



Gender Pay Gap Report for 2025 – 2026

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 2024 – 2025.

Thera consists of 14 employing companies that vary in size. For the period of 2024 – 2025, Thera had five companies with more than 250 employees. These were:

- Thera East (TE)
- Thera East Anglia (TEA)
- Thera East Midlands (TEM)
- Thera South West (TSW)
- Aspire Living (Aspire)

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.

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.

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 to developing circles of support within the local community.

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.

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 the one decimal place) is:

| Company | Mean | % |
|---------------------|-------|-------|
| Thera East | -0.03 | -0.3% |
| Thera East Anglia | -0.22 | -1.6% |
| Thera East Midlands | -0.15 | -1.1% |
| Thera South West | -0.48 | -3.7% |
| Aspire Living | 0.08 | 0.6% |

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

Median Gender pay Gap

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

| Company | Median |
|---------------------|--------|
| Thera East | 0 |
| Thera East Anglia | 0 |
| Thera East Midlands | 0 |
| Thera South West | 0 |
| Aspire Living | 0 |

In all five of Thera companies, there is equal pay.

Gender Bonus Gap

No bonuses were paid to either males or females.

Salary Pay Quartiles

The following table separates the entire workforce for each company into 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.

| Company | Gender | Lower % | Lower Middle % | Upper Middle % | Upper % |
|---------|--------|---------|----------------|----------------|---------|
| TE | Female | 76.19 | 77.14 | 82.86 | 78.33 |
| | Male | 23.81 | 22.86 | 17.14 | 21.67 |
| TEA | Female | 71.28 | 63.83 | 64.89 | 82.98 |
| | Male | 28.72 | 36.17 | 35.11 | 17.02 |
| TEM | Female | 79.85 | 78.20 | 70.15 | 81.20 |
| | Male | 20.15 | 21.80 | 29.85 | 18.80 |
| TSW | Female | 70.51 | 67.53 | 67.95 | 77.92 |
| | Male | 29.49 | 32.47 | 32.05 | 22.08 |
| Aspire | Female | 85.71 | 67.78 | 64.44 | 74.44 |
| | Male | 14.29 | 32.22 | 35.56 | 25.56 |

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:



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Date of Statement: 31/03/2026

Contact

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