



GENDER PAY GAP REPORT

2022 – 2023



Introduction

In 2017 the Government introduced world-leading legislation that made it statutory for all organisations with 250 or more employees to report annually on their gender pay gap. West Midlands Ambulance Service University NHS Foundation Trust is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into force on 31 March 2017. These regulations underpin the Public-Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually by 30 March, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be actions required to address this, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to 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.

Equal pay is about men and women being paid the same for the same work, while the gender pay gap is about the difference in average hourly earnings.

Differences in gender pay show a demographic pay gap. By taking the average hourly rate for all employees and comparing the difference in that metric for men and women, gender pay reporting is most notable about female representation in certain roles – not whether a man earns more for the same job.

Gender Pay Gap Reporting Measure

The report sets out the most recent data from April 2022 to March 2023 and will include the following areas:

Mean gender pay gap in hourly pay - the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median gender pay gap in hourly pay - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean bonus gender pay gap - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Median bonus gender pay gap - the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Proportion of males and females receiving a bonus payment - the proportions of male and female relevant employees who were paid bonus pay during the relevant period

Proportion of males and females in each pay quartile - The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

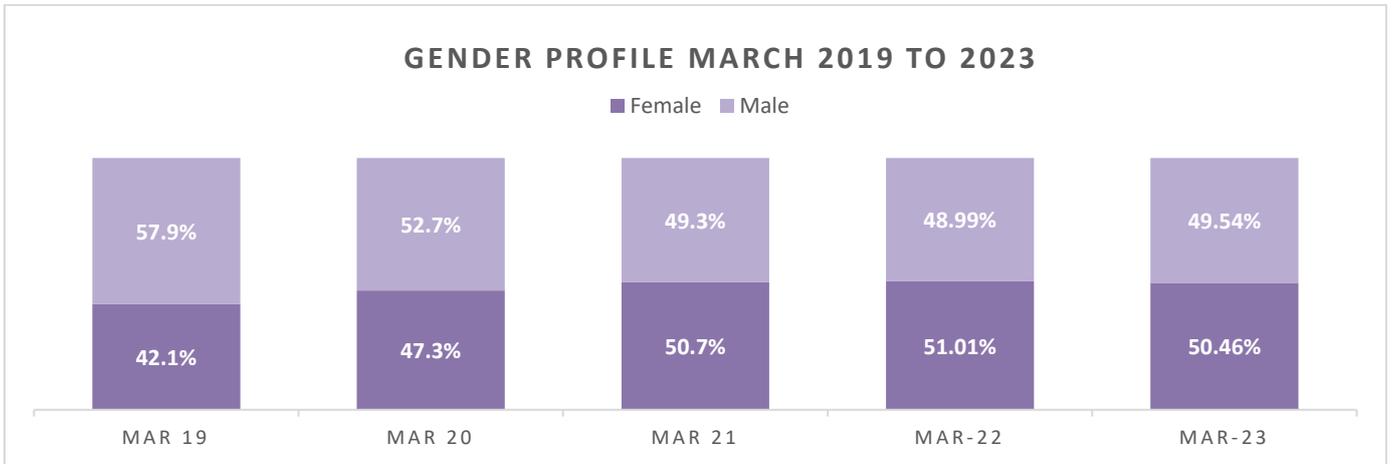
Mean and Median Definitions

The arithmetic mean is achieved by adding up all the numbers in a dataset and then dividing the total by the number of items. For example: a group of numbers of 20, 22, 30, 40, 50, will add together to form 162, which will be divided by the 5 numbers in the group, and result in a mean of 32.4.

The arithmetic median is achieved by identifying the middle number in the list. In the example above, the middle number is 30, this is therefore the median.

The following gender pay calculations have been based on both Mean and Median values.

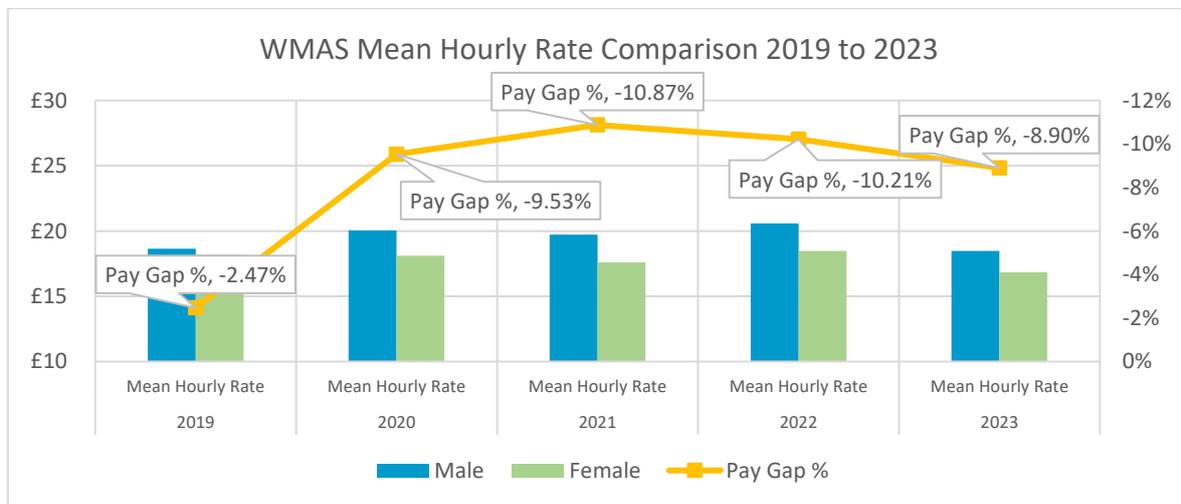
Gender Profile



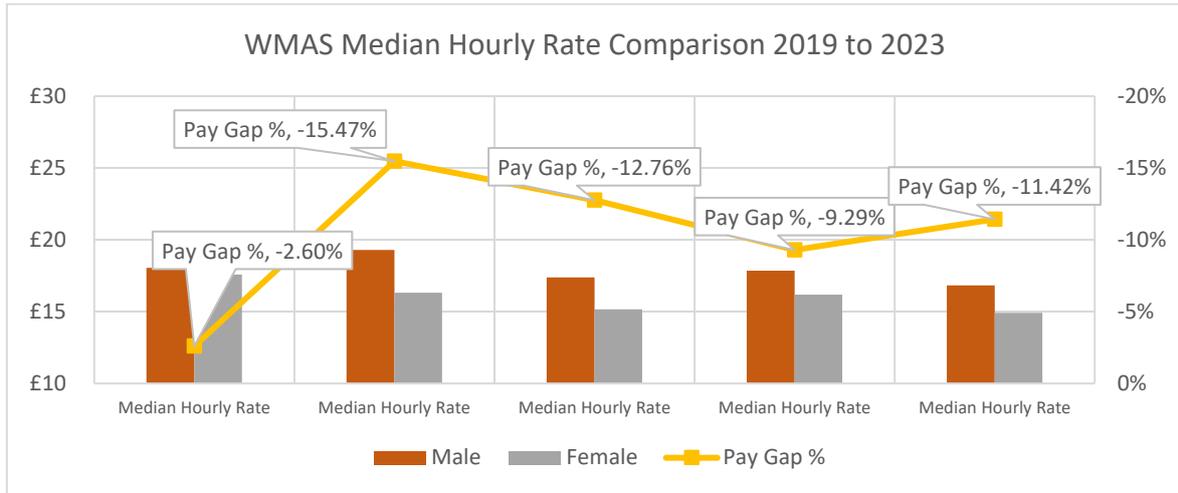
In March 2023 we witnessed a small decrease in the proportion of women employed by WMAS. The reduction in the % may be attributable to the recent TUPE of 111, which was completed in February 2023.

