NHS
University Hospitals of Northamptonshire
NHS Group

NGH Workforce Disability Equality Standard (WDES) Report 2025 - 2026

BRONZE AWARD NHS RAINBOW BADGE

I SUPPORT THE SUNFLOWER FOR INDIVIDUALS WITH HIDDEN DISABILITIES

disability confident LEADER

ARMED FORCES COVENANT

EMPLOYER RECOGNITION SCHEME GOLD AWARD

Data Collection

University Hospitals of Northamptonshire NHS Group

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Introduction

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It is well evidenced through various sources of data and lived experiences, that colleagues with a disability or long - term health condition have a poorer experience of working within the NHS. At UHN we are committed to improving those lived experiences and focused on creating a culture where:

- **Working with a disability is not a barrier to progression,**
- **Individuals feel safe in the workplace and**
- **Differences are embraced.**

As a Trust we want to focus on working in partnership with our patients, service users and colleagues, to change our ways of working and interacting with each other. This enables our colleagues to thrive and deliver the best possible services and care to the people of Northampton, Kettering and surrounding areas.

The importance of disability equality is embedded into the **NHS People Promise** where it states 'We are open and inclusive. We understand, encourage and celebrate diversity, making the NHS a place where we all feel we belong'. The People Promise declares 'a commitment to creating and maintaining a compassionate and inclusive culture where diversity is valued and celebrated as a critical component, and not just a desirable one.' The Trust must also meet its legal obligations under the **Equality Act 2010** and **The Human Rights Act 1998**.

Each year the Trust is required to publish Workforce Disability Equality Standard (WDES) data. The WDES provides a framework for NHS organisations to report, demonstrate and monitor progress against ten indicators of workforce equality. The indicators are a combination of workforce data and results from the NHS national staff survey and help to ensure that colleagues with disabilities receive fair treatment in the workplace and have equal access to career opportunities. The WDES is included in the NHS Standard Contract and has been a requirement of NHS commissioners and NHS healthcare providers since April 2017.

RAG ratings have been assigned using a combination of year-on-year movement and the level of disparity identified within each indicator.

Green: Indicator demonstrates improvement and is either at, or moving towards, parity/equity.
Amber: Indicator demonstrates limited change, mixed performance, or a disparity that persists despite some improvement.
Red: Indicator demonstrates deterioration year-on-year, significant disparity, or remains materially outside expected equity levels.

For relative likelihood indicators (2-4), scores between 0.9 and 1.1 are considered broadly equitable and are normally rated Green. Scores between 0.8-0.89 or 1.11-1.20 are generally rated Amber, while scores below 0.8 or above 1.2 are normally rated Red. For percentage-based indicators (5-9), RAG ratings reflect both the direction of travel and the scale of the gap or inequality identified. An indicator may therefore improve year-on-year but remain Amber or Red where a significant disparity continues to exist.

WDES Indicators

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Indicator 1

Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce

Indicator 2

Relative likelihood of non-disabled staff compared to staff with disabilities being appointed from shortlisting across all posts.

Indicator 3

Relative likelihood of staff with disabilities compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure

Indicator 4

Percentage of staff with disabilities compared to non-disabled staff experiencing harassment, bullying or abuse from:

- Patients/service users, their relatives or other members of the public, Managers, Other colleagues,
- Percentage of staff with disabilities compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

Indicator 5

Percentage of staff with disabilities compared to non-disabled staff believing that the Organisation provides equal opportunities for career progression or promotion.

Indicator 6

Percentage of staff with disabilities 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.

Indicator 7

Percentage of staff with disabilities compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

Indicator 8

Percentage of staff with disabilities saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.

Indicator 9

NHS Staff Survey and the engagement of staff with disabilities

- The staff engagement score for staff with disabilities, compared to nondisabled staff.
- Have you taken action to facilitate the voices of staff with disabilities in your organisation to be heard (Yes or No)?

Indicator 10

NHS Staff Survey and the engagement of staff with disabilities.

- The staff engagement score for staff with disabilities, compared to non-disabled staff.
- Have you taken action to facilitate the voices of staff with disabilities in your organisation to be heard (Yes or No)?

Understanding WDES

University Hospitals of Northamptonshire NHS Group

A significant portion of the workforce may not declare their disability status, potentially leading to an underestimation of the workforce with disabilities and its representation in various roles. Data for WDES is provided by Electronic Staff Record (ESR) which may not have complete records of disability status, particularly among colleagues who may not have voluntarily declared it or whose Disability & Long-Term Condition may have changed during their employment cycle and they may not have updated ESR records either by choice/inadvertently omitted

Workforce indicators for each of the four workforce indicators, compare the data for staff with disabilities and non-disabled staff -

Indicator 1: the definitions for these categories are based on Electronic Staff Record (ESR) occupation codes except for medical and dental staff, which are based upon grade codes.

Indicator 2: refers to 'Relative likelihood of staff being appointed from shortlisting across all posts', it must be noted that this refers to both external and internal posts through the Trac system linking into ESR.

Indicator 3: Relative likelihood of staff entering the formal capability process, as measured by entry into a formal capability procedure, this indicator is based on data from a 12month/24 month rolling average of the current year and the previous year.

Four of the WRES indicators (5 to 8) are drawn from questions in the National NHS staff survey. The reliability of the data drawn from those indicators is dependent upon the overall size of the sample that have responded to the Staff Survey, the response rates to the survey questions, and whether the numbers of staff with disabilities are large enough to not undermine confidence in the data. It should be noted that in the most recent staff survey (2024) only 54% of the total UHN workforce population took part in the survey.

Some of the WDES indicators are shown as a score. A score of 1 means there is no difference between staff with disabilities and non-disabled staff groups. A score below 1 means the outcome is more favourable for staff with disabilities, while a score above 1 means the outcome is less favourable and may indicate an area where further improvement is needed. In general, the closer the score is to 1, the more equal the outcome is for all staff.

Workforce Disability Equality Standard 2025/26

NHS
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NHS Group

1

6% Percentage of staff with disabilities

2

Relative likelihood of non-disabled applicants being appointed from shortlisting across all posts compared to applicants with disabilities **2.22**

3

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

0.00

Percentage of staff with disabilities experiencing harassment, bullying or abuse from:

4aiii

Staff: 28%

4aii

Manager/Team Lead: 14%

4ai

Patients & Relatives: 31%

4b

55% Percentage of staff with disabilities who reported harrassment, bullying and abuse

46% Percentage of staff with disabilities believing the trust provides equal opportunities for career progression **5**

6

28% Percentage of staff with disabilities saying they felt pressure from their manager to come to work when unwell

29% Percentage of staff with disabilities satisfied with the extent to which the organisation values their work **7**

Percentage of staff with a long term condition saying their employer has made adequate adjustments

77%

8

Staff with disabilities engagement score **6.05**

9

Board with disabilities Membership difference **-1%**

10

Total Workforce population based off disability

With disabilities: 403
Non-Disabled: 5,652
Unknown: 498
Total Workforce: 6,553

Yearly Comparison

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	WDES Indicator	NGH 2020-2021	NGH 2021-2022	NGH 2022-2023	NGH 2023-2024	NGH 2024 - 2025	NGH 2025 - 2026	Trend	RAG Rating
1	Percentage of staff with disabilities	5%	4%	5%	5%	6%	6%		
2	Likelihood of Non-Disabled applicants being appointed from shortlisting across all posts compared to applicants with disabilities	1.12	1.24	1.27	0.82	1.25	2.22		
3	Likelihood of staff with disabilities entering formal capability process compared to Non-Disabled staff	5.85	0.00	0.00	0.00	0.00	0.00		
4ai	Percentage of staff with disabilities experiencing harassment, bullying or abuse from Patients/Service users, their relatives or other members of the public in last 12 months	35%	33%	38%	32%	32%	31%		
4aii	Percentage of staff with disabilities experiencing harassment, bullying or abuse from managers in last 12 months	21%	23%	23%	15%	15%	14%		
4aiii	Percentage of staff with disabilities experiencing harassment, bullying or abuse from other colleagues in last 12 months	31%	33%	32%	29%	28%	28%		
4b	Percentage of staff with disabilities saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	50%	45%	53%	53%	48%	55%		

Yearly Comparison

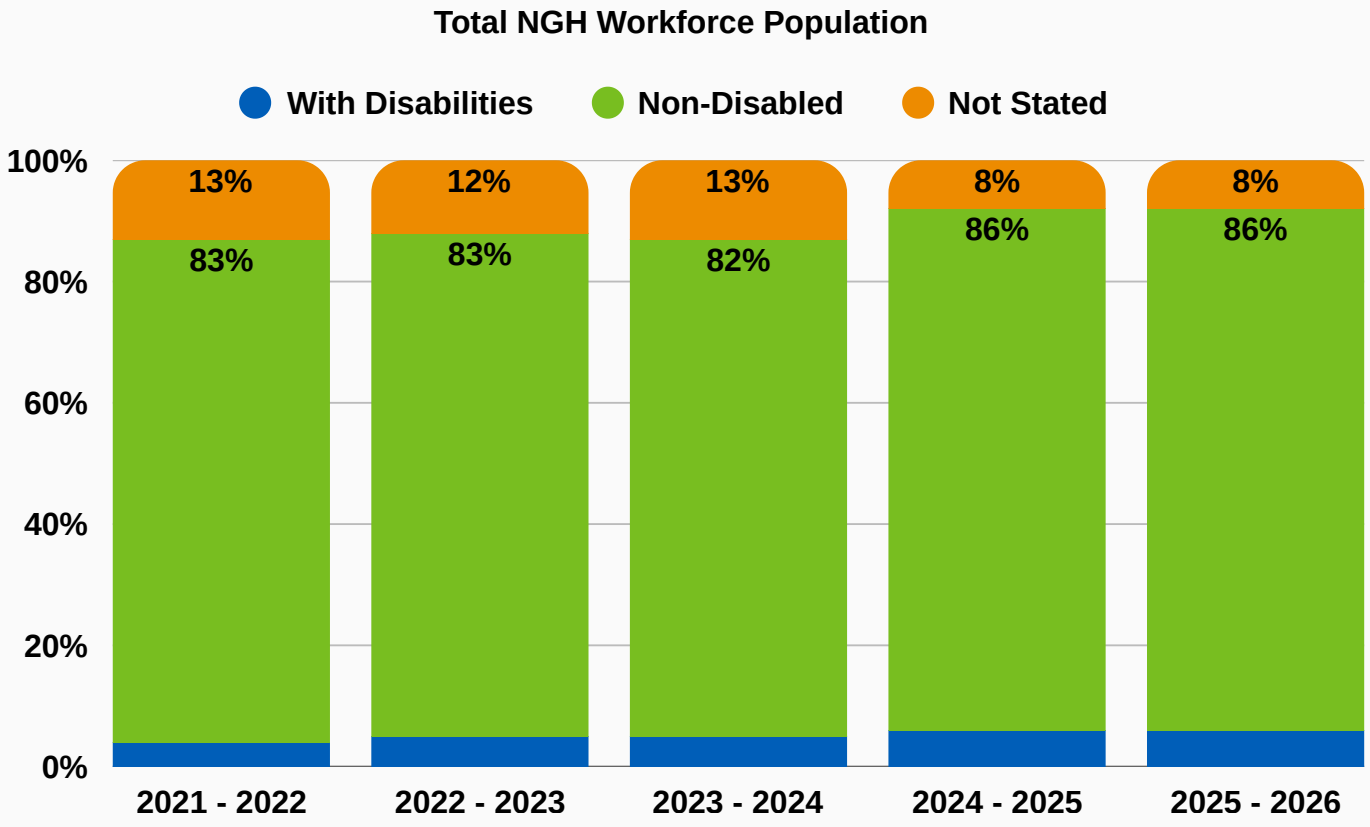
NHS
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	WDES Indicator	NGH 2020-2021	NGH 2021-2022	NGH 2022-2023	NGH 2023-2024	NGH 2024 - 2025	NGH 2025 - 2026	Trend	RAG Rating
5	Percentage of staff with disabilities believing that trust provides equal opportunities for career progression or promotion	50%	51%	51%	51%	49%	46%		
6	Percentage of staff with disabilities saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	35%	33%	34%	29%	28%	28%		
7	Percentage of staff with disabilities satisfied with the extent to which their organisation values their work	36%	33%	33%	37%	33%	29%		
8	Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustments to enable them to carry on working	79%	72%	70%	75%	76%	77%		
9	Staff engagement score for staff with disabilities	6.66	6.39	6.19	6.49	6.25	6.05		
10	Percentage difference between the organisation's Board membership and its organisation's overall workforce (with disabilities)	-5%	-4%	-5%	-5%	-6%	-1%		

WDES Indicator 1

University Hospitals of Northamptonshire NHS Group

Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce



The overall headcount for the Trust is 6,553. This has increased from previous years with the number of staff declaring a disability remaining at 6%.

The number of colleagues who have not completed their disability reporting on ESR has remained the same at 8%. There has been an emphasis on the updating of ethnicity information on ESR (Electronic Staff Record)

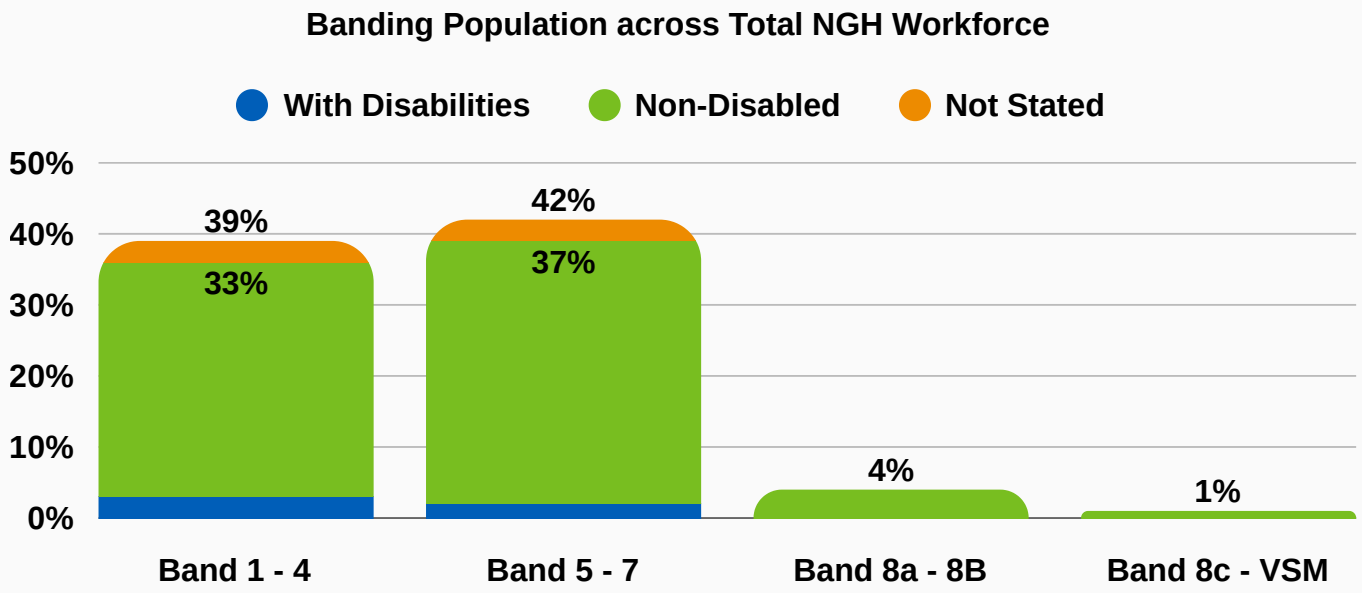
Overall Workforce Headcount at NGH

2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026
5,973	5,805	5,913	6,158	6,617	6,553

