



GIG  
CYMRU  
NHS  
WALES

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

# Gender Pay Gap Report 2022-2023



Take  
ownership



Broaden our  
understanding



Respect  
others



Show belief  
in each other



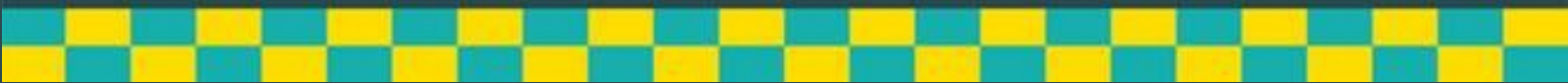
Practice  
ethically



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

---

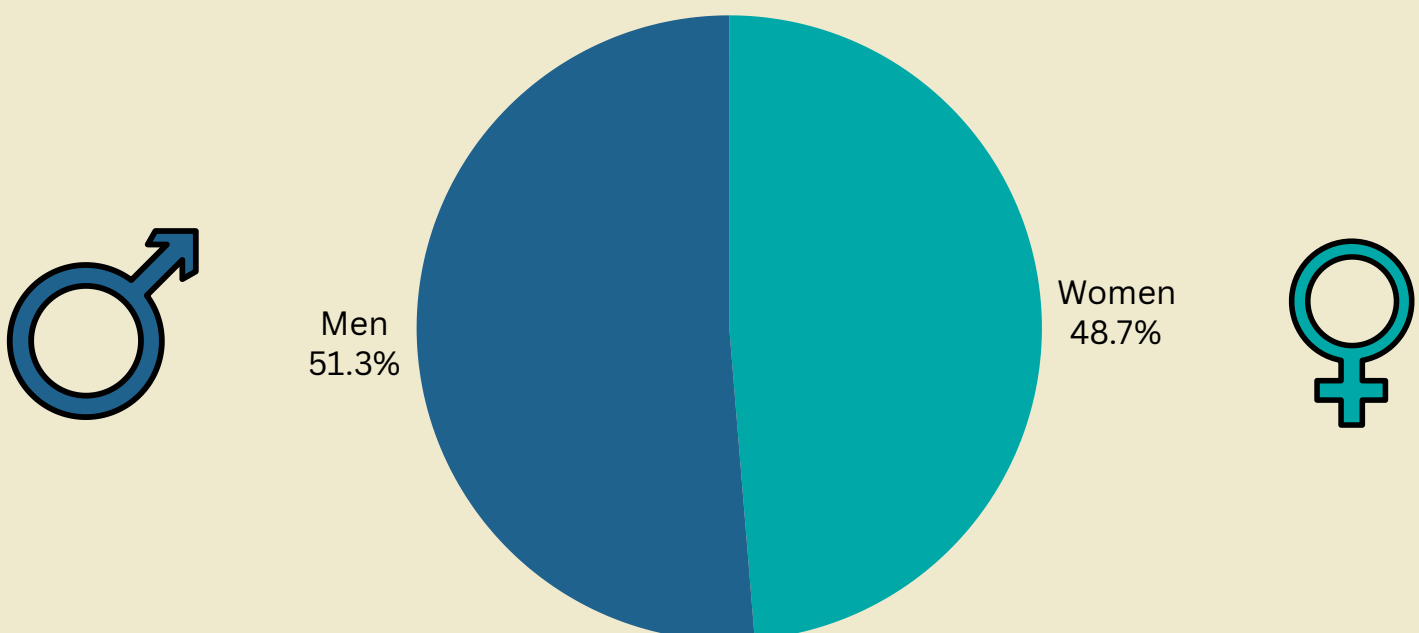
The gender pay gap reporting requirements are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As an organisation that employs more than 250 people the Welsh Ambulance Services NHS Trust must publish and report specific information about our gender pay gap both on our 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 2022 and 31st March 2023.

On the 31st March 2023 the Welsh Ambulance Service employed 2306 women and 2425 men therefore 48.7% of the workforce was female.



