



# Ethnicity Pay Gap

## at 31 March 2025

**This report sets out our ethnicity pay gap as at 31 March 2025. Our full data is available on the Trust's website in line with our NHSE statutory responsibilities.**

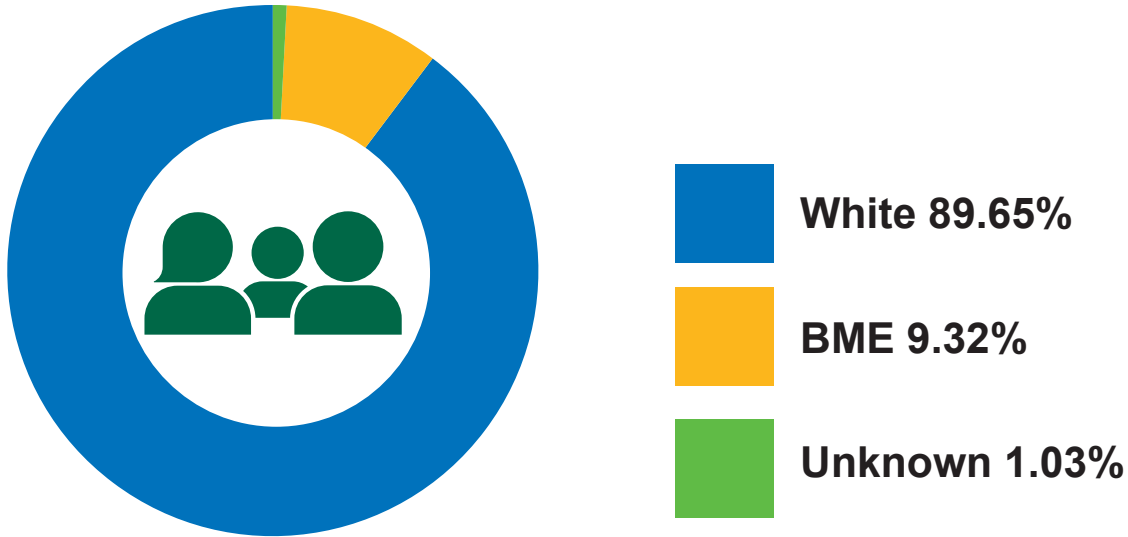
**The ethnicity pay gap is different from equal pay. Equal pay is a legal requirement and means paying people equally for the same or equivalent work, regardless of ethnicity.**

**The ethnicity pay gap looks at the difference in average earnings between white and BME staff. It reflects factors such as representation at different levels, occupational segregation, progression, and recruitment patterns, rather than unequal pay for the same role.**

## Workforce demographic

The Trust's workforce consists of 6,175 white staff, 541 BME staff and 72 as 'Unknown/Unspecified'.

### Our workforce



### Mean average pay gap

Mean average hourly rate



This year our mean average pay gap has declined from 6.53% in 2024 to 7.76% in 2025. This difference in pay can be explained by the composition of our workforce with more BME staff being employed in the lower grades in our organisation.

## Median average pay gap

Median average hourly rate



The average median pay gap has declined from 5.20% to 5.68% in 2025. Again, this can be explained by the composition of our workforce where the largest proportion of BME staff 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.

### Mean average bonus

2024 (Baseline)

2025

**White  
staff  
£447.53**

**White  
staff  
£3,854.42**

**BME  
staff  
£406.52**

**BME  
staff  
£4,024.19**

**Gap  
9.16%**

**Gap  
-4.40%**

## Mean average bonus

### Mean average bonus ethnicity pay gap

This shows the average bonus ethnicity pay gap as a mean average. This calculation is showing the pay gap is in favour of BME staff i.e. BME staff are paid a higher average bonus than white staff.

## Median average bonus

2024 (Baseline)

2025

**White  
staff  
£500**

**White  
staff  
£4,033.02**

**BME  
staff  
£500**

**BME  
staff  
£4,024.19**

**Gap  
0%**

**Gap  
0.22%**

## Median average bonus

### Median average bonus ethnicity pay gap

The median bonus ethnicity pay gap reflects the midpoint of all bonus payments when arranged from highest to lowest. Although the mean bonus pay gap is in favour of BME staff, indicating that, on average, BME staff received slightly higher bonus amounts, the median tells a different story.

As the largest total retention payments were made to white staff in Fleet and IT Services, the midpoint of the distribution is weighted toward white staff. As a result, the median bonus ethnicity pay gap shows an advantage for white staff.

## Proportion of bonus payment

2024 (Baseline)

2025

**White  
staff  
24.80%**

**White  
staff  
0.84%**

**BME  
staff  
59.90%**

**BME  
staff  
0.19%**

**Gap  
-58.60%**

**Gap  
77.38%**

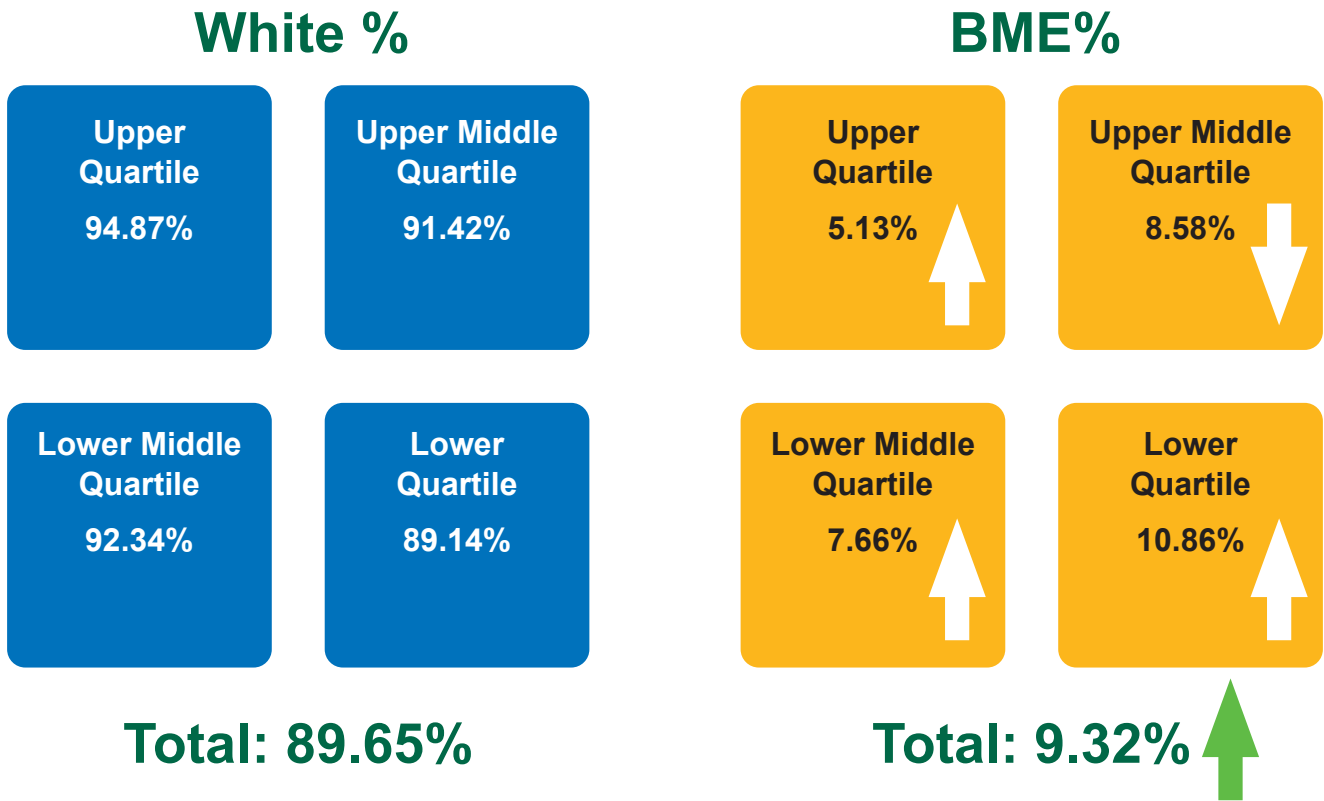
### Bonus payments

#### Proportion of white and BME staff receiving bonus payments

This shows the proportion of white and BME staff receiving bonus payments. There is a higher concentration of white staff in Fleet and IT Services receiving the retention bonus (highest total bonus payout), therefore, the ethnicity pay gap is in favour of white staff.

## Proportion of white and BME Staff in each pay quartile

2025



This section shows our workforce in terms of pay and ethnicity 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 BME staff has improved in the upper quartile and lower pay quartiles. This means the representation of BME staff in these quartiles has now increased compared to 2024. For the upper middle pay quartiles, the representation of BME staff has declined since 2024.

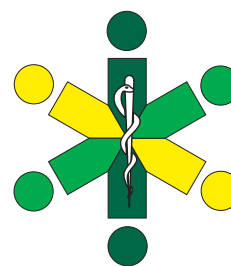
\*Pay quarters show the percentage of White and BME employees in four equal-sized groups based on their hourly pay and give an indication of representation of BME staff at different levels of the organisation.

## Improvement plan

To address the ethnicity pay gap, the Trust's three-year Equality, Diversity and Inclusion Action Plan not only aims to reduce the ethnicity pay gap, but to also advance equality for ethnically diverse staff 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 three key themes aligned to the Trust's Race Equality Network, these include:

- Recruitment
- Promotion practices
- Career development for BME staff



Yorkshire Ambulance Service  
Race Equality Network

## Career progression for BME staff

Implement initiatives to support career advancement for BME staff. This includes mentorship programmes, leadership training, and targeted professional development to ensure equality of opportunity for promotion into higher-paying roles and increasing representation in the upper quartiles.

## **Anti-racism framework**

Using the framework, foster an inclusive culture and actively challenge racial bias. Through training, awareness, and policy changes, the framework will help us to identify and dismantle systemic barriers that disproportionately affect BME staff. This will create an environment where all employees are supported to reach their full potential, ultimately contributing to narrowing the pay gap disparities.

## **Address bias in recruitment, pay and promotion**

Ensure recruitment, pay and promotion processes are fair and free from bias. Introducing regular audits of these processes could help ensure BME staff have equal opportunities to access higher paying roles and bonuses.

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.