



Manchester University
NHS Foundation Trust

Workforce Disability Equality Standard (WDES) Report 2024-25



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Introduction

- Nationally, it is known, based on various sources of data and lived experiences, that disabled colleagues have a poorer experience of working within the NHS. Our workforce consists of people with varied disabilities and long-term health conditions. They include a whole range of hidden and often changing conditions that will affect different individuals in different ways, in terms of their ability to work, so we need to cater for all their bespoke needs.
- At MFT we are committed to improving those lived experiences and strive towards creating an inclusive culture where being disabled is not a barrier to progression, allows individuals to feel safe in the workplace and difference is embraced.
- The importance of disability equality is embedded into the [NHS People Plan 2020](#) where it states *'The NHS must welcome all, with a culture of belonging and trust. We must understand, encourage and celebrate diversity in all its forms'*. The People Promise declares *'a commitment to creating and maintaining a compassionate and inclusive culture where diversity is valued and celebrated as a critical component, and not just a desirable one.'* The Trust must also meet its legal obligations under the [Equality Act 2010](#) and [The Human Rights Act 1998](#).
- MFT's [Diversity Matters Strategy](#), is currently being reviewed and an updated version is being developed for next 4 years, where the voices of our workforce will be key to our aims and objectives. This approach is also strengthened by the [NHS EDI Improvement Plan](#), which sets out targeted actions to address the prejudice and discrimination – direct and indirect – that exists through behaviour, policies, practices and cultures against certain groups and individuals across the NHS workforce.
- As a Trust we want to focus on working in partnership with our patients, service users and workforce, to change our workforce systems, rather than trying to change individuals. This enables our staff to thrive and deliver the best possible services and care to the people of Manchester, Trafford and surrounding areas.
- Each year the Trust is required to publish [Workforce Disability Equality Standard \(WDES\) data](#). The WDES was mandated for all Trust's from April 2017. It is included in the [NHS Standard Contract](#).
- The WDES is a set of ten specific measures (metrics) that enable NHS organisations to compare the experiences of Disabled and Non-disabled staff. This information informs the development of an action plan to demonstrate progress against the metrics to improve equality and inclusion for Disabled staff.
- The WDES is important because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety. It supports positive change for existing employees and enables a more inclusive environment for disabled people working in the NHS.
- The following information in the report details key findings from the data collated for 2024/2025, comparisons of data from previous years, the progress made and actions that will be implemented to address the findings. We have included detailed data for each indicator where possible, ensuring that individuals cannot be identified. The data for the NHS Staff Survey 2024 indicators were made available and is included. In this report, we have used the data from NHS Staff Survey 2024, as the results of the 2025 survey will not be available until after October 2026.
- By breaking down the data for WDES indicators and considering intersectionality, we aim to ensure that our equality efforts reflect the real experiences of our diverse staff. This approach will help MFT stay accountable, build trust and create meaningful positive change.
- This report also includes comparator data for the [Greater Manchester Integrated Care Board \(GM ICB\)](#), the [North West \(NW\) region](#), and the [Shelford Group \(2024/25\)](#), obtained from the [Model Health System](#). National averages for 2024 were sourced from the NHS Workforce Disability Equality Standard (WDES) National Report 2024. Additionally, NHS Staff Survey data is drawn from the NHS Staff Survey Report 2024
- We encourage anyone reading this report, to give us feedback about the contents and suggest improvements, so that we can enable appropriate and effective lived experiences for our diverse colleagues.

WDES Metrics

There are ten (10) WDES metrics. Three (3) metrics focus on **workforce data**; Five (5) are based on questions from the **NHS Staff Survey**; One (1) metric focuses on disability representation on boards; One (1) metric (metric 9b) focuses on the voices of Disabled staff. Based on the requirement from the National team, the Trust submitted the WDES data for Metrics 1 – 3, and Metric 9b and Metric 10 on the National Data Collection Framework (DCF) on 31st May 2025. The staff survey results for the Metrics 4 – 9a, are taken directly from the WDES publications available on the NHS Staff Survey website (2024).

WDES Metrics

Workforce metrics : For the following three metrics, compare the data for both Disabled and non-disabled staff.

1. Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. This calculation should be undertaken separately for non-clinical and for clinical staff for clusters 1 to 4. **Data Sourced from ESR**
2. Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts. **Data Sourced from ESR**
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. **Data Sourced from HR records**

National NHS Staff Survey metrics (or equivalent): For each of the following four metrics, compare the responses for both Disabled and non-disabled staff. Data Sourced from NHSS

4. Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: a) Patients/service users, their relatives or other members of the public b) Managers c) Other colleagues, d) 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.
5. Percentage of disabled staff compared to non-disabled staff believing that the Organisation provides equal opportunities for career progression or promotion.
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.
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.
8. The following NHS Staff Survey metric only includes the responses of Disabled staff
Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.
9. NHS Staff Survey and the engagement of disabled staff For part a)compare the staff engagement scores for Disabled, non-disabled staff.
a)The staff engagement score for Disabled staff, compared to nondisabled staff.
b) Have you taken action to facilitate the voices of disabled staff in your organisation to be heard (Yes or No)?

Board representation metric: For this metric, show the difference between the organisation’s Board voting membership and its organisation’s overall workforce.

10. Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:
 - By voting and non-voting membership of the board.
 - By Executive and non-exec membership of the board.

Data Sourced from ESR

Data Limitations

- Staff Survey data for WDES 4a-9, depends on size of sample surveyed, response rates and disabled staff responses.
- This report uses NHS Staff Survey 2024 data, as the 2025 results will not be available until after October.
- Sodexo Systems have limitations on recording accurate /complete data
- Due to dataset limitations, intersectional analysis was restricted and unavailable for some indicators. Although data for individual protected characteristics is provided, producing intersectional data from the staff survey (WRES 5–8) was constrained by the time required to complete this report. Equality, Diversity and Inclusion (EDI) Team is working with the Workforce Information and Planning Team and the Organisational Development Team to improve this in future reports.

Definitions

Definitions as per Technical Guidance by Mandated Standards (WDES) Team.

Term	Definitions
Disabled staff	Disabled staff refers to those staff who have recorded a disability in Electronic Staff Record (ESR).
Non-disabled staff	Non-Disabled staff may include staff who are disabled but have not recorded it.
Unknown	Unknown disability status (i.e., staff who have either indicated that they ‘Prefer not to say’ or have not responded to the disability monitoring question in ESR)
Clusters	<p>The WDES standard requires organisations to ‘group’ staff into ‘clusters.’</p> <ul style="list-style-type: none"> • Cluster 1: AfC Band 1, 2, 3 and 4 • Cluster 2: AfC Band 5, 6 and 7 • Cluster 3: AfC Band 8a and 8b • Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members) • Cluster 5: Medical and Dental staff, Consultants • Cluster 6: Medical and Dental staff, non-consultant career grade • Cluster 7: Medical and Dental staff, Medical and Dental trainee grades

Workforce Disability Equality Standard (WDES) Key Findings

As of 31st March 2025, MFT employed 31,649 Disabled = 1,720 (5.43%) | Non-Disabled = 24,519 (77.47%) | Not Disclosed = 5,410 (17.09%)

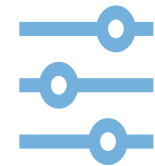
5.43% of our workforce have declared a disability. **23.4%** of staff declared on the Staff Survey (3,038 responses)



26.7% of disabled staff reported they felt pressure to come to work (**26.7%** in 23-24)



72.2% of disabled staff reported that reasonable adjustments had been made for them (**70.9%** in 23-24).



WDES 2024 North West - Acute - ROA report highlighted the following as High Priority Areas for Improvement:

0 out of 19 board members have declared a disability. **57.89%** of the board's status remains undeclared.



35.4% of disabled staff reported they feel valued at work (**34.7%** in 23-24).



27.5% of disabled staff reported harassment, bullying or abuse from patients, service users, relatives and members of the public (**27.8%** in 23-24).



Indicator 1: Disability status non-declaration rate– Ranking 84%

Indicator 5: Belief organisation provides equal opportunities for career progression or promotion – Ranking 82%

Disabled staff are **2.5x more** likely to enter the formal capability process than non-disabled staff (**3.04** in 23-24).



Non-disabled staff are **0.4x more** likely than disabled staff to be appointed from shortlisting (**1.04** in 23-24)



15.5% (15.5% in 23-24) from reported it from managers and **22.4%** (24.2% in 23-24) reported it from colleagues

Indicator 8: Disabled staff whose employer has made reasonable adjustment(s)– Ranking 80%

49.8% disabled staff believe the trust provides equal opportunities for career progression or promotion (**47.5%** in 23-24).



* ranks the Trust from 0% (best in the country) to 100% (worst in the country) on each indicator, based on effect size.

Key Findings 2024-2025

Workforce And Board Representation
 The proportion of disabled staff at MFT **increased by 0.93%**, rising from **4.5% in 23/24**, to **5.43% in 24/25** but disabled staff remain underrepresented in senior roles, particularly in clinical positions. The percentage of board members who declared disability has **decreased** from **5.8%** to **0.0%** this year.

Out of **19** Board members, **0 (0.00%)** has disclosed a disability, and **11 (58.0%) have not declared** their status.

Declaration rates are lower across all bands compared to last year. The highest rate this year is **8.9%** at **Band 8b (non-clinical)**, whereas in 23/24, the highest was **13.3%** at **Band 1 (non-clinical)**.

Out of **3031** staff members in the **Medical & Dental** group, **246 (94.98%) staff in Trainee grade** have the highest rate of non-disclosure. This rate increased from **84.23% last year 23/24**.

Recruitment
 The relative likelihood of non-disabled staff being appointed from shortlisting, compared to disabled staff, **decreased** from **1.04 in 23/24** to **0.38 in 24/25**.

This is a positive dip as the relative likelihood is below 1 and indicates that non-disabled applicants are less likely to be appointed from shortlisting compared to Disabled applicants

Capability
 The relative likelihood of disabled staff entering the formal capability process, compared to non-disabled staff, **decreased** from **3.04 in 23/24** to **2.51 in 24/25**.

However, disabled staff are still more likely to enter the formal capability process than non-disabled staff.

The total number of formal capability cases increased significantly from **22 in 23/24** to **295 in 24/25**. HR explained that the rise is likely due to a glitch in the case manager system.

Bullying & Harassment
 Bullying and harassment towards disabled staff from patients, service users, relatives, and the public **decreased** from **27.79% in 23/24** to **27.50% in 24/25**.

Reports of bullying and harassment by managers also saw a small decline from **15.54% in 23/24** to **14.57% in 24/25**.

Incidents of bullying and harassment from colleagues decreased by **1.81%**, from **24.18% in 23/24** to **22.37% in 24/25**.

Additionally, there was a **1.04%** decrease in the number of disabled staff reporting incidents, rising from **51.21% in 23/24** to **50.17% in 24/25**.

Career Progression
 The percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion **increased by 2.26%**, rising from **47.51% in 23/24** to **49.77% in 24/25**.

Pressure to Come to Work and Feeling Valued
 The percentage of disabled staff feeling pressured to come to work **has remained the same** at **26.7% in 23/24** and **26.7% in 24/25**.

There was a **0.7% increase** in the number of disabled staff who feel their work is valued, rising from **34.1% in 23/24** to **35.43% in 24/25**.

Reasonable Adjustments
 There is a **2.09% increase** in the number of disabled staff reporting that their employer has made reasonable adjustments to help them carry out their work, rising from **70.1% in 23/24** to **72.2% in 24/25**.

Staff Engagement
 The staff engagement score for disabled staff **increased by 0.01** points.

However, the score remains lower for **disabled staff at 6.37** compared to **6.93 for non-disabled** staff.

For the NHS Staff Survey Metrics, the number of disabled staff who responded to the NHS staff survey (23.48%) are more than the total number of staff who declared disability on ESR within MFT.

The national report 2024 highlighted the following **high priority areas for improvement** within the Trust:
 Indicator 1: Disability status non-declaration rate
 Indicator 5: belief that the organisation provides equal opportunities for career progression or promotion
 Indicator 8: disabled staff whose employer has made reasonable adjustment(s) to enable them to work



Overall, the metrics are positive, but the percentage is still minimal - For example, Metric 1, 2, 5, 8 shows improvements but it is minimal.





















Yearly Comparison Table

Green – Positive Red –Negative

WDES Metrics			Year						Trend	Difference between 23/24 and 24/25
			2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025		
1	Percentage of staff in Agenda for Change (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.	Overall	3.00%	3.20%	3.70%	4.00%	4.50%	5.43%		0.93%
	* Non-clinical, Clinical and Medical/Dental comparison data shown in the table represents % of disabled staff within each category.	Non-clinical*	3.40%	3.70%	4.70%	5.30%	5.60%	6.7%		1.10%
		Clinical*	3.10%	3.30%	3.70%	3.90%	4.50%	5.5%		1.00%
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts		1.53	1.65	1.29	1.36	1.04	0.38		-0.66
3	Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.		7.97	0	5.34	5.06	3.04	2.5		-0.54
4a	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Patients/Service users, their relatives or other members of the public.	Disabled	28.40%	25.70%	32.80%	30.30%	27.79%	27.5%		-0.29%
		Non-disabled	22.90%	20.00%	24.50%	24.40%	21.35%	21.56%		0.21%
4b	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers	Disabled	18.50%	20.80%	22.30%	21.60%	15.54%	14.57%		-0.97%
		Non-disabled	9.50%	11.40%	11.40%	11.40%	8.48%	7.37%		-1.11%
4c	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues	Disabled	24.90%	27.30%	29.90%	27.10%	24.18%	22.37%		-1.81%
		Non-disabled	15.50%	16.10%	17.90%	17.80%	15.22%	14.87%		-0.35%
4d	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.	Disabled	47.90%	47.00%	47.50%	46.50%	51.21%	50.17%		-1.04%
		Non-disabled	46.20%	44.30%	44.90%	44.50%	47.69%	51.89%		4.20%

Yearly Comparison Table

 Green – Positive  Red –Negative

WDES Metrics			Year						Trend	Difference between 23/24 and 24/25	
			2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025			
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled	50.00%	50.40%	48.20%	44.60%	47.51%	49.77%		2.26%	
		Non-disabled	58.80%	56.50%	55.30%	53.90%	55.88%	56.55%		0.67%	
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.	Disabled	31.70%	34.90%	32.80%	31.40%	26.69%	26.69%		0.00%	
		Non-disabled	20.60%	23.50%	21.70%	21.60%	18.45%	18.29%		-0.16%	
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.	Disabled	40.50%	39.30%	30.80%	30.10%	34.70%	35.43%		0.73%	
		Non-disabled	51.60%	49.30%	42.50%	40.90%	45.67%	46.48%		0.81%	
8	Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.	Disabled	71.10%	70.70%	64.40%	63.80%	70.09%	72.18%		2.09%	
9	The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6.59	6.53	6.2	6.04	6.36	6.37		0.01%	
		Non-disabled	7.18	7.11	6.84	6.63	6.89	6.93		0.04%	
10	Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce, disaggregated		5.60%	5.60%	5.60%	5.60%	5.88%	0.0%		-5.88%	

WDES Metric 1

Percentage of staff in AfC (Agenda for Change) paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. To be calculated separately for non-clinical and for clinical staff for clusters 1 to 4.

Overall staff in MFT by Disability: 2020 – 2025 as of 31 March 2025.

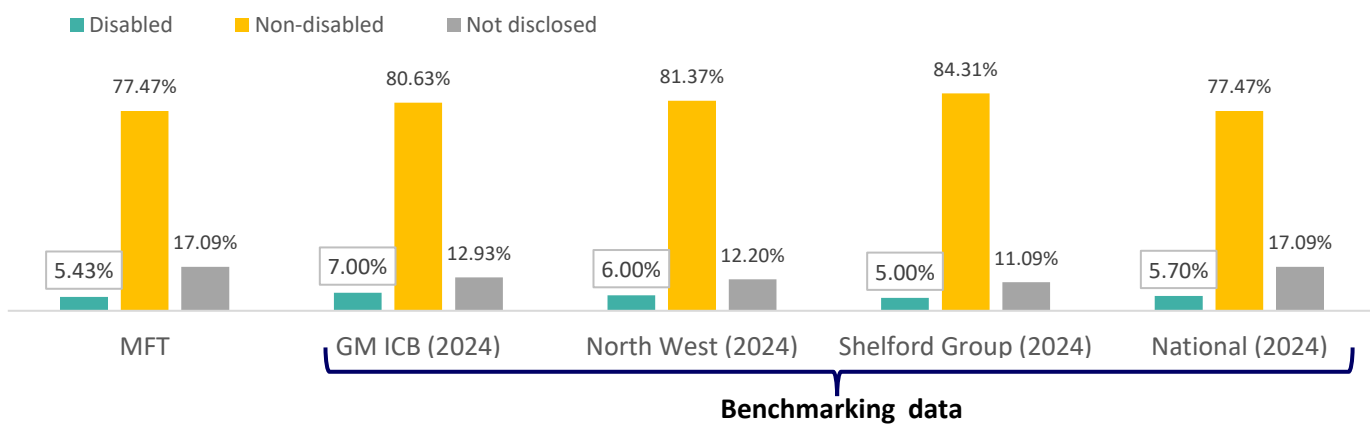
Year	Headcount			MFT Total Headcount	Percentages		
	Disabled	Non-disabled	Not disclosed		Disabled	Non-disabled	Not disclosed
2020	7,07	16,911	6,188	23,099	2.97%	71.04%	25.99%
2021	7,89	18,116	5,991	24,107	3.17%	72.77%	24.06%
2022	1,029	20,602	6,219	27,850	3.69%	73.97%	22.33%
2023	1,146	21,280	6,286	28,712	3.99%	74.12%	21.89%
2024	1,396	23,325	6,313	31,034	4.50%	75.16%	20.34%
2025	1,720	24,519	5,410	31,649	5.43%	77.47%	17.09%

As of 31 March 2025, the total headcount at MFT is 31,649, which includes Sodexo staff employed by MFT and those on the Agenda for Change.

The number of disabled staff has increased each year over the past 5 years, with 1,720 staff recording a disability (5.43%), which is an increase from last year's data of 1,396 (4.50%).

The non-disclosure rate remains notably high, but over the last 5 years there has been an improvement year upon year.

In terms of the number of disabled staff at MFT, we are below national average, GM ICB and North West, however we are above average in comparison to the Shelford Group.



	MFT	GM ICB	North West	Shelford Group	National
		24/25	24/25	24/25	2024
Source	ESR	Model Health System			National report 2024 (received in June 2025)

WDES Metric 1

Overall staff in MFT and Clinical groups and Services by Clusters, Pay Bands & Grades as at 31 March 2025.

As of 30th September 2024, our Hospitals, MCS and LCOs were organised into six Clinical Groups, each led by newly established leadership teams.

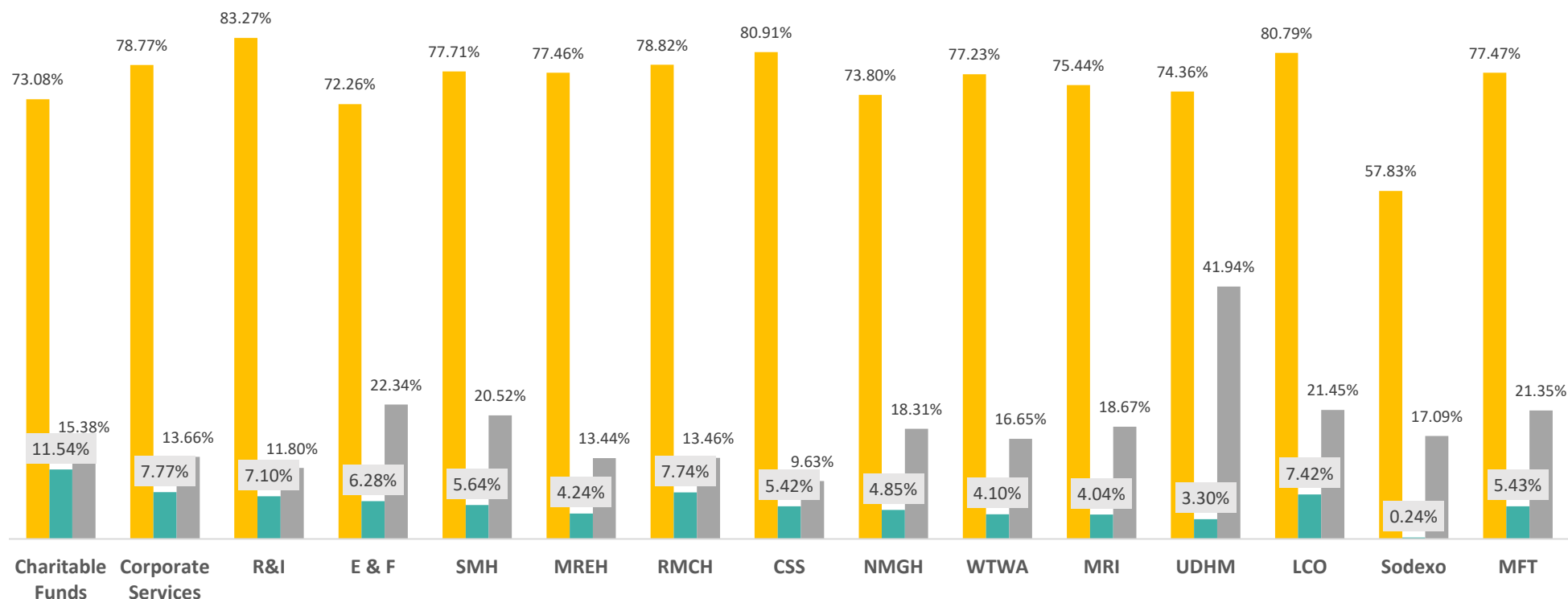
Hospital Services	Disabled		Non-Disabled		Unknown		Total Headcount
	Headcount	Headcount %	Headcount	Headcount %	Headcount	Headcount %	
Manchester University NHS FT	1,720	5.43%	24,519	77.47%	5410	17.09%	31649
Clinical & Scientific Services (CSS)	288	5.42%	4,299	80.91%	726	13.66%	5313
Wythenshawe Trafford Withington Altrincham (WTWA)	219	4.10%	4,125	77.23%	997	18.67%	5341
Manchester Royal Infirmary (MRI)	170	4.04%	3,176	75.44%	864	20.52%	4210
North Manchester General Hospital (NMGH)	108	4.85%	1,645	73.80%	476	21.35%	2229
Royal Manchester Children’s Hospital (RMCH)	219	7.74%	2,229	78.82%	380	13.44%	2828
Saint Mary’s Hospital (SMH)	186	5.64%	2,562	77.71%	549	16.65%	3297
Manchester Royal Eye Hospital (MREH)	25	4.24%	457	77.46%	108	18.31%	590
Local Care Organisation (LCO)	232	7.42%	2,527	80.79%	369	11.80%	3128
University Dental Hospital of Manchester (UDHM)	9	3.30%	203	74.36%	61	22.34%	273
Corporate Services	145	7.77%	1,469	78.77%	251	13.46%	1865
Estates and Facilities	58	6.28%	667	72.26%	198	21.45%	923
Research and Innovation (R&I)	56	7.10%	657	83.27%	76	9.63%	789
Charitable Funds	3	11.54%	19	73.08%	4	15.38%	26
Sodexo	2	0.24%	484	57.83%	351	41.94%	837

WDES Metric 1

This data is from the disability monitoring question in the Electronic Staff Record (ESR).

Overall workforce in Clinical Groups and Services as at 31 March 2025.

■ Non-Disabled ■ Disabled ■ Unknown



Disabled representation remains relatively low, generally under 8%, except for Charitable Funds.

UDHM, MRI and Sodexo indicate particularly low disabled representation.

Non-disabled representation consistently exceeds 70%, with the highest being R&I and the lowest Sodexo.

Unknown is below 22% in all areas, other than Sodexo.

WDES Metric 1



- Cluster 1 to 4 comprises of both Clinical and Non-clinical roles.
- Cluster 5 to 7 contains only clinical roles.
- Clinical roles contains both Non-medical, Medical & Dental Staff

Overall workforce in Clinical and Non-Clinical Groups as at 31 March 2025.

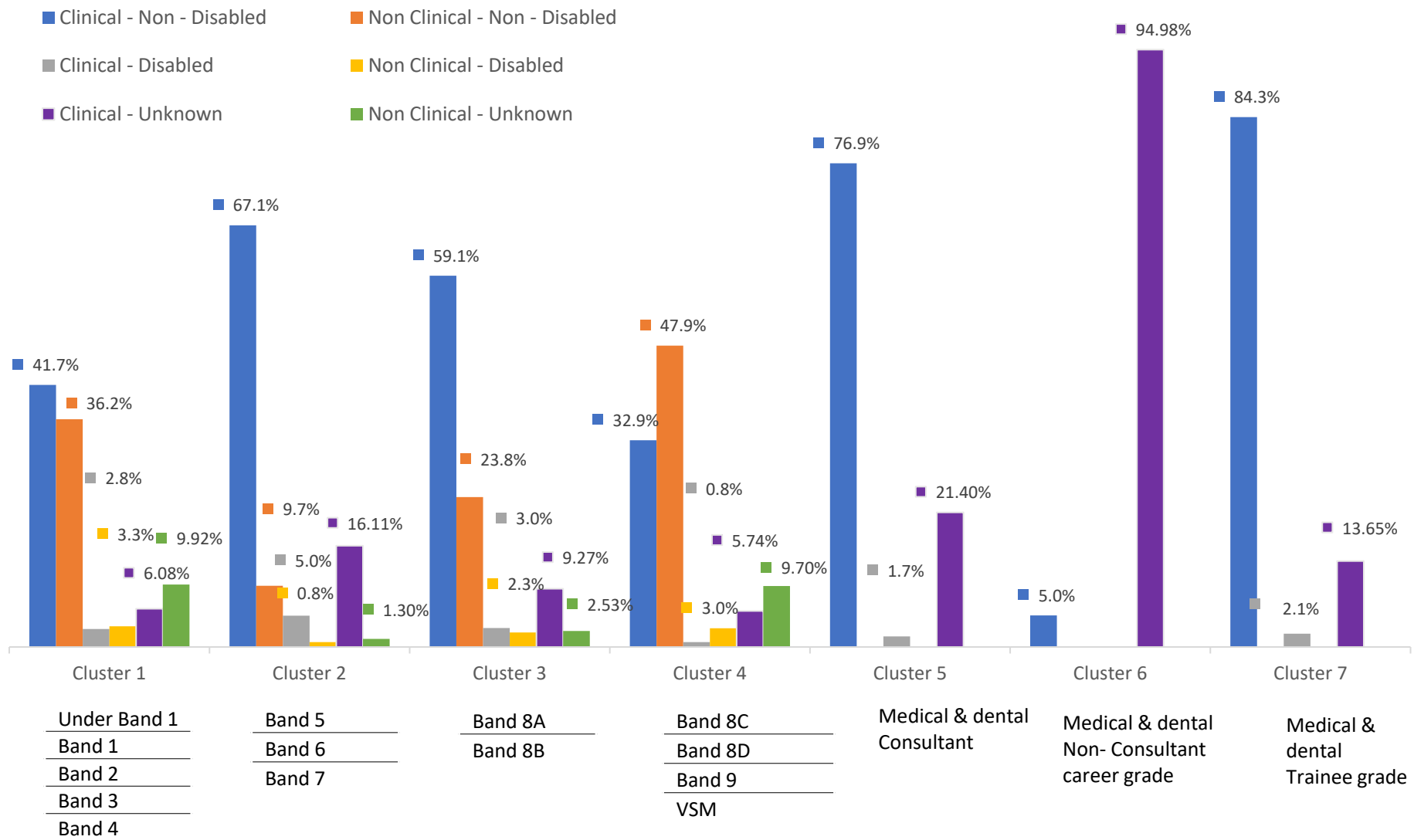
Cluster Pay Band /Grade	Headcount						Percentage						Total			Total	
	Non - Disabled		Disabled		Unknown		Non - Disabled %		Disabled %		Unknown %		Headcount			Percentage	
	Clinical	Non Clinical	Clinical	Non Clinical	Clinical	Non Clinical	Clinical	Non Clinical	Clinical	Non Clinical	Clinical	Non Clinical	Clinical	Non Clinical	Overall	Clinical	Non Clinical
Cluster 1	4,382	3,755	299	335	639	968	41.68%	36.20%	2.84%	3.27%	6.08%	9.92%	5,320	5,058	10,378	48.74%	48.74%
Band 1	0	51	0	9	0	75	0.00%	37.78%	0.00%	6.67%	55.56%	55.56%	0	60	135	0.00%	44.44%
Band 2	1369	1414	93	124	94	484	38.26%	39.52%	2.60%	3.47%	16.15%	13.53%	1,556	1,538	3,578	43.49%	42.98%
Band 3	2208	1238	146	100	403	234	51.00%	28.60%	3.37%	2.31%	14.71%	5.41%	2,757	1,338	4,329	63.69%	30.91%
Band 4	805	1052	60	102	142	175	34.46%	45.03%	2.57%	4.37%	13.57%	7.49%	1,007	1,154	2,336	43.11%	49.40%
Cluster 2	10,492	1,521	781	124	2520	204	67.08%	9.72%	4.99%	0.79%	16.11%	1.30%	13,793	1,849	15,642	11.82%	11.82%
Band 5	3847	642	314	50	1679	87	58.12%	9.70%	4.74%	0.76%	26.68%	1.31%	5,840	692	6,619	88.23%	10.45%
Band 6	4194	392	310	39	525	59	75.99%	7.10%	5.62%	0.71%	10.58%	1.07%	5,029	431	5,519	91.12%	7.81%
Band 7	2451	487	157	35	316	58	69.95%	13.90%	4.48%	1.00%	10.67%	1.66%	2,924	522	3,504	83.45%	14.90%
Cluster 3	1,236	499	63	48	194	53	59.05%	23.84%	3.01%	2.29%	9.27%	2.53%	1,493	600	2,093	28.67%	28.67%
Band 8a	1003	334	50	30	156	34	62.41%	20.78%	3.11%	1.87%	11.82%	2.12%	1,209	364	1,607	75.23%	22.65%
Band 8b	233	165	13	18	38	19	47.94%	33.95%	2.67%	3.70%	11.73%	3.91%	284	183	486	58.44%	37.65%
Cluster 4	166	242	4	15	29	49	32.87%	47.92%	0.79%	2.97%	5.74%	9.70%	199	306	505	60.59%	60.59%
Band 8c	98	101	2	6	17	17	40.66%	41.91%	0.83%	2.49%	14.11%	7.05%	117	107	241	48.55%	44.40%
Band 8d	45	65	2	5	7	9	33.83%	48.87%	1.50%	3.76%	12.03%	6.77%	54	70	133	40.60%	52.63%
Band 9	10	32	0	1	3	4	20.00%	64.00%	0.00%	2.00%	14.00%	8.00%	13	33	50	26.00%	66.00%
VSM	13	44	0	3	2	19	16.05%	54.32%	0.00%	3.70%	25.93%	23.46%	15	47	81	18.52%	58.02%
Cluster 5	1,287	N/A	28	N/A	358	N/A	76.93%	N/A	1.67%	N/A	21.40%	N/A	1,673	N/A	1,673	0.00%	N/A
Medical & Dental Staff, Consultant	1287	N/A	28	N/A	358	N/A	76.93%	N/A	1.67%	N/A	21.40%	N/A	1,287	N/A	1,673	76.93%	N/A
Cluster 6	13	N/A	0	N/A	246	N/A	5.02%	N/A	0.00%	N/A	94.98%	N/A	259	N/A	259	0.00%	N/A
Medical & Dental Staff, Junior Doctor	13	N/A	0	N/A	246	N/A	5.02%	N/A	0.00%	N/A	94.98%	N/A	259	N/A	259	100.00%	N/A
Cluster 7	926	N/A	23	N/A	150	N/A	84.26%	N/A	2.09%	N/A	13.65%	N/A	1,099	N/A	1,099	0.00%	N/A
Medical & Dental Staff, Middle Grade	926	N/A	23	N/A	150	N/A	84.26%	N/A	2.09%	N/A	13.65%	N/A	1,099	N/A	1,099	76.93%	N/A
Grand Total	18,502	6,017	1,198	522	4,136	1,274	58.46%	19.01%	3.79%	1.65%	17.09%	4.03%	23,590	8,059	31,649	740	25.46%

This data is from the disability monitoring question in the Electronic Staff Record (ESR).

