

Better value, delivered.



Gender Pay Gap Report

March 2020



Published July 2021





Introduction

This is the 4th 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 3 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. Due to the Coronavirus pandemic the deadline has been extended until 30th September 2021.

This report is based on the snapshot date of 31st March 2020.

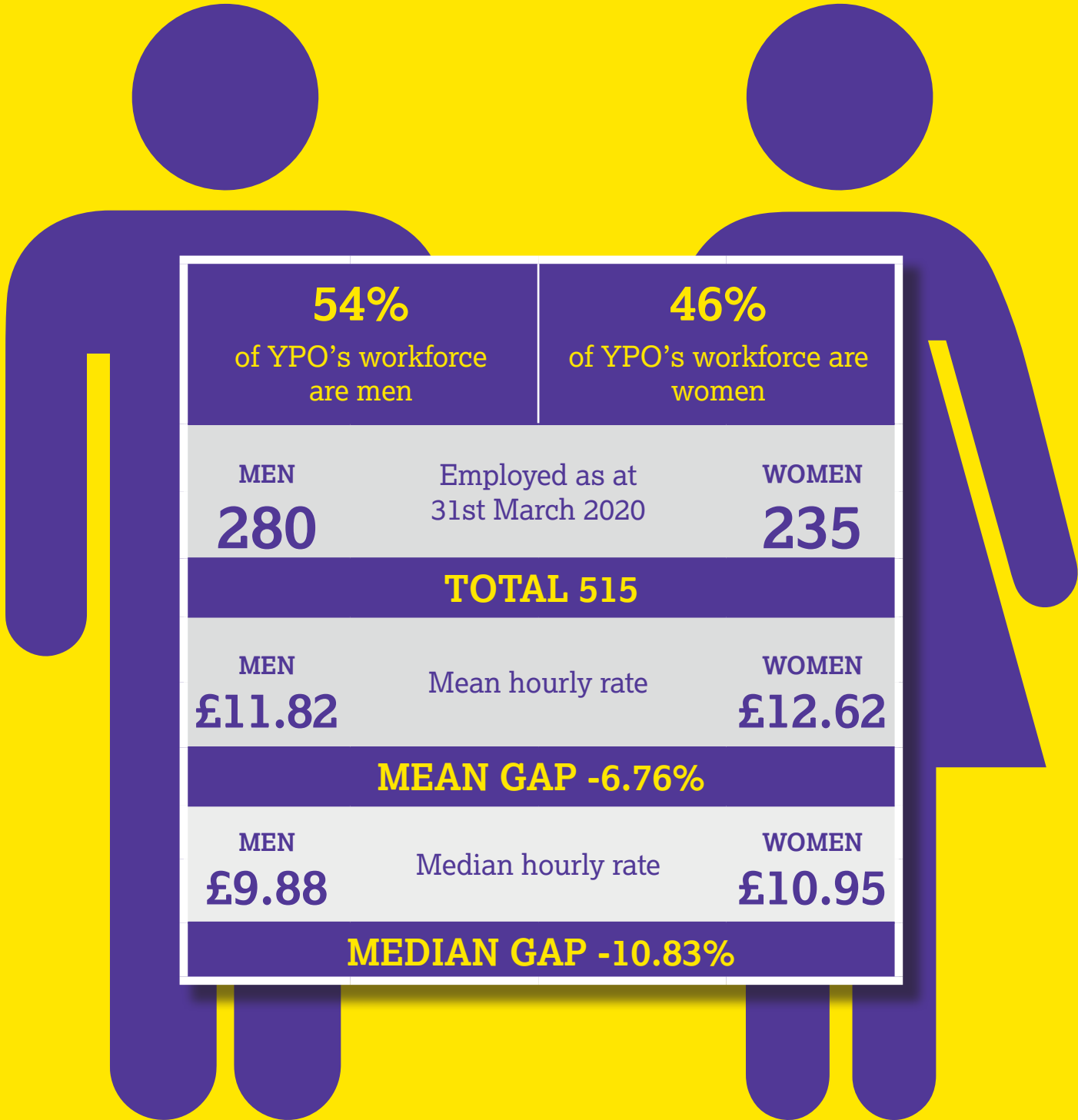
Declaration

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 a small increase in the number of women that received a payment during this year (approximately 5%), and a slightly larger increase in the number of men that received a payment, (approximately 7.5%).

