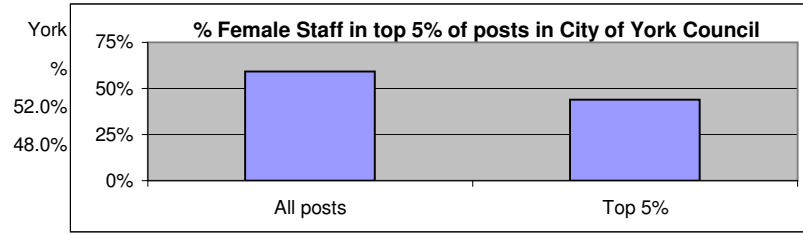


**Pay Profile**

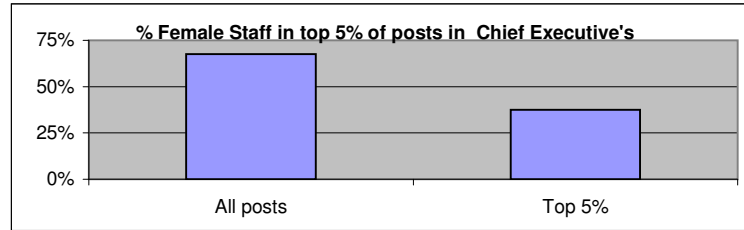
City of York Council		
	All posts	Top 5%
Female staff	59.2%	43.9%
Male staff	40.9%	56.1%
Total	1	100.0%



**Key Issue:**  
Whilst the Council compares favourably to many other local authorities it still employs too few women in senior positions.

**Key Action:**  
Investigate female staff's experience of barriers that prevents / holds back their career progression. Assess effectiveness of Yorkshire Accord (mentoring scheme) in supporting women in York.

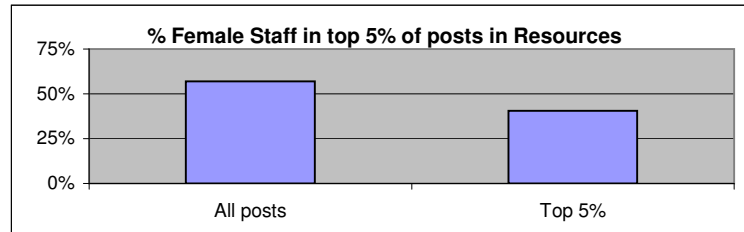
Chief Executive's		
	All posts	Top 5%
Female staff	67.6%	37.5%
Male staff	32.4%	62.5%
Total	1	100.0%



**Key Issue:**  
Chief Executives employs too few women in higher grade posts.

**Key Action:**  
To survey women in the directorate to ask about their experience and perception of institutional / prejudicial barriers.

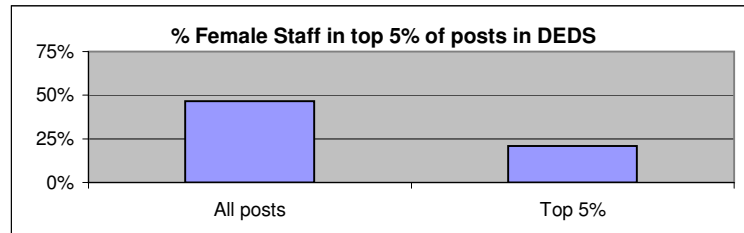
Resources		
	All posts	Top 5%
Female staff	57.0%	40.5%
Male staff	43.1%	59.5%
Total all staff	1	100.0%



**Key Issue:**  
Resources employs too few women in higher grade posts.

**Key Action:**  
Work with HR to identify actions to address under-representation (including positive action training, targeted recruitment, Workstep, and work experience).

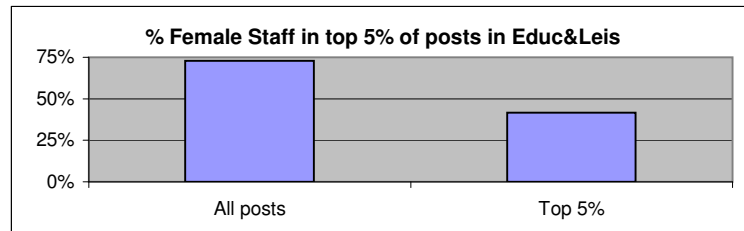
DEDS		
	All posts	Top 5%
Female staff	46.6%	20.8%
Male staff	53.4%	79.2%
Total all staff	1	100.0%



**Key Issue:**  
DEDS employs too few women in higher grade posts, although this has shown significant improvement in recent years.

**Key Action:**

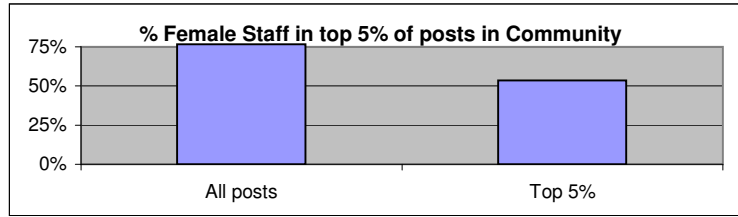
Education & Leisure		
	All posts	Top 5%
Female staff	73.0%	41.7%
Male staff	27.0%	58.3%
Total all staff	1	100.0%



**Key Issue:**  
Education and Leisure employs too few women in higher grade posts.

**Key Action:**

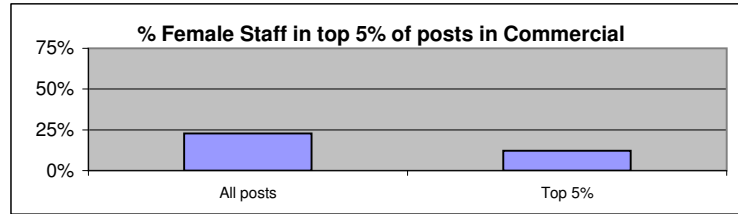
Community		
	All posts	Top 5%
Female staff	76.7%	53.5%
Male staff	23.3%	45.5%
Total all staff	1	99.0%



**Key Issue:**  
 The majority of senior posts are held by women in Community Services, however this is still below their representation in the workforce as a whole.

**Key Action:**

Commercial		
	All posts	Top 5%
Female staff	22.8%	12.1%
Male staff	77.2%	87.9%
Total all staff	1	100.0%



**Key Issue:**  
 Commercial Services employs too few women in higher grade posts.

**Key Action:**