

Appendix 5

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

APPENDIX 5 (Continued)

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

REPORTING INDICES	West Oxford DC	Oxford NHS Trust	South & Vale DC	Oxford Brookes	Oxfordshire CC	(2018 Data)
						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%

58

Pay Quartiles by Gender

Quartile	West Oxford DC		Oxford NHS Trust		South & Vale DC		Oxford Brookes		Oxfordshire CC		Cherwell DC	
	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).