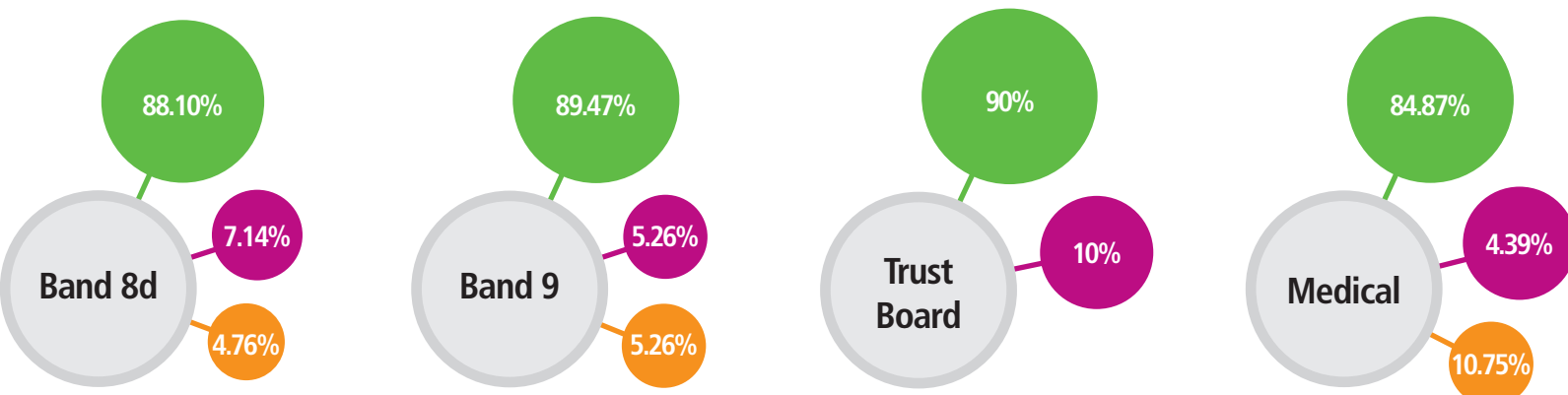
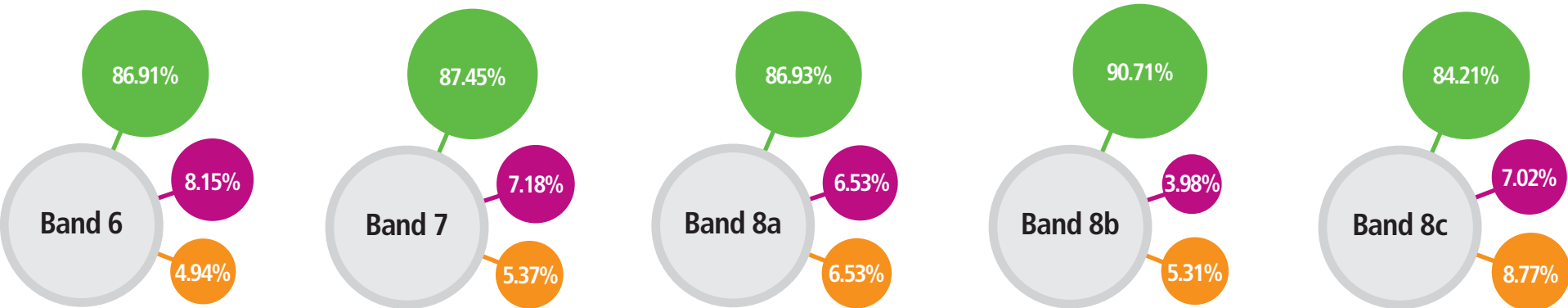
