

WDES Report 2026

Contents

Background	2
Analysis	2
WDES metrics and sources	2
Workforce Data.....	3
Declaration rates.....	3
Metric 1: ESR Data	4
Non-Clinical Staff.....	4
Clinical staff.....	4
Medical and Dental staff.....	4
Metric 2: Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts	4
Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process.....	4
Staff Survey data.....	5
Metric 4a: Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months	5
Metric 4b: Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months.....	5
Metric 4c: Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	6
Metric 4d: Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.....	6
Metric 5: Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion.....	7
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	8
Metric 7: Percentage of staff satisfied with the extent to which their organisation values their work	8
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	9
Metric 9: Staff engagement score (0-10).....	9
Metric 10: Board membership.....	9

Action planning 10

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 Plan¹ 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 2025 – 31st March 2026, with workforce data being a snapshot taken on 31st March 2026 from ESR. Staff survey data is taken from the most recent staff survey which is 2025. 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 2025**
 - 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 2025**
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 2025**
7. Percentage of staff satisfied with the extent to which their organisation values their work
Source: Staff survey 2025

¹ <https://www.england.nhs.uk/ournhspeople/>

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 2025**
9. Staff engagement score **Source: Staff survey 2025**
10. Board representation **Source: ESR**

Workforce Data

The total number of staff members employed at Torbay Trust at 31st March 2026 stood at 7388 of which 546 were recorded as having a disability and 227 with an unknown status on ESR.

According to ESR staff with a disability represent 7.4% of the total workforce, an increase from the 6.39% 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/not stated
Cluster 1: AfC Bands <1 to 4	8.5%	87.0%	4.4%
Cluster 2: AfC bands 5 to 7	9.7%	86.4%	4.0%
Cluster 3: AfC bands 8a and 8b	9.2%	88.5%	2.3%
Cluster 4: AfC bands 8c to VSM	9.4%	86.8%	3.8%
Total Non-Clinical	9.1%	86.0%	4.0%

Clinical staff

Band Clusters	% Disabled	% Non-disabled	% Unknown/not stated
Cluster 1: AfC Bands <1 to 4	7.6%	90.5%	2.0%
Cluster 2: AfC bands 5 to 7	7.6%	89.7%	2.7%
Cluster 3: AfC bands 8a and 8b	6.7%	88.4%	4.9%
Cluster 4: AfC bands 8c to VSM	10.3%	89.7%	0.0%
Total Clinical	7.7%	89.8%	2.5%

Medical and Dental staff

Medical and Dental Grades	% Disabled	% Non-disabled	% Unknown/not stated
Medical & Dental Consultant	3.1%	90.3%	6.6%
Medical & Dental Non-Consultant Career Grade	3.7%	88.9%	7.4%
Medical & Dental Trainee Grades	0.8%	99.2%	0.0%
Total Medical & Dental	2.1%	94.5%	3.4%

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

For the time period 1st April 2025 – 31st March 2026 the likelihood of appointment from shortlisting was 14.76% for disabled candidates and 14.79% for non-disabled candidates. This indicates that non-Disabled candidates were 1.00 times more likely to be appointed than Disabled candidates, this indicated no material difference in the likelihood of appointment between disabled and non-disabled shortlisted applicants.

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 (1st April 2023 – 31st March 2025 divided by 2). The relative likelihood of Disabled staff entering the formal capability process was 0.37%, compared to 0.12% for non-Disabled staff. This means Disabled staff were nearly three times as likely to enter the capability process compared to their non-Disabled colleagues.

Staff Survey data

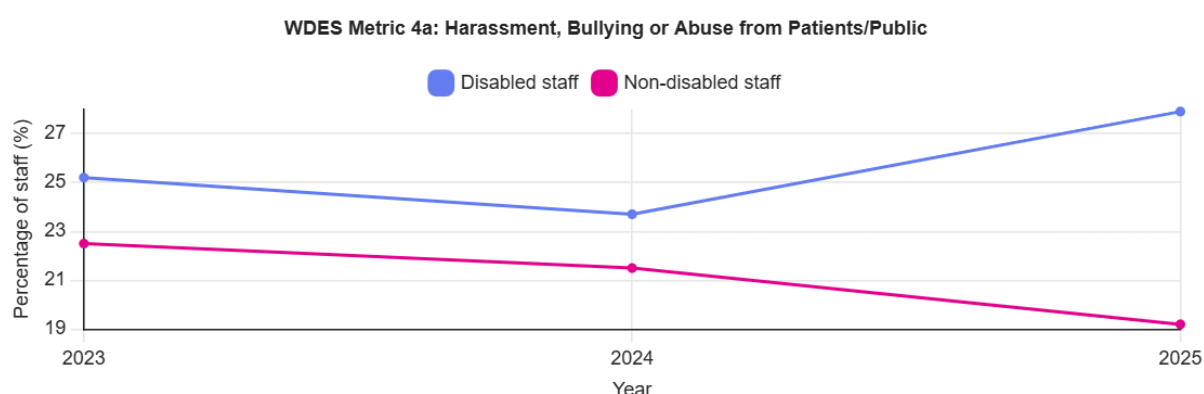
In 2025, 2,609 Trust employees completed the staff survey, 28.75% of who declared a “physical or mental health conditions or illnesses lasting or expected to last for 12 months or more”.

