



Gender Pay Report 2024

Data report as of 31 March 2023

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Foreword from our CEO

I am pleased to be able to report that London Ambulance Service is making progress in terms of overall gender parity, narrowing the Gender Pay Gap and confirm it reflects an accurate snapshot of our organisation as of the 31st March 2023.

Our figures show that London Ambulance Service is doing well with a difference down from 11.5% as of March 2022 compared to NHS national average of 8% to 4.8% as of March 2023.

That said, it remains very clear that we need to work hard to reduce this further including by making more progress on female representation at the higher levels in our organisation and breaking down barriers to career progression for everyone who works here.

Some of the ways we will address these challenges are through keeping a close eye on our data, making essential changes to our policies and ways of working and creating supportive environments and structures. You will see from the 2024-2025 Action Plan in this report, we are committed to making a difference and creating a fairer work environment across all areas and have some robust and exciting initiatives planned and underway which are being led and delivered across multiple areas of the Trust.

We launched the sub-committee of our Board in 2023 looking exclusively at our Equality, Diversity and Inclusion challenges and exploring opportunities to ensure we continue to make tangible change across our Trust. The EDI Committee will maintain oversight of this work receiving updates regularly across the year, adding ongoing scrutiny and challenge, helping us to push further. In addition, the Women's Network is an important way for us to ensure we are focusing on the things that matter the most and we will continue to use this important asset to keep us on track.

We have welcomed previously outsourced teams, such as Make Ready, into our Trust as we continue to fulfil our Living Wage Employer commitments. Not only is this the right thing for us to do for our staff and our patients, it has also had a positive effect of lowering our mean Gender Pay Gap and better balancing our workforce in our lower quartiles.

I can confidently say, we are committed to work with our staff at all levels and across all roles to ensure we strive to reduce, and even eliminate, the gender pay gap in the coming years. Our ambition is to be leading the way amongst NHS Trusts inside London, and beyond, in tackling structural and systemic challenges in our pay gaps.



Daniel Elkeles | Chief Executive Officer (CEO)

A handwritten signature in blue ink, which appears to read 'Daniel Elkeles', written over a horizontal line.

1. Introduction

1.1 What the Gender Pay Gap means to London Ambulance Service

London Ambulance Service (LAS) is committed to creating a fair and inclusive place to work and closing the Gender Pay Gap is essential part of this, promoting fairness, economic justice and equality for our workforce.

This is something the Trust takes seriously and over the last few years has worked hard to understand the disparity and put in place mitigations and actions to address the imbalance.

It is pleasing to note LAS has made a significant reduction 11.5% from the previous year to 4.8% gap and is ahead of the average for the NHS, making strides in closing the gap in pay between genders.

This report shares a snapshot of gender pay data up to the period of 31 March 2023. It also highlights some of the key areas of work that the Trust has undertaken to redress the Gender Pay Gap and importantly, presents the Action Plan for the year ahead. Some of the progress made includes:

- ✓ Since 2022 all recruitment panels are diverse with regard to gender and ethnicity and this continues to be monitored
- ✓ We are continuing to monitor our internal secondments process following changes in 2022. These are now advertised through internal communications channels and applications must be made by going through Trac, our recruitment application management system. The impact of these changes continues to be monitored and refined
- ✓ We continue to have an active Women's Staff Network which provides a space for female staff and volunteers to support each other, raise issues and to influence Trust policies and procedures
- ✓ Analysis of job descriptions and adverts for gender equality language
- ✓ Some teams continue to explore more targeted recruitment, for example Specialist Assets, which has seen a successful boost in the number of female staff.
- ✓ We have re-launched our mentoring scheme with an expanded focus on female, disabled and ethnic minority colleagues – with 55% female mentees this year.
- ✓ Our data dashboards continue to be improved to enable greater analysis of gender across our Trust

However, there is much more to do to ensure we continue on the trajectory to close the gap. LAS recognises the challenges that underpin gender equality and some of the contributing factors and aims to redress those in the plans for the year 2024-25.

