

Appendix 2

Gender Pay Reports as at 31 March 2019 and 31 March 2020

1. Table 1 – Gender Pay Gap Comparisons between 31st March 2019 and 31st March 2020

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31 March 2020	
Mean gender pay gap (basic pay)	12.3%
Median gender pay gap (basic pay)	11.9%
Mean gender bonus gap	0%
Median gender bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

31 March 2019	
Mean gender pay gap (basic pay)	10.2%
Median gender pay gap (basic pay)	12.1%
Mean gender bonus gap	11.6%
Median gender bonus gap	9.26%
Proportion males receiving a bonus	83.7%
Proportion females receiving a bonus	84.2%

Quartile	Males %	Females %
Top	54.44	45.56
Upper Middle	42.22	57.78
Lower Middle	34.44	65.56
Lower	33.33	66.67

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

The financial year 2019/20 was an increment year and there was no Partnership Payment.

The financial year 2018/19 was **not** an increment year, so a higher proportion of staff were eligible for a Partnership Payment.

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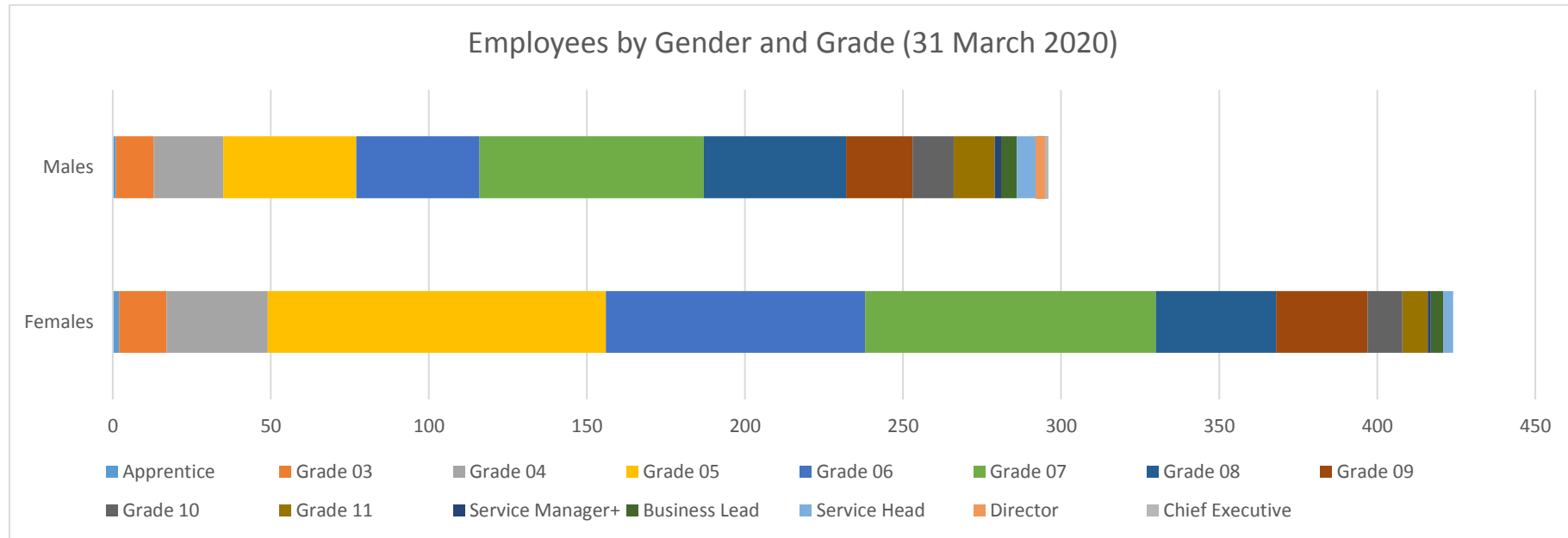
2. Table 2 – Distribution of Council staff by grade and gender (31 March 2020)

Grade	All Employees	% All Employees	Female	%All Females	Male	% All Males
Apprentice	3	0.4%	2	0.5%	1	0.3%
Grade 03	27	3.8%	15	3.5%	12	4.1%
Grade 04	54	7.5%	32	7.5%	22	7.4%
Grade 05	149	20.7%	107	25.2%	42	14.2%
Grade 06	121	16.8%	82	19.3%	39	13.2%
Grade 07	163	22.6%	92	21.7%	71	24.0%
Grade 08	83	11.5%	38	9.0%	45	15.2%
Grade 09	50	6.9%	29	6.8%	21	7.1%
Grade 10	24	3.3%	11	2.6%	13	4.4%
Grade 11	21	2.9%	8	1.9%	13	4.4%
Service Manager+	3	0.4%	1	0.2%	2	0.7%
Business Lead	9	1.3%	4	0.9%	5	1.7%
Service Head	9	1.3%	3	0.7%	6	2.0%
Director	3	0.4%	0	0.0%	3	1.0%
Chief Executive	1	0.1%	0	0.0%	1	0.3%
Totals	720	100.0%	424	58.9%	296	41.1%

