



Transport for London Disability Pay Gap Report 2023

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1. About this report

1.1. Purpose

- 1.1.1. The Mayor's manifesto contained a commitment to publish a disability pay audit for the Greater London Authority (GLA) and its functional bodies including TfL, with a requirement that work should be undertaken to narrow any gaps identified.
- 1.1.2. In addition to producing this Disability Pay Gap Report, we undertake pay disparity analysis following any organisational restructuring that enables us to identify any pay anomalies at a functional level and create plans to address these.

1.2. What is the disability pay gap?

- 1.2.1. The disability pay gap is an equality measure that shows the difference in average earnings across all jobs between non disabled and disabled employed by the same employer.
- 1.2.2. The disability pay gap does not show difference in pay for comparable jobs as in 'equal pay'.

1.3. How is the disability pay gap measured?

- 1.3.1. The disability pay gap has been measured using the same criteria as stipulated for the gender pay gap calculations in the Regulations.

As such the following six metrics are published in this report:

- The difference between the mean hourly rate of pay of non disabled full-pay relevant employees and that of disabled full-pay relevant employees
 - The difference between the median hourly rate of pay of non disabled full-pay relevant employees and that of disabled full-pay relevant employees
 - The difference between the mean bonus paid to non disabled relevant employees and that of disabled relevant employees
 - The difference between the median bonus paid to non disabled relevant employees and that of disabled relevant employees
 - The proportion of non disabled and disabled relevant employees who were paid bonus pay
 - The proportion of non disabled and disabled relevant employees in the lower, lower middle, upper middle and upper quartile payband
- 1.3.2. In addition to the regulatory requirements, the Mayor requires the GLA and other functional bodies to produce a wider set of data.

1.3.3. The additional metrics are:

- The difference in the mean hourly rate of pay for part-time and full-time full-pay relevant employees by disability status
- The difference in the median hourly rate of pay for part-time and full-time full-pay relevant employees by disability status
- The difference between the mean hourly rate of pay of full-pay relevant non disabled and that of full-pay relevant disabled employees by grade
- The difference between the median hourly rate of pay of full-pay relevant non disabled and that of full-pay relevant disabled employees by grade
- The number of full-pay relevant non disabled and disabled employees in equally sized salary groups based on the spread of pay
- The number of full-pay relevant non disabled and disabled employees in £10k salary bands

1.4. About TfL

1.4.1. TfL is a statutory corporation regulated under local government finance rules. We are governed by the Greater London Authority Act and have three main subsidiary companies incorporated under the Companies Act 2006.¹

1.4.2. Our subsidiary companies are:

- London Transport Insurance (Guernsey) Limited
- TfL Trustee Company Limited
- Transport Trading Limited (Transport Trading Limited also has a number of subsidiary companies)

1.4.3. TfL discharges its public functions through its subsidiaries, we are a public sector organisation and the subsidiary companies are private limited companies or a registered charity (London Transport Museum).

1.4.4. This report will contain data relating to the public sector snapshot date of 31 March.

1.4.5. TfL is an organisation that provides a world-class transport network and we want to be an employer of choice for Londoners. We aim to have a workforce that is as diverse as the city we serve, led by inclusive leaders.

¹ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/corporate-governance/subsidiary-companies>

