

Manchester University NHS Foundation T

Disability Pay Gap Report

2024-2025



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Page Number	Content
3	<u>Introduction</u>
4	<u>Timelines and Reporting Deadlines</u>
5	<u>Background and National Reporting Requirement</u>
6	<u>What Do the Calculations Mean?</u>
7	<u>Bonus Pay /Clinical Excellence Awards (CEAs)</u>
8	<u>Key Findings</u>
9	<u>MFT Workforce by Disability 2024-2025</u>
10	<u>MFT Workforce by Disability Pay Gap (2024-2025)</u>
11	<u>MFT Additional Workforce disability Pay Analysis (2024-2025)</u>
13	<u>Quartile Band Changes – 2024-2025</u>
14	<u>Disability Pay Gap – Bonus Received (2024-2025)</u>
15	<u>Addressing the Gap at MFT</u>
16	<u>Acknowledgement</u>

This report sets out the Manchester University NHS Foundation Trust's (MFT's) Disability Pay Gap data for 2024-25, provides analysis of the data, and explains the actions being undertaken to address the gap.

The Disability Pay Gap shows the differences in the average pay between non - disabled staff and disabled staff working in the same organisation. The data in this report is based on the UK Government methodology for calculating difference in pay between disabled staff and non - disabled staff in the organisation.

The Disability Pay Gap is calculated using the mean (average) and the median (the mid value of a range of values) earnings of non - disabled staff and disabled staff expressed as a percentage of non - disabled staff's earnings. In reporting the disability Pay Gap a positive value indicates that the average pay for non - disabled staff is greater than for disabled staff, whereas a negative value would indicate the opposite.

This report includes:

- An overview of the disability pay gap reporting requirement
- MFT disability pay gap data analysis
- MFT additional workforce disability pay analysis
- MFT response to disability pay gap data and priority actions

Public sector organisations must publish their Disability Pay Gap information by the 30th of March each year using pay data from a snapshot a year before the reporting deadline.

The data in this report is reflective of a snapshot taken on:

- **31st March 2025**

The data sources for MFT's reporting against the disability Pay Gap reporting requirement are:

- **Electronic Staff Records (ESR)**
- **Trac Recruitment System**
- **MFT Clinical Excellence Awards (CEA) Portal**

Not included within the scope of MFT's disability Pay Gap reporting are:

- **Any member of staff not on Electronic Staff Record (ESR) or staff who are not on Retention of Employment (RoE) contracts managed through Sodexo**
- **Resident Doctors who are managed through the Lead Employer (St Helen's and Knowsley NHS FT)**
- **Volunteers**

The **Local Clinical Excellence Awards** (used to calculate Bonus pay) ceased to accept new applications as of April 1, 2024. Therefore, the data in this report only includes information for those receiving **National Awards** and includes data for individuals who received Local Awards before 2018, as they continue to receive them under protection.

Disability pay gap reporting in 2024/25 has been introduced as part of the UK government's Equality Bill to address long-standing disparities in pay between disabled and non-disabled employees. This legislation builds on the principles of the Equality Act 2010, which protects individuals from discrimination and promotes equality in the workplace. Mandatory reporting for large employers aims to improve transparency and accountability while driving targeted action plans to close these gaps. The initiative responds to evidence that the disability pay gap has remained largely unchanged for years, highlighting the need for systemic change. For MFT, this requirement aligns with the NHS Workforce Disability Equality Standard (WDES), which uses data to identify barriers, improve inclusion, and support career progression for disabled staff.

The Disability pay gap shows the difference in the average pay between all non - disabled staff and disabled staff in a workforce. The Disability pay gap is different to equal pay. Equal pay deals with the pay differences between non - disabled staff and disabled staff who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are disabled or non-disabled.

Median disability pay gap – the difference between the median hourly rate of pay of, non - disabled staff full-pay relevant employees and that of disabled staff full-pay relevant employees.

Mean disability pay gap – the difference between the mean hourly rate of pay of non - disabled staff full-pay relevant employees and that of disabled staff full-pay relevant employees.

Bonus proportions – the proportions of non - disabled staff and disabled staff relevant employees who were paid bonus pay during the relevant period.

i For disability Pay Gap reporting, Clinical Excellence Awards (**CEAs**) local and national are considered as **bonus** pay. Only Medical and Dental Consultants are eligible for CEAs.

Median bonus gap – the difference between the median bonus pay, paid to non - disabled staff relevant employees and that paid to disabled staff relevant employees.


Mean bonus gap – the difference between the mean bonus pay paid to non - disabled staff relevant employees and that paid to disabled staff relevant employees.


Quartile pay bands – the proportions of non - disabled staff and disabled staff full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.







The **Mean** figures will give a very good overall picture of the disability pay gap but can be distorted by very large or small pay rates or bonuses. The **Median** figures, however, indicate the “typical” gap as it is not distorted by very large or small pay rates or bonuses. However, this means that not all disability pay gap issues will be picked up. They could also fail to pick up as effectively where the disability pay gap issues are most pronounced in the lowest paid or highest paid employees.




% The **percentage** of non - disabled staff and disabled staff in each hourly pay quarter is designed to show the spread of employees across salary ranges.

%  The **bonus payment percentages** are intended to reflect the distribution of bonus payments made to non-disabled and disabled staff

Mean (average) hourly pay
£  The **mean hourly rate** is the difference between the mean (average) hourly pay of non - disabled staff, and the mean (average) hourly pay of disabled staff.

Mean (average) bonus pay
   The **mean bonus** is the difference between the mean (average) bonus pay paid to non - disabled staff, and bonus pay paid to disabled staff.

Median (average) hourly pay
£  The **median hourly rate** is the difference between the median hourly pay for a man and the median hourly pay for a woman.

Median bonus pay
   The **median bonus** is the difference between the median bonus pay paid to non - disabled staff and the median bonus pay paid to disabled staff.

Bonus Pay /Clinical Excellence Awards (CEAs)



Bonuses or Clinical Excellence Awards (Local and National) paid to each full-pay relevant employee within the pay period that includes your snapshot date. Bonus pay includes the **CEAs**. CEAs are recognition programs for NHS consultants in the UK, designed to reward and recognise those who have made outstanding contributions to patient care, medical practice, leadership and innovation within the NHS. They aim to acknowledge and celebrate the extra efforts made by consultants that go beyond their basic duties. There are **two types** of CEAs:

Local CEAs	National Clinical Impact Awards (NCIAs),
These are awarded by individual NHS trusts or health boards, based on contributions to the local level of healthcare service.	Formerly known as the National CEA, recognising senior NHS clinicians for significant national or international contributions to healthcare policy, research, or practice. They are granted by the Advisory Committee on Clinical Impact Awards (ACCIA).
The amount is paid as a as a lumpsum amount	The amount is paid Monthly
Once received stays with the recipient until retirement	All awards are held for 5 years and can be re-applied for a new award
Processed within the Trust through an application process evaluated by a panel committee	Externally processed – the Trust's involvement is limited to sending the application. A list is provided to the Trust to check for any disciplinary actions against the nominee; if any are found, they are not considered for an award.
No new applications will be accepted from 1st April 2024. However, those who received a local award before 2018 will continue to receive it, as it is protected.	Active and ongoing for 5 years from the date of receipt.

If a consultant applies and is successful for both awards , then the national award supersedes a local one. So the same individual cannot get both local and National CEAs

The Local Clinical Excellence Awards ceased to accept new applications as of April 1, 2024. Therefore, the data in this report only includes information for those receiving national awards and also includes data for individuals who received local awards before 2018, as they continue to receive them under protection.

Salary Ranges

As of 31 March 2025, MFT Employed 31,649 Staff. Out of these **5.43%** identified as **disabled** and **77.47%** identified as **non-disabled**.

Overall disability Pay Gap

As of 31st March 2025 disability pay gap at MFT was at **12.30%**.

Mean Pay Gap

The **mean hourly** gap is **12.30%**

Overall **disabled staff earn 88p for every £1** that **non - disabled staff** earn when comparing mean hourly pay.

Median Pay Gap

The median hourly gap is 11.40%

Overall **disabled staff earn 89p for every £1** that **non - disabled staff** earn when comparing median hourly pay.

Bonus Pay

When comparing overall MFT workforce, non-disabled staff remain less likely than disabled staff to receive a CEA (bonus), **non - disabled staff received 0.70%** and **disabled staff received 0.97%** bonus in 2025.

Focusing exclusively on non-disabled and disabled consultants, who are the only employees eligible for CEAs, **18.03% of non - disabled consultants received bonus pay**, compared to **42.86% of disabled consultants**, resulting in a **gap of -24.83%**

The **Local Clinical Excellence Awards ceased** to accept new applications as of **April 1, 2024**. Therefore, the data in this report only includes information for those receiving National Awards and includes data for individuals who received Local Awards before 2018, as they continue to receive them under protection.

Mean Bonus Pay

Disabled staff at MFT are paid **10.71% more** mean bonus pay than non - disabled staff.

When comparing mean hourly bonus pay, **disabled staff are paid £1.11 for every £1 paid to non - disabled staff**.

Median Bonus Pay

This year the gap is **0.00%**.

Disabled staff receive **equity** with median bonus pay than non - disabled staff. Overall **disabled staff earn £1 for every £1 that non - disabled staff** earn when comparing median bonus pay.

Quartile Pay Bands

Overall **disabled** employees occupy **6.51%** of the **highest** paid jobs and **3.99%** of the **lowest** paid jobs



Snapshot Date: 31st March 2025

MFT Employed 31,649 Staff

Yearly Comparison (% of Disabled, Non-Disabled and Unknown in MFT)	
Disability	2024-25
Disabled	1,720 (5.43%)
Non-Disabled	24,519 (77.47%)
Unknown	5,410 (17.09%)

The data shows that 5.43% of MFT staff have declared a disability, 77.47% are non-disabled, and 17.09% have not disclosed their status.



Snapshot Date 31st March 2025



The figures will usually be either a positive or negative percentage.

- A positive percentage shows that disabled staff have lower pay or bonuses than non - disabled staff in your organisation.
- A negative percentage shows that non - disabled staff have lower pay or bonuses than disabled staff in your organisation.
- A zero percentage shows that there is equal pay or bonuses between non - disabled staff and disabled staff in your organisation.

**MEAN
HOURLY
PAY**

12.30%

**MEAN
HOURLY
BONUS**

-10.71%

**MEDIAN
HOURLY
PAY**

11.40%

**MEDIAN
HOURLY
BONUS**

0.00%

When using the mean (average), disabled staff are paid **12.30%** less than non-disabled staff. For every **£1** a non-disabled staff earns, a disabled staff earns **88p**.

When using the mean (average), non - disabled staff receive lower bonus (-10.71%) than disabled staff. For every **£1** a non- disabled staff receives in bonus pay, a disabled staff receives **110.71p (£1.11)**.

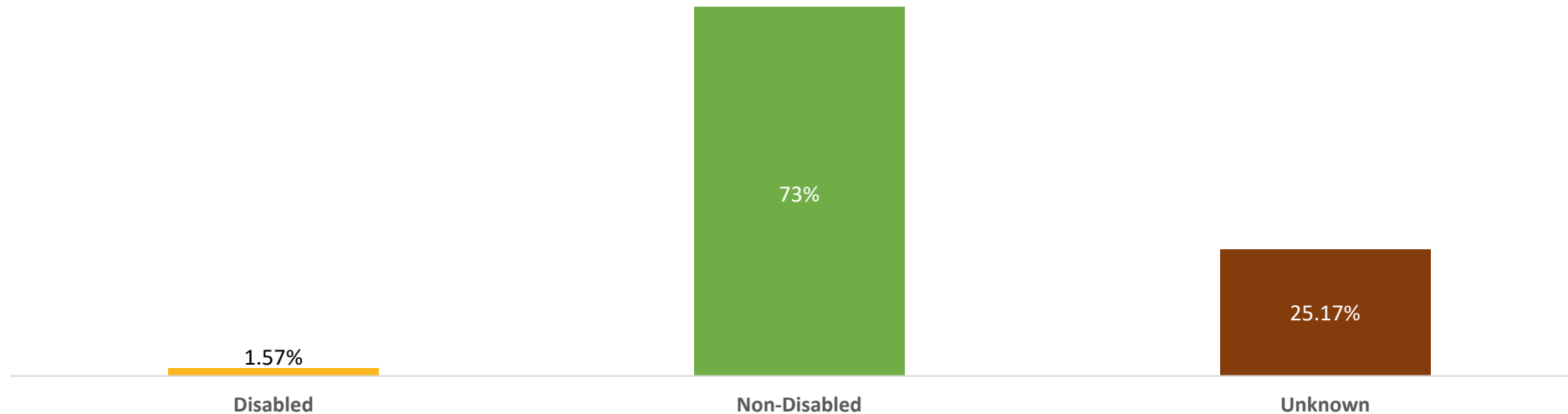
When using the median, disabled staff are paid **11.4%** less than non- disabled staff. For every **£1** a non - disabled staff earns, a disabled earns **89p**.

When using the median, there is no bonus pay gap between disabled and non - disabled staff. For every **£1** a non- disabled staff receives in bonus pay, a disabled staff receives **£1**.



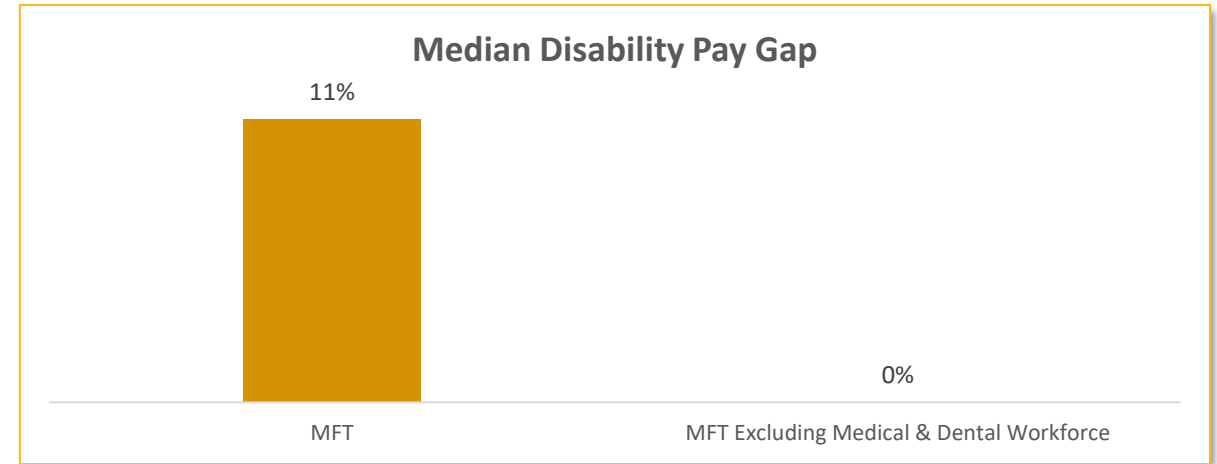
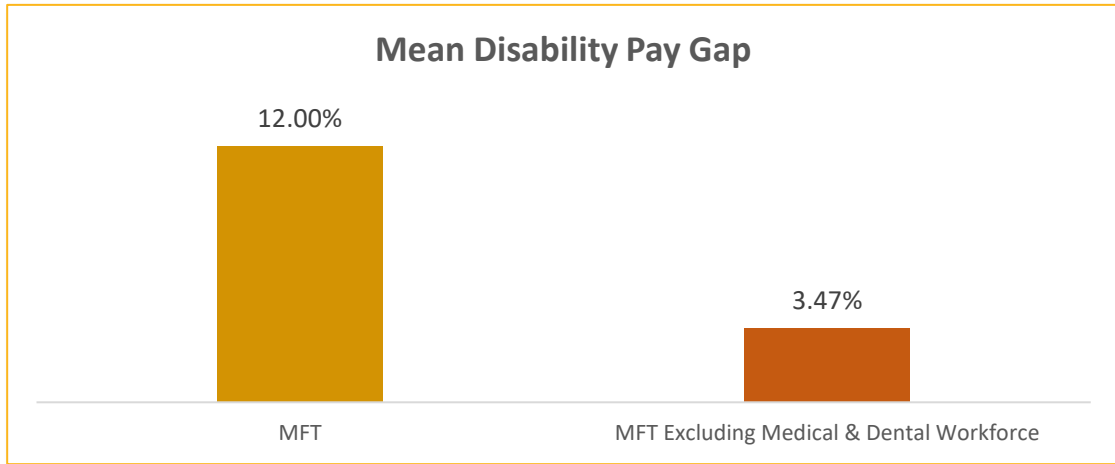
MFT Consultant Workforce by disability – 2024-2025

The majority of the NHS workforce is covered by a transparent and fair pay system called Agenda for Change (AfC), helping to ensure that staff receive the same pay for the same work. The staff groups that are not covered by AfC are doctors, dentists, and very senior managers (VSMs).



To better understand our disability pay gap at MFT in addition to the national disability Pay Gap reporting requirement - disabled staff we also investigate the impact of our Medical and Dental workforce on the disability Pay Gap. This analysis is set out below:

- The figures will usually be either a positive or negative percentage.
 - A positive percentage shows that disabled staff have lower pay or bonuses than non - disabled staff in your organisation.
 - A negative percentage shows that non - disabled staff have lower pay or bonuses than disabled staff in your organisation.
 - A zero percentage shows that there is equal pay or bonuses between non - disabled staff and disabled staff in your organisation.



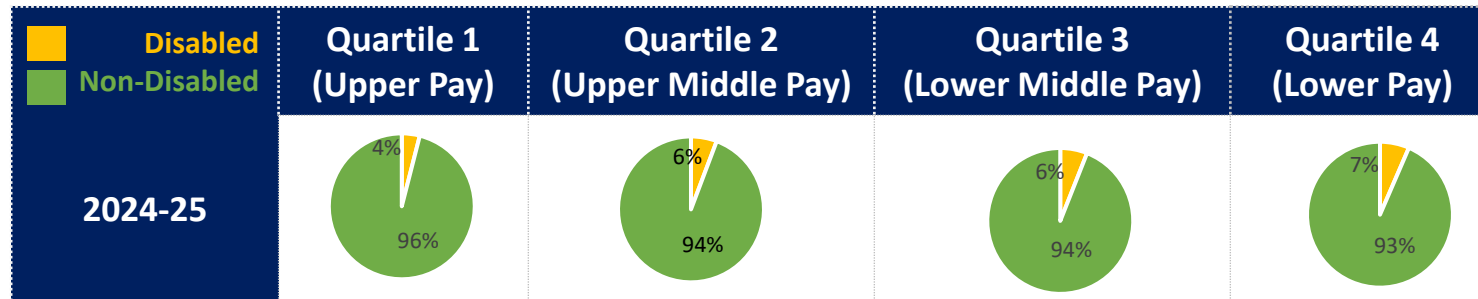
The data on this page shows that MFT's Disability Pay Gap is significantly reduces, when the Medical and Dental workforce is removed from the calculations.

Quartile Band Changes – 2024-2025



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

Quartile 1 (Upper Pay) Band 7 and above
Quartile 2 (Upper Middle Pay) Band 5 - 7
Quartile 3 (Lower Middle Pay) Band 4 - 5
Quartile 4 (Lower Pay) Band 1 - 4



Overall disabled employees occupy only 4% of the highest paid jobs and 7% of the lowest paid jobs.

Disability Pay Gap – Bonus Received (2024-2025)



For the purposes of disability Pay Gap reporting, Clinical Excellence Awards (CEAs) local and national are considered as bonus pay. Only Medical and Dental Consultants are eligible for CEAs.

Yearly Comparison (2024-2025)		
	Disabled receiving a bonus	Non-Disabled receiving a bonus
2025	1.67%	92.55%

- Across the overall workforce, disabled staff are more likely than non-disabled staff to receive a bonus (92.5% compared with 1.67%).
- When focusing exclusively on non - disabled and disabled consultants, who are the only employees eligible for CEAs, 18.03% of non - disabled consultants received bonus pay, compared to 42.86% of disabled consultants, resulting in a gap of -24.83%

Addressing the Disability Gap at MFT



The findings of the Disability Pay Gap Report 2025 will inform workforce plans, attraction, and talent management strategies. A key contributor to the MFT disability pay gap is the relatively low rate of disability status disclosure by staff within the ESR system. Enhancing the declaration process will improve the accuracy and reliability of the collected data.

Action	By When	By Whom
Review the systems, processes and reporting mechanisms in our talent attraction service, consultation with our communities and workforce, to begin to address the disability balance.	March 2027	Head of Recruitment
Develop initiatives as part of our talent enable non - disabled staff plan to support more disabled staff in senior roles, particularly amongst the medical and dental workforce	March 2027	Head of Recruitment
Continue to apply the national NHS pay frameworks of Agenda for Change (AfC) and conditions for medical and dental staff	March 2027	Medical Workforce team
Track the process and impact of the National Clinical Excellence Awards (CEAs)	March 2027	Medical Workforce team
Monitor the Disability Pay Gap data via EDI Dashboard	September 2026	EDI Team

The action plan will be overseen by a revised governance and membership of the Equality, Diversity and Human Rights operational subgroup, Trust Equality, Diversity and Human Rights Group (TEDHRG) and reported to the Workforce Education and Management Committee (WEMC) and People Board Committee (PBC).

We thank those responsible for compiling and reviewing the disability Pay Gap report 2025:

Sandra Masiliso, Director of Organisational Development and Inclusion

Barrie Morgan-Scrutton, Equality, Diversity and Inclusion Practitioner

Workforce Planning & Information Team

Medical Workforce Team

Manchester University NHS Foundation Trust (MFT) Board members

Date on which disability Pay Gap was reported to the Board of Directors:

February 2026

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We would really appreciate feedback and suggestions for improvements on this report

Please contact the Equality, Diversity & Inclusion Team via the email address below:

equality@mft.nhs.uk

