NHS
Bristol
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Bristol NHS Foundation Trust

Equity Diversity and Inclusion Data

Workforce Disability Equality Standard Report 2026

Report Author

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1. Introduction

The purpose of this report is to provide a data set baseline position for all Equity, Diversity & Inclusion (EDI) Workforce Disability Equality Standard (WRES) Key Performance Indicators (KPIs) at the beginning of the first quarter of the year 2025/2026 and draw a comparison with the last four year's data, in order to inform the actions required to achieve the ambition to be a fully inclusive employer.

The NHS Workforce Disability Equality Standard (WDES) is an essential tool in supporting the NHS to be an inclusive and fair workplace. It helps evaluate progress and identify areas where further improvement is needed.

Implementing the WDES is a requirement for NHS commissioners and NHS healthcare providers through the NHS standard contract.

The WDES was introduced in 2019 and is built around 10 evidence-based measures (metrics) which enable NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.

Using these metrics, NHS organisations are able to develop data-driven action plans that support improvement in recruitment, retention, development and workforce experience.

The WDES also helps to shape inclusive practices, embed accountability and deliver measurable progress in disability equality.

Language

Bristol NHS Foundation Trust prescribes to the social model of disability. The social model of disability says that people are disabled by barriers in society, not by their impairment or long term health condition. These barriers can be physical (such as inaccessible buildings), organisational (such as inflexible policies), or attitudinal (such as stereotypes and prejudice).

2. WDES Executive Summary

This report presents the Workforce Disability Equality Standard (WDES) indicators for Bristol NHS Foundation Trust, drawing on legacy data from University Hospitals Bristol and Weston (UHBW) and North Bristol Trust (NBT) prior to organisational merger. A high-level summary is provided below, with detailed indicator analysis included in the appendix.

Overall Position

While there has been measurable progress across several indicators, particularly in recruitment equity, representation, reasonable adjustments, engagement and reductions in some bullying and harassment measures, significant disability inequalities remain across workforce experience.

The majority of WDES indicators continue to be rated Red across both legacy Trusts, particularly in relation to bullying and harassment, career progression, presenteeism, feeling valued and staff engagement. These findings suggest that disability inequality is not isolated to individual processes but reflects wider organisational and cultural barriers experienced by disabled colleagues.

Although representation continues to improve year on year, disabled colleague representation remains substantially below the local working-age population, particularly within clinical, medical and dental roles, indicating ongoing barriers to attraction, disclosure, retention and progression.

Strategic Risks

- **Workforce inclusion risk:** Persistent disparities in bullying, harassment, career progression, engagement and feeling valued indicate that disabled colleagues continue to experience the workplace differently from non-disabled colleagues.
- **Retention and wellbeing risk:** Higher levels of presenteeism and poorer workforce experience increase the risk of burnout, sickness absence, reduced productivity and loss of skilled disabled colleagues.
- **Talent pipeline risk:** Lower representation of disabled colleagues, particularly within senior, clinical and medical roles, limits the Trust's ability to build a diverse and representative future leadership workforce.
- **Culture and engagement risk:** Significant gaps in staff engagement and perceptions of organisational value may reduce trust, psychological safety and colleague advocacy amongst disabled staff.
- **Regulatory and compliance risk:** Sustained disability experience gaps may impact progress against NHS WDES requirements, Equality Act responsibilities and wider NHS EDI priorities.
- **Patient care risk:** Evidence demonstrates a link between staff experience, wellbeing and patient outcomes; inequalities affecting disabled colleagues may therefore indirectly impact quality of care, patient experience and organisational performance.

Key Areas of Progress

There has been measurable progress across several WDES indicators:

- **Indicator 1 - Representation and progression:** Representation continues to marginally increase year on year with progression inequalities reducing across Bristol NHS Foundation Trust.
- **Indicator 2 - recruitment:** There is no significant disparity in recruitment for disabled colleagues.
- **Indicator 4 - Harassment, bullying and abuse (public):** Although disparities are high, the gap in experience is reducing year on year at UHBW since 2023.

- **Indicator 4a - Harassment, bullying and abuse (from managers):** disparities continue to reduce year on year, deescalating the concern level, but there is still work to do to eliminate disparities.
- **Indicator 4d - Harassment, bullying and abuse (reporting):** There is no significant disparity in recruitment for disabled colleagues.
- **Indicator 8 – reasonable adjustments:** We have a good level of colleagues feeling they have the adjustments they need to be able to carry out their work, being slightly higher than the NHS average.
- **Indicator 9 – engagement score:** UHBW has shown a reduction in disparity back to previous disparity levels, deescalating the concern level.

Key Challenges

Despite areas of progress, significant inequalities persist:

- **Indicator 1 - Representation and progression:** Overall disabled colleague representation remains low, showing systemic barriers to disabled individuals joining our Trust. The proportion of colleagues where their disabled status is unknown is high at NBT, especially in Medical and Dental.
- **Indicator 4b and c - Harassment, bullying and abuse (public and from colleagues):** Disparities remain high with the gap widening year on year at NBT. Sadly, our colleague experience is in line with trends across the NHS showing a systemic issue with how disabled colleagues are seen by the public.
- **Indicator 5 – Career progression and promotion:** Across Bristol NHS Foundation Trust, Global Majority colleagues report fewer opportunities for progression. Although our disparities are lower than the NHS average, this speaks to the systemic ableism within the NHS.
- **Indicator 6 – presenteeism:** Disabled colleagues feel more pressure to come to work when unwell and this disparity is widening year on year. With the focus of decreasing sickness absence, we will need to think of how we do this while still supporting disabled colleagues.
- **Indicator 7:** Feeling valued: our most significant disparity is the gap in whether colleagues feel their work is valued by the Trust, with our gap in experience aligning with NHS overall trends. This again speaks to the cultural view of disabled colleagues within the NHS as a deep-rooted challenge.
- **Indicator 8 – reasonable adjustments:** although reasonable adjustment provision is good, provision at NBT has been marginally dropping year on year, and across the Trust we can do more to ensure full provision.
- **Indicator 9 –** Across Bristol NHS Foundation Trust disabled colleagues have lower engagement scores, showing a systemic cultural challenge to how disabled colleagues experience working here.

Measuring WDES performance

To measure our performance against each indicator, we have set a rating system of red, amber or non-priority for equity, diversity and inclusion (EDI).

These are against the aim of having a zero experience gap, rather than benchmarking against national averages, as these benchmarks still have discrimination and experience gaps present.

Current performance rating for 2025/26

R	**Red** Repeat year on year increase in gap of experience or a gap of 5 percentage points or greater. Or a disparity ratio of 1.5 or higher
A	**Amber** First year on year increase in gap of experience or a gap of 1.5 to 4.9 percentage points. Or a disparity ratio between 1.1 and 1.4 Indicator has improved since previous year but still needs improvement. Gap reducing but action still needed.
	Non- Priority for DEI Gap is smaller than 1.1 or relative likelihood ratio is between 0.9 and 1.1. Specific DEI action not needed at a Trust level as there is not a gap in experience. However, action might be needed at a division level. The measure might instead be a Trust engagement and colleague experience focus if the measure is an outlier overall e.g. if we had high levels of bullying, harassment and abuse across all staff.

Change in rating from 2024/25 to 2025/26

	Rating deescalated from red to amber, amber to non-priority or red to non-priority.
	rating escalated from non-priority to amber, amber to red or non-priority to red.

WDES Indicator summary table

Overall, the majority of indicators remain rated Red across both Trusts, particularly in areas relating to bullying and harassment, career progression, presenteeism, feeling valued and staff engagement, indicating persistent structural inequality. This indicates that, despite localised improvements, disabled inequality remains systemic rather than isolated, requiring coordinated organisational intervention rather than programme-level responses.

NBT



= 2

= 1

UHBW



= 2

= 0

Indicator	2026 Rating NBT	2026 Rating UHBW	Rating change NBT	Rating change UHBW
1. Overall representation	R	R		
2. Appoint from shortlist				
3. Formal capability*				
4a. Harassment, bullying or abuse from patients/service users	R	R		
4.a.i Harassment, bullying or abuse from managers	A	A		
4.a.ii Harassment, bullying or abuse from other colleagues	R	R		
4.b. Reporting harassment, bullying or abuse				
5. equal opportunities for career progression or promotion.	R	R		
6. Pressure from manager to come to work, despite not feeling well enough	R	R		
7. Organisation values their work	R	R		
8. Reasonable adjustments	A	A		
9. Staff engagement score	R	A		

10. Board representation	A	A		

3. Workforce Disability Equality Standards (WDES) Summary Report

WDES Measure	Current position NBT	Current position UHBW	Performance year on year NBT	Performance year on year UHBW	2026 Headline
Indicator 1 Disabled Colleague representation	4.4% of colleagues identify as disabled • 7.2% non-clinical • 3.8% clinical • 1.7% medical and dental This is lower than the Bristol Census working age population.	5.7% of colleagues identify as disabled • 8.2% non-clinical • 5.4% clinical • 2.9% medical and dental This is lower than the Bristol Census working age population.	↑ by 0.7pp	↑ by 0.7pp	Disabled colleague representation continues to increase across both Trusts, but remains below local working-age population levels, particularly in medical and dental roles.
Indicator 2 Recruitment: Appointment from shortlisting	Disabled candidates are slightly more likely to be appointed than non-disabled candidates from shortlist (disparity ratio 0.97). 25.4% of Non-Disabled Colleagues compared to 26.2% of Disabled colleagues (0.8pp gap)	Non-Disabled candidates are slightly more likely to be appointed than Disabled candidates from shortlist (disparity ratio 1.05). 30.2% of Non-Disabled Colleagues compared to 28.8% of Disabled colleagues (1.3pp gap)	Relative likelihood ↓ by 0.25 Shortlisting to appointment Gap ↓ by 5.5pp. (changed overall by 7.1pp, now in favour of disabled colleagues)	Relative likelihood ↓ by 0.03 Shortlisting to appointment Gap ↓ by 1.0pp	Recruitment equity has improved, with NBT now achieving parity and UHBW closing the gap, demonstrating positive progress towards fairer recruitment outcomes.
Indicator 3 Formal capability process	*This data is not published at a National or Trust level due to volitivity and small numbers. This change came into practice in the Workforce Disability Equality Standard: 2025 data analysis report for NHS trusts.				

