

WWF-UK

GENDER & ETHNICITY PAY GAP

REPORT 2022



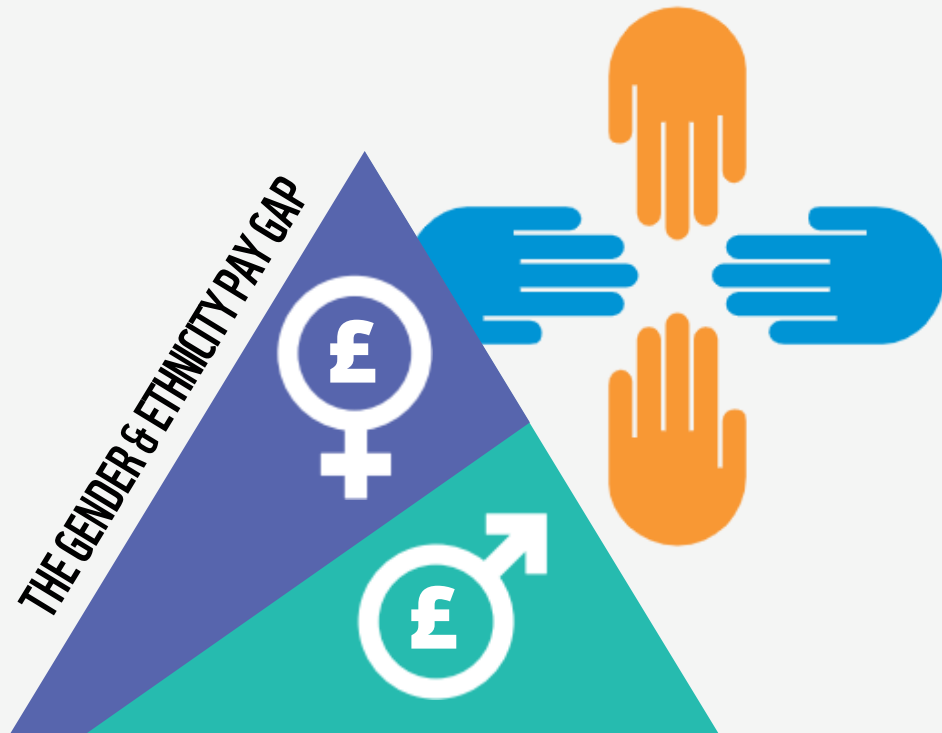
**FOR
YOUR
WORLD**

BACKGROUND

This is the 2022 Gender & Ethnicity Pay Gap Report for WWF UK.

The pay gap information in this report is based on a snapshot of WWF-UK data as at 5 April 2022. The data has been checked independently for accuracy.

The report includes 410 full pay relevant employees, 44 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 male employees and all the female employees 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 male employees and female employees carrying out the same or comparable jobs.

WHAT IS THE ETHNICITY PAY GAP?

The ethnicity pay gap measures the difference in average pay between our ethnic minority and white staff regardless of the work they perform. We are voluntarily publishing data which highlight the pay gap with our ethnic minority colleagues, as part of our commitment to diversity and inclusion.

LANGUAGE

Despite being called the 'gender pay gap', this report is based on the binary definition of sex (which is assigned at birth - female and male) rather than gender (which is typically determined and expressed in terms of how people 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 2022

GENDER PAY GAP

We've compared both the mean (average) and median (mid-point) in the hourly rate we paid to female employees and male employees on 5 April 2022. The mean and median gender pay gap has narrowed since the last report we published in 2021.

WWF has a workforce that is 70% female and 30% male. Our profile is slightly more gender balanced than the not-for-profit sector as a whole, where the workforce is predominantly female (74.4% on average, People Count Survey July 2022).

Our male employees receive 8% higher average (mean) hourly pay than our female employees (10.65% median). The Office for National Statistics Annual Survey of Hours and Earnings (ONS) Report October 2022, states that the national median gender pay gap was 15.1%

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

		GENDER PAY GAP				
		ONS	2022	2021	2020	2019
MEAN			8.0%	12.2%	12.8%	16.8%*
MEDIAN	15.1%		10.65%	12.5%	12.2%	17.0%*

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 male employees are still more likely to be in high paying senior roles. Female employees are more likely to be in occupations that offer less financial reward and in lower paying sectors of our economy. Female employees are also more likely than male employees to be employed in part-time roles, which are often lower paid.

