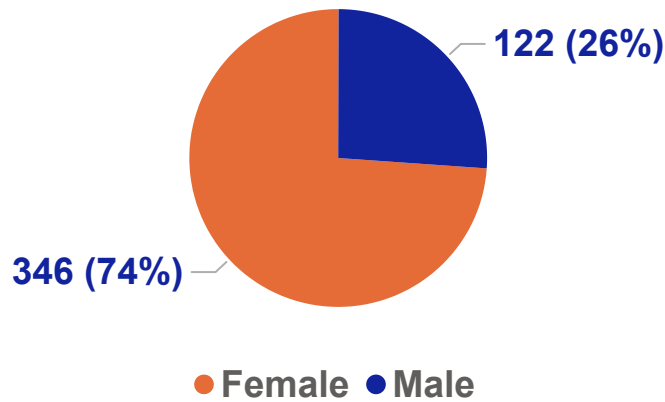


This report looks at variations in pay, employment and progression for employees of the Gloucestershire Integrated Care Board (GICB). It uses data collected for the Gender Pay Gap (GPG), Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES). This data was provided for the 2023 to 2024 financial year, and was produced around April-May 2024.

At the time that this data was extracted the ICB had around **475** staff.

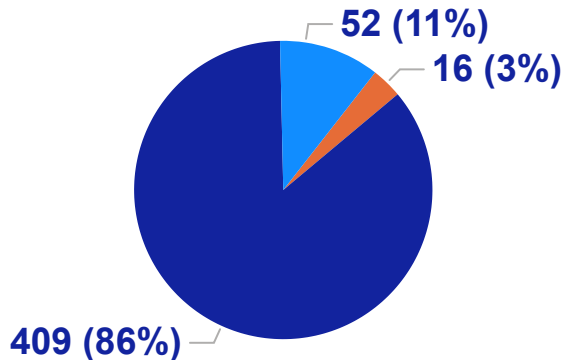
The ICB workforce has approximately **3 women for every 1 man**.

Gender



3% of the workforce is disabled.

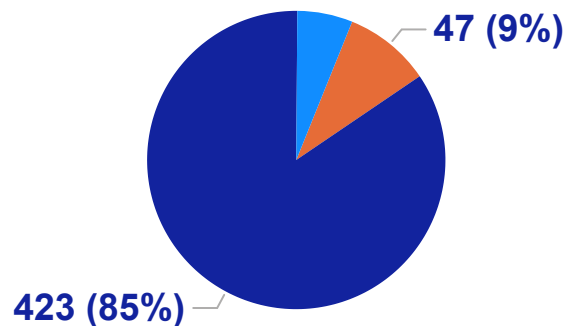
Disability



● Disabled ● Non-disabled ● Unknown

9% of the workforce is BAME.

