

**YMCA Trinity Group  
Gender Pay Report:  
Snapshot date 5th April 2021**

***YMCA Trinity Group's mission is 'inspiring communities, transforming young lives'.***

We serve communities across Suffolk, Cambridge and Peterborough. This is our second gender pay report and includes all contracted staff working within the charity.

Our pay gap has increased slightly since last year. We continue to employ significantly more women than men across the organisation and our recruitment data shows more women than men apply for our vacancies.

Men employed by YMCA Trinity Group earn 8.7% more than women.



The 'mean' is a method for calculating an average. We calculate the mean by adding together all of the hourly rates together for men, then dividing by the total number of men employed, then repeat for women.

Men employed by YMCA Trinity Group earn 10.2% more than women.



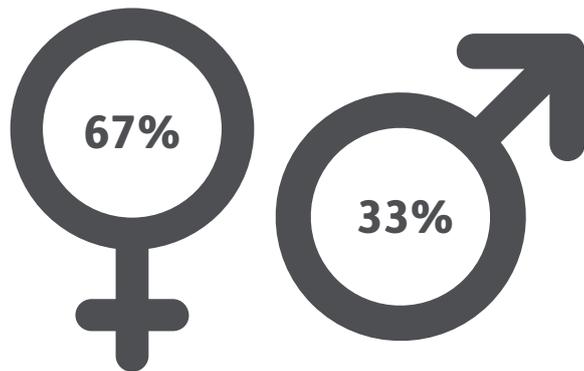
'Median' is another method for calculating an average. If all the women and all the men employed by YMCA Trinity Group stood in two separate lines, in order of pay, the median would be the difference in pay from the middle man in the line compared to the middle woman.

**We do not operate a bonus system and therefore have no figures for this area.**

YMCA Trinity Group are committed to equality and inclusion throughout our work and projects. We use a job evaluation tool to ensure staff are paid equitably across the organisation. Even though we have used our job evaluation tool to ensure equal pay, we can still have a gender pay gap, this is due to the different roles in the organisation that men and women work in.

These charts show our charity divided into 4 equal groups (quartiles). We employ more female staff than male in every quartile of our organisation.

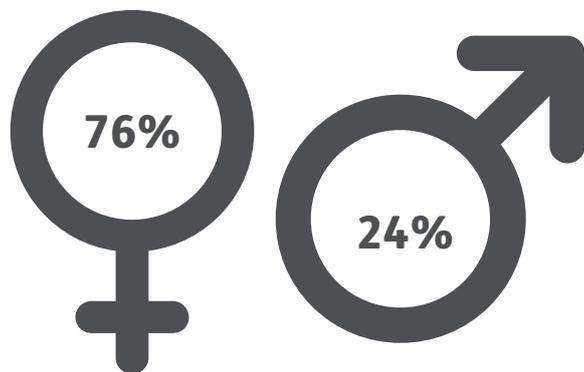
Upper Quartile



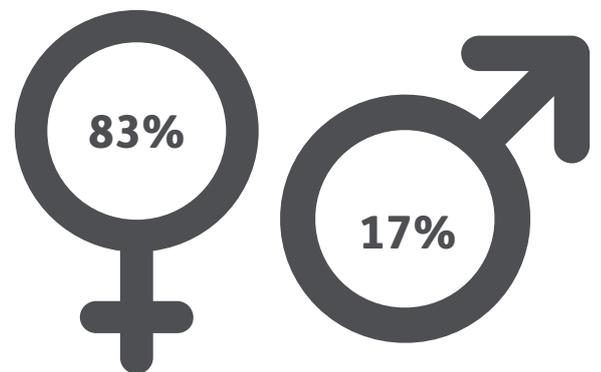
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



We have 6 childcare settings in our charity. Childcare is predominantly staffed by females whose roles range from Apprentices to staff qualified to degree level. They are reflected in all quartiles of our organisation. The childcare team can work full or part time in either term time or 'all year round' contracts. These contract types and our high female workforce influence our pay gap.

We have robust and transparent safer recruitment process, including when recruiting for promotion opportunities. We continue to review our working practices to ensure we have a welcoming environment to everyone and one where staff have a positive work-life balance.

Jonathan Martin  
CEO

