

Gender Pay Gap

at 31 March 2024

This infographic sets out our gender pay gap as at 31 March 2024. 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

2766 men
44.50%



3451 women
55.50%

Average Pay Gap – Mean

This year our mean average pay gap has widened from 8.84% in 2023 to 9.78% in 2024. 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 3,451 women and 2,496 of these are in Band 2 to Band 5 roles.

Average Pay Gap – Median

The average mean pay gap has marginally decreased from 9.07% to 8.87% in 2024. 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
£19.60



Mean women
hourly salary
£17.68



Mean 9.78%

Median –
gender pay
gap (in hourly
pay)



Median men
hourly salary
£17.64

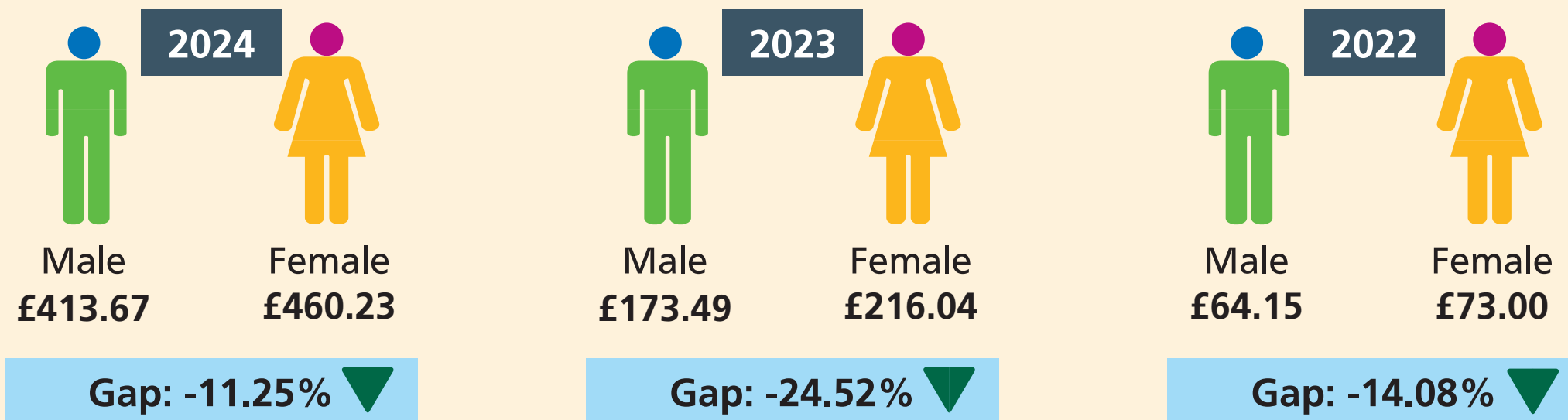


Median women
hourly salary
£16.08



Median 8.87%

Bonus payments

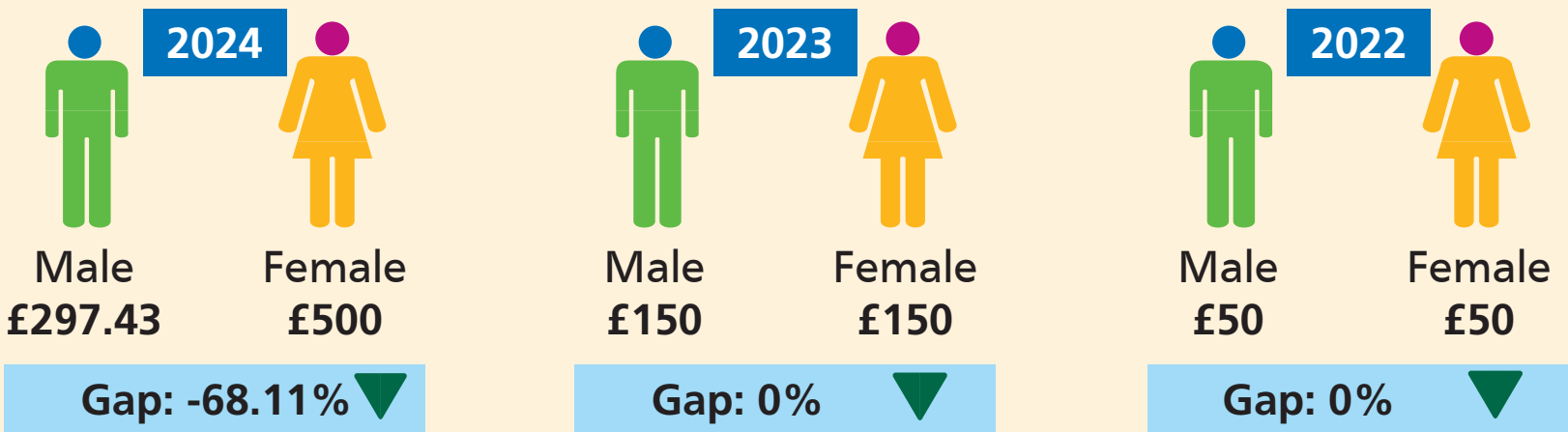


Mean average bonus

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 as a result of most the women being employed in call handler roles, where bonuses are paid more frequently.

