

2020 Gender Pay Gap Report

City of York Trading Ltd (trading as WorkwithYork, WorkwithSchools and WorkwithYorkshire) 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 2020.

| Pay | | |
|------------------|--------|--------|
| | Mean | Median |
| Men | £13.45 | £11.09 |
| Women | £14.55 | £12.50 |
| Gender Pay Gap % | -8.15 | -12.71 |

These figures illustrate that women in our workforce are paid slightly more than men when using both the median and mean average pay measurements and therefore there is a negative gender pay gap in both cases.

Since 2019, both pay gaps have adjusted in favour of women - the mean by 11.42% and the median pay gap by 9.64%.

Bonus

The chart below shows the % of men and women in the workforce receiving bonus payments between 6th April 2019 and 5th April 2020.

| | Mean Bonus Pay | Median Bonus Pay | % of Workforce Receiving Bonus Payments |
|------------------|----------------|------------------|---|
| Men | £1,373 | £1,373 | 1.34 |
| Women | £2,507 | £2,437 | 3.40 |
| Gender Pay Gap % | -82.59 | -77.49 | |

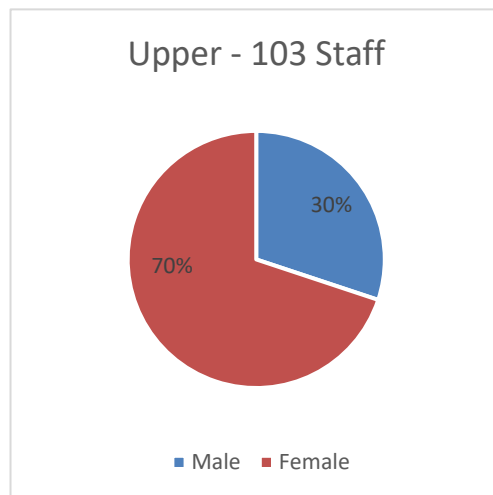
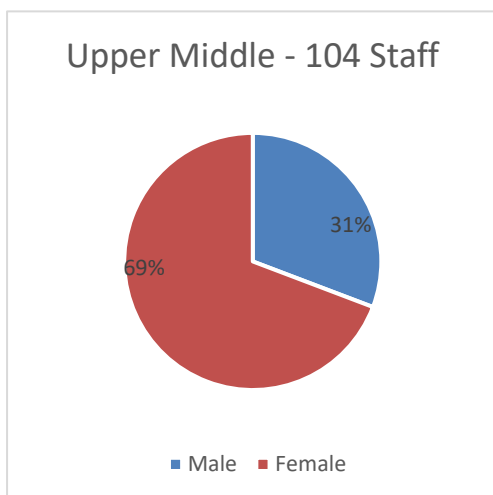
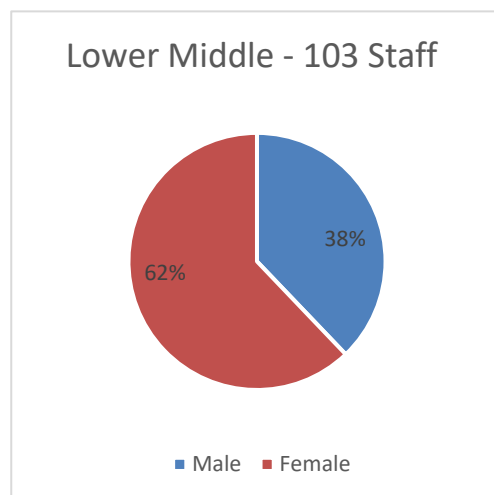
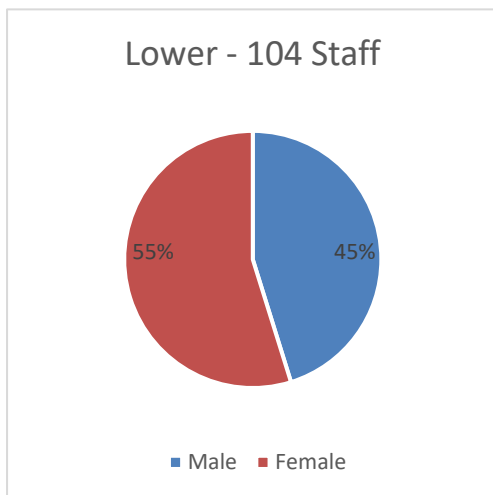
Only some permanent employees in the Company's workforce were eligible for bonus payments during 2019/2020. The large number of the Company's temporary workers were therefore excluded from this calculation – hence the small percentages overall.

The Company's permanent staff at this time were over 80% female. In addition, either for contractual reasons or because they joined the Company part-way through the financial year, there were permanent employees of both genders either receiving bonus payments pro-rata or else not eligible for bonus at all.

The breakdown of Company permanent employees receiving bonus was in line with the overall gender breakdown of this group at 82% female, 18% male – and eligibility for bonus was applied equally across both genders.

Overall because of the higher representation of female staff in the Company's permanent employment at all levels, both the mean and median bonus pay amounts were higher for female staff, resulting in a negative gender pay gap in both cases.

Proportion in quartile pay bands



The images above illustrate a total workforce broadly in line with 2019 as again the snapshot date was outside school Easter holidays (so our predominantly female temporary education workforce were included).

Both Upper Middle and Upper quartiles include a number of interim professionals, in particular teachers and social workers (who are, in our workforce, mostly female) so these quartiles contain a greater percentage of female staff.

As in previous years, in both our permanent employees and temporary workforce, the Company employs 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 interim/temporary workforce who we employ to provide an excellent service to our clients, and here is clear that some occupations have larger number of female workers than others.

We will continue to promote gender diversity in all areas of our workforce and are committed to work with our clients in reducing any future 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
Managing Director