

Workforce Pay Gap...

Gender | Disability | Ethnicity

(March 2025 data)

V1.4.2 Published August 2025



Context...

This report reviews average pay rates per hour of our workforce across Gender, Disability and Ethnicity in the North East and North Cumbria Integrated Care Board (NENC ICB)

The Gender Pay Gap is the difference between of the average hourly rate of pay of female employees and male employees.

This is expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported as an average on both a mean, or average, and median, or mid-point, basis.

The Gender Pay Gap reporting must include gender distribution by pay quartile. The legislation also requires disclosure on bonuses. NENC ICB does not pay bonuses and therefore the percentage of females and males receiving a bonus payment is reported as zero in this report.

It is mandatory for all employers with more than 250 employees to measure and publish their gender pay gap information on their websites.

The NENC ICB, has taken the decision to report on the mandatory gender pay gap , alongside this, we are voluntarily publishing our disability and ethnicity pay gaps.

We have taken this step, as we want to be transparent with our people and the wider public on our commitment to equity and inclusion throughout our organisation. As an anchor institution we aim to encourage and support our people and partners, to reduce inequity in all areas and support people in fulfilling their full potential.

In this report we have outlined three key comparisons;

1. The calculation of the hourly rate of ordinary pay as of 31 March 2025;
2. The calculation of the difference between the three groups for the mean hourly rate of ordinary pay of our employees
3. The calculation of the difference between the three groups for the median hourly rate of ordinary pay of employees

It should also be noted that any employees who has chosen not to identify or share their disability / gender / ethnicity have not been included within the analysis – which is a limitation on the calculation

Note - The gender pay gap provides an overview of the average pay per hour, of male and female employees. It differs from equal pay, which looks at male and female employees receiving equal pay for work of equal value.

Our gender pay gap...

(at 31 March 2025, unless stated otherwise)

Nationally, in all employment among full-time employees, the gender pay gap (median) in April 2024 was 7.0%; this was 7.5% in April 2023; 8.3% in April 2022; 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic) – ONS October 2024.

As of 31st March 2025, 79.1% of the ICB's workforce identity as female* (537 employees), with 20.9% being male* (142 employees). The ICB's gender profile is shown in the chart below and the higher representation of women in the NHS workforce is reflective and broadly comparable (77% women – NHS Employers / Confed report 2020) to the national NHS workforce.

Gender	Mean			Median		
	2024	2025	Change in Gender Pay Gap % 2023-24 to 2024-25**	2024	2025	Change in Gender Pay Gap % 2023-24 to 2024-25**
	Hourly Rate	Hourly Rate		Hourly Rate	Hourly Rate	
Male	£47.82	£47.84		£41.49	£40.08	
Female	£30.31	£30.13		£25.60	£24.82	
Gender Pay Gap (%)	36.61%	37.01%	+0.40	38.31%	38.08%	-0.23

*NHS ESR used to collect data only allows for male or female categories, limiting our ability to gather data on other gender identities.

**There has been a change in the pay gap since last year, with increase in the mean and a decrease in median pay gaps.

The above table demonstrates a pay gap (difference) which means men on average (mean and median) are paid more per hour than women. This is mainly due to a higher proportion of men, being in higher banded and therefore higher paid roles than women. From our workforce 86% of women vs 14% of men are in Band 2-7, conversely 63% of women vs 37% of men are in Band 8-9 / VSM / other bands.

The above table shows that there has been a nominal reduction in the median pay gaps since 2024, and a nominal worsening in the mean pay gap since last year.

2025				
Pay Quartile	Hourly Pay Rate Range Females	Number of Female Employees	Hourly Pay Rate Range Males	Number of Male Employees
1	£12.19 - £19.10	160 (94.67%)	£12.08 - £19.09	9 (5.33%)
2	£19.16 - £27.01	132 (86.27%)	£19.96 - £26.71	21 (13.73%)
3	£27.01 - £40.23	146 (41.00%)	£27.01 - £39.84	41 (21.93%)
4	£40.31 - £136.32	99 (71.00%)	£40.31 - £141.89	71 (41.76%)

In April 2024, the UK's gender pay gap for full-time employees was 7.0%, meaning that average pay for full-time female employees was 7.0% lower than for full-time male employees, or for every £1 a full-time male employee earned, a full-time female worker earned 93 pence – ONS October 2024

Our disability pay gap...

(at 31 March 2025, unless stated otherwise)

The disability* pay gap, the gap between median pay for disabled employees and non-disabled employees, nationally this was 12.7% in 2023, 13.8% in 2021 and 14.1% in 2019 prior to the coronavirus (COVID-19) pandemic; this gap has widened slightly since 2014 when disabled employees earned 11.7% less than non-disabled employees (ONS April 2022).

