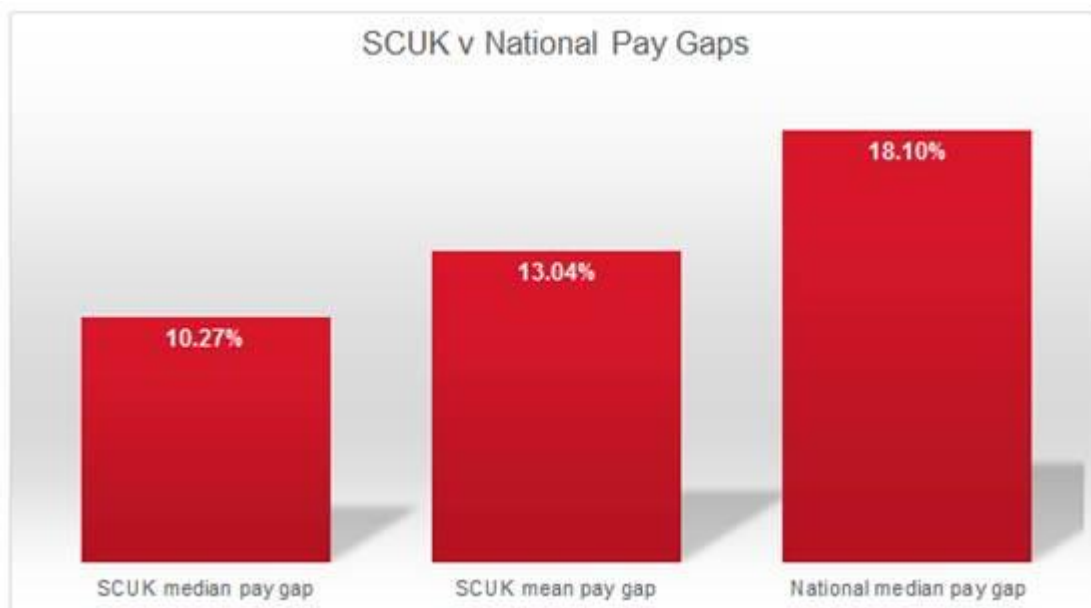


## Gender Pay Gap Statement 2016



The gender pay gap is defined as the relative difference in the average aggregate earnings of women and men. At Save the Children we are committed to equality of opportunity in the workplace. Our salaries are benchmarked in line with market rates for the charity sector. Decisions on pay are made on the weight of the role, not the individual in the role. We pay our staff a fair salary that is proportionate to the complexity of each role, and in line with our charitable objectives. We value the diversity, expertise and passionate commitment of our exceptional people. It is with this in mind, that we openly address any issues of unfairness in our gender pay gap.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires us to carry out Gender Pay Reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We can then use these results to assess the levels of gender equality in our workplace, the balance of male and female employees at different levels, and how effectively talent is being maximised and rewarded. The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.



\*Please note national mean pay gap data not available

These ratios are calculated from a staff population that is 75% female and 25% male. With the data in this report based on the snapshot as at 5<sup>th</sup> April 2016.

### Addressing the Gender Pay Gap

Save the Children UK is addressing our gender pay gap by:

- Reviewing the way in which we recruit. Introducing training modules around unconscious bias and ensuring our interview skills training is values based. Exploring the concept of blind recruitment.
- Reviewing our job offer process to ensure parity and fairness of offers being made to new starters
- Reviewing our family friendly policies to ensure we are offering equal provisions amongst the sexes
- Undertaking work around offering flexible term contracts as appropriate
- Carrying out a job levelling project to ensure our roles are benchmarked, graded and weighted properly
- Reviewing our salary structure and developing a total reward offer
- Reviewing our career development offer
- Reviewing the existing performance management and rating process