

1 April 2025 to 31 March 2026

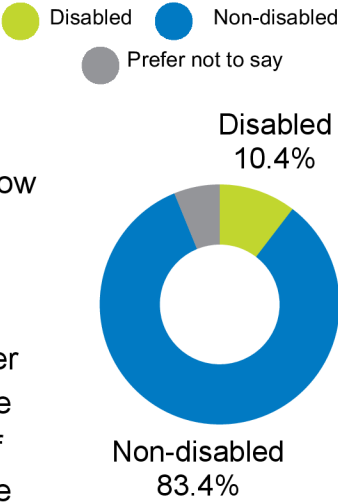
WORKFORCE DISABILITY EQUALITY STANDARD

1

Headcount

We have seen a positive change in the headcount with 305 disabled colleagues now representing 10% of the workforce.

6.6% of staff did not declare which is a continued reduction in previous years. Over the last year, regular communications have been published outlining the importance of declaring equality data. These will continue over the next year.

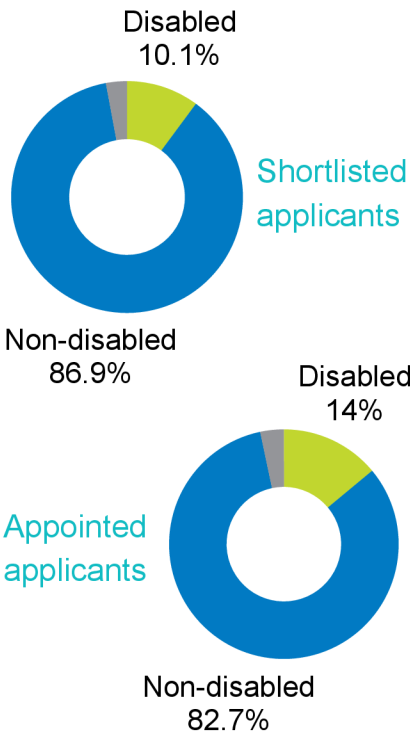


2 Appointments

We have seen an increase in the number of disabled candidates appointed from shortlisting compared to the previous year.

Action plans will continue to monitor recruitment practices and encourage applications from disabled candidates.

Note: figures have been pulled from NHS Jobs 3. Not all applicants are recruited via this method.



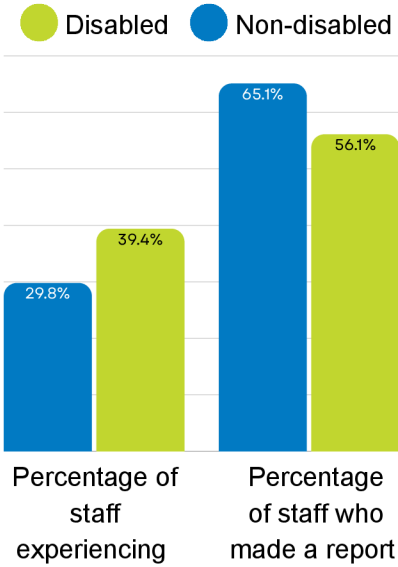
3 Formal capability process

Disabled employees are less likely to enter the formal capability performance process than non-disabled employees.

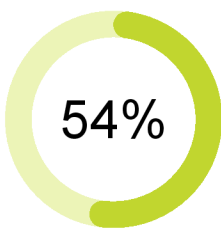


4 Bullying, harassment and abuse

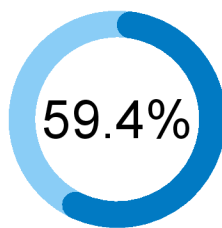
Disabled colleagues experiencing bullying, harassment or abuse has reduced slightly compared to last year.



5 Progression and promotion



Disabled colleagues

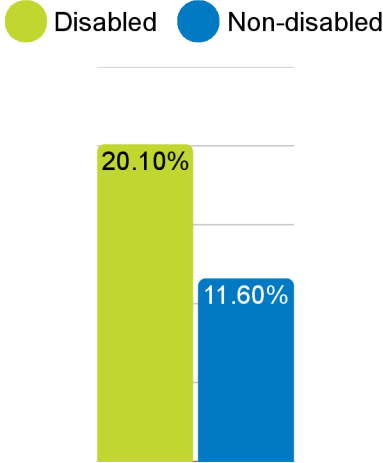


Non-disabled colleagues

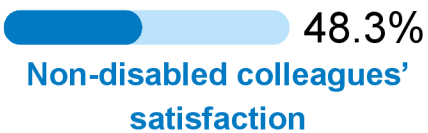
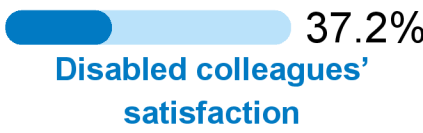
The percentage of colleagues who believe the organisation acts fairly regarding career progression/promotion has declined for both disabled and non-disabled colleagues.

6 Pressure to attend work

The percentage of colleagues who felt pressure from their manager to come to work despite not feeling well has improved for non-disabled colleagues compared to the previous year, however it has increased by 1% for disabled colleagues.



7 Satisfaction

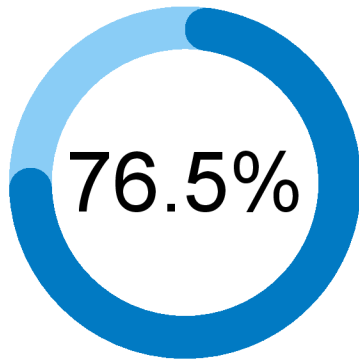


The percentage of colleagues who are satisfied with the extent to which the organisation values their work has declined for both disabled and non-disabled colleagues compared to the previous year.

8 Reasonable adjustments



The percentage of disabled colleagues that said their employer has made reasonable adjustments for them has declined compared to previous years.



9 Staff engagement score



Disabled colleagues' engagement



Non-disabled colleagues' engagement

The engagement score amalgamates 9 questions from the NHS Staff Survey. The score has declined for both disabled and non-disabled colleagues compared to the previous year.

10 Board membership

There has been an increase in Board members compared to 2024/25 which has increased the total non-disabled membership to 11.

Unknown status remains as 3.

The Board are 78.6% non-disabled compared to 83.4% of the organisation as a whole.

