

Workforce Disability Equality Standard 2025

1. Purpose of the report

- 1.1. The WDES is a collection of 10 metrics that aim to compare the workplace and career experiences of disabled and non-disabled staff. NHS Trusts and NHS Foundation Trusts are required to report and publish data, on an annual basis, for each of these metrics.
- 1.2. This report presents the Trust's WDES metrics as a snapshot at 31 March 2025 and covers the year 01 April 2024 until 31 March 2025 which will be uploaded onto the online Data Collection Framework by 31 May 2025.

2. Data Quality

- 2.1. Data for the return is derived from a combination of sources; Electronic Staff Record (workforce composition and learning and development data), TRAC (recruitment), Assure HR Case (employee relations), is detailed in appendix 1. Trends from the WDES questions in the NHS Staff Survey 2024 are in appendix 2.

3. Supporting information

- 3.1. The number of employees declaring they have a disability has increased by 0.4%.
- 3.2. A significant proportion of the medical and dental workforce (24.9%) have chosen not to declare their disability status however this has reduced from the previous year (33%). Trainee grades have a high 'unknown' rate as this data is collected through the deanery and not shared directly by the employee.
- 3.3. The relative likelihood of non-disabled candidates being appointed from shortlisting compared to disabled candidates is 1.09 meaning that disabled candidates are less likely to be appointed from shortlisting than those without disabilities. This is an improvement from the previous reporting period, which reported a relative likelihood of 1.16. The national average in the previous reporting period was 0.99.
- 3.4. The relative likelihood of disabled employees entering the formal capability process compared to non-disabled employees is 0, indicating disabled employees are not more likely to enter into the formal capability process than non-disabled employees. It is important to note this figure is calculated on a small sample size of 4; there have been no formal capability cases for a disabled employee in the past 2 years.
- 3.5. In the 2024 staff survey, more employees with a long-lasting health condition responded that their employer had made reasonable adjustment to enable them to carry out their work (79.5%) in comparison with the 2023 survey (76.5%). This response is also higher than the national average in 2024 (74%).

4. Next Steps

- 4.1. Following the submission of the online return, the WDES annual report and action plan will be co-produced with stakeholders before ratification through Board and publishing on the Trust internet by 31 October 2025.

Appendix 1: Metric 1: Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce. (Data source: ESR)

1a. Non-clinical workforce

	Disabled staff in 2024	Disabled staff in 2025	Disabled staff in 2024 v 2025	Non-disabled staff in 2024	Non-disabled staff in 2025	Non-disabled staff in 2024 v 2025	Unknown staff in 2024	Unknown staff in 2025	Unknown staff in 2024 v 2025	Total staff in 2024	Total staff in 2025
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	7.1%	8%	+ 0.9%	81.8%	82.5%	+ 0.7%	11.1%	9.5%	- 1.6%	754	767
Cluster 2 (Band 5 - 7)	8.6%	10.4%	+ 1.8%	84.6%	84.3%	- 0.3%	6.8%	5.4%	- 1.4%	267	280
Cluster 3 (Bands 8a - 8b)	11.6%	9.9%	- 1.7%	81.2%	87.3%	+ 6.1%	7.2%	2.8%	- 4.4%	69	71
Cluster 4 (Bands 8c – 9 & VSM)	9.4%	0%	- 9.4%	81.2%	84.4%	+ 3.2%	9.4%	15.6%	+ 6.2%	32	32

1b. Clinical workforce

	Disabled staff in 2024	Disabled staff in 2025	Disabled staff in 2024 v 2025	Non-disabled staff in 2024	Non-disabled staff in 2025	Non-disabled staff in 2024 v 2025	Unknown staff in 2024	Unknown staff in 2025	Unknown staff in 2024 v 2025	Total staff in 2024	Total staff in 2025
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	8.7%	8.8%	+ 0.1%	85.2%	86.8%	+ 1.6%	6.1%	4.4%	- 1.7%	888	934
Cluster 2 (Band 5 - 7)	4.6%	4.6%	0%	90.9%	91.2%	+ 0.3%	4.5%	4.1%	- 0.4%	1701	1725
Cluster 3 (Bands 8a-8b)	3.2%	6.9%	+ 3.7%	90.4%	87%	- 3.4%	6.4%	6.1%	- 0.3%	125	131
Cluster 4 (Bands 8c-9 & VSM)	5.6%	4.5%	- 1.1%	94.4%	90.9%	- 3.5%	0%	4.5%	+ 4.5%	18	22
Cluster 5 (Medical and Dental staff, Consultants)	0.9%	1.3%	+ 0.4%	80.1%	83.6%	+ 3.5%	19%	15.1%	- 3.9%	232	232
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	0.8%	0%	- 0.8%	86.5%	85.4%	- 1.1%	12.7%	14.6%	+ 1.9%	126	103
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	1.1%	2.2%	+ 1.1%	33%	58%	+ 25%	65.9%	39.7%	- 26.2%	179	224

