



Charities Aid Foundation Gender Pay Gap Report 2021

C O N T E N T S

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CAF'S GENDER PAY GAP
FOR 2021

2.0

PAY GAP COMPARED TO
PREVIOUS YEARS

3.0

PAY QUARTILES

4.0

BONUS GAP

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FINDINGS FROM
OUR GENDER PAY GAP
ANALYSIS



Gender pay reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires CAF to carry out gender pay reporting as we had more than 250 employees on the specified 'snapshot' date. We have applied the necessary methodologies to complete the calculations from the data specified in the regulations and this report sets out CAF's position on 5 April 2021; the 'snapshot' date.

On 5 April 2021 there were 483 UK based employees (166 males and 317 females) these are defined in the regulations as 'Relevant Employees' as they were employed by CAF on the 'snapshot' date. Of the 483 employees 60% were in support and administrative roles; 73.4% of these were female.

To comply with the gender pay gap regulations the data of 'Relevant Employees' who were on full pay for a specified period was used to produce CAF's gender pay gap average and quartile information. There were 458 employees in this category (163 males and 295 females). The regulations define this group as 'Full Pay Relevant Employees'.



1.0 CAF's gender pay gap for 2021

The gender pay gap is defined as the difference between the median and mean hourly rate of pay which male and female employees receive.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of males and females. The mean pay gap is the difference between average hourly earnings of males and females.

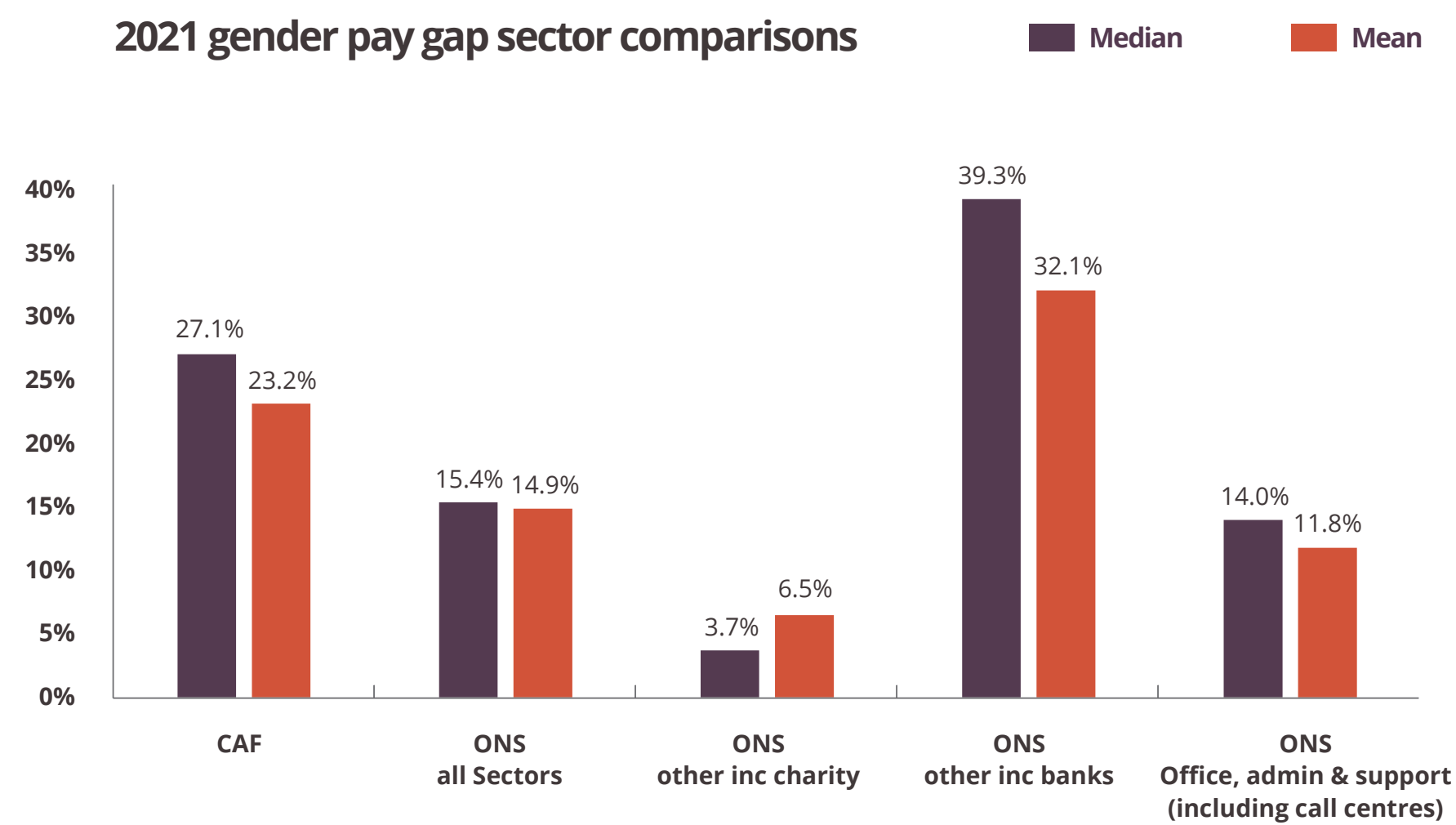
The 2021 averages were calculated from data which comprised of 35.6% males and 64.4% females. CAF's gender pay gap for 2021 was 27.1% median average and 23.2% mean average.

