

**OXFAM GB**

# **GENDER PAY GAP REPORT**

**5 APRIL 2025**



**OXFAM**

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The Equality Act 2010 requires organisations with more than 250 staff to report on their gender pay gap.

I confirm that the information contained in this report is accurate.

Signed,



**Joyce Idoniboye**  
Chief People Officer, Oxfam GB



## Driving Equality and Inclusion at Oxfam

### A message from Joyce Idoniboye, Oxfam GB Chief People Officer

At Oxfam, we know inequality and poverty go hand in hand. To stay true to our mission of ending poverty, we must be an organisation for everyone. That means creating a place where colleagues, volunteers, partners, and the people we support can feel safe to be themselves, regardless of race, gender, sexuality, or any intersection of these.

Equality and inclusion start with us. That's why, alongside the statutory gender pay gap data, we're sharing our ethnicity, disability, and LGBTQIA+ pay gaps in this report. Transparency drives progress, and we're committed to both.

This is our ninth gender pay gap report and my third as Chief People Officer. Since we began reporting in 2017, we've made meaningful strides, and while there's more to do, we're moving closer to becoming a safe, feminist, and anti-racist organisation.

I'm excited to continue this journey with colleagues across Oxfam, building on the progress we've achieved together and creating an even more inclusive future.

#### What our data tells us:

- Our median gender pay gap is now 2.5% compared to last year's gap of 1.5% and our mean gender pay gap is now 3.5%, compared to last year's 3.1%. This marks a small increase since 2024, although it is still a significant improvement for us since we first reported these figures in 2017, where they stood at 12.5% median and 11.0% mean.
- Based on the data shared by 69.2% of our colleagues, our ethnicity pay gap is -33.0% median and -12.9% mean, in comparison to last year's gap of -25.3% median and -10.4% mean.
- Based on the data shared by 63.2% of our colleagues, our disability pay gap is -0.2% median and -1.3% mean, compared to last year's gap of 3.1% median and 7.3% mean.
- Based on the data shared by 60.5% of our colleagues our LGBTQIA+ pay gap is 5% median and 9.9% mean, in comparison to last year's gap of 6.7% median and 9.2% mean.
- To meaningfully understand and address our pay gaps, we are committed to improving the completion rates of equalities forms by colleagues.

**Joyce Idoniboye**

**Chief People Officer, Oxfam GB**

## What is the Gender Pay Gap?

The gender pay gap is the difference in the average pay between men and women working for an organisation, irrespective of their job or position. Regulations require this to be based on employees on the ‘snapshot’ date of 5 April each year. The mean is shown as a percentage of average male earnings. Importantly, it also indicates whether female staff are under or over-represented at different levels of an organisation. If an organisation has a 2.5% pay gap, average salary for a female employee is 97.5% of the average salary of a male employee.

The gender pay gap regulations do not define the terms ‘men’ and ‘women’. As an organisation that aspires to be truly inclusive, we recognise that sex is more complex than just these binary terms and we support our colleagues of all gender identities through our LGBTQIA+ networks. The anonymised data in this report is recorded by staff in their personnel files and is a mixture of staff’s legal sex and of staff’s declared gender identity (depending on each member of staff’s preferences).

### Pay Gap vs Equal Pay

It’s important to remember that while equal pay and pay gaps look at differences between people’s pay, they are two different issues.

Equal pay is the right for men and women to be paid the same for doing the same work or work of equal value. Oxfam is an equal pay employer, following equal pay legislation and the Equality Act 2010.

As detailed above, the gender pay gap measures the differences in average earnings between men and women, irrespective of their role in an organisation. This report is about our pay gaps. Pay gaps do not automatically point to an equal pay issue.

### Mean, Median and Quartile Definitions.

In this report our data refers to mean and median percentages, broken down by quartiles.

