

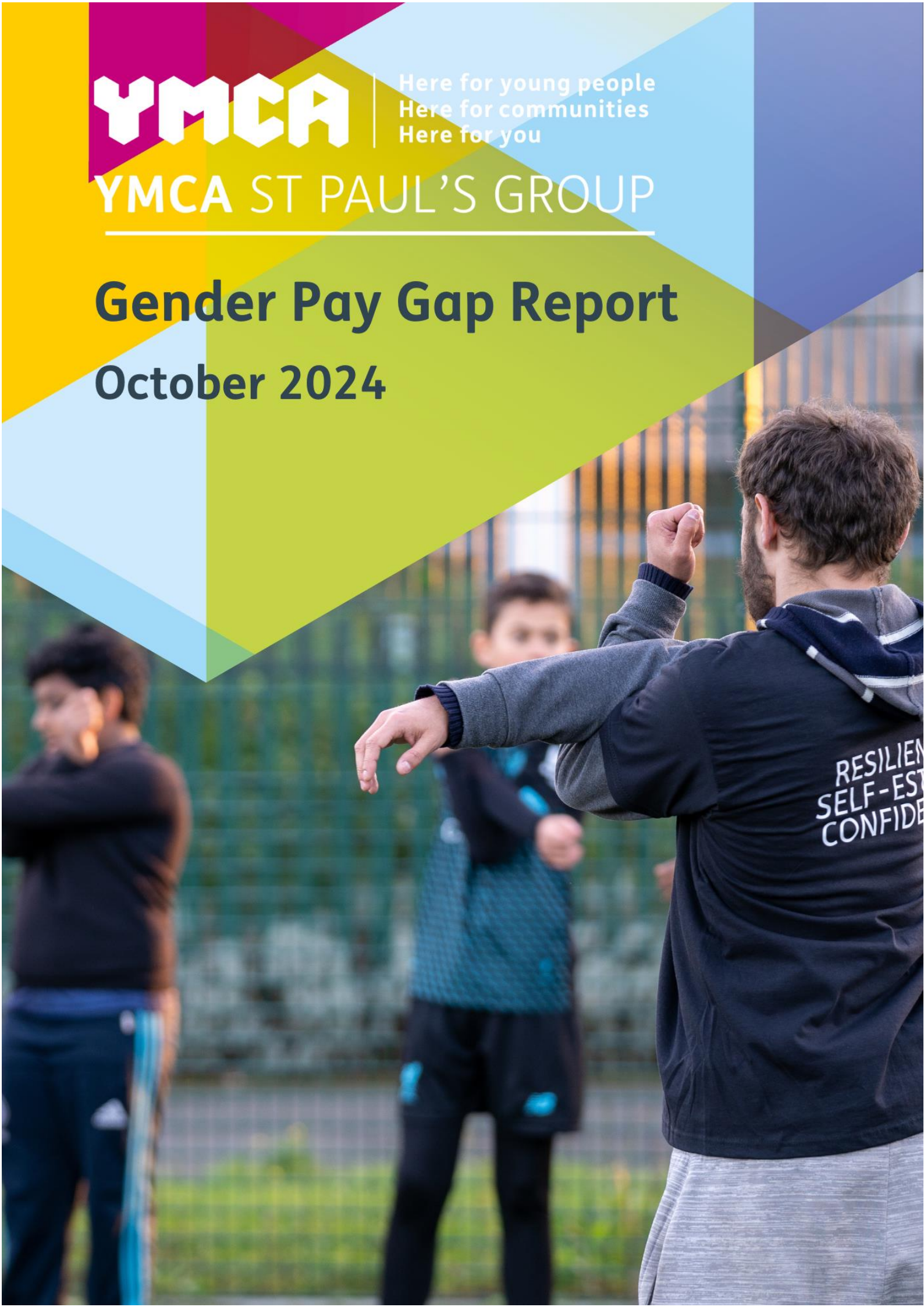


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YMCA ST PAUL'S GROUP

Gender Pay Gap Report

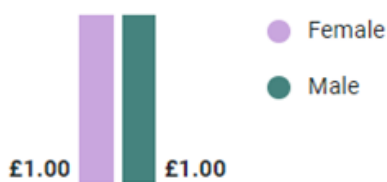
October 2024



The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 introduced the requirement to report gender pay gap information for all organisations employing more than 250 employees. YMCA SPG is fully committed to Equity, Diversity and Inclusion and have made steady progress in reducing our gender pay gap over the last few years.