CAF's median gap of 27.1%, indicates a wider gap compared to a UK median of 15.4% in favour of men¹. Our mean gap of 23.2%, indicates a wider gap compared to a UK mean of 14.9% in favour of men². Both CAF's median and mean gap averages have decreased when compared to 2020.

The following table reflects CAF's median and mean pay gaps with comparison data from the Office of National Statistics (ONS). The data includes full-time and part-time employees.

Organisation/source	Category	Median	Mean
CAF		27.1%	23.2%
ONS ASHE gender tables	All sectors	15.4%	14.9%
ONS ASHE gender tables	Other including charity	3.7%	6.5%
ONS ASHE gender tables	Other including banks	39.3%	32.1%
ONS ASHE gender tables	Office admin & support (including call centres)	14.0%	11.8%

The data in the table left is also reflected in the graph below:



¹ Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) gender pay gap tables

² Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) gender pay gap tables

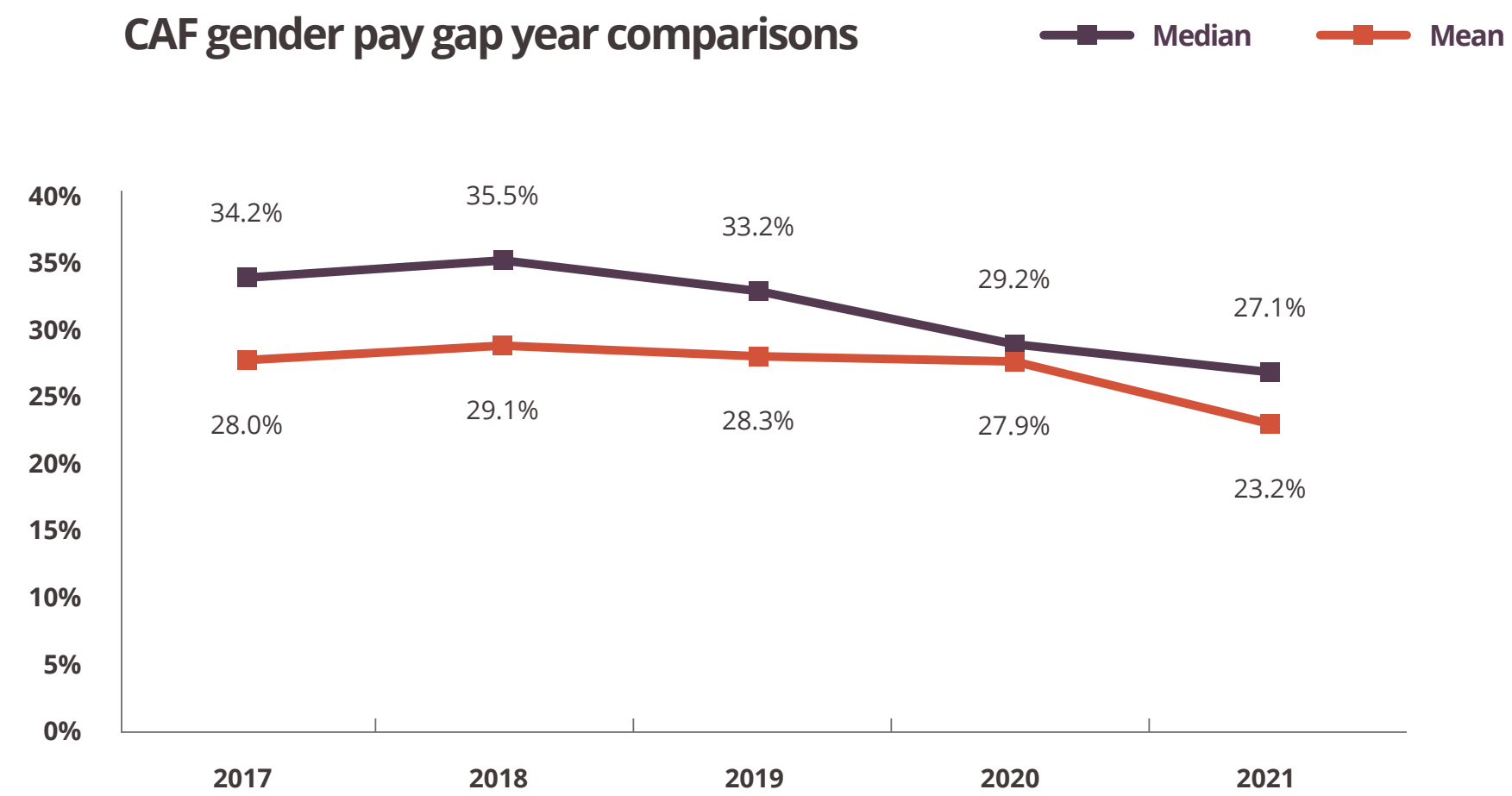


2.0 Pay gap compared to previous years

Gender pay gap	2021	Change from 2020	2020	Change from 2019	2019	Change from 2018	2018	Change from 2017	2017
Mean	23.2%	-4.7%	27.9%	-0.4%	28.3%	-0.8%	29.1%	1.1%	28.0%
Median	27.1%	-2.1%	29.2%	-4.0%	33.2%	-2.3%	35.5%	1.3%	34.2%

When comparing the 2021 gender pay gap to 2020 the percentage point change for the median gap decreased by 2.1%; for the mean gap it decreased by 4.7%.

The graph below demonstrates how the mean and median pay gap has decreased since CAF first started reporting in 2017.



