

Gender Pay Gap Report 2023

At Tearfund, our aim is to create a culture of belonging where there is equity and where, irrespective of identity or background, there is equal access to opportunities. We commit to creating an environment where all staff feel valued, accepted and that they belong.

We believe that women and men should be able to work in an environment that is inclusive, supportive and fair for all, and should be rewarded fairly and equally. Analysing our gender pay gap and taking steps to improve can help us to achieve this.

We are reporting an increase in our gender pay gap for 2023, compared to the previous year.

Our gender pay report (below) 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.



Tayo Bankole-Bolawole
Director of People and Culture



Nigel Harris
Chief Executive Officer



Anna Laszlo
Chair of the Board

Summary of results

Based on April 2023 data, Tearfund's median gender pay gap is 13.71 per cent. This is an increase of 5.45 per cent when compared with 2022. Our mean gender pay gap is 7.6 per cent, which is an increase of 1.13 per cent from April 2022.

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 2023. On this snapshot date, 430 individuals met the criteria set out in the government guidance. Of those employees, 259 (60.2 per cent) were women and 171 (39.8 per cent) were men.

Note: the percentage gender split broadly matches the UK voluntary and public sector representation of men and women.

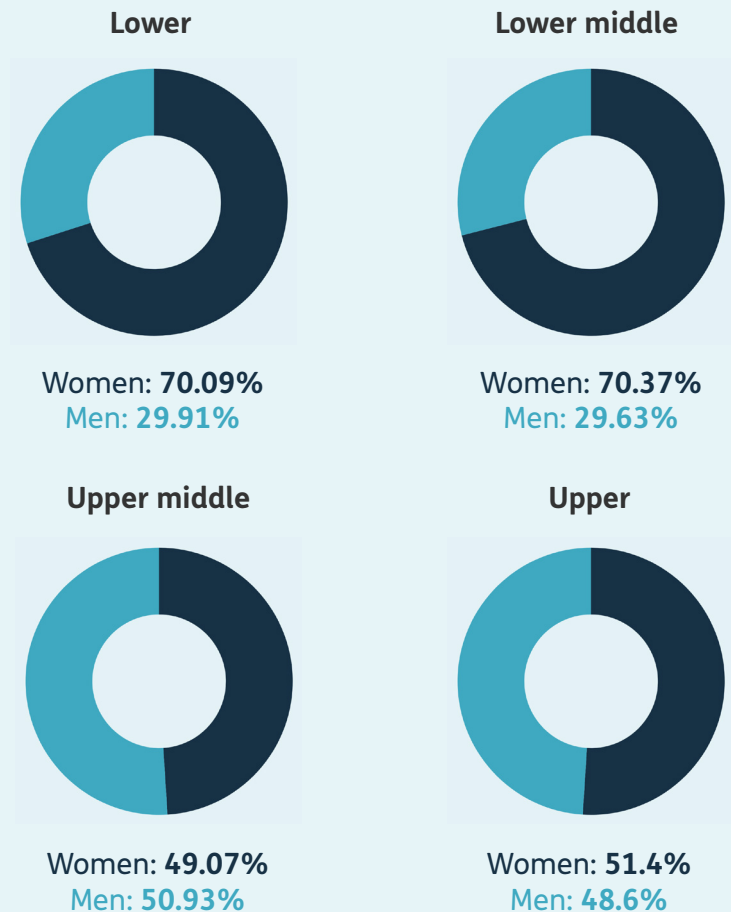
Women continue to be underrepresented in the upper two pay quartiles and overrepresented in the lower two pay quartiles:

- Women make up 51.4 per cent of staff in the upper quartile; this is not as high as the representation of women across the organisation overall (60.2 per cent). Women's representation in the upper quartile has fallen since April 2022.
- Women make up 70.1 per cent of staff in the lower quartile; this is higher than the representation of women across the organisation overall (60.2 per cent). Women's representation in the lower quartile has fallen since April 2022.

