

Pay, Gender,
Disability and
Ethnicity Pay Gap
Report
2025



South East Coast
Ambulance Service
NHS Foundation Trust



PAY GAP REPORT 2025

Gender, Disability and Ethnicity



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A message from our CPO and CEO

Message from the Chief People Officer

I am pleased to introduce SECAMB's Gender, Disability and Ethnicity Pay Gap Report, which provides an overview of differences in average earnings across our workforce. Pay gap reporting helps us as an organisation to understand patterns in representation, progression and pay distribution, rather than highlighting issues of equal pay for equal work, which are safeguarded within the NHS through Agenda for Change job evaluation processes.

This report allows us to examine where structural imbalances may exist across gender, disability and ethnicity, and to better understand the factors that influence how colleagues enter, progress and develop within our organisation.

Transparency in reporting is an important part of our commitment to equity, inclusion and accountability, and helps guide the actions we take to create a fair and supportive working environment for everyone.

SECAMB remains committed to strengthening representation, supporting inclusive recruitment, investing in staff development and using workforce data to inform meaningful action through our Equality, Diversity and Inclusion Plan.

I confirm that the information contained within this report is accurate and reflects a snapshot of our workforce as at 31 March 2025.

Sarah Wainwright
Chief People Officer



Message from the Chief Executive Officer

At SECAMB, our people are at the heart of everything we do.

Building a workforce that reflects the communities we serve and where every colleague feels valued, respected and able to thrive is essential to delivering high-quality care across Kent, Surrey and Sussex.

This Gender, Disability and Ethnicity Pay Gap Report forms an important part of our commitment to transparency and continuous improvement. By analysing our workforce data, we can better understand how representation and progression across our organisation may influence pay outcomes and identify where further action is required.

We know that creating a truly inclusive organisation requires sustained focus and collaboration. Through our EDI Plan, staff networks, inclusive recruitment approaches and leadership development initiatives, we are working to ensure that every colleague has equitable opportunities to grow, develop and contribute to the future of our Trust.

By continuing to examine and learn from this data each year, we strengthen our ability to build a culture where fairness, inclusion and opportunity are fundamental to how SECAMB operates.

Simon Weldon
Chief Executive Officer



Overview



Purpose

The pay gap report is a measure of workplace disadvantage and is calculated in terms of a comparison between average hourly rates of pay.

All organisations in the UK with more than 250 employees are required by law (Equality Act, 2010 and 2017 Regulations) to produce and publish their gender pay gap report annually. Historically there have been sizeable gaps in pay between men and women and this law was introduced to reduce this unfairness.

Reporting on the ethnicity and disability pay gaps currently remains voluntary, and progressive organisations who are committed to driving fairness at work are increasingly reporting on this.

SECAmb is working hard to create a fair and inclusive organisation, where people feel that they are treated well and are valued. In line with this, we are reporting on all three pay gaps for 2025.

Methodology

Data is collated and taken from Employee Staff Records (ESR) and provides validity due to the high level of data completeness. This data is accurate as of 31st March 2025.

Pay gaps are measured by looking at the difference between the average (mean or median) earnings of a particular demographic against another and is expressed as a percentage of earnings. The data also includes part-time staff data.

For the calculations, we include basic pay, allowances, pay for leave and shift premium pay, and do not include overtime. Due to how pay gaps are calculated, differences can be a result of contract type, distribution across Agenda for Change pay bands and progression, retention or recruitment rates.

Definitions

All information within this report represents a percentage of staff who have shared their gender, ethnicity and disability on the ESR system.

The data for 'gender' is representative of those staff who identify as male or female.

Ethnicity data is based on the ONS Census categories for ethnicity.

Disability represents data related to any individual with a condition of the body or mind that makes it more difficult for them to do certain activities or interact with the world around them.



Our Strategic Equality Objectives



To achieve the work set out in the Trust's Strategy (2024-2029), we have developed our EDI Plan across 4 EDI focus areas, which will contribute to the delivery of our vision and goals.

Our Strategy states:-

“SECamb’s Trust Strategy (2024–2029) sets a clear ambition to create an inclusive and equitable workplace where all colleagues feel valued, supported and able to progress in their careers. The strategy commits the organisation to promoting and championing diversity within our workforce and ensuring that SECamb is a truly inclusive place to work and care.

Our values of Kindness, Integrity and Courage further reinforce expectations that colleagues are treated fairly and respectfully, and that we stand up for what is right. These commitments underpin our continued focus on addressing inequalities in representation, career progression and pay across the organisation”

01 Staff networks
empowering staff voice and enabling employees to shape future services.

02 Inclusive recruitment
Representative, accessible workforce rooted in local communities.

03 Staff development
personalised career support, retention and structured development for all staff

04 Data insights
data-driven workforce planning, culture change and accountability

Key Findings



1



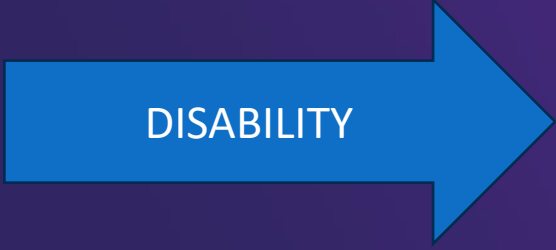
GENDER

58.57%
of our workforce are
women



For every £1 that male
staff earn, female staff
earn 91p

2



DISABILITY

12.3%
of our workforce
identified themselves
as having a disability



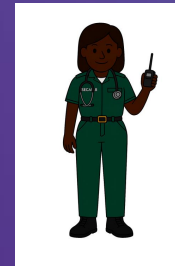
For every £1 that non-
disabled staff earn,
disabled staff earn 99p

3



ETHNICITY

8.3%
of our workforce are
from an ethnic minority
background



For every 99p that
white staff earn, those
with an ethnic minority
background earn £1

Our progress in 2025



This report presents an analysis of the Gender, Disability and Ethnic pay gap data for SECAmb, with a focus on understanding disparities relating to gender, disability, and ethnicity across the organisation.

Understanding the extent of pay disparities among different demographic groups is crucial in recognising and addressing inequalities and ensuring appropriate steps are taken to reduce the disparities.

Gender

Women represent 58.57% of the SECAmb workforce. Our analysis shows that for every £1 that male staff earn, female staff earn 91p.

While this reflects a modest gender pay gap, it remains broadly consistent with national trends and reflects patterns of representation across different roles and pay bands within the organisation. We remain committed to continuing to reduce this gap over time.

Disability

12.3% of our workforce identify as having a disability. Our analysis shows that for every £1 that non-disabled staff earn, disabled staff earn 99p.

This indicates a very small difference in average earnings and suggests a broadly equitable distribution of pay across the workforce for disabled colleagues.

Ethnicity

8.3% of our workforce identify as being from an ethnic minority background.

Our analysis shows that for every 99p earned by white staff, those staff with an ethnic minority background will earn £1.

This indicates that, on average, there is no negative ethnicity pay gap within the organisation.

Pay gap differences can indicate a number of structural factors that organisations need to consider, including the distribution of staff across pay bands, the types of roles and contracts within the workforce, progression opportunities, and wider factors relating to recruitment, development and retention. By analysing our pay gap data each year, SECAmb aims to better understand these patterns and continue addressing the factors that may influence workforce representation and career progression.

Through our Equality, Diversity and Inclusion Plan, strengthened staff networks, inclusive recruitment practices and targeted development opportunities, we remain committed to creating a workplace where all colleagues have equitable opportunities to develop, progress and thrive.

GENDER PAY GAP INTRODUCTION



The Gender Pay Gap measures the difference in average earnings between men and women across the organisation. It is not about equal pay for equal work, but rather reflects the distribution of men and women across different roles and pay bands. SECamb has reported on the Gender Pay Gap for several years and remains committed to creating a fair, inclusive and supportive workplace for colleagues of all genders, supported by strong leadership and active staff networks, including the Gender Equality Network (GEN).

Our 2025 data shows continued improvement, with the mean gender pay gap reducing from 10.32% in 2024 to 8.85% in 2025, and the median gap reducing from 9.04% to 8.31%. These positive changes reflect the impact of sustained action to support women's progression, alongside a broader focus on creating inclusive opportunities across the Trust. We have also seen encouraging progress at senior levels, including a significant increase in women at Band 9, demonstrating the impact of targeted leadership development initiatives.

This progress has been supported through a range of initiatives aimed at strengthening confidence, capability and progression opportunities for women. These include the Springboard Development Programme, the Aspiring Women Leaders Network, and wider EDI-led activity such as mentoring, inclusive recruitment practices and support for colleagues with caring responsibilities. Together, these interventions are helping to create a more supportive environment where women can develop and progress into leadership roles.

While these improvements are encouraging, we recognise that there is more to do, particularly in addressing the distribution of women across some pay bands and senior roles.

The following slides provide a more detailed breakdown of the data, alongside further insight into the actions we are taking to continue reducing the gender pay gap and strengthening equity across the Trust.

