

## OIEG 2022 Gender Pay Gap Report

Our aim is to place fairness and inclusion at the centre of our employee value propositions. We are working hard to foster a culture that promotes tolerance, mutual respect and equal opportunities and are committed to ensuring equal pay for men and women performing equal work, in line with legal requirements. This includes sharing our gender pay gap information, identifying the reasons and what we are doing about it.

This document outlines Oxford International Education Group (OIEG) gender pay gap for the snapshot date of 5 April 2022, defines context of our organisation and the reasons for the gap as well as provides information on our planned actions to address the issues identified.

### Introduction

Oxford International Education Group is an education provider dedicated to creating life-enhancing experiences for students worldwide. At the time of the 2022 reporting period OIEG employed 443 employees. The difference in the overall proportion of men and women employed was relatively small where 45.5% are men and 54.5% women. Statistically this however varies in different areas of our company, which accounts for some reasons why the gap exists in OIEG.

We are confident that we pay men and women equally for the same or equivalent work. Instead, our gender pay gap is because men and women work in different types of roles which have different salaries and bonus opportunities especially across different divisions of our business.

### Our results

Six measures have been used to identify the gap. The figures have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

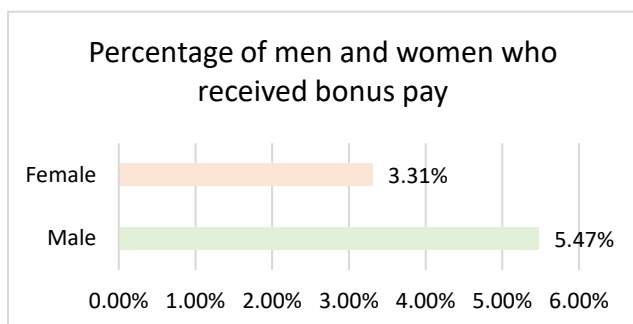
**Table 1: Mean and median pay and bonus gap**

|                  | MEAN (Average) | MEDIAN (Middle) |
|------------------|----------------|-----------------|
| Gender Pay Gap   | 12.77%         | 14.91%          |
| Gender Bonus Gap | 41.5%          | 61.04%          |

Oxford International Education Group's mean gender pay gap for hourly pay is 12.77%. This means that, using the mean (average), women at Oxford International Education Group are paid 12.77% less than men. This means for every £1 a man earns at Oxford International Education Group, a woman earns 87p.

Our median gender pay gap for hourly pay is 14.91%.

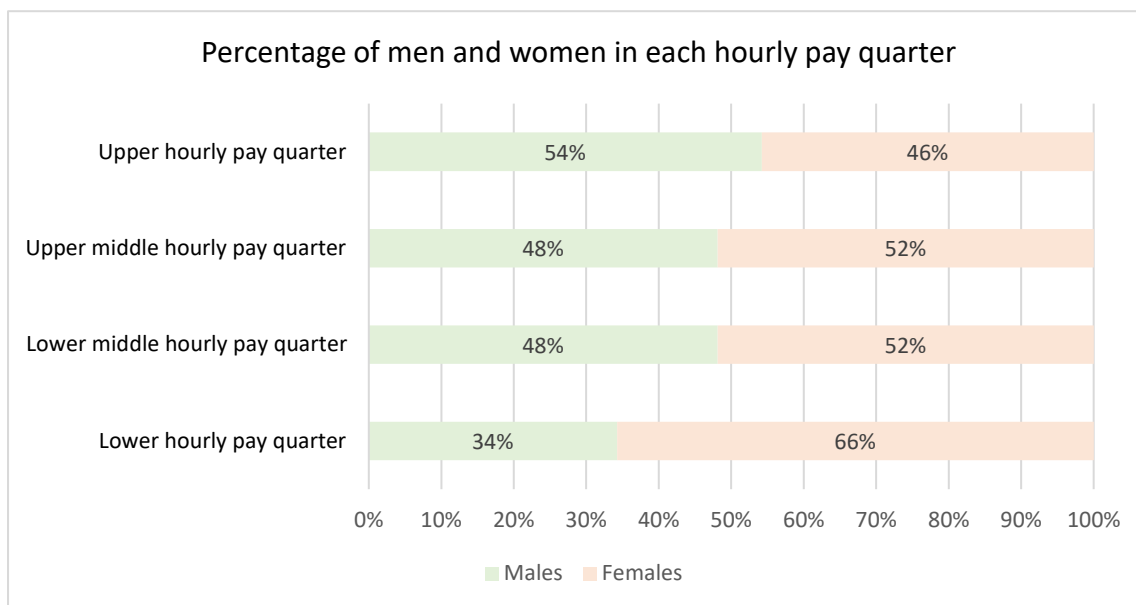
**Table 2: Percentage of men and women who received bonus**



