

Disability Pay Gap Reporting (DPG) for the year 2025 to 2026

Board Meeting Date	14 th July 2026
Title	Disability Pay Gap Report 2025/26
Item Type	For Noting
Reason for the Report going to the Trust Board	This report presents the Trust's Disability Pay Gap position for 2025/26 and provides supporting analysis of workforce representation, recruitment, progression, retention and pay outcomes for disabled and non-disabled staff. Disability Pay Gap reporting is not a statutory requirement but is recognised good practice. The Board is asked to review the findings, note the conclusions and support the proposed next steps.
Business Area	People Directorate – Workforce Planning and Insights
Author	Author Stephen Strang, Workforce Planning and Insights Manager
Who authorised it coming to the Board?	Jane Nicholson, Director of People
Relevant Strategic Objectives	Health Inequalities This report provides insight into workforce disability equality, supporting the Trust's wider ambition to understand and reduce inequalities experienced by different groups, including within the workforce. Workforce This report directly supports the ambition to make the Trust a great place to work for everyone by ensuring transparency in pay outcomes, understanding

	workforce experiences and identifying any barriers that may impact disabled staff. Efficient Use of Resources Understanding workforce composition, recruitment outcomes, progression, retention and pay distribution supports informed workforce planning and effective use of resources.
Summary	This report presents Berkshire Healthcare NHS Foundation Trust's Disability Pay Gap position for 2025/26. The analysis found a mean disability pay gap of -1.09% and a median disability pay gap of -0.64%, both in favour of disabled staff. Supporting analysis found broadly comparable outcomes across recruitment, progression and workforce representation. The report concludes that there is no evidence of a material disability pay gap disadvantaging disabled staff and no consistent pattern of disadvantage across workforce processes. Recommendations include continuing annual Disability Pay Gap reporting, monitoring disability-related workforce outcomes, supporting staff engagement and improving disability status recording within ESR.
Key Issues for Board Attention	• Mean disability pay gap: -1.09% (£0.26 per hour) and median disability pay gap: -0.64% (£0.12 per hour), both in favour of disabled staff. • Disabled staff representation has increased across all pay quartiles, including the highest pay quartile. • Promotion rates are broadly comparable between disabled and non-disabled staff. • Recruitment outcomes do not indicate disadvantage for disabled applicants, with a slightly higher appointment rate following interview. • Staff survey findings suggest perceptions of fairness and career progression opportunities do not fully align with measured workforce outcomes, warranting further engagement and exploration. • The report recommends continued monitoring, annual reporting, engagement with staff networks and improved disability status recording.

Author

Stephen Strang, Workforce Planning and Insights Manager -
stephen.strang@berkshire.nhs.uk

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This paper presents Berkshire Healthcare NHS Foundation Trust's disability pay gap position for 2025/26 and assesses whether disabled staff experience differences in pay, progression, or recruitment outcomes.

Disability status is based on staff self-declaration in ESR. Staff with "not stated" disability status are excluded from headline pay gap calculations. In 2025/26, 6.8% of staff have not stated their disability status, with higher non-disclosure in some staff groups (notably Medical and Dental where this is 45%), which should be considered when interpreting results.

Headline Pay Outcomes

- Mean disability pay gap: -1.09% (£0.26) (in favour of disabled staff)
- Median disability pay gap: -0.64% (£0.12) (in favour of disabled staff)
- AfC-only analysis shows no material difference in pay outcomes

Overall, these results indicate that disabled staff are not disadvantaged in average hourly pay outcomes.

**The mean pay gap reflects the difference in average hourly pay across all staff, while the median pay gap reflects the difference at the midpoint of the pay distribution. The median is less influenced by very high- or low-paid roles and is therefore often considered a better indicator of the 'typical' staff experience.*

Workforce Drivers

Supporting analysis shows:

- Increased representation of disabled staff across all pay quartiles, including the highest quartile (7.5% to 9.2%)
- Comparable promotion rates (7.2% - *Disabled* vs 6.7% *non-disabled*)
- Comparable recruitment outcomes, with a slightly higher offer rate for disabled candidates (44.2% vs 40.4%)

There is variation at individual bands and stages of the workforce lifecycle; however, this does not form a consistent or systemic pattern.

Interpretation

Taken together, the data does not demonstrate a consistent or systemic pattern of disadvantage for disabled staff in pay, progression, or recruitment outcomes.

However, staff survey results indicate a decline in the proportion of disabled staff reporting that the Trust provides equal opportunities for career progression. This suggests that perceptions of fairness do not fully align with measured workforce outcomes, and require further exploration.

Conclusion and Next Steps

Disability pay gap reporting is not a statutory requirement but represents recognised good practice.

The Trust will therefore:

- Continue to produce an annual Disability Pay Gap report alongside WDES
- Continue to monitor disability-related workforce outcomes through established reporting mechanisms
- Work with staff networks (including the Purple Network) to support understanding of findings and improve engagement
- Promote improved recording of disability status within ESR to strengthen data quality

1. Purpose and Context

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This report presents the Trust's disability pay gap for 2025/26, measuring the difference in average hourly pay between disabled and non-disabled staff.

The disability pay gap is a workforce-level measure. It reflects differences in average hourly pay across the organisation and arises from how staff are distributed across roles, pay bands and career stages. It does not compare pay for individuals doing the same job and does not, on its own, indicate unequal pay for equal work. Instead, it provides an overview of how workforce structure and progression patterns shape overall pay outcomes.

