



Gender Pay Gap Report 2020

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 stipulate that all businesses, public sector and third sector organisations with over 250 employees must publicly report on average pay differences between their male and female employees. The Regulations require employers to publish their:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment, and
- Proportion of males and females in each pay quartile.

As a public sector body, we are required to publish this pay gap information within 12 months, taking the "snapshot date" of 31 March 2020.

Our calculations follow the legislative requirements as set out in the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017. All staff who were deemed to be relevant employees at 31 March 2020 are included.

This information will be published on the Oxfordshire County Council (OCC) website for a minimum of 3 years and published on the government website (www.gov.uk) by 31 March 2021.

Equal pay and gender pay gap

The purpose of gender pay gap reporting is to achieve greater gender equality in terms of pay across the UK and increase pay transparency. This differs from equal pay which deals with differences between men and women who carry out the same roles.

Details within this report

Using a snapshot of employees' pay as at 31 March 2020, only 3 of the 6 calculations detailed above were made due to no bonus payments being paid at OCC. The 3 calculations are as follows:

1. Mean gender pay gap
2. Median gender pay gap
3. The proportion of men and women divided into four quartile pay bands

Information required for publication

Relevant employee

An employee who was on full pay at the point of the data snapshot as at 31 March 2020.

Mean gender pay gap

The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number there are.

Median gender pay gap

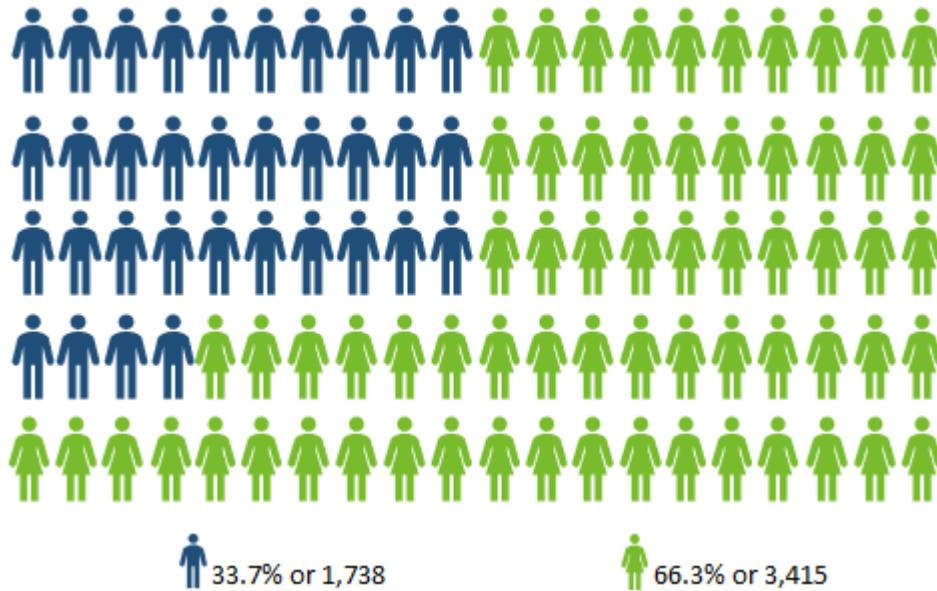
The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure.

Quartile pay bands

The quartile information is calculated by listing all salaries from highest to lowest and then splitting that information into four equal quarters to determine the percentage of male/female employees in each quartile.

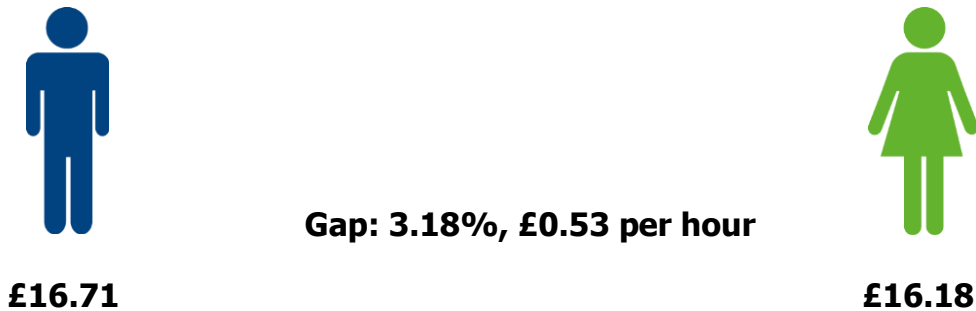
Workforce profile

On 31 March 2020, OCC had 5,153 relevant employees¹; of which 33.7% (1,738 employees) were men and 66.3% (3,415 employees) were women.



