# Workforce Disability Equality Standard (WDES) Report – Care Plus Group

# 2025/2026

**Background**

The Workforce Disability Equality Standard (WDES) was launched in 2019. The WDES is included in the NHS standard contract for all providers of NHS services to complete hence Care Plus Group's requirement to now complete this on an annual basis.

The main purpose of the WDES is:

- to help local and national NHS organisations and other organisations providing NHS Services to review their data against the ten WDES indicators,
- to produce action plans to close the gaps in workplace experience between Disabled and Non-Disabled staff,
- to improve the experience of disabled staff working in, and seeking employment, in the NHS
- to improve WDES representation at the Board level of the organisation.

There are ten WDES indicators. Three of the indicators focus on workforce data, five are based on data from the national NHS Staff Survey questions, one focusses on the voices of Disabled staff, and one indicator focuses on BME representation on Boards. The WDES highlights any differences between the experience and treatment of Disabled and Non-Disabled staff in the NHS with a view to organisations closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

**Our obligations under the WDES**

To support the implementation of the WDES the following should be undertaken:

- Collect data on the workforce
- Carry out data analyses
- Produce an annual report and action plan
- Publish the annual report and action plan

**NHS Workforce Disability Equality Standard Indicators**

| | |
|---|---|
| | **Workforce indicators**<br>For each of these four workforce indicators, compare the data for Disabled and Non-Disabled staff |
| **1.** | Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by:<br>• Non-Clinical staff<br>• Clinical staff – of which<br>- Non-Medical staff<br>- Medical and Dental Staff<br><br>Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of Medical and Dental staff, which are based upon grade codes. |
| **2.** | Relative likelihood of Non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.<br><br>Note: This refers to both external and internal posts |
| **3.** | Relative likelihood of Non-Disabled staff compared to Disabled staff entering the formal capability process, as measured by entry into a formal capability procedure.<br><br>Note: This indicator will be based on data from a two-year rolling average of the current year and the previous year if a previous report has been submitted |
| | **National NHS Staff Survey indicators (or equivalent)**<br>For each of the four survey indicators, compare the outcomes of the responses for Disabled and Non-Disabled staff |
| **4a.** | Percentage of Non-Disabled staff compared to Disabled Staff experiencing harassment, bullying or abuse from patients, service users, their relatives, or other members of the public in the last 12 months |
| **4b.** | Percentage of Non-Disabled staff compared to Disabled Staff experiencing harassment, bullying or abuse from managers in the last 12 months |
| **4c.** | Percentage of Non-Disabled staff compared to Disabled Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months |
| **4d.** | Percentage of Non-Disabled staff compared to Disabled Staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months |
| **5.** | Percentage of Non-Disabled staff compared to Disabled staff believing that the trust provides equal opportunities for career progression or promotion. |
| **6.** | Percentage of Non-Disabled staff compared to Disabled staff saying that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties |
| **7.** | Percentage of Non-Disabled staff compared to Disabled staff saying that they are satisfied with the extent to which the organisation values their work |
| **8.** | Percentage of Non-Disabled staff compared to Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work |
| **9.** | The staff engagement score for Non-Disabled staff compared to Disabled Staff |

| | Board representation indicator<br>For this indicator, compare the difference for Non-Disabled and Disabled staff |
|---|---|
| **10.** | Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated:<br>• By voting membership of the Board<br>• By executive membership of the Board |

Please note, for each of these Indicators detailed in the report, the Standard has been calculated using primary assignments only and includes Bank staff.

The official indicators use the phrase 'Band' to reflect the incremental pay ranges, however Care Plus Group (CPG) uses the phrase 'Salary Range' and this is reflected in Standard 1 where CPG data is provided. The salary levels that are paid in the Bands/Salary Ranges are similar in their financial value.

In addition, CPG do not use the VSM salary range. Roles at an equivalent level have been reflected in the data.

Unless otherwise stated, staff information for CPG is taken from the Staff Profile for CPG as at 31/03/2026 as seen below. Where staff are categorised as unknown their headcount has not been included in the calculations for each standard. It only includes the breakdown between Non-Disabled and Disabled Staff (A, B +C) and BME (D-S):

| | Headcount | Percentage of Total |
|---|---|---|
| **Disabled** | 33 | 4.08% |
| **Non-Disabled** | 741 | 91.59% |
| **Unknown** | 35 | 4.33% |
| **Total** | **809** | **100%** |

**Indicator 1**

**Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce by:**

- **Non-Clinical staff (as outlined in table 1a)**
- **Clinical staff – of which (as outlined in table 1b)**

**Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of Medical and Dental staff, which are based upon grade codes.**

**Overall Workforce Staff = 809**

**1a. Non-Clinical Workforce = 530 staff**

| Range | Disabled Staff in 2025/2026 | Non-Disabled Staff in 2025/2026 | Unknown in 2025/2026 |
|---|---|---|---|
| Range 2 - 4 | 24 | 380 | 18 |
| Range 5 - 7 | 2 | 81 | 6 |
| Range 8a – 8c | 0 | 13 | 0 |
| VSM and Medical & Dental | 0 | 5 | 1 |
| **Total** | **26** | **479** | **25** |

**1a - Non-Clinical Staff = 530 staff**

| | Disabled | Non-Disabled | Unknown | Total Staff |
|---|---|---|---|---|
| Range 2 | 17 | 146 | 6 | 169 |
| Range 3 | 3 | 124 | 8 | 135 |
| Range 4 | 4 | 110 | 4 | 118 |
| Range 5 | 2 | 35 | 2 | 39 |
| Range 6 | 0 | 28 | 2 | 30 |
| Range 7 | 0 | 18 | 2 | 20 |
| Range 8a | 0 | 10 | 0 | 10 |
| Range 8b | 0 | 3 | 0 | 3 |
| Range 8c | 0 | 0 | 0 | 0 |
| VSM and Medical & Dental | 0 | 5 | 1 | 6 |
| **Total** | **26** | **479** | **25** | **530** |

**1b - Clinical Workforce = 279 staff**

| Range | Disabled Staff in 2025/2026 | Non-Disabled Staff in 2025/2026 | Unknown staff in 2025/2026 |
|---|---|---|---|
| Range 2 - 4 | 0 | 6 | 0 |
| Range 5 - 7 | 7 | 244 | 0 |
| Range 8a – 8d | 0 | 11 | 11 |
| VSM and Medical & Dental | 0 | 2 | 2 |
| **Total** | **7** | **263** | **9** |

**1b. Clinical Staff = 279 staff**

| | Disabled | Non-Disabled | Unknown | Total |
|---|---|---|---|---|
| Range 2 | 0 | 0 | 0 | 0 |
| Range 3 | 0 | 0 | 0 | 0 |
| Range 4 | 0 | 6 | 0 | 6 |
| Range 5 | 3 | 105 | 2 | 110 |
| Range 6 | 2 | 89 | 2 | 93 |
| Range 7 | 2 | 50 | 3 | 55 |
| Range 8a | 0 | 7 | 1 | 8 |
| Range 8b | 0 | 2 | 0 | 2 |
| Range 8c | 0 | 2 | 0 | 2 |
| Range 8d | 0 | 0 | 1 | 1 |
| VSM and Medical & Dental | 0 | 2 | 0 | 2 |
| **Total** | **7** | **263** | **9** | **279** |

**Indicator 2**

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

**Note: This refers to both external and internal posts**

Information between 01/04/2025 – 31/03/2026

| | Applications | % | Shortlisted | % | Appointments | % |
|---|---|---|---|---|---|---|
| Disabled | 128 | 8.97% | 61 | 8.92% | 2 | 1.75% |
| Non-Disabled | 1238 | 86.76% | 599 | 87.57% | 110 | 96.50% |
| Unknown | 61 | 4.27% | 24 | 3.51% | 2 | 1.75% |
| **Total** | **1427** | **100%** | **684** | **100%** | **114** | **100%** |

| | Disabled | Non-Disabled |
|---|---|---|
| Number of shortlisted applicants | 61 | 599 |
| Number appointed from shortlisting | 2 | 110 |
| Relative likelihood of shortlisting/ appointed | **0.03** | **0.18** |

**Indicator 3**

**Relative likelihood of Disabled staff compared to Non-Disabled staff entering the formal capability process as measured by entry into the formal capability procedure.**

**Note: This indicator will be based on data from a two-year rolling average of the current year and the previous year if a previous report has been submitted.**

**Staff Profile as at 01/04/2026**

| | **Headcount** | **Percentage of Total** |
|---|---|---|
| **Disabled** | 33 | 4.08% |
| **Non-Disabled** | 741 | 91.59% |
| **Unknown** | 35 | 4.33% |
| **Total** | **809** | **100%** |

Staff entering the formal capability procedure between 01/04/2024 to 31/03/2026.

| | Headcount | Percentage of Total |
|---|---|---|
| **Disabled** | 0 | 0% |
| **Non-Disabled** | 5 | 100% |
| **Unknown** | 0 | 0% |
| **Total** | **5** | **100%** |

Number of Disabled staff in workforce = 33
Number of Non- Disabled staff in workforce = 741
Number of staff entering the formal capability process: Disabled = 0 Non-Disabled = 6
Likelihood of Disabled staff entering the formal capability process (0/6) = 0

Likelihood of Non-Disabled staff entering the formal capability process (5/741) = 0.007
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled Staff = 0.007/0 = 0%

**Indicators 4 – 9**

**National NHS Staff Survey indicators (or equivalent)**

**For each of the five survey indicators, compare the outcomes of the responses for Disabled and Non-Disabled staff**

**Indicator 4 - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse.**

**Indicator 4a -Staff experiencing harassment, bullying or abuse from patients, service users, their relatives, or other members of the public in the last 12 months.**

**Indicator 4b – Staff experiencing harassment, bullying or abuse from managers in the last 12 months.**

**Indicator 4c – Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.**

**Indicator 4d – Staff saying that the last time they experienced harassment, bullying or abuse at work they or a colleague reported it in the last 12 months.**

| Indicator | Disabled | Non-Disabled | % Points Difference between Disabled and Non-Disabled staff responses |
|---|---|---|---|
| Percentage of staff experiencing harassment, bullying or abuse from patients, service users, their relatives, or other members of the public in last 12 months | 32.1% | 16.1% | 15.9% |
| Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months | 7.70% | 6.4% | 1.3% |
| Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months | 16.7% | 10.5% | 6.2% |
| Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work they or a colleague reported it in the last 12 months. | 19.2% | 16.5% | 2.8% |

**Indicator 5 – Percentage of Disabled Staff compared to Non-Disabled staff believing that the trust provides equal opportunities for career progression or promotion.**

| Disabled Staff | Non-Disabled Staff | % Points Difference between Disabled and Non-Disabled staff responses |
|---|---|---|
| 43.6% | 47.2% | -3.6% |

**Indicator 6 - Percentage of Non-Disabled staff compared to Disabled staff saying that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties.**

| Disabled Staff | Non-Disabled Staff | Points Difference between Disabled and Non-Disabled staff responses |
|---|---|---|
| 10.3% | 10.5% | -0.2% |

**Indicator 7 - Percentage of Non-Disabled staff compared to Disabled staff saying that they are satisfied with the extent to which the organisation values their work.**

| Disabled Staff | Non-Disabled Staff | % Points Difference between Disabled and Non-Disabled staff responses |
|---|---|---|
| 29.5% | 37.8% | -8.3% |

**Indicator 8 - Percentage of Non-Disabled staff compared to Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.**

| Disabled Staff | Non-Disabled Staff | % Points Difference between Disabled Staff and Non-Disabled staff responses |
|---|---|---|
| 59.0% | n/a | n/a |

**Indicator 9 – Disabled staff engagement – The staff engagement score for Disabled Staff compared to Non-Disabled staff**

| Disabled Staff Engagement Score for 2023/2024 survey | Non-Disabled Staff Engagement score for 2023/2024 survey | Difference between Disabled Staff and Non-Disabled staff engagement scores for 2023/2024 survey |
|---|---|---|
| 6.6 | 7.0 | -0.4 |

Please note the figures contained in this report are percentages based on the number of respondents, not as a percentage of the total workforce.

**Indicator 10 – Percentage difference between the organisation's voting membership and its organisation's overall workforce**

| Disabled Board Members in 2025/2026 | Non-Disabled Board Members in 2025/2026 | Board Members with Disability unknown in 2025/2026 |
|---|---|---|
| **Exec = 0** | **Exec = 2** | **Exec = 1** |
| **Non-Exec = 0** | **Non-Exec = 4** | **Non-Exec = 0** |
| **Voting = 0** | **Voting = 6** | **Voting = 1** |
| **Non-Voting = 0** | **Non-Voting =0** | **Non-Voting =0** |

Total number of staff in the workforce as at 31/03/2026 = 809
Total number of Disabled Board Members = 0
Total number of Disabled Staff in overall workforce = 33
The % points difference between Disabled Board Members and Disabled Staff in the workforce is – 4.80%

**WDES progress in 2025/2026**

- CPG as part of the Department of Work and Pensions scheme are a Disability Confident Employer and therefore operate a guaranteed interview scheme for disabled applicants who meet the minimum person specification.
- Care Plus Group seek to make reasonable adjustments to the workplace/duties of employees who have, or develop, a disability as defined by the Equalities Act 2010.
- All new starters to the organisation are asked to complete an equality monitoring form and their details are recorded on ESR.

Based on our analysis Care Plus Group have produced a WDES action plan as at appendix A, to further support work in relation to the standard. In addition:

- Care Plus Group are compliant in the completion of the annual WDES report.
- Care Plus Group's Chief People Officer attends Partnership Equalities Meetings.
- Care Plus Group operate within the CQC 'well-led' element of inspections and registration, which includes all aspects of equality. Alongside CQC inspections, Care Plus Group's Performance, Regulation and Assurance team audit each service area internally to ensure consistency and standards are maintained across the organisation.

**Statement from the Chief Executive Officer – Lisa Revell (Board Lead for the WDES)**

**Appendix A**

**Workforce Disability Equality Standard (WDES) Action plan 2025 – 26**

| WDES Indicator | Action Taken/ Planned | Timescales for action and completion |
|---|---|---|
| | All new starters to the organisation are asked to complete an equality monitoring form and their details are recorded on ESR. Internal staff taking up another role are also asked to update their equality monitoring form. Continue to encourage staff to complete / update their personal details and update their ESR entry where appropriate. | Ongoing |
| Percentage of Non-Disabled staff compared to Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. | Development and implementation of reasonable adjustment guidance. Development and implementation of return to work plan document. To provide guidance to managers on putting together a structured return to work plan over an appropriate time span. | December 2026 |
| Staff experiencing harassment, bullying or abuse from managers or colleagues in the last 12 months. | Reduce the incidence of disabled staff experiencing harassment, bullying and abuse from their managers and colleagues.<br><br>Raise awareness of existing policies and procedures, reporting processes and support available.<br><br>Provide advice and guidance to Managers on working with / supporting staff with disabilities. | Ongoing<br>December 2026 |