

Workforce Disability Equality Standard 2024/25

Summary: Trust Level data for publication

Introduction: Workforce Disability Equality Standard

The Workforce Disability Equality Standard (WDES) includes ten metrics comparing experiences and outcomes for Disabled and non-disabled staff. This data is used to develop action plans for improvement.

Notes on data:

The “four-fifths” rule is used to identify significant differences between groups. If the relative likelihood of an outcome for one group compared to another is less than 0.80 or higher than 1.25, then the difference can be considered significant.

Headcounts below 11 have been redacted from this report.

Notes on terminology:

For the Staff Survey, “Disabled” is defined to mean any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more.

The proportion of people reporting a long-term condition or illness via the Staff Survey is much higher than the proportion of people who are recorded as being Disabled on ESR, which is the figure used for the other WDES metrics.

Timeline

- 31st May 2025 – WDES metrics to be submitted to NHS England.
- June 2025 – **report** comes through governance for approval.
- June to July 2025 – action plan will be developed in collaboration with MAPLE and Neurodiversity staff support networks, EDI Ambassadors, and EDI Workforce Group.
- August 2025 – **action plan** will come through governance for approval.
- 31st October 2025 – **full report and action plan** required to be published on LPT public website, and submitted to ICB.
- Throughout 2025/26 – action plan will be progressed and updated internally.



Summary

Summary: WDES metrics

Metric 1: representation	 Improvement	Disabled representation: 11.7% (9.4% last year) Bands 8A+: 11.1% (7.8% last year)
Metric 2: recruitment	Similar	Non-disabled applicants 1.08 times more likely to be recruited (1.01 last year)
Metric 3: capability	 Worsening	Disabled staff 2.32 times more likely to enter capability process (1.98 last year)
Metric 4a: abuse	 Mixed	Improvement: Disabled staff 1.26 times more likely to experience abuse from patients; equally likely to report abuse.
Metric 4b: reporting		Worsening: Disabled staff 2.20 times more likely to experience abuse from managers, and 1.77 from colleagues.
Metric 5: career progression	 Improvement	Disabled staff slightly less likely to say career progression is fair, but within range (0.95 , target range is 0.8 – 1.25) (0.88 last year)
Metric 6: presenteeism	 Worsening	Disabled staff 1.68 times more likely to experience presenteeism due to manager pressure (1.40 last year)
Metric 7: feeling valued	Similar	Disabled staff less likely to say the organisation values their work enough, but within range (0.81 , target range is 0.8 – 1.25) (0.84 last year)
Metric 8: adjustments	 Improvement	Slightly more Disabled staff say adequate adjustments have been made for them (80.2% , 79.5% last year), better than national comparators (79.8%).
Metric 9: staff engagement	 Improvement	Staff engagement has improved for Disabled staff (although not to the same extent as non-disabled staff) (6.9 , 6.8 last year for Disabled staff, compared to 7.4 for non-disabled staff, 7.1 last year)
Metric 10: Trust Board	Similar	Same representation as last year (Disabled staff proportionally represented in voting Board, but under-represented in total board and executive board)

Likelihood ratio target range is 0.8 – 1.25 (statistically equal outcomes for Disabled and non-disabled staff). Outside this range means Disabled staff are disadvantaged.

How to use this report:

- Go into presentation mode
- Green slides show the core data for each of the 10 metrics. Click to access each metric using the green buttons (to the left on this slide).
- Each metric slide has buttons on the right-hand side where you can access more detailed data if required: breakdowns by professional group, band, and directorate.
- Click Home Page or Back to return to a previous page.

Benchmarking last
year’s data

Benchmarking 2023/24 data: national rankings*

* ranks the Trust from 0% (best in the country) to 100% (worst in the country) on each indicator

Indicator 1: comparable to other trusts, except representation in clinical senior roles (rank 74%).

Indicator 2: likelihood ratio of 1.01 placed us at rank 1%.

Indicator 3: likelihood ratio 1.98, better than some other trusts, rank 23%.

Staff Survey: although we see discrepancies between Disabled and non-disabled experiences, we rank favourably in terms of staff survey responses compared to other trusts (ranks 8% to 36%). Rank 20% when looking at whether people feel adequate adjustments have been made for them to do their work.

