



International Baccalaureate®
Baccalauréat International
Bachillerato Internacional

April 2023 UK Gender Pay Gap Report

Introduction



At the International Baccalaureate Organization (IB), our dedication to cultivating a diverse, fair, and inclusive environment remains steadfast, ensuring every individual has the opportunity to excel and realise their full potential.

In compliance with UK gender pay gap reporting regulations, we analyse the mean and median differences in earnings between men and women at International Baccalaureate UK, regardless of their roles, using data as of 5 April 2023. Additionally, we scrutinise the gender bonus gap, which assesses differences in incentive pay received by men and women in the preceding 12 months.

Proudly, our gender ratio underscores our ability to consistently attract talented women, with 61% of our UK workforce being female, and 39% male. Our data reveals that our 2023 mean gender pay gap has reduced by 0.8%, now standing at 8.1%, although the median gender pay gap has slightly increased by 1.5% to 14%. Our analysis across pay quartiles reveals a higher proportion of females in all quartiles, however the highest proportion of males are in the upper middle and upper quartiles. The gender makeup of our workforce continues to significantly influence our gender pay gap, with both mean and median figures favouring males.

We remain dedicated to comprehensively understanding the root causes behind our gender pay gap. Through a data-driven approach and deeper insights, we will formulate strategies and prioritise actions to drive positive change in the years ahead.

Throughout the reporting period, 75% of men and 84% of women received bonuses. Our mean gender bonus gap has significantly decreased from 15.7% to -4.8%, and our median gender bonus gap has decreased from 10.1% to -10.4%. Therefore, both the mean and median bonus gaps are favourable to women. Notably, this reduction can be attributed to a one-time bonus payment issued to the majority of our employees in April 2022. Furthermore, during the reporting period, we observed an increase in the number of women receiving higher value anniversary awards due to length of service.

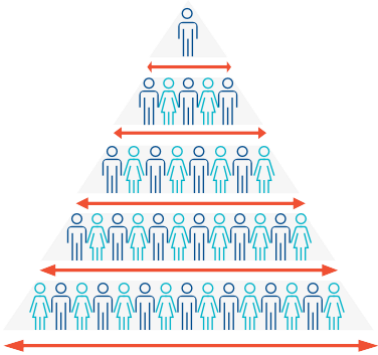
As we mark our progress, our commitment to instigating substantive change within our organization remains resolute.

I confirm that the data and information presented in the International Baccalaureate UK's gender pay gap report are accurate and compliant with regulatory requirements.

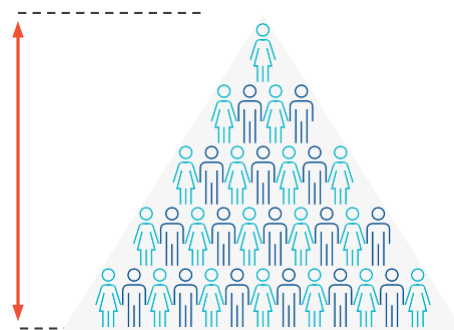
Harpreet Varanitch
Global HR Director

UK Gender Pay Gap Legislation

It is important to understand that **equal pay** is not the same as the **gender pay gap**, and the two concepts should not be confused.



Equal pay considers that women and men carrying out the same or similar work in the same employment are paid comparatively to others, regardless of their gender.



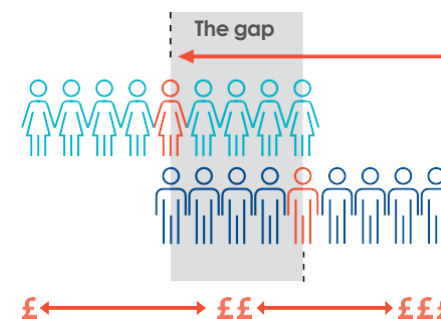
However, the **gender pay gap** measures the difference between the earnings of women and men across the business, regardless of the work they do. This is expressed in *mean* and *median* earnings, based on equivalent hourly rates, and is shown as a percentage of men's earnings. This includes base pay, allowances and any other bonus pay paid in April 2023.

