



Charities Aid Foundation Gender Pay Gap Report 2022



Gender pay reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require us to carry out Gender Pay Reporting. We have applied the necessary methodologies to complete the calculations from the data specified in the regulations and this report sets out our position on 5 April 2022, the 'snapshot' date.

The gender pay gap is the difference between the average pay of men compared to the average pay of women within an organisation, across all levels of the business. What this means in practice is that if women do more of the less well-paid jobs, the gender pay gap is usually bigger.

Equal pay, on the other hand, is the legal requirement for men and women to be paid the same for performing the same work, or work of equal value.



1.0 Gender pay gap for 2022

On 5 April 2022 there were 519 UK based employees (175 men and 344 women) equating to 33.7% men and 66.3% women. These employees are defined in the regulations as ‘Relevant Employees’ as they were employed by CAF on the ‘snapshot’ date. Of the 519 employees 56.8% were in support and administrative type roles, 72.2% of these were female.

To comply with the gender pay gap regulations, the data of ‘Relevant Employees’ who were on full pay for the specified period, was used to produce CAF’s gender pay gap average and quartile information. There were 494 employees in this category (171 men and 323 women) equating to 34.6% men and 65.4% women. The regulations define this group as ‘Full Pay Relevant Employees’. Of the 494 employees in this group 55.7% were in support and administration type roles; 71.6% of these were female.

The gender pay gap is defined as the difference between the median and mean hourly rate of pay which male and female ‘Full Pay Relevant Employees’ receive.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of these men and women. The mean pay gap is the difference between average hourly earnings of these men and women. CAF’s gender pay gap for 2022 was 27.9% median average and 22.6% mean average.

CAF’s median gap of 27.9%, indicates a wider gap compared to a UK median of 14.9% in favour of men¹. Our mean gap of 22.6%, indicates a wider gap compared to a UK mean of 13.9% in favour of men².

The table below reflects CAF’s median and mean pay gaps with comparison data from 2022 provided by the Office of National Statistics (ONS). The data includes part-time and full-time employees.

Organisation/source	Category	Median	Mean
CAF		27.9%	22.6%
ONS ASHE gender tables	All sectors	14.9%	13.9%
ONS ASHE gender tables	Other including charity	8.9%	11.2%
ONS ASHE gender tables	Other including banks	38.1%	29.7%
ONS ASHE gender tables	Office admin & support (including call centres)	14.2%	23.7%

