



Chelsea and  
Westminster  
Hospital NHS  
Foundation Trust  
Workforce  
Disability Equality  
Standard (WDES)  
Annual Report  
  
2024/2025



## Foreword

Since 2020, our results indicate progress across the WDES metrics, but it is clear that many disabled staff still face inequalities in the workplace compared to their non-disabled colleagues. Disability declaration rates remain low within our workforce, falling below the national average. This highlights an ongoing challenge for the Trust in fostering an environment where staff feel safe and empowered to declare disabilities or long-term health conditions and seek the support they need.

The Disabled Staff Network serves as the primary communication channel within the Trust, sharing vital information, supporting staff, and raising awareness. Our partnership with the Accessibility Steering Group provides a platform for disabled staff and those with long-term health conditions to be actively involved in decision-making processes that affect their working environment.

The Network meets bi-monthly, offering staff a space to connect, support one another, and engage in meaningful conversations about how we can enhance the working lives of those with disabilities or long-term health conditions.

On behalf of the Disabled Staff Network, we would like to extend our heartfelt thanks to our Disability Champions for supporting staff across the Trust

We are committed within the Trust's People Plan Belonging Subgroup and with colleagues across the North West London Acute Provider Collaborative in meeting NHS England's EDI Improvement Plan and the NHS 10 year plan.

We intend to bring about the real organisational change required, within our Trust.

We aim to achieve these changes by:

Embedding a culture of compassion, where speaking out against witnessed or experienced discrimination or abuse is supported and encouraged.

Acknowledging incidences of bullying and harassment reported by staff and ensuring that there is zero-tolerance to all forms of discrimination directed towards staff and service-users.

Ensuring that disciplinary, grievance and performance management processes are fair and equitable.

Improving and ensuring that recruitment processes are transparent and career progression opportunities for underrepresented staff groups are achieved; working towards having representation at all levels of the Trust as diverse as the communities we serve.

As Chair of the Disabled Staff Network, I am committed to driving real improvements, ensuring that staff with visible and hidden disabilities receive the support they need. Our Network exists to support our colleagues, amplify their voices, and take actionable steps to address the disparities faced by disabled staff compared to their non-disabled peers. Together, we are dedicated to reducing barriers, increasing equity, and fostering a more inclusive workplace for all.

**Robert Bleasdale Chief Nursing Officer,  
and Chair Belonging Subgroup**

**Trecina Allen Disabled Staff Network Chair**



## Workforce Disability Equality Standard Report

The NHS Workforce Disability Equality Standard (WDES), implemented on 1st April 2019, provides a set of specific measures (metrics) that allow NHS organisations to compare the experiences of disabled and non-disabled staff. Alongside our workforce data and the results from the annual national staff survey, these metrics help us understand the employee experience of those with disabilities or long-term health conditions. The standard aims to improve the representation and experiences of disabled staff working within and all across the NHS. The total workforce as at 31st March 2025 across all clinical and non-clinical bandings was 7783.

Across the Trust 3% of the workforce have declared that they have a disability. The national figure for declarations on Electronic Staff Records (ESR) as at March 2024 is \*5.7% of the workforce.

**Table 1: Summary of Staff declaring disability status on ESR March 2025**

	Total	Percentage of workforce
Declared that they have a disability	253	3.2%
Declared that they do not have a disability	6198	79.6%
Not stated if they do or don't have a disability	1332	17.2%

Tables 1, 2 and 3 shows the number of staff in Non-Clinical, Clinical and Medical and Dental roles who have a disability declared on ESR.

**Table 2a: WDES Indicator 1: Non-clinical roles**

Non Clinical	2024			% Disabled (per band grouping) 2024	2025			% Disabled (per band grouping) 2025	Disabled trend
	Disabled	Non Disabled	Not Stated		Disabled	Non Disabled	Not Stated		
Band 2 - 4	30	521	138	4%	35	561	135	5%	Increase
Band 5 – 7	11	373	67	2%	14	368	69	3%	Increase
Band 8a & 8b	5	130	26	3%	3	133	29	2%	Decrease
Band 8c - 9	2	65	20	2%	2	66	14	2%	No Change
VSM	0	16	6	0%	0	16	6	0%	No Change

The numbers of non-clinical staff across all bandings in the Trust as at 31st March 2025 is 1451 which accounts for 19% of the total workforce.

- Disabled staff in non-clinical roles 54
- Non-disabled staff in non-clinical roles 1144
- Not stated in non-clinical roles 253



\* [prn01914-nhs-workforce-disability-equality-standard-2024-data-analysis-report-for-nhs-trusts.docx](#)

**Table 2b WDES Indicator 1: Clinical roles (excluding medical)**

Clinical	2024			% Disabled (per band grouping) 2024	2025			% Disabled (per band grouping) 2025	Disabled trend
	Disabled	Non Disabled	Not Stated		Disabled	Non Disabled	Not Stated		
Band 2 - 4	24	853	167	2%	25	897	164	2%	No change
Band 5 - 7	104	2504	532	3%	125	2662	538	4%	Increase
Band 8a & 8b	10	200	76	3%	10	214	72	3%	No change
Band 8c - 9	2	21	11	6%	2	24	12	5%	Decrease
VSM	0	2	0	0%	0	2	0	0%	No change

The numbers of clinical staff (excluding medical) across all bandings in the Trust as at 31st March 2025 is 4747 which accounts for 61% of the total workforce.

- Disabled staff in clinical roles 199
- Non-disabled staff clinical roles 5054
- Not stated in clinical roles 1079

**\*Table 2c WDES Indicator 1: Clinical roles (medical)**

Medical and Dental	2024			% Disabled (per band grouping) 2024	2025			% Disabled (per band grouping) 2025	Disabled trend
	Disabled	Non- Disabled	Not Stated		Disabled	Non- Disabled	Not Stated		
Trainee grades / trust grade	30	694	94	4%	29	748	96	3%	Decrease
Career / staff grades	0	44	20	0%	0	50	19	0%	No change
Consultants	6	433	174	1%	8	457	178	1%	No change
Senior Medical Manager	0	53	37	0%	0	61	31	0%	No change

The numbers of medical staff across all bandings in the Trust as at 31st March 2025 is 1585 which accounts for 20% of the total workforce. Of these 92 are Senior Medical Managers.

- Disabled staff in medical roles 37
- Non-disabled staff medical roles 1316
- Not stated in medical roles 324



There is a difference in the way that national data collection is reported for WDES. Medical staff are included within clinical staff calculations for WRES and are split out for WDES, which is reflected in the above.

**Table 3: WDES indicator 2**

<b>WDES indicator 2: Relative likelihood of non-disabled staff compared to disabled being appointed from shortlisting across all posts</b>					
<b>Trust 2025</b>	<b>Trust 2024</b>	<b>Trust 2023</b>	<b>Trust 2022</b>	<b>Trust 2021</b>	<b>Trust 2020</b>
1.46	1.18	1.14	1.74	1.54	1.09

Note: equity is a figure of 1.0

Table 3 shows our progress in relation to WDES indicator 2. In 2025 non-disabled applicants were more likely to be appointed from shortlisting than disabled applicants. The national average (mean) for WDES indicator 2 in 2024 was 0.98 compared with 1.13 for London.

WDES indicator 2 has worsened by 0.28 from 2023/24. Whilst not an indicator itself the overall number of applications from those declaring a disability was 2,773 in 2024/25 from 1,555 in 2023/24 an increase of 1,218 submitted applications.

500 candidates declaring a disability were shortlisted for interview which is an 18% success rate from those applying. From shortlisting 57 candidates were appointed which is an 11% interview success rate.

