

Ethnicity Pay Gap 2023-2024

I am pleased to publish the BNSSG Ethnicity Pay Gap report for 23/2024.

Although we are not yet mandated to report on our Ethnicity pay gap we have chosen to do so to ensure greater transparency and support a continued and improved focus on equity, equality and inclusion

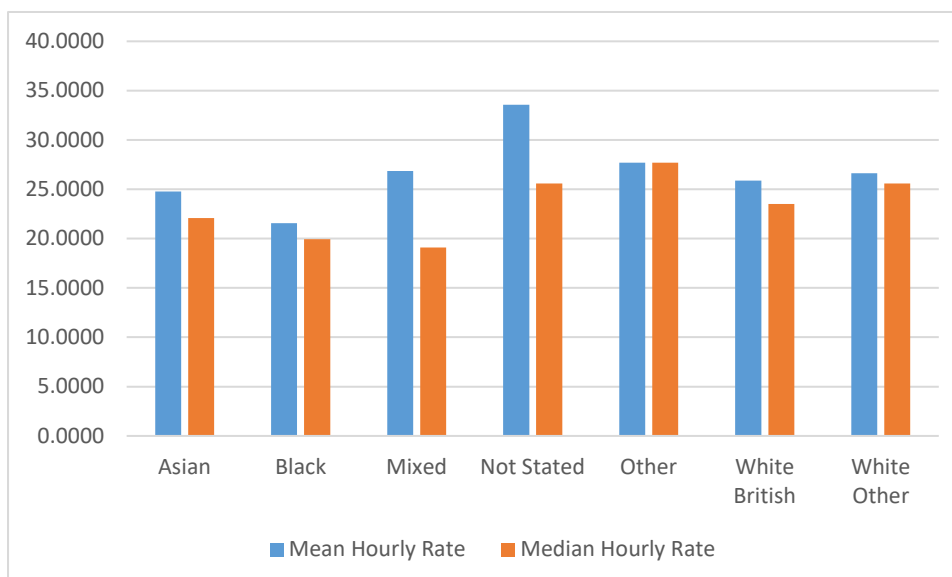
This report includes the mean and median ethnicity pay data and the breakdown of ethnicity for different salary groups or quartiles.

We have taken a snapshot of our salaries as at 31 March 2024. This showed results for 466 staff. Within this report we use the term 'BME' to refer to people who identify as Black or as part of a minoritised ethnicity, community or group. We recognise that this is a contested term and not everyone will identify with it however for the purpose of analysis we have used the term so that we can draw comparisons between people from White British and BMME backgrounds.

Our results for 2023-2024:

Ethnic Origin Grouping Summary	Mean Hourly Rate	Median Hourly Rate
BME	24.6549	21.7950
Not Known	33.5842	25.5988
White	25.9210	23.5226
% Diff White - BME	4.8843	7.3441
% Diff White - Not Known	-29.5640	-8.8268

Ethnic Origin Grouping	Mean Hourly Rate	Median Hourly Rate
Asian	24.7875	22.0824
Black	21.5544	19.9473
Mixed	26.8562	19.1010
Not Stated	33.5842	25.5988
Other	27.6928	27.6928
White British	25.8713	23.5226
White Other	26.6184	25.5988
% Diff White British - White Other	-2.8876	-8.8268
% Diff White British - Asian	4.1891	6.1222
% Diff White British - Black	16.6861	15.1992
% Diff White British - Mixed	-3.8068	18.7973
% Diff White British - Other	-7.0406	-17.7287
% Diff White British - Not Stated	-29.8127	-8.8268
% Diff White British - NULL	100.0000	100.0000



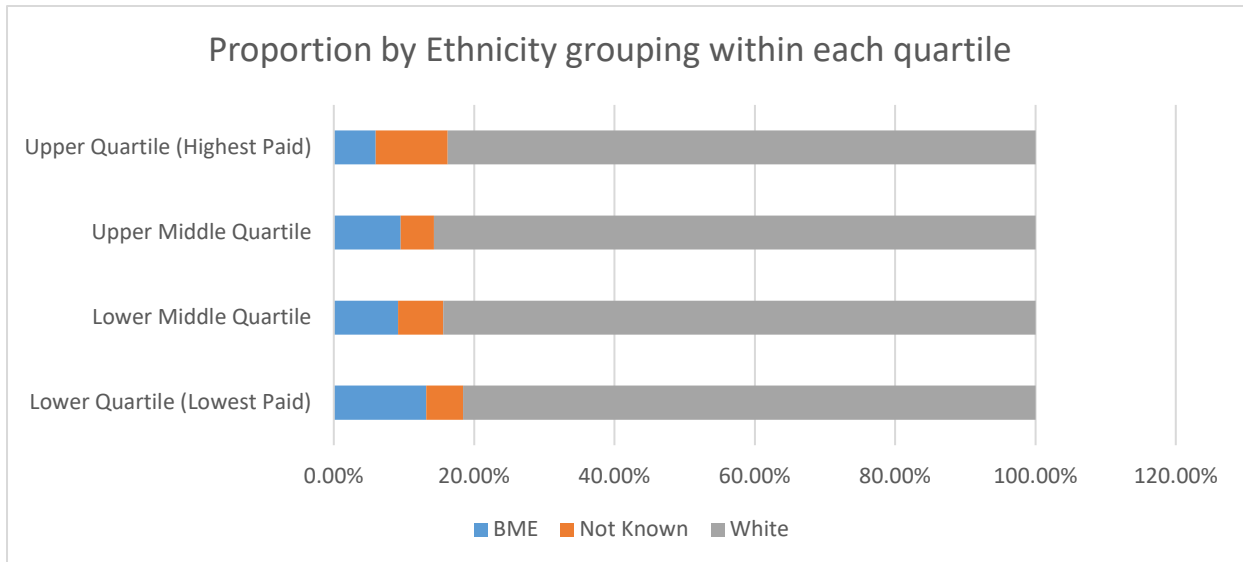
We have chosen not to report on a more detailed Ethnic origin to ensure that the data does not become personally identifiable.

BNSSG ICB does not operate a bonus scheme, therefore there is no bonus data to report. 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 race. Pay grades are determined by the level of responsibility for each role, and a formal process is used to evaluate all jobs.

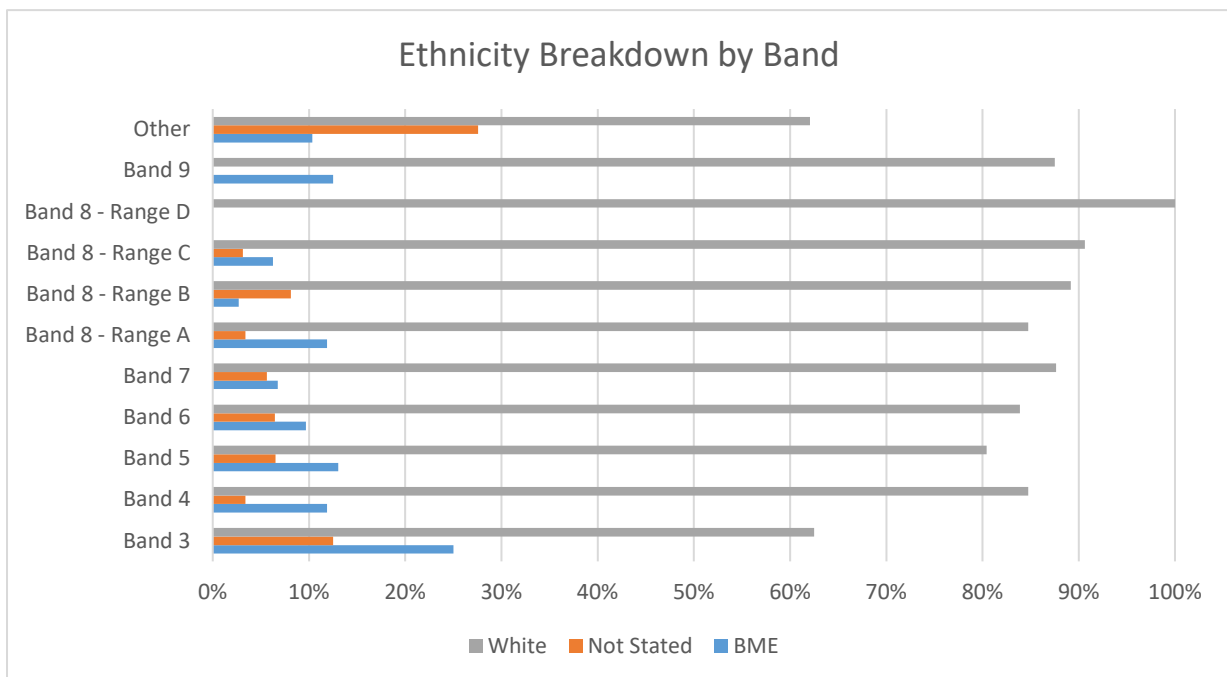
The mean ethnicity pay gap, the difference between the average hourly pay of those of BME ethnic origin and those of white ethnic origin, is £1.27 or expressed as a percentage, 4.89%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings, which is £1.73 or 7.34% in percentage terms.

The Quartile data shows the percentage by ethnicity within each quartile:

Quartile	BME	Not Known	White
1 - Lower Quartile (Lowest Paid)	13.16%	5.26%	81.58%
2 - Lower Middle Quartile	9.17%	6.42%	84.40%
3 - Upper Middle Quartile	9.52%	4.76%	85.71%
4 - Upper Quartile (Highest Paid)	5.98%	10.26%	83.76%



Ethnicity Breakdown by Band:



In comparison to our organisational data, the 2021 Census shows the following:

Ethnicity Grouping	BNSSG ICB	England	Bristol	North Somerset	South Gloucestershire
BME	9.44%	19%	18.9%	4.3%	8.8%
Not Known	6.65%	-	-	-	-
White	83.91%	81%	81.1%	95.7%	91.2%

BNSSG Population and Demographics indicates that 9.77% of the BNSSG population are from BME backgrounds.

However, the highest proportion of BME staff within any quartile is within the lower quartile (13.16%) and the reverse is true within the upper quartile (5.98%). It should also be noted that 10.26% of those in the upper quartile have no stated ethnicity which could significantly impact results dependant on ethnicity.

While the ethnicity pay gap is relatively small (particularly in comparison with the gender pay gap), the data does show that we are underrepresented within our more senior, higher paid roles both relative to our workforce demographics and our population as a whole.

Addressing the Ethnicity Pay Gap

We aim to further reduce our ethnicity pay gap year on year with the intention to create greater equality.

Effective policies for addressing the ethnicity pay gap will need to acknowledge and address issues of institutional and structural racism. The information within this report needs to be reviewed alongside the Workforce Race Equality Standard (WRES) reporting.

As part of the ongoing OD plan we will:

- Work with our staff networks to help develop interventions and collaborative actions that will support a reduction in the pay gap.
- Refine inclusive recruitment practices to build on existing tools and resources to employ applicants and retain employees from all communities.
- Further develop management guidance and resources to upskill managers on inclusive people practices.
- Ensure that we record protected characteristic information for talent and learning activities and better understand if there is discrepancies in how this development is being accessed and / or offered.
- Build in activities to support a zero-tolerance approach to discrimination and improved reporting mechanisms and support for staff impacted by discrimination and harassment.

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 improve our practice with an ambitious approach to implementing EDI actions.

Shane Devlin

Chief Executive Officer

Bristol, North Somerset & South Gloucestershire ICB