

GENDER, ETHNICITY, SEXUAL ORIENTATION, DISABILITY, FAITH AND BELIEF, AND AGE PAY GAPS 2022

Summary

This is Young Lives vs Cancer's Pay Gap report for the snapshot date of **5 April 2022**.

The gender pay gap measures the difference in average pay of all male and female employees, irrespective of their role or seniority.

The ethnicity pay gap shows the difference in average pay between those in the Asian, Black, Mixed and White ethnic groups.

In line with developing best practice and our Diversity, Equity, Inclusion and Belonging strategy, we are now monitoring and reporting pay gaps fully for all diversity metrics, including sexual orientation, disability, faith and belief, and age.

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 protected characteristics. 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 protected characteristic. This said, we are not complacent and we have commissioned an independent external company to carry out a pay and benefits review to ensure that our approach to pay is robust and supports our future strategic direction. The review included an Equal Pay Audit. The audit found that men and women are paid equally and that there was no evidence of pay disparity for work of equal value. From this, we can confidently conclude that our gender pay gap is not because of an equal pay issue.

We do not have performance related bonus scheme for staff. This year's pay award was a non-consolidated one-off payment. For the purpose of the Pay Gap Regulations, the payment is considered a '*bonus*'.

Our 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:

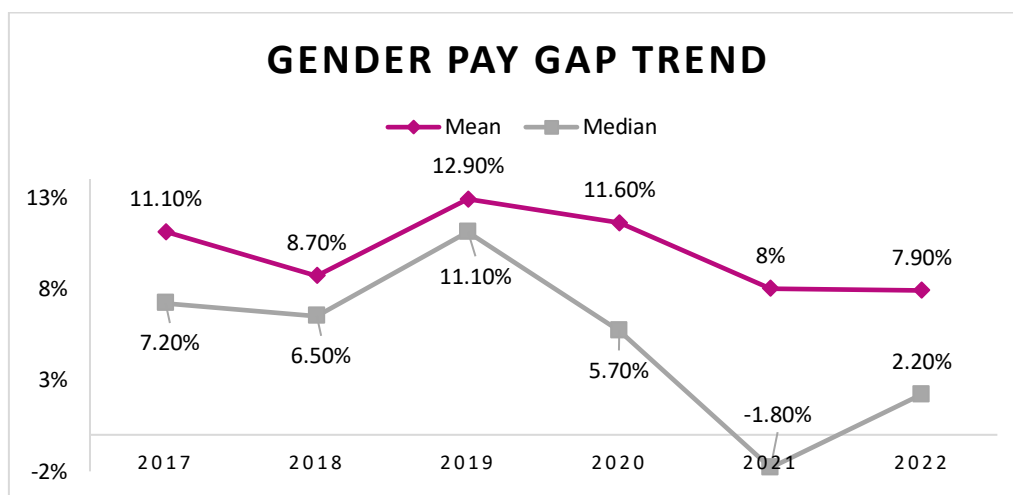
- 78% of staff agreed that diversity of views, opinions, skills and identities are genuinely valued at Young Lives vs Cancer
- 84% of staff saw evidence of progress in our work to improve diversity, equity, inclusion and belonging

We know that the demographics of our workforce will remain a factor in our ability to close the median and mean pay gaps. We will continue to engage with staff on these issues through the creation of spaces to discuss diversity, equity, inclusion and belonging.

Gender Pay Gap 2022

Our gap shows that men, on average (mean), earn **7.9%** more than women. The midpoint of all hourly rates (the median) shows that men earn **2.2%** more than women.

