

## 2024 Gender Remuneration Report

- The Mean is now at 1.20% compared with 2.38% last year, and
- The Median is now at 2% compared with 4.14% last year.

### 2024 CAFOD Gender Pay Report

In line with statutory requirements, CAFOD takes a snapshot of average pay for women and men employed in the UK. We compare both the median and mean hourly pay as well as reviewing the gender distribution by pay levels. When the snapshot was taken on 1st April 2024, the UK workforce was 61% women and 39% men. The annual pay award / Cost of Living is applied from 1<sup>st</sup> April.

### CAFOD Gender Pay Gap

- Mean In 2024 women were paid 1.20% less than men
- Median In 2024 women were paid 2% less than men

Our gender pay gap continues to improve and remains well below the national average for 'all employees'. The [Office for National Statistics 2023](#) figures, reported on 1<sup>st</sup> November 2023, was 14.3% (median) for all employees, and 7.7% for 'full time' employees.

The average hourly pay for women and men as of 1<sup>st</sup> April 2024 was:

Mean	Women £25.16	Men £25.47
Median	Women £24.24	Men £24.73

Bonus Payments - CAFOD does not pay bonuses to any staff and is therefore not reporting on this area of pay data.

### CAFOD Pay Gap Trends

The Gender Pay Gap at CAFOD saw a continued to decrease in 2024. This is in line with the broader national trend as identified by the [Office for National Statistics](#). This table shows the comparative pay data over the past 4 years.

	2024	2023	2022	2021
Mean gender gap in hourly pay	1.20%	2.38%	4.73%	9.08%
Median gender pay gap in hourly pay	2%	4.14%	6.05%	10%

When looking at the Gender Pay Gap, the Mean has nearly halved and is now at 1.20%, compared with 2.38% last year, and the Median is now at 2% compared with 4.14% last year. It is worth noting that the Median gap is impacted to a greater degree by the smaller number of men at the lower salary levels, relative to their female colleagues.

<b>Upper Quartile</b>	<b>Upper Middle Quartile</b>
2024 – 51% women : 49% Male	2024 - 64% women : 36% men
2023 - 49% women : 51 % men	2023 - 58% women : 42% men
2022 – 53% women : 47% men	2022 – 52% women : 48% men
2021 - 48% women : 52% men	2021 - 50% women : 50% men
<b>Lower Middle Quartile</b>	<b>Lower Quartile</b>
2024 - 63% women : 37% men	2024 - 61% women : 39% men
2023 - 69% women : 31% men	2023 - 63% women : 37% men
2022 – 75% women : 25% men	2022 – 68% women : 32% men
2021 - 73% women : 27% men	2021 - 79% women - 21% men

We believe we have the policies and practices in place to ensure that the genders are recognised equally and fairly for their contribution.

	<b>Women</b>	<b>Men</b>
<b>Mean</b>	2024 - £25.16 ( <i>an increase of 75p</i> ) 2023 - £24.41 ( <i>an increase of 134p</i> ) 2022 – £23.07 ( <i>an increase of 67p</i> ) 2021 - £22.40	2024 - £25.47 (an increase of 46p) 2023 - £25.01 (an increase of 79p) 2022 - £24.22 (a decrease of 41p) 2021 - £24.63
<b>Median</b>	2024 - £24.24 (an increase of 93p) 2023 - £23.31 (an increase of 100p) 2022 - £22.41 (an increase of 84p) 2021 - £21.57	2024 - £24.73 (an increase of 41p) 2023 - £24.32 (an increase of 47p) 2022 - £23.85 (a decrease of 12p) 2021 - £23.97

On the 1<sup>st</sup> April 2024 staff received a cost-of-living increase across all salary grades.