



Gender Pay Analysis Report 2021/22*



*As of 31 March 2021 (snapshot date)

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1. Introduction

Since April 2017, all organisations with more than 250 employees have been required to publish details of their gender pay gap. Gender pay reporting is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the difference in the average pay between all men and women in an organisation. Although we are only required to report on pay differentials between men and women, we do recognise that Gender is a spectrum that extends beyond the binary definition of male/female and men/women. We hope that national and local data gathering becomes more sophisticated and as more people feel comfortable to define their non-binary status (to prevent identification of individuals) to include and analyse wider (non-binary) pay.

This gender pay gap report for South Central Ambulance Service (SCAS) provides a 'snapshot' at 31 March 2021. The data for this report has been drawn from the organisations Electronic Staff Records (ESR) and pay roll database.

The pandemic will have continued to impact on our statistics directly or indirectly and further work will be required to understand any long-term impact. Anecdotal impacts may be that, proportionately more women would be involved as carers or men who generally have a greater adverse impact from the virus will be taking extended career breaks or sickness leave.

2. Our Vision and our Values

At South Central Ambulance Service NHS Foundation Trust (SCAS) we are committed to promoting positive measures that eliminate all forms of unlawful or unfair discrimination on the grounds of age, marriage and civil partnership, disability, ethnicity, gender, religion/belief, sexual orientation, gender reassignment, domestic circumstances, social and employment status, political affiliation or trade union membership, HIV status or any other basis not justified by law or relevant to the requirements of the post.

By committing our policy of encouraging equality of opportunity and diversity, the Trust values differences between members of the community and within its existing workforce and actively seeks to benefit from their differing skills, knowledge, and experience in order to provide an exemplary healthcare service. The Trust is committed to promoting equality and diversity best practice both within its own workforce and in any other area where it has influence.

The Trust, therefore, takes every reasonable step to ensure that individuals are treated equitably and fairly, with dignity and mutual respect, and that decisions in recruitment, selection, training, promotion and career management and the right to request flexible working and service provision are based solely on objective organisational factors and job-related criteria.

3. Message from Human Resources

“I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2021. We have identified a number of actions we will undertake to try to reduce our gender pay gap. We will undertake annual audits and publish data on our website as required by the regulations.”



Executive Director of HR & OD Melanie Saunders

4. What this Audit covers

The purpose of a gender pay gap audit is to focus on comparing the pay of male and female employees and shows the difference in the average earnings.

This report provides information on the following indicators:

Mean gender pay gap in hourly pay – adding together the hourly pay rates of all male or female full-pay and dividing this by the number of male or female employees. The gap is calculated by subtracting the results for females from results for males and dividing by the mean hourly rate for males. This number is multiplied by 100 to give a percentage.

Median gender pay gap in hourly pay – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range.

Proportion of males and females in each pay quartile – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of men and women in each of the four parts.

Mean bonus gender pay gap – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage.

Median bonus gender pay gap – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.

Proportion of males and females receiving a bonus payment – total males and females receiving a bonus payment divided by the number of relevant employees.

South Central Ambulance Service NHS Foundation Trust has utilised the standard NHS Gender Pay Report provided as part of the NHS Business Intelligence Tool. This ensures that information is accurate, reliable and easily contrastable and comparable with other healthcare partners and wider employers.

5. Our Workforce Gender profile

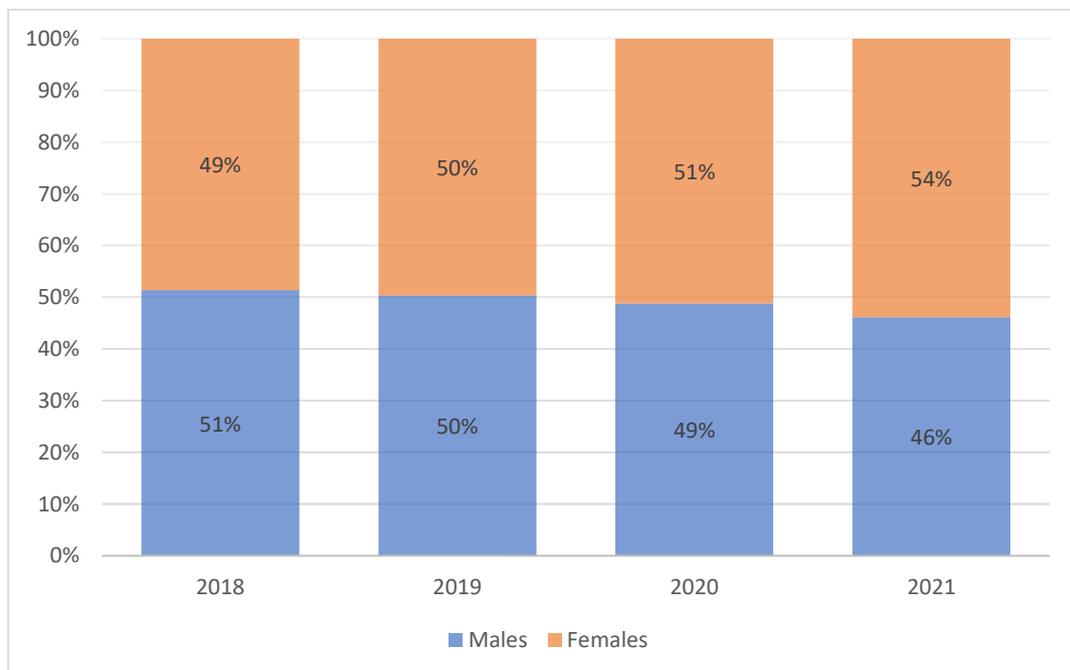
As at 31 March 2021 there were 5294 staff in post, the gender split is 46% (2442 staff) were Male and 54% (2852 Staff) were Female as shown in Table 1 below.