**Table 4: WDES indicator 3**

<b>WDES indicator 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process</b>					
<b>Trust 2025</b>	<b>Trust 2024</b>	<b>Trust 2023</b>	<b>Trust 2022</b>	<b>Trust 2021</b>	<b>Trust 2020</b>
0.00	0.00	0.00	0.00	3.89	2.41

Note: equity is a figure of 1.0

Table 4 shows our progress in the relative likelihood of disabled staff compared to non-disabled entering the formal capability process. In 2024 the national average for this indicator was 2.04 whilst across London this was 2.08 which shows the Trust continues to do significantly better in comparison.

There was a significant change between 2021 and 2022 due to national changes in how this figure is calculated, including the exclusion of sickness absence cases.



**Table 5: WDES indicators 4 – 9a**

	Disabled year on year trend	Narrowing the gap year on year trend	2024		2023	
			Non-disabled staff score	Disabled staff score	Non-disabled staff score	Disabled staff score
<b>WDES Indicator 4a:</b> Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: patients/service users, their relatives or other:						
Members of the public	Decrease	Narrowing	35.4%	41.4%	34.5%	42.8%
Managers	Decrease	Narrowing	9.6%	13.7%	10.1%	16.3%
Other Colleagues	Decrease	Narrowing	19.5%	28.1%	17.7%	28.9%
<b>WDES Indicator 4b:</b> Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	Increase	Narrowing	56.6%	57.3%	54.3%	53.5%
<b>WDES Indicator 5:</b> Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Increased	Widening	57.5%	47.9%	55.8%	48.1%
<b>WDES Indicator 6:</b> Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Decrease	Narrowing	19.7%	23.1%	22.8%	29.0%
<b>WDES Indicator 7:</b> Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Decrease	Widening	50.2%	37.0%	48.5%	37.8%
<b>WDES Indicator 8:</b> Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Increase	N/A	N/A	72.8%	N/A	68.2%
<b>WDES Indicator 9:</b> The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Decrease	Widening	7.2	6.7	7.1	6.8

Key:

Improving figure	Worsening figure	No Change
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This shows that for staff who have declared that they have a disability within the 2024 Staff Survey we have made improvements across the majority of the metrics from the previous year compared to the responses from those who completed the Staff Survey in 2023 and declared that they have a disability.

The Trust's WDES metric 4a shows improvement in both on year on year and between the disabled and non-disabled scores.



WDES metric 4b shows that the percentage of staff reporting bullying and harassment reporting it has increased, although difference between disabled and non- disabled has narrowed.

WDES metric 5 shows the percentage of disabled staff believing the Trust provides equal opportunities for career progression or promotion reflects improvements in this area.

WDES Indicator 6 has improved both year on year and narrowed between disabled and non-disabled scores.

WDES Indicator 7 shows that the percentage who felt satisfied with the extent to which the organisation values their work has decreased year on year with the gap widening between the disabled and non-disabled scores. The national score was 36.9%

WDES Indicator 8 shows that the percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work has improved to 72.8% from 68.2% the previous year. The national score was 74.5%, with London at 69.3%.

WDES Indicator 9 shows that the staff engagement score for disabled staff has slightly decreased year on year and has slightly widened between the disabled and non-disabled scores.

We will continue to monitor actions around this via our staff safety programme of work and through our belonging sub-group.

**Table 6: WDES indicators 10**

<b>WDES Indicator 10: <i>disaggregated</i></b>	<b>Year on year trend</b>	<b>Trust 2025</b>	<b>Trust 2024</b>	<b>Trust 2023</b>	<b>Trust 2022</b>
% difference between the organisations' Board voting membership and its overall workforce	No change	-3%	-3%	-3%	8%
% difference between organisations' Board executive membership and its overall workforce	No change	-3%	-3%	-3%	-2%

## WDES Action Plan

Our WDES action plan is part of our wider EDI action plan under the People Strategy and specific actions will be taken and monitored over the next 12 months. These include:

- Review and update current process around reasonable adjustments to ensure clarity and equity of access and support in conjunction with APC colleagues to ensure an APC wide approach
- EDI metrics reported monthly and by division into WDC quarterly.
- Continue to embed the Trust's Disabled Staff Network in order to increase the voice of all colleagues with a disability and work to address areas for improvement identified in this report.