

**YMCA Trinity Group
Gender Pay Report:
Snapshot date 5th April 2023**

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

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

Our pay gap has decreased. 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.



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 and compare the two.

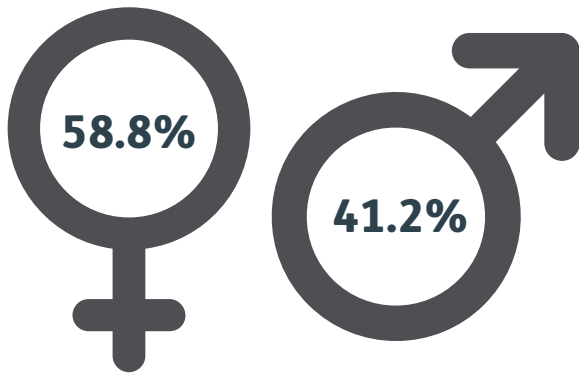


'Median' is another method for calculating an average. If all the women and all the men employed by YMCA Trinity Group stood in two separate lines, in order of pay, the median would be the difference in pay from the middle man in the line compared to the middle woman.

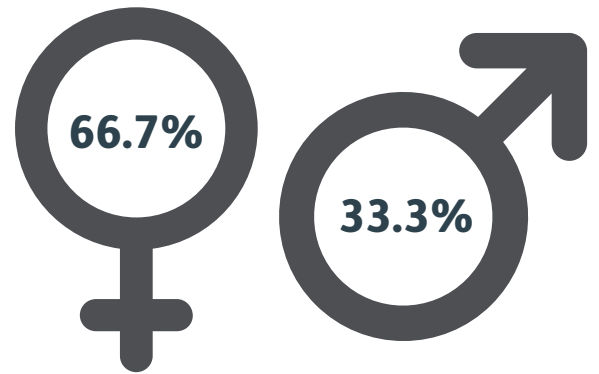
We do not operate a bonus system and therefore have no figures for this area. YMCA Trinity Group are committed to equality and inclusion throughout our work and projects. We use a job evaluation tool to ensure staff are paid equitably across the organisation. Even though we have used our job evaluation 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.

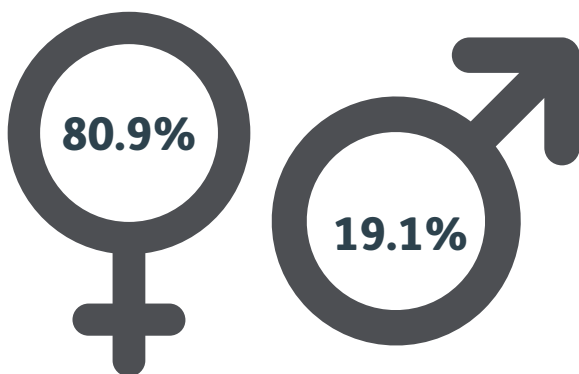
Upper Quartile



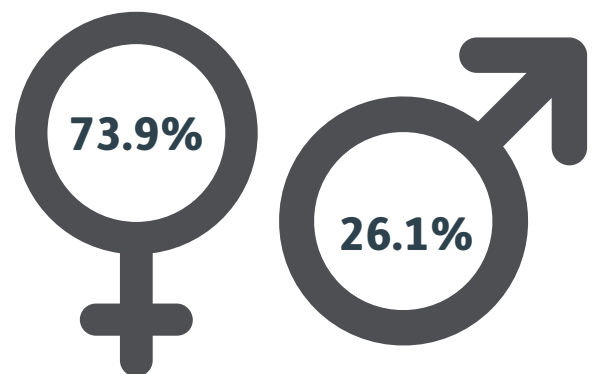
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

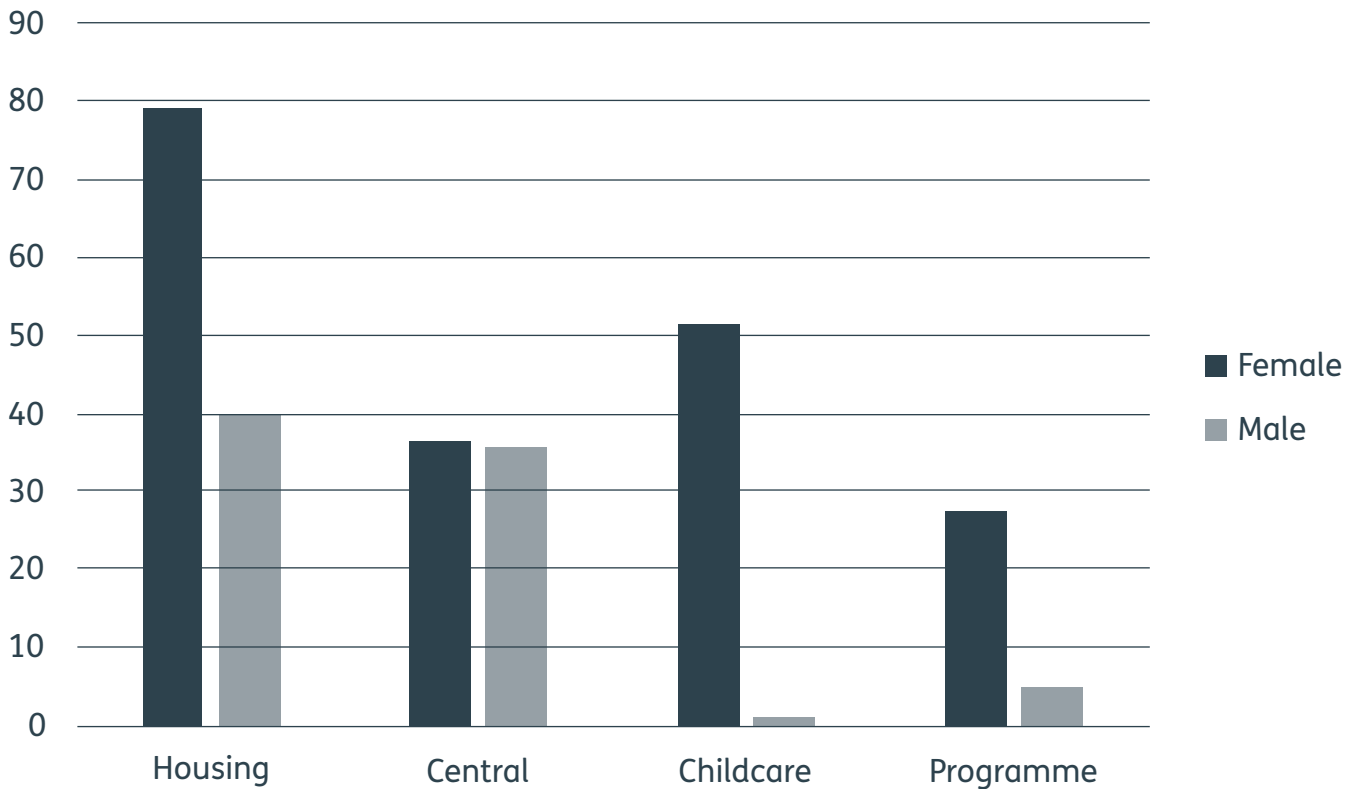


Organisational Context

Gender per Department

We have a range of business areas in the Charity. All areas employ more women than men, significantly so in Childcare.

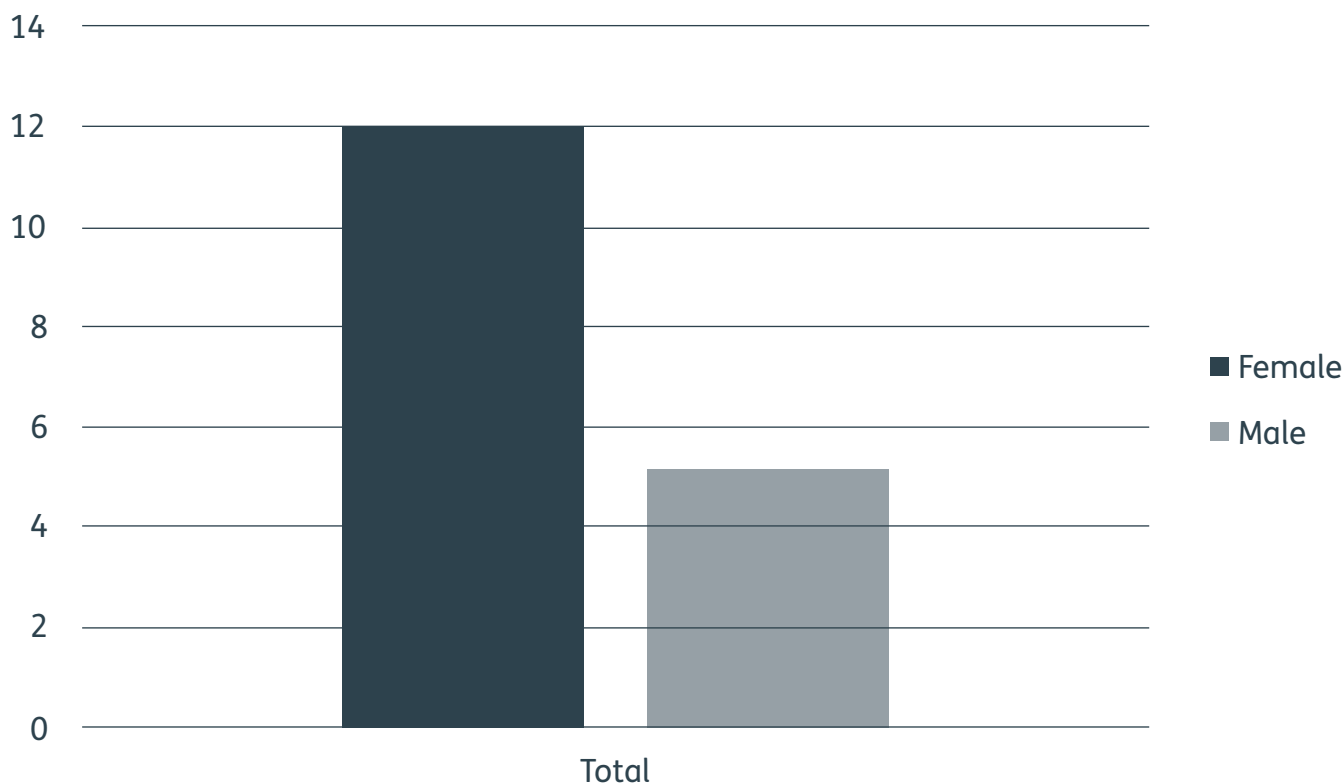
This chart illustrates the gender breakdown per department:



Our Senior Leadership Team

Our Board of Trustees are made up of volunteers, so are not included within the Gender Pay Report, however they are more than 80% women.

The Senior Leadership Team is over 70% female, as illustrated in this chart:



We offer flexible working to all staff, including condensed hours, part time and term time working and remain committed to equality and inclusion.

Jonathan Martin
CEO