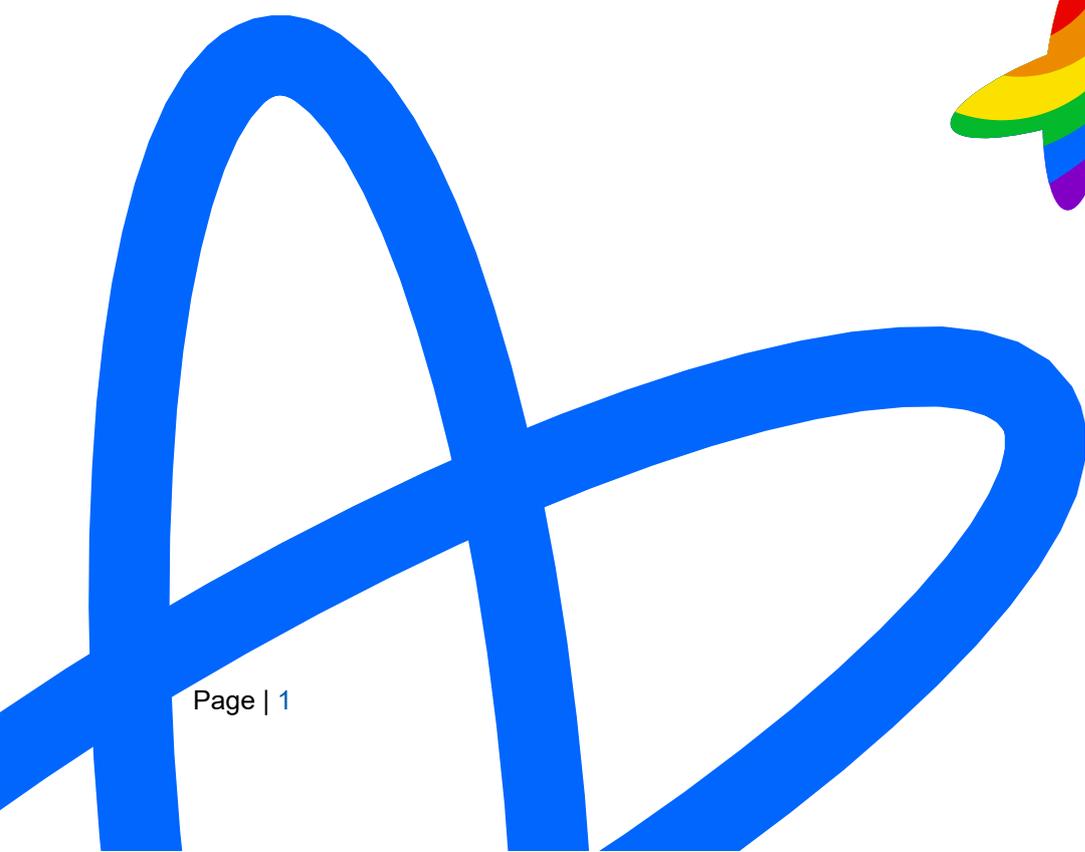




NHS Workforce Disability Equality Standard 2025



Introduction

The Workforce Disability Equality Standard (WDES) programme was established in 2019. It requires organisations to report against ten indicators of disability equality and supports continuous improvement through robust action planning to tackle the root causes of discrimination.

Inequalities in any form are at odds with our values. Research shows that the fair treatment of our staff is directly linked to better clinical outcomes and better experience of care for patients.

This report represents the seventh publication since the WDES was established. It is pleasing to report that there are some positive findings for the 2025 report, particularly in terms of declaration rates and representation at Board level. We have also seen improvements to some of the staff survey metrics: increased percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. We have also seen an increased percentage of staff satisfied with the extent to which the organisation values their work. There are further areas where analysis of the information is required to fully understand the results and to explore the reasons behind the data.

We are committed to tackling disability discrimination to bridge the gaps in experience, opportunity and differential attainment in our diverse workforce. A key tool to understanding and correcting these inequities is the presentation of detailed data to key work streams, which will allow us to identify the targets for action.

