



Gender Pay Gap Report 2021

Background

1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 stipulate that all businesses, public sector and third sector organisations with over 250 employees must publicly report on average pay differences between their male and female employees. The Regulations require employers to publish their:
 - Mean gender pay gap in hourly pay
 - Median gender pay gap in hourly pay
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of males and females receiving a bonus payment, and
 - Proportion of males and females in each pay quartile.
2. As a public sector body, we are required to publish this pay gap information within 12 months, taking the “snapshot date” of 31 March 2021.
3. Our calculations follow the legislative requirements as set out in the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017. All staff who were deemed to be relevant employees at 31 March 2021 are included.
4. This information will be published on the Oxfordshire County Council (OCC) website for a minimum of 3 years and published on the government website (www.gov.uk) by 31 March 2022.

Equal pay and gender pay gap

5. The purpose of gender pay gap reporting is to achieve greater gender equality in terms of pay across the UK and increase pay transparency. This differs from equal pay which deals with differences between men and women who carry out the same roles.

Details within this report

6. Using a snapshot of employees' pay as at 31 March 2021, only 3 of the 6 calculations detailed above were made due to no bonus payments being paid at Oxfordshire County Council. The 3 calculations are as follows:
 1. Mean gender pay gap
 2. Median gender pay gap
 3. The proportion of men and women divided into four quartile pay bands

Information required for publication

Relevant employee

7. An employee who was on full pay (not reduced to parental leave pay or sick pay) at the point of the data snapshot as at 31 March 2021.

Mean gender pay gap

8. The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number there are.

Median gender pay gap

9. The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure.

Quartile pay bands

10. The quartile information is calculated by listing all salaries from highest to lowest and then splitting that information into four equal quarters to determine the percentage of male/female employees in each quartile.

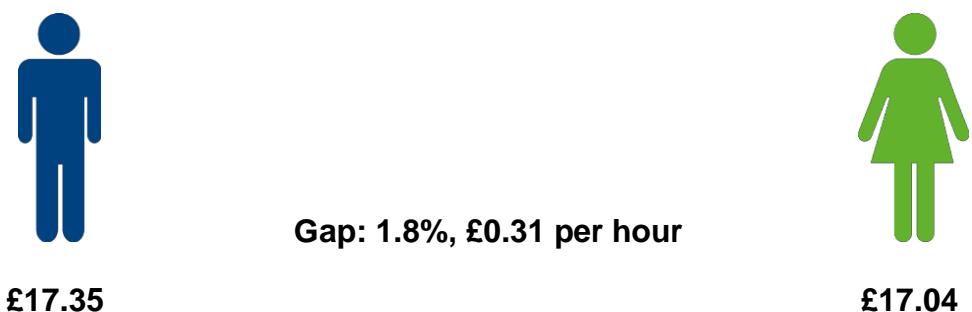
Workforce profile

11. On 31 March 2021, OCC had 5,085 relevant employees of which 34.1% (1,733 employees) were men and 65.9% (3,352 employees) were women.



Gender pay gap as at 31 March 2021

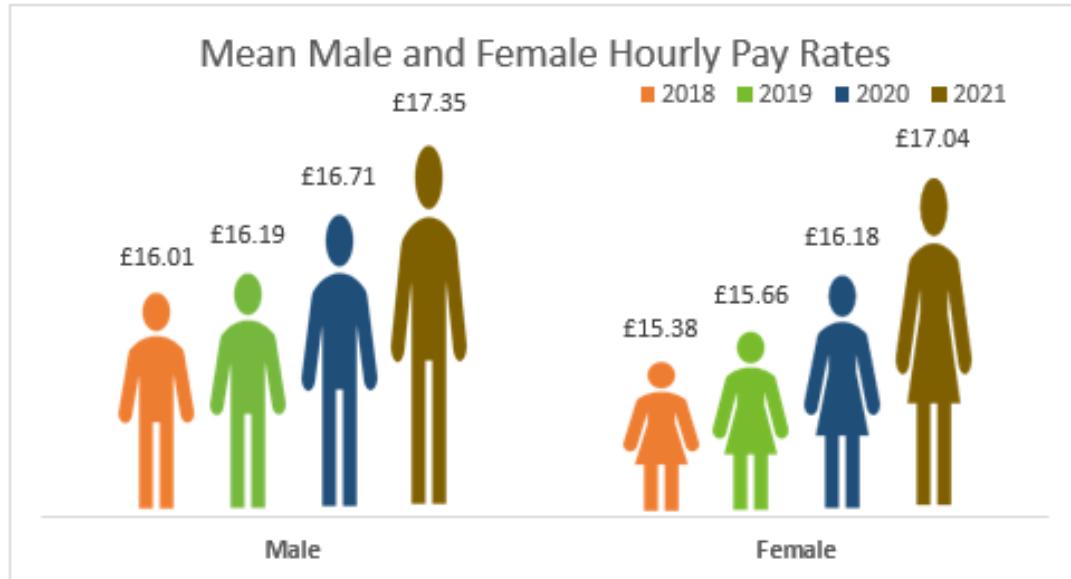
Mean: percentage difference and average hourly rate of pay



