Gender Pay Gap Report 2025

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 2025.

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 2025 are included.

4. This information will be published on the Oxfordshire County Council website for a minimum of 3 years and published on the government website (www.gov.uk) by 31 March 2026.

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 2025, 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 2025.

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 2025, Oxfordshire County Council employed 5,284 relevant employees of which 34.48% (1822 employees) were men and 65.52% (3462 employees) were women. Relevant employees are all employees employed on your snapshot date, who have a contract of employment – including employees who are part-time, job-sharing, and on leave.

Gender pay gap as at 31 March 2025

Mean: percentage difference and average hourly rate of pay

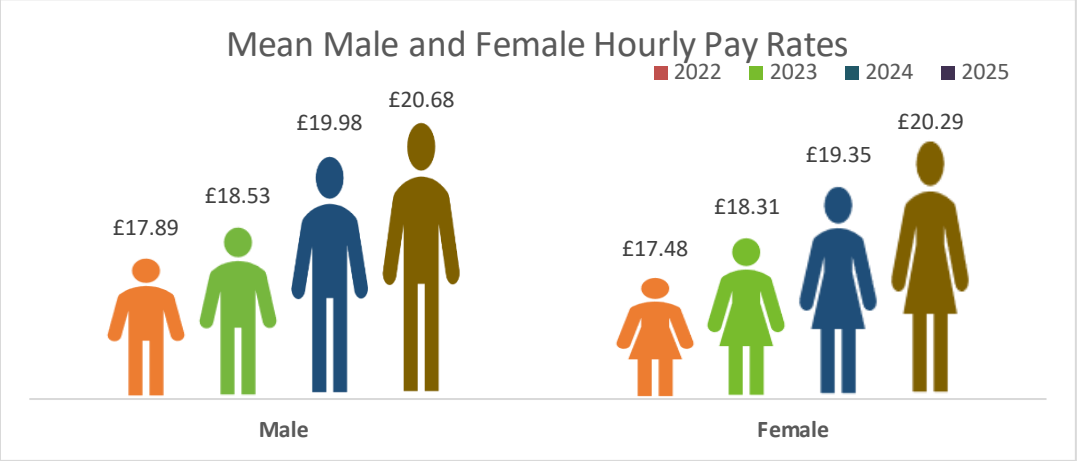
Gap: 1.89% £0.39 per hour

£20.68 **£20.29**

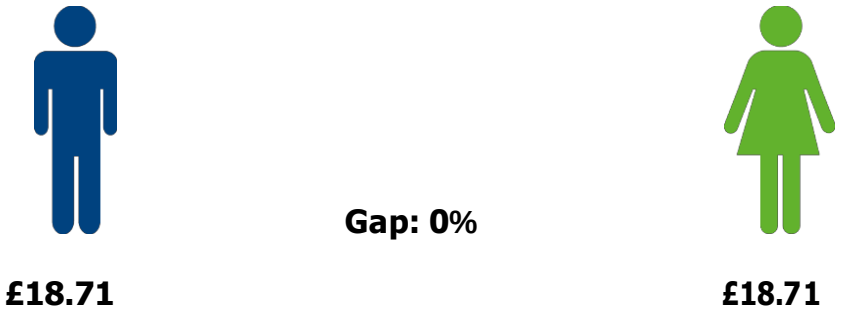
12. The mean difference recorded at Oxfordshire County Council has decreased from 2.95% in March2024 (£0.59 per hour) and is considerably less than the national mean pay gap which was reported at 13.1% in 2024. *(Gender pay gap in the UK: 2024: Office of National Statistics).*

13. As at 31 March 2025 the mean hourly rate for men was £20.68 per hour and for women it was £20.29 per hour. This means men earned an average of £0.39 per hour more than women, which equates to a mean difference of 1.89% The figures for 2022,

2023, 2024 and 2025 are as follows, showing a slightly steeper increase for females of £2.81 per hour over four years than the increase for males of £2.79 per hour.



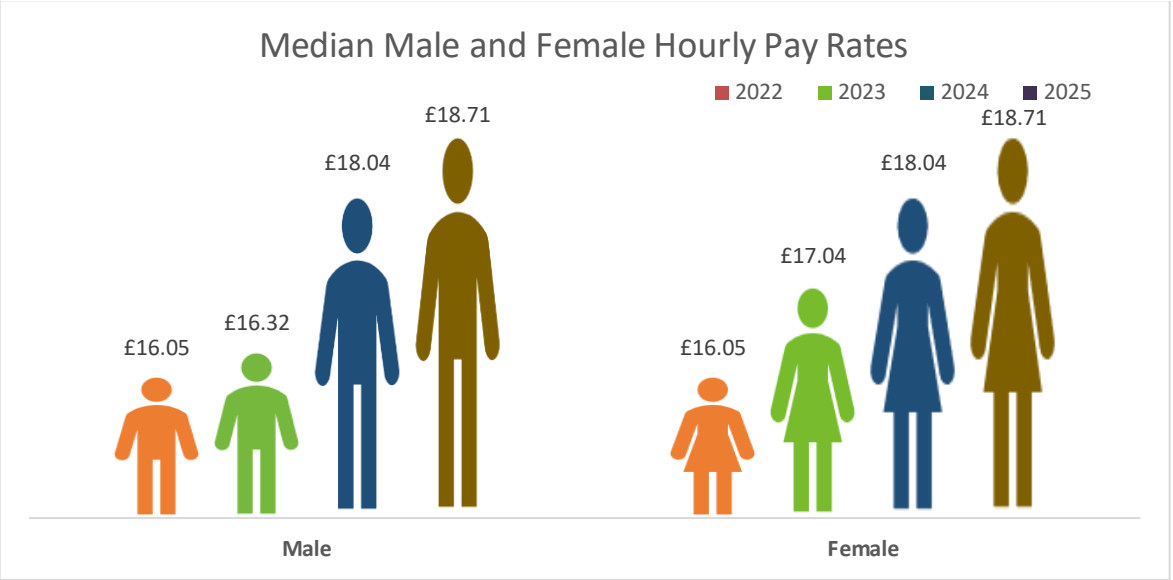
Median percentage difference and hourly rate of pay



