Introduction
What is the gender pay gap?
Gender Pay uses pay to measure how organisations are providing equality of opportunity, using pay as the best proxy for seniority. The gender pay gap shows the difference in average (mean and median) earnings between men and women. The figures contained in this report have been calculated using the methodology stipulated by UK legislation.

Equal pay highlights the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. As such, no inference can or should be made about equal pay using gender pay gap information.

This Gender Pay Gap report is dated 5 April 2019.
As a company we can confirm that our mean gender pay gap is a positive score of 2.24%, which means that for the mean calculation, men are earning more than women for the same role. Conversely the median calculation resulted in a negative score of -0.75% which suggests that women are earning more than men for the same role when calculated this way. Please see further in report about differences between mean and medium calculations.

We believe that our company values, approach to recruitment, pay structure and training and development have all helped us to achieve a lower than average pay gap against the normal levels for our industry.

About YCL
YCL is committed to addressing workplace barriers to equality and providing all employees with equal opportunities. This is reflective 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!

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 and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Compared to 2018 our mean hourly rate pay gap has decreased by 0.59% and our median hourly rate pay gap has decreased by 2.45%. We are pleased to say that YCL's pay gap compares favourably with that of other similar organisations and, in a lot of cases, is better.

As a company we are always striving for improvement, and aim for our gender pay gap to be lower, or remain as low, over the coming years. We are committed to publishing our gender pay gap figures annually. Most importantly, we actively encourage our colleagues’ contributions and ideas regarding how we can foster diversity and equality within our company.

Jon Greenwood
Company Director
March 2020
Understanding the data
York Commercial Services is a diverse company made up of multiple departments, including:

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

Measuring the Pay Gap
Under the Gender Pay Gap regulations within the UK, 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:

- **Median Gender Pay Gap**
  The Median represents the middle point of a population. Therefore, the median pay gap is the difference between the employee in the middle of the range of wages for both male and female.

- **Mean Pay Gap**
  The mean represents the average. Therefore, the mean pay gap is the difference between the average hourly rate of pay for women compared to the average hourly rate of pay for men within the company.
Our Pay Gap
The mean and median gender pay gap
The mean and median gender pay gap is based on hourly rate of ordinary pay in accordance with the regulations.
It is really important to us that every colleague is recognised and rewarded appropriately.

Bonus Payments
4.96% of females this year received a bonus compared to men at 3.31% which means that our gender bonus gap has decreased from the previous years figures of 1.88% of men and 4.23% of women.

Gender gaps by Pay Levels
As required by the legislation, we have split our relevant paid colleagues into four quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile.

The mean bonus gender pay gap is the difference between the average bonus pay of female employees (taken as a single group) and the average bonus pay of relevant male employees (again taken as a single group), expressed as a percentage. These figures show that despite the fact that more women received a bonus this year in comparison to men, the amount of the bonus payment was greater for men by 32.7% (mean) and 32.31% (median). However, this is a decrease on last year’s gender bonus gaps by a factor of 7.51% and 27.66% for the mean and median respectively.
Our Plans
YCL's gender pay gap compares favourably with other similar organisations, both in our sectors and nationally. However, we remain committed to doing everything we can to reduce the gap even further.

We commit to the following:

- Continue to support personal and professional development through performance reviews.
- Carry out tri-annual staff engagement surveys. Our next survey will be undertaken in 2020.
- To continue to discuss Gender Pay Gap at YCL’s remuneration committee meetings.

The Future
At YCL we want to ensure all of our colleagues have the opportunity to fully develop their career. We support colleague career progression and we are committed to reducing the gender pay gap further.