Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Disability Equality Standard (WDES) 2025

To find out more about what Oxford Health NHS FT is doing to be a fair and equal employer and care provider, please contact:
EqualityandInclusion@oxfordhealth.nhs.uk

The NHS **Workforce Disability Equality Standard** was introduced in 2019 and is designed to improve the workplace experience and career opportunities for Disabled people working or seeking employment in the NHS.

The WDES is a series of evidence-based metrics that provide us with a snapshot of the experiences of our Disabled colleagues.

By providing comparative data between Disabled and Non-Disabled staff, this information can be used to understand where key differences lie and will provide the basis for the development of action plans, enabling us to track progress year on year.

NHS Oxford Health NHS Foundation Trust

1 = Metric 1

2 = Metric 2

3 = Metric 3

4 = Metric 4

5 = Metric 5

6 = Metric 6

7 = Metric 7

8 = Metric 8

9 = Metric 9

10 = Metric 10

Metric 1

Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

Metric 2

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

Metric 3

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

Metric 4

a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
   i) Patients, their relatives or other members of the public
   ii) Managers
   iii) Other colleagues

b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

Metric 5

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

Metric 6

Percentage of Disabled staff 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.

Metric 7

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

Metric 8

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

Metric 9

a) The staff engagement score for Disabled staff, compared to non-disabled staff.
b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

Metric 10

Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:
- By voting membership of the Board.
- By Executive membership of the Board.

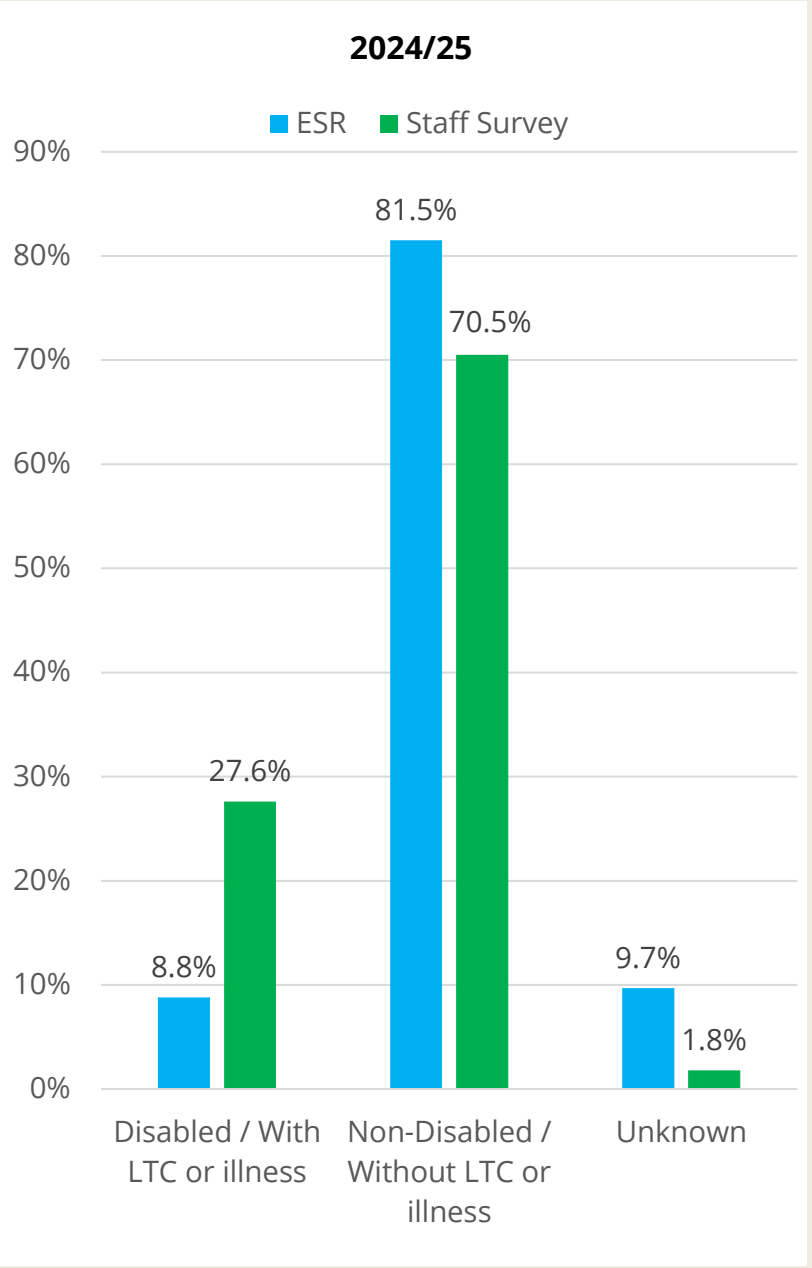
Electronic Staff Record
Disclosure rates for disability have increased with 8.8% of staff declaring a disability. The disability status of 9.7% of the workforce is unknown, down by 1.5% from the previous year.

Staff are requested to review their data every 6 months on the ESR (Electronic Staff Record), so is dependable on the individual logging in to update their details.

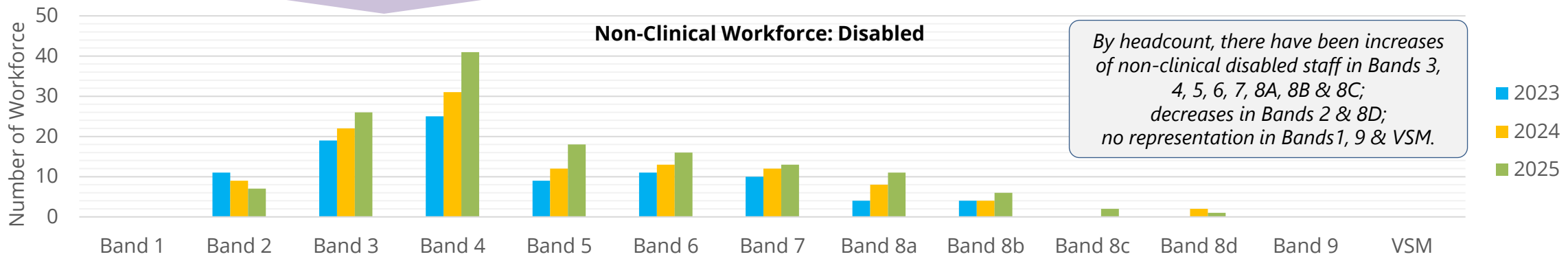
Also, the disability status may change in the course of employment, therefore, fully accurate data even for those declaring (as disabled or non-disabled) is unlikely.

Staff Survey
Disclosure rates for disability are higher in the staff survey with 27.6% of staff declaring a disability. The disability status of 1.8% of the workforce remains unknown.

