

GLOUCESTERSHIRE MANAGED SERVICES (GMS) GENDER PAY GAP REPORT

March 2022

1. Summary

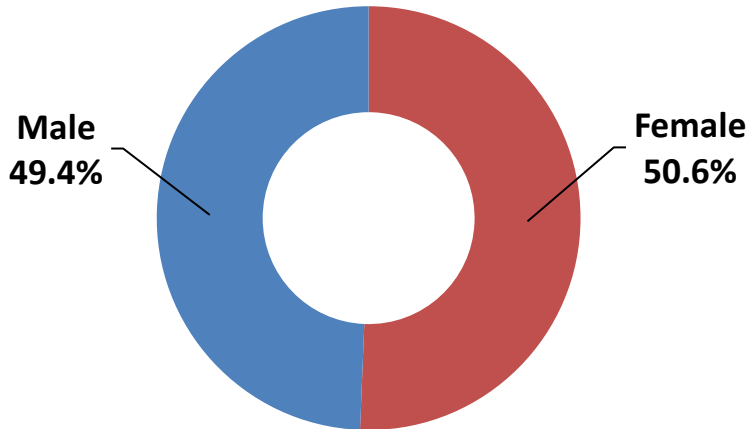
This is the Gender Pay Gap Report from Gloucestershire Managed Services (GMS) which, as at 05 April 2021 had 774 staff with a near 50/50 male/female split.

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

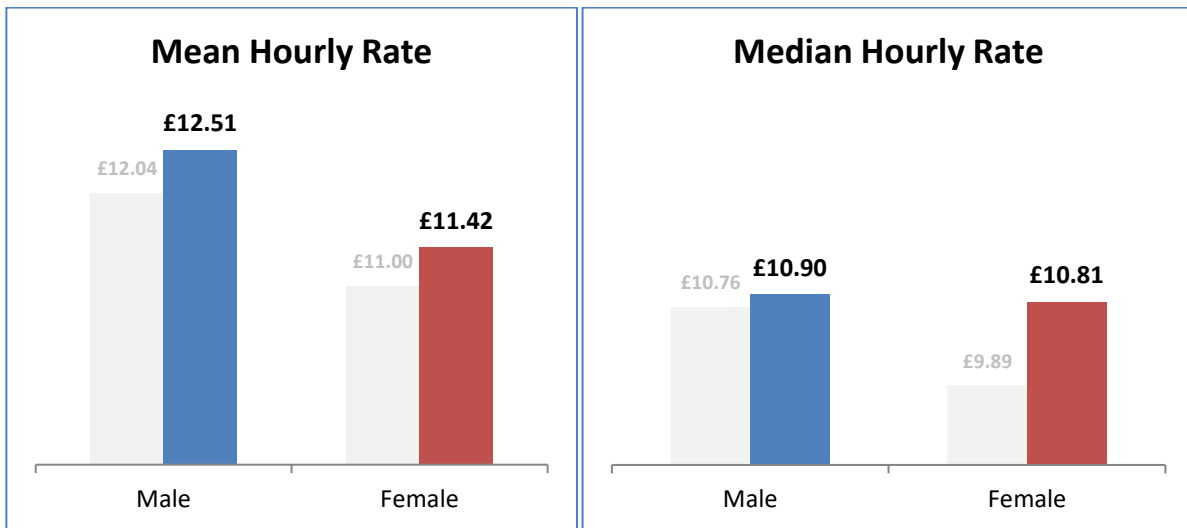
The measured position on the gender pay gap at 5th April 2021 is as follows:-

- Mean gender pay gap, 8.71% in favour of male employees
- Median gender pay gap, 0.78% in favour of male employees

GMS Gender Profile (based on headcount)