Metric 2 – Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts
(Data source: Recruitment Data from TRAC)

	Relative likelihood in 2024	Relative likelihood in 2025	Relative likelihood difference (+-)
Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting	1.16	1.09	- 0.07

Metric 3 – Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.
(Data source: Assure HR Case Data)

	Relative likelihood in 2023/2024	Relative likelihood in 2024/2025	Relative likelihood difference (+-)
Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff	2.46	0	- 2.46

Metric 4 – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.

(Data source: Question 14, NHS Staff Survey)

	Disabled staff responses to 2023 NHS Staff Survey	Non-disabled staff responses to 2023 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2023	Disabled staff responses to 2024 NHS Staff Survey	Non-disabled staff responses to 2024 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2024
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
14a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	34.5%	25%	+ 9.5%	31.4%	24.9%	+ 6.5%
14b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months	16%	6.3%	+9.7%	15.5%	8.5%	+ 7%
14c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	31.1%	17.7%	+ 13.4%	26.3%	17.1%	+ 9.2%
14d) Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	58.3%	53.5%	+ 4.8%	49.5%	55.3%	- 5.8%

Metrics 5 – 8

(Data source: Questions 15, 11e, 4b, 28b NHS Staff Survey)

	Disabled staff responses to 2023 NHS Staff Survey	Non-disabled staff responses to 2023 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2023	Disabled staff responses to 2024 NHS Staff Survey	Non-disabled staff responses to 2024 NHS Staff Survey	% points difference (+/-) between Disabled staff and non-disabled staff responses 2024
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
Metric 5 (Q15) - Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion.	54.2%	55.3%	- 1.1%	49.4%	54.2%	- 4.8%
Metric 6 (Q11e) - 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.	30.4%	19.8%	+ 10.6%	30.2%	22.8%	+ 7.4%
Metric 7 (Q4b) - Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	38.5%	54.2%	- 15.7%	37.5%	53%	- 15.5%
Metric 8 (Q28b) - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	76.5%	N/A	N/A	79.5% (+ 3%)	N/A	N/A

Metric 9 – Disabled staff engagement

(Data source: Staff Engagement Theme, NHS Staff Survey)

	Disabled staff engagement score for 2023 NHS Staff Survey	Non-disabled staff engagement score for 2024 NHS Staff Survey	Difference (+/-) between disabled staff and non-disabled staff engagement scores 2023	Disabled staff engagement score for 2024 NHS Staff Survey	Non-disabled staff engagement score for 2024 NHS Staff Survey	Difference (+/-) between Disabled staff and non-disabled staff engagement scores 2024
The staff engagement score for Disabled staff, compared to non-disabled staff.	6.9	7.4	- 0.5	6.8	7.3	- 0.5

b) Has your organisation taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No) - **YES**

Please provide at least one practical example of action taken in the last 12 months to engage with Disabled staff.

Example 1: The Trust have the Ability Network which gives a collective voice to disabled staff at MKUH. The network has an executive sponsor who drives the agenda at board level and in 2024/25 the network continued to develop its collective voice.

