

Gender Pay Gap Statement



I am pleased to publish the BNSSG ICB Gender Pay Gap report for 22/2023.

All organisations with more than 250 staff are required to publish Gender Pay Gap (GPG) information.

This report includes the mean gender pay gap, the median gender pay gap and the number of men and women in the different salary groups or quartiles.

We have taken a snapshot of our salary as at 31 March 2023. This showed results for 541 staff, 400 women (73.9%) and 141 men (26.1%). These are our results:

- Mean gender pay gap: 18.75%
- Median gender pay gap: 14.15%

BNSSG ICB does not operate a bonus scheme, therefore there is no bonus data to report. The NHS is a significant employer of female staff. The NHS uses the Agenda for Change pay framework, which seeks to harmonise pay for NHS staff across the country. It attempts to deliver on the principles of 'equal pay for work of equal value', thus staff are paid equitably irrespective of gender. Pay grades are determined by the level of responsibility for each role, and a formal process is used to evaluate all jobs.

The mean gender pay gap is the difference between men's and women's average hourly pay, which is £5.6 (6.8 last year), or expressed as a percentage, 18.75%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women, which is £3.51 or 15% in percentage terms.

The gender pay gap can be explained by the proportion of men in more senior roles - men are currently more likely to be employed in the upper two quartiles and therefore on average, men earn more £29.87 per hour (a £0.91 decrease since last year's £30.78ph), compared to women's £24.27 per hour (a £0.34 increase since last year's £23.93ph).

There were approximately 66.8% full-time staff and 33.2% part-time staff. The combination of full-time & part-time women was 73.7%, whereas for men, this was 26.11% (.19% unspecified). There is an over-representation of female staff working in part-time roles (27.9%) compared with male part-time staff (5%), which is likely to widen the pay gap.

It's worth noting that there was a period of transition from 1st January 2023 to 30th April 2023 and there were 61 leavers and 25 starters. Of the 61 leavers during this period, 43 leavers were employed under a fixed term contract, with 21% citing their reason for leaving being due to voluntary resignation and the other 79% citing end of fixed term contract. Reviewing the demographics for this group of staff (those on

fixed term contracts) 58% of staff were working on a part-time basis with a fairly even mix between male and female, with female part time working being slightly over 55%.

The organisational change that has continued during 2023 will be reflected in our Gender Pay Gap statement for 2023/24.

Addressing the Gender Pay Gap

Over the past eighteen months we have prioritised 'development of a more inclusive place of work and enhancement of recruitment practice' as one of our core themes in the original BNSSG ICBs People action plan. This included an Inclusive Recruitment Review, following the audit of last year – a review of recruitment processes and practices across the ICS, including the ICB, against best practice guidance. The recommendations for this are incorporated in a comprehensive report provided in October 2023. An example of the recommendations includes training videos of good practice for managers and prospective applicants and to create diverse recruitment panels who will support interview panels and promote flexible and hybrid working. There also is continuing statutory and mandatory training for all staff in Equality Diversity and Inclusion. In addition, we have revised an Impact assessment which is now the Equality and Health Inequality Impact Assessment so that it is utilised in every area of the organisation to support positive change.

We acknowledge it will take time to achieve gender parity, this is evident by research evidence and the incremental change in our own data, but we are committed to ensuring all staff have equitable opportunities to develop and advance in the ICB. We are continuing to improve our recruitment practices which will - over time - help the ICB to increase the number of men and distribution of male staff throughout the organisation, as well as redressing the gender balance of applicants for very senior roles.

A combination of intersectionality actions have been undertaken, which included BAME talent development – of which women were overrepresented – and we continue to have external membership of the Business Disability Forum who can support progress towards becoming a Disability Confident Employer. These efforts will improve the working life experience and opportunities for women who hold multiple marginalised protected characteristics.

As the Chief Executive Officer for BNSSG ICB and Chair of the Inclusion Council (a group who oversee the ICBs strategic EDI work), I am committed to building an inclusive culture and having representation at every level of the organisation. We will continue to adopt best and good practice and take a more ambitious approach to implementing EDI actions. We will refresh the EDI strategy 2024-2028 and its related action plan to reflect this ambition. You can read more about our EDI efforts in the 2022-23 BNSSG ICB EDI Annual Report.

Shane Devlin
 Chief Executive Officer
 Bristol, North Somerset & South Gloucestershire ICB

Gender Pay Gap Reporting

The Equality Act 2010 Act (Gender Pay Gap Information Regulations) 2017 direct organisations to publish the information detailed in the tables below. Gender Pay Gap reporting helps organisations to have a better understanding of the gender pay balance in their organisation. It looks at the average difference between the salaries of men and women.

Table 1: Average & Median hourly rates

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Gender	Avg. Hourly Rate		Median Hourly Rate	
Male	£	29.87	£	24.82
Female	£	24.27	£	21.30
Difference	£	5.60	£	3.51
Pay Gap %		18.75		14.15

Table 2: Number of Employees per Quartile (1 to 4)

Table 2: Number of employees Q1 = Low, Q4 = High				
Quartile	Female	Male	Female %	Male %
1	98	20	83.05	16.95
2	115	29	79.86	20.14
3	93	35	72.66	27.34
4	81	54	60.00	40.00

Data summary

- The data in the above tables are a snapshot of BNSSG ICB workforce as at 31 March 2023.
- The gender split within BNSSG ICB at the time of reporting is 73.9% female and 26.1% male (a 3.1 percentage points increase for women and 3.1 percentage point decrease in men since 2021-22).
- The difference in the mean (average) hourly rate is 18.75%.
- The difference in the median hourly rate is 14.15%.
- This shows that for both the mean (average) and median hourly rate that there is some closing of the gap since last year by 3.52 and .85% respectively.

- Number of employees by quartile indicates the proportion of males and females when divided into four groups and ordered from lowest (Q1) to highest pay (Q4). A table of how this has changed over the past four years can be seen in the appendix. More women work in Q1 and Q2, the lower paid roles (Q1= 83.5% female, 16.95% male, Q2= 79.86% female, 20.14% male), in addition, men tend to be in roles that receive higher pay (upper two quartiles Q3= 27.34% male, Q4= 40% male). The contrast can be seen in the graph below.

