



NHS

**South Central
Ambulance Service**

NHS Foundation Trust



Gender Pay Gap Analysis

As of 31st March 2018

Published 8th March 2019

Our Vision & 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.

The gender pay gap identifies the difference between men and women's average earnings and is expressed as a percentage of men's pay. According to the Office of National Statistics, the current overall UK gender pay gap is currently 18.1% (2017,ONS).

Message from Human Resources

"I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2018. 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



What does this audit cover?

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:

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.

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.

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.

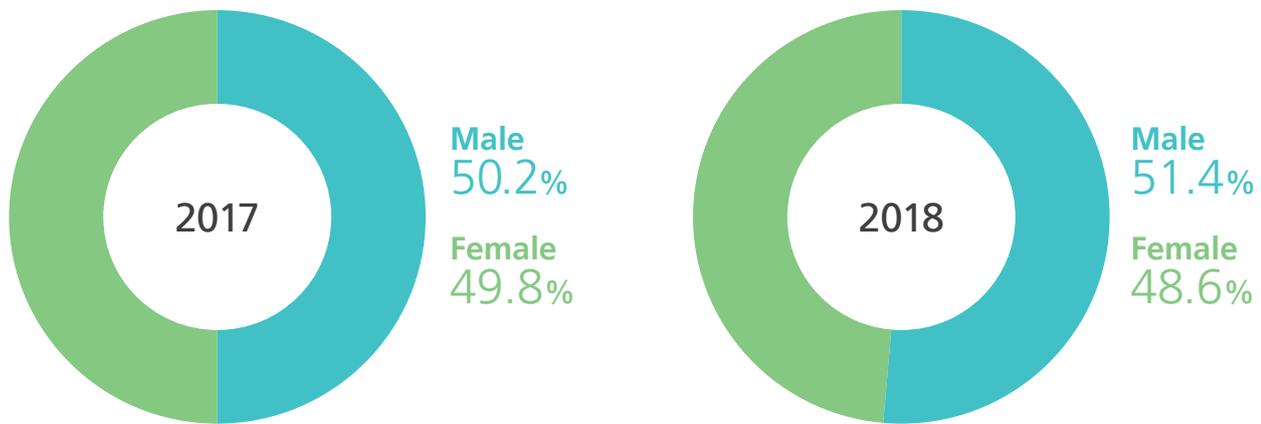
South Central Ambulance Service NHS Foundation Trust has utilised the standard NHS Gender Pay Report provided as part of the NHS Business Intelligence Tool. This ensures that information is accurate, reliable and easily contrastable and comparable with other healthcare partners and wider employers.

Our Workforce

As at 31st March 2018, the gender pay reporting analysis included 3633 staff members. This represents approximately a 10% increase on the 2017 analysis, mainly as a result of the mobilisation of additional services and continuing recruitment activity. The gender split is approaching 50:50 as follows:

Gender	Headcount	Proportion of Workforce
Male	1868	51.4%
Female	1765	48.6%

The proportion of males within the workforce has fractionally grown relative to 2017 as represented below. This is principally due to demographics of staff transferring into the organisation from previous service providers. However recruitment activity continues to support a gender balanced workforce, exploring a range of inclusive initiatives to facilitate equality.

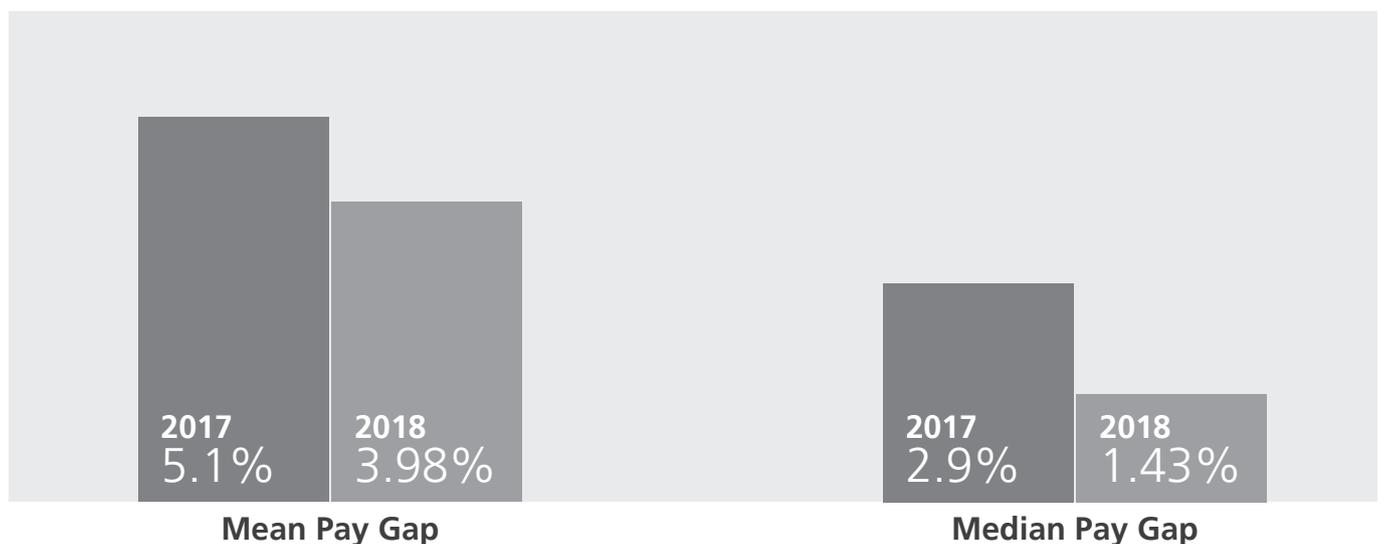


Our Gender Pay Gap

Our 2018 gender pay gap is as follows:

	Male	Female	Percentage Gap
Mean Gender Pay Gap (hourly rate)	£13.04	£12.52	3.98%
Median Gender Pay Gap (hourly rate)	£11.31	£11.15	1.43%

This shows a considerable improvement on our results from the 2017 analysis as demonstrated below.



