

OXFORD INTERNATIONAL EDUCATION 1 LTD AND OXFORD INTERNATIONAL EDUCATION AND TRAVEL LTD GENDER PAY GAP REPORTS 2018

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 figures that are reported are based on the 'snapshot date' of April 5th 2018.

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 organisation is committed 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, continues to review its pay and reward policies to ensure that they are consistent with these principles.

Oxford International Education 1 Ltd, also known as 'Oxford International Education Group' comprises a range of education establishments delivering English language, university pathways, educational tours and A' Level and GCSE programmes for domestic and international students. It also includes executive, head office and operational support functions to its operating divisions.

We are also required to report on Oxford International Education and Travel Ltd. This company provides the same services as Oxford International Education 1 Ltd but does not include the educational tours nor the A-Level and GCSE programmes.

What is our gender pay gap at Oxford International Education 1 Ltd?

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 5th April 2018, and bonuses paid in the year to 5th April 2018.

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>	11.5%
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>	14.6%
Mean difference in bonuses between men and women: <i>the difference in average bonus pay that men and women receive</i>	25.6%
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>	25.0%
Proportion of men receiving bonuses	3.9%
Proportion of women receiving bonuses	4.2%

Table 1: Gender pay gap Oxford International Education 1 Ltd

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. Table 2 below shows the proportion of men and women in each band.

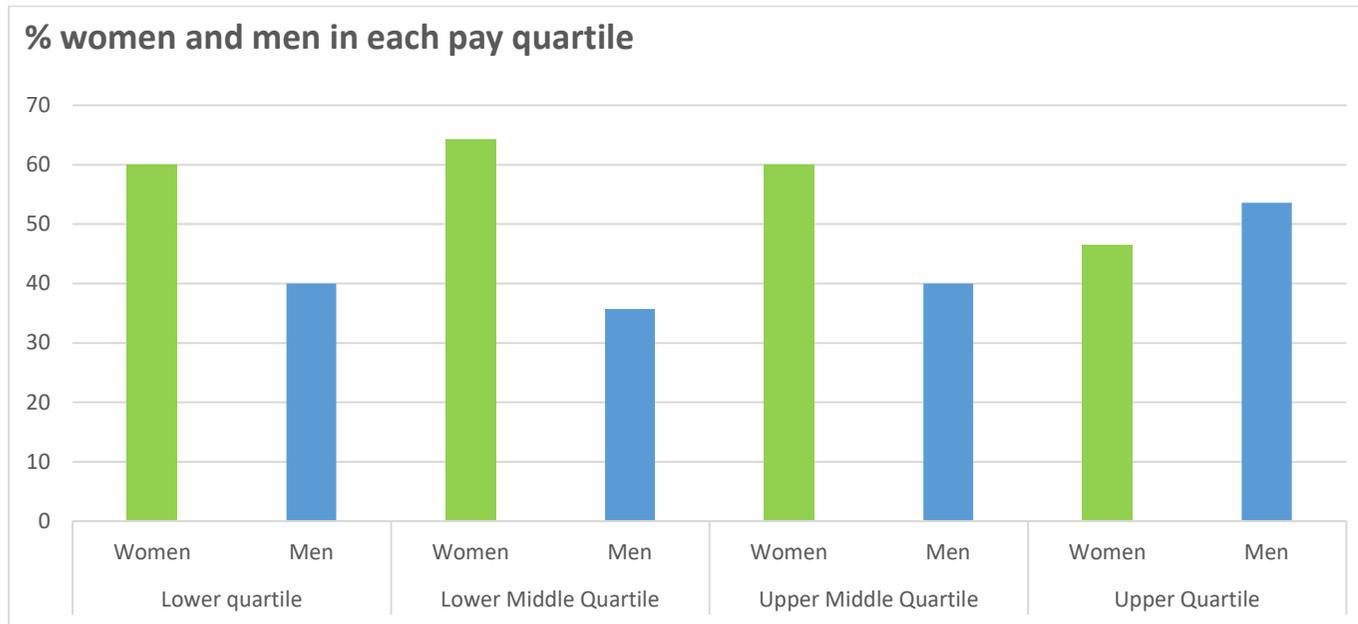


Table 2: Pay quartiles Oxford International Education 1 Ltd

OXFORD INTERNATIONAL EDUCATION AND TRAVEL LTD

What is our gender pay gap at Oxford International Education and Travel Ltd?

Table 3 shows our overall median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5th April 2018, and bonuses paid in the year to 5th April 2018.

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>	11.7%
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>	12.0%
Mean difference in bonuses between men and women: <i>the difference in average bonus pay that men and women receive</i>	-14.9%
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>	25.0%
Proportion of men receiving bonuses	4.7%
Proportion of women receiving bonuses	4.8%

Table 3: Gender pay gap Oxford International Education and Travel Ltd

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. Table 4 shows the proportion of men and women in each band.

