

# **GENDER AND ETHNICITY PAY GAPS 2021**

This is Young Lives vs Cancer's Gender and Ethnicity Pay Gap report for the snapshot date of **5 April 2021**.

The gender and ethnicity pay gaps are concerned with the differences in the average pay between men and women (gender pay), and between individuals of different ethnicity (ethnicity pay) no matter what their role is.

## **Our approach to pay**

We are confident that Young Lives vs Cancer's approach to pay supports fair treatment and reward of staff irrespective of gender or ethnicity. Our pay structures are clearly defined, with clear levels and job evaluation processes. This gives us assurance that our pay processes are objective and do not negatively impact anyone based on their gender, ethnicity, or any other protected characteristic. This said, we are not complacent and are conducting a pay and benefits review in 2022 to ensure that our approach to pay is robust and supports our future strategic direction.

## **Our flexible working practices and wider commitment to diversity, equity, inclusion and belonging**

We are committed to listening to and engaging with our staff on issues which might have an impact on our pay gaps. In our most recent staff survey in January 2022, results showed that:

- 78% of staff agreed that diversity of views, opinions, skills and identities are genuinely valued at Young Lives vs Cancer
- 84% of staff saw evidence of progress in our work to improve diversity, equity, inclusion and belonging
- 85% of staff agreed they are happy with our flexible working practices

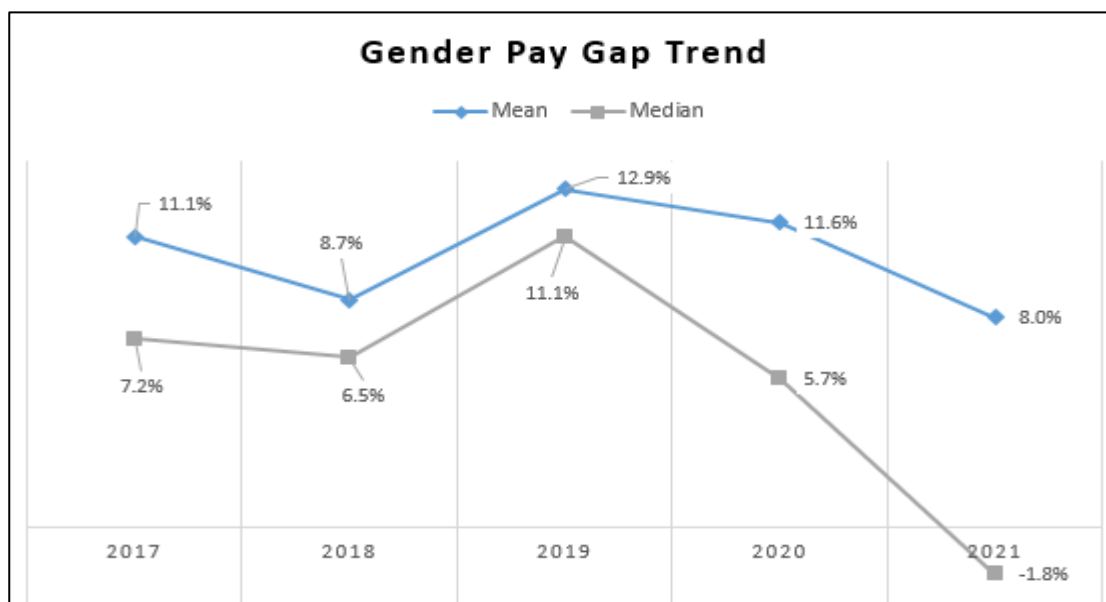
We will continue to engage with staff on these issues through the creation of spaces to discuss diversity, equity, inclusion and belonging, and as we continue to review our flexible working practices for the longer term through the trial of our new hybrid working model.