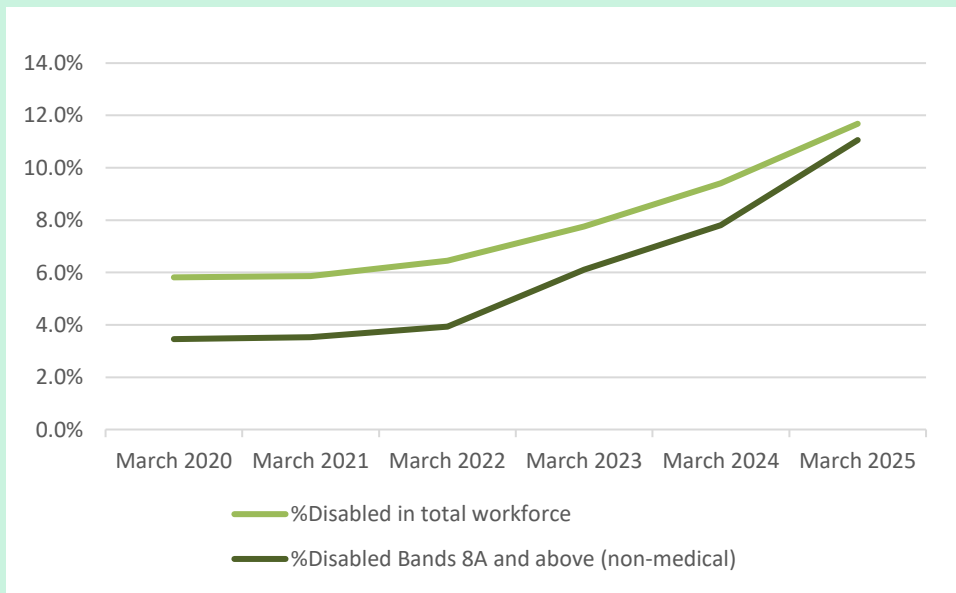
Indicator 9: comparable to other trusts at voting board level (rank 39%) and total board level (rank 59%) but worse than other trusts for executive board members (rank 91%).

Benchmarking for this current 2024/25 data is expected in Autumn 2025.



Metric 1. Representation: percentage of Disabled colleagues in each band

Representation		2022/23	2023/24	2024/25
NON-CLINICAL	Percentage of total staff who have a disability	9.5%	10.8%	13.1%
	Percentage of staff bands 8A and above (excluding medics) who have a disability	7.5%	5.8%	9.1%
CLINICAL	Percentage of total staff who have a disability	7.1%	8.9%	11.2%
	Percentage of staff bands 8A and above (excluding medics) who have a disability	5.4%	8.9%	11.9%



What the data shows

Note: This data excludes staff of unknown disability status.

IMPROVEMENT compared to last year.

Over the past years, the percentage of Disabled staff in the workforce has increased, especially in recent years, across clinical and non-clinical roles. This may be because of more recruitment of Disabled staff; more staff recording their status on ESR; or both. The percentage of Disabled staff 8A+ has risen more quickly, meaning there is now less discrepancy between the percentage of Disabled staff across bands.

