



Ethnicity Pay Gap 2024

Introduction

1. Oxfordshire County Council is committed to increasing the diversity of its workforce and addressing any barriers to progression for the Race, Ethnicity and Cultural Heritage (REACH) workforce.

Calculating the ethnicity pay gap

2. Unlike the gender pay gap, the council is not legally required to publish its ethnicity pay gap. However, it has taken the important step to be transparent about its ethnicity pay gap and has calculated it using the same methodology set out in the Government regulations for calculating its gender equality pay gap, using the same snapshot date of 31st March 2024.
3. The details included in this report are:
 - Mean ethnicity pay gap in hourly pay;
 - Median ethnicity pay gap in hourly pay;
 - Proportion of White, Black, Asian and Ethnic Minority employees in each pay quartile.
4. The council does not pay bonus so the mean and median bonus pay gap have not been included.

Median and Mean

5. The data considers both the mean and the median measures.
6. The mean difference is the difference in average hourly pay, adding all pay rates together and dividing by the total number of people.
7. The median difference is the difference in hourly pay between the middle paid White employee and the middle-paid Black, Asian, and Ethnic minority employees (the person at the mid-point if you were to line all employees up). The median is the most representative measure of an 'average' employee as it negates high and low outliers in a data set that would normally skew the mean.

Relevant employees

8. A relevant employee is an employee that received full pay (not reduced to parental leave pay or sick pay) as at the snapshot of data on 31 March 2024.

Workforce profile

9. At the time of reporting (31 March 2024), Oxfordshire County Council employed 5405 relevant employees; of which 90.55% had disclosed their ethnicity. Whilst this is a significant proportion of the council's workforce, it is recognised that this does limit the accuracy of reporting. 9.45% of relevant employees have either chosen not to disclose their ethnicity or the council does not hold data about them. This is an increase from the council's first reporting period of 2020 where 8.5% of relevant employees did not disclose their ethnicity – this group has not been included in this report.
10. Of those relevant employees who have disclosed their ethnicity, 83.79% are from White backgrounds, 3.99% are from Black backgrounds, 3.83% are from Asian backgrounds, and 2.55% are from any other Ethnic Minority backgrounds.
11. In total, the percentage of employees reporting as Black, Asian, or Ethnic Minority is 10.37%. This represents an increase from 10.1% in 2023. This compares to 23.2% of the Oxfordshire population per the 2021 census.
12. For the purposes of this report White includes; White British, White Irish, White Eastern European and White Other ethnicity groups. Black, Asian, and other ethnic minority groups include; Black Caribbean, Black African, Black Other, Indian, Pakistani, Bangladeshi, Chinese, Asian Other, Arab, Mixed Asian, Mixed Black, Mixed Other and Other Ethnicity.
13. The number of relevant employees reporting as Black, Asian, Mixed or ethnic minority has increased by 24.56% since 31 March 2020 (first reporting period), from 397 to 510.

Ethnicity pay gap as at 31 March 2024

Mean hourly pay

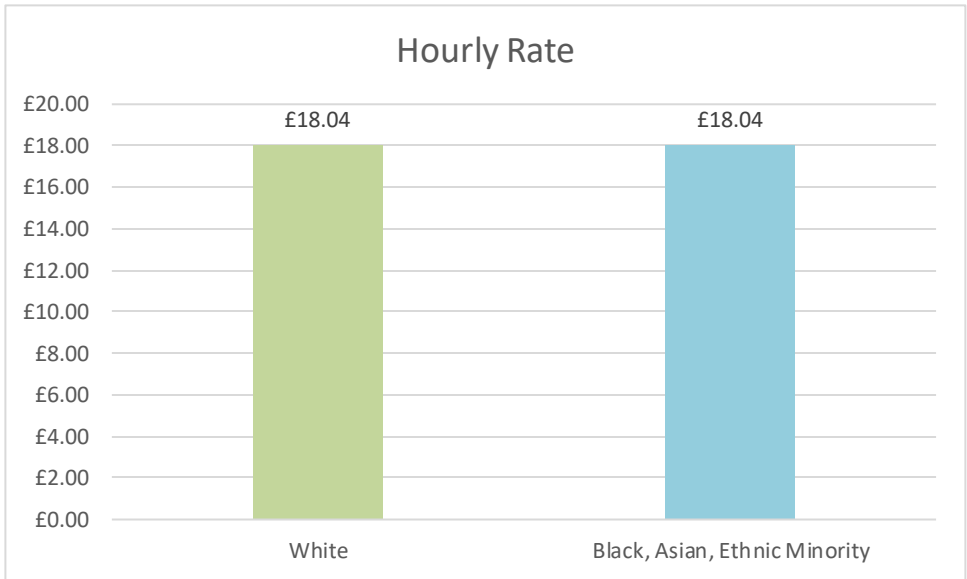
14. Percentage difference in mean hourly rate: 2.59% (51p per hour)



The mean pay gap between employees from White ethnic backgrounds and Black, Asian, and minority ethnic backgrounds has increased from 0.22% in March 2023 (4p per hour) to 2.59% in March 2024 (51p per hour).