	Electronic Staff Record (ESR)		Staff Survey	
	2023/24	**2024/25**	**2023/24**	**2024/25**
Disabled / Staff with LTC or illness	**513** (7.4%)	**660** (8.8%)	**908** (27.2%)	**1013** (27.6%)
Non-Disabled / Staff without LTC or illness	**5623** (81.4%)	**6117** (81.5%)	**2354** (70.5%)	**2587** (70.5%)
Unknown	**772** (11.2%) ⬇	**730** (9.7%) ⬇	**77** (2.3%) ⬇	**67** (1.8%) ⬇
TOTAL	**6908**	**7507**	**3339**	**3667**

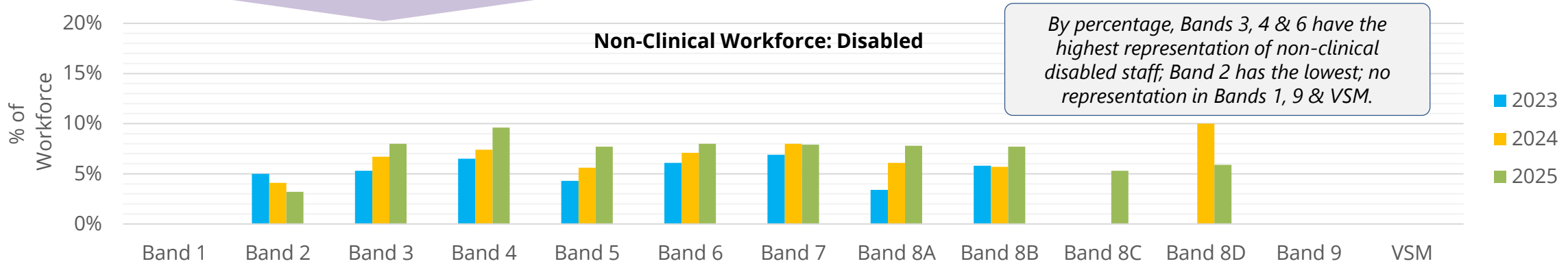


Non Clinical Workforce	Disabled 2023	Disabled 2024	Disabled 2025	Non-Disabled 2023	Non-Disabled 2024	Non-Disabled 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	0	0	0	1	1	1	0	0	0
Band 2	11	9	7	154	165	173	53	43	38
Band 3	19	22	26	290	268	272	50	36	27
Band 4	25	31	41	330	353	356	29	36	29
Band 5	9	12	18	187	191	206	15	12	10
Band 6	11	13	16	149	157	174	19	13	10
Band 7	10	12	13	119	126	141	16	12	11
Band 8a	4	8	11	93	104	115	19	19	15
Band 8b	4	4	6	53	61	66	12	5	6
Band 8c	0	0	2	34	34	32	4	4	4
Band 8d	0	2	1	13	17	15	3	1	1
Band 9	0	0	0	5	6	8	1	2	1
VSM	0	0	0	9	9	6	2	0	1

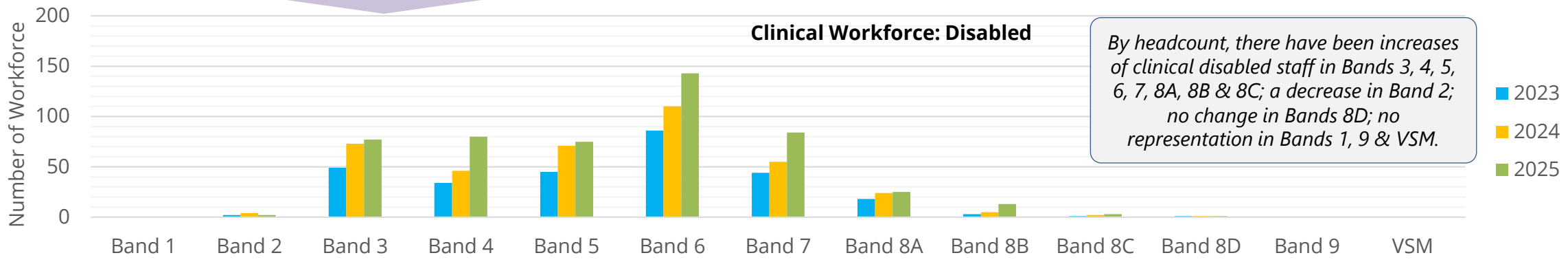


By headcount, there have been increases of non-clinical disabled staff in Bands 3, 4, 5, 6, 7, 8A, 8B & 8C; decreases in Bands 2 & 8D; no representation in Bands1, 9 & VSM.

Non Clinical Workforce	Disabled 2023	Disabled 2024	Disabled 2025	Non-Disabled 2023	Non-Disabled 2024	Non-Disabled 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Band 2	5.0%	4.1%	3.2%	70.6%	76.0%	79.4%	24.3%	19.8%	17.4%
Band 3	5.3%	6.7%	8.0%	80.8%	82.2%	83.7%	13.9%	11.0%	8.3%
Band 4	6.5%	7.4%	9.6%	85.9%	84.0%	83.6%	7.6%	8.6%	6.8%
Band 5	4.3%	5.6%	7.7%	88.6%	88.8%	88.0%	7.1%	5.6%	4.3%
Band 6	6.1%	7.1%	8.0%	83.2%	85.8%	87.0%	10.6%	7.1%	5.0%
Band 7	6.9%	8.0%	7.9%	82.1%	84.0%	85.5%	11.0%	8.0%	6.7%
Band 8a	3.4%	6.1%	7.8%	80.2%	79.4%	81.6%	16.4%	14.5%	10.6%
Band 8b	5.8%	5.7%	7.7%	76.8%	87.1%	84.6%	17.4%	7.1%	7.7%
Band 8c	0.0%	0.0%	5.3%	89.5%	89.5%	84.2%	10.5%	10.5%	10.5%
Band 8d	0.0%	10.0%	5.9%	81.3%	85.0%	88.2%	18.8%	5.0%	5.9%
Band 9	0.0%	0.0%	0.0%	83.3%	75.0%	88.9%	16.7%	25.0%	11.1%
VSM	0.0%	0.0%	0.0%	81.8%	100.0%	85.7%	18.2%	0.0%	14.3%

