

# WWF-UK GENDER PAY GAP

REPORT 2018



## BACKGROUND

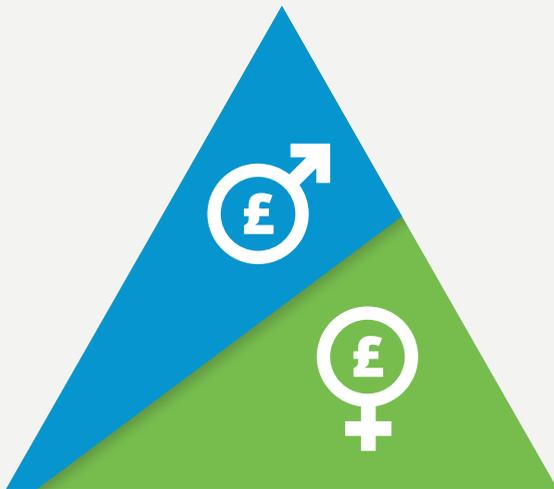
As we have more than 250 employees in the UK, we're required to publish our gender pay gap by April 2019.

The pay gap information in this report is based on a snapshot of WWF-UK data from 5 April 2018. 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.

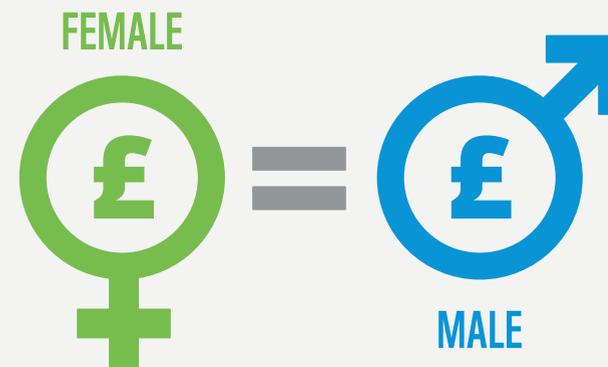
**It's not the same as equal pay, which is about comparing the pay of men and women carrying out the same or comparable jobs.**



The gender pay gap

### 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. Women are also more likely than men to be employed in part-time roles, which are often lower paid.



Equal pay comparison

# OUR RESULTS 2018

## GENDER PAY GAP

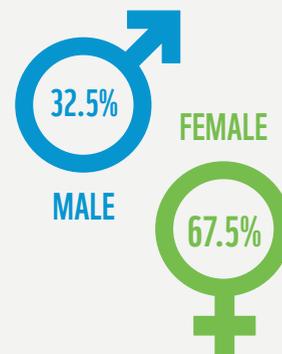
We've compared both the **mean** (average) and **median** (mid-point) in the hourly rate we paid to men and women on 5 April 2018. At the time our gender pay gap was calculated, 67.5% of our employees were female and 32.5% male. This profile is similar to the not-for-profit sector as a whole, where the 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 lower than for the UK economy as a whole. It also shows we've seen a fall in the level of both our mean and median gender pay gap.

	WWF-UK 2018	WWF-UK 2017	NATIONAL STATISTICS
MEAN GENDER PAY GAP	15.1%	18.2%	17.4%
MEDIAN GENDER PAY GAP	15.4%	16.8%	18.4%

\*Office for National Statistics Annual Survey of Hours & Earnings 2017

WWF-UK gender profile 2018



## 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 2018. Our mean and median *bonus* gaps are significantly lower than the UK economy as a whole.

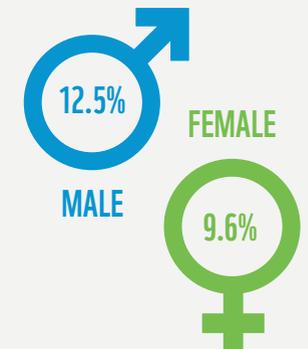
We give bonuses to very few employees, but our pay policy allows us to give small lump-sum pay awards to individuals who are either at the top of their pay grade or who have delivered a special project or activity particularly well.

The number of women receiving a bonus was slightly higher this year at 9.6% (up from 7% last year). The number of men receiving a bonus also increased this year to 12.5% (up from 5.3% last year). The mean bonus payment for men was smaller this year than that awarded to women but the median payment for men remained higher. 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.

