

Pay Gap Report

East London NHS Foundation Trust

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I. What is the Disability Pay Gap report?

The Disability Pay Gap is the differences in pay between disabled and non-disabled employees. This year East London NHS Trust have voluntarily produced Pay Gap reporting for Disability. We are committed to fostering transparency, accountability, and equity within our organisation. Through these reports, we aim to identify and address any disparities in pay and opportunities, ensuring that all our employees are treated fairly and have equal access to advancement and development opportunities, regardless of disability status.

II. Exclusions

We have excluded the following from our calculations:

Elements related to: Salary sacrifice

Arrears

Overtime

Staff on reduced pay due to long term sickness, maternity/paternity

Hours worked and paid whilst 'on call' (on call allowance is included)

Career Break, maternity Leave, Inactive,

III. The Disability Pay Gap Indicators

An employer must publish six calculations showing:

- i. Average disability pay gap as a mean average
- ii. Average disability pay gap as a median average
- iii. Proportion of disability categories when divided into four groups ordered from lowest to highest pay
- iv. Disability Pay Gap by Staff Group
- v. Disability Pay Gap by Band

IV. East London NHS Foundation Trust Workforce

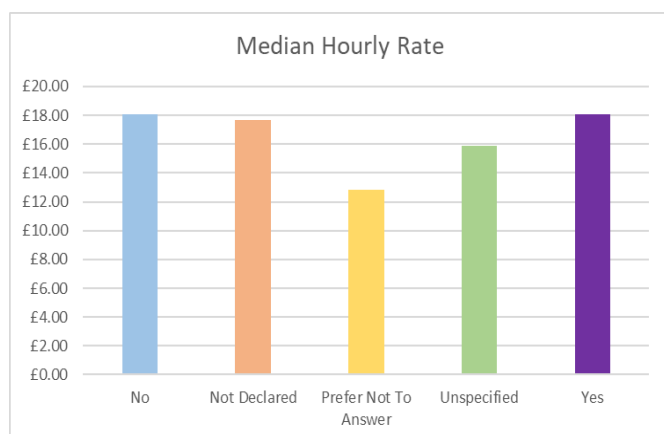
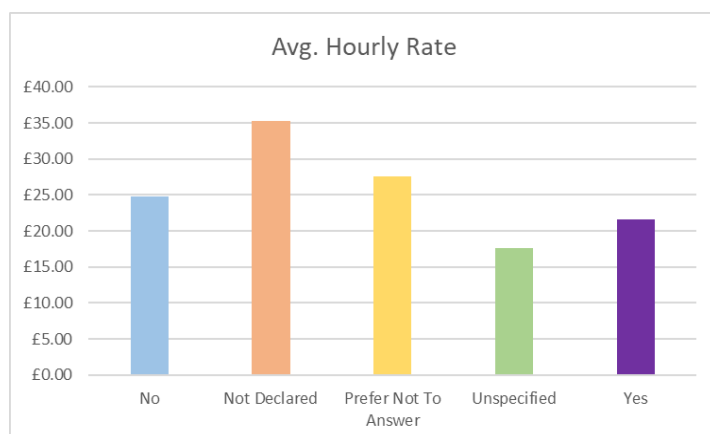
Disability	Apprentice	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Trust Board	Medical
No	16	30	971	1468	1134	1235	1187	550	244	111	36	21	8	425
Not Declared		1	92	88	68	54	62	31	13	6	4	1		35
Prefer Not To Answer			4	6		4								1
Unspecified			1	1	1			1						
Yes	1	2	124	105	91	130	109	46	12	7	5		2	26
No %	94.12%	90.91%	81.46%	88.01%	87.64%	86.79%	87.41%	87.58%	90.71%	89.52%	80.00%	95.45%	80.00%	87.27%
Not Declared %	0.00%	3.03%	7.72%	5.28%	5.26%	3.79%	4.57%	4.94%	4.83%	4.84%	8.89%	4.55%	0.00%	7.19%
Prefer Not To Answer %	0.00%	0.00%	0.34%	0.36%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%
Unspecified	0.00%	0.00%	0.08%	0.06%	0.08%	0.00%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Yes %	5.88%	6.06%	10.40%	6.29%	7.03%	9.14%	8.03%	7.32%	4.46%	5.65%	11.11%	0.00%	20.00%	5.34%

The current Disability split within the overall workforce is No 86.77%, Not Declared 5.31%, Prefer Not To Answer 0.18%, Unspecified 0.05%, Yes 7.70%

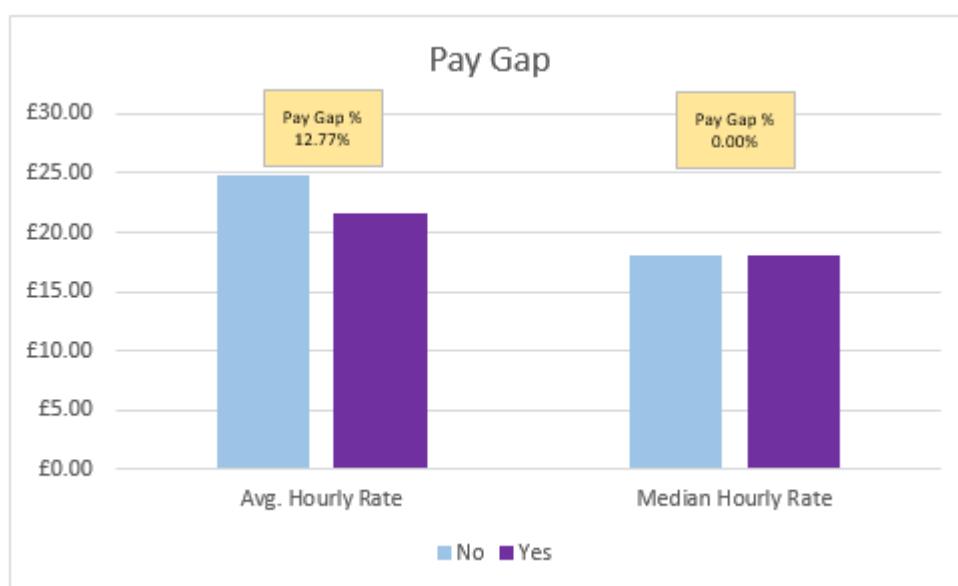
V. Snapshot 31st March 2023

Pay Gap

Pay Gap		
Disability	Avg. Hourly Rate	Median Hourly Rate
No	£24.81	£18.10
Not Declared	£35.29	£17.69
Prefer Not To Answer	£27.58	£12.86
Unspecified	£17.58	£15.90
Yes	£21.64	£18.10

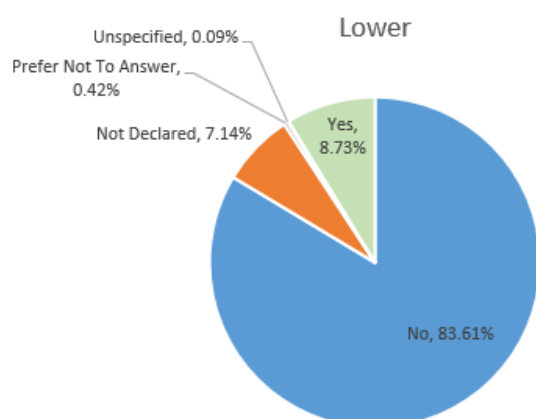


Pay Gap		
Disability	Avg. Hourly Rate	Median Hourly Rate
No	£24.81	£18.10
Yes	£21.64	£18.10
Difference	£3.17	£0.00
Pay Gap %	12.77%	0.00%

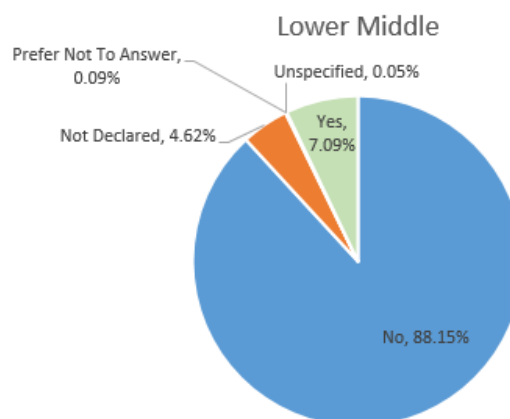


Quartiles

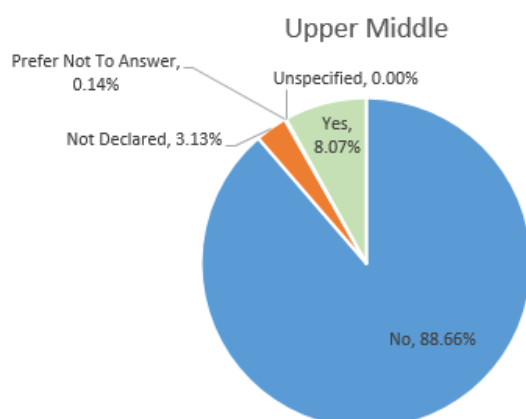
Quartiles					
Quartile	No	Not Declared	Prefer Not To Answer	Unspecified	Yes
1	83.61%	7.14%	0.42%	0.09%	8.73%
2	88.15%	4.62%	0.09%	0.05%	7.09%
3	86.65%	6.35%	0.05%	0.05%	6.91%
4	88.66%	3.13%	0.14%	0.00%	8.07%



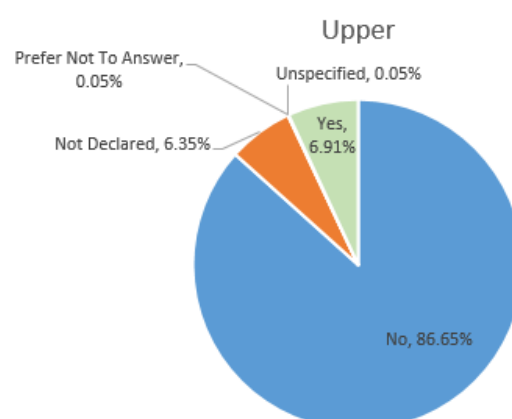
■ No ■ Not Declared ■ Prefer Not To Answer ■ Unspecified ■ Yes



■ No ■ Not Declared ■ Prefer Not To Answer ■ Unspecified ■ Yes



■ No ■ Not Declared ■ Prefer Not To Answer ■ Unspecified ■ Yes



■ No ■ Not Declared ■ Prefer Not To Answer ■ Unspecified ■ Yes

Disability Pay Gap By Staff Group

Staff Group	No	Not Declared	Prefer Not To Answer	Unspecified	Yes
Add Prof Scientific and Technic	£25.24	£29.25			£23.39
Additional Clinical Services	£13.49	£13.53	£12.86	£14.75	£13.58
Administrative and Clerical	£17.89	£18.84	£13.91	£26.06	£18.24
Allied Health Professionals	£22.03	£25.49			£21.57
Estates and Ancillary	£13.13	£12.86			
Healthcare Scientists	£15.67				
Medical and Dental	£120.86	£229.07	£207.87		£97.69
Nursing and Midwifery Registered	£20.81	£22.14	£19.33		£21.36
Students	£11.50				

Staff Group	No	Yes	Difference	Pay Gap %
Add Prof Scientific and Technic	£25.24	£23.39	£1.85	7.33%
Additional Clinical Services	£13.49	£13.58	£0.09	0.66%
Administrative and Clerical	£17.89	£18.24	£0.35	1.92%
Allied Health Professionals	£22.03	£21.57	£0.46	2.09%
Estates and Ancillary	£13.13	-	-	-
Healthcare Scientists	£15.67	-	-	-
Medical and Dental	£120.86	£97.69	£23.17	19.17%
Nursing and Midwifery Registered	£20.81	£21.36	£0.55	2.57%
Students	£11.50	-	-	-

Disability Pay Gap By Pay Band

Band	No	Not Declared	Prefer Not To Answer	Unspecified	Yes
Band 2	£11.85	£13.70			£12.56
Band 3	£12.15	£12.43	£12.25	£12.45	£12.09
Band 4	£13.50	£13.91	£13.28	£14.11	£13.48
Band 5	£15.60	£17.36		£17.69	£15.68
Band 6	£19.52	£21.25	£19.27		£19.38
Band 7	£23.66	£24.78			£23.69
Band 8a	£27.04	£28.27		£26.06	£26.84
Band 8b	£31.50	£33.92			£30.97
Band 8c	£37.89	£39.67			£38.36
Band 8d	£44.92	£44.38			£47.98
Band 9	£53.65	£58.79			

Band	No	Yes	Difference	Pay Gap %
Band 2	£11.85	£12.56	£0.71	5.65%
Band 3	£12.15	£12.09	£0.06	0.49%
Band 4	£13.50	£13.48	£0.02	0.15%
Band 5	£15.60	£15.68	£0.08	0.51%
Band 6	£19.52	£19.38	£0.14	0.72%
Band 7	£23.66	£23.69	£0.03	0.13%
Band 8a	£27.04	£26.84	£0.20	0.74%
Band 8b	£31.50	£30.97	£0.53	1.68%
Band 8c	£37.89	£38.36	£0.47	1.23%
Band 8d	£44.92	£47.98	£3.06	6.38%
Band 9	£53.65	-	-	-

VI. Summary of results and initial assessment of implications/actions

Metric	Analysis	Implications/Actions