**Oxford City Council Gender Pay Gap Report (as at 31 March 2018 and 31 March 2017)**

**Note:** figures in the tables below in red are where the reporting indices are in favour of female staff

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| --- | --- | --- |
| **31 March 2018** |  | **31 March 2017** |
| Mean gender pay gap (basic pay) | - 0.7% |  | Mean gender pay gap (basic pay) | 0.1% |
| Median gender pay gap (basic pay) | 0% |  | Median gender pay gap (basic pay) | 0% |
| Mean gender bonus gap | -6.3% |  | Mean gender bonus gap | -6.3 |
| Median gender bonus gap | 0% |  | Median gender bonus gap | 19.5% |
| Proportion males receiving a bonus | 84.6% |  | Proportion males receiving a bonus | 45.5% |
| Proportion females receiving a bonus | 82.7% |  | Proportion females receiving a bonus | 42.3% |
|  |  |  |  |  |
| **Quartile** | **Males %** | **Females %** |  | **Quartile** | **Males %** | **Females %** |
| Top Quartile | 73.8 | 26.2 |  | Top Quartile | 67.6 | 32.4 |
| Upper Middle Quartile  | 58.2 | 41.8 |  | Upper Middle Quartile  | 63.2 | 36.8 |
| Lower Middle Quartile | 61.9 | 38.1 |  | Lower Middle Quartile | 59.6 | 40.4 |
| Lower Quartile | 66.6 | 33.4 |  | Lower Quartile | 71.3 | 28.7 |
|  |  |  |  |  |  |  |
| The financial year 2017/18 was **not** an increment year, so a higher proportion of staff were eligible for a Partnership Payment.  |  | The financial year 2016/17 was an increment year, so the number of staff eligible for a Partnership Payment was reduced. |