



## Gender Pay Analysis Report 2022/23\*



\*As of 31 March 2022 (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' on 31 March 2022. The data for this report has been drawn from the organisation's 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. Possible 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 to 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 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 2022. We have identified several actions we will continue to undertake to improve and maintain gender pay parity. We will undertake annual audits and publish data on our website as required by the regulations.”



**Chief People Officer**

### 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

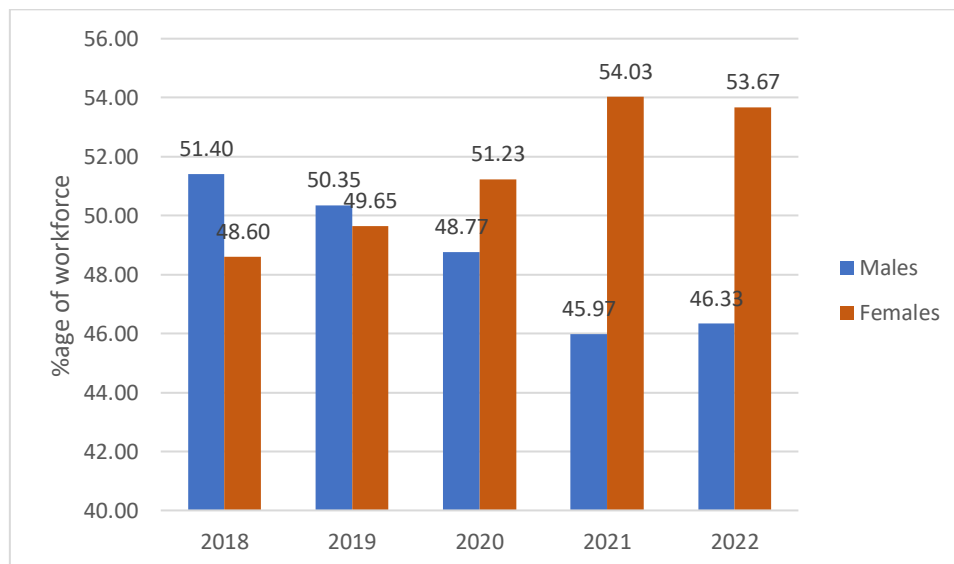
As of 31 March 2022, there were 4690 staff in post (a drop of 604 from the previous reporting period), the gender split remains as 46% (2173 staff) male employees and 54% (2517 Staff) female as shown in Table 1 below.

Table 1: Total headcount and percentage

Gender	Headcount	Percentage of workforce (rounded)
Male	2173	46%
Female	2517	54%

What is worth noting is the proportion of female workforce has gradually increased over the last 5 years. However, there was slight dip of 0.36% from last year. The Chart (1) below shows the gender split/balance across five years showing a gradual shift towards greater number of female staff.

Chart 1 (gender split over 5-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
<b>Mean Gender Pay Gap (hourly rate)</b>	<b>£16.02</b>	<b>£15.64</b>	<b>2.41%</b>
<b>Median Gender Pay Gap (hourly rate)</b>	<b>£13.46</b>	<b>£13.36</b>	<b>0.70%</b>

The table above shows that men have a greater **Mean** hourly pay rate than women by a gap of 2.41%. This is a shift from the previous year when for the first time there was negative Mean hourly rate figure for men at -9.70% (a change of 12.11%), the table (3) shows the changes over a 5-year period. We are returning to 2019 levels, which could suggest an impact due to the pandemic and other contributory factors such as the drop in workforce and reduction of national services. We have included actions in our [Next steps for 2022/23](#) to gain a better understanding.

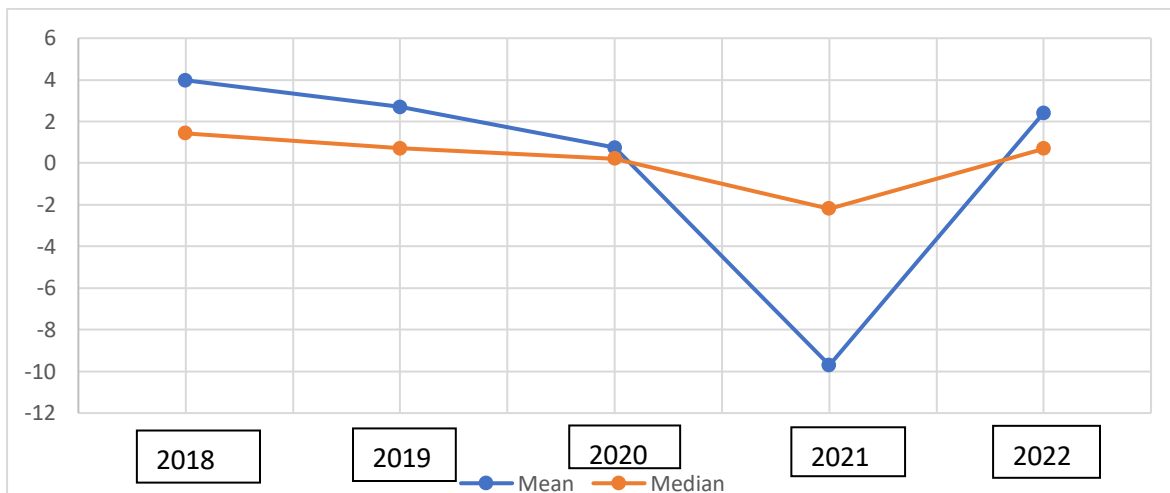
The **Median** hourly pay is also slightly greater for men by a gap of 0.70%. Again, this is a shift from the previous year when (for the first time) there was negative Median hourly rate figure for men at -2.19% (a change of 1.49%)

Tables 3 and chart 2 (below) shows the change over a 5-year period.

Table 3 (Mean & Median pay gap over 5-year period)

	2018	2019	2020	2021	2022
<b>Mean</b>	<b>3.98</b>	<b>2.7</b>	<b>0.74</b>	<b>-9.7</b>	<b>2.41</b>
<b>Median</b>	<b>1.43</b>	<b>0.72</b>	<b>0.22</b>	<b>-2.19</b>	<b>0.7</b>

Chart 2 (changes over a 5-year period)



[The Office for National statistics \(ONS\)](#) has reported that among all employees in the UK in all sectors, the gender pay gap decreased to 14.9%, from 15.1% in 2021, and remains below the levels seen in 2019 (17.4%).

Figures from the last audited period 2021/2022 from the Gender Pay Gap service published on the [Gov.uk](#) website reveal that of the ten Ambulance services in England SCAS had the lowest Mean and Median pay gap (between male to female). The table below provides the last published comparable figures as of 31 March 2021, this periods figures will be published on 31 March 2023 (1 year in arrears).

Table 4: SCAS in relation to Ambulance Trusts in England

Ambulance Trusts (England) 2021/2022 data	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
South Central Ambulance Service NHS Foundation Trust	-9.7	-2.2
London Ambulance Service N H S Trust	13.3	12.5
Yorkshire Ambulance Service NHS Trust	6.9	10.6
East Midlands Ambulance Service NHS Trust	5.3	4.8
North East Ambulance Service NHS Foundation Trust	-1.7	-0.4
North West Ambulance Service N H S Trust	10.9	9.3
South Western Ambulance Service Foundation Trust	6.1	7.8
West Midlands Ambulance Service NHS Foundation Trust	10.9	12.8
East Of England Ambulance Service NHS Trust	6.6	3.4
South East Coast Ambulance Service NHS Foundation Trust	10	11.1

## 6.2 Our Pay Quartiles

This data ranks all our employees (by hourly pay rate) and 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>22/23 Difference</i>	<i>21/22 Difference</i>
<b><i>Gender Proportions in Pay Quartile 1 (Lower pay)</i></b>	<b>49.19%</b>	<b>50.81%</b>	<b>1.62%</b>	<b>0.3%</b>
<b><i>Gender Proportions in Pay Quartile 2 (Lower Middle)</i></b>	<b>42.24%</b>	<b>57.76%</b>	<b>15.52%</b>	<b>10.58%</b>
<b><i>Gender Proportions in Pay Quartile 3 (Upper Middle)</i></b>	<b>42.63%</b>	<b>57.37%</b>	<b>14.74%</b>	<b>10.3%</b>
<b><i>Gender Proportions in Pay Quartile 4</i></b>	<b>51.28%</b>	<b>48.72%</b>	<b>-2.56%</b>	<b>9.78%</b>

More women are employed in three quartiles but the greatest difference between male and female is in Quartile 4 highest paid. This represents an overall shift from last year of 12.34% for female staff in Quartile 4.

Quartile 1 had lowest split between the genders. Quartile 2 had the largest split. Quartile 3 had a split of 14.74% and Quartile 4 had a (negative) split of -2.56% fewer women in this quartile.

## 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 2022 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 considered and awarded in line with Very Senior Managers contracts and associated policy.



## 7. Our 2022/23 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 have our **SCAS Leader programme** and the **Essential Skills for People Managers (ESPM)** as part of our leadership and management offer. These courses provide our growing number of female leaders and managers with the confidence and skills required to build effective teams which drives inspiring and transformational leadership. A significant number of our SCAS Leader programme have been female and they are role modelling women in 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. To further support our female workforce, we are focusing on issues that affect them such as our menopause café that provides a 'safe space' to discuss issues and find support. We are hopeful that our newly created Women's Network will help highlight to SCAS and provide guidance to the health & wellbeing needs of women.

### **Sexual Safety Campaign**

The Campaign will create a positive cultural shift to recognising and challenging inappropriate and sexual behaviour. The intended outcome will be to empower any vulnerable person at risk of abuse and enable allies and upstanders to reduce the escalation of any harm, seek appropriate resolution and action. The Campaign consists of several long-term actions and communications to ensure our staff never feel uncomfortable, frightened, or intimidated in a sexual way by the public or other colleagues

### **Flexible Working**

We are committed to ensuring that our staff maintain a healthy work life balance to retain talent. This is a challenge particularly in relation to operational staff and those who work shifts; we know we must do more and encourage open conversations around flexible work with support from our senior leadership team. To enable this happen we set up a Workforce, Workplace Futures (WWF) Transformation project group. In a questionnaire sent by Organisational Development at SCAS showed that of the 45% of Homeworking staff who responded 69% were women.

## **Staff Networks**

We have our Staff networks which have been established to promote inclusion within SCAS. Our Lesbian, Gay, Bisexual and Transgender + (LGBT+) network, Black and Minority Ethnic (BME) network, the Multifaith Network, our Disability Equality & Inclusion network, and our new Women's 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.

Additionally, we have started the conversation for a Men's network to provide support and a safe space to discuss issues that affect Men particularly in relation to men's health and allyship in relation to other genders.

## Our next steps for 2023/24

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 2023/2024	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 promote, support more women across the Quartiles and ensure that we safeguard against any bias (conscious or unconscious)	HR	Reporting period 2023/2024	Narrowing of Mean hourly Gender pay gap
Board Leadership visibility	Continue with Listening events to further engage our female workforce	CEO/Executive Board	Reporting period 2023/2024	Regular CEO/Executive Board engagement to promote & prioritise Gender Equality
Report to the Equality, Diversity & Inclusion (ED&I) 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 2023/2024	<ul style="list-style-type: none"> <li>Regular meetings</li> <li>Established governance pathways</li> </ul>
Support for the Women's Network	<ul style="list-style-type: none"> <li>To formally launch the Network</li> <li>Communicate network functions</li> <li>Establish resources to support the work the network</li> <li>The Network &amp; Head of EDI</li> </ul>	Head of EDI	Reporting period 2023/2024	<ul style="list-style-type: none"> <li>Establishment of Network</li> <li>Provide a 'safe space'</li> <li>Explore and take action to address gender issues experienced by</li> </ul>

	<p>promote Sexual Safety Campaigns</p> <ul style="list-style-type: none"> <li>To highlight gender pay differentials</li> </ul>			<p>staff to improve staff experience and increase retention</p>
Engagement with the national Ambulance (and other NHS) Staff networks	<p>link the Women's Network in with other gender staff networks across UK, particularly the NHS to source and adopt good practice.</p>	<p>Women's Network</p> <p>Head of EDI</p>	<p>Reporting period 2023/2024</p>	<p>The Trust has intelligence and adopt good practice from other Trust's staff</p> <p>Women's/Gender networks</p>
Recruitment and selection practices are inclusive for all staff and of all genders	<p>Analyse recruitment and attrition data to explore rates by roles and service areas</p> <p>Analysis of any gender differentials using staff surveys, People Voice, FTSU and ER cases</p> <p>Review and analyse inclusivity of recruitment materials (including where adverts are placed)</p>	<p>Recruitment</p> <p>FTSU</p> <p>Communications</p>	<p>Reporting period 2023/2024</p>	<p>Recruitment policies and literature is reviewed to ensure that all genders are welcomed to apply for roles.</p> <p>To analyse and find out any negative experiences and seek to reduce them</p>
Explore opportunities for more flexible or alternative shift working across the organisation.	<p>Consider how flexible working and alternative duties could be introduced into a wider range of roles</p> <p>Ensure equity of pay and training for those who are pregnant and their longer-term career prospects</p> <p>To understand why women have left SCAS</p>	<p>Recruitment</p> <p>HR</p> <p>Equality &amp; Diversity steering group</p>	<p>Reporting period 2023/2024</p>	<p>Flexible working is established and used that will reduce potential discrimination and encourage more diverse applicants</p> <p>To reduce female workforce attrition</p>