



Gender Pay Gap

at 31 March 2025

This report sets out our gender pay gap as at 31 March 2025. 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 between male and female employees.

Workforce demographic

The Trust's workforce consists of 2,927 male staff and 3,848 female staff.

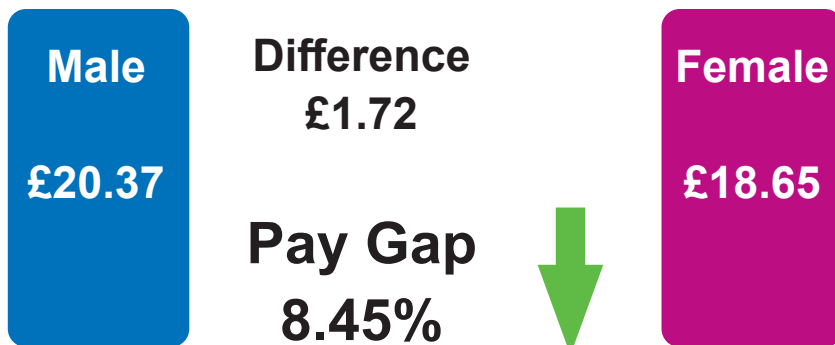
Our workforce



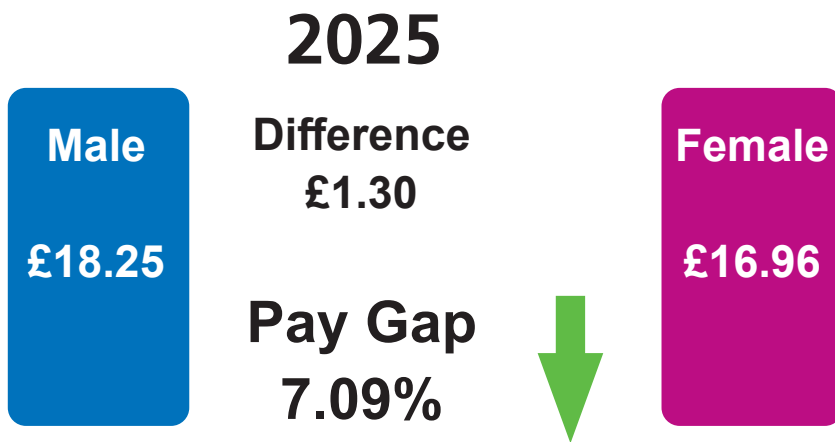
Average pay gap – mean

This year our mean average pay gap has improved from 9.78% in 2024 to 8.45% in 2025. This difference in pay can be explained by the composition of our workforce with more women being employed in the lower grades in our organisation. Of the 3,848 women we employ, 2,717 (70.61%) are in band 2 – 5 roles.

2025



Average Pay Gap – Median



The average median pay gap has improved from 9.78% to 8.45% in 2025. 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.

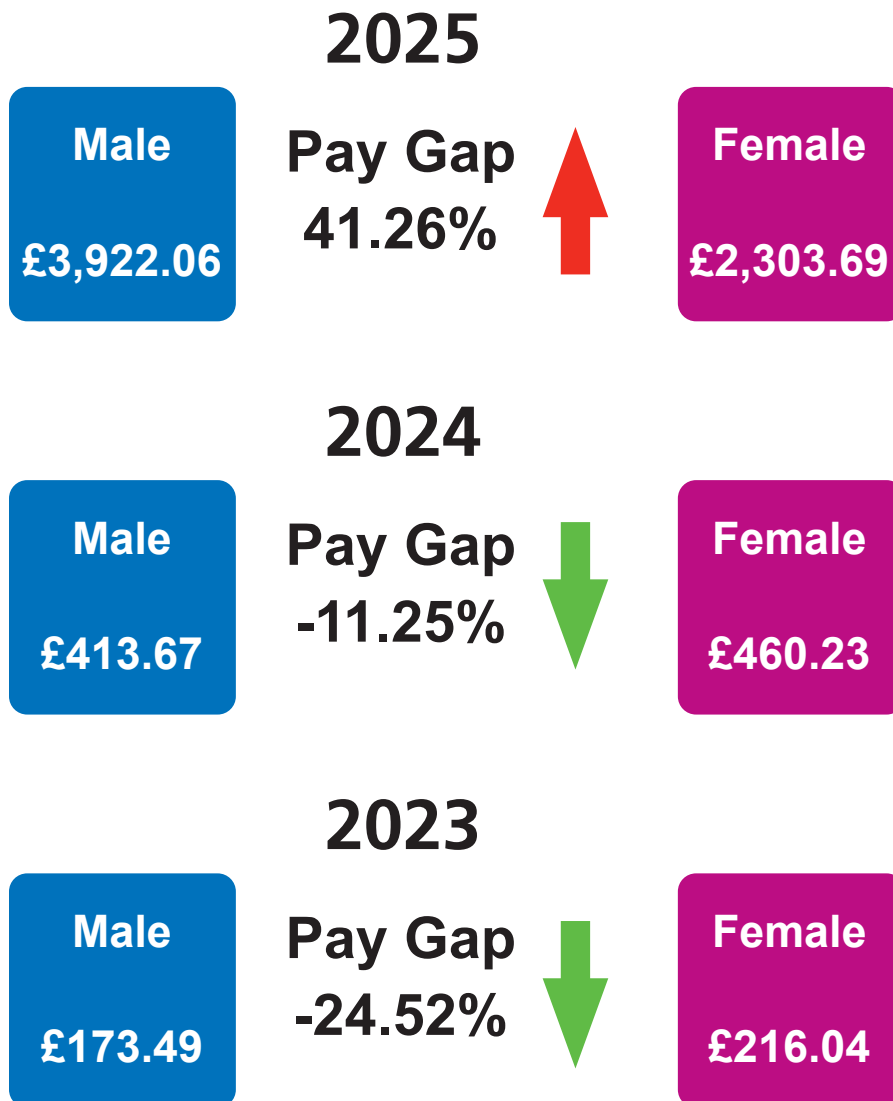
** Arrows indicate the direction of travel, compared with the previous reporting period; an arrow pointing upwards indicates a decline in the pay gap (a widening gap) and an arrow pointing downwards an improvement (moving towards parity) in our data.

