



Ethnicity Pay Gap Report

April 2025

YMCA ST PAUL'S GROUP

YMCA

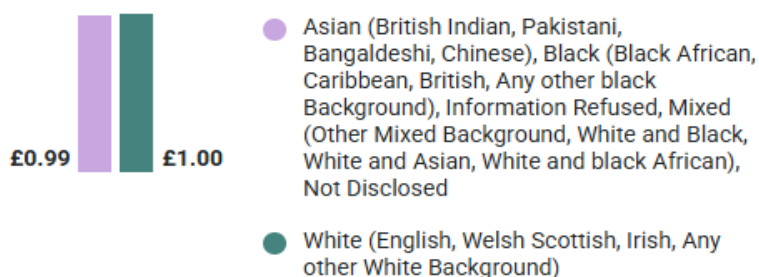
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Here for communities
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At YMCA SPG, we are fully committed to equity, diversity, and inclusion (EDI), and we recognise that achieving and demonstrating pay equity is a moral and business-critical matter. Monitoring our ethnicity pay gap helps us understand disparities in pay between employees from different ethnic backgrounds and identify actions to promote fairness and equity across the organisation.

YMCA St Paul’s Group is pleased to publish our third ethnicity pay gap data report.

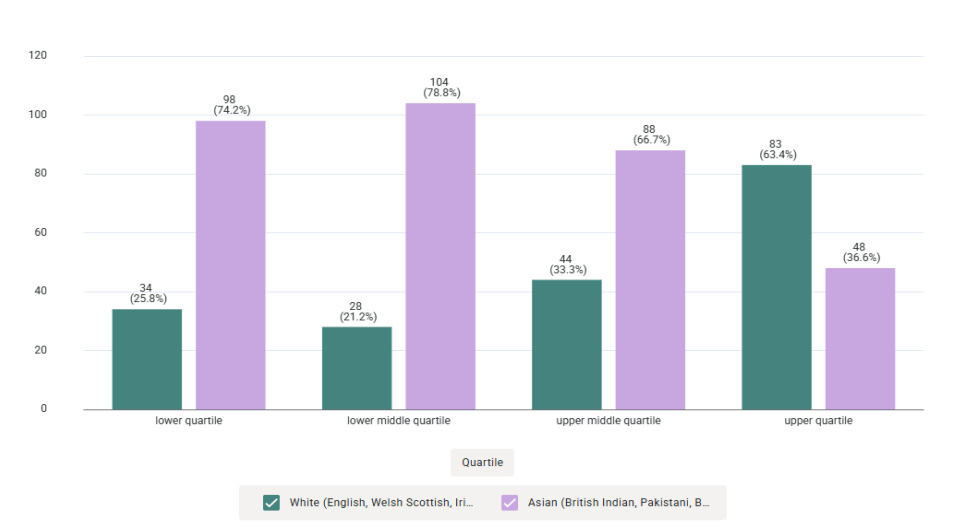
Following our 1 April 2025 pay review, we are very pleased to report that for the second time, our mean Adjusted Pay Gap data shows significant parity between those from all ethnically diverse groups and the reference group of white employees, with a marginal difference of £0.01. This reflects a mean pay gap of 0.61%.

Mean Adjusted Pay Gap

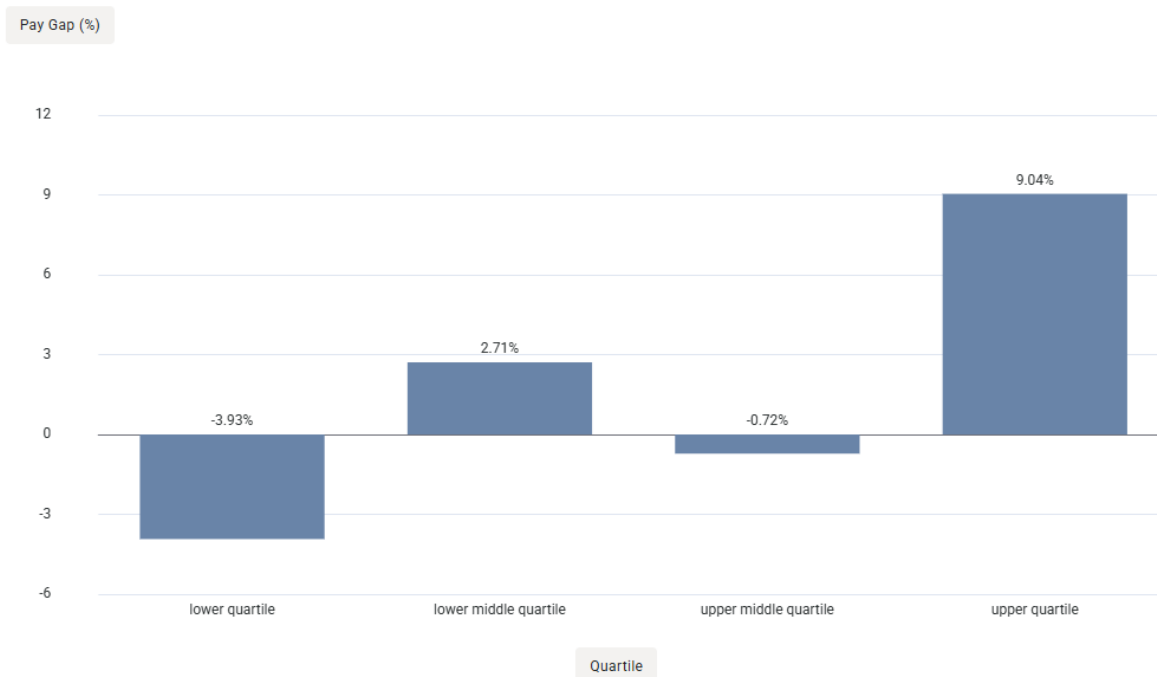


Note: The adjusted pay gap takes account of pay-determining factors such as job level, qualification requirements and length of service.

However, the picture is not equal across different groups. Additionally, whilst ethnically diverse groups outnumber white colleagues in the lower, lower-middle, and upper-middle quartiles, the upper quartile has a higher percentage of white employees.



The contribution to the overall pay gap varies across each quartile. As shown in the table below, the



lower and upper middle quartiles make the largest contributions to ethnic groups achieving parity with the White group. There is still a pay gap in the lower middle and upper quartiles, where the White group earns 2.71% more than the ethnic groups and 9.04% respectively.

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 develop and champion strategies to ensure Equity, Diversity and Inclusion at all levels across the whole organisation, 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 on achieving 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.

To address the ethnicity pay gap, we are committed to:

- Encouraging increased voluntary disclosure of ethnicity data amongst staff and candidates
- Ensuring transparency of people related processes to improve access
- Reviewing recruitment processes to eliminate bias
- Expanding approach to accessing diverse talent pipelines

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