

# Disability Pay Gap Report (March 2025)

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## Introduction

Submitting Disability Pay Gap data or producing a report is not a statutory requirement in the same way as the Gender Gap reporting.

As part of the Trusts ongoing commitment to inclusion we have created this report to ascertain if there is a difference between the average pay for our colleague's dependant on disability status for the first time.

The data in this report is based on a snapshot taken on 31st March 2024. Throughout this report, when data is labelled "2025" this refers to the year of publishing our pay gap report (so the data is from 2024).

The pay gap is different from equal pay. Equal pay is covered by the Equality Act 2010, and requires all employers to pay the same for work of equal value

## Executive summary

Due to the recording of disability status not being mandated on ESR, there will be colleagues missing from the data due to the Trust having 4.62% of staff not having a disability status recorded on ESR<sup>1</sup>, Our Workforce Disability Equality Standard (WDES) report details at which bandings and staff groups this unknown data is more prevalent.

This Disability Pay Gap Report contains a number of elements:

- Mean disability pay gap
- Median disability pay gap
- Quartile distribution
- Bonus pay
- Source of pay gap

The pay gap based on the median average is the most reliable and widely used measure of pay equity. When the pay gap is measured using the mean average, this allows "outliers" at either end to distort the measure.

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<sup>1</sup> Workforce Disability Equality Standards (WDES) Report 2024  
<https://www.torbayandsouthdevon.nhs.uk/uploads/wdes-annual-report-2024.pdf>

## Average hourly rates

The below is expressed relative to the earnings of non-disabled staff members

Disabled staff hourly rate is		
<b>11.13% LOWER (mean)</b>	<b>14.81% LOWER (median)</b>	
Unknown hourly rate is		
<b>14.15% HIGHER (mean)</b>	<b>0.00% HIGHER (median)</b>	
Pay quartiles		
Proportion in each quarter of the employer's payroll.		
Top quartile		
<b>90.17% Non-disabled</b>	<b>3.70% Disabled</b>	<b>6.14% Unknown</b>
Upper middle quartile		
<b>89.05% Non-disabled</b>	<b>6.07% Disabled</b>	<b>4.88% Unknown</b>
Lower middle quartile		
<b>90.39% Non-disabled</b>	<b>5.74% Disabled</b>	<b>3.87% Unknown</b>
Lower quartile		
<b>87.11% Non-disabled</b>	<b>7.71% Disabled</b>	<b>5.18% Unknown</b>

The above data shows that both the mean and median hourly rate is lower for disabled staff. The mean average for staff of an unknown disability status is higher than for non-disabled staff but there is not median pay gap either way.

We can also see that disabled staff are over-represented in the lower quartile and under-represented in the top quartile.

## Bonus Pay

Disabled bonus pay is	
<b>2.56% LOWER (mean)</b>	<b>0.00% LOWER (median)</b>
Unknown disability bonus pay is	
<b>49.70% HIGHER (mean)</b>	<b>0.00% LOWER (median)</b>

Please note that due to the small numbers of disabled and unknown staff receiving bonus pay, these figures should be interpreted with caution.

## Source of pay gap

As we know from our Gender Pay Gap reporting, pay gaps are largely driven by medical and dental pay, below is the difference in pay gaps when we separate into AfC and Medical and Dental staffing

### Mean hourly rate and pay gap AfC/Medical and Dental

Mean	AfC hourly rate	AfC pay gap	Medical and Dental hourly rate	Medical and Dental pay gap
Non-disabled	£17.80		£44.26	
Disabled	£16.67	-6.37%	£45.02	+1.71%
Unknown	£18.26	-2.57%	£61.23	-38.33%

### Median hourly rate and pay gap AfC/Medical and Dental

Median	AfC hourly rate	AfC pay gap	Medical and Dental hourly rate	Medical and Dental pay gap
Non-disabled	£16.36		£48.41	
Disabled	£14.71	-10.09%	£48.85	+0.92%
Unknown	£17.68	-8.08%	£60.07	-24.09%

Please note due to small numbers of medical and dental staff with a recorded disability or an unknown disability status these results should be interpreted with caution.

## Action planning

As this is our first year of reporting, next year we will be able to begin a year on year comparison.

We recognise that supporting our disabled colleagues to thrive and progress at work, along with creating a more inclusive recruitment process will be central to reducing the Disability Pay Gap. A review of current practices in comparison to best practice guides such as the Recruitment Charter launched by the Business Disability Forum and CIPD Guide to Recruiting, Managing and Developing People with a Disability of Health Condition.