

Gender Pay Gap Report 2022

At Tearfund, we believe that every person is created in the image of God. 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 pleased to report a slight decrease in our gender pay gap for 2022, compared to last 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.



Karen Brown
Director of People and Talent



Nigel Harris
Chief Executive Officer



Anna Laszlo
Chair of the Board

Summary of Results

Based on April 2022 data, Tearfund's median gender pay gap is 8.25 per cent. This is a decrease of 2.26 per cent when compared with 2021. Our mean gender pay gap is 6.48 per cent, which is a small decrease of 0.37 per cent from April 2021.

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 2022. On this snapshot date, 420 individuals met the criteria set out in the government guidance. Of those employees, 262 (62.6 per cent) were women and 157 (37.4 per cent) were men. Note: the percentage gender split broadly matches the UK voluntary and public sector representation of men and women.

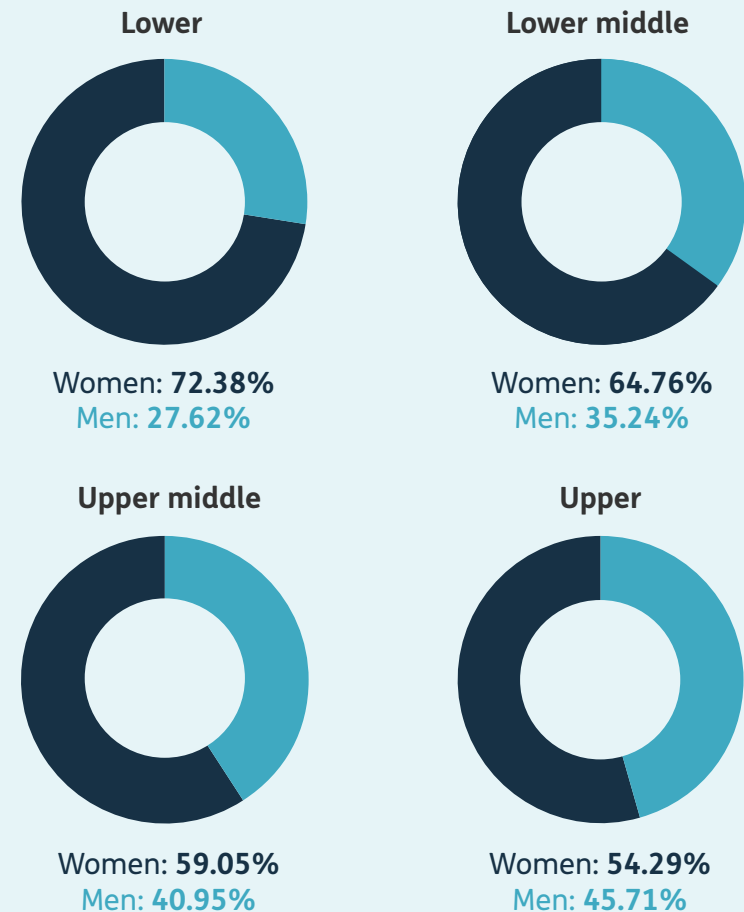
Women continue to be underrepresented in the upper two pay quartiles and overrepresented in the lower two pay quartiles:

- Women make up 54.3 per cent of staff in the upper quartile; this is not as high as the representation of women across the organisation overall (62.6 per cent). These figures are comparable with 2021.
- Women make up 72.4 per cent of staff in the lower quartile; this is higher than the representation of women across the organisation overall (62.6 per cent). Women's representation in the lower quartile has fallen since April 2021.

Overall representation of men and women:



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



What does the data show?

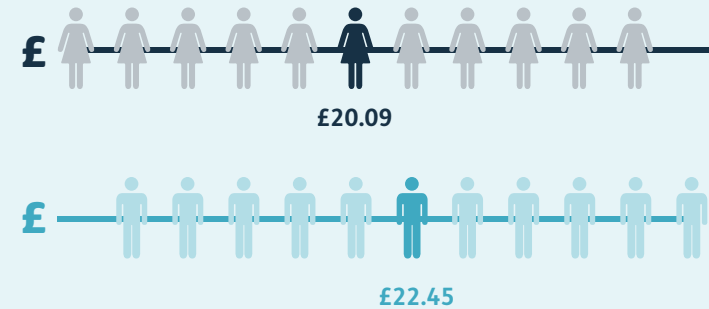
We are pleased to see a reduction in our gender pay gap this year.

	2022	2021	2020	2019	2018
Median gender pay gap	8.25%	10.51%	6.30%	5.95%	12.90%
Mean gender pay gap	6.48%	6.85%	4.8%	3.76%	8.9%

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. A significant proportion of new staff recruited in the lower quartile are women.
- That being said, the balance of men and women in the lower quartile has improved slightly this year due to women progressing into new roles or having their salary increased as a result of job evaluation. Representation of women has also increased in the upper middle quartile this year.
- Our analysis shows that internally, women do move ‘upward’ and are able to progress in their careers. Over the last year, hourly rates for women have, on average, increased more than the hourly rates for men, which has had the effect of reducing our gender pay gap.
- Women continue to be underrepresented in the upper quartile. However, we are encouraged to see a high number of women return from maternity leave to the upper quartile this year.

Median Average Hourly Rates



The median gender pay gap tells us the difference between the midpoint salaries of men and women at Tearfund, which is 8.25 per cent. This is a decrease of 2.26 per cent when compared with 2021 (10.51 per cent).

Mean Average Hourly Rates



The mean gender pay gap tells us that, on average, women at Tearfund are paid 6.48 per cent less than men. This is a slight decrease of 0.37 per cent when compared with 2021 (6.85 per cent).

What are our priorities?



Development and progression

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

There is already good representation of women in talent development initiatives at Tearfund – we will continue to ensure women are fairly considered for development opportunities. To support this, we have recently launched a Secondment Policy. This will provide a framework for managers to share opportunities more openly across the organisation, offering the chance for staff to gain skills and knowledge in a different role.

We are planning a new training programme for ‘emerging leaders’ that will help participants feel confident in their skills when applying for new roles, and support them in their development as leaders and potential people managers.



Targeting and flexible working

Most staff value flexible working and this can be particularly important for female staff. In 2022, we introduced a Hybrid Working Policy and moved to hybrid working arrangements for most UK roles. Staff can also submit a flexible working request from the first day of their employment.

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

We will review 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 2023, we will explore establishing 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 experiences.

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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