1.5. Methodology

- 1.5.1. TfL will report disability pay gap data on a consolidated TfL view as well as a breakdown by operational and non-operational staff.
- 1.5.2. The presentation of the data in this report is therefore set out according to the following population groups:
 - Consolidated TfL view
 - Non-operational roles
 - Operational roles
- 1.5.3. The consolidated TfL view covers all employees of the parent company including both operational and non-operational roles.
- 1.5.4. Non-operational roles do not have a fixed rate for the role. Within this group employees' pay is more flexible, with room for rewarding individual contribution and skills, and there is potentially more scope for inequity between different groups of employees.
- 1.5.5. Operational roles include those on 'spot rate' or 'fixed rate' roles as part of the operational staff pay structure, for example, Station Supervisor, Train Operator, Track Operative, Dial a Ride driver, Bus Station Controller, Pier Controller. By definition this is the same rate of pay for the role irrespective of disability therefore no differentials exist within each job.
- 1.5.6. In instances where individuals could be identified as part of the payband grouping (less than 5 employees) we have combined pay grades to retain anonymity.
- 1.5.7. 'Employee' includes all permanent and fixed-term employees with a contract of employment with TfL or one of its subsidiary companies. This also includes Board and Committee members who receive an hourly or annual fee for their work at TfL.
- 1.5.8. A 'full-pay relevant employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period. Full-pay relevant employees are included in all disability pay gap calculations.
- 1.5.9. A 'relevant employee' is any employee employed on the snapshot date of a given year. These employees do not receive their usual full basic pay during the relevant pay period, for example, employees on long-term leave or receiving unpaid leave in the period, so are excluded from these figures but are included for the purpose of the bonus pay gap calculations.
- 1.5.10. 'Hourly pay' is calculated by taking basic pay, allowances, shift premium and any bonus earned in the snapshot period and dividing this by the actual number hours of worked in that period. Gross amounts after any salary sacrifice are used.
- 1.5.11. 'Annual basic pay' takes the full-time equivalent annual salary of all full-pay relevant employees and does not include allowances or bonuses. This also includes Board and Committee members who receive an annual fee for their work at TfL which reflects the lower number of hours worked over the year.

- 1.5.12. 'Bonus' includes individual performance related pay, recognition scheme vouchers, long service awards and other one-off bonus payments such as retention bonuses.
- 1.5.13. Bonuses received and attributable to the relevant pay period in which the snapshot date falls are included in the hourly pay calculations. Bonuses paid in the 12 months prior to the relevant snapshot date are included in the bonus figures.
- 1.5.14. TfL awards individual performance related pay in the form of non-consolidated performance awards for our employees in payband 4 and above (senior management). Certain segments of our non-operational payband 2 and 3 employees also participate in an individual performance related pay framework that uses non-consolidated performance awards.
- 1.5.15. 'Mean' is the average value of all figures within the data set.
- 1.5.16. 'Median' is the middle value of all figures in the data set.
- 1.5.17. All percentage pay gaps are expressed as disabled pay as a percentage of non disabled pay using the following calculation:

$$\frac{(\text{non disabled hourly rate} - \text{disabled hourly rate}) \times 100}{\text{non disabled hourly rate}}$$

- 1.5.18. A positive percentage indicates non disabled employees are paid more than disabled employees and a negative percentage means disabled employees are paid more than non disabled employees.
- 1.5.19. 'Salary groups' also include the annual salaries or fees of Board and Committee members as well as apprentices. The inclusion of this population differs to the reporting requirements for ratios under Local Government Transparency Code 2015, and therefore explains the different figures reported in the Annual Report and statement of Accounts.
- 1.5.20. We already publish the names and salaries of employees earning over £150,000 in the Annual Report and Accounts therefore only numbers below this threshold have been redacted.
- 1.5.21. Please note some records have been redacted where there are less than 5 employees to retain an individual's privacy under Data Protection Legislation. These are shown with the following symbol: <5.

2. Summary

2.1. The table below shows the consolidated TfL median and mean hourly disability pay gap and bonus gap in line with the public sector snapshot date of 31 March 2023.

Table 1 – Summary of consolidated TfL disability pay and bonus gaps

	2023	
	Hourly pay	Bonus
Median	5.2%	0.0%
Mean	2.4%	-11.5%

2.2. Our mean disability pay gap has decreased from 3.1 per cent in 2022, but our median disability pay gap has increased from 2.9 per cent in 2022.

2.3. The table below summarises the median and mean hourly pay gap for each of TfL's groups as detailed in the relevant sections of this report.

