

SAVE THE CHILDREN INTERNATIONAL GENDER PAY REPORTING 2019

The figures below represent all UK employees of Save the Children International and any International employees who report and are paid through UK offices. These figures do not include employees of Save the Children UK, who have reported separately.

Please note that Save the Children International does not pay bonuses, as such there are no bonus figures to be published.

How has our gender pay gap been calculated?

From 6 April 2017, organisations registered in the UK with more than 250 employees are required to publish information on any potential pay gap between their male and female employees. There are two different ways of calculating the gender pay gap:

- **Mean:** Calculated by adding the hourly rates up for all men, dividing by the number of men and comparing to the same calculation for women
- **Median:** Sorting all hourly rates for men from high to low, taking the mid-point figure and comparing to the same calculation for women.

Both the median and mean average gender pay gap for Save the Children International employees is shown below. The gender pay gap calculation looks at differences in the average earnings of men and women regardless of their role or seniority (grade).

A gender pay gap can result from a number of factors including differences in the sorts of jobs performed by men and women. It is separate from equal pay, which focuses on the pay differences between men and women performing the same or similar work.

WHAT IS SAVE THE CHILDREN INTERNATIONAL'S GENDER PAY GAP?

Mean Gender Pay Gap

- Our mean gender pay gap is 16.8%.
- This figure is based on an average difference in the hourly rate of £5.28 (note as above, this does not signify that women are paid £5.28 per hour less than men).

How does SCI Compare?

- Last year our mean gender pay gap was 18.8%
- The mean figure for the Human Health and Social Work Sector was 25% and other services was 22.1%

Median Gender Pay Gap

- Our median gender pay gap is 16.3%.
- This figure is based on an average difference in the hourly rate of £4.74 (note as above, this does not mean that women are paid £4.74 per hour less than men).

How does SCI Compare?

- Last year our median gender pay gap was 12.3%
- The median figure for the Human Health and social work Sector was 18.8% and other services was 23.6%

Note: As per The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, data provided is based on March 2018 payroll data for relevant employees. Comparisons have been made with the UK and organisations in the Health and Social Work Activities group.

HOW ARE WE ADDRESSING THE GENDER PAY GAP?

During 2018, Save the Children International:

- Undertook an Equal Pay Audit and communicated the results of the audit internally.
- Ensured that at least 50% of participants in our leadership development programmes were women.
- Reviewed training to ensure there was no gender bias.
- Reviewed our flexible working and UK family benefits policies
- Ensured that Job adverts in the UK include the relevant UK grade.
- Ensured that recruiters review all job adverts for gender-balanced language.

HOW IS SAVE THE CHILDREN INTERATIONAL CONTINUING TO IMPROVE?

- Development of our Diversity Policy
- Continued efforts to attract more women into senior positions.
- Continued efforts to attract more men and women into roles where there is a underrepresentation of either gender.
- Continued focus on gender balance at the SCA/SCI Board of Trustees board and leadership levels.
- Annual Diversity Pay Audits

WHAT IS THE MALE AND FEMALE PAY SPREAD ACROSS PAY PERCENTILES?

Note: A percentile is a measure used in statistics indicating the value below which a given percentage of observations in a group of observations fall. For example, the 20th percentile is the value below which 20% of the observations may be found.

The data below is calculated by taking the pay for each employee in scope and calculating the percentage of males and females who are paid in the four bands. Please note, If there are a greater number of males or females working in certain roles or grades then this will impact the figures.

BAND	MALES	FEMALES	DESCRIPTION
A	29.7% (27.8% as reported in 2018)	70.3% (72.2% as reported in 2018)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	31.9% (39.6% as reported in 2018)	68.1% (60.4% as reported in 2018)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	44.0% (No change from 2018 report)	56.0% (No change from 2018 report)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	59.8% (60.9% as reported in 2018)	40.2% (39.1% as reported in 2018)	Includes all employees whose standard hourly rate places them above the upper quartile