*** 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.

Bonus payments

YAS does not make bonus payments. However, the national guidance states certain calculations must be included under this bracket (e.g. retention, cost of living payments etc) which we do pay.

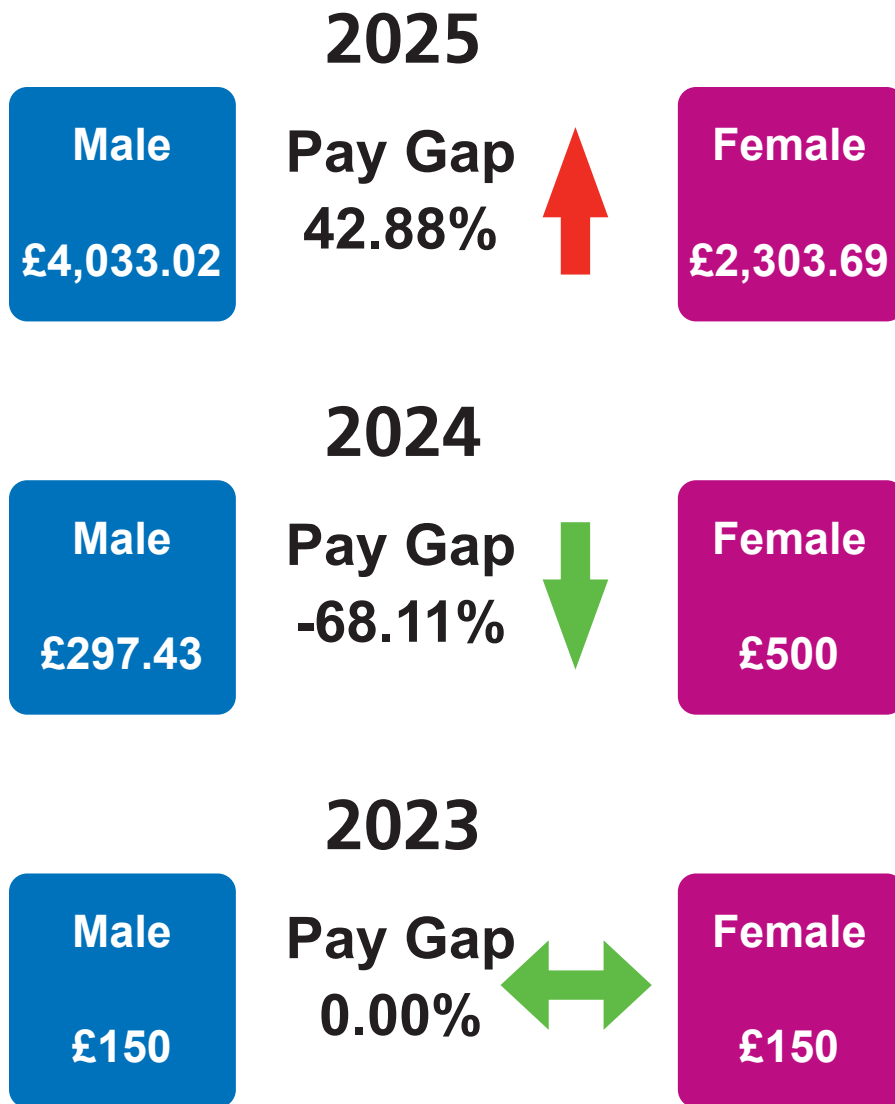
Bonus payments consisted of retention payments only to 54 staff in Fleet and IT Services (2 female).



