



NHS

London Ambulance Service
NHS Trust

Gender Pay Report

As at 31st March 2018



1. Background

Any organisation that has 250 or more employees is now obliged to publish and report specific figures about gender pay. The first report uses the snapshot date of 31 March 2018 and must be publicly reported by 30 March 2019. A gender pay gap is the difference between the average earnings of men and women across an organisation, expressed relative to men's earnings.

2. Our commitment to Equality of Opportunity and Inclusion

At the Trust we are committed to promoting equality of opportunity and diversity to enhance our inclusion work. The Trust has committed to ensure that equality, diversity and human rights are embedded in all areas of our employment, planning and service delivery. We strive to provide excellence in all we do and recognise the value that Inclusion brings. We are committed to ensuring that all our employees are treated with dignity and respect and given equal opportunity and encouragement to progress and develop within the organisation.

We strongly believe that equality, diversity and inclusivity in all its forms delivers greater impact in the work we do and enhances the services we deliver to Londoners. Our commitment to the principles of Equality, Diversity and Inclusion informs all of our work with our people.

I confirm this gender pay report is accurate and reflects a snapshot of our organisation on 31st March 2018. Our figures show that while the London Ambulance Service is doing well at most levels, it needs to close the gender pay gap at the higher levels of the organisation. We are working hard to address these challenges, and we have set up a working group to investigate this data, better understand the gap in bonus payments and to recommend improvements.

We already have a range of family-friendly policies and our maternity policy is being revised. We are training our staff to help them guard against unconscious bias against women, particularly for the higher level posts, as female under-representation at higher levels is driving the gender pay gap within the Trust. We will do all we can to discover and remove the barriers which stop women moving into senior posts.



Patricia Grealish

Director of People and Culture

3. What is the Gender Pay Gap ?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

4. The difference between the gender pay gap and equal pay

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

5. What does the Gender Pay Audit cover ?

The audit focuses on comparing the pay of female and male employees and shows the difference in earnings. It provides information on the following:

- The mean gender pay gap in hourly pay
- The median gender pay gap in hourly pay
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band

6. Gender profile at the Trust

1. As at 31st March 2018, we had 5,354 staff in post at the Trust.
2. Our gender profile is 44% female and 56% male, similar to the previous year (44%/56%)
3. Tables 1 to 2 provide further breakdown of this data by agenda for change banding. Table 1 shows the gender split for each pay band (reading across). Table 2 shows the distribution of each gender by pay band (reading down).

Table 1: % gender by Agenda for Change band

	Female	Male
Band 2	57%	43%
Band 3	54%	46%
Band 4	42%	58%
Band 5	47%	53%
Band 6	43%	57%
Band 7	37%	63%
Band 8a	43%	57%
Band 8b	25%	75%
Band 8c	45%	55%
Band 8d	37%	63%
Non Afc (Directors)	66%	34%
Total	44%	56%

Table 2: % gender by banded categories

	Female	Male
Band 2	34.4%	32.4%
Band 3		
Band 4		
Band 5	62.7%	63.8%
Band 6		
Band 7		
Band 8a	2.6%	3.7%
Band 8b		
Band 8c		
Band 8d		
Non Afc (Directors)	0.3%	0.1%
Total	100%	100%

7. Our gender pay audit data

7.1 The mean and median gender pay gap

The mean gender pay gap adds together the hourly pay rates of all male and female pay and divides this by the respective number of male or female employees. The gap is calculated by taking the difference between the male and female averages and dividing that by the mean hourly rate for males.

The median arranges the hourly rates from highest to lowest and finds the point in the middle of that range.

For the purposes of this calculation we include basic pay, allowances, pay for leave and shift premium pay. This does not include overtime or bonus (incentive) payments.

Gender	Mean Hourly Rate	Median Hourly Rate
Male	19.32	19.47
Female	18.41	18.66
Difference	0.91	0.81
Pay Gap %	4.70	4.16

Mean Gender Pay Gap	Median Gender Pay Gap
4.7%	4.2%

7.2 The mean and median bonus gender pay gap

The mean bonus gender pay gap adds together bonus payments for all male and female pay and divides this by the respective number of male or female employees. The gap is calculated by taking the difference between the male and female averages and dividing that by the mean bonus payment for males.

The median arranges the bonus payments from highest to lowest and finds the point in the middle of that range.

For the purposes of this calculation we only include incentive payments which are those which relate to locally agreed incentive payments which are outside of Agenda for Change and are communicated via our internal bulletins.

Overtime is excluded from this calculation.

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£1,979.35	£1,112.00
Female	£1,426.20	£745.00
Difference	£553.14	£367.00
Pay Gap %	27.95	33.00

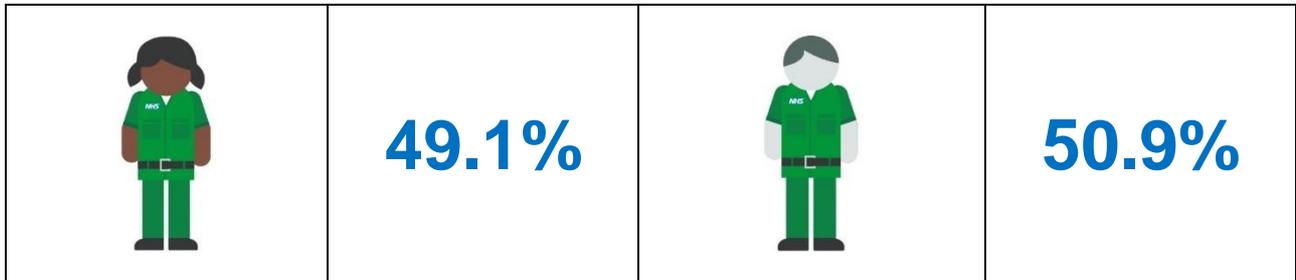
Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap
27.95%	33.00%

Proportion of males receiving a bonus payment	Proportion of females receiving a bonus payment
66.18%	62.76%

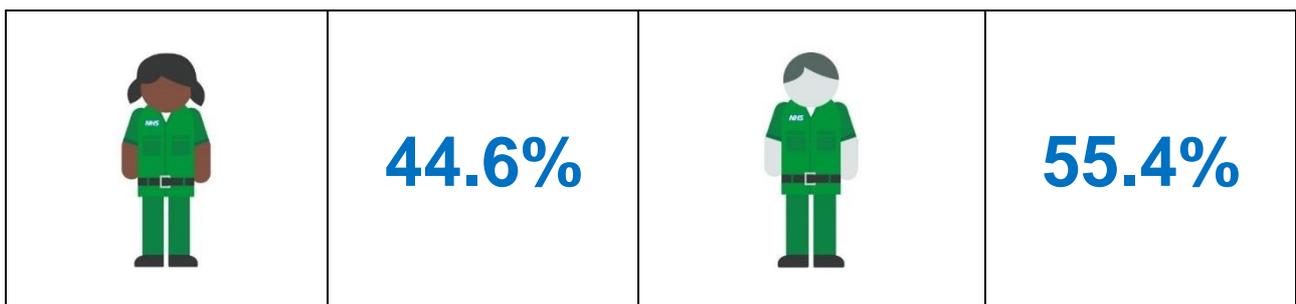
7.3 Proportion of males and females in each pay quartile

This data ranks all of our employees from lowest to highest paid, dividing this into four equal parts or quartiles and calculating the percentage of men and women in each of the quartiles.

