

# PAY GAPS 2023

## Introduction

This is Young Lives vs Cancer's pay gap report for the snapshot date of **5 April 2023**.

A pay gap is the difference between the average pay for one group of employees compared to another. This report compares all employees across the whole of our organisation, irrespective of their role or seniority.

In line with developing best practice and our diversity, equity, inclusion and belonging strategy, we are monitoring and reporting pay gaps for all diversity metrics: gender, ethnicity, sexual orientation, disability, faith and belief, and age.

The pay gaps are concerned with the differences in the average pay between men and women (gender pay), between individuals of different ethnicity (ethnicity pay), between individuals who identify as LGBTQIA+ and those who identify as heterosexual (sexual orientation pay), between people with disabilities and those without (disability pay), between individuals who declared themselves to be a non-Christian or non-religious to those who declare a Christian religion (faith and belief gap), and between individuals aged over 40 years old and those aged under 40 years old (age pay).

## Key findings & comparison with the UK averages

- our median gender pay gap (1.3%) remains significantly lower than the [UK gender pay gap](#), which currently sits at 7.7%

## Our wider commitment to diversity, equity, inclusion and belonging

We are committed to listening to and engaging with our colleagues on issues which might have an impact on our pay gaps. In our most recent workforce survey (October 2023), the results showed that:

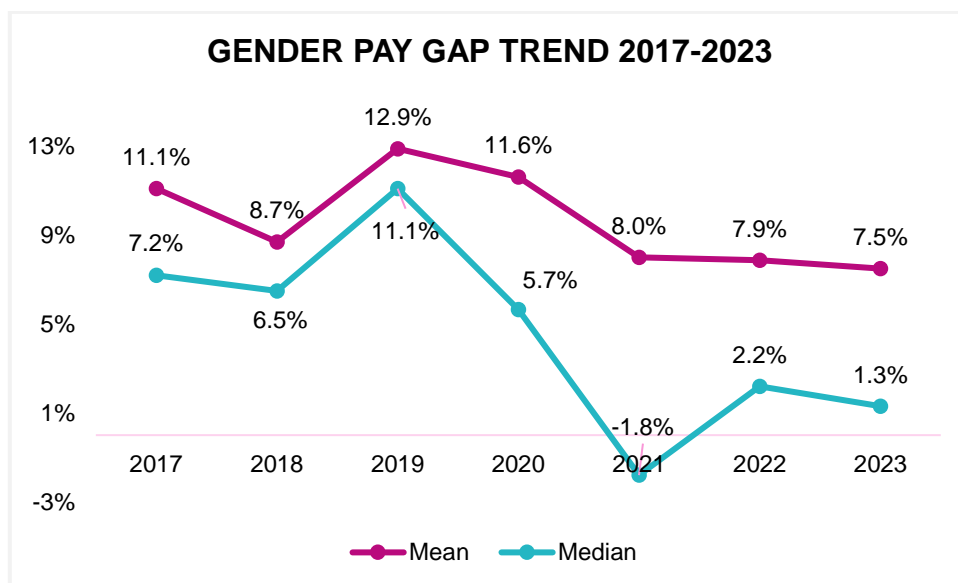
- 76% of colleagues agreed that diversity of views, opinions, skills and identities are genuinely valued at Young Lives vs Cancer
- 81% of colleagues saw evidence of progress in our work to improve diversity, equity, inclusion and belonging

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 our workforce on these issues through the creation of spaces to discuss diversity, equity, inclusion and belonging.

## Gender pay gap

Our gender pay gap shows that men, on average (mean), earn **7.5%** more than women. The midpoint of all hourly rates (the median) shows that men earn **1.3%** more than women.