# Snapshot data as at 31 March 2023

Women's mean hourly rate is 5.4% lower than men's.

In other words when comparing mean hourly rates, women get paid 94.5p for every £1 that men get paid.

Women's median hourly rate is 6.3% lower than men's.

In other words when comparing median hourly rates, women get paid 93.7p 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 (lowest paid)

50.74% (549)	
49.26% (533)	

**51% of the lower quartile are women**



## Quartile 2: Lower middle quartile

53.83% (583)	
46.17% (500)	

**54% of the lower middle quartile are women**



# Quartile Data

Quartile 3: Upper middle quartile

50.14% (543)	
49.86% (540)	

**50% of the upper middle quartile are women**

Quartile 4: Upper quartile (highest paid)

39.85% (432)	
60.15% (652)	

**40% of the top quartile are women**

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.

Gender	Female	Male
Part time	15.30%	10.31%
Full Time	33.44%	49.94%

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 is relatively small in terms of percentage. With the exception of bands 3, 5 and 8C, 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>	0.21%	0.30%
<b>Band 2</b>	1.10%	1.32%
<b>Band 3</b>	16.70%	13.30%
<b>Band 4</b>	8.74%	10.40%
<b>Band 5</b>	5.61%	5.13%
<b>Band 6</b>	11.96%	12.64%
<b>Band 7</b>	3.1%	5.16%
<b>Band 8a</b>	1.3%	1.41%
<b>Band 8b</b>	0.52%	0.46%
<b>Band 8c</b>	0.21%	0.50%
<b>Band 8d</b>	0.14%	0.16%

# Trend over time

When comparing the annual data over time, there is small 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.

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>Women's mean hourly rate as % lower than men's.</b>	5.3%	4.7%	5.5%	5.2%	6.7%	5.4%
<b>Women's mean hourly rate for every £1 that men get paid.</b>	95p	95p	94p	95p	93p	94.5p
<b>Women's median hourly rate as % lower than men's.</b>	11.2%	8.9%	9.9%	7.94%	7.29%	6.3%
<b>Women's median hourly rate for every £1 men get paid.</b>	89p	91p	90p	92p	93p	93.7p



# Action

WAST continues to aim to be an employer of choice. We recognise that we are in a sector where there is intense competition and staff turnover rates can often prove challenging for healthcare sector organisations. This can have an effect upon our ability to nurture and encourage female career progression within the Trust.

We understand the importance of ensuring that all our staff have a keen sense of belonging within the Trust where everyone is treated fairly, and everyone has access to learning and development opportunities. This is why we have prioritised actions to help us close our gender pay gap and improve gender equality. The Strategic Equality Plan 2020-2024 includes actions which will help us to do this although we recognise that more needs to be done. Some of the initiatives we are implementing to help close the gender pay gap include:

- We continue to roll out our support for staff who are unpaid carers with the support of Employers for Carers Scheme. This will include the introduction of a Carer's Support Network, access to wellbeing activities and support resources from Carers Wales.
- We are reviewing our Flexible Working Policy in line with new statutory requirements. This policy will aim to offer more flexible working patterns and workspaces to help recruit and retain staff and to facilitate a healthy work-life balance that is essential to the health and wellbeing of our workforce.
- We are reviewing our Women's Health Group to increase awareness around women-specific challenges, such as menopause and childcare. The support network will aim to introduce additional support mechanisms for women in the workplace.
- We will monitor the implementation of the NHS All Wales Menopause Policy and will continue to offer advice to staff and line managers.
- We will ensure that our Active Bystander and Allyship training includes reference to gender discrimination and promotes gender equality.
- We will continue to lead on sexual safety awareness across the UK Ambulance Trusts. This has included the development of a sexual safety charter which we will promote widely across the Trust.
- We also continue to participate in the sharing of best practice across the UK Ambulance Sector and Welsh Health Boards.

# Conclusion

---

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 on 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. These will be reflected in our People and Culture Plan 2023-2026 and our new Strategic Equality Plan 2024-2028.

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



Make WAST a truly inclusive organisation