

People and Culture Committee

Date: 24 September 2025

Title:	Workforce Disability Equality Standard 2025
Responsible Director:	Angela Wilkinson, Director of People and Culture
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Purpose of the report and summary of key issues:	<p>The purpose of this report is to present the Workforce Disability Equality Standard (WDES) metrics for 2025.</p> <p>Key areas of analysis are measured against data from the electronic staff record from April 1st, 2024, to 31st March 2025 and the national NHS staff survey 2024 The metric framework includes a breakdown of:</p> <ul style="list-style-type: none"> - Colleagues with a disability within the agenda for change bandings, in four clusters (1-4, 5-7, 8a-8b, 8c-9 and VSM). - Likelihood of Disabled colleagues being appointed from shortlisting. - Colleagues entering the capability process. - Number of colleagues with a disability who are facing bullying and or harassment from patients, colleagues and managers. - Membership of the Board and its contrast with our Disabled workforce. <p>Findings from the 2025 report show an improvement in some of the indicators:</p> <ul style="list-style-type: none"> • Relative likelihood of disabled people being appointed from shortlisting has improved from 1.15 to 1.01 <p>An improvement in staff accessing their reasonable adjustments from 75.9% to 78.1%</p>	
Trust Strategy and Strategic Ambitions:	The Patient and Child First	
	Improving the health and wellbeing of our patients, children and communities	
	Best Quality, Safest Care	
	Person Centred, Integrated Care; Strong Partnerships	
	Great Start in Life	
	At Our Best: Making HDFT the best place to work	X
	An environment that promotes wellbeing	

	Digital transformation to integrate care and improve patient, child and staff experience	
	Healthcare innovation to improve quality	
Corporate Risks:	N/A	
Report History:	N/A	
Recommendation:	<p>The Board is requested to discuss and note the 2025 WDES metrics and the Action Plan, which will attempt to address areas that can be improved for Disabled colleagues.</p> <p>Following approval by the People and Culture Committee, the data element of this report will be published on our HDFT website on 31 October 2025.</p>	

NHS Workforce Disability Equality Standard (WDES)

Annual Report 2025

Harrogate and District NHS

Foundation NHS Trust

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Introduction

This report presents our internal data and metrics from the past twelve months, highlighting key progress made to date. It also sets out a clear Action Plan to support the continued development of our approaches, initiatives, and activities to improve the experiences of Disabled colleagues across the Trust. For detailed metrics, please see Appendix 1.

Whether you are a patient, a visitor, or a member of staff, our KITE values are what describe and define our organisational culture:

KINDNESS

We show **compassion**,
and are **understanding**
and **appreciative** of
other people

INTEGRITY

We display personal and
professional **integrity**,
are **honest** and bring a
positive attitude

TEAMWORK

We are **helpful** to each
other, **listen** intently and
communicate clearly

EQUALITY

We show **respect**,
we are **inclusive** and
we act **fairly**

The Workforce Disability Equality Standard (WDES) was introduced in 2019 to improve workplace and career experiences for Disabled people working in, or applying to work within, the NHS. Commissioned by the NHS Equality and Diversity Council and mandated through the NHS Standard Contract, the WDES provides a robust framework of metrics. These are drawn from Electronic Staff Record (ESR) data and responses to the NHS Staff Survey, enabling NHS organisations to compare the experiences of Disabled and Non-Disabled staff.

This data is used to identify areas for improvement, informing an Action Plan that can be tracked annually to demonstrate progress. The WDES supports compliance with the Public Sector Equality Duty under the Equality Act 2010. It also champions the insights and strengths of people with lived experience, reinforcing the NHS's commitment to becoming a model


employer for people with learning differences and disabilities. The WDES plays an integral role in delivering the NHS People Promise and the Trust's People Plan.


Alongside the Workforce Race Equality Standard (WRES), the WDES ensures that equality, diversity and inclusion remain central to the NHS's culture and operations. It helps organisations understand the lived experiences of Disabled colleagues and supports meaningful, lasting change by fostering a more inclusive working environment.

Evidence consistently shows that a motivated, valued, and included workforce is key to delivering safer care, better patient outcomes, and improved satisfaction for both patients and staff alike.

The data collected is drawn from the Electronic Staff Record (ESR) April 2024 to March 2025, and the National Staff Survey (NSS) from November 2024.

Throughout the report the following colour key applies:

Improvement on previous year 

Worse than previous year 

Metric 1 – Workforce Representation

The profile of our Disabled employees versus the NHS declaration rate for April 2024 / March 2025.

	NHS Average 2025	HDFT 2025	Variance
Staff Declaring a Disability	Not confirmed	7.22%	
	NHS Average 2024	HDFT 2024	Variance
Staff Declaring a Disability	5.7%	6.3%	0.6%

The number of employees declaring a disability in 2025

	Disabled	Unknown	Non-disabled
Staff Declaring a Disability 2025	379	478	4390
Staff Declaring a Disability 2024	319	496	4254

9.11% of HDFT colleagues have not disclosed their disability or long-term condition status compared to 9.8% from the previous year.

The number of HDFT colleagues who have disclosed a disability or long-term condition is 3.02% higher than the NHS average for 2025 (NHS Employers, 2025).

The table below highlights the percentage of staff on Agenda for Change (AfC) pay bands, medical and dental subgroups and very senior managers compared with the percentage of staff in the overall workforce.

Non Clinical Staff by AfC Bands

WDES 2025 Non- Clinical Staff AfC Pay- Bands	2025			2024		
	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
1-4	7.6%	84.5%	7.9%	7.5%	84.6%	7.9%
5-7	10.6%	83.9%	5.5%	9.5%	83.3%	7.2%
8a-8b	9.7%	86.1%	4.2%	8.8%	88.2%	2.9%
8c-9 and VSM	0.0%	100%	0%	0.0%	100%	0.0%

Non Clinical Staff Analysis 2024/2025

Bands 1–4 Virtually no change. Disabled staff disclosure rates increased from 7.5% to 7.6%.

Bands 5–7 An increase in Disabled staff disclosure rates from 9.5% to 10.6%.

Bands 8a–8b An increase in Disabled staff disclosure rates from 8.8% to 9.7% while Non-Disabled fell from 88.2% → 86.1%. 'Unknown' increased slightly.

Bands 8c–9 & VSM 0% disclosure rate for Disabled staff for the last two years potentially indicating a lack of senior representation.

Clinical Staff by AfC Bands

WDES 2025 Clinical Staff AfC Pay- Bands	2025			2024		
	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
1-4	6.7%	81.7%	11.6%	6.6%	80.9%	12.5%
5-7	7.9%	84.1%	8.0%	6.2%	85.2%	8.6%
8a-8b	8.4%	83.8%	7.9%	8.4%	80.7%	10.8%
8c-9 and VSM	0.0%	91.7%	8.3%	0.0%	90.9%	9.1%

Clinical Staff Analysis 2024/2025

- Band 5–7 shows an increase in Disabled staff, from 6.2% to 7.9%. This could point to workplace progression and disclosures on ESR.
- Stability at Entry-Level (Bands 1–4).
- Disabled staff remained around 6.7%, with only a small increase.
- Decrease in 'Unknown' status at senior levels and in Band 8a–8b, suggesting that some staff may feel psychologically safer to disclose.
- Across all bands, the percentage of Non-Disabled staff remained quite consistent, implying the change is based on whether Disabled staff are disclosing their conditions.

Medical and Dental by Grade

Medical and Dental Staff	2025			2024		
	Disabled	Non-Disabled	Unknown	Disabled	Non-Disabled	Unknown
Consultants	2.22%	77.78%	20.00%	2.4%	76.8%	20.8%
Non-consultant Career Grades	1.41%	84.51%	14.08%	0.7%	82.4%	16.9%
Trainee Grades	4.57%	87.21%	8.22%	4.7%	89.1%	6.2%

Medical and Dental Analysis

- Disabled staff representation remains very low across all medical grades.
- Slight improvement in Non-consultant career grades.
- Trainee data shows a decrease, with more opting not to disclose.
- The 'Unknown' category still makes up a significant number of people.

Metric 2 - Recruitment

Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

A relative likelihood above 1 indicates that Non-Disabled applicants are more likely to be appointed from shortlisting compared to Disabled applicants.

	National Average 2025	Relative likelihood in 2025	Relative likelihood in 2024
Relative likelihood of Non-Disabled people being appointed from shortlisting compared to Disabled staff	Not available	1.01	1.15

The relative likelihood of a person with a disability being appointed from shortlisting compared to a person with no disability has improved since last year, meaning colleagues with a disability are 0.14 times more likely to be appointed than a Non-Disabled applicant.

Metric 3 - Capability

Relative likelihood of colleagues with a disability compared to Non-Disabled staff entering the formal capability process on the grounds of performance, as measured by entering formal capability procedures.

	Relative likelihood in 2025	Relative likelihood in 2024
Relative likelihood of Disabled staff entering formal capability process compared to Non-Disabled staff	4.34	3.33

Metric 3 is taken from a two-year rolling average of the current and previous year (1st April 2023 – 31st March 2024 divided by two). Last year (1st April 2023 – March 31st, 2024) 0.5 staff members with a disability or LTC were capability managed. This year (1st April 2024 – 31st March 2025) 1.5 staff members with a disability were capability managed.

Based on this information, the likelihood of a staff member entering capability procedures:

- With a disability is 0.39%
- Without a disability is 0.09%

Metric 4 – Harassment, Bullying or Abuse

Percentage of colleagues with a disability compared to Non-Disabled staff experiencing harassment, bullying or abuse from patient/service users, their relatives or other members of the public, managers or other colleagues.

Metric 4 (a-d)	2025		2024	
	Disabled Staff	Non-Disabled Staff	Disabled Staff	Non-Disabled Staff
a) In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients/service users, their relatives or the public?	21.7%	12.3%	26.7%	18.3%
b) In the last 12 months, how many times have you personally experienced harassment, bullying or abuse at work from managers?	11.7%	6.2%	11.0%	6.8%
c) In the last 12 months, how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?	20.6%	12.3%	22.1%	13.9%
d) The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it? (Yes)	57.5%	48.7%	56.1%	52.0%

In the 2024 National Staff Survey, there were fewer incidences of bullying and harassment compared to 2023 towards people who have disclosed a disability or a long-term condition from patients/service users, their relatives or the public.

There is a 0.7% increase in incidences of bullying, harassment or abuse from managers. The data also shows there to be a 1.5 % lower incidence of bullying and harassment from other

colleagues for Disabled staff compared to Non-Disabled staff. There is an improvement in disabled staff reporting incidences of bullying and harassment which was also reflected in the 2023/24 data.

Metric 5 – Career Progression

Percentage of staff with a disability compared to Non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

	2025		2024	
	Disabled	Non – Disabled	Disabled	Non – Disabled
Does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age? (Yes)	55%	60.4%	57.9%	62.4%

Fewer Disabled staff feel that the Trust acts fairly regarding promotion and career progression than they did in 2024.

Metric 6 – Presenteeism

Percentage of colleagues with a disability compared to colleagues without a disability responding to whether they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

	2025		2024	
	Disabled	Non-Disabled	Disabled	Non-Disabled
Have you felt pressure from your manager to come to work? (yes)	20.3%	13.4%	18.4%	14.1%

Disabled staff feel higher levels of pressure to attend work whilst unwell than their Non-Disabled counterparts compared to 2024.

Metric 7 – Feeling Valued

Percentage of colleagues with a disability compared to colleagues without, declaring whether they are satisfied with the extent to which their organisation values their work.

