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Workforce Disability Equality Standard (WDES) Report 2025-26



Manchester University NHS Foundation Trust

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Manchester University NHS Foundation Trust (MFT) Board members

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Introduction

NHS Manchester University NHS Foundation Trust

- 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'. T*he 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 2025/2026, 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 2025, as the results of the 2026 survey will not be available until after October 2027.
- 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, obtained from the Model Health System. National averages for 2025 were sourced from the NHS Workforce Disability Equality Standard (WDES) National Report 2025. Additionally, NHS Staff Survey data is drawn from the NHS Staff Survey Report 2025
- 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

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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

Manchester University NHS Foundation Trust

- 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 2025 data, as the 2026 results will not be available until after October 2027.
- Sodexo Systems have limitations on recording accurate /complete data
- Due to dataset limitations (metric 2), 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

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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	The WDES standard requires organisations to 'group' staff into 'clusters.' • 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

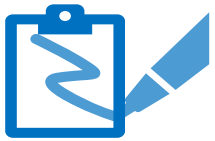
Workforce Disability Equality Standard (WDES) Key Findings

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As of 31st March 2026, MFT employed 32,086

Disabled = 1,912 (5.96%)| Non-Disabled = 25,370 (79.07%)| Not Disclosed = 4,804 (14.96%)

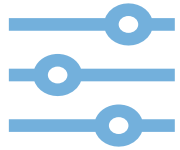
5.96% of our workforce have declared a disability. **23.57%** of staff declared on the Staff Survey (2,470 responses)



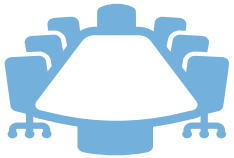
28.76% of disabled staff reported they felt pressure to come to work (**26.7%** in **24-25**)



74.1% of disabled staff reported that reasonable adjustments had been made for them (**72.2%** in **24-25**).



2 out of 21 board members have declared a disability. **4.76%** of the board's status remains undeclared.



34.08% of disabled staff reported they feel valued at work (**35.4%** in **24-25**).



26.2% of disabled staff reported harassment, bullying or abuse from patients, service users, relatives and members of the public (**27.5%** in **24-25**).



Disabled staff are **0.5x more** likely to enter the formal capability process than non-disabled staff (**2.5** in **24-25**).



Non-disabled staff are **0.5x more** likely than disabled staff to be appointed from shortlisting (**0.40** in **24-25**)



14.1% (**14.6%** in **24-25**) from reported it from managers and **23.8%** (**22.4%** in **24-25**) reported it from colleagues

47.8% disabled staff believe the trust provides equal opportunities for career progression or promotion (**49.8%** in **24-25**).



Key Findings 2025-2026

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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 **increased** from **0.0%** to **9.52%** this year.

Out of **21** Board members, **2 (9.52%)** has disclosed a disability, and **1 (4.46%) have not declared** their status.

Declaration rates are higher across many bands compared to last year. The highest rate this year is **7.32%** at **Band 6 (non-clinical) and 8.9% at both Band 4 and 8a (non-clinical)**.

Out of **3246** staff members in the **Medical & Dental** group, **257** (**98.09%**) **staff in Trainee grade** have the highest rate of non-disclosure. This rate increased from **94.98**% **last year 24/25**.

Recruitment

The relative likelihood of non-disabled staff being appointed from shortlisting, compared to disabled staff, **increased** from **0.38** in **24/25 to 0.51** in **25/26**

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 **2.51 in 24/25 to 2.1** in **25/26.**

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

The total number of formal capability cases decreased significantly from **22** in **23/24** to **295** in **24/25 and 19** in **25/26**. HR explained that the rise is likely due to a glitch in the case manager system in 24/25.

Bullying & Harassment

Bullying and harassment towards disabled staff from patients, service users, relatives, and the public **decreased** from **27.50%** in **24/25 to 26.21%** in **25/26**.

Reports of bullying and harassment by managers also saw a **decreased** from **14.57**% in **24/25** to **14.05%** in **25/26**

Incidents of bullying and harassment from colleagues decreased by **1.4%,** from **22.37%** in **24/25 to 23.71%** in **25/26**.

Additionally, there was a **4.00%** increase in the number of disabled staff reporting incidents, rising from **50.17%** in **24/25 to 54.17%** in **25/26.**

Career Progression

The percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion **decreased by 1.98%,** rising from **49.77%** in **24/25 to 47.79%** in **25/26** .

Pressure to Come to Work and Feeling Valued

The percentage of disabled staff feeling pressured to come to work has **increased** from **26.7%** in **24/25 to 28.76%** in **25/26**.

There was a **1.35% decrease** in the number of disabled staff who feel their work is valued, rising from **35.43%** in **24/25 to 43.08%** in **25/26**.

Reasonable Adjustments

There is a **2.53% increase** in the number of disabled staff reporting that their employer has made reasonable adjustments to help them carry out their work, rising from **72.2%** in **24/25 to 74.71%** in **25/26.**

Staff Engagement

The staff engagement score for disabled staff **decreased by 0.13** points.

However, the score remains lower for **disabled staff at 6.24** compared to **6.89 for non-disabled** staff.

Yearly Comparison Table

Green – Positive Red –Negative

NHS Manchester University NHS Foundation Trust

	WDES Metrics		Year						Trend	Difference between 24/25 and 25/26
			2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026		
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	3.20%	3.70%	4.00%	4.50%	5.43%	5.96%		0.53% ↑
	* Non-clinical, Clinical and Medical/Dental comparison data shown in the table represents % of disabled staff within each category.	Non-clinical*	3.70%	4.70%	5.30%	5.60%	6.7%	7.4%		0.7% ↑
		Clinical*	3.30%	3.70%	3.90%	4.50%	5.5%	6.1%		0.6% ↑
2	Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts		1.65	1.29	1.36	1.04	0.38	1.04		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.		0	5.34	5.06	3.04	2.5	2.1		-0.4 ↓
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	25.70%	32.80%	30.30%	27.79%	27.5%	26.21%		-1.29% ↓
		Non-disabled	20.00%	24.50%	24.40%	21.35%	21.56%	21.72%		0.16% ↑
4b	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers	Disabled	20.80%	22.30%	21.60%	15.54%	14.57%	14.05%		-0.52% ↓
		Non-disabled	11.40%	11.40%	11.40%	8.48%	7.37%	7.35%		-0.02% ↓
4c	Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from colleagues	Disabled	27.30%	29.90%	27.10%	24.18%	22.37%	23.77%		1.4% ↑
		Non-disabled	16.10%	17.90%	17.80%	15.22%	14.87%	14.78%		-0.09% ↓
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	47.00%	47.50%	46.50%	51.21%	50.17%	54.17%		4.00% ↑
		Non-disabled	44.30%	44.90%	44.50%	47.69%	51.89%	52.62%		0.73% ↑

**25/26 Data Submitted to DCF (Data Collection Framework) for WDES 1,2,3 and 10 in May 2026

Yearly Comparison Table

Green – Positive

Red –Negative

NHS Manchester University NHS Foundation Trust

WDES Metrics			Year						Trend	Difference between 24/25 and 25/26
			2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026		
5	Percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Disabled	50.40%	48.20%	44.60%	47.51%	49.77%	47.79%		-1.98% ↓
		Non-disabled	56.50%	55.30%	53.90%	55.88%	56.55%	55.23%		-1.32% ↓
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	34.90%	32.80%	31.40%	26.69%	26.69%	28.76%		2.07% ↓
		Non-disabled	23.50%	21.70%	21.60%	18.45%	18.29%	18.19%		-0.1% ↓
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	39.30%	30.80%	30.10%	34.70%	35.43%	34.08%		-1.35% ↓
		Non-disabled	49.30%	42.50%	40.90%	45.67%	46.48%	45.89%		-0.59% ↓
8	Percentage of disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.	Disabled	70.70%	64.40%	63.80%	70.09%	72.18%	74.71%		2.53% ↑
9	The staff engagement score for Disabled staff, compared to non-disabled staff.	Disabled	6.53	6.2	6.04	6.36	6.37	6.24		-0.13% ↓
		Non-disabled	7.11	6.84	6.63	6.89	6.93	6.89		-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%	5.88%	0.0%	9.52%		9.52% ↑

**25/26 Data Submitted to DCF (Data Collection Framework) for WDES 1,2,3 and 10 in May 2026

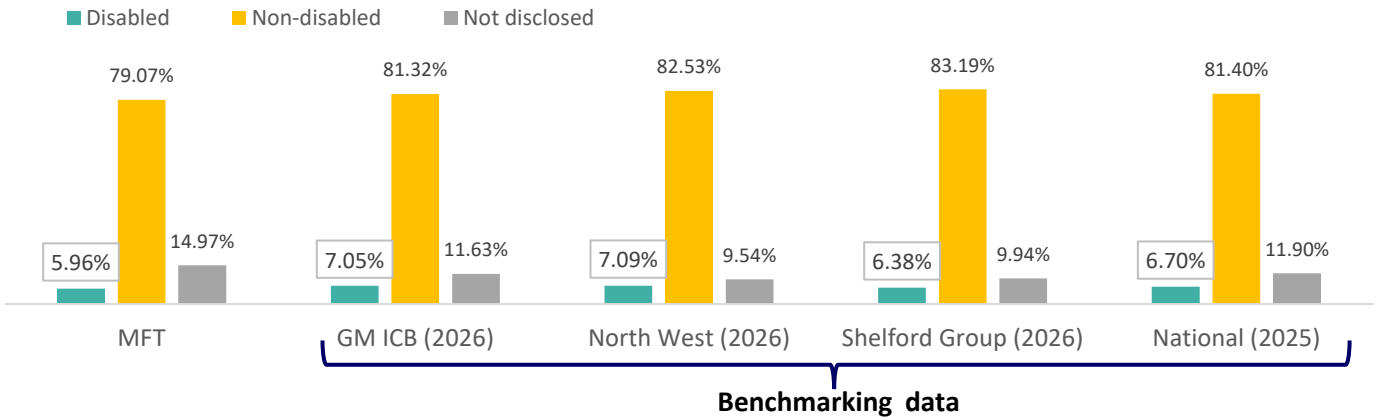
WDES Metric 1

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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: 2021 – 2026 as of 31 March 2026.

Year	Headcount				Percentages		
	Disabled	Non-disabled	Not disclosed	MFT Total Headcount	Disabled	Non-disabled	Not disclosed
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%
2026	1,912	25,370	4,804	32,086	5.96%	79.07%	14.97%



As at 31 March 2026, the table shows 32,086 staff, including 1,912 staff with a recorded disability (5.96%).

Disability declaration increased from 5.43% in 2025 to 5.96% in 2026, a rise of 0.53% and non-disclosure falling from 17.09% to 14.97%.

The graph places MFT disability declaration below GM ICB, North West, Shelford Group and National benchmarks.

	MFT	GM ICB	North West	Shelford Group	National
		25-26	25-26	25-26	2025
Source	ESR	Model Health System			National report 2025 (received in June 2026)

WDES Metric 1

NHS Manchester University NHS Foundation Trust

Overall staff in MFT and Clinical groups and Services by Clusters, Pay Bands & Grades as at 31 March 2026.

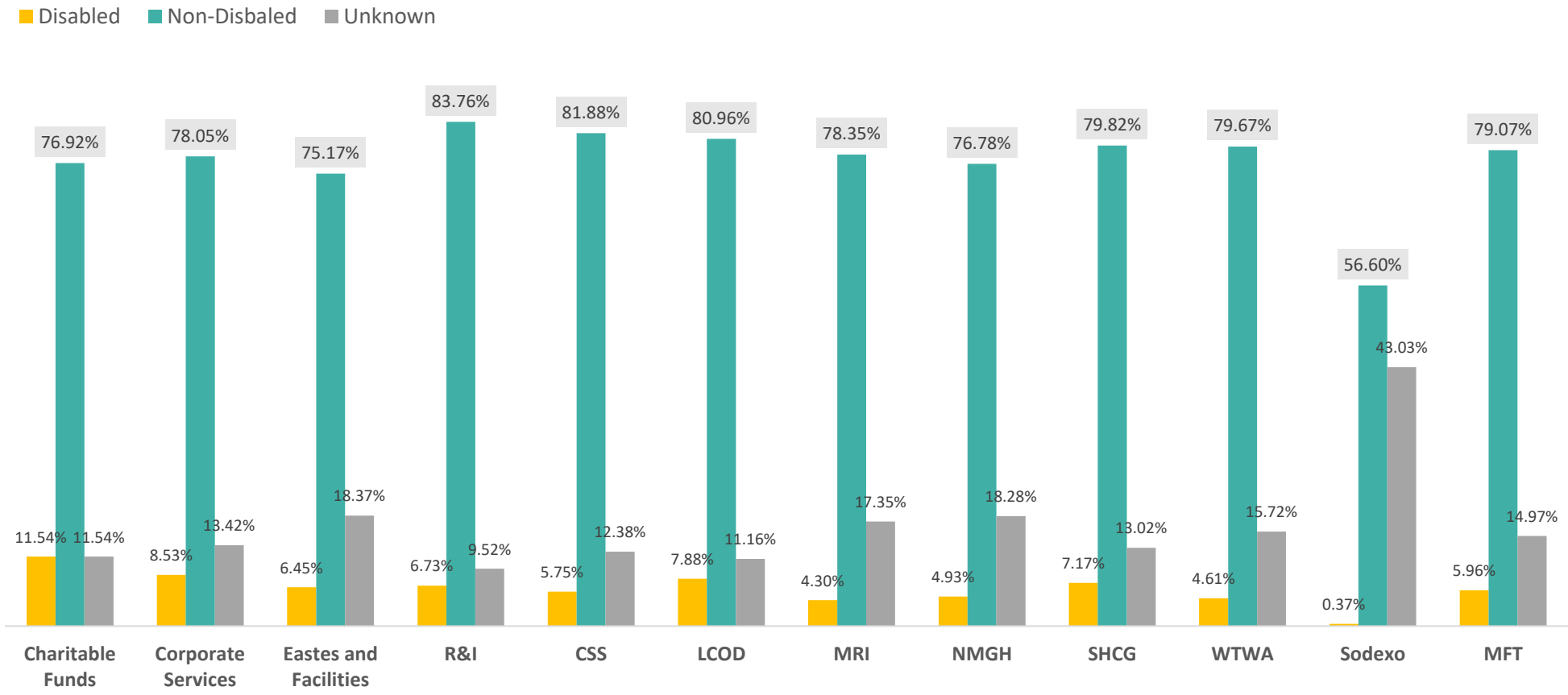
Hospital Services	Disabled		Non-Disabled		Unknown		Total Headcount
	Headcount	Headcount %	Headcount	Headcount %	Headcount	Headcount %	
Manchester University NHS FT	1,912	5.96%	25,370	79.07%	4,804	14.97%	32,086
Clinical & Scientific Services (CSS)	306	5.75%	4,360	81.88%	659	12.38%	5,325
Local Care Organisation & Dental (LCOD)	262	7.88%	2,691	80.96%	371	11.16%	3,324
Manchester Royal Infirmary (MRI)	182	4.30%	3,319	78.35%	735	17.35%	4,236
North Manchester General Hospital (NMGH)	119	4.93%	1,852	76.78%	441	18.28%	2,412
Specialist Hospitals (SHCG)	496	7.17%	5,524	79.82%	901	13.02%	6,921
Wythenshawe Trafford Withington & Altrincham (WTWA)	228	4.61%	3,943	79.67%	778	15.72%	4,949
Charitable Funds	3	11.54%	20	76.92%	3	11.54%	26
Corporate Services	195	8.53%	1,785	78.05%	307	13.42%	2,287
Eastes and Facilities	65	6.45%	757	75.17%	185	18.37%	1,007
Research & Innovation (R&I)	53	6.73%	660	83.76%	75	9.52%	788
Sodexo	3	0.37%	459	56.60%	349	43.03%	811

WDES Metric 1

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

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Overall workforce in Clinical Groups and Services as at 31 March 2026



Disability declaration is highest in Charitable Funds (11.5%) and Corporate Services (8.5%). The MFT total is 6.0%.

Sodexo has the lowest recorded disability declaration (0.4%), followed by MRI (4.3%) and WTWA (4.6%).

Non-disabled representation is highest in R&I (83.8%) and lowest in Sodexo (56.6%).

Unknown disability status is 43.0% in Sodexo, compared with 15.0% across MFT and below 19% in every other area.

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

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Overall workforce in Clinical and Non-Clinical Groups as at 31 March 2026.

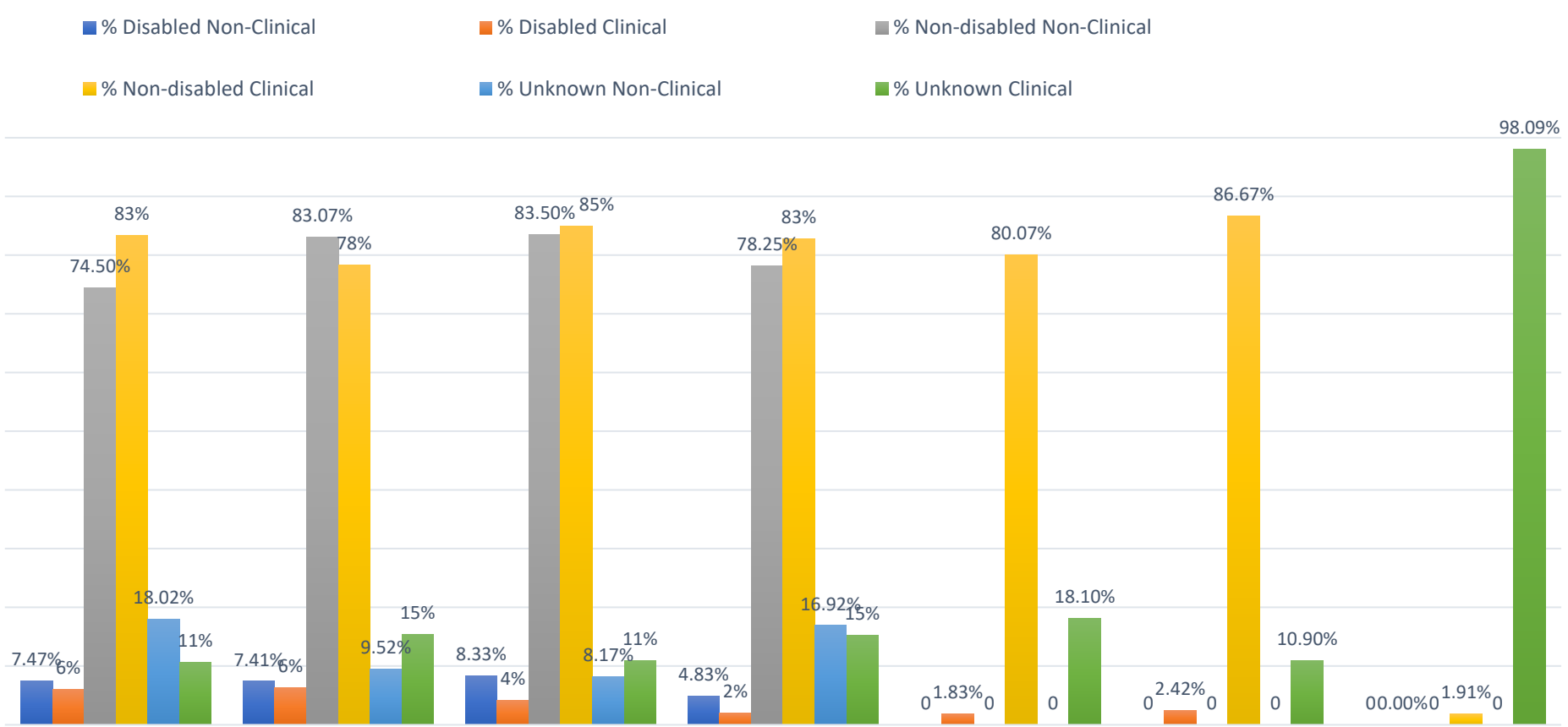
	Headcount						Percentage						Headcount		Percentage	
Cluster | Pay Band /Grade	Non - Disabled		Disabled		Unknown		Non - Disabled %		Disabled %		Unknown%		Total		Total %	
	Non-Clinical	Clinical	Non-Clinical	Clinical	Non-Clinical	Clinical	Non-Clinical	Clinical	Non-Clinical	Clinical	Non-Clinical	Clinical	Non-Clinical	Clinical	Non-Clinical	Clinical
Cluster 1	369	320	3,679	4,395	890	561	7.47%	6%	74.50%	83%	18.02%	11%	4,938	5,276	48.35%	51.65%
Bands 1	9	0	52	0	68	0	6.98%	0%	40.31%	0%	52.71%	0%	129	0	100.00%	0.00%
Bands 2	129	97	1,370	1,184	452	99	6.61%	7%	70.22%	86%	23.17%	7%	1,951	1,380	58.57%	41.43%
Bands 3	116	163	1,241	2,425	212	336	7.39%	6%	79.09%	83%	13.51%	11%	1,569	2,924	34.92%	65.08%
Bands 4	115	60	1,016	786	158	126	8.92%	6%	78.82%	81%	12.26%	13%	1,289	972	57.01%	42.99%
Cluster 2	137	891	1,536	11,063	176	2,167	7.41%	6%	83.07%	78%	9.52%	15%	1,849	14,121	11.58%	88.42%
Bands 5	59	312	602	4,070	73	1,398	8.04%	5%	82.02%	70%	9.95%	24%	734	5,780	11.27%	88.73%
Bands 6	36	391	430	4,460	50	487	6.98%	7%	83.33%	84%	9.69%	9%	516	5,338	8.81%	91.19%
Bands 7	42	188	504	2,533	53	282	7.01%	6%	84.14%	84%	8.85%	9%	599	3,003	16.63%	83.37%
Cluster 3	50	63	501	1,298	49	167	8.33%	4%	83.50%	85%	8.17%	11%	600	1,528	28.20%	71.80%
Bands 8a	35	49	324	1,047	33	139	8.93%	4%	82.65%	85%	8.42%	11%	392	1,235	24.09%	75.91%
Bands 8b	15	14	177	251	16	28	7.21%	5%	85.10%	86%	7.69%	10%	208	293	41.52%	58.48%
Cluster 4	16	4	259	163	56	30	4.83%	2%	78.25%	83%	16.92%	15%	331	197	62.69%	37.31%
Bands 8c	6	2	101	98	20	17	4.72%	2%	79.53%	84%	15.75%	15%	127	117	52.05%	47.95%
Bands 8d	4	2	60	34	11	6	5.33%	5%	80.00%	81%	14.67%	14%	75	42	64.10%	35.90%
Bands 9	0	0	38	14	4	3	0.00%	0%	90.48%	82%	9.52%	18%	42	17	71.19%	28.81%
VSM	6	0	60	17	21	4	6.90%	0%	68.97%	81%	24.14%	19%	87	21	80.56%	19.44%
Cluster 5	0	32	0	1,398	0	316	0	1.83%	0	80.07%	0	18.10%		1,746	0.00%	80.07%
Medical & Dental Staff, Consultants	N/A	32	N/A	1,398	N/A	316	N/A	1.83%	N/A	80.07%	N/A	18.10%	N/A	1,746	0.00%	80.07%
Cluster 6	0	30	0	1,073	0	135	0	2.42%	0	86.67%	0	10.90%		1,238	0.00%	86.67%
Medical & Dental Staff, Non-Consultants career grade	N/A	30	N/A	1,073	N/A	135	N/A	2.42%	N/A	86.67%	N/A	10.90%	N/A	1,238	0.00%	86.67%
Cluster 6	0	0	0	5	0	257	0	0.00%	0	1.91%	0	98.09%		262	0.00%	1.91%
Medical & Dental Staff, Medical and dental trainee grades	N/A	0	N/A	5	N/A	257	N/A	0.00%	N/A	1.91%	N/A	98.09%	N/A	262	0.00%	1.91%
Number of staff in workforce	634	1,278	8,451	16,919	1,879	2,925	1.98%	3.98%	26.34%	52.73%	5.86%	9.12%	7,718	24,368	24.05%	75.95%

WDES Metric 1

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

Manchester University NHS Foundation Trust

Clinical and Non-Clinical Clusters as at 31st March 2026



- 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: Disability declaration ranges from 4.8% in Cluster 4 to 8.3% in Cluster 3. Unknown status is highest in Clusters 1 (18.0%) and 4 (16.9%).

Clinical staff: Disability declaration is highest in Cluster 2 (6.3%). Unknown status reaches 98.1% in Cluster 6.

WDES Metric 1

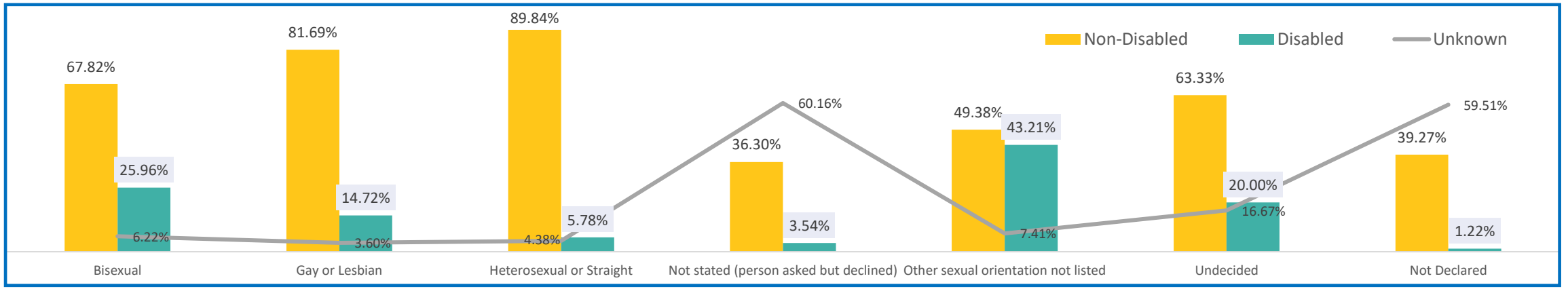
This data is from the disability monitoring question in the Electronic Staff Record (ESR).

Manchester University NHS Foundation Trust

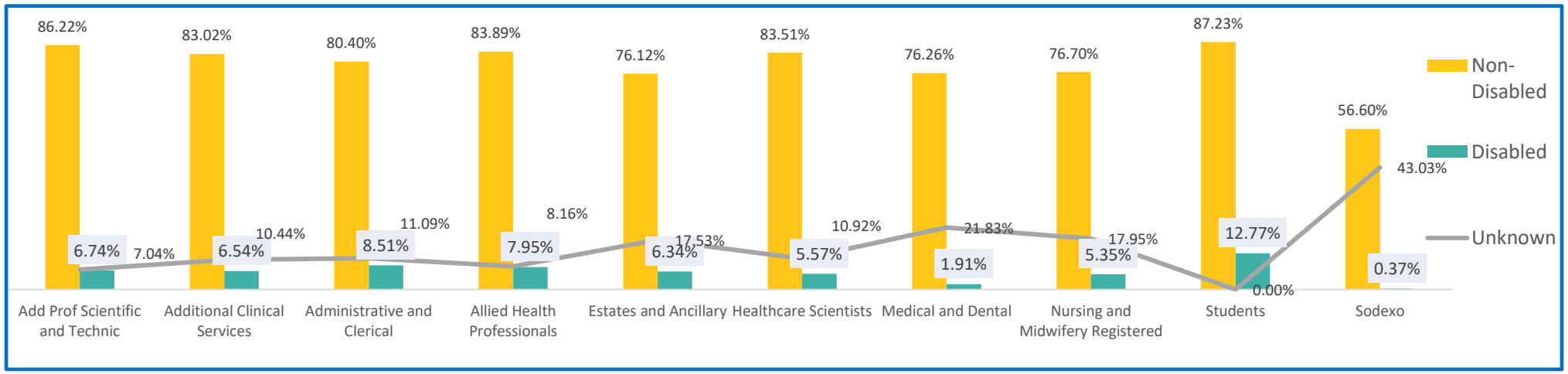
In the ESR response:

- **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 2026.



Overall staff in MFT by Staff Group as at 31 March 2026.



Sexual orientation: Unknown disability status is 60.2% for staff whose orientation is not stated and 59.5% for those with no declaration.