Mean Pay Gap	Median Pay Gap	Pay Quartiles
<p><b>Mean:</b> The average of a set of numbers. All numbers are added together and divided by the number of numbers put into the calculation.</p> <p><b>Mean Pay Gap:</b> The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men’s figure.</p>	<p><b>Median:</b> The middle value of a list of numbers.</p> <p><b>Median Pay Gap:</b> This is the middle salary point if you separately lined up all the paid men and women in an organisation. It is the difference between the hourly pay rate of the middle woman compared to the middle man.</p> <p>It can be more representative than the mean calculation because it is less affected by a handful of higher or lower salaries.</p>	<p>Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals.</p> <p>The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.</p>

### Bonus Pay Gap

Bonuses, defined as additional financial incentives offered to employees in addition to their regular pay, do not normally form part of the Oxfam GB pay award. In 2023/24, however, Oxfam paid three non-consolidated payments to eligible employees in recognition of the cost of living, one of which was paid in April 2024 and is therefore included as a bonus for the purposes of Gender Pay Gap reporting this year.

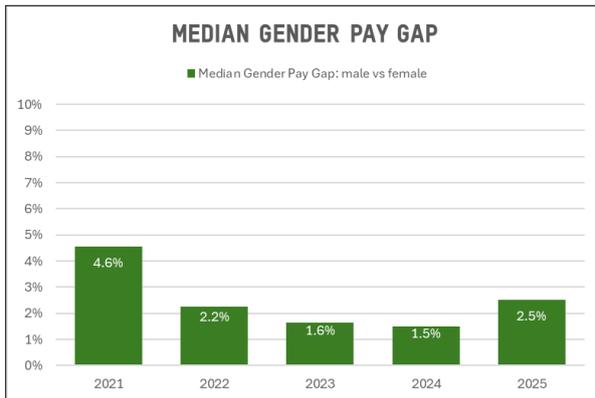
## Gender Pay Gap 2025

**2.5% MEDIAN and 3.5% MEAN**

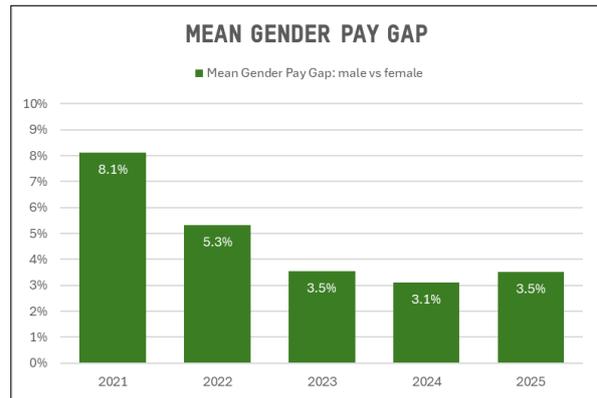
compared to 1.5% median and 3.1% mean in 2024.

The graphs below show that our pay gap has narrowed year on year up to 2024, followed by a slight increase to both median and mean in 2025.

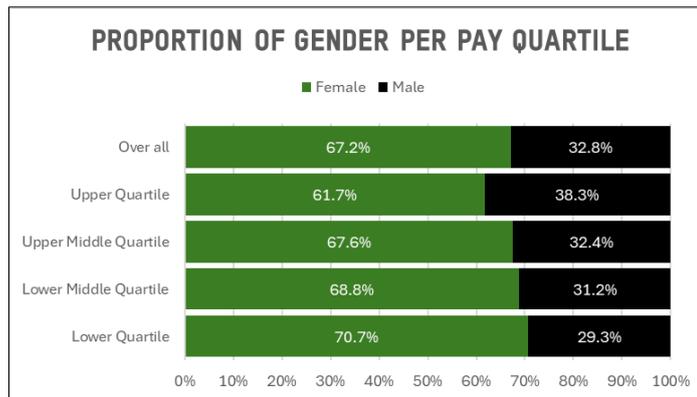
In 2024 our gender pay gap figures were impacted by cost-of-living payments made to eligible staff in April 2024. The effect on the pay gap figures was modest (if the payments were excluded, the median pay gap for 2024 would be 1.6% and the mean pay gap would be 3.4%), but accounts for part of the observable increase in our pay gap between 2024 and 2025. The remainder of this increase is most likely caused by the small shift in the proportions of men and women in each of our quartiles that has taken place since 2024. Our proportion of women in the lower quartile has increased by 1.9% (from 68.8% to 70.7%), while the percentage in the lower middle quartile has decreased by 1% (from 69.8% to 68.8%) and both the upper middle and upper quartiles by 1.2% (from 68.8% and 62.9% to 67.6% and 61.7% respectively).