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

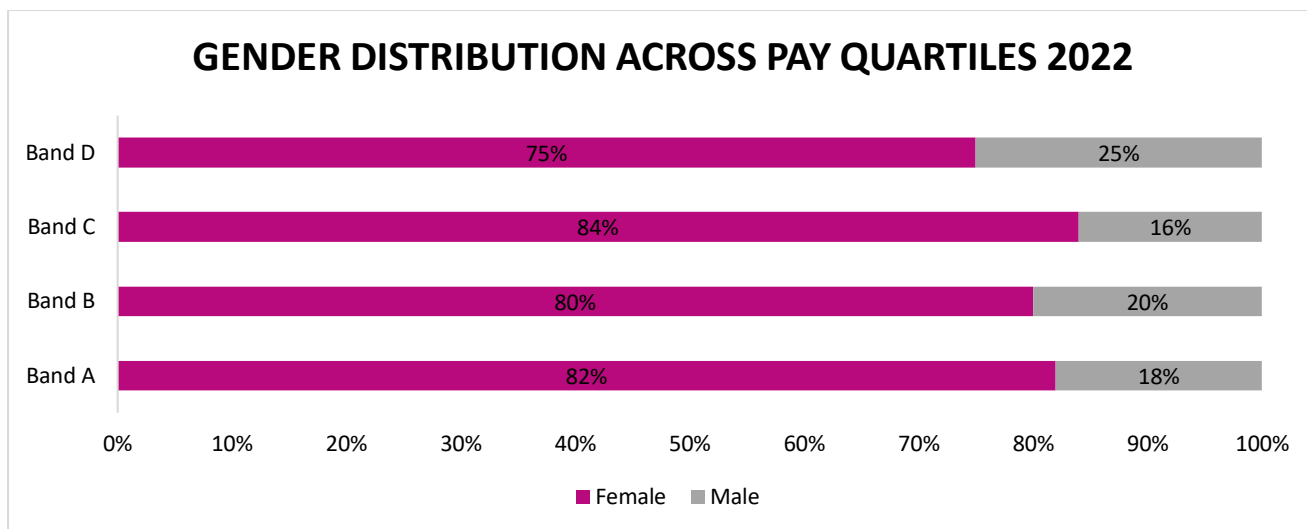


Gender distribution across pay quartiles

As of 5 April 2022, Young Lives vs Cancer workforce was made up of 80% women and 20% men.

The distribution of women and men in our workforce contributes to our gender pay gap. Proportionally we have fewer men employed in the lowest paid roles (Band A) compared to the highest paid roles (Band D).

On average (mean), men earn **9%** more than women in Band D. The midpoint of all hourly rates (the median) in Band D shows that men earn **7%** more than women.



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

To understand where the differences are, we have reviewed the gender pay gap by grade. The pay gap is generally low in almost all grades. In some instances, the median and mean pay gap favours women (an inverse gap). However, at our Director level the mean and median pay gaps are 21%, and at our Associate Director level the mean is 9% and the median - 10%. The CEO salary is not included in the pay gap analysis at the Director level.

As of 5 April 2022, we had 5 Directors employed, 60% men and 40% women, and 11 Associate Directors - 18% men and 82% women. The data is relatively volatile given we are reporting on small numbers and, thus any change in the senior level roles has a significant impact on the data.

Gender Bonus Gap

We do not have performance related bonus scheme for staff. This year's pay award was a non-consolidated one-off payment. For the purpose of the Pay Gap Regulations, the payment is considered a 'bonus'.

80% of men and 82% of women received the non-consolidated payment. The payment was the same for everyone who was eligible for it.

The gap shows that men, on average (mean), received **7%** higher *bonuses* than women. The gap is as a result of the payment being pro-rata based on contractual working hours. Overall, 43% of staff at Young Lives vs Cancer work part time. However, the gender split of those working part time is uneven: 50% of women compared with 16% of men. Hence, the payment was overall proportionally smaller for women.

The median *bonus* gap is 0%.

