



The State Hospital Equal Pay Monitoring Report 31 March 2026



Table of Contents

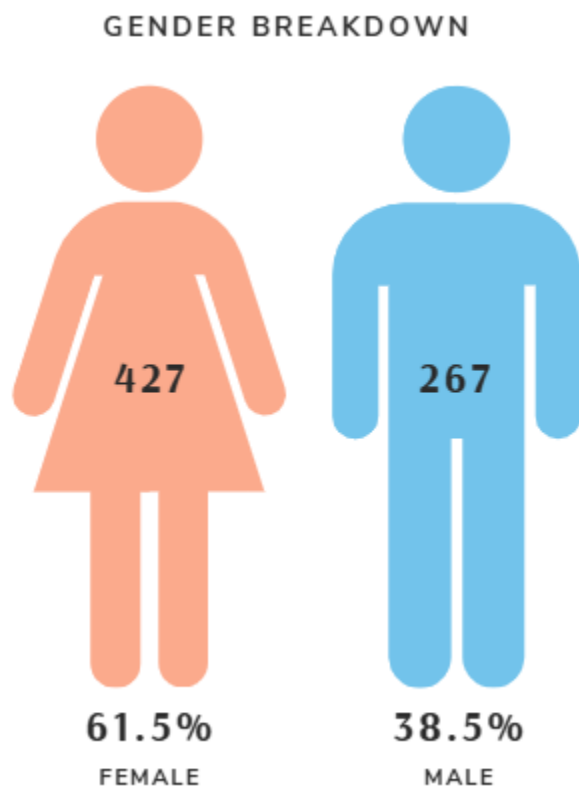
Introduction.....	3
National Terms and Conditions.....	4
Overall Pay Gap at the State Hospitals Board for Scotland.....	5
Average Hourly Rate by Pay Quartile	6
AFC Bands 2-3.....	6
AFC Bands 4-5.....	6
AFC Bands 6-7.....	6
AFC Bands 8, SM and MD	6
Mean Pay Gap Between Staff Grouping	7
Agenda for Change Pay Gap	7
Executive Level and Senior Manager Pay Gap excluding Non-Executives.....	7
Medical Pay Gap.....	7
Analysis of Equal Pay at the State Hospitals Board for Scotland	8
Agenda for Change (AfC).....	8
Medical	8
Executive Level and Senior Managers (EL/SM)	8
Mean Pay Gap by Ethnic Group	9
Mean Pay Gap by Disability Grouping	10
Conclusion from our Director of Workforce	11
The State Hospital Equal Pay Statement 2026	12
Appendix A - Agenda for Change (AfC)	13
Gender Pay Gap Data.....	13
Executive Level and Senior Managers (EL/SM)	15
Medical	15
Appendix C – Disability Gap Data.....	17

Introduction

The State Hospitals Board for Scotland is committed to the principles of equality of opportunity in employment and to ensure that staff receive equal pay for the same or broadly similar work, for work rated as equivalent, or for work of equal value. This commitment applies regardless of age, disability, race or ethnicity, gender reassignment, marriage or civil partnership status, pregnancy or maternity, religion or belief, sex or sexual orientation.

The right to equal pay between women and men is a statutory entitlement under UK law and applies to all employers. In addition, under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the State Hospitals Board for Scotland is required to publish gender pay gap information at least every two years and to publish an equal pay statement and occupational segregation information every four years. The gender pay gap measures the difference in average earnings between men and women across an organisation. It is distinct from equal pay, and an organisation may comply fully with equal pay legislation while still having a gender pay gap. This can occur, for example, where men and women are distributed differently across roles, grades or levels of seniority.

The data within this report is based on 694 employees employed by the State Hospital at 31 March 2026. Calculations are presented using mean hourly pay, which is calculated by adding together all employees' basic hourly rates of pay within a particular group and dividing this total by the number of employees in that group.



National Terms and Conditions

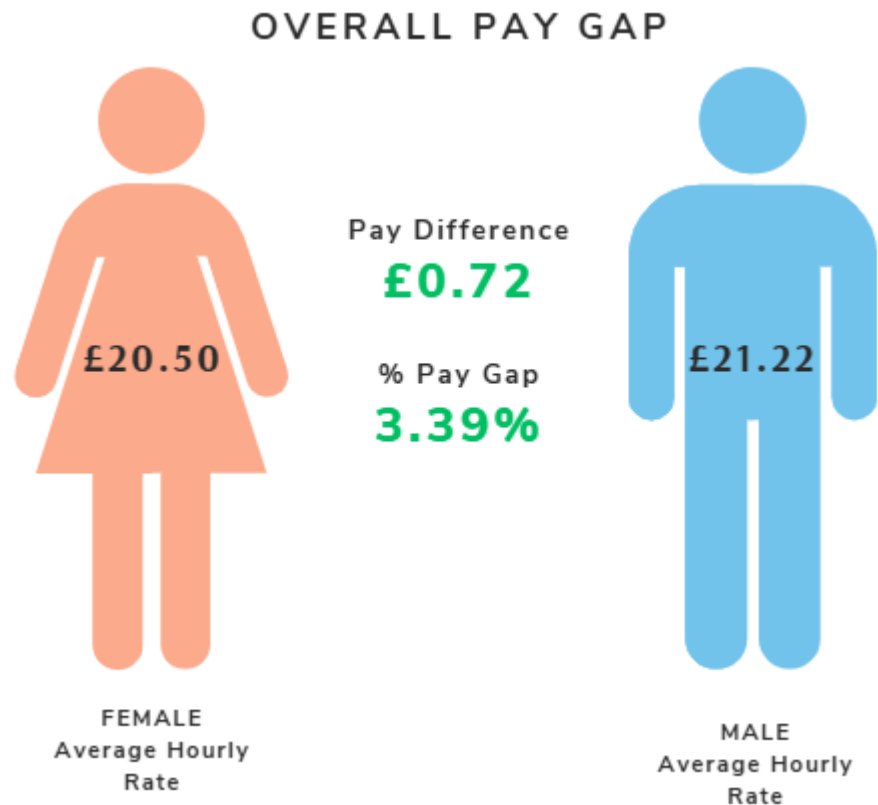
The State Hospital employs staff on nationally negotiated NHS terms and conditions, which set out pay, pay progression and other contractual provisions. These include the NHS Agenda for Change (AfC) Terms and Conditions, the NHS Consultant Contract and the Specialty Doctor Contract. Some staff are also employed under NHS Scotland Executive Contracts, which are evaluated using national grading policies with prescribed pay ranges and terms and conditions.

Staff employed under AfC terms and conditions are appointed to posts with a defined pay band, determined through the NHS Job Evaluation Scheme. This evaluation is undertaken by a trained panel and assesses the skills and responsibilities required for the role. As a result, all employees appointed to the same post or job description are paid, regardless of gender, in line with the evaluated band. Each AfC pay band also includes a number of incremental points.

In line with AfC terms and conditions, employees will generally either commence at the minimum of the pay band or, in cases of promotion, move to the first point on the scale that provides a salary increase. Incremental progression then applies annually. Commencing salary, length of service in grade and the timing of incremental progression can therefore influence the observed pay gap within this staff group.

Overall Pay Gap at the State Hospitals Board for Scotland

The table below presents the mean gender pay gap for the State Hospitals Board for Scotland for the current reporting year. This shows the difference in average hourly pay between men and women across the organisation as a whole.



Methodology note:

The gender pay gap is calculated as the monetary difference between the mean hourly rate of pay for male employees and female employees, expressed as a percentage of the male hourly rate. Hourly pay is calculated using the following formula:

$$(Contracted\ hours \times 52.179) \div (Annual\ salary \times WTE)$$

This approach ensures consistency of hourly rate calculations across different working patterns.

Average Hourly Rate by Pay Quartile

This section of the report provides data on the proportion of males and females within each pay quartile. By ranking all employees from lowest to highest paid then dividing this list into four equal groups it is possible to identify four pay quartiles. In doing so, this provides information on how male and female employees are distributed across the organisation in terms of pay. Against each pay quartile the proportion of males and females is listed along with the average hourly rates of pay.

While some slight pay differentials are noted this is to do with the makeup of the workforce and the length of service and which pay point individuals have reached on their scale. The pay scales are national pay scales with clear rules and guidelines as to how individual should be placed and progress through their pay scale.

AFC Bands 2-3

	Female	Male
Number of Employees	157	126
% of headcount in quartile	55.48%	44.52%
Mean Hourly Rate	£14.93	£15.13

AFC Bands 4-5

	Female	Male
Number of Employees	166	74
% of headcount in quartile	69.17%	30.83%
Mean Hourly Rate	£17.99	£18.26

AFC Bands 6-7

	Female	Male
Number of Employees	69	44
% of headcount in quartile	61.06%	38.94%
Mean Hourly Rate	£25.79	£26.67

AFC Bands 8, SM and MD

	Female	Male
Number of Employees	37	26
% of headcount in quartile	58.73%	41.27%
Mean Hourly Rate	£42.37	£41.38

Mean Pay Gap Between Staff Grouping

State Hospital staff are employed under three distinct contract groupings: Agenda for Change (AfC), Executive Level and Senior Managers (EL/SM) and Medical, each operating under separate pay frameworks, terms and conditions of employment. The tables below present the mean gender pay gap for each contract group.

Agenda for Change Pay Gap

	Mean Hourly Rate
Female (420 employees)	£19.90
Male (254 employees)	£19.42
Difference	£0.48
% Pay Gap	2.47%

Executive Level and Senior Manager Pay Gap excluding Non-Executives

	Mean Hourly Rate
Female (1 employees)	£45.87
Male (4 employee)	£44.86
Difference	£1.01
% Pay Gap	2.25%

Medical Pay Gap

	Mean Hourly Rate
Female (6 employees)	£58.56
Male (9 employees)	£62.26
Difference	£3.70
% Pay Gap	5.94%

Analysis of Equal Pay at the State Hospitals Board for Scotland

Across all staff groupings, the State Hospitals Board for Scotland operates nationally agreed pay frameworks with structured pay scales and clearly defined progression arrangements. These frameworks provide assurance that employees undertaking the same or equivalent roles are paid in line with agreed national terms and conditions, regardless of gender. Observed gender pay gaps primarily reflect workforce composition, grade distribution, seniority and length of service rather than unequal pay for equal work.

At an organisational level, the overall mean gender pay gap has reduced in the current reporting year. Following relative stability in recent years, with an overall mean pay gap of 6.04% in 2022-23 and 5.86% in 2023-24, the current reporting year shows a more notable reduction to 3.39%. This reflects changes in workforce profile and pay distribution rather than changes to national pay structures.

Agenda for Change (AfC)

Agenda for Change represents the largest staff grouping within the State Hospital. Analysis of this cohort shows a negative mean gender pay gap of 2.47%, indicating that, on average, female employees earn more per hour than male employees.

This reflects the gender profile of the AfC workforce, where female employees form the majority across most pay bands, including higher bands. In particular, there are proportionally more female employees in Bands 8A–8D compared to male employees. As AfC pay bands are allocated using the NHS Job Evaluation Scheme and progression occurs through nationally agreed incremental points, differences in average pay are driven by band distribution, length of service and incremental position.

Medical

The Medical workforce shows a positive mean gender pay gap of 5.94% in favour of male employees, meaning that female employees earn on average 5.94% less per hour than male employees within this group.

Medical pay progression is incremental and influenced by commencing salary point, length of service and the timing of annual increments. Consultants may also receive discretionary points, which are included in hourly pay calculations. The pay gap is therefore primarily driven by role distribution and seniority rather than unequal pay for equivalent posts.

Executive Level and Senior Managers (EL/SM)

The Executive Level and Senior Manager group represents the smallest staff cohort within the State Hospital. This group shows a negative mean gender pay gap of 2.25%, with the single female post holder having a higher mean hourly rate than male post holders.

However, this result is based on very small employee numbers and is therefore highly sensitive to individual salaries. Small changes in post-holders or pay levels can significantly affect the calculated percentage and should be interpreted with caution. Salary progression within this group is performance-related and occurs within defined grade minima and maxima through the appraisal process.

This information does not include Non-Executive Directors, whose pay is set by the Scottish Government as a fee for a firm commitment to spend 52 days per year, or an average of eight hours per week on Board business.

Mean Pay Gap by Ethnic Group

This section presents information on mean hourly rates of pay by ethnic group for the current reporting year. The table provides headcount information alongside mean hourly pay for each ethnic grouping to support comparison across groups.

The data has been extracted from the Employee Support System (eESS). All employees are paid in line with the evaluated band for their post, regardless of ethnicity. Posts are graded using the NHS Job Evaluation Scheme based on the skills and responsibilities required, and contractual terms and conditions are applied consistently across all staff, including starting salary placement, promotion arrangements, and incremental progression.

Differences in mean hourly pay therefore reflect workforce composition, grade distribution, and length of service, rather than unequal pay for the same or equivalent work. For confidentiality and data reliability purposes, ethnic groups with fewer than five employees are marked with an asterisk and should be interpreted with caution.

This analysis also aligns with the anticipated direction of travel for pay gap reporting set out by the Employment Rights Act 2025. The UK Government has confirmed its intention to introduce mandatory ethnicity and disability pay gap reporting for large employers, building on the existing gender pay gap reporting framework. In this context, the State Hospitals Board for Scotland's current approach provides a strong foundation for future compliance. The organisation already gathers and analyses pay data by ethnic group, applies consistent job evaluation and pay progression arrangements, and uses aggregated categories where appropriate to safeguard confidentiality.

As mandatory ethnicity pay gap reporting is introduced, continued improvement in workforce disclosure rates and analytical grouping will further support transparency and provide assurance that pay practices remain fair, objective, and free from unlawful bias.

Ethnic Group	Headcount	Mean Hourly Rate £
White - Scottish	487	20.85
White - Other British	62	25.14
Don't Know	45	23.07
Not stated / blank in source table	30	19.07
Prefer not to say	24	19.45
White - Other	22	21.40
White - Irish	8	20.53
African - African, African Scottish or African British	6	19.93
Asian - Indian, Indian Scottish, or Indian British	*	39.06
Asian - Other	*	16.30
Caribbean or Black - Black Scottish or Black British	*	16.80
Mixed or Multiple Ethnic Group	*	23.43
Asian - Chinese, Chinese Scottish or Chinese British	*	28.15
Other / not disclosed	*	51.67
White - Polish	*	17.72

Mean Pay Gap by Disability Grouping

For the purposes of this report, disability information has been analysed using employee self-reported data recorded within the Employee Support System (eESS). This section focuses on employees who have disclosed that they have a disability and those who have disclosed that they do not have a disability. Employees who selected “prefer not to say” or “don’t know” have been excluded from this analysis, in line with previous reporting practice.

The table below presents headcount information alongside mean hourly rates of pay for employees who have disclosed a disability and those who have not.

Employees who have disclosed a disability have a lower mean hourly rate than employees who have disclosed that they do not have a disability. This difference reflects the distribution of staff across roles, grades, and levels of seniority, rather than differences in pay for the same work.

As in previous reporting years, interpretation of this data should take account of grade distribution, incremental progression, and length of service. Continued improvement in disability disclosure rates will support more robust analysis in future reports and aligns with the anticipated introduction of mandatory disability pay gap reporting.

	Mean Hourly Rate
Employees who have disclosed that they have a disability	£19.06 (Headcount 52)
Employees who have disclosed that they do not have a disability	£20.10 (Headcount 458)
Difference	£1.04
% Pay Gap*	5.17%

Conclusion from our Director of Workforce

This report provides an overview of pay equality and pay gap information at the State Hospitals Board for Scotland and demonstrates our ongoing commitment to fair, transparent and equitable pay practices. The analysis confirms that the organisation operates within nationally agreed pay frameworks that are applied consistently across the workforce and provide assurance of equal pay for the same or equivalent roles.

The findings show that observed pay gaps are primarily influenced by workforce composition, grade distribution, seniority and length of service, rather than differences in pay for individuals undertaking the same work. I am particularly encouraged that the overall mean gender pay gap has reduced in the current reporting year, reflecting changes in workforce profile and pay distribution across the organisation.

Oversight of this work is supported by the State Hospital's Workforce Equality Group, which plays a key role in reviewing workforce equality data, including pay gap information, and providing constructive challenge and assurance. The group helps to ensure that equality considerations are embedded within workforce governance arrangements and that emerging themes are identified and addressed in a timely manner.

While this report provides reassurance that pay arrangements remain fair and objective, we recognise that addressing pay gaps and advancing equality is an ongoing process. The State Hospital will continue to monitor pay data, support fair access to progression and development opportunities, and encourage improved disclosure across equality characteristics to strengthen the quality of future analysis.

Looking ahead, the organisation is well placed to meet evolving reporting requirements and to build on the strong foundations already in place. Equal pay remains a core component of our workforce strategy, and we are committed to working in partnership with staff, Trade Unions, Professional Organisations and the Workforce Equality Group to ensure that pay practices continue to reflect our values, legal obligations and the NHS Scotland Staff Governance Standard.

As Director of Workforce, I am satisfied that this report demonstrates the State Hospitals Board for Scotland's commitment to equality, transparency and continuous improvement, and I will continue to provide assurance that equal pay remains a priority across the organisation.



Stephen Wallace,
Director of Workforce

A handwritten signature in black ink, appearing to read 'Stephen Wallace', positioned below the printed name.

The State Hospital Equal Pay Statement 2026

This statement has been agreed in partnership and will be reviewed regularly through the State Hospital Partnership Forum and the Staff Governance Committee. The State Hospital is committed to equality of opportunity in employment and to ensuring that staff receive equal pay for the same or broadly similar work, for work rated as equivalent, or for work of equal value. This commitment applies regardless of age, disability, race or ethnicity, gender reassignment, marriage or civil partnership status, pregnancy or maternity, religion or belief, sex, or sexual orientation.

The State Hospital recognises that the right to equal pay between women and men is a statutory entitlement under UK law. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require the State Hospital to publish gender pay gap information at least every two years and to publish an equal pay statement and occupational segregation information every four years. This includes the concentration of women and men, disabled and non-disabled employees and minority racial groups across different grades and occupations.

Pay equity is central to the values of the State Hospital, and the organisation is committed to ensuring that pay is awarded fairly, transparently, and equitably. To support this, the State Hospital operates pay systems that are based on objective criteria, underpinned by nationally agreed frameworks and free from unlawful bias.

The State Hospital also recognises wider factors that contribute to pay inequality, including occupational segregation, unequal caring responsibilities, barriers to flexible working and wider societal influences. Where possible, proportionate action will be taken within the organisation's remit in line with the NHS Scotland Staff Governance Standard and the Public Sector Equality Duty.

In line with the General Duty of the Equality Act 2010, the State Hospital aims to:

- Eliminate unlawful discrimination and unfair practices that impact on pay equality.
- Promote equality of opportunity and equal pay across the workforce.
- Foster good relations between people sharing different protected characteristics in the implementation of pay practices.

To support these aims, the State Hospital will:

- Provide clear information to employees on how pay is determined and how concerns can be raised.
- Ensure managers involved in pay and grading decisions are supported through appropriate training and guidance.
- Monitor pay practices on an ongoing basis, including for part-time staff, those on fixed-term contracts and employees on authorised leave.
- Review the impact of pay arrangements in line with the Equality Act 2010.
- Ensure equal pay is central to organisational change and workforce planning.
- Develop and implement a programme of equal pay reviews in line with Equality and Human Rights Commission guidance, in partnership with Trade Unions and Professional Organisations.

Responsibility for implementing this statement rests with the State Hospital Chief Executive.

The State Hospital takes its responsibilities in relation to equal pay, equality, and inclusion seriously. It is committed to treating all staff fairly and consistently in accordance with employment legislation, the Staff Governance Standard and best practice. Employees are encouraged to raise any pay concerns informally with their line manager in the first instance, with access to the NHS Scotland Workforce Grievance Policy where issues cannot be resolved informally.

Appendix A - Agenda for Change (AfC)

Gender Pay Gap Data

Female

Job Family	Grade Name	Headcount	Average Hourly Rate £	Median Hourly Rate £
ADMINISTRATIVE SERVICES	Band 2	*	13.33	13.33
ADMINISTRATIVE SERVICES	Band 3	18	15.49	15.68
ADMINISTRATIVE SERVICES	Band 4	23	16.83	17.13
ADMINISTRATIVE SERVICES	Band 5	13	19.38	18.43
ADMINISTRATIVE SERVICES	Band 6	13	23.91	22.53
ADMINISTRATIVE SERVICES	Band 7	*	28.53	28.53
ADMINISTRATIVE SERVICES	Band 8A	*	35.10	35.10
ADMINISTRATIVE SERVICES	Band 8B	5	38.92	38.39
ADMINISTRATIVE SERVICES	Band 8C	*	46.42	45.34
ALLIED HEALTH PROFESSION	Band 3	*	15.68	15.68
ALLIED HEALTH PROFESSION	Band 4	*	16.67	17.13
ALLIED HEALTH PROFESSION	Band 5	*	17.64	17.25
ALLIED HEALTH PROFESSION	Band 6	*	22.22	22.53
ALLIED HEALTH PROFESSION	Band 7	*	27.71	26.89
ALLIED HEALTH PROFESSION	Band 8A	*	32.51	32.51
NURSING/MIDWIFERY	Band 3	58	15.38	15.68
NURSING/MIDWIFERY	Band 4	12	16.78	17.13
NURSING/MIDWIFERY	Band 5	100	19.43	18.43
NURSING/MIDWIFERY	Band 6	24	23.24	22.53
NURSING/MIDWIFERY	Band 7	13	28.17	27.39
NURSING/MIDWIFERY	Band 8A	*	32.51	32.51
NURSING/MIDWIFERY	Band 8B	*	41.06	41.06
NURSING/MIDWIFERY	Band 8C	*	46.97	46.97
OTHER THERAPEUTIC	Band 5	*	17.54	17.25
OTHER THERAPEUTIC	Band 6	*	21.58	21.58
OTHER THERAPEUTIC	Band 7	*	29.04	29.04
OTHER THERAPEUTIC	Band 8A	7	32.88	32.51
OTHER THERAPEUTIC	Band 8B	*	38.39	38.39
OTHER THERAPEUTIC	Band 8C	5	47.29	48.60
OTHER THERAPEUTIC	Band 8D	*	53.82	53.82
SUPPORT SERVICES	Band 2	60	14.22	14.47
SUPPORT SERVICES	Band 3	19	15.50	15.68
SUPPORT SERVICES	Band 4	*	16.20	15.74
SUPPORT SERVICES	Band 5	5	21.49	21.49
SUPPORT SERVICES	Band 6	*	24.42	24.42
SUPPORT SERVICES	Band 7	*	29.04	29.04
SUPPORT SERVICES	Band 8A/8B	0	0.00	0.00
Total	-	420	19.90	17.25

Male

Job Family	Grade Name	Headcount	Average Hourly Rate £	Median Hourly Rate £
ADMINISTRATIVE SERVICES	Band 2	0	0.00	0.00
ADMINISTRATIVE SERVICES	Band 3	*	15.68	15.68
ADMINISTRATIVE SERVICES	Band 4	*	17.71	17.71
ADMINISTRATIVE SERVICES	Band 5	*	17.64	17.25
ADMINISTRATIVE SERVICES	Band 6	5	24.79	26.30
ADMINISTRATIVE SERVICES	Band 7	6	27.00	27.39
ADMINISTRATIVE SERVICES	Band 8A	*	34.24	35.10
ADMINISTRATIVE SERVICES	Band 8B	*	38.39	38.39
ADMINISTRATIVE SERVICES	Band 8C	*	45.34	45.34
ALLIED HEALTH PROFESSION	Band 3	0	0.00	0.00
ALLIED HEALTH PROFESSION	Band 4	*	17.13	17.13
ALLIED HEALTH PROFESSION	Band 5	0	0.00	0.00
ALLIED HEALTH PROFESSION	Band 6	0	0.00	0.00
ALLIED HEALTH PROFESSION	Band 7	0	0.00	0.00
ALLIED HEALTH PROFESSION	Band 8A	0	0.00	0.00
NURSING/MIDWIFERY	Band 3	81	15.38	15.68
NURSING/MIDWIFERY	Band 4	16	16.95	17.13
NURSING/MIDWIFERY	Band 5	45	20.46	21.49
NURSING/MIDWIFERY	Band 6	14	24.35	26.30
NURSING/MIDWIFERY	Band 7	7	29.13	30.69
NURSING/MIDWIFERY	Band 8A	*	32.51	32.51
NURSING/MIDWIFERY	Band 8B	0	0.00	0.00
NURSING/MIDWIFERY	Band 8C	0	0.00	0.00
OTHER THERAPEUTIC	Band 5	0	0.00	0.00
OTHER THERAPEUTIC	Band 6	*	24.42	24.42
OTHER THERAPEUTIC	Band 7	*	30.69	30.69
OTHER THERAPEUTIC	Band 8A	*	32.51	32.51
OTHER THERAPEUTIC	Band 8B	0	0.00	0.00
OTHER THERAPEUTIC	Band 8C	*	48.60	48.60
OTHER THERAPEUTIC	Band 8D	0	0.00	0.00
SUPPORT SERVICES	Band 2	11	14.06	14.47
SUPPORT SERVICES	Band 3	31	15.42	15.68
SUPPORT SERVICES	Band 4	*	16.44	16.44
SUPPORT SERVICES	Band 5	5	21.49	21.49
SUPPORT SERVICES	Band 6	*	23.00	22.06
SUPPORT SERVICES	Band 7	5	30.03	30.69
SUPPORT SERVICES	Band 8A	*	32.51	32.51
SUPPORT SERVICES	Band 8B	*	38.39	38.39
Total	-	254	19.42	15.74

Executive Level and Senior Managers (EL/SM)

Female

Job Family	Grade Descriptor	Headcount	Average Hourly Rate £	Median Hourly Rate £
SENIOR MANAGERS	Executive / Senior Manager Grade C			
SENIOR MANAGERS	Executive / Senior Manager Grade D	1	45.87	45.87
SENIOR MANAGERS	Executive / Senior Manager Grade E			
Total	-	1	45.87	45.87

Male

Job Family	Grade Descriptor	Headcount	Average Hourly Rate £	Median Hourly Rate £
SENIOR MANAGERS	Executive / Senior Manager Grade C	2	40.96	40.96
SENIOR MANAGERS	Executive / Senior Manager Grade D	1	45.87	45.87
SENIOR MANAGERS	Executive / Senior Manager Grade E	1	51.67	51.67
Total	-	4	44.86	43.41

Medical

Female

Job Family	Medical Grade	Headcount	Average Hourly Rate £	Median Hourly Rate £
MEDICAL & DENTAL	Consultant	5	62.48	63.24
MEDICAL & DENTAL	Specialty Doctor	*	38.92	38.92

Male

Job Family	Medical Grade	Headcount	Average Hourly Rate £	Median Hourly Rate £
MEDICAL & DENTAL	Consultant	8	66.20	67.09
MEDICAL & DENTAL	Specialty Doctor	*	30.74	30.74

Appendix B - Ethnic Gap Data

Grade	Ethnic Group	Headcount	Average Hourly Rate £	Median Hourly Rate £
Agenda for Change	African - African, African Scottish or African British	6	19.93	18.33
Agenda for Change	Asian - Chinese, Chinese Scottish or Chinese British	*	28.15	28.15
Agenda for Change	Asian - Indian, Indian Scottish, or Indian British	*	14.87	14.87
Agenda for Change	Asian - Other	*	16.30	16.30
Agenda for Change	Caribbean or Black	*	16.33	16.33
Agenda for Change	Caribbean or Black - Black, Black Scottish, or Black British	*	17.72	17.72
Agenda for Change	Don't Know	44	22.16	22.08
Agenda for Change	Mixed or Multiple Ethnic Group	*	16.12	16.12
Agenda for Change	Prefer not to say	23	18.52	16.12
Agenda for Change	White - Irish	8	20.53	18.33
Agenda for Change	White - Other	20	18.46	17.66
Agenda for Change	White - Other British	58	22.44	18.94
Agenda for Change	White - Polish	*	17.72	17.72
Agenda for Change	White - Scottish	476	20.09	17.60
Agenda for Change	Question Not Answered	30	19.07	16.86
Medical and Dental	Asian - Indian, Indian Scottish, or Indian British	*	63.24	63.24
Medical and Dental	Don't Know	*	63.24	63.24
Medical and Dental	Mixed or Multiple Ethnic Group	*	30.74	30.74
Medical and Dental	White - Other	*	50.84	50.84
Medical and Dental	White - Other British	*	64.35	65.16
Medical and Dental	White - Scottish	8	57.11	62.43
Senior Managers	Prefer not to say	*	40.96	40.96
Senior Managers	White - Scottish	*	44.23	45.87
Senior Managers	Question Not Answered	*	51.67	51.67
Total	N/A	696	21.33	17.72

Appendix C – Disability Gap Data

Grade	Disability	Headcount	Average Hourly Rate £	Median Hourly Rate £
Agenda for Change	Don't Know	84	18.71	15.68
Agenda for Change	No	458	20.10	17.25
Agenda for Change	Prefer not to say	32	19.24	15.68
Agenda for Change	Yes	52	19.06	17.25
Agenda for Change	Question Not Answered	48	18.87	17.25
Medical and Dental	Don't Know	*	70.94	70.94
Medical and Dental	No	11	59.99	63.24
Medical and Dental	Prefer not to say	*	70.94	70.94
Medical and Dental	Yes	*	54.93	54.93
Senior Managers	No	*	44.23	45.87
Senior Managers	Prefer not to say	*	40.96	40.96
Senior Managers	Question Not Answered	*	51.67	51.67
Total	N/A	694	20.78	17.25