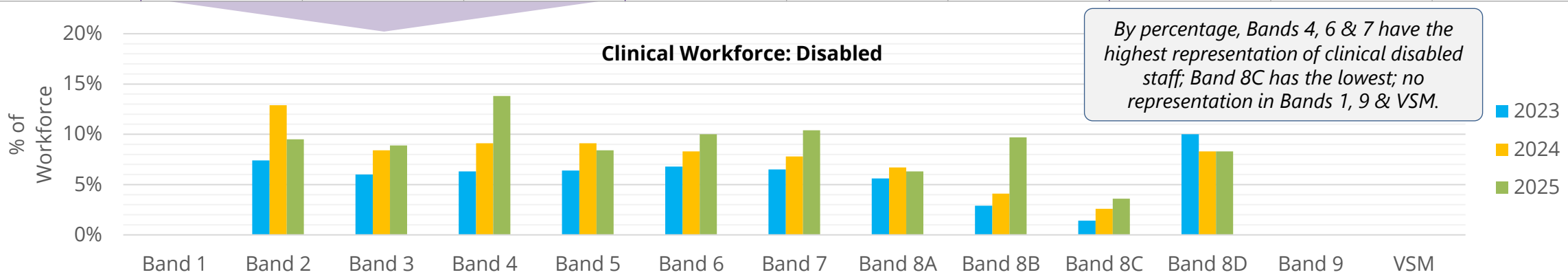


Clinical Workforce	Disabled 2023	Disabled 2024	Disabled 2025	Non-Disabled 2023	Non-Disabled 2024	Non-Disabled 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	0	0	0	0	0	0	0	0	0
Band 2	2	4	2	23	24	17	2	3	2
Band 3	49	73	77	705	735	736	67	56	53
Band 4	34	46	80	457	428	467	50	33	33
Band 5	45	71	75	556	617	749	102	95	64
Band 6	86	110	143	957	1035	1124	228	176	156
Band 7	44	55	84	573	601	680	63	53	44
Band 8a	18	24	25	272	305	344	29	29	28
Band 8b	3	5	13	86	105	112	15	12	9
Band 8c	1	2	3	60	64	71	8	10	10
Band 8d	1	1	1	7	9	10	2	2	1
Band 9	0	0	0	2	2	2	0	0	0
VSM	0	0	0	3	3	3	0	0	0

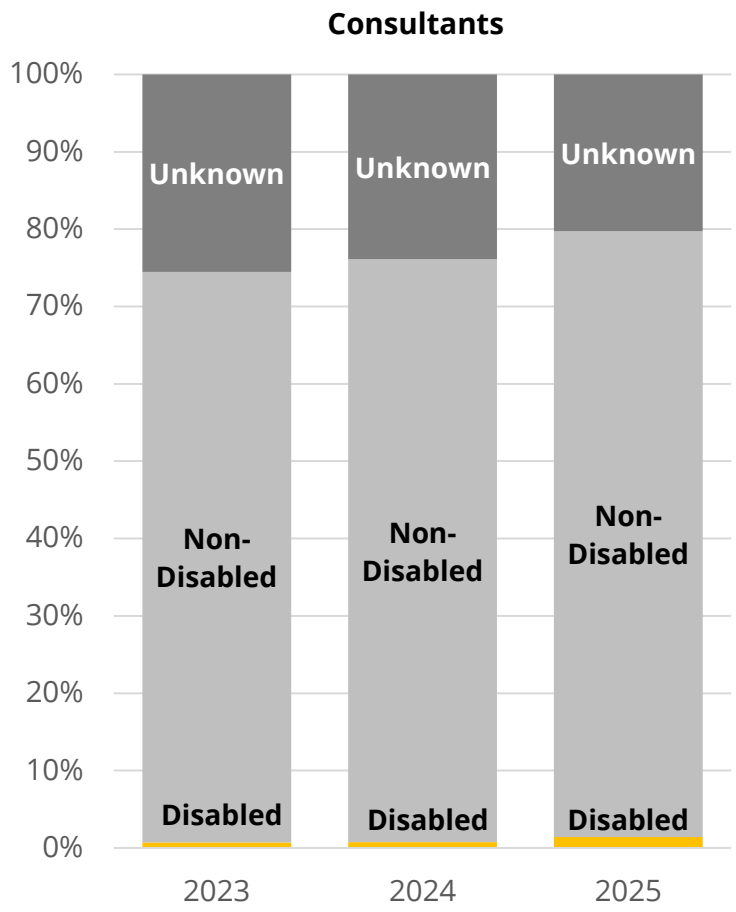


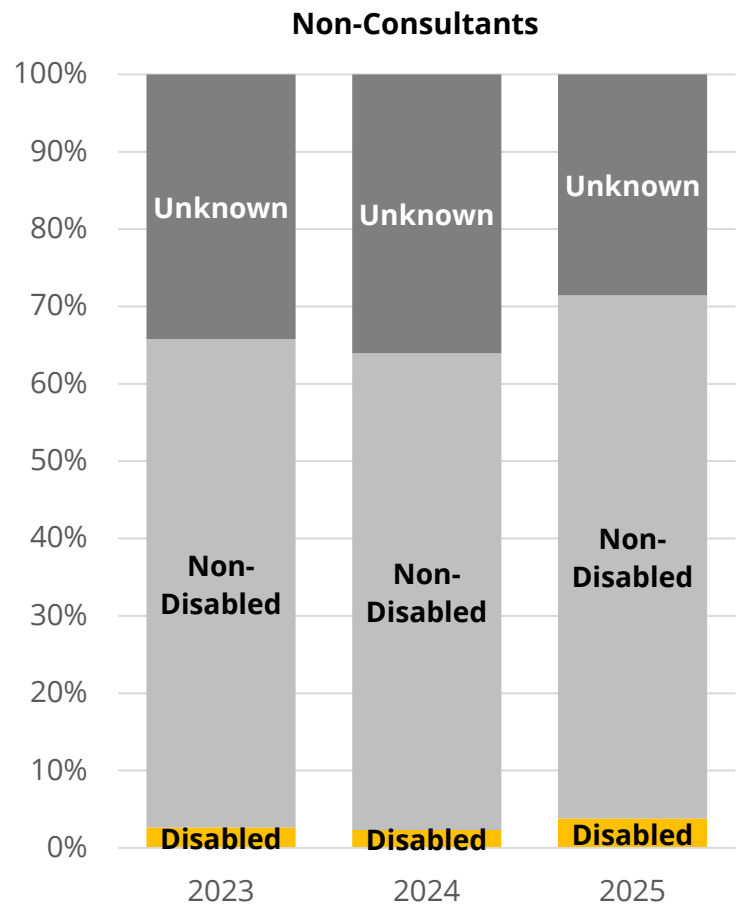
By headcount, there have been increases of clinical disabled staff in Bands 3, 4, 5, 6, 7, 8A, 8B & 8C; a decrease in Band 2; no change in Bands 8D; no representation in Bands 1, 9 & VSM.

