

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

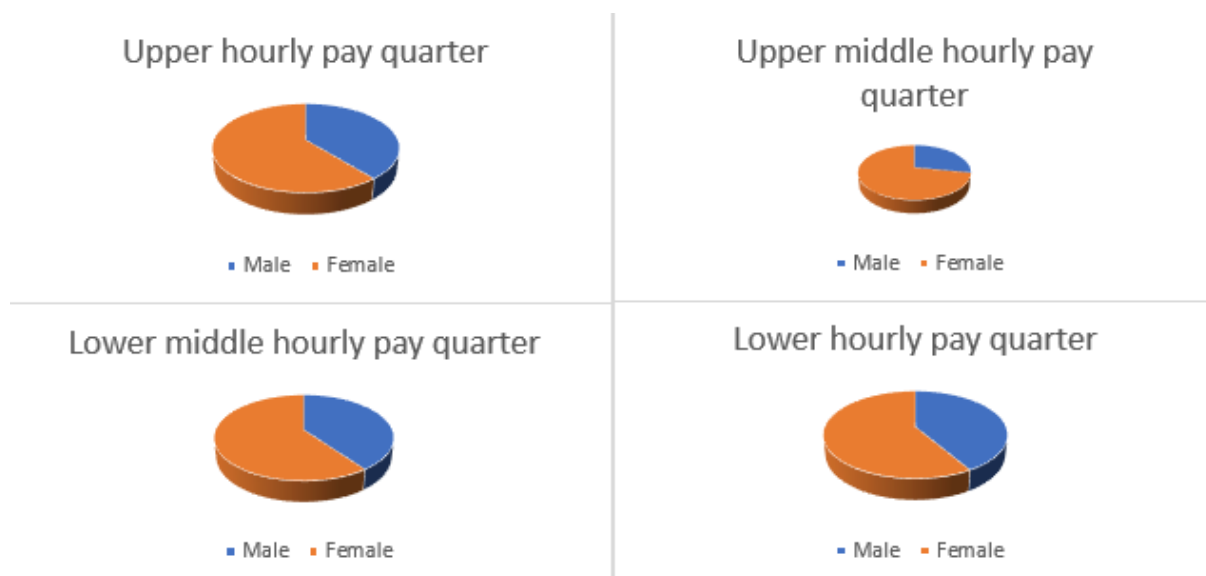
This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Our calculations reveal that we employ more females than males. Whilst we can confidently say that men and women have equal pay for equal work at YMCA Robin Hood Group, we recognise the need for action in eliminating the gender pay gap.

Below outlines the figures as at April 2023;

- The mean gender pay gap is -4.8%
- The median gender pay gap is 6.4%
- The mean bonus gender pay gap is -532.6%
- The median bonus gender pay gap is -50%
- The proportion of males receiving a bonus is 15%
- The proportion of females receiving a bonus is 11%

The proportion of males and females in each quartile pay band are demonstrated in the graphs below:



Actions to help close the gap:

- We encourage career development across genders and seniority levels of the organisation through in house and external training and development.
- We have a good mix of full time and part time colleagues.

- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.

- We also adopt a values-based approach to candidate selection: we're interested in finding the right people for our organisation.

- Interviews are structured with same questions asked of all candidates, answers are graded based on the criteria.

- We constantly review our recruitment and employment policies to ensure they are non-discriminatory.

I confirm that the published information in relation to the gender pay gap is accurate.

Craig Berens
Group CEO