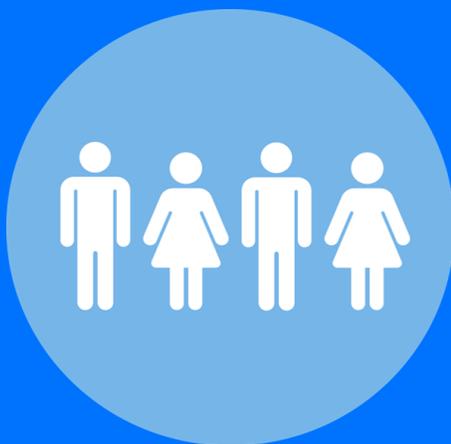


# Gender Pay Gap Report 2019

**#doinggood**

## Introduction

Since new legislation was introduced in April 2017 employers with 250 or more employees have been required to publish information each year to show the difference in average hourly pay between their male and female employees. All of the information in this report is based on data from the required “snapshot” date of 31 March 2019.



For more information please see:

<https://www.gov.uk/government/news/uk-gender-pay-gap>

Whilst both gender pay and equal pay look at the pay received by men and women they focus on two different issues:

### **Gender pay**

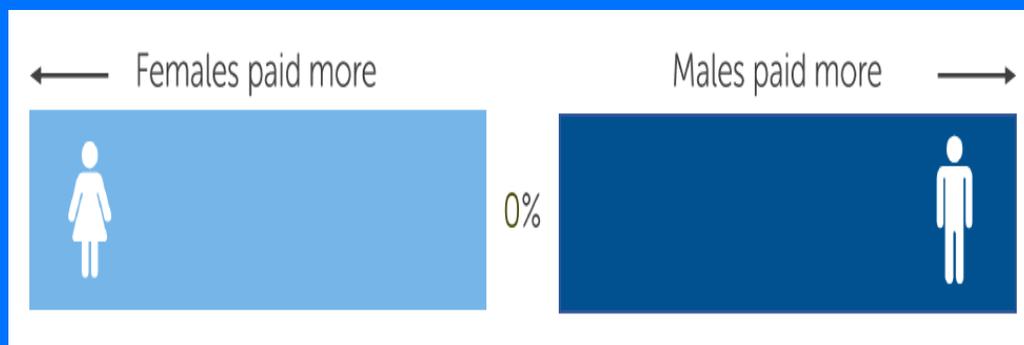
Looks at the difference between women's and men's average pay across the organisation

### **Equal Pay**

Looks at the pay that men and women receive whilst performing the same role

## Gender pay gap

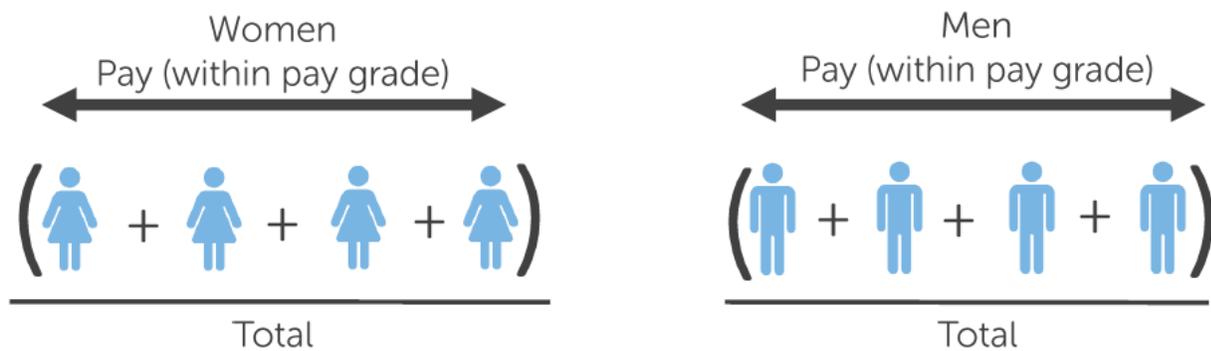
A positive pay gap indicates that men are paid more, whilst a negative pay gap indicates that women are paid more



## Employers must report

- The difference in the mean (average) pay of men and women, expressed as a percentage;
- The difference in the median (actual midpoint) pay of men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay; and
- The difference in mean and median bonus pay, expressed as a percentage;
- The number of men and women in each of four quartile pay bands.

