

# Workforce Pay Gap 2024-25...

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**Gender | Disability | Ethnicity**

(March 2024 data)

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# Context...

The gender pay gap is the difference between the 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 reporting must include gender distribution by pay quartile. The legislation also requires disclosure on bonuses. North East and North Cumbria Integrated Care Board (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.

On the next page we have outlined three key comparisons;

1. The calculation of the hourly rate of ordinary pay as of 31 March 2024;
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

# Our gender pay gap...

(at 31 March 2024)

Nationally, in all employment among full-time employees, the gender pay gap 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 at 31<sup>st</sup> March 2024, 76.3% of the ICB's workforce identify as female\* (519 employees), with 23.7% being male\* (161 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 Confed report 2020) to the national NHS workforce.

Gender	Mean		Median	
	2024	A reduction in Gender Pay Gap % from 31st March 2024 data to 31st March 2023 data**	2024	A reduction in Gender Pay Gap % from 31st March 2024 data to 31st March 2023 data**
	Hourly Rate		Hourly Rate	
Male	£47.82	-2.71	£41.49	-6.91
Female	£30.31		£25.60	
Gender Pay Gap (%)	36.61%		38.31%	

\*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 positive change in the pay gap since last year, with reductions in both the mean and median pay gaps.

The above table demonstrates a pay gap which means men on average (mean and median) are paid more than women, this is mainly due to a higher proportion of men being in higher banded roles than women.

39% of women vs 4% of men are in Band 2-7, conversely 38% of women vs 19% of men are in Band 8-9 / other bands. However, the above table also shows that there has been an improvement in the mean and median pay gaps since 2023.

2024				
Pay Quartile	Hourly Pay Rate Range Females	Number of Female Employees	Hourly Pay Rate Range Males	Number of Male Employees
1	£11.08 - £19.48	156 (91.76%)	£5.28 - £18.72	14 (8.24%)
2	£19.55 - £25.93	129 (85.43%)	£19.48 - £25.83	22 (14.57%)
3	£26.06 - £41.50	142 (75.13%)	£26.06 - £41.49	47 (24.87%)
4	£41.98 - £129.61	92 (54.12%)	£41.50 - £189.18	78 (45.88%)

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 2024)

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, 4.7% of the ICB's workforce are disabled (32 employees), with 54.3% declaring they are non-disabled (369 employees). 279 employees (41.0%) have chosen not to share their disability status and have been excluded from the analysis within this report. In the NHS national workforce, 4.9% declared a disability on ESR in 2023 – however this compares with 23.4% in the 2022 NHS national staff survey. Within the population in England 17.7% have a disability, in the North East this rises to 21.1%, which is the highest region (ONS 2021).

Disability	Mean	Change in Disability Pay Gap % from 31st March 2024 data to 31st March 2023 data**	Median	Change in Disability Pay Gap % from 31st March 2024 data to 31st March 2023 data**
	2024		2024	
	Hourly Rate		Hourly Rate	
Non-Disabled	£31.62	-1.31	£25.60	+15.46
Disabled	£29.67		£24.56	
Disability Pay Gap (%)	6.19%		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.

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. While there has been an improvement in the mean pay gap since 2023, there has been an increase in the median pay gap. This highlights the disability pay gap is still an issue for the ICB. Due to the lack of declared data – approximately 42% not declaring any data, this reduces confidence in accuracy of the results.

2024				
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	£5.28 - £18.10	11 (6.5%)	£11.16 - £19.48	99 (58.2%)
2	£20.44 - £25.60	7 (4.6%)	£19.48 - £25.93	97 (64.2%)
3	£26.06 - £41.49	9 (4.8%)	£26.06 - £41.49	98 (51.9%)
4	£47.69 - £87.39	5 (2.9%)	£42.69 - £189.18	75 (44.1%)

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

# Our ethnicity pay gap...

(at 31 March 2024)

The Ethnicity pay gap, the gap between median pay for BME\* employees and BME employees in 2022, was 5.7% - ONS November 2023. Out of the employees who have shared their ethnicity data with us, 5.6% of the ICB's workforce are BME\* (38 employees), with 91.3% being white (621 employees). 21 employees (3.1%) have chosen not to share their ethnicity data and have been excluded from the analysis within this report. The proportion of BME employees in the NHS England workforce profile is at 37.5% BME (WRES 2023), and exceeds that of the North East region 5% BME Population (2021 Census).