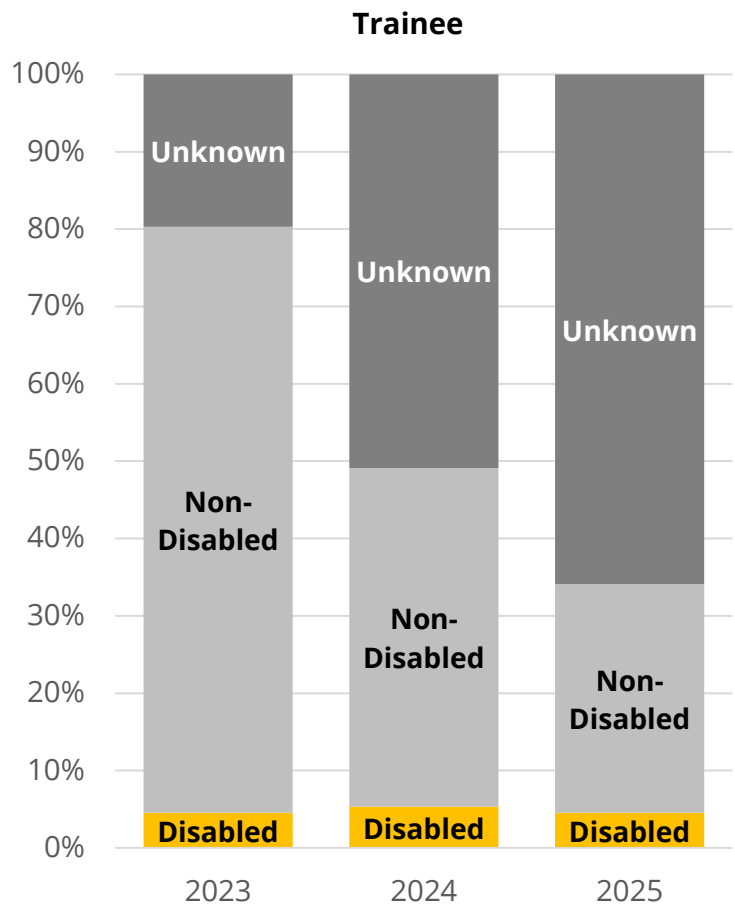
Clinical Workforce	Disabled 2023	Disabled 2024	Disabled 2025	Non-Disabled 2023	Non-Disabled 2024	Non-Disabled 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	-	-	-	-	-	-	-	-	-
Band 2	7.4%	12.9%	9.5%	85.2%	77.4%	81.0%	7.4%	9.7%	0.0%
Band 3	6.0%	8.4%	8.9%	85.9%	85.1%	85.0%	8.2%	6.5%	9.5%
Band 4	6.3%	9.1%	13.8%	84.5%	84.4%	80.5%	9.2%	6.5%	6.1%
Band 5	6.4%	9.1%	8.4%	79.1%	78.8%	84.3%	14.5%	12.1%	5.7%
Band 6	6.8%	8.3%	10.0%	75.3%	78.3%	79.0%	17.9%	13.3%	7.2%
Band 7	6.5%	7.8%	10.4%	84.3%	84.8%	84.2%	9.3%	7.5%	11.0%
Band 8a	5.6%	6.7%	6.3%	85.3%	85.2%	86.6%	9.1%	8.1%	5.4%
Band 8b	2.9%	4.1%	9.7%	82.7%	86.1%	83.6%	14.4%	9.8%	7.1%
Band 8c	1.4%	2.6%	3.6%	87.0%	84.2%	84.5%	11.6%	13.2%	6.7%
Band 8d	10.0%	8.3%	8.3%	70.0%	75.0%	83.3%	20.0%	16.7%	11.9%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	8.3%
VSM	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%



	Disabled			Non-Disabled			Disability Unknown or Null		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Consultant	1	1	2	104	101	112	36	32	29
Non-consultant	2	2	4	48	53	71	26	31	30
Trainee	3	6	8	50	49	52	13	57	116







Relative likelihood of non-disabled staff being **appointed from shortlisting** compared to disabled staff

A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting

Data currently unavailable

The data previously shown for this indicator is no longer available. Updated figures will be published once the data has been reviewed and validated.

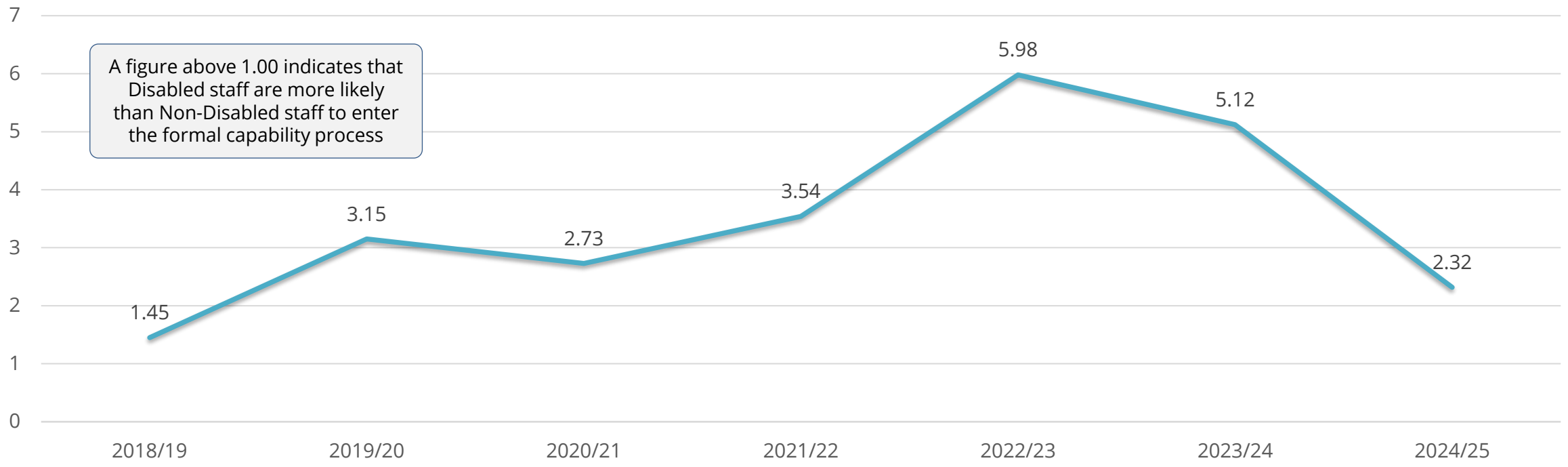
Oxford Health NHS Foundation Trust

1 2 3 4 5 6 7 8 9 10

Relative likelihood of disabled staff entering into **formal capability process** compared to non-disabled staff

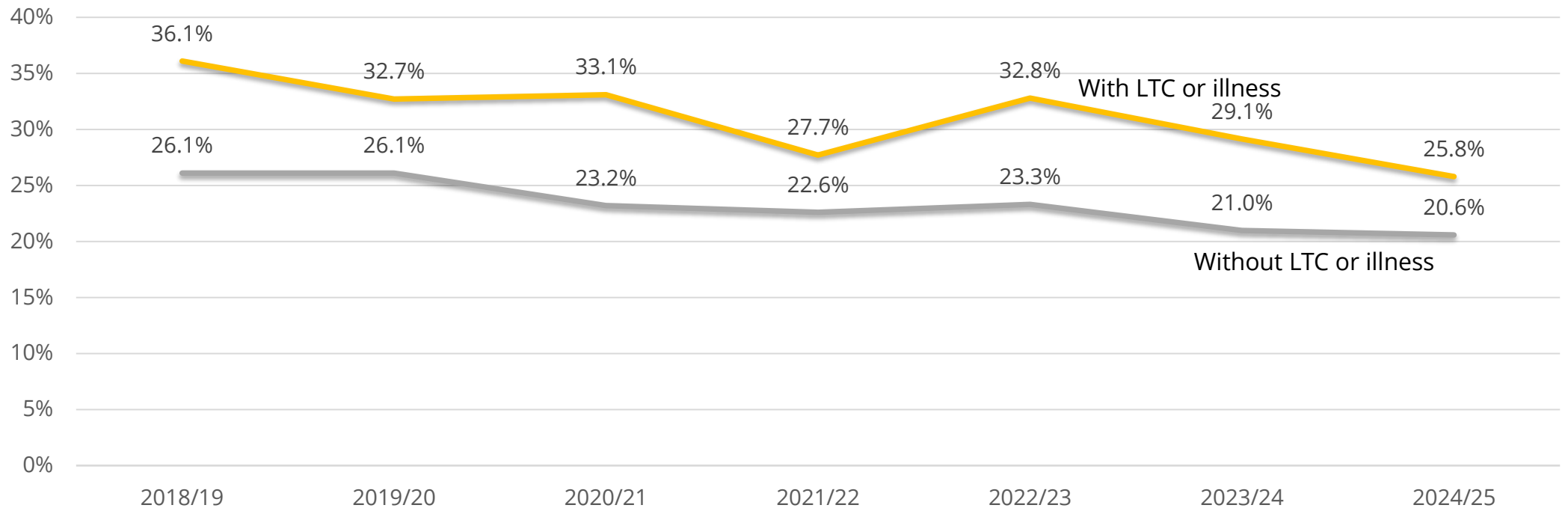
A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process