Table 1-Total headcount and percentage

Gender	Headcount	Percentage of workforce (rounded)
Male	2442	46%
Female	2852	54%

What is worth noting is the proportion of female workforce has gradually increased over the last four years and has exceeded the proportion of males from 2020. The Chart (1) below shows the gender split/balance across four years showing a gradual shift towards greater number of female staff.

Chart 1(gender split over 4-year period)



6. Our Gender Pay audit

6.1 The Mean and Median gender pay gap

Table 2 – Mean & Median pay gap (hourly rate)

	Male	Female	% Gap
Mean Gender Pay Gap (hourly rate)	£19.49	£21.38	-9.70%
Median Gender Pay Gap (hourly rate)	£13.72	£14.02	-2.19%

The table above shows that the Mean and Median gap is negative for Men in this auditing period. This is the first time that the gender pay gap has been negative for men over the last four years, as the data Table 3 (below) shows.

Table 3 (Mean & Median pay gap over 4-year period)

	2018	2019	2020	2021
Mean	3.98	2.7	0.74	-9.7
Median	1.43	0.72	0.22	-2.19

[The Office for National Statistics \(ONS\)](#) stated that among all employees in the UK, the gender pay gap increased to 15.4% in 2021, from 14.9% in 2020, but is still down from 17.4% in 2019.

Figures from the last auditing period 2020/2021 from the Gender Pay Gap service published on the [Gov.uk website](#) reveal that of the ten Ambulance services in England SCAS has the lowest Mean and Median pay gap (between male to female). The table below provides the comparable figures from 20/21 data.

Table 4 -SCAS in relation to Ambulance Trusts in England

Ambulance Trust (England)	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
South Central Ambulance Service NHS Foundation Trust	0.7	-0.2
East Midlands Ambulance Service Education & Development Centre	0.7	0.2
North East Ambulance Service NHS Foundation Trust	1.1	0.7
East Of England Ambulance Service NHS Trust	5.8	4.1
Yorkshire Ambulance Service NHS Trust	3.9	5.3
North West Ambulance Service N H S Trust	8.8	7.1
South East Coast Ambulance Service NHS Foundation Trust	9	11.3
London Ambulance Service N H S Trust	10.1	11.8
South Western Ambulance Service Foundation Trust	6.4	14.5
West Midlands Ambulance Service NHS Foundation Trust	9.5	15.5

6.2 Our Pay Quartiles

This data ranks all of our employees dividing them into four equal parts or quartiles and calculating the percentage of men and women in each of the quartiles. Table 5 below contains data that ranks all our employees from lowest (Quartile 1) to highest paid (Quartile 4). The percentage figures given are a breakdown of each quartile gender split. The gender split overall for the Trust is 46% males and 54% female.

Table 5 – Quartile proportions by gender

	<i>Male</i>	<i>Female</i>
<i>Gender Proportions in Pay Quartile 1</i>	49.85%	50.15%
<i>Gender Proportions in Pay Quartile 2</i>	44.71%	55.29%
<i>Gender Proportions in Pay Quartile 3</i>	44.85%	55.15%
<i>Gender Proportions in Pay Quartile 4</i>	45.11%	54.89%

Quartile 1 had lowest split between the genders (0.3%). Quartile 2 (10.58%) had the largest split. Quartile 3 had a split of 10.3% and Quartile 4 had a split of 9.78%.

6.3 Mean and Median Bonus pay gap

The mean bonus gender pay gap adds together bonus payments for all male and female pay and divides this by the respective number of male or female employees.

Due to the small numbers of bonus payments made in 2021 potentially rendering recipients identifiable if published, the Trust will not be publishing any data for this part of the Gender Pay Gap report. Bonus payments are awarded in recognition of excellent practice over and performance above contractual requirements.

7. Our Actions

Some actions we have taken to promote and advance gender equality include:

Enhanced Recruitment Practices

We widened our recruitment drive and used social media, specifically Facebook to target groups that may not be drawn by traditional media.

Developing our people

Compassionate, inclusive and collaborative leaders build resilient and engaging teams. At SCAS we believe in supporting our people through coaching and mentoring so we developed our **SCAS Leader programme**, a significant number of our SCAS Leader programme have been female. The **Essential Skills for People Managers** course provides our growing number of female leaders and managers with the confidence and skills required to build effective teams which drives inspiring and transformational leadership.

Focus on employee health and wellbeing

We understand that taking a holistic approach to our employee health and wellbeing increases our retention rates and improves organisational performance. In order to further support our female workforce, we are focusing on issues that affect them such as developing our menopause policy and encourage flexible working.

Flexible Working

We are committed to ensuring that our staff maintain a healthy work life balance. We encourage open conversations around flexible work with support from our senior leadership team.

Staff Networks

Our staff networks provide opportunities for us to continuously explore ways to ensure our policies best suits the needs of our diverse workforce

We have our Staff networks which have been established to promote inclusion within SCAS. Our Lesbian, Gay, Bisexual and Transgender (LGBT) network, Black Asian and Ethnic minority Network, the Multifaith Network and our Disability equality & inclusion network exist to drive equality within our workforce. The Networks have a role to support and provide opportunities to share their lived experiences, promote diversity and inclusion within our Trust.

Presently we are in process of assessing the demand for a Gender Equality Staff network group which will provide support to our staff along the gender spectrum and a safe space to discuss issues that affect staff in relation to their gender.

Reverse Mentoring

Our reverse mentoring scheme is currently running to provide our Senior Leadership team with insight into our staff experiences. Current mentors include an intersection of ethnic minority and female staff.

8. Our next steps

Objective	Action	Lead	Timeline	Improvement measure
Collate data build on our positive outcomes and address any imbalances within our Trust	Continue to undertake further analysis of directorate and departmental data,	HR and Data analysts	Reporting period 2022/2023	Reports of and to departments to identify local actions
Continue to promote positive action to bring about pay equity	Understand and further analyse the actions that we have taken to ensure that safeguard against any positive discrimination	HR	Reporting period 2022/2023	Narrowing of Mean & Median hourly Gender pay gap
Board Leadership visibility	Build on our Board Leadership visibility webinars and internal communication tools to further engage our female workforce	Executive Board	Reporting period 2022/2023	Regular Executive Board engagement to enhance Gender Equality
Re-launch Equality and Diversity Steering Group to act as key conduits in raising gender specific issues	Equality and Diversity Steering Group to oversee trust wide initiatives relating to the Gender Pay Gap.	CEO & Head of EDI	Reporting period 2022/2023	-Regular meetings -Establish governance pathways
Assess demand for a Gender Equality Network	-Communicate network -Co-create group -Co-design Draft ToRs	Head of EDI	Reporting period 2022/2023	-Establishment of Network -Examine gender issues experienced by staff to improve staff experience and increase retention
Health and Wellbeing Service reflect the gender specific needs of staff	Health and Wellbeing Services and policies are gender inclusive	Health and Wellbeing Services Head of EDI	Reporting period 2022/2023	EQIA of Policy and service

Engagement with the national Ambulance (and other NHS) Staff networks	link in with other gender staff networks across UK, particularly the NHS to source good practice.	Gender Equality Network Head of EDI	Reporting period 2022/2023	The Trust has intelligence relating to good practice from other Trust's staff networks
Recruitment and selection practices are inclusive for all prospective regardless of gender	Analyse recruitment data to explore dropout rates by roles and service areas Review and analyse inclusivity of recruitment materials (including where adverts are placed)	Recruitment HR	Reporting period 2022/2023	Recruitment policies and literature is reviewed to ensure that all genders are welcomed to apply for roles
Explore opportunities for more flexible or alternative shift working across the organisation.	Consider how this could be introduced into a wider range of roles	Recruitment HR Equality & Diversity steering group	Reporting period 2022/2023	Flexible working is established and used that will reduce potential discrimination and encourage more diverse applicants