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# Gender Pay Gap Report

March 2021



Published March 2022





# Introduction

This is the 5th annual Gender Pay Gap report from YPO, to meet the statutory reporting requirement of the legislation introduced in 2017, for organisations with 250 or more employees.

In this report we highlight information relating to the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

Consistent with the previous 4 years, YPO once again has a gender pay gap in favour of women.

As a public sector organisation, YPO is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap by 30th March annually.

This report is based on the snapshot date of 31st March 2021.

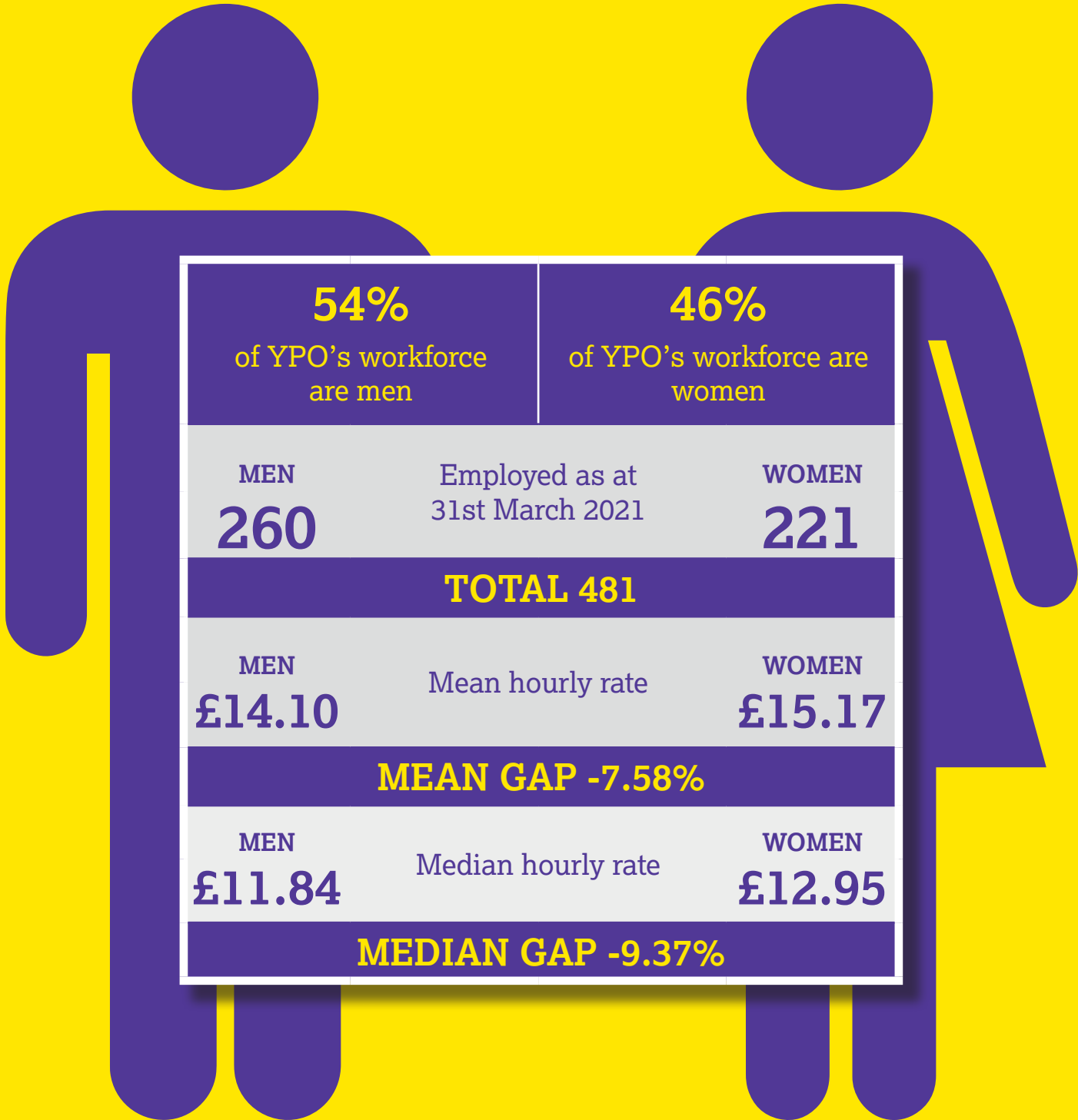
## Declaration

**I confirm that our data has been calculated according to the requirements and methodology of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.**

A handwritten signature in blue ink, appearing to read 'Simon Hill', written over a light blue horizontal line.

**Simon Hill**  
Managing Director YPO

# Gender Make-up of YPO



# Bonus Pay

For statutory reporting purposes, bonus pay includes payments made for performance and incentive. Whilst YPO does not operate a traditional bonus scheme we do have a range of payments that can be paid to employees that for a limited period, are undertaking duties over and above their normal roles.

