

OXFORD INTERNATIONAL EDUCATION GROUP GENDER PAY GAP REPORT 2017

Introduction

In April 2017, the Government introduced Gender Pay Gap legislation which required all employers of 250 or more employees to report on its gender pay gap in a number of different ways: the mean and median gender pay gap; the mean and median gender bonus gap; the proportion of men and women who received a bonus, and the number of men and women according to quartile pay bands.

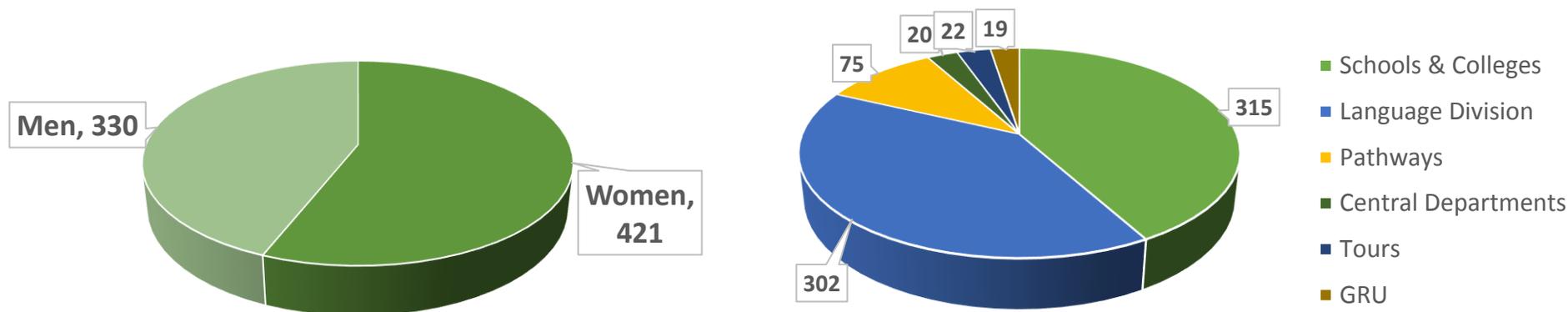
The gender pay gap report shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male employees and that of female employees. The median gender pay gap is the difference between the median hourly rate of pay of male employees and that of female employees.

The gender pay gap should not be confused with equal pay. Equal pay is about differences in the actual earnings of men and women doing the same work. Equal pay is a legal obligation: salaries should not be influenced by gender but wholly determined skills, aptitude and ability to do the job.

The figures that are reported are based on the 'snapshot date' of April 5th 2017.

The 'demographics' at Oxford International Education Group

751 EMPLOYEES

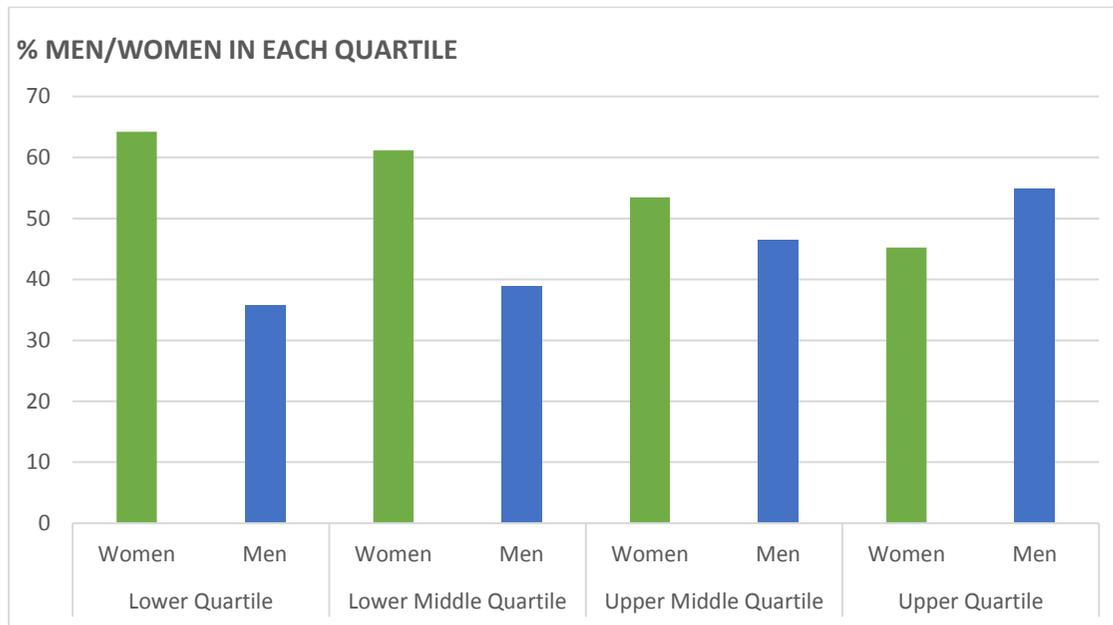


What is our gender pay gap at Oxford International Education Group?

The information presented below shows our overall median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April 2017.

Mean pay difference between men and women: <i>the difference in average hourly rates of pay that men and women receive, giving an overall indication of the gender pay gap</i>	16.6%
Median pay difference between men and women: <i>the difference between the midpoint of the ranges of hourly pay for men and women determined by ordering the rates of pay from highest to lowest and comparing the middle value</i>	22.2%
Mean difference in bonuses between men and women: <i>the difference in average bonus pay that men and women receive</i>	40.1%
Median difference in bonuses between men and women: <i>the difference in the midpoints of the ranges of bonus pay received by men and women</i>	49.5%
Proportion of men receiving bonuses	4.7%
Proportion of women receiving bonuses	2%

Gender pay gap reporting requires us to divide the workforce into 4 pay quartiles and determine the percentage of men and women in each quartile. The table below show the proportion of men and women in each band.



Why do we have a gender pay gap at Oxford International?

Oxford International recognises that a gender pay gap exists. This can be explained by the predominance of women in the 2 lower pay quartiles and the greater number of men in the upper quartile.

The significant difference in bonus payments is attributable to the predominance of men in senior sales roles and it is in sales that bonuses were paid at the snapshot date.

Our commitment to closing the gender pay gap

Since the snapshot date Oxford International has recruited a number women into senior posts in the organisation. While these hires have not been made in a conscious effort to reduce the gender pay gap, it is anticipated that the next report will show a decrease. More importantly, it demonstrates the Group's approach to recruitment, which is to hire the best person for the job regardless of gender or any other factor covered by the Equality Act.

This in turn reflects our commitment to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability, and as such, will attempt to reduce the gender pay gap by:

- Continuing to focus on ensuring that there is no bias in the hiring, development and promotion of employees based on gender; and
- Reviewing our pay and reward systems to ensure a considered approach across the Group and which takes into account the gender pay gap

Robin Fry
Group HR Director