GENDER BONUS GAP

We've also compared the mean and median 'one-off' pay awards we made to male and female employees in the 12 months to April 2022.

We give these awards to a few employees: our pay policy allows us to give small awards to individuals who have delivered at a particularly high level or who have delivered a special project above and beyond expectations.

In the year to April 2022, 31 employees received a pay award. 27 female and 4 male employees with a 59% mean bonus gap. The median bonus gap was 82%.

		GENDER BONUS PAY GAP			
		2022	2021	2020	2019
MEAN	59%	54%	-102.2%	21.1%*	
MEDIAN	82%	54%	-45.3%	15.8%*	

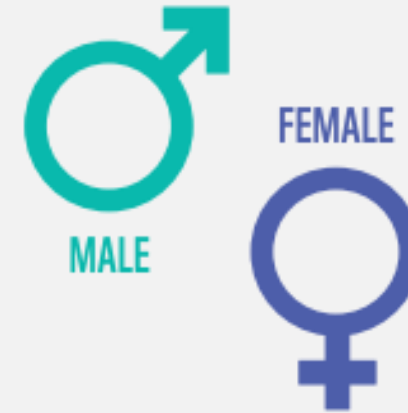


WHAT THE GENDER PAY GAP RESULTS TELL US

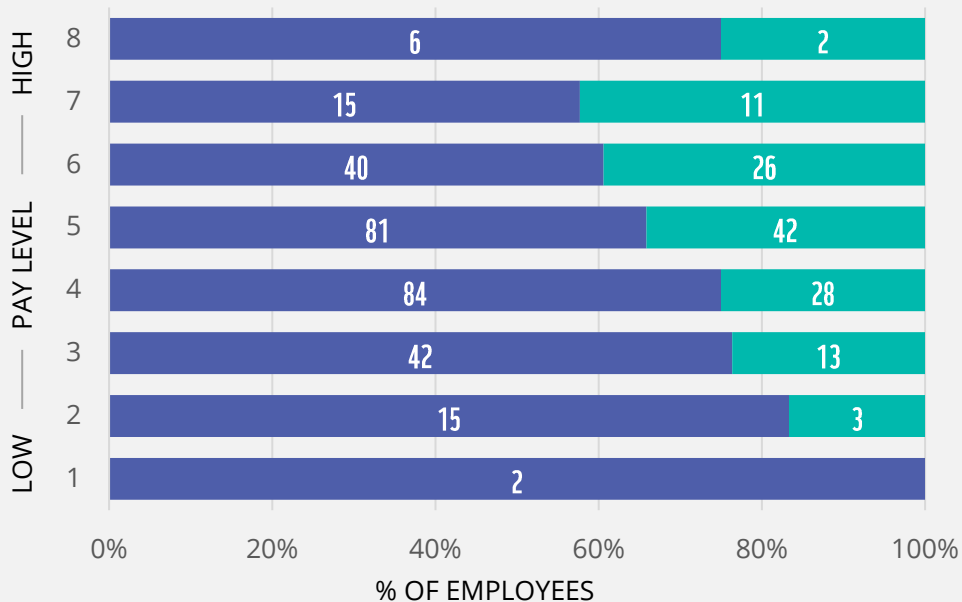
Our gender pay gap continues to be created by the proportion of males and females employed at the different levels in our organisation.

Our more junior roles – our 'career start' positions - are predominantly held by female employees, with more male employees 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.

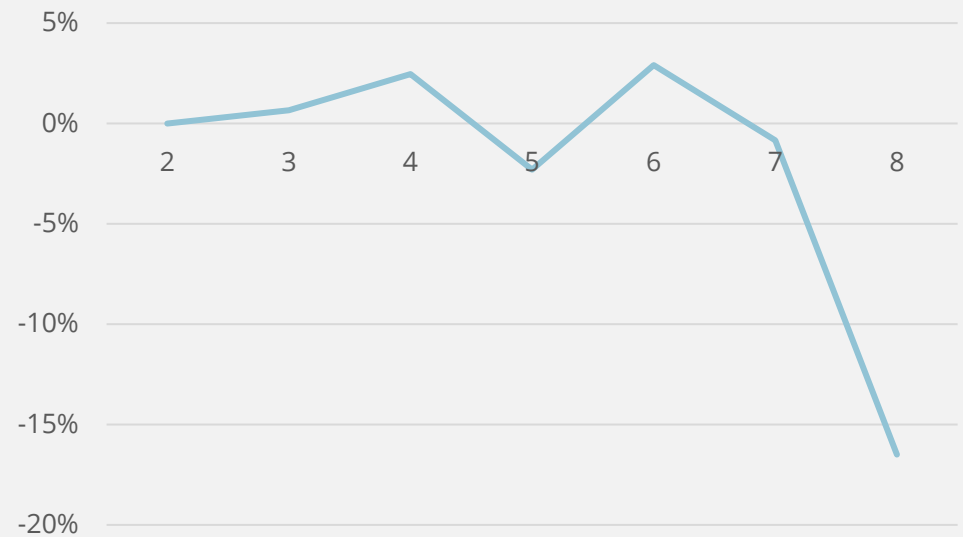
WWF-UK has a female CEO and an executive team (grade 8) which is three quarters female (including a post held by two females doing a job share).



