

GENDER PAY GAP REPORT

Oxford City Council is required by law to publish an annual gender pay gap report. The require information has been published on the Government's website.

Our gender pay gap details for the snapshot date of 31st March 2017 are below.

Mean gender pay gap (basic pay) is 0.1%.
Median gender pay gap (basic pay) is 0%
Mean gender bonus gap for -6.3%
Median gender bonus gap is 19.5%
Proportion of male employees receiving a bonus is 45.5%
Proportion of female employees receiving a bonus is 42.3%

Pay quartiles by gender

Quartile*	Males %	Females %
Top Quartile	67.6	32.4
Upper Middle Quartile	63.2	36.8
Lower Middle Quartile	59.6	40.4
Lower Quartile	71.3	28.7

* Each quartile represents a quarter of the workforce which has been ranked in order from the lowest to highest paid i.e. the top quartile represents the top 25% of employees by pay.

The Council does not have a gender pay gap in relation to basic pay.

There is reported pay gap in relation to Bonus. The calculations above are in accordance with the prescribed methodology. They are not reflective of actual position within the Council. Bonus payments primarily relate to annual Partnership Payments paid to eligible employees in accordance with the Partnership Payment Scheme arrangements and a commission payment.

The partnership payment is a set lump sum, which is abated to working hours for part timers. The maximum payment under the Partnership Payment Scheme for a full time employee was £500. This scheme ends on 31st March 2018, with the final payment being made in July 2018.

The Commission Payment scheme provides a system of financial reward to eligible staff who secure new commercial contracts for Direct Services. The commission payments made to staff are determined in accordance with the scheme's rules, and approved by a senior manager in Direct Services.

The mean gender bonus pay gap in favour of females is as a result of a commission payment to one female member of staff.

The median gender bonus pay gap is a reflection of the make-up of the workforce. The median male employee is full time as the male workforce is predominantly full time and the median female employee is part time as the female workforce has a significant number of part timers. The mean pay gap for the Partnership Payment based on full time equivalent payments is -4.1% (in favour of females) and the median gender pay gap is zero.