

# World Vision UK

## Gender Pay Gap Report 24

Snapshot date 5 April 2024

### 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 2024.

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.

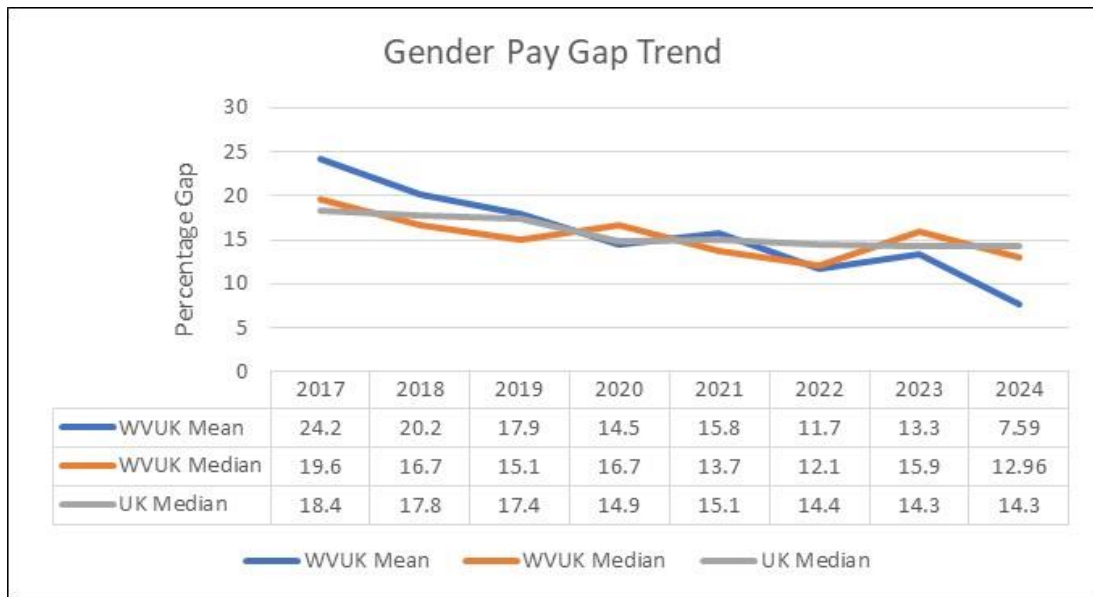
Enshrined in the core values of World Vision UK (WVUK) is a commitment to celebrate the richness of diversity in human personality, culture, and contribution. Key to this is the principle of equal opportunities and equal treatment for all employees and a clear policy of paying employees equally for the 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 have made considerable progress in increasing the number of women in senior roles and this significantly improved the mean pay gap in 2024. Our residual gap is largely attributable to a disproportionate number of women in lower pay grades, and we are continuing to address this.

### 2. Gender Pay Gap

#### Hourly Pay Figures

The gender pay gap has decreased from the April 2023 to the April 2024 data. The mean has decreased from 13.3% to 7.59% and the median from 15.9% to 12.96%. The median, which is the primary figure used for Gender Gap reporting, is now below the UK 2023 figure of 14.3%.



The 2024 UK figure has not yet been published.

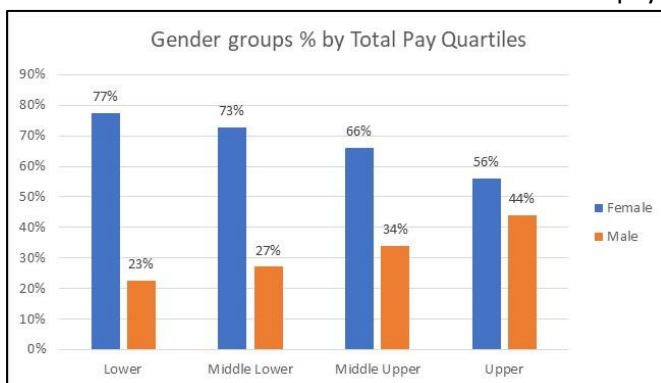
The pay gap figures show a pleasing improvement from 2023 and are now moving in a positive direction. However, in a relatively small organisation, they are fickle figures and can change fairly significantly from year to year. This is particularly true of the mean gap, where the gender mix of the executive can shift the figure by several percentage points. For this reason, the median is a better measure as it is less influenced by a few high salaries. It is the figure used in all government reports.

The WV UK mean gap has dropped by 5.6% as a result of the executive gender mix and the appointment of the CEO but the median has only changed by 2.9% because there are still more women in junior positions.

The gender gap statistic is a complex measure 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. This report will analyse some of these and make suggestions as to how WV UK can continue to close this gap.

### Proportion of males and females in each quartile pay band figures.

As was highlighted in the 2023 analysis, the most significant reason for the pay gap remains the unbalanced distribution of men and women across pay quartiles.



The overall percentage of women is 67%. This chart shows that, in the lower two quartiles, the percentage of women is greater than 67%. Men represent 33% yet the upper quartile is 44% men

It is this distribution that impacts on the median pay gap. The mean pay gap has closed considerably due to changes to the gender distribution in the executive.

#### **Bonus – Including Long Service Awards and Allowances**

The analysis of awards was limited as the only awards made were for long service and included only 23 people. Of these 65% were women which is close 67%, the overall percentage of women. Mean and median gaps are not meaningful with numbers as small as this.

### **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 to 7.59% in 2024.

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.

This included a comprehensive review of the pay model (including pay progression), which was completed in 2023. Our 2024 data is already indicating that the new pay model and policy have created greater equity in the appointment rates of new hires. They ensure that our pay is fair, transparent, not open to bias and market related within the charity sector and will continue to contribute to our equality, diversity and inclusion aims.

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.