Manchester University NHS Foundation Trust

WDES Metric 1

Clinical and Non-Clinical Clusters as at 31st March 2025



- Cluster 1 to 4 comprises of both Clinical and Non-clinical roles.
- Cluster 5 to 7 contains only clinical roles.
- Clinical roles contains both Non-medical, Medical & Dental Staff

Non-Clinical staff: The majority of disabled staff are concentrated in Clusters 1 to 4. Staff with unknown disability are higher in clusters 1 and 4.

Clinical staff: Disabled staff are highest in Clusters 1 to 3. Unknown disability is significantly higher in cluster 6 and this is followed by cluster 2, 5 and 7

WDES Metric 1

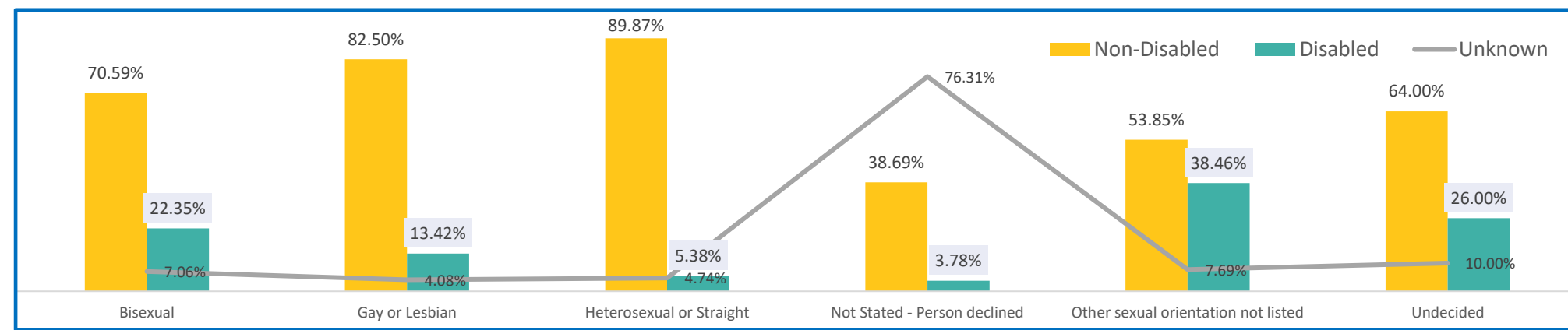
This data is from the disability monitoring question in the Electronic Staff Record (ESR).



In the ESR response:

- **Not Stated (declined)** option indicates that the staff declined a response and filed was left blank.
- **Other not listed** option is selected when none of the listed categories match their response.
- **Undecided** indicates that the respondent chose not to disclose certain information.

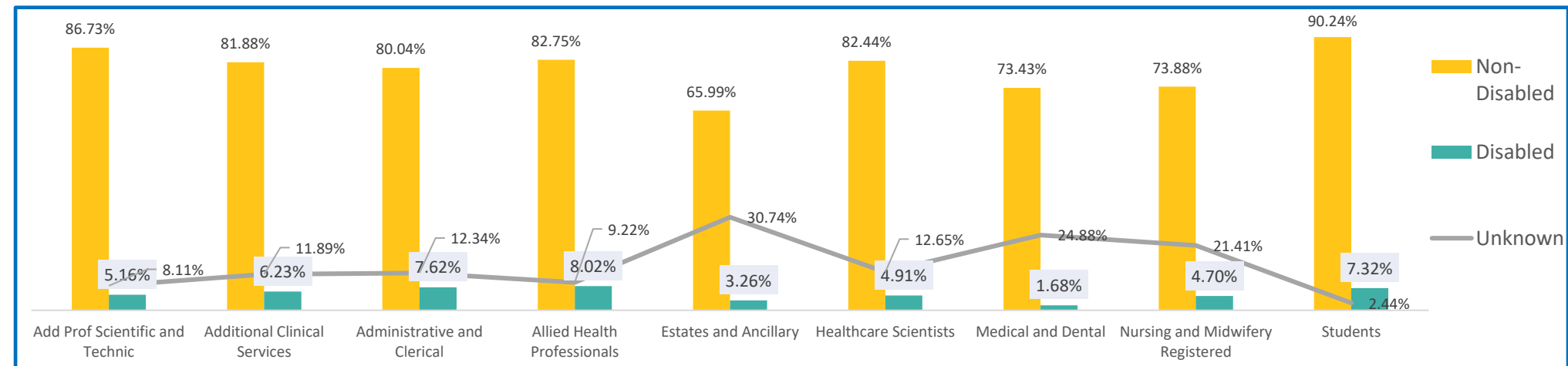
Overall staff in MFT by Sexual Orientation as at 31 March 2025.



Sexual orientation: percentage of staff with undisclosed (unknown) disability is very high in the Not stated category for sexual orientation.

There is a high percentage of disabled staff that have not listed their sexual orientation.

Overall staff in MFT by Staff Group as at 31 March 2025.



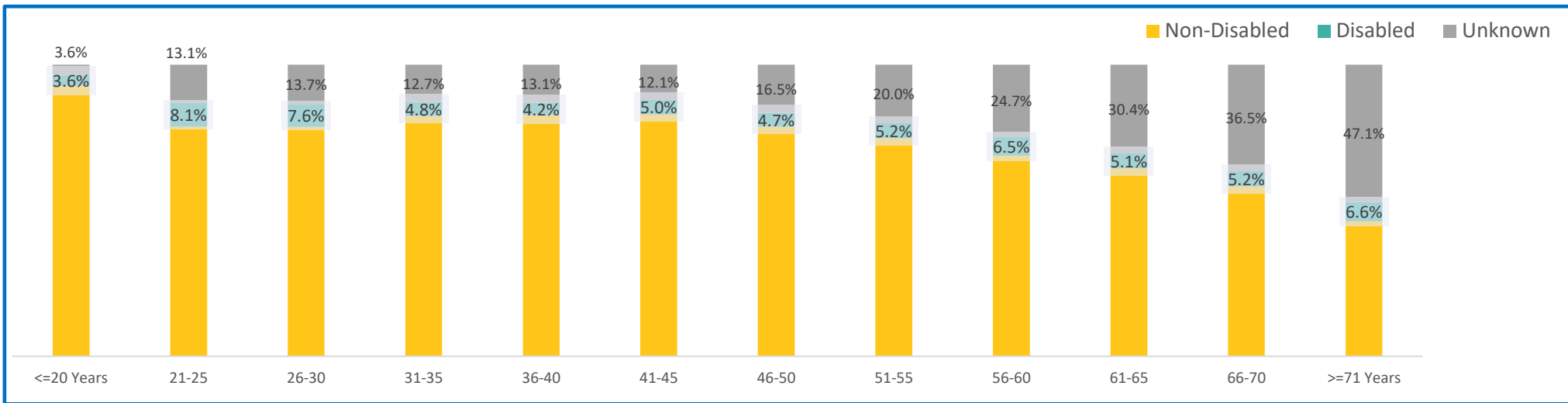
Staff Group: The largest percentage of disabled staff is within Allied Health Professionals and the least within Medical and Dental.

WDES Metric 1

This data is from the disability monitoring question in the Electronic Staff Record (ESR).

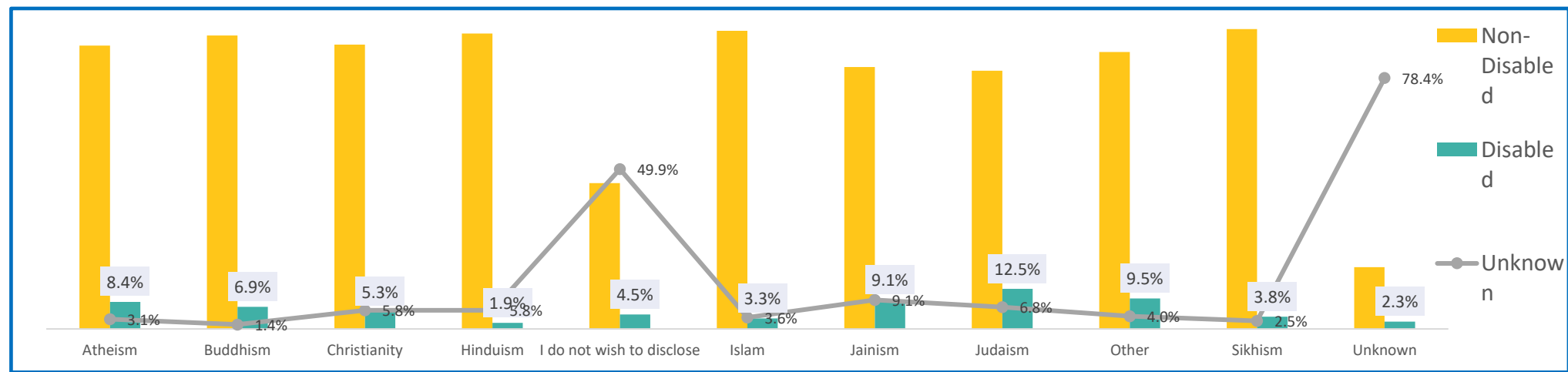


Overall staff in MFT by Age Band as at 31 March 2025.



Age: Younger age groups (<=20, 21-25) have higher percentages of Non-Disabled individuals and lower percentages of Disabled and Unknown categories. As age increases, the percentage of Non-Disabled decreases, and the Unknown category rises

Overall staff in MFT by Religious Belief at 31 March 2025.



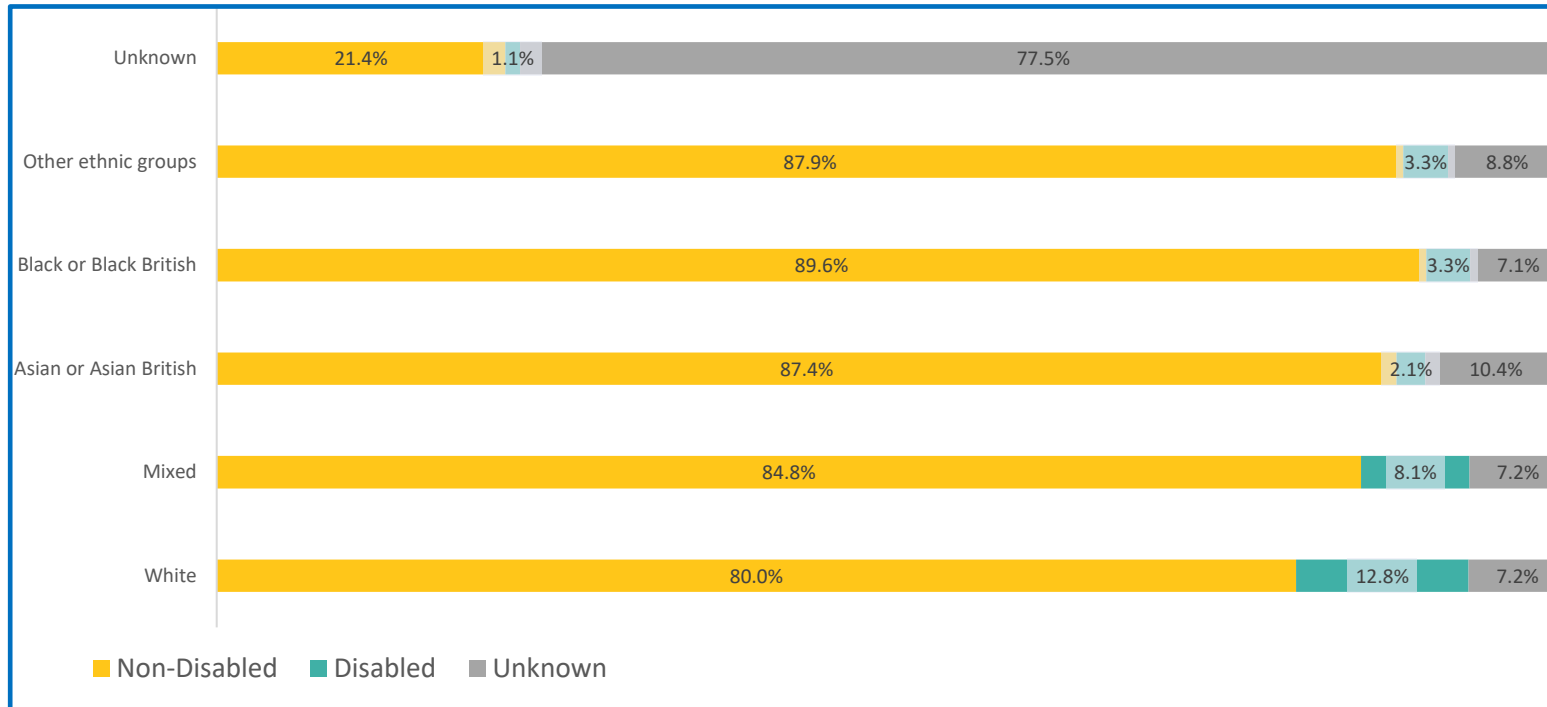
Religious Belief: The largest percentage of disabled staff are within Judaism, followed by Other and Jainish. Most groups have a higher percentage of Non-Disabled individuals, with "I do not wish to disclose" having a significant high portion.

Some groups, like Hinduism, Islam, and Sikhism, have higher Non-Disabled percentages, .

WDES Metric 1

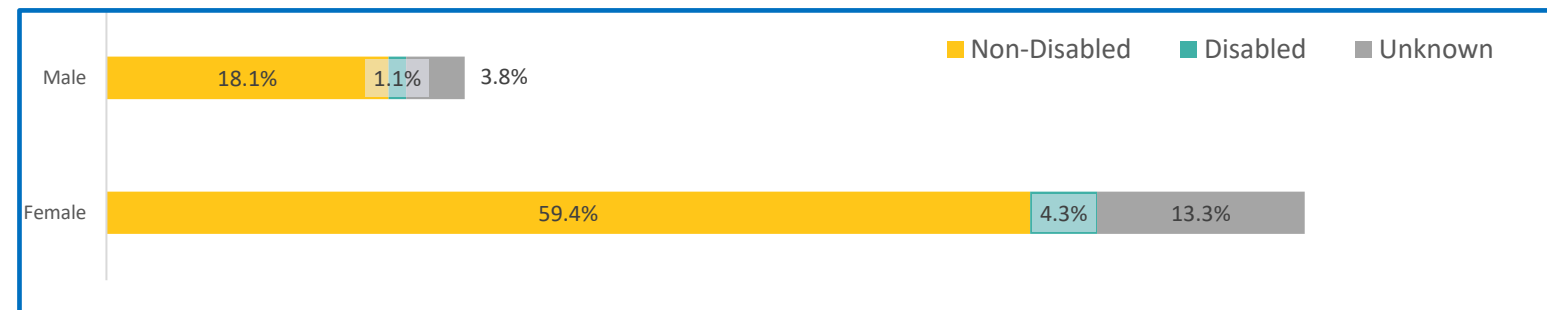
This data is from the disability monitoring question in the Electronic Staff Record (ESR).

Overall staff in MFT by Ethnicity as at 31 March 2025.



Ethnicity: The highest percentage of disabled staff is in white category followed by mixed ethnicity. Overall, in all ethnicities percentage of Non-Disabled is high.

Overall staff in MFT by Sex at 31 March 2025.

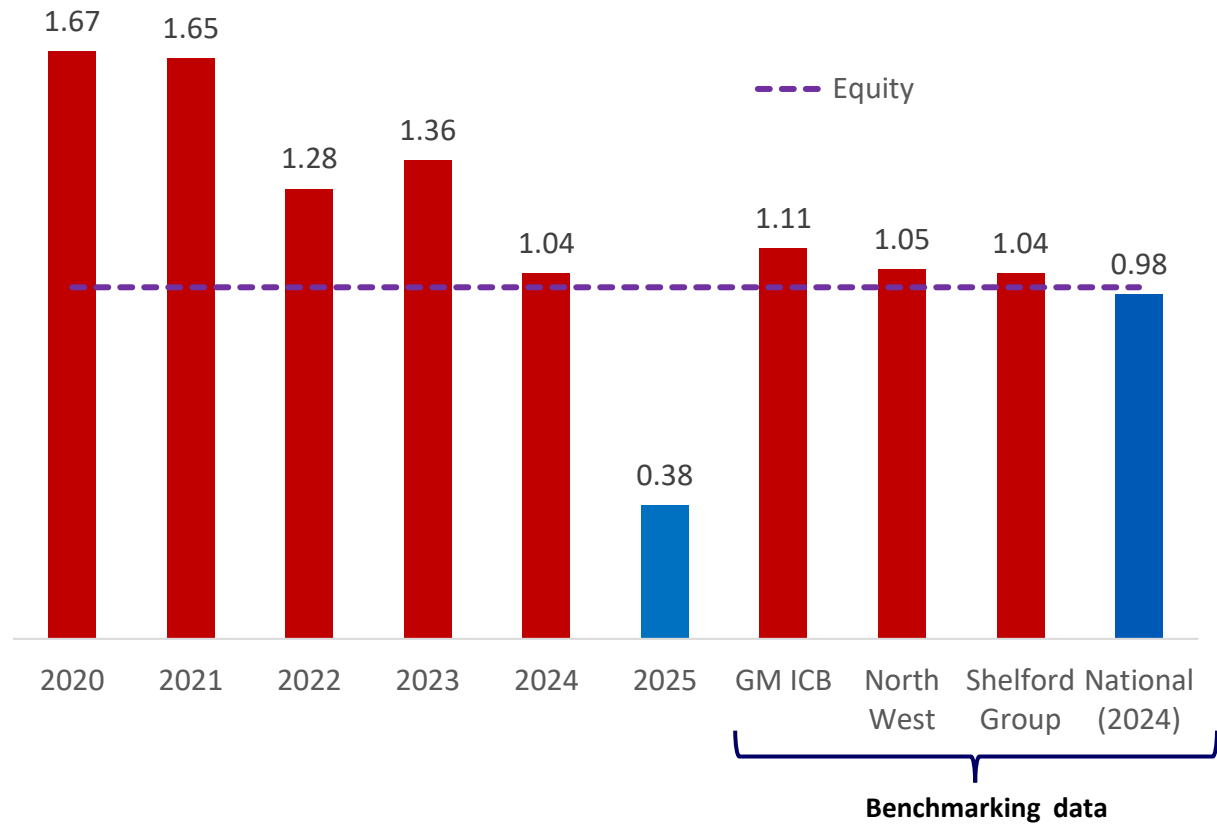


Sex: There is a larger percentage of disabled females to males. This can also be seen in both Unknown and Non-Disabled category.

WDES Metric 2

Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts: 2020-2025

2020	2021	2022	2023	2024	2025
1.67	1.65	1.28	1.36	1.04	0.38



Relative likelihood compares the likelihood of non-disabled and disabled staff being appointed.

- A relative likelihood of **1 means (Equity)** that there is no difference and Disabled applicants are just as likely to be appointed compared to non-disabled applicants.
- A relative likelihood **above 1** indicated by red means that non-disabled applicants are more likely to be appointed compared to Disabled applicants.
- A relative likelihood **below 1** indicates that non-disabled applicants are less likely to be appointed from shortlisting compared to Disabled applicants

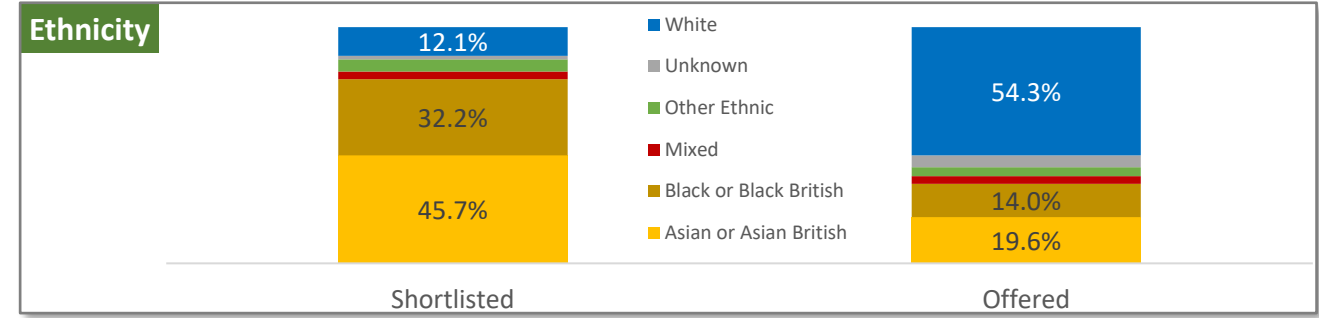
For WDES metrics 2 (Recruitment), statistical significance is assessed using the 'four-fifths' rule. If the relative likelihood of an outcome for one subgroup compared to another is less than 0.80 or higher than 1.25, then the process would be identified as having an adverse impact: relative likelihoods between 0.8 and 1.25 suggest there is no significant difference between the subgroups. A lack of statistical significance should not be interpreted as meaning that disabled individuals or disabled staff do not experience inequalities in these areas.

The relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff decreased from 1.04 in 23/24 to 0.38 in 24/25.

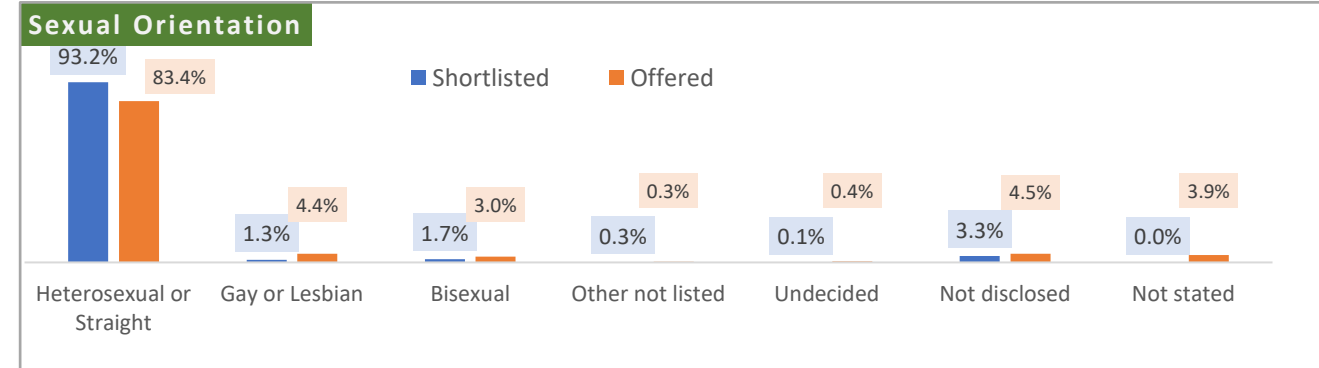
While this reduction is a positive development, the overall improvement remains minimal.

MFT has a higher likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts in comparison to National and it is almost equal to Shelford group, but the likelihood is lower when compared to GM ICB and North West.

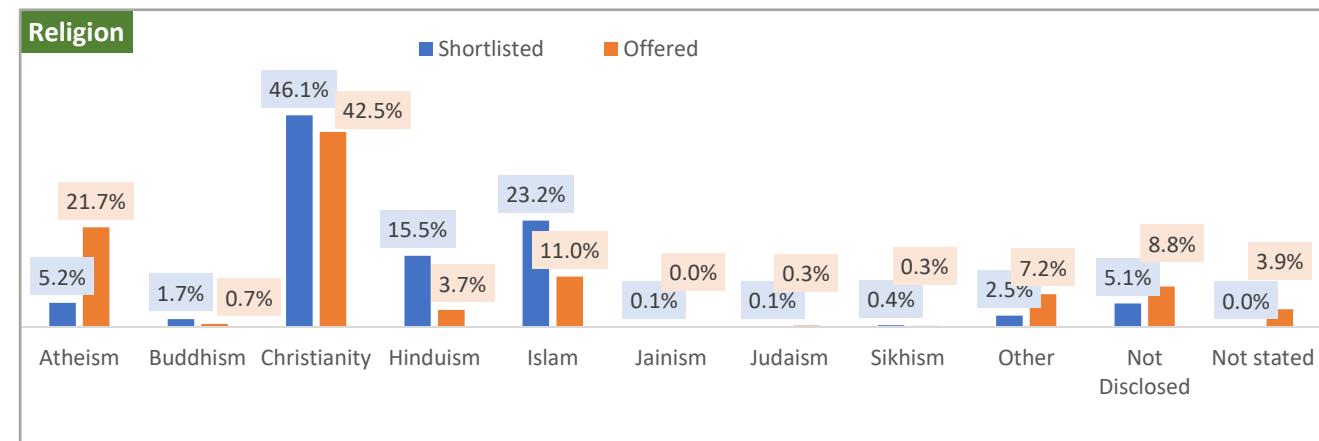
WDES Metric 2 - Percentage of Staff Offered from Shortlisting based on Ethnicity, Sexual Orientation, Religion, Sex and Disability



Ethnicity: White candidates, while only 12.1% were shortlisted 54.3% received offers, indicating a substantial advantage in appointment outcomes. All BME groups were less likely to progress from shortlisting to appointment. Candidates of unknown ethnicity saw a slightly higher offer rate relative to shortlisting.

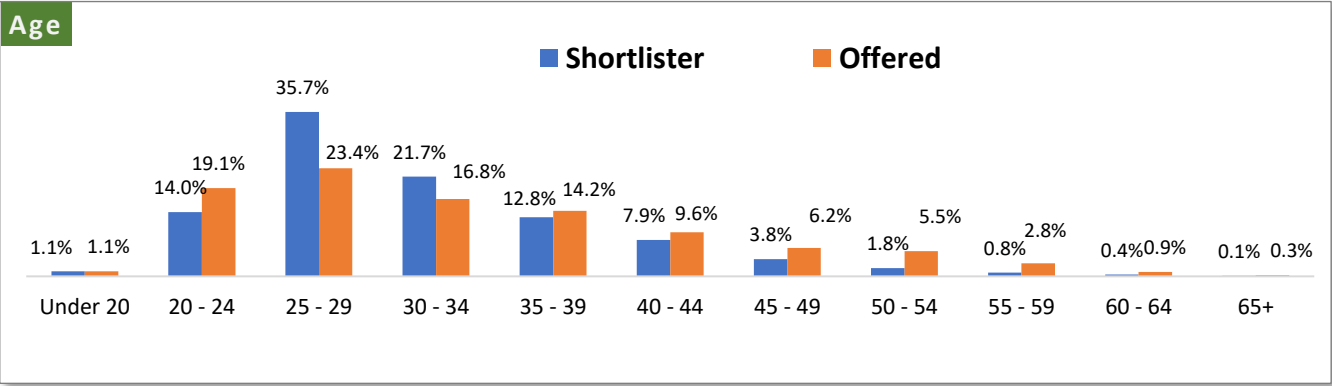


Sexual Orientation: Heterosexual/straight candidates represented 93.2% of shortlisted staff but only 83.4% of offers. Gay/lesbian and bisexual candidates had higher appointment rates relative to their shortlisting share. Candidates who did not disclose or whose orientation was not stated also had higher offer rates

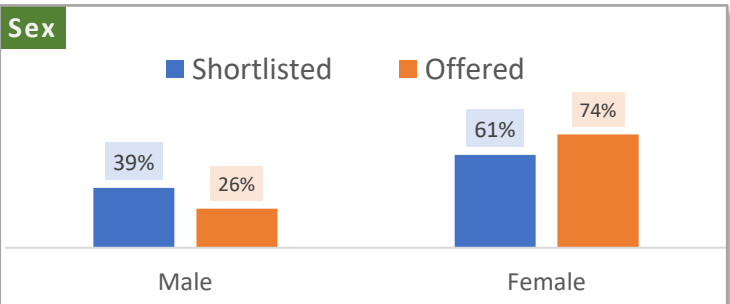


Religion: Atheist candidates had a substantially higher likelihood of appointment. Christian candidates were roughly proportional. Hindu and Muslim candidates were underrepresented in offers relative to shortlisting.

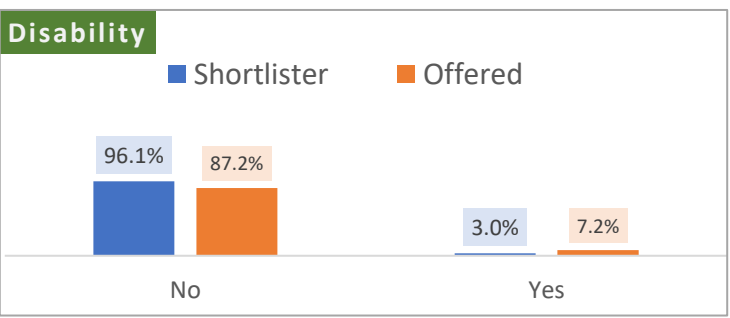
WDES Metric 2 - Percentage of Staff Offered from Shortlisting based on Age, Sex and Disability



Age
 Candidates aged 25–34 make up the largest proportion of those shortlisted but receive a smaller share of offers relative to their shortlisting numbers. Candidates aged 35 and above generally have a higher likelihood of being appointed compared to their proportion shortlisted. Candidates under 20 and over 65 have very small representation, but their offer rates are roughly proportional or slightly higher than their shortlisting.
 Overall, the data indicates variation in appointment outcomes across age groups, with younger staff less likely to progress from shortlisting to appointment than older staff.



Sex: Female candidates comprised 61% of shortlisted staff and received 74% of offers, showing a higher likelihood of appointment. Male candidates were 39% of shortlisted staff but only 26% of offers, indicating a lower progression rate.

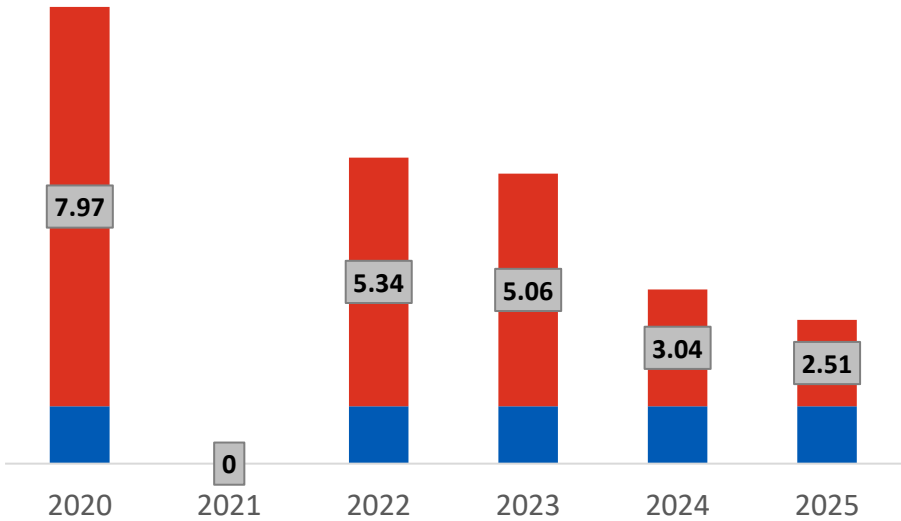


Disability: Staff without a declared disability made up 96.1% of shortlisted candidates and 87.2% of offers. Staff with a declared disability were 3.0% of shortlisted candidates but 7.2% of offers, indicating a higher appointment likelihood.

WDES Metric 3

Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process: 2020-2025

2020	2021	2022	2023	2024	2025
7.97	0	5.34	5.06	3.04	2.51



This metric compares the data for Disabled and non-disabled staff in regard to the relative likelihood of entering the formal capability process.

A relative likelihood of **1** means that there is no difference and non-disabled staff are just as likely to enter the formal capability process compared to disabled staff.



A relative likelihood **above 1** indicated by red means that disabled staff are more likely to enter the formal capability process compared to non-disabled applicants.



A relative likelihood **below 1** indicates that disabled staff are less likely to enter the formal capability process compared to non-disabled applicants.

If the average number of disabled staff entering the formal capability process (over the last two years) is less than 10, that strongly suggests there are no institutional issues in this area.

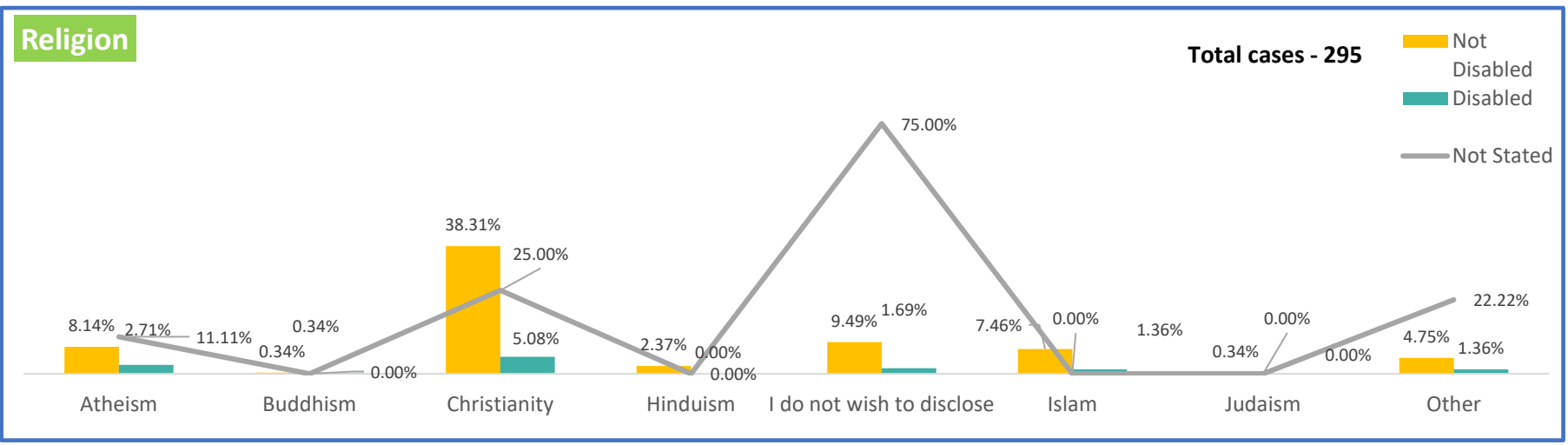
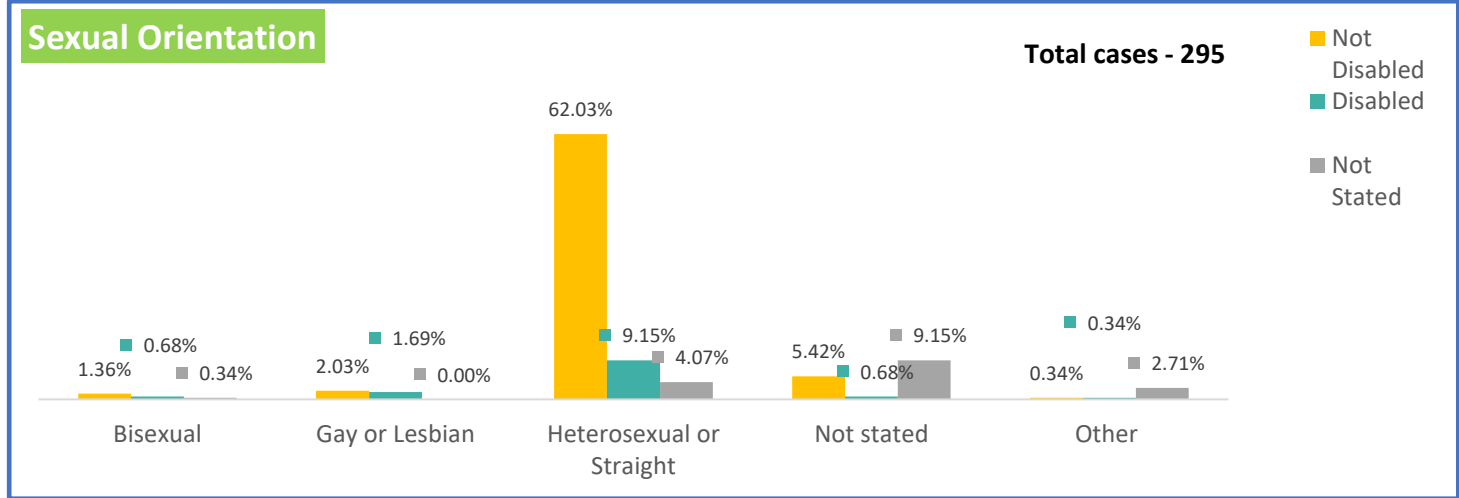
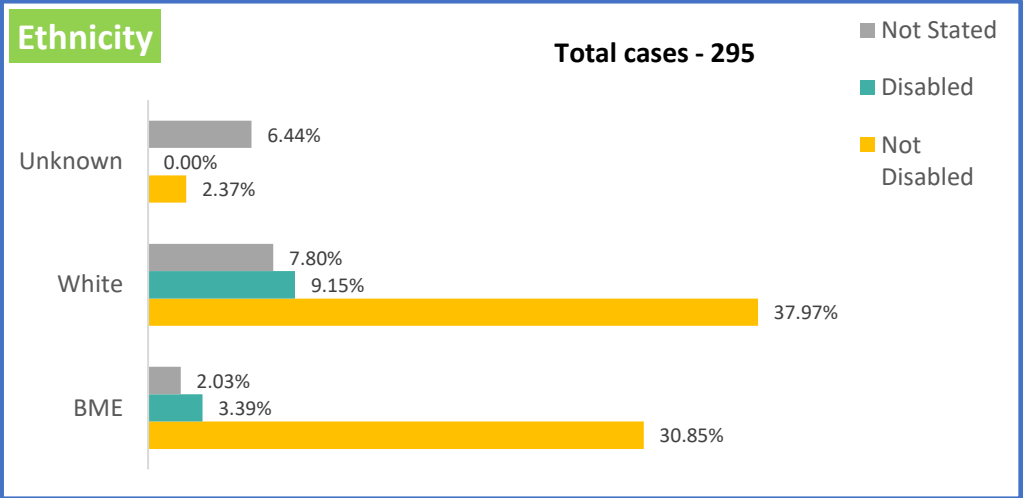
For WDES metrics 3 (capability), **statistical significance is assessed using the 'four-fifths' rule**. If the relative likelihood of an outcome for one subgroup compared to another is less than 0.80 or higher than 1.25, then the process would be identified as having an adverse impact: relative likelihoods between 0.8 and 1.25 suggest there is no significant difference between the subgroups. A lack of statistical significance should not be interpreted as meaning that disabled individuals or disabled staff do not experience inequalities in these areas.

The data covers a two-year rolling average of the current year and previous year. - staff entering the capability process from 1 April 2023 to 31 March 2025, divided by 2. The calculation uses the number of staff going through a capability process for performance management only rather than ill health.

The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff decreased 24/25. Despite this decline, disabled staff remain more likely to enter the formal capability process than their non-disabled counterparts.

The local and National benchmarking data is not available for this Metric on Model Health System.

WDES Metric 3 - Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process based on Ethnicity, Sexual Orientation and Religion

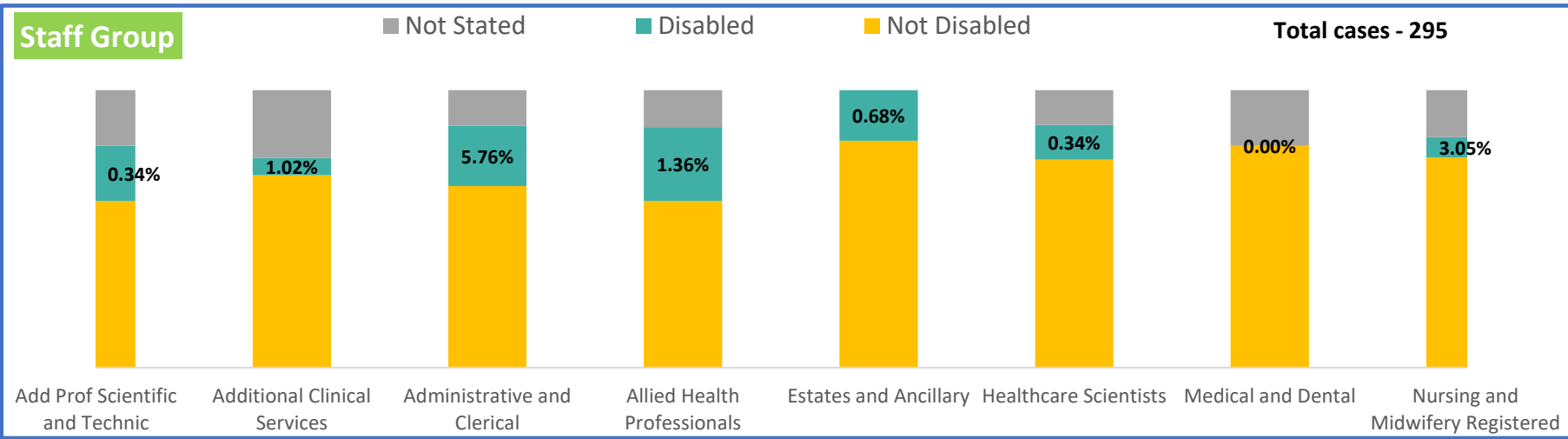


Ethnicity: The data shows that white disabled staff are more likely to enter formal capability process. This is also seen within non-disabled white staff.

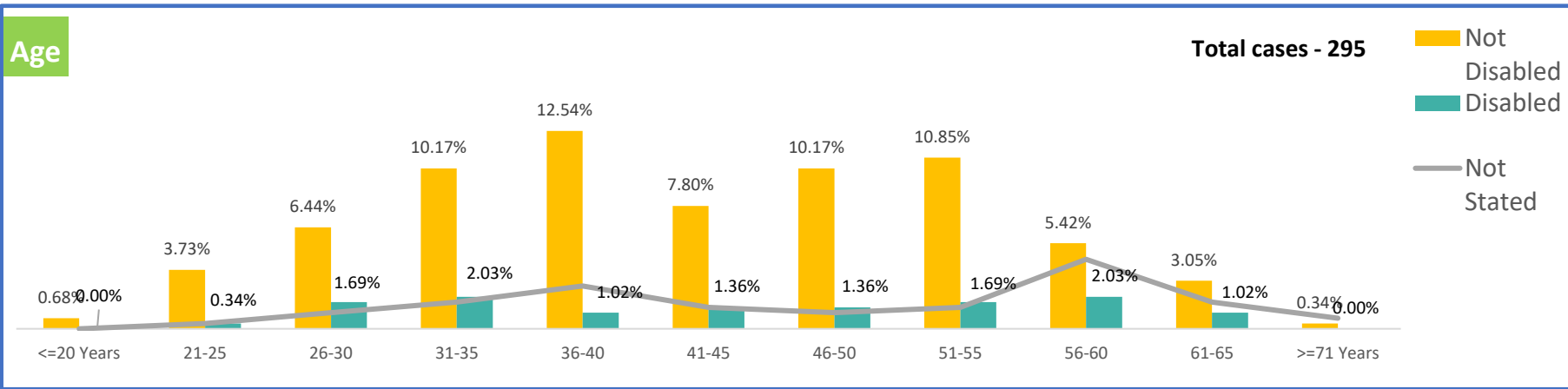
Sexual Orientation: The highest score for staff entering formal capability process is within non-disabled heterosexual or straight.

Religion: Within the Not stated scale, 'I do not wish to disclose' as the highest percentages for entering formal capability process. Also, non-disabled Christianity scored the highest percentage.

WDES Metric 3 - Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process based on Staff Group and Age

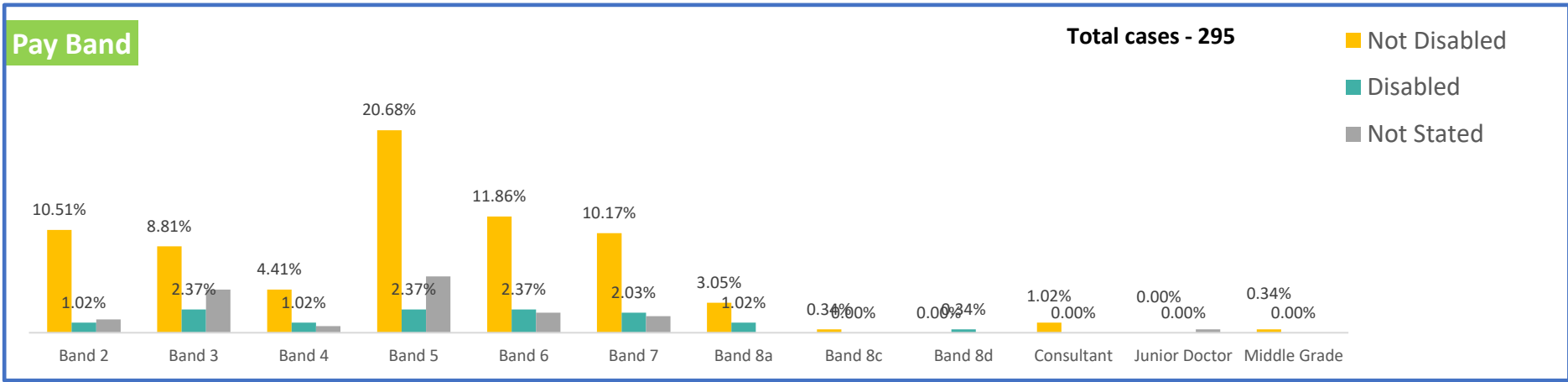


Staff Group: Administrative and clerical reported the highest percentage for entering formal capability process, with Medical and Dental not recording any.

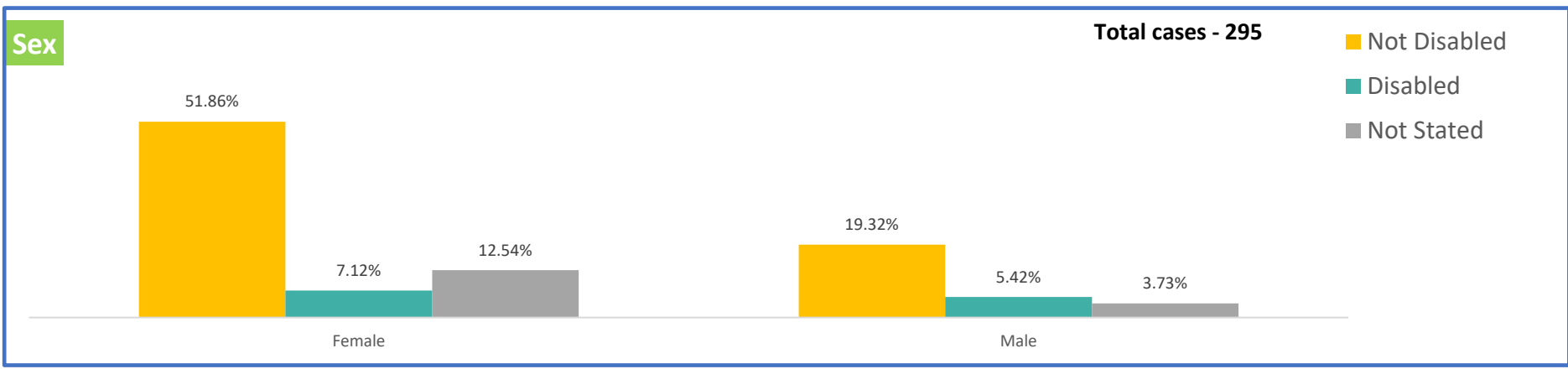


Age: Not-disabled 35-60 are the reported highest to entering formal capability process.

WDES Metric 3 - Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process based on Pay Band and Sex



Pay Band: For disabled staff within 8c and above there are no recorded cases. Non-disabled band 5 reported the highest for entering formal capability process.



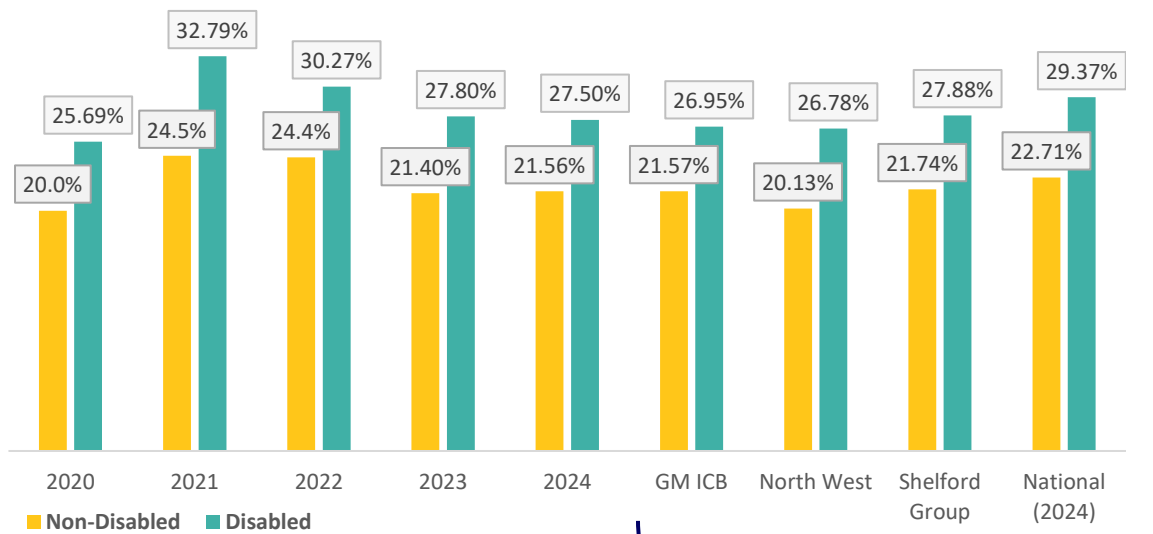
Sex: Females for both disabled and non disabled scored higher than males to enter a formal capability process

WDES Metric 4a

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public

	2020	2021	2022	2023	2024
Disabled	25.7%	32.8%	30.3%	27.8%	27.5%
Non-Disabled	20.0%	24.5%	24.4%	21.4%	21.6%

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 3015	Responded to NHSS 9874



Benchmarking data

i The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.

3015 disabled staff responded to the survey, whereas only 1,720 staff have declared disability on ESR at MFT

There is a decrease in bullying of disabled staff from patients/service users, their relative or other members of the public by only 0.3%, towards disabled staff.

A higher proportion of disabled staff experience bullying, harassment and abuse from the public than non-disabled staff.

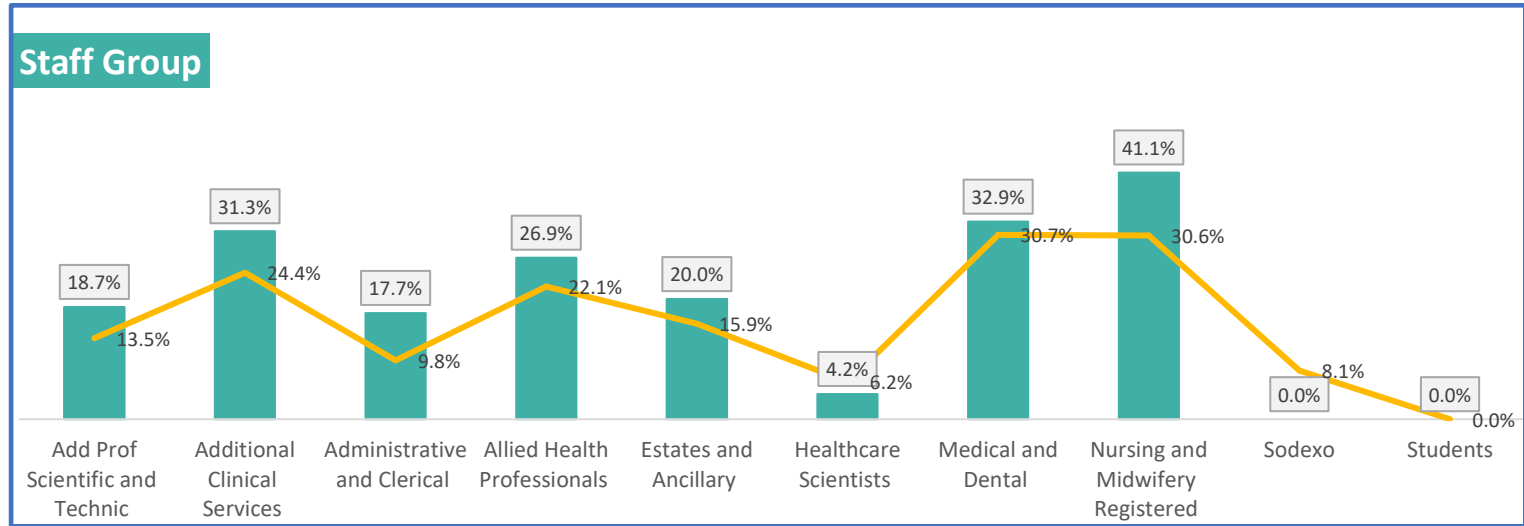
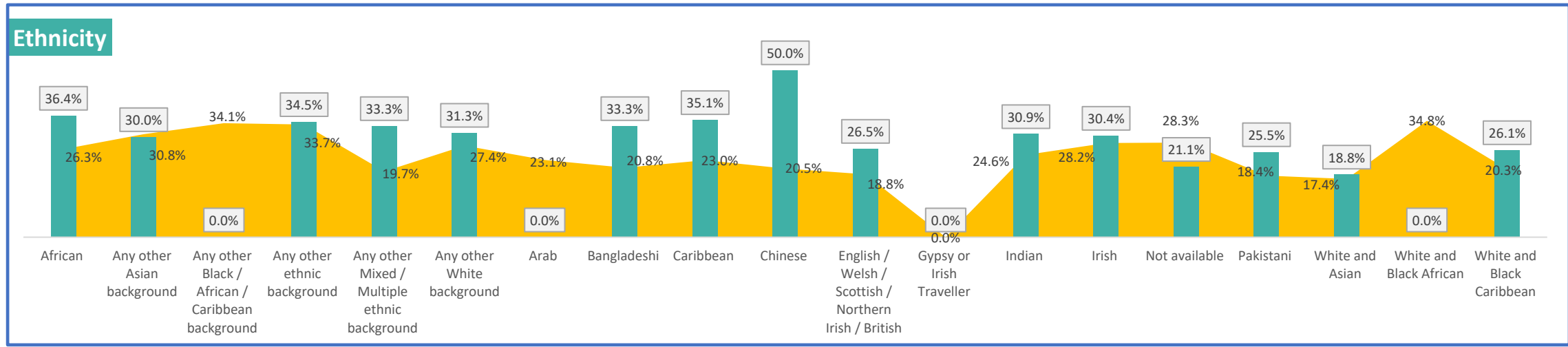
MFT has a higher percentage than GM ICB and North West but lower percentage than Shelford Group and National.

WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public based on Ethnicity and Staff Group

Non-Disabled Disabled

In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would Prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Ethnicity: Disabled staff across most ethnicities face harassment, bullying, or abuse from patients, service users, their relatives, or other members of the public, with Chinese, African, and Caribbean ethnicities reporting the highest rates. The lowest or non-recorded incidents are found among White, Black African, Gypsy or Irish Traveler, and Any Other Black/African/Caribbean backgrounds.

Staff Group: Disabled staff across most staff groups experience harassment, bullying, or abuse from patients, service users, their relatives, or other members of the public, particularly within Nursing and Midwifery, Medical and Dental, Additional Clinical Services, and Allied Health Professionals.

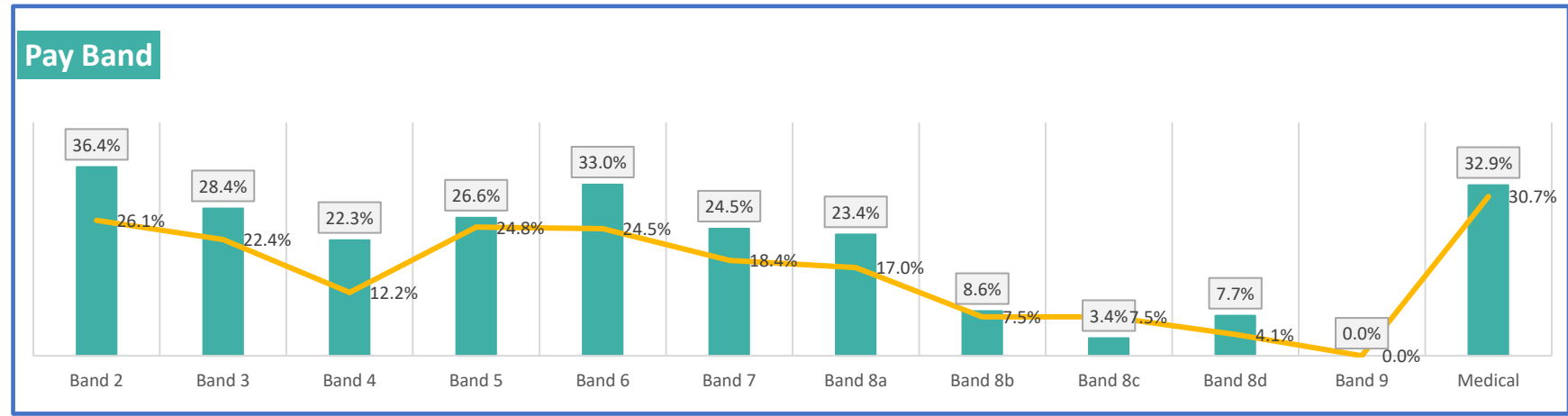
WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public based on Pay Band and Religion

Non-Disabled Disabled

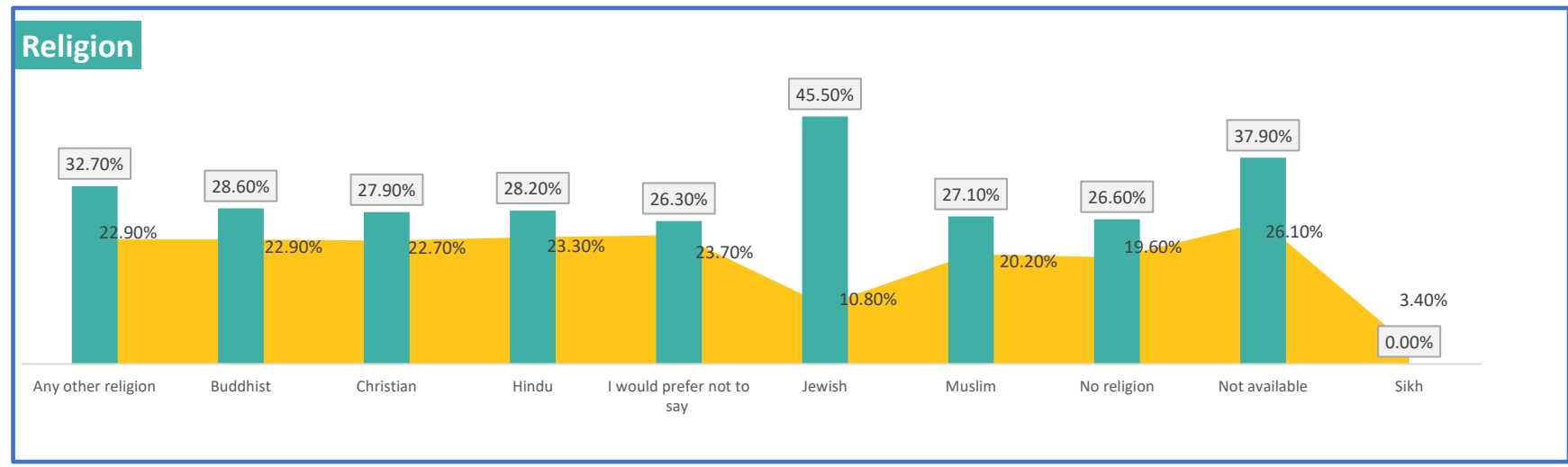


In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would Prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Pay Band: Disabled staff across various pay bands experience harassment, bullying, or abuse from patients, service users, their relatives, or other members of the public, with the exception of Band 8c and Band 9. The highest percentages are observed in Band 2, Band 6, and the Medical category.



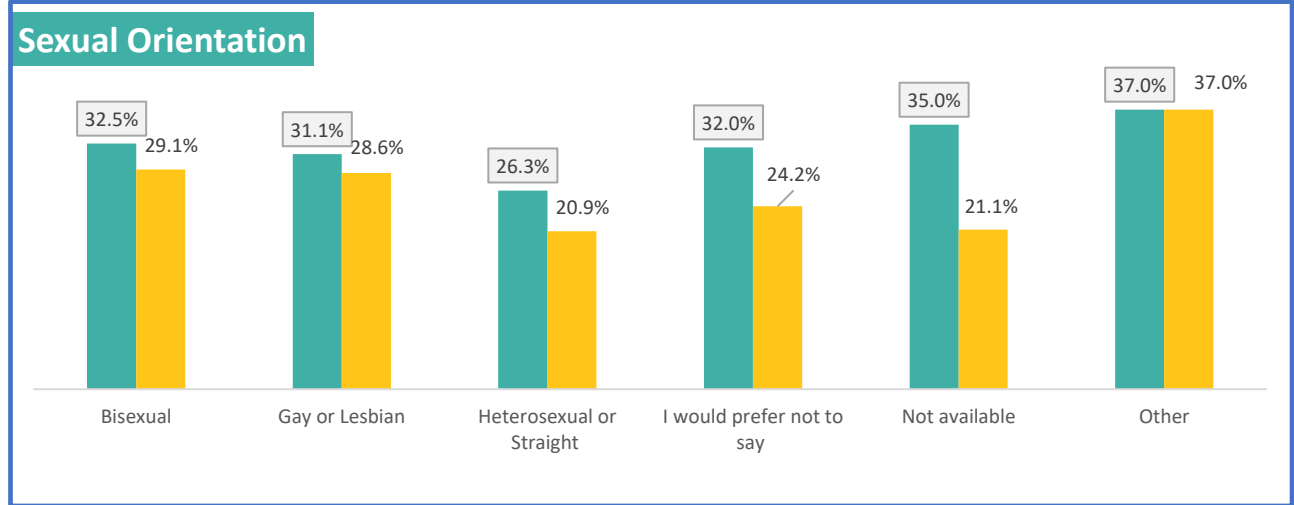
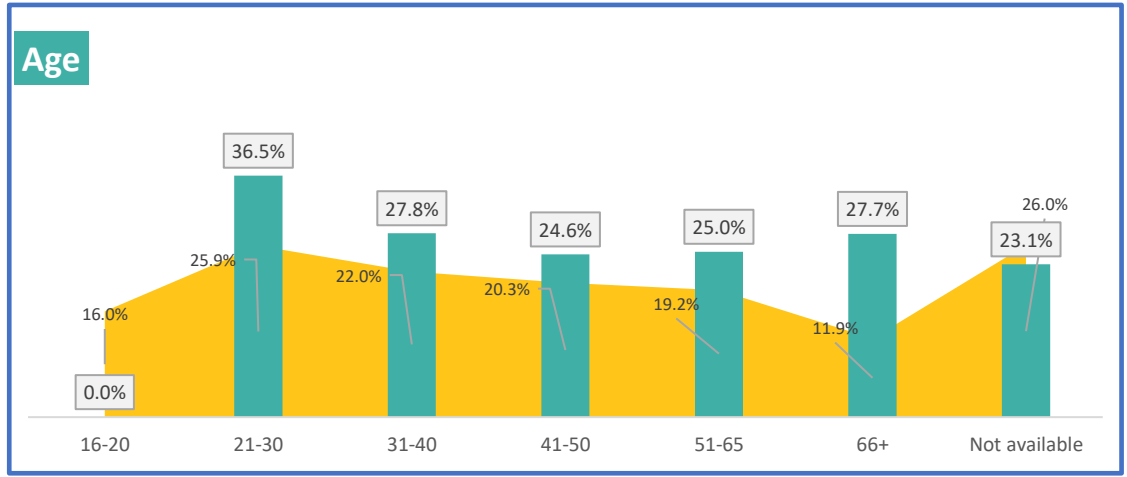
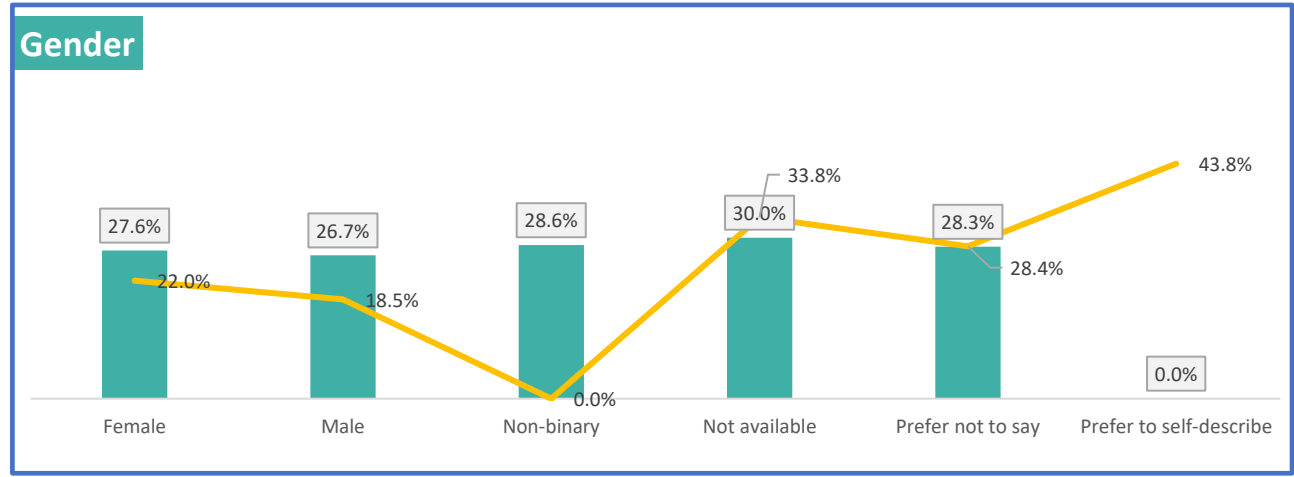
Religion: Disabled staff across all religions experience higher rates of harassment, bullying, or abuse from patients, service users, their relatives, or other members of the public compared to non-disabled staff in every category. The highest rates are observed among Jewish, Not Available, and Any Other Religion groups.

WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public based on Gender, Age and Sexual Orientation.

Non-Disabled Disabled

In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would Prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Gender: Disabled staff across all genders experience harassment, bullying, or abuse from patients, service users, their relatives, or other members of the public.

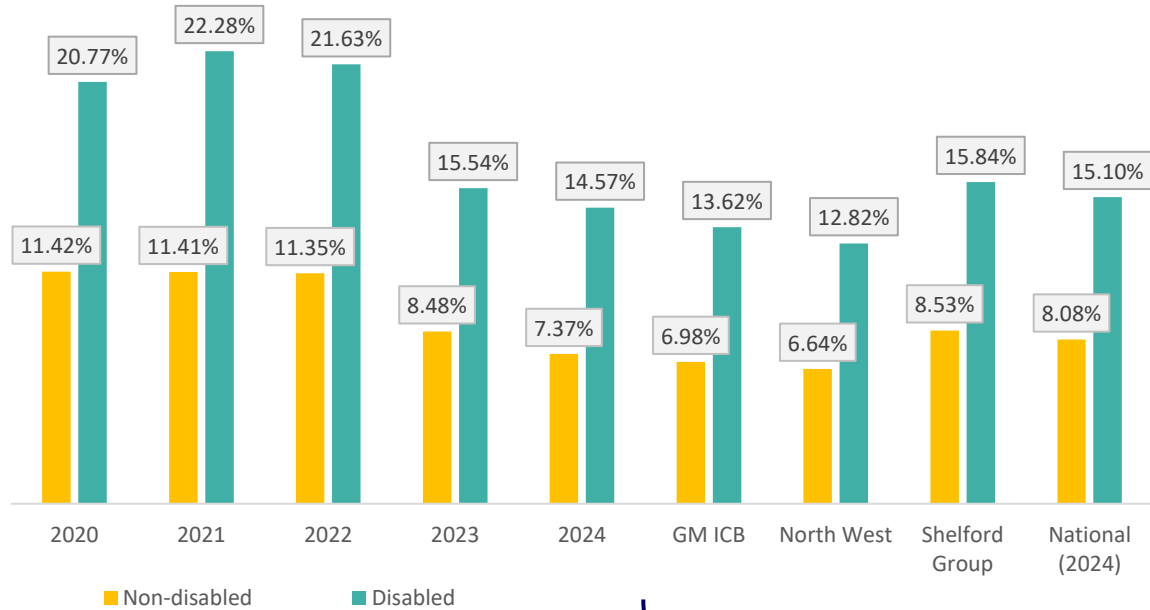
Age: Disabled staff across all age groups experience higher rates of harassment, bullying, or abuse from patients, service users, their relatives, or other members of the public compared to non-disabled staff. The highest rates are found in the 21-30 age band.

Sexual Orientation: Disabled staff across Sexual Orientation experienced harassment, bullying or abuse from Patients/service users, their relative or other members of the public other than non-disables in all categories, particularly difference within “ I would prefer not to say” and “Not available”.

WDES Metric 4b

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (b) Managers

	2020	2021	2022	2023	2024
Disabled	20.8%	22.3%	21.6%	15.54%	14.6%
Non-Disabled	11.4%	11.4%	11.4%	8.48%	7.37%



Benchmarking data

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 2999	Responded to NHSS 9814



The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

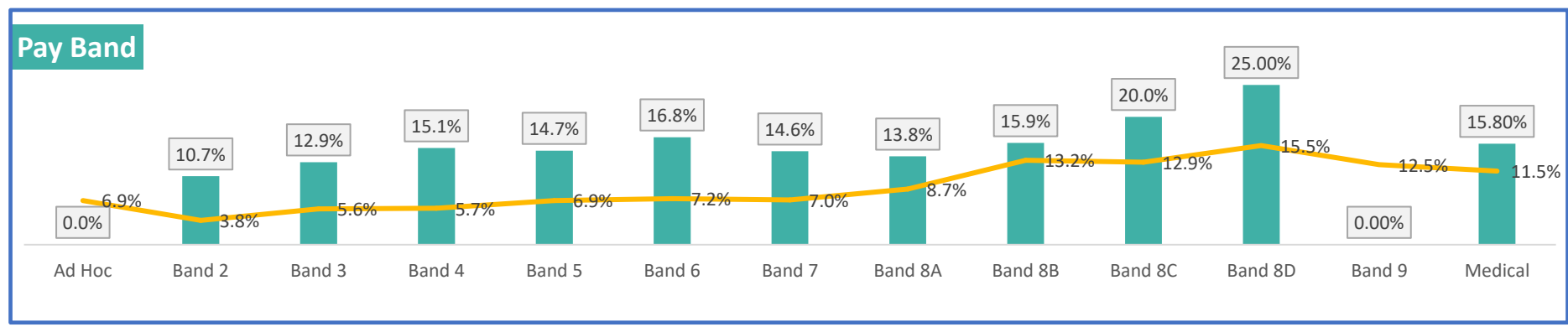
- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **2999 disabled staff responded to the survey**, whereas only 1,720 staff have declared disability on ESR at MFT
- Reports of bullying and harassment by managers declined by 0.94% from last year
- A higher proportion of disabled staff experience bullying, harassment and abuse from managers than non-disabled staff.
- MFT has a higher percentage than GM ICB and North West but lower percentage than Shelford Group and National.

WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Pay Band and Religion

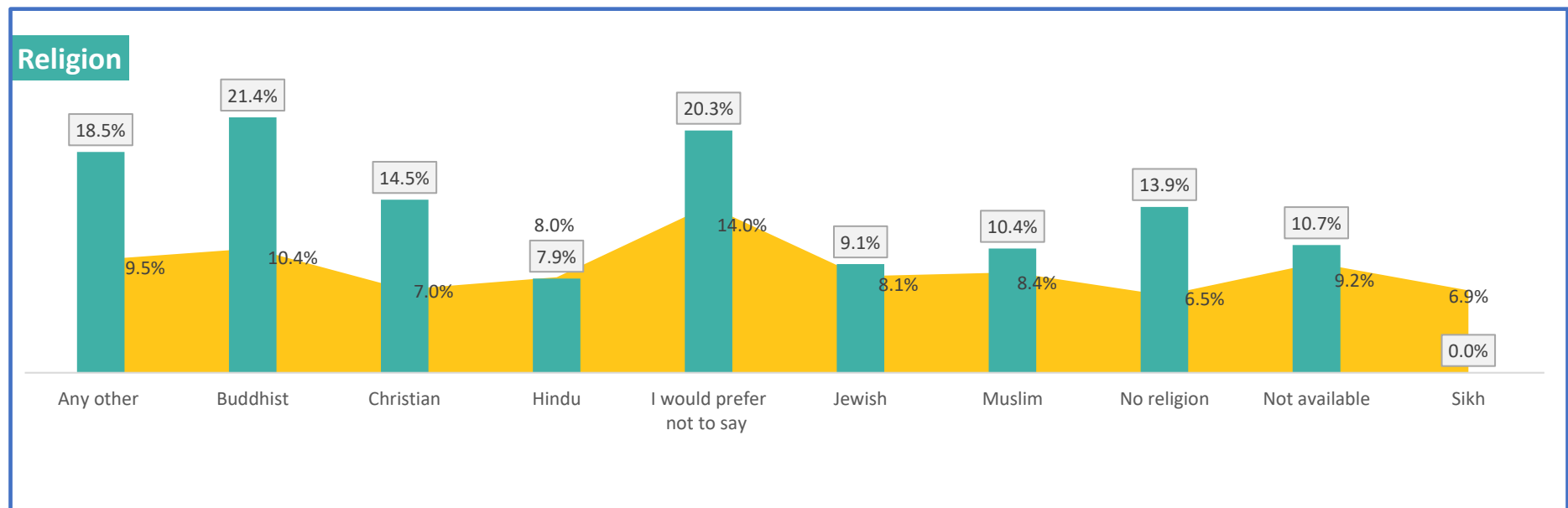
Non-Disabled Disabled

In the NHS staff survey response:

- Not Available** option indicates that the staff did not complete or left the response blank.
- Any Other or Other** option is selected when none of the listed categories match their response.
- I would Prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Pay Band: This data indicates that many disabled staff, over all the pay bands has significantly higher reported harassment from managers, with notable disparities compared to their non-disabled staff. The highest percentages is in band 8d and lowest in Ad Hoc and Band 9.



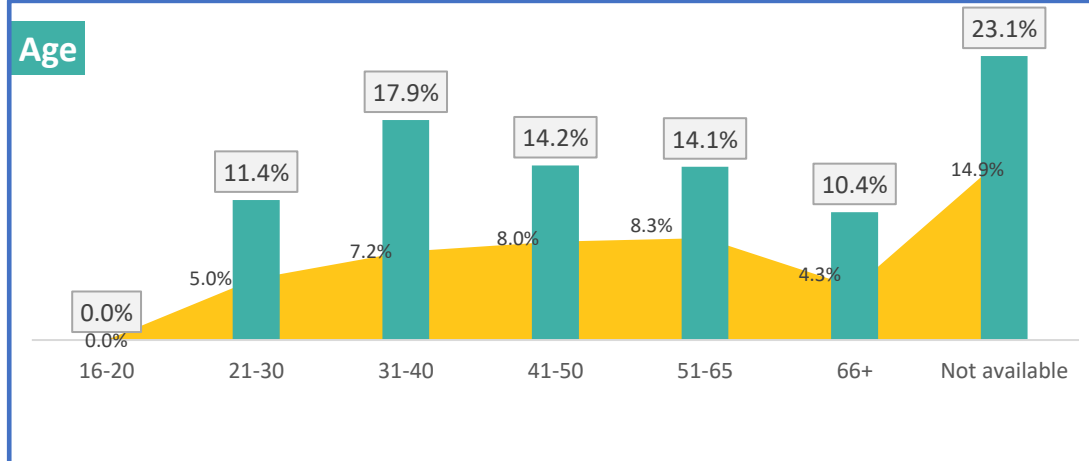
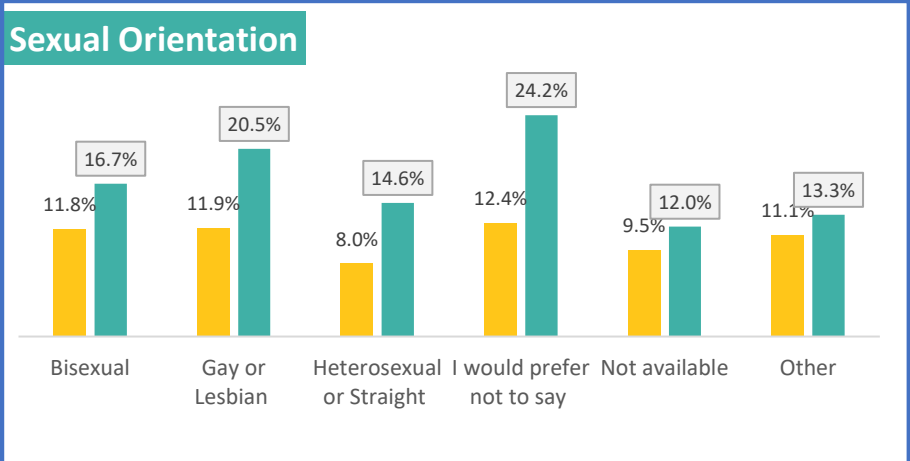
Religion: Disabled Buddhist and I would prefer not to say reported the highest percentages for harassment from managers, with notable disparities compared to their non-disabled staff.

WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Sexual Orientation, Age and Ethnicity

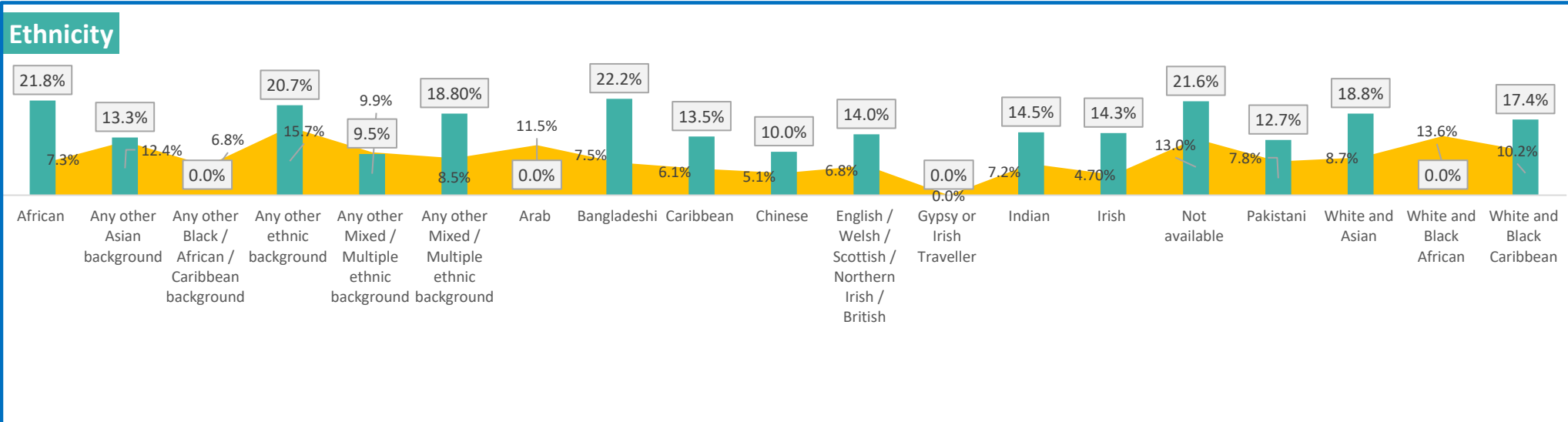
Non-Disabled Disabled

In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would Prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Sexual Orientation: This data reveals that disabled staff, especially those identifying as gay or lesbian, bisexual, or preferring not to disclose their sexual orientation, report higher levels of harassment from managers than their non-disabled staff.



Age: This data shows that disabled staff, that all age bands report higher levels of harassment from managers than their non-disabled staff. The lowest percentages within 16-20 and the highest bring not available.

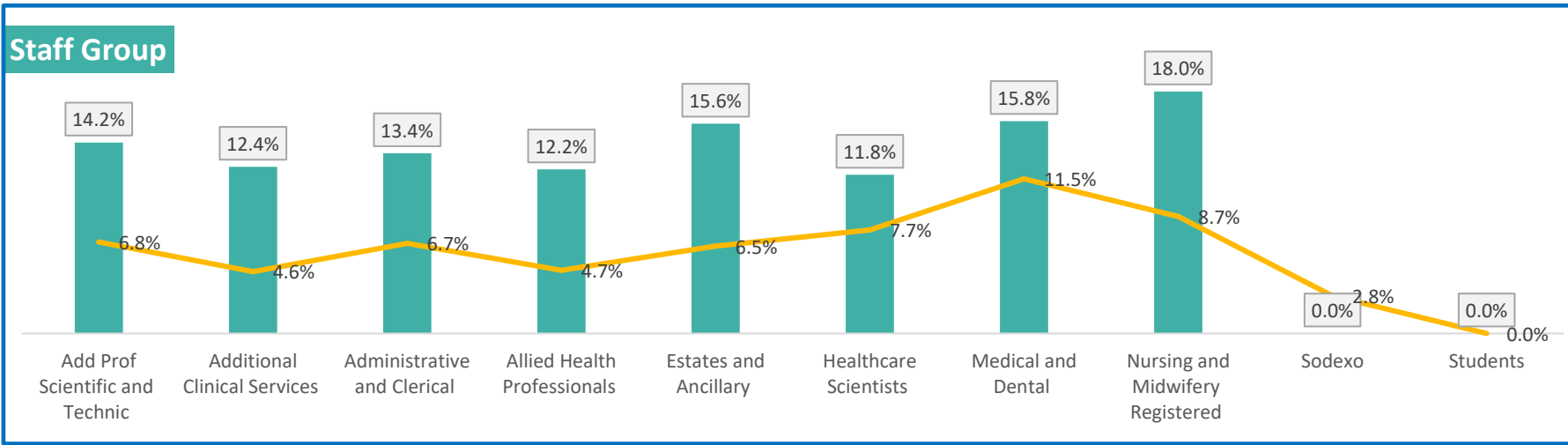
Ethnicity: This data highlights that disabled staff, within all Ethnicity, report higher levels of harassment from managers than their non-disabled staff. 4 ethnicities states at 0.00 percentage.

WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Staff Group and Gender

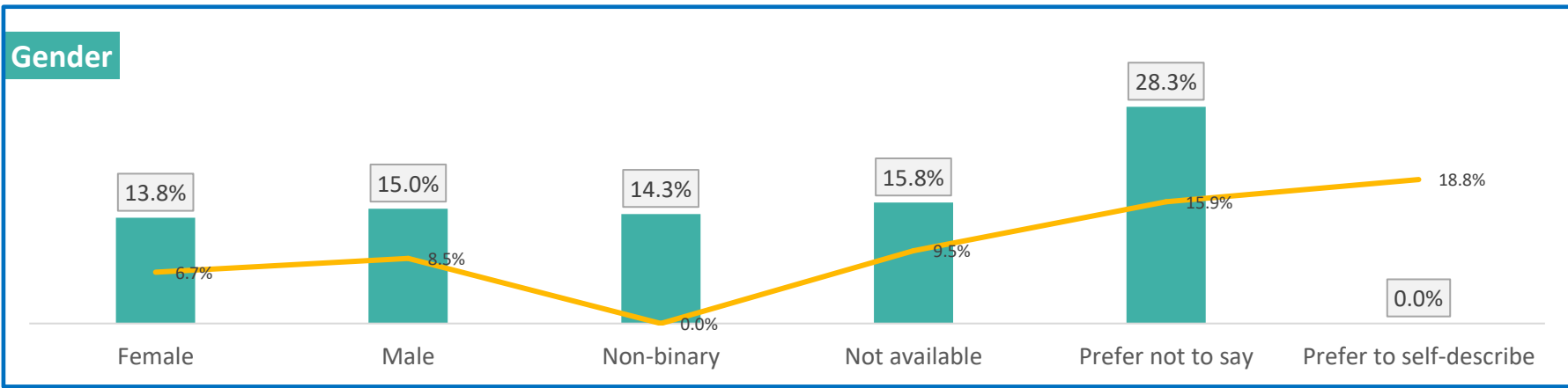
Non-Disabled Disabled

i In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Staff Group: Disabled staff across most staff groups experience higher levels of harassment from managers, with particularly differences in the Medical and Dental, Nursing and Midwifery, and Estates and Ancillary sectors.



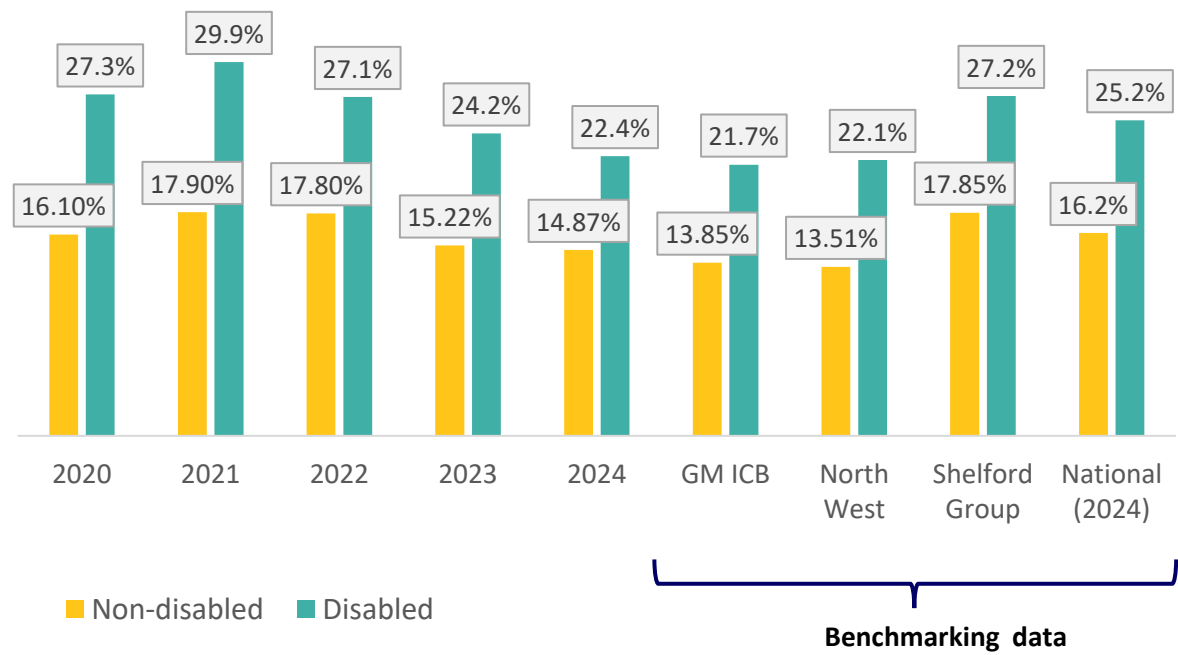
Gender: Disabled staff, who preferring not to disclose their gender, experience higher levels of harassment from managers compared to their non-disabled counterparts. The highest with prefer not to say.

WDES Metric 4c

Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (c) Other colleagues

	2020	2021	2022	2023	2024
Disabled	27.3%	29.9%	27.1%	24.2%	22.4%
Non-Disabled	16.1%	17.9%	17.8%	15.2%	14.9%

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 3000	Responded to NHSS 9815



i The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **3,000 disabled staff responded to the survey**, whereas only 1,720 staff have declared disability on ESR at MFT
- Incidents of bullying and harassment from colleagues decreased by 1.8% from last year
- A higher proportion of disabled staff experience bullying, harassment and abuse from colleagues than non-disabled staff.
- MFT has a higher percentage than GM ICB and North West but lower percentage than Shelford Group and National.

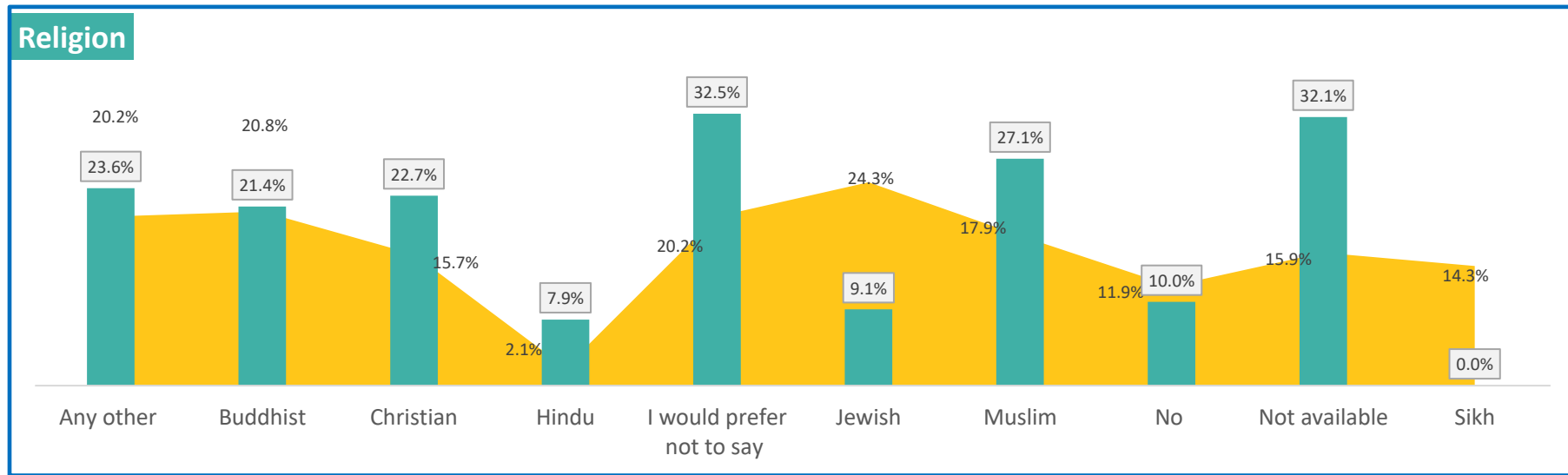
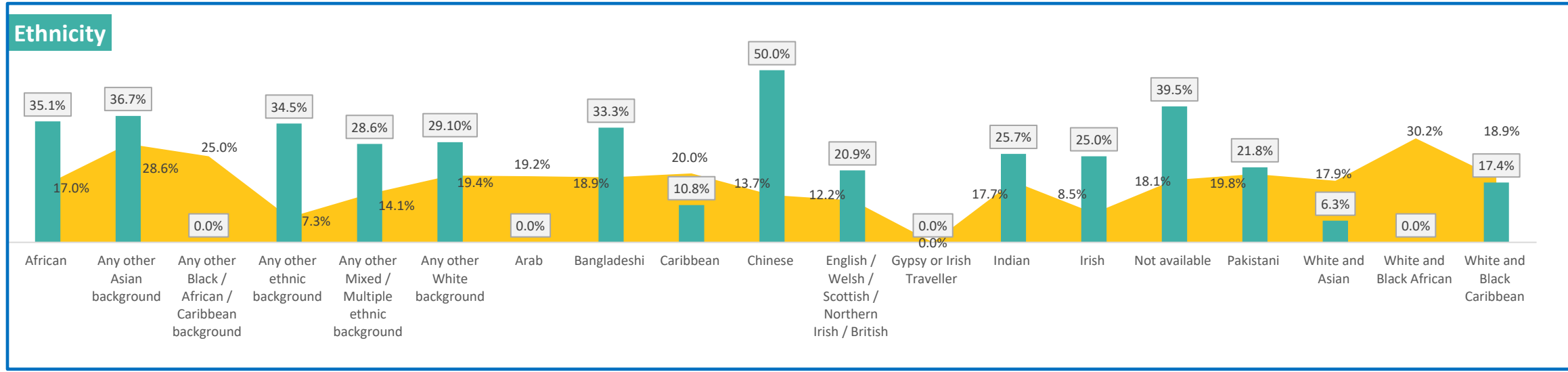
WDES Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues based on Ethnicity and Religion

Non-Disabled Disabled



In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Ethnicity: Disabled staff from various religious backgrounds, particularly Buddhists, Hindu and Jews, experience lower levels of harassment from colleagues compared to their non-disabled counterparts. Certain groups, such as those identifying as Sikh, report no incidents of harassing for disabled staff, reflecting varied experiences across different religious affiliations.

Religion: Disabled staff from various Ethnicity, particularly Caribbean, White and Asian and White and Black African, experience lower levels of harassment from colleagues compared to their non-disabled counterparts.

