



International Baccalaureate®
Baccalauréat International
Bachillerato Internacional

2021 UK Gender Pay Gap Report



Introduction

At the International Baccalaureate (IB), we are committed to creating an open and inclusive community. Pay gaps are a global challenge and we strongly believe closing the gaps benefits everyone. We remain committed to focusing on gender parity across the organisation, to benefit everyone across the IB at all levels.

Although the legislative requirements specifically relate to our UK-based colleagues, we are proud to be a global organisation whose aim is to promote intercultural understanding and respect around the world. We have built a reputation for having high standards as a global workplace for the more than 700 employees in our five offices. Fundamental to this is being transparent in how we report our progress to ensure we continue building trust inside and outside of the IB.

Our commitment to diversity, equity and inclusion is real. However, we recognise that we are in the early stages of this journey and closing Gender Pay Gaps require long term, sustainable change. This will not happen overnight, and we all have a part to play to bring this to life. To complement our strategies and to help drive forward our efforts, we are looking to introduce a Head of Diversity, Equity and Inclusion (DEI) to champion and accelerate DEI in the organisation.

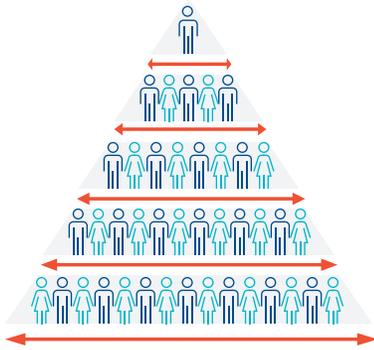
We recognise that the gaps the data shows are larger than we would like and that there is more that we can do. To align with our values around being inquisitive and setting high standards at the IB, we have sourced third party support to ensure our results are as robust and accurate as possible. We commit to increasing our efforts and initiatives for longer-term improvements.

I confirm the data reported is accurate, in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

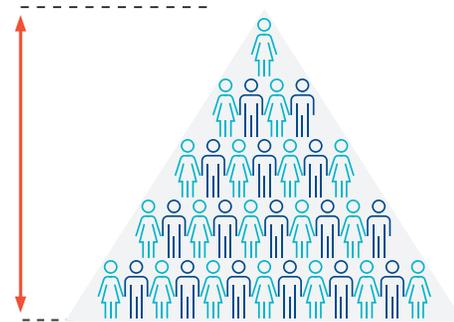
Poh Chee Wong
Global HR Director

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



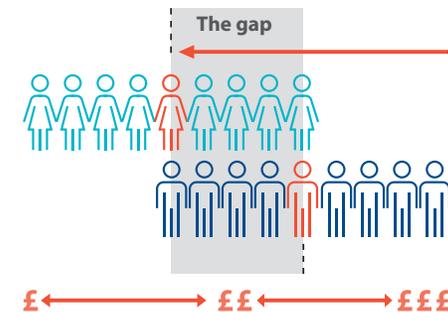
However, the **Gender Pay Gap** measures the difference between the earnings of women and men across the business, regardless of the work they do. This is expressed in mean and median earnings, based on equivalent hourly rates, and is shown as a percentage of men's earnings. This includes base pay, allowances and any other bonus and incentive pay paid in April 2021.

The **Gender Bonus Gap** is the difference in incentive pay received by men and women in the 12 months prior to 5 April 2021. 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.



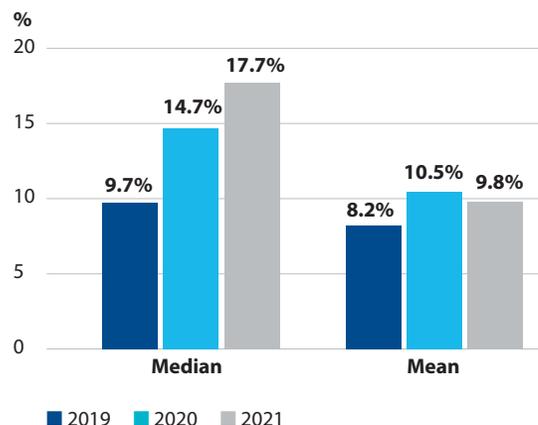
It is important to note that the UK Gender Pay Gap legislative requirements are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics in accordance with the legislation, at the IB we recognise all gender identities.

