**GLOUCESTERSHIRE MANAGED SERVICES (GMS) GENDER PAY GAP REPORT**

March 2024

## 1. Summary

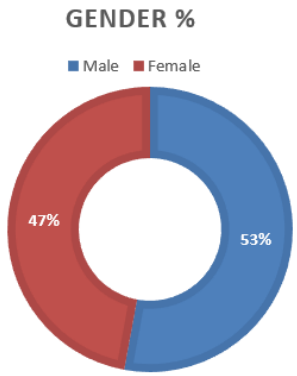
This is the Gender Pay Gap Report from Gloucestershire Managed Services (GMS) which, as at 04 April 2024 reported on 792 staff with a relative equal male/female split.

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

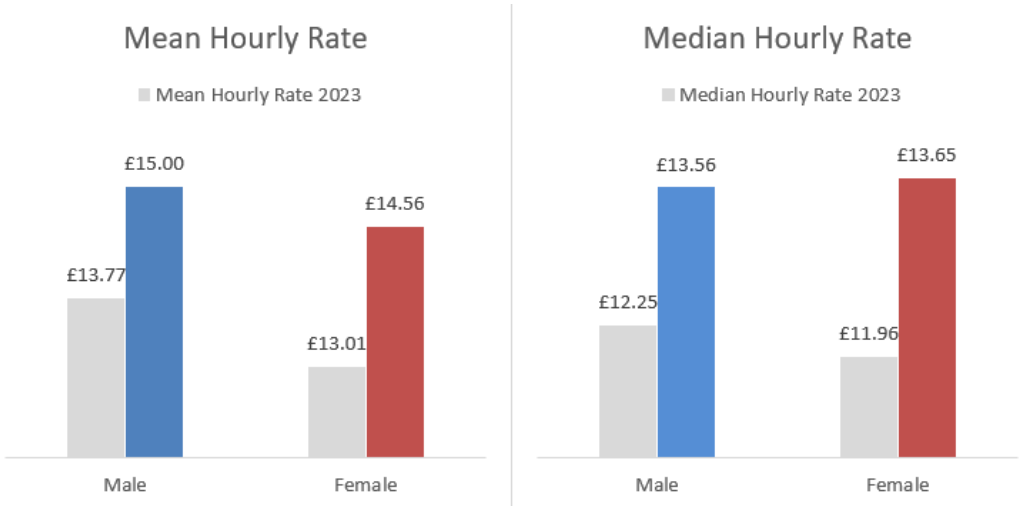
The measured position on the gender pay gap at 4th April 2024 is as follows: -

- Mean gender pay gap, 2.92% in favour of male employees
- Median gender pay gap, 0.64% in favour of female employees

**GMS Gender Profile (based on headcount)**

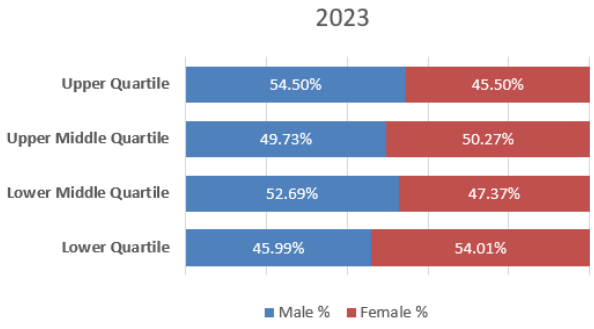


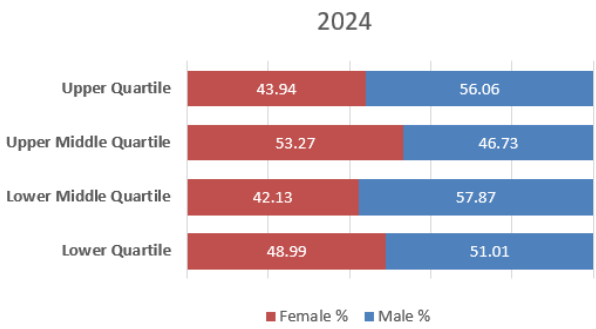

**Gender Pay Gap**




| Mean gender pay gap – 2.92% | Median gender pay gap – 0.64% (for females) |
|---|---|
| (2023 – 5.49%) | (2023 – 2.37% for Males) |

**Pay Quartile Split**




**Quartile Ranges:**

| | |
|---|---|
| Lower | £3.66 to £11.62 per hour |
| Lower Middle | £11.62 to £13.60 per hour |
| Upper Middle | £13.60 to £16.68 per hour |
| Upper | £16.73 to £66.71 per hour |

**Mean Pay Gap by Quartile:**

*refers to the mean hourly rate

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

| GPG by Quartile 2024 | Male Headcount | Female Headcount | Male Average Hourly Rate* | Female Average Hourly Rate* | Difference** | Gap** |
|---|---|---|---|---|---|---|
| Lower | 101 | 97 | £10.98 | £11.46 | -£0.48 | -4.37% |
| Lower Middle | 114 | 83 | £12.54 | £12.67 | -£0.13 | -1.03% |
| Upper Middle | 93 | 106 | £15.04 | £14.81 | £0.23 | 1.53% |
| Upper | 111 | 87 | £21.14 | £19.51 | £1.63 | 7.71% |
| **Grand Total** | **419** | **373** | **£14.79** | **£14.56** | **£0.23** | **1.56%** |

| GPG by Quartile 2023 | Male Headcount | Female Headcount | Male Average Hourly Rate* | Female Average Hourly Rate* | Difference ** | Gap** |
|---|---|---|---|---|---|---|
| Lower | 86 | 101 | £10.18 | £10.50 | -£0.32 | -3.14% |
| Lower Middle | 98 | 88 | £11.40 | £11.38 | £0.02 | 0.17% |
| Upper Middle | 93 | 94 | £13.29 | £13.07 | £0.22 | 1.65% |
| Upper | 103 | 86 | £19.51 | £17.57 | £1.94 | 9.94% |
| **Grand Total** | 380 | 369 | **£13.76** | **£13.00** | **£0.76** | **5.49%** |

The table and graphs above show than in the lower quartiles, females continue to be paid better than their male counterpart, increasing by 16p and pushing the gap to over 4%. This was despite the fact this quartile has now become more male dominated than female, when this comes to headcount (101 male vs 97 female). The same was seen for the lower middle quartile, with the female headcount decreasing

year on year, whereas the male workforce rose by 16% and the average rate of pay seen was less than the female counterpart, with this gap now being 13p in favour of the female counterpart.

The biggest change seen for all quartiles was seen in the upper middle quartile, where previously the workforce was near enough a 50/50 split, whereas in this analysis, the female population of workforce rose by 12.7% and the male counterpart remained the same, with the pay gap remaining near enough the same year on year. Finally, when looking at the upper quartile, the gap between genders has decreased by over 2% and the pay gap closed to £1.64.

With the overall workforce split slightly increasing to 52.7% Male vs 47.3% female, the average pay still seems to favour the male counterpart by, however, this gap has decreased by nearly 4%, with there being only a £0.76 difference, a real positive step in the right direction.

**Median Pay Gap by Quartile:**

| GPG by Quartile 2024 | Male Headcount | Female Headcount | Male Median Hourly Rate* | Female Median Hourly Rate* | Difference** | Gap** |
|---|---|---|---|---|---|---|
| Lower | 101 | 97 | £11.61 | £11.61 | £0.00 | 0.00% |
| Lower Middle | 114 | 83 | £12.45 | £12.73 | -£0.28 | -2.25% |
| Upper Middle | 93 | 106 | £14.43 | £14.89 | -£0.46 | -3.19% |
| Upper | 111 | 87 | £19.04 | £19.04 | £0.00 | 0.00% |
| **Grand Total** | **419** | **373** | **£13.59** | **£13.65** | **-£0.06** | **-0.44%** |

