

Gender Equality Pay Gap Report 2024

Background

1. 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 the average pay differences between their male and female employees. The Regulations require employers to publish their:
 - i. Mean gender pay gap in hourly pay
 - ii. Median gender pay gap in hourly pay
 - iii. Mean bonus gender pay gap
 - iv. Median bonus gender pay gap
 - v. Proportion of males and females receiving a bonus payment, and
 - vi. Proportion of males and females in each pay quartile.
2. As a public sector organisation Oxfordshire County Council is required to publish its pay gap information within 12 months of taking the “snapshot date” at 31 March 2024.
3. The calculations in this report follow the legislative requirements as set out in the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017. All employees who were deemed to be relevant employees at 31 March 2024 are included. For the purposes of the report, casual workers are excluded as they are not employees.
4. This information will be published on the council’s website for a minimum of 3 years and published on the government website (www.gov.uk) by 31 March 2025.

Equal pay and gender pay gap

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

Detail within this report

6. Using a snapshot of employees' pay as at 31 March 2024, 3 of the 6 required calculations detailed in section 1 were made. This is because the council does not use bonus payments. The 3 calculations are shown below:
 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

Definition of relevant employee

7. An employee who was on full pay (not reduced to parental leave pay or sick pay) at the point of the data snapshot as at 31 March 2024.

Definition of mean gender pay gap

8. 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.

Definition of median gender pay gap

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

Quartile pay bands

10. 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.

National gender pay gap 2024

11. The national gender pay gap stood at 7.0% in April 2024, down from 7.5% in 2023. (Source: *Gender pay gap in the UK: 2024: Office of National Statistics*). In April 2024, the gender pay gap was highest in skilled trades occupations and lowest in the caring, leisure and other service occupations.

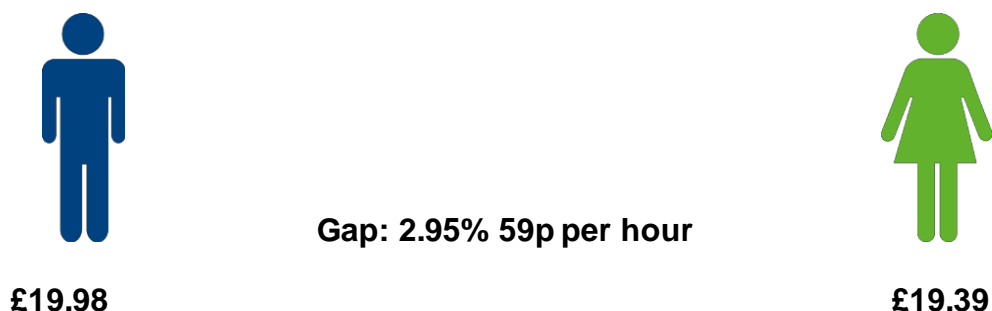
Oxfordshire County Council workforce profile

12. On 31 March 2024, Oxfordshire County Council had 5,216 relevant employees, of which 35.03% (1827 employees) were men and 64.97% (3389 employees) were women.

