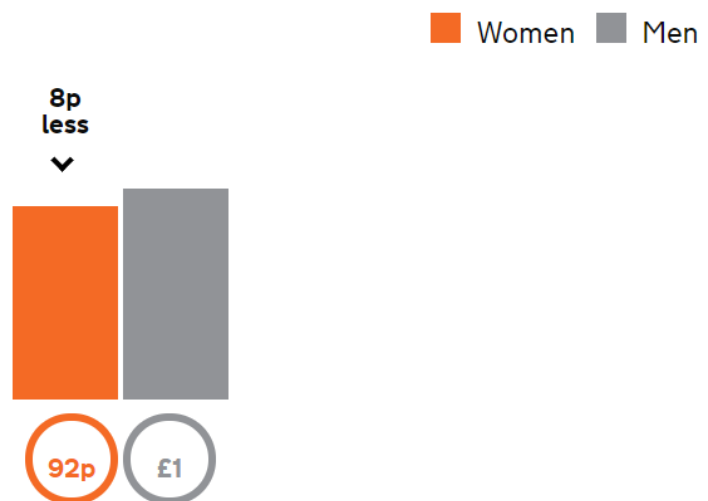


Police, Fire and Crime Commissioner for North Yorkshire

Gender Pay Gap Report: Snap Shot date – 31 March 2019

Hourly wages pay gap

In this organisation, **women earn 92p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **8.2% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **2.2% higher** than men's.

Bonus pay gap

Who received bonus pay

No bonuses were paid.

Proportion of women in each pay quarter

In this organisation, women occupy **44.4%** of the highest paid jobs and **47.2%** of the lowest paid jobs.

