

Gender Pay Gap Report 2017

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 methodologies illustrated in ACAS' Managing Gender Pay Reporting guide (March 2017) and the data is based on the required snapshot date of 5th April 2017.

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.

World Vision UK (WVUK) is committed to the principle of equal opportunities and equal treatment for all employees and we have 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.

World Vision UK (WVUK) has identified a median gender pay gap of 19.6% (effectively meaning that women earn 80p for every £1 that men earn), and a mean gender pay gap of 24.2% (where women earn 76p for every £1 that men earn). Our median pay gap of 19.6% places our results as higher than the national average of 18.4%. As an organisation whose identity is underpinned by our faith, and therefore by Christian values of equality, dignity and justice, WVUK are committed to reducing this gender pay gap within our organisation.

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.

World Vision UK Results

Hourly Pay figure

| | <i>Mean</i> | <i>Median</i> |
|-----------------------|--------------|---------------|
| Female | £11.46 | £11.30 |
| Male | £15.11 | £14.05 |
| gender pay gap | 24.2% | 19.6% |

Proportion of males and females in each quartile pay band figure

| | <i>q1</i> | <i>q2</i> | <i>q3</i> | <i>q4</i> |
|--------|-----------|-----------|-----------|-----------|
| male | 54.69% | 45.31% | 25.00% | 15.63% |
| female | 45.31% | 54.69% | 75.00% | 84.38% |

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

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 | £28.61 | £23.41 | 28.9% | 66.86 | 16.87 |
| male | £86.33 | £28.16 | 12.6% | | |

Bonus payments at WVUK are nominal discretionary awards rather than substantial payments.

The proportion of male employees in World Vision receiving a bonus, is at 12.6%, less than the proportion of female employees receiving a bonus that is 28.9%.

Underlying causes of World Vision UK gender pay gap

The pattern from the UK economy, which is the underlying cause of the WVUK gender pay gap, is reflected in the make-up of the workforce, where the majority of Q3 and Q4 roles are women, while most senior manager roles (Q1) are held by men.

Addressing the gender pay gap

While WVUK's gender pay gap is largely driven by the mix of employees in Q3 and Q4 the organisation is not complacent and remains committed to reducing the gap:

- Our gender pay gap data, and actions to address the gap, are reviewed by our Diversity and Inclusion group, Senior Leadership Team and Board of Trustees.
- Our Senior Leadership Team will lead the transparent drive of the diversity and inclusion agenda within the organisation.
- We will continue our work to promote inclusion. This includes gaining a better understanding of unconscious bias and applying this to our recruitment materials and processes, our policies and our staff development and promotion decisions.
- Improved management information and a detailed analysis of our April 18 pay gap data will provide greater insight into the recruitment, development, promotion and retention of men and women enabling us to better target and evaluate our improvement initiatives.
- We will continue to maintain and apply the following supporting policies;
 - Flexible working
 - Parental leave
 - Diversity and inclusion

As required by law WVUK is committed to reporting on an annual basis the progress it is making to reduce the gender pay gap.