

Workforce Disability Equality Standard (WDES) 2025 Data Analysis

Key Findings from the 2025 WDES:

5.7% of colleagues have shared a disability or Long Term Condition (LTC) on ESR compared to **27.8%** in the NHS Staff Survey

51.8% of colleagues with a disability/LTC compared to **58.5%** of colleagues without a disability/LTC believe the trust provides equal opportunities for career progression or promotion

Colleagues with a disability/LTC are **9%** more likely to feel pressure from their manager to come to work, despite not feeling well enough to perform their duties, compared to colleagues without a disability/LTC

28% of colleagues with a disability/LTC do not feel they have had all the workplace adjustments they need to do their job

28% of colleagues with a disability/LTC reported experiencing harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public and **29%** from other colleagues

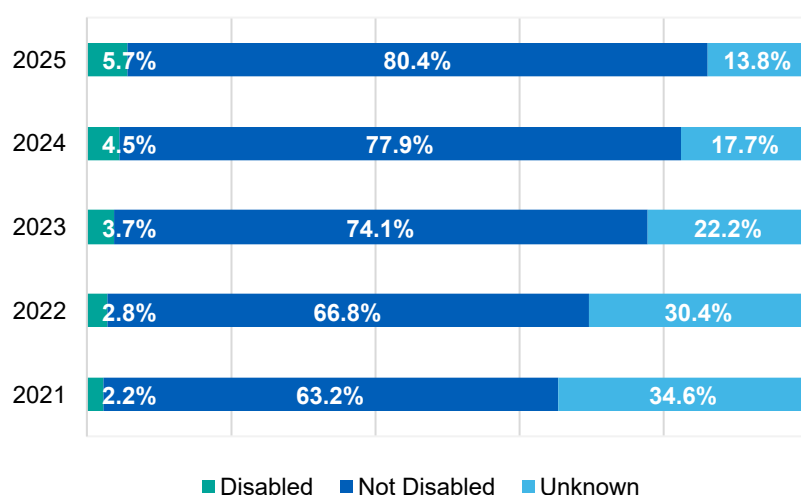
Non disabled applicants are **1.05 times** more likely to be appointed from shortlisting than applicants with a disability

Introduction

The WDES comprises of 10 indicators. Six of which are drawn from the most recent annual NHS National Staff Survey. The UHNM response rate for the 2024 staff survey was 45% (the same as 2023) with 27.75% of respondents (1,554 people) stating that they had a physical or mental health condition or illness lasting or expected to last 12 months or more. This compares to the peer average of 24.45% and is our highest ever response rate.

WDES Indicator 1

Percentage Representation of Workforce Disability

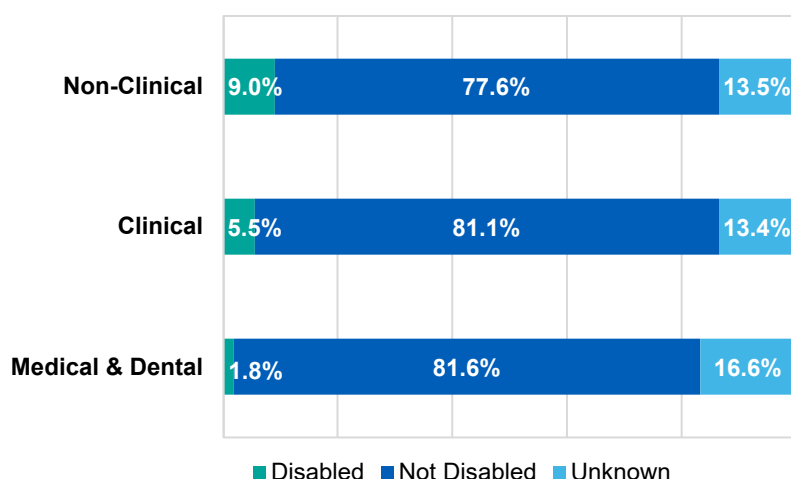


5.7% of UHNM colleagues have shared that they have a disability on ESR. Yearly trends show significant improvement in declaration rates on ESR with a 20% reduction in 'unknown' disability status over the last 4 years.

The percentage of NHS staff in England working with a disability is also 5.7% with 80.0% not disabled and 14.3% unknown status. (source: 2024 WDES Data Report)

Nationally it is recognised that there is a significant under reporting across the country of the numbers of staff who disclose a disability on ESR, compared to those sharing this information when completing the anonymous NHS Staff Survey. We regularly encourage our workforce to update their ESR record and the number of records where colleagues have not disclosed their disability status has improved significantly from 41% in 2020 to 13.8% in 2025.

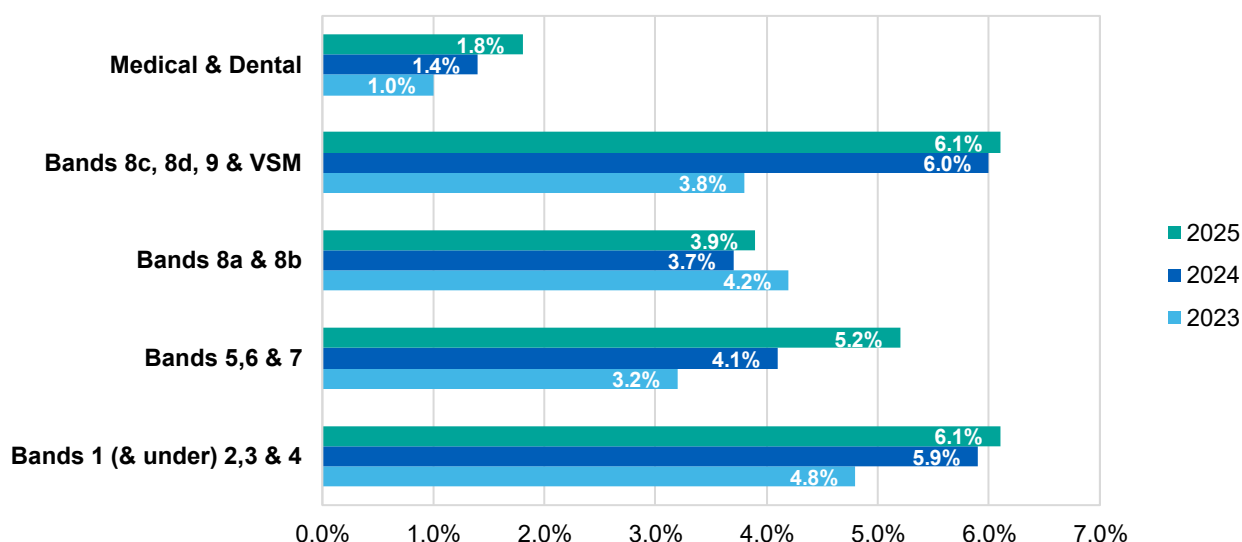
Disability representation across clinical and non-clinical groups:



Disability Category (ESR)	%
Long-standing illness	32.4%
Learning disability/difficulty	19.8%
Other	12.9%
Mental Health Condition	11.6%
Yes (unspecified)	9.0%
Sensory Impairment	7.4%
Physical Impairment	6.8%

758 colleagues have shared that they have a disability on ESR. 'Long standing illness,' 'learning disability/difficulty' and 'mental health conditions' are the most commonly selected categories.

The WDES presents workforce data in four Agenda for Change clusters and a Medical & Dental professional group. The percentage of employees with a disability has increased in all pay clusters (apart from 8A and 8B) compared to the previous two years:



Disability Pay Gap

Disability pay gap reporting has been introduced as part of the EDI Improvement Plan. Our data shows that there is a 13% pay gap between colleagues with a disability compared to those without. This is because the proportion of disabled people employed decreases as the pay quartiles increase.

Disability Pay Gap – No disability : Employees with disability recorded on ESR:

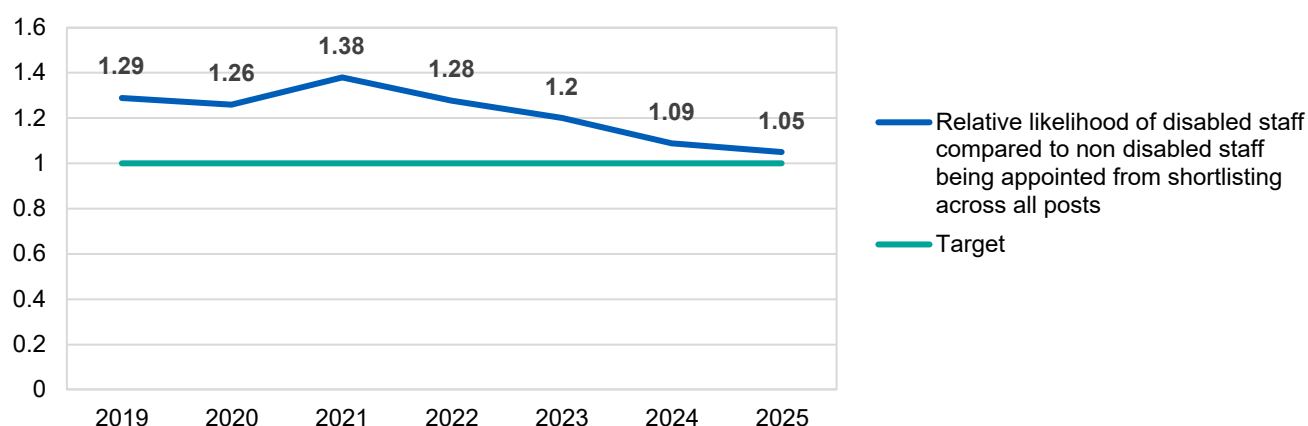
	2025	2024	2023
Mean pay gap	13.9%	12.5%	13.0%
Median pay gap	13.4%	10.4%	11.3%

Quartile	Not disabled	Status not known	Disabled	% Disability representation
1	2668	387	289	8.6%
2	2724	449	173	5.2%
3	2701	459	186	5.6%
4	2643	590	113	3.4%

Note: the under reporting of disability status on ESR influences the efficacy of disability pay gap reporting.

WDES Indicator 2

Relative likelihood of Disabled applicants being appointed from shortlisting across all posts compared to applicants without a disability

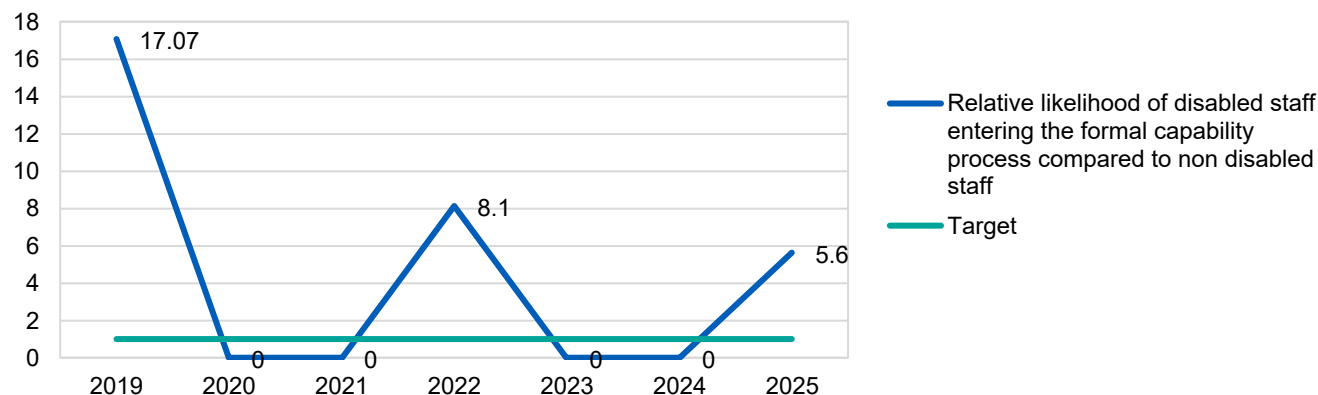


Analysis of recruitment activity recorded on the TRAC recruitment system shows that non-disabled applicants are 1.05 times more likely to be appointed from shortlisting compared to Disabled applicants (a metric of 1.0 represents equal likelihood of disabled and non-disabled applicants being appointed from shortlisting).

A continued downward (positive) trajectory in our recruitment data compares with the most recent national average metric from 2024, which was 0.98.

WDES Indicator 3

Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff



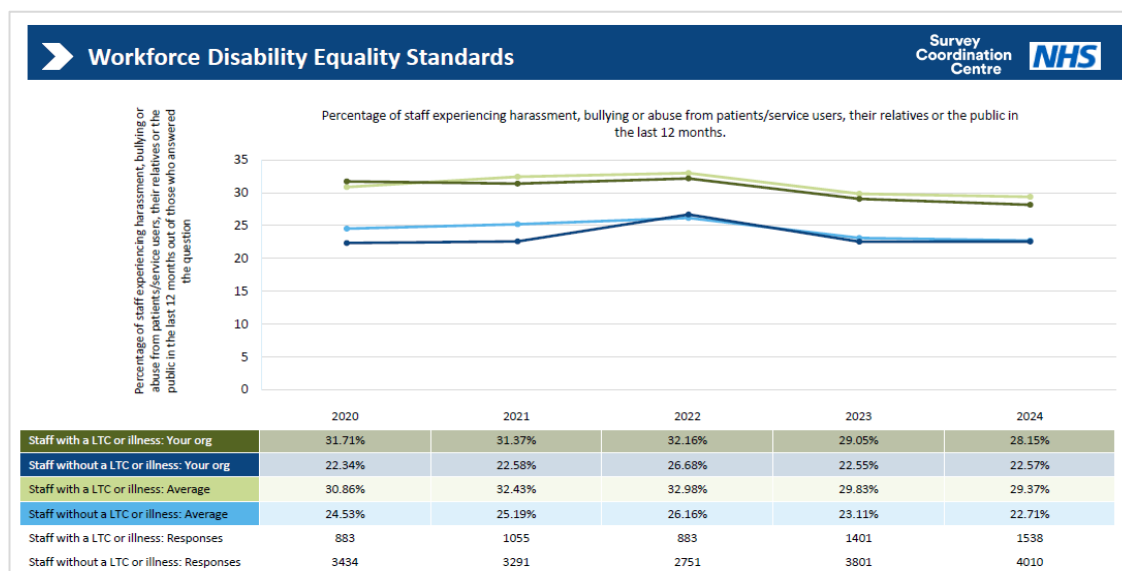
This indicator is based on data from a two-year rolling average of entry into a formal capability process as recorded on the Employee Relations Case Tracker. From 2022 this metric is related to entry into the formal capability process for all reasons (previously the metric measured entry into the capability process due to performance issues only).

Our Capability Policy is designed to be supportive and encouraging to enable colleagues to reach the desired performance level through informal processes and hence only very small numbers of staff enter the formal stage of the policy. The policy was reviewed as an action from the 2023/24 WDES Action Plan and has been updated reflecting feedback from the Disability & LTC Staff Network.

This year's result gives a relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff score of 5.6, compared to the most recent national result of 2.04. Trend analysis for this metric would suggest that the increase in 2025 is due to case mix, but this will be monitored.

WDES Indicator 4a

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

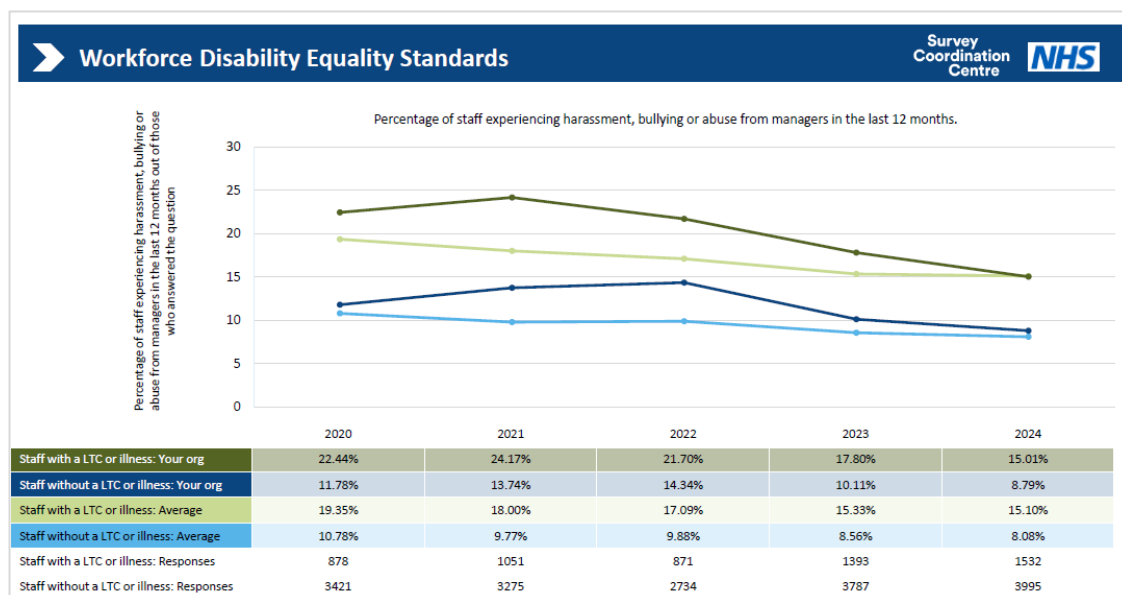


Whilst the levels of abuse experienced by colleagues is unacceptably high, this year's figure is our best performance for colleagues with a disability/LTC since we began reporting the WDES and is better than our peer comparator group. The difference with non-disabled colleagues has also narrowed.

Nationally 30% of disabled colleagues and 23.3% of non-disabled colleagues reported experience of harassment, bullying and abuse from patients/service users, their relatives or public in the previous 12 months. (source: WDES Data Report 2024)

WDES Indicator 4a

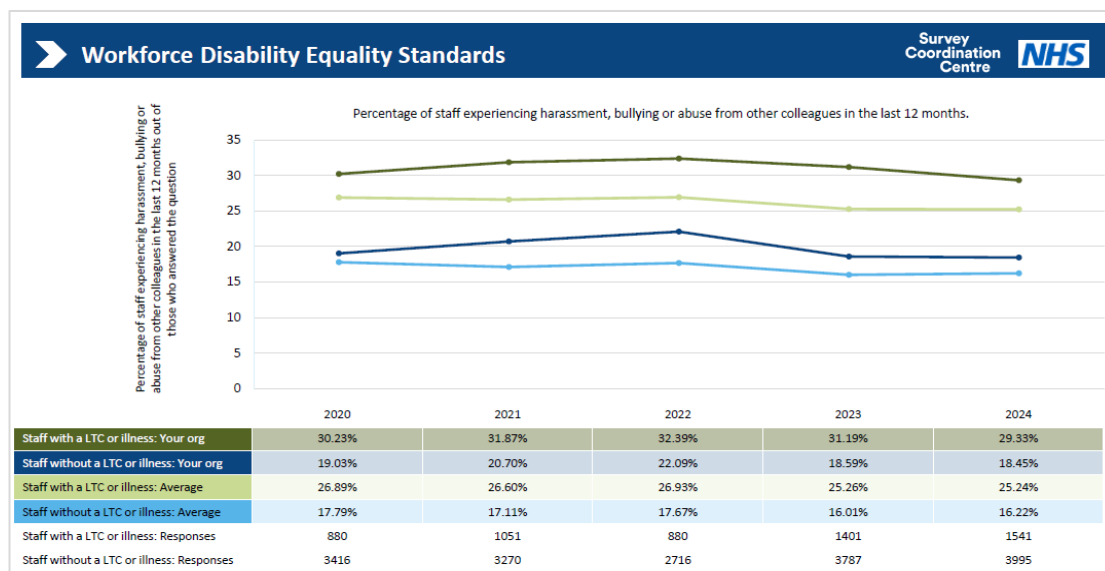
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months



This year's performance continues a downward (improving) trajectory and is our best score yet for disabled colleagues reporting experience of harassment, bullying or abuse from managers in the last 12 months, and, for the first time, is better than our national staff survey peer comparator group.

WDES Indicator 4a

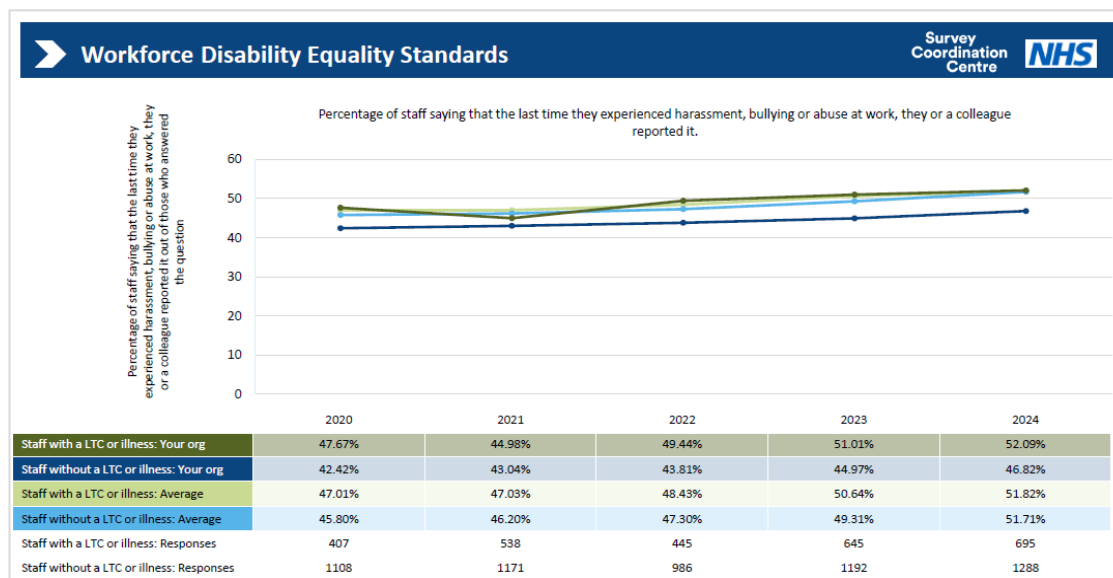
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months



There has been an improvement in this indicator of 1.86%, but the gap between the experiences of colleagues with a disability/LTC and staff without is still greater than 10 percentage points. Our performance is worse than the National Staff Survey peer comparator group for all colleagues.

WDES Indicator 4b

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

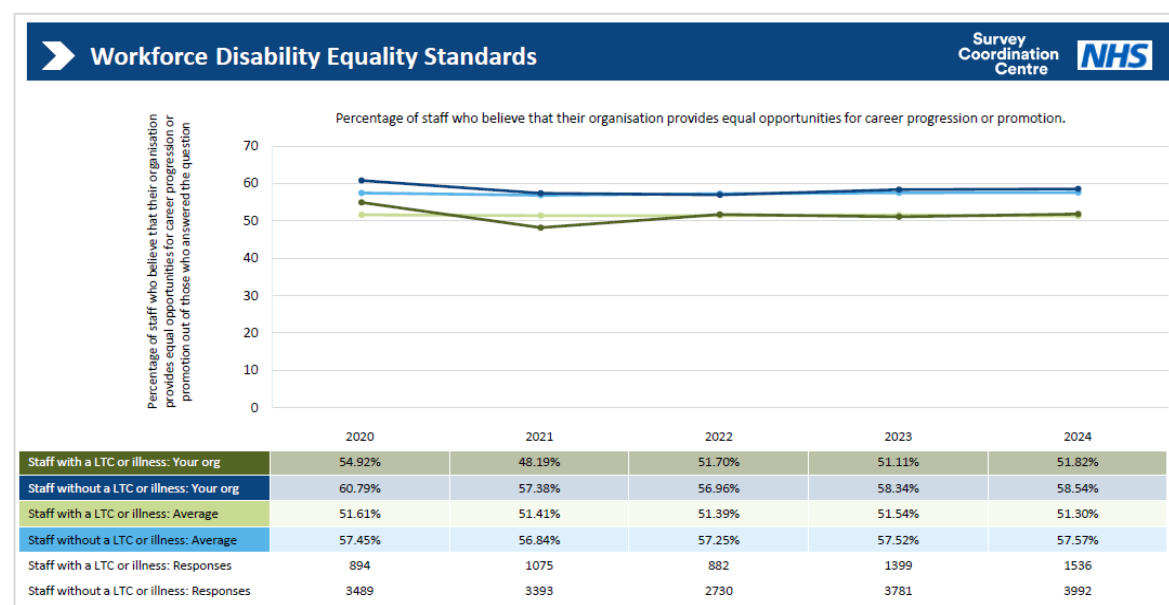


Positively this is our best performance since the WDES began for the percentage of colleagues with a long term condition (and those without) saying that they have reported their experience of harassment, bullying or abuse at work.

52.09% is better than our NSS peer comparator group average for colleagues with a long term condition and reflects the additional resources available from the Freedom to Speak Up service, Disability Champions and peer support from our Staff Networks.

WDES Indicator 5

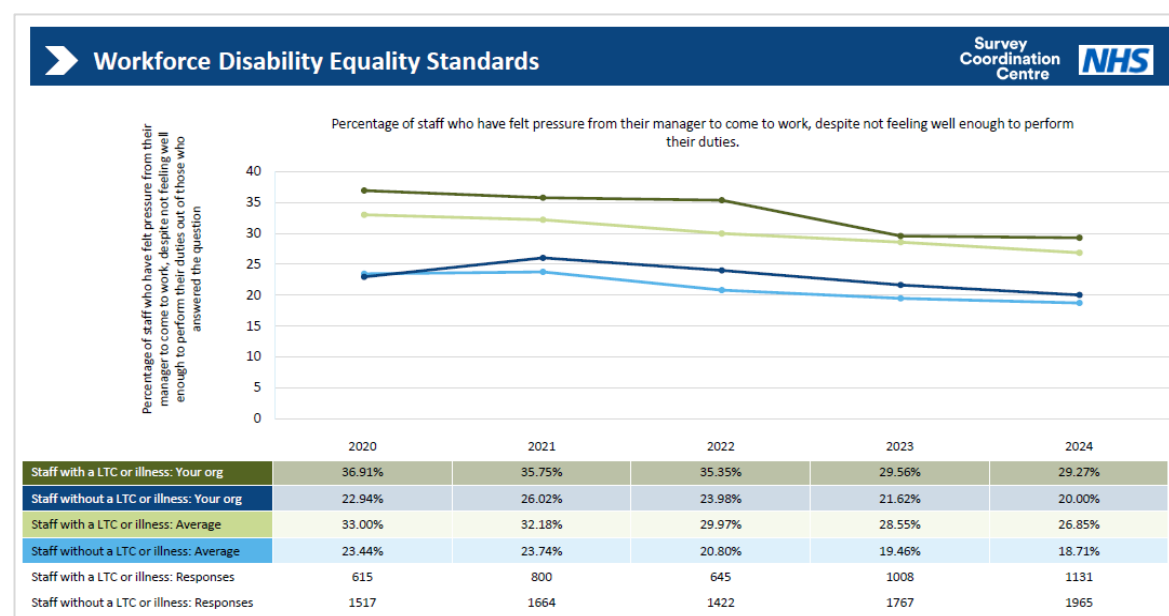
Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion



This indicator has improved by 0.71% and is better than our NSS peer comparator group. However the gap between colleagues with a disability/LTC and those colleagues who do not, has not seen meaningful change, a gap that is mirrored by the peer group averages.

WDES Indicator 6

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

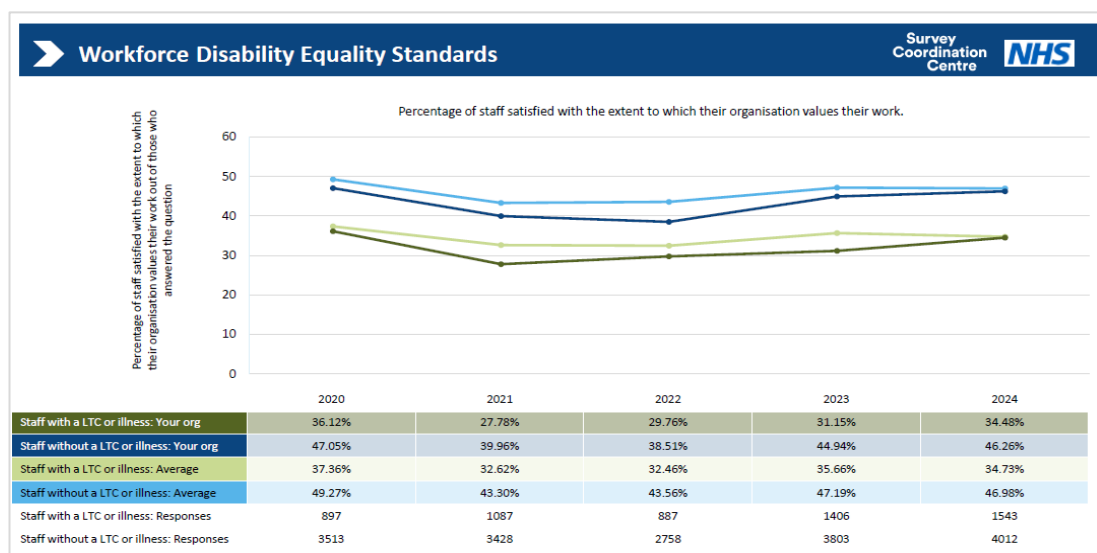


This year's data shows continued improvement for disabled colleague experience of feeling pressure from their manager to come to work despite not feeling well enough to perform their duties (known as presenteeism). The difference between the experiences of colleagues with a long term condition compared to those who do not, has not improved at just over 9%.

The performance, which is our best ever for both colleagues with a disability/LTC and those without, is worse than the average for our NSS peer comparator group.

WDES Indicator 7

Percentage of staff satisfied with the extent to which the organisation values their work

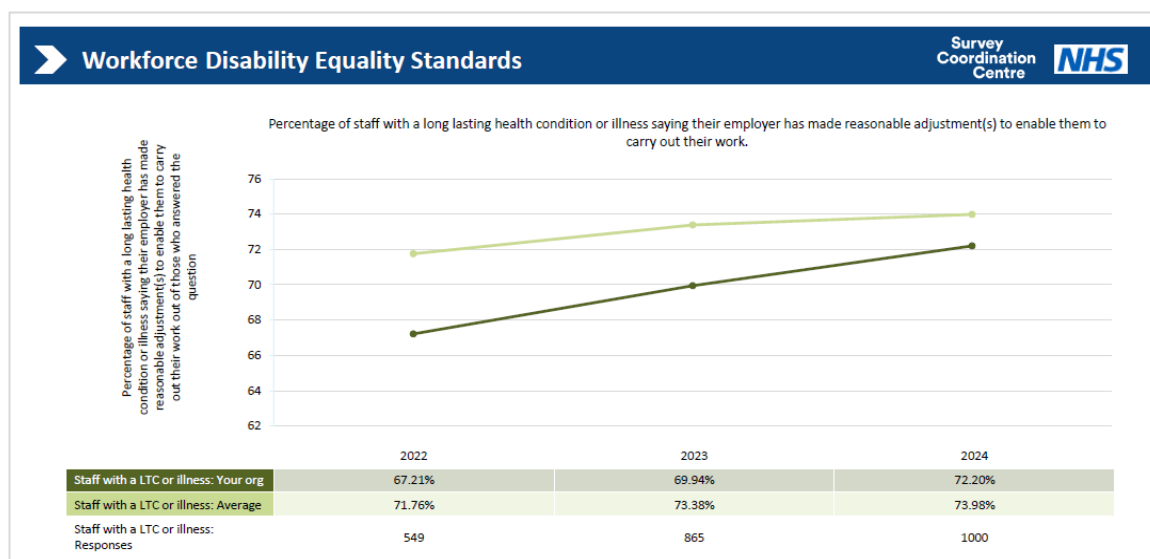


This indicator has improved on the previous year, and the third year of improvement for colleagues with a disability or long term condition.

Colleagues without a disability/LTC has also seen improvement and both scores are in line with our NSS comparator peer group average.

WDES Indicator 8

Percentage of staff with a long lasting health condition or illness saying the organisation has made reasonable adjustments to enable them to carry out their work

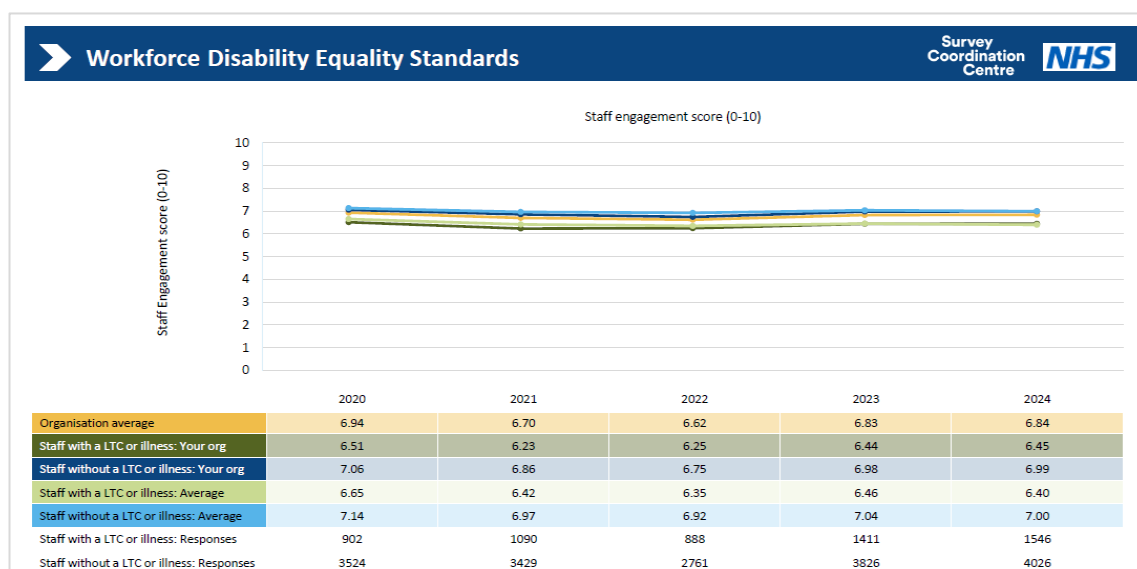


This metric has improved by 2.3% and the gap with peers has narrowed but remains lower than our NSS comparator group (73.98%) and the national WDES average of 74.5%.

This year's data demonstrates continued progress and it is particularly pleasing as the 2024 staff survey had a notably larger number of respondents to this question than previous national staff survey response rates.

WDES Indicator 9

Staff Engagement Score



Whilst this indicator has seen improvement for all colleagues compared to the previous three years; it is better than our NSS peer comparator group for the first time for colleagues with a disability/LTC.

WDES Indicator 10

Percentage difference between the organisations board voting membership and the overall workforce

Disability Representation	2025
Difference Total Board: Overall Organisation	-0.47%
Difference Voting Membership: Overall Organisation	-5.73%
Difference Executive Membership: Overall Organisation	4.27%

Boards are expected to be broadly representative of their workforce. 5.3% of the UHNM board have a disability according to ESR. The national average percentage difference between boards and their overall workforce in 2024 was 0.8 and 1.9 in the midlands region

Summary and WDES Action Plan for 2025-26

The 2025 WDES metrics demonstrate continued year on year improvement in the workforce experiences of colleagues with a disability or long term condition with 9 of the 10 WDES indicators having improved on the previous year, reflecting the sustained focus we have placed on workplace adjustments and formalising these within policy and process.

