**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

|  |  |  |
| --- | --- | --- |
| **31 March 2020** |  | **31 March 2019** |
| Mean gender pay gap (basic pay) | 12.3% |  | Mean gender pay gap (basic pay) | 10.2% |
| Median gender pay gap (basic pay) | 11.9% |  | Median gender pay gap (basic pay) | 12.1% |
| Mean gender bonus gap | 0% |  | Mean gender bonus gap | 11.6% |
| Median gender bonus gap | 0% |  | Median gender bonus gap | 9.26% |
| Proportion males receiving a bonus | 0% |  | Proportion males receiving a bonus | 83.7% |
| Proportion females receiving a bonus | 0% |  | Proportion females receiving a bonus | 84.2% |
|  |  |  |  |  |
| **Quartile** | **Males %** | **Females %** |  | **Quartile** | **Males %** | **Females %** |
| Top | 54.44 | 45.56 |  | Top  | 50.58 | 49.42 |
| Upper Middle | 42.22 | 57.78 |  | Upper Middle  | 44.19 | 55.81 |
| Lower Middle | 34.44 | 65.56 |  | Lower Middle  | 37.12 | 62.79 |
| Lower | 33.33 | 66.67 |  | 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.  |

1. 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%** |

1. 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):

1. 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** |

1. Table 5 – Analysis of workforce profile by age and grade
2. 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** |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  | **Male** | **Female** |  | **Male**  | **Female** |  | **Male** | **Female** |
| **Quartile** |  | **%**  | **%**  |  | **%**  | **%**  |  | **%**  | **%**  |
| 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 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **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** |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  | **Male** | **Female** |  | **Male**  | **Female** |  | **Male** | **Female** |
| **Quartile** |  | **%**  | **%**  |  | **%**  | **%**  |  | **%**  | **%**  |
| 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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