
Staffordshire University:

Disability Pay Gap Report 2021



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 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.

Inclusion and transparency are core values at Staffordshire University and therefore we are publishing our gender, ethnicity and disability pay gap information.

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 Staffordshire University is 6.4%. However, if we remove hourly paid part time staff from our calculation the mean average disability pay gap is 5.9%.

- **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 Staffordshire University this is 0%. However, if we remove the hourly paid part time staff from our calculation the median disability pay gap is -6.1% in favour of staff with a declared disability.

What has caused our disability pay gap?

The data shows that our disability pay gap is a reflection of the low overall number (96) or percentage (5.9%) of staff with a disclosed disability employed at Staffordshire University. This profile does not reflect the wider community of individuals with a declared disability (UK 17.9% disclosed disability, Census 2011).

Therefore, at Staffordshire University, we need to consider how we can attract and recruit greater numbers of staff with a disability to the institution and ensure current staff are confident to declare any disability, so that we become more representative of wider society.

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 remain committed to:

- 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 and reviewing the data from our recruitment and selection processes;
- 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 irrespective of whether they have a disability;
- Ongoing communication campaign to ensure our workforce profile data is accurate to help form future disability pay gap analysis to inform future actions.

Data²

Overall Workforce

Declared disability	No Declared disability
5.9%	92%

The mean and median disability pay gap – based on hourly rate of ordinary pay							
£18.18	£19.43		£17.52	£17.52		96	1489
Declared disability	No Declared disability		Declared disability	No Declared disability		Declared disability	No Declared disability
Mean disability pay gap 6.4%			Median disability pay gap 0%			Total employees ⁴ 1617	
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%
Declared disability	No Declared disability		Declared disability	No Declared disability		Declared disability	No Declared disability
0%			0%			0%	

The proportion of Disabled and Non-disabled staff in each mean hourly rate quartile pay band										
24	380		24	380		34	37		14	391
Declared disability	No Declared disability ³		Declared disability	No Declared disability ³		Declared disability	No Declared disability ³		Declared disability	No Declared disability ³
6%	94%		6%	94%		8%	92%		3%	99%
Q1		Q2			Q3			Q4		
Lower Quartile		Lower Middle Quartile			Upper Middle Quartile			Upper Quartile		

¹ Snapshot date as at March 2021

² A negative figure indicates the disability pay gap is in favour of staff with a declared disability

³ Includes information refused / unknown.

For further information contact us at:

t: 01785 353391

e: diversity@staffs.ac.uk

www.staffs.ac.uk



THE
CONNECTED
UNIVERSITY