Disability declaration is highest for Other sexual orientation not listed (43.2%), followed by Bisexual (26.0%) and Undecided (20.0%).

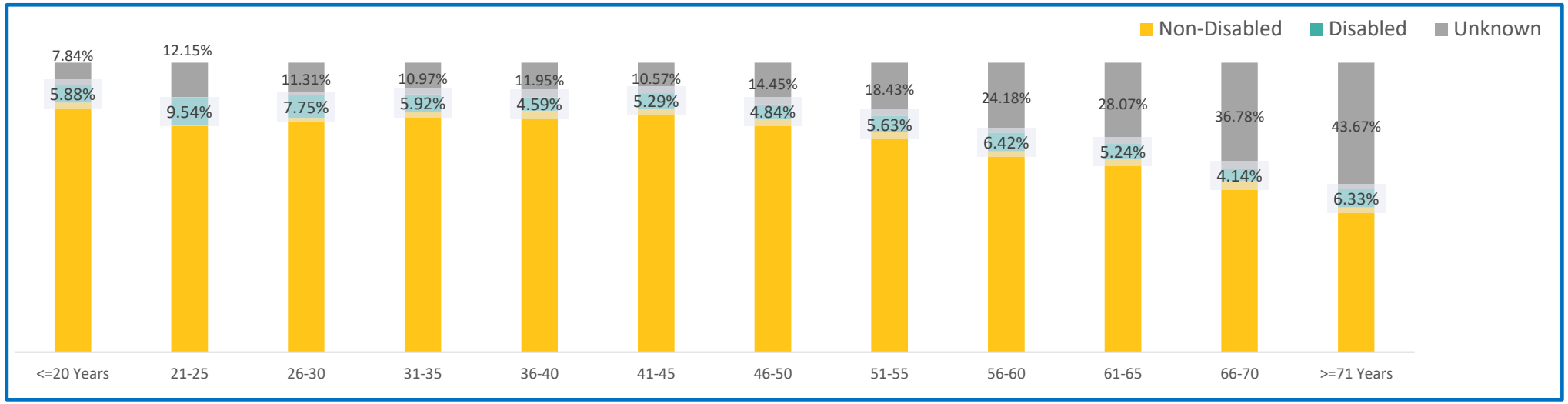
Staff Group: Disability declaration is highest among Students (12.8%). Sodexo has the lowest rate (0.4%), followed by Medical and Dental (1.9%).

WDES Metric 1

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

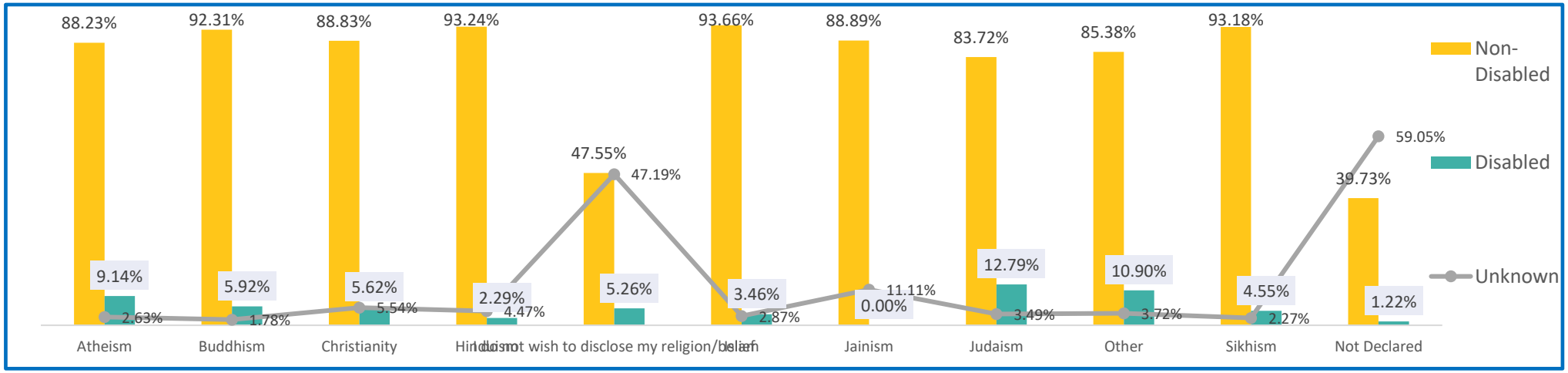
Manchester University NHS Foundation Trust

Overall staff in MFT by Age Band as at 31 March 2026.



Age: Disability declaration is highest at ages 21–25 (9.5%). Unknown status generally rises in older age groups, reaching 43.7% at 71+, where 50.0% record no disability.

Overall staff in MFT by Religious Belief as at 31 March 2026.



Religious Belief:
Disability declaration is highest in Judaism (12.8%), followed by Other (10.9%) and Atheism (9.1%).

Unknown disability status is 59.1% for Not Declared and 47.2% for those declining to disclose their religion.

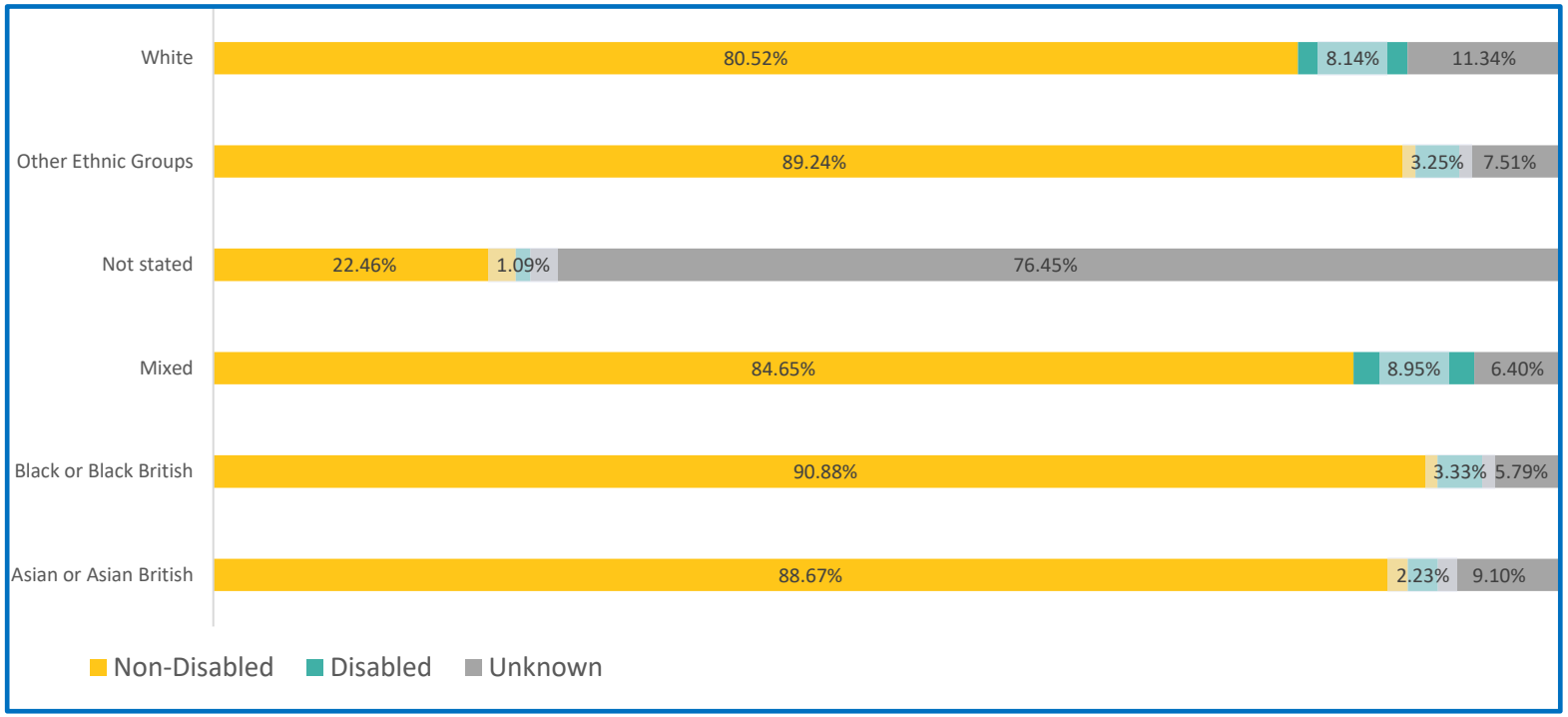
Non-disabled representation exceeds 80% in every other listed belief group.

WDES Metric 1

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

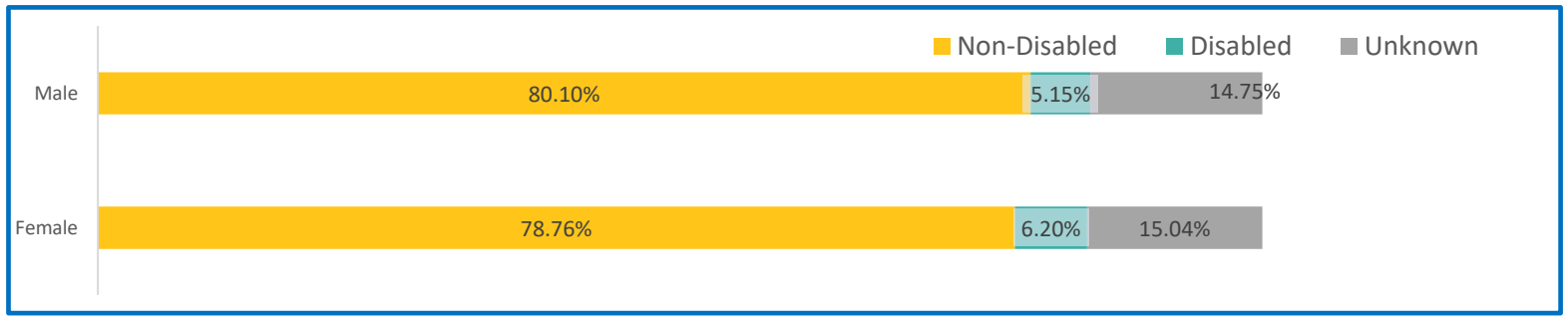
Manchester University NHS Foundation Trust

Overall staff in MFT by Ethnicity as at 31 March 2026.



Ethnicity: Disability declaration is highest for Mixed ethnicity (8.95%), followed by White staff (8.1%). Unknown disability status reaches 76.5% in the Not stated category.

Overall staff in MFT by Sex at 31 March 2026.



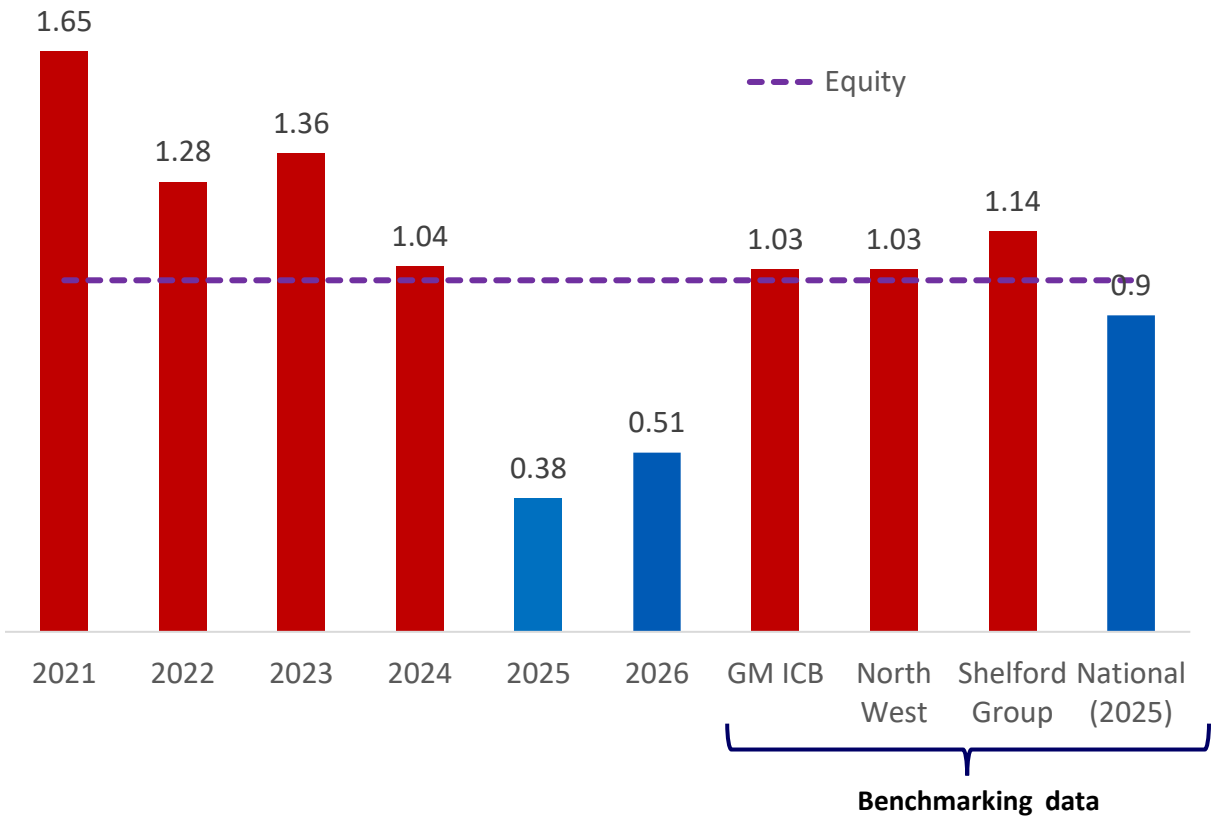
Sex: Disability declaration is higher among female staff (6.2%) than male staff (5.1%).
Unknown status is also slightly higher among females. Non-disabled representation is higher among males.

WDES Metric 2

Manchester University NHS Foundation Trust

Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts: 2021-2026

2021	2022	2023	2024	2025	2026
1.65	1.28	1.36	1.04	0.38	0.51



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

The graph's 2026 value of 0.51 is below the 0.80–1.25 range described here. This flags a difference in appointment outcomes under the four-fifths rule. The threshold alone does not establish statistical significance or explain the difference. Disabled applicants may still experience inequalities.

The graph shows the relative likelihood of appointment for non-disabled versus disabled applicants increase from 0.38 in 2025 to 0.51 in 2026.

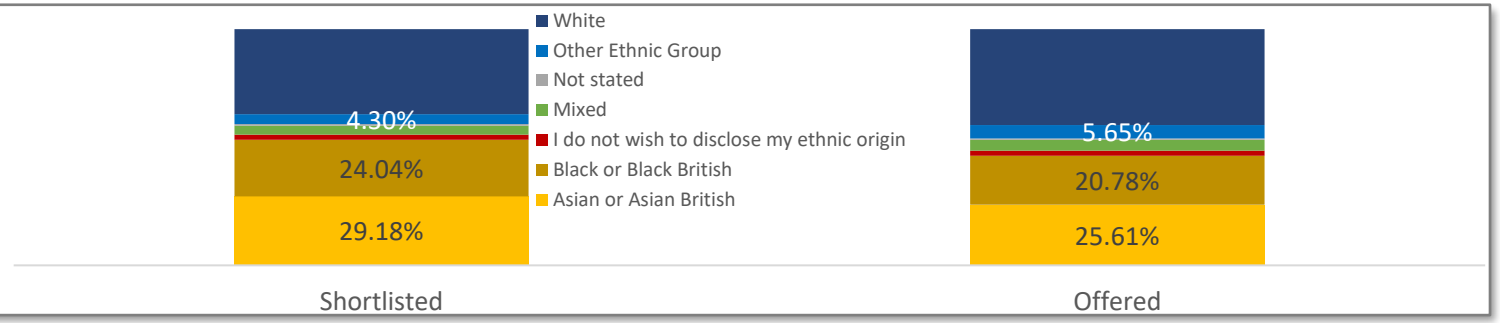
This is below parity (1.0), indicating a lower appointment likelihood for non-disabled applicants. It is also below every comparator shown.

MFT has a lower likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts in comparison to National, Shelford group, GM ICB and North West.

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

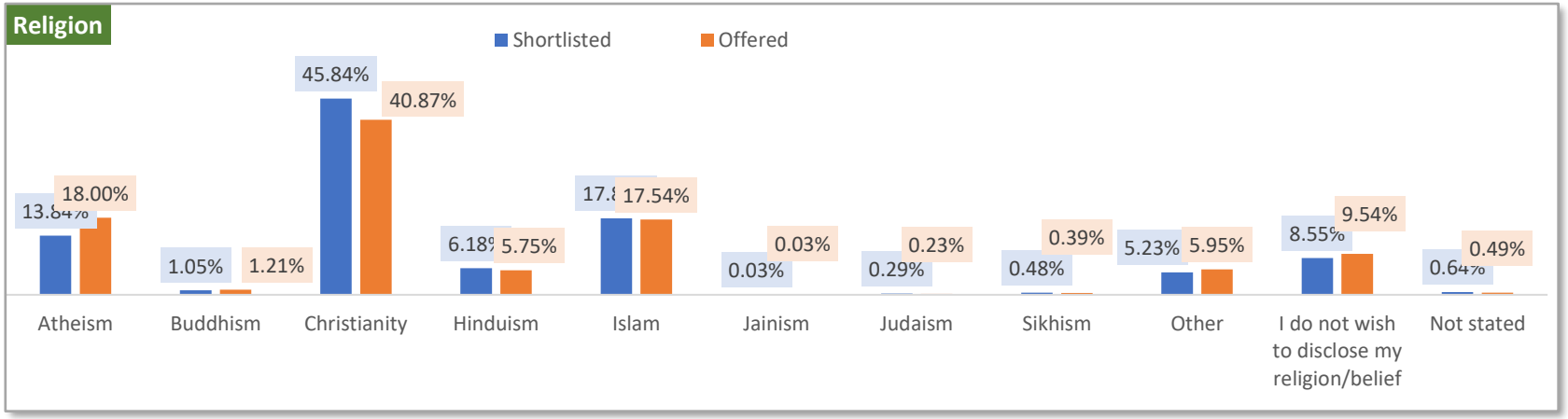
Manchester University NHS Foundation Trust

Ethnicity



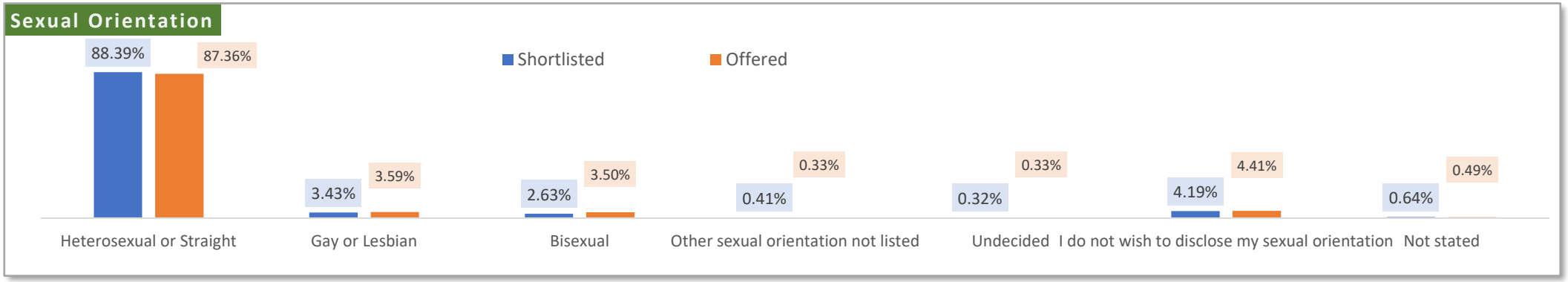
Ethnicity: White candidates account for 36.0% of shortlisting and 40.6% of offers. Asian and Black candidates have smaller offer shares than shortlisting shares. Mixed and Other Ethnic Group candidates have larger offer shares.

Religion



Religion: Atheist candidates account for 13.8% of shortlisting and 18.0% of offers. Christian candidates account for 45.8% and 40.9% respectively.

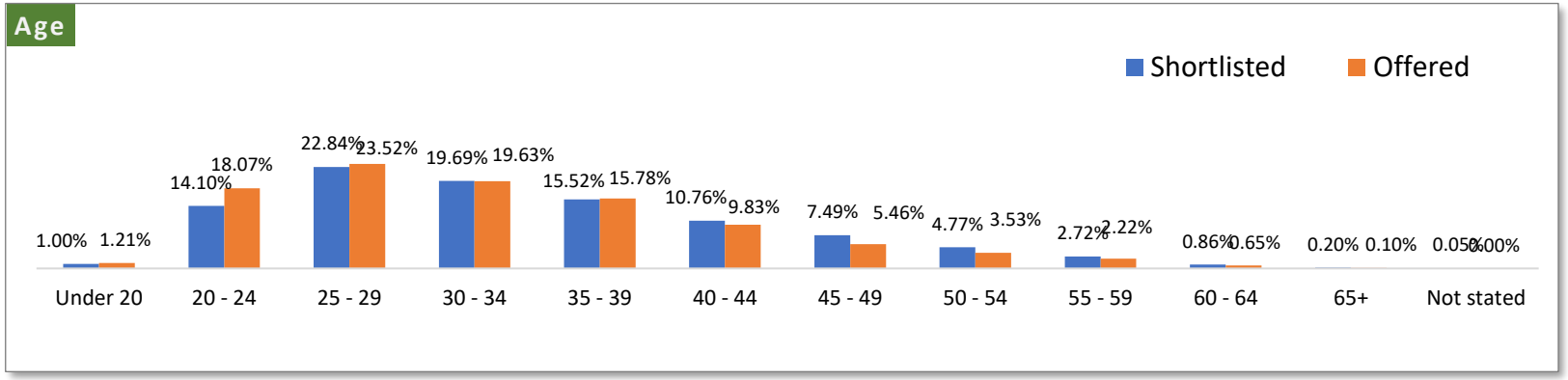
Sexual Orientation



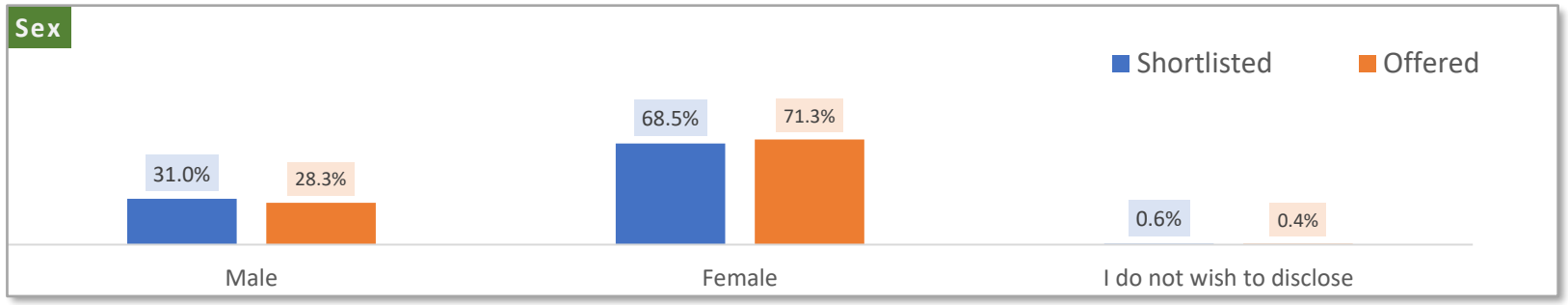
Sexual Orientation: Heterosexual or straight candidates account for 88.4% of shortlisting and 87.4% of offers. Gay or lesbian candidates account for 3.4% and 3.6%, and bisexual candidates 2.6% and 3.5%.

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

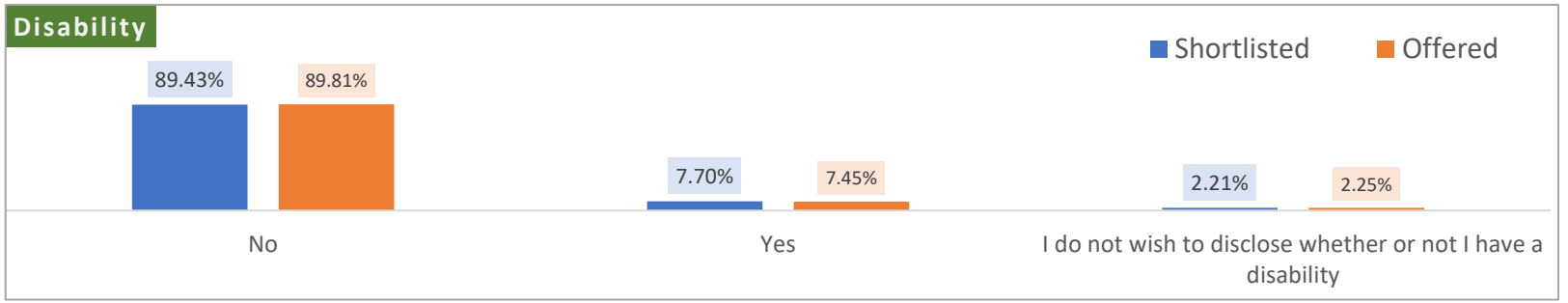
Manchester University NHS Foundation Trust



Age
Candidates aged 25–29 have the largest shares of both shortlisting (22.8%) and offers (23.5%). The 20–24 group accounts for 14.1% of shortlisting and 18.1% of offers. Every age band from 40–44 upwards has a smaller offer share than shortlisting share.



Sex: Female candidates account for 68.5% of shortlisting and 71.3% of offers. Male candidates account for 31.0% and 28.3% respectively.



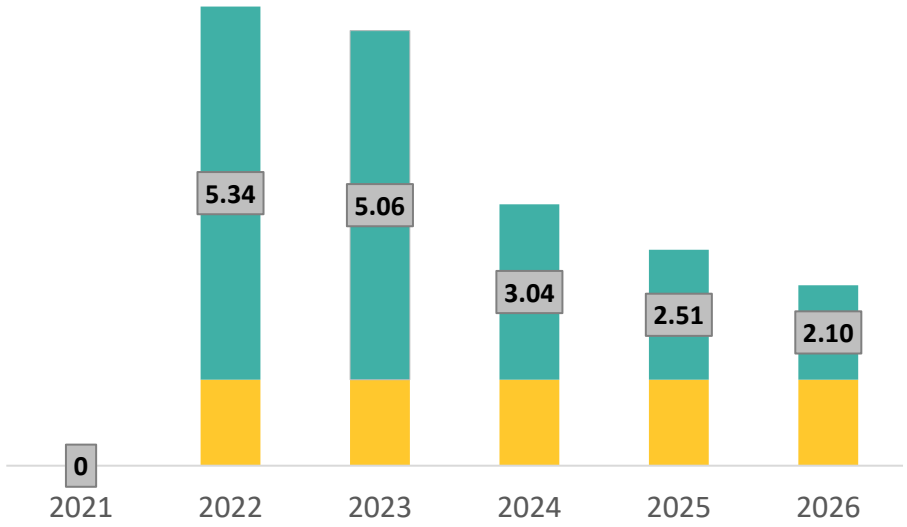
Disability: Candidates declaring a disability account for 7.7% of shortlisting and 7.4% of offers. Those declaring no disability account for 89.4% and 89.8%.

WDES Metric 3

Manchester University NHS Foundation Trust

Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process: 2021-2026

2021	2022	2023	2024	2025	2026
0	5.34	5.06	3.04	2.51	2.10



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 green means that disabled staff are more likely to enter the formal capability process compared to non-disabled applicants.

A relative likelihood **below 1** indicates (yellow) 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 2024 to 31 March 2026, 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 25/26, by 0.41. Despite this decline, disabled staff remain more likely to enter the formal capability process than their non-disabled counterparts.