Where pay outcomes are already equal or slightly favourable to disabled staff, the pay gap should not be interpreted as evidence of inequality.

2. Headline Pay Outcomes

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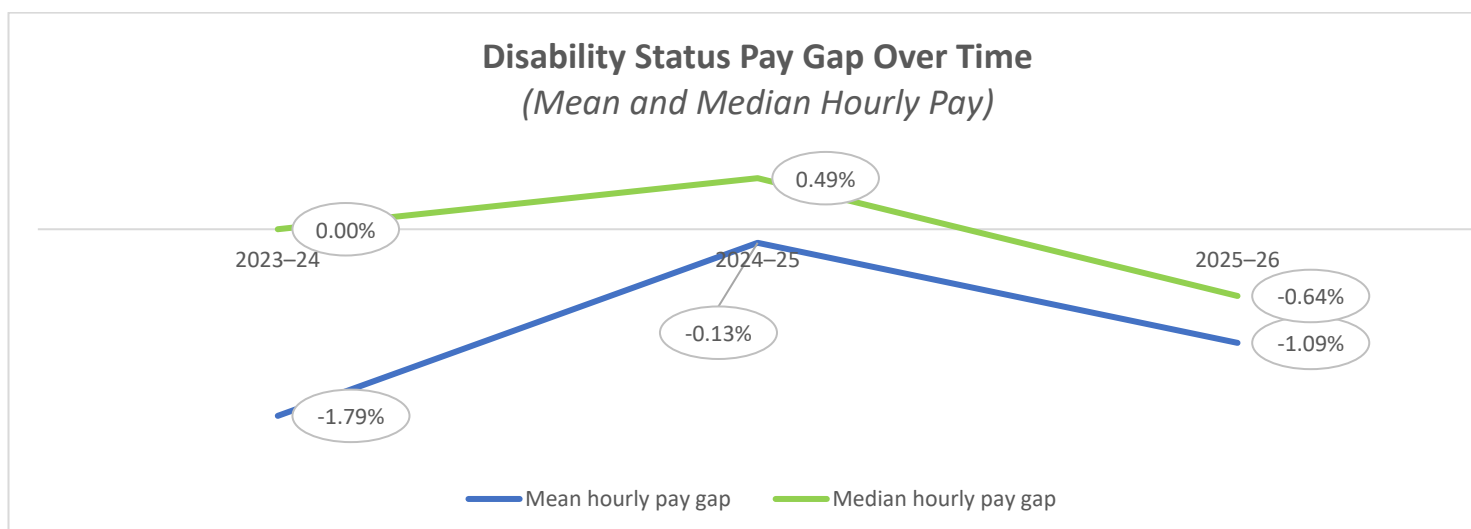
The Trust's 2025/26 disability pay gap is:

- Mean: -1.09%
- Median: -0.64%

AfC-only analysis shows:

- Mean: 0.09%
- Median: -1.86%

These results show that disabled staff are not disadvantaged in average hourly pay outcomes.



3. Workforce Profile and Context

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The workforce analysed includes:

- 504 disabled staff
- 4,331 non-disabled staff
- 5,188 total staff

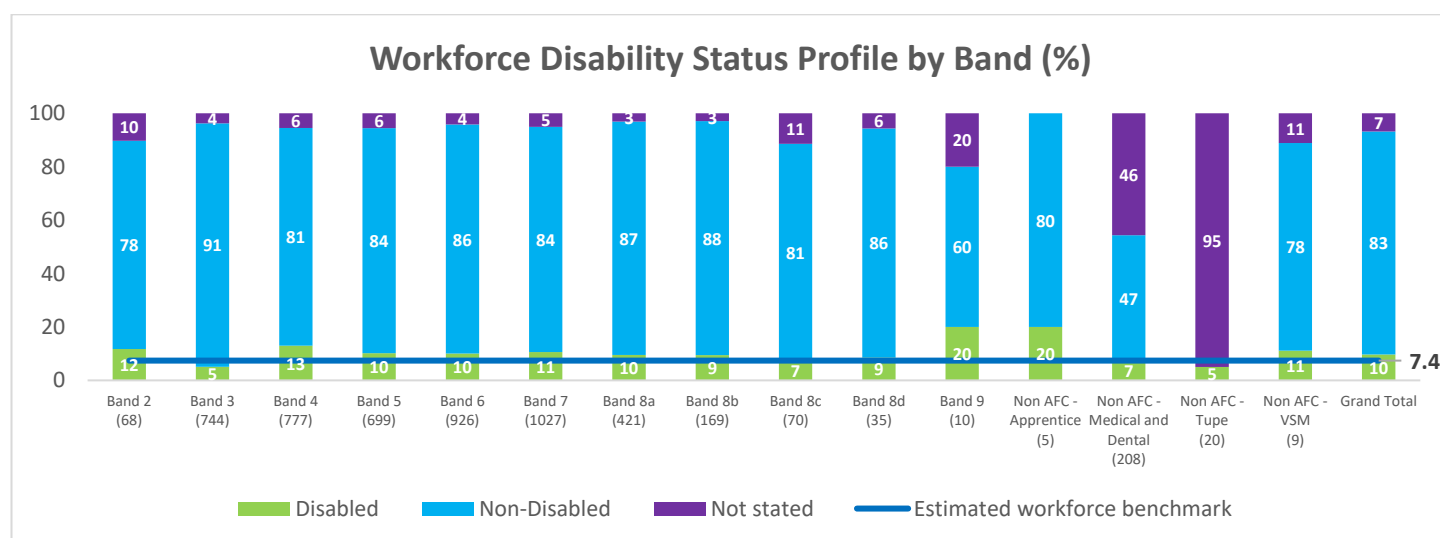
Disabled staff represent approximately 9.7% of the workforce.

