

Gender Pay Gap Report 2022

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 2022
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 2022 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 2022, 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 2022.

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

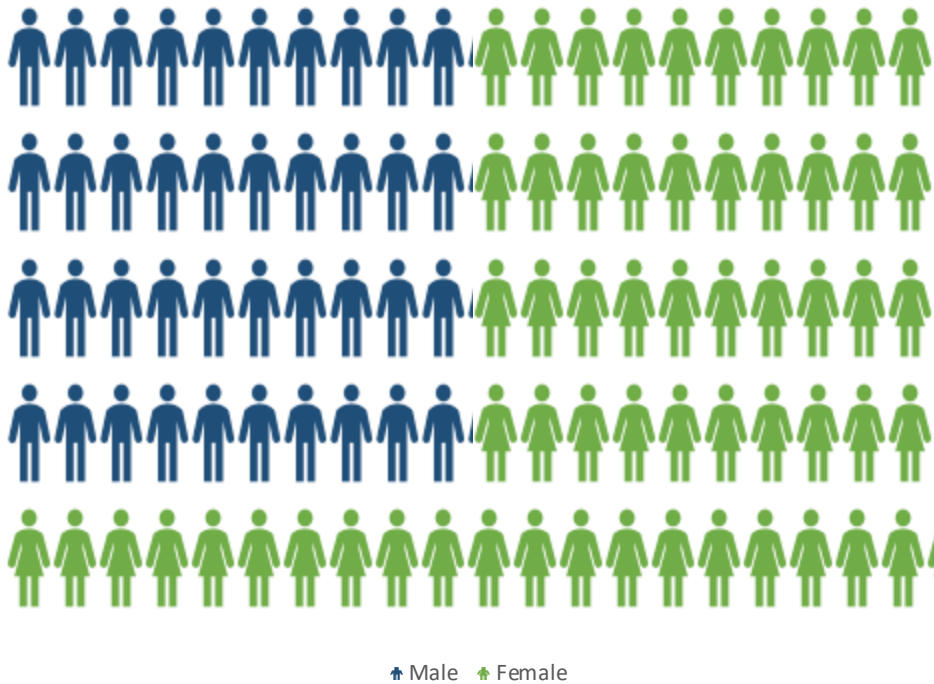
9. The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure.

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.

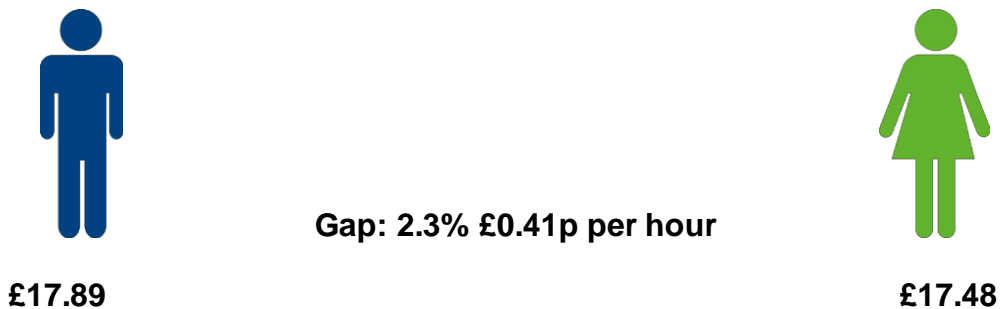
Workforce profile

11. On 31 March 2022, OCC had 5,016 relevant employees of which 34.8% (1,748 employees) were men and 65.2% (3,268 employees) were women.



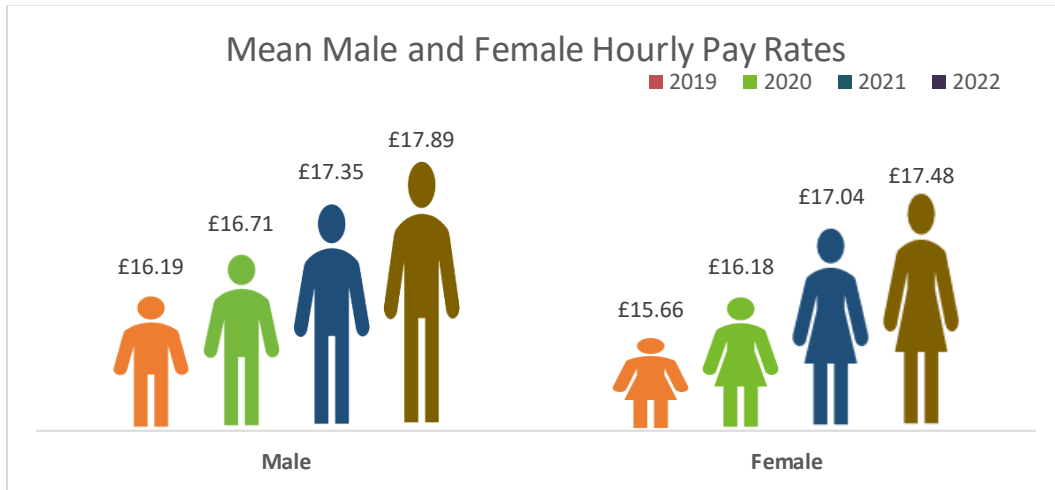
Gender pay gap as at 31 March 2022

Mean: percentage difference and average hourly rate of pay

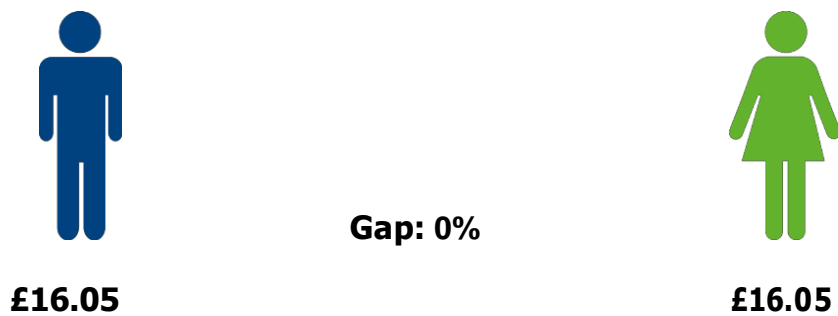


12. The mean difference recorded at Oxfordshire County Council has increased slightly from 1.8% in March 2021 (£0.31p per hour) and is considerably less than the national public sector mean pay gap which is 13.9%, down from 14.9% in 2021. (*Annual Survey of Hours and Earnings, Office for National Statistics*).

13. As at 31 March 2022 the mean hourly rate for men was £17.89 per hour and for women it was £17.48 per hour. This means that men earned an average of 41 pence per hour more than women, which equates to a mean difference of 2.3%. The figures for 2019, 2020, 2021 and 2022 are as follows, showing a slightly steeper increase for females of £1.82 per hour over four years than the increase for males of £1.70 per hour.

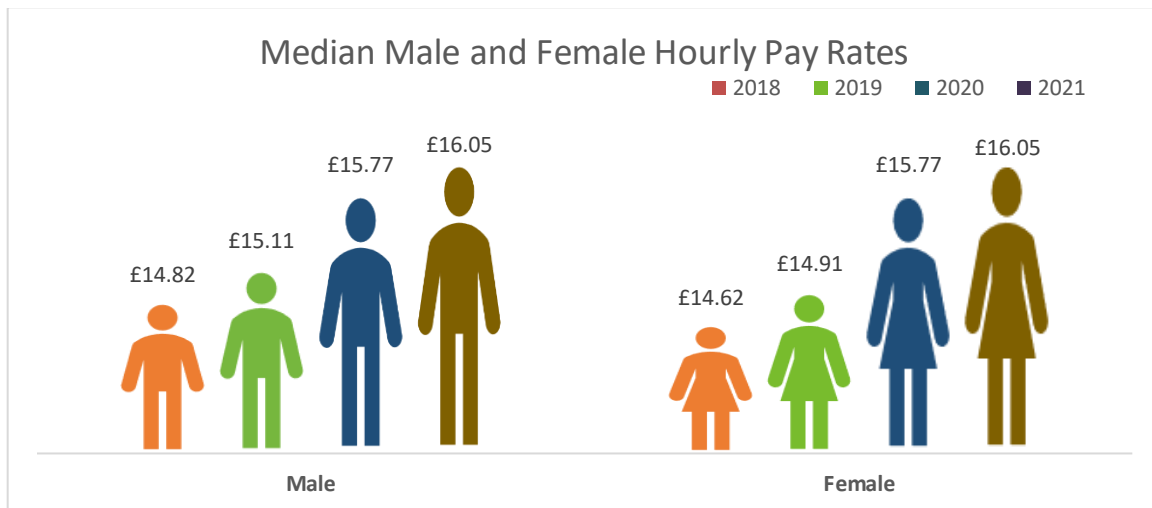


Median percentage difference and hourly rate of pay



14. As at 31 March 2022 the median hourly rate of pay for men was the same as for women at £16.05 per hour. This is considerably less than the national public sector median pay gap which is 14.9% (*Annual Survey of Hours and Earnings, Office for National Statistics*). This represents a national decrease from 15.1% in 2021.