Ethnicity	Mean	Change in Ethnicity Pay Gap % from 31st March 2024 data to 31st March 2023 data**	Median	Change in Ethnicity Pay Gap % from 31st March 2024 data to 31st March 2023 data**
	2024		2024	
	Hourly Rate		Hourly Rate	
White	£33.14	+2.36	£26.06	+1.68
BME	£54.72		£64.37	
Ethnicity Pay Gap (%)	-39.44%		-59.52%	

\*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 means BME people on the mean and median average are paid significantly more than white colleagues. However, this is due to a disproportionately low number of BME staff in the ICB versus the national NHS picture. The small numbers of BME colleagues in the ICB are disproportionately represented at senior bands, 8a and above, which are in the upper pay Quartile. It should also be noted that there has been improvements in the ethnicity pay gap since 2023.

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

Pay Quartile	Hourly Pay Rate Range BME Employees	Number of BME Employees	Hourly Pay Rate Range White Employees	Number of White Employees
Lower	£11.45 - £18.10	4 (2.4%)	£5.28 - £19.48	163 (95.9%)
Lower Middle	£20.52 - £23.52	3 (2.0%)	£19.48 - £25.93	142 (94.0%)
Upper Middle	£26.06 - £41.49	7 (3.7%)	£26.06 - £41.49	177 (93.7%)
Upper	£47.69 - £97.83	24 (14.1%)	£41.50 - £189.18	139 (81.8%)

# Our pay gap summary table...

(at 31 March 2024)

	Male	Female	Gender pay gap (£)	Gender pay gap (%)
Mean Hourly Rate	£47.82	£30.31	£17.51	36.61%
Median Hourly Rate	£41.49	£25.60	£15.90	38.31%

	Non-disabled	Disabled	Disability pay gap (£)	Disability pay gap (%)
Mean Hourly Rate	£31.62	£29.67	£1.96	6.19%
Median Hourly Rate	£25.60	£24.56	£1.04	4.06%

	White	BME	Ethnicity pay gap (£)	Ethnicity pay gap (%)
Mean Hourly Rate	£33.14	£54.72	-£21.59	-39.44%
Median Hourly Rate	£26.06	£64.37	-£38.31	-59.52%

# Next steps – actions to close the gender pay gap...

**The ICB is committed to taking action to close the gender 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 equality, diversity and inclusion. This includes:

- Review, revising and promoting the ICB's flexible working and Agile Working policies to ensure they meet best practice guidelines and introducing other key policies including the national Menopause and Baby Loss policies
- Tackle workplace sexual misconduct and provide training to our workforce
- Work with internal communications to highlight female role models at all levels of the organisation and celebrate their success, while also highlighting specific awareness days and events, including International Women's Day.
- Supporting internal growth and career development by advertising vacancies internally first
- Deliver inclusive recruitment and unconscious bias training to workforce
- Support women on maternity leave and encourage line managers to support staff using keep in touch days effectively
- Positively promote health and care roles for both Women and Men.
- Evaluate our positive action scheme for BME women in NENC

# Next steps – actions to close pay gaps and supporting equity...

- Continue to encourage colleagues to update and refresh their ESR demographics as part of the reporting cycle, and throughout 121 appraisals.
- Provide reassurance of workforce data confidentiality, handling and security. Inform colleagues of the necessity for the ICB to understand the make up of our workforce to better support our people.
- Develop the branding, images and language, and that we use to promote and advertise roles and careers within our organisation
- Encouraging the uptake of Equity, Diversity and Inclusion training on the Boost Learning academy.
- Promotion of health and wellbeing hub; highlighting the necessity for and availability of workplace adjustments for those with health needs, supporting use of a Health and Wellbeing Passport and the guidance materials for managers
- Signposting, as part of 121 discussions, all our people to consider workplace adjustments and flexible and agile working options, policy, and we know the impact on Women in particular as the predominate caring givers for children and family members
- Annual equality reporting which analyses our employment and recruitment practices by different protected characteristics
- Continue to monitor mandatory equality and diversity training compliance, that will be linked to the annual appraisals process and pay progression policy and framework



# 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