



# Gender Pay Audit Report - as at 31<sup>st</sup> March 2024



## Introduction

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.

Since March 2017 Public sector organisations were required to take a “snapshot” of their workforce as of 31<sup>st</sup> 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 31<sup>st</sup> March.

## What does the audit cover?

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.

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.

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.

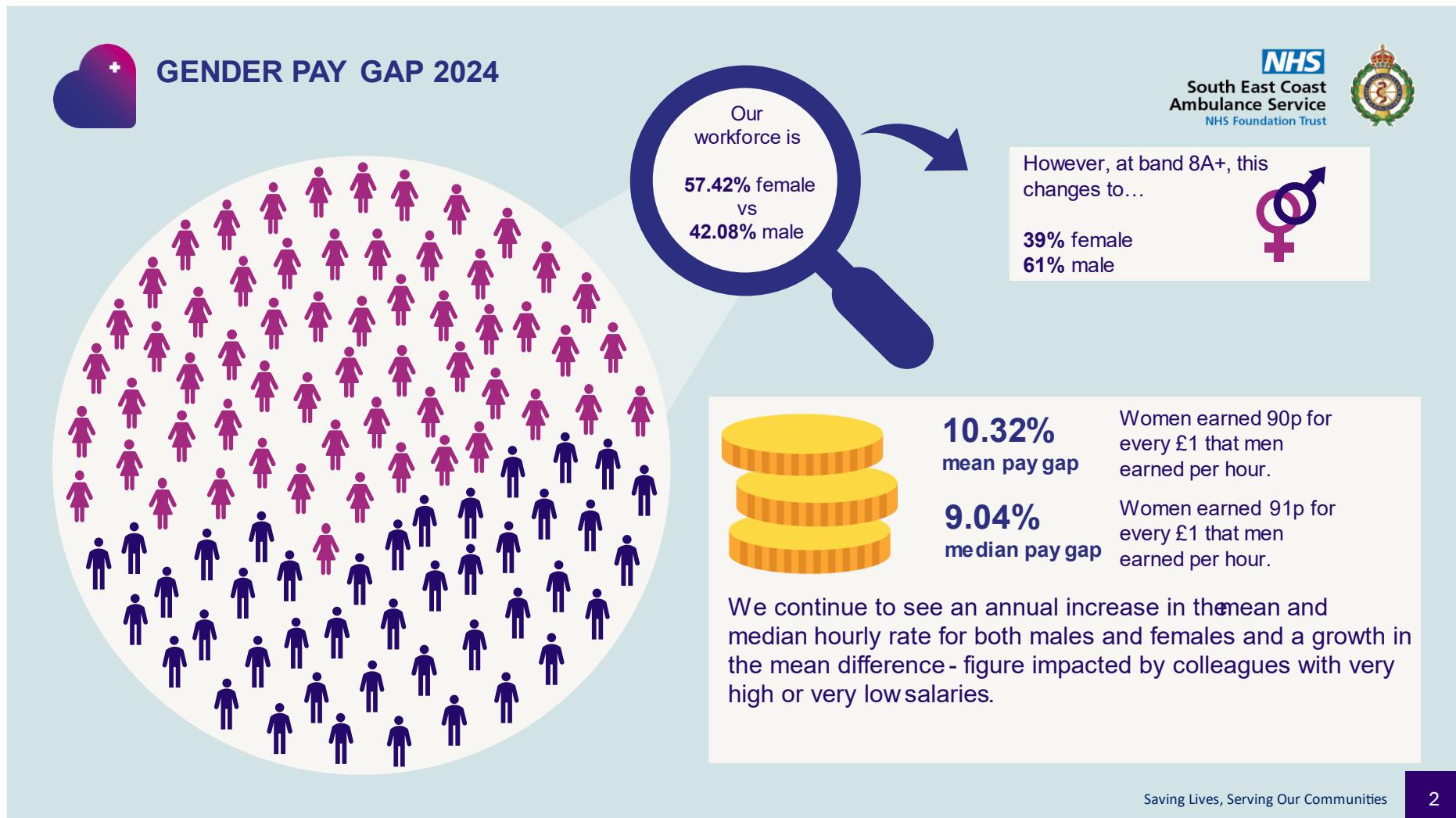
- **Mean bonus gender pay gap** – add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from the results for men and dividing by the mean hourly rate for men. This number is multiplied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

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.

