

World Vision UK Gender Pay Gap Report

Snapshot Date: April 2019

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 5th April 2019.

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	17.1%	16.9%
male	20.8%	19.9%
gender pay gap	17.9%	15.1%

World Vision UK (WVUK) has identified a mean gender pay gap of 17.9% (where, overall, women earn 82p for every £1 that men earn) and a median gender pay gap of 15.1% (effectively meaning that, overall, women earn 85p for every £1 that men earn). The gender pay gap has reduced from our April 18 results that identified a mean gender pay gap of 20.2% and a median gender pay gap of 16.5%. This reduction continues the trend of a narrowing of the gender pay gap seen since 2017.

Proportion of males and females in each quartile pay band figure

	<i>q1</i>	<i>q2</i>	<i>q3</i>	<i>q4</i>
female	54.6%	64.2%	75.8%	79.1%
male	45.5%	35.8%	24.2%	20.9%

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

In 2018 the percentage of female staff in Q1 was 49.3% and in Q2 was 59.2%. For 2019, there is an increase in female representation in the top two quartiles, achieving over 50% representation in both quartiles Whilst in quartiles 3 and 4 there has been an increase in male representation. (Q3 was at 22.5% and Q4 at 19.4% in 2018).

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>
<i>female</i>	£150.28	£147.04	26.4%	7.7%	0.0%
<i>male</i>	£162.73	£147.04	26.4%		

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 made changes to our recognition scheme in 2018; setting out clear criteria and guidance and co-ordinating the scheme through the People and Culture Team. This has contributed to a significant shift in gender gap for bonuses from the 2018 results of a mean of 11.9% and a median of 3.6%.

3. Addressing the Gender Pay Gap

These figures show that we are continuing to close the gender pay gap and we remain committed to continuing this trend. Many of the initiatives described in the previous gender pay gap reports have been implemented and we will continue to build on what has already been achieved.

We have provided 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.

In 2018/19 we:

- Have delivered 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
- Are developing an internal and external mentoring scheme
- Monitor recruitment to ensure gender-balanced candidate lists, mandatory for leadership roles
- Are monitoring of progress through more deliberate and transparent reporting by 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 have also implemented specific guidance on equality and diversity in recruitment and this will be underpinned by an “Equality in Recruitment and Development” training module for all managers to be rolled out in 2020.

Through collaboration between our cross-organisational Diversity and Inclusion Group and our People and Capability team, we will continue to develop and implement initiatives to support the development of a diverse workforce.

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

We are currently researching recommendations from organisations and groups that give advice and guidance to carers and their employers. In the light of this research in early 2020 we will be reviewing relevant policies to ensure that we are providing a working environment that supports carers, who are still predominantly women.

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