Median average bonus

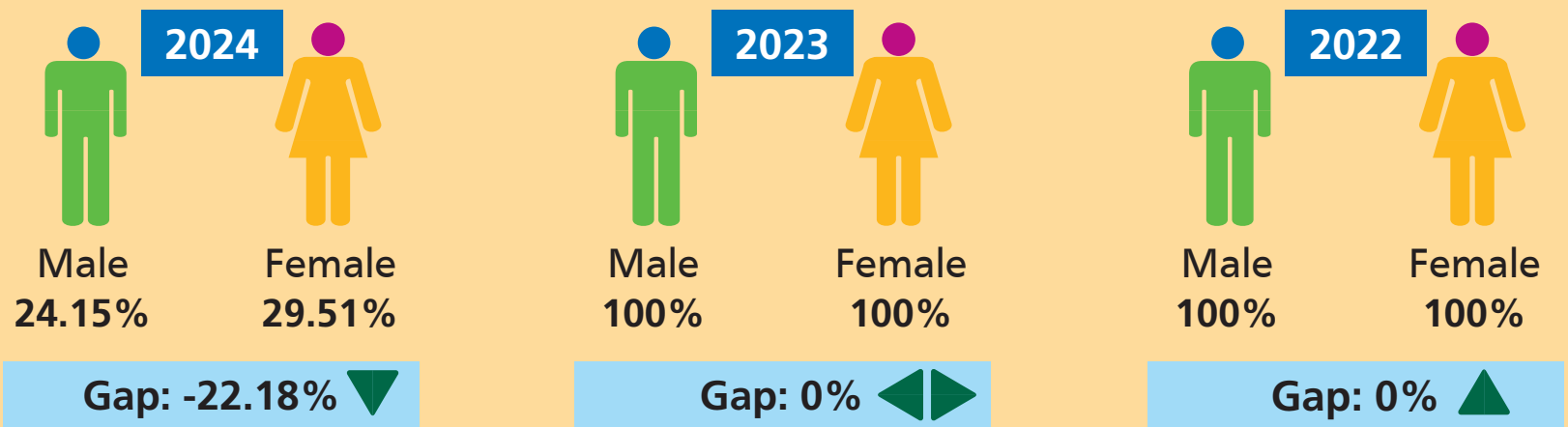
Average bonus gender pay gap as a median. This shows the average bonus gender pay gap as a median i.e., the mid-point of the data arranged from the highest payments to the lowest.



Bonus payments

Proportion of staff receiving bonus payments by gender.

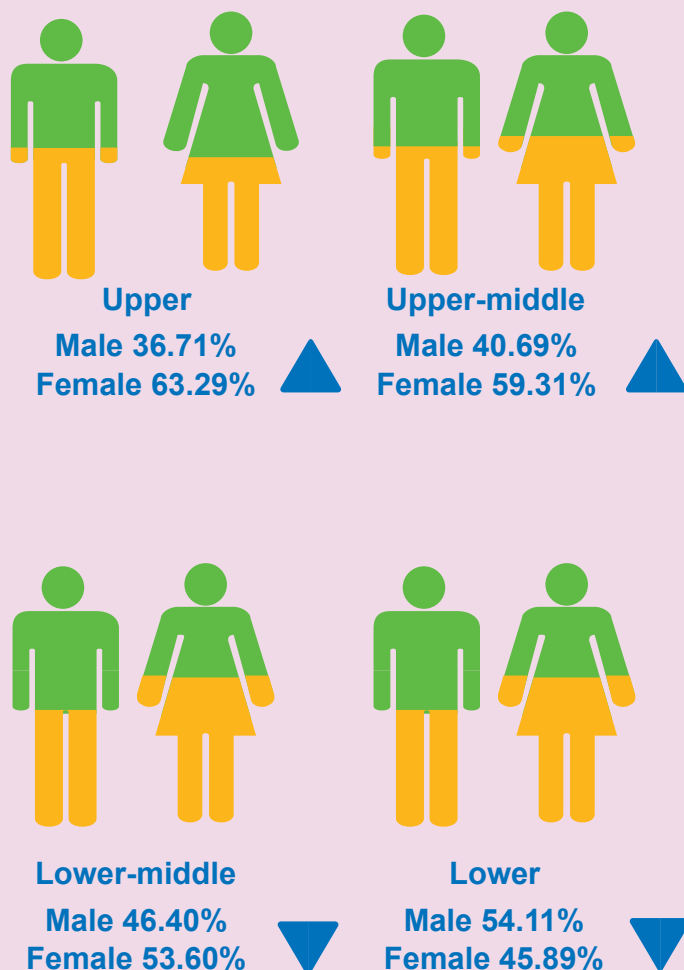
This shows the proportion of staff receiving bonus payments by gender.



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 arrows represent whether this percentage has increased (arrow pointing up) or decreased (arrow pointing down) when compared with last year's data.



The percentage of women has increased in the upper quartile (44.5% in 2023) and upper middle (51.3% in 2023). This means the representation of women in these upper quartiles has now increased above the overall ratio of women in Trust.

For the lower pay quartiles the representation of women has decreased below the overall ratio of women in Trust.

*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 2024's results, whilst our mean gap has widened, our 3-year EDI 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.

Our 3-year action plan focuses on four key themes aligned to the Women & Allies' Network, these include:

- Women's Progression
- Women's Health
- Women's Safety
- Engagement



- **Women's 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.
- **Women's Health:** Raise the profile and awareness of women's health issues
- **Women's 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.

Figures taken as of 31.03.24