
1. Background

- 1.1 It became mandatory from 31 March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap. The results must be published on a government website, as well as the employer's own website (and remain there for 3 years).
- 1.2 The NHS equality, diversity, and inclusion improvement plan was introduced in 2023 with 6 high impact actions, (HIA) ([link](#)). The aim of this plan is to improve equality, diversity and inclusion, and to enhance the sense of belonging for NHS staff to improve their experience. While we refer to the protected characteristics as defined in the Equality Act 2010, the HIA were set out to positively impact groups and individuals beyond these terms and definitions.
- 1.3 HIA 3 introduced the need to develop and implement an improvement plan to eliminate pay gaps. This report contains a similar data set as our Gender Pay Gap Report and marks the first annual report for Disability Pay Gap Reporting.

2.0 NHS Employer Guide to *Gender Pay Gap Reporting*

The NHS Employer Guide to *Gender Pay Gap Reporting* ([link](#)). retrieved 2025-02) has Six Indicators and these have been used to provide the framework to present our data.

An employer must publish six calculations showing their:

- Average gender pay gap as a mean [average]
- Average gender pay gap as a median [average]
- Average bonus gender pay gap as a mean [average]
- Average bonus gender pay gap as a median [average]
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Under national guidance, medical staff clinical excellence awards are included within bonus pay.

3. Methodology

- 3.1 The calculations have been undertaken at the snapshot date of 31 March 2024, using the national Electronic Staff Record (ESR) Business Intelligence standard report. In line with NHS Employers guidance Clinical Excellence Awards and the approach taken to award them at UHD have been categorised as bonuses.

- 3.2 Pay includes: basic pay, full paid leave including annual, sick, maternity, paternity, adoption or parental leave, bonus pay, area and other allowances and shift premium pay. (Note: bonus pay is included, but only as a separate metric as one of the 6 key indicators we need to produce. The gender pay gap figure is calculated from hourly pay – which can only be ordinary pay, bonus pay is not hourly).
- 3.3 Pay does not include: overtime pay, expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, e.g. mileage for use of vehicle), remuneration in lieu of leave, the value of salary sacrifice schemes, benefits in kind (e.g. childcare vouchers), redundancy pay and tax credits.

4. UHD Workforce Context

- 4.1 The overall workforce is 92.2% Non-Disabled and 7.8% Disabled. The breakdown of the proportion of Non-Disable and Disabled staff in each banding is as set out below:

Pay Band Headcount					
Staff with no disability declaration on ESR are excluded below					
	2023-24				
	Disabled		Non-Disabled		Total
Pay Band	Headcount	%	Headcount	%	
Band 1	0	0.0%	14	100.0%	14
Band 2	80	9.9%	728	90.1%	808
Band 3	170	9.6%	1599	90.4%	1769
Band 4	50	8.3%	550	91.7%	600
Band 5	122	7.8%	1435	92.2%	1557
Band 6	80	6.1%	1241	93.9%	1321
Band 7	68	7.6%	828	92.4%	896
Band 8a	23	10.3%	200	89.7%	223
Band 8b	5	4.5%	107	95.5%	112
Band 8c	0	0.0%	40	100.0%	40
Band 8d	0	0.0%	18	100.0%	18
Band 9	1	9.1%	10	90.9%	11
VSM	1	10.0%	9	90.0%	10
Non-Executive Director	1	20.0%	4	80.0%	5
Chair	0	0.0%	1	100.0%	1
Other	0	0.0%	1	100.0%	1
Consultant	6	1.7%	346	98.3%	352
Non-Consultant Career Grade	5	4.9%	97	95.1%	102
Trainee Grades	51	8.4%	556	91.6%	607
Total	663	7.8%	7784	92.2%	8447

table 4.1 Pay Band Headcount split 2023/24

As mentioned above, for the purpose of this report we have only used the categories of Disabled and Non-Disabled **thus excluding approximately 14% of staff or 1402 staff** from some of the calculations. Our actual ESR declaration rate used for all other purposes is that used in the annual Workforce Disability Equality Report 2024 [6.3%] which is available in both internal intranet and external internet pages for UHD.

5. Disability Pay Gap Reporting Summary

Disability Pay Gap Reporting University Hospitals Dorset NHS Foundation Trust					
		2023-24	Previous Year (2022-23)	Change 23.24 v 22.23	
Substantive Headcount	Disabled	663	614	↑	49
	Non-Disabled	7784	7382	↑	402
	Total	8447	7996		
	Disabled	7.85%	7.68%	↑	0.17%
	Non-Disabled	92.15%	92.32%	↓	-0.17%
Excluded due to no declaration on ESR	Headcount	1402	1442	↓	-40
	Proportion	14.23%	15.28%	↓	-1.04%
Difference in hourly rate	Mean Average	11.73%	12.35%	↓	-0.61%
	Median	12.29%	11.83%	↑	0.46%
Proportion of disabled staff in each pay quartile	Lower	10.90%	10.30%	↑	0.60%
	Lower middle	7.71%	7.73%	↓	-0.01%
	Upper middle	6.36%	6.38%	↓	-0.03%
	Top	5.68%	5.51%	↑	0.17%
Who received bonus pay	Disabled	0.75%	0.98%	↓	-0.22%
	Non-Disabled	3.88%	3.75%	↑	0.13%
Difference in bonus pay	Mean Average	-3.42%	9.45%	↓	-12.88%
	Median	0.00%	0.00%	→	0.00%
Our Disability Pay Gap is -		12.29%	11.83%		

