

Gender Pay Gap Reporting Statement

This is a report from Urdd Gobaith Cymru relating to Gender Pay Gap Reporting.
For further information please contact the Urdd Gobaith Cymru's Human Resources Department:
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From April 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations in the UK that employ more than 250 employees are legally required to publish the difference in the average earnings of men and women over a standard period of time. This is known as Gender Pay Gap Reporting.

The gender pay gap gives a snapshot of the balance of men and women within an organisation at a point in time. It measures the difference between the average earnings of all men and women, irrespective of their role, and shows the difference between the average (mean or median) earnings of both. The statistics in this report show the snapshot profile of employees at the Urdd on the **31st March 2023**.

Gender Pay Gap Figures

Hourly Rate of Pay

	2023	2022	2020
The mean gender pay gap is:	-5.2%	-5%	3%

Meaning women's hourly rate is 5.2% higher than men's.
When comparing mean hourly rates women earn £1.05 for every £1 that men earn.

	2023	2022	2020
The median gender pay gap is:	0%	7%	0%

Meaning women's hourly rate is 0% lower than men's. When comparing median hourly rates, women earn £1 for every £1 that men earn.

No bonus payments are made to Urdd employees.

Pay quartiles by gender

	2023		2022		2020	
	Male	Female	Male	Female	Male	Female
Upper Quartile	43.3%	56.7%	41%	59%	47%	53%
Upper Middle Quartile	45.5%	54.5%	53%	47%	36%	64%
Lower Middle Quartile	50%	50%	37%	63%	41%	59%
Lower Quartile	39.4%	60.6%	36%	64%	43%	57%

The 2023 results above are based on 265 employees – 118 Male (44.5%) and 147 Female (55.5%)

The Urdd is committed to the principle of equal opportunities and equal treatment for all, regardless of gender or background. We have adopted an approach to Staff Pay that ensures the fair treatment and reward of staff, irrespective of their gender.

We can confirm that the gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Measures to address the gender pay gap

Whilst the Urdd is confident of the approach adopted to staff pay, we recognise a number of measures which can be taken to address the gap:

- We operate a flexible working policy and support a variety of flexible working arrangements across the organisation. We will continue to support and promote these opportunities wherever possible.
- We use a HR system which provides people analytics reports, enabling any potential gender imbalances to be identified and addressed as appropriate, for example:
 - Reporting on salary changes and new starter salaries to review salary offers to both male and female employees;
 - Review of the difference between the number of males and females obtaining promotion opportunities within the organisation;

As our figures demonstrate, women continue to play a key role in the Urdd, making up over 55% of the workforce. A number hold key management and decision-making roles within the organisation including the Chief Executive, Finance Director, Director of our Llangrannog Residential Centre, Director of Youth and Community, Director of Communications and International Relations, Director of our Eisteddfod and Culture, and the Director of our Cardiff Residential Centre, all of whom sit on our Senior Management Team.

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