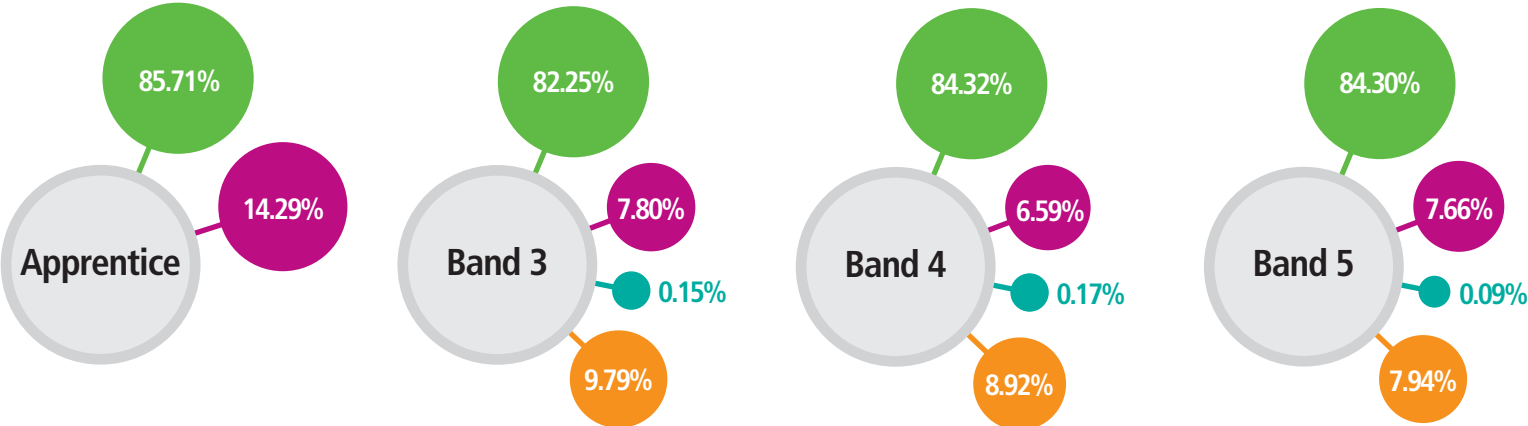




DISABILITY PAY GAP 2024

% of Disability Split by Banding

■ Non Disabled ■ Disabled ■ Prefer not to say ■ Not Declared



The current disability split within the overall workforce is **Non Disabled 85.32%**, **Disabled 7.11%**, **Prefer not to say 0.07%**, **Not Declared 7.50%**

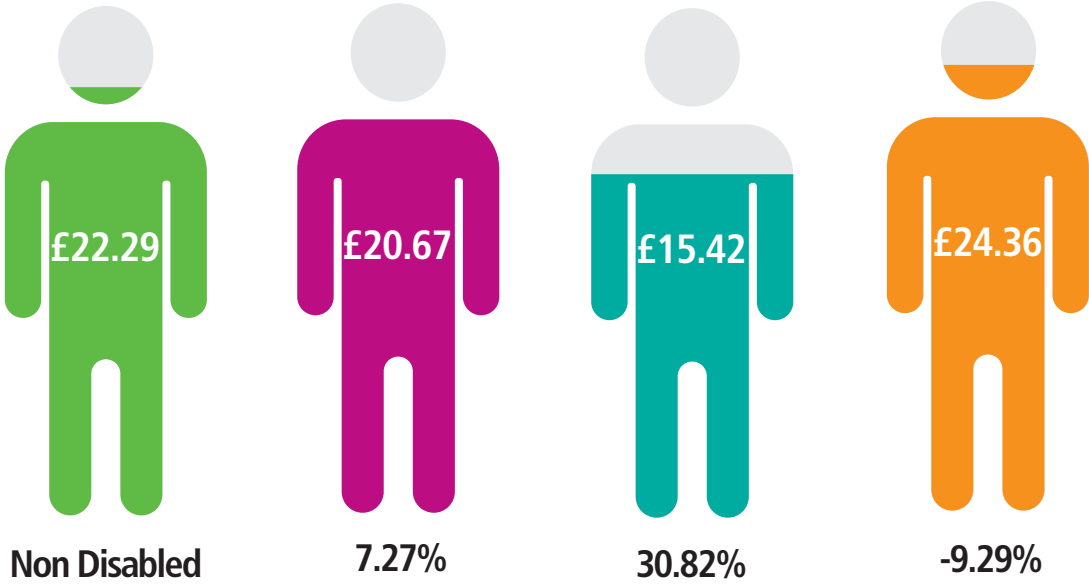


DISABILITY PAY GAP 2024

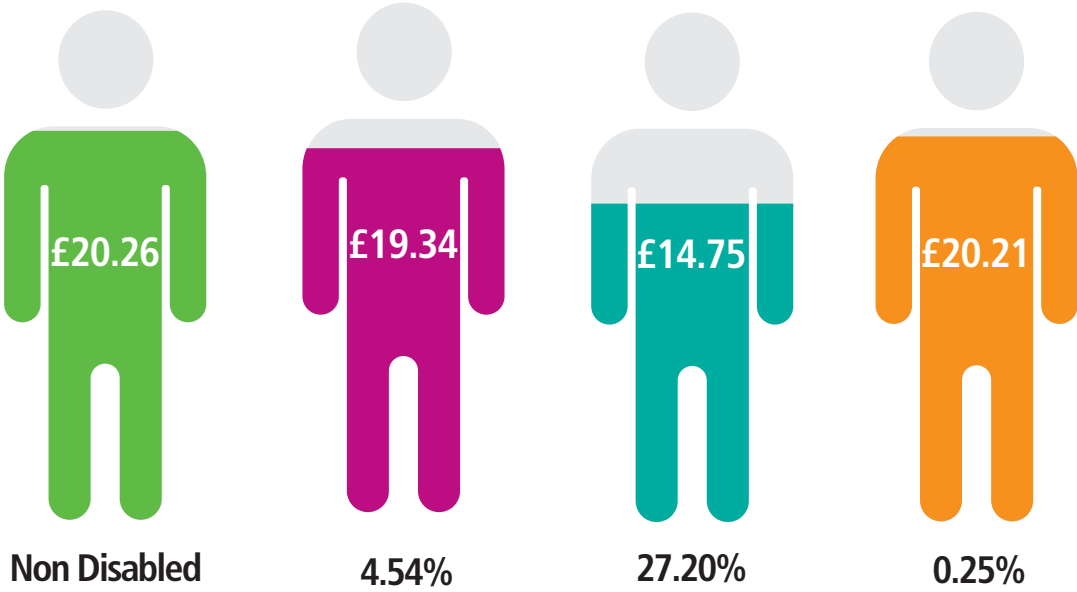
All Trust Staff – Overall Mean vs. Median average hourly rate

