

## Gender Pay Gap Report City of York Council

The City of York Council (CYC) is required by law to publish an annual gender pay gap report. This report includes all CYC staff (2,021), but excludes all schools staff and councillors.

This is its report for the snapshot date of 31<sup>st</sup> March 2017.

- The mean gender pay gap for the Council is 3.6%
- The median gender pay gap for the Council is 0.2%

No bonus payments are made to either gender, therefore there is no data published in relation to the mean and median gender bonus gap and proportion of male and female staff receiving a bonus.

### Average Hourly Pay

	Male	Female
Mean Hourly Rate	£14.37	£14.02
Median Hourly Rate	£13.01	£12.98

### Hourly pay quartiles by gender

The pay quartiles are established by equal employee numbers and show the hourly pay across four pay quartiles.

Quartile Description	Hourly Pay Quartiles	% Male	% Female	Total staff in Quartile
1 <sup>st</sup> Quartile includes all employees whose standard hourly rate places them at or below the lower quartile	Hourly rate £5.38 to £10.34	33.5 %	66.5%	505
2nd Quartile includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	Hourly rate £10.34 to £12.98	37.2%	62.8%	506
3rd Quartile includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	Hourly rate £12.98 to £17.15	38.4%	61.6%	505
4th Quartile includes all employees whose standard hourly rate places them above the upper quartile	Hourly rate £17.15 to £82.11	38.4%	61.6%	505



The figures shown above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Lower Quartile data includes apprentices whose rate of pay in year one of their training is the equivalent of the National Minimum Wage for 18 to 20 year olds. In year two and beyond it is the equivalent of the National Minimum Wage for 21 year olds. Or where the apprentice is over the age of 25 in their second year they are paid the National Living Wage for 25+.

The information shows that there is only a relatively small gender pay gap for both mean and median pay rates. The gender split across the quartiles is consistent with the overall gender split but it can be seen that the workforce is predominantly female.

### **What are the underlying causes of CYC gender pay gap?**

The overall pay gap is relatively small at the council but within the quartiles there is greater variation which is impacting the overall figure.

### **How does the Council's gender pay gap compare with that of other councils in the region?**

We have compared our data with that published for other councils in the area and York compares very favourably at both the mean and media, having the second smallest pay gap between male and females of those reported to date.

### **What is the Council doing to address its gender pay gap?**

While the council's gender pay gap compares favourably with that of other public sector authorities, the council is not complacent, and is committed to doing everything that it can to reduce the gap further.

To date, the steps the council has taken to promote gender diversity in all areas of its workforce include the following:

- Flexible working policies: The council's policy makes it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority and that flexible working need not be limited to part-time working.
- Supporting parents: We operate a childcare voucher salary sacrifice scheme and support employees prior to, during and on return from maternity and other parental leave.
- Annual Springboard programme to support women in senior roles.

Our People Plan sets out the key workforce development actions the council is committed to work on over the coming year these include:

- A review of our pay structures and flexible reward packages to ensuring fairness across all grades and for all genders.
- Launch of a new middle management development programme.

In addition it is planned to develop the collection and reporting of recruitment information which will aid in identifying areas where there is less representation of female applicants and allow exploration of any measures available to address this.

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I, Ian Floyd Deputy Chief Executive & Director of Customer & Corporate Services, confirm that the information in this statement is accurate.

Signed



Date 29.03.18

