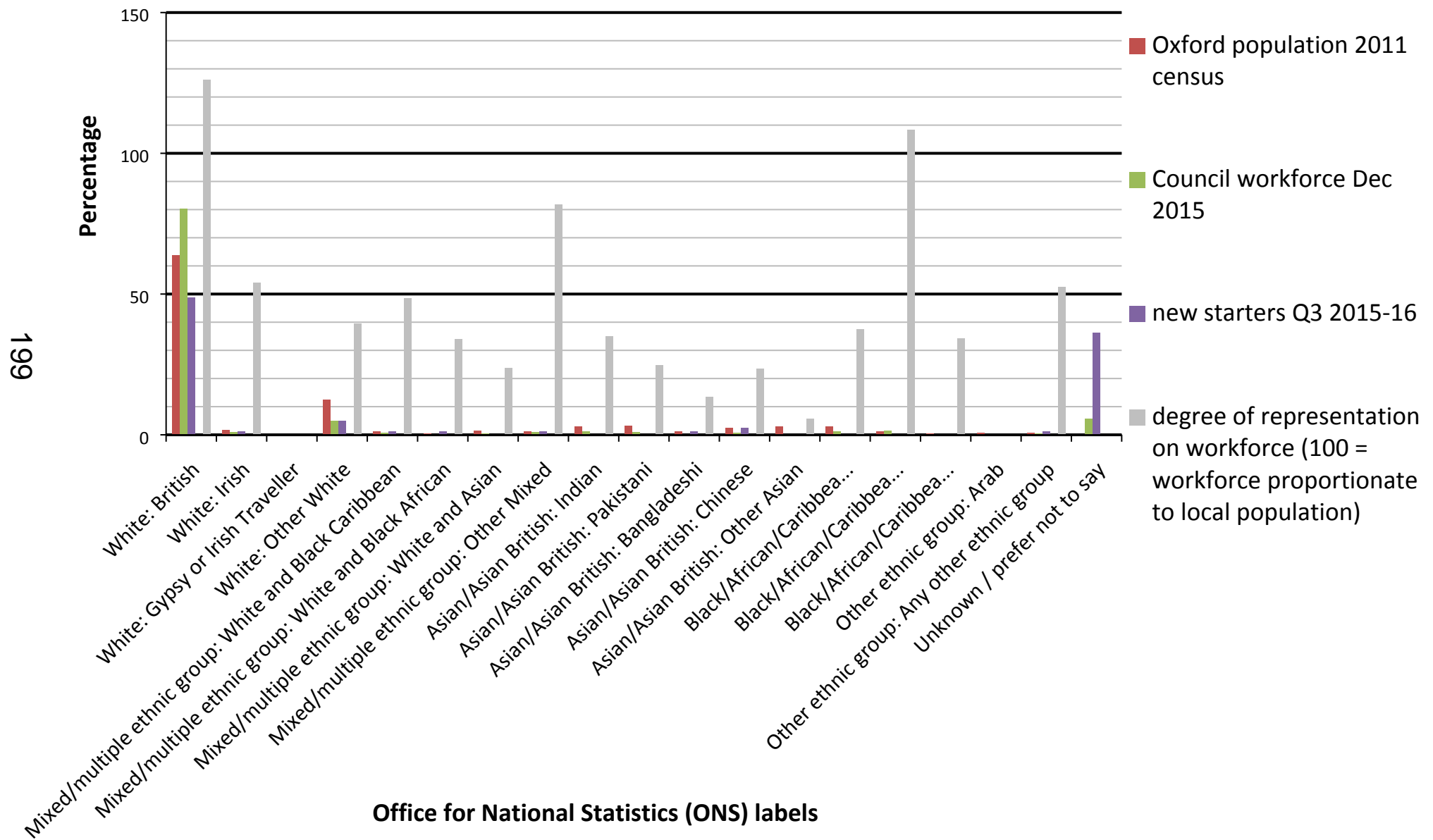


Figure 1: The degree of representation of different ethnic groups on the Council workforce based on the Oxford population



