



**Scottish
Ambulance
Service**

Working in Partnership with Universities



Equal Pay Statement and Gender Pay Gap Information

April 2025



Equal Pay Statement and Gender Pay Gap Information

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We welcome comment about our equalities work and would be pleased to discuss any aspect of it with individuals or groups.

This document can be provided in another format for example in large print, Braille or summary translation, please contact:



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1. Our Service

A Special Health Board, the Scottish Ambulance Service is a national operation based at over 150 locations in 3 Regions and National Operations. The Service is now co-located with National Services Scotland, NHS24, NHS Boards' Out of Hours services and within hospital and GP practice premises. As such, we continue to cover the largest geographic area of any ambulance service in the UK.

SAS operates across public safety, health care, public health and as a universal service providing scheduled, unscheduled and anticipatory care for patients from all groups in remote, rural and urban communities across Scotland. We save lives by responding to life-threatening emergency calls. We help people to live well at home by treating or referring people at the scene and preventing unnecessary hospital admissions. We also take patients requiring clinical care during transport to hospital, in time for their appointment.

2. Equality and the gender pay gap

Across the UK, and historically, some women have been paid less than men for doing the same or equivalent work, and this inequality has persisted in some areas. Back in April 2020 the gender pay gap for full time employees was reported as 7.4 per cent with a difference of 15.5 per cent for all employees ¹.

On average women in Scotland earn less per hour than men. The median weekly pay increased by 4.8% for women in 2024, in comparison to 4.9% for men ². In April 2024, the gender pay gap for full time employees was higher across all regions in England than in any of the devolved countries⁴. The full time gender pay gap has continued to narrow since equal pay legislation first came in to force, however back in 2019 there was a gap of 10 per cent between men's average hourly pay and women's average hourly pay in Scotland ³. There are several ways of measuring the gender pay gap, but this figure is the average (or mean) gender pay gap between full-time employees' earnings in Scotland, excluding overtime. The way in which this figure is calculated is recommended by the Equality and Human Rights Commission and it enables comparisons to be made across organisations and sectors.

The pay gap is the key indicator of the inequalities and differences that still exist in men's and women's working lives. This is caused by three main factors, occupational segregation, inflexible working practices and pay discrimination.

3. Legislative framework

The Equality Act 2010 gives women (and men) a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed on 'like work' or 'work rated as equivalent' or 'work of equal value'

The Equality Act replaces previous legislation, including the Equal Pay Act 1970 and Sex Discrimination Act 1975, and the equality provisions in the Pensions Act 1995. The Act's

¹ Office for National Statistics – Annual Survey of Hours & Earnings 2020

² Office for National Statistics – Annual Survey of Hours & Earnings 2022

³ Office for National Statistics – Annual Survey of Hours & Earnings 2019

⁴ Office for National Statistics – Annual Survey of Hours & Earnings 2024

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provisions on equal pay and sex discrimination are intended to ensure that pay and other employment terms are determined without sex discrimination or bias.

All Health Boards across NHSScotland, including the Scottish Ambulance Service are required to comply with the 3 aims of the Public Sector Equality Duty under the Equality Act 2010 and meet the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The Equality Act 2010 cites 9 'Protected Characteristics'. These are age, disability, gender, gender reassignment, marriage and civil partnership. Pregnancy and maternity, race and ethnicity, religion and belief and sexual orientation.

The three needs of the Public Sector Equality Duty (the general duty) are as follows:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not
- Foster good relations between people who share a protected characteristic and those who do not

Specific duties

In line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 the Scottish Ambulance Service has a duty to:

- Gather employee information and use it to support the delivery of the general duty
- Publish a statement on equal pay
- Gather and publish gender pay gap information

Employee information has been gathered (Workforce Equality Monitoring Report 2023/24) and this has been included in our mainstreaming report published in April 2025. This can be found [here](#).

In addition to gender, the specific duties require that the occupational segregation analysis and reporting consider the following;

- Gender: compares men vs women
- Disability: compares distribution of people who identify as disabled vs. those who identify as not disabled
- Race: compares distribution of persons who fall into a racial minority group and those who do not

This report provides the Scottish Ambulance Service Equal Pay Statement together with details of gender pay gap information and details on occupational segregation. These details are based on the headcount of staff in post in April 2024.