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



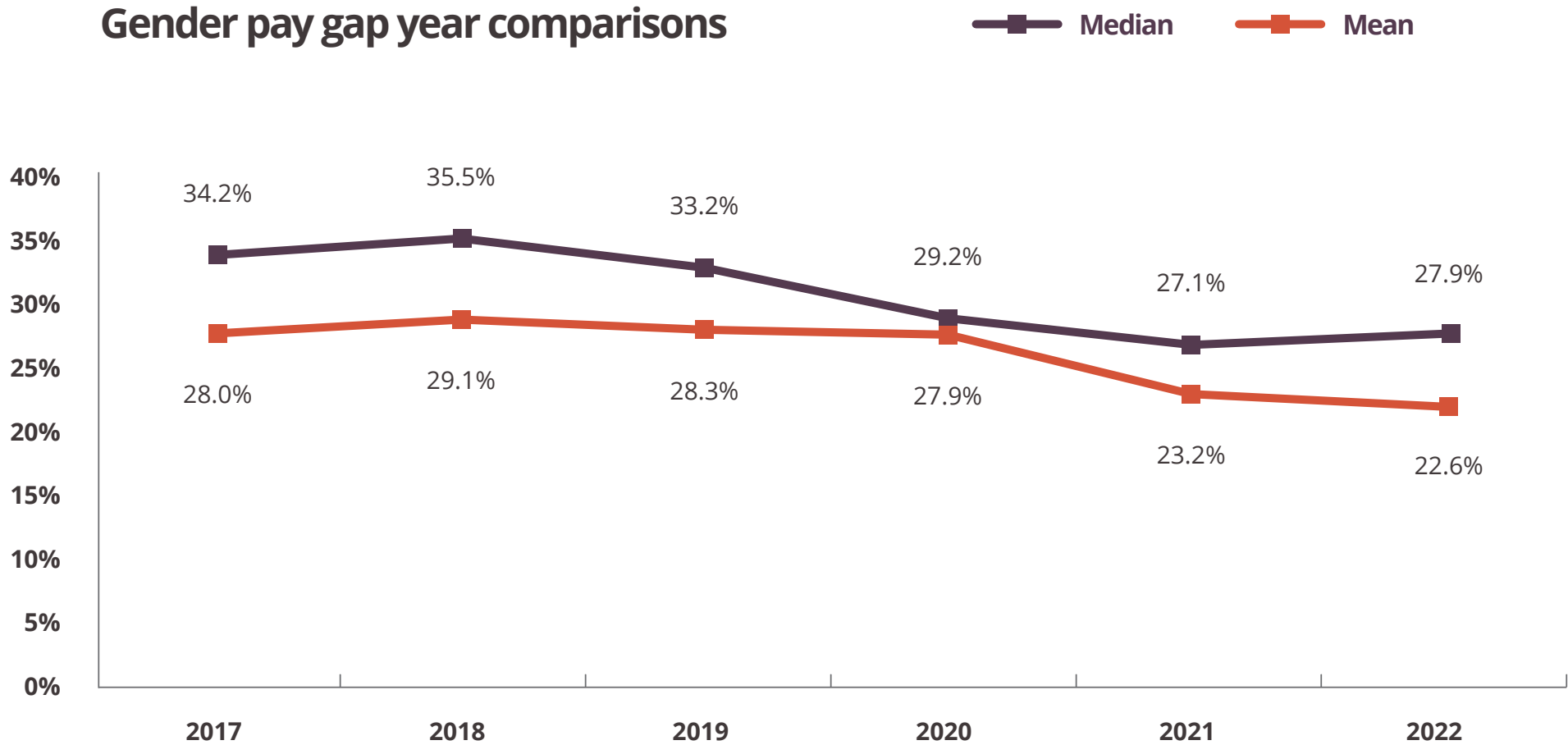
2.0 Pay gap compared to previous years

CAF started reporting its Gender Pay Gap in 2017 and the mean and median averages are tracked in the chart below:

Gender pay gap	2022	Change from 2021	2021	Change from 2020	2020	Change from 2019	2019	Change from 2018	2018	Change from 2017	2017
Mean	22.6%	-0.6%	23.2%	-4.7%	27.9%	-0.4%	28.3%	-0.8%	29.1%	1.1%	28.0%
Median	27.9%	0.8%	27.1%	-2.1%	29.2%	-4.0%	33.2%	-2.3%	35.5%	1.3%	34.2%

For 2022 there was a 0.6 percentage point decrease in the mean average and a 0.8 percentage point increase in the median average when compared to 2021. When comparing 2022 to 2017 there was a 5.4 percentage point decrease in the mean average and a 6.3 percentage point decrease in the median average.

Gender pay gap year comparisons





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 demonstrated in the table below:

Quartile groups	Men	Women
Lower quartile (1)	21.1%	78.9%
Lower middle quartile (2)	26.6%	73.4%
Upper middle quartile (3)	37.4%	62.6%
Upper quartile (4)	53.2%	46.8%

4.0 Bonus gap

There is no bonus pay gap report for 2022 as CAF did not pay any bonuses in the period defined by 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 2022). The mean and median averages are reportable as well as the proportion of men and women 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.

All CAF – Bonus gap	2022	2021	2020	2019	2018	2017
Mean	n/a	n/a	27.7%	22.2%	35.7%	42.5%
Median	n/a	n/a	33.3%	8.3%	20.0%	33.3%
% of men who received a bonus	n/a	n/a	67.3%	61.8%	54.3%	55.6%
% of women who received a bonus	n/a	n/a	57.0%	51.5%	44.8%	47.7%



5.0 Findings from our gender pay gap analysis

Key findings from the ‘Full Pay Relevant Employees’ data analysis identified the administration and support type roles were mostly carried out by women. A total of 55.7% of roles fell into this category and of these 71.6% were carried out by women; this is a higher percentage compared to overall female ratio of 65.4%. This trend was also demonstrated in the pay quartiles with 78.9% of women in the lower quartile and 73.4% of women in the lower middle quartile. The upper middle and top quartiles had a higher proportion of men (37.4% and 53.2% respectively) when compared to the overall male ratio of 34.6%. The types of roles in the upper middle and top quartiles were primarily managerial, technical or professional.

Responses to the gender pay gap analysis

We will continue to address our gender pay gap by:

- Committing to minimise 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
- Improving 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
- Improving our recruitment, talent management, and career development practices to actively promote and provide opportunities for individuals seeking development across the organisation.

CAF is committed to achieving the ambition of meeting the ‘UK Pay Sector’ pay gap norms for both median and mean 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

29 March 2023



Registered charity number 268369



CONTACT US

Visit www.cafonline.org to find out more

