



Board of Directors (held in Public)
27 April 2023
Gender Pay Gap Statutory Reporting 2022

Item 4.4

Presented for:	Information
Accountable Director:	Mandy Wilcock, Director of Workforce & Organisational Development
Presented by:	Suzanne Hartshorne, Deputy Director of People & OD
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Previous Committees:	Diversity and Inclusion Steering Group – 17 January 2023. Trust Management Group – 22 March 2023
Legal / Regulatory:	Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Key Priorities/Goals	Attract, develop and retain a highly skilled, engaged and diverse workforce
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Strategic Ambition	(✓)	BAF Strategic Risk
1. Patients and communities experience fully joined-up care responsive to their needs		
2. Our people feel empowered, valued and engaged to perform at their best	✓	2c Ability to promote and embed positive workplace culture
3. We achieve excellence in everything we do		
4. We use resources wisely to invest in and sustain services		

Key points	Information
<ol style="list-style-type: none"> 1. This paper reports the 2022 Gender Pay Gap and accompanying action plan, which aims to address the disparity between (average) male and female pay. 2. Under the Public Sector Equality Duty, the Trust is required to undertake six calculations and publish the results with an action plan to address any gap between male and female pay. 3. The Board is asked to note the contents of this report. 4. They are further asked to support the next steps and actions to reduce the Trust's pay gap. 	

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Gender Pay Gap Statutory Reporting 2022
Report of the Director of Workforce and Organisational Development

1. Summary

- 1.1 This paper reports the 2022 Gender Pay Gap and accompanying action plan, which aims to address the disparity between (average) male and female pay. An infographic with our data is set out in Appendix 1.
- 1.2 The report ensures we meet our statutory obligations under the Public Sector Equality Duty. As a public sector employer, we are required to undertake six calculations, based on a snapshot of our payroll data and publish these annually as of 31st March. We have 12 months to analyse and publish our data, hence this report sets out our gender pay gap data as at 31 March 2022.
- 1.3 An accompanying action plan (Appendix 2) sets out how we intend to address the gap between male and female pay, given our pay gap has increased for a second consecutive year, in favour of men.

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 brought 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 six calculations based on annual data. The results of those calculations are required to be published on their Trust website as well as being uploaded onto the Government website, annually and usually, by 30 March of each year, with a rationale for the pay gap.
- 2.3 Employers have up to 12 months to publish their gender pay gap data on their own website and on the government's online reporting service <https://www.gov.uk/report-gender-pay-gap-data>. This is our fifth publication.
- 2.4 The purpose of gender pay gap reporting is to focus on reducing any gaps in the pay of male and female 'relevant' 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 six calculations and the NHS Electronic Staff Record system has a specific standard report for this purpose. The six calculations are:

1. **Mean gender pay gap in hourly pay** - adding together the hourly basic 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.

2. **Median gender pay gap in hourly pay** – arranging the hourly basic pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range.
3. **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.
4. **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.
5. **Proportion of males and females receiving a bonus payment** – total males and females receiving a bonus payment divided by the number of relevant employees.
6. **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.

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 inequitably based on their gender.

2.7 The ideal position, hence objective, is to reach is a 0% gender pay gap i.e., on average, male and female pay is equal.

3. **Highlights of our Gender Pay Gap data.**

3.1 The infographic in Appendix 1 sets out the Trust's Gender Pay Gap data as published in accordance with our statutory obligations. As pictorially presented, our calculations disappointingly show the gap between male and female pay has widened in favour of men for the second year in a row.

3.2 On average i.e., our mean average gap (calculation 1), male staff get paid 7.69% more than our female staff. In 2021, this gap was 6.86%. Our median average gap (calculation 2) is now 10.89% compared with 10.61% in 2021.

3.3 This gap is due to our workforce profile and the number of women we employ in bands 2 - 5 i.e., our entry level roles (Emergency Care Assistants, 999 and 111 Call Handlers). We employ 3006 women and 2206 (73%) of these are employed in Bands 2 – 5.

3.4 The regulations also require the Trust to publish the results of calculations relating to bonus payments. Our bonus payments this year consisted of 2 payments: one payment of £150 to 713 staff (65% of these staff were female) who worked at home; this payment was to purchase equipment and to assist with potential increased utilities. The other payment was a £50 voucher given to all staff in support of their health and wellbeing.

3.5 Given our bonus payments were paid to more women than men, our mean average bonus gender pay gap as a mean average (calculation 3) is in favour of women (-14.08%). The median average gender pay gap (calculation 4) was 0%, as was the proportion of staff receiving a bonus payment (calculation 5), given all staff received a £50 health and wellbeing voucher.

4. **Benchmarking With Other Ambulance Services**

4.1 The benchmark data from 10 Ambulance Services is set out in Appendix 3. Only data representing the mean average hourly pay (Calculation 1) and median average hourly pay (Calculation 2) is available.

4.2 The Trust is not an outlier from other Trusts and is mid-range when looking at these 2 calculations.

4.3 Following publication of the data, we will use our existing networks to share best practice and explore other Trust's analysis methodologies to ensure all Trusts are interpreting the guidance in the same way.

