



GENDER PAY GAP REPORT FOR 5 APRIL 2020

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Islamic Relief Worldwide

The Equality Act 2010 requires organisations with more than 250 staff to report on their gender pay gap. Islamic Relief Worldwide welcomes this legislation and shares the actions it has taken to address its own gender pay gap.

Introduction

Inspired and guided by our faith-based values, Islamic Relief Worldwide (IRW) is dedicated to building a fairer, more equal world for everyone. Through our policies, programmes and campaigning we support gender justice and women's rights across the globe.

As part of this, Islamic Relief Worldwide is committed to eradicating the gender pay gap.

It is a legal requirement in the UK to ensure that men and women receive equal pay for doing the same or similar roles. However, gender pay gap legislation issued in 2017 goes further and measures the difference between men and women's average earnings across an organisation, irrespective of their job or position. This is to reveal and address less obvious causes of inequality, such as the level of representation of women in different roles.

All employers who employ more than 250 workers must publish their gender pay gap by 4th April every year.

The purpose of this report

IRW published our first Gender Pay Gap report in April 2017. This report contains IRW's statutory disclosure of the gender pay gap. We have compared both the 'mean' (average) and 'median' (mid-point when all salaries are arranged from highest to lowest) in the hourly rate we paid to men and women on the 'snapshot' date of 5th April 2020.

In compiling this report, we have included data for employees that work in the UK on both permanent and fixed contracts. It does not include volunteers or agency workers.

IRW has included a management response at the end of the report, setting out the actions are taking to address the gender pay gap.

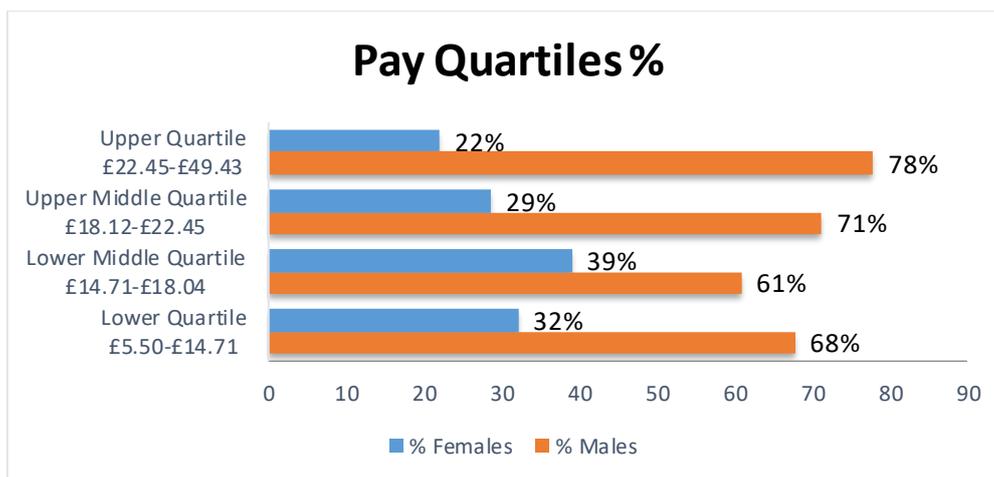
Islamic Relief Worldwide Gender Pay Gap 2020 Data

Snapshot date: 5th April 2020

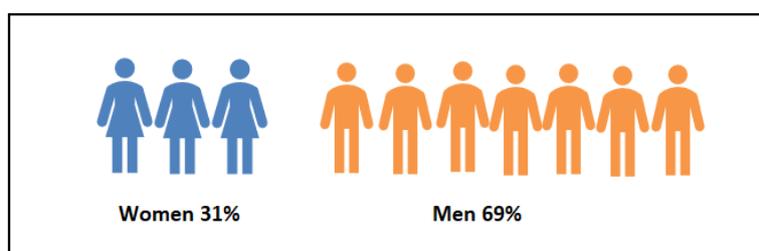
Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	8.8%	7.3%
Gender Bonus Gap	N/A	N/A

IRW does not award bonuses, so there is no bonus to declare on the gender paygap report.

Our gender pay gap is calculated using hourly pay data for UK staff who are employed by IRW on the snapshot date of on 5th April 2020. On this snapshot date, 348 employees met the criteria, set out in the Government Guidance, for inclusion in our gender pay gap analysis this year. Of those employees, 241 were male (69%) and 107 (31%) were female.



Gender Analysis – IRW



2018- 2020 Comparison of the Gender Pay Gap

Islamic Relief Gender Pay Gap	April 2018	April 2019	Change in Gender Pay Gap Decreased	April 2020	Change in Gender Pay Gap Increased
Median	9.1%	7.1%	-2.00%	7.3%	+0.2%
Mean	15.9%	8.5%	-7.40%	8.8%	+0.3%

Quartiles	April 2018		April 2019			April 2020		
	% women	% men	% women	% men		% women	% men	
Upper quartile	20%	80%	26%	74%	+6%	22%	78%	-4%
Upper middle quartile	30.6%	69.4%	28%	72%	-2.6%	29%	71%	+1%
Lower middle quartile	30.6%	69.4%	42%	58%	+11.4	39%	61%	-3%
Lower quartile	45.3%	54.7%	33%	67%	-12.3%	32%	68%	-1%

Management response: What are we doing to close the Gender Pay Gap?

The gender pay gap affects all sectors of employment in the UK – last year’s national gender pay gap among all UK employees was 15.5%, according to the Office of National Statistics. However, we recognise that the charity sector has a responsibility to lead the way in ensuring that all staff are treated fairly and women have equal opportunity for career progression, and that barriers to this are eradicated.

To help us close the gender pay gap, we have launched a range of initiatives to recruit and retain a diverse workforce where women are represented at every level of the organisation.

Recruitment: IRW has enrolled all managers in mandatory training on non-discriminatory recruitment practices and selection, designed to train managers to ensure that our vacancies are attractive to a more diverse pool of applicants. The organisation has developed and rolled out a new recruitment system which allows managers to do blind shortlisting. We also recruited a recruitment manager to strengthen recruitment practices to focus on making IRW an employer of choice and attract more diverse candidates. We have introduced anonymised applications/CVs for all our vacancies and other processes to mitigate bias in our recruitment processes.

Flexible Working: IRW has implemented a flexible working policy and supports a variety of working arrangements, including flexible working hours, part-time and job-sharing opportunities. In particular, this allows women to return to work after their maternity leave on a range of flexible working options. These benefits are fully inclusive and apply to all levels of staff. We value flexible working and recognise the positive impact it has had on staff during the pandemic in terms of productivity and staff retention. We are now also looking to introduce even greater flexibility over where staff choose to work from, to help everyone here juggle busy lives alongside meaningfully contributing to the organisation through their role.

Career Development/ Progression: For existing employees, we have developed several management-level courses. We have developed aspiring manager’s courses as part of efforts to improve women’s career progression across different departments. Other courses are available to develop staff on managing difficult situations, i.e. training on dealing with grievances, disciplinary issues or investigations. We recognise that more can be done to link up career progression, talent management, and succession planning to achieve a more cohesive approach to the individual, team, and organisational development within a clear framework.

Reward/ Benchmarking Salaries: IRW is committed to fairness and transparency in managing the salaries of staff. We have implemented a rewards policy which is reviewed every two years. We use a process of job evaluation to determine the scale and complexity of all our jobs. Every three years we benchmark our salaries using external benchmarking data. Our salaries and benefits are market-driven, which means we aim to pay salaries that are similar to those of staff doing similar roles in similar organisations within the sector. Our salaries are included in our public job advertisements, as part of our commitment to transparency and encouraging diverse applicants.

Enhanced benefits: We have implemented attractive benefits for all staff. For example, the Employee Assistance Programme (EAP) counselling for staff, and introducing company-paid Health Care Cash plan for staff and their children. We continue to focus on well-being by offering tools, resources, and support, alongside the assistance of wellbeing champions leading on different wellbeing initiatives. To retain and attract employees we have rolled out enhanced maternity/paternity benefits and a service-related pension scheme.

Board of Trustees: We now have a more diverse board of trustees with three female and four male trustees. We have a policy in place for selecting and vetting new trustees which will ensure a well-balanced and effective Board of Trustees, workforce, and a well-governed and effective charity.

Gender Equality Steering Group: We have announced the formation of a new steering group on gender equality. The group, chaired by one of our trustees, will include a focus on increasing the representation of women in senior roles.

Islamic Relief Worldwide (IRW) is committed to closing the gender pay gap. We have a dedicated team to promote gender justice and to ensure that we are as diverse and inclusive as possible in our work to eradicate poverty.

As outlined within our Dignity at Work Policy, IRW is committed to create and maintain a culture whereby all staff are treated with dignity, respect and have equal opportunities. We believe that monitoring our gender pay information will help us to ensure that all staff are fairly remunerated and have the same opportunities available to them. Increasing transparency around gender pay data will enable us to more effectively monitor and scrutinise our policies and ensure that we are putting in place effective strategies to close the gender pay gap and ultimately eliminate it from our organisation.

We are continually reviewing all our policies and procedures for inclusion and accessibility for all employees. The policies which have been updated include: Grievance, Sickness & Absence, Parental, Code of Conduct, and Dignity at Work policies. They are available for staff to view on our Intranet. We remain committed to being transparent in our approach to setting pay and reward. Our approach to pay and how it is determined is published in our rewards policy, which is also available on our Intranet for staff to view.

However, we recognise that more must be done. We acknowledge there is no quick fix that will ensure that this gap is plugged, and our solutions will take time to show their impact; but we are determined to see female representation across the organisation grow, especially in leadership positions. We will continue to act to ensure that women are supported to succeed and thrive within IRW.

I confirm that I have reviewed the data used and the calculation of the Gender Pay Gap and that to the best of my knowledge and belief the required elements are accurately expressed following The Equality Act 2010, Gender Pay Gap Information Regulations 2017.

Tufail Hussain Khan
Interim Chief Executive Officer