

# Appendix 1

## OXFORD CITY COUNCIL GENDER PAY GAP DATA TABLES

The Council's gender pay gap details for the snapshot date of 31st March 2019 are below.

Mean gender pay gap (basic pay) is 10.2%
Median gender pay gap (basic pay) is 12.1%
Mean gender bonus gap for 11.6%
Median gender bonus gap is 9.26%
Proportion of male employees receiving a bonus is 83.7%
Proportion of female employees receiving a bonus is 84.2%

### Pay quartiles by gender

Quartile*	Males %	Females %
Top Quartile	50.58	49.42
Upper Middle Quartile	44.19	55.81
Lower Middle Quartile	37.12	62.79
Lower Quartile	34.88	65.12

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