

Gender Pay Gap Report 2024

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.

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



Anna Laszlo
Chair of the Board

Summary of Results

Based on April 2024 data, Tearfund's median gender pay gap is 13.21%. This is a decrease of 0.5% when compared with 2023. Our mean gender pay gap is 9.11%, which is an increase of 1.51% from April 2023.

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 2024. On this snapshot date, 343 individuals met the criteria set out in the government guidance. Of those employees, 61.22% were women and 38.78% were men. Note: the percentage gender split broadly matches the UK voluntary and public sector representation of men and women.

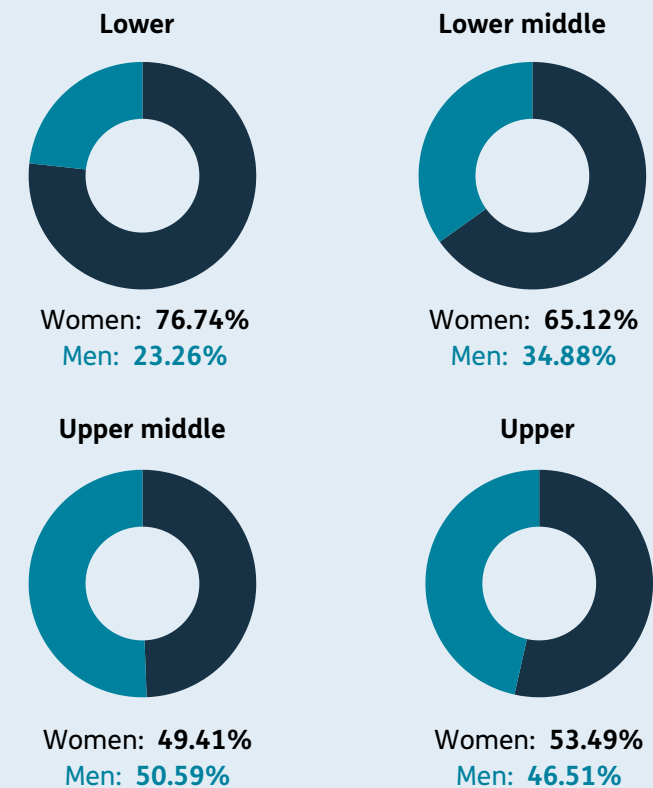
Women continue to be underrepresented in the upper two pay quartiles and overrepresented in the lower two pay quartiles:

- Women make up 53.49% of staff in the upper quartile; this is not as high as the representation of women across the organisation overall (61.22%). Women's representation in the upper quartile has increased since April 2023.
- Women make up 76.74% of staff in the lower quartile; this is higher than the representation of women across the organisation overall (61.22%). Women's representation in the lower quartile has increased since April 2023.

Overall representation of men and women



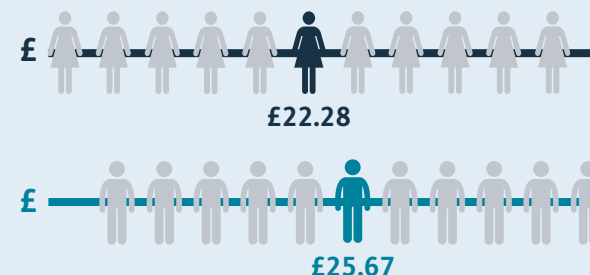
The proportion of men and women in each pay quartile



What does the data show?

- 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:
- Over 2023-24, hourly rates for men have, on average, increased more than the hourly rates for women, widening the mean gender pay gap.
- A 5% salary increase was awarded to staff over the period. Some received higher increases to the benchmark for their grade. This increase results in different actual average increases for men and women. Women whose salary increased by 5% saw an average increase of £1.09, compared to £1.20 for men, widening the mean gender pay gap between them. This is because men are more likely to have a higher salary to start with.
- Whilst there is evidence of progression for women at Tearfund, over the year men were more likely to receive a larger increase to their hourly rate as a result of changing roles or a salary reevaluation.
- The median for women no longer sits at a point where a large number of women share the same salary (a benchmark salary). This is likely due to the changing structure in the organisation, with a significant number of leavers. This means the median for women is more likely to be influenced by movement, and is impacted by salary sacrifice.

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 13.21% in April 2024. This is a decrease of 0.5% when compared with 2023 (13.71%).

Mean Average Hourly Rates



The mean gender pay gap shows that, on average, women at Tearfund are paid 9.11% less than men. This is an increase of 1.51% when compared with 2023 (7.60%).

What are our priorities



Recruitment

Women value flexible working. Ensure this offering is advertised at the recruitment stage for UK roles as far as possible, including the most senior roles.

Promote closer collaboration between HR Business Partners and managers to ensure role design enables flexible and/or part time working as far as possible.



Development and Progression

Analyse participation in leadership programmes to ensure female representation continues.

Track the number of internal secondment placements and ensure a gender balance.

Gather feedback from participants in leadership programmes and emerging leaders training, specifically on how the organisation can better support them.

Develop leader programmes that focus on building emerging women leaders, and continue supporting the Global Fundraising and Communications Women in Leadership group.



Talent and Reward

A review of Reward is planned for 2025 to ensure Tearfund's approach positions us at the right place in the employment market, enabling us to attract and retain the diverse talent needed to achieve our mission.

A Talent Acquisition Advisor is being recruited to ensure a proactive and strategic approach to identifying, engaging, and hiring high-quality, diverse candidates aligned with Tearfund's mission and values.



tearfund

tearfund.org

Tearfund, 100 Church Road, Teddington, TW11 8QE United Kingdom

☎ +44 (0)20 3906 3906 ✉ info@tearfund.org [f](#) [@](#) [/Tearfund](#)

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