

COMMENTARY ON GENDER PAY GAP REPORT 2025

SUMMARY

On June 30th 2025 the gender breakdown of the employees of Oxfam Republic of Oreland was predominantly female with 70% female and 30% male. The average Gender Pay Gap (GPG) for these employees was 19%. This is largely driven by the fact that the more senior leadership roles are held by males. When the 6 members of the Leadership Team (4 male and 2 female) are excluded from the calculations this GPG drops to 5%. This remaining gap is due to the fact that there are higher proportions of females in the lower paid roles.

INFORMATION BY QUARTILE

The breakdown of the relevant information by quartile is as follows:

Quartile	% Female	% Male	GPG
Upper	58%	42%	17%
Upper Middle	65%	35%	-4%
Lower Middle	81%	19%	4%
Lower	77%	23%	-1%

Although there are more females than males working in each quartile there is a significantly higher proportion of females working in the Lower Middle and Lower quartiles which include our frontline retail roles which contributes to the higher overall average hourly pay for males.

BONUS AND BIK

Payments made to front line retail staff linked to performance are treated as Bonus payments for GPG reporting purposes.

In 2025 many staff received a payment under the Revenue approved Small Benefit Exemption scheme which are treated as a Benefit in Kind (BIK) for GPG reporting purposes.

MEASURES TO ADDRESS THE GAP

We are committed to taking all steps possible to reduce our Gender Pay Gap. These steps include:

- Providing all those involved in recruitment with training to ensure that bias is eliminated.
- Structuring annual pay awards so that a higher percentage increase is given to those in the lower quartiles where there is a higher proportion of female employees.
- Actively encouraging female applicants to apply for more senior roles when they become vacant.
- Providing staff with coaching and training, which has a strong female uptake, enabling them to continue to develop their careers within the organisation.