Table 2 – Summary of all disability pay gaps

	Median % pay gap	Mean % pay gap
Consolidated TfL	5.2%	2.4%
Non-operational	4.3%	3.8%
Operational	11.4%	4.4%

Table 3 – Proportion of disability in each non-operational payband 2023

	2022 proportion of disabled	2023 proportion of disabled	Percentage point change
Director	5.6%	10.5%	4.9%
Band 5	2.0%	5.8%	3.9%
Band 4	5.7%	5.5%	-0.3%
Band 3	5.8%	5.7%	-0.1%
Band 2	5.6%	6.2%	0.7%
Band 1	9.9%	10.4%	1.1%
Graduates	9.7%	7.5%	-2.2%
Apprentices	4.6%	5.3%	0.4%

2.4. Our mean pay gap has reduced from 3.1 per cent in 2022 to 2.4 per cent for this year. Our median pay gap has increased from 2.9 per cent in 2022 to 5.2 per cent this year, due to an increase in declaration rates particularly amongst our most senior roles (Band 5 and Directors).

2.5. Although we have seen an increase in declaration rates across all of our operational roles, our largest proportion of disabled employees continues to be within the customer service assistant population.

2.6. Despite an increase in declaration rates since 2022, our overall disability declaration rates remain comparatively low, and may not therefore be a true representation of the diversity of our employees.

2.7. The figures below show the proportion of non disabled and disabled receiving a bonus.

Figure 1 – Summary of consolidated TfL proportion of non disabled and disabled receiving a bonus

	Proportion receiving a bonus
Non disabled	43.9%
Disabled	37.2%

2.8. The table below shows the distribution of non disabled and disabled employees across TfL in four equally sized quartiles.

Table 4 – Summary of consolidated TfL pay quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Non Disabled	93.8%	95.1%	96.2%	94.6%
Disabled	6.2%	4.9%	3.8%	5.4%

We confirm that the data included in this report is accurate.



Andy Lord, Commissioner



Fiona Brunskill, Chief People Officer

1. Consolidated TfL view

The following tables show the disability pay gap figures for all 25,939 TfL employees as at the 31 March 2023 snapshot date.

The overall disability split is 61.9 per cent non disabled, 3.3 per cent disabled and 34.8 per cent undeclared.

The difference in pay gap between the annual pay rates and the hourly pay rates is a reflection of the allowances and bonus that need to be incorporated under the hourly rates which does not necessarily give an accurate picture of the pay gap.

The difference between the median and mean pay gaps within TfL reflects the different nature of the distribution of disabled and non disabled pay within TfL.

3.1. Annual pay rates

The table below shows the median and mean comparison between the annual basic salary for full-pay relevant non disabled and disabled employees.

Table 5 – Consolidated TfL overall annual pay rates

	Non disabled	Disabled	% pay gap
Median Annual Salary	£56,338	£51,936	7.8%
Mean Annual Salary	£54,833	£53,211	3.0%

3.2. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled.

Table 6 – Consolidated TfL overall hourly pay rates

	Non disabled	Disabled	% Pay Gap
Median Hourly Pay	£30.75	£29.15	5.2%
Mean Hourly Pay	£30.27	£29.55	2.4%

3.3. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled split out between full-time and part-time.

Table 7 – Consolidated TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
Non disabled	£31.14	£22.57	£30.54	£26.49
Disabled	£29.62	£21.45	£29.95	£24.50
Pay Gap	4.9%	4.9%	1.9%	7.5%

3.4. Single figure bonus pay gap*

The table below shows the median and mean comparison between the bonuses paid to all relevant non disabled and disabled.

Table 8 – Consolidated TfL single figure bonus pay gap

	Bonus Non Disabled	Bonus Disabled	Bonus % Pay Gap
Median	£30.00	£30.00	0.0%
Mean	£64.71	£72.15	-11.5%

* Bonus includes individual performance-related payments (performance awards), Make a Difference recognition scheme vouchers, long-service awards and other one-off bonus payments that employees may have been awarded during the course of the year.

3.5. Proportion of employees receiving bonuses

The table below shows the proportion of relevant non disabled and disabled receiving bonuses.

Table 9 – Consolidated TfL proportion of employees receiving bonuses

	Non Disabled	Disabled
Proportion of Employees receiving bonus	43.9%	37.2%

3.6. Disability pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled split out by payband.

Table 10 – Consolidated TfL median disability pay gap by payband

	Non Disabled		Disabled		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Director	£102.50	34	-	4	-
Band 5	£60.23	163	£55.01	10	8.7%
Band 4	£43.26	822	£43.40	48	-0.3%
Band 3	£32.89	3,201	£33.48	193	-1.8%
Band 2	£28.22	3,388	£24.44	223	13.4%
Band 1	£17.12	558	£17.11	65	0.1%
Graduates	£16.43	135	£16.43	11	0.0%
Apprentices	£13.75	302	£12.82	17	6.8%
Managers	£35.64	14	-	0	-
Supervisors	£28.44	872	£25.56	45	10.1%
Operational	£28.83	6,139	£22.67	226	21.4%

Table 11 – Consolidated TfL mean disability pay gap by payband

	Non Disabled		Disabled		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Director	£111.47	34	-	4	-
Band 5	£61.79	163	£57.80	10	6.5%
Band 4	£44.50	822	£44.80	48	-0.7%
Band 3	£33.81	3,201	£34.83	193	-3.0%
Band 2	£29.63	3,388	£27.93	223	5.7%
Band 1	£18.98	558	£18.59	65	2.0%
Graduates	£16.64	135	£16.51	11	0.8%
Apprentices	£13.78	302	£13.42	17	2.6%
Managers	£36.30	14	-	0	-
Supervisors	£28.25	872	£28.07	45	0.7%
Operational	£27.99	6,139	£26.54	226	5.2%

3.7. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant non disabled and disabled in each of the pay quartiles.

Table 12 – Consolidated TfL median distribution by quartiles

	Non Disabled		Disabled		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.42	94.6%	£40.68	5.4%	-3.2%
Upper middle	£33.25	96.2%	£33.25	3.8%	0.0%
Lower middle	£27.71	95.1%	£27.06	4.9%	2.4%
Lower	£20.26	93.8%	£20.26	6.2%	0.0%

Table 13 – Consolidated TfL mean distribution by quartiles

	Non Disabled		Disabled		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£42.15	94.6%	£42.86	5.4%	-1.7%
Upper middle	£33.47	96.2%	£33.39	3.8%	0.3%
Lower middle	£27.33	95.1%	£27.03	4.9%	1.1%
Lower	£19.40	93.8%	£19.05	6.2%	1.8%

3.8. Distribution by salary groups

The table below shows the distribution of full-pay relevant non disabled and disabled in each of the equally sized salary groups based on the spread of pay.

Table 14 – Consolidated TfL distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£20,200 - £91,401	£91,402 - £162,602	£162,603 - £233,803	£233,804 - £305,000
Non Disabled	15,251	353	18	6
Disabled	813	28	1	0

The difference between the lowest and highest salary is £284,800. When divided equally this represents a £71,200 range per salary group.

3.9. Distribution by deciles

The table below shows the distribution of full-pay relevant non disabled and disabled in £10,000 salary bands.

Table 15 – Consolidated TfL distribution by deciles

Decile	Non-Disabled	Disabled
£10k - £20k		
£20k - £30k	707	51
£30k - £40k	3628	229
£40k - £50k	1865	120
£50k - £60k	2893	131
£60k - £70k	4370	178
£70k - £80k	1288	73
£80k - £90k	456	28
£90k - £100k	224	21
£100k - £110k	49	<5
£110k - £120k	53	<5
£120k - £130k	13	
£130k - £140k	23	<5
£140k - £150k	6	<5
£150k - £160k	6	<5
£160k - £170k	<5	<5
£170k - £180k	<5	
£180k - £190k	10	
£200k - £210k	<5	
£220k - £230k	<5	
£230k - £240k	<5	
£280k - £290k	<5	
£300k - £310k	<5	

4. Non-operational roles

The following tables show the disability pay gap figures for the 12,786 employees in non-operational roles as at the 31 March 2023 snapshot date.

Non-operational roles do not have a fixed rate for the role. Example roles are within human resources, finance, engineering, property development and customer contact centres.

The overall disability split is 69.2 per cent non disabled, 4.5 per cent disabled and 26.2 per cent undeclared.

3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled.

Table 16 – Non-operational overall hourly pay rates

	Hourly pay non disabled	Hourly pay disabled	Hourly pay % pay gap
Median	£31.68	£30.32	4.3%
Mean	£32.09	£30.86	3.8%

3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled split out between full-time and part-time.

Table 17 – Non-operational hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Non Disabled	£31.77	£29.58	£32.18	£29.76
Disabled	£30.43	£26.96	£31.15	£25.86
Pay gap	4.2%	8.9%	3.2%	13.1%

3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant non disabled and disabled.

Table 18 – Non-operational single figure bonus pay gap

	Bonus Non Disabled	Bonus Disabled	Bonus % pay gap
Median	£30.00	£45.00	-50.0%
Mean	£67.29	£72.35	-7.5%

3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant non disabled and disabled receiving bonuses.

Table 19 – Non-operational proportion of employees receiving bonuses

	Non Disabled	Disabled
Proportion of employees receiving bonus	46.2%	43.6%

3.5. Disability pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled split out by payband.

Table 20 – Non-operational median disability pay gap by payband

	Non Disabled		Disabled		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Director	£102.50	34	£79.98	4	22.0%
Band 5	£60.23	163	£55.01	10	8.7%
Band 4	£43.26	822	£43.40	48	-0.3%
Band 3	£32.89	3,201	£33.48	193	-1.8%
Band 2	£28.22	3,388	£24.44	223	13.4%
Band 1	£17.12	558	£17.11	65	0.1%
Graduates	£16.43	135	£16.43	11	0.0%
Apprentices	£13.75	302	£12.82	17	6.8%

Table 21 – Non-operational mean disability pay gap by payband

	Non Disabled		Disabled		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Director	£111.47	34	£80.90	4	27.4%
Band 5	£61.79	163	£57.80	10	6.5%
Band 4	£44.50	822	£44.80	48	-0.7%
Band 3	£33.81	3,201	£34.83	193	-3.0%
Band 2	£29.63	3,388	£27.93	223	5.7%
Band 1	£18.98	558	£18.59	65	2.0%
Graduates	£16.64	135	£16.51	11	0.8%
Apprentices	£13.78	302	£13.42	17	2.6%

3.6. Distribution by quartiles

The tables below show the distribution of full-pay relevant non disabled and disabled in each of the pay quartiles.

Table 22 – Non-operational median distribution by quartiles

	Non Disabled		Disabled		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£40.43	94.2%	£41.07	5.8%	-1.6%
Upper middle	£33.07	94.8%	£32.85	5.2%	0.6%
Lower middle	£28.13	94.0%	£27.29	6.0%	3.0%
Lower	£19.10	92.0%	£19.16	8.0%	-0.3%

Table 23 – Non-operational mean distribution by quartiles

	Non Disabled		Disabled		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£43.15	94.2%	£43.54	5.8%	-0.9%
Upper middle	£33.08	94.8%	£32.92	5.2%	0.5%
Lower middle	£27.50	94.0%	£26.97	6.0%	1.9%
Lower	£18.29	92.0%	£18.35	8.0%	-0.3%

3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant non disabled and disabled in each of the equally sized salary groups based on the spread of pay.

Table 24 – Non-operational distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£20,200 - £91,401	£91,402 - £162,602	£162,603 - £233,803	£233,804 - £305,000
Non Disabled	8,226	353	18	6
Disabled	542	28	1	0

The difference between the lowest and highest salary is £284,800. When divided equally this represents a £71,200 range per salary group.

3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant non disabled and disabled in £10,000 salary bands.

Table 25 – Non-operational distribution by deciles

Decile	Non Disabled	Disabled
£10k - £20k	0	0
£20k - £30k	527	37
£30k - £40k	1449	127
£40k - £50k	956	84
£50k - £60k	1880	99
£60k - £70k	1766	96
£70k - £80k	1176	69
£80k - £90k	428	27
£90k - £100k	224	21
£100k - £110k	49	<5
£110k - £120k	53	<5
£120k - £130k	13	0
£130k - £140k	23	<5
£140k - £150k	6	<5
£150k - £160k	6	<5
£160k - £170k	<5	<5
£170k - £180k	<5	
£180k - £190k	10	
£200k - £210k	<5	
£220k - £230k	<5	
£230k - £240k	<5	
£280k - £290k	<5	
£300k - £310k	<5	

5. Operational roles

The following tables show the disability pay gap figures for the 13,153 employees in operational roles as at the 31 March 2023 snapshot date.