Last year the mean bonus figure for YPO was in favour of men (12.8%), this year sees a further increase in favour of men, to 39.8%.

Although there has been an increase in the overall number of women receiving bonus payments, there were women that were receiving sizeable amounts last year, that are no longer receiving these, as they were to cover temporary situations,

MEN 87	Number receiving bonus payments	WOMEN 43
Mean bonus gap in favour of men 39.8%		
Median bonus gap 0%		
MEN 31%	Percentage that received bonus payments	WOMEN 18.3%

hence the figure increasing in favour of men.

There is no median bonus gap between genders this year. This is the same as last year.

Working to reduce the Gender Pay Gap

The YPO gender pay gap has increased this year in favour of women. This is partly attributable to the successful appointment and promotion of females into management positions, for the second year running.

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.

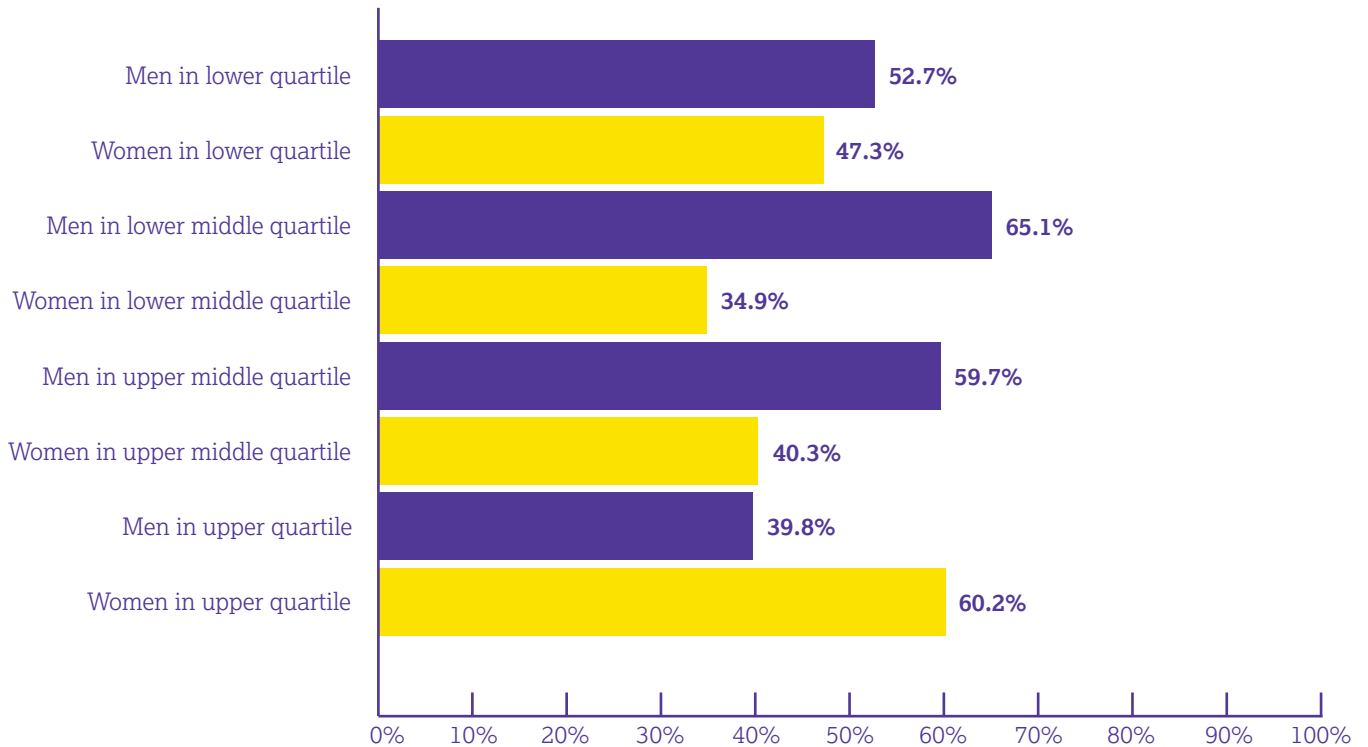
By promoting our family friendly benefits in advertisements, throughout recruitment campaigns and on our website, we have seen a small increase in women in the warehousing department.

