

Gender Pay Gap Report for April 2025

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 2025.
- Mean and median bonus/commissions gender pay gap (considers bonus/commissions pay received in the 12 months leading up to 5 April 2025).
- 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.

The figures presented in our gender pay analysis are based on a snapshot taken on 5 April 2025 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.

Organisational Context

The figures reported in 2026 should be considered within the context of significant organisational change that took place during the reporting period.

Following the sale of the Central YMCA Club and the closure of our Health and Wellbeing operations in 2025, the Charity underwent a substantial workforce reduction and organisational

restructuring. As a result, the workforce population included within this year's reporting differs materially from previous years.

The closure of operational areas that historically employed a large proportion of workers, alongside the Charity's increased focus on Education and Training services, has influenced the distribution of roles, pay levels and workforce demographics across the organisation.

Whilst year-on-year comparisons remain valuable, the 2026 figures should be viewed in the context of these changes, which have had a significant impact on the composition of our workforce and the resulting gender pay gap calculations.

Our Figures:

Year	Men	Women	Variance
Mean	£21.16	£19.69	6.9%
Median	£17.67	£15.90	10.0%

Whilst the gender pay gap remains in favour of men, the gap has reduced significantly compared to the previous reporting year. This reflects both the changing composition of our workforce following organisational restructuring and the continued representation of women across all levels of the Charity.

As with many organisations, the gender pay gap is influenced by workforce distribution rather than differences in pay for equivalent work. A relatively small number of higher-paid specialist and leadership positions continue to impact average earnings, whilst women remain strongly represented across a broad range of operational, educational, support and management roles.

Annual Commission and Bonus	Men	Women	Variance
Mean	£12,854.55	£10,260.74	20.2%
Median	£12,000.00	£10,148.66	15.4%

Gender	Percentage Receiving Bonus/Commission
Men	4.5%
Women	1.6%

At Central YMCA, A total of seven men and four women received bonus or commission payments during the reporting period. Given the relatively small number of recipients, individual payments can have a significant impact on the percentages reported.

The bonus and commission gap is primarily influenced by the distribution of employees in roles where commission schemes apply, rather than differences in commission structures or rates.

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 £12.92	35.5%	64.5%
£12.93 – £16.33	38.5%	61.5%
£16.34 – £22.85	44.0%	56.0%
£22.86 and above	35.6%	64.4%

Across all four quartiles, women outnumber men, consistent with our broader workforce composition of 61.3% female. The most significant finding is in the upper quartile (Q4): 64.4% of our highest-paid employees are women, reflecting the strong representation of female colleagues in senior leadership, head-of-function, and director-level roles across the organisation.

The lower quartile (Q1) is the most female-dominated at 64.5%. This reflects the volume of part-time and term-time tutor and assessor roles within our Skills and Education teams, roles that are experience-rich but structured around reduced contracted hours, and that are predominantly filled by women. The concentration of women in Q1 is a feature we are actively considering as part of our pay framework review.

The upper-middle quartile (Q3) shows the highest proportion of men at 44.0%, which is consistent with the concentration of male colleagues in specialist and technical functions which includes IT, facilities, and certain education programme management roles, that carry hourly rates in the £16 to £23 range.

Comparing this year's quartile distribution to that published in April 2025 reveals the compositional shift resulting from the Club closure. In the 2025 report, men represented 43.8% of the lower quartile, reflecting the volume of male staff in lower-paid operational and fitness roles. That proportion has now fallen to 35.5%, confirming that the lower-paid male cohort has predominantly left the organisation.

What Are We Doing to Support Equality and Inclusion?

Central YMCA remains committed to creating a workplace where everyone has equal opportunity to succeed and progress.

We continue to:

- Promote fair, transparent and objective recruitment and selection processes.
- Ensure pay decisions are made consistently and without discrimination.
- Support career development, learning and progression opportunities for all employees.
- Maintain flexible and family-friendly working practices where operationally possible.

- Monitor workforce data to better understand trends and identify opportunities for improvement.
- Foster an inclusive culture where diversity is valued and individuals feel respected and supported.

As the Charity continues to evolve, we remain committed to ensuring that equality, diversity and inclusion are embedded throughout the employee lifecycle, from attraction and recruitment through to development, progression and retention.

We recognise that meaningful progress requires continuous review and action. We will continue to monitor our gender pay gap data annually and take proportionate steps to support fairness, inclusion and opportunity across Central YMCA.