2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
1.45 times more likely	**3.15** times more likely	**2.73** times more likely	**3.54** times more likely	**5.98** times more likely	**5.12** times more likely	**2.32** times more likely
-	+1.70	-0.42	+0.81	+2.44	-0.86	-2.80



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

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**36.1%** -	**32.7%** (-3.4%)	**33.1%** (+0.4%)	**27.7%** (-5.4%)	**32.8%** (+5.1%)	**29.1%** (-3.7%)	**25.8%** (-3.3%)
Staff without LTC or illness	**26.1%** -	**26.1%** (0%)	**23.2%** (-2.9%)	**22.6%** (-0.6%)	**23.3%** (+0.7%)	**21.0%** (-2.3%)	**20.6%** (-0.4%)

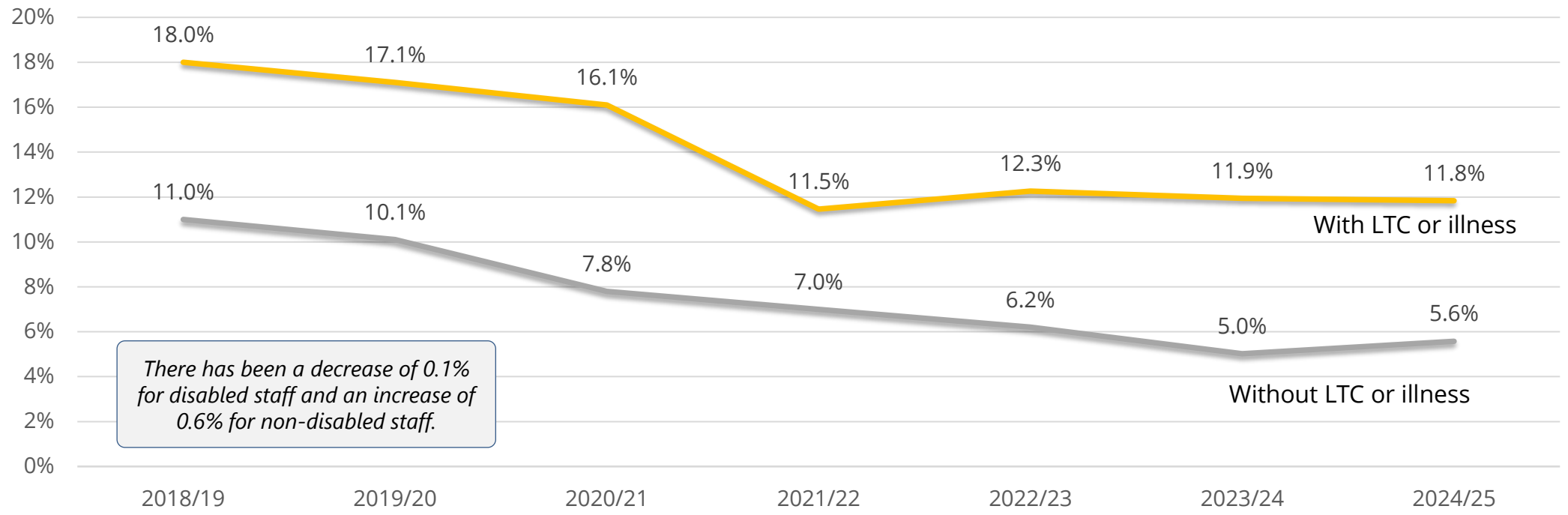


LTC= Long Term Condition

1 2 3 4 5 6 7 8 9 10

Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from Managers

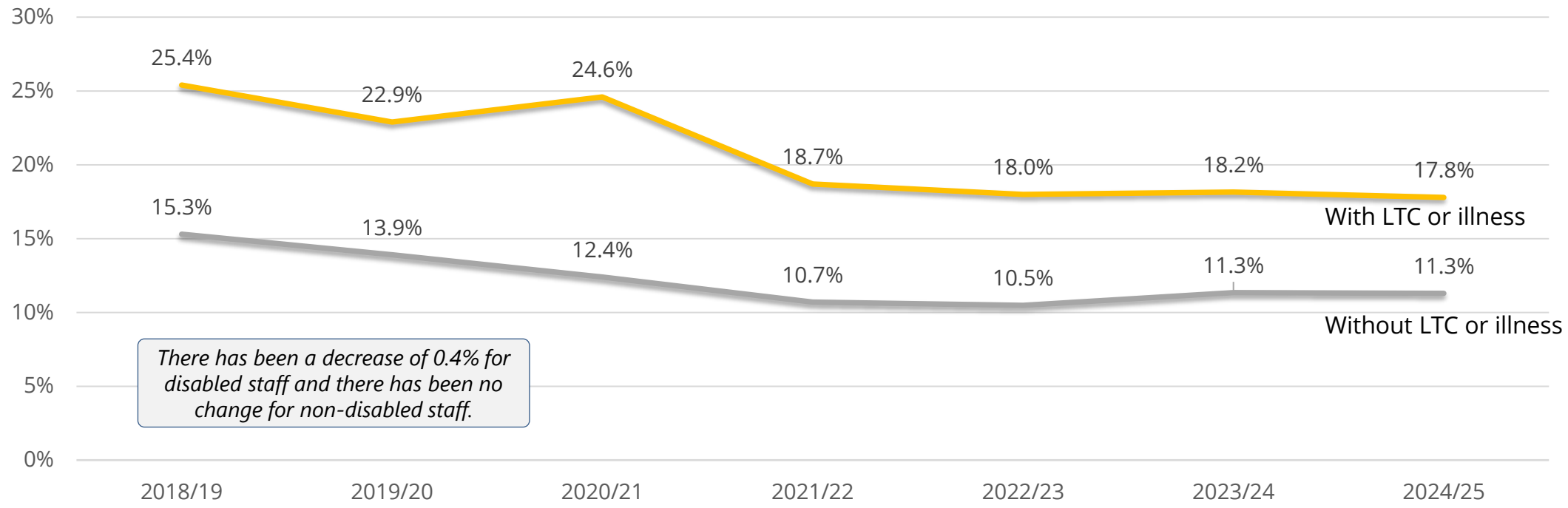
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**18.0%** -	**17.1%** (-0.9%)	**16.1%** (-1.0%)	**11.5%** (-4.6%)	**12.3%** (+0.8%)	**11.9%** (-0.4%)	**11.8%** (-0.1%)
Staff without LTC or illness	**11.0%** -	**10.1%** (-0.9%)	**7.8%** (-2.3%)	**7.0%** (-0.8%)	**6.2%** (-0.8%)	**5.0%** (-1.2%)	**5.6%** (+0.6%)



