

ICO Disability Pay Gap reporting requirements as at 31 March 2023



Measure		%
1. Mean Disability Pay Gap (Ordinary Pay)		-1.9%
2. Median Disability Pay Gap (Ordinary Pay)		7.3%
3. Mean Disability Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
4. Median Disability Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
5. Proportion of employees with a disability and employees that don't have a disability paid a bonus in the 12 months ending 31 March	With a disability	96%
	Don't have a disability	97%
6. Proportion of employees with a disability and employees who don't have a disability in each pay quartile:		
Quartile	With a disability %	Don't have a disability %
First (lower) quartile	7%	94%
Second (lower middle) quartile	8%	92%
Third (upper middle) quartile	7%	93%
Fourth (upper) quartile	7%	93%
Organisation	7%	93%

The average (mean) salary for staff with a disability in the ICO is £42,568 (this equates to **£22.13 per hour**).

The average salary for staff who are not disabled is £41,780 (this equates to **£21.72 per hour**). This represents a gap of **-1.9%**.

The median salary for staff with a disability is £35,996 (this equates to **£18.71 per hour**).

The median salary for staff who are not disabled is £38,818 (this equates to **£20.18 per hour**). This represents a pay gap of **7.3%**.

A further breakdown of salaries by grade and whether staff have a disability or not is provided below.

Job Level B

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff with a disability	10.0%	7.0	£22,311	-0.1%
Staff without a disability	90.0%	2.1	£22,293	

Job Level C

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff without a disability	6.7%	1.9	£26,148	-3.6%
Staff with a disability	93.3%	1.5	£25,235	

Job Level D

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff with a disability	7.6%	1.7	£32,567	0.3%
Staff without a disability	92.4%	1.9	£32,670	

Job Level E

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff with a disability	7.3%	5.2	£43,724	-2.0%
Staff without a disability	92.7%	2.9	£42,872	

Job Level F

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff with a disability	5.1%	2.8	£57,996	-3.2%
Staff without a disability	94.9%	2.6	£56,218	

Job Level G

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff with a disability	6.8%	5.4	£76,529	-7.0%
Staff without a disability	93.2%	1.5	£71,498	

Job Level G2

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff with a disability	9.5%	2.1	£87,876	6.0%
Staff without a disability	90.5%	2.2	£93,465	

Job Level H

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Staff with a disability	12.5%	6.0	£145,000 - £150,000	-22% to -26%
Staff without a disability	87.5%	1.1	£118,608	