

OXFAM GB GENDER PAY GAP REPORT

For 5th April 2022



OXFAM

Contents

1. Introduction
2. Glossary
3. What is the Gender Pay Gap?

4. On a page
5. The headlines from 2022
6. Intersectional reporting
7. Our plans and progress

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.

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

Signed,



Danny Sriskandarajah, Chief Executive Officer and Tina Proudlock, Chief Operations Officer,
Oxfam GB

1. Introduction

A message from Danny Sriskandarajah, Oxfam GB CEO

As we pass the midway point of our five-year Equalities Action plan, this report sets out encouraging evidence that we're making significant systemic and cultural changes at Oxfam which is having a positive impact on our gender pay gap. Given that we know women are being disproportionately affected by today's cost-of-living crisis, these efforts form an important part of our ongoing commitment to ensuring women get a fair deal.

Our gender pay gap for 2022 was 2.2% median and 5.3% mean. When we first reported these figures for April 2017, they stood at 12.5% median and 11.0% mean. With the exception of 2020 when our figures were affected by our participation in the Coronavirus job retention scheme, this means our pay gap has narrowed significantly year on year.

When we look beyond the gender pay gap, to other equalities across our workplace, the evidence is also encouraging. The ratio of females to males occupying leadership positions rose from 63.4% to 65.7%. This is also the first year that we've been able to report our Disability and our LGBTQIA+ Pay Gap in full, though there remains some way to go in deepening our equalities data before we can build a complete picture of what is happening across Oxfam GB.

Our Equalities Action Plan, which identifies four key commitment areas to tackle our pay gap and wider inequalities within our workplace, continues to steer these efforts towards ensuring our own organisation reflects the kind of more equal, just and inclusive world we want to see. It guides our intersectional approach to tackling racial inequality and other overlapping inequalities in our workplace; steers our efforts to build a transparent, inclusive career and reward framework for all staff; puts wellbeing at the foundation of the flexibility we're embedding into all roles as default; and advances our commitments to being an organisation where all staff can thrive, belong and feel safe.

In the last year alone, we've launched a range of initiatives within the Action Plan framework. We have been developing our new Racial Justice Framework which sets out a foundation for building confidence and commitment to anti-racism across the organisation. Our Radical Talent review will provide a road-map to enable our progressive career path frameworks, aligned to our strategic intent to become a safe, feminist and anti-racist organisation. While, continued engagement with our unions and staff consultative group, the Affinity Collective, recognises the invaluable role of staff groups in bringing about culture change. I'm delighted that we've also been able to expand our entry-level Oxfam Trainee Scheme, bringing in talent from diverse and under-represented backgrounds, that we've committed to being a Disability Confident employer and that we've developed and launched our first Trans Equality Policy as part of our commitment to trans-inclusion.

This progress is hugely encouraging and I'm proud of our collective efforts and shared commitment to make Oxfam into a more equal and inclusive organisation. But I am also clear that this is just the beginning and there remains much to be done.

As we progress through our five-year Equalities Action plan, we remain committed to sharing our learning and to continually seeking to develop and improve our efforts. The progress we see set out in this report signals the early stages of an important, ongoing journey; one that will help to secure the identity, strength and resilience of Oxfam GB as an organisation that truly embodies its values.

2. 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. As we work through our action plan, we will consistently review and update terminology where required.

Anti-Racism – more than being non-racist, this recognises racism has systemic and structural elements, and actively takes steps to combat them.

BIPOC (Black, Indigenous and People of Colour) – an acronym for those who don't consider themselves to be white. We have chosen to use BIPOC as our work is international, so it's important we recognise the discrimination faced by Indigenous communities worldwide. We also acknowledge the limitations of using a blanket term which erases unique lived experiences of different ethnic communities. Our commitment, with our ambition to be more intersectional in our reporting, is to improve our equality data – helping us fully understand how BIPOC communities experience Oxfam and take action to respond to this.

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 male, female 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 – how race goes hand-in-hand with other parts of your identity like sex, gender identity, sexuality, class and ability. This overlap creates unique experiences of oppression and privilege. Intersectionality is an idea that comes from Black feminism and is one that Oxfam is fully committed to.

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. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

Sexuality or Sexual Orientation – a person's sexual attraction to other people, or lack thereof. Sexual orientations include, but are not limited to, lesbian, gay, bi, and straight.

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.

Trans-inclusive – a trans-inclusive approach to gender justice actively includes transgender people, recognising the many ways that people experience discrimination in a patriarchal society.

3. What is the Gender Pay Gap?

The gender pay gap is the difference in the average pay between male and female staff working for an organisation, irrespective of their job or position. It is shown as a percentage of a man's earnings. Importantly, it also indicates whether female staff are under or over-represented at different levels of an organisation. If an organisation has a 12% pay gap, average salary for a female employee is 88% of the average salary of a male employee.

