

**tearfund**

# Gender Pay Gap Report 2021

At Tearfund, we believe diversity and inclusion is about valuing people. Whatever their role and wherever they are located, we believe women and men have equal parts to play in fulfilling their God-given potential and should be rewarded fairly and equally.

For our 2020 report we recorded a slight increase in our gender pay gap. We are disappointed to report that there has been another increase in 2021.

Our gender pay gap report is set out in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It sets out Tearfund's latest gender pay gap data, gives commentary on changes in the data and explains our ongoing commitment to do more to close the gap further.



**Karen Brown**  
**Director of People and Talent**



**Nigel Harris**  
**Chief Executive Officer**



**Anna Laszlo**  
**Chair of the Board**

# Summary of results

Based on April 2021 data, Tearfund's median gender pay gap is **10.51 per cent**. This is an increase of **4.21 per cent** when compared with 2020. Our mean gender pay gap is **6.85 per cent**, which is an increase of **2.05 per cent** from April 2020.

Our gender pay gap is calculated using hourly pay data for UK staff (England, Scotland and Wales only), as well as British nationals working outside of the UK who were employed on 5 April 2021. On this snapshot date, 424 individuals met the criteria set out in the government guidance. Of those employees, 265 (62.5 per cent) were women and 159 (37.5 per cent) were men. Note: the percentage gender split broadly matches the UK voluntary and public sector representation of men and women.

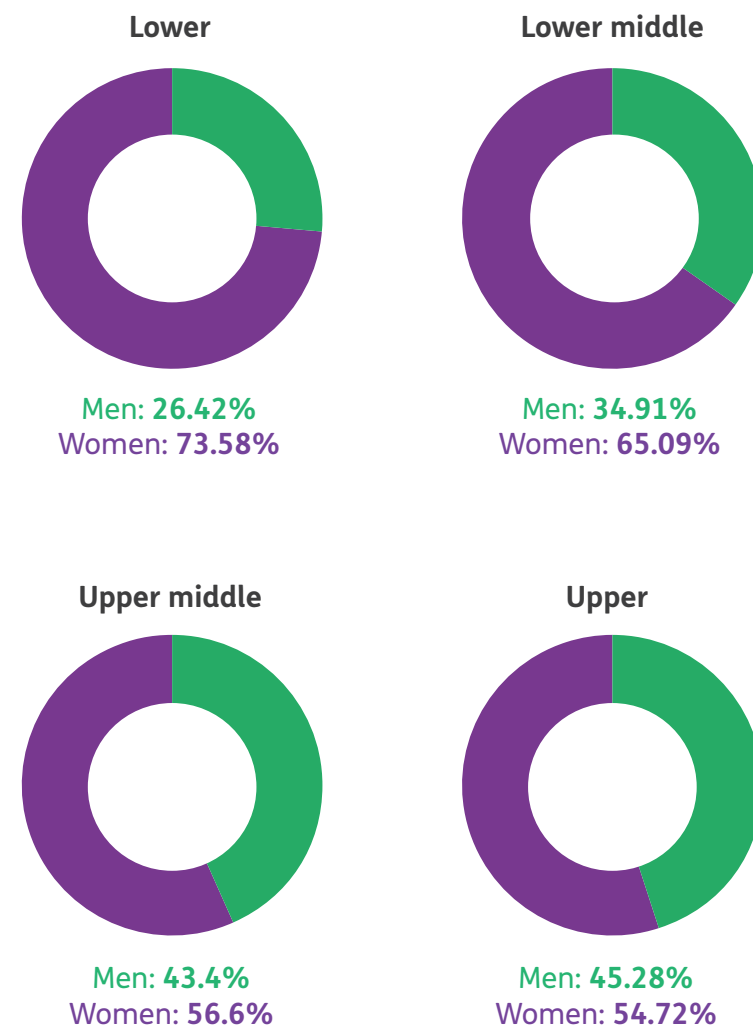
Women continue to be underrepresented in the upper two pay quartiles and continue to be over represented in the lower two pay quartiles:

- The proportion of women in the upper quartile (54.72 per cent) is not as high as the overall proportion of women in the organisation (62.5 per cent). Women's representation has decreased slightly in the upper quartile since April 2020.
- The proportion of women in the lower quartile (73.58 per cent) is higher than the overall proportion of women in the organisation (62.5 per cent). Women's representation in the lower quartile has increased since April 2020.

## Overall representation of men and women:



## The proportion of men and women in each pay quartile:



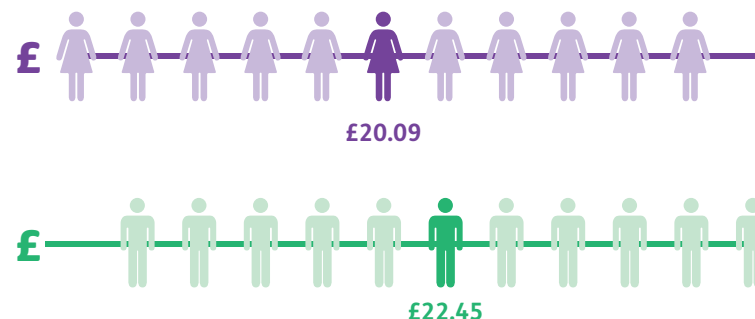
# What does the data show?

The gender pay gap at Tearfund has reduced significantly since we first started reporting it in 2017, although we are disappointed that the gap has crept up again in the last two years.

	2021	2020	2019	2018
Median gender pay gap	10.51%	6.3%	5.95%	12.9%
Mean gender pay gap	6.85%	4.8%	3.76%	8.9%

The change in the gender pay gap will be for a combination of reasons, making it difficult to pinpoint and explain, but the reasons for the increase are likely to include the following:

- A key factor continues to be having a significantly higher number of women than men in lower paid roles, bringing down median and mean salaries for women.
- Our analysis shows that internally, women do move 'upward' into the upper quartile, indicating that they are able to progress in their careers. However, women continue to be underrepresented in staff joining the organisation in the upper quartile, but over represented in staff joining in the lower quartile.
- Salaries for men in the organisation have, on average, increased more than the salaries for women over the year, although it is difficult to pinpoint why this is. Salary increases are a result of staff changing roles, or roles being re-evaluated, as well as benchmark salary increases implemented for some staff where required in April 2021.



The median gender pay gap tells us the difference between the midpoint salaries of men and women at Tearfund, which is 10.51 per cent. This is an increase of 4.21 per cent when compared with 2020 (6.3 per cent).



The mean gender pay gap tells us that, on average, women at Tearfund are paid 6.85 per cent less than men. This is an increase of 2.05 per cent when compared with 2020 (4.8 per cent).

# What are our priorities?

The year from 2020 to 2021 was another challenging year, with the Covid-19 pandemic affecting the employment market and movement between jobs in many different ways. In this context there was unfortunately not a great focus on reducing our gender pay gap. However, the increase of the gap reminds us again of the importance of monitoring progress and continuing to look for ways that we can close our gender pay gap.



Our recruitment team continues to encourage line managers to think about the impact of the recruitment decisions they make and to improve diversity and inclusion at all stages of recruitment.



Mandatory unconscious bias e-learning is being rolled-out in 2022, and we continue to run diversity and inclusion workshops. The Head of Diversity and Inclusion continues to monitor the performance of teams against diversity and inclusion action plans.



During the year to April 2021, most UK staff were working remotely from home and we know this improved the ability of many staff to juggle their responsibilities at work and at home. This flexibility is important for all staff, but we know it remains particularly important for women and their ability to progress in their careers. Since April 2021, we have been trialling new ways of working as we prepare to move out of the pandemic. Creating choice and flexibility is one of the key principles underpinning decisions we will make about working arrangements.

# Our commitment

At Tearfund, we remain committed to:



## Staying curious

Continuing to question assumptions and root causes of the gender pay gap.



## Learning from others

Actively listening and identifying best practice within our own organisation and our sector.



## Being courageous

Trialling new approaches and gathering feedback.

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