



**Gloucestershire
Managed Services**

GENDER PAY GAP REPORT 2023

An equitable employment experience is fundamental in order for GMS to attract and retain a suitably skilled and experienced workforce to deliver its business plan objectives.

In line with the legislative requirement to publish raw data to demonstrate the Gender Pay Gap for GMS, Gloucestershire Managed Services.

There were 749 reported staff with a 49/51 male/female split.

The measured position on the gender pay gap as at 5 April 2023 is:

- Mean gender pay gap 5.49% in favour of male employees
- Median gender pay gap, 2.37% in favour of male employees

The principles contained within this report will provide a framework for all staff which will facilitate the development of gender pay equality and ensure staff are aware of the GMS aims and objectives in regard to being a local employer of choice.

This report should be read in conjunction with other related policies and procedures and forms an integral part of the GMS approach to workforce retention.