

# OXFAM GB GENDER PAY GAP REPORT

For 5th April 2023



**OXFAM**

## Contents

Driving equality and inclusion at Oxfam	3
What is the Gender Pay Gap?	4
Our Gender Pay Gap on a page	5
<b>The headlines from 2023</b>	
Gender Pay Gap	6
Disability Pay Gap	7
Ethnicity Pay Gap	8
LGBTQIA+ Pay Gap	9
Addressing our pay gaps	10
Glossary	11

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,

**Aleema Shivji**

Interim Chief Executive Officer, Oxfam GB



**Joyce Idoniboye**

Chief People Officer, Oxfam GB



## Driving equality and inclusion at Oxfam

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

This report sets out encouraging evidence that we are making significant systemic and cultural changes at Oxfam GB that are having a positive impact on our gender pay gap and we are excited to continue embedding this important work through developing and launching a new People and Culture strategy across the organisation in the coming months.



At Oxfam we fundamentally understand that inequality and poverty are intrinsically linked, and it is vital for us to have equality and inclusion at the heart of everything that we do as an organisation and that is why we are committed to reporting additional data on our Ethnicity, Disability and LGBTQIA+ pay gaps in this report. We are also committed to taking an intersectional approach to understanding and acknowledging different and overlapping forms of identities, privilege, and disadvantage, to be able to better support our colleagues to thrive in their place of work.

### **What our data tells us:**

- Our median gender pay gap is now 1.6% improving on last years' gap of 2.2% and our mean gender pay gap is now 3.5%, an improvement on last year's 5.3%. This marks 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 74.3% of our colleagues, our ethnicity pay gap is -24.7% median and -12.4% mean, a reduction on last years' gap of -28.6% median and -11.6% mean.
- Based on the data shared by 63.9 % of our colleagues, our disability pay gap is 5.1% median and 10.0 % mean, improving on last years' gap of 8.1% median and 10.1% mean.
- Based on the data shared by 60.6 % of our colleagues our LGBTQIA+ pay gap is 8.7% median and 12.9% mean, in comparison to last years' gap of 13.3% median and 10.8% mean.

On a more personal note, I am proud to work in an organisation which has such high representation of women in leadership positions with 74.3% of leadership roles being occupied by women compared to 65.7% in our previous report. This is important as it means we have a representative number of women in leadership roles compared with the overall number of men and women who work at Oxfam, which is 32.3% and 67.7% respectively.

This report continues to have a vital influence over our work within the organisation around equality, inclusion, and culture as we strive to become a safe, feminist, and anti-racist organisation.

**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. 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 2.2% pay gap, average salary for a female employee is 97.8% of the average salary of a male employee.

Gender Pay Gap regulations require us to identify our colleagues based on legal sex (as per this report). However, 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 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>

### Bonuses are not part of Oxfam GB Reward

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

## Our Gender Pay Gap on a page

Note, the number of female senior leaders included above reflects the same grouping of international and domestic colleagues used in our 2022 reporting to allow multi-year comparison.

# OXFAM GB GENDER PAY GAP

## 5 APRIL 2023

# 1.6% MEDIAN 3.5% MEAN

Improvement on 2022 (median 2.2% and mean 5.3%).



Overall breakdown of males and females employed by Oxfam.



From April 2022 – April 2023, the ratio of females to males occupying leadership rose from 65.7% to 74.3%

## PROPORTION OF MALES & FEMALES IN EACH PAY QUARTILE.

Upper Quartile

36.4% MALES

63.6% FEMALES

Upper Middle Quartile

31.4% MALES

68.6% FEMALES

Lower Middle Quartile

30.9% MALES

69.1% FEMALES

Lower Quartile

30.7% MALES

69.3% FEMALES

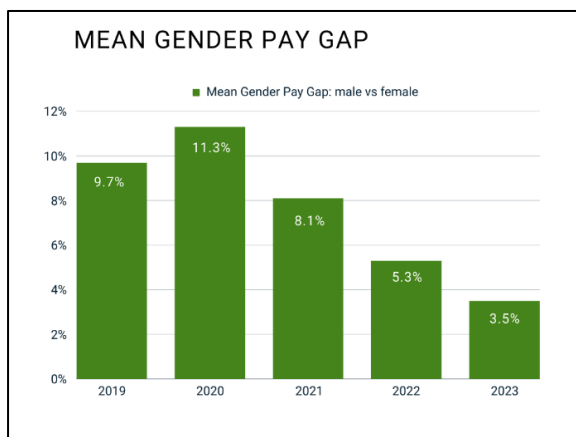
## The headlines from 2023

### Gender Pay Gap

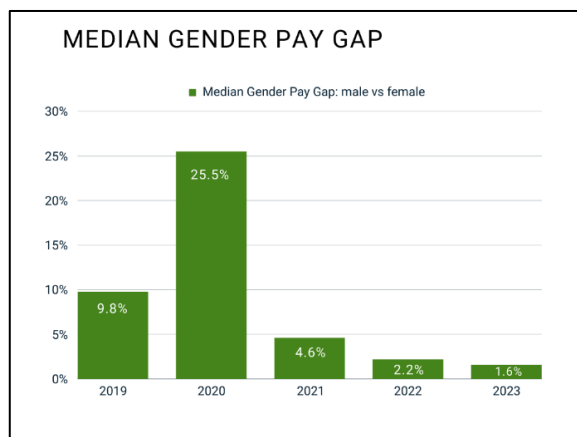
The gender pay gap for 2023 was 1.6% median and 3.5% mean in comparison to 2.2% median and 5.3% mean in 2022.

Please note: Apart from in 2020, when our figures were affected by our participation in the Coronavirus job retention scheme, the graphs below show that our pay gap has narrowed significantly year on year.

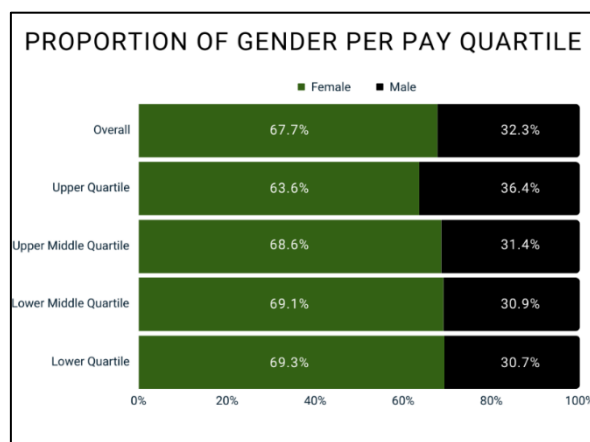
Across both 2020 and 2021, our gender pay gap reporting was impacted by the regulatory requirement to exclude employees who were on reduced pay due to leave, including furlough and parental leave. This meant that, in 2021, 54% of our employees who are normally in scope of gender pay gap reporting were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



Graph 1: Mean Gender Pay Gap, 2019 - 2023



Graph 2: Median Gender Pay Gap, 2019 - 2023

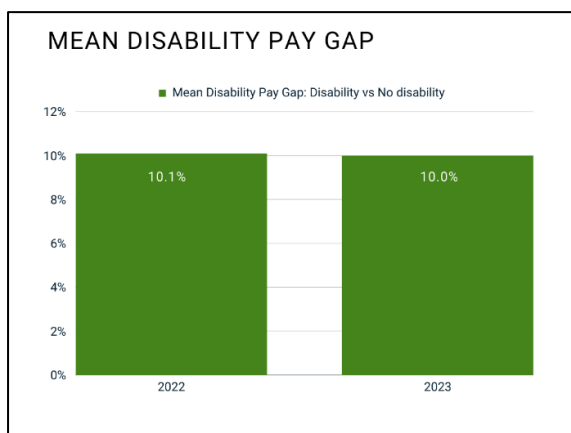


Graph 3: Proportion of Gender per Pay Quartile 2023

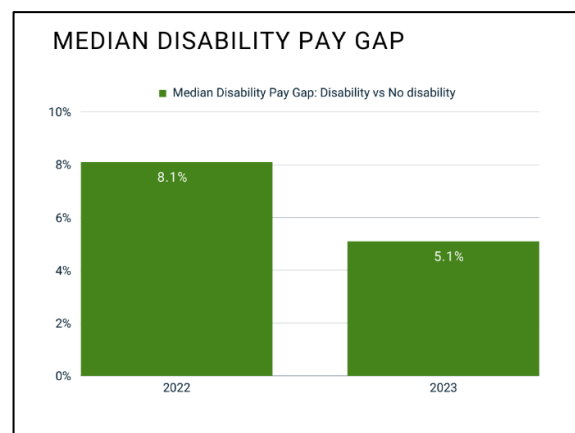
## Disability Pay Gap

63.9% of our colleagues have shared how they identify with regards to disability. However, 36.1% 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.

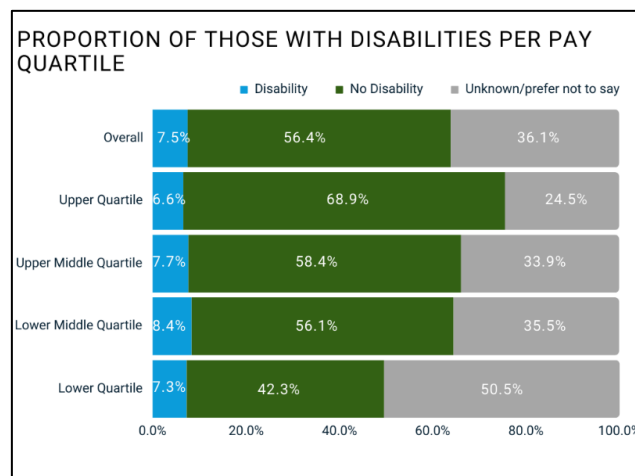
Overall, 7.5% of our colleagues identify as having a disability (10.3% in 2022) and based on the available data, **the overall Disability pay gap was 5.1% median and 10.0% mean** compared to 8.1% median and 10.1% mean in 2022. This data suggests that the average pay for those identifying with a disability was lower than the average pay for those identifying with no disability.



Graph 1: Mean Disability Pay Gap, 2022 - 2023



Graph 2: Median Disability Pay Gap, 2022 – 2023



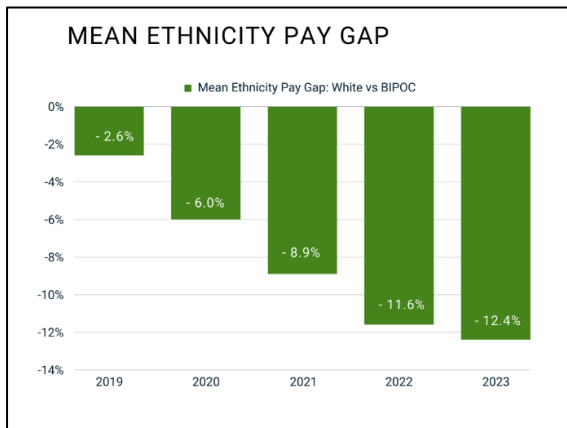
Graph 3: Proportion of those with Disabilities per Pay Quartiles 2023

