Christian Aid's Gender Pay Gap 2018

A snapshot taken of staff on 05 April 2018, to comply with UK gender pay gap reporting, shows Christian Aid employing 454 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 2018, and at the time our gender pay gap was calculated, 63.4% of our employees were female and 35.6% were male.

Christian Aid has a mean gender pay gap of 6.8% in favour of male staff, and a median gender pay gap of 6.1% in favour of male staff. This is an improvement on the 2017 figures by 0.7%, which had a mean gender pay gap of 7.5% in favour of male staff, with a median of 4.2% in favour of male staff. This is below the national average of 17.9%. (Source)

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 and 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	9.58 – 18.23	33%	67%
LMQ	18.23 – 21.04	29%	71%
UMQ	21.09 – 24.47	40%	60%
UQ	24.59 – 72.53	45%	55%
Total		37%	63%

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 (difference between 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 not complacent, and we are committed to continuing to reduce the gap.

We have recently undertaken a benchmarking exercise to review all UK-based roles, which included assessing if there were differences of pay between genders and race.

We are also continuing to work in the following ways:

- **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.

- **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:** Our managers are trained in non-discriminatory recruitment practices and we 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.

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, Chief Executive
3 April 2019