

Gender Pay Reporting

YHA is committed to paying people fairly and appropriately. All roles are evaluated against set criteria to determine the appropriate grade and pay scale and this is further supported by undertaking regular external benchmarking reviews. Salaries are paid according to grade and in line with the organisation's Remuneration Policy. Our Remuneration Committee, supported by our Executive Team, determines if and when organisation-wide pay increases may be awarded, ordinarily linked to increases in the cost of living.

All our pay policies and practices comply with the appropriate legislation to ensure they do not discriminate and are sense checked by our external legal advisors on an annual basis. This includes ensuring they are not discriminatory on the basis of gender. YHA does not operate a performance related pay scheme or a bonus scheme.

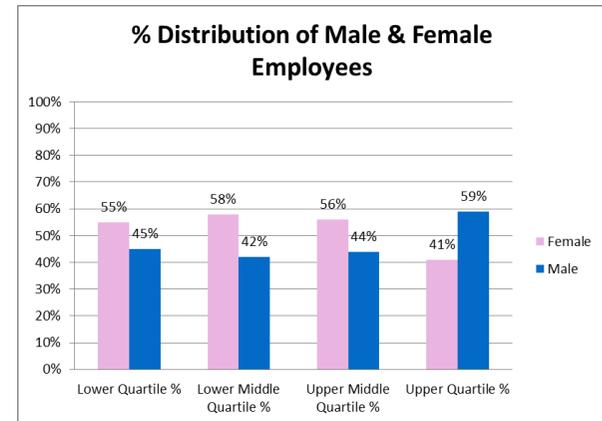
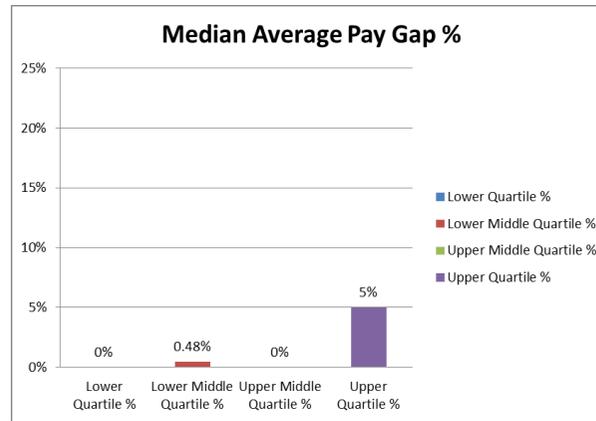
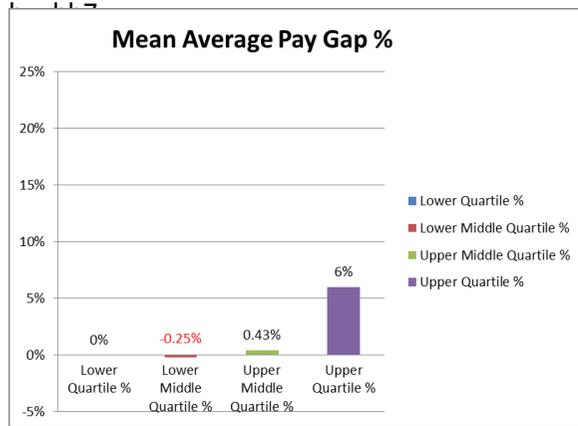
Based on the payroll on 5th April 2017, the outcomes in line with the gender pay calculation requirements are shown below:

<u>Lower Quartile</u>	
Female Mean	£7.50
Male Mean	£7.50
Mean %	0%
Female Median	£7.50
Male Median	£7.50
Median %	0%
Female	55%
Male	45%

<u>Lower Middle</u>	
Female Mean	£8.06
Male Mean	£8.04
Mean %	-0.25%
Female Median	£8.34
Male Median	£8.38
Median %	0.48%
Female	58%
Male	42%

<u>Upper Middle</u>	
Female Mean	£9.18
Male Mean	£9.22
Mean %	0.43%
Female Median	£9.15
Male Median	£9.15
Median %	0%
Female	56%
Male	44%

<u>Upper Quartile</u>	
Female Mean	£14.82
Male Mean	£15.79
Mean %	6%
Female Median	£12.51
Male Median	£13.19
Median %	5%
Female	41%
Male	59%



The results for the lower quartile show 0% difference in both the mean and median, due to all employees in this grouping doing exactly the same role. This represents c.52% of our overall workforce. The difference between the mean and median in both the lower middle and upper middle quartiles is also minimal – females being the slightly higher paid overall in the lower middle quartile, males slightly higher in the upper middle. In both cases the difference is <0.5%.

The highest difference in the mean and median is within the upper quartile population, where 59% of this quartile is male and 41% female. The difference is still minimal at 6% for the mean and 5% for the median, both in favour of males. This reflects the fact that we have a greater proportion of males in these roles. As an organisation, we continue to look at both our recruitment and advertising strategy for our senior management level roles to ensure we are attracting the widest possible pool of females. This applies from both an external recruitment perspective, as well as ensuring we have a robust succession plan in place within the organisation for internal progression.

Declaration

I confirm that the information contained within this narrative is accurate.

Signed: 

Name: James Blake

Position: CEO

Date: 7th December 2017