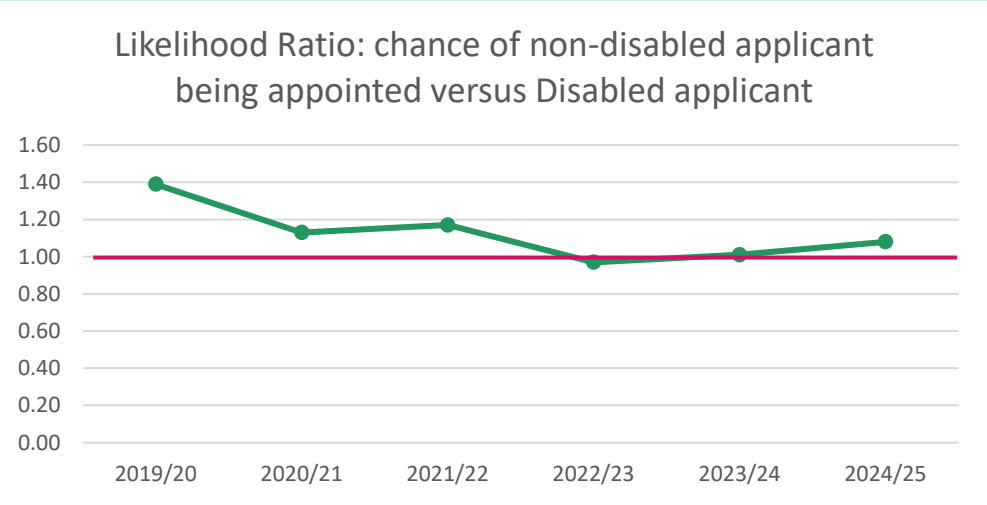
However, 29.1% of staff who completed the Staff Survey said they had a disability (similar to previous years). Therefore, ESR likely underestimates the percentage of Disabled colleagues in the organisation. This may be due to the anonymity of the Staff Survey; the wording of the Staff Survey question asking more generally about “any physical or mental health conditions or illnesses”; or the fact that some people will develop disabilities over their working life and not necessarily update their ESR record.

The proportion of “Not Stated” or undisclosed disability data has decreased year-on-year from 45.0% of staff at March 2012 to 13.0% at March 2024, and 10.9% in March 2025.

Metric 2. Recruitment: chance of being appointed from shortlisting, by disability status

Recruitment	2022/23	2023/24	2024/25
Relative likelihood of appointment from shortlisting (non-disabled/Disabled)	0.97	1.01	1.08
% non-disabled people appointed from shortlisting	35.9%	29.3%	15.4%
% Disabled people appointed from shortlisting	36.9%	29.1%	14.2%

*Note: NHS Jobs data was used in 2022/23 and 2023/24, and could only provide numbers of offers made, not people appointed (as required by the WDES). Also, NHS Jobs did not count internal appointments. 2024/25 data is a mixture of NHS Jobs data (April to June 2024, plus some recruitment activity later in the year) and Jobtrain (June 2024 onwards). Jobtrain data provides numbers of people appointed, and does include internal appointments. Therefore, this year's figures which are primarily from Jobtrain cannot be directly compared to previous years.



What the data shows

Note: This data excludes applicants of unknown disability status

SIMILAR to last year.

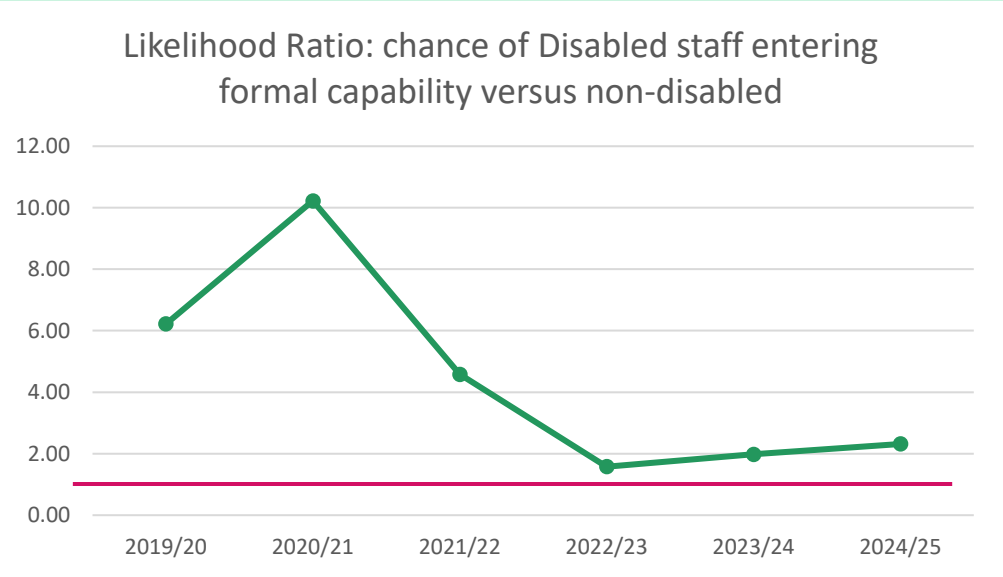
The percentage of Disabled applicants being appointed is lower than the percentage of non-disabled applicants, but the difference is not significant in terms of the likelihood ratio (1.25 or above would be considered significantly different; 1.00 is equally likely).

