



Disability Pay Gap

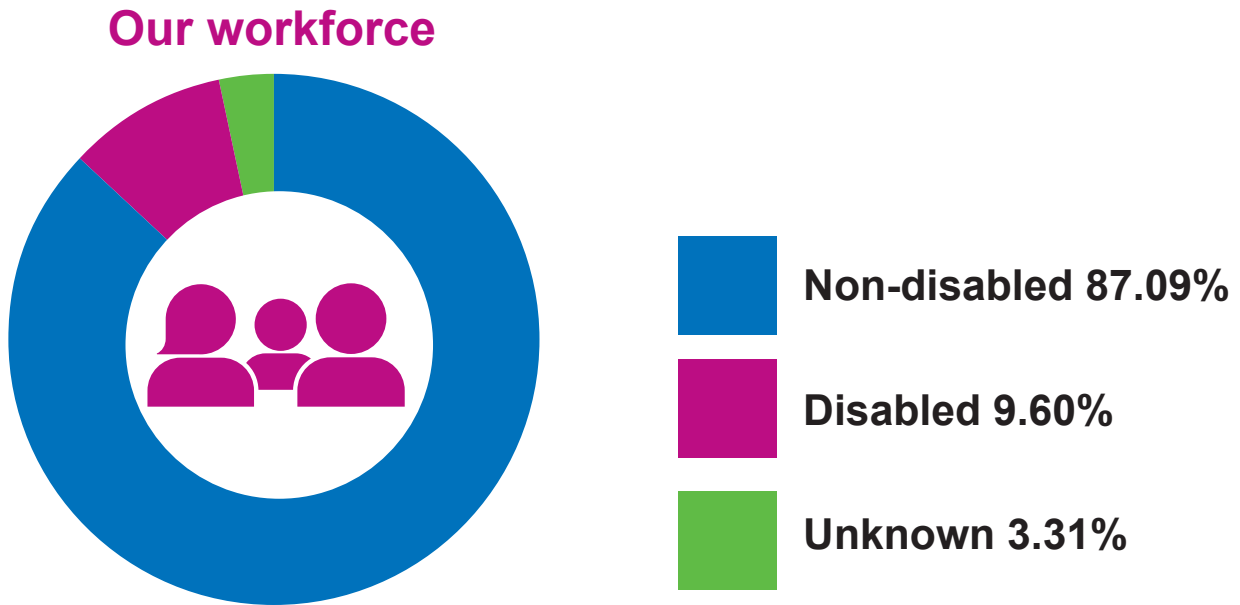
at 31 March 2025

This report sets out our disability pay gap as at 31 March 2025. Our full data is available on the Trust's website in line with our NHSE statutory responsibilities.

The disability pay gap is different from equal pay. Equal pay means that disabled and non-disabled employees receive equal pay for work of equal value. The disability pay gap refers to the overall picture of average pay of disabled and non-disabled employees.

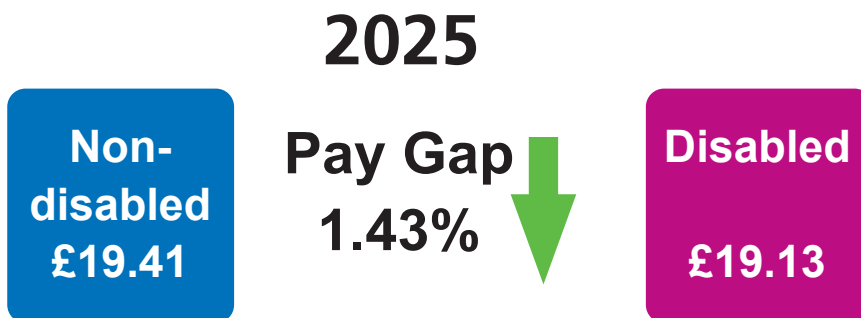
Workforce demographic

The Trust's workforce consists of 5,917 non-disabled staff, 661 disabled staff and 225 as 'Unknown/Unspecified'.



Mean average pay gap

Average hourly rate



This year our mean average pay gap has improved from 1.52% in 2024 to 1.43% in 2025. This difference in pay can be explained by the composition of our workforce with more disabled staff being employed in the lower grades in our organisation. Of the 625 staff with a disability that we employ, 433 (69.28%) are in Bands 2 – 5. However, the proportion of representation has increased from last year.

Median average pay gap

Median average hourly rate



The average median pay gap has declined from 1.52% to 1.65% in 2025. Again, this can be explained by the composition of our workforce where the largest proportion of disabled staff are in the lower pay grades.

