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Workforce Disability Equality Standard Data Summary Report 2025/2026 for Guy's and St Thomas'

Introduction

This report presents a summary of the 2025/2026 Workforce Disability Equality Standard (WDES) data for Guy's and St Thomas' NHS Foundation Trust. It evaluates the Trust's performance against the 10 WDES indicators, providing insight into whether progress is being made and identifying areas requiring further attention. By analysing data across the four reporting periods – 2021/2022 to 2025/2026 – we aim to offer a comprehensive view of disability equality trends within the Trust.

The report is structured into three sections:

1. **Performance Overview**: a summary of each indicator's performance across the four years, highlighting trends and variance.
2. **Detailed analysis**: a breakdown of each metric, including commentary, key insights, and planned actions in response to the findings.
3. **Conclusion**: a synthesis of key takeaways, identifying areas of improvement and concern, and outlining what the data reveals about our progress toward disability inclusion.

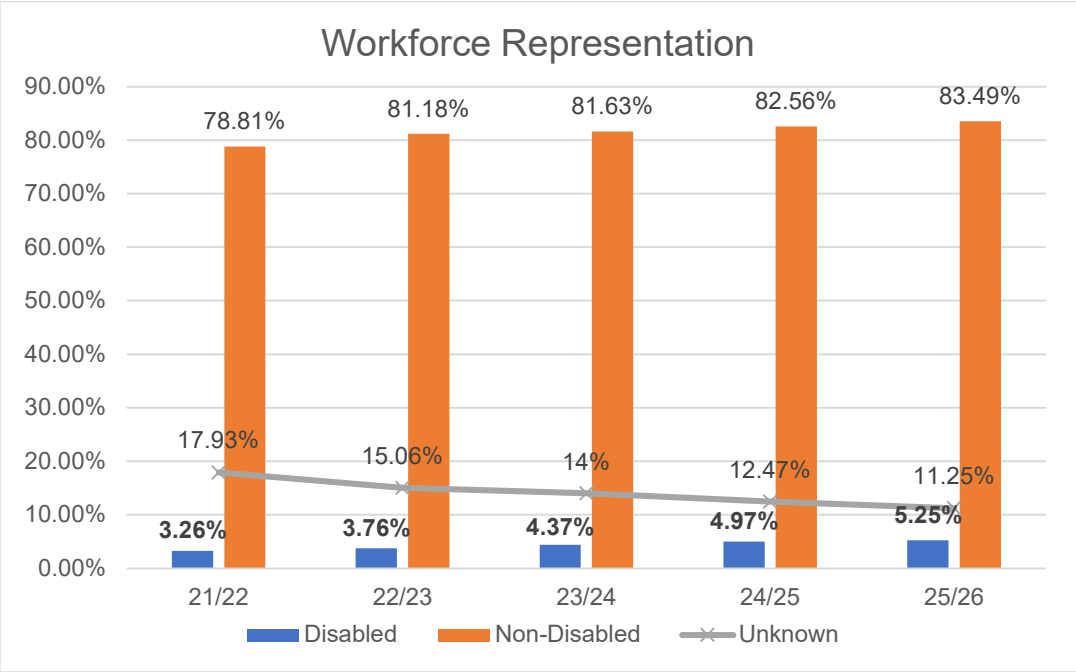
This analysis supports our commitment to the NHS people promise and informs data-driven actions to foster a safe and equitable working environment for all staff.

WDES Performance Summary

WDES Indicator		21-22	22-23	23-24	24-25	25-26	Difference 24-25 / 25 - 26	Progress 24-25 / 25 - 26
1. Percentage of Disabled staff (Workforce Representation)		3.26%	3.76%	4.37%	4.97%	5.25%	↑ +0.28%	Marginally Improving
2. Relative likelihood of non-disabled candidates being appointed from shortlisting.		1.17	1.23	0.9	0.9	1.1	↑ +0.2	Marginally Declining
3. Relative likelihood of disabled staff entering a formal capability process.		3.29	1.8	3.3	2.6	1.5	↓ -1.1	Improving
4a. Experience of bullying, harassment or abuse from patients, service users, relatives or public	Disabled	34.35%	34.30%	30.22%	30.98%	27.19%	↓ -3.79%	Improving
	Non-Disabled	26.57%	26.62%	24.30%	23.67%	22.72%	↓ -0.95%	Marginally Improving
4b. Experience of bullying, harassment or abuse from manager	Disabled	19.37%	21.51%	20.06%	18.69%	17.22%	↓ -1.47%	Improving
	Non-Disabled	11.01%	11.31%	11.07%	8.82%	7.84%	↓ -0.98%	Marginally Improving
4c. Experience of bullying, harassment or abuse from other colleagues	Disabled	30.74%	31.48%	29.56%	26.44%	26.81%	↑ 0.37%	Marginally Declining
	Non-Disabled	20.08%	20.99%	19.85%	18.17%	15.84%	↓ -2.33%	Improving
4d. Whether last incident of workplace bullying or harassment was reported	Disabled	51.72%	49.80%	49.40%	51.84%	59.72%	↑ +7.88%	Improving
	Non-Disabled	50.12%	50.68%	52.26%	54.55%	57.31%	↑ +2.76%	Improving
5. Belief that organisation provides equal opportunities for career progression	Disabled	48.47%	44.13%	42.48%	45.73%	47.36%	↑ +1.63%	Improving
	Non-Disabled	55.16%	55.61%	53.15%	54.22%	58.16%	↑ +3.94%	Improving
6. Felt pressure from manager to come to work, despite not feeling well enough	Disabled	30.36%	32.43%	30.98%	29.75%	26.14%	↓ -3.61%	Improving
	Non-Disabled	20.85%	21.40%	20.34%	18.57%	17.43%	↓ -1.14%	Improving
7. Satisfied with the extent to which organisation values their work	Disabled	40.38%	38.08%	36.45%	38.29%	39.22%	↑ +0.93%	Marginally improving
	Non-Disabled	51.21%	49.05%	47.93%	50.90%	53.51%	↑ +2.61%	Improving
8. Employer made reasonable adjustment(s) to enable employee to carry out work	Disabled	-	64.44%	65.56%	69.47%	72.17%	↑ +2.70%	Improving
	Non-Disabled	-	71.76%	73.38%	73.98%	73.65%	↓ -0.33%	Marginally Declining
9. Staff engagement	Disabled	6.89	6.65	6.57	6.71	6.78	↑ +0.07	Marginally improving
	Non-Disabled	7.35	7.23	7.17	7.27	7.41	↑ +0.14	Marginally improving
10. Percentage of GSTT's board voting membership		0%	0%	0%	5%	5%	0%	No change

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WDES Metric 1: Representation



Data Insights

There is consistently low representation of staff who declare having a disability in the **workforce** however **representation** is **increasing marginally** each year.

