

# TASL gender pay gap statement

Thames Ambulance Service (TASL) is committed to ensuring our employees are able to carry out their duties in a supportive and flexible environment which is free from exclusion or discrimination.

This supportive environment includes being considerate to colleagues' mental and physical wellbeing, their work-life balance as well as ensuring equal reward, regardless of gender or any other individual protected characteristic.

We believe our approach also ensures we retain a motivated, passionate and committed workforce who are able to flourish in their roles and fulfil their career aspirations at TASL.

## Gender Pay Gap

We are assured that men and women are paid equally for carrying out equivalent jobs at TASL. This assurance comes from having a robust process in place to review and benchmark pay across the organisation as well as across the patient transport sector. These reviews take place annually and are applied across all contract areas.

In line with the gender pay reporting regulations the data contained in this document is a snapshot of 5 April 2020.

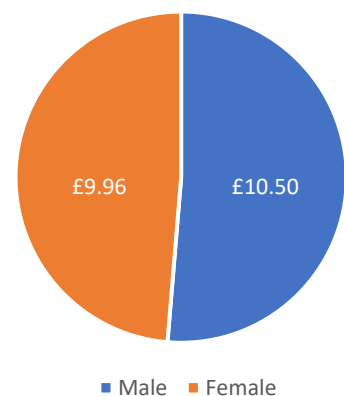
Gender pay gap analysis shows that TASL has a higher proportion of men than women in the more senior, highly paid roles. This creates a gap in the overall average amount paid to men and women across the whole organisation.

The TASL Executive Team, led by myself, places priority on ensuring the senior management positions are more reflective of the overall demographic of the organisation and I believe this gap will reduce as we move forward gap.

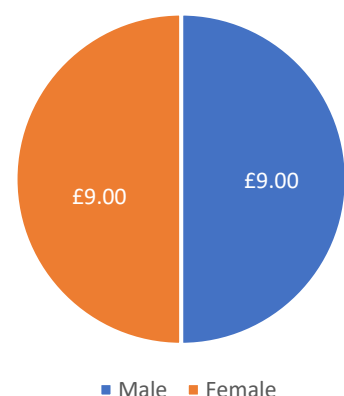


**Derek Laird,**  
Chief Executive, Thames Ambulance Service

Mean hourly pay



Median hourly pay



	Male	Female
Hourly Pay Qtr 1	55.1%	44.9%
Hourly Pay Qtr 2	47.1%	52.9%
Hourly Pay Qtr 3	58.5%	41.5%
Hourly Pay Qtr 4	56.3%	43.7%