

GLOUCESTERSHIRE MANAGED SERVICES

GENDER PAY GAP REPORT

August 2021

Data reported as at 5 April 2020, unless otherwise stated

1. Summary

This is the second Gender Pay Gap Report from Gloucestershire Managed Services ('GMS') which, as at 5 April 2020 had 700 staff with a near 50/50 male/female split.

The analysis used to prepare this Report identifies a 'mean' and a 'median' gender pay gap

The measured position on the gender pay gap at 5 April 2020 is as follows:-

- **Median gender pay gap, 8.11% in favour of male employees (2.50% in 2019)**
- **Mean gender pay gap, 8.63% in favour of male employees (7.32% in 2019)**

2. Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (*the Regulations*) require public sector organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot each year, and each organisation is duty bound to publish information on their website. This report captures data as at 5 April 2020.

GMS employs circa 700 staff in a number of Staff Groups, including support roles in Facilities departments including Porters, Catering, Domestic teams, health scientists such as Medical Engineers, skilled trades such as Electricians, Carpenters, Estates Technical Officers. In addition there are administrative and managerial roles.

The majority of staff are employed on Agenda for Change pay scales or local GMS terms and conditions which provide a clear process for paying employees equally irrespective of their gender or ethnicity. A small number of staff have opted to remain on the terms and conditions in place at the point of the transfer of their employment to GMS.

3. What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of men and women. This is not the same as equal pay, which is concerned with men and women earning equal pay for the same jobs or work of equal value. It is unlawful to pay people unequally because of gender. Instead the gender pay gap highlights any imbalance of average pay across an organisation. For example, if an organisation's workforce is predominantly female yet the

majority of senior positions are held by men, the average female salary would be lower than the average male salary.

What do we have to report on?

The statutory requirements of the Gender Pay gap Legislation are that each public sector organisation must calculate the following:

- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The proportion of males and females in each quartile pay band
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment

Definitions of pay gap

The **mean pay gap** is the difference between the pay of all male and female employees when added up separately and divided respectively by the total number of males and the total number of females in the workforce.

The **median pay gap** is the difference in pay of the middle male and the middle female, when all male employees and then all female employees are listed from the highest to the lowest paid.

Who is included?

All staff who were employed by GMS and on full pay on the snapshot date (5 April 2020) are included. Bank staff who worked a shift on that date are also included. Employees who are on half or nil absence, less than full pay maternity leave and agency staff are not included.

Results for Gloucestershire Managed Services

The detailed results for GMS are below:

GLOUCESTERSHIRE MANAGED SERVICES (GMS) GENDER PAY GAP REPORT

April 2020

1. Summary

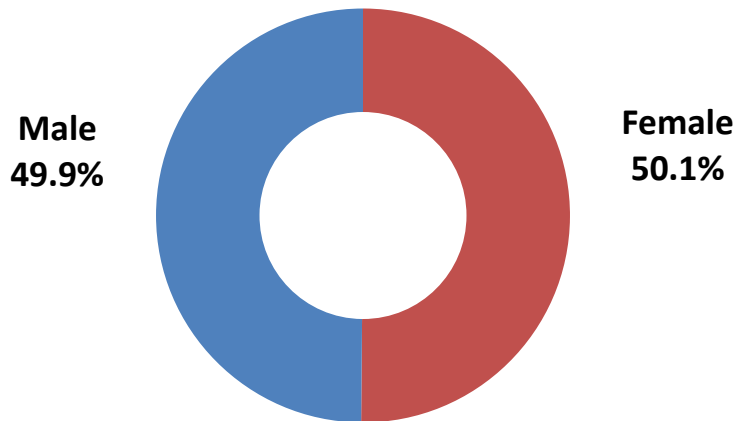
This is the Gender Pay Gap Report from Gloucestershire Managed Services (GMS) which, as at 05 April 2020 had 700 staff with a near 50/50 male/female split.