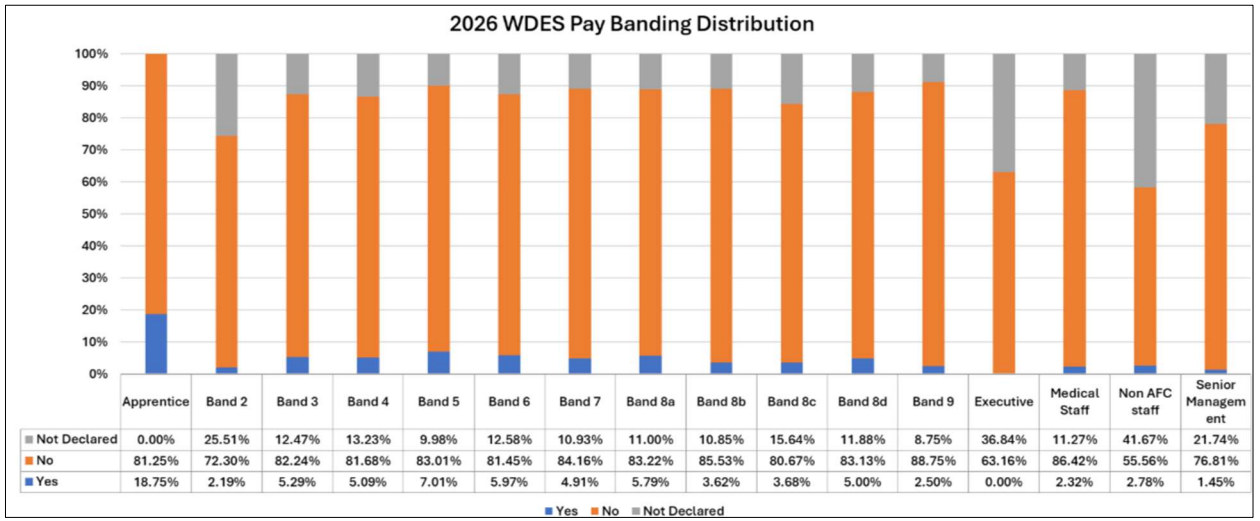
Between 21-22 and 25/26, the representation of disabled staff increased from 3.26% to 5.25%. More recently, between 24-25 and 25/26 the representation of disabled staff increased from 4.97% to 5.25%.

The proportion of staff declaring that they do not have a disability has increased, alongside a reduction in the proportion of staff whose disability status is unknown.

In 25-26, the percentage increased to 83.49% from 78.71% in 21-22. Between 24-25 and 25/26, it increased by 0.93% from 82.56% to 83.49%.

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Banding by Disability



	Apprentice	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Executive	Medical Staff	Non AFC staff	Senior Management
Not Declared	0.00%	25.51%	12.47%	13.23%	9.98%	12.58%	10.93%	11.00%	10.85%	15.64%	11.88%	8.75%	36.84%	11.27%	41.67%	21.74%
No	81.25%	72.30%	82.24%	81.68%	83.01%	81.45%	84.16%	83.22%	85.53%	80.67%	83.13%	88.75%	63.16%	86.42%	55.56%	76.81%
Yes	18.75%	2.19%	5.29%	5.09%	7.01%	5.97%	4.91%	5.79%	3.62%	3.68%	5.00%	2.50%	0.00%	2.32%	2.78%	1.45%

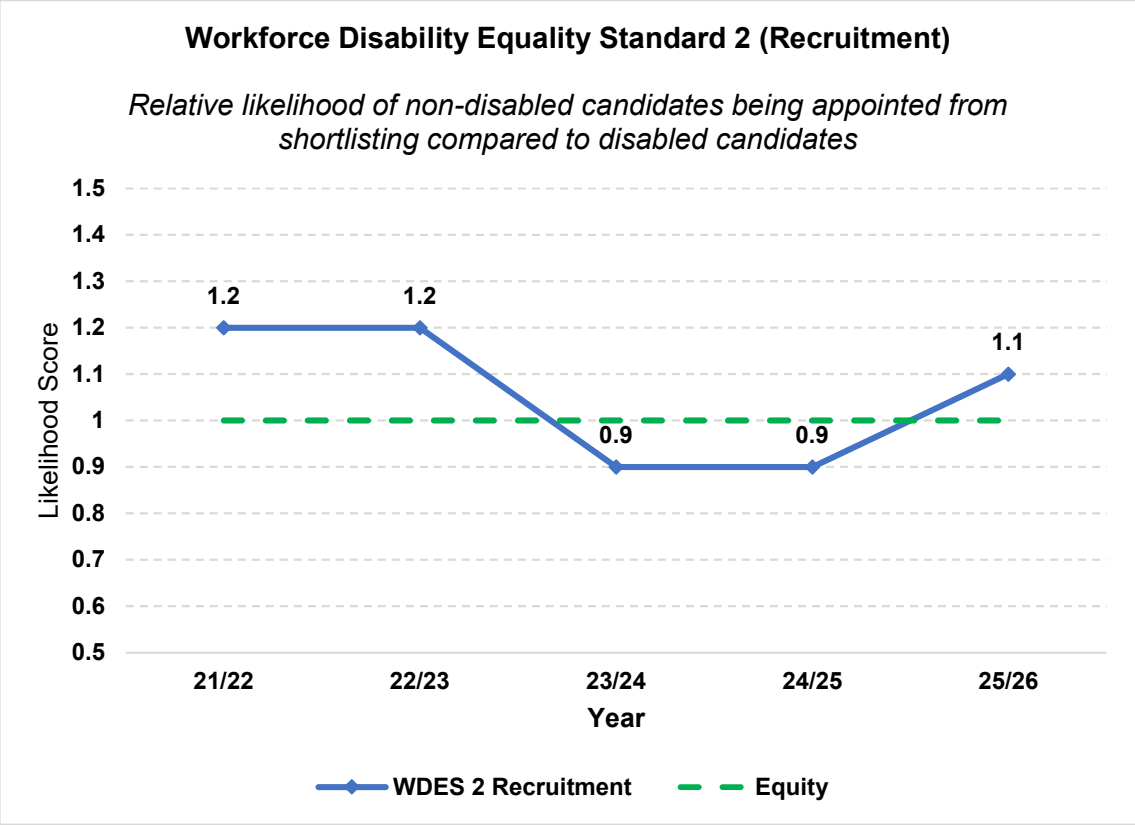
Data Insights

Individuals that declare that have a disability make up **5.25%** of the overall workforce at Guys and St Thomas'. Their **under-representation becomes more pronounced at senior levels**, particularly from Band 8b and above.

Representation drops to 3.62% in Band 8b, 3.68% in Band 8c, and further to 2.5% in Band 9, indicating a reduction in the proportion of staff with a disability or long-term condition at very senior levels.

The underrepresentation of staff with a disability/LTC in the higher bands suggests potential inequities in access to training, career development, and progression pathways.

