

## 2022 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 5<sup>th</sup> April 2022.

Pay		
	Mean	Median
<b>Male</b>	12.47	10.46
<b>Female</b>	16.92	13.16
<b>Gender Pay Gap (%)</b>	-35.7	-25.8

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

Since 2021, both pay gaps have adjusted in favour of women - the mean by 30.7% and the median pay gap by 25.7%.

### Bonus

The chart below shows the % of men and women in the workforce receiving bonus payments between 6<sup>th</sup> April 2021 and 5<sup>th</sup> April 2022.

Bonus Pay			
	Mean	Median	Proportions
<b>Male</b>	1901.14	1901.14	1.5
<b>Female</b>	2238.52	1399.28	3.6
<b>Gender Pay Gap (%)</b>	-17.7	26.4	

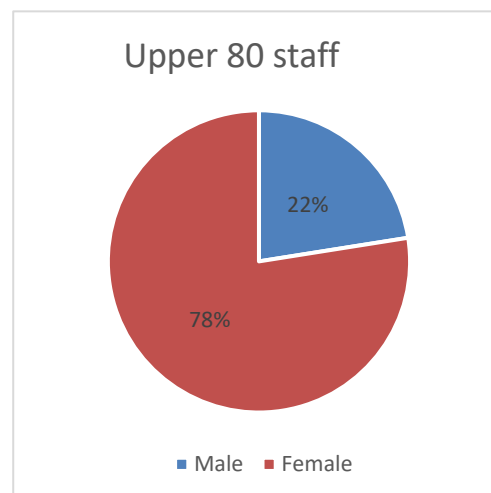
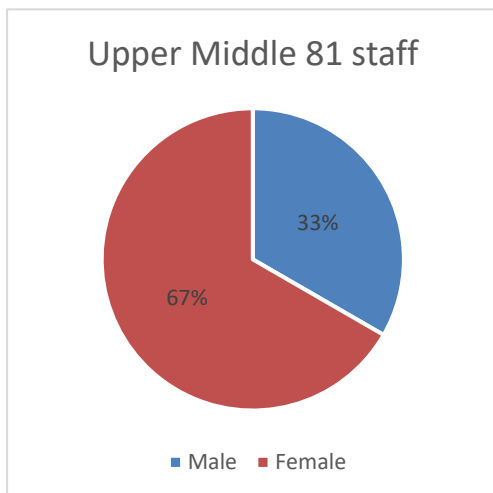
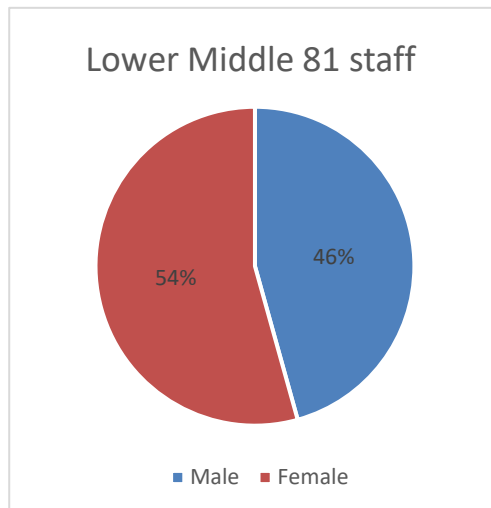
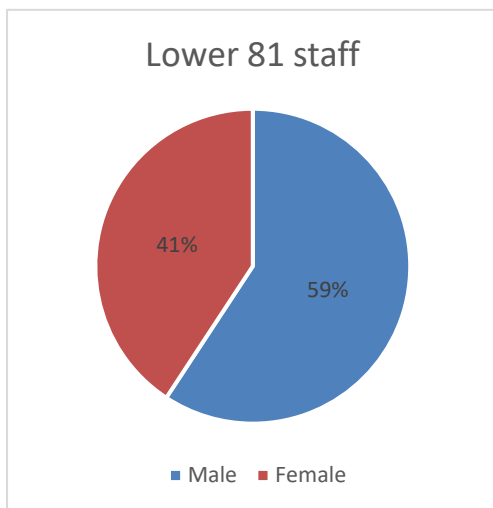
Only some permanent employees in the Company's workforce were eligible for bonus payments during 2021/2022. The large number of the Company's temporary workers were therefore excluded from this calculation – hence the relatively small percentages overall.

The Company's permanent staff group was over 87% female during this period. Some bonuses were linked to overall company performance and therefore not always paid, other bonuses were divisional and only paid to specific groups of staff. In addition, because they joined the Company part-way through the financial year, there were some new permanent employees either paid bonus pro-rata or else not eligible for bonus at all.

The breakdown of Company permanent employees receiving bonus was therefore a little more swayed to males than the overall gender breakdown of this group at 78% female, 22% male – though eligibility for bonus was applied equally across both genders.

The Company employs more female staff permanently at all levels including several working part-time, and the mean average bonus pay was higher for female staff, resulting in a negative gender pay gap. However the smaller number of full time male permanent staff had a higher median average, resulting in a larger gender pay gap using this measurement.

**Proportion in quartile pay bands**



The images above illustrate a total workforce of a similar size to last year though including our predominantly female temporary education workforce, owing to the dates of school Easter holidays. Inclusion of this group, along with a number of mostly interim professionals, in particular social workers (who were, in our workforce, mostly female), explains the substantial Upper Middle and Upper quartile changes since 2021.

Though more men than women were employed in temporary mainly manual roles in the lower quartile, as in previous years, across both our permanent employees and temporary workforce, the Company employed a larger proportion of women in the other three 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.

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.

A handwritten signature in black ink, appearing to read 'Karen Bull', with a horizontal line extending to the right from the end of the signature.

**Karen Bull**  
**Managing Director**