Gender pay gap as at 31 March 2020

Mean: percentage difference and average hourly rate of pay

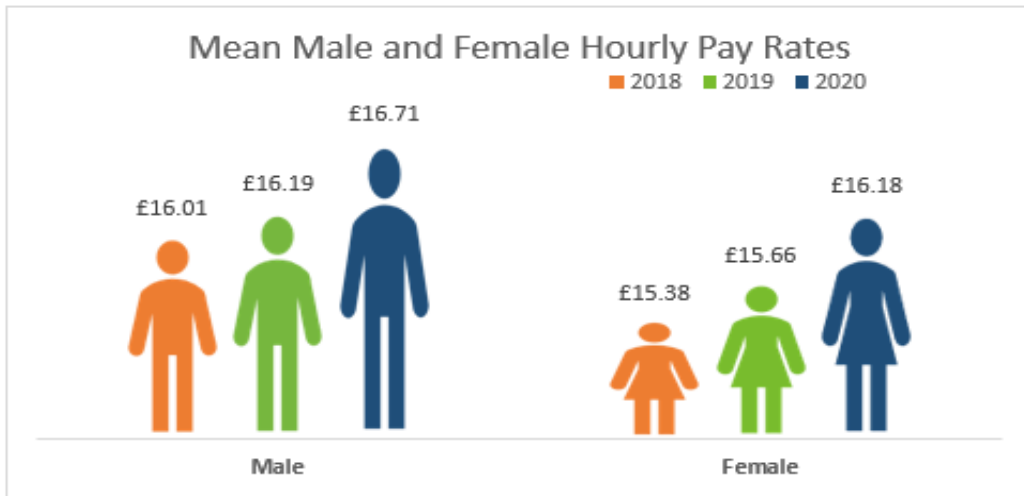


The mean difference recorded at OCC has slightly reduced from 3.3% in March 2019 and is considerably less than the national public sector mean pay gap which is 14.5% (Office for National Statistics – ASHE).

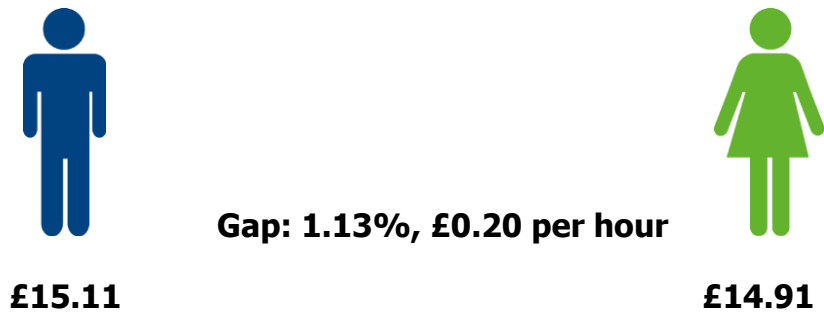
As at 31 March 2020 the mean hourly rate for men was £16.71 per hour and for women it was £16.18 per hour. This means that men earned an average of 53 pence per hour more than women, which equates to a mean difference of 3.18%. The figures for 2018, 2019 and 2020 are as follows, showing a slightly steeper

¹ A relevant employee is an employee that received full pay, not reduced to parental leave pay or sick pay, for example, as at the snapshot of data on 31 March 2020.

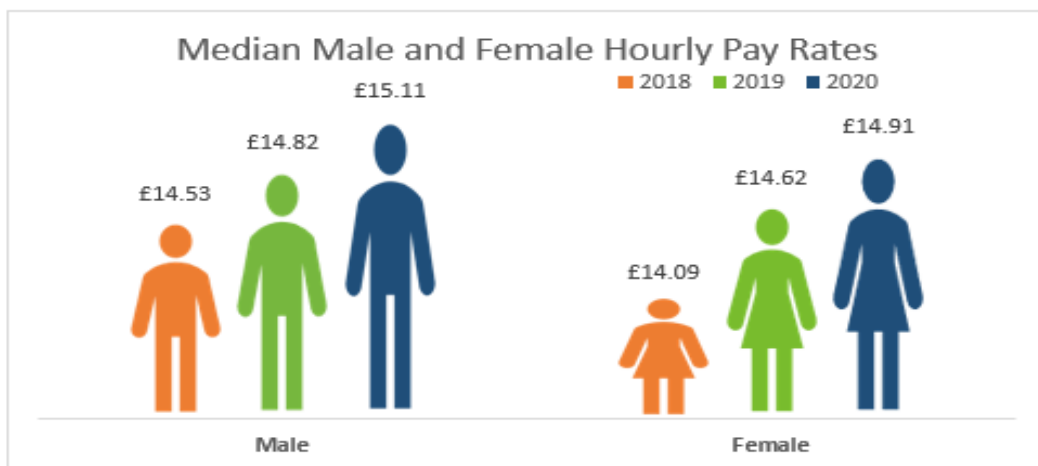
increase for females of 80p per hour over three years than the increase for males of 70p per hour.



Median percentage difference and hourly rate of pay



As at 31 March 2020 the median hourly rate of pay for men was £15.11 per hour and for women it was £14.91 per hour. This means that men earned an average of 20 pence per hour more than women, which equates to a mean difference of 1.13%. This is considerably less than the national public sector median pay gap which is 15.8% (Office for National Statistics – ASHE). The figures for 2018, 2019 and 2020 are as follows, showing a slightly steeper increase for females of 82p per hour over three years than the increase for males of 58p per hour.



Proportion of men and women receiving bonuses

OCC does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

Pay quartiles

OCC employed 5,153 relevant employees¹ as at 31 March 2020 which means there are 1288 employees per pay quartile. The gender split per quartile as at 31 March 2020 is detailed below and serves as a useful benchmark to determine progression through the pay scales.



The hourly rates that represent each quartile are as follows:

- Upper - relates to the hourly rates of £19.10 and above
- Upper middle - relates to the hourly rates of £15.01 – £19.10
- Lower middle - relates to the hourly rates of £11.18 - £14.98
- Lower - relates to the hourly rates up to £11.18

The proportion of males to females remains remarkably constant in the four quartiles – about one third male to two thirds female. However, the proportion of males to females in the lower quartile – 30.3% male to 69.7% - does not reflect the proportion of the total workforce which is 33.7% male to 66.3% female, suggesting an imbalance of a large number of females in the lower paid jobs. However, the gap narrows as one progresses up the quartiles, and is most encouraging in the upper quartile where 65.9% of incumbents are women.

In the lower quartile the roles occupied by females are mainly cleaning, administration, school crossings, catering and customer service. For some of these functions there is no obvious career progression route to higher earning levels. However, the council is considering plans to promote opportunities to undertake apprenticeships for these staff to broaden CPD and career development opportunities whilst in employment with the Council.

In the upper quartile 12 (42.86%) of the 28 directors, deputy directors and assistant directors are women, which does not reflect the two thirds of the total workforce who are women. 7.4% of the upper quartile incumbents work less than full-time, of which 3.44% work less than 0.7 of full-time.

Commitment

We are committed to the principles of equality, diversity, fairness and inclusion. People matter 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.

During 2020 we 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. This is a joint framework with Cherwell District Council and is important for us in honouring and protecting the diverse strengths of individuals and in building inclusive communities.

Our work to improve our approach to equalities, inclusion and diversity is underway. Some of the initial actions taken so far in 2020 include:

- delivering unconscious bias training
- developing a reverse mentoring proposal
- reviewing our e-learning offer
- reviewing our staff network support
- collating pledges from senior managers

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.

Summary

The gender pay gap within OCC is relatively small, however while we understand that publishing the data will not in itself remove the gap, continuing to do so is the first step towards that aim and we are committed to learning from best practice as part of our journey. The gender pay gap data will be analysed on an annual basis, a comparison of figures will be completed year on year and the Senior Management Team will continue to review and monitor this data. We will ensure that job grades continue to be determined through objective analysis and job evaluation to maintain the integrity of the pay and grading system.