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# WWF-UK GENDER PAY GAP

REPORT 2017



# BACKGROUND

As we have more than 250 employees in the UK, we're required to publish our gender pay gap. The pay gap information in this report is based on a snapshot of WWF-UK data from 5 April 2017. It's been checked independently for accuracy.

## WHAT IS THE GENDER PAY GAP?

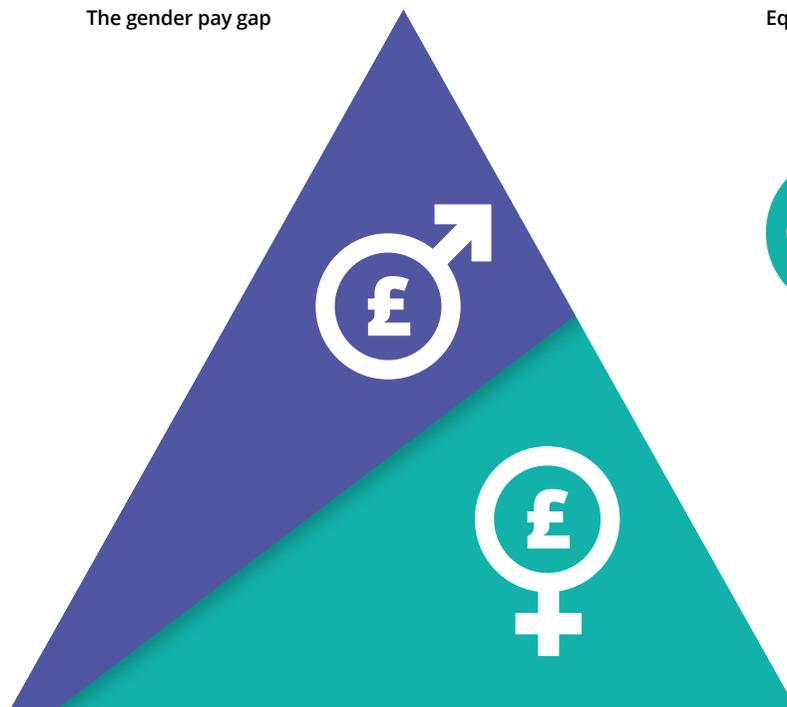
The gender pay gap looks at the difference between the average hourly earnings of all the men and all the women in an organisation, regardless of the nature of their work.

**It's not the same as equal pay, which is about comparing the pay of men and women carrying out the same or comparable jobs.**

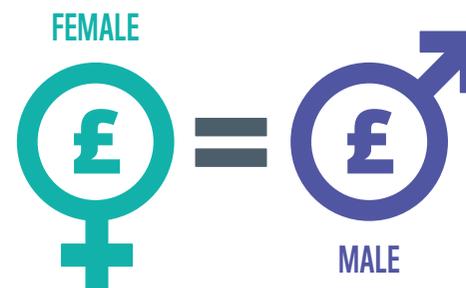
## WHAT CAUSES THE GENDER PAY GAP?

The causes of the gender pay gap are complex, but one of the main reasons in our society is that men are still more likely to be in high paying senior roles. Women are more likely to be in occupations that offer less financial reward and in lower paying sectors of our economy. They are also more likely than men to be employed in part-time roles, which are often lower paid.

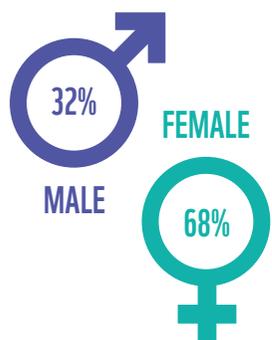
The gender pay gap



Equal pay comparison



# OUR RESULTS 2017



## GENDER PAY GAP

We've 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, 68% of our employees were female and 32% were male. This profile is similar to the not-for-profit sector as a whole, where the workforce is predominantly female.

The table below shows that both our mean and median gender pay gaps – the percentage amount that men's pay is higher than women's pay – are broadly in line with the UK economy as a whole.

METRIC	WWF-UK	UK ECONOMY*
MEAN GENDER PAY GAP	18.2%	17.3%
MEDIAN GENDER PAY GAP	16.8%	18.1%

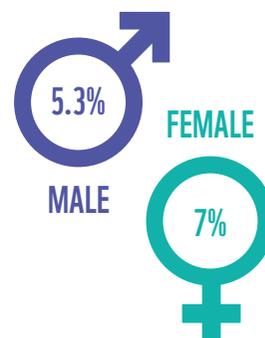
\*Office of National Statistics Annual Survey of Hours & Earnings 2016

## GENDER BONUS GAP

We've also compared the mean and median *bonus* payments we made to men and women in the 12 months to April 2017. Our mean and median bonus gaps are significantly lower than the UK economy as a whole.

We give bonuses to very few employees, but our pay policy allows us to give small lump-sum pay awards to individuals who are either at the top of their pay grade or who have delivered a special project or activity particularly well.

The number of women receiving a bonus was higher than the number of men, with 5.3% of our male employees receiving a bonus payment and 7% of our female employees.