Our 2021 UK Gender Pay Gap Results

The chart below shows our Gender Pay Gap results for 2021 compared to previous results over the last two years. The pay data for the 2021 Gender Pay Gap is taken at a snapshot of 5 April 2021.

Gender Pay Gap summary

The mean pay for men is 9.8% higher than that of women and the median pay is 17.7% higher. The mean Gender Pay Gap has decreased compared to results in 2020. Both the mean and median Gender Pay Gaps remain favourable to male employees. As is typical across the UK, our pay gaps are driven by uneven workforce representation, i.e. the proportion of males and females across the organisation. We simply have too few males at the base of our organisational structure, whereas our senior levels are more evenly represented.



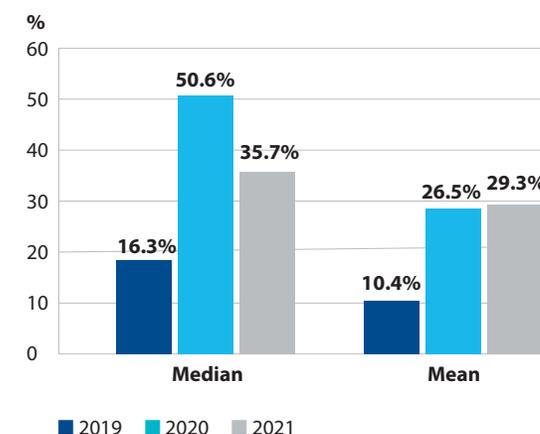
The main factor for outsourcing the Gender Pay Gap reporting this year was data reliability.

The chart below shows our Gender Bonus Gap results for 2021 compared to previous results over the last two years. The bonus data for the 2021 Gender Bonus Gap is all bonuses paid between 6 April 2020 and 5 April 2021.

Gender Bonus Gap summary

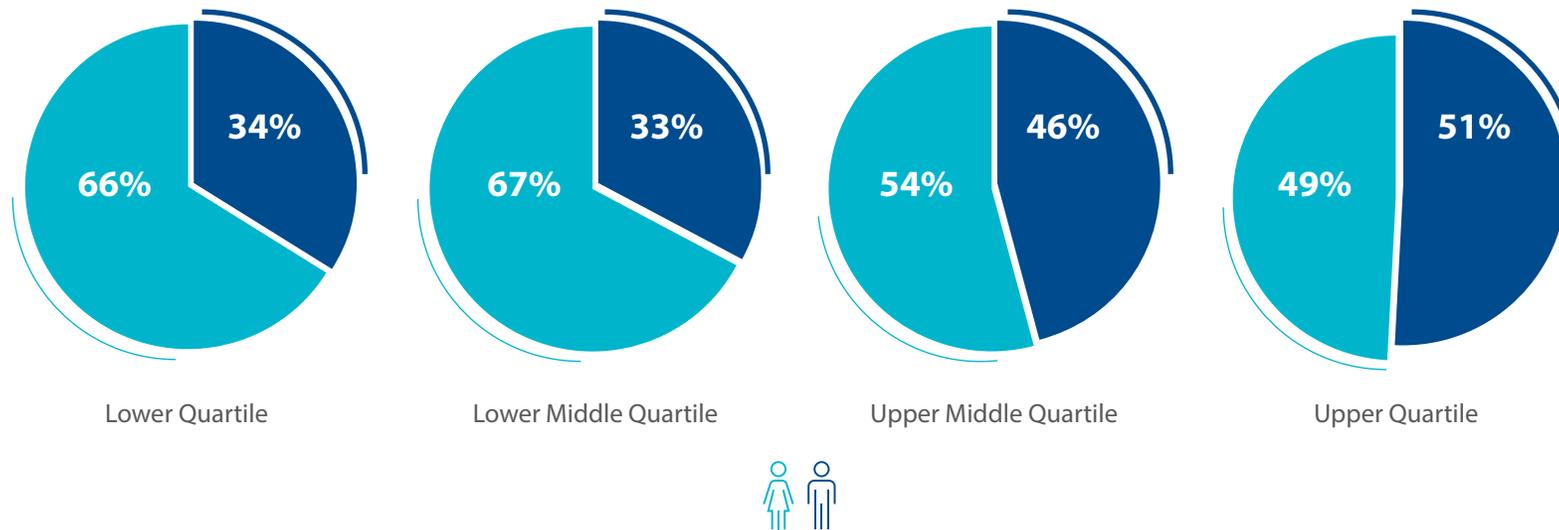
The median Gender Bonus Gap has narrowed by 14.9%, however, the mean Gender Bonus Gap has increased by 2.8%. Both the median and mean Gender Bonus Gaps remain favourable to male employees by 35.7% and 29.3% respectively.

