

Gender Pay Gap Report

City Facilities Management Ltd

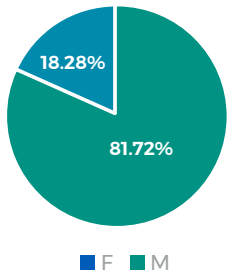
About us

City Facilities Management Ltd (City FM) was established in 2009 to provide services in refrigeration, defrost, electrical, building, facilities management and maintenance to several retailers and provide a helpdesk that takes over 180,000 calls per year. This is the first year City FM are reporting gender pay gap as it now has over 250 colleagues.

The following report has been produced in accordance with the Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 with a snapshot date of 5 April 2018.

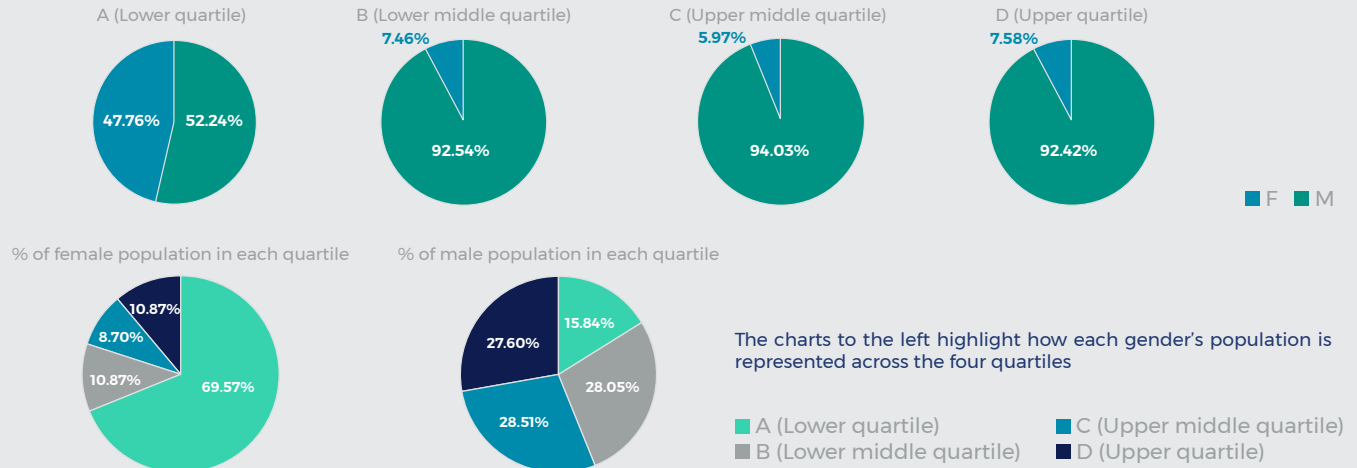
Workforce demographics

Female/Male colleagues



The chart to the left shows that women currently represent 18.28%, women are under-represented in managerial, engineering and technical roles and are predominately employed in support roles within the office environment.

Pay quartiles



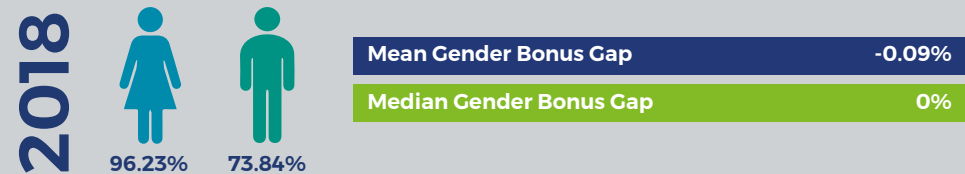
Gender pay gap

City FM Ltd Mean Gender Pay Gap 2018	22.69%
City FM Ltd Median Gender Pay Gap 2018	30.85%
UK Mean Gender Pay Gap	17.1%

Source: Office for National Statistics

Gender bonus gap

The regulations define bonus as including commission, recognition and length of service awards in the form of cash and vouchers. The proportion of each gender in receipt of a bonus and the gender bonus gap at City FM Ltd is outlined below:



Bridging the gap

City FM Ltd faces the same challenges as other employers in the sector in attracting women into technical engineering roles. In the UK, only 13%* of the industry's workforce is made up of women. Having improved our working conditions for women such as enhanced maternity pay and promotion of flexible working we continue to work hard to broaden appeal. We provide diversity training for recruiting managers and our senior recruits are appointed using a structured interview process.

Our apprentice strategy develops interest at a younger age and we continue to seek opportunities to work with the industry to drive improvements in this area.

Pathways is our group management and leadership development programme open to all colleagues, we are committed to providing opportunities for women to progress their career within City FM. We have increased the number of 'Managing Others' development programmes in 2019 to build a talent pool for future management roles. Women account for 50% of delegates on the programme.

(*Source: Office for National Statistics)