WDES Measure	Current position NBT	Current position UHBW	Performance year on year NBT	Performance year on year UHBW	2026 Headline
Indicator 4a.i Experiencing harassment, bullying or abuse **from managers**	**From Managers** 10.4% of Disabled Colleagues compared to 5.5% of non-disabled colleagues (4.9pp gap)	**From Managers** 9.5% of Disabled Colleagues compared to 5.0% of non-disabled colleagues (4.5pp gap)	From managers gap ↓ by 0.3pp Rating deescalated from Red to Amber ☺	From managers gap ↓by 1.7pp Rating deescalated from Red to Amber ☺	The experience gap has reduced across both Trusts, suggesting improvements in managerial behaviour, although disabled colleagues remain more likely to experience bullying or harassment.
Indicator 4a.ii Experiencing harassment, bullying or abuse **from other colleagues**	20.9% of Disabled Colleagues experiencing from other colleagues compared to 12.6% of non-disabled colleagues (8.3pp gap)	21.7% of Disabled Colleagues experiencing from other colleagues compared to 13.3% of non-disabled colleagues (8.4pp gap)	From other colleagues gap ↓ by 0.4pp Rating remains Red	From other colleagues gap ↑ by 0.5pp Rating remains Red	Disabled colleagues remain significantly more likely to experience bullying or harassment from colleagues, indicating a continued need to strengthen workplace inclusion and culture.
Indicator 4a.iii Experiencing harassment, bullying or abuse **from patients/service users**	27.2% of Disabled Colleagues experiencing from patients/service users compared to 20.2% of non-disabled colleagues (7.0pp gap)	28.0% of Disabled Colleagues experiencing from patients/service users compared to 22.6% of non-disabled colleagues (5.4pp gap)	From patents/ service users ↑ by 0.3pp Rating remains Red	From patents/ service users ↓ by 1.6pp Rating remains Red	Disabled colleagues continue to experience disproportionately high levels of abuse from patients and service users, representing one of the most persistent staff experience inequalities.

WDES Measure	Current position NBT	Current position UHBW	Performance year on year NBT	Performance year on year UHBW	2026 Headline
Indicator 4b Reporting harassment, bullying or abuse	54.5% of Disabled Colleagues compared to 53.4% of non-disabled colleagues (1.1pp gap)	54.3% of Disabled Colleagues compared to 55.6% of non-disabled colleagues (1.3pp gap)	Gap ↓ by 2.0pp	Gap changed by 1.6pp, now non-disabled more likely to report	Reporting rates are broadly equitable between disabled and non-disabled colleagues, indicating comparable confidence in reporting concerns when incidents occur.
Indicator 5 Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	52.2% of Disabled Colleagues compared to 57.2% of non-disabled colleagues (5.0pp gap)	53.7% of Disabled Colleagues compared to 58.8% of non-disabled colleagues (5.1pp gap)	From managers gap ↓ by 1.1pp Rating remains Red	From managers gap ↓ by 0.4pp Rating remains Red	Disabled colleagues continue to report fewer opportunities for career progression, highlighting ongoing barriers to equitable career development.
Indicator 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.	20.9% of Disabled Colleagues compared to 13.6% of non-disabled colleagues (7.3pp gap)	18.0% of Disabled Colleagues compared to 11.2% of non-disabled colleagues (6.8pp gap)	Gap ↑ by 0.1pp Rating remains Red	Gap ↑ by 0.6pp Rating remains Red	Disabled colleagues remain considerably more likely to feel pressure to work when unwell, suggesting continued inequity in wellbeing and attendance experiences.

WDES Measure	Current position NBT	Current position UHBW	Performance year on year NBT	Performance year on year UHBW	2026 Headline
Indicator 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.	38.1% of Disabled Colleagues compared to 51.4% of non-disabled colleagues (13.3pp gap)	38.6% of Disabled Colleagues compared to 51.0% of non-disabled colleagues (12.4pp gap)	Gap ↑ by 2.9pp Rating remains Red	Gap ↓ by 0.1pp Rating remains Red	Disabled colleagues are substantially less likely to feel their work is valued, representing one of the largest and most persistent disability experience gaps.
Indicator 8 Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.	76.5% of Disabled Colleagues have the reasonable adjustments they need.	82.2% of Disabled Colleagues have the reasonable adjustments they need.	Proportion ↓ by 0.2pp	Proportion ↑ by 0.9pp	Most disabled colleagues report receiving the reasonable adjustments they need, although access remains inconsistent and short of universal provision.
Indicator 9 The staff engagement score for Disabled staff, compared to non-disabled staff.	6.65 for disabled colleagues compared to 7.20 for non-disabled colleagues (0.55 gap)	6.70 for disabled colleagues compared to 7.18 for non-disabled colleagues (0.48 gap)	Gap ↑ by 0.05 Remains Red	Gap ↓ by 0.13 Red to Amber ☺	Disabled colleagues report lower engagement than non-disabled colleagues, although UHBW has demonstrated encouraging improvement during 2025/26.

WDES Measure	Current position NBT	Current position UHBW	Performance year on year NBT	Performance year on year UHBW	2026 Headline
Indicator 10 Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated.	5.3% of the Board are disabled. • This is 0.8pp higher than the overall disabled staff representation at NBT (4.4%) • This is 0.4pp lower than the overall disabled staff representation at UHBW (5.7%) • This is 2.0pp lower than the average NHS Board representation in 2025 (7.3%)		Board Representation ↓ by 9.0pp Gap in representation ↓ by 9.8pp, with the board representation still higher.	Board representation remains the same. Gap has changed to the board representation being higher.	Board-level disability representation is broadly aligned with workforce representation but remains below the wider NHS benchmark and local population levels.

4. Priority Actions

Priority Areas for Action

- **Improve disability representation and disclosure:** Increase disabled colleague representation across all staff groups, particularly within clinical, medical and dental roles. Support work to improve disability declaration rates, reduce unknown disability status and strengthen inclusive attraction, recruitment and retention practices.
- **Address workplace culture and bullying, harassment and abuse:** Prioritise action to reduce the persistent disparities in bullying, harassment and abuse experienced by disabled colleagues from patients, service users and colleagues. Support divisional accountability, targeted interventions and the strengthening of inclusive leadership expectations.
- **Close progression and career development gaps:** Target barriers to progression for disabled colleagues through inclusive talent management, career development programmes, mentoring opportunities and accessible leadership pathways. Ensure disability is embedded within all positive action and workforce development initiatives.
- **Reduce presenteeism and improve manager capability:** Strengthen manager confidence and accountability in supporting disabled colleagues and those with long-term health conditions. Review attendance management practices to ensure they do not unintentionally increase pressure on disabled colleagues to attend work when unwell.
- **Increase the provision and effectiveness of reasonable adjustments:** Build on current performance by improving consistency, timeliness and accessibility of reasonable adjustments across the Trust. Support implementation of proactive workplace adjustment processes and improve colleague awareness of available support.
- **Improve disabled colleague engagement and sense of belonging:** Focus on reducing the significant gaps in engagement and feeling valued by embedding disability inclusion within organisational culture, leadership practice and colleague experience improvement plans.
- **Strengthen senior leadership and Board accountability:** Improve visibility of disability inclusion within leadership decision-making and use WDES data to drive accountability for addressing workforce inequalities at organisational and divisional levels.
- **Scale systemic interventions rather than isolated initiatives:** Move beyond individual programmes and adopt whole-system approaches to disability inclusion, ensuring that recruitment, progression, wellbeing, workforce experience and organisational culture are addressed collectively to deliver sustainable change.

Appendix

5. Appendix 1 Definitions

Agenda for Change (AfC)

The main pay system for staff in the NHS, except doctors, dentists and senior managers. Abbreviated to AfC, also known as NHS Terms and Conditions of Service.

- Cluster 1 (AfC bands <1 to 4)
- Cluster 2 (AfC bands 5 to 7)
- Cluster 3 (AfC bands 8a and 8b),
- Cluster 4 (AfC bands 8c to VSM).

Explaining percentage points vs. percent change

When comparing two percentages, it is important to distinguish between a change measured in percentage points and a percent increase or decrease.

A **percentage point (pp)** refers to the *absolute difference* between two percentages. For example, if a value increases from 40% to 45%, this is an increase of **5 percentage points** (45 − 40 = 5).

In contrast, a **percent change (%)** (or percent increase/decrease) expresses the *relative change compared to the original value*. Using the same example, an increase from 40% to 45% represents a **12.5% increase**, because 5 is 12.5% of 40.

This distinction matters because percentage points describe straightforward differences, while percent change reflects proportional growth or decline. Confusing these terms can misrepresent the scale of change: a change of a few percentage points may correspond to a much larger or smaller percent change depending on the starting value.

Q15 Staff Survey Change (Indicator 5)

Q15 was updated to cover protected characteristics:

2024: *Does your practice act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?*

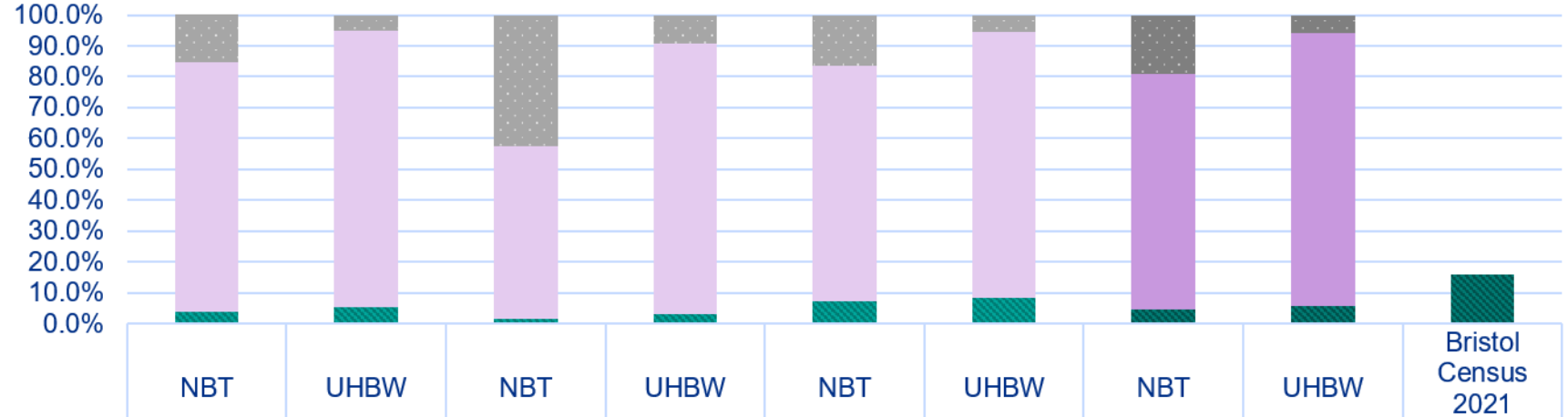
2025: *Does your organisation act fairly with regard to career progression / promotion, regardless of e.g. age, disability, ethnic background, gender reassignment, religion, sex or sexual orientation?*

6. Appendix 2 WDES Data

WDES Indicator 1

Percentage and number of staff in NHS Trusts by disabled status

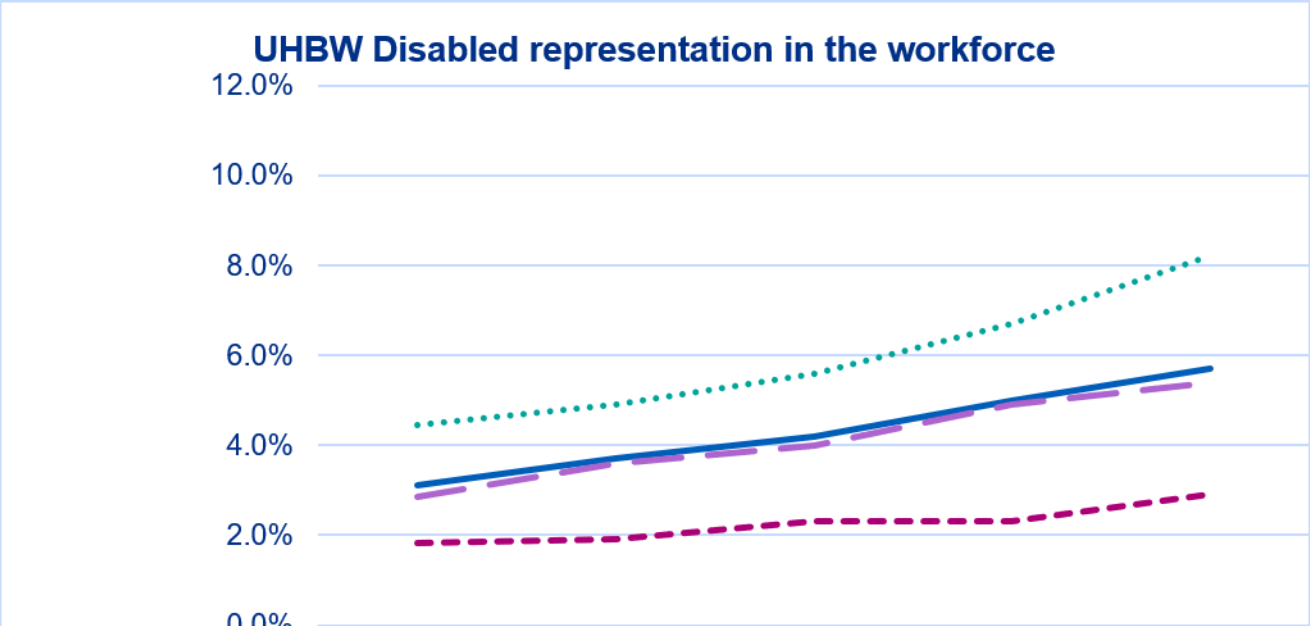
Workforce distribution by disabled status WDES (Taken on 31st March 2025)



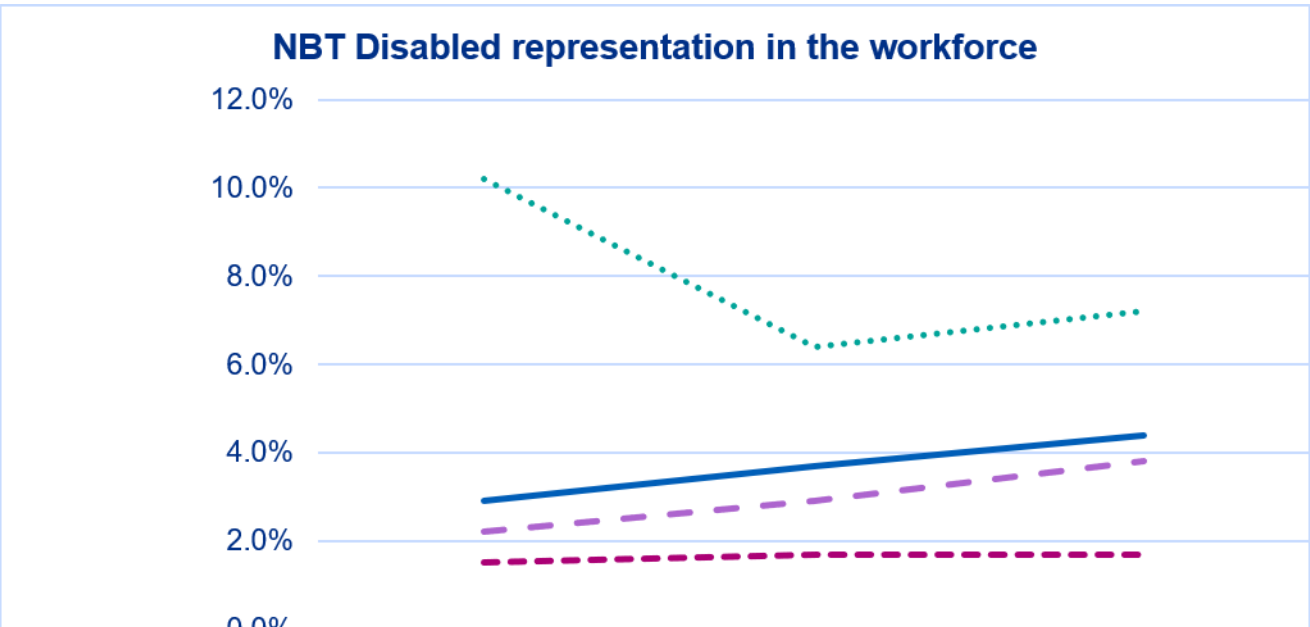
	NBT	UHBW	NBT	UHBW	NBT	UHBW	NBT	UHBW	Bristol Census 2021 working age
	Clinical Total		Medical and Dental Total		Non-Clinical Total		Trust Total		
Sum of Unknown	15.5%	5.0%	42.5%	9.1%	16.5%	5.5%	19.2%	5.7%	
Sum of Non-disabled	80.8%	89.6%	55.8%	88.0%	76.3%	86.3%	76.4%	88.6%	
Sum of Disabled	3.8%	5.4%	1.7%	2.9%	7.2%	8.2%	4.4%	5.7%	16.0%

- Both Trusts have lower disabled colleague representation than the Bristol working age population or the NHS 2024 average of 6.7%
- NBT has higher proportion of colleagues with their disabled status listed as unknown, especially in medical and dental.
- Both Trusts have the highest representation in non-clinical roles and the lowest representation in medical and dental.

Percentage and number of staff in NHS Trusts by disabled status



	2022	2023	2024	2025	2026
Overall	3.1%	3.7%	4.2%	5.0%	5.7%
Non-clinical	4.4%	4.9%	5.6%	6.7%	8.2%
Clinical	2.9%	3.6%	4.0%	4.9%	5.4%
Medical/Dental	1.8%	1.9%	2.3%	2.3%	2.9%



	2024	2025	2026
Overall	2.9%	3.7%	4.4%
Non-clinical	10.2%	6.4%	7.2%
Clinical	2.2%	2.9%	3.8%
Medical/Dental	1.5%	1.7%	1.7%

WDES Indicator 1: disparity ratios

The representation disparity ratio is "a reflection of staff distribution in terms of representation through the AfC pay bands, comparing Disabled staff with non-disabled staff. A ratio of 1 reflects parity of progression, and values higher than '1' reflect inequality, with a disadvantage for Disabled staff." NHS England

To calculate representation disparity, first a progression ratio is calculated by comparing the number of Disabled colleagues at one band grouping to another band grouping. The same calculation is made for non-disabled colleagues. These two disparity ratios are then compared by dividing the Disabled progression ratio by the non-disabled progression ratio.

It is presented at four tiers: Support (Cluster 1, Bands 1-4), Middle (Cluster 2, Bands 5-7), Senior (Cluster 3, Bands 8a to 8b), VSM (Cluster 4, Bands 8c to 9 and Very Senior Managers)

There is no separate target set for the disability disparity ratio as the overall expectation is to achieve parity with Disabled and non-disabled staff, indicated by a ratio of 1.0.

Non-clinical Race Disparity Ratio

Trust	Group	NHS 2025 Average	Trust 2025	Trust 2026	Change 2025-26
UHBW	**Support to Middle**	1.00	1.09	0.97	-0.11
	Middle to Senior	1.08	1.63	1.67	0.04
	Senior to VSM	1.27	1.30	0.99	-0.31
	Support to VSM	1.37	2.30	1.61	-0.69
NBT	**Support to Middle**	1.00	0.86	0.98	0.12
	Middle to Senior	1.08	1.26	0.88	-0.37
	Senior to VSM	1.27	1.17	1.27	0.10
	Support to VSM	1.37	1.27	1.10	-0.17

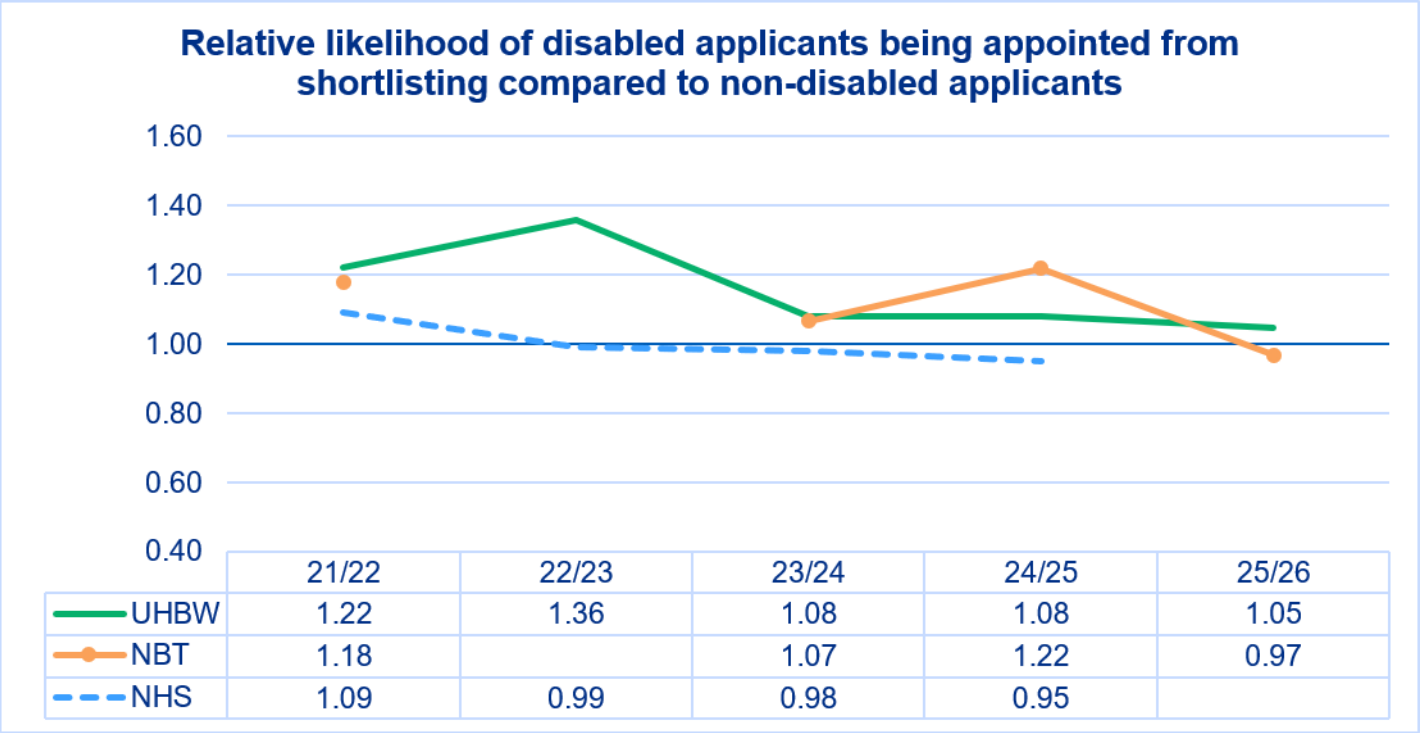
Clinical race disparity ratio

Trust	Group	NHS 2025 Average	Trust 2025	Trust 2026	Change 2025-26
UHBW	**Support to Middle**	1.01	1.33	1.27	-0.06
	Middle to Senior	1.12	1.38	1.38	0.00
	Senior to VSM	1.26	1.28	0.67	-0.60
	Support to VSM	1.43	2.33	1.18	-1.15
NBT	**Support to Middle**	1.01	1.04	1.35	0.31
	Middle to Senior	1.12	1.12	0.70	-0.43
	Senior to VSM	1.26	0.60	0.81	0.21
	Support to VSM	1.43	0.70	0.76	0.06

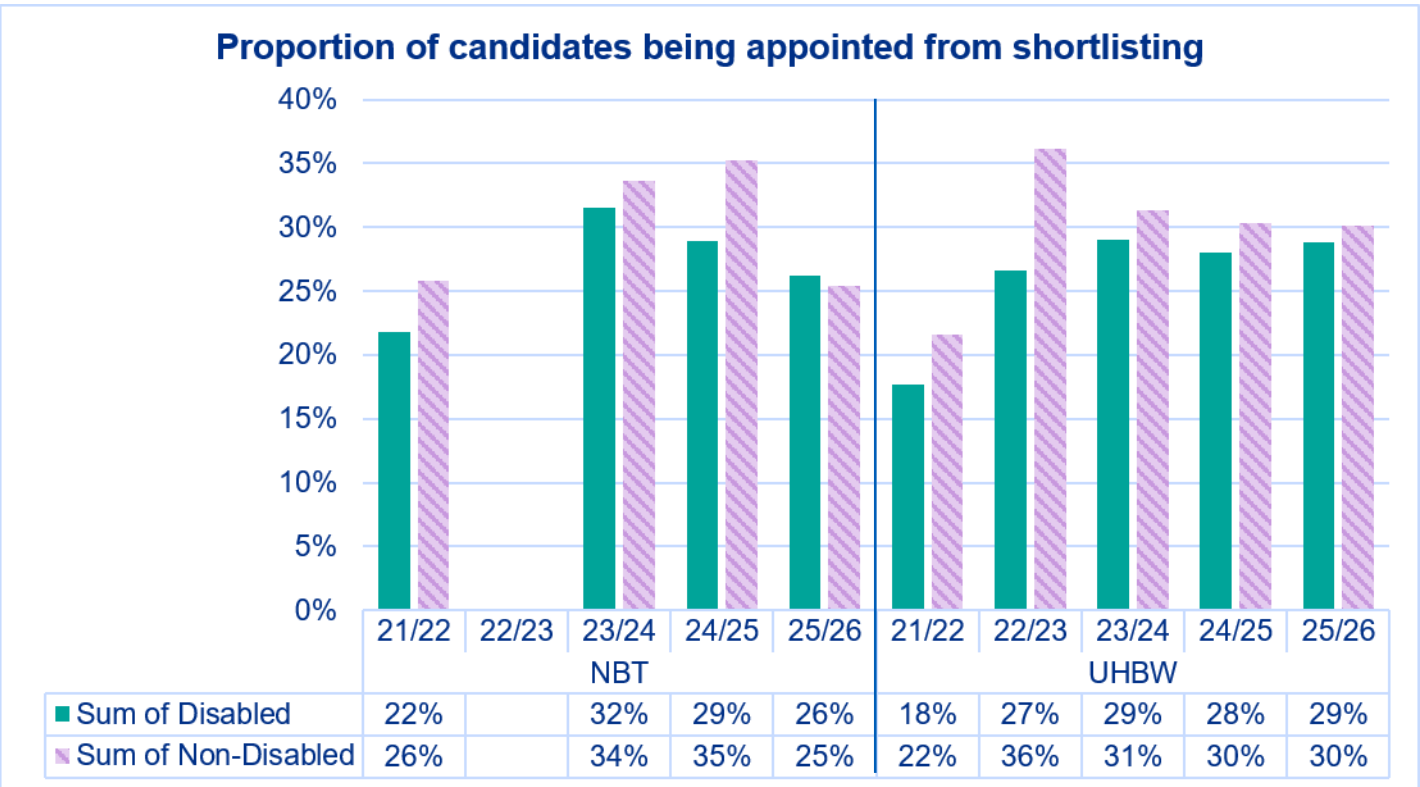
WDES Indicator 2

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

A value of 1.0 would mean an equal proportion of Disabled colleagues were appointed compared to non-disabled colleagues. A value above 1.00 would indicate that Disabled colleagues are less likely than non-disabled colleagues to be appointed.



	21/22	22/23	23/24	24/25	25/26
UHBW	1.22	1.36	1.08	1.08	1.05
NBT	1.18		1.07	1.22	0.97
NHS	1.09	0.99	0.98	0.95	

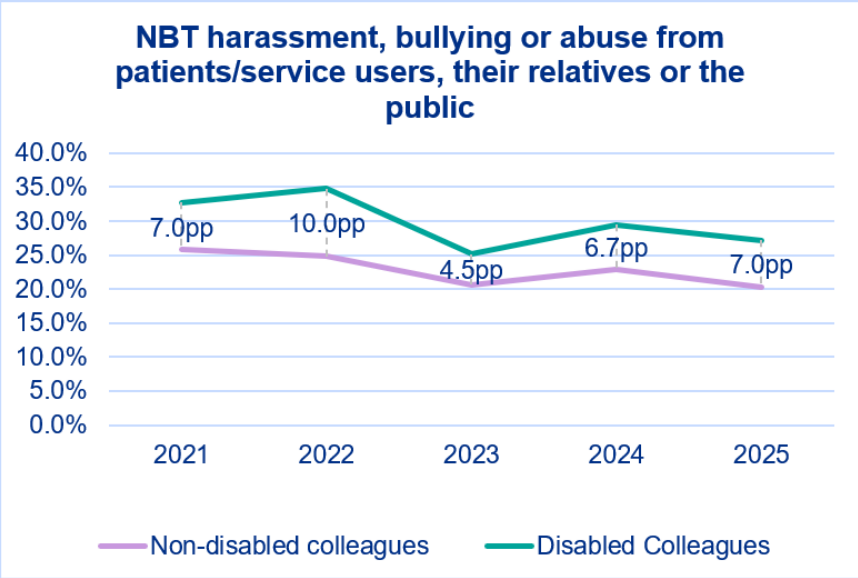


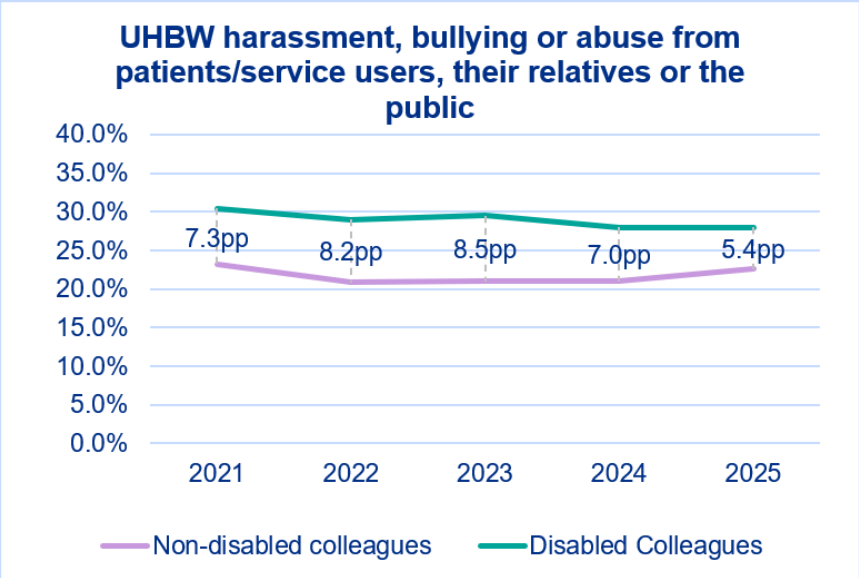
	21/22	22/23	23/24	24/25	25/26	21/22	22/23	23/24	24/25	25/26
	NBT					UHBW				
Sum of Disabled	22%		32%	29%	26%	18%	27%	29%	28%	29%
Sum of Non-Disabled	26%		34%	35%	25%	22%	36%	31%	30%	30%

WDES Indicator 4

Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse

4a. From patients / service users, their relatives or other members of the public