199

Office for National Statistics (ONS) labels

Figure 2: Minority ethnic groups on the Council workforce compared with the Oxford and Oxfordshire populations

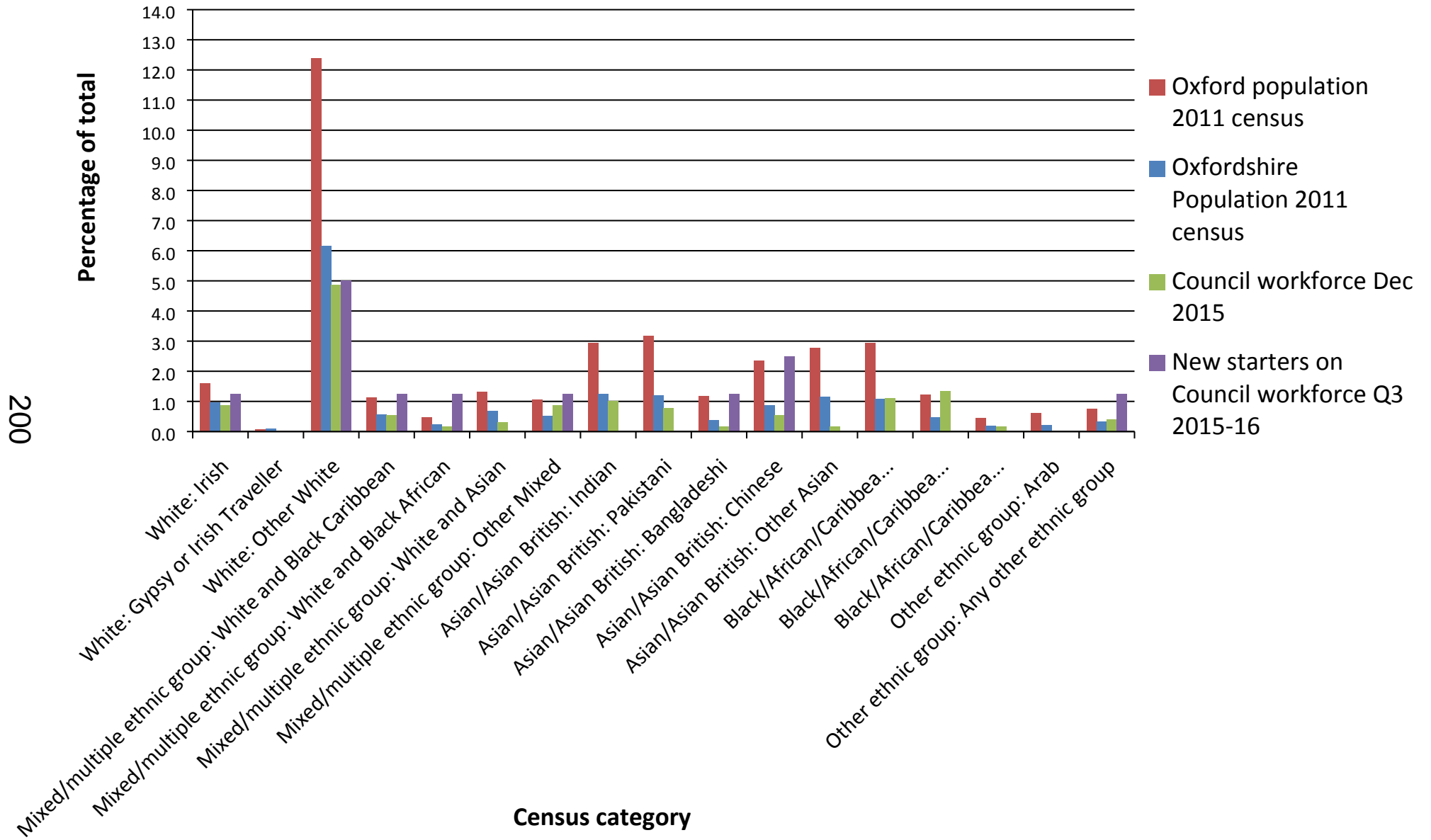


Figure 3: Ethnic groupings on the Council workforce by pay grade

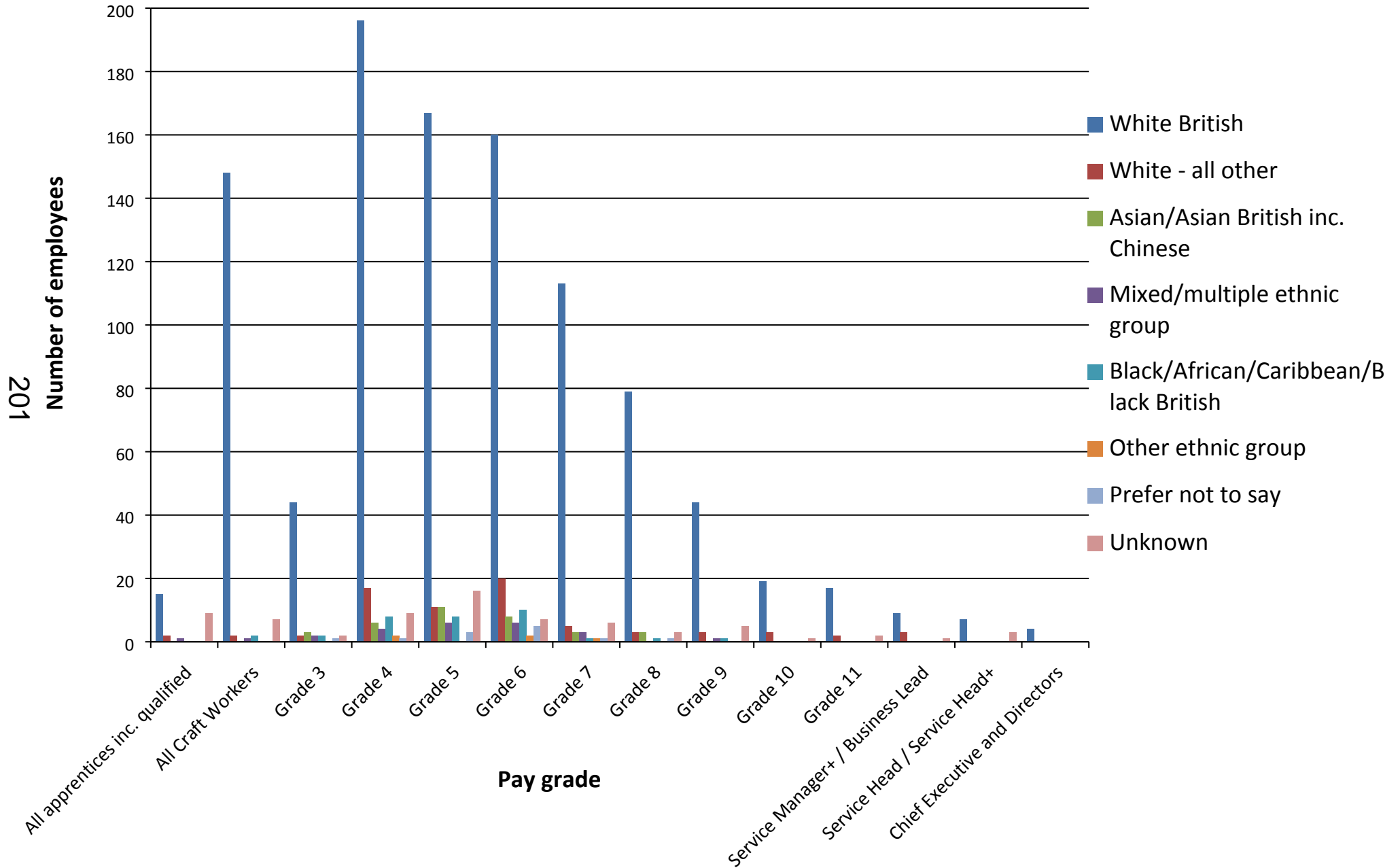


Figure 4: The proportion of BME and White Other employees in each Council service area