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

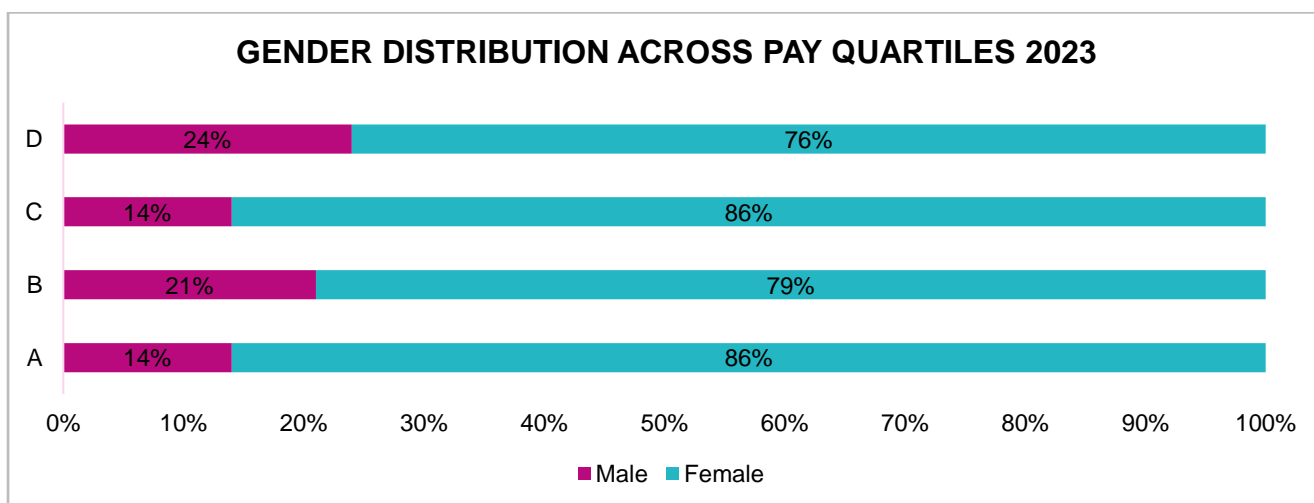


## Gender distribution across pay quartiles

As at 5 April 2023, Young Lives vs Cancer’s workforce was made up of 18% men and 82% women. This is an increase of 2% in favour of women from last year.

The distribution of men and women in our workforce continues to contribute 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). Whilst we have seen an increase of women in higher paid roles, in Bands D and C (1% and 2% respectively), we have also seen an increase of women in the lowest paid roles, Band A (4%) compared to last year.

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 9% more than women.



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

To further interrogate these differences, we have reviewed the gender pay gap by grade. Generally, the pay gap between men and women is narrow across almost all grades and in some instances, especially in the lowest paid grades, the median and mean pay gap favours women (an inverse gap).

However, at our Director level, on average (mean), men earn 12.7% more than women. The midpoint of hourly rate at that level (the median) shows that men earn 9% more than women. This is based only looking at Director pay but excluding CEO salary. With the CEO salary included in the gender pay gap analysis at the Director level, the gap is much lower. The mean pay gap is 0.9% and the median gap is 5.1%.

The mean pay gap at our Director level decreased by more than 8% when compared to last year (from 21% to 12.7%) and the median pay gap decreased by 12% (from 21% to 9%). This shift is the result of changes within our Executive Team, where two female Directors were appointed in the reporting year. At the 5 April 2023 snapshot, we employed seven Directors, of which 43% were men and 57% were women.

At our Associate Director level, on average (mean), men earn 9.5% more than women. The midpoint of hourly rate at that level (the median) shows that men earn 10.5% more than women.

The make-up of our Associate Director level also changed in the reporting year. As at 5 April 2023, the number of Associate Directors employed decreased from 11 to seven, of which 15% were men, and 85% were women. As a result of these changes, the mean and median pay gaps at this level have increased by 0.5% (mean increased from 9% to 9.5% and median increased from 10% to 10.5%) when compared to the previous year.

Given that we are reporting on small numbers within these leadership groups, it should be noted that the data is relatively volatile, i.e. any changes to the composition of these the senior level roles has a significant impact on the data.

