

# Gender Pay Gap 2024-2025

I am pleased to publish the Bristol, North Somerset and South Gloucestershire, Integrated Care Boards (BNSSG ICB) Gender Pay Gap report for 2024/25.

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 of 31 March 2025. This showed results for 497 staff, 371 female (74.6%) and 126 male (25.4%). To note that there has been a 1.1% increase in women and 1.1% decrease in men compared to the previous reporting period.

Following the Supreme Court ruling on 16 April 2025 the terminology of sex was defined as 'biological' sex only. However, this report uses the terminology of 'Gender' and reports on how people self-define as in line with current reporting guidelines laid out by the Equality and Human Right Commission (EHRC).

These are our results including the previous four years data:

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
<b>Mean gender pay gap</b>	21.30%	22%	18.75%	17.86%	18.11%
<b>Median gender pay gap</b>	15.00%	15%	14.15%	12.88%	12.61%

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 £5.79 (5.4 last year and 6.8 in 21-22), or expressed as a percentage, 18.11%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women, which is £3.40 or 12.61% in percentage terms. There has been an increase in the mean and reduction to the median pay gaps in comparison to last year and the pay gap is still significant year on year.

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

Quartiles	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
	Female %	Male %								
1	80.87	19.13	83.59	16.41	83.19	16.81	80.70	19.30	82.91	17.09
2	79.82	20.18	75.61	24.39	79.86	20.14	82.57	17.43	78.07	21.93
3	72.17	27.83	72.44	27.56	72.66	27.34	76.19	23.81	79.51	20.49
4	57.63	42.37	53.52	46.48	60.00	40.00	61.54	38.46	58.82	41.18

Overall, in BNSSG ICB, women occupied 58.82% 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 (82.91% and 78.07% 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.

Equalities data as reviewed within this year showed the following:

	Total % across organisation	% of Full Time employees	% of part time employees
Female	74.6%	69.4%	83.6%
Male	25.4%	30.6%	16.4%

The data shows that there is an over-representation of female staff working in part-time roles 28.77% compared with male part-time staff 6.04%, 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. However, there has been an increase of part-time employees in bands 8D & 9 year on year, as previous 2023/24 data showed no part-time employees within these bandings.

Grade	Female			Male		
	Full Time	Part Time	Total	Full Time	Part Time	Total
Band 3	0.20%	1.41%	1.61%	0.00%	0.00%	0.00%
Band 4	2.82%	3.82%	12.07%	1.21%	0.00%	1.21%
Band 5	4.23%	3.02%	7.24%	2.41%	0.80%	3.42%
Band 6	9.26%	6.44%	15.69%	3.82%	0.20%	4.02%
Band 7	8.85%	6.64%	15.49%	3.42%	1.41%	4.83%
Band 8 - Range A	5.23%	3.82%	9.05%	2.62%	0.80%	3.42%
Band 8 - Range B	3.02%	2.41%	5.43%	2.21%	0.20%	2.41%
Band 8 - Range C	2.41%	0.40%	2.82%	1.41%	0.20%	1.61%
Band 8 - Range D	0.60%	0.20%	0.80%	0.80%	0.40%	1.21%

<b>Band 9</b>	1.00%	0.00%	1.01%	0.60%	0.20%	0.80%
<b>Other</b>	0.80%	2.62%	3.42%	0.60%	1.81%	2.41%

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.

Since 2020 we have looked to improve recruitment practices and improve flexible working practices across the organisation. In 2023 we took further action to reduce our pay gap by updating our Flexible Working policy and finalising our Hybrid Working policy to ensure we are promoting the opportunity of job sharing and providing greater flexibility for staff to carry out their roles while managing personal commitments at home. This has seen an 1.9% increase in male staff working part time. However, female staff numbers have seen an overall reduction at bands 8a and above.

Due to organisational change which is likely to take effect in 2025/26 (following a cluster formation with Gloucestershire ICB) it is hard to ascertain how the new organisation will look. However, we are committed to our aim to continue to reduce our gender pay gap year on year with the intention to create greater equality.

We will therefore:

- Reduce the gender pay gap year on year, ensuring that the proportion of females within the upper quartile are comparable to overall organisation composition.
- Continuing to 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.
- Continuing to promote our Hybrid Working policy which provides colleagues with greater flexibility to carry out their role while managing personal commitments at home.
- Further 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