For context:

- Approximately 13% of the local adult population report a disability
- However, around 43% of disabled people are economically inactive, meaning a lower proportion participate in the workforce

This implies a workforce participation level closer to 7–8%, against which the Trust's 9.7% representation compares favourably.

This context is important when interpreting representation across pay quartiles.



4. Pay Distribution (Quartiles)

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Disabled staff are represented across all pay quartiles.

Representation increased in all quartiles between 2025 and 2026, with the largest increase in the highest pay quartile:

- Quartile 4: 7.5% to 9.2%

This indicates improving representation of disabled staff in more senior roles.

5. Age Profile and Pay by Age

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Disabled staff are, on average, one year younger than non-disabled staff.

Pay outcomes within age groups do not show consistent disadvantage. For example:

- Staff aged 66+ earn £30.60 (disabled) vs £24.39 (non-disabled)

This indicates that pay outcomes are not lower for disabled staff within comparable age groups.

6. Progression

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Promotion rates across AfC Bands 2–9:

- Disabled staff: 7.2%
- Non-disabled staff: 6.7%

Band 7+:

- Disabled: 3.0%
- Non-disabled: 2.9%

Promotion outcomes are comparable and do not indicate disadvantage. While there is variation at some individual bands (particularly at Bands 2–3 and where numbers are small), this does not form a consistent pattern across the workforce.

7. Recruitment and Entry Point

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Recruitment outcomes:

- Disabled candidates: 44.2% appointed following interview
- Non-disabled candidates: 40.4% appointed

It is also noted that a higher proportion of disabled candidates are shortlisted for interview, which is consistent with the Trust's application of the Disability Confident guaranteed interview scheme. A slightly lower proportion of those invited go on to attend interview, which may reflect a range of individual or external factors and warrants further exploration.

Average starting increment point:

- Disabled staff: 1.47
- Non-disabled staff: 1.46

This indicates comparable starting points for staff entering the organisation.

8. Tenure and Retention

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Average time in band:

- Disabled staff: 4 years 5 months
- Non-disabled staff: 5 years 1 month

Turnover:

- Disabled staff: 9.69%
- Non-disabled staff: 9.44%

These differences do not translate into disadvantage in overall pay outcomes.

9. Role Distribution and Working Patterns

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Differences in pay elements reflect role and working pattern distribution:

- Non-disabled staff are more likely to receive unsocial hours payments
- Disabled staff are slightly more likely to receive High Cost Area payments

Working patterns:

- Slightly higher full-time working among disabled staff
- Slightly higher average FTE

These reflect differences in workforce composition rather than unequal pay.

10. Interpretation

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This analysis considers pay gap outcomes alongside wider workforce indicators, including representation, recruitment, and progression.

Overall, disability pay gap outcomes are close to zero, with both mean and median pay gaps slightly in favour of disabled staff. Supporting analysis indicates broadly comparable outcomes across key workforce measures:

- Representation of disabled staff has increased across all pay quartiles, including the highest pay quartile
- Promotion rates are comparable between disabled and non-disabled staff
- Recruitment outcomes do not indicate disadvantage for disabled candidates

Variation is present at individual pay bands and workforce stages; however, this does not form a consistent or systemic pattern of disadvantage when considered collectively.

These findings suggest that differences in pay-related outcomes are primarily driven by workforce composition and role distribution rather than differences in pay for comparable roles.

While overall outcomes are comparable, perceptions of fairness (as reflected in staff survey responses) do not fully align with measured workforce outcomes. This highlights the importance of supplementing quantitative analysis with engagement and communication to better understand lived experience.

Further work through staff engagement and qualitative insight will support a more comprehensive understanding of these perceptions and identify any specific areas for further exploration.

11. Conclusion

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- There is no evidence of a material disability pay gap disadvantaging disabled staff at aggregate level
 - Pay outcomes are broadly comparable overall, with some variation at localised levels
 - Workforce processes such as recruitment and progression show no consistent pattern of disadvantage
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12. Recommendation

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The paper presents the Trust's 2025/26 Disability Pay Gap position alongside supporting workforce analysis.

It is recommended that the Trust:

- Notes the findings of the 2025/26 Disability Pay Gap analysis
 - Continues to produce an annual Disability Pay Gap report as recognised good practice, alongside statutory and mandated reporting requirements
 - Continues to monitor disability-related workforce outcomes through WDES and core workforce reporting mechanisms
 - Supports targeted communication and engagement with staff networks to better understand and address differences between measured outcomes and staff perceptions of fairness
 - Continues to promote and support accurate recording of disability status on ESR to improve data completeness and the robustness of analysis
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Appendix A – Headline Disability Pay Gap Metrics

Theme: Statutory and headline position

Purpose: To present the required headline Disability pay gap metrics and their longitudinal context.

