GLOUCESTERSHIRE MANAGED SERVICES (GMS) GENDER PAY GAP REPORT

March 2023

1. Summary

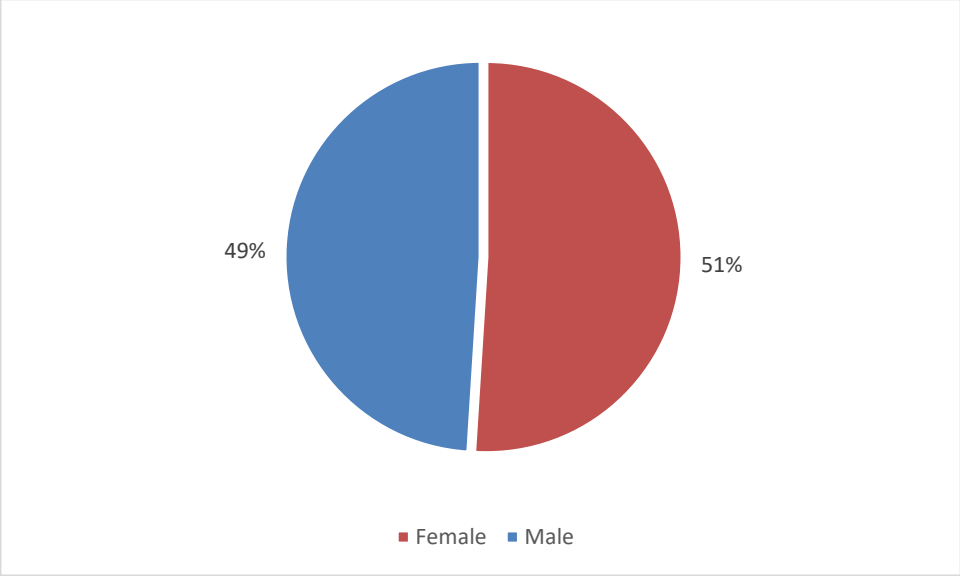
This is the Gender Pay Gap Report from Gloucestershire Managed Services (GMS) which, as at 06 February 2023 had 687 staff with a near 50/50 male/female split.

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

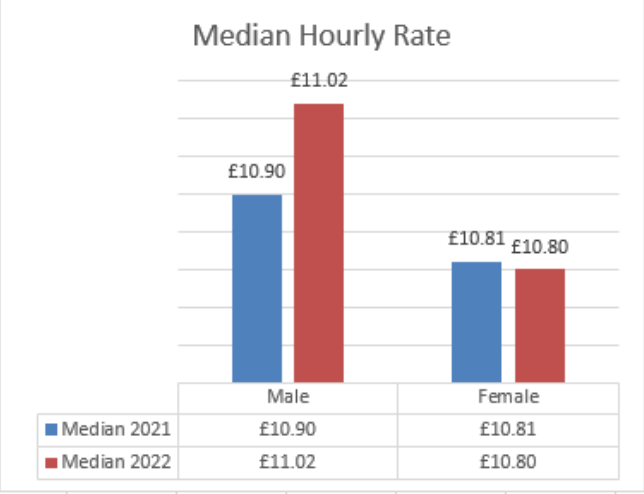
The measured position on the gender pay gap at 06 April 2022 is as follows:-

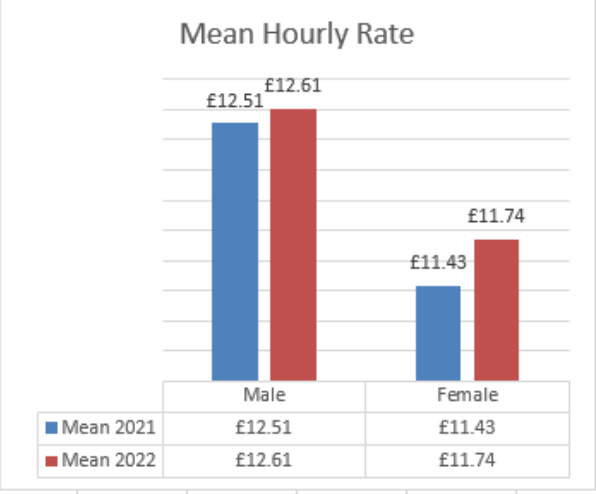
- Mean gender pay gap, 6.88% in favour of male employees
- Median gender pay gap, 2.04% in favour of male employees

GMS Gender Profile (based on headcount)



