



**Save the Children**

# **GENDER PAY GAP**

# **REPORT 2018**

**Save the Children is committed to achieving gender equity in pay. Our values as an organisation demand that women and men are equally rewarded for equal contributions, taking into account skills, grade and performance. Through our programme, policy and campaigning work, we strive to support gender equity in all the contexts where we work – and it is imperative that our organisation reflects the commitment to equity we demand of others. Our aim is to eliminate the gender pay gap by 2020 where this is being driven by any gender-based pay inequality (see below).**

## **Our gender pay gap 2018**

- **Our median gender pay gap as at 5 April 2018 was 8.73%.**
- **The national median gender pay gap in 2018 was 17.90%.**
- **Our mean gender pay gap as at 5 April 2018 was 10.94%.**
- **Save the Children UK will always show a zero percentage for bonus payments as we do not operate a bonus pay scheme.**

**Our staff population was 74% female and 26% male.**

**Around 0.42% of the mean 2018 gender pay gap was accounted for by executive director salaries.**

## Since 2016 we have taken or are in the process of taking a series of measures to address our gender pay gap, and issues of unconscious and conscious gender bias:

- We have reviewed the way in which we recruit, and continually seek ways to improve in this area. We have updated our training for line managers, introducing training modules on unconscious bias to ensure our interview skills training is values-based.
- We have reviewed our job offer process to ensure parity and fairness of offers being made to new starters.
- We have reviewed our family-friendly policies to ensure we offer equal provisions where we offer enhancements to pay.
- We have agreed a **Gender Equality Policy** across all Save the Children offices, in which we have committed to prioritise gender equality in staff recruitment, orientation, promotion, and retention. We will strive for equity among women and men at all levels of the organisation, including senior leadership. Work has already commenced on this, with the inclusion of gender equality awareness training within the mandatory induction for all new starters and the creation of a specific module on leading for gender equality delivered to our Corporate Senior Leadership Team.
- We are committed to fostering a safe, gender-sensitive work environment for all staff, building on existing work and in response to a review into workplace culture by Dr Suzanne Shale in 2018. The review's findings, and extensive engagement with our colleagues and staff networks, form the foundation of our culture change programme Stronger. This will prioritise transparent, measurable action to address aspects of our workplace culture which too often have a gendered impact, including workplace incivility, the strength of line management, and diversity and inclusion at all levels.

## Over the next 3 years we aim to continue to address the gender pay gap by:

- Rolling out our new pay and grading structure in 2019, which has been designed to address any inequalities in pay as well as increase the number of opportunities for internal career progression. We have developed some new guiding principles on which pay is to be based, the top three being fairness, fiscal responsibility and market competitiveness.
- Implementing changes to our recruitment processes to minimise unconscious bias in hiring managers' decision-making. Recruitment panels will have both male and female panel members where possible. Hiring decisions are those of the panel, not just the hiring manager. We will continue to review the way we recruit in order to eliminate potential gender bias in our recruitment decisions.
- We all play a part in creating an inclusive culture and we have built on our existing action plan to help us achieve this through our Stronger programme, which establishes clear accountability for achieving sustained changes based on a set of success measures. Going forward this will provide an increased level of accountability within the organisation which means we will be in a better position than ever before to hold ourselves to account and drive inclusion and diversity through the heart of everything we do.

# Our pay gap at a glance



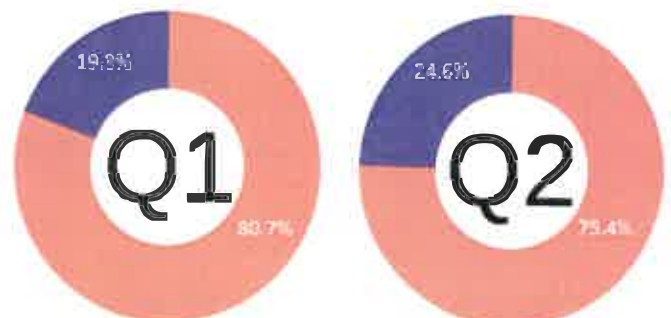
Our staff population is made up of 74% women and 26% men