Median hourly pay

15. Percentage difference in median hourly rate: 0% (0p per hour)



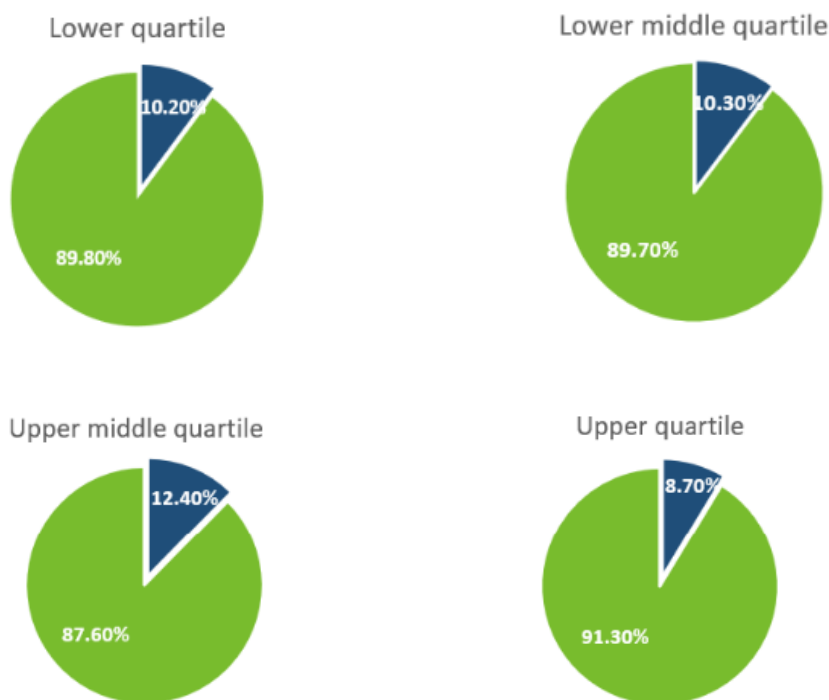
16. This percentage difference has decreased since the first reporting period in March 2020 where the difference was -5.5% (-82p per hour). There has also been a decrease since the previous reporting period where the difference was -2.74% (0.48p per hour).

Pay quartiles

17. 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 White and Black, Asian, and ethnic minority employees in each quartile.

18. Proportion of White and Black, Asian, and ethnic minority employees by pay quartile:



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

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

20. The highest proportion of Black, Asian, and ethnic minority employees remain in the upper middle quartile, although the percentage decreased from 13.4% in March 2023 to 12.4% in March 2024.

21. Further analysis shows that most Social Worker posts are in this pay quartile where the council employs a high proportion of Black, Asian, and ethnic minority employees. 24.03% of Social Workers are from Black, Asian, and ethnic minority groups.

22. The percentage of Black, Asian, and ethnic minority employees in the upper quartile decreased from 9.5% in March 2023 to 8.7% in March 2024. The percentage of Black, Asian, and ethnic minority employees in the lower quartile increased from 8.1% in March 2023 to 10.2% in March 2024.

23. The proportion of Black, Asian, and Ethnic Minority employees in the lower middle quartile steadily increased from 8.7% in March 2022 and 9.5% in

March 2023 to 10.7% in March 2024. There is a high proportion of Black, Asian, and ethnic minority employees in adults and children's social care roles at this level (9.9%) such as Family Support Workers, Coordinators, and Special Educational Needs Support roles.

24. There is also a high proportion of this group in customers and organisational development roles (10.8%) which includes Specialist Customer Service Advisers, Business Support Officers, and Information Analysts. There has also been an increase in reporting of ethnicity by employees since 2020 which may have affected this increase.

Commitment

25. The council is committed to the principles of equality, diversity, fairness and inclusion. Its approach to people management should not put any group at a disadvantage.

26. 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's work to improve its approach to equalities, inclusion and diversity is underway. Some of the initial actions taken so far include:

- delivered unconscious bias training to managers
- developing and piloting a reverse mentoring proposal
- reviewed our e-learning offer (EDI e-learning training also part of mandatory manager induction programme)
- reviewing our staff network support including introduction of a new Staff Network Co-ordinator
- The Race, Ethnicity and Cultural Heritage Network - REACH (formerly known as BAME) produced a toolkit for managers to encourage open conversations about race and racism with the aim to positively impact change in the workplace

28. The council is committed to working with all employees to ensure effective career conversations with managers are consistently taking place, as well as recognition of the work they do for staff networks outside of their day jobs through the managing for performance framework (12:3:2). Skills obtained through network activities should be recognised with opportunities to use these skills in other aspects of their role.

29. The council is also focusing on how to develop career pathways, in particular enabling progression from roles in the lower quartile to the lower middle quartile as well as how to increase representation of Black, Asian, and ethnic minority employees in senior management roles.

January 2025