WDES Metric 2: Recruitment



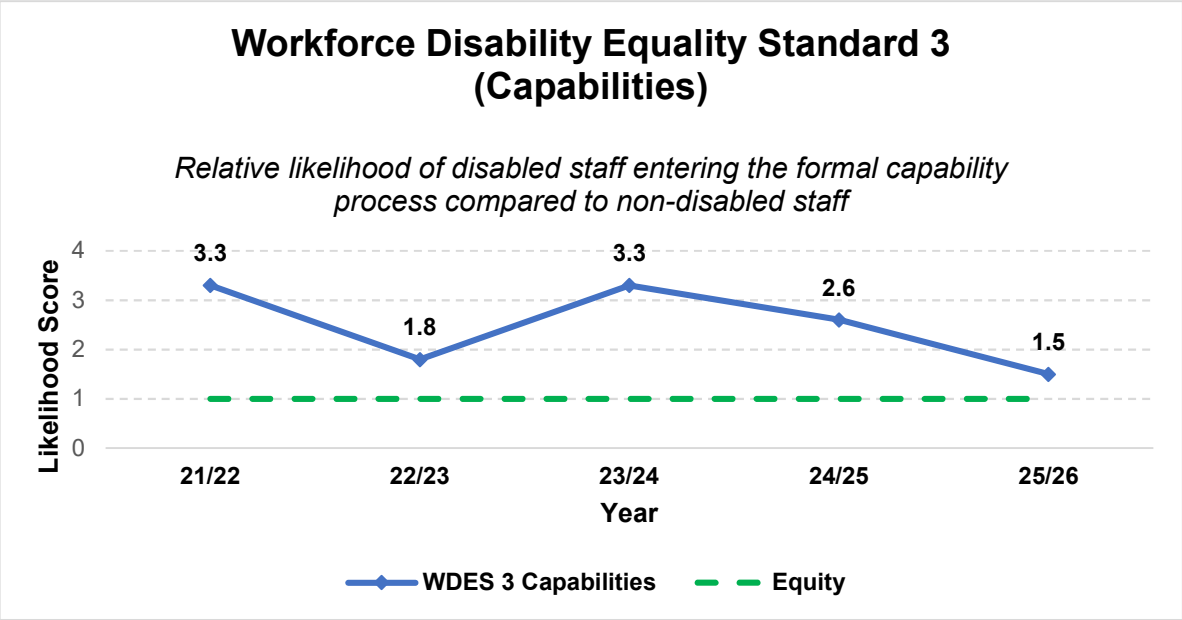
Data Insights

The data demonstrates a **less positive trend** for this metric. Whilst the indicator was at or below equity between 2023/24 and 2024/25 (0.9), it has increased to 1.1 in 2025/26, indicating that disabled candidates are now slightly less likely to be appointed from shortlisting than non-disabled candidates.

This change suggests that barriers to recruitment may persist and that further action is required to improve outcomes for disabled candidates.

Although the indicator remains close to equity, disabled candidates are still less likely to be appointed from shortlisting than non-disabled candidates.

WDES Metric 3: Capability



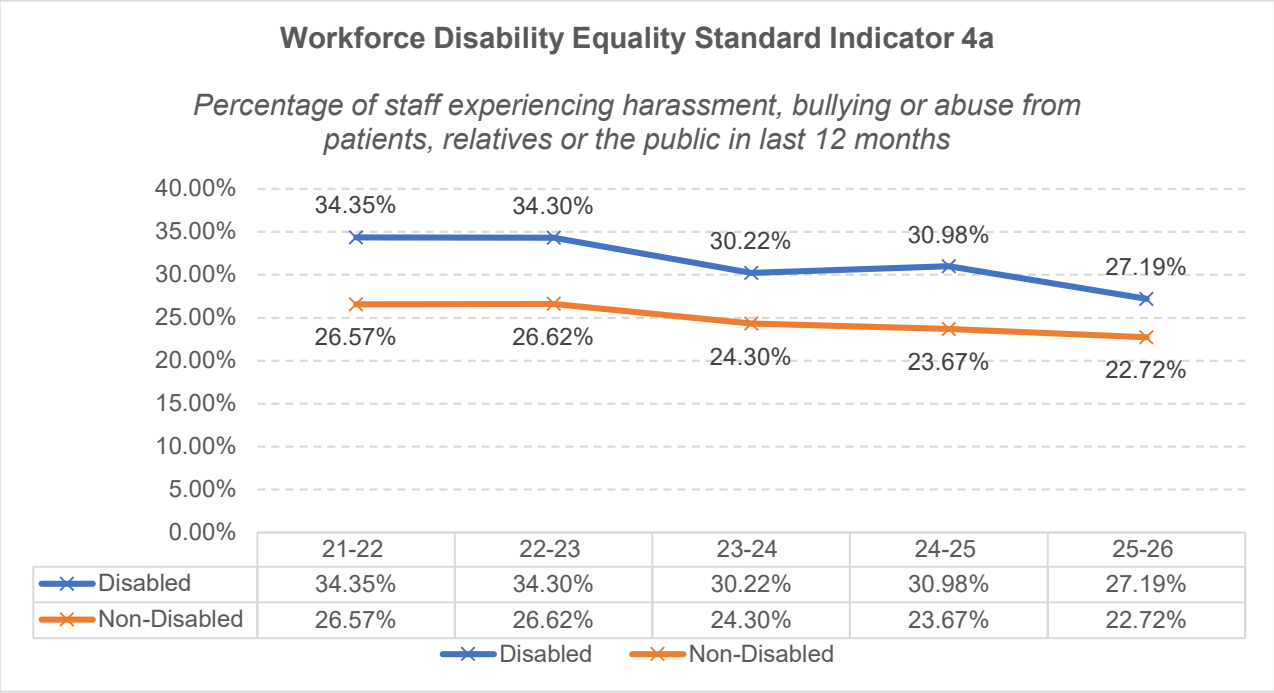
Data Insights

The likelihood of disabled staff member entering the formal capability process compared to non-disabled staff **has significantly improved**.

Currently the likelihood is 1.5 (25/26) that shows the best improvement over the last 2 years. Between 24-25 and 25/26, the likelihood has decreased from 2.6 to 1.5. The current score is the best one over the last 5 years.

The likelihood of disabled staff entering the formal capability process compared to non-disabled staff is decreasing however there is still a gap between disabled and non-disabled staff entering the formal capability process.

WDES Metric 4a - Harassment, bullying or abuse from patients, relatives or the public



Data Insights

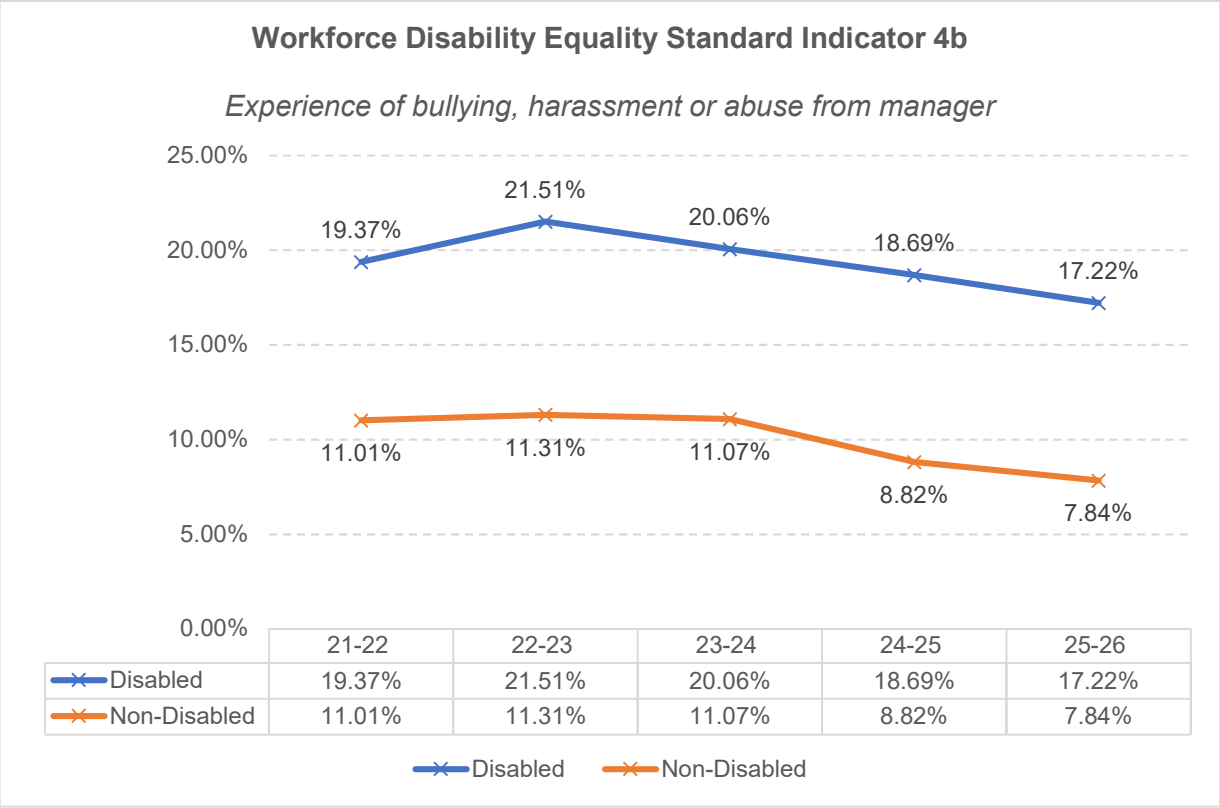
Disabled staff continue to report **higher levels of harassment, bullying or abuse from patients**, relatives and the public than non-disabled staff.

Disabled staff are more likely to receive harassment, bullying or abuse from patients, relatives than non-disabled staff. However, across the reporting, period, both groups have seen a reduction in the percentage of staff reporting these experiences

In 21-22 34.35% of disabled staff reported experiencing harassment by 25-26 this has dropped by 7.16 % to 27.19%. The same is seen for non-disabled staff where a reduction of 3.85% is seen from 26.57% in 21-22 to 22.72% in 25-26.

Most recently, between 24-25 and 25-26, the percentage of disabled staff has decreased by 3.79% and the percentage of non-disabled staff has decreased marginally by 0.95%.

WDES Metric 4b - Experience of bullying, harassment or abuse from managers



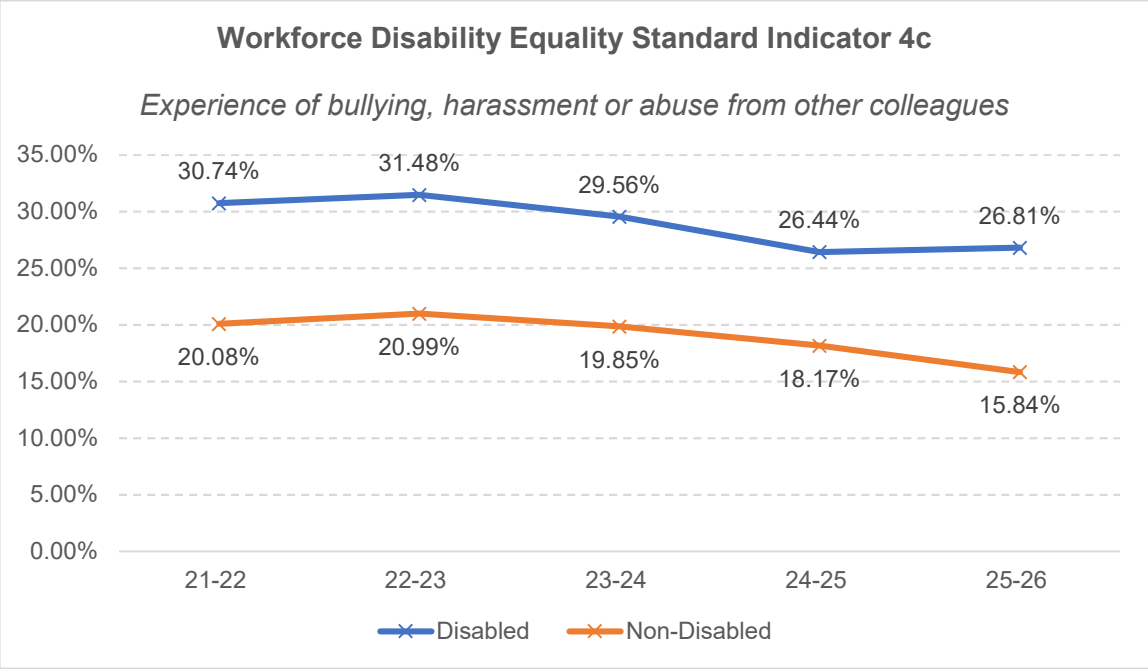
Data Insights

Rates of **staff experiencing bullying, harassment or abuse from managers has improved** however rates are still high.

Disabled staff are still much more likely to experience harassment from managers. Between 24-25 and 25-26 a reduction by 1.47% is displayed. Non-disabled staff show a marginally reduction of 0.98% between 24-25 and 25-26.

Despite gradual improvement over the past five years, the experience gap between staff who have declared a disability or long-term condition and those who have not remains consistently between 9–10%.

WDES Metric 4c - Experience of bullying, harassment or abuse from other colleagues



Data Insights

The percentage of disabled staff that **experience harassment from other colleagues has marginally increased** whereas the percentage of staff that do not have a disability has consistently reduced.

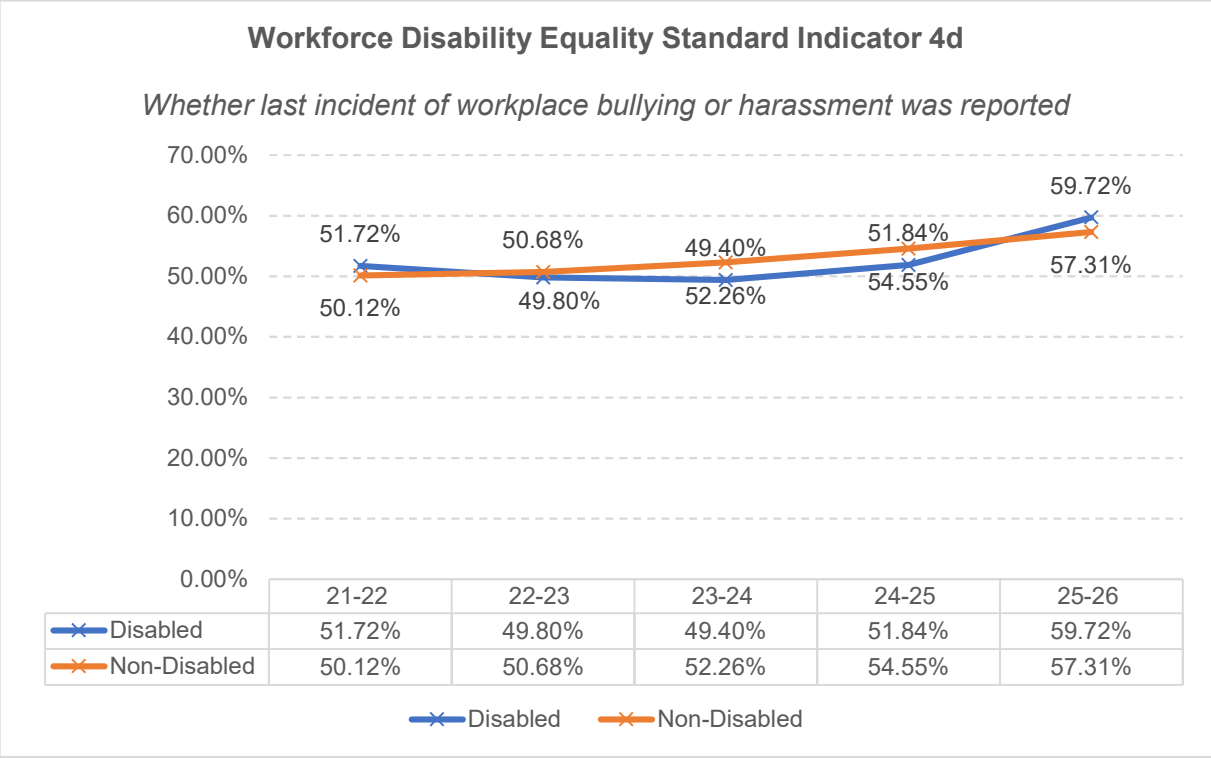
From 21-22 to 25-26 a 3.93% reduction is displayed for disabled staff. More recently between 24-25 and 25-26 an increase of 0.37% is recorded indicating that more targeted action is required.

Rates have dropped for non-disabled staff. From 21-22 to 25-26, a 4.24% reduction is displayed. Between 24-25 and 25-26, a reduction of 2.33% is displayed.

The Trust over the years has made some improvements regarding this metric however, there is still significant disparity between disabled staff and non-disabled staff.

Although the indicator has shown gradual improvement over the few years, the experience gap has widened this year, from 8.27% in 24–25 to 10.97% in 25–26, highlighting the need for further targeted action in this area.

WDES Metric 4D - Whether last incident of workplace bullying or harassment was reported



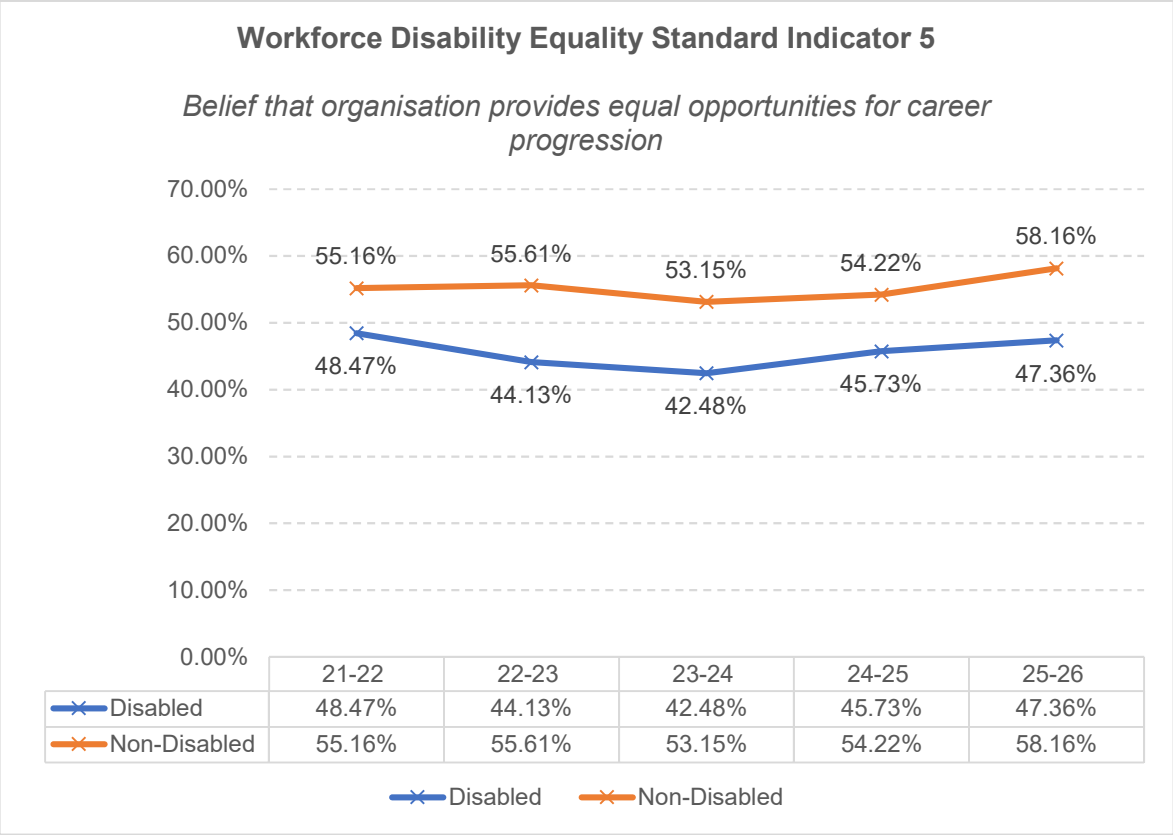
Data Insights

The data demonstrates that **incidents of bullying and harassment being reported has increased** for both disabled and non-disabled staff.

Between 24-25 and 25-26, the percentage of disabled staff reporting harassment or bullying at work increased from 51.84% to 59.72%. The percentage of non-disabled staff reporting between 24-25 and 25-26, increased from 54.55% to 57.31%.

