

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 2023.

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

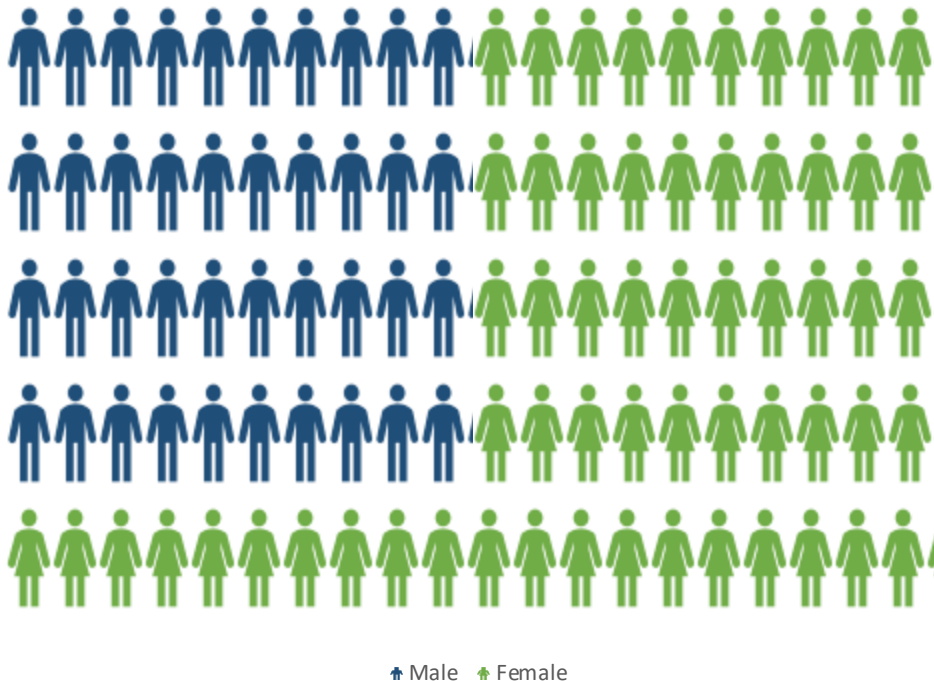
9. The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure.

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.

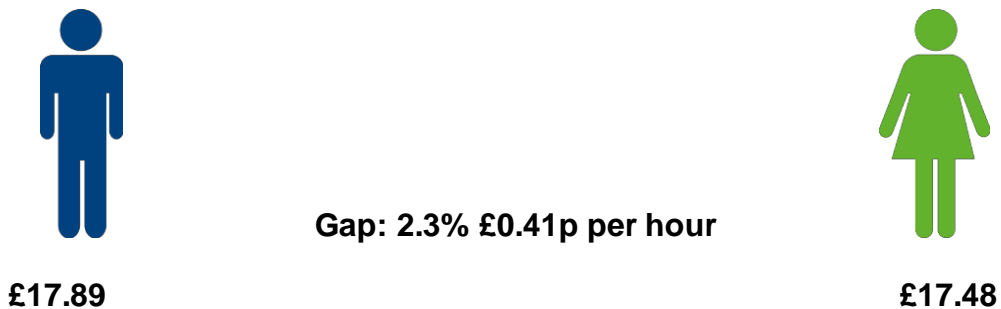
Workforce profile

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.



