



2024 Gender Pay Gap Report

City of York Trading Ltd (in 2024 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 employed at City of York Trading Ltd on 5th April 2024.

	Pay	
	Mean	Median
Male	15.85	14.59
Female	17.71	13.77
Gender Pay Gap (%)	-11.7	5.6

These figures illustrate that women are paid significantly more than men on an average based on mean pay, leading to a negative gender pay gap, and that on a median basis men are paid more than women, with a smaller gender pay gap.

Bonus

The chart below shows the % of men and women in the workforce receiving bonus payments between 6th April 2023 and 5th April 2024.

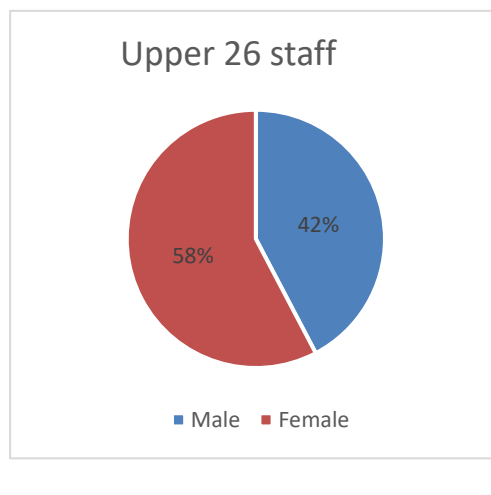
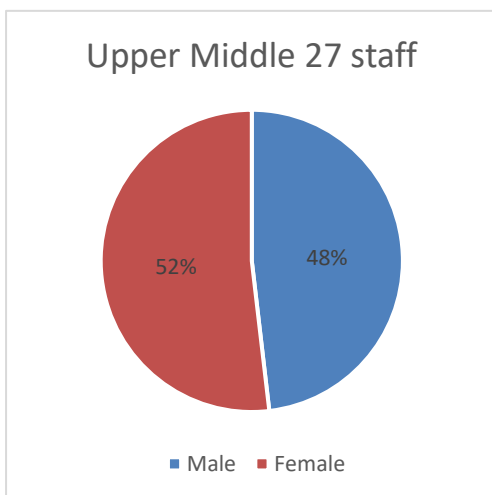
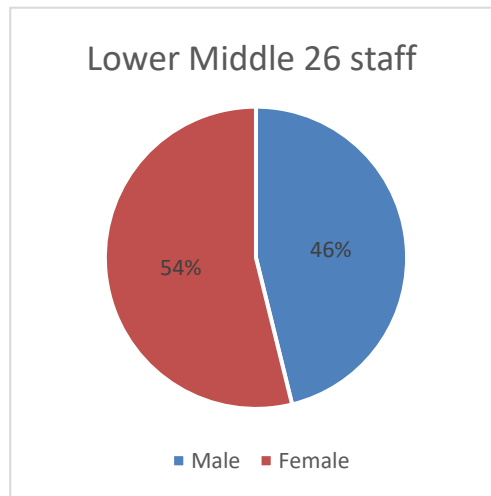
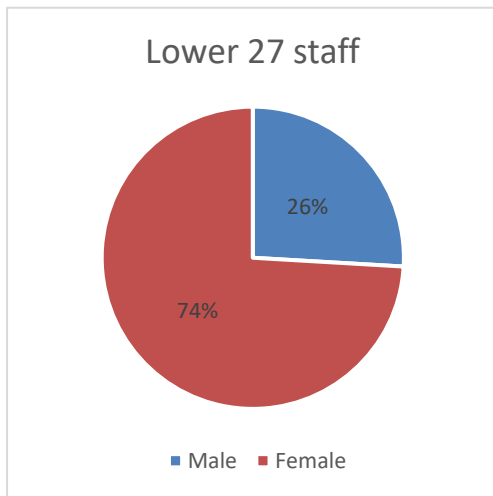
	Bonus Pay		
	Mean	Median	Proportions
Male	4568.32	4568.32	4.65%
Female	6166.30	4575.00	26.98%
Gender Pay Gap (%)	-35.0	0.1	

Only some permanent employees in the Company's workforce were eligible for bonus payments during 2023/2024. The Company's temporary workers were therefore excluded from this calculation.

The Company's permanent staff group was nearly 90% female during this period. Some bonuses were linked to overall company performance, other bonuses were divisional and only paid to specific groups of staff and others paid to some staff to assist with cost of living challenges. In addition, because they joined or left the Company part-way through the financial year, there were some permanent employees either paid bonus pro-rata or else not eligible for bonus at all.

The Company employs more female staff permanently at all levels including several working part-time, and the mean average bonus pay was substantially higher for female staff, resulting in a negative gender pay gap. However the median average was almost the same across male and female staff, resulting in just a 0.1% gender pay gap using this measurement.

Proportion in quartile pay bands



The charts above again exclude our predominantly female temporary education workforce owing to the dates of school holidays.

Despite this in all quartiles and overall, the company continues to employ substantially more woman than men, a result seen in previous years. This balance is closer for both lower middle and upper middle where there are more male, mostly manual and trades staff.

As with last year, with temporary staff numbers relatively lower (reduced client demand continuing and education staff excluded), the company's permanent workforce makes up a relatively large proportion of the total staff included in these charts (just under 18% overall and 14% of lower, 11% of both lower middle and upper middle, and 33% of upper quartiles).

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