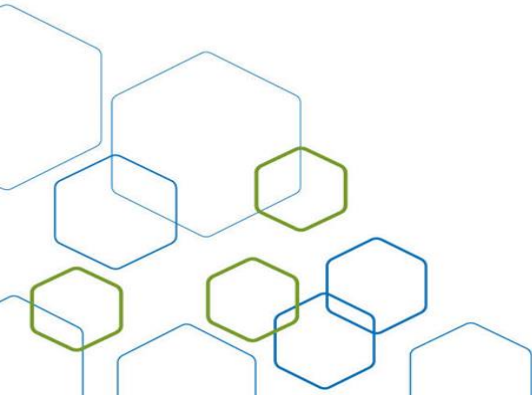
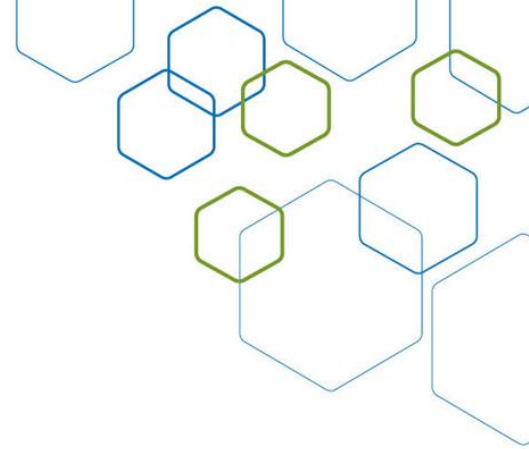




Gov Facility
Services Limited

Gender Pay Gap Reporting

(snapshot date:- 5th April 2021)



Gender Pay Gap Data (5/4/2021)

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

The Government stipulates that the information from 5th April 2021 must be reported by 5th April 2022.

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.

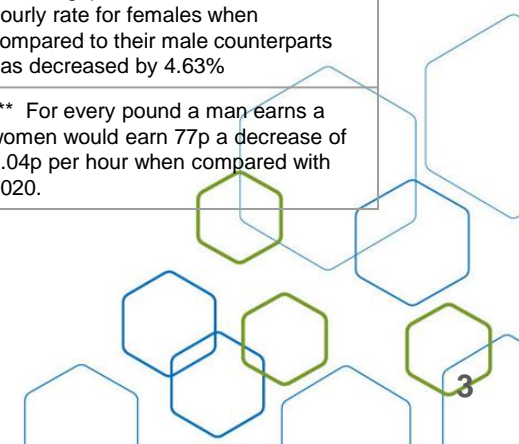


Gender Pay Gap Using Hourly Pay

The table below compares the gender pay gap data for 2020 and 2021.

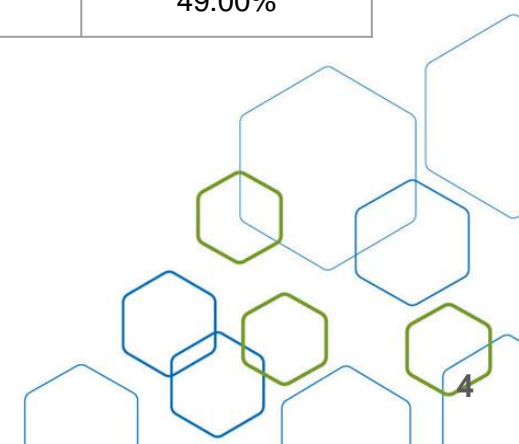
5 April 2020				5 April 2021				Difference from 2020	Comments
	Male	Female	Summary Figs	Male	Female	Summary Figs			
Count	763	217	980	966	310	1276	+ 296 ^		
Mean (Average)	£15.12	£13.62	9.91%	£15.02	£12.69	15.51%	- 5.6% *	* The gap between the mean hourly rate of females when compared to their male counterparts has decreased by 5.6%	
Median	£13.85	£11.28	18.56%	£13.93	£10.70	23.19%	- 4.63% **	** The gap between the median hourly rate for females when compared to their male counterparts has decreased by 4.63%	
Ratio	£1.00	0.81p		£1.00	£0.77p		- 0.04p ***	*** For every pound a man earns a women would earn 77p a decrease of 0.04p per hour when compared with 2020.	