What is the difference between the Mean and the Median Pay Gap?

Mean Pay Gap	Median Pay Gap
This is based on average salary. It is the difference (shown as a percentage, %) between the average hourly pay that female and male staff receive.	This is the middle salary point if you separately lined up all the female staff and male staff. It is the difference between the hourly pay rate of the middle female compared to the middle male. It can be more representative than the mean calculation because it is less affected by a handful of higher or lower salaries.

It's different to equal pay

Our ambition to address our gender pay gap runs alongside our legal requirements around equal pay, as set out in the Equality Act 2010.¹ Equal pay means that male and female staff in the same employment performing equal work must be paid equally. The Equality Act 2010 requires that we report based on legal sex (male/female).

Bonuses are not part of Oxfam GB Reward

Mean and Median Bonus Pay Gaps are not provided as Oxfam GB does not pay bonuses.

Equality data matters to us too

We have used our Equality data to also provide indicative Ethnicity, Disability and LGBTQIA+ pay gap reporting. We use this data to shape how we work with all our staff, including our staff networks, unions and other specialist groups. This demonstrates our intersectional approach to addressing different and overlapping forms of discrimination, so that everyone has the power to thrive in their place of work.

¹Equal Pay Act retrieved at: [Equal Pay Act 1970 \(legislation.gov.uk\)](https://legislation.gov.uk)

Please note

The Equality Act 2010 requires us to report the gender pay gap based on legal sex (male/female). This data is recorded by staff in their personnel files and is the source used in this report, as suggested by government guidance. Sex, as reported in staff personnel files, is a mixture of staff's legal sex and of staff's chosen gender identity (depending on each member of staff's preferences). Therefore, although the term gender is used in 'the gender pay gap' this can be misleading.

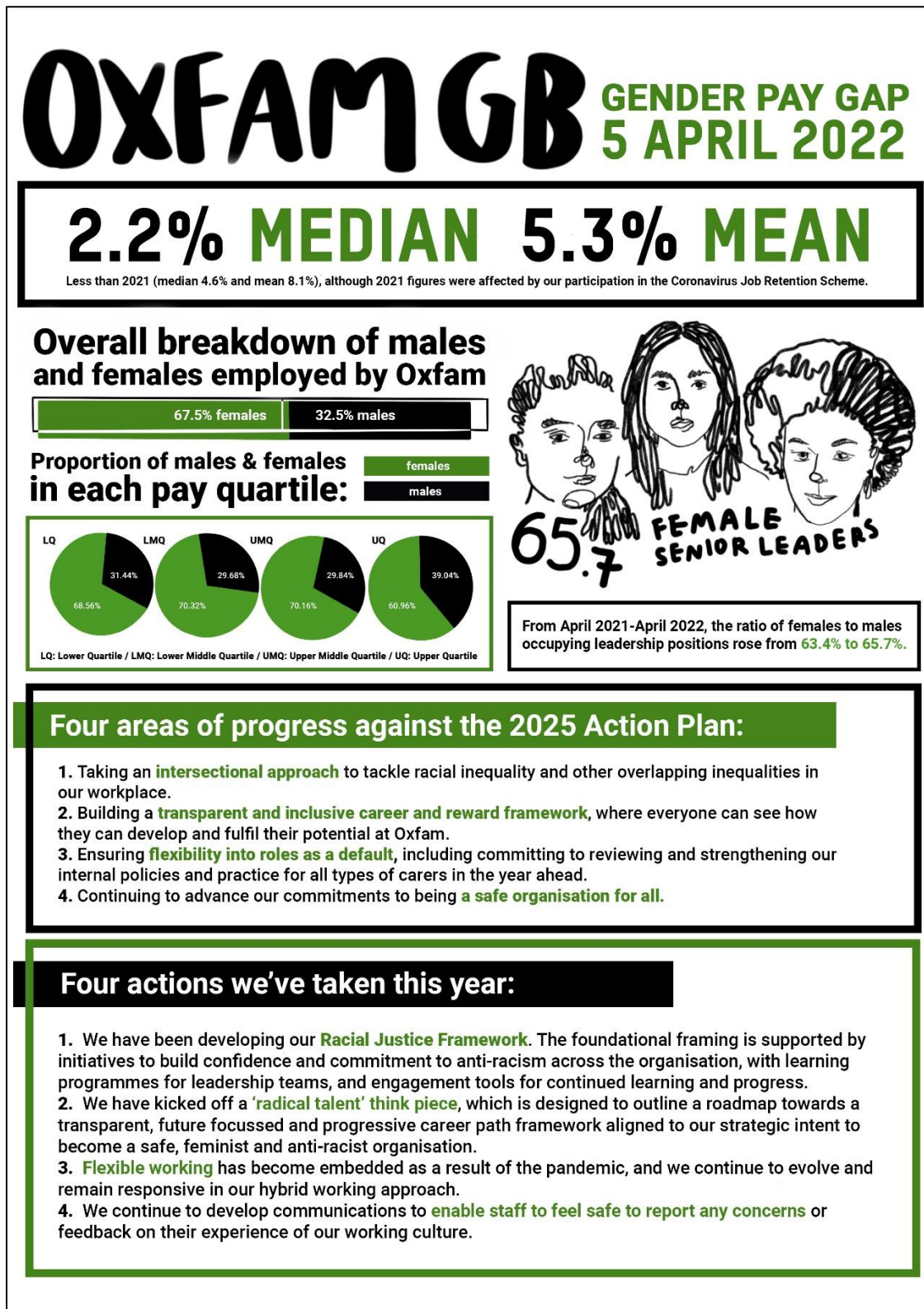
Where we refer to male staff, this includes transgender men. Where we refer to female staff, this includes transgender women. Ideally, we would seek to distinguish between transgender men and cis men and transgender women and cis women, in order to recognise the pay gap experienced by transgender men and women. We are exploring changing our processes, so that we may be able to do so in future reports.

We are also working on improving our equalities form completion rate so that we can report the pay gap for transgender and non-binary staff. Due to low completion rates and small numbers of transgender and non-binary staff, we have found that doing so at present would potentially make individual staff identifiable by pay grade. As a result, at present, we have included both transgender and non-binary staff within our LGBTQIA+ data analysis.

Across both 2020 and 2021, our gender pay gap reporting was impacted by the regulatory requirement to exclude employees who were on reduced pay due to leave, including furlough and parental leave. This meant that, in 2021, 54% of our employees who are normally in scope of gender pay gap reporting were excluded, compared to 1.7% for April 2022.

In 2022, this report includes all staff who fall under the UK Government Gender Pay Gap required reporting criteria. The government's criteria can be summarised as UK staff and those with a 'close connection' to the UK. For Oxfam, this includes a small handful of international staff based on various factors (e.g., whether they have a UK contract).

4. On a page



Note, the number of female senior leaders included above reflects the same grouping of international and domestic staff used in our 2021 reporting to allow multi-year comparison.

5. The headlines from 2022

The gender pay gap for 2022 was 2.2% median and 5.3% mean. This is a reduction of 2.3 percentage points median, and 2.8 percentage points mean compared to 2021 (when the gender pay gap was 4.6% median and 8.1% mean).

We have an even distribution of men and women across the high majority of pay grades within Oxfam and we continue to increase the number of women in positions of leadership. We are committed to now ensuring that this distribution remains equal for women from all backgrounds.

Increases in our equalities form completion rate mean that, for the first time, we can also share our Ethnicity, Disability and LGBTQIA+ pay gap in full. We have work to do in order to reduce these pay gaps, but we are encouraged by the increased availability of data to guide us.

We are proud to be continuing to progress against our five-year goals. Notably, this year we have been developing Oxfam GB’s Racial Justice Framework and broadening our collective ownership of becoming a truly safe, feminist and anti-racist organisation – be that through wider staff representation in our new Affinity Collective or through extending our Oxfam Trainee Scheme to welcome new colleagues from a diverse range of backgrounds.

EXHIBIT 1: DECLINING GENDER PAY GAP, APRIL 2017 – APRIL 2022

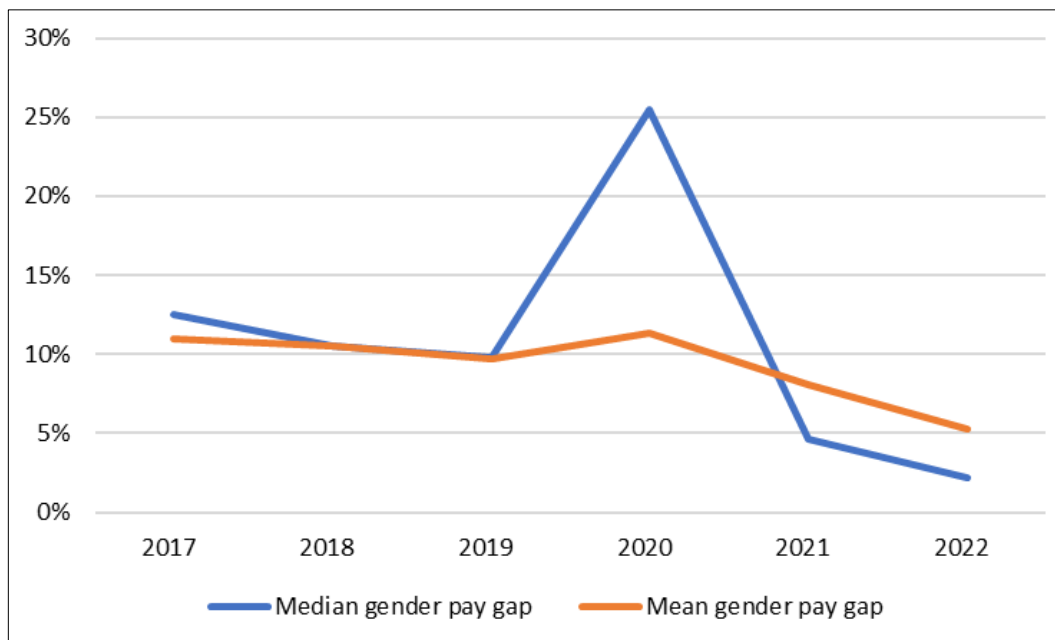
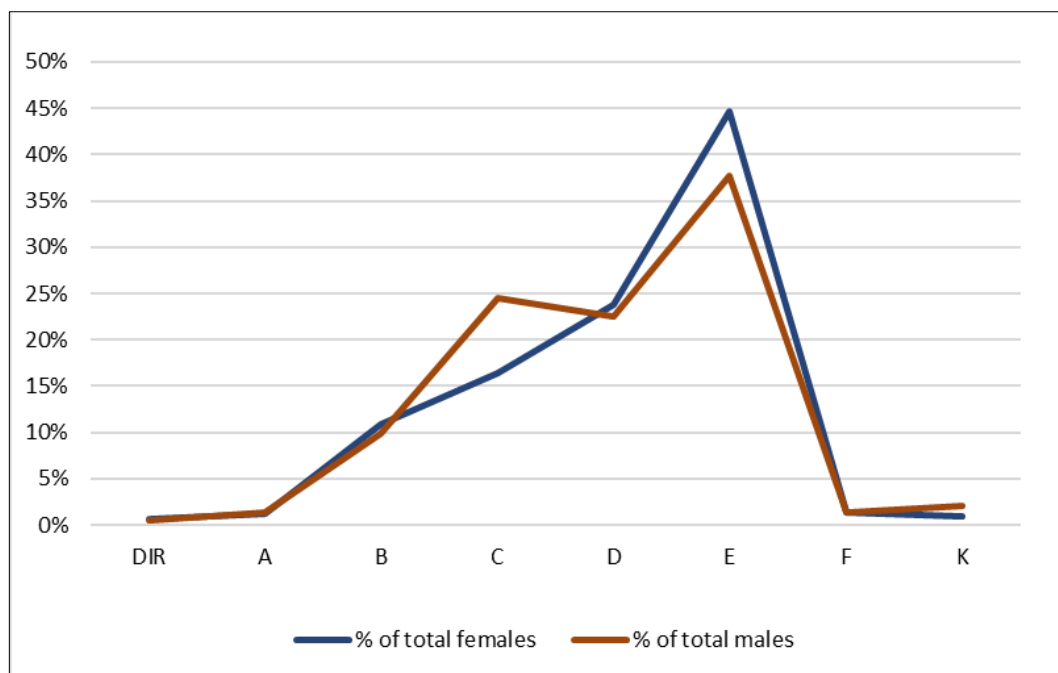


EXHIBIT 2: REPRESENTATION OF FEMALES AND MALES BY GRADE – APRIL 2022

Grade	Female	Male	Total	% Female	% Male	% Female in grade as % of all females	% Male in grade as % of all males
DIR	7	3	10	70.0%	30.0%	0.6%	0.5%
A	14	8	22	63.6%	36.4%	1.2%	1.4%
B	129	56	185	69.7%	30.3%	10.9%	9.8%
C	195	140	335	58.2%	41.8%	16.5%	24.6%
D	131	50	181	72.4%	27.6%	11.1%	8.8%
1*	57	31	88	64.8%	35.2%	4.8%	5.4%
1	94	47	141	66.7%	33.3%	7.9%	8.2%
2	167	76	243	68.7%	31.3%	14.1%	13.3%
3	48	27	75	64.0%	36.0%	4.1%	4.7%
E	314	112	426	73.7%	26.3%	26.5%	19.6%
F	17	8	25	68.0%	32.0%	1.4%	1.4%
K	11	12	23	47.8%	52.2%	0.9%	2.1%
Total	1184	570	1754	67.5%	32.5%	100%	100%

EXHIBIT 3: SEX BY GRADE, AS A % OF TOTAL PER SEX - APRIL 2022



Please note - in this graph shop Categories 1* and 1 are included in Grade D and shop Categories 2 and 3 are included in Grade E.

6. Intersectional reporting

At present 78.7% of our UK staff have completed the equalities form compared to 76.2% in 2021 and we are committed to continuing to increase the proportion of our staff who complete and share their equalities data.

