

# **Disability Pay Gap Report 2024**



# Disability pay gap report

This is the first time we have published the British Library's disability pay gap. From this point forward we will be publishing these figures annually, alongside our gender pay gap and our ethnicity pay gap, with the goal of reducing and eliminating these gaps, and ensuring that the Library as a workplace is welcoming, fair and empowering for everyone, regardless of background.



## Roly Keating, the British Library's Chief Executive, said:

In 2018 I committed to eliminating our gender pay gap by 2023, the year of our 50th anniversary. We achieved that milestone last year, and have maintained it since, and it's clear to me that the annual publication of the pay gap played a key role both in tracking our progress and galvanising efforts across the organisation.

This year we're publishing our disability pay gap for the first time, as part of our broader efforts to support diversity, equity and inclusion. The median gap is currently 4.20%. Clearly this is not where we want to be and so our target is to eliminate the disability pay gap by 2030, the end of our current *Knowledge Matters* strategy period. Annual publication of these figures will ensure that we do so in a transparent and accountable manner.



## Jas Rai, the British Library's Interim Chief Operating Officer, said:

We are voluntarily publishing our disability pay gap so we have a benchmark for progress, against which we'll report on annual basis going forward. We are disappointed with the median pay gap that currently exists, and we have a number of initiatives underway which we believe will make a substantive difference – including inclusive recruitment, disability awareness training and our commitment to achieving disability confident leader status (see '*Our commitment*', p6). By focusing our efforts, and tracking our progress in the coming years, we are determined to deliver positive change in this area, as we have done with the gender pay gap.

# Disability pay gap – 5 April 2023

The disability pay gap is the percentage difference between the median (or mean) hourly pay of employees who are disabled and employees who are non-disabled.

## Disability pay gap

**4.20%**

Median

**5.15%**

Mean

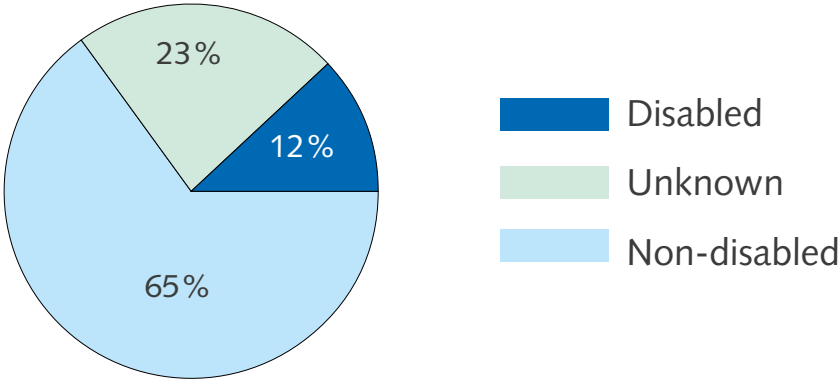
On average members of staff with disabilities earn 95.80p for every £1 that members of staff without disabilities earn.

## Disability bonus pay gap

Bonuses do not make up a significant component of employee pay at the British Library. Only three senior employees are entitled to a bonus payment, in accordance with the terms of their specific contracts. Due to the sensitive nature of this data and the significantly low data size we are unable to share this information.

# Our people

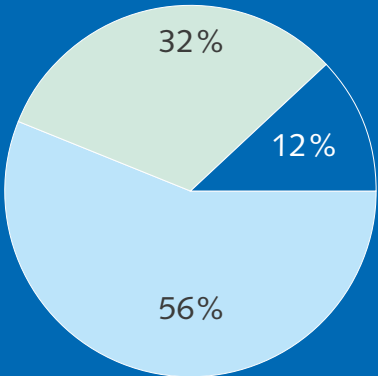
This is a snapshot of the British Library's whole organisation demographics broken down by disability status.



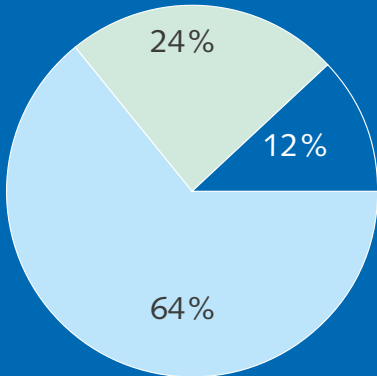
## Proportion of Disabled and Non-Disabled employees in each pay quartile

To work out the quartiles, the workforce is divided into four equal-sized groups. Quartile one represents the lowest earners and quartile four represents the highest earners.

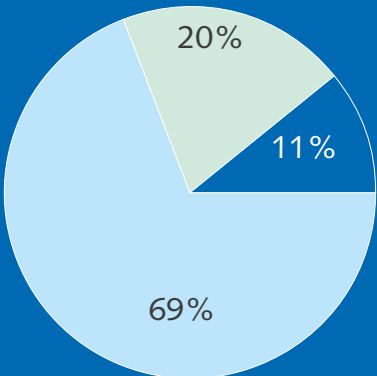
Q1



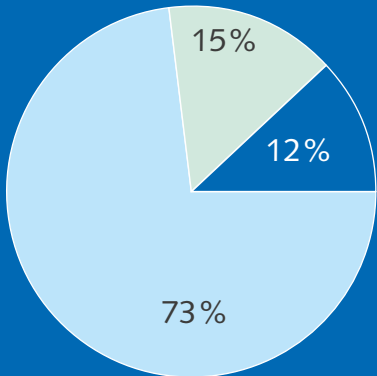
Q2



Q3



Q4



# Understanding our disability pay gap

This is the first year the British Library is disclosing its disability pay gap. It is with a commitment to transparency and improvement that we share our findings. Regrettably, we have identified a pay gap for colleagues with disabilities. We acknowledge this disparity with the utmost seriousness and are actively engaged in efforts to eliminate it. Our goal is to foster a workplace that is inclusive, equitable, and supportive of all our employees.

While reporting a disability pay gap is voluntary, we recognise the significance of addressing this issue. We understand the challenges in benchmarking within our sector, but this initial report will serve as a reference point against which to measure our progress and the impact of our strategies in the years ahead.

## Key insights

### Key insight one

#### High percentage of unknown category

At every quartile there is a high percentage of employees in the unknown category, with the highest in quartile one (32%). This is affecting the data and limits the analysis that can be made of the disability pay gap.

### Key insight two

#### Pay parity in quartile one

Quartile one has negative pay gaps in both the mean (-1.42%) and median (-0.35%). Meaning that disabled staff are paid more than staff without a disability in this section of the Library.

### Key insight three

#### Higher pay gaps in quartile four

Quartile four has the highest pay gaps in both the median (2.5%) and the mean (6.3%). This means that quartile four contributes the most out of any other quartile to the disability pay gap.

# Our commitment

Our target is to eliminate the disability pay gap by 2030. To do this we will be monitoring our progress on an annual basis by publishing the disability pay gap report alongside the gender pay gap and ethnicity pay gap.

## We will take the following actions to reduce and eliminate the disability pay gap:

- Undergoing an inclusive recruitment audit to highlight any barriers in the process for applicants. The review will also look at the differences in recruitment across both of our sites
- Organising disability awareness sessions for both staff and managers covering a range of topics
- Investing in specific leadership development workshops on disability and senior leader impact
- Embedding diversity and inclusion learning into all new training programmes
- Implementing 'reasonable adjustment' passports at the British Library
- Improving our data monitoring and collection to generate more specific and targeted analysis of experiences
- Increasing disclosure rates of disability across the organisation
- Continuing our early careers training placements providing opportunities for disabled people entering the sector
- Continuing to work towards becoming a Disability Confident Leader and implementing the associated actions
- Continuing to collaborate and work with Trade Union colleagues and the Disability and Carers Support Network.

## A pay gap is not the same as unequal pay

A pay gap is not the same as unequal pay. Unequal pay means that employees performing equal work, or work of equal value, are not receiving equal pay – which is unlawful.

The disability pay gap is a measure of the difference in average earnings between people who are disabled and people who are non-disabled's average earnings across an organisation as a whole over a period of time, regardless of role or seniority. It is not a like-for-like comparison of disabled and non-disabled employees. This means that although we have a fair pay and reward policy, and equal pay, we may still have a pay gap.

## Mean and Median explained

The mean and median are different ways of calculating the average of a dataset and are used to calculate pay gaps. Both are used as they tell us different things about the data. The mean or mathematical average is worked out by adding all the data values together and dividing by the total number of values in the data set.

The median is the positional average. It is found by ordering all values (in a data set) in numerical order and finding the middlemost value. The advantage of the median over the mean is that the mean is affected by any outliers in the data set (such as a very small or large value), whereas the median looks for the value 'positioned' in the middle of the data set. Therefore, we lead with the median figure.

## Statistical robustness

There is currently no guidance on how to calculate the disability pay gap. However, we have followed methodology equivalent to that set out by the government based on the gender pay gap and the new guidance on the ethnicity pay gap reporting on gov.uk. This official guidance recommends any group needs a minimum of 50 individuals to be reported on as a separate category. This ensures anonymity of data – data concerning health is a protected category of data under GDPR, and we have a duty under the law to protect this data. It also allows for statistical validity, meaning that there are enough data points within the overall data set to trust the results.

Due to this need for statistical robustness, we have grouped disability categories into one overall category to calculate the disability pay gap.

The individual categories are:

- Long term chronic/progressive conditions
- Physical
- Neurodiverse
- Sensory
- Hearing
- Learning
- Mental health
- Mobility
- Speech