



MEETING TITLE Trust Board - Public		MEETING DATE 28/03/2019	
TITLE of PAPER	Gender Pay Gap Statutory Reporting	PAPER REF	5.2
STRATEGIC OBJECTIVE(S)	Best People: Attract, develop and retain a highly skilled, engaged and diverse workforce		
PURPOSE OF THE PAPER	The purpose of the paper is to inform the Trust Board of the Trust's Statutory Gender Pay Gap that will be published for 30 March 2019. The report covers 2017 and 2018 data sets.		
For Approval	<input checked="" type="checkbox"/>	For Assurance	<input type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
AUTHOR / LEAD	Kez Hayat Head of Diversity and Inclusion	ACCOUNTABLE DIRECTOR	Christine Brereton, Director of Workforce and Organisational Development
DISCUSSED AT / INFORMED BY – include date(s) as appropriate [free text i.e. please provide an audit trail of the development(s) / proposal(s) subject of this paper: see also guidance 3. overleaf]:			
PREVIOUSLY AGREED AT:	Committee/Group:	Date:	
RECOMMENDATION(S)	It is recommended that the Trust Board: <ol style="list-style-type: none"> 1. Note the contents of this report 2. Approve the results, as set out in section 3, to be published on the Trust's website 3. Support the next steps and actions to reduce the Trust's pay gap 		
RISK ASSESSMENT		Yes	No
Corporate Risk Register and/or Board Assurance Framework amended <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Equality Impact Assessment - [New] <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource Implications (Financial, Workforce, other - specify) <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal implications/Regulatory requirements <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
ASSURANCE/COMPLIANCE			
Care Quality Commission Choose a DOMAIN(s)		5: Well led	
NHSI Single Oversight Framework Choose a THEME(s)		6. Leadership & Improvement Capability (Well-Led)	

Gender Pay Gap Reporting

1. PURPOSE/AIM

- 1.1 The purpose of this report is to provide an overview of the data that the Trust statutorily needs to publish on its website and report to the Government on the gender pay gap. The report covers data for 2017 and 2018.

2. BACKGROUND/CONTEXT

- 2.1 The introduction of the Government regulations in April 2017 saw the requirement for public sector bodies in England with 250 or more employees to publish their gender pay and bonus gap. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 bring in the gender pay gap reporting duty as part of the existing public sector equality duty (PSED).

- 2.2 Public sector employers are required to carry out 6 calculations based on annual data and publish those figures by 30 March of each year on the Trust website and on the Government website, with a rationale for the pay gap. This report provides data for two years, 2017 and 2018. The Electronic Staff Record system has a specific standard report for this purpose and all NHS Trusts use this report.

- 2.3 There are two sets of regulations. The first is mainly for the private and voluntary sectors and the second is mainly for the public sector. Employers have up to 12 months to publish their gender pay gap, on their own website and on the government's online reporting service <https://www.gov.uk/report-gender-pay-gap-data>. This means that the gender pay gap will be publicly available to commissioners, patients, employees and potential future recruits.

- 2.4 The purpose of a gender pay gap audit is to focus on reducing any gaps in the pay of male and female employees by comparing and evidencing the difference in their average earnings.

2.5 The Gender Pay Gap Indicators

The legislation requires employers to publish the results of 6 calculations and 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 range.
- **Mean bonus gender pay gap** - add together bonus payments for all male or female employees and dividing this 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 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.

2.6 **Gender pay reporting is different to equal pay.** The gender pay gap is the average difference between the gross hourly earnings for all men and women which is expressed as a percentage of men's earnings (as set out in the explanation above). Equal pay refers to men and women being paid the same for like work; work rated as equivalent or work of equal value as set out in the Equality Act 2010. It is unlawful to pay people unequally purely because they are a man or a woman.

2.7 It should be noted that whilst current arrangements ensure that men and women are guaranteed equal pay when appointed to roles, other factors such as length of service for existing employees can impact on data showing overall pay gap information, particularly as historically more men have been employed in the Ambulance Service and therefore will clearly have been working for longer.

