

Changing the world
with **women and girls**
act:onaid

GENDER PAY GAP REPORT 2023



TO OUR VALUED COLLEAGUES AND THE WIDER COMMUNITY...



As we release our 2023 diversity pay gap reports, encompassing gender, ethnicity, and disability, it is with a sense of pride and a commitment to ongoing progress that we reflect on our journey. At ActionAid UK, our dedication to fostering an inclusive and equitable workplace is at the heart of everything we do. Our recent findings demonstrate that, compared to our benchmarks, we are performing positively. However, we are acutely aware that our work in this arena is far from over.

These reports are not just an exercise in compliance or transparency; they are a reflection of our unwavering commitment to equality. We recognise that despite our progress, there remain disparities in our data that need our attention. To that end, we are not just committed to mitigating any variances in pay across key demographics but are also devoted to enhancing the quality and scope of our reporting.

In our pursuit of a more inclusive future, we will be reviewing our current reporting parameters and exploring new ones, to better our understanding of the multi-dimensional nature of our workforce and ensuring that every individual feels valued and represented.

Our journey towards diversity and inclusion is ongoing, and we embrace the challenges and opportunities it presents. By continually assessing and addressing pay disparities, we are not just advocating for fairness but are actively shaping an organisational culture that is reflective of the diverse world we live in.

As we share these reports, we invite our colleagues and the public to join us in this critical conversation. Let us work together to build a more equitable, just, and inclusive society.

With sincere commitment,

Shade Odupelu
Co-CEO

ActionAid UK



ActionAid at the London Marathon 2019.
(Photo credit - ActionAid)

INTRODUCTION

In 2017, the Government legislated that organisations meeting certain criteria were obliged to publish gender pay gap data. Whilst not meeting the legislated reporting threshold, as champions of diversity and equality, ActionAid UK has partnered with an external agency, ImaginativeHR, to publish this report.

This report sheds light on ActionAid UK's 2023 gender pay gap, with a year on year comparison with 2022 and 2021. It highlights the progress made, where there may still be room for improvement, and how as a modern and conscientious organisation, ActionAid UK can address noted pay gaps.

This report will also consider other benchmarking data where it has been published by a reliable source, such as the UK Government or ONS website.

This report has been structured noting the following guidance:

- Gender Pay Reporting: Guidance of Employers (Gov, March 2023)



TERMINOLOGY

Please note that this report makes reference to male and female insofar individuals within these categories have identified as such via ActionAid’s MyHR system. For the purposes of this report, anybody who has not disclosed their gender or has identified as any identity other than male or female is not included in reporting.

WHAT IS A GENDER PAY GAP?

A gender pay gap refers to the difference in average earnings between men and women in the workforce. It is typically expressed as a percentage, with women's earnings being compared to men's earnings. This gap exists when, on average, women earn less than men for comparable work. It is often used as an indicator of potential inequities and discrimination that may exist within a business or given population, though it must also be acknowledged that it should not be assumed that any disparities are necessarily a result of any discrimination.

