

OXFORDSHIRE COUNTY COUNCIL
20th JANUARY 2023

Report to Remuneration Committee
Gender Pay Gap Report 2021/22

Report of the Head of HR – Professional Services

RECOMMENDATIONS

The Remuneration Committee is RECOMMENDED to:

- Note the contents of the report
- Approve the Gender Pay Gap Report for consideration by full Council
- Recommend the Gender Pay Gap report for 2022 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 2022

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 increase in the mean gender pay gap (0.5%) in 2022 compared to 2021.

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.

As part of the report, we have included an ethnicity pay gap report at Annex A which is not a legal requirement for the Council to undertake but it has been reporting on as part of the EDI agenda. This report is included in response to a request from our staff networks for transparency. It is recommended that this annex is removed before the legal publication of the Gender Pay Gap report.

Financial Implications

There are no financial implications arising from this report.

Comments checked by:

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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

Comments checked by:

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