

OXFORDSHIRE COUNTY COUNCIL
13TH JANUARY 2022

Report to Remuneration Committee
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 2021 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 2021/22 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 2021

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 2021 compared to the previous two reporting years.

4. CONCLUSIONS

Our work to improve our approach to equalities, inclusion and diversity is underway. 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.

Karen Edwards
Director of Human Resources
17 December 2021