



Disability Pay Gap

1 Background

- 1.1 The disability pay gap is the difference in the average hourly wage of all disabled staff and all non-disabled staff from ethnic minority groups across a workforce. If disabled staff do more of the lower banded jobs within an organisation, the disability pay gap is usually bigger.
- 1.2 High impact action 3 of the NHS England Equality, Diversity and Inclusion Improvement Plan requires NHS organisations to analyse pay gap data by protected characteristic and put improvement plans in place, starting with sex (gender), then race by 2024, and disability by 2025.
- 1.3 This report is based on a snapshot of ordinary pay differences on 31 March 2024, and a workforce disability profile of 7.9% living with a disability and 80.53% non-disabled.

2. Workforce profile

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Disability Status	% of workforce
Disabled	7.9%
Non-Disabled	80.53%
Not stated/not known/blank	12.39%
Total	100.00%

• **Mean and median disability pay gaps**

The Trust's mean disability pay gap is a negative gap of 6.88%.

The mean hourly rate for staff living with a disability is £19.42 and the mean hourly rate for non-disabled staff is £20.86.

The median disability pay gap is a negative gap of 7.47%.

The median hourly rate for staff living with a disability is £19.77 and the median hourly rate for non-staff is £21.26.

Pay gap by Disability	Disabled	Non-Disabled	% gap
Mean hourly rate	19.42	£20.86	-6.88%
Median hourly rate	£19.77	£21.26	-7.47%

- **Disparity between the disability category: Learning disability/difficulty, Long-standing illness, Mental Health Conditions, Physical Impairment, Sensory Impairment.**

Learning Disability/Difficulty

Individuals with learning disabilities/difficulties make up 1.87% (n.166) of the Trust's total workforce and 26.52% of colleagues declaring a disability.

Pay gap by disability	Learning Disability/Difficulty	Non-Disabled	% gap
Mean hourly rate	£19.67	£20.86	-5.7%
Median hourly rate	£18.76	£21.26	-11.76%

For colleagues with a learning disability/difficulty, the mean pay gap is a negative gap of 5.7% and the median pay gap is a negative gap of 11.76% compared to non-disabled counterparts.

Long-standing Illness

Individuals with long-standing illness make up 2.1% (n.184) of the Trust's total workforce and 29.39% of colleagues declaring a disability, making it the largest disability category.

Pay gap by disability	Long-Standing Illness	Non-Disabled	% gap
Mean hourly rate	£18.69	£20.86	-10.4%
Median hourly rate	£15.54	£21.26	-26.90%

For colleagues with a long-standing illness, the mean pay gap is a negative gap of 10.4% and the median pay gap is a negative gap of 26.90% compared to non-disabled counterparts.

Mental Health Conditions

Individuals with mental health conditions make up 1.04% (n.92) of the Trust's total workforce and 14.7% of colleagues declaring a disability.

Pay gap by disability	Mental Health Condition	Non-Disabled	% gap
Mean hourly rate	£18.45	£20.86	-11.55%
Median hourly rate	£15.37	£21.26	-27.7%

For colleagues with mental health conditions, the mean pay gap is a negative gap of 11.55% and the median pay gap is a negative gap of 27.7% compared to non-disabled counterparts.

Physical Impairment

Individuals with physical impairment make up 0.76% (n.67) of the Trust's total workforce and 10.7% of colleagues declaring a disability.

Pay gap by disability	Physical Impairment	Non-Disabled	% gap
Mean hourly rate	£21.00	£20.86	+0.67%
Median hourly rate	£17.25	£21.26	-18.86%

For colleagues with physical impairment, the mean pay gap is a positive gap of 0.67% and the median pay gap is a negative gap of 18.86% compared to non-disabled counterparts.

Sensory Impairment

Individuals with sensory impairment make up 0.7% (n.61) of the Trust's total workforce and 9.74% of colleagues declaring a disability.