2. Background

2.1 What is the Gender Pay Gap and why do we need this?

The gender pay gap is the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Reviewing and analysing the gender pay gap creates a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised. Since 2017, any organisation in the UK with over 250 employees is obliged to publish its Gender Pay Gap.

It is important not to confuse gender pay gap with equal pay – equal pay looks at the differences between men and women who carry out the same jobs or work of equal value and it is illegal to pay anyone differently based on their gender. Whereas the gender pay gap shows the differences in the average pay between men and women across an entire workforce. Gender pay gaps can indicate there may be a number of issues to deal with, such as contract type, distribution across Bands and progression/retention/recruitment rates.

In LAS we have robust data relating to gender pay and have used this to provide information and identify any outliers and identify actions to redress imbalances on the following:

- The mean and median gender pay gap in hourly pay
- The proportion of male and female colleagues in each quartile pay band

3. Our Gender Pay Gap

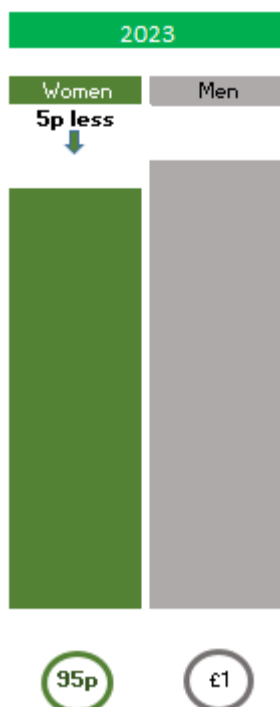
LAS's mean and median gender pay gap

The mean gender pay gap adds together the hourly pay rates of all male and female staff 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.

2023	2023 Mean Hourly Rate	2022 Mean Hourly Rate	2023 Median Hourly Rate	2022 Median Hourly Rate
Male	£23.17	£20.55	£23.52	£19.88
Female	£22.06	£18.20	£20.94	£16.44
Difference	£1.12	£2.35	£2.58	£3.44
Pay Gap %	4.82	11.43	10.96	17.31



Women earn **95p** for every **£1** that men earn when comparing mean hourly pay.

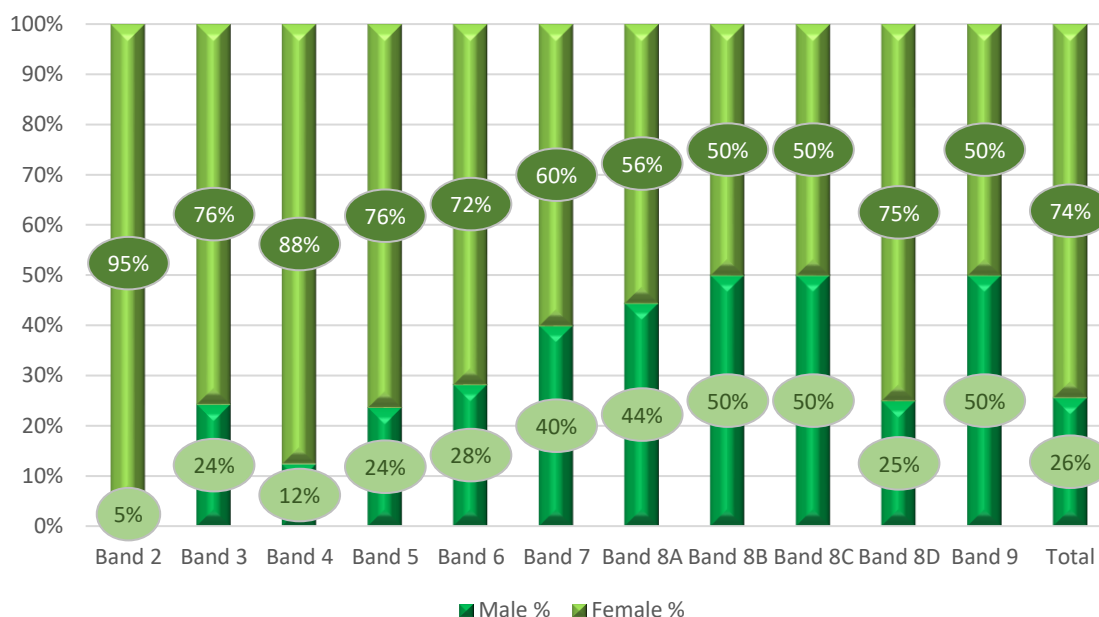
Mean hourly pay is **4.8%** lower than men.

4. Understanding our gender pay gap

Part-Time Work

The law requires us to include the actual amounts received by part-time colleagues, not the full-time equivalent. Overall, 20% of our female staff are part-time, compared with only 7% of male staff, and 74% of our total part-time employees are female. Such high numbers of female staff within our part-time staff figures means that our gender pay gap reflects the difference in real take-home pay (the basis upon which the gender pay is calculated).

The graph below shows the profile of part-time staff by band and gender. Three out of four part-time employees are female and this can be seen at Bands 3, 5, 6 and 8D. The proportions are higher at Bands 2 and 4 and less so at Bands 7 to 8C and Band 9.

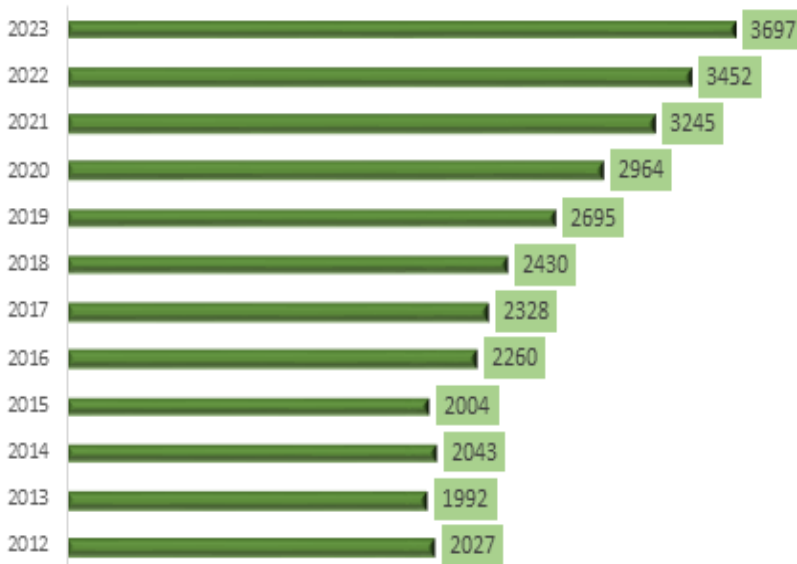


Profile of part-time staff by band by gender

While part-time work can be seen as a real benefit to staff seeking to strike a balance between work-life and home-life, we need to investigate further to understand if there are any internal structural reasons for the disparity in part-time working between men and women through analysing our recruitment, promotion, secondment and flexible working processes. There is also a need to further reflect on ways to foster greater balance by encouraging more men to seek and/or be offered part-time options, which is a national challenge.

5. Gender at the Trust

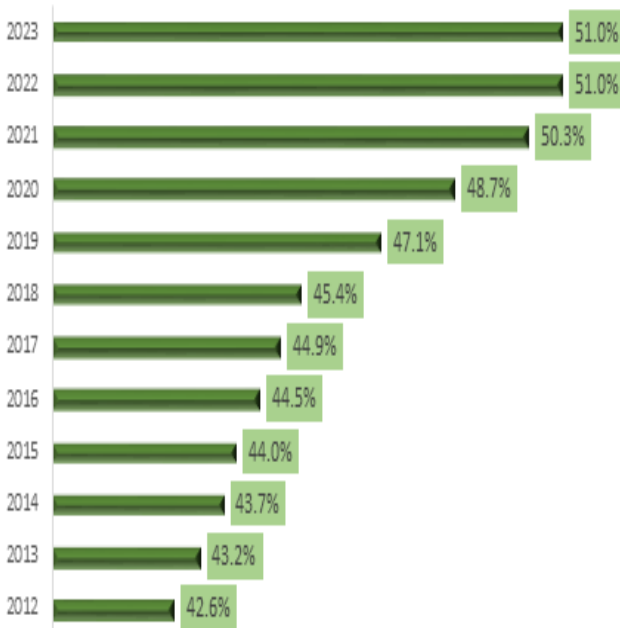
Headcount of women by year



As of 31st March 2023, there were 3,697 women in the service.

This has increased by 86% over a 10- year period.

% of women by year



The % of women across the organisation has continued to increase from 43% in 2013, to 50% in 2023. This closely matches the London population (50% reported in 2020*)

In 2023, whilst the overall female headcount has increased, the overall % of women has slightly decreased from 51% to 50.2% and this is due to the 400 Make Ready Staff who were transferred in-house (83% of them male).

* Source:

<https://www.statista.com/statistics/1064772/population->

6. Distribution

As discussed in the sections on Bands and Quartiles, it is clear the Trust continues to be challenged by the distribution of gender across the workforce. Unless there is greater parity across the organization, pay gaps will persist, even while great strides have been taken by the Trust to create an overall balanced employee profile. We will seek to understand further the drivers of change, or lack of change, at different bands, roles and areas of the organisation so that targeted interventions can be introduced and good practice shared.

	2019	2020	2021	2022	2023	Trend
Band 2	49%	61%	68%	69%	74%	
Band 3	54%	56%	62%	62%	63%	
Band 4	60%	64%	62%	61%	58%	
Band 5	47%	49%	51%	52%	53%	
Band 6	47%	47%	47%	48%	49%	
Band 7	36%	38%	41%	43%	42%	
Band 8a	44%	45%	38%	46%	44%	
Band 8b	30%	33%	41%	41%	40%	
Band 8c	50%	52%	41%	48%	50%	
Band 8d	38%	44%	46%	44%	35%	
Band 9	25%	33%	38%	33%	54%	
VSM	61%	53%	56%	39%	33%	

