

## World Vision UK Gender Pay Gap Report Snapshot Date: April 2022

### 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. Although WVUK is not required to publish gender pay data, it has chosen to do so.

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 2022.

Under the law, staff 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 has a formal process for evaluating job roles and pay grades as necessary to ensure a fair structure and equal pay.

WVUK has a gender pay gap. However, this does not stem from paying our people differently for the same or equivalent work, rather it is the result of the roles in which our staff occupy within the organisation and the salaries these roles attract. We recognise that we have insufficient diversity in our senior roles with a consequent impact on pay gaps and are continuing to address this.

### 2. Gender Pay Data

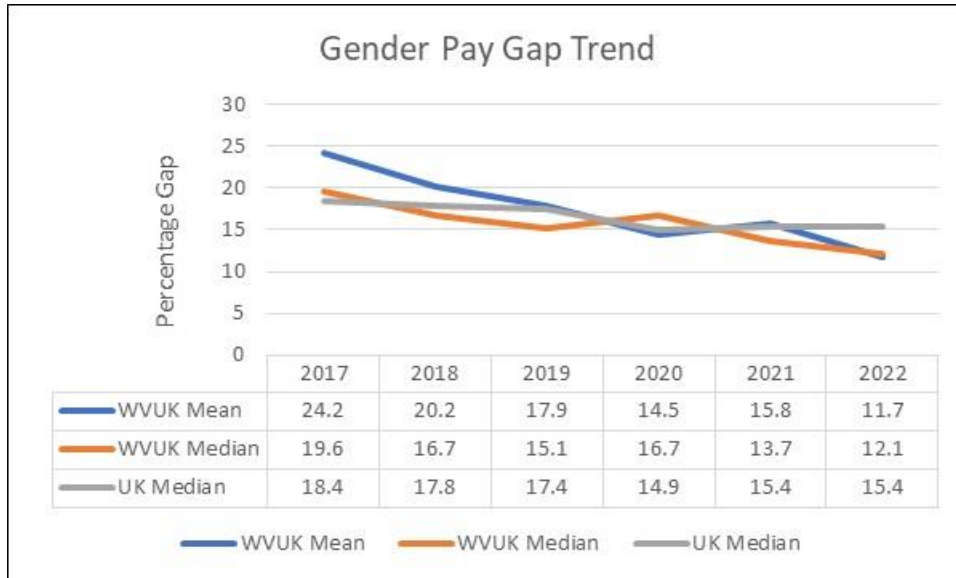
#### Hourly Pay figure

Both the mean and median gaps have decreased since 2021 as shown in the following table and graph. Whilst WVUK acknowledges it has a gender pay gap, this is below the UK Median figure of 15.4%<sup>1</sup>.

<b>Gender Pay Gap April 2021</b>	<b>Mean</b>	<b>Median</b>
Female	£18.26	£17.50
Male	£21.69	£20.28
<b>Gender Pay Gap</b>	<b>15.8%</b>	<b>13.7%</b>

<b>Gender Pay Gap April 2022</b>	<b>Mean</b>	<b>Median</b>
Female	£19.28	£18.30
Male	£21.82	£20.83
<b>Gender Pay Gap</b>	<b>11.7%</b>	<b>12.1%</b>

<sup>1</sup> The 2022 UK Median figure is the quoted figure as of February 2022. This was a provisional figure, and as such it might differ from the final 2022 figure.



Differences in gender numbers, at senior levels, rather than pay differences have a significant impact on the overall pay gap. If Band 0 (Executive level) is removed from the analysis the pay gap reduces by over 4% to 7.4%.

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

<b>Ratio by Quartile</b>	<b>Lower</b>	<b>Lower Middle</b>	<b>Upper Middle</b>	<b>Upper</b>
Female	77.78%	67.69%	63.16%	60.32%
Male	22.22%	32.31%	36.84%	39.68%

This table shows is that the Lower quartile contains a higher than average percentage of females and as one moves through the scale to the Upper quartile this percentage steadily drops. The reasons for this are complex. Historically, female representation has remained in a narrow band between 67% and 69% across the organisation. Ideally, all quartile ratios should move towards this figure and since 2020 good progress has been made, particularly in the Upper quartile where female percentage has increased from 54.6% in 2020 to 60.3% in 2022. In the Lower quartile the percentage of men has changed from 20.9% in 2020 to 22.2% in 2022.

**Bonus – Including Long Service Awards and Recognition Awards**

World Vision UK offers both long service awards and recognition awards (based on nomination), that acknowledge an individual’s contribution to the culture and life of the organisation as well as an acknowledgement of achievement.

<b>April 21</b>	<b>Mean</b>	<b>Median</b>	<b>% of Gender</b>
Female	£183.56	£147.05	31.7%
Male	£203.02	£147.05	35.2%
Gap%	9.6%	0%	

<i>April 22</i>	<i>Mean</i>	<i>Median</i>	<i>% of Gender</i>
Female	£173.99	£147.05	42.8%
Male	£235.71	£147.10	32.4%
Gap%	26.2%	0%	

This table shows that while more women than men received awards in 2022, the amount given to men was higher. However, this is largely due to the impact of the long service awards as in this data period we had more men with longer service.

### **3. Addressing the Gender Pay Gap within World Vision UK**

These figures show that despite a slight increase in 2021 (15.8%), that overall, we are continuing to close the mean gender pay gap based on year-on-year figures since 2017 (24.2%). The pay gap is the result of under-representation at senior levels compounded by the high representation of women in lower and lower middle quartiles. WVUK remains committed to redressing this under-representation at senior levels. Recent appointments will potentially already make a difference to the figures for 2023.

The implementation of a new Thriving People Strategy will drive the HR strategic activities over the next several years and enable us to develop a working environment that fosters inclusion and enables opportunities for all people regardless of their gender or ethnicity. This will include:

- A comprehensive review of the pay model (including pay progression).
- Work to clarify, review existing and agree a refreshed set of EDI goals and targets (and how these will be implemented, measured and assessed).
- An improved and consistent approach to succession planning and learning and development opportunities.

WVUK Christian values align with those of fairness, inclusion, and diversity, and therefore our aim to reduce our gender pay gap remains an aim for good business reasons but also to ensure we align with our Christian values.