



	Item No	
Name of meeting	Trust Board	
Date		
Name of paper	Gender Pay Audit as at 31st March 2021	
Executive sponsor	Ali Mohammed, Director of Human Resources and Organisation Development	
Author name and role	Asmina Islam Chowdhury, Programme Lead, ED&I	
Synopsis, including any notable gaps/issues in the system(s) you describe (up to 150 words)	<p>This paper provides assurance that the Trust is meeting its legislative duties in publishing its annual Gender Pay Audit.</p> <p>The paper also provides detail and analysis of the audit as well as details of actions to be undertaken to help address the disparity.</p>	
Which strategic objective does this paper link to?	A Focus on People – Everyone is listened to, respected and well supported	

Gender Pay Gap Report as at 31st March 2021

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 31st March.

2. Our commitment to diversity and Inclusion

- 2.1. South East Coast Ambulance Service NHS Foundation Trust (SECAmb) believes in fairness and equity, and values diversity in its role as both a provider of services and as an employer.
- 2.2. We are committed to advancing equality, recognising diversity, promoting inclusion, and a culture of belonging within our organisation.

Inclusion happens when all individuals are treated fairly, respectfully and with dignity, have equal access to opportunities and resources, and can contribute fully to the success of SECAmb. We aim to achieve this by involving and engaging with people interested in, or affected by our services, to help improve awareness, access and eliminate discrimination, to better meet the needs of our people and our patients, and to fulfill our statutory obligations. We recognise our responsibility to provide equal opportunities, eliminate discrimination and foster good relations in our activities as an employer, service provider and partner.

“I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2021. We have identified a number of actions we will undertake to try to reduce our gender pay gap and improve the representation of women in leadership roles within our organisation. We will undertake annual audits and publish data on our website as required by the regulations”.

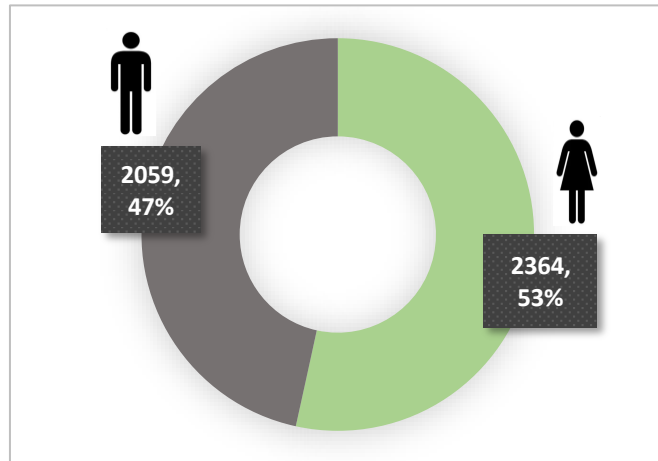
Ali Mohammed
Executive Director of HR and Organisation Development

3. What does the audit cover?

- 3.1. 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.
- 3.2. 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.
- 3.3. 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.
- 3.4. 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.

4. Our Gender Pay Gap data

4.1. Our data for this submission is **as at 31st March 2021**, when the Trust workforce consisted of 2,364 females (53%) and 2,059 males (47%), totalling 4,423 employees.



There was a 10% increase in our workforce between 31st March 2020 and 31st March 2021. In the same period, the Trust had 12% increase in the number of women in the organisation overall compared to 7% increase for men. However, females made up 62% (286) of leavers for this period with the most common reason given being work life balance.

Our workforce gender profile continues to see a growth in the number of females year on year.

