

Disability Pay Gap Report (March 2026)

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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 2025. Throughout this report, when data is labelled "2026" this refers to the year of publishing our pay gap report (so the data is from 2025).

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 5.22% of staff not having a disability status recorded on ESR¹. Our organisational data is favourable in comparison to the national benchmarking which is positive and allows us to have better clarity around action planning (14.3% unknown as of 2024 reporting).

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
- Comparison to previous year

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.

Average hourly rates

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

Disabled staff hourly rate is		
10.94% LOWER (mean)	12.27% LOWER (median)	
Not Declared hourly rate is		
15.36% HIGHER (mean)	16.87% HIGHER (median)	
Prefer not to answer hourly rate is		
2.52% LOWER (mean)	1.12% LOWER (median)	
Unspecified hourly rate is		
10.02% LOWER (mean)	8.39% LOWER (median)	
Pay quartiles		
Proportion in each quarter of the employer's payroll.		
Top quartile		
91.34% Non-disabled	4.30% Disabled	4.36% Unknown
Upper middle quartile		
88.91% Non-disabled	7.71% Disabled	3.38% Unknown
Lower middle quartile		
89.99% Non-disabled	6.50% Disabled	3.51% Unknown
Lower quartile		
88.05% Non-disabled	8.50% Disabled	3.45% Unknown

The above data shows that Disabled staff earn 10.94% less on average and 12.27% less at the median than non-disabled staff. The mean and median average of an unknown disability status is higher than for non-disabled staff. We can also see that disabled staff are over-represented in the lower quartile, lower middle and upper quartile, whilst remaining under-represented in the top quartile. The data in comparison to last year shows a decrease in pay gap where last year the median was reported to be 14.81% lower and the mean was reported to be 11.13% lower.

Bonus Pay

Disabled bonus pay is		
9.66% LOWER (mean)	3.99% LOWER (median)	
Unknown disability bonus pay is		
6.69% HIGHER (mean)	3.99% LOWER (median)	
Who receives bonus pay		
11.94% of non-disabled staff	7.40% of disabled staff	11.57% of unknown staff

We can see that non-disabled staff receive a higher proportion of bonus pay across both the mean and median pay, although due to the small numbers of disabled and unknown staff receiving bonus pay, these figures should be interpreted with caution.

Comparison with previous year

Mean average for hourly rate of pay

	2025	2026	% change
Disabled	£17.64	£19.16	8.62%
Non-disabled	£19.85	£21.51	8.36%

Median average for hourly rate of pay

	2025	2026	% change
Disabled	£15.07	£19.14	27.00%
Non-disabled	£17.68	£21.82	23.42%

Quartiles

Quartile	% change from 2025		
	Non-disabled	Disabled	Unknown
Top	1.17%	0.60%	-1.78%
Upper middle	-0.14%	1.64%	-1.50%
Lower middle	-0.40%	0.76%	-0.36%
Lower	0.94%	0.79%	-1.73%

Pay gap differences

	2025	2026	% change
Disabled (mean)	11.13%	10.94%	-0.19%
Disabled (median)	14.81%	12.27%	-2.54%

The pay gap has reduced between 2025 and 2026. The mean pay gap has only reduced marginally, we see an overall positive percentage change for disabled staff, whilst accepting that a pay gap remains.

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 exclude our consultants from the analysis.

TSDFT Excluding consultants				
	Hourly rate average		Mean pay gap %	
	Mean average	Median average	Mean pay gap %	Median pay gap %
Non-disabled	£19.62	£18.27		
Disabled	£18.57	£16.53	5.35%	9.52%

Unknown	£20.42	£18.66	-4.08%	-2.13%
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We can see that excluding consultants from the analysis shows that a disability pay gap remains within the Trust. Disabled staff earn 5.35% less than non-disabled staff on a mean hourly basis and 9.52% less at the median. In contrast, staff with an unknown disability status have higher mean and median hourly rates than non-disabled staff.

Action planning

This is our second year of reporting on the Disability pay gap and we have undertaken a year-on-year comparison.

As a Trust, we welcome the introduction of Disability pay gap reporting and are fully supportive of equality of opportunity within our workforce. We recognise that this data tells us that there is further work to be undertaken to achieve that equality of opportunity. The top quartile of our workforce remains the least representative overall both in terms of pay for staff who have a disability, as well as people who have not shared their disability status on ESR.

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.

The Trust has established staff networks, including a Disability Staff Network and a Neurodiversity Staff Network, which aim to provide a structured and safe forum for disabled and/or Neurodivergent colleagues to share lived experience and highlight barriers they face within the organisation. While the existence of staff networks alone will not close the disability pay gap, they are a critical enabler of change.