

Gender pay gap reporting:

The gender pay gap shows the difference in the average pay between all men and women in a workforce. Gender pay gap reporting as at date of collection of data, 5th April 2018, when there were 256 full and part time employees (including those who are self-employed):

	Male	Female	Gender Pay gap
Workforce numbers	140 (54.7%)	116 (45.3%)	
Mean average hourly rate	£13.30	£13.23	0.53%
Median average hourly rate	£12.68	£11.13	12.22%
Bonuses paid	£nil	£nil	
	=====	=====	=====

	Male	Female
Proportion of males and females in each quartile:		
Lower	30%	70%
Lower middle	57%	43%
Upper middle	63%	38%
Upper	42%	58%
	=====	=====

The Chapter of York has a mean gender pay gap of 0.53%. It is 17.47% points lower than the national average of 18% as stated on the UK Government website. We are proud of our commitment to equity of pay as well as to the Accredited Living wage and this figure for 2018 of 0.53% reinforced our commitment to all forms of equality including gender equality. Nevertheless, it is our aim to maintain this level of gender pay equality and commit to conducting regular reviews of policies and procedures to further promote equality and inclusivity for all.

We note that the median average hourly rate for 2017-2018 is 12.22%, an increase of 3.49% on the 2016-2017 rate of 8.73%. The main reason for this is that many of the people recruited into our accredited Living Wage Foundation posts— some of which are seasonal - have been female employees, resulting in a change from 41%:59% (male:female) ratio in 2016-2017 to 30%:70% in 2017-2018. There has been no change to our recruitment process, and no obvious reason for this change in recruitment outcomes. We continue to be committed to gender pay equality.