**APPENDIX 5**

**Comparison of 2019 gender pay gap reports (i.e. data as at the ‘snapshot’ date of 31 March 2018)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **REPORTING INDICES** | **OCC** | | **ODS** | | **Cambridge CC** | | **Reading BC** | |
|  |  |  |  |  |  | |  | |
| Mean gender pay gap (basic pay) | 10.2% | | 1.6% | | 2.4% | | 2.9% | |
| Median gender pay gap (basic pay) | 12.1% | | -2.4% | | 5.5% | | 4.9% | |
| Mean gender bonus gap | 11.6% | | -86.4% | | No bonus paid | | -46.6% | |
| Median gender bonus gap | 9.3% | | -23.0% | | No bonus paid | | -75.5% | |
|  |  |  |  |  |  |  |  |  |
| Proportion male employees receiving a bonus | 83.7% | | 88.4% | | 0% | | 1.4% | |
| Proportion female employees receiving a bonus | 84.2% | | 79.5% | | 0% | | 1.1% | |
|  |  |  |  |  |  |  |  |  |
| **Pay Quartiles by Gender** |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| **Quartile** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** |
| Top Quartile | 50.58% | 49.42% | 91.36% | 8.64% | 52% | 48% | 35% | 65% |  |
| Upper Middle Quartile | 44.19% | 55.81% | 84.47% | 15.53% | 58% | 42% | 38% | 62% |
| Lower Middle Quartile | 37.12% | 62.79% | 86.34% | 13.66% | 47% | 43% | 29% | 71% |
| Lower Quartile | 34.88% | 65.12% | 91.30% | 8.70% | 45% | 55% | 34% | 66% |
|  |  |  |  |  |  |  |  |  |
| **Workforce Composition:** | **41.0%** | **59.0%** | **87.5%** | **12.5%** | **50.5%** | **49.5%** | **34.1%** | **65.9%** |

**APPENDIX 5 (Continued)**

**Comparison of 2019 gender pay gap reports (i.e. data as at the ‘snapshot’ date of 31 March 2018)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  | **(2018 Data)** | |
| **REPORTING INDICES** | **West Oxford DC** | | **Oxford NHS Trust** | | **South & Vale DC** | | **Oxford Brookes** | | **Oxfordshire CC** | | **Cherwell DC** | |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| Mean gender pay gap (basic pay) | 27.9% | | 22.0% | | 12.4% | | 11.3% | | 3.9% | | 3.3% | |
| Median gender pay gap (basic pay) | 26.2% | | 5.4% | | 0.6% | | 5.8% | | 3.0% | | 6.9% | |
| Mean gender bonus gap | No bonus paid | | 61.5% | | No bonus paid | | -7.5% | | No bonus paid | | No bonus paid | |
| Median gender bonus gap | No bonus paid | | 68.8% | | No bonus paid | | -12.5% | | No bonus paid | | No bonus paid | |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| Proportion male employees receiving a bonus | 0.0% | | 47.4% | | 0.0% | | 16.7% | | 0.0% | | 0.0% | |
| Proportion female employees receiving a bonus | 0.0% | | 52.6% | | 0.0% | | 83.3% | | 0.0% | | 0.0% | |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Pay Quartiles by Gender** |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Quartile** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** | **Male**  **%** | **Female %** |
| Top Quartile | 58.93% | 41.07% | 24.10% | 75.90% | 46.00% | 54.00% | 49.70% | 50.30% | 32.90% | 67.10% | 51.60% | 48.40% |
| Upper Middle Quartile | 30.40% | 69.60% | 15.60% | 84.40% | 32.00% | 68.00% | 42.50% | 57.50% | 38.90% | 61.10% | 55.50% | 44.50% |
| Lower Middle Quartile | 23.20% | 76.80% | 22.40% | 77.60% | 35.00% | 65.00% | 32.20% | 67.80% | 35.70% | 64.30% | 48.40% | 51.60% |
| Lower Quartile | 21.40% | 78.60% | 18.30% | 81.70% | 34.00% | 66.00% | 33.30% | 66.70% | 30.10% | 69.90% | 47.70% | 52.30% |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Workforce Composition:** | **32.6%** | **67.4%** | **19.90%** | **80.10%** | **No Data Supplied** | | **39.40%** | **60.60%** | **34.40%** | **65.60%** | **51.0%** | **49.0%** |

***Note to Table***

*The gender pay gap data shown above for ‘Oxford NHS Trust’ relates to* ***Oxford Health NHS Foundation Trust****. (Source Oxford Health NHS Foundation Trust web site).*