# GENDER PAY GAP 2021

Mean Gender Pay Gap	Median Gender Pay Gap
8.0%	-1.8%

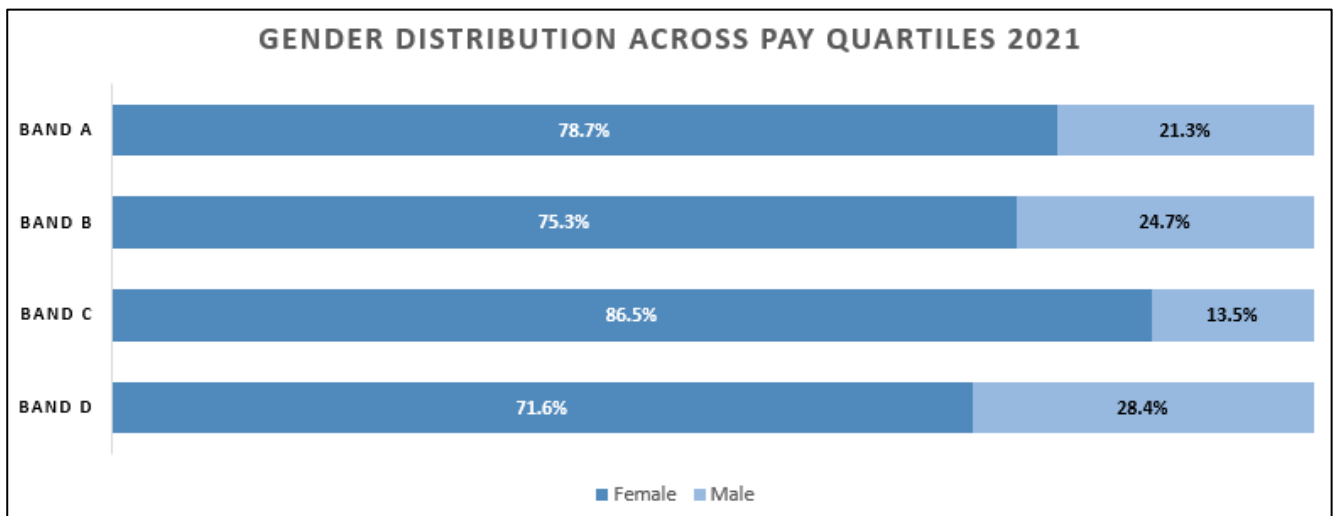
There are no bonuses paid at Young Lives vs Cancer, so the median and mean gender bonus pay gap is 0%.

The graph below shows the trend in gender pay gap at Young Lives vs Cancer since reporting started in 2017:



Whilst we treated 2020 as somewhat of an 'anomaly' year due to the data being impacted by a large proportion of staff being on furlough, and because we significantly restructured the organisation later that year, we can see that in 2021 we continued to have a reduction trend in both our mean and median pay gap. This is reflective of a national trend also.

## Gender distribution across pay quartiles



*(Band A = lowest pay quartile; Band D = highest pay quartile)*

Looking at the gender distribution across quartiles, we can see an increase in the proportion of males across the lower paid quartiles (A and B) since 2020, and a decrease in the proportion of males across the higher paid quartiles (C and D).

### Context and analysis

- The changes will be impacted by the fact that the 2021 data includes the whole staff workforce, whereas the 2020 did not include a large number of staff who were on furlough, many of whom were in our lower paid roles (such as shop staff).
- Our workforce is also smaller than previously following the 2020 restructure, so it takes a smaller number of people to effect a higher percentage change.
- Historically one of the key factors affecting our gender pay gap has consistently been the distribution of genders across the different levels of seniority, and having higher numbers of female employees in our lower paid roles. In April 2021, we paid 2 years' worth of Living Wage Foundation increases to our lowest paid staff, but had not paid any other consolidated pay increases in 2020 or 2021, meaning that the gap between our lowest paid staff and those above them had lessened.
- Internal promotions appear to be proportionate to our overall gender split, with 79% of internal promotions being female and 21% being male
- Our gender pay gap is lower than the national whole economy average median of 7.9% (ONS Annual Survey of Hours and Earnings (ASHE) – April 2021)<sup>1</sup>

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<sup>1</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours>

