



Gender Pay Gap Report as at 31st March 2020



Gender Pay Gap Report for Inclusion Working Group as at 31st March 2020

1. Introduction

- 1.1. The Gender Pay Audit (GPA) obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. All organisations that employ more than 250 people and listed in Schedule 2 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, must publish and report specific information about their gender pay gap annually.
- 1.2. Since March 2017 Public sector organisations were required to take a “snapshot” of their workforce as of 31st March each year. The resulting data must be published along with a written statement on their public-facing website. It must also be reported to the government via the gender pay gap reporting service by 30th March.
- 1.3. A high gender pay gap can indicate there may be a number of issues to deal with, and the individual calculations may help us to identify potential causes. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of inequality in the workplace, female and male participation, and how effectively talent is being maximised.

2. What does the audit cover?

- 2.1. The gender pay gap report provides a comparison on the pay of male and female employees and shows the difference in the average earnings (mean and median). This is expressed as a percentage of men’s earnings e.g. women earn 15% less than men do.
- 2.2. The gender pay audit is different to equal pay, which looks at the pay differences between men and women carrying out the same jobs, similar jobs or work of equal value. Any potential equal pay issues are addressed by adherence to Agenda for Change terms and conditions and pay framework, and a robust and objective job evaluation process. Gender pay gap figures are affected by differences in the gender composition across our job grades and roles.
- 2.3. The audit requires us to make six calculations covering the following:
 - **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.

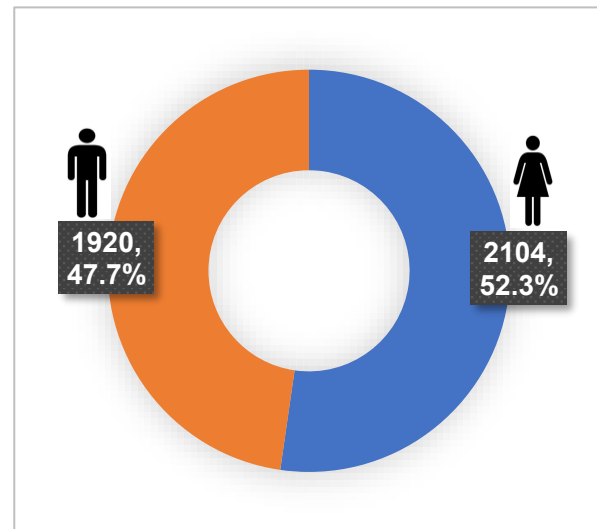
- **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from the results for men and dividing by the mean hourly rate for men. This number is multiplied 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.
- **Proportion of males and females in each pay quartile** – ranking all 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.

2.4. This information along with a written statement, confirming the accuracy of their calculations must be published on both the Trust’s website and on a designated government website.

3. Our Gender Pay Gap data

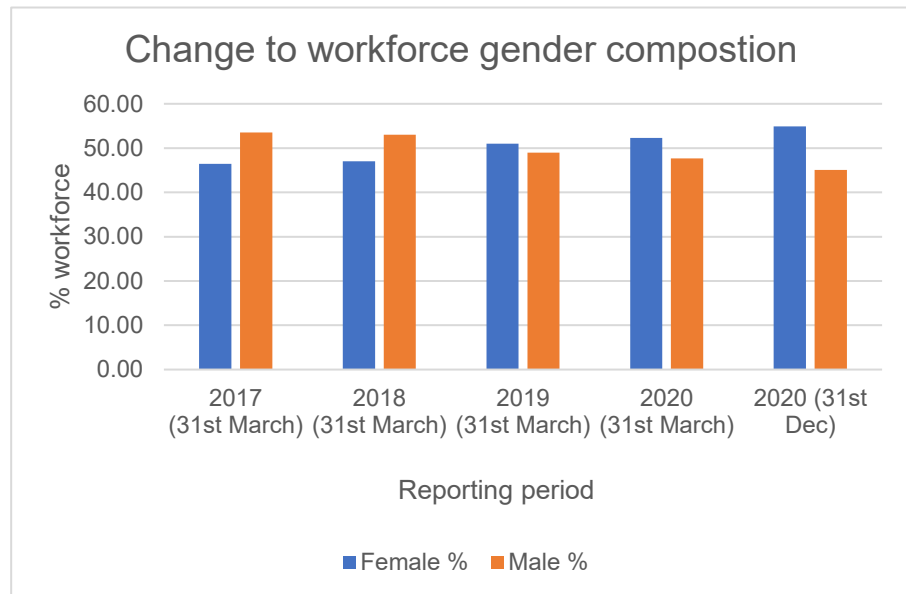
3.1. Our data for this submission is **as at 31st March 2020**, when the Trust workforce consisted of 2,104 females (52.3%) and 1,920 males (47.7%), totalling 4,024 employees.

3.2. There was a 7.8% increase in our workforce between 31st March 2019 and 31st March 2020. In the same period, the Trust had 11.2% increase in the number of women in the organisation overall compared to 4.2% increase for men. A move towards a predominantly female workforce overall was first observed in 2019 data and is also apparent in the latest workforce figures for the Trust.



In March 2019, the workforce profile by gender was 1,892 females (51%) and 1,841 males (49%), totalling 3,733.

To provide further context, our latest workforce figures as at December 2020, show the workforce gender profile as 2,387 (54.9%) female, and 1,958 (45.1%) male.



3.3. Mean and median gender pay gap in hourly pay

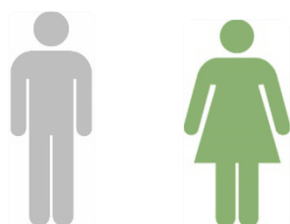
The table below shows the difference in the mean and median hourly rates, and the pay gap as a percentage for 2018 to 2020. This shows a small increase in the mean hourly rate resulting in an increase of SECAMB's gender pay gap. However, there is a slight decrease in the median (average) hourly rate of pay, but it is unknown whether this change is statistically significant overall.

Gender	31st March 2018		31st March 2019		31st March 2020	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£13.80	£13.28	£14.52	£13.71	£15.78	£14.85
Female	£12.52	£11.60	£13.22	£11.96	£14.37	£13.17
Difference	£1.29	£1.68	£1.30	£1.75	£1.42	£1.68
Pay Gap %	9.00%	12.62%	8.95%	12.77%	8.99%	11.30%

Table 1: Gender Pay Gap for 2018 to 2020

All Trust Staff - Overall Mean vs. Median average hourly rate - 31/03/2020

Mean average hourly rate



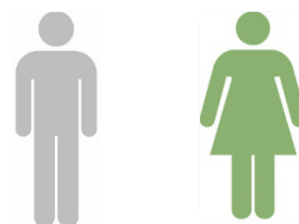
**8.99%
difference**

£15.78

£14.37

This means that in 2020 **women earned 91p** for every **£1** that men earned when comparing mean hourly wages.

Median average hourly rate



**11.30%
difference**

£14.85

£13.17

This means **women earned 87p** for every **£1** that men earned when comparing median hourly wages.

Proportion of males and females in each pay quartile

- 3.4. The figures below show a ranking of our employees from highest to lowest paid, dividing this into equal quartiles and providing a percentage breakdown of the number of males and females in each of these.

The highest variances for the quartiles continue to be in the upper pay quartile, where there is a 19.6% difference for a second consecutive year. However, the increase in the number of employees in upper quartile is equitable and did not contribute to any increases in disparity, therefore maintaining the status quo from 2019. The percentage of males in the upper quartile continues to represent 31% of all males in the overall workforce, in comparison to 19.2% of all females in the organisation.

- 3.5. The percentage increase in females in the lower two quartiles continues to grow. This difference in the gender split of the lower pay quartile also increased for a second year to 18.4% from 15.6% in 2020. A similar difference is also seen in quartile two (lower middle pay) with an 18.1% in favour of females from 15.88% in 2019. These figures are believed to have been as a result of a sizeable increase in the number of fulltime Health Advisors and EMA's (AFC pay band three) within 2019/20 financial year.

