

Appendix 2

Gender Pay Reports as at 31 March 2020 and 31 March 2021

1. Table 1 – Gender Pay Gap Comparisons between 31st March 2020 and 31st March 2021

31 March 2021	
Mean gender pay gap (basic pay)	11.4%
Median gender pay gap (basic pay)	9.4%
Mean gender bonus gap	0%
Median gender bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

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%

Quartile	Males %	Females %
Top	52.27	47.73
Upper Middle	46.02	53.98
Lower Middle	35.23	64.77
Lower	33.71	66.29

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

111

“At the time of this report there were two Chief Executives in post due to a handover period

Appendix 2

2. Table 2 – Distribution of Council staff by grade and gender (31 March 2021)

Grade	All Employees	% All Employees	Female	%All Females	Male	% All Males
Apprentice	0	0.00%	0	0.00%	0	0.00%
Grade 03	18	2.56%	9	1.28%	9	1.28%
Grade 04	53	7.54%	34	4.84%	19	2.70%
Grade 05	140	19.91%	100	14.22%	40	5.69%
Grade 06	105	14.94%	71	10.10%	34	4.84%
Grade 07	174	24.75%	99	14.08%	75	10.67%
Grade 08	87	12.38%	34	4.84%	53	7.54%
Grade 09	52	7.40%	30	4.27%	22	3.13%
Grade 10	23	3.27%	11	1.56%	12	1.71%
Grade 11	23	3.27%	10	1.42%	13	1.85%
Service Manager+	1	0.14%	1	0.14%	0	0.00%
Business Lead	9	1.28%	4	0.57%	5	0.71%
Service Head	11	1.56%	4	0.57%	7	1.00%
Director	5	0.71%	1	0.14%	4	0.57%
Chief Executive*	2	0.28%	1	0.14%	1	0.14%
Totals	703	100.00%	409	58.18%	294	41.82%

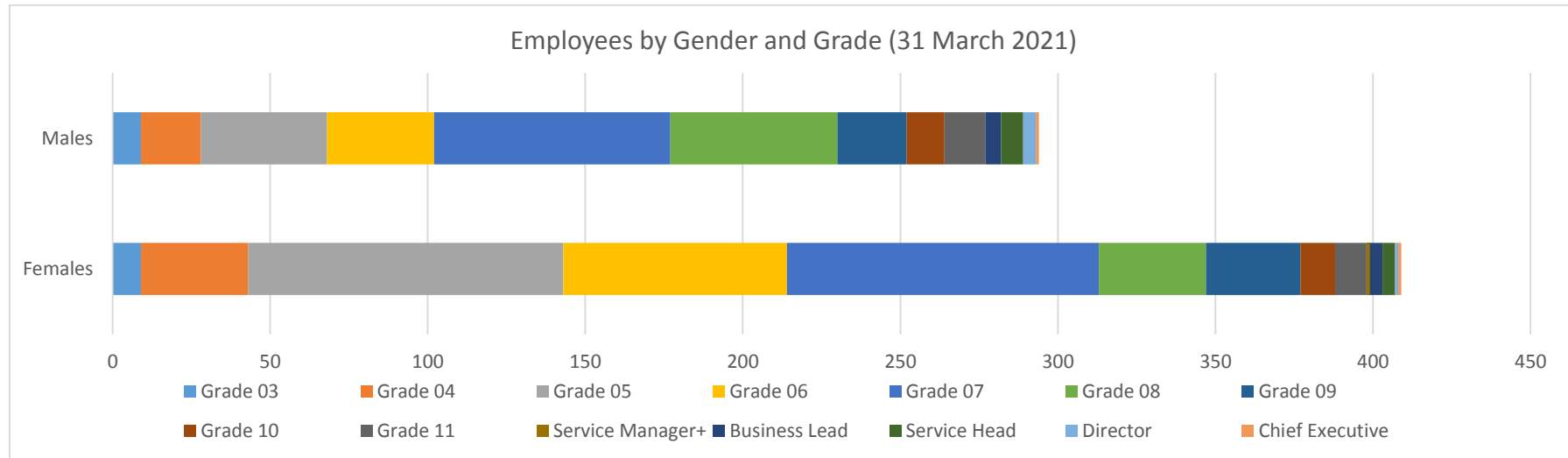
112

*At the time of this report there were two Chief Executives in post due to a handover period

Appendix 2

3. Table 3 –Distribution 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):



113

*At the time of this report there were two Chief Executives in post due to a handover period