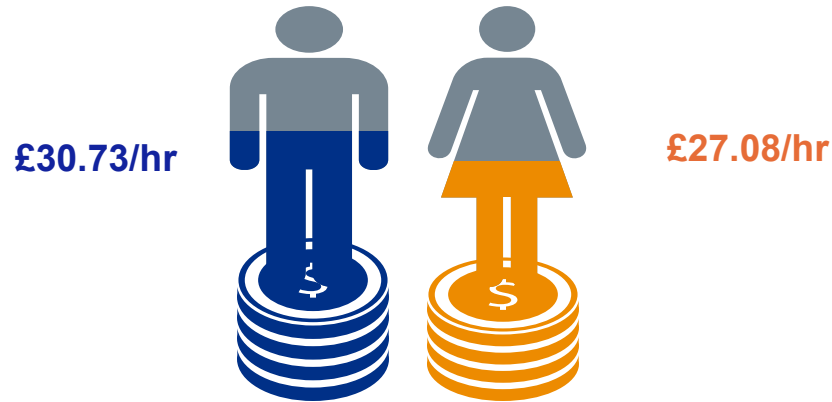
Race



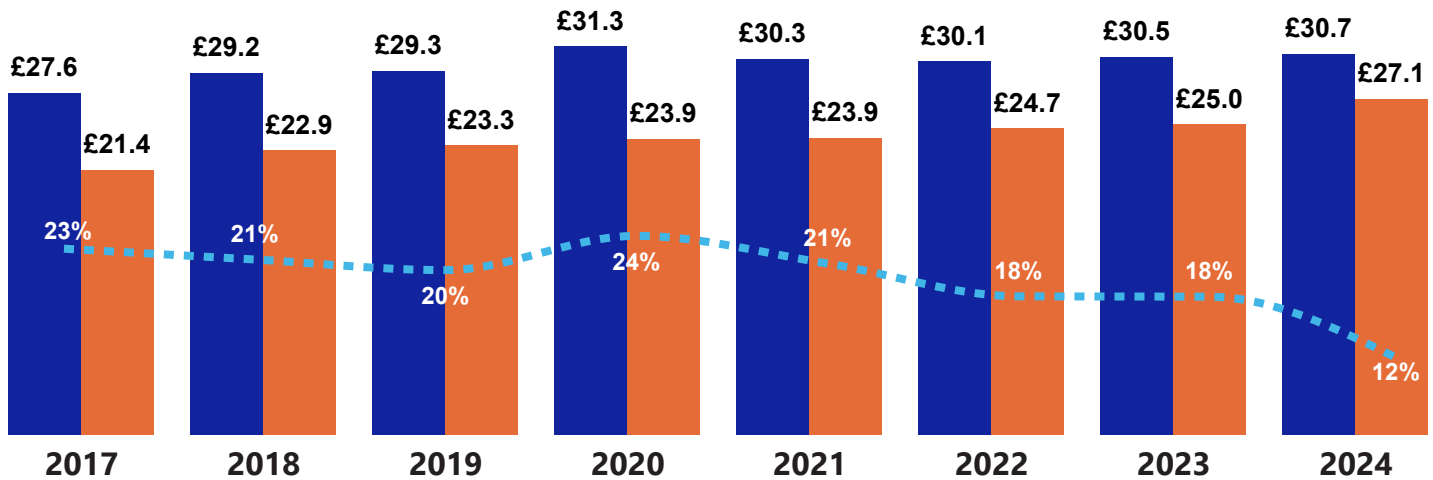
● BAME ● White ● Unknown

The disability status of **11%** of staff and the race of **6%** of staff are not recorded.

Men earn an average of **12%** more than women in the ICB.

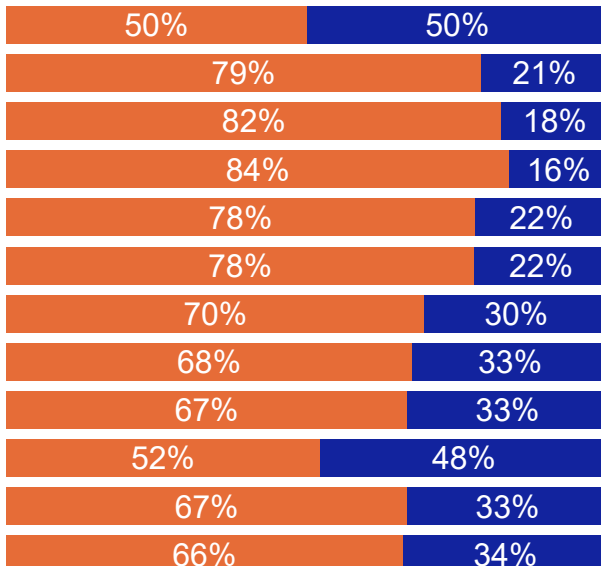


The gender pay gap has decreased by **11%** since 2017.