Trust Requirements

This report is intended to provide the high level detail, to confirm the data collection deadline of 31 May 2025, which is where the WDES metrics are uploaded to NHS England via the Data Collection Framework (DCF) portal.

Work will then commence to produce the Trust's annual WDES report, which will be published on the Trust's internet site no later than 31 October 2025.

WDES Indicators 2025

A summary of the results for South Tees Hospitals NHS Foundation Trust is shown in the table below. This includes comparison of the Trust's results covering a five-year period (2021 to 2025).

The baseline data has been extracted from ESR, Workforce databases and the Trac recruitment system to calculate a response to each of the ten WDES indicators.

South Tees - WDES Indicators 2024/2025			2021	2022	2023	2024	2025
1	Percentage of staff with a disability or long- term health condition overall.		2.62%	3.47%	4.57%	4.99%	4.99%
2	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts		0.82	1.58	1.31	1.30	1.30
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.		2.48	0	0	0	0
			2020	2021	2022	2023	2024
4a	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.	Disabled & LTHC staff	28.4%	27.1%	28.9%	26.3%	28.2%
		Non-disabled staff	22.8%	23.2%	23.7%	20.5%	19.7%
4b	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months.	Disabled & LTHC staff	17.0%	14.4%	13.9%	10.4%	13.9%
		Non-disabled staff	10.8%	8.7%	7.8%	8.6%	9.6%
4c	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues in the last 12 months.	Disabled & LTHC staff	28.2%	24.5%	25.2%	23.0%	27.8%
		Non-disabled staff	16.0%	15.2%	17.1%	16.0%	17.0%
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.	Disabled & LTHC staff	49.6%	50.4%	49.4%	49.2%	52.6%
		Non-disabled staff	41.6%	42.3%	45.5%	48.1%	42.2%
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled & LTHC staff	44.2%	53.5%	51.5%	53.2%	53.2%
		Non-disabled staff	53.9%	58.4%	59.0%	58.6%	58.4%
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.	Disabled & LTHC staff	30.5%	29.9%	26.8%	25.0%	27.8%
		Non-disabled staff	23.1%	22.8%	19.1%	19.7%	19.4%
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.	Disabled & LTHC staff	29.2%	32.7%	34.2%	33.4%	34.1%
		Non-disabled staff	41.8%	40.7%	39.8%	43.4%	42.9%

8	Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Disabled & LTHC staff	77.3%	75.6%	69.6%	72.4%	72.7%
9	Staff Engagement Score (0-10)	Staff with a disability or LTC	6.4	6.6	6.5	6.9	6.4
		Staff without	6.9	7	6.9	7	6.9
		Overall	6.8	6.9	6.8	6.9	6.7
10	Disabled / LTC Board Membership		-3	-3	-4.3	-3	3.3

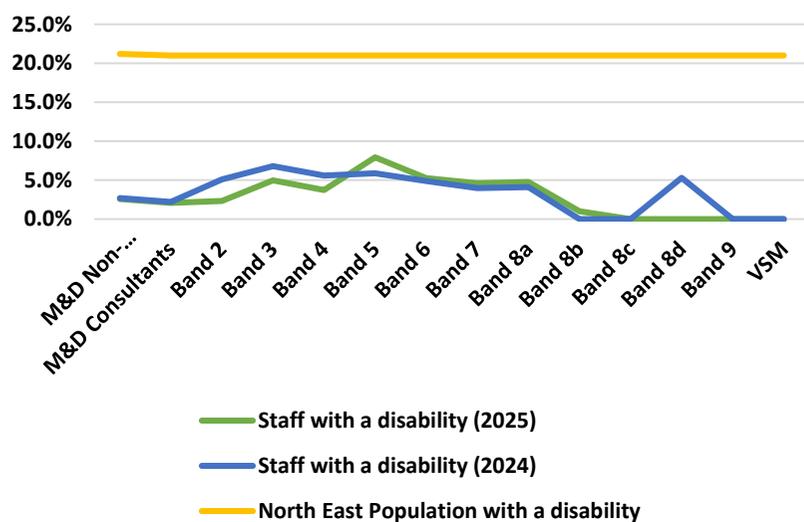
Key Findings for 2025

The key findings in respect of the ten WDES indicators for 2025 are summarised below.

We are currently only able to undertake benchmarking for those areas which relate to the staff survey (indicators 4-9). Full benchmarking information is published by the national WDES team and this is expected for March 2026. The data for the UK Census which took place in 2021 is now available for analysis and reporting and this provides us with a more accurate picture of the UK's disability profile, which can also be broken down by Region and Local Authority Area.

- UK Population Disabled 17.8% Disabled and 82.2% Non-Disabled
- North East Population Disabled 21.2% Disabled and 78.8% Non-Disabled
- Middlesbrough Population Disabled 21.9 % Disabled and 78.1% Non-Disabled
- Redcar and Cleveland Population Disabled 21.4% Disabled and 78.6% Non-Disabled
- Hambleton Population Disabled 15.4% Disabled and 84.6% Non-Disabled

Indicators 1 and 10 – Percentage of staff with a disability or long term health condition



Representative Workforce across all protected characteristics at all levels.

This information is obtained from the Trust's ESR system as at 31 March 2025.

The number of staff who have reported their disability status on ESR has increased by 1.3% - this is reported at 6.3% in 2025. We continue to use staff campaigns, on how to use the online self-declaration service on ESR and also by raising awareness of this during relevant disability and staff network events and the importance of Trust workforce data. The North East's disability data (2021 census) is reported at 21.2% therefore representation within the Trust is significantly lower.

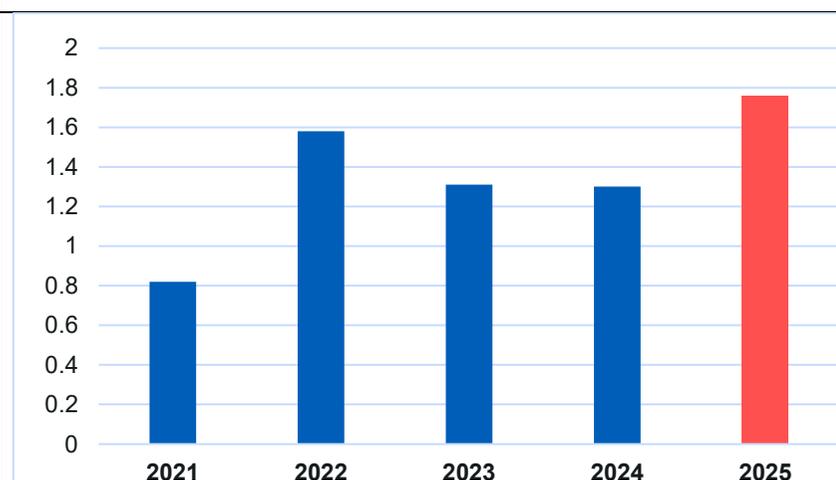
Representation is highest at Band 5 and there are no disabled staff employed at Bands 8c - 8d, 9 and VSM.

Representation of Disabled staff at Board and senior management levels.

For reporting purposes we are only able to report on Board members who are directly employed by South Tees Hospitals NHS Foundation Trust.

There is a total of 9 employees reported on the Board for South Tees with Disability at Board level currently reported at 5.0%, this has seen a positive increase (5.0% in 2025 compared to -3% in 2024). This is reported below the overall workforce figure of 6.3%

Indicator 2 – The relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff



Equity of Experience.

This information is obtained from the Trust's Trac Recruitment System for the period 1 April 2024 to 31 March 2025 and considers a ratio showing the likelihood of being appointed following shortlisting. A figure of 1 indicates equal experience between disabled and non-disabled applicants.

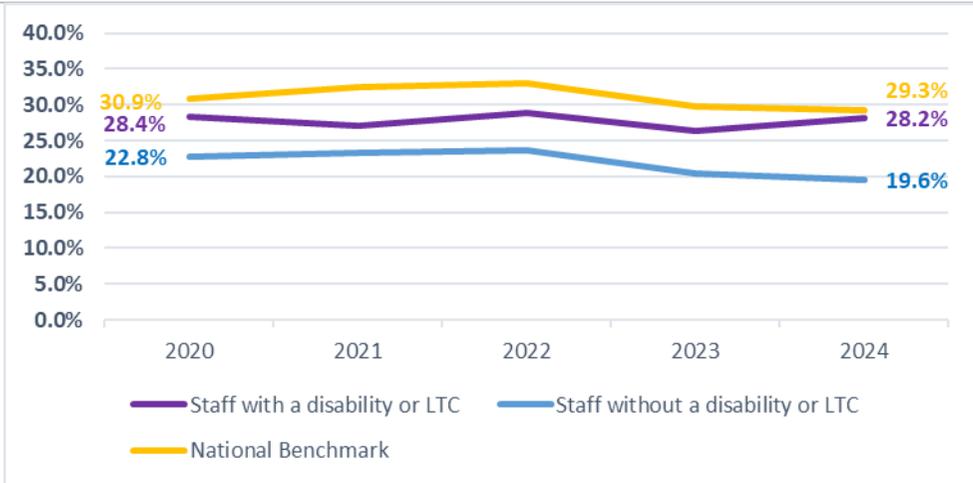
The current figure for 2025 is reported as 1.76 which indicates shortlisted disabled applicants are less likely to be appointed following shortlisting than non-disabled applicants.

Indicator 3 – The relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff

This information is obtained from the Trust's Workforce databases and considers a ratio showing the likelihood of entering formal capability processes. A figure of 1 indicates equal experience between disabled and non-disabled staff.

There have been 5 formal capability cases in total with 2 involving staff with a disability or long-term condition, therefore the relative likelihood of Disabled staff entering the formal capability process compared to non-Disabled staff is reported at 8.4. This has seen an increase from previous years where this has been reported at 0. in total with 2 involving staff with a disability or long-term condition, therefore the relative likelihood of Disabled staff increase from previous years where this has been reported at 0.

Indicator 4a - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



Staff Survey Key Findings - B&H Public

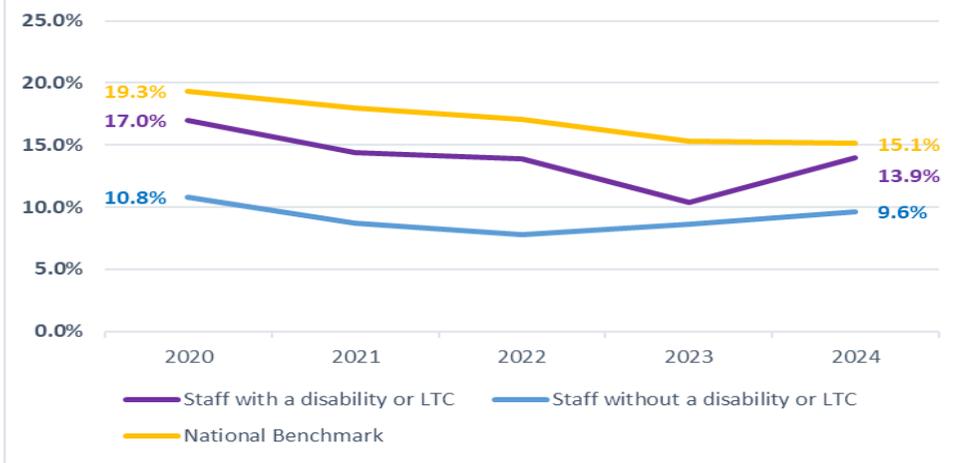
This information is derived from the 2024 Staff Survey.

Staff survey results show a positive decrease in the number of disabled staff who have experienced harassment, bullying and abuse from patients, relatives/public (28.2% compared to 26.3% for 2023).

Staff with a disability/LTC continue to be more likely to experience harassment, bullying/abuse from patients than staff who do not have a disability and the gap is reported as 8.6%.

Staff are required to log all incidents of service user violence and harassment via Datix and the information is reviewed on a regular basis.

Indicator 4b – Percentage of staff experiencing harassment, bullying or abuse from manager in last 12 months



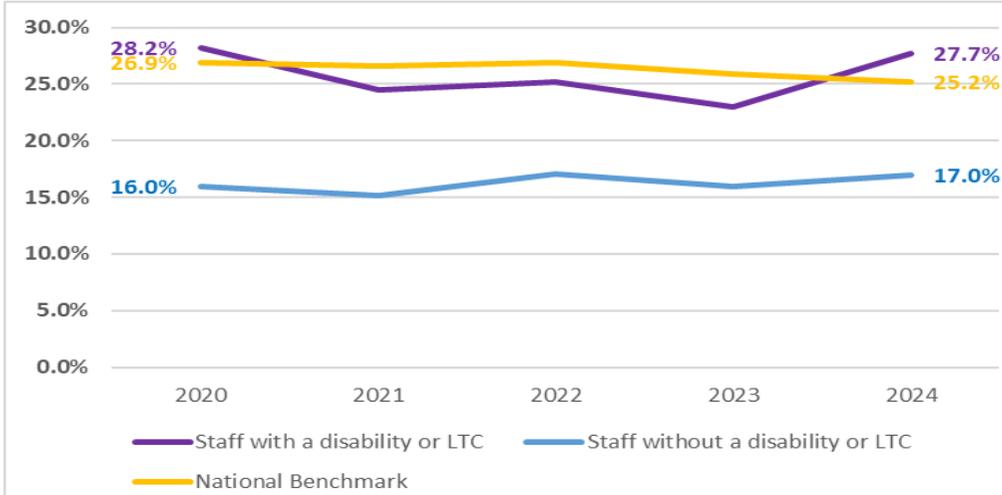
Staff Survey Key Findings - B&H Manager

This information is derived from the 2024 Staff Survey.

Staff survey results show an increase in the number of disabled staff experiencing harassment, bullying and abuse from a manager (13.9% compared to 10.4% for 2023).

Staff with a disability/LTC continue to be more likely to experience harassment, bullying/abuse from a manager than staff who do not have a disability, the gap has increased for 2024 and this is currently reported as 4.3%. Positive to note we continue to report below the national average of 15.1% for 2024.

Indicator 4c – Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months



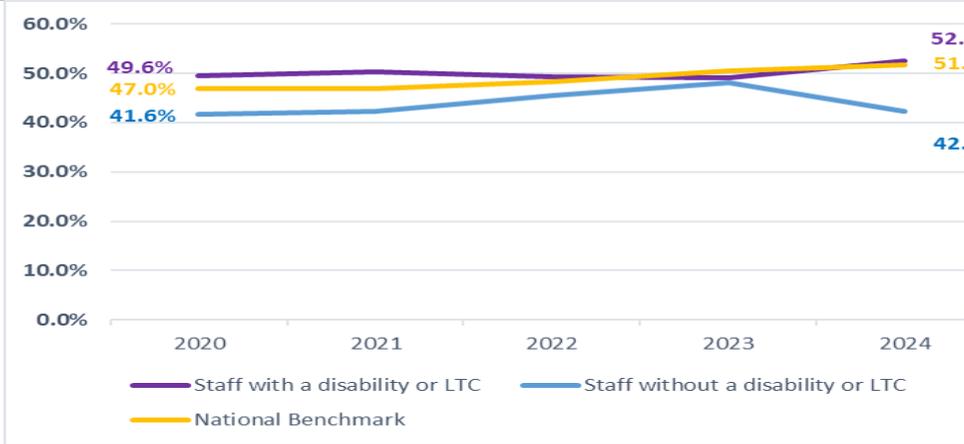
Staff Survey Key Findings - B&H Colleagues

This information is derived from the 2024 Staff Survey.

Staff survey results show an increase in the number of disabled staff experiencing harassment, bullying and abuse from a colleague (27.7% compared to 23% in 2023).

Staff with a disability/LTC continue to be more likely to experience harassment, bullying/abuse from a colleague than staff who do not have a disability. The gap has increased for 2024 and this is reported as 10.7% (compared to 7% for 2023).

Indicator 4d – Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it



Staff Survey Key Findings - Reporting

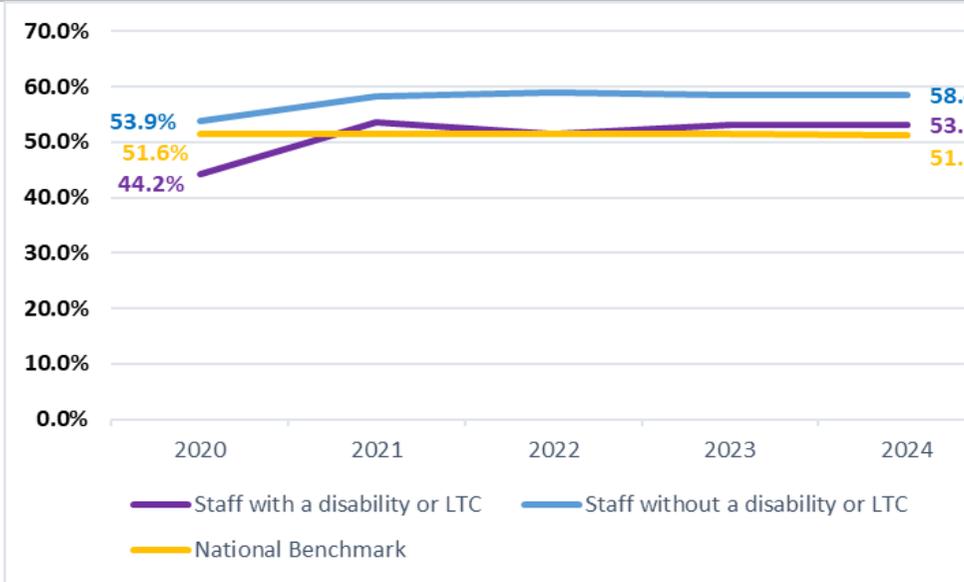
This information is derived from the 2024 Staff Survey.

Staff survey results remain show a positive increase the number of disabled staff who have reported harassment, bullying and abuse (52.6% compared to 49.2% for 2023).

Staff with a disability/LTC are now more likely to report harassment, bullying/abuse than staff who do not have a disability, with a reported gap of 10.4%.

It is important that our staff feel supported to report concerns regarding bullying and harassment and all cases are logged and monitored by the People Services Team.

Indicator 5 – Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion



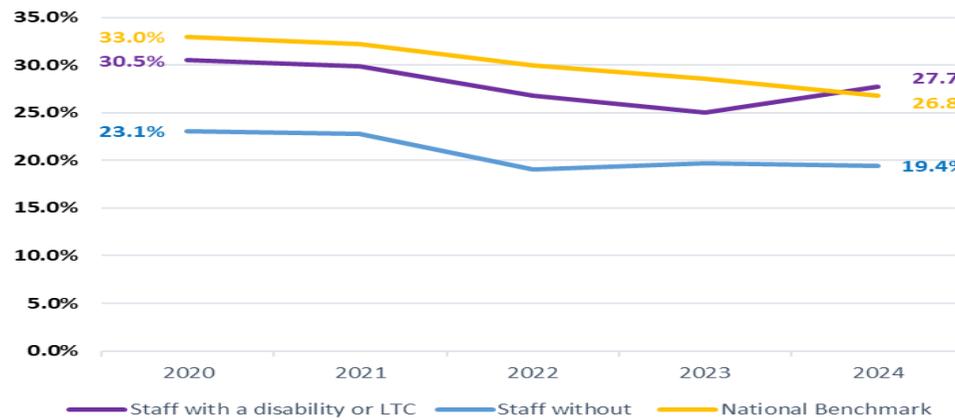
Staff Survey Key Findings - Equal Opportunities

This information is derived from the 2024 Staff Survey.

The results have remained fairly static for 2024, in terms of the % of both disabled (53.1%) and non-disabled staff (58.4%) who believe the organisation provides equal opportunities for career progression and promotion.

Staff with a disability/LTC continue to report lower levels of equal opportunities than staff who do not have a disability. The gap in experience is currently reported as 5.3%.

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



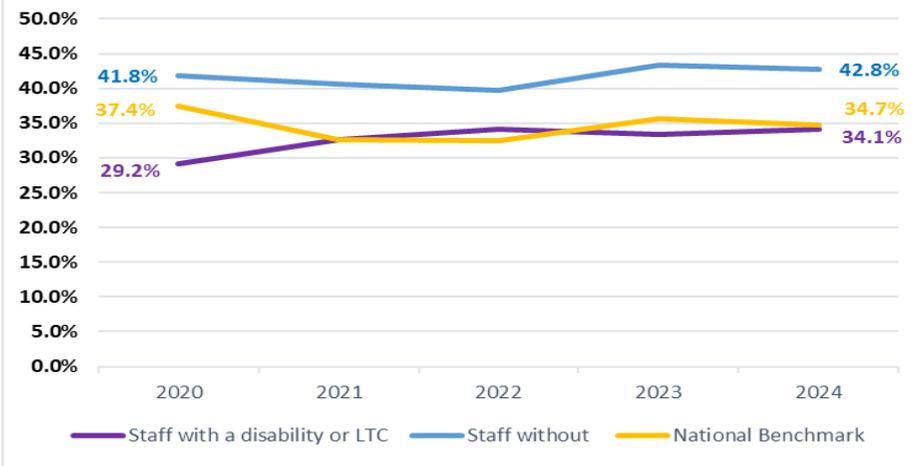
Staff Survey Key Findings - Attendance at work whilst unwell

This information is derived from the 2024 Staff Survey.

The results show an increase in the number of disabled staff who have felt pressure from their manager to come to work whilst unwell (27.7% compared to 25.0% for 2023).

Staff with a disability/LTC continue to be more likely to report pressure to attend work whilst unwell than staff who do not have a disability. The gap has increased for 2024 and this is reported as 8.3%, compared to 5.3% for 2023.

Indicator 7 – Percentage of staff satisfied with the extent to which their organisation values their work



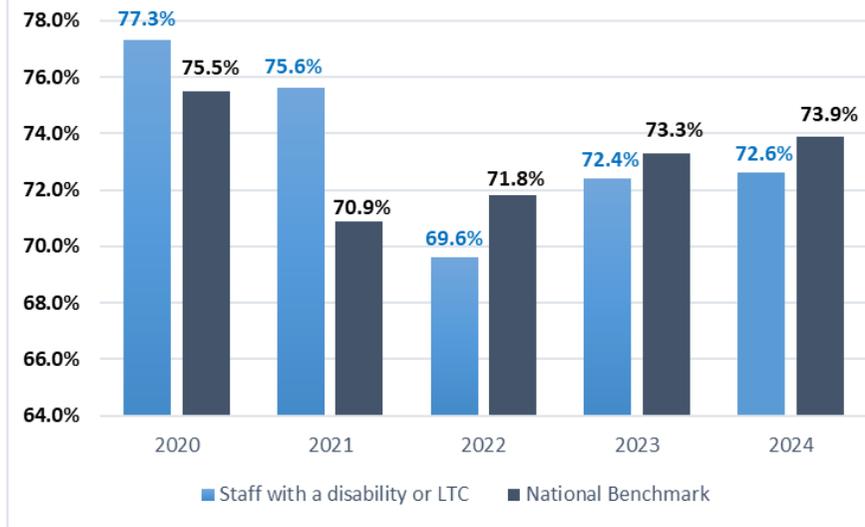
Staff Survey Key Findings - Feeling Valued

This information is derived from the 2024 Staff Survey.

The number of disabled staff who feel satisfied that the organisation values their work has increased for 2024 to 34.1%, compared to 33.4% for 2023.

Staff with a disability/LTC continue to be less likely to feel valued than staff who do not have a disability and the gap is reported at 8.7% which is a decrease of 1.3% from 2023.

Indicator 8 – Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work



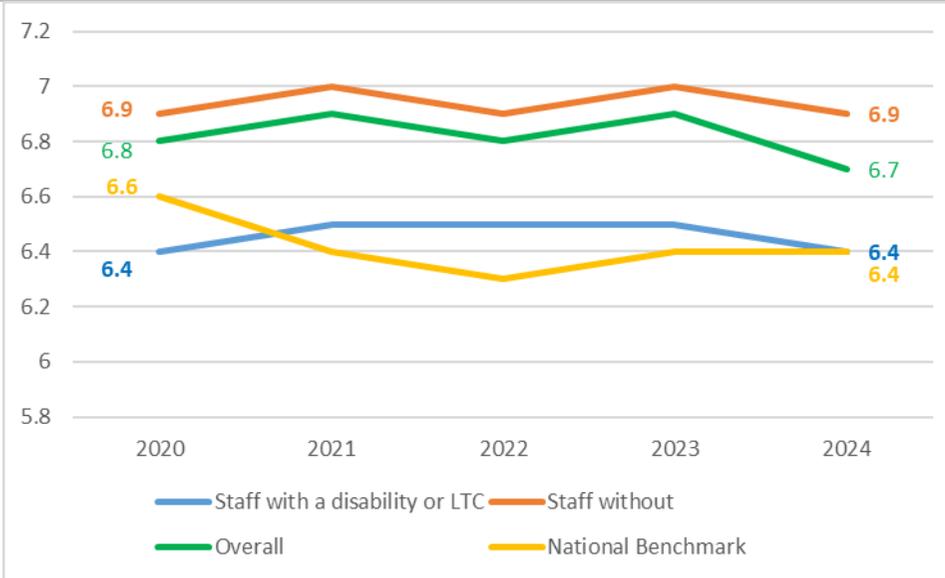
Staff Survey Key Findings - Reasonable Adjustments

This information is derived from the 2024 Staff Survey.

Staff survey results have slightly increased in terms of the number of disabled staff who have reported that the Trust has made adequate reasonable adjustments to enable them to carry out their work (72.6% compared to 72.4% for 2023).

Training continues to be delivered to managers on the application of the policy in practice.

Indicator 9 – Staff engagement score (0-10)



Staff Survey Key Findings - Engagement

This information is derived from the 2024 Staff Survey.

Staff survey results show that the staff engagement score for staff with a disability/LTC is 6.4. This has shown a decrease of 0.1% when compared to 6.5 in 2023.

However we continue to report the same as the national benchmarking data which indicates that the engagement score for disabled staff is 6.4.

Conclusion and Next Steps

Our actions to improve the Trust's WDES metrics align with the Group People values specifically 'respect' and support our commitments to the NHS People Plan.

We are pleased to report an improvement in some of the metrics for 2025 and note that this is a reflection of our EDI programme of work and the investment we have made in terms of data analysis and focused interventions to improve staff experience across the range of protected characteristics.

We will continue to promote the activities and good practice that we already undertake, including: undertaking fair and transparent recruitment processes; delivery of civility and unconscious bias training and promotion of various leadership and development opportunities which exist across the Trust.

We take disability equality seriously and whilst we have already implemented a number of practices which will have a positive impact in this area, we understand that change will require a significant cultural shift within the organisation. We know that our workforce disability profile will not change overnight, however we are continuing to see a gradual increase in the number of disabled staff who have declared their status. It is also important that we continue to grow the membership of our Disability and Long-Term Conditions staff network to help us facilitate the voices of our disabled staff and improve staff experience overall.

It is noted that this is a high-level report based on the overall workforce metrics. The next stage in the reporting process will be to engage with our workforce to share the results and jointly develop the action plan for October 2025.