

Gender Pay Gap Report 2019

As we prepare to launch YHA Strategy 2020, a 10 year journey to our centenary in 2030 and the outline of our priorities for the next 5 years, we remain true to our roots of helping all, especially young people of limited means, to a greater knowledge, love and care of the countryside and appreciation of the cultural values of towns and cities, particularly by providing youth hostels or other accommodation for them in their travels, and thus to promote their health, recreation and education.

We are committed to building a world class people strategy that supports diversity, equity and career development for our employees and our volunteers and to paying our people fairly and appropriately. During 2019, we have carried out a full review of our overall reward strategy, simplifying the process and structure of our pay and grading systems, ensuring we remain true to the key principles of equality, transparency and flexibility, whilst maintaining affordability. This has included an objective evaluation of all roles within our organisation, which have then been independently benchmarked. Our revised pay and grading process will be implemented in March 2020.

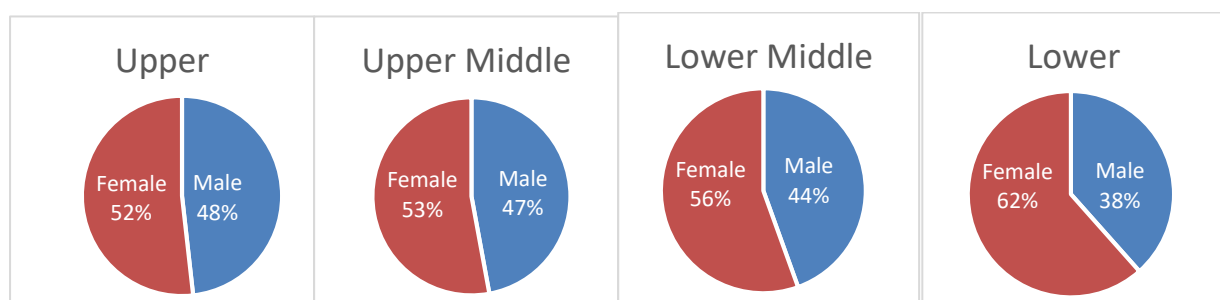
We set out below our gender pay reporting figures based, as required, on the snapshot date of 5th April 2019.

What the numbers tell us about our gender pay gap in year 3

Mean	Median
5.84%	6.05%

This shows that our average hourly rate paid to females on the snapshot date of 5th April 2019, taking into account all grades across YHA, is 5.84% lower than the average hourly rate paid to males on the same snapshot date. This is a strong improvement on the same snapshot date in 2018, at which our average hourly rate paid to females was 9.73% lower than that paid to males. Our median average pay gap is 6.05%, again an improvement on last year's figure of 7.17%.

Our split by pay quartile



The above information shows we employ more females than males in all quartiles, although overall we have a good gender balance. Our gap is a result of the mix of employees we have in different pay quartiles. Compared to last year's figures, we have seen an increase in the proportion of females employed in the upper quartile (49% of females employed in the upper quartile at the snapshot date in 2018). Whilst we continue to employ a greater proportion of females than males in the lower quartile, the gap has lessened since last year, at which point we employed 65% of females within this quartile.

In both examples given above, this is good progress for us and a step forward. The job roles within the lower quartile are primarily team members within our youth hostel network (e.g. housekeeping/catering) and our customer service roles, which is typical of the gender balance in these types of roles across the UK as a whole.

YHA does not operate a bonus scheme at any level within the organisation.

To ensure we continue to make progress, we are working on developing our inclusion and diversity strategy. This will include:

- launching our new organisational values throughout YHA, ensuring they underpin our strategy and that our employees can better understand the behaviours we value the most
- continuing to expand our promotion of health and wellbeing, growing awareness of our 'Time to Change' employer pledge in the area of mental health and of our mental wellbeing advocate team
- working towards achieving Disability Confident Level 2
- embedding our Management Development and Apprenticeship programmes, linking to our career pathways.

As an organisation, we continue to review our recruitment and advertising strategy across all levels of role to ensure we are attracting the widest possible pool of candidates. 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: 2nd December 2019