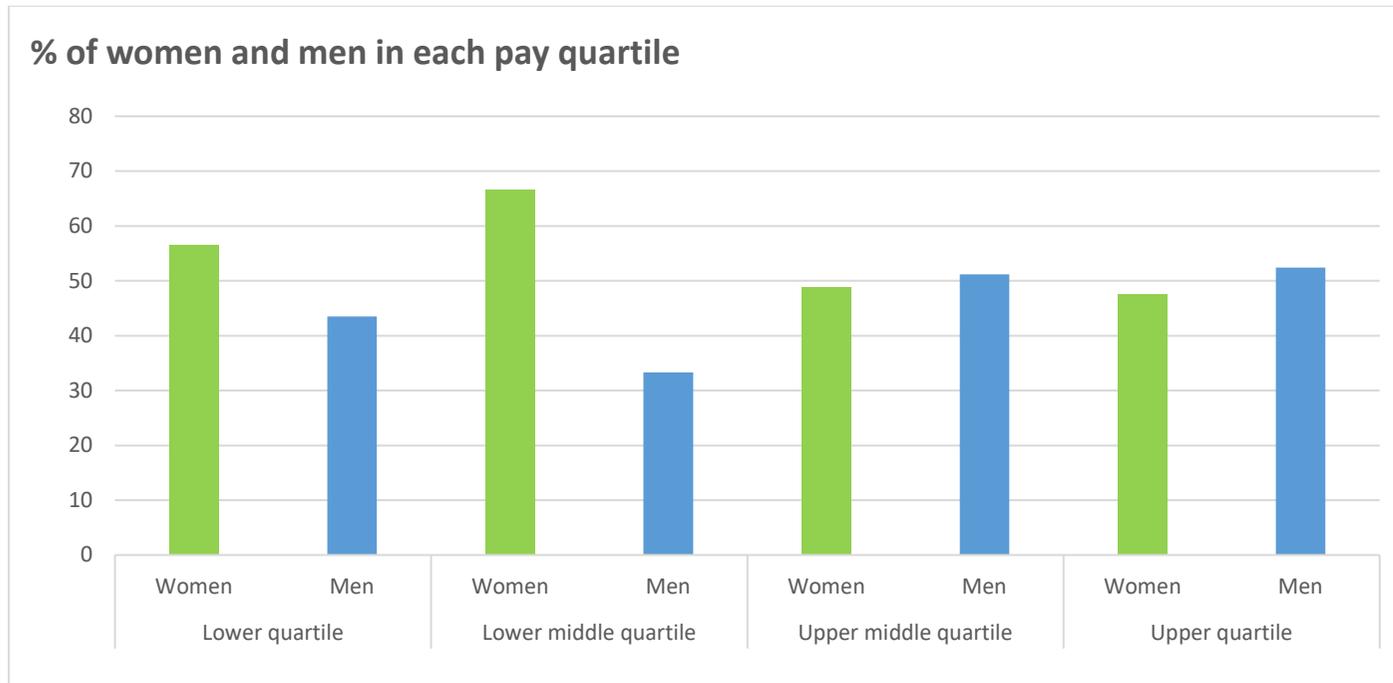


Table 4: Pay quartiles Oxford International Education Group Ltd

Closing the gender pay gap at Oxford International Education Group

Table 5 below shows that in each of the reporting metrics Oxford International has made progress towards closing its gender pay gap across the Group. The most significant improvement is in bonuses where there is almost parity in the proportion of men and women receiving bonuses. The median bonus in bonus payments has been reduced by nearly 50%. The mean difference in bonus payments shows women being paid approximately 14% more than men at Oxford International Education Group Ltd.

Mean differences in pay have decreased by circa 30% and 40%, respectively at Oxford International Education 1 Ltd and Oxford International Education Group Ltd. Median pay differences have decreased by 33% and 12%, respectively.

Table 5: Comparison of gender pay gap between 2017 and 2018 at Oxford International

Gender pay gap metric	Oxford International Education 1 Ltd		Oxford International Education Group Ltd	
	2017	2018	2017	2018
Mean pay difference between men and women	16.6%	11.5%	19.7%	11.7%
Median pay difference between men and women	22.2%	14.6%	13.6%	12.0%
Mean difference in bonuses between men and women	40.1%	25.6%	40.1%	-14.9%
Median difference in bonuses between men and women	49.5%	25.0%	49.5%	25.0%
Proportion of men receiving bonuses	4.7%	3.9%	6.3%	4.7%
Proportion of women receiving bonuses	2.0%	4.2%	2.8%	4.8%

We have therefore made good on our commitment, made in 2018 when we published our first gender pay gap report, to start closing our gender pay gap. Nonetheless we recognise that a gender pay gap remains at Oxford International and despite the significant progress made we cannot be complacent. We will therefore continue to:

- Focus on ensuring that there is no bias in the hiring, development and promotion of employees based on gender or any other factor covered by the Equality Act; and
- Review our pay and reward systems to ensure that they are equitable and recognise outstanding performance based on criteria that are transparent and measurable.

Robin Fry

Group HR Director, Oxford International Education Group