

Workforce Disability Equality Standard Report

2025 - 2026



Important Notes

Use of Data and Information

We use data and information mandated by national standards to monitor workforce equality, as outlined in this report. Staff can update their personal details at any time through employee self-service. When this data is extracted for analysis, it is anonymized. We must comply with strict regulations governing the management and use of personal information. The anonymized data is analyzed to help us identify and address any issues affecting groups that share specific protected characteristics.

The **WDES** utilizes data from the Electronic Staff Record (ESR) and the National staff survey. Our 2024/25 staff survey disability declaration rate is 17.0% higher than that recorded in ESR at 4.1%. The former is representative for all other characteristics so we can assume that the staff survey declaration rate for disability is more likely to be accurate than the ESR declaration rate for disability. This means that our ESR results (metrics 1,2,3 and 10) are not as statistically reliable; this should be taken into consideration when reviewing the WDES report.

Terminology

Disability and Long-term conditions may be used interchangeably in this report. This due to a change in language used by the National team for the National Staff Survey which compiles qualitative data on the experiences of staff with long-term conditions (LTC) that may meet the legal criteria to be considered a disability.

Throughout this report, we will also mention 'Distance from Equity'. For likelihood questions, this refers to how far the number is from 0. For other metrics, it refers to the percentage difference between disabled and non-disabled experiences. For example, if 20% of Disabled staff face bullying and harassment then it would be equitable if 20% of Non-Disabled staff also face bullying and harassment. Here, the greater the percentage difference, the greater the inequity.

Purpose and scope

The Workforce Disability Equality Standard (WDES) is an annual benchmarking tool mandated by NHS England to assess the progress made towards achieving racial equality for staff.

All NHS Trusts must submit their WDES data by 31st May 2026.

Executive Summary

Overview

The report outlines the data from the National Workforce Disability Equality Standard (WDES). The WDES is an annual benchmarking tool introduced by NHS England to assess the progress made towards achieving disability equality within NHS organisations. It assesses how the trust has improved against 10 metrics designed to close the gap between the experiences of staff with declared disabilities and other colleagues. These include:

1. Clinical and non-clinical diversity and representation across all bands and pay grades.
2. Successful job appointment and shortlisting
3. Numbers entering formal capability processes.
4. Incidents of bullying, harassment or abuse from (a) Patients, relatives or the public, (b) Managers, (c) other colleagues
5. Incidents of bullying, harassment or abuse reported by victims or colleagues compared to those without disabilities.
6. Perceptions around equal opportunities for progression or promotion
7. Pressure to work when not feeling well enough to do so.
8. Feeling valued by the organisation
9. Receiving adequate adjustments to carry out work.
10. Engagement: (a) compared to non-disabled staff and the trust average score (b) ability to feel heard and listened to
11. Proportional representation of the overall workforce at board level

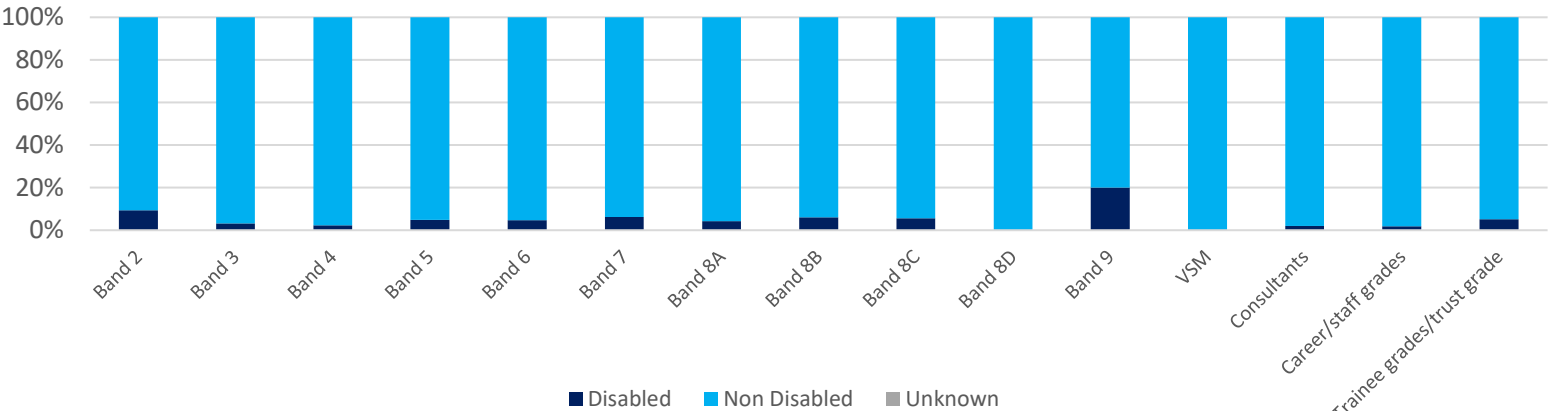
Main Findings

- The percentage of staff declaring a disability or long-term condition has improved from 3.2% to 4.1%
- There has been an increase in the number of disabled staff experiencing harassment from managers and from colleagues
- The number of disabled staff who have felt pressure to attend work despite not feeling well enough has worsened by 5.46%
- There is a reduction in the number of disabled staff who feel there has been a reasonable adjustment
- There has been an improvement in the number of disabled staff believing there is equal opportunity for career progression by 3%

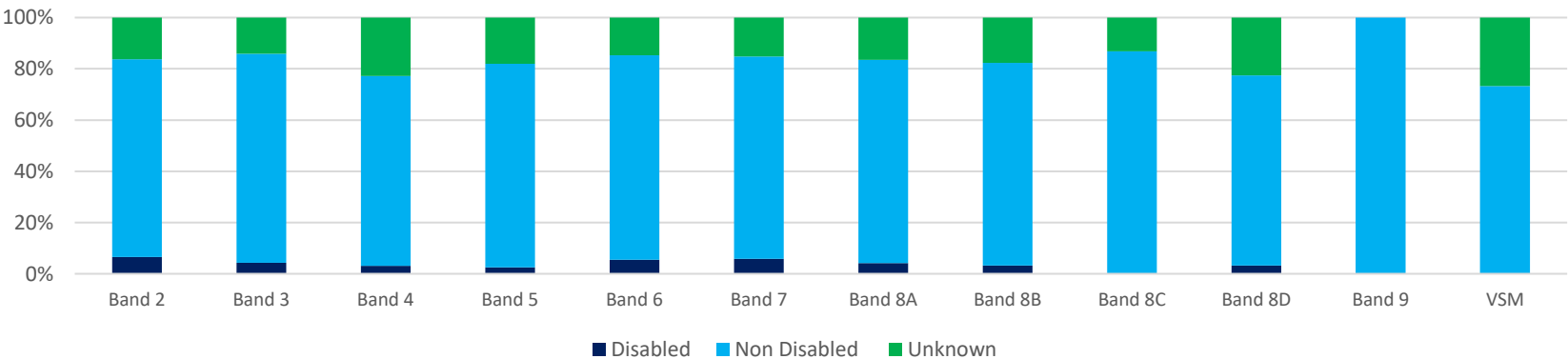
1. Clinical and non-clinical diversity and representation across all bands and pay grades

As of 31st March 2026, the Trust has a workforce (excluding bank staff) in which **4.1%** of staff have declared a disability on ESR, which is an increase from **3.2%** in 2025. There is no significant variation in the proportion of staff declaring a disability across bands.

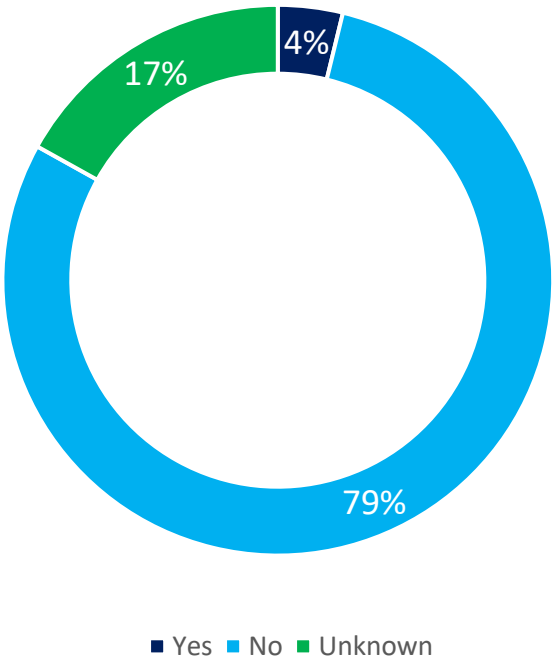
Clinical



Non Clinical



Workforce Disability Declaration Rates by Percentage
31 March 2026



2. WDES Indicators 1,2,3 and 10

The proportion of staff declaring a disability has increased from 3.2% to 4.1%.

The likelihood of disabled staff being appointed from shortlisting is 0.09 from equity and has improved since 2025

The likelihood of entering formal capability processes for disabled staff has a zero score due to there being no cases

Indicator number and description	Trust Score 2025	Trust Score 2026	Change from 2025	Distance from equity
Indicator 1 : Disabled representation in the workforce by pay band				
Overall	3.2%	4.1%	0.9% increase	
Non-Clinical	3.7%	3.9%	0.2% increase	
Clinical	3.4%	4.5%	1.1% increase	
Medical/Dental	3.2%	3.2%	No change	
Indicator 2: Likelihood of appointment from shortlisting				
Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	1.46	1.09	0.37	0.09
Indicator 3: Likelihood of entering formal capability process due to performance management				
Relative likelihood of non-Disabled staff compared to Disabled	0	0	No change	0
Indicator 10: Disabled representation on the board				
Overall	-3%	-4%	-1%	
Voting members	-3%	-4%	-1%	
Executive members	-3%	-4%	-1%	

Key:

Figure improved from 2025

Figure worsened from 2025

No change from 2025

Indicators 4 and 5

Indicator 4a: 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 in last 12 months	Trust Score 2024	Trust Score 2025	Change from 2024	National Benchmark Median 2025
Non-disabled Staff	35.42%	36.40%	0.98% increase	22.64%
Disabled Staff	41.46%	40.94%	0.52% decrease	29.14%
Indicator 4b: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months				
Non-disabled Staff	9.64%	8.53%	1.11% decrease	7.60%
Disabled Staff	13.72%	14.98%	1.26% increase	14.12%
Indicator 4c: Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues in the last 12 months				
Non-disabled Staff	19.53%	17.52%	2.01% decrease	15.57%
Disabled Staff	28.11%	28.72%	0.61% increase	24.45%
Indicator 4d: 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.				
Non-disabled Staff	56.65%	60.98%	4.33% increase	52.89%
Disabled Staff	57.38%	59.40%	2.02% increase	53.16%
Indicator 5: Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.				
Non-disabled Staff	57.50%	58.41%	0.91% increase	55.09%
Disabled Staff	47.90%	50.91%	3.01% increase	47.79%

The indicators show

- The percentage of disabled staff experiencing bullying and harassment from **patients** has **decreased** while it has worsened for non-disabled staff in the same period
- The percentage of disabled staff experiencing harassment from **managers** has **increased** from 13.72% to 14.98% when it has decreased for non-disabled staff
- The percentage of disabled staff experiencing harassment from **other colleagues** has **increased** from 28.11% to 28.72% while is has decreased for non-disabled staff
- There has been an **improvement** in the percentage of disabled staff who believe that the Trust provides equal opportunities for career progression from 47.90% to 50.91% which is a stronger improvement than we see from non-disabled staff

Figure improved from 2024	Figure worsened from 2024
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Indicators 6,7,8,9

Metric number and description	Trust Score 2024	Trust Score 2025	Change from 2024	National Benchmark Median 2025
Indicator 6: 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.				
Non-disabled Staff	19.79%	22.72%	2.93% increase	18.193%
Disabled Staff	23.17%	28.63%	5.46% increase	27.19%
Indicator 7: Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work				
Non-disabled Staff	50.22%	49.73%	0.49% decrease	45.10%
Disabled Staff	37.07%	37.29%	0.22% increase	32.09%
Indicator 8: Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.				
Disabled Staff	72.80%	70.00%	2.80% decrease	73.65%
Indicator 9a: The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.				
Non-disabled Staff	7.24	7.22	0.02% decrease	6.91%
Disabled Staff	6.78	6.67	0.11% decrease	6.29%

The indicators show

- There has been a notable **increase** in the percentage disabled staff who have felt under pressure to come to work despite not feeling well enough to perform their duties. There has been an increase in non-disabled staff but it is less significant
- The percentage of disabled staff who feel the organisation values their work has seen a minor **improvement**, while non-disabled staff have seen a minor worsening in the percentage of staff who feel the organisation values their work
- The percentage of disabled staff who say they have had adequate adjustments has **worsened** from 72.80% to 70.00%
- Neither disabled or non-disabled staff have seen any improvement in the engagement score



Action Plan

The result in the Workforce Disability Equality Standard report (WDES) provide clear themes

And the Trust Equality Diversity and Inclusion plan contains a number of workstreams designed to address these themes

Indicator	Action
1,	Inclusive recruitment To improve the representation in the workplace is in part being addressed by further implementation of our Inclusive recruitment approach. With trained Diversity and Inclusion representative on panels we seek to ensure fair recruitment process. In addition, this process will be enhanced in 2027/8 through the standardization of processes across the Acute provider group and implementing best practices form all 4 Trusts in the group
3	Just and Learning Culture In 2026/7 we have launched a new transparent triage panel to review all cases referred to formal capability processes with the aim of ensuring fairness, and to reducing the number of cases that do proceed to formal process
4a	Violence and Aggression Action plan The Trust has a dedicated Violence and aggression work plan which includes the aim of reducing the incidents of verbal aggression (harassment bullying and abuse) from patients. There are a number of actions planned which include -Launch of a new Communications campaign aimed at patients to set out the human impact of abuse on staff and to set out clear expectations of patients (I am human) -review of our policies to withhold treatment for staff who do not demonstrate appropriate behaviours and to standardise this across the acute provider group -continued roll out of Conflict resolution training to minimize and prevent abuse
4b,c,d	Culture of Inclusion -Launch of Cultural Intelligence Programme to support staff improve their capability to work with cultural differences (gender, ethnicity, disability and any cultural difference, and linked to patient and staff interactions -Continue to roll our Active Bystander training to support staff in taking action where they see bullying, harassment and verbal abuse at work
8	Reasonable Adjustments A project group has been established to make visible improvements in the process for reasonable adjustments across the Trust

Appendices

Appendix 1:

Analysis of the staff survey WDES questions

WDES Indicator 4a (Q14a)

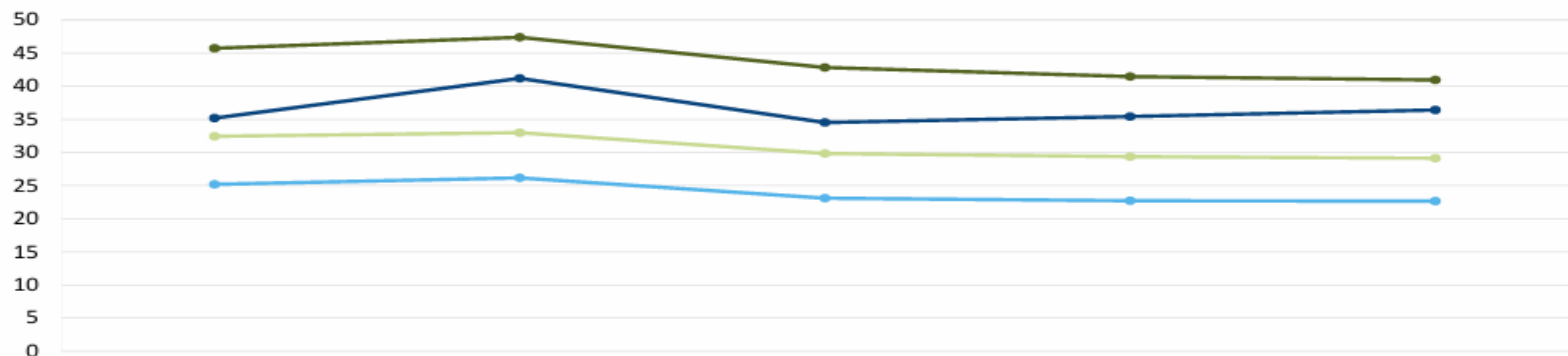
Staff Survey Question: - Percentage of staff who experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months