Included here (full tables and charts):

- Mean hourly pay
- Median hourly pay
- Disability Pay Gap by Workforce Scope (All Staff vs AfC Bands 2–9), 2025/26
- Percentage of staff in each pay quartile – last 2 years
- Bonus pay gaps

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Mean hourly pay

Reporting year	Disabled (£)	Non-Disabled (£)	£ difference	Mean hourly pay gap
2023–24	£21.17	£20.79	£0.38	-1.79%
2024–25	£22.29	£22.26	£0.03	-0.13%
2025–26	£23.70	£23.44	£0.26	-1.09%

Median hourly pay

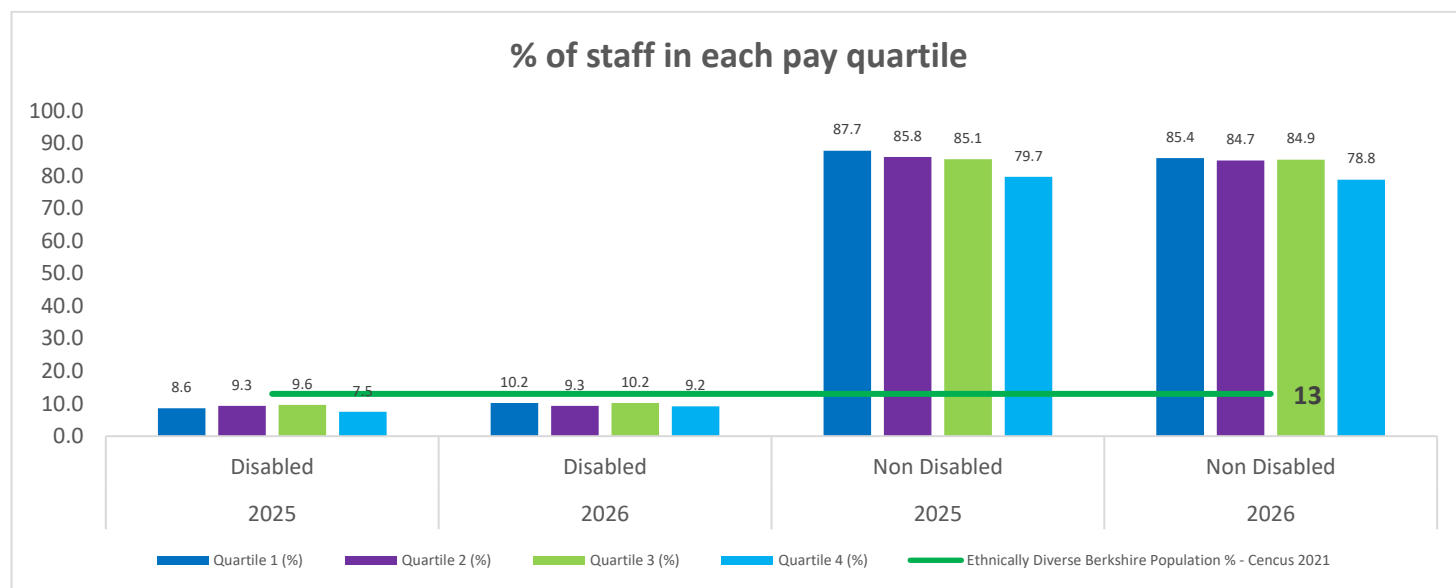
Reporting year	Disabled (£)	Non-Disabled (£)	£ difference	Median hourly pay gap
2023–24	£19.00	£19.00	£0.00	0.00%
2024–25	£20.05	£20.15	-£0.10	0.49%
2025–26	£21.90	£21.78	£0.12	-0.64%

**Disability Pay
Gap by
Workforce
Scope (All Staff
vs AfC Bands 2–
9), 2025/26**

Gender	Mean hourly pay (£)		Median hourly pay (£)	
	All staff	AfC only (Bands 2–9)	All staff	AfC only (Bands 2–9)
Disabled	£23.70	£22.48	£21.90	£21.52
Non-Disabled	£23.44	£22.50	£21.78	£21.12
Difference	£0.26	-£0.02	£0.12	£0.40
Pay gap (%)	-1.09%	0.09%	-0.64%	-1.86%

**Percentage of
staff in each pay
quartile last 2
years**

Year	Gender	Quartile 1 (%)	Quartile 2 (%)	Quartile 3 (%)	Quartile 4 (%)
2025	Disabled	8.6	9.3	9.6	7.5
2025	Non-Disabled	87.7	85.8	85.1	79.7
2026	Disabled	10.2	9.3	10.2	9.2
2026	Non-Disabled	85.4	84.7	84.9	78.8



Bonus pay gaps

2025/26 Disability	Mean Bonus Pay (£)	Median Bonus Pay (£)	Employees Receiving Bonus	Total Relevant Employees	% Receiving Bonus
Yes	£4,310.92	£4,901.00	3	504	0.60%
No	£4,942.32	£4,423.43	16	4331	0.37%
Not Declared	£6,180.36	£5,529.37	7	353	1.98%
Difference (Yes vs No)	-£631.40	£477.57	—	—	—
Pay Gap (%)	-12.78%	9.74%	—	—	—

Bonus payments apply to a very small number of staff within the organisation, and therefore interpretation of differences by disability status should be approached with caution.

In 2025/26, the proportion of staff receiving a bonus payment is low across all groups, with slightly higher representation among staff with unrecorded disability status. Differences in average bonus pay are influenced by the small number of individuals receiving these payments and the specific roles to which they relate.

As a result, bonus pay gaps are not considered a reliable indicator of systemic differences in reward and do not materially impact overall conclusions on pay equality.

Appendix B – Workforce Profile and Demographics

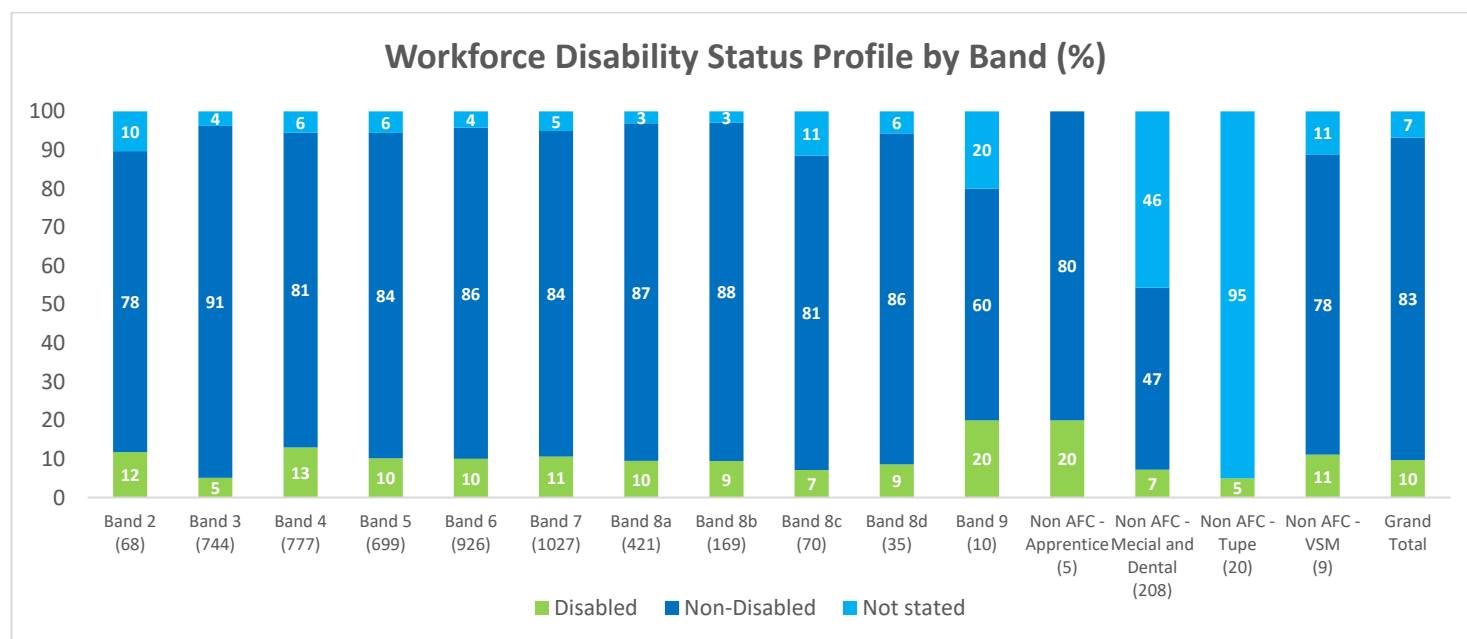
Theme: Workforce composition

Purpose: To evidence how differences in workforce structure and career stage by Disability Status shape pay outcomes.

Included here (full tables and charts):

- Workforce Disability Status Profile by Band (%)
- Workforce Disability Status Profile by Band (% of staff in post)
- Average age by Disability Status
- Average of hourly rate by Disability Status and age range
- Average FTE of workforce by Disability Status and age range
- Count of workforce by Disability Status and age range
- % of workforce by Disability Status and age range

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Workforce Disability Status Profile by Band (% of staff in post)

Band / group	Disabled (%)	Non-Disabled (%)	Not stated (%)	Berkshire Disabled population (%)	Headcount
Band 2	11.8	77.9	10.3	13	68
Band 3	5.1	91.1	3.8	13	744
Band 4	13.0	81.5	5.5	13	777

Band 5	10.2	84.3	5.6	13	699
Band 6	10.0	85.7	4.2	13	926
Band 7	10.6	84.3	5.1	13	1027
Band 8a	9.5	87.4	3.1	13	421
Band 8b	9.5	87.6	3.0	13	169
Band 8c	7.1	81.4	11.4	13	70
Band 8d	8.6	85.7	5.7	13	35
Band 9	20.0	60.0	20.0	13	10
Non-AfC – Apprentice	20.0	80.0	0.0	13	5
Non-AfC – Medical & Dental	7.2	47.1	45.7	13	208
Non-AfC – TUPE	5.0	0.0	95.0	13	20
Non-AfC – VSM	11.1	77.8	11.1	13	9
All staff	9.7	83.5	6.8	13	5188

Average age by Disability Status

	Disabled	Not Disabled
Average age of workforce	43 years and 10 months	44 years and 10 months

Average of Hourly Rate by Disability Status and age range

Row Labels	Disabled	Not Disabled	Difference	Grand Total
16-25	£15.75	£15.74	£0.01	£15.75
26-35	£20.34	£20.98	-£0.64	£21.27
36-45	£24.19	£23.44	£0.75	£24.04
46-55	£24.92	£25.61	-£0.69	£25.84
56-65	£28.38	£24.93	£3.44	£26.05
66+	£30.60	£24.39	£6.20	£26.09
Grand Total	£23.70	£23.44	£0.26	£23.96

Average FTE of workforce by Disability Status and age range

Row Labels	Disabled	Not Disabled	Difference	Grand Total
16-25	0.97	0.98	-0.01	0.98
26-35	0.94	0.92	0.02	0.92

36-45	0.89	0.86	0.03	0.86
46-55	0.90	0.89	0.01	0.88
56-65	0.86	0.84	0.02	0.84
66+	0.74	0.70	0.03	0.71
Grand Total	0.90	0.88	0.02	0.88

**Count of workforce by
Disability Status and age
range**

Row Labels	Disabled	Not Disabled	Grand Total
16-25	38	207	255
26-35	121	923	1,095
36-45	125	1,143	1,335
46-55	118	1,223	1,438
56-65	91	741	927
66+	11	94	138
Grand Total	504	4,331	5,188

**% of workforce by
Disability Status and age
range**

	Disabled	Not Disabled
16-25	15	81
26-35	11	84
36-45	9	86
46-55	8	85
56-65	10	80
66+	8	68
Grand Total	10	83

**Average Hourly Rate by
Disability Status and age
range as well as
composition of each age
range by disability Status**

Row Labels	Disabled	Non-Disabled	% of age range which are Disabled	% of age range which are non- disabled
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16-25	£15.75	£15.74	15	81
26-35	£20.34	£20.98	11	84
36-45	£24.19	£23.44	9	86
46-55	£24.92	£25.61	8	85
56-65	£28.38	£24.93	10	80
66+	£30.60	£24.39	8	68
Grand Total	£23.70	£23.44	10	83

Appendix C – Progression and Promotion Outcomes

Theme: Internal progression

Purpose: To assess whether promotion outcomes differ by ethnicity.

Included here (full tables and figures):

- Internal Promotion Rates by Disability Status and Band

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Internal Promotion Rates by Disability Status and Band

Band	Total Disabled Staff	Total Disabled Staff Promoted	% Disabled Staff Promoted	Total Non-Disabled Staff	Total Non-Disabled Staff Promoted	% Non-Disabled Staff Promoted	Likelihood of promotion (Disabled vs Non-Disabled Staff)
All AfC staff (Bands 2–9)	470	34	7.2	4682	312	6.7	1.09
Band 2	9	1	11.1	53	21	39.6	0.28
Band 3	34	5	14.7	92	47	51.1	0.29
Band 4	102	10	9.8	765	54	7.1	1.39
Band 5	68	7	10.3	720	55	7.6	1.35
Band 6	90	6	6.7	601	65	10.8	0.62
Band 7	107	5	4.7	873	40	4.6	1.02
Band 8a	35		0.0	931	18	1.9	0.00
Band 8b	18		0.0	392	9	2.3	0.00
Band 8c	2		0.0	164	3	1.8	0.00

Band 8d	3		0.0	61		0.0	n/a
Band 9	2		0.0	30		0.0	n/a
Band 8a+	60	0	0.0	1578	30	1.9	0.00
Band 7+	167	5	3.0	2451	70	2.9	1.05

Appendix D – Recruitment and External Appointments

Theme: Entry into the organisation

Purpose: To evidence differences in recruitment outcomes and starting position.

Included here (full tables and figures):

- External Hires by Band and Disability Status (Headcount)
- Disability Status Composition of External Hires by Pay Band
- Average Increment Point on Appointment for External Hires by Pay Band and Disability Status
- Recruitment Outcomes by Disability Status (All Applicants)
- Recruitment Outcomes by Disability Status (Internal Applicants Only)
- Recruitment Outcomes by Disability Status (Band 8a to 9 only)

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External Hires by Band and Disability Status (Headcount)

Row Labels	Disabled	No Disability	Not stated	Grand Total
Band 2	1	10	1	12
Band 3	7	70	7	84
Band 4	13	82	10	105
Band 5	7	104	8	119
Band 6	13	69	3	85
Band 7	8	64	5	77
Band 8a	1	12	3	16
Band 8b		9	1	10
Band 8c	1	3	0	4
Band 8d				
Band 9				
Non-Agenda for change	3	17	69	89
Agenda for change only	51	423	38	512
Grand Total	54	440	107	601

Disability Status Composition of External Hires by Pay Band

Pay band	Total hires (n)	% Disabled Hires	% No Disability Hires	% Disability Status Not Stated Hires
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Band 2	12	8	83	8
Band 3	84	8	83	8
Band 4	105	12	78	10
Band 5	119	6	87	7
Band 6	85	15	81	4
Band 7	77	10	83	6
Band 8a	16	6	75	19
Band 8b	10	0	90	10
Band 8c	4	25	75	0
Band 8c	0	0	0	0
Band 9	0	0	0	0
Non-Agenda for change	89	3	19	78
Agenda for change only	512	10	83	7
Total	601	9	73	18

Average Increment Point on Appointment for External Hires by Pay Band and Disability Status

Row Labels	Total hires (n)	Disabled	Non-Disabled	Difference
Band 2	12	1.00	1.00	0.00
Band 3	84	1.00	1.31	-0.31
Band 4	105	1.31	1.27	0.04
Band 5	119	1.00	1.26	-0.26
Band 6	85	2.08	1.91	0.16
Band 7	77	1.63	1.73	-0.11
Band 8a	16	1.00	1.58	-0.58
Band 8b	10		1.67	-1.67
Band 8c	4	2.00	1.67	0.33
Band 8d	0			0.00
Band 9	0			0.00
Grand Total	512	1.47	1.46	0.01

Recruitment Outcomes by Disability Status (All Applicants)

Recruitment stage	Disabled	Non-Disabled
Applications shortlisted	1,253	18,706
Offered interview	335	2,629

% of shortlisted offered interview	26.7%	14.1%
Attended interview	233	1,974
% of interviews attended	69.6%	75.1%
Offered job	103	797
% offered job (of those interviewed)	44.2%	40.4%
Likelihood to be appointed	1.09	0.91

Recruitment Outcomes by Disability Status (Internal Applicants Only)

Recruitment stage	Disabled	Non-Disabled
Applications shortlisted	161	1,335
Offered interview	74	575
% of shortlisted offered interview	46.0%	43.1%
Attended interview	66	498
% of interviews attended	89.2%	86.6%
Offered job	46	332
% offered job (of those interviewed)	69.7%	66.7%
Likelihood to be appointed	1.04	0.96

Recruitment Outcomes by Disability Status (Band 8a to 9 only)

Recruitment stage	Disabled	Non-Disabled
Applications shortlisted	98	739
Offered interview	32	181
% of shortlisted offered interview	32.7%	24.5%
Attended interview	27	151
% of interviews attended	84.4%	83.4%

Offered job	10	64
% offered job (of those interviewed)	37.0%	42.4%
Likelihood to be appointed	0.87	1.15

Appendix E – Time in Band, Tenure and Retention

Theme: Accumulation over time

Purpose: To explain how tenure and retention shape pay outcomes.

Included here (full tables and figures):

- Average months in pay grade of workforce
- March 26 turnover rate by Disability Status
- Average Hourly Rate by Pay Band and Disability Status

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Average months in pay grade of workforce

Ethnicity	Years and Months in grade
Disabled	4 years 5 months
Non-Disabled	5 years 1 month
Disability Status not disclosed	7 years 6 months

Non-disabled staff spend around 15% longer in grade than disabled staff (61 months vs 53 months).

March 26 Turnover rate by Disability Status

Disability Status	Turnover rate
Disabled	9.69%
Non-Disabled	9.44%

Average Hourly Rate by Pay Band and Disability Status

Row Labels	Grand Total	Disabled	Non-Disabled	Difference
Non AFC - Apprentice	5	£12.71	£7.55	£5.16
Band 2	68	£14.27	£14.80	-£0.53
Band 3	744	£13.82	£14.85	-£1.03
Band 4	777	£15.27	£15.50	-£0.23
Band 5	699	£18.10	£18.56	-£0.46
Band 6	926	£22.78	£23.05	-£0.27

Band 7	1,027	£27.37	£27.34	£0.04
Band 8a	421	£30.99	£31.51	-£0.53
Band 8b	169	£37.32	£36.51	£0.81
Band 8c	70	£45.05	£43.53	£1.52
Band 8d	35	£53.19	£52.31	£0.88
Band 9	10	£66.18	£62.75	£3.43
Non AFC - VSM	9	£129.98	£84.75	£45.24
Non AFC - Medical and Dental	208	£57.30	£59.94	-£2.63
Non AFC - Tupe	20	£17.47		£17.47
Grand Total	5,188	£23.70	£23.44	£0.26

Appendix F – Role-Based Pay Elements and Working Patterns

Theme: Role mix, pay structure and working patterns

Purpose: To evidence how non-basic pay and contractual patterns differ by ethnicity.

Included here (full tables and figures):

- Pay Elements Received by Staff, by Disability Status
- Working Patterns by Disability Status (Average FTE and Full time / Part time Split)
- % of adverts available for full time and part time

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For clarity, commonly used payroll acronyms in this appendix include:

- ENH: Enhanced pay (e.g. unsocial hours payments)
- WTD: Working Time Directive payments
- SMP / OMP / SSP: Statutory / Occupational maternity and sickness pay
- AfC: Agenda for Change
- HCAS: High Cost Area Supplement

Pay Elements Received by Staff, by Disability Status

Pay Element	Disabled (count)	Non-Disabled (count)	Disabled (%)	Non-Disabled (%)	Difference (pp)
Night Duty ENH PAY NHS	13	362	2.58	8.36	-5.78
Sunday ENH PAY NHS	52	673	10.32	15.54	-5.22
Saturday ENH PAY NHS	50	641	9.92	14.80	-4.88
Employer Specified WTD NHS	482	4,219	95.63	97.41	-1.78
AfC Long Recruit Retain PAY NHS	1	35	0.20	0.81	-0.61
Salary Sacrifice Grp 0 PAY NHS	13	132	2.58	3.05	-0.47
Basic Pay NHS	499	4,307	99.01	99.45	-0.44
Emergency Commitment PAY NHS	0	12	0.00	0.28	-0.28
AfC Long R and R Percent PAY NHS	2	29	0.40	0.67	-0.27
Additional Basic Pay NHS	0	9	0.00	0.21	-0.21
Recovery Notional SMP NHS	1	14	0.20	0.32	-0.12
SMP Recovery	1	14	0.20	0.32	-0.12
SMP Total	1	14	0.20	0.32	-0.12
Short Term Enh Prot PAY NHS	1	13	0.20	0.30	-0.10
OMP Pay NHS	1	12	0.20	0.28	-0.08