4. Table 4 – Distribution of Council staff by employment type and gender (31 March 2021)

Grade	Female		Female Total	Male		Male Total	Grand Total
	Full time	Part Time		Full Time	Part Time		
Apprentice	0	0	0	0	0	0	0
Grade 03	5	4	9	7	2	9	18
Grade 04	14	20	34	15	4	19	53
Grade 05	54	46	100	35	5	40	140
Grade 06	53	18	71	29	5	34	105
Grade 07	71	28	99	69	6	75	174
Grade 08	23	11	34	43	10	53	87
Grade 09	19	11	30	22		22	52
Grade 10	7	4	11	12		12	23
Grade 11	9	1	10	13		13	23
Service Manager+	1		1				1
Business Lead	3	1	4	5		5	9
Service Head	4		4	7		7	11
Director		1	1	2	2	4	5
Chief Executive	1		1	1		1	2
Grand Total	264	145	409	260	34	294	703

5. Table 5 – Analysis of workforce profile by employment type and age

115

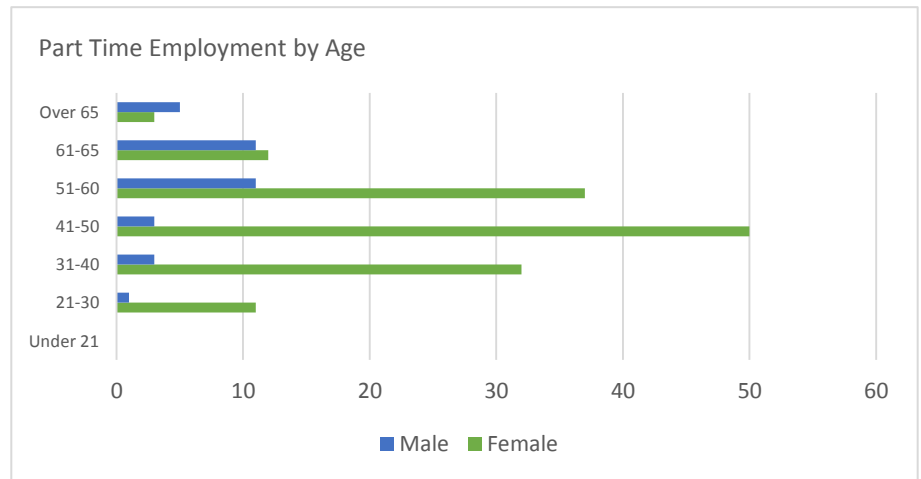
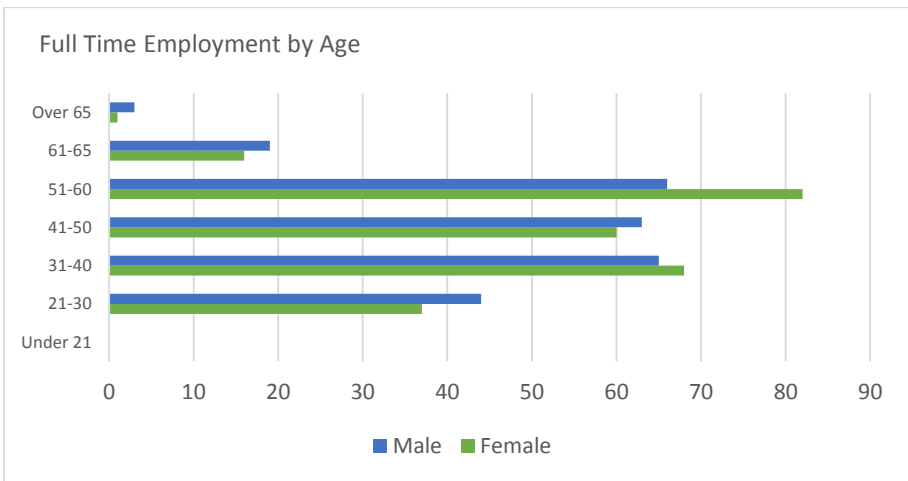
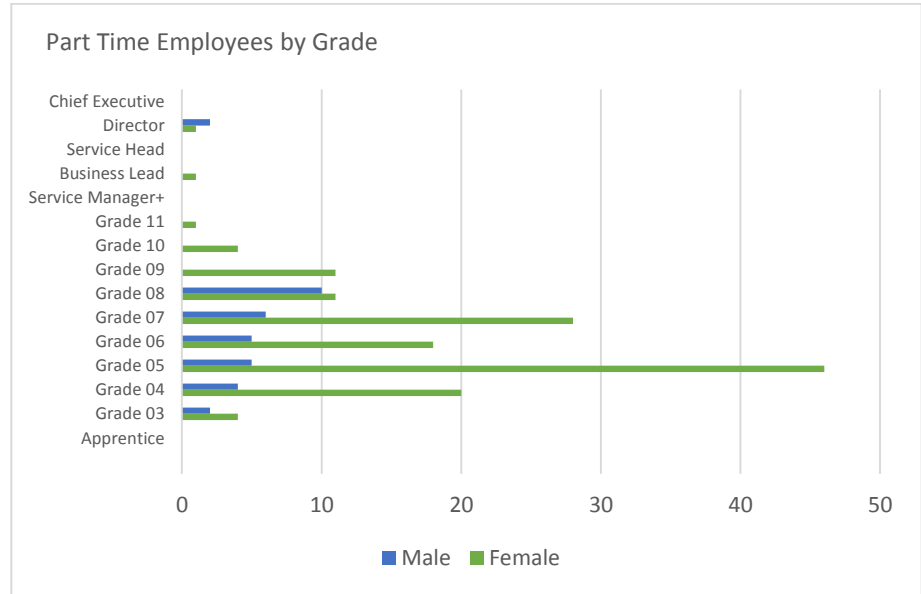
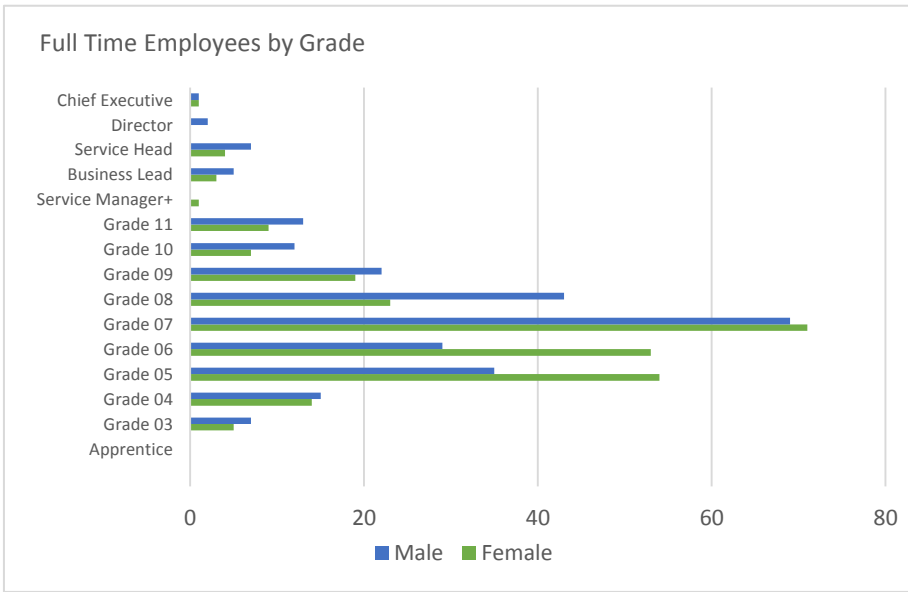


