Our 2017 Gender Pay Gap Report
Introduction

YCL is committed to addressing workplace barriers to equality and providing all employees with equal opportunity. 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!

Our mean gender pay gap is 3% and median pay gap is -1.89%. We believe that our company values and approach to recruitment, training and development along with our pay structure has helped us to achieve a lower than average gap.

However, 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 confirm our data is accurate.

Jon Greenwood
Director
March 2018
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
- Human Resources
- Central Admin

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 their gender pay gap. Under the regulations there are two ways to measure the pay gap.

Median 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 male wages and the middle employee in the range of female wages.

Mean Pay Gap
The mean represents the average. Therefore, the mean pay gap is the difference between the average hourly rate of pay for woman compared to the average hourly rate of pay for men within the company.
Our Pay Gap

The mean and median gender pay gap

Based on hourly rates of ordinary pay in accordance with the regulations.

Mean Gender Pay Gap 3%
Median Gender Pay Gap -1.89%

£9.72 £9.54

The data illustrates our mean and median hourly gender pay gap at 05 April 2017. The mean hourly pay for men is 3% higher than for woman. At the median level the gap reverses and women earn 1.89% more than men.

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.

Mean gender bonus gap -19.45%
Median gender bonus gap -17.62%

Proportion of eligible workforce who received a bonus on 05 April 2017

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

- Lower: 35% Female, 65% Male
- Lower Middle: 37% Female, 63% Male
- Upper Middle: 28% Female, 72% Male
- Upper: 34% Female, 66% Male
Our Plans

- Continue to support personal and professional development through performance reviews.
- Carry out staff engagement surveys every three years.
- Extend the remit of YCL’s remuneration committee to include the impact of the gender pay gap.

The Future

At YCL we want to ensure all our colleagues have the opportunity to fully develop their career. We support colleague career progression and will actively encourage equality and diversity in the workplace.