

REMUNERATION COMMITTEE – 14 JUNE 2018

OXFORDSHIRE COUNTY COUNCIL GENDER PAY GAP REPORT UPDATE

Report by Director of Human Resources

Introduction

1. This report gives an update to Oxfordshire County Council's Gender Pay Gap which met our requirements under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and provides information on other Organisations' Gender Pay Gap.

Gender Pay Gap Report Update

1. On the 7th March we had an internal headline that covered:
 - The difference between Gender Pay Gap reporting and Equal Pay issues
 - The role Job Evaluation plays
2. On the 28th March we had another internal headline. This included our Gender Pay Gap Report. We also published our report on the public website and uploaded our figures to the Government's Gender Pay Gap reporting portal.
2. We have received only a couple of questions from employees asking for further clarity on the difference between a Gender Pay Gap and Unequal pay.
3. According to The Equalities and Human Rights Commission, 1,557 employers had missed the deadline to report their Gender Pay Gap.

Comparison Gender Pay Gap Reports

4. Annex 1 provides an overview of the Oxfordshire Districts and four comparable County Councils.
5. The figures present us favourably:
 - The average of the mean Gender Pay for the Districts is 8.10% and for the other Counties is 11.28%. OCC has mean Gender Pay Gap of 3.5%.
 - The average of the median Gender Pay for the Districts is 6.10% and for the other Counties is 11.98%. OCC has a median Gender Pay Gap of 0.1%.
 - The median of the mean Gender Pay Gap for the Districts is 2.20% and for the other Counties is 9.30%.

- The median of the median Gender Gap for the Districts is 3.45% and for the other Counties is 10.85%.
6. It is important to note that the Gender Pay Gap reporting is heavily influenced by Organisational decisions (such as outsourcing certain functions or holding them in-house). It is therefore not possible to have a true like-for-like comparison.

Financial and Staff Implications

7. Implications are discussed as required.

Equalities Implications

8. The Gender Pay Gap Report (Annex 1) outlines the actions we have in place to address our gender pay gap and to increase representation (not just gender) throughout the Organisation.

RECOMMENDATION

9. **The Remuneration Committee is RECOMMENDED to note this report.**

Steve Munn

Director of Human Resources

Background Papers: Nil

Contact Officer: Ruth O'Loughlin, HR Manager – Reward

June 2018

Authority	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Gap	Median Bonus Gap	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
					Male	Female	Male	Female	Male	Female	Male	Female
Public Sector Average	17.7%	19.4%										
National Average	17.4%	18.4%										
Oxfordshire	3.5%	0.1%	N/A	N/A	29.6%	70.4%	41.5%	58.5%	36.7%	63.3%	34.4%	65.6%
Cherwell District Council	3.3%	6.9%	N/A	N/A	47.7%	52.3%	48.4%	51.6%	55.5%	44.5%	51.6%	48.4%
Oxford City	0.1%	0%	-6.3%	19.5%	71.3%	28.7%	59.6%	40.4%	63.2%	36.8%	67.6%	32.4%
South Oxfordshire & Vale	1.1%	-8.7%	N/A	N/A	30%	70%	32%	68%	27%	73%	50%	50%
West Oxfordshire District	27.9%	26.2%	N/A	N/A	21.4%	78.6%	23.2%	76.8%	30.4%	69.6%	58.9%	41.1%
Buckinghamshire County	7.8%	4.5%	2.6%	6.1%	21.3%	76.9%	19.4%	80.6%	23.2%	76.8%	27.9%	72.1%
Hampshire County	18.7%	21.7%	27.9%	27%	12.5%	87.5%	21.9%	78.1%	25.2%	74.8%	33.6%	66.4%
Northamptonshire County	8%	6%	0%	0%	19.9%	80.1%	40.8%	59.2%	41.8%	58.2%	36.1%	63.9%
Warwickshire County	10.6%	15.7%	5.5%	0%	21.7%	78.3%	25.4%	74.6%	33.8%	66.2%	38.3%	61.7%