

## Disability Pay Gap Report 2024

### Summary of 2024 Data

The NASUWT's Disability Pay Gap (DPG) data for 2024 shows that the mean hourly pay rate for disabled staff is £27.56, which is slightly higher than the £25.19 per hour earned by non-disabled staff. The median hourly pay rate also reflects a positive pay gap in favour of disabled staff, with disabled employees earning £29.58 per hour compared to £24.81 per hour for non-disabled staff; a difference of 19.23%.

In comparison, the 2023 data showed that the mean hourly pay rate for disabled staff (£23.38) was marginally higher than that of non-disabled staff (£23.25). The median hourly rate in 2023 showed no difference, with both groups earning £22.31 per hour.

These figures indicate an increase in the pay gap in favour of disabled staff between 2023 and 2024.

It is important to note that the number of disabled staff across the workforce remains relatively low, with most employed at middle to senior levels of the Union. While the number of disabled staff has remained static since 2023, the number of non-disabled staff has slightly increased. Additionally, there is a small proportion of employees, particularly in the lower salary quartile, who have not declared their disability status, which may impact the overall analysis.

### Results

DPG 2024			DPG - Quartile Distribution 2023			
Disabled	Mean	£27.56	Quartile	Disabled	Non-disabled	Not declared
	Median	£29.58				
Non-disabled	Mean	£25.19	Lower	8.79%	76.92%	15.22%
	Median	£24.81	Lower Middle	14.29%	80.22%	5.49%
DPG	Mean	9%	Upper Middle	13.19%	84.62%	2.20%
	Median	19.23%	Upper	20.88%	75.82%	3.30%
			<b>TOTAL</b>	<b>14.29%</b>	<b>79.39%</b>	<b>6.55%</b>

### Action Plan

Although there are no issues with pay gap or representation, an action plan is being put in place as part of the employers Equality, Diversity and Inclusion People Plan.

The NASUWT is taking a range of actions, and is progressing the following:

- (i) A requirement for annual equality audits of recruitment outcomes;
- (ii) Anonymised shortlisting in the recruitment process;
- (iii) Equality and inclusive recruitment practices training for recruitment and selection panel members;
- (iv) Annual reporting of all aspects of employment including recruitment, training, career progression and exit;
- (v) A committed to a publicity campaign setting out the employer’s commitment to equality, inclusion and diversity and to ensuring that all staff feel safe whilst at work and are able to report it when they do not;
- (vi) Developed new procedures for reporting and dealing with allegations of disability harassment;
- (vii) A formal review of pay and grading and job evaluation of all roles and salary differentials across the organisation;
- (viii) A commitment to developing an individual performance and development framework, and career/learning pathways;
- (ix) A new Dignity at Work policy and procedures;
- (x) Providing all staff with training in unconscious bias, tackling sexism and anti-discrimination and line managers with training in inclusive recruitment practices
- (xi) Commitment to further training and/or staff engagement needs on the topic of Dignity at work and creating an inclusive workplace.
- (xii) The continued development of the Disabled Staff Forum.

**Notes**

Whilst there is no legal requirement to do so, the NASUWT has taken the decision to publish its Disability Pay Gap report alongside its Gender Pay Gap report and Ethnicity Pay Gap report.

The report above reflects the position in April 2024.

The Pay Gap calculation is based on an individual’s hourly rate excluding any variable payments such as overtime or back pay and also any salary sacrificed as part of a wider remuneration strategy. However, the benefits that are accrued as a result of the salary sacrifice are not taken into account. The NASUWT has a number of salary sacrifice schemes including Childcare Vouchers, Pensions, Cycle to Work and Lease cars and the potential impact of this is illustrated below:

<b>Gross Pay</b>	<b>Originating Gross Pay</b>	<b>Gross Pay after salary sacrifice (pensions 8%)</b>	<b>Employer Contributions</b>	<b>Reported Pay Gap</b>
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Employee A	£25,000	£23,000	£6,475	8%
Employee B	£25,000	£25,000	£0	

Despite the fact that both employees receive the same gross pay, and Employee A has a higher total remuneration package, the statutory calculation treats Employee A as being paid 8% less than their colleague because employee contributions are made via salary sacrifice. This minimises the net cost to members. All other salary sacrifice schemes such as Childcare Vouchers, Cycle to Work and Lease Cars have the same effect. If the contributions were made from net pay, at higher actual cost to the employee, then there would be no reported pay gap.