Pay gap by disability	Sensory Impairment	Non-Disabled	% gap
Mean hourly rate	£22.4	£20.86	+7.38%
Median hourly rate	£19.2	£21.26	-9.69

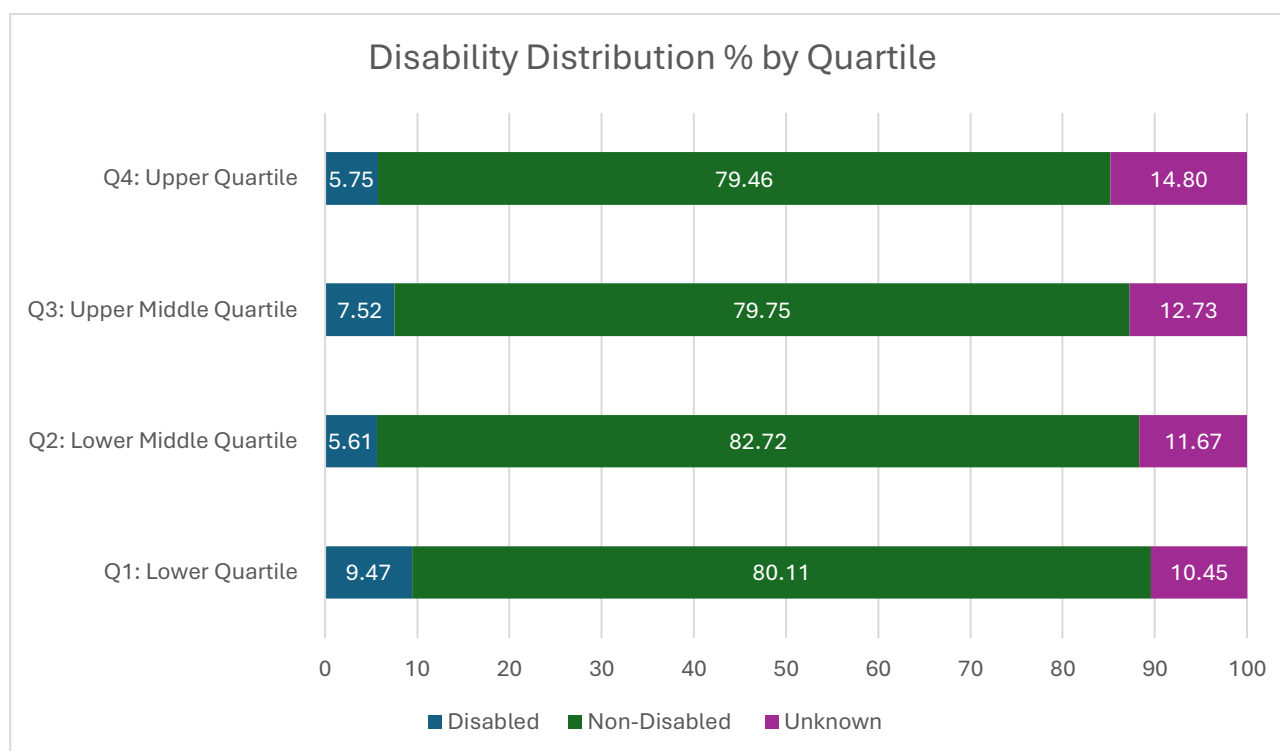
For colleagues with mental health conditions, the mean pay gap is a positive gap of 7.38% and the median pay gap is a negative gap of 9.69% compared to non-disabled counterparts.

• Disability distribution by pay quartiles

Quartiles are calculated by ranking the hourly pay rates for each member of staff from lowest to highest, before splitting the ranking into four equal-sized groups and calculating the percentage of staff from ethnic minority groups and the percentage of white staff in each group.

The upper quartile (Q4) includes the highest earners, and the lower quartile (Q1) includes the lowest earners.

Based on the Trust's overall workforce disability profile of 7.9% staff living with a disability and 80.53% non-disabled, colleagues living with a disability are over-represented in Q1, and they are under-represented in Q2, Q3 and Q4.



3. Implications

• Disability pay gap action plan 2024/26

The actions planned are part of the Trust's Equality, Diversity and Inclusion Improvement Plan 2024-26. The table below sets out each action alongside its responsible lead.

Action	Responsible lead
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Encourage Disability Disclosure	Workforce Equality, Diversity and Inclusion Lead
Launch Trust-wide talent management and leadership plan	Assistant Director of Resourcing Organisational Development Lead Retention Manager
Embed Reasonable Adjustment Process throughout the Trust	Workforce Equality, Diversity and Inclusion Lead
Promote and review structures that support career progression and opportunities for disabled staff	Workforce Equality, Diversity and Inclusion Lead Organisational Development Lead
Regular review of recruitment processes to ensure they are fair and inclusive.	Workforce Equality, Diversity and Inclusion Lead