The percentage figures cannot be directly compared to previous years (see note*), but the likelihood ratios are comparable. We have maintained an equal position in recent years, and haven't seen a significant difference between Disabled and non-disabled applicants' chances since 2020.

This is positive, but we still need to do more to ensure Disabled people feel able to apply for jobs, as they will not be reflected in the data which only looks at applicants.

Metric 3. Capability processes: chances of entering a capability process depending on disability status

Formal capability process (2 year window)	2021/22 to 2022/23	2022/23 to 2023/24	2023/24 to 2024/25
Relative likelihood (Disabled/non-disabled)	1.58	1.98	2.32
% Disabled colleagues entering the formal capability process	1.0%	0.6%	1.1%
% non-disabled colleagues entering the formal capability process	0.6%	0.3%	0.5%



What the data shows

Note: This data excludes staff of unknown disability status. Cases solely relating to sickness are not included.

WORSENERD since last year.

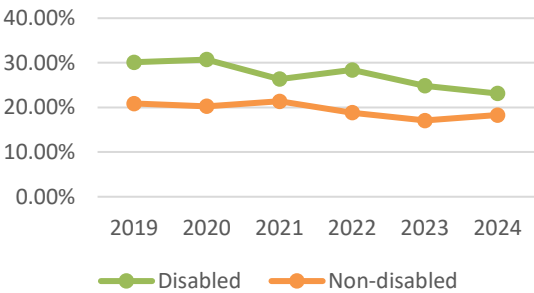
More staff are entering capability processes this year, even when accounting for the increase in staff numbers we have seen rates nearly double compared to the previous 2 years (disabled and non-disabled staff).

The likelihood ratio has worsened from Disabled staff being twice as likely to enter a formal capability process, to being 2.32 times more likely.

However, the long-term trend shows an improvement. We need to ensure this continues.

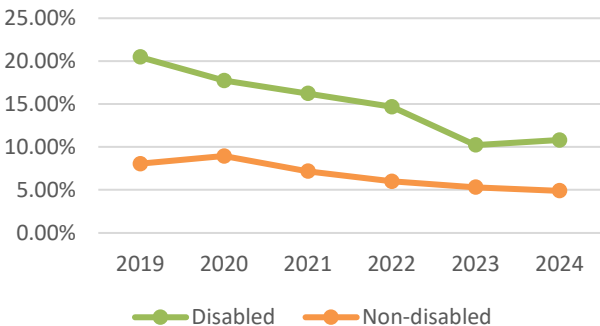
Metric 4a: Staff Survey: harassment, bullying or abuse

4ai: Abuse from patients/service users, their relatives or the public



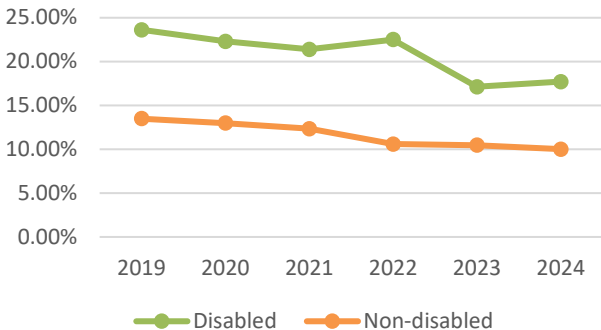
4ai	2022	2023	2024
Likelihood ratio (Disabled/non-disabled)	1.51	1.46	1.26
% Disabled Yes	28.4%	24.8%	23.1%
% non-disabled Yes	18.8%	17.1%	18.3%

4aii: Abuse from managers



4aii	2022	2023	2024
Likelihood ratio (Disabled/non-disabled)	2.45	1.92	2.20
% Disabled Yes	14.7%	10.2%	10.8%
% non-disabled Yes	6.0%	5.3%	4.9%

