

Our gender and ethnicity pay gap reports, year 2025-26

Why we are publishing this data

Gender pay gap legislation was introduced in April 2017, requiring UK employers with 250 employees or more to publish data each year.

While it's not (yet) a legal requirement, we welcome the opportunity to share our ethnicity pay gap data as well.

Equal pay vs pay gaps

Equal pay means paying people the same for like-for-like work and it has been a legal requirement for over 50 years. We're confident that we do this and have a robust [job framework](#) that is applied consistently to ensure that pay is set fairly for similar roles across the charity.

Gender and ethnicity pay gap reporting shows the difference in average pay between:

- female and male employees
- white and other ethnically diverse employees.

For this reporting period, this pay gap data covers 285 employees.

Our gender pay gap

As of 5 April 2026, women earned £1.08 for every £1 that men earned (comparing median hourly pay), meaning that women's hourly pay was 8% higher than men's.

Women made up 75% of staff in the highest paid quartile (highest paid jobs), and 71.0% of staff in the lowest paid quartile (lowest paid jobs).

No bonuses are paid in our organisation.

The gap is driven by the overall distribution of women and men across the organisation. YMCA Downslink Group has an overall gender split of 71% (203) women and 29% (82) men.

Our ethnicity pay gap

As of 5 April 2026, other ethnically diverse staff earned £0.98 for every £1 what white staff earned (comparing median hourly pay), meaning that other ethnically diverse staff hourly pay was 2% less than white staff.

Other ethnically diverse staff made up 8.5% of staff in the highest paid quartile (highest paid jobs), and 25% of staff in the lowest paid quartile (lowest paid jobs).

No bonuses are paid in our organisation.

The gap is driven by the overall distribution of other ethnically diverse staff across the organisation. YMCA DownsLink Group has an overall ethnicity split as follows*:

Ethnicity	Count
Asian	4
Black	23
Mixed	16
White	139
Prefer not to say	2
<i>Blank</i>	<i>101 (35%)</i>
Total	285

* this data is based on the 65% of YMCA DownsLink Group staff that have self-reported their ethnicity data. It does not include the 101 employees who did not self-report their ethnic origin.

Our ethnicity pay gap is driven by our overall ethnicity mix in different parts of the organisation. We employ proportionately more ethnic minority staff in lower paid roles, and fewer in higher paid roles, which impacts our ethnicity pay gap. Whilst 25% of our Executive Team reflect racial and ethnic diversity this does impact further on our result overall.

How we are addressing these gaps

YMCA DownsLink Group is fully committed to equity, diversity and inclusion (EDI) and we recognise that achieving and demonstrating pay equity is a moral and business critical matter.

We'll continue to ensure that our staff are paid equal pay for equal work and to also run competitive processes where the best candidates are appointed.

As this is only the second year we've reported our ethnicity pay gap, we know we have work to do to understand what's driving these gaps.

In 2025 we completed an audit of our Equity, Diversity and Inclusion activities, and have a new Action Plan. This includes priorities around recruitment and progression, including action to increase representation of marginalised groups in leadership and decision-making roles. With our Anti-Racism Working Group, we will also interrogate our data and identify areas where we could make more targeted interventions.