

REPORT FRONT COVER SHEET

People & Participation Committee Paper	18 th March 2020
Item Number & Report Title	6. Gender Pay Gap
Author/s	Fiona Hall
Type of Item	Annual
Purpose and Scope of report	To show the PPC the latest gender pay gap calculations for YMCA DLG as at 5 th April 2019
Report summary	The report shows some change on the data from the previous year, and a further year of negative gender pay gap.
How are our values demonstrated/supported?	We welcome support and inspire our staff by enabling the to build successful careers with without compromising their family life outside work.
Risk implications	
Diversity & Inclusion implications	The report shows our commitment to diversity and inclusion by helping us to monitor and review the gender balance in our organisation.
Appendices	

6. Gender Pay Gap Report April 2020

INFORMATION

YMCA DownsLink Group (YMCA DLG) employs more than 250 people and so we are required by law to publish an annual gender pay gap report.

This is our report based on the snapshot date of 5th April 2019. The figures set out in this report have been calculated using the standard format required by the Equality Act 2010 (Gender Pay Gap Information).

Gender Pay Gap Figures

Our Gender Pay Gap data is as follows, showing the figures as at 5th April in 2017, 2018 and 2019:

	2017	2017	2018	2018	2019	2019
Average	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	-6%	-15%	-7%	-10%	-4%	-18%
Gender Bonus Pay Gap	23%	35%	N/A	N/A	21%	41%

We paid a flat rate bonus prorated during the relevant period. We have a high proportion of part time female workers and as the bonus pay gap calculation does not take into account prorated bonus payments, the figure shows a pay gap of 21% mean and 41% median averages in favour of males. However, this is inconsistent with the true finding of the report and should not be a cause for concern.

Proportion of males and females in each quartile band:

Year	2017	2017	2018	2018	2019	2019
Quartile	Female	Male	Female	Male	Female	Male
Lower	70%	30%	67%	33%	62%	38%
Lower middle	51%	49%	56%	44%	53%	47%
Upper middle	84%	16%	79%	21%	84%	16%
Upper	77%	23%	75%	25%	73%	27%

We continue to have a **gender pay gap in favour of women** based on their hourly rate in terms of both mean and median averages.

The gap has steadily closed between the ratio of male to female staff in the top and bottom quartiles, which has reduced the mean gender pay gap. The increased proportion of male workers in the lower two quartiles is responsible for the increase in the median pay gap.

YMCA DLG is committed to diversity and inclusion. Our aim at YMCA DLG is for everyone to be able to build a successful career without compromising their life outside work, whether it is for personal interests, family responsibilities or other reasons. Our gender pay gap confirms we are achieving this for many women in our employment and that going forward looking at the opportunities to attract, retain and develop the men in our workforce will enable us to improve our pay gap further.

These are some of the things we will continue to do to ensure we have a diverse workforce and demonstrate we are committed to principles of equality and fairness:

- A robust recruitment procedure that ensures appointments and internal promotions are made based on merit as demonstrated against non-discriminatory criteria.
- A policy on Diversity and Inclusion that is reviewed and updated regularly
- Mandatory training for all our staff and volunteers on Diversity and Inclusion
- A Forum that meets quarterly and reports regularly to our Board of Trustees on Diversity data and issues.
- Family friendly policies that support parents and carers.
- Flexible working options to allow for job sharing, part time working and working from home.

We will continue to demonstrate our commitment to be an inclusive and diverse organisation through the work that we do, and the initiatives outlined above.

Declaration

I confirm that the calculations in this statement are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information).

Signed

A handwritten signature in black ink, appearing to read 'Chas Walker', written in a cursive style.

Chas Walker

CEO, YMCA DLG