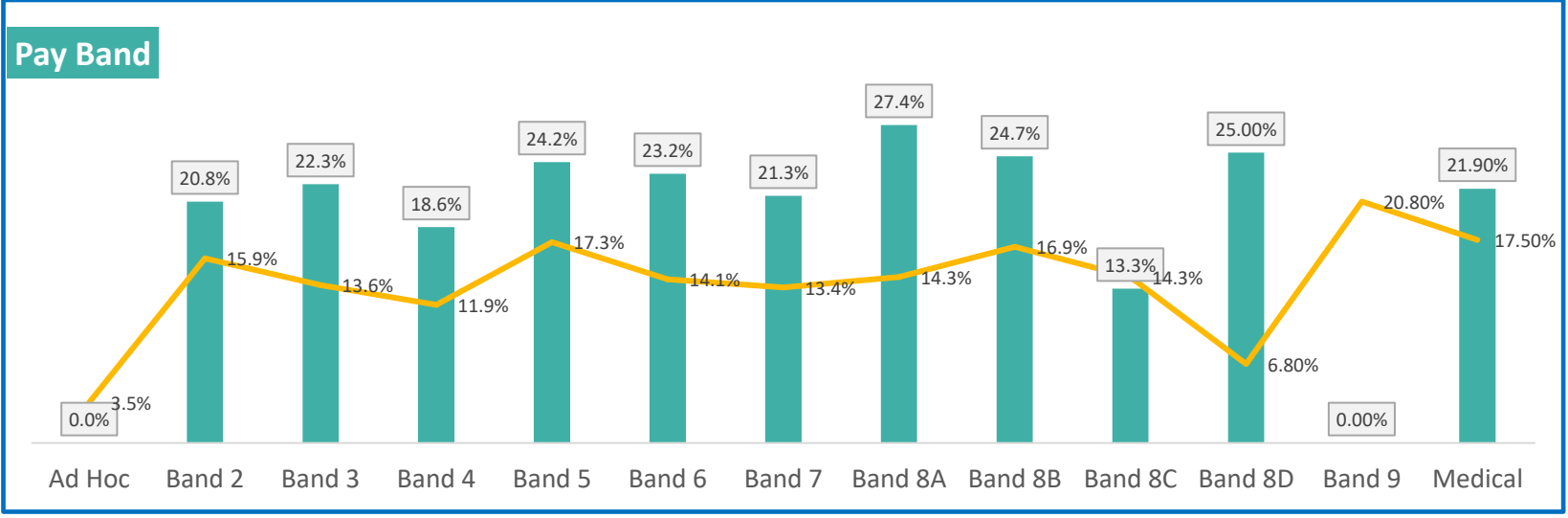
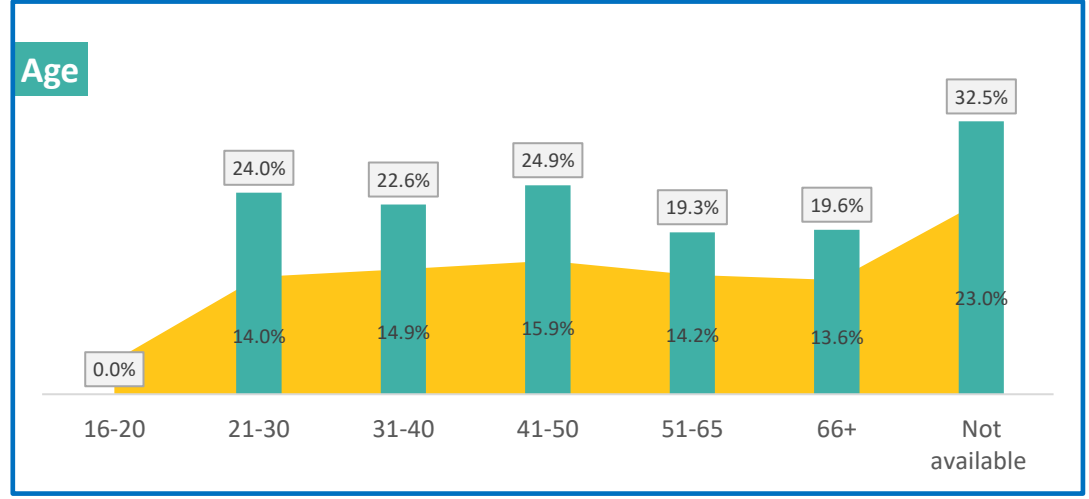
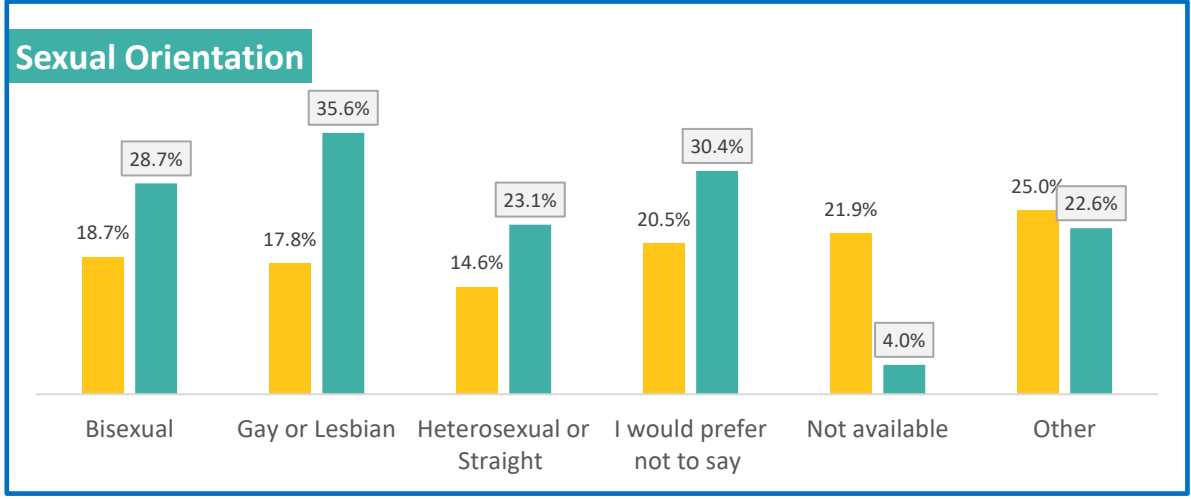
WDES Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues based on Sexual Orientation, Age and Pay Band

Non-Disabled Disabled



In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Age: Disabled staff across all age groups experience higher levels of harassment from colleagues, with particularly pronounced rates among older age groups and those with unspecified ages.

Pay Band: Disabled staff within all pay bands groups experience higher levels of harassment from colleagues, with particularly low rates within Band 8C and Band 9.

Sexual Orientation: Gay or Lesbian disabled staff sexual orientations experience higher levels of harassment from colleagues, with Not available being the lowest.

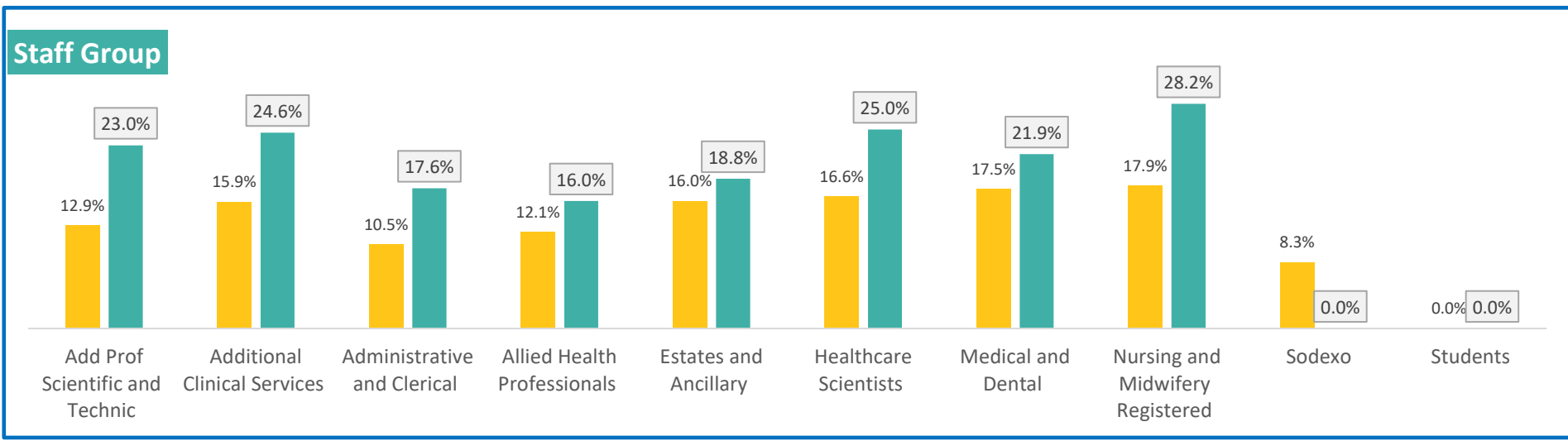
WDES Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues based on Staff Group and Gender

Non-Disabled Disabled

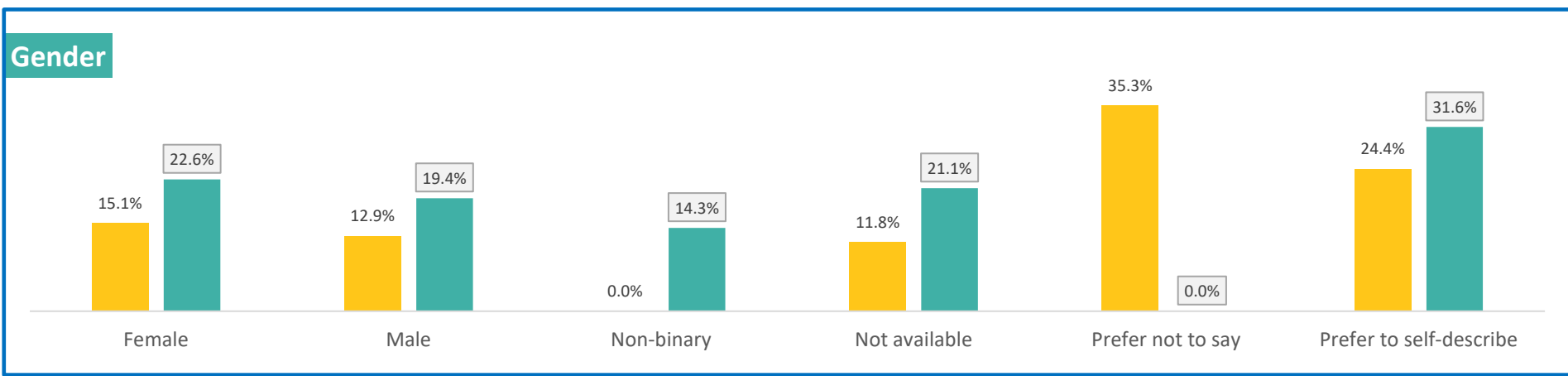


In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Disabled staff across various staff groups Nursing and Midwifery Registered and Healthcare Scientists, experience higher levels of harassment from colleagues compared to non-disabled. Sodexo and Students staff show no incidents of harassment.



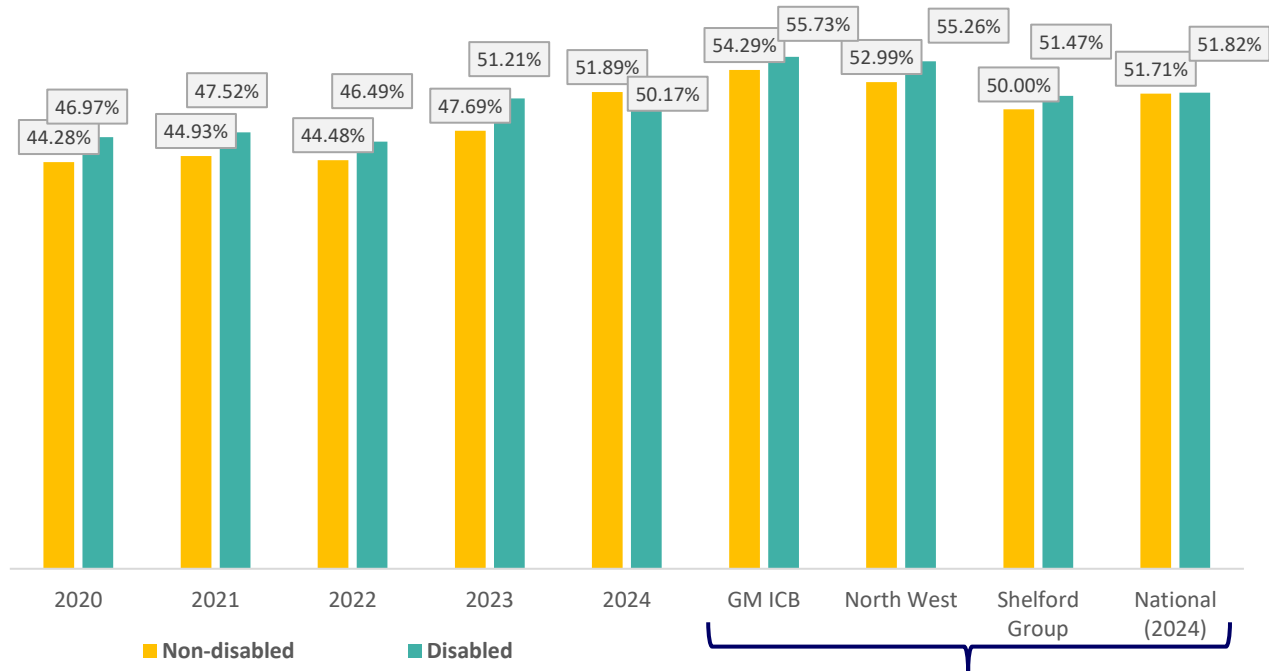
Disabled staff across females and Prefer to self-describe, experience higher levels of harassment from colleagues compared to their non-disabled counterparts. Non-binary staff show reports no incidents of harassment.

WDES Metric 4d

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

	2020	2021	2022	2023	2024
Disabled	47.0%	47.5%	46.5%	51.2%	50.2%
Non-Disabled	44.3%	44.9%	44.5%	47.7%	51.9%

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 1194	Responded to NHSS 2827



Benchmarking data

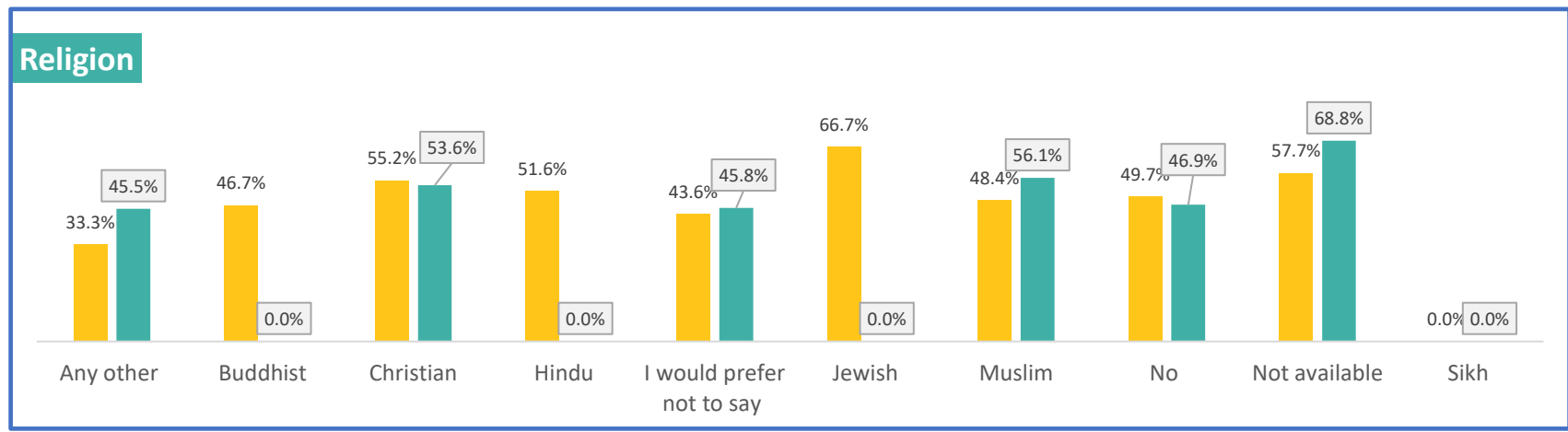
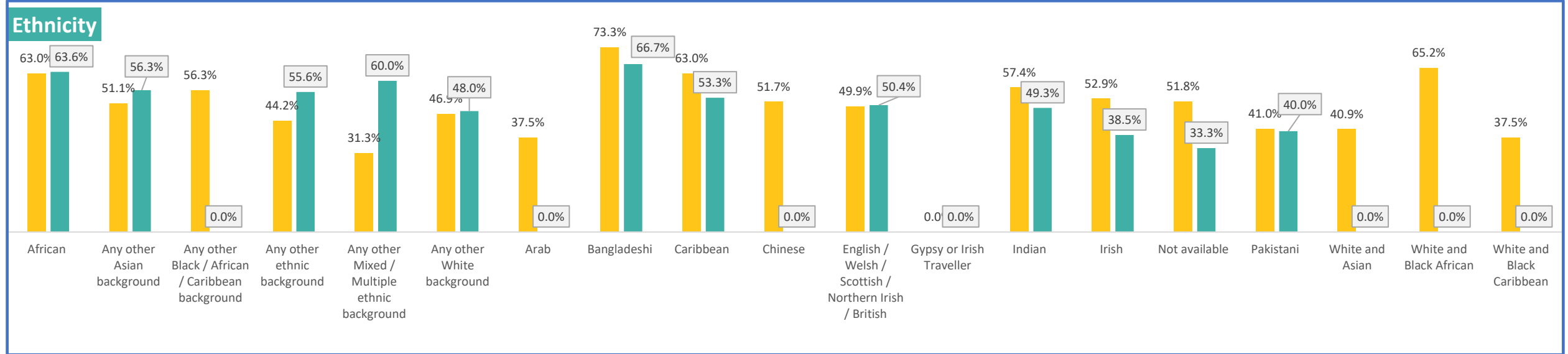
- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **1,194 disabled staff responded to the survey**, whereas 1,720 staff have declared disability on ESR at MFT
- This metric shows a 1% decrease in disabled staff reporting harassment the last time it happened compared to last year
- Nearly half of disabled staff reported the latest incidence of harassment, bullying or abuse.
- Disabled staff are only slightly more likely to report incidences compared to non-disabled staff.
- MFT has a lower percentage than GM ICB, North West, Shelford Group and National.

WDES Metric 4d - Percentage of disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it based on Ethnicity and Religion

Non-Disabled Disabled



- In the NHS staff survey response:**
- **Not Available** option indicates that the staff did not complete or left the response blank.
 - **Any Other or Other** option is selected when none of the listed categories match their response.
 - **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Ethnicity: Disabled staff report higher percentages of incidents being reported in several ethnicity categories, particularly among those identifying as Any other Asian, any other ethnic and any other mixed / multiple ethnic backgrounds. Additionally, specific groups, such as any other black / African/ Caribbean background, Arab, Chinese, Gypsy or Irish Traveler, White and Asian, White and Black African, White and Black Caribbean report no incidents.

Religion: Disabled staff report higher percentages of incidents being reported in several religious categories, particularly among those identifying as not available, Christians, Muslims, and those with no religion. Additionally, specific groups, such as Buddhists, Jewish, Hindu and Sikhs, report no incidents.

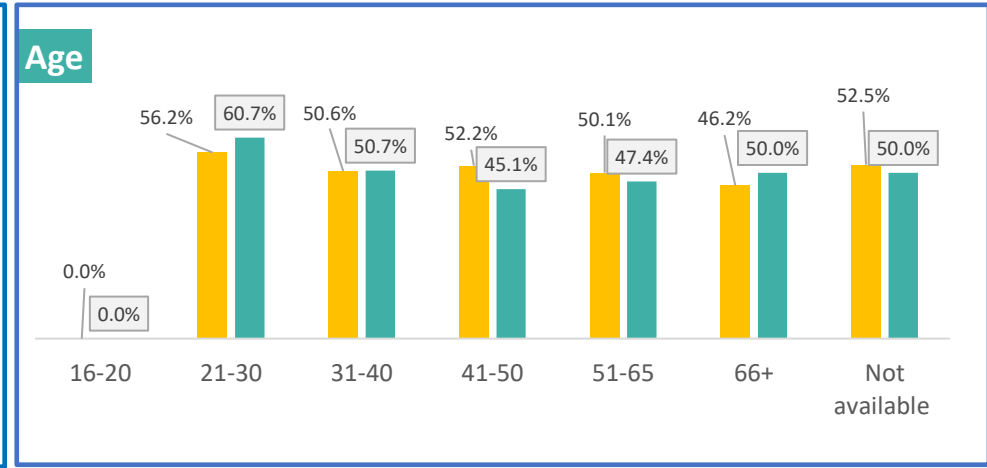
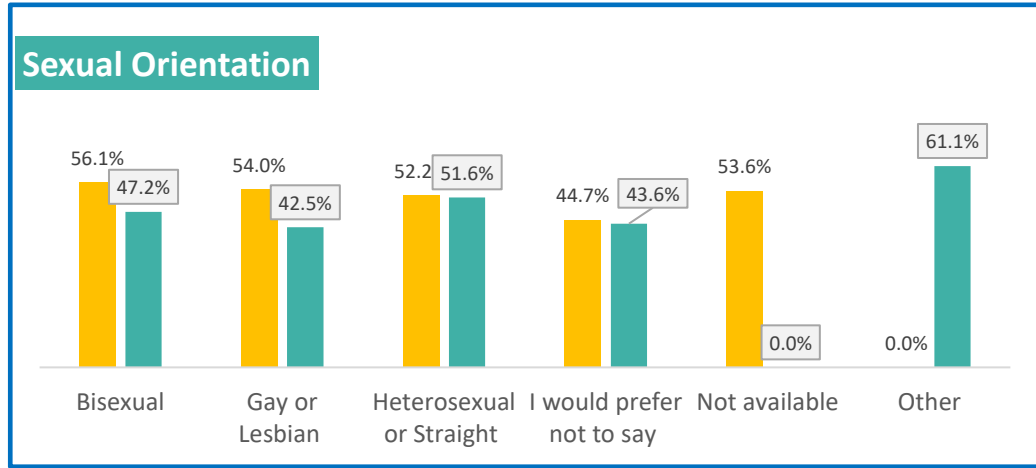
WDES Metric 4d - Percentage of disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it based on Sexual Orientation, Age and Pay Band

Non-Disabled Disabled

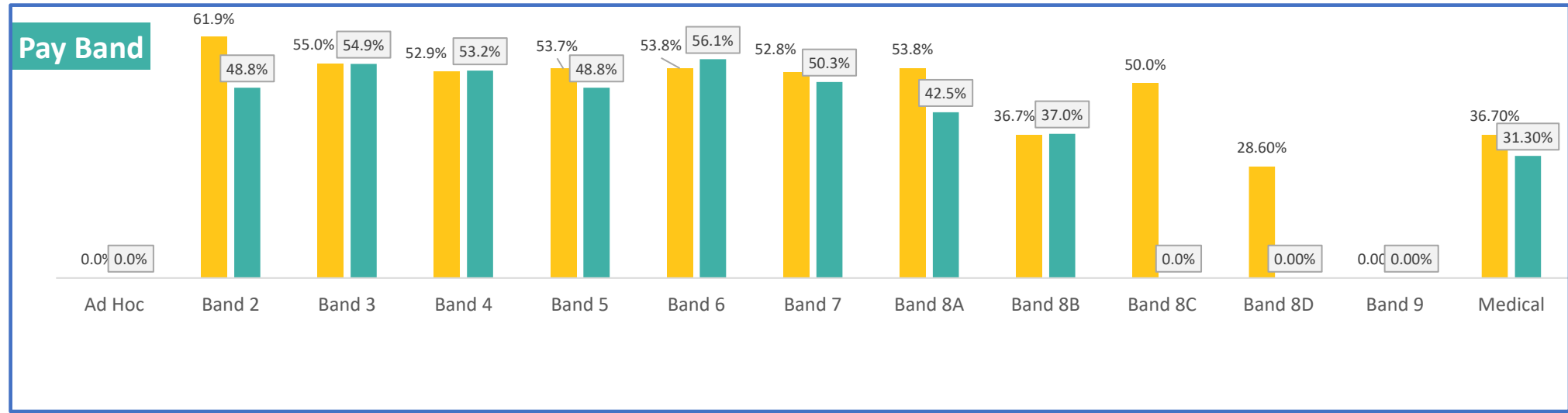


In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other** or **Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Sexual Orientation: Disabled staff report lower percentages of incidents being reported in several sexual orientation categories, against non-disabled staff particularly among those identifying as bisexual and gay or lesbian. Additionally, Not available reported no incidents.



Age: Disabled staff within 21-30 are more likely to report experiences of harassment, bullying, or abuse compared to their non-disabled staff. The reporting rates for disabled staff remain relatively high across the 31-40, 66+ and not available.

Pay Band: Disabled staff reported for band 8c, 8d and 9 show a 0.00 percentages of incidents being reported in several sexual orientation categories,

The highest areas for disabled staff are in band 3, 4 and 6

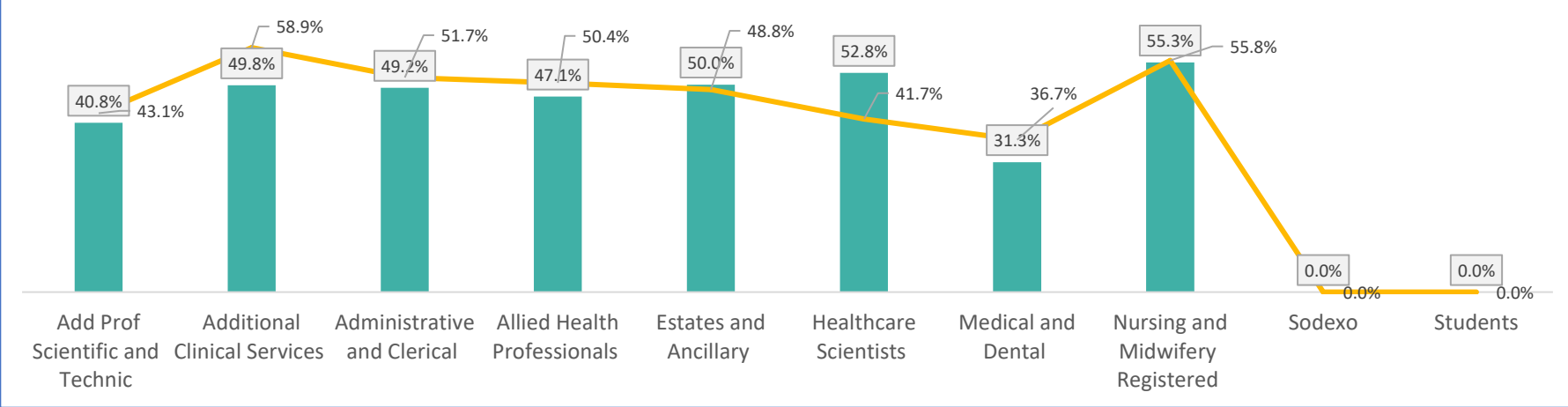
WDES Metric 4d - Percentage of disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it based on Staff Group and Gender

Non-Disabled Disabled



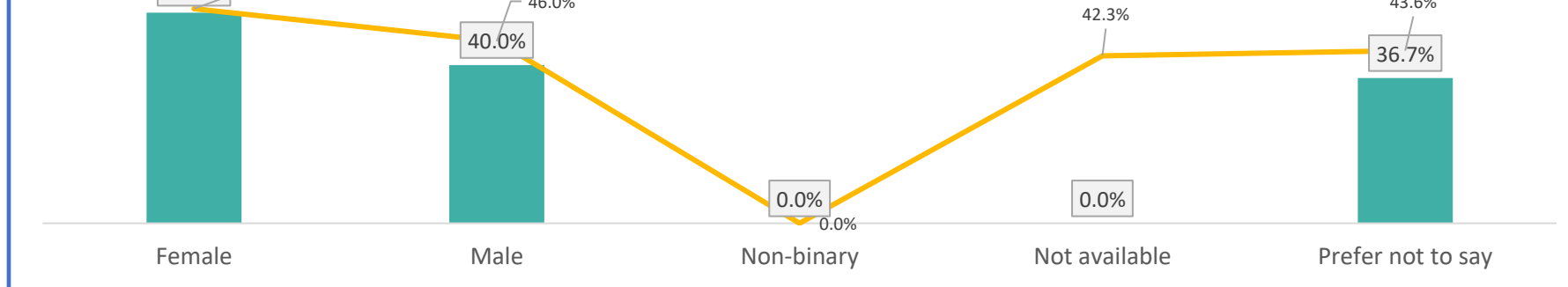
- In the NHS staff survey response:**
- **Not Available** option indicates that the staff did not complete or left the response blank.
 - **Any Other or Other** option is selected when none of the listed categories match their response.
 - **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Staff Group



Staff Group: Nursing and Midwifery disabled staff are the highest to report experiences of harassment, bullying, or abuse compared to their non-disabled staff. The reporting rates for disabled staff within Sodexo and Students is at 0.00%.

Gender



Gender: Disabled female and male staff report a slightly higher rate compared to non-disabled.

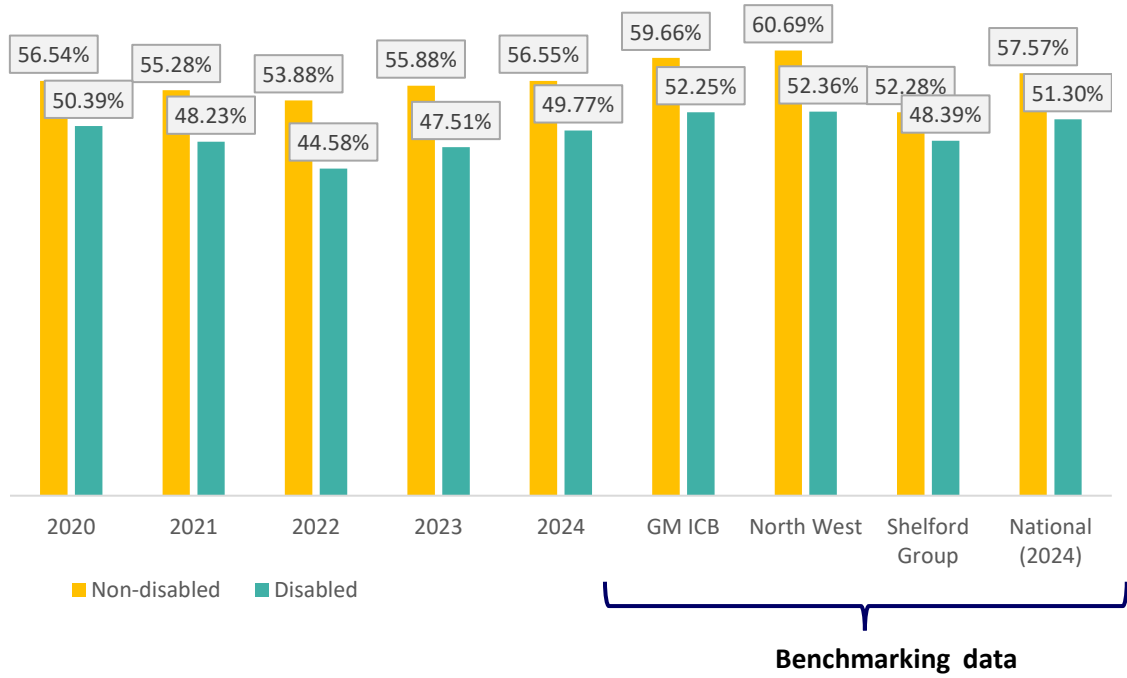
Non-binary and not available disabled staff show no reporting.

WDES Metric 5

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

	2020	2021	2022	2023	2024
Disabled	50.4%	48.2%	44.6%	47.5%	49.8%
Non-Disabled	56.5%	55.3%	53.9%	55.9%	56.6%

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 3004	Responded to NHSS 9796



The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **3,004 disabled staff responded to the survey**, whereas only 1,720 staff have declared disability on ESR at MFT
- 50% of disabled staff believe the trust provides equal opportunities compared to 57% of non-disabled staff.
- The percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion has increased by 2.3%.
- MFT has a lower percentage than GM ICB, North West and National but lower percentage than Shelford Group.

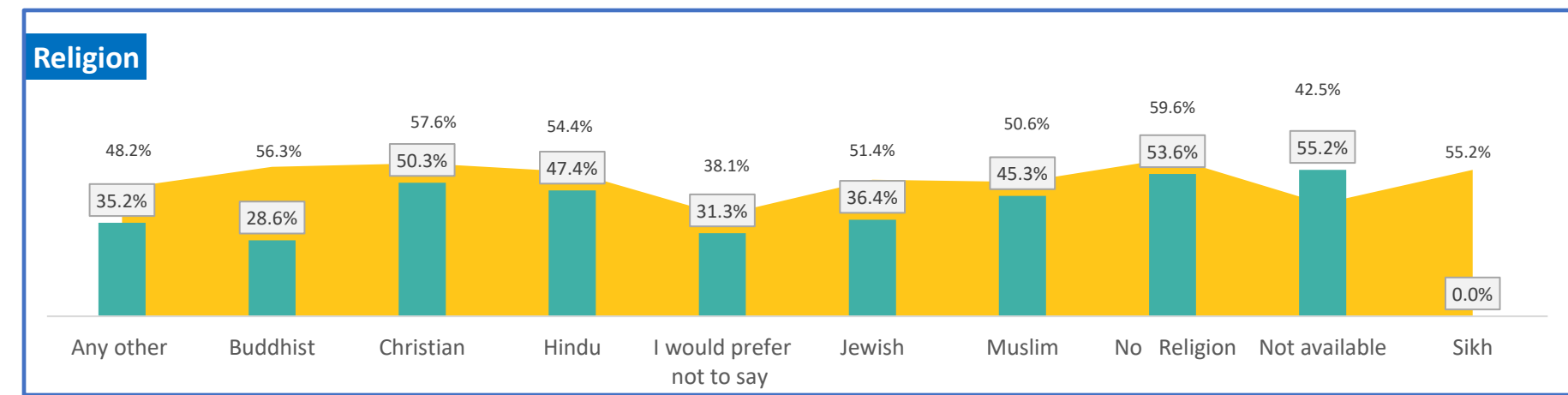
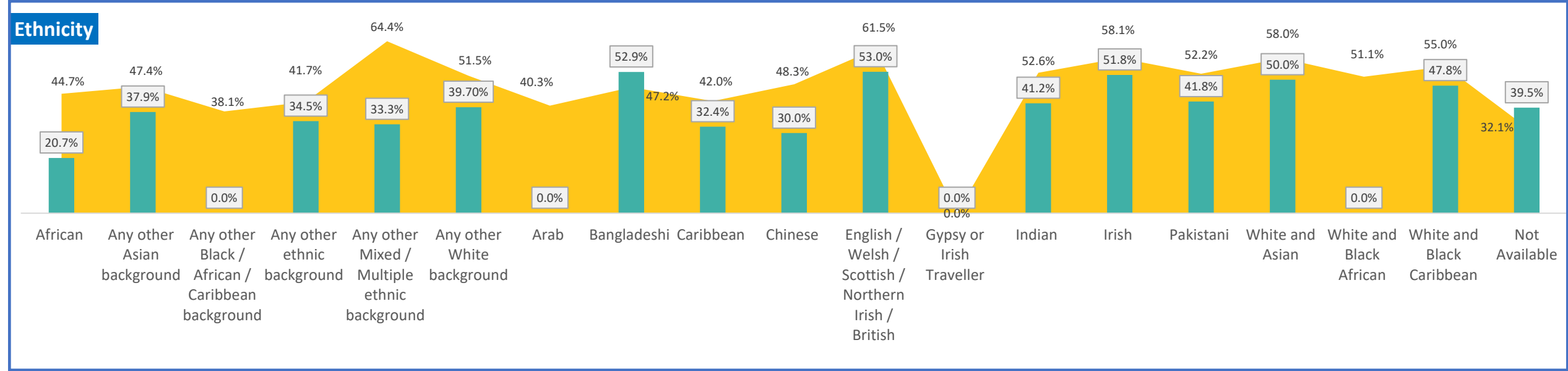
WDES Metric 5 - Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion based on Ethnicity and Religion

Non-Disabled Disabled



In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Ethnicity: Disabled staff across all religions who believe that the trust provides equal opportunities for career progression is significantly lower than that of non-disabled staff. But disabled Bangladeshi staff believe the trust provides equal opportunities above non-disabled staff.