Further details of pay gap information will be published again in April 2027.

The specific duties require that the Equal Pay Statement is reviewed, revised as appropriate and published again in 2027.

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4. Equal Pay Analysis

The Scottish Ambulance Service Equal Pay Statement can be seen at Section 7, page 14.

Occupational segregation

Occupational segregation refers to the distribution of people defined by specific characteristics, for example, by disability, gender or race, into different types of work. Many factors influence this clustering effect including, gender norms and stereotypes; assumptions about men's and women's capabilities, preferences and skills; the culture associated with male dominated occupations and sectors; and access to training and development opportunities. Occupational segregation restricts choices for men and women and the jobs most likely to be done by women are those that are associated with low pay, and fewer opportunities to progress

Occupational segregation occurs both between and within economic sectors, and is typically described in two ways:

Horizontal segregation refers to the clustering of people, e.g. men and women, into different types of work. For example, the majority of nurses are women, while men are more likely to work in facilities and maintenance roles within the NHS Scotland.

Vertical segregation refers to the clustering of people, e.g. men and women, into different levels of work. For example, a higher proportion of women work in lower pay bands, and a higher proportion of men work in senior management within the NHS Scotland.

Horizontal segregation

The Scottish Ambulance Service continues to employ more men than women. As of 31 March 2024, the Service employed 46.8 per cent women (a steady increase from 31 per cent in 2007) and 53.1 per cent men. This is the converse of the rest of NHS Scotland which is predominantly female (78.8 per cent female staff as of 31 March 2024). Women are represented across all pay bands.

The Table at Appendix 1 shows the distribution of staff across salary pay bands and staff groups. The table at Appendix 2 illustrates the job roles included in the staff groups.

Staff groups most populated by women

Table 1

Staff group	Percentage of women in group at 2022	Percentage of women in group at 2024
Ambulance Control Centre Accident & Emergency	75	68
Admin & Clerical	62	61
Ambulance Control Centre Patient Transport Service	78	78

The table above shows the percentage of women working in ambulance control for accident and emergency and admin and clerical has decreased. The number of women employed in Patient Transport has remained the same.

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Staff groups most populated by men

Table 2

Staff group	Percentage of men in group at 2022	Percentage of men in group at 2024
Patient Transport Service	61	63
Accident & Emergency	57	54
Managerial	60	56
Fleet	97	100

The table above shows the percentage of men working in Patient Transport Service and Fleet posts has increased. For Accident and Emergency and Managerial posts, the percentage has reduced.

We continue to monitor applications for posts by gender and we are producing more video clips of men and women in a range of roles to encourage applications from a greater mix of men and women across all vacancies.

Vertical segregation

The table below shows the number of women and men working across the different pay bands as of 31 March 2024 and includes the percentage of women and men within each band. Under Agenda for Change terms and conditions of employment the salary scales increase from band 2 up to band 9.

Table 3 - 2024

Band	Women	Percentage	Men	Percentage	Total
2	5	10	47	90	52
3	539	49	571	51	1,110
4	171	69	77	31	248
5	962	50	963	50	1,925
6	813	43	1098	57	1,911
7	184	45	223	55	407
8A	27	39	43	61	70
8B	28	48	30	52	58
8C	7	33	14	67	21
8D	1	20	4	80	5
Medical Staff	3	50	3	50	6
Non AfC	3	50	3	50	6
Total	2743	47	3076	53	5819

Women are represented in all pay bands with the Scottish Ambulance Service, with most working in bands 5 and 6. Band 4 is the only pay grade where there are more women (69 per cent) represented than men (31 per cent).

We have seen an increase in the percentage of women employed in bands 6 – 8D. This has increased from 36 per cent in 2020 to 43 per cent in 2024.

It is widely accepted that increasing diversity in the boardroom and in senior leadership encourages new and innovative thinking, maximises use of talent and leads to better business decisions and governance.

The Gender Representation on Public Boards (Scotland) Act 2018 (GRPB) sets out the need for public authorities like SAS to work towards achieving the Gender Representation Objective that 50 per cent of a Board’s Non-Executive members are women. The gender balance of the non-Executive members at SAS is 50 per cent male and 50 per cent female and the gender representation objective has been achieved.

The table below shows the number of women and men who work full-time and part-time across the different pay bands as of 31 March 2024.

Table 4

Salary pay band	Women		Men	
	Full-time	Part-time	Full-time	Part-time
2	0	5	34	13
3	370	169	475	96
4	130	41	72	5
5	878	84	922	41
6	699	114	1,053	45
7	166	18	214	9
8A	26	1	40	3
8B	24	4	30	0
8C	7	0	14	0
8D	1	0	4	0
Medical Staff	0	3	0	3
Non AfC	3	0	2	1
% of total	40	8	49	4
Total	2304	439	2860	216

The majority of those working part-time were women (67 per cent), However, there has been an increase in the number of men working part-time with men representing 33 per cent of part-time employees (up from 30 per cent in 2020). There were markedly fewer men and women working part-time employed in more senior roles at band 7 and above. In 2022 the number of people working part time overall was 9 per cent, however this has increased to 12 per cent.

Occupational segregation by disability

On 31 March 2024, 2.1 per cent of the workforce had disclosed that they had a disability, down slightly from 2.4 per cent in 2022. The spread of disabled staff across staff groups and between the pay bands has been analysed. The number of disabled staff is relatively small and as such it

is not possible to publish the detailed information as this may identify individuals. We are taking steps to encourage more applications from people who have a disability.

Disabled staff are represented across pay bands 2 - 8 and across all departments, except Fleet. The majority (82 per cent) occupy posts within pay bands 3 - 6. Sixty-five per cent of disabled staff are employed in accident and emergency operations and the majority are men (69 per cent).

It is recognised that there is a gap in the self-disclosure under disability and as of 31 March 2024 20.1 per cent of the workforce had either preferred not to provide this information or this information was unknown. Actions are being taken to address the level of self-disclosure across all protected characteristics and details of these can be found in the Workforce Equality Monitoring Report 2023/24.

Occupational segregation by minority ethnic group

At 31 March 2024, 1.04 per cent of the workforce had disclosed that they were from a black, Asian or minority ethnic background. This included those from African, Chinese, Indian, Pakistani, Caribbean and Mixed origin backgrounds. As numbers were small it was considered appropriate to aggregate these groups together. This is a slight decrease from the 1.06 per cent in 2022.

The spread of minority ethnic staff across staff groups and between pay bands has been analysed. The number of minority ethnic staff is relatively small and as such it is not possible to publish the detailed information as this might identify individuals.

Minority ethnic staff are represented across pay bands 3 - 7 and across all departments other than Fleet and Ancillary. The majority (29 per cent) occupy posts within accident and emergency operations. Fifty-nine per cent of minority ethnic staff are men.

It is recognised that there is a gap in the self-disclosure under race / ethnicity and as of 1 April 2022 18 per cent of the workforce had either preferred not to provide this information or this information was unknown. This is an improvement from 2022 when the non-disclosure rate was 22 per cent. Actions are being taken to further address the level of self disclosure across all protected characteristics and details of these can be found in the Workforce Equality Monitoring Report 2023/24.

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5. Gender pay gap

The percentage difference in pay requires an average hourly rate to be calculated excluding overtime (mean average).

Table 5 shows the overall average hourly rate for comparison in 2022 when the figures were last collated and published (2023).

Table 6 shows the overall average combined hourly pay rate per employee (£) across all categories of staff and bands as of March 2023. Most staff are on Agenda for Change terms and conditions of employment with the exception of the Senior Executive Cohort and a small number of Medical Staff.