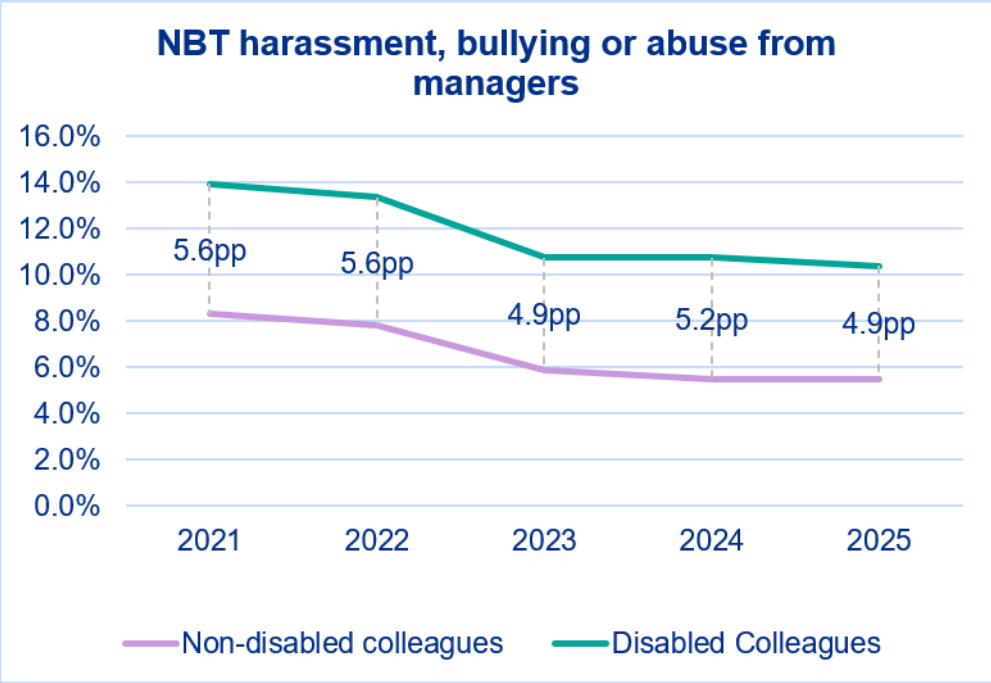


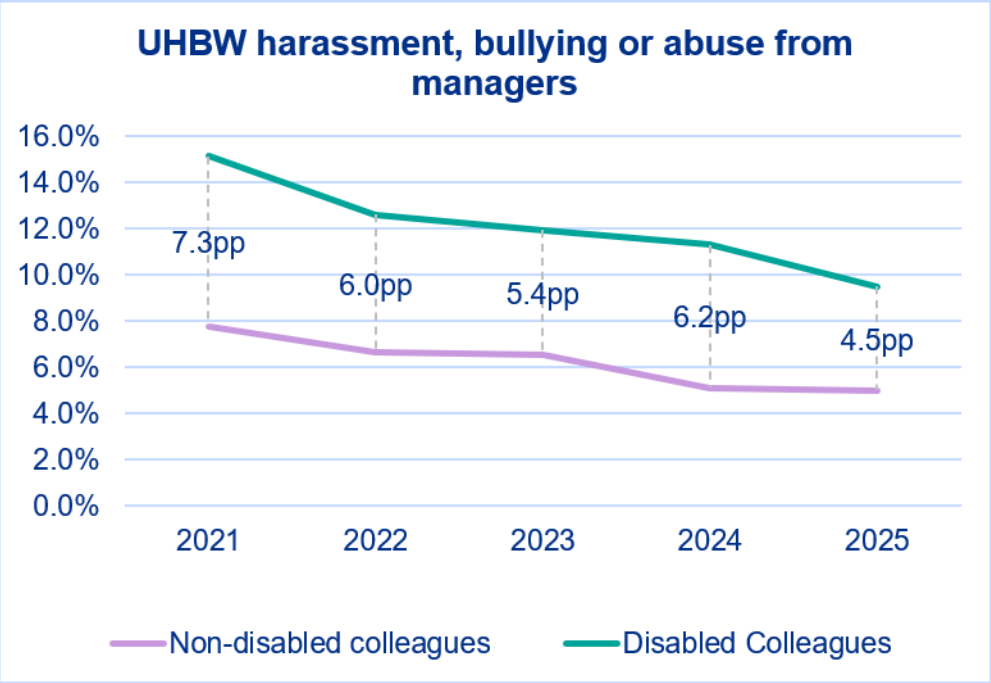


Year	NHS Benchmark * Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021	32.4%	25.2%	7.2 pp	32.7%	25.8%	7.0pp	30.5%	23.1%	7.3pp
2022	33.0%	26.2%	6.8 pp	34.8%	24.8%	10.0pp	29.0%	20.8%	8.2pp
2023	29.8%	23.1%	6.7 pp	25.1%	20.6%	4.5pp	29.5%	21.0%	8.5pp
2024	29.4%	22.7%	6.7 pp	29.5%	22.8%	6.7pp	28.0%	21.0%	7.0pp
2025	29.1%	22.6%	6.5 pp	27.2%	20.2%	7.0pp	28.0%	22.6%	5.4pp

*NHS Benchmark Median

4b. From managers

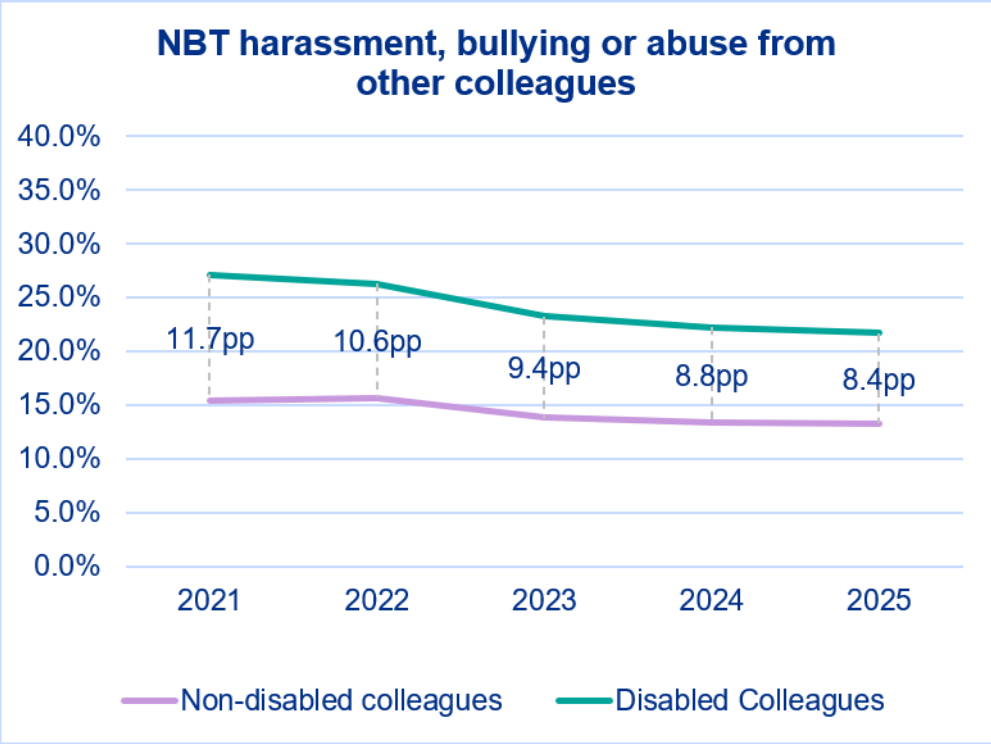


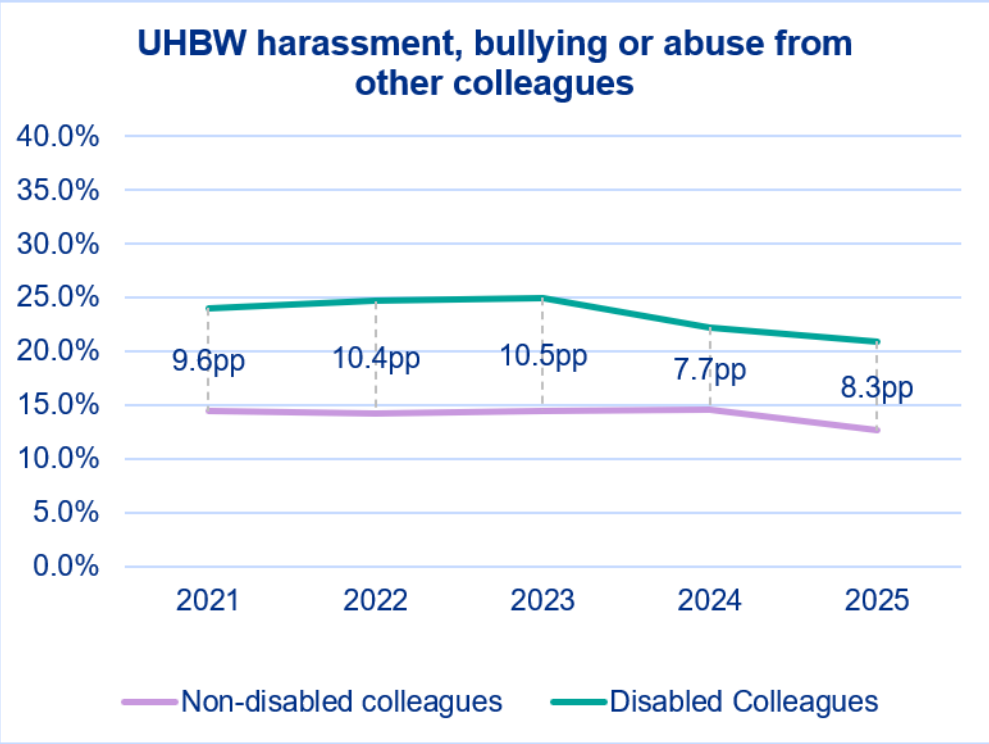


Year	NHS Benchmark* Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021	18.0%	9.8%	8.2pp	13.9%	8.3%	5.6pp	15.1%	7.8%	7.3pp
2022	17.1%	9.9%	7.2pp	13.4%	7.8%	5.6pp	12.6%	6.7%	6.0pp
2023	15.3%	8.6%	6.8pp	10.7%	5.9%	4.9pp	11.9%	6.5%	5.4pp
2024	15.1%	8.1%	7.0pp	10.7%	5.5%	5.2pp	11.3%	5.1%	6.2pp
2025	14.1%	7.6%	6.5pp	10.4%	5.5%	4.9pp	9.5%	5.0%	4.5pp

*NHS Benchmark Median

4c. From other colleagues

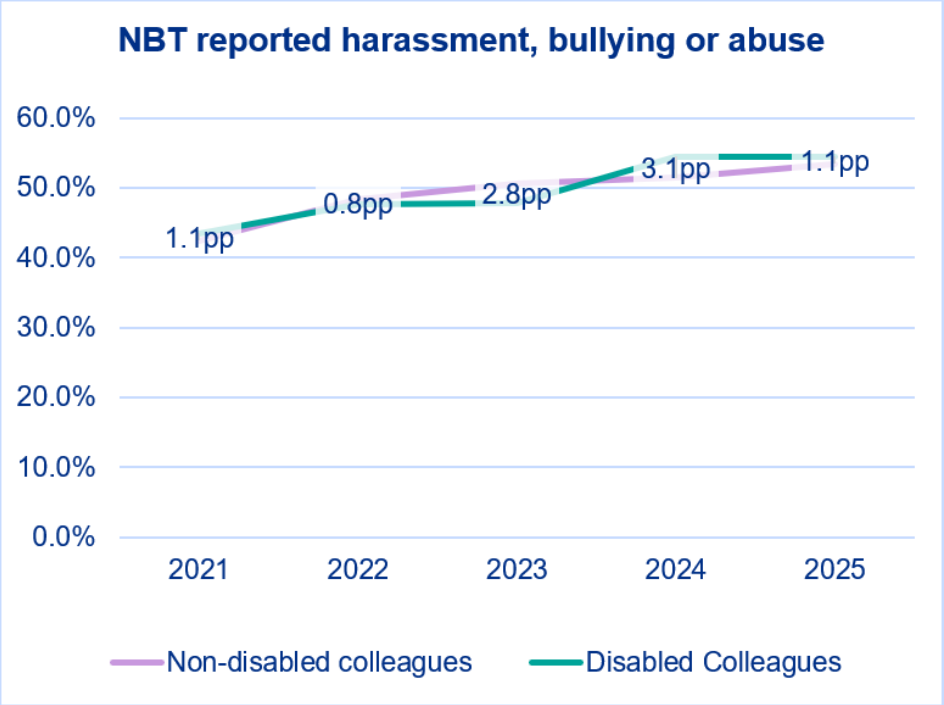


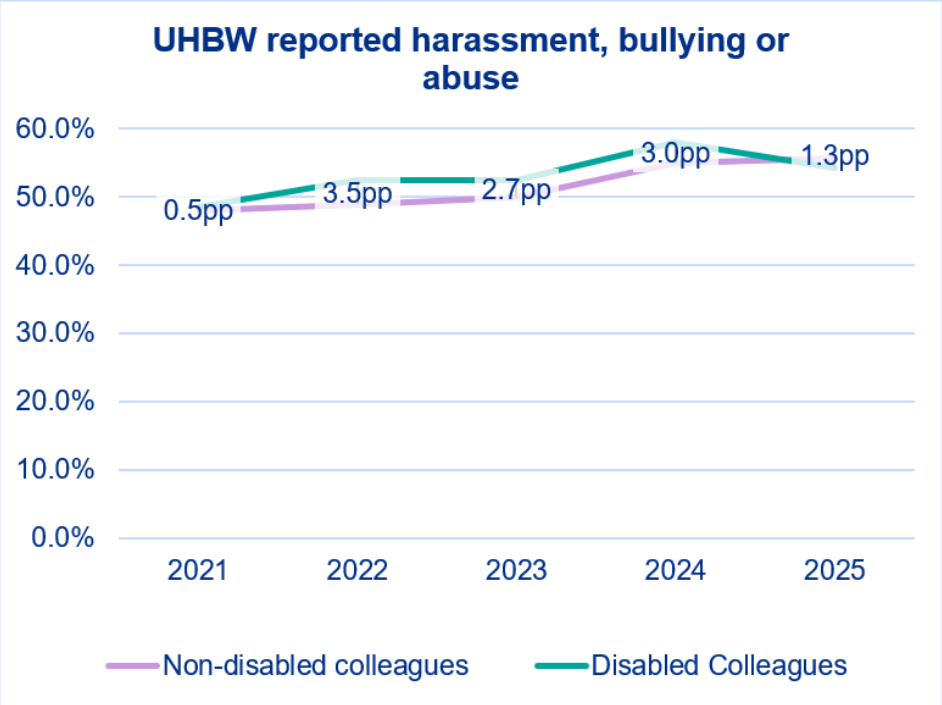


Year	NHS Benchmark* Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021	26.6%	17.1%	9.5%	27.1%	15.4%	11.7pp	24.0%	14.4%	9.6pp
2022	26.9%	17.7%	9.3%	26.3%	15.7%	10.6pp	24.7%	14.3%	10.4pp
2023	25.3%	16.0%	9.3%	23.2%	13.8%	9.4pp	25.0%	14.5%	10.5pp
2024	25.2%	16.2%	9.0%	22.2%	13.4%	8.8pp	22.2%	14.5%	7.7pp
2025	24.5%	15.6%	8.9%	21.7%	13.3%	8.4pp	20.9%	12.6%	8.3pp

*NHS Benchmark Median

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.



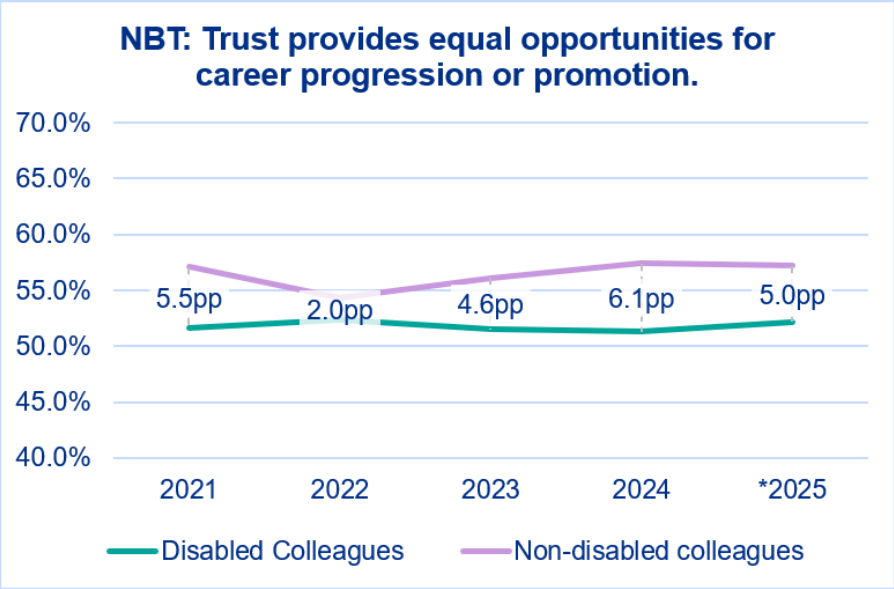


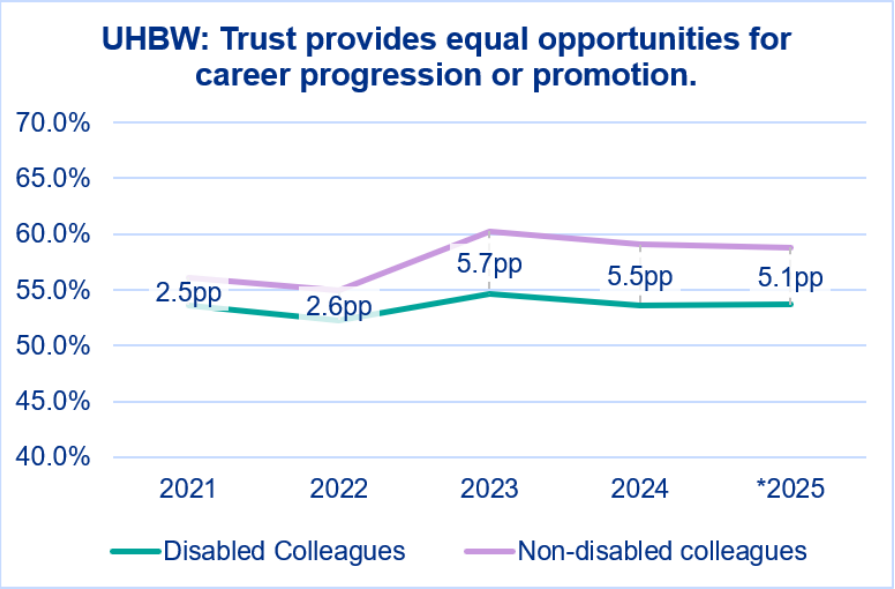
Year	NHS Benchmark* Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021	47.0%	46.2%	0.8pp	43.5%	42.5%	1.1pp	48.4%	48.0%	0.5pp
2022	48.4%	47.3%	1.1pp	47.6%	48.3%	0.8pp	52.5%	48.9%	3.5pp
2023	50.6%	49.3%	1.3pp	47.8%	50.6%	2.8pp	52.5%	49.8%	2.7pp
2024	51.8%	51.7%	0.1pp	54.5%	51.4%	3.1pp	58.0%	55.0%	3.0pp
2025	53.2%	52.9%	0.3pp	54.5%	53.4%	1.1pp	54.3%	55.6%	1.3pp

*NHS Benchmark Median

WDES Indicator 5

Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. *The wording of Q15 in the staff survey was updated in 2025 to cover protected characteristics, meaning previous year's performances are not a direct comparison to previous years. See appendix definitions section for further details.



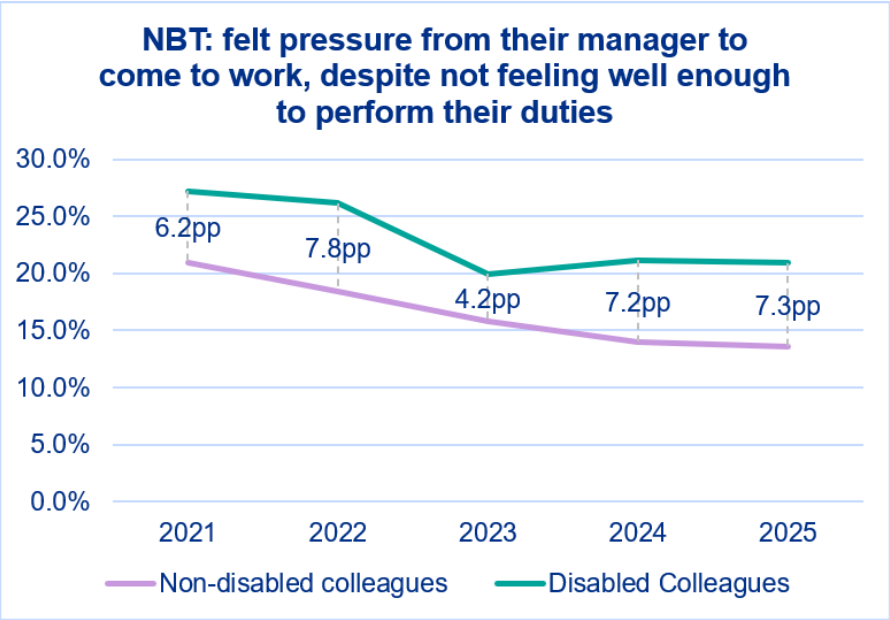


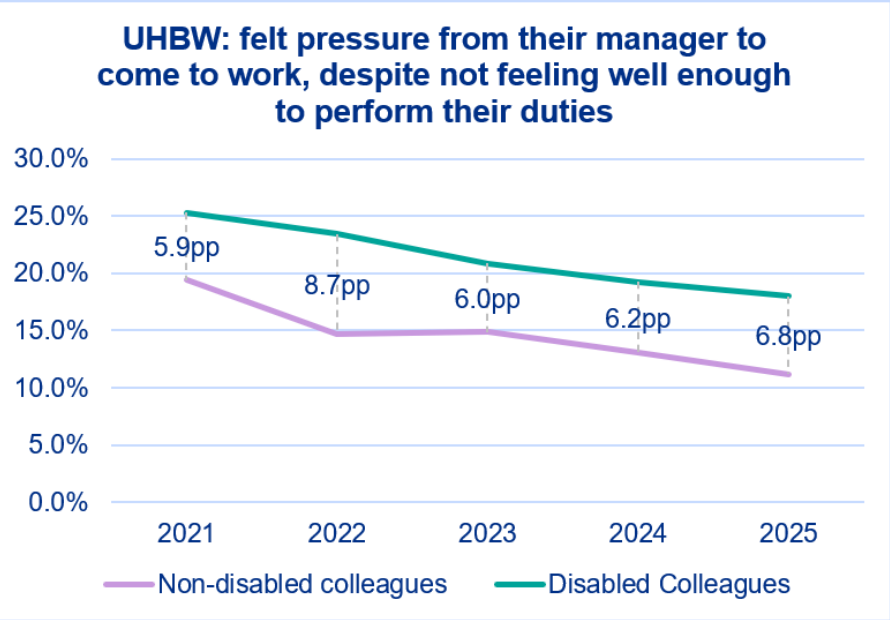
Year	NHS Benchmark* Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021				51.6%	57.1%	5.5pp	53.6%	56.1%	2.5pp
2022				52.4%	54.4%	2.0pp	52.3%	54.9%	2.6pp
2023				51.5%	56.1%	4.6pp	54.6%	60.3%	5.7pp
2024				51.3%	57.4%	6.1pp	53.6%	59.1%	5.5pp
*2025	47.8%	55.1%	7.3pp	52.2%	57.2%	5.0pp	53.7%	58.8%	5.1pp

*NHS Benchmark Median

WDES Indicator 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.