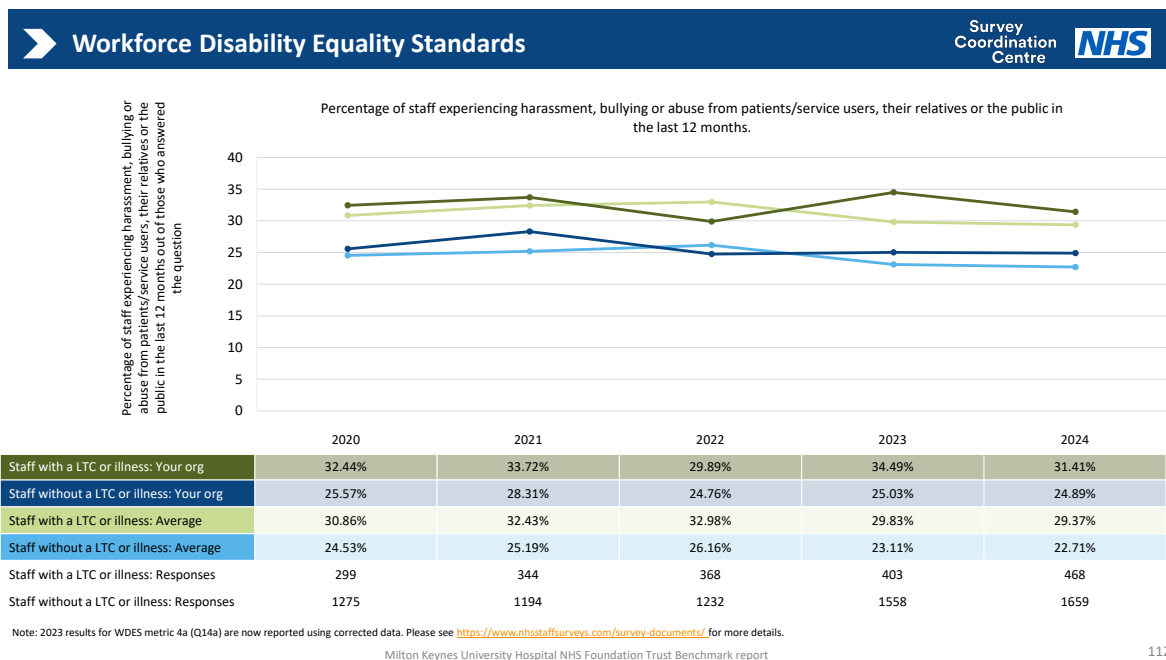
Example 2: The Trust continues to support the Neurodiversity Network and has implemented Values Based Recruitment Training which provides managers with skills to manage reasonable adjustments during the recruitment process.

Metric 10 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce
(Data source: ESR)

	Disabled Board members in 2024	Non-disabled Board members in 2024	Board members with disability status unknown in 2024	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce in 2024	Disabled Board members in 2025	Non-disabled Board members in 2025	Board members with disability status unknown in 2025	% points difference (+/-) between Disabled Board members and Disabled staff in overall workforce in 2025
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)		
Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec = 25% Non-exec = 0% Voting = 15.4% Non-voting = 0%	Exec = 75% Non-exec = 100% Voting = 84.6% Non-voting = 100%	Exec = 0% Non-exec = 0% Voting = 0% Non-voting = 0%	Total Board = 11.7% Overall workforce = 5.7% Difference = +6% percentage points	Exec = 0% Non-exec = 14.3% Voting = 6.3% Non-voting = 0%	Exec = 60% Non-exec = 85.7% Voting = 75% Non-voting = 0%	Exec = 40% Non-exec = 0% Voting = 18.8% Non-voting = 100%	Total Board = 5.9% Overall workforce = 6.1% Difference = - 0.2% percentage points

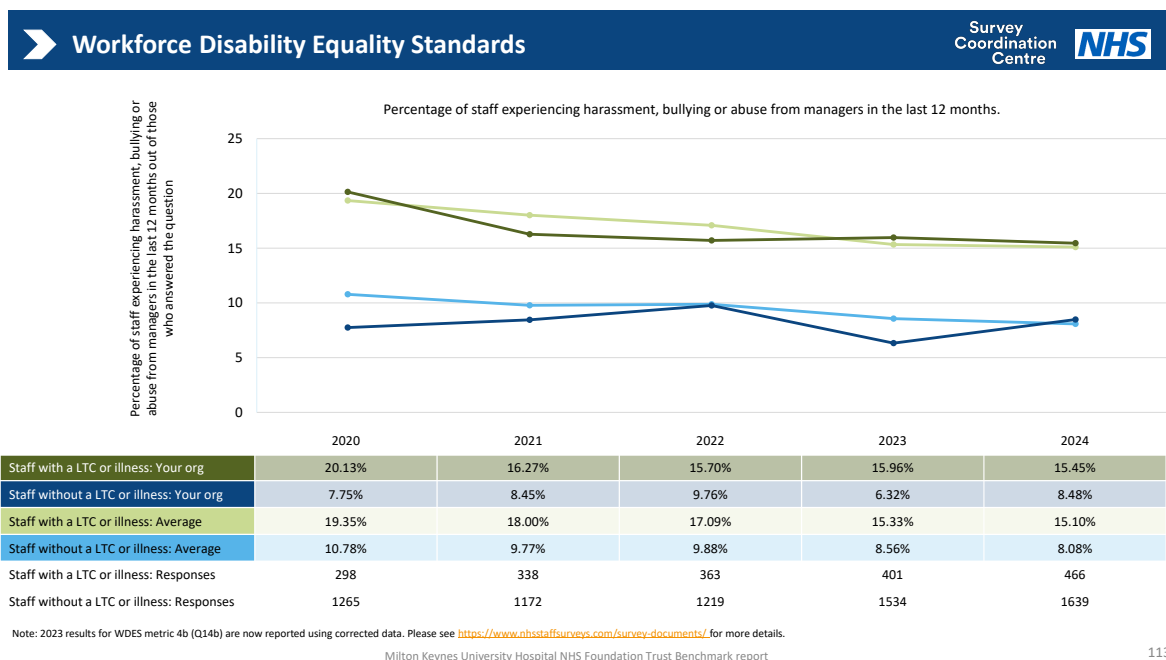
Appendix 2 – 2024 Staff Survey Data

Question 14a:



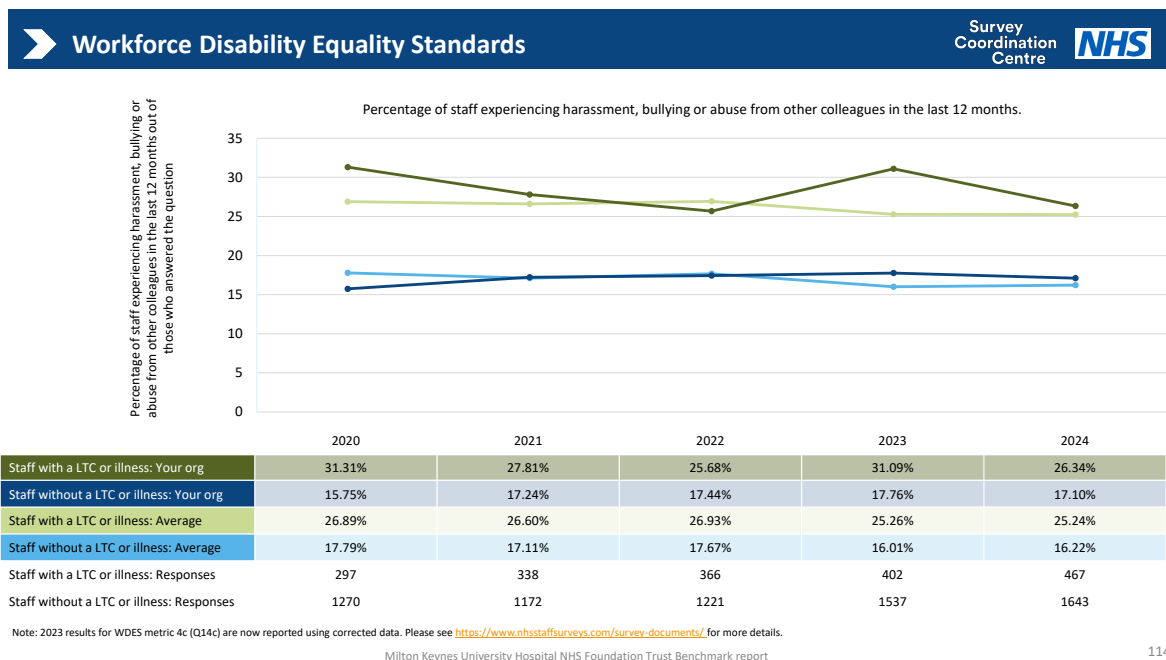
112

Question 14b :



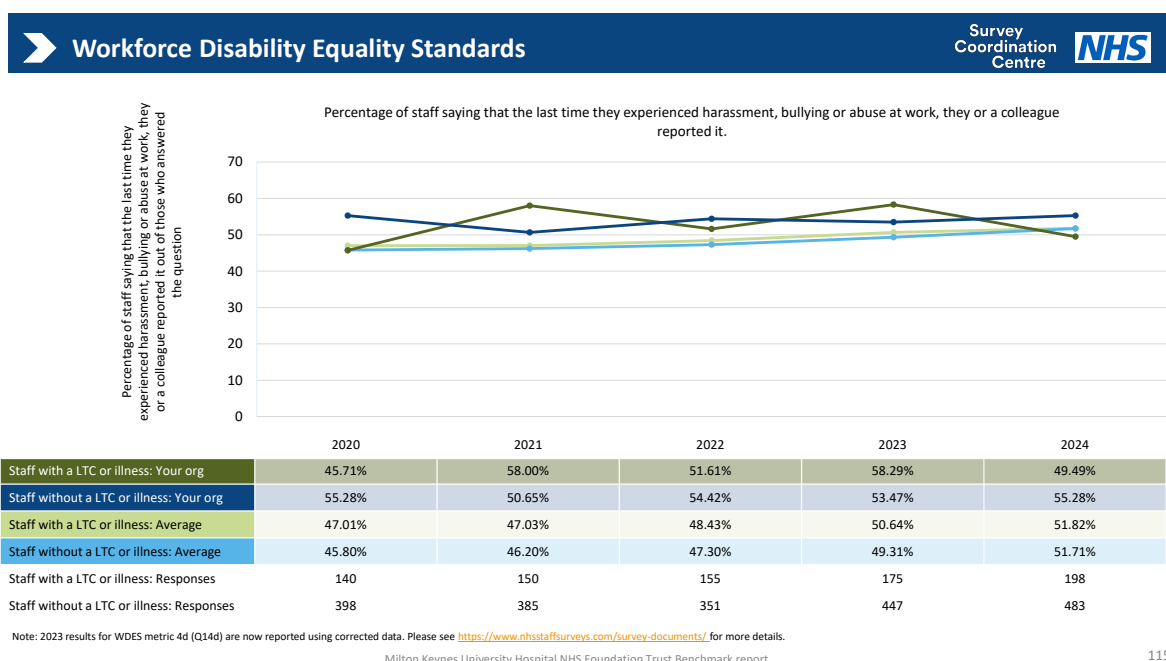
113

Question 14c :