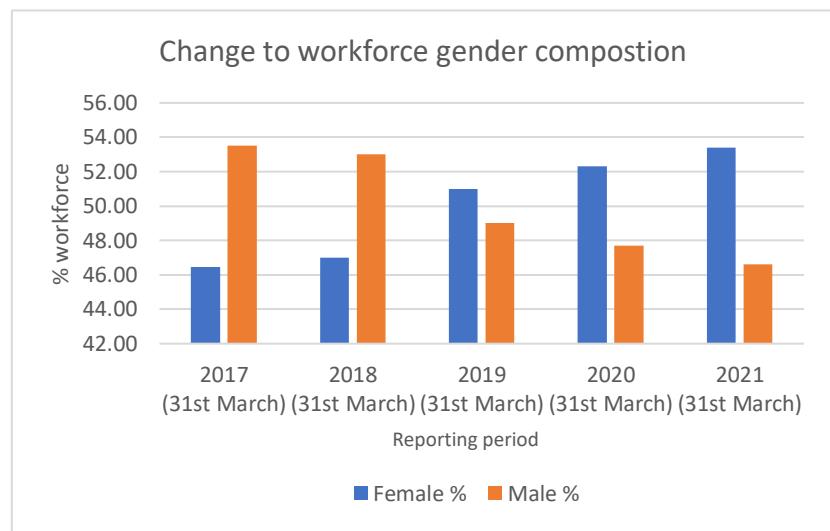


Chart 2: Changes to workforce Gender composition 2017 to 2021

4.2. 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 2019 to 2021.

Table 1 shows an annual increase in the mean hourly rate between males and females, with the difference continuing to grow year on year. However, we should be mindful that the mean figure can be impacted by those with very high or very low salaries.

There is a further decrease in the median (average) hourly rate of pay. The median helps us to measure what level of roles are typically being undertaken

by men in comparison to women in the organisation, and the data indicates a small but positive increase for a second consecutive year.

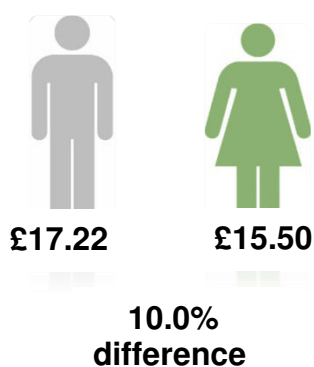
Both sets of figures indicate that we continue to have a gender pay gap, with some small increase to gender diversity at the upper quartiles of the Trust.

Gender	31st March 2019		31st March 2020		31st March 2021	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Male	£14.52	£13.71	£15.78	£14.85	£17.22	£16.04
Female	£13.22	£11.96	£14.37	£13.17	£15.50	£14.26
Difference	£1.30	£1.75	£1.42	£1.68	£1.72	£1.78
Pay Gap %	8.95%	12.77%	8.99%	11.30%	9.98%	11.09%

Table 1: Gender Pay Gap for 2019 to 2021

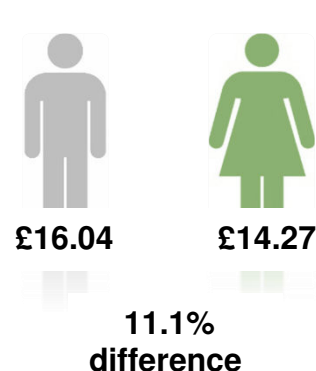
All Trust Staff - Overall Mean vs. Median average hourly rate - 31/03/2021

Mean average hourly rate



This means **women earned 90p** for every £1 that men earned when comparing mean hourly wages.

Median average hourly rate



This means **women earned 89p** for every £1 that men earned when comparing median hourly wages.

Proportion of males and females in each pay quartile

- 4.3. The figures in table 2 (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. Whilst organisational growth has been evenly spread across the four quartiles at 9.95% each this is not evenly represented in the changes to the gender profile of the workforce by quartile.
- 4.4. For the first time, since we commenced Gender Pay reporting the highest variances are not in the upper pay quartile where females have been historically and continue to be underrepresented but at the lower quartiles.

The lower pay quartiles show an underrepresentation of male colleagues undertaking in the lowest paid roles within the organisation.