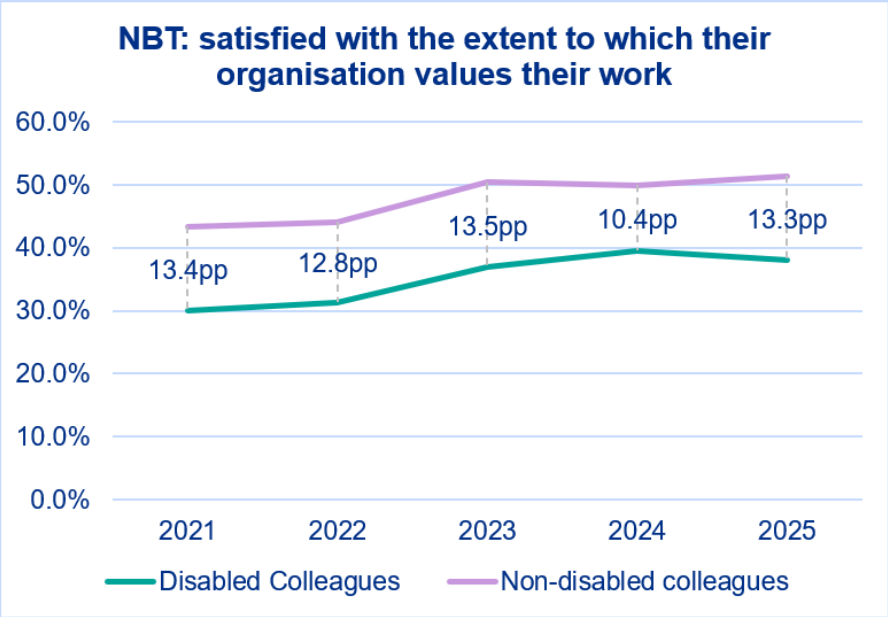


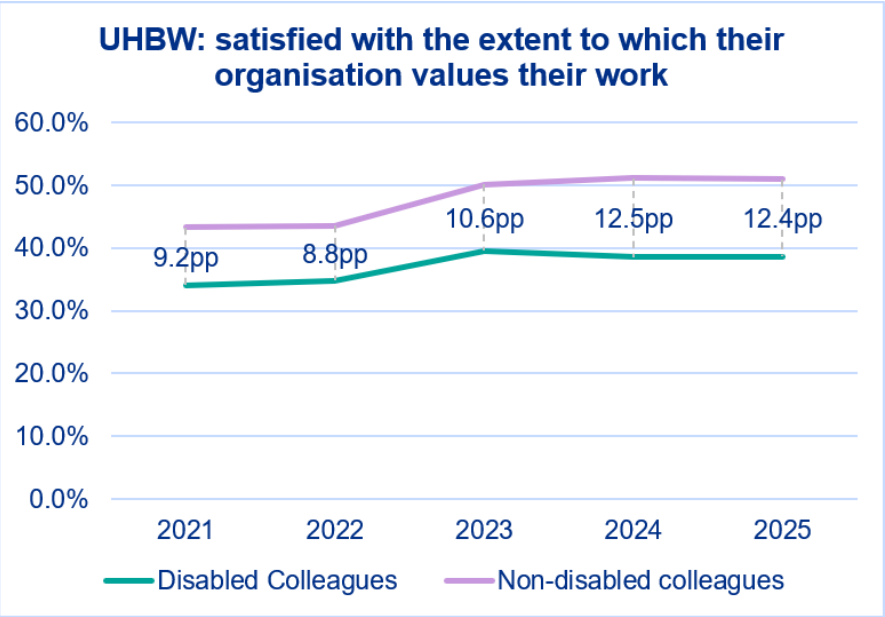
Year	NHS Benchmark* Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021	32.2%	23.7%	8.4pp	27.2%	21.0%	6.2pp	25.3%	19.4%	5.9pp
2022	30.0%	20.8%	9.2 pp	26.2%	18.4%	7.8pp	23.4%	14.7%	8.7pp
2023	28.6%	19.5%	9.1 pp	20.0%	15.8%	4.2pp	20.9%	14.9%	6.0pp
2024	26.9%	18.7%	8.1 pp	21.2%	14.0%	7.2pp	19.3%	13.0%	6.2pp
2025	27.2%	18.2%	9.0 pp	20.9%	13.6%	7.3pp	18.0%	11.2%	6.8pp

*NHS Benchmark Median

WDES Indicator 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.



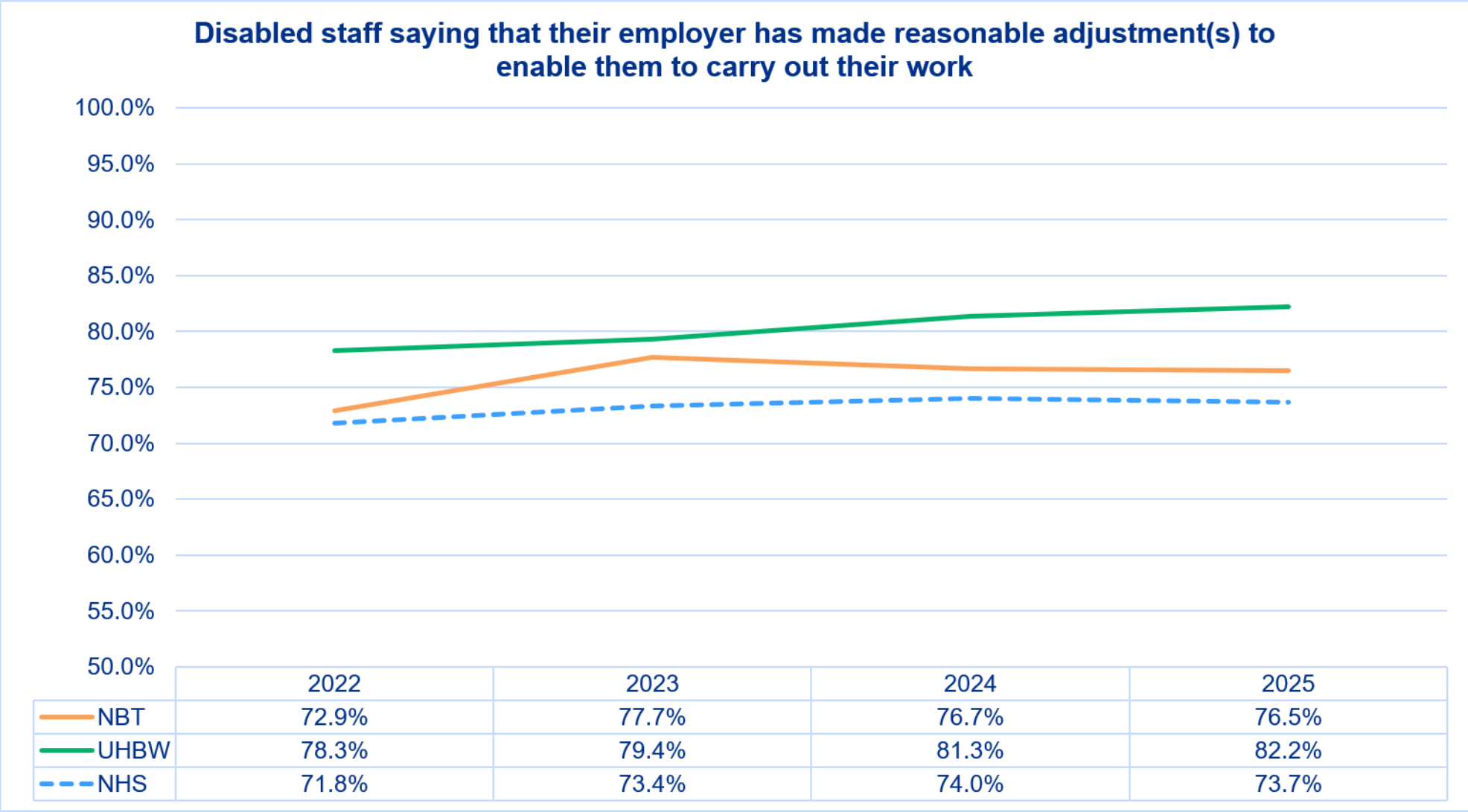


Year	NHS Benchmark* Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021	32.6%	43.3%	10.7pp	30.0%	43.4%	13.4pp	34.1%	43.3%	9.2pp
2022	32.5%	43.6%	11.1 pp	31.4%	44.1%	12.8pp	34.8%	43.6%	8.8pp
2023	35.7%	47.2%	11.5 pp	36.9%	50.4%	13.5pp	39.5%	50.1%	10.6pp
2024	34.7%	47.0%	12.3 pp	39.6%	50.0%	10.4pp	38.6%	51.1%	12.5pp
2025	32.1%	45.1%	13.0 pp	38.1%	51.4%	13.3pp	38.6%	51.0%	12.4pp

*NHS Benchmark Median

WDES Indicator 8

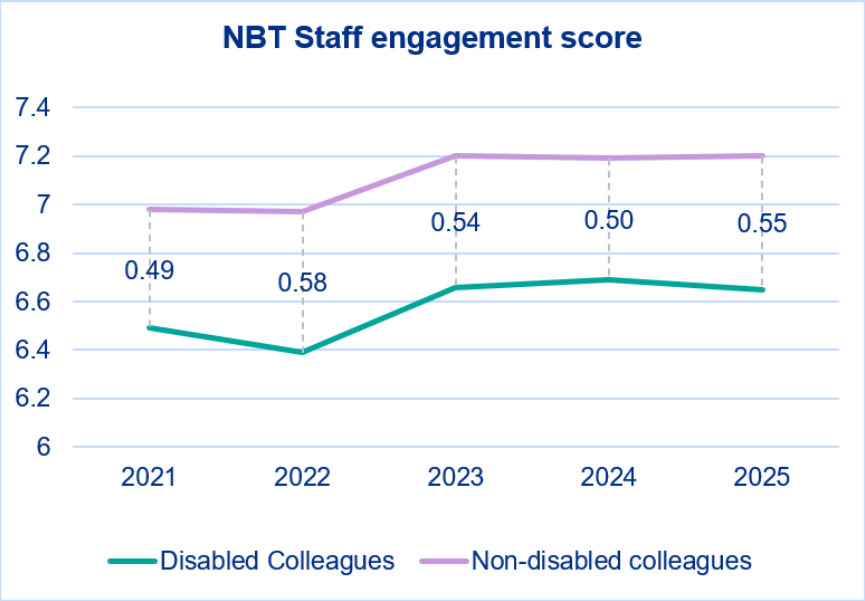
Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work.

