

Workforce Disability Equality Standard: data as of 31 March 2025

The NHS Workforce Disability Equality Standard aims to address disparities between staff living with disabilities and non-disabled staff.

Metric		2023	2024	2025	Comments
Metric 1: Percentage of staff in each of the Agenda for Change (AfC) bands 1 - 9 or medical and dental subgroups and Very Senior Managers (VSM including executive board members) compared with the percentage of staff in the overall workforce.	Workforce headcount	6,104	6,518	7,192	Workforce headcount to increase year on year.
	Overall % of staff living with a disability	5.78% ↑	7.79% ↑	9.75% ↑	The rate of disability declarations increased from 5.78% to 9.75%, indicating improvements in self-reporting and/or ongoing inclusivity initiatives. However, the NHS Staff Survey results suggest that the actual number of staff with disabilities or long-term health conditions may exceed what is reported through the Electronic Staff Record (ESR).
	Disabled headcount	353 ↑	508 ↑	701 ↑	The number of staff living with a disability has increased by a headcount of 193.
	Non-disabled headcount	5,600	5,851	6,277	The number of non-disabled staff in the workforce has continued to increase.
	Not stated	151 ↑	159 ↑	214 ↑	The number of staff not sharing their disability status has increased by 55 staff equating to 2.9% of the workforce.
Metric 2: Relative likelihood of non-disabled staff being appointed from shortlisting compared to that of disabled staff being appointed from shortlisting across all posts. (A score of 1.0 is where disabled and non-disabled staff have an equal likelihood of being appointed.)		1.19 ↓	1.08 ↓	1.55 ↑	The increase from 1.08 in 2024 to 1.55 in 2025 indicates that staff living with disabilities continue to be appointed at a lower rate than staff without disabilities. 732 applicants living with a disability were shortlisted, of which 124 were appointed.

Metric			2023	2024	2025	Comments
Metric 3: Relative likelihood of disabled staff entering the formal capability process, compared to that of non-disabled staff, as measured by entry into a formal capability procedure. (A score of 1.0 is where disabled and non-disabled staff have an equal likelihood of entering a formal capability process)			0.00 ↓	0.00 ↔	0.00 ↔	This metric represents a two-year average of data. Between 2024 and 2025, 18 cases progressed through the formal capability process, with 2 cases related to ill health. Across all three years, there were no cases involving disabled staff.
Metric 4: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public, colleagues and managers in last 12 months.	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	Disabled	50.2% ↓	47.5% ↓	49.2% ↑	Abuse from the public remains high with almost half of disabled staff experiencing harassment, bullying or abuse, up 1.7 percentage points from 2024.
		Non-Disabled	35.3%	37%	38.3%	
	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	18.6% ↓	16.6% ↓	13.5% ↓	There has been a 3.1 percentage point decrease in reports of bullying, harassment, and abuse from managers among staff members living with disabilities. Additionally, the disparity between groups experiencing bullying from managers has narrowed to 6.8 percentage points.
		Non-Disabled	9.2%	6.9%	6.7%	
	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	25.0% ↓	23.8% ↓	23.1% ↓	An 8.4 percentage point difference exists between staff with disabilities and non-disabled staff in reported experiences of workplace bullying by colleagues, representing a reduction compared to figures from 2024.
		Non-Disabled	14.7%	14%	14.7%	
	% of staff saying that the last time they	Disabled	50.6% ↑	51.3% ↑	51.8% ↑	There has been a slight increase in reports of bullying, harassment, and abuse among staff members with

Metric			2023	2024	2025	Comments
	experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	Non-Disabled	48.2%	49.8%	48.8%	disabilities, who are also more likely to report such incidents.
Metric 5: Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.		Disabled	49.3% ↑	50.2% ↑	47.5% ↓	The perception of equal career opportunities decreased among disabled staff, resulting in a widening of the gap for non-disabled staff 9% points (6.8%-point gap in 2024 and 6% in 2023). This metric decreased for both groups however, less than half of staff living with disabilities report that they have access to equal opportunities for career progression and promotion.
		Non-Disabled	55.3%	57%	56.5%	
Metric 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.		Disabled	32.47% ↓	32.54% ↑	26.3% ↓	Notable progress: The proportion of disabled staff reporting pressure to work while unwell decreased from 32.5% to 26.3%. This reduction indicates an improvement in managerial support. The gap between staff living with disabilities and non-disabled staff has decreased, from 12.4% to 9.1% points.
		Non-Disabled	23.1%	20.1%	17.2%	
Metric 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.		Disabled	25.5% ↑	25.9% ↑	26.1% ↑	Satisfaction levels show a modest increase, however a consistent gap of approximately 9–10% remains when compared to non-disabled staff. Although satisfaction and engagement scores for disabled employees are gradually improving, they continue to fall below the overall average.
		Non-Disabled	33.1%	34.3%	35.4%	
Metric 8: Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.			65.7% ↑	68.8% ↑	71.1% ↑	There has been a 2.3%-point increase in staff with disabilities reporting that appropriate adjustments were provided showing a three-year improvement trend.
Metric 9a: The staff engagement score for disabled staff, compared to non-disabled staff		Disabled	5.7 ↑	5.8 ↑	5.9 ↑	Staff with disabilities continue to report lower levels of engagement compared to their non-disabled colleagues

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and the overall engagement score for the organisation.	Non-Disabled	6.4	6.5	6.5	although this metric shows a modest year-on-year increase.
Metric 9b: Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (yes) or (no)		Yes ↔	Yes ↔	Yes ↔	The Trust remains committed to proactively supporting disabled staff including enhanced engagement with the Disability Support Network (DSN), the appointment of an Executive Sponsor and Non-Executive Director Champion for the DSN, allocation of a centralised budget for workplace adjustments, implementation of a new Workplace Adjustments Policy, and specialised training focused on neurodiversity to address challenges and provide effective support.
Metric 10: Percentage difference between the organisations' board membership and its overall workforce disaggregated.	Disabled	14 % ↔	42% ↑	36% ↓	Representation of disabled individuals on the Trust Board has increased to 45.5% (5 out of 11 Board members) which is significantly higher than the proportion of disabled staff in the workforce at 9.75%. This metric measures the difference. It is a green arrow as shows the Board's representation of disabled staff adequately reflects the overall workforce representation.
	Non-Disabled	-12%	-40%	-33%	

This data has been presented to stakeholders in the Trust, including Equality Support Networks, in particular our Disability Support Network, where it was agreed that actions arising align to the existing 3-year Equality, Diversity and Inclusion Action Plan 2024-27.