Mean average bonus

Average bonus gender pay gap as a mean average.

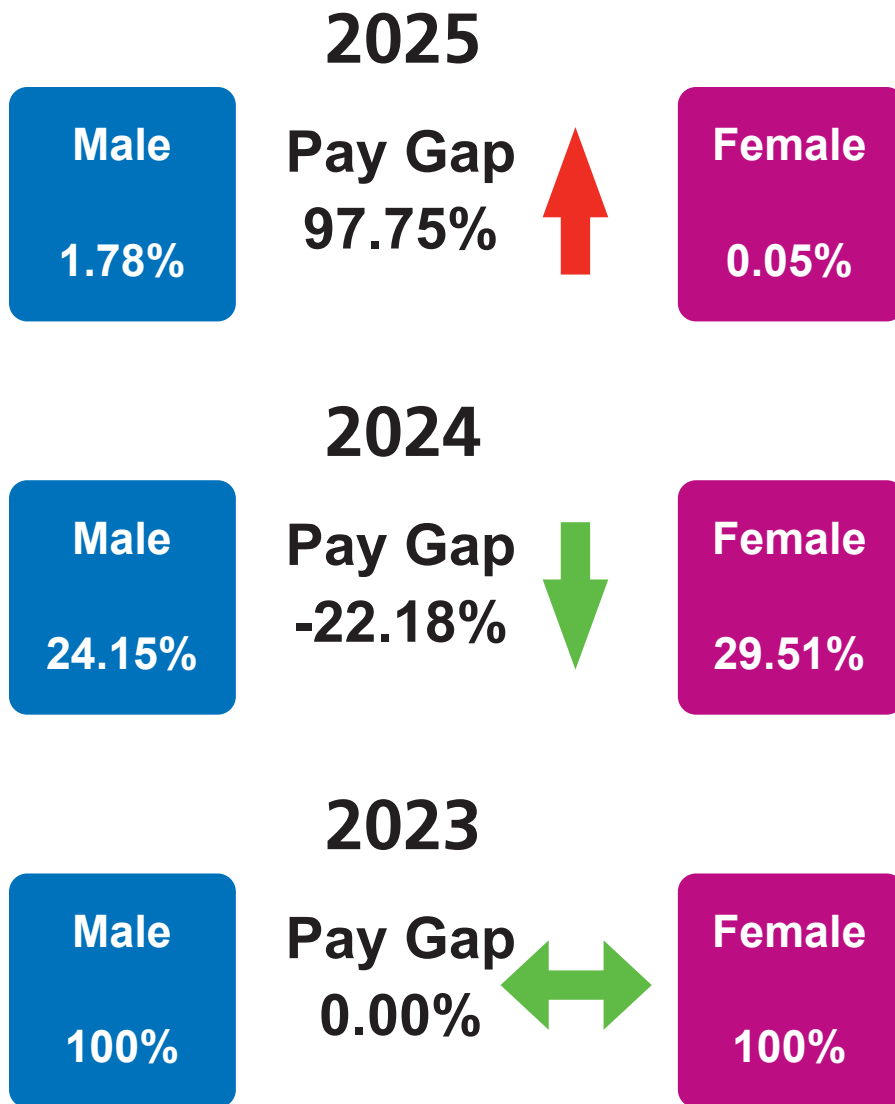
This shows the average bonus as a mean average. This calculation is showing the pay gap is in favour of men. This is purely as a result of the composition of our workforce and more male staff being disproportionately paid retention payments compared to female staff.



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. Largest total bonus payments were made to male staff for retention payment in Fleet/IT Services, therefore the midpoint tips towards men, hence the Trust average bonus gender pay gap as a median is in favour of men.



