



**Gender Pay Gap Report – October 2021 (March 2020 Figures)**

**1. Introduction**

From 2017 any UK employer with 250 employees or more has to publically report its gender pay gap. Each employer has to publish six calculations showing:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females in each quartile pay band

The gender pay gap shows the difference between the average earnings (expressed as a mean or median) of men and women. Gender pay reporting is different to equal pay. **Equal pay** is about differences in the actual earnings of men and women doing equal work. The **gender pay gap** shows the difference between all men and all women across the workforce in an organisation. If a workforce has a high gender pay gap, this can indicate there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.

This is DSFS’s first Gender Pay Gap report since beginning trading in April 2019. The Report sets out the gender pay gap reporting requirements as at the snapshot date of 31 March 2020 and the actions DSFS is taking to close the gap.

**2. DSFS Gender Pay Gap Data**

Workforce split – includes staff in snapshot taken at 31<sup>st</sup> March 2020, plus staff omitted from snapshot due to being on reduced pay, plus bank staff

	Male	Male %	Female	Female %
All staff	251	35.3%	460	64.7%

DSFS’s largest proportions of roles are within the Facilities Services Team which contains roles which are commonly taken by females such as Patient Services Assistants (Domestics and Catering). DSFS also have a large Finance team which has a large proportion of females. Within Facilities Services and Finance, there are a higher proportion of part time positions which often influences more females working in these roles.

**2.1 - Average gender pay gap hourly rate – expressed as a mean average**

	Male	Female	% diff
All staff	£13.21	£11.05	16.35%

**2.2 - Average gender pay gap hourly rate – expressed as a median average**

	Male	Female	% diff
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## DSFS Gender Pay Gap Report

All staff	£10.81	£10.54	2.50%
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With this being the first report DSFS has submitted, there is no historical data to compare to show improvement or movement. The ONS data from 2020 shows that for all employees the UK's Gender Pay Gap was 15.5%. The Data shows the DSFS Mean pay gap of 16.35% and the median of 2.5%. Our employee data shows that DSFS has more male employees in higher graded roles and therefore higher paid roles. There are a higher proportion of females in the lower graded roles.

### 2.3 - Average bonus gender pay gap – expressed as a mean average

	Male	Female	% diff
All staff	£135.79	£102.50	24.52%

### 2.4 - Average bonus gender pay gap – expressed as a median average

	Male	Female	% diff
All staff	£150.00	£96.00	36.00%

The above bonus figures consist of payments of the DSFS Attendance Bonus and Bank Worker Recognition Scheme. Both bonus schemes are open to all staff with the exception of the Board Directors.

### 2.5 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

	Male	Female
All staff	57.50%	63.43%

The above figures show the split in bonus payments between Males and Females.

### 2.6 - Proportion of males and females divided into four quartiles ordered from lowest to highest pay

	Male	Female
Lower	27.64%	72.36%
Lower middle	33.33%	66.67%
Upper middle	31.18%	68.82%
Upper	48.26%	51.74%

The table below shows the hourly rate for the above male and female quartiles from lower to upper. The hourly rate in the lower rate includes apprentices.

Quartile	Male		Female	
	Hourly Rate from	Hourly Rate to	Hourly Rate from	Hourly Rate to
Lower	£3.90	£9.14	£3.90	£9.18
Lower Middle	£9.21	£10.61	£9.18	£10.63
Upper Middle	£10.63	£11.88	£10.63	£11.89
Upper	£12.07	£56.21	£11.90	£31.19



## DSFS Gender Pay Gap Report

DSFS has grades with set salary pay points and boundaries, all employees within each grade are paid equally. The data shows that in each quartile up to the upper quartile, there are more females than males and the hourly rates are equivalent. In the upper quartile there are very slightly more females than males although this is more equal than the lower quartiles. As with all other Quartiles, the upper quartile is no different with grades having salary pay points and boundaries. The difference in hourly rate is explained by a higher number of men in heads of service and Director roles and fewer women. Both men and women in these positions are paid equally within the grading structure.

### **3.0 Actions to remove the Gender Pay Gap.**

DSFS is committed to removing the gender pay gap which is currently 16.35%. Below are some actions that the DSFS Board are working on to ensure an improvement year on year with the Gender Pay Gap.

- Equality and Diversity is at the heart of DSFS culture and values which are being embedded through a new leadership development programme where we will be encouraging all teams and managers to create opportunities to encourage diversity.
- We have a range of policies and procedures in place such as parental leave; flexible working and special leave and departmental flexible working practices, which supports our culture shift to a more flexible working approach. This has proven to work through the pandemic.
- DSFS are constantly reviewing its recruitment processes which have both values based recruitment and equality, diversity and inclusion embedded ensuring stereotyped views on 'male and female' roles are removed.
- Ensuring that flexible working practices are not just seen as opportunities for females but for males as well.
- DSFS continue to ensure solid career progression through development plans and talent management for all staff (where desired) ensuring that no barriers exist for females in senior positions.