Table 5.1 Disability Pay Gap Summary

5.1 Disability Pay Gap Results

- Our headcount sample for the purpose of this report is 8,447 with 663 staff declaring a Disability or Long-Term Condition with 7,784 staff declaring to be non-Disabled shown in table 5.1 above, additionally a comparison using the same methodology shows an increase in Declaration and head count compared to 2022-23.
- This year our Disability Pay Gap is 12.29%, showing our staff with a declared Disability earning comparatively less than non-Disabled staff.
- There is a notable proportion of staff without a Disability declaration. This is notably apparent for doctors and consultants receiving Bonus Payments. Notably our key EDI priorities in the next 12 months will include a review of Recruitment practices and access to Reasonable Adjustments and we will also seek to improve declaration rates.

5.2 Ordinary Pay

Ordinary Pay - Trust Summary

Staff with no disability declaration on ESR are excluded on this tab

	2023-24		
	Disabled	Non-Disabled	Disabled change 23.24 v 22.23
Average Hourly Rate	£17.94	£20.33	↑ £1.12
Difference in Average Hourly Rate	£2.39		↑ £0.02
Average Pay Gap	11.7%		↓ -0.6%
Median Hourly Rate	£15.65	£17.85	↑ £0.73
Difference in Median Hourly Rate	£2.19		↑ £0.19
Median Pay Gap	12.29%		↑ 0.46%

- The Disability pay gap for the trust in 2023-24 is 12.29%.
This has increased from the calculated gap for 2023 of 11.83%.
- The mean ethnicity pay gap for the Trust in 2023-4 is 11.73%.
This has decreased from the calculated gap for 2023 of 12.35%.
- Staff without a declaration for Disability or Non-Disability are excluded from the calculation.
- The Trust's mean Disability hourly pay would be £17.94 compared to £20.33 for non-Disabled staff.
- The Trust's median Disability hourly pay gap would be £15.65 compared to - £17.85 for non-Disabled staff.

See tables 5.2.1 and 5.2.2

Average (Mean) Disability Pay Gap - Ordinary Pay

	2023-24		
	Disabled	Non-Disabled	% difference
All Staff	£17.94	£20.33	11.73%
Non-Medical Staff Groups	£16.82	£18.00	6.55%
Medical Staff Group	£29.47	£37.00	20.34%

Previous Year (2022-23)		
Disabled	Non-Disabled	% difference
£16.82	£19.19	12.35%
£15.87	£17.02	6.72%
£27.00	£35.35	23.60%

Table 5.2.1

Median Disability Pay Gap - Ordinary Pay

	2023-24		% difference
	Disabled	Non-Disabled	
All Staff	£15.65	£17.85	12.29%
Non-Medical Staff Groups	£14.73	£16.89	12.80%
Medical Staff Group	£25.71	£31.35	17.99%

Previous Year (2022-23)		
Disabled	Non-Disabled	% difference
£14.92	£16.93	11.83%
£14.03	£15.85	11.48%
£23.69	£29.55	19.85%

Table 5.2.2

5.3 Clinical Excellence Awards Bonus Payments

There will be new national awards that will be featured in future reports, and these are expected to have 3 levels. For 2025, the bonus pay data has been grouped together as there were so few. We are going to see the local CEAs and discretionary points phased out in future reports.

Local Clinical Excellence Award's (LCEA) recognised and rewarded NHS consultants in England, who perform over and above the standard expected of their role. Awards were given for quality and excellence, acknowledging exceptional personal contributions.

Please note that 140 of the 447 staff who received bonus pay have no Disability declaration, hence the low numbers in the Disability category.

Bonus Pay*

*Bonus Pay includes both local and national awards, and includes Discretionary Points.

	2023-24		Disabled change 23.24 v 22.23
	Disabled	Non-Disabled	
Number of Staff Receiving Bonus Pay	5	302	↓ -1
Proportion of All Staff Receiving Bonus Pay	0.8%	3.9%	↓ -0.2%
Proportion of Medical Staff Receiving Bonus Pay	8.1%	30.2%	↓ -3.0%
Average (mean) Bonus Pay Received	£5,901.70	£5,706.39	↑ £717.73
Difference in Bonus Pay - Mean Average	-£195.31		↓ -£736.54
Average Bonus Pay Gap	-3.42%		↓ -12.9%
Median Bonus Pay Received	£3,503.66	£3,503.66	↑ £330.35
Difference in Bonus Pay - Median	£0.00		→ £0.00
Median Bonus Pay Gap	0%		→ 0.0%
Minimum Bonus Pay Received	£3,503.66	£33.51	↑ £330.35
Maximum Bonus Pay Received	£12,477.89	£39,695.66	↑ £256.58
Number of Staff Receiving Bonus Pay Excluded Due to No Disability Declaration on ESR	140		

table 5.3.1 Bonus Pay

5.4 Proportion of Males and Females in each Quartile Pay Band

All Staff Groups

Quartile	2023-24			
	Disabled		Non-Disabled	
	Count	Proportion	Count	Proportion
1 (Lower)	242	10.90%	1979	89.10%
2 (Lower middle)	170	7.71%	2034	92.29%
3 (Upper middle)	144	6.36%	2121	93.64%
4 (Top)	120	5.68%	1992	94.32%
Grand Total	676	7.68%	8126	92.32%

Previous Year (2022-23)

Disabled		Non-Disabled	
Count	Proportion	Count	Proportion
216	10.30%	1881	89.70%
161	7.73%	1923	92.27%
136	6.38%	1994	93.62%
108	5.51%	1853	94.49%
621	7.51%	7651	92.49%

Table 5.4.1

The total number of staff making a declaration has increased.

Non-Medical Staff Groups

Quartile	2023-24			
	Disabled		Non-Disabled	
	Count	Proportion	Count	Proportion
1 (Lower)	242	10.90%	1978	89.10%
2 (Lower middle)	159	7.45%	1974	92.55%
3 (Upper middle)	130	6.21%	1965	93.79%
4 (Top)	85	6.55%	1213	93.45%
Grand Total	616	7.95%	7130	92.05%

Previous Year (2022-23)

Disabled		Non-Disabled	
Count	Proportion	Count	Proportion
216	10.30%	1881	89.70%
152	7.54%	1865	92.46%
126	6.37%	1853	93.63%
74	6.08%	1144	93.92%
568	7.77%	6743	92.23%

Table 5.4.2

The percentage of staff making a declaration has increased.

Medical Staff Groups

Quartile	2023-24			
	Disabled		Non-Disabled	
	Count	Proportion	Count	Proportion
1 (Lower)	0	0.00%	1	100.00%
2 (Lower middle)	11	15.49%	60	84.51%
3 (Upper middle)	14	8.24%	156	91.76%
4 (Top)	35	4.30%	779	95.70%
Grand Total	60	5.68%	996	94.32%

Previous Year (2022-23)

Disabled		Non-Disabled	
Count	Proportion	Count	Proportion
0	0.00%	0	0.00%
9	13.43%	58	86.57%
10	6.62%	141	93.38%
34	4.58%	709	95.42%
53	5.52%	908	94.48%

Table 5.4.3

The total number of staff making a declaration has increased.

6. Conclusion

- 6.1 The Trust has voluntarily reported a snapshot of data from 31 March 2024. This data demonstrates that there has been a calculated increase in the Disability Pay Gap in 2023-24.

The Trust acknowledges that we must continue to encourage staff to declare Disability/Non-Disability as we recognise there is a high proportion of staff who have declined the opportunity to make a declaration.

- 6.2 It should be noted that this report is the first published set of Disability Pay Gap Data, taken on 31 March 2024.
- 6.3 Separating the data for Agenda for Change and the Medical/Dental workforce gives a better understanding of where the greatest difference in pay and representation exists.
- 6.4 Comparing the median hourly pay gap, Disabled staff earn £0.88 for every £1 compared to Non-Disabled Staff. Their median hourly pay is 12.29% higher than Disabled Staff.
- 6.5 There is no median bonus pay gap for 2024. When comparing mean (average) bonus pay, Disabled Staff mean bonus pay is 3.42% higher than Non-Disabled Staff.
- 6.6 In addition to the Disability Pay Gap report there are two other pay gap report detailing the Gender Pay Gap and the Disability Pay Gap.

8. Next Steps – Priorities

UHD commits to the annual NHS Workforce Disability Equality Standard reporting process and publishes data and action plans to support this programme of works and they can be found on both the intranet internally and the external internet portal.

In November 2024 a new People and Culture Strategy was introduced with the aim to enable Global Majority Staff to be represented at all levels of the organisation.

As an aspiring Inclusive Employer our key Equality, Diversity and Inclusion objective for 2024 and the next 3 years will be:

‘To have a representative workforce at all levels of the Trust.’

To do this we will implement our One Team EDI Plan priorities:

- strengthen our staff networks to work more closely with the UHD strategic needs and provide project support for engagement activity
- with our Dorset Partners and our Recruitment Team we will introduce clear guidance and requirements relating to inclusive recruitment
- develop a one-stop shop approach to accessing reasonable adjustments
- increase cultural awareness and reduce prejudice through the introduction of Conscious Inclusion workshops

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