

# Disability pay gap report 2021

# Our pay gap results

**In 2021 we continued to review the way we pay our employees. We want to reduce our pay gaps. Our median pay gap decreased to -9.8 percent (-10.5 percent in 2020) and our mean pay gap increased to -3.4 percent (-2.6 percent in 2020).**

Our pay gaps remain low, and are in favour of employees with a disability.

According to the Office of National Statistics in 2018, 18.9 percent of the UK working age population have a disability. 5.4 percent of our employees declare a disability, which is an underrepresentation. We want to increase our declaration rates across our organisation to make sure we have an accurate understanding of our workforce demographics and can target our initiatives accordingly.

In 2020, we submitted to the Business Disability Forum's Disability Standard, and have committed to developing a disability-specific action plan to make sure we implemented these recommendations in 2021.



**We're committed to equal employment opportunity regardless of race, colour, religion, sex, national origin, sexual orientation, age, marital status, pregnancy, maternity, disability, or gender identity.**

We're proud to have taken part in the Business Disability Forum's Disability Standard, and are using these findings to inform our actions to improve the development and experiences of our colleagues who have a disability.

We're reviewing our EDI priorities to make sure that we make meaningful improvements, including focusing on how we attract, retain and support our staff, and increasing the number of colleagues with disabilities across our organisation.

I confirm that the figures in this report have been verified and checked thoroughly to ensure complete accuracy.



**Francesca Okosi**

Executive Director of People and Organisational Effectiveness



# How does 2021 compare to 2020?

NMC	2020	2021	Difference
Mean disability pay gap	-2.6%	-3.4%	<b>-0.8%</b>
Median disability pay gap	-10.5%	-9.8%	<b>+0.7%</b>
Mean disability bonus gap	0%	0%	<b>0%</b>
Median disability bonus gap	0%	0%	<b>0%</b>
Employees with a disability receiving a bonus	0%	0%	<b>0%</b>
Employees without a disability receiving a bonus	0%	0%	<b>0%</b>

## In summary:

- Our mean pay gap **increased by -0.8 percentage point** compared to 2020.
- Our median pay gap **decreased by 0.7 percentage points** compared to 2020.
- Our organisation doesn't run a bonus scheme

# 2021 results

## Mean pay gap

**-3.4% up 0.8%** compared to 2020

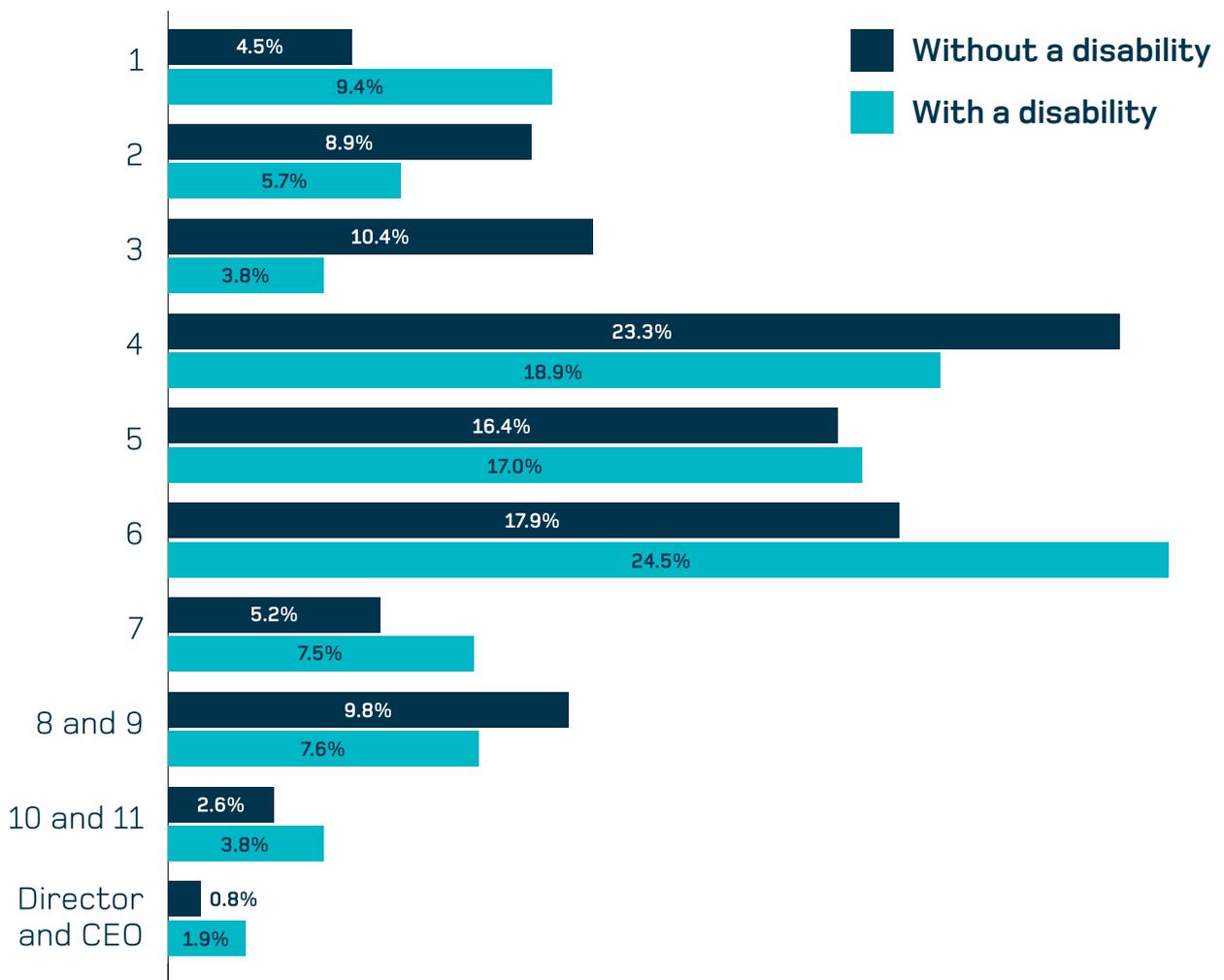
We've seen an increase because there are more employees declaring disabilities in our upper and upper middle pay quartile. They increased by 2 percent and 4 percent in the last 12 months.

## Median pay gap

**-9.8% down 0.7%** compared to 2020

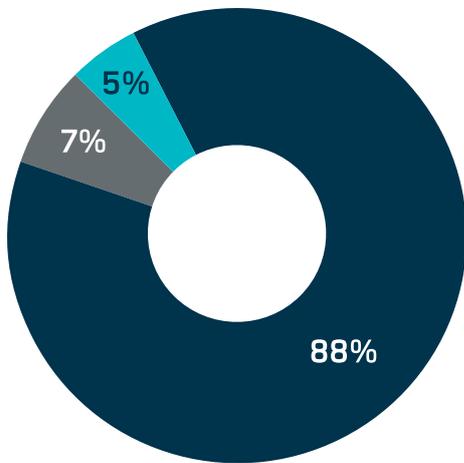
There's been a decrease in the median pay gap. This is because the overall number of employees declaring a disability in our organisation has increased by 1.6 percent since 2020. This meant the median salary of our employees with a disability was close to our average pay in 2021.

## Pay grade distribution for employees with and without a declared disability

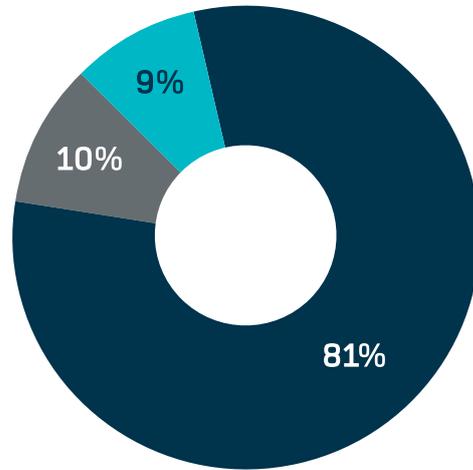


■ With a disability    
 ■ Without a disability    
 ■ Not declared

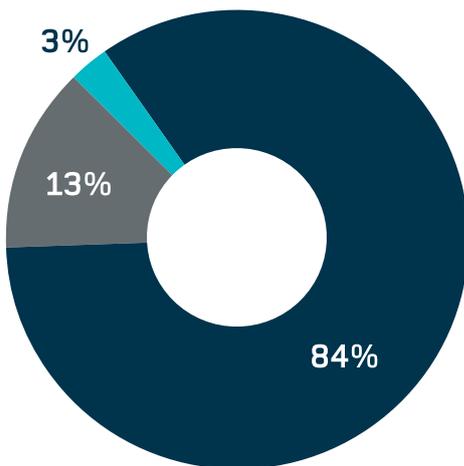
Upper quartile



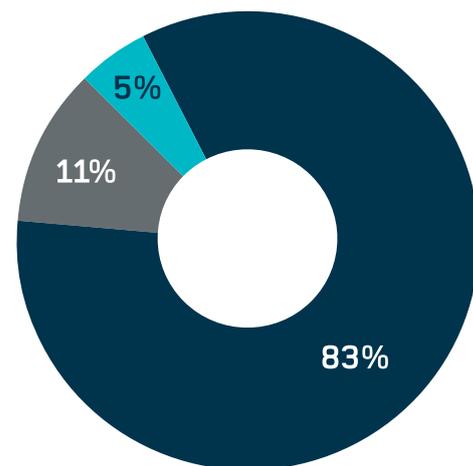
Upper middle quartile



Lower middle quartile



Lower quartile



The biggest changes this year saw an increase in the number of employees with a disability and in employees not disclosing a disability:

**84.1% without a disability -5.7% decrease compared to 2020**

**5.4% with a disability +1.6% increase compared to 2020**

**10.5% did not declare +4% increase compared to 2020**

There were also small changes in the quartiles compared to 2020:

**Upper quartile +2% increase in employees with a disability**

**Upper middle quartile +4% increase in employees with a disability**

**Lower middle quartile +2% increase in employees with a disability**

**Lower quartile +4% increase in employees with a disability**

# What's next?

**To improve our pay gaps we need to embed EDI throughout all our work, in a meaningful way. We're taking the following steps to do this:**

- Developing a specific disability action plan for 2021 and building on the findings from our 2020/21 Disability Standard submission.
- Introducing a new people plan in January 2022, which will include targeted strategic actions to improve the way we recruit, develop and manage talent across the organisation.
- Launching our new EDI plan which contains four new EDI priorities including a specific aim to role model good equality practice as an employer, and a specific workforce action plan underpinning this for the next 18-24 months.
- Improving the way we train and support our employees, including wellbeing support, learning and development.
- Continuing to champion our employee networks including our Workaround disability equality network, and providing specific resource to support underrepresented groups at all levels.

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Our EDI plan will bring all actions towards reducing our pay gaps under one framework. This will help us to measure our progress.

Our governance structures will hold us accountable. These include our EDI Leadership Group and Executive Board, who have a specific role in monitoring our progress.



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