Religion: Disabled staff across all religions show a lower percentage against non-disabled staff, who believe that the trust provides equal opportunities for career progression. However not available show the reverse for disabled staff

WDES Metric 5 - Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion based on Sexual Orientation, Age and Pay Band

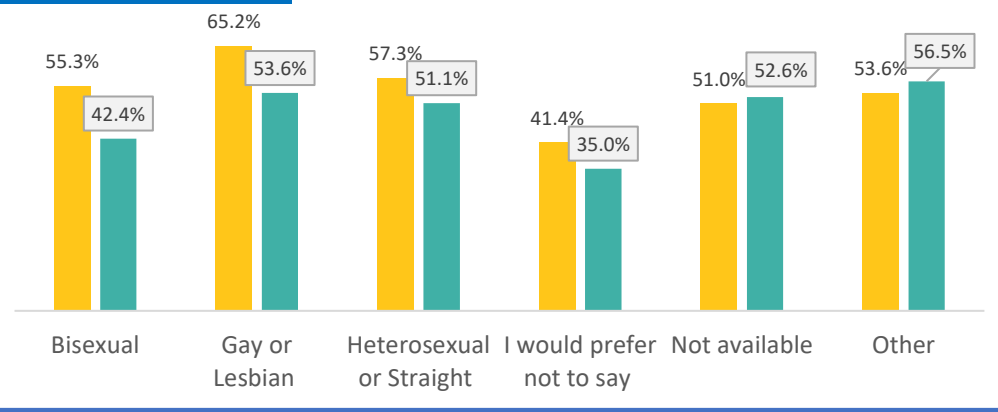
Non-Disabled Disabled



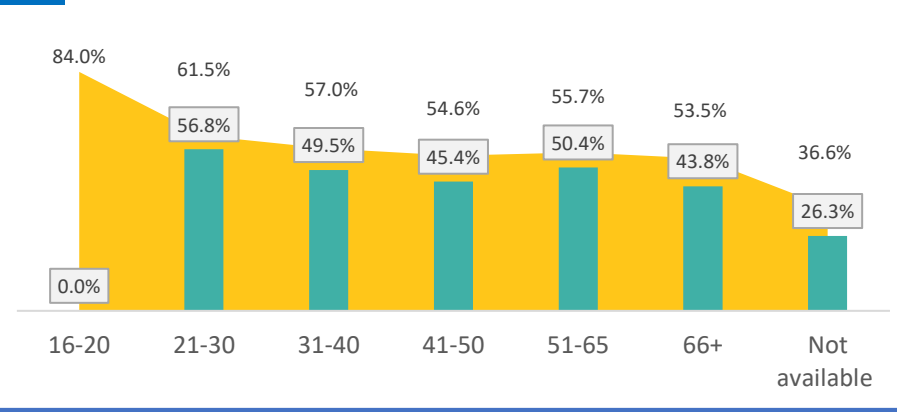
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Sexual Orientation



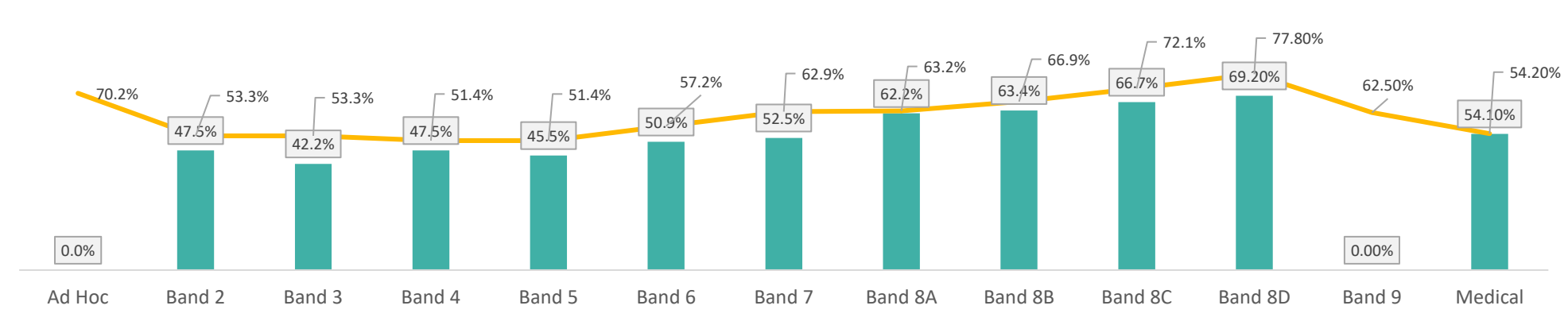
Age



Sexual Orientation: More of the Gay and Lesbian and Heterosexual or Straight non-disabled staff believe that the trust provides equal opportunities for career progression or promotion. Disabled staff within Not available and other staff show and increase over non-disabled staff.

Age: More of the younger disabled staff believe that the trust provides equal opportunities for career progression or promotion. This declines significantly in mid-career and older age groups.

Pay Band



Pay Band: All Pay Band shows that non-disabled staff believe that the trust provides equal opportunities for career progression or promotion.

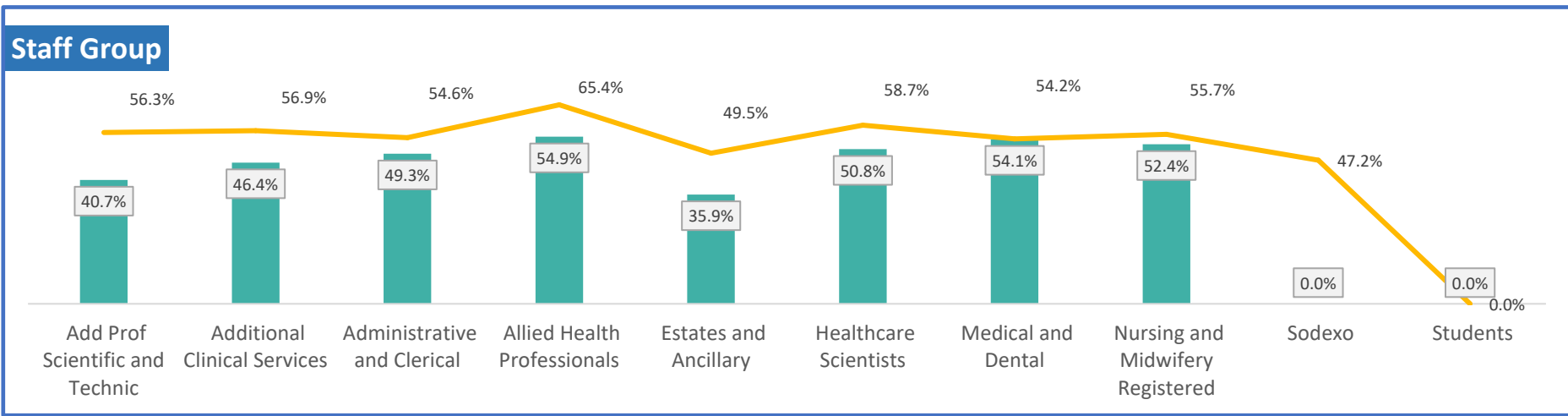
WDES Metric 5 - Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion based on Staff Group and Gender

Non-Disabled Disabled

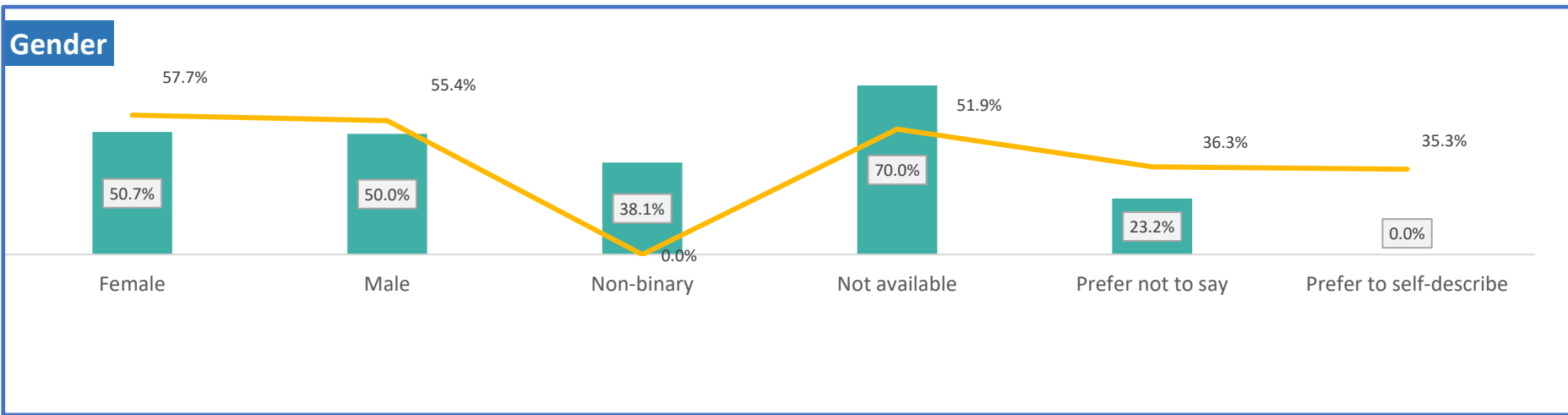


In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Staff Group: All Staff Groups shows that non-disabled staff believe that the trust provides equal opportunities for career progression or promotion. Medical and Dental have the closest difference by 0.1%



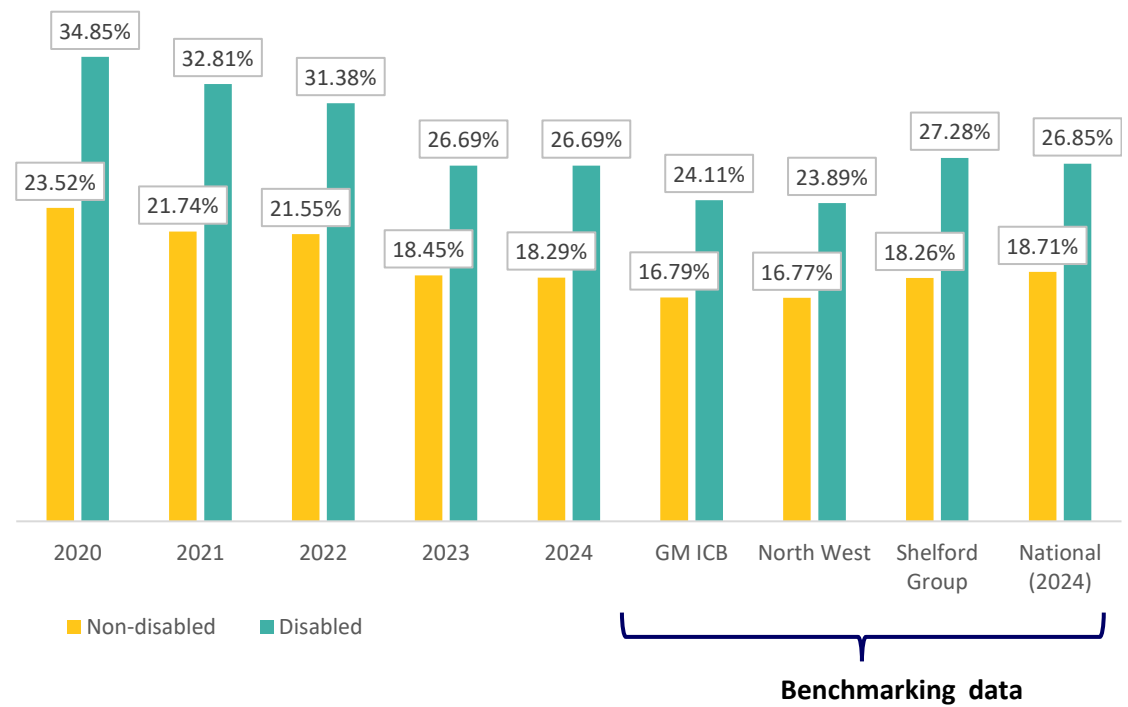
Gender: All Staff Groups shows that non-disabled staff believe that the trust provides equal opportunities for career progression or promotion, apart from Non-Binary and not available.

WDES Metric 6

Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties

	2020	2021	2022	2023	2024
Disabled	34.9%	32.8%	31.4%	26.69%	26.69%
Non-Disabled	23.5%	21.7%	21.6%	18.45%	18.29%

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 2151	Responded to NHSS 4790



i The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

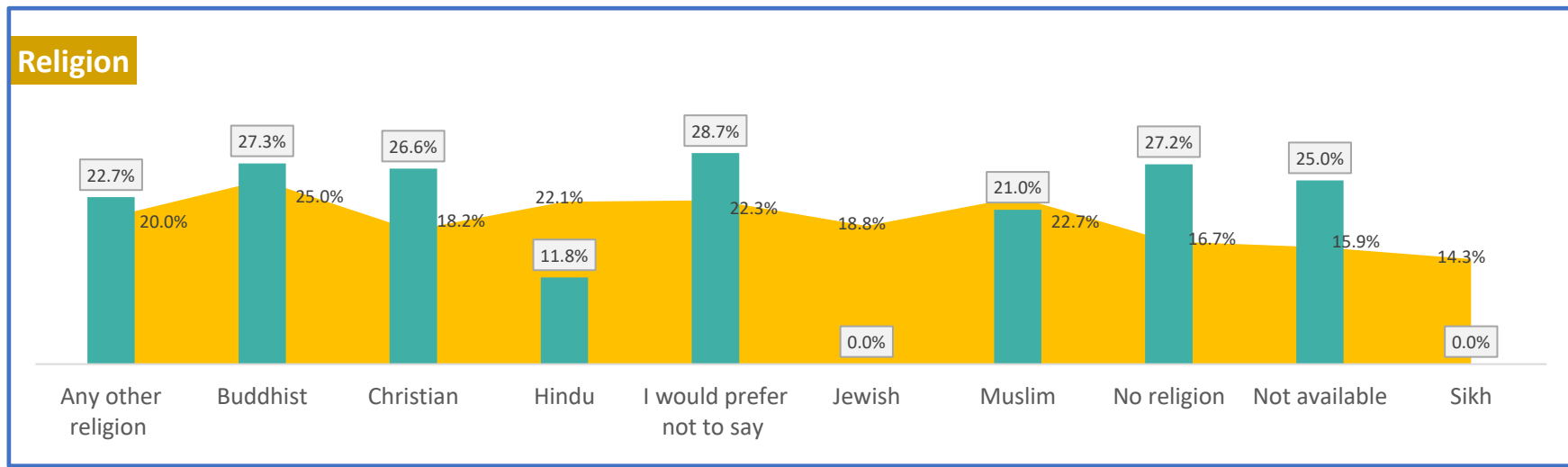
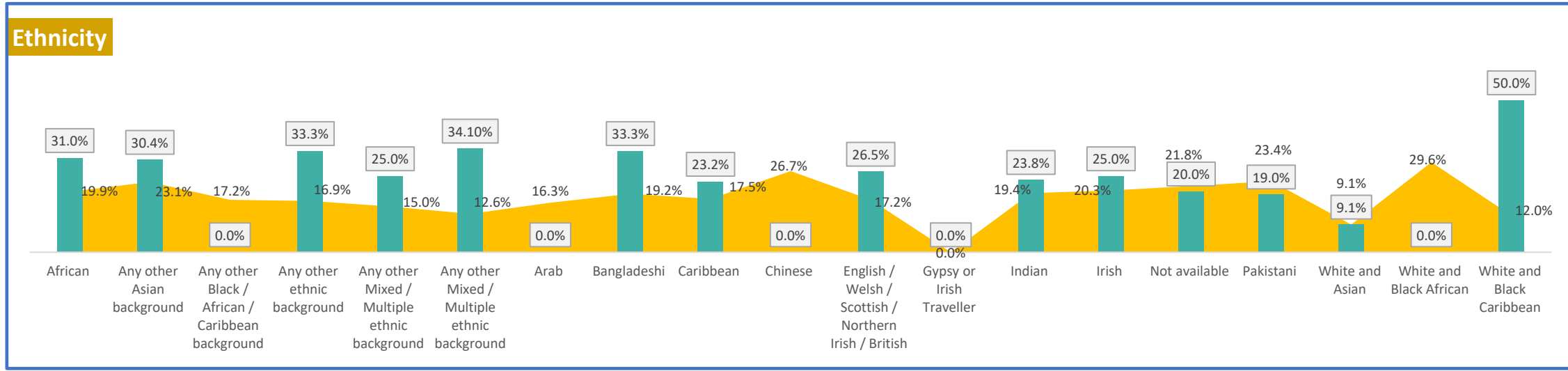
- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **2,151 disabled staff responded to the survey**, whereas only 1,720 staff have declared disability on ESR at MFT
- The percentage of disabled staff feeling pressured to come to work has remained at the same level, 26.69%
- MFT has a higher percentage than GM ICB and North West but lower percentage than Shelford Group and National.

WDES Metric 6 - Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties based on Ethnicity and Religion

Non-Disabled Disabled



- In the NHS staff survey response:**
- **Not Available** option indicates that the staff did not complete or left the response blank.
 - **Any Other or Other** option is selected when none of the listed categories match their response.
 - **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Ethnicity: Disabled staff who are White and Black Caribbean feel most pressured to attend work despite their inability to perform effectively. With 5 disabled ethnicities reporting 0.00%.

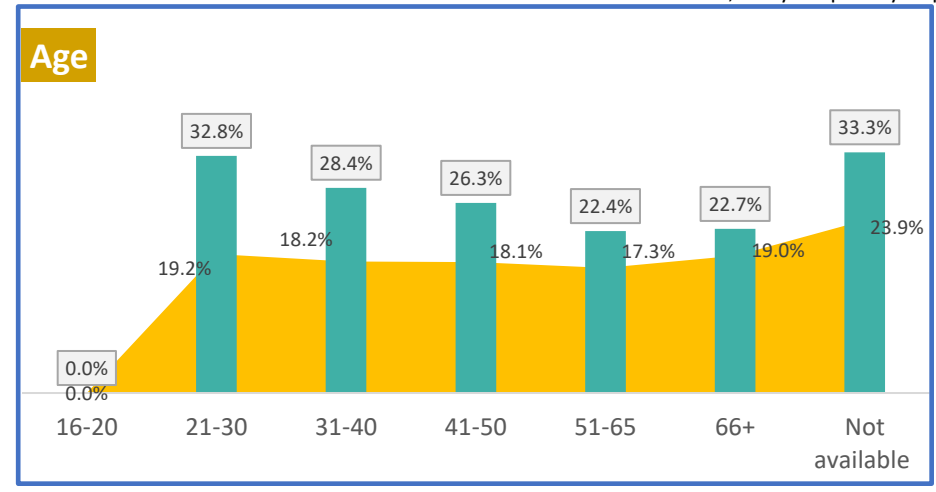
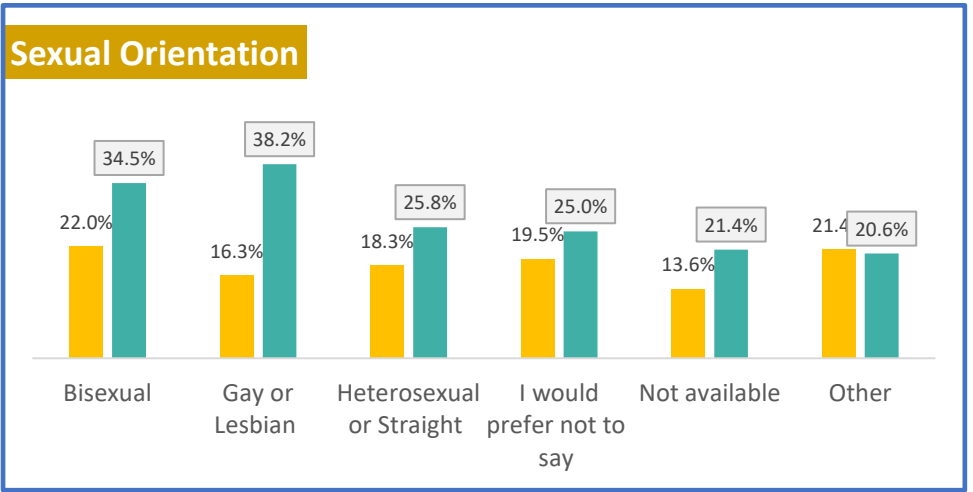
Religion: Most disabled feel more pressured to attend work despite their inability to perform effectively, above the non-disabled staff. Disabled staff from Hindu, Muslim, Jewish and Sikh religions are lower non-disabled staff

WDES Metric 6 - Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties based on Sexual Orientation, Age and Pay Band.

Non-Disabled Disabled

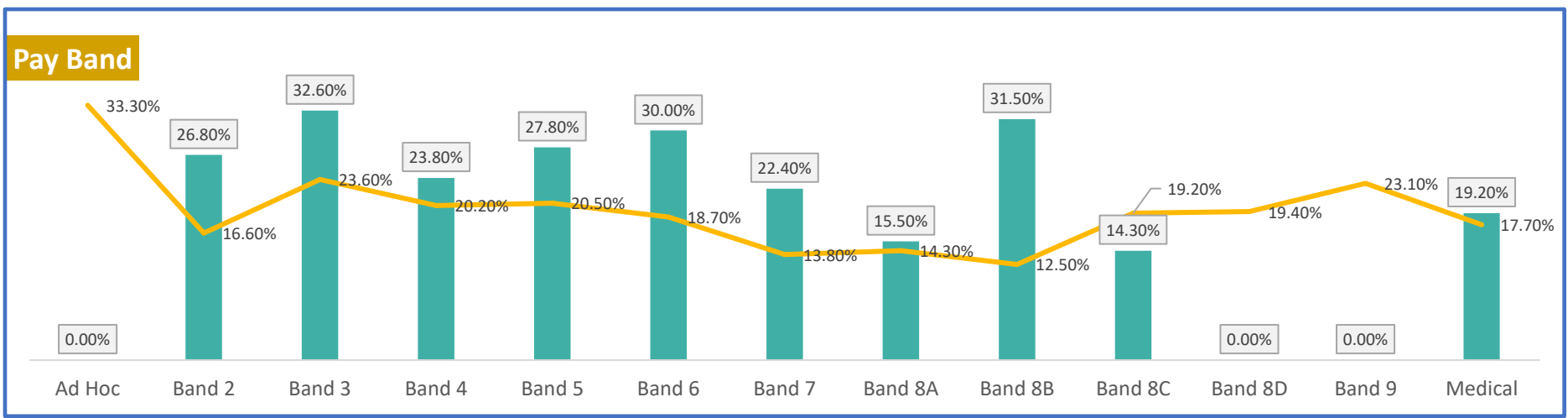
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Sexual Orientation: Disabled staff who are Bisexual and Gay or lesbian feel most pressured to attend work despite not feeling well.

Age: Disabled staff in call categories of Age feel most pressured to attend work despite their inability to perform effectively. With the highest within not available and 21-30.



Pay Band: Disabled staff at band 8d and band 9 show 0.00% experience heightened pressure to come to work. Additionally, the Band 3 and band 8d category shows a higher percentage among disabled staff.

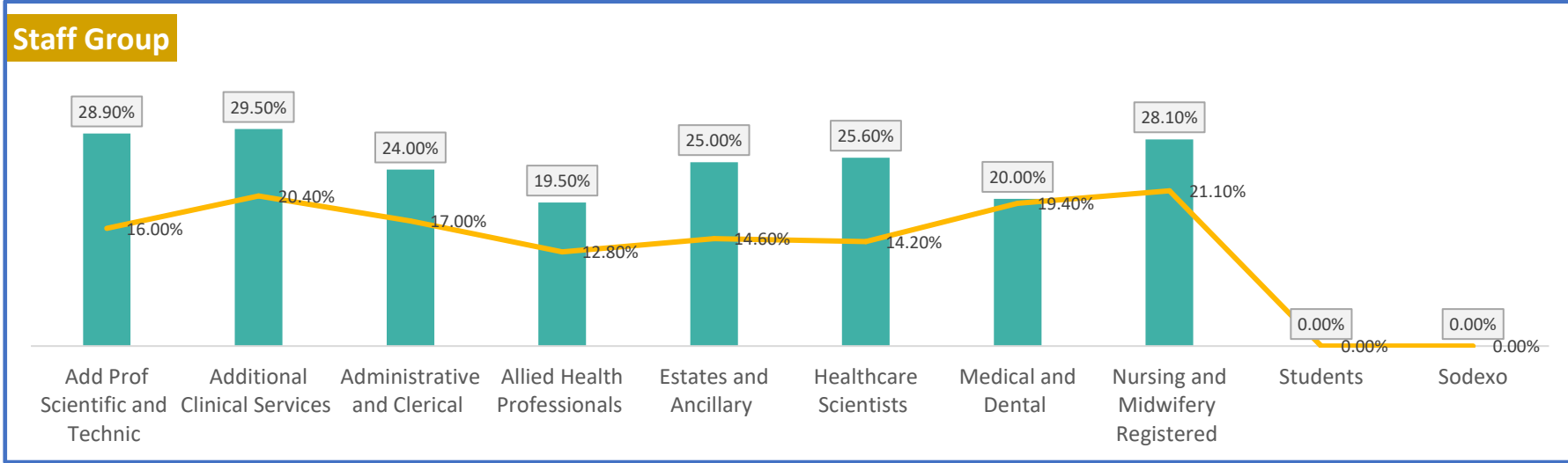
WDES Metric 6 - Percentage of disabled staff compared to non-disabled staff saying they felt pressure to come to work despite not feeling well enough to perform their duties based on Staff Group and Gender.

Non-Disabled Disabled

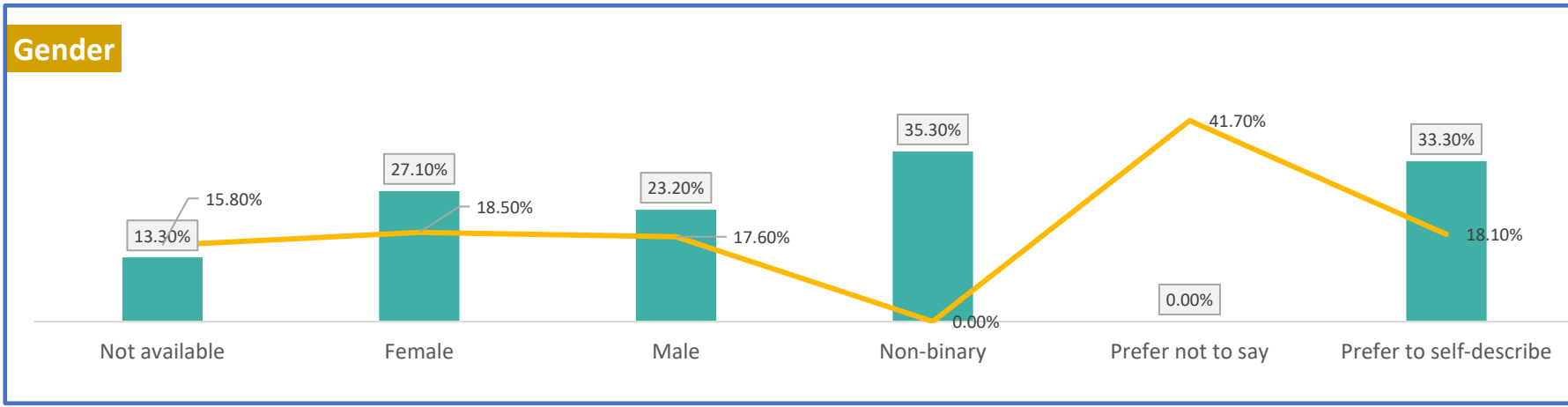


In the NHS staff survey response:

- Not Available** option indicates that the staff did not complete or left the response blank.
- Any Other or Other** option is selected when none of the listed categories match their response.
- I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Staff Group: Disabled staff across all staff group categories experience a higher reported pressure to work despite not feeling. Sodexo and Student disabled staff report 0.00% levels.



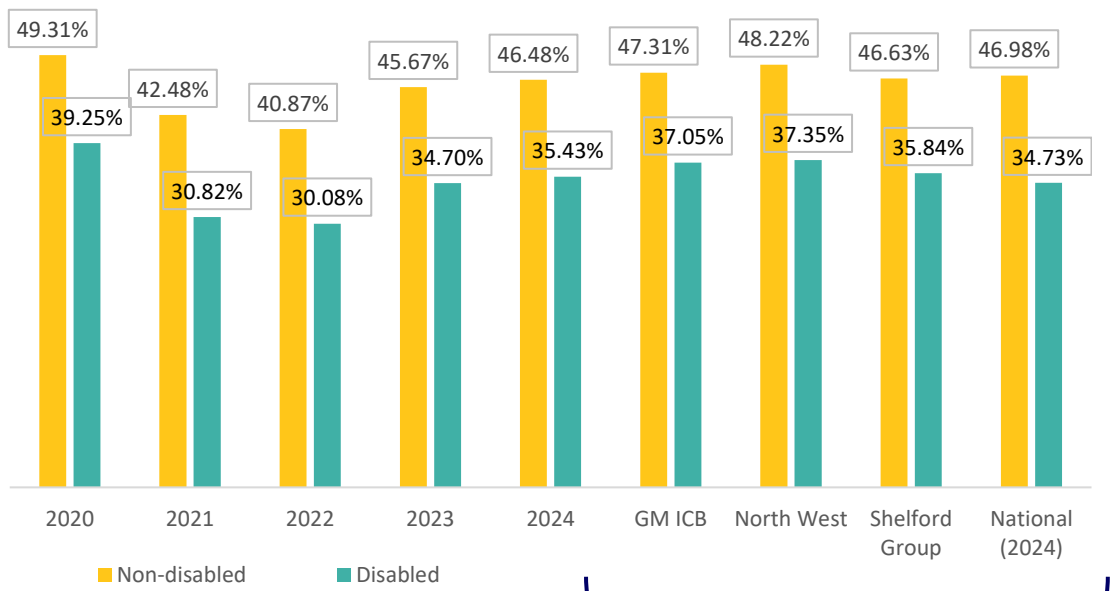
Gender: Disabled staff within most gender categories experience a higher reported pressure to work despite not feeling. Both Non-binary, Not Available and Prefer not to say disabled staff, who report higher levels of pressure than their non-disabled staff.

WDES 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

	2020	2021	2022	2023	2024
Disabled	39.3%	30.8%	30.1%	34.7%	35.4%
Non-Disabled	49.3%	42.5%	40.9%	45.7%	46.48%

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 2588	Responded to NHSS 8292



Benchmarking data

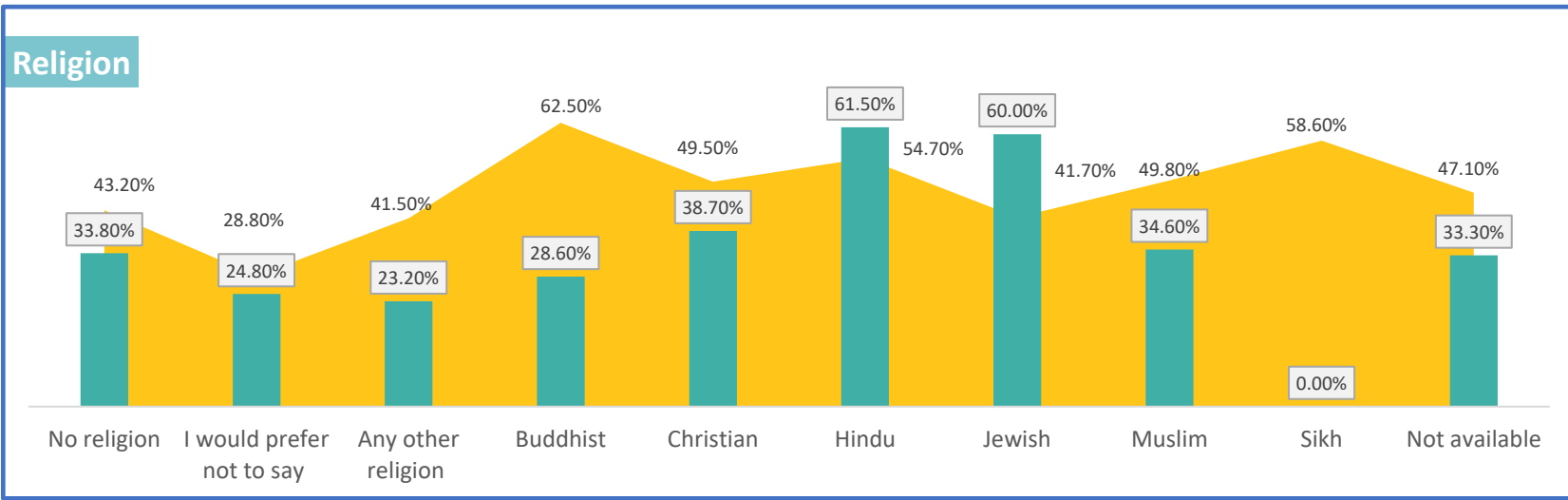
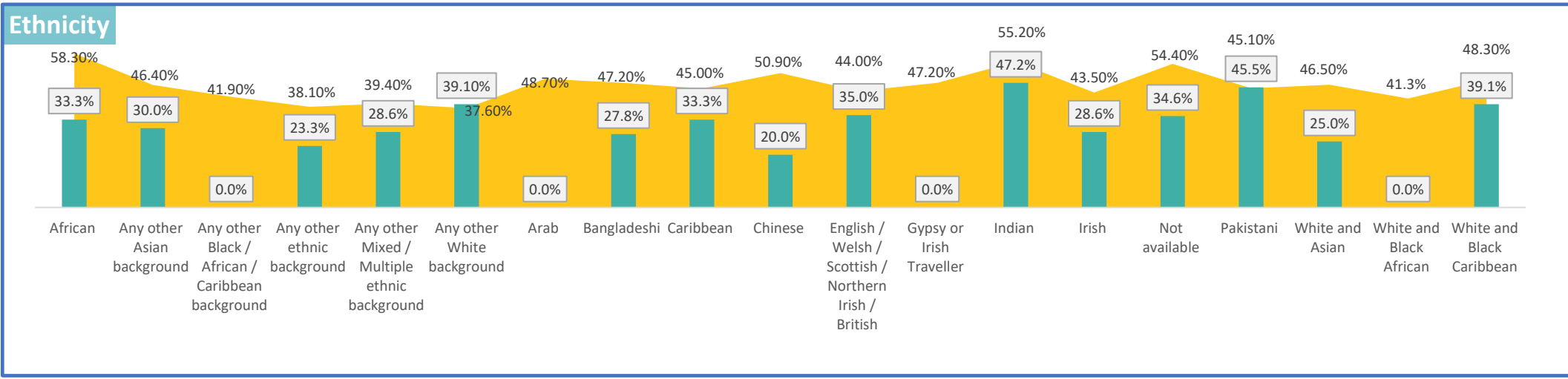
i The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **2,588 disabled staff responded to the survey**, whereas only 1,720 staff have declared disability on ESR at MFT
- There was a 0.7% increase in the number of disabled staff who feel their work is valued
- MFT has a lower percentage than GM ICB, North West and Shelford Group but higher percentage than National.

WDES 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 based on Ethnicity and Religion

Non-Disabled Disabled

- In the NHS staff survey response:**
- **Not Available** option indicates that the staff did not complete or left the response blank.
 - **Any Other or Other** option is selected when none of the listed categories match their response.
 - **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Ethnicity: Disabled staff who identify as Any other Black/ African/ Caribbean, Arab, Gypsy or Irish Traveler and White and Black African report 0.00% satisfaction levels. However, Pakistani and Any other white disabled staff report slightly higher satisfaction than non-disabled staff.

Religion: Disabled staff who identify as Hindu and Jewish report particularly high satisfaction levels. However, Sikh disabled staff report lowest satisfaction at 0.00% against non-disabled staff.

WDES 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 based on Sexual Orientation, Age and Pay Band

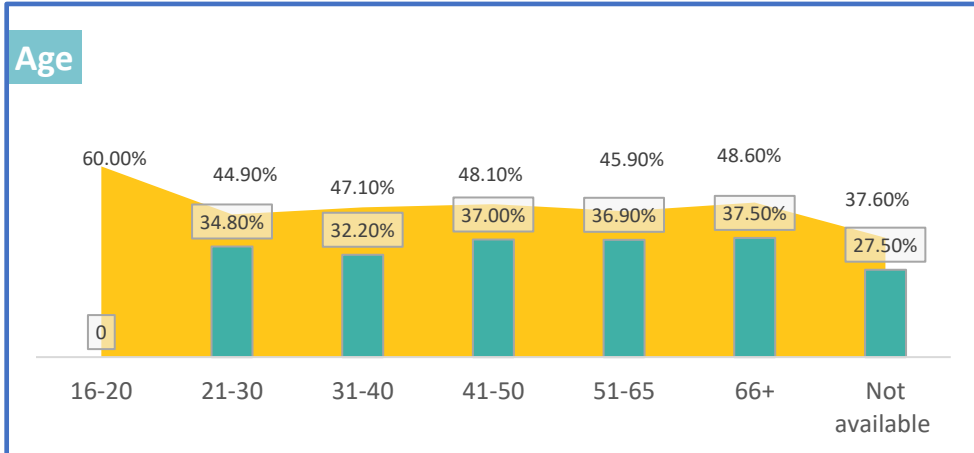
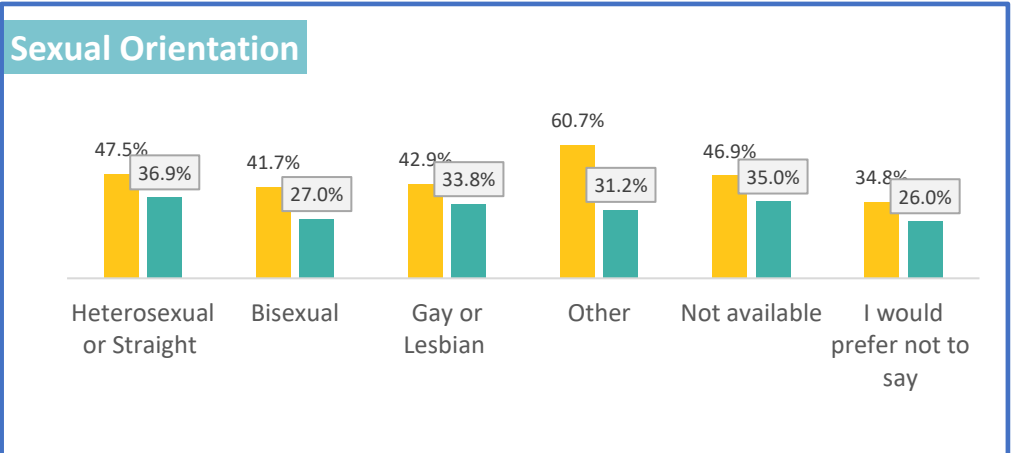
Non-Disabled Disabled



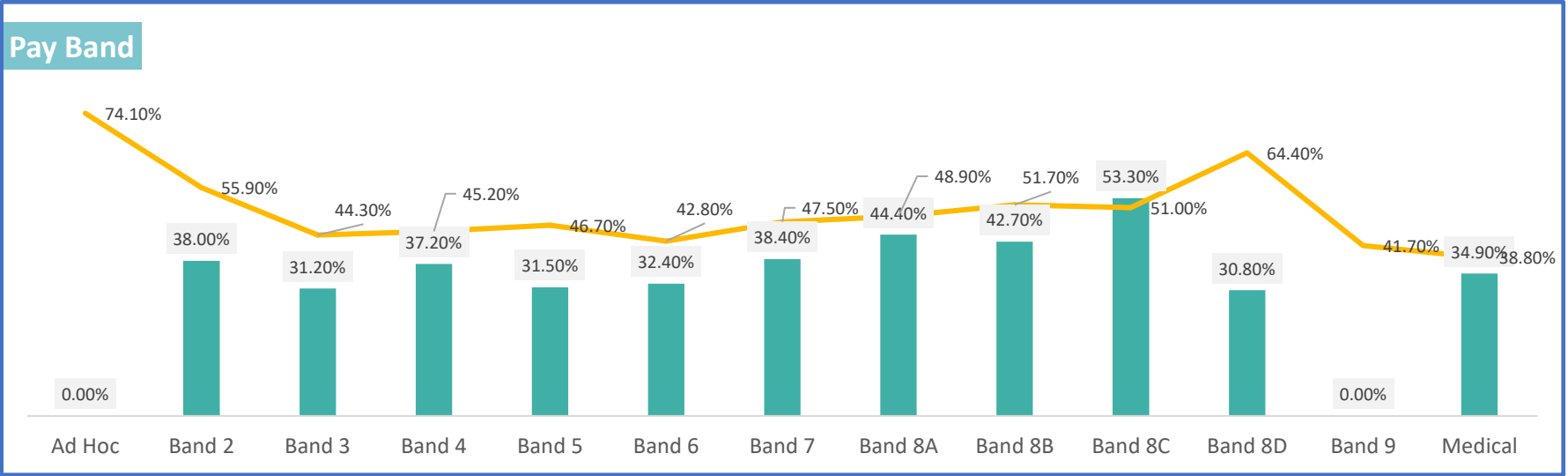
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Sexual Orientation: Non-Disabled staff report particularly high satisfaction levels again disabled staff. However, Other disabled staff report the highest difference against non-disabled staff.



Age: Among all age group of disabled staff, satisfaction is relatively low, aligning with Disabled staff aged 16-20 the lowest satisfaction levels at 0.00%. Disabled staff in the not available age category also show particularly low satisfaction



Pay Band: Disabled staff report particularly lower satisfaction levels again Non-disabled staff. Although, Band 8c disabled staff report the highest percentages above non-disabled staff.

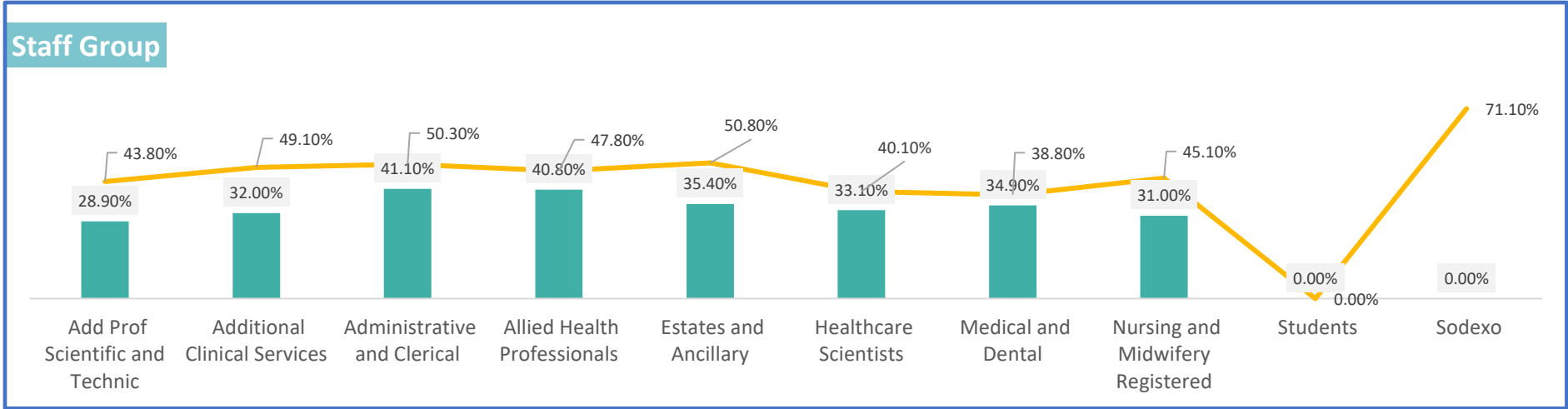
WDES Metric 7 - Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work based on Staff Group and Gender

Non-Disabled Disabled

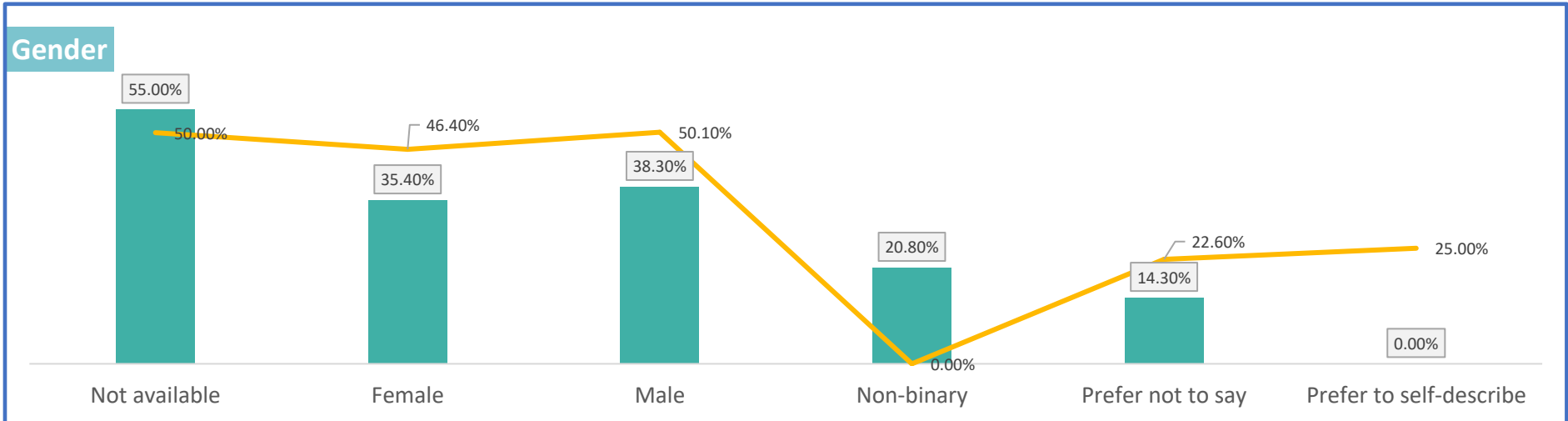


In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Staff Group: Non-disabled staff report particularly high satisfaction levels again disabled staff. Although, Sodexo disabled staff report the highest difference against non-disabled staff.



Gender: Among disabled staff, not available report the highest sense of being valued, though this remains lower than for their non-disabled male colleagues. Disabled staff report lower levels of perceived value compared to non-disabled females and males. Non-disabled non-binary staff have particularly low satisfaction rates reporting the lowest levels of feeling valued.

WDES Metric 8

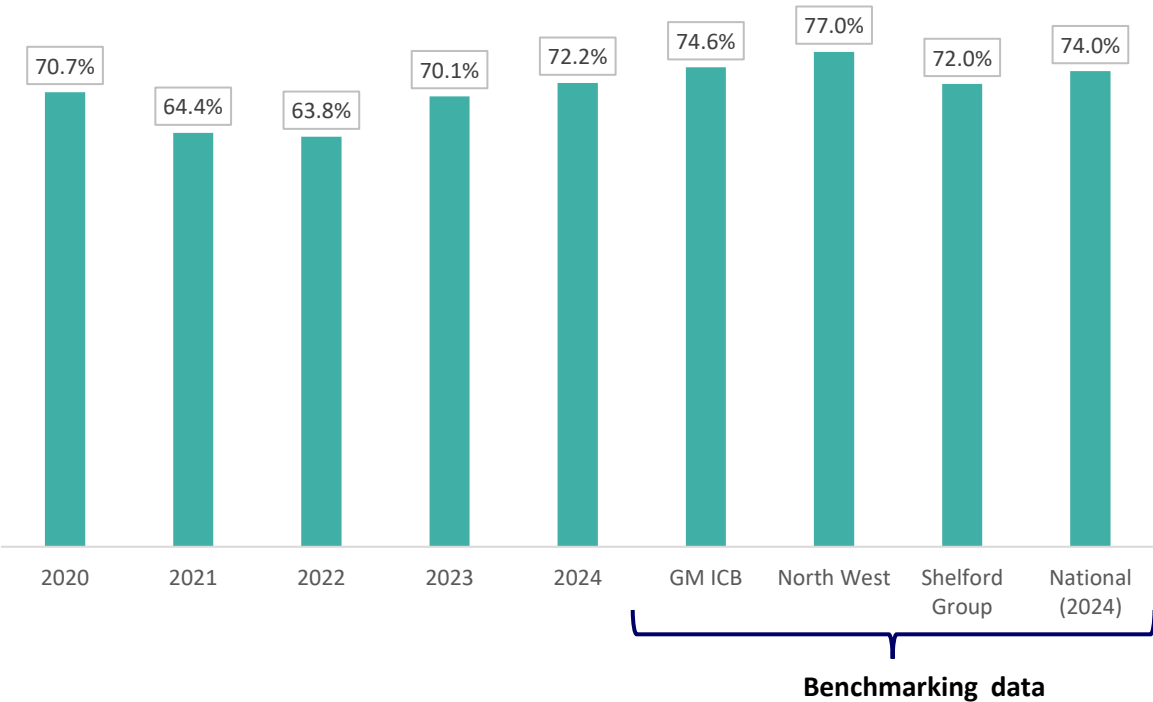
Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work

	2020	2021	2022	2023	2024
Disabled	70.7%	64.4%	63.8%	70.09%	72.2%

i Prior to 2022, the term adequate adjustments was used.

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 1783	Responded to NHSS

i The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.



- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **1783 disabled staff responded to the survey.**
- 72.2% of disabled staff say the Trust has made reasonable adjustments.
- There has been a 2.11% increase in the number of disabled staff reporting that their employer has made reasonable adjustments to support them in their work.
- MFT has a lower percentage than GM ICB, North West and National but higher percentage than Shelford Group.

WDES Metric 8 - Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work based on Ethnicity and Religion

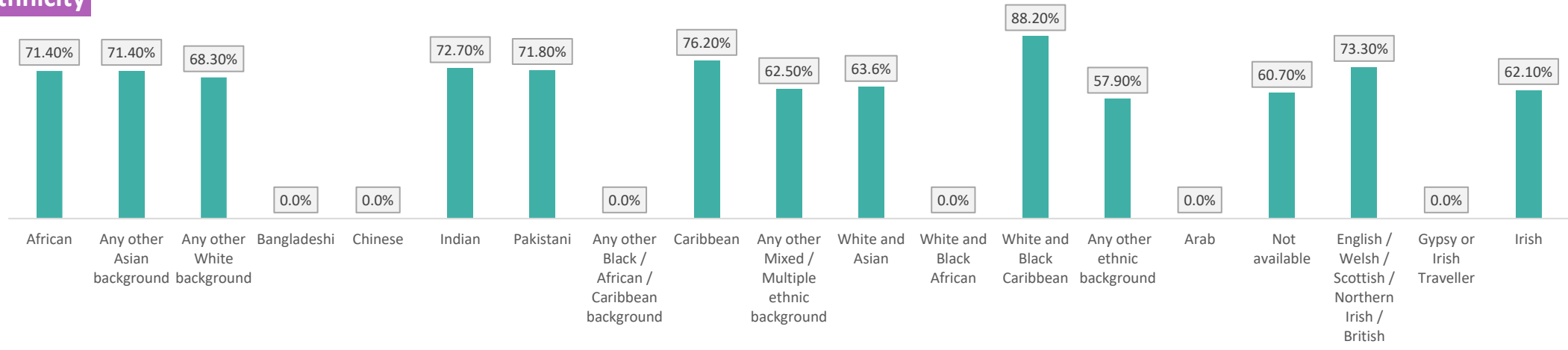
Disabled



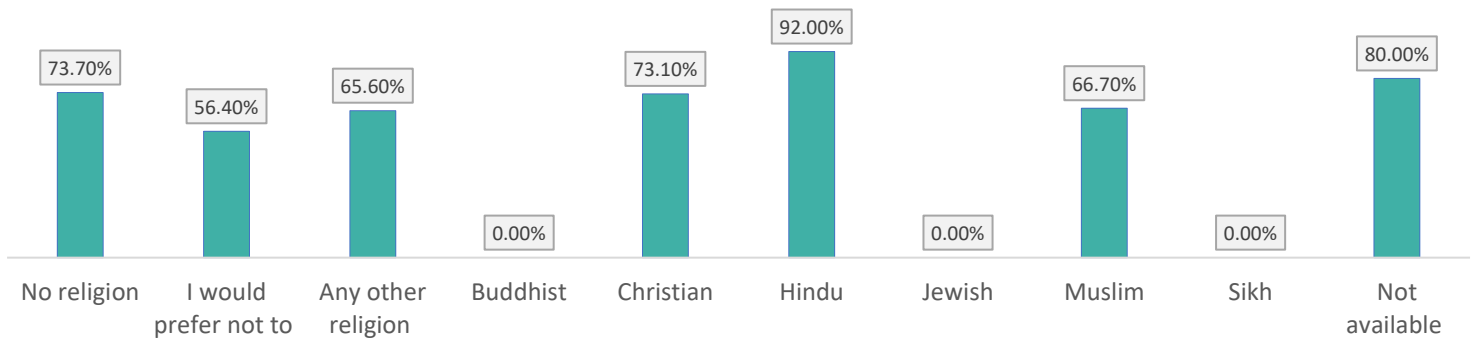
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Ethnicity



Religion



Ethnicity: Disabled staff identifying as White and Black Caribbean report the highest levels of satisfaction, with both groups expressing strong acknowledgment of the reasonable adjustments provided.

With 7 ethnicities, disabled staff demonstrate a low level of recognition in terms of adjustments made.

Religion: Disabled staff identifying as Hindu report the highest levels of satisfaction, with both groups expressing strong acknowledgment of the reasonable adjustments provided.

Buddhist, Jewish and Sikh disabled staff demonstrate a significant but lower level of recognition in terms of adjustments made.

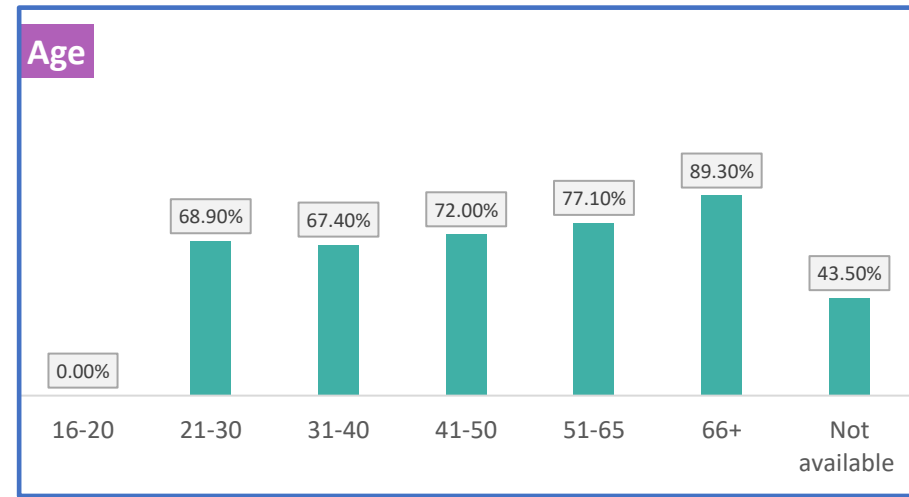
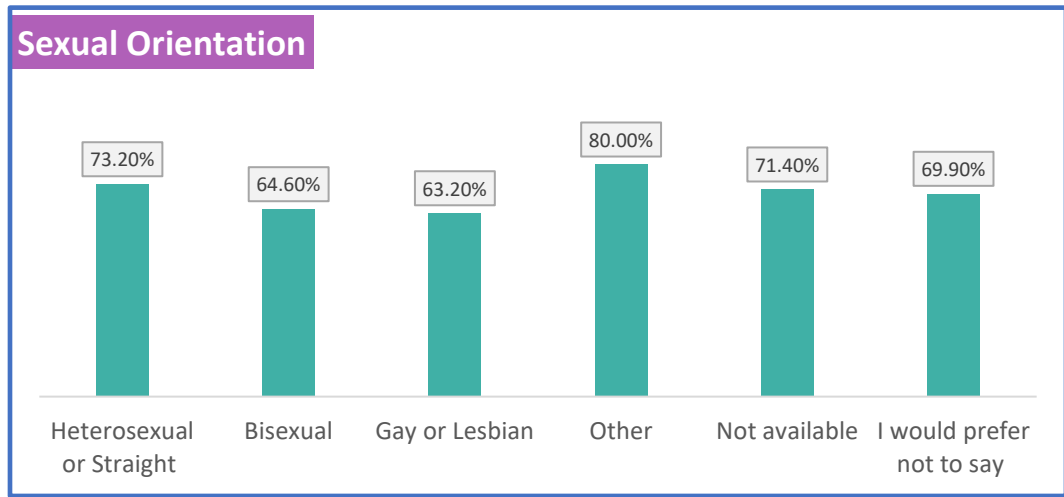
WDES Metric 8 - Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work based on Sexual Orientation, Age and Pay Band.

Disabled



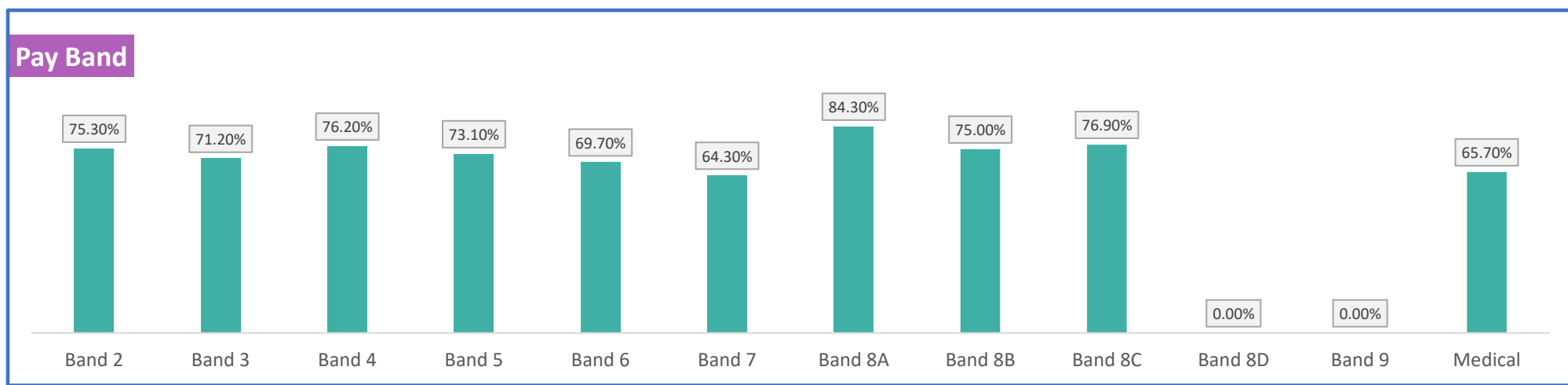
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Sexual orientation: Other disabled staff reported the highest satisfaction with reasonable adjustments, Staff aged gay or lesbian show the lowest satisfaction.

Age: Disabled staff aged 51-65 and 66+ report the highest satisfaction with reasonable adjustments, Staff aged 16-20 also show the lowest satisfaction.



Pay Band: Band 8d and band 9 share the lowest satisfaction scores at 0.00% for reasonable adjustments. Staff pay band at band 4 and 8a show the highest satisfaction.

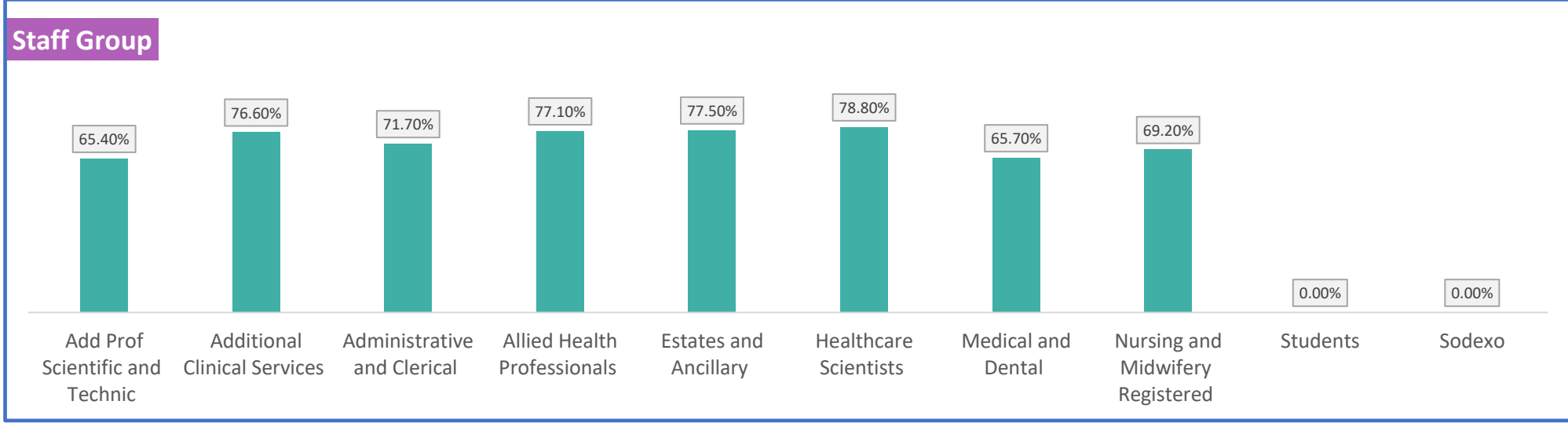
WDES Metric 8 - Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work based on Staff Group and Gender.

