

Disability Pay Gap Report 2023



Disability Pay Gap Summary Data

This report is based on information as of March 2022

Contents

Foreword	3
Terms explained	4
Disability pay gap summary and data	4
Breakdown of disability pay gap	6
Pay quartiles	9
Next steps	10

Foreword



London South Bank University (LSBU) is committed to promoting equality, diversity and inclusion in everything it does. The experiences of our disabled staff are very important to us and to demonstrate our commitment we have decided to voluntarily publish a Disability Pay Gap Report for the first time.

Our median disability pay gap (median) is 5.45%. We are pleased to say our gap is lower than the Higher Education average, which was 8.4% (median) in 2021/22. LSBU's disability pay gap is also lower than the pay gap reported by the Office for National Statistics (ONS) which was 13.8% (median).

At the time of this report, 8% of our staff had reported having a disability. According to figures reported by Advance HE this is a higher rate of declaration than the average of 6% of staff working in Higher Education Institutions (HEIs) who disclosed their disability in 2020/2021. However, we recognise more work is needed to increase the number of people who feel confident disclosing a disability.

The disability pay gap is as a valuable tool for assessing levels of equality in the workplace, disabled staff participation, and how effectively talent is being managed. We acknowledge that we need to do more to address barriers that disabled staff face at work, including to reach senior level positions in our institution. We will work hard over the next year to ensure that these and other issues identified in our first ever disability survey and focus groups, conducted this year, are addressed through a robust action plan.

Alex Bush
Group Chief People Officer
People and Organisational Development

Terms explained

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse gender and ethnicity pay gaps. The mean is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values. The median is calculated by ordering all of the values in a data set from lowest to highest, and identifying the middle value.

The disability pay gap is the percentage difference between the average pay of disabled and non-disabled staff across the whole workforce, using the mean and the median.

Disability pay gap summary and data

The report presents the Disability Pay Gap data for LSBU, using a snapshot of data from 31st March 2022. This is the first time that LSBU has reported on the disability pay gap and so we are unable to make comparisons to previous years.

Mean disability pay gap

Disabled	Hourly rate	Difference in pay	DPG%
Yes	£24.70	£1.07	4.38%
No	£25.54		

Median difference in hourly pay

Disabled	Hourly rate	Difference in pay	DPG%
Yes	£23.09	£1.26	5.45%
No	£24.34		

In reviewing the Disability Pay Gap data we can see that there is both a mean and median pay gap between those of who reported being disabled and non-disabled in favour of those who are not disabled. The mean and median pay gaps are relatively close, at 4.38% and 5.45%, respectively. However, this excludes data for about 16% of LSBU employees who have not shared whether they have a disability, which could have a statistically significant impact on the calculations. One important action will be a campaign to encourage more people to declare their disability status.

Group	Median Disability Pay Gap
LSBU Snapshot 2022	5.45%
Higher Education median (2021/22)	8.4%
ONS 2021 Census data	13.8%

Source: ONS Census 2021, Release date: 25 April 2022. and Advance HE Staff Statistical Report 2022

Although we do not have information from previous years at LSBU, we are able to compare the data externally with information published by other HEIs and ONS.

This table shows that the LSBUs median disability pay gap is considerably lower than the overall HEI average gap of 8.4% and compared to the gap published by ONS which is 13.8%.

Breakdown in disability pay gap data

Academic staff

Academic staff mean and median

Considered disabled	Mean hourly rate	Median hourly rate
Yes	£26.22	£25.72
No	£27.84	£27.14
Disability Pay Gap	6.17%	5.55%

We can see from the data that the disability pay gap for academic staff is higher than for all staff, with the mean gap being 6.17% compared to 4.38% for all LSBU staff and the median gap for academics being 5.55% compared to 5.45% for all staff. This gap is in line with the overall academic disability pay gap reported by Advance HE for academics, which is 6.4% (mean) and 5.4% (median).

