

2021 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 2021.

Pay		
	Mean	Median
Men	£13.62	£11.76
Women	£14.30	£11.65
Gender Pay Gap %	-5.0	0.9

These figures illustrate that women in our workforce are paid a little more than men when using both the mean average pay measurements (where there is a negative gender pay gap) and men very slightly more than women using the median with a gender pay gap of less than 1%.

Since 2020, both pay gaps have adjusted in favour of men - the mean by 3.15% and the median pay gap by 11.81%.

Bonus

The chart below shows the % of men and women in the workforce receiving bonus payments between 6th April 2020 and 5th April 2021.

	Mean Bonus Pay	Median Bonus Pay	% of Workforce Receiving Bonus Payments
Men	£1,933	£2,766	2
Women	£2,195	£2,179	7.4
Gender Pay Gap %	-13.6	21.2	

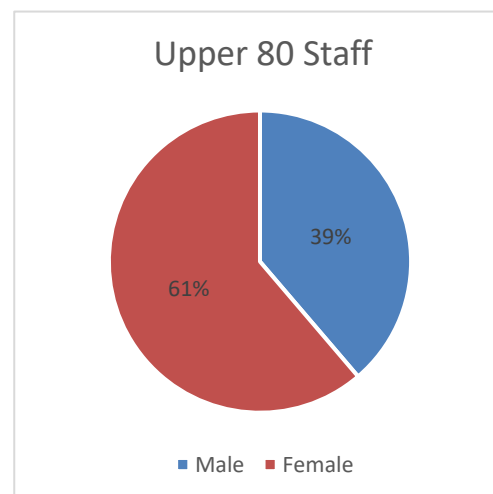
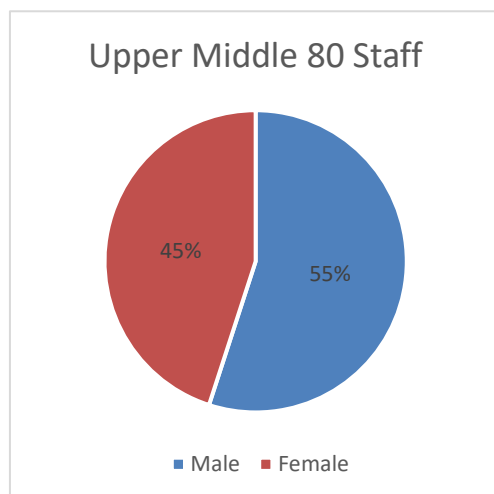
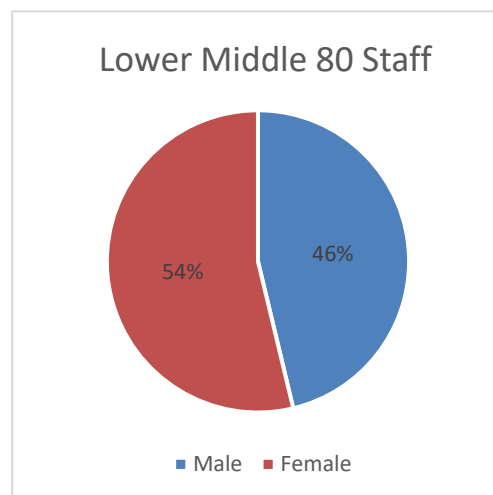
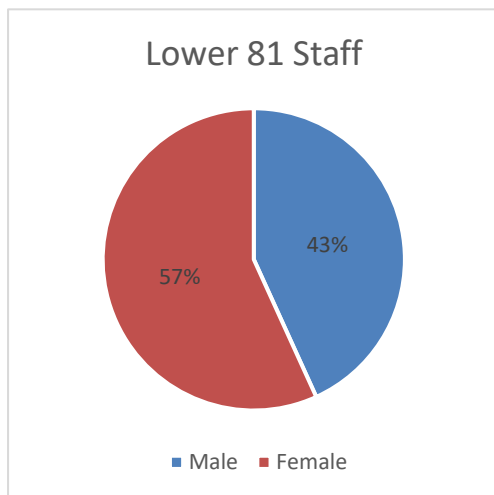
Only some permanent employees in the Company's workforce were eligible for bonus payments during 2020/2021. The large number of the Company's temporary workers were therefore excluded from this calculation – hence the relatively small percentages overall.

The Company's permanent staff remained at 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 81% female, 19% male – and 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 smaller than both 2020 and 2019 as again the snapshot date was in school Easter holidays (so our predominantly female temporary education workforce were excluded).

This largely explains the dramatic Upper Middle quartile proportion change since 2020, as well as the less noticeable change in the Upper quartile.

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 on this particular snapshot date our schools workforce were on holiday.

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