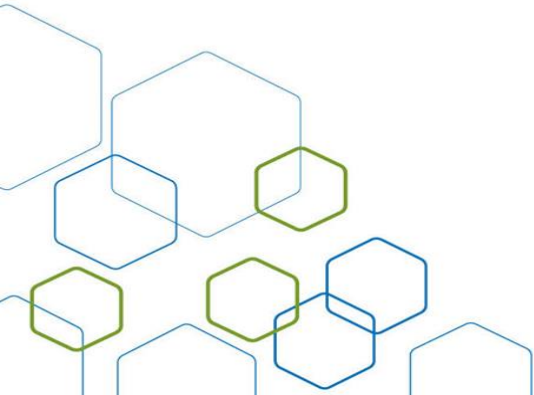
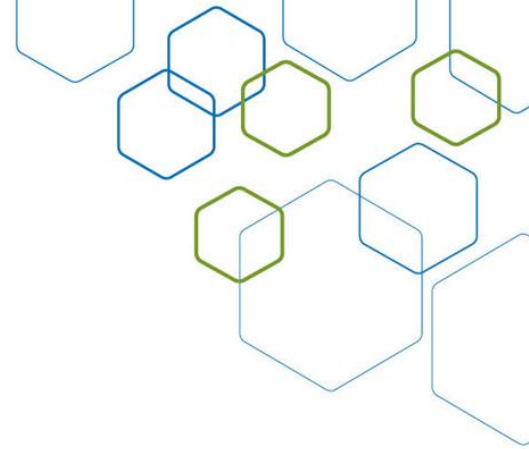




Gov Facility  
Services Limited

# Gender Pay Gap Reporting

(snapshot date:- 5th April 2020)



## Gender Pay Gap Data (5/4/2020)

The gender pay gap is the average difference between the remuneration for men and women.

The Government stipulates that the information from 5th April 2020 must be reported by 5th April 2021.

The data required is as follows:

- Mean (average) gender pay gap in hourly pay (shown as a percentage). This is a measure of the difference between the average for women's hourly pay and men's hourly pay;
- Median (middle) gender pay gap in hourly pay (shown as a percentage). The median gender pay gap is the difference between the hourly pay of the middle paid woman and the middle paid man.
- Mean bonus gender pay gap;
- Median bonus gender pay gap;
- Proportion of males and females receiving a bonus payment;
- Proportion of males and females in each pay quartile.

The bonus data is not applicable as no bonuses were paid in the reporting period for our employees.



## Data Table

The table below compares the gender pay gap data for 2019 and 2020.

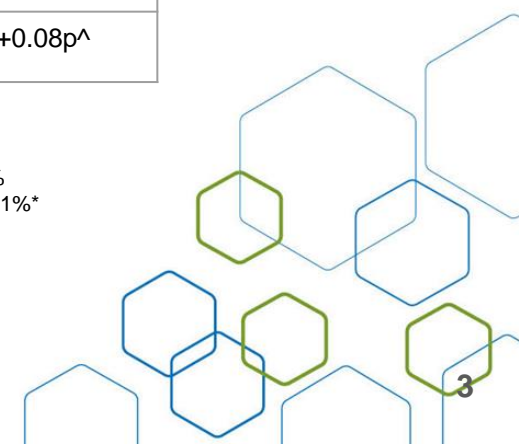
5 April 2019				5 April 2020			
	Male	Female	Summary Figs	Male	Female	Summary Figs	Difference from 2019
<b>Count</b>	583	140	723	763	217	980	+257 <sup>^</sup>
<b>Mean</b>	£13.81	£11.90	13.83%	£15.12	£13.62	9.91%	+ 3.92% <sup>*^</sup>
<b>Median</b>	£12.83	£9.37	26.97%	£13.85	£11.28	18.56%	+8.41% <sup>**^</sup>
<b>Ratio <sup>***</sup></b>	£1.00	0.73p		£1.00	0.81p		+0.08p <sup>^</sup>

\* The gap between the mean hourly rate of females when compared to their male counterparts has improved by 3.92%

\*\* The gap between the median hourly rate for females when compared to their male counterparts has improved by 8.41%\*

\*\*\* For every pound a man earns a women would earn 81p an increase of 0.8p per hour when compared with 2019.

<sup>^</sup> + indicates and improvement year on year



## Comparison of Quartiles 2019 / 2020

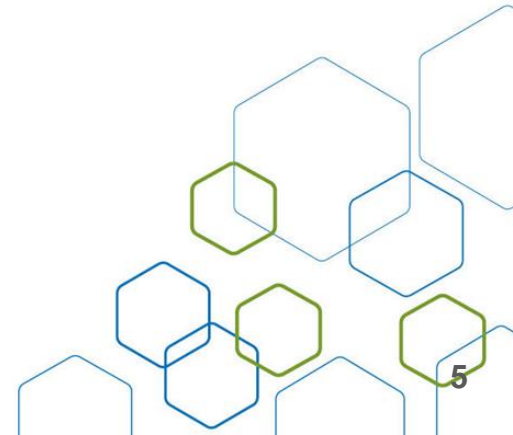
Quartiles	2019 Data		2020 Data	
	Male	Female	Male	Female
<b>Bottom Quartile (lowest paid)</b>	53.04%	46.96%	60.41% (148)	39.59% (97)
<b>Lower Middle Quartile</b>	83.98%	16.02%	74.29% (182)	25.71% (63)
<b>Upper Middle Quartile</b>	97.79%	2.21%	92.65% (227)	7.35% (18)
<b>Top Quartile (highest paid)</b>	87.78%	12.22%	84.08% (206)	15.92% (39)

## Explanation of Quartiles

The workforce is split into four even parts (the quartiles). The number of males and females from each quartile are then counted and shown as a percentage of the total for that quartile. Each quartile includes 245 employees)

The quartiles are as follows:

- the bottom quartile (lowest paid employees);
- the lower middle quartile;
- the upper middle quartile; and
- the top quartile (highest paid employees).



# Gender Pay Gap – Action Plan

GFSL are committed to addressing the gender pay gap and encouraging more women to enter a traditionally male orientated industry. We will do this by focusing on 4 key strategic areas:

## **Recruitment**

- Encouraging women returners into the workplace by publicising our family-friendly policies and considering flexible working opportunities;
- Sourcing candidates from alternative talent pools and target socio demographic groups
- Monitoring progression by gender, diversity and job type
- Exploring why people leave GFSL to inform our Retention Strategy

## **Pay**

- Review the % of women/men in receipt of allowances and ensure equality of application
- Ensure that consideration of Equal Pay issues is embedded when Business Cases are written
- Analyse allocation of payments that are subject to management discretion i.e. R&R Vouchers

## **Learning & Development**

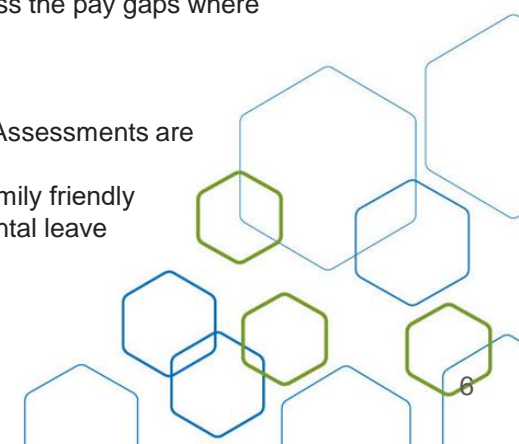
- Supporting career development through targeted programmes
- Encouraging women onto our Apprenticeship programmes.
- Mandating Unconscious Bias & Diversity training

