



International Baccalaureate®
Baccalauréat International
Bachillerato Internacional

April 2024 UK Gender Pay Gap Report



Introduction

At the International Baccalaureate Organization (IB), we recognise that transparency and accountability are essential to driving meaningful change, and this report reflects our ongoing commitment to ensuring equality in our workplace. Addressing the gender pay gap is not only a matter of compliance, but also an opportunity to demonstrate our dedication to fairness and equity for all employees. By reporting our gender pay gap, we aim to create an open dialogue about pay disparities and continue to take actionable steps toward closing the gap, ensuring that our compensation practices are fair, consistent, and equitable across all levels.

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 2024 mean gender pay gap has reduced by 0.6%, now standing at 7.5%, although the median gender pay gap has increased by 1.6% to 15.6%. Our analysis reveals that hiring activity throughout the last year has increased the number of women in the lower and lower middle pay quartiles, and the number of men in the upper middle and upper pay quartiles, which has caused the increase to our median figure. However, the mean figure has seen a reduction due to the more significant uplift of women's salaries in the upper quartile year-on-year, when compared with men in the same quartile. The gender makeup of our workforce continues to significantly influence our gender pay gap, with both mean and median figures favouring males.

Throughout the reporting period, 84% of men and 85% of women received bonuses. This represents a shift from last year, where 74% of men and 84% of women received bonuses. This equalisation has caused a rise in the mean gender bonus gap to 4.1%, and to the median gender bonus gap to 2.1%. Last year both our mean and median figures favoured women (further details included on page 4 of this report), and although this year's data represents a shift back in favour of men we are still reporting figures significantly lower than those in 2021, which were 15.7% and 10.1% respectively. This is influenced by a more even distribution of performance bonuses among men and women across the IB.

Our commitment to the thorough analysis and transparency of our gender pay gap data remains an integral part of the IB's HR strategy, and reinforces our broader strategy of building a diverse workforce that drives innovation and excellence.

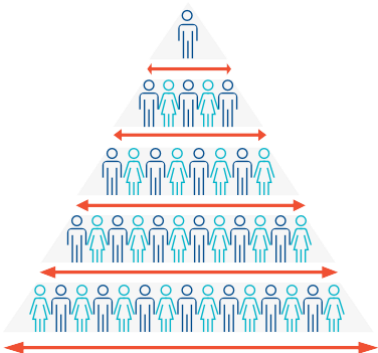
I confirm that the data and information presented in the International Baccalaureate UK's gender pay gap report are accurate and compliant with regulatory requirements.

Harpreet Varanitch
Global HR Director

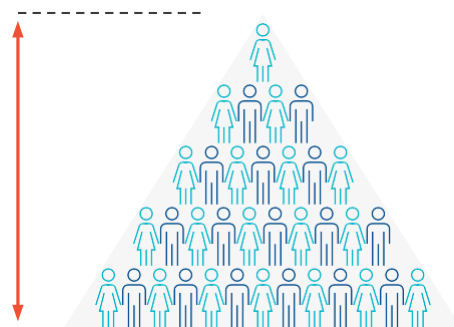


UK Gender Pay Gap Legislation

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.



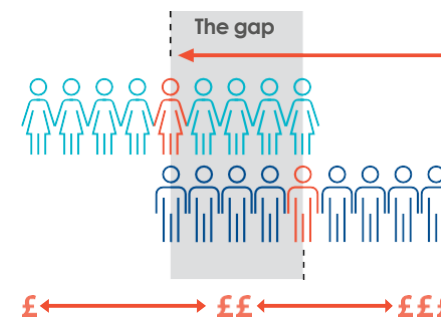
However, the **gender pay gap** measures the difference between the earnings of women and men across the business, regardless of the work they do. This is expressed in *mean* and *median* earnings, based on equivalent hourly rates, and is shown as a percentage of men's earnings. This includes base pay, allowances and any other bonus pay paid in April 2024.

The **gender bonus gap** is the difference in incentive pay received by men and women in the 12 months prior to 5 April 2024. 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 2024 UK Gender Pay Gap Results

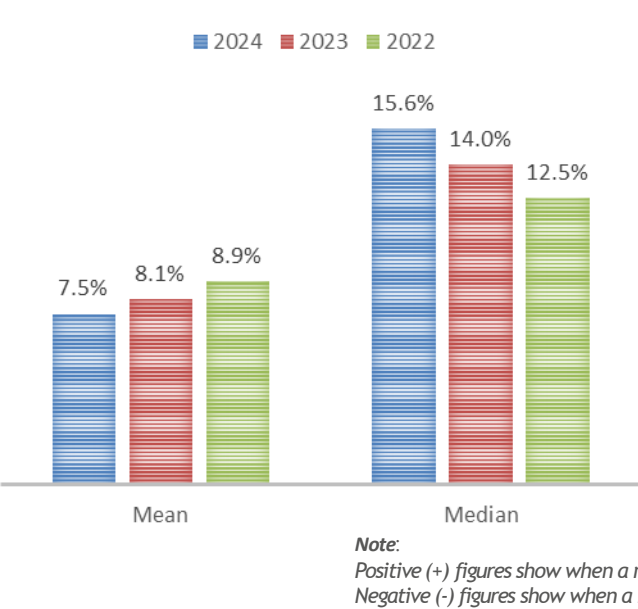
The chart below shows our gender pay gap results for 2024 compared to previous results over the last two years. The pay data for the 2024 gender pay gap is taken at a snapshot date of 5 April 2024.

Gender pay gap summary

Our median hourly gender pay gap has risen by 1.6% to 15.6%, and our mean hourly gender pay gap has narrowed by 0.6% to 7.5%.

The rise in our median gender pay gap is attributed to hiring activity throughout 2024, during which time more men were recruited into the Upper and Upper Middle quartiles, and more women were recruited into the Lower and Lower Middle quartiles.

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.

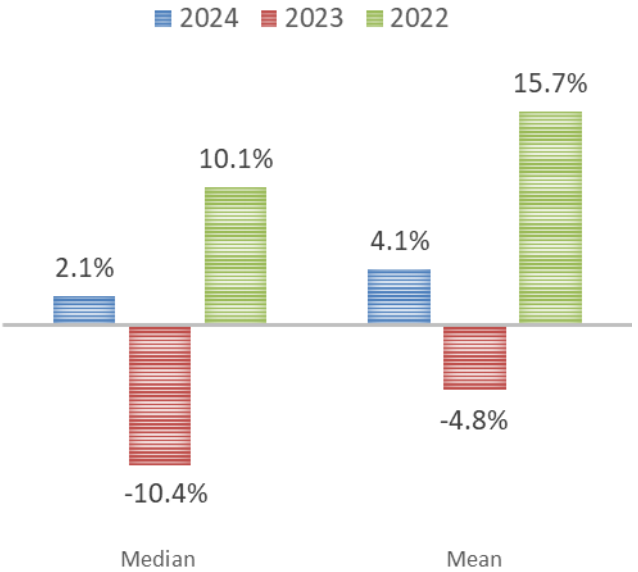


The chart below shows our gender bonus gap results for 2024 compared to the previous results over the last two years. The bonus data for the 2024 gender bonus gap is all bonuses paid between 6 April 2023 and 5 April 2024.

Gender bonus gap summary

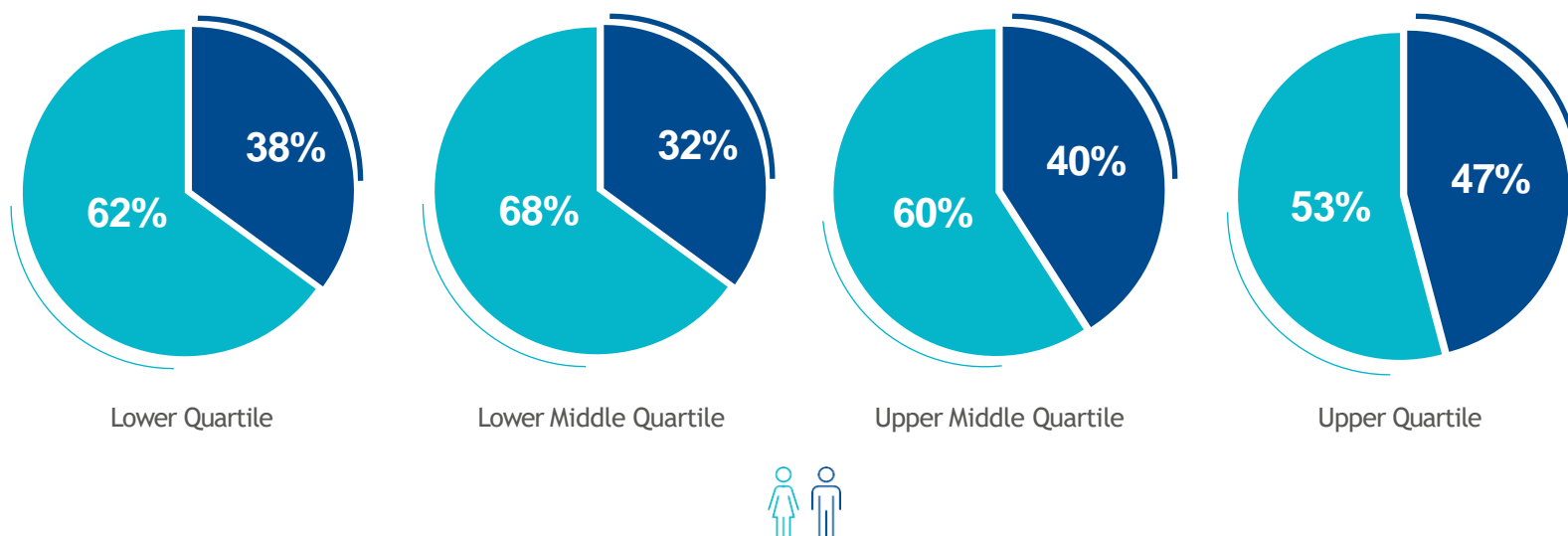
During the reporting period, 84% of men and 85% of women received a bonus.

In 2024, the number and type of bonus received by men and women has become relatively equal, and both the mean and median figures have shifted to show that the average value of bonus pay received by men is slightly higher in both cases. This is influenced by the fact men have a higher representation in the upper pay quartile.



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.