Context and analysis

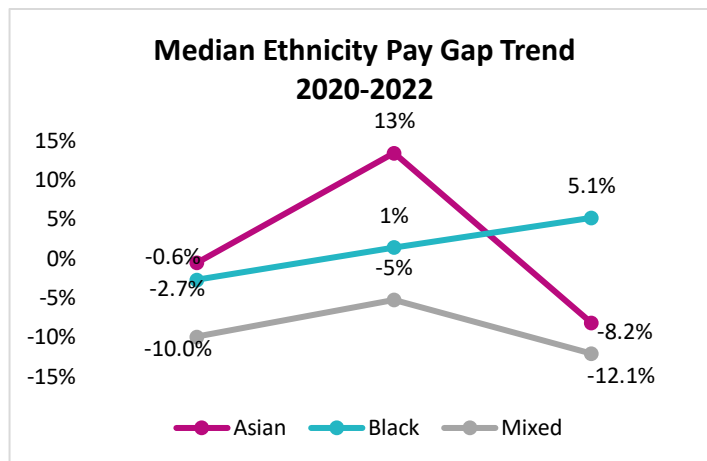
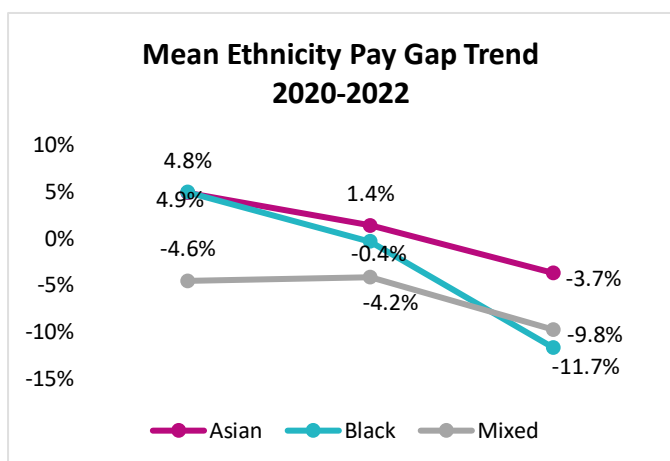
- Our gender pay gap is lower than the national whole economy average median of 14.9% (ONS Gender Pay Gap in the UK – October 2022).
- The distribution of women and men in our workforce contributes to our gender pay gap. When compared with the overall gender distribution, proportionately there are more men in senior roles which attract higher salaries.
- The Director and Associate Director levels are a significant factor behind the gender pay gap at Young Lives vs Cancer.
- Internal promotions appear to be proportionate to our overall gender split, with a slightly higher rate for women: 18% of all internal promotions were men and 82% women. Thus, no evidence of unconscious bias on the basis of gender.

Ethnicity Pay Gap 2022

We report the ethnicity pay gap for separate ethnicity groups. The ethnicity pay gap shows the difference between the average and median hourly of Asian, Black, Mixed ethnicity groups to the White ethnic groups.

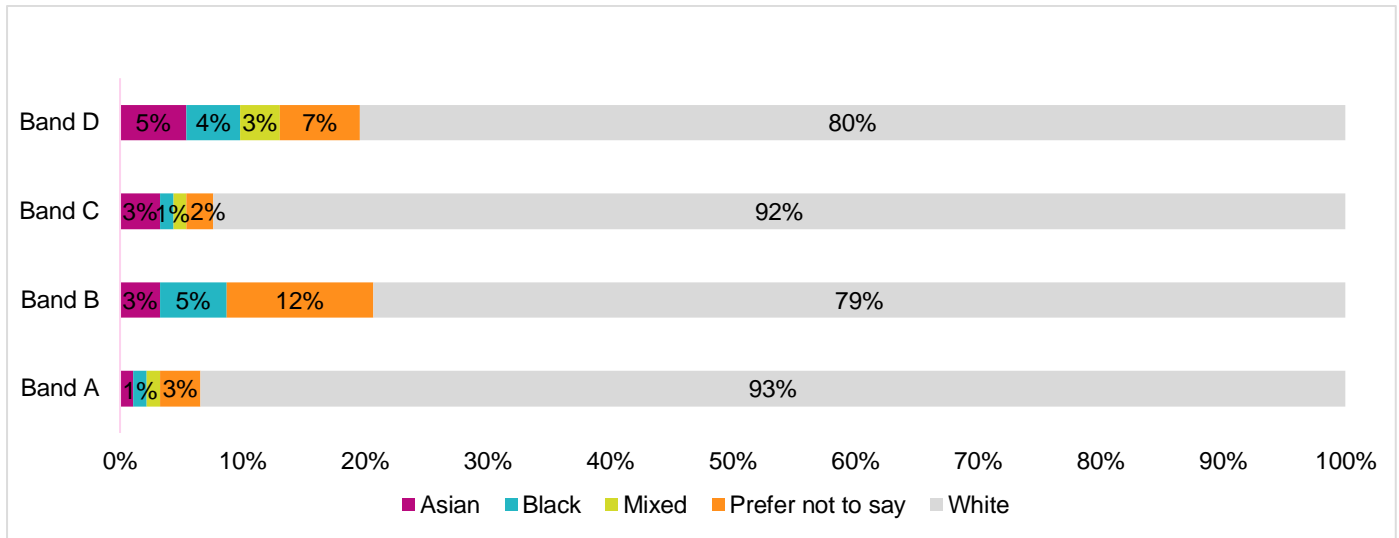
	Mean Ethnicity Pay Gap	Median Ethnicity Pay Gap
Asian	-3.7%	-8.2%
Black	-11.7%	5.1%
Mixed	-9.8%	-12.1%

The graphs below show the trend in the mean and median ethnicity pay gaps at Young Lives vs Cancer since reporting started in 2020:



This data shows that the gap between the average (mean) hourly pay of Asian, Black and Mixed ethnicity groups to the White ethnic group at Young Lives vs Cancer is decreasing. The median pay gap across different groups varies more significantly. The median pay gap across Black ethnicity group continues to increase and this is because, proportionately, more people from Black ethnicity group are employed at lower paid roles compared with other ethnicity groups.

Ethnicity distribution across pay quartiles



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

Ethnicity Bonus Gap

The *bonus* is a non-consolidated one-off payment, not related to performance. The payment was the same for everyone who was eligible for it.

75% of Asian and Black and 100% of Mixed ethnicity groups received the non-consolidated payment. The payment was the same for everyone who was eligible for it.

Our *bonus* gap shows that, on average (mean), White ethnic group received 2% lower *bonuses* than Asian, 8% than Black and 10% than Mixed ethnic groups. This is as a result of the payment being pro-rata based on contractual working hours, and proportionately less people in Asian, Black and Mixed ethnicity groups work part time compared with those from White ethnic group.

The median *bonus* gap is 0%.

Context and analysis

- Whilst it is positive to see negative pay gaps for most of our Ethnicity groups, due to low numbers we cannot pronounce these 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.
- Our numbers of staff who identify as Asian, Black or Mixed ethnicity are very low (3%, 3% and 1% respectively), and thus the data is volatile. Additionally, of those employees eligible for the reporting, 5% have not disclosed their ethnicity data, creating a level of uncertainty in the ethnicity data and thus in the ethnicity pay gap.
- 18% of staff identifying as Black, Asian or Mixed ethnicity were internally promoted (up from 7% last year). This is nearly 3 times higher than the overall population of these ethnic groups (7%). They were spread across different directorates and grades.