Graph 1: Median Gender Pay Gap, 2021 – 2025



Graph 2: Mean Gender Pay Gap, 2021 – 2025



Graph 3: Proportion of Gender per Pay Quartile 2025

## Bonus Pay Gap

As part of the 2023 pay award Oxfam GB made three lump sum non-consolidated payments to eligible employees, in our lower job grades, in recognition of the impact of the cost-of-living following trade union negotiation. The last of these payments was made in April 2024 and is therefore counted as a bonus for the 2025 reporting period under the definitions set out by Gender Pay Gap Reporting guidelines.

Oxfam GB’s bonus pay gap 2025 figures are below:

% received a bonus

	% received bonus
Male	76.5%
Female	73.6%

Statutory Bonus pay gap (does not take account of part time hours)

	Bonus Gender Pay gap
Median	0%
Mean	8%

Full-Time equivalent Bonus payment (adjusted for part-time hours)

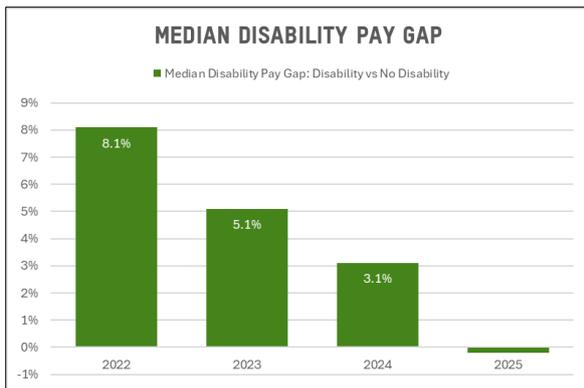
	Bonus Gender Pay gap
Median	0%
Mean	0%

## Disability Pay Gap

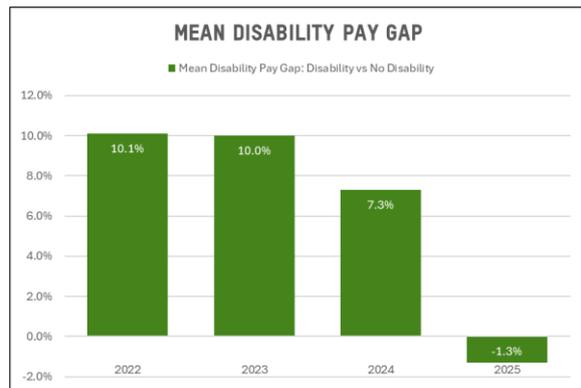
63.2% of our colleagues have shared how they identify with regards to disability (59.1% in 2024). However, 36.8% of staff have chosen not to share their data at this time. Looking at the percentage completion, it is worth noting that the trends and patterns shared below cannot be seen as conclusive.

A larger proportion of colleagues in our top two pay quartiles chose to share their data, compared to colleagues in lower pay quartiles. Set within the context of lower numbers of colleagues identifying as having a disability overall, this may be driving a skew in the pay gap figures. We aim to increase the proportion of colleagues who share their data, so that we can understand this more fully.

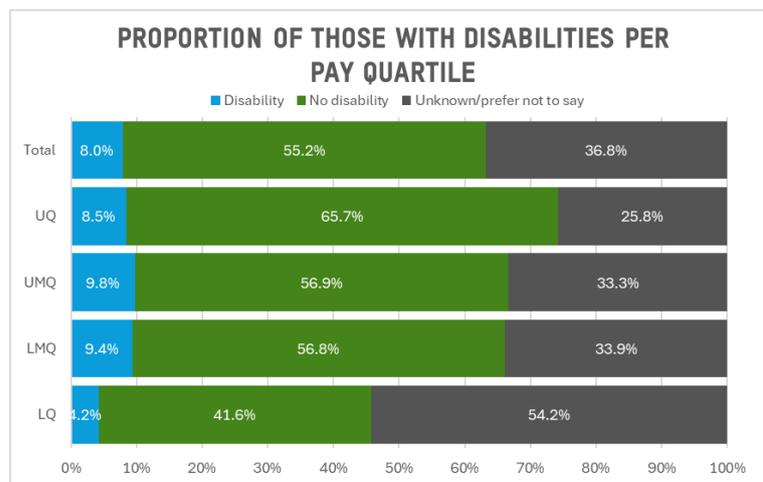
Overall, 8.0% of our colleagues identify as having a disability (7.0% in 2024) and based on the available data, **the overall Disability pay gap was -0.2% median and -1.3% mean** compared to 3.1% median and 7.3% mean in 2024. This data suggests that for the first time this year, the average pay for those identifying with a disability was slightly higher than the average pay for those identifying with no disability.



