

# Gender Pay Gap Report 2020

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21 March 2020

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Director of People

## Snapshot of 5 April 2019

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Our mean gender pay  
gap is -5%

Our median gender pay  
gap is 5%

Under the law, men and women must receive equal pay for:

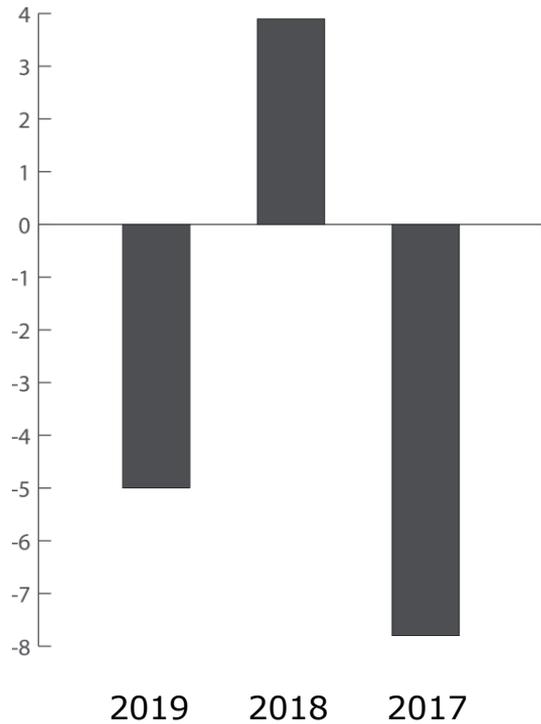
- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme
- work of equal value.

YMCA St Paul's Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

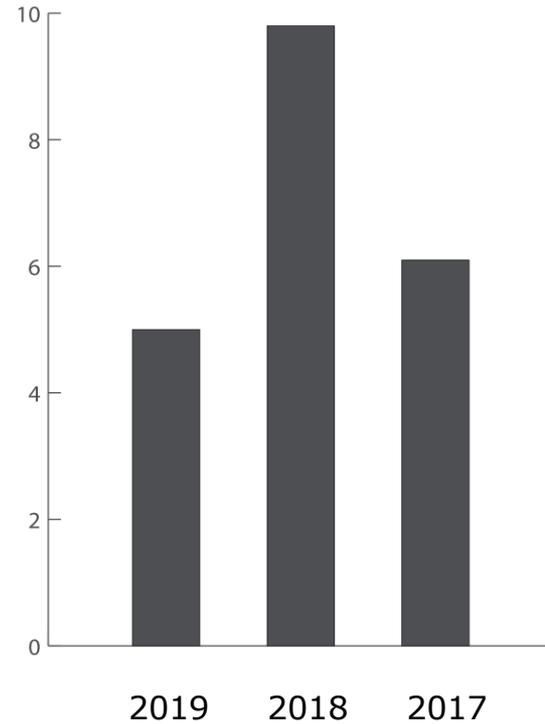
# Year on Year

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The graphs below show the trend year on year in relation to our gender pay gap report.

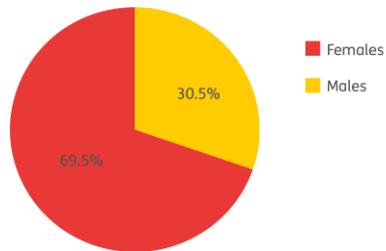


Mean Gender Pay Gap



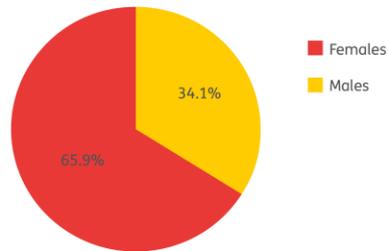
Median Gender Pay Gap

# Gap in Pay Quartiles



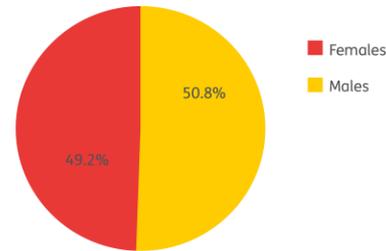
**Band A**

All employees whose standard hourly rate places them at or below the lower quartile



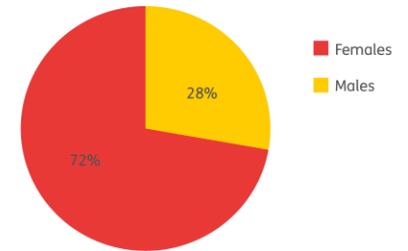
**Band B**

All employees whose standard hourly rate places them above the lower quartile but at or below the median



**Band C**

All employees whose standard hourly rate places them above the median but at or below the upper quartile



**Band D**

All employees whose standard hourly rate places them above the upper quartile

In band C the split of pay is 50.8% male and 49.2% female. Whilst this may not seem that the gap is significant, when you compare this ratio to the total number of employees by gender, 35.9% male and 64.1% female, it means that whilst there are significantly less men within our workforce they are occupying a greater percentage of middle management roles.