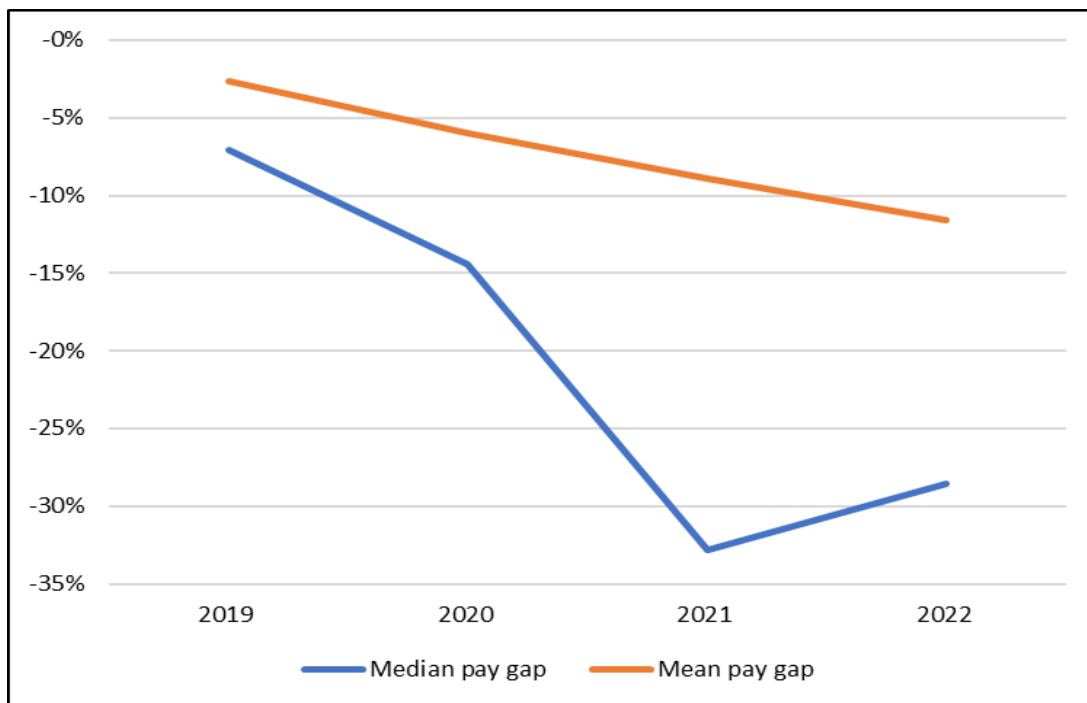
ETHNICITY PAY GAP

76.1% of staff shared their ethnicity data. However, it is important to note that due to the 23.9% of staff for whom we have no ethnicity data, the trends and patterns shared below cannot be seen as conclusive.

In addition, the positive ethnicity pay gap below may be being skewed further upwards by several factors. Firstly, a greater proportion of staff in our top two pay quartiles chose to share their ethnicity data, compared to staff in lower pay quartiles. Secondly, looking across our job grades, 15% of staff in higher grade jobs (Director to Grade C) identified as BIPOC, compared to 9% in lower grade jobs (Grades D-F). Set within the context of lower numbers of BIPOC staff overall, this may be driving an upwards skew in the positive pay gap recorded between BIPOC and white identifying staff.

Overall, 11.2% of our staff identify as BIPOC and, based on the available data, **the overall Ethnicity Pay Gap was -28.6% median and -11.6% mean** compared to -32.8% median and -8.9% mean in 2021. These figures suggest that, of those individuals who submitted their data, the average pay for staff identifying as BIPOC was higher than the average pay for those identifying as white.

EXHIBIT 4: ETHNICITY PAY GAP: BIPOC & WHITE



Finally, as a group, staff identifying as BIPOC were split reasonably evenly (49% vs. 51%) between Director to Grade C roles, and grades D-F. This is encouraging; however, we remain

committed to increasing our support for BIPOC staff, including by offering focused support to enable their upwards progression through every grade in our organisation.

EXHIBIT 5: REPRESENTATION OF BIPOC & WHITE EMPLOYEES BY GRADE – APRIL 2022

Grade	BIPOC	White
Director to Grade C	49.0%	34.9%
D-F	51.0%	65.1%
Total	100%	100%

Disability

62.4% of our staff have shared how they identify with regards to disability. As a consequence, we have now reached a representative sample size and we are able to publicly share our first Disability Pay Gap. Still, the proportion of staff who have not shared their data outweighs the proportion of staff who identify as having a disability. This limits the picture that we have and we are committed to increasing these rates of completion so that we can meaningfully address this gap.

Overall, 10.3% of our staff identify as having a disability and our data shows that **the overall Disability Pay Gap was 8.1% median and 10.1% mean.** This data suggests that the average pay for those identifying with a disability was lower than the average pay for those identifying with no disability. Working hard to decrease this gap will be an important part of our progress towards becoming a Disability Confident Employer (Level 3) in the year ahead.