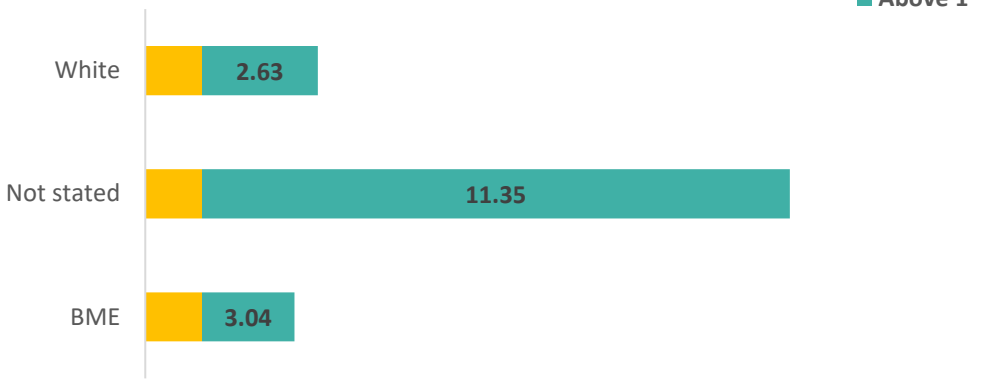
The local and National benchmarking data is not available for this Metric on Model Health System.

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

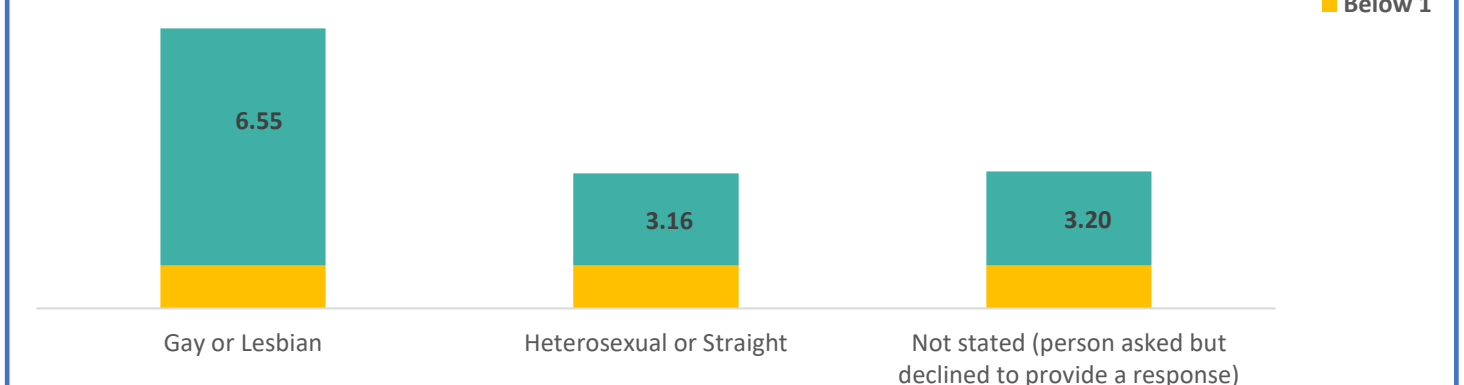
Manchester University NHS Foundation Trust

Green values above 1 mean disabled staff are more likely than non-disabled staff to enter the formal capability process.
Yellow values below 1 mean disabled staff are less likely than non-disabled staff to enter the formal capability process.

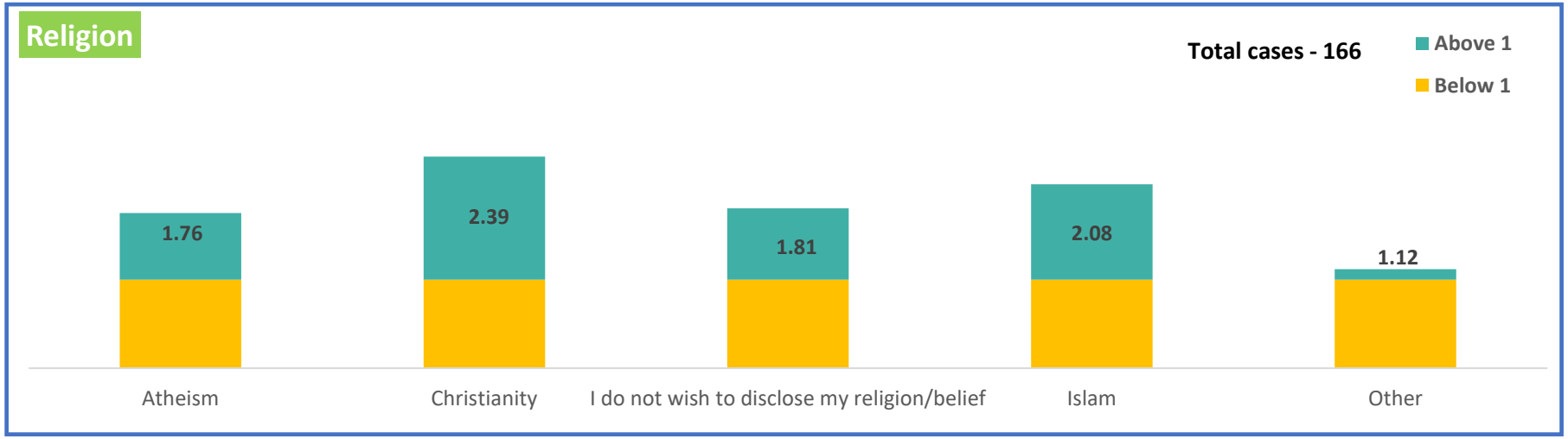
Ethnicity



Sexual Orientation



Religion



Ethnicity: The not-stated group has the highest displayed value (11.35), followed by BME (3.04) and White staff (2.63).

Sexual Orientation: Gay or Lesbian has the highest displayed value (6.55). Heterosexual or Straight (3.16) and not stated (3.20) show similar values.

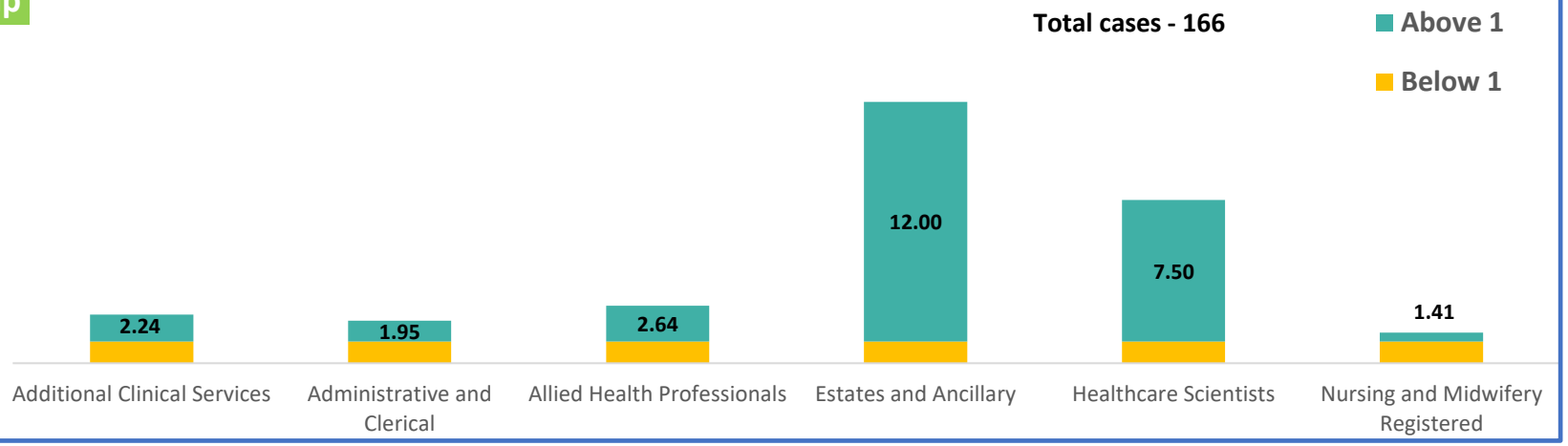
Religion: Christianity has the tallest bar and Other the shortest. Atheism and undisclosed religion show similar bar heights.

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

Manchester University NHS Foundation Trust

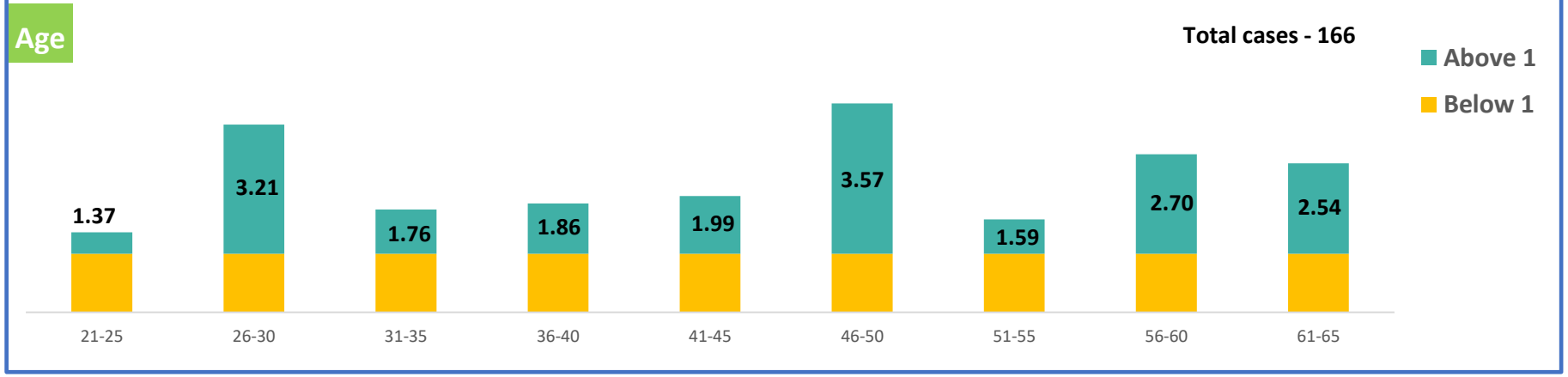
Green values above 1 mean disabled staff are more likely than non-disabled staff to enter the formal capability process.
Yellow values below 1 mean disabled staff are less likely than non-disabled staff to enter the formal capability process.

Staff Group



Staff Group: Estates and Ancillary has the highest displayed value (12.00), followed by Healthcare Scientists (7.50). Nursing and Midwifery Registered has the lowest (1.41).

Age

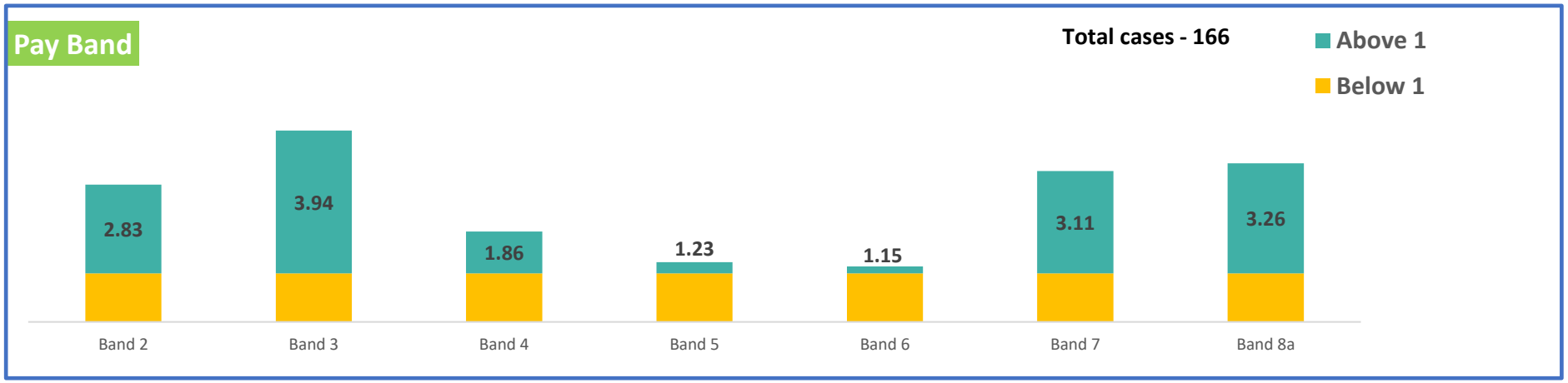


Age: Ages 46–50 show the highest displayed value (3.57), followed by 26–30 (3.21). Ages 21–25 show the lowest (1.37).

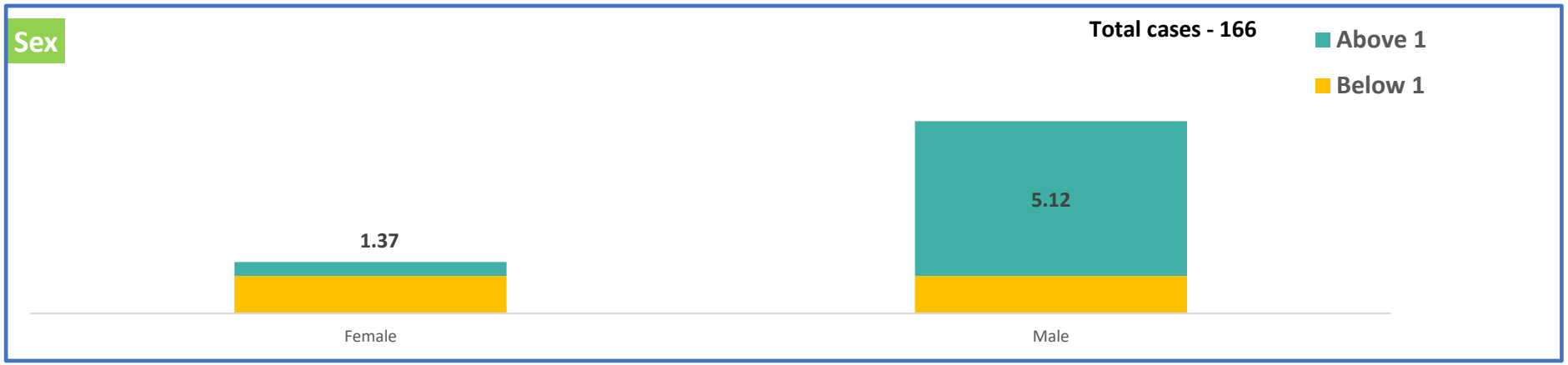
WDES Metric 3 - Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process based on Pay Band and Sex

Manchester University NHS Foundation Trust

Green values above 1 mean disabled staff are more likely than non-disabled staff to enter the formal capability process.
Yellow values below 1 mean disabled staff are less likely than non-disabled staff to enter the formal capability process.



Pay Band: Band 3 has the highest displayed value (3.94), followed by Band 8a (3.26) and Band 7 (3.11). Band 6 has the lowest (1.15).



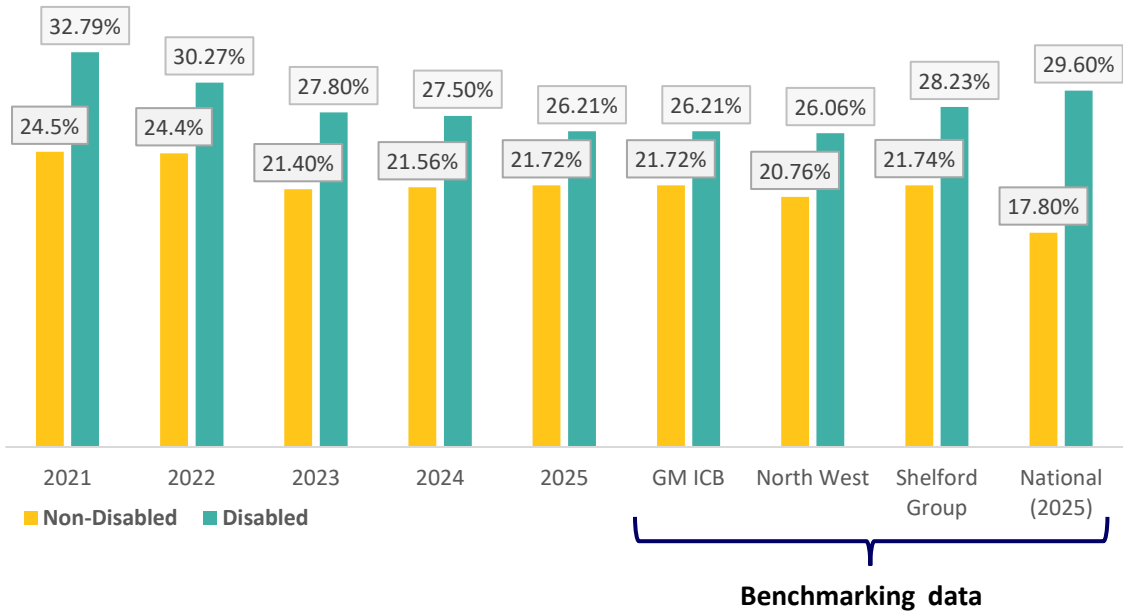
Sex: Male staff have a higher displayed value (5.12) than female staff (1.37).

WDES Metric 4a

NHS Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	32.8%	30.3%	27.8%	27.5%	26.2%
Non-Disabled	24.5%	24.4%	21.4%	21.6%	21.7%



Overall Workforce at MFT: **32,086**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **2,442**	Responded to NHSS **7,937**

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 2025 – the results of 2026 will only be available in early 2027.

2,442 disabled staff responded to the survey, whereas only 1,912 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 1.3%, towards disabled staff.

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

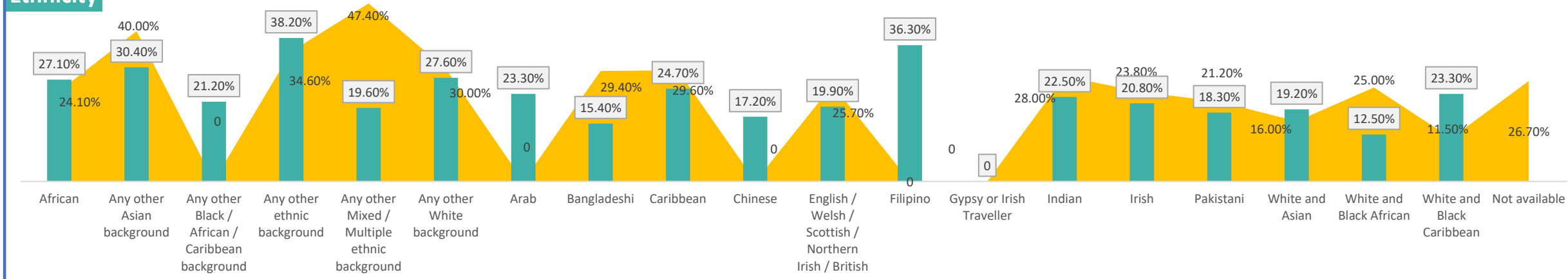
WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public based on Ethnicity and Staff Group

Manchester University NHS Foundation Trust

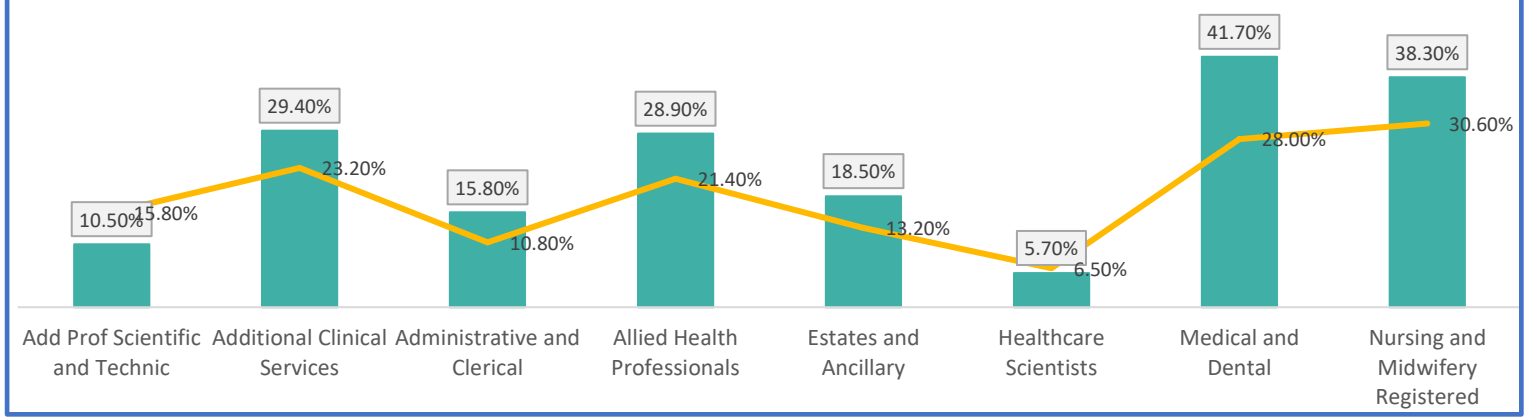
Non-Disabled Disabled

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



Staff Group



Ethnicity: The highest disabled rates shown are Any other ethnic background (38.2%) and Filipino (36.3%). Disabled rates are not higher in every group. The highest non-disabled groups are Any other Mixed / Multiple ethnic background (47.4%) and Any other Asian background (40.0%)

Staff Group: Disabled rates are highest in Medical and Dental (41.7%) and Nursing and Midwifery (38.3%). Disabled staff have higher rates in six of eight groups. Additional Professional Scientific and Technical staff and Healthcare Scientists show the reverse.

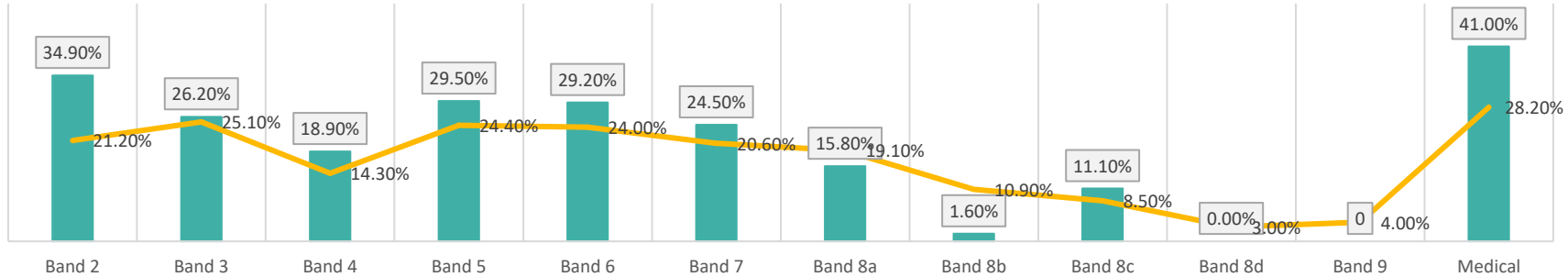
WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public based on Pay Band and Religion

Manchester University NHS Foundation Trust

Non-Disabled Disabled

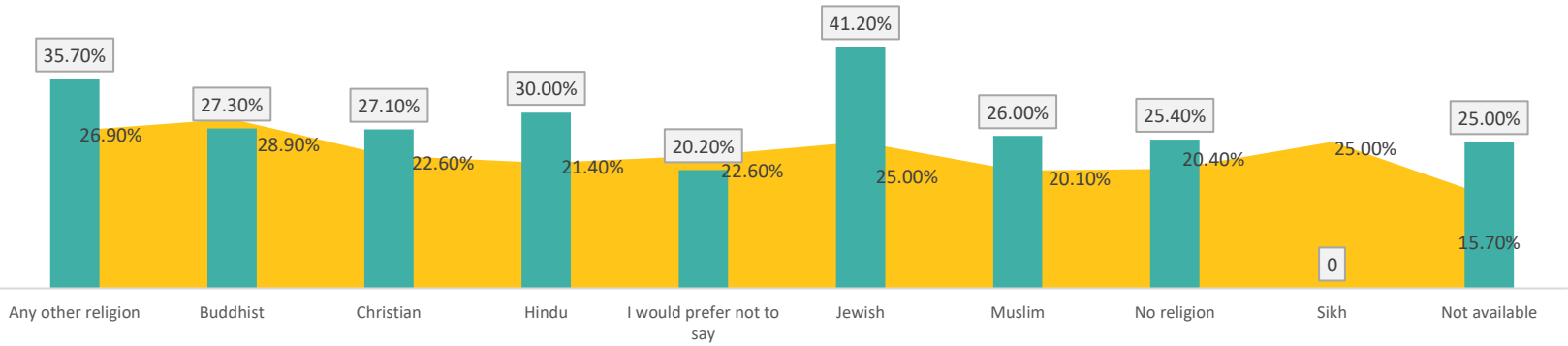
In the NHS staff survey response:
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would Prefer not to say** indicates that the respondent chooses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

Pay Band



Pay Band: Disabled rates are highest in Medical (41.0%) and Band 2 (34.9%). They exceed non-disabled rates in most bands, but not Bands 8a or 8b. Bands 8d and 9 show zero.

Religion



Religion: Disabled rates are highest among Jewish staff (41.2%) and Any other religion (35.7%). Rates are lower than for non-disabled staff among Buddhists and those preferring not to say.

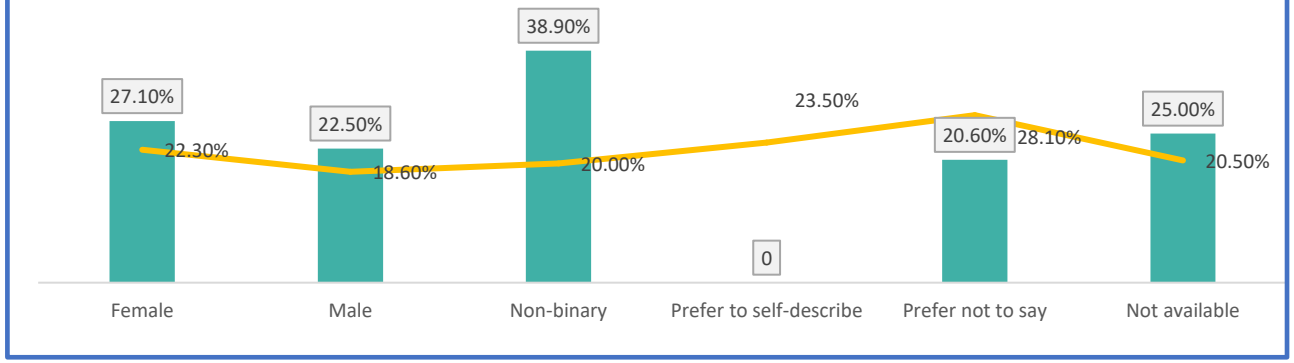
WDES Metric 4a- Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: (a) Patients/service users, their relative or other members of the public based on Gender, Age and Sexual Orientation.

Manchester University NHS Foundation Trust

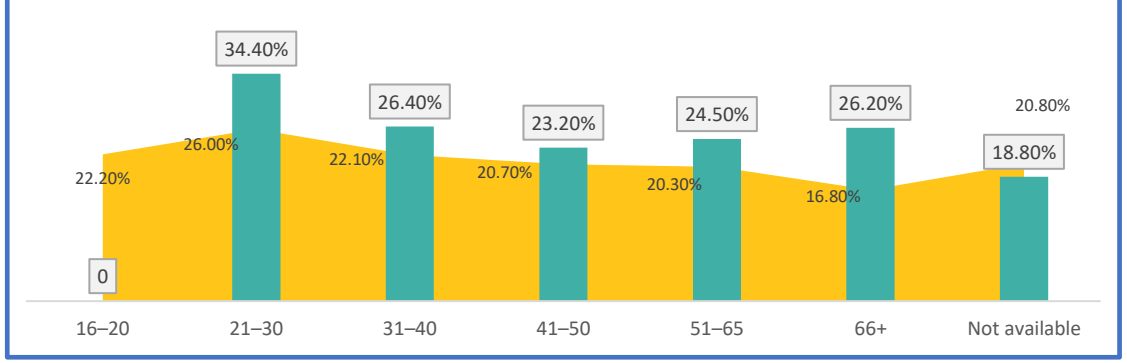
Non-Disabled Disabled

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.

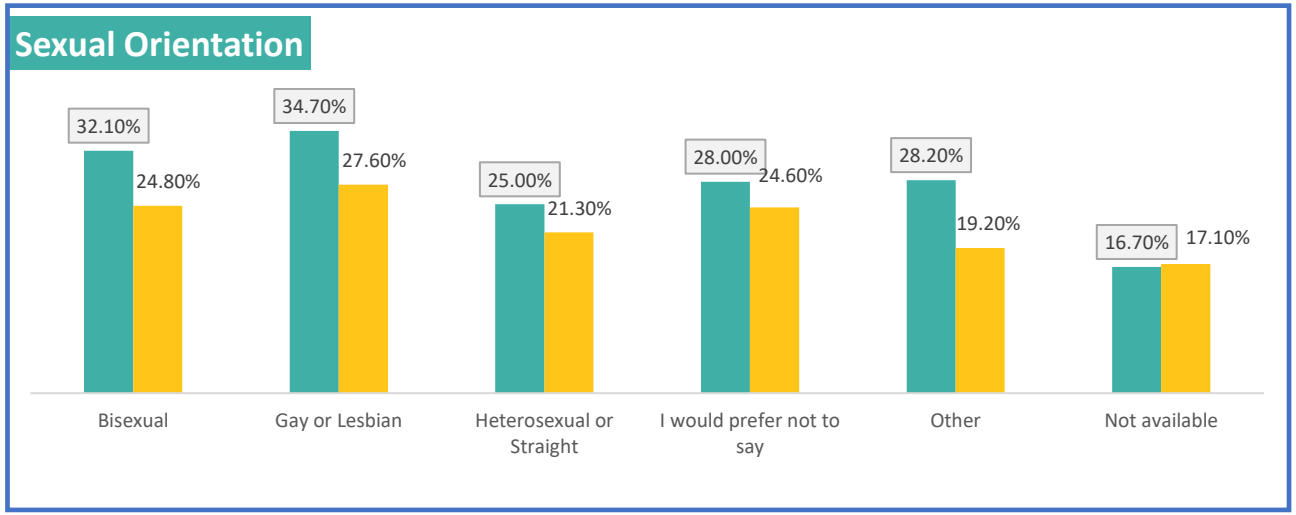
Gender



Age



Sexual Orientation



Gender: The disabled rate is highest among non-binary staff (38.9%). Female and male rates are 27.1% and 22.5%, above their non-disabled comparators.

Age: Disabled rates exceed non-disabled rates from ages 21–30 through 66+, peaking at 34.4% for ages 21–30. Not available shows the reverse. The 16–20 zero may reflect unavailable data.

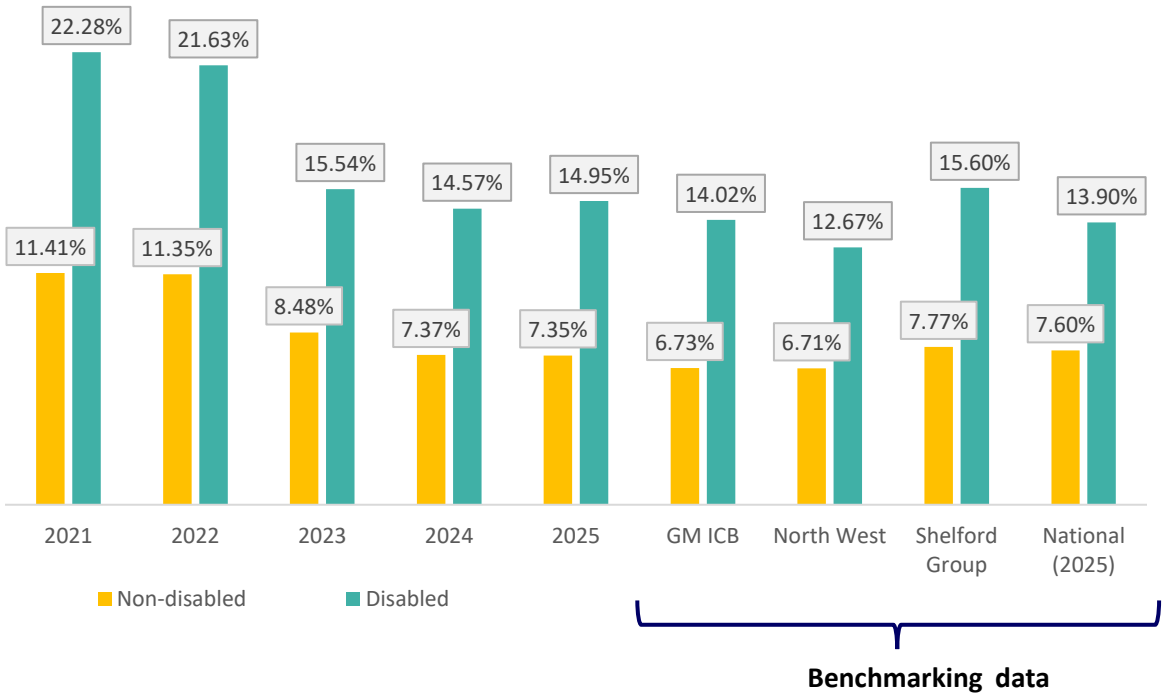
Sexual Orientation: Disabled rates are highest among gay or lesbian staff (34.7%) and bisexual staff (32.1%). They exceed non-disabled rates in all categories except Not available, where the rates are 16.7% and 17.1%.

WDES Metric 4b

Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	22.3%	21.6%	15.54%	14.6%	14.05%
Non-Disabled	11.4%	11.4%	8.48%	7.37%	7.35%



Overall Workforce at MFT: **32,086**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **2,427**	Responded to NHSS **7,910**

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 2025 – the results of 2026 will only be available in early 2027.
- 2,437 disabled staff responded to the survey, whereas only 1,912 staff have declared disability on ESR at MFT
- Reports of bullying and harassment by managers declined by 0.55% from last year
- MFT has a higher percentage than GM ICB and North West but lower percentage than Shelford Group and National.

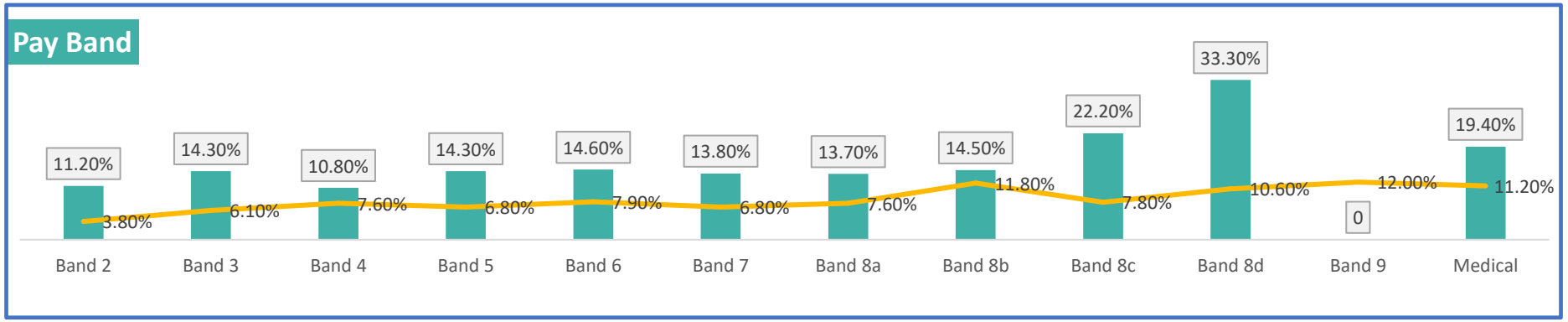
WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Pay Band and Religion

Manchester University NHS Foundation Trust

Non-Disabled Disabled

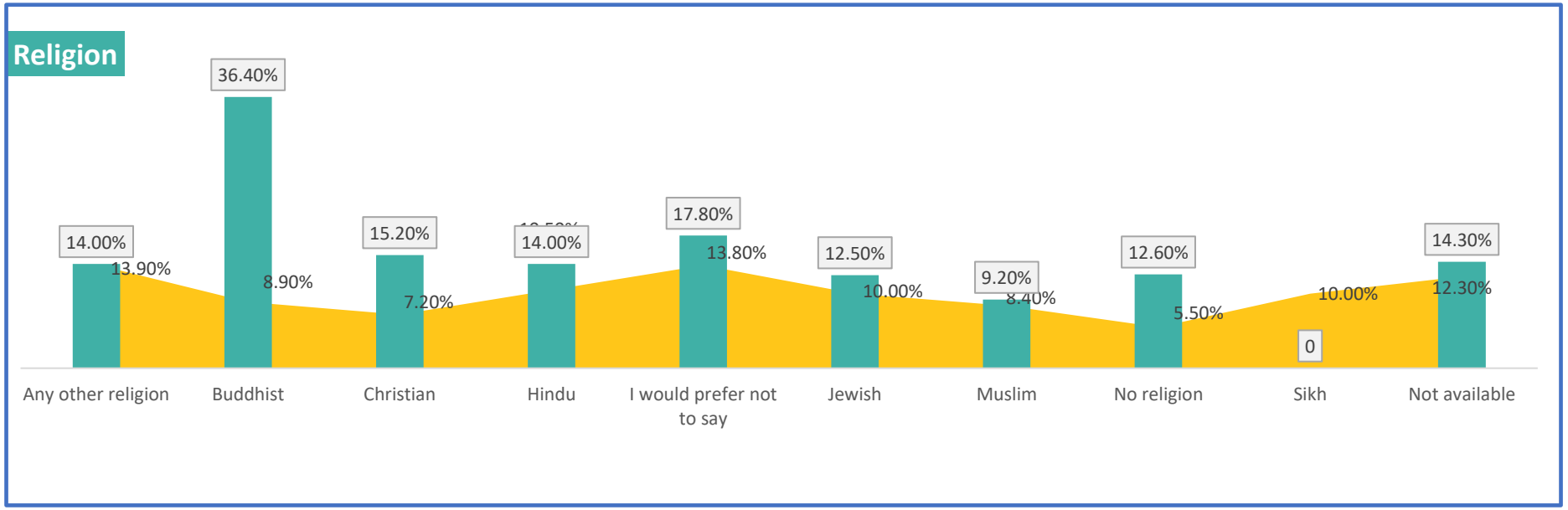
In the NHS staff survey response:
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would Prefer not to say** indicates that the respondent chooses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

Pay Band



Pay Band: Disabled rates exceed non-disabled rates in every band with a non-zero disabled value. The highest is Band 8d (33.3%), followed by Band 8c (22.2%). The Band 9 zero may reflect unavailable data.

Religion



Religion: Disabled Buddhist staff have the highest rate (36.4%), compared with 8.9% for non-disabled Buddhists. The next highest disabled rate is Prefer not to say (17.8%).

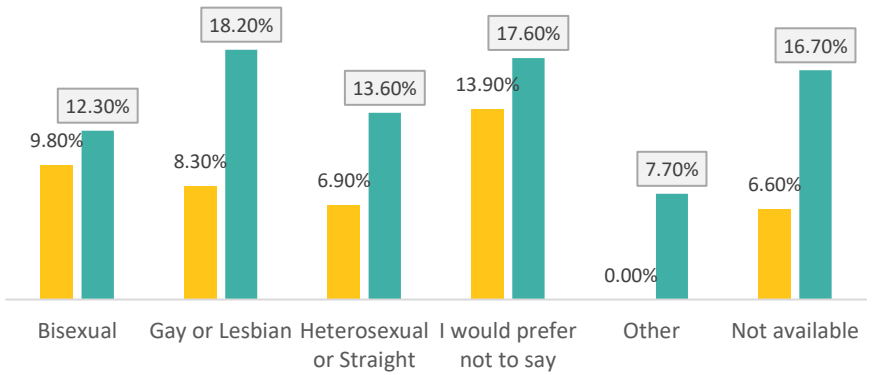
WDES Metric 4b - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Managers based on Sexual Orientation, Age and Ethnicity

Manchester University NHS Foundation Trust

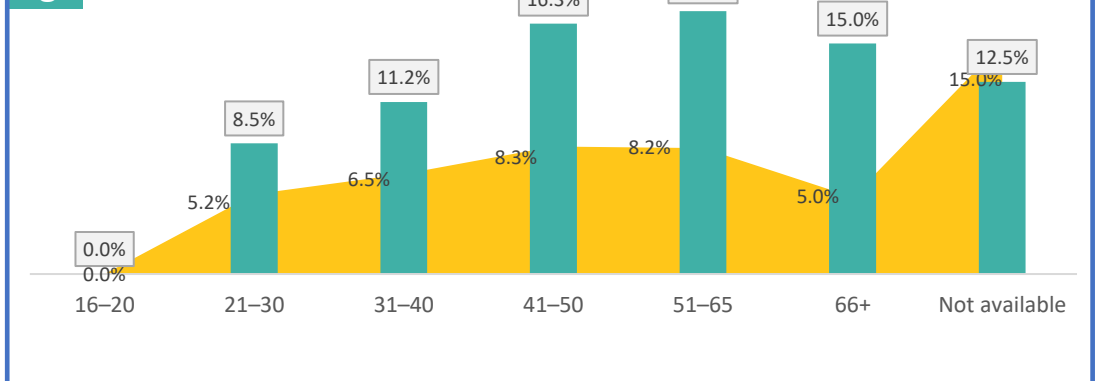
Non-Disabled Disabled

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



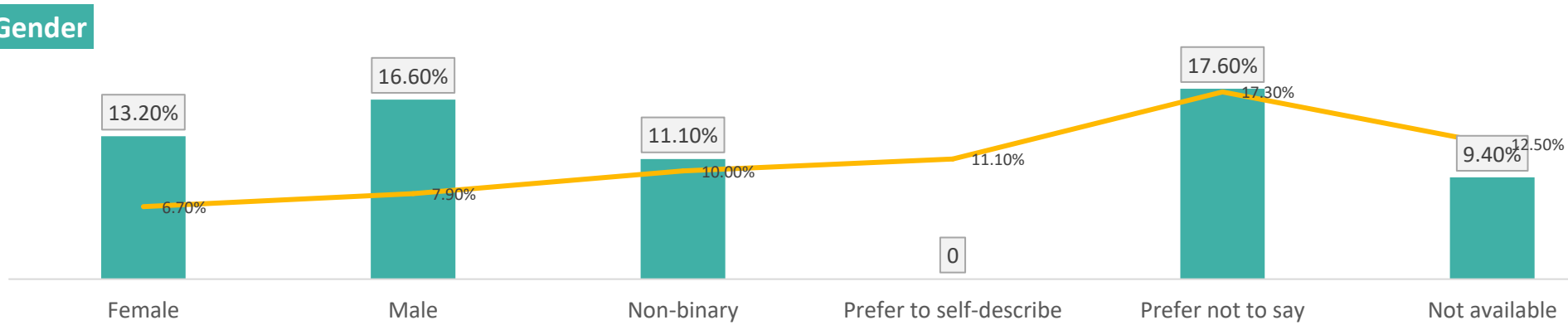
Age



Sexual Orientation: Disabled rates exceed non-disabled rates in every category shown. Gay or lesbian staff have the highest disabled rate (18.2%), followed by Prefer not to say (17.6%).

Age: Disabled rates are highest at ages 51–65 (17.1%). They exceed non-disabled rates from ages 21–30 through 66+, but not for Not available. Both 16–20 values are zero.

Gender



Gender: The highest disabled rate is Prefer not to say (17.6%), close to the non-disabled rate (17.3%). Disabled female and male rates are higher than their comparators. Not available shows the reverse.

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

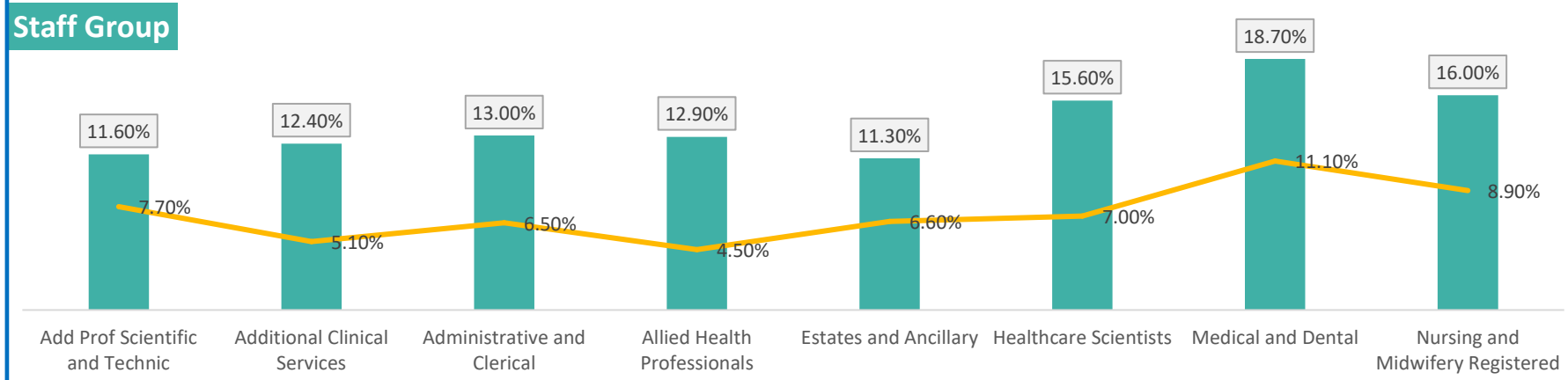
Manchester University NHS Foundation Trust

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.

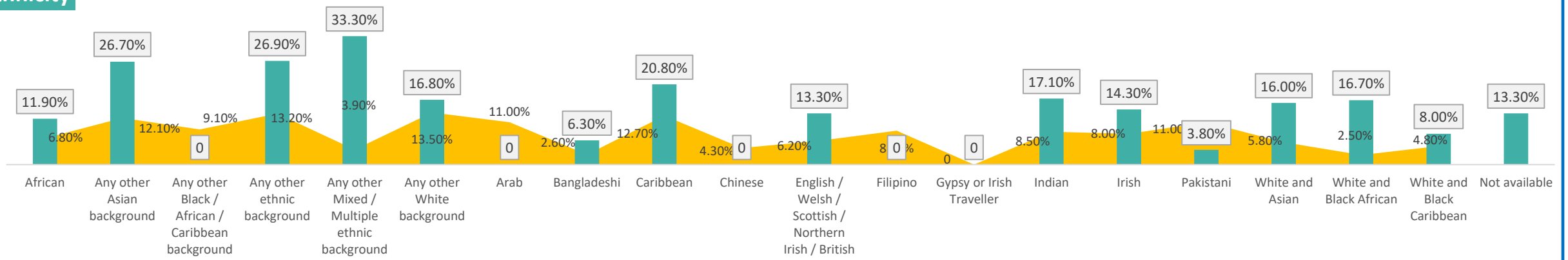
Staff Group



Staff Group: Disabled rates exceed non-disabled rates in all eight groups. Medical and Dental has the highest disabled rate (18.7%). Allied Health Professionals has the largest gap (8.4 percentage points).

Ethnicity: Disabled rates are highest for Any other Mixed / Multiple ethnic background (33.3%). Most comparable groups show higher disabled rates, but Pakistani staff show the reverse (3.8% versus 11.0%).

Ethnicity

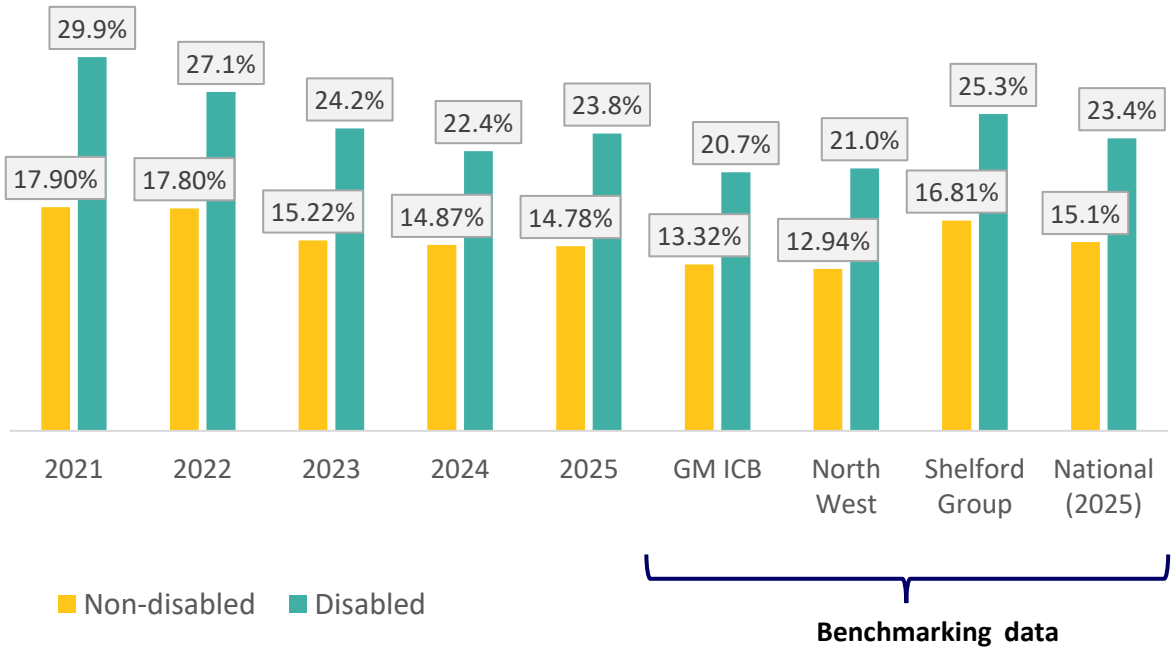


WDES Metric 4c

Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	29.9%	27.1%	24.2%	22.4%	23.8%
Non-Disabled	17.9%	17.8%	15.2%	14.9%	14.8%



Overall Workforce at MFT: **32,086**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **2,432**	Responded to NHSS **7,905**

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 2025 – the results of 2026 will only be available in early 2027.
- 2,432 disabled staff responded to the survey, whereas only 1,912 staff have declared disability on ESR at MFT
- Incidents of bullying and harassment from colleagues increased by 1.4% 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

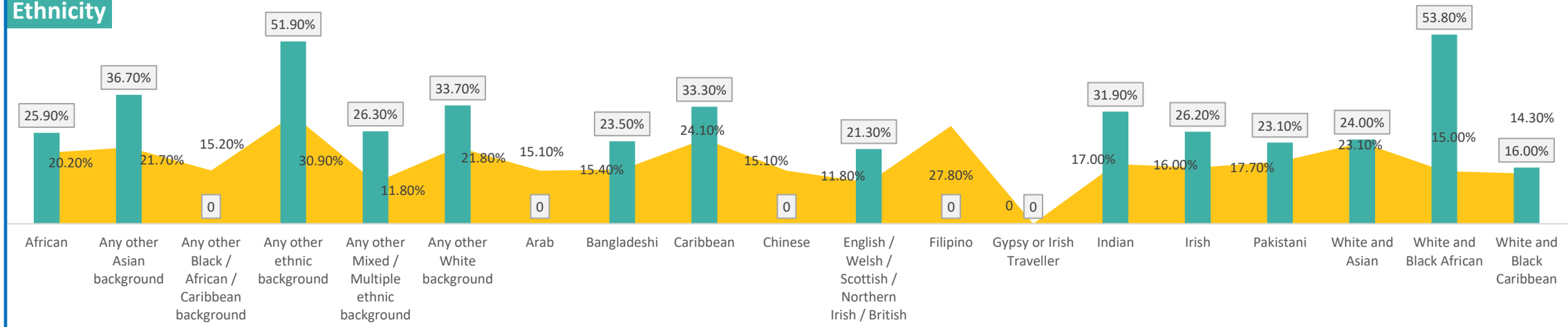
Manchester University NHS Foundation Trust

Non-Disabled Disabled

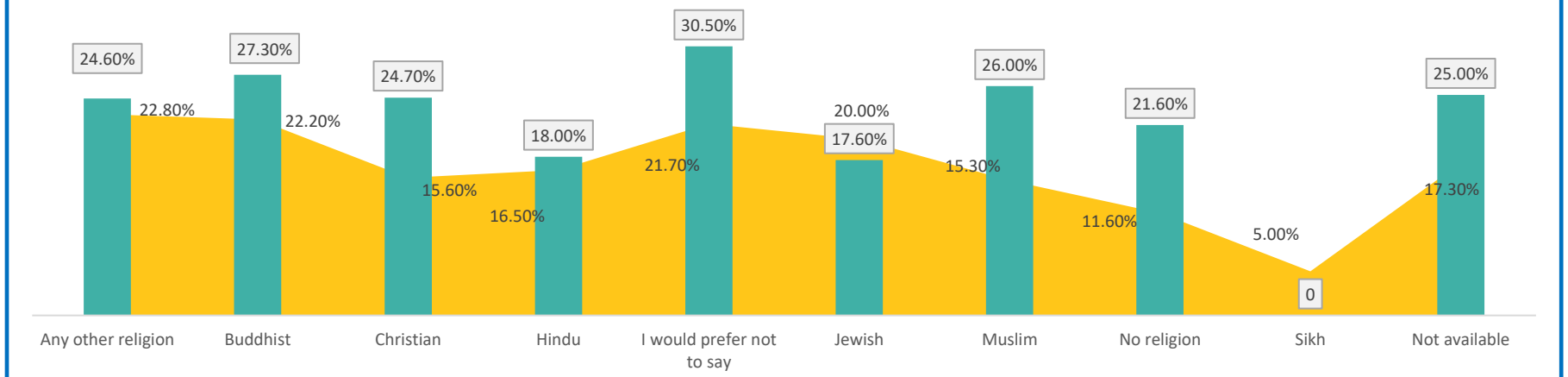
In the NHS staff survey response:

- **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



Religion



Ethnicity: Disabled rates are highest for White and Black African staff (53.8%) and Any other ethnic background (51.9%). Every group with a non-zero disabled value has a higher rate than its non-disabled comparator.

Religion: The highest disabled rate is Prefer not to say (30.5%). Disabled rates exceed non-disabled rates except among Jewish staff (17.6% versus 20.0%) and the Sikh category.

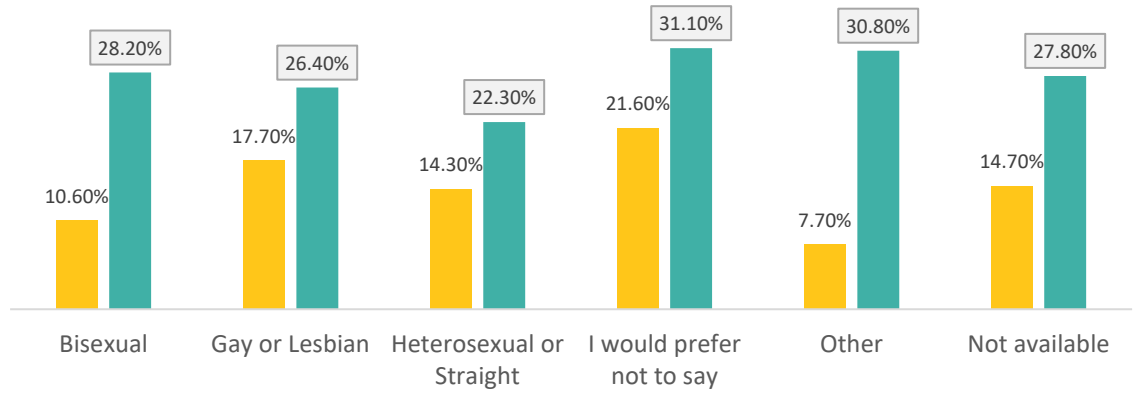
WDES Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues based on Sexual Orientation, Age and Pay Band

Manchester University NHS Foundation Trust

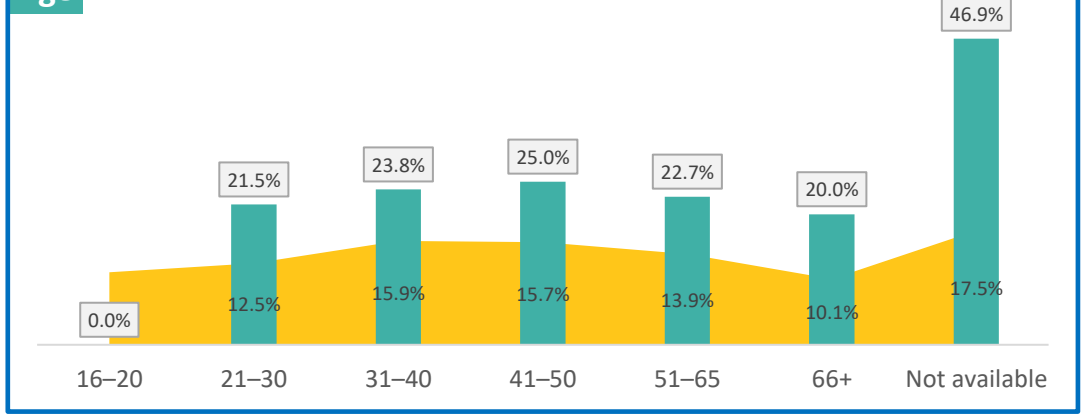
Non-Disabled Disabled

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.

