



## Gender Pay Gap Action Plan 2024-25

### Introduction

Yorkshire Ambulance Service NHS Trust is committed to reducing its gender pay gap. This is our sixth publication against this standard.

April 2017 saw the introduction of the Government regulations setting out the requirement for public sector bodies in England with 250 or more employees to publish their gender pay and bonus gap. Yorkshire Ambulance Service NHS Trust has met its contractual requirement of submitting gender pay gap data to the Government for five consecutive years. This data will be submitted by 30 March 2024.

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 have focused our action plan on four key themes aligned to the Women & Allies Network. These include:

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

The action plan is aligned to the Business Assurance Framework and the High Impact Actions from the NHS England Equality, Diversity and Inclusion (EDI) Improvement Plan. Whilst our action plan, will be refreshed annually, the core themes will run from 2024-27 as part of the transition to a three-year EDI Plan to implement impactful culture change over a sustained period of time.

### Monitoring and Evaluation

The action plan will be monitored by the Diversity and Inclusion Strategy Group (DISG), through the People and Culture Group, the Trust Executive Group and People Committee for end-of-year assessment and evaluation.



## YAS Published Data: Gender Pay Gap Indicators

The legislation requires employers to publish on their website the results of six calculations as at 31 March 2023. Our results 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.

Average Hourly rate	2021	2022	2023
Male:	£17.07	£17.69	<b>£18.52</b>
Female:	£15.90	£16.28	<b>£16.88</b>
<b>Gap:</b>	<b>6.86%</b> ↑	<b>7.69%</b> ↑	<b>8.84%</b> ↑

- 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 range.

Median Hourly rate	2021	2022	2023
Male:	£15.44	£15.90	<b>£16.80</b>
Female:	£13.80	£14.17	<b>£15.28</b>
<b>Gap:</b>	<b>10.61%</b> ↑	<b>10.89%</b> ↑	<b>9.07%</b> ↑

- 3) **Mean bonus gender pay gap** - add together bonus payments for all male or female employees and divide 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.

Average Bonus	2021	2022	2023
Male:	£149.17	£64.15	£173.49
Female:	£139.84	£73.00	£216.04
<b>Gap:</b>	<b>6.26%</b> ↓	<b>-14.08%</b> ↓	<b>-24.52%</b> ↓

- 4) **Median bonus gender pay gap** – arranging bonus payments of all male or female employees from highest to lowest to find middle range point.

Median Bonus Payment	2021	2022	2023
Male:	£150.00	£50	<b>£150</b>
Female:	£140.00	£50	<b>£150</b>
<b>Gap:</b>	<b>6.67%</b> ↔	<b>0%</b> ↓	<b>0%</b> ↔

- 5) **Proportion of males and females receiving bonus payments** – total males and females receiving bonus payments divided by the number of employees.

Proportion of Bonus Payment	2021	2022	2023
Male:	4.2%	100%	<b>100%</b>
Female:	10.8%	100%	<b>100%</b>
<b>Gap:</b>	<b>-6.6%</b> ↑	<b>0%</b> ↑	<b>0%</b> ↔

- 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.

Quartile	Female	Male	Female %	Male %
<b>2022</b>				
Upper Quartile	639	802	44.35%	55.65%
Upper Middle Quartile	719	683	51.28%	48.72%
Lower Middle Quartile	828	595	58.19%	41.81%
Lower Quartile	820	592	58.11%	41.89%
Total	3,006	2,672	52.94%	47.05%
<b>2023</b>				
Upper Quartile	647	807	44.5% ↑	55.5%
Upper Middle Quartile	764	709	51.3% ↑	48.7%
Lower Middle Quartile	877	578	60.3% ↑	39.7%
Lower Quartile	878	577	60.3% ↑	39.7%
Total	<b>3,148</b>	<b>2,671</b>	<b>54.1%</b>	<b>45.9%</b>

## GENDER PAY GAP: ACTION PLAN 2024 - 2025

Theme	Aim	Objective	Actions to meet objective	Objectives complete by	Lead
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.	We offer and actively promote a range of opportunities for flexible working to all staff, to suit their parental and caring responsibilities and commitments outside of work supportive of creating a good work/life balance.	<b>1.</b> Actively promote and champion policies to support women in the workplace including focused support for managers to implement guidance on the following: <ul style="list-style-type: none"> <li>• New Parent Support Policy</li> <li>• Menopause Policy</li> <li>• Flexible Working Policy</li> <li>• Hybrid Working Policy</li> <li>• Shared Parental Leave</li> </ul>	<b>March 2025</b>	Head of People Services / D&I Team / W&A Network
		Introduce stay conversations and a clear and consistent exit interview process.	<b>2.</b> Incorporate learning from stay conversations and exit interview data, identifying any trends for women wanting to/leaving the organisation – roll out Trust-wide.	<b>March 2025</b>	Head of People Services/Workforce Planning Information Lead
		Establish the Women & Allies' Network Mentorship Scheme.	<b>3.</b> Operationalise mentoring programme specifically for senior women at YAS to mentor junior women to support progression.	<b>March 2025</b>	Head of L&OD / W&A Network
Well-Woman	Raise profile and awareness of women's health issues.	Ensure the New Parent Policy is actioned and implemented across the Trust, specifically for managers supporting pregnant and breastfeeding women.	<b>4.</b> Promote and raise awareness of the New Parent Policy with a specific focus on local provision of a private, healthy, and safe environment for breastfeeding, expression and milk storage.	<b>Ongoing</b>	Head of People Services / D&I Team

Theme	Aim	Objective	Actions to meet objective	Objectives complete by	Lead
Safety	Improve women's safety by raising awareness of relevant support, and safety policies, guidance and procedures.	Actively promote the YAS Sexual Safety Charter and implement the NHSE Sexual Safety in Healthcare Organisational Charter.	5. Raise awareness of the YAS Sexual Safety Charter and Lone Worker Policy, how to raise concerns and the support available. Work collaboratively to equip managers with the knowledge and skills to handle concerns and allegations compassionately.	March 2025	Head of Leadership and OD / Head of Safeguarding / FTSU Guardians / Head of Health and Wellbeing / Head of People Services
Engagement	Provide safe spaces for women to engage in conversations that support them to flourish during their employment journey.	Ensure the W&A Support Network continues building on engagement across all levels of the organisation through events, training and development opportunities.	6. Link the Women & Allies' Support Network in with other gender staff networks across UK, particularly the NHS to source and adopt good practice.	Ongoing	W&A Network
			7. Raising awareness of intersectionality to support staff to bring their whole selves to work through the power of support network collaboration.	March 2025	D&I Team