In quartile one (lower pay quartile) there are 26% more females than male colleagues, and 21% more female than male colleagues in the second quartile two (lower middle). This trend has been increasing over the last three years and is believed to be driven by increases in the number of Health Advisors and EMA's (AFC pay band three). The call centres provide more opportunity for part time and flexible working, which continue to primarily be utilised by female colleagues. The male headcount at the lowest quartile remained stagnant between 2020 and 2021, and there was a 6% growth in the number of males in quartile 2 in comparison to a 13% growth in females.

- 4.5. The number of females in quartile three (upper middle) has dropped slightly below the 50:50 equity that had been achieved in the previous 12 months. Whilst this may seem like a small change, the number of males in this quartile has grown at more than double the rate of females at 14% and is likely to have an impact when considering future succession planning.
- 4.6. The percentage of males in quartile four (upper pay) continues to represent 31% of all males in the overall workforce, in comparison to 19% of all females in the organisation.

	31st March 2019				31st March 2020				31st March 2021			
	Female		Male		Female		Male		Female		Male	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
1- Lower pay quartile	512	57.8	374	42.2	595	59.2	410	40.8	695	62.9	410	37.1
2- Lower middle pay quartile	551	57.9	400	42.1	594	59.0	412	41.0	671	60.7	435	39.3
3 - Upper middle pay	443	47.3	493	52.7	510	50.7	496	49.3	541	48.9	565	51.1
4 - Upper pay	386	40.2	574	59.8	405	40.2	602	59.8	457	41.3	649	58.7

Table 2: Gender pay Gap by quartile, 2019 to 2021

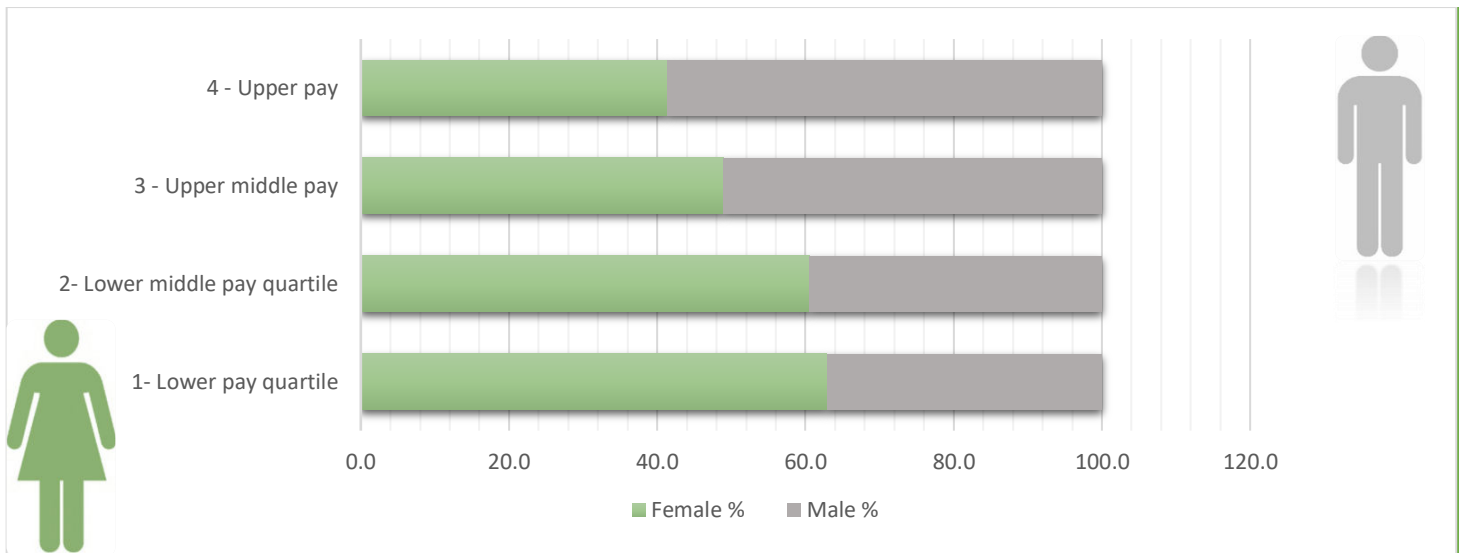


Chart 3: All Trust Staff - Proportion of males and females in each pay quartile - 31/03/2021

4.7. 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, the reported hourly rate for NEDs 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 99.8% 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.

