

OXFAM GB GENDER PAY GAP REPORT

5 APRIL 2024



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 fundamentally understand that inequality and poverty are intrinsically linked, and we believe that if we are to stay dedicated to our mission of ending poverty, then Oxfam must be an organisation for everyone. Our colleagues, volunteers, partners, and people we support must be enabled to be their authentic selves regardless of their race, gender, or sexuality – or any of these combined.



It is vital for us to centre equality and inclusion in everything we do starting from inside our organisation. This is why we are committed to sharing data on our ethnicity, disability and LGBTQIA+ pay gaps in this report, in addition to the statutory obligation to share data on our gender pay gap.

This report marks our 8th gender pay gap report and my second as Chief People Officer. I am pleased with the progress we have made as outlined in this report that support us with our ambitions to become a safe, feminist, and anti-racist organisation.

What our data tells us:

- Our median gender pay gap is now 1.5% compared to last year's gap of 1.6% and our mean gender pay gap is now 3.1%, compared to last year's 3.5%. 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 67.6% of our colleagues, our ethnicity pay gap is -25.3% median and -10.4% mean, in comparison to last year's gap of -24.7% median and 12.4% mean.
- Based on the data shared by 59.1% of our colleagues, our disability pay gap is 3.1% median and 7.3 % mean, improving on last year's gap of 5.1% median and 10% mean.
- Based on the data shared by 56.3 % of our colleagues our LGBTQIA+ pay gap is 6.7% median and 9.2% mean, in comparison to last year's gap of 8.7% median and 12.9% mean.

Along with the progress that is set out in this report, some of my personal highlights from the last year have been our [TV Advert](#) that centres our commitment to justice and solidarity through our brand messaging and enables us to call out the inequalities that fuel poverty. I also enjoyed joining colleagues for events that celebrated International Women's Day, Eid, Pride Month and Black History Month. On the reporting date we were also an all-female Senior Leadership Team.

I am looking forward to working with colleagues from across the organisation, to continue the progress we have made so far.

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 2.2% pay gap, average salary for a female employee is 97.8% 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>Mean: 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>Mean Pay Gap: 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>Median: The middle value of a list of numbers.</p> <p>Median Pay Gap: 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 and therefore Bonus Pay Gap information has not been provided in previous reports. This year, however, Oxfam paid three non-consolidated payments to eligible employees in recognition of the cost of living, which have been reported as bonus for the purposes of Gender Pay Gap reporting.

Gender Pay Gap 2024

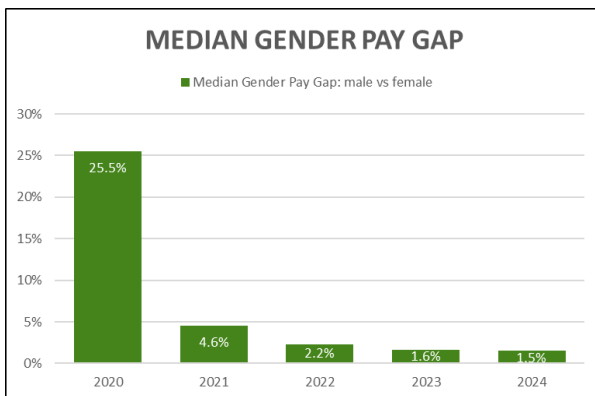
1.5% MEDIAN and 3.1% MEAN

compared to 1.6% median and 3.5% mean in 2023.

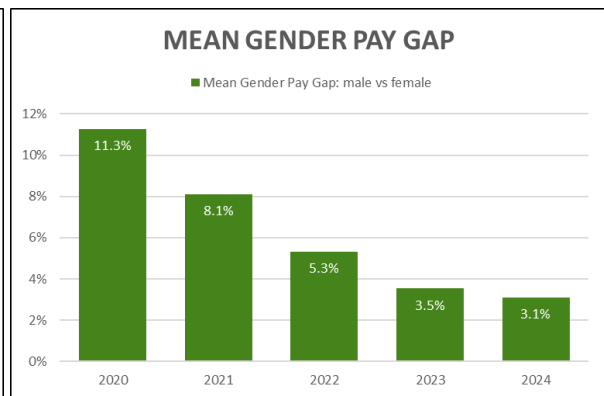
The graphs below show that our pay gap has narrowed year on year.

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.

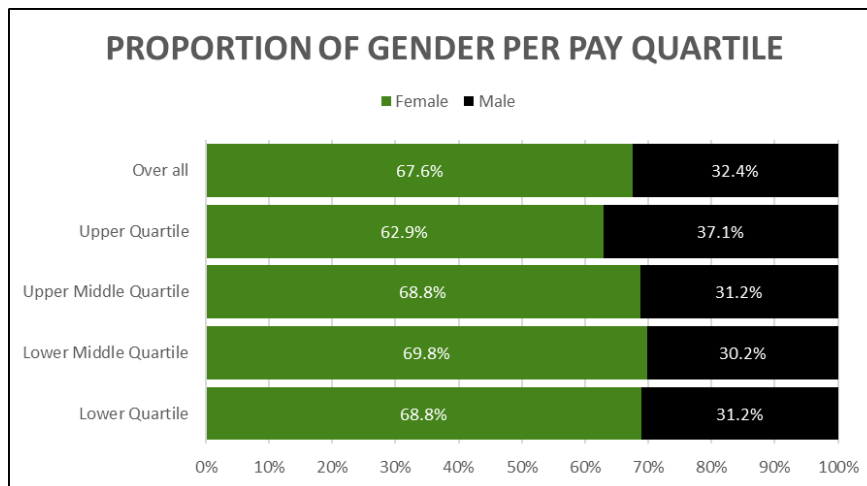
This year, our gender pay gap figures have been impacted by lump sum non-consolidated payments made to eligible staff in April 2024. The effect on the pay gap figures is modest (if lump sum non-consolidated payments were excluded, the median pay gap would be 1.6% and the mean pay gap would be 3.4%).



Graph 1: Median Gender Pay Gap, 2020– 2024



Graph 2: Mean Gender Pay Gap, 2020 - 2024



Graph 3: Proportion of Gender per Pay Quartile 2024

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.

Oxfam GB’s bonus pay gap 2024 figures are below:

% received a bonus

	% received bonus
Male	81.9%
Female	82.6%

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

	Bonus Gender Pay gap
median	7.4%
mean	9.9%

Full time equivalent Bonus payment (adjusted to take account of part-time hours)

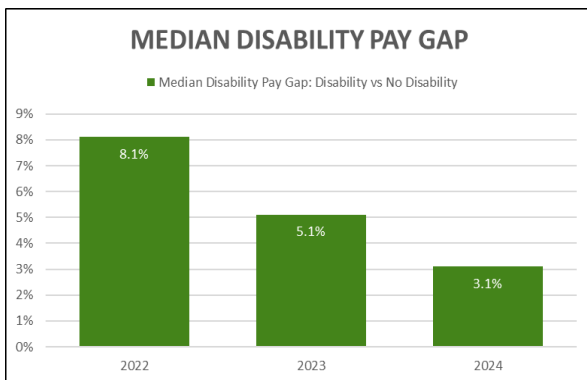
	Bonus Gender Pay gap
median	0.0%
mean	2.6%

Disability Pay Gap

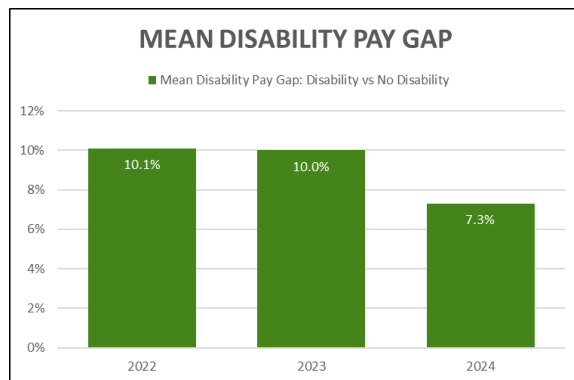
59.1% of our colleagues have shared how they identify with regards to disability (63.9% in 2023). However, 40.9% of staff have chosen not to share their data at this time. Looking at the percentage completion, it is worth noting that the trends and patterns shared below cannot be seen as conclusive.