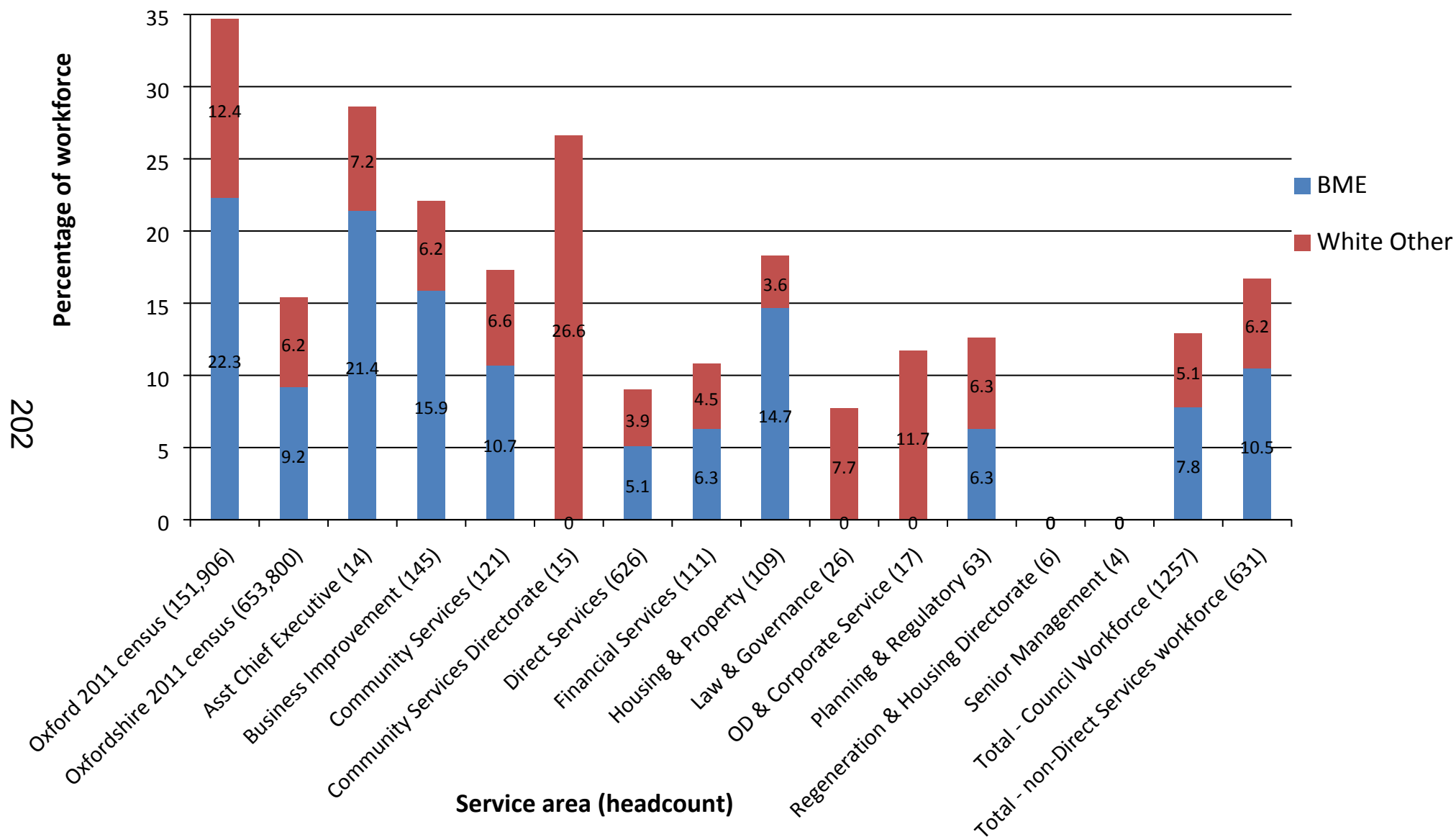


Figure 5: Gender composition of the Council workforce



**Figure 6: Gender