The **gender bonus gap** is the difference in incentive pay received by men and women in the 12 months prior to 5 April 2023. This includes all types of bonus pay (such as bonus, variable pay, other one-off payout).

Mean: The mean is calculated by adding up the total pay of employees and dividing by the number of employees. The calculation is completed separately for men and women and the means are compared.



Median: The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. The calculation is completed separately for men and women and the medians are compared. The median number is the most stable as it is less affected by outliers. This makes it a more reliable figure to track progression year on year.



It is important to note that the UK gender pay gap legislative requirements are binary regarding gender (specifying women compared to men). Whilst we are reporting our statistics in accordance with the legislation, at the IB we recognise all gender identities.

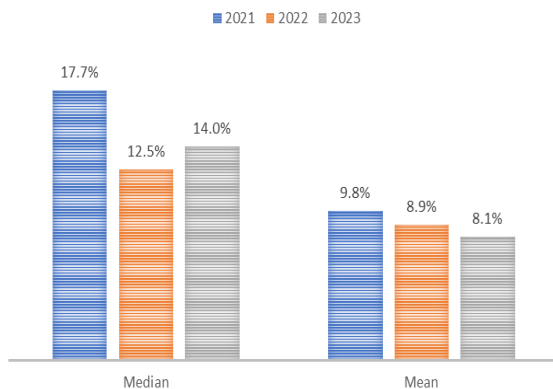
Our 2023 UK Gender Pay Gap Results

The chart below shows our gender pay gap results for 2023 compared to previous results over the last two years. The pay data for the 2023 gender pay gap is taken at a snapshot date of 5 April 2023.

Gender pay gap summary

Our median hourly gender pay gap has risen by 1.5% to 14%, and our mean hourly gender pay gap has narrowed by 0.8% to 8.1%.

Our median and mean gender pay gaps remain favourable to men, which is attributed to a greater number of women than men at the base of our organizational structure who are on lower salary levels.



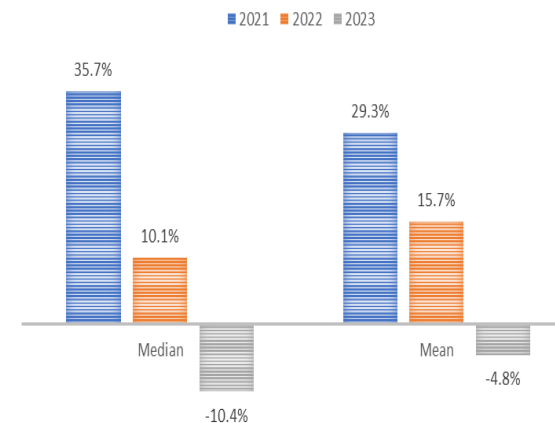
Note:
Positive (+) figures show when a man is paid more than a woman
Negative (-) figures show when a man is paid less than a woman

The chart below shows our gender bonus gap results for 2023 compared to the previous results over the last two years. The bonus data for the 2023 gender bonus gap is all bonuses paid between 6 April 2022 and 5 April 2023.

Gender bonus gap summary

During the reporting period, 75% of men and 84% of women received a bonus. The percentage of recipients increased due to a non-performance related one-off bonus payment in April 2022.

