

Gender Pay Reports as at 31 March 2022

1. Gender Pay Gap comparisons between 31st March 2021 and 31st March 2022

31 March 2022	
Mean gender pay gap (basic pay)	8.0%
Median gender pay gap (basic pay)	11.4%
Mean gender bonus gap	0%
Median gender bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

31 March 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%

Quartile	Males %	Females %
Top	50.82	49.18
Upper Middle	44.81	55.19
Lower Middle	32.24	67.76
Lower	32.79	67.21

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

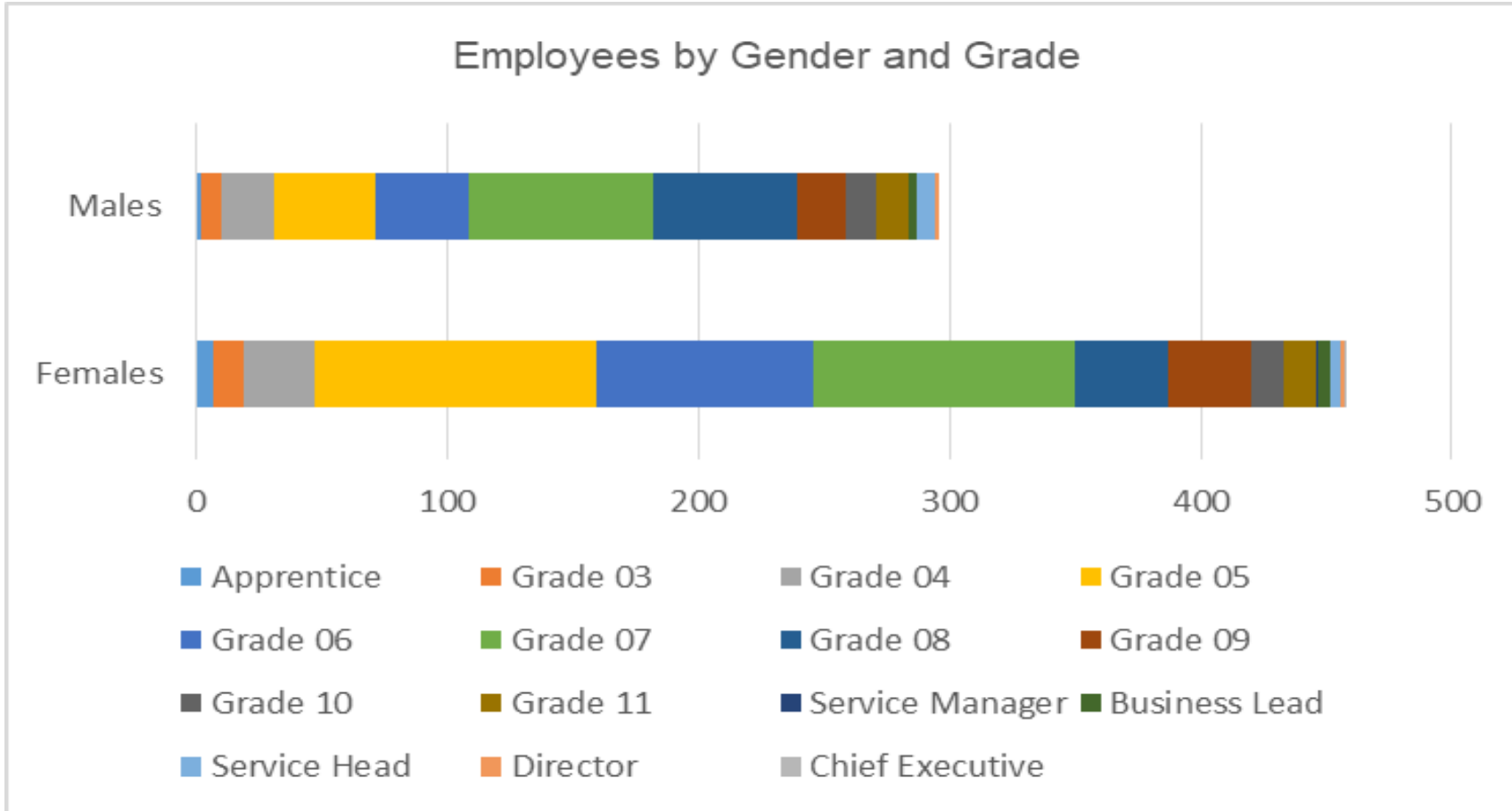
2. Distribution of Council staff by grade and gender (31 March 2022)

Grade	All Employees	% All Employees	Female	% All Females	Male	% All Males
Apprentice	9	1.19%	7	1.53%	2	0.68%
Grade 03	20	2.65%	12	2.62%	8	2.70%
Grade 04	49	6.50%	28	6.11%	21	7.09%
Grade 05	152	20.16%	112	24.45%	40	13.51%
Grade 06	124	16.45%	87	19.00%	37	12.50%
Grade 07	178	23.61%	104	22.71%	74	25.00%
Grade 08	94	12.47%	37	8.08%	57	19.26%
Grade 09	53	7.03%	33	7.21%	20	6.76%
Grade 10	25	3.32%	13	2.84%	12	4.05%
Grade 11	26	3.45%	13	2.84%	13	4.39%
Service Manager	1	0.13%	1	0.22%	0	0.00%
Business Lead	8	1.06%	5	1.09%	3	1.01%
Service Head	11	1.46%	4	0.87%	7	2.36%
Director	3	0.40%	1	0.22%	2	0.68%
Chief Executive	1	0.13%	1	0.22%	0	0.00%
Totals	754	100.00%	458	100.00%	296	100.00%