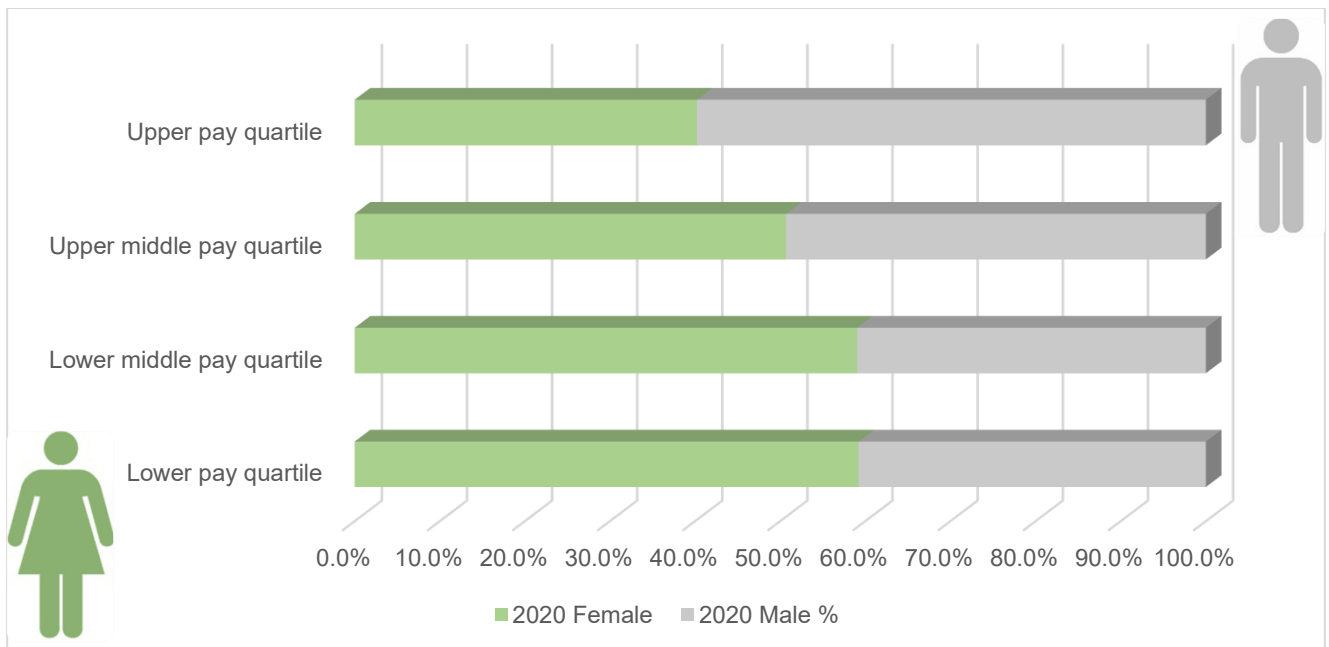
There has also been a further increase in the number of women in the upper middle quartile (quartile 3), bringing the percentage of women in this group to 50.7%. This is linked to an increase of female Newly Qualified Paramedics (AFC pay band five) who have joined the organisation.

3.6. Despite the continuing increase of females at lower pay bands, the equitable increase in men and women in the upper pay (quartile 4) quartile and increase of females in the upper middle (quartile 3) have prevented any further increase to our current gender pay gap.

Quartile	2018				2019				2020			
	Female	Male	Female %	Male %	Female	Male	Female %	Male %	Female	Male	Female %	Male %
1- Lower pay quartile	477	369	56.38	43.62	512	374	57.79	42.21	595	410	59.20	40.8
2- Lower middle pay quartile	432	411	51.25	48.75	551	400	57.94	42.06	594	412	59.05	40.9
3 - Upper middle pay	390	459	45.94	54.06	443	493	47.33	52.67	510	496	50.70	49.3
4 - Upper pay	312	533	36.92	63.08	386	574	40.21	59.79	405	602	40.22	59.7
Total	1611	1772	47.00	53.00	1892	1841	51.00	49.00	2104	1920	52.28	47.7

Table 2: Gender pay Gap by quartile, 2018 to 2020

All Trust Staff - Proportion of males and females in each pay quartile - 31/03/2020



3.7. The detailed analysis undertaken to produce the audit shows that the Trusts' Non-Executive Directors (NEDs) are recorded on the Electronic Staff Record (ESR) system as full time. However, they actually work four days a month, equating to a whole time equivalent (WTS) of 0.13. This significantly impacts the reported hourly rate for NED's and possibly has a small impact on the quartile distribution and overall mean and median hourly rates.

