

World Vision UK Gender and Ethnicity Pay Gap Report

Snapshot Date: April 2023

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, and to also include information about our ethnicity pay gap.

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 2023.

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 both a gender and ethnicity 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.

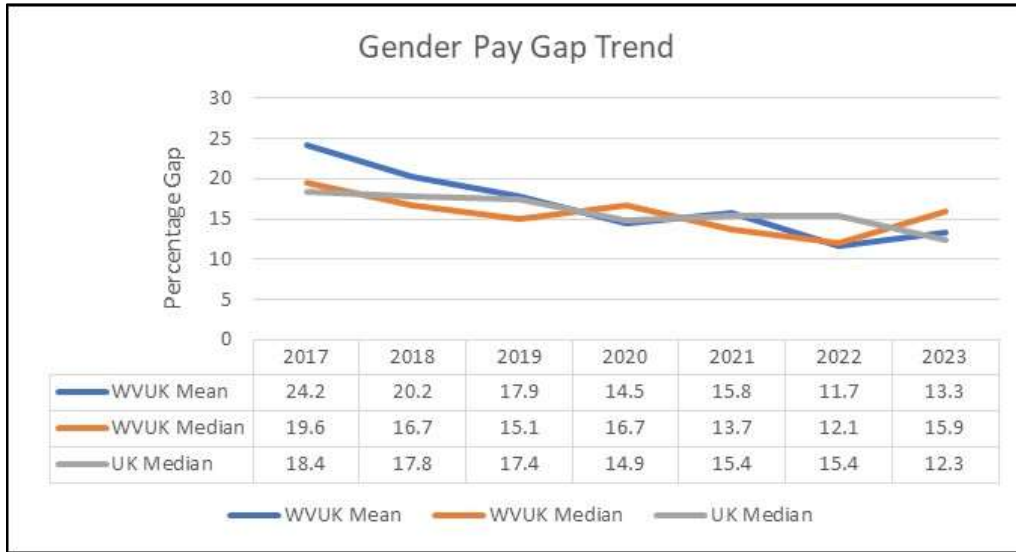
2. Gender Pay Data

Hourly Pay figure

The gender pay gap has increased from the April 2022 to the April 2023 data. The mean has increased from 11.7% to 13.3% and the median from 12.1% to 15.9%. Both these figures are now above the UK median figure of 12.3%.

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

Gender Pay Gap April 2023	Mean	Median
Female	£20.50	£19.36
Male	£23.64	£23.03
Gender Pay Gap	13.3%	15.9%

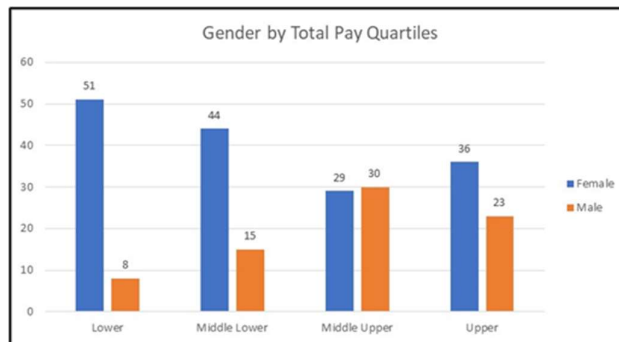


It is important that this increase is not interpreted to mean that World Vision UK pay women less than men. There has been non-discrimination pay legislation in the UK for many years and this indicator was never intended to measure that.

What this indicator does measure, is the distribution of women within an organisation, in terms of hierarchy and position within pay bands. It is intended to highlight possible biases in terms of hiring practices, development opportunities, leadership positions, promotions, and possibly lifestyle choices that limit women’s earning opportunities.

These are complex issues to which hard data can’t necessarily provide definitive answers. However, this report will explain the reasons behind the increase in the gender pay gap data.

Proportion of males and females in each quartile pay band figure



Probably the most significant reason for our pay gap became evident when an analysis of how men and women are distributed in terms of earnings was done. This was done grouping people into the 4 quadrants shown below. These have nothing to do quadrants within grades. They simply classify people into this quadrants, based on their earnings.

It is immediately apparent, from this chart, that the greater percentage of women (60% of women) are in the lower two earning quartiles while far more men (69.7% of men) are in the upper quartiles. Essentially this is why there is a gender pay gap. WVUK has large numbers of women in lower pay grades.

Bonus – Including Long Service Awards and Allowances

A brief analysis of awards and allowances was conducted. Only long service and related awards were made to 52 people. Of these 75% were women. No performance or bonus awards were made. As a result, the percentage of people receiving awards reduced considerably. The percentage of women, who received awards, was higher than the percentage of men. Both the mean and median gap measures were slightly in favour of women.

<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%	

<i>April 23</i>	<i>Mean</i>	<i>Median</i>	<i>% of Gender</i>
Female	£160.16	£149.85	24.4%
Male	£157.06	£149.62	17.1%
Gap%	-2.0%	-0.2%	

Most allowances are paid based on specific circumstances (First aid, London based, Commuting distance from MK) and so have little to do with gender. The possible exception is Acting-Up allowances. During the period under consideration, 8 people were paid these of which 6 (75%) were women.

3. Addressing the Gender Pay Gap within World Vision UK

Since the publication of the first report our Gender Pay Gap narrowed from a mean pay gap of 24.2% in 2017, these figures show that despite a slight increase in 2023 (13.3%), that overall, we are continuing to close the mean gender pay gap.

There is no evidence of any systemic gender bias in the salaries paid to individual staff members. Our pay and recruitment policies contain strong controls to prevent this. Our workforce has a disproportionate number of women in the lower pay quartiles, and this is the major reason for the gender pay gap.

In 2023, WVUK finalised its Thriving People Strategy which sets out our people and workforce aims for the next several years and will enable us to develop a working environment that fosters inclusion and enables opportunities for all people regardless of their gender or ethnicity.

This included a comprehensive review of the pay model (including pay progression), which was completed in 2023. The new pay model introduced in FY24 plays an important part in our equality, diversity and inclusion aims and we are confident that it is fair, transparent, and not open to bias. Also, that our salary benchmark is appropriate for our size within the charity sector.

As an organisation whose identity is underpinned by our faith, and our Christian values of equality, dignity and justice, World Vision UK is strongly committed to reducing the gender pay gap within our organisation.