

BSG Equality, Diversity and Inclusion Report – Summer 2025

The BSG is committed to promoting and delivering equality, diversity and inclusion (EDI) in all aspects of its activities. We recognise that best practice of gastroenterology to optimise patient outcomes depends on having equality of opportunity for all healthcare professionals in gastroenterology. One of the outputs from the BSG EDI strategy is to publish an annual report on membership, committees, council and event speakers and chairs which is outlined below.

An update on BSG member EDI data

Last year BSG had approximately 50% of ethnicity data and 95% gender data for members. A campaign has been ongoing for members using the website to encourage them to provide this information.

BSG now has 98% of gender data and over 50% of ethnicity data for active members. However, throughout the various data sets behind the reports below, there are a mix of ‘rather not say’, ‘blank’ and not disclosed’ options which are inconsistent in different data sets and mean it is not always obvious whether the individual has not provided the information, or has made a choice not to provide it. For this reason, any responses under this umbrella have been amalgamated to ‘not disclosed’ throughout this report for consistency. The BSG will continue to look at ways to gather more accurate data on our members’ ethnicity as part of a technical review of the website and CRM.

Appropriate representation within the Society

The following ranges were agreed as appropriately representative for based on BSG membership, and BSG LIVE delegate attendance, but acknowledge the limitations of the current data set and continue to explore other datasets to inform these ranges.

Ethnicity	Overall %	Female
Arab	4-6%	2-3%
Asian/ Asian British	27-30%	17-18%
Black (inc African/ Caribbean/ Black British)	3-5%	3-5%
Mixed/ Multiple ethnic groups	2-4%	3-5%
Other ethnic group	3-4%	3-4%
White	50-59%	65-67%

Gender	Overall %
Male	50-59%
Female	41-46%
Non-binary or Other	0.3-1%

BSG membership EDI percentages

Gender	2025	2024
Male	58%	58%
Female	40%	38%
Not Disclosed	2%	4%

	2025 all	2025 female	2024 all	2024 female
Arab	5%	2%	5%	2%
Asian / Asian British	32%	23%	30%	20%
Black / African / Caribbean / Black British	5%	5%	4%	4%
Mixed / Multiple ethnic groups	3%	5%	4%	5%
Any other ethnic group	4%	4%	4%	3%
White	51%	61%	52%	65%
not disclosed/rather not say/blank	43%	40%	50%	45%

The future of the specialty

The future of the medical workforce encompasses speciality trainees, IMTs, Foundation Doctors and Undergraduates with an interest in Gastroenterology.

Gender	2025	2024
Male	57%	58%
Female	40%	38%
Other	0%	0%
Not Disclosed	2%	4%

Ethnicity	2025	2024
Arab	6%	6%
Asian/ Asian British	43%	41%
Black/ African/ Caribbean/ Black British	6%	7%
Mixed/ Multiple ethnic groups	5%	6%
Other ethnic group	4%	0%
White	35%	38%
Not Disclosed	33%	44%

Nurse membership

The below tables show how BSG's membership compares to NMC's 2023 data on the demographics of the UK nursing workforce.

Gender	BSG	NMC
Male	17%	12%
Female	78%	88%
Other	0%	0%
Not Disclosed	4%	0%

Ethnicity	BSG	NMC
Arab	0%	0%
Asian/ Asian British	18%	15%
Black/ African/ Caribbean/ Black British	4%	11%
Mixed/ Multiple ethnic groups	2%	1%
Other ethnic group	4%	1%
White	71%	68%
Not Disclosed	43%	3%

BSG Events

BSG Events are one of the most visible opportunities to show a diverse range of speakers and chairs. Relative percentages of the spread of ethnicity and gender is provided for the following: BSG LIVE'25 and other BSG events (aggregated).

BSG LIVE, June 2025

Conference delegates (Exc industry, staff)

Gender	2025	2024
Male	50%	48%
Female	41%	47%
Non-binary	0%	0%
Not disclosed	9%	5%

Ethnicity	2025	2024
Arab	5%	4%
Asian/ Asian British	33%	27%
Black/ African/ Caribbean/ Black British	4%	4%
Mixed/ Multiple ethnic groups	2%	2%
Other ethnic group	4%	3%
White	50%	48%
Not disclosed	14%	12%

BSG LIVE 2025 Faculty exc Nurses

Due to the different EDI composition of nurses, nurses have been split out from the medical faculty to better show the composition of both groups.

