



Gender Pay Analysis Report 2025/2026

As of 31 March 2025 (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 2025. The data for this report has been drawn from the organisation's Electronic Staff Records (ESR) and pay roll database.

2. Equality 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.

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.
Our Values Based behaviours:



3. Message from Chief People Officer

“I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2025. We have identified several actions we will continue to undertake to improve the gender pay parity. We will undertake annual audits and publish data on our website as required by the regulations.”

Danny Hariram, Chief People Officer/Deputy Chief Executive 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

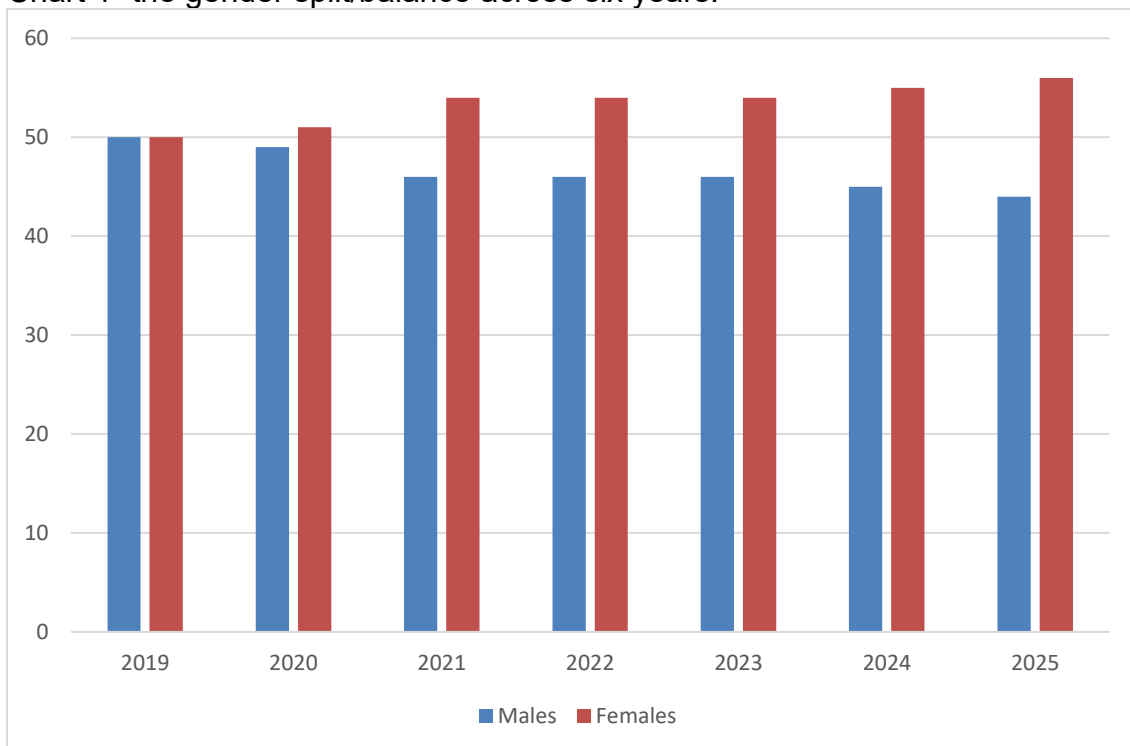
As of 31 March 2025, there were 4732 staff in post (a decrease of 208 from the previous reporting period), the rounded gender split is now **44% (2070) male** employees and **56% (2662) female**. Table 1 below shows the profile over a 6-year period (on 31st March each year).

Table 1- Gender split over 6 years.

	2019	2020	2021	2022	2023	2024	2025
Males	50	49	46	46	46	45	44
Females	50	51	54	54	54	55	56

What is worth noting is the proportion of female workforce has gradually increased over the last 5 years. However, there was a statistically insignificant dip of 0.14% from last year.

Chart 1- the gender split/balance across six years.



6. Our Gender Pay audit

6.1 The Mean and Median gender pay gap

Table 2 - Mean pay gap (hourly rate)

	Male	Female	% Gap
Mean Gender Pay Gap (hourly rate)	£19.98	£18.76	6.10%

The table above shows that men have a greater **Mean** hourly pay rate than women by a gap of 6.10%. This is an increased gap from the previous year when the Mean gender hourly pay gap was 4.88% greater for men (a change of 1.22%). The changes of the percentage Mean hourly pay gap over a 6-year period show fluctuation generally in favour of men and this year has the widest gap over the period. The anomaly in 2021 suggests an impact due to the pandemic and other contributory factors such as the drop in workforce and reduction of national services.

Table 3 - The % changes of Mean Gender Pay Gap (hourly rate) over a 6-year period.

	2020	2021	2022	2023	2024	2025
Mean hourly % pay gap	0.74	-9.7	2.41	5.7	4.88	6.10

The **Median** hourly pay is also slightly greater for men by a gap of 2.1%. However, this is a shift (an increase of 1.32%) from the previous year when the Median hourly rate figure for men was greater at 0.78%.