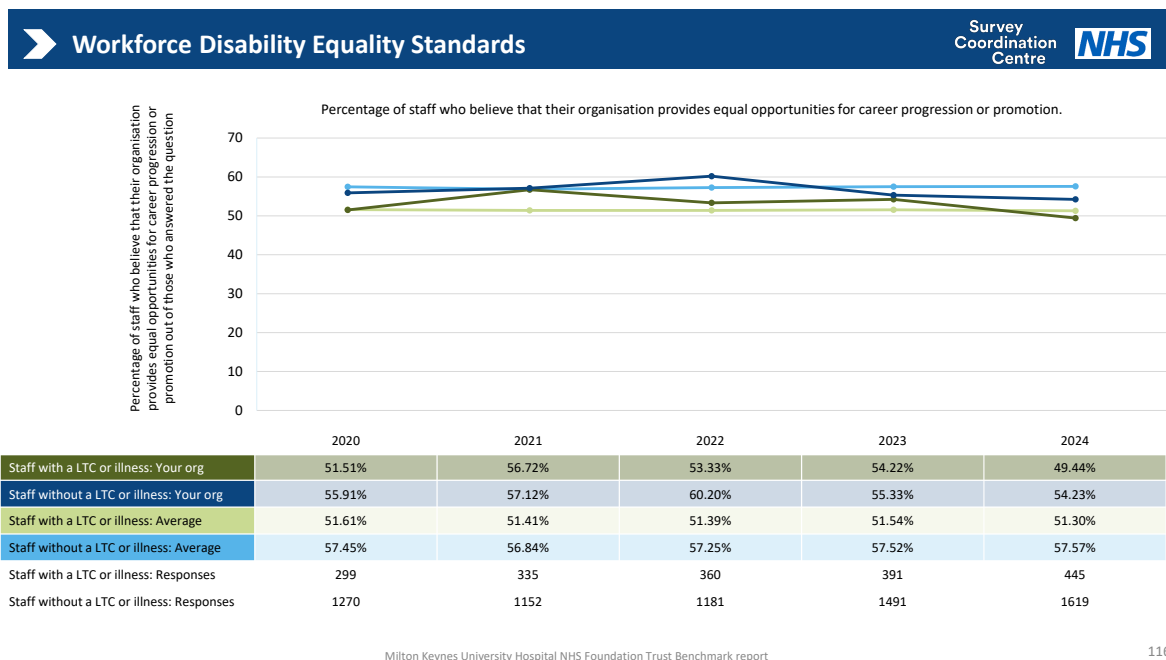
114

Question 14d :



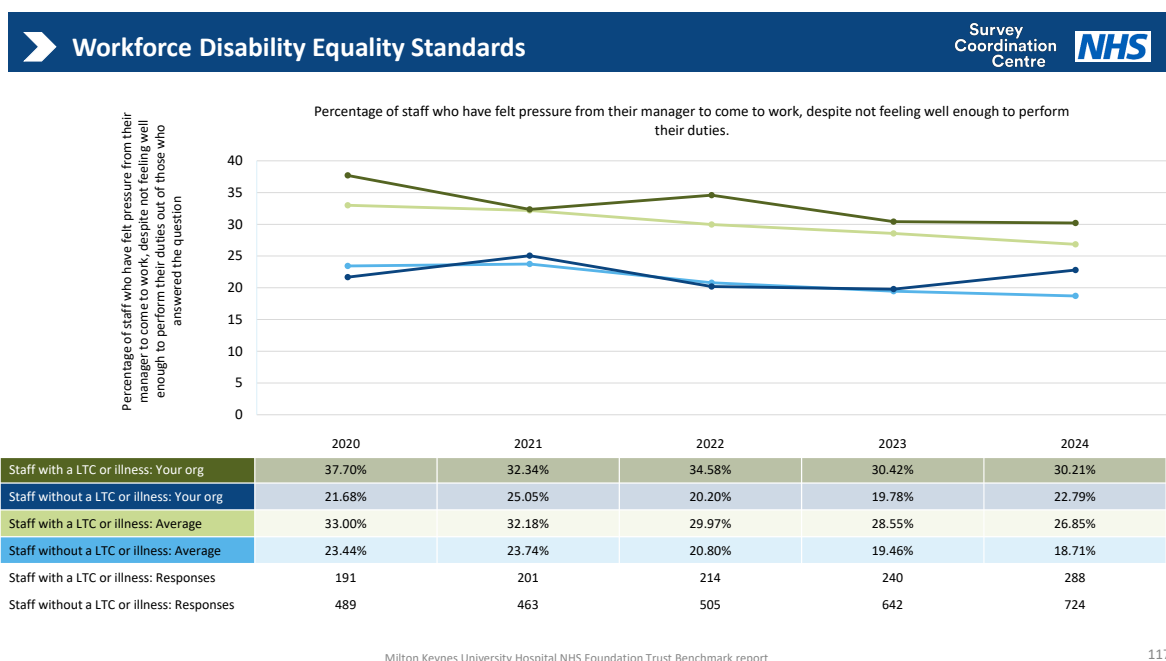
115

Question 15 :



