

Pay gap report 2020:

# Disability

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# Foreword

This is one of a suite of three pay gap reports the NMC is publishing simultaneously. The three reports cover the pay gap analysis for gender, ethnicity and disability.

We are publishing all three at the same time to identify the challenges holistically and set out what we are going to do about them. We hope that reviewing them together will support the conversation about the type of employer we want to be as set out in our corporate strategy 2020-2025, to develop a fit for purpose organisation that enables us to be a leading healthcare regulator and employer of choice. This report focuses on disability. We are not legally bound, in the same way as gender, to publish our ethnicity and disability pay gaps but we are committing to publishing all three on our website in order to bring about meaningful conversation and change within our organisation.

The disability pay gap is defined as the difference between the average hourly pay of disabled and non-disabled colleagues. We have a positive disability pay gap. That means our data shows that disabled colleagues on average are paid 2.6% more than non-disabled colleagues. Our median gap is also positive and is at 10.5%. I am satisfied this does not create an equal pay challenge.

While there is representation of disabled colleagues throughout most of our pay levels, the overall proportion of employees living with a disability or long term health condition in the NMC is lower in comparison to official figures for the UK workforce. Causes for this are complex, our result could suggest under reporting. We therefore need to examine our recruitment and selection processes to understand any barriers that exist for such colleagues and we also work to ensure that colleagues are confident in declaring their disability.

We're publishing our disability pay gap review results as part of our commitment to ensure that we provide fair and equal access to career opportunities and progression for our disabled colleagues or those with long term health conditions. The impact of global issues such as Covid-19 has affected everyone, but we know it has disproportionately affected disabled people.

# Foreword

While our pay gap results are positive the level of declared disability means that we are not complacent about this outcome. We will continue to listen and address core concerns in order for our organisation to be a place where colleagues feel a true sense of belonging and satisfied that they can reach their full potential at work. We will review our processes to ensure that barriers are being removed and that we are providing colleagues with the right support to help them in their roles. We are working to improve how we collect and seek information on health conditions and our work during the pandemic has led to an increase in levels of declaration of disabilities as we support colleagues to work from their homes. We will build on this to improve the support our disabled colleagues receive from their managers and corporately to ensure adjustments are made to working practices and environments.

Our aim in publishing all of our pay gaps is to set an example as an open and transparent professional regulator and employer and I hope this will encourage others to share their information too. I hope that we can tackle these issues together, openly and collaboratively. I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.



**Sarah Daniels**  
Director of People

# Our results

## Why have we published our results?

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All employers with 250 or more employees are required to publish their gender pay gap data every year under legislation that came into force in April 2017. The data must be provided for the snapshot date of 5 April 2020.

Although not legally required to publish, the NMC is committed to being an inclusive employer and so we have decided to publish our disability gap and the initiatives in place to achieve positive results and improve our processes in the future.

This is the first year we have published our disability pay gap results.

The data is as of 5 April 2020 matching the methodology we use to report our gender pay gap.

## What the NMC has done

To match the regulation of our gender pay gap we will report on the following:

1. the proportion of disabled and non-disabled colleagues in quartile paybands
2. the mean disability pay gap
3. the median disability pay gap

NMC	NMC 2020	ONS 2018	NMC vs ONS
Mean disability pay gap	-2.6%	12.2%	-14.8%
Median disability pay gap	-10.5%	14.6%	-25.1%

## According to The Office of National Statistics (ONS):

**The mean disability pay gap was 12.2% for UK employers in 2018**

**The median disability pay gap was 14.6% for UK employers in 2018**

The NMC disability pay gap differs from the national average, in that disabled colleagues earn more than non-disabled colleagues. This is based on the very small number of colleagues we record as being disabled.

## Pay quartiles

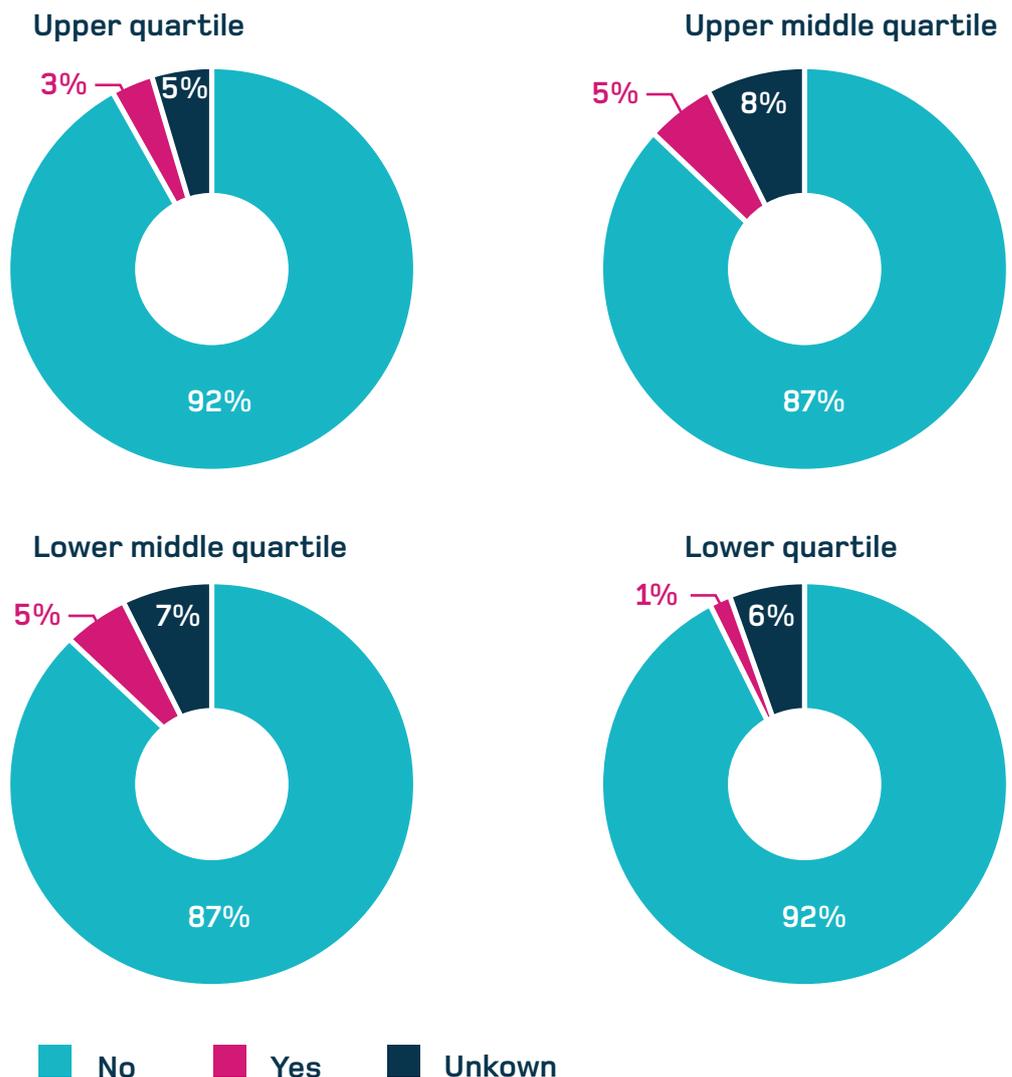
Overall proportion of employees by their ethnicity:

90% Non-disabled

4% Disabled

6% Unknown

According to The Office of National Statistics (ONS) 18.9% of the UK working age population are disabled, which would suggest that the NMC employs proportionately fewer disabled people than the national average or that employees have not declared a disability.



## Mean pay gap

**-2.6% -14.8% vs ONS**

The mean disability pay gap at the NMC is caused by the distribution of disabled colleagues across the pay quartiles, based on the small numbers recorded.

There are 3% fewer disabled employees in our lowest graded roles compared to our overall distribution of disabled colleagues.

Pay level	Non-Disabled	Disabled
1	35	2
2	83	1
3	75	0
4	193	10
5	115	6
6	123	6
7	38	3
8 and 9	77	2
10 and 11	21	2
Director and CEO	8	0

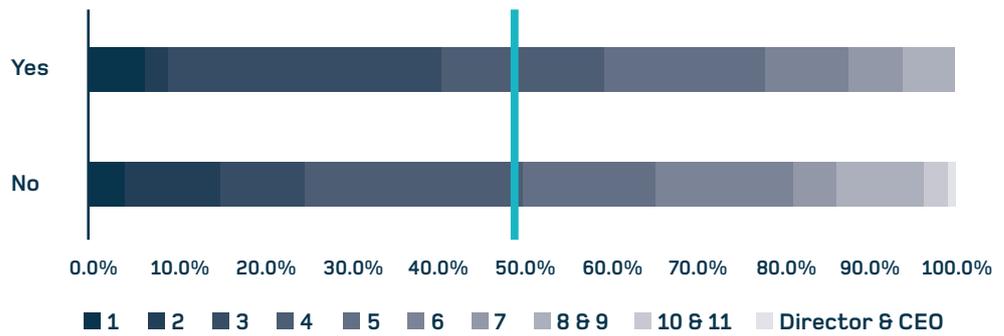
## Median pay gap

**-25.1% +10.5% vs ONS**

The main cause of the median pay gap is only 34.7% of non-disabled colleagues are in grade 6 and above compared to 40.6% of disabled colleagues.

Also as shown below the median disabled colleague is in grade 5, whereas the median non-disabled colleague is in grade 4.

### Grade Distribution



# Next steps

## During the next year we are committing to deliver these actions:

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### **Improve our recruitment processes to ensure we are attracting more disabled candidates**

To ensure more disabled candidates are applying for roles in the NMC we are currently improving our recruitment methods and monitoring attract the best candidates from all protected characteristics.

### **Work with our Workaround Network Group**

We continue to work with our internal disability network to ensure the NMC as an organisation is doing everything we can to ensure any employee with a disability has the tools, resources and support they need to do their job to the best of their ability. We are working with the network to look at ways of encouraging declaration of disability so that we have more information available. As we have such a small percentage of disabled employees in comparison to the national average, we want to encourage declaration, ensure line managers are equipped and aware of their responsibilities to support. We are reviewing our process around recruitment and career progression to ensure equality of opportunity; we continue to work on removing unconscious bias from the recruitment process and supporting and championing colleagues through our Network Group.

### **Reasonable adjustments**

We will continue to work with employees and our occupational health provider to ensure reasonable adjustments are made allowing them to have the necessary tools and equipment to carry out their roles.

### **Policy change**

We have updated our flexible working policies and are updating our policies to include disability special leave and long term condition leave. This will give managers a framework to support colleagues more proactively.

***T*ogether**  
in practice

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