

Gender Pay Gap Report

City Facilities Management (Distribution) Ltd



About us

City Facilities Management (Distribution) Ltd provides dedicated facilities management and cleaning services. The business is part of City, one of the world's largest, privately owned facilities management companies, with over 12,000 colleagues across five continents.

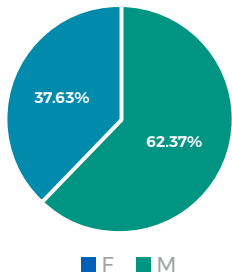
Our services are provided through City's unique partnership model, operating as one team to align our strategy, management, culture and values; providing excellence in controlled outsourcing for our partner.

We are proud of our culture and our commitment to our people. Succession planning and colleague development is a key part of our people strategy and we firmly believe in providing progression opportunities and helping each colleague reach their full potential.

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 2017.

Workforce demographics and gender pay gap

Female/Male colleagues



The chart to the left shows that women currently represent 37% of the workforce.

There is an equal representation of males and females in cleaning roles. All Technician positions are currently filled by males and there is a higher representation of males in managerial roles.

Males and females are equally represented on our Group Board.

City FM (Distribution) Ltd Mean Gender Pay Gap	14.61%
City FM (Distribution) Ltd Median Gender Pay Gap	5.74%
UK's National Mean Gender Pay Gap <i>Source: Office of National Statistics 2016</i>	18.1%

The tables above show the gender pay gap at City FM (Distribution) Ltd. This is a snapshot of the difference between the average hourly pay levels of all women compared to all men, irrespective of their role or level in the organisation, expressed as a percentage of men's average pay.

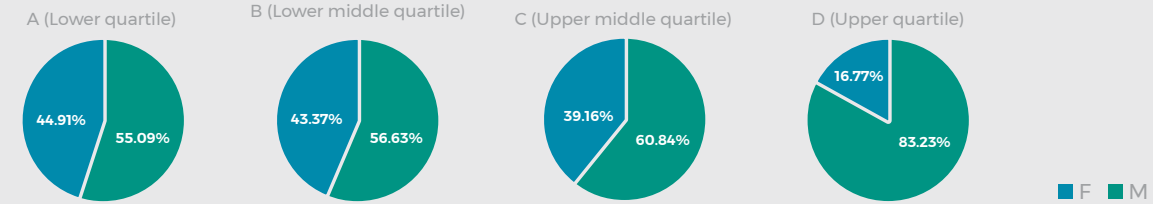
The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as location allowances and shift payments.

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

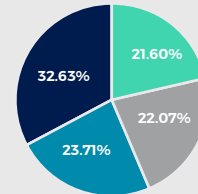
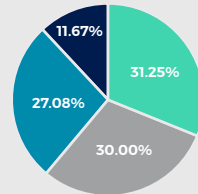
All City FM (Distribution) Ltd colleagues working in the same role and location, regardless of gender, are paid the same hourly rate of pay.

Pay quartiles



Gender distribution across City FM (Distribution) is represented in four equally sized hourly pay quartiles, shown above. Proportionally more men hold managerial, engineering and technical positions, which are higher paid.

% of female population in each quartile % of male population in each quartile



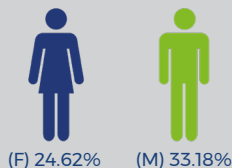
The charts to the left show how each gender's population is represented across the four quartiles.

Males and females are fairly evenly distributed across the three lower/middle quartiles. Over 30% of men are in the upper quartile and approximately 12% of women are in this quartile.

■ A (Lower quartile) ■ C (Upper middle quartile)
■ B (Lower middle quartile) ■ D (Upper quartile)

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 (Distribution) Ltd is outlined below:



Mean Gender Bonus Gap	79.94%
Median Gender Bonus Gap	0.0%

Only managerial, engineering and business development roles are eligible for bonus and/or commission within City FM (Distribution) Ltd therefore a higher proportion of males received a bonus.

The definition of bonus in the regulations includes recognition awards and long service awards - all colleagues, regardless of role, are eligible to receive these awards and this explains the 0.0% median bonus gap. The same analysis on annual performance bonus (excluding recognition awards & length of service awards) shows a mean gender bonus gap of 42.31% and a median gender bonus gap of -11.61%.

Bridging the gap

As a facilities management company, City FM (Distribution) Ltd faces the same challenges as other employers in this sector in recruiting women into roles. In the UK, only 4% of the industry's workforce is made up of women* however we are committed to increasing the number of females who apply for roles and progress their career within City FM (Distribution) Ltd.

We have taken steps to improve our approach and working conditions for women including the enhancement of maternity pay, promoting flexible working, a childcare voucher scheme and creating 'bridging roles' to facilitate progression from roles typically filled by female colleagues into technical roles.

Apprenticeships are a crucial element of our resourcing and talent development strategy. We promote our apprenticeship programme nationally, feature female apprentices on our marketing materials and facilitate their attendance at the Scottish Apprenticeship Show to encourage female attendees to engage with us. We also have a 'Women in IT' apprenticeship strategy and actively look for opportunities to talk to and encourage young people, including females, into starting their career in IT through our apprenticeship programmes.

We aim to improve our gender pay gap over the next 12 months by setting out a strategy which includes attracting more female apprentices to technical roles and encouraging females to participate in our Pathways management and leadership programme. This is open to all colleagues and in 2017, 50% of our participants were female.

For further information on City FM (Distribution) Ltd visit www.cityfm.com | (*Source: Women and the Economy, House of Commons Briefing Paper, March 2017)