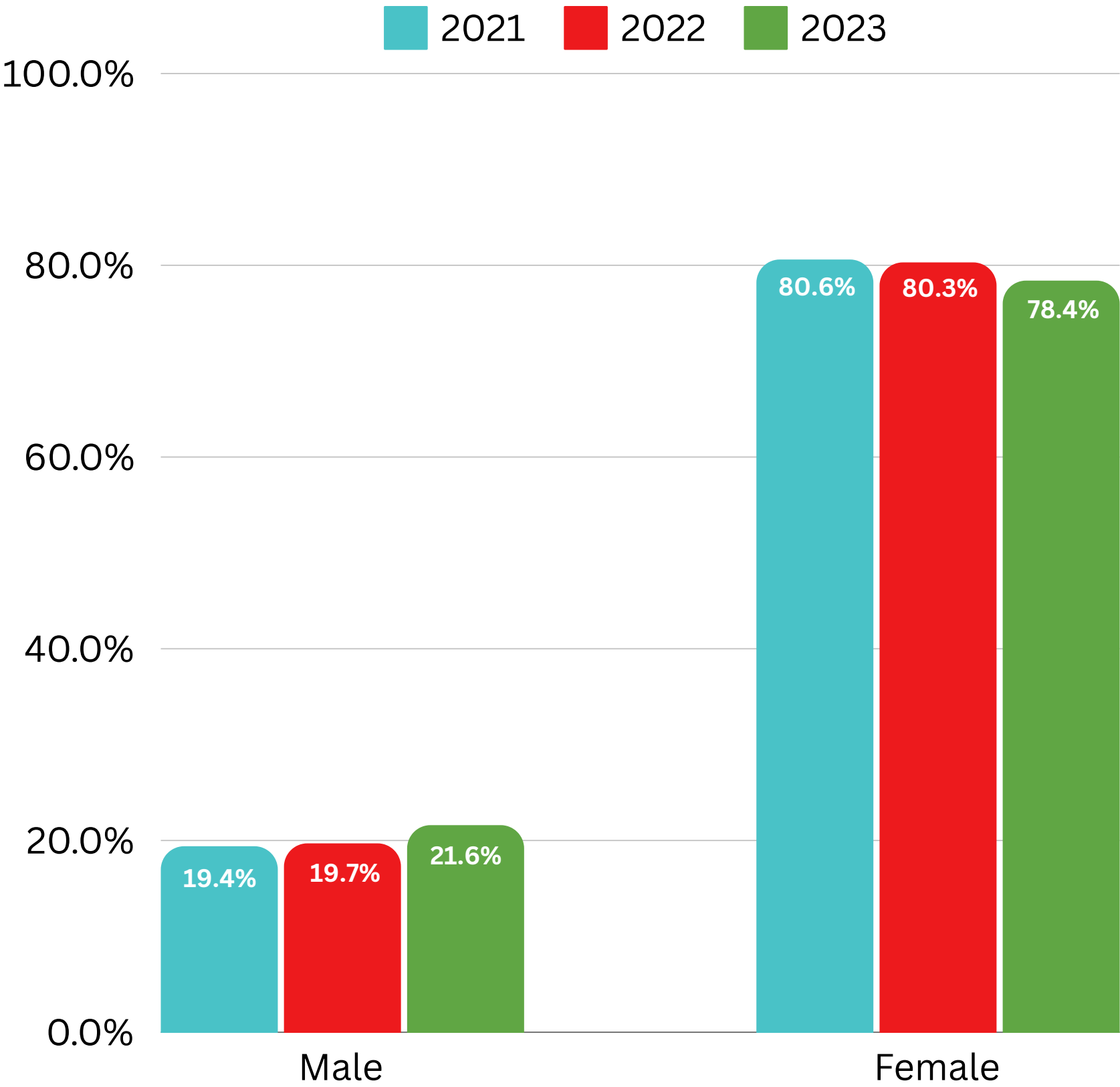
Key points to understand about the gender pay gap:

1. **Wage Disparity:** It represents the disparity in wages or salaries earned by men and women. Women often earn less than men for the same job or for work of equal value.
2. **Causes:** The gender pay gap can be attributed to a range of factors. Discrimination, both overt and subtle, may play a part in this, though it should not be *assumed* that it does.
3. **Motherhood Penalty:** Women may experience a pay gap that widens when they become mothers due to factors like reduced work hours, taking breaks from their careers, and facing biases related to caregiving responsibilities.
4. **Intersectionality:** The gender pay gap can vary among different demographic groups. For example, women of color often face a larger pay gap compared to white women.
5. **Legislation:** Many countries have implemented laws and policies aimed at addressing the gender pay gap. These can include equal pay acts, anti-discrimination laws, and measures to promote pay transparency.



Hibaq (15) and Nimco (19), sisters living in a camp for internally displaced people in Somaliland.
(Photo credit - Karin Schermbrucker/ActionAid)

OUR GENDER REPRESENTATION



FACT

Over the past 10 years, the UK national gender pay gap has dropped by around 25% amongst both full-time and all employees.

IN APRIL 2023, THERE WERE 45 COLLEAGUES WHO IDENTIFIED AS MALE AND 163 COLLEAGUES WHO IDENTIFIED AS FEMALE. OF ALL 210 COLLEAGUES, 2 (<1%) EITHER DID NOT DISCLOSE THEIR GENDER OR IDENTIFY AS MALE OR FEMALE.

Whilst the organisation has grown by a marginal 1.9% (206 to 210 employees) from April 2022 to April 2023, this growth can largely be attributed to a increase in male representation. The number of colleagues identifying as male has increased by 5 whilst the number identifying as female has remained the same at 163. Separate from any impact on the gender pay gap itself, an increase in male representation may arguably be noted as a positive statistic from a gender representation perspective.

