Leicestershire Partnership NHS Trust

Workforce Disability Equality Standard 2025/26

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 2026 – WDES metrics submitted to NHS England.
- June – August 2026 – **report and action plan** come through governance for approval. Collaboration with MAPLE and Neurodiversity staff network and EDI Ambassadors and EDI Workforce Group.
- 31st October 2026 – **full report and action plan** required to be published on LPT public website and submitted to ICB.
- Throughout 2026/27 – action plan will be progressed and updated internally.

Summary

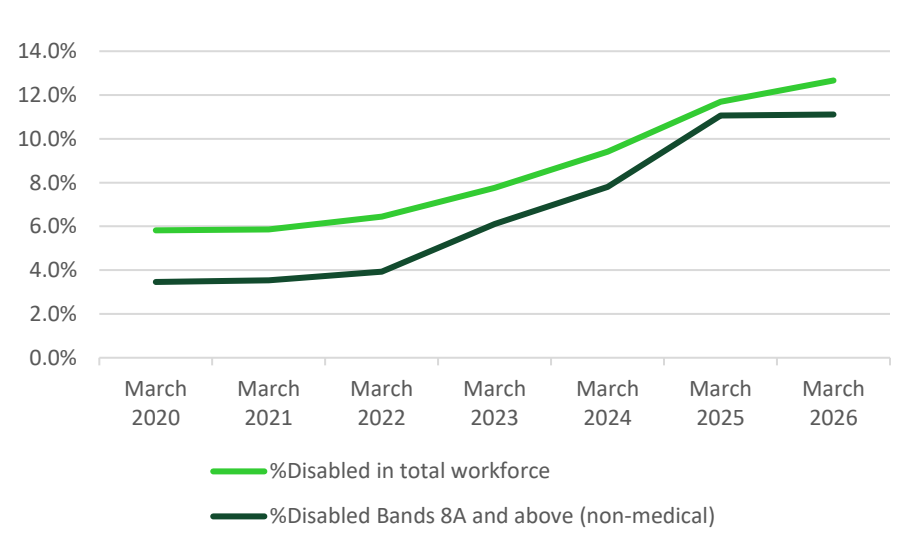
Summary: WDES metrics

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

		Performance 2025/26 (compared to 2024/25)	Long-term trend	Status
Metric 1: representation	Improvement	Disabled representation: **12.7%** (11.7% last year) Bands 8A+: **11.1%** (11.1% last year)	Improvement in percentage of staff who have shared they have a disability, and in the representation at higher bands.	Performing well
Metric 2: recruitment	Similar	Non-disabled applicants **1.09** times more likely to be recruited (1.08 last year)	Improvement from a position of inequity, to a maintained position of equality since 2020/21	Performing well
Metric 3: capability	Worsening	Disabled staff **2.67** times more likely to enter capability process (2.32 last year)	Big improvement compared to position several years ago, but disparity is gradually increasing year on year.	Requires action
Metric 4a: abuse / Metric 4b: reporting	Similar	Disabled staff **1.31** times more likely to experience abuse from patients; **equally** likely to report abuse; **2.20** times more likely to experience abuse from managers, and **1.67** from colleagues. Last year: 1.26; equally; 2.20; 1.77.	Improvements over time, narrowing disparity between Disabled and non-disabled staff. Progress is not fast enough to predict equality in the next few years, however, except for chances of reporting abuse when it happens.	Requires action
Metric 5: career progression	Similar	Disabled staff slightly less likely to say career progression is fair, but within range (**0.91,** 0.95 last year)	Maintained position.	Performing well
Metric 6: presenteeism	Similar	Disabled staff **1.65** times more likely to experience presenteeism due to manager pressure (1.68 last year)	Some improvement in experiences, but disparity remains.	Requires action
Metric 7: feeling valued	Similar	Disabled staff less likely to say the organisation values their work enough, but within range (**0.84, 0**.81 last year)	Some improvement in experiences. Close to statistically significant disparity, however.	Continue to monitor
Metric 8: adjustments	Similar	Slightly fewer Disabled staff say adequate adjustments have been made for them (**78.9%**, 80.2% last year).	We have consistently performed well, above or close to the comparator average.	Performing well
Metric 9: staff engagement	Similar	Staff engagement **6.8** for Disabled staff **(**6.9 last year), compared to **7.3** for non-disabled staff (7.4 last year)	Consistently we see a disparity between Disabled and non-disabled staff experiences.	Requires action
Metric 10: Trust Board	Similar	Disabled staff proportionally represented in voting Board, but under-represented in total board and executive board.	This is a long-term trend.	Continue to monitor