The analysis we have done to prepare this Report identifies a 'mean' and a 'median' gender pay gap

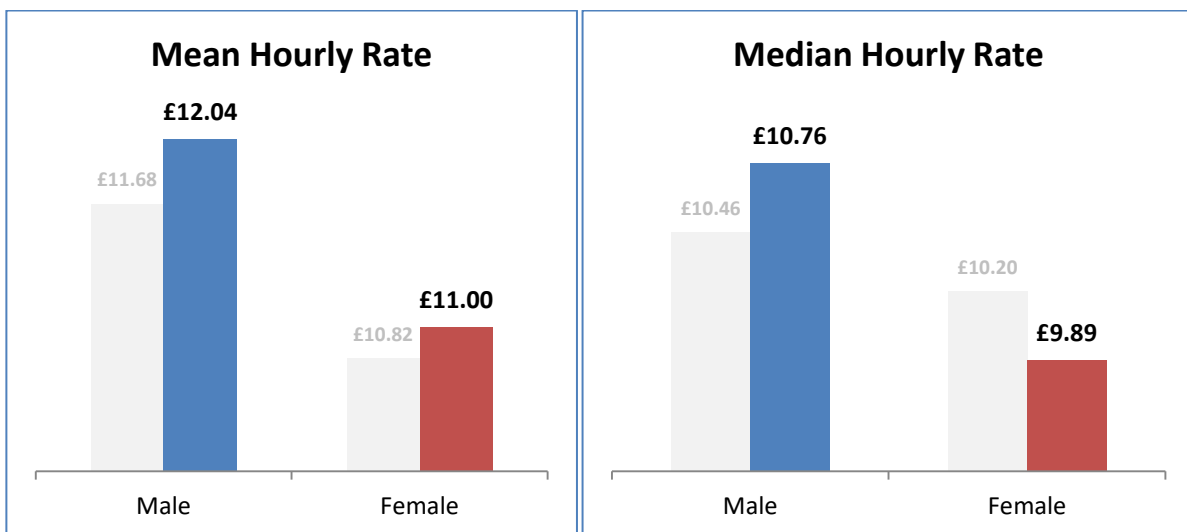
The measured position on the gender pay gap at 5th April 2020 is as follows:-

- Mean gender pay gap, 8.63% in favour of male employees
- Median gender pay gap, 8.11% in favour of male employees

GMS Gender Profile (based on headcount)

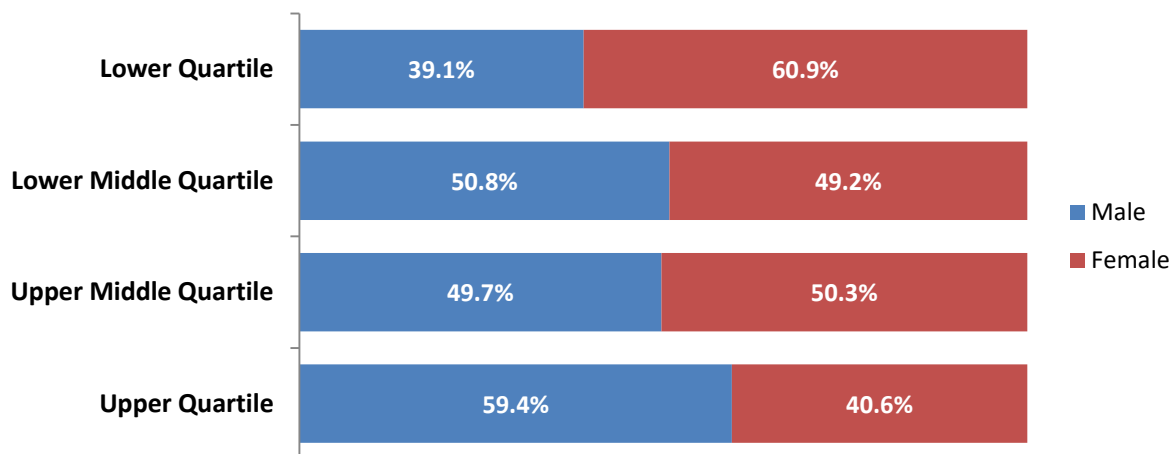


Gender Pay Gap



Mean gender pay gap – 8.63%	Median gender pay gap – 8.11%
(2019 – 7.32%)	(2019 – 2.50%)

Pay Quartile Split



Quartile Ranges:

Lower	£3.37 to £9.43 per hour
Lower Middle	£9.43 to £10.15 per hour
Upper Middle	£10.15 to £12.43 per hour
Upper	£12.43 to £61.37 per hour

Mean Pay Gap by Quartile:

GPG by Quartile 2020	Male Headcount	Female Headcount	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference **	Gap**
Lower	66	103	£8.70	£8.84	-£0.14	-1.59%
Lower Middle	92	89	£9.77	£9.64	£0.13	1.34%
Upper Middle	87	88	£11.37	£11.28	£0.08	0.72%
Upper	104	71	£16.72	£15.47	£1.25	7.46%
Grand Total	349	351	£12.04	£11.00	£1.04	8.63%