4aiii: Abuse from other colleagues



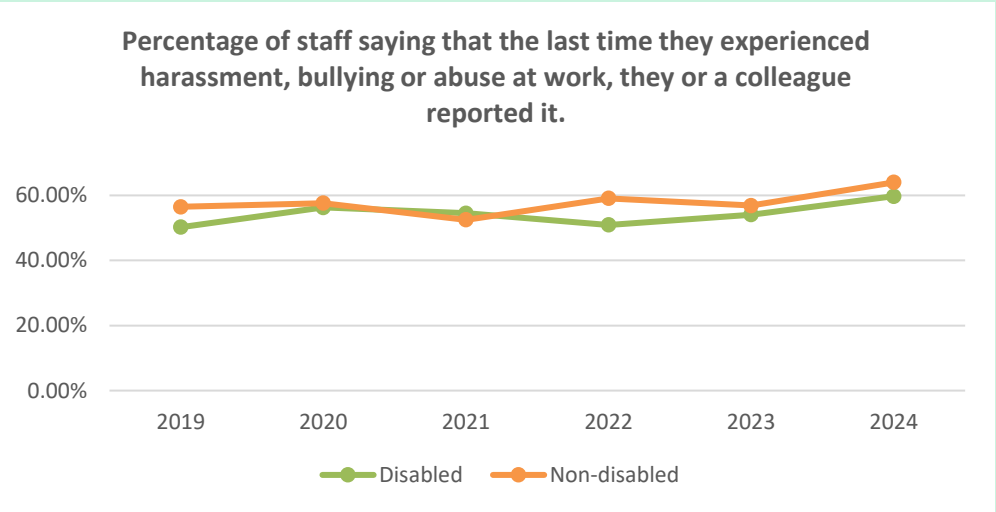
4aiii	2022	2023	2024
Likelihood ratio (Disabled/non-disabled)	2.12	1.64	1.77
% Disabled Yes	22.5%	17.1%	17.7%
% non-disabled Yes	10.6%	10.4%	10.0%

What the data shows

IMPROVEMENT for 4ai, **WORSENING** for 4aii and 4aiii.

Abuse from patients and the public has dropped slightly for Disabled staff since 2023. There have been slight increases in abuse from managers and colleagues towards Disabled staff, but overall we are still seeing a downward long-term trend. LPT has better results for Disabled and non-disabled staff across all parts of metric 4 when compared to comparator organisations.

Metric 4b: Staff Survey: reporting harassment, bullying or abuse



What the data shows

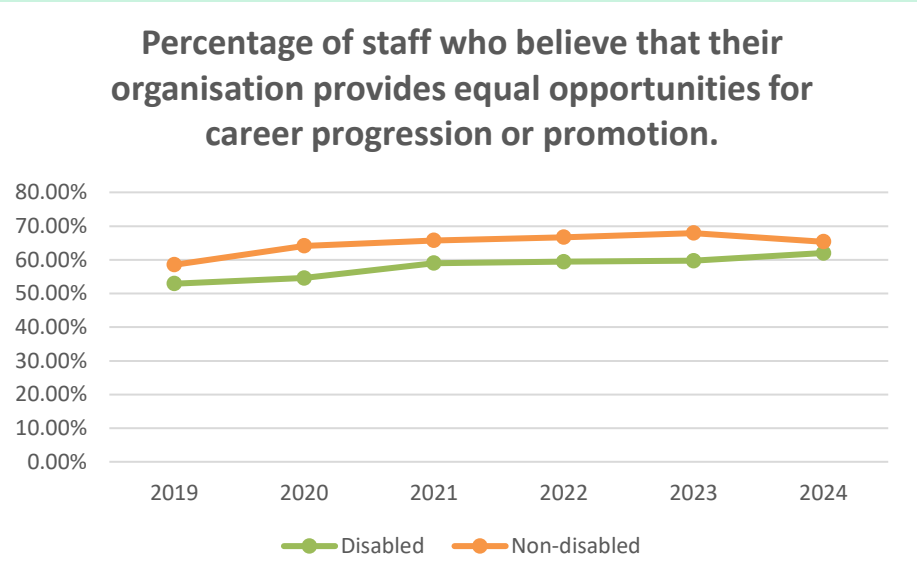
IMPROVEMENT since last year.

Happily, Disabled and non-disabled staff are more likely to report abuse now compared to 2023. Our ongoing Zero Tolerance programme aims to increase reporting of abuse and highlight support available for staff.