Figure 1: Number of female and male staff in each quartile

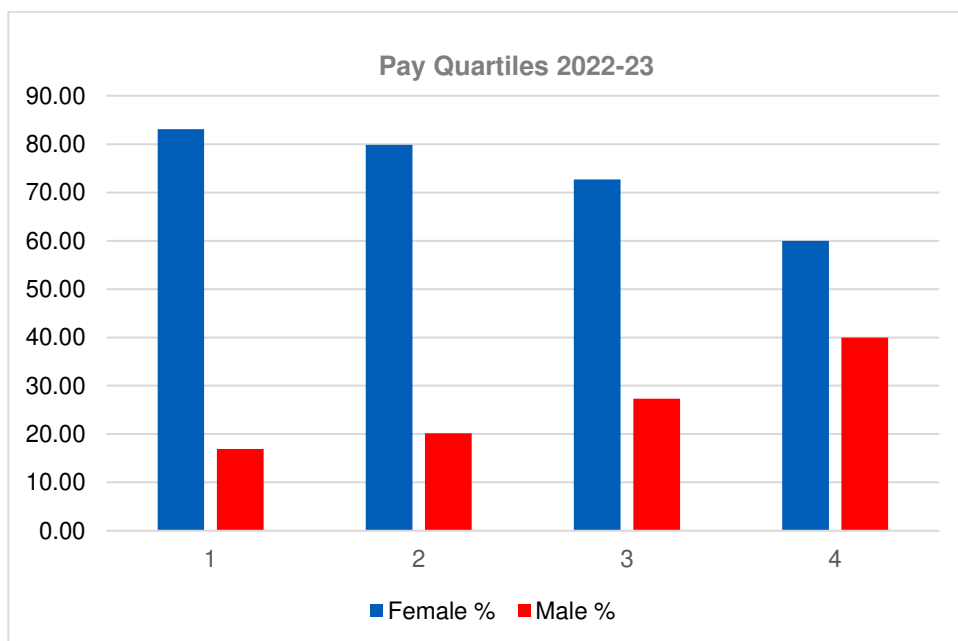
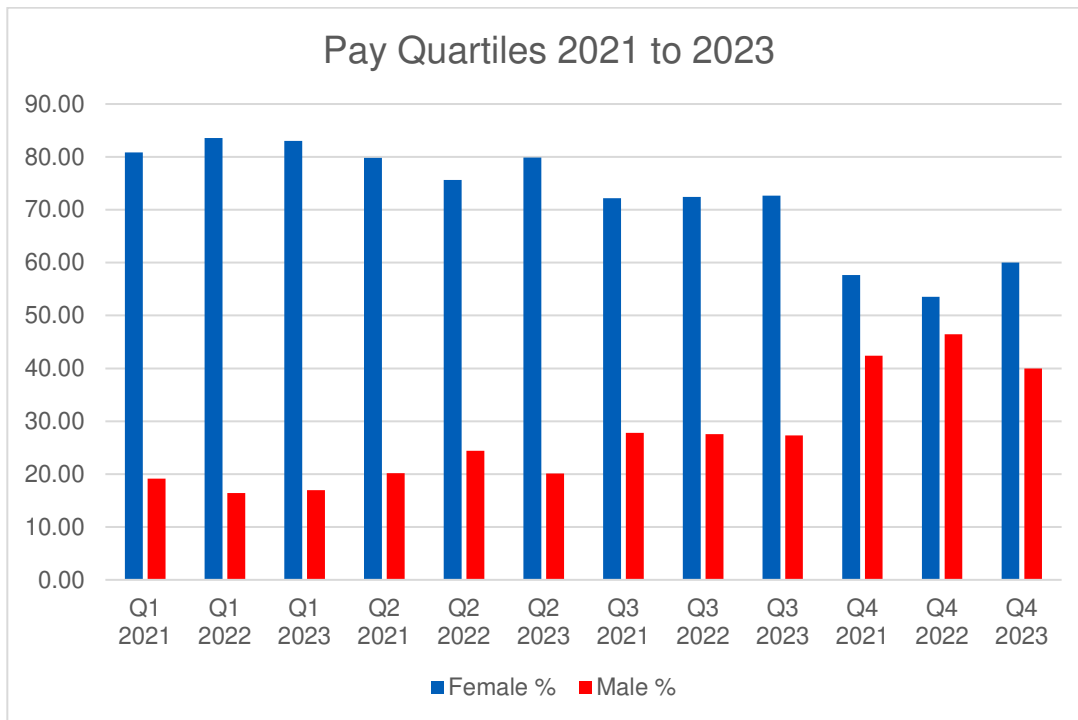


Figure 2: Yearly comparison of number of female and male staff in each quartile – 2020/21 to 2022/23



- Since our last report, there has been decrease in the number of women in Q1 (lowest pay bracket) from 107 to 98, and the number of men in Q1 has reduced by 1, from 21 to 20. The number of women in Q2 has increased from 93 last year to 115 this year, and the number of men in Q2 has decreased by 1, from 30 last year to 29 this year. The number of women has increased slightly in Q3 from 92 to 93 this year and in Q4, from 76 to 81. The number of men in Q3 has stayed the same at 35 this year, and in Q4 (the highest pay quartile) the number of men has decreased by 12 from 66 to 54. Overall, this shows some success in closing the pay gap but there is still some way to go.
- Men continue to be under-represented overall and BNSSG ICB efforts to improve diversity in the recruitment process should have a positive impact on the number of men in the organisation over time. For men there has been minimal change in the quartiles except for in Q4 where there was an increase of 12 – which also represents the total increase in men. For women, there have been fluctuations over the quartiles with a decrease of 9 in Q1, a great increase in Q1 of 22 but a fair increase in Q4 of 5, with an overall increase of 17 women across all the quartiles. Attracting males to Q2 roles and females to Q4 will continue to help to address the gender pay gap.

Table 3: Employee Headcount Full Time and Part Time

Employee Category	Headcount	%	FTE
Full Time	361	66.73	363.00
Part Time	179	33.09	106.78
Unspecified	1	0.18	
Grand Total	541	100.00	469.78

There were approximately 67% full-time staff and 33% part-time staff.