To provide further context around composition of the quartiles, our workforce data for 31st March 2020 shows that approximately 95% of our employees were within pay bands two and seven. The GPA quartiles do not align with specific bands. As such, due to the GPA methodology and our workforce make up, the upper quartile will also contain a proportion of employees at band six, and therefore in planning actions to make improvements, it is

important that we consider the GPA results alongside workforce breakdown by pay band and gender.

- 3.8. Where staff members have signed up to a salary sacrifice scheme such as childcare vouchers or Tusker cars, guidance advises that the remaining gross salary once these deductions are made is used to calculate their hourly rate. This may also further impact the overall hourly rates which are then used to calculate the mean and median pay gaps.

Mean and median bonus gender pay gap.

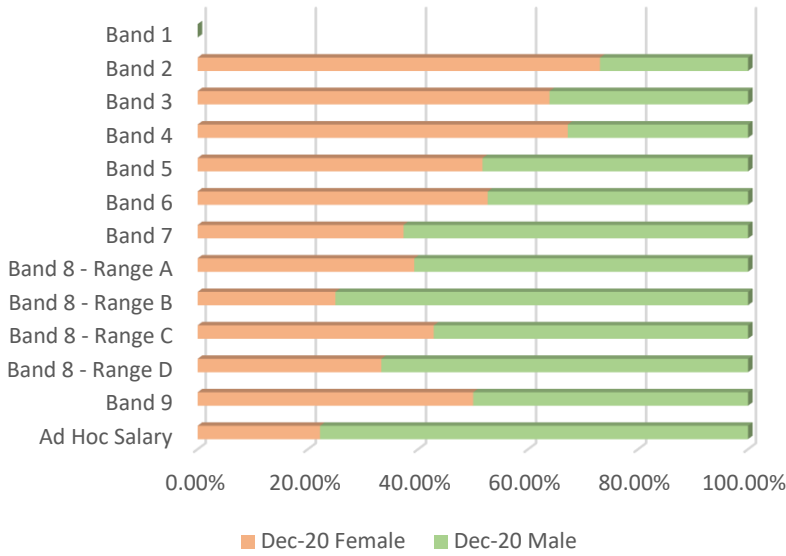
- 3.9. The only bonus payments made by the Trust are to eligible staff who apply for the Clinical Excellence Awards (CEAs), which can be awarded nationally or locally. Due to the small numbers of bonus payments made in 2020 potentially rendering recipients identifiable if published, the Trust will not be publishing any data for this part of the Gender Pay Gap report. Bonus payments are awarded in recognition of excellent practice over and above contractual requirements.

Gender by pay band

- 3.10. Although Agenda for Change (AFC) ensures that we are providing equal pay for equal work, we can see discrepancies in the ratio of males to females within pay bands. The table below shows a greater number of men than women in posts within pay band 7 and up. This is an improvement on 2019, when the discrepancy began at pay band 6. There is also a positive increase in the number of females at all bands at 7 and above, bar band 8b and those on an ad-hoc salary (shown in table 3 and 4, below).

Staff counted within Ad-hoc figures are outside of both AFC pay bands, and include Very Senior Managers (VSMs) and colleagues on external secondments whose salaries are controlled by the receiving organisation.