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

Representation		2023/24	2024/25	2025/26
NON-CLINICAL	Percentage of total staff who have a disability	10.8%	13.1%	**14.1%**
	Percentage of staff bands 8A and above (excluding medics) who have a disability	5.8%	9.1%	**9.0%**
CLINICAL	Percentage of total staff who have a disability	8.9%	11.2%	**12.2%**
	Percentage of staff bands 8A and above (excluding medics) who have a disability	8.9%	11.9%	**11.9%**



What the data shows

Note: This data excludes staff of unknown disability status.

IMPROVEMENT compared to last year (overall workforce)
SIMILAR compared to last year (bands 8A and above)

Over the past few years, the percentage of Disabled staff in the workforce has increased 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+ had almost caught up to the total percentage in 2025, although the rise has slowed over the past year.

However, 31.1% of staff who completed the Staff Survey said they had a disability (up from 29.1% in 2025). 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 9.0% in March 2026.

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Bands

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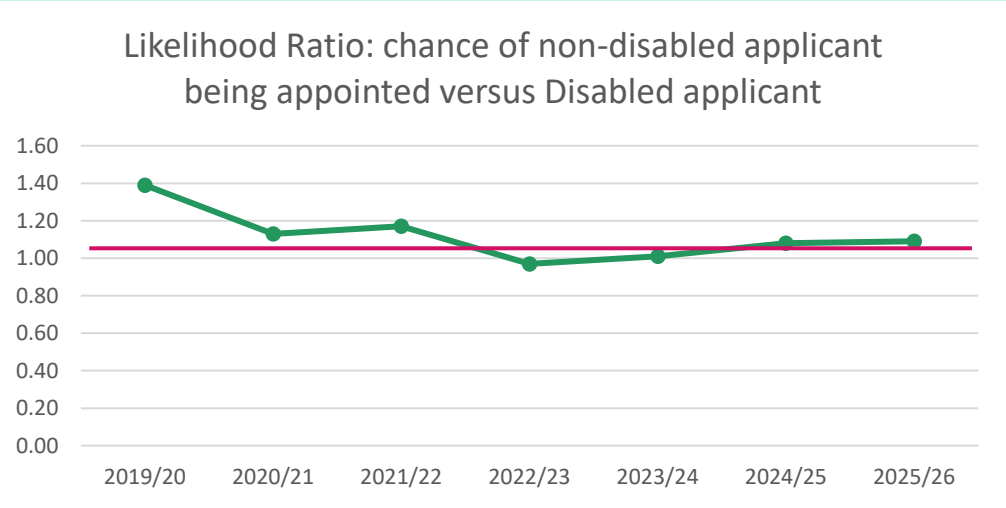
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Metric 2

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

Recruitment	2023/24	2024/25	2025/26
Relative likelihood of appointment from shortlisting (non-disabled/Disabled)	1.01	1.08	**1.09**
% non-disabled people appointed from shortlisting	29.3%	15.4%	**19.8%**
% Disabled people appointed from shortlisting	29.1%	14.2%	**18.2%**

*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. 2025/26 data onwards will be accurate, coming from Jobtrain only.



What the data shows

Note: This data excludes applicants of unknown disability status

SIMILAR to last year.

A similar percentage of Disabled and non-disabled applicants are recruited from shortlisting (difference is not significant).

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.

A likelihood ratio between 1.25 – 0.80 is considered equal (red line on graph opposite would be a completely equal position).

