



GENDER PAY REPORT 2019

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. We are therefore pleased to report a significant drop in our gender pay gap for 2019.

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



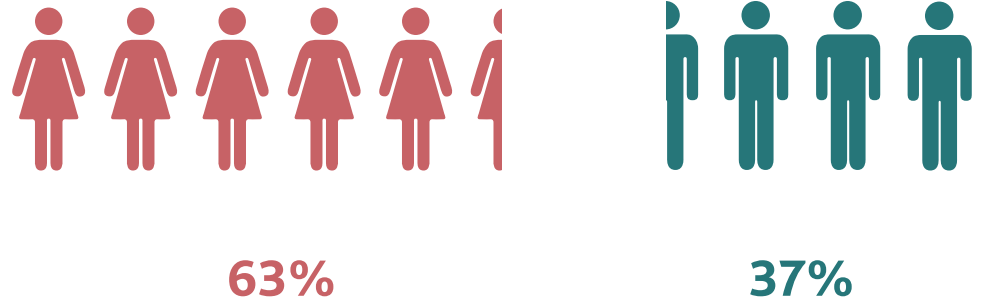
Anna Laszlo
Chair of the Board

SUMMARY OF RESULTS

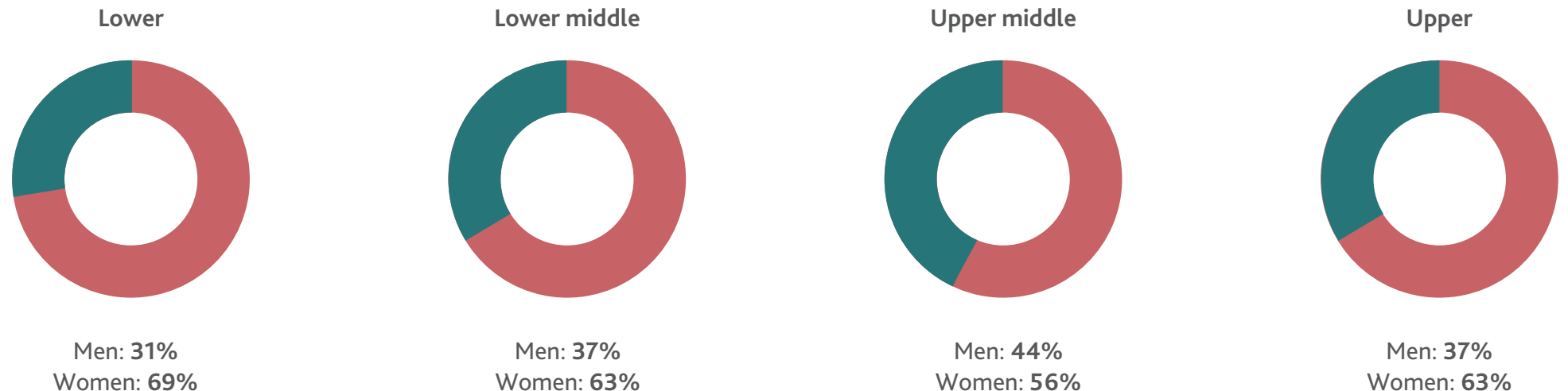
Based on April 2019 data, Tearfund's median gender pay gap is **5.95 per cent**. This is an improvement of **6.95 per cent** when compared with 2018. Our mean gender pay gap is **3.76 per cent**, which is an improvement of **5.14 per cent**.

Our gender pay gap is calculated using hourly pay data for UK staff (England, Scotland and Wales only) who were employed on 5 April 2019.

On this snapshot date, 449 individuals met the criteria set out in the government guidance. Of those employees, 281 (63 per cent) were women and 168 (37 per cent) were men. Note the percentage breakdown broadly matches the UK voluntary and public sector representation of men and women.



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



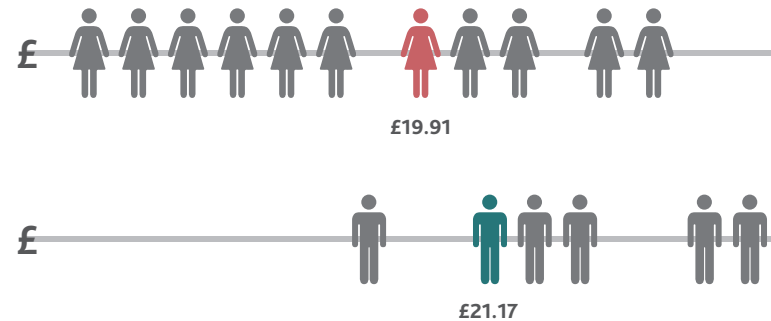
WHAT DOES THE DATA SHOW?

A factor in our 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.

	2019	2018	2017
Median gender pay gap	5.95%	12.90%	14.80%
Mean gender pay gap	3.76%	8.90%	10.60%

Our analysis for 2019 shows that decisions we have made have impacted our gender pay gap. For example, we have created new roles or re-evaluated existing roles at a higher level which have been filled by women. A number of women have replaced men in senior roles and more men have been employed in the lower pay quartiles.

In order to encourage women to progress in their careers, 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 encouraging staff to think about how they 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 5.95 per cent. This is an improvement of 6.95 per cent from 2018 (12.9 per cent).



The mean gender pay gap tells us that, on average, women at Tearfund are paid 3.76 per cent less than men. This is an improvement of 5.14 per cent from 2018 (8.9 per cent).

WHAT ARE OUR PRIORITIES?

While we are encouraged by the significant drop in our gender pay gap in 2019, we are in no way complacent and continue to look for ways that we can close the gap further.

There are a number of things we are committed to focusing on to lower our gender pay gap:

- We are working with hiring managers to improve diversity and inclusion in all stages of the recruitment process, from role design through to making appointments, including increasing awareness of the impact of hiring decisions on our gender pay gap. The same applies to decisions made in change processes and restructures.
- We continue to encourage all staff globally to participate in diversity and inclusion workshops to deepen awareness of our attitudes and lead to more inclusive behaviours in culture and practice on a day to day basis.
- We are rolling out unconscious bias training for all staff.
- We will take positive action in recruitment and staff development to address under-representation where possible.
- We will continue to implement our new flexible working policy, with flexible working being the default for all new roles.
- We aim to broaden our analysis to include gender pay gaps in the countries where we operate, and also look at any pay gaps based on ethnicity and disability, and then take action.

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, our sector and beyond.



BEING COURAGEOUS

Trialling new approaches and gathering feedback.



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