15. The figures for 2019, 2020, 2021, and 2022 are as follows, showing a slightly steeper increase for females of £1.43 per hour over four years than the increase for males of £1.23 per hour.

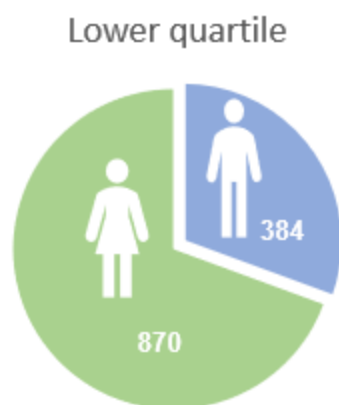


Proportion of men and women receiving bonuses

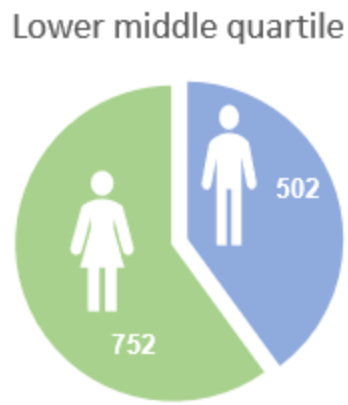
16. OCC does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

Pay quartiles

17. OCC employed 5,016 relevant employees¹ as at 31 March 2022 which means there are 1,254 employees per pay quartile. The gender split per quartile as at 31 March 2022 is detailed below and serves as a useful benchmark to determine progression through the pay scales.

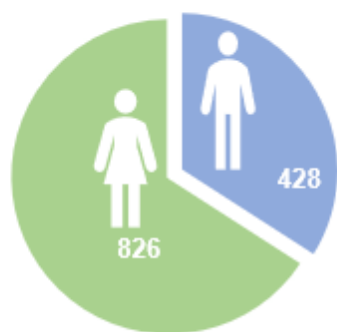


Men 30.60%
Women 69.40%



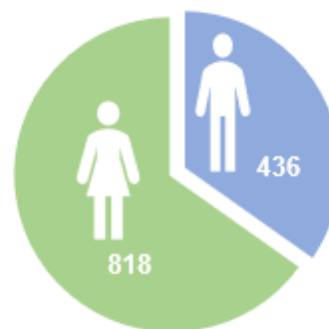
Men 40.00%
Women 60.00%

Upper middle quartile



Men 34.10%
Women 65.90%

Upper quartile



Men 34.80%
Women 65.20%

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

- Upper - relates to the hourly rates of £20.50 and above
- Upper middle - relates to the hourly rates of £16.05 - £20.50
- Lower middle - relates to the hourly rates of £12.16 - £16.05
- Lower - relates to the hourly rates up to £12.16

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 – 30.6% male to 69.4% female does not reflect the proportion of the total relevant workforce which is 34.8% male and 65.2% female, suggesting an imbalance of a larger number of females in lower paid jobs. Although the gap narrows as an employee progresses up the quartiles, the percentage of women in the upper quartile has decreased from 67.8% in 2021 to 65.2% in 2022.

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 earnings levels. However, the council continues to promote opportunities for staff to undertake apprenticeships whilst in employment with the Council.

21. In the upper quartile at senior management level, 56% of the Extended Leadership Team (directors, deputy directors and assistant directors) are women and 44% are men. Although this is a fairly 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 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.

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. 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.

Ethnicity pay gap reporting

26. Whilst we are not legally required to carry out ethnicity pay gap reporting we have taken the important step to do so and be transparent about our findings to our staff networks over the past few years. We have used the same methodology as set out in the Government regulations for calculating gender pay gap with the same snapshot date of 31st March 2022. We have agreed with the Staff Networks to share our findings this year and this is included as Annex A.

January 2023

Ethnicity Pay Gap Reporting 2022 – Annex A

Introduction

At Oxfordshire County Council we are committed to increasing the diversity of our workforce and addressing any barriers to progression for the Race, Ethnicity and Cultural Heritage (REACH) workforce.

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 2022.

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 2022.

