



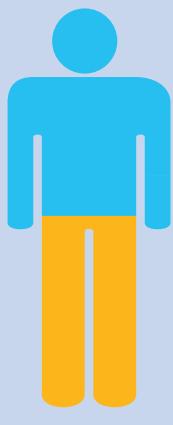
GENDER PAY GAP

at 31 March 2021

This infographic sets out our gender pay gap as at 31 March 2021. Our full data is available on the Trust's website and on the government's online reporting service in line with our statutory responsibilities.

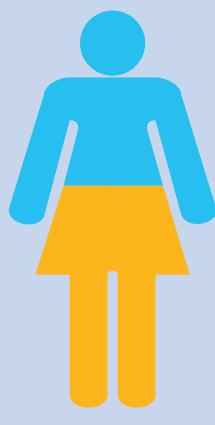
The gender pay gap is different from equal pay. Equal pay means that male and female employees receive equal pay for work of equal value. The gender pay gap refers to the overall picture of average pay of male and female employees.

OUR WORKFORCE HAS AN EMPLOYEE BASE THAT IS PREDOMINANTLY FEMALE



2660 MALES

47.94%



2889 FEMALES

52.06%

The Trust employs more female staff than male.

Average Pay Gap – Mean
 This year our mean average pay gap has increased negatively from 3.91% in 2020 to 6.86% in 2021. This gap is predominantly explained by our workforce composition with more female staff being in Band 3 – 5 roles.

Average Pay Gap – Median
 The average median pay gap has also negatively increased this year from 5.26% in 2020 to 10.61% in 2021. Again this can be explained by the composition of our workforce where the largest proportion of women are in the lower pay grades.

* Mean is the average of all the data, median is the middle value of the set of date.

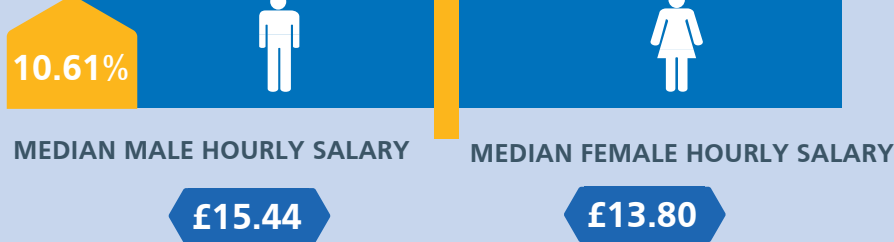
** Arrows indicate the direction of travel, compared with the previous reporting period, an arrow pointing upwards indicates an increase (negative) and an arrow pointing downwards a decrease (positive) in our data.

*** The terminology relating to "Bands" refers to the NHS Terms and Conditions of Service, which separates our roles into different pay grades. The bandings start at Band 2 and progress to Band 9.

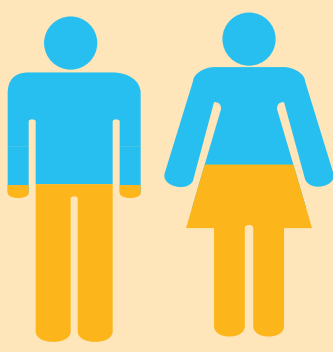
MEAN GENDER PAY GAP (IN HOURLY PAY)



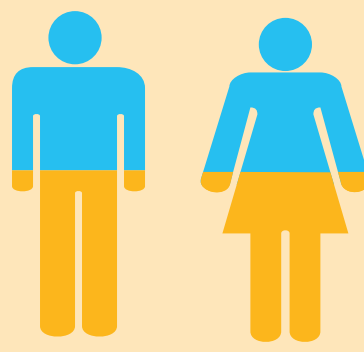
MEDIAN GENDER PAY GAP (IN HOURLY PAY)



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

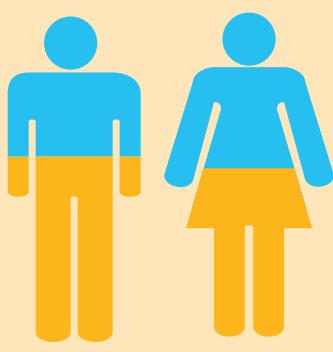


LOWER
 MALE 42.25%
 FEMALE 57.75%

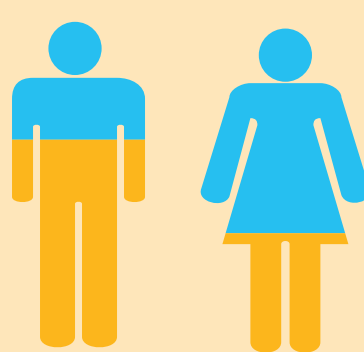


LOWER-MIDDLE
 MALE 43.04%
 FEMALE 56.96%

Whilst YAS employs more women than men, more men are in the upper quartiles (meaning in higher pay bands which attract higher salaries). More women are in the lower quartiles (lower pay bands with lower salaries). There has been an increase in part-time staff, which may be attributed to the Trust improving flexible, and home-based, working practices.



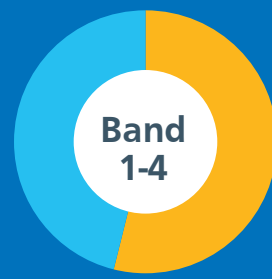
UPPER-MIDDLE
 MALE 50.90%
 FEMALE 49.01%



UPPER
 MALE 55.55%
 FEMALE 44.45%

WORKFORCE COMPOSITION

This shows the make-up of our staff in terms of male and female highlighting that there is a larger proportion of women in the lower pay bands.



Male 41.14%
 Female 58.86%



Male 53.07%
 Female 46.93%



Male 56.37%
 Female 43.63%

MOVING FORWARD

Whilst our pay gap remains small, our action plan aims to narrow this gap. We will continue to learn from best practice and work with our networks and system partners, with the aim of reducing the gap across our organisation and beyond. We will also consult our staff on their opinions on how we could further support them to progress their careers and further understand any barriers they face in this regard. Our plan, available on our website, contains six themes, focusing on delivering tangible and achievable outcomes:

- Branding – ensuring our communications are gender-neutral
- Communication & Transparency – the way we communicate with prospective employees is open and clear
- Recruitment and promotion processes – our vacancies are attractive to all and how we select new staff is through a gender-neutral process
- Maternity, Paternity and Parental Leave Policies – our family leave processes are supportive in helping new parents in their caring responsibilities
- Wellbeing and Retention – we look after our existing staff to ensure they stay within the Trust
- Supporting female staff - we ensure our staff have a voice to let us know about their staff experience
- Data Analysis – we explore our data to review any specific departmental concerns.

Our progress towards equality will continue to be monitored via our Diversity and Inclusion Steering Group, chaired by the Director of People and Organisational Development.