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		
	2023	2024	2025	2023	2024	2025
Percentage of staff	25.20%	23.70%	27.90%	22.50%	21.50%	19.20%

The data demonstrated Disabled staff consistently report higher levels of harassment, bullying in comparison to non-disabled staff across the three-year period. In 2025 the percentage increased to the highest level in that time, whilst non-disabled staff show a steady year on year decrease. The widening gap indicates an inequality in experience with Disabled staff being disproportionately affected.

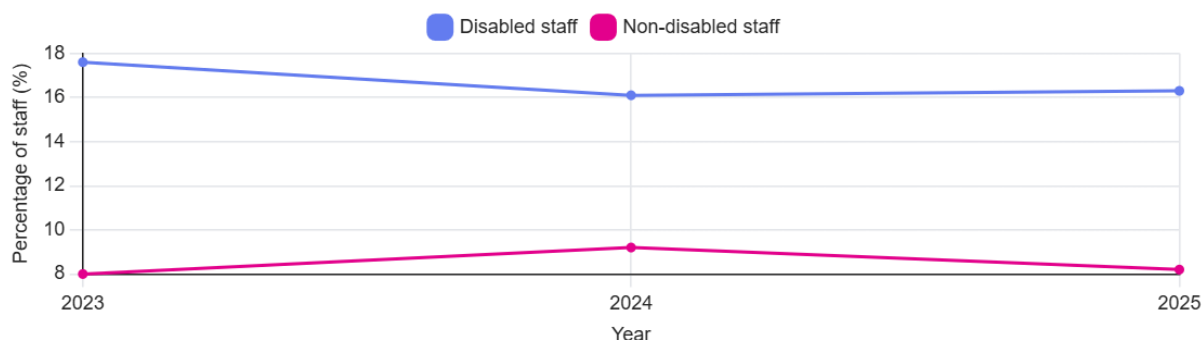


Metric 4b: Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months

	Disabled			Non-disabled		
	2023	2024	2025	2023	2024	2025
Percentage of staff	17.60%	16.10%	16.30%	8.00%	9.20%	8.20%

The data demonstrated a persistent and significant disparity between Disabled and non-disabled staff. Across all three years, disabled staff consistently report around double the level of harassment compared to non-disabled staff. In 2025, 16.3% of Disabled staff reported experiencing harassment from managers, compared with 8.2% of non-disabled staff. While levels for non-disabled staff have remained relatively stable over time, there has been no meaningful or sustained improvement for Disabled staff.

WDES Metric 4b: Harassment, Bullying or Abuse from Managers

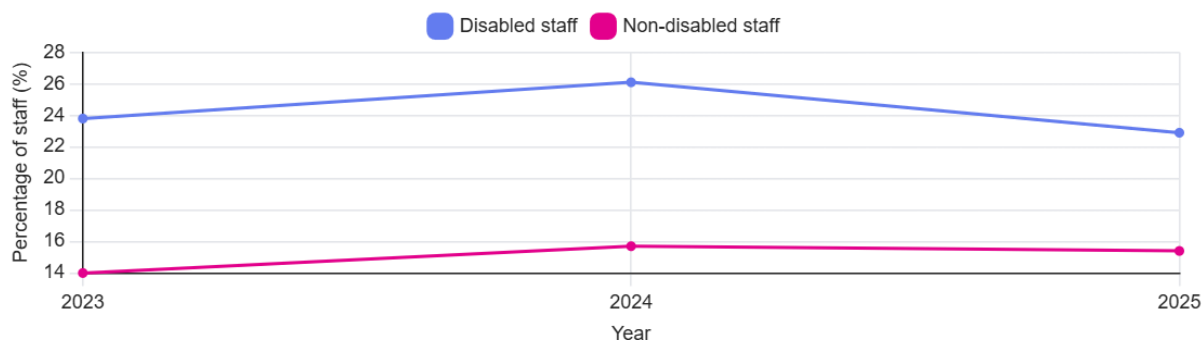


Metric 4c: Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

	Disabled			Non-disabled		
	2023	2024	2025	2023	2024	2025
Percentage of staff	23.80%	26.10%	22.90%	14.00%	15.70%	15.40%

There is a reduction in the reported percentage of all staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months. However, Disabled staff consistently report significantly higher rates of negative experiences compared to their non-disabled colleagues.

WDES Metric 4c: Harassment, Bullying or Abuse from Other Colleagues

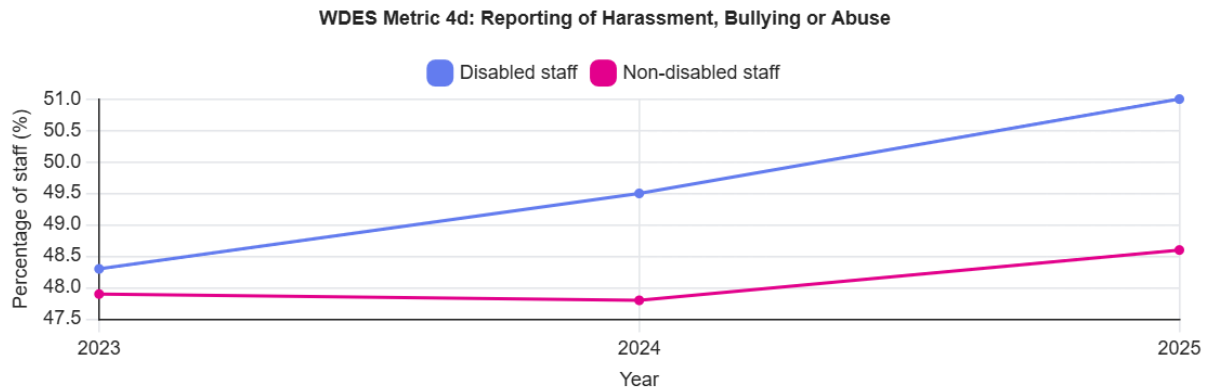


Metric 4d: Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	Disabled			Non-disabled		
	2023	2024	2025	2023	2024	2025
Percentage of staff	48.30%	49.50%	51.00%	47.90%	47.80%	48.60%

WDES Metric 4d shows similar and gradually improving reporting rates for disabled and non-disabled staff over the three-year period. Reporting among disabled staff increased steadily from 48.3% in 2023 to 51.0% in 2025, indicating a modest improvement in confidence to report incidents or in awareness of reporting processes. Reporting rates for non-disabled staff remained broadly stable, fluctuating slightly before rising to 48.6% in 2025. The gap between disabled and non-disabled staff

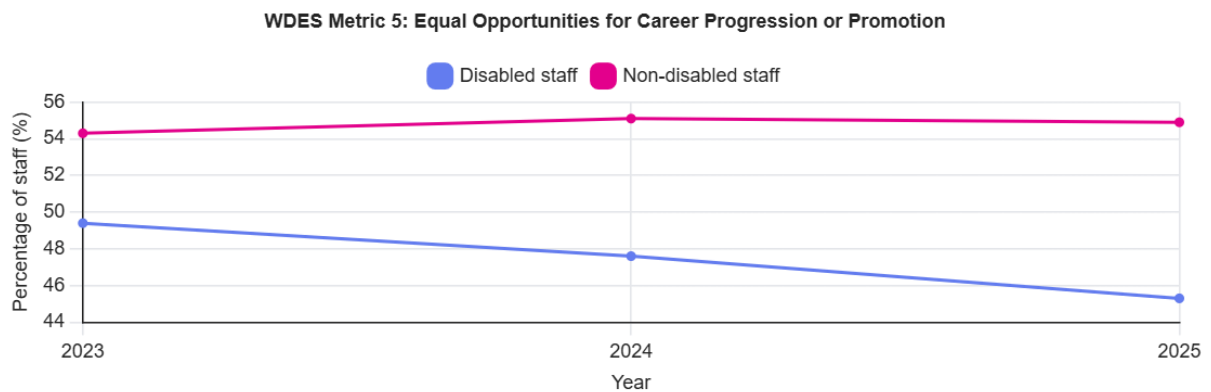
is relatively small and has narrowed over time, suggesting greater parity in reporting behaviour, though overall reporting remains at around half of those experiencing harassment.



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

	Disabled			Non-disabled		
	2023	2024	2025	2023	2024	2025
Percentage of staff	49.40%	47.60%	45.30%	54.30%	55.10%	54.90%

