

## FORWARD

YMCA Fylde Coast is an independent charity forming part of the worldwide YMCA movement. We have been established on the Fylde Coast since 1922. Over the past 97 years we have extended our work into 9 communities and manage 18 sites working on our 4 programme areas; physical activity, housing, young people and outdoor education.

Our services are designed to support all sections of society, but in particular young people, with the intention of helping everyone to achieve their full physical, social, cultural and spiritual potential. Ultimately, our aim is to serve the communities where we are based by **changing and enhancing the lives** of as many people as possible.

Under new legislation that came into force in April 2017, UK employers with more than 250 employees must publish and report specific figures about their gender pay gap. This is in the form of a written statement on their public-facing website and report their data to government online, using the gender pay gap reporting service.

### **YMCA FYLDE COAST 2017 – GENDER PAY REPORT (Written Statement)**

This is the report for the snapshot date of 05<sup>th</sup> April 2018.

- The mean gender pay gap for YMCA Fylde Coast is -26.9%
- The median gender pay gap for YMCA Fylde Coast is 6.7%
- The mean gender bonus gap for YMCA Fylde Coast is 0%
- The median gender bonus gap for YMCA Fylde Coast is 0%

#### **Gender pay gap**

	<b>Median hourly rate</b>	<b>Mean hourly rate</b>
<b>Pay gap</b>	-6.7%	-26.9%

#### **Gender bonus gap**

	<b>Median gender bonus gap</b>	<b>Mean gender bonus gap</b>
<b>Gender</b>	0%	0%

The above tables show our mean and median hourly gender pay gap and bonus gap at the snapshot date (i.e. 5<sup>th</sup> April 2018) for pay and in the 12 months reference period for 5 April 2018 for bonus.

#### **Quartiles**

	<b>Male</b>	<b>Female</b>
<b>Lower</b>	55%	45%
<b>Lower Middle</b>	45%	55%
<b>Upper Middle</b>	59%	41%
<b>Upper</b>	19%	81%

The above table shows the percentage of male and female employees in four quartiles pay bands, (dividing our workforce into four equal parts); and illustrates the gender distribution of men and women in each quartile of YMCA's pay structure

## **Understanding the Gender pay gap data**

The following is provided to demonstrate why YMCA Fylde Coast's mean gender pay gap is currently 26.9% higher for women:

Our analysis shows the following:

- Our mean gender pay gap is 26.9% it is that there are more women proportionately employed across the organisation in various areas of the organisation
- More females are employed in the fitness & well-being areas of delivering group exercise classes within the organisation.

YMCA Fylde Coast is therefore confident that its gender pay gap is not as a result of paying women more than men differently for the same or equivalent work; both men and women are paid the same for doing the same or similar roles. Its gender pay gap is as a result of the different roles in which men and women are employed across the organisation and the rates of pay for each of these roles.

## **Our actions**

Since 2014 we have been committed to addressing diversity and carry out the following: -

- YMCA Fylde Coast carry out annual pay and benefits audits
- At the point of recruitment has an evaluation process to review each role in relation to other roles and we regularly assess pay and benefits for each role.
- YMCA Fylde coast has flexible working practices and policies

We will continue to carry out pay and benefit audits when pay is due to be reviewed and at regular intervals; and continue to account for the numbers of men and women who apply for and are recruited to each job level and job type from both internal and external applicants.

I, John Cronin CEO, confirm that the information in this statement is accurate.

Signed:

Date: