

Gender Pay Gap Data Report

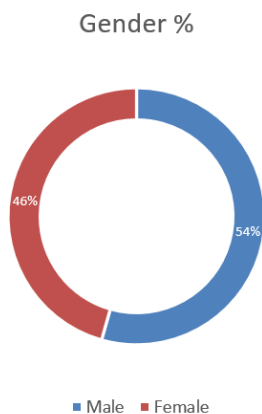
Summary

This is the Gender Pay Gap Report from Gloucestershire Managed Services (GMS) which, as of 31 March 2025, reported on 775 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 31st March 2025 is as follows: -

- Mean gender pay gap, 2.74% in favour of male employees
- Median gender pay gap, 2.16% in favour of male employees

GMS Gender Profile (based on headcount)

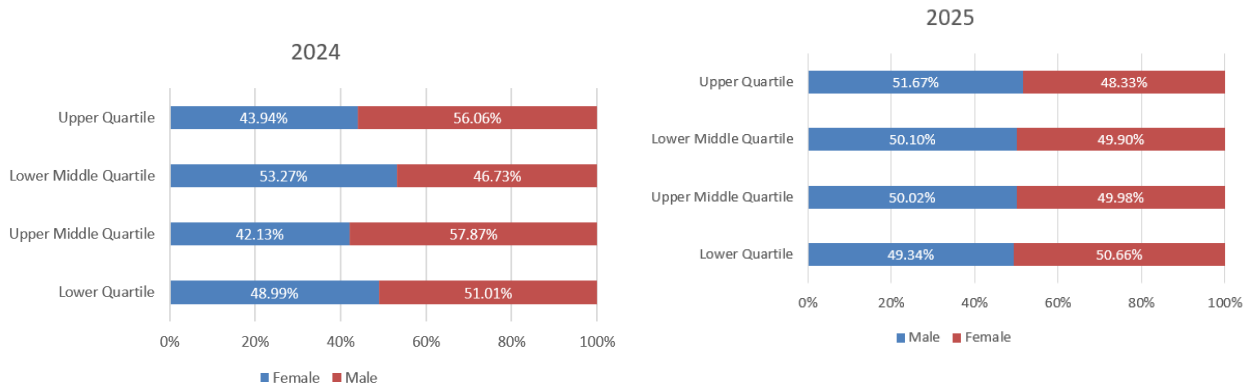


Gender Pay Gap



Mean gender pay gap – 2.74%	Median gender pay gap – 2.16%
2024 Mean pay gap – 2.93%	2024 Median pay gap – 0.66% (for females)

Pay Quartile Split



Quartile Ranges:

Lower	£4.04 to £12.52 per hour
Lower Middle	£12.53 to £14.12 per hour
Upper Middle	£14.15 to £17.44 per hour
Upper	£17.48 to £70.04 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 2025	Male Headcount	Female Headcount	Male Average Hourly Rate*	Female Average Hourly Rate*	Difference**	Gap**
Lower	98	95	£11.91	£12.23	-£0.32	-2.66%
Lower Middle	107	87	£13.18	£13.17	£0.01	0.08%
Upper Middle	109	85	£15.70	£15.64	£0.06	0.38%
Upper	106	88	£22.34	£20.90	£1.44	6.45%
Grand Total	421	353	£15.87	£15.44	£0.43	2.74%

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%

The table and graphs above show that in the lower quartile, females continue to be better paid than their male counterparts, however, the gap declined by nearly 2% as the difference fell by 16p. Contrastingly, the lower middle saw a closing gap for the number of employees, but the rate of pay closed with male counterparts now being better paid on average by 1p, compared to a gap of 13p in the previous year.

Interestingly, the upper middle category once again saw one of the biggest shifts in gender headcount as this went the opposite way to last year, as male headcount rose by 17.2%, whereas their female counterparts in the same quartile saw their headcount decline by almost 20% (19.8%). However, the pay gap did decrease by 17p, with the gap now only being 6p. Finally, the upper quartile once again saw the mean pay gap close by 1.26% as the difference reduced to £1.44.

With the overall workforce split slightly increased to 54.19% Male vs 45.81% female, the average pay still seems to favour the male counterpart by, however, this gap has increased by 1.18%, with there now being a 43p gap, up 20p on the previous year.

Median Pay Gap by Quartile:

GPG by Quartile 2024	Male Headcount	Female Headcount	Male Median Hourly Rate*	Female Median Hourly Rate*	Difference**	Gap**
Lower	227	199	£12.25	£12.25	£0.00	0.00%
Lower Middle	128	101	£13.13	£13.13	£0.00	0.00%
Upper Middle	54	48	£15.62	£15.71	-£0.09	-0.58%
Upper	12	5	£20.09	£20.09	£0.00	0.00%
Grand Total	421	353	£14.33	£14.02	£0.31	2.16%

GPG by Quartile 2023	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%

The tables above show the overall median pay gap has once again seen significant change going in the opposite direction with male counterparts now being 2.16% better of than their female counterparts for median pay point.

Mean Pay Gap – by band

When looking at the average pay rates by bands, out of the 21 bands, nearly half of all bands see female counterparts having a higher average pay than their male counterparts, with only 5 seeing male's better compensated than females. However, of the top 7 bands, there is only one case of females having a better average pay and 3 cases having only male employees, so no comparison is available.

The other bands paint a similar picture to the averages by quartiles where on average females are marginally better compensated than males. 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	1	0	£11.44	£0.00	£0.00	0.00%
IServe Cleaning Op	4	2	£11.44	£11.44	£0.00	0.00%
GMS Band A	185	149	£14.93	£14.96	-£0.03	-0.20%
GMS Band B1	31	17	£13.76	£15.65	-£1.89	-13.74%
AfC Band 1	14	46	£15.43	£16.40	-£0.97	-6.29%
AfC Band 2	69	83	£14.28	£14.12	£0.16	1.12%
AfC Band 3	29	17	£14.29	£14.30	-£0.01	-0.07%
AfC Band 4	10	10	£14.45	£14.58	-£0.13	-0.90%
GMS Band B2	12	3	£13.64	£14.82	-£1.18	-8.65%
AfC Band 5	5	3	£18.23	£17.55	£0.68	3.73%
GMS Band C	10	4	£16.46	£16.73	-£0.27	-1.64%
AfC Band 6	13	5	£18.86	£20.18	-£1.32	-6.99%
GMS Band D1	13	2	£19.91	£23.35	-£3.44	-17.28%

IServe Facilities Mg	1	0	£21.96	£0.00	£0.00	0.00%
AfC Band 7	8	3	£22.57	£22.57	£0.00	0.00%
GMS Band D2	4	2	£26.58	£24.63	£1.95	7.34%
AfC Band 8 - Range A	1	1	£27.49	£30.94	£-3.45	-12.55%
GMS Band E1	3	1	£29.02	£28.87	£0.15	0.52%
GMS Band E2	1	0	£32.48	£0.00	£0.00	0.00%
Senior Manager	6	3	£46.23	£35.76	£10.47	22.64%
AfC Band 8d	1	0	£52.00	£0.00	£0.00	0.00%

*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:

