

Gender Pay Gap at 31 March 2023

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

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

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.

predominantly female

2671 men

45.9%

Our workforce has an employee base that is

Average Pay This year our mean average pay gap has widened from

Gap – Mean

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

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

favour of women from 10.89% in 2022 and

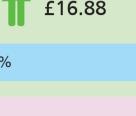
- indicates an increase (negative) and an arrow pointing downwards a decrease (positive) in our data.
- *** The terminology relating to "Bands" refers to the NHS Terms and Conditions of Service, which separates our roles into different pay grades. The bandings start at Band 2 and
- progress to Band 9.



hourly salary hourly salary £16.88 £18.52



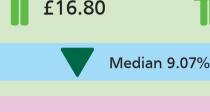
Mean men

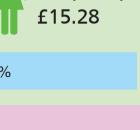


Mean women

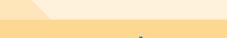


Median – gender pay gap (in hourly pay)









Bonus payments

2021 Mean average bonus

and £150 working at home payment for two members of staff.

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,

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. 2022

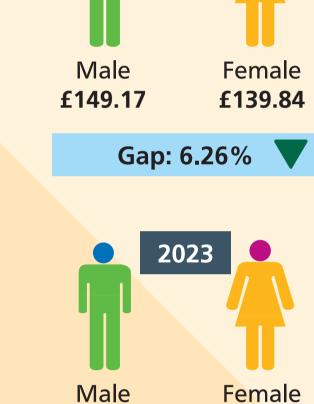
Average bonus gender pay gap as a mean average. This shows the average bonus as a



Female

£140

Gap: 6.67%



£173.49

Female

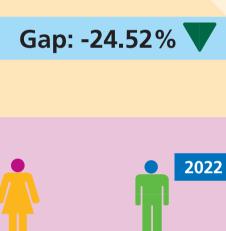
10.8%

2021

Gap: 6.6% 🔻

Male

4.2%



Male

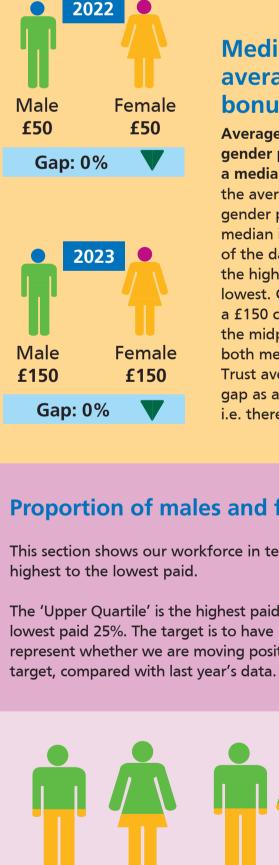
100%

Female

100%

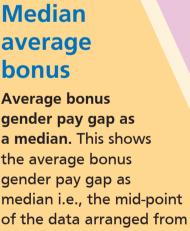
Gap: 0% 📥

£216.04



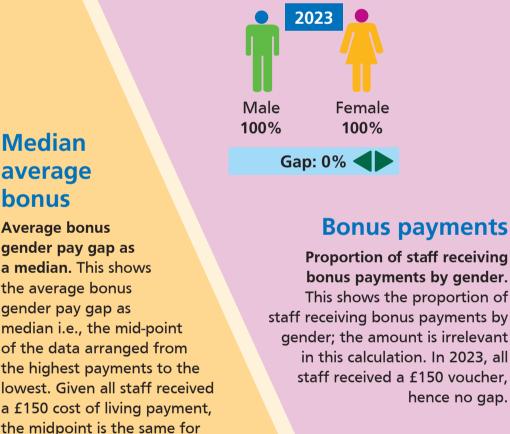
Male

£150



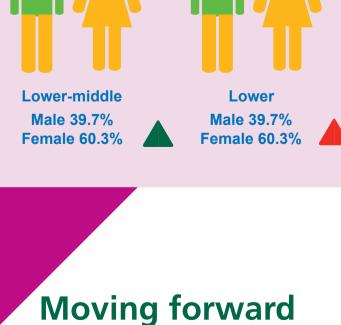
gap as a median is at an equilibrium i.e. there is no gap. Proportion of males and females in each pay quartile This section shows our workforce in terms of pay and gender as split into four quarters from The left infographic shows the percentage of women has increased in the upper quartile

both men and women, hence the Trust average bonus gender pay



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

Male 55.5% Male 48.7% At the other end of our pay spectrum, the **Female 44.5%** Female 51.3% 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-



*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.

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.

(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.

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 our networks and system partners to

- generally. We will continue to work with 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 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

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
- Women's Safety Engagement

Well-Woman

- 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