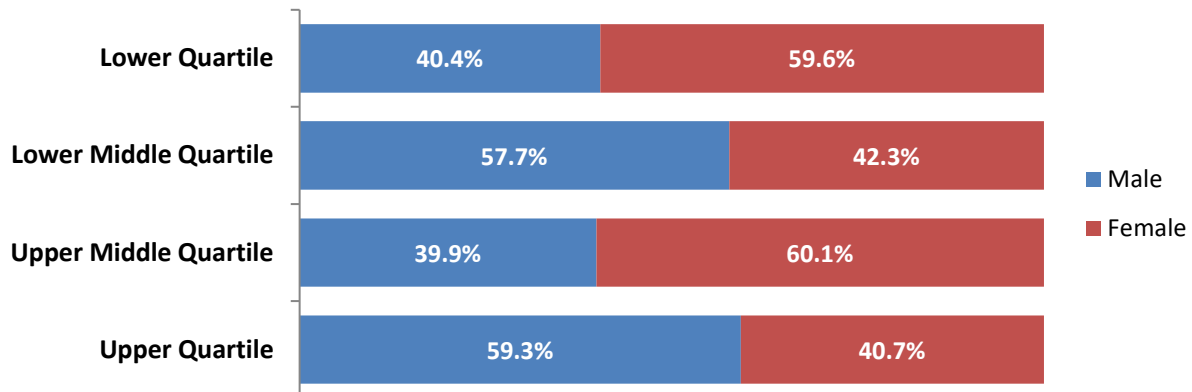
Gender Pay Gap



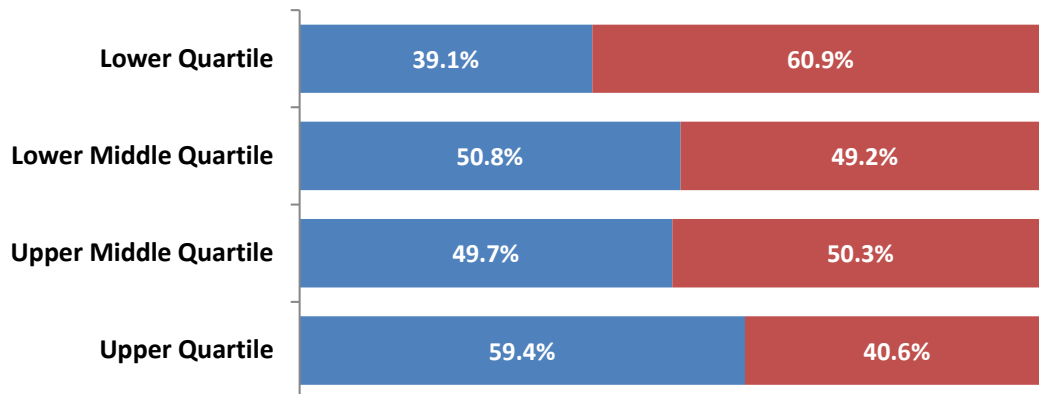
| | |
|------------------------------------|--------------------------------------|
| Mean gender pay gap – 8.71% | Median gender pay gap – 0.78% |
| (2020 – 8.63%) | (2020 – 8.11%) |

Pay Quartile Split

2021



2020



Quartile Ranges:

| | |
|--------------|---------------------------|
| Lower | £5.18 to £9.67 per hour |
| Lower Middle | £9.67 to £10.81 per hour |
| Upper Middle | £10.81 to £13.00 per hour |
| Upper | £13.00 to £62.90 per hour |

Mean Pay Gap by Quartile:

| GPG by Quartile 2021 | Male Headcount | Female Headcount | Male Average Hourly Rate* | Female Average Hourly Rate* | Difference** | Gap** |
|----------------------|----------------|------------------|---------------------------|-----------------------------|--------------|--------|
| Lower | 78 | 115 | £9.16 | £9.31 | -£0.15 | -1.65% |

| | | | | | | |
|--------------------|------------|------------|---------------|---------------|--------------|--------------|
| Lower Middle | 112 | 82 | £10.23 | £10.25 | -£0.02 | -0.20% |
| Upper Middle | 77 | 116 | £11.90 | £11.74 | £0.16 | 1.33% |
| Upper | 115 | 79 | £17.42 | £15.25 | £2.17 | 12.43% |
| Grand Total | 382 | 392 | £12.51 | £11.42 | £1.09 | 8.71% |

| 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% |

*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 continue to be the majority of the workforce at 59.6% and are paid 15p more than male employees. In the lower middle and upper middle quartiles there continues to be an almost 50-50 split in male and females but males are now the majority of the lower middle quartile (57.8%) and females the majority of the upper middle quartile. Despite making up 60.1% of this quartile, females are paid 1.3% less. The gap widens the most in favour to males in the upper quartile, where the mean gender pay gap increases to 12.43% with males paid £2.17 more than females and the female average hourly rate is 22p less than last year. With the overall GMS gender split of 49.4% male and 50.6% female there continues to be a disproportionate number of males in the highest paid jobs and their mean hourly rate has increased more than the female hourly rate, increasing the mean gender pay gap from last year.

