

Central YMCA: Gender Pay Statement 2022-23

Pay gap vs equal pay

A pay gap is a measure of the difference between the average earnings between two groups. For gender, this means between men and women employees (irrespective of roles or seniority). Equal pay is our legal obligation as an employer to give equal pay for equal work.

Our pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the Charity. We regularly monitor this, as equal pay is our legal and moral obligation.

This statement is reflective of Central YMCAs data including the snapshot date 05 April 2023.

Legislative requirements

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th of April each year. The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2023).
- Mean and median bonus/commissions gender pay gap (considers bonus/commissions pay received in the 12 months leading up to 5 April 2023).
- Proportion of men and women receiving a bonus/commission payment.
- Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts). The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

As per gov.uk, for gender pay gap reporting, the following types of employees are included when calculating the headcount:

- people with a contract of employment with the entity, including if they work part-time, job-share or are on leave.
- some self-employed people, if they must perform the work themselves – that is, they are not permitted to subcontract any part of the work or employ their staff to do it.
- partners on a salary, or limited liability partnership (LLP) members who you treat as employees for payroll purposes.

Based on the above, Central YMCA had reported the below data for 166 employees, 41 casual workers and 92 self-employed contractors, each of whom meets the criteria described above as of 5 April 2023.

Our Figures

Hourly Rates of Pay	Men	Women	Variance
Mean	£ 18.10	£ 18.09	0.1%
Median	£ 10.71	£ 12.42	-13.8%

There is no noticeable variance between the mean pay between both men and women.

The negative variance in the median value represents an increase in the hourly rate of women and is indicative of the fact that at mid salary point, women earned 13.8% more than men predominantly because:

- The majority of workforce/staff employed in the skills department are females with more than 70% earning than the median value noted above.
- All the heads of various CYMCA departments except for Business Development & Marketing and YMCA Awards are females with a definitive hourly rate pay of more than the median value noted above.
- Our quartile analysis below also shows that women are more concentrated in middle and higher-level management positions (as compared to men who are more concentrated in entry-level positions) where the hourly pay rate is at least £12.19.

Annual Commission	Men	Women	Variance
Mean	£ 4,708.58	£ 5,567.91	-15.4%
Median	£ 4,112.5	£ 5,567.91	-26.1%
Proportion of employees	6.0%	1.2%	

Central YMCA's commission schemes operate for employees in sales roles and the commission schemes are based on their departmental target criteria. What appears to be a Gender Pay Gap in commission payments is that male members of staff are working in sales roles more than female.

A mean gender bonus/commission gap of -15.4% shows that on average bonuses paid to women were 15.4% more than men because only 2 women earned a commission in the year under consideration with good sales recorded whereas men also being competitive have not all of them, earned a huge commission thereby bringing mean pay lower than women.

A median gender bonus gap of -26.1% shows that at the mid bonus payment point men were paid 26.1% less than women. As noted above, there were only 2 women both of whom earned a commission more than the mean amount for men while the commission for men varied from £1.3k to 8.9k thereby mid-point pay being lower than women.

Quartiles (Hourly Rate of Pay)	Male	Female
Up to £12.18	52.6%	47.4%
£12.19 to £15.57	35.5%	64.5%
£15.58 to £21.63	45.5%	54.5%
£21.64 and over	42.7%	57.3%

There is a pay gap in favour of women for all pay quarters except for up to £12.18.

Our pay gap in favour of women is representative of the wide distribution of females throughout our workforce, from the front line through to senior management. Our smaller male population has a concentration at the entry/junior level positions, which is highlighted in the rate of pay up to £12.18.

Future Actions

As evidenced by our recent report, the Charity maintains a commendable balance in our gender pay gap, with no significant disparities between male and female employees. Upholding principles of fairness is fundamental to our ethos, and we remain committed to equitable compensation for all individuals based on their contributions.

We already have a family-friendly and flexible working approach which provides all our staff with a good work-life balance. We will continue working towards maintaining flexible working environment for our employees.

Recognising the challenges in conducting thorough salary benchmarking by August 2024 and refining job design practices progressively in the years to come. However, this would be part of a wider project to look at rewards and remuneration across the Charity in the coming years.

To further promote gender equality practices, Central YMCA aspires to be able to:

- Provide training to managers on identifying and addressing unconscious bias during the recruitment process.
- Regularly update salary benchmarks to keep pace with market changes maintain competitive compensation structures and foster a culture of openness.
- Promote accountability regarding compensation policies and practices, encouraging feedback and suggestions for continuous improvement.
- While the Charity may not have the resources to single-handedly address systemic issues contributing to the gender pay gap, they can advocate for change at a broader level. We could participate in campaigns for fair pay legislation or collaborate with other organisations to push for industry-wide reforms.

Moreover, we are committed to supporting, inspiring, empowering, and mentoring our staff. We aim to facilitate equal access to opportunities for professional growth and advancement for every member of our team. This can help them gain the skills and qualifications necessary for higher-paying roles within the Charity.