3. Graph – 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):

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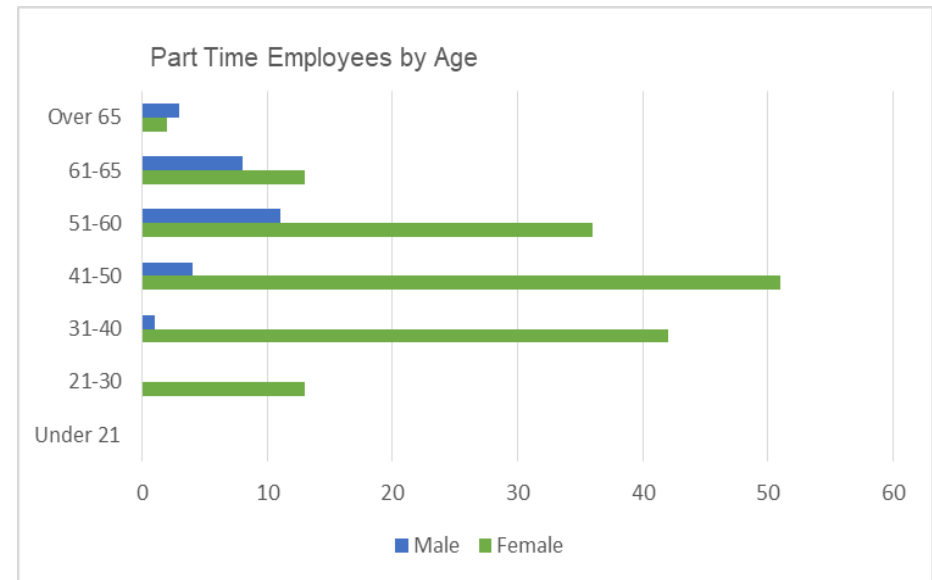
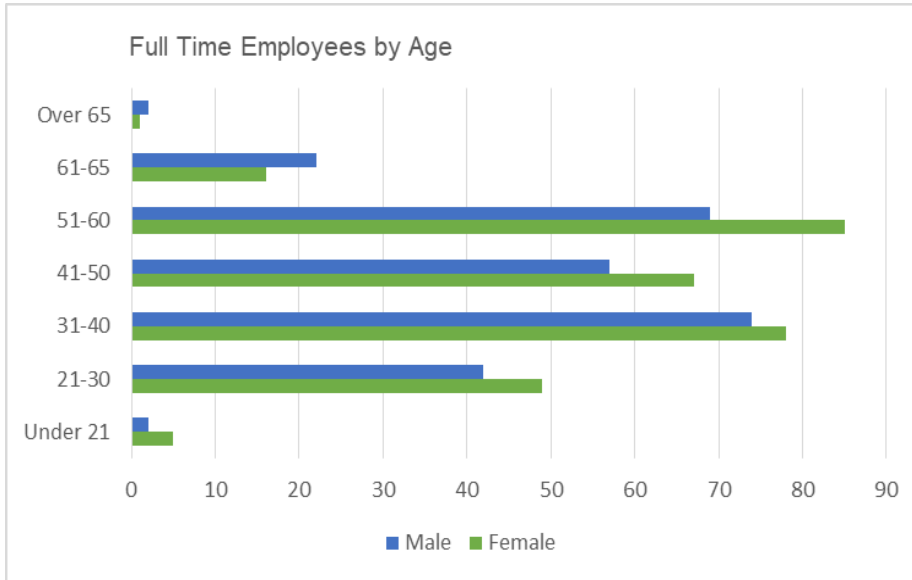
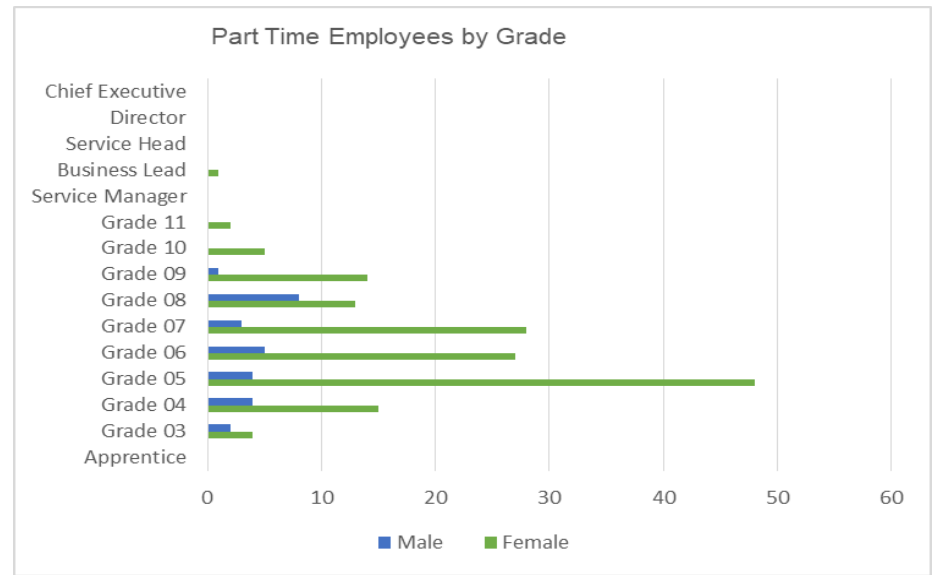
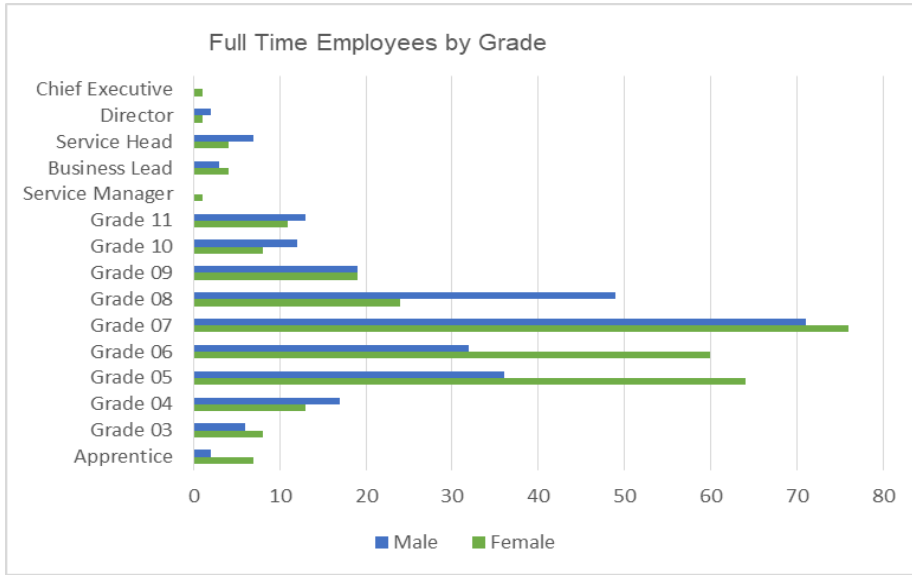


