



Gender Pay Gap Report 2022

2022



Take
ownership



Broaden our
understanding



Respect
others



Show belief
in each other



Practice
ethically



Continually
improve
our service



Be inclusive
of the
whole team

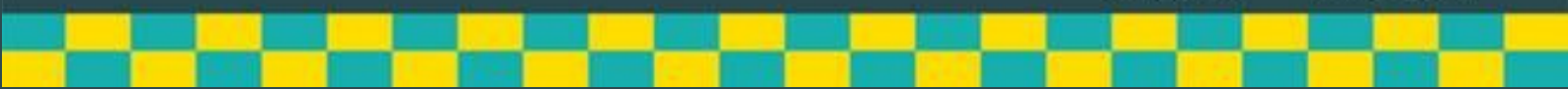


Table of Contents

—————	Introduction
—————	Snapshot data
—————	About mean and median
—————	Quartile Data
—————	Trend over time
—————	Action
—————	Conclusion

Introduction

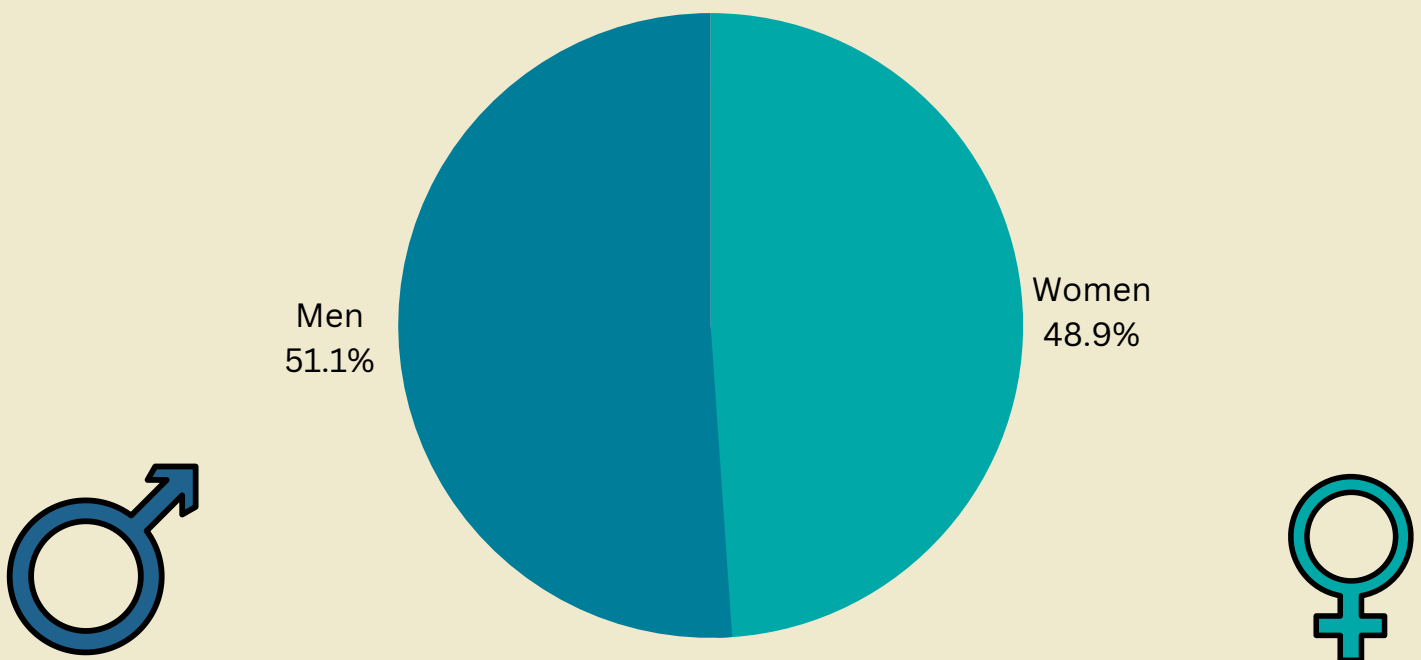
1.1 The gender pay gap reporting obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people the Welsh Ambulance Services NHS Trust must publish and report specific information about our gender pay gap both on our own website and the Government's website.

1.2 It is important to recognise and understand that the Gender Pay Gap differs from Equal Pay. Equal Pay means that men and women in the same employment performing 'equal work' must receive 'equal pay', as set out in the Equality Act 2010. It is unlawful to pay people unequally because of their gender. The NHS Agenda for Change Job Evaluation process evaluates the job and not the post holder. This job evaluation process looks at the job without any reference to gender or any other protected characteristic so equal pay is assured.

1.3 Gender Pay Gap is the difference between the average earnings of men and women across an organisation, expressed relative to men's earnings.

1.4 This data is provided as an annual snapshot that needs to be published by the following March.

1.5 On the 31st March 2022 the Welsh Ambulance Services Trust (WAST) employed 2136 women and 2228 men therefore 48.9% of the workforce was female.