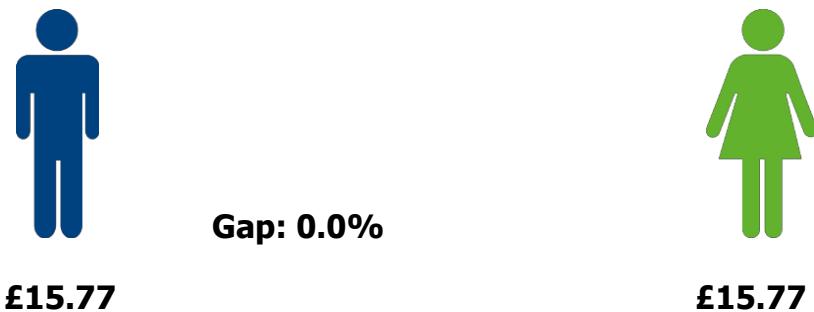
12. The mean difference recorded at Oxfordshire County Council has reduced from 3.18% in March 2020 (£0.53p per hour) and is considerably less than the national public sector mean pay gap which is 14.8% (*Annual Survey of Hours and Earnings, Office for National Statistics*).

13. As at 31 March 2021 the mean hourly rate for men was £17.35 per hour and for women it was £17.04 per hour. This means that men earned an average of 31 pence per hour more than women, which equates to a mean difference of 1.8%. The figures for 2018, 2019, 2020 and 2021 are as follows, showing a slightly steeper increase for females of 1.66p per hour over four years than the increase

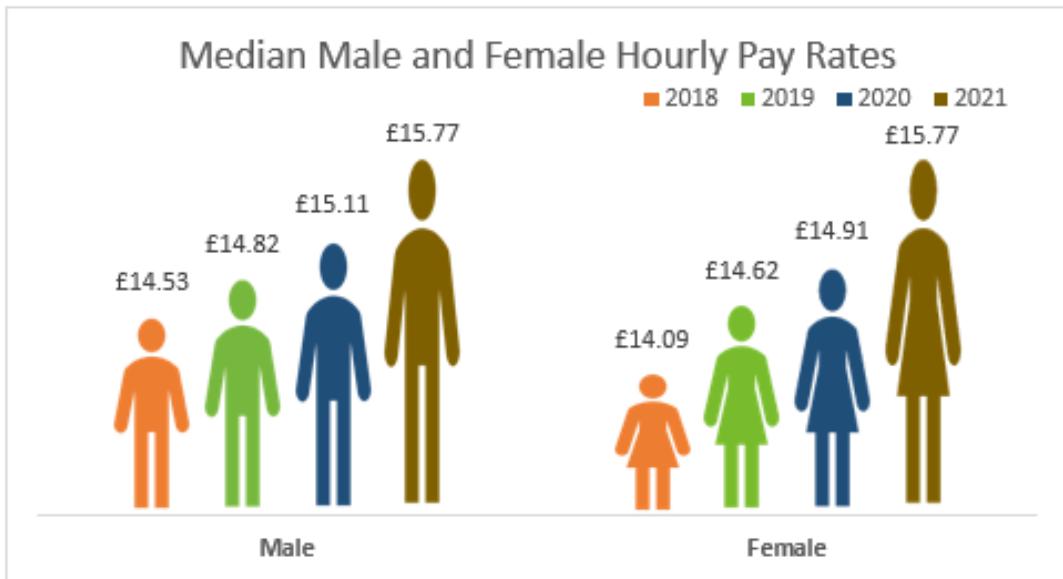
for males of 1.34p per hour.



Median percentage difference and hourly rate of pay



14. As at 31 March 2021 the median hourly rate of pay for men was the same as for women at £15.77 per hour. This is considerably less than the national public sector median pay gap which is 18% (*Annual Survey of Hours and Earnings, Office for National Statistics*).
15. The figures for 2018, 2019, 2020 and 2021 are as follows, showing a slightly steeper increase for females of 1.68p per hour over four years than the increase for males of 1.24p per hour.