Median Pay Gap by Quartile:

| GPG by Quartile 2021 | Male Headcount | Female Headcount | Male Median Hourly Rate* | Female Median Hourly Rate* | Difference** | Gap** |
|----------------------|----------------|------------------|--------------------------|----------------------------|--------------|--------------|
| Lower | 78 | 115 | £9.38 | £9.38 | £0.00 | 0.00% |
| Lower Middle | 112 | 82 | £10.19 | £10.19 | £0.00 | 0.00% |
| Upper Middle | 77 | 116 | £11.85 | £11.58 | £0.27 | 2.27% |
| Upper | 115 | 79 | £15.45 | £14.55 | £0.89 | 5.78% |
| Grand Total | 382 | 392 | £10.90 | £10.81 | £0.09 | 0.78% |

| 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% |

The tables above show why the overall median pay gap has dropped significantly since last year. The male median hourly rate has increased by 1.3% but the female median rate is higher by 9.3% addressing the 3% drop in 2019. The median gap for the lower and lower middle quartiles has gone but the gap has increased for the upper quartiles, particularly the highest paid staff.

Mean Pay Gap – by band

The figures above show a slight (0.08%) widening of the gender pay gap when reviewing the average hourly rate compared to last year, however the median pay gap has decreased significantly. The following table shows the mean hourly rates and the pay gap by band for 2020/21, 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 | 2 | 1 | £5.18 | £8.72 | -£3.54 | -68.29% |
| IServe Cleaning Op | 7 | 16 | £8.72 | £8.72 | -£0.00 | 0.00% |
| IServe Cln Op_Cat As | 1 | 1 | £8.72 | £8.72 | -£0.00 | 0.00% |
| GMS Band A | 83 | 109 | £9.85 | £10.02 | -£0.17 | -1.68% |
| GMS Band B1 | 11 | 8 | £10.79 | £11.16 | -£0.38 | -3.49% |
| AfC Band 1 | 65 | 147 | £12.03 | £12.17 | -£0.14 | -1.15% |
| AfC Band 2 | 88 | 52 | £11.69 | £11.49 | £0.20 | 1.73% |
| AfC Band 3 | 35 | 27 | £11.98 | £11.70 | £0.27 | 2.28% |
| AfC Band 4 | 24 | 10 | £12.36 | £11.82 | £0.53 | 4.33% |
| GMS Band B2 | 8 | 3 | £12.51 | £11.58 | £0.94 | 7.47% |
| AfC Band 5 | 15 | 6 | £14.44 | £12.31 | £2.12 | 14.71% |
| GMS Band C | 1 | 3 | £15.90 | £14.23 | £1.67 | 10.51% |
| IServe Domestic Mgr | 1 | 0 | £12.03 | £0.00 | £12.03 | 100.00% |
| AfC Band 6 | 17 | 3 | £16.73 | £17.46 | -£0.73 | -4.35% |
| GMS Band D1 | 3 | 1 | £18.37 | £16.71 | £1.66 | 9.02% |
| IServe Facilities Mg | 1 | 0 | £19.66 | £0.00 |]; | - |
| AfC Band 7 | 7 | 0 | £18.16 | £0.00 | £18.16 | 100.00% |
| GMS Band D2 | 1 | 0 | £19.96 | £0.00 | £19.96 | 100.00% |
| IServe Snr Fac Mgr | 1 | 0 | £19.01 | £0.00 | £19.01 | 100.00% |
| AfC Band 8 - Range A | 4 | 3 | £20.92 | £24.90 | -£3.99 | -19.05% |
| GMS Band E1 | 1 | 1 | £25.66 | £14.12 | £11.54 | 44.97% |
| Senior Manager | 6 | 0 | £43.01 | £0.00 | £43.01 | 100.00% |
| Non Exec Director | 0 | 1 | £0.00 | £10.37 | -£10.37 | - |
| Grand Total | 382 | 392 | £12.51 | £11.42 | £1.09 | 8.71% |

