

GMS GENDER PAY GAP REPORT

May 2020

Data stated is as at 31 March 2019, unless otherwise indicated

1. Summary and Proposed Actions

This is the first Gender Pay Gap Report from Gloucestershire Managed Services (GMS) which, as at 31 March 2019 had 689 staff with a near 50/50 male/female split.

2. Background (Understanding how the Gender Pay Gap is Reported)

The gender pay gap shows the difference between the average (mean) and median earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. The gender pay gap differs from equal pay: equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Gender pay gap shows the differences in the average and median pay between men and women in the entire workforce without reference to job.

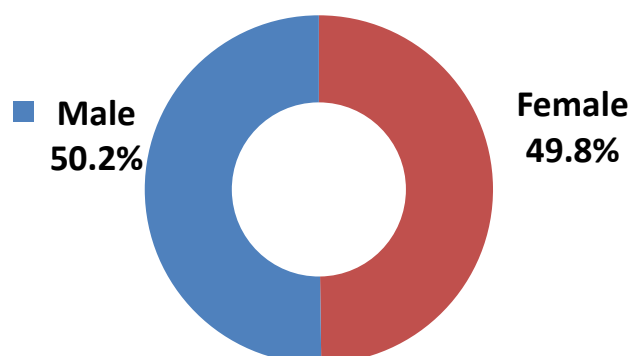
3. GMS Analysis

The analysis we have done to prepare this Report identifies a 'mean' and a 'median' gender pay gap: median can give a more accurate reflection of the gap, because it is not skewed by the variations between the highest and lowest pay-scales. The following charts highlight where the differences lie. Although there is an almost even split between male and female employees, 56% of female staff make up the lower pay quartile but only 44% of the upper pay quartile. There are no female staff on Senior Manager scales and only 2 out of 8 (25%) on Bands 8a to 8c.

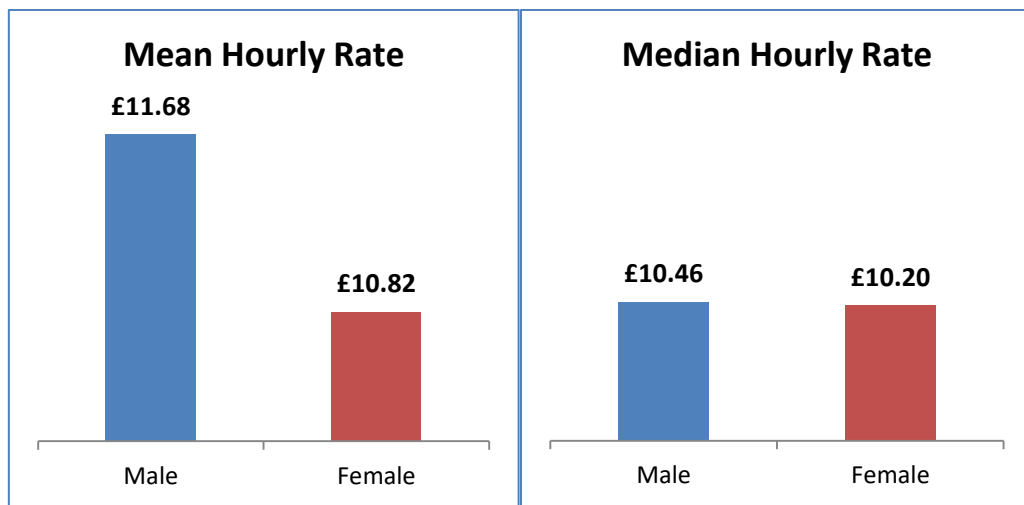
The measured position on the gender pay gap at 31 March 2019 is as follows:-

- Mean gender pay gap, 7.32% in favour of male employees
- Median gender pay gap, 2.50% in favour of male employees

GMS Gender Profile (based on headcount)