"I confirm this report is accurate and reflects a snapshot of our organisation on 31st March 2024. We will continue our work to reduce our gender pay gap and improve the representation of women in leadership roles within our organisation. We will publish data on our website as required by the regulations and monitoring our live data more regularly".

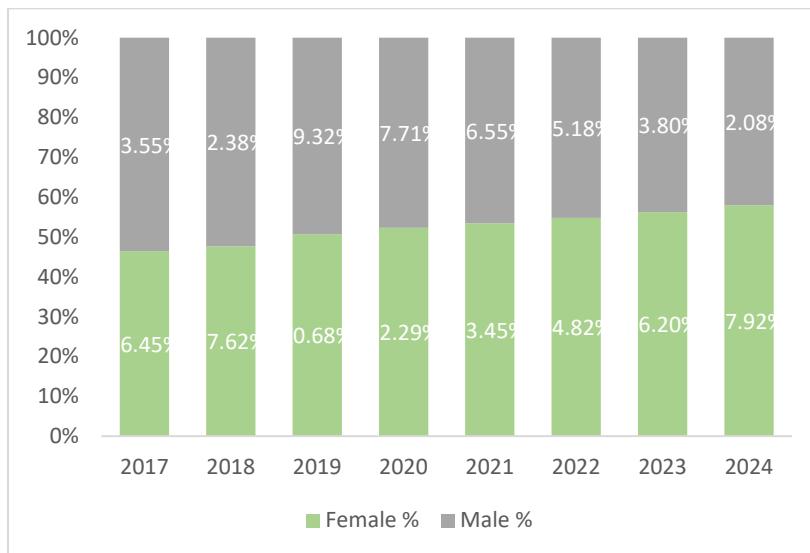
**Sarah Wainwright**  
**Chief People Officer**

## Main findings



## Overall staff composition as of 31<sup>st</sup> March 2024

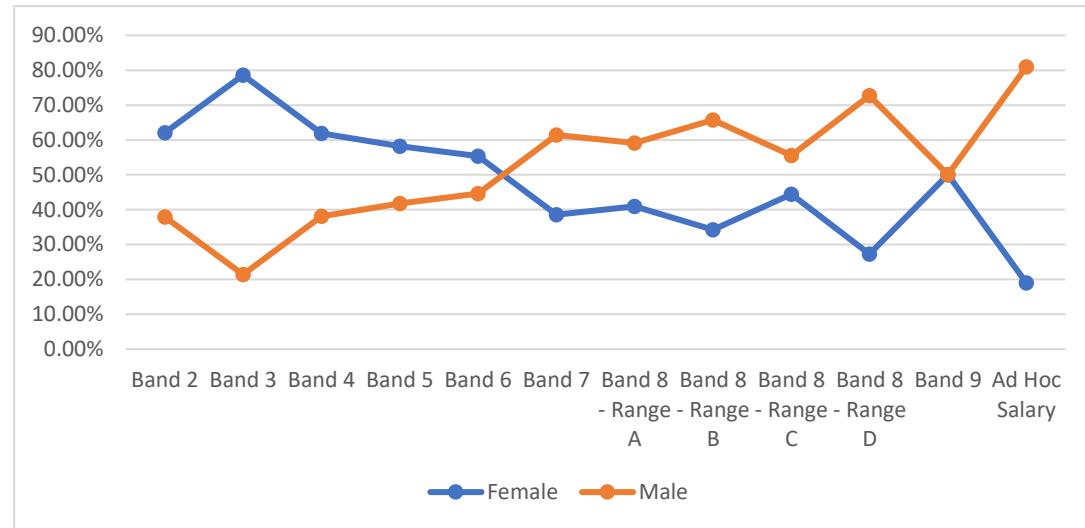
Gender	%	Count of Gender
Female	57.92%	2774
Male	42.08%	2051
<b>Total</b>		<b>4825</b>



- Our data for this submission period (as at 31<sup>st</sup> March 2024) shows that the Trust workforce consisted of 2774 females (57.92%) and 2051 males (42.08%), which totalled 4825 employees.
- There was an increase of 323 employees between 31<sup>st</sup> March 2023 and 31<sup>st</sup> March 2024. During the same time period, there was a 1.72% increase in the female workforce.
- Our female workforce continues to grow year on year and we have seen a reduction in our male workforce for three consecutive years.