We want to continue to see an improvement in this metric.

Did you report the last incident of bullying, harassment or abuse?	2022	2023	2024
Likelihood ratio (Disabled/non-disabled)	0.86	0.95	0.93
% Disabled respondents who said Yes	50.9%	54.0%	59.7%
% non-disabled respondents who said Yes	59.1%	56.9%	64.0%

Metric 5: Staff Survey: equal opportunities for career progression and promotion



What the data shows

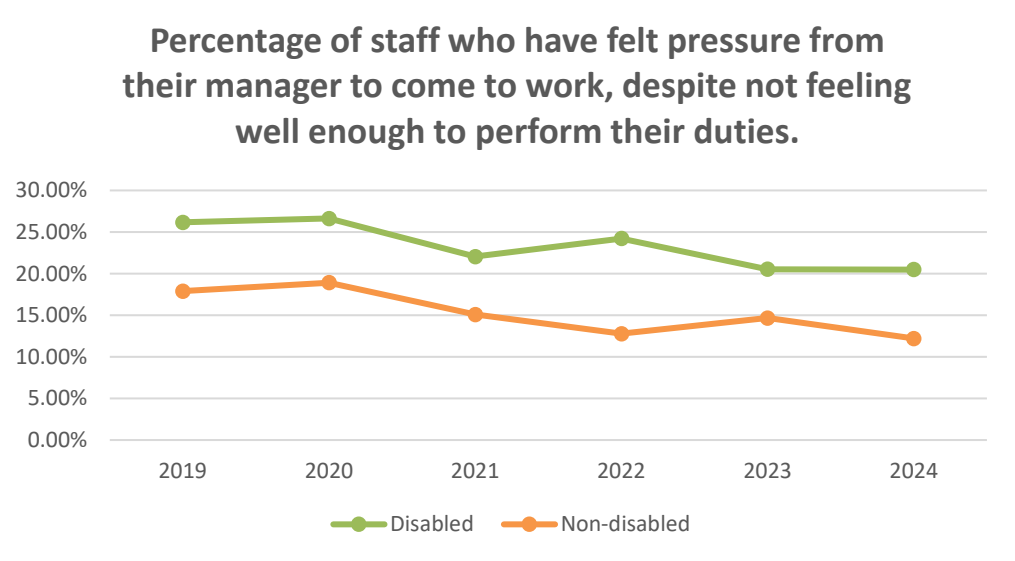
IMPROVEMENT since last year.

In previous years, Disabled staff have felt less positive about the fairness of career progression than non-disabled staff have felt. In 2024, this gap narrowed. Now, a similar percentage of Disabled and non-disabled staff feel positive that the trust provides equal opportunities for career progression or promotion.

LPT does better in this metric than comparator organisations (54.9% Disabled staff, 60.5% non-disabled staff).

Does the trust provide equal opportunities for career progression or promotion?	2022	2023	2024
Likelihood ratio (Disabled/non-disabled)	0.89	0.88	0.95
% Disabled respondents who said Yes	59.5%	59.7%	62.0%
% non-disabled respondents who said Yes	66.7%	68.0%	65.4%

Metric 6: Staff Survey: pressure from a manager to come to work, despite not feeling well enough



Pressure from a manager to come to work, despite not feeling well enough	2022	2023	2024
Likelihood ratio (Disabled/non-disabled)	1.89	1.40	1.68
% Disabled colleagues who said Yes	24.2%	20.5%	20.5%
% non-disabled colleagues who said Yes	12.8%	14.7%	12.2%

