

Central YMCA: Gender Pay Gap: 2017-18

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 18.15	£ 19.17	-6%
Median	£ 16.75	£ 14.62	13%

Bonus Pay	Male	Female	Difference
Mean	£ 1,821.44	£ 785.06	57%
Median	£ 1,000.00	£ 500.00	50%
Proportion of Relevant Employees who received a Bonus	4.37%	1.56%	

Quartiles (Gross Hourly Rate of Pay)	Male	Female	
Up to £11.54	40.16%	59.84%	
£11.55 to £16.25	32.09%	67.91%	
£16.26 to £22.85	48.67%	51.33%	
£22.86 And over	37.50%	62.50%	

Supporting Statement

Central YMCA is proud of its long history of helping people to make positive changes in their lives – developing new skills, being healthier and building communities.

We believe that the key to living a healthier, happier, more fulfilled life is equal access – which starts with each person having the resources they need to support themselves and their families. We believe that's fair.

Fairness is one of our guiding principles. This is why we commit to paying our people appropriately for the work that they do, for example by guaranteeing the National Living Wage and the London Living Wage. We consider that our 2018 Gender Pay Gap results demonstrate that we're leading by example. As a nationwide Charity, however, operating across such differing industries as Education and Health and Wellbeing, we understand that this does take some explaining.

When looking at those who work with us - be they employees, casual workers or freelance contractors - our recruitment and selection processes continue to be rigorous and transparent. Our negative mean pay gap (£19.17 for women versus £18.15 for men) reflects the wide distribution of females throughout our workforce, from the front line through to senior management. Our positive median pay gap is representative of our smaller male population, which has a concentration at the middle management/mid-professional level. This is readily visible by the significant concentration of women in the 2nd quartile band for Gross Hourly Rate of Pay, and by the higher proportion of men in the 3rd quartile than at other levels. We see this as an opportunity to support progression for our people, and to grow our own future leaders.

Central YMCA operates a limited number of bonus and commission schemes for employees in sales and business development roles. These schemes differ based on role and industry. What appears to be a significant Gender Pay Gap in bonus and commission pay per annum is, in fact, a portrayal of the different schemes in operation compounded by small team size and the fact that the higher-yielding of these schemes is for a team of two which does not, at this time, have any female members.

It is our desire to support, inspire, empower and mentor our people and our communities to ensure that everyone has equal access to the opportunities that we can provide.

I confirm that Central YMCA's Gender Pay Gap reporting is accurate.

Sincerely,
Rosi Prescott
CEO