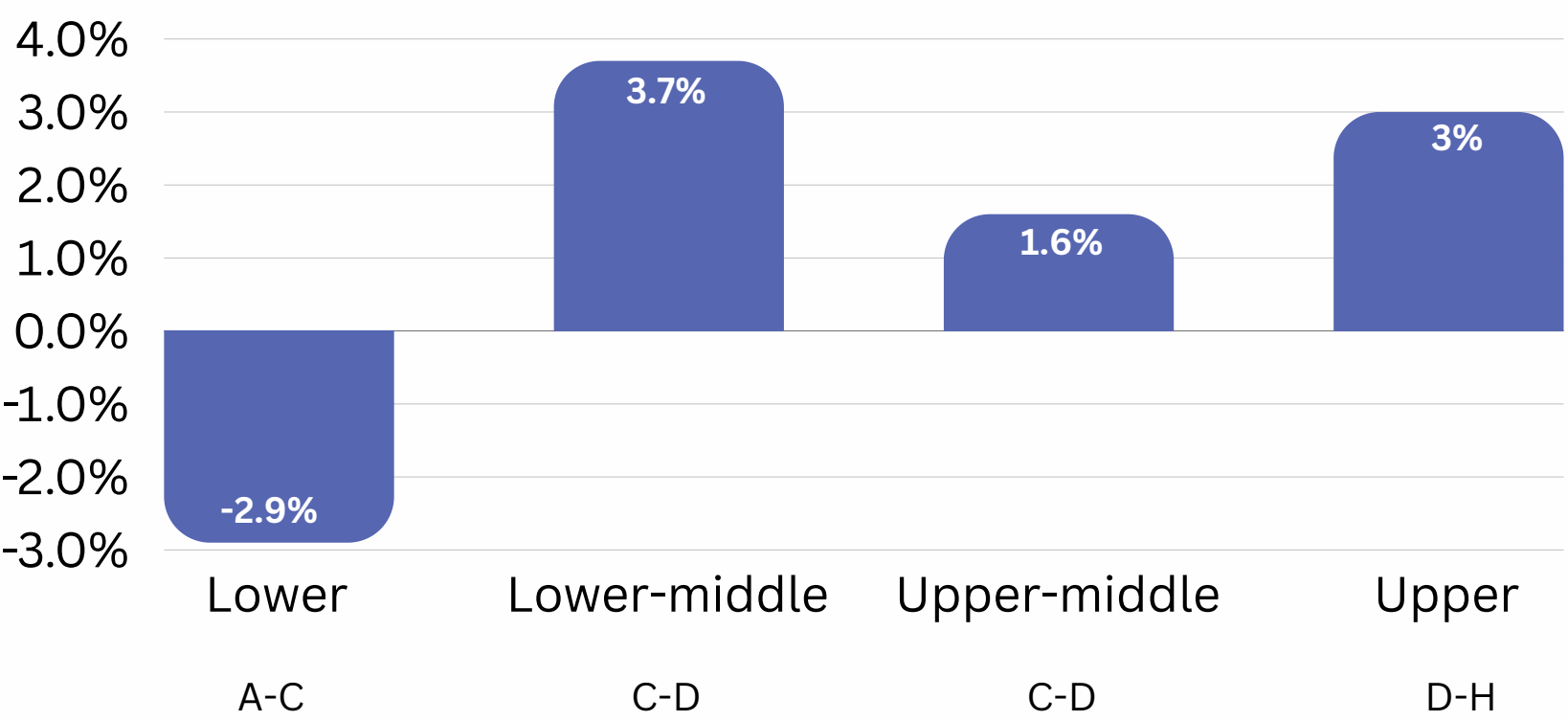
OUR GENDER PAY GAP

GENDER PAY GAP QUARTILES

This data shows the proportion of male to female colleagues in each pay band quartile.

Pay Band Quartile	Male	Female
1. Lower quartile	21.6%	78.4%
2. Lower middle quartile	15.4%	84.6%
3. Upper middle quartile	17.3%	82.7%
4. Upper quartile	32.7%	67.3%

INTER-QUARTILE PAY GAP



MEDIAN PAY GAP

The median pay gap is calculated by determining the midpoint, or middle value, of the earnings distribution across an organisation.

The median pay gap for male to female employees is 5.5% compared to 2.9% in 2021 and 3.7% in 2022.

MEAN PAY GAP

The mean pay gap is determined by finding the average earnings across two groups and then calculating the difference between the two values.

The mean pay gap for male to female employees is 8.3% compared to 7.2% in 2021 and 5.8% in 2022.

UNDERSTANDING THE PAY GAP %

Pay gap calculation:

- Average male earnings denoted by 'x̄A'
- Average female earnings denoted by 'x̄B'

$$\frac{(\bar{x}A - \bar{x}B)}{\bar{x}A} \times 100 = \text{pay gap \%}$$

A positive pay gap indicates a difference in pay in favour of colleagues who identify as male; and a negative pay gap indicates a difference in pay in favour of colleagues who identify as female.

Amina (left) fills up her jerry cans with some water provided by ActionAid, after severe drought killed off her livestock and crops in Somaliland in 2022.
(Photo credit - Daniel Jukes/ActionAid)

GENDER PAY GAP PER BAND

The table below shows the hourly pay differential between male and female colleagues in each pay band.

