

GENDER PAY GAP REPORTING

Inclusiveness is fundamental to the ethos of the YMCA Movement. We have a wholehearted commitment to welcome everyone. This includes ensuring that diversity is reflected strongly within our structures and that the services and activities managed by YMCA England & Wales are designed to provide equal opportunities.

Salaries are based on the role regardless of the gender of the person performing the duties. YMCA England & Wales operates a staff grading system for all roles, where points are allocated based on the skills and responsibility of each role which determines the salary level for that role. Salary levels for each grade are set by benchmarking against other voluntary sector organisations.

As we have more than 250 staff we are required to give our gender pay analysis in the statutory format, as at 5 April 2018:

Pay level	Male employees	Female employees
Number of employees	69	201
Quartile 1 (highest)	43%	57%
Quartile 2	29%	71%
Quartile 3	9%	91%
Quartile 4 (lowest)	21%	79%
Average hourly rate	£14.83	£10.45
Median hourly rate	£10.41	£8.40

No bonuses are paid to staff.

Almost 75% of the staff working for YMCA England & Wales at April 2018 were female and over 80% of the staff work in Retail (many of whom welcome the ability to work part-time). As a consequence the above analysis is distorted.

Separating the results of Retail staff from non-Retail staff gives the following analysis:

Pay level	Retail		Non-Retail	
	Male employees	Female employees	Male employees	Female employees
Quartile 1 (highest)	7%	18%	37%	38%
Quartile 2	27%	64%	2%	7%
Quartile 3	9%	91%	0%	0%
Quartile 4 (lowest)	21%	79%	0%	0%
Average hourly rate	£9.97	£9.00	£24.54	£19.44
Median hourly rate	£8.75	£8.40	£22.39	£17.00

Commentary:

- Almost 75% of staff working for YMCA England & Wales are female
- In every pay quartile YMCA England & Wales employs more women than men (which is common throughout the voluntary sector). This is partly due to the range of family friendly and flexible working policies available to staff. The pay disparity shown in the table is largely due to the relatively low number of male employees
- As at April 2018, there were 4 people on the Senior Management Team of which 2 were female and 2 male. Over 80% of our staff work in the retail operation. Hourly rates for the Retail staff have been increased and from March 2019 at the lowest level will be above the rates required by the National Living Wage.