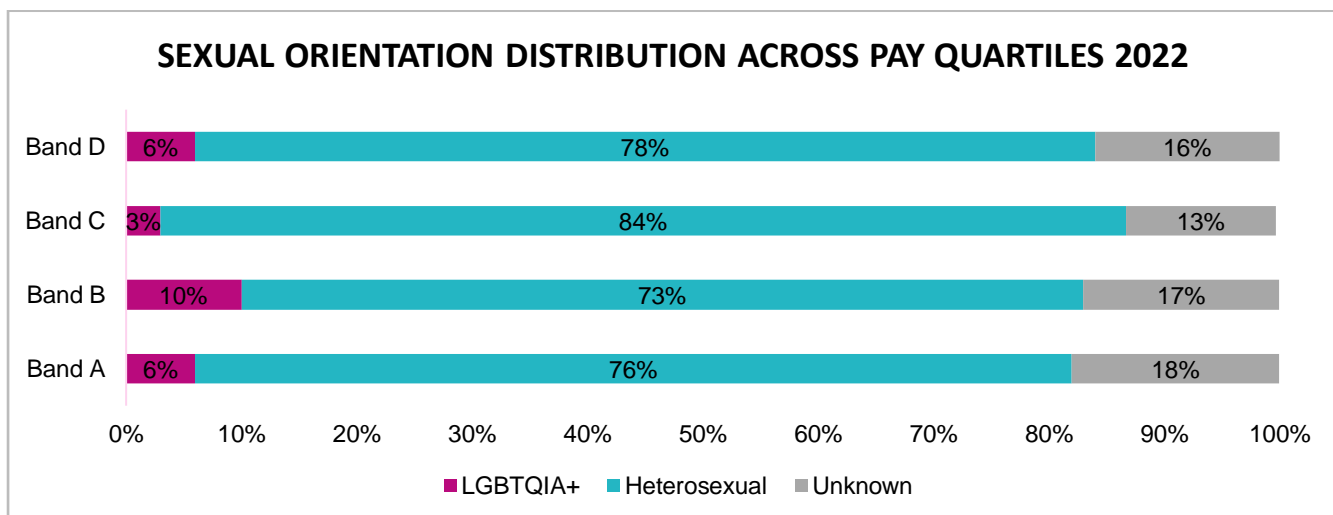
Sexual Orientation Pay Gap 2022

As of 5th April 2022, 6% of our workforce identified as lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual (LGBTQIA+).

The LGBTQIA+ pay gap shows the difference between the average and median hourly pay of LGBTQIA+ to heterosexuals.

The LGBTQIA+ community broadly did not experience a mean pay gap relative to heterosexuals. The median pay gap of 10% is as a result of more LGBTQIA+ people being employed at lower paid roles compared to those who identified as heterosexuals.

	Mean Pay Gap	Median Pay Gap
LGBTQIA+	0.45%	10%



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

Sexual Orientation Bonus Gap

The *bonus* is a non-consolidated one-off payment, not related to performance. The payment was the same for everyone who was eligible for it.

65% of LGBTQIA+ received the non-consolidated payment compared with 82% of heterosexuals. This is due to not meeting eligibility criteria based on the employment commencement date.

Our *bonus* gap shows that on average (mean), LGBTQIA+ received 21% lower payments than heterosexuals. This is because of the payment being pro-rata based on contractual working hours, and on average, they worked fewer hours when compared with heterosexuals. The median *bonus* gap is 0%.

Context and analysis

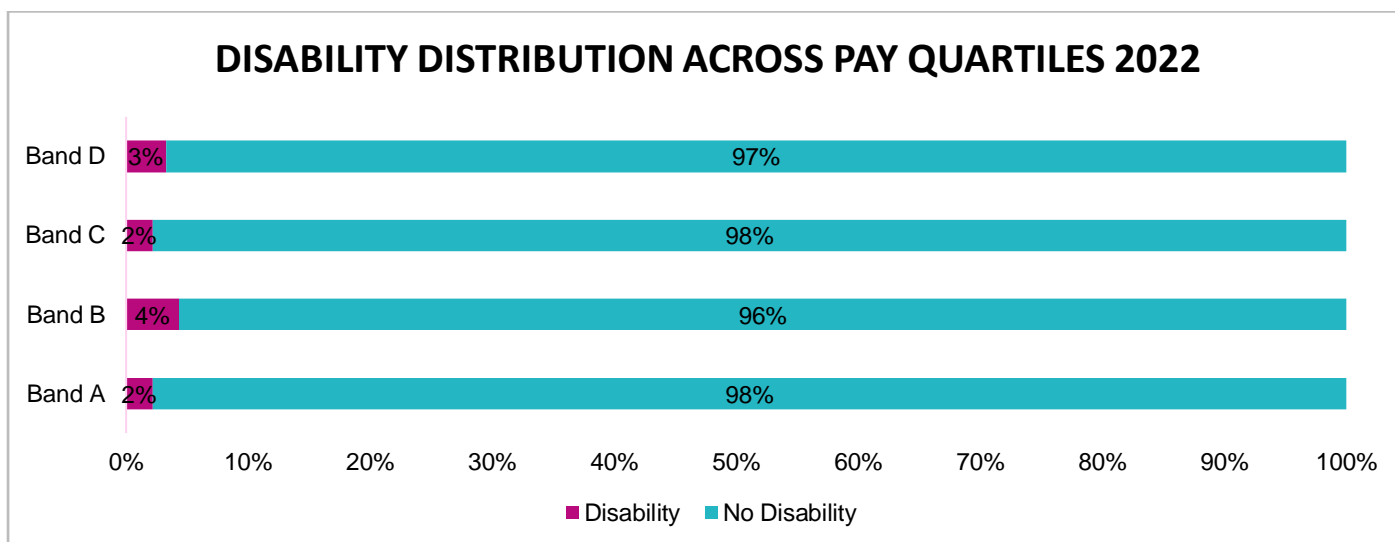
- As the diversity of sexual orientation within our workforce profile is low, any change to the figures has a significant impact on the percentages of the pay gap. It also means that the figures do not show statistical significance in many areas and so deeper analysis of this particular data set is difficult.
- 17% of staff identifying as LGBTQIA+ were internally promoted. Whilst this is nearly three times higher than the overall population of this group (6%), the numbers are too small to pronounce this as an indicator of success.
- There is a high level of uncertainty in the data as 17% of our workforce have not declared their sexual orientation.