^ + indicates and improvement year on year



Gender Pay Gap - Hourly Pay Quarter Comparison

	2020 Data		2021 Data	
Quartiles	Male	Female	Male	Female
Lower Quartile (Lowest Paid)	60.41%	39.59%	86.21%	13.79%
Lower Middle Quartile	74.29%	25.71%	91.85%	8.15%
Upper Middle Quartile	92.65%	7.35%	73.98%	26.02%
Upper Quartile (Highest Paid)	84.08%	15.92%	51.00%	49.00%



Gender Pay Gap Using Bonus Pay

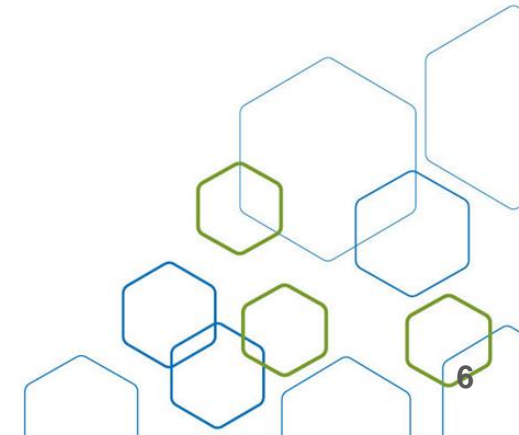
Snapshot - 05 April 2021				
	Male	Female	Summary Figs	Comments
Count (Bonus Received)	69	41	110	
Total Value Of Bonus Payments (Vouchers)	£2,075.00	£1,325.00	£3,400.00	
Mean (Average) Bonus Pay	£30.07	£32.32	-7.48% *	* The gap between the mean bonus pay of females when compared to their male counterparts. On average females have received 7.48% more in bonus payments than males.
Median	£25.00	£25.00	0% **	** The gap between the median bonus pay for females when compared to their male counterparts. The median has shown that generally speaking GFSL's bonus payments between male and female are equal.
Ratio	£1.00	£1.07p	-£0.07p ***	*** For every pound a male earns in bonus pay, a female earns £0.07p more.

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 319 employees.

The quartiles are as follows:

- the Lower Quartile (Lowest Paid Employees);
- the Lower Middle Quartile;
- the Upper Middle Quartile; and
- the Upper 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

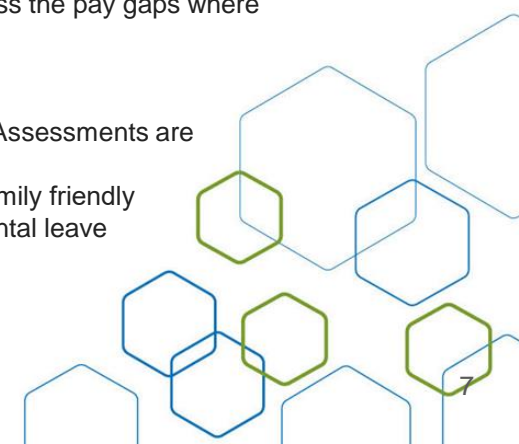
- Supporting career development through targeted programmes
- Encouraging women onto our Apprenticeship programmes.
- Mandating Unconscious Bias & Diversity training

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"> ● Family friendly Policies in place ● Managers are trained and aware of the policies 	<ul style="list-style-type: none"> ● Review and update existing policies ● Look for more flexible working strategies ● Communications to promote current policies ● Encourage take up ● Ensure equality impact assessments are incorporated ● Establish the application of family friendly policies 	HRBPs by end March 2021
Recruitment Strategy	<ul style="list-style-type: none"> ● Use a range of avenues to recruit from a wide demographic base. 	<ul style="list-style-type: none"> ● Ensure that consideration is given to part-time/job share options ● Targeted recruitment campaigns to attract more under represented groups ● Consider the diversity of selection panels ● Monitor progression to inform future action/strategy ● Explore reasons for leaving to inform Retention Strategy 	Snr HRBP / Recruitment Lead November '20 - ongoing
Learning & Development	<ul style="list-style-type: none"> ● Provide statutory & mandatory training to all ● Have an apprenticeship programme coming on stream in January 2021 ● Roll out Succession Planning and Career Pathways - Q4 2020/21 	<ul style="list-style-type: none"> ● Targeted programmes to attract and support women throughout their career with GFSL ● Promote Career Pathways and support available to enable ALL employees equal opportunity to progress ● Ensure embedding of values through mandating training ● Encourage women to apply for apprenticeships ● Analyse % of men/women attending training and specific courses 	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"> ● Robust Job Evaluation and benchmarking ● Any pay proposal screened through SLT 	<ul style="list-style-type: none"> ● Ensure pay policies and practices ensure equality and transparency ● Review pay annually and produce GPGR report to demonstrate effectiveness of strategy ● Ring fence salaries above the max of the pay band to narrow pay differentials ● Embed culture by requiring equal pay to be considered in project development, Business Case submissions ● Review allowances to assess the % of men/women in receipt to ensure equality of application where in same or similar roles ● Promote and encourage the take up of benefits such as shared parental leave 	<p>Snr HRBP & Payroll Lead but ALL responsible</p> <p>Ongoing requirement</p>
People Analytics	<ul style="list-style-type: none"> ● Provide data to support the annual GPGR ● Have demographic data and analysis available 	<ul style="list-style-type: none"> ● Analyse data for new starters to understand current % ● Analyse leaver data and determine reasons for leaving ● Check the % of men/women applying for and being successful for promotional opportunities ● 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 D&I data 	<p>People Analytics Lead</p> <p>End of 2020/21</p>