

tearfund

Gender Pay Gap Report 2020

At Tearfund, we believe diversity and inclusion is about valuing people. Whatever their role and wherever they are located, we believe both women and men have the potential to change the world and deserve the opportunity to fulfil their God-given potential and be rewarded fairly and equally.

For our 2019 report we were pleased to report a significant drop in our gender pay gap. During 2020, however, we have seen a slight increase in the gap.

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.



Karen Brown
Director of People and Talent



Nigel Harris
Chief Executive Officer



Anna Laszlo
Chair of the Board

Summary of Results

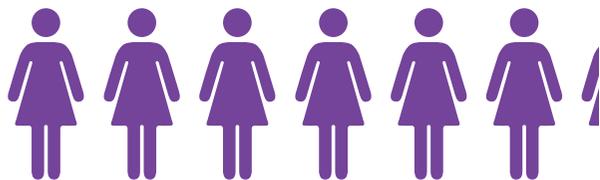
Based on April 2020 data, Tearfund's median gender pay gap is **6.3 per cent**. This is an increase of **0.35 per cent** when compared with 2019. Our mean gender pay gap is **4.8 per cent**, which is an increase of **1.04 per cent** from April 2019.

Our gender pay gap is calculated using hourly pay data for UK staff (England, Scotland and Wales only) who were employed on 5 April 2020. On this snapshot date, 454 individuals met the criteria set out in the government guidance. Of those employees, 282 (62 per cent) were women and 172 (38 per cent) were men. Note the percentage breakdown broadly matches the UK voluntary and public sector representation of men and women.

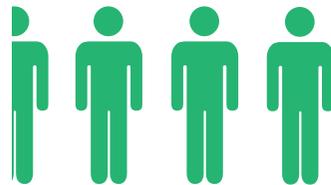
Women continue to be underrepresented in the upper two pay quartiles, and overrepresented in the lower two pay quartiles:

- The proportion of women in the upper quartile (57%) is not as high as the overall proportion of women in the organisation (62%).
- The proportion of women in the lower quartile (67%) is higher than the overall proportion of women in the organisation (62%).

Overall representation of men and women:



Women: **62.1%**



Men: **37.9%**

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

Lower



Men: **32.74%**
Women: **67.26%**

Lower middle



Men: **33.33%**
Women: **66.67%**

Upper middle



Men: **42.48%**
Women: **57.52%**

Upper



Men: **42.98%**
Women: **57.02%**

What does the data show?

Following an improvement from 2018 to 2019, our gender pay gap has remained similar, but with a small increase. A degree of fluctuation is to be expected as people join and leave an organisation and small changes are quite difficult to interpret. However, a known factor in Tearfund's gender pay gap is having a significantly higher number of women than men in lower-paid roles, which brings down the middle (median) or average (mean) salary for women across the organisation.

	2020	2019	2018
Median gender pay gap	6.30%	5.95%	12.90%
Mean gender pay gap	4.8%	3.76%	8.9%

Our analysis for the period from April 2019 to April 2020 shows that women have moved 'upward' between the quartiles, indicating that they are able to progress in their careers. However, representation of women in senior roles has decreased over the same period. A disproportionate number of women left from the upper quartile, a significant number for reasons of career development outside of the organisation.

In order to encourage women to progress in their careers at Tearfund, we have actively provided more support to working parents. We have also continued to implement a number of diversity and inclusion initiatives, for example improving opportunities for greater flexibility in working arrangements for staff. We have been thinking about how we can create an environment where everyone can flourish, and have looked at some of the challenges of power, privilege and unconscious bias.



The median gender pay gap tells us the difference between the midpoint salaries of men and women at Tearfund, which is 6.3 per cent. This is an increase of 0.35 per cent when compared with 2019 (5.95 per cent).



The mean gender pay gap tells us that, on average, women at Tearfund are paid 4.8 per cent less than men. This is an increase of 1.04 per cent when compared with 2019 (3.76 per cent).

What are our priorities?

The increase of the gap, despite being small, reminds us of the importance of monitoring progress and continuing to look for ways that we can close the gap further until there is no gap. There are a number of things we are committed to focusing on to lower our gender pay gap:



We are committed to finding opportunities to reduce any gender bias in the recruitment process. We will work with recruiting managers to help them consider the impact of the decisions they make and to improve diversity and inclusion at all stages of recruitment.



As previously noted, a number of women left the organisation from senior roles between 2019 and 2020 to develop their careers. Some turnover of staff is to be expected, but we recognise the importance of providing career development opportunities for women within Tearfund. We will consider new and creative measures to improve career progression opportunities for women (eg career coaching, genuine flexible working options in senior roles, support for working parents and those returning from parenting leave), not only to allow women to juggle their work and caring responsibilities but also to enable this upward movement.



We will continue to run Diversity and Inclusion workshops.



We will continue to monitor performance against diversity and inclusion targets across the organisation.



We will roll out unconscious bias training to all staff across the organisation in 2021.



In 2021 we aim to capture pay data for staff in all countries where we work to allow us to analyse and report on our global gender pay gap. We will also for the first time aim to calculate our ethnicity pay gap.

Our Commitment

To current and future Tearfund staff, we will commit 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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