Distribution of women by Grade

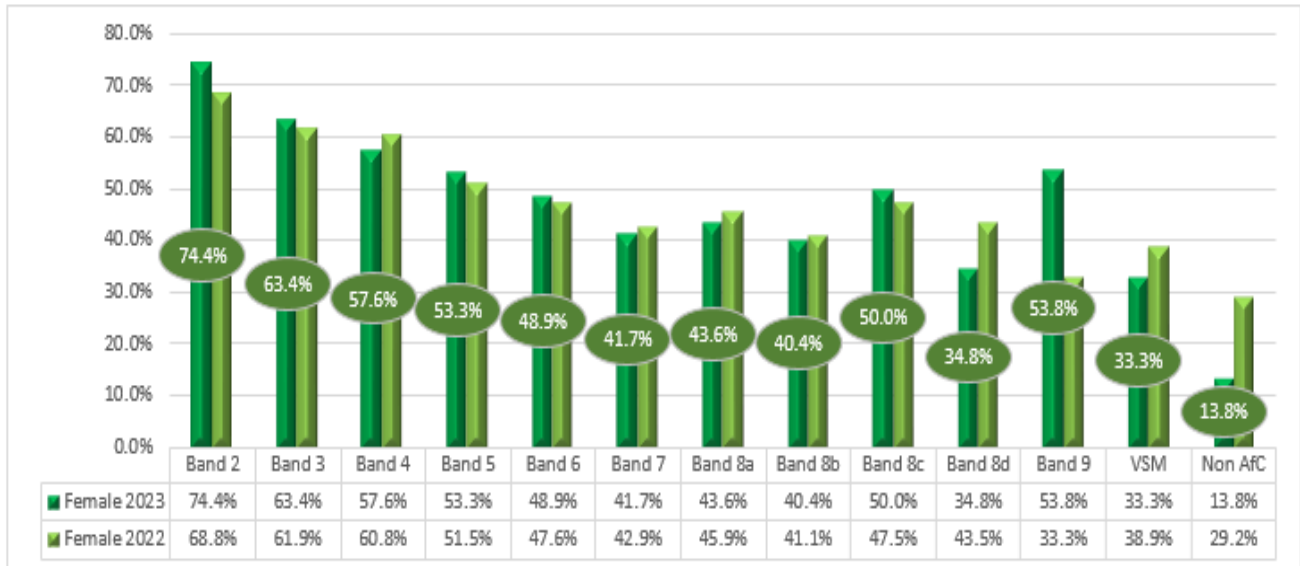
From our Women's Network Chairs

"The Women's Network recognises that the gender pay gap is an issue and that the reasons for it need investigating. We believe that women should have equal opportunities for career progression and any barrier to this, such as choosing to work part-time should be considered. We want to create a supportive culture that reflects the needs and aspirations of the women employed by the Trust and strive for parity between staff."

7. Gender profile by band

2023

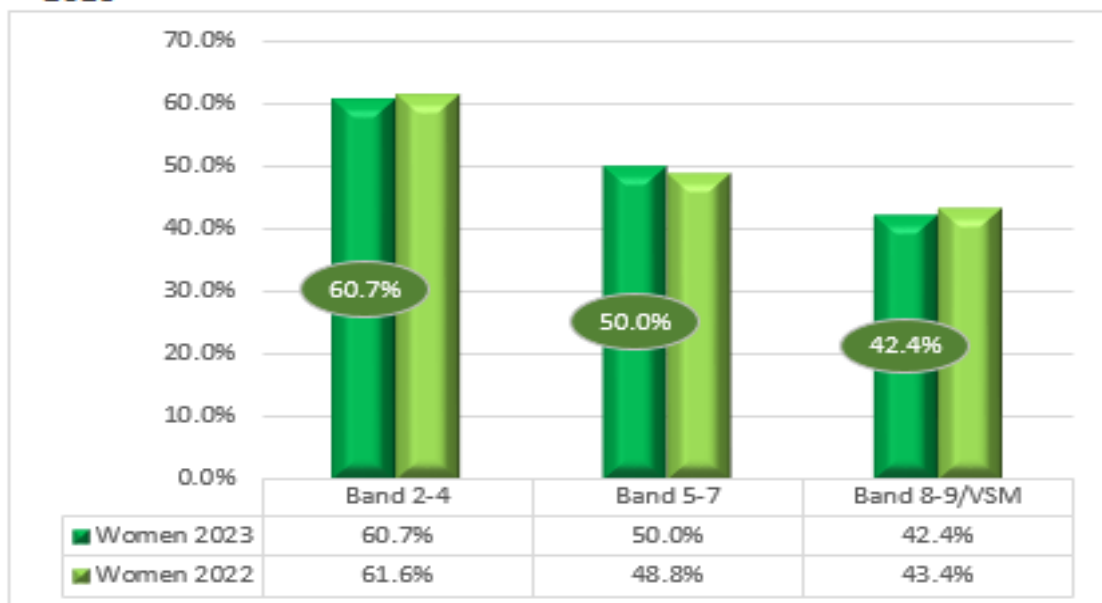
2023



From our 2023 figures (above) we can see that there are increases in the percentage of women at Bands 2, 3, 5, 6 8C and a significant change at Band 9. There have been decreases at Bands 4, 7 8A, 8B, 8D and VSM.

The graph below provides a summary position and shows that despite a small reduction, the over-representation of women at Bands 2-4 remains. We have however seen an increase in our middle banded positions with improvements in our recruitment of Band 5 and Band 6s.