5. **The steps towards reducing our gap**

5.1 An Equality, Diversity and Inclusion Plan 2022/24 was developed with key stakeholders and approved by the Trust Board in July 2022. This plan incorporates the targeted actions in place to address our gender pay gap, as set out in last year's submission. This action plan has been refreshed with input from stakeholders, but areas of delivery to reduce our gap included:

- We formally launched the Women and Allies Working Group through a series of events, workshops, and tours of ambulance stations across Yorkshire in November 2022. The group set 3 priorities as a result of the launch namely, enabling women to progress, safety and women's health. The 3 priorities could be directly pay affecting, hence support our aspiration to close our gap.
- We implemented Hybrid Working to further support staff with home commitments; this was positively received by staff. Standard wording around the availability of hybrid/remote working is now in Trust adverts.
- We reviewed our website and advertising literature ensuring the language was gender neutral.
- Whilst many new starters are placed at the top of scale due to long NHS service, we reviewed our decision-making processes on determination of salary (where they are placed on the incremental scale) to ensure these were consistent, regardless of gender. This review resulted in a reduction from 29% to 11.7% of the number of men being placed on the top incremental point, compared to only 6% of women (9% last year).

5.2 Our action plan for the coming year has been reviewed with our stakeholders, particularly the Women's and Allies Staff Network. Whilst the full plan can be seen in Appendix 2, the following sets out some of the actions:

- **Lead Together**
 - The YAS Together Strategy has a key focus on culture and inclusion, which includes using intelligence from the gender pay gap to support where there could be barriers for change.

- **Everyone Together**
 - Fully launch the Diversity Dashboard with objectives for Directorates to move towards a workforce that represents the community we serve.
- **Care Together**
 - Facilitate flexibility in working hours, and hybrid working locations, including home working, where possible.
 - Ensure our new parents feel supported during family leave and their returns are facilitated ensuring they can continue working in the best way to meet their needs.
 - Implementation of a Menopause Policy to support staff experiencing symptoms that can affect their potential career progression.
- **Grow Together**
 - Our Women's and Allies Network has a key priority to support the career progression of female leaders and the dedicated network Steering Group aims to understand barriers with support to reduce these.
- **Excel Together**
 - Review our Recruitment & Selection Policy to ensure we are consistent and fair in our processes demonstrating transparency incl. implementing a recruitment menu, external assessors for senior roles to increase independence in selection processes.
 - Ensure recruitment panels are diverse with regards to gender and other protected characteristics

6. **Communication and Involvement**

- 6.1 This data and its action plan has been subject to discussion with a number of stakeholder groups, which have included our equality support networks, trade unions and people managers.
- 6.2 Our submission was an item on the Chief Executive's Team Brief as well as an article in the weekly Staff Update. An infographic and accompanying video is available on our website and intranet to give clarity to the data and our actions to address our gap.

7. **Equality Analysis**

The paper sets out the disparity in (average) pay between male and female staff. An action plan, setting out how we intend to address this disparity, is included in Appendix 2.

8. **Publication Under Freedom of Information Act**

This paper has been made available under the Freedom of Information Act 2000.

9. **Conclusion and next steps**

- 9.1 The gap for 2022, in our mean and median average pay, shows a negative increase and a wider gap between male and female pay, when compared to

2021. We are committed to taking steps to reduce this gap and will continue to explore best practice across the sector and beyond.

- 9.2 We will continue review our progress against our priorities within the Equality, Diversity, and Inclusion Plan 2022/24 to promote and advance equality of opportunity. We will review and refresh this plan to focus on our EDI priorities for 2023/24.
- 9.3 We will work with other NHS Trusts and other system partners to learn from best practice and explore opportunities to develop joint activities.
- 9.4 The Gender Pay Gap Action Plan 2022/24, as can be seen in Appendix 2 has been reviewed and refreshed in line with our 2022 data and will continue to be monitored by the Diversity and Inclusion Steering Group, chaired by the Director of People and Organisational Development.

10. Recommendations

This paper is presented for information, with recommendations that the Trust Board:

- 1. Note the contents of this report.
- 2. Support the next steps and actions to reduce the Trust's pay gap.

11. Supporting Information

Appendix 1 – Gender Pay Gap Infographic

Appendix 2 - Gender Pay Gap - Action Plan 2022/24

Appendix 3 - Benchmarking with other Ambulance Services

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Mean gender pay gap in hourly pay - adding together the hourly basic 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.

Ambulance Trust (England)	% Difference (hourly rate)
North East Ambulance Service NHS Foundation Trust	0.24%
South Central Ambulance Service NHS Foundation Trust	2.41%
South Western Ambulance Service Foundation Trust	6.22%
East Midlands Ambulance Service	6.37%
East of England Ambulance Service NHS Trust	7.28%
Yorkshire Ambulance Service NHS Trust	7.96%
South East Coast Ambulance Service NHS Foundation Trust	9.94%
West Midlands Ambulance Service NHS Foundation Trust	10.21%
North West Ambulance Service NHS Trust	10.89%
London Ambulance Service NHS Trust	11.43%

Median gender pay gap in hourly pay – arranging the hourly basic pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range.

Ambulance Trust (England)	% Difference (hourly rate)
South Central Ambulance Service NHS Foundation Trust	0.70%
North East Ambulance Service NHS Foundation Trust	1.13%
South East Coast Ambulance Service NHS Foundation Trust	6.89%
East Midlands Ambulance Service	7.21%
North West Ambulance Service NHS Trust	8.70%
West Midlands Ambulance Service NHS Foundation Trust	9.29%
Yorkshire Ambulance Service NHS Trust	10.89%
East of England Ambulance Service NHS Trust	11.90%
South Western Ambulance Service Foundation Trust	11.90%
London Ambulance Service NHS Trust	17.31%