

Board Meeting in Public Tuesday, 02 December 2025

Title of Paper	Gender Pay Gap, Workforce Race Equality Standard, Workforce Disability Equality Standard	Agenda No.	4.1.1
Nature of Paper	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive	
Author(s)	Jo Harry Inclusive Culture Manager, Susie Srivastava OD Lead, Lisa Johnson AD Leadership, Performance & Culture		
Lead Executive	Julie Pinder CPO		
Non-Executive Director	N/A		
Presenter(s) at Meeting	Julie Pinder CPO, Lisa Johnson AD LPC		
Presented for	<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Update		
Is there a plan to communicate this to the organisation?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yet to be determined		
Executive Summary			
<p>Executive Summary</p> <p>This assurance report presents NHSBT's 2025 data and strategic response to the Gender Pay Gap (GPG), Workforce Race Equality Standard (WRES), and Workforce Disability Equality Standard (WDES). It evidences our commitment to fostering an inclusive, respectful, and anti-discriminatory culture.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> • Disability: Self-identification increased to 10% (ESR) and 19% (Our Voice). Satisfaction with feeling valued rose to 53% (from 28%). Workplace adjustment access improved, and whilst a smaller percentage of disabled staff reported pressure to work when unwell, the actual numbers increased from 70 to 90. • Race: BME workforce representation rose to 25%, with 22% at Bands 8a–8c. However, white candidates remain 2.1x more likely to be appointed. BME staff report higher rates of bullying, harassment, and disciplinary action. • Gender: NHSBT's gender pay gap continues to outperform national benchmarks, with a median gap of 0.6% and mean of 3.09%. Bonus pay gaps narrowed significantly. • Strategic Actions: A comprehensive Inclusive Culture Action Plan for 2026/27 is proposed, shifting focus from compliance to systemic culture change. It includes inclusive leadership development, improved recruitment practices, enhanced accessibility, and targeted interventions to address bullying and harassment. <p>The report is submitted for assurance, approval, and publication of the Gender Pay Gap data, and to confirm strategic alignment with NHSBT's People Plan and Public Sector Equality Duty.</p>			
Previously Considered by			
Executive Team 4 November 2025; People Committee 17 November 2025			
Recommendation			
To progress with delivery of the Inclusive Culture Action Plan Agree for the publication of our Gender Pay Gap data			
Risk(s) identified (Link to Board Assurance Framework Risks)			
None			
Strategic Objective(s) this paper relates to:			
<input type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input type="checkbox"/> Grow and diversify our donor base			
Appendices:	Within the slide deck.		