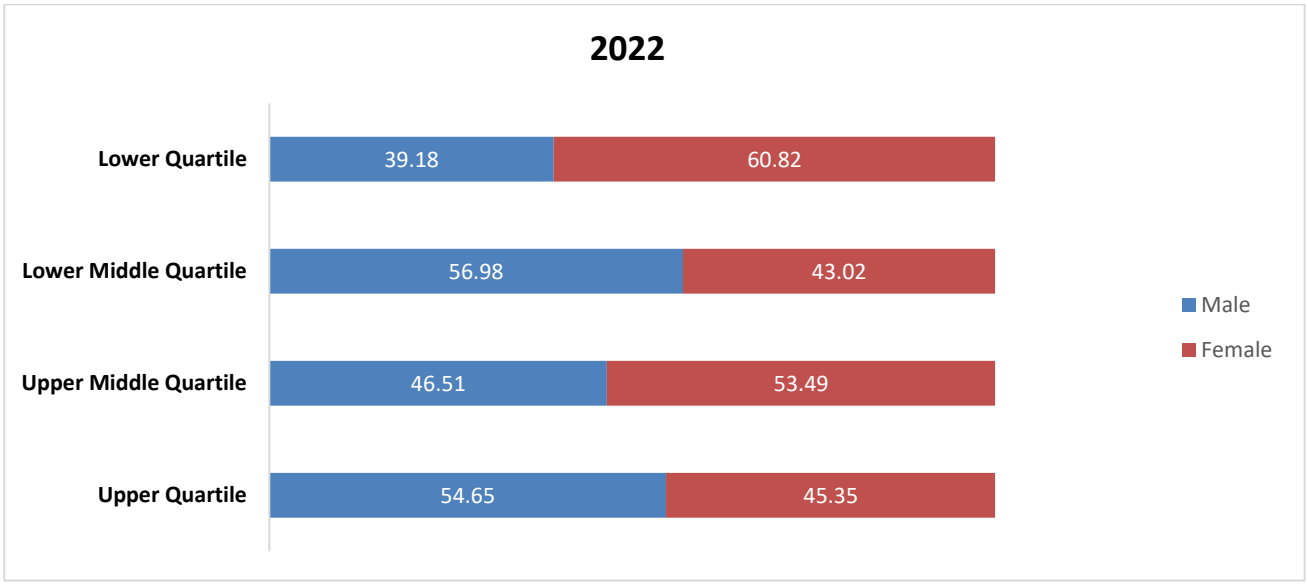
Gender Pay Gap

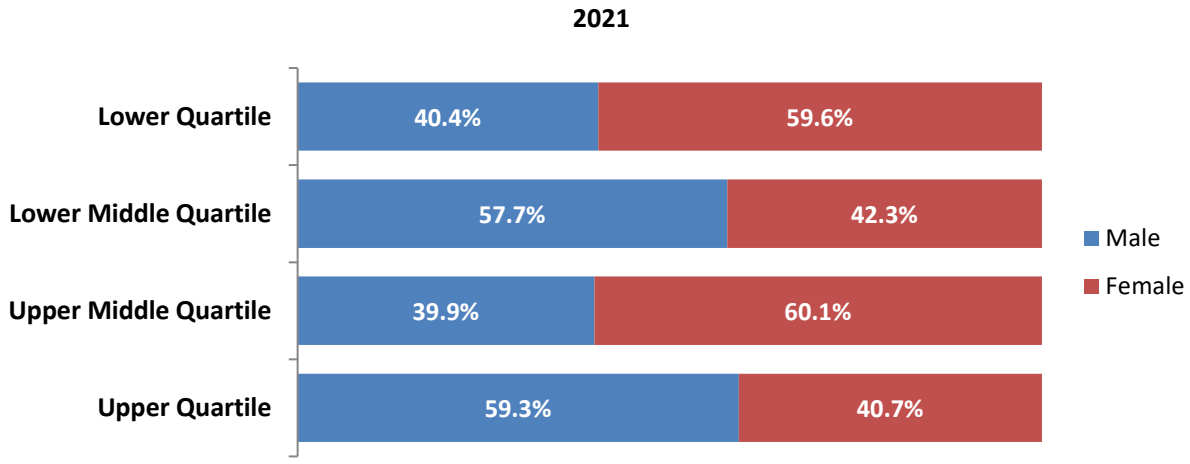




Median gender pay gap – 2.04%	Mean gender pay gap – 6.88%
(2021 – 0.78%)	(2021 –8.71%)

Pay Quartile Split





Quartile Ranges:

Lower	£3.79 to £9.90 per hour
Lower Middle	£9.91 to £10.85 per hour
Upper Middle	£10.86 to £13.01 per hour
Upper	£13.03 to £63.53 per hour

Mean Pay Gap by Quartile:

GPG by Quartile 2022	Male Headcount	Female Headcount	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference**	Gap**
Lower	67	104	£9.25	£9.53	-£0.28	-0.24%
Lower Middle	98	74	£10.39	£10.39	£0.00	0.00%
Upper Middle	80	92	£11.86	£11.82	£0.04	0.34%
Upper	94	78	£17.93	£15.86	£2.07	11.54%
Grand Total	**339**	**348**	**£12.36**	**£11.90**	**£0.46**	**4%**

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%**

*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 and are paid 28p more than male employees. In the lower middle and upper middle quartiles, males are now the majority of the lower middle quartile and females the majority of the upper middle quartile. Despite making up most of this quartile, females are paid 0.34% less. The gap widens the most in favour of males in the upper quartile, where the mean gender pay gap increases to 11.54% with males paid £2.07 more than females. With the overall GMS gender split of 49% male and 51% 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 than the female hourly rate, increasing the mean gender pay gap from last year.

Median Pay Gap by Quartile:

GPG by Quartile 2022	Male Headcount	Female Headcount	Male Median Hourly Rate*	Female Median Hourly Rate*	Difference **	Gap**
Lower	67	104	£9.66	£9.66	£0.00	0.00%
Lower Middle	98	74	£10.49	£10.37	£0.12	1.14%
Upper Middle	80	92	£11.77	£11.76	£0.01	0.08%
Upper	94	78	£15.49	£14.79	£0.70	4.52%
Grand Total	**339**	**348**	**£11.13**	**£11.06**	**£0.07**	**0.63%**

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%**

Mean Pay Gap – by band

The following table shows the mean hourly rates, the higher median pay by gender is highlighted in green.

*refers to the mean hourly rate

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

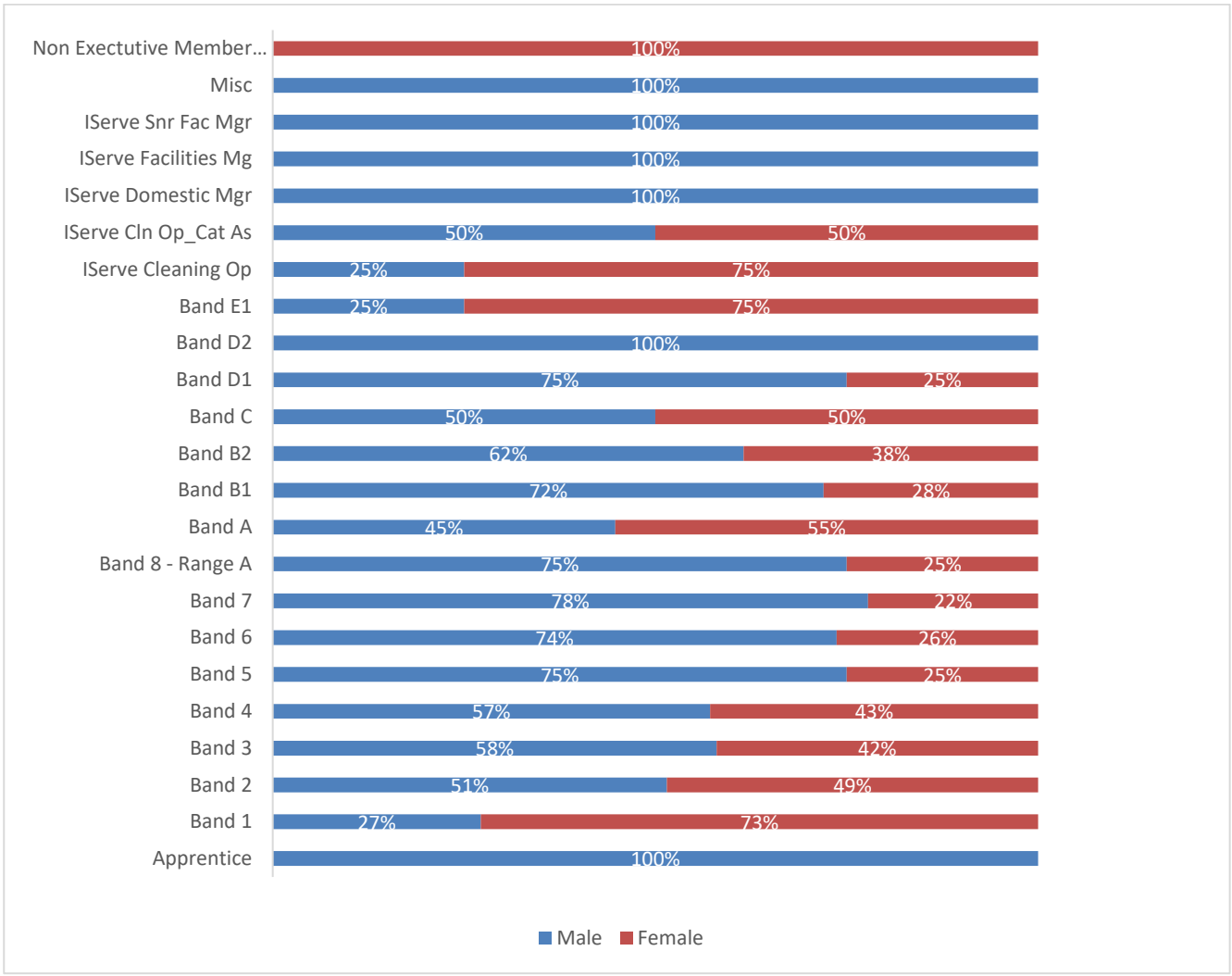
Grade	No. of Male Staff	No. of Female Staff	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference**	Gap**
Apprentice	2	0	£5.87	£0.00	£5.87	100.00%
Band 1	28	75	£11.23	£11.80	-£0.57	-4.83%
Band 2	104	98	£11.67	£12.09	-£0.42	-3.47%
Band 3	29	21	£12.17	£11.89	£0.28	2.35%
Band 4	16	12	£11.47	£12.10	-£0.63	-5.21%
Band 5	12	4	£14.60	£17.86	-£3.26	-18.25%
Band 6	14	5	£19.11	£17.86	£1.25	6.54%
Band 7	7	2	£19.61	£20.45	-£0.84	-4.28%
Band 8 - Range A	3	1	£21.82	£27.22	-£5.40	-24.75%
Band A	77	95	£10.40	£10.39	£0.01	0.10%
Band B1	18	7	£11.01	£11.85	-£0.84	-7.63%
Band B2	8	5	£12.27	£12.40	-£0.13	-1.06%
Band C	1	1	£13.62	£14.91	-£1.29	-9.47%
Band D1	3	1	£15.67	£17.21	-£1.54	-8.95%
Band D2	3	0	£22.17	£0.00	£22.17	100.00%
Band E1	1	3	£26.43	£26.19	£0.24	0.91%
IServe Cleaning Op	5	15	£8.90	£8.91	-£0.01	-0.11%
IServe Cln Op_Cat As	1	1	£8.91	£8.91	£0.00	0.00%
IServe Domestic Mgr	1	0	£17.28	£0.00	£17.28	100.00%
IServe Facilities Mg	1	0	£20.11	£0.00	£20.11	100.00%
IServe Snr Fac Mgr	1	0	£26.71	£0.00	£26.71	100.00%
Misc	4	0	£45.85	£0.00	£45.85	100.00%