LTC= Long Term Condition

Percentage of staff experiencing harassment, bullying or abuse in the last 12 months
from other Colleagues

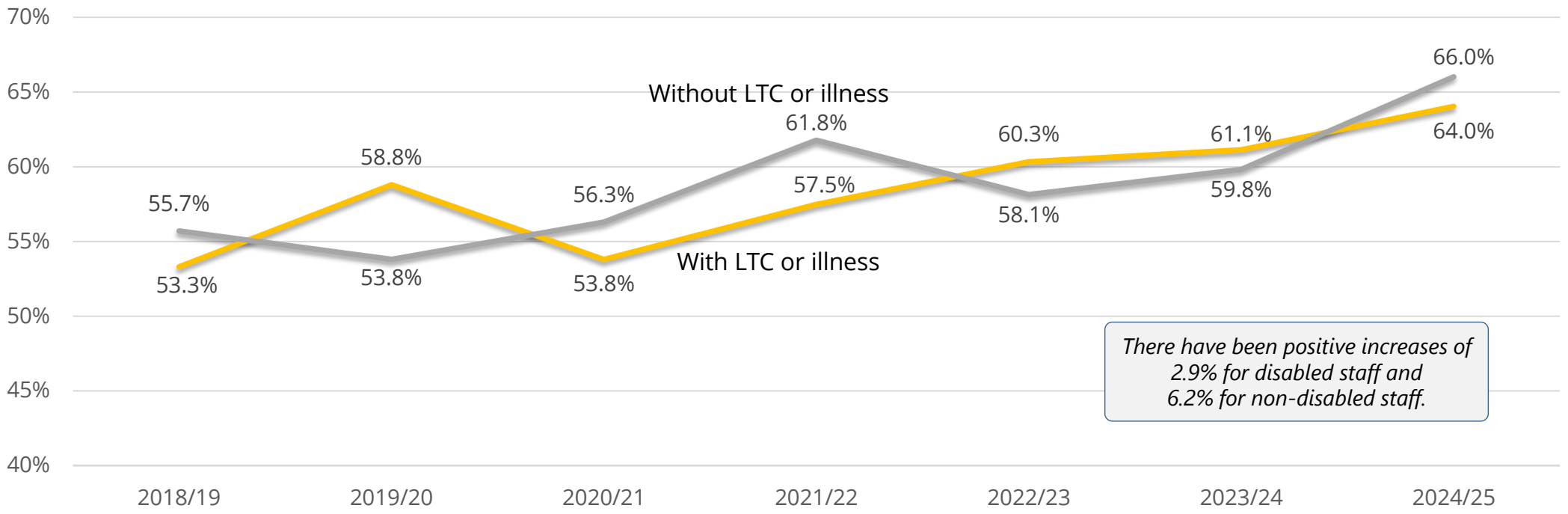
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**25.4%** -	**22.9%** (-2.5%)	**24.6%** (+1.7%)	**18.7%** (-5.9%)	**18.0%** (-0.7%)	**18.2%** (+0.2%)	**17.8%** (-0.4%)
Staff without LTC or illness	**15.3%** -	**13.9%** (-1.4%)	**12.4%** (-1.5%)	**10.7%** (-1.7%)	**10.5%** (-0.2%)	**11.3%** (+0.8%)	**11.3%** (0.%)



LTC= Long Term Condition

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

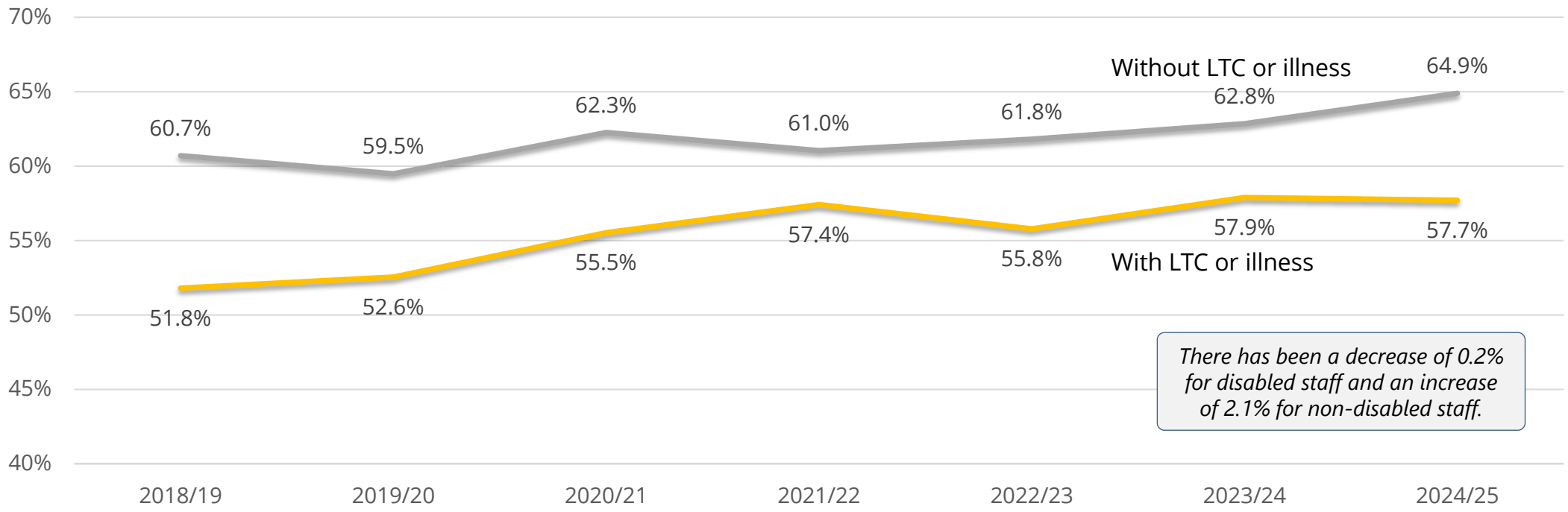
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**53.3%** -	**58.8%** (+5.5%)	**53.8%** (-5.0%)	**57.5%** (+3.7%)	**60.3%** (+2.8%)	**61.1%** (+0.8%)	**64.0%** (+2.9%)
Staff without LTC or illness	**55.7%** -	**53.8%** (-1.9%)	**56.3%** (+2.5%)	**61.8%** (+5.5%)	**58.1%** (-3.7%)	**59.8%** (+1.7%)	**66.0%** (+6.2%)



