What causes our disability pay gap?
The key driver for our disability pay gap is the demographic of our workforce:

- 9% of our workforce are known to have a disability, but they are not distributed evenly through the workforce (pay quartile demographics are shown in the pie charts)
- 6% of staff in the top pay quartile are known to have a disability
- 13% of staff in the bottom pay quartile are known to have a disability
- The proportion of staff declaring a disability has increased compared to last year

The Disability Equality and Inclusion Steering Group will make recommendations for actions to reduce the disability pay gap.

Notes
1. Pay gap data is based on a snapshot as at 31 March 2021.
2. Pay quartiles - Staff are ordered from highest to lowest based on the hourly pay rate used for the pay gap calculations. The data set is then divided equally into four.