

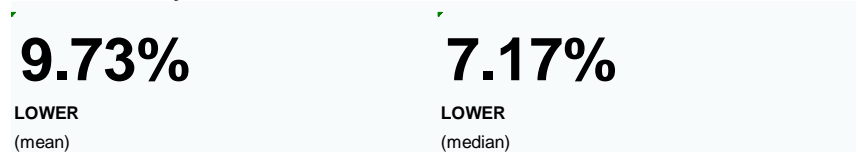
## Gender Pay Reporting as at April 2018

YHA is committed to paying its 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 - 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 at any level within the organisation.

Based on the payroll on 5<sup>th</sup> April 2018, the outcomes in line with the gender pay calculation requirements, show:

### Women's hourly rate is



### Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

**50.71%**

MEN

**49.29%**

WOMEN

Upper middle quartile

**47.87%**

MEN

**52.13%**

WOMEN

Lower middle quartile

**46.26%**

MEN

**53.74%**

WOMEN

Lower quartile

**34.52%**

MEN

**65.48%**

WOMEN

The table above shows that, whilst we continue to employ more women than men in 3 out of the 4 quartiles, we have made strong progress in recruiting females into our most senior roles (i.e. Upper Quartile), with an increase of just over 8% compared with our reporting 12 months ago. This pay quartile is now a 49% female/51% male split, representing a real step forward.

Whilst we continue to employ more females than males in the Lower Quartile, the percentage difference has increased by 10% in the number of females employed within this quartile since our reporting 12 months ago. These are primarily within our Hostel network and are customer service roles.

As an organisation, we continue to look at both 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: 14<sup>th</sup> March 2019