



Gender Pay Analysis Report 2023/2024*



*As of 31 March 2023 (snapshot date)

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1. Introduction

Since April 2017, all organisations with more than 250 employees have been required to publish details of their gender pay gap. Gender pay reporting is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. The gender pay gap shows the difference in the average pay between all men and women in an organisation. Although we are only required to report on pay differentials between men and women, we do recognise that Gender is a spectrum that extends beyond the binary definition of male/female and men/women. We hope that national and local data gathering becomes more sophisticated and as more people feel comfortable to define their non-binary status (to prevent identification of individuals) to include and analyse wider (non-binary) pay. This gender pay gap report for South Central Ambulance Service (SCAS) provides a 'snapshot' on 31 March 2023. The data for this report has been drawn from the organisation's Electronic Staff Records (ESR) and pay roll database.

2. Equality and our Values

At South Central Ambulance Service NHS Foundation Trust (SCAS) we are committed to promoting positive measures that eliminate all forms of unlawful or unfair discrimination on the grounds of age, marriage and civil partnership, disability, ethnicity, gender, religion/belief, sexual orientation, gender reassignment, domestic circumstances, social and employment status, political affiliation or trade union membership, HIV status or any other basis not justified by law or relevant to the requirements of the post. The Trust, therefore, takes every reasonable step to ensure that individuals are treated equitably and fairly, with dignity and mutual respect, and that decisions in recruitment, selection, training, promotion and career management and the right to request flexible working and service provision are based solely on objective organisational factors and job-related criteria.

Our Values Based behaviours:



3. Message from Chief People Officer

“I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2023. We have identified several actions we will continue to undertake to improve and maintain gender pay parity. We will undertake annual audits and publish data on our website as required by the regulations.”



Melanie Saunders, Chief People Officer

4. What this Audit covers

The purpose of a gender pay gap audit is to focus on comparing the pay of male and female employees and shows the difference in the average earnings.

This report provides information on the following indicators:

Mean gender pay gap in hourly pay – adding together the hourly 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.

Median gender pay gap in hourly pay – arranging the hourly pay rates of all male or female employees from highest to lowest and find the point that is in the middle of the range.

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.

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.

Median bonus gender pay gap – arranging the bonus payments of all male or female employees from highest to lowest and find the point that is in the middle of the range.

Proportion of males and females receiving a bonus payment – total males and females receiving a bonus payment divided by the number of relevant employees.

South Central Ambulance Service NHS Foundation Trust has utilised the standard NHS Gender Pay Report provided as part of the NHS Business Intelligence Tool. This ensures

that information is accurate, reliable, and easily contrastable and comparable with other healthcare partners and wider employers.

5. Our Workforce Gender profile

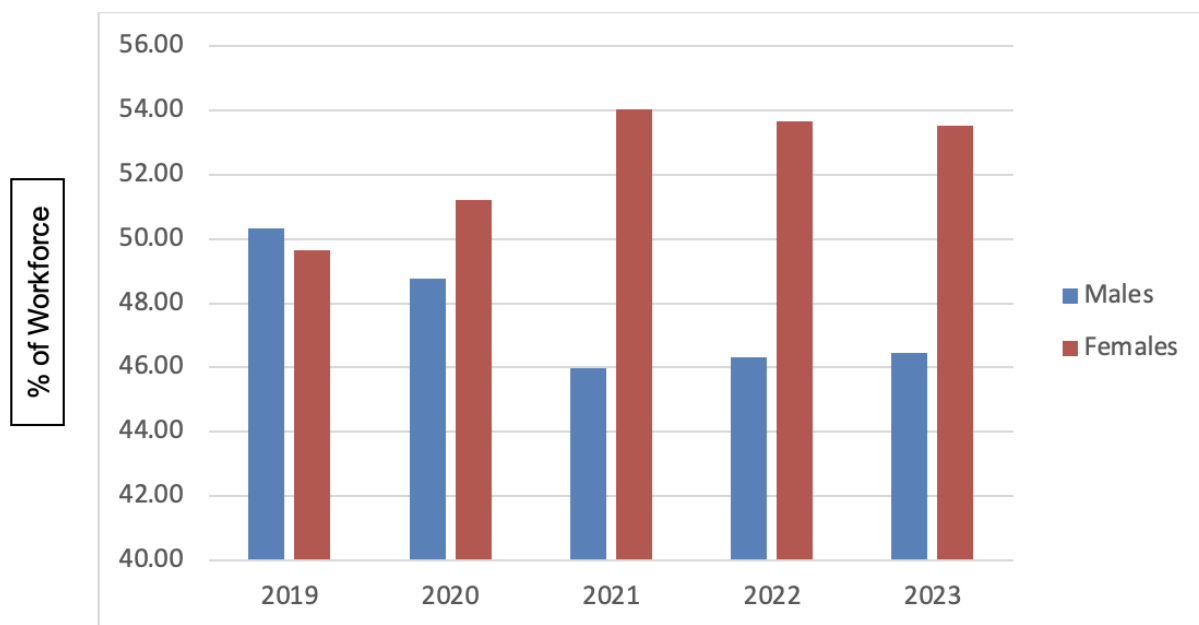
As of 31 March 2023, there were 4777 staff in post (an increase of 87 from the previous reporting period), the rounded gender split remains as **46%** (2222) **male** employees and **54%** (2557) **female**. Table 1 below shows the profile over a 5 year period.