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Bands

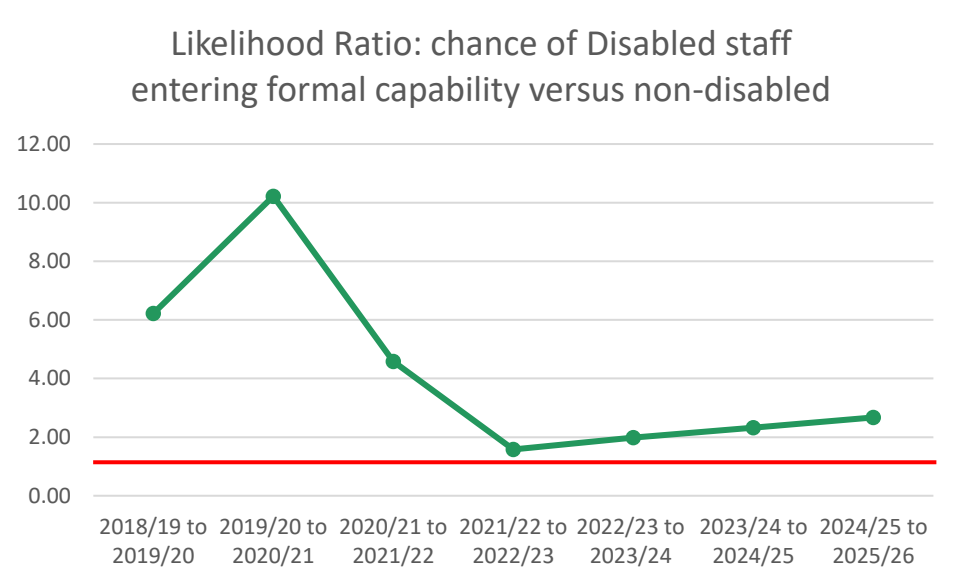
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Metric 3

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

Formal capability process (2 year window)	2022/23 to 2023/24	2023/24 to 2024/25	2024/25 to 2025/26
Relative likelihood (Disabled/non-disabled)	1.98	2.32	**2.67**
% Disabled colleagues entering the formal capability process	0.6%	1.1%	**1.5%**
% non-disabled colleagues entering the formal capability process	0.3%	0.5%	**0.5%**



What the data shows

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

WORSENED since last year.

More Disabled staff entered capability processes in this 2-year period compared to the last.

The likelihood ratio has steadily worsened in recent years, although not to the extent of 2020/21.

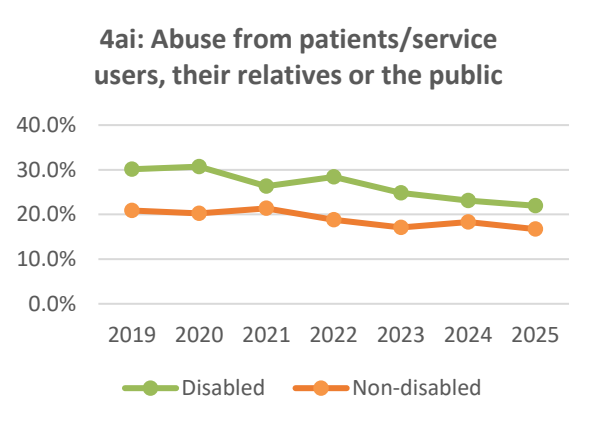
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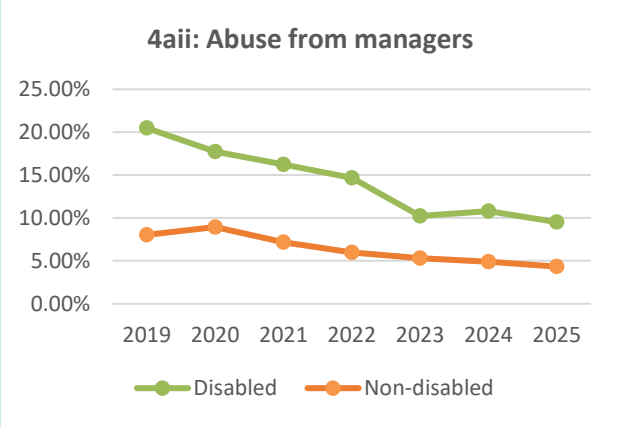
No additional breakdowns available due to small numbers

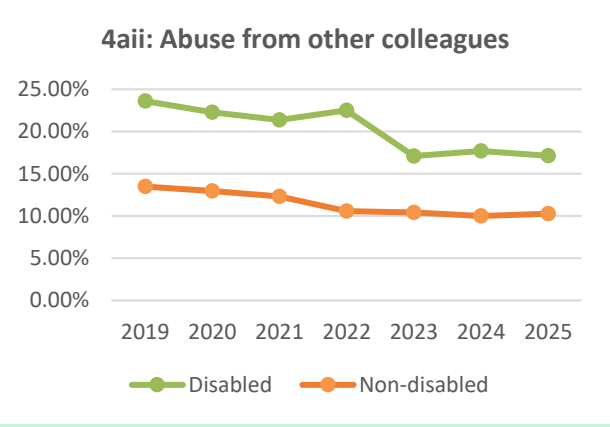
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Metric 4

