

# Disability Pay Gap Analysis 2021 - 2023

## F1: Mean Hourly Pay

Full-pay equivalent employees, Northumbria University and Northumbria University Services Limited

Hourly pay is full time equivalent excluding salary sacrifice.

### Count

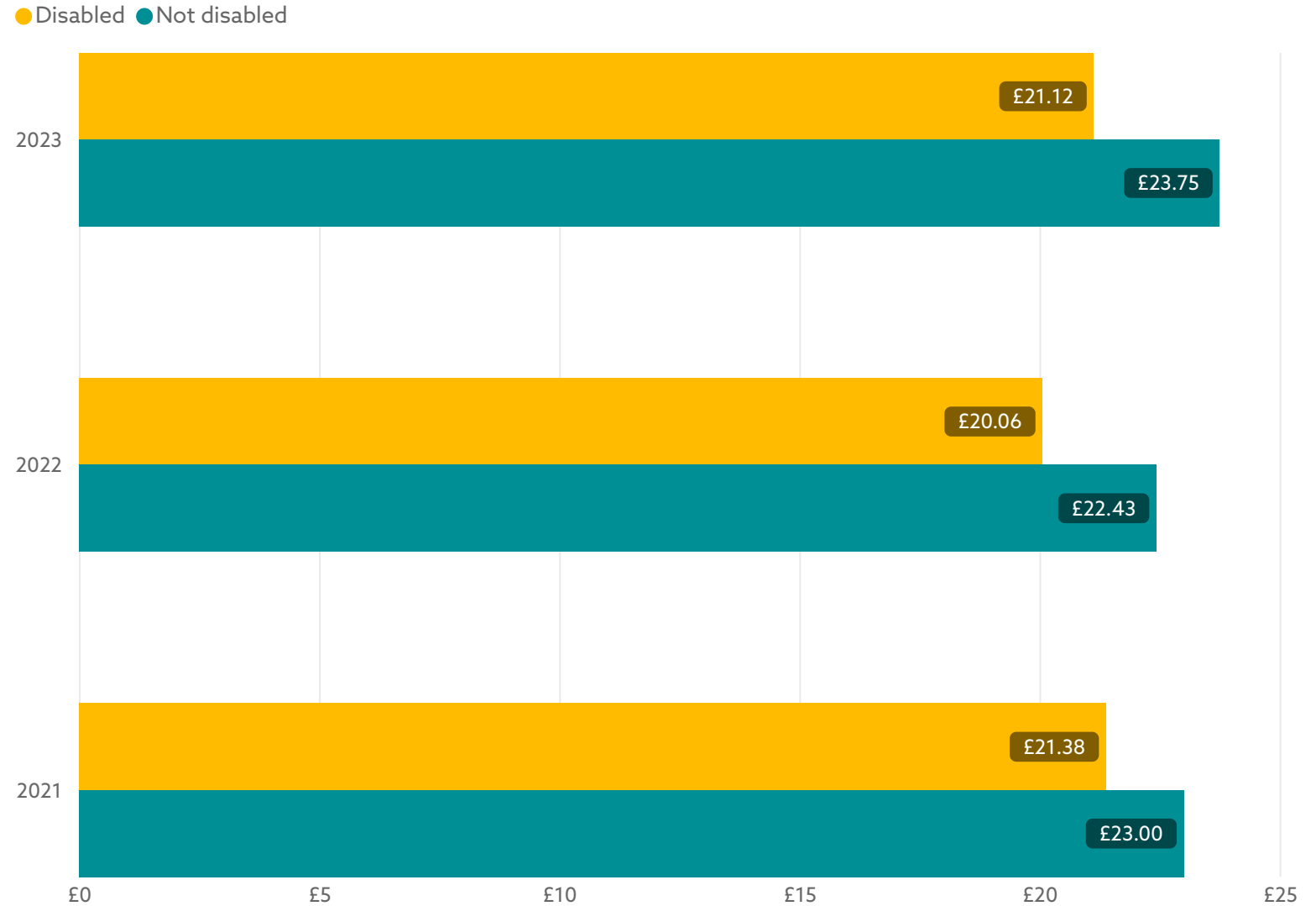
DisabilityGroup	2021	2022	2023
Disabled	79	94	123
Not disabled	3125	3039	3488
<b>Total</b>	<b>3204</b>	<b>3133</b>	<b>3611</b>

### Mean of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	£21.38	£20.06	£21.12
Not disabled	£23.00	£22.43	£23.75
<b>Total</b>	<b>£22.96</b>	<b>£22.36</b>	<b>£23.66</b>

### Mean Gap of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	7.0%	10.6%	11.0%



## F2: Median Hourly Pay

Full-pay equivalent employees, Northumbria University and Northumbria University Services Limited

Hourly pay is full time equivalent excluding salary sacrifice

### Count

DisabilityGroup	2021	2022	2023
Disabled	79	94	123
Not disabled	3125	3039	3488
<b>Total</b>	<b>3204</b>	<b>3133</b>	<b>3611</b>

### Median of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	£17.97	£17.16	£19.31
Not disabled	£20.88	£20.38	£22.26
<b>Total</b>	<b>£20.88</b>	<b>£20.38</b>	<b>£21.51</b>

### Median Gap of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	13.9%	15.8%	13.3%



## F3: Mean Bonus Payments

Relevant and full-pay relevant employees, Northumbria University and Northumbria University Services Limited

Bonuses include performance related payments, 'Going the Extra Mile' payments of £50 and Long Service payments of £100

### Count

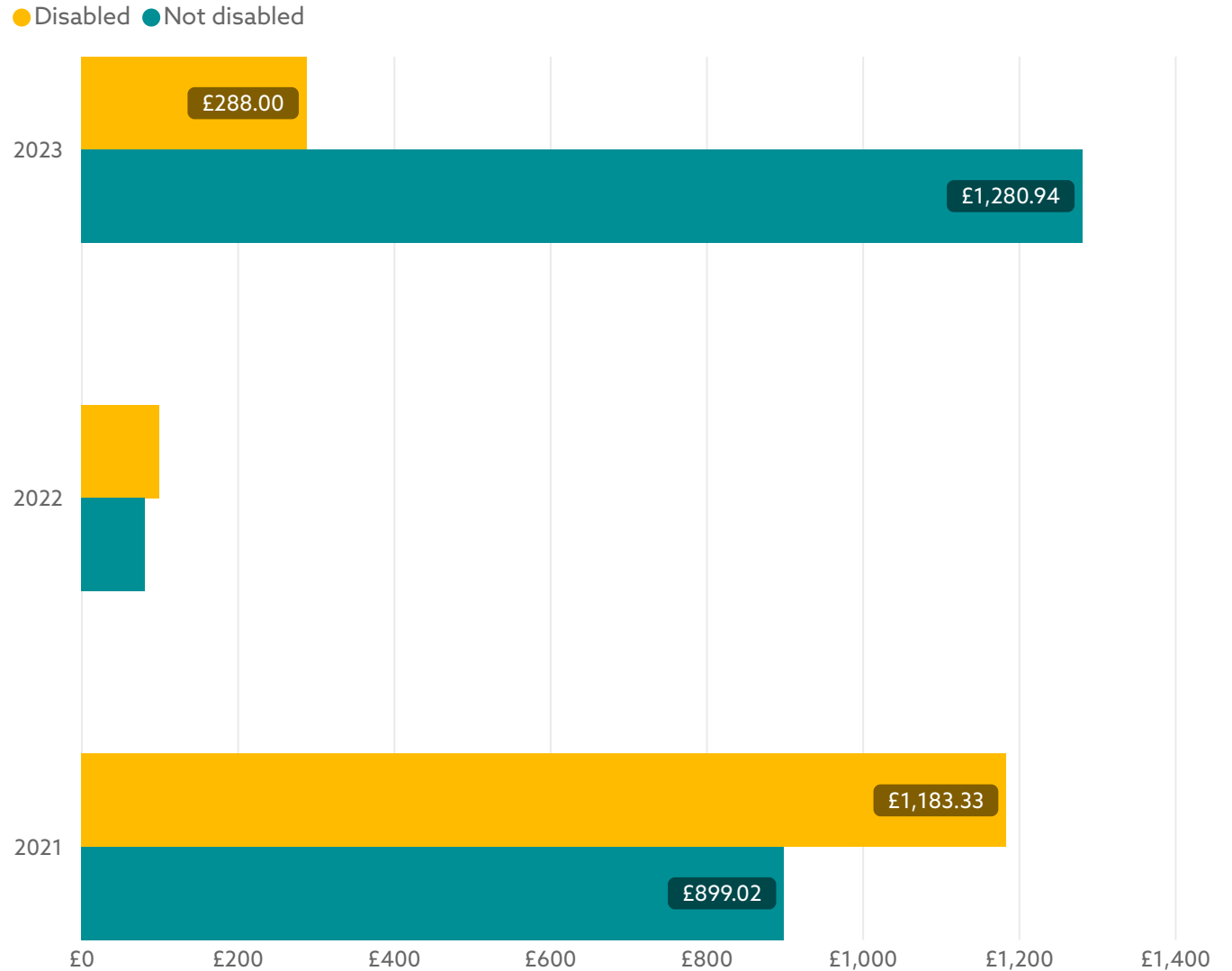
DisabilityGroup	2021	2022	2023
Disabled	3	1	2
Not disabled	176	123	124
<b>Total</b>	<b>179</b>	<b>124</b>	<b>126</b>

### Mean of Bonus inc GEM and LS Payments

DisabilityGroup	2021	2022	2023
Disabled	£1,183.33	£100.00	£288.00
Not disabled	£899.02	£80.89	£1,280.94

### Mean of Bonus inc GEM and LS Payments

DisabilityGroup	2021	2022	2023
Disabled	-31.6%	-23.6%	77.5%
Not disabled	-31.6%	-23.6%	77.5%



## F4: Median Bonus Payments

Relevant and full-pay relevant employees, Northumbria University and Northumbria University Services Limited

Bonuses include performance related payments, 'Going the Extra Mile' payments of £50 and Long Service payments of £100

### Count

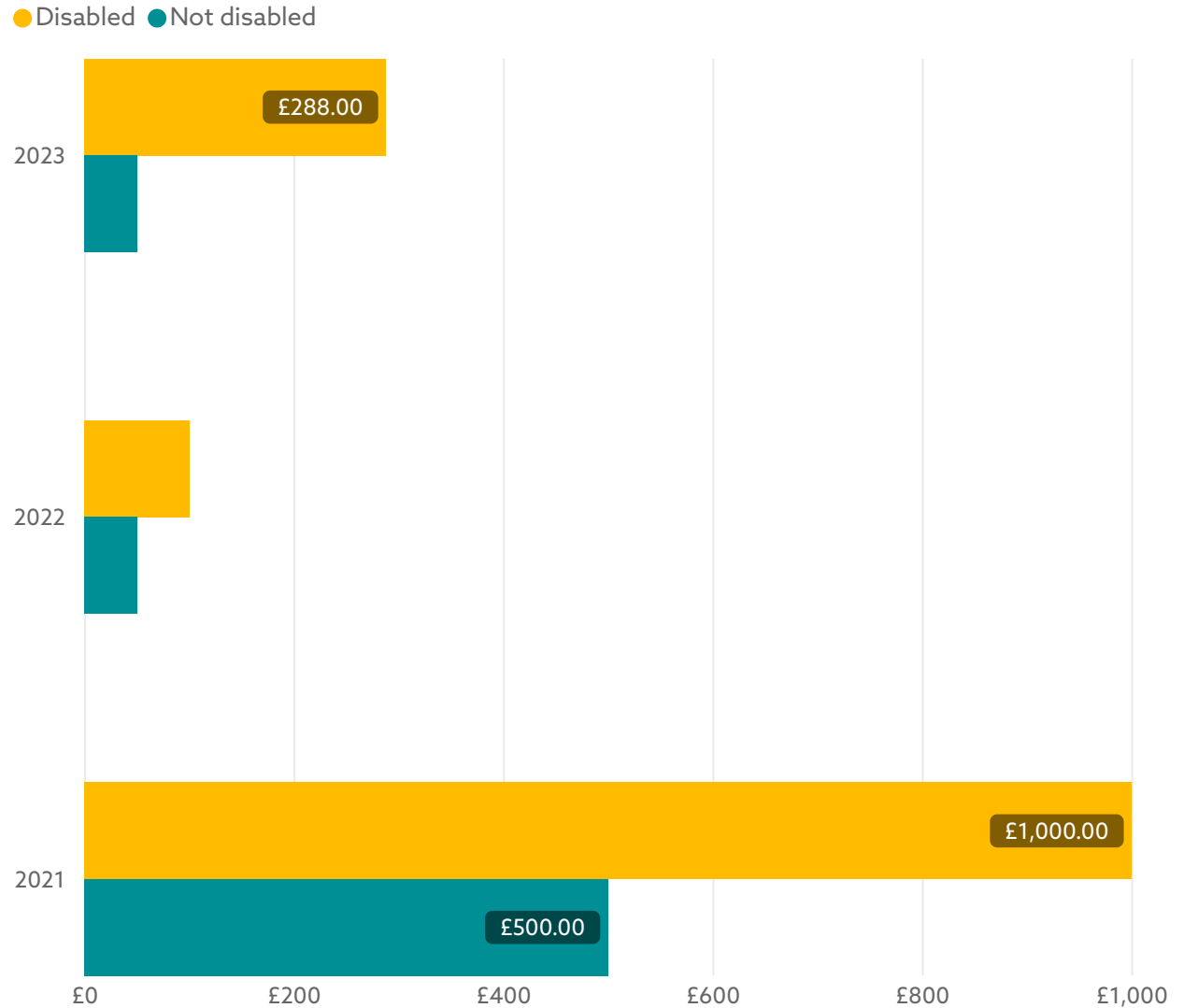
DisabilityGroup	2021	2022	2023
Disabled	3	1	2
Not disabled	176	123	124
<b>Total</b>	<b>179</b>	<b>124</b>	<b>126</b>

### Median of Bonus inc GEM and LS Payments

DisabilityGroup	2021	2022	2023
Disabled	£1,000.00	£100.00	£288.00
Not disabled	£500.00	£50.00	£50.00

### Median of Bonus inc GEM and LS Payments

DisabilityGroup	2021	2022	2023
Disabled	-100.0%	-100.0%	-476.0%



## F5: Quartiles

### Full-pay equivalent employees, Northumbria University and Northumbria University Services Limited

Excludes 'Unknown' disability ('prefer not to say' or not recorded)

Year	Disabled	Not disabled
<b>2021</b>		
Lower	26	754
Lower Mid	19	785
Upper Mid	17	798
Upper	17	788
<b>2022</b>		
Lower	33	727
Lower Mid	29	758
Upper Mid	12	783
Upper	20	771
<b>2023</b>		
Lower	39	794
Lower Mid	34	868
Upper Mid	25	914
Upper	25	912



## F6: Disability by Grade, 2023

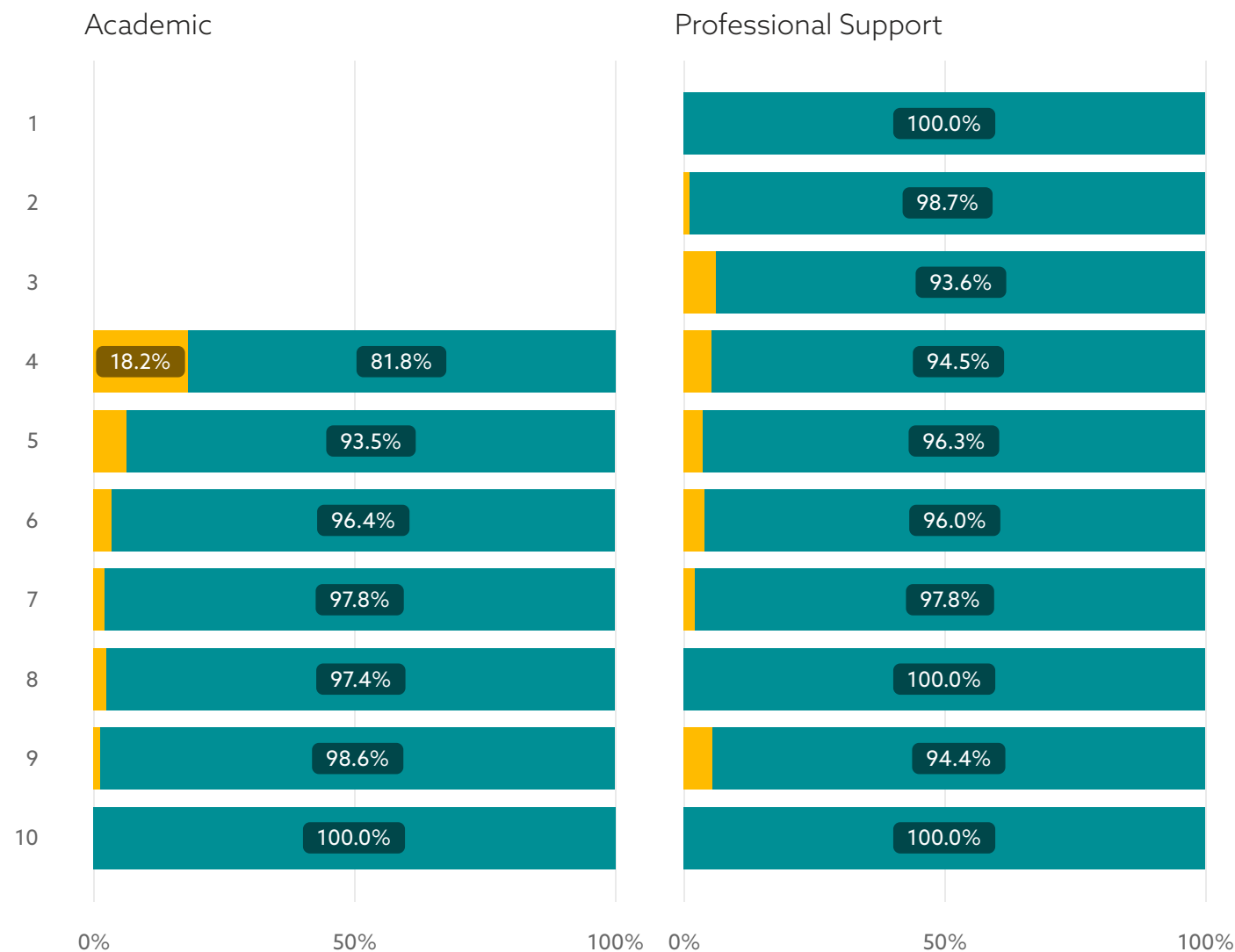
Full-pay equivalent employees, Northumbria University and Northumbria University Services Limited

Includes Grades 1 - 10, excluding KTPs and other grades outside the main pay spine. Values <5 are suppressed.

Excludes 'Unknown' disability ('prefer not to say' or not recorded)

Employee Type	Disabled	Not disabled	Total
<b>Academic</b>			
4	< 5	9	11
5	< 5	43	46
6	14	377	391
7	17	755	772
8	6	222	228
9	< 5	207	210
10		7	7
<b>Professional Support</b>			
1		111	111
2	< 5	77	78
3	22	322	344
4	< 5	52	55
5	19	493	512
6	8	190	198
7	< 5	176	180
8		30	30
9	< 5	34	36
10		8	8

DisabilityGroup ● Disabled ● Not disabled



# Disability Pay Gap Analysis 2021 - 2023

## F7: Mean Hourly Pay by Grade, 2023

Full-pay equivalent employees, Northumbria University and Northumbria University Services Limited

Includes Grades 1 - 10, excluding KTPs and other grades outside the main pay spine. Values <5 are suppressed

### Mean Gap by Grade

Employee Type	Disabled
<b>Academic</b>	
4	-2.5%
5	2.6%
6	-15.5%
7	1.5%
8	0.3%
9	16.8%
MISC	8.1%
<b>Professional Support</b>	
2	-0.0%
3	0.1%
4	2.8%
5	1.3%
6	0.2%
7	3.5%
9	4.0%
MISC	1.2%

DisabilityGroup ● Disabled ● Not disabled



## F8: Median Hourly Pay by Grade, 2023

Full-pay equivalent employees, Northumbria University and Northumbria University Services Limited

Includes Grades 1 - 10, excluding KTPs and other grades outside the main pay spine. Values <5 are suppressed

### Median Gap by Grade

Employee Type	Disabled
<b>Academic</b>	
4	-3.8%
5	1.4%
6	-58.7%
7	4.0%
8	5.1%
9	
10	
MISC	9.3%
<b>Professional Support</b>	
1	
2	0.0%
3	1.4%
4	3.4%
5	3.6%
6	1.9%
7	7.9%
8	
9	-3.1%
10	
MISC	-3.5%

DisabilityGroup ● Disabled ● Not disabled





## F9: Mean Hourly Pay

### Full-pay equivalent employees, Academic

Hourly pay is full time equivalent excluding salary sacrifice

#### Count

DisabilityGroup	2021	2022	2023
Disabled	38	33	47
Not disabled	1682	1473	1672
<b>Total</b>	<b>1720</b>	<b>1506</b>	<b>1719</b>

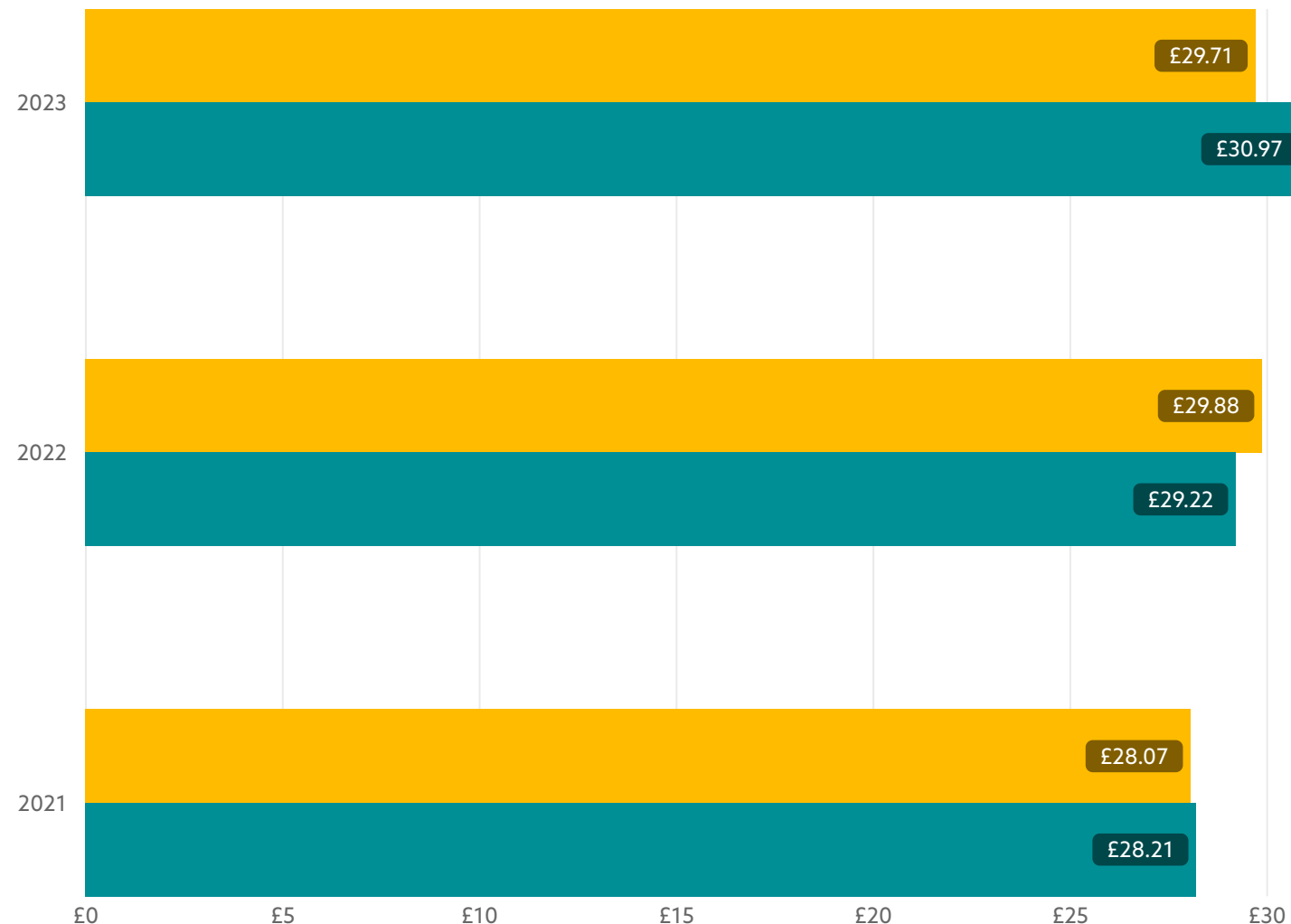
#### Mean of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	£28.07	£29.88	£29.71
Not disabled	£28.21	£29.22	£30.97
<b>Total</b>	<b>£28.20</b>	<b>£29.23</b>	<b>£30.93</b>

#### Mean Gap of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	0.5%	-2.3%	4.1%

DisabilityGroup ● Disabled ● Not disabled



# Disability Pay Gap Analysis 2021 - 2023

## F10: Median Hourly Pay

### Full-pay equivalent employees, Academic

Hourly pay is full time equivalent excluding salary sacrifice

#### Count

DisabilityGroup	2021	2022	2023
Disabled	38	33	47
Not disabled	1682	1473	1672
<b>Total</b>	<b>1720</b>	<b>1506</b>	<b>1719</b>

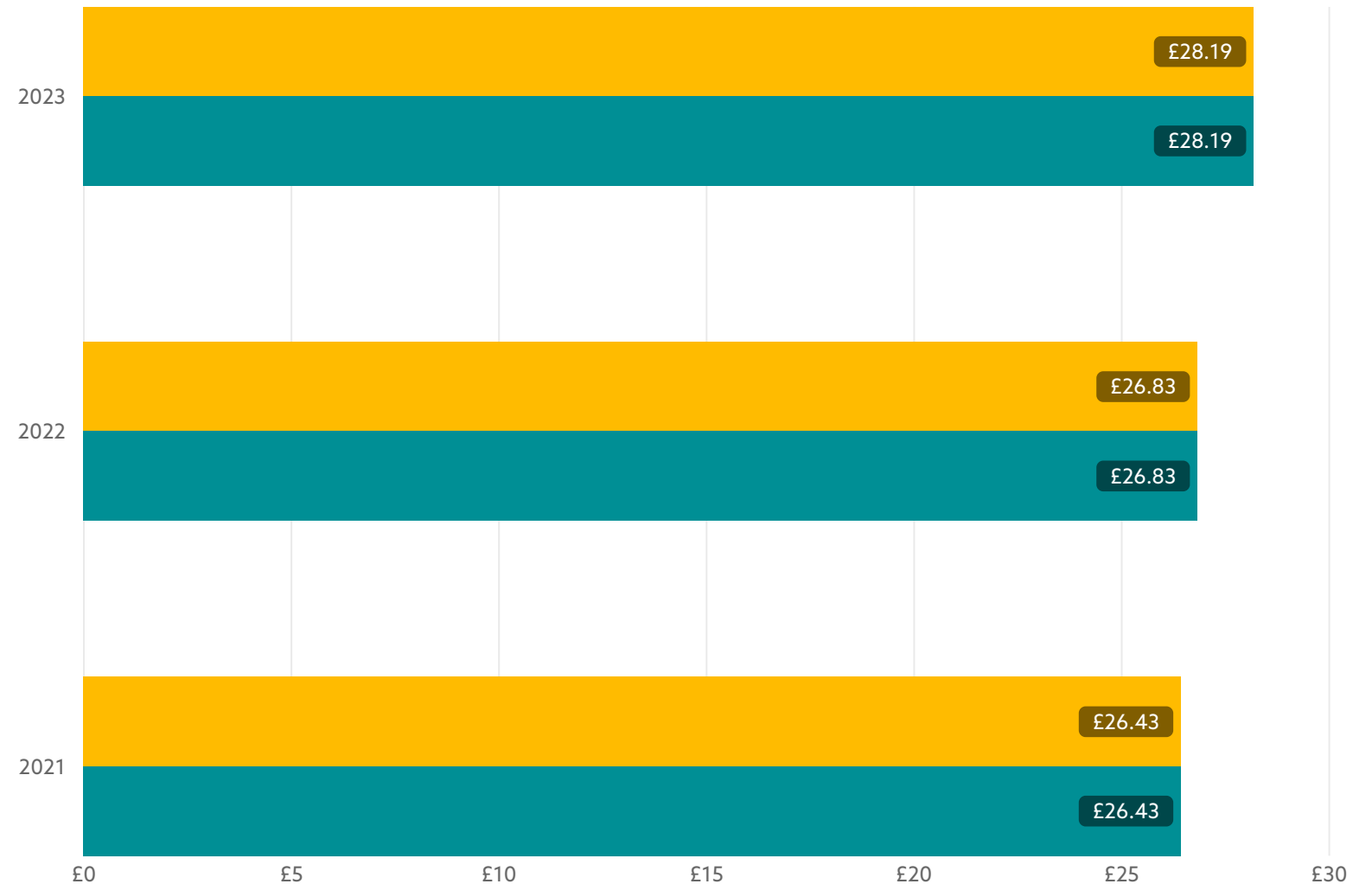
#### Median of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	£26.43	£26.83	£28.19
Not disabled	£26.43	£26.83	£28.19
<b>Total</b>	<b>£26.43</b>	<b>£26.83</b>	<b>£28.19</b>

#### Median Gap of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	0.0%	0.0%	0.0%

DisabilityGroup ● Disabled ● Not disabled



# Disability Pay Gap Analysis 2021 - 2023

## F11: Mean Hourly Pay

### Full-pay equivalent employees, Professional Support

Hourly pay is full time equivalent excluding salary sacrifice

#### Count

DisabilityGroup	2021	2022	2023
Disabled	41	61	76
Not disabled	1443	1566	1816
<b>Total</b>	<b>1484</b>	<b>1627</b>	<b>1892</b>