	WWF-UK 2018	WWF-UK 2017	NATIONAL STATISTICS
MEAN GENDER BONUS GAP	-7.6%	4.9%	71.0%
MEDIAN GENDER BONUS GAP	16.7%	9.1%	44.1%

\*Office for National Statistics Annual Survey of Hours & Earnings 2017

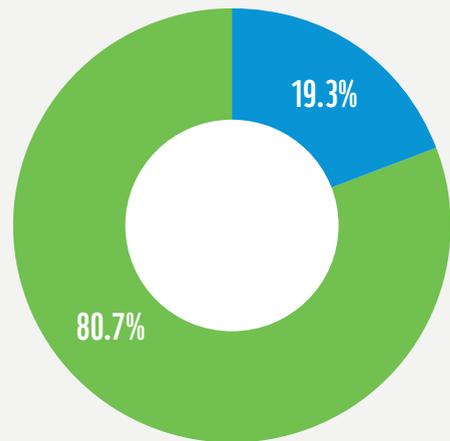
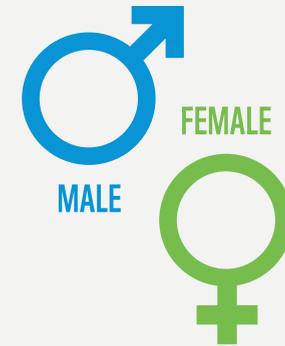
WWF-UK bonus profile 2018



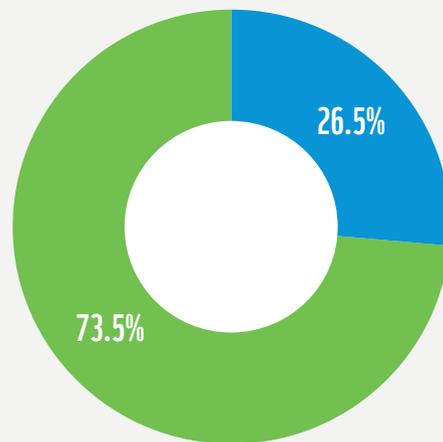
# PAY QUARTILES

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.

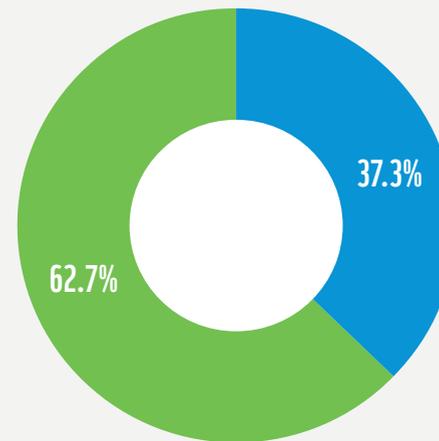
Overall, as shown in our pay quartile data, we have very few male employees in our lower pay quartiles, with the proportion of men increasing as rates of pay increase.