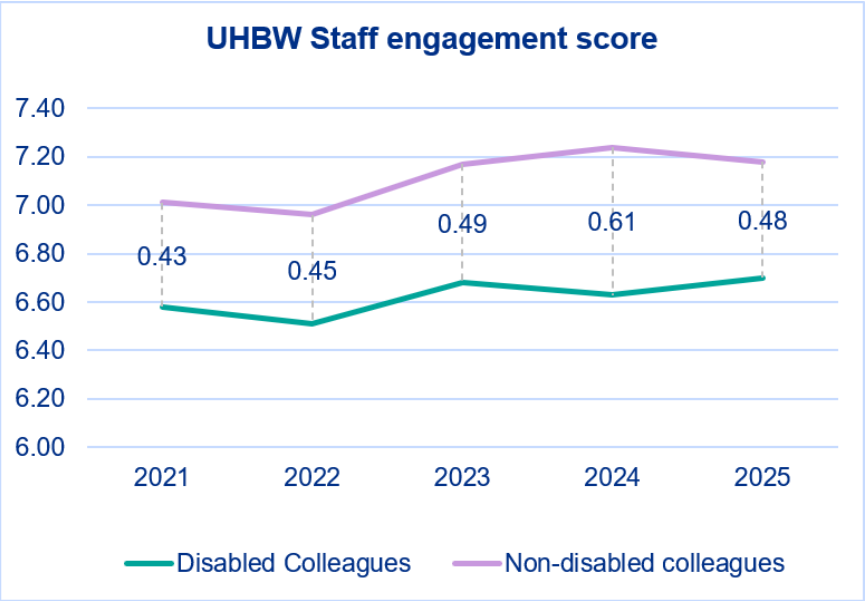


	2022	2023	2024	2025
NBT	72.9%	77.7%	76.7%	76.5%
UHBW	78.3%	79.4%	81.3%	82.2%
NHS	71.8%	73.4%	74.0%	73.7%

WDES Indicator 9

The staff engagement score for Disabled staff, compared to non-disabled staff. A gap of 0.5 or greater shows a significant gap in experience.



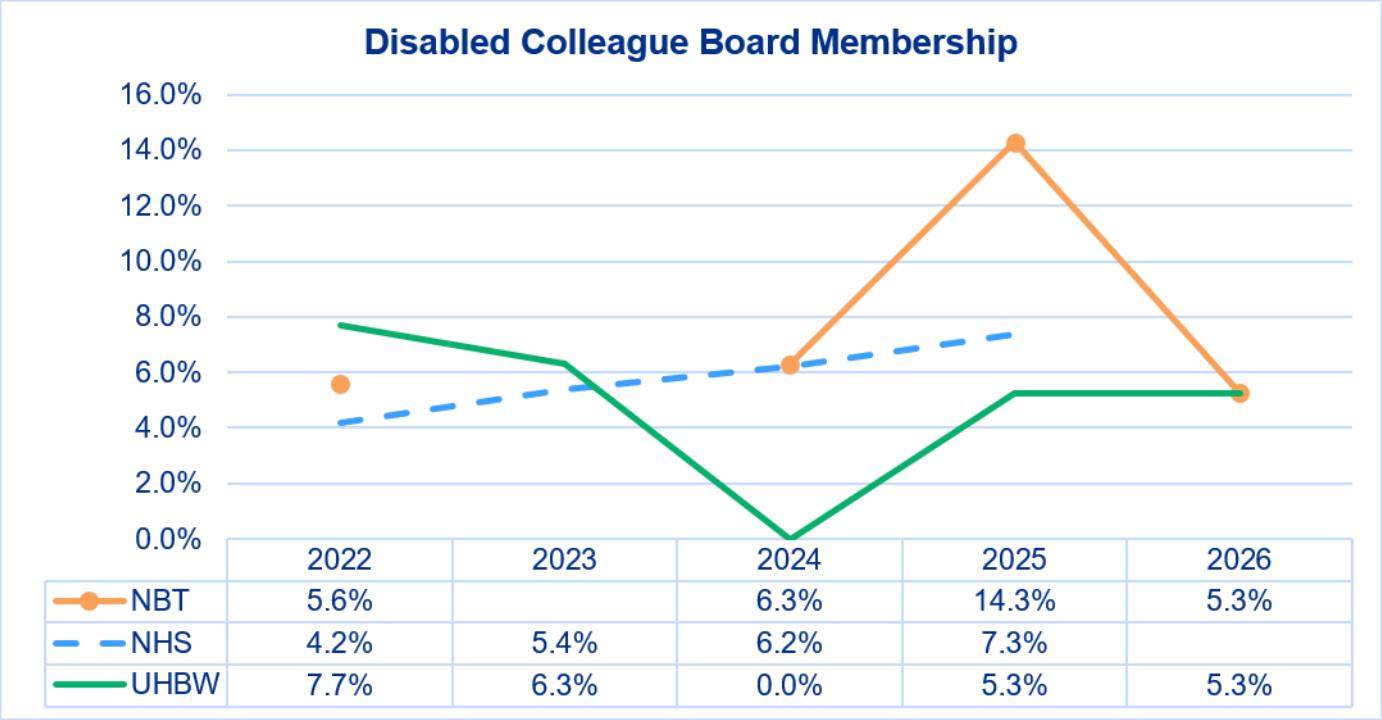


Year	NHS Benchmark* Disabled	NHS Benchmark* Non-disabled	NHS Benchmark* Difference (pp)	NBT Disabled	NBT Non-disabled	NBT Difference (pp)	UHBW Disabled	UHBW Non-disabled	UHBW Difference (pp)
2021	6.42	6.97	0.55	6.49	6.98	0.49	6.58	7.01	0.43
2022	6.35	6.92	0.57	6.39	6.97	0.58	6.51	6.96	0.45
2023	6.46	7.04	0.58	6.66	7.20	0.54	6.68	7.17	0.49
2024	6.40	7.00	0.60	6.69	7.19	0.50	6.63	7.24	0.61
2025	6.29	6.91	0.62	6.65	7.20	0.55	6.70	7.18	0.48

*NHS Benchmark Median

WDES Indicator 10

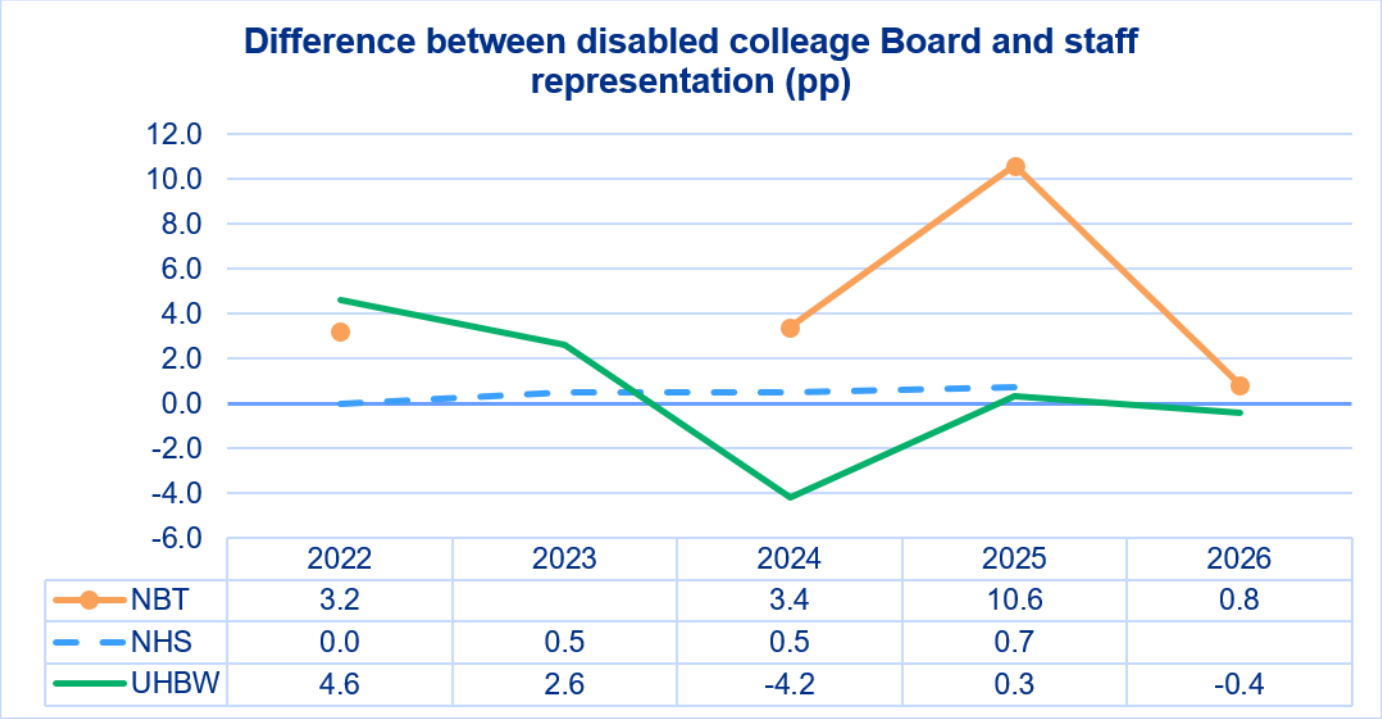
Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated.



	2022	2023	2024	2025	2026
NBT	5.6%		6.3%	14.3%	5.3%
NHS	4.2%	5.4%	6.2%	7.3%	
UHBW	7.7%	6.3%	0.0%	5.3%	5.3%

The graph below shows how far board representation is away from the overall disabled colleague representation in the trust. The aim is 0.

NBTs 2023 data is missing.



	2022	2023	2024	2025	2026
NBT	3.2		3.4	10.6	0.8
NHS	0.0	0.5	0.5	0.7	
UHBW	4.6	2.6	-4.2	0.3	-0.4