



Disability Pay Gap Report CII

2026

Introduction

The disability pay gap shows the difference in average hourly rate of pay between disabled and non-disabled employees.

The calculations in this report make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list.
- A median average involves listing all of the numbers in numerical order and taking the middle number.

The following set of figures is based on the employees that had provided their disability data by 05 April 2026 and who were receiving their full normal pay in April. At that date 201 employees had provided the data and were receiving their full normal pay in April, of whom 192 identified as non-disabled and 9 as being disabled ('relevant full pay employees').

Overview of Disability Gap Figures

Overall workforce Composition – 05 April 2026

Non-disabled
96%

Disabled
4%

Number of employees who stated their disability information in our system	201
Number of non-disabled employees	192
Number of disabled employees	9

Mean/Median – based on relevant full pay employees who stated their disability information in our system

- **Total disability pay gap (mean average)** – In 2026 at the CII, this is **-15.8%**.
- **Total disability pay gap (median average)** – In 2026 at the CII, this is **-29.6%**.

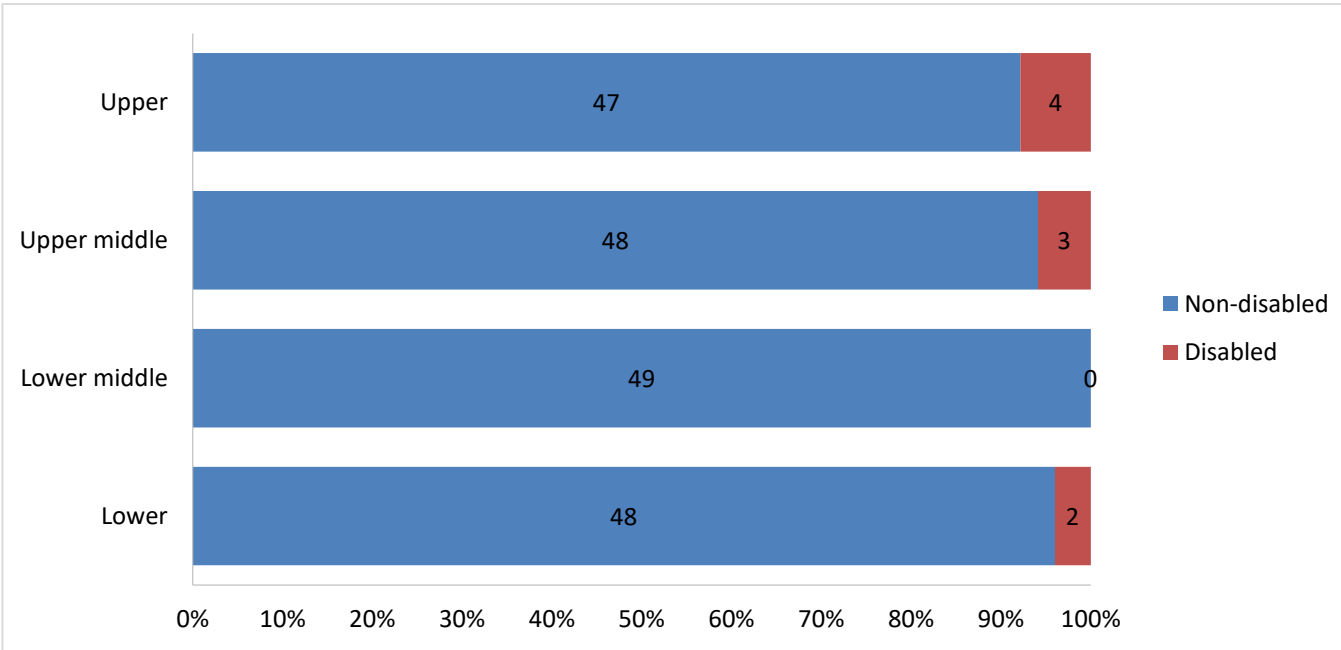
As 2026 is the first year in which the disability pay gap has been calculated, no comparative data is available for April 2025.

See Appendix 1, for more details.

Quartile Reporting

Disability Distribution by Pay Quartiles for Relevant Full Pay Employees

When we observe the distribution of non-disabled and disabled employees within the quartiles, as shown in the chart below, we can see that non-disabled and disabled employees are represented across all four pay quartiles, apart from the lower middle pay quartile where there are no disabled employees. The proportion of non-disabled employees is highest in the lower middle pay quartile (26% of all non-disabled employees) whilst the proportion of disabled employees is highest in the upper pay quartile (44% of all disabled employees).

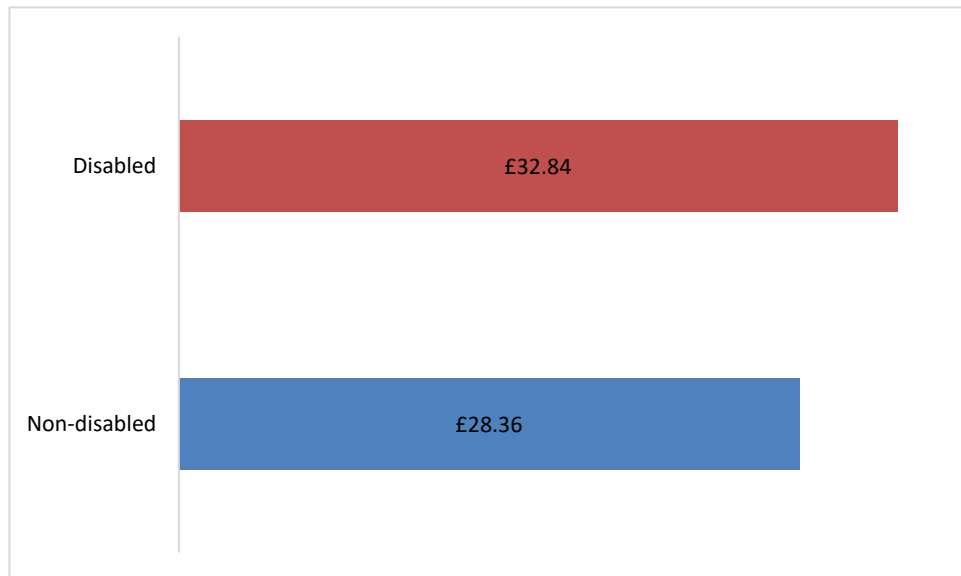


See Appendix 2, for more details.

Hourly Pay Reporting

Mean Hourly Pay Rates

The mean hourly rates are currently favouring disabled employees by 15.8%.



Median Hourly Pay Rates

The median hourly rates are currently favouring disabled employees by 29.6%. The variance between the mean and median hourly pay rate gaps indicates that the data set is slightly skewed, with the median being less susceptible to outliers and extreme values.



Trend Comparison

As 2026 is the first year in which the disability pay gap has been calculated, no comparative data is available for April 2025.

	Apr 2024	Apr 2025	Apr 2026	2026 vs 2025
Mean Disability Pay Gap	Not available	Not available	-15.8%	Not available
Median Disability Pay Gap	Not available	Not available	-29.6%	Not available

Appendices

Appendix 1 – Total Disability Pay Gap

	05 April 2025	05 April 2026
Total disability pay gap (mean average)	Not available	-15.8%
Total disability pay gap (median average)	Not available	-29.6%

Appendix 2 – Quartile Reporting for Relevant Full Pay Employees*

	Non-disabled		Disabled		Total
Upper Quartile	47	24%	4	44%	51
Upper Middle Quartile	48	25%	3	33%	51
Lower Middle Quartile	49	26%	0	0%	49
Lower Quartile	48	25%	2	22%	50
	192	96%	9	4%	201

*Percentages may not sum to exactly 100% due to rounding to the nearest whole percentage point.