

# Disability Pay Gap 2024-2025

I am pleased to publish the BNSSG Disability Pay Gap report for 2024/25.

Although we are not yet mandated to report on our Disability 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 disability pay data for different salary groups or quartiles.

We have taken a snapshot of our salaries as of 31 March 2025. This showed results for 472 staff.

Our results for 2024-2025:

Disability Grouping Summary	Mean Hourly Rate	Median Hourly Rate
<b>No</b>	27.6162	27.4335
<b>Not Declared</b>	34.0148	30.3825
<b>Prefer Not To Answer</b>	27.0299	24.5710
<b>Yes</b>	22.8123	24.9796
<b>% Diff No - Yes</b>	17.3952	8.9451
<b>% Diff No - Not Declared</b>	-23.1697	-10.7496
<b>% Diff No - Prefer Not To Answer</b>	2.1230	10.4343
<b>% Diff No - Unspecified</b>	100.0000	100.0000

Disability Category	Avg. Hourly Rate	Median Hourly Rate
Learning disability/difficulty	18.3916	18.6576
Long-standing illness	29.7849	23.9051
Mental Health Condition	23.3624	25.0002
No	27.7802	24.8164
Not Declared	33.4215	27.0068
Other	16.1589	16.7618
Physical Impairment	20.6818	18.8762
Prefer Not to Answer	27.0299	23.9054
Sensory Impairment	22.2237	27.0068
Yes - Unspecified	21.0673	16.7830
Learning disability/difficulty	18.3916	18.6576

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 disability. Pay grades are determined by the level of responsibility for each role, and a formal process is used to evaluate all jobs.

The mean disability pay gap, the difference between the average hourly pay of those of with declaring a disability and those who declare they do not have one, is £4.80 or 17.39%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings, is £2.46 or 8.94% in percentage terms.

The Quartile data shows the percentage by declare disability status within each quartile:

Quartile	No	Not declared	Prefer not to say	Yes
<b>1 - Lower Quartile (Lowest Paid)</b>	18.64%	1.27%	0.21%	4.66%
<b>2 - Lower Middle Quartile</b>	20.76%	1.27%	0.21%	1.90%
<b>3 - Upper Middle Quartile</b>	21.18%	2.11%	0.21%	2.33%
<b>4 - Upper Quartile (Highest Paid)</b>	20.12%	3.60%	0.21%	1.27%

## Addressing the Disability Pay Gap

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

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

We will:

- Create a targeted action approach to increase disability visibility in the upper quartiles
- 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 are 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.

- Continue to support and promote flexible working policy to help colleagues to achieve work work-life balance
- Continue to promote part-time and job share roles/opportunities
- Retain and promote the Hybrid Working policy to provide colleagues with greater flexibility to carry out their role while managing their personal health and wellbeing priorities
- Remain supportive and continue to provide a voice and platform for the disabled staff network to help develop interventions and collaborative actions that support and improve the experiences of our disabled colleagues within the workplace

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