



# Gender Pay Gap Report 2025

# Executive Summary

- This report is based on salary data at a snapshot date of 5 April 2025.
- There were 527 'relevant employees' employed by ODS on the snapshot date.
- Mean Gender Pay Gap (Basic Pay): -11.29%
- In comparison the previous year Mean Gender Pay Gap (Basic Pay) was, :-11.01%
- This indicates that the extent to which women earn on average, more per hour than their male counterparts.
- ODS employs a high proportion of men in lower paid work and there are senior and high paid employees who are women.
- There were no bonuses paid to any staff.
- Just over 14% of the workforce is female with the majority being male.
- At ODS there are 20 females and 11 males working part-time, this equates to 14.66% of the total female workforce compared to 2.09% of the male workforce.

# Executive Summary continued

- The highest-paid position within the leadership team is currently held by a male employee, which has a significant impact on the overall pay figures. As senior roles attract higher levels of remuneration, this skews the average pay comparison across genders.
- ODS 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.

# Introduction

Since 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 5 April 2025.



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

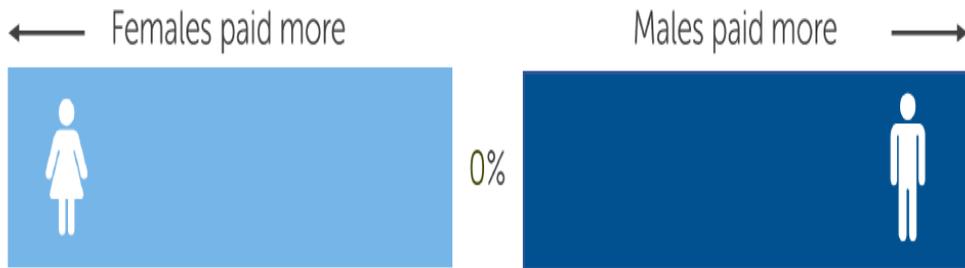
Looks at the difference between women’s and men’s average pay across the organisation

## Equal Pay

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

# Gender pay gap

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

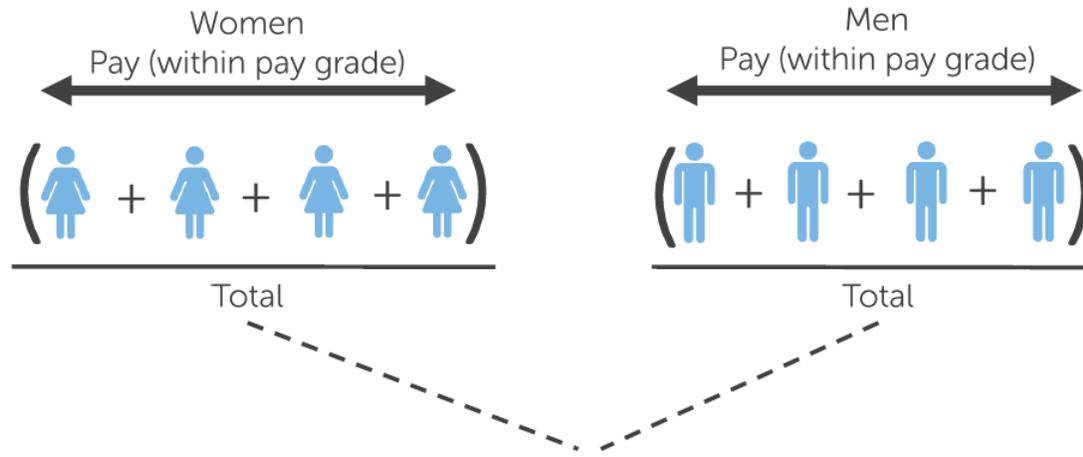


# Employers must report

- 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.

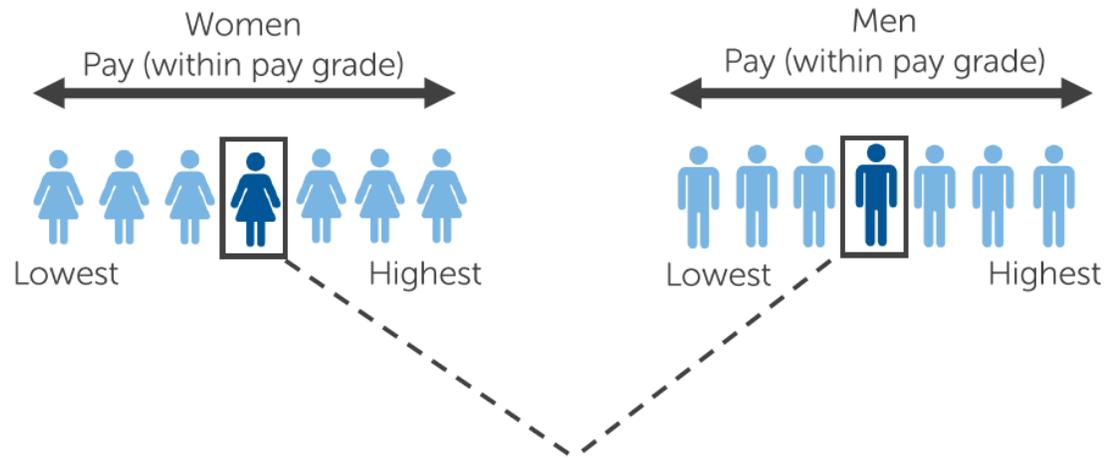
# Mean gender pay gap calculation

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.



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

# Median gender pay gap calculation

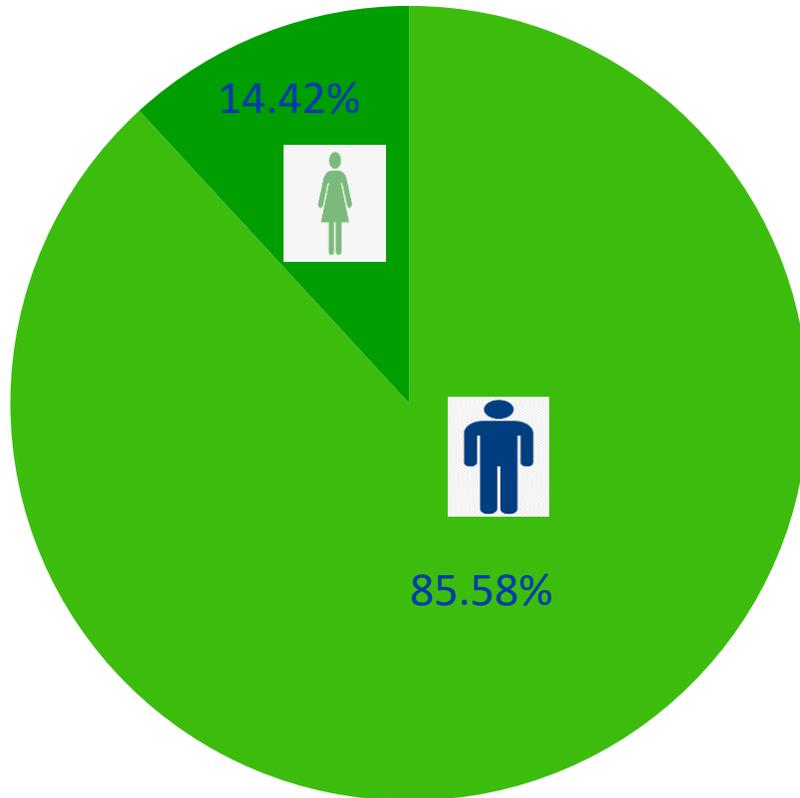


$$\text{Gender pay gap} = \left( \frac{\text{Median pay men} - \text{Median pay women}}{\text{Median pay men}} \right) \times 100$$

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

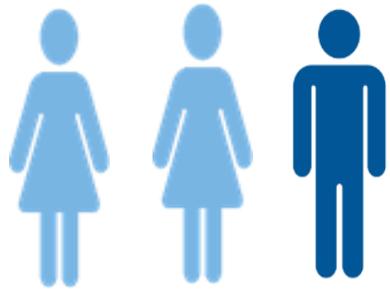
Just over 14% of ODS's workforce are female with the majority being male



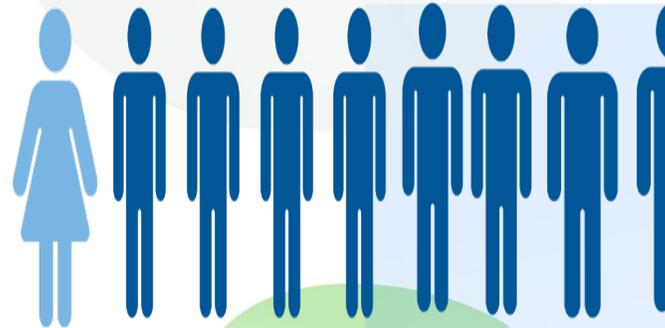
This report is based on salary data at a snapshot date of 5 April 2025.

There were 527 '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 20 females and 11 males working part-time, this equates to 14.66% of the total female workforce compared to 2.09% of the male workforce**



Part-time gender ratio  
1 male to 2 female



Full-time gender ratio  
1 female to 7.5 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 5 April 2025

Mean Gender Pay Gap (Basic Pay)	-11.29%
Median Gender Pay Gap (Basic Pay)	0%
Mean Gender *bonus gap	0
Median Gender *bonus Gap (Basic Pay)	0
Proportion of Males receiving *bonus	0
Proportion of Females receiving *bonus	0

\* There were no bonuses paid in this period

# Distribution by Quartile

Quartile	Males %	Females %
Top quartile	84.73	15.27
Upper middle quartile	84.21	15.79
Lower middle quartile	77.27	22.73
Lower quartile	96.18	3.82
TOTAL	85.58	14.42

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 into four equal proportions is that we can look at the different ranges of gender pay gap across the salary scale.

# Gender pay gap split by Grades

	G3-6	G7-8	G9-11	Craft	Senior
Mean for women	17.91	23.31	33.09	0	45.81
Mean for men	16.91	24.89	31.23	24.30	56.78
Mean gender pay gap	-5.90	6.35	-5.94	100	19.32
Median Men	16.80	25.42	31.75	23.22	56.44
Median women	17.25	22.54	31.75	0	42.27
Median gender pay gap	-2.63	11.31	0	100	25.11

	Male	Female	Total
G3-6	254	45	299
G7-8	26	14	40
G9-11	21	10	31
Craft	130	0	130
Senior Pay	10	7	17

Percentages per grade	Male	Female
G3-6	84.95	15.05
G7-8	65	35
G9-11	67.74	32.26
Craft	100	0
Senior Pay	58.82	41.18

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