

REMUNERATION COMMITTEE – 25 JANUARY 2021

Gender Pay Gap Report 2020/21

Report of the Director of Human Resources

RECOMMENDATIONS

The Remuneration Committee is **RECOMMENDED** to:

- Receive the report
- Recommend the Gender Pay Gap report for 2020 for approval by full council.

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 2020/21 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 2020

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 small reduction in 2020 compared to the previous two reporting years.

4. CONCLUSIONS

During 2020 Oxfordshire County Council held discussions with employees about inclusion and their feedback helped to shape our new *Equality, Diversity, and Inclusion Framework: Including Everyone* which was published in October 2020.

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

Flexible and agile working and family friendly policies will also ensure that OCC can both attract and retain staff in a competitive job market and in a geographical area with low unemployment.

Karen Edwards
Director of Human Resources
15 January 2021