



The Robert Jones and Agnes Hunt  
Orthopaedic Hospital  
NHS Foundation Trust

# RJAH Disability Pay Gap Report 2025

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# INTRODUCTION



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Employers are not currently required to collect, analyse or publish information on Disability pay. As part of our journey towards becoming an inclusive employer of choice we are reporting our disability pay gap for the first time in 2026 based on a snapshot of our workforce from our March 2025 position.

The report is based on the government's guidance for calculating differences in disability pay and is based on a similar methodology as that used for gender pay gap reporting using electronic staff record (ESR) data.

The gender pay gap report compares two distinct groups – male and female – whereas disability recorded on ESR can fall into broad categories including blank (not recorded) and unspecified (chose not to answer).

The way that gender is recorded on ESR means that there can be no blank or unspecified records. In calculating the mean and median differences, we have chosen to focus on those who have specified their disability to give the most precise view of the disability pay gap in the Trust, as people with blank or undeclared disabilities / non disabilities could be either. The blank and unspecified records are included in the Trust average.

It is important to note that a pay gap differs from equal pay for equal work.

'Equal pay' means being paid equally for the same/similar work.

'Pay gap' is the difference in the average pay between groups.

The disability pay gap shows the difference in the average hourly rates of pay for disabled employees and non-disabled employees across our organisation.



Trust employed 1,917 staff;  
 1598 (83%) identified as No Disability  
 43 (2%) were not declared  
 9 (0.46%) Preferred Not to Answer  
 165 (9%) were Unspecified  
 128 (7%) had a disability declared.



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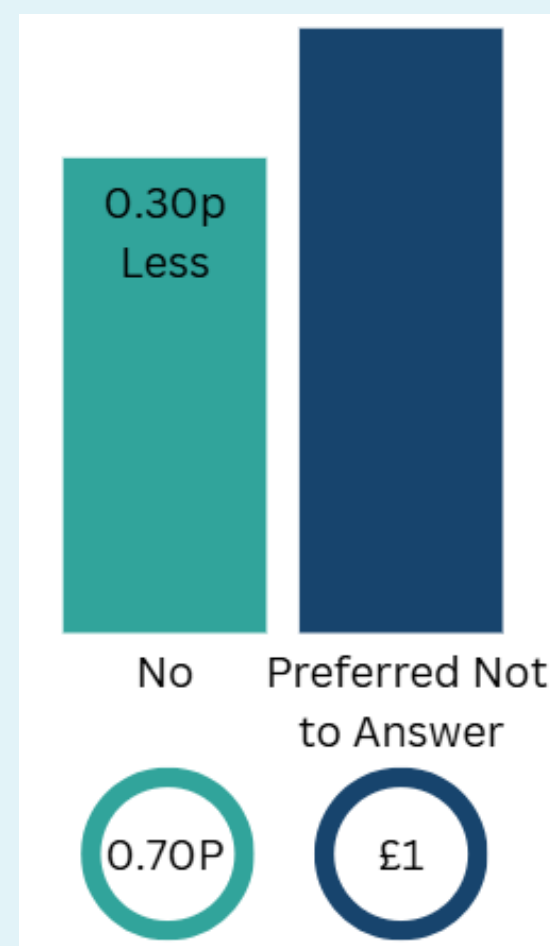
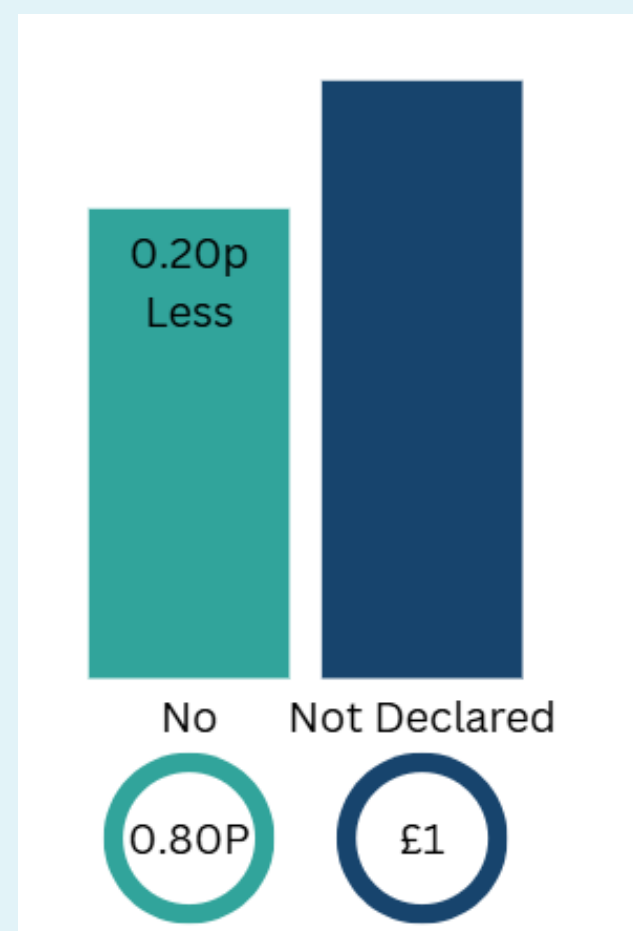
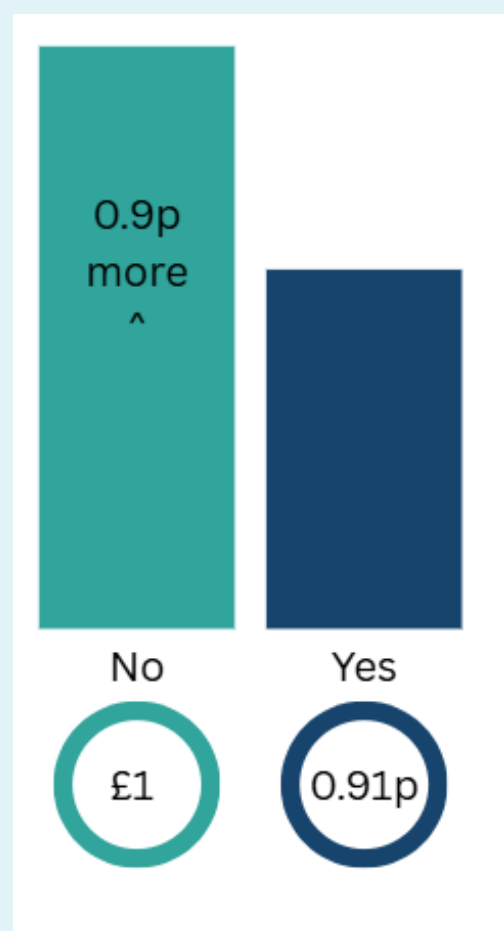
Disability Grouping	Mean Hourly Rate	Median Hourly Rate
No	£21	£22
Not Declared	£25	£26
Prefer Not to Answer	£28	£28
Unspecified	£28	£29
Yes	£20	£20

% Differences	Mean Hourly Rate	Median Hourly Rate
No - Yes	7%	9%
No – Not Declared	-18%	-20%
No – Prefer Not to Answer	-30%	-30%
No - Unspecified	-33%	-35%

As at 31 March 2025, 7% of the Trust’s workforce had declared a disability through ESR. The mean hourly pay for employees with a declared disability was £20 compared to £21 for non-disabled employees, resulting in a mean disability pay gap of 7%, while the median pay gap was 9%. Higher average pay is observed within “not declared” and “unspecified” groups; however, these categories may include a mix of disabled and non-disabled staff and are therefore not used as comparator groups in the pay gap calculation.

The percentage differences shown in the table reflect relatively small absolute differences in hourly pay when expressed in monetary terms. The mean hourly rate for employees with a declared disability is £20 compared to £21 for non-disabled employees, which equates to a difference of approximately £1 per hour and is presented as a 7% mean pay gap. Similarly, the median hourly rate difference of £2 (£20 compared to £22) is expressed as a 9% median pay gap.





The above info graphs demonstrate that the actual pay differences are measured in pounds and pence rather than large cash sums. This highlights that the disability pay gap at RJAH represents modest differences in hourly pay, rather than substantial monetary gaps, and should be interpreted in the context of overall pay structures, workforce composition, and distribution across roles and bands.

Due to this being the first Disability Pay Gap Report, there is no comparative data. This will be provided within the 2026 report.



### Staff Group Data

The below data shows the total amount of employees within each department who have declared a disability through ESR.

Count of Staff Group Staff Group 2025	
Add Prof Scientific and Technical	8
Additional Clinical Services	83
Administrative and Clerical	136
Allied Health Professionals	63
Estates and Ancillary	26
Medical and Dental	8
Nursing and Midwifery Registered	97
<b>Grand Total</b>	<b>421</b>
<b>% of declarations within a role requiring Professional Registration</b>	<b>42%</b>

Quartile	No	Not Declared	Prefer Not To Answer	Unspecified	Yes
1	410	9	3	24	39
2	405	9	2	38	32
3	405	15	1	30	35
4	378	10	3	73	22

A substantial portion of declared disability is within professionally registered roles, but **most declarations (58%) sit in roles not requiring professional registration** (based on the percentage provided). This staff group distribution matters because:

- The disability pay gap results for the Trust will be influenced by where declared disabled staff are concentrated across staff groups and pay structures.
- Here, declarations are concentrated in staff groups that often include a wide range of bands and pay points (e.g., Admin & Clerical; Nursing & Midwifery; Additional Clinical Services).

Throughout the year there has been a reduction in the number of employees declaring a disability through ESR. This may, in part, reflect staff turnover and leavers during the reporting period; however, the distribution of “not declared”, “prefer not to answer”, and “unspecified” records across all quartiles suggests that declaration behaviour and confidence in recording disability status may also be contributing factors. The EDI Team will undertake a deeper dive into this data to better understand the reasons for the reduction in declarations and to identify any actions required to support improved disclosure and data quality.

## Conclusion



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This report represents the Trust's first published Disability Pay Gap analysis. As at 31 March 2025, the Trust's workforce remained stable at 1,917 staff, with no material change from 2024. Over the reporting period, disability declaration has reduced across all pay quartiles, with a net decrease of 17 staff declaring a disability and a reduction of 32 staff recorded as non-disabled. This is further reflected in an increase of 49 records categorised as "unspecified", which may indicate reduced confidence in disclosure.

The analysis identifies a disability pay gap, with disabled staff earning on average 7% less on a mean hourly basis and 9% less on a median hourly basis when compared with non-disabled staff.

Taken together, the reduction in declaration and representation over the 12-month period highlights the need for targeted action to improve confidence in disability disclosure and to support progression, with the aim of reducing the disability pay gap over time.



## What are we doing?

It should be noted that this report is the first published set of Disability Pay Gap Data, taken on from data available on 31<sup>st</sup> March 2025. This year we will take the following steps to promote diversity and understanding barriers to promotion and recruitment for disabled and hidden disabilities colleagues:

→ To do this we will implement our One Team EDI Plan priorities:

- strengthen our staff networks to work more closely with the RJAH strategic needs and provide project support for engagement activity.
- with our Recruitment Team we will introduce clear guidance and requirements relating to inclusive recruitment
- develop a one-stop shop approach to accessing reasonable adjustments / Health Passport.
- creating an evidence base: To identify barriers to equality and to help us make priorities for action, we have introduced diversity monitoring to understand:
  - the disability and non-disabled of those applying for jobs and being recruited;
  - the disability and non-disabled of those applying for and getting promotions;
  - the disability and non-disabled of those leaving our organisation and their reasons for leaving;
  - the disability and non-disabled of those in each role and pay band; and
  - the disability and non-disabled of those formally involved in disciplinary, grievance and capability matters.
- discuss the findings from our disability pay gap alongside our equality's workforce analysis with our Disability Staff Network to get qualitative feedback on our organisation and the experience of our disabled and non-disabled employees, and to work collaboratively to develop initiatives to address issues identified.

## What is our focus?

- **Inclusive Recruitment:** Explore sharing interview questions in advance and expand interview question to improve standards of hire around inequality, competence and experience.
- **Learning and Development:** Develop a leadership programme embedding inclusion
- **Culture and Engagement:** Share Disability Pay Gap reports and action plans with staff networks.
- **Ways of Working:** To ensure all managers are aware of and utilising the Staff Health Passport, to provide a documented record of the individual needs, which would allow the staff member to function to their maximum capacity in a supportive environment, without prejudice or discrimination.

# Acronyms and Definitions

## Mean

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 disabled mean hourly wage and nondisabled mean hourly wage.

## Median

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median Disability Pay Gap is the difference between Disabled median hourly wage (the middle-paid disabled) and non-disabled median hourly wage (the middle paid non-disabled)

## Pay Gap

Difference in the average pay between two groups.

## Mean Gap

Difference between the mean hourly rate for disabled and non-disabled employees. Mean is the sum of the values divided by the number of values.

## Median Gap

Difference between the median hourly rate of pay for disabled and non-disabled employees.

## Mean bonus Gap

Difference between the mean bonus paid to disabled and non-disabled employees. Mean is the sum of the values divided by the number of values.

## Median Bonus gap

Difference between the median bonus pay paid to disabled and non-disabled employees. Median is the middle value in a sorted list of values. **Bonus Proportions** Proportions of disabled employees who were paid a bonus, and the proportions of non-disabled employees who were paid a bonus.

## Quartile Pay Bands

Proportions of disabled and non-disabled employees in the lower, lower middle, upper middle and upper quartile pay bands. Quartile is the value that divides a list of numbers into quartiles.

## Equal Pay

Being paid equally for the same/similar work.

## Disabled Pay

Disabled pay gap shows the differences in the average pay between disabled and non-disabled employees.