

# YMCA St Paul's Group Gender Pay Gap Report 2022

Created by



## Summary:

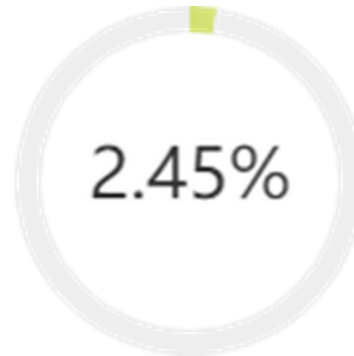
Our mean unadjusted pay gap is 2.4% this equates to an insignificant gap in pay in favour of men of £0.35 and our median unadjusted pay gap is 2.96% which equates to a positive pay gap in favour of men of £0.33. This is a very good outcome for YMCA SPG and closes our pay gap on previous years.

There are a number of outliers that have been highlighted in the data. These are staff whose rate of pay is considerable higher or lower than the overall pattern of the dataset. This can have an impact upon our results and/or may highlight pay disparities. These staff will be reviewed to ensure pay and salary are accurately and fairly distributed.

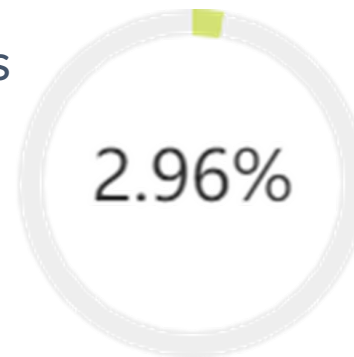


## Pay

Women's mean hourly rate is 2.45% less  
Mean pay per hour for men: 14.30  
Mean pay per hour for women: 13.95  
Difference in pay: 0.35



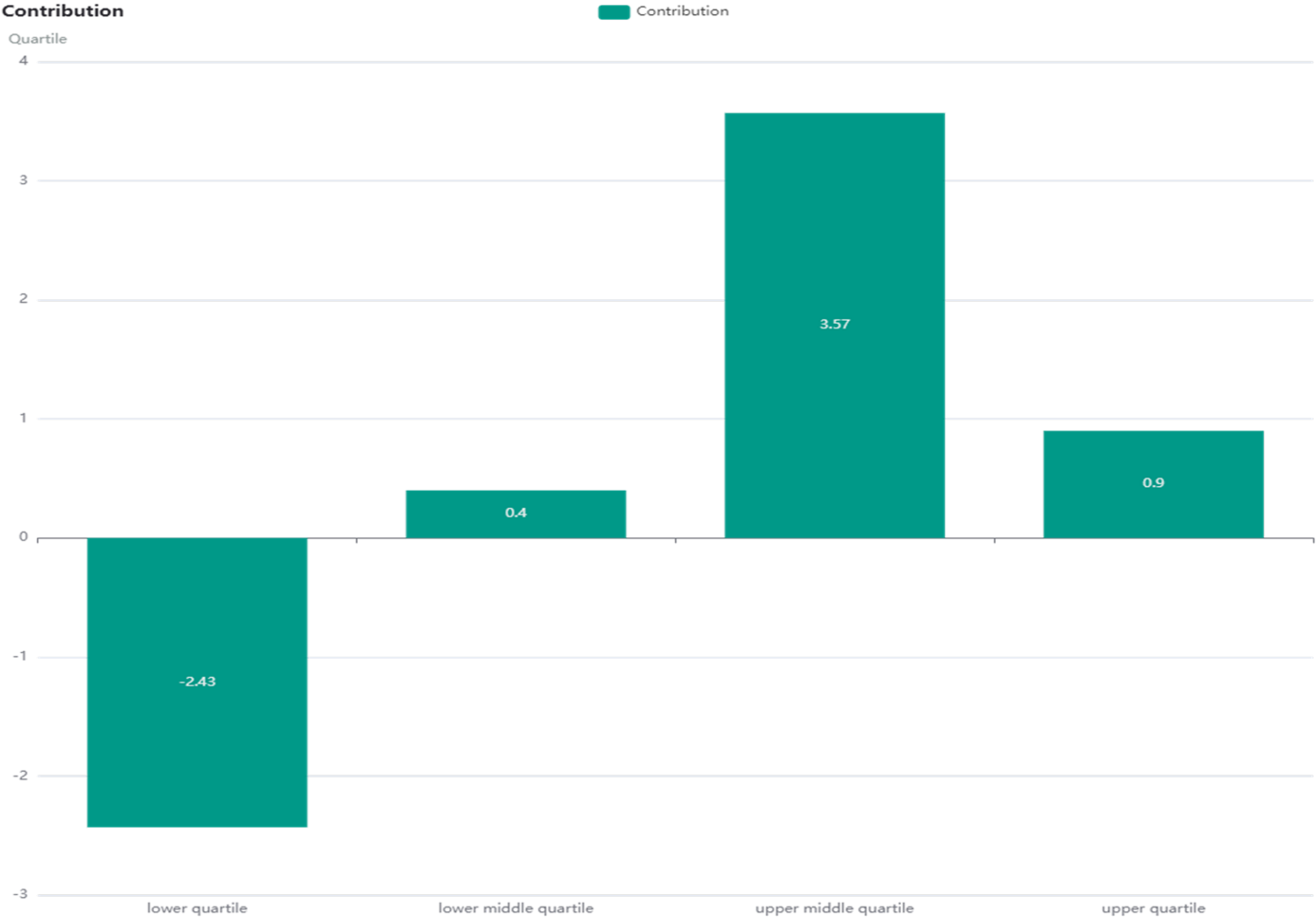
Women's median hourly rate is: 2.96% less  
Median pay per hour for men: 11.26  
Median pay per hour for women: 10.93  
Difference in pay: 0.33



# Detailed Report Analysis By Quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	9.28	9.29	-0.09%	-0.03%	32.43%	67.57%	-2.43%
Lower middle quartile	10.07	10.08	-0.03%	-1.18%	36.36%	63.64%	0.4%
Upper middle quartile	13.08	12.88	1.55%	0%	39.09%	60.91%	3.57%
Upper quartile	24.61	23.70	3.7%	-4.73%	35.45%	64.55%	0.9%

# Contribution of Each Quartile to the Pay Gap



The lower pay quartile is the largest contributor to our gender pay gap.