Staff with a LTC or Illness 40.94% Staff without a LTC or Illness 36.40%

- There has been a decrease in bullying and harassment from patients reported by staff with a LTC or Illness
- There has been an increase in bullying and harassment from patients reported by Staff without a LTC or Illness
- Our levels remain higher than the benchmark average across the past 5 years for Staff with a LTC or Illness

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.



	2021	2022	2023	2024	2025
Staff with a LTC or illness: Your org	45.73%	47.38%	42.83%	41.46%	40.94%
Staff without a LTC or illness: Your org	35.19%	41.19%	34.52%	35.42%	36.40%
Staff with a LTC or illness: Average	32.43%	32.98%	29.83%	29.37%	29.14%
Staff without a LTC or illness: Average	25.19%	26.16%	23.11%	22.71%	22.64%
Staff with a LTC or illness: Responses	398	439	544	591	657
Staff without a LTC or illness: Responses	2384	2411	2865	3204	3170

Note: 2023 results for WDES metric 4a (Q14a) are reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

WDES Indicator 4b (Q14b)

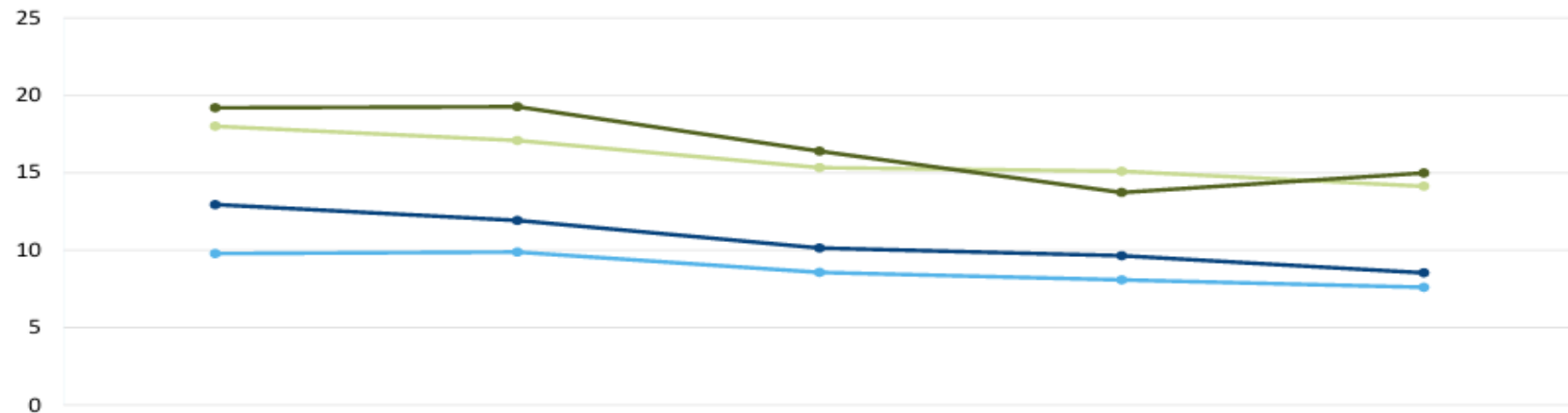
Staff Survey Question: - Percentage of staff who experienced harassment, bullying or abuse from managers in the last 12 months

Staff with a LTC or Illness 14.98% Staff without a LTC or Illness 8.53 %

- There has been a decrease in bullying and harassment from managers reported by staff with a LTC or Illness
- There has been a decrease in bullying and harassment from patients reported by Staff without a LTC or Illness
- Our levels remain higher than the benchmark average in 4 of the past 5 years for Staff with a LTC or Illness

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months.



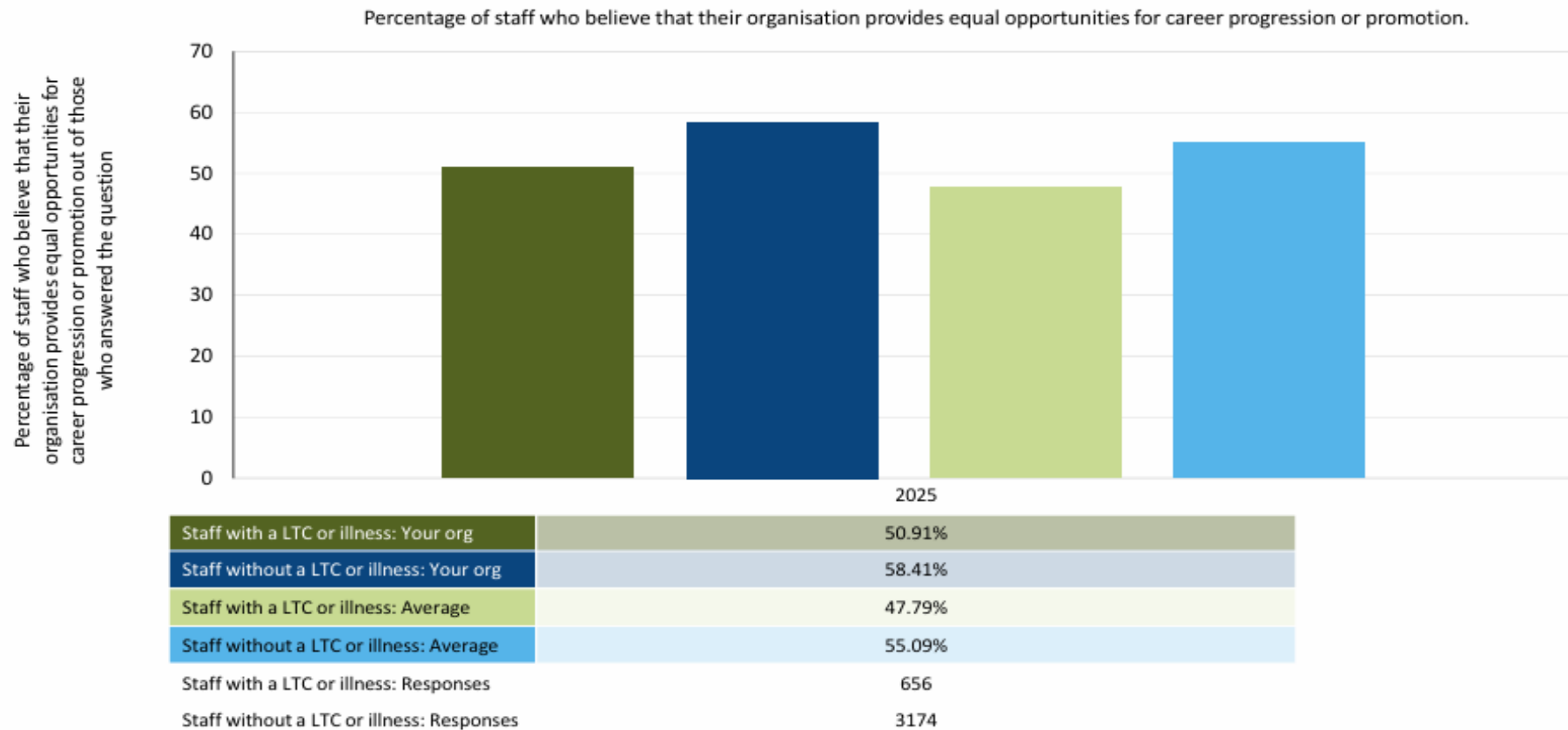
	2021	2022	2023	2024	2025
Staff with a LTC or illness: Your org	19.19%	19.27%	16.39%	13.72%	14.98%
Staff without a LTC or illness: Your org	12.95%	11.92%	10.13%	9.64%	8.53%
Staff with a LTC or illness: Average	18.00%	17.09%	15.33%	15.10%	14.12%
Staff without a LTC or illness: Average	9.77%	9.88%	8.56%	8.08%	7.60%
Staff with a LTC or illness: Responses	396	436	543	583	654
Staff without a LTC or illness: Responses	2356	2400	2842	3183	3153