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







4ai	2023	2024	2025
Likelihood ratio (Disabled/non-disabled)	1.46	1.26	**1.31**
% Disabled Yes	24.8%	23.1%	**21.9%**
% non-disabled Yes	17.1%	18.3%	**16.7%**

4aii	2023	2024	2025
Likelihood ratio (Disabled/non-disabled)	1.92	2.20	**2.20**
% Disabled Yes	10.2%	10.8%	**9.5%**
% non-disabled Yes	5.3%	4.9%	**4.3%**

4aiii	2023	2024	2025
Likelihood ratio (Disabled/non-disabled)	1.64	1.77	**1.67**
% Disabled Yes	17.1%	17.7%	**17.1%**
% non-disabled Yes	10.4%	10.0%	**10.3%**

What the data shows

IMPROVEMENTS in terms of percentages of people experiencing abuse from all sources (except non-disabled staff experiencing abuse from other colleagues) but **SIMILAR** position to last year in terms of the difference between Disabled and non-disabled staff experiences (likelihood ratios).
Abuse from patients and the public has dropped for Disabled staff over the past four years. There have There have been downward long-term trends for abuse from managers and other colleagues, too. LPT has consistently had better results for Disabled and non-disabled staff across all parts of metric 4 when compared to comparator organisations.

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CHS

4ai | 4aii | 4aiii

DMH

4ai | 4aii | 4aiii

FYPCLDA

4ai | 4aii | 4aiii

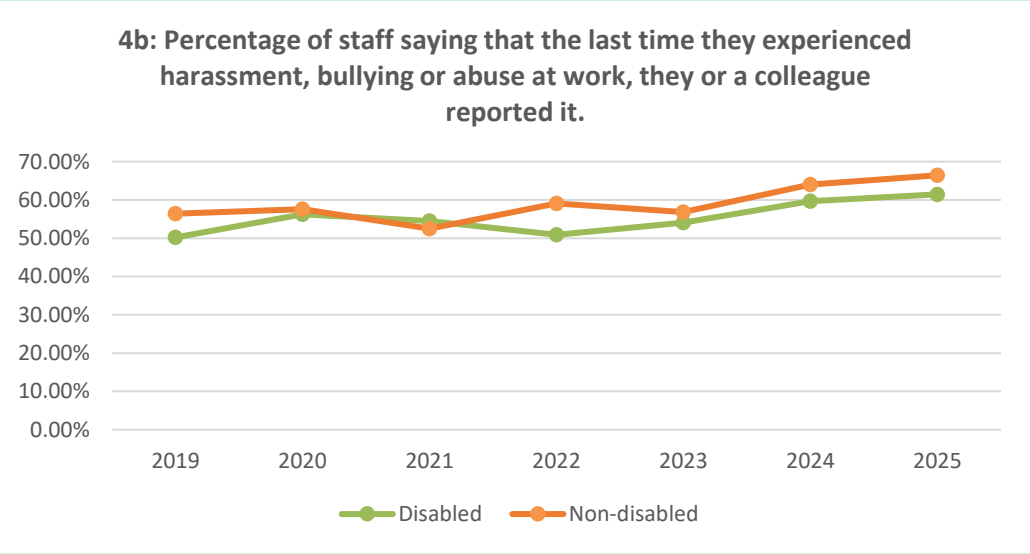
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4ai | 4aii | 4aiii

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Metric 4b

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



Did you report the last incident of bullying, harassment or abuse?	2023	2024	2025
Likelihood ratio (Disabled/non-disabled)	0.95	0.93	**0.93**
% Disabled respondents who said Yes	54.0%	59.7%	**61.5%**
% non-disabled respondents who said Yes	56.9%	64.0%	**66.4%**

What the data shows

IMPROVEMENT since last year.

Happily, Disabled and non-disabled staff are more likely to report abuse now compared to 2024. Our ongoing Zero Tolerance programme aims to increase reporting of abuse and highlight support available for staff.

Disabled staff are slightly less likely to do so, but not significantly.

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

LPT does slightly worse than comparator organisations on this metric, for Disabled staff (62.1% Disabled, 65.9% non-disabled).

