

**YMCA Fairthorne Group
Gender Pay Gap Report 2025**

Introduction

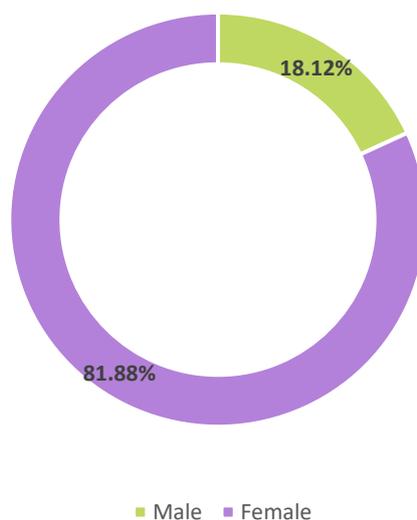
At YMCA Fairthorne Group, we are committed to fairness, equity, and creating opportunities for all. Gender pay gap reporting is a legal requirement for UK employers with more than 250 staff, and it plays an important role in promoting transparency and equality in the workplace. The gender pay gap measures the difference between median hourly earnings (excluding overtime) of men and women as a proportion of men’s earnings. It is not a comparison of pay for the same job, but rather a snapshot of gender representation and pay across an organisation.

This report reflects data for all contracted employees of YMCA Fairthorne Group as at 5 April 2025. It sets out our gender pay and bonus gaps and shows the distribution of male and female colleagues across pay quartiles.

YMCA Fairthorne Group provides Youth Services, Early Years, and Leisure Services to children and young people across Hampshire and the Isle of Wight. Our workforce is shaped by the sectors we operate in: 60.5% of our colleagues work in Early Years, a field that is predominantly female nationally. This context is important when interpreting our figures, and we remain committed to creating an inclusive environment where everyone has equal access to career progression and earning potential.

Snapshot at YMCA Fairthorne Group

Total number of staff: 298



UK average
Gender pay gap
in 2025 is
6.9%

Our average (mean)
Gender pay gap
in 2025 is
0.43%

*According to the office of national statistics

Mean and Median Pay Gap

The mean is the average pay across all employees, while the median represents the midpoint when all pay rates are arranged from lowest to highest. Together, these measures provide insight into pay differences between men and women across our organisation.

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
0.43%**

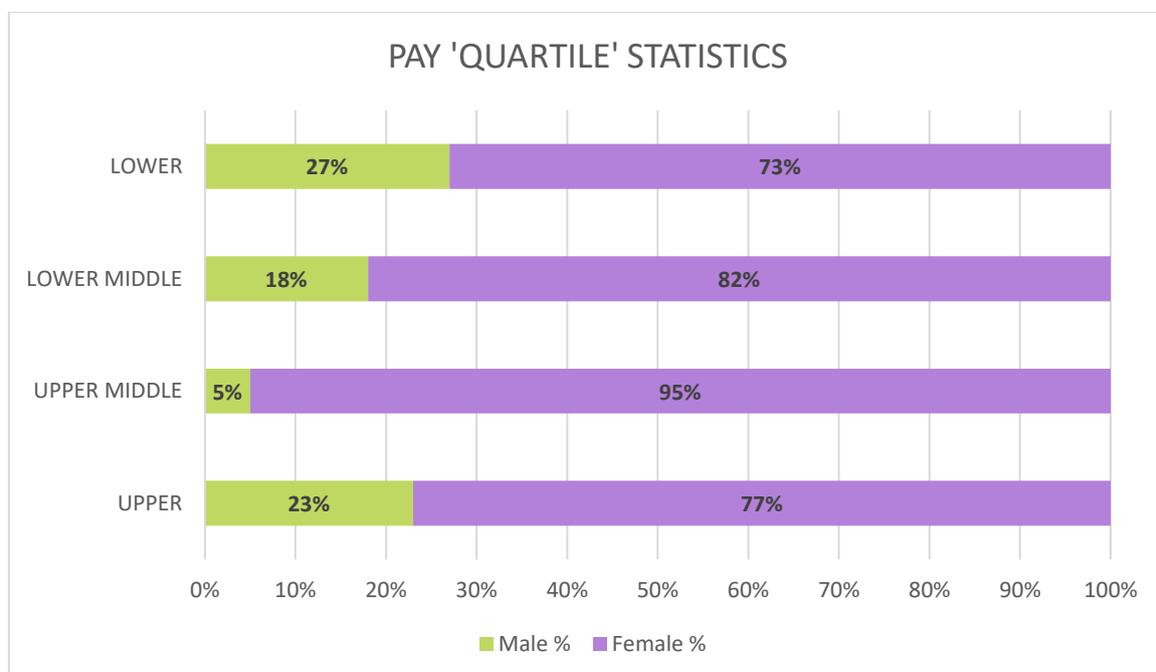
MEDIAN

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
- 3.44%**

Pay Quartile Statistics

The information below shows the proportion of men and women in each of the four pay quartiles. These quartiles are created by dividing our workforce into four equal groups based on hourly pay: lower, lower middle, upper middle, and upper. This breakdown helps us understand how men and women are represented across different pay levels within the organisation



Bonuses Gap Statistics

This section presents our mean and median bonus pay gap figures. Historically, we have not paid bonuses, so this year's data reflects the introduction of several bonus types within our organisation.

These include recruitment referral incentives, joining incentives, sales commission, length-of-service awards, and Star Awards linked to performance. Including these payments in our reporting helps us understand any differences in bonus pay between men and women.

Our mean
Bonus Pay Gap is
-37.22%

Our median
Bonus Pay Gap is
4.07%

The proportion of males and females receiving a bonus are:

6%
Male

28%
Female

Summary

Nationally, the gender pay gap has been steadily decreasing over time. According to the Office for National Statistics (ONS), it has fallen by more than a quarter over the last decade among full-time employees. In April 2025, the UK gender pay gap stood at 6.9%, down from 7.1% in April 2024.

At YMCA Fairthorne Group, our gender pay gap is significantly lower than the national average, at just 0.43%. This reflects the structure of our workforce and our commitment to fairness and equality in pay and career progression.

Our pay quartile analysis shows a significantly higher proportion of women than men across all four pay bands—lower, lower middle, upper middle, and upper—highlighting strong female representation at every level of pay within the organisation.

More about YMCA Fairthorne Group and our Gender Pay Gap

Equality and diversity are central to everything we do at YMCA Fairthorne Group. We believe everyone deserves equal opportunities, regardless of background, gender, or circumstances. This commitment is reflected in our 2025 Gender Pay Gap figures, with a (0.43%) and median (-3.44%).

Our workforce includes a high number of part-time roles, particularly in childcare, which attract those with caring responsibilities. Early Years roles make up 60.5% of our workforce, contributing to a higher proportion of female employees in these areas, consistent with national trends in the Early Years profession. Women make up 81.88% of our workforce and play a vital role in our success.

We remain committed to monitoring pay differences and ensuring fair progression opportunities for all employees.

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