Table 1- Gender split over 5 years.

	2019	2020	2021	2022	2023
Males	50.35	48.77	45.97	46.33	46.47
Females	49.65	51.23	54.03	53.67	53.53

What is worth noting is the proportion of female workforce has gradually increased over the last 5 years. However, there was a statistically insignificant dip of 0.14% from last year.

Chart 1- the gender split/balance across five years.



6. Our Gender Pay audit

6.1 The Mean and Median gender pay gap

Table 2 - Mean pay gap (hourly rate)

	Male	Female	% Gap
Mean Gender Pay Gap (hourly rate)	£17.36	£16.36	5.79%

The table above shows that men have a greater **Mean** hourly pay rate than women by a gap of 5.79%. This is a shift from the previous year when the Mean gender hourly pay gap was 2.41% greater for men (a change of 3.38%). The changes of the percentage Mean hourly pay gap over a 5 year period show that the gap continues to widen in favour of men. The anomaly in 2020 suggests an impact due to the pandemic and other contributory factors such as the drop in workforce and reduction of national services.

Table 3 -The % changes of Mean Gender Pay Gap (hourly rate) over a 5-year period.

	2019	2020	2021	2022	2023
Mean hourly % pay gap	2.7	0.74	-9.7	2.41	5.7

The **Median** hourly pay is also slightly greater for men by a gap of 0.50%. However, this is a negligible shift from the previous year when Median hourly rate figure for men was greater at 0.70% (a change of 0.2%).

Table 4 - Median pay gap (hourly rate)

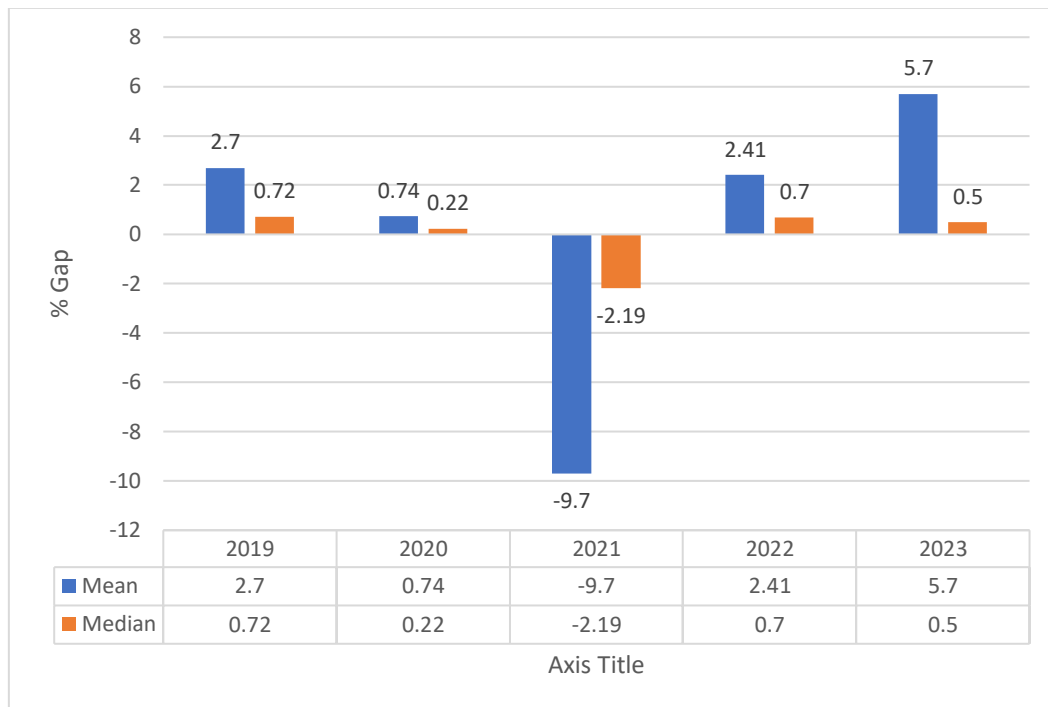
	Male	Female	% Gap
Median Gender Pay Gap (hourly rate)	£14.55	£14.48	0.50%

