

SAVE THE CHILDREN INTERNATIONAL GENDER PAY REPORTING 2020

The figures below represent all UK employees of Save the Children International and any International employees who report and are paid through the UK office. 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.

A gender pay gap can result from a number of factors including differences in the sorts of jobs performed by men and 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) and is different to the equal pay gap.

The difference between the gender pay gap and equal pay gap, is that the gender pay gap is not the same as gender-based pay inequity (or “equal pay”). Gender-based pay inequity is the difference in pay between women and men doing the same or equivalent work. SCI is an equal pay and living wage employer. We review our pay to ensure our staff are paid equally for similar work.

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

Mean Gender Pay Gap

- Our mean gender pay gap is 19%.
- This figure is based on an average difference in the hourly rate of £6.60 (note as above, this does not signify that women are paid £6.60 per hour less than men).

How does SCI Compare?

| Mean Gender Pay Gap History | 2020 | 2019 | 2018 | 2017 |
|------------------------------|-------|-------|-------|-------|
| SCI | 19.0% | 15.8% | 16.8% | 18.8% |
| Human health and social work | 21.8% | 23.4% | 25.0% | 25.0% |

Median Gender Pay Gap

- Our median gender pay gap is 17.45%
- This figure is based on an average difference in the hourly rate of £5.56 (note as above, this does not mean that women are paid £5.56 per hour less than men).

How does SCI Compare?

| Median Gender Pay Gap History | 2020 | 2019 | 2018 | 2017 |
|-------------------------------|-------|-------|-------|-------|
| SCI | 17.5% | 14.5% | 16.3% | 12.3% |
| Human health and social work | 15.8% | 17.7% | 18.8% | 18.8% |

Save the Children International will always show a zero percentage for bonus payments as we do not operate a bonus pay scheme.

HOW ARE WE ADDRESSING THE GENDER PAY GAP?

Save the Children recognises that in order to address the gender pay gap there needs to be continuous improvement on key areas as mentioned below:

Recruitment: Hiring managers are encouraged to ask the same set of interview questions to all candidates at all stages of the interview. Candidates are also assessed against the same criteria which includes written tests, assignments etc. The hiring manager is given all the results anonymized and they grade without knowing any identification indicators to remove bias in grading of tests and assignments. Through the hiring manager training, managers are advised to have a mixed gender interview panel. We also do not ask for previous salaries throughout the recruitment process.

Enhanced Parental Leave and Flexible working: SCI is committed to providing fair and appropriate work/life balance opportunities for employees and embraces flexible working as part of its working culture. Employees are able to work from home full time or choose when they come to the office. There is less of a focus on the hours our employees work but more on the deliverables agreed with line managers. Flexible working requests can be submitted from day one of employment and managers are encouraged to give serious consideration to all requests received. SCI offers an enhanced package of 26 weeks of full pay for those on Maternity and Shared Parental leave. A review of our global parental leave policies is currently being undertaken to ensure they consider the diversity, equity and inclusion of all staff.

Learning and Development: A key focus for SCI is to continue to develop talent internally. SCI commits to achieving this goal by holding talent reviews annually to help identify promotable talent and the pipeline for more senior roles. As part of the talent review we also identify talent to participate in our leadership development programmes.

HOW IS SAVE THE CHILDREN INTERNATIONAL CONTINUING TO IMPROVE?

- Following on from the launch of our Diversity Policy, SCI has committed to rolling out unconscious biased training.
- Continuing to embed our pay policy on recommended pay both for external hires as well as internal movement.
- Continued efforts to attract more women into senior positions. SCI hired another female CEO for a second term.
- Continued focus on gender balance at the SCA/SCI Board of Trustees board and leadership levels.
- Built Equal Pay Auditing into our pay-review process.
- Putting mechanisms in place to carry out regular Diversity audits. Employees are encouraged to update their diversity information on our HR system (Oracle) so SCI can start reporting on diversity more robustly going forward.

WHAT IS THE NUMBER OF MALE AND FEMALE IN QUARTILE PAY BANDS?

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 Lower quarter (lowest paid) | 26.4% (32.3% as reported in 2019) | 73.6% (67.7% as reported in 2019) | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B Lower middle quarter | 26.2% (30.3% as reported in 2019) | 73.8% (69.7% as reported in 2019) | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C Upper middle quarter | 40.2% (26.2% as reported in 2019) | 59.8% (73.8% as reported in 2019) | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D Top quarter (highest paid) | 57% (54% as reported in 2019) | 43% (46% as reported in 2019) | Includes all employees whose standard hourly rate places them above the upper quartile |

This statement is made in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and constitutes our Gender Pay Gap Statement based on March 2020 payroll data for relevant employees.

Chet Kuchinad, Chief People Officer
For and on behalf of Save the Children International
October 2021