

Appendix 2

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	
Mean gender pay gap (basic pay)	- 0.7%
Median gender pay gap (basic pay)	0%
Mean gender bonus gap	-6.3%
Median gender bonus gap	0%
Proportion males receiving a bonus	84.6%
Proportion females receiving a bonus	82.7%

31 March 2017	
Mean gender pay gap (basic pay)	0.1%
Median gender pay gap (basic pay)	0%
Mean gender bonus gap	-6.3
Median gender bonus gap	19.5%
Proportion males receiving a bonus	45.5%
Proportion females receiving a bonus	42.3%

Quartile	Males %	Females %
Top Quartile	73.8	26.2
Upper Middle Quartile	58.2	41.8
Lower Middle Quartile	61.9	38.1
Lower Quartile	66.6	33.4

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

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.

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