GPG by Quartile 2019	Male Headcount	Female Headcount	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference	Gap**
Lower	75	97	£8.01	£8.42	-0.41	-5.08%
Lower Middle	90	82	£9.65	£9.60	0.05	0.49%
Upper Middle	84	88	£11.23	£11.16	0.07	0.61%
Upper	97	76	£16.78	£14.81	1.96	11.70%
Grand Total	346	343	£11.68	£10.82	£0.85	7.32%

*refers to the mean hourly rate

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

The tables and graph above show that in the lower quartile, females make up 60.9% of the workforce and are paid 1.59% or £0.14 more than male employees. In the lower middle and upper middle quartiles there is an almost equal 50-50 split in male and females but male employees are paid slightly more than females giving a gender pay gap of 1.34% (£0.13) in the lower middle quartiles and gap of 0.72% (£0.08) in the upper middle quartile. In the upper quartile the mean gender pay gap increases to 7.46% with males paid £1.25 more than females. With the overall GMS gender split of 49.9% male and 50.1% female there are a disproportionate number of males in the highest paid jobs and females in the

lowest paid jobs. Compared to the previous year, the male average hourly rate has increased by almost 3% whereas the female average has increased by half this amount (1.58%). The gap widens the most in favour to males in the upper quartile.

Median Pay Gap by Quartile:

GPG by Quartile 2020	Male Headcount	Female Headcount	Male Median Hourly Rate*	Female Median Hourly Rate*	Difference	Gap**
Lower	66	103	£8.93	£8.93	0.00	0.00%
Lower Middle	92	89	£9.84	£9.43	0.41	4.18%
Upper Middle	87	88	£11.46	£11.13	0.33	2.87%
Upper	104	71	£14.67	£14.67	0.00	0.00%
Grand Total	349	351	£10.76	£9.89	£0.87	8.11%

GPG by Quartile 2019	Male Headcount	Female Headcount	Male Median Hourly Rate*	Female Median Hourly Rate*	Difference	Gap**
Lower	75	97	£8.41	£8.81	-0.40	-4.75%
Lower Middle	90	82	£9.56	£9.56	0.00	0.00%
Upper Middle	84	88	£11.33	£11.02	0.31	2.71%
Upper	97	76	£14.74	£13.77	0.98	6.61%
Grand Total	349	351	£10.46	£10.20	£0.26	2.50%

The tables above show why the overall median pay gap has increase since last year. The male median hourly rate has increased in line with the mean hourly rate (2.8%) but the female median rate has decreased by 3.1%. The median gap for the lower and upper quartiles has gone but the gap has increased for the middle quartiles, particularly the lower middle quartile (4.18%).

Mean Pay Gap – by band

The figures above show a 1.32% widening of the gender pay gap when reviewing the average hourly rate compared to last year, however the median pay gap has more than tripled. The following table shows the mean hourly rates and the pay gap by band for 2019/20, the higher mean pay by gender is highlighted in green.

Grade	No. of Male Staff	No. of Female Staff	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference†	Gap†
GMS Apprentice	0	2	£0.00	£5.18	-£5.18	-
IServe Cleaning Op	19	36	£8.73	£8.74	-£0.01	-0.17%
IServe Cln Op_Cat As	2	2	£8.72	£8.76	-£0.04	-0.40%
GMS Band A	33	32	£9.12	£9.39	-£0.27	-2.91%
IServe Clerical Off	0	1	£0.00	£9.74	-£9.74	-
IServe Cln Sup	2	4	£9.37	£8.99	£0.38	4.08%
GMS Band B1	3	1	£10.10	£9.78	£0.32	3.21%
AfC Band 1	77	158	£10.95	£11.12	-£0.18	-1.60%
AfC Band 2	89	60	£11.27	£11.36	-£0.08	-0.75%
AfC Band 3	42	28	£11.39	£11.45	-£0.06	-0.56%
AfC Band 4	23	10	£11.46	£12.12	-£0.66	-5.76%
GMS Band B2	6	2	£12.09	£11.14	£0.95	7.84%
AfC Band 5	14	5	£14.09	£14.17	-£0.07	-0.52%
GMS Band C	1	1	£15.14	£15.14	£0.00	0.00%
IServe Domestic Mgr	1	0	£16.78	£0.00	£16.78	100.00%
GMS Band D1	1	0	£16.99	£0.00	£16.99	100.00%
AfC Band 6	20	2	£16.43	£17.71	-£1.27	-7.75%
IServe Facilities Mg	1	0	£19.66	£0.00	£19.66	100.00%
AfC Band 7	5	3	£19.32	£22.55	-£3.23	-16.72%
IServe Snr Fac Mgr	1	0	£24.44	£0.00	£24.44	100.00%
AfC Band 8 - Range A	4	1	£23.70	£23.40	£0.30	1.27%
AfC Band 8 - Range B	0	1	£0.00	£31.71	-£31.71	-
AfC Band 8 - Range C	1	0	£37.67	£0.00	£37.67	100.00%
Senior Manager	4	0	£39.53	£0.00	£39.53	100.00%
Non Exec Director	0	2	£0.00	£6.87	-£6.87	-
Grand Total	349	351	£12.04	£11.00	£1.04	8.63%

