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# OXFAM GB

## GENDER PAY GAP REPORT

For 5 April 2018

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The Equality Act 2010 requires organisations with more than 250 staff to report on their gender pay gap. Oxfam GB welcomes this legislation and shares the steps it is taking to address its own gender pay gap.

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



TINA PROUDLOCK

PEOPLE DIRECTOR, OXFAM GB

This report can be downloaded from [www.policy-practice.oxfam.org.uk](http://www.policy-practice.oxfam.org.uk)

## INTRODUCTION

Oxfam GB is dedicated to enabling women to realise their rights, and to building a fairer, more equal world for everyone. That starts here, with us. Identifying and addressing our own gender pay gap is a vital part of this work.

### **The gender pay gap: what is it?**

The gender pay gap shows the difference in the average pay between all men and women working for an organisation, irrespective of their job or position. All organisations in the UK, who employ more than 250 workers, have to publish their gender pay gap by 4 April 2019.

In Britain, the overall gender pay gap 'mean' is 17.1% while the 'median' is 17.9% ([ONS, April 2018](#)). The 'mean' is the average salary. The 'mean gap' shows the percentage gap in the average salaries of men and women based on hourly rates of pay on 5 April 2018. The 'median' is the middle salary value when all the salaries are ranged from highest to lowest. The 'median gap' shows the percentage gap in median salaries of men and women based on standard hourly rates of pay on 5 April 2018. The median is more representative of typical pay differences than the mean, as it's less affected by a handful of considerably higher, or lower, salaries.

## OXFAM GB: OUR GENDER PAY GAP

In April 2018, we published our first [Gender Pay Gap report](#). This report detailed our gender pay gap and more than 30 commitments to better understand its causes by March 2020.

Over the year, our gender pay gap has reduced to 10.5% (mean) and to 10.5% (median) as of 5 April 2018. However, it has not changed significantly – we still have further to go. In total, women make up 67% of Oxfam GB staff in the UK. We are committed to ensuring a fair and equal workplace for all.

Oxfam simply should not have a gender pay gap. However, achieving a 'zero pay gap' is complex. Gender pay gaps are a result of many factors – many within Oxfam's control, and some due to wider societal norms that need challenging. There is more we need to understand before committing to achieve a zero gap. Therefore, in our 2018 report, we set a two-year timeframe to address key areas and increase our understanding to inform a longer-term approach.

We know two key drivers of our gender pay gap are an over-representation of women in lower paid roles, including administrative and shop manager roles (at 72% each), and an under-representation of women in leadership roles (at 33%). We are already working to address this.

## WHAT WE ARE DOING

Oxfam GB is committed to going significantly beyond reporting requirements to address our own gender pay gap. You can read about all of our ongoing commitments in the [2018 Gender Pay Gap report](#). Important steps have already been taken to realise these commitments. We have, for example:

- Ensured that shortlists for new Leadership Team roles have included at least 50% women.
- Ensured at least 70% female participation in our leadership development programmes.
- Provided resources on CV and interview preparation for all staff, and a webinar specifically addressing women's career progression.
- Recruited a Senior Gender, Diversity & Inclusion Advisor to support the People Team to strengthen practices and ensure a fairer and more equal workplace for all.
- Started to track and explore indicators that contribute to our pay gap. This includes the impact of flexible and part-time working, starting pay for men and women, and understanding pay in relation to factors such as ethnicity, sexuality and socio-economic background.

**We will publish a full report detailing progress on all of our two-year commitments in April 2020.**

## OXFAM GB GENDER PAY GAP 2018: THE DATA

Reporting requirement	Oxfam GB
Mean gender pay gap	10.49%
Median gender pay gap	10.47%
Mean bonus gender pay gap	Oxfam GB does not pay bonuses
Median bonus gender pay gap	
Proportion of males and females in each quartile pay band	See below

### 2018 quartiles analysis

	April 2018	
Earnings by quartile	% women	% men
Lower quartile (lowest earners)	68%	32%
Lower middle quartile	71%	29%
Upper middle quartile	70%	30%
Upper quartile (highest earners)	57%	43%

### 2017-2018 comparison

Oxfam GB Gender Pay Gap	April 2017	April 2018	Change in Gender Pay Gap
Median	12.54%	10.47%	-2.07%
Mean	11.03%	10.49%	-0.54%

	April 2017		April 2018	
Earnings by quartile	% women	% men	% women	% men
Lower quartile (lowest earners)	68%	32%	68%	32%
Lower middle quartile	71%	29%	71%	29%
Upper middle quartile	68%	32%	70%	30%
Upper quartile (highest earners)	57%	43%	57%	43%

### International perspective

While not all international employees fall under the gender pay gap reporting requirements for the UK, Oxfam GB is committed to transparent reporting on our gender pay gap, irrespective of where our employees are based. The chart below shows Oxfam GB's female representation worldwide by job grade, and that women are most under-represented in our top job grade (Director) and lowest job grade (level F). We have committed to analyse the gender pay gap for our Oxfam GB overseas employees by the end of 2019.

