

Gender Pay Reports as at 31 March 2023

1. Gender Pay Gap comparisons between 31st March 2022 and 31st March 2023

31 March 2023	
Mean gender pay gap (basic pay)	7.5%
Median gender pay gap (basic pay)	0.7%
Mean gender bonus gap	0%
Median gender bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

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%

Quartile	Males %	Females %
Top	48.69	51.31
Upper Middle	43.16	56.84
Lower Middle	35.08	64.92
Lower	36.32	63.68

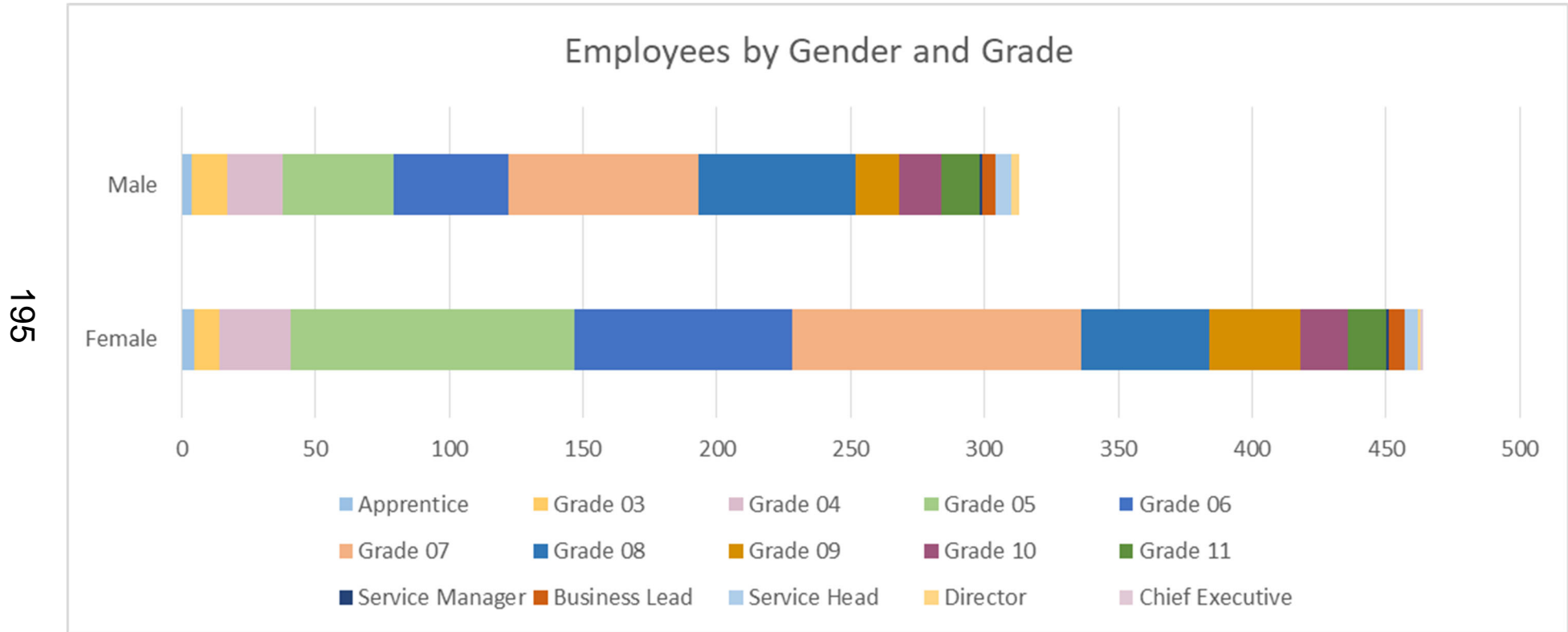
Quartile	Males %	Females %
Top	50.82	49.18
Upper Middle	44.81	55.19
Lower Middle	32.24	67.76
Lower	32.79	67.21

2. Distribution of Council staff by grade and gender (31 March 2023)

Grade	All employees	% All Employees	Female	% Female	Male	% Male
Apprentice	9	1.16%	5	1.08%	4	1.28%
Grade 03	22	2.83%	9	1.94%	13	4.15%
Grade 04	48	6.18%	27	5.82%	21	6.71%
Grade 05	147	18.92%	106	22.84%	41	13.10%
Grade 06	124	15.96%	81	17.46%	43	13.74%
Grade 07	179	23.04%	108	23.28%	71	22.68%
Grade 08	107	13.77%	48	10.34%	59	18.85%
Grade 09	50	6.44%	34	7.33%	16	5.11%
Grade 10	33	4.25%	18	3.88%	16	5.11%
Grade 11	28	3.60%	14	3.02%	14	4.47%
Service Manager	2	0.26%	1	0.22%	1	0.32%
Business Lead	11	1.42%	6	1.29%	5	1.60%
Service Head	11	1.42%	5	1.08%	6	1.92%
Director	4	0.51%	1	0.22%	3	0.96%
Chief Executive	1	0.13%	1	0.22%		0.00%
Totals	777	100.00%	464	100.00%	313	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):

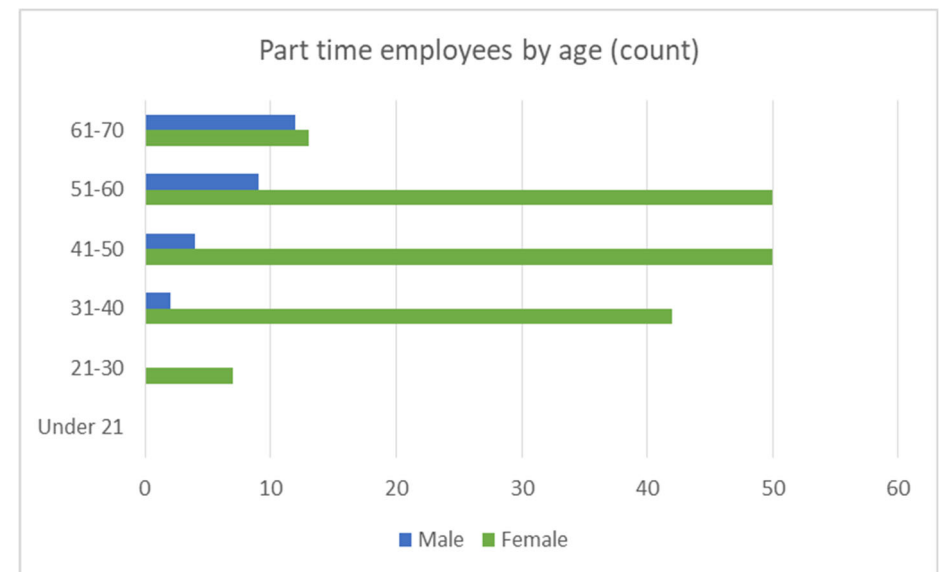
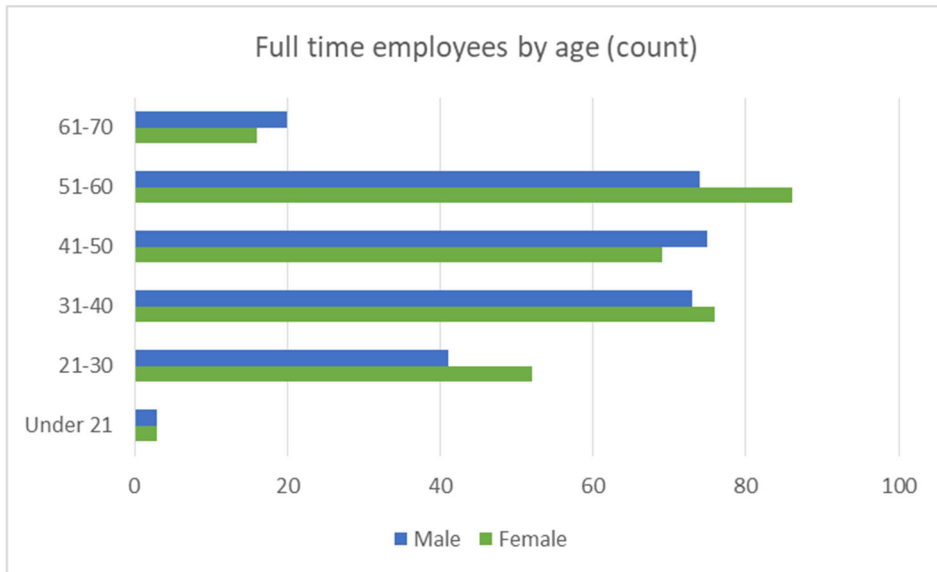
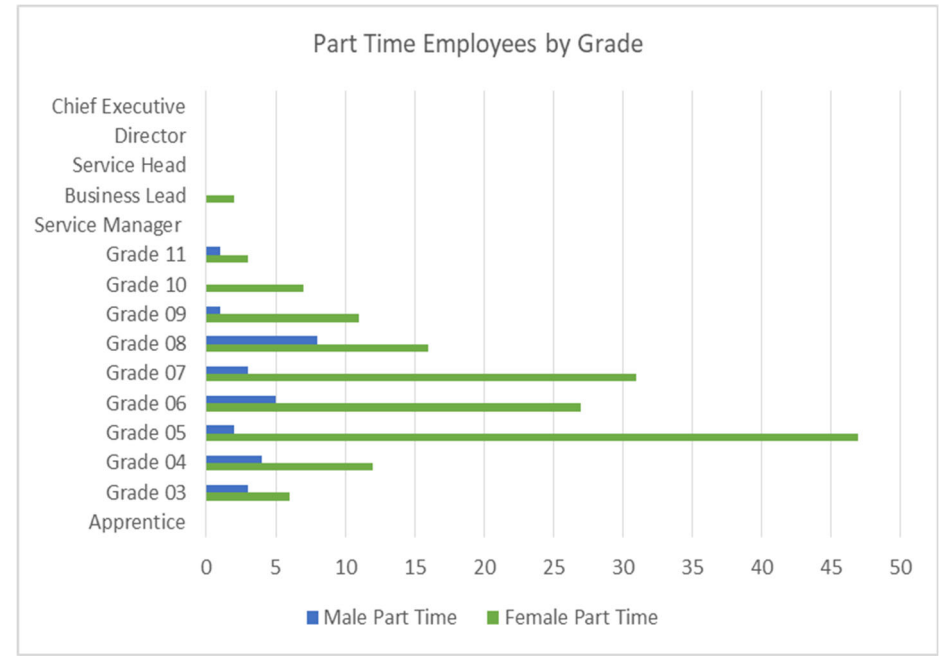
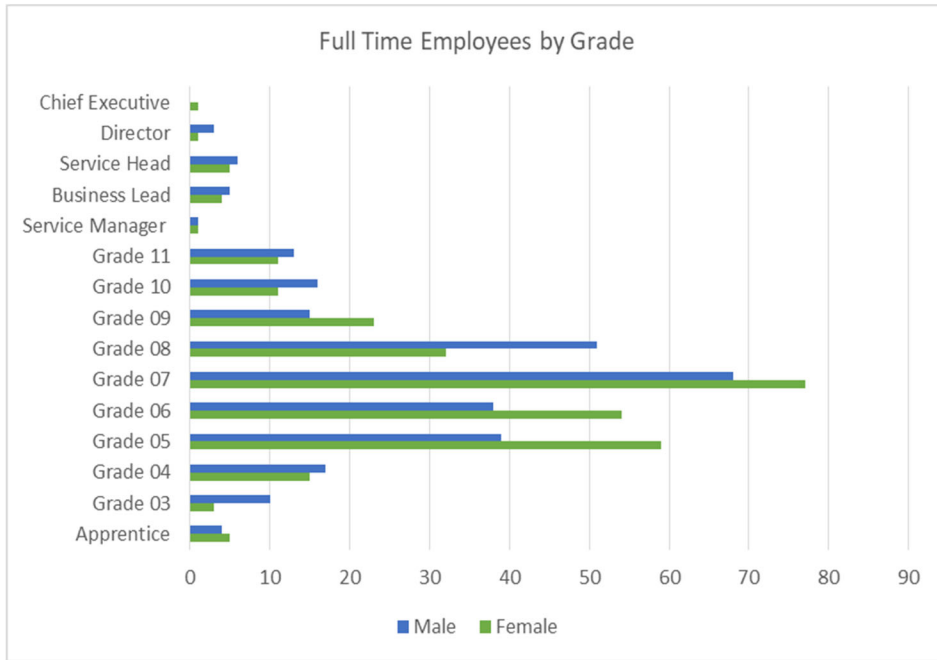


4. Distribution of Council staff by employment type and gender (31 March 2023)

Grade	Female Full Time	Female Part Time	Female Total	Male Full Time	Male Part Time	Male Total	Total
Apprentice	5	0	5	4	0	4	9
Grade 03	3	6	9	10	3	13	22
Grade 04	15	12	27	17	4	21	48
Grade 05	59	47	106	39	2	41	147
Grade 06	54	27	81	38	5	43	124
Grade 07	77	31	108	68	3	71	179
Grade 08	32	16	48	51	8	59	107
Grade 09	23	11	34	15	1	16	50
Grade 10	11	7	18	16	0	16	34
Grade 11	11	3	14	13	1	14	28
Service Manager	1	0	1	1	0	1	2
Business Lead	4	2	6	5	0	5	11
Service Head	5	0	5	6	0	6	11
Director	1	0	1	3	0	3	4
Chief Executive	1	0	1	0	0	0	1
Totals	302	162	464	286	27	313	777

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

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6. Comparison of gender pay gap data (as at 31 March 2023) with other organisations (as at 31 March 2022)

REPORTING INDICES	Oxford CC	Cambridge CC	Reading BC
Mean gender pay gap (basic pay)	7.5%	1.7%	0.1%
Median gender pay gap (basic pay)	11.4%	8.4%	3.0%

Pay Quartiles by Gender

Quartile	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Upper	48.69	51.31	53	47	40	60
Upper Middle	43.16	56.84	57	43	41	59
Lower Middle	35.08	64.92	50	50	40	60
Lower	36.32	63.68	50	50	40	60
Workforce composition	40.3	59.7	52.02	47.98	41.1	56.7

REPORTING INDICES	Oxford Brookes University	Oxfordshire CC	Cherwell DC
Mean gender pay gap (basic pay)	10.5%	2.3%	1.6%
Median gender pay gap (basic pay)	4.5%	0%	2.9%

Pay Quartiles by Gender

Quartile	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Top	47.9	52.1	34.8	65.2	52.8	47.2
Upper Middle	43.5	56.5	34.1	65.9	46.8	53.2
Lower Middle	33.1	66.9	40	60	52	48
Lower	32.2	67.8	30.6	69.4	53.2	46.8
Workforce composition	39	61	34	66	51.2	48.8