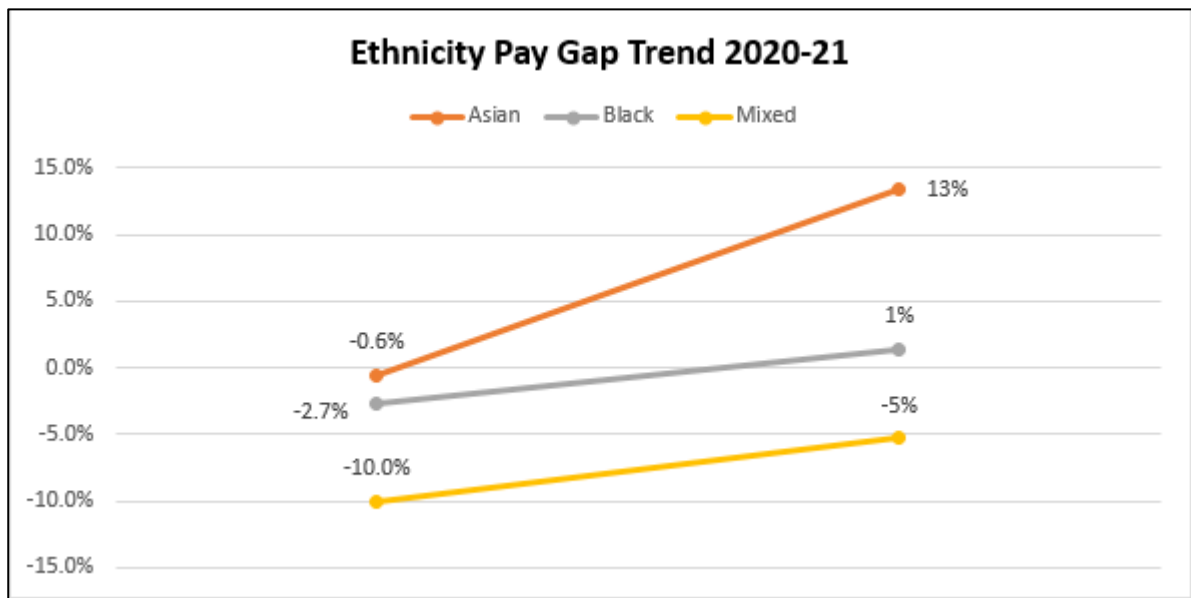
# ETHNICITY PAY GAP 2021

In previous years we have determined our ethnicity pay gap based on one figure which looked at the gap for BAME (Black and Minority Ethnic) staff. In line with developing best practice and our Diversity Equity, Inclusion and Belonging strategy, and as set out in the intentions of our 2020 report, we are now fully reporting for separate ethnicity groups.

	Mean Ethnicity Pay Gap	Median Ethnicity Pay Gap
<b>Asian</b>	<b>1.4%</b>	<b>13%</b>
<b>Black</b>	<b>- 0.4%</b>	<b>1%</b>
<b>Mixed</b>	<b>- 4.2%</b>	<b>- 5%</b>

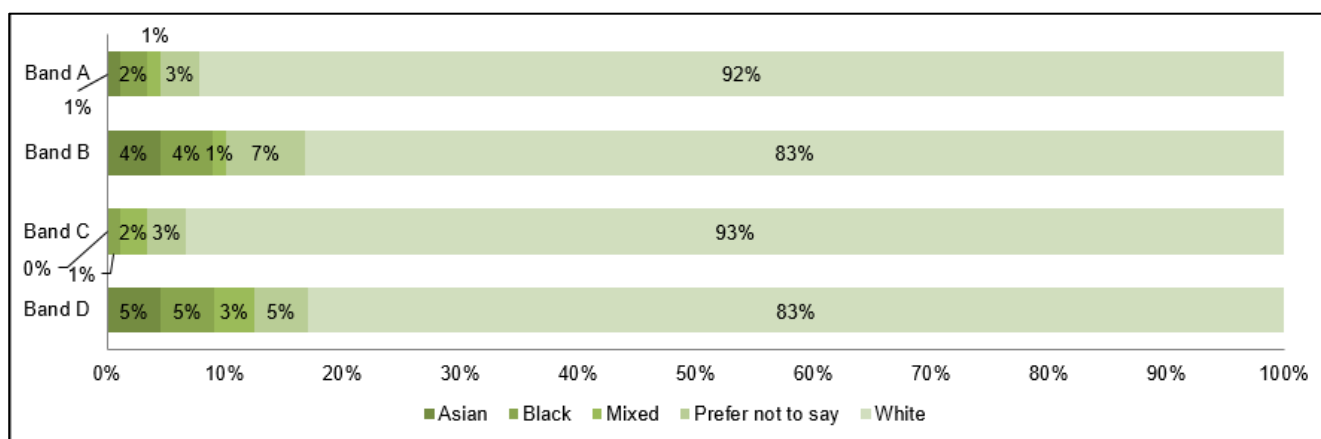
There are no bonuses paid at Young Lives vs Cancer, so the median and mean ethnicity bonus pay gap for all groups is 0%.

