

WWF-UK GENDER PAY GAP

REPORT 2021

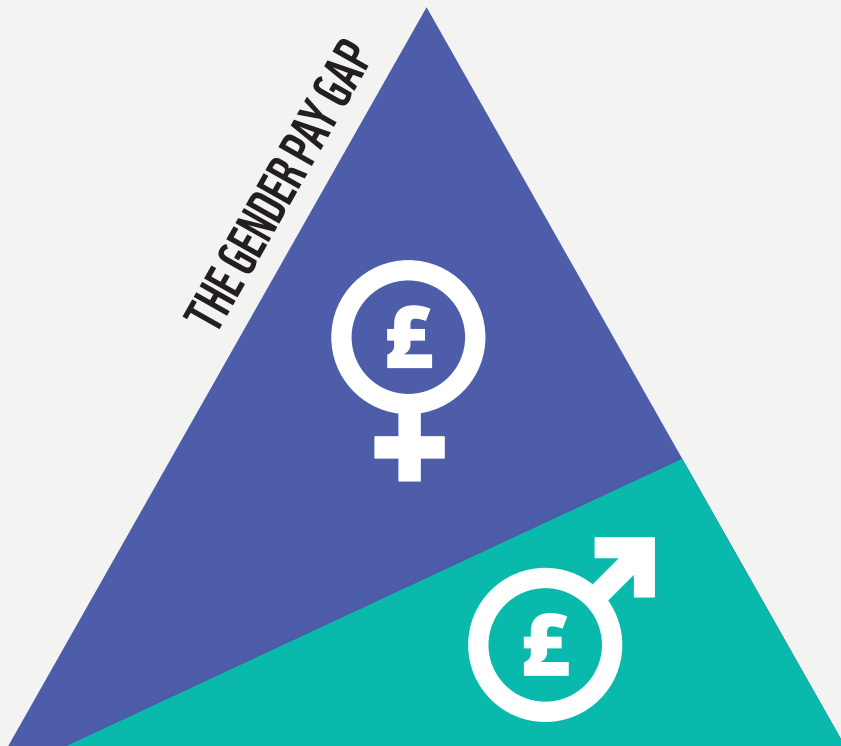


BACKGROUND

As we have more than 250 employees in the UK, we're required to publish our gender pay gap by April 2022.

The pay gap information in this report is based on a snapshot of WWF-UK data as at 5 April 2021. It's been checked independently for accuracy.

The report includes 407 full pay relevant employees, 20 employees were excluded from the report as irrelevant employees as set out in the guidance for gender pay gap reporting.



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.

LANGUAGE

Although it is being called the 'gender pay gap', this report is based on the binary definition of biological sex (which is assigned at birth - female and male) rather than gender (which is typically determined and expressed in terms of how people view their gender identity and in how they act, dress or behave). Regulations require us to report in this way and categorise employees as either female or male, as stated on their legal documents.

Please note, we acknowledge that some individuals may not identify with either gender mentioned in this report.

OUR RESULTS 2021

GENDER PAY GAP

We've compared both the mean (average) and median (mid-point) in the hourly rate we paid to females and males on 5 April 2021. The mean gender pay gap has narrowed since the last report we published in 2020 however there has been an increase of 0.3% in the median.

WWF has a workforce that is 69% female and 31% male. Our profile is slightly more balanced than the not-for-profit sector as a whole, where the workforce is predominantly female (77% on average, People Count Survey July 2021).

Our male employees receive 12.2% higher average hourly pay than our female employees (12.5% median). The Office for National Statistics Annual Survey of Hours and Earnings (ONS) Report November 2020, states that the national median gender pay gap was 15.5%

** This data was not reported due to Covid-19 pandemic as was not required*

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 2021.

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

In the year to April 2021, 10 (3.6%) female employees received a bonus compared with 4 (3.3%) male employees. There was a 54% mean bonus gap with female employees receiving bonuses that were on average 54% lower than the average for men. The median bonus gap was 54%.

GENDER PAY GAP

	ONS	2021	2020	2019
MEAN		12.2%	12.8%	16.8%*
MEDIAN	15.5%	12.5%	12.2%	17.0%*

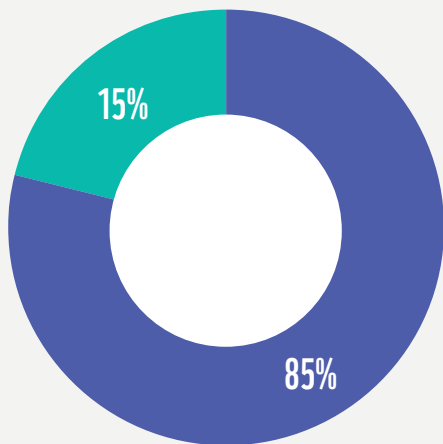
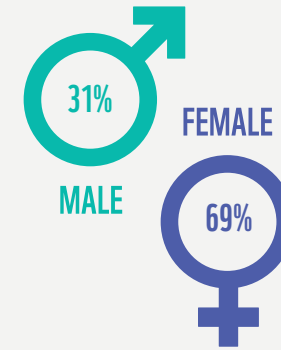
GENDER BONUS PAY GAP