## Context and analysis

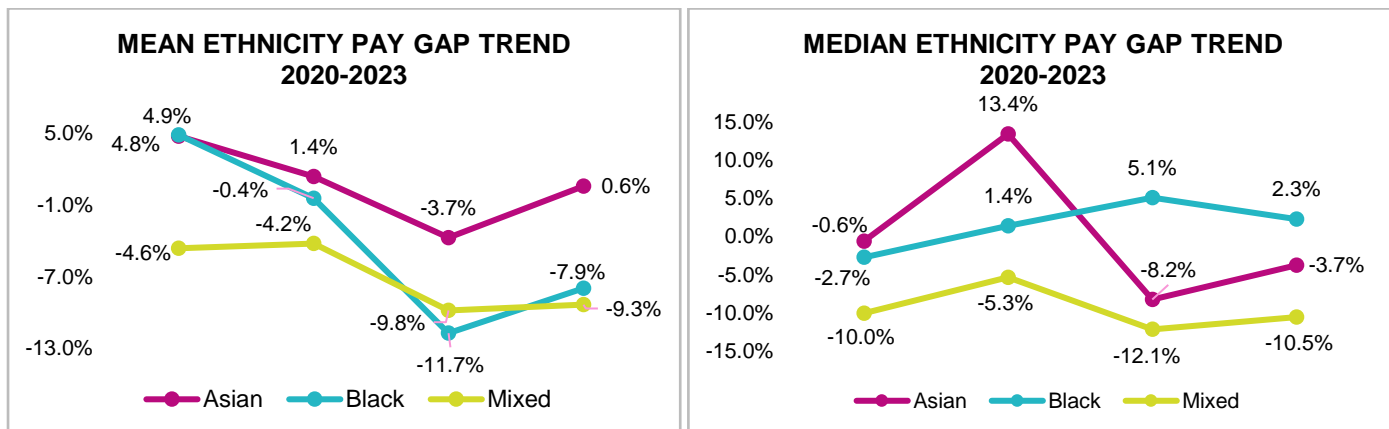
- The distribution of men and women in our workforce contributes to our gender pay gap. When compared with the overall gender distribution, proportionately there are more men in senior roles which attract higher salaries.
- The composition of our Director and Associate Director levels have a significant impact on 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 men, i.e. 21% of all internal promotions were men and 79% were women.

## Ethnicity pay gap

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

	Mean Ethnicity Pay Gap	Median Ethnicity Pay Gap
Asian	0.6%	-3.7%
Black	-7.9%	2.3%
Mixed	-9.3%	-10.5%

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

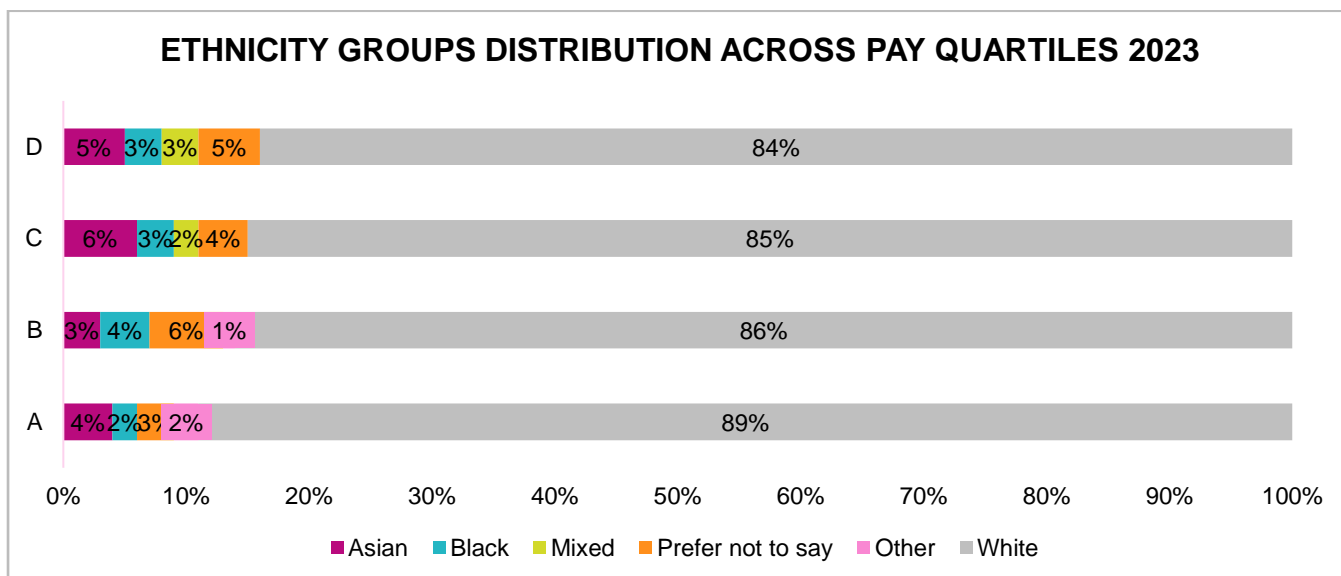


This data shows that the gap between the average (mean) and median hourly pay rates of Asian, Black and Mixed ethnicity groups when compared to the White ethnic group at Young Lives vs Cancer is closing slightly.

The most noticeable shift in mean and median pay is across the Asian ethnicity group due to a more even split across all pay quartiles. This could also be as a result of a higher proportion of our workforce identifying as Asian, 5% compared with 3% last year.