FEMALE & MALE RATIO BY GRADE



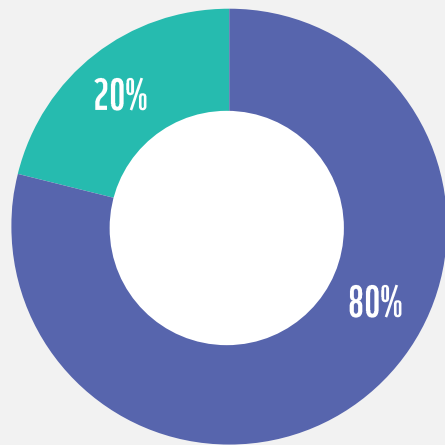
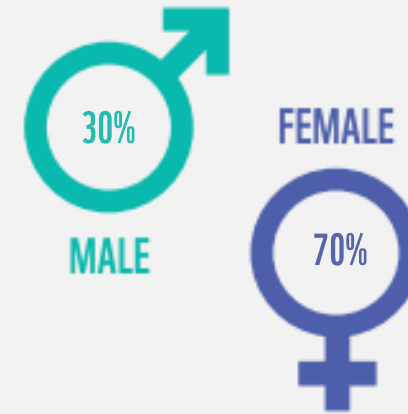
MEDIAN GENDER PAY GAP BY GRADE



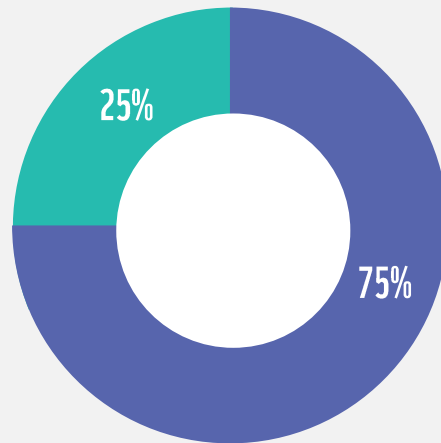
GENDER PAY BY QUARTILE

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.

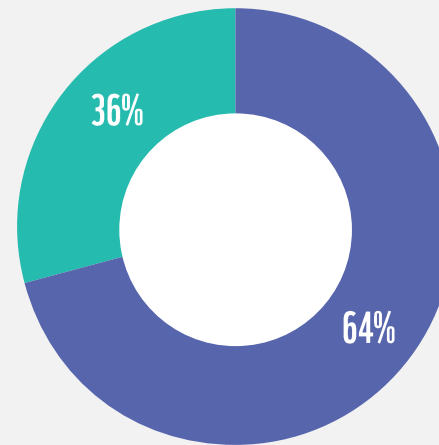
Overall, we have fewer male employees in our lower pay quartiles – in our ‘early career’ roles, with the proportion of male employees increasing as pay increases. This gender imbalance contributes to our gender pay gap.



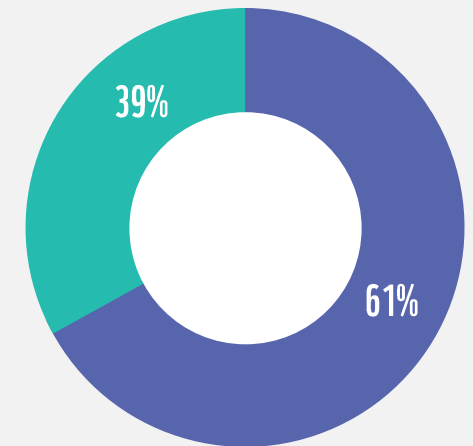
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

OUR ETHNICITY PAY GAP RESULTS 2022

ETHNICITY PAY GAP

We have been calculating our ethnicity pay gap for the last two years; this is the first year we are including the results within this report. This is part of our ongoing commitment to be a more diverse and inclusive organisation and to understand and address factors that create inequity between different groups. This is a long-term commitment that requires more insight and action planning and on which we are prioritising our efforts.