Gender	Speakers	Chairs	Overall
Male	60%	62%	61%
Female	37%	38%	38%
Other	0%	0%	0%
Not disclosed	3%	0%	1%

Ethnicity	Speakers	Chairs	Overall
Arab	0%	2%	1%
Asian/ Asian British	25%	41%	27%
Black / African / Caribbean / Black British	0%	1%	0%
Mixed/ Multiple ethnic groups	1%	0%	0%
Other ethnic group	3%	1%	1%
White	71%	54%	48%
Not Disclosed	17%	25%	22%

BSG LIVE 2025 Nurse Faculty

Gender	Speakers	Chairs	Overall
Male	14%	43%	29%
Female	86%	57%	71%
Other	0%	0%	0%
Rather not say	0%	0%	0%
Non-binary	0%	0%	0%

Ethnicity	Speakers	Chairs	Overall
Arab	0%	0%	0%
Asian/ Asian British	7%	7%	7%
Black / African / Caribbean / Black British	0%	0%	0%
Mixed/ Multiple ethnic groups	0%	0%	0%
Any other ethnic group	0%	0%	0%
White	79%	79%	79%
Not Disclosed	14%	14%	14%

BSG LIVE 2025 Programme Committee

Gender	2025	2024
Male	57%	61%
Female	39%	33%
Non-binary	0%	0%
Not disclosed	4%	6%

Ethnicity	2025	2024
Arab	4%	6%
Asian/ Asian British	27%	28%
Black/ African/ Caribbean/ Black British	0%	0%
Mixed / Multiple ethnic groups	4%	0%
Any other ethnic groups	0%	0%
White	57%	54%
Not disclosed	9%	13%

BSG smaller events faculty – aggregated

Gender	2025	2024
Male	59%	61%
Female	40%	38%
Non-binary	0%	0%
prefer not to disclose	1%	1%

Ethnicity	2025	2024
Arab	1%	5%
Asian / Asian British	28%	22%
Black / African / Caribbean / Black British	2%	0%
Mixed / Multiple ethnic groups	3%	3%
Any other ethnic groups	1%	0%
White	66%	61%
Not Disclosed	19%	9%

BSG Committee Membership

Aggregated section committee membership, as well as council membership is shown below.

BSG COUNCIL

25-26		24-25		23-24	
Male	59%	Male	64%	Male	76%
Female	41%	Female	36%	Female	24%
25-26		24-25		23-24	
Arab	4%	Arab	4%	Arab	4%
Asian/ Asian British	22%	Asian/ Asian British	40%	Asian/ Asian British	44%
Black/ African/ Caribbean/ Black British	0%	Black/ African/ Caribbean/ Black British	0%	Black/ African/ Caribbean/ Black British	0%
Mixed/ Multiple ethnic groups	4%	Mixed/ Multiple ethnic groups	0%	Mixed/ Multiple ethnic groups	0%
Other ethnic group	0%	Other ethnic group	0%	Other ethnic group	0%
White	70%	White	48%	White	52%
Not disclosed	0%	Not disclosed	8%	Not disclosed	0%

BSG SECTIONS

25-26		24-25		23-24	
Male	53%	Male	46%	Male	53%
Female	45%	Female	47%	Female	46%
Not disclosed	2%	Not disclosed	7%	Not disclosed	1%

25-26		24-25		23-24	
Arab	2%	Arab	3%	Arab	4%
Asian / Asian British	30%	Asian / Asian British	28%	Asian/ Asian British	26%
Black/ African/ Caribbean/ Black British	0%	Black/ African/ Caribbean/ Black British	1%	Black/ African/ Caribbean/ Black British	1%
Mixed/ Multiple ethnic groups	1%	Mixed/ Multiple ethnic groups	1%	Mixed/ Multiple ethnic groups	1%
Other ethnic group	1%	Other ethnic group	1%	Other ethnic group	0%
White	65%	White	59%	White	50%
not disclosed	24%	not disclosed	7%	Not disclosed	18%