The changes of the percentage Median hourly pay gap over a 5 year period show that the gap has been reduced in favour of women. The 'blip' in 2020 again, suggests an impact due to the pandemic and other contributory factors such as the drop in workforce and reduction of national services.

Table 5 -The % changes of Median Gender Pay Gap (hourly rate) over a 5-year period.

	2019	2020	2021	2022	2023
Median	0.72	0.22	-2.19	0.7	0.5

The Chart (2) below combines the Mean & Median Hourly percentage pay gap over a 5 year period.



6.2 Ambulance Trusts Comparison Data

[The Office for National statistics \(ONS\)](#) has reported that among all employees in the UK in all sectors, the gender pay gap decreased to 14.9%, from 15.1% in 2021, and remains below the levels seen in 2019 (17.4%).

Figures from the last audited period 2022/2023 from the Gender Pay Gap service published on the [Gov.uk](#) website reveal that of the ten Ambulance services in England SCAS had the third lowest Mean and second lowest Median gender pay gap differential (after North East Ambulance Service NHS Foundation Trust and East Midlands Ambulance Service NHS Trust). However, in the last (2021/2022) reporting period we were the Ambulance Trust with the lowest overall Mean and Median gender pay differential.

The table below provides the last published comparable figures as of 31 March 2022, and were published on 31 March 2023 (1 year in arrears).

Table 6 - 2 year comparison of Mean & Median Gender pay gaps in England

Ambulance Trusts (England) data	% Difference in hourly rate (Mean)		% Difference in hourly rate (Median)	
	2021/2022	2022/2023	2021/2022	2022/2023
South Central Ambulance Service NHS Foundation Trust	-9.7	2.4	-2.2	0.7
London Ambulance Service N H S Trust	13.3	11.4	12.5	17.3

Yorkshire Ambulance Service NHS Trust	6.9	7.7	10.6	10.9
East Midlands Ambulance Service NHS Trust	5.3	1.1	4.8	1.1
North East Ambulance Service NHS Foundation Trust	-1.7	-0.2	-0.4	-1.1
North West Ambulance Service N H S Trust	10.9	9.8	9.3	8.7
South Western Ambulance Service Foundation Trust	6.1	6.2	7.8	6.9
West Midlands Ambulance Service NHS Foundation Trust	10.9	10.2	12.8	9.3
East Of England Ambulance Service NHS Trust	6.6	7.3	3.4	11.9
South East Coast Ambulance Service NHS Foundation Trust	10	10.9	11.1	10.9

6.3 Our Pay Quartiles

This data ranks all our employees (by hourly pay rate) and dividing them into **four equal parts** or quartiles and calculating the percentage of men and women in each of the quartiles. However, this does not include any Over-Time payment (only hourly pay rate not 'take home' pay) or which gender is taking more over-time. Table 7 below contains data that ranks all our employees from lowest (Quartile 1) to highest paid (Quartile 4). The percentage figures given are a breakdown of each quartile gender split. The gender split overall for the Trust is 46% -males and 54% female.