LTC= Long Term Condition

Percentage of staff who believe that their organisation provides **equal opportunities** for career progression or promotion

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**51.8%** -	**52.5%** (+0.7%)	**55.5%** (+3.0%)	**57.4%** (+1.9%)	**55.8%** (-1.6%)	**57.9%** (+2.1%)	**57.7%** (-0.2%)
Staff without LTC or illness	**60.7%** -	**59.5%** (-1.2%)	**62.3%** (+2.8)	**61.0%** (-1.3%)	**61.8%** (+0.8%)	**62.8%** (+1.0%)	**64.9%** (+2.1%)

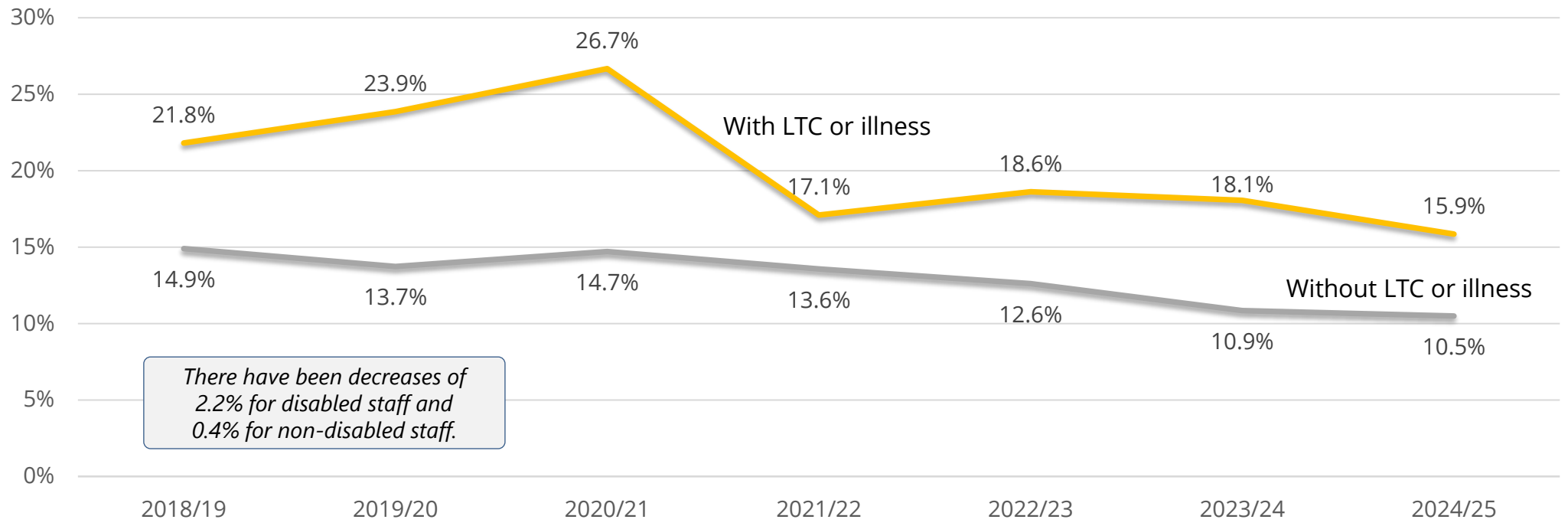


There has been a decrease of 0.2% for disabled staff and an increase of 2.1% for non-disabled staff.

LTC= Long Term Condition

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

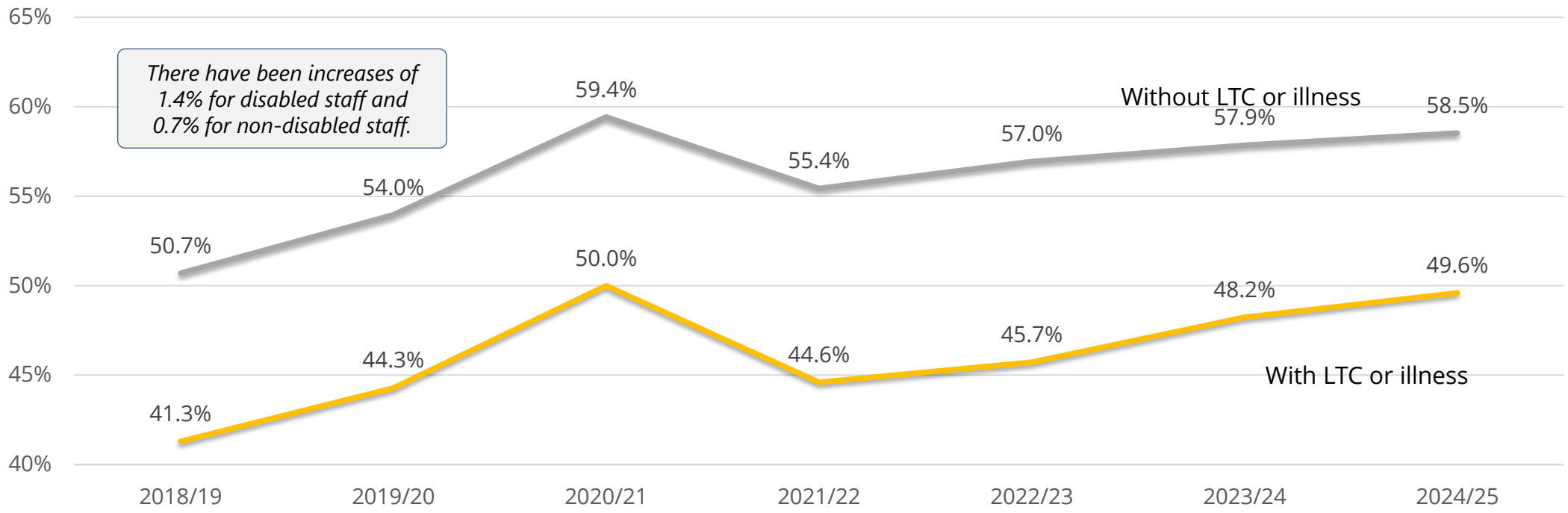
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**21.8%** -	**23.9%** (+2.1%)	**26.7%** (+2.8%)	**17.1%** (-9.6%)	**18.6%** (+1.5%)	**18.1%** (-0.5%)	**15.9%** (-2.2%)
Staff without LTC or illness	**14.9%** -	**13.7%** (-1.2%)	**14.7%** (+1.0%)	**13.6%** (-1.1%)	**12.6%** (-1.0%)	**10.9%** (-1.7%)	**10.5%** (-0.4%)



LTC= Long Term Condition

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

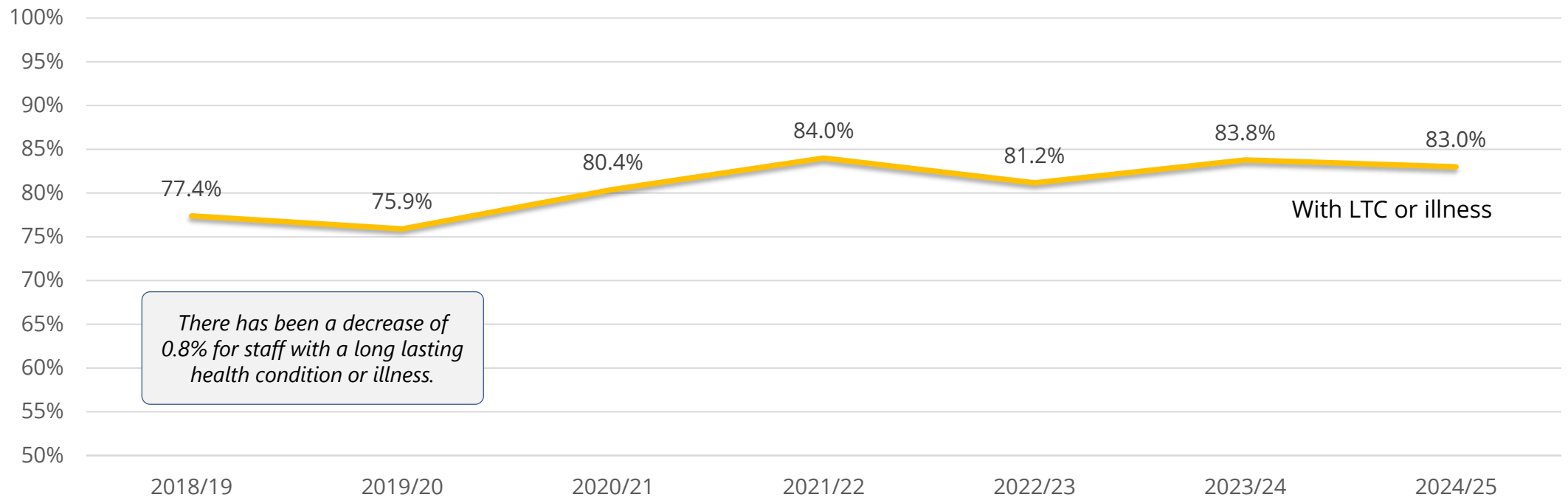
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**41.3%** -	**44.3%** (+3.0%)	**50.0%** (+5.7%)	**44.6%** (-5.4%)	**45.7%** (+1.1%)	**48.2%** (+2.5%)	**49.6%** (+1.4%)
Staff without LTC or illness	**50.7%** -	**54.0%** (+3.3%)	**59.4%** (+5.4%)	**55.4%** (-4.0%)	**57.0%** (+1.5%)	**57.9%** (+0.9%)	**58.5%** (+0.7%)



LTC= Long Term Condition

Percentage of staff with a long lasting health condition or illness saying that their employer has made **adequate adjustment(s)** to enable them to carry out their work

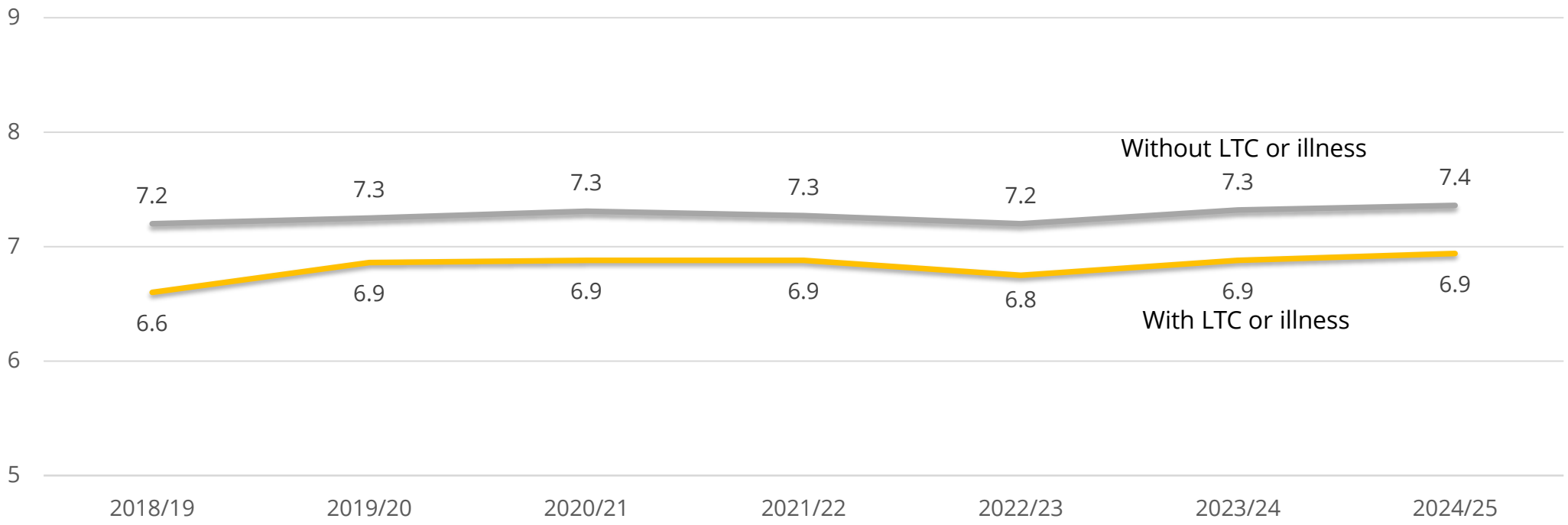
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**77.4%** -	**75.9%** (-1.5%)	**80.4%** (+4.5%)	**84.0%** (+3.6%)	**81.2%** (-2.8%)	**83.8%** (+2.6%)	**83.0%** (-0.8%)



LTC= Long Term Condition

Staff engagement score (0-10)

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Staff with LTC or illness	**6.6** -	**6.9** (+0.3)	**6.9** (0%)	**6.9** (0%)	**6.8** (-0.1%)	**6.9** (+0.1)	**6.9** (0%)
Staff without LTC or illness	**7.2** -	**7.3** (+0.1)	**7.3** (0%)	**7.3** (0%)	**7.2** (-0.1%)	**7.3** (+0.1)	**7.4** (+0.1)



LTC= Long Term Condition

Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated by voting membership of the Board & by Executive membership of the Board

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of disabled members on the Board	**0%**	**0%**	**7%**	**5%**	**11%**	**13%**
Percentage of disabled staff in Overall Workforce	**4%**	**4%**	**5%**	**6%**	**7%**	**9%**
Percentage **difference** between the organisation's Board membership and its overall workforce (Disability representation)	**-4%**	**-4%**	**2%**	**-1%**	**4%**	**4%**