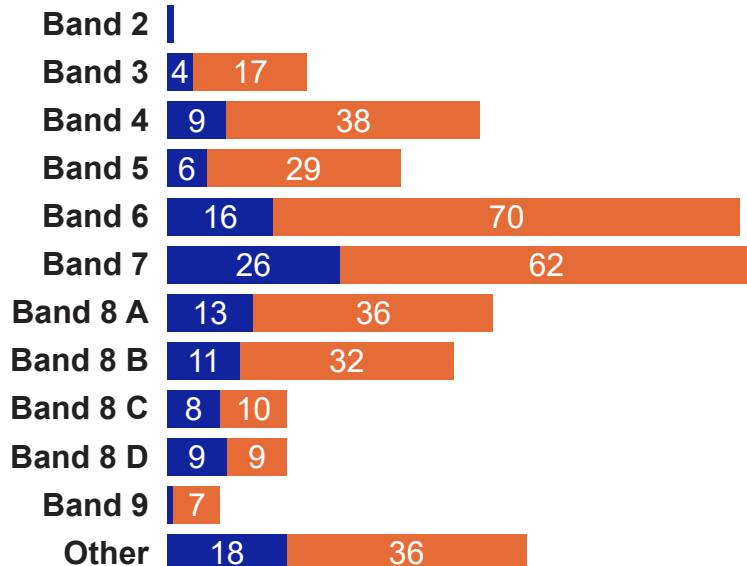


Men are generally on higher AfC bands than women.

Proportion of Staff



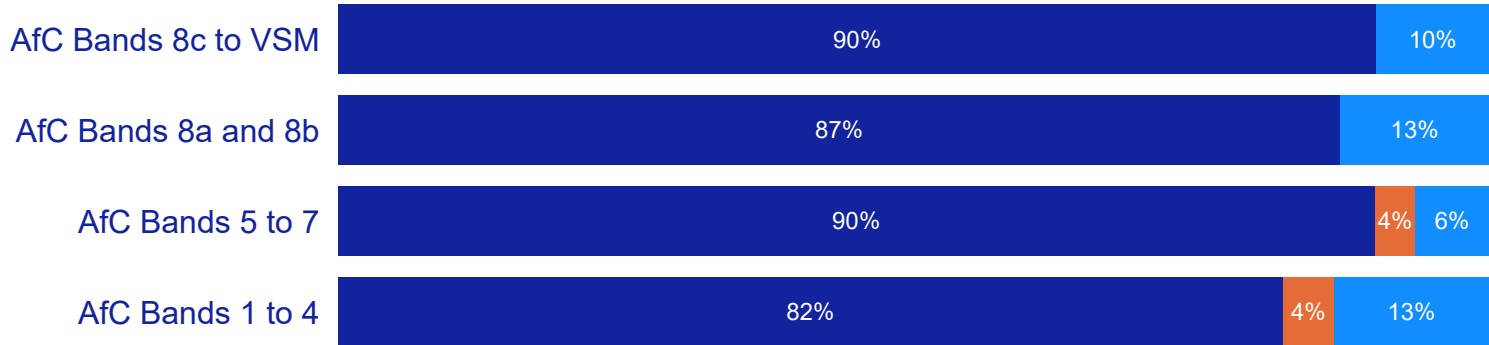
Total Number Of Staff



All Disabled staff in AfC roles are in Bands 1-4 or 5-7.