Graph 1: Median Disability Pay Gap, 2022 – 2025



Graph 2: Mean Disability Pay Gap, 2022 – 2025



Graph 3: Proportion of those with Disabilities per Pay Quartiles 2025

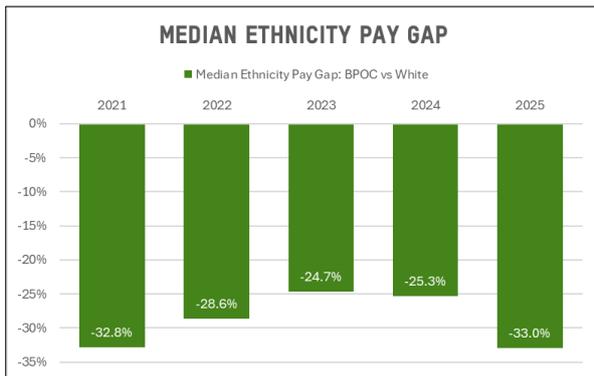
## Ethnicity Pay Gap

**69.2% of staff shared their ethnicity data (67.6% for 2024).** However, it is important to note that due to the 30.8% of colleagues for whom we have no ethnicity data, the trends and patterns shared below cannot be seen as conclusive.

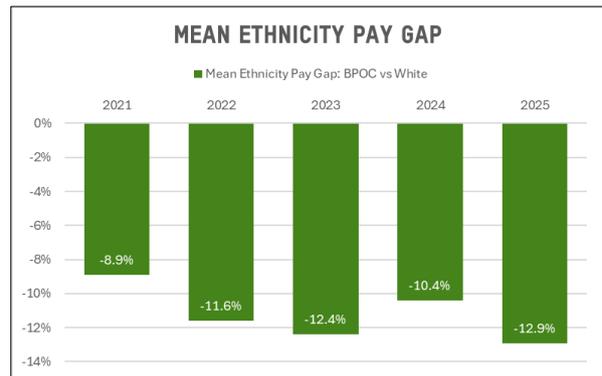
We use the term BPOC rather than BAME in line with our [Inclusive Language Guide](#) (see page 64). We currently report on these two ethnic groups (White and BPOC) to maintain confidentiality of employee data.

Additionally, a larger proportion of colleagues in our top two pay quartiles chose to share their ethnicity data, compared to staff in lower pay quartiles. Set within the context of lower numbers of BPOC\* colleagues overall, this may be driving a skew in the pay gap recorded between BPOC and white identifying colleagues.

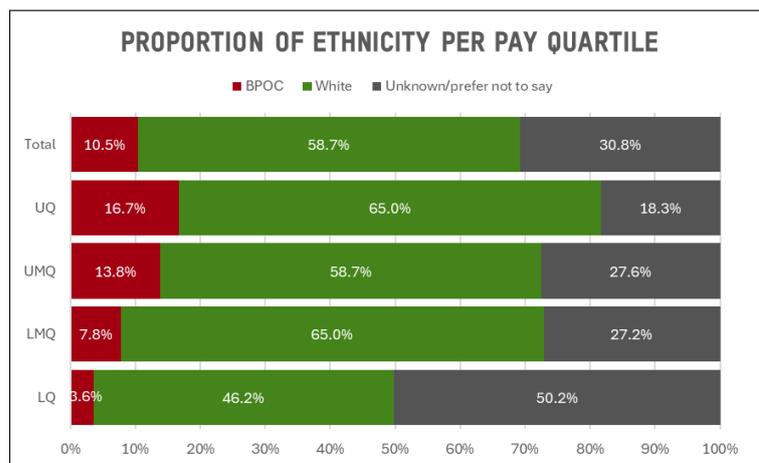
Overall, 10.5% of our colleagues identify as BPOC (9.3% in 2024) and based on the available data, **the overall Ethnicity pay gap was -33.0% median and -12.9% mean** compared to -25.3% median and -10.4% mean in 2024. This suggests that the average pay for the group who submitted their data and identified as BPOC was higher than the average pay for those who submitted their data and identified as white.