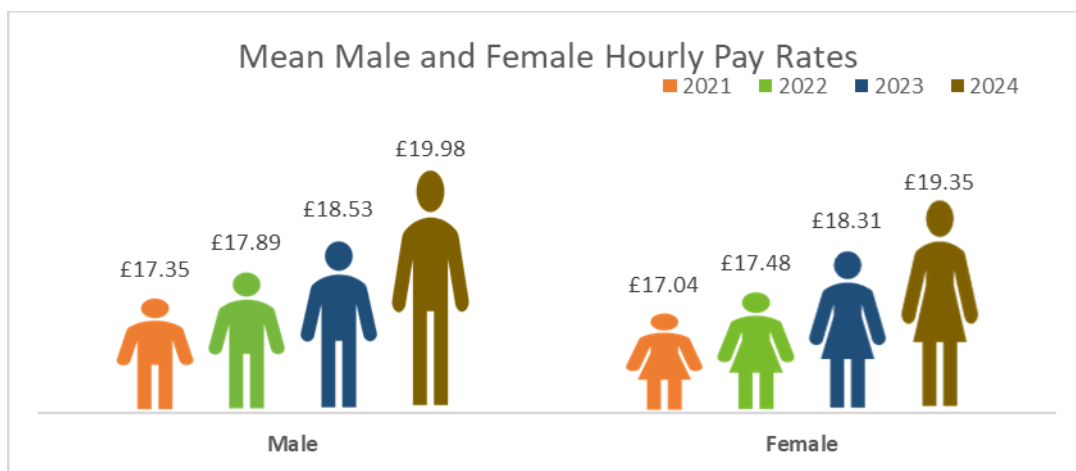


Oxfordshire County Council gender equality pay gap as of 31 March 2024

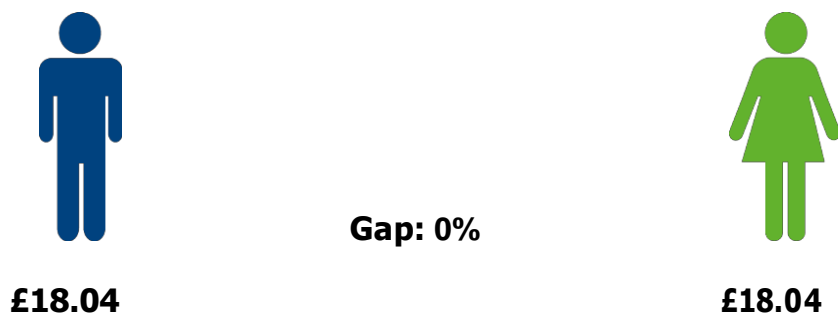
Mean: percentage difference and average hourly rate of pay



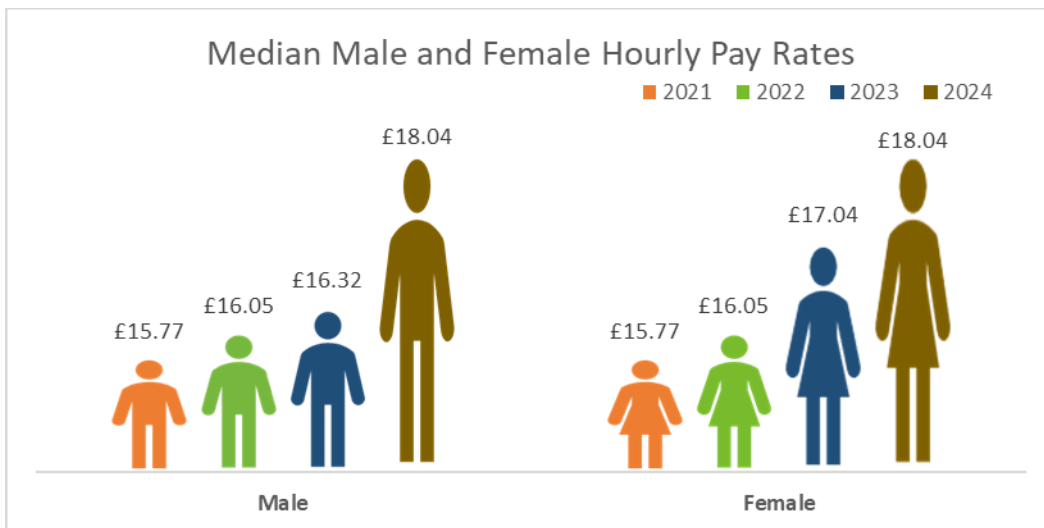
13. The mean difference for Oxfordshire County Council employees increased from 1.2% in March 2023 (22p per hour) to 2.95% (59p per hour) in March 2024. Despite this widening, it remains considerably less than the national pay gap.
14. As at 31 March 2024 the mean hourly rate for men working for Oxfordshire County Council was £19.98 per hour and for women it was £19.39 per hour. This means men earned an average of 59 pence per hour more than women, which equates to a mean difference of 2.95%.
15. The figures for 2021, 2022, 2023 and 2024 are illustrated in the table below, showing a less steep increase for females of £2.31 per hour over four years than the increase for males of £2.63 per hour.



Median: percentage difference and hourly rate of pay



16. As at 31 March 2024 the median hourly rate of pay for men working for Oxfordshire County Council was the same as for women, £18.04. This gives a median gender pay gap of 0%.
17. The national median hourly rate of pay excluding overtime for full-time employees rose from £17.40 - £17.52 in 2024. (Source: Annual Survey of Hours and Earnings, Office for National Statistics).
18. The figures for 2021, 2022, 2023, and 2024 are illustrated below, showing an equal increase for male and female employees of £2.27 per hour over four years.

