

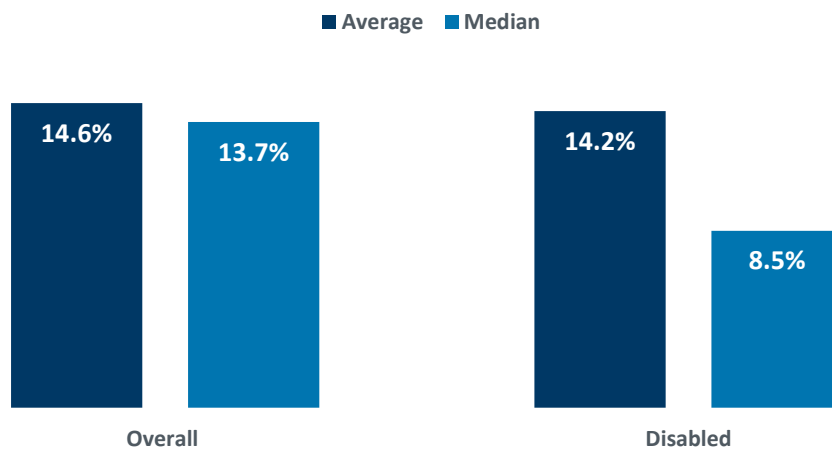
Disability

The University applies demographic categorisation in accordance with the requirements of the Higher Educational Statistics Agency (HESA) collecting data on colleague, disability data. Limited reporting of this data however has resulted in the data set upon which the institution is currently relying being too small to conduct any meaningful pay analysis.

5% of our population have declared a disability and 25% of our population have not declared disability related data as illustrated in Graph 3 below. Improving declaration rates is an urgent priority and action is underway to improve reporting. Analysis has been undertaken to compare the majority group non-disabled colleagues with those disclosing disability.

Key Figures/Highlights

Graph 1: Internal Disability pay gap



Graph 2: Median Hourly Rate (£)

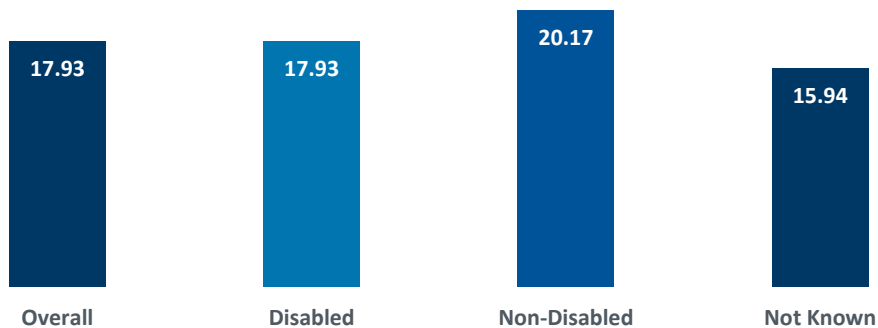


Table 1: Disability Equal Pay, by grade

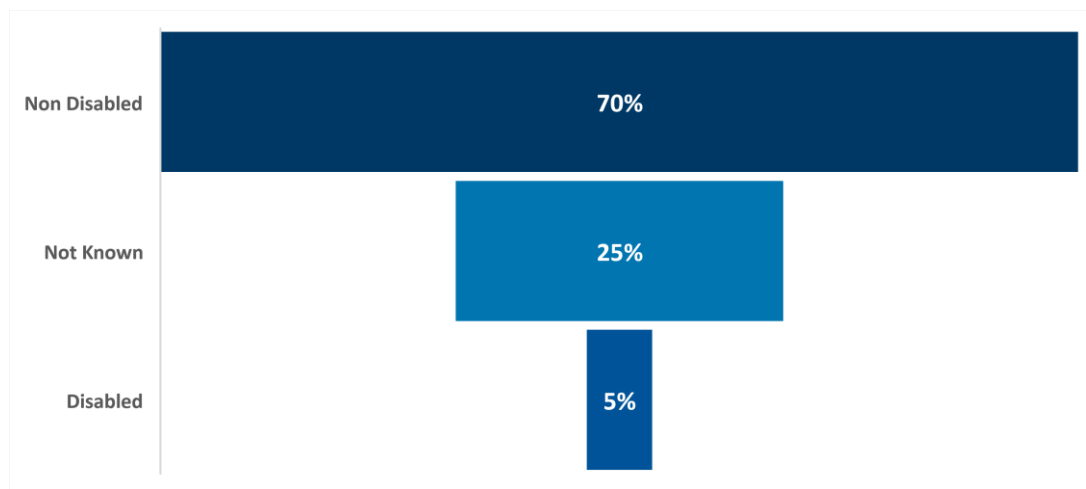
Grade	Non-Disabled	Disabled	Pay Gap
Grade 1	16,973	16,973	0.00%
Grade 2	17,259	17,225	0.19%
Grade 3	18,543	18,461	0.45%
Grade 4	21,320	21,058	1.25%
Grade 5	24,784	24,224	2.31%
Grade 6	31,447	31,607	-0.50%
Grade 7	38,826	38,873	-0.12%
Grade 8	48,761	47,894	1.81%
Grade 9	58,402	58,990	-1.00%
Other	42,355	36,407	16.34%
Professor	85,144	86,440	-1.50%

Disability Pay Gap: Summary

Table 1 above illustrates that the average disability pay gap is equal to the overall gap although the latter category appears to have driven down the median salary. The non-disabled group has a median hourly rate which is £2.24 higher than those within the disabled group. Given the low level of reporting within this group it is difficult to draw any accurate or meaningful conclusion on the extent to which this fully representative of the whole population.

The detailed information in Table 1 outlines minimal variance between those within the disabled and non-disabled groups employed on Grades 1-9 and within the professoriate. There is however a very high variance of over 16% for those categorised as 'Other'. This is heavily distorted by a low number of colleagues reported within this category as disabled (6 in total). However, this would merit further investigation and fuller reporting to fully understand this tendency and any related trends.

Graph 3: Demographic Summary



It is clearly evident that colleagues within the non-disabled category represent the largest demographic of the University population and therefore have the greatest impact on the overall pay gap.

Disability Pay Gap - actions

Although there appears to be little difference in the current pay gaps between disabled and non-disabled colleagues (with the exception of those employed within the 'Other' category), it is incumbent upon the University to address wider issues of inclusion and representation which will impact pay analysis. The University's Disability Equality Champion and other key figureheads are leading a range of collective actions with a view to enhancing our performance with regards to equality, diversity and inclusion. These include reviewing our academic career development and promotion processes with a focus on disability to ensure that these arrangements are fit for purpose and not discriminatory towards those disclosing a disability. This review will focus upon our academic career pathways and the way we develop colleagues' progression along these pathways, for example through our Early Career Development Programme (ECDP), and fully support disabled academics.

A detailed review of the support available to disabled colleagues will be conducted with a view to implementing reasonable adjustments and other forms of support aligned with our PSED Equality Outcomes and obligations.

The University recognises that addressing some of these issues will take time and remains focussed upon securing colleague confidence in disclosing personal diversity related data in support of institutional progress, which is fundamental to and consistent with our 'Inclusive Community' values.