EXHIBIT 8: DISABILITY PAY GAP: IDENTIFYING WITH & WITH NO DISABILITY – APRIL 2022

Pay gap	
Median	8.1%
Mean	10.1%

Finally, as a group, a greater proportion of those who identify with a disability work within grades D-F than in grades Director to C. As part of our work to increase the completion rate for staff in our equalities form, we will seek to better understand what barriers could be contributing to this gap and collaborate with our disability networks to dismantle those obstacles together.

EXHIBIT 9: REPRESENTATION OF DISABLED EMPLOYEES BY GRADE – APRIL 2022

Grade	IDENTIFYING WITH A DISABILITY	IDENTIFYING WITH NO DISABILITY
Director to C	29.2%	38.5%

D-F	70.8%	61.5%
Total	100%	100%

LGBTQIA+ PAY GAP

59.9% of staff have shared whether they identify as LGBTQIA+. As of this year, included within LGBTQIA+ is the data shared by our transgender and non-binary staff which we are now able to include thanks to increased completion rates on our equalities form. If we were to include transgender and non-binary colleagues in this data last year, our overall rate of completion rate for this group would have fallen to 45.7%. It must be noted that this data is therefore not directly comparable to that published for April 2021.

We remain committed to improving our ability to reflect the diversity of experiences across both sexuality and gender within what is currently grouped under LGBTQIA+. Our focus is particularly on improving completion rates for staff identifying as LGBTQIA+ within grades D-F, which are currently lower than the completion rate for staff in grades Director – C.

Overall, 9.6% of our staff identify as LGBTQIA+ and based on the data we have, **the overall LGBTQIA+ Pay Gap was 13.3% median, 10.8% mean.** We do not recommend comparing these figures with those recorded last year, due to the additional data which we are now able to include (outlined above). 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+. This is concerning and we remain committed to improving the experience and progression of staff identifying as LGBTQIA+ within Oxfam.

EXHIBIT 6: LGBTQIA+ PAY GAP: LGBTQIA+ & HETEROSEXUAL AND CISGENDER – APRIL 2022

Pay gap	
Median	13.3%
Mean	10.8%

Finally, as a group, a greater proportion of our LGBTQIA+ staff work within grades D-F than in grades Director to C. This trend is likely one reason for the pay gap which we currently see. We will work closely with our Pride Network in the year ahead to understand what challenges might limit progression for our LGBTQIA+ colleagues and proactively address these together in order to create a culture at Oxfam in which all our staff can thrive.

EXHIBIT 7: REPRESENTATION OF LGBTQIA+ EMPLOYEES BY GRADE – APRIL 2022

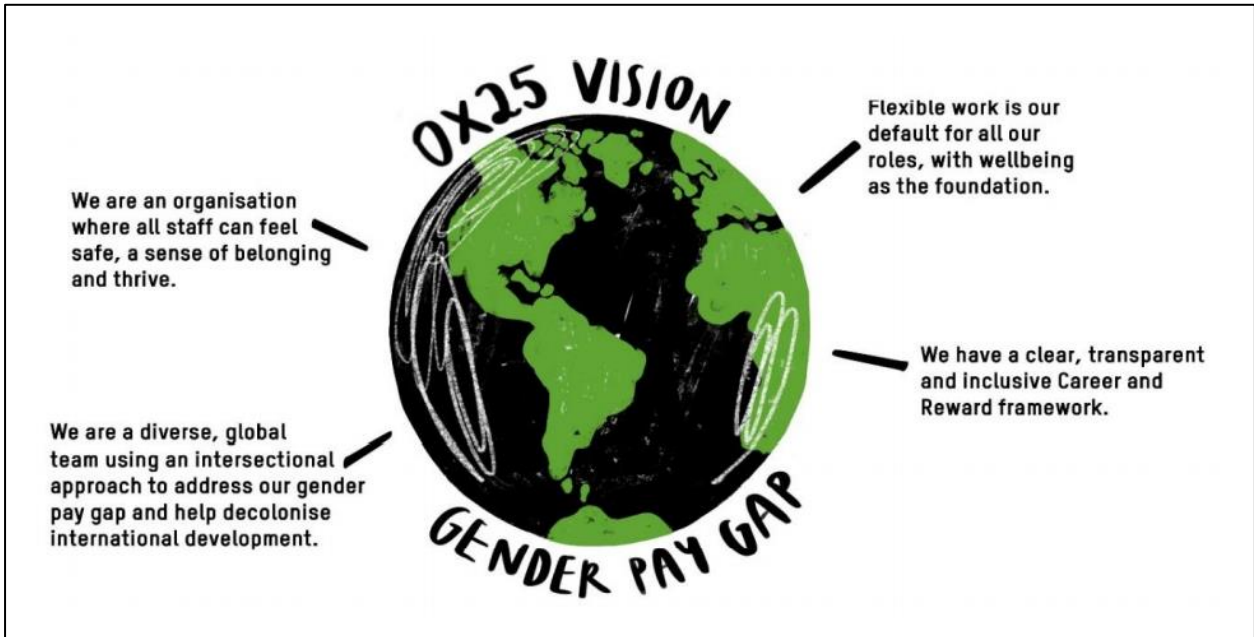
Grade	LGBTQIA+	HETEROSEXUAL AND CISGENDER
Director to C	26.6%	40.2%
D-F	73.4%	59.8%

