

World Vision UK Gender Gap Report

Snapshot Date: April 2020

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 2020.

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 role with a consequent impact on pay gaps and are continuing to address this.

2. Gender Pay Data

Hourly Pay figure

	Mean	Median
female	£17.60	£16.61
male	£20.60	£19.94
gender pay gap	14.5%	16.7%

Based on April 2020 data, World Vision UK has identified a mean gender pay gap of 14.5%. This figure indicates that we are continuing to close the mean gender pay gap that was at 20.2% in 2018 and 17.9% in 2019.

In 2018, we had one female director and 4 male directors, (80%/20%). In 2020, the percentage split was 60/40. As of January 2021, WVUK had three female and three male directors. The shift at senior level, together with an increased number of men in Quartile 3 has influenced the closing of the mean gender pay gap.

In 2019 the median pay gap had closed by 1 percentage point to 15.1%. However, for 2020, it had returned close to its 2018 level. This is a relatively small shift and is based on a small total population number. Calculations show that with one more man or one less woman in the profile, the percentage gap would have remained at 15%.

Proportion of males and females in each quartile pay band figure

	q1	q2	q3	q4
female	54.6%	63.6%	69.7%	79.1%
male	45.4%	36.4%	30.3%	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. The percentage of female staff remains higher in every quartile. However, we are starting to see a small increase in the number of men in quartiles 2 and 3. The number of women in Q1 increased from the 2018 figure of 49% to 54% in 2019 and remains at this level in 2020. There has been a 1% increase in the number of men in Q2 since 2019. The most significant increase in the percentage of men is in Q3 with a 6% uplift since 2019. The Q4 figure remains the same as at 2019.

Bonus – Including Long Service Awards

gender	mean	median	% of total pop	mean bonus gap %	median bonus gap %
female	£179.29	£147.04	24.9%	8.8%	17.4%
male	£196.62	£178.05	29.6%		

Discretionary Bonus (Recognition Scheme Only)

gender	mean	median	% of total pop	mean bonus gap %	median bonus gap %
female	£99.10	£100	15.2%	2.7%	0%
male	£101.72	£100	15.9%		

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

There has been an increase in the gender pay gap for the overall bonus payments from a mean of 7.7% in 2019. However, this shift is largely due to the impact of the long service awards. In this data period, we had more men with longer service, resulting in the mean payment for men being £144.23 compared to that of women at £110.53

3. Addressing the Gender Pay Gap within World Vision UK

These figures show that we are continuing to close the mean gender pay gap based on year-on-year figures since 2018. The pay gap is the result of under-representation at senior levels compounded by the high representation of women in quartiles 3 and 4. We remain committed to redressing the under-representation at senior levels, recognising that a gender pay gap will always be present unless we create greater gender balance across all levels of the organisation.

We have made much progress in the last two and our focus remains on four key areas:

Developing inclusive leadership

We are working with external consultants to grow the insights and skills required at Board and executive leadership level to lead an inclusive organisation.

Creating greater awareness and understanding across the organisation

Induction programmes have been updated to include a greater emphasis on Equality, Diversity and Inclusion.

Mandatory training has been developed by World Vision that covers aspects of racism, unconscious bias, inclusivity, and organisational expectations of behaviour. This will be launched in March 2021 and supplemented by a range of more specific activities.

Increasing diversity in leadership

We have made significant improvements in gender diversity at leadership level, moving from 80/20 male/female split at Director level in 2018 to 50/50 in January 2021. However, diversity within our leadership levels remains unrepresentative of the diversity within the organisation. We are committed to redressing this through continued improvements in our search and selection processes.

Working with external consultants we have reviewed our advertising and recruitment practices for both Trustees and staff and are already seeing greater diversity in the candidate pools for senior level roles.

Practical Actions

In addition to the actions above, in 2020 we took a number of practical actions that include:

- Greater transparency of our refocused ED&I action plan, enabling our staff group, BELONG, and all other members of staff to monitor and hold our leadership team to account for the progress made

- Re-communicating both our confidential and open reporting channels, emphasising the need to report discrimination whether personally affected or observing it affecting others
- Publishing an [anti-racism statement](#) on our website and reviewing and reporting quarterly gender and ethnicity data.
- Consistently reporting both gender and ethnicity data as part of our organisational performance reporting