- 2.1 Women's mean hourly rate is 6.7% lower than men's.
- 2.2 In other words when comparing mean hourly rates, women get paid 93p for every £1 that men get paid.
- 2.3 Women's median hourly rate is 7.29% lower than men's.
- 2.4 In other words when comparing median hourly rates, women get paid 93p for every £1 that men get paid.
- 2.5 No bonus payments were made therefore there is no mean or median bonus gender pay gap to report.



3.0 About mean and median



3.1 The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

3.2 The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man.)

Quartile Data



4.1 Pay quartiles are calculated by splitting all employees in organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

4.2 Quartile 1: Lower quartile (lowest paid)

50% (538)	
50% (538)	

50% of the lower quartile are women.



4.3 Quartile 2: Lower middle quartile

53.89% (582)	
46.11% (498)	

53% of the lower middle quartile are women.



Quartile Data

4.4 Quartile 3: Upper middle quartile

50.37% (544)	
49.63% (536)	

50% of the upper middle quartile are women.

4.5 Quartile 4: Upper quartile (highest paid)

39.17% (423)	
60.83% (657)	

39% of the top quartile are women.

4.6 No bonuses were paid

4.7 This table shows the ratios of male to female employees split between part time and full time working. There is an important difference in the part time/ full time split for males and females supporting the hypothesis that more women choose part time roles, and this is likely to be a reflection of caregiving responsibilities.

Gender	Female	Male
Part time	13.00%	6.32%
Full Time	35.61%	44.72%

4.8 This table demonstrates the ratio of male to female across the pay bands in the organisation. There are some figures that stand out – particularly at Bands 7 and 8c. It is evident that we do not have balance throughout the organisation. Breaking down and analysing some of this data to look at how splits within bands may reflect roles may reveal important trends as we think about as we look to plan our future work configurations.

Pay Band	Female	Male
Other	40.91%	59.01%
Band 2	48.55%	51.45%
Band 3	54.73%	45.27%
Band 4	44.22%	55.78%
Band 5	55.80%	44.19%
Band 6	48.07%	51.93%
Band 7	35.02%	64.97%
Band 8a	42.86%	57.14%
Band 8b	54.76%	45.24%
Band 8c	25.00%	75.00%
Band 8d	54.55%	45.45%

Trend over time

5.1 When comparing 2022 snapshot data with 2021 snapshot data we can see a small increase in the difference in Women's mean hourly rate from being 5.2% lower than men's to 6.7% and Women's median hourly rate decreasing from 7.94% to 7.29%. When considering the data over the last six years it is very disappointing to the overall increase. The median trend is more encouraging overall. The events of the last two years are causing impacts that we have yet to fully understand but we continue to work smarter to understand what is causing this gap and consider what we can do to reduce and eventually eliminate this gap in the future.

	2017	2018	2019	2020	2021	2022
Women's mean hourly rate as % lower than men's.	3.9%	5.3%	4.7%	5.5%	5.2%	6.7%
Women's mean hourly rate for every £1 that men get paid.	96p	95p	95p	94p	95p	93p
Women's median hourly rate as % lower than men's.	10.3%	11.2%	8.9%	9.9%	7.94%	7.29%
Women's median hourly rate for every £1 men get paid.	90p	89p	91p	90p	92p	93p

Action

6.1 WAST has long held the value of being an employer of choice. We recognised that we are in a sector where there is intense competition, and our people can move to different NHS and other organisations quite easily. Therefore, we understand the importance of ensuring all our staff have a keen sense of belonging and engagement with us, where everyone is treated fairly, and everyone has access to learning and development opportunities. Which is why we prioritised making sure we take action on our gender pay gap and gender equality at WAST. The Strategic Equality Plan 2020-2024 has a specific action focusing on our Gender Pay Gap and Pay Differences. Some of our current initiatives are outlined here:

- The organisation supports working carers and is an active member of Carers UK's business forum, Employers for Carers. Our membership includes access to efcdigital.org which offers a range of resources that can help us support our staff who juggle work and caring responsibilities.
- We have an established Flexible Working Policy, whose aim is to help create a more flexible workplace to enable the recruitment and retention of staff and to facilitate a healthy work-life balance that is essential to the health and wellbeing of our workforce.
- As part of our on-going work, we will identify and review any gender pay gap and any other pay gaps, understand the reasons for them and develop action plans to enable us to work in partnership with organisations, such as Chwarae Teg, to address this and other gender equality related issues that impact on the organisation.
- We have established a Women's Health Group to increase awareness around women's challenges such as menopause.
- Our Board have been provided training and awareness on gender issues through the development of our Allyship programme and we are actively seeking to understand the sexual safety climate within the organisation.
- We are working with Health Education and Improvement Wales to develop an inclusive process for recruiting talent, developing talent and deploying talent across WAST.
- We also continue to participate in the sharing of best practice across the UK ambulance sector and Welsh Health Boards.

Conclusion

Only together may we begin to peel back the layers of inequalities

7.1 When developing the initiatives, it has been and will be continually useful to remember we are many things and experience things differently – gender equality covers race, disability, sexual orientation, for example. We wanted to be conscious of the overlaps and intersectionality.

7.2 We are on the journey of improvement. Our actions are beginning to be embedded, with the aim of promoting culture change and better employee experience across the organisation.



Make WAST a truly inclusive organisation