	2025		2024	
	Disabled	Non-disabled	Disabled	Non-disabled
The extent to which my organisation values my work (Satisfied /Very Satisfied)	39.7%	52.4%	42.9%	52.6%

The number of disabled staff who feel the Trust does not value their work has increased for 2024. The gap between Disabled and Non-Disabled staff has increased by 3.2%.

Metric 8 – Reasonable Adjustments

Percentage of colleagues with a disability responding to their employer making reasonable adjustments to enable them to carry out their work.

More Disabled colleagues are receiving reasonable adjustments to enable them to be present and work than in 2024. There has been an increase in accessing reasonable adjustments of 2.2%. This may be linked to the 2024 launch of the reasonable adjustments passport.

	2025	2024
	Disabled	Disabled
Has your employer made reasonable adjustment(s) to enable you to carry out your work? (Yes)	78.1%	75.9%

Metric 9 – Staff Engagement

NHS staff survey and the engagement of staff with a disability

The staff engagement score has increased for Disabled colleagues compared to last year.

	Trust Staff Engagement Score	NHS Staff Average Engagement Score
2025	6.77	7.00
2024	6.44	6.42

	2025		2024	
	Disabled	Non-disabled	Disabled	Non-disabled
Staff engagement score (0-10)	6.43	6.91	6.8	7.9

Metric 10 - Board Representation

Percentage difference between the organisation's Board voting membership and its organisation's overall workforce disaggregated. Voting and Non-voting membership of the Board, by Executive and Non-exec membership of the Board for 2025.

2025	Disabled	Non - Disabled	Unknown
Total Board Members	0.0%	88.24%	11.76%
Of which: Voting Board Members	0.0%	87.50%	12.50%
Non-Voting Board Members	0.0%	100%	0.0%
Non-Exec Board Members	0.0%	100%	0.00%
Of which: Exec Board Members	0.0%	77.78%	22.22%
Difference (Total Board - Overall Workforce)	-7%	5%	3%
Difference (Voting Membership- Overall workforce)	-7%	4%	3%
Difference (Executive Membership - Overall Workforce)	-7%	16%	-9%

2024	Disabled	Non - Disabled	Unknown
Total Board Members	0.0%	87.5%	12.5%
Of which: Voting Board Members	0.0%	92.9%	7.1%
Non-Voting Board Members	0.0%-	50.0%	50.0%
Non-Exec Board Members	0.0%	77.8%	22.2%
Of which: Exec Board Members	0.0%	100.0%	0.0%

Difference (Total Board - Overall Workforce)	-6.0%	4.0%	3.0%
Difference (Voting Membership- Overall workforce)	-6.0%	9.0%	-3.0%
Difference (Executive Membership - Overall Workforce)	-6.0%	16.0%	-10.0%

There are no disclosures by the Board of any disability or long term condition.

Has your Trust taken action to facilitate the voices of colleagues with a disability in your organisation to be heard? (Provide an example or action plan).

The Trust has a strong Disability and Long-Term Conditions staff network, as well as a network for colleagues who are neurodiverse. Both network groups facilitate discussions with their members to talk openly and in a safe space about their conditions and their reasonable adjustments.

Both groups are supported, and meetings are attended, by their Executive sponsors and the EDI Champion / Non-Executive Director. Both network groups have over 140 members combined. Both network groups have been jointly involved in an Ask Me Anything panel event with attendees from across the country as well as a resilience workshop targeted at this minoritised group. The third cohort of Reciprocal Mentoring will commence in September 2025 for aspiring leaders who have a disability or long-term condition. Other campaigns such as Disability History Month have helped to demonstrate our commitment to colleagues who identify as having a disability or being neurodivergent.

Conclusion and Recommendations

Findings from the 2024 National Staff Survey Benchmarking report show variances across several indicators:

- There is an increase in the number of staff disclosing a disability or long-term condition.
- There is a decrease in reported incidences of bullying, harassment or abuse, over the last four years from patients, service users and public. Bullying and harassment from colleagues has also reduced this year.