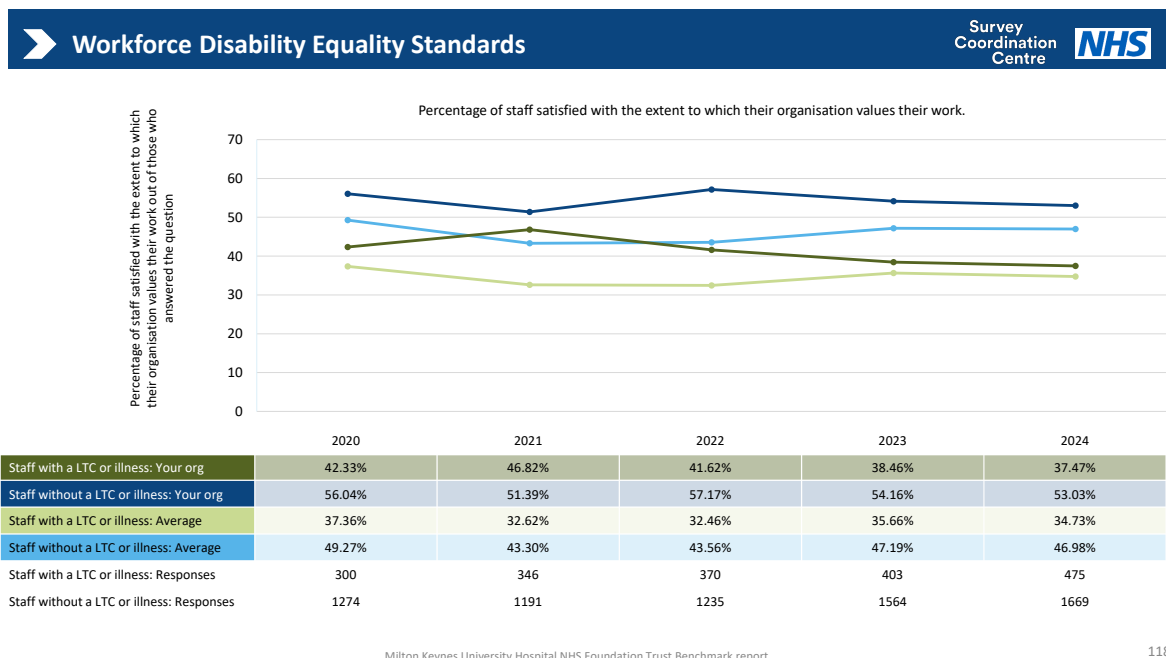
116

Question 11e:

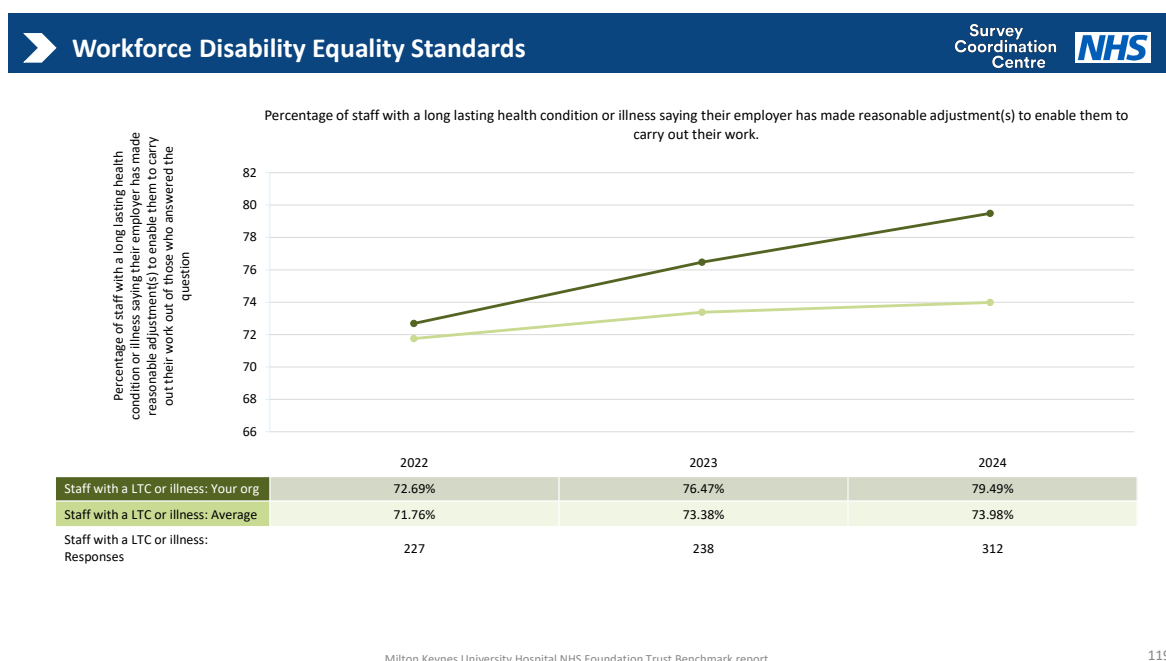


117

Question 4b :



Question 28b :



Theme – Engagement :

