



## **Gender Pay Gap Report 2022**

### **Background**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 stipulate that all businesses, public sector and third sector organisations with over 250 employees must publicly report on average pay differences between their male and female employees. The Regulations require employers to publish their:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment, and
- Proportion of males and females in each pay quartile.

As a public sector body, we are required to publish this pay gap information within 12 months, taking the “snapshot date” of 31 March 2022.

Our calculations follow the legislative requirements as set out in the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017. All staff who were deemed to be relevant employees at 31 March 2022 are included.

This information will be published on the Cherwell District Council (CDC) website for a minimum of 3 years and published on the government website ([www.gov.uk](http://www.gov.uk)) by 31 March 2023.

## **Equal pay and gender pay gap**

The purpose of gender pay gap reporting is to achieve greater gender equality in terms of pay across the UK and increase pay transparency. This differs from equal pay which deals with differences between men and women who carry out the same roles.

### **Details within this report**

Using a snapshot of employees' pay as at 31 March 2022, only 3 of the 6 calculations detailed above were made due to no bonus payments being paid at CDC. The 3 calculations are as follows:

1. Mean gender pay gap
2. Median gender pay gap
3. The proportion of men and women divided into four quartile pay bands

### **Information required for publication**

#### **Relevant employee**

An employee who was on full pay at the point of the data snapshot as at 31 March 2022.

#### **Mean gender pay gap**

The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number there are.

#### **Median gender pay gap**

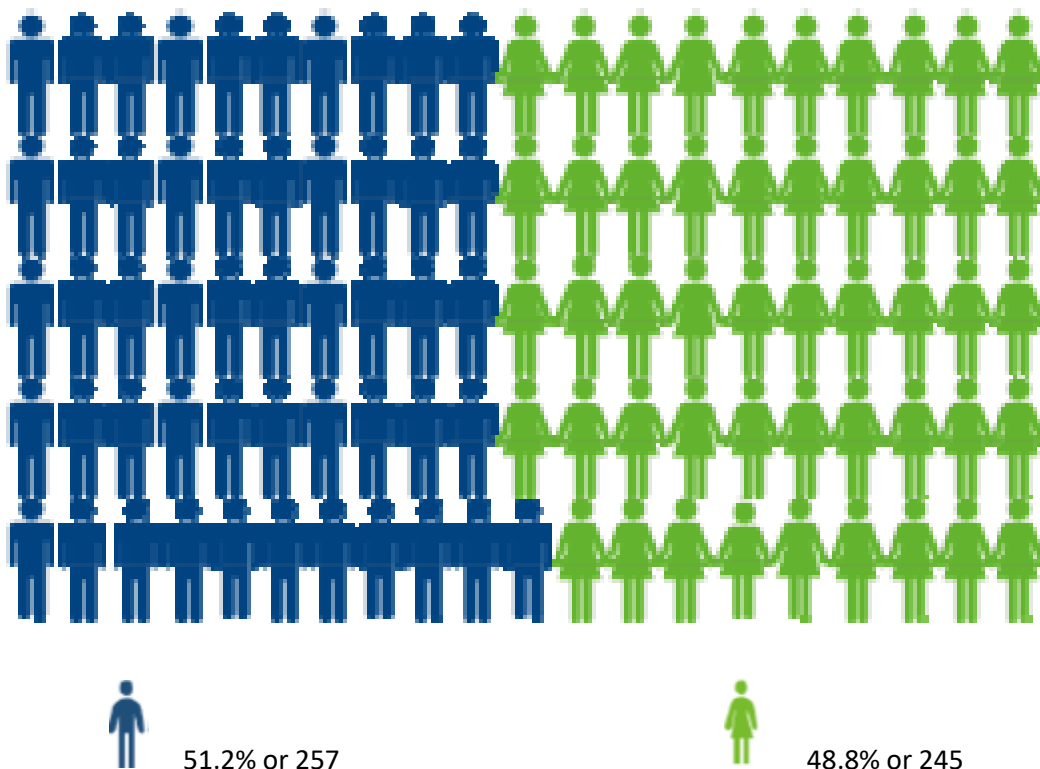
The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure.

#### **Quartile pay bands**

The quartile information is calculated by listing all salaries from highest to lowest and then splitting that information into four equal quarters to determine the percentage of male/female employees in each quartile.

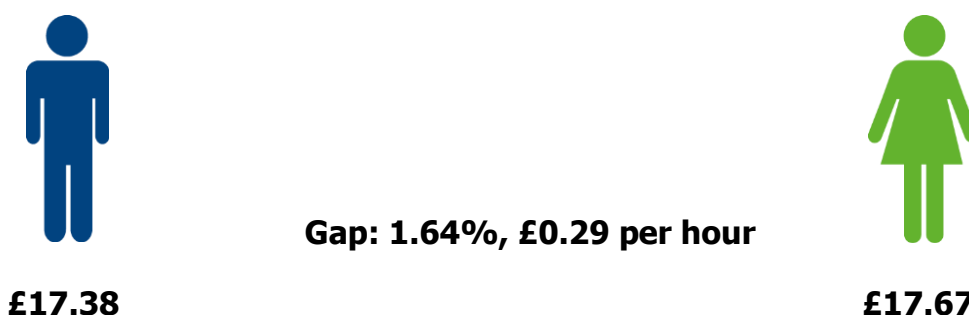
## Workforce profile

On 31 March 2022, CDC had 502 relevant employees<sup>1</sup>; of which 51.2% (257 employees) were men and 48.8% (245 employees) were women.



## Gender pay gap as at 31 March 2022

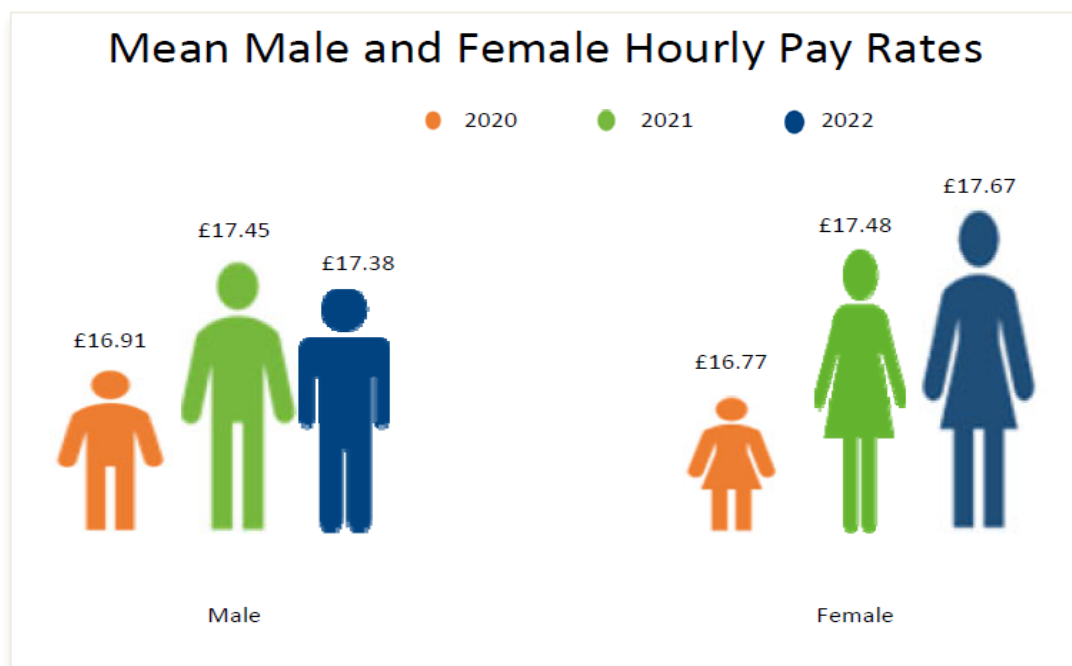
Mean: percentage difference and average hourly rate of pay



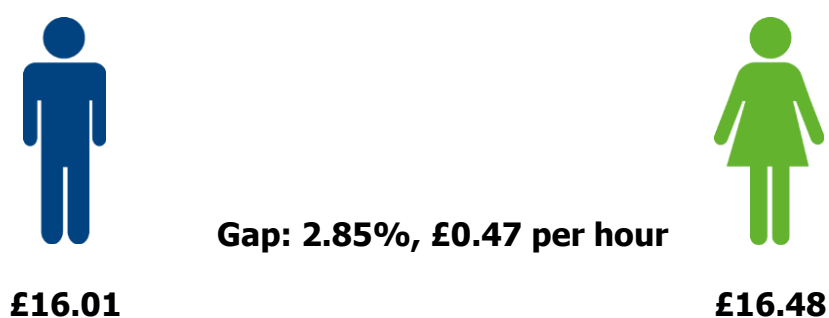
The mean difference recorded at CDC has increased from 0.17% in March 2021 (0.03p per hour) and remains considerably less than the national public sector mean pay gap which is 13.6% (Office for National Statistics – ASHE). The national gap is also in favour of men, whereas at CDC, the mean difference shows women on a higher hourly rate.

<sup>1</sup> A relevant employee is an employee that received full pay, not reduced to parental leave pay or sick pay, for example, as at the snapshot of data on 31 March 2022.

As at 31 March 2022 the mean hourly rate for men was £17.38 per hour and for women it was £17.67 per hour. This means that women earned an average of 29 pence per hour more than men, which equates to a mean difference of 1.64%. This is the second year running that the average hourly rate of women has been higher than men. The figures for 2020, 2021 and 2022 are as follows, showing a slightly steeper increase for females of 90p per hour over three years than the increase for males of 47p per hour.

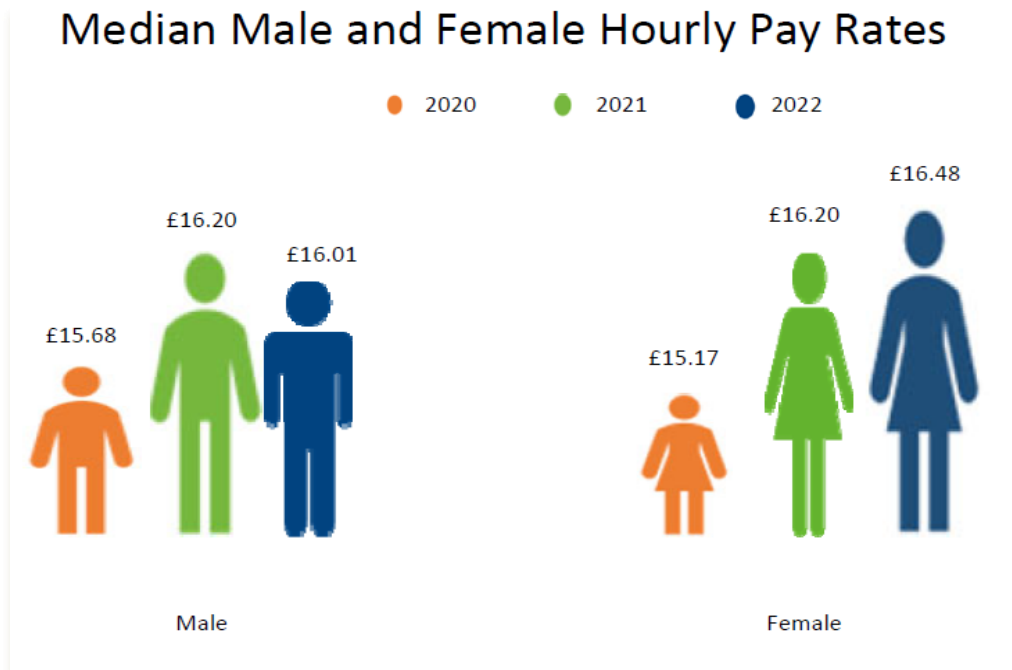


### Median percentage difference and hourly rate of pay



As at 31 March 2022 the median hourly rate of pay for men was £16.01 per hour and for women it was £16.48 per hour. This means that women earned an average of 47 pence per hour more than men, which equates to a mean difference of 2.85%. This is considerably less than the national public sector median pay gap which is 15.9% (Office for National Statistics – ASHE) and the CDC gap again goes against the national gap as it shows women on higher pay, as opposed to men which has been the traditional gap. The figures for 2020, 2021 and 2022 are as follows, showing

a steeper increase for females of £1.31p per hour over three years than the increase for males of 33p per hour.



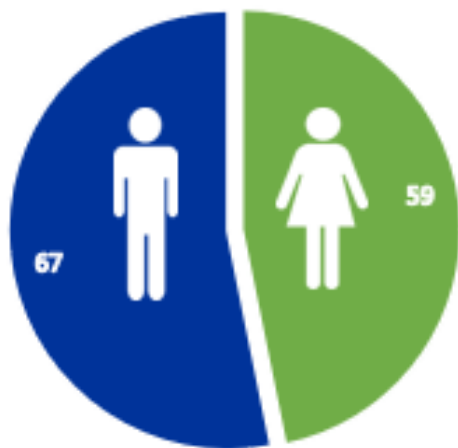
### Proportion of men and women receiving bonuses

CDC does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

### Pay quartiles

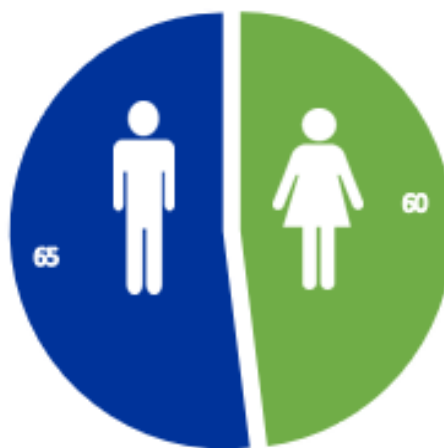
CDC employed 502 relevant employees as at 31 March 2022 which means there are 126 employees in the lower and upper middle quartiles and 125 employees in the lower middle and upper quartiles. The gender split per quartile as at 31 March 2022 is detailed below and serves as a useful benchmark to determine progression through the pay scales.

Lower Quartile



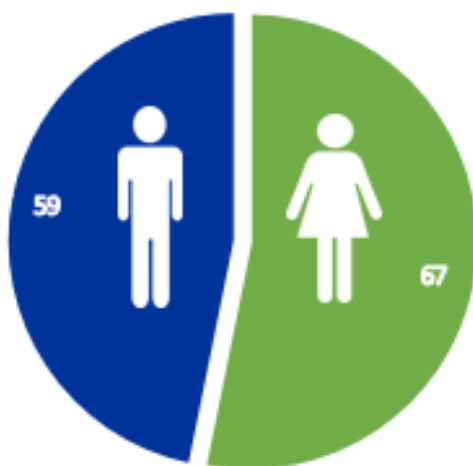
■ Women - 46.83% ■ Men - 53.17%

Lower Middle Quartile



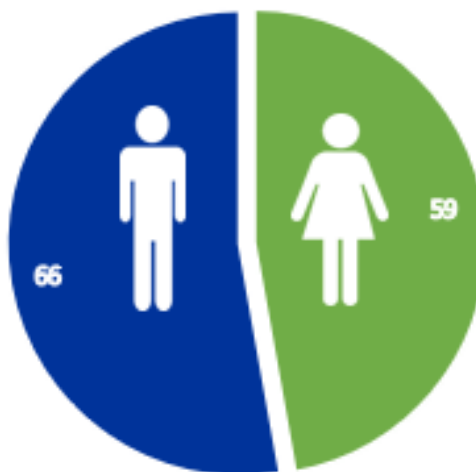
■ Women - 48% ■ Men - 52%

Upper Middle Quartile



■ Women - 53.17% ■ Men - 46.83%

Upper Quartile



■ Women - 47.20% ■ Men - 52.80%

The hourly rates that represent each quartile are as follows:

Upper - relates to the hourly rates of £19.59 and above

Upper middle - relates to the hourly rates of £16.48 – £19.58

Lower middle - relates to the hourly rates of £13.22 - £16.47

Lower - relates to the hourly rates up to £13.21

The proportion of males to females in the lower quartile and lower middle quartile are slightly different to that of the total workforce profile of 51.2% males to 48.8% females. With the proportion of males earning a higher rate of pay at the lower and lower middle quartile however, this significantly switches to females earning a higher rate of pay at the upper middle quartile, and then switches once more with males

earning higher salaries in the upper quartile. Whilst there is a difference at each quartile the margins remain very small.

In the upper quartile, 4 (40%) of the 10 Senior Management team (Assistant Director level and above), are women, which is less than the 48.8% gender split of the workforce.

## **Commitment**

We are committed to the principles of equality, diversity, fairness and inclusion and our approach to people management should not put any group at a disadvantage. Regardless of identity or background, everyone deserves to be able to develop their skills and talents to meet their full potential, work in a safe, supportive and inclusive environment, be fairly rewarded and recognised for the work they do and have the opportunity to have their say on matters that affect them. We are also committed to achieving a diverse workforce that fully reflects our community.

We will continue to advance our inclusion initiatives, particularly where there are any barriers for women to progress into higher paid roles, or roles where they are under-represented.

Flexible and agile working and family friendly policies will assist Cherwell District Council to attract and retain staff in a competitive job market and in a geographical area with low unemployment.

## **Summary**

It is positive that the gender pay gap within CDC is relatively small. CDC's gap is significantly less than the national average and currently goes against the tradition of men being paid more than women. We continue to be committed to learning from best practice as part of our journey. The gender pay gap data will be analysed on an annual basis, a comparison of figures will be completed year on year and the Senior Management Team will continue to review and monitor this data. We will ensure that job grades continue to be determined through objective analysis and job evaluation to maintain the integrity of the pay and grading system.