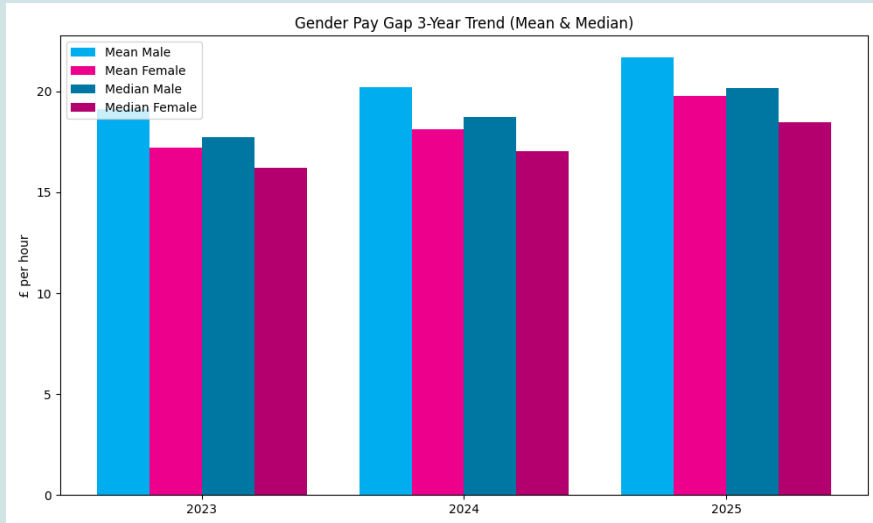
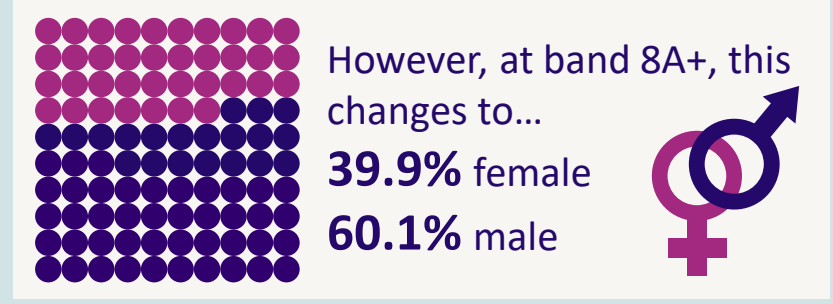
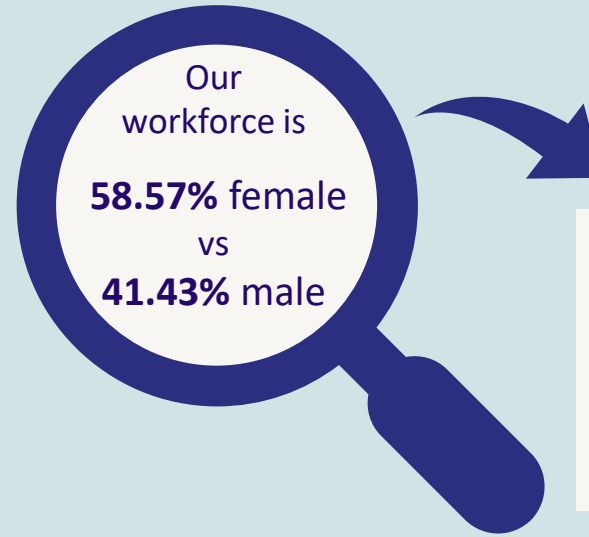


Main Findings - GENDER PAY GAP

Source: Gender Pay Audit Report 2025/26



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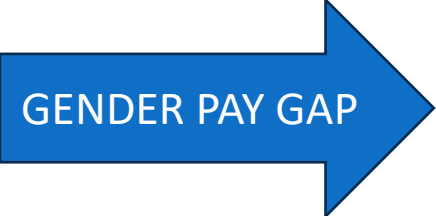


8.85% mean pay gap

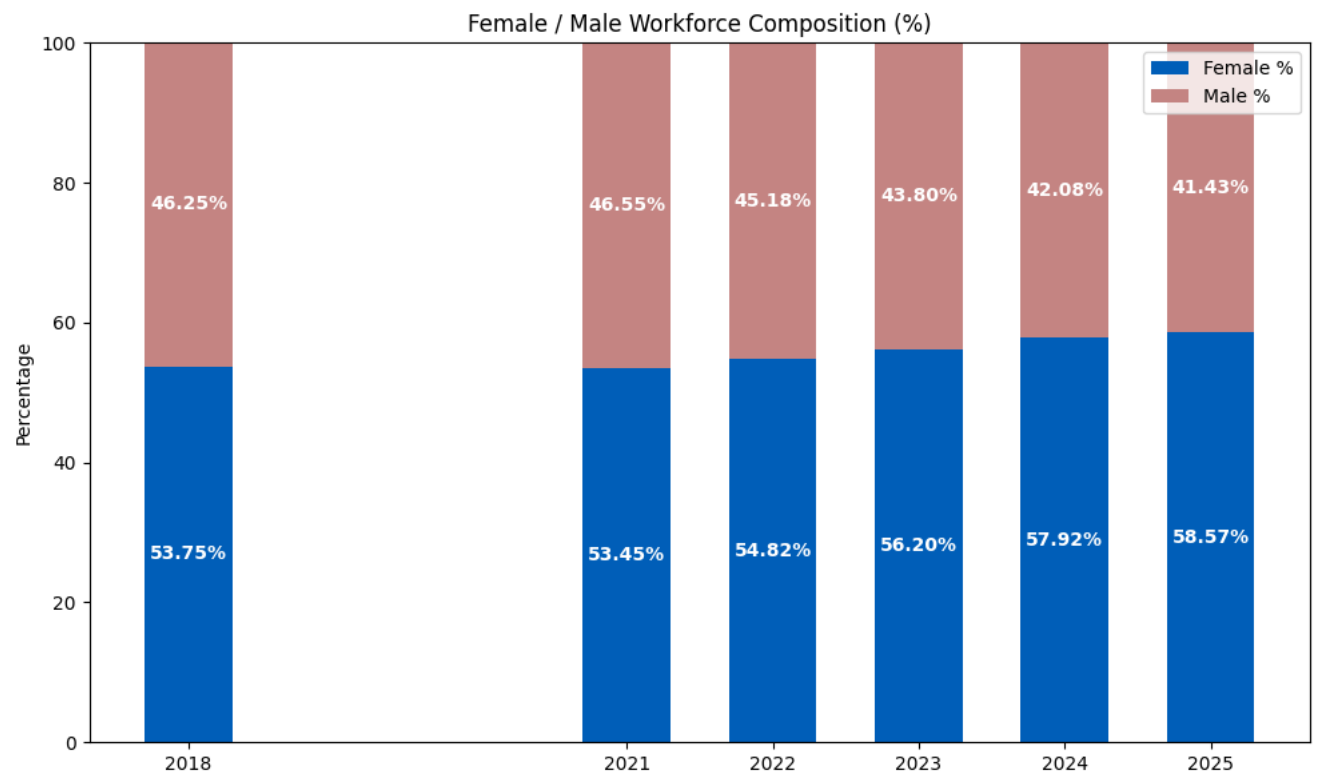
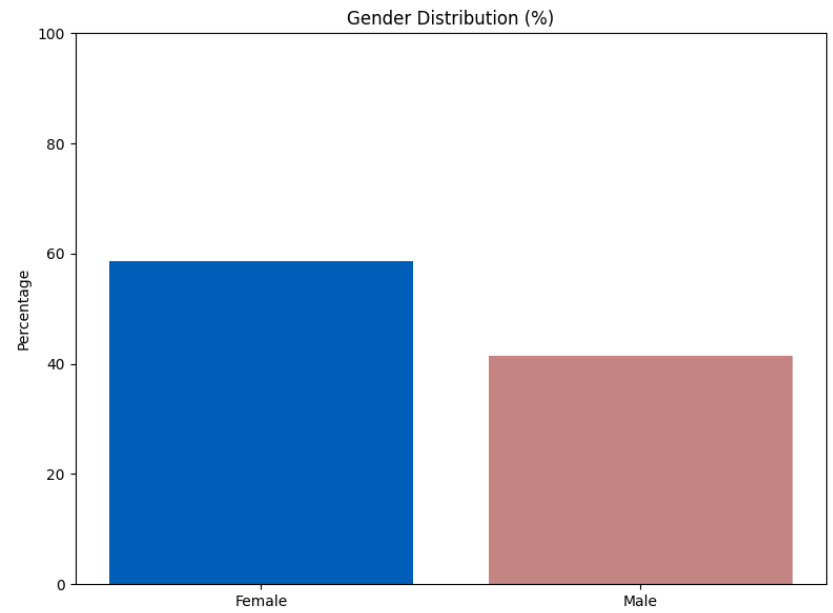
Women earned 91p for every £1 that men earned per hour.

We continue to see an annual increase in the mean and median hourly rate for both males and females (3 year trends attached) and a growth in the mean difference - figure impacted by colleagues with very high or very low salaries.

(Median pay gap is £8.31%. Women earned 91p for every £1 that men earned per hour)



Setting The Scene | Overall Staff Composition as at 31st March 2025



Our data for this submission period (as at 31st March 2025) shows that the Trust workforce consisted of 2920 females (58.57%) and 2065 males (41.43%), which totalled 4985 employees.

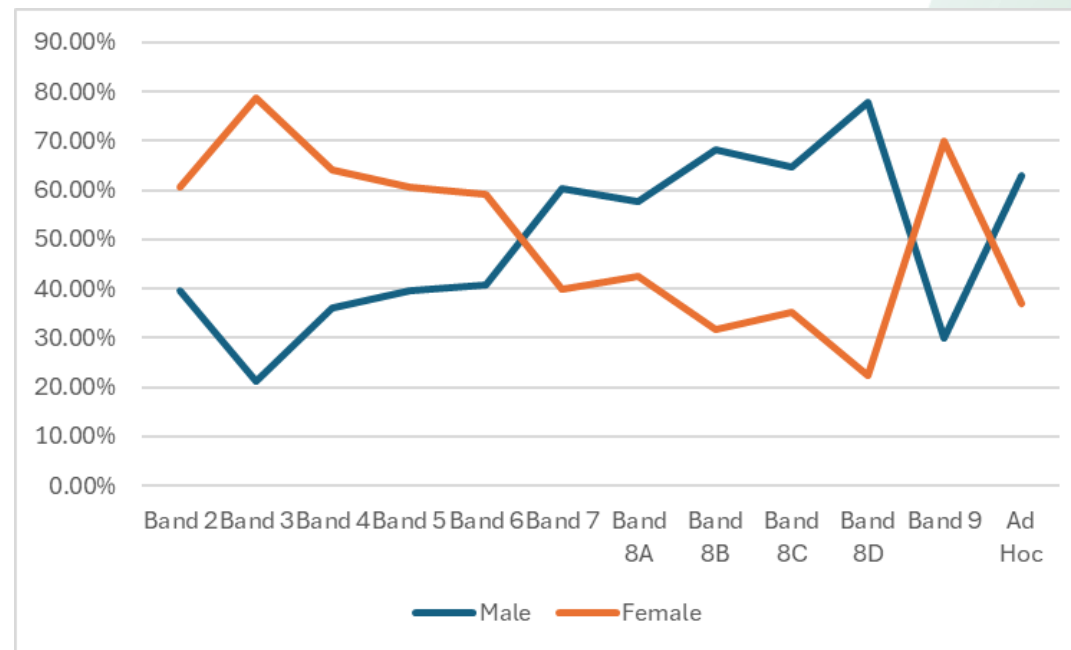
There was an increase of 160 employees between 31st March 2024 and 31st March 2025. During the same period, there was a 0.65% increase in the female workforce.

Our female workforce continues to grow year on year, and we have seen a reduction in our male workforce (as a percentage) for five consecutive years.

