



2025 Gender Pay Gap Report

City of York Trading Ltd (in 2025 trading as WorkwithYork, WorkwithSchools, WorkwithYorkshire and Williams & Anthony) 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 hourly rates) of men and women paid by City of York Trading Ltd on 5th April 2025.

| | Pay | |
|---------------------------|-------|--------|
| | Mean | Median |
| Male | 16.15 | 14.20 |
| Female | 17.63 | 14.53 |
| Gender Pay Gap (%) | -9.2 | -2.3 |

These figures illustrate that women were paid more than men on an average based on both mean and median pay, leading to a negative gender pay gap, in both cases, though the gap for median pay is smaller.

Bonus

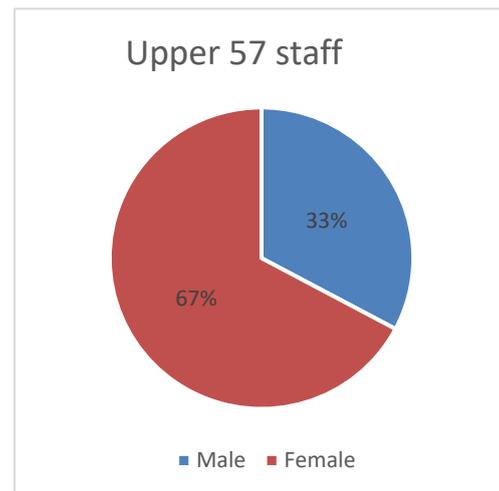
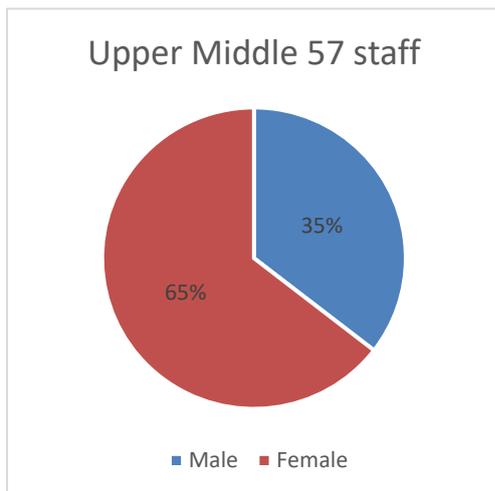
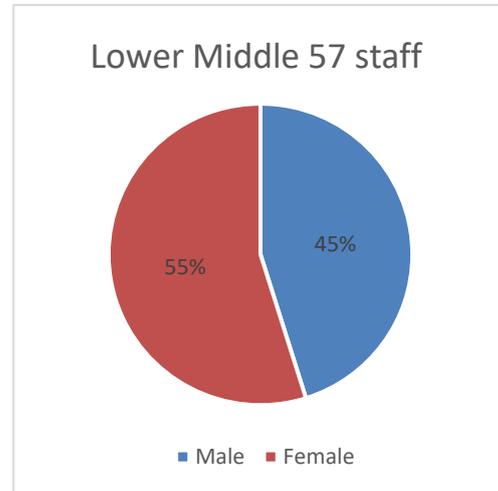
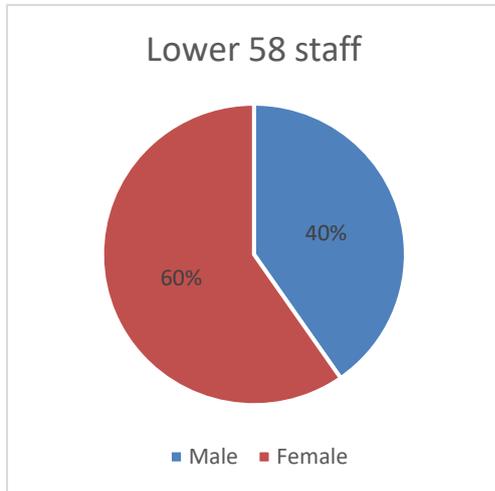
The chart below shows the % of men and women in the workforce receiving bonus payments between 6th April 2024 and 5th April 2025.

| | Bonus Pay | | |
|---------------------------|-----------|---------|-------------|
| | Mean | Median | Proportions |
| Male | 2183.21 | 2183.21 | 2.11% |
| Female | 834.86 | 1106.39 | 4.61% |
| Gender Pay Gap (%) | 61.8 | 49.3 | |

Only some permanent employees in the Company's workforce were eligible for bonus payments during 2024/2025. The Company's temporary workers were therefore excluded from this calculation.

The Company's permanent staff group was 78% female in 2024/25. There was no company-wide bonus paid during this period and bonuses paid were departmental and only paid to specific groups of staff who made up 50% of the permanent workforce. The Company continues to employ more female staff permanently at all levels including several working part-time. Due to changes in client demand, higher bonus payments were made in a department with more full time and more male staff, whilst other departments with lower client demand received smaller bonus payments during the period. Though the pay gap appears large on both a mean and median basis, bonus payments were modest, and the overall proportion of total staff very small.

Proportion in quartile pay bands



Unlike the previous two years reports, these figures did include our predominantly female temporary education workforce. In all quartiles and overall, the company continued to employ substantially more woman than men, a result also seen in previous years. This balance was slightly closer for both lower and lower middle where there were more male, mostly manual and trades staff.

With temporary staff numbers higher than in previous years (owing to both increased client demand and the inclusion of education staff) , the company's permanent workforce made up a relatively small proportion of the total staff included in these charts (only 7% compared to 18% for 2024).

Declaration

City of York Trading Ltd continues to be 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.

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
Managing Director