| GPG by Quartile 2023 | Male Headcount | Female Headcount | Male Median Hourly Rate* | Female Median Hourly Rate* | Difference | Gap** |
|---|---|---|---|---|---|---|
| **Lower** | 86 | 101 | £10.42 | £10.55 | -£0.13 | -1.24% |
| **Lower Middle** | 98 | 88 | £11.29 | £11.26 | £0.03 | 0.26% |
| **Upper Middle** | 93 | 94 | £13.28 | £12.98 | £0.30 | 2.26% |
| **Upper** | 103 | 86 | £17.24 | £16.84 | £0.40 | 2.32% |
| **Grand Total** | 380 | 369 | £12.25 | £11.96 | £0.29 | 2.37% |

The tables above show the overall median pay gap has now changed by nearly 3%, going from 2.37% in favour of male, to the Female median pay now being 0.44% higher than the male counterpart.

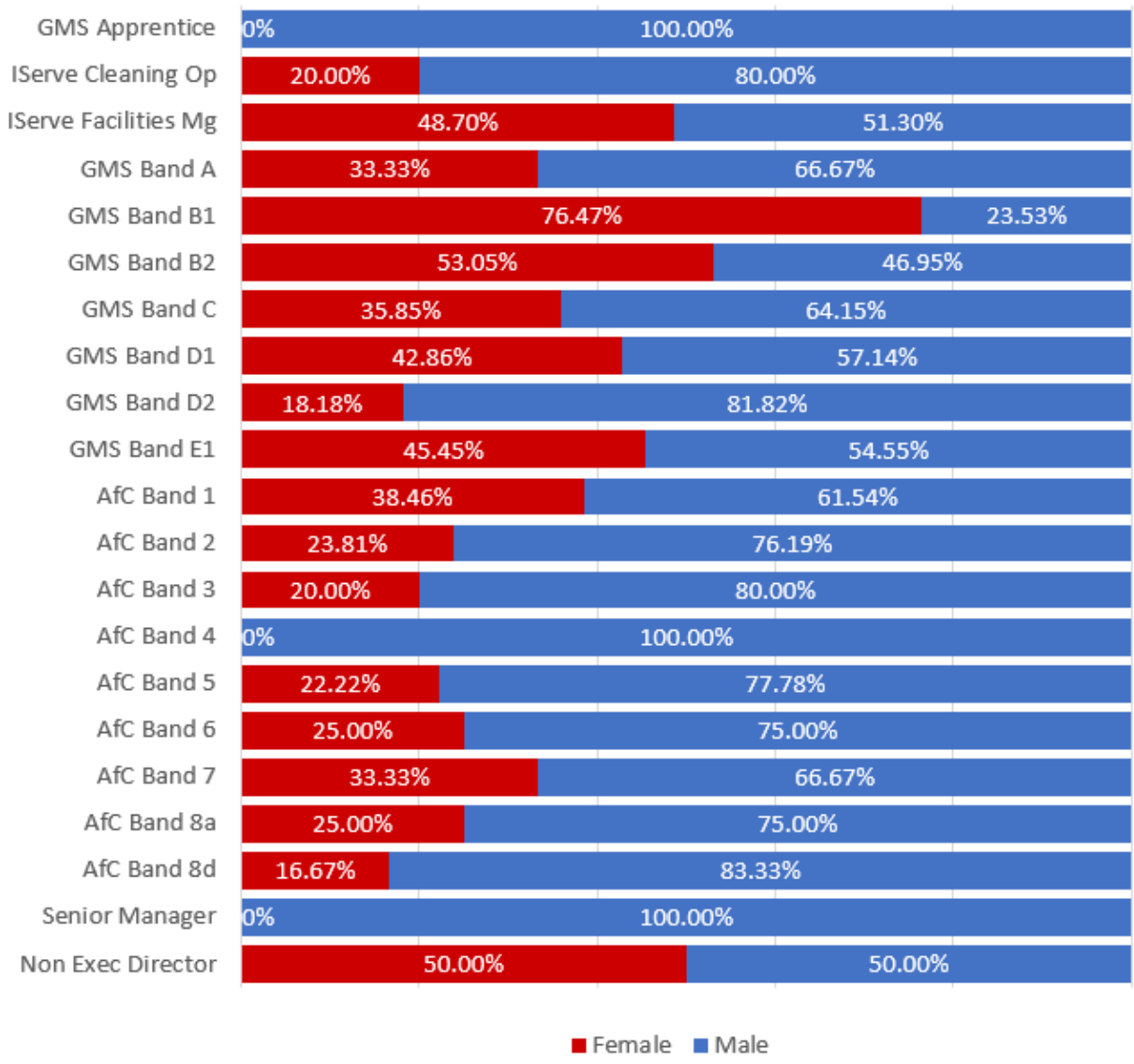
**Mean Pay Gap – by band**

The figures above show a 3.93% narrowing of the gender pay gap when reviewing the average hourly rate compared to last year, an improvement of over 3% year on year. Meanwhile the median pay gap has changed significantly, with female colleagues now compensated better than their male counterpart.

The figures below represent a combination of both Non-Review and Review body employees whose terms and conditions were transferred upon TUPE into GMS, with hourly rate figures including overtime. Those figures highlighted in green indicate where the higher mean pay by gender is.

| 2024 Grade | No. of Male Staff | No. of Female Staff | Male Average Hourly Rate* | Female Average Hourly Rate* | Difference | Gap |
