

Workforce Disability Equality Standard

2025

Date: April 2025



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Introduction

Workplace disability equality is important as evidenceⁱ shows that an inclusive, engaged, and healthy workforce contributes positively to improved patient outcomes. Diversity in the workforce is also evidencedⁱⁱ to impact positively on innovation, collaboration, efficiency, and positive experiences for all.

The Workforce Disability Equality Standard (WDES) was introduced in 2019. Modelled on the Workforce Race Equality Standard it was established to focus action to reduce the disparity in experience of disabled staff in the NHS, evidenced nationally in areas such as the NHS Staff Survey, and the researchⁱⁱⁱ undertaken and published by Middlesex University, and the University of Bedfordshire.

The WDES is a mandatory requirement set out in the NHS Standard Contract, and in addition to online submission of results to NHS England all Trusts must publish an annual report detailing the results against ten metrics and an action plan to address identified disparity in the results. The timeline for compliance is as follows:

- Submission of results against 10 metrics by 31st May.
- Publication of full report and action plan by 31st October.

Data is collated from the electronic staff record and the annual NHS Staff Survey before being presented to stakeholder groups, in the case of this Trust the Enabled Staff Network, for co-design of action plans.

Responsibility for delivery of the report and action plan sits with the Equality, Diversity, and Inclusion Working Group, with oversight of the action plan ultimately resting with the Trust Board for sign off and approval.

In addition to being monitored by NHS England, compliance with the WDES and subsequent action plans are also monitored by Trust commissioners and by the Care Quality Commission (CQC), as local intelligence for the well-led domain of the new assessment framework.

In this report are detailed key findings from the 2025 WDES metrics; progress made in 2024/25 against the WDES action plan; and metric data, including annual comparisons since 2019.

The outline WDES Action Plan for 2025 - 2026 can be viewed at page 22.

Key findings

Key findings for 2025 are as follows.

Metric 1:

- The percentage of disabled staff in the overall workforce has continued to increase since WDES reporting began, with self-reporting through the Electronic Staff Record (ESR) at 31st March 2025 totalling 5.5% disabled staff.
- Disaggregation by staff group shows:
 - Disabled staff represent 6.9% of the non-clinical workforce, a percentage that continues to increase. The non-clinical workforce is over-represented against the overall workforce percentage of disabled staff, except in Agenda for Change (AfC) band cluster 5 – 7.
 - Disabled staff represent 5.3% of the clinical workforce, a percentage that continues to increase. The clinical workforce is broadly representative of the overall workforce percentage of disabled staff, except at AfC band cluster 8a to 8b.
 - As in previous WDES reporting years there are no self-reported disabled staff in the medical and dental staff group, meaning under-representation by 5.5% against the overall workforce disability figure.
- The Trust understands that there is a percentage gap between disabled staff records (5.5%) and the number of staff through the NHS Staff Survey stating they have a disability (30.0%). The definition in the NHS Staff Survey differs to the legal definition of disability in that it omits asking if an impairment or illness has a significant impact on daily life, but Bridgewater, in line with most NHS Trusts, is working to encourage self-reporting through awareness raising messages and guidance for staff.

Metric 2:

- For the second year we have been unable to report the likelihood figure for disabled applicants progressing successfully through recruitment. This relates to a reporting issue in NHS Jobs, an issue that is affecting a number of NHS Trusts and that is being addressed nationally.
- Applicants who report that they have a disability on their application form are flagged, via application reference number, to recruiting managers and the Trust's Disability Confident interview scheme guarantees an interview to all disabled applicants who meet the essential criteria for the role.
- Ongoing work in the Trust is ensuring that only the essential and desirable criteria for a role are included within job descriptions and person specifications, that is what are the requirements for the role, and these are

always considered alongside reasonable adjustments that would support disabled applicants to undertake the role immediately or following a period of training and support.

Metric 3:

- In 2024 – 2025 there were a very small number of capability cases related to staff performance managed through formal processes.
- We are unable to provide figures within this report as the very small number involved creates a data protection risk. However, there were staff who had self-reported disability involved in some of these cases leading to a likelihood figure of 7.2. This means that in this year disabled staff were more likely than non-disabled staff to be involved in formal disciplinary related to performance.
- Any issues related to health, disability and long-term illness would be managed through the Wellbeing and Absence Management Policy and Process, this has reasonable adjustments and support for the holistic health and wellbeing of all staff, but particularly disabled staff weaved throughout.
- Similarly reasonable adjustments for disabled staff, and the potential impact of disability would be considered in all capability cases related to performance.

Metric 4a:

- Disabled staff experience of harassment, bullying, or abuse from patients/families/public has decreased to 16.4%, this is a continued improvement since WDES reporting began. This showed an improvement of 5.9% since the previous year and the result was 7.3% better than the average for comparator Trusts.
- Disabled staff experience of harassment, bullying, or abuse from managers has decreased to 10.4%, this reflects the previous best result for the Trust some years ago. This figure has improved by 2.9% from the previous year, however the result was 0.2% higher than the average for comparator Trusts.
- Disabled staff experience of harassment, bullying, or abuse from colleagues has decreased to 15.8%, this is the best result for the Trust since WDES reporting began and reflects a continued improvement in this indicator. The result was an improvement of 2.6% from the previous year, however the result was 0.2% higher than the average for comparator Trusts.

Metric 4b:

- Reporting of harassment, bullying, or abuse by disabled staff has improved by 12.6% this year, a figure of 57.3% that is the highest score the Trust has achieved in this metric. The result however is still 3.0% lower than that for comparator Trusts.

Metric 5:

- Disabled staff belief that the Trust provides equity of opportunity for career progression has improved by 2.7% to 58.4%, the best result the Trust has achieved for this metric in WDES reporting. The result however is 0.6% lower than that for comparator Trusts.

Metric 6:

- Presenteeism for disabled staff has improved by 6.6% this year, showing that 15.9% of disabled staff felt pressured to be in work while feeling unwell enough that they would struggle to perform their role. This is the best result for the Trust in this metric since WDES reporting began, and is 3.5% better than the average for comparator Trusts.

Metric 7:

- The result for disabled staff feeling valued for their contribution in the workplace deteriorated by 0.9% this year to 42.4%. This result was also 1.5% below the average of comparator Trusts.

Metric 8:

- At 88.3% the percentage of disabled staff stating that reasonable adjustments have been made to support them in the workplace has improved by 10.1%, reflecting the Trust's best ever score in this metric. The result was also 5.3% better than the average for comparator Trusts.

Metric 9:

- Staff engagement with disabled staff has deteriorated by 0.1 to 6.9 this year. This is reflective of the result for comparator Trusts.

Metric 10:

- At 11.0% the Executive membership of the Board is over-representative of disabled staff.

Disability pay gap:

- The mean disability pay gap result at 31st March 2025 was 31.69% (equating to £6.58) in favour of not disabled staff. The mean disability pay gap result for the same period was 2.29% (equating to £0.44) in favour of not disabled staff. Further analysis is provided by staff group in the relevant section of this report.

Activities in 2024 - 2025

- Re-accreditation as Disability Confident Leaders following peer review in March 2025.
- Launch of the Trust's Choose Kindness^{iv} campaign for civility and respect in the workplace. The campaign includes:
 - Launch of a new behavioural framework, including embedding in recruitment.
 - Launch of new Kinder Cultures training led by the Organisational Development team.
 - Launch of Choose Kindness campaign resources, shared with other NHS Trusts as a free resource to use to promote civility and respect in their workplaces.
 - A communications campaign, including initial launch at the July 2024 Leader in Me event for over 100 Trust staff.
- Publication of the new North West Wellbeing and Sickness Absence Policy as part of an early adopter programme for new NHS sickness absence approaches, agreed with Management and Staff Side colleagues in North West Trusts. The policy includes:
 - New paid disability leave for planned absence.
 - Use of regular health and wellbeing conversations, risk assessment, and wellbeing at work action plans to ensure reasonable adjustments and workplace support is identified, recorded and implemented for disabled staff.
 - Collaboration with Occupational Health, and signposting to Access to Work to determine reasonable adjustments recommendations.
 - Removal of automatic triggers for sickness absence processes, moving towards 'cause for concern' management of applicable absence.
- Launch of a new equality dashboard for staff data, allowing triangulation of disability data against metrics such as sickness absence, recruitment, leavers, and internal progression.
- Addition of disability data to Trust risk register to reflect:
 - Disparity in self-reporting when compared to NHS Staff Survey.
 - Aligned to this, potential under-reporting of disability that may impact on WDES and Disability Pay Gap reporting.

- Establishment of the Neurodivergence and Disability Working Group to lead on all activities related to disability awareness and support in the workplace.
- Completion of the AccessAble project to support disabled patient access through the provision of accessibility information for Trust locations.

Data sets

Metric 1

Metric 1 reports the percentage of staff by pay band. This data is disaggregated by non-clinical, clinical, and medical and dental staffing groups, and reporting is by pay band clusters as follows:

- Cluster 1 = Agenda for Change (AfC) under band 1 to band 4
- Cluster 2 = AfC bands 5 to 7
- Cluster 3 = AfC bands 8a and 8b
- Cluster 4 = AfC band 8c to Very Senior Managers (VSM – Executive Board Members)

The percentage breakdown by non-clinical, clinical, and medical and dental staff is provided in tables 1 to 3.

Table 1: Showing the percentage of non-clinical staff by disability, disaggregated by pay band cluster at 31st March 2025

Non-clinical	Disabled	Not Disabled	Not known
AfC1 – 4	7.3%	77.4%	15.3%
AfC5 – 7	4.9%	83.5%	11.7%
AfC8a – 8b	9.1%	75.8%	15.2%
AfC8c – VSM	11.1%	77.8%	11.1%
Total non-clinical workforce %	6.9%	78.4%	14.7%

Table 2: Showing the percentage of clinical staff by disability, disaggregated by pay band cluster at 31st March 2025.

Clinical	Disabled	Not Disabled	Not known
AfC1 - 4	5.1%	78.4%	16.5%
AfC5 - 7	5.3%	79.8%	14.8%
AfC8a – 8b	4.8%	71.0%	24.2%
AfC8c - VSM	12.5%	75.0%	12.5%
Total clinical workforce %	5.3%	78.9%	15.8%

Table 3: Showing the percentage of staff by disability, disaggregated by consultants, and career grade medical and dental staff at 31st March 2025

Medical and Dental Grades:	Disabled	Not Disabled	Not known
Consultants	0.0%	88.9%	11.1%
Non-Consultant Career Grade	0.0%	79.4%	20.6%
Trainee Grades	0.0%	0.0%	0.0%
Total medical and dental workforce %	0.0%	78.9%	15.7%

Tables 4 to 6 to follow show the results for the overall workforce and the staff groups from 2019 to 2025, showing patterns of change of disability representation.

Table 4: Showing the disability breakdown of the total workforce from 2019 to 2025.

Full workforce	Disabled staff	Not disabled staff	Not known
2019	3.4%	63.9%	32.7%
2020	2.8%	74.2%	23.1%
2021	2.7%	75.0%	22.3%
2022	3.0%	74.4%	22.5%
2023	3.2%	80.5%	16.4%
2024	4.0%	80.7%	15.3%
2025	5.5%	78.9%	15.7%

Table 5: Showing the percentage of disability representation in non-clinical staff from 2019 to 2025.

Non-clinical Staff	Disabled	Not Disabled	Not Known
2019	3.9%	66.5%	29.5%
2020	2.8%	75.5%	21.7%
2021	2.7%	75.3%	21.9%
2022	3.3%	74.9%	21.9%
2023	4.5%	80.4%	15.1%
2024	4.9%	79.5%	16.0%
2025	6.9%	78.4%	14.7%

Table 6: Showing the percentage of disability representation in clinical staff from 2019 to 2025.

Clinical Staff	Disabled%	Not Disabled	Not Known
2019	3.3%	64.6%	32.1%
2020	3.1%	75.1%	21.8%
2021	2.8%	75.1%	22.0%
2022	3.1%	74.3%	22.6%
2023	2.8%	80.6%	16.6%
2024	4.1%	80.9%	14.9%
2025	5.3%	78.9%	15.8%

Medical and dental is not detailed, however between 2019 and 2025 WDES reporting shows that there were no staff who self-reported disability in the medical and dental group.

Metric 2

Metric 2 reports the likelihood of disabled applicants being successful in recruitment from shortlisting to appointment. As a likelihood figure the following applies:

- A result below 1.0 indicates a greater likelihood of success for disabled applicants.
- A result above 1.0 indicates a greater likelihood of success for non-disabled applicants.
- A result of 1.0 indicates equity between disabled and non-disabled applicants.

Table 7: Showing the likelihood of successful appointment following shortlisting and interview for disabled, not disabled, and not known applicants from 2019 to 2025.

	Likelihood	Total Disabled Staff Recruited	Total Non-Disabled Staff Recruited	Total Not Stated Staff Recruited
2019	1.45	13	352	-
2020	3.03	*	210	40
2021	1.50	*	174	55
2022	0.69	17	199	84
2023	1.00	11	183	42
2024	Not available	18	177	101
2025	Not available	*	92	85

Metric 3

Metric 3 details the relative likelihood of disabled staff entering formal capability processes compared to not disabled staff. This is for performance related capability only.

Table 8: Showing the likelihood of disabled staff entering formal capability processes compared to non-disabled staff, from 2019 to 2025.

	2019	2020	2021	2022	2023	2024	2025
Likelihood	0.0						7.2
	No disabled staff in formal capability processes						

NHS Staff Survey 2024

Metrics 4a to 9 are taken from the NHS Staff Survey 2024.

- For metric 4a there were 698 non-disabled staff responded to this question, and 298 disabled staff.
- For metric 4b there were 139 non-disabled members of staff, and 82 disabled members of staff responded to the question.
- For metric 5 there were 694 non-disabled staff, and 291 disabled staff responded to this question.
- For metric 6 there were 321 non-disabled staff, and 201 disabled staff responded to this question.
- For metric 7 there were 692 non-disabled staff, and 297 disabled staff responded to this question.
- For metric 8 there were 179 disabled staff responded to this question.
- For metric 9 there were 698 non-disabled staff, and 299 disabled staff responded to this question.

Metric 4a – Harassment, bullying, or abuse from patients, their families, or the public

Table 9: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying or abuse from patients, their families, of the public in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	31.1%	28.7%	27.4%	27.5%	25.4%	22.3%	16.4%	Improved by 5.9%	Positive by 7.3%
Not Disabled	25.3%	21.6%	16.6%	17.6%	20.8%	14.8%	13.3%		
Benchmark:	2018	2019	2020	2021	2022	2023	2024		
Disabled	31.2%	29.5%	26.6%	26.8%	26.5%	24.8%	23.7%		
Not Disabled	23%	23.3%	20.7%	19.5%	20.5%	17.3%	16.8%		

Metric 4a – Harassment, bullying, or abuse from managers

Table 70: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying, or abuse from managers in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	12.2%	15.2%	14.4%	12.8%	10.4%	13.3%	10.4%	Improved by 2.9%	Negative by 0.2%
Not Disabled	7.8%	9.8%	7.2%	5.1%	6.6%	4.4%	4.8%		
Benchmark:	2018	2019	2020	2021	2022	2023	2024		
Disabled	14.6%	15.1%	14.8%	12.2%	10.7%	10.3%	10.2%		
Not Disabled	8.6%	7.6%	6.9%	6.5%	5.5%	5.3%	4.4%		

Metric 4a – Harassment, bullying, or abuse from other staff

Table 81: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying, or abuse from colleagues in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	21.6%	20.7%	17.4%	18.7%	22.1%	18.4%	15.8%	Improved by 2.6%	Negative by 0.2%
Not Disabled	11.4%	11.2%	11.6%	12.6%	10.7%	11.8%	11.4%		
Benchmark:	2018	2019	2020	2021	2022	2023	2024		
Disabled	22.5%	22.3%	19.2%	19.0%	18.5%	18.7%	15.6%		
Not Disabled	12.8%	12.2%	11.6%	10.7%	10.0%	10.4%	9.3%		

Metric 4b – Reporting bullying, harassment, and abuse incidents

Table 92: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported incidents of harassment, bullying, or abuse in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	45.6%	47.6%	60.3%	40.5%	48.6%	44.7%	57.3%	Improved by 12.6%	Negative by 3.0%
Not Disabled	52.0%	51.7%	48.3%	55.6%	51.4%	57.1%	51.8%		
Benchmark:	2018	2019	2020	2021	2022	2023	2024		
Disabled	54.1%	53.7%	56.8%	55.7%	55.8%	57.6%	60.3%		
Not Disabled	55.3%	57.2%	57.5%	58.1%	57.8%	60.1%	61.9%		

Metric 5

Table 10: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who believe their organisation provides equal opportunities for career progression.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	51.0%	48.5%	55.1%	51.8%	56.2%	55.7%	58.4%	Improved by 2.7%	Negative by 0.6%
Not Disabled	60.9%	60.6%	59.6%	60.0%	62.0%	61.8%	61.7%		
Benchmark:	2018	2019	2020	2021	2022	2023	2024		
Disabled	55.6%	55.2%	59.2%	60.1%	60.5%	60.9%	59.0%		
Not Disabled	61.0%	61.2%	65.0%	65.1%	65.2%	65.6%	63.9%		

Metric 6 – Feeling pressure from a manager to attend work despite not feeling well enough to perform duties

Table 114: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who felt pressured to be in work while unwell.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	25.7%	27.2%	19.6%	28.3%	19.0%	22.5%	15.9%	Improved by 6.6%	Positive by 3.5%
Not Disabled	18.7%	16.7%	19.5%	10.1%	15.8%	12.8%	13.1%		
Benchmark	2018	2019	2020	2021	2022	2023	2024		
Disabled	29.2%	25.8%	24.9%	22.4%	20.5%	19.2%	19.4%		
Not Disabled	18.9%	16.7%	17.9%	14.3%	14.0%	13.1%	13.6%		

Metric 7 – Satisfaction with how the Trust values their work

Table 125: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported feeling valued by their organisation in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	34.7%	32.9%	41.0%	35.5%	40.8%	43.3%	42.4%	Deteriorated by 0.9%	Negative by 1.5%
Not Disabled	45.4%	48.6%	49.1%	50.1%	48.3%	51.5%	48.4%		
Benchmark:	2018	2019	2020	2021	2022	2023	2024		
Disabled	39.8%	42.4%	47.5%	43.0%	44.7%	46.4%	43.9%		
Not Disabled	51.3%	53.8%	56.1%	54.2%	54.8%	56.5%	54.4%		

Metric 8 – Percentage of disabled staff who say reasonable adjustments have been made to support them in fulfilling their role

Table 136: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported that reasonable adjustments had been made to support them in their role in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	70.3%	75.8%	75.8%	73.4%	85.6%	78.2%	88.3%	Improved by 10.1%	Positive by 5.3%
Benchmark:	2018	2019	2020	2021	2022	2023	2024		
Disabled	77.4%	77.0%	81.5%	77.4%	78.5%	79.3%	83.0%		

Metric 9 – Staff engagement

Metric 9 looks at the staff engagement theme, and scores out of 10.0.

Table 147: Showing the staff engagement score, out of 10, for disabled and not disabled staff in Bridgewater and comparator Trusts from 2018 to 2024.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	Trust Trend 2023 to 2024	Against benchmark group for 2024
Disabled	6.6	6.6	6.8	6.7	6.9	7.0	6.9	Deteriorated by 0.1	Comparable result
Not Disabled	7.2	7.1	7.2	7.3	7.2	7.4	7.3		
Benchmark	2018	2019	2020	2021	2022	2023	2024		
Disabled	6.8	6.9	7.0	6.9	6.9	7.0	6.9		
Not Disabled	7.2	7.4	7.4	7.3	7.3	7.4	7.3		

Metric 10 – Board representation

Metric 10 shows the percentage difference between:

- The organisation's Board total membership and its overall workforce.
- The organisations' Board voting membership and its overall workforce
- The organisations' Board executive membership and its overall workforce

Table 158: Showing percentage Board level representation of disabled and not disabled staff from 2019 to 2024.

		2019	2020	2021	2022	2023	2024	2025
Board – overall workforce	Disabled %	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	10.0%	2.0%
	Not disabled %	-22.0%	-29.0%	-32.0%	-32.0%	-23.0%	-31.0%	-10.0%
	Not known %							7.0%
Voting membership – overall workforce	Disabled %	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	10.0%	2.0%
	Not disabled %	-22.0%	-29.0%	-32.0%	-32.0%	-23.0%	-31.0%	-10.0%
	Not Known %							7.0%
Executive membership – overall workforce	Disabled %	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	13.0%	11.0%
	Not disabled %	-4.0%	-8.0%	-4.0%	-3.0%	-9.0%	-31.0%	4.0%
	Not known %							-16.0%

Disability Pay Gap Report 31st March 2025

As part of the NHS EDI Improvement Plan all Trusts are required to publish disability pay gap data from April 2025.

Pay gap reporting is based on a set point in time every year, for ordinary pay this is all staff who were paid at 31st March – termed relevant staff. For bonus pay this is all staff paid bonus pay in the year from 1st April to 31st March, in the Trust this relates to clinical excellence awards.

Results for 2025 are to follow.

Ordinary pay

On 31 March 2025 we employed 1,316 staff who were relevant to disability pay gap reporting, including bank staff paid for work in the relevant period, and excluding substantive staff on statutory sick or maternity pay only on that date for example. The data also excludes staff who have not stated whether they have a disability of not – not stated and unspecified records.

Table 19 shows the number of disabled and not disabled staff in each pay quartile, the division of staff into four roughly equal groups based on hourly pay.

Table 169: Showing the numbers and percentage of disabled and not disabled staff in quartiles based on hourly pay at 31st March 2025.

Disabled staff	Total	Percentage %	Not disabled staff	Total	Percentage %
1	23	7.0%	1	306	93.0%
2	22	6.7%	2	307	93.3%
3	15	4.6%	3	313	95.4%
4	22	6.7%	4	308	93.3%

The table to follow details the disability pay gap as a monetary value and percentage.

A positive value indicates a pay gap in favour of not disabled staff, a negative value indicates a pay gap in favour of disabled staff.

Table 20: Showing the ethnicity pay gap results at 31st March 2025 as a monetary figure, and a percentage, based on hourly rates of pay for disabled and not disabled staff.

	Mean hourly rate of pay	Median hourly rate of pay
Disabled staff	£14.18	£18.66
Not disabled staff	£20.76	£19.09
Pay Gap monetary value	£6.58	£0.43
Pay Gap percentage value	31.70%	2.29%

It is observed in the table above that there is a positive pay gap in favour of not disabled staff, particularly in relation to mean pay where there is a significant difference.

- This is likely as a result of the significant number of not disabled staff on higher salaries when compared to disabled staff on higher salaries.
- While the percentage representation of disabled staff in quartile 4 is broadly reflective, and individual quartile mean figures are largely similar between disabled and not disabled staff, the mean result is influenced by the cumulative contribution of these higher salaries to the final pay amount.
- The mean result is also impacted by the absence of self-reported disability in the medical and dental staff group, a group represented within quartile 4 and without any self-reported disabled staff.
- The median result allows for the balancing effect of the majority of staff in standardised Agenda for Change pay bands.

To understand disability pay gaps better the Trust has undertaken further analysis by two staff groups – non-clinical and clinical staff. Medical and dental have been excluded from further analysis as there are no staff who have self-reported a disability in this group.

- At 7.5% of the non-clinical workforce disabled staff representation is higher than the overall workforce.

- Disability pay gap analysis for non-clinical staff provides the following results:
 - A mean disability pay gap of 3.26% (equating to £0.59) in favour of not disabled staff.
 - A median disability pay gap of 2.44% (equating to £0.33) in favour of not disabled staff.
- At 6.15% of the clinical workforce disabled staff representation is similar to that in the overall workforce.
- Disability pay gap analysis for clinical staff provides the following results:
 - A mean disability pay gap of – 7.53%% (equating to - £1.51) in favour of disabled staff.
 - A median disability pay gap of 2.15% (equating to £0.42) in favour of not disabled staff.

Bonus pay

There were no clinical excellence awards in the Trust awarded in 2024/2025, therefore the result is 0.00% or £0.00.

2025 – 2026 outline action plan

Please find below the outline action plan for the WDES for 2025 – 2026:

Key action	Steps for action	Who	Updates due
Develop and launch new support resources for effectively managing and supporting disabled and neurodivergent staff	• Develop supporting disabled and neurodivergent staff guidance for within recruiting/line managers packs and training. • Review HR skills training and embed links to resources. • Agree webpage edits with communications team, supported by HWB team. • Engage with Network members to finalise content. • Launch resources.	EDI Working Group	October 2025
NHS Jobs reporting issue management	Continue to work with NHS Jobs to address the issues impacting on equality reporting.	EDI lead Workforce	September 2025
Equality in people processes project delivery	• Implementation of HR equality objective for 'equality in people processes' project. • Develop supportive equality in	HR EDI lead	January 2026

	people processes training offer: • Unconscious bias • Equality, Diversity and Inclusion • Legislation		
Civility and respect research project delivery	• Develop a use informed research project for disabled staff engagement on experiences of bullying, harassment, abuse, and discrimination in the workplace. • Implement research project. • Evaluate results and feedback • Develop next steps project, for example a Choose Kindness focus or online reporting tool, based on participant feedback	EDI Working Group	December 2025
Career progression research project delivery	• Develop a use informed research project for disabled staff engagement on experiences of career progression and	EDI Working Group	December 2025

	training in the workplace. • Implement research project. • Evaluate results and feedback • Develop next steps project, for example career coaching drop in sessions, based on participant feedback		
Improvements to ESR self-reporting to reduce the gap with NHS Staff Survey reported data	• Engage with communications team to develop a comms plan to target self-reporting within the workforce • Delivery of communications plan	EDI Working Group	November 2025

Contact details

Thank you for taking the time to read our WDES 2025 report. Should you have any queries or questions or if you would prefer the contents of this report in another language or format, please contact our Equality & Inclusion Manager in the first instance, details below.

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ⁱ https://assets.publishing.service.gov.uk/media/5a7c8e0d40f0b62aff6c27d9/dh_129662.pdf

ⁱⁱ <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-matters-even-more-the-case-for-holistic-impact>

ⁱⁱⁱ <https://repository.mdx.ac.uk/item/86196>

^{iv} <https://bridgewater.nhs.uk/choose-kindness/>