



Derbyshire Support and Facilities Services Ltd - Gender Pay Gap Report – March 2023

1. Introduction

From 2017 any UK employer with 250 employees or more has to publicly 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.

DSFS began trading in April 2019. Our previous average Gender Pay Gap figures are as follows:

- 2020 a Gap of 16.35%,
- 2021 a Gap of 16.84%.
- 2022 a Gap of 17.01%.

This report shows the Gender Pay Gap as at, **March 2023 is 15.75%**.

The ONS gender pay gap across all sectors for 2023 is 7.7%. The Gender Pay Gap for the East Midlands region in 2023 was 11.9%

The Report sets out the Gender Pay Gap reporting requirements as at the snapshot date of 31 March 2023 and the actions DSFS is taking to close the gap further.

2. DSFS Gender Pay Gap Data

Workforce split – includes staff in snapshot taken at 31st March 2023, plus staff omitted from snapshot due to being on reduced pay, plus bank staff

	Male	Male %	Female	Female %
All staff	296	34.06%	573	65.94%

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), retail and retail catering roles. 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.



The figures above show an increase of both Male and Female employees with 25 more Females and 17 more Males since March 2022. Although there has been an increase, the % of females against males remains similar to the previous year.

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

	Male	Female	% diff
All staff	£15.11	£12.73	15.75%

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

	Male	Female	% diff
All staff	£12.26	£11.57	5.61%

The DSFS Gender Pay Gap figures above show a previous steady increase between 2020 and 2022. This report shows the DSFS current Gender Pay Gap figure as 15.75% which is an improved trajectory downwards. Our data shows that we employed more females than males which will positively impact our data. Our employee data shows an increase from the previous year female employees in the lower middle and upper pay category coupled with a reduction in male employees in the upper pay category. There is a much higher proportion of females in the lower graded roles. This year has seen a decrease in the mean and median % difference in hourly rate; this can be explained by the increase in female employees in the lower middle and upper quartile. Whilst there is still a gap between the number of males and females in the upper quartile roles, this difference is now much smaller as we recruit more females in higher paid roles.

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

	Male	Female	% diff
All staff	£135.05	£98.63	26.97%

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

	Male	Female	% diff
All staff	£150	£96.00	36.00%

DSFS do not currently pay bonuses to its people. The above figures relate to the final payments made to our people as part of a ceased attendance bonus scheme. The attendance bonus stopped in April 2022 with the final payments being made in May 2022. The figures for this report are taken from April 2022 – March 2023 so are included.

5 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

	Male	Female
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All staff	57.09%	53.75%
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6 - Proportion of males and females divided into four quartiles ordered from lowest to highest pay

	Male 2023	Male 2022	Female 2023	Female 2022	Male Hourly Rates	Female Hourly Rates
Lower	27.16%	22.22%	72.84%	77.78%	£10.31 to £10.87	£4.81 to £10.90
Lower middle	31.70%	32.52%	68.30%	67.48%	£10.90 to £11.82	£10.90 to £11.85
Upper middle	32.64%	30.05%	67.36%	69.95%	£11.85 to £13.68	£11.85 to £13.67
Upper	50.78%	54.12%	49.22%	45.88%	£13.71 to £60.87	£13.69 to £42.66

DSFS has grades with set salary pay points and boundaries as set out by our Pay and Remuneration Policy and Toolkit. All employees within each grade are paid equally, although some employees will be on different pay points within a grade depending on experience and development plans in place. The data shows that in each quartile, apart from the upper quartile, there are more females than males and the hourly rates are equivalent. In the upper quartile there are very slightly more males than females although the difference has reduced with a 1.56% difference.

As with all other Quartiles, the upper quartile is no different with the 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, which are the highest paid roles, and fewer women. Both men and women in these positions are paid equally within the grading structure.

The Gender Pay Gap has decreased in March 2023 from March 2022, due to the increase in recruitment of females in the lower middle and upper quartiles and the increase in women in the workforce.

As a business we have proactively ensured we recruit with diversity and inclusion in mind and are continually looking for ways to attract more females into traditionally male roles and vice versa.

3.0 Actions to remove the Gender Pay Gap.

DSFS is committed to removing the gender pay gap which is currently 15.75%. 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 the DSFS Building, Leading Working the DSFS Way Leadership development programme, where all teams and managers will create opportunities to encourage diversity and Inclusion whilst embedding out values.
- Our EDI journey is being shaped by our work towards the Investors in Diversity accreditation. We are working to embed the FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement) principles in all we do. The principles link to our values and will help us to become a truly inclusive employer.
- We have a range of policies and procedures in place such as parental leave; flexible working, home working and special leave and departmental flexible working practices, which supports our culture shift to a more flexible working and inclusive approach. This has proven to work well 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. We are actively encouraging males and females to consider working outside the stereotyped roles for example increasing the number of female porters, increasing the number of male Domestic.
- Ensuring that flexible working practices are not just seen as opportunities for females but for males as well and ensure we demonstrate this through real change at all levels of the organisation.
- 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.