Professional Services Group (PSG) staff

PSG mean and median

Considered disabled	Mean hourly rate	Median hourly rate
Yes	£21.58	£19.71
No	£23.05	£19.71
Disability Pay Gap	9.86%	0.00%

From looking the PSG data, we can see that the mean gap is 6.83% which is in line with the academic pay gap, and there is no median gap. This suggests that disabled employees within PSG are more evenly spread through the grades and pay quartiles, and that barriers to progression may be more significant for disabled academics.

Data by working patterns

Part-time mean and median

Considered disabled	Mean hourly rate	Median hourly rate
Yes	£21.78	£20.20
No	£23.93	£23.11
Disability Pay Gap	6.83%	14.40%

Analysis of the pay gaps by working pattern shows that there is a wider pay gap for part time staff compared to all staff, which may indicate that more disabled people work part time to help them to manage their disability. For full time staff the mean disability gap is much lower than for all staff, highlighting part-time employment as a key area for future actions. The median pay gap currently favours disabled employees, and should be monitored carefully in future years, given that this report looks at a single year of LSBU's data and includes a high non-disclosure rate.

Full-time mean and median

Considered disabled	Mean hourly rate	Median hourly rate
Yes	£25.71	£25.72
No	£26.02	£24.92
Disability Pay Gap	1.23%	-3.12%

Data by contract type

Fixed term contracts mean and median

Considered disabled	Average hourly rate	Median hourly rate
Yes	£20.49	£19.95
No	£21.92	£21.28
Disability Pay Gap	6.91%	6.63%

Permanent contracts mean and median

Considered disabled	Average hourly rate	Median hourly rate
Yes	£25.99	£25.72
No	£26.66	£25.72
Disability Pay Gap	2.19%	0.00%

Upon reviewing the data based on employee contract types we can see there is a significantly larger disability pay gap for staff that are on fixed term contract compared to people on permanent contracts. The mean pay gap for people on fixed term contracts is 6.19% compared to 2.19% for permanent contracts, and there is no median disability pay gap for permanent employees.

Further investigation is needed to identify how many disabled people might fall within more than one of the categories where there is a higher disability pay gap (academic, part-time, fixed-term), and the extent to which we might be creating barriers specific to disabled people with intersectional identities linked to other protected characteristics.

Pay quartiles

The table below shows the proportion of employees who have reported being disabled, not disabled or have opted to not disclose their disability status in each of four pay quartiles, where the Lower Quartile represents the lowest paid and Upper Quartile represents the highest paid.

Pay Quartiles	Considered disabled					
	No		Not known		Yes	
Quartile	%	Headcount	%	Headcount	%	Headcount
Upper	90%	383	2%	9	8%	34
Upper Mid	84%	360	10%	43	8%	33
Lower Mid	53%	228	39%	167	7%	32
Lower	77%	330	15%	66	7%	31
Total	76%	1301	16%	276	8%	130

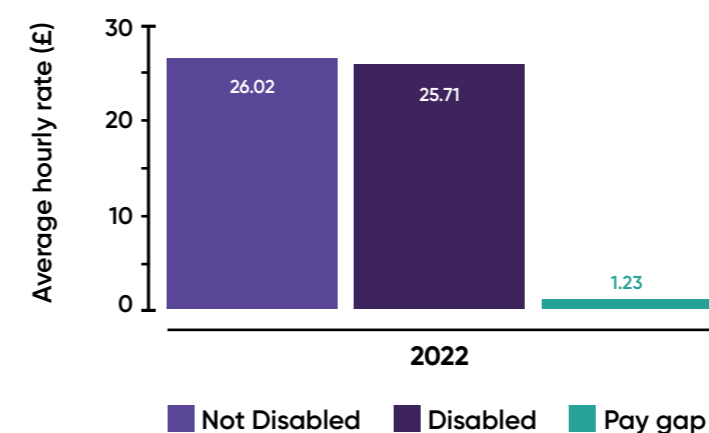
Analysis of the data by pay quartiles shows an even distribution of disabled staff through all quartiles, which is a positive outcome as disabled people are not over-represented in the lowest paid roles. This could suggest that the pay gap may be related to an equal pay issue within rather than across grades.

A full equal pay audit including analysis of pay within grades will be commissioned in the next year to provide more information about the causes of the disability and other equality pay gaps. In relation to the disability pay gap, an increased disclosure rate would also improve our understanding of the potential causes of the pay gap.

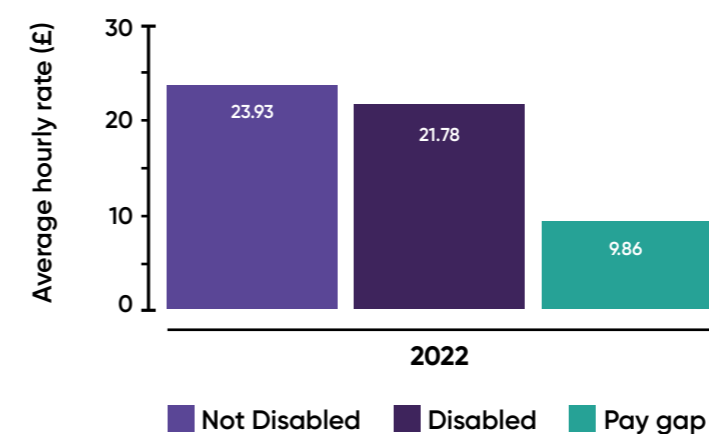
Next steps

- Run a campaign to increase the number of staff who declare their diversity data, including whether or not they have a disability, to improve our understanding of the disability pay gap.
- Conduct a full equal pay audit to improve our understanding of the causes of equality pay gaps and agree targeted actions with the EDI Steering Committee.
- Support delegates on the Calibre Leadership Programme to develop a 5-year career action plan to support progression and raise their public profile.
- Use the disability survey and focus groups conducted in 2022/23 to identify barriers that disabled staff have identified, e.g. improving the management of reasonable adjustments.

