

2019 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 5th April 2019.

Pay		
	Mean	Median
Men	£14.18	£11.09
Women	£13.71	£11.43
Gender Pay Gap %	3.27%	-3.07%

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

Since 2018, the mean pay gap has adjusted slightly (1.26%) in favour of men and the median pay gap slightly (1.12%) in favour of women.

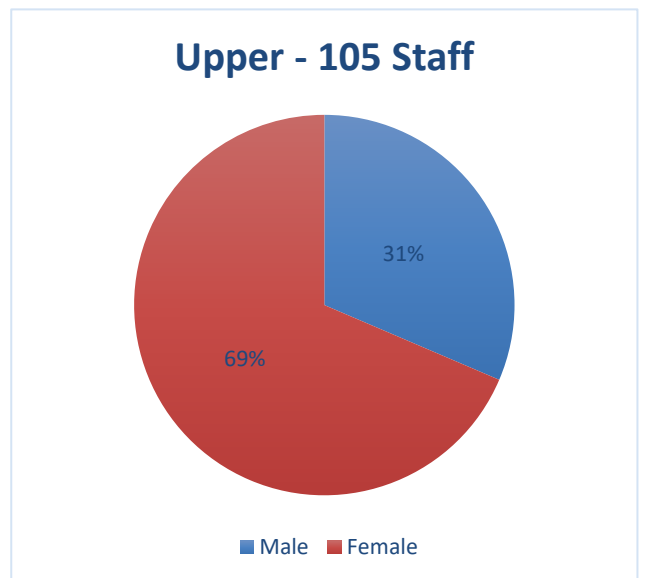
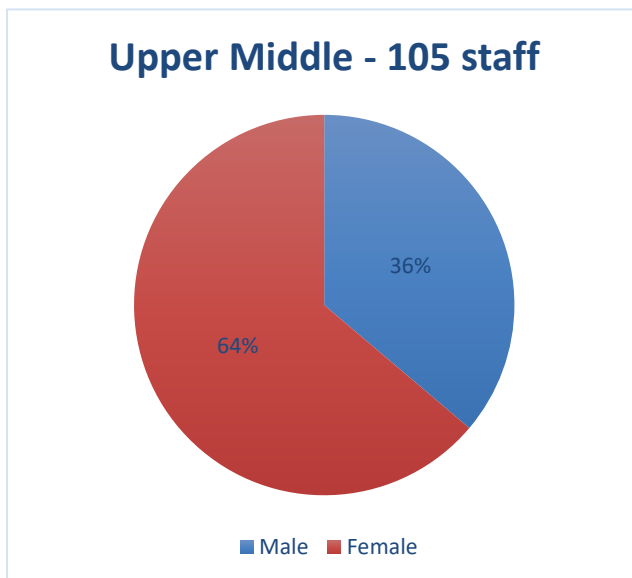
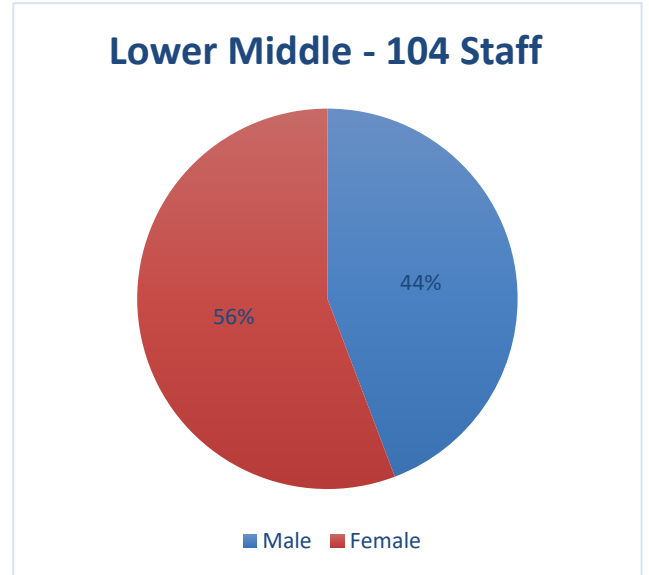
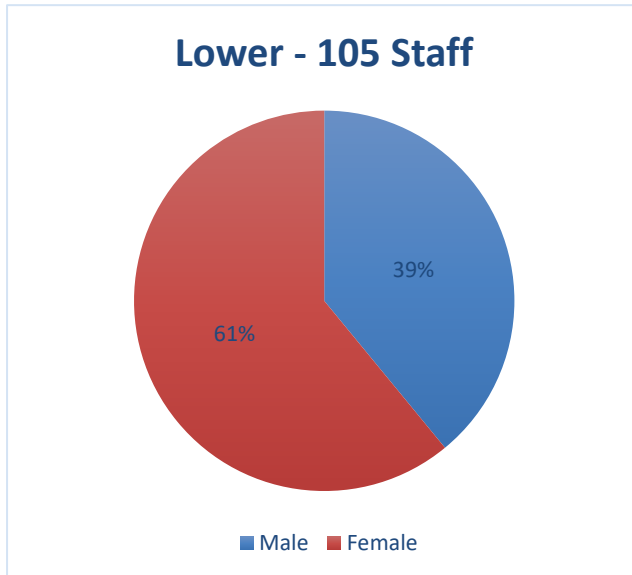
Bonus

The chart below shows the % of men and women in the workforce receiving bonus payments between 6th April 2018 and 5th April 2019.

% of workforce receiving bonus payments	
Men	0%
Women	3.45%

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

Proportion in quartile pay bands



The images above illustrate a larger workforce in 2019 than in 2018, principally because the snapshot date was not in school Easter holidays (and so our predominantly female education workforce were included).

As a result the quartile proportions are more similar to 2017 than 2018 and show that we employ a larger proportion of women in all quartiles 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, but who are subject to seasonal fluctuations (as illustrated by the changes caused by the 2018 snapshot date being in school holidays). We will continue to promote gender diversity in all areas of our workforce and are committed to work with our clients in reducing any 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

Director