- There has been a reduction in Disabled people feeling that the Trust provides equal opportunities for career progression compared to the previous year. A 0.6 point drop in staff engagement may also be an influencing factor.
- There has been a slight increase in presenteeism which may also impact on the percentage increase of Disabled staff feeling bullied by their managers and the decline of feeling that the organisation values their work.
- Disabled people do feel that their employer has made reasonable adjustments for them to carry out their work. This metric has improved year on year from 68% in 2022, to 76% in 2023 and 78% in 2024, reflecting on the launch of the reasonable adjustments passport.
- Disabled staff remain underrepresented at Senior Management and Board levels.

The report also contains an Action Plan to focus on areas which have not improved or where there are differences between the perceptions and experiences of Disabled and Non-Disabled colleagues.

The Board is requested to discuss and note the 2025 WDES metrics and Action Plan that will attempt to address areas for improvement for Disabled colleagues.

Following approval by the Board, the data element of this report will be published on our HDFT website on 31 October 2025.

Metric	Context	Actions	Timescale
4: Bullying, harassment and abuse	While there has been a reduction in reported instances, Disabled staff still experience higher rates of harassment and bullying. Addressing this issue is crucial for creating a safe and supportive work environment for all employees.	<p>Devise and implement a communications plan to better promote access to current resources such as:</p> <ul style="list-style-type: none"> - Work with the Freedom to Speak Up Guardian to implement practical solutions to anonymous reporting - Report ED data to Triumvirate Boards - Respectful Resolutions - Bullying and harassment training 	<p>Q3</p> <p>Q3</p> <p>Ongoing</p>

		<ul style="list-style-type: none"> - Speaking up with BUILD 	
7 Feeling Valued	Staff continue to feel undervalued at work. This information is also indicative of anecdotal evidence from the staff networks.	<ul style="list-style-type: none"> - Reciprocal Mentoring Programme Sept 2025 - Listening event 3 November 2025 - Discussions with HRBP as part of staff network meetings - Directorate-Level EDI Champions 	Sept 25 Nov 25 Ongoing

Appendix 1: Workforce Disability Equality Standard 2025

WDES Data 2024/2025
(Workforce Disability Equality Standard)

		March 2025	RAG	March 2024
1	Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members, but excluding Non-Executive Board members) compared with the percentage of staff in the overall workforce.			
	Cluster 1 (up to Band 4)	7.14%		6.9%
	Cluster 2 (Bands 5-7)	9.25%		6.5%
	Cluster 3 (Bands 8a-8b)	9.7%		8.5%
	Cluster 4 (Bands 8c-9 and VSM)	9.05%		0%
	Cluster 5 (Medical/dental consultants)	0%		2.4%
	Cluster 6 (Medical/dental, Non-consultants)	1.41%		0.7%
	Cluster 7 (Medical/dental, trainees)	4.57%		4.67%
		7.22%		6.3%
2	Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.	1.01		1.15
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.	4.34		3.33
4a	Percentage of Disabled staff compared to Non-Disabled staff experiencing harassment, bullying or abuse from Patients or other members of the public.	21.7%		26.7%
4b	Percentage of Disabled staff compared to Non-Disabled staff experiencing harassment, bullying or abuse from Managers.	11.7%		11.0%
4c	Percentage of Disabled staff compared to Non-Disabled staff experiencing harassment, bullying or abuse from Other Colleagues.	20.6%		22.1%
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.	57.5%		56.1%
5	Percentage of Disabled staff compared to Non-Disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	55%		57.9%
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.	20.3%		18.4%
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.	39.7%		42.9%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	78.0%		75.9%

		March 2025	RAG	March 2024
9a	The staff engagement score for Disabled staff, compared to Non-Disabled staff. (0-10)	6.63		6.8
9b	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Y		Y
10a	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce (voting membership of the Board)	-7%		-6.0%
10b	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce (Executive membership of the Board)	-7%		-6.0%

Key:

	The score has worsened
	The score has remained at the same or similar level as the previous year
	The score has improved