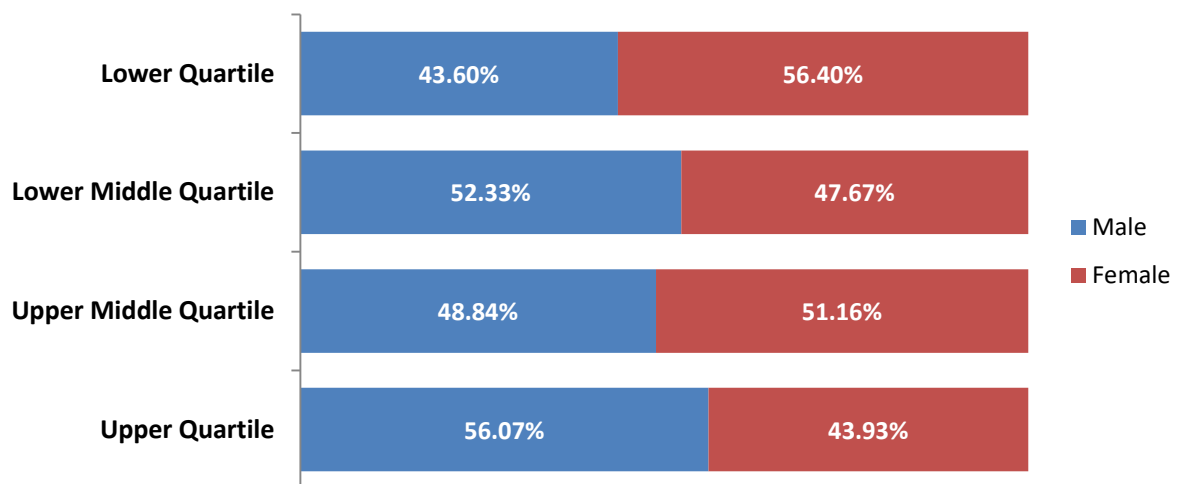
Gender Pay Gap



Mean gender pay gap – 7.32%

Median gender pay gap – 2.50%

Pay quartile split:



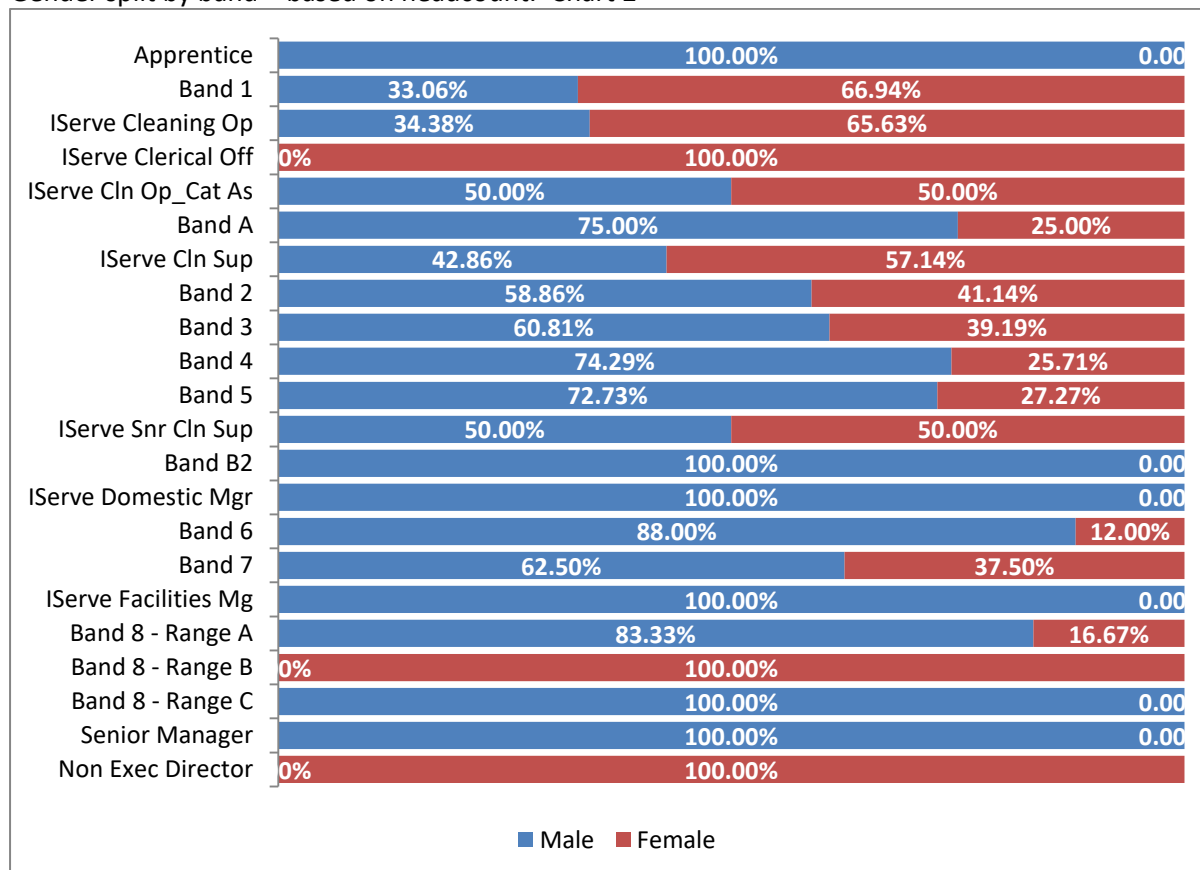
*refers to the mean hourly rate

†negative values mean that the difference and the gap are favourable to females

Gender split by band – based on headcount: Chart 1

Grade	No. of Male Staff	No. of Female Staff	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference [†]	Gap [†]
Apprentice	3		£5.32		£5.32	100.00%
Band 1	82	166	£10.54	£11.01	-£0.47	-4.42%
IServe Cleaning Op	22	42	£7.83	£7.83	-£0.00	0.00%
IServe Clerical Off		1		£9.50	-£9.50	-
IServe Cln Op_Cat As	2	2	£7.83	£7.83	£0.00	0.00%
Band A	3	1	£8.84	£9.75	-£0.91	-10.29%
IServe Cln Sup	3	4	£8.97	£8.77	£0.21	2.29%
Band 2	103	72	£10.56	£10.88	-£0.32	-3.06%
Band 3	45	29	£10.89	£10.88	£0.01	0.07%
Band 4	26	9	£11.39	£11.68	-£0.28	-2.49%
Band 5	16	6	£12.62	£13.91	-£1.29	-10.23%
IServe Snr Cln Sup	1	1	£9.01	£12.00	-£2.99	-33.14%
Band B2	1		£13.60		£13.60	100.00%
IServe Domestic Mgr	1		£16.37		£16.37	100.00%
Band 6	22	3	£17.17	£16.89	£0.27	1.59%
Band 7	5	3	£20.08	£20.97	-£0.89	-4.44%
IServe Facilities Mg	2		£21.49		£21.49	100.00%
Band 8 - Range A	5	1	£25.33	£23.44	£1.90	7.49%
Band 8 - Range B		1		£30.67	-£30.67	-
Band 8 - Range C	1		£36.43		£36.43	100.00%
Senior Manager	3		£39.87		£39.87	100.00%
Non Exec Director		2		£9.46	-£9.46	-
Grand Total	346	341	£11.68	£10.82	£0.85	7.32%

Gender split by band – based on headcount: Chart 2



By Age Group

GMS Age Group	No. of Male Staff	No. of Female Staff	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference [†]	Gap [†]
16-20	4	3	£7.29	£10.38	-£3.09	-42.36%
21-30	31	29	£9.98	£11.08	-£1.10	-11.02%
31-40	62	55	£10.64	£10.22	£0.42	3.99%
41-50	81	79	£12.27	£11.07	£1.21	9.84%
51-60	116	112	£12.37	£10.89	£1.48	11.93%
61-70	49	50	£11.98	£10.69	£1.29	10.80%
71+	3	15	£8.74	£11.29	-£2.55	-29.18%