## **People Analytics**

- Identifying if the progression of men and women applying for promotion is consistent
- Analysing the proportion of men and women leaving the business across different grades to see if it is consistent - explore if differing actions are required if higher proportion of women leavers
- Analysing the male/female ratio in each pay band and job role and then seeking out targeted strategies to recruit where there are significant gaps
- Review of D&I data to inform decision making and drive actions required to redress the pay gaps where issues are identified

## **Policy**

- Ensuring that equality impact Assessments are undertaken
- Establishing the 'take up' of family friendly Policies including shared parental leave



Action Plan	What we currently do	What we need to do	Who & When
Policy Development	<ul style="list-style-type: none"> <li>● Family friendly Policies in place</li> <li>● Managers are trained and aware of the policies</li> </ul>	<ul style="list-style-type: none"> <li>● Review and update existing policies</li> <li>● Look for more flexible working strategies</li> <li>● Communications to promote current policies</li> <li>● Encourage take up</li> <li>● Ensure equality impact assessments are incorporated</li> <li>● Establish the application of family friendly policies</li> </ul>	HRBPs by end March 2021
Recruitment Strategy	<ul style="list-style-type: none"> <li>● Use a range of avenues to recruit from a wide demographic base.</li> </ul>	<ul style="list-style-type: none"> <li>● Ensure that consideration is given to part-time/job share options</li> <li>● Targeted recruitment campaigns to attract more under represented groups</li> <li>● Consider the diversity of selection panels</li> <li>● Monitor progression to inform future action/strategy</li> <li>● Explore reasons for leaving to inform Retention Strategy</li> </ul>	Snr HRBP / Recruitment Lead November '20 - ongoing
Learning & Development	<ul style="list-style-type: none"> <li>● Provide statutory &amp; mandatory training to all</li> <li>● Have an apprenticeship programme coming on stream in January 2021</li> <li>● Roll out Succession Planning and Career Pathways - Q4 2020/21</li> </ul>	<ul style="list-style-type: none"> <li>● Targeted programmes to attract and support women throughout their career with GFSL</li> <li>● Promote Career Pathways and support available to enable ALL employees equal opportunity to progress</li> <li>● Ensure embedding of values through mandating training</li> <li>● Encourage women to apply for apprenticeships</li> <li>● Analyse % of men/women attending training and specific courses</li> </ul>	Snr HRBP/L&D Lead Quarter 4 2020/21

Action Plan	What we currently do	What we need to do	Who & When
Pay & Reward	<ul style="list-style-type: none"> <li>● Robust Job Evaluation and benchmarking</li> <li>● Any pay proposal screened through SLT</li> </ul>	<ul style="list-style-type: none"> <li>● Ensure pay policies and practices ensure equality and transparency</li> <li>● Review pay annually and produce GPGR report to demonstrate effectiveness of strategy</li> <li>● Ring fence salaries above the max of the pay band to narrow pay differentials</li> <li>● Embed culture by requiring equal pay to be considered in project development, Business Case submissions</li> <li>● Review allowances to assess the % of men/women in receipt to ensure equality of application where in same or similar roles</li> <li>● Promote and encourage the take up of benefits such as shared parental leave</li> </ul>	<p>Snr HRBP &amp; Payroll Lead but ALL responsible</p> <p>Ongoing requirement</p>
People Analytics	<ul style="list-style-type: none"> <li>● Provide data to support the annual GPGR</li> <li>● Have demographic data and analysis available</li> </ul>	<ul style="list-style-type: none"> <li>● Analyse data for new starters to understand current %</li> <li>● Analyse leaver data and determine reasons for leaving</li> <li>● Check the % of men/women applying for and being successful for promotional opportunities</li> <li>● Analysing the male/female ratio in each pay band and job role and then seeking out targeted strategies to recruit where there are significant gaps</li> <li>● Review D&amp;I data</li> </ul>	<p>People Analytics Lead</p> <p>End of 2020/21</p>