



# Disability Pay Analysis Report 2025/2026

As of 31 March 2025 (snapshot date)

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## 1. Introduction

The Disability pay gap is the difference in the average hourly wage of all non-Disabled staff and all staff from Disabled groups (including those with Long-Term Health conditions) across a workforce. If staff from Disabled groups do more of the lower banded jobs within an organisation, the Disability pay gap is usually bigger. High impact action 3 of the NHS England Equality, Diversity and Inclusion Improvement Plan requires NHS organisations to analyse pay gap data by protected characteristic and put improvement plans in place, starting with sex (gender), then race, and disability. This report is based on a snapshot of ordinary pay differences on 31 March 2025, and a workforce Disability profile, 12.1% of staff declared a disability (on ESR).

Unlike Gender Pay Gap reporting, there is no requirement to report on or submit Disability Pay Gap data under the Equality Act (2010). While Disability pay reporting is voluntary, SCAS as with many employers have taken the initiative to report on Disability pay data.

A pay gap is not the same as unequal pay. Unequal pay means that employees performing equal work, or work of equal value, are not receiving equal pay. It is unlawful to discriminate both directly and indirectly against employees and people seeking work because of their Disability (including Long-Term Health conditions). This includes paying an employee less or giving them terms and conditions which put them at a disadvantage because of their Disability.

A Disability pay gap is a measure of the difference between Disabled groups' average earnings across an organisation or the labour market as a whole over a period of time, regardless of role or seniority. Even if an employer has a fair pay and reward policy (Agenda 4 Change), and even if it has equal pay, it could still have a pay gap.

## 2. Equality and our Values

At South Central Ambulance Service NHS Foundation Trust (SCAS) we are committed to promoting positive measures that eliminate all forms of unlawful or unfair discrimination on the grounds of age, marriage and civil partnership, Disability, religion/belief, Gender sexual orientation, Gender reassignment, domestic circumstances, social and employment status, political affiliation or trade union membership, HIV status or any other basis not justified by law or relevant to the requirements of the post.

The Trust, therefore, takes every reasonable step to ensure that individuals are treated equitably and fairly, with dignity and mutual respect, and that decisions in recruitment, selection, training, promotion and career management and the right to

request flexible working and service provision are based solely on objective organisational factors and job-related criteria.

Our Values Based behaviours:



### 3. Message from Chief People Officer

“We are pleased to publish our first Disability Pay Report. While we have previously reported this data internally, we are proud to now share it publicly as part of our commitment to transparency and accountability.

This report reflects an accurate snapshot of our organisation as at 31 March 2025, and I confirm the information is correct.

We take race equality seriously and recognise the importance of understanding our data to drive meaningful change. We have identified clear actions to improve pay parity and will continue to build a fair and inclusive workplace for all.

We will undertake annual audits and publish our Disability pay data on our website in line with regulations, ensuring ongoing transparency and progress.”

**Danny Hariram, Chief People Officer/Deputy Chief Executive Officer**

## 4. What this Audit covers

The purpose of a Disability pay gap audit is to focus on comparing the pay of Disabled and non-Disabled employees and shows the difference in the average earnings.

This report provides information on the following indicators:

**Mean Disability pay gap in hourly pay** – adding together the hourly pay rates of all Disabled or non-disabled full-pay and dividing this by the number of Disabled or non-Disabled employees. The gap is calculated by subtracting the results for non-disabled from results for Disabled staff and dividing by the mean hourly rate for Disabled staff. This number is multiplied by 100 to give a percentage.

**Median Disability pay gap in hourly pay** – arranging the hourly pay rates of all Disabled or non-disabled employees from highest to lowest and find the point that is in the middle of the range.

**Proportion of Disabled and non-disabled staff in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of Disabled and non-disabled staff in each of the four parts.

## 5. Our Workforce Disability profile

In 2025 (as of 31st March) there were 4732 staff on ESR payroll excluding volunteers, students, and any honorary positions. Last year it was 4738 (as of 31st March 2024), (-6) no significant change.

10.4% (Headcount of 494) of staff declared a disability (on ESR) across all pay bands in both clinical and non-clinical. It was 8.5% last year an increase of 1.9% (Headcount 171).

The percent of non-disabled staff was 82% and non-declaration (Unknown) was, 7.7% declaration rate has increased.

Our Target over the next 5 years will require a year-on-year increase of 1.04%, (that we have surpassed this year) to meet 13.7% regional average

Table 1- Disability (declared) split over last 2 years.

	2024	2025	% difference
Disabled	8.5%	10.4%	+1.9%
non-disabled	82%	81.9%	-0.1%
Unknown	9.5%	7.7%	-2.3%

## 6. Our Disability Pay audit

### 6.1 The Mean and Median Disability pay gap

**Table 2** - Mean pay gap (hourly rate)

	Disabled	non-disabled	% Gap
<b>Mean Disability Pay Gap (hourly rate)</b>	£18.13	£19.37	6.4%

The table above shows that non-disabled staff have a greater **Mean** hourly pay rate than Disabled staff by a gap of 6.4%.

**Table 4** - Median pay gap (hourly rate)

	Disabled	non-disabled	% Gap
<b>Median Disability Pay Gap (hourly rate)</b>	£18.21	£19.23	5.3%

The **Median** hourly pay is also greater for non-disabled staff by a gap of 5.3% as shown in the table 4 above.

### 6.2 Our Pay Quartiles

Pay quarters give an indication of our Disabled staff representation at different levels of the organisation. This data ranks all our employees and dividing them into **four equal parts** or quartiles and calculating the percentage of Disabled and non-disabled in each of the quartiles (by hourly pay rate). However, this does not include any Over-Time payment (only hourly pay rate not 'take home' pay) or which gender is taking more over-time. Table 7 below contains data that ranks all our employees from lowest (Quartile 1) to highest paid (Quartile 4). The percentage figures given are a breakdown of each quartile Disabled/non-disabled split. The Disability split overall for the Trust is 12.1% Disabled and 80.6% non-disabled.

**Table 7** – Quartile proportions by gender and % pay differences

	Disabled	non-disabled	Difference
<b>Gender Proportions in Pay Quartile 1</b>	11%	81%	70%
<b>Gender Proportions in Pay Quartile 2</b>	12%	83%	71%
<b>Gender Proportions in Pay Quartile 3</b>	11%	83%	72%
<b>Gender Proportions in Pay Quartile 4</b>	8%	81%	73%

There are more non-disabled staff across all the quartiles. The lowest margin of difference in quartile 1.

## 7. Conclusion

This is our first published Disability pay report. As of 31 March 2025, the Trust's workforce remains stable at 4,744 staff, with no significant change from 2024. Disability declaration has increased markedly from 8.5% to 12.1% (+3.6%), exceeding the required annual trajectory to reach the 13.7% regional average and reflecting improved data completeness and confidence in disclosure.

However, a disability pay gap persists, with disabled staff earning 6.4% less on a mean hourly basis and 5.3% less on a median basis compared to non-disabled staff. Pay quartile analysis shows underrepresentation of disabled staff in the highest pay quartile (8% compared to 12.1% overall), indicating that the gap is primarily driven by lower representation in senior roles rather than unequal pay within roles.

Overall, while declaration and representation have improved significantly, targeted action is now required to address progression and senior-level representation to reduce the disability pay gap.