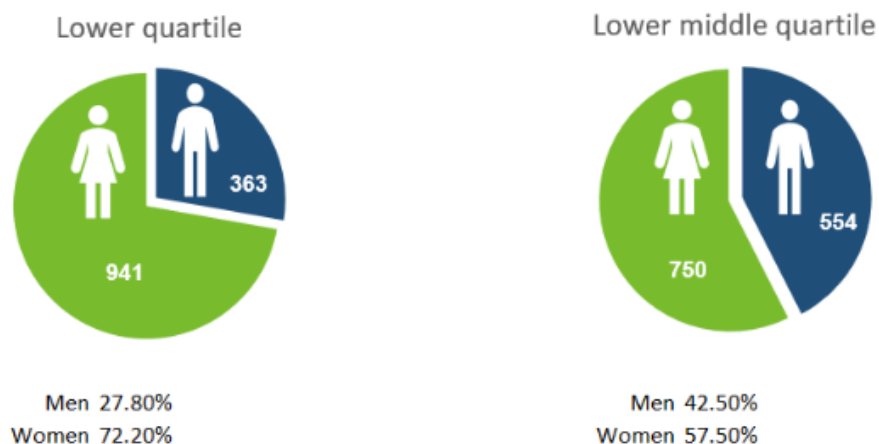


Proportion of men and women receiving bonuses

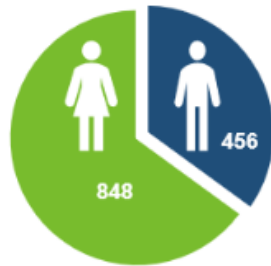
19. Oxfordshire County Council does not operate performance related pay or bonus schemes.

Pay quartiles and segregation

20. As of 31 March 2024, Oxfordshire County Council employed a total of 5,216 relevant employees, averaging 1,304 employees per pay quartile. The gender split per quartile as at 31 March 2024 is shown below and serves as a useful benchmark to determine progression through the pay scales.

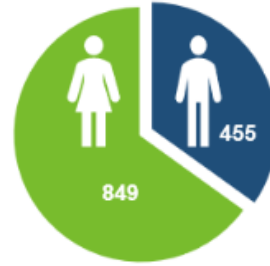


Upper middle quartile



Men 35.00%
Women 65.00%

Upper quartile



Men 34.90%
Women 65.10%

21. The hourly rates that represent each quartile are as follows:

- Upper - relates to the hourly rate of £22.49 and above
- Upper middle - relates to the hourly rate of £18.04 - £22.49
- Lower middle - relates to the hourly rate of £14.16 – 18.04
- Lower - relates to the hourly rate up to £14.16

22. Male and female segregation

The proportion of male to female employees in each quartile changed slightly from 2023, with slightly more females in the lower and lower middle quartiles, and slightly less in the upper and upper middle quartiles. This could be due in part to the large percentage of female leavers (70.23%) in the 23 / 24 financial year.

23. Female employees

The lower quartile saw a 0.4% increase of female employees since 2023, with 72.2% of the lower quartile being female – this is not reflective of the total workforce where 65% of the total workforce were female at the time of producing the data.

24. Male employees

There was a 1.2% decrease of male employees in the lower middle quartile since 2023 and an increase of 5.5% male employees in the top two quartiles.

25. Occupational segregation

In the lower quartile, the roles performed are mainly cleaning, administration, school crossing patrol, catering and customer services. For some of these functions there is currently no obvious career progression to secure higher earnings. However, it is important to emphasize that the council continues to promote development opportunities for employees to undertake apprenticeships and functional skills such as Math's and English.

At the time of producing the data 45.5% of the Extended Leadership Team (directors, deputy directors, and assistant directors) were women and 54.5% were men. Whilst a broadly even balance, it does not reflect the two thirds of the total workforce who were

women (at the time of producing the data).

Commitment to Equality

26. The council is committed to the principles of equality, diversity, fairness, and inclusion. 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, recognised for the work they do, and have the opportunity to have their say on matters that affect them. The council is also committed to achieving a diverse workforce that fully reflects its community.
27. The council will continue to explore its inclusion initiatives, particularly where there are barriers for women to progress into higher paid roles, or roles where they are under-represented.
28. Flexible, agile working, and family friendly policies will assist Oxfordshire County Council to attract and retain employees in a competitive labour market and in a geographical area with low unemployment.

Summary

29. Oxfordshire County Council's gender pay gap is small. However, while publishing the data will not in itself remove the gap, continuing to do so is a step towards that aim. The council will continue to learn from best practice as part of its commitment to being a high performing, accountable, public sector organisation. The gender pay gap data will be analysed on at least an annual basis, and a comparison of figures will be completed year on year.

The council 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.

January 2025