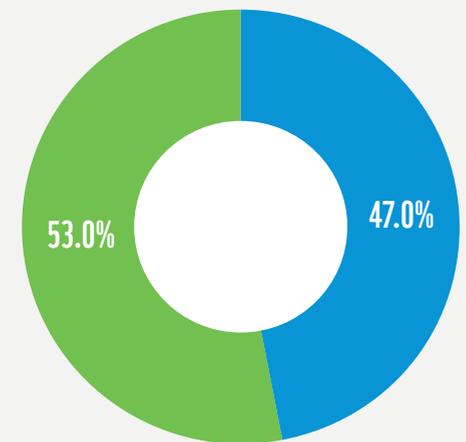
LOWER PAY QUARTILE



ABOVE LOWER QUARTILE  
AT OR BELOW MEDIAN



ABOVE MEDIAN  
AT OR BELOW UPPER QUARTILE

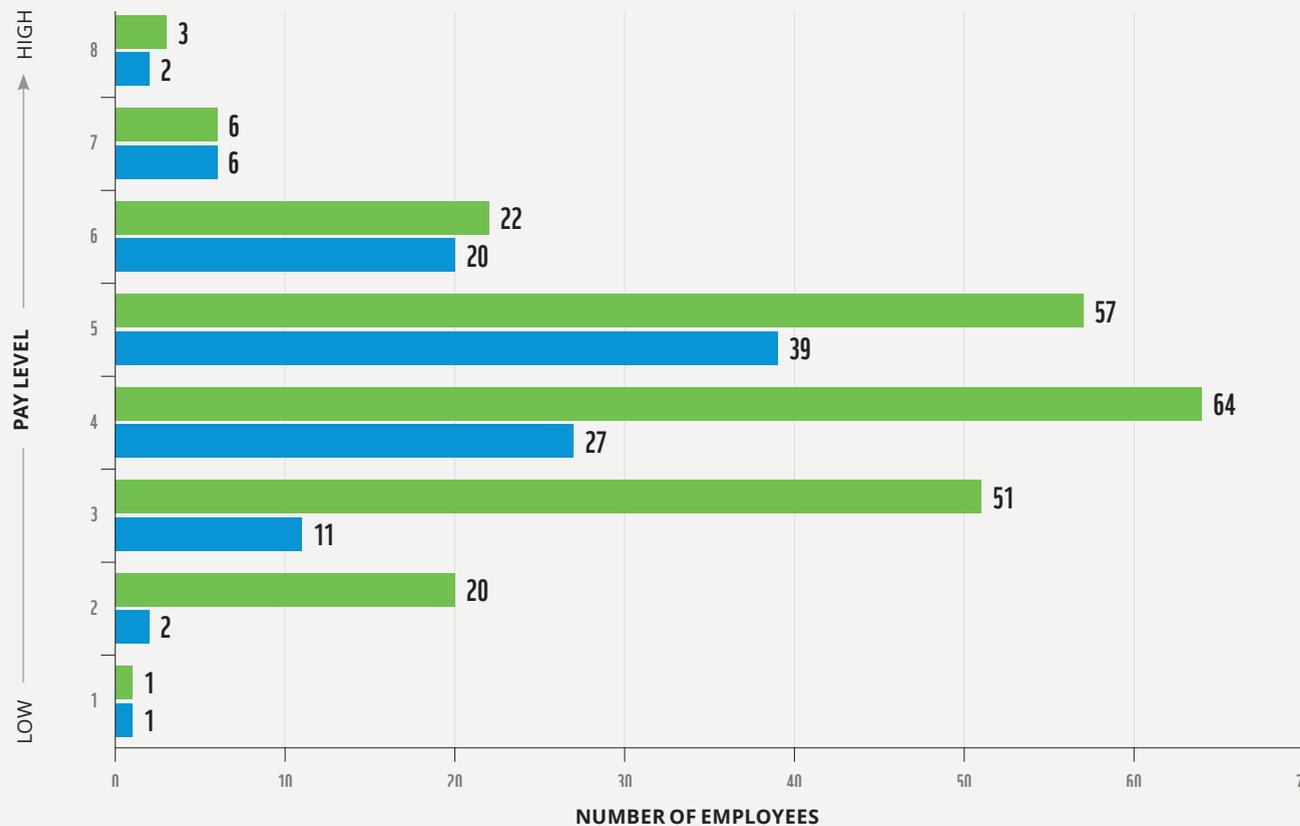


UPPER PAY QUARTILE

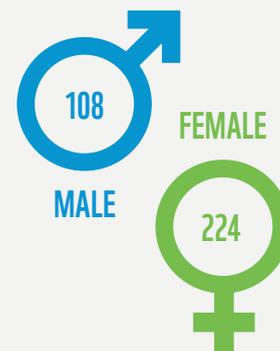
# WHAT THE RESULTS TELL US

Our gender pay gap continues to be created by the proportion of men and women employed at the different levels in our organisation.

Our more junior roles are predominantly held by women, with 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.



**NUMBERS OF MALE AND FEMALE EMPLOYEES BY LEVEL**  
5 APRIL 2018



Total number of employees

# WHAT WE ARE DOING TO ADDRESS OUR GENDER PAY GAP

We're committed to driving down our gender pay gap and we've already seen a fall in our mean gender pay gap (which was 22.4% in April 2016) to the level shown in this year's results.

The actions we're taking to address our gender pay gap are part of a wider programme to ensure WWF-UK is a diverse and inclusive organisation.

## PROGRESSION

We want to ensure 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.

## 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.

## 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 WWF is an inclusive organisation and there are no barriers to progression.

## JUNIOR ROLES

We're trying to make these roles more attractive to a diverse pool of candidates. For example, our apprenticeship programmes have both male and female apprentices in post.

## RECRUITMENT

We are continuing to ensure our managers are trained in non-discriminatory recruitment practices. And we are taking steps to ensure our vacancies are attractive to a more diverse pool of applicants.

## 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 the average pay of our male employees continues to be higher than the average pay of our female employees. We have a strong representation of women in senior roles at WWF-UK, including having a female chief executive and chief operating officer and our gender pay gap is therefore largely the result of men being under-represented in our junior, lower paid roles, while being more evenly represented in our senior, higher paid roles.**

We're pleased to see that the steps we are taking have begun to have an impact on our gender pay gap. We will continue to work towards having a more even representation of both genders across all levels in our organisation.

This report covers all the eligible 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**

Director of human resources, WWF-UK



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