

YMCA Fairthorne Group
Gender Pay Gap Report 2022

Introduction

From 6 April 2017 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 women and men employees have the same career progression and earning potential.

The data used for this report is for contracted employees of YMCA Fairthorne Group as at 5th April 2022. In this document we set out our gender pay and bonus gap in more detail to highlight the number of male and female colleagues in each quartile of the national pay ranges at the snapshot date.

Snapshot at YMCA Fairthorne Group

17.7%
of colleagues
were male

82.3%
of colleagues
were female

UK average
Gender pay gap
in 2022 is
8.3%

Our average
Gender pay gap
in 2022 is
4.9%

*According to the office of national statistics

Summary

YMCA Fairthorne **Group's gap** in 2022 of 4.9% is significantly less than the recorded national average of 14.9%. YMCA Fairthorne Group continues to show a downward trend in the pay gap from 2021 of 8%. 82.3% of our employees being female and 59% of our employees being part-time due to the nature of our work in childcare which represents 60% of our workforce.

The Office of National Statistics (ONS) reports among all employees nationally in 2022 the gender pay gap decreased to 14.9%, from 15.1% in 2021, but is still below the levels seen in 2019 (17.4%).

In 2022, nationally the gap among full-time employees increased to 8.3%, up from 7.7% in 2021. This is still below the gap of 9.0% before the coronavirus pandemic in 2019. The gender pay gap for part-time employees nationally also reduced from negative 3.0% to negative 2.8%. The upward trend in the national part-time gender pay gap seen since 2015 is continuing due to more females working in part time jobs nationally. Our figures show a significantly higher proportion of female than male in each of the four national pay bands due to the nature of the work our charity carries out.

Hourly rates of pay

By law we are required to publish data regarding our mean and median gender pay gap information annually, the data below is as at 5th April 2022.

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
4.9%

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
- 5.4%

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: 20%
Female: 80%

LOWER MIDDLE
Male: 21%
Female: 79%

UPPER MIDDLE
Male: 6%
Female: 94%

UPPER
Male: 24%
Female: 76%

*% are rounded to 1dp

Our figures show a significantly higher proportion of female than male in each of the four pay bands due to the nature of the work our charity carries out which attracts part-time females in line with the national statistics and trends. 60% of our workforce resides in the childcare sector which is known to attract predominantly females.

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. We believe everyone deserves equal opportunities regardless of background, gender or circumstances. This is evident through a positive movement in our 2022 Gender Pay Gap to mean (4.9%) and median (-5.4%).

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** 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, annualised hours, 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 82% of the workforce represented at all levels of the organisation.

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