We know, from the lived experience of our staff network members the importance of positive attitudes to the provision of adjustments and employee experience and productivity. With more than one in four UHNM colleagues sharing through the national staff survey that they are working with a long term condition or illness it is essential that we close the gaps that exist in experience between colleagues and build upon the progress made in the last 12 months.

During 2025-26 we will continue to focus on workplace adjustments and neurodiversity, which is the most rapidly increasing disclosure on ESR:

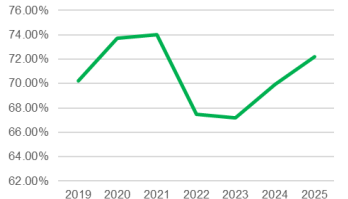
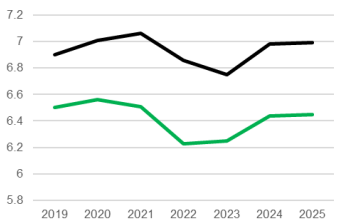
	Reasonable Adjustments	Neurodiversity	Bullying, Harassment and discrimination
Actions	• High profile campaign to maintain awareness and increase understanding of the Reasonable Adjustments Policy, the Tailored Adjustments Plan and Disability Champions • Review effectiveness of the Management Essentials programme for line manager expectations relating to managing team members with a long term condition • Streamline procurement processes and speed up the purchase of equipment for colleagues	• Establish a neurodiversity sub-group to the Staff Network to provide dedicated safe space for identifying and improving the workplace experiences of colleagues and carers of individuals with a neurodifference • Enhance line manager and colleague understanding of reasonable adjustments for neurodiversity • Introduce a new guide for all colleagues on adjustments for neurodiverse colleagues	• Launch new Values and Behaviours Framework • Practical learning sessions for line managers (Having Conversations That Matter) to address behaviours that fall below those expected
Key Performance Indicator	Metric 8 (reasonable adjustments) target 74%	Metric 9 (staff engagement score) target 6.5	Metric 4a (experience of bullying and harassment from all sources) target of year on year reduction in the gap between colleagues with a disability/LTC and those that do not

Progress will be measured by improved metric results in the 2025 Staff Survey, 2026 WDES submission and the monitoring of other relevant metrics including the Employee Voice feedback and the lived experiences of our Disability and Long Term Conditions Staff Network membership.

Appendix 1: Summary of WDES Metric Trends

WDES Indicator			2019	2020	2021	2022	2023	2024	2025	
1	Disability representation in the organisation		1.54%	1.64%	2.23%	2.76%	3.7%	4.5%	5.7%	
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting		1.29	1.26	1.38	1.28	1.20	1.09	1.05	
3	Relative likelihood of Disabled staff compared to non-disabled staff entering into the formal capability process		17.07	0.0	0.0	8.1	0.0	0.0	5.6	
4a	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months	Disabled	30.7%	31.77%	31.71%	31.37%	32.16%	29.05%	28.15%	
		Not Disabled	23.8%	26.76%	22.34%	22.58%	26.68%	22.55%	22.57%	
4b	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	22.0%	20.49%	22.44%	24.17%	21.70%	17.80%	15.01%	
		Not Disabled	14.0%	12.63%	11.78%	13.74%	14.34%	10.11%	8.79%	
4c	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	28.9%	30.88%	30.23%	31.87%	32.39%	31.19%	29.33%	

		Not Disabled	20.1%	20.83%	19.03%	20.70%	22.09%	18.59%	18.45%	
4d	% of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Disabled	49.5%	45.48%	47.67%	44.98%	49.44%	51.01%	52.09%	
		Not Disabled	42.2%	44.58%	42.42%	43.04%	43.81%	44.97%	46.82%	
5	% of staff that believe the Trust provides equal opportunities for career progression and promotion	Disabled	-	53.51%	54.92%	48.19%	51.70%	51.11%	51.82%	
		Not Disabled	-	58.76%	60.79%	57.38%	56.96%	58.34%	58.54%	
6	% of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Disabled	38.9%	34.75%	36.91%	35.75%	35.35%	29.56%	29.27%	
		Not Disabled	28.3%	25.66%	22.94%	26.02%	23.98%	21.62%	20.00%	
7	% of staff satisfied with the extent to which the organisation values their work	Disabled	33.1%	33.96%	36.12%	27.78%	29.76%	31.15%	34.48%	
		Not Disabled	43.6%	46.82%	47.05%	39.96%	38.51%	44.94%	46.26%	

8	% of staff with a long lasting health condition or illness saying the organisation has made reasonable adjustments to enable them to carry out their work	Disabled	70.2%	73.7%	74.0%	67.5%	67.21%	69.94%	72.20%	
9	Staff Engagement Score	Disabled	6.5	6.56	6.51	6.23	6.25	6.44	6.45	
		Not Disabled	6.9	7.01	7.06	6.86	6.75	6.98	6.99	
10	Board disability representation		0.0	0.0	0.0	5.3%	11.1%	12.2%	5.3%	