## Ethnicity Pay Gap

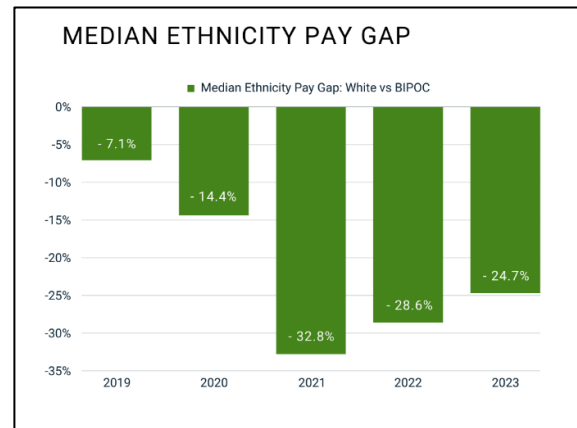
**74.3% of staff shared their ethnicity data (76.1% for 2022).** However, it is important to note that due to the 25.7% of colleagues for whom we have no ethnicity data, the trends and patterns shared below cannot be seen as conclusive.

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 BIPOC\* colleagues overall, this may be driving a skew in the pay gap recorded between BIPOC and white identifying colleagues.

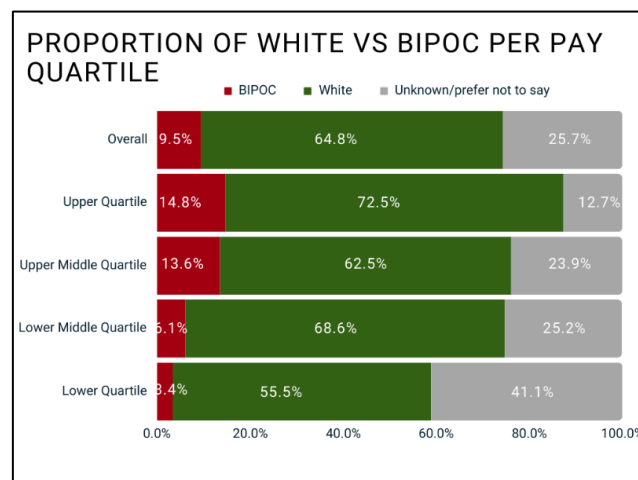
Overall, 9.5% of our colleagues identify as BIPOC (11.2% in 2022) and based on the available data, **the overall Ethnicity pay gap was -24.7% median and -12.4% mean** compared to -28.6% median and -11.6% mean in 2022. This suggests that the average pay for the group who submitted their data and identified as BIPOC was higher than the average pay for those who submitted their data and identified as white.



Graph 1: Mean Ethnicity Pay Gap, 2019 - 2023



Graph 2: Median Ethnicity Pay Gap, 2019 - 2023



Graph 3: Ethnicity per Pay Quartiles 2023

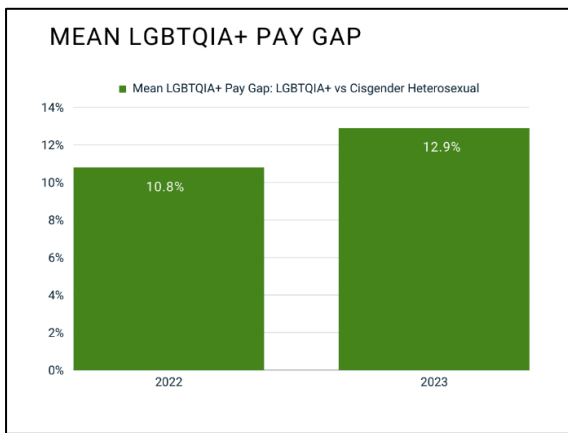
\*BIPOC Black, Indigenous and People of Colour



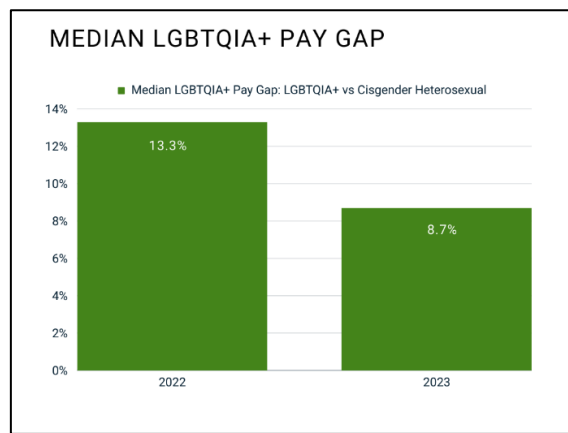
## LGBTQIA+ Pay Gap

60.6% (59.9% in 2022) of colleagues have shared whether they identify as LGBTQIA+. However, the proportion of colleagues who have not shared their data outweighs the proportion of colleagues who identify as LGBTQIA+, therefore the trends and patterns shared below cannot be seen as conclusive.

