*Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)
Understanding the gap
We are confident that we pay men and women equally for the same or equivalent work. Instead, our
gender pay gap is because men and women work in different types of roles which have different
salaries and bonus opportunities especially across different divisions of our business.
Even though the proportion of male employees is lower than the proportion of female employees’
women at OIEG occupy the majority of lower paid roles as indicated in Table 3. This is typical in the
UK economy where statistically men are more likely than women to be in higher paid roles (ONS
ASHE*).
Whilst we are moving in the right direction at OIEG we still have more men in senior sales and
technology roles.
Addressing the gap
We are continuing our efforts to close the gap and understand that meaningful change will take time
as the reasons for the gap are complex and interrelated including economic, cultural, societal, and
educational factors.
As part of our wider people strategy, we continue to focus on improving the ability to attract, engage
and develop women. We have recently obtained Great Place to Work® certification are in the process
of obtaining Lead5050 certification demonstrating our commitment to creating gender equity in the
workplace.
Reducing the risk of bias and raising general awareness and understanding around diversity and
inclusion continues to be another objective. Our internal DE&I committee will be a new addition in
2024, as well as a review of our family friendly and flexible/remote working policies. Management
training programmes will include DE&I as we continue to remain committed to this learning journey.
We conduct regular employee surveys (engagement, onboarding, leaver survey) which provides
visibility enabling us to understand the barriers and the drivers for all employees, including women in
effort to improve wellbeing, engagement, and overall organisational health.
I, Jo Grendall, CHRO, confirm that the information in this statement is accurate.