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YMCA ST PAUL'S GROUP

Ethnicity Pay Gap Report

October 2024



YMCA St Paul's Group is pleased to publish our second ethnicity pay gap data report at the culmination of [Black History Month](#) 2024. YMCA SPG is fully committed to Equity, Diversity and Inclusion (EDI) and we recognise that achieving and demonstrating pay equity is a moral and business critical matter.

Following our 1 April 2024 pay review, our latest ethnicity pay gap data covers 329 employees. Of these, 154 (47%) self-reported their ethnic origin as White and 175 (53%) self-reported they were from a range of other ethnically diverse groups, namely Black, Asian, Mixed ethnic origin and any other ethnic group. Our pay gap data does not include the 90 employees who did not provide their ethnic origin.

We are very pleased to report that for the first time our mean Adjusted Pay Gap data shows parity between those from all ethnically diverse groups and the reference group of white employees:

Mean Adjusted Pay Gap



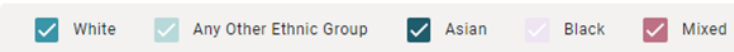
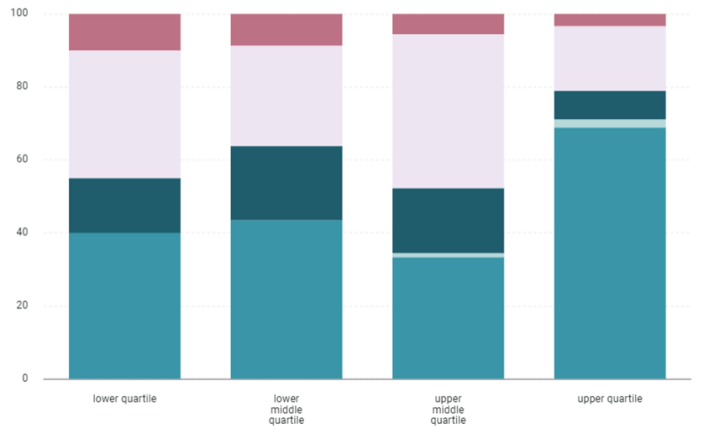
Note: The adjusted pay gap takes account of pay determining factors such as job level, qualification requirements and length of service.

This compares favourably to our 2022/2023 data where staff from ethnically diverse groups earned 93 pence, compared to every £1.00 earned by white staff. The current UK average ethnicity pay gap is 88 pence earned by ethnically diverse employees compared with every £1.00 earned by white employees.

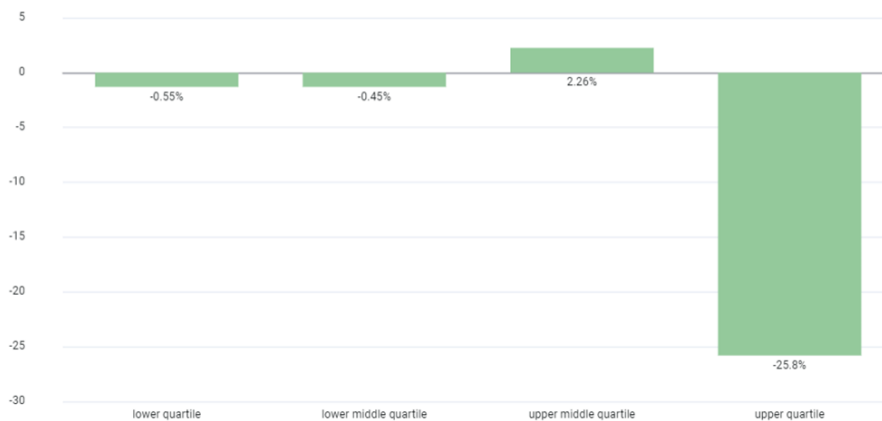
However, the picture is not equal across different groups. Only those from 'Any other ethnic group' earned more than white colleagues, with Black, Asian and Mixed groups earning less.

Additionally, whilst ethnically diverse groups outnumber white colleagues in the lower, lower middle and upper middle quartiles, by contrast, there is a greater percentage of white employees in the upper quartile.

Percentiles (%)



Nevertheless, it is the upper quartile that makes the greatest contribution to overall pay parity position (-26%). A negative pay gap means the adjusted mean pay of the reference group white employees is less than for other groups. In the lower and lower middle quartiles there is almost no pay gap (< -1%). However, in the upper middle quartile, there is a contribution of +2.26%, meaning white employees adjusted mean pay is higher for white employees.



After our first ethnicity pay report, we recognised that we needed to work on ensuring equity across all pay bands. We updated our people strategy, with a commitment to increasing internal promotional opportunities, including associated training and mentoring for staff. We have introduced the Ethnically Diverse Leadership programme and Ethnically Diverse Managers programme to support career development. All employees must undertake an EDI module as part of their mandatory induction training. Further EDI awareness and conscious inclusion training is also a key part of our curriculum. The introduction of an applicant tracking system has enabled redaction of personal identifiable information from job applicants' CVs, thus helping to remove unconscious bias during the selection process. Going forward we will continue to monitor applicant information.

Our Race Employee Representative Group set the groundwork for a reverse mentoring scheme to help increase understanding of challenges faced by colleagues from a Black or Ethnic minority background; this has recently commenced with a pilot of 2 mentors and 2 mentees.

Our Race Group and the Staff Consultation Group have promoted awareness of diversity and race specific issues and have proactively challenged where necessary. They have helped to devise and champion strategies to help us ensure Equity, Diversity and Inclusion across the whole organisation, at all levels, and to be more representative of the people we work with.

Going forward, we will continue to regularly review and report on our ethnic diversity and ethnicity pay gap. We will focus on achieving parity across all groups, especially through improving diversity within the upper quartile pay bands. We will review the impact of our ethnically diverse development programmes in helping to achieve this goal. We will continue to roll out our Conscious Inclusion training to reach more managers, so we can ensure YMCA St Paul's Group is a place where everyone who works with us can flourish and thrive.



For further information about careers at YMCA St Paul's Group, click here: [YMCA Jobs and Opportunities | YMCA St Paul's Group](#)