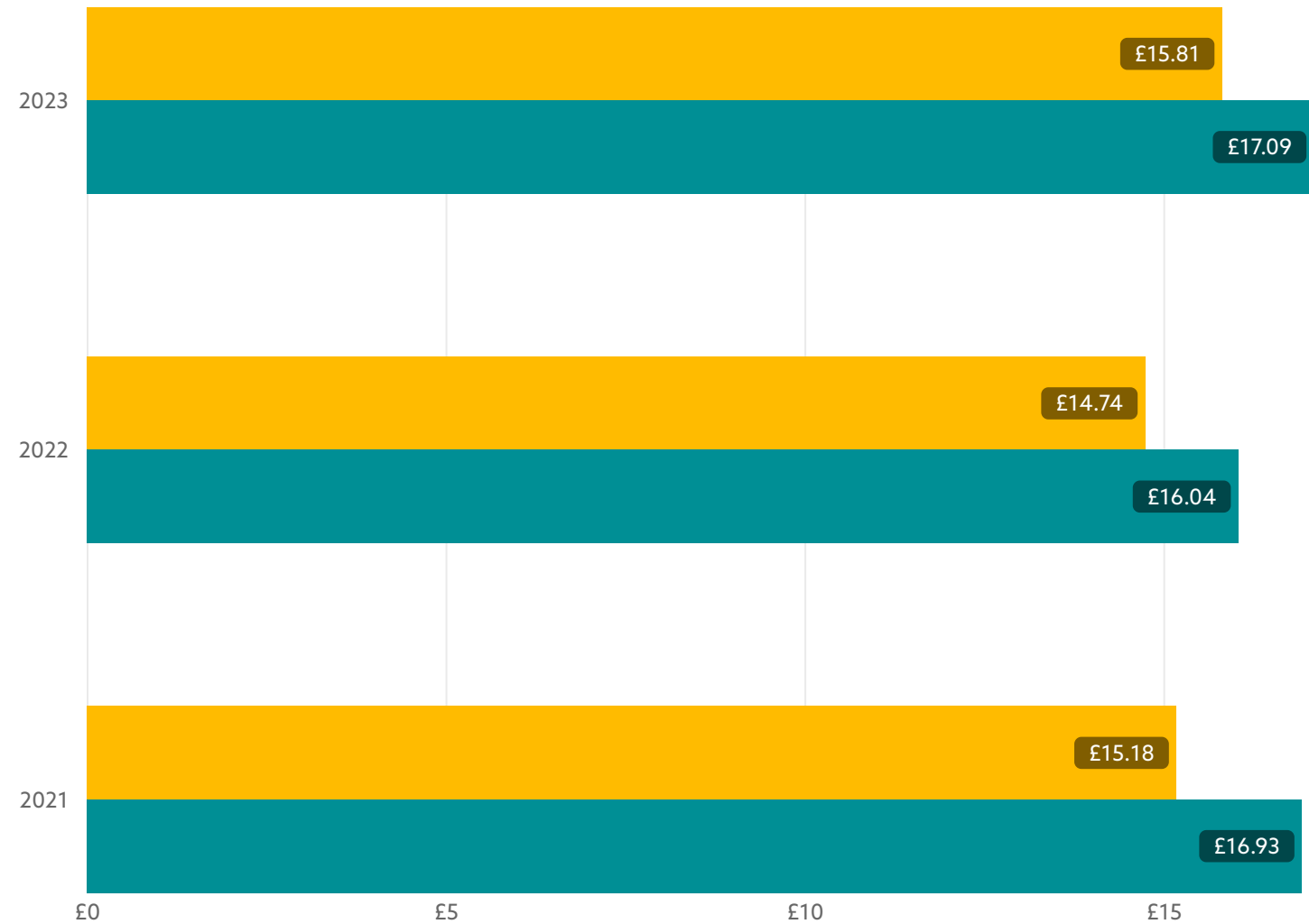
#### Mean of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	£15.18	£14.74	£15.81
Not disabled	£16.93	£16.04	£17.09
<b>Total</b>	<b>£16.88</b>	<b>£15.99</b>	<b>£17.04</b>

#### Mean Gap of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	10.3%	8.1%	7.5%

DisabilityGroup ● Disabled ● Not disabled



## F12: Median Hourly Pay

### Full-pay equivalent employees, Professional Support

Hourly pay is full time equivalent excluding salary sacrifice

#### Count

DisabilityGroup	2021	2022	2023
Disabled	41	61	76
Not disabled	1443	1566	1816
<b>Total</b>	<b>1484</b>	<b>1627</b>	<b>1892</b>

#### Median of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	£11.48	£11.67	£12.86
Not disabled	£15.99	£14.16	£15.98
<b>Total</b>	<b>£15.99</b>	<b>£14.06</b>	<b>£15.98</b>

#### Median Gap of Hourly Pay

DisabilityGroup	2021	2022	2023
Disabled	28.2%	17.6%	19.5%
Not disabled	0.0%	0.0%	0.0%

DisabilityGroup ● Disabled ● Not disabled