## Staff gender composition by band as of 31<sup>st</sup> March 2024

Band	Female	Male	Grand Total
Band 2	36	22	58
Band 3	437	119	556
Band 4	651	401	1052
Band 5	729	524	1253
Band 6	622	502	1124
Band 7	224	357	581
Band 8 - Range A	45	65	110
Band 8 - Range B	12	23	35
Band 8 - Range C	8	10	18
Band 8 - Range D	3	8	11
Band 9	3	3	6
Ad Hoc Salary	4	17	21
<b>Grand Total</b>	<b>2774</b>	<b>2051</b>	<b>4825</b>



- Even though the overall workforce is comprised of more females than males, the data shows discrepancies in the ratio of males to females within the pay bands. This is a continuous theme from previous years.
- There is a higher proportion of females than males in our workforce from Band 2 to Band 6. From Band 7 to VSMs (included in Adhoc salaries), with the exception of Band 9, there are less females than males in all the bands. At Band 9, we now have three female staff. This is the same as previous year.

\*Adhoc salary: Anyone whose salary is not covered under Agenda for Change, e.g. VSMs

	2021		2022		2023		2024	
All Staff	Female %	Male %						
Bands 2-4	63.23%	36.77%	68.05%	31.95%	68.08%	31.92%	67%	33%
Bands 5-7	46.72%	53.28%	50.66%	49.34%	50.65%	49.35%	53%	47%
Bands 8+	36.75%	63.25%	35.26%	64.74%	39.63%	60.37%	39%	61%
Ad hoc	30.03%	69.97%	25.00%	75.00%	25.00%	75.00%	19%	81%
	2021		2022		2023		2024	
Operations - Field	Female %	Male %						
Bands 2-4	54.61%	45.39%	57.95%	42.05%	58.34%	41.66%	59%	41%
Bands 5-7	46.37%	53.63%	47.49%	52.51%	50.49%	49.51%	53%	47%
Bands 8+	21.63%	78.37%	18.37%	81.63%	26.92%	73.08%	26%	74%
Ad hoc	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2021		2022		2023		2024	
Operations - 111 & EOC*	Female %	Male %						
Bands 2-4	73.48%	26.52%	79.21%	20.79%	78.93%	21.07%	77%	23%
Bands 5-7	69.66%	30.34%	72.70%	27.30%	72.75%	27.25%	74%	26%
Bands 8+	37.50%	62.50%	31.25%	68.75%	50.00%	50.00%	50%	50%
Ad hoc	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0%	100%
	2021		2022		2023		2024	
Support Staff	Female %	Male %						
Bands 2-4	75.11%	24.89%	73.00%	27.00%	72.50%	27.50%	71%	29%
Bands 5-7	33.54%	66.46%	43.32%	56.68%	35.73%	64.27%	38%	62%
Bands 8+	40.07%	59.93%	45.05%	54.95%	41.27%	58.73%	41%	59%
Ad hoc	30.03%	69.97%	26.32%	73.68%	25.00%	75.00%	20%	80%

- Operations Field:
  - Bands 2-4| Female representation has steadily increased from **54.61% (2021)** to **59% (2024)**.
  - Bands 5-7| Female representation has increased from **46.37% (2021)** to **53% (2024)**.
  - Bands 8+| Improvement in female leadership: **21.63% (2021)** to **26.92% (2023)** but **slight drop to 26% in 2024**.
- Operations – 111 & EOC\*:
  - Bands 2-4| Female representation peaked in 2022 (79.21%), then **declined slightly to 77% in 2024**.
  - Bands 5-7| Consistently high female representation, increasing from **69.66% (2021)** to **74% (2024)**.
  - Bands 8+ | Significant improvement in female leadership: **37.50% (2021)** → **50% (2023 & 2024)**.
- Support staff:
  - Bands 2-4| Female representation steadily **declined from 75.11% (2021)** to **71% (2024)**.
  - Bands 5-7| Fluctuated, with a peak in **2022 (43.32%)** before dropping to **38% in 2024**.
  - Bands 8+ | Female representation **grew in 2022 (45.05%)** but has since **declined to 41% (2024)**.

