

**Royal Devon University Healthcare NHS  
Foundation Trust**

**Disability Pay Gap Report  
(2024)**

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## **1. INTRODUCTION**

Unlike Gender Pay Gap reporting, there is no requirement to report on, or submit Disability Pay Gap data under the Equality Act (2010).

From ESR data, staff with a disability represent 4.08% of total workforce population, whilst 25.3% do not have a disability status recorded. This is in contrast to 24.74% of respondents from the latest anonymous staff survey data who identify as having a disability<sup>2</sup>.

WDES also shows that there is underrepresentation of staff with disabilities at higher pay bands with the highest proportion of disabled staff falling within the lowest bands, particularly for clinical and Medical & Dental staff

According to Census 2021 data,