Average Hourly Rate

Non Disabled Disabled Prefer not to say Not Declared

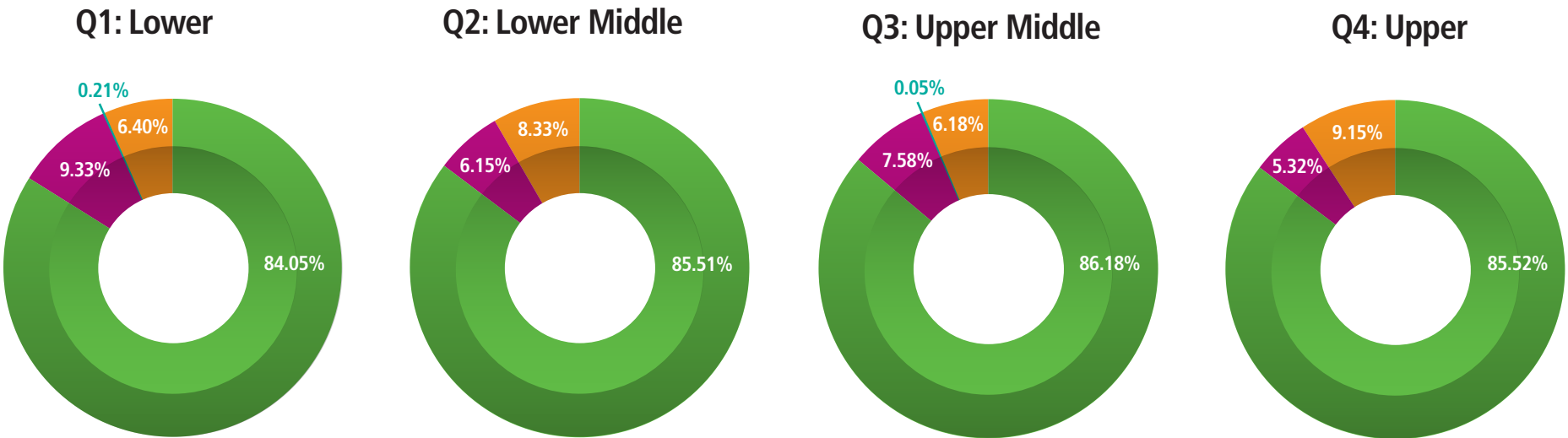


Median Hourly Rate



Quartiles

A quartile divides the workforce into four segments based on their pay. Each quartile represents 25% of the workforce. Employees fall into one of these four quartiles: lower, lower middle, upper middle, and upper quartile pay bands.





DISABILITY PAY GAP 2024

Disability Pay Gap By Pay Band

■ Non Disabled ■ Disabled ■ Prefer not to say ■ Not Declared



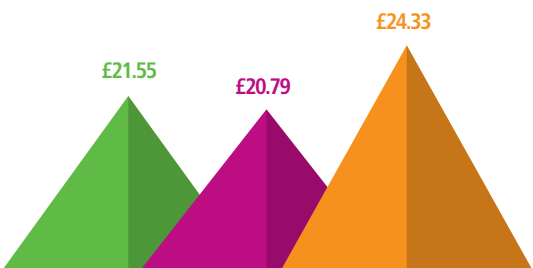
Band 3



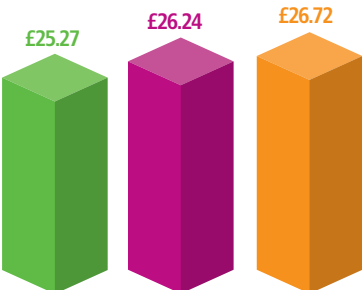
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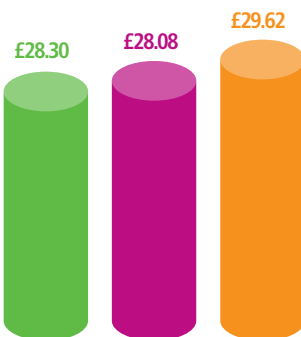
Band 5



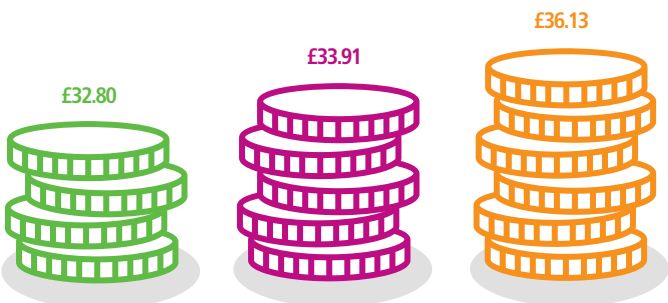
Band 6



Band 7



Band 8a



Band 8b



Band 8c



Band 8d



Band 9



DISABILITY PAY GAP 2024

Disability Pay Gap By Staff Group

Non Disabled Disabled Prefer not to say Not Declared



Add Prof Scientific & Technic



Additional Clinical Services



Administrative & Clerical



Allied Health Professionals



Estates & Ancillary



Medical & Dental



Nursing and Midwifery Registered