Conversely the top pay band of the organisation the ratio of men to female staff paid at this level is 72% women and 28% men which is a reversal of the trend in the middle management roles and once again given that the all staff workforce profile is 35.9% male and 64.1% female reveals a gender pay balance in favour of women at this level.

It is encouraging to note that in the lower levels pay in Band A & B the ratios of male and female pay falls within 5% of the all staff workforce profile. This indicates that there is little or no gender pay gap at these levels.

## Underlying Causes

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We have reviewed the pay for key roles in September 2019 and have used this information to inform the pay when recruiting new posts.

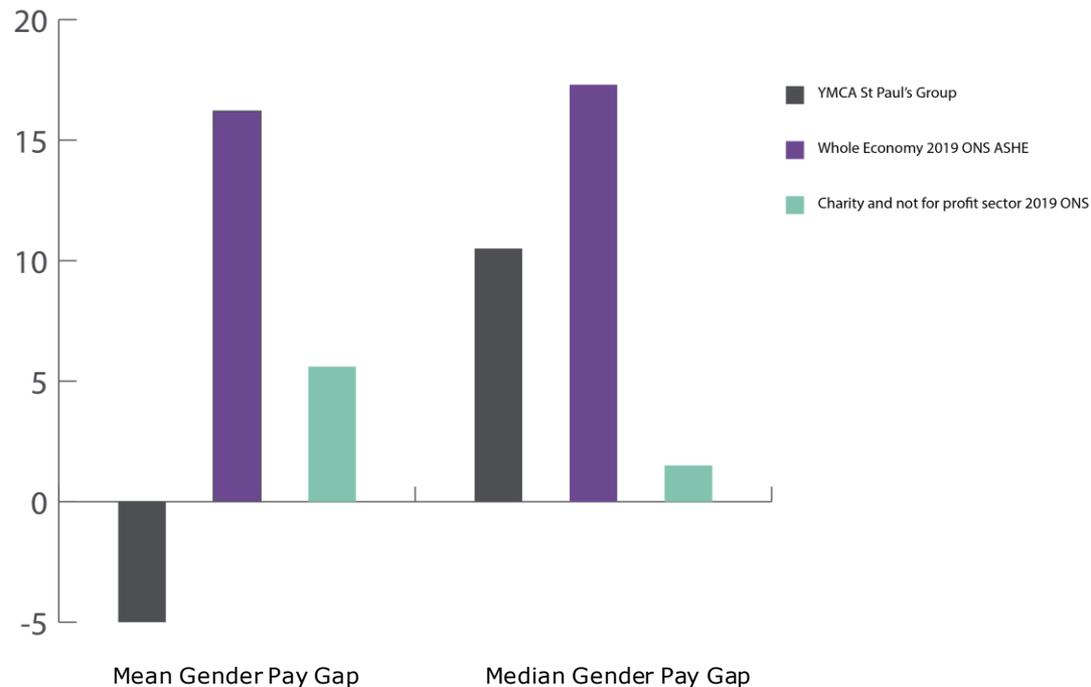
We have also conducted a review of pay for existing management posts and will support the review of operational posts over the coming months.

We have evaluated a number of key job roles and reviewed the pay for these roles using external salary survey benchmarking. Our gender pay gap does not stem from paying men and women differently for the same or equivalent work. In fact our mean gender pay gap indicates that women are paid slightly more than men (-5%) which is equal to the sum of £.67p. Our median gender pay gap swings the opposite way in favour of a 5% pay gap in favour of men which is equal to the sum of £.56p.

Our gender pay gap exists due to a need to continue to increase the number of female workers in middle management roles.

# How do we compare?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that YMCA St Paul Group's gap compares favourably with that of other organisations, including those within our industry.



## What we are doing

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While YMCA SPG's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the Charity and Not for profit sector, we are not being complacent, and we are committed to doing everything that it can to continue to reduce our pay gap – particularly where there is a negative pay gap in relation to women.

To date, the steps that YMCA SPG has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating more middle management role:** YMCA SPG undertook a review of our Management structure and created a number of additional middle management roles. Recruitment into these roles has been completed. Of the 11 posts at the middle management level 55% are filled by women 35.5 men and 9.5% remains to be filled.
- **Leadership Development:** YMCA SPG has encouraged all middle managers to take part in a leadership development programme delivered by external training providers 05 the Management Centre. This has enabled staff to develop skills in in key areas of the leadership competency framework.

## In the coming year

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In the coming year, YMCA SPG is also committed to:

- Introducing a suite of family friendly policies, to support employees to work whilst balancing care for elderly relatives and/ or children.
- Seek to raise the profile of the organisation as one that is seeks to provide an environment that treats people fairly and has a commitment to Diversity and Inclusion
- Set out our commitment to becoming an organisation that meet s the Good work Standard established by the Mayor's Office.

Any further initiatives launched throughout the year will be reported on the company intranet.