Disability Pay Gap 2022

The Disability pay gap shows the difference between the average and median hourly pay of those with a declared disability to those with no disability.

3% of our workforce have declared a disability.

	Mean Pay Gap	Median Pay Gap
Disability	-14%	0.3%



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

- People with disability are represented fairly equally across all pay quartiles (2% in Band A, 4% in Band B, 2% in Band C and 3% in Band D) resulting in a negative average pay gap of minus 14%.
- 18% of staff with a disability were internally promoted. This is six times higher than the population of this group overall (3%), however only accounts for a very small number of staff and, thus we cannot pronounce this as an indicator of success.

Disability Bonus Gap

The *bonus* is a non-consolidated one-off payment, not related to performance. The payment was the same for everyone who was eligible for it.

100% of those with disability received the non-consolidated payment (*bonus*) compared with 81% of those with no disability.

The average (mean) *bonus* gap is minus 25% and the median - 14.29%. This is as a result of the distribution of the contractual working hours amongst this population compared with those with no declared disability. Proportionally, we had more people with disability working part time, compared with those with no declared disability.

Faith and Belief Pay Gap 2022

The Faith and Belief pay gap shows the difference between the average and median hourly pay of those who follow a faith or belief to those who don't.

Around 45% of our employees said they follow a faith or belief, 39% said they did not follow a faith or belief, and 17% preferred not to say.

The [Equality Act \(2010\) defines 'belief'](#) to include any religious or philosophical belief and also includes a lack of a particular belief.

There is little difference between the average pay for employees who have declared a religion or belief and those who have declared they have no religion or belief. The mean pay gap is 0.3% in favour for those who have declared they do not follow a religion or belief. The median faith and belief pay gap is favour for people who declared a faith or belief.

	Mean Pay Gap	Median Pay Gap
Faith or belief	0.3%	-3.8%

The largest faith and belief group at Young Lives vs Cancer was Christian (36%). Other faiths in varying proportions make up the remaining 9% of people.

Faith and belief bonus gap

The *bonus* is a non-consolidated one-off payment, not related to performance. The payment was the same for everyone who was eligible for it.

85% of people who declared a religion or belief received the non-consolidated payment (*bonus*) compared with 78% of those who do not follow a religion or belief.

The average (mean) *bonus* gap is minus 7.6% and the median - minus 18.60% in favour for people who do not follow a religion or belief.