WDES Indicator 5 (Q15)

Staff Survey Question: - Percentage of staff who believe that their organisation provides equal opportunities for career progression

Staff with a LTC or Illness 50.91% Staff without a LTC or Illness 58.41 %

- There has been an increase in staff with a LTC or Illness believing there is equal opportunities for career progression
- Our Trust level is higher than the benchmark average



WDES Indicator 6 (Q11e)

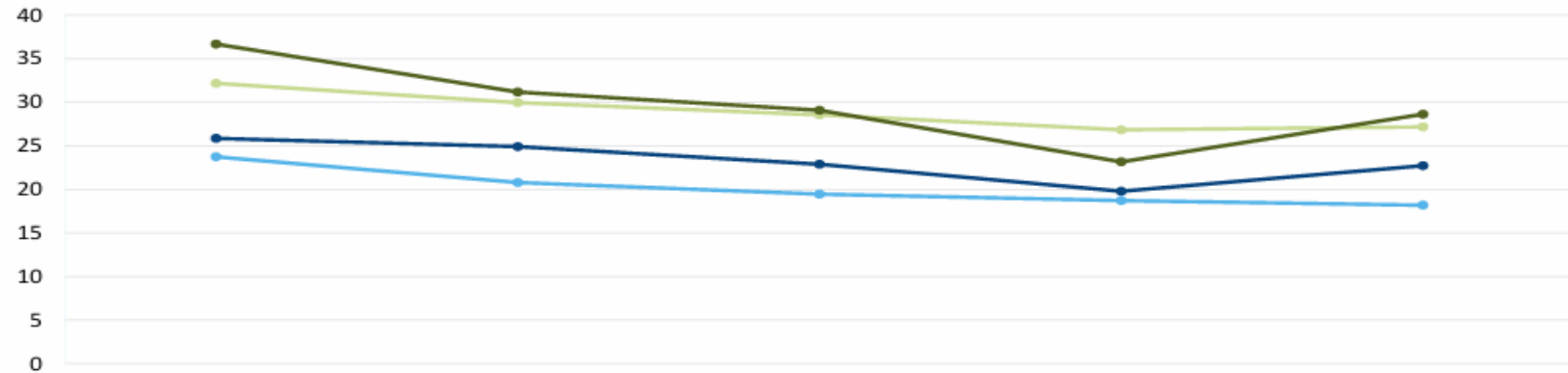
Staff Survey Question: - Percentage of staff who have felt pressure from their manager to come to work despite not feeling well enough to perform their duties

Staff with a LTC or Illness 28.63% Staff without a LTC or Illness 22.73%

- There has been an increase in staff with a LTC or Illness who have felt pressure from their manager to come to work despite not feeling well enough to perform their duties
- There has also been an increase in staff without a LTC or Illness who have felt pressure from their manager to come to work despite not feeling well enough to perform their duties

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



	2021	2022	2023	2024	2025
Staff with a LTC or illness: Your org	36.68%	31.17%	29.09%	23.17%	28.63%
Staff without a LTC or illness: Your org	25.86%	24.92%	22.88%	19.79%	22.72%
Staff with a LTC or illness: Average	32.18%	29.97%	28.55%	26.85%	27.19%
Staff without a LTC or illness: Average	23.74%	20.80%	19.46%	18.71%	18.19%
Staff with a LTC or illness: Responses	289	324	385	436	468
Staff without a LTC or illness: Responses	1280	1292	1451	1627	1633

WDES Indicator 8 (Q31b)

Staff Survey Question: - Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.

Staff with a LTC or Illness 70.00%

- There has been a decrease in the ppercentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work to 70% from 72.80% in 2024
- This level is below the benchmark average of 73.65%