Graph 1: Median Ethnicity Pay Gap, 2021 – 2025



Graph 2: Mean Ethnicity Pay Gap, 2021 - 2025



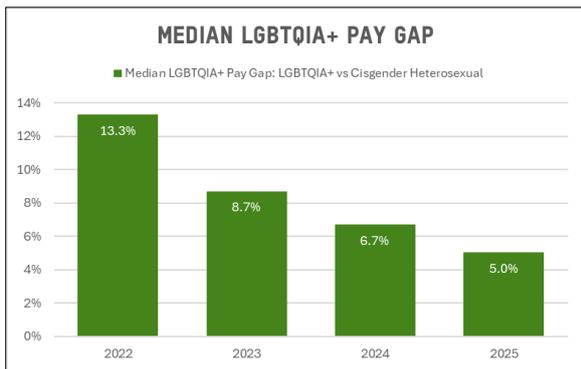
Graph 3: Ethnicity per Pay Quartiles 2025

## LGBTQIA+ Pay Gap

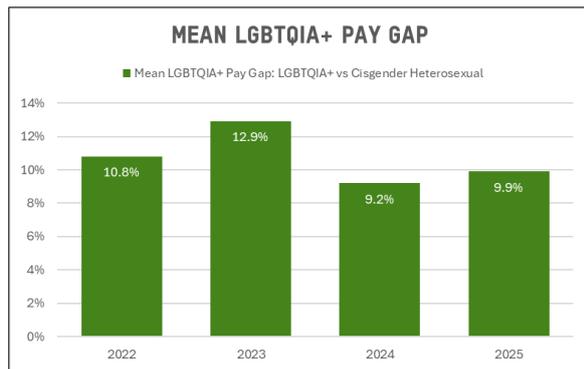
60.5% (56.3% in 2024) of colleagues have shared whether they identify as LGBTQIA+. However, it is important to note that as 39.5% of colleagues have not shared their data, the trends and patterns shared below cannot be seen as conclusive.

A larger proportion of colleagues in our top two pay quartiles chose to share their data, compared to colleagues in lower pay quartiles. Set within a context where a significant majority of colleagues identify as Cisgender and Heterosexual or who do not share their data, this may contribute to a skew in the pay gap figures. We aim to increase the proportion of colleagues who share their data, so that we can understand this more fully.

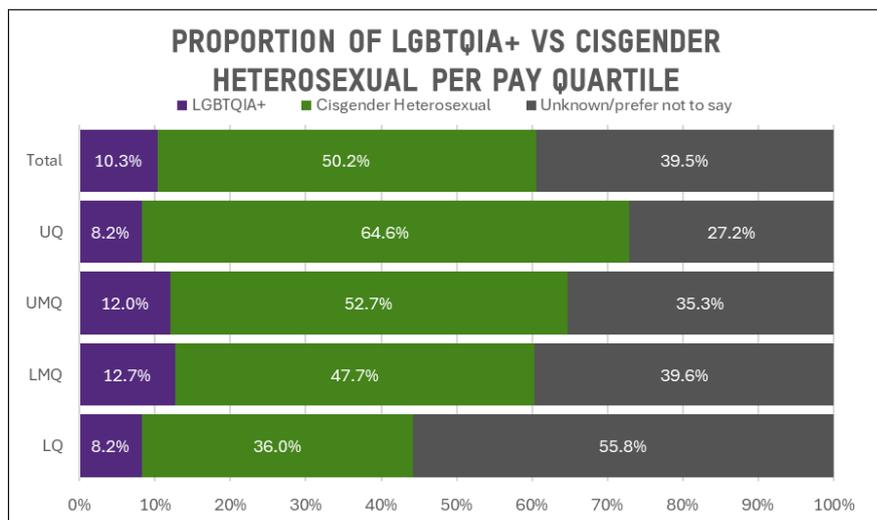
Overall, 10.3% of our colleagues identify as LGBTQIA+ (9.6% in 2024) and based on the data we have, the overall **LGBTQIA+ pay gap was 5.0% median and 9.9% mean** in comparison to 6.7% median and 9.2% mean in 2024. Taken together, this data suggests that the average pay for those identifying as LGBTQIA+ was lower than the average pay for those not identifying as LGBTQIA+.