December 2020



	Dec-20		Difference % from 2019
	Female	Male	Female
Ad Hoc Salary	22.22%	77.78%	-11.11%
Band 9	50.00%	50.00%	25.00%
Band 8 Range D	33.33%	66.67%	11.11%
Band 8 Range C	42.86%	57.14%	4.76%
Band 8 Range B	25.00%	75.00%	-2.91%
Band 8 Range A	39.33%	60.67%	4.19%
Band 7	37.38%	62.62%	4.24%
Band 6	52.66%	47.34%	5.18%
Band 5	51.72%	48.28%	-0.05%
Band 4	67.20%	32.80%	11.00%
Band 3	63.89%	36.11%	4.25%
Band 2	73.08%	26.92%	1.15%
Band 1	0.00%	0.00%	0.00%

Table 3: Workforce by Pay band and Gender, December 2020

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Ad Hoc Salary
Female Total 2019	0.00%	71.93%	59.65%	56.20%	51.77%	47.48%	33.13%	35.14%	27.91%	38.10%	22.22%	25.00%	33.33%
Male Total 2019	100.00%	28.07%	40.35%	43.80%	48.23%	52.52%	66.87%	64.86%	72.09%	61.90%	77.78%	75.00%	66.67%
Female Total 2020	0.00%	73.08%	63.89%	67.20%	51.72%	52.66%	37.38%	39.33%	25.00%	42.86%	33.33%	50.00%	22.22%
Male Total 2020	0.00%	26.92%	36.11%	32.80%	48.28%	47.34%	62.62%	60.67%	75.00%	57.14%	66.67%	50.00%	77.78%

Chart Title

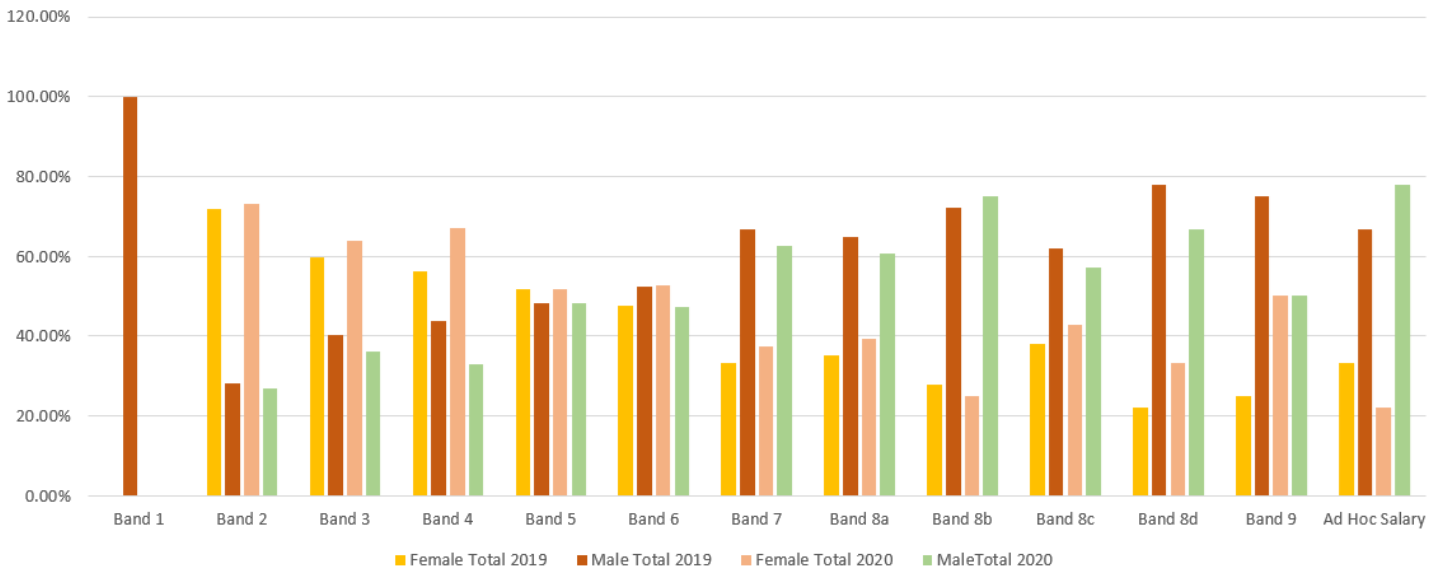


Table 4, workforce by gender and pay band, 2019 and 2020

3.11. It is encouraging to see moves towards greater equity at pay bands 8a, 8c, 8d and 9.

3.12. The workforce gender profile below, also identifies the largest areas of discrepancy to be bands 8 and above in Field Operations and 111 in favour

of males. However, it should be noted that both Field operations and EOC made improvements in senior level gender representation at band 8+ in comparison to the previous year.

