

# Gender Pay Gap Report 2020

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5 April 2021

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Director of People

## Snapshot of 5 April 2020

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Our mean gender pay gap is 0.7%

Our median gender pay gap is 7.3%

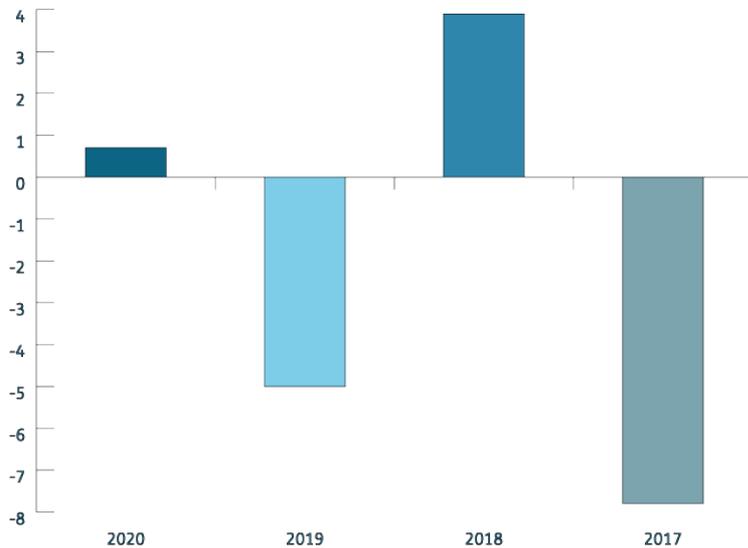
Under the law, men and women must receive equal pay for:

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

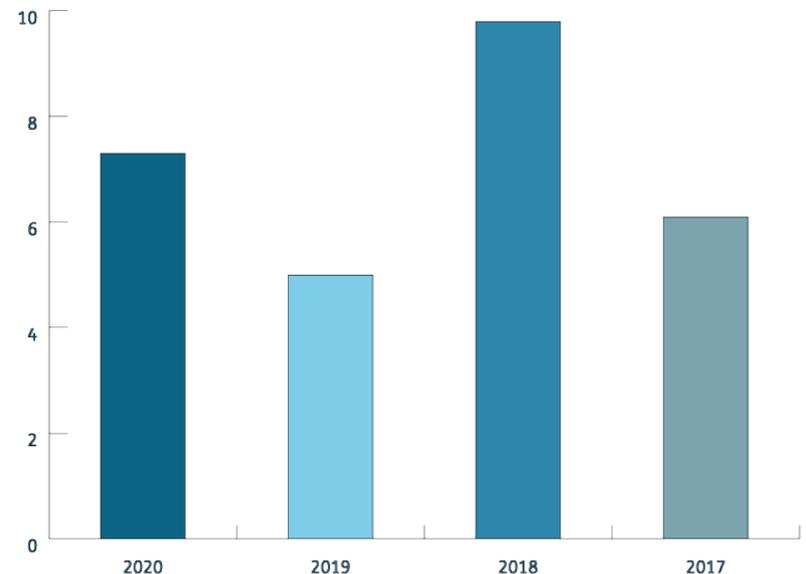
YMCA St Paul's Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying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

# Year on Year

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

## Background

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This is the fourth year that organisations who are required to publish their Gender Pay Gap have published their results.

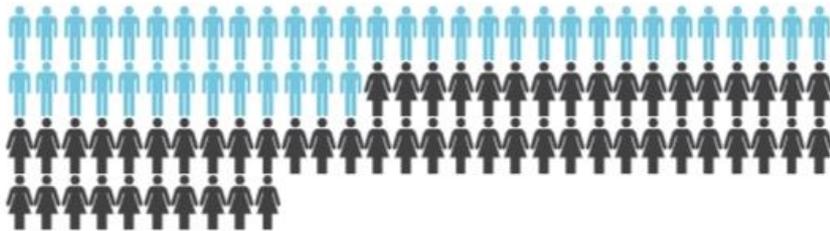
It is important to note that in the first two years of reporting – 2017 and 2018, the organisation went through three mergers, acquiring and losing staff.

Our 2019 GPG data was the first year of reporting following the merger of YMCA West London, but these figures still do not include the staff within the West London subsidiary, but do include staff who joined YMCA SPG from the West London finance, HR and IT teams.

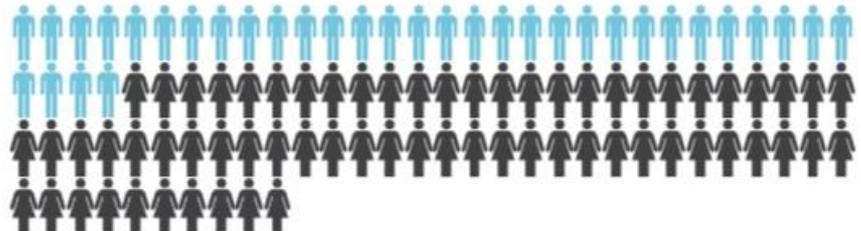
# What we are doing

Initiative	Outcome
Monitor recruitment to report on the ratio of appointments women to men	Applications were split as follows: Women (57%), men (42%) Appointments were split as follows: Women (66%), men (34%) Conversions for women are higher at the appointment stage.