balance of Council service areas
(excluding Direct Services)**

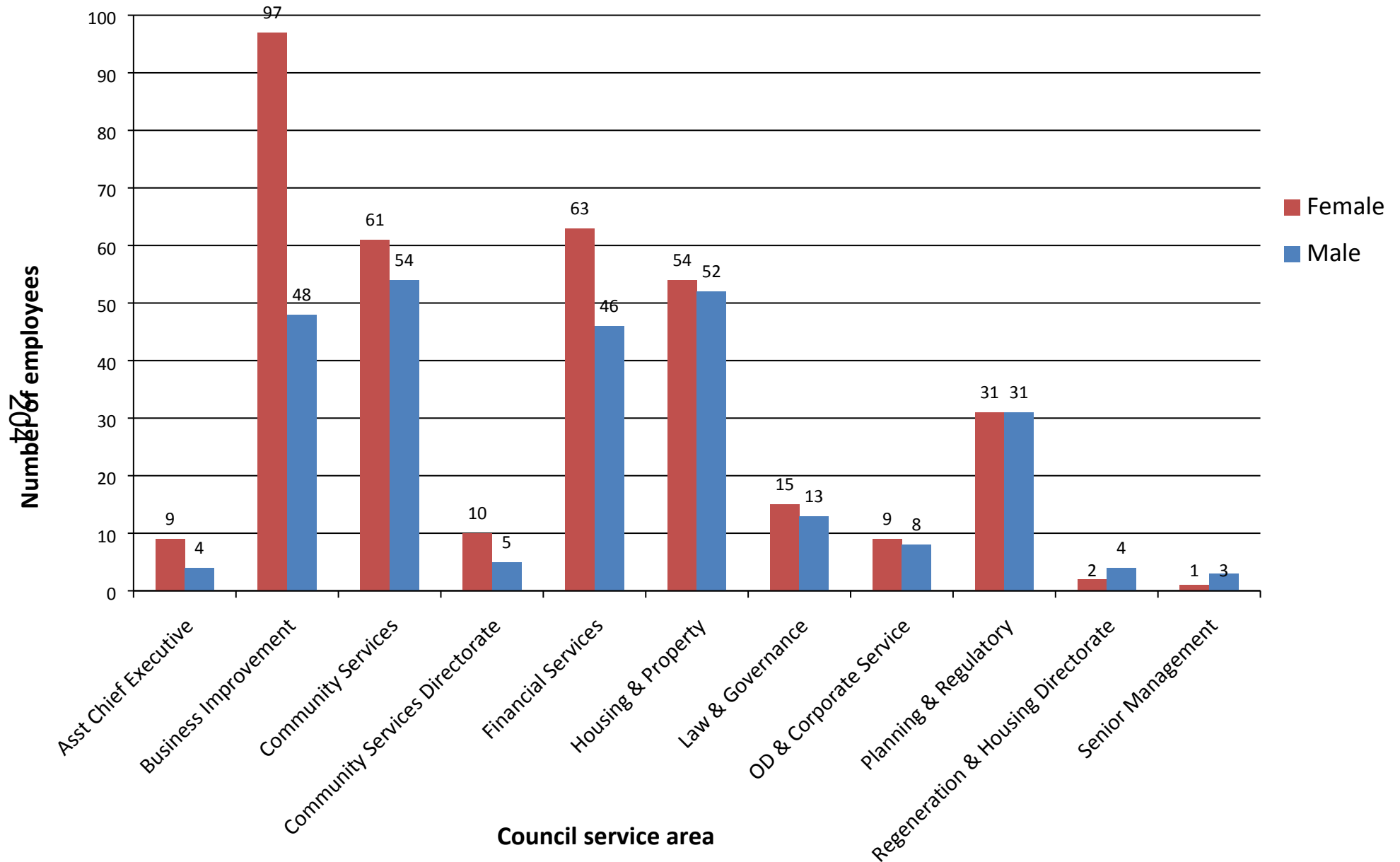