The graph below shows the trend in ethnicity pay gap at Young Lives vs Cancer. Whilst our reporting began in 2019, this trend graph only reflects since 2020 based on the change to differentiate the separate ethnicity groups:



This data shows a trend of increases in pay gaps. We know that these changes are partly impacted by the small numbers of staff in these groups - our numbers of staff who identify as Asian, Black or Mixed ethnicity are very low and this is something we are committed to understanding further and improving.

## Ethnicity distribution across pay quartiles



(Band A = lowest pay quartile; Band D = highest pay quartile)

As you can see from the table above, the numbers representing Asian, Black and Mixed ethnicities are low percentages of each pay quartile.

These groups still remain under broader categories than we would ideally report on due to the small numbers within each category – we hope in the future this is something we will be able to broaden further.

### Context and Analysis

- The trends between 2020 and 2021 will be impacted by the fact that the 2021 data includes the whole staff workforce, whereas the 2020 data did not include a large number of staff who were on furlough, many of whom were in our lower paid roles.
- Our workforce is also smaller than previously following the 2020 restructure, so it takes a smaller number of people to effect a higher percentage change – this is particularly clear in the pay gap trend where small changes have effected the increases this year.
- The diversity of ethnicity within our workforce profile is too low to pronounce any negative pay gaps as an indicator of success. It also means that the figures do not show statistical significance in many areas and so deeper analysis of this particular data set is difficult, although we do have other data sets which we use to analyse our workforce profile data.
- It is also worth noting that the pay quartiles do not show the full depth of data. For example, the highest paid quartile (D) shows a proportion of 83% white staff, but the full data set shows that at the snapshot date all staff at our most senior levels (Director or Associate Director level) were white.
- Internal promotions for staff identifying as Black, Asian or Mixed ethnicity were 7% of our internal promotions overall. This is in line with our organisational workforce profile proportion, but we know we should be achieving higher than this to make a difference. They were also all

in the same directorate, at the same level, not spread across different grades and departments.

- External comparisons continue to be complex to research as there is no legal requirement for organisations to report ethnicity pay gap data, although an increasing number of organisations are doing so, and therefore there is no central reporting service. The latest ONS data is still from 2019, and comparison is difficult as their pay gaps are broken down into significantly more categories of ethnicity than we have been able to produce given the small numbers we are working with. Looking broadly and using our previous method of looking at the pay gap for all Black and Minority Ethnic groups, the ONS reported a median national pay gap of 2.3% in 2019. In 2021 ours was -5.3%.



## **Actions we are taking in support of addressing our pay gaps**

- We are undertaking an external review of our recruitment processes from a diversity, equity, inclusion and belonging perspective, and have appointed an external organisation to work with us on this so that the review is fully objective and informed by specialist expertise. We intend to ensure we can fully resource and deliver changes that will improve the inclusivity of our recruitment – acknowledging that recruitment is only one part of the employee or volunteer journey and experience.
- We are also conducting a pay and benefits review which will test our assumptions of the robustness of our pay framework and processes, and will include an Equal Pay Audit.
- We have introduced a hybrid working model, currently in trial phase, which will help us to increase the flexibility of location that we recruit to and so open our potential talent pool more widely.
- We also intend to revise the categories and language used on our Equal Opportunities Monitoring data with a view to increasing the number of people who feel safe and comfortable to declare their data to us.