



Ethnicity Pay Gap 2025

Introduction

At Oxfordshire County Council we are committed to increasing the diversity of our workforce and addressing any barriers to progression for colleagues from an ethnic minority background.

Calculating the ethnicity pay gap

Unlike the gender pay gap, we are not yet legally required to publish our ethnicity pay gap, however, we have taken the important step to be transparent about our ethnicity pay gap and have calculated it using the same methodology set out in the Government regulations for calculating our gender pay gap, using the same snapshot date of 31st March 2025.

The details included in this report are:

- Mean ethnicity pay gap in hourly pay;
- Median ethnicity pay gap in hourly pay;
- Proportion of White, Black, Asian and Ethnic Minority employees in each pay quartile.

We do not pay bonuses, so the mean and median bonus pay gap have not been included.

Median and Mean

We look at both the mean and the median measures. The mean difference is the difference in average hourly pay, adding all pay rates together and dividing by the total number of people. The median difference is the difference in hourly pay between the middle paid White employee and the middle-paid Black, Asian and Ethnic minority employees (the person at the mid-point if you were to line all employees up). The median is the most representative measure of an 'average' employee as it negates high and low outliers in a data set that would normally skew the mean.

Relevant Employees

A relevant employee is an employee that received full pay (not reduced to parental leave pay or sick pay, for example) as at the snapshot of data on 31 March 2024.

Workforce profile

At the time of reporting (31 March 2025), Oxfordshire County Council had 5284 relevant employees; of which 92.35% had told us their ethnicity. This is a significant proportion of our employees, and we recognise that this percentage enables us to develop a good insight into our employee population. There is still some work to do to close the gap, but this is a very good response rate for an organisation of our size. The remaining 7.65% of relevant employees have either chosen not to tell us their ethnicity or we do not have data about them. This is an improvement from our first reporting period of 2020 at which point 8.5% of relevant employees did not disclose their ethnicity – this group has not been included in this report. We continue to encourage our employees to disclose this information to support ongoing EDI initiatives.

Ethnicity Data

White (British, Irish, Eastern European, Other)	Black (Caribbean, African, Mixed, Other)	Asian (Indian, Pakistani, Bangladeshi, Chinese, Mixed, Other)	Other Ethnicity
88.07%	4.26%	4.27%	3.4%

In total, the percentage of employees reporting as Black, Asian or Ethnic Minority is 11.93%. This represents an increase from 10.37% in 2024.

The number of relevant employees reporting as Black, Asian, Mixed or ethnic minority has increased by 31.8% since 31 March 2020 (first reporting period), from 397 to 582.

Ethnicity pay gap as at 31 March 2025

Mean hourly pay

The mean pay gap between employees from White ethnic backgrounds and Black, Asian and minority ethnic backgrounds saw a reduction in March 2025, when the percentage difference in mean hourly rate was 2.11% (43p per hour). This is an improvement from 2024.

In March 2024 the difference was 2.59%. This demonstrates our efforts to close this gap have been effective, and we continue to work towards further reducing this gap.



Median hourly pay

The percentage difference in median hourly rate saw an increase in March 2025 when it was 2.51% (47p per hour). This figure was 0% in March 2024.