Operational roles include those of 'spot rate' or 'fixed rate' roles as part of the operational staff pay structure, for example, Station Supervisor, Train Operator, Customer Service Assistant, Track Operative, Dial a Ride Driver, Bus Station Controller, Pier Controller.

The overall disability split is 54.8 per cent non disabled, 2.1 per cent disabled and 43.1 per cent undeclared.

The median bonus figure reflects the value of the recognition awards paid.

5.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled.

Table 26 – Operational overall hourly pay rates

	Hourly pay non disabled	Hourly pay disabled	Hourly pay % pay gap
Median	£28.83	£25.56	11.4%
Mean	£28.04	£26.79	4.4%

5.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled split out between full-time and part-time.

Table 27 – Operational hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Non Disabled	£29.66	£21.33	£28.39	£25.02
Disabled	£25.56	£21.33	£27.26	£23.14
Pay gap	13.8%	0.0%	4.0%	7.5%

5.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant non disabled and disabled.

Table 28 – Operational single figure bonus pay gap

	Bonus Non Disabled	Bonus Disabled	Performance bonus % pay gap
Median	£30.00	£30.00	0.0%
Mean	£60.02	£71.67	-19.4%

5.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant non disabled and disabled receiving bonuses.

Table 29 – Operational proportion of employees receiving bonuses

	Non Disabled	Disabled
Proportion of employees receiving bonus	39.0%	29.4%

5.5. Disability pay gap by employee group

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant non disabled and disabled split out by employee group.

Table 30 – Operational median disability pay gap by employee group

	Non Disabled		Disabled		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Operational	£28.83	6,139	£22.67	226	21.4%
Supervisors	£28.44	872	£25.56	45	10.1%
Managers	£35.64	14	-	0	-

Table 31 – Operational mean disability pay gap by employee group

	Non Disabled		Disabled		Hourly pay % pay gap
	Hourly pay men mean	No of employees	Hourly pay women mean	No of employees	
Operational	£27.99	6,139	£26.54	226	5.2%
Supervisors	£28.25	872	£28.07	45	0.7%
Managers	£36.30	14	-	0	-

5.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant non disabled and disabled in each of the pay quartiles.

Table 32 – Operational median distribution by quartiles

	Non Disabled		Disabled		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£36.50	96.5%	£36.50	3.5%	0.0%
Upper middle	£33.25	97.1%	£33.44	2.9%	-0.6%
Lower middle	£26.79	96.5%	£25.83	3.5%	3.6%
Lower	£21.33	95.2%	£20.69	4.8%	3.0%

Table 33 – Operational mean distribution by quartiles

	Non Disabled		Disabled		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£37.45	96.5%	£37.41	3.5%	0.1%
Upper middle	£33.71	97.1%	£33.90	2.9%	-0.5%
Lower middle	£27.10	96.5%	£27.16	3.5%	-0.2%
Lower	£20.30	95.2%	£20.05	4.8%	1.3%

5.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant non disabled and disabled in each of the equally sized salary groups based on the spread of pay

Table 34 – Operational distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£26,178 - £40,748	£40,749 - £55,318	£55,319 - £69,888	£69,889 - £84,454
Non Disabled	2,425	1,150	3,310	140
Disabled	119	38	109	5

The difference between the lowest and highest salary is £58,276, when divided equally this represents a £14,569 range per salary group.

5.8. Distribution by deciles

The table below shows the distribution of full-pay relevant non disabled and disabled in £10,000 salary bands.

Table 35 – Operational distribution by deciles

Decile	Non Disabled	Disabled
£20k - £30k	180	14
£30k - £40k	2179	102
£40k - £50k	909	36
£50k - £60k	1013	32
£60k - £70k	2604	82
£70k - £80k	112	<5
£80k - £90k	28	<5

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