Total	100%	100%
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7. Our plans and progress

As a continuation of our strategy, we remain committed to our five-year action plan as set out in our 2019 report. This includes raising awareness of how equality data is used and continuing to build trust in the confidentiality of the form to encourage greater completion rates.

Three years ago, we set out [a five-year action plan](#) with four commitment areas to tackle our pay gap and wider inequalities found within our workplace.



This forms part of our Equalities strategy which recognises that systemic and cultural change is key to making Oxfam a more equal, just and inclusive place to work.

Our plan is underpinned by two important principles:

<p><u>CENTERING INTERSECTIONALITY</u></p> <p>At the heart of this plan is an intersectional approach. This means knowing how race overlaps with other parts of someone’s identity to create unique experiences of discrimination and privilege.</p> <p>Intersectionality also informs how we tackle inequalities in the workplace. It can best be summarized by the Combahee</p>	<p><u>EVOLVING AND LEARNING</u></p> <p>The actions we take will evolve as we learn and grow in partnership with others e.g., our staff, partners, allies and as part of the wider development sector.</p> <p>Continuous improvement is deeply embedded in how we collect our equalities data and in how we seek to</p>
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<p>River Collective who state if the most marginalized of us are free, it would mean that everyone else would have to be free since our freedom would necessitate the destruction of all the systems of oppression.</p>	<p>understand reasons for low completion and/or non-disclosure.</p>
<p>We've taken this view since 2019. It's informed through our commitment to racial justice and the lived experience of all marginalised and under-represented staff – ensuring their voices shape the actions we take.</p>	<p>We will continue to work with staff in the year ahead to build trust and confidence in the processes and planning which sit behind this reporting.</p> <p>We will also continue to build and renew our plan and you can see our proposed five-year actions here (p.22 – 29).</p>

COMMITMENT ONE: INTERSECTIONALITY AND ANTI-RACISM

“We are committed to taking an intersectional approach to tackle inequalities in our workplace and to building a diverse, global team, with anti-racism at the heart.”

Since publishing our 2021 report we have:

- **Continued to develop OGB’s Racial Justice Framework (RJF).** The RJF is Oxfam GB’s foundational strategic framing on structural racism and how this shows up across the organisation. The RJF calls on Oxfam to sit in a spirit of discomfort and decentring, take accountability for the legacies of colonial attitudes and sets out a wider plan of action (Racial Justice Action Plan) to be further contextualised and developed by teams working in all Oxfam GB locations. This framework and research has been established and informed by the voices of BIPOC staff across Oxfam. The RJF is based on the fact that our external contributions on anti-racism mean little without deep commitment and action to resolve the issues of racialised and colonial harm entrenched within our own internal structures. We have also now brought our Equalities strategy under review to ensure it is rooted in the Racial Justice framework and further enables internal change to our mindsets, systems, structures and processes.
- **Continued our career coaching offer for and with staff from BIPOC backgrounds and our networks.** This offer recognises and values the talents of BIPOC staff and this year has seen a third cohort of staff take part in the programme.
- **Created more opportunities to learn about Equalities.** Including on trans inclusion, feminist leadership, and anti-racism. Two cohorts of HR staff and three cohorts of leaders have taken part in a deeper anti-racism learning journey, with a fourth cohort of leaders planned for 2023. Those that have undertaken that learning have taken actions including designing key projects with an anti-racist approach, and supporting conversations about race with teams in support of the RJF’s ongoing development.

- **Committed to being a Disability Confident employer**, working with staff to deliver key actions which will enable Oxfam to progress from being 'committed' to becoming 'confident' in our status in this government scheme.²
- **Affirmed our organisational commitment to trans-inclusion** by developing a trans equality policy, which was launched in January 2023 alongside a trans inclusion guide and operational procedures to support transitioning staff and their teams.
- **Seen an increase in our equality data from 76.2% (2021) to 78.7% (2022)**. We continue to work with teams to understand what metrics are important to be shared and how, and have started to review Equalities data as part of our HR metrics with senior managers quarterly.

COMMITMENT TWO: A CLEAR, TRANSPARENT, AND INCLUSIVE CAREER AND TOTAL REWARD FRAMEWORK

"We are committed to building a career and total reward framework which puts our culture, values and feminist leadership at the heart of every job. We want everyone to be able to see how they can grow, thrive and progress in their career at Oxfam GB."