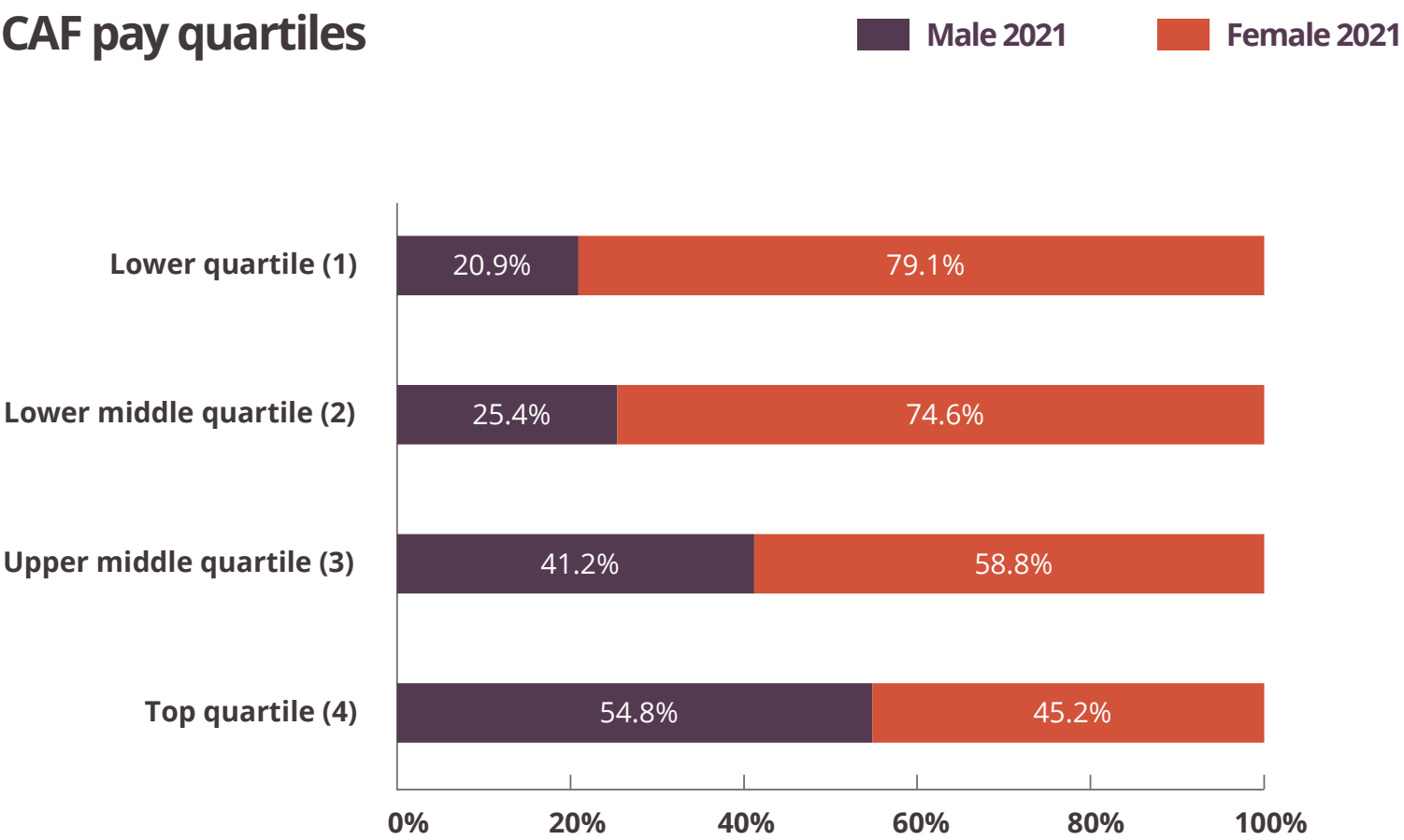


3.0 Pay quartiles

CAF's pay quartile information is achieved by dividing 'Full Pay Relevant Employees' into four equal groups ordered from the lowest to highest paid. The proportion of male and female employees in each of the quartiles is as follows:

Quartile groups	Male	Female
Lower	20.9%	79.1%
Lower middle	25.4%	74.6%
Upper middle	41.2%	58.8%
Upper	54.8%	45.2%

The chart below demonstrates the quartile splits from the table above:





4.0 Bonus gap

There is no bonus gap report for 2021 as CAF did not pay any bonuses in the period defined in the regulations. However, for context the bonus gap information for reporting would be derived by looking back at any bonuses paid to ‘Relevant Employees’ in the 12 months preceding the ‘snapshot’ date (5 April 2021). The mean and median averages are reportable as well as the proportion of males and females receiving a bonus. In previous years CAF has paid a discretionary bonus to qualifying employees based on individual performance and grade.

The table below shows CAF’s bonus gap from previous years:

Bonus gap	2021	2020	2019	2018	2017
Mean	n/a	27.7%	22.2%	35.7%	42.5%
Median	n/a	33.3%	8.3%	20.0%	33.3%
% of men who received a bonus	n/a	67.3%	61.8%	54.3%	55.6%
% of women who received a bonus	n/a	57.0%	51.5%	44.8%	47.7%



5.0 Findings from our gender pay gap analysis