Gender Pay Gap Report for WMAS

i. Gender Pay Gap in Hourly Pay – Mean

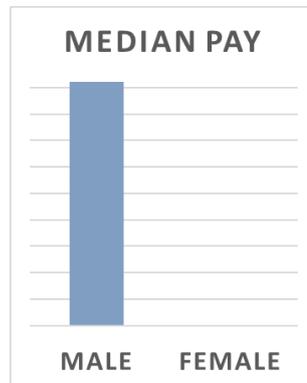


ii. Gender Pay Gap in Hourly Pay –Median

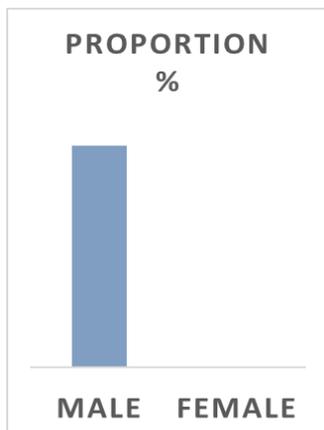


iii. Bonus Gender Pay Gap – Mean & Median

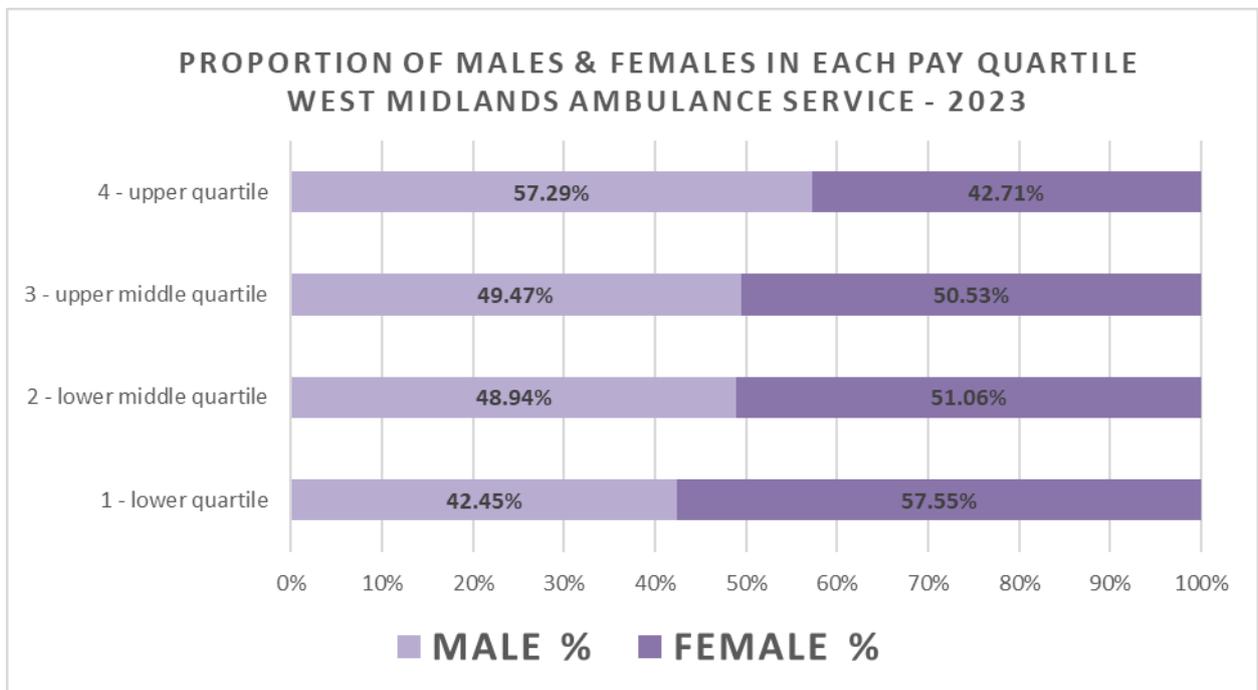
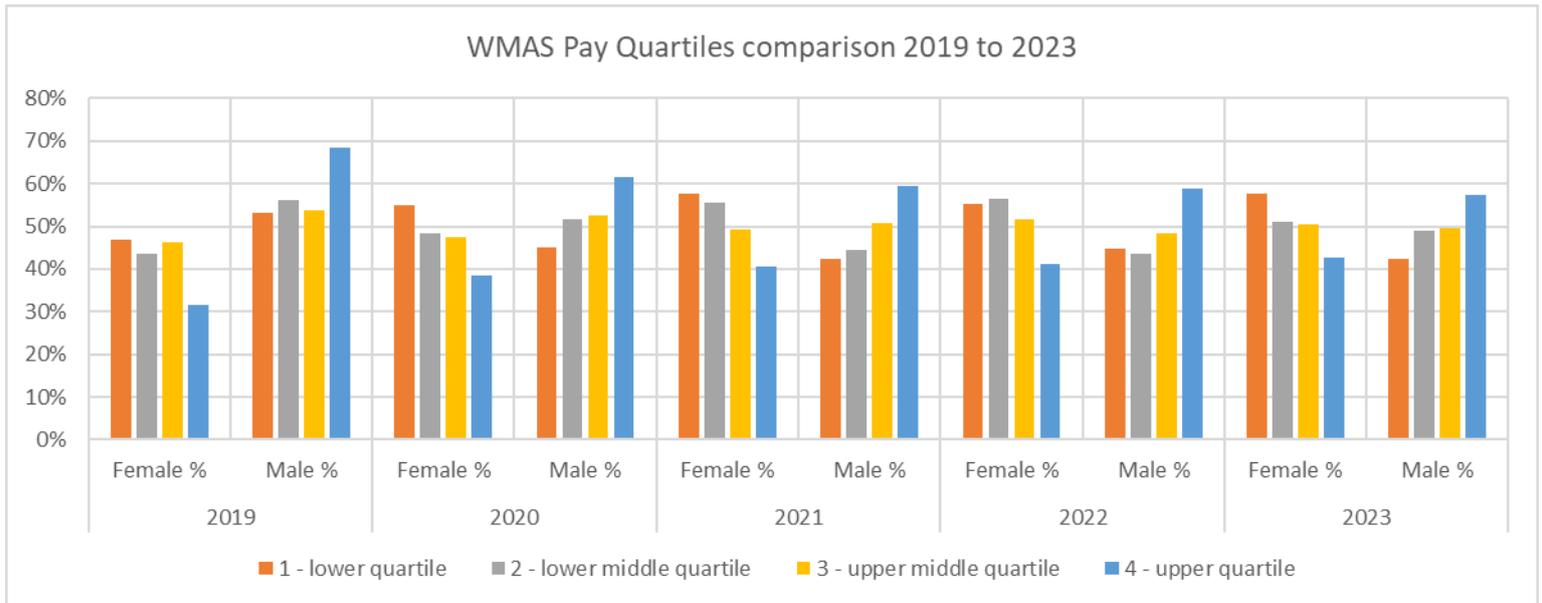
Any payment of a bonus is determined by the Remuneration and Nominations Committee. In previous years the Trust determined only the Chief Executive Officer was eligible for a bonus of up to 10% based on meeting pre-determined performance criteria set by the Remuneration Committee annually. All other Executive Directors on VSM contracts and Staff covered by Agenda for Change are not included in the bonus pay scheme.