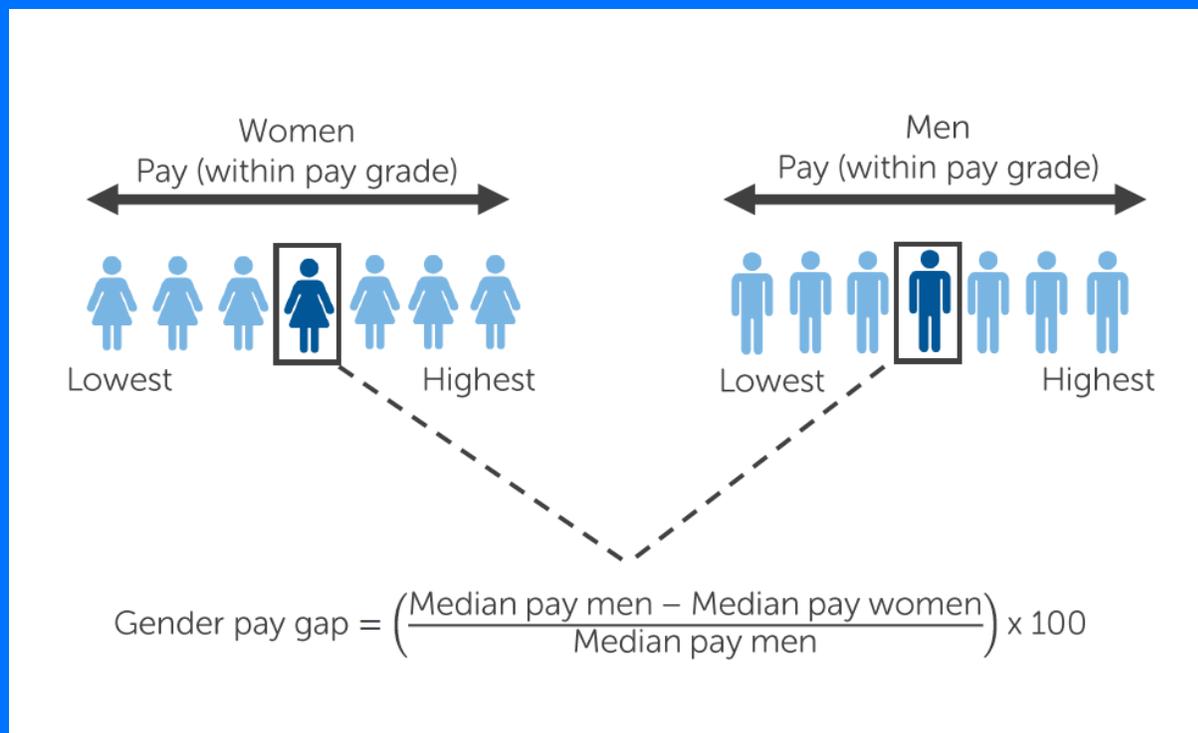
# Mean gender pay gap calculation



$$\text{Gender pay gap} = \left( \frac{\text{Mean pay men} - \text{Mean pay women}}{\text{Mean pay men}} \right) \times 100$$

The overall mean gender pay gap is the difference between mean (average) hourly earnings of men and women expressed as a percentage of the mean hourly earnings of men.

