

2026 Gender Remuneration Report

2026 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 5th April 2026, the UK workforce was 62% women and 38% men.

CAFOD Gender Pay Gap

- Mean In 2026 women were paid 2.88% % less than men
- Median In 2026 women were paid 0% less than men

Our gender pay gap remains well below the national average for 'all employees'. According to the [Office for National Statistics 2025](#) the gender pay gap has been decreasing slowly over time; over the last decade it has fallen by more than a quarter among full-time employees, and in April 2025, it stood at 6.9%, down from 7.1% in April 2024.

The CAFOD average hourly pay for women and men as of 5th April 2026 was:

Mean	Women £ 26.39	Men £ 27.17
Median	Women £ 25.21	Men £ 25.21

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 decreased slightly in 2026 with mean pay gap reducing by 2.17% and median pay gap showing parity between men and women's pay.

This table shows the comparative pay data over the past 4 years.

	2026	2025	2024	2023
Mean gender gap in hourly pay	2.88%	5.05%	1.20%	2.38%
Median gender pay gap in hourly pay	0%	3.02%	2%	4.14%

Looking at the Gender Pay Gap for this year it shows that the median pay gap is 0%. This reduction to 0% is due to a few factors;

- 1) increased representation of females in the upper and middle quartiles.

2) reduction in headcount due to internal restructures

3) more male joiners entering at the lower quartiles

Upper Quartile 2026 – Female 56%: Male: 44% 2025 – Female: 55% Male: 45%	Upper Middle Quartile 2026 – Female: 67% Male: 33% 2025 – Female: 58% Male: 42%
Lower Middle Quartile 2026 – Female: 60% Male: 40% 2025 – Female: 65% Male: 35%	Lower Quartile 2026 – Female: 63% Male: 37% 2025 – Female: 69% Male: 31%