*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 2020/21 and 2019/20, the higher median pay by gender is highlighted in green.

| Pay Band | 2020/21 | | | | 2019/20 | | | |
|----------------------|--------------------------|----------------------------|--------------|--------------|--------------------------|----------------------------|--------------|--------------|
| | Male Median Hourly Rate* | Female Median Hourly Rate* | Difference† | Gap† | Male Median Hourly Rate* | Female Median Hourly Rate* | Difference† | Gap† |
| GMS Apprentice | £5.18 | £8.72 | -£3.54 | -68.29% | £0.00 | £5.18 | -£5.18 | - |
| IServe Cleaning Op | £8.72 | £8.72 | -£0.00 | 0.00% | £8.72 | £8.72 | £0.00 | 0.00% |
| IServe Cln Op_Cat As | £8.72 | £8.72 | -£0.00 | 0.00% | £8.72 | £8.76 | -£0.04 | -0.40% |
| GMS Band A | £9.55 | £9.55 | -£0.00 | 0.00% | £8.93 | £8.93 | £0.00 | 0.00% |
| IServe Clerical Off | | | | | £0.00 | £9.74 | -£9.74 | - |
| IServe Cln Sup | | | | | £9.37 | £9.03 | £0.34 | 3.63% |
| GMS Band B1 | £10.58 | £10.81 | -£0.23 | -2.20% | £10.07 | £9.78 | £0.30 | 2.93% |
| AfC Band 1 | £11.58 | £11.58 | -£0.00 | 0.00% | £10.32 | £9.43 | £0.88 | 8.58% |
| AfC Band 2 | £10.19 | £10.83 | -£0.65 | -6.35% | £10.14 | £10.31 | £0.00 | 0.00% |
| AfC Band 3 | £10.81 | £11.37 | -£0.55 | -5.13% | £10.81 | £10.85 | -£0.04 | -0.39% |
| AfC Band 4 | £12.61 | £12.00 | £0.61 | 4.83% | £12.35 | £12.35 | £0.00 | 0.00% |
| GMS Band B2 | £13.18 | £11.59 | £1.59 | 12.09% | £12.34 | £11.14 | £1.20 | 9.70% |
| AfC Band 5 | £15.66 | £12.79 | £2.87 | 18.34% | £14.80 | £14.02 | £0.78 | 5.24% |
| GMS Band C | £15.90 | £13.93 | £1.97 | 12.41% | £15.14 | £15.14 | £0.00 | 0.00% |
| IServe Domestic Mgr | £12.03 | £0.00 | £12.03 | 100.00% | £16.78 | £0.00 | £16.78 | 100.00% |
| GMS Band D1 | £18.47 | £16.71 | £1.76 | 9.54% | £16.99 | £0.00 | £16.99 | 100.00% |
| AfC Band 6 | £19.38 | £16.97 | £2.41 | 12.44% | £18.33 | £17.71 | £0.62 | 3.37% |
| IServe Facilities Mg | £19.66 | £0.00 | £19.66 | 100.00% | £19.66 | £0.00 | £19.66 | 100.00% |
| AfC Band 7 | £21.34 | £0.00 | £21.34 | 100.00% | £21.34 | £22.76 | -£1.42 | -6.66% |
| IServe Snr Fac Mgr | £19.01 | £0.00 | £19.01 | 100.00% | £24.44 | £0.00 | £24.44 | 100.00% |
| AfC Band 8 - Range A | £20.92 | £23.40 | -£2.48 | -11.87% | £26.42 | £23.40 | £3.02 | 11.45% |
| AfC Band 8 - Range B | | | | | £0.00 | £31.71 | -£31.71 | - |
| AfC Band 8 - Range C | | | | | £37.67 | £0.00 | £37.67 | 100.00% |
| Senior Manager | £44.19 | £0.00 | £44.19 | 100.00% | £36.31 | £0.00 | £36.31 | 100.00% |
| Non Exec Director | £0.00 | £10.37 | -£10.37 | - | £0.00 | £6.87 | -£6.87 | - |
| Grand Total | £10.90 | £10.81 | £0.09 | 0.78% | £10.76 | £9.89 | £0.87 | 8.11% |

*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:

