

OIEG 2023 Gender Pay Gap Report

At Oxford International 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 the actions to address it.

We have seen positive progress in reducing the gender pay gap year on year and 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.

This document outlines Oxford International Education Groups (OIEG) gender pay gap for the snapshot date of 5 April 2023, 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.

Oxford International Education Group is an education provider dedicated to creating life-enhancing experiences for students worldwide. At the time of the 2023 reporting period OIEG UK employed 736 employees. The difference in the overall proportion of men and women employed was relatively small where 44% are men and 56% women. Statistically this however varies in different areas of our company, which accounts for some reasons why the gap exists in OIEG.

Introduction

The figures have been calculated in accordance with the Equality Act 2020 (Gender Pay Gap Information) Regulations.

Over the last year we have seen a positive shift in the mean Gender Pay Gap at Oxford International, reducing from 12.77% to 6.59%. We are continuing our efforts to close the gap and understand that meaningful change will take time as the reasons for the gap are complex and interrelated including economic, cultural, societal, and educational factors.

According to the Office of National Statistics the 2023 Gender Pay Gap was 7.7% among full time employees as of April 2023.

Our Results

Table 1: Mean and median pay and bonus gap

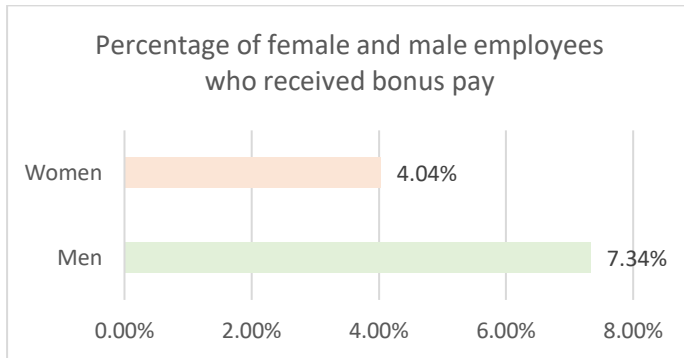
	Gender Pay Gap			Gender Bonus Gap		
	2022	2023	+ve change	2022	2023	+ve change
MEAN (Average)	12.77%	6.59%	6.18%	41.5%	29.75%	11.75%
MEDIAN (Middle)	14.91%	6.95%	7.96%	61.04%	43.11%	17.89%

We have made significant progress in closing the gap over the last year.

Oxford International Education Group's mean (average) gender pay gap for hourly pay is 6.59%. This means for every £1 a man earns at Oxford International Education Group, a woman earns 93p.

This has reduced compared to last year, where the mean gender pay gap was 12.77% (for every £1 a man earned at OIEG a woman earned 87p).

Table 2: Gender Bonus Gap

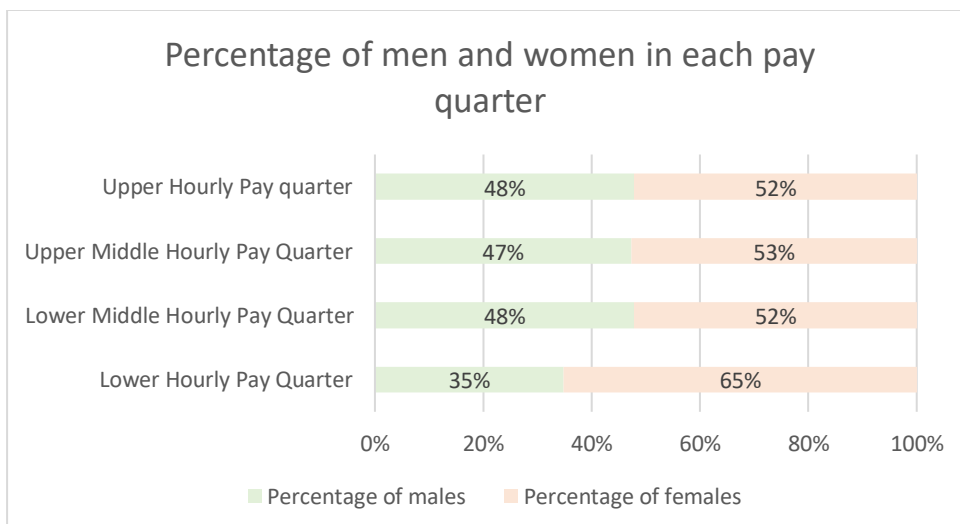


Oxford International Education Group has 748 relevant employees. 7.34% of relevant male employees received bonus pay. 4.04% of relevant female employees received bonus pay.

Oxford International Education Group has a 29.75% mean (average) gender pay gap using bonus pay. This means that, using the mean (average), women at Oxford International Education Group are paid 29.75% less in bonus pay than men.

Oxford International Education Group has a 43.11% median gender pay gap using bonus pay. This means that, using the median, women at Oxford International Education Group are paid 43.11% 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.

Even though the proportion of male employees is lower than the proportion of female employees' women at OIEG occupy the 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 higher paid roles (ONS ASHE*).

Whilst we are moving in the right direction at OIEG we still have more men in senior sales and technology roles.

Addressing the gap

We are continuing our efforts to close the gap and understand that meaningful change will take time as the reasons for the gap are complex and interrelated including economic, cultural, societal, and educational factors.

As part of our wider people strategy, we continue to focus on improving the ability to attract, engage and develop women. We have recently obtained Great Place to Work® certification are in the process of obtaining Lead5050 certification demonstrating our commitment to creating gender equity in the workplace.

Reducing the risk of bias and raising general awareness and understanding around diversity and inclusion continues to be another objective. Our internal DE&I committee will be a new addition in 2024, as well as a review of our family friendly and flexible/remote working policies. Management training programmes will include DE&I as we continue to remain committed to this learning journey.

We conduct regular employee surveys (engagement, onboarding, leaver survey) which provides visibility enabling us 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.

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