



**Scottish
Ambulance
Service**
Taking Care to the Patient



Chair
Chief
Executive

David Garbutt QPM
Pauline Howie OBE

Our ref: FOI/1157/18

13 February 2018

Dear Ms Tibbitt,

FREEDOM OF INFORMATION REQUEST

Thank you for your email of 19 January 2018 requesting information under the Freedom of Information (Scotland) Act 2002 which has now been processed.

Detail

You asked for the following information:-

1. At November 12 2015, how many men and and how many women were on the board of your organisation?
2. At November 12 2015, was the Chairperson (or person with an equivalent role) a man or a woman?
3. How many men and how many women are now on the board of your organisation?
4. Is the current Chairperson (or person with an equivalent role) a man or a woman?
5. Does the board have a formal strategy or policy commitment to achieving gender balance? If so please supply a copy of the document where the policy is laid out. Please also confirm the date that this policy was adopted.
6. What is the current median FTE pay for men and women in the organisation?

Response

- 1. At November 12 2015, how many men and how many women were on the board of your organisation?**

At November 12 2015, the appointed Board members were 6 men, 5 women, and the Chairperson who was a man.

- 2. At November 12 2015, was the Chairperson (or person with an equivalent role) a man or a woman?**

At November 12 2015, the Scottish Ambulance Service Chairperson was a man.

- 3. How many men and how many women are now on the board of your organisation?**

As at 1 February 2018, the appointed Board members are five men, five women and a Chair, who is a man.

- 4. Is the current Chairperson (or person with an equivalent role) a man or a woman?**

The current Chairperson of the Scottish Ambulance Service is a man.

Scottish Ambulance Service, National Headquarters, Gyle Square, 1 South Gyle Crescent, Edinburgh EH12 9EB

Telephone: 0131 314 0000

www.scottishambulance.com



5. Does the board have a formal strategy or policy commitment to achieving gender balance? If so please supply a copy of the document where the policy is laid out. Please also confirm the date that this policy was adopted.

Please see Equal Pay Statement and Gender Pay Information attached. This was adopted in April 2017.

6. What is the current median FTE pay for men and women in the organisation?

The most recent readily available information available is from the end of March 2016:

- Men - £14.42 per hour, £540.75 per week
- Women - £13.41 per hour, £502.87 per week

Review Procedure

If you are dissatisfied with the way in which I have dealt with your request, you are entitled to require a review of this decision. Should you decide to request a review you must:

Apply for a review of our decision in writing within 40 working days of the date of this notice and include:

- An address for further correspondence
- A description of the original request and
- The reason(s) why you are dissatisfied with our decision.

You should address your request for a review of decision to:

Mark Hannan
Head of Corporate Affairs and Engagement
Scottish Ambulance Service
National Headquarters,
Gyle Square,
1 South Gyle Crescent,
Edinburgh, EH12 9EB
0131 314 0000
E-mail: mark.hannan3@nhs.net

The requests for a review would be passed to another manager who was not involved in the original decision to assess the application.

Following the review you would receive notice of the result as soon as possible but in any case within 20 working days of us receiving it. Our response would explain the decision of the reviewer as well as details of how to appeal to the Office of the Scottish Information Commissioner if you remain dissatisfied with the review decision reached by us.

If you wish to appeal to the Scottish Information Commissioner you may do so at the details below:

Office of the Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
KY16 9DS

Telephone: 01334 464610

e-mail: enquiries@itspublicknowledge.info

You can also make your appeal online via the Commissioner's website at www.itspublicknowledge.info/Appeal. This link gives you help in real time explaining exactly what is needed so the Commissioner can investigate your case quickly.

Yours sincerely,

Lora Vernon
Corporate Affairs and Engagement