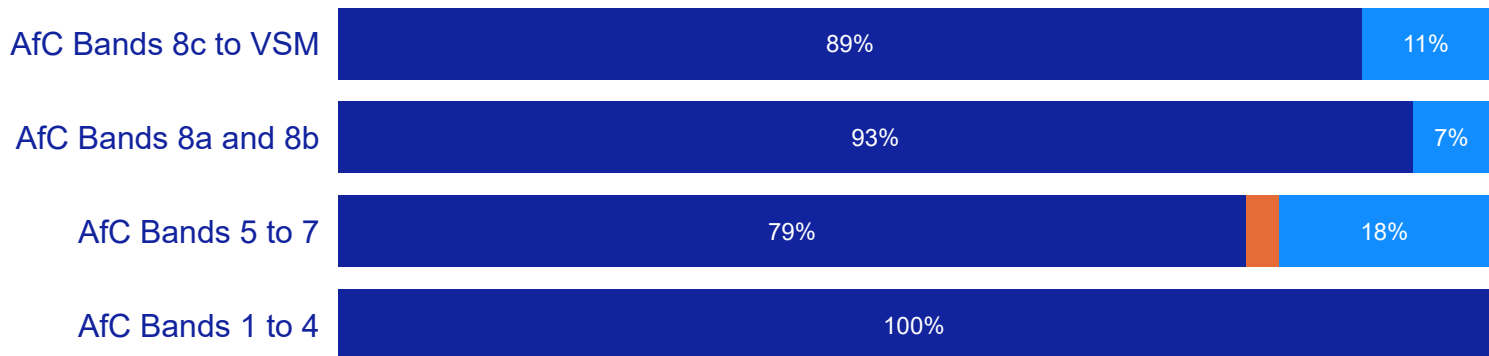
Non-Clinical

● Non-disabled ● Disabled ● Unknown



Clinical

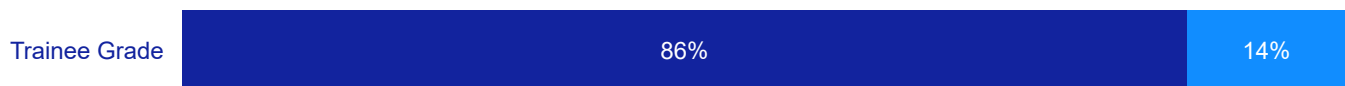
● Non-disabled ● Disabled ● Unknown



No Medical and Dental Staff are recorded as disabled.

Medical & Dental

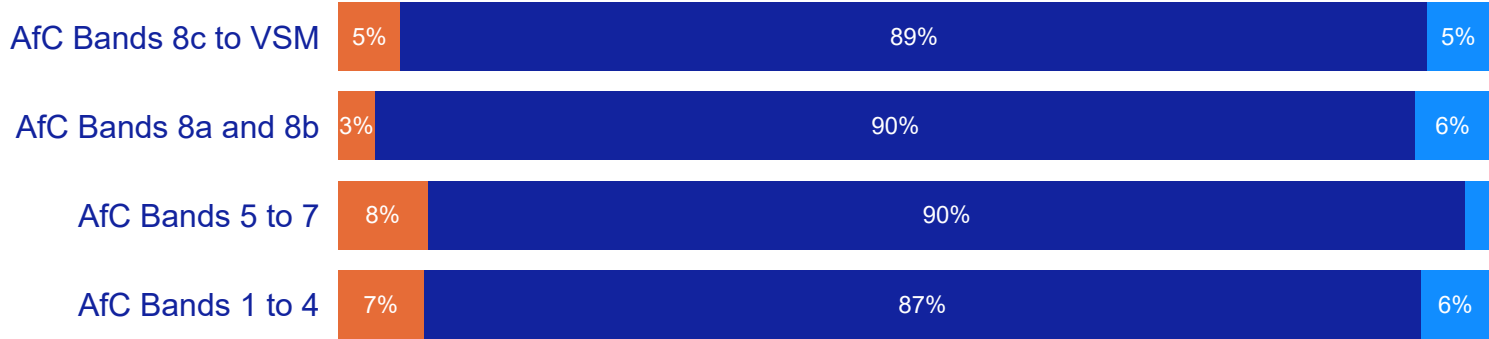
● Non-disabled ● Disabled ● Unknown



There are fewer BAME staff in higher bands for non-clinical roles, but a high proportion in clinical Bands 8a and 8b.