Whilst on average (mean), the Black ethnicity group earn 7.9% more than those from the White ethnicity group (an inverse gap), the midpoint of hourly rate of that group (the median) shows that Black ethnicity group earn 2.3% less than the White ethnicity group. This could be due to a distribution of the Black ethnicity group in the organisation.

## Ethnicity distribution across pay quartiles



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

## Context and analysis

- Whilst it is positive to see negative pay gaps for most of our ethnicity groups, given that we are reporting on small 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
- As we are reporting on small numbers within these ethnicity groups - the number of staff who identify as Asian, Black or Mixed ethnicity are very low at 5%, 3% and 1% respectively - it should be noted that the data is relatively volatile, i.e. any changes to the composition of these ethnicity groups has a significant impact on the data. It should also be noted that 5% of staff have chosen not to disclose their ethnicity data, creating a level of uncertainty about the ethnicity pay gap.
- Only 3.5% of staff who identify as belonging to a minoritised ethnic group were internally promoted in the reporting year. This is disproportionate to our overall Asian, Black or Mixed ethnicity group (9%). Specifically, no staff identifying as belonging to Asian or Black ethnicity groups were promoted in the reporting year. On the other hand, 93% of those promoted in the reporting year were from the White ethnic group, which is proportionately higher than our overall White ethnicity group (85%).

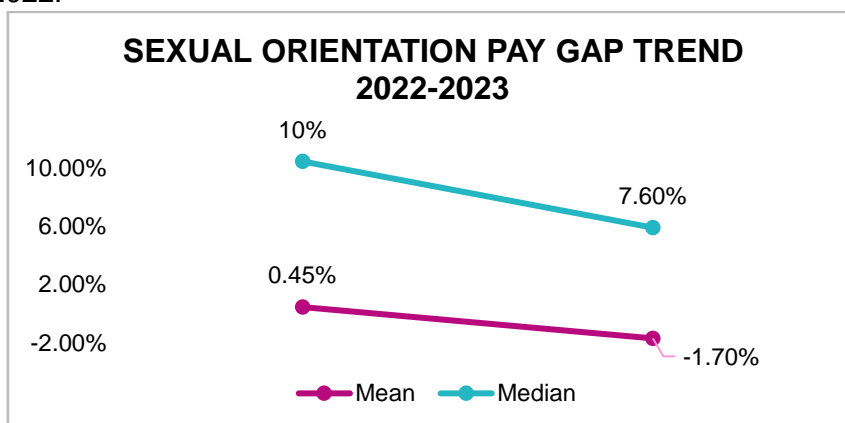
## Sexual orientation pay gap

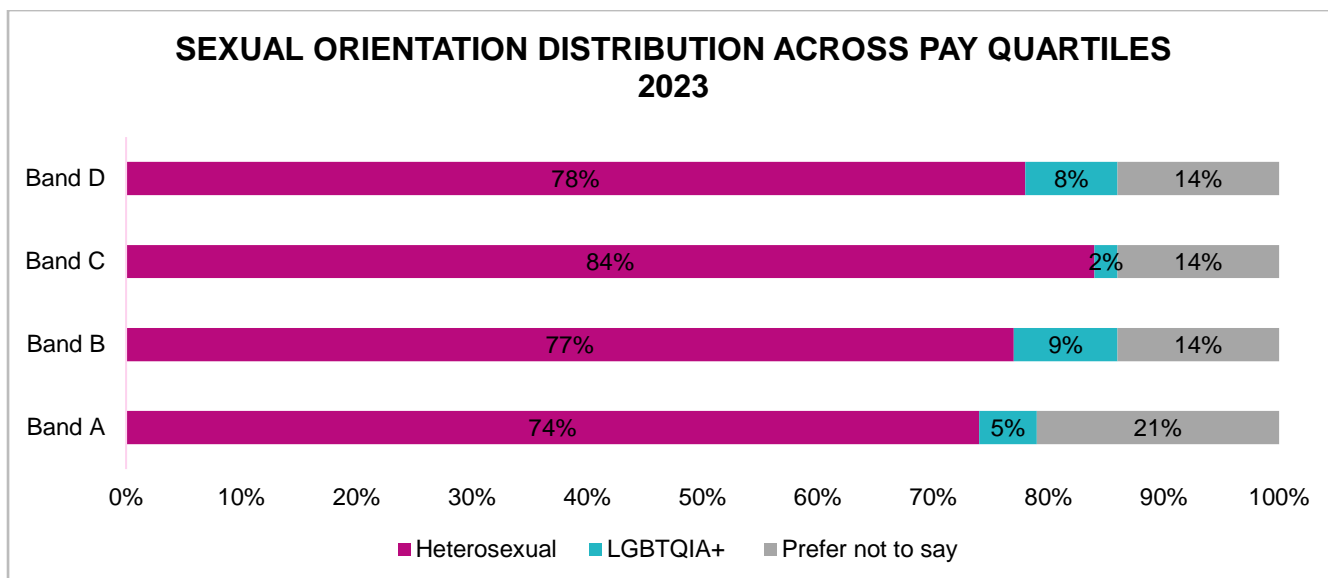
The sexual orientation (those identifying as lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual or LGBTQIA+) pay gap shows the difference between the mean and median hourly pay rates for those who identify as LGBTQIA+ when compared to those who identify as heterosexuals.

