

**OXFORDSHIRE COUNTY COUNCIL**  
**3<sup>rd</sup> November 2023**

**Report to Remuneration Committee**  
**Ethnicity Pay Gap Report 2022/23**

**Report of the Head of HR – Professional Services**

**RECOMMENDATIONS**

The Remuneration Committee is RECOMMENDED to:

- Receive the report for information purposes.

**1. EXECUTIVE SUMMARY**

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 31<sup>st</sup> March 2023.

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.

**2. ETHNICITY PAY GAP REPORT 2023**

The mean ethnicity pay gap between employees from White ethnic backgrounds and Black, Asian and minority ethnic backgrounds in OCC has decreased from 0.5% in March 2022 to 0.22% in March 2023.

Of those relevant employees who have told us their ethnicity, 89.91% are from White backgrounds and 10.1% are from Black, Asian, or Ethnic Minority backgrounds. This represents an increase in the latter from 9.9% in 2022.

**3. CONCLUSIONS**

We are committed to improving our approach to equalities, inclusion and diversity. We will continue to advance our EDI initiatives, particularly where there are any barriers

for ethnic minority groups to progress into higher paid roles, or roles where there is underrepresentation.

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.

Sharon Yardy  
Head of HR – Professional Services  
October 2023