

Countess of Chester Hospital NHS Foundation Trust

Workforce Disability Equality Standard Report 2025

The table below shows the Trusts 2024/25 performance against each of the 14 WDES indicators, compared to 2023/24 data at national, and Trust level. The RAG rating in the columns illustrates progress or deterioration in the Trust position as appropriate.

Metric	National average 2023/24	COCH 2023/24	COCH 2024/25	Difference between Trust 24/25 compared with 23/24.	Difference between Trust 24/25 compared with national average 23/24.
1. Percentage of disabled staff	5.7%	4.9%	5.7%	0.8%	0%
2. Relative likelihood of non-disabled applicants being appointed from shortlisting compared to disabled applicants.	0.98	1.56	0.98	0.58	0
3. Relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff.	2.04	0	0	0	2.04
4. a) Percentage of disabled staff experiencing harassment, bullying or abuse(HBA) at work from the public in the last 12 months.	30%	31.3%	33%	1.7%	-3%
b) Percentage of disabled staff experiencing HBA from managers in the last 12 months.	14.6%	17.8%	16.26%	0.86%	-1.66%
c) Percentage of disabled staff experiencing HBA from other colleagues in the last 12 months.	23.8%	25.9%	26.8%	0.9%	3%
d) Percentage of disabled staff saying that the last time they experienced HBA they reported it.	52.5%	53%	51.5%	1.5%	-1%
5. Percentage of disabled staff who believe that the Trust provides equal opportunities for career progression or promotion.	52.2%	41.8%	42.7%	0.9%	-9.5%

6. Percentage of disabled staff who have felt pressure from their manager to come to work despite not feeling well enough.	26.6%	30.5%	27.55%	2.45%	-0.95%
7. Percentage of disabled staff who are satisfied with the extent that the Trust values their work.	36.9%	20.8%	27%	6.2%	-9.9%
8. Percentage of disabled staff saying that the Trust has made reasonable adjustment(s) to enable them to carry out their work.	74.5%	63.24%	65.31%	2.07%	-9.19%
9. a) The staff engagement score for disabled staff.	6.5	5.98	6.19	0.21%	-0.31%
9. b) Has your organisation taken action to facilitate the voices of your Disabled staff to be heard (yes or no)?	N/A	Yes	Yes	N/A	N/A
10. Percentage disabled Board membership.	6.2%	2%	0%	-2%	-6.2%

The Trusts 24/25 WDES report shows an in year improvement against 8 out of 13 indicators/sub indicators, indicating that work undertaken is continuing to have a positive impact. This is demonstrated by the green cells in the column titled 'Difference between Trust 24/25 compared with 23/24'.

A key in year action contributing to the positive shift has been the introduction of the ENABLED Staff Network. As one of the Trusts strongest networks, significant work has been done to increase membership of the network, giving staff a voice, providing support and raising the awareness of reasonable adjustments via the Enabled staff passport.

In relation to relative likelihood of staff with a disability entering the formal disciplinary process compared to white staff, the Trusts position is significantly different from the national average, with 0 disabled staff in the reporting period entering the process. It is suggested that this is further monitored in 25/26 to determine contributing factors.

When compared to the national average of other Trusts (previous year results), the Trust continues to be below average across 11 out of 13 indicators, illustrating that there is still significant work to do. This is demonstrated by the red cells in the last column titled 'Difference between Trust 24/25 compared with national average 23/24'.

From analysis of the above, it is recommended that the following high level actions continue to be taken forward in 25/26.

- Develop a campaign celebrating contributions of disabled staff and continue promotion of flexible working.
- Continued monitoring and awareness raising of reasonable adjustments, Trust processes and line manager responsibilities.
- Work with the Executive Leadership Team to further develop plans to increase board representation
- Continue work in relation to reducing disabled staff experience of harassment, bullying or abuse from patients

This report has been approved for publication via the People Committee in October 25.