



**Torbay and South Devon**  
NHS Foundation Trust

# WORKFORCE DISABILITY EQUALITY STANDARD (WDES)- 2025

TORBAY AND SOUTH DEVON NHS FOUNDATION  
TRUST

# WDES Report 2025

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## Background

WDES was mandated reporting for NHS organisations, starting in 2017. WDES provides a framework for NHS organisations to demonstrate and monitor progress against ten metrics of workforce equality, helping to ensure that employees receive fair treatment in the workplace and have equal opportunities.

The importance of disability equality is embedded in the NHS People Plan<sup>1</sup> in a context where nationally disabled colleagues have poorer experiencing in working within the NHS.

## Analysis

The data period for the information within the submission was 1st April 2024 – 31st March 2025, with workforce data being a snapshot taken on 31<sup>st</sup> March 2025 from ESR. Staff survey data is taken from the most recent staff survey which is 2024. As with previous WDES reporting, bank staff are not included in this submission.

The WDES submission is split into the below metrics, which are addressed beneath the sub-headings below.

### WDES metrics and sources

1. Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM compared with the percentage of staff in the overall workforce disaggregated by:
  - a. Non-Clinical staff
  - b. Clinical staff - of which
    - i. Non-Medical staff
    - ii. Medical and Dental staff

**Source: ESR**
2. Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts **Source: Workforce Information Team**
3. Relative likelihood of staff of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into a formal capability procedure  
**Source: Employee Relations Team**
4. Harassment, bullying and abuse **Source: Staff survey 2024**
  - a. Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months
  - b. Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months
  - c. Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months
  - d. Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it
5. Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion **Source: Staff survey 2024**
6. Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties **Source: Staff survey 2024**
7. Percentage of staff satisfied with the extent to which their organisation values their work  
**Source: Staff survey 2024**

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<sup>1</sup> <https://www.england.nhs.uk/ourhsppeople/>

8. Percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work **Source: Staff survey 2024**
9. Staff engagement score **Source: Staff survey 2024**
10. Board representation **Source: ESR**

## Workforce Data

The total number of staff members employed at Torbay Trust at 31<sup>st</sup> March 2025 stood at 7309 of which 467 were recorded as having a disability and 270 with an unknown status on ESR. There is a one-person discrepancy between the total workforce figures in WDES (7,309) and WRES (7,310), likely due to a staff record still active on ESR but marked as terminated in another data extract.

According to ESR staff with a disability represent 6.39% of the total workforce, an increase from the 5.37% recorded last year.

### Declaration rates

WDES reporting mandates that workforce data is divided into categories of Disabled / Non-Disabled and Unknown. The unknown category will include both staff members who have not entered any disability status into ESR and those who do not wish to disclose their status.

## Metric 1: ESR Data

### Non-Clinical Staff

Band Clusters	% Disabled	% Non-disabled	% Unknown
Cluster 1: AfC Bands <1 to 4	7.79%	86.87%	5.35%
Cluster 2: AfC bands 5 to 7	8.27%	87.88%	3.85%
Cluster 3: AfC bands 8a and 8b	9.38%	86.46%	4.17%
Cluster 4: AfC bands 8c to VSM	7.41%	90.74%	1.85%
<b>Total Non-Clinical</b>	<b>7.96%</b>	<b>87.19%</b>	<b>4.84%</b>

### Clinical staff

Band Clusters	% Disabled	% Non-disabled	% Unknown
Cluster 1: AfC Bands <1 to 4	6.75%	90.68%	2.56%
Cluster 2: AfC bands 5 to 7	6.08%	90.67%	3.25%
Cluster 3: AfC bands 8a and 8b	5.03%	88.68%	6.29%
Cluster 4: AfC bands 8c to VSM	0.00%	96.15%	3.85%
<b>Total Clinical</b>	<b>6.25%</b>	<b>90.64%</b>	<b>3.11%</b>

### Medical and Dental staff

Medical and Dental Grades	% Disabled	% Non-disabled	% Unknown
Medical & Dental Consultant	3.24%	89.64%	7.12%
Medical & Dental Non-Consultant Career Grade	7.27%	85.45%	7.27%
Medical & Dental Trainee Grades	0.90%	98.80%	0.30%
<b>Total Medical &amp; Dental</b>	<b>2.44%</b>	<b>93.70%</b>	<b>3.87%</b>

## Metric 2: Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts

For the time period 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2025 the likelihood of appointment from shortlisting was 14.56% for disabled candidates and 20.01% for non-disabled candidates. This indicates that non-Disabled candidates were 1.37 times more likely to be appointed than Disabled candidates.

## Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process

Metric 3 is taken from a two-year rolling average of the current and previous year (1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2025 divided by 2). The relative likelihood of Disabled staff entering the formal capability process was 0.21%, compared to 0.11% for non-Disabled staff. This means Disabled staff were nearly twice as likely to enter the capability process compared to their non-Disabled colleagues.

## Staff Survey data

In 2024, 2,753 Trust employees completed the staff survey, 27.75% of who declared a “physical or mental health conditions or illnesses lasting or expected to last for 12 months or more”.

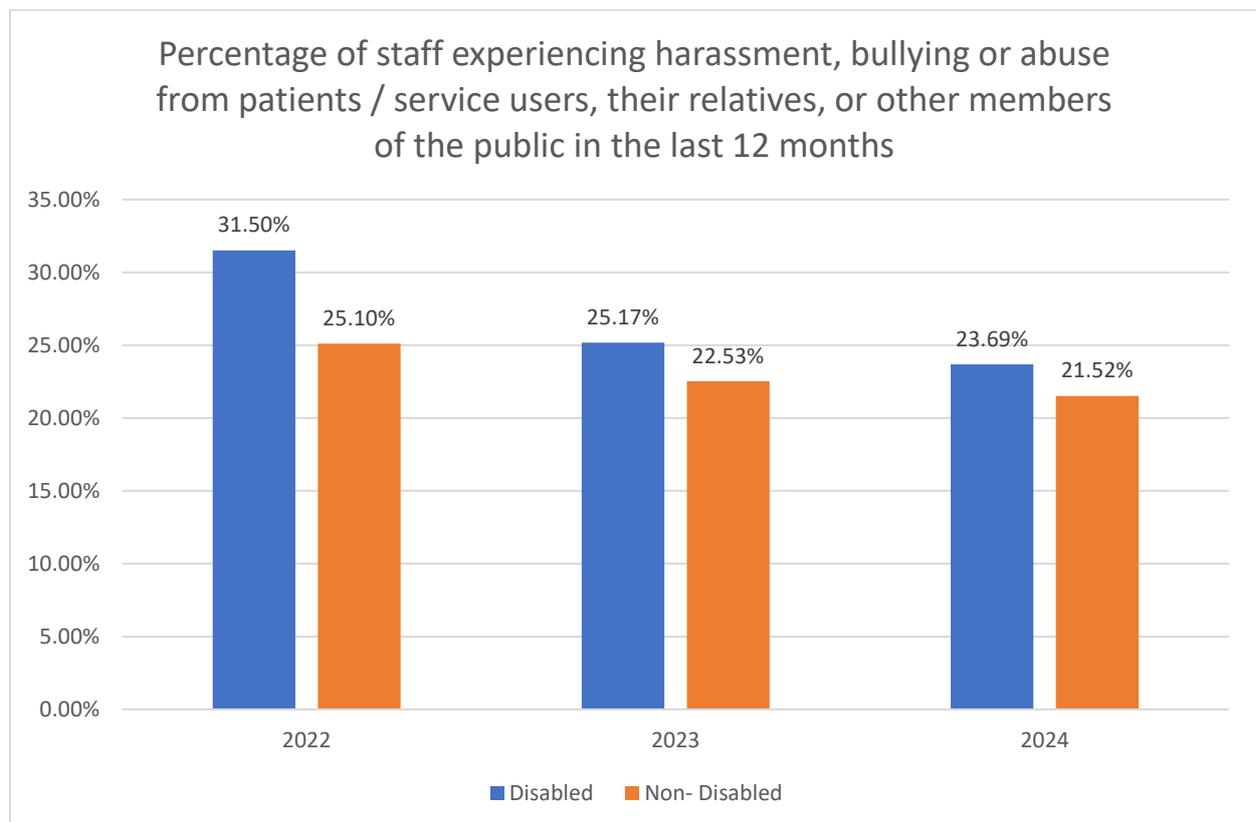
The arrows in the below tables indicate if there has been an increase/reduction in the percentage compared to the previous year’s staff survey.

Metric 4a: Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
<b>Percentage of staff</b>	31.50%	25.17%↓	23.69%↓	25.10%	22.53%↓	21.52%↓

The data shows a continued improvement in the percentage of staff experiencing harassment, bullying, or abuse from patients, relatives, or the public over the past three years.