* Mean is the average of all the data, median is the middle value of the set of data.

** Arrows indicate the direction of travel, compared with the previous reporting period; an arrow pointing upwards indicates a decline in the pay gap (a widening gap) and an arrow pointing downwards an improvement (moving towards parity) in our data.

*** The terminology relating to 'Bands' refers to the NHS Terms and Conditions of Service, which separates our roles into different pay grades. The bandings start at Band 2 and progress to Band 9.

Bonus payments

YAS does not make bonus payments. However, the national guidance states certain calculations must be included under this bracket (e.g. retention, cost of living payments etc) which we do pay.

Bonus payments consisted of retention payments only to 54 staff in Fleet and IT Services.

Mean average bonus

2024 (Baseline)

2025

Non-
disabled
£439.25

Non-
Disabled
£3,885.21

Disabled
£499.40

Disabled
£3,443.16

Gap
-13.70%

Gap
11.38%

Mean average bonus

Mean average bonus ethnicity pay gap

This shows the average bonus as a mean average. This calculation is showing the pay gap is in favour of non-disabled staff. This is purely as a result of the composition of our workforce and more non-disabled staff being disproportionately paid retention payments compared to disabled staff.

Median average bonus

2024 (Baseline)

2025

Non-
disabled
£500

Non-
disabled
£4,033.02

Disabled
£500

Disabled
£3,443.16

Gap
0%

Gap
11.38%

Median average bonus

Median average bonus disability pay gap

This reflects the median bonus disability pay gap, which is based on the midpoint of all bonus payments when ordered from highest to lowest. As the largest total retention payments were made to non disabled staff in Fleet and IT Services, the median point is weighted towards this group, resulting in a median bonus disability pay gap in favour of non-disabled staff. As only one disabled staff member received a bonus, the mean and median values for disabled staff are the same.

Proportion of bonus payment

2024 (Baseline)

2025

Disabled
24.80%

Disabled
0.32%

Non-disabled
26.6%

Non-disabled
0.86%

Gap
-8.27%

Gap
62.79%

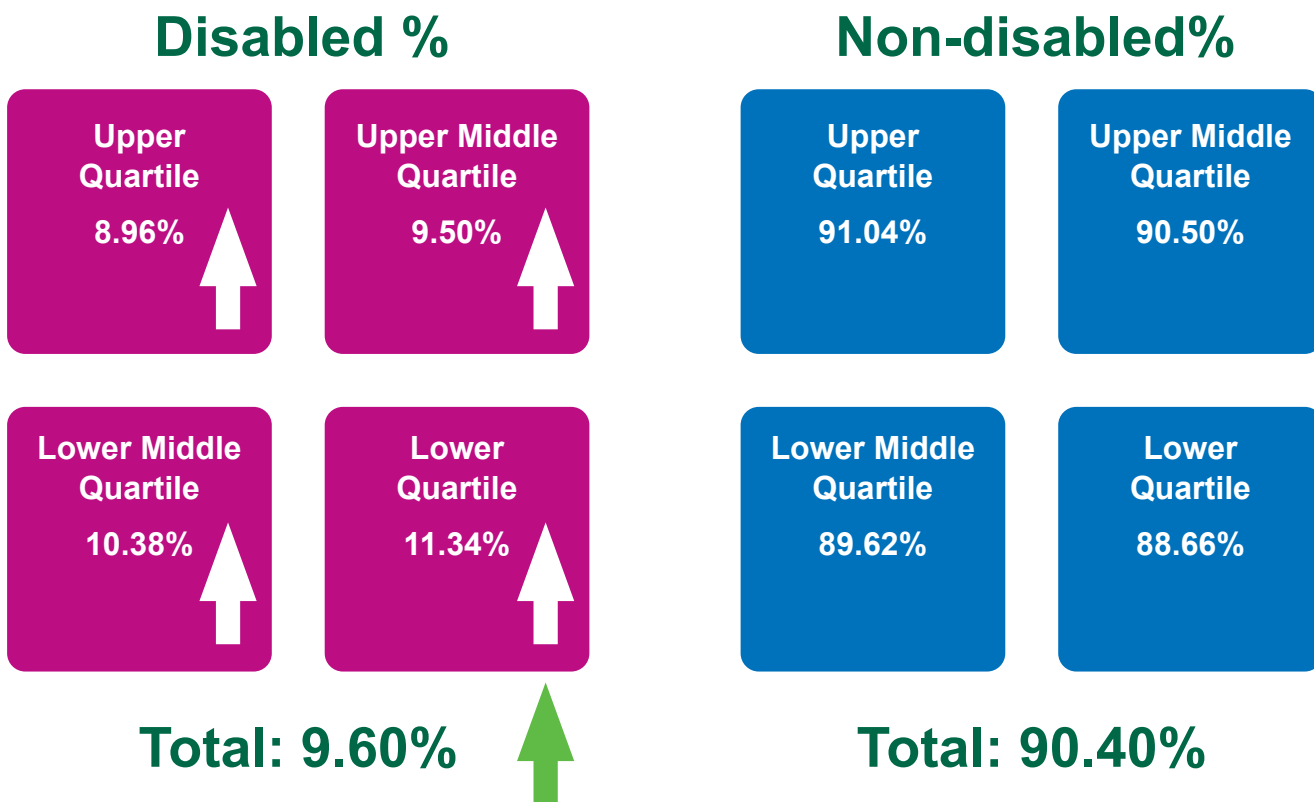
Proportion of bonus payments

Proportion of disabled and non-disabled staff receiving bonus payments

This shows the proportion of disabled and non-disabled staff receiving bonus payments. As there was only one disabled staff in Fleet/IT Services who received the retention bonus payment, therefore, the disability pay gap is in favour of non-disabled staff.

Proportion of disabled and non-disabled staff in each pay quartile

2025



This section shows our workforce in terms of the proportion of disabled and non-disabled staff split into four quarters from the highest to the lowest paid. The 'Upper Quartile' is the top 25% of the highest paid of our workforce and the 'Lower Quartile' is the lowest paid 25%. The arrows represent whether this percentage has increased (arrow pointing up) or decreased (arrow pointing down) when compared with last year's data.

The proportion of disabled staff has increased across all four pay quartiles, indicating a positive shift in representation throughout the organisation. This improvement suggests that disabled staff are now more evenly distributed across different pay levels, rather than being concentrated in the lower quartiles. Such progress reflects the impact of ongoing inclusion efforts and may signal improved access to progression opportunities, greater career development support, and a more inclusive organisational culture that enables disabled staff to advance into higher banded roles.

*Pay quarters show the percentage of disabled and non-disabled employees in four equal-sized groups based on their hourly pay and give an indication of the representation of disabled staff at different levels of the organisation.

Improvement plan

For 2025's results, despite our mean gap improving, our three-year Equality, Diversity and Inclusion Action Plan not only aims to continue our efforts to reduce this further, but to also advance disability equality more generally. We will continue to work with our Equality Support Networks and system partners to learn from best practice, with the aim of reducing the gap across our organisation and beyond. Work is ongoing to consult with our staff on further support to progress their careers, understand any barriers they face and create an inclusive and thriving environment where staff progress.

Our three-year action plan focuses on three key themes aligned to the Disability Support Network, these include:

- Inclusive recruitment review
- Workplace adjustments
- Inclusive policies/guidance



Inclusive recruitment review

Review and strengthen recruitment and selection processes to ensure fair, consistent, and inclusive decision making at every stage. This includes reducing bias in shortlisting and interviews, improving accessibility, and ensuring all applicants, particularly disabled candidates, have equitable opportunities to succeed and progress into higher banded roles.

Workplace adjustments

Strengthen the organisation's approach to workplace adjustments by ensuring disabled staff have timely access to the tools, flexibility, and resources they need to carry out their roles effectively. This includes providing appropriate equipment, flexible working options, tailored duties, and technology based solutions that remove barriers to full participation. Prioritising proactive and high quality adjustments will support wellbeing, improve retention, and enable disabled staff to progress into higher banded roles, helping to reduce the disability pay gap by preventing disadvantage linked to unmet workplace needs.

Inclusive policies/guidance

Develop and implement a comprehensive Workplace Adjustment Policy and Neurodiversity Guidance to ensure managers and colleagues have clear, consistent processes for identifying, agreeing, and implementing adjustments. These resources will build organisational understanding of disability and neurodiversity, challenge stereotypes, and reduce bias in recruitment, promotion, performance assessment, and everyday decision making. Strengthening policy and guidance in this area will help create fairer pathways for disabled staff to progress, ensuring equitable access to development, training and retention linked payments, and contributing to a long term reduction in the disability pay gap.

Our progress towards equality and equity will continue to be monitored via our Diversity and Inclusion Steering Group, chaired by the Director of People and Organisational Development.