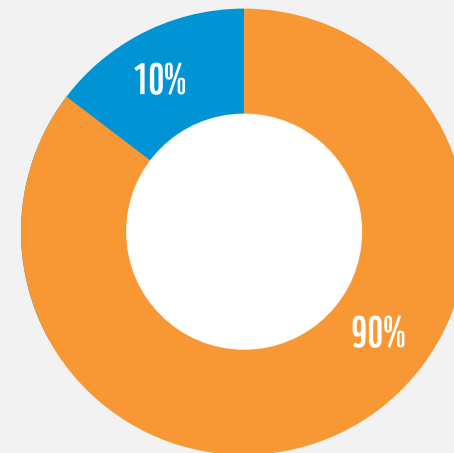
ETHNICITY PAY GAP

	2022	2021
MEAN	8.32%	12%
MEDIAN	2.87%	6%

WHAT IS THE ETHNICITY PAY GAP?

The ethnicity pay gap shows the difference in pay between employees from ethnic minority backgrounds in the workforce, compared to 'white' employees.

The RACE Report (participants from charities working on environmental and conservation issue), recorded 7% of the workforce in the sector are people of colour and ethnical minority groups. WWF reported 10%.



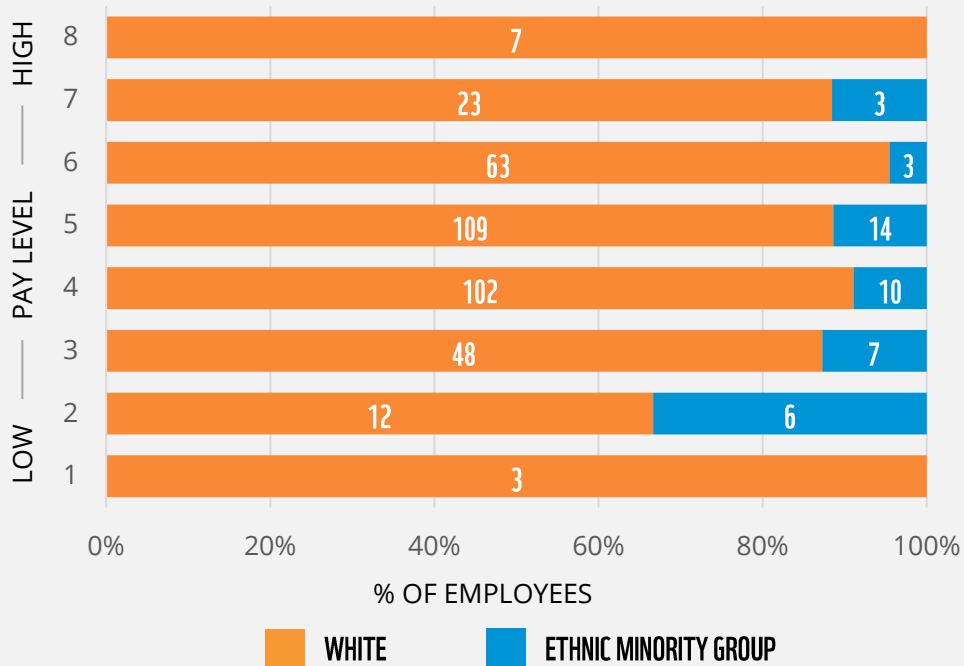
■ ETHNIC MINORITY GROUP
■ WHITE



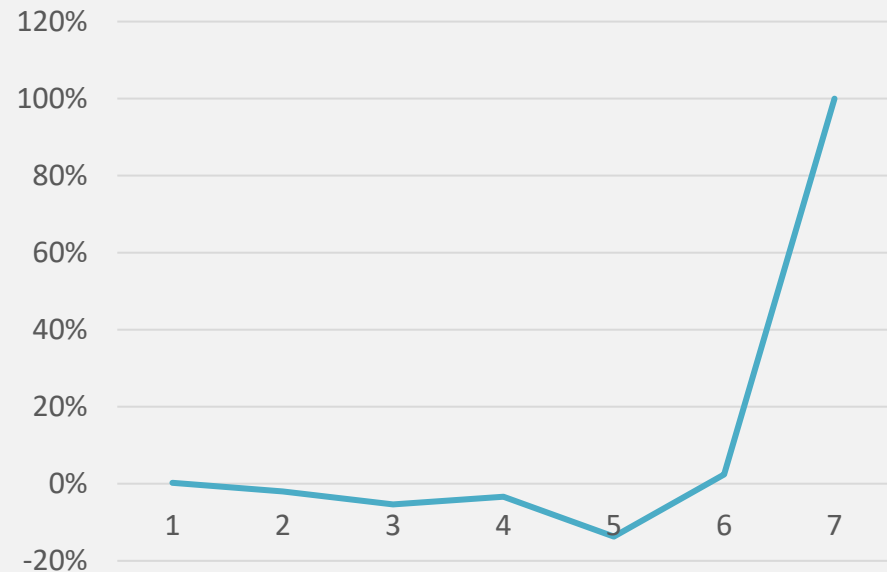
