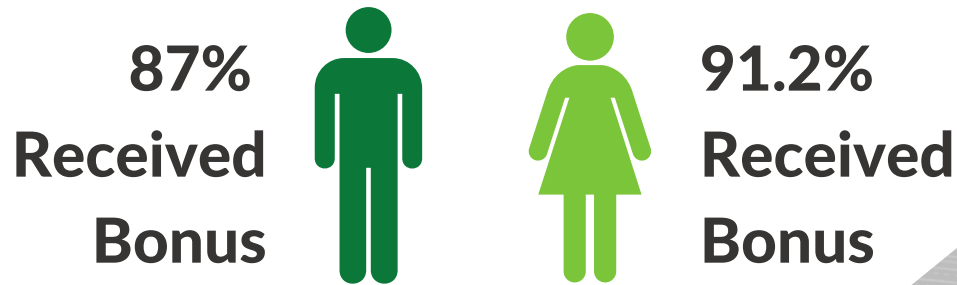
## Median Gender Pay Gap in Bonus Pay



## 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



In December 2023 we provided our employees with a voucher at Christmas as a thank you.

Not everyone employed on 5 April 2024 was employed by the organisation in December 2023 and this is reflected in these percentage figures of those people not receiving bonus pay. All employees employed on 1 December 2023 on full and part time contracts received this bonus.

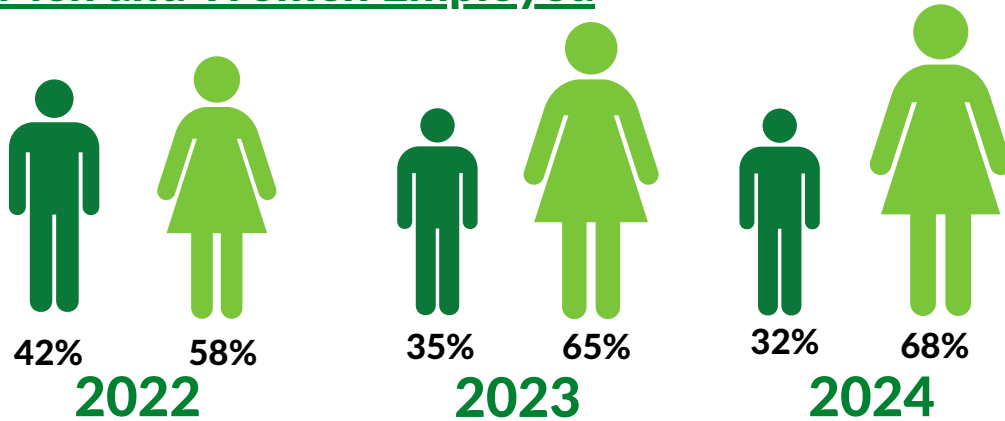
This payment was gender neutral with all receiving the same amount.

# OUR BONUS PAY GAP

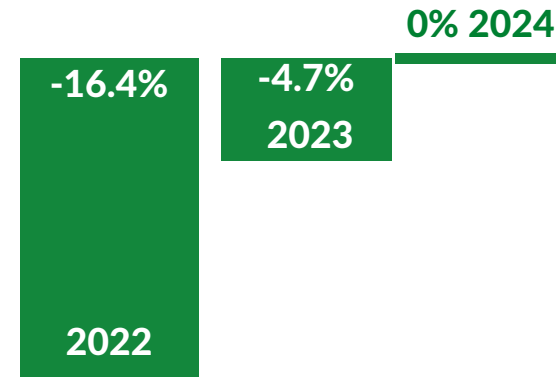


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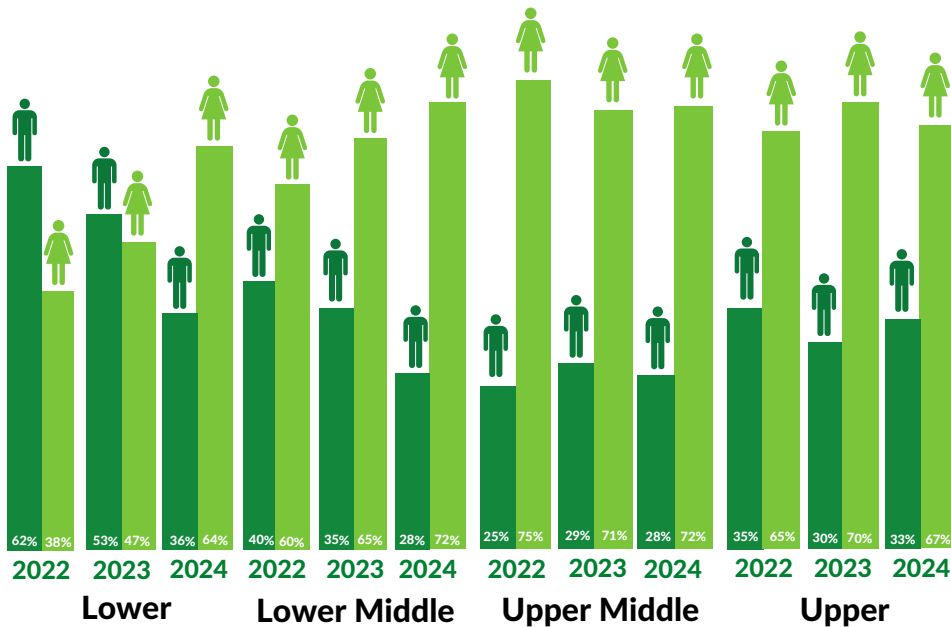
## % of Men and Women Employed



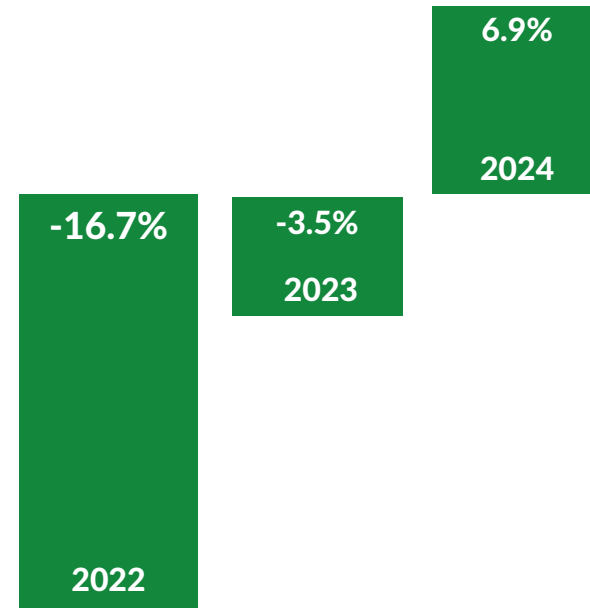
## Median Gender Pay Gap



## % 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

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

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Groundwork NE & Cumbria