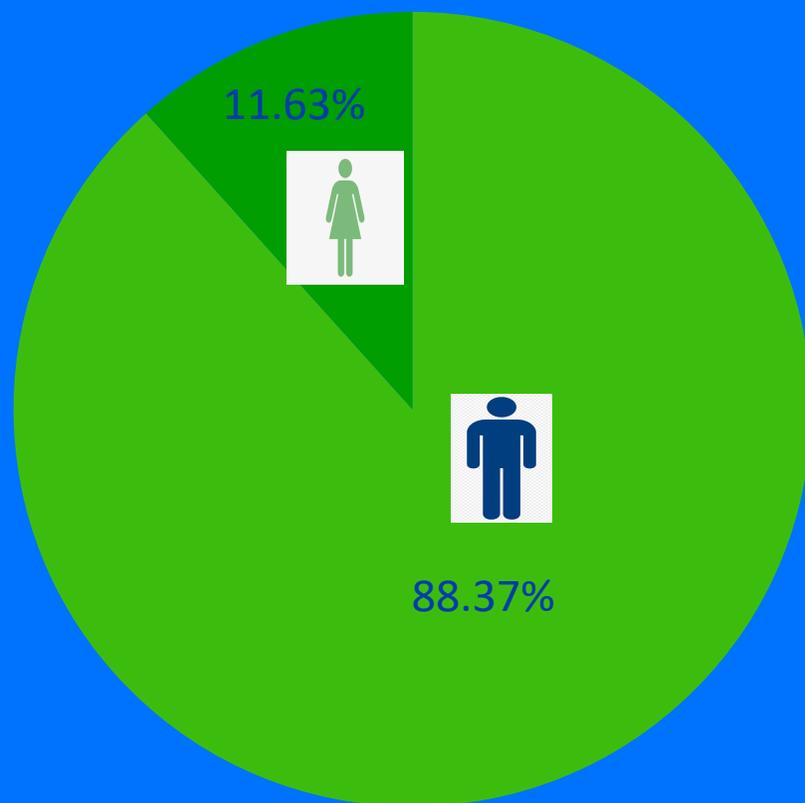
# Median gender pay gap calculation



The overall median gender pay gap is the difference between median (actual midpoint) hourly earnings of men and women expressed as a percentage of the median hourly earnings of men.

## Workforce by gender

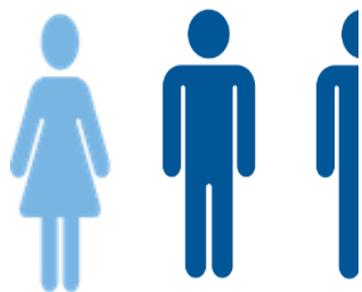
Just under 12% of ODS's workforce are female with the majority being male



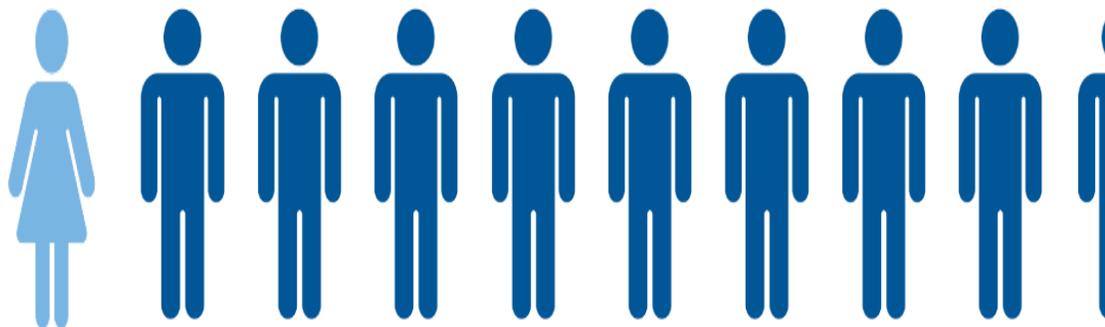
This report is based on salary data at a snapshot date of 31 March 2019. The data will be published on the ODS website by 30 March 2020.

There were 645 'relevant employees' employed by ODS on the snapshot date. The gender pay gap analysis is based on head count (actual number of employees regardless of hours worked) as opposed to full-time equivalent numbers.

**At ODS there are 9 females and 14 males working part-time, this equates to 12% of the total female workforce compared to 2.45% of the male workforce**



Part-time gender ratio  
1 female to 1.5 male



Full-time gender ratio  
1 female to 8.4 male

Full-time is defined as 37 hours per week. Anything less than this is considered as part time.