Table 4 - Median pay gap (hourly rate)

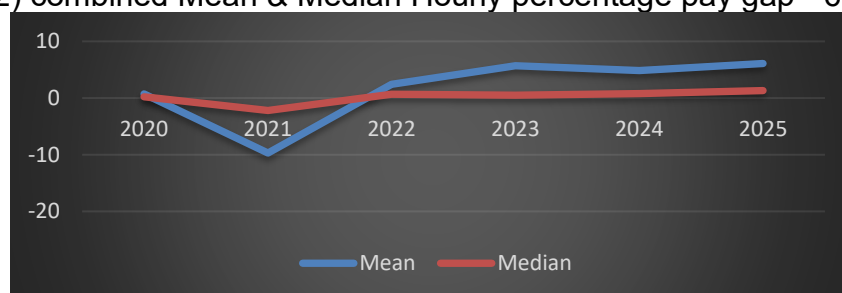
	Male	Female	% Gap
Median Gender Pay Gap (hourly rate)	£17.34	£16.97	2.1%

The changes of the percentage Median hourly pay gap over a 6-year period show that the gap has been fluctuating but has increased this year to its highest over the period. The 'blip' in 2021 again, suggests an impact due to the pandemic and other contributory factors such as the drop in workforce and reduction of national services.

Table 5 - The % changes of Median Gender Pay Gap (hourly rate) over a 6-year period.

	2020	2021	2022	2023	2024	2025
Median	0.22	-2.19	0.7	0.5	0.78	1.32

The Chart (2) combined Mean & Median Hourly percentage pay gap - 6 year period.



6.2 Ambulance Trusts Comparison Data (as reported February 2026)
[Search and compare gender pay gap data - Gender pay gap service - GOV.UK](#)

Table 6 - Comparison of Mean & Median Gender pay gaps in England & Wales

Ambulance Trust - Mean	% Difference (hourly rate)
North West Ambulance Service NHS Trust	-7.63%
North East Ambulance Service NHS Foundation Trust	-0.26%
South Western Ambulance Service Foundation Trust	3.4%
Welsh Ambulance Service	5.3%
London Ambulance Service NHS Trust	4.87%
East Midlands Ambulance Service	5.88%
South Central Ambulance Service NHS Foundation Trust	6.10%
South East Coast Ambulance Service NHS Foundation Trust	8.85%
Yorkshire Ambulance Service NHS Trust	due 30 March 2026
East of England Ambulance Service NHS Trust	due 30 March 2026
West Midlands Ambulance Service NHS Foundation Trust	due 30 March 2026

- A negative (-) figure denotes a pay differential in favour of women

Ambulance Trust -Median	% Difference (hourly rate)
North West Ambulance Service NHS Trust	-12.68%
North East Ambulance Service NHS Foundation Trust	-1.0%
South Central Ambulance Service NHS Foundation Trust	2.1%
South Western Ambulance Service Foundation Trust	3.0%
Welsh Ambulance Service	3.9%
East Midlands Ambulance Service	6.8%
South East Coast Ambulance Service NHS Foundation Trust	8.31%
London Ambulance Service NHS Trust	8.87%
Yorkshire Ambulance Service NHS Trust	due 30 March 2026
East of England Ambulance Service NHS Trust	due 30 March 2026
West Midlands Ambulance Service NHS Foundation Trust	due 30 March 2026

6.3 Our Pay Quartiles

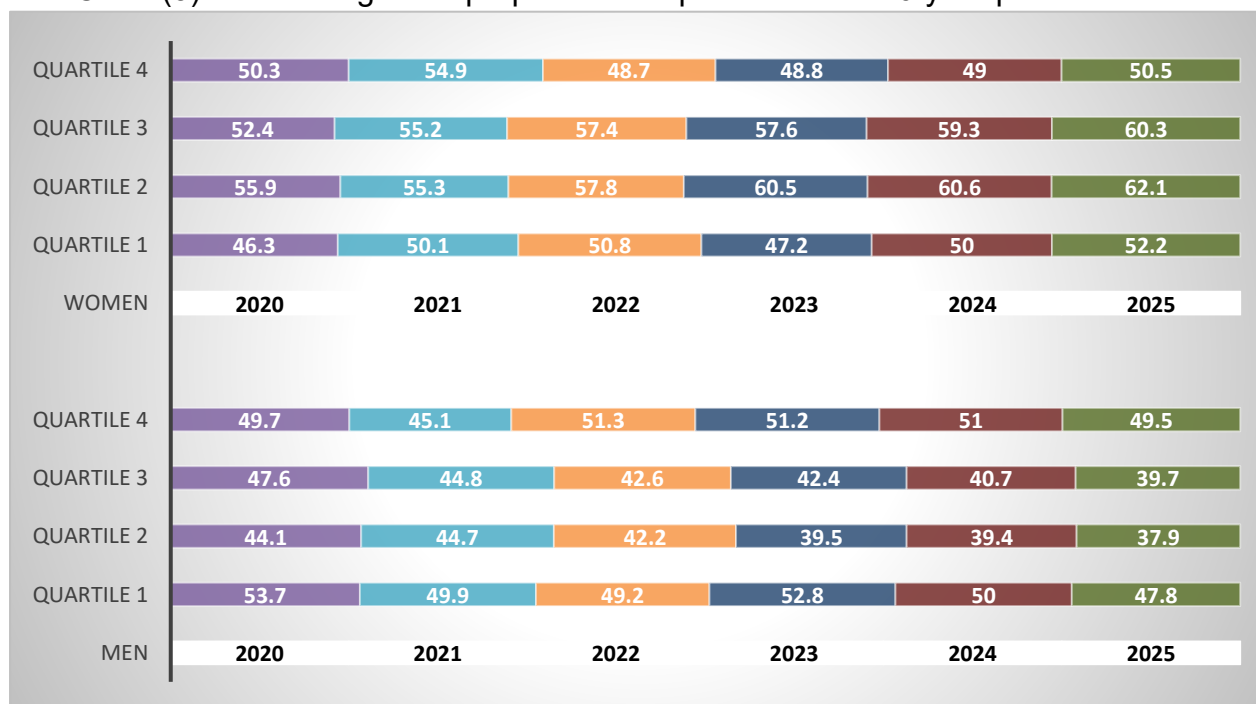
Pay quarters give an indication of women's representation at different levels of the organisation. This data ranks all our employees and dividing them into **four equal parts** or quartiles and calculating the percentage of men and women in each of the quartiles (by hourly pay rate). However, this does not include any Over-Time payment (only hourly pay rate not 'take home' pay) or which gender is taking more over-time. Table 7 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 44% males and 56% female.

Table 7 – Quartile proportions by gender and % pay differences

	Male	Female	Difference
Gender Proportions in Pay Quartile 1	47.80%	52.20%	4.40%
Gender Proportions in Pay Quartile 2	37.87%	62.13%	24.26%
Gender Proportions in Pay Quartile 3	39.69%	60.31%	20.62%
Gender Proportions in Pay Quartile 4	49.46%	50.54%	1.08%

There are more women across all the quartiles. There is relative parity in the representation of men and women in Quartile 4 (highest paid), with a difference of 1.08% followed by quartile 1 (lowest paid) with a difference of 4.4%. Pay quartiles 2 at 24% and pay quartile 3 at 21%, have the greatest difference in female representation.

The Chart (3) combined gender proportions in quartiles over a 6-year period



6.4 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. There were no bonus payments made, this because SCAS does pay bonuses as part of the employment terms and conditions.

7. Conclusion

The 2025 gender pay data shows that SCAS has a mean hourly gender pay gap of 6.10% and a median gap of 2.1%, both of which have increased from the previous year and represent the widest gaps recorded over the past six years. While pay gaps have fluctuated over time, the overall trend shows an increasing gap in favour of men following the pandemic-related anomaly in 2021.

Analysis indicates that the gender pay gap at SCAS is primarily driven by workforce distribution rather than unequal pay for equal work. Women are disproportionately represented in the lower and middle pay quartiles, while higher-paid roles show a more even gender balance. This suggests that differences in role type, progression opportunities, working patterns, and access to additional pay elements such as enhancements and overtime contribute to the gap.

To address these gaps (see detailed Table 8), SCAS will focus on improving progression into higher-paid roles, ensuring fair and consistent recruitment and starting pay practices, and reviewing access to premium payments and flexible working opportunities. Ongoing monitoring and senior leadership oversight will be key to reducing the gender pay gap and ensuring sustained progress in future reporting years.

Table 8 Actions to reduce Pay gaps

Guidance Area	Objective	Actions	Lead	Timeline	Success Measures
Pay Levels	Understand imbalance in pay distribution	Directorate analysis; pay quartile review; positive action development	HR & EDI	2025/26	Improved female representation in upper quartiles
Promotions	Ensure fair progression	Blind applications; mentoring;	HR	2025/26	Higher proportion of women promoted

		leadership training			
Recruitment	Ensure women recruited into higher bands	Inclusive recruitment; diverse panels; agency partnership	Recruitment	2025/26	More women in senior roles
Retention	Reduce female attrition	Return-to-work support; promote shared leave	Recruitment / Men's Network	2025/26	Increased return rates
Part-Time Staff	Ensure access to progression	Flexible by default; monitor PT progression	HR	2025/26	More PT staff progressing
Caring Responsibilities	Support carers	Promote flexible/parental leave; ESR tracking	HR / EDI	2025/26	Increased male uptake of caring leave