

This report is public.	
Gender Pay Gap Report	
Committee	Personnel Committee
Date of Committee	26 March 2025
Portfolio Holder presenting the report	Portfolio Holder for Corporate Services, Councillor Chris Brant
Date Portfolio Holder agreed report.	3 March 2025
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 the latest Gender Pay Gap report provided 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 2025.

2.2 The Gender Pay Gap report outlines a mean difference in pay between men and women of 4.97%, with men earning an average of £1.01 more an hour than women.

2.3 For the third 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 4.97% CDC remain significantly lower than the national public sector mean pay gap of 12.9%, and the median pay gap of 13.5%.

Implications & Impact Assessments

Implications	Commentary
Finance	There are no financial implications directly associated with this report. This is historic information for which any costs will already have been incurred. Joanne Kaye, Head of Finance, 22 January 2025

<p>Legal</p>	<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 Turbervill, Head of Legal Services, 10 January 2025</p>			
<p>Risk Management</p>	<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, 20 January 2025</p>			
<p>Impact Assessments</p>	<p>Positive</p>	<p>Neutral</p>	<p>Negative</p>	<p>Commentary</p>
<p>Equality Impact</p>	<p>x</p>			<p>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.</p> <p>Celia Prado-Teeling, Performance Team Leader, 20 January 2025</p>

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>As CDC employees more than 250 employees, it is a legal requirement that a gender pay gap report is completed, and pay is continually monitored.</p> <p>Claire Cox, Assistant Director of Human Resources, 3 March 2025.</p>			
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, with the aim of narrowing and eventually eliminating the pay differential between men and women.

3.2 The gender pay gap is the difference between the average (mean and median) earnings of men and women across a 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 2024.

4.2 The report provides a mean and median gender pay gap for March 2024, 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 2025.

4.4 This year's Gender Pay Gap outlines an increase in the mean difference from 2.49% to 4.97%, with men earning £1.01 more than women.

4.5 The likely reason for this increase is that the top ten highest earners at CDC are now male employees. Within the CDC senior management team specifically, only 4 (33.33%) of the 12 were women, which is considerably less than the overall 48.60% gender split of the workforce.

Quartile	% Men 2024	% Women 2024
Lower	54.07	45.93
Lower middle	48.51	51.49
Upper middle	49.25	50.75
Upper	53.73	46.27
Average	51.40	48.60

4.6 For the third time in 4 years however CDC records no median difference in pay between men and women, with the median hourly rate recorded as £18.46.

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 12.9%, which is 7.93% 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 2025, CDC are ensuring compliance with the Gender Pay Gap Regulations.
- 6.2 CDC will remain committed to the principles of equality, diversity, fairness and inclusion and our approach to people management should not put any group at a disadvantage.
- 6.3 CDC will continue to ensure that recruitment is based on evidence-based merit and not influenced by the protected characteristics of any applicant.
- 6.4 CDC will continue to advance our inclusion initiatives, particularly where there are any barriers for women to progress into higher paid roles.

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 2024
Background Papers	N/A
Reference Papers	N/A
Report Author	Claire Cox, Assistant Director of Human Resources
Report Author contact details	Claire.cox@cherwell-dc.gov.uk
Corporate Director Approval (unless Corporate Director or Statutory Officer report)	Corporate Director for Resources and Transformation, 27 January 2025