|---|---|---|---|---|---|---|
| GMS Apprentice | 3 | 0 | £7.65 | | N/A | N/A |
| IServe Cleaning Op | 4 | 1 | £10.42 | £10.42 | £0.00 | 0.00% |
| GMS Band A | 177 | 168 | £13.92 | £13.91 | £0.01 | 0.07% |
| GMS Band B1 | 28 | 14 | £12.95 | 15.32 | -£2.37 | -18.30% |
| AfC Band 1 | 16 | 52 | £14.84 | £15.68 | -£0.84 | -5.66% |
| AfC Band 2 | 77 | 87 | £14.03 | £14.03 | £0.00 | 0.00% |
| AfC Band 3 | 34 | 19 | £13.88 | £13.81 | £0.07 | 0.50% |
| AfC Band 4 | 12 | 9 | £14.08 | £13.67 | £0.41 | 2.91% |
| GMS Band B2 | 9 | 2 | £13.07 | £13.63 | -£0.56 | -4.33% |
| AfC Band 5 | 6 | 5 | £17.01 | £16.07 | £0.94 | 5.53% |
| GMS Band C | 8 | 5 | £14.71 | £15.00 | -£0.29 | -1.97% |
| AfC Band 6 | 16 | 5 | £18.30 | £19.79 | -£1.49 | -8.14% |
| GMS Band D1 | 8 | 2 | £19.63 | £21.46 | -£1.83 | -9.32% |
| IServe Facilities Mg | 2 | 0 | £21.69 | | N/A | N/A |
| AfC Band 7 | 7 | 2 | £24.08 | £24.56 | -£0.48 | -1.99% |
| GMS Band D2 | 3 | 1 | £20.58 | £22.45 | -£2.12 | -10.30% |
| AfC Band 8 - Range A | 2 | 1 | £20.33 | £29.33 | -£9.00 | -44.27% |
| GMS Band E1 | 3 | 1 | £27.84 | £26.38 | £1.46 | 5.24% |
| Senior Manager | 5 | 1 | £47.38 | £34.15 | £13.23 | 27.92% |
| AfC Band 8d | 1 | 0 | £49.29 | | N/A | N/A |
| Non-Exec Director | 2 | 2 | £3.79 | £7.08 | -£3.29 | -86.81% |

*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: