

University of
Staffordshire

THE DISABILITY PAY GAP

REPORT 2024

THE DISABILITY PAY GAP

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

The Government has required, since April 2018, employers with 250 staff or more to publicise their Gender Pay Gap information. It is likely that this reporting will extend to other protected characteristics over time.

Being 'Fair and Inclusive' is one of our core values and although Disability pay gap reporting is not mandatory, we believe the need to capture and report on our Disability pay gap data is important as this helps us understand where we may have disparities, and where we need to focus.

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, staff without disabilities earn more, whilst a pay gap below zero shows that staff with disabilities, on average, earn more.

What is our disability pay gap?

The disability pay gap is calculated in two ways:

Mean disability Pay Gap

The mean disability pay gap 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 pay for staff with disabilities with the mean pay for staff without a disability. The difference between the two figures is the mean disability pay gap.

Analysis has revealed that the mean disability pay gap across University of Staffordshire is 4.18% and is lower than the 5.29% reported in 2023.

Median disability Pay Gap

The median disability pay gap is calculated by listing all of the salaries in numerical order. The median is the middle number. We can then compare the median pay for staff with disabilities with the median pay for staff without a disability. The difference between the two figures is the median disability pay gap.

At University of Staffordshire this is 0%. Our Disability Pay Gap is considerably lower than the Gov.UK Disability median pay gap reported in 2021 at 34.8%.

Further analysis is provided in Appendix 1

What does our disability pay gap data tell us?

The data shows that our disability pay gap reflects the low overall number 8.9% (159) of staff with a disclosed disability employed at University of Staffordshire. This number is higher than the 2023 data where only 7.50% (149) staff disclosed a disability, however our profile does not reflect the wider community of individuals with a declared disability (UK 17.8% disclosed disability, Census 2021).



Therefore, at University of Staffordshire, we need to continue to attract and recruit greater numbers of staff with a disability to the organisation and ensure we are creating an inclusive and supportive culture where our current staff are confident to disclose any disability, so that we become more representative of wider society.

Further analysis is provided at Appendix 1

What are we doing to address the disability pay gap?

University of Staffordshire can evidence that it is compliant in having equal pay for work of equal value. We recognise that we have a lower number of disabled staff employed at 8.9% compared to the national average of 17.8%.

We have been making positive progress within this area and have decreased our disability pay gap from 6.6% in 2021 to 4.18% in 2024.

We are fully committed and have a proactive approach that will increase the number of disabled staff employed within the organisation. Some of the actions that we remain committed to are:

- Continuing the work on Data Integrity project, this includes a full review of the profile categories to ensure we are collecting inclusive, sufficient, and appropriate staff profiling data to understand their diverse needs and expectations.
- Ongoing data analysis linked to our work on being a Disability Confident Employer to enable a more in depth understanding of our disability pay gap to inform future actions.
- Continue to embed the People Strategy approach on inclusion, key aspects within this will be the implementation of the equality targets, professional development for staff via the development of the Values and Behaviours framework and the YOURCareer@Staffs programme.
- Ensuring our 'Staff makes Staff' culture improvement programme, is developing an inclusive culture, incorporating, and addressing the diverse needs of our staff, so they feel confident in disclosing all disabilities in a supportive environment and inclusive services for all our diverse employees.
- Launching 'Inclusive recruitment, selection, progression and retention' training for all recruiting managers. The training coaches how to develop inclusive marketing campaigns to attract and recruit ethnic minority applicants, making sure that we are inclusive in our requirements, our advertising, our recruitment, and selection methods, that encourage diverse employment from the broadest range of candidates.



APPENDIX 1

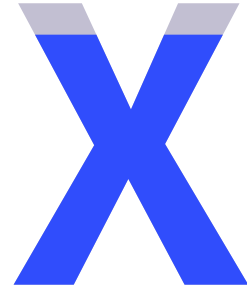
University – Staff profile figures per disability profile group



One or more declared disabilities
8.9% / 159



Unknown / information refused
2.6% / 46



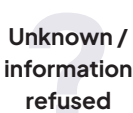


No Declared Disability
88.6% / 1587

University of Staffordshire – Mean and Median pay gap figures per disability profile group

	Mean					Median				
	2021	2022	2023	2024	Change	2021	2022	2023	2024	Change
	£18.18	£18.74	£19.69	£20.49	+£0.80	£17.52	£17.78	£18.83	£19.23	+£0.40
 No declared disability	£19.43	£19.53	£20.79	£21.39	+£0.60	£17.52	£17.78	£18.83	£19.23	+£0.40
Pay Gap	6.44%	4.26%	5.29%	4.18%	-1.11pp	0.0%	0.0%	0.0%	0.0%	0.0pp

University of Staffordshire – Pay Quartiles figures per disability profile group

	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	48	45	37	30
	10.69%	10.04%	8.26%	6.70%
 No declared disability	386	393	397	409
	85.97%	87.72%	88.62%	91.29%
 Unknown / information refused	15	10	14	9
	3.34%	2.23%	3.13%	2.01%
Total	449	448	448	448



University of
Staffordshire

2ND IN THE UK FOR QUALITY EDUCATION

Sustainable Development Goal 4 THE Impact
Rankings 2024

5TH FOR FIRST GEN STUDENTS

The Mail University guide 2025

TOP 10 FOR CAREER PROSPECTS

Whatuni Student Choice Awards 2023

TOP 20 FOR FACILITIES

Whatuni Student Choice Awards 2023

TOP 10 FOR SOCIAL INCLUSION

The Times and The Sunday Times Good
University Guide 2023

87% OF RESEARCH IMPACT IS 'OUTSTANDING' OR 'VERY CONSIDERABLE'

Research Excellence Framework 2021