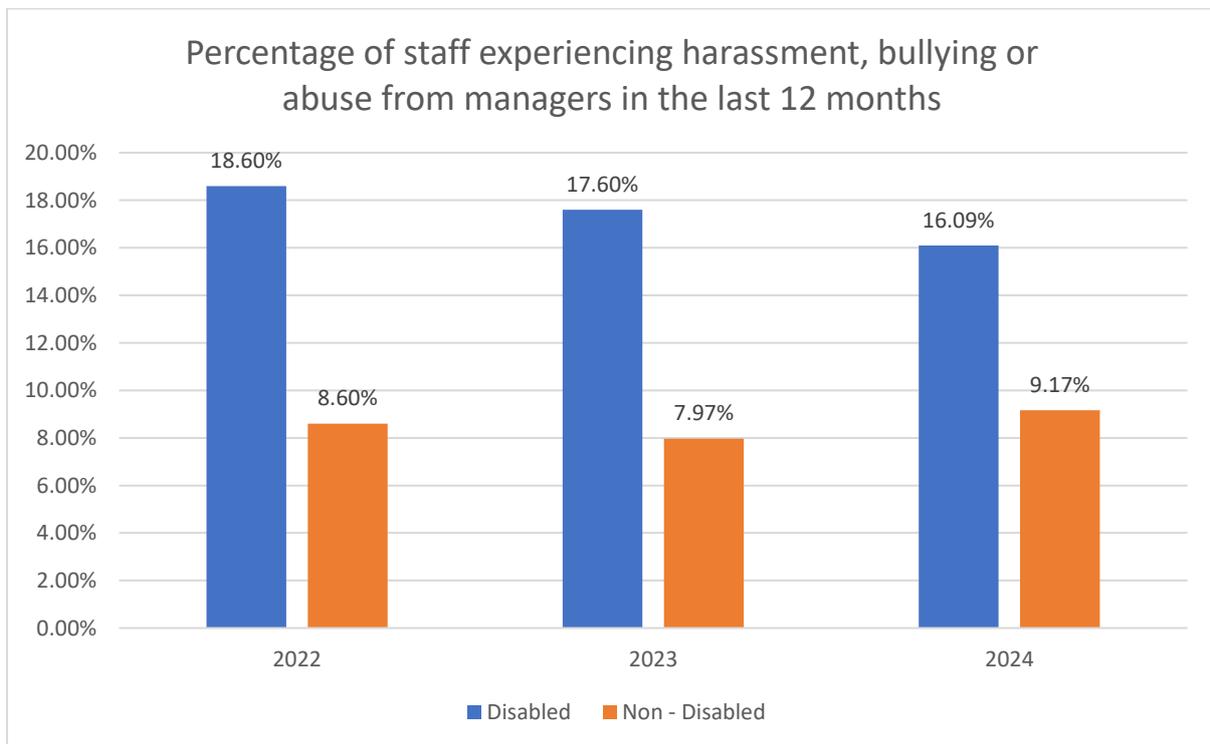
While the downward trend is encouraging, it is important to note that Disabled staff consistently report higher levels of negative experiences compared to their non-disabled colleagues. It is also important to notice that the gap between the 2 groups is gradually reducing year on year.



Metric 4b: Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
<b>Percentage of staff</b>	18.60%	17.60%↓	16.09%↓	8.60%	7.97%↓	9.17%↑

The percentage of Disabled staff experiencing harassment, bullying or abuse from managers has steadily declined over the past three years, suggesting some improvement in fostering a more respectful and inclusive environment for Disabled colleagues. In contrast, while non-disabled staff saw a decline in 2023, the figure rose in 2024.

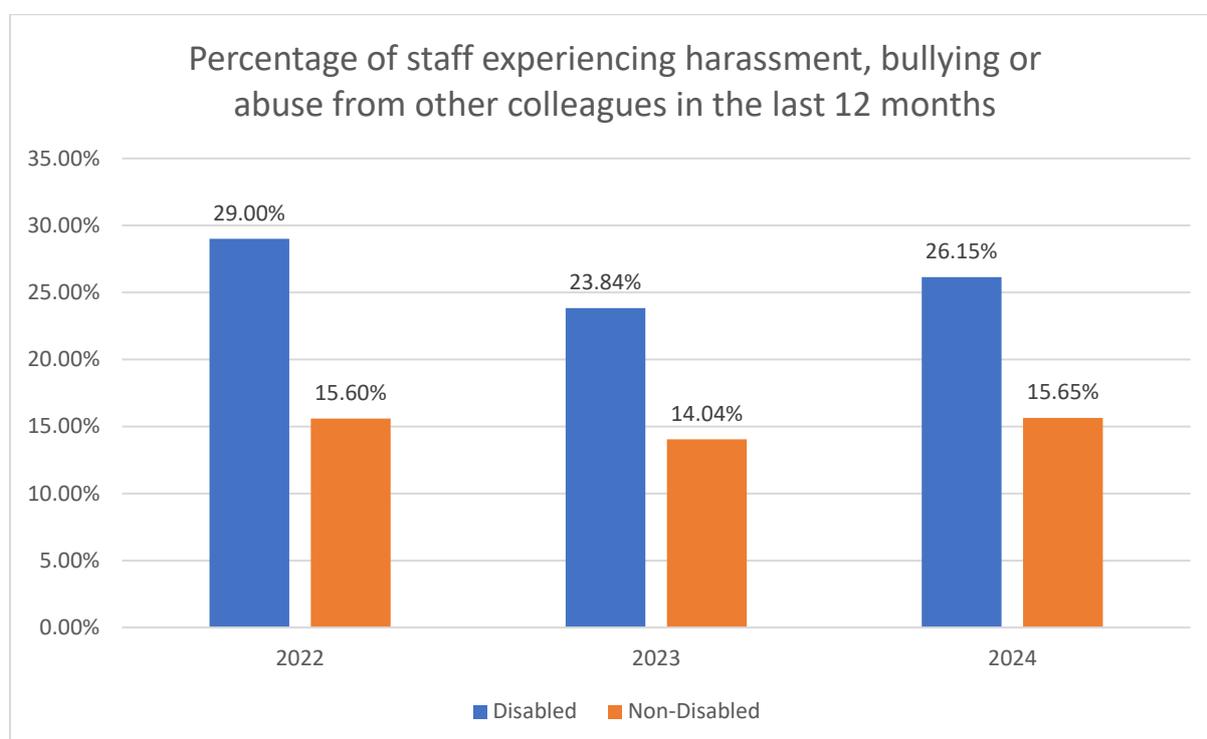


Metric 4c: Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
Percentage of staff	29.00%	23.84%↓	26.15%↑	15.60%	14.04%↓	15.65%↑

There was reduction in incidents among both Disabled and non-disabled staff between 2022 and 2023. However, in 2024, both groups saw an increase.

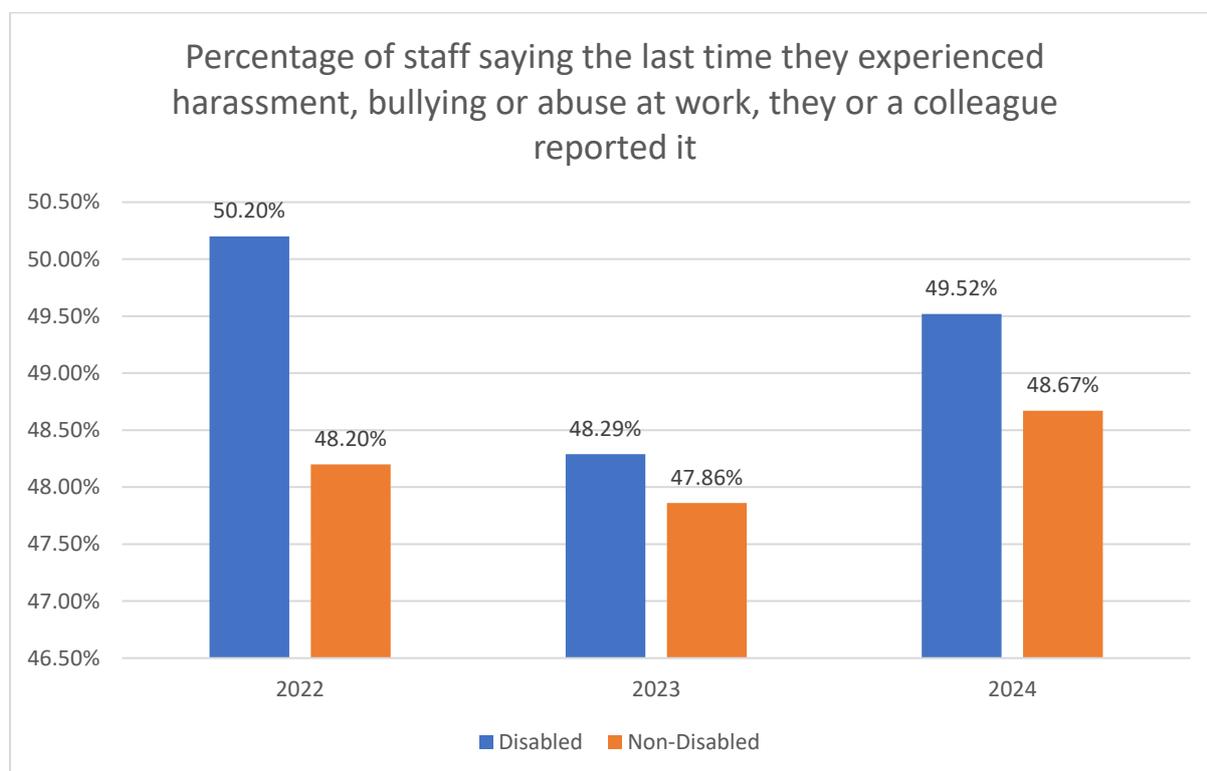
Despite the fluctuations, Disabled staff consistently report significantly higher rates of negative experiences compared to their non-disabled colleagues.



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

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
<b>Percentage of staff</b>	50.20%	48.29% ↓	49.52% ↑	48.20%	47.86% ↓	48.67% ↑

Between 2022 and 2024, the data suggests both Disabled and non-disabled staff have remained relatively stable, with small variations. Among Disabled staff, reporting reduced slightly in 2023, then increased marginally in 2024. Similarly, for non-disabled staff, reporting rates dropped in 2023, rising again in 2024.

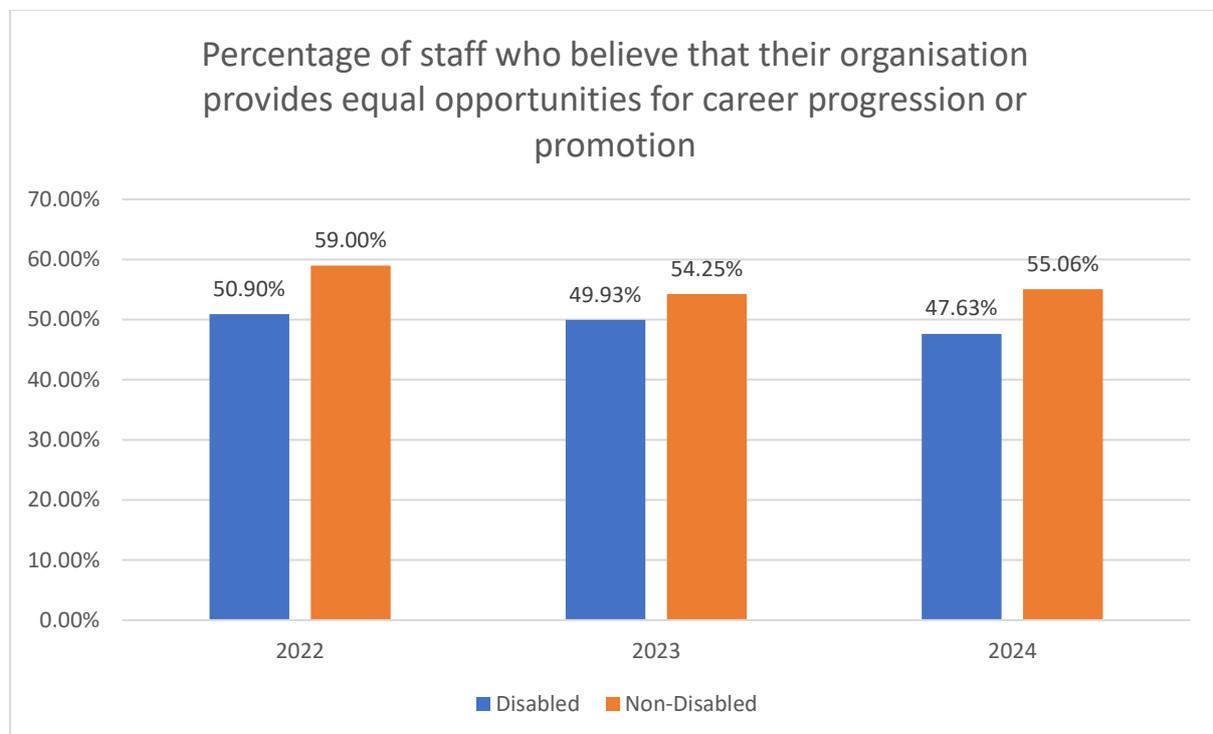


Metric 5: Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
Percentage of staff	50.90%	49.93% ↓	47.63% ↓	59.00%	54.25% ↓	55.06% ↑

Between 2022 and 2024, there has been a continued decline in the percentage of Disabled staff who believe they have equal opportunities for career progression or promotion. This contrasts with a more fluctuating pattern among non-disabled staff: after a drop in 2023, there was a slight improvement in 2024.