Graph 1: Median LGBTQIA+ Pay Gap, 2022 – 2025



Graph 2: Mean LGBTQIA+ Pay Gap, 2022 - 2025



Graph 3: LGBTQIA+ per Pay Quartiles 2025

## Addressing our Pay Gaps.

We remain committed to reducing our gender pay gap and acknowledging the overlapping forms of discrimination that may contribute to unequal outcomes. By analyzing our equalities data, we can gain a deeper understanding of colleague experiences, allowing us to identify areas of inequality and take proactive steps to address them. This approach supports our goal of creating a fair, equitable and inclusive workplace for all.

### Opportunities for Learning

We offered equality focused learning opportunities on anti-racism and microaggressions. The purpose was to raise awareness of how behaviors, systems and process can reinforce inequalities and different ways this can manifest. Colleagues have held meaningful discussions within their teams to translate learning in practical actions. This will inform decision making and everyday interactions to embed equalities across the organisation and improve the experiences of all.

### Disability

As part of our commitment to reducing inequality and improving workplace inclusion, we have renewed our Disability Confident Employer status and have refreshed the action plan to ensure our recruitment practices remain inclusive and accessible

### Recruitment Data

We have updated our Recruitment Data Report to include an analysis on race and ethnicity across divisions. The insights provide a clearer understanding of the BIPOC candidate experience during the recruitment process. We will take steps to close any gaps and commit to conducting annual data analyses to monitor our progress.

### Learning and Accountability

We have introduced a learning and accountability mechanism to capture experiences of microaggressions which often go unreported. The data captured will enable developing strategic interventions to enhance our culture, so everyone feels safe and is able to speak up on discriminatory behaviours.

### Policy Review

We have undertaken an internal review of our existing policies and updated two, the first is our Reasonable Adjustments Policy to reflect our approach to inclusion. The updates have been designed to improve accessibility for colleagues with additional needs to help remove societal barriers that can shape the workplace experience for disabled colleagues. The second policy supports Neo Natal Leave and pay following the birth of a child for all colleagues. Regardless of gender we are committed to supporting colleagues' wellbeing and caregiving. This leave ensures we comply with our legal obligations, aligns with our reward policy and upholds our commitments to equality and being an inclusive workplace.

### Increasing our Data

We are also committed to increasing our data and insights, in particular through encouraging more completion of equalities forms by colleagues. This will allow us to meaningfully understand and address our pay gaps.

## Glossary

The language in this report reflects our values and our commitment to justice and equality in the world. We should be guided by terms and words which actively challenge stereotypes and harmful belief systems, not ones that reinforce them. We will consistently review and update terminology where required.

**Anti-Racism** – Anti-racism is more than being nonracist. Anti-racism recognizes that racism has systemic and structural elements and actively takes steps to combat them. This work often requires changing systems, policies and practices and taking positive measures to correct for the disadvantages inflicted by racism.

**BPOC (Black and People of Colour)** – We use this term in a UK context in line with our [Inclusive Language Guide](#) (see page 64).

**Feminism** – we take an ‘intersectional’ view of feminism, knowing that race goes hand-in-hand with other characteristics like gender identity and sex to create unique experiences of oppression and privilege, where we strive to empower all to realise their full rights.

**Gender Identity** – a person’s innate sense of their own gender, whether a man a woman or non-binary, which may or may not correspond to the sex assigned at birth.

**Gender** – often expressed in terms of masculinity and femininity, gender is largely culturally determined through socially constructed norms and behaviours of people. Gender is assumed to match sex assigned at birth, whereas gender identity does not always match sex assigned at birth. ‘Cisgender’ means gender identity that aligns with the gender assigned at birth.

**Intersectionality** – Intersectionality recognizes how various parts of our identity – like race, sex, gender, sexuality, class, and ability – overlap to create unique experiences of oppression and privilege.

**LGBTQIA+** – an acronym that indicates lesbian, gay, bisexual, transgender, queer, intersex, asexual + other people whose identities are not heterosexual and cisgender.

**Sex** – assigned to a person based on primary sex characteristics (genitalia) and reproductive functions.

**Transgender** – an umbrella term for everyone who doesn’t identify with the gender that is typically correlated to their sex assigned at birth. It includes trans women, trans men, and non-binary people.

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