Table 7 – Quartile proportions by gender and % differences over 3 years

	<i>Male</i>	<i>Female</i>	<i>23/24 Difference</i>	<i>22/23 Difference</i>	<i>21/22 Difference</i>
<i>Gender Proportions in Pay Quartile 1</i>	52.76%	47.24%	5.52%	1.62%	0.3%
<i>Gender Proportions in Pay Quartile 2</i>	39.53%	60.47%	-20.94%	15.52%	10.58%
<i>Gender Proportions in Pay Quartile 3</i>	42.38%	57.62%	-15.24%	14.74%	10.3%
<i>Gender Proportions in Pay Quartile 4</i>	51.21%	48.79%	2.42%	-2.56%	9.78%

Over the past 3 years, there has been an increasing trend in the representation of men in Quartile 1 (lowest paid). There are also more men in Quartile 4 (highest paid) but has not remained consistent over this period, this quartile also has the smallest gender split. The most difference in gender representation occurred in Quartile 2 with 20.94% more women followed by Quartile 3 with 15.24% more women. Both Quartile 2 and 3 have had a considerable shift in women representation when compared with the previous years

6.4 Mean and Median Bonus pay gap

The mean bonus gender pay gap adds together bonus payments for all male and female pay and divides this by the respective number of male or female employees. There were

no bonus payments made, this because SCAS does pay bonuses as part of the employment terms and conditions.

7. Our 2022/23 Actions

Some actions we have taken to promote and advance gender equality include:

Equality Impact Analysis (EqIA)

We have also developed a new EqiA toolkit with refreshed templates to help guide all of our decisions to pay 'due regard' to the impact of these in relation to gender equality (and all the other protected characteristics). They are also included as part of our governance.

Sexual Safety Campaign

The Campaign creates a positive cultural shift to recognising and challenging inappropriate and sexual behaviour, we launched our Sexual Safety Charter in February 2023. The intended outcome is to empower any vulnerable person at risk of abuse and enable allies and upstanders to reduce the escalation of any harm, seek appropriate resolution and action. The Campaign consists of several long-term actions and communications to ensure our staff never feel uncomfortable, frightened, or intimidated in a sexual way by the public or other colleagues. Our Sexual Safety Charter is also included in the NHS England repository as a model of good practice.

Staff Networks

We have our Staff networks which have been established to promote inclusion within SCAS. Our Lesbian, Gay, Bisexual and Transgender + (LGBT+) network, Race Equality & Inclusion network, the Multifaith Network, our Disability, Accessibility, Representation & Equality (DARE) network, and our new Women's Network exist to drive gender equality within our workforce and have been active with an increase in membership regular meetings and guest speakers (Laura Bates). The Networks have a role to support and provide opportunities to share their lived experiences, promote diversity and inclusion within our Trust. Each Network now has Executive Director as Sponsors.

Additionally, we have started to develop a Military Champions Network to provide support and a safe space to discuss issues that affect ex-Military personnel particularly in relation to creating a safe space to discuss health and related issues.

Focus on employee health and wellbeing

We understand that taking a holistic approach to our employee health and wellbeing increases our retention rates and improves organisational performance. To further support our female workforce, we are focusing on issues that affect them such as our menopause café that provides a 'safe space' to discuss issues and find support and a new menopause policy. We are hopeful that our newly created Women's Network will help highlight to SCAS and provide guidance to the health & wellbeing needs of women.

Flexible Working

We are committed to ensuring that our staff maintain a healthy work life balance to retain talent. This is a challenge particularly in relation to operational staff and those who work shifts; we know we must do more and encourage open conversations around flexible work with support from managers and leaders.

Developing our people

Compassionate, inclusive, and collaborative leaders build resilient and engaging teams. At SCAS we believe in supporting our people through coaching and mentoring so we have our **SCAS Leader programme** and the **Essential Skills for People Managers (ESPM)** as part of our leadership and management offer. These courses continue to provide our growing number of female leaders and managers with the confidence and skills required to build effective teams which drives inspiring and transformational leadership.

8. Our next steps for 2024/25

Objective	Action	Lead	Timeline	Improvement measure
Collate and assess data to build on our positive outcomes and understand any imbalances within our Trust	Continue to undertake further analysis of directorate and departmental data	HR and Head of EDI	Reporting period 2024/2025	Data and reports of and to departments to identify local actions or concerns for action by the WFDB & PACC
Continue to promote positive action to bring about pay equity	Understand and further analyse the actions that we have taken to promote, support more women across the Quartiles and ensure that we safeguard against any bias (conscious or unconscious). Look at positive action measures for retention	HR and Head of EDI	Reporting period 2024/2025	Narrowing of Mean hourly Gender pay gap
Support to advance career opportunities	Promote mentoring/ Coaching Mentors, guidance, and advice to women mentee's	OD	Reporting period 2024/2025	More women taking up career opportunity options
Encourage the uptake of flexible working	Advertise and offer all jobs as having flexible working options, such as part-time work,	HR and Recruitment	Reporting period 2024/2025	More staff taking advantage of flexible working

