

Christian Aid's Gender Pay Gap 2017

In the UK Christian Aid employs 473 people. We have compared both the mean (average) and median (mid-point) in the hourly rate we paid to men and women on 5 April 2017. At the time our gender pay gap was calculated, 65% of our employees were female and 35% were male.

Christian Aid has a mean gender pay gap of 7.5% in favour of male staff and a median gender pay gap of 4.2% in favour of male staff. This is below the national average of 18.1%.

Christian Aid does not give bonuses. Our analysis indicates that our gender pay gap is primarily driven by having substantially more female staff in lower pay quartiles. There is no pay difference between male & female staff who carry out the same job, similar jobs or work of equal value.

UK Gender Distribution by Remuneration Levels:

Quartile	£ per hour	Male	Female	Total Headcount
Lower	£10.56 – 17.76	32%	68%	119
Lower Middle	£17.76 – 20.43	31%	69%	119
Upper Middle	£20.44 – 23.96	33%	67%	118
Upper	£23.97 – 70.18	46%	54%	117
				473

Although Christian Aid's gender pay gap is lower than many organisations across the UK and within our sector, we are not complacent and are committed to addressing it in the following ways.

- **Flexible Working:** We offer flexible maternity allowances (allowing women to spread their maternity allowance over a longer period), career breaks, flexible working hours, home working and part-time and job sharing opportunities. These benefits are fully inclusive and apply to all levels of staff.
- **Progression:** We try to encourage women to progress in their careers by promoting role models at all levels, encouraging women to join networks, providing coaching for women returning from maternity leave, and trying to increase recruitment and retention of women to

middle and senior positions. We are proud that our last two CEO appointments have been women and that we have gender parity on our Board of Trustees.

- **Recruitment:** All our managers are trained in non-discriminatory recruitment practices and are taking steps to ensure that our vacancies are attractive to a more diverse pool of applicants. Our adverts explicitly say that we offer flexibility to ensure a positive work/home balance.
- **Career Development:** We have a management development programme for all managers. This establishes, monitors and reinforces good and progressive management practices and a culture to drive career success and includes coaching and mentoring opportunities to build skills and confidence.
- **Gender Strategy:** Christian Aid first launched its gender strategy in July 2014. Induction training on gender is required of all staff and we have a dedicated Gender Champion and a team of gender and inclusion experts, supported by a global network of over 40 gender focal points. Gender justice is one of the key strategic impact areas identified by Christian Aid and we are determined to provide leadership around this and practice what we preach.

Christian Aid is committed to doing everything we can to reduce and ultimately to remove the gender pay gap, to promote gender justice, and to ensure that we are as diverse and inclusive as possible as we work to eradicate poverty.

Amanda Khozi Mukwashi
CEO
3rd April 2018