

## **2018 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 2018.

<b>Pay</b>		
	<b>Mean</b>	<b>Median</b>
<b>Men</b>	£13.31	£10.50
<b>Women</b>	£13.60	£10.51
<b>Gender Pay Gap %</b>	-2.20%	-0.10%

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

Since 2017, the mean pay gap has adjusted slightly (4.21%) in favour of women and the median pay gap slightly (1.85%) in favour of men.

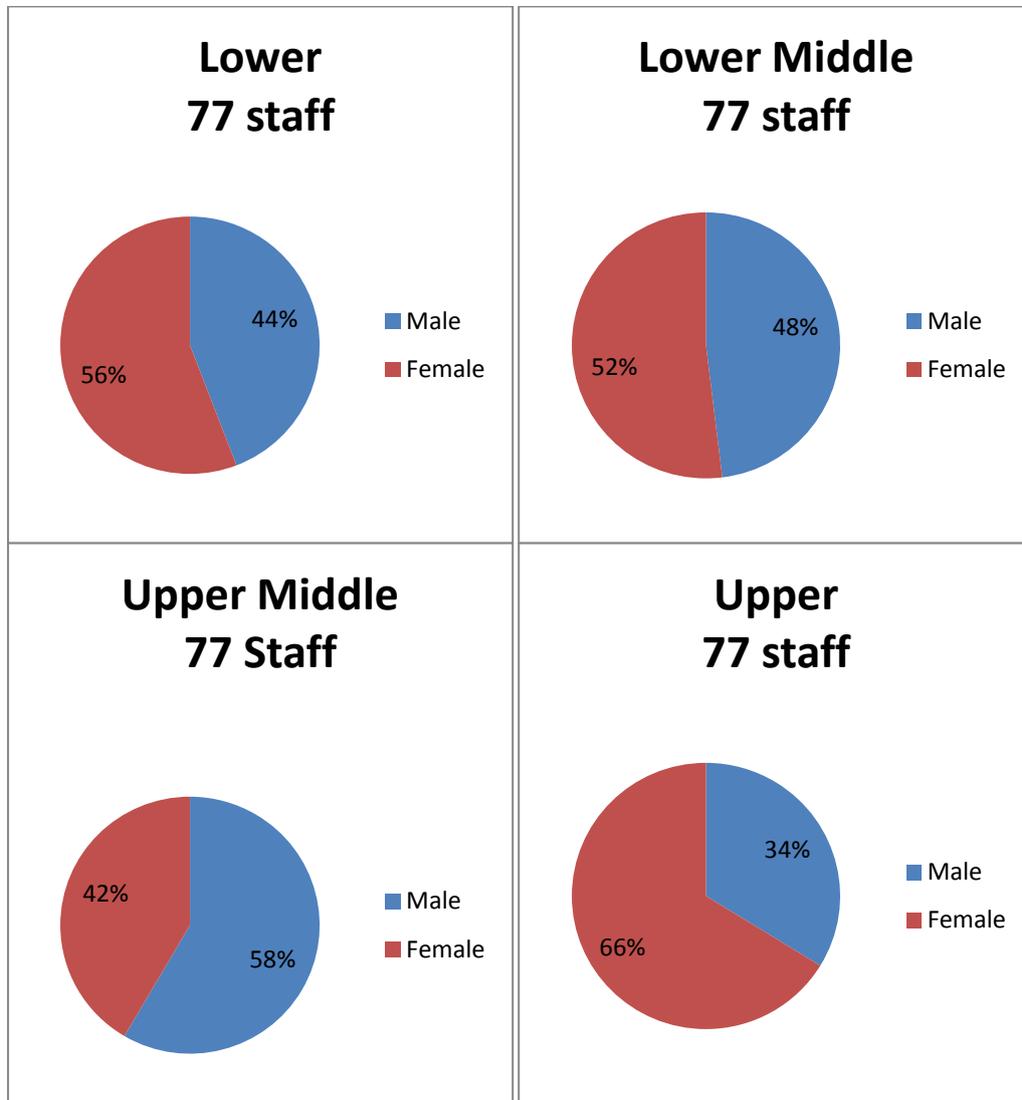
### **Bonus**

The chart below shows the % of men and women in the workforce receiving bonus payments between 6<sup>th</sup> April 2017 and 5<sup>th</sup> April 2018.

<b>% of workforce receiving bonus payments</b>	
<b>Men</b>	0%
<b>Women</b>	3.01%

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 smaller workforce in 2018 than in 2017, principally because the snapshot date fell within the school Easter holidays (therefore excluding our education workforce who were not working).

By excluding this predominantly female education workforce, the quartile boundaries have been significantly altered compared to 2017, and the proportion of women in the Lower Middle and Upper Middle Quartiles appears to have reduced compared to 2017. Overall there was a smaller female workforce on the snapshot date than in 2017 ( 17% higher than male in 2018, compared to 55% higher in 2017).

**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**

**Operations Director**