	<p>remote working, job sharing or compressed hours Allow people to work flexibly, where possible</p> <p>Encourage senior leaders to role model working flexibility and to champion flexible working</p> <p>Encourage men to work flexibly, so that it isn't seen as only a female benefit.</p>			
Maternity & Paternity leavers supported	People who took maternity or paternity and stayed on leave longer than statutory limit are encouraged to come back to the Trust with 'staged' support	Recruitment	Reporting period 2024/2025	More staff coming back to the Trust after any prolonged maternity or paternity leave
To understand reasons why women are not applying to more senior positions or receiving same hourly pay as men	Create a survey to get qualitative data to understand any 'barriers' or 'ceilings' to career or pay progression	HR	Reporting period 2024/2025	A better understanding of issues that prevent career or pay progression to enable action implementation planning
Board Leadership visibility	<p>Continue with Listening events to further engage our female workforce</p> <p>Brief the Board about their PSED responsibilities</p>	<p>CEO/ Executive Board</p> <p>Head of ED&I</p> <p>Recruitment</p>	<p>Reporting period 2024/2025</p> <p>November 2023</p>	<p>CEO/Executive Board engagement to promote & prioritise Gender Equality</p> <p>To increase applications for</p>

	For Executive Board recruitment the Agencies used to have attraction strategies with a review of how they would be fully inclusive within their recruitment / advertising campaign		Reporting period 2024/2025	Board position from women
Report to the Equality, Diversity & Inclusion (ED&I) Steering Group to act as key conduits in raising gender specific issues	Equality and Diversity Steering Group to oversee trust wide initiatives relating to the Gender Pay Gap.	CEO/CPO & Head of EDI	Reporting period 2024/2025	<ul style="list-style-type: none"> • Regular meetings • Established governance pathways
Enhance support for all our Staff Networks (they are predominantly led by women)	<ul style="list-style-type: none"> • To establish 'Protected time' for Chair/Deputy • Communicate network functions • Establish resources to support the work of the network • The Network & Head of EDI promote Sexual Safety Campaigns • To highlight gender pay differentials 	Head of EDI	Reporting period 2024/2025	<ul style="list-style-type: none"> • Ratification from Board • Provide a 'safe space' • Explore and take action to address gender issues experienced by staff to improve staff experience and increase retention
Engagement with the national Ambulance (and other NHS) Staff networks	Further engaging the Women's Network in with other gender staff networks across UK, particularly the NHS to source and adopt good practice.	Women's Network Head of EDI	Reporting period 2024/2025	The Trust adapts and adopts good practice from other Trust's staff Women's/Gender networks

<p>Recruitment and selection practices are inclusive for all staff and of all genders</p>	<p>Analyse recruitment and attrition data to explore rates by roles and service areas</p> <p>Analysis of any gender differentials using staff surveys, People Voice, FTSU and ER cases</p> <p>Continue to review and analyse inclusivity of recruitment materials (including where adverts are placed)</p>	<p>Recruitment</p> <p>FTSU</p> <p>Communications</p> <p>HR Operations</p> <p>Recruitment</p>	<p>Reporting period 2024/2025</p>	<p>Recruitment policies and literature is reviewed to ensure that all genders feel welcome to apply for roles.</p> <p>To find out and analyse any negative experiences and seek to reduce them (ER cases)</p>
<p>Explore opportunities for more flexible or alternative shift working across the organisation.</p>	<p>Consider how and impact of flexible working and alternative duties could be introduced equitably into a wider range of roles</p> <p>Ensure equity of pay and training for those who are pregnant and their longer-term career prospects</p> <p>To understand why women have left SCAS</p>	<p>Recruitment</p> <p>HR</p> <p>Equality & Diversity steering group</p>	<p>Reporting period 2024/2025</p>	<p>Flexible working is established, equitably distributed, and used to reduce potential discrimination and encourage more diverse applicants</p> <p>To understand and reduce female workforce attrition</p>