



International Baccalaureate®
Baccalauréat International
Bachillerato Internacional

2022 UK Gender Pay Gap Report



Introduction

At the International Baccalaureate (IB), we champion better work and working lives. This means we take our responsibility to lead by example seriously, supporting our colleagues and maintaining an open and inclusive community for all our employees.

UK gender pay gap reporting is now in its third year for the IB. It is calculated by taking all employees across the Cardiff office and comparing the average pay between men and women. Reporting annually is an important way for organizations to track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce. This report covers the 2022 reporting cycle, using a snapshot date of 5 April 2022.

In line with our 2021 strategies and practices, we are delighted to share that our 2022 median pay gap has reduced by 5.2 percentage points to 12.5%. Our 2022 mean pay gap dropped 0.9 percentage points to 8.9%. While it is, welcome to see a reduction in our pay gap, we will endeavor to do more to narrow the gap even further. The last few years of reporting have taught us that our figures can fluctuate annually. Therefore, we want to build on our improvements by moving forward, and strengthening our commitment to ensuring equitable compensation.

We are pleased that our gender bonus gap has reduced compared to 2021. While the mean and median bonus pay for men remains higher than for women (15.7% and 10.1%, respectively), we have seen a reduction of both mean and median bonus pay compared to 2021 (by 13.6% and 25.6% respectively). One key driver of this is the increase in the number of women eligible for bonuses in our upper two quartiles.

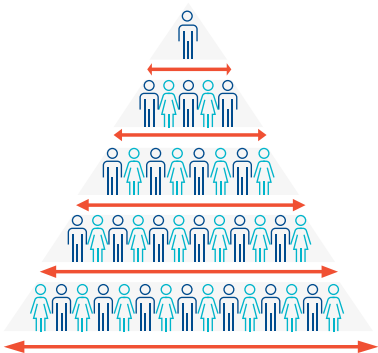
We see significant fluctuations in our reported pay gap because we are a medium-sized organization with a considerable number of women in our workforce, so small changes in our employee profile have a significant impact. This shows how our median pay gap fluctuates yearly due to annual review compensation and one-off bonuses, such as performance-based bonuses and long service awards.

We remain committed to building an equitable and inclusive culture within the IB and believe that analysing the results regularly can help us narrow the gap and continue to make compensation equity part of the IB's Diversity, Equity and Inclusion strategy.

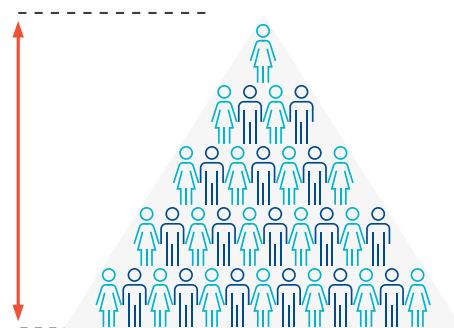
Adrian Langton
Head of HR UK

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 requires that women and men carrying out the same or similar work in the same employment should receive the same pay.



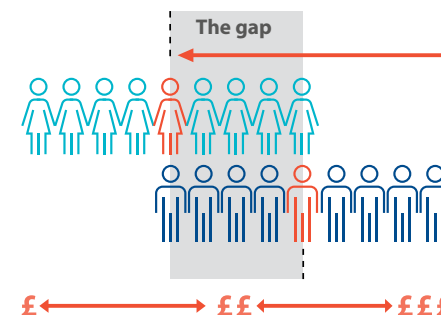
However, the **gender pay gap** measures the *difference* measures the difference between the earnings of women and men across the business, regardless of the work they do. This is expressed in *mean* and *median* earnings, based on equivalent hourly rates, and is shown as a percentage of men's earnings. This includes base pay, allowances and any other bonus and incentive pay paid in April 2022.

The **gender bonus gap** is the difference in incentive pay received by men and women in the 12 months prior to 5 April 2022. This includes all bonuses and incentives.

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.

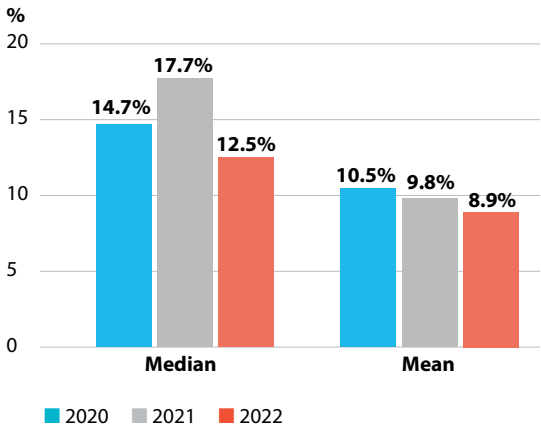
Our 2022 UK Gender Pay Gap Results

The chart below shows our gender pay gap results for 2022 compared to previous results over the last two years. The pay data for the 2022 gender pay gap is taken at a snapshot of 5 April 2022.

Gender pay gap summary

We have seen an increase in representation in senior positions in 2022, with both the mean and median pay gaps decreasing compared to last year, by 0.9% and 5.2% respectively. We see this as a positive step for our organization. However, our mean and median Gender pay gaps remain favorable to men, with a mean pay gap of 8.9%, and median pay gap of 12.5%. This is because we have 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

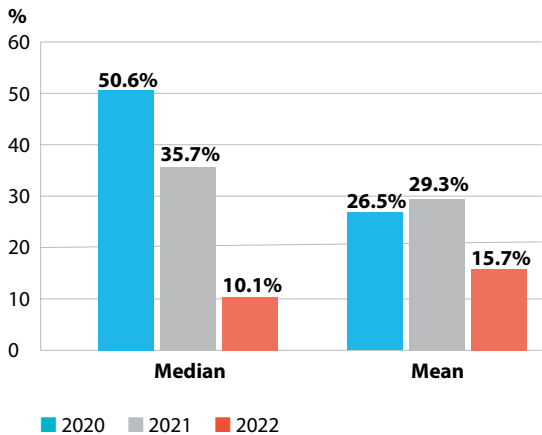


The chart below shows our gender bonus gap results for 2022 compared to the previous results over the last two years. The bonus data for the 2022 gender bonus gap is all bonuses paid between 6 April 2021 and 5 April 2022.

Gender bonus gap summary

We are pleased to see that our gender bonus gap has narrowed considerably compared to 2021. While the mean and median bonus pay for men still remains higher than for women (15.7% and 10.1%, respectively), we have seen a reduction of both mean and median bonus pay compared to 2021 (by 13.6% and 25.6% respectively). One key driver is the increase in the number of women eligible for bonuses in our upper two quartiles.

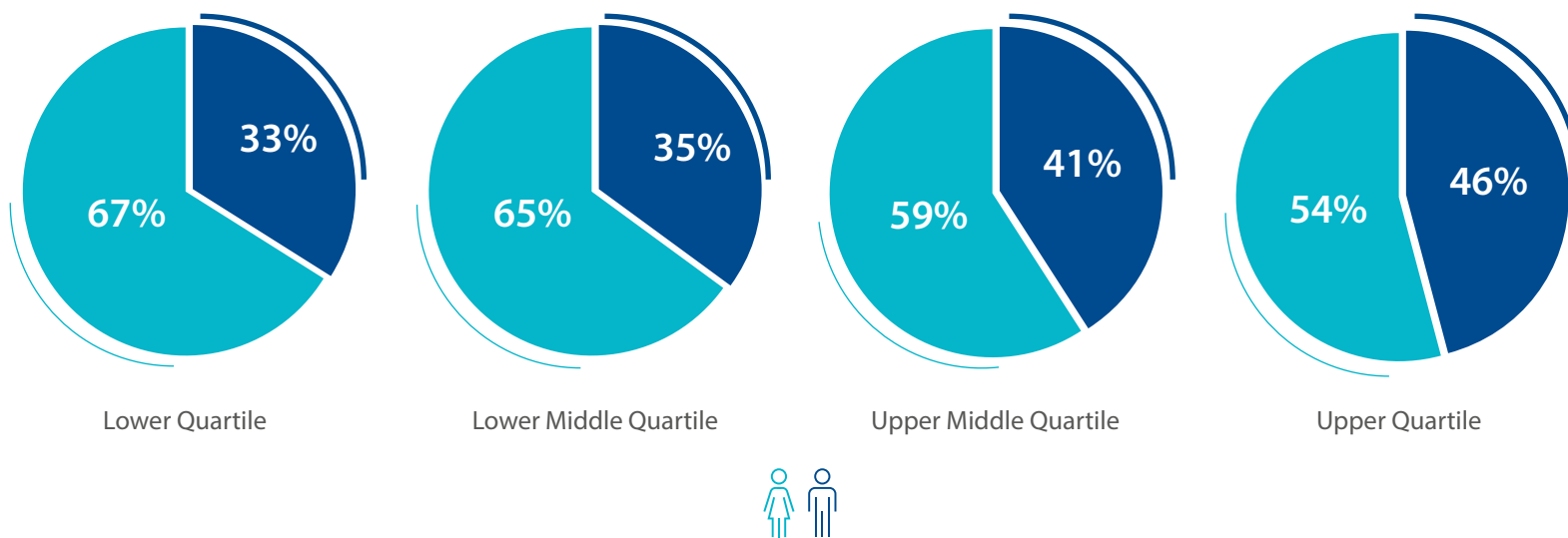
In 2022, 46% of women received a bonus compared to 44% of men. We are pleased that the proportion is more balanced when compared to last year.



As with previous years, the main factor for outsourcing our 2022 gender pay gap reporting is down to ensure data reliability.

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, in senior positions. 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 colleagues 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, its own principles and promotes a working environment that enables the organization to be fair and equitable. However, we acknowledge that we have a way to go before we can say we 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.