

# World Vision UK Gender Pay Gap Report

## 1. Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The figures set out in this report have been calculated using the guidance provided by the UK Government and the data is based on the required snapshot date of 5<sup>th</sup> April 2018.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Enshrined in the core values of World Vision UK (WVUK) is a commitment to celebrate the richness of diversity in human personality, culture and contribution. Key to this is the principle of equal opportunities and equal treatment for all employees and a clear policy of paying employees equally for the same or equivalent work. WVUK evaluates job roles and pay grades as necessary to ensure a fair structure and equal pay.

As indicated in our previous report, the gender pay gap at WVUK does not stem from paying men and women differently for the same or equivalent work, rather it is the result of the roles in which men and women work within the organisation and the salaries these roles attract.

## 2. World Vision UK Results

### Hourly Pay figure

	<i>Mean</i>	<i>Median</i>
female	£16.51	£16.29
male	£20.70	£19.51
<b>gender pay gap</b>	<b>20.24%</b>	<b>16.50%</b>

World Vision UK (WVUK) has identified a mean gender pay gap of 20.24% (where, overall, women earn 80p for every £1 that men earn) and a median gender pay gap of 16.50% (effectively meaning that, overall, women earn 83.5p for every £1 that men earn). The gender pay gap has reduced from our April 17 results that identified a mean gender pay gap of 24.2% and a median gender pay gap of 19.6%. Whilst this reduction is welcomed, we remain fully committed to reducing the gap further.

### Proportion of males and females in each quartile pay band figure

	<i>q1</i>	<i>q2</i>	<i>q3</i>	<i>q4</i>
female	49.3%	59.16%	77.46%	80.56%
male	50.7%	40.84%	22.53%	19.44%

Quartile one (q1) are those employees with the highest hourly rate and quartile four (q4) are those employees with the lowest hourly rate.

In 2017 the percentage of female staff in Q1 was 45.31% and in Q2 was 54.69%. This indicates an in-year increase in female representation in the top two quartiles. This trend continues in Q3 (was at 75% in 2017) and Q4 shows an increase in male representation (was at 15.63% in 2017).

### Bonus

<i>gender</i>	<i>mean</i>	<i>median</i>	<i>% of total pop</i>	<i>mean bonus gap %</i>	<i>median bonus gap %</i>
female	£310.80	£424.06	19.47%	11.89%	3.85%
male	£352.75	£441.02	27.37%		

These payments represent long service awards and recognition awards that acknowledge an individual's contribution to the culture and life of the organisation as well as an acknowledgement of achievement.

We have changed the structure of our recognition payments and reduced the mean bonus gap from the 2017 figure of 66.86% and median figure of 16.87%. Although more women received recognition and long service payments than men, as a % of the total population the difference between men and women remains a concern.

### 3. Addressing the Gender Pay Gap

Although these figures show that we are starting to close the gender pay gap, we are committed to reducing the gap further with a key focus on achieving greater diversity at the senior leadership level. We are therefore increasing our focus on diversity more generally in the coming 18 months.

Diversity and Inclusion actions continue to be overseen and championed by our Board of Trustees and the Senior Leadership Team.

We are providing further training to our cross-organisational Diversity and Inclusion Group so that they have a deeper understanding of how inequality can manifest itself in language and behaviour and we are refreshing the groups Terms of Reference to include identifying and raising concerns where they see behaviours, policies or communications that reinforce stereotyping.

To underpin our commitment to diversity there will be:

- specific training for a small number of "champions". These are staff in our People and Culture Team and, as mentioned previously, in our cross-organisational Diversity and Inclusion Group
- a compulsory Equality in Recruitment and Development module for all managers
- gender-balanced candidate lists, mandatory for leadership roles
- monitoring of progress through more deliberate and transparent reporting, starting initially with including gender data for each band in our quarterly performance measures. This will then be extended to monitor progress across the other protected characteristics.

We will continue to review, maintain and apply the following supporting policies so that all staff have the opportunity to balance their working and non-working lives;

- Flexible working
- Parental leave
- Diversity and inclusion