Overall representation of men and women:



The proportion of men and women in each pay quartile is as follows:



What does the data show?

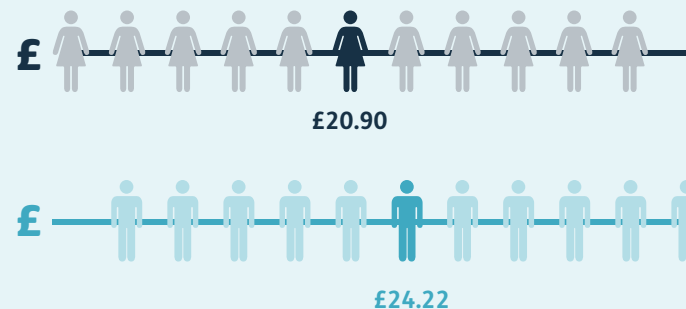
We are disappointed to see an increase in our gender pay gap this year.

	2023	2022	2021	2020	2019
Median gender pay gap	13.71%	8.25%	10.51%	6.3%	5.95%
Mean gender pay gap	7.6%	6.48%	6.85%	4.8%	3.76%

There are a number of factors that contribute to our gender pay gap and it can be difficult to pinpoint and explain. The key reasons for our gender pay gap, and the change compared to last year are likely to include the following:

- Tearfund continues to have a significantly higher number of women than men in lower-paid roles, bringing down median and mean salaries for women. However, on a positive note, we have seen an increase in the proportion of men recruited into lower-paid roles over the year from April 2022.
- There has been an increase in the representation of women in the lower middle quartile this year, with a high number of women joining the organisation at this level, compared to their representation at Tearfund overall.
- Our analysis shows that internally, a greater number of men than women have moved into a higher quartile this year, through progressing into new roles or having their salary increased as a result of job evaluation. This has contributed to an increase in the average hourly rate for men.
- Representation of women in the upper middle and upper quartiles has fallen this year. A high number of women left the organisation from these quartiles compared to their representation at this level overall (some to go on maternity leave), and women were underrepresented in new hires at these levels.
- Our analysis does show there is still good progression for women internally within the upper half of the organisation.

Median Average Hourly Rates



The median gender pay gap tells us the difference between the midpoint salaries of men and women at Tearfund, which was 13.71 per cent in April 2023. This is an increase of 5.45 per cent when compared with 2022 (8.25 per cent).

Mean Average Hourly Rates



The mean gender pay gap shows that, on average, women at Tearfund are paid 7.6 per cent less than men. This is an increase of 1.13 per cent when compared with 2022 (6.48 per cent).

What are our priorities?



Development and progression

It is important that all staff continue to be supported in their development, so they can continue to progress in their careers.

There is already good representation of women in development initiatives at Tearfund – we will continue to ensure women are fairly considered for development opportunities.

To support this, we launched a new Secondment Policy in 2023, and we encourage managers to share secondment opportunities more openly across the organisation, offering the chance for all staff to gain skills and knowledge in a different role.



Targeting and flexible working

Most staff value flexible working and this can be particularly important for female staff.

Most UK staff can now work from home for some or most of their working time, in line with our Hybrid Working Policy. Staff can also submit a flexible working request from the first day of their employment.

We will ensure that flexible working options are advertised during recruitment for UK roles, including the most senior roles. We will also work to ensure that role design enables flexible and/or part-time working as far as possible.

We will review the language used in job descriptions for junior roles, to ensure that roles are of interest to male as well as female applicants.



Internal networks

In 2024, we intend to establish a network for women that could facilitate peer support and encouragement, act as a way to offer mentoring, coaching, shadowing etc, and/or to host relevant events with internal/external speakers.

This group may then be able to act as a focus group to better understand women's experience of working at Tearfund.

We also plan to implement sessions for parents returning to work, to allow them to access support and be brought up to date with changes and opportunities across the organisation since they went on leave.



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