**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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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. | | |