4. Distribution of Council staff by employment type and gender (31 March 2022)

Grade	Female Full Time	Female Part Time	Female Total	Male Full Time	Male Part Time	Male Total	Grand Total
Apprentice	7	0	7	2	0	2	9
Grade 03	8	4	12	6	2	8	20
Grade 04	13	15	28	17	4	21	49
Grade 05	64	48	112	36	4	40	152
Grade 06	60	27	87	32	5	37	124
Grade 07	76	28	104	71	3	74	178
Grade 08	24	13	37	49	8	57	94
Grade 09	19	14	33	19	1	20	53
Grade 10	8	5	13	12	0	12	25
Grade 11	11	2	13	13	0	13	26
Service Manager	1	0	1	0	0	0	1
Business Lead	4	1	5	3	0	3	8
Service Head	4	0	4	7	0	7	11
Director	1	0	1	2	0	2	3
Chief Executive	1	0	1	0	0	0	1
Grand Total	301	157	458	269	27	296	754

5. Analysis of workforce gender profile by employment type and age

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6. Comparison of gender pay gap reports with other organisations (as at 31 March 2021)

REPORTING INDICES	Oxford CC	Cambridge CC	Reading BC
Mean gender pay gap (basic pay)	8%	1.4%	2.1%
Median gender pay gap (basic pay)	11.4%	4.8%	4.9%

Pay Quartiles by Gender

	Male	Female	Male	Female	Male	Female
Quartile	%	%	%	%	%	%
Top	52.3	47.7	52	48	43.6	56.4
Upper Middle	46	54	58	42	42.6	57.4
Lower Middle	35.2	64.8	48	52	37.9	62.1
Lower	33.7	66.3	49	51	40.9	59.1
Workforce composition	29.3	60.7	51.72	48.28	41.3	58.7

REPORTING INDICES	Oxford Brookes University	Oxfordshire CC	Cherwell DC
Mean gender pay gap (basic pay)	10.9%	1.8%	0.2%
Median gender pay gap (basic pay)	6.0%	0%	0%

Pay Quartiles by Gender

	Male	Female	Male	Female	Male	Female
Quartile	%	%	%	%	%	%
Top	49.5	50.5	32.2	67.8	55.3	44.7
Upper Middle	42.9	57.1	35.1	64.9	46.7	53.3
Lower Middle	33.4	66.6	39.3	60.7	57.4	42.6
Lower	32	68	29.7	70.3	48	52
Workforce composition	39.4	60.4	34.1	65.9	51.8	48.2