



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Disability Pay Gap Report

As of 31st March 2025





GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Betsi Cadwaladr University Health Board
DISABILITY PAY GAP REPORT – 31st MARCH 2025

Table of Contents

INTRODUCTION.....	3
KEY REPORTING METRICS	3
Mean Disability Pay Gap in hourly pay	3
Median Disability Pay Gap in hourly pay.....	3
Proportion of employees from each category in each pay quartile	3
STAFF POPULATION BY DISABILITY STATUS	4
HOURLY PAY	5
BONUS PAY	5
PAY QUARTILES	6
CONCLUSION.....	8
Mean Hourly rate of Pay	8
Median Hourly Rate Grouping	8
Comment from our Head of Equality and Human Rights	9

INTRODUCTION

This analysis is based on the number of staff who declared their disability and/or impairment status as at 31 March 2025.

It should be noted that this report includes the 2,679 people who have not declared disability and/or impairment status. In this report the 'unknown' category refers to employees who have either not declared their disability and/or impairment status on the Electronic Staff Record (ESR), or have declared that they do not want to provide an answer, or who ESR has no disability data for.

This report therefore includes pay gap comparisons between those declaring themselves as not disabled and those declaring themselves disabled, and those employees in the 'unknown' category.

KEY REPORTING METRICS

Mean Disability Pay Gap in hourly pay

The mean hourly rate is the average hourly wage across the entire organisation, so the mean disability pay gap is a measure of the difference between not disabled ("No") employee's mean hourly wage and disabled ("Yes") employee's mean hourly wage, and the difference between not disabled ("No") employee's mean hourly wage and that of employees in the 'unknown' category.

Median Disability Pay Gap in hourly pay

The median hourly rate is calculated by arranging the hourly pay rates of all self-declared disabled ("Yes"), self-declared not disabled ("No") and 'unknown' employees from highest to lowest and finding the point that is in the middle of each range.

Proportion of employees from each category in each pay quartile


Pay quartiles are calculated by ranking all employees from highest to lowest paid and dividing this into four equal parts or 'quartiles' and working out the percentage of all self-declared disabled ("Yes"), self-

declared not disabled (“No”) and ‘unknown’ employees in each of the four parts.

This report does not look at whether there are differences in pay for self-declared disabled (“Yes”), self-declared not disabled (“No”) or ‘unknown’ employees in equivalent post, or Whole Time Equivalent (WTE) at the size of the role. This means that the results will be impacted by differences in the disabled status composition across groups and job grades.

STAFF POPULATION BY DISABILITY STATUS

Disability Grouping	Total Full Pay Relevant Employees	% of Total Employees
No	17,738	80.94%
Not Declared	1,162	5.30%
Prefer Not To Answer	136	0.62%
Unspecified	1,381	6.30%
Total ‘Unknown’	2,679	12.22%
Yes	1,498	6.84%
Total Employees	21,915	100%

	Disabled 6.84% (1,498)		Not Disabled 80.94% (17,738)		Unknown 12.22% (2,679)
-------------------------------------------------------------------------------------	------------------------------	-------------------------------------------------------------------------------------	---------------------------------------	--------------------------------------------------------------------------------------	------------------------------

The Disability Pay Gap measures the difference in pay between all employees who have identified as having a disability and/or impairment, and those employees who have identified as not having a disability and/or impairment. We are reporting the Disability Pay Gap against the same measures as those for the Gender Pay Gap. It should be noted that the data analysed as part of the Disability Pay Gap here, employees have been asked to self-identify whether they have a disability and/or impairment, and no objective assessment against the Equality Act

definition has been applied to the employee group for the purposes of Disability Pay Gap reporting.

HOURLY PAY

Disability Grouping	Mean Hourly Rate	Median Hourly Rate Grouping	Total Full Pay Relevant Employees
No	21.0621	21.6231	17,738
Not Declared	24.4429	25.8152	1,162
Prefer Not To Answer	20.9422	21.1256	136
Unspecified	24.0286	26.1987	1,381
Yes	19.7351	19.7030	1,498
Grand Total			21,915
% Difference No - Yes	6.3002	8.8796	92
% Difference No - Not Declared	-16.0520*	-19.3871	93
% Difference No - Prefer Not To Answer	0.5693	2.3008	99
% Difference No - Unspecified	-14.0849	-21.1609	92

*A negative pay gap indicates that the cohort in question is paid more than the comparison cohort, i.e., in this case, employees who have not declared a disability are paid on average 16.05% more than those who have declared themselves not disabled.

BONUS PAY

Our ESR bonus gap data is unavailable at the time of writing.

PAY QUARTILES

Proportion of Staff identifying with a disability and/or impairment and staff identifying as not having a disability and/or impairment in each pay quartile.

Each quartile represents one quarter of employees working for the Health Board when ordered from lowest to highest paid.

Quartile	No	Not Declared	Prefer Not To Answer	Unspecified	Yes
1	4,457	280	36	262	439
2	4,432	299	36	347	366
3	4,465	220	33	362	399
4	4,384	363	31	410	294




The following summaries combine 'Not declared', 'Prefer not to answer' and 'Unspecified' as 'Unknown' for ease of analysis.

Quartile 1: Lower quartile (lowest paid)

	Disabled 8.02% (439)		Not Disabled 81.42% (4457)		Unknown 10.56% (578)
-------------------------------------------------------------------------------------	----------------------------	-------------------------------------------------------------------------------------	----------------------------------	--------------------------------------------------------------------------------------	----------------------------

8.02% of the lower quartile are disabled.

Quartile 2: Lower middle quartile

	Disabled 6.68% (366)		Not Disabled 80.88% (4432)		Unknown 12.45% (683)
-------------------------------------------------------------------------------------	----------------------------	-------------------------------------------------------------------------------------	----------------------------------	--------------------------------------------------------------------------------------	----------------------------




6.68% of the lower middle quartile are disabled.

Quartile 3: Upper middle quartile

	Disabled 7.28% (399)		Not Disabled 81.49% (4465)		Unknown 11.22% (615)
-----------------------------------------------------------------------------------	----------------------------	-----------------------------------------------------------------------------------	----------------------------------	------------------------------------------------------------------------------------	----------------------------

7.28% of the upper middle quartile are disabled.




Quartile 4: Upper quartile (highest paid)

	Disabled 5.36% (294)		Not Disabled 79.97% (4384)		Unknown 14.67% (804)
------------------------------------------------------------------------------------	----------------------------	------------------------------------------------------------------------------------	----------------------------------	-------------------------------------------------------------------------------------	----------------------------




5.36% of the upper quartile are disabled.

The lowest number of employees declaring a disability and/or impairment are in the upper quartile.

Lower and Lower Middle Pay Quartiles

	Disabled 7.35% (805)		Not Disabled 81.15% (8,889)		Unknown 11.51% (1,261)
-------------------------------------------------------------------------------------	----------------------------	-------------------------------------------------------------------------------------	-----------------------------------	--------------------------------------------------------------------------------------	------------------------------

Upper Middle and Upper Pay Quartiles

	Disabled 6.32% (693)		Not Disabled 80.73% (8,849)		Unknown 12.95% (1,419)
-----------------------------------------------------------------------------------	----------------------------	-----------------------------------------------------------------------------------	--------------------------------------	------------------------------------------------------------------------------------	------------------------------

CONCLUSION

Mean Hourly rate of Pay

In assessing the mean hourly rate pay gap, we can see that is a positive pay gap between employees declaring no disability and/or impairment and those declaring a disability and/or impairment in favour of those declaring no disability and/or impairment. This mean hourly rate gap is 6.3%, meaning that on average, for every £1 that a disabled staff member is paid, an able-bodied employee is paid £1.06.

There is a slight pay gap between those declaring themselves as not disable and those employees who selected 'prefer not to answer' of 0.57%.

This year there is an inverse pay gap in favour of people who did not declare, and those whom ESR hold no data of 16.05% and 14.08% respectively.

Median Hourly Rate Grouping

We can see that there is a gap of 8.87% between those declaring no disability and/or impairment and those declaring a disability and/or impairment in favour of those not declaring.

Breaking down the 'unknown' categories, there are significant negative pay gaps of -19.38% and -21.16% between employees declaring no disability and/or impairment and the 'not declared' and 'unspecified' categories respectively (i.e. in favour of the 'not declared' and 'unspecified' categories), yet a positive gap of 2.3% between employees declaring no disability and/or impairment and those stating 'prefer not to answer'.

We can see that there are differences between the pay of disabled and not disabled staff.

We can see that 6.84% of our staff have declared themselves disabled, and that disabled staff are paid 6.3% less than staff declaring themselves not disabled. Those declaring themselves disabled also have the lowest median hourly rate of pay.

In terms of quartiles, the largest cohort of disabled staff is in the lowest pay quartile.

Comment from our Head of Equality and Human Rights

"In March 2025, the Welsh Government Equality and Social Justice Committee published its report: ["Anything's Achievable with the Right Support: tackling the Disability Employment Gap"](#) following an inquiry into the disability employment and pay gaps.

Recommendation 5 from the report states that:

"The Welsh Government should require devolved public sector bodies, where possible, to make a more substantial contribution to the aim of eliminating the Disability Employment Gap. This should include requiring them to:

- review their policies and practices to ensure alignment with the forthcoming Disability Action Plan;*
- set a target to become Disability Confident Leaders within a specific timescale;*
- include eliminating the disability employment gap as a formal objective in their well-being plans.*

Where possible, this recommendation should be implemented within a specified and realistic timescale which we suggest would be by the end of 2025."

By promptly preparing this initial report, the Health Board demonstrates its commitment to ensuring that we understand where we need to focus our attention in removing barriers for people with long term health conditions. We are proud to have been a Disability Confident Leader organisation since 2020 and are committed to remaining so. This report is an additional and valuable tool in ensuring that we remain impactfully disability confident and make progress in tackling the disability pay gap.

This is the first annual disability pay gap report that the Health Board has produced, and it should be noted that the reporting functionality in ESR is new and still developing.

As we improve our reporting systems and produce further reports in the future, we are committed to undertaking work to expand these analyses and gain greater insights and understanding into the experiences of disabled staff and to work to address inequalities that we identify through the use of employee data and by engaging with staff by various means, including via the NHS Wales staff survey and discussions with RespectAbility, our staff network for disabled staff".