#### **Key takeaways:**

- Women are progressing into mid-level roles (Bands 5-7), but senior leadership (Bands 8+) remains male-dominated.
- Field Operations and Support Staff have the lowest female representation in senior roles.
- Ad hoc roles are overwhelmingly predominantly male, with female representation dropping sharply.
- 111 & EOC is leading in gender balance at senior levels.

## Mean and media gender pay gap in hourly pay

	31st March 2019		31st March 2020		31st March 2021		31st March 2022		31st March 2023		31st March 2024	
Gender	Mean Hourly Rate	Median Hourly Rate										
Male	£14.52	£13.71	£15.78	£14.85	£17.22	£16.04	£18.10	£16.93	£19.13	£17.74	£20.19	£18.74
Female	£13.22	£11.96	£14.37	£13.17	£15.50	£14.26	£16.12	£15.09	£17.22	£16.23	£18.10	£17.05
Difference	£1.30	£1.75	£1.42	£1.68	£1.72	£1.78	£1.98	£1.84	£1.90	£1.52	£2.08	£1.69
Pay Gap %	8.95%	12.77%	8.99%	11.30%	9.98%	11.09%	10.92%	10.89%	9.96%	8.54%	10.32%	9.04%
Difference per £	£0.91	£0.87	£0.91	£0.89	£0.90	£0.89	£0.89	£0.89	£0.90	£0.91	£0.90	£0.91

### Overall Mean v/s Median average hourly rate: 31<sup>st</sup> March 2024

Mean average hourly rate		Median average hourly rate	
	£20.19		£18.10
<b>10.32% difference</b>		<b>9.04% difference</b>	
This means that <b>women earned 90p</b> for every £1 that men earnt when comparing mean hourly wages.		This means that <b>women earned 91p</b> for every £1 that men earnt when comparing median hourly wages.	

- Table 4 shows that the Trust continues to see an annual increase in the mean hourly rate for both males and females, as well as a growth in the mean difference. This figure is impacted by colleagues with very high or very low salaries.
- There was an increase in the Median pay gap %. 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 more men in higher level roles than women.
- Both sets of figures indicate that we continue to have a gender pay gap at the organisation.

#### **Mean Hourly Rate:**

The mean pay gap is calculated by finding the average hourly rate for both genders. In this case, the mean pay gap suggests that, on average, males earn £2.09 more per hour than females. This represents a pay gap of 10.32% and is an increase on last year, which was 9.96%.

#### **Median Hourly Rate:**

The median pay gap is calculated based on the middle values of hourly rates. Here, the median pay gap indicates that the middle-earning male worker earns £1.69 more per hour than the middle-earning female worker. This represents a pay gap of 9.04%, which is an improvement on last year's 8.54% gap.

#### Mean vs. Median:

The mean is the average, while the median is the middle value. The fact that the mean pay gap is slightly higher than the median pay gap suggests that there might be some significant differences in the distribution of salaries, with a few high earners potentially influencing the mean.

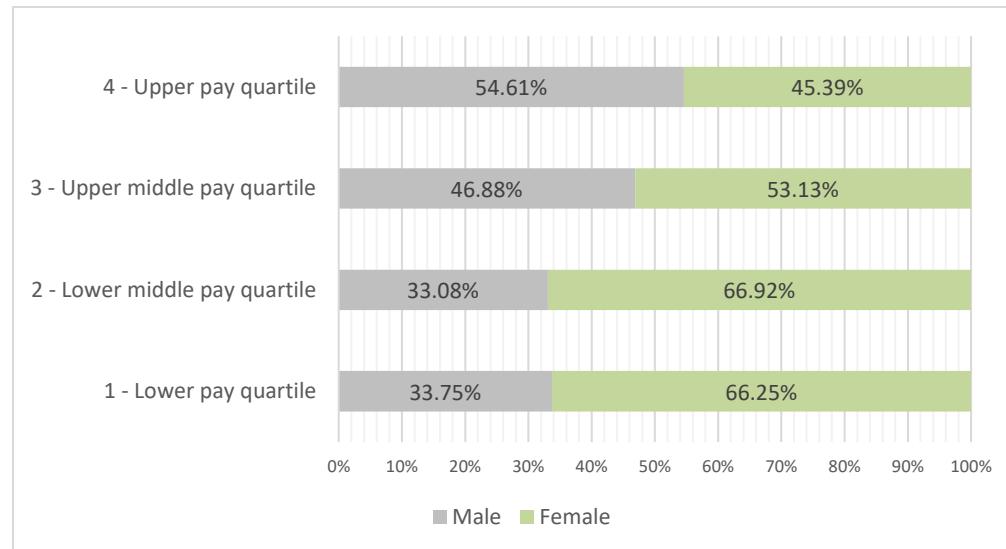
#### Magnitude of the Gap:

Both the mean and median differences in hourly rates between male and female workers are relatively small, but even small differences can have significant implications when applied to a large workforce over time.

## Mean and median bonus gender pay gap

No bonus payments were made during the period between 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.

## Proportion of males and females in each pay quartile



- The figures show a ranking of our employees from the highest to the lowest paid, dividing this into equal quartiles and providing a percentage breakdown of the number of males and females in each of these.
- For the fourth year running, the biggest variances are within the lower pay quartiles. Lower banded roles continue to offer more opportunities to work flexibility, which is oftentimes more attractive.
- As has been the case for the last few years, the only pay quartile where there are more male colleagues than female colleagues is in the Upper pay quartile.

Quartile	2021				2022				2023				2024			
	Female Headcount	Male Headcount	Female %	Male %	Female Headcount	Male Headcount	Female %	Male %	Female Headcount	Male Headcount	Female %	Male %	Female Headcount	Male Headcount	Female %	Male %
1 - Lower pay quartile	695	410	62.90	37.10	706	379	65.07	34.93	754	371	67.02	32.98	799	407	66.25	33.75
2 - Lower middle pay quartile	671	435	60.67	39.33	664	393	62.82	37.18	683	443	60.66	39.34	710	351	66.92	33.08
3 - Upper middle pay	541	565	48.92	51.08	532	581	47.80	52.20	592	534	52.58	47.42	714	630	53.13	46.88
4 - Upper pay	457	649	41.32	58.68	477	608	43.96	56.04	501	624	44.53	55.47	551	663	45.39	54.61
<b>Total</b>	2364	2059	53.45	46.55	2379	1961	54.82	45.18	2530	1972	56.20	43.80	2774	2051	231.69	168.32

## Further considerations

### 1. Gender balance at senior levels

- Despite overall female workforce growth, women remain underrepresented in Bands 7 and above (except Band 9).
- The trend of a predominantly male workforce in senior roles continues, indicating that more work needs to be done to improve leadership pipelines for the female workforce.

### 2. Structural pay gap influences

- The mean pay gap (10.32%) and median pay gap (9.04%) show that men consistently earn more per hour than women.
- This suggests that when women progress within the organisation, they are not advancing into the highest-paying roles at the same rate as men.

### 3. Impact of workforce composition

- A significant portion of female employees (over 32.5%) are concentrated in lower pay quartiles.

- This trend suggests that pay disparities are partly driven by role distribution rather than direct pay inequality.

#### 4. **Retention & career progression**

- The steady decline in male workforce representation may indicate that men are either leaving at a higher rate or not being recruited at the same level as women.
- The challenge is to ensure that women's increased participation translates into equitable career progression.

#### 5. **Flexible working & career advancement**

- Lower pay bands offer greater flexibility, making them more attractive to women.
- However, consideration should be given to improve flexible working options for more senior roles to attract more women into these leadership positions.

### **Combined equality action plan & Next steps**

<b>CEAP Action</b>	<b>Impact on Gender Pay Gap</b>
Breaking the "Band 7 Ceiling"	Increases the number of women in <b>higher-paid senior roles</b> (Band 8-9+).
Leadership Accountability	Ensures that gender pay <b>equity is a leadership priority</b> .
EDI Forum on Pay Equity	Provides <b>ongoing monitoring</b> of gender pay progress
Flexible Working in Senior Roles	Enables more women to <b>access leadership roles without work-life sacrifices</b> .
Promotion Transparency	Reduces hidden biases in <b>career progression</b> .