



Workforce Disability Equality Report 2025



FOREWORD

The Workforce Disability Equality Standard (WDES) report details the workforce data as of 31st March 2025. The data within this report will be provided to NHSE on request.

The WDES report will be signed off by the Chief Executive as the Executive Boards representative and a brief submitted to the Executive Board within the CEO update. It will be published on the organisation's website under the FREDIE section.



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1. Introduction

The report has been developed to inform the board of the data held on the workforce in respect of the Workforce Disability Equality Standard (WDES) as at 31/03/2025.

The WDES reporting compares the data for

2. Background Context

The Workforce Disability Equality Standard was introduced to NHS organisations in 2021 as a tool to enable NHS organisations to compare the workplace and career experience of disabled staff and non-disabled staff by using a set of ten specific measures.

The reporting of the data to NHS England is currently a requirement for NHS Trusts and ICB's and not for independent health care organisations. CHCP as a social enterprise sits within the independent health care organisations, therefore are not required to submit the data sets to NHS England. However, as it is best practice we have always run the data to review and discuss within the supporting disability and wellbeing staff network group, who have requested that we provide a report to the board the same as we do for the Workforce Race Diversity Equality Standard.

3. Data Analysis

The data set reported is on 31st March 2025 and has been drawn from ESR, Colleague Survey and HR Employee Relations logs and the full data set can be accessed by contacting chcp.equalitydiversityandinclusion@nhs.net

3.1 Workforce

The headcount of substantive staff being reported on is 2152, which includes:

- Non-Clinical – of which:
 - 41 declare a disability
 - 118 chose not to declare
- Clinical & Medical – of which:
 - 71 declare a disability
 - 297 chose not to declare

The reporting breaks the workforce down into Clinical, Non-Clinical and Medical. For clinical and non-clinical these are then split into clusters based on pay bands, table 1, below shows the breakdown of clusters.



Table 1

	31 st March 2024			31 st March 2025		
	Disabled	Non-disabled	Unknown (not declared)	Disabled	Non-Disabled	Unknown (not declared)
Non-Clinical						
Clusters						
Bands 1 – 4	33	344	89	33	353	74
Bands 5 - 7	3	85	20	3	88	18
Bands 8a = 8b	1	15	9	1	15	10
Bands 8c – 9 + VSM	0	8	5	0	10	5
Apprentice	1	1	1	4	1	4
Clinical						
Clusters						
Bands 1 – 4	23	451	110	23	467	104
Bands 5 - 7	42	591	164	45	601	157
Bands 8a = 8b	2	63	13	2	65	12
Bands 8c – 9 + VSM	1	9	3	1	7	0
Apprentice	0	1	1	0	2	1
Medical & Dental						
Clusters						
Consultants	0	7	3	0	8	2
Non-Consultant career grade	0	3	0	0	3	2
Trainee grade	0	27	17	0	16	15
Totals	106	1605	435	112	1636	404

3.2 Recruitment

The recruitment figures quoted are taken from the Electronic Staff Records which records applicants and new starters, the figures given are for the period 01/04/2024 to 31/03/2025 and shows the number of applications shortlisted versus the number of applications appointed:

Table 2

	Shortlisted	Appointed	Relative likelihood of being appointed
Disabled	32	9	0.28
Non-Disabled	478	167	0.35



3.3 Colleague Survey

The results for this section of the report are based on CHCP’s own colleague survey and not the national staff survey which the WDES reporting template refers to. The data reported below has been taken from the dashboard provided by SMSR.

Table 3

Question	Disabled %		Non-Disabled %	
% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	10		9	
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	3		2	
% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	6		3	
	2024	2025	2024	2025
% of staff experiencing discrimination by patients/service users, their relatives or other members of the public in the last 12 months.	5	3	3	2
% of staff experiencing discrimination from managers in the last 12 months.	4	3	1	1
Us t% of staff experiencing discrimination from other colleagues in the last 12 months.	4	2	2	1
% of staff believing that the Trust provides equal opportunities for career progression or promotion.	77	74	79	79

The previous years colleague survey didn’t capture the figures of those personally experiencing bullying and harassment, therefore there has not been a comparison made in this report for those question areas. On comparing the figures in relation to discrimination we can see there has been a positive decline of disabled people reporting discrimination from patients, managers and colleagues in the last 12 months.

3.4 Employee Relations - Capability

When reporting on Employee Relations Activity, the standard focuses on headcount of staff being subject to the formal capability, the findings show:

- Disabled 1
- Non-Disabled 4

A reduction for both since the previous year’s report.



4. Conclusion

This is CHCP's second year of reporting data in respect of disabled staff vs non-disabled staff and we can see in table 1, there is consistency between the figures for both reporting periods. It is pleasing to see that the numbers for unknown/not declared has reduced as this shows that more people are willing to disclose their disability which helps the organisation report more accurately.

Table 3, reports on the responses to the colleague survey in respect of bullying and harassment, and discrimination, this is the first year we have captured the bullying data in this way therefore there is no previous data to compare with. The table shows the responses in respect of discrimination which shows a positive reduction in people declaring that they have experienced discrimination throughout the last 12 months.

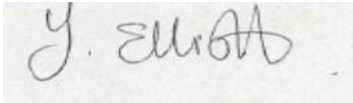
As mentioned under section 2, of the report, this data is not currently being requested by NHS England therefore the data will not form part of their national reports. It will however be shared with the Supporting Disability Staff Network Group for the group members to consider and provide any suggested areas for improvement.

5. Recommendations

That the Supporting Disability and Wellbeing Staff Network Group, review the report and consider any actions to contribute to improving the demographics for future reports.

On behalf of the FREDIE steering group, I agree that this report is complete and that there is a process in place whereby the steering group will monitor the action plan developed from the recommendations. The findings will be fed into the Executive board via the CEO update and uploaded to the organisation's website.

Name: Yvonne Elliott

Signature: 

Title: Designate Chief Executive Officer

Date: 23/01/2026