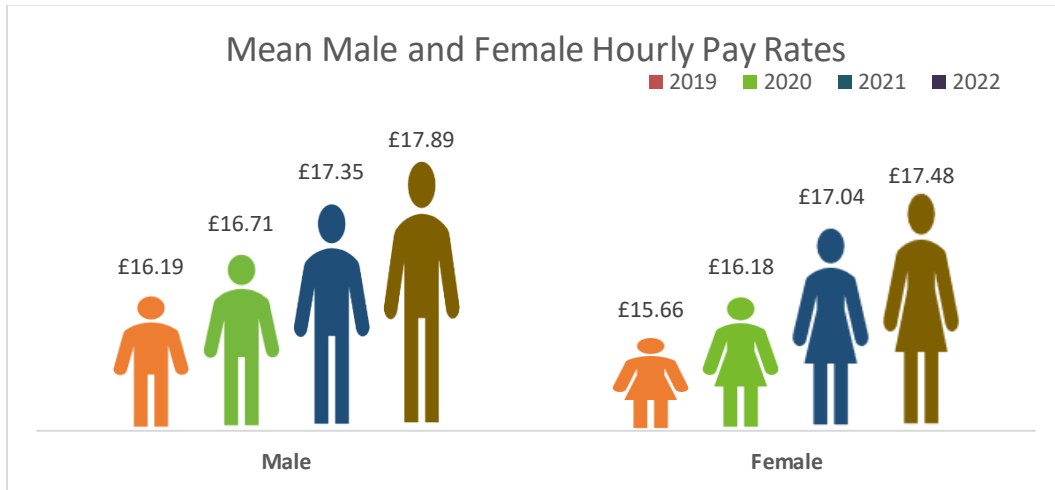
Gender pay gap as at 31 March 2022

Mean: percentage difference and average hourly rate of pay

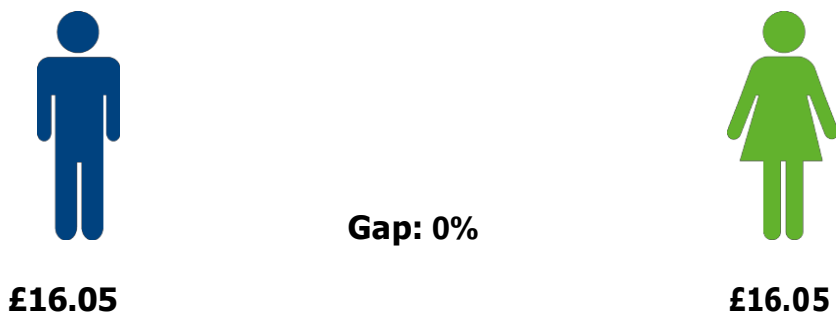


12. The mean difference recorded at Oxfordshire County Council has increased slightly from 1.8% in March 2021 (£0.31p per hour) and is considerably less than the national public sector mean pay gap which is 13.9%, down from 14.9% in 2021. (*Annual Survey of Hours and Earnings, Office for National Statistics*).

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.

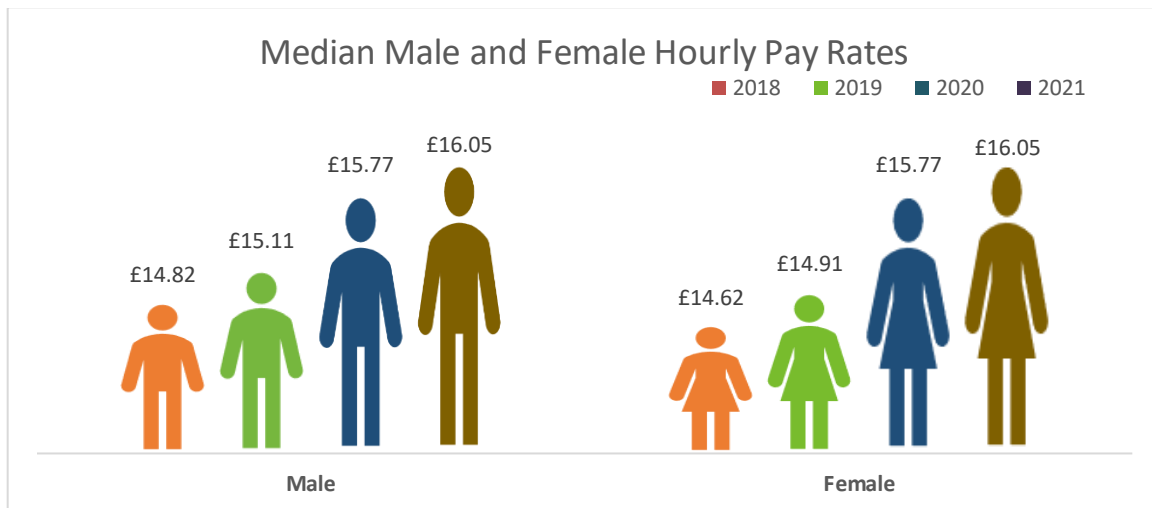


Median percentage difference and hourly rate of pay



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.

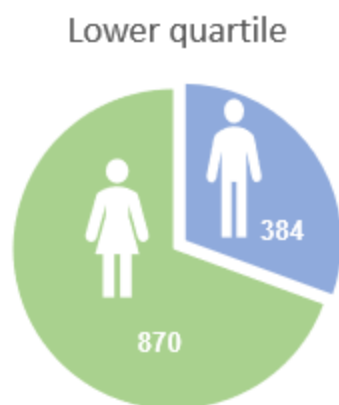


Proportion of men and women receiving bonuses

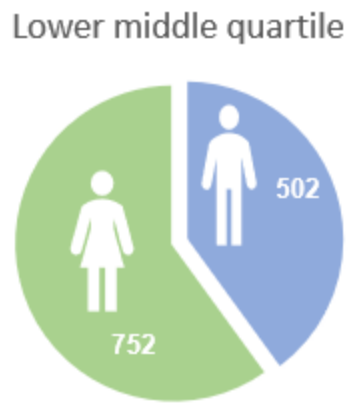
16. OCC does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

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.

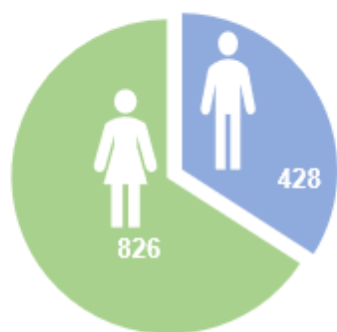


Men 30.60%
Women 69.40%



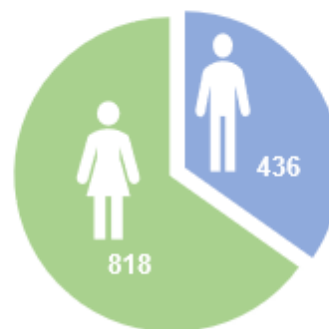
Men 40.00%
Women 60.00%

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.

January 2023