

Disability Pay Gap Report (March 2025)

Contents

Introduction	2
Executive summary	2
Average hourly rates	3
Comparison with previous year	4
Mean average for hourly rate of pay	4
Median average for hourly rate of pay	4
Quartiles	4
Pay gap differences - mean	4
Pay gap differences - median	4
Source of pay gap	5
Action planning.....	5

Introduction

Unlike gender pay gap reporting, there is no requirement to report on, or submit disability pay gap data; however, it is expected that these will become mandated should the proposed Equality (Race and Disability) Bill be introduced.

As part of Royal Devon's ongoing commitment to inclusion, and in line with our Trust values, we have created this report for the second year in a row 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 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

As the recording of disability status is not mandated on the Electronic Staff Record (ESR), some colleagues will be missing from the data, with 25.55% of staff not having a disability status recorded on ESR, Our Workforce Disability Equality Standard (WDES)¹ report outlines the prevalence of unknown data across various staff groups and bandings. To improve declaration rates, in line with national benchmarking (16.6% unknown as of 2023²) there needs to be an ongoing and multifaceted approach to foster an environment where staff feel safe enough to record this data, while ensuring staff have an understanding of what this data is used for, who will have access and being able to exercise their right not to disclose this personal information.

Our WDES report shows that staff with a disability represent 4.52% of the total workforce.

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 2024

<https://www.royaldevon.nhs.uk/media/e4ccqwngrduh-wdes-report-2024.pdf>

² <https://www.england.nhs.uk/long-read/workforce-disability-equality-standard-2023-data-analysis-report-for-nhs-trusts/>

Average hourly rates

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

Disabled staff hourly rate is		
10.92% LOWER (mean)		17.25% LOWER (median)
Unknown hourly rate is		
4.43% HIGHER (mean)		0.06% LOWER (median)
Pay quartiles		
Proportion in each quarter of the employer's payroll.		
Top quartile		
69.82% Non-disabled	3.46% Disabled	26.72% Unknown
Upper middle quartile		
70.45% Non-disabled	4.59% Disabled	24.87% Unknown
Lower middle quartile		
70.29% Non-disabled	4.84% Disabled	24.87% Unknown
Lower quartile		
70.80% Non-disabled	7.20% Disabled	22.01% Unknown

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 the median pay gap is slightly lower.

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

Comparison with previous year

Mean average for hourly rate of pay

	2024	2025	% change
Disabled	£16.76	£17.70	5.61%
Non-disabled	£18.74	£19.87	6.03%
Unknown	£19.34	£20.75	7.29%

Median average for hourly rate of pay

	2024	2025	% change
Disabled	£13.91	£14.63	5.18%
Non-disabled	£16.39	£17.68	7.87%
Unknown	£16.62	£17.69	6.44%

Quartiles

Quartile	% change from 2024		
	Non-disabled	Disabled	Unknown
Top	0.18%	2.63%	-0.80%
Upper middle	-1.71%	21.40%	1.70%
Lower middle	0.62%	15.51%	-4.12%
Lower	-0.42%	23.08%	-4.47%

Pay gap differences - mean

	2024	2025	% change
Disabled	10.57%	10.92%	0.35%
Unknown	-3.20%	-4.43%	1.23%

Pay gap differences - median

	2024	2025	% change
Disabled	15.13%	17.25%	2.12%
Unknown	-1.40%	0.06%	-1.46%

We can see that all groupings have increased their mean and median average hourly rate compared to last year; however, both mean and median pay gaps have increased for disabled staff and the pay gap for unknown staff has increased for the mean average and decreased for the median average.

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

Royal Devon (excluding consultants)				
	Hourly rate average		Mean pay gap %	
	Mean average	Median average	Mean pay gap %	Median pay gap %
Non-disabled	£18.33	£16.94		
Disabled	£16.93	£14.53	7.64%	14.23%
Unknown	£19.15	£17.68	-4.47%	-4.37%

We can see that excluding consultants from the analysis lowers both the mean and 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 can see that there is further work to do in order to create a culture in which staff feel safe disclosing their sensitive personal information such as a disability, as we know that those who do not, consistently have poorer experiences.

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.