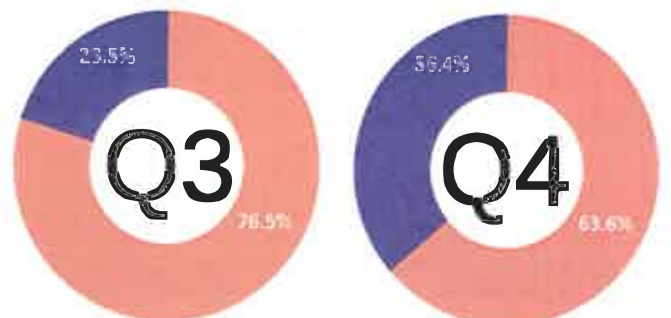
	Mean	Median
Pay Gap	10.9%	8.7%

Our mean pay gap as at 5 April 2018 was 10.9% - a reduction of 3.29% from last year. We expect our new pay and grading structure to continue with closing this gap.

Our quartiles set out our gender distribution across the charity. In the lower quartile, 80.7% are women and 19.3% are men. In comparison, the upper quartile consists of 63.6% women and 36.4% men.



■ Men  
■ Women



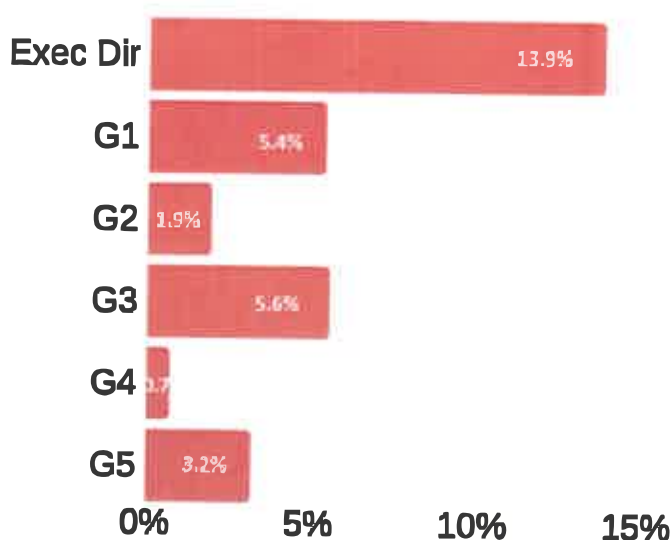
Upper middle

Upper



0% is our bonus gap - we do not operate a bonus scheme at Save the Children UK

## Mean pay gap by grade



Our mean pay gap is most evident within our staff at executive director level at 13.9%. For the majority of staff at grades 1-5, the mean gap is no greater than 5.58% which compares favourably with the rest of the sector.

- Finalising and launching our diversity and inclusion strategy to improve our diversity, across every grade in the organisation. In recognition of SCUK's commitments, Inclusion and diversity has been identified as one of our CEO's priority strategic objectives. SCUK continues to support a diverse and inclusive working environment. The BAME (Black, Asian and Minority Ethnic) network in 2018 along with the Disability Equality Network. In addition to our existing networks of (Gender Equality Champions and LGBT+ Allies) these networks are providing coordinated support and recommendations to the organisation's approach to diversity and inclusion
- Commencing work to introduce job families, career ladders and generic role profiles that will be tied to progression, talent management and the overall reward structure. Pay will not be determined based on the individual, it will be determined based on the role. A review of gender pay will take place annually and there will be no exceptions to the pay policy

By 2020 we will have mechanisms in place to carry out regular equal pay audits to ensure that our gap is not as a result of any gender-based pay inequality.

**We remain committed to be transparent in our approach to setting pay and reward. Our approach to pay and how it is determined will be published in our Pay Policy on our Intranet. Our principles are to pay our staff a fair salary that is competitive within the charity sector, proportionate to the complexity of each role, and commensurate with their responsibilities, in line with our charitable objectives.**

This statement is made pursuant to The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and constitutes our Gender Pay Gap statement for the snapshot as at 5 April 2018.



Kevin Watkins, CEO

For and on behalf of The Save the Children Fund

27 February 2019