



SPREADSHEET OPERATE BELOW
SHALLOW WATER
Do not attempt to climb or jump on the railings.

Gender Pay Gap Report

April 2025

YMCA ST PAUL'S GROUP

YMCA

Here for young people
Here for communities
Here for you

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.

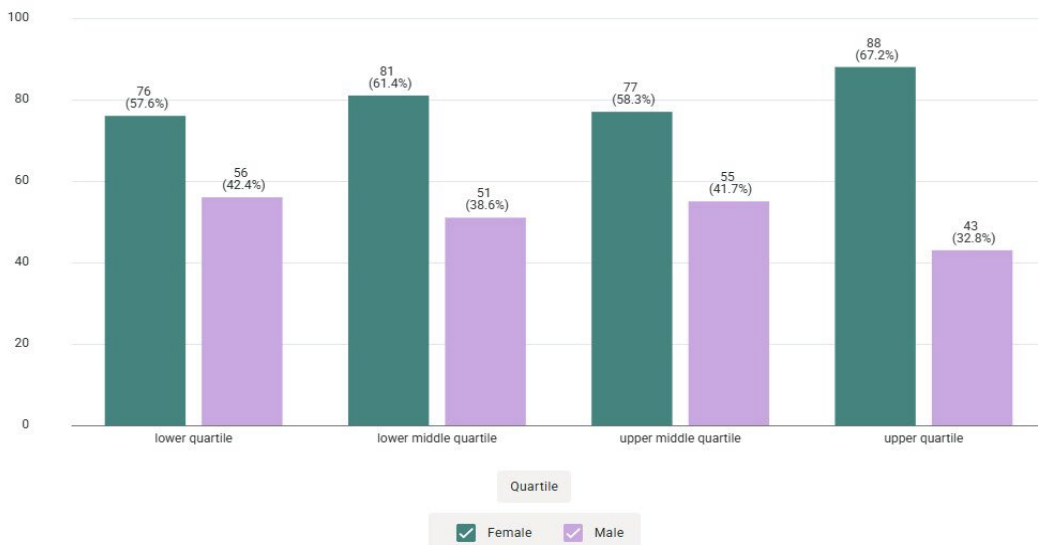
Following our 1 April 2025 pay review, we are delighted to report that our updated pay data shows a pay parity for the second year in a row, meaning that, on average across SPG, women now earn as much as men, with a marginal difference of £0.01 in women's favour. This shows a mean pay gap of -0.6%.

Mean Adjusted Pay Gap

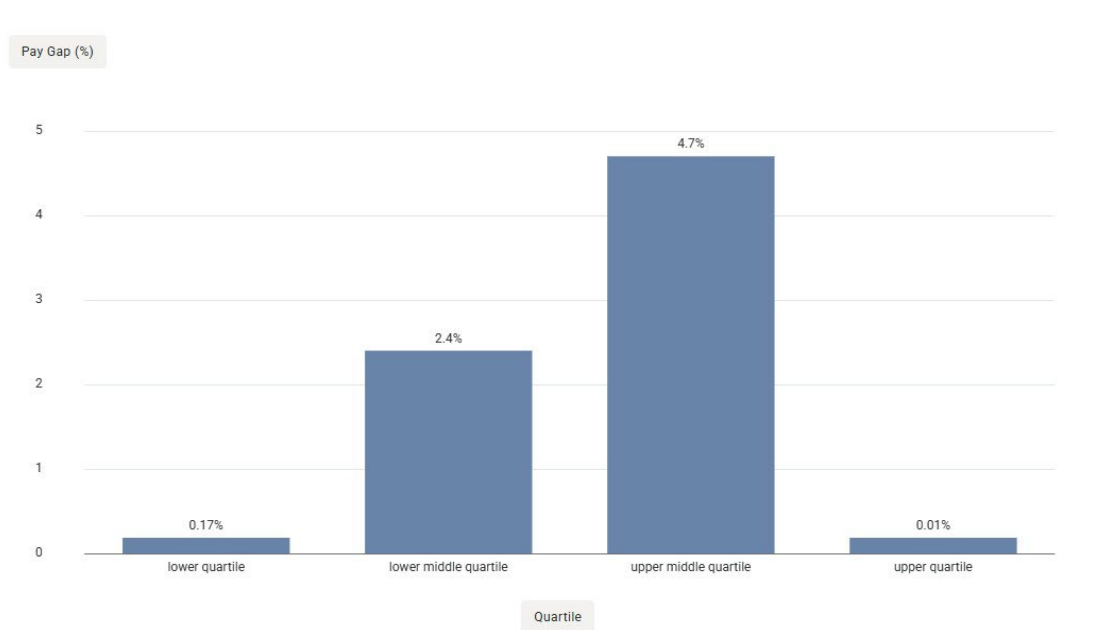


Note: The adjusted pay gap takes account of pay-determining factors such as job level, qualification requirements and length of service.

Female participation in the YMCA SPG workforce remains higher than for males, at 61% women compared with 49% 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 and lower quartiles make the largest contributions to women achieving parity with men. There is still a pay gap in the upper middle and lower middle quartiles, where men earn 4.7% and 2.4% more than women respectively.



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 flexible working options. Further, the introduction of an applicant tracking system has enabled the 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 that YMCA SPG no longer has a ‘glass ceiling’ and that opportunities are available to all, regardless of gender.

Our plans to maintain this pay gap for 2025/2026 were focused on the below, and this will continue into the 2026/2027 year:

- Widening our overall EDI training offer (including Active Bystander)

- Offering the 'Charity Bond' six-week, high-impact training, exclusive to women, 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 employees, volunteers and residents.
- Offering 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 and continuing to develop policies to support women at all levels.
- Refreshing our job evaluation scheme to ensure gender and ethnicity pay parity across equivalent roles at all levels.
- Developing our recruitment practice to ensure that candidates of all genders are encouraged to apply for roles at all levels of the organisation.

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