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3. Table 3 –Distributions of Council staff by gender and grade (stacked diagram)

In the stacked diagram below all Council staff (males and females) are shown by grade (expressed as an hourly rate) from Apprentice through to Senior Manager (left to right):

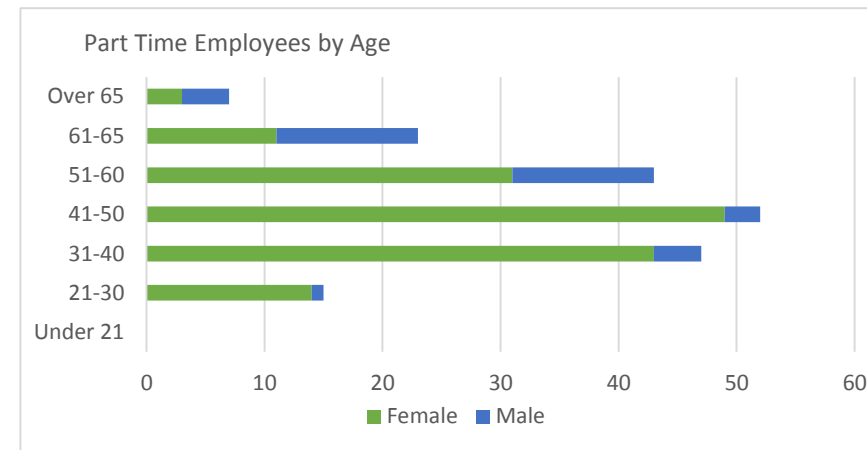
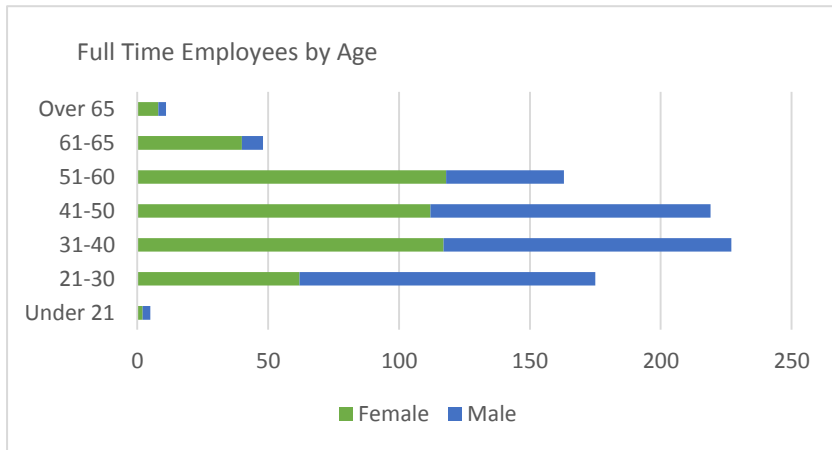
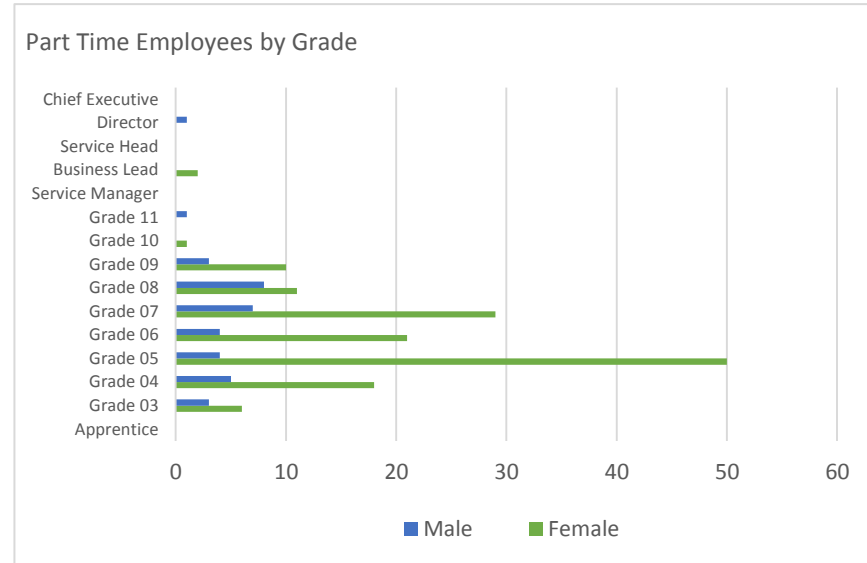
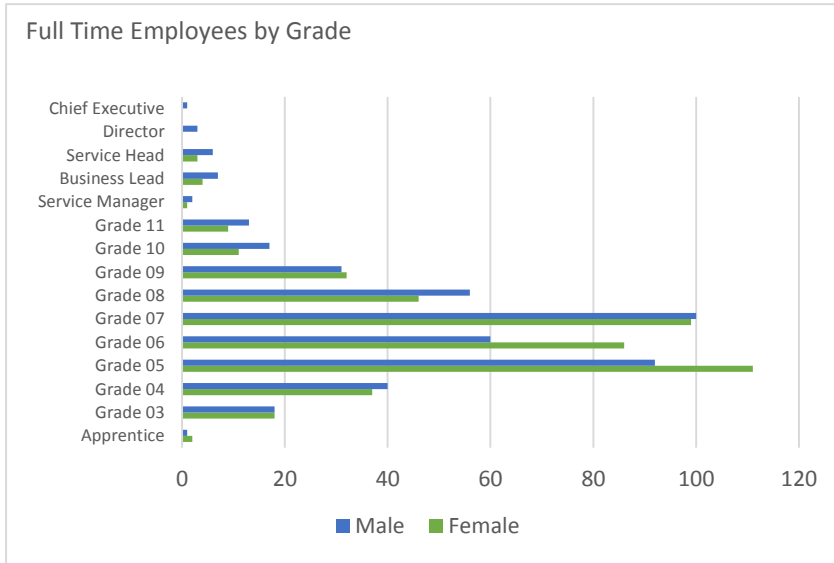