Within this commitment area, we have:

- **Initiated our Radical Talent review** which will provide a road-map to enable our progressive career path frameworks, aligned to our strategic intent to become a safe, feminist and anti-racist organisation. Following this work, a Reward think piece is also taking place to look at our processes and principles in line with our ambition to help staff grow, thrive and progress at Oxfam.
- **Launched the "Affinity Collective"** in recognition of the invaluable work that staff networks bring to Oxfam's culture change, providing a more structured space for network representatives to input into culture change projects which includes greater investment in time and the opportunity for professional development.
- **Continue to support all staff to take part in "Oxfam Citizenship" with dedicated time to actively support our culture change**, whether that's being part of a staff network, learning more about our Equalities work, or helping us deliver our commitments as part of this plan (which is recognised by our performance management process 'Let's Talk').
- **Expanded our Oxfam Trainee Scheme** - an entry-level scheme that brings in talent from diverse and under-represented backgrounds to support career development and progression (paused in 2020 due to Covid-19). Our trainees are recruited from various diverse backgrounds, including gender, ethnicity, sexuality, disability, religion and socio-economic background. Five new trainees have joined us this year with roles based in Impact, Engagement and Equalities teams.

COMMITMENT THREE: FLEXFAM - FLEXIBILITY BY DEFAULT

"We are committed to evolving our culture and practices to enable people to work in the way that is best for them, balancing flexible working and wellbeing considerations with business"

² Disability confident retrieved at: [Disability Confident employer scheme - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/schemes/disability-confident-employer-scheme)

requirements. We will strengthen internal policies and practices, so having caring responsibilities is never a barrier to someone reaching their full potential at Oxfam, while also valuing care and the important role it plays in our societies.”

Within this commitment area so far, we have:

- **Integrated guidance for staff and managers** on Oxfam's flexible by default approach, including adding guidance on recruiting and supporting job shares into our 'Managing People at Oxfam' training programme.
- **Committed to reviewing and strengthening** our internal policies and practice for all types of carers in the year ahead.
- **Embedded Hybrid Working practices** including guidance and tools on new ways of working following Covid-19; in support of talent requirements, wellbeing priorities and organisational needs. We have also launched new ways for staff to stay connected in a hybrid workplace setting, including 'Connect Weeks' where all staff are invited to take time to connect with each other and the work of other teams/divisions.
- **Developed guidance on the menopause for staff, managers and teams** in order to enable colleagues to talk openly about menopause and receive the support they need to thrive in their roles.
- **Created a Strategic Wellbeing role** to review our approach to wellbeing holistically, with a Wellbeing Strategy and plan due to be launched in 2023.

COMMITMENT FOUR: A SAFER OXFAM

“We commit to zero tolerance to inaction on sexual harassment, exploitation, and harassment, enabled by strong processes of reporting, investigation and action.”

You can read the latest “Integrity at Oxfam” progress report [here](#), with actions including:

- **Embedded our safeguarding strategy** after engagement with people across the organisation, which includes a commitment to reparations for survivors.
- **Gained approval for our Survivor Support and Risk Reduction Pilot Project.** The project aims to provide survivors with specialised support and access to funds to help rebuild and repair their lives. The project will generate evidence on what Oxfam can do to better empower survivors to rebuild their lives on their own terms. It will also work with survivors and communities to learn about and address programmatic risks and barriers to reporting.
- **Completed our One Oxfam Survivor Support Guidelines.** The guidelines outline Oxfam's framework to provide a survivor-centred approach to supporting survivors of sexual exploitation, abuse, harassment (SEAH) and child abuse and has been developed based on international safeguarding standards, best practices and feedback from the staff and communities we work with.
- **Continued to enhance access to information and resources.** The Safeguarding Team have created a visual toolkit to support our staff and have been mainstreaming safeguarding across Oxfam through multiple safeguarding working groups.

- **Launched safeguarding focal points.** OGB's UK operations now have a network of safeguarding focal points. SGFP's play a critical role in supporting and mainstreaming safeguarding activities and are linked to the core standards.
- **Published quarterly our Integrity Update for all OGB staff.** The report details the number of cases received, how they are categorised and the actions we have taken, e.g., dismissal, final warning.
- **Enhanced our case management.** All cases are responded to in the first 24 hrs, survivors are offered support, kept up date and provided with information to be able to give informed consent in line with our survivor centred approach. We remain however committed to continued improvement in the recording and managing of safeguarding cases, as we are aware that there is still work to do.
- **Improved our training on the impact of SEAH on the survivor** and around how our response should be survivor centred. For example, we look at how SEAH and misconduct are manifestations of power inequalities and seek to embed an intersectional safeguarding approach in our culture and in everything we do.

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