14. As at 31 March 2025 the median hourly rate of pay for men (£18.71) was the same as for women. This gives Oxfordshire County Council a median gender pay gap of 0%, which is substantially less than the national public sector median pay gap which is 13.1% *(Annual Survey of Hours and Earnings, Office for National Statistics),* demonstrating our commitment to closing the gap.

15. This shows a continuation from 2024, where the median gender pay gap was also 0%.

16. The figures for 2022, 2023, 2024 and 2025 are as follows, showing an equal increase for both male and females of £2.66 per hour over four years.

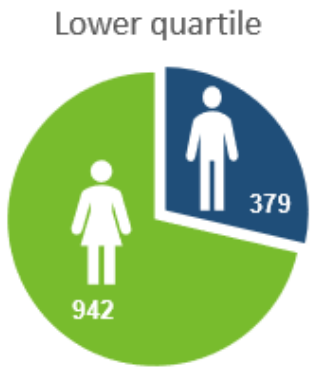


Proportion of men and women receiving bonuses

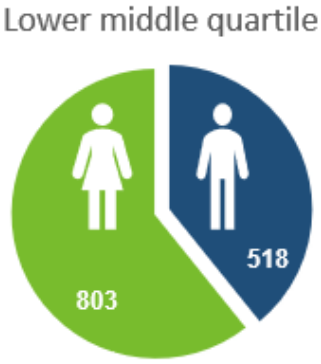
16. Oxfordshire County Council does not operate any performance-related pay or bonus schemes and therefore has no bonus gender pay gap.

Pay quartiles

17. Oxfordshire County Council employed relevant employees [1] as of 31 March 2025 which equates to 1,321 employees per pay quartile. The gender split per quartile as at 31 March 2025 is detailed below and serves as a useful benchmark to determine progression through the pay scales.

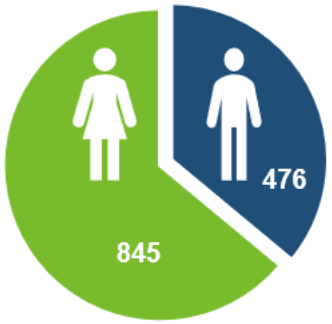


Men 28.69%
Women 71.31%



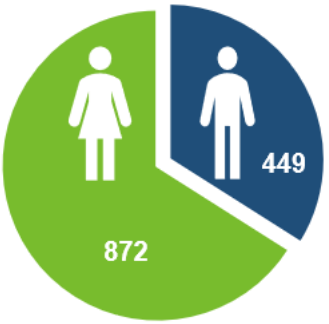
Men 39.21%
Women 60.79%

Upper middle quartile



Men 36.03%
Women 63.97%

Upper quartile



Men 33.99%
Women 66.01%

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

- Lower - relates to the hourly rates of £13.6 - £17.10
- Lower middle - relates to the hourly rates of £17.10
- Upper middle - relates to the hourly rates of £20.90 - £29.80
- - £20.90
- Upper - relates to the hourly rates of £29.80 and above

19. There are slightly more females in the lower and lower middle quartiles, and slightly fewer in the upper and upper middle quartiles compared to 2024.

20. The lower quartile has seen a 0.89% decrease of females since 2024, with 71.3% of the lower quartile being female – this is not reflective of the total workforce where 65.5% of the total workforce are female.

21. Since 2024, the percentage of females in the lower middle quartile has increased by 3.29%, while the percentage of males in the top two quartiles has remained unchanged.

22. In the lower quartile the roles occupied are mainly administration, support worker roles in adult and children's social care, passenger assistants and customer service. For some of these functions there has previously been no obvious career progression route to higher earnings levels. However, through the ongoing organisation redesign program, which saw the introduction of career families, the council continues to seek and promote opportunities for employees to develop and progress. The council also provides opportunities for employees to undertake apprenticeships and functional skills Maths and English whilst in employment with the Council to support their ongoing career development.

23. At the senior management level, 54.5% of the Extended Leadership Team

which includes directors, deputy directors, and assistant directors are women, while 45.5% are men. Although this represents a relatively balanced distribution, it does not correspond to the composition of the total workforce, of which two thirds are women. Positively, there has been a 9% increase in female leadership compared to 2024.

Commitment

24. 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.

25. We will continue to explore our inclusion initiatives, particularly where there are any barriers for women to progress into higher paid roles, or roles where they are under-represented.

26. Flexible, 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.

August 2025