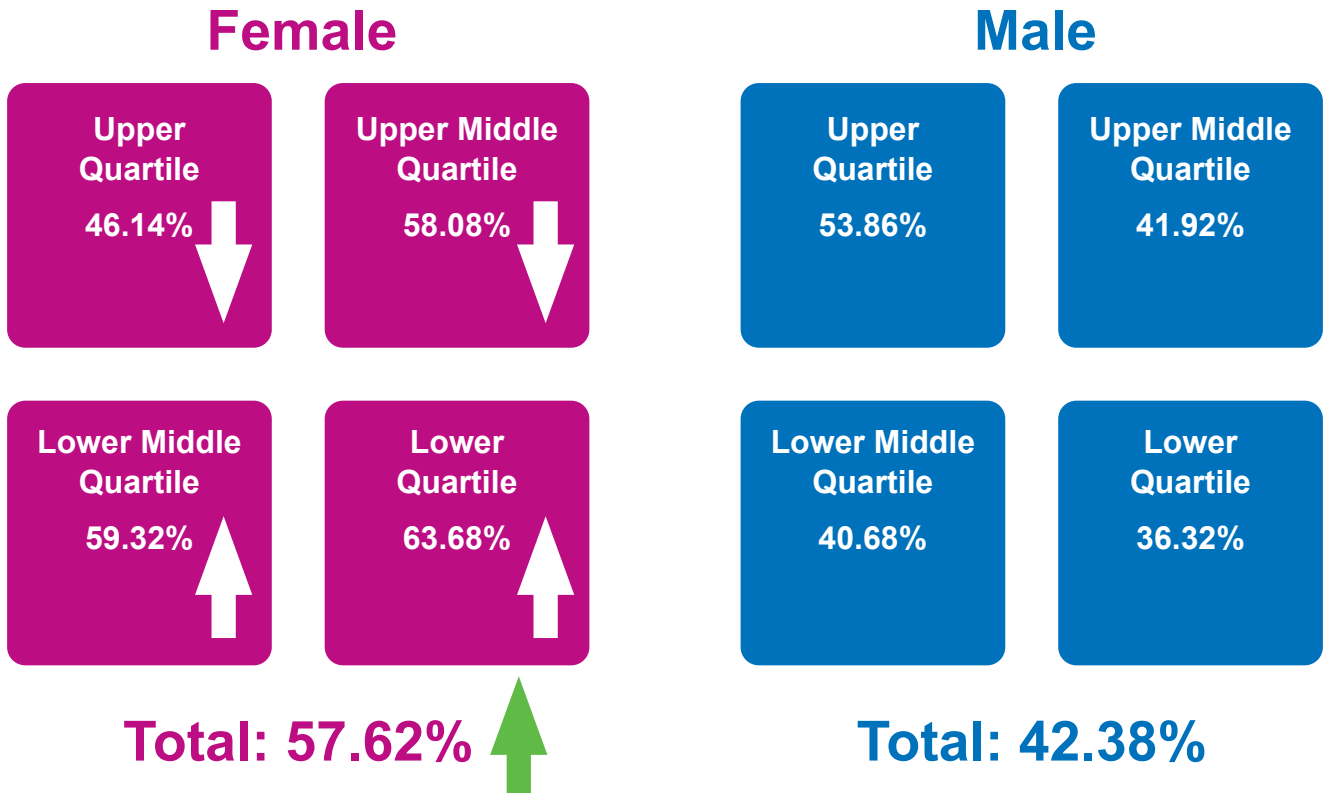
Proportion of bonus payments

Proportion of staff receiving bonus payments by gender.

This shows the proportion of staff receiving bonus payments by gender. As there are only two female staff in Fleet/IT Services who received the retention bonus payments, therefore, the gender pay gap is in favour of men.

Proportion of male and female staff in each pay quartile

2025



This section shows our workforce in terms of pay and gender as split into four quarters from the highest to the lowest paid. The 'Upper Quartile' is the top 25% of the highest paid 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 in the lower pay quartiles has improved. This means the representation of women in these quartiles has now increased above the overall ratio of women in the Trust. For the upper pay quartiles, the representation of women has declined since 2024, however, the proportion of female staff in the upper middle quartile remain above the overall ratio of women in Trust.

*Pay quarters show the percentage of male and female employees in four equal-sized groups based on their hourly pay and give an indication of women's representation at different levels of the organisation.

Improvement plan

For 2025's results, despite our mean gap improving, our three-year Equality, Diversity and Inclusion Action Plan not only aims to continue our efforts to reduce this further, but to also advance gender equality more generally. We will continue to work with our Equality Support 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 three-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 by improving education, promoting open conversations, and ensuring staff and managers have access to the right information and support. Strengthening awareness will help create a more informed, inclusive workplace where women feel empowered to seek adjustments, access wellbeing resources, and progress confidently in their careers.

Women's safety

Support implementation of policy, process, and guidance on sexual safety to provide managers at YAS the tools and scope to take a robust approach to managing sexual misconduct cases.

Engagement

Create safe, supportive spaces for women to engage in meaningful conversations throughout their employment journey. This includes facilitating opportunities for peer connection, shared learning, and open dialogue, helping women feel heard, valued, and empowered to flourish in their roles and progress in their careers.

Our progress towards equality and equity will continue to be monitored via our Diversity and Inclusion Steering Group, chaired by the Director of People and Organisational Development.