What the data shows

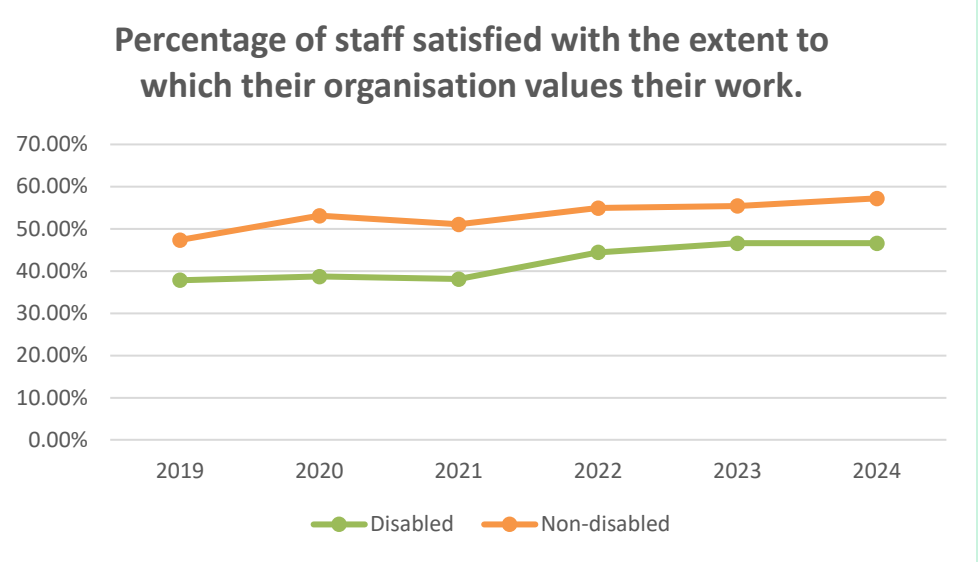
WORSENING since last year.

This metric has improved for non-disabled staff, but Disabled staff still report the same rates of coming to work when unwell due to manager pressure as they did last year.

LPT performs slightly worse than comparator organisations for this metric (18.1% for Disabled staff, 11.6% for non-disabled staff).

This metric is calculated using the number of staff who answered “yes” when asked if they have come to work when unwell. i.e. 20.5% of Disabled staff who have come to work when unwell felt pressure from their manager.

Metric 7: Staff Survey: satisfaction with the extent to which the organisation values work



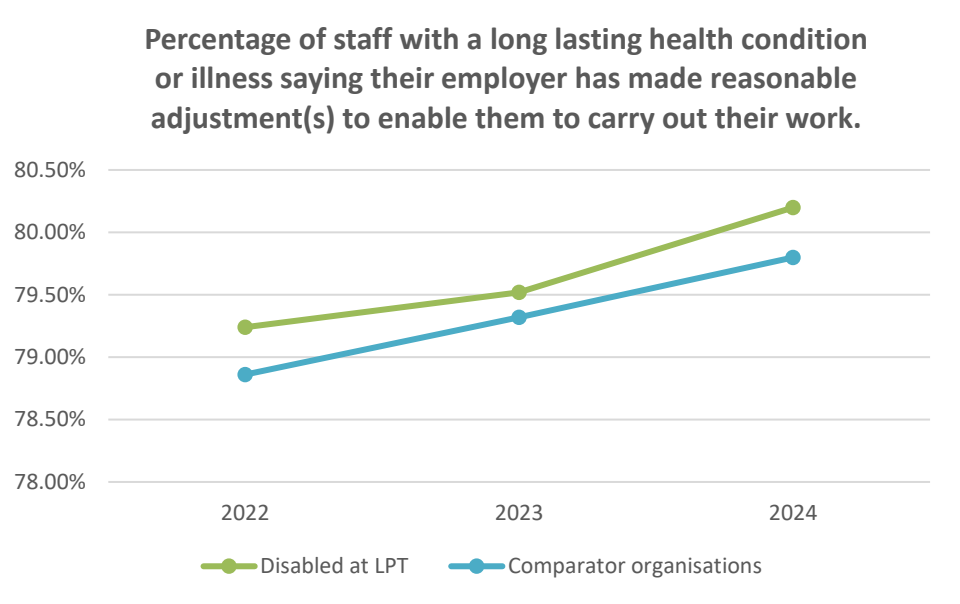
What the data shows

SIMILAR to last year.

This metric has improved slightly for non-disabled staff, but Disabled staff still report the same level of satisfaction with how much the organisation values their work as they did last year. LPT performs better than comparator organisations for this metric (43.8% for Disabled staff, 53.7% for non-disabled staff).

