

Gender Pay Gap 2023-2024

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

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 2024. This showed results for 466 staff, 350 women (73.9%) and 116 men (26.1%). To note that there has been a 1% increase in women and 1% decrease in men compared to the previous reporting period.

These are our results including the previous three years data:

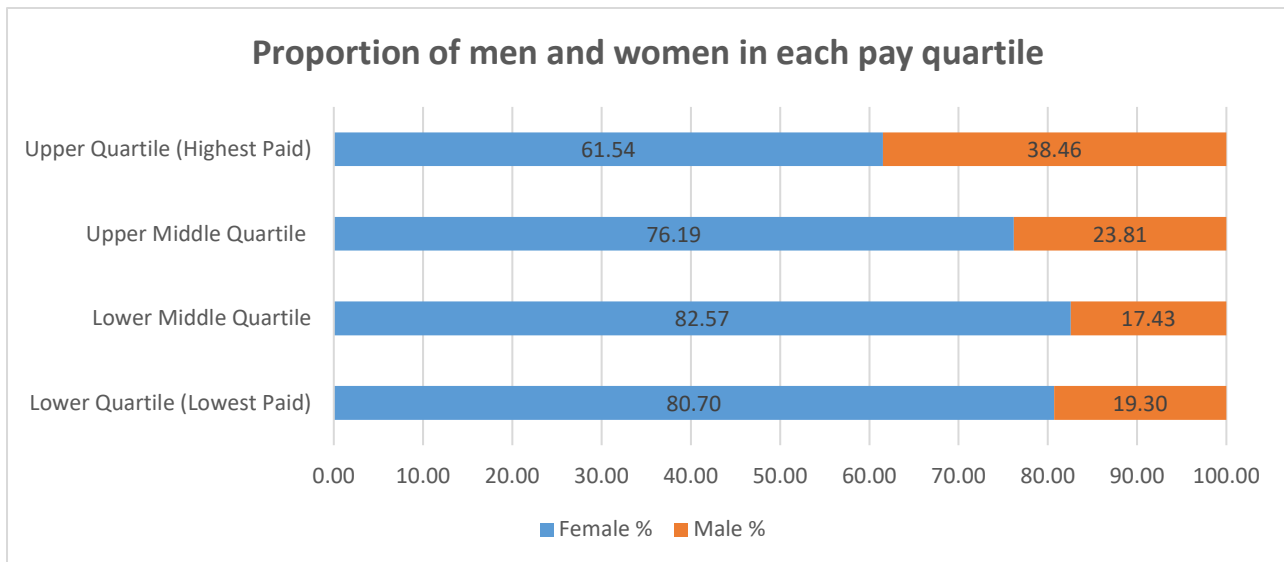
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Mean gender pay gap	24.76%	21.30%	22%	18.75%	17.86%
Median gender pay gap	15.78%	15.00%	15%	14.15%	12.88%

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 £5.43 (5.6 last year and 6.8 in 21-22), or expressed as a percentage, 17.86%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women, which is £3.31 or 12.88% in percentage terms. There has been a reduction in both the mean and median pay gaps year on year although the pay gap is still significant.

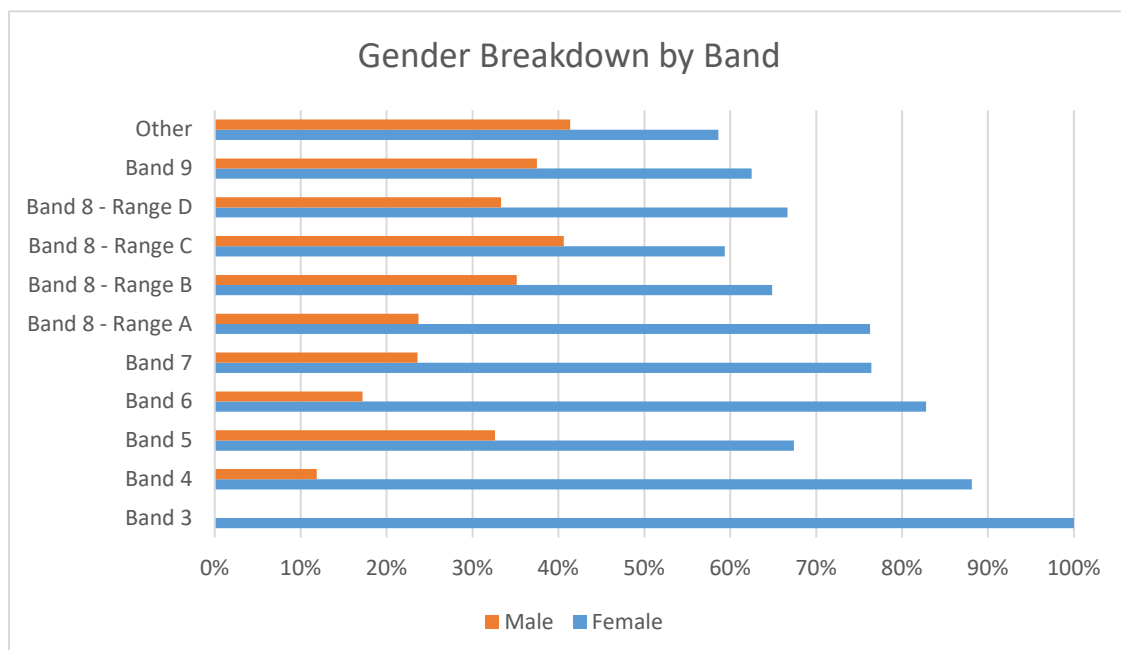
The comparison of Quartile data shows the percentage of men and women within each quartile year on year:

Quartiles	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
1	81.25	18.75	80.87	19.13	83.59	16.41	83.19	16.81	80.70	19.30
2	82.61	17.39	79.82	20.18	75.61	24.39	79.86	20.14	82.57	17.43
3	68.42	31.58	72.17	27.83	72.44	27.56	72.66	27.34	76.19	23.81
4	58.77	41.23	57.63	42.37	53.52	46.48	60.00	40.00	61.54	38.46



Overall in BNSSG ICB, women occupied 61.54% of the highest paid jobs (upper quartile). The 2021 Census shows that the national population of women in England and Wales 51%. However most employees in BNSSG ICB in the lower and lower middle quartiles (80.70% and 82.57% respectively) are women, reflecting that male employees were more highly represented in higher paid jobs. Although there has been an increase in women within the higher quartile since 21-22 data, the gender pay gap can be explained by the proportion of men in more senior roles and an overrepresentation of females in lower paid roles.

Gender Breakdown by Band:



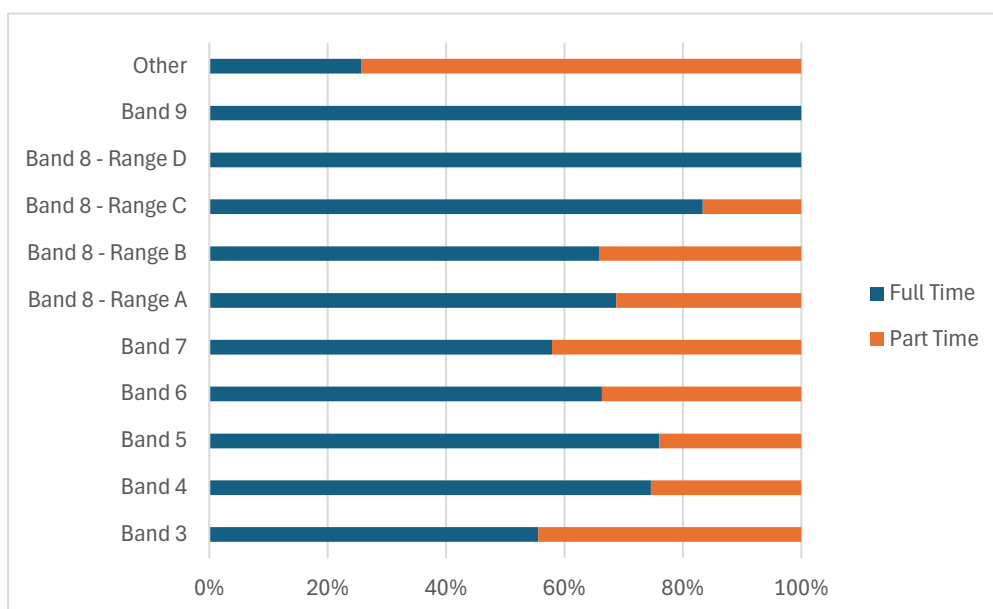
Equalities data as reviewed within this year showed the following:

	Total % across organisation	% of Full Time employees	% of part time employees
Female	75.78%	46.79%	29.99%
Male	24.22%	20.08%	4.14%

The data shows that there is an over-representation of female staff working in part-time roles (29.99%) compared with male part-time staff (4.14%), which is likely to widen the pay gap.

When looking at a breakdown of more recent data it shows that the highest proportion of part time staff work within bands 6 and 7 but as there is grade progression this reduces, with no part time staff within grades 8D and 9.

Grade	Female			Male		
	Full Time	Part Time	Total	Full Time	Part Time	Total
Band 3	1.00%	0.80%	1.79%			
Band 4	8.17%	3.19%	11.35%	1.20%	0.00%	1.20%
Band 5	4.58%	2.19%	6.77%	2.99%	0.20%	3.19%
Band 6	9.36%	6.18%	15.54%	3.19%	0.20%	3.39%
Band 7	7.57%	6.97%	14.54%	3.39%	1.00%	4.38%
Band 8 - Range A	5.98%	3.78%	9.76%	2.79%	0.20%	2.99%
Band 8 - Range B	2.79%	2.79%	5.58%	2.59%	0.00%	2.59%
Band 8 - Range C	3.78%	0.80%	4.58%	2.19%	0.40%	2.59%
Band 8 - Range D	0.80%	0.00%	0.80%	0.40%	0.00%	0.40%
Band 9	1.00%	0.00%	1.00%	0.60%	0.00%	0.60%
Other	1.00%	3.19%	4.18%	0.80%	1.99%	2.79%



To note that the “Other” pay band includes the Very Senior Management (VSM) roles of which all are full time plus Independent Non-Executive Members and clinically focused roles which and are all part time and will often be taken as part of portfolio careers.

Addressing the Gender Pay Gap

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

Reducing the gender pay gap will require increasing the number of men in the organisation across the various grades.

Effective policies for addressing the gender pay gap will need to address issues and barriers common to all women such more poorly paid occupations traditionally being undertaken by women and the assumption that senior roles require long hours and limited flexibility. These policies will also need to target inequalities relating to intersectionality such as ethnicity and age.

While we have, over the last three years, looked to improve recruitment practices and improve flexible working practices across the organisation we propose to take further action in the forthcoming year to reduce our pay gap by:

- Update and promote our flexible working policy to help colleagues achieve work life balance. This will include promoting part time roles and the opportunity to job share.
- Finalise and promote our Hybrid Working policy which provides colleagues with greater flexibility to carry out their role while managing personal commitments at home.
- 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.

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