4.8. 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 have a further impact the overall hourly rates which are then used to calculate the mean and median pay gaps.

4.9. The gender pay calculations are based on hourly rate after a number of factors have been added or deducted to the employee's basic pay. The hourly rate can also be significantly impacted by location (addition of high cost area allowance), team (addition of recruit and retain premia), and person's individual circumstances (minus Tusker and childcare schemes) so two colleagues of the same gender, pay band and pay point could potentially be at a different hourly rate due to their individual enhancements or deductions.

Mean and median bonus gender pay gap.

- 4.10. 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 2021 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

- 4.11. 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. It is this discrepancy which is largely responsible for our gender pay gap.

The charts below show a greater number of males than females in posts at pay band 7 and above. Chart 5 shows that whilst the number of females in Band 7 posts has increased by less than 1%, there have been reductions in the number of female postholders at every band from 8A – 9, with the exception of 8B.

The overrepresentation of females in the lowest pay bands also negatively impacts the pay gap. However, our recruitment data shows that when males apply to these roles, they are more likely to be appointed than a female shortlisted applicant. There is a significant difference in the number of males to females who are applying for and therefore being shortlisted into our entry level roles.

- 4.12. Colleagues 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.

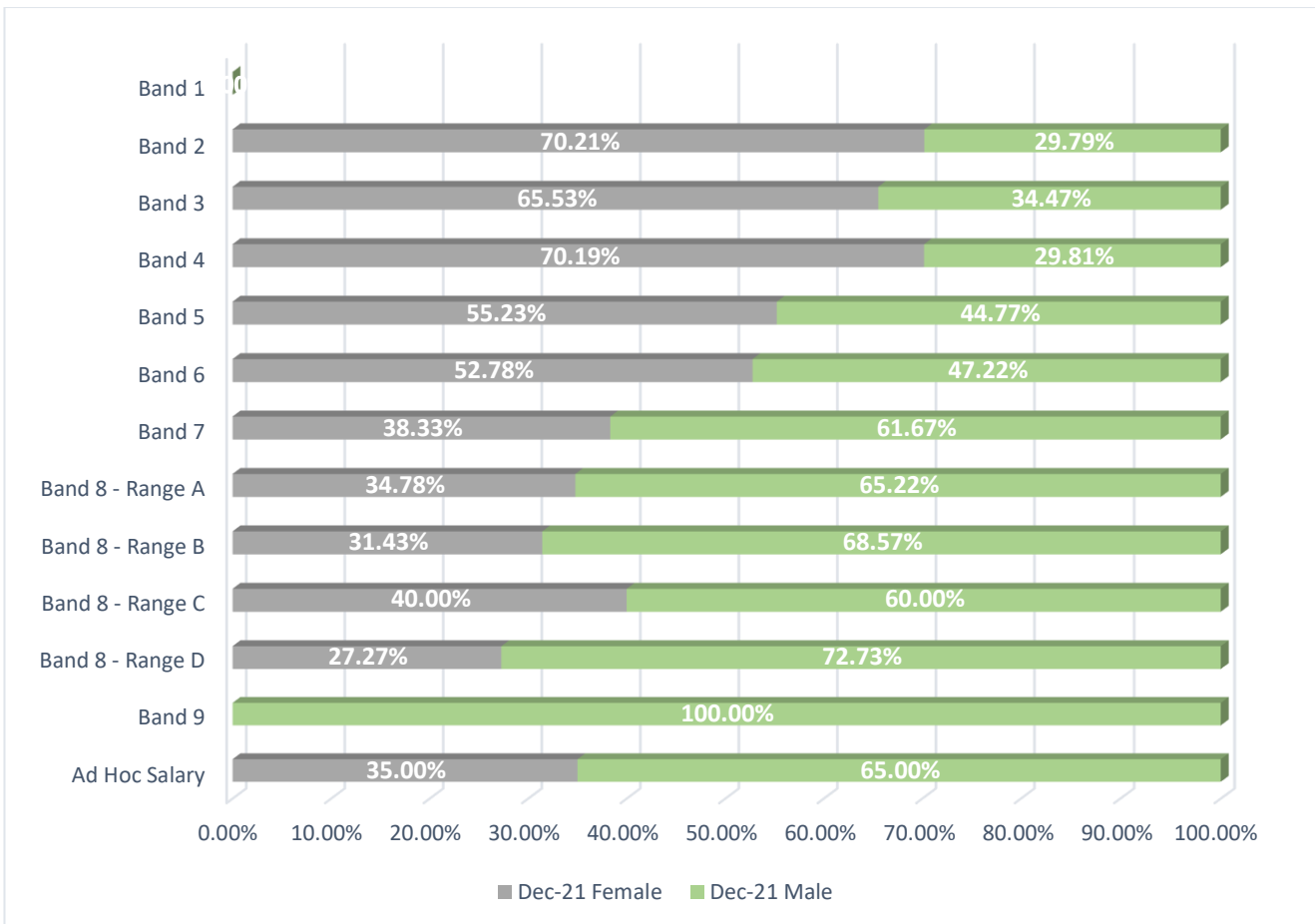


Chart 4: Workforce by Pay band and Gender, December 2021

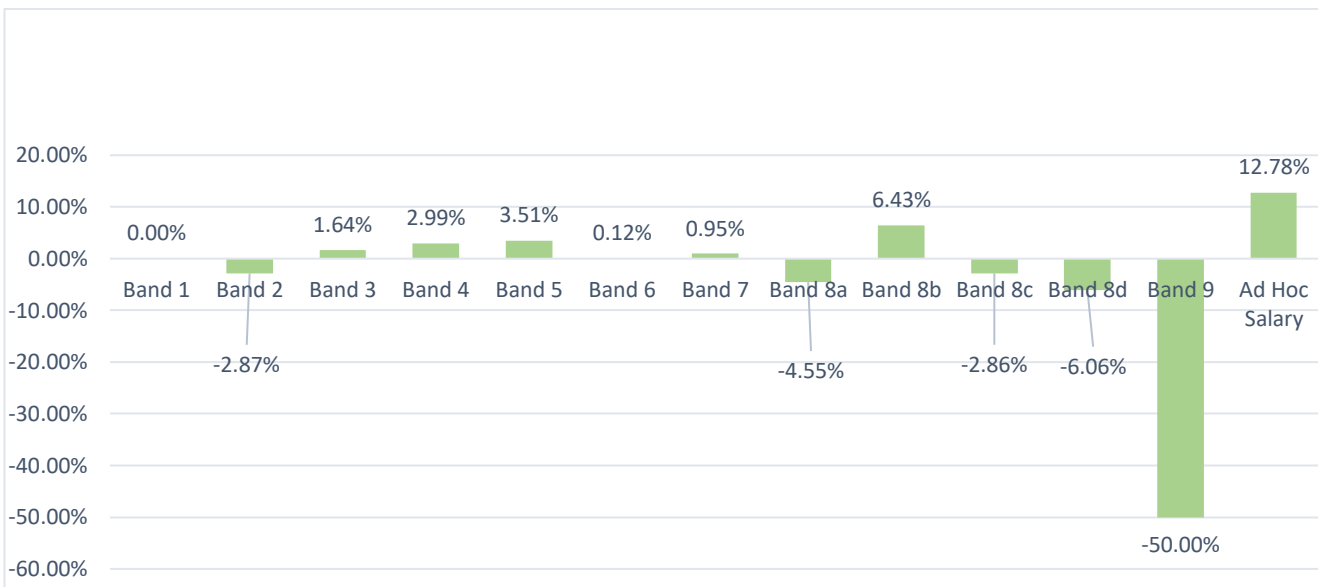


Chart 5: Difference in % Females from between March 20 and December 21

4.13. The workforce gender profile below, also identifies the largest areas of discrepancy to be bands 8 and above in Operations, both Field and 111 and EOC in favour of males. However, it should be noted that Field operations saw a 5% worsening in the representation of females at band 8 and above. The 0% females in 111 at band 8 and above that we saw in this report last