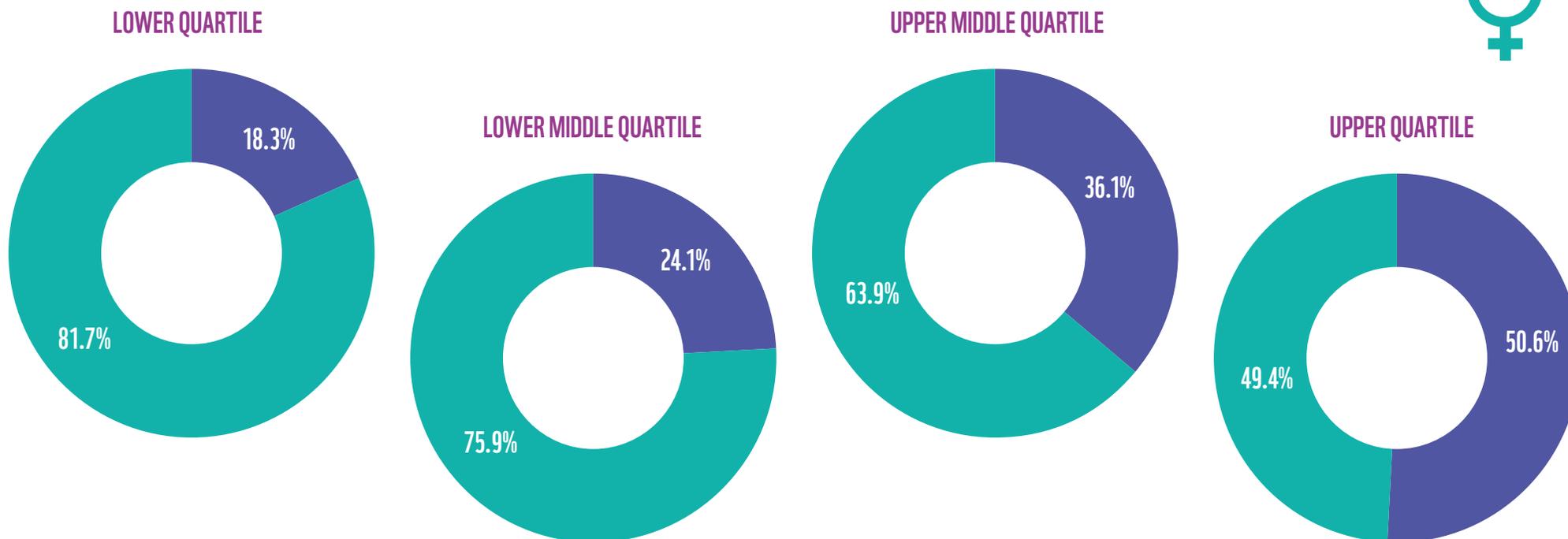
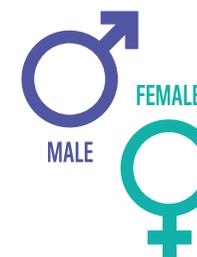
METRIC	WWF-UK	UK ECONOMY*
MEAN GENDER BONUS GAP	4.9%	71.1%
MEDIAN GENDER BONUS GAP	9.1%	45.4%

\*Office of National Statistics Annual Survey of Hours & Earnings 2016

# PAY QUARTILES

The pay quartiles shown in the diagram below are calculated by listing the rates of pay for every employee from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

The pay quartile data shows that we have very few male employees in our lower pay quartiles. The proportion of men increases as rates of pay increase.

