

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 Royal Devon's ongoing commitment to inclusion (as per our Trust values) 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 third year in a row.

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 24.46% of staff not having a disability status recorded on ESR¹, Our Workforce Disability Equality Standard (WDES) report details at which bandings and staff groups this unknown data is more prevalent. In order to improve our data to the level of national benchmarking (14.3% unknown as of 2024 reporting²) there needs to be an ongoing and multifaceted approach to foster an environment where staff feel safe enough to record this data, while understanding what this data is used for, who will have access and being able to exercise their right not to disclose this personal information.

This Disability Pay Gap Report contains a number of elements:

- Mean disability pay gap
- Median disability pay gap
- Quartile distribution
- 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.

¹ Workforce Disability Equality Standards (WDES) Report 2025

<https://www.royaldevon.nhs.uk/media/rvujyja4/royal-devon-wdes-report-2025.pdf>

² [NHS England » NHS Workforce Disability Equality Standard: 2024 data analysis report for NHS trusts](#)

Average hourly rates

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

Disabled staff hourly rate is		
8.78% LOWER (mean)	8.30% LOWER (median)	
Not Declared hourly rate is		
2.26% HIGHER (mean)	2.01% HIGHER (median)	
Prefer not to answer hourly rate is		
4.27% LOWER (mean)	2.72% LOWER (median)	
Unspecified hourly rate is		
15.74% HIGHER (mean)	16.25% HIGHER (median)	
Pay quartiles		
Proportion in each quarter of the employer's payroll.		
Top quartile		
68.47% Non-disabled	4.36% Disabled	27.17% Unknown
Upper middle quartile		
71.31% Non-disabled	5.36% Disabled	23.34% Unknown
Lower middle quartile		
72.48% Non-disabled	5.54% Disabled	21.98% Unknown
Lower quartile		
69.73% Non-disabled	7.28% Disabled	22.99% Unknown

The above data shows that both the mean and median hourly rate is lower for disabled staff. The mean and median average for staff 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 and underrepresented 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 17.25% lower and the mean was reported to be 10.92% lower.

Bonus Pay

Who receives bonus pay		
1.56% of non-disabled staff	0.61% of disabled staff	0.86% of unknown staff

We can see that non-disabled staff receive a higher proportion of bonus pay, whilst disabled staff receive the least even when compared to staff who have not shared whether they have a disability or not.

Comparison with previous year

Mean average for hourly rate of pay

	2025	2026	% change
Disabled	£17.70	£19.48	10.06%
Non-disabled	£19.87	£21.35	7.45%

Median average for hourly rate of pay

	2025	2026	% change
Disabled	£14.63	£19.88	35.89%
Non-disabled	£17.68	£21.68	22.62%

Quartiles

Quartile	% change from 2025		
	Non-disabled	Disabled	Unknown
Top	-1.35%	0.90%	0.45%
Upper middle	0.85%	0.77%	-1.62%
Lower middle	2.19%	0.70%	-2.90%
Lower	-1.07%	0.08%	0.98%

Pay gap differences

	2025	2026	% change
Disabled (mean)	10.92%	8.78%	-2.14%
Disabled (median)	17.25%	8.30%	-8.95%

We can see that all groupings have increased their mean and median average hourly rate compared to last year, we see an overall positive percentage change for disabled staff, whilst accepting that a pay gap still remains.

Source of pay gap

As we know from our Gender Pay Gap reporting, pay gaps are largely driven by consultant pay, below is a comparison of the pay gap when we remove consultants from the analysis

RDUH Excluding consultants				
	Hourly rate average		Mean pay gap %	
	Mean average	Median average	Mean pay gap %	Median pay gap %
Non-disabled	£19.51	£18.36		
Disabled	£18.41	£16.05	5.61%	12.62%

Unknown	£20.22	£18.66	-3.65%	-1.60%
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We can see that excluding consultants from the analysis lowers the mean pay gap but increases the median the pay gap between disabled and non-disabled staff. Excluding consultants increases the pay gap for staff of an unknown disability status meaning that their average hourly rate is higher than non-disabled staff.

Action planning

We are pleased to see the significant change in Disability Pay Gap for this year's reporting in comparison to the previous year, however, the data remains incomplete with 24.46% of the workforce not sharing their disability status. The Trust have actively supported disability inclusion with a focus on neurodiversity, this seems to have driven a positive change. In order for us to specify areas of concern it would be important to encourage staff to share their disability status on ESR. The top cortile 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.