Table 6 – Comparison of gender pay gap reports (as at 31 March 2020)

REPORTING INDICES	OCC	Cambridge CC	Reading BC
Mean gender pay gap (basic pay)	12.3%	0.3%	4.7%
Median gender pay gap (basic pay)	11.9%	4.8%	2.5%

Pay Quartiles by Gender

Quartile	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Top	54.4	45.6	53	47	43	57
Upper Middle	42.2	57.8	57	43	40	60
Lower Middle	34.4	65.6	48	52	40	60
Lower	33.3	66.7	51	49	35	65
Workforce composition	41.8	58.2	51.51	48.49	46.1	52.5

116

REPORTING INDICES	Oxford Brookes	Oxfordshire CC	Cherwell DC
Mean gender pay gap (basic pay)	10.9%	3.2%	0.8%
Median gender pay gap (basic pay)	5.7%	1.1%	1.1%

Pay Quartiles by Gender

Quartile	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Top	49.2	50.8	34.1	65.9	56.2	43.8
Upper Middle	43.3	56.7	35.8	64.2	47.1	52.9
Lower Middle	32.3	67.7	34.8	65.2	54.1	45.9
Lower	32.6	67.4	30.3	69.7	47.9	52.1
Workforce composition	39.8	60.3	33.7	66.3	51.3	48.7

This page is intentionally left blank