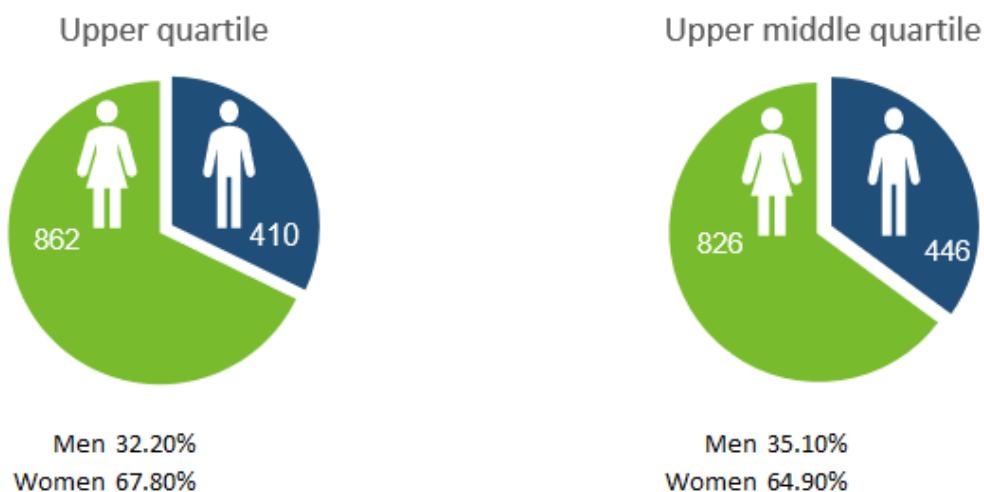


Proportion of men and women receiving bonuses

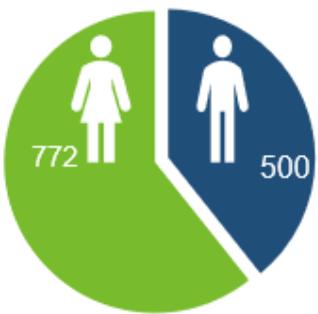
16. OCC does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

Pay quartiles

17. OCC employed 5,085 relevant employees¹ as at 31 March 2021 which means there are 1272 employees per pay quartile. The gender split per quartile as at 31 March 2021 is detailed below and serves as a useful benchmark to determine progression through the pay scales.

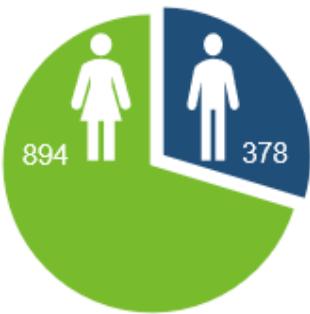


Lower middle quartile



Men 39.30%
Women 60.70%

Lower quartile



Men 29.70%
Women 70.30%

18. The hourly rates that represent each quartile are as follows:

- Upper - relates to the hourly rates of £20.09 and above
- Upper middle - relates to the hourly rates of £15.77 – £20.00
- Lower middle - relates to the hourly rates of £11.95 - £15.77
- Lower - relates to the hourly rates up to £11.95

19. The proportion of males to females remains constant in the four quartiles with about one third male to two thirds female. However, the proportion of males to females in the lower quartile – 29.7% male to 70.3% female does not reflect the proportion of the total workforce which is 34.1% male to 65.9% female, suggesting an imbalance of a larger number of females in the lower paid jobs. However, the gap narrows as one progresses up the quartiles, and the percentage of women in the upper quartile has increased from 65.90% in 2020 to 67.8% in 2021.

20. In the lower quartile the roles occupied by females are mainly cleaning, administration, school crossing patrol, catering and customer service. For some of these functions there is no obvious career progression route to higher earning levels. However, the council is progressing plans to promote opportunities for staff to undertake apprenticeships whilst in employment with the Council.

21. In the upper quartile at senior management level, 50.00% of the Extended Leadership Team (directors, deputy directors and assistant directors) are women and 50.00% are men. Although this is an even balance, it does not reflect the two thirds of the total workforce who are women.

Commitment

22. We are committed to the principles of equality, diversity, fairness and inclusion and our approach to people management should not put any group at a disadvantage. Regardless of identity or background, everyone deserves to be able to develop their skills and talents to meet their full potential, work in a safe, supportive and inclusive

environment, be fairly rewarded and recognised for the work they do and have the opportunity to have their say on matters that affect them. We are also committed to achieving a diverse workforce that fully reflects our community.

23. We will continue to advance our inclusion initiatives, particularly where there are any barriers for women to progress into higher paid roles, or roles where they are under-represented.
24. Flexible and agile working and family friendly policies will assist Oxfordshire County Council to attract and retain staff in a competitive job market and in a geographical area with low unemployment.

Summary

25. The gender pay gap within OCC is relatively small, however while we understand that publishing the data will not in itself remove the gap, continuing to do so is the first step towards that aim and we are committed to learning from best practice as part of our journey. The gender pay gap data will be analysed on an annual basis, a comparison of figures will be completed year on year and the Senior Management Team will continue to review and monitor this data. We will ensure that job grades continue to be determined through objective analysis and job evaluation to maintain the integrity of the pay and grading system.

December 2021