*refers to the mean hourly rate

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

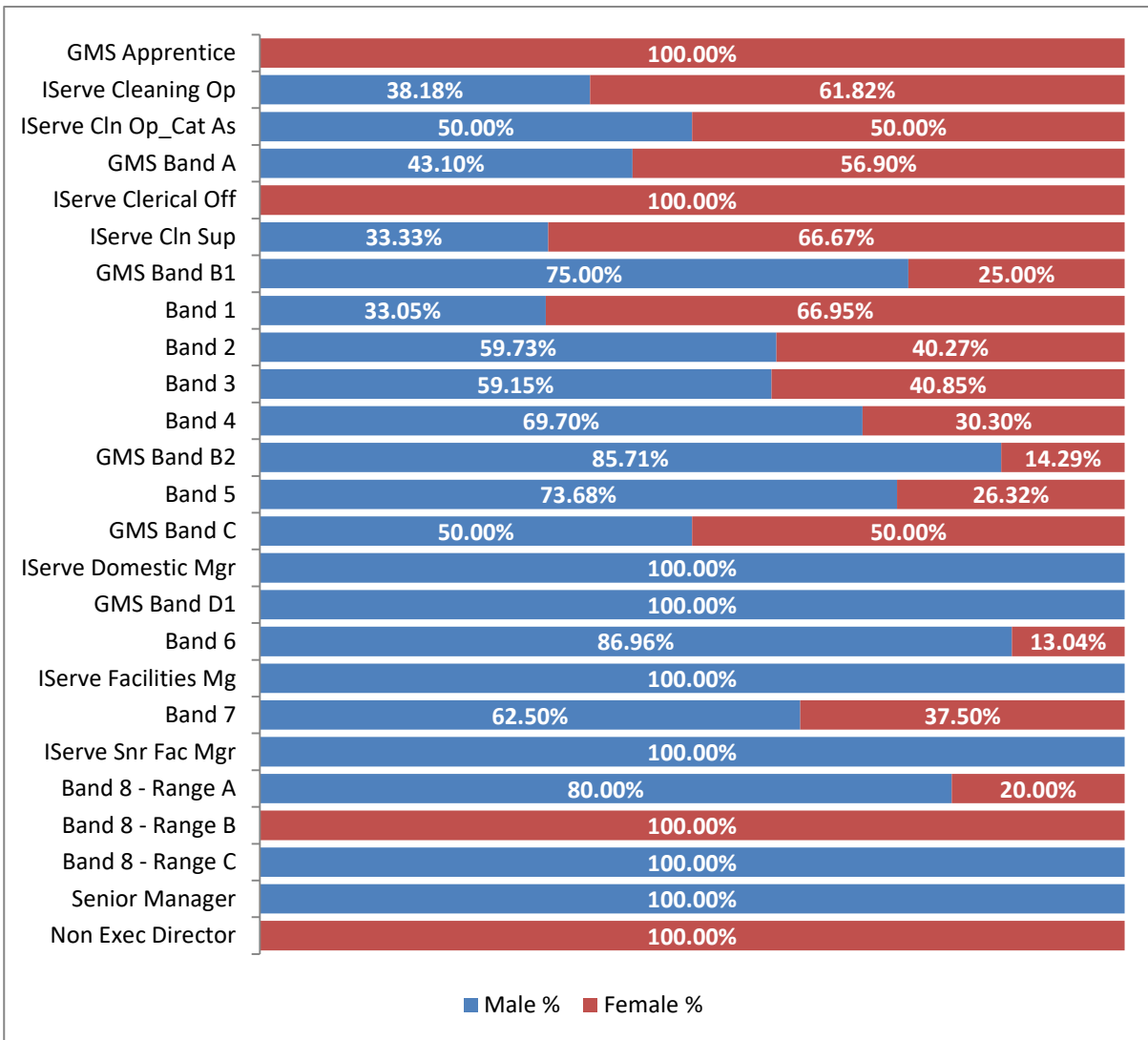
The following table shows the median hourly rates and the pay gap by band for both 2019/20 and 2018/20, the higher median pay by gender is highlighted in green.