On balance, the data indicates a pay gap in favour of male colleagues across the organisation, with the exception of bands B and E. However, year on year we note a significant shift in mitigating pay disparities that were previously more heavily in favour of male colleagues that in some cases are now more heavily in favour of female colleagues*:

- Band B 0.4% (2022) to -3.9% (2023)
- Band C 3.8% (2022) to 3.3% (2023)
- Band D 1.8% (2022) to 0.1% (2023)
- Band F 9.5% (2022) to 4.0% (2023)

*All showing mean averages

Band G and band H show 0% pay gaps due to each band being made up of either only female or only male colleagues.

Pay Band	% Mean	% Median	# Female	# Male	% Female
A	2.6%	4.8%	12	3	80%
B	-3.9%	-9.3%	19	3	86.4%
C	3.3%	5.3%	44	8	84.6%
D	0.1%	1.4%	64	17	79%
E	-0.7%	-1.7%	13	10	56.5%
F	4.0%	4.5%	9	3	75%
G	0%	0%	2	0	100%
H	0%	0%	0	1	0%

SUMMARY

In summary, this report shows that there has been a notable expansion of the gender pay gap in favour of male colleagues.

The overall gap in hourly pay between male and female colleagues is £2.23 on a mean basis, and £1.46 on a median basis.

A discernible widening of both the mean and median pay disparities has been observed, with an increase of 2.5% and 1.8%, respectively. This shift can be attributed to a notable increase in the male workforce, indicating a substantial rise of 12.5%. In contrast, the female contingent within the organisation has remained relatively stable. Furthermore, it is noteworthy that there has been a decrease of 3.7% in the representation of women in the uppermost quartiles of the organisation. This is a recent trend that may warrant further careful attention and consideration.

From a pay band perspective, the data broadly aligns with the overall pay gap figures in so far as male colleagues are paid slightly higher on an hourly basis. However, after factoring in previous years' figures, we note a significant improvement in levelling the pay disparity between male and female colleagues.

The location of employees has also been considered in this analysis. Despite the majority of colleagues outside of London being female and within bands A and B, removing these colleagues from the calculations shows a negligible change in the *overall* pay gap figures. We do observe a significant shift in band B however, which is where a large proportion of Chard-based colleagues sit. This indicates a London-based pay gap of 7.4%. However, it must be acknowledged that this is based on a low 7.7% male representation (1 male colleague).

EXTERNAL BENCHMARKING

The latest data from the Office for National Statistics (October 2022) (see the full report [here](#)), shows an overall UK national pay gap of 14.9%. ActionAid UK can take pride that its overall gender pay gap is significantly lower than the national average.

Additionally, the ONS segments this data further by analysing the pay gap for full-time and part-time employees: 8.3% to -2.8% respectively (mean average). For full-time employees, ActionAid UK has a pay gap of 9.1%; this is due to a higher proportion of the male population occupying more roles in the upper quartiles of the organisation. For part-time employees the pay gap is -8.1%; this is due to low male representation (only 5 colleagues) and wider pay band dispersion amongst female colleagues in part-time roles.



Bhagya, 45, and her local women's group have helped stop child marriage in their village in India
(Photo credit: Richard Carter/ActionAid)

ACTIONAID UK'S COMMITMENT

ActionAid UK is passionate about its people and remains committed to equality, fairness and minimising any disparity in pay between male and female colleagues.

As part of the ongoing effort to close the gaps identified in this report, ActionAid UK should consider the following actions:

- Maintain a fair and transparent recruitment process to ensure equal opportunity for candidates of all genders and all ethnic backgrounds.
- Ensure interview and selection panels continue to represent diversity to mitigate any unconscious bias that may potentially arise.
- Ensure that all colleagues have equal opportunity and access to promotion within the organisation.
- Review ActionAid's pay banding structure to ensure that any possibility of unconscious bias can be addressed.
- Continue to communicate transparently with all colleagues, including where there is obvious work to do.
- Commit to more detailed reporting in the future, including but not limited to benchmarking against other organisations in the charity sector (see [here](#)).
- Encourage career advocacy and mentoring initiatives throughout the organisation to support the continued growth and professional development of all colleagues, male or female.
- Consider adopting a coaching culture to further support the interests of achieving a balanced senior leadership team.

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IN PARTNERSHIP WITH
ImaginativeHR

ACTIONAID WORKS WITH WOMEN AND GIRLS LIVING IN POVERTY. OUR DEDICATED LOCAL STAFF ARE HELPING END VIOLENCE AGAINST WOMEN AND GIRLS AND CHANGING LIVES, FOR GOOD. WE WON'T STOP UNTIL WOMEN AND GIRLS ARE OUT OF DANGER, OUT OF POVERTY AND ON TRACK TO CREATE THE FUTURE THEY WANT.

ActionAid is a charitable company limited by guarantee and registered in England and Wales (company number 01295174). Our England and Wales charity number is 274467, and our Scottish charity number is SC045476. Our registered office is 33-39, Bowling Green Lane, London EC1R 0BJ