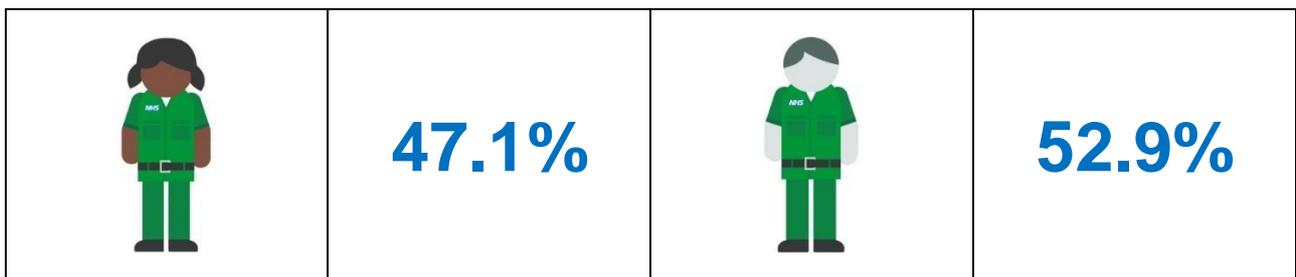
Lower Pay Quartile



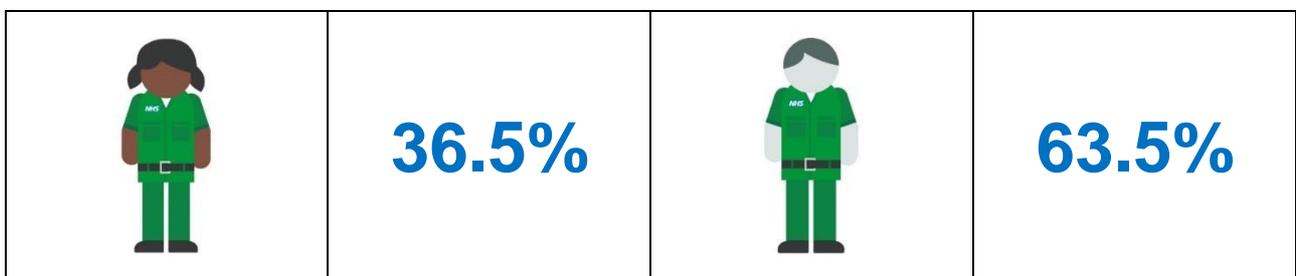
Lower Middle Quartile



Upper Middle Pay Quartile



Upper Pay Quartile



8. Gender Pay Gap Reporting Narrative

- a. There are moderate differences on average pay and the proportions of males and females who receive bonuses. We employ 490 more male employees than female employees and therefore this will account for some of the variance. The gap between females and males receiving bonuses has reduced from 5.7% to 3.4%. Compared with 2016/17, the number of females receiving bonuses has increased from 55.7% to 62.8%. The number of males receiving bonuses has increased from 61.4% to 66.2%.
- b. Our bonus gap is worth specific comment as it is larger than our regular pay gap. There are several reasons for this. A key reason is that the law requires us to include the actual bonus amounts received by part time colleagues, not the full time equivalent. Given the larger proportion of our part time employees are female, the average bonus payment is lower as compared to males, the majority of whom are full-time (and therefore receive proportionately a larger bonus payment. So, there is a disproportionate effect on our female employees as 66% of part time staff receiving bonuses are women. We have however seen a reduction in the bonus gap from 31.6% to 27.9%.
- c. The proportion of males and females in each quartile pay band ranks all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate and then divides them into quartiles with an equal number of employees in each section. The gender proportions in quartiles 1 to 3 are similar to the overall Trust gender mix of 45% female and 55% male. There is a proportionately larger number of males in quartile 4, the quartile with the highest hourly rates. This corresponds with the overall Trust gender mix for Bands 7 to 8D which is 38% female and 62% male.

9. Our action plan

	What we are doing	What we will do
Data	<ul style="list-style-type: none"> Monitoring protected characteristics through the recruitment process 	<ul style="list-style-type: none"> Provide monthly reporting on shortlisting activity for gender (particularly bands 7 and above). Establish a working group to carry out investigations into the data and make recommendations. Introducing a clear and consistent exit interview process.
Recruitment	<ul style="list-style-type: none"> Training for hiring managers. 	<ul style="list-style-type: none"> Refresh recruitment training and specifically focus on unconscious bias. Mandate interview panel mix.
Culture	<ul style="list-style-type: none"> The Trust has a range of family friendly policies in place to support working parents. Revised maternity policy related to expectant mothers working on the front line. 	<ul style="list-style-type: none"> Working group to establish barriers to women moving into senior posts (Band 7 and above)

