University of Staffordshire

THE DISABILITY PAY GAP

REPORT 2025

THE DISABILITY PAY GAP

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

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

Being Fair and Inclusive is one of our core values. Although disability pay gap reporting is not mandatory, we believe capturing and reporting this data is essential. It helps us understand where disparities exist and where future action should be focused.

What is the disability pay gap?

The disability pay gap shows the difference in average pay between disabled and non-disabled staff in an organisation.
- A positive disability pay gap (above 0%) means that, on average, non-disabled staff earn more.
- A negative disability pay gap (below 0%) means that staff with disabilities earn more on average.

Our Disability Pay Gap

We calculate the disability pay gap using two standard measures: mean and median.

Mean Disability Pay Gap
The mean gap is calculated by adding all salaries together and dividing by the number of staff. We then compare the mean salary for disabled staff with that of non-disabled staff.
- 2024/25 Mean Disability Pay Gap: –2.79%

This is an improvement compared with 4.18% in 2024.

Median Disability Pay Gap
The median gap is the difference between the middle salary for disabled staff and the middle salary for non-disabled staff when all salaries are listed in order.
- 2024/25 Median Disability Pay Gap: 0%

This compares favourably with the national median disability pay gap of 34.8% (Gov.UK, 2021).

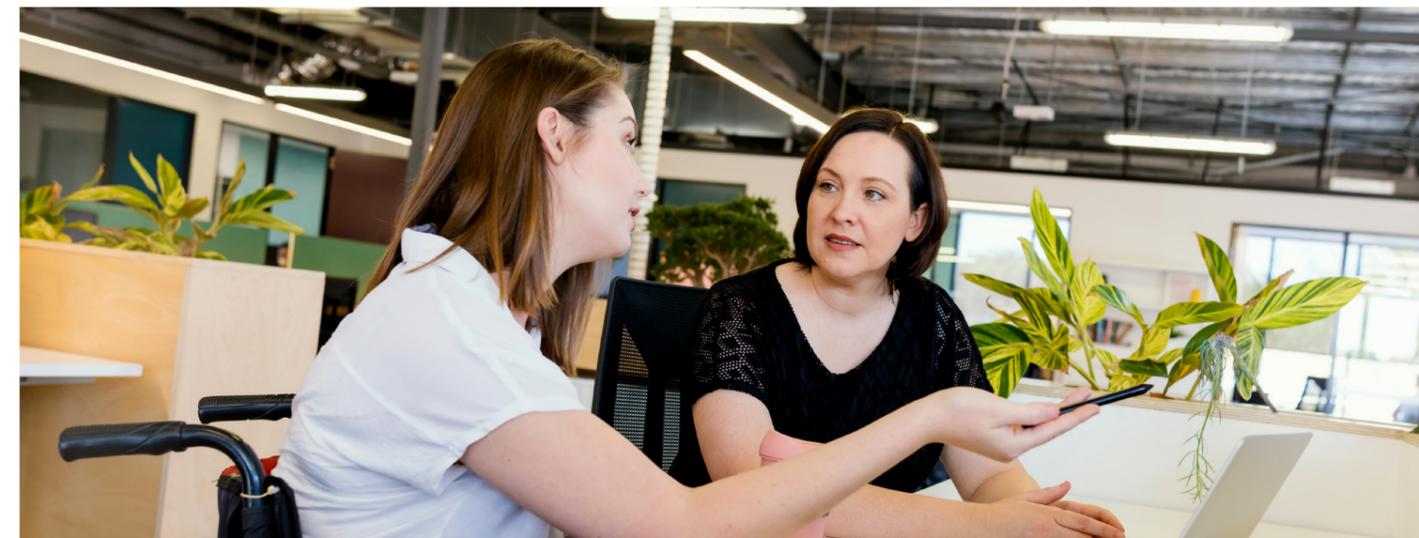Further analysis is presented in Appendix 1.

What does the data tell us?

The data shows that our disability pay gap reflects our current staff profile:
- 12.78% (193 staff) have disclosed a disability in 2024/25.
- This is an increase from 9.51% (160 staff) in 2023/24.
- However, our profile remains below the wider UK representation of 17.8% (Census 2021).

This highlights the need for us to:
- Continue attracting and recruiting greater numbers of disabled staff.
- Ensure an inclusive, supportive culture in which staff feel confident disclosing disabilities.
- Increase representation so our workforce better reflects wider society.

Additional detail is provided in Appendix 1.

What are we doing to address the disability pay gap?

In 2023, the University restructured its Academic Schools, and in 2024/25 introduced the Target Operating Model (TOM) to realign Professional Services. EDI principles were built into every stage of these changes to ensure fairness and inclusivity. While restructuring can create short-term variation in workforce data, the overall direction is positive, supported by more inclusive recruitment, clearer progression routes, and better data quality.

The University of Staffordshire is able to evidence equal pay for work of equal value. We recognise, however, that the proportion of disabled staff (12.78%) remains below the national average.

Key progress made includes:
- Disclosure rates increased from 9.51% to 12.78% in 2024/25.
- Those preferring not to disclose decreased to 3.44%.

The disability pay gap has steadily reduced, from:
- 4.70% (2021/22)
- 4.18% (2023/24)
- to -2.79% (2024/25),

indicating disabled staff now earn slightly more on average.

This improvement reflects:
- Increased representation of disabled staff in higher-graded roles.
- Better workplace adjustments and support.
- Targeted recruitment activity.
- Enhanced career development opportunities.
- A strengthened evidence base as a result of the Data Integrity Project, reducing "unknown" disclosures.

Our Ongoing Commitments

We remain fully committed to increasing the number of disabled staff employed at the University and ensuring an inclusive culture where everyone can succeed. Our key actions include:

1. Continuing the Data Integrity Project

- Reviewing staff profile categories to ensure data collection is inclusive, appropriate, and meaningful.
- Ensuring we understand the diverse needs of our workforce.

2. Strengthening our Disability Confident Employer work

- Ongoing data analysis to understand causes of the disability pay gap.
- Using insights to shape targeted and impactful actions.

3. Embedding the People Strategy

Through our new inclusion-focused People Strategy, we will:
- Implement equality targets.
- Support professional development through the Values and Behaviours Framework.
- Promote progression via the YourCareer@Staffs programme.
- Ensure the 'Staff make Staff' culture programme continues to build confidence in disclosing disabilities in a supportive environment.

4. Delivering Inclusive Recruitment, Selection and Progression Training

This programme equips recruiting managers to:
- Develop inclusive marketing campaigns.
- Attract and recruit diverse candidates from the broadest possible range.
- Use fair, inclusive recruitment and selection methods.
- Promote equal progression and retention opportunities.

The University remains committed to reducing pay gaps by strengthening an inclusive culture and fairer career structures. Through the TOM, TED, and wider inclusion initiatives, we are embedding transparent role design, improving progression opportunities, and creating a workplace where all staff feel supported. This ongoing work will continue to drive long-term fairness and measurable progress.

APPENDIX 1

University – Staff profile figures per disability profile group

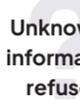| One or more declared disabilities 198 (12.61%) | Unknown / information refused 50 (3.18%) | No Declared Disability 1322 (84.20%) |

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

	Mean						Median					
	2021	2022	2023	2024	2025	Change	2021	2022	2023	2024	2025	Change
♿	£18.18	£18.74	£19.69	£19.30	£22.78	+£3.48	£17.52	£17.78	£18.83	£19.23	£19.83	+£0.60
No declared disability	£19.43	£19.53	£20.79	£21.39	£22.16	+£0.77	£17.52	£17.78	£18.83	£19.23	£19.83	+£0.60
Pay Gap	6.44%	4.26%	5.29%	4.18%	–2.79%	–6.97%	0.0%	0.0%	0.0%	0.0%	0.0%	0%

University of Staffordshire – Pay Quartiles figures per disability profile group

	Q1		Q2		Q3		Q4		Total Count	Q4
	Count	%	Count	%	Count	%	Count	%		
No declared disability	335	85.24%	334	85.20%	323	82.19%	330	84.18%	1322	84.20%
One or more disability	45	11.45%	50	12.76%	52	13.23%	51	13.01%	198	12.61%
Unknown / information refused	13	3.31%	8	2.04%	18	4.58%	11	2.81%	50	3.18%
Total	393	100.00%	392	100.00%	393	100.00%	392	100.00%	1570	100.00%
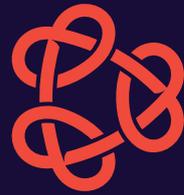
University of Staffordshire

3ʳᵈ IN THE UK FOR CAREER PROSPECTS

Whatuni Student Choice Awards 2025

2ⁿᵈ FOR SOCIAL INCLUSION

The Times and The Sunday Times Good University Guide 2026

TOP 5 FOR FIRST GEN STUDENTS

The Mail University guide 2026

1ˢᵗ IN THE UK FOR GAMES EDUCATION

Rookies Games Design and Development 2023, 2025

TIGA Best Games Institution 2024, 2025

68% OF RESEARCH IS "INTERNATIONALLY EXCELLENT" OR "WORLD LEADING"

Research Excellence Framework 2021