Key findings in the data analysis identified a higher percentage of females working in support type roles and a higher percentage of males working in senior roles. The ratio of female ‘Full Pay Relevant Employees’ working in support and administrative roles was 72.6%; a very similar ratio to ‘Relevant Employees’. This is demonstrated in the pay quartiles where the lower two quartiles comprised of 76.9% female employees. However, the upper two quartiles comprised of 48.0% males whose roles were primarily managerial, technical or professional.

Responses to the gender pay gap analysis

We will continue to address our gender pay gap by:

- Minimising career obstacles for working parents
– responsibilities typically biased towards women
- Providing training around unconscious bias, to increase awareness, and develop improved inclusivity and diversity across our workforce
- Ensuring our future reward framework drives and delivers equity of pay
- Developing our attraction and recruitment practices to drive equity, transparency and fairness in all reward matters
- Improving opportunities across all roles in all areas of the organisation and
- Improving our recruitment, talent management and career development practices to actively promote and deliver opportunity for all talented people seeking development across the organisation.

CAF is committed to achieving the ambition of meeting the ‘UK All Sector pay gap norms’ for both median and mean pay, through continuous improvement of our own practice and reward principles.

I confirm the accuracy of the data reported.

David Jessop | Executive Director of People and Purpose

28 March 2022



Registered charity number 268369



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