Overall, 7.0% of our colleagues identify as having a disability (7.5% in 2023) and based on the available data, **the overall Disability pay gap was 3.1% median and 7.3% mean** compared to 5.1% median and 10.0% mean in 2023. 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.

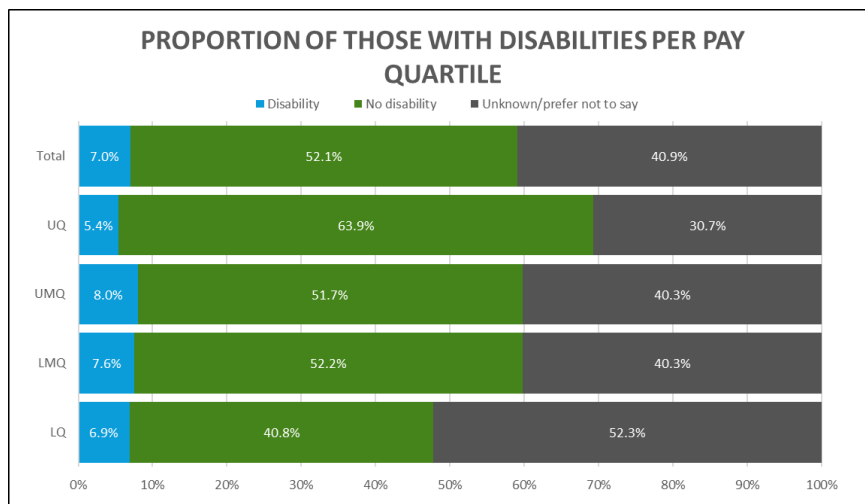
This year’s disability pay gap figures have been impacted by the inclusion in the hourly rates of lump sum payments made to eligible staff in April 2024. If lump sum payments were excluded the median pay gap would be 4.8% and the mean pay gap would be 8.7%.



Graph 1: Median Disability Pay Gap, 2022 – 2024



Graph 2: Mean Disability Pay Gap, 2022 – 2024



Graph 3: Proportion of those with Disabilities per Pay Quartiles 2024

Ethnicity Pay Gap

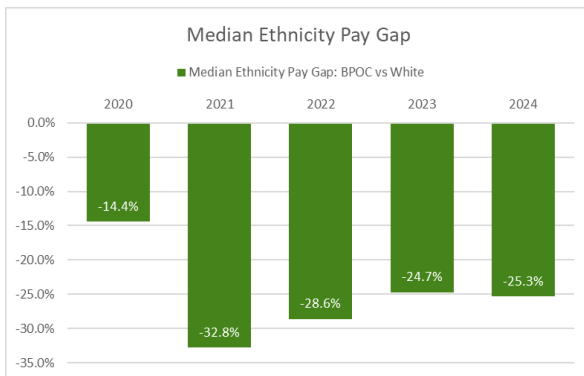
67.6% of staff shared their ethnicity data (74.3% for 2023). However, it is important to note that due to the 32.4% of colleagues for whom we have no ethnicity data, the trends and patterns shared below cannot be seen as conclusive.

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.

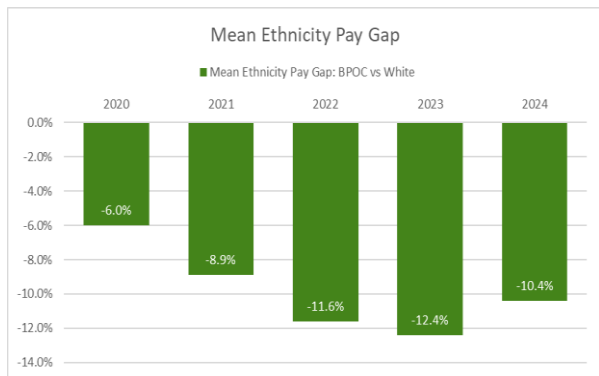
Additionally, a larger proportion of colleagues in our top two pay quartiles chose to share their ethnicity data, compared to staff in lower pay quartiles. Set within the context of lower numbers of BPOC* colleagues overall, this may be driving a skew in the pay gap recorded between BPOC and white identifying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