iv. Proportion of Males and Females Receiving a Bonus Payment



v. Proportion of Males and Females in each Pay Quartile



Analysis and Conclusion

The issues that surround the gender pay gap and its reporting are complex and the causes are a mix of work, family and societal influences. Employers will only be able to influence those factors associated with work.

It is worth noting that WMAS took on the NHS 111 Service in November 2019. However, from March 2023, the NHS 111 service ceased to exist resulting in a small decrease in the proportion of women employed by WMAS, including staff from a BAME background. The 111 staff were TUPIED to a new provider in February 2023 reflecting the decrease of staff for the Trust which is reflected in this 2023 report

There has been improvement in the mean gender pay gap from 2022 (-10.21%) to 2023 (-8.90%) and the median gap has increased from -9.29% (2022) to -11.42% in 2023.

In respect of the Mean figure, an improvement has been noticed however, in the median data there has been a slight decrease in improvement since 2022, although still a significant positive shift from 2021 when the pay gap stood at 15.47%. It is worth emphasising that no firm conclusions can be drawn from the data as the TUPE of staff may have had an impact on the percentages this year. Close year on year monitoring in the coming years will give a better measure of improvement.

WMAS has an active workforce plan in place seeing the recruitment of student paramedics and university graduate paramedics into the workforce since 2010. These roles have been instrumental in changing the demographics of the organisation, as can be demonstrated by the continuing change in the gender profile from 35.3% women in 2007 to 40.7% in 2017, 41.3% in 2018, 42.1% in 2019, 47.3% in 2020, 50.67% in 2021 and 51.01% in 2022 notwithstanding the slight decrease in 2023, (50.46%), due to the TUPE transfer of staff.

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Finally, as in previous years, the proportion of women in the lower, lower middle and upper middle pay quartiles was higher than the overall gender profile for the Trust. There has been a slight increase for female staff in the upper quartile although this is still lower for women as compared to men. At the same time there has been a slight %decrease in the upper middle quartile for women. It should be noted that there is a slightly high proportion of females in lower middle roles as compared to men from last year. The transfer of the 111 service from WMAS will have had an impact on the percentages for 2023 however these changes are relatively small and it is maintained that further work needs to be undertaken in the action plan to address and improve and bridge the Gender Pay Gap.

The WMAS Women's Network was launched on 8 International Women's Day (8 March 2022) and in 2023 held Women's network event which are all helpful interventions for Women which will help the organisation in improved retention and promotion of members of staff. The Women's network was nominated for the prestigious West Midlands MIDAS Awards for all the hard work accomplished including the roll out of sanitary products across the Trust. In 2022/ 23 we have continued to support the development of women specifically through the Springboard Development Programme to enhance their access to progression in the future. All interventions are beneficial for women and in-turn the Trust.

Although some improvement has been made, the data still presents a gender pay gap within our organisation and this position has remained static over a few years. However, this is a prevalent issue across the NHS and local government and is not unique to NHS WMAS. As a result, the Trust will continue to carry out several actions to address the Gender Pay Gap to improve on its overall position. These are outlined in the action plan.