



## Gender Pay Gap Reporting

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**As a council we are committed to fairness, inclusion and reducing our gender pay gap.**

### Scope

This report covers all employees of West Oxfordshire District Council (WODC), including all staff permanently and temporarily employed, and those on casual contracts, as set out in the ACAS Guidance, Managing Gender Pay Reporting.

### Definition of pay

In accordance with the regulations, pay includes: basic pay, paid leave, allowances, shift premiums and bonus pay. It does not include overtime, expenses, the value of salary sacrifice schemes (reduction of salary is included), benefits in kind, redundancy and severance payments. The data set out in this report has been calculated using the standard methodologies and guidance of the Gender Pay Gap regulations.

## Council's workforce by gender



32.55% are male



67.45% are female

## Council's gender pay gap

In this section West Oxfordshire District Council is required to set out the gender pay gap and bonus pay gap of the workforce.

The ONS Annual Survey of Hours and Earnings (ASHE) October 2017 report states that the whole economy Gender Pay Gap is 17.4% whereas the Median Gender Pay Gap is reported at 18.4%.

75  
colleagues  
£18.01  
mean hourly rate



149  
colleagues  
£12.98  
mean hourly rate

Our mean gender pay gap is **27.91%**

Median male  
£16.34  
hourly rate



Median female  
£12.06  
hourly rate

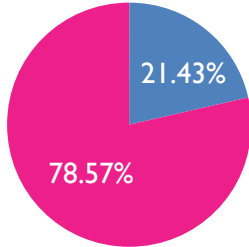
Our median gender pay gap is **26.19%**

## Bonuses

West Oxfordshire District Council does not pay bonuses.

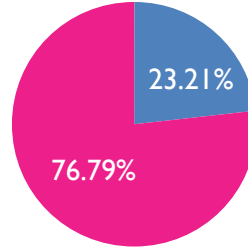
## Quartiles

**Lower quartile -  
% of employees by gender**



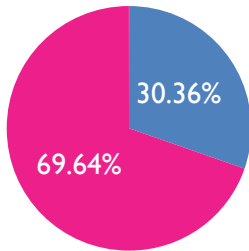
0.6% pay gap

**Lower middle quartile -  
% of employees by gender**



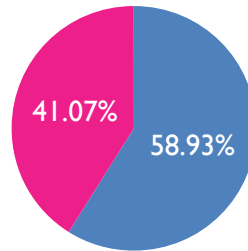
0.93% pay gap

**Upper middle quartile -  
% of employees by gender**



2.11% pay gap

**Upper quartile -  
% of employees by gender**



15.87% pay gap

### What are the factors affecting some of the pay differences

West Oxfordshire District Council's workforce is predominantly female based, we know that many of these females have made choices to work for the council because of their work life balance requirements and the council's ability to offer family friendly employment policies that accommodate flexible work patterns and hours. 48% of female employees work part time compared with 15% of male employees, with many female part time employees in administration and customer service roles. The majority of females are in the lower two quartiles, which explains the high differential between the mean and median pay gaps.

There are some additional factors that impact the GPG figures. At the calculation date West Oxfordshire District Council was working in collaboration with Cotswold District Council (CDC) and other partners, with employees being shared across the two or more organisations. During this period senior managers were shared between the CDC and WODC but whilst CDC appointments were primarily female, WODC were primarily male. In effect, however, the management team acted as one and therefore a consolidated approach would provide a more appropriate and accurate reflection of the gender gap.

When consolidating the data from the two councils a more realistic picture of the gender pay is portrayed:

	Mean gender pay gap	Median gender pay gap
<b>WODC</b>	27.91%	26.19%
<b>CDC</b>	15.72%	28.07%
<b>Consolidated</b>	22.41%	24.02%

We are confident that the council has a pay strategy and evaluation scheme that is compliant with equal pay and that men and women are paid equally for doing equivalent jobs across the business. However, we acknowledge that the pay gap between genders needs further work to address any remaining imbalance within the organisation. Moving forward any actions will be implemented by Publica a new Teckal company which has a focus on providing 'a great place to work' for its employees. This approach includes a new Total Reward strategy, encompassing a detailed review and implementation of a new salary grading system that is not only equal pay compliant but will also be checked for Gender Pay differentials. This also includes new policies which will encourage a supportive working environment and work life balance such as further flexible working as well as new flexible benefits which will support employees through their changing life commitments. Over time this could assist in reducing the gender pay gap.

As part of our developing our future leaders we have worked with Satori Lab and 63 managers have been through this leadership programme. 31 females and 32 males attended these workshops and we are growing our own future talent to address our gender pay gap at the most senior levels.

**Frank Wilson**

Group Director (formerly Head of Paid Services)

26 March 2018