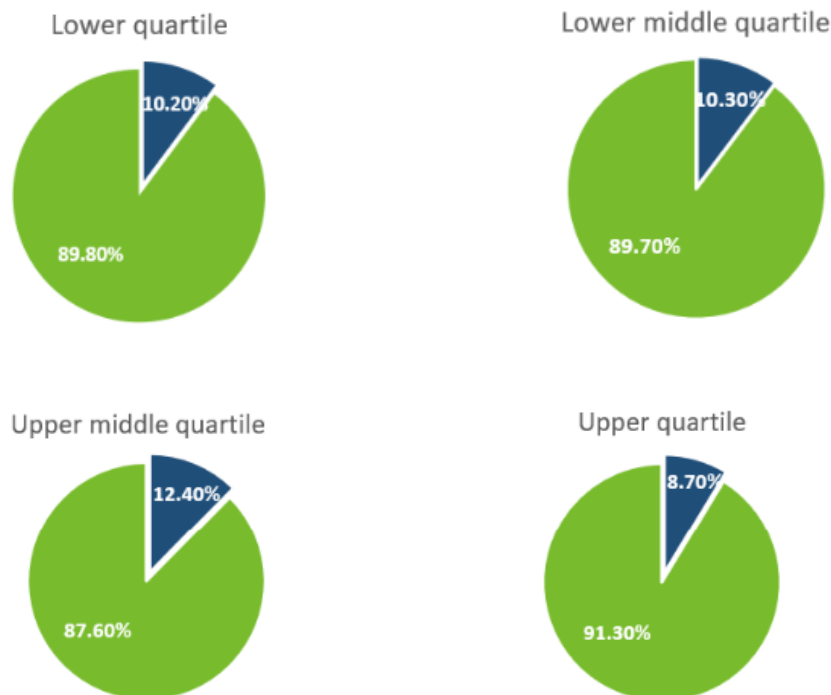
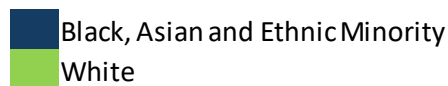
The percentage difference has decreased since the first reporting period in March 2020 where the difference was 5.5% (82p per hour). This demonstrates the gap is reducing overall.



Pay quartiles

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 White and Black, Asian and ethnic minority employees in each quartile.

Proportion of White and Black, Asian and ethnic minority employees by pay quartile:



The hourly rates that represent each quartile are as follows:

- Lower - relates to the hourly rates up to £14.16
- Lower middle - relates to the hourly rates of £14.16 – 18.04
- Upper middle - relates to the hourly rates of £18.04 - £22.49
- Upper - relates to the hourly rates of £22.49 and above

The highest proportion of Black, Asian, and ethnic minority employees continues to be seen within the upper middle pay quartile, where the percentage increased from 12.4% in March 2024 to 14.80% in March 2025. Detailed analysis suggests that this trend relates to the concentration of Social Worker, Occupational Therapist and Children’s and Early Help Practitioner roles in this quartile, both of which employ a significant proportion of Black, Asian, and ethnic minority staff.

Within the upper quartile, the proportion of Black, Asian, and ethnic minority employees rose from 8.7% in March 2024 to 10.39% in March 2025. Likewise, in the lower quartile, there was an increase from 10.2% in March 2024 to 10.57% in March 2025. This is in part linked to the Tier 1-4 organisation redesign programme and alignment of roles and pay.

The proportion of Black, Asian, and ethnic minority employees in the lower middle quartile has shown consistent growth, rising from 8.7% in March 2022 to 9.5% in March 2023, 10.7% in March 2024, and reaching 12.49% in March 2025. It is

noteworthy that adults' and children's social care positions at this level continue to be filled by a higher proportion of Black, Asian, and ethnic minority staff.

Commitment

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.

Our work to improve our approach to equalities, inclusion and diversity is underway. Some of the initial actions taken so far in 2024 and 2025 include:

- Continue to deliver unconscious bias training to managers
- Signed up to RACE Equality Code
- Signed up to Anti-Racism Charter
- Improved EDI steering group
- Recruiting to EDI specific positions
- Extended and expanded Reciprocal Mentoring scheme

We are committed to working with all employees to ensure effective career conversations with managers are consistently taking place as well as recognition of the work they do for staff networks outside of their day jobs through our managing for performance framework (12:3:2). Skills obtained through network activities should be recognised with opportunities to use these skills in other aspects of their role.

The council is also focusing on how to develop career pathways, in particular enabling progression from roles in the lower quartile to the lower middle quartile as well as how to increase representation of Black, Asian and ethnic minority employees in senior management roles.

August 2025