year has been addressed with the combining of the EOC and 111 leadership teams.

	2019		2020		2021	
All Staff	Female %	Male %	Female %	Male %	Female %	Male %
Bands 1-4	59.86%	40.14%	61.76%	38.24%	63.23%	36.77%
Bands 5-7	45.72%	54.28%	44.87%	55.13%	46.72%	53.28%
Bands 8+	33.82%	66.18%	35.83%	64.17%	36.75%	63.25%
Ad hoc	31.25%	68.75%	27.43%	72.57%	30.03%	69.97%

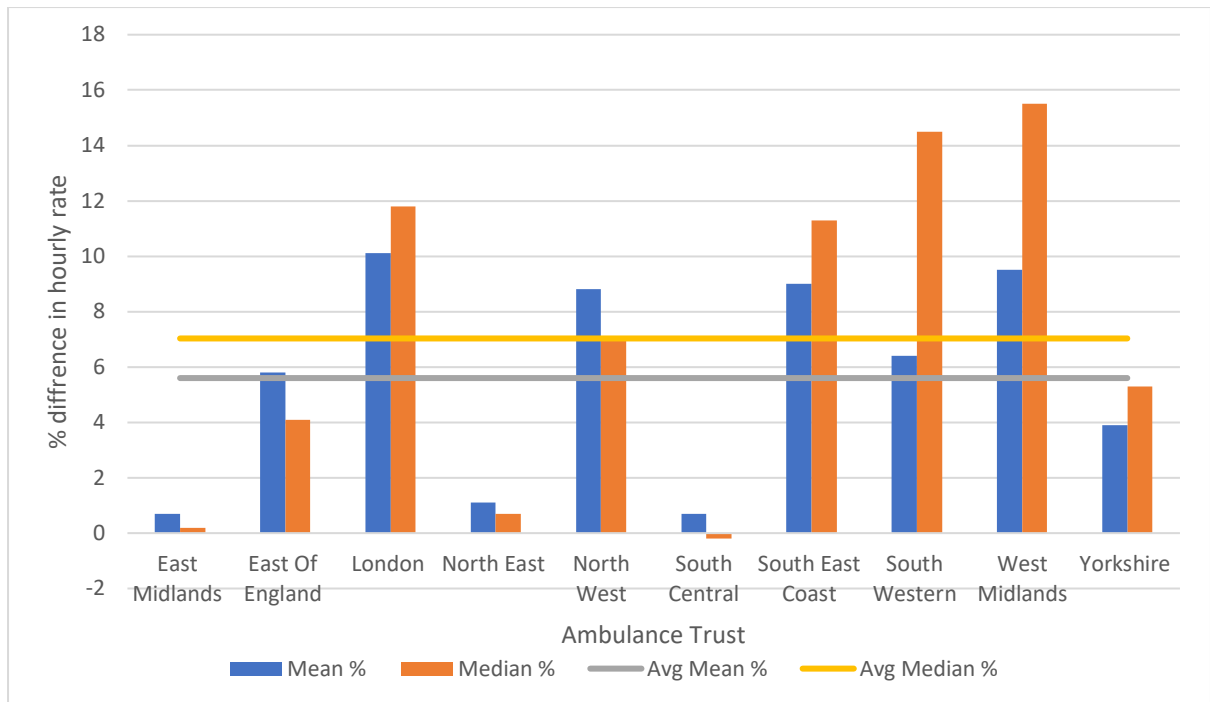
	2019		2020		2021	
Operations - Field	Female %	Male %	Female %	Male %	Female %	Male %
Bands 1-4	50.69%	49.31%	53.22%	46.78%	54.61%	45.39%
Bands 5-7	43.41%	56.59%	44.57%	55.43%	46.37%	53.63%
Bands 8+	20.45%	79.55%	26.24%	73.76%	21.63%	78.37%
Ad hoc	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	2021		
Operations - 111 & EOC*	Female %	Male %	*Previously reported separately therefore comparable data is not provided for 2019 and 2020
Bands 1-4	73.48%	26.52%	
Bands 5-7	69.66%	30.34%	
Bands 8+	37.50%	62.50%	
Ad hoc	0.00%	0.00%	

	2019		2020		2021	
Support Staff	Female %	Male %	Female %	Male %	Female %	Male %
Bands 1-4	53.85%	46.15%	72.29%	27.71%	75.11%	24.89%
Bands 5-7	39.52%	60.48%	33.60%	66.40%	33.54%	66.46%
Bands 8+	46.75%	53.25%	39.30%	60.70%	40.07%	59.93%
Ad hoc	31.25%	68.75%	27.43%	72.57%	30.03%	69.97%

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

4.14. Comparative data against the other ambulance Trusts for the 2022 GPA publication is not yet fully available. However, the published data for the 2021 submission (based on 31st March 2020) shows SECamb was above both the sector average for both mean and median pay gaps.



5.

Table 6: Ambulance sector comparison of mean and median pay gap as at 31st March 2020

Ambulance Trust	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
East Midlands	54%	48%	53%	42%
East Of England	39%	47%	53%	51%
London	58%	47%	48%	40%
North East	46%	45%	49%	38%
North West	55%	54%	47%	37%
South Central	46%	56%	52%	50%
South East Coast	59%	59%	51%	40%
South Western	48%	54%	42%	40%
West Midlands	55%	49%	48%	38%
Yorkshire	58%	53%	48%	43%

Table 6: Ambulance sector comparison of by quartile as at 31st March 2020

5.1. Based on data from the English ambulance Trusts in 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.

6. Conclusion

6.1. There was a 0.9% increase in our mean Gender pay gap and 0.4% improvement in the median pay gap. The latest workforce data shows

previous positive improvements at the higher pay bands has been lost in the past 18 months. There continues to be an over representation of women on lower pay bands.

- 6.2. 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.
- 6.3. Data analysed both as part of this report, and for the Diversity and inclusion annual report indicate that positive action in talent management and the creation of a workplace that supports a healthier work life balance is required to support female colleagues to progress. This work needs to happen alongside existing work to debias our recruitment processes and has received Board commitment as part of our existing Integrated Equality Action Plan, published September 2021.
- 6.4. The Trust will work with the Gender Equality Network (GEN) to maximise opportunities to advance gender equality across the organisation and gender diversity in leadership.
- 6.5. It does not follow that achieving 50:50 at every pay band will result in a zero gender pay gap due to the impact of individual circumstances on hourly rate of pay. However, a greater pay gap indicates underlying issues in a workplace's support for gender diversity which need to be addressed, including opportunities for progression, equitable talent management, and access to flexible working. Inequity at the higher and lower ends of the organisation can be damaging to organisational reputation and brand. Improving equity in gender representation will support the reduction of a gender pay gap.

7. Governance

- 7.1. On 10 January, Inclusion Working Group approved the approach given in 5.3, and agreed the actions within the Integrated Equality Action Plan, which includes actions to improve gender diversity, must be delivered to enable progress in this area.
- 7.2. They also approved the submission of the Trust GPA results to the government portal ahead of 31st March 2022 and publishing of the data to our public facing website as per the requirements of the Equality Act 2010, subject to Trust governance processes.
- 7.3. The Board are asked for their support in driving progress against the Integrated Equality Action Plan.

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