Table 5 – 2022

Female			Male			% Difference M:F		
PT	FT	All	PT	FT	All	PT	FT	All
15.44	15.52	15.5	15.25	16.22	16.17	-1%	4%	4%

Table 6 – 2024

Female			Male			% Difference M:F		
PT	FT	All	PT	FT	All	PT	FT	All
17.87	18.48	18.38	18.16	19.42	19.34	2%	5%	5%

Overall, the percentage difference between women's and men's average hourly rate is 5 per cent. Although this is an increase from 4 per cent in 2022, it is encouraging to see that this difference has steadily reduced from 10 per cent in 2012 when this figure was calculated for the first time. We have seen an increase in the number of women and men working part-time. Previously, the average hourly rate for men working part-time was lower than the average hourly rate for women working part-time, however it is recognised that this is now not the case. The average hourly rates for men working both full-time (5 per cent) and part-time (2 per cent) are higher than for women. The overall difference has increased from 4 per cent in 2022 to 5 per cent in 2024.

The median average pay gap is 14.2 per cent, this has decreased from 20.7 per cent in 2022. This is due to the female median hourly rate increasing to mid-point Band 5 from the bottom of point of Band 5 in previous years. The figures above show the mean average and this measures the difference between the average hourly rate for men and women. The median is calculated using the midpoint hourly rate for men and women. The median average is useful as the figure is not distorted by very large or very small pay rates.

“The most recent national figures for the median gender pay gap show the following:

The gender pay gap for both Scotland and the UK has typically been narrowing over time.

The gender pay gap in Scotland has been narrower than in the UK since 2003.

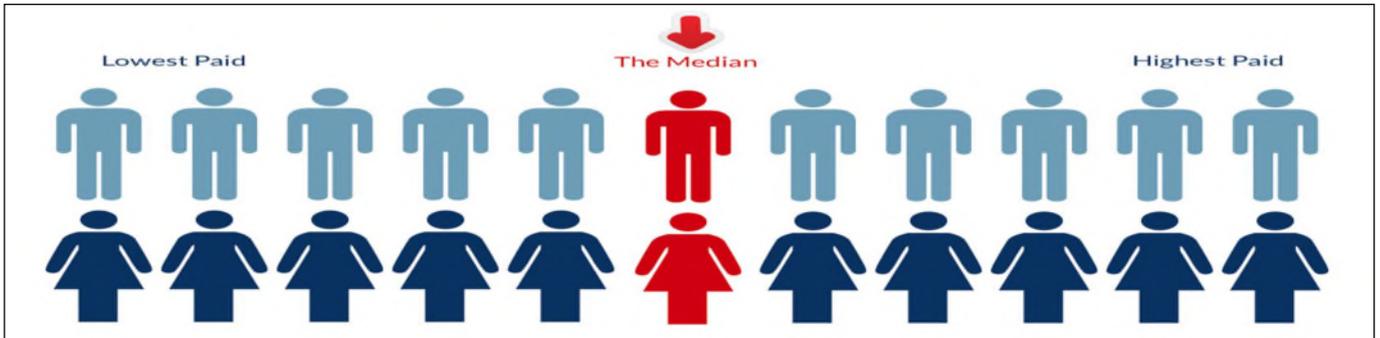
In 2024, the gender pay gap for full-time employees in Scotland widened from 1.4 per cent in 2023 to 2.2 per cent in 2024. This is due to men’s hourly earnings (excluding overtime) increasing at a faster rate than women’s hourly earnings (excluding overtime).

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The gender pay gap in the UK narrowed from 7.5 per cent in 2023 to 7.0 per cent in 2024.”

(Source - Statistics from ONS Annual Survey of Hours and Earnings 2024 – October 2024).

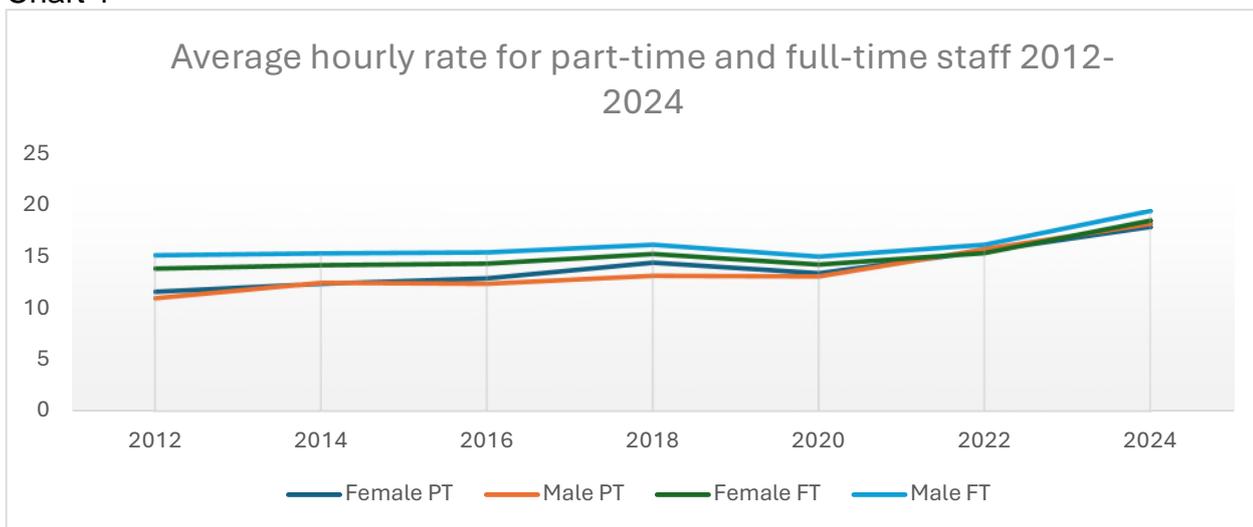
SAS median pay gap is generally lower than the national figure for all employees. Our analysis is based upon the mean average so that year on year comparisons can be readily made.



The gender pay gap can be explained by two factors. First, our staffing establishment - there are proportionately more men employed in senior posts attracting higher average hourly rates of pay. The second factor is one of timing and organisational structure. The majority of new recruits are operational staff joining the Service at salary bands 3 to 5. The majority of staff are male and most operational staff have significant service with the organisation. More men are therefore employed at the top of these pay bands than women, attracting a higher rates of pay.

The chart below illustrates the difference in the average hourly rate for men and women, for part time and full time staff and how these rates have changed between 2012 and 2022.

Chart 1



We have over the last few years begun to attract more women into operational posts. Between April 2023 and March 2024, 48 per cent of job applicants were women (36 per cent 2011/12). In 2023/24, 60 per cent of new starters were women. Women leaving SAS accounted for 38.4 per cent of the total leavers compared with 42 per cent in 2022/23. The number of female staff overall has steadily increased over the last few years and now represents 46.8 per cent of the

total. In recent years we have employed more females in the ambulance technician role and over time, we would expect to see them progress through to Paramedic and Team Leader posts (both salary band 6) as male recruits have done over the years.

Part-time staff have a lower average hourly rate than full-time staff – this is true of male and female staff although the difference is more marked with male staff. The hourly rate differential is partly explained by the fact that many more part-time staff work in the lower pay bands than in more senior grades.

The table below illustrates the gender pay gap for part-time and full-time staff across key staff groups.

Table 7 – 2024

Staff group	Female			Male			% Difference M:F		
	PT	FT	All	PT	FT	All	PT	FT	All
Accident & Emergency	20.12	18.45	18.62	20.33	19.57	19.61	+1%	+6%	+5%
Patient Transport Service	14.00	14.03	14.02	13.88	13.93	13.94	-1%	-1%	-1%
Ambulance Control	15.19	15.46	15.37	15.23	15.97	15.90	0%	+3%	+3%
Fleet	0	0	0	0	19.15	19.15	0%	0%	0%
Admin & Clerical	16.25	16.06	16.10	0	18.05	18.06	0%	+11%	+11%
Ancillary	0	0	0	0	12.98	12.98	0%	0%	0%
Managers	27.36	27.73	27.70	26.86	28.03	27.97	-2%	+1%	+1%
Nursing	24.35	24.01	24.13	0	24.33	24.22	0%	+1%	0%

The gap for all groups, with the exception of admin and clerical, fall below 6 per cent difference between men and women’s average hourly pay for SAS overall.

The pay gap percentage difference for the admin and clerical group is 11 per cent, that is the average hourly rate for men is higher than that for women. This would indicate that men are typically in higher banded roles in this group. This has increased from 6 per cent in 2020. Sixty-one per cent of staff in the admin and clerical group are women. This difference will be closely monitored to identify any trends going forward which warrant further investigation.

6. Positive action to enhance attraction, development and retention of under-represented groups

Glasgow Centre for Inclusive Living

NHS Chief Executives supported the establishment of the Glasgow Centre for Inclusive Living Equality Academy's Professional Careers Programme within NHS Scotland Boards. The overall aim of this programme is for each Health Board to provide a two-year employment opportunity for a disabled graduate by providing them with a challenging and rewarding experience of employment. A new graduate joined SAS in January 2021. The graduate who completed the programme previously was successful in applying for a permanent full time post within SAS.

Disability Confident symbol 'Positive about disabled people'

In recognition of our commitment to equality and diversity, the Scottish Ambulance Service has agreed to take action to meet five commitments regarding the employment, retention, training

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and career development of staff with a disability. The five commitments under the 'Positive about disabled people' initiative are;

- To interview all disabled candidates who meet the minimum criteria for a job vacancy and consider them on their abilities.
- To ensure there is a mechanism in place to discuss with disabled employees what can be done to make sure they can develop and use their abilities. Discussions may take place any time, and will take place once a year.
- To make every effort when employees become disabled to make sure they stay in employment.
- To take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work.
- To review these commitments and what has been achieved annually and to plan ways to improve them.

We are currently in the process of renewing our membership of the Disability Confident scheme.

Modern Apprenticeships

SAS has previously employed 3 Modern Apprentices (MA) employed in the fleet and procurement departments. We are currently looking at how we can incorporate MAs into the People Services Hub Model. Further consideration will be given as to how we can use MAs to expand job and career opportunities for young people in a way that tackles occupational segregation by placing young men and women into roles where there has been under-representation.

Flexible working

There are markedly fewer men and women working part-time employed in more senior roles at band 6 and above. We recognise the need to enable our staff to work flexibly. This is particularly important for female staff who have a disproportionate responsibility for care. Having a flexible approach to quality part-time working options results in women being employed at the right level to utilise their skills, qualifications and experience.

Remuneration Committee

The Scottish Ambulance Service Remuneration Committee meets twice per year. The Committee ensures the application and implementation of fair and equitable pay systems on behalf of the Board, as determined by Ministers and the Scottish Government. The Remuneration Committee may also consider additional confidential remuneration related matters on behalf of the Board.

Pension provisions and retirement

Staff have access to the pension provisions and retirement section on the HR pages on the intranet. Details can be found here relating to pension contributions, how to obtain estimates of pensions and benefits and how to book on a retirement workshop. Retirement courses are run 4 times a year and HR teams promote details of these locally.

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It is recognised that women save significantly less than men towards pensions, are less likely to understand pension products and a high proportion do not know how much to save for a comfortable retirement (Source: research by Fawcett Society & Scottish Widows). SAS encourage staff considering retirement to participate in a retirement workshop. This is a one day course which discusses retirement in general terms as well as specific details regarding finances and pension rights.

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7. Equal Pay Statement



**Scottish
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Service**

Working in Partnership with Universities

Equal Pay Statement

April 2025

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Equality Act 2010 Specific Duty - Equal Pay Statement

1. National Context

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate. In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

[Close the Gap](#) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.

Recent data from the ONS's Annual Survey of Hours and Earnings (ASHE) indicates that both the median and mean gender pay gaps have decreased between 2022 and 2023 across all measures.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap which is the percentage difference between men and women's average hourly pay (excluding overtime). The mean pay gaps have had a slightly larger reduction compared to median pay gaps, where falls have been more varied. The mean pay gaps have all seen significant decreases by around 4 percentage points, with the combined pay gap now sitting at 6.3%, the full-time gap at 3.5%, and the part-time at 22.1%.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives.

However, women are not all the same, and their experiences of the work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:

- Recruit from the widest talent pool
- Improve staff retention
- Improve decision making and governance

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1.2 National Terms and Conditions

The Scottish Ambulance Service employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include NHS Agenda for Change (A4C) Contract and Terms & Conditions of employment, NHS Medical and Dental (including General Practitioners) and NHS Scotland Executive and Senior Managers contracts of employment.

The Scottish Ambulance Service recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.

NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71 per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

2. Legislative Framework

The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed in 'like work', 'work related as equivalent' or 'work of equal value'.

In line with the Public Sector Equality Duty of the Equality Act 2010, the Scottish Ambulance Service objectives are to ensure we have due regards to the need to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality;
- Promote equality of opportunity and the principles of equal pay throughout the workforce; and
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

3. Staff Governance Standard

NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHS Scotland employer must achieve in order to continuously improve in relation to the fair and effective management of staff.

The Standard requires all NHS Boards to demonstrate that staff are:

- Well informed;
- Appropriately trained and developed;
- Involved in decisions;
- Treated fairly and consistently, with dignity and respect, in an environment where
- Diversity is valued; and
- Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

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Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

5. Equal Pay Policy

This policy has been agreed in partnership and will be reviewed on a regular basis by the Scottish Ambulance Service National Partnership Forum and the Staff Governance Committee.

It is well recognised that the gender pay gap is caused by a range of societal and organisational factors which include:

- Occupational segregation
- A lack of quality part-time and flexible working opportunities
- The economic undervaluing of work which is stereotypically seen as female work such as care, retail, admin and cleaning
- Women’s disproportionate responsibility for unpaid care
- Bias and a lack of transparency in recruitment, development and progression employment practices
- Workplace cultures
- Pay and grading systems

The Scottish Ambulance Service is committed to the principles of equality of opportunity in employment and believes that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy and maternity, religion or belief, sex or sexual orientation.

The Scottish Ambulance Service understands that workers have a right to equal pay between women and men. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require the Scottish Ambulance Service to take the following steps:

- Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the Regulations;
- Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years; and
- Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

The Scottish Ambulance Service also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes. The Scottish Ambulance Service will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the Equality Duty.

6. Equal Pay Actions

It is good practice and reflects the values of The Scottish Ambulance Service that pay is awarded fairly and equitably.

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We will:

- Review this policy, statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees how pay practices work and how their own pay is determined;
- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions to ensure fair, non-discriminatory and consistent practice;
- Examine our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave;
- Undertake regular monitoring of our practices in line with the requirements of the Equality Act 2010; including carrying out and using the results of equality impact assessments.
- Consider, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.

Responsibility for implementing this policy is held by the Scottish Ambulance Service Chief Executive with the Director of Workforce having lead responsibility for the delivery of the policy.

If a member of staff wishes to raise a concern at a formal level within The Scottish Ambulance Service relating to equal pay, the NHS Scotland Grievance Policy is available for their use.

Next steps

We said in our equal pay statement and gender pay gap report in 2021 that we would take a number of steps. This is what we did, the results and what we plan to do next.

1. Continue to monitor the salary spine point allocated to new employees to ensure this is consistently applied. Annual check to be carried out in April each year		
Actions	Results	Next steps
This information has been monitored through the payroll system.	Requests to place new starters on a higher salary spine point at the commencement of employment have been made for men and women. Requests have been approved by Deputy Directorate of Workforce and HR Managers in keeping with the Salary Placement Manager Guidance and Agenda for Change	Continue to monitor this annually.

	<p>Handbook. Recruiting managers are responsible for determining if an individual's previous level of experience warrants a higher starting salary. There has been no disproportionate application of this process.</p>	
<p>2. Conduct an analysis of applicants for vacancies where there has traditionally been under-representation of men or women. Identify any emerging barriers and actions / initiatives to support an increased number of applicants including men and women for all posts.</p>		
Actions	Results	Next steps
<p>(a) Conduct a more detailed analysis of applications for posts to identify where there is most under-representation of men and women.</p> <p>Through discussions with staff groups identify any actions to be taken to eliminate barriers.</p> <p>Review recruitment literature to identify if there are ways of promoting roles more specifically for men and women.</p>	<p>An analysis identified roles which were predominantly occupied by men and women. Recruitment campaigns for four key operational roles were highlighted. These were Technician & Paramedic (predominantly occupied by men) and Scheduled Care Call Handler & Emergency Dispatchers (predominantly occupied by women).</p> <p>We have identified that imagery used on recruitment web pages could be improved to show men and women in operational roles. Video clips of staff in a variety of support roles have been produced.</p> <p>We have continued to see an increase in the percentage of female applicants for Technician / Paramedic roles and an increase in the male applicants for Call Handler. We are now also seeing an</p>	<p>Produce video clips of men and women in a range of operational roles.</p> <p>Monitor the proportion of women applying for posts where there is underrepresentation of men and women.</p> <p>Conduct an analysis of staff groups including relief / rostered staff by gender.</p>