Figure 7: Gender balance of the Council workforce by pay grade

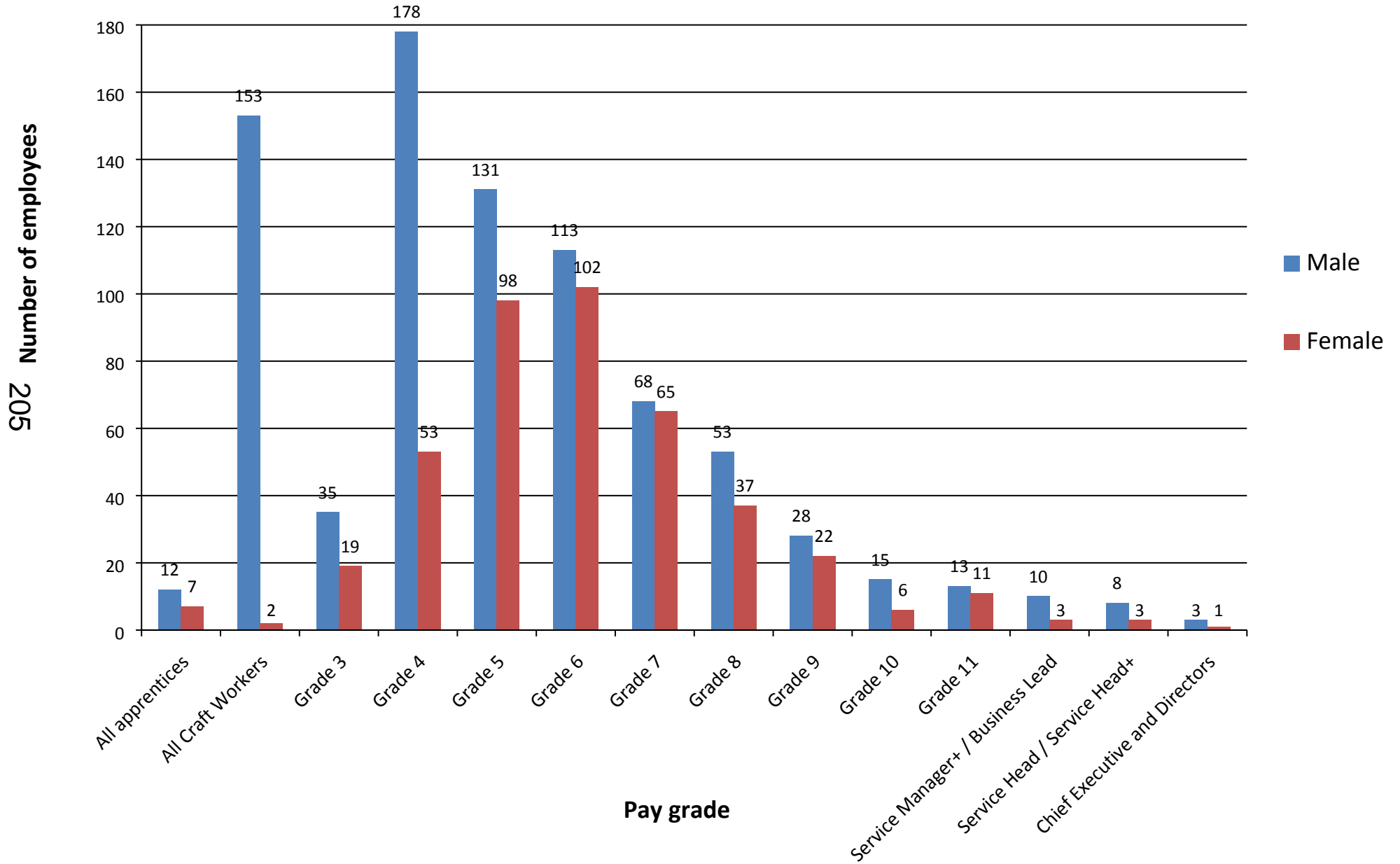


Figure 8: Average hourly pay by