The data suggests a persistent perception gap between Disabled and non-disabled staff, with Disabled colleagues consistently reporting less confidence in equitable career opportunities.

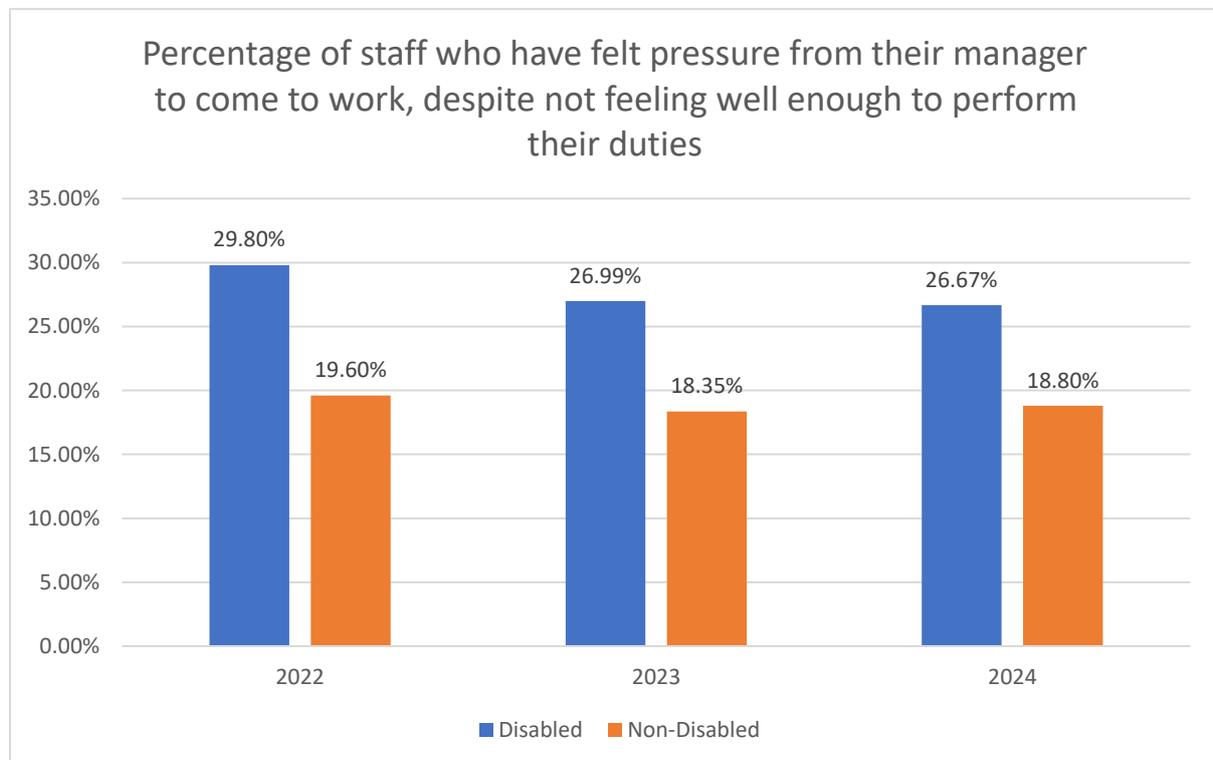


Metric 6: Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
<b>Percentage of staff</b>	29.80%	26.99%↓	26.67%↓	19.60%	18.35%↓	18.80%↑

The percentage of Disabled staff who said they felt pressured to work while unwell has gradually declined over the years. Among non-disabled staff, the figure reduced from 2022 to 2023, with a slight increase in 2024.

