



Gender Action Plan 2020/22

Introduction

Yorkshire Ambulance Service NHS Trust is committed to reducing our gender pay gap and this is our 3rd publication against this standard.

April 2017 saw the introduction of the Government regulation setting out the requirement for public sector bodies in England with 250 or more employees to publish their gender pay and bonus gap. Yorkshire Ambulance Service NHS Trust, as an organisation that employs more than 250 people, has met our contractual requirement of submitting gender pay gap data to the Government for three consecutive years.

For the 2020 result's, whilst our gap is very low, we have produced an action plan that builds on the good progress we have made to narrow the gender pay gap further but also provides detail on work planned to advance gender equality more generally. The proposed action plan contains three themes, which focus on delivering tangible outcomes to narrow the pay gap further:

Recruitment, promotion, and branding

The Trust is actively delivering innovative solutions to overcome workforce inequalities across all protected characteristics. The programme aims to identify any negative impact on women with the aim of closing our gender pay gap. We recognise that there needs to be a change in existing patterns of communication, which ensures effective branding for the Trust.

Supporting female staff

This area of the plan recognises that our female staff require specific interventions at points of the employee lifecycle.

Health and Wellbeing and retention

Our ambition is to support staff in creating a better work/life balance; this action plan supports those that are gender specific.

Monitoring and Evaluation

The action plan will be monitored by the Diversity and Inclusion Strategy Group (DISG) and Strategic Workforce Group on a quarterly basis, and through the Trust Management Group and Trust Board for end of year assessment and evaluation.

YAS Published Data: Gender Pay Gap Indicators

The legislation requires employers to publish the results of six calculations; published data on our website as at 31st March 2021.

- 1) **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.

Average Hourly rate	2018	2019	2020
Male:	£13.07	£13.57	£14.36
Female:	£12.39	£12.86	£13.79
Gap:	5.19%	5.21% ↑	3.91% ↓

North West Ambulance Service: Mean pay gap is 8.85%, compared with 7.9% the previous year. (March 2020)

- 2) **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 range.

Median Hourly rate	2018	2019	2020
Male:	£11.60	£11.95	£12.83
Female:	£10.80	£11.40	£12.15
Gap:	6.26%	4.57% ↓	5.26% ↑

North West Ambulance Service: Median hourly pay gap is 8.28%, compared with 6.9% the previous (March 2020)

- 3) **Mean bonus gender pay gap** - add together bonus payments for all male or female employees and divide by the number of male or female employees. The gap is calculated by subtracting the results for females from results for men and dividing by the mean hourly rate for men. This number is multiplied by 100 to give a percentage

Average Bonus	2018	2019	2020
Male:	£241.17	£211.93	£214.45
Female:	£155.86	£178.27	£179.81
Gap:	35.37%	15.88% ↓	16.16% ↑

- 4) **Median bonus gender pay gap** – arranging bonus payments of all male or female employees from highest to lowest to find middle range point.

Median Bonus Payment	2018	2019	2020
Male:	£100	£150.00	£150.00
Female:	£112.50	£150.00	£140.00
Gap:	12.50%	0.00% ↓	6.67% ↑

- 5) **Proportion of males and females receiving bonus payments** – total males and females receiving bonus payments divided by the number of employees.

Proportion of Bonus Payment	2018	2019	2020
Male:	17.97%	8.88%	4.68%
Female:	19.24%	18.44%	9.60%
Gap:	1.27%	9.56% ↑	4.92% ↓

- 6) **Proportion of males and females in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of men and women in each of the four parts.

Quartile	Female	Male	Female %	Male %
2018				
Upper Quartile	500	707	41.43%	58.57%
Upper Middle Quartile	615	694	46.98%	53.02%
Lower Middle Quartile	589	615	48.92%	51.08%
Lower Quartile	618	490	55.78%	44.22%
Total	2,322	2,506	48.09%	51.91%
2019				
Upper Quartile	560	740	43.08%	56.92%
Upper Middle Quartile	646	721	47.26%	52.74%
Lower Middle Quartile	626	598	51.14%	48.86%
Lower Quartile	692	512	57.48%	42.52%
Total	2,524	2,571	49.54%	50.46%
2020				
Upper Quartile	647	846	43.34%	56.66%
Upper Middle Quartile	570	614	48.14%	51.86%
Lower Middle Quartile	737	650	53.14%	46.86%
Lower Quartile	740	541	57.77%	42.23%
Total	2,694	2,651	50.40%	49.60%

GENDER PAY GAP: ACTION PLAN 2020 - 2022

Theme	Aim	Objective	Actions to meet objective	KPI Measures / Baseline data	Objectives complete by	Lead
Recruitment, promotion, and branding	Reduce further our gender pay inequalities by improving promotion of our senior vacancies to women, and improving perception of the range of NHS roles open to both men and women;	Increase appointment of females in senior roles through selection processes that ensure all candidates can demonstrate their ability to do the job.	1. Delivery of Core People Leaders sessions, which address gender issues and unconscious bias in recruitment processes;	Board representation data: As at 31st March 2020: Female 30.1% Male 69.9%	1. Mar-22.	1. Head of Learning and OD
			2. Achieve outcomes on Recruitment and Selection Action Plan to ensure our processes are inclusive.	TMG representation Female 48% Male 52%	2. Mar-22	2. Head of HR Operations
			3. Review communication methods and ensure effective branding with images that are representative	Quarterly data for: - Recruitment - Turnover NSS: Organisation acts fairly with regard to career progression / promotion, regardless 69.7% (2019) (74.4% 2020)	3. July-21	3. Head of Corporate Comms
Supporting female staff	The Trust supports female staff to have a voice to support them through various stages of their working life	The Trust Staff are supported / encouraged in their personal development; Supportive conversations to take place as part of Appraisal Process	4. The Trust actively promotes flexible working within recruitment adverts as well as practice.	NSS: Q5h The opportunities for flexible working patterns 42.3% (2019) (43.6% 2020)	4. Ongoing	4. Head of HR Operations
			5. Structured support package for women on maternity leave support their return to substantive roles.	Agreed TOR for Staff Networks	5. .Mar 22	5. Head of HR Operations
			6. Continued development of female / gender network in collaboration with NAA.		6. Nov 21	6. Head of L&OD

Theme	Aim	Objective	Actions to meet objective	KPI Measures / Baseline data	Objectives complete by	Lead
Health, Wellbeing and retention	All staff can bring their true selves to work with any differences being celebrated and supported.	100% of staff have an effective Health and Wellbeing conversation with their manager at least annually where discussions can include women's health.	7. Re-design of Appraisal process underway, which incorporates a health & wellbeing personalised plan for all staff;	Year-on-year improvement to: National Staff Survey Q8f "Does your immediate manager take positive interest in staff health and wellbeing?" 65% (A) (67% 2020)	7. Mar-22	7. Head of L&OD
			8. Continued support for staff living with menopause effects through the HWB working group	Q11a "Does your organisation take positive action on health and well-being? 25.3% (28.6% 2020) Sickness Absence at 31/3/20: Female:7.4% Males: 5.3%	8. Ongoing	8. Head of HWB