



GIG  
CYMRU  
NHS  
WALES

Ymddiriedolaeth Brifysgol GIG  
Gwasanaethau Ambiwllans Cymru  
Welsh Ambulance Services  
University NHS Trust

# Gender Pay Gap Report 2024-2025



Take  
ownership



Broaden our  
understanding



Respect  
others



Show belief  
in each other



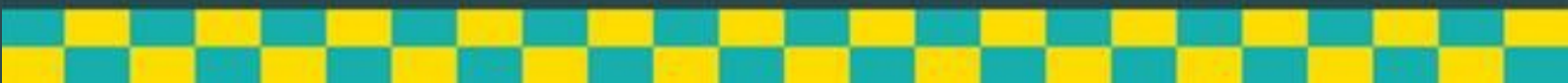
Practice  
ethically



Continually  
improve  
our service



Be inclusive  
of the  
whole team



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# Introduction

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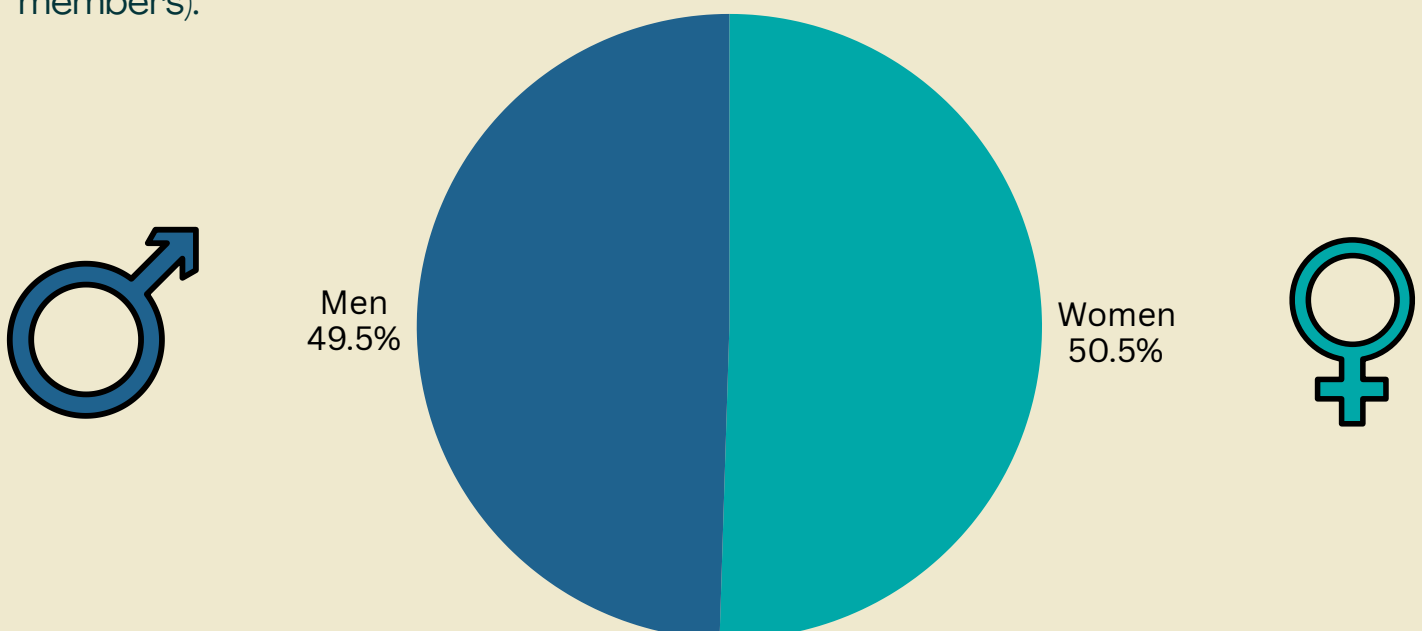
The gender pay gap reporting requirements are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people the Welsh Ambulance Services University NHS Trust must publish and report specific information about our gender pay gap both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

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.

The gender pay gap is the difference between the average earnings of men and women across an organisation.

This data is provided as an annual snapshot of the gender pay gap between 1st April 2024 and 31st March 2025.

On the 31st March 2025, the Welsh Ambulance Service employed 2417 women and 2372 men, therefore approximately 50.5% of the workforce were female and 49.5% were male. (This figure is inclusive of our substantive and bank staff members).



# Snapshot data as of 31 March 2025

Women's mean hourly rate is 5.3% lower than men's. On average, women are paid an hourly rate of £19.92 in comparison to men who are paid £21.04.

In other words when comparing mean hourly rates, women get paid 94.7p for every £1 that men get paid.

Women's median hourly rate is 3.9% lower than men's. The median hourly rate of pay for women is £18.63 in comparison to men which is £19.38

In other words when comparing median hourly rates, women get paid 96.10p for every £1 that men get paid.

No bonus payments were made therefore there is no mean or median bonus gender pay gap to report on bonus payments.



## About mean and median



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.

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 and men's median hourly wage.

# Quartile Data



Pay quartiles are calculated by splitting all employees in the 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.

Quartile 1:  
Lower Quartile

52.21%	
47.79%	



**52% of the Lower Quartile are Women**

Quartile 2:  
Lower Middle Quartile

55.34%	
44.66%	



**55% of the Lower Middle Quartile are Women**

Quartile 3:  
Upper Middle Quartile

49.82%	
50.18%	

**50% of the Upper Middle Quartile are Women**

Quartile 4:  
Upper Quartile

43.09%	
56.91%	

**43% of the Upper Quartile are Women**

# Working Patterns

This table shows the ratios of male to female employees split between those working part time and full time. 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.

<b>Gender</b>	<b>Female</b>	<b>Male</b>
<b>Part time</b>	756 (16%)	520 (11%)
<b>Full Time</b>	1654 (35%)	1835 (38%)

This table demonstrates the ratio of male to female across the different pay bands in the organisation. In general, our differences across the pay bands are relatively small in terms of percentage. With the exception of bands 3, 4, 6 and 8B, we have more men in each other pay band which is indicative of the gender pay gap across the Trust, particularly within our higher paid bands.

<b>Pay Band</b>	<b>Female</b>	<b>Male</b>
<b>Other</b>	0.23%	0.29%
<b>Band 2</b>	0.90%	1.22%
<b>Band 3</b>	15.25%	11.93%
<b>Band 4</b>	4.17%	1.99%
<b>Band 5</b>	11.17%	12.38%
<b>Band 6</b>	12.75%	12.32%
<b>Band 7</b>	4.29%	5.68%
<b>Band 8a</b>	1.35%	1.85%
<b>Band 8b</b>	0.59%	0.56%
<b>Band 8c</b>	0.32%	0.38%
<b>Band 8d</b>	0.18%	0.20%

# Trend over time

When comparing the annual data over time, there is little fluctuation amongst the gender pay gap. 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.

	Womens mean hourly rate as % lower than men's.	Women's mean hourly rate for every £1 that men get paid.	Women's median hourly rate as % lower than men's.	Women's median hourly rate for every £1 men get paid.
<b>2017-2018</b>	5.3%	95p	11.2%	89p
<b>2018-2019</b>	4.7%	95p	8.9%	91p
<b>2019-2020</b>	5.5%	94p	9.9%	90p
<b>2020-2021</b>	5.2%	95p	7.94%	92p
<b>2021-2022</b>	6.7%	93p	7.29%	93p
<b>2022-2023</b>	5.4%	95p	6.3%	94p
<b>2023-2024</b>	5.6%	95p	6.0%	93p
<b>2024-2025</b>	5.3%	95p	3.9%	96p

# Conclusion

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When developing initiatives, it is essential to remember that we are many things and have different individual experiences. For example, women from ethnic minorities, women with a disability, and gay or trans women will have very different experiences. We need to be conscious of these unique experiences and intersectionality.

We continue the journey of improvement. We need to continue to embed our actions to improve the gender pay gap, promoting culture change and encouraging better employee experience across the Trust. Objectives have been set within our Strategic Equality Plan for 2024-2028 to ensure that we continue to work towards closing the gender pay gap.

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



Make WAST a truly inclusive organisation