**Workforce data from 31 Mar 2025*

Setting the Scene | Staff Gender Composition by Band as of 31st March 2025

Band	Female	Male	Total
Band 2	26	17	43
Band 3	484	130	614
Band 4	651	367	1018
Band 5	861	562	1423
Band 6	752	519	1271
Band 7	235	356	591
Band 8 - Range A	50	68	118
Band 8 - Range B	14	30	44
Band 8 - Range C	6	11	17
Band 8 - Range D	2	7	9
Band 9	7	3	10
Ad Hoc Salary	10	17	27



Even though the overall workforce represents 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 ad-hoc salaries), with the exception of Band 9, there are fewer females than males in all the bands. At Band 9, we now have seven female staff. This is a 233% increase compared to the previous year.

*Ad-hoc salary: Anyone whose salary is not covered under Agenda for Change, e.g. VSMs

Setting the Scene | Staff Gender by band as of 31st March 2025

All Staff	2021		2022		2023		2024		2025		Mal %
	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	
Bands 2-4	63.23%	36.77%	31.95%	31.95%	60.65%	31.92%	61.92%	61.62%	61%	61.5%	584%
Bands 5-7	46.72%	63.29%	50.66%	49.34%	50.58%	49.34%	60.54%	49.35%	47%	48.7%	437%
Bands 8+	36.75%	63.25%	64.46%	64.74%	80.46%	60.30%	39.50%	62.50%	81%	82.4%	37.0%
Ad hoc	0.00%	10.00%	19.07%	10.00%	10.00%	10.00%	19.00%	10.00%	81%	82.46%	62.46%
Operations - Field	2021		2022		2023		2024		2025		Mal %
	Female	Male %	Female	Male %	Female	Male %	Female	Male %	Female	Male %	
Bands 2-4	54.61%	45.39%	57.95%	42.05%	58.34%	41.66%	59%	41%	59%	41%	45%
Bands 5-7	46.37%	53.53%	47.37%	52.09%	41.61%	45.51%	55%	47%	47%	43%	55%
Bands 8+	21.63%	78.37%	76.37%	20.65%	78.37%	20.85%	80%	80%	50%	80%	90%
Ad hoc	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	00%	00%	00%	00%	00%
Operations - ~ 1H & EOC**	2021		2022		2023		2024		2025		Mal %
	Female	Male %	Female	Male %	Female	Male %	Female	Male %	Female	Male %	
Bands 2-4	73.48%	26.52%	26.91%	20.79%	78.96%	21.57%	73%	23%	26%	26%	21%
Bands 5-7	60.60%	39.40%	39.40%	33.41%	60.54%	80.91%	39%	34%	39%	20%	20%
Bands 8+	37.50%	62.50%	60.65%	30.89%	60.50%	80.00%	30%	20%	20%	80%	80%
Ad hoc	0.00%	96.97%	100.00%	80.00%	100.00%	100.00%	00%	00%	80%	30%	71%
Support Staff	2021		2022		2023		2024		2025		Mal %
	Female	Male %	Female	Male %	Female	Male %	Female	Male %	Female	Male %	
Bands 2-4	78.11%	24.89%	70.15%	20.45%	70.15%	70.15%	70%	70.15%	71%	70.15%	70.15%
Bands 5-7	53.53%	46.47%	53.55%	46.47%	53.13%	46.47%	55%	53%	51%	71%	26%

All Staff – 5-Year Headline Summary

“Women remain the backbone of our workforce — but senior roles still tell a different story.”

Strong female majority across the organisation continues to grow year-on-year.

Bands 5–7 show real progress, with women increasingly moving into mid-level roles.

Senior roles (Band 8+ and Ad Hoc) remain predominantly male, though 2025 shows encouraging early shifts.

**Workforce data from 31 Mar 2025*

 **Operations – Field**

“Operational leadership is shifting — but men still dominate the top tiers.”

- Women form a stable majority in Bands 2–4, supporting frontline capacity.
- Bands 5–7 now show a rising female presence, reversing historic male majority.
- Band 8+ remains predominantly male, despite progress in 2025.

 **Operations – 111 & EOC**

“One of our most female-powered services — but senior roles show volatility.”

- Women consistently dominate Bands 2–7, rising steadily and reflecting strong representation.
- Senior roles (Band 8+) fluctuate sharply year-to-year due to small cohort size.
- 2025 drop in female leadership highlights a challenge in sustaining representation at top levels.

 **Support Staff**

“A strong female workforce with real progress into mid-band roles.”

- Bands 2–4 remain firmly female-majority and stable.
- Bands 5–7 show the most dramatic improvement: women rise from one-third to almost equal representation by 2025.
- Band 8+ remains steady with near parity but slightly male-majority.

 **Overall Conclusion**

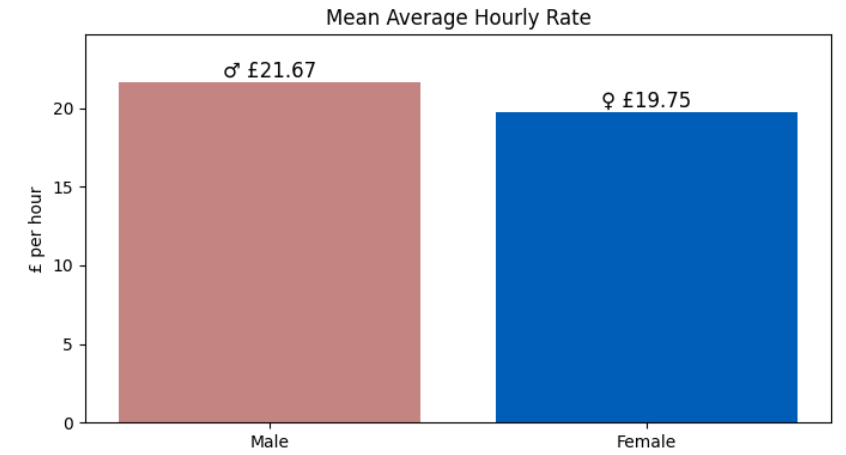
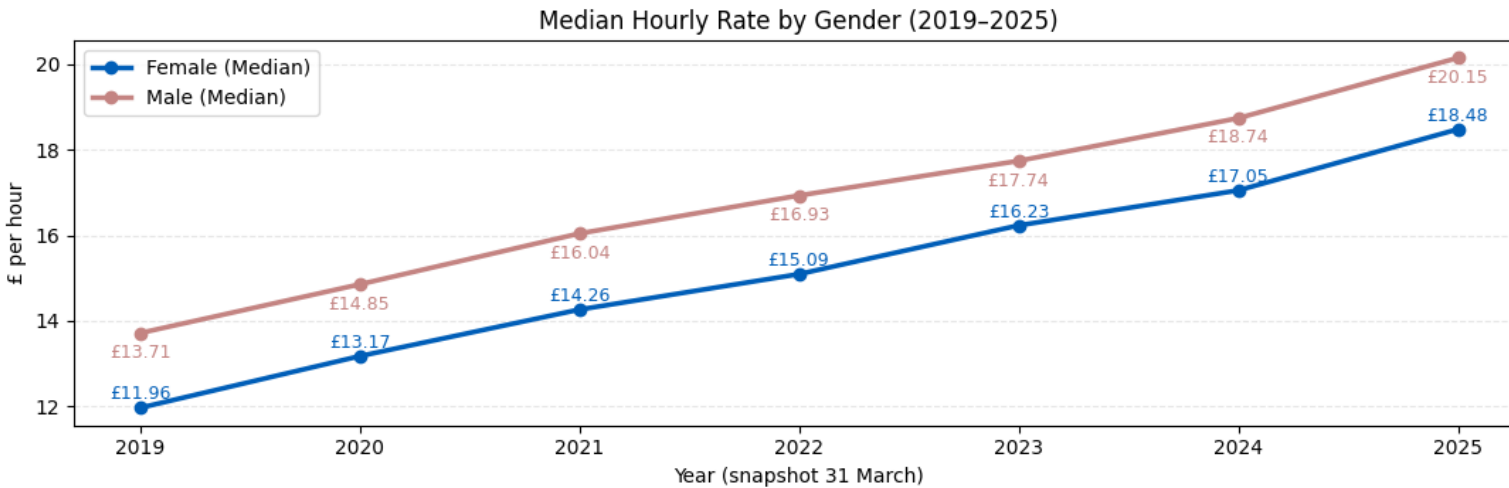
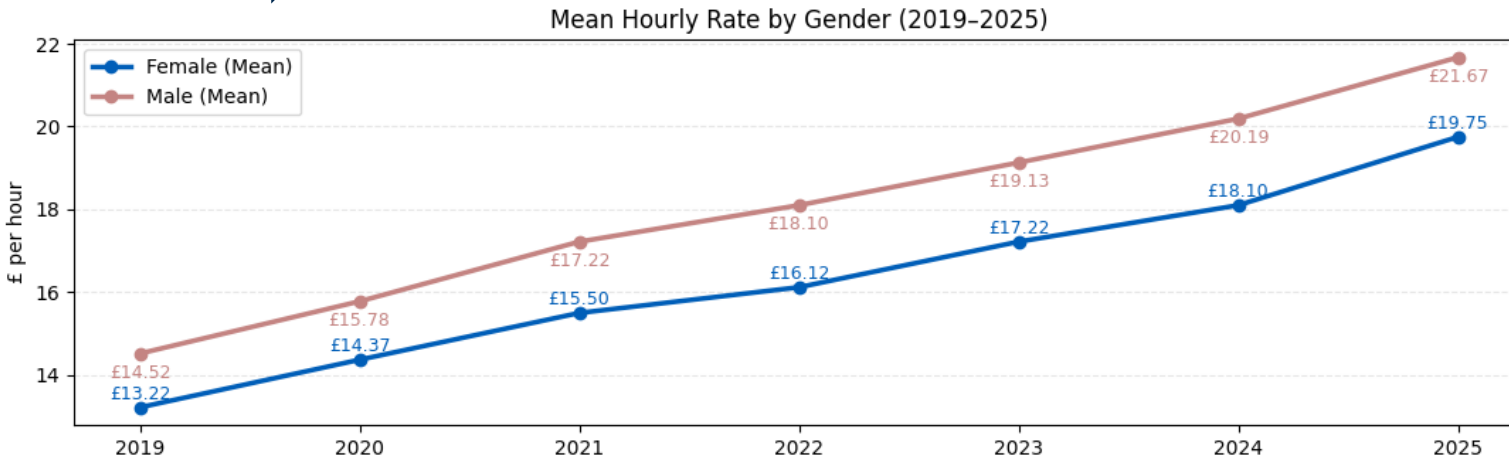
The data reflects an organisation where women are highly represented across most of the workforce, and where progress is being made in mid-tier roles.

However, the pay gap remains primarily driven by women’s under-representation in the highest-paid senior roles, a structural pattern consistent across all five years.



Targeted action to support, develop and retain women into senior operational and corporate leadership roles will yield the greatest long-term impact on reducing the gender pay gap.

GENDER PAY GAP

Calculation 1 & 2 | Mean & Median Gender pay gap in hourly pay





Mean average hourly rate

	£21.67		£19.75
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8.85% difference

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

Median average hourly rate

	£20.15		£18.48
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8.31% difference

This means that women earned 91p for every £1 that men earned when comparing median hourly wages.

*Workforce data from 31 Mar 2025

Calculation 1 Continued | Mean & Median Gender pay gap in hourly pay

	Mean Hourly Rate	Median Hourly Rate
Male	£21.67	£20.15
Female	£19.75	£18.48
Difference	£1.92	£1.67
Pay Gap %	8.85%	8.31%

The mean gender pay gap is 8.85%, while the median gender pay gap is 8.31%, meaning that on average women earn approximately 8–9% less per hour than men across the organisation. This gap reflects the distribution of men and women across different pay bands and roles rather than differences in pay for the same work.

For the purposes of the calculation of mean and median pay, we include basic pay, allowances, pay for leave and shift premium pay; this does not include overtime.

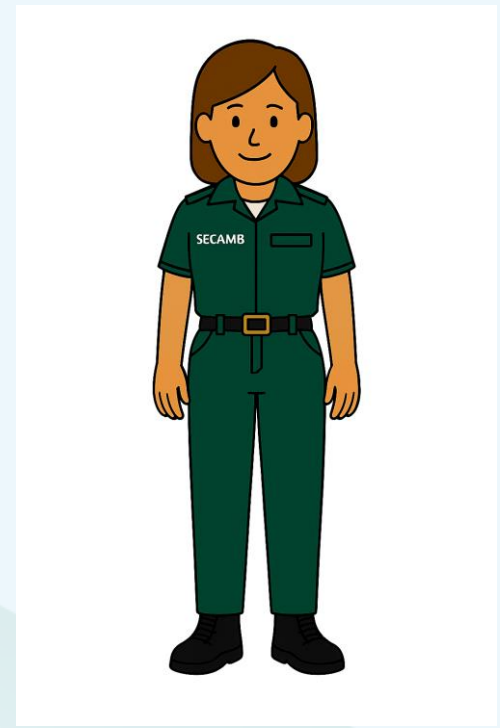
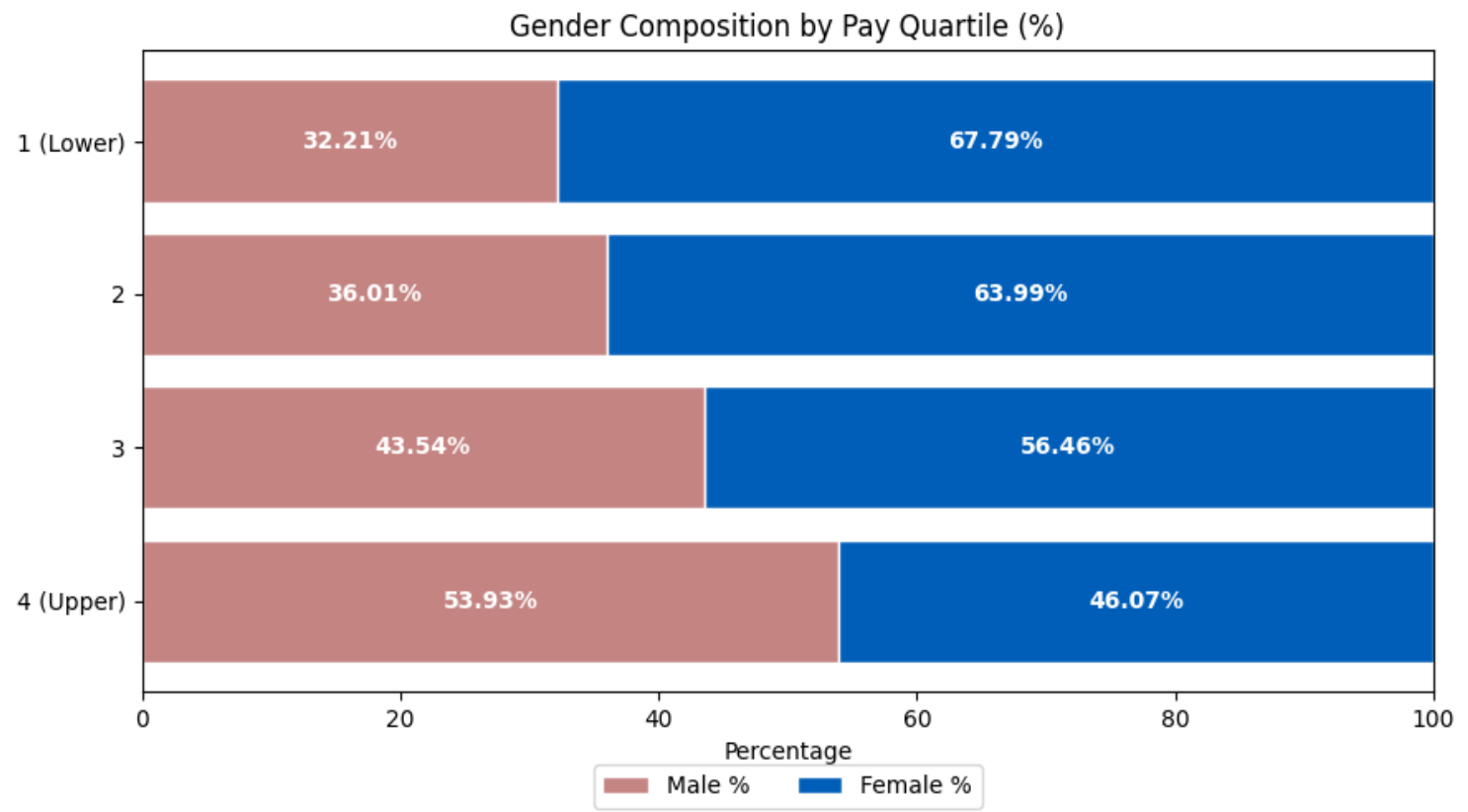
Data shows an hourly mean pay gap of **£1.92 (192 pence)** and a median pay gap of **£1.67 (167 pence)**.

When comparing mean hourly pay, the difference between male and female hourly earnings is **192 pence**, meaning that for every **£1 a male earns, a female earns approximately 91 pence**.

*Workforce data from 31 Mar 2025

GENDER PAY GAP

Calculation 6 | 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.

Quartiles allow us to better understand representation by ensuring an equal number of employees in each section. From this data, we can clearly see female staff occupy over 50% from “lower” to “lower middle”, however males occupy 53.93% at upper quartile.

At SECAMB, female staff occupy 67.79% of the lowest paid jobs, whilst male staff occupy 53.93% of the highest paid jobs.

DISABILITY PAY GAP INTRODUCTION

This is the first year SECAmb has published a Disability Pay Gap Report, demonstrating our commitment to transparency, accountability and continuous improvement in equality, diversity and inclusion. The Disability Pay Gap measures the difference in average earnings between disabled and non-disabled colleagues and helps us understand whether there are structural inequalities within our workforce. Our aim is to use this insight to take meaningful action and ensure a fair and inclusive working environment for all.

Our 2025 data shows a small disability pay gap, with disabled colleagues earning 99p for every £1 earned by non-disabled colleagues (mean gap 0.97%, median gap 0.78%). This suggests a broadly equitable distribution of pay across the organisation. We have also seen encouraging progress in workforce representation, with 12.3% of colleagues now declaring a disability, up from 9% in 2024, indicating growing confidence in disclosure and a more inclusive culture.

This progress has been supported through a range of initiatives, including the introduction of the Reasonable Adjustments Policy (2025), strong partnership working with the enABLE Staff Network, and progress towards Disability Confident Level 2 accreditation. Feedback from the 2025 NHS Staff Survey also reflects this improvement, with 72% of colleagues with long-term conditions feeling supported, above the ambulance sector average. These actions demonstrate a clear commitment to improving the experience of disabled colleagues across the Trust.

While the overall pay gap is small, the data highlights areas for continued focus, particularly the under-representation of disabled colleagues in senior roles and variations across different disability groups.

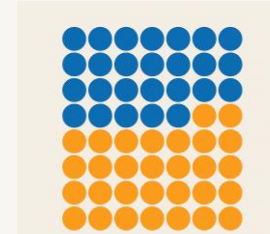
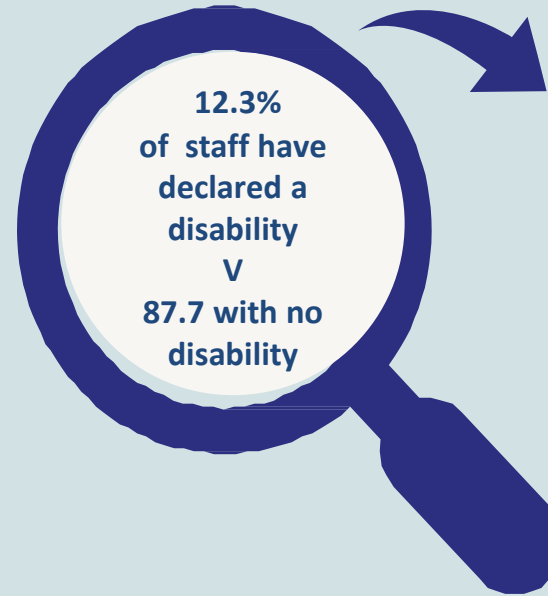
The following slides provide further detail on the data, alongside the actions we are taking to strengthen career progression, remove barriers and ensure all colleagues are supported to thrive within SECAmb.