Overall, 9.3% of our colleagues identify as BPOC (9.5% in 2023) and based on the available data, **the overall Ethnicity pay gap was -25.3% median and -10.4% mean** compared to -24.7% median and -12.4% mean in 2023. 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.

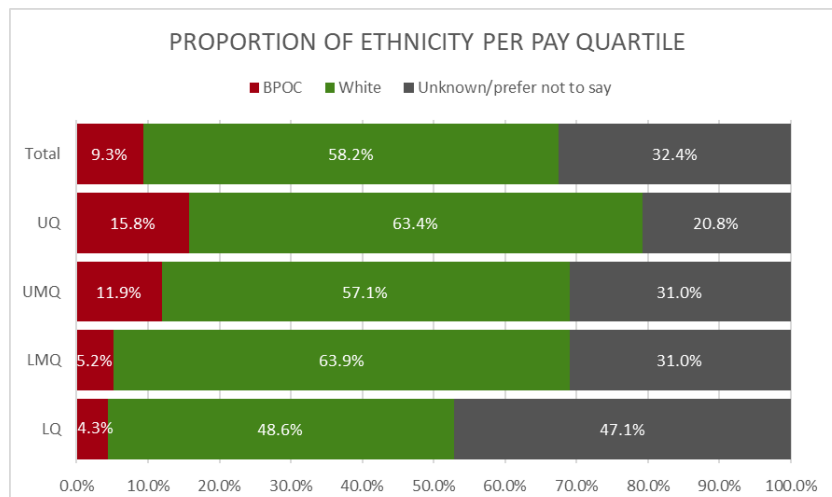
This year's ethnicity pay gap figures have been impacted by the inclusion in the hourly rates of lump sum payments made to eligible staff in April 2024. If lump sum payments were excluded the median pay gap would be -35% and the mean pay gap would be -14.2%.



Graph 1: Median Ethnicity Pay Gap, 2019 – 2024



Graph 2: Mean Ethnicity Pay Gap, 2019 - 2024



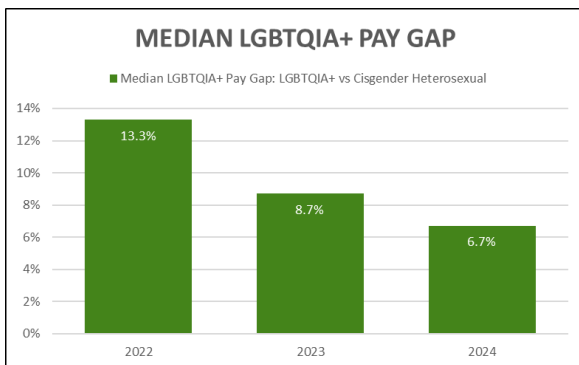
Graph 3: Ethnicity per Pay Quartiles 2024

LGBTQIA+ Pay Gap

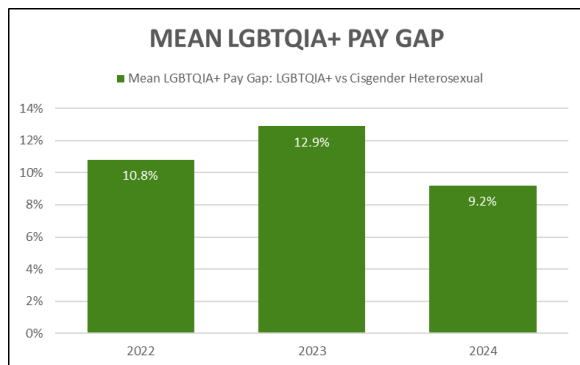
56.3% (60.6% in 2023) of colleagues have shared whether they identify as LGBTQIA+. However, it is important to note that as 43.7% of colleagues have not shared their data, the trends and patterns shared below cannot be seen as conclusive.

