

**Liverpool Heart and Chest NHS
Foundation Trust
Disability Pay Gap Report
2025**

Disability Pay Gap report 31/03/2025

The following report provides Liverpool Heart and Chest ‘Disability Pay Gap’ report using data from ESR at the snapshot date 31/03/2025. Disability pay gap shows the difference in Mean (Average) and Median (Mid-point) pay between all staff in the workforce.

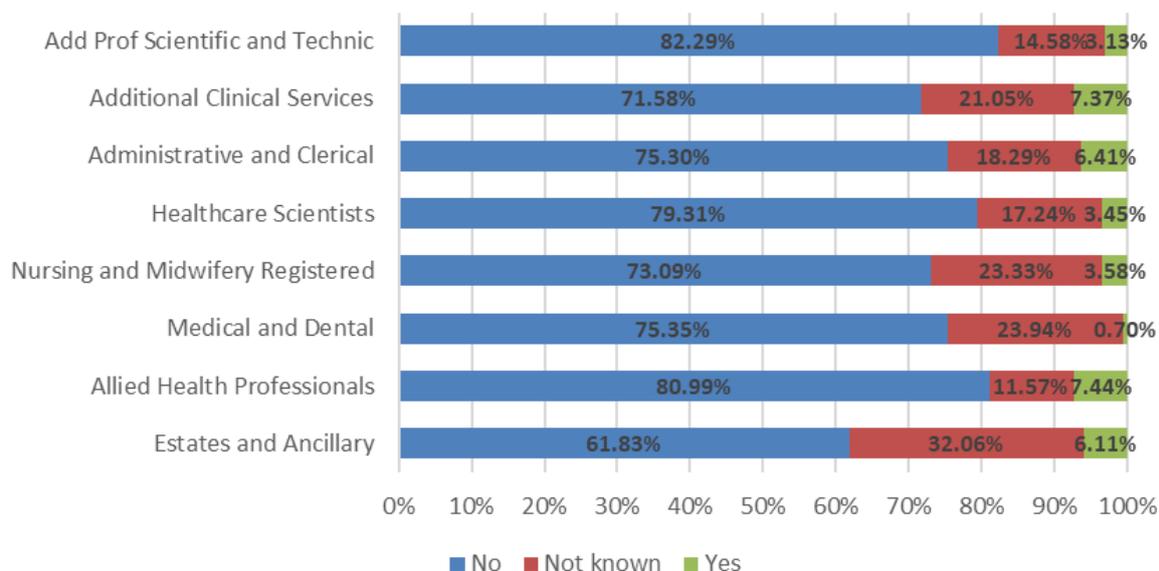
Data is based on 1926 eligible staff employed at LHCH at snapshot date of 31/03/2025 – 91.69% of staff in this sample are on Agenda for change terms and conditions, 0.93% Adhoc Payscales and 7.37% Medical Payscales. The highest proportion of staff within the Trust are ‘Registered Nursing’ staff who represent 33.49% of the Trust total. Grades have a set of paypoints for annual progression therefore the longer period of time that someone has been in a grade the higher their salary is likely to be.

Disability Breakdown at 31/03/2025:

Disability Grouping Summary	Headcount	%
No	1405	72.95%
Not known	426	22.12%
Yes	95	4.93%



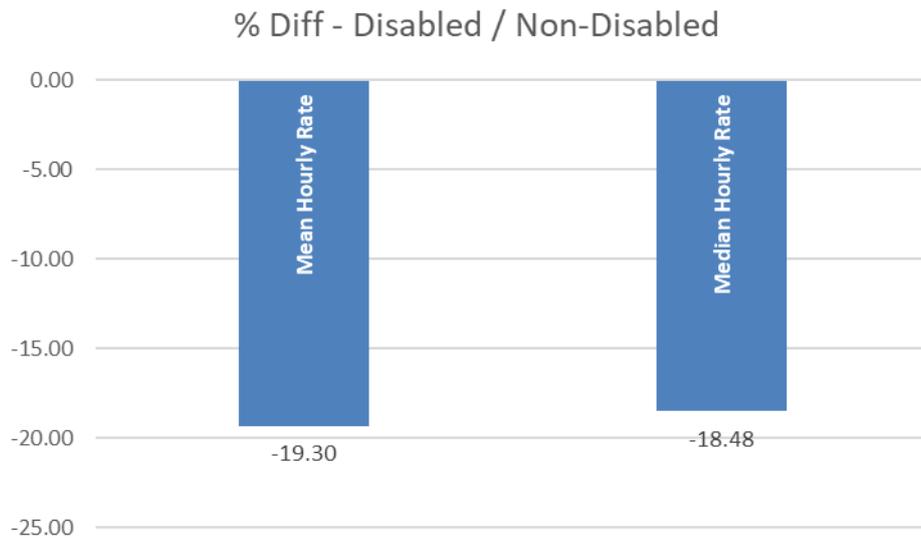
Disability by Staff Group



Pay Gap – Ordinary Pay

Data is based on snapshot of all fully paid staff in March 2025 or Week 52 2025 for weekly paid staff (Bank staff).

Disabled Hourly Rate Gap is:	
19.30% lower than non-disabled staff which equates to £4.43 <i>(Mean)</i>	18.48% lower than non-disabled staff which equates to £4.31 <i>(Median)</i>



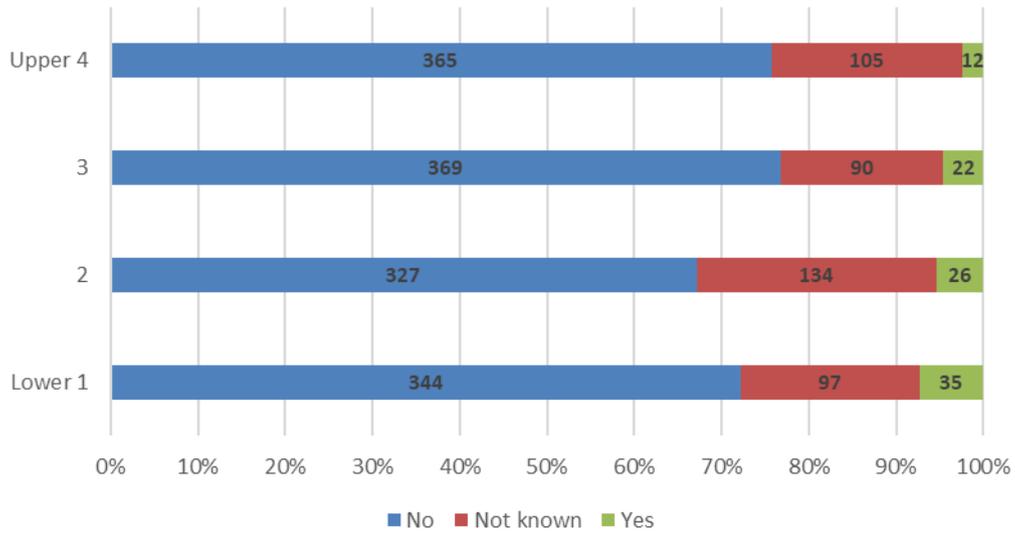
Mean (or average) is based on hourly rate of ordinary pay including Basic Pay, Allowances and Shift Premium pay.

Median (or mid pay) is based on hourly rate of ordinary pay including Basic Pay, Allowances and Shift Premium pay.

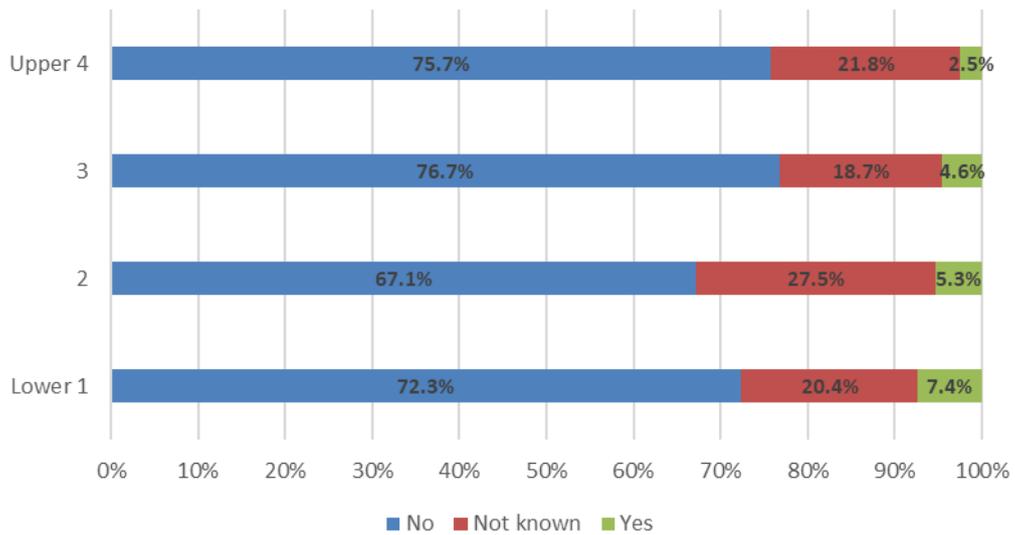
Hourly Pay Quartiles:

An extract from ESR is used to rank staff in order of hourly pay. These are split into 4 quarters based on hourly pay groupings (Quartile 1 is the lowest). The following graph shows the Disability split by Percentage's and Headcount for each of the quartiles.

Headcount:



%:



Pay Bands:

The table below shows Pay Gap by Banding:

Disabled staff earn more than Non-Disabled staff in the following Bands		Non-Disabled staff earn more than Disabled staff in the following Bands	
Band	PayGap	Band	PayGap
Band 3	1.91%	Adhoc	84.22%
Band 6	4.12%	Band 2	2.32%
Band 8a	5.63%	Band 4	2.47%
Band 8c	4.13%	Band 5	2.62%
Band 8d	10.55%	Band 7	0.27%
Medical	38.61%	Band 8b	100.00%
		Band 9	100.00%

Pay Gap Bonus Payments:

Pay Gap – Bonus* Payments

NB: There was 1 member of staff recorded with a Disability for Bonus Payments during the reporting period.

**Only includes 'Clinical Excellence Awards' and 'Discretionary Points'*

Disabled Bonus Pay Gap is:	
43.00% higher than Non-disabled (Mean)	200% higher than Non-disabled (Median)

(Data based on 1 Disabled / 31 Non-Disabled)

Who received Bonus Pay:	
1.05 % of Disabled staff	2.21 % of Non-Disabled staff

(Data based on 1 disabled member of staff of 95 / 31 Non-disabled member of staff out of 1405)

If only including Consultant headcount as the Denominator the 'Who received Bonus Pay' % would be as below:

Who received Bonus Pay:	
100 % of Disabled staff	43.06 % of Non-Disabled staff

(Data based on 1 Disabled member of staff out of 1 / 31 Non-disabled member of staff out of 72)