

2025 Gender Remuneration Report

2025 CAFOD Gender Pay Report (For Publication Approval)

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 5th April 2025, the UK workforce was 62.07% women and 37.93% men. No cost of living award was paid for 2025.

CAFOD Gender Pay Gap

- Mean In 2025 women were paid 5.05% less than men
- Median In 2025 women were paid 3.02% less than men

Our gender pay gap remains well below the national average for 'all employees'. The [Office for National Statistics 2024](#) figures, reported on 29th October 2024, was 13.1% (median) for all employees, and 7.0% for 'full time' employees.

The average hourly pay for women and men as of 1st April 2025 was:

Mean	Women £24.98	Men £26.31
Median	Women £24.24	Men £24.99

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 increased slightly in 2025. This table shows the comparative pay data over the past 4 years.

	2025	2024	2023	2022
Mean gender gap in hourly pay	5.05%	1.20%	2.38%	4.73%
Median gender pay gap in hourly pay	3.02%	2%	4.14%	6.05%

When looking at the Gender Pay Gap, staff turnover has contributed to the gap slightly widening from last year. This change is largely down to two factors:

- CAFOD had more female leavers than males last year
- Whilst CAFOD had more female joiners than males in the last year, the males who joined were appointed at higher grades than females

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

<p>Upper Quartile</p> <p>2025 – 55% Female: 45% Male</p> <p>2024 – 51% Female: 49% Male</p>	<p>Upper Middle Quartile</p> <p>2025 – 58% Female 42% Male</p> <p>2024 - 64% Female: 36% Male</p>
<p>Lower Middle Quartile</p> <p>2025 - 65% Female: 35% Male</p> <p>2024 - 63% Female: 37% men</p>	<p>Lower Quartile</p> <p>2025 – 69% Female 31% Male</p> <p>2024 - 61% Female 39% men</p>

	Women	Men
Mean	<p>2025 - £24.98 (a decrease 0.18p)</p> <p>2024 - £25.16</p>	<p>2025 – £26.31 (an increase 84p)</p> <p>2024 - £25.47</p>
Median	<p>2025 - £24.24 (no change)</p> <p>2024 - £24.24</p>	<p>2025 - £24.99 (an increase of 26p)</p> <p>2024 - £24.73</p>