

## Central YMCA: Gender Pay Statement 2018-19

UK regulations require organisation with over 250 employees to calculate and report details on their gender pay gap, specifically the difference in average female earnings compared to average male earnings. This statement is reflective of Central YMCAs data including the snapshot date 05 April 2019.

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.

The Charity is committed to promoting equality, valuing diversity and treating everyone fairly, and we pride ourselves on having a workforce which reflects local communities and society. We aim to ensure that no individual receives less favourable treatment on the grounds of their gender, age, disability, trans-gender status, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, political beliefs or any other factor.

Fairness is one of our guiding principles and we are committed to paying our people equally for they work they do. We carry out salary benchmarking and salary reviews on an annual basis to ensure that our salaries are competitive, and that there is equality between roles.

### OUR FIGURES

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 18.35	£ 19.98	-9%
Median	£ 16.71	£ 16.92	-1%

Bonus Pay	Male	Female	Difference
Mean	£ 2,410.38	£ 624.29	75%
Median	£ 1,933.97	£ 400.00	79%
Proportion of Relevant Employees who received a Bonus	4.37%	1.56%	

Quartiles (Gross Hourly Rate of Pay)	Male	Female	
Up to £11.54	43.22%	56.78%	
£11.55 to £16.25	38.26%	61.74%	
£16.26 to £22.85	54.10%	45.90%	
£22.86 And over	24.59%	75.41%	

### OUR FIGURES EXPLAINED

- A mean gender pay gap of -9% shows that on average, throughout the Charity, women earned 9% more than men.
- A medium gender pay gap of -1% shows that at the mid salary point women earned 1% more than men.
- A mean gender bonus gap of 75% shows that on average bonuses paid to women were 75% less than men.
- A medium gender bonus gap of 79% shows that at the mid bonus payment point women were paid 79% less than men.
- There is a pay gap in favour of women for all pay quarterlies except for the £16.26 to £22.85 quartile.

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 middle management/mid-professional level, which is highlighted in the £16.25 to £22.85 pay quartile.

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 payments is, in fact, a portrayal of the different schemes in operation compounded by small teams 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.

#### **FUTURE ACTIONS**

As our bonus pay gap indicates, although this is only representative of a small population of staff, there is an imbalance of men and women in sales positions. This challenges us to reienforce our resolve to ensure recruitment for all positions attracts a wide and diverse candidate pool, and that all applicatns are consciously considered across the Charity.

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