Following our 1 April 2024 pay review, we are delighted to report our updated pay data shows our mean adjusted gender pay gap has now been **completely closed**, meaning that, on average across SPG, women now earn as much as men:

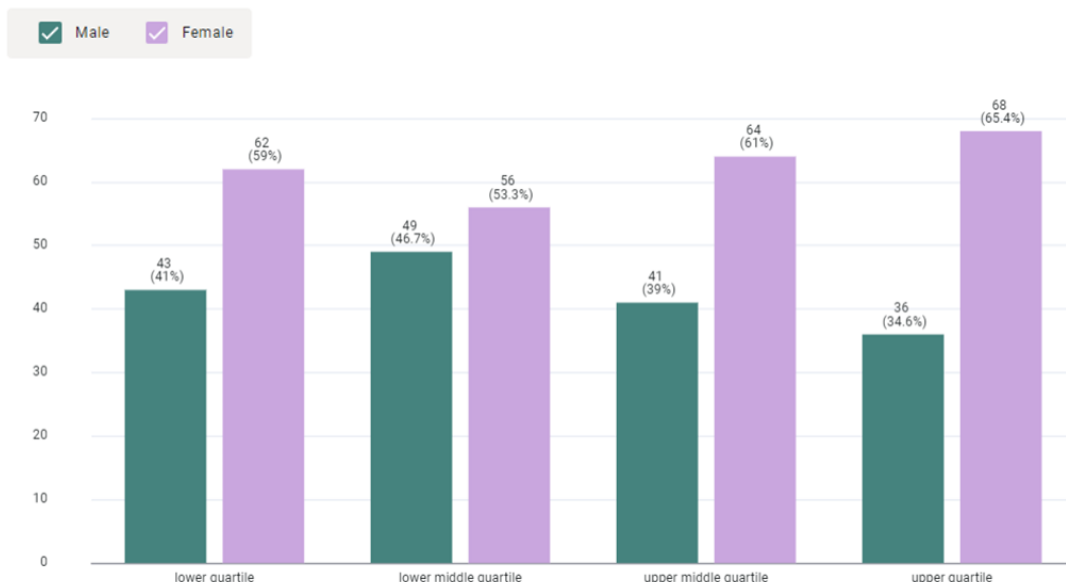
Mean Adjusted Pay Gap



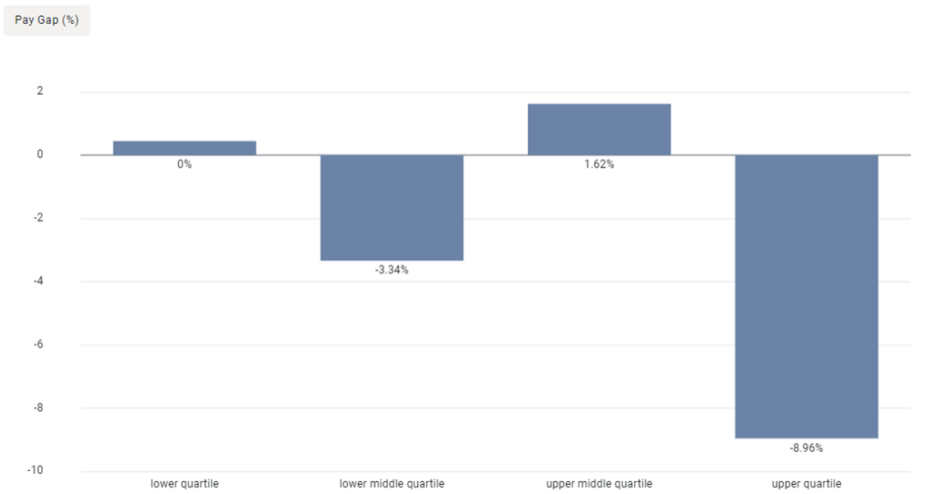
Note: The adjusted pay gap takes account of pay determining factors such as job level, qualification requirements and length of service.

This is an improvement from 2022 where, on average, women were earning 97½ pence compared to every £1.00 earned by male colleagues.

Female participation in the YMCA SPG workforce is higher than for males, at 60% women compared with 40% men. The graph below shows that higher female participation occurs at every level in YMCA SPG:



However, the contribution to the overall pay gap varies across each quartile. As shown in the table below, the upper quartile makes the biggest contribution to women achieving parity with men, with a more modest contribution in the lower middle quartile. There is parity in the lower quartile, but still a pay gap in the upper middle quartile, where men earn 1.62% more than women.



Our success in closing the gender pay gap, can be attributed to a range of factors, for example all employees undertake mandatory induction training on Equity, Diversity and Inclusion (EDI). Further training is provided to managers on EDI awareness and Conscious Inclusion. Our Women’s Employee Representative group has successfully campaigned for the introduction of a range of female-friendly policies and various options for flexible working. Further, 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. The higher percentage of women to men in upper quartile roles demonstrates YMCA SPG no longer has a ‘glass ceiling’ and opportunities are available to all, regardless of gender.

Our efforts for 2024/2025 will focus on:

- Widening our overall EDI training offer
- Offering the ‘Charity Bond’ six-week, high impact training, exclusive to women, and to help them develop their confidence, self-esteem, networking and learn how to overcome career obstacles – at work and at home. This will be offered to all female employees, volunteers and residents.
- Continuing to offer a range of management and leadership training for both men and women to progress their careers.
- Enabling our Women’s Employee Representative group to continue their positive work in promoting the views of women in our workforce in continuing to develop policies to support women at all levels.
- Refreshing our job evaluation scheme to ensure gender pay parity across equivalent roles at all levels.



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