**57%** of all applications came from women



**66%** of all appointments made were women

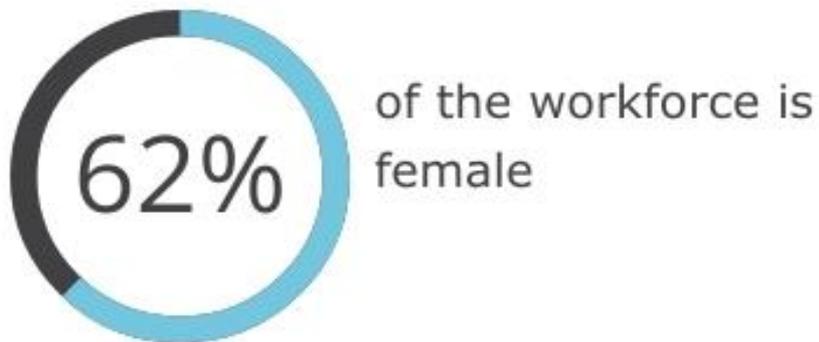


## What we are doing

<b>Initiative</b>	<b>Outcome</b>
Monitor the number of employees promoted by gender	The Senior Management structure implemented in 2019 resulted in several new female appointments at Senior Management level and has contributed to almost zero pay gap reported for 2020.
<b>Initiative</b>	<b>Outcome</b>
Monitor the starting salary of men and women on appointment	We continue to review the salaries of new and existing roles to ensure that there is internal and external parity.
<b>Initiative</b>	<b>Outcome</b>
Monitor the number of women and men in each pay band	We will include a more detailed analysis of pay once new pay structure has been fully implemented.
<b>Initiative</b>	<b>Outcome</b>
Introduce a new pay and grading system across the YMCA SPG	Staff pay review is in progress and will be completed in 20/21. Once completed we will be able to provide a more comprehensive analysis of pay in relation to our grading structure.

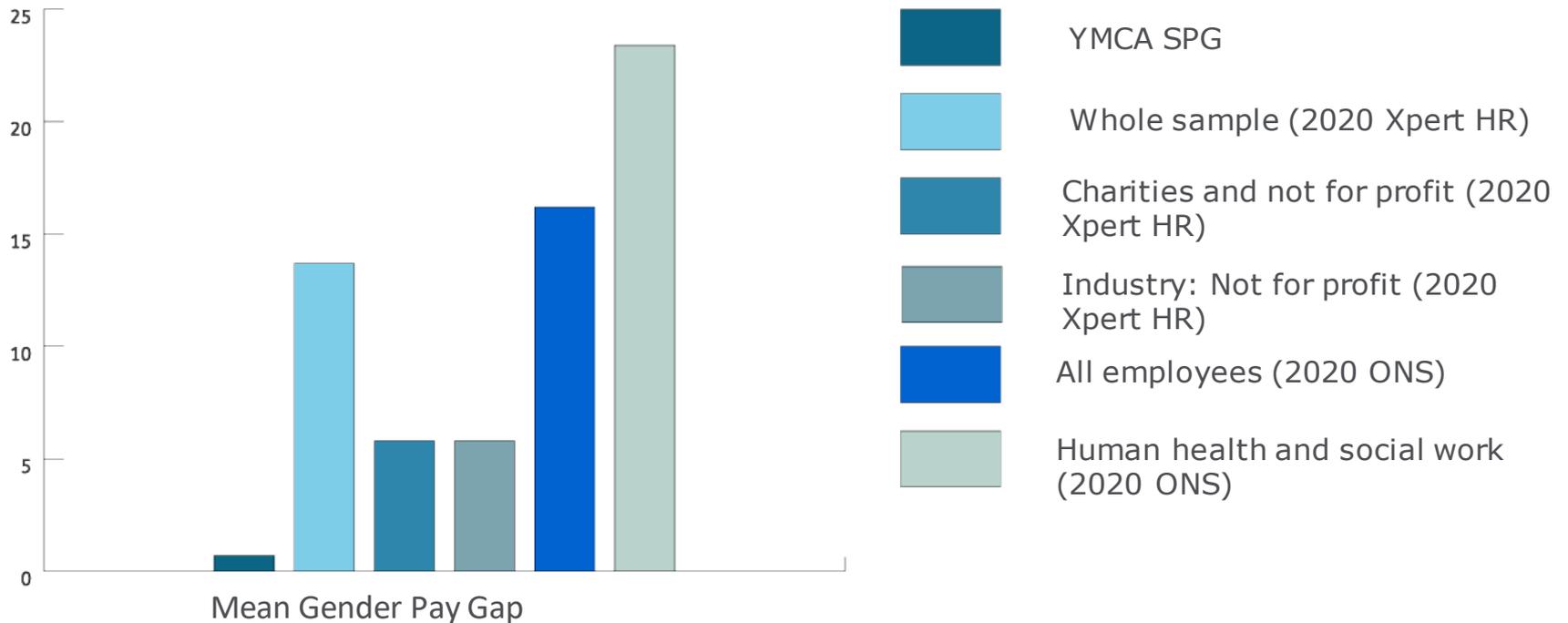
## What we are doing

Initiative	Outcome
Monitor the reasons for staff leaving to determine whether the organisation provides an inclusive and flexible working environment	The proportion of female to male leaver is 73% and 27% respectively. With the current workforce profile of 62% female and 38% male, this shows that proportionately more females are leaving the organisation (11%). The main reason for leaving given is end of contract or redundancy.



# How do we compare?

Our mean Gender Pay Gap has consistently been below that of the national average. We have also compared favourably to those in our sector.



## Summary

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The analysis of our Gender Pay Gap does not reveal any current issues that we need to address in terms of Gender Pay. We have an excellent result of 0.7% mean gender pay which is a significant result.

As we continue to review pay at the lower levels of the organisation it is likely to negatively influence our pay gap in the next year of reporting. This is due to staff who are currently sitting in the second to lowest quartile (B) have not had a pay review for almost three years. It is likely that harmonising pay at this level will increase the level of women to men in this quartile which currently shows a gender balance of 36.1% male and 64.9% female which is very close to our current overall workforce profile (62% female and 38% male).