

## Cambridgeshire Community Services NHS Trust Disability Pay Gap Report (based on data as at 31 March 2024)

### 1.0 Background

1.1 Since 2017, employers with 250 or more employees have been required to publish gender pay gap figures. Whilst employers have not required to collect, analyse or publish information on disability pay some have chosen to do so as a positive measure to improve workforce progression and this is the first annual Disability Pay Gap Report by the Trust.

1.1.1 The formula for calculating the gap is set nationally and it is recommended that reports include the following data for the 12 months up to 31 March in the preceding year:

- Mean and median disability pay gaps.
- Mean and median disability bonus gaps.
- Proportion of staff receiving bonuses in each disability group.
- Proportion of staff in each pay quartile by disability group.

1.1.2 The Trust has run and analysed its data report for 2024.

### 1.2 2024 Reporting Criteria and Definitions

1.2.1 The reporting period for this 2024 Disability Pay Gap Report is 1 April 2023 to 31 March 2024 and the report includes relevant staff in post on 31 March 2024.

1.2.2 The report is based on rates of pay as of 31 March 2024 and bonuses paid between 1 April 2023 and 31 March 2024. Within the Trust, the only bonuses paid are the Clinical Excellence Awards (CEAs) for qualifying Medical Consultants.

1.2.3 A disability pay gap is defined as the difference between the mean or median hourly rate of pay received by employees in one disability group compared with employees in another disability group.

1.2.4 The percentage pay gap is the average hourly pay rate difference divided by the average hourly rate for the comparator.

1.2.5 The median pay gap is the difference between the hourly earnings of one disability group and another, taking all salaries in the sample, lining them in order from lowest to highest, and picking the middle salary.

### 1.3 Disability Pay Gap and Equal Pay

1.3.1 The disability pay gap is the difference in the average pay between the disability groupings of staff we employ, whereas equal pay is the legal right for all staff who carry out the same or similar work or who undertake different work but of an equal value, to be paid the same irrespective of their disability.

## 2.0 Disability Pay Gap Report 2024

2.1 The 2024 Disability Pay Gap Report:

- Sets out our 2024 disability pay gap data:
- Provides analysis of the disability pay gap.

2.1.1 The following disability pay data is taken as the snapshot date of 31 March 2024.

2.1.2 The data compares the difference between those who have declared “no” disability with those with a declared disability, and with those whose disability status was unknown.

2.1.3 Table 1.

Disability Group	Mean Hourly Rate Pay Gap	Median Hourly Rate Pay Gap	Average Bonus Pay Gap	Median Bonus Pay Gap
No – Yes	0.33	0.94	63.31	42.97
No – Disability Unknown	-9.39	-12.49	-28.18	-54.69

## 2.2 Pay Quartiles by Disability

2.2.1 The following table shows the percentage of employees within each disability group in each pay quartile, and the total number of employed in each disability group.

2.2.2 Table 2.

Quartile	No	Unknown	Yes	Description
1 ( <i>lowest paid</i> )	26.17	20.00	25.08	Includes all staff whose standard hourly rate places them at or below the lower quartile
2	25.96	22.33	28.14	Includes all staff whose standard hourly rate places them above the lower quartile but at or below the median
3	24.12	28.37	23.05	Includes all staff whose standard hourly rate places them above the median but at or below the upper quartile
4 ( <i>highest paid</i> )	23.75	29.30	23.73	Includes all staff whose standard hourly rate places them above the upper quartile
<b>Total Number of Employees</b>	<b>1853</b>	<b>645</b>	<b>295</b>	

## 3.0 **Explaining the Trust’s Disability Pay Gap Report**

### 3.1 Equal pay

3.1.1 As noted earlier in this report, disability pay gap is different to equal pay. The Trust is committed to providing equal opportunities and ensuring the equal treatment for all staff, irrespective of their background including, but not only, gender, race, religion or belief, age, marriage or civil partnership status, pregnancy/ maternity, sexual orientation, gender reassignment or disability.

3.1.2 Our adherence to national pay and terms and conditions of employment for all staff, which includes job evaluation schemes, ensures we pay all staff equally for the same or equivalent work, regardless of disability or any characteristics including those set out above.

### 3.2 The Trust Disability Pay Gap

3.2.1 A negative figure reflects a favourable pay gap for the comparator disability group. The data shows a very minimal unfavourable pay gap for the average pay of those with a declared disability, with a higher favourable pay gap for those who’s disability status is unknown. The Trust continues to encourage staff to declare their disability status and has seen a marked rise in staff opting to do so.

3.3 The Disability Bonus Gap (Clinical Excellence Awards)

3.3.1 'Bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission and does not include ordinary pay, overtime pay, redundancy pay or termination payments.

3.3.2 For the purpose of Disability Pay Reporting, the Trust only has one payment which meets this criteria. The Clinical Excellence Awards (CEA) Scheme recognises and rewards Medical Consultants who can apply for an award if they perform 'over and above' the standard expected for their role. In line with national guidance the Trust equally distributed CEA monies amongst all medical staff equally during this year. They all received the same amount of money regardless of whether full or part-time. (£2,531.30 each).

3.3.3 Historical data shows an average bonus pay gap in favour of non-disability and unknown disability. The below table shows the disability grouping of those employees who are in receipt of CEAs. It should be noted that the small numbers of those receiving the award with a declared disability skews the pay gap calculation.

3.3.4 Table 3.

Disability Group	Total Employees
No	8
Unknown	4
Yes	1

**4.0 Trust Action**

4.1 The Trust is committed to equal opportunities and to building equality, diversity and inclusion into all we do and to supporting the fair treatment and reward of all staff irrespective of disability or any other characteristic and in ensuring equal pay and retain the minimal disability average pay gap.

4.1.1 No new CEAs will be given following changes nationally to consultants pay.

4.1.2 The Trust has both a Workforce Equality, Diversity and Inclusion Action Plan and a more specific Workforce Disability Equality Standard Action Plan. Actions will continue to ensure employees who declare a disability have access to career opportunities and receive fair treatment in the workplace.

4.1.3 The Trust will continue to take action to improve disability declaration rates.

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**February 2025**