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.

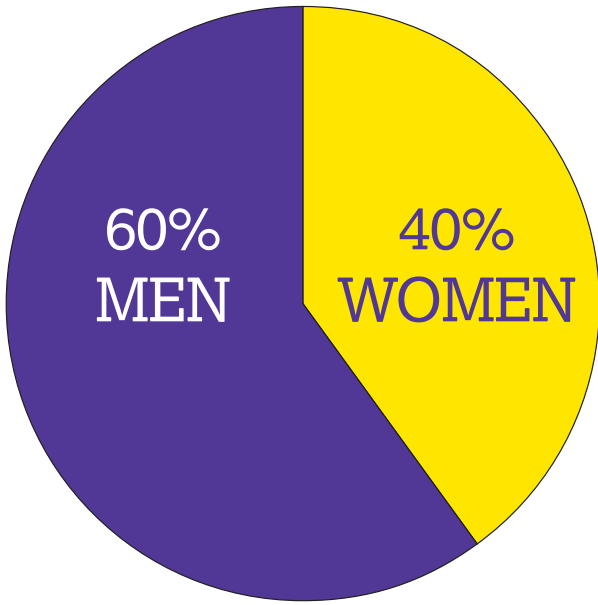
Each grade has a set pay range which is aligned to the national agreement on pay and conditions of service negotiated by the National Joint Council for Local Government Services (NJC), with the Trade Unions.

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.

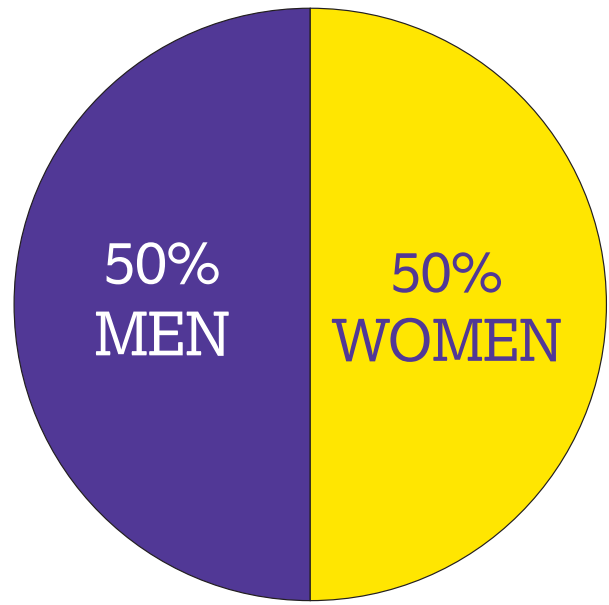
Most of the roles that fall within the lowest grades at YPO are in the areas of catering and cleaning. These roles are predominantly filled by women and sit at the bottom of the lower quartile, with roles in warehousing, transport and customer services being spread across the lower and lower middle quartiles.

On 31st March 2020 there were 288 employees in these roles, just over half of the total YPO workforce, 56%, with 187 men and 101 women.

This year the upper quartile shows an increase in women and a corresponding decrease in men (5%) from last year. This is due to 2 senior male employees leaving the organisation, and 2 senior females being promoted to roles attracting a higher salary. The upper middle quartile shows an increase for men of 5% and a corresponding decrease for women since last year.



Senior Leadership Team



Board

This has resulted in an overall mean gender pay gap of -6.76%, a figure favourable to women, and has widened the gap since last year (-5.09%). This year we have a median gender pay gap of -10.83%, increasing the gap since last year (-9.99%).

The YPO Senior Leadership Team has 60% men and 40% women which is a slight increase in women from last year and the YPO Board remains a balanced 50% each of men and women.

The increase in the overall positive figures has been influenced by more women being promoted to and recruited to, junior, and middle and management positions for the second year running, whilst most of the workers in the middle to lower graded roles are male.

“The YPO Senior Leadership Team has 60% men and 40% women which is a slight increase in women from last year and the YPO Board remains a balanced 50% each of men and women.”