Table 4: Full time and Part Time staff per gender

Full time / Part time	Female	Male
Unspecified	0.19	
Part Time	27.96	5.00
Full Time	45.74	21.11

The combination of full-time & part-time women was 73.7%, whereas for men, this was 26.11% (.19% unspecified).

- More female staff work part-time compared to men. Of the 32.96% part time staff (reduced from 34.5% last year), 27.9% are female compared to 5 % of male.
- 66.8% of staff are full-time (made up of 45.7% female and 21.1% male); 0.19% of female staff are unspecified.
- Continued engagement with our networks – including our parent and carers - to the understand perceptions around part time working and implications in relation to opportunities for advancement. In addition or alternatively, we could focus on attracting job applications from women for roles in the Q4 pay bracket?

Summary

BNSSG ICB has demonstrated that we have made and will continue to make strides to increase diversity through inclusive recruitment practices.

There has been an overall increase in male and female staff of 12 and 17 respectively, with notable movement of women in Q2 increasing by 22 and decreasing by 9 in Q1. In the highest quartile (Q4) men has been more dominant, with an increase of 12 compared to an increase of 5 women.

BNSSG ICB will continue its statutory and mandatory EDI training and will learn from the recommendations of the inclusive recruitment review report towards

implementation of good practice. Some of these good practices will see the development of inclusive recruitment training videos for managers and prospective applicants as well as creating and adopting diverse recruitment panels. Flexible and hybrid working have now become a mainstay of our organisation through feedback from our staff, which not only helps to retain staff but attracts others too.

The inclusive recruitment review was done in collaboration with our ICS partners to collectively address recruitment and development. BNSSG ICB will continue the programme of work to improve opportunities for disabled people which will benefit women who hold multiple protected characteristics.

The Inclusion Council plays a fundamental role and it will continue to work alongside the People Committee and Staff Partnership Forum to develop action plans that will improve all aspects of diversity and inclusion.

There will be a refreshed BNSSG ICB EDI strategy covering 2024-2028 which will inform any action planning to support our future ICB ambitions.

Appendix

Average & Median Hourly Rates

Table 5: Average and Median Hourly Rate over four years

2019-2020			2020-2021			2021-2022			2022-2023		
Gender	Avg. Hourly Rate	Median Hourly Rate	Gender	Avg. Hourly Rate	Median Hourly Rate	Gender	Avg. Hourly Rate	Median Hourly Rate	Gender	Avg. Hourly Rate	Median Hourly Rate
Male	30.7753	22.8122	Male	29.6187	23.3983	Male	30.7857	24.1005	Male	£ 29.87	£ 24.82
Female	23.1541	19.2134	Female	23.3093	19.8885	Female	23.9297	20.4853	Female	£ 24.27	£ 21.30
Difference	7.6212	3.5988	Difference	6.3095	3.5098	Difference	6.8560	3.6152	Difference	£ 5.60	£ 3.51
Pay Gap %	24.7640	15.7757	Pay Gap %	21.3023	15.0002	Pay Gap %	22.2701	15.0004	Pay Gap %	18.75	14.15

Number of employees | Q1 = Low, Q4 = High

Table 6: Number of Employees per Quartile (1 to 4) over four years

2019-2020					2020-2021					2021-2022					2022-2023				
Quartile	Female	Male	Female %	Male %	Quartile	Female	Male	Female %	Male %	Quartile	Female	Male	Female %	Male %	Quartile	Female	Male	Female %	Male %
1	91.00	21.00	81.25	18.75	1	93.00	22.00	80.87	19.13	1	107.00	21.00	83.59	16.41	1	98	20	83.05	16.95
2	95.00	20.00	82.61	17.39	2	91.00	23.00	79.82	20.18	2	93.00	30.00	75.61	24.39	2	115	29	79.86	20.14
3	78.00	36.00	68.42	31.58	3	83.00	32.00	72.17	27.83	3	92.00	35.00	72.44	27.56	3	93	35	72.66	27.34
4	67.00	47.00	58.77	41.23	4	68.00	50.00	57.63	42.37	4	76.00	66.00	53.52	46.48	4	81	54	60.00	40.00