Disability pay gap highlights – as at 31st March 2025



Disability Pay Gap



However, at band 8C,
this changes to...
20%

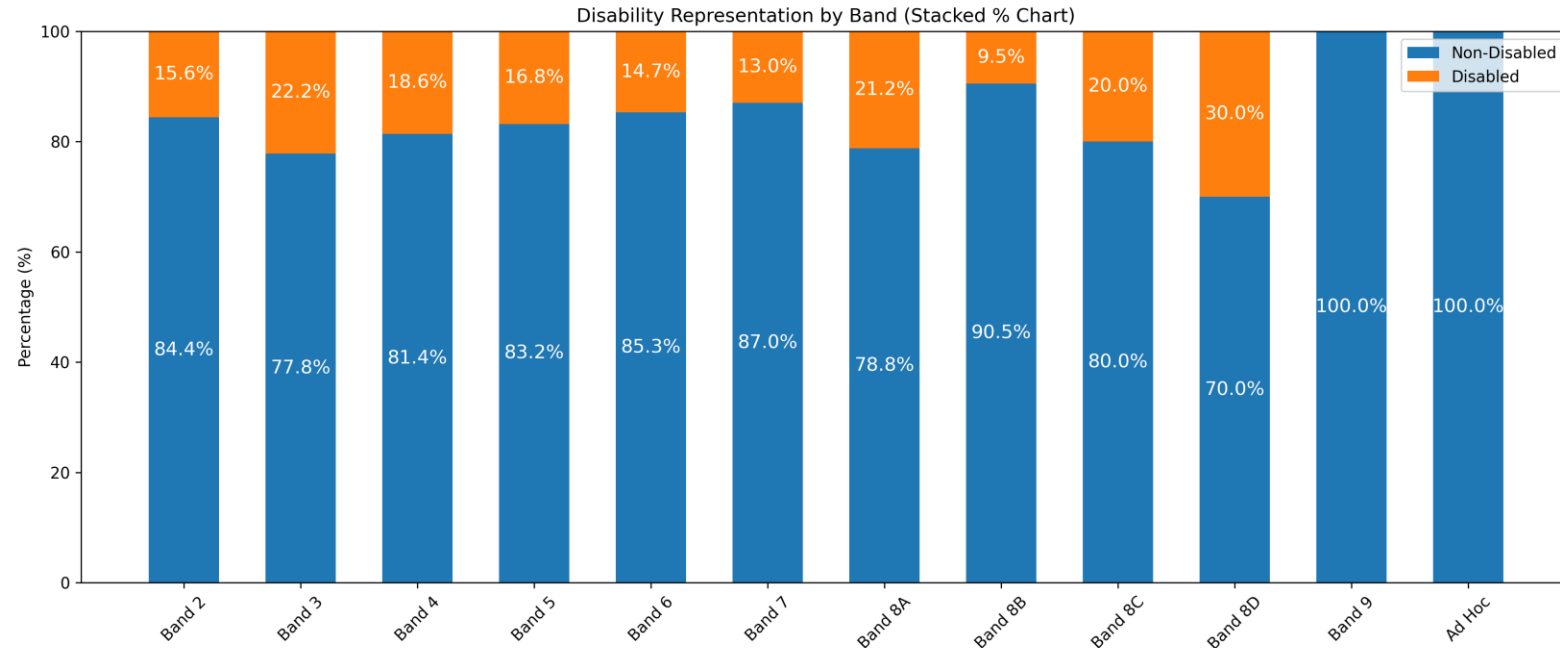
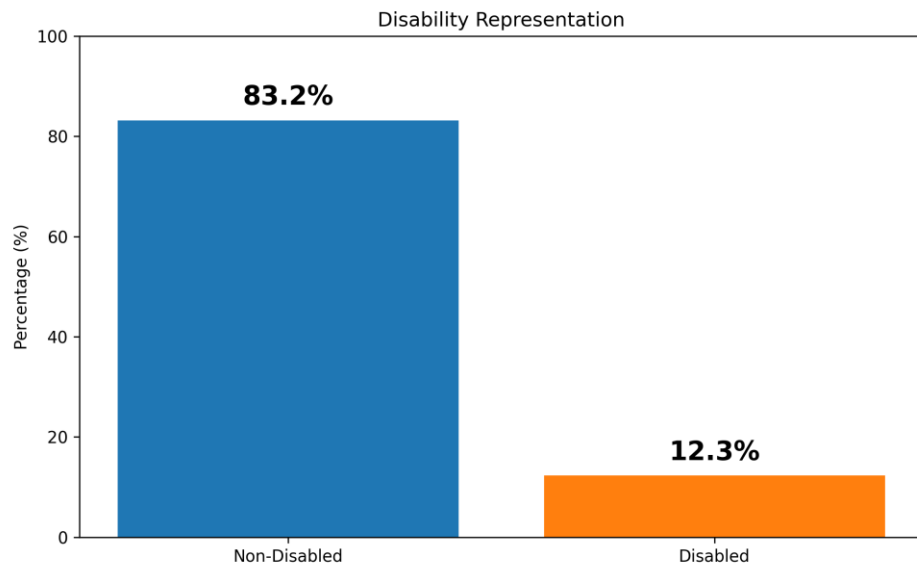


0.97% Mean pay gap

Disabled staff earned 99p for every £1 that non-disabled staff earned per hour.

The 0.78% median pay gap suggests that at the middle salary point, non-disabled employees are earning slightly more than disabled colleagues.

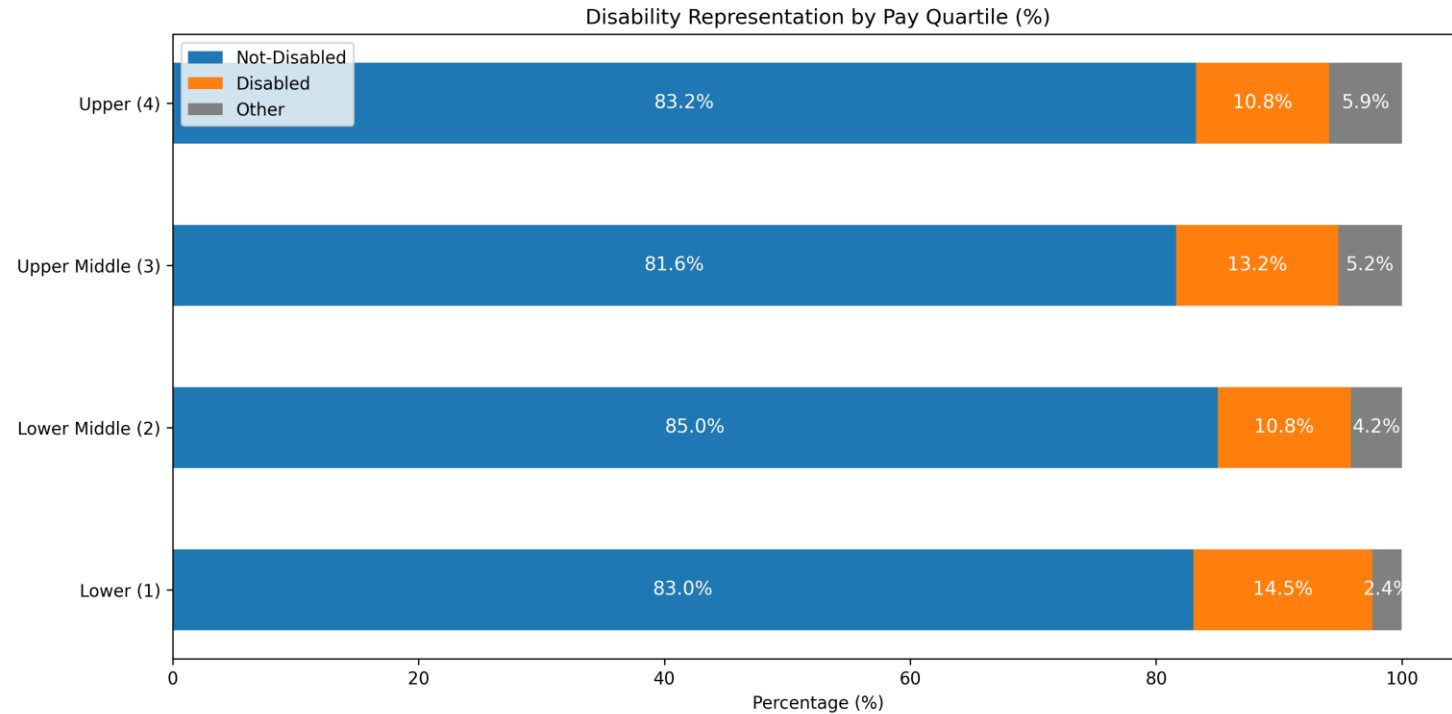
Disability - Setting The Scene | Overall Staff Composition and Banding as of 31st March 2025



Our data for this submission period (as at 31st March 2025) shows that the Trust workforce consisted of 4256 (83.2%) colleagues without a declared disability, compared with 864 (12.3%) colleagues with a declared disability (total workforce: 5347).

There are no colleagues at Band 9 or on Ad-hoc salaries who have declared a disability, which is contributing towards to the pay gap identified. Operations (Field) have the highest number of disabled colleagues in Bands 5-7.

Disability - Proportion of disabled and non disabled colleagues in each pay quartile as of 31st March 2025



The chart shows the distribution of disability declaration across the four pay quartiles. Overall, the workforce predominantly consists of colleagues who do not identify as disabled, with representation ranging between 81.6% and 85% across all quartiles. This level of consistency indicates that non-disabled colleagues are proportionately spread throughout the pay structure.

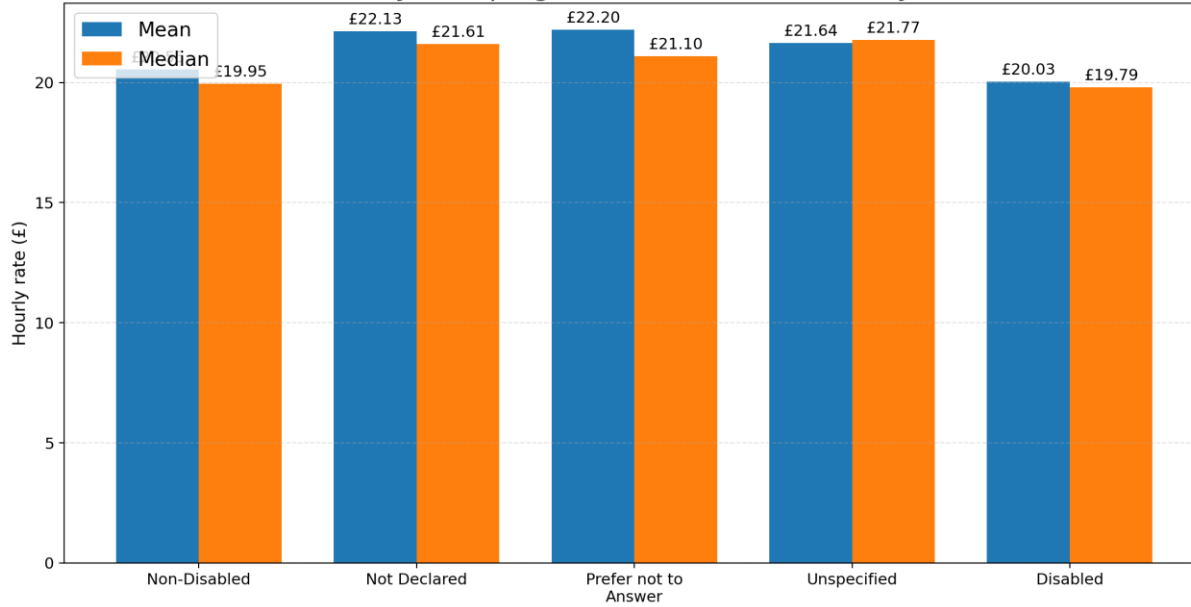
Disabled colleague representation remains relatively steady across the quartiles, fluctuating between 10.8% and 14.5%. The Lower Quartile (1) shows the highest proportion of disabled colleagues at 14.5%, suggesting stronger representation in the lower-paid segmentation of the workforce. In contrast, representation dips to 10.8% in both the Lower Middle (2) and Upper (4) quartiles. The difference is modest but notable, suggesting there may be potential structural or career-progression barriers influencing disabled colleagues' movement through the pay bands.

The category labelled 'Other', which captures employees who have not disclosed or prefer not to state their disability status, remains low across all quartiles (2.4% to 5.9%). This indicates that most colleagues are comfortable disclosing whether or not they identify as disabled, supporting confidence in the reliability of the data.

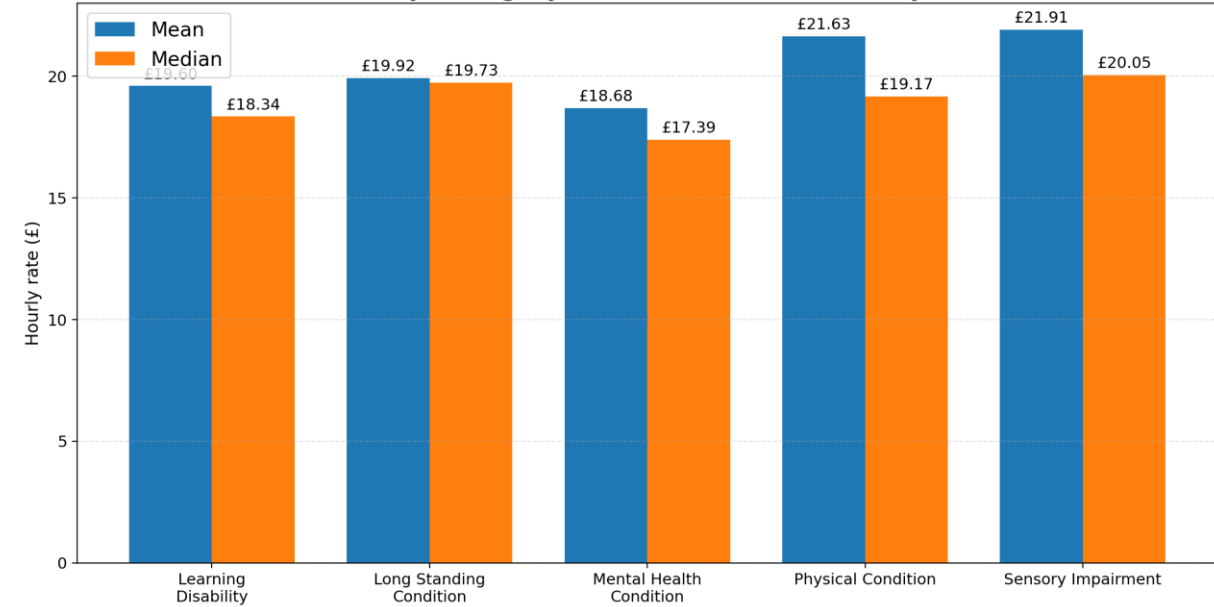
Taken together, the pattern shows a broadly stable distribution but with a slight concentration of disabled colleagues in the lowest-paid quartile. This highlights areas for further exploration, such as whether disabled colleagues are receiving equal access to development opportunities, progression routes, we know from our 2025 Staff Survey Results that 72% of staff with long term conditions felt supported compared to 68.6% for the sector and that our colleagues at SECAMB experience less discrimination than the ambulance sector (4.2% v5.1%). Strengthening support around career pathways and inclusive leadership could help improve representation consistency across the upper quartiles.

Disability | Mean & Median Disability pay gap in hourly pay

Disability Grouping - Mean vs Median Hourly Rate



Disability Category - Mean vs Median Hourly Rate



There is not a measurable disability pay gap within the organisation, with disabled colleagues earning less on average than non-disabled colleagues.

The pay gap persists across both mean and median measures, showing that the trend is consistent and not driven by outliers.

Certain disability categories face deeper pay disparities, particularly colleagues with mental health conditions and learning disabilities.

Patterns may reflect

- occupational segregation (e.g., disabled colleagues under-represented in higher-paid roles),
- reduced access to promotion opportunities,
- unequal distribution of development pathways,
- or differences in working patterns linked to health conditions.

These findings underline the importance of continuing the organisation's work on equity, inclusive leadership, reasonable adjustments, and targeted support for disabled colleagues. They also provide clear evidence to guide future action planning.

ETHNICITY PAY GAP INTRODUCTION

SECAmb is committed to creating a fair, inclusive and supportive workplace where colleagues from all backgrounds can thrive and progress. As part of this commitment, the Trust voluntarily reports its Ethnicity Pay Gap to promote transparency and better understand how pay is distributed across our workforce. The Ethnicity Pay Gap measures the difference in average earnings between white and ethnic minority colleagues and helps identify where action is needed to improve equality of opportunity. This work is supported through our Equality, Diversity and Inclusion (EDI) Plan and the Workforce Race Equality Standard (WRES).

Our 2025 data shows a **very small ethnicity pay gap**, with white colleagues earning **99p for every £1 earned by ethnic minority colleagues** (mean gap 0.61%), while the **median pay gap is -1.57%**, indicating that at the midpoint, ethnic minority colleagues earn slightly more. This suggests that there is no significant systemic disparity in pay. However, workforce data shows that **ethnic minority colleagues make up 8.3% of the workforce** and remain under-represented at senior levels, with higher representation in lower-banded roles.

This position reflects the impact of a range of initiatives aimed at improving inclusion, development and representation. These include programmes such as **Reverse Mentoring** and the **Ascend Leadership Programme**, which support ethnic minority colleagues to develop leadership capability, build confidence and access progression opportunities. Alongside this, continued focus on inclusive recruitment, engagement with staff networks and strengthening data quality supports a more informed and targeted approach to improving equity across the Trust.

While the overall pay gap is small, the data highlights that **differences are driven by representation across roles and seniority rather than unequal pay**. The Trust will continue to focus on improving progression pathways, increasing representation at senior levels and delivering against WRES and EDI action plans.

The following slides provide further detail on the data and outline the actions underway to ensure a more inclusive and equitable workforce for all.





Ethnicity Pay Gap



Our workforce is
89.6% White
Vs
8.3% BME
2.1% not stated

0.61% Mean pay gap
White staff earned 99p for every £1 that BME staff earned per hour.
-1.57% Median pay gap



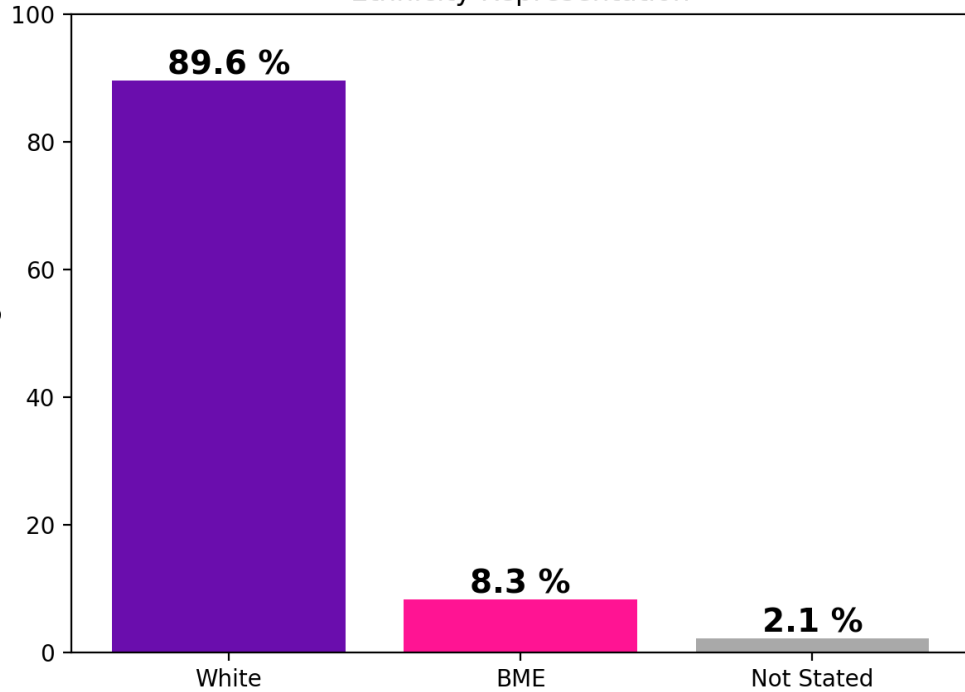
0.61% Mean pay gap

Staff with ethnic minority background earned £1 for every 99p that a white staff member earned per hour.

