



# YCL

A wholly-owned subsidiary  
of the University of York

Our **2021** Gender Pay Gap Report



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## 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.

YCL is required by law to publish an annual gender pay gap report and this report is for 5 April 2021.

As a company we are proud to reveal that our mean gender pay gap is 2.20% and median pay gap is 1.68% and we believe that our company values and approach to recruitment, training and development and pay structure has helped us to achieve a lower than average and industrial norms gap.

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.

## 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!

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. We will continue to annually publish our gender pay gap figures. Most importantly we actively encourage our colleagues' ideas and contribution 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 and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

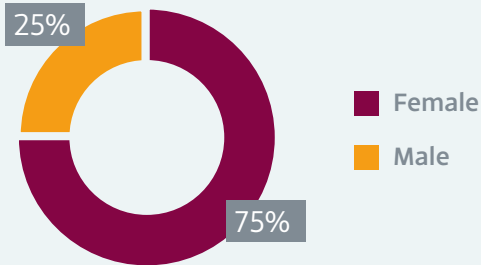
**Stephen Talboys**  
Director

## Understanding the data

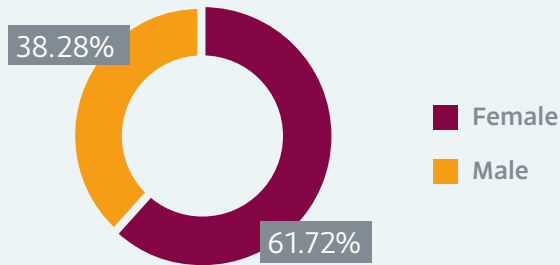
To help explain that data it is important to understand our company. We have a diverse range of departments including:

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

## Senior Management on 5 April 2021



## YCL Workforce on 5 April 2021



## 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.

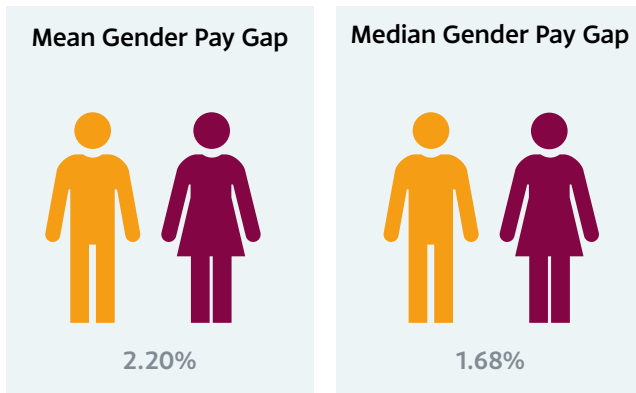


## Our Pay Gap

### 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.



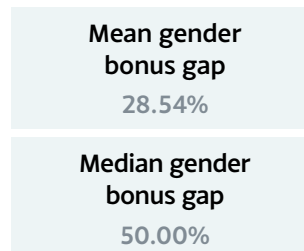
The data illustrates our mean and median hourly gender pay gap at the snap shot date, 05 April 2021. Our mean gender pay gap shows that 2.20% of males are paid more than females.

### Bonus Payments

6.09% of females this year received a bonus compared to men at 3.48%. Bonuses this year were limited due to the COVID 19 pandemic.

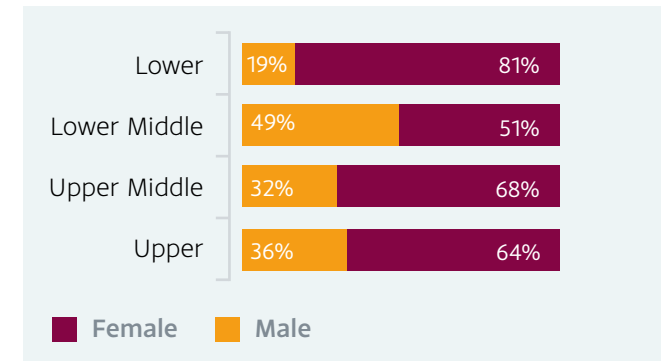


The mean and median bonus gender pay gap and the portion of males and females receiving a bonus payment in accordance with the regulations is:



### 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.





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## Our Plans

Whilst YCL's pay gap compares favourably with that of organisations both across the whole UK economy and within the sectors we operate, this is not a subject which we are complacent about and are committed to doing everything that we can to reduce the gap.

We commit to the following:

Continue to support personal and professional development through performance reviews. To continue to encourage uptake of apprenticeships.

Carry out staff engagement surveys.  
Our next survey will be undertaken in 2022.  
Our Engagement Survey has been delayed due to COVID and staff being on Furlough during 2020/21.

To continue to discuss Gender Pay Gap at YCL's remuneration committee.

## 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 recognise that we commit to maintaining our positive gender pay gap.

