

Gender pay gap report 2024-25

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 gender pay gap for full-time employees for 2024 at 7.0% (7.5% in 2023 based on updated ONS data). Pay gaps were found to differ between age and there remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years. Compared with lower-paid employees, the gender pay gap among higher earners is much larger and increased in 2024 compared to 2023.

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 2024.

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 2024

	Men	Women	Gender pay gap
Gender distribution %	43.6	56.4	
Mean %			0.3%
Mean hourly rate	£18.52	£18.46	
Median %			4.5%
Median hourly rate	£17.95	£17.14	

Median is the middle point; mean is the average.

Difference in hourly rate:

- Women's mean hourly rate is 0.3% lower than men's.
- Women's median hourly rate is 4.5% lower than men's.

	Q1 (Lower)	Q2	Q3	Q4 (Upper)
Male %	45.3	47.2	40.6	41.5
Female %	54.7	52.8	59.4	58.5

45.3% of the lower quartile earners are men and 58.5% 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 a slight positive mean gender pay gap, meaning that men earn slightly more than women on average.

The mid-point male employee, however, earns more than the mid-point female employee when the employees are listed by gender and then by hourly rate of pay.

The mean average gap, despite moving from a negative to a positive, has again reduced since 2022 which reflects our commitment to equality, diversity and inclusion. Thames Reach will continue to keep our performance under review.

Joanna Mark-Richards
Director of People
March 2025