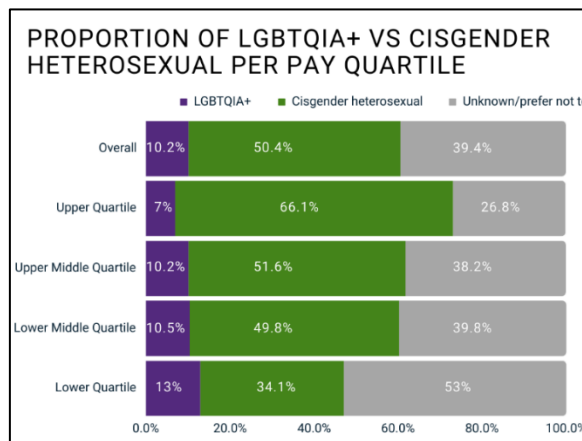
Overall, 10.2% of our colleagues identify as LGBTQIA+ (9.6% in 2022) and based on the data we have, the overall **LGBTQIA+ pay gap was 8.7% median and 12.9% mean** in comparison to 13.3% median and 10.8% mean in 2022. Taken together, this data suggests that the average pay for those identifying as LGBTQIA+ was lower than the average pay for those not identifying as LGBTQIA+.



Graph 1: Mean LGBTQIA+ Pay Gap, 2022 - 2023



Graph 2: Median LGBTQIA+ Pay Gap, 2022 - 2023



Graph 3: LGBTQIA+ per Pay Quartiles 2023

## Addressing our pay gaps

Embracing diverse backgrounds, creating a culture of inclusion and valuing everyone equally has been central to our focus on people activities in 2023. Our equalities team have been enablers of equalities work and how our colleagues experience diversity within the organisation.

We launched several policies, including our Trans Inclusion Policy and Guidance, and our Resolution Policy, designed to take a far more inclusive approach and proactive stance on reasonable adjustments and protected characteristics. We extended our equalities training, running workshops in areas such as Exploring Intersectionality, Trans Awareness, Anti-racism learning pathways including learning programmes dedicated to leaders, and Microaggressions training. We also integrated equalities principles within our Retail Area Manager development. We have continued to embed feminist leadership within the organisation through Feminist Leadership Programme, and our Feminist Leadership of Managers training, which is now part of our core learning offer, available to all colleagues. Over 60% of our leaders participated in Feminist Leadership Action Learning between July and Nov 2023.

Recognising the need to invest strategically in cultivating a more inclusive, equal and fair colleague experience, where everyone feels valued and respected, our HR function is transforming into a new People and Culture Division. Building on findings from our reviews in the last year (e.g. talent and reward reviews) and insights from pulse surveys, a key priority for the new People and Culture Division will be enabling an inspiring and engaging culture in line with Oxfam's values. This will elevate our ability to attract, retain and develop colleagues who share our vision and values.

Our five-year action plan will now evolve into our People and Culture Strategy, reflecting our priority to create a culture of belonging through a renewed focus on our colleague experience, engagement and behaviours, while our revived industrial relations strategy will concentrate on other aspects such as employee voice. This crucial work will underpin the foundations for further initiatives across all intersectionality within our workforce and wider community. 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 the above 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.

**BIPOC (Black, Indigenous and People of Colour)** – BIPOC stands for Black, Indigenous and People of Colour. We use this term to recognize the international scope of Oxfam's work, and how Indigenous communities worldwide are affected by racism and legacies of colonialism.

**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** – 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.

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

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