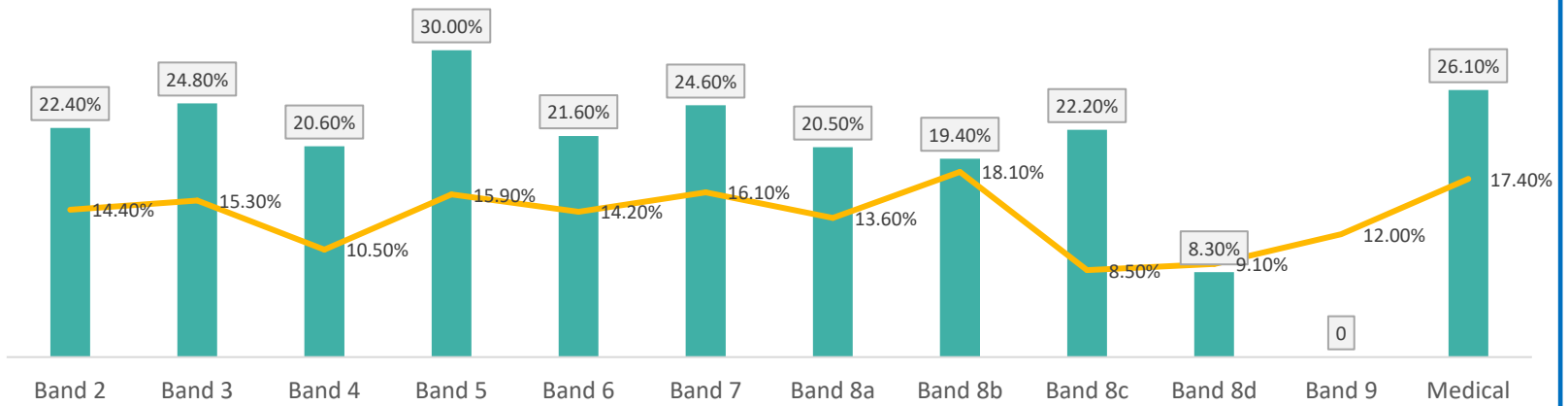
Sexual Orientation



Age



Pay Band



Sexual Orientation: Disabled rates exceed comparators throughout. Prefer not to say is highest (31.1%), followed by Other (30.8%). Heterosexual or straight is lowest (22.3%).

Age: The highest disabled rate is Not available (46.9%). Among stated ages, 41–50 is highest (25.0%). Disabled rates exceed comparators from 21–30 through 66+.

Pay Band: Disabled rates peak in Band 5 (30.0%) and exceed comparators in most bands. Band 8d shows the reverse (8.3% versus 9.1%).

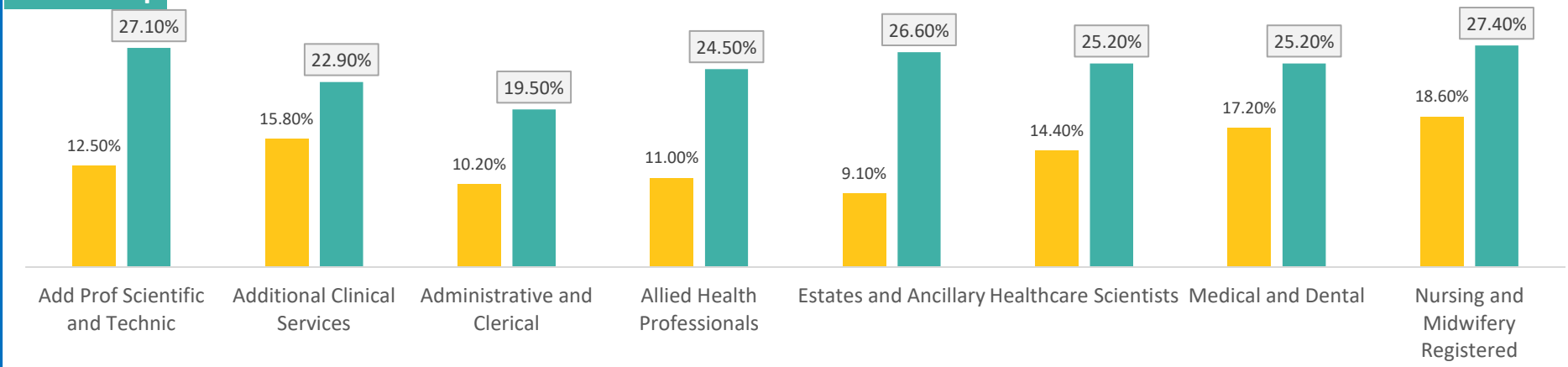
WDES Metric 4c - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from Other Colleagues based on Staff Group and Gender

Manchester University NHS Foundation Trust

Non-Disabled Disabled

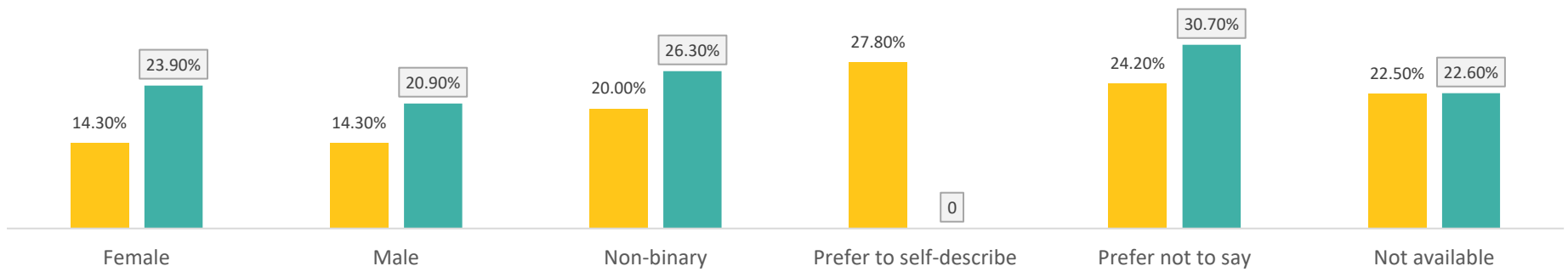
In the NHS staff survey response:
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses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

Staff Group



Staff Group: Disabled rates exceed non-disabled rates in all eight groups. Nursing and Midwifery is highest (27.4%), followed by Additional Professional Scientific and Technical staff (27.1%).

Gender



Gender: Prefer not to say has the highest disabled rate (30.7%). Disabled female, male and non-binary rates exceed their comparators.

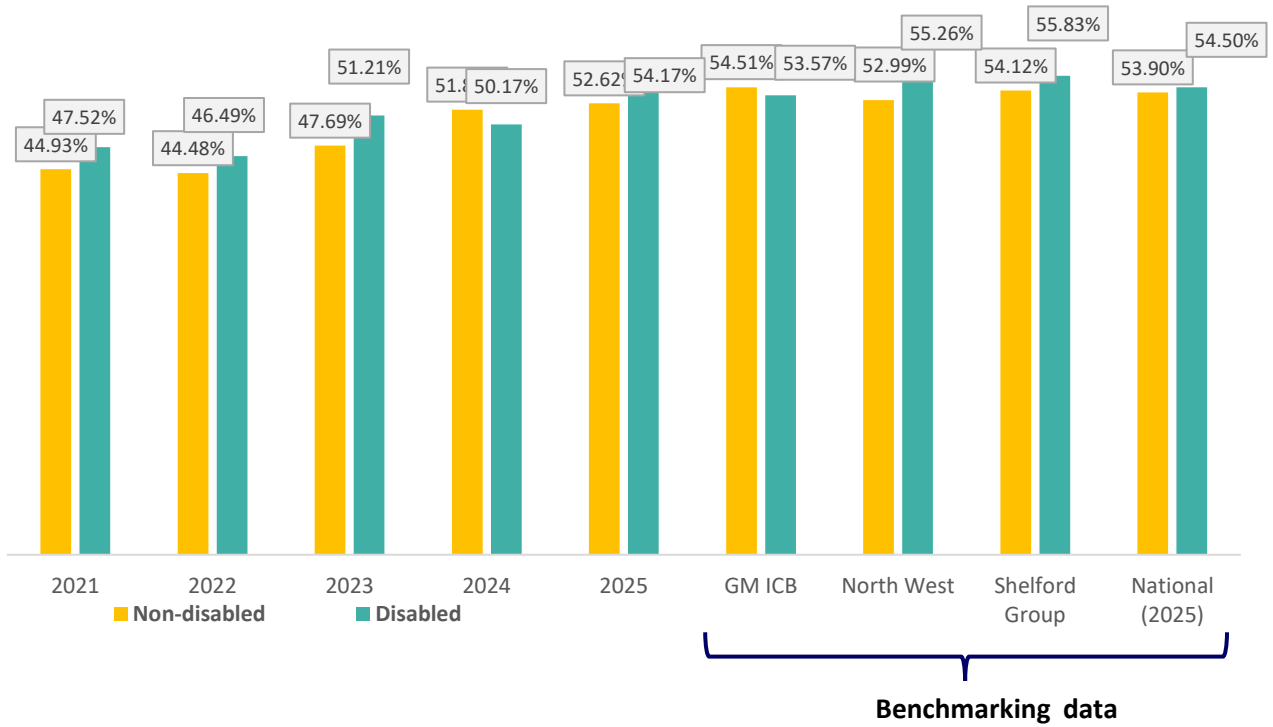
WDES Metric 4d

Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	47.5%	46.5%	51.2%	50.2%	54.2%
Non-Disabled	44.9%	44.5%	47.7%	51.9%	52.6%

Overall Workforce at MFT: **32,086**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **971**	Responded to NHSS **2,256**



- This data is from the National Staff Survey results of 2025 – the results of 2026 will only be available in early 2027.
- 971 disabled staff responded to the survey, whereas 1,912 staff have declared disability on ESR at MFT
- This metric shows a 4% increase 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.
- 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

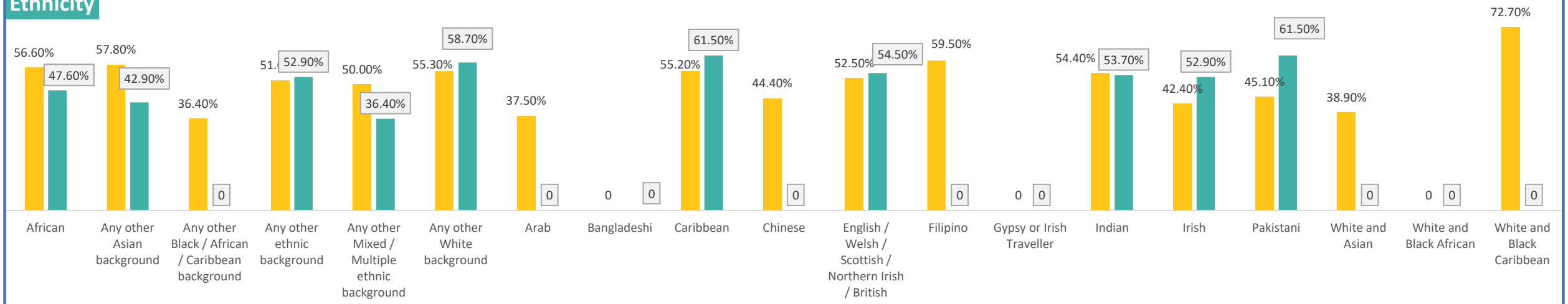
Manchester University NHS Foundation Trust

Non-Disabled Disabled

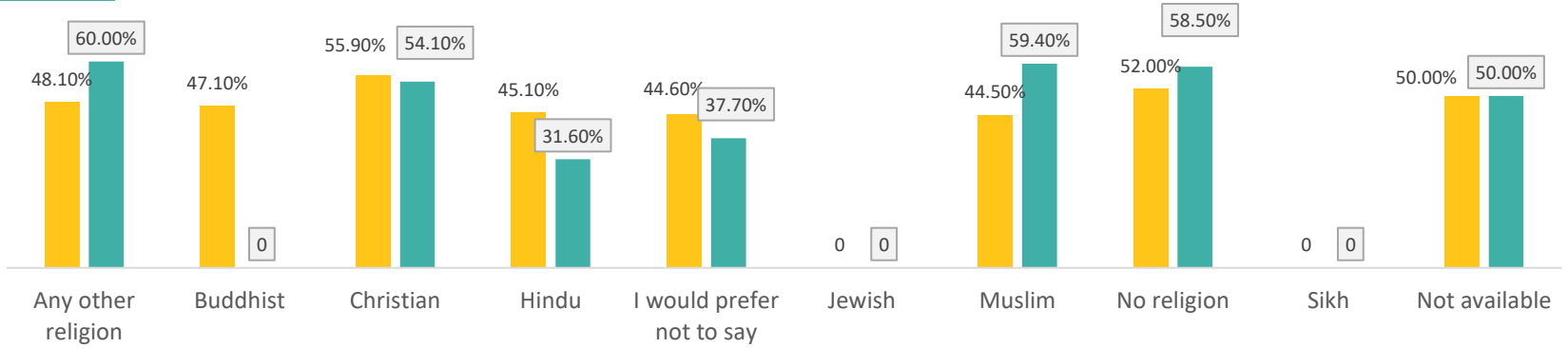
In the NHS staff survey response:

- **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



Religion



Ethnicity: Disabled reporting rates are highest for Caribbean and Pakistani staff (61.5% each). Rates exceed non-disabled comparators in some groups, but not all. Non-disabled staff was highest in white and Black Caribbean (72.2%)

Religion: Disabled reporting rates are highest in Any other religion (60.0%), Muslim (59.4%) and No religion (58.5%). Christian and Hindu disabled rates are below their comparators.

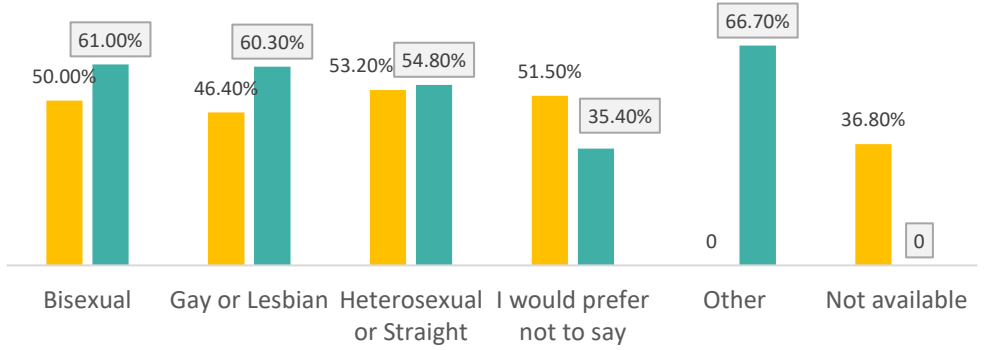
WDES Metric 4d - Percentage of disabled staff compared to non-disabled staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it based on Sexual Orientation, Age and Pay Band

Manchester University NHS Foundation Trust

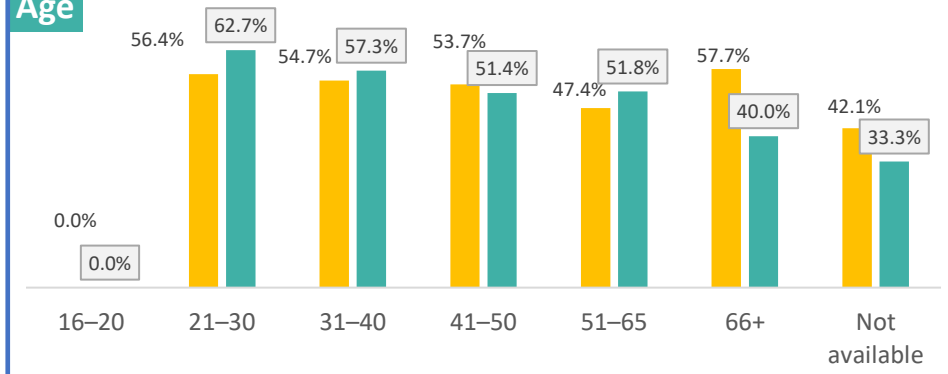
Non-Disabled Disabled

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



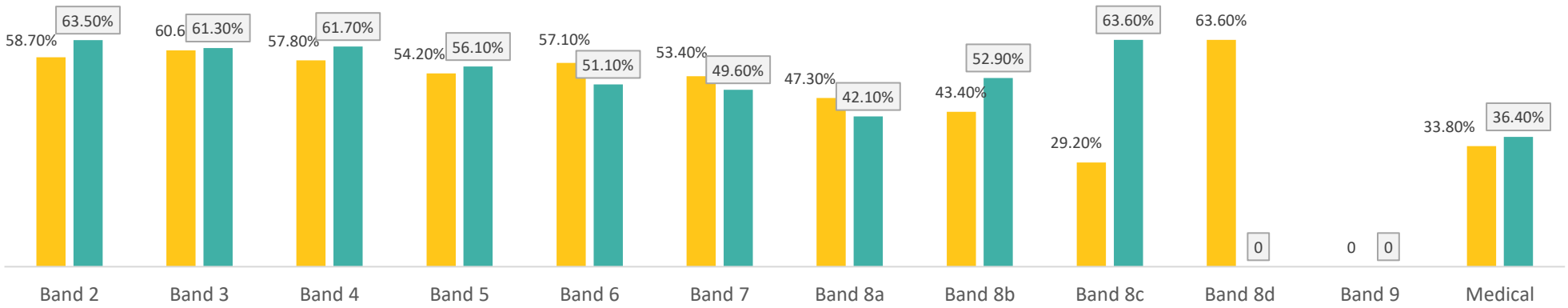
Age



Sexual Orientation: Disabled reporting exceeds non-disabled reporting among bisexual staff (61.0% versus 50.0%) and gay or lesbian staff (60.3% versus 46.4%). Prefer not to say shows the reverse (35.4% versus 51.5%).

Age: Disabled reporting is highest at ages 21–30 (62.7%). It exceeds comparators at 21–30, 31–40 and 51–65, but is lower at 41–50, 66+ and Not available.

Pay Band



Pay Band: Disabled reporting is highest in Band 8c (63.6%) and Band 2 (63.5%).

Bands 8d and 9 show zero for disabled staff.

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

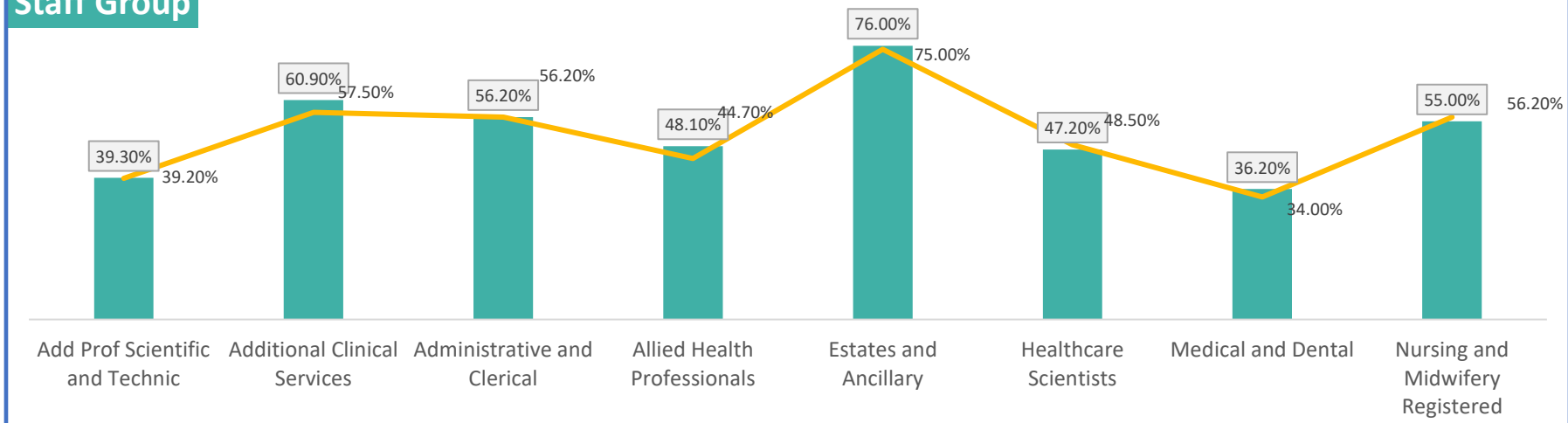
Manchester University NHS Foundation Trust

Non-Disabled Disabled

In the NHS staff survey response:

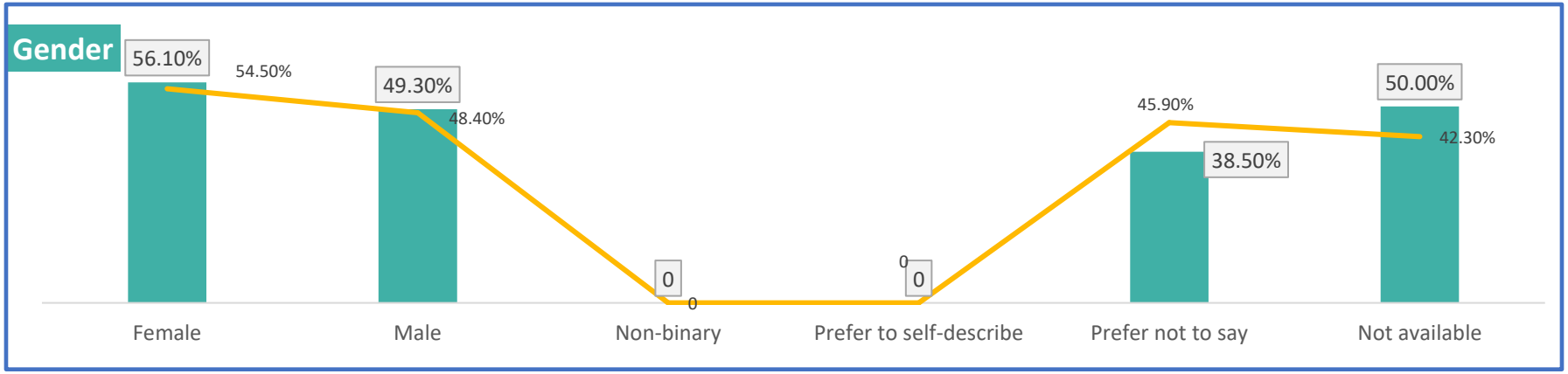
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information,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

Staff Group



Staff Group: Estates and Ancillary has the highest disabled reporting rate (76.0%), compared with 75.0% for non-disabled staff. Medical and Dental has the lowest disabled rate (36.2%).

Gender



Gender: Disabled female and male reporting rates are slightly higher than their comparators (56.1% and 49.3%).

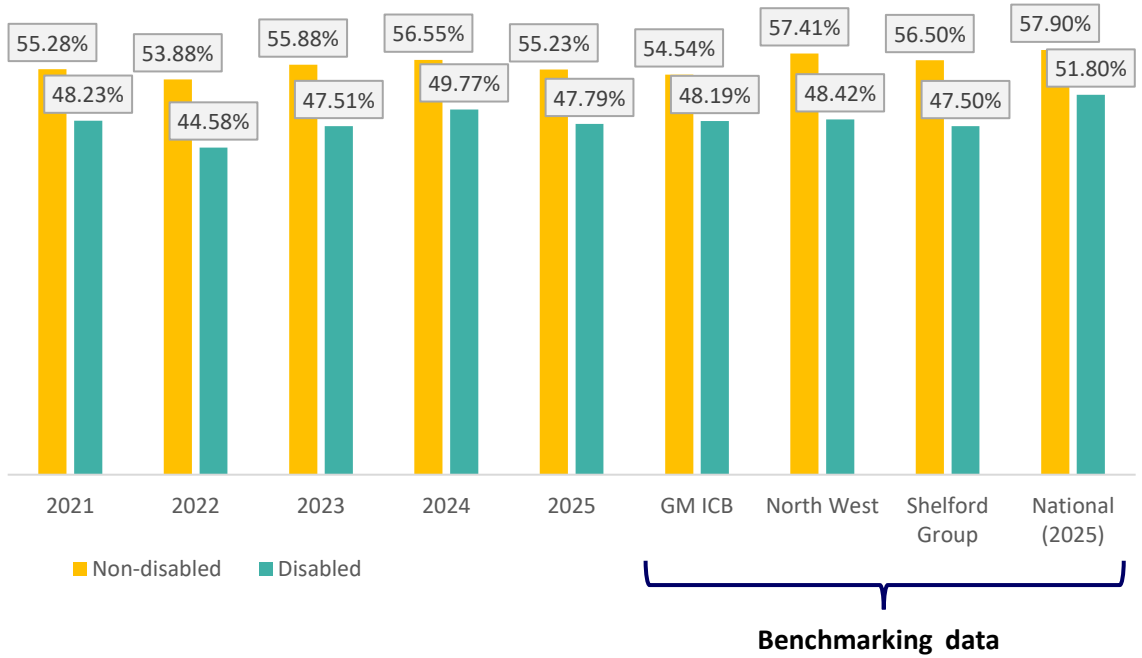
Non-binary and Prefer to self-describe values are zero.

WDES Metric 5

NHS Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	48.2%	44.6%	47.5%	49.8%	47.8%
Non-Disabled	55.3%	53.9%	55.9%	56.6%	55.2%



Overall Workforce at MFT: **32,086**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **2,438**	Responded to NHSS **7,896**

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 2025 – the results of 2065 will only be available in early 2027.
- 2,438 disabled staff responded to the survey, whereas only 1,912 staff have declared disability on ESR at MFT
- 47.8% of disabled staff believe the trust provides equal opportunities compared to 55.2% of non-disabled staff.
- The percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion has decreased by 2.0%.
- MFT has a lower percentage than GM ICB, North West and National but higher 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

Manchester University NHS Foundation Trust

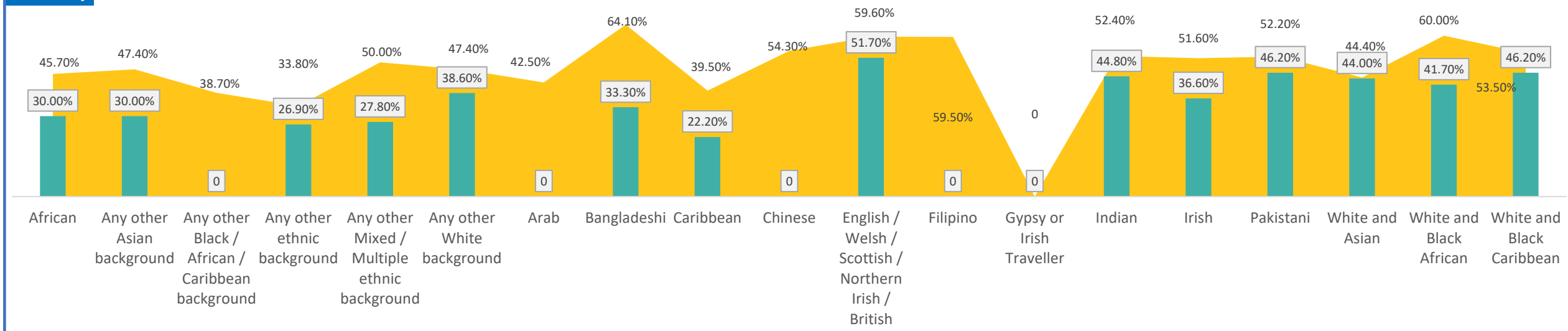
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
The figures in the graphs are below 100%, as it has its own total (dependent on the response), so the percentages will not add up to 100%.

