

**YMCA Fairthorne Group
Gender Pay Gap Report 2024**

Introduction

Employers in the UK with more than 250 staff are legally required to publish the difference between the pay and bonuses awarded to male and female staff – this is called the gender pay gap. The gender pay gap gives a snapshot of the balance of men and women within an organisation.

It measures the difference between the average earnings of all men and women, irrespective of their role, and shows the difference between the average (mean or median) earnings of both. This is part of a national focus by the government to ensure fairness and equity amongst employees to ensure the same career progression and earning potential is offered.

The data used for this report is for all contracted employees of YMCA Fairthorne Group as at 5th April 2024. In this document we set out our gender pay and bonus gap in more detail to highlight the number of male/female colleagues in each quartile of our pay ranges at the snapshot date.

We provide Housing, Early Years and Leisure Services to children and young adults across communities in Hampshire and the Isle of Wight. 61% of our workforce is in the Early Years sector which is predominately female and representative of the Early Years Sector and not unusual nationally.

Snapshot at YMCA Fairthorne Group

20.63%
of colleagues
were male

79.37%
of colleagues
were female

UK average
Gender pay gap
in 2024 is
7%

Our average
Gender pay gap
in 2024 is
-1.02%

*According to the office of national statistics

Summary

In the UK between 2013 and 2024 the long-term trend is going downwards showing more balance, and that the gap is closing*. YMCA Fairthorne Group's gap is significantly less than the recorded national average due to the nature of the workforce in the given sectors that we serve as a community charity.

Hourly rates of pay

By law we are required to publish data regarding our mean and median gender pay gap information.

MEAN

This is the **average** pay awarded to male and females employees and is calculated by adding up all salaries and dividing the figure by the number of employees.

**Our mean
Gender Pay Gap is
-1.02%**

MEDIAN

This is the **middle value** of our pay and is calculated by ordering salaries of male and female employees from highest to lowest and identifying the middle number.

**Our median
Gender Pay Gap is
- 3.56%**

Pay Bands

Below shows the proportion of men and women in each of the four 'quartile' pay bands.

This is calculated by dividing the workforce into four equal parts based on hourly rates of pay.

We have divided the parts into lower, lower middle, upper middle and upper.

LOWER
Male: 31%
Female: 69%

LOWER MIDDLE
Male: 27%
Female: 73%

UPPER MIDDLE
Male: 7%
Female: 93%

UPPER
Male: 18%
Female: 82%

*% are rounded to
1dp

Summary

Our figures show a significantly higher proportion of women than men in each of the four pay ranges.

Bonuses

Whilst YMCA Fairthorne Group, does not pay a Bonus in the traditional terms, it does pay enhanced maternity pay.

**Our mean
Gender Pay Gap is
0%**

**Our median
Gender Pay Gap is
0%**

More about YMCA Fairthorne Group and our Gender Pay Gap

Our approach to valuing equality and diversity is underpinned across all our charitable operations in support of the communities we serve. We believe everyone deserves equal opportunities regardless of background, gender or circumstances. This is evident through a positive movement in our 2024 Gender Pay Gap to mean (-1.02%) and median (-3.56%).

As a responsible employer we aim to treat everyone fairly, working with them to provide opportunities to help them achieve their potential. We believe that everyone deserves equal opportunities and to enjoy 'The YMCA Way' journey during their career with YMCA Fairthorne Group and to lead Happy, Healthy Lives.

Throughout our organisation, we have a high number of part time employees working across our communities where term time, shift based work and flexible working is relevant. It is therefore attractive to those with caring responsibilities in our child care and young people-based operations. As a result we have a higher proportion of female to male employees in these areas reflecting the Early Years profession nationally. As figures in this report demonstrate, women play a key role in YMCA Fairthorne Group and its ongoing success, making up 79% of the workforce.

We are committed to monitoring and reviewing the pay differences and employment progression opportunities for both male and female employees at YMCA Fairthorne Group.

Phillipa Spicer

Chief Executive Officer
YMCA Fairthorne Group

Registered Charity Number: 1090981 in England & Wales

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay

