

DISABILITY PAY GAP REPORTING

2022

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At Staffordshire University we believe that achieving disability equality across the institution is not only the right thing to do, but 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.

Being 'fair and Inclusive' is one of our core values and although disability pay gap reporting is not mandatory, we believe the need to capture and report on our disability pay gap data is important as this helps us understand where we may have disparities, and where we need to focus.

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, while 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 4.26%, this is lower than the figure of 6.44% reported in 2021 pay gap data. 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 -2.90% in favour of staff with a declared disability.

Further analysis is provided in Appendix 1

WHAT HAS CAUSED OUR DISABILITY PAY GAP?

The data shows that our disability pay gap reflects the low overall proportion of 6.6% (124) 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 organisation and ensure we are creating an inclusive and supportive culture where our current staff are confident to disclose any disability, so that we become more representative of wider society.

WHAT ARE WE DOING TO CLOSE OUR DISABILITY PAY GAP?

Staffordshire University can evidence that it is compliant in having equal pay for work of equal value. We recognise that we have a lower number of disabled staff employed at 6.6% compared to the national average of 17.9%.

We have been making positive progress within this area and have decreased our disability pay gap from 6.6% in 2021 to 4.26% in 2022.

We are fully committed and have a proactive approach that will increase the number of disabled staff employed within the organisation. Some of the actions that we remain committed to are:

- Launching our Data Integrity project. This includes a full review of the profile categories to ensure we are collecting inclusive, sufficient, and appropriate staff profiling data to understand their diverse needs and expectations.
- Ongoing data analysis linked to our work on being a Disability Confident Employer to enable a more in depth understanding of our disability pay gap to inform future actions.
- Continue to embed the People Strategy new approach on inclusion. Key aspects within this will be the implementation of the equality targets, professional development for staff via the development of the Values and Behaviours framework and the YOURCareer@Staffs programme.
- Ensuring our 'Staff Make Staffs' culture improvement programme, is developing an inclusive culture, incorporating, and addressing the diverse needs of our staff, so they feel confident in disclosing all disabilities in a supportive environment
- increase self-awareness and culture change, mandatory 'Consciously Inclusive behaviours' training has been rolled out across the organisation and has been delivered to over 580 staff. This training session has been made bespoke for each school and service so that it addresses the challenges experienced by our diverse staff (this includes all disabilities, including Neurodivergent Inclusion needs) and how to ensure we address these in a proactive inclusive approach.
- Launching 'Inclusive recruitment, selection, progression and retention' training for all recruiting managers. The training coaches how to develop inclusive marketing campaigns to attract and recruit disabled applicants, making sure that we are applying Disability Confident Employer principles in our requirements, our advertising, our recruitment, and selection methods, that encourage diverse employment from the broadest range of candidates.



Appendix 1

Staffordshire University – Staff profile figures per disability profile group



One or more Declared Disabilities 6.6% / 124



Unknown/Information Refused 2.3% / 43

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

	Mean			Median		
	2021	2022	Change	2021	2022	Change
	£18.18	£18.74	+\$0.56	£17.52	£17.78	+\$0.26
No declared disability	£19.43	£19.53	+\$0.10	£17.52	£17.78	+\$0.26
Pay Gap	6.44%	4.26%	-2.18%	£0.0%	£0.0%	0.0%

Staffordshire University – Pay Quartiles figures per disability profile group

	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	27	38	36	23
	5.77%	8.12%	7.71%	4.93%
No declared disability	430	417	418	438
	91.88%	89.10%	89.51%	93.79%
Unknown/Information Refused	11	13	13	6
	2.35%	2.78%	2.78%	1.28%
Total	468	468	467	467



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