	increase in male applicants for Dispatch posts.	
(b) Monitor applications from young people and women. Continue to promote SAS at careers fairs and engagement events targeting young people, people who are disabled and those from minority ethnic communities.	The largest proportion of applicants in 2020 were from the 25-29 and 30-34 age groups (17 per cent in 2023/24). We have seen an increase in the number of applications received from women in recent years. With 50 per cent and 47.7 per cent of applications received from women in 2022/23 and 2023/24 respectively (40 per cent in 2021/22). SAS has attended a variety of careers fairs and events	Monitor applications from men, women, young people, people who have a disability and those from black, Asian and minority ethnic groups.

3. Monitor and review access to career development opportunities and in particular identify whether there are particular barriers to progression for part-time staff.

Actions	Results	Next steps
(a) A number of actions are being taken forward including; - communication and training for managers around the flexible working policy and accessing training and development opportunities We provided input to the NHS Workforce Policies on Flexible Work Pattern and Flexible Work Location - flexible working applications will be logged centrally to enable better analysis / trends to be identified - flexible working options to be advertised through recruitment	Training has been provided for managers. The NHS Workforce Policies for Flexible Work Pattern and Flexible Work Location have been launched. Flexible working applications are being logged in a number of ways locally and at National Headquarters. Part-time options advertised formed 6.5 per cent of our total posts during 2019/20. We have seen an increase in part-time job opportunities advertised and this is now 13% of our total posts advertised.	Adopt a central logging system for all flexible working applications to enable easier access. Analyse flexible working applications by gender.

Staff in post by category and salary band as at April 2024

Appendix 1

Band	A&E crew		PTS crew		Ambulance Control Centre		Fleet		Ancillary		Admin & Clerical		Managerial		Nursing	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
2	0	0	2	11	0	0	0	0	3	32	0	0	0	0	0	0
3	25	52	245	427	183	53	0	0	0	5	86	34	0	0	0	0
4	0	0	17	13	112	57	0	0	0	0	42	6	0	0	0	0
5	890	834	2	2	31	30	0	38	0	0	35	54	0	0	4	4
6	735	1052	0	0	25	13	0	3	0	0	33	30	0	0	20	0
7	49	74	0	0	0	0	0	0	0	0	0	0	112	135	23	14
8A	0	0	0	0	0	0	0	0	0	0	0	0	25	42	2	1
8B	0	0	0	0	0	0	0	0	0	0	0	0	25	30	3	0
8C	0	0	0	0	0	0	0	0	0	0	0	0	7	14	0	0
8D	0	0	0	0	0	0	0	0	0	0	0	0	1	4	0	0
Medical	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0
Total	1699	2012	266	453	351	153	0	41	3	37	196	124	173	228	52	19
Total by %	46	54	37	63	70	30	0	100	8	92	61	39	43	57	73	27
Total F & M	3711		719		504		41		40		320		401		71	

Non Agenda for Change	
F	M
3	3

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Appendix 2

Staff groups

Staff group	Categories included
Accident and Emergency crew	Technicians, Paramedics, Urgent Tier, Special Operations Response Teams (A & E), Auxiliaries
Patient Transport Service crew	Ambulance Care Assistants, Special Operations Response Teams (PTS)
Ambulance Control Centre	Call Takers, Dispatchers, Clinical Advisors, Supervisors
Fleet	All non admin and clerical workshop staff up to band 5
Ancillary	Domestic staff, estate staff and vehicle washers
Admin and clerical	All admin and clerical staff not covered by another category
Managerial	General Managers, all band 7 and above (excluding Area Service Managers)

