

Freedom of Information Team  
Oxford City Council  
Email: [freedomofinformation@oxford.gov.uk](mailto:freedomofinformation@oxford.gov.uk)

[www.oxford.gov.uk](http://www.oxford.gov.uk)



14 May 2026

Freedom of Information Request, Oxford City Council – Reference: **FOI2026/00403**

Further to our acknowledgement, we can confirm that Oxford City Council can advise as follows in response to your Freedom of Information Request received on 20 April:

#### Request

I am writing to request information under the terms of the Freedom of Information Act 2000. Please supply the following:

1. A copy of your current paternity-leave policy, including any variations depending on employee status (e.g. full-time, part-time, length of service). Please clearly state the standard entitlement (number of weeks) and the rate of pay (full pay, statutory pay, enhanced pay, etc.) across that entitlement.

Please see the attachment.

2. For the most recent three financial years (or calendar years) for which data is held: a) the number of employees who took paternity leave, and b) the average number of weeks taken per employee, and c) if available, a breakdown of take-up by type of pay (e.g. full pay vs statutory pay).

23-24 5 employees took paternity leave  
24-25 1 employee took paternity leave  
25-26 9 employees took paternity leave  
3 weeks  
Full pay

3. The median (or mean) gross pay of all council employees

The median pay for Oxford City Council employees - £43100 (Gross Salary)

If you disagree with any part of the response to your request, you are entitled to ask the Council for an internal review of the decision(s) made. You may do this by writing to the Monitoring Officer, by either email [monitoringofficer@oxford.gov.uk](mailto:monitoringofficer@oxford.gov.uk) – or by post to Monitoring Officer, Oxford City Council, Town Hall, St Aldate's, Oxford, OX1 1BX. After the result of the internal review, if you remain dissatisfied, you may ask the Information Commissioner to intervene on your behalf. You may do this by writing to the Information Commissioner's Office, Wycliffe Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,

Freedom of Information Officer

| Freedom of Information Team | Law & Governance | Oxford City Council | Town Hall | St Aldate's  
| Oxford | OX1 1BX |