WHAT THE ETHNICITY PAY GAP RESULTS TELL US

Our ethnicity pay gap is created by the proportion of our ethnic minority employees predominantly employed in the more junior positions in our organisation. This is illustrated below which shows the ethnicity breakdown in each of our grades. Currently we have no ethnic minority representation within our most junior or senior roles.

ETHNICITY RATIO BY GRADE



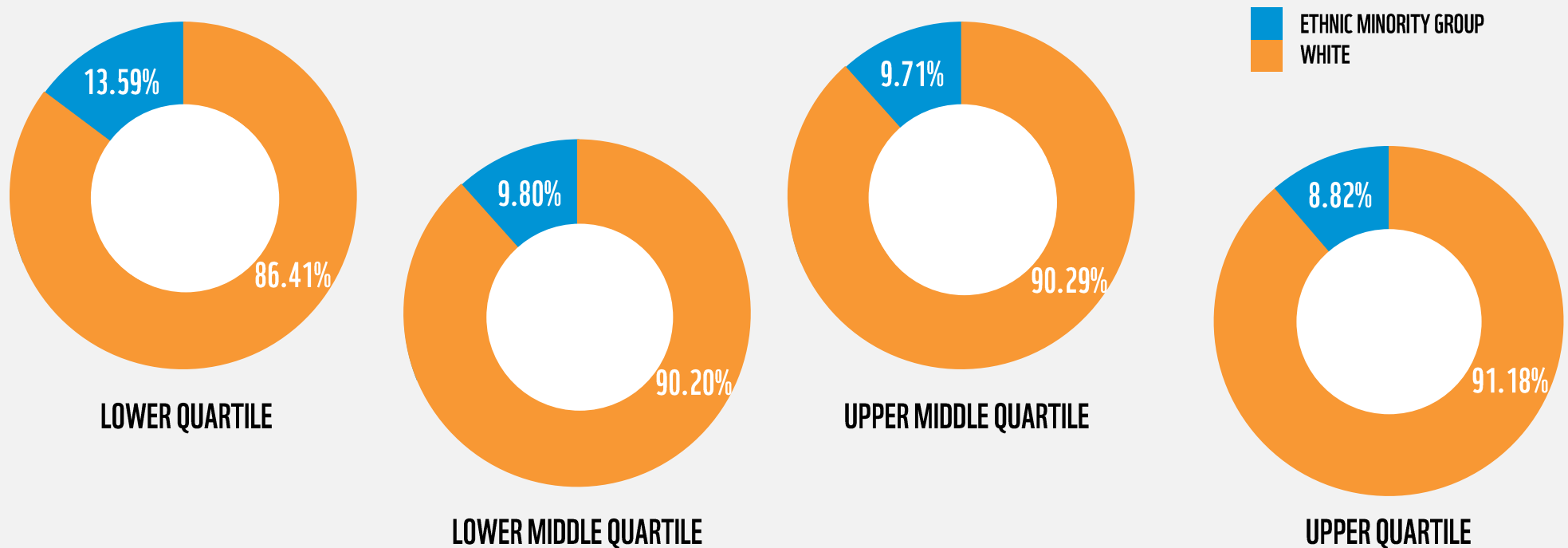
MEDIAN ETHNICITY PAY GAP BY GRADE



ETHNICITY PAY BY QUARTILE

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 ethnic minority and white employees in each.

