



Gender Pay Gap report 2021-22

What is it?

The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is the difference between the average (mean or median) earnings of men and women across a workforce.

The Office for National Statistics puts the overall gender pay gap in the UK in 2021 at a median of 15.4% (15.5% in 2020). The gender pay gap for full-time employees is 7.9% (7.4% in 2020). Pay gaps were found to vary by industry sector, occupation and age group, with the gender pay gap typically wider for occupations where women are under-represented.

It is possible for an organisation to have a negative gender pay gap, meaning that women earn more than men on average, but this is not common. At Thames Reach we are committed to equality, diversity and inclusion and this is reflected in the results below.

Reporting

As a voluntary sector employer with over 250 employees Thames Reach is required by law to publish details of our gender pay gap. The report is based on a snapshot date of 5 April 2021.

Employers are required to report:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean and median bonus pay of men and women, expressed as a percentage; and the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

Thames Reach Gender Pay Gap – snapshot at 5 April 2021

Including backdated pay increases

	Men	Women	Gender Pay Gap
Gender Distribution %	47.7	52.3	
Mean %			-2.2%
Mean Hourly Rate	£15.52	£15.86	

Median %			-5.2%
Median Hourly Rate	£13.85	£14.61	

Median is the middle point; Mean is the average

Difference in hourly rate:

- Women's mean hourly rate is 2.2% higher than men's.
- Women's median hourly rate is 5.2% higher than men's.

	Q1 (Lower)	Q2	Q3	Q4 (Upper)
Male %	41.8	59.2	42.9	46.9
Female %	58.2	40.8	57.1	53.1

41.8% of the lower quartile earners are men and 53.1% of the upper quartile are women.

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%. Our median gender bonus gap is 0% and our mean gender bonus gap is 0%.

Conclusion

Overall findings show that Thames Reach has negative gender pay gap, meaning that women earn more than men on average. Thames Reach will continue to keep our performance under review.

Joanna Mark-Richards
Director of People
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