

Ethnicity Pay Gap 2024-2025

I am pleased to publish the BNSSG Ethnicity Pay Gap report for 2024/2025.

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 of 31 March 2025. This showed results for 472 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 and BME backgrounds.

Our results for 2024-2025:

Ethnic Origin Grouping Summary	Mean Hourly Rate	Median Hourly Rate
BME	25.9072	22.9937
Not Known	37.5135	27.0069
White	27.3450	24.8164
% Diff White - BME	5.2579	7.3445
% Diff White - Not Known	-37.1860	-8.8267

Ethnic Origin Grouping	Mean Hourly Rate	Median Hourly Rate
Asian	24.6257	22.9937
Black	25.3773	23.2970
Mixed	29.8968	23.9051
Not Stated	37.5135	27.0069
Other	28.8708	28.8708
White British	27.2695	24.8164
White Other	28.1732	27.0068
% Diff White British - White Other	-3.3139	-8.8263
% Diff White British - Asian	9.6950	7.3445
% Diff White British - Black	6.9390	6.1224
% Diff White British - Mixed	-9.6344	3.6723
% Diff White British - Other	-5.8722	-16.3377
% Diff White British - Not Stated	-37.5659	-8.8267
% Diff White British - NULL	100.0000	100.0000

Breakdown by race:

- Asian - mean hourly rate £24.62 and median hourly rate £22.99
- Black – mean hourly rate £25.37 and median hourly rate £23.29
- Mixed – mean hourly rate 29.89 and median hourly rate £23.90
- Not Stated – mean hourly rate 37.51 and median hourly rate £27.00
- Other – mean hourly rate 28.87 and median hourly rate £28.87
- White British – mean hourly rate £27.26 and median hourly rate £24.81
- White Other – mean hourly rate £28.17 and median hourly rate £27.00

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 £1.44 or 5.25%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings, is £1.82 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)	15.00%	2.00%	83.00%
2 - Lower Middle Quartile	11.00%	4.00%	84.00%
3 - Upper Middle Quartile	12.00%	4.00%	84.00%
4 - Upper Quartile (Highest Paid)	8.00%	8.00%	83.00%

Quartile breakdown by race:

Quartile 1 (Lowest Paid) –

- Asian – 9%
- Black – 4%
- Mixed – 3%
- Not Stated – 2%
- Other – 0%
- White British – 78%
- White Other – 5%

Quartile 2 –

- Asian – 4%
- Black – 5%
- Mixed – 2%
- Not Stated – 4%
- Other – 0%
- White British – 77%
- White Other – 7%

Quartile 3:

- Asian – 6%
- Black – 2%
- Mixed – 2%
- Not Stated – 4%
- Other – 1%
- White British – 73%
- White Other – 11%

Quartile 4 (Highest Paid)

- Asian – 3%
- Black – 3%
- Mixed – 2%
- Not Stated – 8%
- Other – 0%
- White British – 79%
- White Other – 4%

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 9.44% of the BNSSG population are from BME backgrounds.

However, the highest proportion of BME staff within any quartile is within the lower quartile (15%) and the reverse is true within the upper quartile (8%). It should also be noted that 8% 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.

We will:

- Increase the proportion of staff from racialised communities in Band 8a or above to 12% by April 2028.
- Refine inclusive recruitment practices by make recruitment practice more equitable and 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.
- Create in-house offers to under-represented groups, helping to upskill and further develop our workforce talent
- 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