Disabled



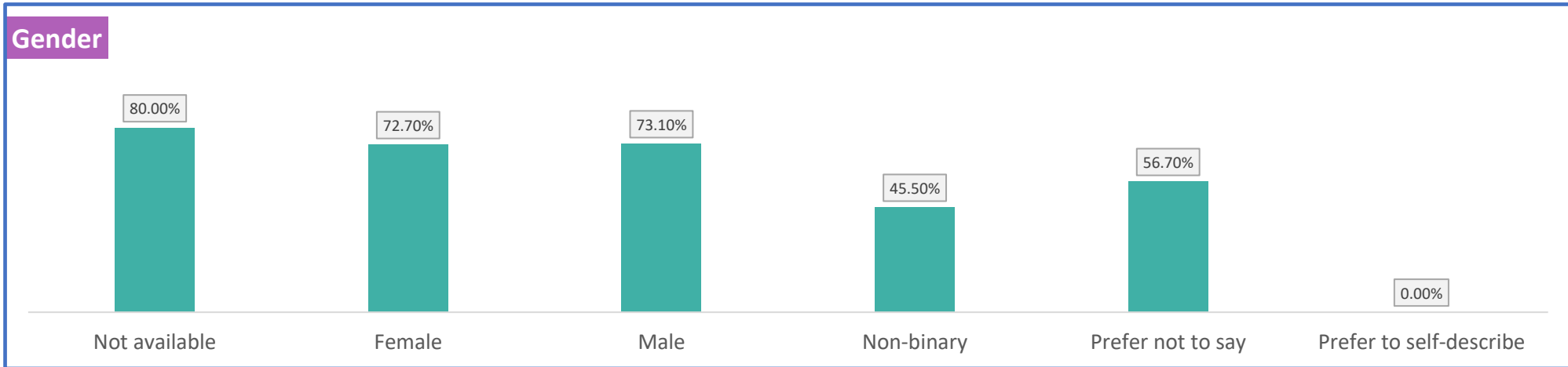
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Staff Group: Disabled staff in most groups report the highest levels of satisfaction, with all groups expressing strong acknowledgment of the reasonable adjustments provided.

Students and Sodexo disabled staff lower level of recognition in terms of adjustments made.



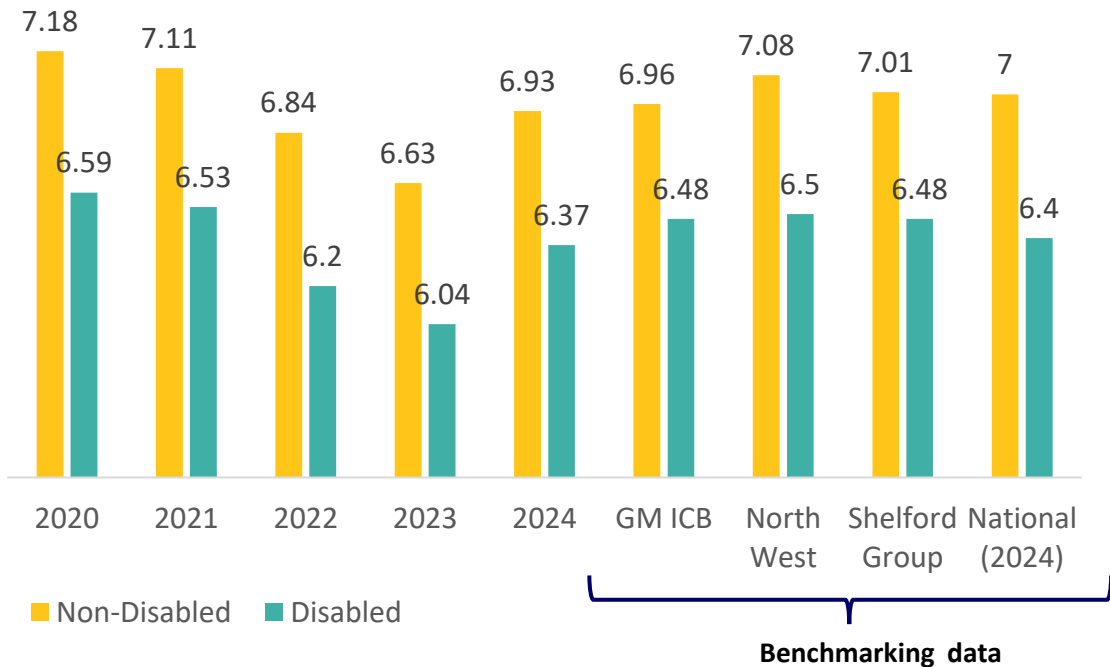
Gender: Non-binary disabled staff report low level of acknowledgment of the reasonable adjustments in comparison to other groups, while 'prefer to self-describe' disabled staff has no recorded acknowledgment of the reasonable adjustments. The Not available group has the highest score in this Metric.

WDES Metric 9a

Staff Engagement Score

	2020	2021	2022	2023	2024
Disabled	6.53	6.20	6.04	6.7	6.4
Non-disabled	7.11	6.84	6.63	6.9	6.9

	Disabled	Non-disabled
Overall Workforce at MFT: 31,649	Overall in MFT 1,720	Overall in MFT 24,519
	Responded to NHSS 3041	Responded to NHSS 9910



The number of disabled staff who responded to the NHS staff survey, are more than the total number staff who declared a disability on ESR within MFT.

- This data is from the National Staff Survey results of 2024 – the results of 2025 will only be available in early 2026.
- **3041 disabled staff responded to the survey**, whereas only 1,720 staff have declared disability on ESR at MFT
- The staff engagement score was significantly lower for disabled staff (**6.37**) than for non-disabled staff (**6.93**).
- There has been an increase in the staff engagement score for disabled (0.3) and non-disabled staff (0.33).
- MFT has a lower percentage than GM ICB, North West, Shelford Group and National.

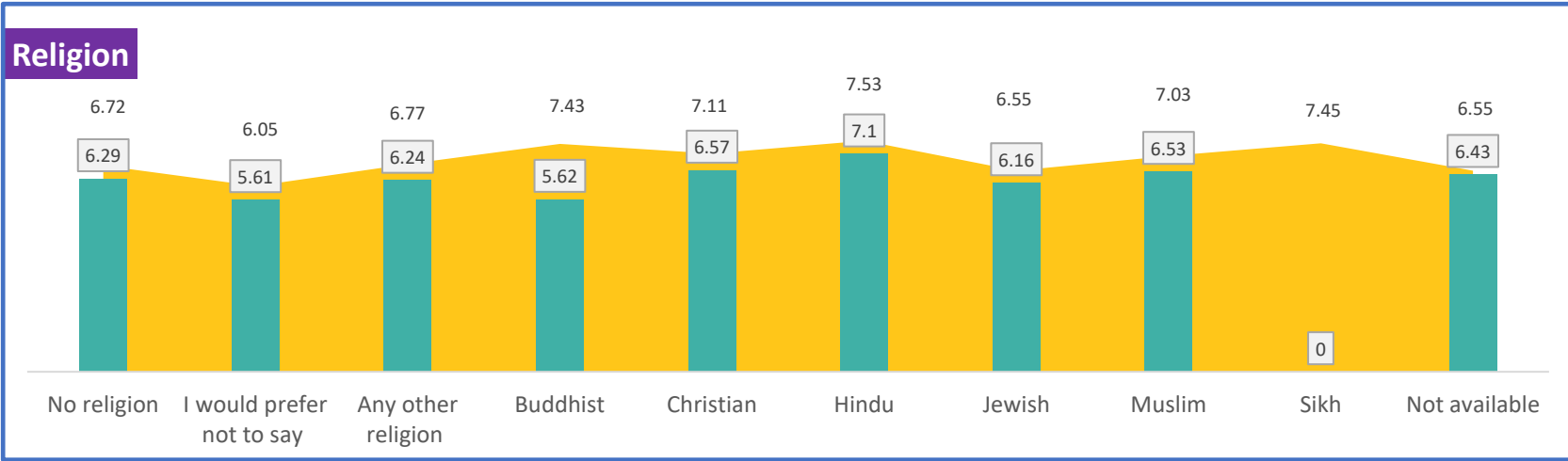
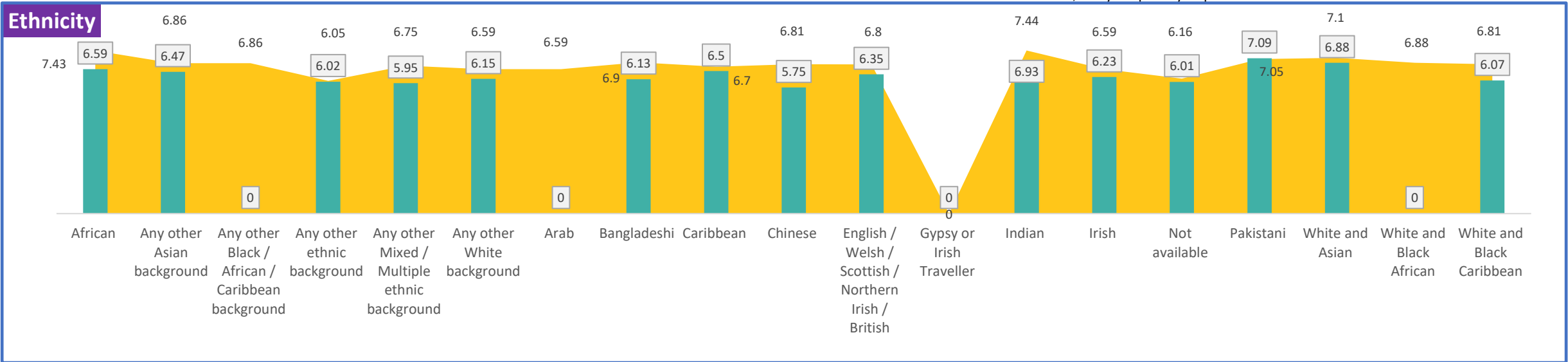
WDES Metric 9a - Staff Engagement Score based on Ethnicity and Religion



In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Non-Disabled Disabled



Ethnicity: 4 ethnicities reported no engagement scores related to disabled staff. However, disabled staff recorded lower engagement scores, which are closer to those of their non-disabled staff.

Religion: Disabled staff reported particularly low engagement and there are no reported scores against disabled staff in the Sikh. The highest disabled engagement was with Hindu staff.

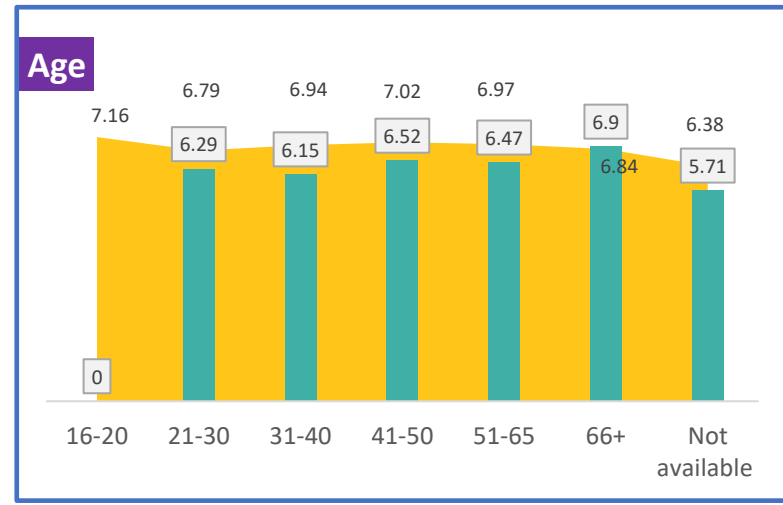
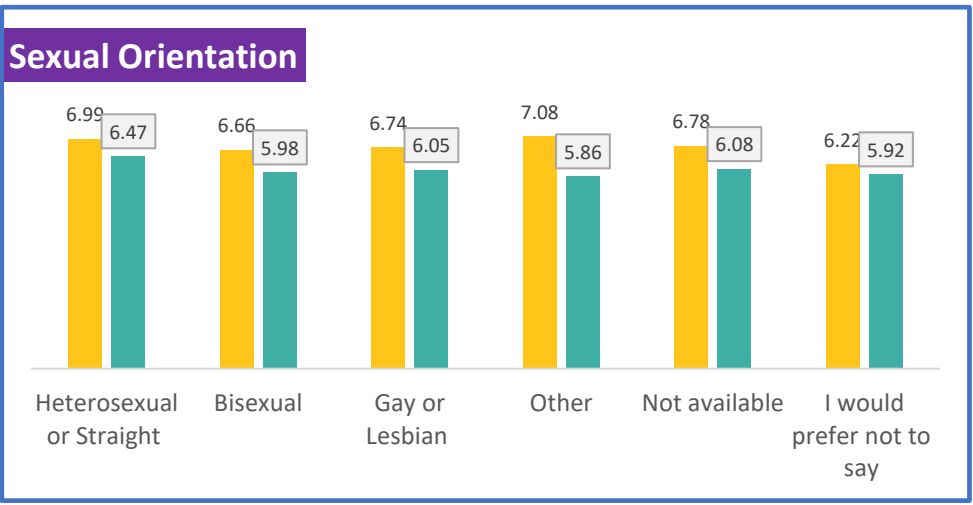
WDES Metric 9a - Staff Engagement Score based on Sexual Orientation, Age and Pay Band.

Non-Disabled Disabled



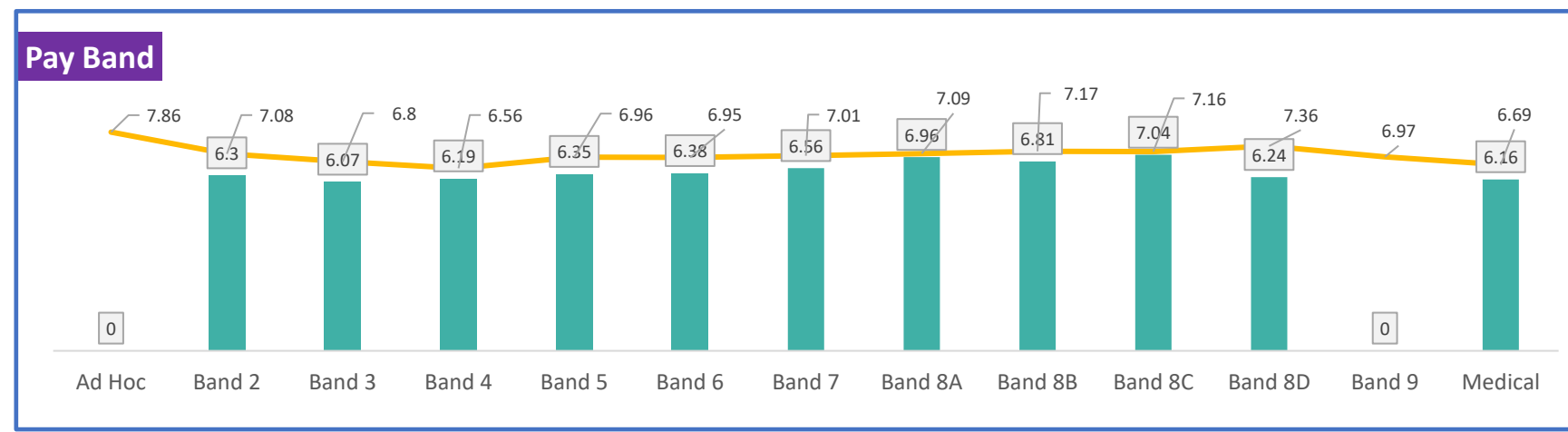
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Sexual Orientation: The highest engagement score for disabled staff was at Heterosexual or Straight. All orientations for disabled staff recorded lower engagement scores that are closer to their non-disabled staff.

Age: Disabled staff in the 16-20 age group report no engagement score. The scores for disabled staff ages are lower than those of their non-disabled. Engagement scores for disabled staff aged 66+ show a slightly higher than those of non-disabled staff.



Pay Band: All pay band for disabled staff recorded lower engagement scores that are closer to their non-disabled staff.

The highest engagement score for disabled staff was at band 8c, with the all-other band scoring between 6.07 and 6.96.

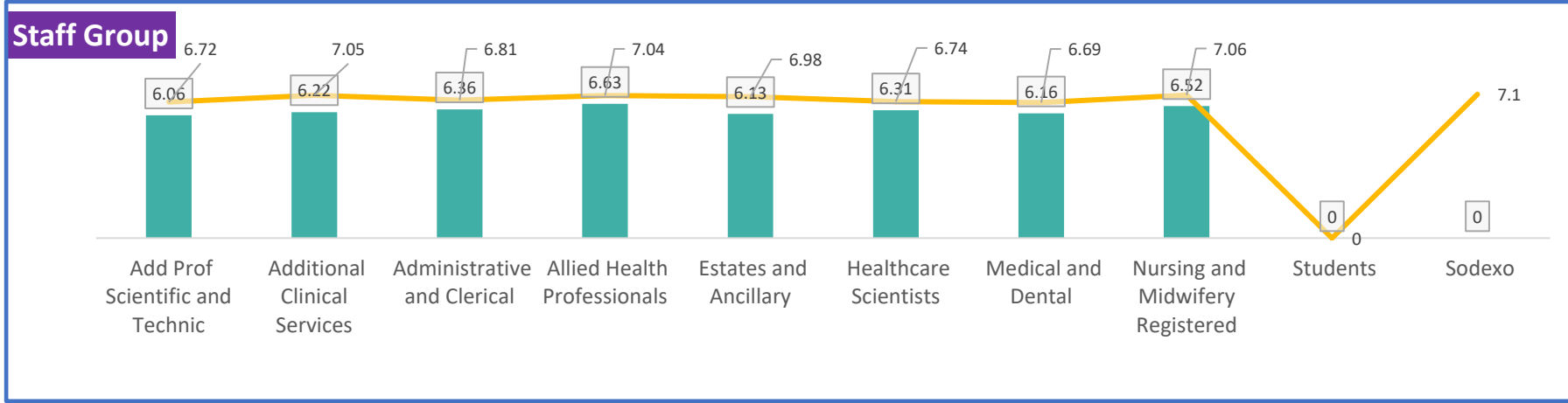
WDES Metric 9a - Staff Engagement Score based on Staff Group and Gender.

Non-Disabled Disabled



In the NHS staff survey response:

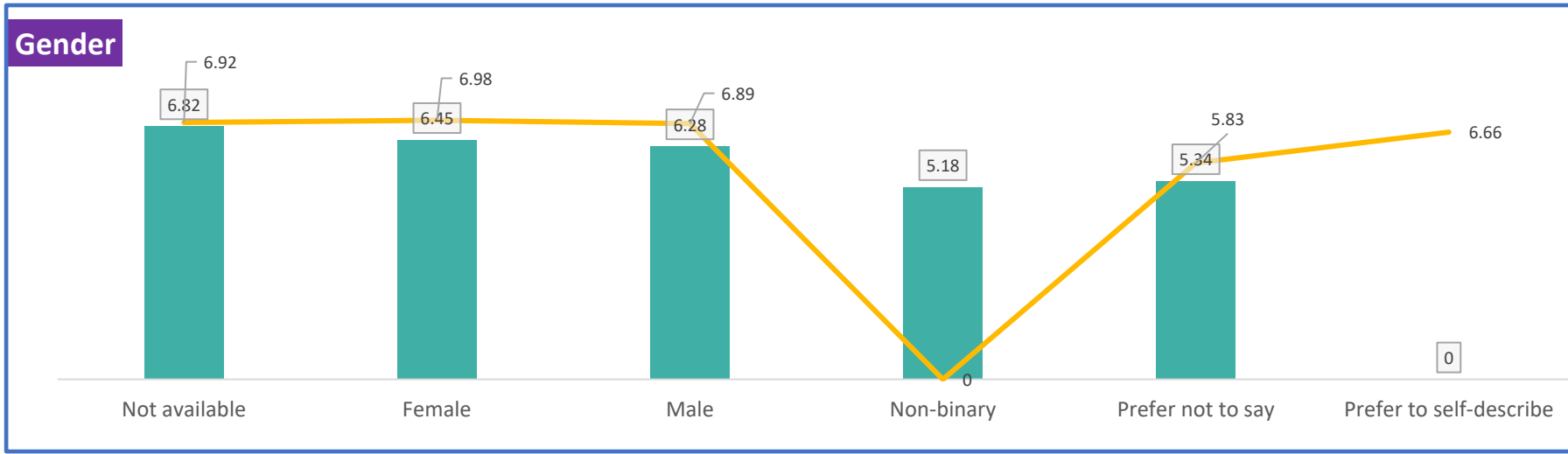
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.



Staff Group: All staff group for disabled staff recorded lower engagement scores that are closer to their non-disabled staff.

The engagement scores for Students and Sodexo are at 0.00.

The highest engagement score for disabled staff Allied and Ancillary and was at Nursing and Midwifery.



Gender: Disabled non-binary staff show a relatively low engagement score. Disabled male staff report even lower engagement scores than disabled females. The highest disabled score was within Not available. The engagement score for disabled staff who prefer to self-describe is not recorded.

WDES Metric 9b

Has your Organisation taken action to facilitate the voices of disabled staff in your organisation to be heard (yes or no)?

For significant improvements to be achieved against the WDES metrics, it is essential that the voices of disabled staff continue to be heard loud and clear. MFT has taken the following actions to facilitate the voices of disabled staff to be heard:

Staff Network

The Trust now has a variety of Staff Networks including the Diverse Abilities Network (DAN). The Trust is undertaking a review of staff networks for all protected characteristics and how they can best be supported, to enhance the support they provide to staff and in turn, to deliver effective services, through our diverse workforce, to our diverse patients and service users. A Staff Network Development Session and a staff network Summit was held in 2024, with all Staff Network Chairs, facilitated by the Organisational Development Team and the EDI Team, to form the guidance for the future development of the staff networks. Discussions included Protected time, Network Models and key challenges. The members of DAN also attend senior strategic meeting, Trust Equality, Diversity and Human Rights Group, chaired by the Chief People Officer, to discuss and escalate the high areas of risk.

Reasonable adjustments: A Reasonable adjustments profile has been embedded within Empactis Health Manager in order to manage employee health and wellbeing. The profile is a tool to record discussions and actions agreed about reasonable adjustments and to identify possible referrals into the Employee Health and Wellbeing service.

Reminder included in ESR Payslip for self-service declaration for disabilities: The Trust has undertaken additional engagement with the Disabled workforce through the delivery of an engagement and communications campaign to increase declaration rates via ESR. The insights collected from Disabled staff will inform a programme of work designed to develop an inclusive workplace for Disabled staff directed by Disabled staff.

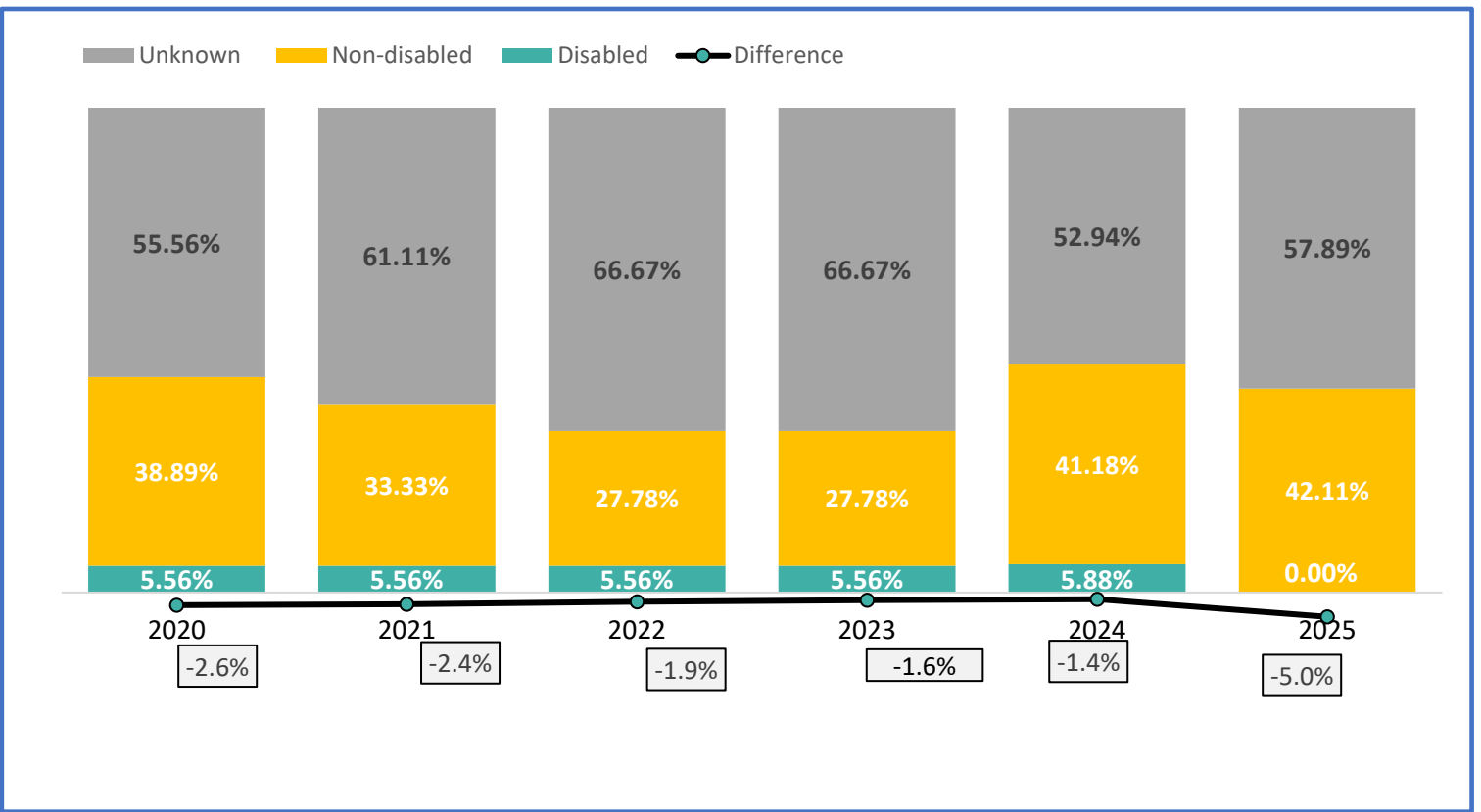
Disability Conference – December 2024: The Diverse Abilities Staff Network hosted an in-person conference, bringing together senior staff from across the Trust. The purpose of the event was to share lived experiences and encourage attendees to pledge their commitment to making the organisation more accessible for people with disabilities.

Executive Sponsors: The Trust assigned each Board member to act as an Executive Sponsor for our staff networks which represents the protected characteristics. This is enabling dedicated and targeted leadership support, providing accountability and governance from senior leaders, reinforcing the commitment to improving lived experiences and developing an inclusive leadership culture.

WDES Metric 10

Percentage difference between the organisation's board membership and its organisation's overall workforce, disaggregated:

- by voting and non-voting membership of the board
- by executive and non-exec membership of the board.



For percentage difference, value of:

- A value of 0.0 means that the percentage of disabled members on the board of directors is exactly the same as the percentage of disabled staff in the workforce.
- A positive value means that the percentage of disabled members on the board of directors is higher than in the workforce, and
- A negative value means that the percentage of Disabled members on the board of directors is lower than in the workforce.

These calculations are made for all board members considered together, as well as for voting members and executive members considered separately.

Year	Category	Headcount				Percentage		
		Disabled	Non-Disabled	Unknown	Total	Disabled	Non-Disabled	Unknown
2025	Exec	0	8	11	19	0%	42.11%	57.89%
	Non-exec	0	4	4	8	0%	50.00%	50.00%

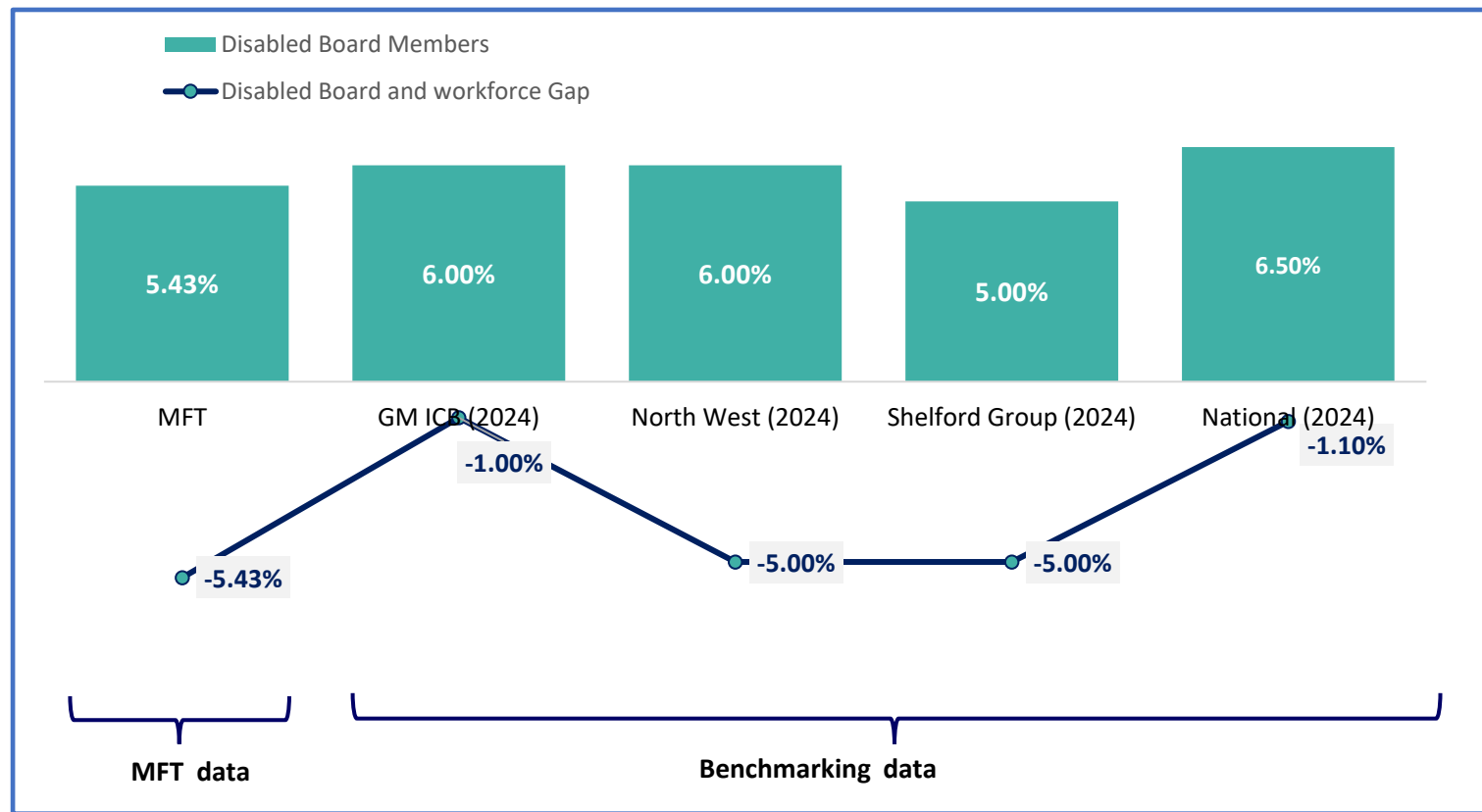
- All board members have voting membership.
- The number of disabled voting board members has reduced from **5.88%** to **0.00%** this year.
- **58%** of board members have not recorded their status.

WDES Metric 10 - Percentage difference between the organisation's board membership and its organisation's overall workforce against local and national benchmarks



For percentage difference, value of:

- A value of 0.0 means that the percentage of disabled members on the board of directors is exactly the same as the percentage of disabled staff in the workforce.
- A positive value means that the percentage of disabled members on the board of directors is higher than in the workforce, and
- A negative value means that the percentage of Disabled members on the board of directors is lower than in the workforce.
- These calculations are made for all board members considered together, as well as for voting members and executive members considered separately.



MFT's current declaration rate for board members with a disability is 5.43%, which is below several identified benchmarks. The largest gaps are against National benchmark and the GM ICB.

When comparing board-level disability representation to the overall MFT workforce, there is a -5.43% which is the highest compared to all local and national benchmark. Overall, MFT's board-level disability declaration sits below regional and national averages, highlighting the need for continued action to improve representation and encourage disclosure among senior leaders.

Proposed actions for workforce disability equality

Action	By When	By Whom
Renew Diversity Matters Strategy 2025-2029	31st March 2026	EDI Team
Deliver EDI Improvement Plan (Addressing all the High Impact Actions)	Throughout 2026	EDI Team and Partners from across the Trust
Implement new Staff Network Policy	31st December 2025	EDI Team
Explore online tool to anonymously record discrimination incidents/concerns	31st March 2026	Freedom to Speak Up, EDI Team, Human Resources and Learning and Education.
Declaration Campaign	31st March 2026	EDI Team

We would really appreciate feedback and suggestions for improvements on this report

Please contact the Equality Diversity & Inclusion Team via the email address below

equality@mft.nhs.uk