

2023 Gender Remuneration Report

When looking at the Gender Pay Gap, we need to be aware that our workforce is 61% female.

- The Mean has nearly halved and is now at 2.38%, compared with 4.73% last year, and
- The Median is now at 4.14% compared with 6.05% last year.

This progress is a reflection of some changes including; the unfreezing of Executive Directors salary and a continued increase in male staff at the lower levels.

The above factors had a smaller impact on the Median, where the disproportionately small number of men at the lower levels plays against the figures.

2023 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 2023, the UK workforce was 61% women and 39% men. The annual pay award / Cost of Living is applied from 1st April.

CAFOD Gender Pay Gap

- Mean In 2023 women were paid 2.38% less than men
- Median In 2023 women were paid 4.14% 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 2022 figures, reported in October 2022, was 14.9% (median) for all employees, and 8.3% for 'full time' employees.

The average hourly pay for women and men as at 5th April 2023 was:

| | | |
|--------|--------------|------------|
| Mean | Women £24.41 | Men £25.01 |
| Median | Women £23.31 | Men £24.32 |

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 continued to decrease in 2023. 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 3 years.

| | 2023 | 2022 | 2021 |
|-------------------------------------|-------|-------|-------|
| Mean gender gap in hourly pay | 2.38% | 4.73% | 9.08% |
| Median gender pay gap in hourly pay | 4.14% | 6.05% | 10% |

When looking at the Gender Pay Gap, the Mean has nearly halved and is now at 2.38%, compared with 4.73% last year, and the Median is now at 4.14% compared with 6.05% last year. It is worth noting that

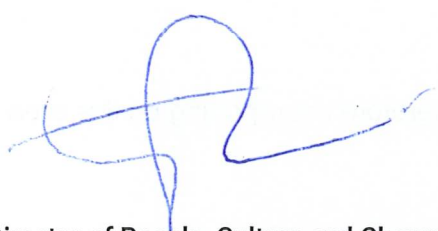
the Median gap is impacted to a greater degree by the disproportionately small number of men at the lower salary levels, relative to their female colleagues.

| | |
|------------------------------|------------------------------|
| Upper Quartile | Upper Middle Quartile |
| 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 |
| Lower Middle Quartile | Lower Quartile |
| 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.

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

On the 1st April 2023 staff received a cost-of-living increase across all salary grades.



Director of People, Culture and Change