This report shows an increase in the number of men that received a payment during this year (approximately 10%), and a slight decrease in the number of women that received a payment, (approximately 2%).

Last year the mean bonus figure for YPO was in favour of men (39.8%), this year sees a change to be in favour of women but a smaller rate of 8.7%

There was no median bonus gap between genders last year, but this has changed to a median bonus gap in favour of men this year.

<b>MEN</b> <b>79</b>	Number receiving bonus payments	<b>WOMEN</b> <b>42</b>
Mean bonus gap in favour of women <b>8.7%</b>		
Median bonus gap in favour of men <b>38.32%</b>		
<b>MEN</b> <b>30.38%</b>	Percentage that received bonus payments	<b>WOMEN</b> <b>19%</b>

# Working to reduce the Gender Pay Gap

The YPO gender pay gap has again increased slightly this year in favour of women.

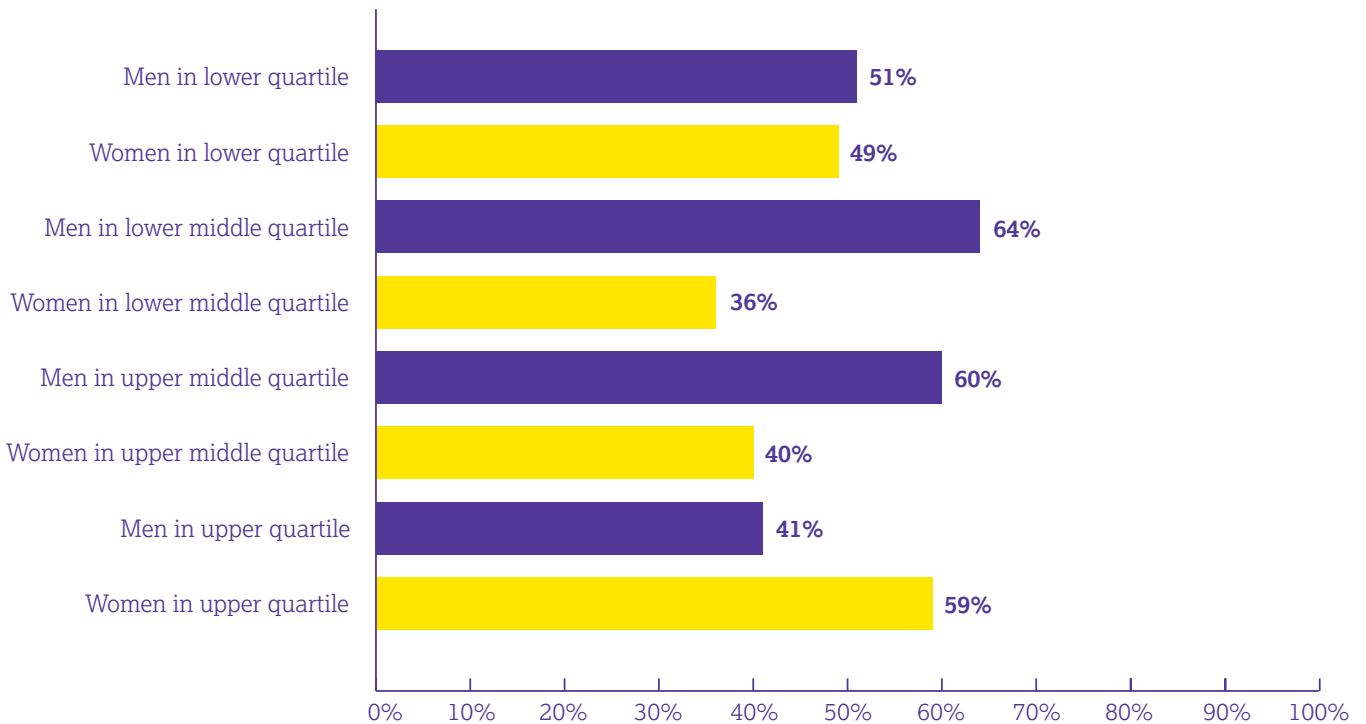
The traditionally male dominated areas of YPO, (warehousing and transport) tend to remain static with minimal leavers, due to the good working environment and terms and conditions of employment that are offered to our employees. This has an impact on males figures as long serving employees are at the top of their pay scales, so if they remain in the same roles year on year there are no promotional salary increases.

We are committed to offering equal opportunities to all our employees and we continue to offer coaching, interview technique training and job shadowing to all staff to assist in successfully gaining promotion opportunities.

YPO continues to run a modular course for aspiring managers. Both genders are encouraged to nominate themselves for this development opportunity and support is provided in applying for and attending the course.

YPO will continue to promote policies and initiatives to support equal opportunities for all our employees throughout our organisation. YPO is committed to fair pay for all staff irrespective of gender and will continue to support initiatives that will improve our gender pay gap.

# Pay by Quartiles



**YPO uses an analytical job evaluation scheme for all roles. Job evaluation is a systematic process for ranking jobs logically and fairly to determine the relative complexity of jobs and the relative importance of what they contribute to the organisation and its purpose.**

Jobs are ranked and graded according to the skills, knowledge and levels of accountability that are required for employees to be competent when performing their roles.

Each grade has a set pay range which is aligned to the national agreement on pay and conditions of service negotiated by the National Joint Council for Local Government Services (NJC), with the Trade Unions.

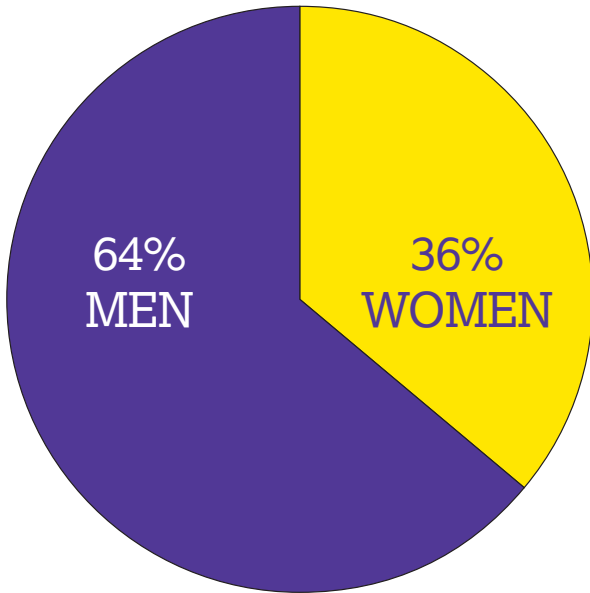
Annually, employees automatically progress through the pay range for their grade until they reach the top of the scale,

therefore the longer period someone has been in a grade, the higher their hourly rate of pay would be, irrespective of their gender.

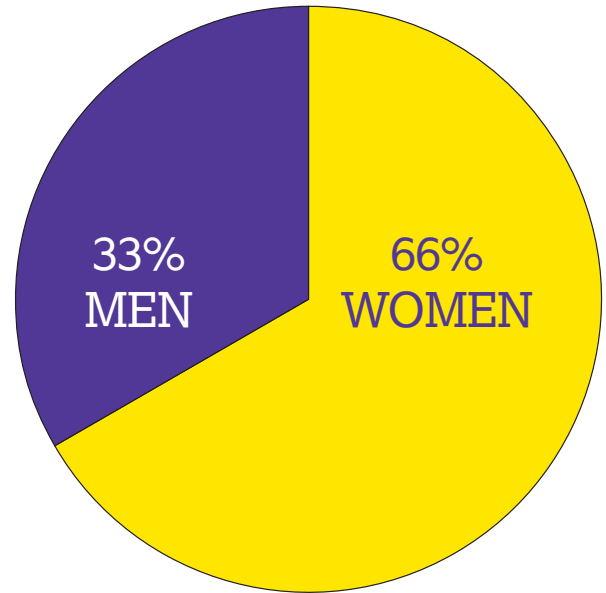
Most of the roles that fall within the lowest grades at YPO are in the areas of catering and cleaning. These roles are predominantly filled by women and sit at the bottom of the lower quartile, with roles in warehousing, transport and customer services being spread across the lower and lower middle quartiles.

On 31st March 2021 there were 62 men and 59 women in the lower quartile, 51% and 49% respectively, which is showing only a small difference between the two genders.

The middle quartiles have hardly any movement from last year, with changes of just over 1% increase in favour of



Senior Leadership Team



Board

women in the lower quartile with a corresponding decrease for men, and an increase of 0.3% in favour of men in the upper middle quartile with a corresponding decrease for women.

This year the upper quartile shows an increase in men and a corresponding decrease in women (1.2%) from last year.

The overall mean gender pay gap is -7.58%, a figure favourable to women, and has widened the gap slightly since last year (-6.76%). This year we have a median gender pay gap of

-9.37%, reducing the gap slightly since last year (-10.83%).

The YPO Senior Leadership Team has 64% men and 36% women which is a slight increase in men from last year due to a new appointment. The YPO Board changed to 33% men and 66% women due to the departure of one of the male Board members.

Overall the workforce split between the genders remains the same as last year with 54% being male and 46% being female.

*“The YPO Senior Leadership Team has 64% men and 36% women which is a slight increase in men from last year due to a new appointment.”*