2023





8. Pay Quartiles (2023)

Quartiles are formed by ranking all the male and female full-pay relevant employees from the lowest hourly rate of pay, to the highest hourly pay rate and then dividing them into quartiles whereby there is an equal number of employees in each section. This is presented below with the 2022 figures in brackets for comparison.



Lower Pay Quartile

	52.05% (60.33%)		47.95% (39.67%)
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Lower Middle Quartile

	56.51% (54.02%)		43.49% (45.98%)
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Upper Middle Pay Quartile

	48.46% (46.30%)		51.54% (53.70%)
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Upper Pay Quartile

	41.44% (39.61%)		58.56% (60.39%)
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At the LAS, women occupy 52% of the lowest paid jobs and 41% of the highest paid jobs. Last year it was 60% and 40% respectively.

The upper quartile gap, whilst improving from 21% to 17%, requires on-going effort to ensure a more equal distribution.

In addition to the Band distribution, quartile distribution is a useful tool, in highlighting where our male and female staff are in terms of earnings. To reduce our gender pay gap, distribution across the quartiles should be more even throughout. In 2023, there have been improvements across all four quartiles with a reduction in the % of women occupying the lowest paid jobs (from 60% to 52%). The proportion of women in the lower middle and upper middle has improved and the gap in the upper has reduced from 21% to 17% but that is still too high. Tackling this uneven distribution is vital in working to reduce our "gap". This is not just about ensuring that more women are in higher-paid roles, but also understanding why lower-paid roles are not recruiting men to the same level as women.

9. Action Plan 2024-2025

Objective	Action	Deliverables	Owner(s)
1. Targeted Positive Action support for Women of Colour which aims to improve the opportunities for underrepresented women across all bands at LAS	Create a group of mutually supportive stakeholders who identify as women of colour, including allies of different identifies.	<p>1a) Establish resources and panel to oversee this (Spring 2024)</p> <p>1b) Six training sessions delivered over six months (May to October)</p> <p>1c) 30 women of colour supported through the Network (ongoing)</p> <p>1d) Establish links with the BME Network</p>	FTSU Guardian Associate Director of Operations Co-Chair BME Network
2. More women in leadership roles	Women's network to explore alternative working patterns and methods to support women taking senior roles	<p>2a) Review gender data split at different grades</p> <p>2b) Survey of women in LAS to understand barriers to progression</p> <p>2c) Identify actions to redress inequalities in leadership</p> <p>2d) Review leadership training opportunities available and accessible for women across the Trust</p>	Women's Network EDI Team
3. Women are supported to undertake caring responsibilities in parallel to work	Develop Carers Policy & Guidance	<p>3a) Desk top research (June 2024)</p> <p>3b) Draft Policy developed July 2024</p> <p>3c) Consultation</p> <p>3d) Final Policy to EDI Committee (September 2024)</p>	EDI Team
4. Women are supported to work at LAS and retention is high	Review leavers data	<p>4a) Review retention data by gender and identify themes for leaving</p> <p>4b) Make recommendations on interventions to address the reasons for leaving</p> <p>4c) Identify related policies that need to be reviewed</p>	Workforce Retention Group/Women's Network/EDI Team
5. Equity of access for women in positive action initiatives	Ensure gender balance is integral to the Call Handler to AAP programme	<p>5a) Review the take up by gender</p> <p>5b) Identify any gaps in gender balance</p> <p>5c) Set a target to redress gender balance</p>	Associate Director Recruitment

<p>6. Part-time opportunities available across the Trust to advance equality for men and women</p>	<p>Explore options to create part-time opportunities for men and women across the Trust</p>	<p>6a) Map roles that can be offered as part-time across the Trust</p> <p>6b) Ensure that part-time options are integral to role descriptions and adverts</p> <p>6c) Review the number of part time contracts as baseline to develop measures</p>	<p>Recruitment team supported by the EDI team</p>
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