The proportion of male employees receiving a bonus is 5.47% and the proportion of female employees receiving a bonus is 3.31%. Oxford International Education Group has a 41.5% mean (average) gender pay gap using bonus pay. This means that, using the mean (average), women at Oxford International Education Group are paid 41.5% less in

bonus pay than men. OIEG has a 61.04% median gender pay gap using bonus pay. This means that, using the median, women at Oxford International Education Group are paid 61.04% less in bonus pay than men.

**Table 3: Pay quartiles by gender**



This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Lower quartile includes the lowest-paid 25% of employees and the upper quartile covers the highest-paid 25%.

### Understanding the gap

We are confident that we pay men and women equally for the same or equivalent work. Instead, our gender pay gap is because men and women work in different types of roles which have different salaries and bonus opportunities especially across different divisions of our business.

Despite the fact that the proportion of male employees on permanent contracts is lower than the proportion of female employees (44.04% of male employees are on permanent contracts compared to 52.94% of female employees), women employed in OIEG occupy majority of lower paid roles as indicated in Table 3. This is typical in the UK economy where statistically men are more likely than women to be in senior roles (ONS – ASHE\*). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority.

This pattern as well as the occupation segregation seems to be reflected in our organisation where 80% of our technology employees are men. Similarly, analysing statistics for our sales division all senior leaders within that business area are male, whilst only a small fraction of the overall division are female. This is significantly affecting our gender pay gap especially in relation to bonus pay, as this function by nature tends to be paid higher, as well as benefits from a bonus pay.

Overall, only 38% of senior leaders within the company are female. This is also a pattern at the executive level within OIEG where only 1/4<sup>th</sup> are women. Therefore, in line with the overall national statistics (ASHE), we do have less women in senior leadership roles.

57.14% of all part time workers are female, which could be attributed to caring responsibilities, whilst men tend to participate in secondary employment whilst on part time contract with OIEG. Hourly rates of pay for part-time work tend to be lower than for full-time work and, with a high percentage of women working part-time, their low hourly rates of pay mean that the gender pay gap for all employees is greater than that for full-time employees alone.

### Addressing our gender pay gap

Whilst the reasons for the gap are complex and interrelated, including economic, cultural, societal and educational factors, we are committed to closing the gap, although we understand that meaningful change will take time.

\*Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

As part of our wider human resource strategy we continue to focus on improving the ability to attract, engage and develop women. Measures include review of our family friendly and flexible/remote working policies, gender monitoring in terms of who applies for flexible working and number of requests granted, recruitment and internal promotions, together with celebrating and raising profile of our female employees through events such as International Women's Day.

Reducing the risk of bias and raising general awareness and understanding around diversity and inclusion is another objective. We are investing in training all managers and remain committed to this learning journey. This is in relation to strengthening our recruitment practices, management of flexible workers, but also creating more diverse and inclusive workplace in general.

Since the reporting snapshot date we have introduced regular employee surveys (engagement, onboarding, leaver survey) will allow us to extend our evidence-gathering to aid root cause analysis, to understand the barriers and the drivers for all employees, including women in effort to improve wellbeing, engagement and overall organisational health.

I, Jo Grendall, CHRO, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Jo Grendall', written in a cursive style.

Date

3 April 2023