

# WWF-UK GENDER PAY GAP

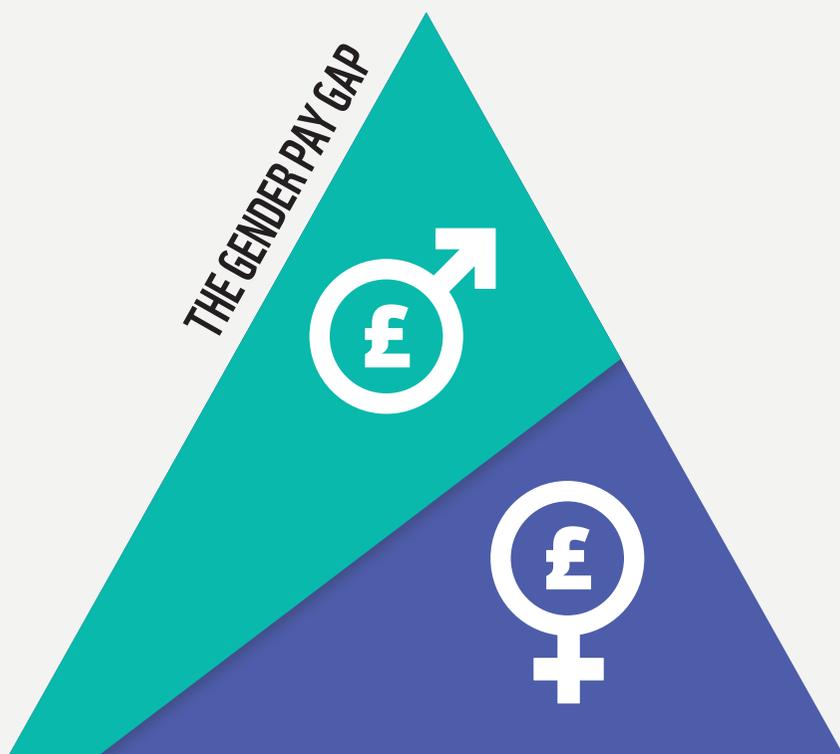
REPORT 2020



## **BACKGROUND**

As we have more than 250 employees in the UK, we're required to publish our gender pay gap by April 2021.

The pay gap information in this report is based on a snapshot of WWF-UK data from 5 April 2020. 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. Women are also more likely than men to be employed in part-time roles, which are often lower paid.

# OUR RESULTS 2020

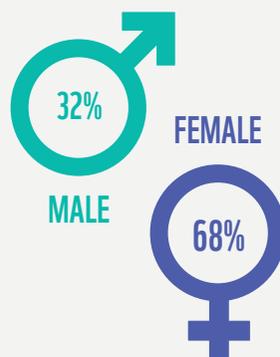
## GENDER PAY GAP

We've compared both the mean (average) and median (mid-point) in the hourly rate we paid to men and women on 5 April 2020. The gender pay gap has narrowed since the last report we published in 2018 owing to actions we've taken to improve our recruitment and selection processes and to review our pay levels by gender. WWF has a workforce that is 68% female and 32% male. Our profile is more balanced than the not-for-profit sector as a whole, where the workforce is predominantly female (74% on average).

Our male employees receive **12.8%** higher average hourly pay than our female employees (**12.2% at the median**). The Office for National Statistics Annual Survey of Hours and Earnings (ASHE) states that the national median gender pay gap was 15.5% in 2020, down from 17.4% in 2019. The average median gender pay gap of similar size peer voluntary sector organisations is 11% (People Count, 2020).

	2020	2018	NATIONAL STATISTICS
MEAN GENDER PAY GAP	12.8%	15.1%	14.6%
MEDIAN GENDER PAY GAP	12.2%	15.4%	15.5%

WWF-UK gender profile 2020



## 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 2020.

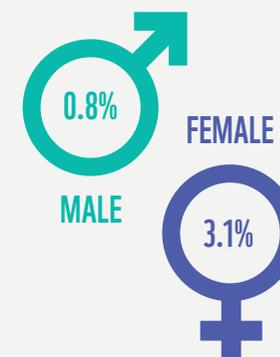
We give lump-sum pay awards to very few employees; our pay policy allows us to give small lump-sum awards to individuals who have delivered at a particularly high/outstanding level or a special project.

Out of 255 female employees, 3.1% received a bonus/lump-sum payment and out of 120 males it was 0.8%. This was much lower than our 2018 figures (9.6% of females and 12.2% of males).