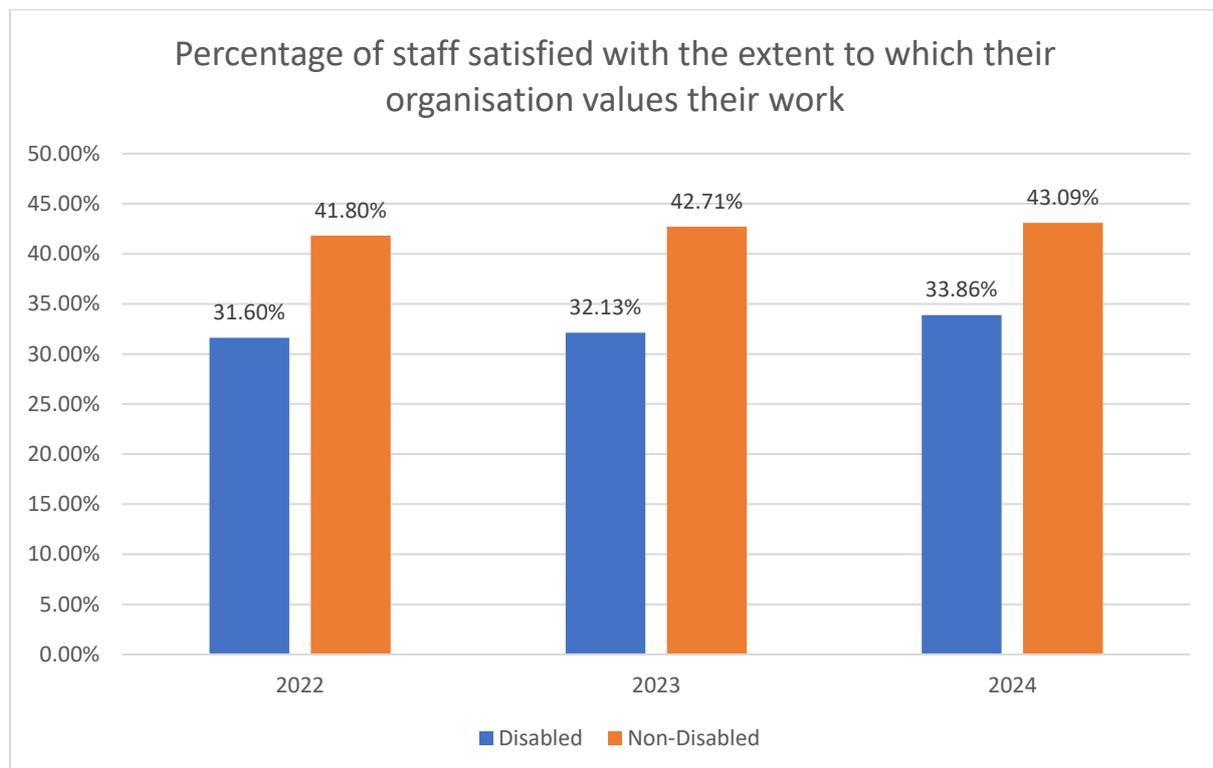
Despite some improvement, Disabled staff consistently indicated higher levels of pressure compared to their non-disabled colleagues.



Metric 7: Percentage of staff satisfied with the extent to which their organisation values their work

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
Percentage of staff	31.60%	32.13%↑	33.86%↑	41.80%	42.71%↑	43.09%↑

Between 2022 and 2024, satisfaction among both Disabled and non-disabled staff has shown a steady increase. Although the upward trend is positive, the data continues to show a noticeable gap, with Disabled staff consistently feeling less valued than their non-disabled colleagues.



Metric 8: Percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work

	Disabled		
	2022	2023	2024
Percentage of staff	74.70%	78.41% ↑	74.07% ↓

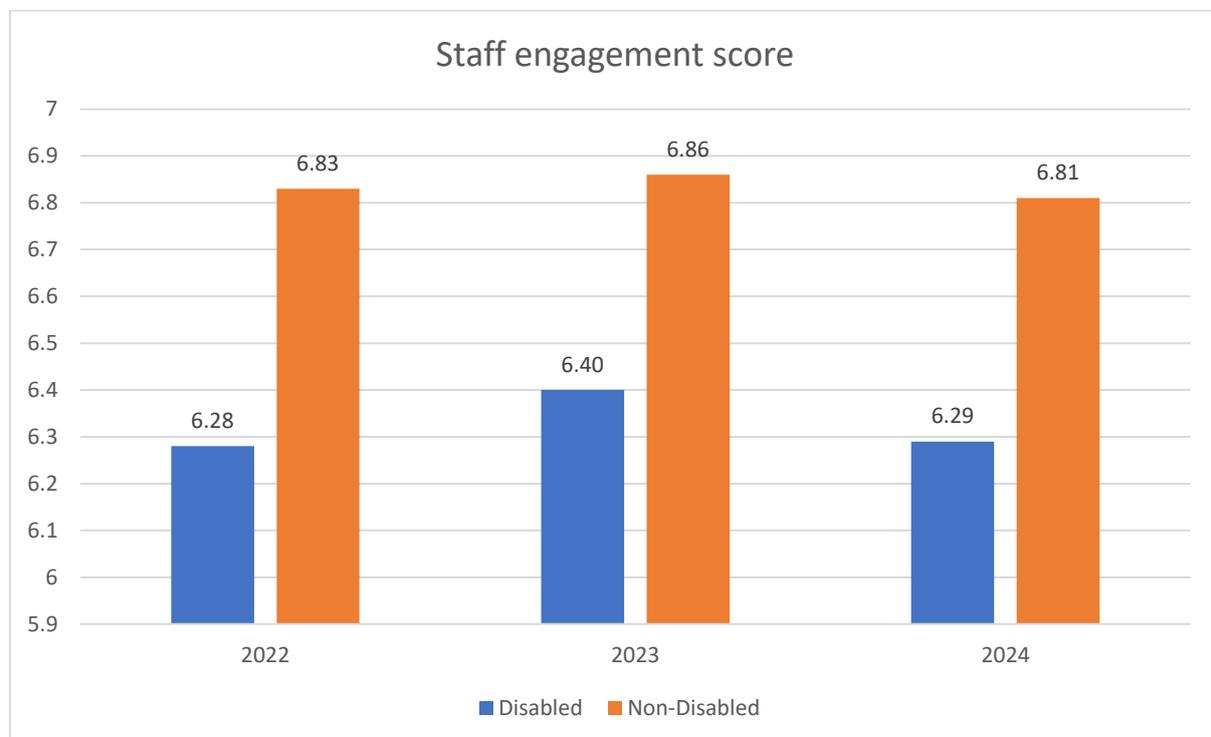
In 2023, 78.41% of Disabled staff reported that reasonable adjustments had been made to support them in their roles, an increase from 74.70% in 2022. However, this figure dipped slightly in 2024 to 74.07%, returning close to 2022 levels.

While the majority of respondents continue to feel supported, the decline from the previous year suggests there may be inconsistencies in how adjustments are implemented or communicated.

Metric 9: Staff engagement score (0-10)

	Disabled			Non-disabled		
	2022	2023	2024	2022	2023	2024
Staff engagement score	6.3	6.4 ↑	6.3 ↓	6.8	6.9 ↑	6.8 ↓

Staff engagement scores for both Disabled and non-disabled staff have declined, however more for disabled staff.



## Metric 10: Board membership

This return shows that of the 19 Board members, **10.53%** shared their disability information, **89.47%** are non-disabled.

Non-executive board roles show higher disability representation than the overall workforce. The executive board remains a critical area for improvement, with no disabled individuals represented. This is a gap that should be addressed to ensure that disabled staff have equitable opportunities to reach leadership positions.

	Disabled	Non-disabled	Unknown
Executive	0.00%	100.00%	0.00%
Non-executive	20.00%	80.00%	0.00%

### Key issues

- Disabled staff are less likely to be appointed from shortlisting and more likely to enter the formal capability process compared to non-disabled staff.
- Disabled staff consistently report experiencing higher levels of bullying, harassment, or abuse from both managers and colleagues compared to non-disabled colleagues.
- While just under half of Disabled staff who experienced negative behaviour reported it, this is only slightly higher than non-disabled staff and suggests ongoing challenges in creating psychologically safe reporting cultures.
- Disabled staff are significantly less likely than non-disabled staff to believe the organisation provides equal opportunities for progression and promotion, with a declining trend.
- Disabled staff consistently report feeling more pressure from managers to work while unwell, indicating potential issues around presenteeism and a lack of reasonable adjustment awareness.
- The percentage of Disabled staff reporting that reasonable adjustments are made to support their work improved in 2023 but declined again in 2024 -highlighting inconsistency in support provision.
- While overall Board-level representation of Disabled people slightly exceeds workforce proportions, there are no Disabled executive members.

### Action planning

The WDES findings give a clear indication of the work needed to ensure our recruitment processes, capability processes and practice of reasonable adjustments are fair and inclusive, whilst also combating a culture of discrimination felt by our Disabled staff.

Across all but two indicators show that Disabled staff have a worse experience when compared to other staff in our organisation, this signals a need for a cultural shift in the experiences of our people.