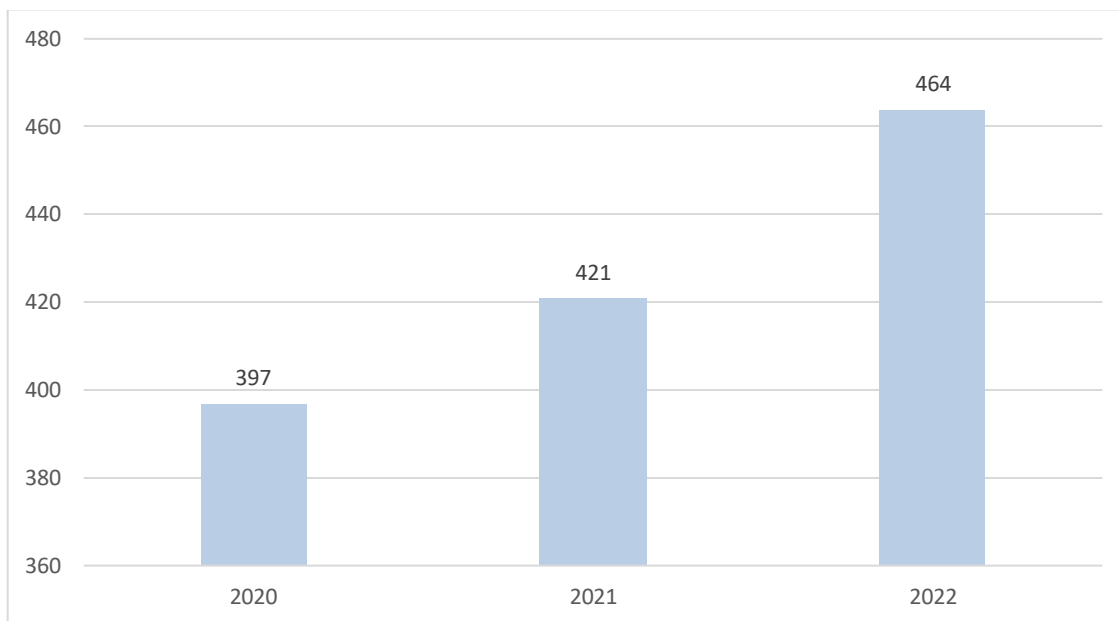
Workforce profile

At the time of reporting (31 March 2022), OCC had 5,016 relevant employees; of which 93% had told us their ethnicity. Whilst this is a significant proportion of our employees, we recognise that this does limit the accuracy of our reporting. As 7% of relevant

employees have either chosen not to tell us their ethnicity or we do not have data about them therefore they have not been included in this report.

Of those relevant employees who have told us their ethnicity, 90.1% are from White backgrounds and 9.9% are from Black, Asian, or Ethnic Minority backgrounds. This represents an increase from 9.06% in 2021. For the purposes of this report White includes White British, White Irish, White Eastern European and White Other ethnicity groups. Black, Asian, and other ethnic minority groups includes Black Caribbean, Black African, Black Other, Indian, Pakistani, Bangladeshi, Chinese, Asian Other, Arab, Mixed Asian, Mixed Black, Mixed Other and Other Ethnicity.

The number of relevant employees reporting as Black, Asian or ethnic minority has increased by 16.4% since 31 March 2020 (first reporting period), from 397 to 464.



Ethnicity pay gap as of 31 March 2022

Mean hourly pay

Percentage difference in mean hourly rate: 0.5% (0.10p per hour) as per the table overleaf.



The mean pay gap between employees from White ethnic backgrounds and Black, Asian and minority ethnic backgrounds has increased from 0.4% in March 2021 to 0.5% in March 2022.

Median hourly pay

Percentage difference in median hourly rate: -3.0% (-0.47p per hour)