The mean bonus/lump-sum gender pay gap was **-10.6%**: women received on average 10.63% more in average lump-sum payments than men. At the median, the bonus/lump-sum gender pay gap was **-31.0%**: women received **31%** higher bonus/lump-sum payments than men.

	2020	2018
MEAN GENDER BONUS GAP	-10.6%	-7.6%
MEDIAN GENDER BONUS GAP	-31%	16.7%

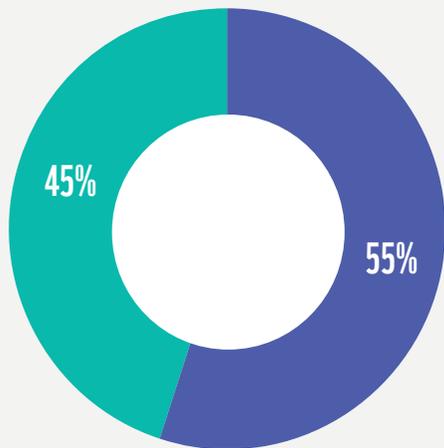
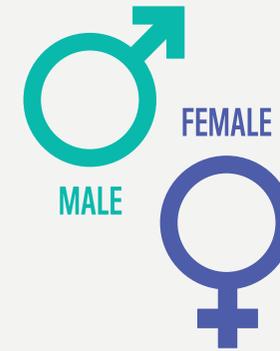
WWF-UK bonus profile 2020



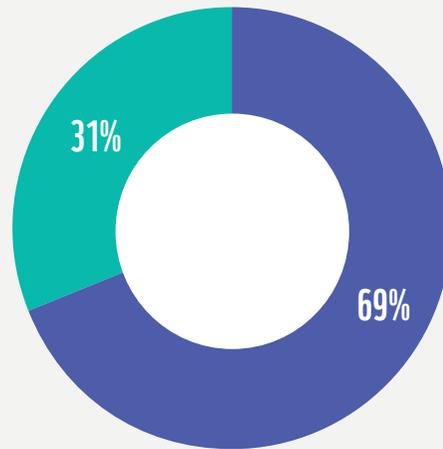
# PAY QUARTILES

The pay quartiles shown 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.

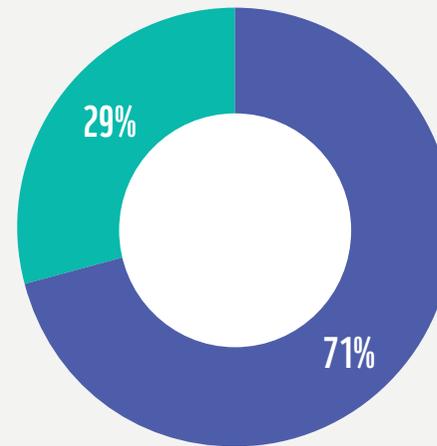
Overall, we have fewer male employees in our lower pay quartiles, with the proportion of men increasing as pay increases. This gender imbalance increases our gender pay gap.



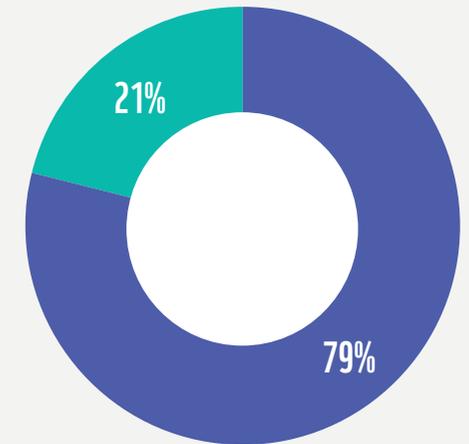
TOP QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE

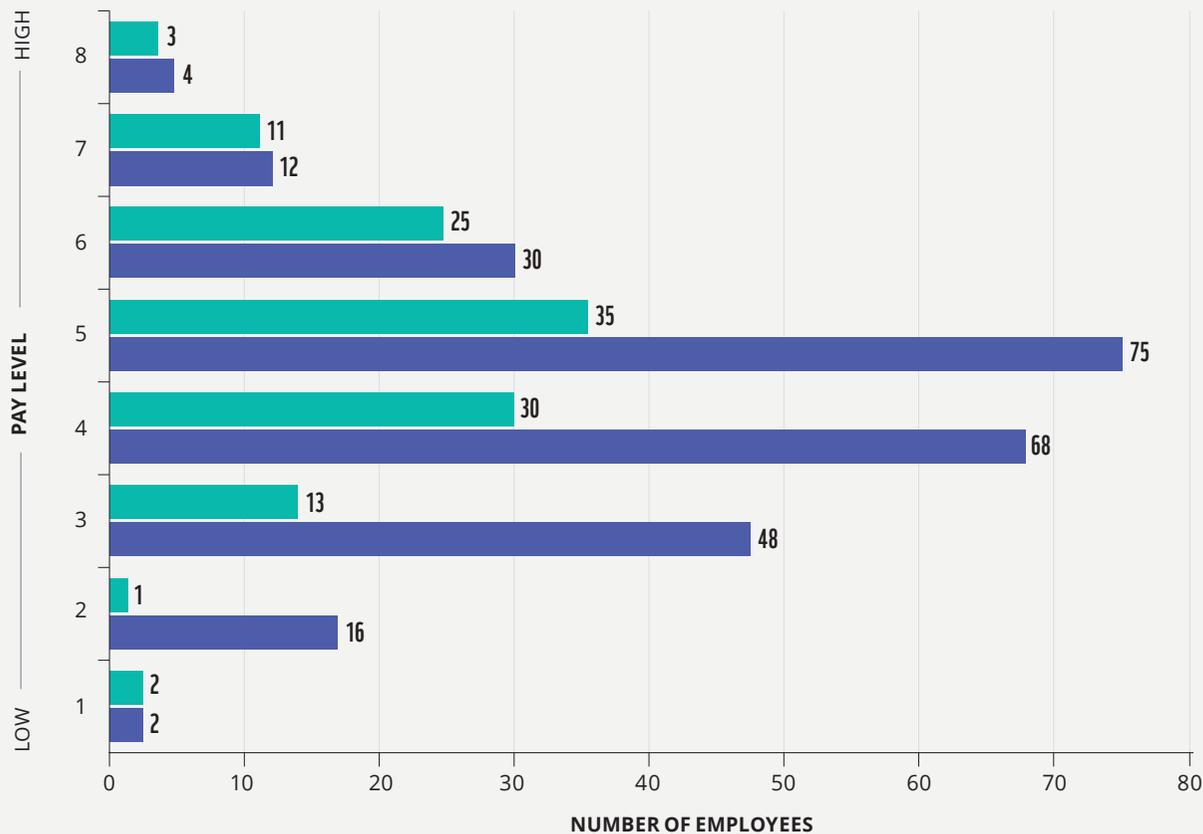


BOTTOM QUARTILE

# WHAT THE RESULTS TELL US

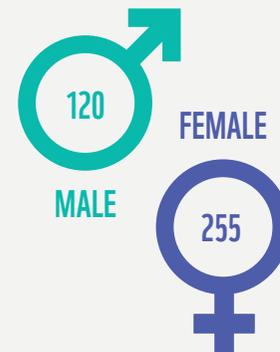
Our gender pay gap continues to be created by the proportion of men and women employed at the different levels in our organisation.

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.



## NUMBER OF MALE & FEMALE EMPLOYEES BY GRADE

5 APRIL 2020



Total number of employees

# WHAT WE ARE DOING TO ADDRESS OUR GENDER PAY GAP?

We're committed to driving down our gender pay gap. We're taking action to ensure that 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 everyone to progress their careers, offering equal opportunities for all.

## CAREER DEVELOPMENT

We will provide learning and development support to all, including career development programmes, coaching, and mentoring opportunities to build skills, confidence and adaptability.

## 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.

## PAY POLICY

We continue to monitor the impact of our pay policy and decisions on pay and will look specifically at areas that increase our gender pay gap.

## RECRUITMENT

We continue to take an inclusive approach to our recruitment and selection processes, taking steps to eliminate unconscious bias, training managers in best practice recruitment, making our vacancies more attractive to diverse pools of candidates and ensuring our roles have a broad external reach.

## DIVERSITY TASK FORCE

We have a diversity and inclusion task force and diverse network groups that lead innovative work across our organisation, ensuring that conscious inclusion is at the heart of what we do.

# STATEMENT

This report covers all the eligible employees of WWF-UK, at all levels including our executive team. It shows that the average pay of our male employees continues to be higher than the average pay of our female employees.

Our gender pay gap is primarily the result of men being under-represented in our career entry and more junior, lower paid roles, while being more evenly represented in our senior, higher paid roles.

We are committed to driving down our gender pay gap. We will continue to work towards having a more even representation of gender across all levels in our organisation, offering good career progression, fair and attractive rewards and the opportunity for all to flourish in our working environment. We will continue to improve diversity, equity and inclusiveness at WWF-UK.

We confirm that the information and data provided are accurate.



**Jane Drysdale**  
Executive director of people and culture



**Tanya Steele**  
Chief executive



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