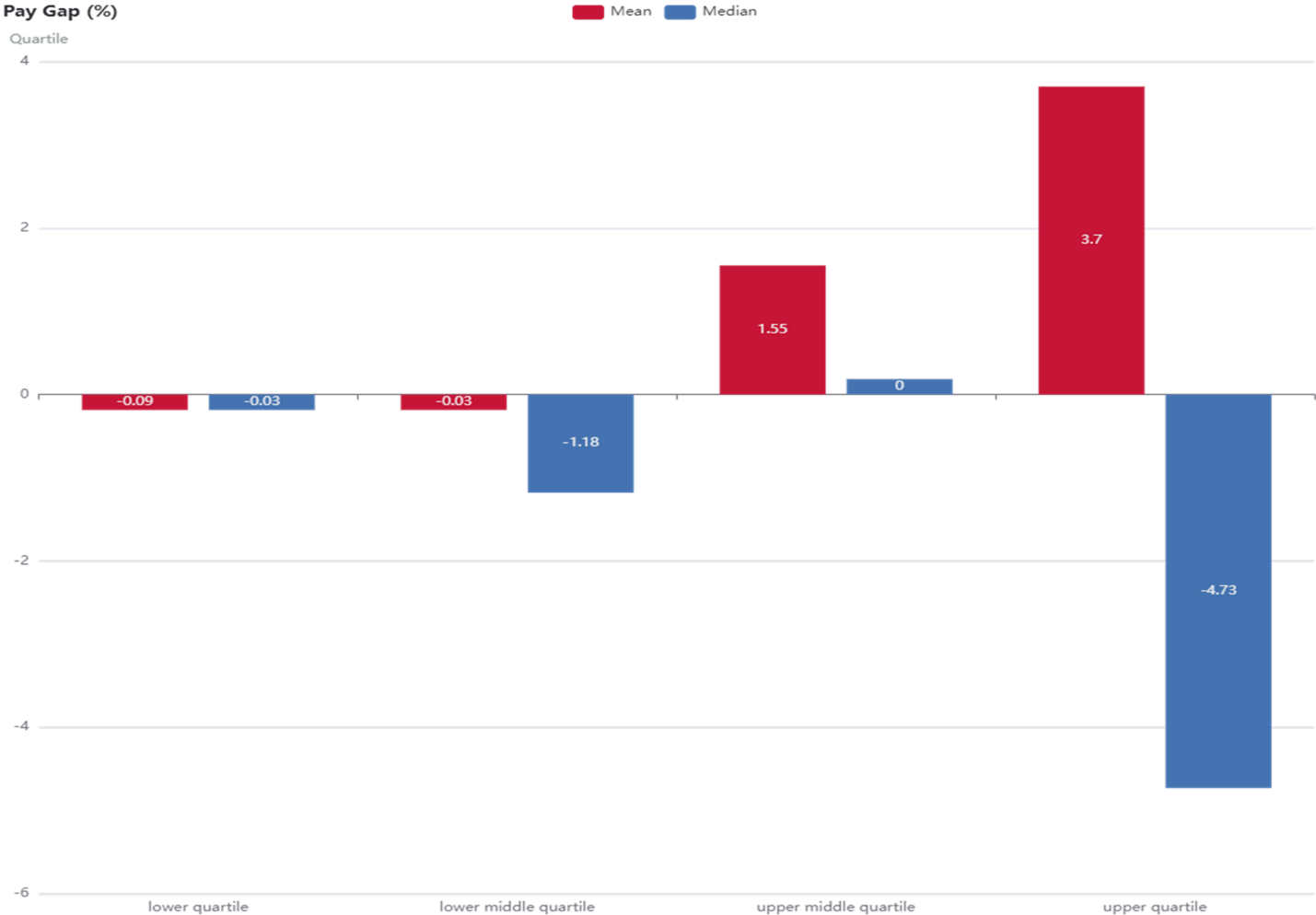
# Workforce Representation By Quartiles



This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees.

This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

# Pay Gaps By Quartiles



Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down your organisation's overall pay gap.

# Pay Ranges By Quartiles



This chart shows you the pay ranges that provide the averages of Mean and Median for comparison.



# Glossary of Terms

## **Group:**

The name of the groups is taken from your data, using the same terms you have mapped in the Gapsquare app.

## **Mean Pay Gap:**

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

## **Median Pay Gap:**

The difference in pay between the middle-paid man and middle-paid woman in your organisation, usually expressed as a percentage. This is less affected by outliers.

## **Quartile:**

A division of your entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile).

## **Contribution to Pay Gap:**

The number of percentage points a group contributes to your overall mean pay gap, whereby summing all your contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to your organisation's pay gap.

# Thank You

