



Disability Pay Gap report

2025

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1. Introduction

We remain committed to transparency and equity in pay and improving representation of our diverse staff, and while there is no statutory requirement to do so, we are publishing information on our disability pay gap.

The pay gap is the percentage difference between the average hourly earnings of staff across the University who have shared that they have a disability, long-term condition or impairment (staff with a disability), and those without. This is different to equal pay, which shows whether staff with disabilities and those without are paid equally for comparable work.

This data and analysis help us better understand our staff demographic and informs us about where we need to make progress and implement action plans in line with our [Equity, Diversity and Inclusion \(EDI\)](#) and [People](#) strategies.

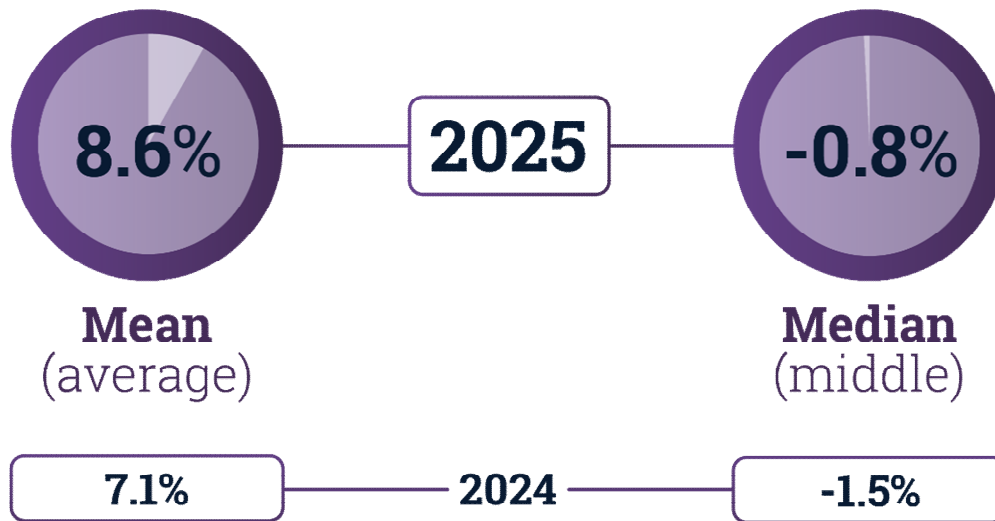
Our figures are based on a data snapshot taken from our HR & Payroll system as at 31 March 2025.

Bonus pay data reflects payments during the 12-month period leading up to the snapshot date, from 1 April 2024 to 31 March 2025.

2. The pay gap

This year, our mean pay gap has increased by 1.5% to 8.6%, while our median pay gap has narrowed by 0.7% to -0.8%.

This means the typical (median) hourly rate for staff with disabilities is 0.8% higher than for those without, but the average (mean) hourly rate is 8.6% lower.



These results reflect the underrepresentation of staff with disabilities in the highest pay bands, which affects the overall average hourly pay for this group, while their concentration in the middle pay bands influences the median pay gap. The distribution of staff with and without disabilities across the pay quartiles and pay scales is presented later in the report.

3. The bonus pay gap

There are two types of bonus payments:

- Recognition award: this is open to all staff and is based on exceptional performance.
- Bonus scheme: this is for senior managers and is based on the achievement of key targets/key performance indicators which may include areas such as income and business generation.

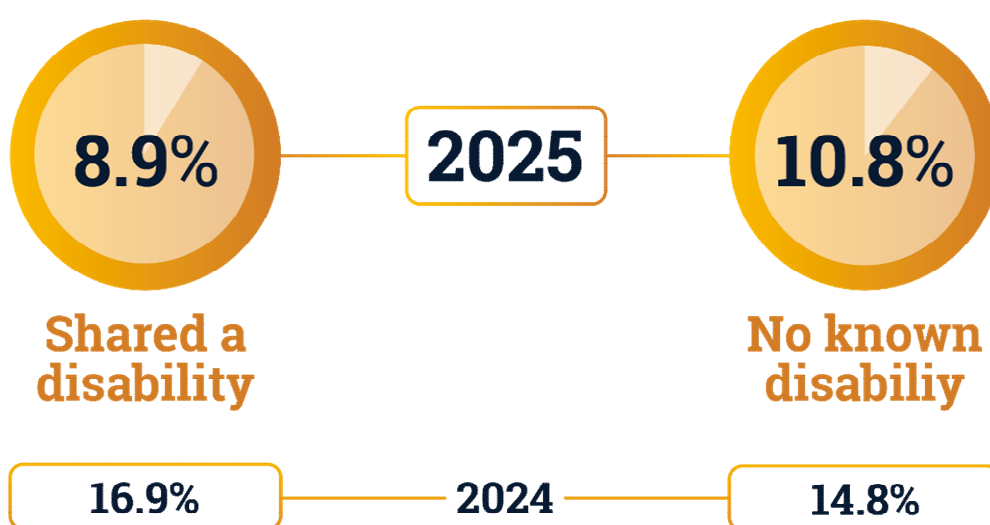
For reporting purposes, the term “bonus” will be used throughout this report to refer to both forms of payment.

Other forms of recognition are in place at Cranfield, such as promotion, accelerated salary increments, and moves into a high-performance zone at each salary level. These are not reported in our bonus pay gap figures.

In addition to evaluating our bonus pay gap, we conduct equality impact assessments as part of our annual pay and reward review. This ensures we identify and address any potential inequalities in the awarding of pay increases and rewards.

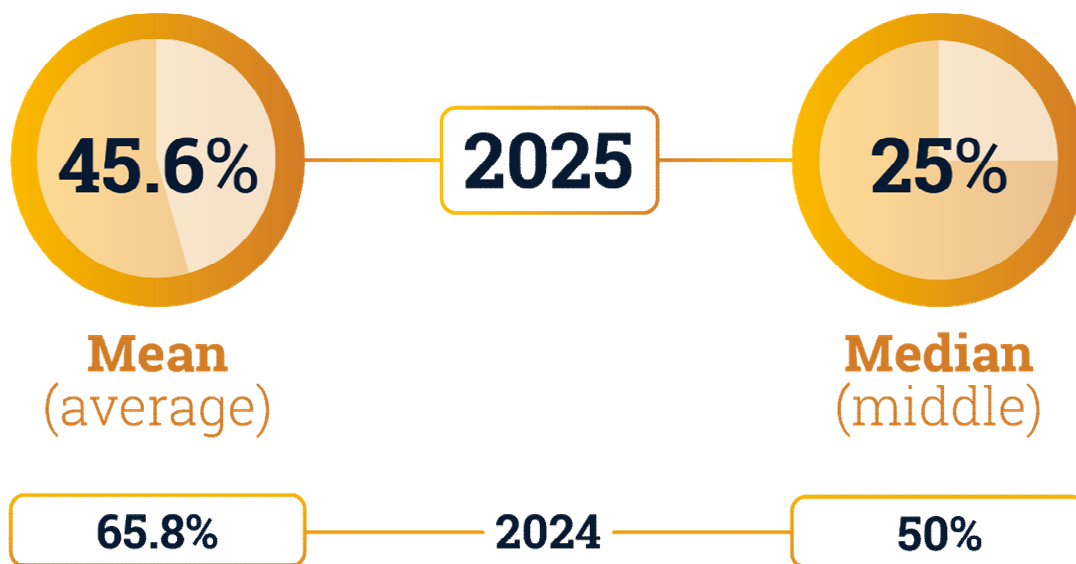
3.1 Proportion of staff with disabilities and staff without receiving a bonus

This year, 8.9% of staff with disabilities received a bonus payment, compared with 10.8% of staff without. The proportion of staff receiving a bonus decreased for both groups compared to last year.



3.2 Difference in bonus payments received by staff with disabilities and those without.

Staff with disabilities receive lower bonus payments on average than staff without disabilities. Although this is similar to last year, the gap has narrowed. On average, bonuses for staff with a disability are 45.6% lower than for their colleagues without a disability, while the typical (median) bonus is 25% lower.



Bonus payments are typically calculated as a percentage of salary. As staff with a disability are underrepresented in the most senior roles at Cranfield, the bonuses awarded to this group are, on average, lower than those received by staff without a disability. This staff distribution is looked at later in this report, where the representation of staff with and without a disability across the pay quartiles and pay scales is presented in more detail.

4. Pay quartiles

4.1 Proportion of staff with disabilities and those without in each pay quartile

Pay quartiles are calculated by dividing all employees into four equal groups based on their hourly rate of pay, ranging from the lowest hourly rate of pay (Q1) to the highest (Q4). The distribution of staff with a disability and staff without a disability across these quartiles plays a significant role in determining the overall disability pay gap. If either group is concentrated in either the upper or lower quartiles, it has a direct impact on the size of the gap.

In March 2025, staff with disabilities represent 9% of all staff. They are proportionally overrepresented in the lowest pay quartile, where they account for 10.6% of staff, and underrepresented in the highest pay quartile, where they represent 6.5%. This distribution contributes to a lower average salary for staff with disabilities compared with staff without disabilities and is reflected in the overall pay gap.

The table below shows the distribution of staff with and without disabilities across pay quartiles for 2025.

2025	Q1	Q2	Q3	Q4
Staff with a disability	10.6%	7.6%	13.2%	6.5%
Staff without a disability	85.4%	89.5%	82.3%	89.9%
Staff who have not shared	4.0%	2.9%	4.5%	3.6%
Change in staff with a disability in the quartile from 2024	+1.5%	-1.5%	+0.9%	-0.7%

5. Key factors affecting our pay gap

5.1 Workforce distribution and representation in senior roles

The table below shows the distribution of our workforce across the pay scale as of March 2025. While staff with disabilities make up 9% of the total workforce, they are underrepresented in the highest pay levels (level 7 and the Professoriate) and overrepresented in the lower and middle salary bands.

Level	Staff with disabilities	Staff without disabilities	Staff who have not shared
Casual	8% (10)	89% (115)	3% (<5)
Real Living Wage	17% (<5)	74% (17)	9% (<5)
L2	15% (<5)	77% (10)	8% (<5)
L3	13% (13)	85% (83)	2% (<5)
L4	11% (33)	84% (257)	5% (15)
L5	8% (38)	88% (415)	4% (18)
L6	13% (44)	84% (282)	3% (9)
L7	7% (19)	90% (234)	3% (7)
L8/Professorial	3% (5)	90% (130)	6% (9)

This distribution continues to be a significant factor in driving the pay gap, highlighting opportunities to further develop career progression and improve representation at all levels of the organisation.

6. Actions to help close the gap

To continue addressing the disability pay gap and promoting disability equality and inclusion, we maintain an action plan covering every stage of the employee lifecycle. Our ongoing actions include:

Neurodiversity awareness training

- University-wide on-demand digital neurodiversity training was introduced, aimed at increasing awareness and supporting neurodiversity in the workplace.
- We are a member of the Neurodiversity in Business network, enhancing knowledge-sharing and best practice implementation.

Pay and progression

- We remain committed to ensuring disability equality in recruitment shortlisting and selection panels and in promotions.
- Promotion pathways and internal progression structures have been reviewed to enable equal access to career advancement.
- A reverse mentoring programme has been developed, pairing senior leaders with less senior staff to foster greater awareness of workplace barriers and career challenges and to promote inclusion.
- Equal Pay reviews are conducted and focus given to equality at pay review panels.
- We continue to embed Equality Impact Assessments including for pay awards.

Strengthening disability networks and advocacy

- Strengthening support for disability-focused staff networks, providing structure and platforms for advocacy and membership of The Business Disability Forum.
- Our disability staff network aims to promote disability awareness and a safe and supportive environment to make Cranfield a more inclusive University for disabled staff and students.
- The network has continued to provide a space for peer support and advocacy, ensuring that the lived experiences of disabled staff inform institutional policies and practices.
- The network has shaped discussions around reasonable adjustments, career progression, and workplace support.

Workload and wellbeing

- We recognise the importance of staff wellbeing and work-life balance and continue to provide a range of wellbeing support services. These focus on mental, physical and financial wellbeing and include our wellbeing app, Employee Assistance Programme, Occupational Health Service, Mental Health First Aiders, resilience sessions, wellbeing resources and campaigns, and access to physio services.
- In response to our staff survey, we have introduced support and resources for managing workload, responding to change and supporting staff through change.
- We introduced wellbeing discussions into our annual performance review process.
- We are designing stress awareness training for people managers so that they can identify signs of stress and ensure appropriate support is put in place.

Workplace adjustments and accessibility

- Embedded guidance and a framework for reasonable adjustments across the University.
- Improving accessibility in both digital and physical environments, ensuring staff and students can access facilities and resources equitably.
- Working towards our Disability Confident Leader submission. This includes reviewing barrier-free recruitment practices, ensuring candidates with disabilities can fully access and navigate the hiring process, and providing guidance for managers and hiring teams on making inclusive recruitment decisions.

Workplace Inclusion

- We run campaigns and events, including external speakers to support equality, leadership, and workplace inclusion.
- Conduct campaigns to encourage increased share rates for disabilities, long-term conditions and impairments.
- A full review of Cranfield's Disability Policy, ensuring it aligns with best practices in workplace accessibility and support.