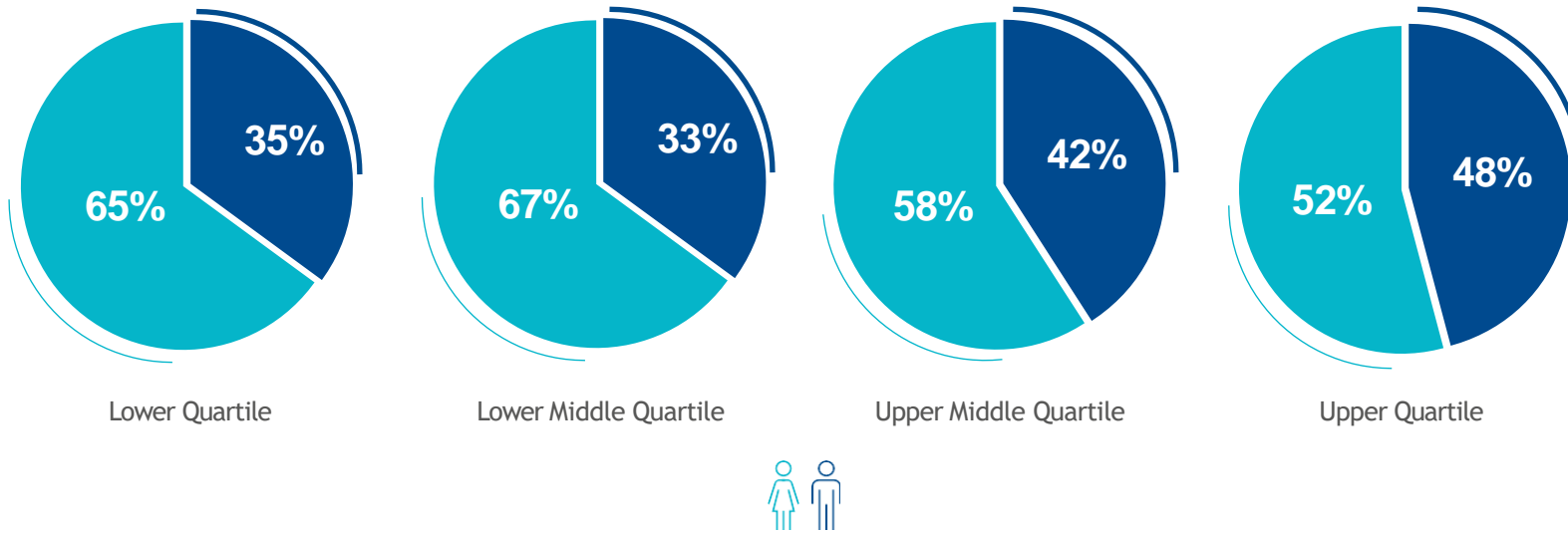
The 2023 median and mean bonus gap has changed to be more favourable to women. In addition to the one-off bonus payment, this may also be attributed to an increase in the number of women receiving higher value anniversary awards, based on their length of service, during the reporting period.



Note:
Positive (+) figures show when a man is paid more than a woman
Negative (-) figures show when a man is paid less than a woman

Population by pay quartiles

The gender distribution of our workforce is the main influence on our gender pay gap. While women make up the majority of employees in each of our pay quartiles, the proportion of men working at IB is greatest in the upper two quartiles. Because of our relatively small population size, this has a significant effect on our GPG figures.



Our Global Equal Opportunity Policy is in place to ensure we treat our employees equally and fairly, and applies to all aspects of employment at the IB. The policy ensures that the IB complies with all relevant legislation covering discrimination and promotes a working environment that enables the organization to be fair and equitable. However, we recognise that there is still progress to be made before we can claim to have achieved equitable representation across the IB.

Glossary

Diversity

Diversity is about recognising, respecting and valuing differences based on any number of areas inclusive of, but not limited to, ethnicity, gender identity/ expression, age, race, religion, disability and sexual orientation.

Equity

Equity implies justice or fairness, thereby seeking to provide each individual with the tools and resources that they need to be successful. Note, this differs from Equality which relates to treating everybody equally.

Inclusion

Inclusion is the culture in which everyone can come to work, feel comfortable and confident to be themselves.

Median

The median is the middle number in a sorted list of numbers

Mean

The mean is the average of a set of given numbers

Quartile

A quartile is a type of metric which divides the number of data points into four parts, or quarters, of more-or-less equal size. The data must be ordered from smallest to largest to compute quartiles.