



**Royal Devon  
University Healthcare**  
NHS Foundation Trust

**Royal Devon University Healthcare NHS  
Foundation Trust**

**Disability Pay Gap Report  
(2024)**

# Contents

	<b>Page</b>
<b>1. Introduction</b>	<b>3</b>
<b>2. Executive Summary</b>	<b>3</b>
<b>3. Trust and National Disability profile</b>	<b>4</b>
<b>4. Data</b>	<b>5</b>
<b>5. Next steps</b>	<b>6</b>

## 1. INTRODUCTION

Unlike Gender Pay Gap reporting, there is no requirement to report on, or submit Disability Pay Gap data under the Equality Act (2010).

As part of Royal Devon's ongoing commitment to inclusion, and in line with our Trust values, we have created this report to ascertain if there is a difference between the average pay for our disabled and non-disabled colleagues.

The data in this report is based on a snapshot taken on 31<sup>st</sup> March 2023. Throughout this report, when data is labelled "2024" this refers to the year of publishing our pay gap reports (so the data is from 2023).

As this is the first year this report has been completed, we do not have previous years data for comparison. Much of the value of this report will be in making future year-on-year comparisons both within the Trust and against national benchmarking.

## 2. EXECUTIVE SUMMARY

As the recording of disability status is not mandated on ESR, some colleagues will be missing from the data, with 25.13% of staff not having their disability status recorded on ESR. Our Workforce Disability Equality Standard (WDES)<sup>1</sup> report outlines the prevalence of unknown data across various staff groups and bandings. To improve declaration rates, an ongoing and multifaceted approach will be required. This approach should focus on fostering an environment where staff feel safe enough to record this data. It should also involve ensuring that staff understand the purpose of collecting this information, who will have access to it, and their right to choose not to disclose this personal information. It should also involve ensuring that staff understand the purpose of collecting this information, who will have access to it, and their right not to disclose this personal information.

This Disability Pay Gap Report contains a number of elements:

- Trust and national disability profile
- Mean disability pay gap
- Median disability pay gap

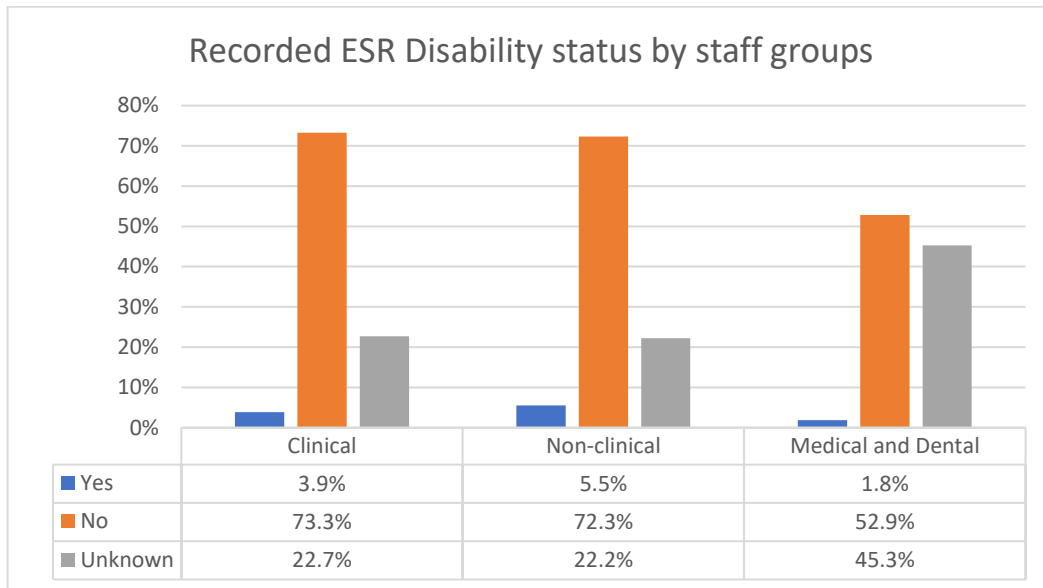
The pay gap based on the median average is the most reliable and widely used measure of pay equality. When the pay gap is measured using the mean average, this allows "outliers" at either end to distort the measure.

## 3. TRUST AND NATIONAL DISABILITY PROFILE

Please note the below is taken from our latest WDES (2023) report.

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<sup>1</sup> Workforce Disability Equality Standards (WDES) Report 2023  
<https://www.royaldevon.nhs.uk/media/h5bnzv1z/royal-devon-wdes-report-2023.pdf>



From ESR data, staff with a disability represent 4.08% of total workforce population, whilst 25.3% do not have a disability status recorded. This is in contrast to 24.74% of respondents from the latest anonymous staff survey data who identify as having a disability<sup>2</sup>.

WDES also shows that there is underrepresentation of staff with disabilities at higher pay bands with the highest proportion of disabled staff falling within the lowest bands, particularly for clinical and Medical & Dental staff

According to Census 2021 data, 17.37% of the Devon population have a disability under the Equality Act (2010)<sup>3</sup>, although this does not include the category 'Not disabled under the Equality Act: Has long-term physical or mental health condition but day-to-day activities are not limited'.

The latest ONS national and regional Disability Pay Gap data<sup>4</sup> is from 2021 and can be seen below:

<b>Disability</b>	<b>National Median Hourly Rate</b>	<b>Southwest Median Hourly Rate</b>
Yes	£12.10	£11.49
No	£14.03	£13.16
Difference	-£1.93	-£1.67
<b>Pay Gap %</b>	<b>15.95%</b>	<b>13.0%</b>

The above analysis was restricted to those whose pay is not in the bottom two percentiles and the top one percentile

Nationally the disability pay gap has been consistently wider for disabled men than disabled women. There are also differences when considering the type of main disability, for example, those with autism had a wider pay gap than other types of disability.<sup>5</sup>

<sup>2</sup> There is some difference in the wording of the staff survey, the questions being "do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?"

<sup>3</sup> <https://royaldevonstaff.nhs.uk/staff-survey>  
<https://www.ons.gov.uk/datasets/TS038/editions/2021/versions/3#get-data>

<sup>4</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/datasets/rawpaygapsbydisability>

<sup>5</sup>

## 4. DATA

Disability	Mean Hourly Rate	Median Hourly Rate
Yes	£16.76	£13.91
No	£18.74	£16.39
Unknown	£19.34	£16.62
Difference	£1.98	£2.48
<b>Pay Gap %</b>	<b>11.81%</b>	<b>17.83%</b>

The median pay gap for the Trust is greater than the 2021 national and regional data and is over double the Disability Pay Gap for 2023. Unfortunately, due to data quality within ESR and low numbers specifying disability type, we are unable to obtain any useful information from this.

As we know from our Gender Pay Gap reporting, pay gaps are often driven by consultant pay, below is a comparison of the pay gap when we remove consultants from the analysis. As we would expect in line with other pay gap reporting, removing consultants from our analysis reduces the pay gap for both the mean and median average by **4.74%** and **4.61%** respectively.

	Royal Devon Excluding Consultants			
	Disabled Staff Hourly Rate	Non-disabled Staff Hourly Rate	Unknown Staff Hourly Rate	Pay Gap %
Mean average	£16.13	£17.27	£17.68	<b>7.07%</b>
Median average	£13.84	£15.67	£16.06	<b>13.22%</b>

## 5. NEXT STEPS

Our existing data tells us that staff who have a disability are more likely to have a negative experience across a range of factors. We are also aware that our ESR data is incomplete, as staff do not routinely share their disability status. Whilst there is a higher level of disclosure on our staff survey, the question is worded differently. Therefore, our action planning must ensure we transparently clarify what we mean by a disability on ESR, how the information is used and by whom, and share good practice to foster trust.

We are aware there is a particularly low level of disclosure in our medical and dental staff, and we are exploring the ways in which we could incorporate a segment on updating personal details in ESR during orientation.

By improving our data, further analysis looking into the impact of factors such as location, staff group, pay band, other protected characteristics etc. would help to provide a more targeted approach for the Trust to reduce the pay gap between all colleagues. 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.