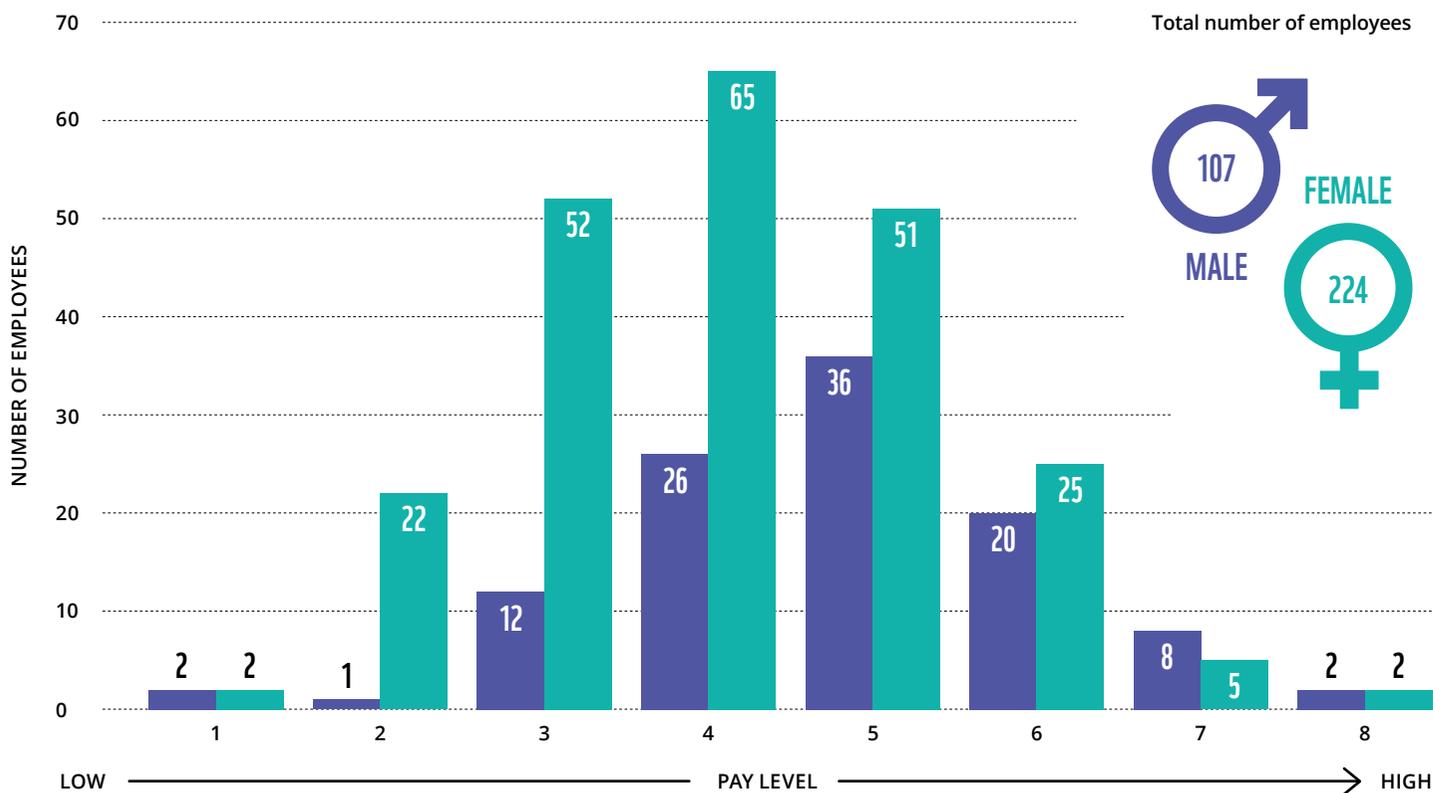


# WHAT DO THE RESULTS TELL US?

Our gender pay gap is created by the differences in the proportion of men and women employed at various levels in our organisation. Our more junior roles are predominantly held by women, with proportionally more men being employed in our more senior level roles.

This is illustrated in the diagram below, which shows the gender breakdown for each of our salary levels.

The shape of our organisation also results in our gender bonus gap, with the average bonus payment for men being slightly higher than that of the average awarded to women. This is because our bonus payments are based on a percentage of salary and, as men tend to be in more senior roles, the bonus payments awarded to them reflect their higher salaries.



# HOW ARE WE ADDRESSING OUR GENDER PAY GAP?

We're committed to driving down our gender pay gap. We've already seen a fall in our mean gender pay gap, which we've nearly halved from 22.4% in April 2016 to 12.9% in January 2018. The actions outlined below, which we're taking to address our gender pay gap, are part of our wider programme to ensure that WWF-UK is a diverse and inclusive organisation.

## PROGRESSION

We want to ensure that both men and women are more evenly represented at all levels in our organisation. We have a female chief executive and many of our senior roles are already held by women. We're committed to supporting all our people in progressing their career at WWF and to offering equal opportunities for all, regardless of gender.

## FLEXIBLE WORKING

We support all forms of flexible working, on both a formal and informal basis, for all our people. This is part of our wider approach to ensuring that WWF is an inclusive organisation and there are no barriers to progression.

## RECRUITMENT

We've launched a new management development programme, which includes recruitment training, to ensure that all our managers are trained in non-discriminatory recruitment practices. And we're taking steps to ensure that our vacancies are attractive to a more diverse pool of applicants.

## CAREER DEVELOPMENT

We provide learning and development support to all. This includes a career development programme, plus coaching and mentoring opportunities to build skills and confidence.

## JUNIOR ROLES

We're trying to make junior roles more attractive to a diverse pool of candidates. For example, an apprenticeship programme we've developed in our Supporter Services team resulted in the appointment of both a male and a female apprentice.

## DIVERSITY TASK FORCE

We have a diversity task force with people from across the organisation who focus on finding new ways we can become a more diverse and inclusive organisation.

# DIRECTOR STATEMENT



This report shows that the average pay of our male employees is higher than the average pay of our female employees. The discrepancy is largely the result of men being underrepresented in our junior, lower paid roles, while being more evenly represented in our senior, higher paid roles.

We're keen to have a more even distribution of both sexes across all levels in our organisation and to this end we have a range of actions in place to ensure WWF-UK is a diverse and inclusive employer.

This report covers all the employees of WWF-UK, at all levels, including our executive team.

As director of human resources for WWF-UK, I confirm that the information contained in this report is accurate.

**Karen Garforth**



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