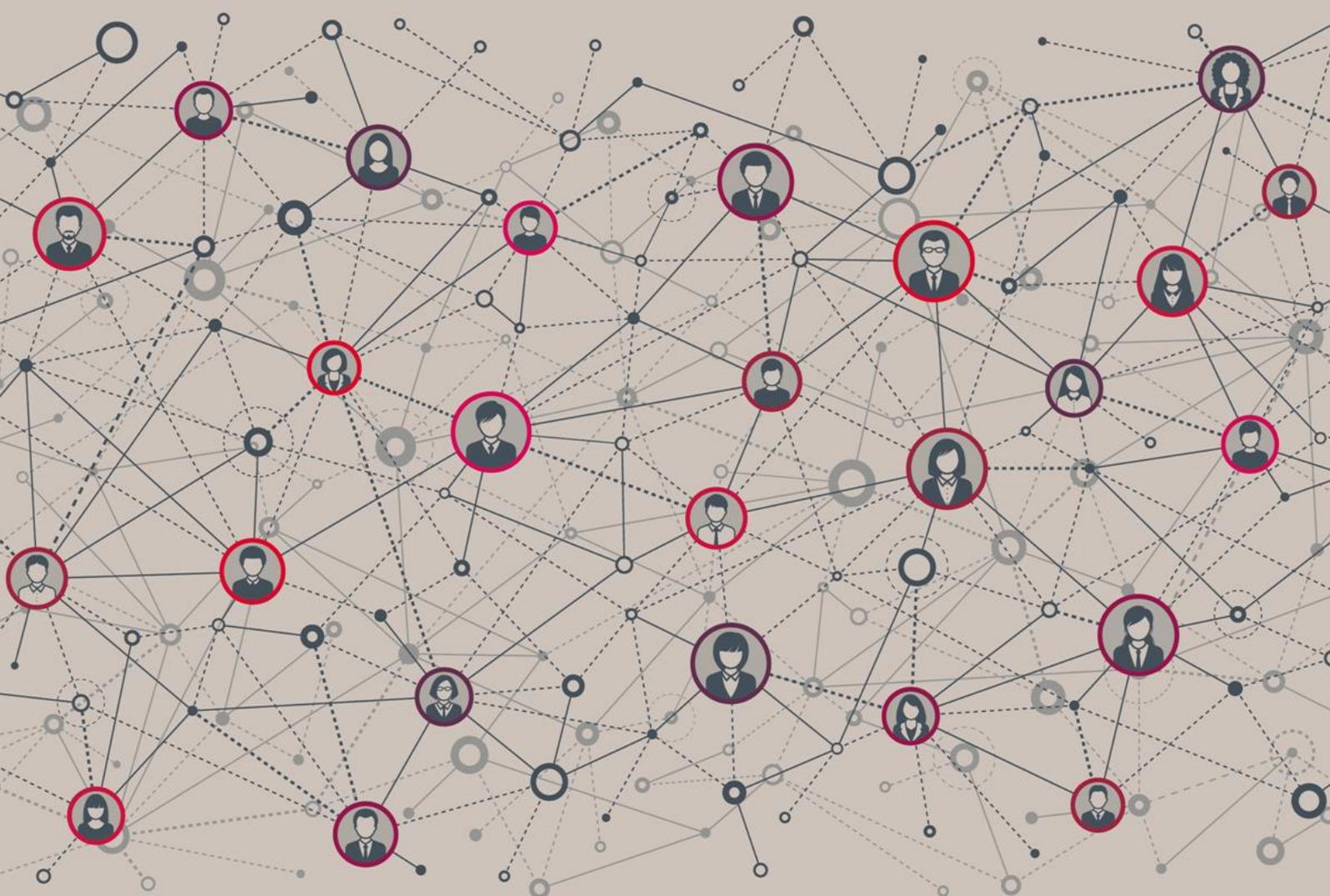

Staffordshire University:

Disability Pay Gap Report 2020



At Staffordshire University we believe that achieving disability equality across the institution is not only the right thing to do, it also enables people and our business to be more successful.

Since 2017, organisations of over 250 employees in the UK have been required to collate and report gender pay gap data, with the first published information required by April 2018. In January 2019 the UK government closed its consultation on ethnicity pay gap reporting.

We do not yet know what will come of that consultation, but it seems highly likely that in the future this will become a new requirement alongside gender pay gap reporting. It's certainly clear this is on the UK government's agenda, alongside potential future measures, such as pay reporting around disability.

Inclusion and transparency are core values at Staffordshire University and therefore we are publishing our disability pay gap data.

What is the disability pay gap?

The disability pay gap shows the difference in the average pay between Disabled and non-Disabled staff in the organisation. A disability pay gap above zero will show that on average, non-Disabled staff earn more while a pay gap below zero shows that Disabled staff, on average, earn more.

Equal pay is different to the disability pay gap. Equal pay deals with pay differences between e.g. men and women; Disabled and non-Disabled people who are doing the same jobs, similar jobs or work of equal value. Since 2008 we have regularly undertaken equal pay audits in partnership with our Trades Unions UNISON and UCU. This built upon our good practice of introducing factor-based job evaluation to size our roles in 2006 in order to place them equitably on the University Pay and Grading Scale.

Gender and Ethnicity pay gaps

We recognise that pay differences also occur in relation to ethnicity. Separate reports on our statutory gender pay gap analysis and ethnicity analysis are available at [Pay gap analysis](#)

What is our disability pay gap?

The disability pay gap is calculated in two ways:

- **Mean average**

The mean average pay is calculated by adding up all of the salaries and dividing the result by how many numbers were in the list. We can then compare the mean average pay for Disabled staff with the mean average pay for non-Disabled staff. The difference between the two figures is the mean average disability pay gap.

Analysis has revealed that the mean average disability pay gap across Staffordshire University is 7.63%. However, if we remove part time staff from our calculation the mean average disability pay gap is 8.31%.

- **Median average**

The median disability pay gap is calculated by listing all of the salaries in numerical order. The median average is the middle number. We can then compare the median average pay for Disabled staff with the median average pay for non-Disabled staff. The difference between the two figures is the median average disability pay gap.

At Staffordshire University this is 0%. However, if we remove the 'casual' staff from our conversation the median disability pay gap is 5.71%.

What has caused our disability pay gap?

The data shows that our disability pay gap is a reflection of the low number (100) or percentage (6.2%) of staff with a disclosed disability employed at the university which does not reflect the wider community (UK 17.9% disclosed disability, Census 2011).

Therefore we need to recruit more disabled staff across the institution and ensure staff are confident to declare their disability.

What are we doing to close our disability pay gap?

We are clear that we want to work towards closing the disability pay gap. These are some of the actions that we have identified that are making a difference, which we will continue to support:

- A fresh approach to the attraction and recruitment of staff with a disability to our roles, making sure that we are inclusive in our requirements, our advertising and that we encourage applications from the broadest range of candidates;
- Training our appointment panels to ensure that they are free from stereotypes and unconscious bias when appointing to roles within their teams;
- Through the new Performance Development and Review process, delivering targeted professional development for staff to develop their careers so they can progress within our University or beyond;
- Champion the implementation of the Aurora women's personal and professional development programme to allow opportunity for career and role development for women including Disabled women within key underrepresented roles/specialisms within the University; and
- Ongoing data analysis to enable a more granular understanding of our disability pay gap.

Data²

The mean and median disability pay gap – based on hourly rate of ordinary pay										
£17.70	£19.16		£17.52	£17.52		94	1518			
Disabled	Non-Disabled		Disabled	Non-Disabled		Disabled	Non-Disabled			
Mean disability pay gap 7.63%			Median disability pay gap 0%			Total employees 1612				
The mean and median bonus disability pay gap and the proportion of Disabled and Non-Disabled staff receiving a bonus payment										
£0	£0		£0	£0		0%	0%			
Disabled	Non-Disabled		Disabled	Non-Disabled		Disabled	Non-Disabled			
0%			0%			Proportion receiving a bonus				
The proportion of Disabled and Non-disabled staff in each mean hourly rate quartile pay band										
15 ³	388		22	381		41	362		22	381
Disabled	Non-disabled ⁴		Disabled	Non-disabled		Disabled	Non-disabled		Disabled	Non-disabled
4%	96%		6%	94%		10%	90%		6%	94%
Q1		Q2			Q3			Q4		
Lower Quartile		Lower Middle Quartile			Upper Middle Quartile			Upper Quartile		

¹ Snapshot date as at March 2020

² A negative figure indicates the disability pay gap is in favour of disabled staff

³ Actual staff numbers are rounded.

⁴ Includes information refused / unknown.

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