Non Exectutive Member (Trust)	0	2	£0.00	£7.08	-£7.08	100.00%
Grand Total	**339**	**348**	**£15.95**	**£10.83**	**£5.12**	**32.10%**

The following table shows the median hourly rates, the higher median pay by gender is highlighted in green.

Pay Band	**Male Median Hourly Rate***	**Female Median Hourly Rate***	**Difference[†]**	**Gap[†]**
Apprentice	£5.87	£0.00	5.87	100.00%
Band 1	£10.49	£10.09	0.4	3.81%
Band 2	£10.49	£11.17	-0.68	-6.09%
Band 3	£11.49	£11.47	0.02	0.17%
Band 4	£12.72	£12.07	0.65	5.11%
Band 5	£14.21	£16.13	-1.92	-11.90%
Band 6	£19.96	£17.48	2.48	12.42%
Band 7	£20.49	£20.46	0.03	0.15%
Band 8 - Range A	£19.12	£27.22	-8.1	-29.76%
Band A	£9.96	£9.84	0.12	1.20%
Band B1	£10.90	£11.31	-0.41	-3.63%
Band B2	£11.77	£12.42	-0.65	-5.23%
Band C	£13.62	£14.91	-1.29	-8.65%
Band D1	£17.21	£17.21	0	0.00%
Band D2	£21.51	£0.00	21.51	100.00%
Band E1	£26.43	£25.60	0.83	3.14%
IServe Cleaning Op	£8.91	£8.91	0	0.00%
IServe Cln Op_Cat As	£8.91	£8.91	0	0.00%
IServe Domestic Mgr	£17.28	£0.00	17.28	100.00%
IServe Facilities Mg	£20.11	£0.00	20.11	100.00%
IServe Snr Fac Mgr	£26.71	£0.00	26.71	100.00%
Misc	£44.77	£0.00	44.77	100.00%
Non Exectutive Member (Trust)	£0.00	£7.08	-7.08	100.00%
Grand Total	**£13.17**	**£10.63**	**2.54**	**19.29%**

*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: