

This report is public	
Gender Pay Gap Report	
Committee	Personnel Committee
Date of Committee	4 March 2026
Portfolio Holder presenting the report	Portfolio Holder for Corporate Services, Councillor Chris Brant
Date Portfolio Holder agreed report	19 February 2026
Report of	Assistant Director of Human Resources, Claire Cox

Purpose of report

To provide the Personnel Committee (PC) with the latest Gender Pay Gap report for information.

1. Recommendations

The Personnel Committee resolves:

- 1.1 To review and note the Gender Pay Gap Report, which is submitted for information.

2. Executive Summary

- 2.1 This report provides the Personnel Committee (PC) with the latest version of the Gender Pay Gap report for information ahead of it being published on the CDC Website by 30 March 2026.
- 2.2 The Gender Pay Gap report outlines a mean difference in pay between men and women of 3.1%, with men earning an average of £0.65 more an hour than women. This has reduced from 4.97% in March 2024.
- 2.3 For the fourth year in a 4-year period, there has been no median pay difference between men and women.
- 2.4 Even with a mean difference of 3.1% CDC remain significantly lower than the national public sector mean pay gap of 12.3%, and the median pay gap of 13.5%.

Implications & Impact Assessments

Implications	Commentary
Finance	<p>There are no financial implications directly associated with this report. This is historic information for which any costs will already have been incurred.</p> <p>Kelly Wheeler, Finance Business Partner, 2 February 2026</p>
Legal	<p>The report identifies that we have a legal obligation under the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 to publish a report on the average pay differences between male and female employees.</p> <p>The regulations set out detailed guidance as to how to calculate the required reporting information and we have assumed that the calculations have been carried out in accordance with these requirements.</p> <p>By completing the gender pay gap reporting, CDC are ensuring that they are complying with their requirements to report on the gender pay gap within the organisation.</p> <p>The Council should ensure that it publishes the report on CDC's website and the Government's portal to ensure continued compliance as noted within the report.</p> <p>The report does not identify any direct actions and proposes to continue to monitor and learn from best practice, there are therefore no legal implications arising from these recommendations.</p> <p>Denzil John Turbervill, Head of Legal Services, 3 February 2026</p>
Risk	<p>There are no risks arising directly from this report. The publication of this report mitigates the risk of not being compliant with the Equality Act 2010.</p> <p>Celia Prado-Teeling, Performance Team Leader, 3 February 2026</p>

Impact Assessments	Positive	Neutral	Negative	Commentary
Equality Impact	X			Publishing a Gender Pay Statement is a requirement of the Equality Act; in line with the council's EDI framework and our commitment to promote an Inclusive Work Force, producing a Gender Pay Statement allow us to ensure that gender pay data continues to be monitored, and any identified issues are mitigated. Celia Prado-Teeling, Performance Team Leader, 3 February 2026
A Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?	X			
B Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?	X			
Climate & Environmental Impact				N/A
ICT & Digital Impact				N/A
Data Impact				N/A
Procurement & subsidy				N/A
Council Priorities	N/A			
Human Resources	<p>By completing the Gender Pay Gap Report, CDC is meeting its legal requirement.</p> <p>It is positive to note that the mean gap has reduced in the last 12 months, and there remains no median gap for the fourth year in a row.</p>			

	Claire Cox, Assistant Director of Human Resources, 28 January 2026
Property	N/A
Consultation & Engagement	N/A

Supporting Information

3. Background

- 3.1 Since 2017 employers with a headcount of 250 or more employees have been required to comply with the regulations on gender pay gap reporting.
- 3.2 The gender pay gap is the difference between the average (mean and median earnings of men and women across the workforce).

4. Details

- 4.1 As a public sector body, CDC is required to provide pay data, broken down by gender at a 'snapshot date' of 31 March. The data included in the Gender Pay Gap Report at appendix 1 is from 31 March 2025.
- 4.2 The report provides a mean and median gender pay gap for March 2025, as well as the last 3 years and outlines the proportion of men and women working at CDC in four quartile pay bands.
- 4.3 CDC are required to report their gender pay gap findings to central Government and publish the report at appendix 1 on the CDC website by 30 March 2026.
- 4.4 This year's Gender Pay Gap outlines a reduction in the mean difference from 4.97% to 3.1%, with men earning £0.65p per hour more than women.
- 4.5 Table 1 outlines how the workforce is split across the quartiles and the hourly rates of pay for each.

Quartile	Hourly rates	% Men 2025	% Women 2025
Lower	Up to £15.56	60.29	39.71
Lower middle	£15.81 to £19.20	44.12	55.88
Upper middle	£19.20 to £23.08	47.06	52.94
Upper	£23.16 and above	53.68	46.32
Average		51.30	48.70

4.6 For the fourth year in a row however CDC records no median difference in pay between men and women, with the median hourly rate recorded as £19.20.

4.7 The median hourly rate means that half of CDC employees' earnings will be above this midpoint and half will be below this midpoint. The median pay gap is often lower than its corresponding mean pay gap because this is calculated by adding all employees' rates of pay together and dividing by the total number of employees.

4.8 The Office of National Statistics have recorded the national public sector mean gender pay gap as 12.3%, which is 9.2% higher than CDC, and a median gender pay gap of 13.5% where CDC's is zero.

5. Alternative Options and Reasons for Rejection

5.1 The following alternative options have been identified and rejected for the reasons as set out below.

Option 1: This report is provided for information only. There are no other options required as CDC must ensure compliance with the Gender Pay Gap Regulations

6. Conclusions and Reasons for Recommendations

- 6.1 By completing the gender pay gap report and ensuring it is reported and published by the deadline of 30 March 2026, CDC are ensuring compliance with the Gender Pay Gap Regulations.

Decision Information

Key Decision	N/A
Subject to Call in	N/A
If not, why not subject to call in	N/A
Ward(s) Affected	N/A

Document Information

Appendices	
Appendix 1	Gender Pay Gap Report 2025
Background Papers	None
Reference Papers	None
Report Author	Assistant Director of Human Resources, Claire Cox
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Executive Director Approval (unless Executive Director or Statutory Officer report)	Executive Director for Resources