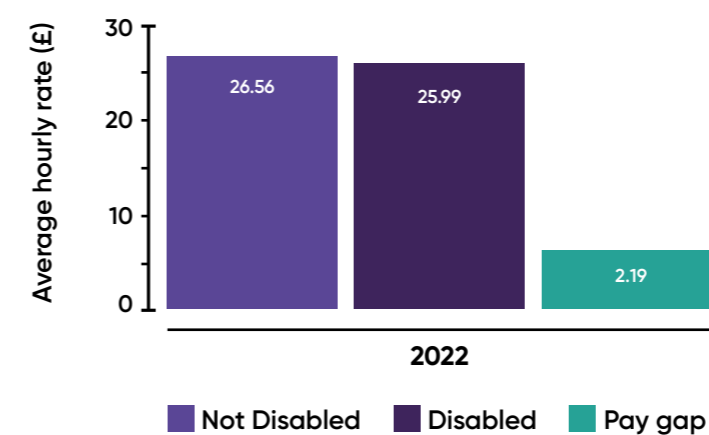
Mean disability pay gap full time staff



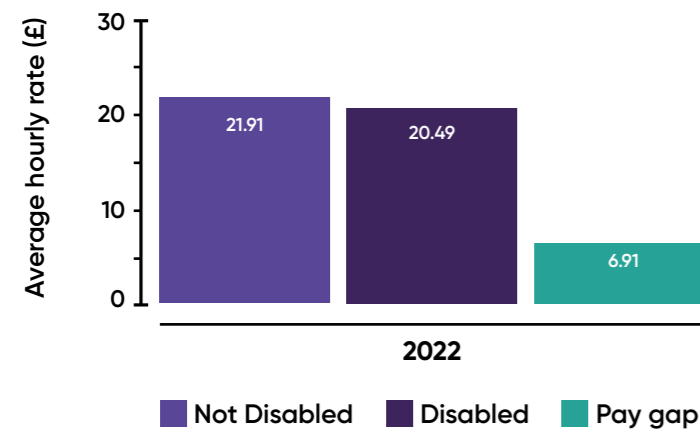
Mean disability pay gap part time staff



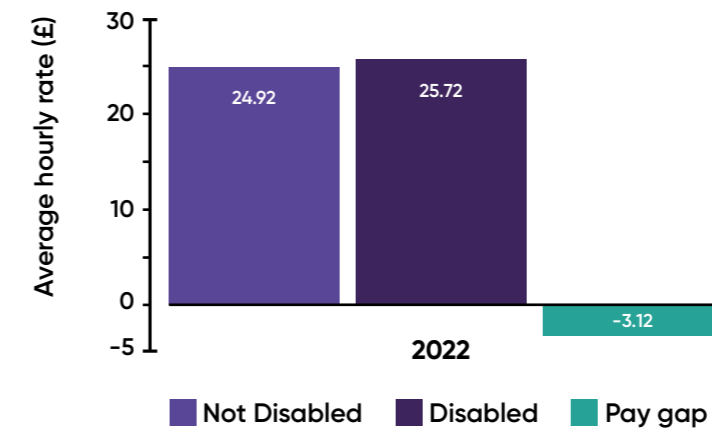
Mean disability pay gap permanent staff



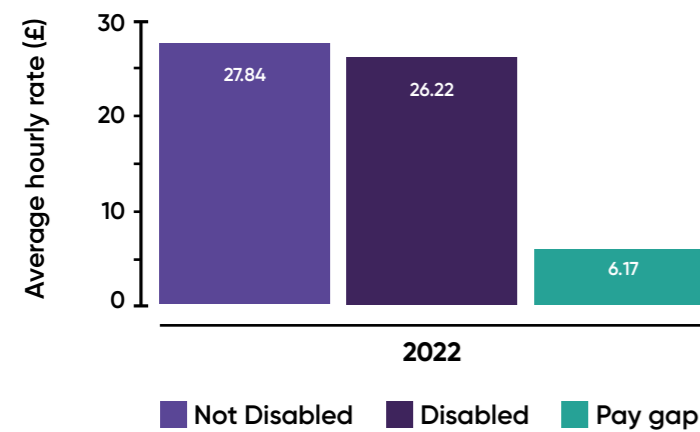
Mean disability pay gap FTC staff



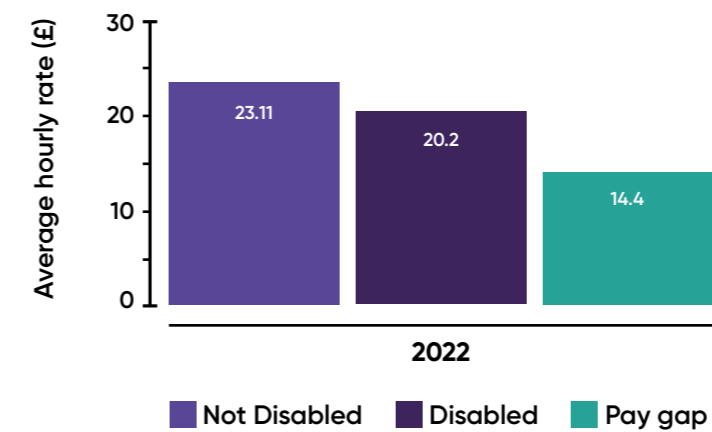
Median disability pay gap full time staff



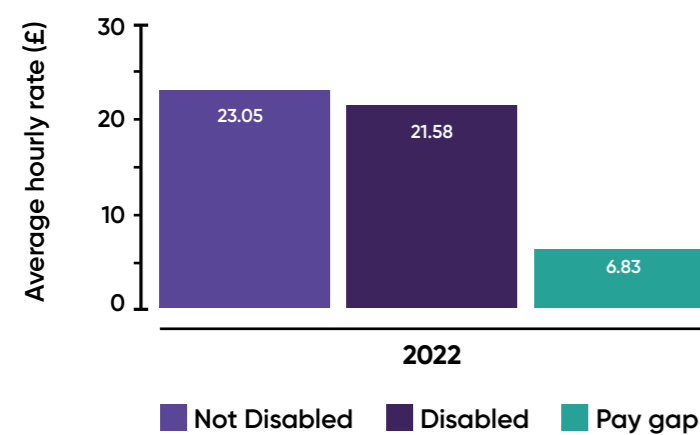
Mean disability pay gap academic staff



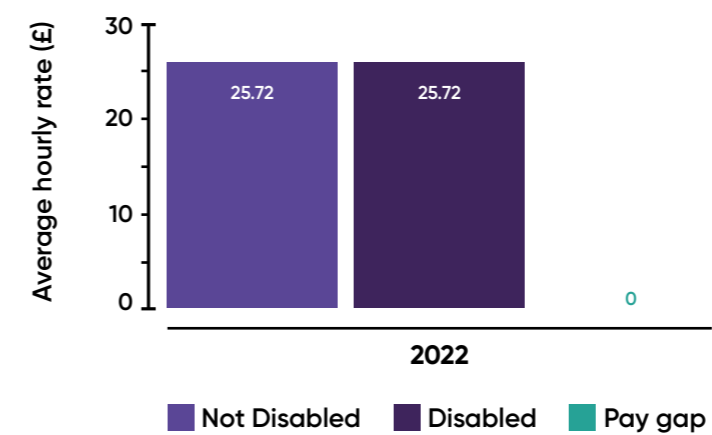
Median disability pay gap part time staff



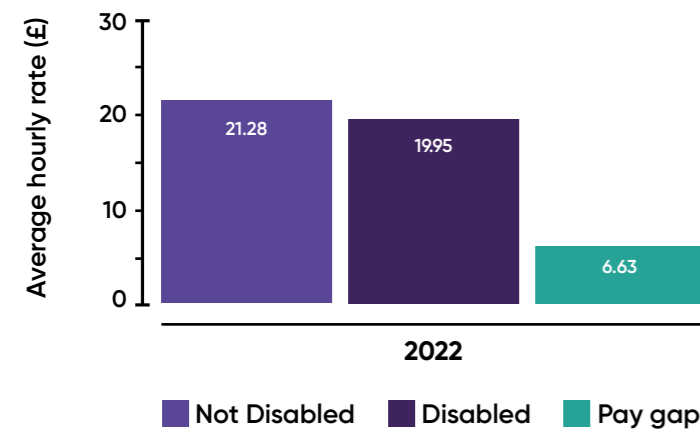
Mean disability pay gap support staff



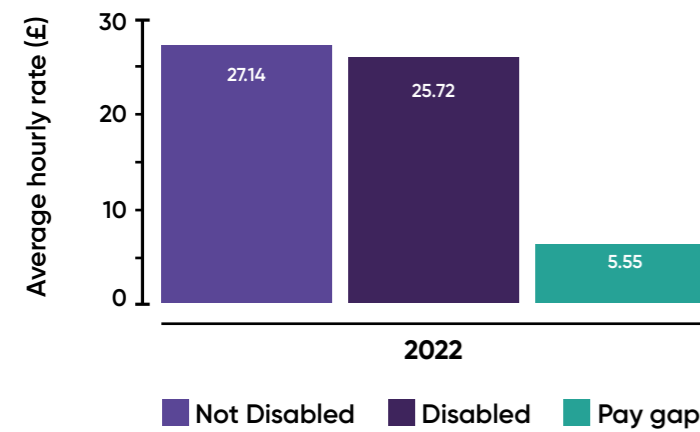
Median disability pay gap permanent staff



Median disability pay gap FTC staff



Median disability pay gap academic staff



Median disability pay gap support staff