Overall, we have a higher ratio of ethnic minority employees in our lower pay quartile – in our ‘early career’ roles, with the proportion of ethnic minority employees decreasing as pay increases. This ethnicity imbalance contributes to our ethnicity pay gap.



WHAT WE ARE DOING TO ADDRESS OUR GENDER AND ETHNICITY PAY GAPS?

We're committed to driving down our gender and ethnicity pay gaps in a sustainable way. We're taking action to ensure that WWF-UK is a diverse and inclusive organisation.

DIVERSITY CHAMPION & STAFF NETWORKS

With the development of our new Diversity, Equity and Inclusion (DE&I) strategy we will focus on creating a more inclusive organisation that attracts and retains diverse talent. We want to ensure equality of opportunity for all colleagues and equitable outcomes, whether this is pay, development or progression. We are therefore committed to minimising gender and ethnicity pay gaps.

Our DE&I Champions and Staff Networks (Colleagues of Colour & Rainbow (LGBTQ+) Pandas) are key stakeholders and partners in our work to address this agenda and to create a truly inclusive environment

FLEXIBLE & HYBRID WORKING

We have developed our post-pandemic working practices via our new hybrid working model which has created more inclusive opportunities in respect of when, where and how we work. This is further underpinned by our flexible working policy and our commitment to considering individual, team and organisational needs in our ways of working.

REWARD & RECOGNITION

Reward and recognition at WWF-UK reflects the impact we all have on our objectives, our core values and our culture in a way that nurtures talent, is sustainable, and considers all aspects of what it means to work for the organisation. Our principles are about being fair, purpose driven, taking a holistic approach and being forward looking. Our reward policy is designed to be inclusive and transparent and to enable the attraction and retention of talent in our organisation.

Addressing all pay gaps is one of our key metrics for our organisational performance and we are committed to organise, select, recruit, reward and develop all staff on equitable and inclusive terms, taking positive action as needed to achieve equity.

RECRUITMENT

We have completed a review of our job descriptions, advertisements and selection process and panels. We have refined our diversity statement.

We are taking positive action in recruitment, monitoring and targeting underrepresented groups across the recruitment lifecycle.

We have broadened our use of specialist diversity platforms for advertising, and continue to develop and test more inclusive processes.

LEARNING, DEVELOPMENT & CAREER MANAGEMENT

We have implemented a set of leadership standards, aligned with our values that expect our leaders to role model inspiring behaviours. We are creating a suite of inclusive and accessible learning, development and career management resources in line with our DE&I commitments. These resources will build competence and confidence whilst supporting wellbeing. We recognise that development and growth are becoming increasingly more important to our colleagues.



STATEMENT

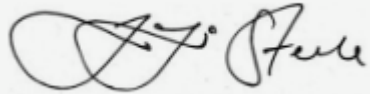
This report covers all the eligible employees of WWF-UK, as defined by the reporting requirements, at all levels including our executive team. It shows that the average pay of our male employees continues to be higher than the average pay of our female employees and that our white colleagues are paid more than our colleagues of colour.

Our pay gaps are primarily the result of the distribution of male and female and ethnic minority employees within our organisation. Male employees are under-represented in our career entry and more junior, lower paid roles, while being more evenly represented in our senior, higher paid roles. We have reported on the ethnicity pay gap for the first time and are gaining important insight into the data and intersectional issues which will form part of our reporting in the future.

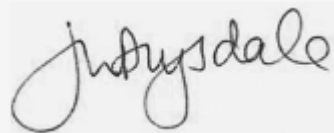
We are committed to continuing to reducing our gender and ethnicity pay gaps. We want to have more even representation of gender and ethnicity across all levels in our organisation. Through our values-based leadership standards, we will continue to improve diversity, equity and inclusiveness at WWF-UK and require that our leadership team role model inclusion in all aspects of their work.

Our aim is to create an inclusive, safe, and empowering environment, so that our people and our culture thrives, individually and collectively, to bring our world back to life

We confirm that the information and data provided are accurate.



Tanya Steele
Chief Executive



Jane Drysdale
Executive Director of People & Culture



Nagina Kayani
Head of Diversity, Equity & Inclusion



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