In 2021, 58.6% of males and 65.3% of females received a bonus. 2020 in particular had a materially lower proportion of employees receiving a bonus due to the Covid-19 pandemic and therefore we are aware that year-on-year Gender Bonus Gap changes may not persist into the future. Furthermore, it should be noted that the Gender Bonus Gap in 2019 was temporarily much narrower due to a majority of employees receiving a similar 50th anniversary special bonus within the reporting period.



Population by pay quartiles

Like in many other companies, the gender distribution of our workforce is the main influence on our Gender Pay Gap. Our gender distribution across the four equally sized pay quartiles shows that the proportion of females is high in both the lower and the lower middle pay quartiles, accounting for our high Gender Pay Gap.



Our Global Equal Opportunity Policy is in place to ensure we treat our colleagues equally and fairly. The policy ensures that the IB complies with all relevant legislation covering discrimination, its own principles and promotes a working environment that enables the organisation to be fair and equitable and applies to all aspects of employment at the IB. However, we acknowledge that we have a way to go before we can say we have achieved equitable representation across the IB. In particular, we can do more to close the Gender Pay Gap by increasing female representation in our IT teams and increasing male representation in our core business which we are looking to address.

Our Diversity, Equity and Inclusion journey

It is important to remember sustainable change does not occur overnight and the same can be said of our Gender Pay Gap. Our aim over the next year is to identify if we have any statistically significant issues regarding pay that need to be addressed, and to help us target our actions where they will be most useful. We will focus on our recruitment process and internal growth of our teams to ensure there is equitable opportunity for all genders. We will continuously review and evolve our compensation and benefits approach at the IB.

We are also pleased to note that the IB is currently recruiting a Head of Diversity, Equity and Inclusion (DEI) to champion DEI in the organisation. This role is being introduced with a focus on defining and implementing the IB's global DEI strategy to ensure it is integrated into the IB's culture, values and in line with our organisation's People Strategy. We are looking to develop strategies showing our commitment to narrowing the Gender Pay Gap and increasing diversity within the organisation. This activity will be headed by the Head of DEI and supported by our new and agile Diversity, Equality and Inclusion committees, both globally and in the UK.

What we've been doing

Over the last 6 months we have been working hard to analyse our 2020 Gender Pay Gap report and to create more gender balanced strategies and practices :

- The HR team have specified key performance indicators relating to gender to help ensure we create this balance
- We are working with hiring managers to ensure they are offering opportunities for part-time roles. This will provide more flexibility for parents and carers
- Since October 2021, we have hired:
 - 18 new staff
 - 55% female to 45% male ratio (8:10)
 - 3:2 female to male staff at HG12, which is a Hay Grade with high female representation
 - 3 new females hired into management, HG16

Next steps

We are committed to creating a more gender-balanced workforce at the IB and we have put in place a number of initiatives to help achieve this.

Some parts of our business have historically had very high female representation, such as Assessment, and others with a higher male representation, such as IT. We are committed to creating gender parity in these areas. We are going to be smarter and more targeted about how we employ, retain and nurture employees in certain roles, offices and management levels and we will develop more meaningful targets to address this.

Although the legislation only requires us to report on our employees in England, Scotland and Wales, at the IB we are striving to create a diverse and inclusive culture globally.

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.