4. Table 4 – Distribution of Council staff by employment type and gender (31 March 2020)

Grade	Female		Female Total	Male		Male Total	Grand Total
	Full Time	Part Time		Full Time	Part Time		
Apprentice	2		2	1		1	3
Grade 03	9	6	15	9	3	12	27
Grade 04	14	18	32	17	5	22	54
Grade 05	57	50	107	38	4	42	149
Grade 06	61	21	82	35	4	39	121
Grade 07	63	29	92	64	7	71	163
Grade 08	27	11	38	37	8	45	83
Grade 09	19	10	29	18	3	21	50
Grade 10	7	4	11	13		13	24
Grade 11	8		8	12	1	13	21
Service Manager+	1		1	2		2	3
Business Lead	2	2	4	5		5	9
Service Head	3		3	6		6	9
Director				2	1	3	3
Chief Exec				1		1	1
Grand Total	273	151	424	260	36	296	720

5. Table 5 – Analysis of workforce profile by age and grade

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6. Table 6 – Comparison of gender pay gap reports (as at 31 March 2019)

REPORTING INDICES	OCC	Cambridge CC	Reading BC
Mean gender pay gap (basic pay)	10.2%	2.5%	5.0%
Median gender pay gap (basic pay)	12.1%	5.5%	5.1%

Pay Quartiles by Gender

Quartile	Male %	Female %	Male %	Female %	Male %	Female %
Top	50.6	49.4	44.7	55.3	42	58
Upper Middle	44.2	55.8	38.0	66.0	40	60
Lower Middle	37.2	62.8	37.1	62.9	36	64
Lower	34.9	65.1	38.9	61.1	32	68
Workforce composition	41.7	58.3	39.7	61.3	37.5	62.5

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REPORTING INDICES	Oxford Brookes	Oxfordshire CC	Cherwell DC
Mean gender pay gap (basic pay)	11.2%	3.3%	1.9%
Median gender pay gap (basic pay)	8.5%	1.3%	0.6%

Pay Quartiles by Gender

Quartile	Male %	Female %	Male %	Female %	Male %	Female %
Top	49.4	50.6	32.9	67.1	56.3	43.7
Upper Middle	44.4	55.6	37.7	62.3	48.4	51.6
Lower Middle	30.7	69.3	38.6	61.4	57.8	42.2
Lower	34.5	65.5	26.0	74.0	41.4	58.6
Workforce composition	39.8	60.3	33.8	66.2	51.0	49.0

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