Between 21-22 and 25-26, disabled staff reporting has increased from 51.72% to 59.72%. As for non-disabled staff, their reporting has increased from 50.12% to 57.31%.

WDES Metric 5: Career Progression



Data Insights

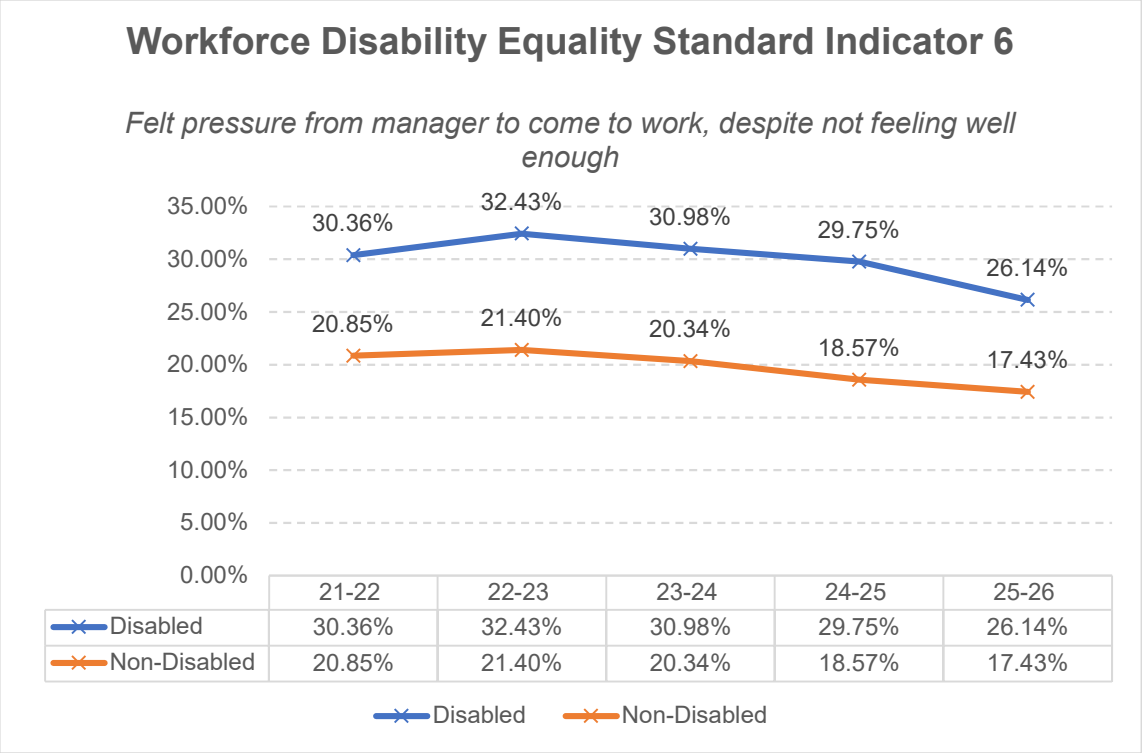
The data shows that the percentage of disabled staff who believe the Trust provides **equal opportunities for career progression** declined until 23-24, before **improving** again in both 24-25 and 26-26. Most recently, an improvement of 1.63% percentage points was seen between 24-25 and 25-26.

Non-disabled staff are also more likely to believe the Trust provides equal opportunities for career progression. An improvement of 3.94%was seen between 24-25 and 25-26.

The percentage of staff who believe the Trust provides equal opportunities for career progression has improved is over the last two years for both groups. However, the gap in experience disabled and non-disabled staff has widened again this year.

Despite recent improvements, the gap remains substantial at 10.8 percentage points and has widened compared with last year, indicating that disabled staff continue to report less positive experiences of career progression than non-disabled staff.

WDES 6: Presenteeism



Data Insights

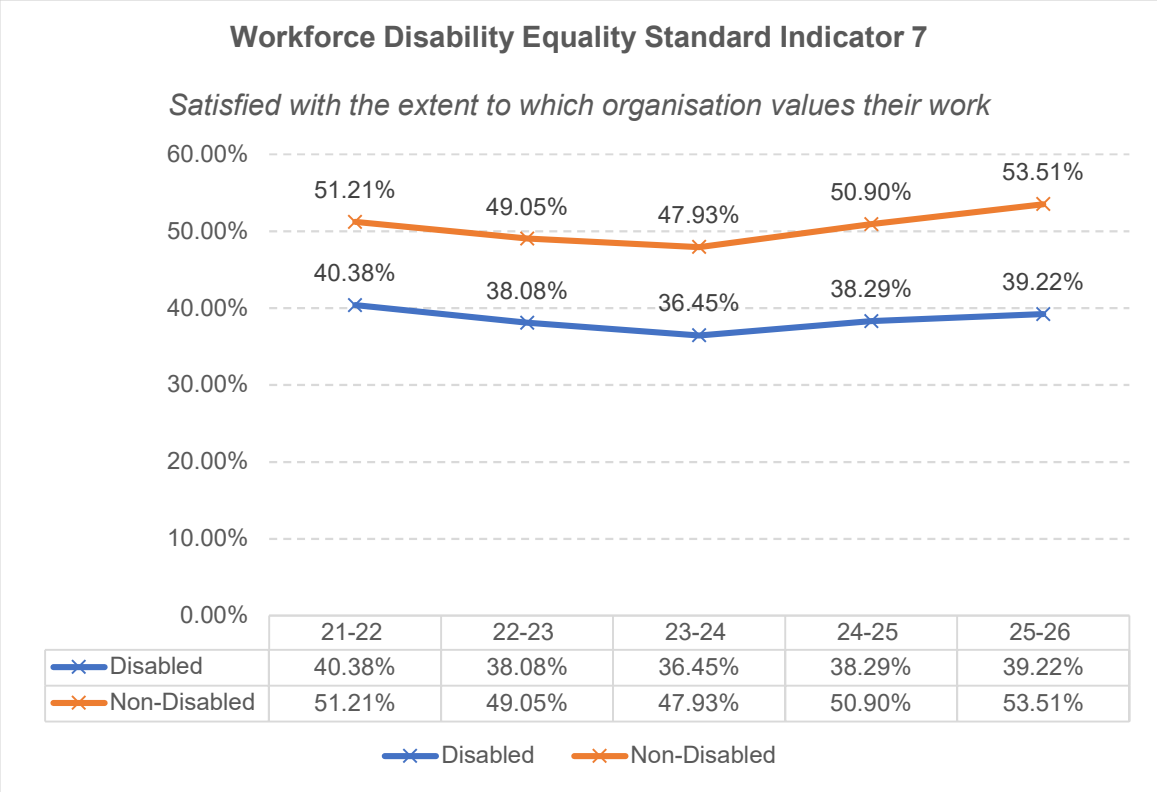
Over the time period, the percentage of **both disabled and non-disabled staff who felt pressured to come to work has reduced**.

Between 21-22 and 25-26, there is a reduction in the percentage of disabled staff of 4.22%. Between 24-25 and 25-26 there was a reduction of 3.61% of disabled staff that declared the felt pressure from their manager to come to work despite not feeling well enough.

Disabled staff are significantly more likely to feel pressure to come to work than non-disabled staff. In 21-22, disabled staff were 9.51% more likely and in 24-25 we saw an increase to 11.18%. More recently in 25-26 the gap decreased again to 8.71%.

Although fewer disabled staff have felt pressured to come to work over this period, there is still a large disparity between disabled staff and non-disabled staff with disabled staff being significantly more likely to feel pressure to come to work.

WDES 7: Staff Satisfaction



	21-22	22-23	23-24	24-25	25-26
Disabled	40.38%	38.08%	36.45%	38.29%	39.22%
Non-Disabled	51.21%	49.05%	47.93%	50.90%	53.51%

Data Insights

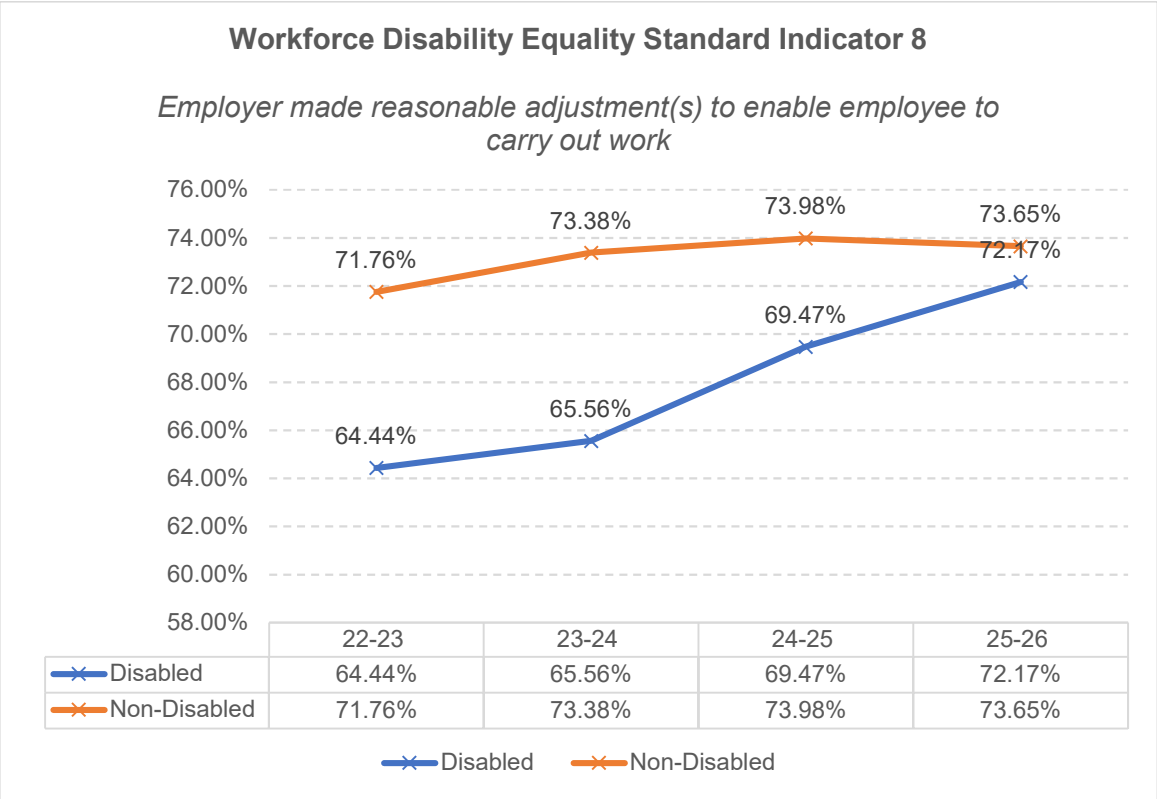
Between 21-22 and 25-26, there has been a reduction by 1.16% in the percentage of disabled staff who felt the **Trust valued their work**. More recently between 24-25 and 25-26, there has been a **marginal improvement** of 0.93%.

Non-disabled staff are more likely to be satisfied with the extent to which the Trust values their work. Between 21-22 and 25-26 there was a 2.30% increase. Between 24-25 and 25-26, there was an increase of 2.61%.

The data indicates that disabled staff are less likely than non-disabled staff to feel valued for their work, and that progress on this indicator has remained limited over time.

The largest disparity within the WDES indicators remains in staff feeling valued by the organisation, where disabled staff continue to report significantly less positive experiences than non-disabled staff.

WDES 8: Reasonable Adjustments



Data Insights

The Trust has seen an **improvement in staff perceptions of reasonable adjustments,** with an increase in the proportion of staff who have declared a disability or long-term health condition reporting that the organisation has made adequate adjustments to enable them to carry out their work. There has been a slight decrease for non-disabled staff.

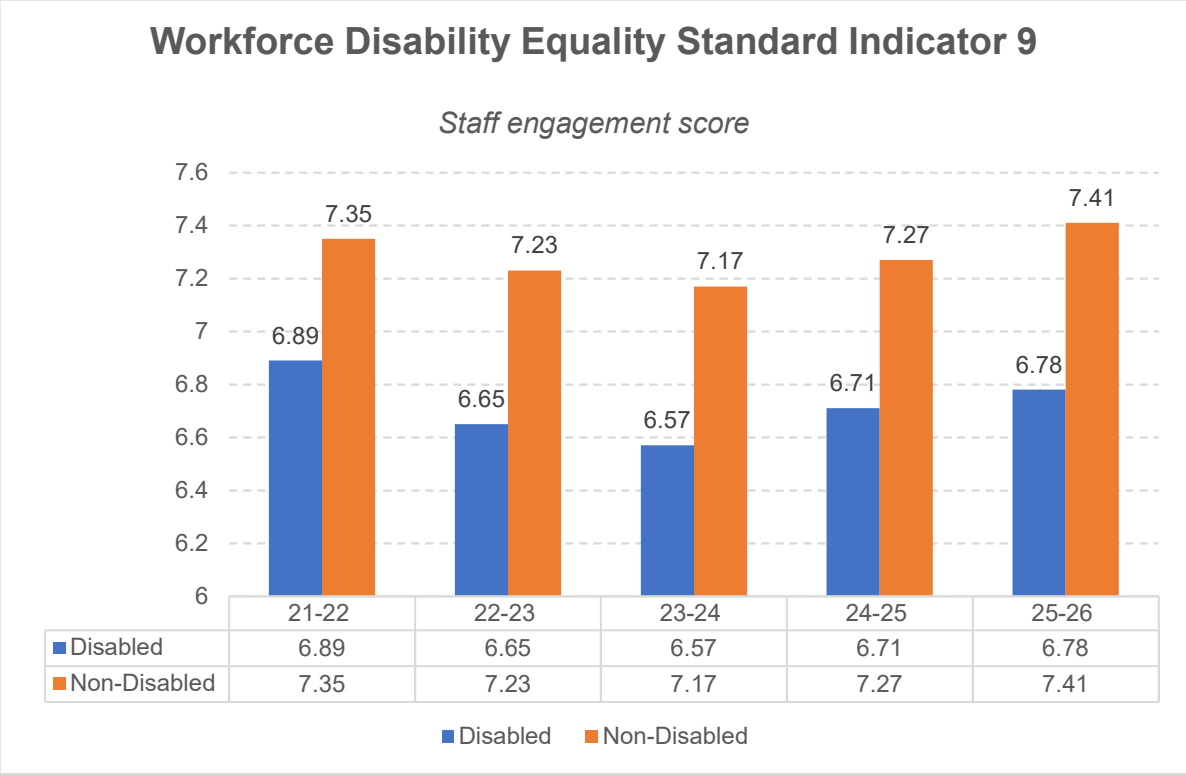
Between 22-23 and 25-26, the percentage of disabled staff satisfied with reasonable adjustments improved by 7.73%. More recently, between 24-25 and 25-26, there was an improvement of 2.70%.

Non-disabled staff saw an improvement of 1.89% between 22-23 and 25-26, and a marginal decline of 0.33% between 24-25 and 25-26.

Non-disabled staff remain more likely to report satisfaction with reasonable adjustments; however, the gap between the two groups has narrowed (1.48% in 25-26 compared with 7.32% in 22-23).

N.B. Data for this indicator is only available from 22-23 onwards, as the Staff Survey question on reasonable adjustments was introduced in 22-23.

WDES 9: Engagement



Data Insights

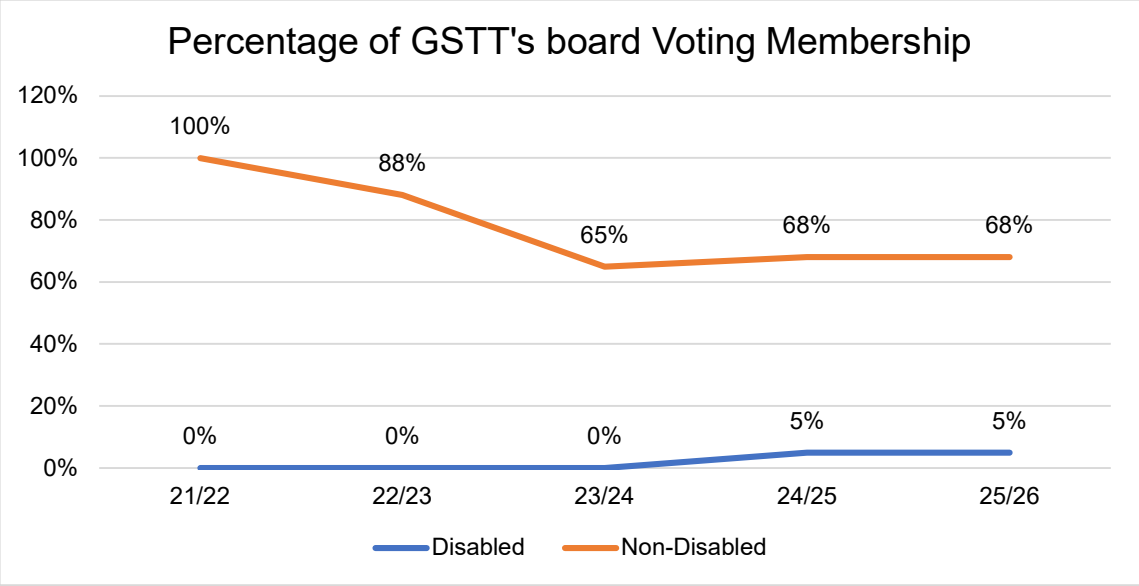
Staff engagement for both disabled and non-disabled staff **has improved** between 24-25 and 25-26.

For disabled staff their staff engagement score increased from 6.71 to 6.78 and for non-disabled staff their score increased from 7.27 to 7.41. In terms of hard metrics, the number of disabled and non-disabled staff taking part in the staff survey decreased this year. The number of disabled staff was increased from 1,640 (23/24) to 2,369 (24/25) but decreased in the latest staff survey to 2,195 (25-26). For non-disabled staff, the number increased from 7,056 (23/24) to 10,507(24/25) and decreased again this year to 9,341 (25-26).

There is a significant gap between staff engagement for disabled and non-disabled staff however it is worth noting that staff engagement scores for disabled staff has historically been low.

Non-disabled staff are still more likely to have more engagement than disabled staff however the Trust is seeing improvement with the engagement scores for both groups.

WDES Metric 10: Board Voting representation



Data Insights

Representation of voting Board Members who have declared to have a disability has remained stable. There was an increase from 0% to 5% between 23-24 and 24-25 and this was maintained in 25-26 with the percentage remaining at 5%. Prior to this, the percentage had remained at 0%.

By comparison, 68% of voting Board members declared they did not have a disability in both 24/25 and in 25-26.

Please note that disability data is based on self-declaration by Board voting members and should therefore be interpreted alongside declaration rates.

Conclusion

The 2025/2026 WDES data, demonstrates **improvement** across a number of indicators including, reporting of bullying and harassment, the relative likelihood of disabled staff entering a formal capability process, and the representation of disabled staff among voting Board members. However, significant **disparities** persist, particularly in disabled staff's experiences of bullying and harassment from colleagues, their sense of being valued by the organisation, and their confidence that the Trust provides equal opportunities for career progression. This year's data highlights persistent gaps across these areas, underscoring the need for more targeted, sustained action to address the underlying inequalities.

- **Reporting bullying**: ↑ 7.88% (disabled), ↑ 2.76% (non-disabled)
- **Formal capability process** ↓1.1 (disabled)
- **Recruitment:** the relative likelihood of non-disabled candidates being appointed from shortlisting increased by 0.2, moving away from equity.
- **Discrimination from managers**: ↓ 1.47% (disabled), ↓ 0.98% (non-disabled), gap in the experience between the two groups 9.38%
- **Bullying from staff**: ↑ 0,37% (disabled), ↓ 2.33% (non-disabled), gap in the experience between the two groups 10.97%
- **Career progression**: ↑ 1.63% (disabled), ↑ 3.94% (non-disabled), gap in the experience between the two groups 10.80%
- **Feeling valued**: ↑ 0.93% (disabled), ↑ 2.61% (non-disabled), gap in the experience between the two groups 14.29%

These findings underscore the importance of sustained, data-driven actions to address inequalities and ensure all staff, regardless of disability, feel safe, supported and valued. We recognise that significant work that still lies ahead; therefore, to drive meaningful and measurable improvement, the Trust must continue to embed data-led approaches that strengthen safety, support, and inclusion for disabled staff.