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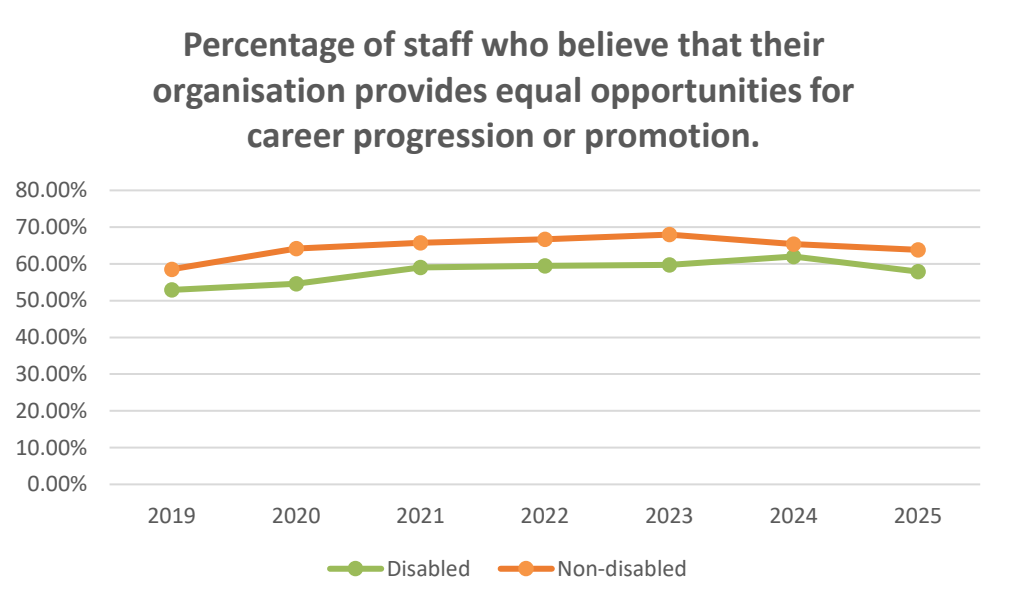
Professional Groups

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Metric 5

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



Does the trust provide equal opportunities for career progression or promotion?	2023	2024	2025
Likelihood ratio (Disabled/non-disabled)	0.88	0.95	**0.91**
% Disabled respondents who said Yes	59.7%	62.0%	**57.9%**
% non-disabled respondents who said Yes	68.0%	65.4%	**63.8%**

What the data shows

WORSENING since last year.

The gap has widened again for between Disabled and non-disabled staff perspectives on fair career progression, although the gap is not as wide as it has previously been. This is accompanied by a general downward trend that we have seen since 2023.

LPT does better in this metric than comparator organisations (52.0% Disabled staff, 58.9% non-disabled staff).

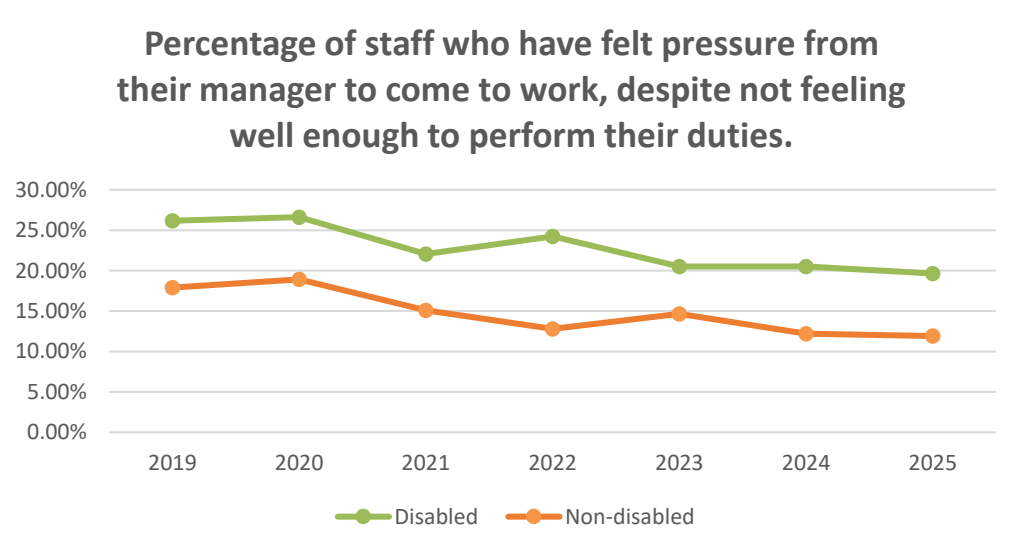
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Metric 6

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	2023	2024	2025
Likelihood ratio (Disabled/non-disabled)	1.40	1.68	**1.65**
% Disabled colleagues who said Yes	20.5%	20.5%	**19.6%**
% non-disabled colleagues who said Yes	14.7%	12.2%	**11.9%**

What the data shows

IMPROVEMENT since last year.

This metric has improved slightly in terms of percentages, but Disabled staff are still more likely to experience this issue.

LPT performs slightly worse than comparator organisations for this metric (18.5% for Disabled staff, 12.0% 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. 19.6% of Disabled staff who have come to work when unwell felt pressure from their manager.

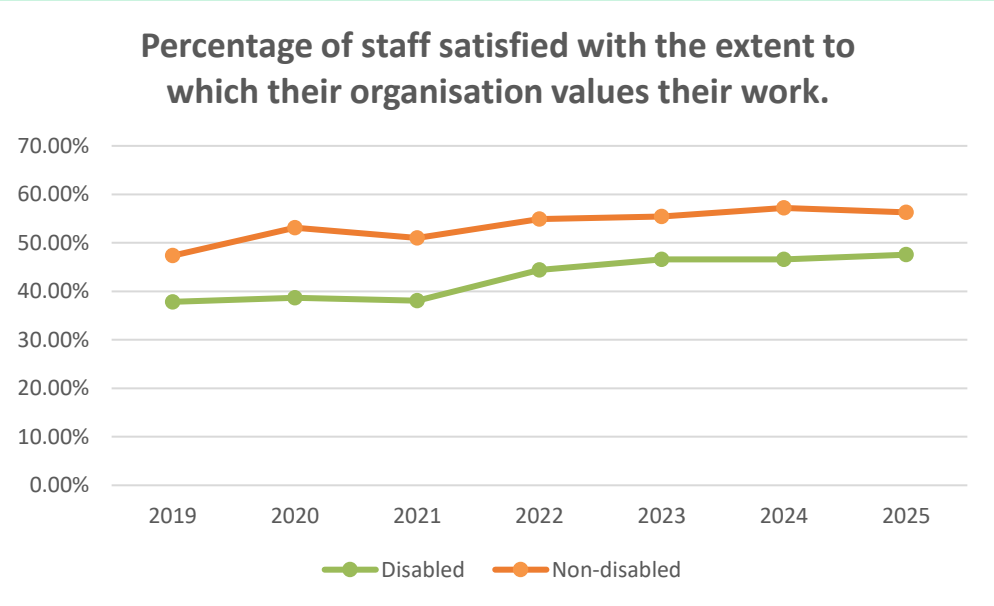
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Metric 7

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 Disabled staff, and worsened slightly for non-disabled staff, but a gap remains. LPT performs better than comparator organisations for this metric (41.3% for Disabled staff, 51.9% for non-disabled staff).

Satisfaction with the extent to which the organisation values work	2023	2024	2025
Likelihood ratio (Disabled/non-disabled)	0.84	0.81	**0.84**
% Disabled colleagues who said Yes	46.6%	46.6%	**47.6%**
% non-disabled colleagues who said Yes	55.4%	57.2%	**56.3%**

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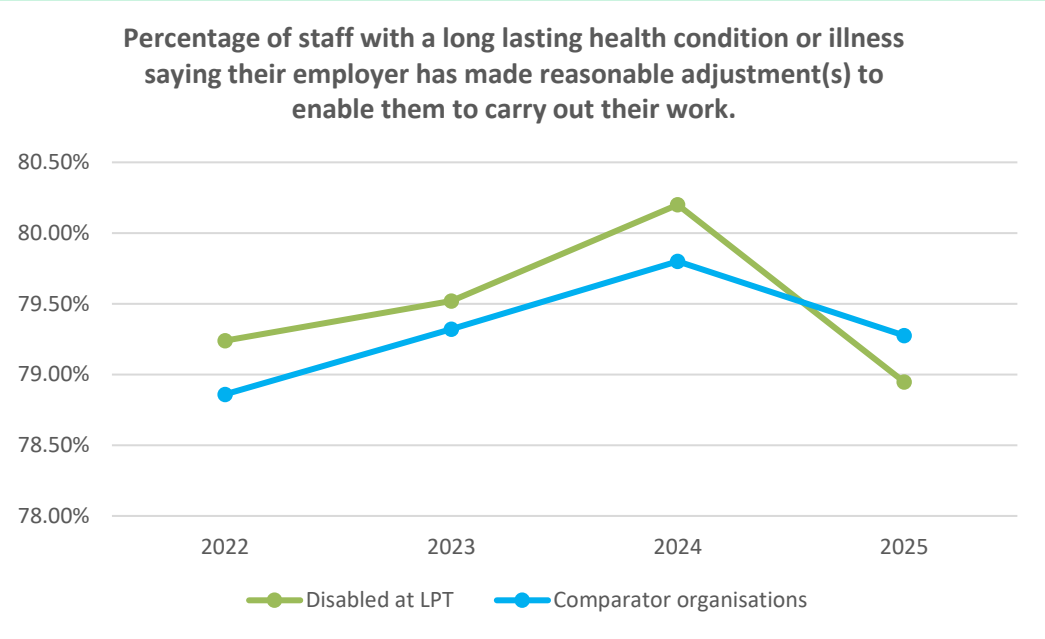
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Metric 8

Metric 8: Staff Survey: adequate reasonable adjustments



Has your employer made adequate adjustments to enable you to carry out your work?	2023	2024	2025
% Disabled at LPT who say Yes	79.5%	80.2%	78.9%
% Disabled benchmark orgs who say Yes	79.3%	79.8%	79.3%

What the data shows

SIMILAR to last year.

At LPT we have seen a decrease in the percentage of Disabled staff who say adequate adjustments have been made for them to work. For the first time, we have a lower score than comparator organisations (although the gap is very small).

We continue to build on the work done over the last 2 years to increase the profile of reasonable adjustments in the organisation, through our reasonable adjustment clinics, Disability training, and leadership development.

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Metric 9

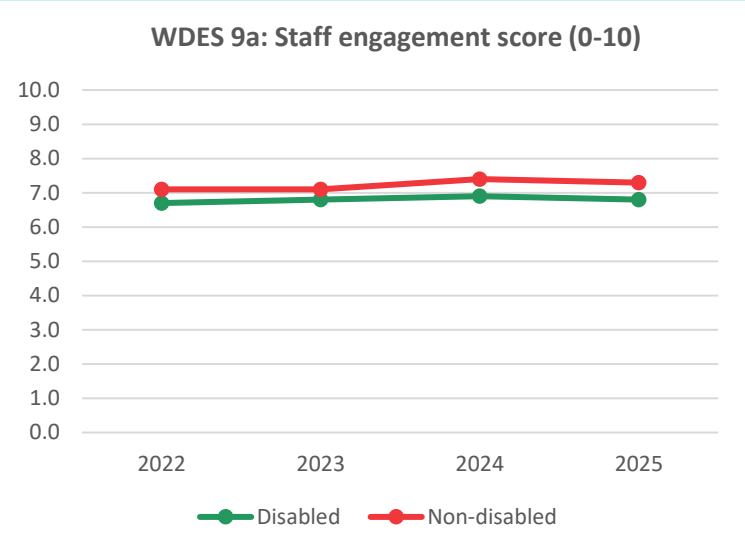
Metric 9: Staff Survey: Staff engagement and facilitating the voices of Disabled colleagues

What the data shows

SIMILAR to last year.

Staff engagement scores have decreased for Disabled (6.8) and non-disabled (7.3) colleagues. The gap between each group is the same as last year (6.9 and 7.4).

LPT does better than comparators: 6.6 for Disabled staff, 7.1 for non-disabled.



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.
- We celebrate Disability History Month with events for people to share their experiences.
- 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 making the recruitment process more inclusive, 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.

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Metric 10

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

Board representation	March 2024	March 2025	March 2026
Percentage disabled in the substantive workforce overall (of known status)	9.4%	11.7%	**11.5%**
Difference between all board members and the substantive workforce overall (%disabled)	-1.1%	-5.0%	**-5.3%**
Difference between voting board members and the substantive workforce overall (%disabled)	4.9%	0.8%	**-1.5%**
Difference between executive board members and the substantive workforce overall (%disabled)	-9.4%	-11.7%	**-11.5%**

What the data shows

Note: This data excludes Board members of unknown ethnicity.

SIMILAR compared to last year.

Executive Board members are not representative of total workforce disability status, but when looking at the total Board and Voting Board, these are more representative.

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