	2021	2020	2019
MEAN	54%	-102.2%	21.1%*
MEDIAN	54%	-45.3%	15.8%*

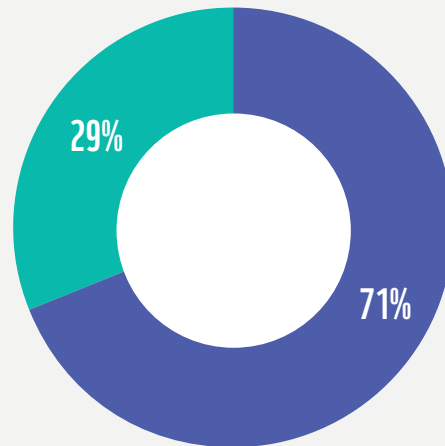
PAY QUARTILES

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.

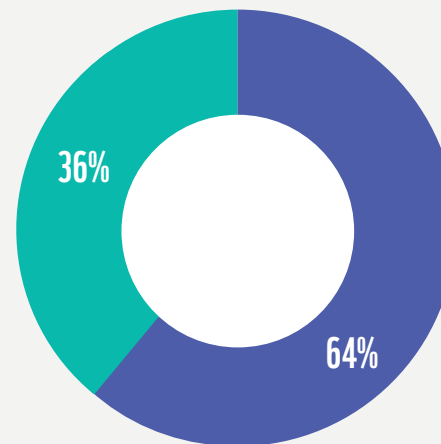
Overall, we have fewer male employees in our lower pay quartiles – in our ‘early career’ roles, with the proportion of men increasing as pay increases. This gender imbalance contributes to our gender pay gap.



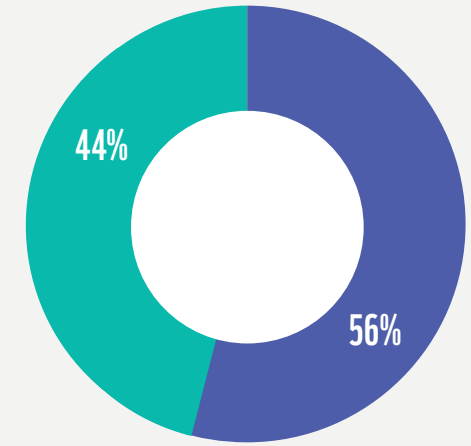
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



