



# Gender Pay Gap

at 31 March 2023

This infographic sets out our gender pay gap as at 31 March 2023. 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

2671 men 45.9%      3148 women 54.1%



### Average Pay Gap – Mean

This year our mean average pay gap has widened from 7.97% in 2022 to 8.84% in 2023.

This difference can be explained by the composition of our workforce with more women being employed in the lower grades in our organisation. The Trust employs 3,148 women and 2,299 of these are in band 2 to band 5 roles.

### Average Pay Gap – Median

The average median pay gap improved in favour of women from 10.89% in 2022 and 9.07% in 2023. 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 data.

\*\* 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)

Mean men hourly salary £18.52      Mean women hourly salary £16.88

Mean 8.84%

### Median – gender pay gap (in hourly pay)

Median men hourly salary £16.80      Median women hourly salary £15.28

Median 9.07%

## Bonus payments

Our bonus payments this year consisted of a £150 cost of living payment to all staff, a retention payment of £500 to 133 men and 446 women, and £150 working at home payment for two members of staff.

### Mean average bonus

Average bonus gender pay gap as a mean average. This shows the average bonus as a mean average. This calculation is showing a negative pay gap i.e., the gap is in favour of women. This is a result of most women being employed in our call centres, where bonuses are paid more frequently.

2021  
Male £149.17      Female £139.84  
Gap: 6.26%

2022  
Male £64.15      Female £73.00  
Gap: -14.08%

2023  
Male £173.49      Female £216.04  
Gap: -24.52%

2021  
Male £150      Female £140  
Gap: 6.67%

2021  
Male 4.2%      Female 10.8%  
Gap: 6.6%

2022  
Male 100%      Female 100%  
Gap: 0%

2022  
Male £50      Female £50  
Gap: 0%

### Median average bonus

Average bonus gender pay gap as a median. This shows the average bonus gender pay gap as a median i.e., the mid-point of the data arranged from the highest payments to the lowest. Given all staff received a £150 cost of living payment, the mid-point is the same for both men and women, hence the Trust average bonus gender pay gap as a median is at an equilibrium i.e. there is no gap.

2023  
Male £150      Female £150  
Gap: 0%

2023  
Male 100%      Female 100%  
Gap: 0%

### Bonus payments

Proportion of staff receiving bonus payments by gender. This shows the proportion of staff receiving bonus payments by gender; the amount is irrelevant in this calculation. In 2023, all staff received a £150 voucher, hence no gap.

## Proportion of males and females in each pay quartile

This section shows our workforce in terms of pay and gender as split into four quarters from highest to the lowest paid.

The 'Upper Quartile' is the highest paid 25% of our workforce and the 'Lower Quartile' is the lowest paid 25%. The target is to have 50% men and 50% women in each quartile. The arrows represent whether we are moving positively towards (green) or negatively away (red) from this target, compared with last year's data.

Upper  
Male 55.5%      Female 44.5%      ▲  
Upper-middle  
Male 48.7%      Female 51.3%      ▲

Lower-middle  
Male 39.7%      Female 60.3%      ▲  
Lower  
Male 39.7%      Female 60.3%      ▲

The left infographic shows the percentage of women has increased in the upper quartile (44.34% in 2022) and upper middle (51.28% in 2022). However, there are still more men in this quartile which means we are continuing to move away from an equilibrium and our target, hence the 'red' increase.

At the other end of our pay spectrum, the number of women in the lower and the lower middle quartiles has increased from last year, again moving away from our target. The increase in the Lower and Lower-middle quartiles is due to the number of women applying and being appointed to our entry level roles in Bands 2 to 5. This correlates with our widening mean pay gap.

\* Pay quarters show the percentage of men and women employees in four equal-sized groups based on their hourly pay.

\* Pay quarters give an indication of women's representation at different levels of the organisation.

## Moving forward

For 2023's results, whilst our mean gap has widened, our action plan aims to continue our efforts to reduce this but also advance gender equality more generally. We will continue to work with our networks and system partners to learn from best practice, with the aim of reducing the gap across our organisation and beyond. Work is ongoing to consult with our staff on further support to progress their careers, understand any

barriers they face and create a thriving environment where staff progress.

This year we have focussed our action plan on four key themes aligned to the Women & Allies' Network, these include:

- Progression
- Well-Woman
- Women's Safety
- Engagement

● **Progression:** Support the progression of women into higher pay bands by improving the inclusiveness of our recruitment processes, facilitate fair, equal career progression opportunities, and enhance flexible working arrangements including actions to understand why women leave YAS.

● **Well-Woman:** Raise the profile and awareness of women's health issues

● **Safety:** Support implementation of policy, process, and guidance on

sexual safety to provide managers within YAS the tools and scope to take a robust approach to managing sexual misconduct cases.

● **Engagement:** Provide safe spaces for women to engage in conversations that support them flourish during their employment journey.

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.