

## 2017 Gender Pay Gap Report

City of York Trading Ltd (trading as WorkwithYork and WorkwithSchools) is required by law to publish an annual gender pay gap report.

### Total Pay

The following chart outlines the % difference in the average total pay (based on an hourly rate) of men and women employed at City of York Trading Ltd on 5<sup>th</sup> April 2017.

| Pay                     |        |        |
|-------------------------|--------|--------|
|                         | Mean   | Median |
| <b>Men</b>              | £12.97 | £9.75  |
| <b>Women</b>            | £12.71 | £9.94  |
| <b>Gender Pay Gap %</b> | 2.01%  | -1.95% |

These two pay gaps illustrate that women in our workforce are paid very slightly more than men when calculated at a median rate, that men are paid very slightly more than women when using a mean measurement – and that there is a relatively small gender pay gap in both cases.

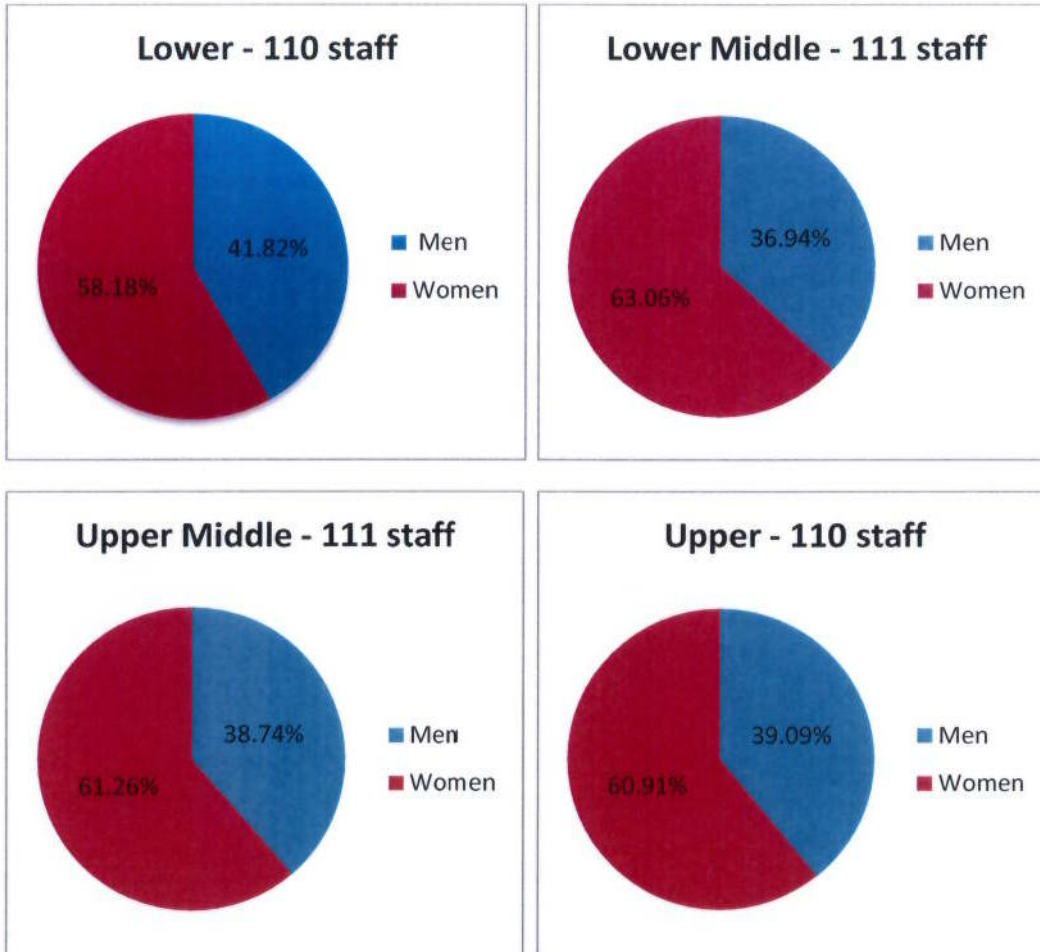
### Bonus

The chart below shows the % of men and women in the workforce receiving bonus payments between 6<sup>th</sup> April 2016 and 5<sup>th</sup> April 2017.

| % of workforce receiving bonus payments |       |
|---|-------|
| Men                                     | 0%    |
| Women                                   | 1.12% |

Because there were no men receiving a bonus payment there is no calculatable mean or median gender pay gap in respect of bonus payments.

**Proportion in quartile pay bands**



The images above illustrate the gender distribution within 4 similarly sized pay bands and shows that we employ a greater number of women in each quartile and therefore overall.

**Declaration**

We are confident that men and women are paid equally for doing equivalent jobs across our business. Our overall figures also include our flexible workforce who we employ to provide an excellent service to our clients. We will continue to promote gender diversity in all areas of our workforce and are committed to work with our clients in reducing our gender pay gap.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Karen Bull**

**Operations Director**