

**OXFORDSHIRE COUNTY COUNCIL
12 December 2023**

Gender Pay Gap Report 2023

Report by Executive Director: Resources

RECOMMENDATIONS

Council is RECOMMENDED to receive the Gender Pay Gap report and approve for publication.

1. EXECUTIVE SUMMARY

From 2017, an employer who has a headcount of 250 or more employees on a 'snapshot date' must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'.

The 'snapshot date' for Oxfordshire County Council (as with most other public authority employers) is 31 March every year. The Council must report and publish their gender pay gap information by 30 March of the following year.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

2. CALCULATIONS

Employers must calculate, report and publish the following gender pay gap figures where applicable, those indicated with an asterisk are applicable to the Council for the 2022/23 report:

- *percentage of men and women in each hourly pay quarter*
- *mean (average) gender pay gap using hourly pay*
- *median gender pay gap using hourly pay*
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

3. GENDER PAY GAP REPORT 2023

The gender pay gap within OCC is relatively small and well below that of the national public sector based on both the mean and median hourly rate of pay. There has been a decrease in the mean gender pay gap from 2.3% in 2022 to 1.2% in 2023.

4. CONCLUSIONS

We are committed to improving our approach to equalities, inclusion and diversity. We will continue to advance our inclusion initiatives, particularly where there are any barriers for women to progress into higher paid roles, or roles where they are under-represented.

5. Financial Implications

There are no financial implications arising from the information set out in the report.

Kathy Wilcox – Head of Financial Strategy

6. Legal Implications

Mandatory gender pay gap reporting for public sector employers was introduced on 31 March 2017 by the *Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*.

Employers with a headcount of 250 or more employees are required to publish information showing the difference between what women earn as a group compared to what men earn as a group in a workplace. This is known as the gender pay gap.

There are no legal implications arising from the report - it is a factual representation of the current position and for noting.

Paul Grant – Head of Legal and Deputy Monitoring Officer

Annex: Gender Pay Gap Report 2023

Lorna Baxter, Executive Director: Resources

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