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NHS
Bridgewater Community Healthcare
NHS Foundation Trust

Workforce Disability Equality Standard

2026

Date: August 2026



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Introduction

Workplace disability equality is important as evidence[i] shows that an inclusive, engaged, and healthy workforce contributes positively to improved patient outcomes. Diversity in the workforce is also evidenced[ii] to impact positively on innovation, collaboration, efficiency, and positive experiences for all.

The Workforce Disability Equality Standard (WDES) was introduced in 2019. Modelled on the Workforce Race Equality Standard it was established to focus action to reduce the disparity in experience of disabled staff in the NHS, evidenced nationally in areas such as the NHS Staff Survey, and the research[iii] undertaken and published by Middlesex University, and the University of Bedfordshire.

The WDES is a mandatory requirement set out in the NHS Standard Contract, and in additional to online submission of results to NHS England all Trusts must publish an annual report detailing the results against ten metrics and an action plan to address identified disparity in the results. The timeline for compliance is as follows:

- Submission of results against 10 metrics by 31st May.
- Publication of full report and action plan by 31st October.

Data is collated from the electronic staff record and the annual NHS Staff Survey before being presented to stakeholder groups, in the case of this Trust the Enabled Staff Network, for co-design of action plans.

Responsibility for delivery of the report and action plan sits with the Equality, Diversity, and Inclusion Working Group, with oversight of the action plan ultimately resting with the Trust Board for sign off and approval.

In addition to being monitored by NHS England, compliance with the WDES and subsequent action plans are also monitored by Trust commissioners and by the Care Quality Commission (CQC), as local intelligence for the well-led domain of the new assessment framework.

In this report are detailed key findings from the 2026 WDES metrics; progress made in 2025/26 against the WDES action plan; and metric data, including annual comparisons since 2019.

The outline WDES Action Plan for 2026 - 2027 can be viewed at page 22.

Key findings

Key findings for 2026 are as follows.

Metric 1:

- The percentage of disabled staff in the overall workforce has continued to increase since WDES reporting began, with self-reporting through the Electronic Staff Record (ESR) at 31st March 2026 totalling 5.9% disabled staff.

- Disaggregation by staff group shows:

    - Disabled staff represent 6.9% of the non-clinical workforce, a percentage that remains the same as 2025. Analysis reveals that disabled staff representation is broadly similar to the overall workforce in all pay band clusters except AfC band cluster 8c to VSM where there is significant over-representation.
    - Disabled staff represent 6.1% of the clinical workforce, a percentage increase of 0.8% since 2025. The clinical workforce is broadly representative of the overall workforce percentage of disabled staff, except for slight under-representation at AfC band cluster 8a to 8b, and over-representation at AfC band cluster 8c to VSM.
    - As in previous WDES reporting years there are no self-reported disabled staff in the medical and dental staff group, meaning under-representation by 5.9% against the overall workforce disability figure.

- The Trust understands that there is a percentage gap between disabled staff records (5.9%) and the number of staff through the NHS Staff Survey stating they have a disability (29.8%). The definition in the NHS Staff Survey differs to the legal definition of disability in that it omits asking if an impairment or illness has a significant impact on daily life, but Bridgewater, in line with most NHS Trusts, is working to encourage self-reporting through awareness raising messages and guidance for staff.

Metric 2:

- We have been unable to report the likelihood figure for disabled applicants progressing successfully through recruitment. This relates to a reporting issue in NHS Jobs, an issue that is affecting a number of NHS Trusts and that is being addressed nationally.
- Applicants who report that they have a disability on their application form are flagged, via application reference number, to recruiting managers and the Trust's Disability Confident interview scheme guarantees an interview to all disabled applicants who meet the essential criteria for the role.

- In 2025 to 2026, 6.76% of successful applicants self-reported having a disability.

Metric 3:

- In the two year period 2024 – 2026 there were a very small number of capability cases related to staff performance managed through formal processes.

- There were no staff who had self-reported as having a disability within the Electronic Staff Record, the likelihood figure for metric 3 therefore being 0.0.

- Reasonable adjustments for disabled staff, and the potential impact of disability, would be considered in all capability cases related to performance.

Metric 4a:

- Disabled staff experience of harassment, bullying, or abuse from patients/families/public has increased to 22.7%, a deterioration on previous years and a negative figure when compared to the overall workforce and to comparator Trusts.

- Disabled staff experience of harassment, bullying, or abuse from managers has increased to 13.5%, a deterioration of 3.1% from 2025, and a negative figure when compared to the overall Trust workforce and comparator Trusts.

- Disabled staff experience of harassment, bullying, or abuse from colleagues has increased to 24.9%, a deterioration of 9.1% and a negative figure when compared to the overall workforce and to comparator Trusts.

Metric 4b:

- Reporting of harassment, bullying, or abuse by disabled staff has improved by 3.1% this year to 61.1%, this is the highest score the Trust has achieved in this metric. The result however is still 0.8% lower than that for comparator Trusts.

Metric 5:

- Due to changes in the NHS Staff Survey 2025 wording for this question the results are not comparable to previous years. Data is shown in table 13 for information. What is comparable is that of the Trust's results against the benchmark group, where the Trust's results at 45.5% were 9.3% lower than our comparator group.

Metric 6:

- Presenteeism for disabled staff remained the same as in 2024 results, showing that 15.9% of disabled staff felt pressured to be in work while feeling unwell enough that they would struggle to perform their role. This is the best result for the Trust in this metric since WDES reporting began, and is 6.4% better than the average for comparator Trusts.

Metric 7:

- The result for disabled staff feeling valued for their contribution in the workplace deteriorated by 11.9% this year to 30.5%. This result was also 10.6% below the average of comparator Trusts.

Metric 8:

- At 78.5% the percentage of disabled staff stating that reasonable adjustments have been made to support them in the workplace has deteriorated by 9.8%, from the previous year, returning the results to the average seen in most WDES reporting years. The result was 2.0% worse than for comparator Trusts.

Metric 9:

- Staff engagement with disabled staff has deteriorated by 0.8 to 6.1 this year. This is 0.7 lower than the result for comparator Trusts.

Metric 10:

- At 8.0% the Executive membership of the Board is over-representative of disabled staff.

Disability pay gap:

- The mean disability pay gap result at 31st March 2025 was 4.69% (equating to £1.05) in favour of not disabled staff. The median disability pay gap result for the same period was 4.21% (equating to £0.85) in favour of not disabled staff. Further analysis is provided by staff group in the relevant section of this report.

Activities in 2025 - 2026

- Collaborative partnership work between the Enabled Network and Warrington and Halton Teaching Hospitals NHS Trust's Disability Awareness Network in preparation for integration as one organisation. This has included:
    - Engagement between staff network Chairs.
    - Regular communications through established merged mailing lists.
    - Access to lunch and learn sessions focusing on topics chosen by Network members, including autism, sensory processing, and dyslexia.

- Publication of a reasonable adjustment toolkit based on that of Warrington and Halton Hospitals, to provide current and future guidance on staff reasonable adjustments.

- Continued and proactive provision of staff reasonable adjustments through collaboration with Occupational Health, Access to Work, Health and Safety, Learning and Development, Human Resources, and line managers.

- Support for the annual Warrington Disability Awareness Day.

- Regular planned communications, including collaborative work, on disability awareness, including Deaf Awareness Week, Mental Health Awareness Week, and International Day for People with Disabilities.

- Promotion of wellbeing at work action plan (staff passport) as part of health and wellbeing conversations, annual personal development conversations, absence management processes, and line manager support.

- Continued focus on disabled staff and reasonable adjustments in Equality and Health Inequalities Assessments, including focused support through integration engagement, and formal Transfer of Undertakings (Protection of Employment) processes.

Data sets

Metric 1

Metric 1 reports the percentage of staff by pay band. This data is disaggregated by non-clinical, clinical, and medical and dental staffing groups, and reporting is by pay band clusters as follows:

- Cluster 1 = Agenda for Change (AfC) under band 1 to band 4
- Cluster 2 = AfC bands 5 to 7
- Cluster 3 = AfC bands 8a and 8b
- Cluster 4 = AfC band 8c to Very Senior Managers (VSM – Executive Board Members)

The percentage breakdown by non-clinical, clinical, and medical and dental staff is provided in tables 1 to 3.

Table 1: Showing the percentage of non-clinical staff by disability, disaggregated by pay band cluster at 31st March 2026.

Non-clinical	Disabled	Not Disabled	Not known
AfC1 – 4	6.3%	73.9%	19.7%
AfC5 – 7	6.6%	83.5%	9.9%
AfC8a – 8b	6.9%	72.4%	20.7%
AfC8c – VSM	14.3%	76.2%	9.5%
Total non-clinical workforce %	6.9%	76.3%	16.9%

Table 2: Showing the percentage of clinical staff by disability, disaggregated by pay band cluster at 31st March 2026.

Clinical	Disabled	Not Disabled	Not known
AfC1 - 4	5.9%	76.6%	17.5%
AfC5 - 7	6.1%	79.3%	14.6%
AfC8a – 8b	5.5%	74.5%	20.0%
AfC8c - VSM	10.0%	80.0%	10.0%
Total clinical workforce %	6.1%	78.3%	15.6%

Table 3: Showing the percentage of staff by disability, disaggregated by consultants, and career grade medical and dental staff at 31st March 2026

Medical and Dental Grades:	Disabled	Not Disabled	Not known
Consultants	0.0%	90.0%	10.0%
Non-Consultant Career Grade	0.0%	79.5%	20.5%
Trainee Grades	0.0%	0.0%	0.0%
Total medical and dental workforce %	0.0%	80.7%	19.3%

Tables 4 to 6 to follow show the results for the overall workforce and the staff groups from 2019 to 2026, showing patterns of change of disability representation.

Table 4: Showing the disability breakdown of the total workforce from 2019 to 2026.

Full workforce	Disabled staff	Not disabled staff	Not known
2019	3.4%	63.9%	32.7%
2020	2.8%	74.2%	23.1%
2021	2.7%	75.0%	22.3%
2022	3.0%	74.4%	22.5%
2023	3.2%	80.5%	16.4%
2024	4.0%	80.7%	15.3%
2025	5.5%	78.9%	15.7%
2026	5.9%	78.0%	16.1%

Table 5: Showing the percentage of disability representation in non-clinical staff from 2019 to 2026.

Non-clinical Staff	Disabled	Not Disabled	Not Known
2019	3.9%	66.5%	29.5%
2020	2.8%	75.5%	21.7%
2021	2.7%	75.3%	21.9%
2022	3.3%	74.9%	21.9%
2023	4.5%	80.4%	15.1%
2024	4.9%	79.5%	16.0%
2025	6.9%	78.4%	14.7%
2026	6.9%	76.3%	16.9%

Table 6: Showing the percentage of disability representation in clinical staff from 2019 to 2026.

Clinical Staff	Disabled%	Not Disabled	Not Known
2019	3.3%	64.6%	32.1%
2020	3.1%	75.1%	21.8%
2021	2.8%	75.1%	22.0%
2022	3.1%	74.3%	22.6%
2023	2.8%	80.6%	16.6%
2024	4.1%	80.9%	14.9%
2025	5.3%	78.9%	15.8%
2026	6.1%	78.3%	15.6%

Medical and dental is not detailed, however between 2019 and 2026 WDES reporting shows that there were no staff who self-reported disability in the medical and dental group.

Metric 2

Metric 2 reports the likelihood of disabled applicants being successful in recruitment from shortlisting to appointment. As a likelihood figure the following applies:

- A result below 1.0 indicates a greater likelihood of success for disabled applicants.
- A result above 1.0 indicates a greater likelihood of success for non-disabled applicants.
- A result of 1.0 indicates equity between disabled and non-disabled applicants.

Table 7: Showing the likelihood of successful appointment following shortlisting and interview for disabled, not disabled, and not known applicants from 2019 to 2026.

	Likelihood	Total Disabled Staff Recruited	Total Non-Disabled Staff Recruited	Total Not Stated Staff Recruited
2019	1.45	13	352	-
2020	3.03	*	210	40
2021	1.50	*	174	55
2022	0.69	17	199	84
2023	1.00	11	183	42
2024	Not available	18	177	101
2025	Not available	*	92	85
2026	Not available	*	38	31

Metric 3

Metric 3 details the relative likelihood of disabled staff entering formal capability processes compared to not disabled staff. This is for performance related capability only.

Table 8: Showing the likelihood of disabled staff entering formal capability processes compared to non-disabled staff, from 2019 to 2026.

	2019	2020	2021	2022	2023	2024	2025	2026
Likelihood	0.0 No disabled staff in formal capability processes						7.2	0.0

NHS Staff Survey 2025

Metrics 4a to 9 are taken from the NHS Staff Survey 2025.

- For metric 4a there were 561 non-disabled staff responded to this question, and 238 disabled staff.
- For metric 4b there were 136 non-disabled members of staff, and 90 disabled members of staff responded to the question.
- For metric 5 there were 557 non-disabled staff, and 233 disabled staff responded to this question.
- For metric 6 there were 293 non-disabled staff, and 176 disabled staff responded to this question.
- For metric 7 there were 559 non-disabled staff, and 236 disabled staff responded to this question.
- For metric 8 there were 158 disabled staff responded to this question.
- For metric 9 there were 563 non-disabled staff, and 238 disabled staff responded to this question.

Metric 4a – Harassment, bullying, or abuse from patients, their families, or the public

Table 9: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying or abuse from patients, their families, of the public in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	31.1%	28.7%	27.4%	27.5%	25.4%	22.3%	16.4%	22.7%	Deteriorated by 6.3%	Positive by 0.9%
Not Disabled	25.3%	21.6%	16.6%	17.6%	20.8%	14.8%	13.3%	15.7%		
Benchmark:	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	31.2%	29.5%	26.6%	26.8%	26.5%	24.6%	23.7%	23.6%		
Not Disabled	23%	23.3%	20.7%	19.5%	20.5%	16.6%	16.8%	15.7%		

Metric 4a – Harassment, bullying, or abuse from managers

Table 10: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying, or abuse from managers in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	12.2%	15.2%	14.4%	12.8%	10.4%	13.3%	10.4%	13.5%	Deteriorated by 3.1%	Negative by 4.1%
Not Disabled	7.8%	9.8%	7.2%	5.1%	6.6%	4.4%	4.8%	8.0%		
Benchmark:	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	14.6%	15.1%	14.8%	12.2%	10.7%	10.3%	10.2%	9.4%		
Not Disabled	8.6%	7.6%	6.9%	6.5%	5.5%	5.3%	4.4%	4.4%		

Metric 4a – Harassment, bullying, or abuse from other staff

Table 11: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who experienced harassment, bullying, or abuse from colleagues in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	21.6%	20.7%	17.4%	18.7%	22.1%	18.4%	15.8%	24.9%	Deteriorated by 9.1%	Negative by 9.3%
Not Disabled	11.4%	11.2%	11.6%	12.6%	10.7%	11.8%	11.4%	11.2%		
Benchmark:	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	22.5%	22.3%	19.2%	19.0%	18.5%	18.7%	15.6%	15.9%		
Not Disabled	12.8%	12.2%	11.6%	10.7%	10.0%	10.4%	9.3%	9.4%		

Metric 4b – Reporting bullying, harassment, and abuse incidents

Table 12: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported incidents of harassment, bullying, or abuse in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	45.6%	47.6%	60.3%	40.5%	48.6%	44.7%	57.3%	61.1%	Improved by 3.8%	Negative by 0.8%
Not Disabled	52.0%	51.7%	48.3%	55.6%	51.4%	57.1%	51.8%	64.0%		
Benchmark:	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	54.1%	53.7%	56.8%	55.7%	55.8%	57.6%	60.3%	61.9%		
Not Disabled	55.3%	57.2%	57.5%	58.1%	57.8%	60.1%	61.9%	61.2%		

Metric 5 – Equal opportunities for career progression

Table 13: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who believe their organisation provides equal opportunities for career progression.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	51.0%	48.5%	55.1%	51.8%	56.2%	55.7%	58.4%	45.5%	* See below	Negative by 9.3%
Not Disabled	60.9%	60.6%	59.6%	60.0%	62.0%	61.8%	61.7%	55.8%		
Benchmark:	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	55.6%	55.2%	59.2%	60.1%	60.5%	60.9%	59.0%	54.8%		
Not Disabled	61.0%	61.2%	65.0%	65.1%	65.2%	65.6%	63.9%	61.9%		

* It should be noted for this indicator that due to changes in the wording for question 15 of the 2025 NHS Staff Survey results are not comparable to previous years. WRES reporting results up to 2024 have been shown for information only.

Metric 6 – Feeling pressure from a manager to attend work despite not feeling well enough to perform duties

Table 14: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who felt pressured to be in work while unwell.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	25.7%	27.2%	19.6%	28.3%	19.0%	22.5%	15.9%	15.9%	Remained the same	Positive by 6.4%
Not Disabled	18.7%	16.7%	19.5%	10.1%	15.8%	12.8%	13.1%	17.4%		
Benchmark	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	29.2%	25.8%	24.9%	22.4%	20.5%	19.2%	19.4%	22.3%		
Not Disabled	18.9%	16.7%	17.9%	14.3%	14.0%	13.1%	13.6%	13.2%		

Metric 7 – Satisfaction with how the Trust values their work

Table 15: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported feeling valued by their organisation in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	34.7%	32.9%	41.0%	35.5%	40.8%	43.3%	42.4%	30.5%	Deteriorated by 11.9%	Negative by 10.6%
Not Disabled	45.4%	48.6%	49.1%	50.1%	48.3%	51.5%	48.4%	40.4%		
Benchmark:	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	39.8%	42.4%	47.5%	43.0%	44.7%	46.4%	43.9%	41.1%		
Not Disabled	51.3%	53.8%	56.1%	54.2%	54.8%	56.5%	54.4%	54.3%		

Metric 8 – Percentage of disabled staff who say reasonable adjustments have been made to support them in fulfilling their role

Table 76: Showing the percentage of disabled and not disabled staff in Bridgewater and comparator Trusts who reported that reasonable adjustments had been made to support them in their role in the last 12 months.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	70.3%	75.8%	75.8%	73.4%	85.6%	78.2%	88.3%	78.5%	Deteriorated by 9.8%	Negative by 2.0%
Benchmark:	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	77.4%	77.0%	81.5%	77.4%	78.5%	79.3%	83.0%	80.5%		

Metric 9 – Staff engagement

Metric 9 looks at the staff engagement theme, and scores out of 10.0.

Table 17: Showing the staff engagement score, out of 10, for disabled and not disabled staff in Bridgewater and comparator Trusts from 2018 to 2025.

Bridgewater:	2018	2019	2020	2021	2022	2023	2024	2025	Trust Trend 2024 to 2025	Against benchmark group for 2025
Disabled	6.6	6.6	6.8	6.7	6.9	7.0	6.9	6.1	Deteriorated by 0.8	Negative by 0.7
Not Disabled	7.2	7.1	7.2	7.3	7.2	7.4	7.3	6.8		
Benchmark	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**		
Disabled	6.8	6.9	7.0	6.9	6.9	7.0	6.9	6.7		
Not Disabled	7.2	7.4	7.4	7.3	7.3	7.4	7.3	7.2		

Metric 10 – Board representation

Metric 10 shows the percentage difference between:

- The organisation's Board total membership and its overall workforce.
- The organisations' Board voting membership and its overall workforce
- The organisations' Board executive membership and its overall workforce

Table 18: Showing percentage Board level representation of disabled and not disabled staff from 2019 to 2026.

		2019	2020	2021	2022	2023	2024	2025	2026
Board – overall workforce	Disabled %	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	10.0%	2.0%	2.0%
	Not disabled %	-22.0%	-29.0%	-32.0%	-32.0%	-23.0%	-31.0%	-10.0%	-9.0%
	Not known %							7.0%	7.0%
Voting membership – overall workforce	Disabled %	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	10.0%	2.0%	-5.0%
	Not disabled %	-22.0%	-29.0%	-32.0%	-32.0%	-23.0%	-31.0%	-10.0%	-9.0%
	Not Known %							7.0%	7.0%
Executive membership – overall workforce	Disabled %	-3.0%	-3.0%	-3.0%	-3.0%	-3.0%	13.0%	11.0%	8.0%
	Not disabled %	-4.0%	-8.0%	-4.0%	-3.0%	-9.0%	-31.0%	4.0%	8.0%
	Not known %							-16.0%	-16.0%

Disability Pay Gap Report 31st March 2026

As part of the NHS EDI Improvement Plan all Trusts are required to publish disability pay gap data from April 2025.

Pay gap reporting is based on a set point in time every year, for ordinary pay this is all staff who were paid at 31st March – termed relevant staff. For bonus pay this is all staff paid bonus pay in the year from 1st April to 31st March, in the Trust this relates to clinical excellence awards.

Results for 2026 are to follow.

Ordinary pay

On 31st March 2026 we employed 1,202 staff who were relevant to disability pay gap reporting, including bank staff paid for work in the relevant period, and excluding substantive staff on statutory sick or maternity pay only on that date for example. The figures excluded all staff who had chosen to not self-report disability status within their electronic staff record, a total of 233 staff.

Table 19 shows the number of disabled and not disabled staff in each pay quartile, the division of staff into four roughly equal groups based on hourly pay.

Table 19: Showing the numbers and percentage of disabled and not disabled staff in quartiles based on hourly pay at 31st March 2026.

Disabled staff	Total	Percentage %	Not disabled staff	Total	Percentage %
1	25	8.3%	1	275	91.7%
2	24	8.0%	2	277	92.0%
3	18	6.0%	3	280	94.0%
4	21	6.9%	4	282	93.1%

The following table shows the numbers of staff by quartile in 2025 and 2026, demonstrating the reduction in not disabled staff in all quartiles, reflective of a smaller workforce in 2026.

Table 20: Showing the number of disabled and not disabled staff by quartile in 2025 and 2026.

	Disabled staff					Not disabled staff			
	1	2	3	4		1	2	3	4
2025	23	22	15	22		306	307	313	308
2026	25	24	18	21		275	277	280	282

The table to follow details the disability pay gap as a monetary value and percentage. A positive value indicates a pay gap in favour of not disabled staff, a negative value indicates a pay gap in favour of disabled staff.

Table 21: Showing the ethnicity pay gap results at 31st March 2026 as a monetary figure, and a percentage, based on hourly rates of pay for disabled and not disabled staff.

	Mean hourly rate of pay	Median hourly rate of pay
Disabled staff	**£21.32**	**£19.33**
Not disabled staff	**£22.36**	**£20.18**
Pay Gap monetary value	**£1.05**	**£0.85**
Pay Gap percentage value	**4.69%**	**4.21%**

It is observed in the table above that there is a positive pay gap in favour of not disabled staff, with a slightly higher mean pay gap. The next table shows a comparator to reporting at 31st March 2025, detailing initial trends as we start to analyse and publish disability pay gap information.

Table 22: Showing the mean and median disability pay gaps from 2025 to 2026.

	Mean Disability Pay Gap %	Mean Disability Pay Gap £	Median Disability Pay Gap %	Median Disability Pay Gap £
2025	**6.58%**	**£31.69**	**2.29%**	**£0.44**
2026	**4.69%**	**£1.05**	**4.21%**	**£0.85**

- There has been a significant improvement in the mean pay gap in relation to monetary value, this is likely resulting from the significant changes observed in not disabled staff representation in each quartile, while disabled staff numbers in the quartiles have remained largely static. Disabled staff mean pay has also increased by nearly one third as a result of self-reporting in higher pay bands.

- The median result shows a slight increase in both percentage and monetary value, likely as a result of the slightly lower reduction in not disabled staff in quartile 4, reflective of workforce changes as a result of integration with our local hospital Trust.

To understand disability pay gaps better the Trust has undertaken further analysis by two staff groups – non-clinical and clinical staff. Medical and dental have been excluded from further analysis as there are no staff who have self-reported a disability in this group.

Non-clinical staff

- At 8.3% of the non-clinical workforce disabled staff representation is higher than the overall workforce.

- Disability pay gap analysis for non-clinical staff provides the following results:

    - A mean disability pay gap of -2.44% (equating to -£0.47) in favour of disabled staff.
    - A median disability pay gap of 3.27% (equating to £0.46) in favour of not disabled staff.

Clinical staff

- At 7.5% of the clinical workforce disabled staff representation is higher than the overall workforce.

- Disability pay gap analysis for clinical staff provides the following results:

    - A mean disability pay gap of – 4.54%% (equating to - £0.96) in favour of disabled staff.
    - A median disability pay gap of 0.00% (equating to £0.00) highlighting disability pay equity for median hourly rates of pay.

Bonus pay

There were no clinical excellence awards in the Trust awarded in 2025/2026, therefore the result is 0.00% or £0.00.

Contact details

Thank you for taking the time to read our WDES 2026 report. Should you have any queries or questions or if you would prefer the contents of this report in another language or format, please contact our Equality & Inclusion Manager in the first instance, details below.

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Ruth Besford *(Equality & Inclusion Manager)* *ruth.besford@nhs.net*

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[i] https://assets.publishing.service.gov.uk/media/5a7c8e0d40f0b62aff6c27d9/dh_129662.pdf
[ii] https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-matters-even-more-the-case-for-holistic-impact
[iii] https://repository.mdx.ac.uk/item/86196