



GLOUCESTER SERVICES

Farmshop & Kitchen

Gloucestershire Gateway Limited Pay Gap Report 2020

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In accordance with legislation, these figures are based on a 'snapshot date' of 5th April 2020.

This was two weeks after the first national lockdown was announced on 23rd March in order to address the spread of coronavirus across the UK. As a result, large numbers of colleagues were placed on furlough leave and these colleagues are not included in the gender pay gap figures owing to the fact they were absent on reduced pay.

As a result only 44 colleagues are included in this analysis, compared to 347 for 2019. Of those colleagues who remained working, a number were males in senior roles which inflates the gender pay gap for 2020 and may not be representative of the gender pay gap across the organisation in a normal year.

Our Results

Gender Pay Gap

Gender pay gap (hourly pay)	Mean	20.9%
	Median	8.6%

The average hourly rate paid to men was 20.9% higher than that paid to men in April 2020. This is due to the fact that there were more men in higher paid positions than women, exacerbated by the fact that few colleagues were working with many colleagues on furlough leave.

Bonus Pay Gap

Gender pay gap (bonus pay)	Mean	0%
	Median	0%

Percentage of male employees that received a bonus:	0%
Percentage of female employees that received a bonus:	0%

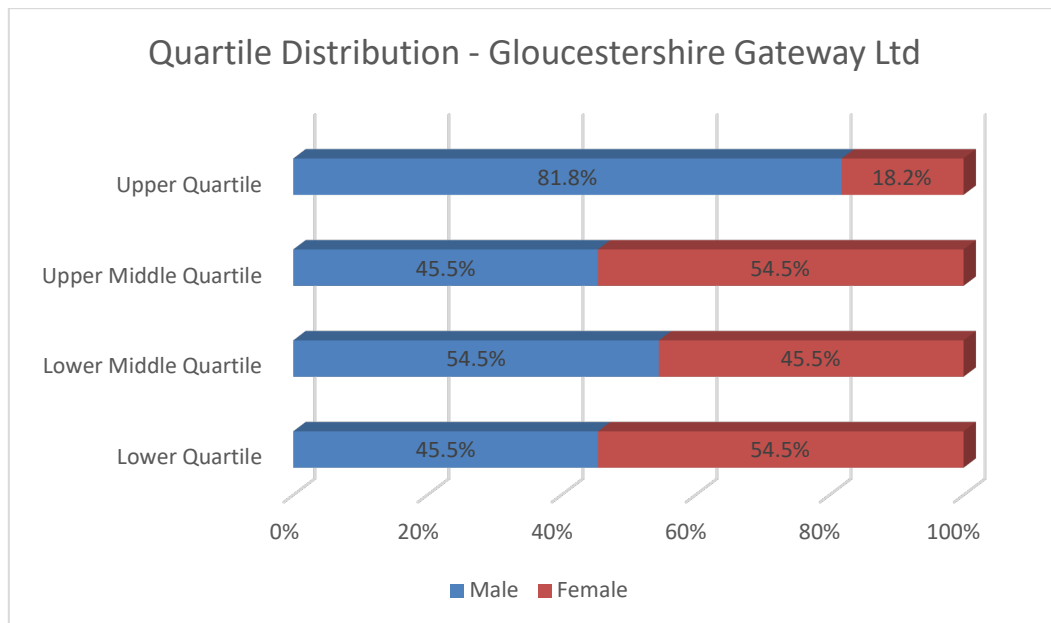
No bonuses were issued in the 12 months up to and including April 2020. This results in a bonus pay gap of zero.

What's difference between the mean and median figures?

The **mean** gender pay gap is the difference between the average hourly rate of pay of men and women. The **median** gender pay gap is the difference between the midpoints in the ranges of hourly rates of pay for men and women, when ranked in ascending order.

Proportion of Men and Women in Each Pay Quartile

In April 2020, the majority of colleagues working were male (57%) largely due to the impact of coronavirus and furlough leave. As a result the proportions of men and women in each quartile is not representative and results in the upper quartile in particular being heavily skewed towards men. Consequently, this increases the gender pay gap.



Summary

It is disappointing that the gender pay gap for Gloucestershire Gateway Limited has increased compared to 2019, when we were able to report a mean gender pay gap of -1.3% and a median gender pay gap of 0%. However we are confident that the results for 2020 do not represent our commitment to reducing the gender pay gap and are largely attributable to the impact of coronavirus on our organisation.

We will continue to monitor and review our gender pay gap and take steps as necessary to improve female representation in higher paid positions across the organisation in order to reduce our gender pay gap still further.

I can confirm that the data provided in this report is accurate.

Laurence King
Vice Chairman