# Gender Pay Gap Details for the snapshot of 31 March 2019

Mean Gender Pay Gap (Basic Pay)	1.60%
Median Gender Pay Gap (Basic Pay)	-2.40%
Mean Gender *bonus gap	-86.40%
Median Gender *bonus Gap (Basic Pay)	-23.01%
Proportion of Males receiving *bonus	88.40%
Proportion of Females receiving *bonus	79.50%

The 'partnerships payment' scheme is classified as a bonus payment for the purposes of gender pay gap reporting. The partnership payment is part of 2018 - 2021 pay agreement and is based on a fixed sum (£500) paid on a pro rata basis, i.e. based on the hours worked by an employee.

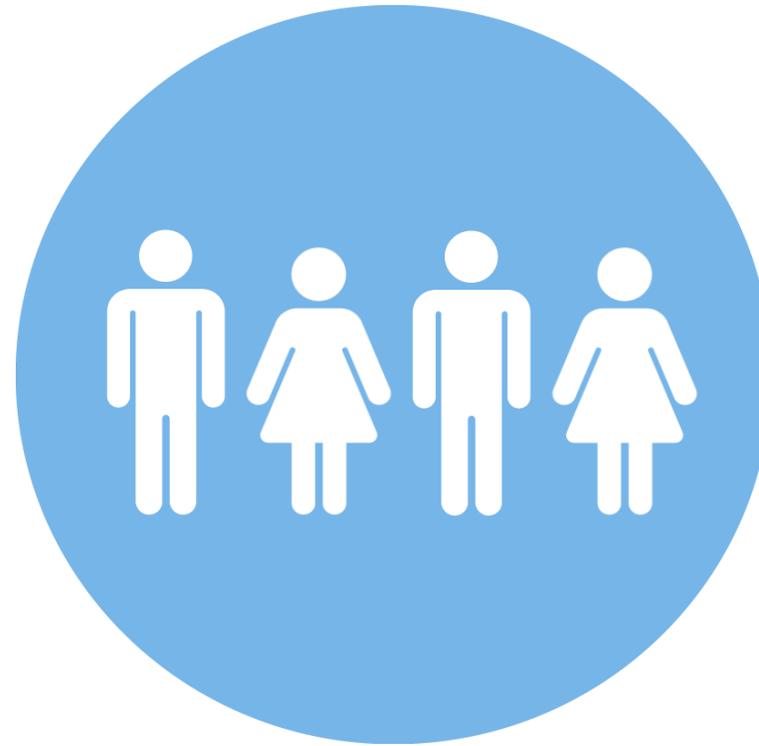
# Distribution by Quartile

Quartile	Males %	Females %
Top quartile	91.36	8.64
Upper middle quartile	84.47	15.53
Lower middle quartile	86.34	13.66
Lower quartile	91.30	8.70
TOTAL	88.37	11.63

The four quartiles are separated according to the hourly pay rate, starting from the lowest to the highest paid member of staff.

The advantage of calculating quartiles by dividing the overall pay distribution in to four equal proportions is that we can look at the different ranges of gender pay gap across the salary scale.

We will continue to monitor our gender pay gap in line with government legislation, and review it on an annual basis to ensure that progress is maintained.



We believe our long-term strategy to inspire, attract and nurture a balanced and diverse workforce will help ensure we continue to achieve balance in our pay arrangements.

Our vision is to make your world a better place to live, work and visit. This means that in whatever we do, we want to bring out the best results, we want to be doing good. And what you invest in us gets reinvested in our people and our communities. That's because our profits go back to our sole owner, Oxford City Council, who will reinvest it in services for the community.

For more information on our service please visit our website:

<https://www.odsgroup.co.uk/> where you can also find a copy of our Annual Report.

I confirm that Oxford Direct Services' gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For and on behalf of the Board of Oxford Direct Services LTD

Simon Howick

Managing Director