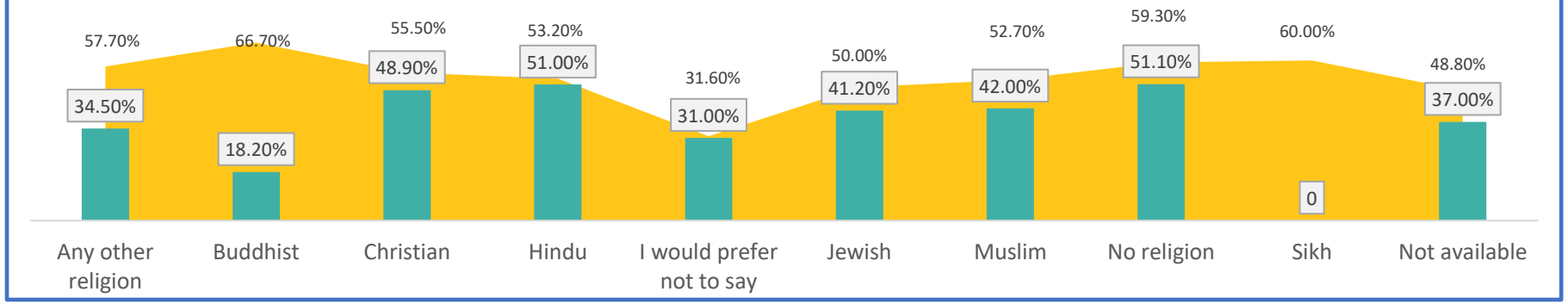
In the NHS staff survey response:

- **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 show lower confidence in equal career opportunities in every group with non-zero values for both series. The highest disabled rate is English / Welsh / Scottish / Northern Irish / British (51.7%). Zero values require caution.

Religion: Disabled rates are below non-disabled rates throughout the graph. The highest disabled rates are No religion (51.1%) and Hindu (51.0%). Not available is also lower (37.0% versus 48.8%).

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

Manchester University NHS Foundation Trust

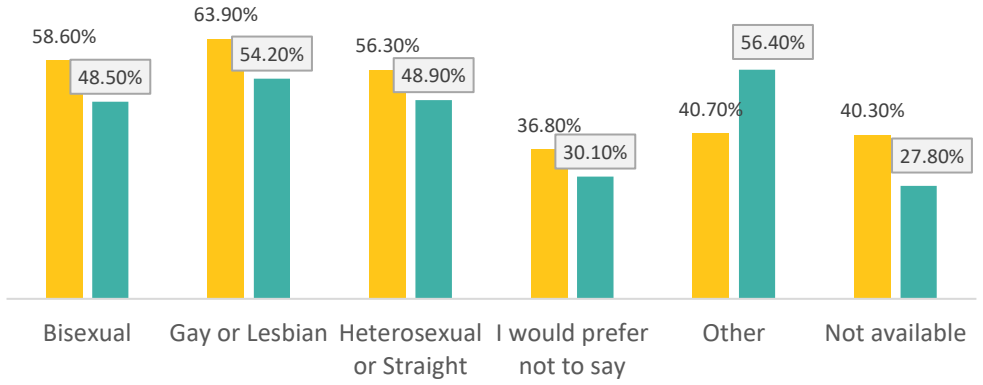
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
The figures in the graphs are below 100%, as it has its own total (dependent on the response), so the percentages will not add up to 100%.

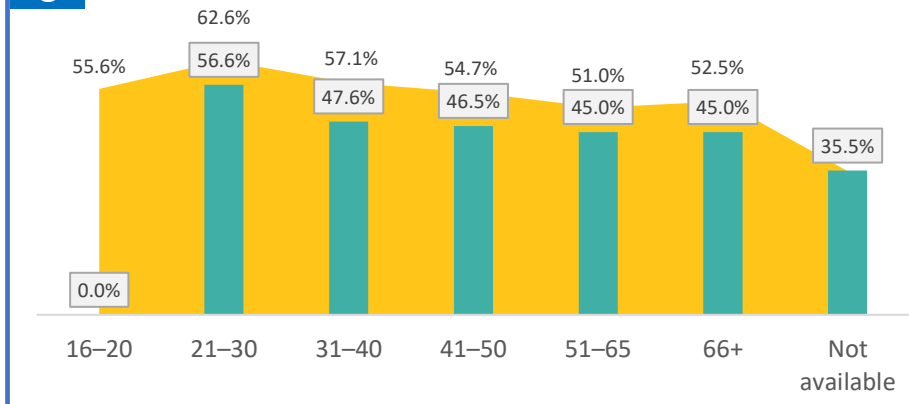
In the NHS staff survey response:

- **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



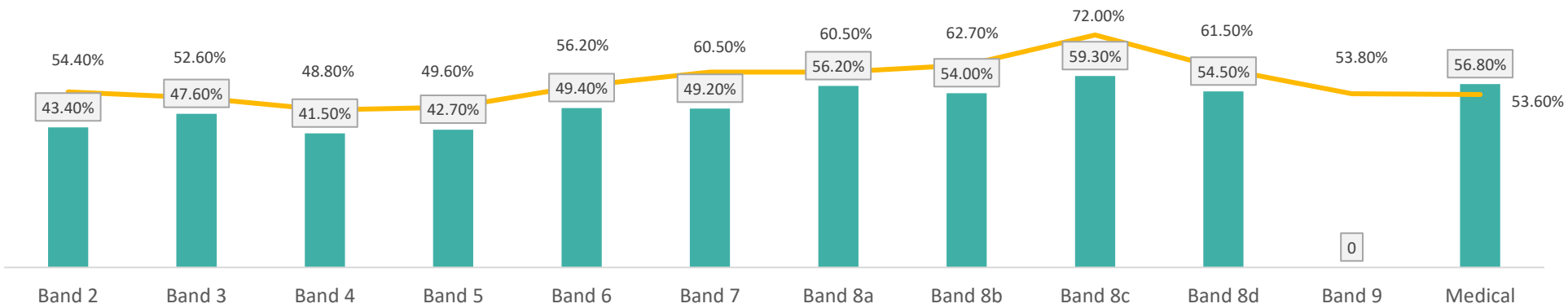
Age



Sexual Orientation: Disabled rates are lower in every category except Other (56.4% versus 40.7%). Gay or lesbian staff have the next highest disabled rate (54.2%). Not available is lower for disabled staff (27.8% versus 40.3%).

Age: The disabled rate is highest at 21–30 (56.6%), falling to 45.0% at 51–65 and 66+.

Pay Band



Pay Band: Disabled rates are lower in every band except Medical (56.8% versus 53.6%). The highest disabled rate is Band 8c (59.3%).

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

Manchester University NHS Foundation Trust

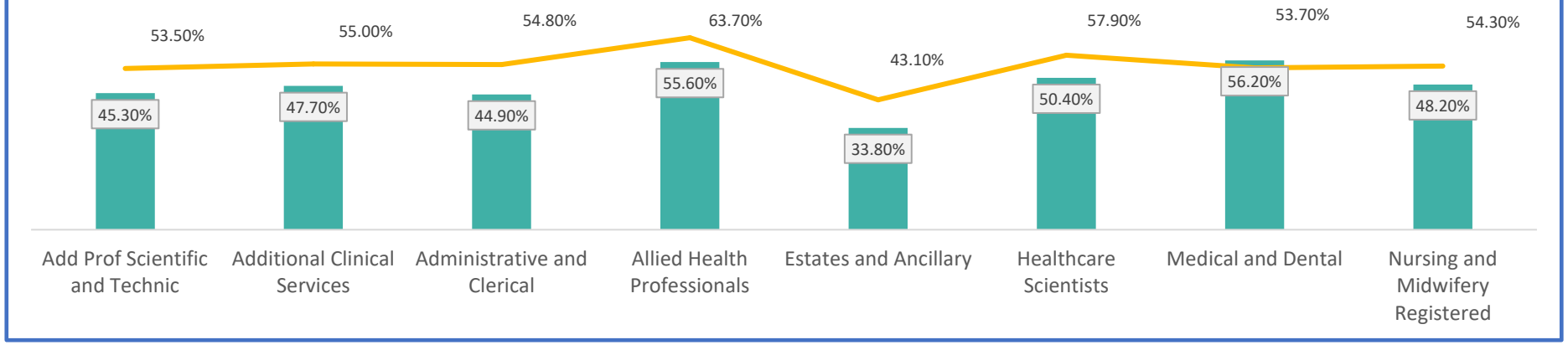
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
The figures in the graphs are below 100%, as it has its own total (dependent on the response), so the percentages will not add up to 100%.

In the NHS staff survey response:

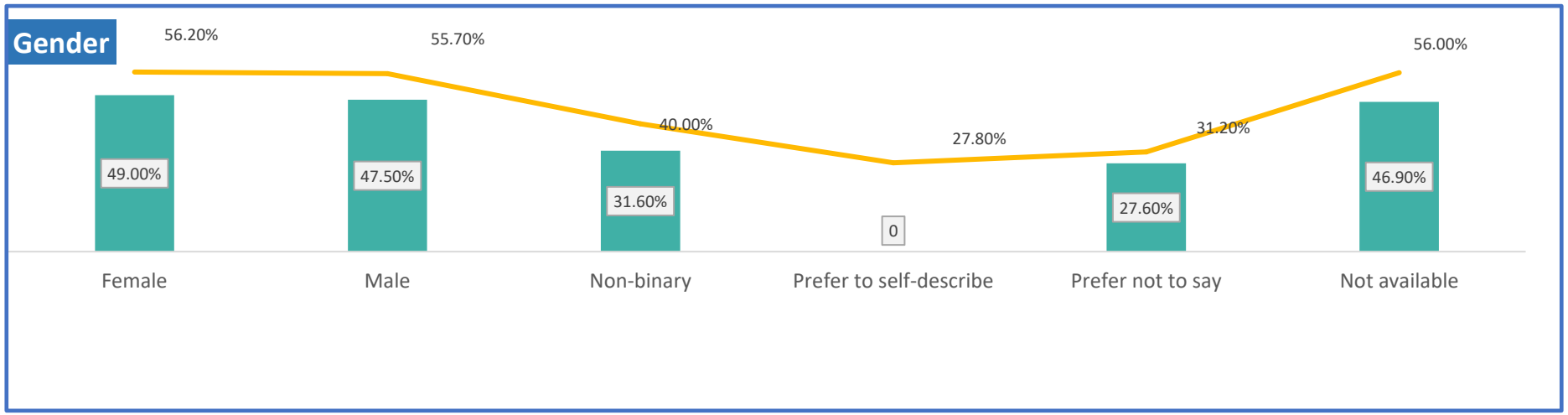
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information,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

Staff Group



Staff Group: Disabled rates are lower in seven of eight groups. Medical and Dental is the exception (56.2% versus 53.7%). Estates and Ancillary has the lowest disabled rate (33.8%).

Gender



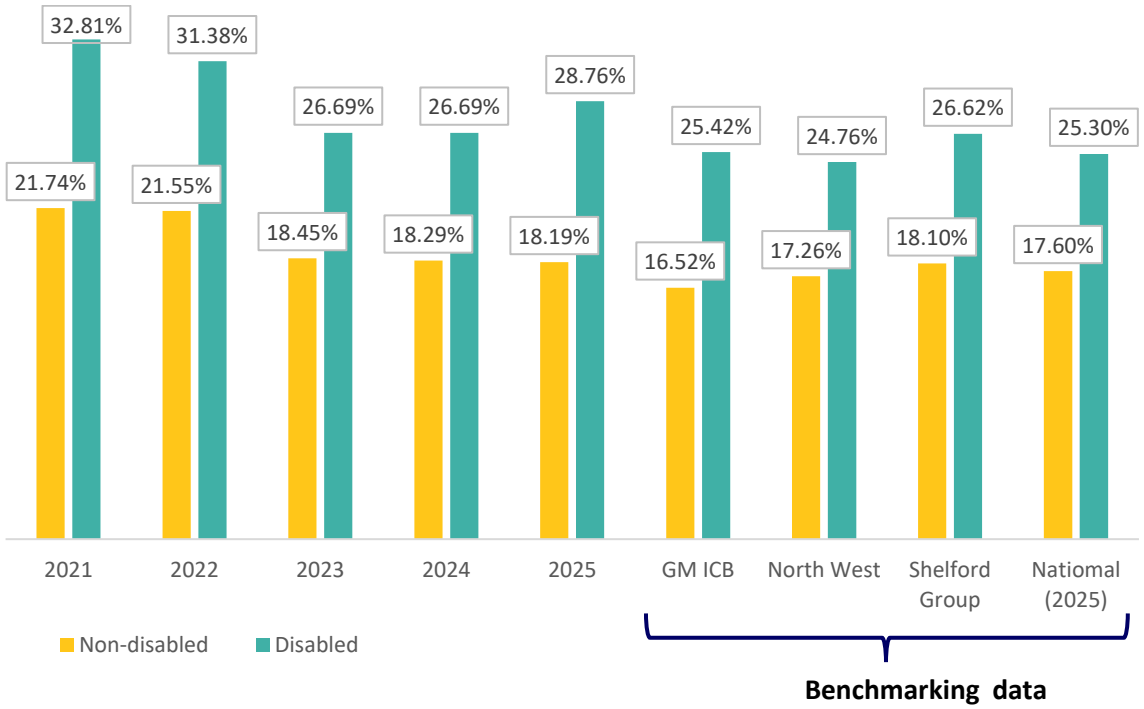
Gender: Disabled rates are below non-disabled rates in every category shown. Female staff have the highest disabled rate (49.0%).

WDES Metric 6

Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	32.8%	31.4%	26.69%	26.69%	28.76%
Non-Disabled	21.7%	21.6%	18.45%	18.29%	18.19%



Overall Workforce at MFT: **32,086**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **1,749**	Responded to NHSS **3,766**

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 2025 – the results of 2026 will only be available in early 2027.
- 1,749 disabled staff responded to the survey, whereas only 1,912 staff have declared disability on ESR at MFT
- The percentage of disabled staff feeling pressured to come to work has increased by 2.07% to 28.76%.
- MFT has a higher percentage than GM ICB, North West, 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

Manchester University NHS Foundation Trust

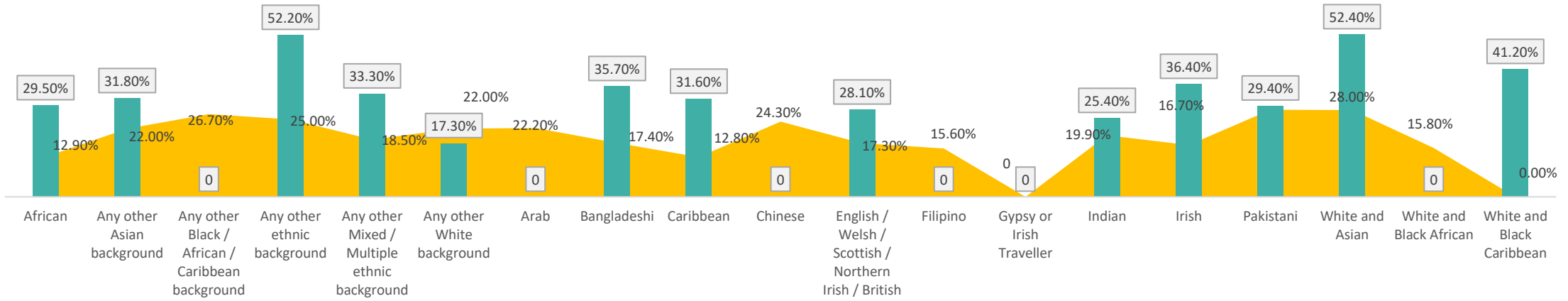
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
The figures in the graphs are below 100%, as it has its own total (dependent on the response), so the percentages will not add up to 100%.

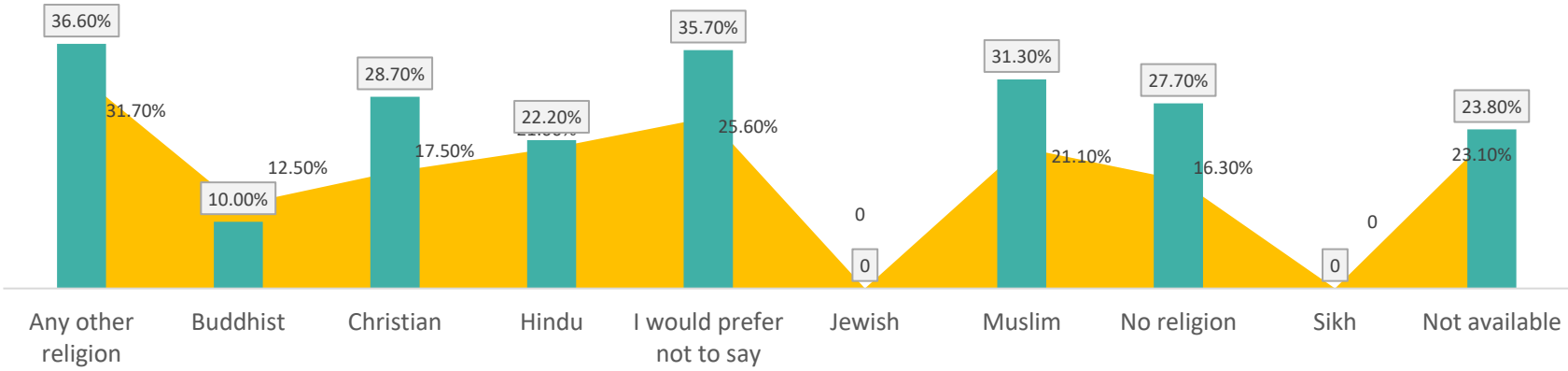
In the NHS staff survey response:

- **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: The highest disabled rates are White and Asian (52.4%) and Any other ethnic background (52.2%). Any other White background shows a lower disabled rate than its comparator (17.3% versus 22.0%).

Religion: Disabled rates exceed non-disabled rates in most groups. Any other religion is highest (36.6%). Buddhists show the reverse (10.0% versus 12.5%). Jewish and Sikh zeros require caution.

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.

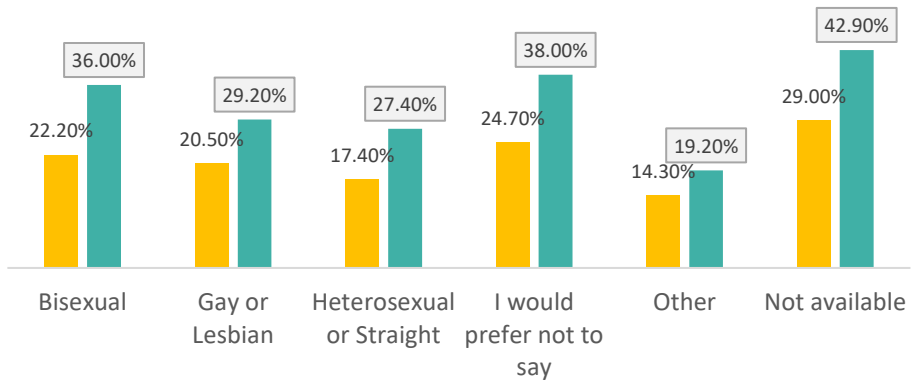
Manchester University NHS Foundation Trust

Non-Disabled Disabled

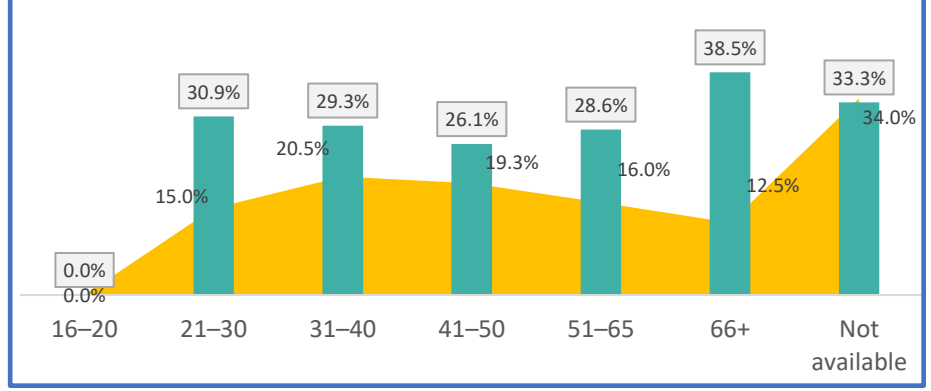
Each percentage on the graph shows how many people from a group responded to the question in the indicator.
The figures in the graphs are below 100%, as it has its own total (dependent on the response), so the percentages will not add up to 100%.

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



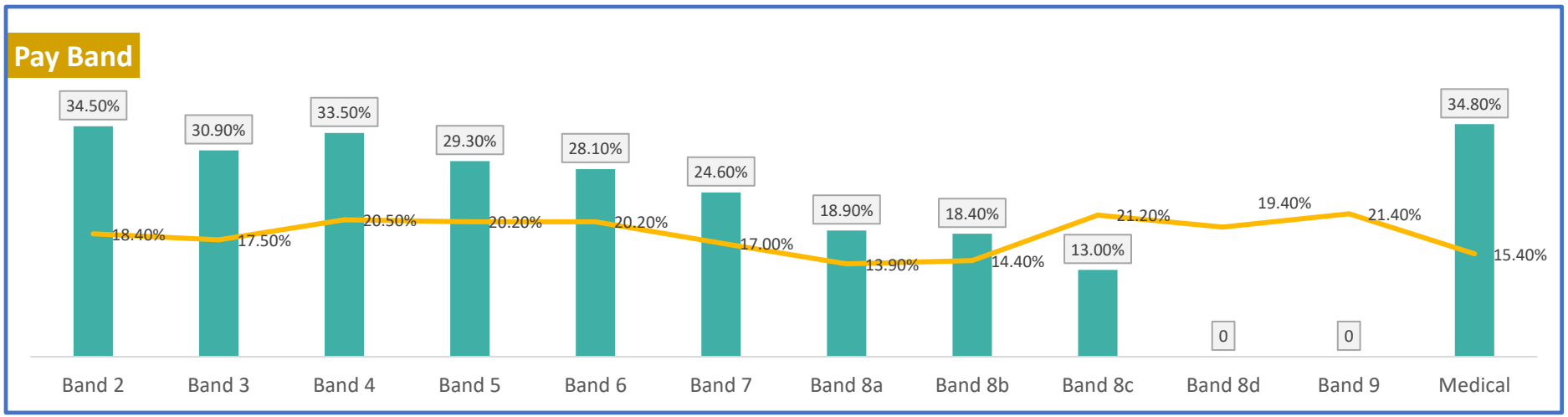
Age



Sexual Orientation: Disabled rates exceed comparators throughout. Not available is highest (42.9%), followed by Prefer not to say (38.0%).

Age: Disabled rates peak at 66+ (38.5%), followed by 21–30 (30.9%). They exceed comparators in all non-zero stated age bands. Not available shows the reverse.

Pay Band



Pay Band: Medical has the highest disabled rate (34.8%), followed by Band 2 (34.5%). Band 8c is lower than its comparator. Bands 8d and 9 show zero.

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.

Manchester University NHS Foundation Trust

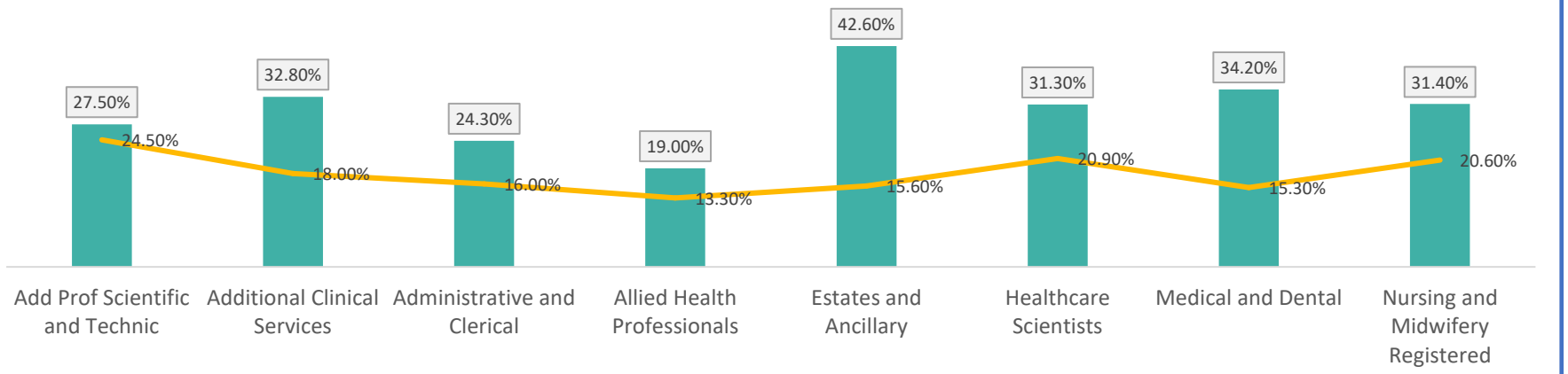
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
The figures in the graphs are below 100%, as it has its own total (dependent on the response), so the percentages will not add up to 100%.

In the NHS staff survey response:

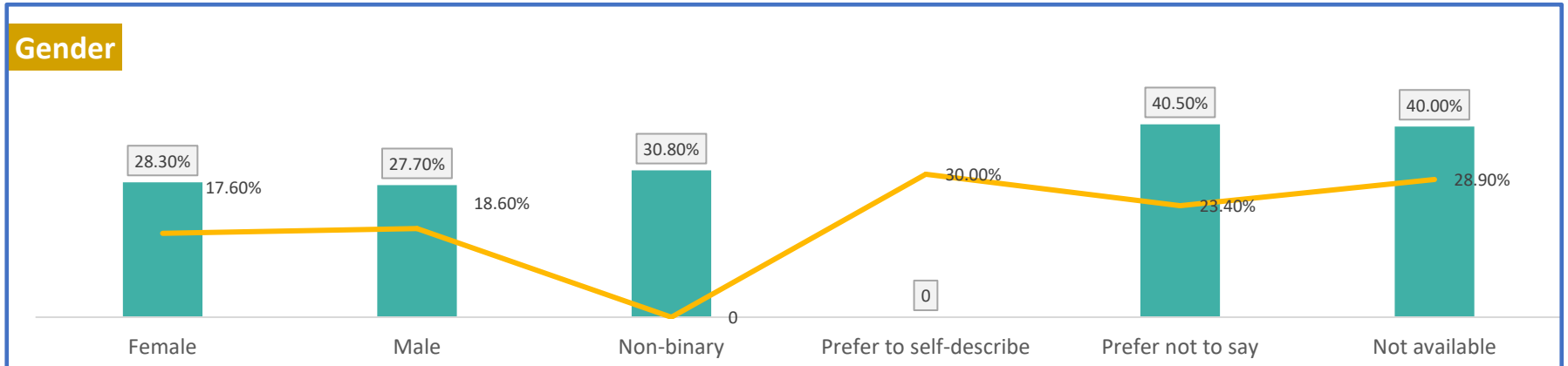
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information,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

Staff Group



Staff Group: Disabled rates exceed comparators in all eight groups. Estates and Ancillary is highest (42.6% versus 15.6%).

Gender



Gender: The highest disabled rates are Prefer not to say (40.5%) and Not available (40.0%). Disabled female and male rates exceed their comparators..

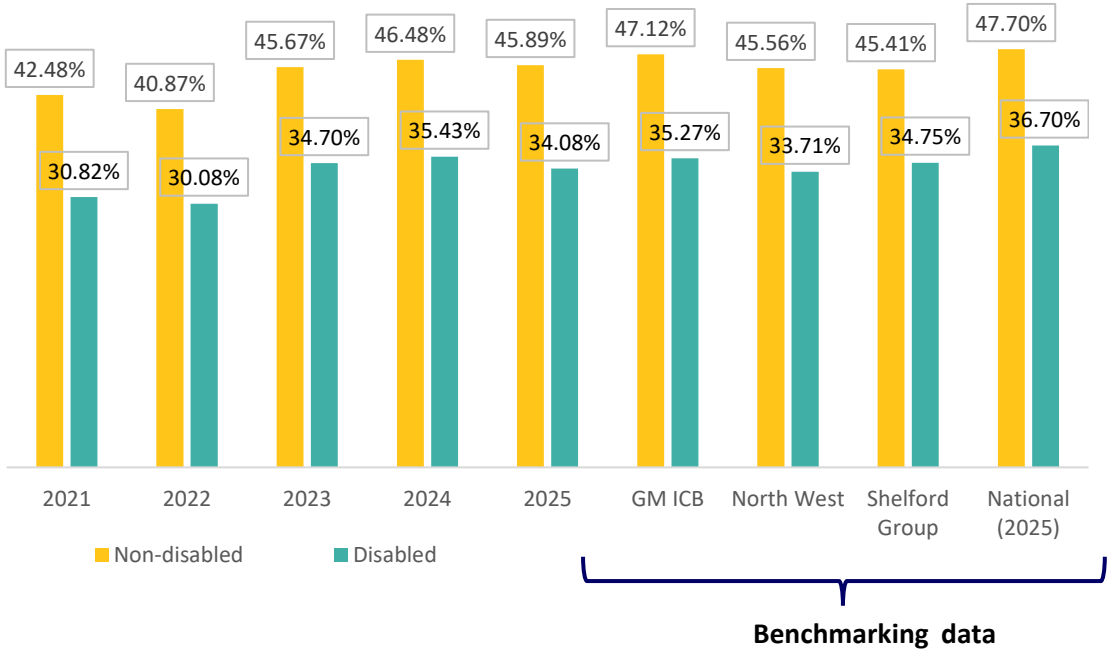
WDES Metric 7

NHS Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	30.8%	30.1%	34.7%	35.4%	34.1%
Non-Disabled	42.5%	40.9%	45.7%	46.5%	45.9%

Overall Workforce at MFT: **32,086**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **2,453**	Responded to NHSS **7,951**



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 2025 – the results of 2026 will only be available in early 2027.
- 2,453 disabled staff responded to the survey, whereas only 1,912 staff have declared disability on ESR at MFT
- There was a 1.3% decrease in the number of disabled staff who feel their work is valued
- MFT has a lower percentage than GM ICB, and National but higher percentage than North West and Shelford Group.

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

Manchester University NHS Foundation Trust

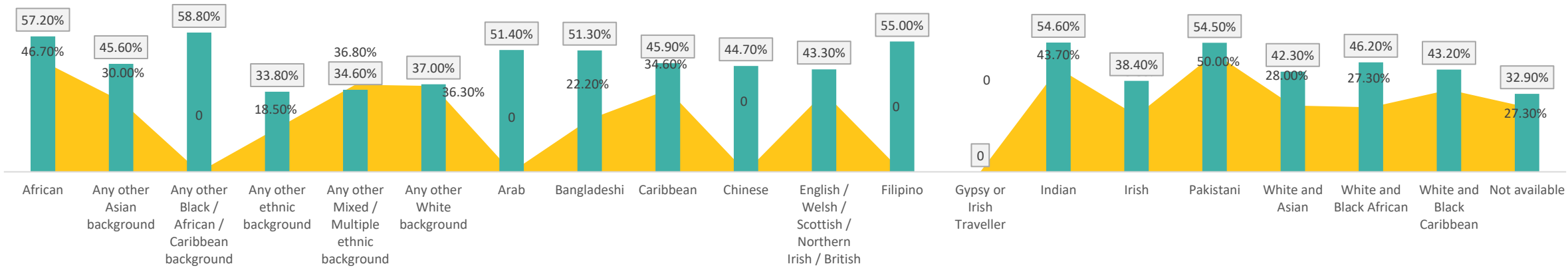
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
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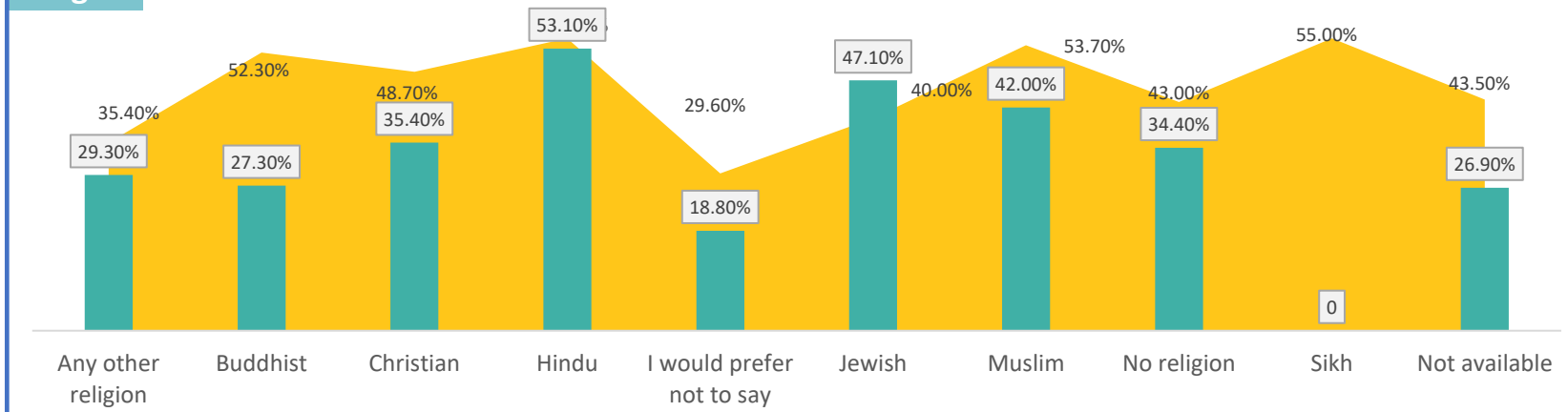
In the NHS staff survey response:

- **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 satisfaction is highest among Pakistani staff (50.0%) and African staff (46.7%). Any other Mixed / Multiple ethnic background is the only group with a higher disabled rate than its comparator (36.8% versus 34.6%).

Religion: Disabled satisfaction is highest among Hindu (53.1%) and Jewish staff (47.1%). Only Jewish staff exceed their non-disabled comparator (40.0%).

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

Manchester University NHS Foundation Trust

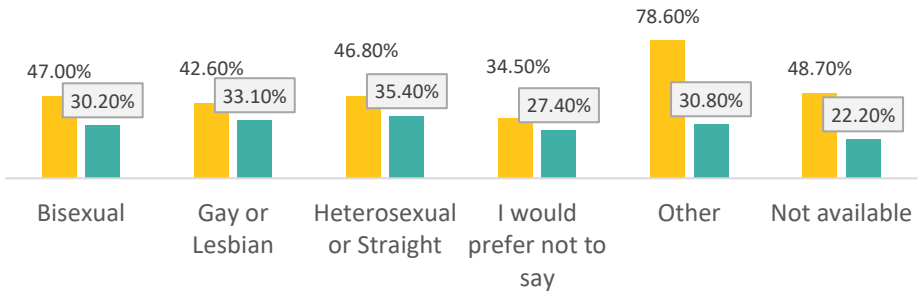
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
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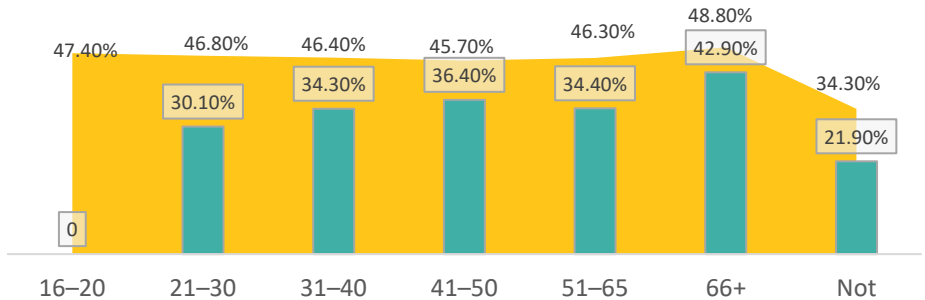
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
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- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information, likely for privacy or personal reasons.

Sexual Orientation

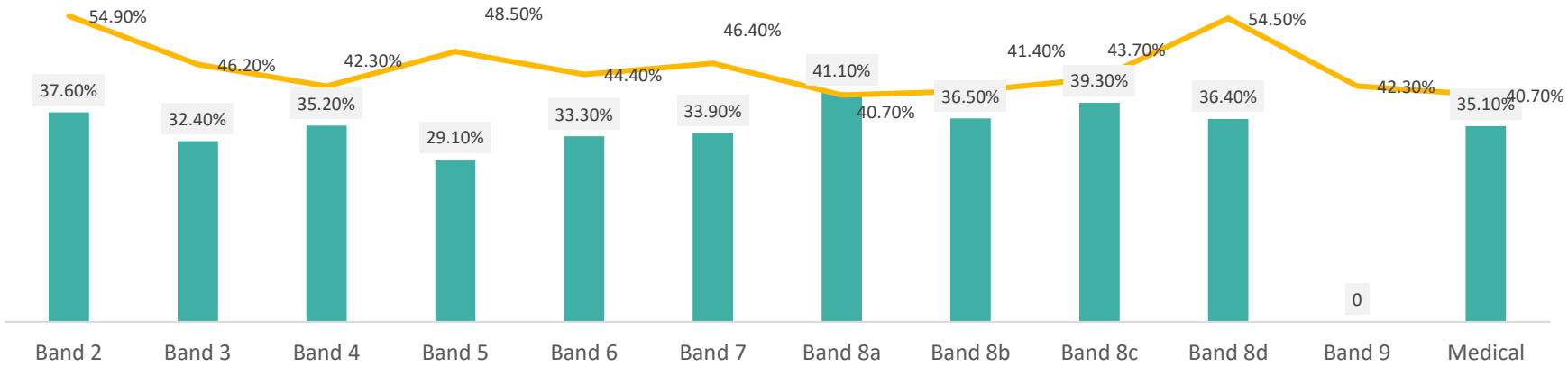


Age



Sexual Orientation: Disabled satisfaction is lower throughout. The largest gap is Other (30.8% versus 78.6%). Heterosexual or straight staff have the highest disabled rate (35.4%).

Pay Band



Age: Disabled satisfaction is below non-disabled satisfaction in every category. The highest disabled rate is 66+ (42.9%). Not available is 21.9%.

Pay Band: Disabled rates are lower except in Band 8a (41.1% versus 40.7%). The highest Non-disabled are band 2 (54.90%) and band 8d (54.50)

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

Manchester University NHS Foundation Trust

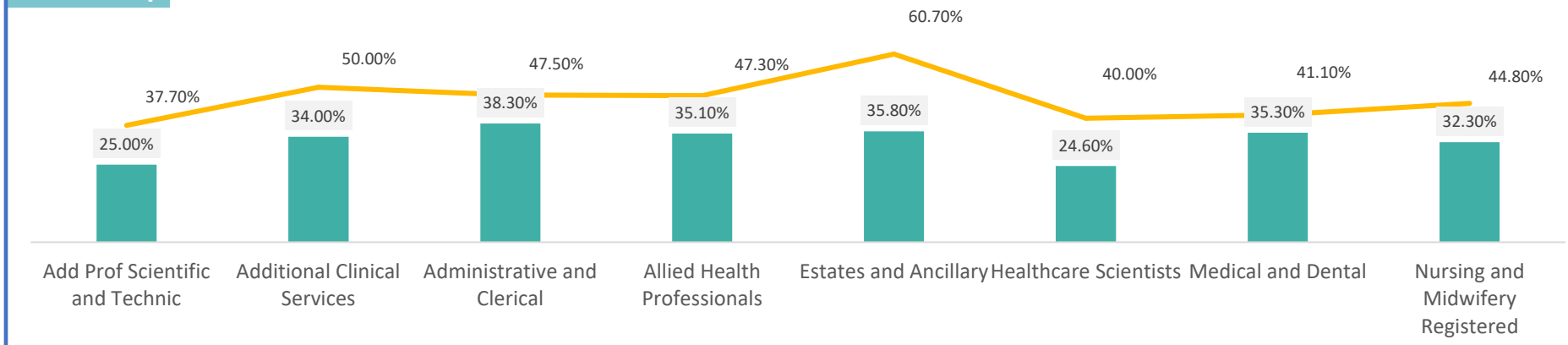
Non-Disabled Disabled

Each percentage on the graph shows how many people from a group responded to the question in the indicator.
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In the NHS staff survey response:

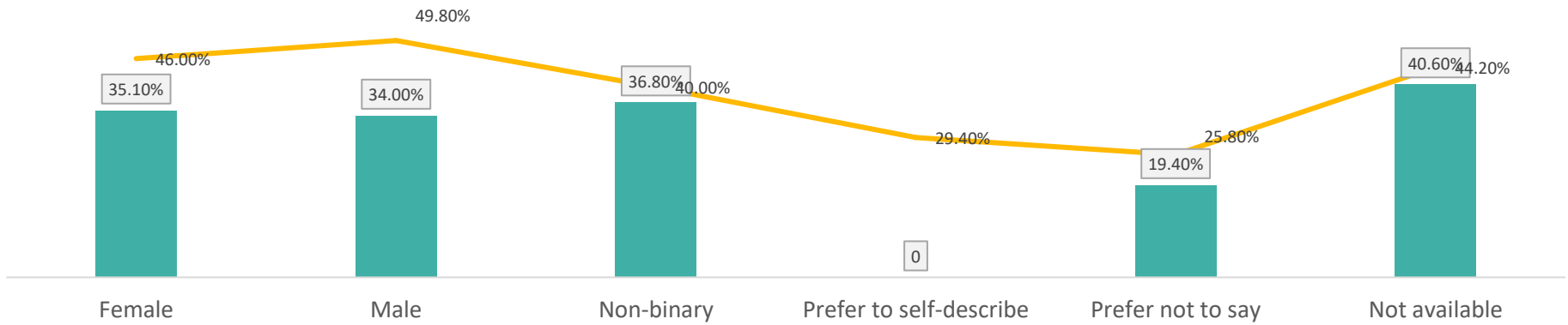
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information,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

Staff Group



Staff Group: Disabled satisfaction is lower in every group. The largest gap is Estates and Ancillary (35.8% versus 60.7%).

Gender



Gender: Disabled satisfaction is below the non-disabled rate in every category. Not available has the highest disabled rate (40.6%). Female and male rates are 35.1% and 34.0%.

WDES Metric 8

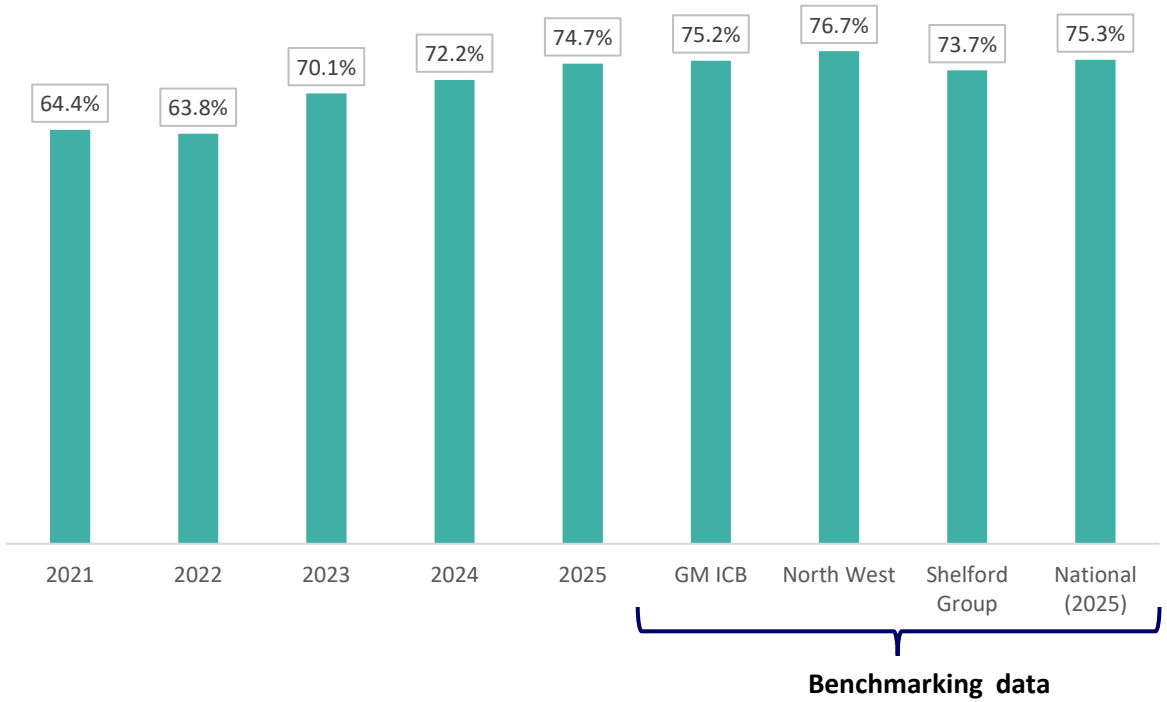
NHS Manchester University NHS Foundation Trust

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

	2021	2022	2023	2024	2025
Disabled	64.4%	63.8%	70.09%	72.2%	74.7%

Prior to 2022, the term adequate adjustments was used.

Overall Workforce at MFT: **31,649**	Disabled	Non-disabled
	Overall in MFT **1,720**	Overall in MFT **24,519**
	Responded to NHSS **1,542**	Responded to NHSS **N/A**



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 2025 – the results of 2026 will only be available in early 2027.
- 1,542 disabled staff responded to the survey.
- 74.7% of disabled staff say the Trust has made reasonable adjustments.
- There has been a 2.53% 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

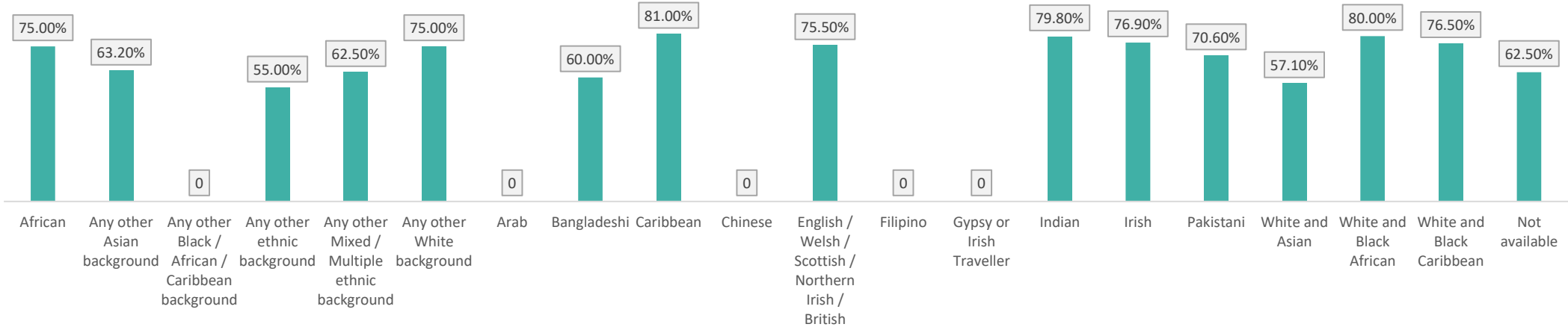
Manchester University NHS Foundation Trust

Disabled

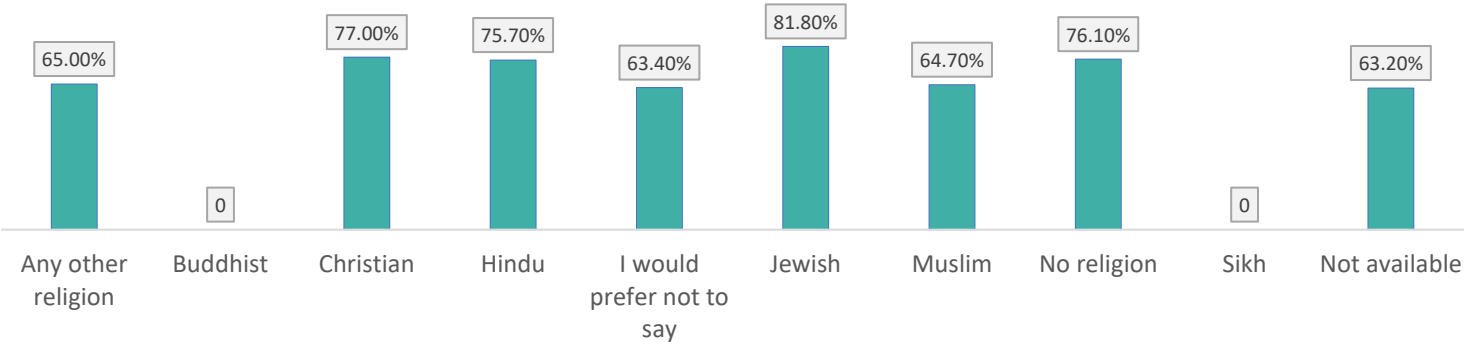
In the NHS staff survey response:

- **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: The highest percentages reporting reasonable adjustments are Caribbean (81.0%), White and Black African (80.0%) and Indian (79.8%).

Religion: Disabled staff reporting adjustments are highest among Jewish (81.8%) and Christian staff (77.0%).

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.

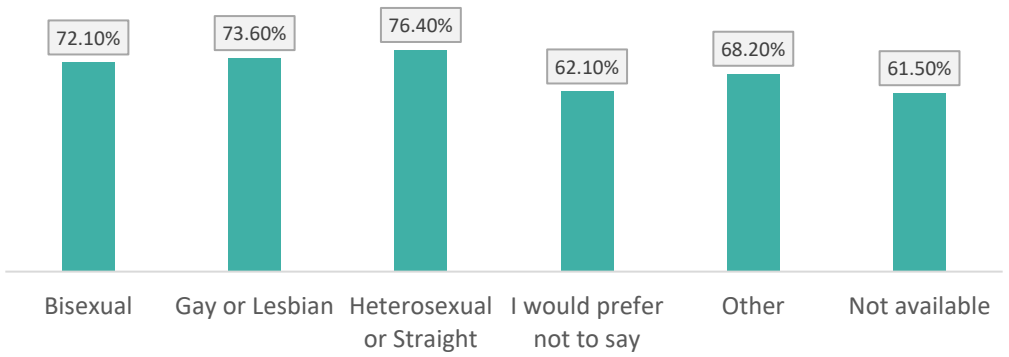
Manchester University NHS Foundation Trust

Disabled

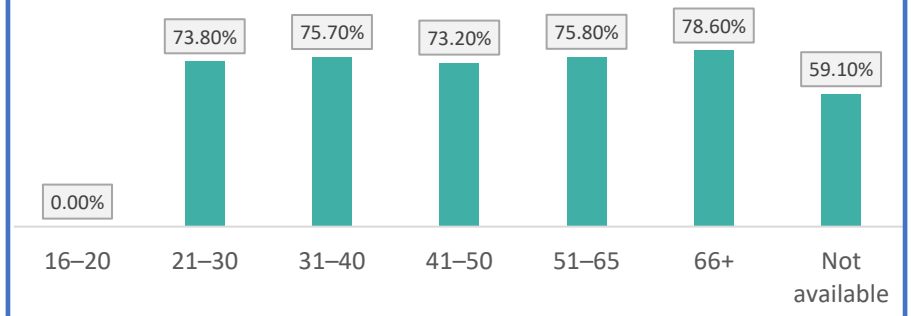
In the NHS staff survey response:

- **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



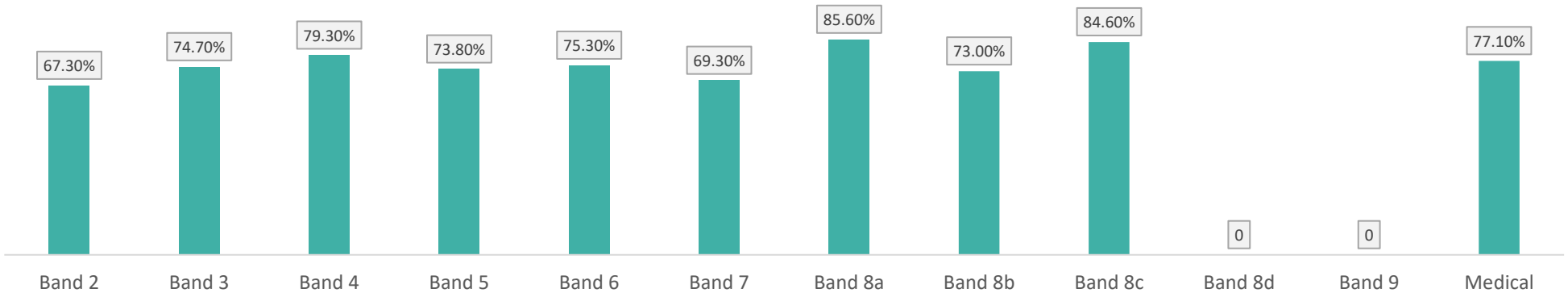
Age



Sexual orientation: Heterosexual or straight staff have the highest adjustment rate (76.4%). Not available is lowest (61.5%), followed by Prefer not to say (62.1%).

Age: The highest adjustment rate is 66+ (78.6%), followed by 51–65 (75.8%). Not available is 59.1%. The 16–20 zero needs.

Pay Band



Pay Band: Adjustment rates are highest in Band 8a (85.6%) and Band 8c (84.6%). Bands 8d and 9 show zero.

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.

Manchester University NHS Foundation Trust

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.

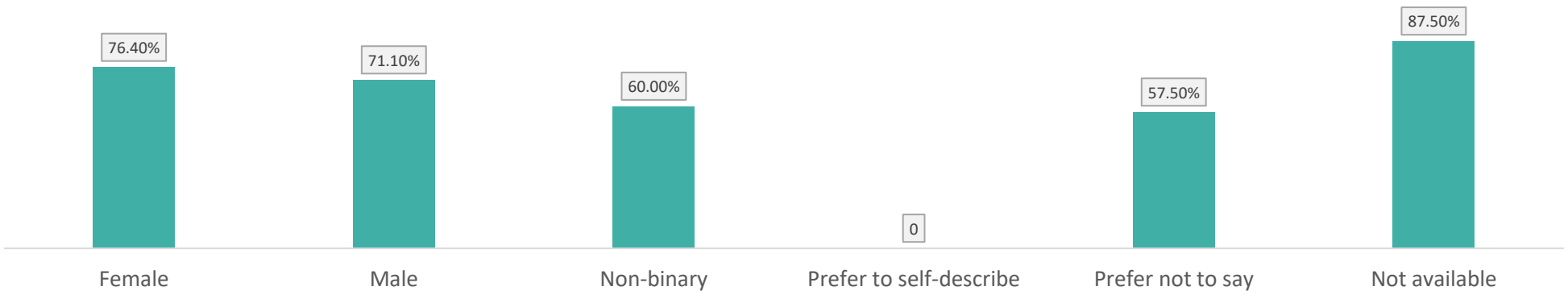
Staff Group



Staff Group: Allied Health Professionals have the highest adjustment rate (81.1%). Estates and Ancillary has the lowest (65.3%).

The eight groups range from 65.3% to 81.1%.

Gender



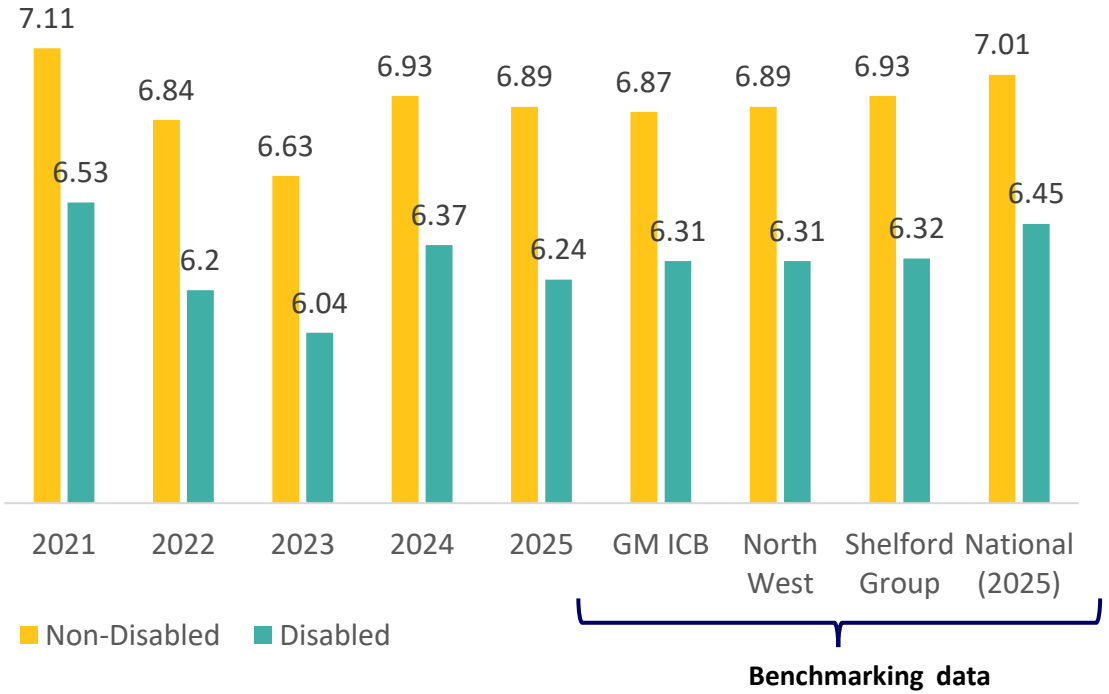
Gender: Not available has the highest adjustment rate (87.5%), followed by female staff (76.4%). Prefer not to say is lowest among non-zero values (57.5%).

WDES Metric 9a

Manchester University NHS Foundation Trust

Staff Engagement Score

	2021	2022	2023	2024	2025
Disabled	6.20	6.04	6.7	6.4	6.2
Non-disabled	6.84	6.63	6.9	6.9	6.9



Overall Workforce at MFT: **32,806**	Disabled	Non-disabled
	Overall in MFT **1,912**	Overall in MFT **25,370**
	Responded to NHSS **2,462**	Responded to NHSS **7,980**

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 2025 – the results of 2026 will only be available in early 2027.
- 2,462 disabled staff responded to the survey, whereas only 1,912 staff have declared disability on ESR at MFT
- The staff engagement score was significantly lower for disabled staff (**6.24**) than for non-disabled staff (**6.89**).
- There has been a decrease in the staff engagement score for disabled (0.13) and non-disabled staff (0.04).
- MFT has a lower percentage than Shelford Group and National, equal to North West, but higher than GM ICB

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

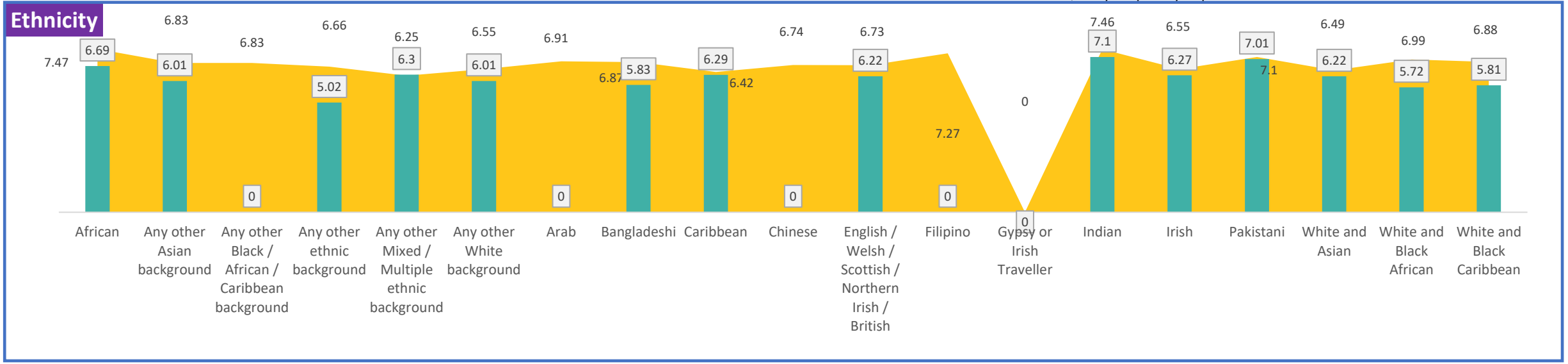
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In the NHS staff survey response:

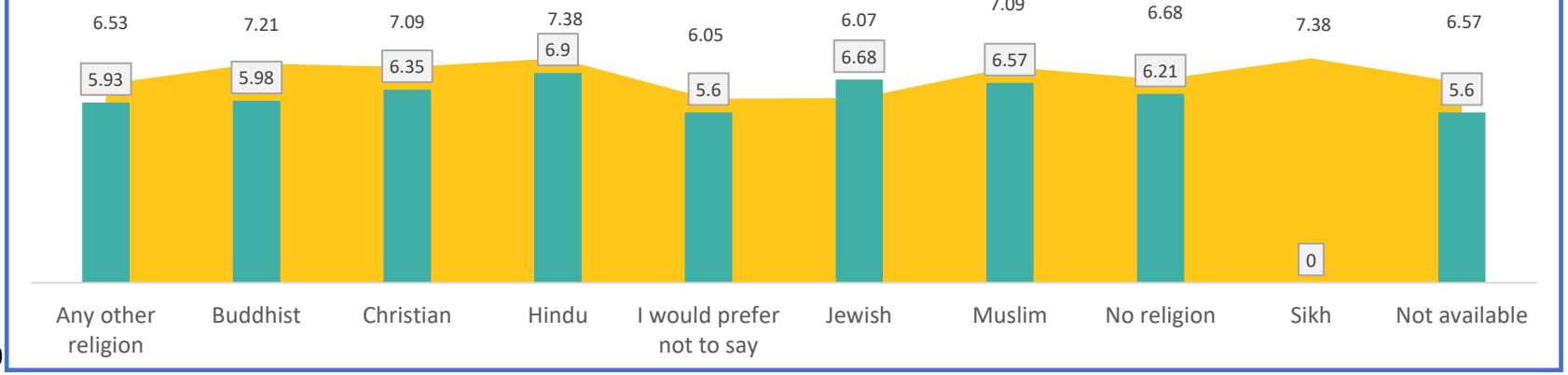
- **Not Available** option indicates that the staff did not complete or left the response blank.
- **Any Other or Other** option is selected when none of the listed categories match their response.
- **I would prefer not to say** indicates that the respondent chooses not to disclose certain information,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

Non-Disabled Disabled

Ethnicity



Religion



Ethnicity: Indian staff have the highest disabled engagement score (7.10). Scores are lower than comparators except for Any other Mixed / Multiple ethnic background.

Religion: Hindu staff have the highest disabled engagement score (6.90). Disabled scores are lower except among Jewish staff (6.68 versus 6.07).

60

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

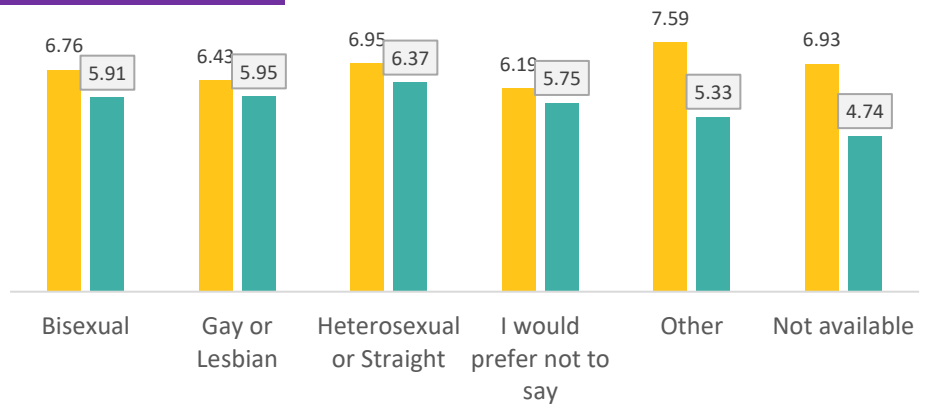
Manchester University NHS Foundation Trust

Non-Disabled Disabled

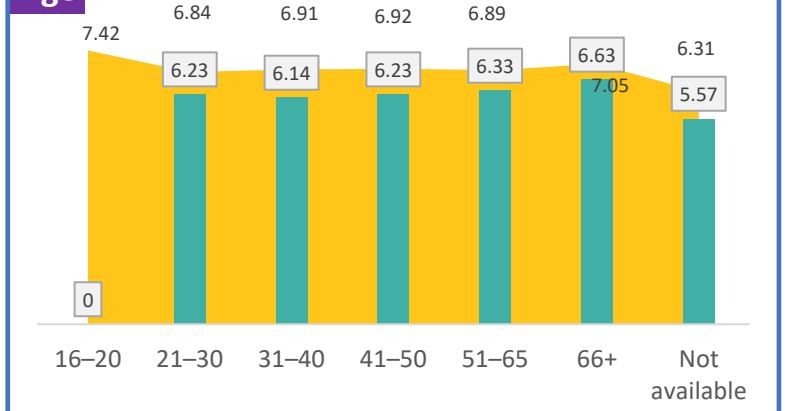
In the NHS staff survey response:

- **Not Available** option indicates that the staff did not complete or left the response blank.
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Sexual Orientation



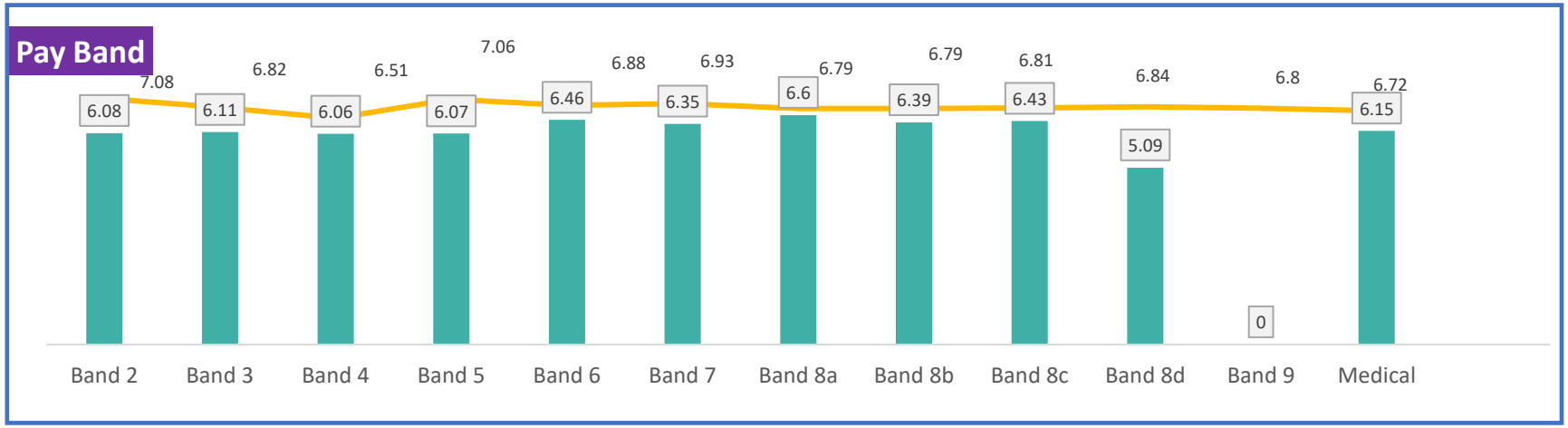
Age



Sexual Orientation: Heterosexual or straight staff have the highest disabled engagement score (6.37). Disabled scores are lower in every category. Not available has the lowest disabled score (4.74).

Age: Disabled scores are below non-disabled scores in every category. The highest disabled score is 66+ (6.63 versus 7.05). Not available is 5.57.

Pay Band



Pay Band: Disabled engagement is lower than non-disabled engagement across all bands shown.

The highest disabled score is Band 8a (6.60). Band 8d is lowest among non-zero values (5.09).

61

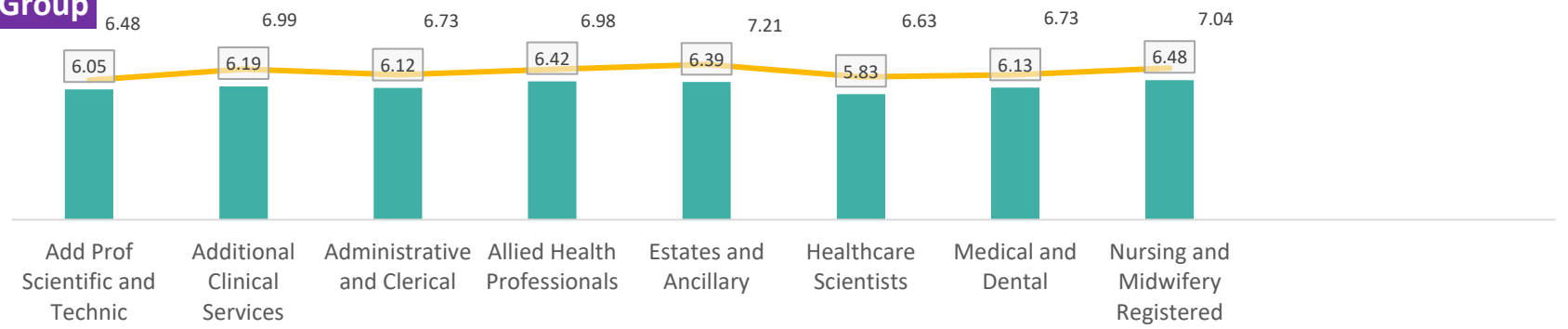
WDES Metric 9a - Staff Engagement Score based on Staff Group and Gender.

Manchester University NHS Foundation Trust

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.

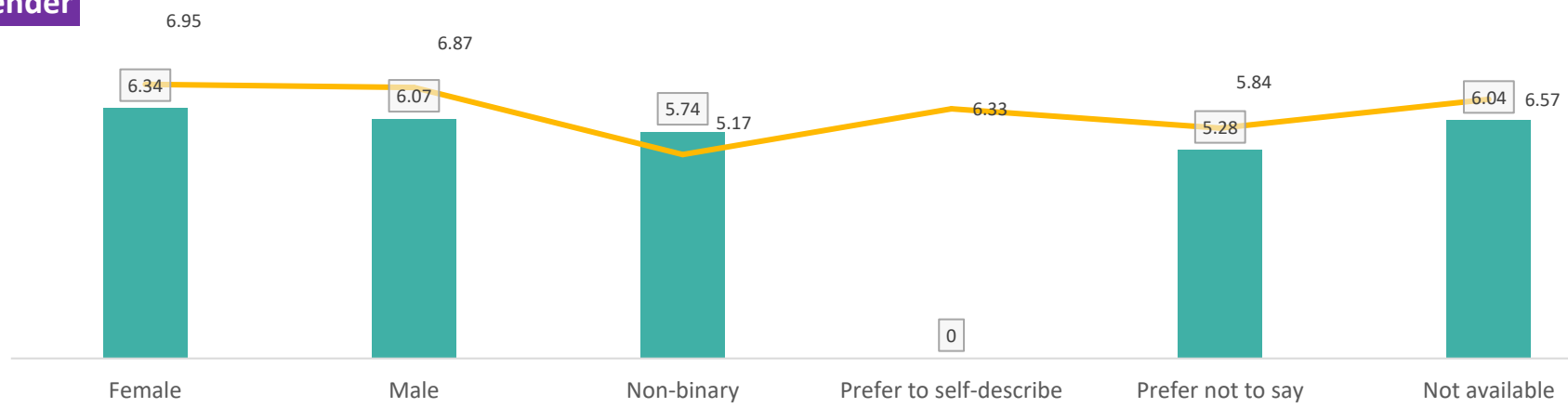
Staff Group



Staff Group: Disabled engagement scores are lower than non-disabled scores in all eight groups.

Nursing and Midwifery has the highest disabled score (6.48). Healthcare Scientists has the lowest (5.83).

Gender



Gender: Female staff have the highest disabled score (6.34), followed by male staff (6.07). Non-binary disabled staff score above their comparator (5.74 versus 5.17).

All other non-zero disabled scores are lower than comparators.

WDES Metric 9b

Manchester University NHS Foundation Trust

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. Two new support groups linked to the DAN have been set up – N-gage (Neurodiversity) and NOVI (Non-Visible Disabilities).

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 2025: 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.

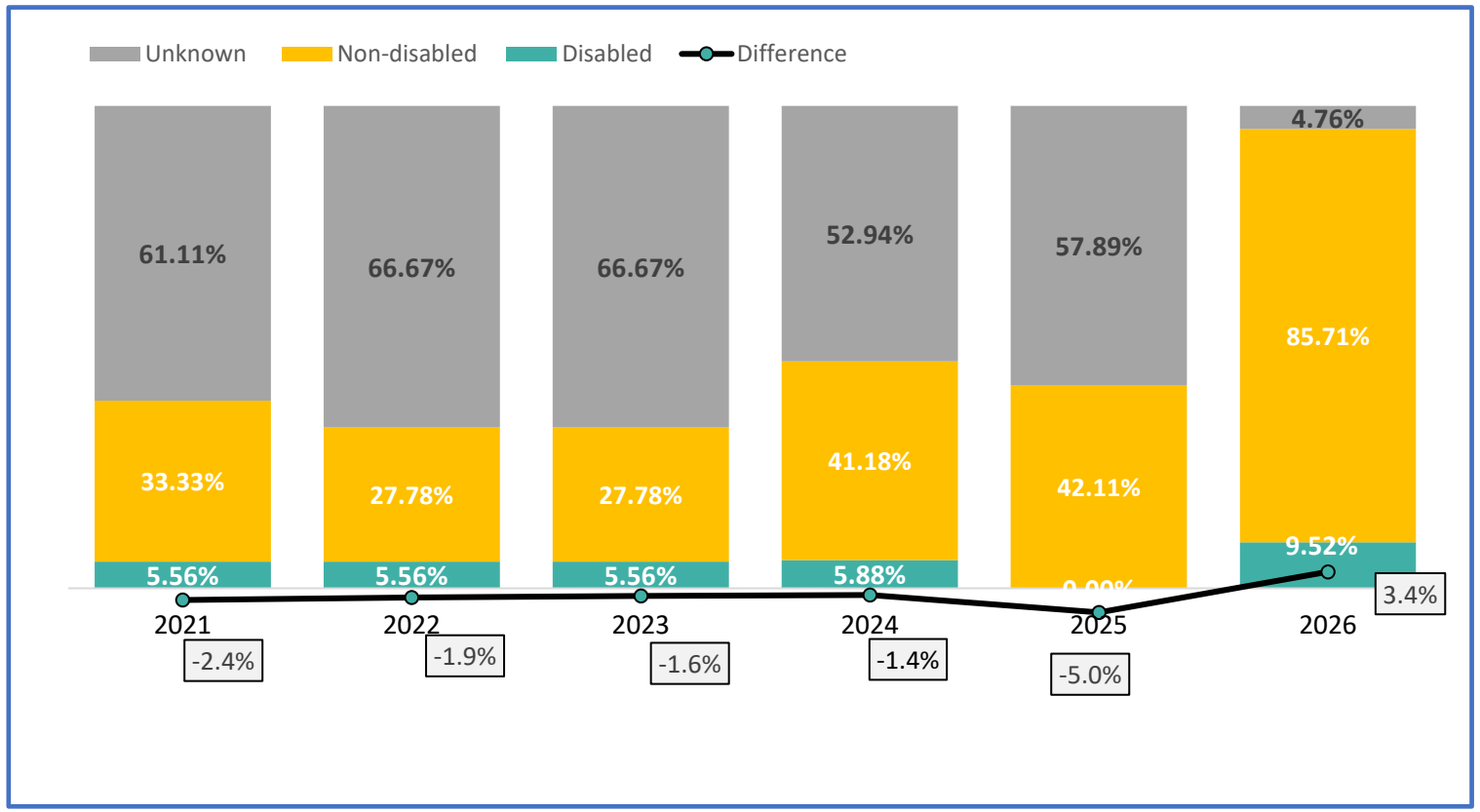
WDES Metric 10

Manchester University NHS Foundation Trust

As of 31st March 2026

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	Disabled	Non-Disabled	Unknown
2026	Exec	2	18	1	9.52%	85.71%	4.76%
	Non-Exec	2	8	0	20.00%	80.00%	0.00%

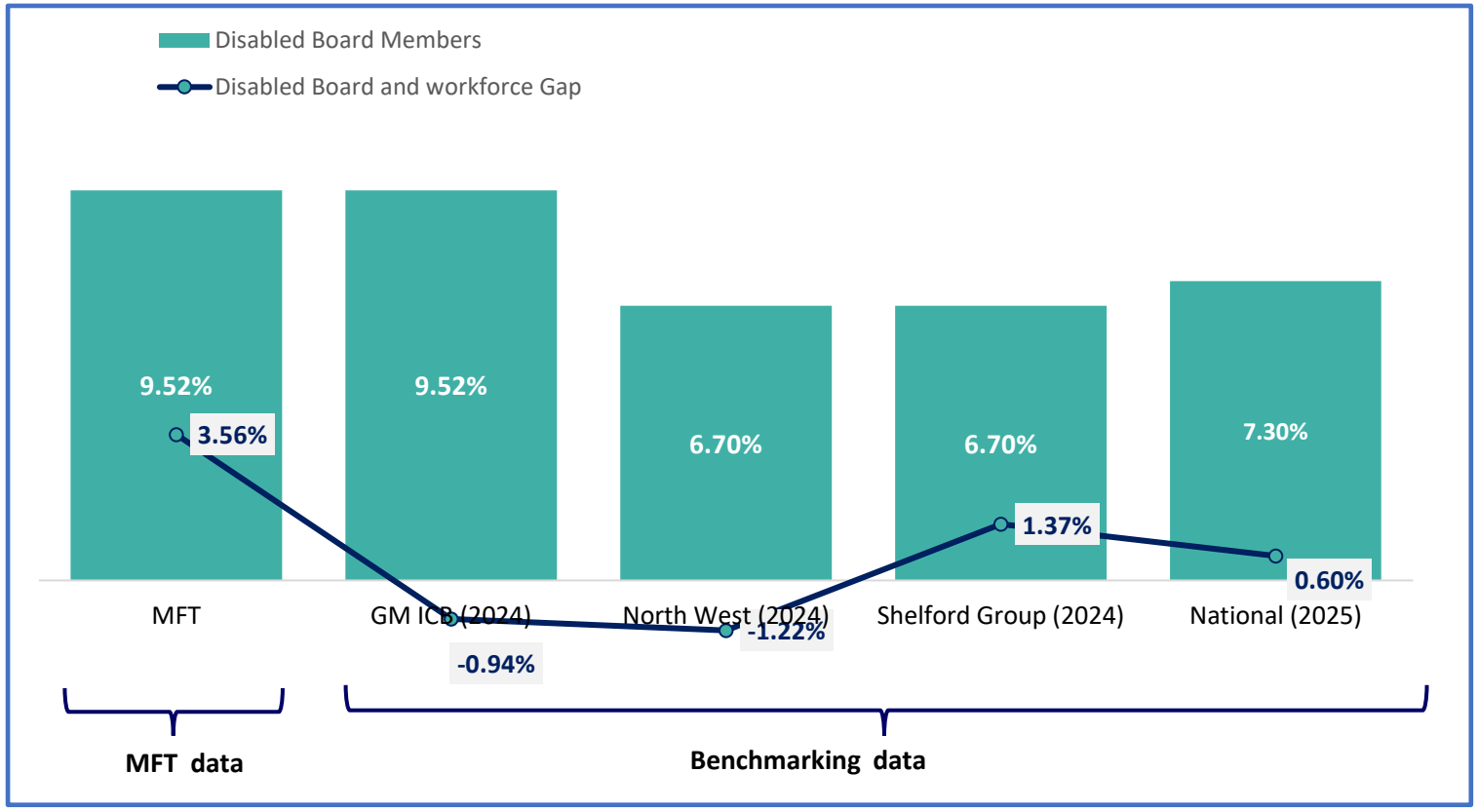
- All board members have voting membership.
- The number of disabled voting board members has increased from **0.00% to 9.62** this year.
- **4.76%** of board members have not recorded their status.

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

Manchester University NHS Foundation Trust

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 9.52%, which is above several identified benchmarks.

When comparing board-level disability representation to the overall MFT workforce, there is a 2.22% which is the highest compared to all local and national benchmark.

Overall, MFT's board-level disability declaration sits equal to regional and above national and Shelford Group averages, highlighting the improvement in representation among senior leaders.

Proposed action for workforce disability equality

Manchester University NHS Foundation Trust

It is recognised nationally and within MFT that the progress being made to improve the WDES data and ultimately the lived experience of disabled colleagues is not progressing at a pace required to see demonstrable change on the scale required. Following actions are planned for the next 12 months:

Priority	Action	Lead	Time
Improve recruitment outcomes for Disabled Staff. **Why this matters** Likelihood of disabled staff being appointed, when compared to non-disabled staff has worsened.	Devise new and refreshed Inclusive Recruitment Training modules	TASA Service Lead	31.8.26
	Ensure all panels, commencing with Band 8a, have at least 1 trained panellist (Hiring Manager preferably) in Inclusive Recruitment practices	Associate Director of Resourcing	1.10.26
	Develop a suite of questions for panels to utilise which are inclusive and values based	TASA Service Lead	31.8.26
	Launch the Inclusive Recruitment Panellists Programme	Deputy Chief People Officer	24.8.26
Strengthen fairness in employee relations and capability processes. **Why this matters** Disabled staff remain more than twice as likely as non-disabled staff to enter the formal capability process.	Participation in National Employee Relations Investigations Development Programme (link to actions contained in the Employee Relations Improvement Plan)	Director of People	31.3.26
	Ensure visible and transparent organisational learning of cases through publication of the Employee Relations Outcome Report	Associate Director of Human Resources	31.10.26
Strengthen reasonable adjustments process and disabled staff experience. **Why this matters** Reasonable adjustments improved to 74.7%, but disabled staff experience remains a concern from the feedback we receive from the Staff Network. Disabled staff reported higher presenteeism at 28.8% compared to 18% of non-disabled staff. Lower "feeling valued" scores at 34.2% compared with 46.1% of non-disabled staff.	Together with the DAN Staff Network co-develop a Trust wide standard guide to "Implementing Reasonable Adjustments" and ensure far reaching promotion and communication	Deputy Chief People Officer	31.10.26
	Ensure a central repository on People Place of all supporting materials for managers to have compassionate and supportive conversations with disabled staff	Senior EDI Practitioner	31.11.26
	Agree an escalation route for Reasonable Adjustments that may have become "stuck" in the system	Deputy Chief People Officer	31.10.26
	Undertake a full review of the Empactis Reasonable Adjustment process to assess ability to provide compassionate support versus the "Wellbeing Passport" route that is generally deemed best practice	Deputy Chief People Officer	31.11.26
Reduce Bullying Harassment and Discrimination **Why this matters** Disabled staff reported bullying from staff at 23.7% compared to 14.7% for non-disabled staff	Establish a comprehensive, targeted and iterative programme of activity to embed the Anti-Discrimination Pledge into the Trust's culture, policies, procedures and day-to-day practices to ensure that the principles of the Pledge are translated into clear behavioural expectations, integrated within existing people processes such as induction and appraisal, leadership frameworks and decision-making structures, and routinely reinforced through education, accountability, governance and continuous improvement.	Deputy Chief People Officer	31.10.26
	In partnership with each Staff Network establish growth plans to raise the voice of staff with protected characteristics and provide mechanisms of support that will help increase higher levels of reporting outside of the NHS Staff Survey	Chief People Officer	31.3.26
	Test actions at a CEO Led Culture and Staff Experience Forum	Head of Organisational Development	30.9.26
Sustain declaration, Board representation and leadership accountability. **Why this matters** Disabled Board representation increased from 0.00% to 9.52%, and unknown or null declaration at Board level reduced from 57.89% to 4.76%.	Launch the "Nothing to Declare" Campaign across the Trust	EDI Practitioner	30.9.26
	Design and roll out the "3 Actions for Inclusion" Programme	EDI Practitioner	30.9.26
	Ensure EDI objective setting is in place across all senior leader posts	Deputy Chief People Officer	31.12.26

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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