

Gender Pay Gap – Oxford International Education Group 2024

Introduction

At Oxford International our aim is to place fairness and inclusion at the centre of our employee value proposition. 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 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 2024, 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 2024 reporting period OIEG UK employed 801 employees. The difference in the overall proportion of men and women employed was relatively small where 42% are men and 58% women. Statistically this however varies in different areas of our company, which accounts for some reasons why the gap exists in OIEG.

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

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.

The Results

Pay

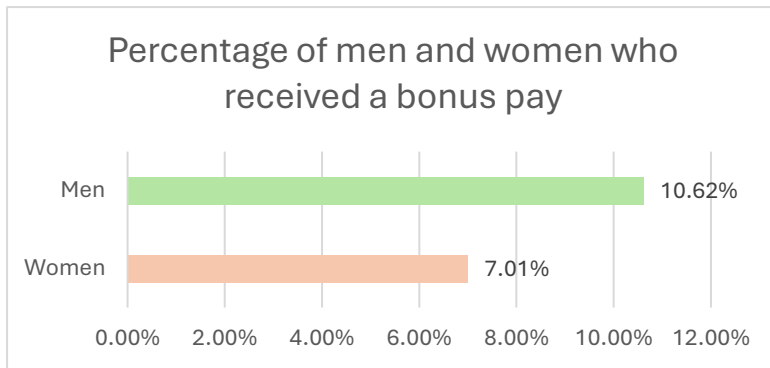
The mean (average) gender pay gap for hourly pay at Oxford International is 10.55%. This means that, on average, women are paid 10.55% less than men. For every £1 a man earns, a woman earns 89p.

Oxford International Education Group's median gender pay gap for hourly pay is 7.76%, meaning women earn 7.76% less than men based on the median. For every £1 a man earns, a woman earns 92p.

Bonus

The mean gender pay gap for bonus pay is 25.98%, meaning women receive 25.98% less in bonus pay than men. For every £1 a man receives in bonus pay, a woman receives 74p. Although the mean gender pay gap for bonus pay has decreased from 29.75% last year (where women received 70p for every £1 a man received), men's mean bonus pay remains higher than that of women

The median gender pay gap for bonus pay is 53.16%, meaning women receive 53.16% less in bonus pay than men. For every £1 a man receives in bonus pay, a woman receives 47p. This marks an increase in the median gender pay gap from 43.11% last year, when women received 57p for every £1 a man received.



Addressing 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 men is lower than the proportion of women, women at OIEG occupy the majority of lower paid roles.

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

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 obtained Great Place to Work® certification for the second consecutive year, as well as gaining 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 DE&I committee launched in 2024 as well as Management training programmes covering a variety of topics. 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, Chief People Officer, confirm that the information in this statement is accurate.