	2019		2020	
All Staff	Female %	Male %	Female %	Male %
Bands 1-4	59.86%	40.14%	61.76%	38.24%
Bands 5-7	45.72%	54.28%	44.87%	55.13%
Bands 8+	33.82%	66.18%	35.83%	64.17%
Ad hoc	31.25%	68.75%	27.43%	72.57%

	2019		2020	
Operations	Female %	Male %	Female %	Male %
Bands 1-4	50.69%	49.31%	53.22%	46.78%
Bands 5-7	43.41%	56.59%	44.57%	55.43%
Bands 8+	20.45%	79.55%	26.24%	73.76%
Ad hoc	0.00%	0.00%	0.00%	0.00%

	2019		2020	
111	Female %	Male %	Female %	Male %
Bands 1-4	70.23%	29.77%	68.64%	31.36%
Bands 5-7	84.48%	15.52%	71.78%	28.22%
Bands 8+	25.00%	75.00%	0.00%	100.00%
Ad hoc	0.00%	0.00%	0.00%	0.00%

	2019		2020	
Emergency Operations Centre	Female %	Male %	Female %	Male %
Bands 1-4	78.37%	21.63%	75.63%	24.37%
Bands 5-7	67.38%	32.62%	66.33%	33.67%
Bands 8+	27.27%	72.73%	38.46%	61.54%
Ad hoc	0.00%	0.00%	0.00%	0.00%

	2019		2020	
Support Staff	Female %	Male %	Female %	Male %
Bands 1-4	53.85%	46.15%	72.29%	27.71%
Bands 5-7	39.52%	60.48%	33.60%	66.40%
Bands 8+	46.75%	53.25%	39.30%	60.70%
Ad hoc	31.25%	68.75%	27.43%	72.57%

Table 5: Employee Gender Profile information as of 31st March 2020 by service

3.13. Comparative data against the other ambulance Trusts for the 2021 audit publication is not yet available. However, the published data for the 2020 submission (based on 31st March 2019) shows SECamb jointly had the highest mean pay gap with North West Ambulance Service at 8.9% and were second to South West Ambulance Service in relation to the median pay gap. London Ambulance and East of England Ambulance did not submit their 2020 GPA due to the COVID19 pandemic.