gender and service area

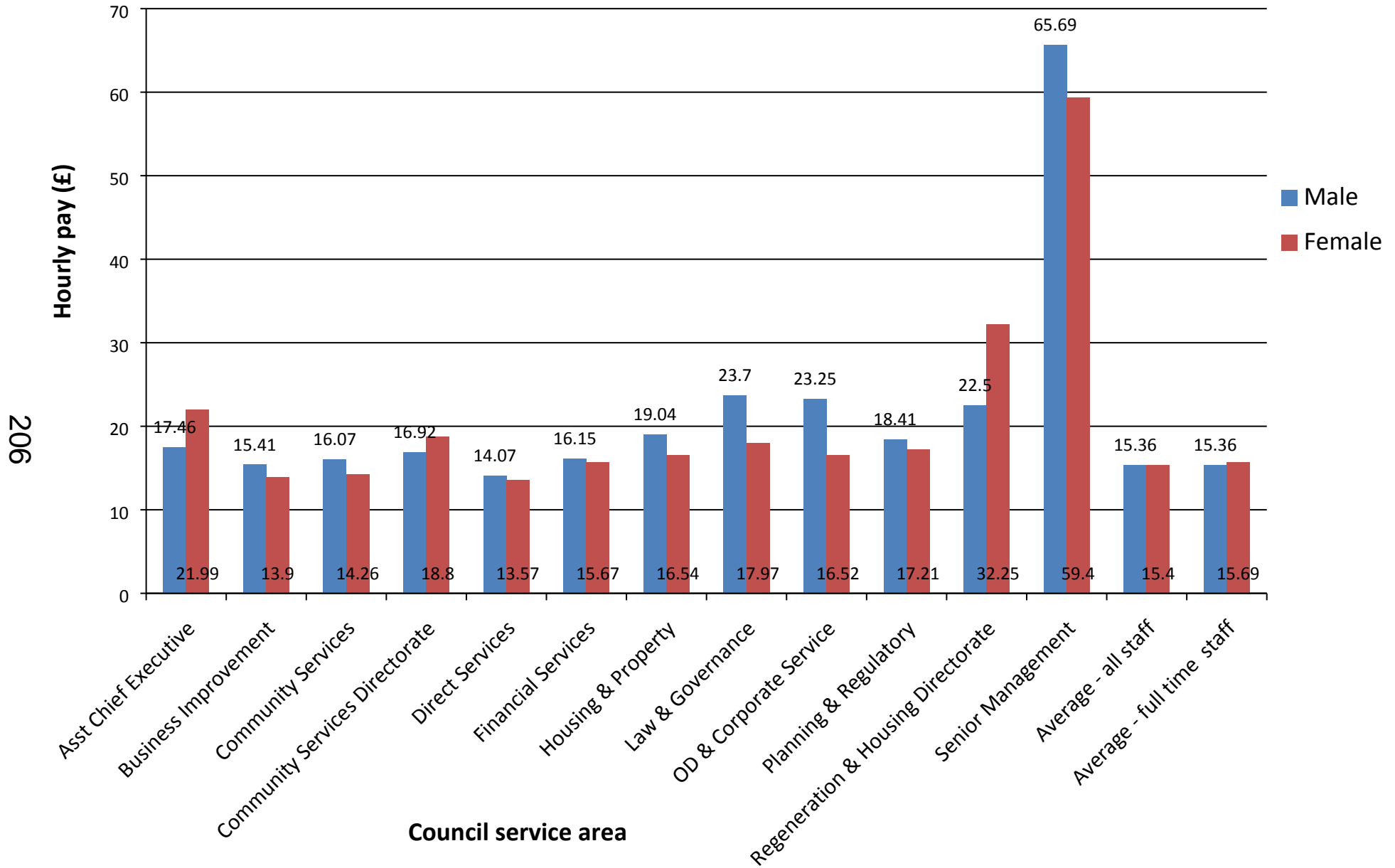
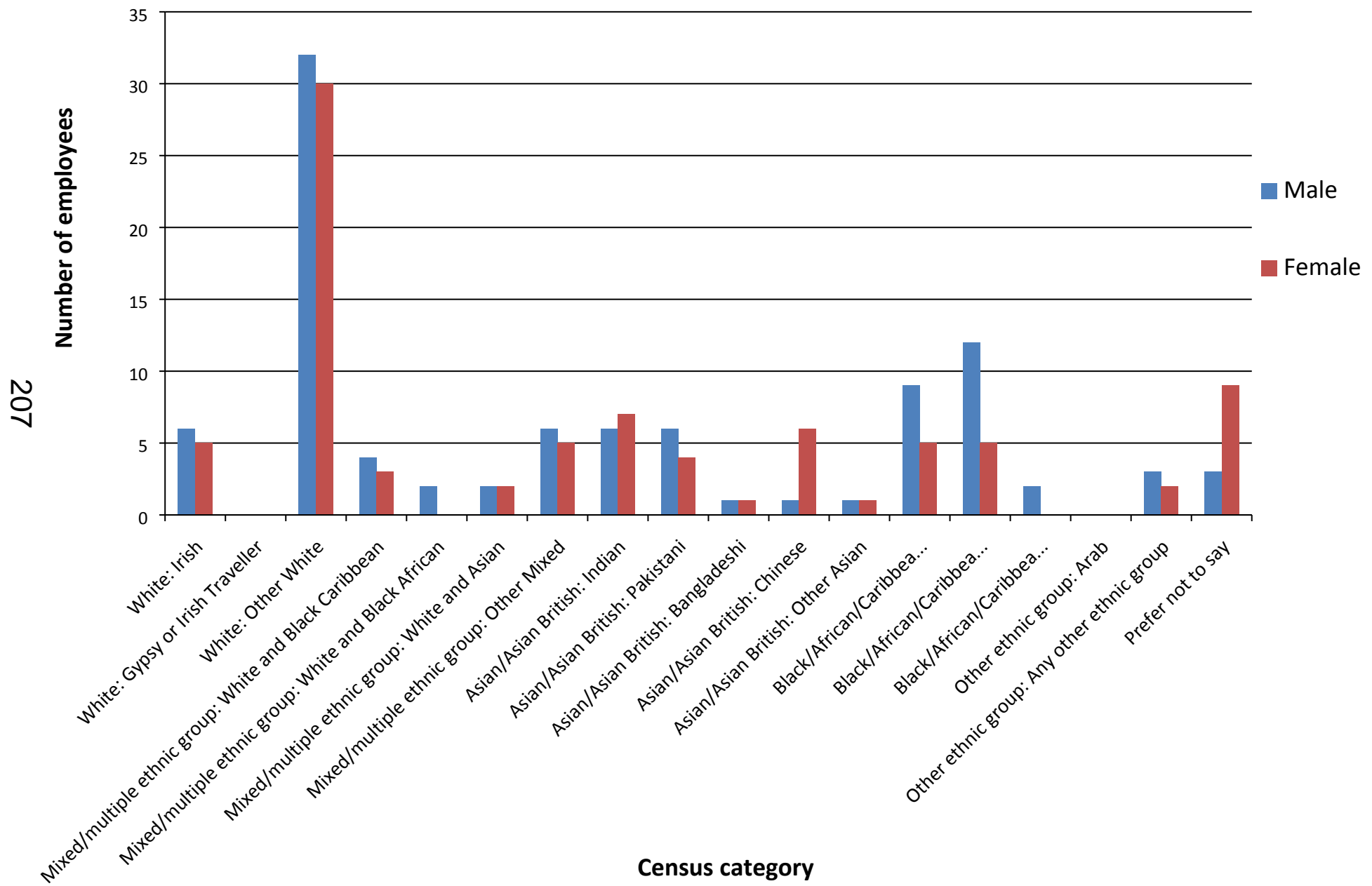


Figure 9: Gender balance of minority ethnic groups on the Council workforce



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