As at 5 April 2023, our data shows that 6% of our workforce identified LGBTQIA+.

Our gap shows that people who identify as LGBTQIA+, on average (mean), earn **1.7%** more than those who identify as heterosexuals (an inverse gap). The midpoint of all hourly rates (the median) shows that LGBTQIA+ earn **7.6%** less than heterosexuals.

The graph below shows the trend in the sexual orientation pay gap at Young Lives vs Cancer since reporting started in 2022:





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

## Context and analysis

- As the diversity of sexual orientation within our workforce profile is low, it should be noted that the data is relatively volatile, i.e. any changes to the composition of this group has a significant impact on the data. 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
- Whilst non-disclosure of sexual orientation decreased by 1% compared to last year (from 16% to 15%) a high level of uncertainty about the validity of the data remains and therefore the sexual orientation pay gap.
- Whilst the median sexual orientation pay gap decreased from last year (from 10% to 7.6%) as a result of more LGBTQIA+ representation in higher paid roles compared to last year, we still see more LGBTQIA+ representation in lower paid roles compared to those who identified as heterosexuals
- Our mean sexual orientation pay gap has shifted in favour of the LGBTQIA+ community as a result of a slight shift in LGBTQIA+ representation in higher paid roles.

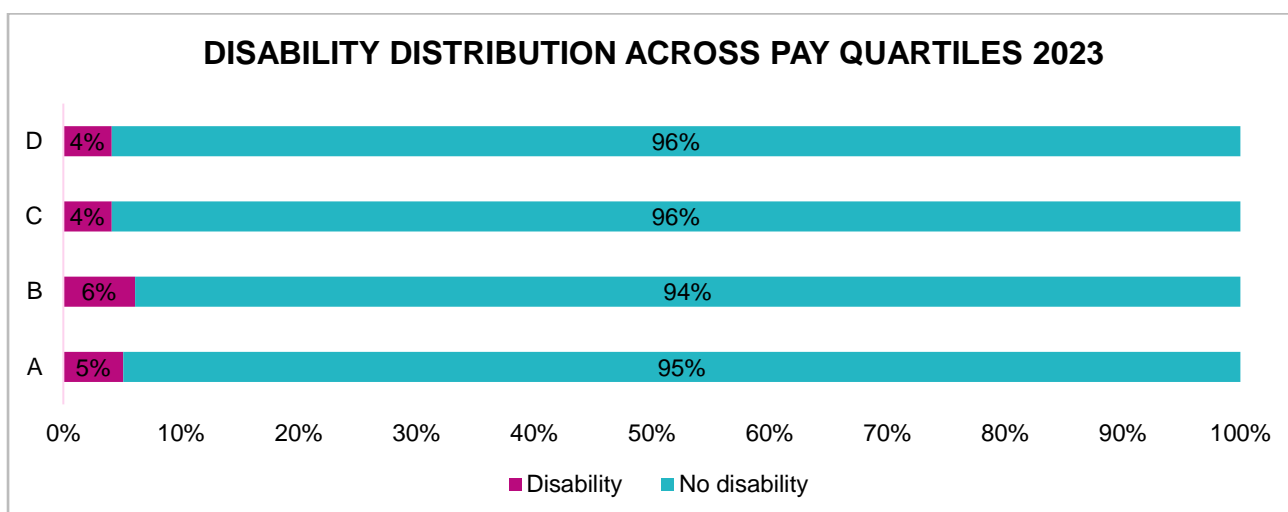
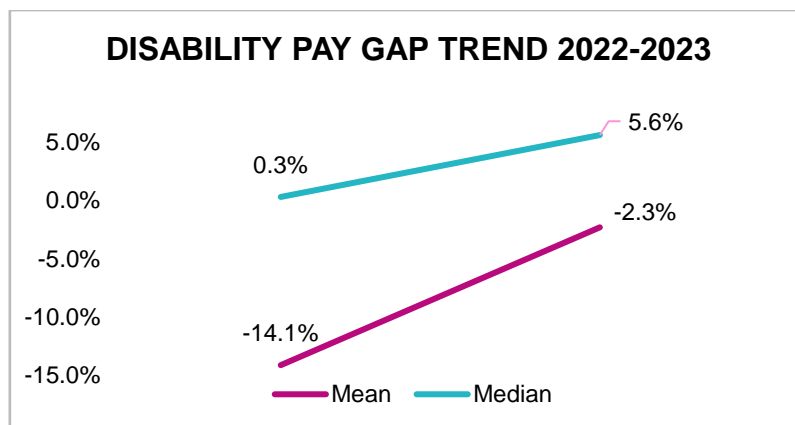
## Disability pay gap

The disability pay gap shows the difference between the mean and median hourly pay rates of those colleagues who declared a disability compared to those with no declared disability.

As at 5 April 2023, our data shows that 5% of our workforce have declared a disability, which is a 2% increase from last year.

Our gap shows that people with a declared disability, on average (mean), earn **2.3%** more than those with no declared disability (an inverse gap). The midpoint of all hourly rates (the median) shows that people with a declared disability earn **5.6%** less than those with no declared disability.

The graph below shows the trend in the disability pay gap at Young Lives vs Cancer since reporting started in 2022:



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

## Context and analysis

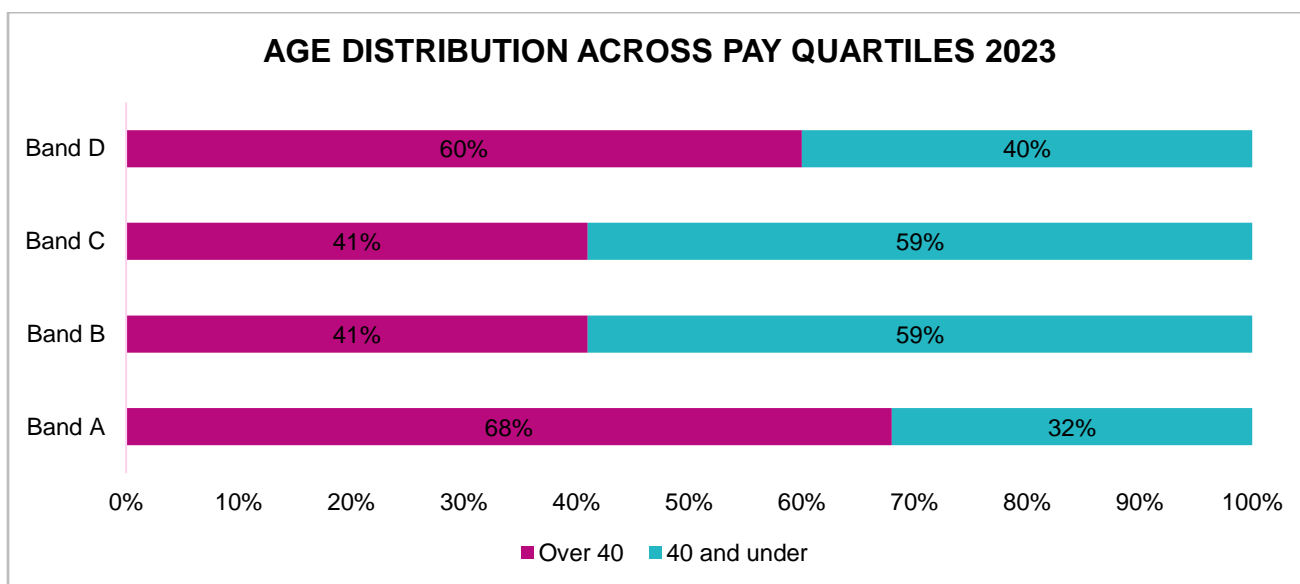
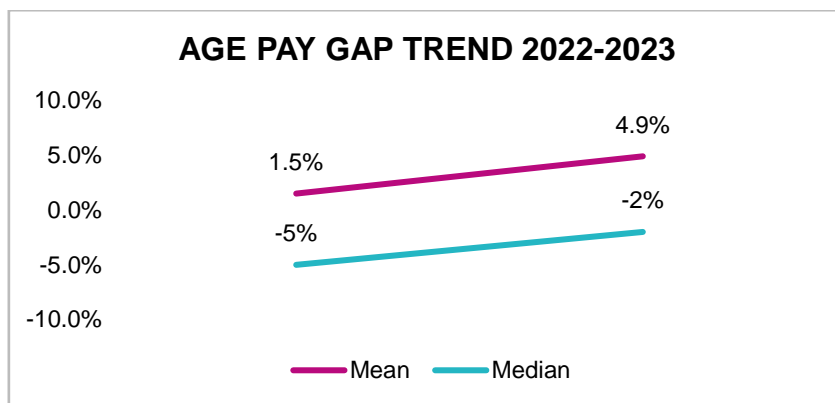
- People with a disability are represented fairly equally across all pay quartiles (5% in Band A, 6% in Band B, 4% in Band C and D)
- A noticeable decrease in the average (mean) disability pay gap (from -14.1% to -2.3%) is as a result of a more even distribution across all pay quartiles compared to last year. However, we are still seeing more people with a disability in lower paid roles, which results in an increase in the median disability pay gap (from 0.3% to 5.6%)
- Our data shows that 4% of people with a disability were internally promoted compared with the overall population of people with disability (5%)
- Women with a declared disability experience a mean pay gap of 10% and a median pay gap of 6% compared to women without a disability
- Men with a declared disability experience a mean pay gap of -34 % and a median pay gap of -31% (an inverse gap) compared to men without a disability. This is as a result of proportionately more men with a declared disability in higher paid roles compared to women with disability.

## Age pay gap

The age pay gap shows the difference between the mean and median hourly pay rates of colleagues aged above 40 years old, compared to those aged 40 years old and under.

Our workforce population is fairly equally split in terms of these two age groups (52% of colleagues are over 40 years old, and 48% of colleagues are 40 years old and under).

On average (mean), those aged over 40 years old earn **4.9%** more than those aged 40 years old and under. The midpoint of all hourly rates (the median) is **-2%**, in favour of those aged 40 years old and under. The graph below shows the trend in the age pay gap at Young Lives vs Cancer since reporting started in 2022:



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

## Context and analysis

- Whilst our median age pay gap has reduced from -5% to -2%, the average (mean) age pay gap has increased from 1.5% to 4.9%. This could be as a result of a slight increase in the population of those aged over 40 years old and an increase in those aged over 40 years old in the highest paid quartile (Band D)
- The age pay gap is predominantly driven by the difference between age groups in the highest paid quartile (Band D) with mean gap of 14% and median gap of 8.6%
- Gender is another significant factor driving the age pay gap. On average, men aged over 40 years old earn 21% more compared to women in the same age group. Similarly, men aged over 40 years old had a median pay advantage of 13% compared to women in the same age group. This is



because proportionately there are more men aged over 40 years old in higher paid roles (there are 24% men in Band D compared with the overall men population of 18%).

- The biggest age pay gaps are at the Associate Director and Director levels. At the Associate Director level the mean age pay gap is 5.8% and the median is 7.3% in favour for those aged over 40 years old. At the Director level the mean age gap is 7.3% and the median is 9.5%.

## Faith and belief pay gap

This is the second year we have reported on the faith and belief pay gap. However, this year we have changed the approach to how we calculate the pay gap to better align it with religious composition in England and Wales, Census 2021 data.

Last year the pay gap was calculated looking at the difference between the pay gap of those who follow a faith or belief compared to those who don't. This year we used Christianity as the reference group in recognition that this is currently the majority religion in England and Wales. We calculated the faith and belief pay gap by examining the difference between the mean and median hourly pay rates of those who declare themselves to be a non-Christian or non-religious to those who declare a Christian religion.

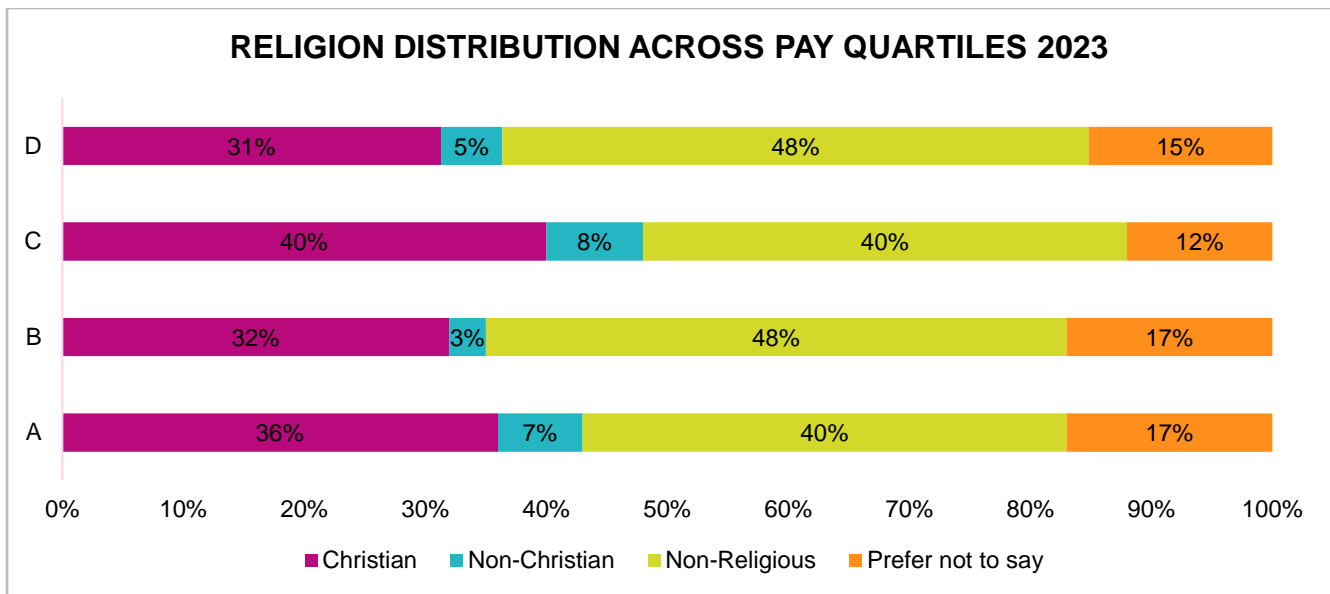
As at 5 April 2023, our data shows that 44% of colleagues are non-religious, 40.4% of colleagues declared following a faith or belief, and the remaining 15.6% preferred not to say.

Of the 40.4% of colleagues who declared following a faith or belief, the majority religion was Christianity (34.5%).

Other faith and belief groups, in varying proportions, made up the remaining 5.9% of people. Due to this very small number, we do not calculate the pay gaps for each faith or belief group separately.

Non-religious (Atheist, Agnostic)	<b>44%</b>
Christian	<b>34.5%</b>
Non-Christian – all other religious beliefs (Buddhist, Jewish, Hindu, Muslim, Sikh, Other)	<b>5.9%</b>
Prefer not to say	<b>15.6%</b>

	<b>Mean Religion Pay Gap</b>	<b>Median Religion Pay Gap</b>
Non-religious	<b>-1.7%</b>	<b>0.1%</b>
Non-Christian (All other religious beliefs)	<b>5%</b>	<b>-0.1%</b>



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

## Context and analysis

- People with different religious beliefs and non-religious people are represented fairly equally across all pay quartiles
- Whilst we do not have a gap in median hourly pay across different faiths and belief groups, there is a noticeable average (mean) pay gap of 5% between Non-Christian colleagues compared to Christian colleagues. This is as a result of the distribution of Non-Christians across our job levels. No one at the Head of level and above declared themselves to be a non-Christian.
- Gender is a significant factor driving the faith and belief pay gap. Whilst Non-Christian men experience an inverse gap in their average (mean) pay at -9% when compared to Christian men, Non-Christian women experience an average pay gap of 19% when compared to Christian men.
- Given that we are reporting on small numbers i.e. the Non-Christian group makes up only 5.9% of our overall workforce, it should be noted that the data is relatively volatile, i.e. any changes to the composition of this group will have a significant impact on the data. In addition, due to high percentage of people who have not disclosed their faith or belief data, there is a high level of uncertainty about the validity of the data and therefore the faith and belief pay gap.

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

- Following the comprehensive review we commissioned of our recruitment processes from a diversity, equity, inclusion and belonging (DEIB) perspective, we have taken multiple steps to implement the recommendations to further 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 equity network groups on these issues.
- We are in the process of reviewing our Pay & Reward policy to ensure that it supports our DEIB strategic commitments.
- We continue to support a hybrid working model which helps us increase our ability to reach and recruit a 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 are continuing to review our employment policies, conducting equity impact assessments on existing policies to ensure that they do not negatively impact anyone based on their protected characteristic.