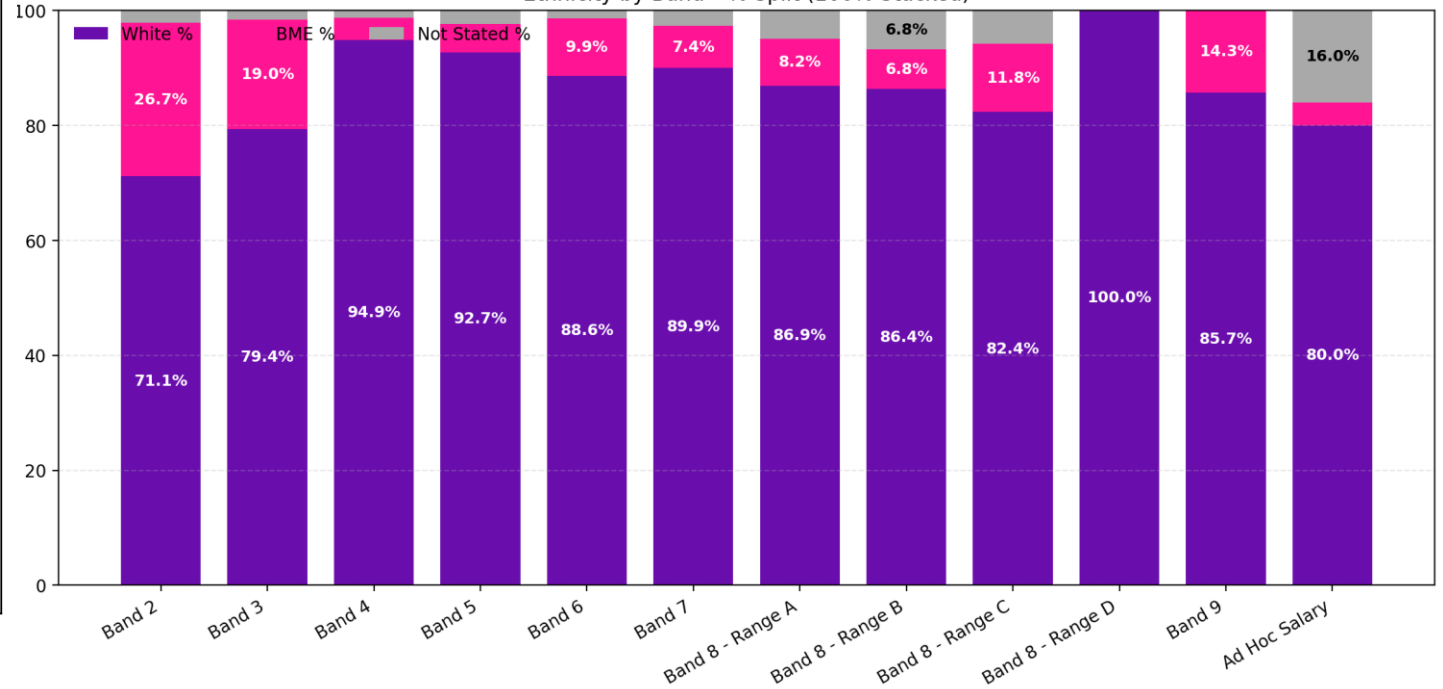
- The -1.57% median pay gap suggests that at the middle salary point, BME employees are earning slightly more than white colleagues.
- The biggest proportion of BME colleagues are within our lower quartile pay bands.
- BME colleagues have the lowest median hourly rate.

Ethnicity - Setting The Scene | Overall Staff Composition and Banding as of 31st March 2025

Ethnicity Representation



Ethnicity by Band - % Split (100% Stacked)



Our data for this submission period (as at 31st March 2025) shows that the Trust workforce consisted of 4794 (89.6%) white colleagues compared with 443 (8.3%) BME colleagues. 110 colleagues (2.1%) did not state their background. (Total workforce: 5347)

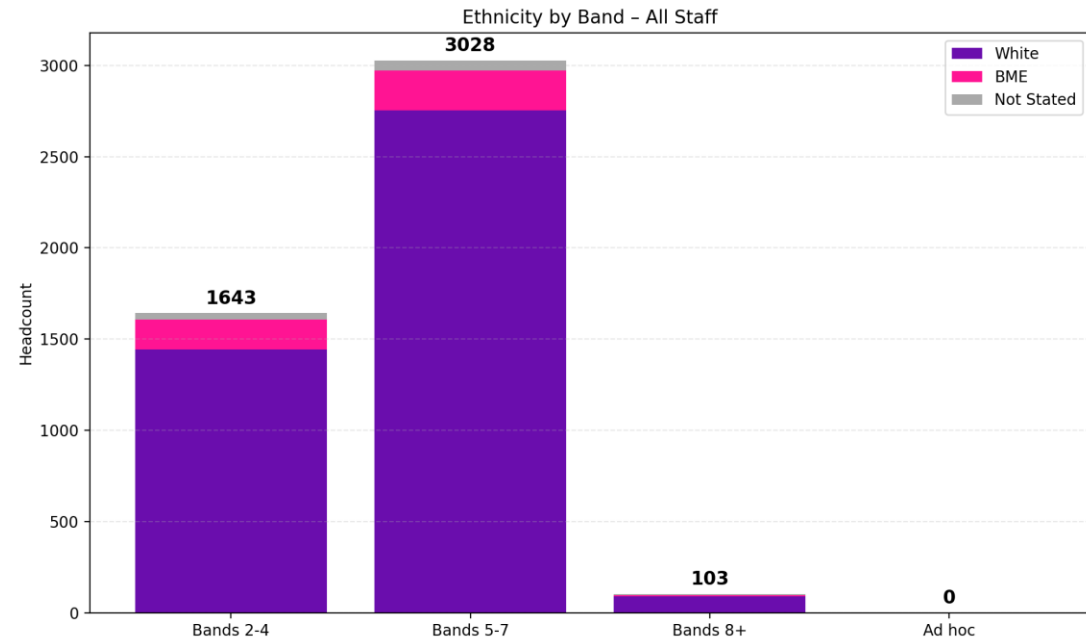
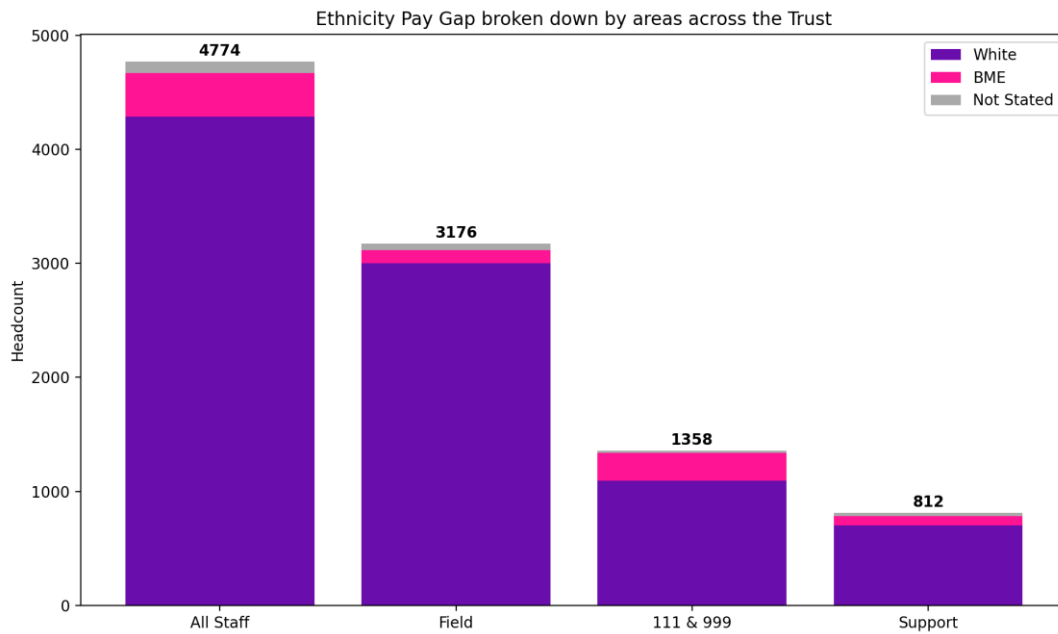
Representation varies by band, with higher proportions of BME staff in Bands 2–5 and lower representation at senior bands.

'Not Stated' ethnicity is low overall, but significantly higher among colleagues with ad-hoc salary (20%), indicating a key data-quality gap.

Targeted engagement is required to ensure staff update their ESR record which will improve accuracy of workforce ethnicity reporting.

*Workforce data from 31 Mar 2025

Setting the Scene | Ethnicity by Band as of 31st March 2025

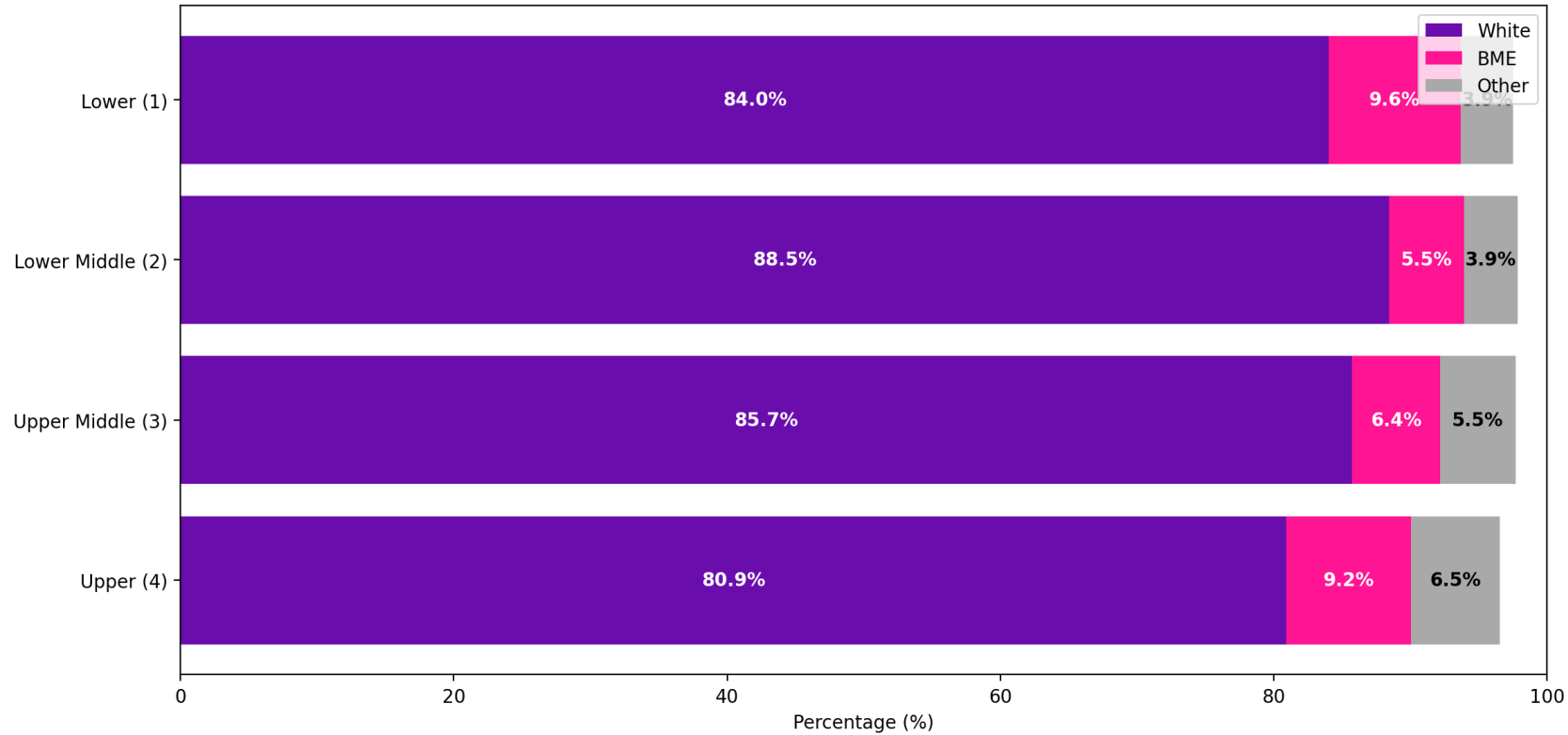


- Workforce composition varies significantly by area. The first chart shows that the majority of staff across all service areas are White, with the largest workforce located in the 'All Staff' and 'Field' groups.
- BME representation is present in all areas but highest proportionally within the 111 & 999 service, while Support Services show the smallest overall workforce numbers.
- “Not Stated” levels are low and do not materially affect interpretation.
- The grey segments across all areas remain small, demonstrating good levels of ESR recording of ethnicity. This strengthens the reliability of the representation data shown.

*Workforce data from 31 Mar 2025

Ethnic - Proportion of Ethnic and White colleagues in each pay quartile as of 31st March 2025

Proportion of Ethnic and White Colleagues in Each Pay Quartile (31 March 2025)

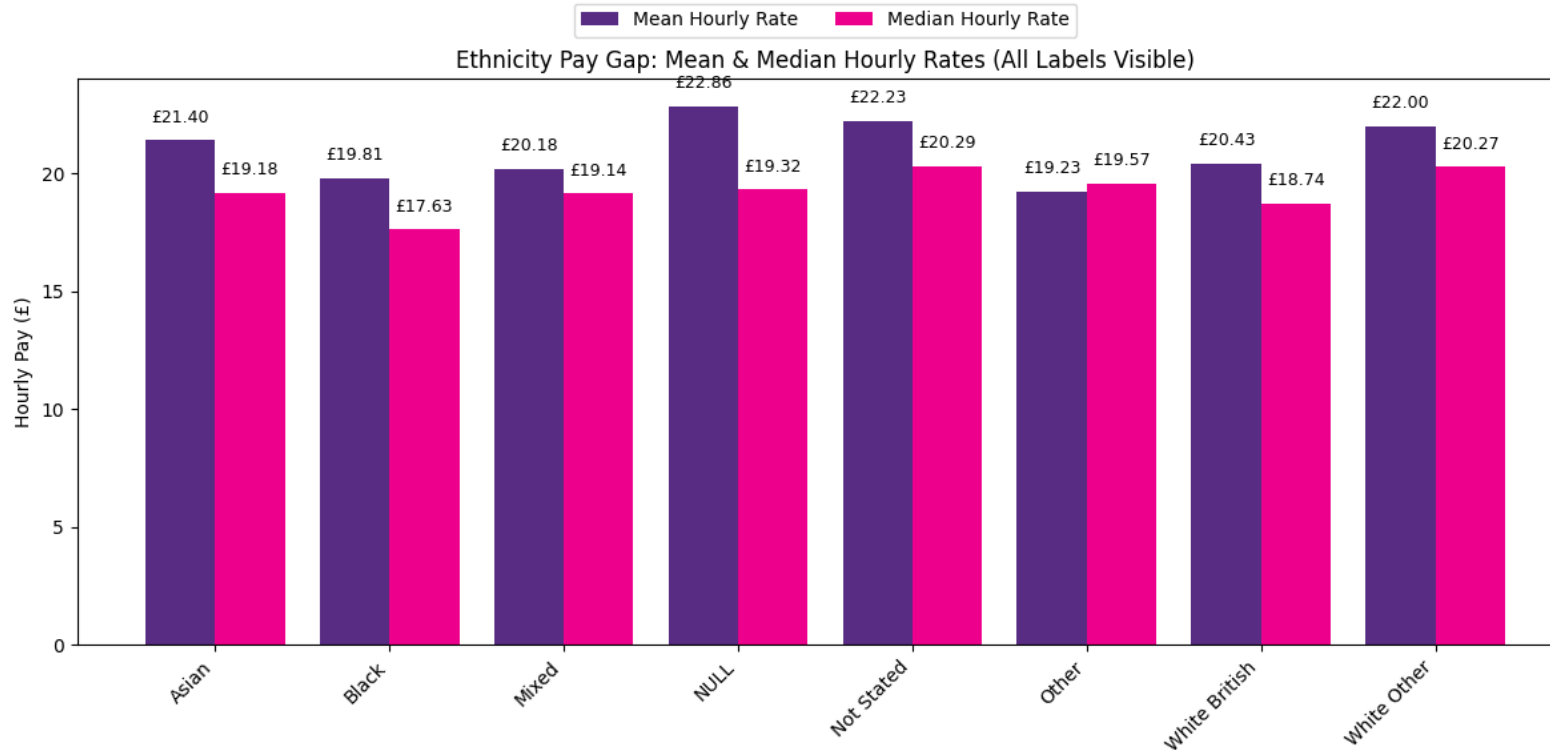


Ethnicity representation across the pay quartiles remains broadly consistent, with White colleagues forming the majority group at all levels (81–88%).

BME representation ranges from 5.45% to 9.64%, with the highest proportions in the lower and upper quartiles, and the “other” (not stated) group remains small across all quartiles (4–6%).

Overall, there is no evidence of significant concentration in any single quartile, though ongoing focus on equitable access to development and progression remains important.

Ethnicity | Mean & Median Ethnicity pay gap in hourly pay



The chart shows that hourly pay varies modestly across ethnic groups, with most groups earning broadly similar mean and median rates.

A small number of groups sit slightly above or below the overall average, but the variations are not extreme. Asian, White Other and some undeclared groups show slightly higher hourly rates, while Black and Other groups sit marginally lower.

These differences are likely driven by the mix of roles, bands and working patterns rather than differences in pay for the same work. Overall, the picture suggests some variation worth exploring further, but no large or systemic pay differentials at this stage.

*Workforce data from 31 Mar 2025

SECAmb Pay Gaps – Summary of Action Plan

Objective	Actions
Improve Gender Pay Gap	<p>Continue to support the Aspiring Women Leaders Network was created in July 2025 to provide coaching and mentoring for aspiring women leaders, facilitating networking evenings to build and foster working relationships and offering informal conferencing opportunities to support and encourage frontline and first-line women leaders to grow and develop.</p> <p>The Trust will also continue to support the Springboard Development Programme, which is designed to empower women to develop their confidence, leadership capability and career aspirations. The programme provides participants with dedicated time to reflect on their personal and professional development, share experiences with peers, and set clear and achievable goals for their future progression.</p> <p>Through Springboard, participants are supported to strengthen skills such as assertiveness, self-confidence and personal impact, enabling them to take greater control of their career development. By investing in initiatives such as this, the Trust aims to support women to progress into leadership roles, helping to improve representation and address gender imbalances identified through our Gender Pay Gap analysis.</p>
Improve Disability Pay Gap	<p>Continue to support staff with reasonable adjustments and ensure they are equipped to carry out duties so they can thrive and progress at work.</p> <p>Attain Disability Confident Level 2 by the end of 2026 to enhance support for candidates with disabilities or long-term health conditions ensuring more accessible and equitable recruitment process.</p>
Improve Ethnicity Pay Gap	<p>Continue to roll out the Ascend Development Programme, designed to support colleagues from Black and Minority Ethnic (BME) backgrounds in developing the skills, confidence and capability to become inspiring and empowering leaders. The programme aims to strengthen leadership development opportunities, improve representation and promote greater equity and diversity within senior roles across the Trust. This initiative also supports the Trust's response to the findings of the Workforce Race Equality Standard (WRES) report, helping to address disparities and create more inclusive leadership pathways.</p>

Closing Remarks from our Staff Networks



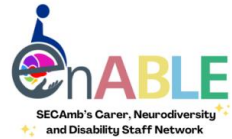
SECAMB's Gender Equality Network

“We recognise that a gender pay gap remains within the Trust.

While the gap has remained broadly similar to last year, we are encouraged that it has not increased. We are committed to ensuring that women have equal opportunities to progress in their careers and that any barriers to progression, including those associated with flexible or part-time working, are addressed.

Our aim is to create a supportive and inclusive culture that reflects the needs and aspirations of women and colleagues of all genders, while continuing to work towards greater equity and representation across the workforce.

We will continue to support the Trust in programmes such as Aspiring Woman Leaders and Springboard to increase the proportion of female leaders in more senior roles”.



SECAMB's Carers, Neurodiversity and Disability Network

“The enABLE Staff Network welcomes the inclusion of Disability Pay Gap reporting this year. Publishing this data is a positive and necessary step. It improves transparency, strengthens accountability, and supports a clearer understanding of the experiences of disabled colleagues across the Trust.

The current data shows only a minimal difference in pay between disabled and non-disabled colleagues. This is encouraging. It suggests progress towards greater equity, while recognising that continued scrutiny is needed to sustain and build on this position. Workforce Disability Equality data further reflects SECAMB's commitment to inclusion. It highlights ongoing efforts to create an environment where disabled colleagues feel supported, valued, and able to thrive.

The enABLE Staff Network remains committed to working in partnership with the Trust. The focus now should be on maintaining momentum, addressing any emerging gaps, and ensuring inclusion, equity, and opportunity are consistently embedded across the organisation”.



SECAMB's Cultural Diversity and Faith network

“We welcome the Trust's continued commitment to improving equality and representation across the workforce. We are encouraged by initiatives such as the Ascend Development Programme, which supports colleagues from Black and Minority Ethnic backgrounds to develop leadership skills and confidence, helping to strengthen representation and support the Trust's response to the Workforce Race Equality Standard (WRES).

The ethnicity pay gap data shows that colleagues from ethnic minority backgrounds earn, on average, 1 pence more per £1 than their white colleagues.

However, the data also highlights that ethnic minority colleagues remain over-represented in lower-banded roles, reinforcing the importance of continuing to focus on career development, progression opportunities and representation at more senior levels. The Inspire Network looks forward to continuing to work with the Trust to support this progress”.