

## Gender Pay Gap Report for April 2024

We are committed to improving the diversity of our workforce across all levels by building a culture that is inclusive, where everyone can fulfil their potential and individuality is celebrated.

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 2024).
- Mean and median bonus/commissions gender pay gap (considers bonus/commissions pay received in the 12 months leading up to 5 April 2024).
- 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.

Accordingly, we are sharing our gender pay and commission gap figures, covering 182 employees, 55 casual workers, and 112 self-employed contractors. This data continues to support our understanding of the differences in average earnings between male and female workers at Central YMCA.

The figures presented in our gender pay analysis are based on a snapshot taken on 5 April 2024 and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Understanding Gender Pay

The gender pay gap is different from equal pay. Equal pay is about ensuring that men and women performing the same or equivalent work are paid the same, whereas the gender pay gap is a statistical calculation which looks at the difference between the **average** salaries of all females and all males across the organisation.

## Our Figures:

Year	Men	Women	Variance
Mean	£20.41	£18.12	12.6%
Median	£11.44	£13.04	-12.3%

The variance in the mean hourly pay between men and women reflects disparities in men's earnings, with a small number of self-employed contractors on significantly higher rates skewing the average in favour of men, despite the Charity having a larger female workforce.

On the contrary, the median hourly pay is higher for women. This is due to a substantial proportion of the female workforce being employed at the mid-range salary of £13.04 per hour, whereas a larger number of male workers are employed at or near the national minimum wage.

Annual Commission	Men	Women	Variance
Mean	£9,667.50	£4,448.33	117.3%
Median	£10,057.50	£4,345	131.5%
Proportion of employees	5.3%	1.5%	

At Central YMCA, commission schemes are available to employees in sales roles and are structured around departmental target criteria. The observed gender commission gap arises primarily because a higher proportion of male staff occupy sales positions compared to female staff.

The mean gender commission gap stands at 117.3%, indicating that, on average, men received substantially higher commission payments than women. Similarly, the median gender bonus gap is 131.5%, showing that at the midpoint of commission earnings, women were paid significantly less than men.

This considerable variance is largely attributed to the fact that only three women received commission payments during the year, compared to eight men. Of the three women, one left the Charity and another transitioned into a non commission paying role, resulting in only one woman effectively earning commission throughout the year.

## Pay quarters

This calculates the percentage of men and women in each hourly pay quarter (this is the percentage of men and women in 4 equally sized groups, ranked from lowest to highest hourly pay rates).

Quartiles (Hourly Rate of Pay)	Male	Female
Up to £12.72	43.8%	56.2%
£12.73 to £16.83	38.2%	61.8%
£16.84 to £22.85	45.0%	55.0%
£22.86 and over	45.3%	54.7%

There is a pay gap in favour of women for all pay quarters, although there is a noticeable shift in the per-hour pay rate for the 3<sup>rd</sup> and 4<sup>th</sup> quartiles.

The quartile 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 national minimum wage rate level positions, which is highlighted above.

### **What are we doing to close our gender pay gap?**

At Central YMCA, we are committed to reducing our gender pay and commission gaps and ensuring fair and equitable compensation for all individuals based on their contributions and achievements. As a charity with a strong social mission, we believe that fairness, inclusion, and opportunity should be at the heart of everything we do.

We already have a family-friendly and flexible working approach that supports a healthy work-life balance for all staff, where possible. We recognise the importance of flexibility in enabling greater participation and retention of staff across all areas of our organisation, and we will continue to build on this foundation as we move forward.

Following the sale of the YMCA Club, we are refocusing our efforts on other key areas of the Charity, particularly within Education and Training, where we see opportunities to drive greater inclusivity and gender balance in our workforce.

To further advance gender equality and foster a more inclusive workplace, we aspire to:

- Deliver targeted training to managers to help them identify and address unconscious bias, particularly during recruitment and progression decisions.
- Strengthen transparency and accountability in relation to our pay and compensation policies, creating channels for feedback and 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.

We understand that meaningful change requires inclusion and diversity to be embedded throughout the employee lifecycle, from attraction and recruitment to progression, and access to training and development.

We are also deeply committed to supporting, inspiring, and empowering our people. Through mentoring, skills development, and targeted support, we aim to ensure that all staff, regardless of gender have equal access to opportunities for growth and progression. In doing so, we hope to provide individuals with the confidence, experience, and qualifications to move into higher-paid roles within the Charity.



As we move forward, we will continue to empower and nurture our employees to ensure fairness and equality at every level of the Charity.