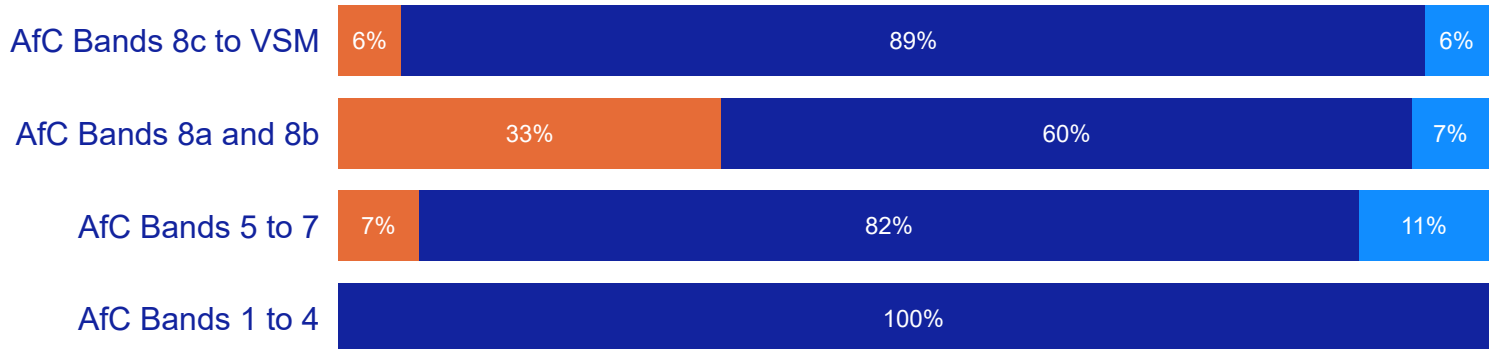
Non-Clinical

● BAME ● White ● Unknown



Clinical

● BAME ● White ● Unknown



The proportion of Medical and Dental BAME staff is twice as high as the overall workforce at 18%.

Medical & Dental

● BAME ● White ● Unknown





Disability

23

Disabled Applicants In Shortlists

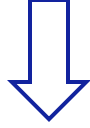


2

Disabled Applicants Appointed

283

Non-disabled Applicants In Shortlists



59

Non-disabled Applicants In Shortlists

Disabled applicants are 2.4 times less likely to be appointed from shortlisting.

Ethnicity

92

BAME Applicants In Shortlists

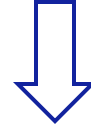


10

BAME Applicants Appointed

217

White Applicants In Shortlists



54

White Applicants Appointed

BAME applicants are 2.3 times less likely to be appointed from shortlisting.



Disciplinary & Capability

In the latest WRES and WDES data the number of staff members entering the capability process and the disciplinary process is small. The metrics for these are calculated as the average over 2 financial years.

Per year, 4 white staff entered a formal disciplinary process, compared to 0 BAME or staff with unknown ethnicity.

1 disabled staff member entered a formal capability process each year, compared to 1 white staff member over 2 years, and 1 staff member with unknown ethnicity over 2 years.

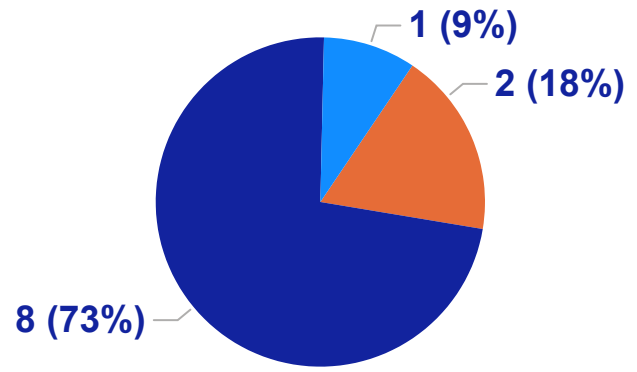
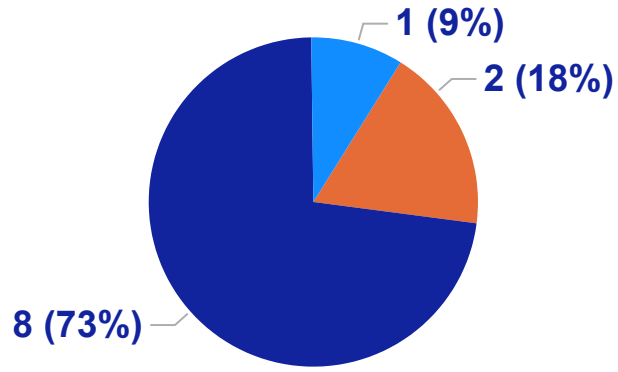
The ICB board has **11** members.

2 board members are disabled.

2 board members are BAME.

Disability

Ethnicity



● Disabled ● Non-disabled ● Unknown

● BAME ● White ● Unknown