Out of the employees who have shared their disability status with us, 6.0% of the ICB's workforce are disabled (41 employees), with 61.4% declaring they are non-disabled (417 employees). 221 employees (32.5%) have chosen not to share their disability status and have been excluded from the analysis within this report. In the NHS national workforce, 5.7% declared a disability on ESR in 2024, an increase from 2023 where there was 4.9% of disabled colleagues in the workforce. *We have seen a positive improvement across disability and non-disability, and a reduction in "prefer not to say", declarations on ESR since the last reporting cycle.*

Disability	Mean			Median		
	2024	2025	Change in Disability Pay Gap % 2023-24 to 2024-25**	2024	2025	Change in Disability Pay Gap % 2023-24 to 2024-25**
	Hourly Rate	Hourly Rate		Hourly Rate	Hourly Rate	
Non-Disabled	£31.62	£30.47		£25.60	£28.46	
Disabled	£29.67	£28.19		£24.56	£26.15	
Disability Pay Gap (%)	6.19%	7.48%	+1.29%	4.06%	8.12%	+4.06%

*We use the term 'disability' as it is defined in the Equality Act 2010 recognising that the Act's intention is both positive and protective for disabled people. However, we recognise that 'disability' is a dynamic term, within which terms such as 'neurodivergence' and 'neurodiversity' are emerging and changing, including the relationship between neurodivergence and definitions of disability.

**There has been a negative change in the pay gap since last year, with increases in the mean and median pay gaps.

The above table demonstrates a pay gap for mean and median pay which means non-disabled people on average are paid more than disabled people, which is close to the national picture. There has been an increase in the pay gap since last year for both mean and median pay. This highlights the disability pay gap has worsened for the ICB. Due to the lack of declared data – over 32% of people not declaring any data, this reduces confidence in accuracy of the results. This is not uncommon in organisations like the ICB.

2025				
Pay Quartile	Hourly Pay Rate Range Disabled Employees	Number of Disabled Employees	Hourly Pay Rate Range Non-Disabled Employees	Number of Non-Disabled Employees
1	£12.31 - £18.66	16 (9.6%)	£12.08 - £19.09	105 (62.9%)
2	£20.15 - £26.01	10 (6.4%)	£19.09 - £27.00	115 (73.7%)
3	£27.01 - £36.97	6 (3.2%)	£27.01 - £39.67	122 (65.9%)
4	£40.31 - £91.76	9 (5.3%)	£40.23 - £141.89	75 (43.9%)

To note within the population in England 17.7% declare a disability, in the North East this rises to 21.1%, which is the highest region (ONS 2021).

Our ethnicity pay gap...

(at 31 March 2025, unless stated otherwise)

The Ethnicity pay gap, the gap between median pay for BME* employees and BME employees in 2022, was 5.7% - ONS November 2023 (latest available data). Out of the employees who have shared their ethnicity data with us, 5.2% of the ICB's workforce are BME* (35 employees), with 92.8% being white (630 employees). 14 employees (2.1%) have chosen not to share their ethnicity data and have been excluded from the analysis within this report. *We have seen an overall reduction in all our total workforce headcount due to an organisational restructure and associated redundancy. We now have less BME employees in the ICB and less BME staff in the most senior posts.* The proportion of BME employees in the NHS (England) workforce profile is at 28.6% BME (WRES 2024), and the North East region 5% BME Population (2021 Census).

Ethnicity	Mean			Median		
	2024	2025	Change in Ethnicity Pay Gap % from 2023-24 to 2024-25**	2024	2025	Change in Ethnicity Pay Gap % from 2023-24 to 2024-25**
	Hourly Rate	Hourly Rate		Hourly Rate	Hourly Rate	
White	£33.14	£32.67		£26.06	£27.01	
BME	£54.72	£52.28		£64.37	£54.69	
Ethnicity Pay Gap (%)	-39.44%	-37.6%	+0.40%	-59.52%	-50.61%	+8.91%

*BME - The NHS WRES (Workplace Race Equality Standard), uses the term BME to refer to all 'non-white' ethnic groups as captured on ESR. For consistency we use this acronym to collect and present data. However, we prefer to use Black, Asian and Minority Ethnic internally and will review use and terminology over time.

The above table demonstrates a pay gap which shows BME people, both in the mean and median are paid significantly more per hour on average than White colleagues. This is partly due to the disproportionately low number of BME staff in the ICB and compared to the national NHS picture. Since the last data point on 31st March 2024, there has been an overall reduction of BME staff in the ICB and following the ICB restructure completed in March of 2024. The small numbers of BME colleagues in the ICB are spread across the bandings, however there has been a significant reduction of BME people in the Upper Pay Quartile, from 24 to 20 BME people, vs 139 to 143 White people, which has caused the Pay Gap to narrow.

2025				
Pay Quartile	Hourly Pay Rate Range BME Employees	Number of BME Employees	Hourly Pay Rate Range White Employees	Number of White Employees
Lower	£12.08 - £12.31	4 (2.4%)	£12.19 - £19.10	162 (95.9%)
Lower Middle	£20.15 - £24.82	5 (3.3%)	£19.16 - £27.01	147 (96.1%)
Upper Middle	£28.87 - £37.99	6 (3.2%)	£27.01 - £40.23	178 (95.2%)
Upper	£43.78 - £102.72	20 (11.8%)	£40.31 - £141.89	143 (84.1%)

**There has been a positive change in the pay gap since last year, with decreased in both the mean and median pay gaps.

Our pay gap summary table...

(at 31 March 2025)

Gender	Male	Female	Gender pay gap (£)	Gender pay gap (%)
Mean Hourly Rate	£47.84	£30.13	£17.70	37.01%
Median Hourly Rate	£40.08	£24.82	£15.26	38.08%

Disability	Non-disabled	Disabled	Disability pay gap (£)	Disability pay gap (%)
Mean Hourly Rate	£30.47	£28.19	£2.28	7.48%
Median Hourly Rate	£28.46	£26.15	£2.31	8.12%

Ethnicity	White	BME	Ethnicity pay gap (£)	Ethnicity pay gap (%)
Mean Hourly Rate	£32.67	£52.28	-£19.61	-37.6%
Median Hourly Rate	£27.01	£54.69	-£27.68	-50.61%

The compounding effect of intersectionality...

Understanding pay gaps requires looking beyond single characteristics like gender, disability or ethnicity alone. When we examine how multiple characteristics intersect - such as being both female and from BME backgrounds - we uncover more complex patterns of workplace inequality.

Intersectional analysis reveals;

Gender is the defining factor: Women face larger pay gaps regardless of their ethnicity or disability status

Disability affects men and women differently: Men with disabilities still significantly out-earn women without disabilities

Note - due to low staff numbers of staff who declare that they are Black, Asian and Minority Ethnic and low numbers of declared disabled people on ESR, this distorts the overall picture.

Next steps – closing the pay gaps...

The ICB is committed to taking action to close the pay issues identified in this report.

The ICB has several policies, strategies and initiatives aimed at developing and supporting staff and are committed to improving our overall approach to equity, diversity and inclusion.

Action	Specific Goal	Measurable Target	Responsible Lead	End date
Targeted positive action support for Women	Identity and allocate specific support and development for Women in the ICB	Provide support offer for 50 Women in the ICB	L&I / HR / EDI Team	End of 2026
Improve ESR Declaration rates and reduced Disability “prefer not to say”	<ul style="list-style-type: none"> Comms campaign Embed prompts in appraisals and 1:1s 	10% reduction in 'prefer not to say' and 10% improvement in disability declarations	EDI and Comms team	Q3 2026
Increase Health & Wellbeing Passport usage	Promote usage among people who require reasonable adjustments	50% uptake in people declaring on ESR	EDI and Comms team	Q1 2026 (ongoing)
Create best in class Hybrid Working policies	New policies and staff guidance for Hybrid working for a new ICB operating model	New products designed, consulted and published in Q1 2026	EDI / HR / OD Team	Q1 2026
Support parental and LTS returners to the workplace	<ul style="list-style-type: none"> Promote Mental health and wellbeing offers Equip line managers to support staff returning to work 	25% uplift in staff accessing workplace Mental Health and Wellbeing offers.	OD Team	End of 2026
Inclusive recruitment	<ul style="list-style-type: none"> Strengthening and de-biasing each stage of the recruitment Advertise all vacancies internally first 	Increase equitable outcome for recruitment as measured in the WRES and WDES.	EDI / HR / OD Team	During 2026

Annexe...

Gender pay gap calculations:

Mean

- Difference between the mean hourly rate between male and female employees
- The mean pay gap is defined as the difference between the pay of all male and female employees when added up separately and divided respectively by the total number of males, and the total number of females in the workforce

Median

- Difference between the median hourly rate between male and female employees
- The median pay gap is defined as the difference between the pay of the middle male and middle female, when all male employees and all female employees are listed from the highest to the lowest paid