2.8 The majority of the Trust's staff are on national terms and conditions of employment. These are recognised as being an excellent example of equal pay for work of equal value. This will significantly assist in reducing our pay gap.


3. YAS TRUST DATA TO BE PUBLISHED ON 30TH MARCH 2019

3.1 This section provides the breakdown of the statutory information that we intend to publish on the Trust website; this data is a snap shot of a month's data from 31st March 2018. As this is the second year that the Trust have reported on their gender pay gap, the report also includes data from the same point in 2017 to provide comparative information.

3.2 The data we will report is as follows:

**Average gender pay gap as a mean average for years 2017 and 2018
(Mean is calculated as the sum of all the values (hourly rates) divided by the number of staff)**

Table 1

Average Hourly rate	2017	2018
Male:	£12.72	£13.04
Female:	£11.88	£12.36
Gap:	6.60%	5.25% 


3.3 The mean pay gap fell by 1.35%, from 6.60% in 2017 to 5.25% in 2018. (Men's average hourly pay increased by £0.32 and women's by £0.48 over the two years); therefore an improvement in our pay gap. This reduction demonstrates that the Trust is making positive steps to reduce the gap that we have.

3.4 This calculation is the primary figure that will be quoted in terms of our gender pay gap.

3.5 The number of staff on national terms and conditions assists in supporting our gender pay gap without legal risk as they are well recognised as supporting equal pay for work of equal value.

Average gender pay gap as a Median average for years 2017 and 2018

Table 2

Median Hourly rate	2017	2018
Male:	£11.48	£11.60
Female:	£10.40	£10.87
Gap:	9.39%	6.26% 

3.6 The median average gender pay gap fell significantly by 3.13%, from 9.39% in 2017 to 6.26% in 2018. (Men’s median average hourly pay increased by £0.12 and women’s by £0.47 over the two years). Again this is an improvement in our gender pay gap.

3.7 The remaining average mean and median pay gaps can be explained by the composition of our workforce. YAS employed 202 more men (2,512), than women (2,310), in 2018, see table 3 below. Many men have longer service than women and are therefore further along their pay scale. However, the positive reduction in the gender pay gap between 2018 and 2017 is due to the increased hourly average pay for women compared to men. This increase for women may be as a result of women moving up their pay scale where there remains some headroom, whereas some men have already reached the top of their pay band due to long service. There has also been a small rise in the number of women employed and, similarly, a small fall in the number of men employed in 2018 compared to 2017, which will also have contributed in the improved pay gaps, see Table 3 below.

- Average bonus gender pay gap as a mean average

The Trust has not paid any bonuses to staff

- Average bonus gender pay gap as a median average

The Trust has not paid any bonuses to staff






- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

The Trust has not paid any bonuses to staff

- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

The data below ranks our full pay employees from highest to lowest paid, divided into four equal parts (quartiles) and then works out the percentage of men and women in each. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries.

Table 3: The number of female and male staff in each of four pay quartiles for years 2017 and 2018

No. of Staff				
2017				
Quartile	Female	Male	Female %	Male %
Upper Quartile	480	720	40.00%	60.00%
Upper Middle Quartile	569	658	46.37%	53.63%
Lower Middle Quartile	600	583	50.72%	49.28%
Lower Quartile	630	560	52.94%	47.06%
Total	2,279	2,521	47.47%	52.52%
2018				
Quartile	Female	Male	Female %	Male %
Upper Quartile	497	709	41.21% 	58.79%
Upper Middle Quartile	602	689	46.63% 	53.37%
Lower Middle Quartile	590	621	48.72% 	51.28%
Lower Quartile	621	493	55.75% 	44.25%
Total	2,310	2,512	47.90% 	52.09%

