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YPO[®] 50

Gender Pay Gap Report

March 2024



 THE SUNDAY TIMES
100
BEST NOT-FOR-PROFIT ORGANISATIONS TO WORK FOR
2017

 The Institute of Customer Service
MEMBER



Introduction

This is the 7th 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.

In it's fiftieth year, YPO can confirm that, as with the previous 6 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 1-31 March 2023.

Simon Hill
Managing Director YPO

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Gender Pay

The report shows an 8.7% mean gender pay gap at YPO in favour of women, and a median gender pay gap of 7.6% in favour of women. This represents an increase mean gender pay gap by 2.2% but closing of the gap in the median gender pay by 0.8%.

Hourly Rates			
♂	Men £15.41	Mean Hourly Rate	Women £16.65 ♀
Mean Gap = -8.7%			
♂	Men £13.17	Median Hourly Rate	Women £14.17 ♀
Median Gap = -7.6%			
Workforce			
♂	Men 274 53.4% of total workforce	Employed as at 30 March 2023	Women 239 46.6% of total workforce ♀

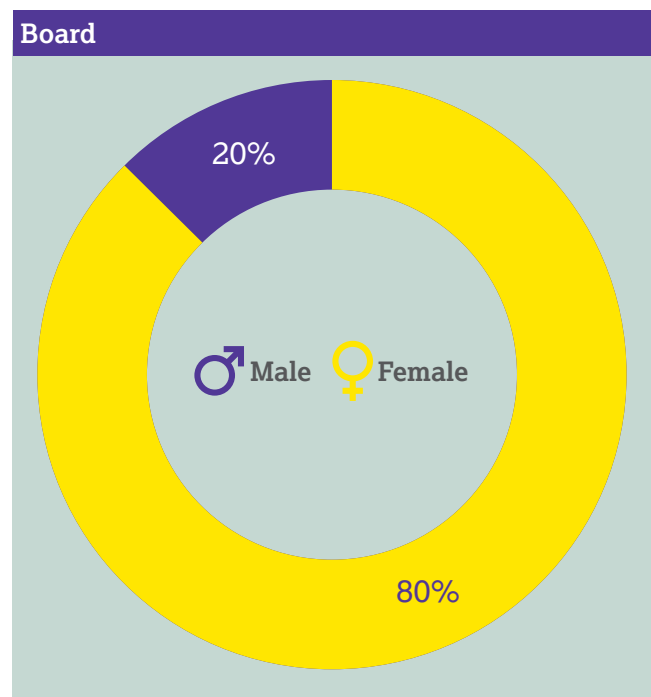
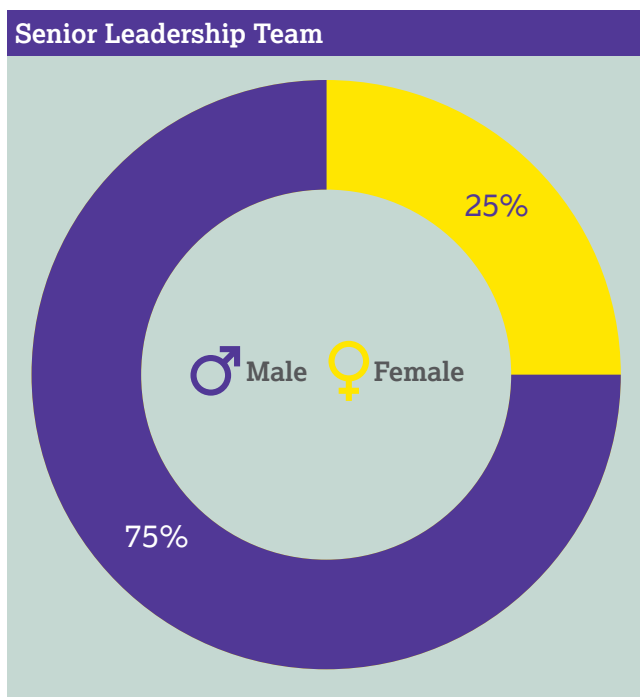
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Senior Leadership Team & Board

The YPO Senior Leadership Team and Board show notably opposite data, with the Board having a gender split of 20% men and 80% women, whilst the inverse is happening within the Senior Leadership Team that has 75% men and 25% women. Small changes have moved these figures from previous years due to increased headcount of just one individual in each team.

Overall, the YPO Senior Leadership Team (including Board members) have a count of 58% men and 42% women, which is more balanced than the previous year at 64% men and 36% women.





Pay Quartile

The Upper pay quartile has widened with an 18.8% gender difference with 59.4% women and 40.6% men compared with the last reporting period where there were 56.5% women and 43.5% men.

The Upper Middle Quartile has remained static, where we have a 50/50 balance between men and women, which has remained the same as last year.

The Lower Middle Quartile has reversed the previous years' shift, with the balance of men dropping from 72% men down to 66.4% and women increasing to 33.6% from 28%.

Our lowest pay quartile has seen a 5.6% increase in men, from 51% to 56.6% while the percentage of women dropped to 43.4% from 49%. This grouping of employees includes Warehouse Operatives, Cleaning and Catering staff, Apprentices, and some Customer Service employees.

Gender Mix Per Quartile					
Gender		Upper Hourly Pay Quarter	Upper Middle Hourly Pay Quarter	Lower Middle Hourly Pay Quarter	Lower Hourly Pay Quarter
Male	♂	40.6%	50.0%	66.4%	56.6%
Female	♀	59.4%	50.0%	33.6%	43.4%
% Difference Male to Female		-18.8%	0.0%	32.8%	13.2%



Workforce & Bonuses

The traditionally male dominated areas of YPO, (Warehousing and Transport) tend to remain static with minimal leavers. This has an impact on male 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.

If these roles continue to be occupied by longstanding males with no movement, and women in YPO in other roles progress upwards through the grades, the gap in favour of women is likely to continue becoming wider.

A small number of bonuses were paid in this period, all for long-service awards. Only 5 women and 4 males received this bonus, which was the same one-off payment and, therefore a 0% bonus pay gap.

Bonus Pay			
♂	Men 5	Number receiving bonus payments	Women 4 ♀
Mean bonus equal across gender = 0%			
Median bonus equal across gender = 0%			
♂	Men 1.8%	% that received bonus payments	Women 1.5% ♀

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