Some contributory actions we have taken to achieve this positive improvement include, although not exhaustively;

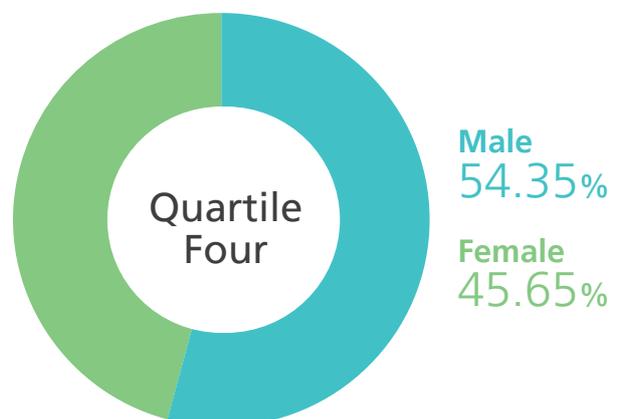
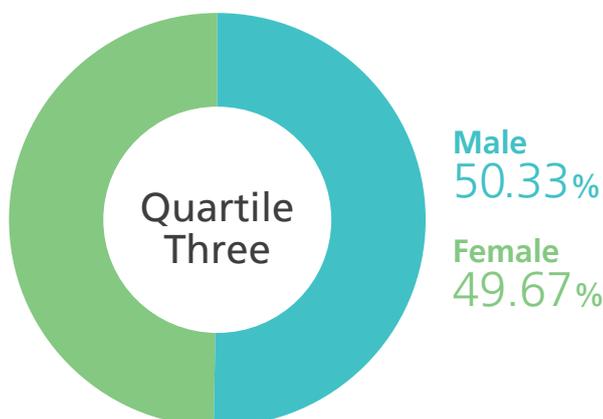
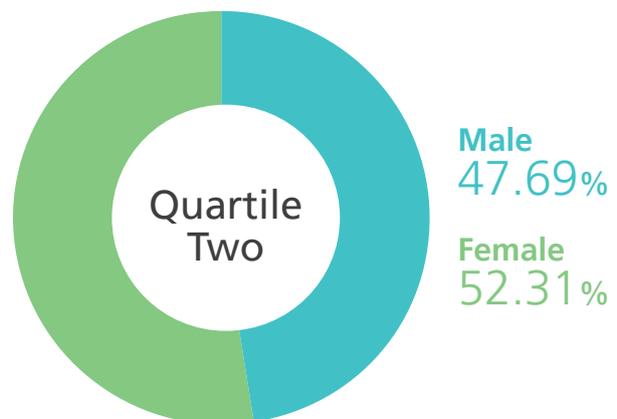
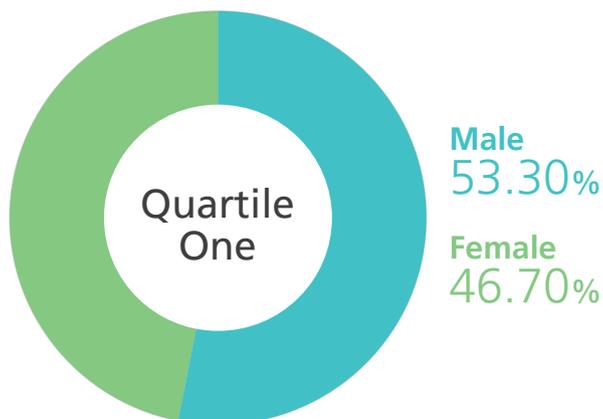
- Harmonising the pay conditions of team members within the lowest pay quartile, to ensure staff of all levels are valued fairly.
- A focused approach to flexibility within our working practices to ensure that all employees can achieve their potential.
- Continuing work focusing on employee health and wellbeing, to ensure our working relationships are mutually productive and sustainable.

We continue to compare positively with;

- The National Gender Pay Gap (18.1%) (2017)
- The Local Gender Pay Gap (13.22%) (2017)
- Other NHS Ambulance Services (5.05%) (2017)

Our Pay Quartiles

We are still working towards our target of a 50:50 Male:Female split within each pay quartile. We have seen some positive movement in this reporting period, particularly within Quartiles 2, 3 and 4, although Quartiles 1 and 4 remain an area of focus.



Our Performance Related Bonuses

	Male	Female	Percentage Gap	2017 Result
Mean Bonus Gender Pay Gap	£4,847	£4,040	16.64%	2.42%
Median Bonus Gender Pay Gap	£4,692	£4,040	13.8%	8.65%
Proportion of Gender receiving Performance Related Pay	0.26%	0.06%		

Our Actions This Year

Some contributory actions we have taken to achieve this positive improvement include, although not exhaustively;

- Harmonising the pay conditions of team members within the lowest pay quartile, to ensure staff of all levels are valued fairly.
- A focused approach to flexibility within our working practices to ensure that all employees can achieve their potential.
- Continuing work focusing on employee health and wellbeing, to ensure our working relationships are mutually productive and sustainable.

Our Next Steps

- Undertake further analysis of directorate and departmental data to make sure that each of our diverse business areas have the information required to address their issues.
- Brief the Executive Team including further information relating to each business area and areas for improvement.
- Brief accountable senior managers for each area to begin consideration as to local actions plans to address local issues.
- Brief the Equality and Diversity Steering Group to oversee trust wide initiatives relating to the Gender Pay Gap.
- Encourage organisation wide engagement through an internal communication programme.

