



## **Gender pay gap report for 2022 - 2023**

### **1. Introduction**

This report sets out the gender pay gap statistics for companies who are part of the Thera Group (“Thera”) in relation to the reporting year of 2022-2023.

Thera consists of 16 employing companies that vary in size. For the period 2022-2023, Thera had five companies with more than 250 employees. These were:

- Aspire Living
- Thera East
- Thera East Anglia
- Thera East Midlands
- Thera South West

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Thera companies that meet the requirements are legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.



## **2. The gender pay gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of a company.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

## **3. Organisational context**

Thera provides support to people with a learning disability. This is either by person-centred direct support in line with Thera's Vision; or through specialist companies that provide specific services, for example, financial advocacy, specialist housing and employment and training, ensuring that people are receiving good support that meets their needs or developing circles of support within the local community.

## **4. Gender pay gap**

A positive percentage shows that women have lower pay than men.

A negative percentage shows that men have lower pay than women.

A zero percentage shows that there is equal pay between men and women.



## 5. Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, the mean gender pay gap (rounded to one decimal place) is:

<b>Company</b>	<b>Mean</b>
<b>Aspire Living</b>	0.46
<b>Thera East Midlands</b>	9.14
<b>Thera East Anglia</b>	-3.35
<b>Thera East</b>	-1.6
<b>Thera South West</b>	-8.7

Three of Thera's companies mean (average) show that woman are paid more than men.

## 6. Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, the median gender pay gap (rounded to one decimal place) is:

<b>Company</b>	<b>Median</b>
<b>Aspire Living</b>	0
<b>Thera East Midlands</b>	-7.27
<b>Thera East Anglia</b>	0
<b>Thera East</b>	0



<b>Thera South West</b>	<b>-7.27</b>
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In two of Thera’s companies’ women earn more than men. This means that a woman is paid £1.07 for every £1 that men earn when comparing median hourly pay.

In three of Thera companies there is equal pay.

### 7. Gender bonus gap

No bonuses were paid to either males or females.

### 8. Salary pay quartiles

The following table separates the entire workforce for each company into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

<b>Company</b>	<b>Gender</b>	<b>Lower %</b>	<b>Lower middle %</b>	<b>Upper Middle %</b>	<b>Upper %</b>
<b>Aspire</b>	Female	82.6	73.3	64.4	84.4
	Male	17.4	26.7	16	15.6
<b>Thera East Midlands</b>	Female	75.2	77.8	75.9	83.3
	Male	24.8	22.2	24.1	16.7
<b>Thera East Anglia</b>	Female	65.1	69.4	72.9	80
	Male	34.9	30.6	27.1	20
<b>Thera East</b>	Female	79.1	79.8	72.5	81.7



	Male	20.9	20.2	27.5	18.3
<b>Thera South West</b>	Female	69.5	69.5	69.5	15.5
	Male	30.5	30.5	30.5	84.5

### 9. Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

**Signed:** *Beverley Borkowski*

**Name:** Beverley Borkowski

**Job title:** Head of People Services

**Date of statement:** 14 March 2023

### 10. Contact

Please direct any queries relating to this gender pay gap report to Beverley Borkowski **EMAIL** [beverley.borkowski@thera.co.uk](mailto:beverley.borkowski@thera.co.uk)