- 3.8 When looking at the representation of staff across the four pay quartiles, women in the upper quartile increased by 17 (3.5%) from 480 in 2017 to 497 in 2018 and up by 33 (5.8%) in the upper middle quartile, from 569 to 602. Conversely, the two lower quartiles saw a fall in the number of women employed, lower middle down 10 (1.6%) from 600 to 590 and the lower quartile down by 9 (1.4%), from 630 to 621. Overall, women’s representation increased by 31 (1.4%). The increases in the two higher quartiles have contributed to the reduction in the pay gap. Conversely, the number of men employed in the upper quartile reduced by 11 (1.5%), from 720 to 709 and in the lower quartile by 67 (12%), 560 to 493. The other two quartiles saw increases; upper middle increased by 31(4.7%), 658 to 689, and lower middle by 38 (6.5%), 583 to 621. However, overall, men’s representation reduced by 9 (0.4%).
- 3.9 In common with the Ambulance Sector, there is a difference in the profile of males as opposed to females. Males represent 52% of our workforce and females represent 48%. Our 2017 gender pay gap was slightly above average however our pay gap for 2018 shows a reduction. We are unable to provide comparative information for 2018 at present.
- 3.10 This data actually shows that YAS have more men than women in the upper, upper middle and upper lower quartiles. There remain more women in the lower quartile. We will continue to build on addressing disparity in pay and representation in our next steps.
- 3.11 It is important to note that data presented in our first pay gap report (2017) contained data errors with a misrepresentation of the numbers of men and women in each quartile. This was due firstly due to errors in the national standard gender pay gap report from the Electronic Staff Record (ESR), hence this affected all NHS Trusts and this was rectified nationally for the 2018 report. There was also human error when transposing numbers of men and women into the quartiles. Our data from 2017 has been rectified and updated with the Government office. The incorrect data, however, made no material difference to our gender pay gap.

4. WHAT HAVE WE DONE TO DATE?

- 4.1 We have fully implemented Agenda for Change and reviewed all our jobs to ensure that they have been properly job evaluated. The pay system is well-recognised as being an excellent example of equal pay for work of equal value.
- 4.2 We have had early discussions in respect of developing a Gender Equality Staff Network and this network will support female staff in terms of career progression. Further progress on the development of this network will take place after the 'Some Leaders are Born Women' conference.
- 4.3 We have delivered a range of 'listening' events across the Trust; the feedback from these sessions has fed into the development of the newly developed Trust People Strategy.
- 4.4 We offer and promote the Yorkshire and Humber Leadership Academy leadership programmes to all our employees. Six members of staff from within Trust have registered their interest on the Academy's Ready Now and Step Up Programme.
- 4.5 Diversity and Inclusion is a key topic on the newly developed Leadership Induction programme. All new and existing managers are provided with a range of information to equip and empower managers in their roles and responsibilities for diversity and inclusion.
- 4.6 The Trust's Diversity and Inclusion implementation plan is currently being aligned with the Trust's new People Strategy and an annual report on our progress will be presented to Trust Board in May 2019.
- 4.7 We are part of the Northern Ambulance Alliance. YAS has been at the forefront of organising and planning the first NAA Women in Leadership conference, chaired by Christine Brereton, Director of Workforce & OD on 21st March 2019.

5 NEXT STEPS

- 5.1 The Gender Pay Gap Report will be published, once approved by Trust Board on 28th March 2019, on the Trust's website including the government's online reporting service.
- 5.2 A full action plan, for reducing our gender pay gap, will be produced in the coming weeks following collation of feedback from the NAA Women's Conference. This will be submitted to the Trust Management Group and monitored by the Diversity and Inclusion Steering Group and Strategic Workforce Group.

6 CONCLUSION

- 6.1 The gap in both our mean and median pay shows a positive reduction for 2018 when compared to 2017; however, there is still more work to be done. Whilst we do not have an equal pay issue we will take steps to reduce our pay gap and continue to explore best practice across the sector and beyond.

7 RECOMMENDATIONS

7.1 It is recommended that the Trust Board:

1. Note the contents of this report
2. Approve the results, as set out in Section 3, to be published on the Trust's website
3. Support the next steps and actions to reduce the Trust's gender pay gap