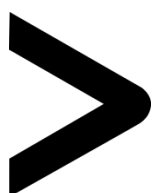


GROUNDWORK GREATER MANCHESTER



2025/26 Gender Pay Report



1 Purpose of Report

This report presents an overview of the gender pay balance within Groundwork Greater Manchester for Trustees information and consideration.

Trustees are asked to note the content of the report and our current gender pay balance.

2 Background Information and Context

Although not required by current legislation due to size, Groundwork GM has voluntarily decided to report on the gender pay balance as part of our commitment to delivering an EDI culture.

The Gender Pay Gap is the percentage difference between the average (mean & median) earnings of men and women across a workforce. It is different to equal pay, which considers the pay of men and women doing the same or similar work.

Our gender data is based on 89% (86% - 2025) of data provided by staff, plus assumed data for the remainder. Due to the level of reported data we are confident that assumptions will not skew findings.

3 Groundwork GM Gender Pay Gap

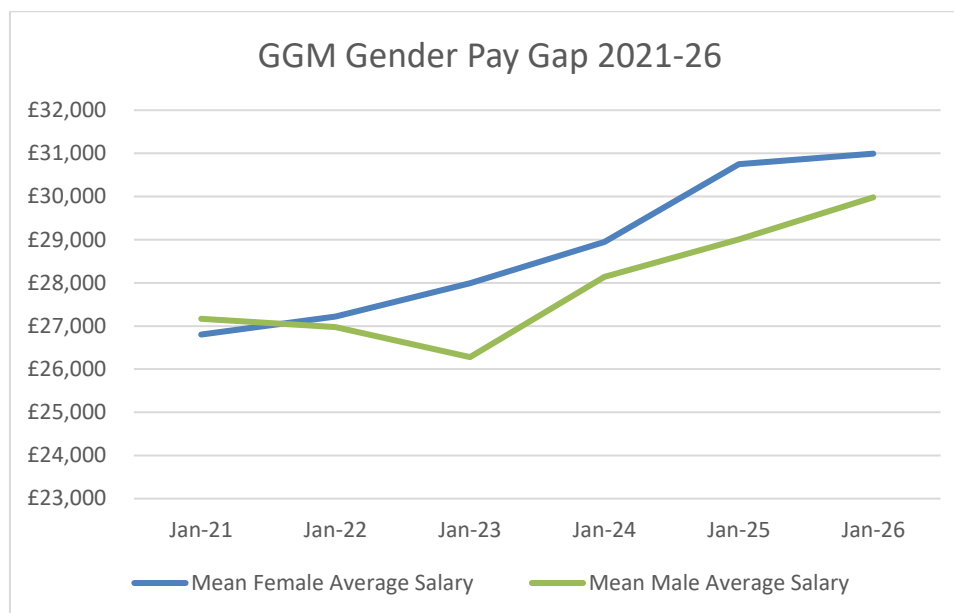
Gender Pay Gap using Mean Averages

	Feb 2021	Feb 2022	Feb 2023	Feb 2024	Mar 2025	Mar 2026
Mean Female Average Salary (no staff)	£26,802 (35)	£27,217 (46)	£27,989 (46)	£28,944 (62)	£30,751 (65)	£30,994 (69)
Mean Male Average Salary (no staff)	£27,166 (36)	£26,974 (50)	£26,279 (53)	£28,136 (58)	£29,005 (63)	£29,982 (56)

Mean Gender Pay Gap (in favour of)	1.1% (Male)	0.8% (Female)	6.1% (Female)	2.8% (Female)	5.68% (Female)	3.29% (Female)
Top quartile split (female:male)	8:6	10:14	11:14	14:16	17:15	18:13

Notes:

All the above figures are based on actual staff in post as per end of March 2026 payroll data and the data does not cover vacant posts, Sessional staff or Associates; where a staff member works less than full time hours, their salary has been extrapolated to FTE.



Gender Pay Gap using Median Averages

Median figures can paint a different picture (see analysis below). Using this approach there is still a small gender gap in favour of women – the median salary of males is £28,016 and females £29,970 in the trust compared to £25,786 for males and £26,523 in Feb 2025

It is also helpful to note the quartile breakdown:

- **Upper Quartile** (Male – 13 staff, mean £39,987, Female 18 staff, mean £40,857) – **2.1% pay gap in favour of women (6% in 2025)**
- **Mid Upper Quartile** (Male – 13 staff, mean £30,109, Female 19 staff, mean £30,227) – **0.4% pay gap in favour of women (1% in 2025)**
- **Mid Lower Quartile** (Male – 17 staff, mean £26,345, Female 14 staff, mean £27,064) – **2.7% pay gap (2.3% in 2025)**
- **Lower Quartile** (Male – 13 staff, mean £24,605, Female 18 staff, mean £24,999) – **1.6% pay gap in favour of women (2.3% in 2025)**

Following the merger, GGM experienced a shift in our mean gender pay gap, with a notable rise in 2023 favouring women. Although this decreased marginally in 2024, it increased again in 2025 to 6% in favour of women before dropping back again to 3% in the current year. This trend simply reflects changes in the gender balance of staff departures and new appointments throughout the year.

At a trust wide level, the mean averages have historically been largely due to the female bias within senior leadership roles in the organisation with 3 out of 4 members of our Exec team (although this will even out in 26/27) and 6 of 8 members of the Strategic Management Team being women. This factor inevitably impacts on the overall gender balance of pay within the trust, although this has substantially reduced in the upper quartile section since 2023 (when it was 12%). The reduction is purely down to the salary points of staff on upper quartile salaries who have left or joined the organisation over the past year

Within the other quartiles we can see that there is only a minimal gap in these areas (All under 3%).

Some other external information in the UK is detailed below:

- In 2025, the UK's gender pay gap continued its gradual decline. The mean gender pay gap for full-time employees stood at 6.9% in April 2025, down from 7% in 2024. The gap remained more pronounced among employees aged 40 and over, as well as among higher earners. Skilled trades occupations had the highest gender pay gap, while caring, leisure, and other service occupations had the lowest. England also has a higher gap than other areas of the UK [ONS - Gender Pay Gap 2025](#)
- Within the Charity Sector it is difficult to obtain definitive benchmark data. However research from Civil Society reveals that the gender pay gap at some of the largest UK charities has narrowed. For example, the average median gender pay gap among these charities was 6.3% in April 2024, down from 6.8% the previous year. This is notably lower than the national average for all employees. [Civil Society 2024 Report](#)

- A report by Pro Bono Economics [Women in Charity](#) shows that women make up 68% of the charity sector's employees so disproportionate compared to other sectors, but only between 56% and 63% of the sector's CEOs. In the largest charities that falls to 35%.

We are proud to be able to report that overall there is (using both mean and median figures) a negligible gender pay gap within GGM and believe it is a result of:

- An embedded culture treating men and women fairly and appointing / promoting on the basis of merit and ability
- Our flexible and supportive people policies which are supportive to all employees, male or female, seeking to balance home and work
- Our commitment to Real Living Wage as a base level of pay
- Positively encouraging recruitment of women (within a fair and transparent recruitment process) into some areas of the trust where women are under-represented, such as our land-based teams