

Disability pay gap

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The following other key points emerge from the ONS report:

- The pay gap differed according to the type of disability. The gap was widest for those with a mental impairment at 18.6%, whilst workers with a physical impairment suffered a gap of 9.7%. Employees with “other impairments” (such as progressive illnesses) suffered the smallest pay gap at 7.4%;
- Disabled workers were under-represented, compared with non-disabled employees, in higher skilled and typically higher paying occupation groups. 21.5% of non-disabled employees held “professional occupations” compared to 16.9% of non-disabled employees;
- London had the largest pay gap at 15.3% and Scotland the narrowest at 8.3%;
- The gap between female disabled and non-disabled employees was narrower than the gap between male disabled and non-disabled employees (10.1% compared with 11.6%).

The statistics demonstrate a clear disparity between the rate of pay of disabled and non-disabled employees. Disabled employees, in particular disabled employees who are working in the capital and/or suffering a mental impairment, are being disadvantaged and employers should take steps to address this imbalance, not only to ensure that they do not fall foul of equalities legislation but to create an inclusive environment that attracts, and retains, hard-working and talented individuals, regardless of any impairments suffered.

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