Long Term Protection PAY NHS	0	1	0.00	0.02	-0.02
Weekend Allowance NP PAY NHS	0	1	0.00	0.02	-0.02
OPP PAY NHS	0	1	0.00	0.02	-0.02
OSPP Recovery Birth	0	1	0.00	0.02	-0.02
Recovery Notional SPP NHS	0	1	0.00	0.02	-0.02
SPP Birth Total NHS	0	1	0.00	0.02	-0.02
Flex Pay Premia PT Tran NP PAY NHS	0	0	0.00	0.00	0.00
Night Duty NP PAY NHS	1	3	0.20	0.07	0.13
Flex Pay Premia Psych NP PAY NHS	1	3	0.20	0.07	0.13
AfC Pay Protection PAY NHS	1	3	0.20	0.07	0.13
On Call Availability NP PAY NHS	1	2	0.20	0.05	0.15
AfC On Call PAY NHS	13	105	2.58	2.42	0.15
London Fringe Allow BAS PAY NHS	5	35	0.99	0.81	0.18
On Call Supplements PAY NHS	4	26	0.79	0.60	0.19
Clinical Ex Award PAY NHS	3	16	0.60	0.37	0.23
Unsocial ENH PAY NHS	9	44	1.79	1.02	0.77
SSP Total	45	276	8.93	6.37	2.56
AfC High Cost Area PAY NHS	322	2,646	63.89	61.09	2.79
Total (all elements)	1,522	13,651	301.98	315.19	-13.21

Pay Elements Received by Staff, by Disability Status

Pay Element	Disabled (count)	Non-Disabled (count)	Disabled (%)	Non-Disabled (%)	Difference (pp)
Night Duty ENH PAY NHS	13	362	2.58	8.36	-5.78
Sunday ENH PAY NHS	52	673	10.32	15.54	-5.22
Saturday ENH PAY NHS	50	641	9.92	14.80	-4.88

Working Patterns by Disability Status (Average FTE and Full-time / Part-time Split)

Disability Status	Average FTE	% Full-time	% Part-time
Disabled	0.90	69	31
Non-Disabled	0.88	64	36

Disability Status Not stated	0.84	56	44
Total	0.89	64	36

% of adverts available for full time and part time

	Adverts	% of total adverts
Full time	1,386	77
Part time	496	28

Appendix G – Staff Group and Role Structure Analysis

Theme: Occupational distribution

Purpose: To explain how staff group composition affects pay outcomes.

Included here (full tables and figures):

- Average Hourly Pay and Disability Status Composition by Staff Group (Trust Average Shown for Comparison)
- Number of roles within staff group which are up to band 7 or band 8a and above
- % of roles within staff group which are up to band 7 or band 8a and above
- Berkshire Disabled Population Rate

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Average Hourly Pay and Disability Status Composition by Staff Group (Trust Average Shown for Comparison)

Staff group	Average hourly rate (£)	% Disabled	% Non-Disabled	% Disability status Not Disclosed	Total staff
Medical and Dental	£55.98	7.2	47.4	45.5	209
Additional Professional Scientific and Technical	£29.87	11.8	85.2	3.0	561
Healthcare Scientists	£26.13	0.0	90.9	9.1	11
Allied Health Professionals	£25.33	8.8	85.8	5.4	578
Nursing and Midwifery Registered	£24.79	9.1	86.2	4.7	1,372
Administrative and Clerical	£22.14	10.7	84.1	5.2	1,256
Students	£17.99	7.1	92.9	0.0	14
Estates and Ancillary	£16.70	10.7	75.0	14.3	28
Additional Clinical Services	£15.87	9.3	84.1	6.6	1,159
Trust total	£23.96	9.7	83.5	6.8	5,188

Average Hourly Pay and Disability Status Composition by Staff Group (Trust Average Shown for Comparison)

Staff group	Disabled average hourly rate (£)	Non-Disabled average hourly rate (£)	Difference (£ per hour, Disabled – Non-Disabled)
Medical and Dental	£57.3	£60.3	-£3.0
Administrative and Clerical	£23.0	£21.8	£1.1
Healthcare Scientists		£26.3	-£26.3
Estates and Ancillary	£16.4	£16.9	-£0.5
Nursing and Midwifery Registered	£24.7	£24.8	-£0.1
Allied Health Professionals	£23.0	£25.4	-£2.4
Additional Clinical Services	£16.1	£15.8	£0.3
Additional Professional Scientific and Technical	£29.0	£29.9	-£0.9
Students	£18.0	£18.0	£0.0
Trust total	£23.7	£23.4	£0.3

Number of roles within staff group which are up to band 7 or band 8a and above

Staff group	Bands 2-7	Bands 8a – 9	Total roles
Additional Professional Scientific and Technical	321	239	560
Healthcare Scientists	8	3	11
Allied Health Professionals	495	83	578
Nursing and Midwifery Registered	1228	144	1372

Administrative and Clerical	1011	234	1245
Students	14		14
Estates and Ancillary	28		28
Additional Clinical Services	1136	2	1138
Trust total	4241	705	4946

% of roles within staff group which are up to band 7 or band 8a and above

Staff group	Bands 2-7	Bands 8a – 9
Additional Professional Scientific and Technical	57	43
Healthcare Scientists	73	27
Allied Health Professionals	86	14
Nursing and Midwifery Registered	90	10
Administrative and Clerical	81	19
Students	100	0
Estates and Ancillary	100	0
Additional Clinical Services	100	0
Trust total	86	14

Berkshire Disabled Population Rate

Measure	Percentage (%)
Berkshire population disability rate	13%
Disabled people employment rate (UK, working age)	54%
Disabled people economic inactivity rate (UK)	43%
Estimated workforce-available disability rate	7.0% – 7.5%