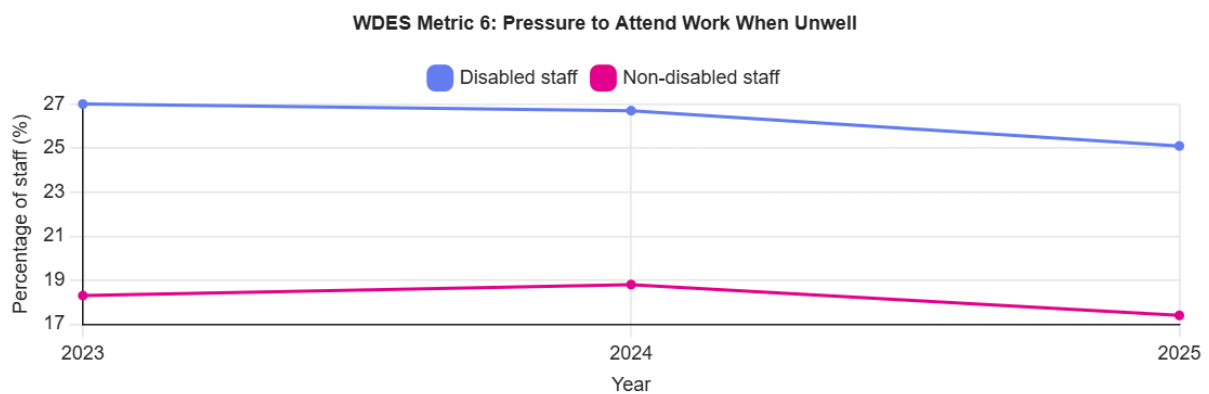
The data suggests a persistent and widening perception gap between Disabled and non-disabled staff, with Disabled colleagues consistently reporting less confidence in equitable career opportunities.



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		
	2023	2024	2025	2023	2024	2025
Percentage of staff	27.00%	26.70%	25.10%	18.30%	18.80	17.40%

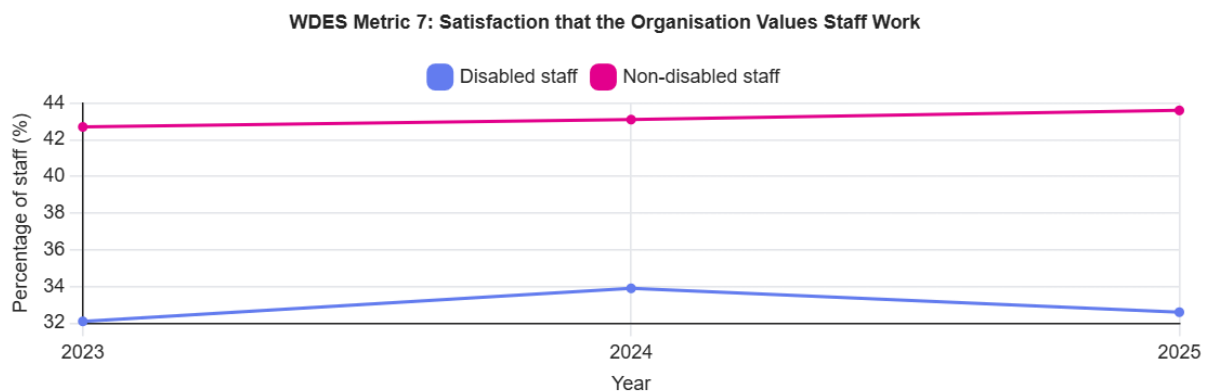
The percentage of staff who said they felt pressured to work while unwell has gradually declined over the years. Despite some improvement, Disabled staff consistently indicated higher levels of pressure compared to their non-disabled colleagues.



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

	Disabled			Non-disabled		
	2023	2024	2025	2023	2024	2025
Percentage of staff	32.10%	33.90%	32.60%	42.70%	43.10%	43.60%

The data shows a consistent and substantial gap in satisfaction between disabled and non-disabled staff. Across all three years, disabled staff report considerably lower levels of feeling valued by the organisation compared to non-disabled staff.



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		
	2023	2024	2025
Percentage of staff	78.40%	74.10%	76.30%

The data indicates that most Disabled staff reporting having reasonable adjustments in place, but there may be inconsistencies in how adjustments are implemented or communicated.

Metric 9: Staff engagement score (0-10)

	Disabled			Non-disabled		
	2023	2024	2025	2023	2024	2025
Staff engagement score	6.4	6.29	6.31	6.86	6.81	6.83

Staff engagement scores for all staff have seen a small improvement, whilst there is a small difference between Disabled and non-disabled staff it is relatively stable.

Metric 10: Board membership

This return shows that of the 16 Board members, **100%** shared their disability information, **87.50%** 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	25.00%	75.00%	0.00%

Key issues

- Disabled staff are three times 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 managers, colleagues and patients/members of the public compared to non-disabled colleagues.
- Disabled staff are significantly less likely than non-disabled staff to believe the organisation provides equal opportunities for progression and promotion, with an increasing gap.
- Disabled staff consistently report feeling more pressure from managers to work while unwell, indicating potential issues around presenteeism.

Action planning

Whilst there have been some improvements to our WDES findings, there remains a persistent sense of inequity of experience between Disabled and non-disabled colleagues. There needs to be a focus on the overall experience of Disabled staff, with a particular focus on experience of harassment, bullying and discrimination, and on talent progression.