Overall, 9.6% of our colleagues identify as LGBTQIA+ (10.2% in 2022) and based on the data we have, the overall **LGBTQIA+ pay gap was 6.7% median and 9.2% mean** in comparison to 8.7% median and 12.9% mean in 2023. 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+.

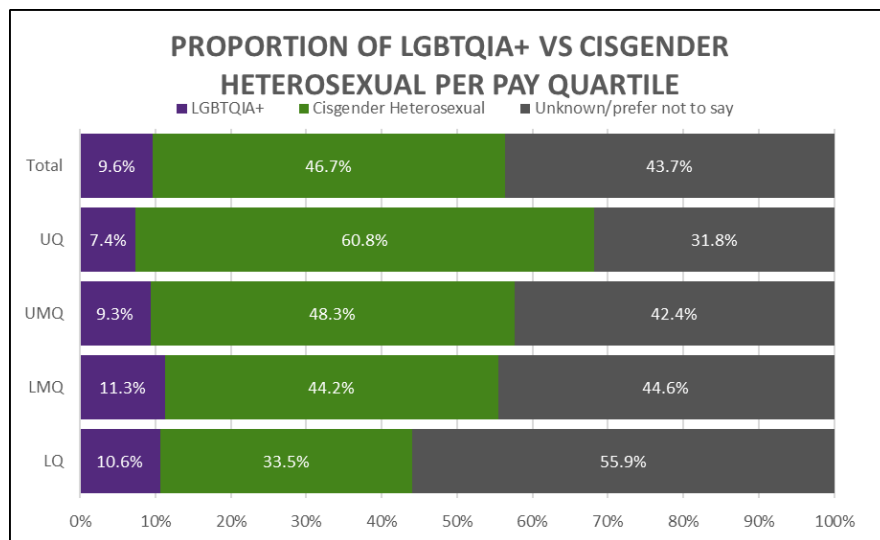
This year's LGBTQIA+ pay gap figures have been impacted by the inclusion in the hourly rates of lump sum payments made to eligible staff in April 2024. If lump sum payments were excluded the median pay gap would be 8.7% and the mean pay gap would be 12.6%.



Graph 1: Median LGBTQIA+ Pay Gap, 2022 – 2024



Graph 2: Mean LGBTQIA+ Pay Gap, 2022 - 2024



Graph 3: LGBTQIA+ per Pay Quartiles 2024

Addressing our pay gaps.

We are committed to closing pay gaps across gender, race, disability and LGBTQIA+. By taking more meaningful data and insight driven action, we are continuing to make Oxfam a fairer and more inclusive workplace.

Breaking barriers.

From assessing and educating our teams on microaggressions, to holding listening sessions and using data to identify trends in equality and inclusion, we actively listen to the lived experiences of colleagues to drive meaningful change and remove hidden obstacles to inclusion.

Learning for lasting change.

Many of our learning initiatives embed anti racism, feminist leadership, intersectionality and allyship into everyday language and practice. We encourage all colleagues to embrace their feminist leadership and to be an integral part of driving inclusion.

Supported returns, stronger careers.

We continue to support colleagues returning to work after long absences with collated resources and advice, in planning for long-term leave, returning after leave, and for people-managers supporting colleagues on leave. This sits alongside other resources, learning offers, and support from our Staff Health team and employee assistance programmes, to support a return to work.

Inclusion Without Limits.

We have renewed our Disability Confident Status and are committed to ensuring we continually meet the criteria to be a Disability Confident Employer. Resources such as the Accessibility & Wellbeing Agreement enable people-managers to hold conversations about supporting their colleagues and promote an inclusive workplace culture for disabled and neurodiverse people. The Disability Inclusion Network exists to provide peer support and connection for disabled colleagues and colleagues who are parents or carers of disabled people, and the network is sponsored by a Senior Leadership Team member.

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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