

Greenwich Service Plus Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at various levels.
- How effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing HR and payroll records.

This is the company's report for the snapshot date of 5 April 2023.

On the snapshot date, the gender split was 67% female and 33% male. A female workforce is reflective of our largest departments of Cleaning and Transport that offer term time hours working around the school day.

The mean gender pay gap of 8.24% is the result of the highest-paid employees within the organisation being males

The median average of 12.75% presents a lower pay gap between females and males.

The senior management team comprises predominantly female members, with women occupying 73% of the roles.

The mean and medium bonus pay gap of 87.58% between men and women is reflective of the division of fleet services being overrepresented with male employees which has contributed to the significant bonus gap:

Proportion of women and men according to quartile pay bands:

- Proportion of women and men in the upper quartile – women 36.11% and men 63.89%
- Proportion of women and men in the upper middle quartile – women 72.22% and men 27.78%
- Proportion of women and men in the lower middle quartile – women 74.65% and men 25.35%
- Proportion of women and men in the lower quartile – women 86.11% and men 13.89%

Actions to help close the gap:

- We encourage career development across genders and seniority levels of the organisation through in-house and external training and development.
- We support requests for flexible working and have a good mix of full-time and part-time colleagues.
- We reward staff fairly within an incremental pay system that provides equitable progression for males and females with policies in place that support gender equality. (e.g., flexible working and maternity, paternity leave, and shared parental leave policies). In comparison to other industries within the same field, the minimum hourly rate paid by GS Plus Ltd is the London Living Wage (April 2023) and was £11.95 and 12.03% higher than other service providers who employ staff in similar roles in the same region.
- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- Interviews are structured with the same questions asked of all candidates, answers are graded based on the criteria.
- We constantly review our recruitment and employment policies to ensure they are non-discriminatory.



Mirsad Bakalovic, Managing Director of GS Plus confirms that the published information about the gender pay gap is accurate as of the time of publishing (08/02/2024).