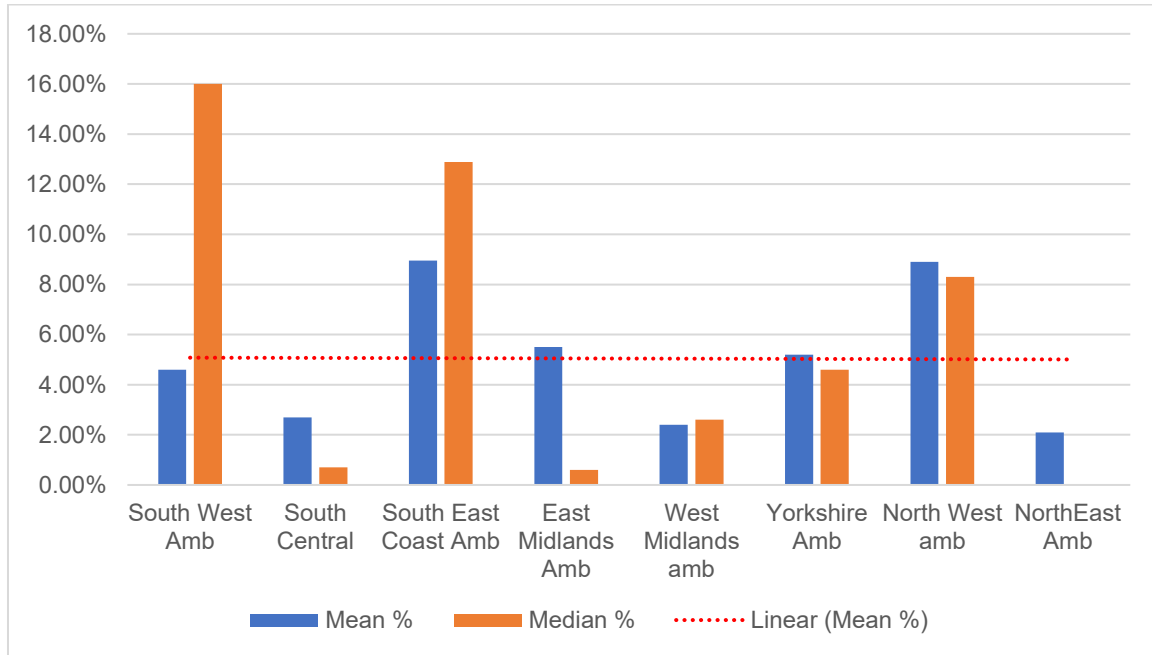


Table 6: Ambulance sector comparison of mean and median pay gap as at 31st March 2019