Satisfaction with the extent to which the organisation values work	2022	2023	2024
Likelihood ratio (Disabled/non-disabled)	0.81	0.84	0.81
% Disabled colleagues who said Yes	44.4%	46.6%	46.6%
% non-disabled colleagues who said Yes	54.9%	55.4%	57.2%

Metric 8: Staff Survey: adequate adjustments



Has your employer made adequate adjustments to enable you to carry out your work?	2022	2023	2024
% Disabled at LPT who say Yes	79.2%	79.5%	80.2%
% Disabled benchmark orgs who say Yes	78.3%	79.3%	79.8%

What the data shows

IMPROVEMENT since last year.

At LPT we have seen an increase in the percentage of Disabled staff who say adequate adjustments have been made for them to work. The increase trajectory is bigger than comparator organisations, meaning we have increased the gap between our performance and our benchmark.

We continue to build on the work done over the last 18 months to increase the profile of reasonable adjustments in the organisation, through our reasonable adjustment clinics and leadership development.

Metric 9: Staff Survey: Staff engagement and facilitating the voices of Disabled colleagues

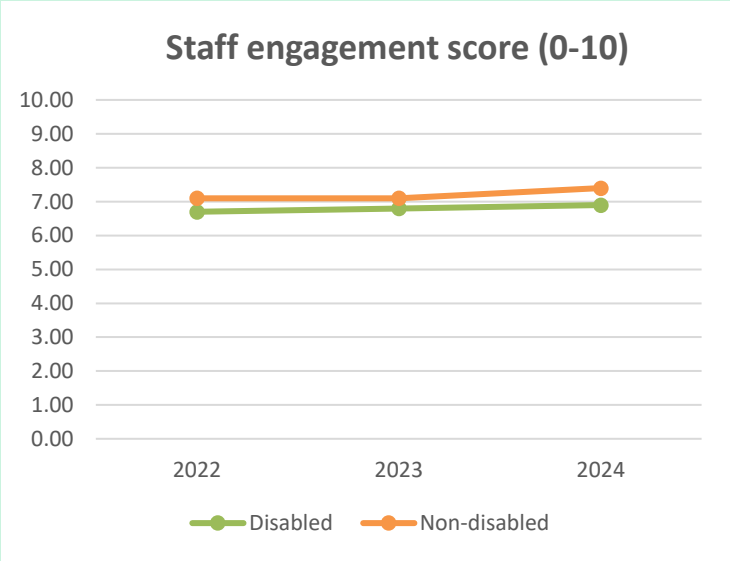
What the data shows

SIMILAR to last year.

Staff engagement scores have increased for Disabled and non-disabled colleagues. However, the increase is larger for non-disabled colleagues.

How LPT facilitates the voices of Disabled colleagues:

- Our MAPLE (Mental & Physical Life Experience) and Neurodiversity staff support networks (some of whom identify as Disabled) host regular meetings for staff to get together. These networks also feed into the WDES action plan, offering their ideas.
- MAPLE hosted a face-to-face session for Disability History Month for staff to share their lived experiences together.
- Sessions have been run for staff and managers on specific topics: OCD, wheelchair use, neurodiversity.
- A Neurodiversity talent management project offered workplace coaching to neurodiverse staff, training for all staff, and manager support.
- Staff can book onto Reasonable adjustments clinics to discuss requirements with representative from EDI, HR, IT, and Procurement. This has led to timelier implementation of reasonable adjustments, as well as raising the profile of this offering.
- We are focusing on the recruitment process, having already piloted seen interview questions to help applicants give their best at interview.
- We deliver training around disability open to all, including our Disability Learning Sets.



Metric 10. Board representation: Disabled representation at Board level, compared to total workforce

Board representation	March 2023	March 2024	March 2025
Percentage disabled in the substantive workforce overall (of known status)	7.8%	9.4%	11.7%
Difference between all board members and the substantive workforce overall (%disabled)	-2.2%	-1.1%	-5.0%
Difference between voting board members and the substantive workforce overall (%disabled)	1.3%	4.9%	0.8%
Difference between executive board members and the substantive workforce overall (%disabled)	-7.8%	-9.4%	-11.7%

What the data shows

Note: This data excludes Board members of unknown ethnicity.

SIMILAR compared to last year.

The decrease in representation for voting, executive, and total Board members is not due to a genuine decrease, but due to the fact that this year we know more of the Board members' disability statuses so the data is more accurate.