



Christian Aid's Gender Pay Gap 2019

A snapshot taken of staff on 05 April 2019 to comply with UK gender pay gap reporting, shows Christian Aid employing 464 people within the UK. We compared both the mean (average) and median (mid-point) in the hourly rate we paid to men and women on 5 April 2019, and at the time our gender pay gap was calculated, 66.3% of our employees were female and 33.7% were male.

Christian Aid has a mean gender pay gap of 10.5% in favour of male staff and a median gender pay gap of 8.2% in favour of male staff.

This is an increase on the 2018 figures by 3.7%, which had a median gender pay gap of 6.8% in favour of male staff, with a mean of 6.1% in favour of male staff. This is below the national average of 17.3%.

(<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>)

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)	Males	Females
LQ	9.44 – 18.23	25.0%	75.0%
LMQ	18.23 – 21.37	30.2%	69.8%
UMQ	21.37 – 24.73	36.2%	63.8%
UQ	24.73 – 72.53	44.8%	55.2%
	Total	34.1%	65.9%

CIPD report

- ▶ When the mean and median have roughly the same value the dataset is not skewed, and you can be reasonably certain that your employees, male and female, are being paid within the same income range;
- ▶ Note, the greater your pay dispersion (diff b/w the lowest and highest hourly rate), the less reliable your calculations.

Although Christian Aid's gender pay gap is lower than many organisations across the UK and within our sector, we are disappointed to see that it has increased from last year and remain committed to continuing to reduce the gap.

We are also continuing to work 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. We will support line managers to play a key role in changing attitudes and we will role model flexibility ourselves, and champion flexible working across our organisation. We will actively encourage men to take up the opportunity of shared parental leave.

Progression: We will encourage women to progress in their careers. We will eliminate the need for negotiation for women when it comes to pay, acknowledging that women tend not to negotiate for higher salaries at recruitment or promotion. We will train our staff to ensure there is no unconscious bias amongst managers and look to our senior management to work harder to encourage women to seek promotion. We will encourage women to seek out role models at all levels, and to join networks, and will offer support for women returning from maternity leave.

Recruitment: Whilst our adverts explicitly say that we offer flexibility to ensure a positive work/home balance, we will ensure this is promoted throughout the recruitment process. We commit to advertising in the most appropriate places to ensure we attract a diverse applicant pool, from application through to appointment and our recruitment panels will be from diverse backgrounds. We will work hard to increase recruitment and retention of women to middle/senior management positions.

Career Development: We will introduce a Springboard Work and Personal Development training course for women. Springboard is for women who want to take control, become more assertive, increase their confidence & build for themselves a more positive attitude in both their work and home lives. The programme gives women the time to reflect, share and most importantly, set achievable goals for now and the future. The course will take individuals on a transformational journey, as well as positively helping the organisation to change and reshape.

Gender Strategy: Christian Aid has created a new Global Inclusivity Partner role who will work closely with a team of gender and inclusion experts, supported by a global network of over 40 gender focal points. Their remit will be to review organisational policies, procedures and ways of working to ensure that we are treating all our staff equitably, especially with regards to gender, to make recommendations about culture and behavioural change that is required to ensure CA is an organisation where people feel respected regardless of their ethnicity, gender or beliefs.

Christian Aid is committed to doing everything it 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
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