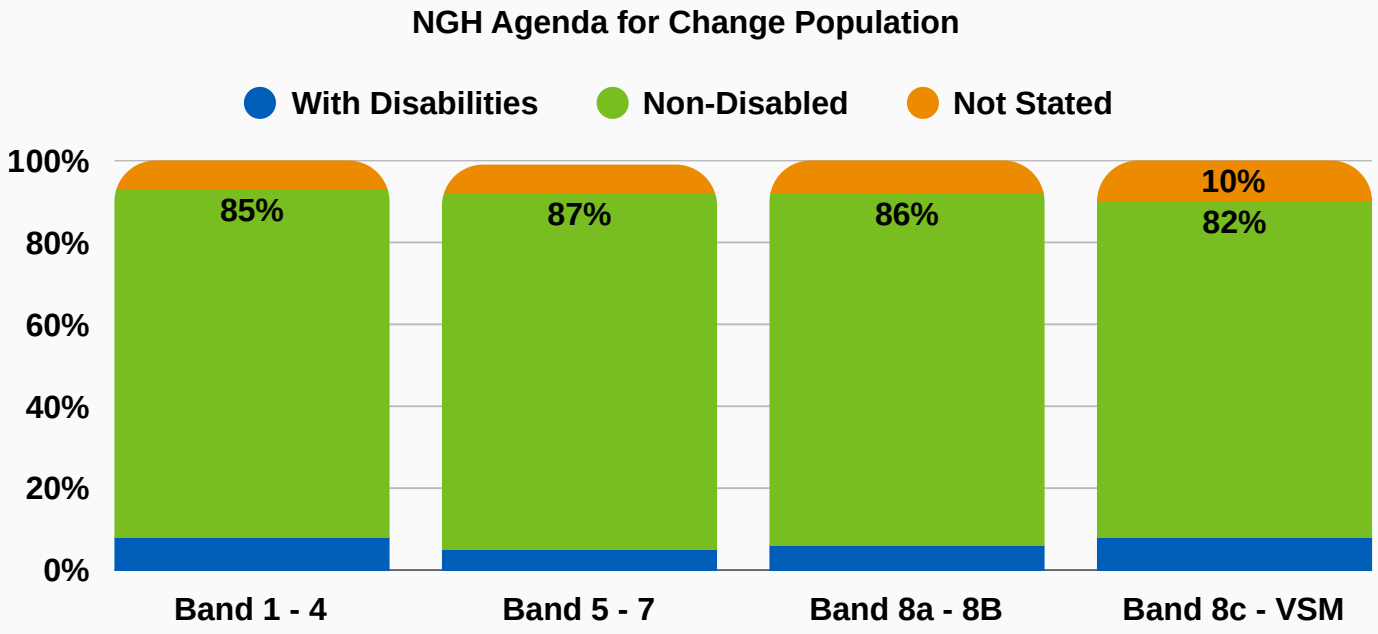
WDES Indicator 1

University Hospitals of Northamptonshire NHS Group

Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce



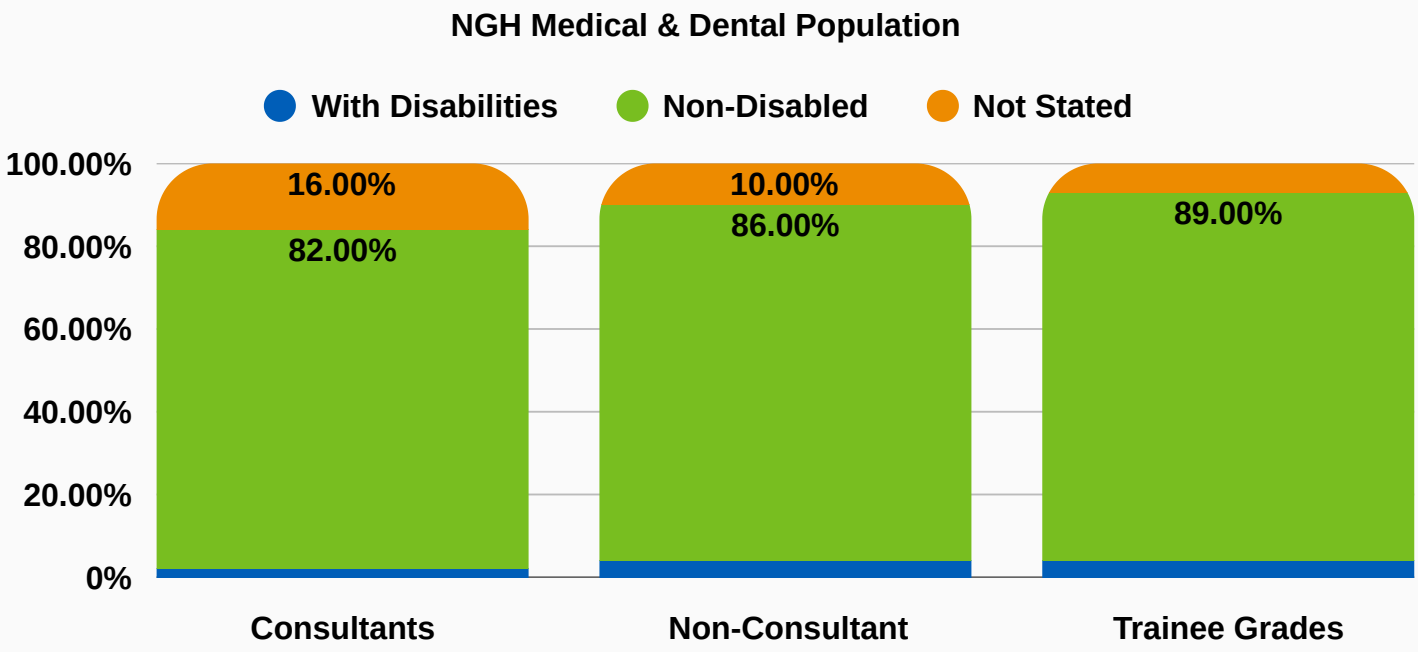
- Across most bands, except Bands 5 -7, our disability representation remains above the national average of colleagues with disabilities within NHSE, which was 5.7% in 2024.
- Within Bands 8a - VSM, NGH is sees a lower representation figure for colleagues with disabilities employed showing less than 1%.
- Bands 1 - 4,show the highest representation of colleagues with disabilities at NGH, at 3%



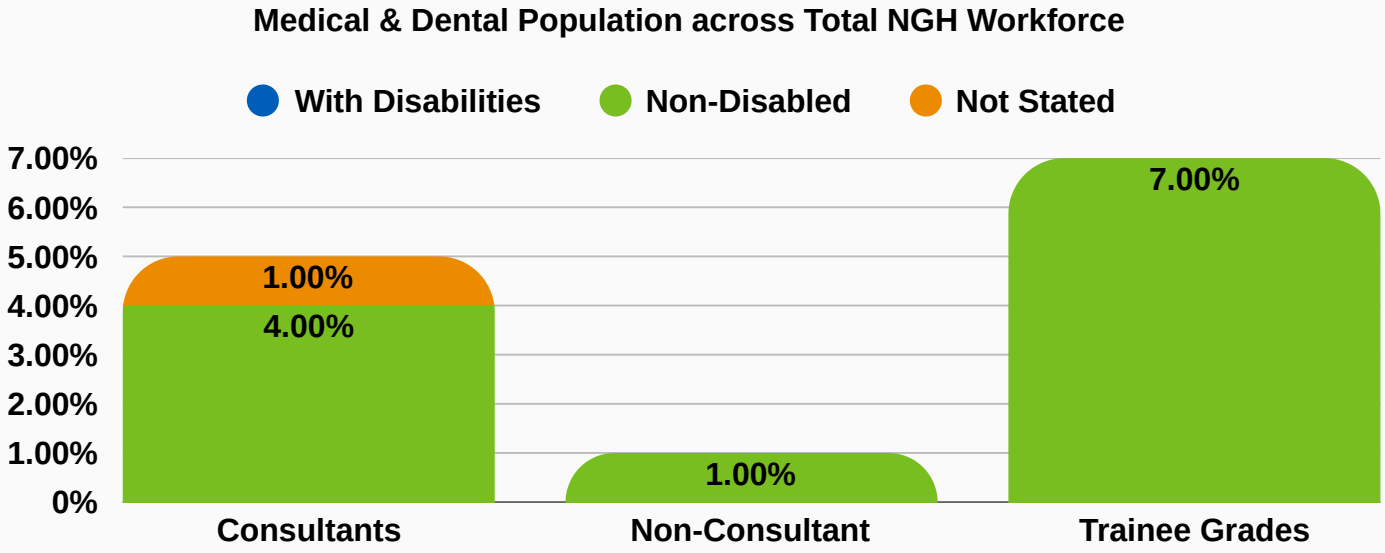
WDES Indicator 1

University Hospitals of Northamptonshire NHS Group

Percentage of staff in Medical and Dental subgroups compared with the percentage of staff in the medical workforce



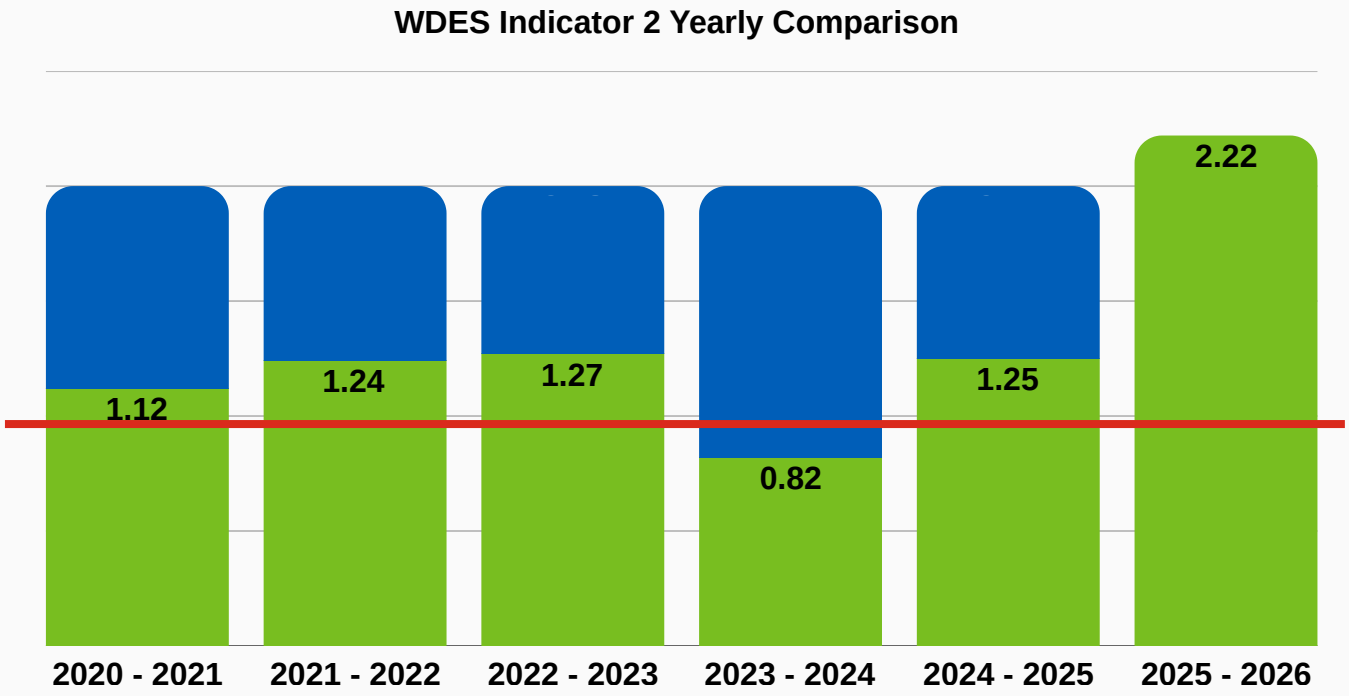
- Across most Medical & Dental roles, colleagues with a disability remain above the national average for overall NHSE workforce, which is 2.4% among the medical workforce.
- Compared to the rest of the NGH workforce, colleagues with disabilities within the medical workforce amount to less than 1% reprersentation.
- Work needs to be done to reduce the amount of Medical & Dental colleagues who have not declared their disability reporting



WDES Indicator 2

University Hospitals of Northamptonshire NHS Group

Relative likelihood of Non-Disabled applicants being appointed from shortlisting across all posts compared to applicants with disabilities



A relative likelihood below 1 indicates that non-disabled applicants are less likely to be appointed from shortlisting compared to applicants with disabilities

A relative likelihood above 1 means that non-disabled applicants are more likely to be appointed compared to applicants with disabilities.

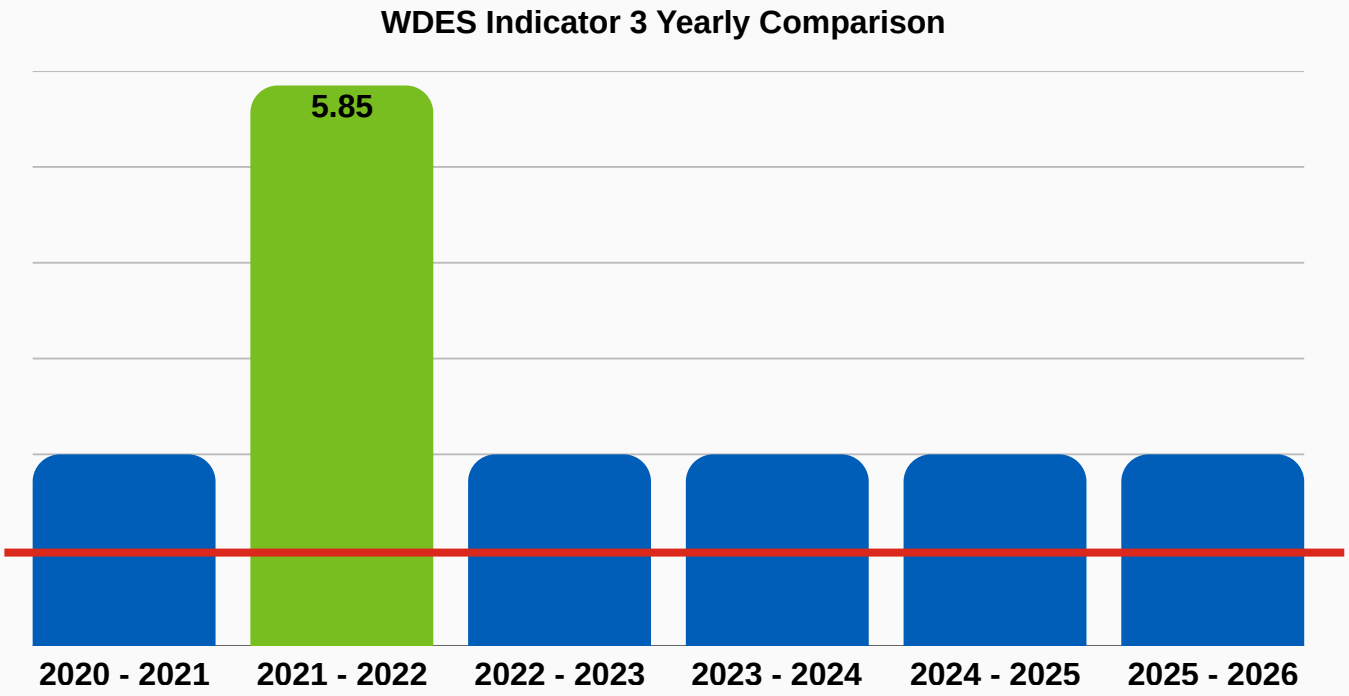
A relative likelihood of 1 means that there is no difference and non-disabled applicants are just as likely to be appointed compared to applicants with disabilities.

2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026
1.12	1.24	1.27	0.82	1.25	2.22

WDES Indicator 3

University Hospitals of Northamptonshire NHS Group

Relative likelihood of staff with disabilities entering formal capability process compared to Non-Disabled staff



A relative likelihood below 1 indicates that staff with disabilities are less likely to enter the formal capability process compared to non-disabled colleagues.

A relative likelihood above 1 means that staff with disabilities are more likely to enter the formal capability process compared to non-disabled colleagues.

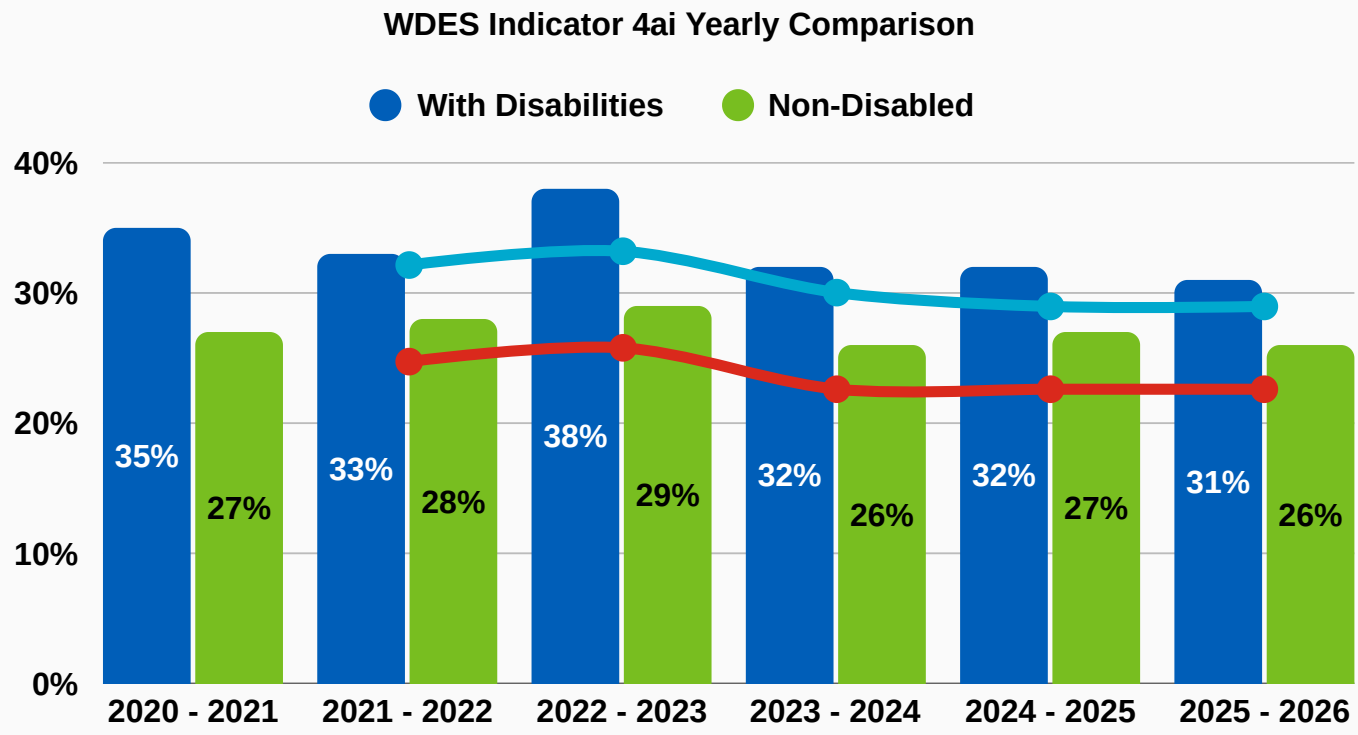
A relative likelihood of 1 means that there is no difference and non-colleagues with disabilities are just as likely to enter the formal disciplinary process compared to colleague with disabilities.

2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026
5.85	0.00	0.00	0.00	0.00	0.00

WDES Indicator 4ai

University Hospitals of Northamptonshire NHS Group

Percentage of staff with disabilities experiencing harassment, bullying or abuse from Patients/Service users, their relatives or other members of the public in last 12 months



National Average for Colleagues with disabilities

National Average for Non-Disabled Colleagues

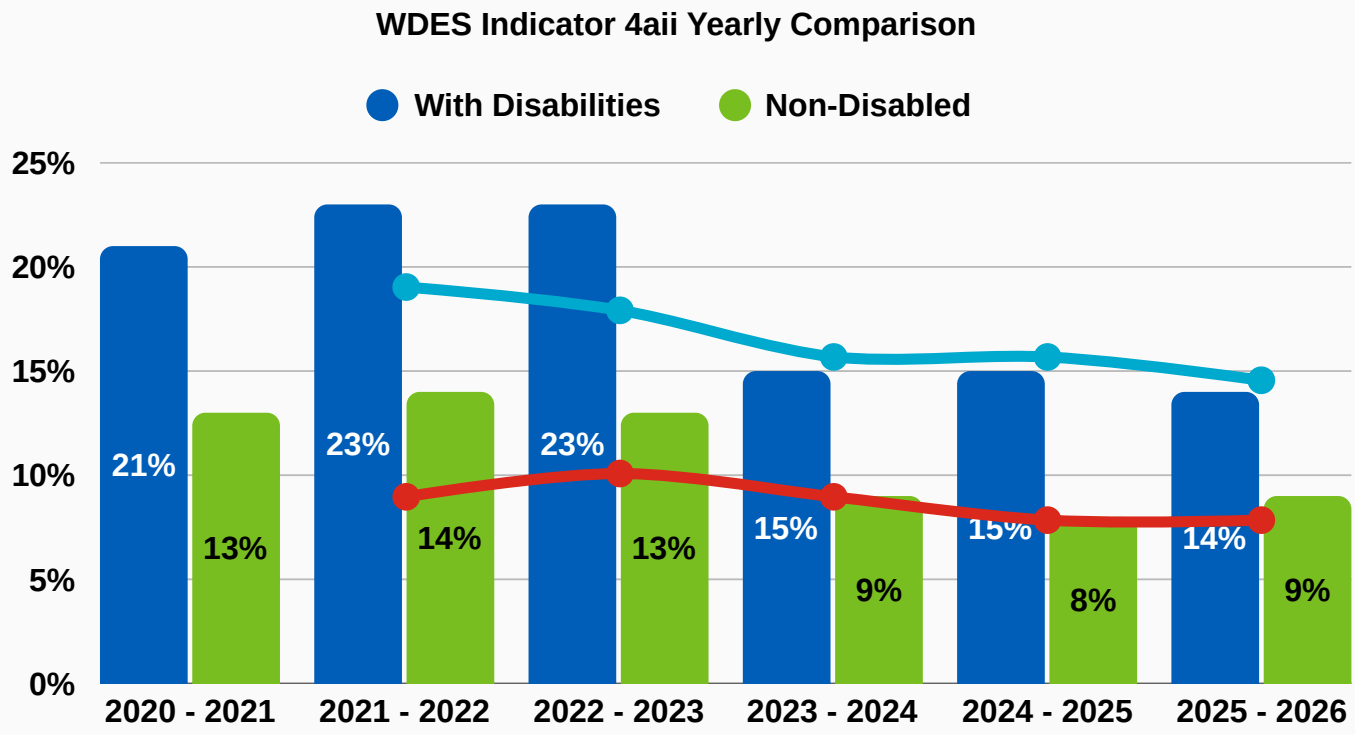
- Over a third of colleagues with disabilities within NGH have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.
- There has been an decrease of 1% of colleagues with disabilities experiencing harassment from patients, relatives and the public from 32% to 31% in 2025.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 4aii

University Hospitals of Northamptonshire NHS Group

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



National Average for Colleagues with disabilities

National Average for Non-Disabled Colleagues

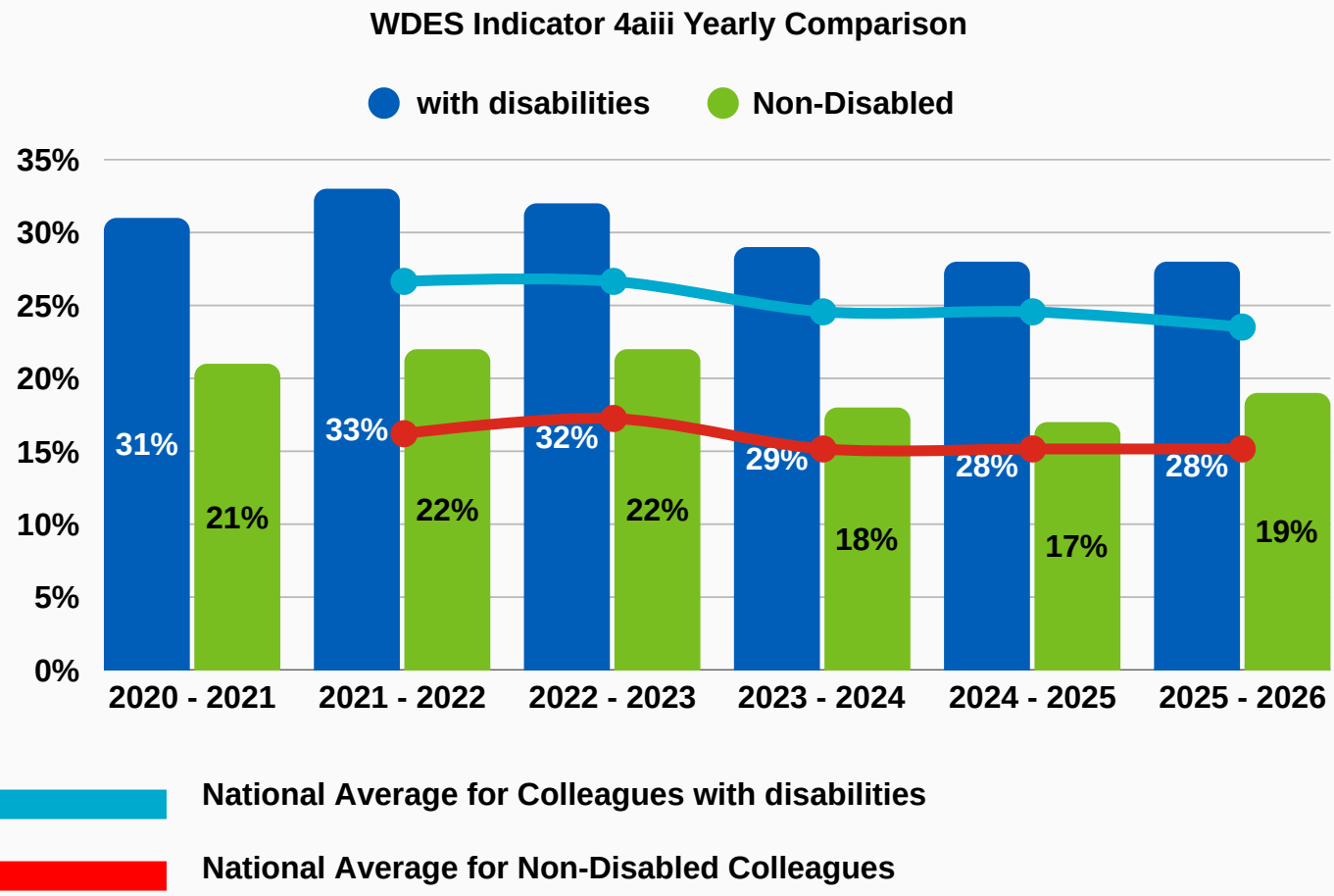
- Less than a fifth of colleagues with disabilities within NGH have experienced harassment, bullying or abuse from managers in the last 12 months.
- There has been a decrease of 1% of colleagues with disabilities experiencing harassment from managers from 15% to 14% in 2025.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 4aiii

University Hospitals of Northamptonshire NHS Group

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



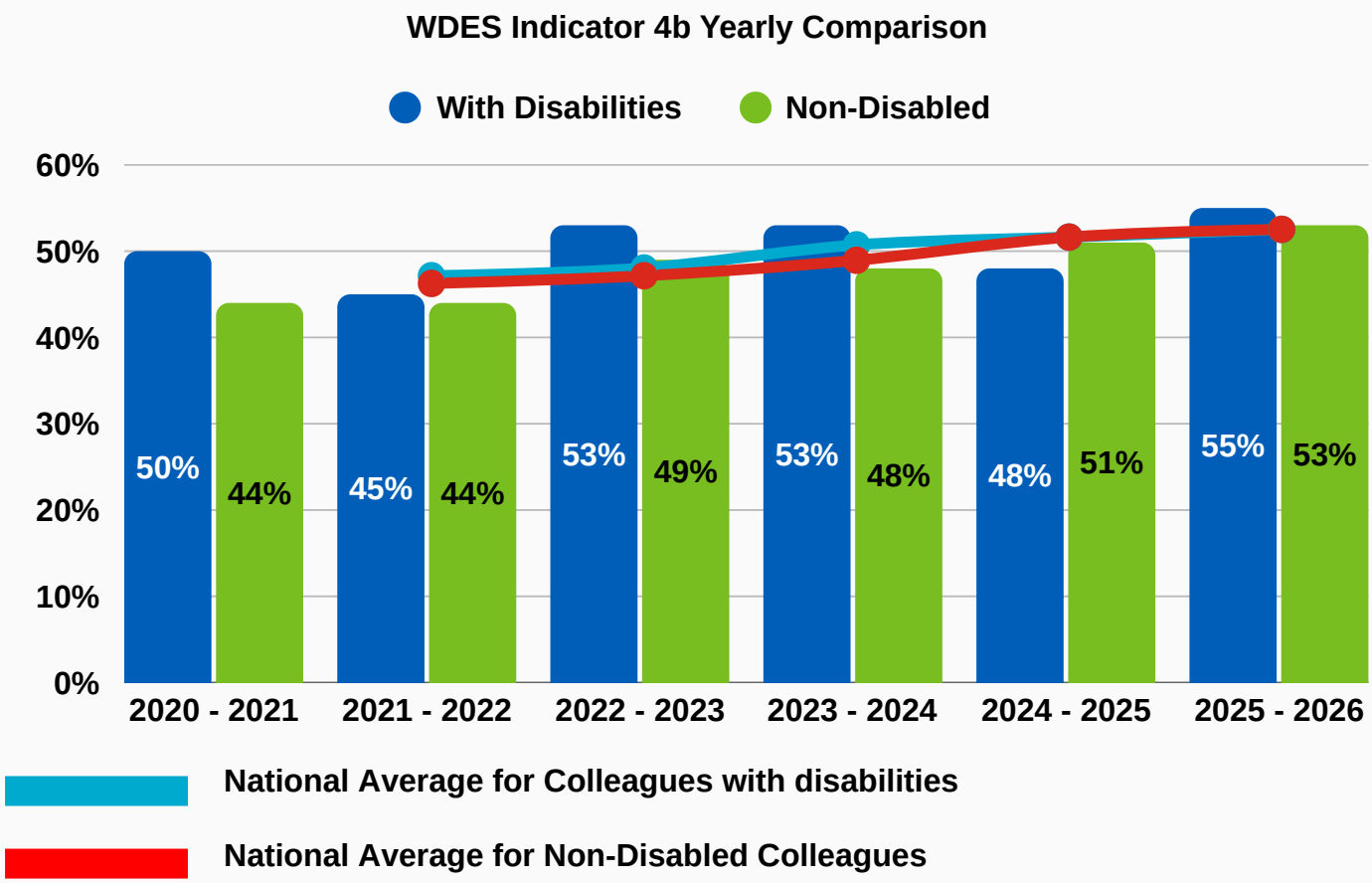
- Nearly a third of colleagues with disabilities within NGH have experienced harassment, bullying or abuse from other colleagues, in the last 12 months.
- There has been no change of colleagues with disabilities experiencing harassment from other colleagues from 28% in 2024.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 4b

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Percentage of staff with disabilities saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months



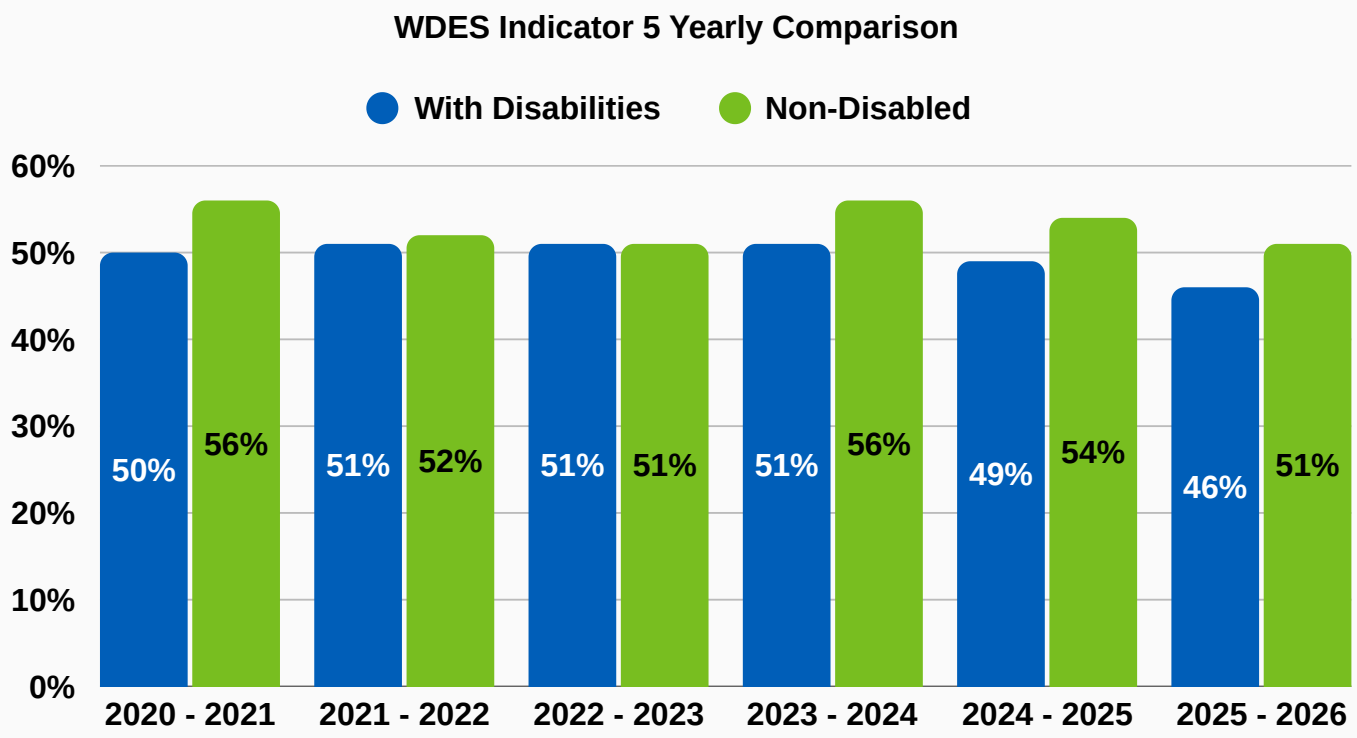
- Over half of colleagues with disabilities in NGH say that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months.
- There has been a increase of 7% of colleagues with disabilities that say say the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it from 48% to 55% in 2025.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 5

University Hospitals of Northamptonshire NHS Group

Percentage of staff with disabilities believing that trust provides equal opportunities for career progression or promotion



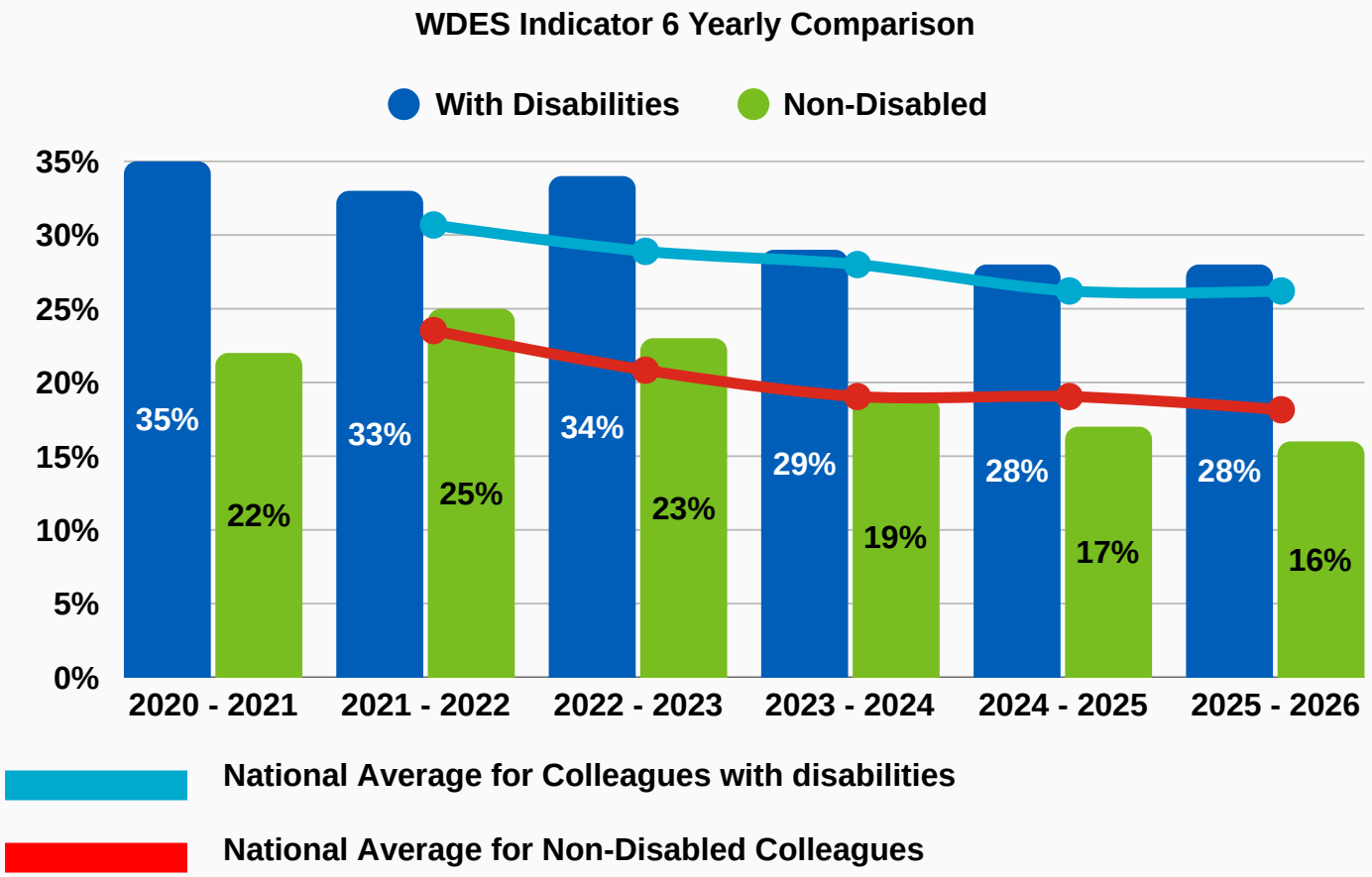
- Nearly half of colleagues with disabilities within NGH believe that the trust provides equal opportunities for career progression or promotion
- There has been a decrease of 3% of colleagues with disabilities who believe that the trust provides equal opportunities for career progression or promotion from 49% to 46% in 2025.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 6

NHS
University Hospitals of Northamptonshire
NHS Group

Percentage of staff with disabilities saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



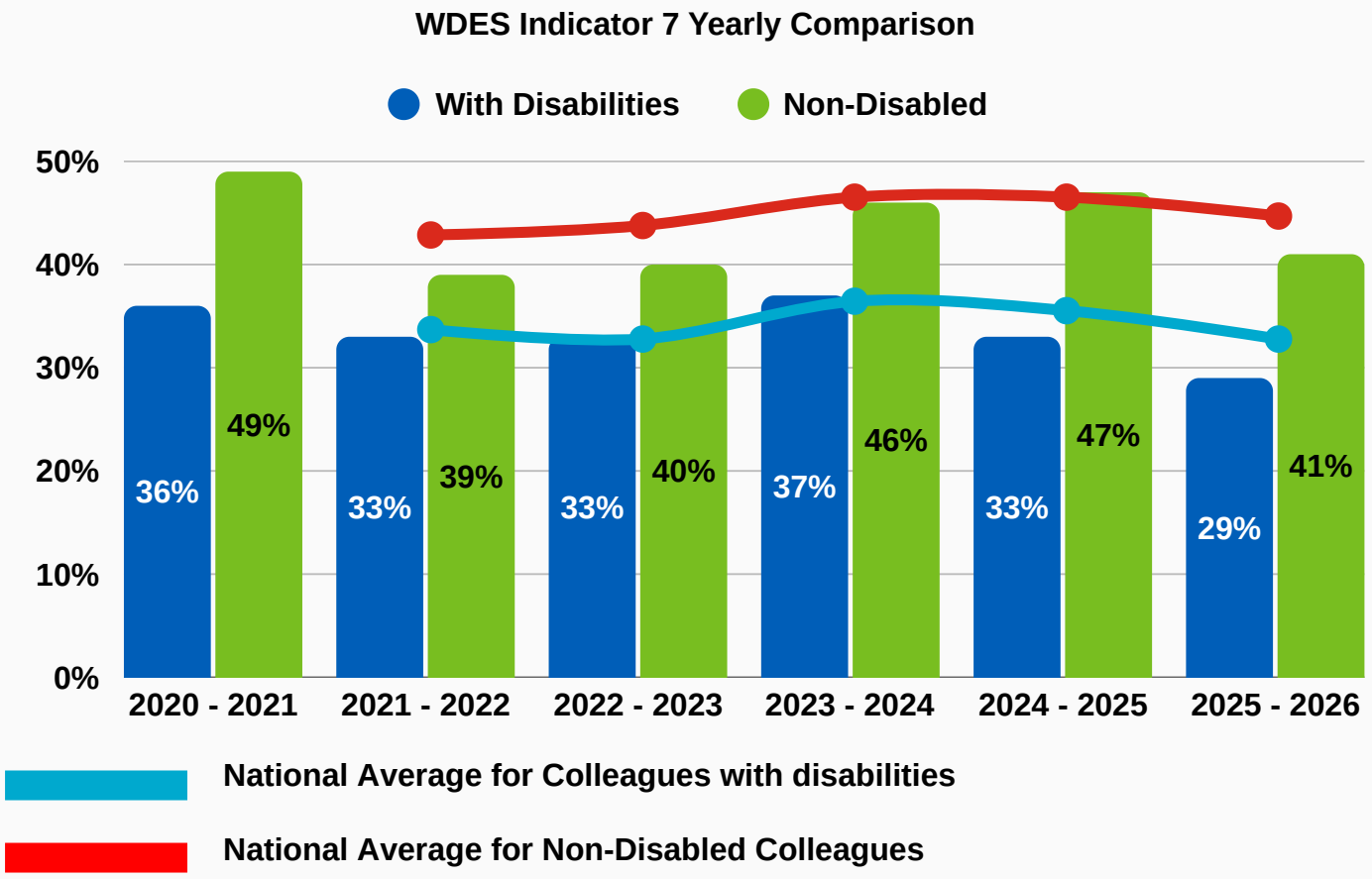
- Nearly a third of colleagues with disabilities within NGH say that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
- There has been no change of 28% of colleagues with disabilities say that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties from.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 7

University Hospitals of Northamptonshire NHS Group

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



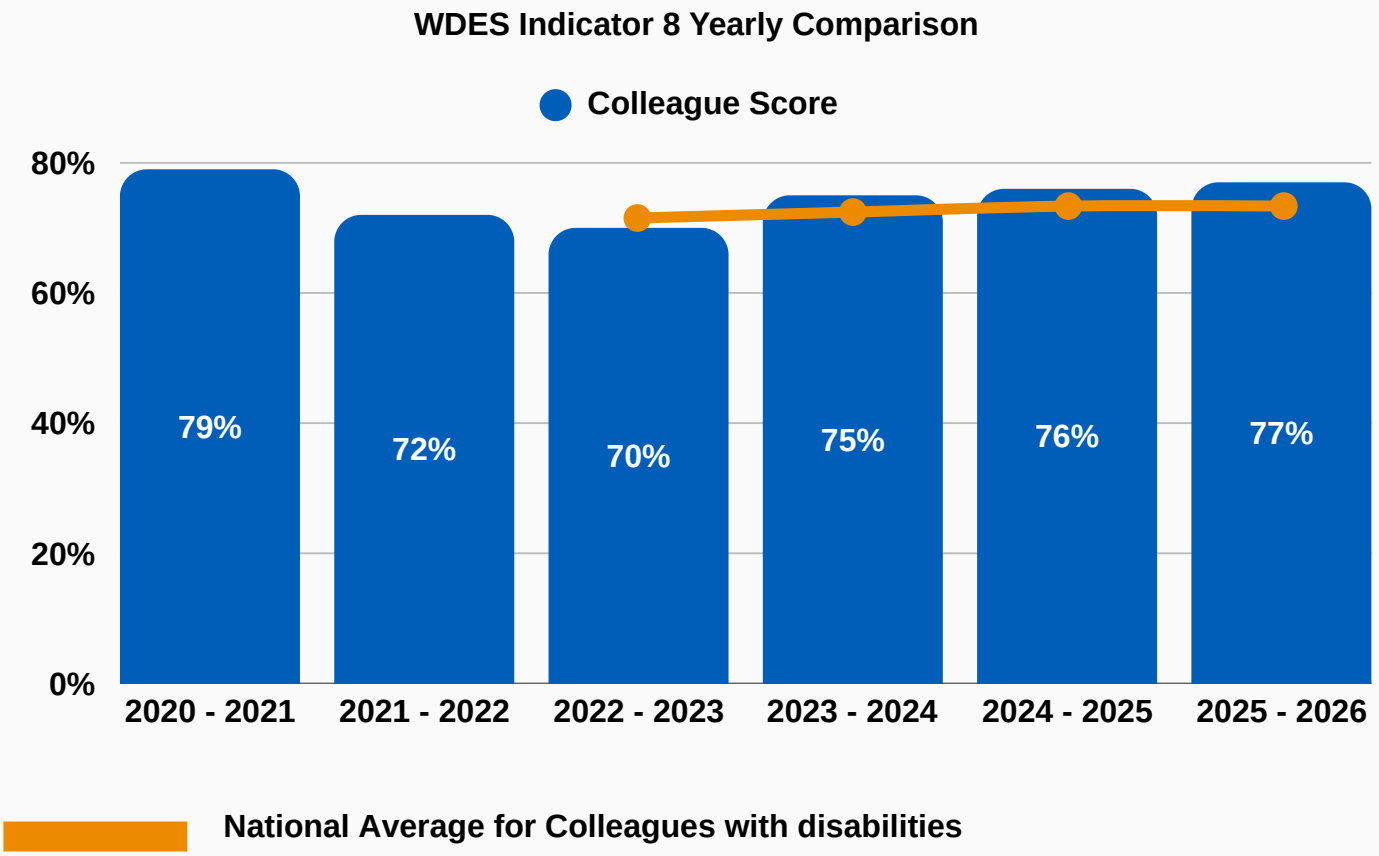
- Nearly a third of colleagues with disabilities within NGH are satisfied with the extent to which their organisation values their work
- There has been a decrease of 4% of colleagues with disabilities that are satisfied with the extent to which their organisation values their work from 33% to 29% in 2025.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 8

University Hospitals of Northamptonshire NHS Group

Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustments to enable them to carry on working



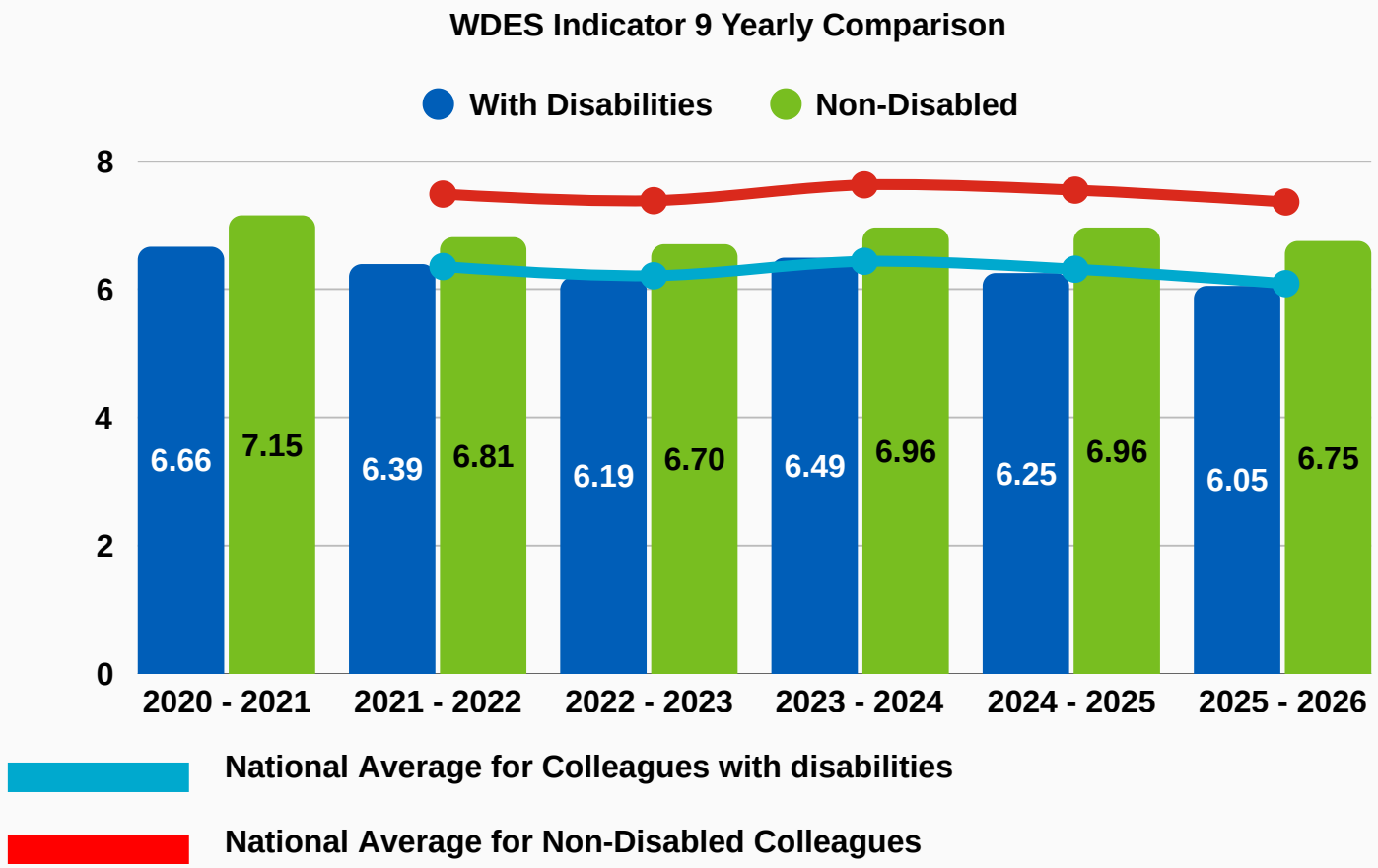
- More than two - thirds of colleagues within NGH with a long lasting health condition or illness saying their employer has made adequate adjustments to enable them to carry on working.
- There has been a increase of 1% of colleagues with a long lasting health condition or illness saying their employer has made adequate adjustments to enable them to carry on working from 76% to 77% in 2025.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 5,652	Overall: 403
	NSS: 2,255	NSS: 789

WDES Indicator 9

University Hospitals of Northamptonshire NHS Group

Staff engagement score for staff with disabilities from 0 - 10



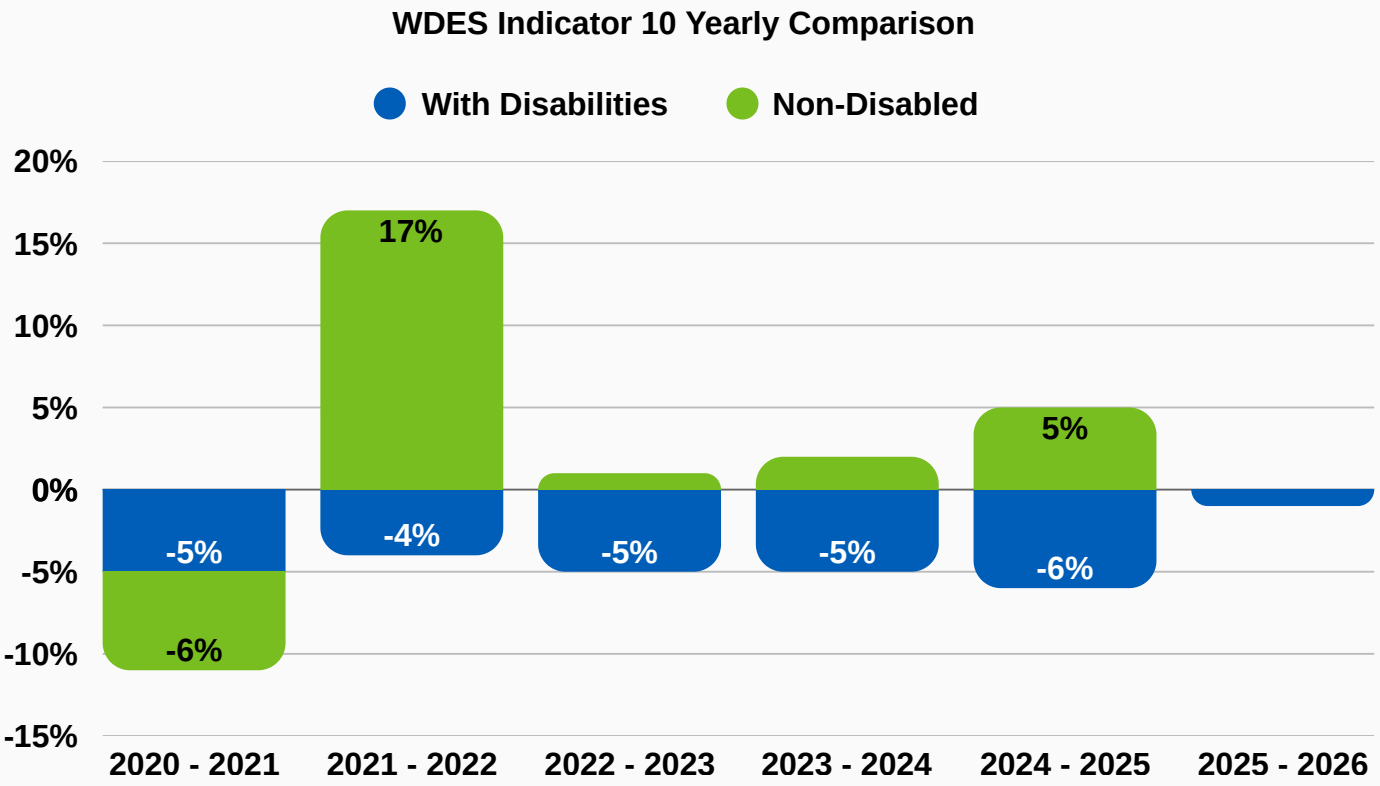
- On average colleagues with a disability or long term condition have given NGH a score of 6.05 for engagement
- There has been a decrease of 0.20 in the engagement score from colleagues with a disability or long term condition compared to 2025 from 6.25 to 6.05.
- For both colleagues with and without a disability of long term condition, NGH's engagement scores remain below the national average.

	Non-Disabled	With Disabilities
Overall NGH Workforce:	Overall: 3,588	Overall: 2,828
	NSS: 1,972	NSS: 1,095

WDES Indicator 10

University Hospitals of Northamptonshire NHS Group

Percentage difference between the organisation's Board membership and its organisation's overall workforce (with disabilities)



- All board members have voting membership.
- The number of voting board members with disabilities has increase by 5%.
- Out of 20 board members only 1 has declared that they have a disability
- The percentage of members on the board of directors with disabilities is lower than in the workforce.

Year	Position	Non-Disabled	With Disabilities
2025	Exec	9	1
	Non Exec	8	0

Action Plan 2025 – 2026

University Hospitals of Northamptonshire NHS Group

1. Continue to work with colleagues with disabilities and the Disability, Accessibility, Wellbeing and Neuroinclusion Network (DAWN) to better understand the reasons why colleagues may not have declared a disability on ESR, with a view to closing the gap between ESR and National Staff Survey declaration rates.

2. Continue to work to reduce the number of colleagues with disabilities experiencing harassment, bullying and abuse from patients/public and staff. Working with disabled colleagues and DAWN Network members, we will:

- Continue to discuss experiences of harassment, bullying or abuse with colleagues with disabilities, ensuring that there is a safe person/space for any discussions
- Launch a communications campaign focused on reducing harassment, bullying and abuse
- In conjunction with unions, freedom to speak up guardians, and staff networks, review and improve support for staff who experience bullying, harassment or abuse. This will include access to specialist support for staff
- Working with system colleagues and DAWN members, review NHS England's Civility and Respect toolkit and adopt identified practices set out

3. The Trust will continue to strengthen governance arrangements, develop the Disability, Accessibility, Wellbeing and Neuroinclusion (DAWN) Network, and maintain and review the following support pathways:
    a. The Health Passports and Disability Leave,
    b. The UHN Neuroinclusion Toolkit, and
    c. The centrally overseen route for colleagues to access reasonable adjustments

4. Work with the Trust Board and DAWN Network Board Sponsors to produce a Board Charter alongside the DAWN Network.

University Hospitals of Northamptonshire NHS Group

Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn.

Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts, beliefs and feelings of others

Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.

Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other people's shoes.

Courage

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.