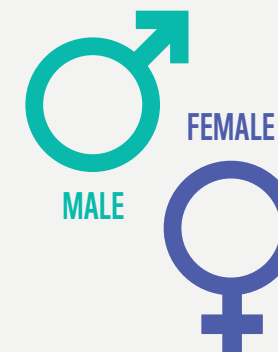
UPPER QUARTILE

WHAT THE RESULTS TELL US

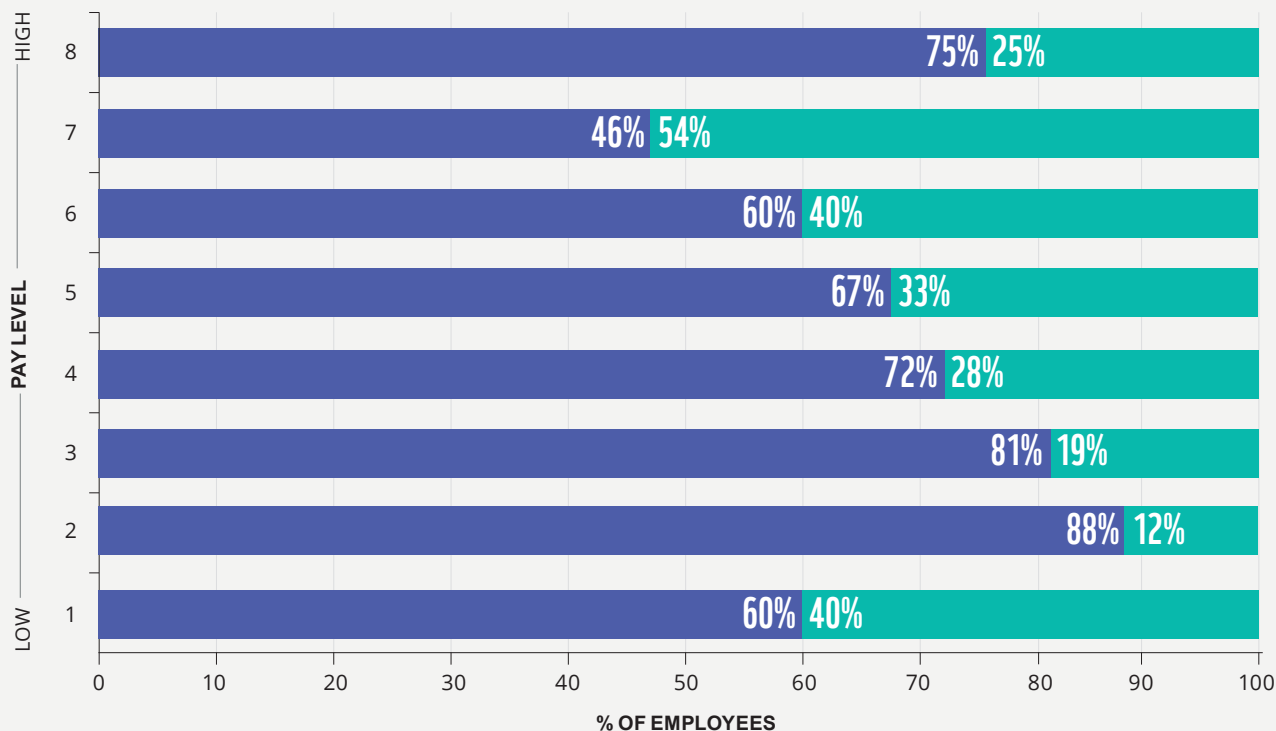
Our gender pay gap continues to be created by the proportion of men and women employed at the different levels in our organisation.

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 grades.

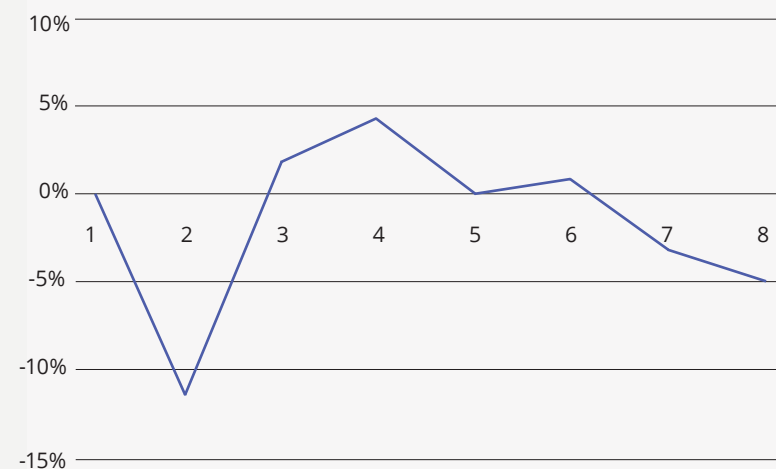
WWF-UK has a female CEO and an executive team (grade 8) which is three quarters female (including a job share).



FEMALE & MALE RATIO BY GRADE



MEDIAN GENDER PAY GAP BY GRADE



There are 3 grades that are reporting a pay gap in favour of our female employees, grade 2, 7 and 8.

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 opportunities to all, focusing on building confidence and competence as well as maintaining wellbeing. We will take steps to recognise the growing need in relation to career development and progression aspirations in line with our DE&I commitments.

FLEXIBLE WORKING

We support all forms of flexible working in 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. We will also consider flexible working within the context of hybrid working in light of the Pandemic.

PAY POLICY

We will build on early analysis already completed to ensure that as we continue to recruit that we do not inadvertently distort pay and create gaps between men and women and also for our colleagues of colour.

RECRUITMENT

We are continuing to make our recruitment processes fairer and more inclusive by using anonymised application forms and monitoring representation of applicants throughout the recruitment lifecycle. This alongside unconscious bias, recruitment and selection training and broadening our applicant pool should continue to contribute to our gender pay gap reduction.

DIVERSITY CHAMPIONS

Our DE&I Champions group is formed of colleagues who are passionate about this agenda and bring significant lived experience to use in helping WWF shape it's DE&I work.

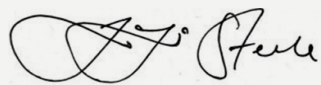
STATEMENT

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 are committed to interrogate all diversity data and publish ethnicity pay gaps and intersectional reporting.

We confirm that the information and data provided are accurate.



Tanya Steele
Chief executive



Jane Drysdale
Executive director of people and culture



Nagina Kayani
Head of diversity, equity & inclusion



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