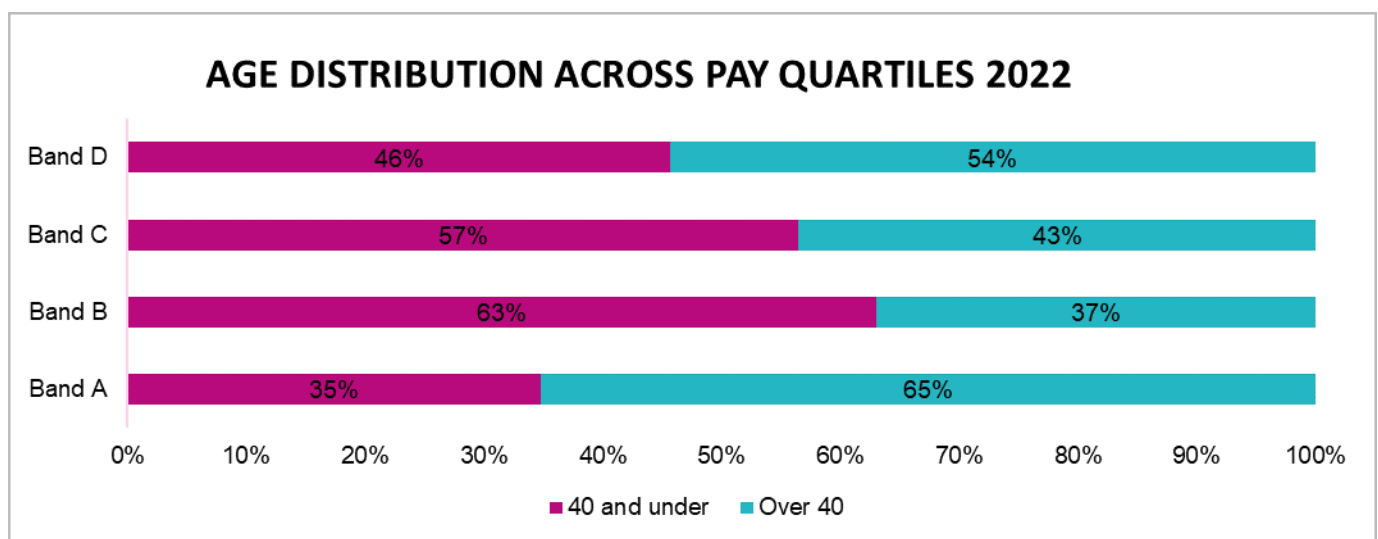
Age Pay Gap 2022

The Age pay gap shows the difference between the average and median hourly pay of those 40 and under to those over 40.

Our workforce population is equally split in terms of these two age groups (50%). This is also broadly the case in terms of age split by gender.

On average (mean), those *over 40* earn 1.50% more than those *40 and under*. The midpoint of all hourly rates (the median) is minus 5%, in favour of those *40 and under*.

	Mean Pay Gap	Median Pay Gap
Age	1.5%	-5%



Age bonus gap

The *bonus* is a non-consolidated one-off payment, not related to performance. The payment was the same for everyone who was eligible for it.

The mean *bonus* gap was minus 13%, in favour for people aged *40 and under*. The median *bonus* gap was minus 25%, in favour for those *40 and under*. This is because people aged *40 and under* are proportionally more likely to work full time.

Actions we are taking in support of addressing our pay gaps

- We have undertaken an external review of our recruitment processes from a diversity, equity, inclusion and belonging perspective, with the commitment to follow expert recommendations to improve the inclusivity of our recruitment practices – acknowledging that recruitment is only one part of the employee journey and experience. We will continue to engage our staff network groups on these issues.
- We will review the recommendations from the external pay and benefits review conducted in 2022 to ensure our pay framework and processes are objective, support our future strategic direction, and do not negatively impact anyone based on their protected characteristic.
- We have introduced a hybrid working model to help us increase the flexibility and ability to reach and recruit potential talent pool more widely, and empower our people to work in ways that are most effective for the charity, their teams, and their own productivity.
- We also intend to revise our family leave policies to enable all our staff to fulfil family responsibilities irrespective of family settings.