



Barnsley  
**Facilities  
Services**

# Gender Pay Gap

2023



# Introduction

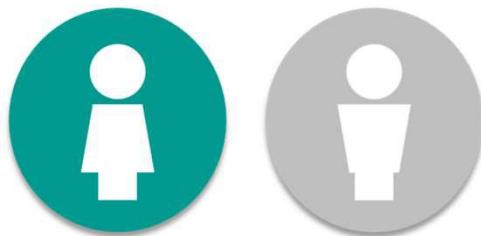


Barnsley Facilities Services Ltd (BFS) is a wholly owned subsidiary company of Barnsley Hospital NHS Foundation Trust, based in the South Yorkshire. The company is a separate legal body, providing a range of estates, facilities management, pharmacy and corporate services to health care organisations.

BFS is committed to the promotion of diversity, equality of opportunity and choice for all employees. Our aim is that our workforce is diverse and inclusive; being truly representative of the communities we serve.

We have a relatively small gender pay gap due to our high representation of women within the workforce. We are confident that we pay equally and fairly in accordance with the nationally and locally recognised pay structures.

We want to make the best use of the talent and skills that everyone brings to our workforce, whilst supporting our wider community by taking on apprentices and supporting work experience. As a company we actively encourage a healthy work life balance and promote a flexible approach to work.



# What are we reporting on?

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more publish data (taken on a snapshot date of 5 April each year) about their gender pay gap. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time, no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs. The six different measures which have to be reported are:

## Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

## Mean bonus gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

## Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

## Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

## Median bonus gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

## Quartile pay bands

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

\*A relevant full-pay employee is any relevant employee in receipt of full pay. For the purposes of this report any relevant employees that are on reduced pay are not included (sick, maternity, unpaid leave etc.)

# Key Findings

## Gender Split

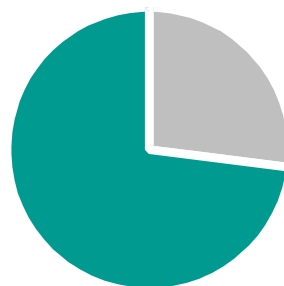
BFS employed 443 relevant full pay individuals at the time of reporting, and of that BFS workforce 68% are female.



68%



32%



## Pay Quartiles

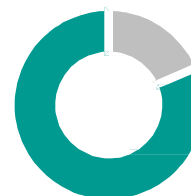
The proportions of male and female full-pay relevant employees across pay quartiles.



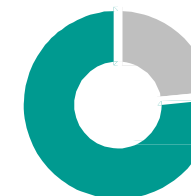
Upper



Upper Middle



Lower



Lower Middle

	Female %	Male %
Lower	73	27
Lower Middle	73	27
Upper Middle	74	26
Upper	54	46

# Key Findings

## Mean Gender Pay Gap

Our overall mean gender pay gap is 9.43% - this means that the mid-point hourly rate for men is 9.43% higher than for women.



**£12.81**

**9.43%**



**£14.14**

## Median Gender Pay Gap

Our overall median gender pay gap is 3.82% - this means that the mid-point hourly rate for men is 3.82% higher than for women.



**£11.85**

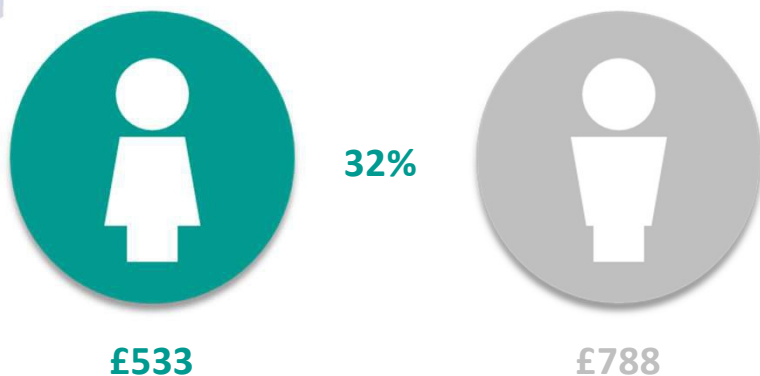
**3.82%**



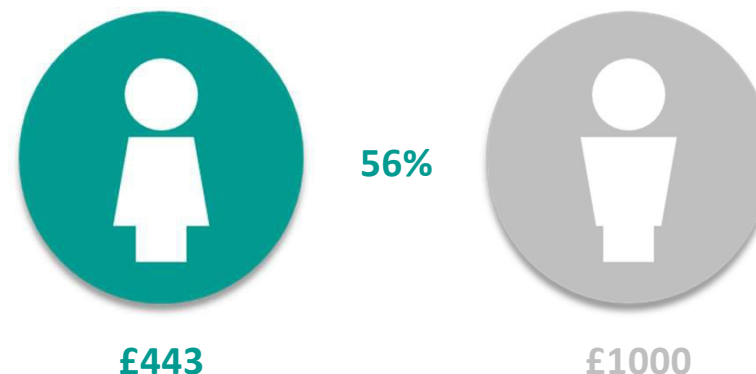
**£12.32**

# Key Findings

## Mean Bonus Gender Pay Gap



## Median Bonus Gender Pay Gap



## Bonus Proportions



Of the bonuses paid, 71% of the recipients were female workforce, with a mean average of £533 and median of £443. Males, accounted for 29% of the bonus payments proportions, with a mean average of £788 and median of £1000.

BFS have a bonus scheme, all staff are eligible and this is a maximum payment of £1000 per individual in the 12 month period. The opportunity for payment is equal to all employees on a pro rata basis. The differing mean and median payments are due to the higher percentage of part time female employees

# Our commitment



BFS are committed to supporting the career progression and ensuring equal opportunities for women and men within our workforce. Our approach to leadership development is designed to nurture our future leaders regardless of their gender.

We have a range of family friendly policies, supporting childcare, flexible working, fair rostering and leave provision and will continue to develop these policies.

BFS are committed to developing women and men and this is born out through our approach to succession planning.

We welcome the Gender Pay Gap report and the findings. Ultimately, our aim is to ensure there is no gap and that men and women are equally represented in the workforce at all levels.

## Statement

I confirm Barnsley Facilities Services Ltd is committed to the principle of gender pay equality and has prepared its 2023 gender pay gap results in line with mandatory requirements.

A handwritten signature in black ink, appearing to read "Robert McCubbin".

**Robert McCubbin**  
Managing Director, BFS Ltd  
March 2024