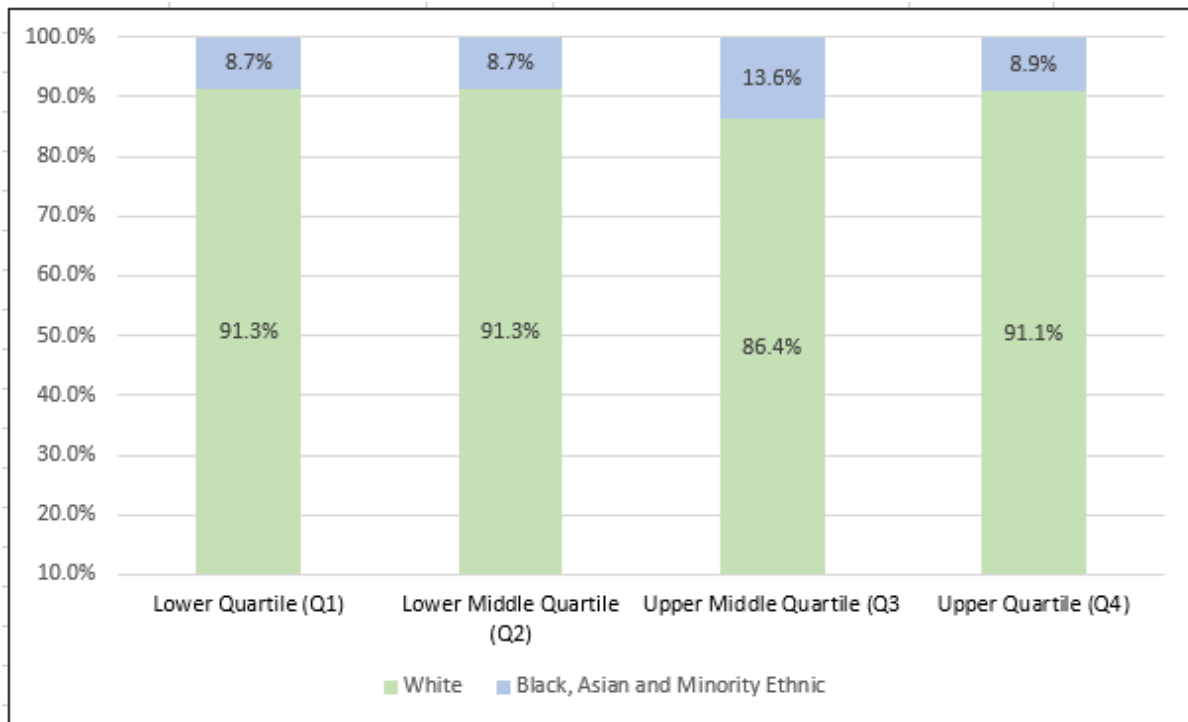


This percentage difference has not changed since 31st March 2021.

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:

- Upper - relates to the hourly rates of £20.50 and above
- Upper middle - relates to the hourly rates of £16.05 - £20.50
- Lower middle - relates to the hourly rates of £12.32 - £16.05
- Lower - relates to the hourly rates up to £12.32

The highest proportion of Black, Asian and ethnic minority employees remain in the upper middle quartile where the percentage has increased from 12.30% in March 2021 to 13.6% in March 2022. Further analysis shows that the majority of Social Worker posts are in this pay quartile where we have a high proportion of Black, Asian and ethnic minority employees, 24.6% of Social Workers are from Black, Asian and ethnic minority groups compared to 21.4% in March 2021.

The percentage of Black, Asian and ethnic minority employees in the upper quartile has increased from 8.3% in March 2021 to 8.9% in March 2022.

The percentage of Black, Asian and ethnic minority employees in the lower quartile has increased from 7.8% in March 2021 to 8.7% in March 2022. There is a high percentage of Black, Asian and Ethnic Minority staff in Customer Service Advisor roles, administration roles and cleaning roles in this quartile.

The proportion of Black, Asian and Ethnic Minority employees in the lower middle quartile has steadily increased from 6.7% in March 2020 and 7.7% in March 2021 to 8.7% in March 2022. There is a high percentage of Black, Asian and ethnic minority staff in adults and children's social care roles at this level (9.9%) such as Family Support Workers, Coordinators and Special Educational Needs Support roles.

There is also a high percentage of this group in customers and organisational development roles (10.8%) which includes Specialist Customer Service Advisers, Business Support Officers and Information Analysts. There has also been an increase in reporting of ethnicity by employees since 2020 (see above) which may have affected this increase.

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. To 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 2021 and 2022 include:

- delivered unconscious bias training to managers
- developing and piloting a reverse mentoring proposal
- reviewed our e-learning offer (EDI e-learning training also part of mandatory manager induction programme)
- reviewing our staff network support including introduction of a new Staff Network Co-Ordinator.
- The Race, Ethnicity and Cultural Heritage Network - REACH (formerly known as BAME) produced a toolkit for managers to encourage open conversations about race and racism with the aim to positively impact change in our workplace

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.

Summary

The mean ethnicity pay gap within OCC is relatively small, however while we understand that publishing the data will not in itself remove the gap, doing so is the first step towards that aim and we are committed to learning from best practice as part of our journey. The ethnicity 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.

January 2023