Pay Band	2019/20				2018/19			
	Male Median Hourly Rate*	Female Median Hourly Rate*	Difference †	Gap †	Male Median Hourly Rate*	Female Median Hourly Rate*	Difference †	Gap †
GMS Apprentice	£0.00	£5.18	-£5.18	-	£5.18	£0.00	£5.18	100.00%
IServe Cleaning Op	£8.72	£8.72	£0.00	0.00%	£7.83	£7.83	£0.00	0.00%
IServe Cln Op_Cat As	£8.72	£8.76	-£0.04	-0.40%	£7.83	£7.83	£0.00	0.00%
GMS Band A	£8.93	£8.93	£0.00	0.00%	£8.93	£9.75	-£0.82	-9.21%
IServe Clerical Off	£0.00	£9.74	-£9.74	-	£0.00	£9.50	-£9.50	-
IServe Cln Sup	£9.37	£9.03	£0.34	3.63%	£8.64	£8.81	-£0.17	-1.97%
GMS Band B1	£10.07	£9.78	£0.30	2.93%	£0.00	£0.00	£0.00	-
AfC Band 1	£10.32	£9.43	£0.88	8.58%	£10.00	£10.19	-£0.19	-1.87%
AfC Band 2	£10.14	£10.31	£0.00	0.00%	£9.85	£10.23	-£0.38	-3.89%
AfC Band 3	£10.81	£10.85	-£0.04	-0.39%	£10.46	£10.46	£0.00	0.00%
AfC Band 4	£12.35	£12.35	£0.00	0.00%	£11.57	£11.95	-£0.38	-3.28%
GMS Band B2	£12.34	£11.14	£1.20	9.70%	£13.60	£0.00	£13.60	100.00%
AfC Band 5	£14.80	£14.02	£0.78	5.24%	£13.27	£14.10	-£0.83	-6.28%
GMS Band C	£15.14	£15.14	£0.00	0.00%	£0.00	£0.00	£0.00	-
IServe Domestic Mgr	£16.78	£0.00	£16.78	100.00%	£16.37	£0.00	£16.37	100.00%
GMS Band D1	£16.99	£0.00	£16.99	100.00%	£0.00	£0.00	£0.00	-
AfC Band 6	£18.33	£17.71	£0.62	3.37%	£18.74	£17.59	£1.15	6.12%
IServe Facilities Mg	£19.66	£0.00	£19.66	100.00%	£21.49	£0.00	£21.49	100.00%
AfC Band 7	£21.34	£22.76	-£1.42	-6.66%	£22.01	£20.63	£1.38	6.27%
IServe Snr Fac Mgr	£24.44	£0.00	£24.44	100.00%	£0.00	£0.00	£0.00	-
AfC Band 8 - Range A	£26.42	£23.40	£3.02	11.45%	£25.55	£23.44	£2.12	8.29%
AfC Band 8 - Range B	£0.00	£31.71	-£31.71	-	£0.00	£30.67	-£30.67	-
AfC Band 8 - Range C	£37.67	£0.00	£37.67	100.00%	£36.43	£0.00	£36.43	100.00%
Senior Manager	£36.31	£0.00	£36.31	100.00%	£46.03	£0.00	£46.03	100.00%
Non Exec Director	£0.00	£6.87	-£6.87	-	£0.00	£9.46	-£9.46	-
Grand Total	£10.76	£9.89	£0.87	8.11%	£10.46	£10.20	£0.26	2.50%

*refers to the mean hourly rate

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

Gender split by pay band – based on headcount:



By Age Group

GPG by Age 2020	Male Headcount	Female Headcount	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference	Gap†
<=20 Years	4	3	£9.42	£10.79	-1.37	-14.50%
21-30	42	23	£10.42	£11.08	-0.66	-6.35%
31-40	57	63	£11.34	£10.26	1.08	9.48%
41-50	79	87	£12.67	£11.15	1.52	11.99%
51-60	114	114	£12.62	£11.30	1.32	10.45%
61-70	53	50	£12.04	£10.99	1.05	8.75%
>=71 Years		11		£10.66	-10.66	-
Grand Total	349	351	£12.04	£11.00	£1.04	8.63%

GPG by Age 2019	Male Headcount	Female Headcount	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference	Gap†
<=20 Years	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 Years	3	15	£8.74	£11.29	-2.55	-29.18%
Grand Total	346	343	£11.68	£10.82	£0.85	7.32%