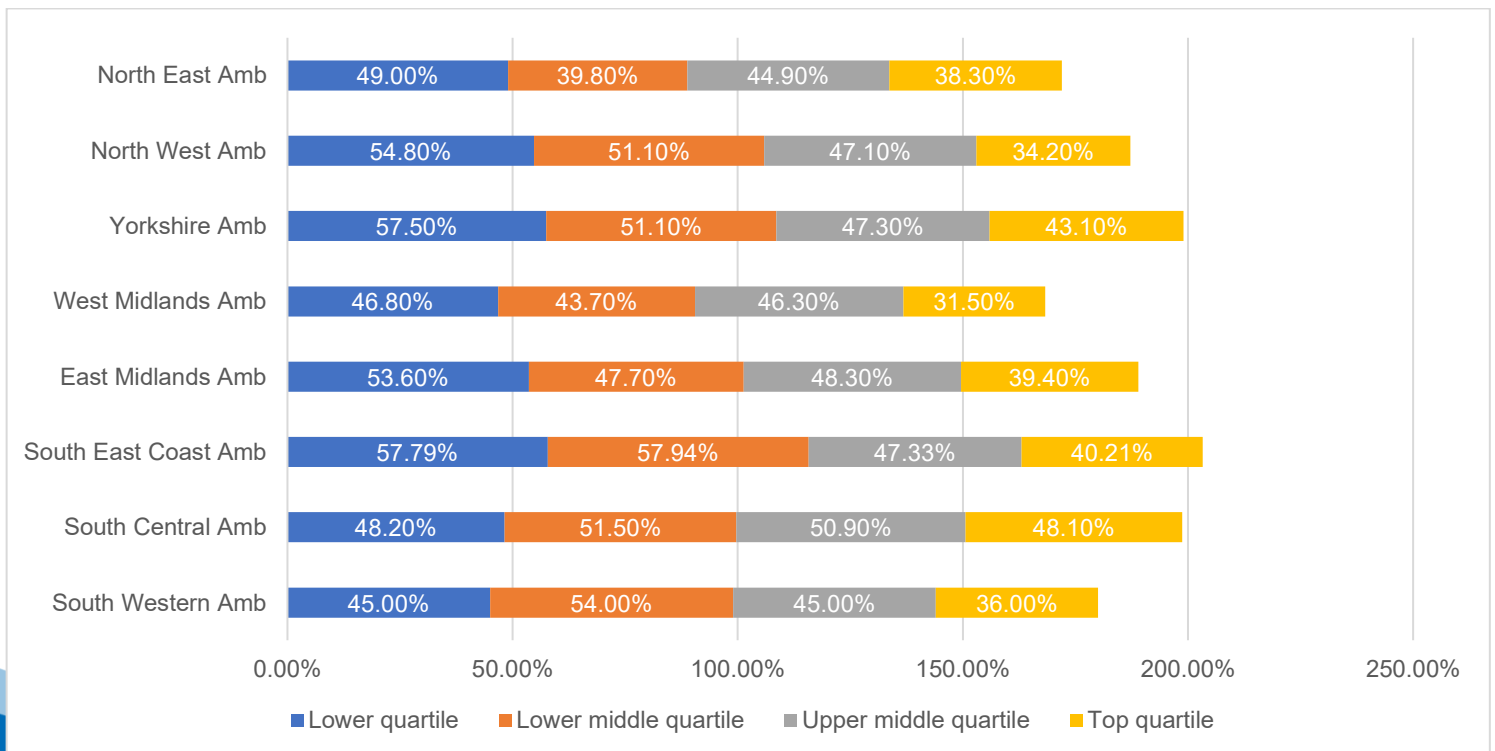


Table 6: Ambulance sector comparison of by quartile as at 31st March 2019

3.14. Based on the comparative data across the sector, it appears that SECAMB has a higher proportion of females in the workforce than in other Trusts. Whilst this is positive and more reflective of the NHS workforce overall, the disproportionately higher concentration in the lower quartiles will result in an overall higher gender pay gap for the Trust.

4. Conclusion

4.1. There was a 0.04% increase in SECAMB mean gender pay gap which is not considered to be significant, and a 1.47% improvement in our median pay gap. The latest workforce data shows positive improvements towards greater equity in some of the higher pay bands.

4.2. Whilst we do not have an equal pay issue, pay gender pay gap in SECAMB does remain and work to reduce this must be ongoing and include exploring best practice across the sector and beyond. The breakdown by service area highlights that there is a need to identify any underlying factors as to why there is such a gender imbalance within the Operations, 111 and the Emergency Operations Centres, and the need for possibly targeted support within 111 in relation to interview and shortlisting processes.

What have we done to date?

4.3. Implemented Agenda for Change and developed a robust job evaluation process for all jobs. However, it is recommended that job evaluation panels should reflect a gender balance.

4.4. Training has been delivered to a number of senior managers in interview skills to support senior management recruitment and we have increased the number of trained interviewers.

4.5. Development and launch of menopause guidance in recognition of the potential negative impact on career progression this has.

4.6. Increased the frequency of diversity reports by demographics to the Inclusion Working Group and to the Board via the Integrated Performance Reports, on a quarterly basis for scrutiny and discussion.

4.7. Developed and implemented processes and training to ensure that all interviews are undertaken by trained panel members.

4.8. Planned the revised launch of the Gender Equality Network for 8th March 2021 following postponement in 2020 due to the COVID pandemic.

4.9. Received organisational commitment to ensure gender diverse interview panels for **all roles** at band 8 and above.

- 4.10. Received commitment from EMB for a 2.5% increase in women at band 7 on an annual basis based on the current size of the organisation. This will be reviewed in line with organisational growth on an annual basis.
- 4.11. Commenced recruitment for a first cohort of the Springboard Women's development programme.

Next steps: IWG agreed the following recommendations at their meeting on 8th March 2021 for approval by EMB:

- 4.12. That we develop a range of activities over the next 12 months to advance gender pay, these include:
- 4.12.1. To provide the WWC with assurance that once the GPA submission is made for 2021, we will be fully compliant with the duties placed upon the Trust with regards to publishing the Gender Pay Audit.
 - 4.12.2. Extending our commitment to having gender diverse interview panels to **all roles at band 7 and above from April 2021.**
 - 4.12.3. To provide access to support in conjunction with L&OD to colleagues applying for a promotion within the organisation or preparing for interview.
 - 4.12.4. Continue to explore opportunities for more flexible or alternative shift working across the organisation, including how this could be introduced into a wider range of operational roles.

EMB are asked to approve the following:

- 4.12.5. Submission of the Trust GPA results to the government portal ahead of 31st March 2021 and publish the data to our public facing website as per the requirements of the Equality Act 2010.

Prepared by: Asmina Islam Chowdhury, Programme Manager, Equality, Diversity and Inclusion