



YCL

A wholly-owned subsidiary
of the University of York

Our **2018** Gender Pay Gap Report

Introduction

YCL is committed to addressing workplace barriers to equality and providing all employees with equal opportunities. This is reflected in our company Values:

Values



Trust We will place trust in you to do your job and do it well



Respect We will respect you and expect you to respect your colleagues and customers



Unique We are all unique and diverse and we embrace this



Enjoy We strive to make work an enjoyable place, you should too!

As a company we are proud to reveal that our mean gender pay gap is 2.83% and median pay gap is 1.70%. We believe that our company Values; approach to recruitment, training and development and pay structure have helped us to achieve a lower than average gap.

As a company we are always looking to improve and we want our gender pay gap to be lower or remain as low over the coming years. As part of this commitment we will continue to publish our gender pay gap figures annually.

Most importantly we actively encourage all colleagues to contribute ideas on how we can foster diversity and equality within our company.

The Data

We welcome the opportunity to report on our gender pay gap and pride ourselves on being an open company. I can confirm our data is accurate.

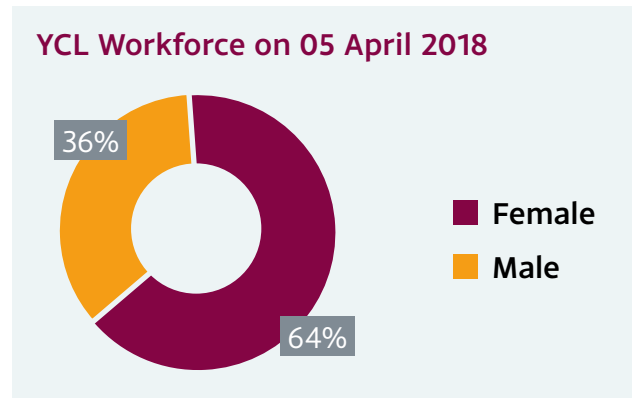
Jon Greenwood
Director
March 2019



Understanding the data

To help explain the data, it is important to understand our company. We have a diverse range of departments including;

- Campus Nursery
- York Conferences
- Catering and Hospitality
- Retail Services
- York Sport
- Design, Marketing and Print
- York Science Park Limited (YSPL)



Measuring the Pay Gap

Under the UK government new gender pay gap regulations, employers in Great Britain with more than 250 employees are required to report on their gender pay gap. The statutory definitions for measurements used in this report are:

- **Mean Gender Pay Gap**
The mean represents the overall average. The mean pay gap shows the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median Gender Pay Gap**
The median represents the middle point of the data. The median gap represents the difference between the medium hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

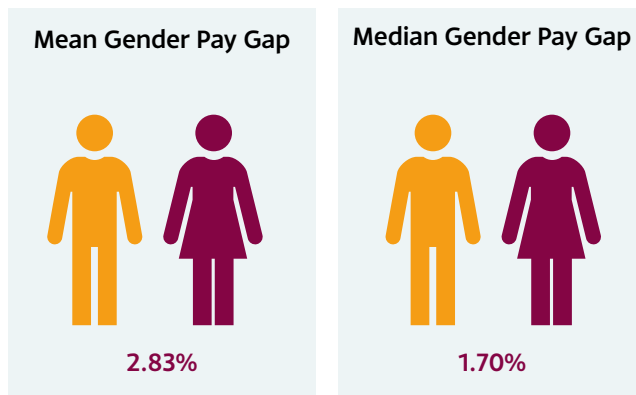
Gender pay is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings. Source: Equality and Human Rights Commission.

Our Pay Gap

The mean and median gender pay gap.

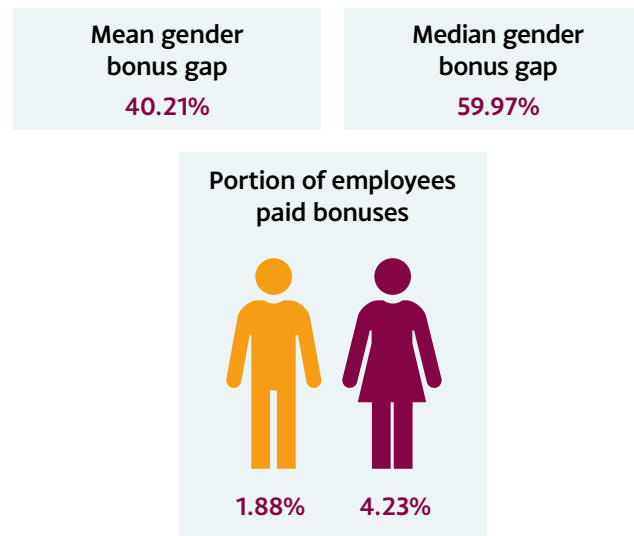
The mean and median gender pay gap - based on hourly rate of ordinary pay in accordance with the regulations.



The data illustrates our mean and median hourly gender pay gap at the snap shot date, 05 April 2018. Our mean gender pay gap shows that male members of staff are paid 2.83% more than females. This continues, at the median level, where male colleagues earn 1.70% more than females.

Bonus Payments

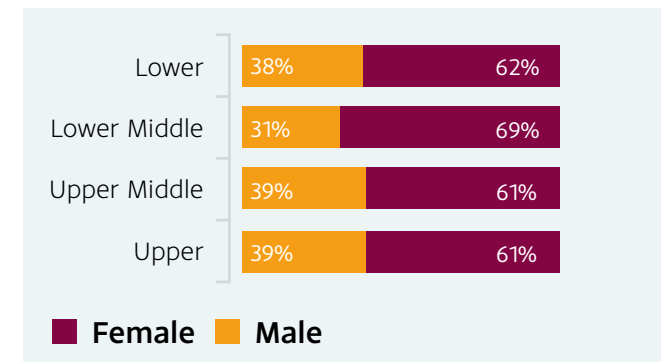
The mean and median bonus gender pay gap and the portion of males and females receiving a bonus payment in accordance with the regulations.



More females received bonuses compared to males

Gender gaps by Pay Levels

As required by the regulation we have split our relevant paid employees into four quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile.





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Our Plans

To continue to support personal and professional development through performance reviews.

To continue with tri-annual staff engagement surveys and equal pay reporting along with other research material to inform action planning and measure success.

We are committed to paying recognised equal pay for equal roles and ensuring that our remuneration package is transparent.

The Future

At YCL we want to ensure all our colleagues have the opportunity to fully develop their career. We support career progression and are committed to maintaining our positive gender pay gap.

