

Name of Meeting	People Committee
Title of Report:	Workforce Race & Disability Equality Standard Annual Report 2025
Date of Meeting:	Wednesday 10 September 2025
Executive Lead:	Lynne Shaw, Executive Director of Workforce & OD
Report Author:	Chris Rowlands, Equality, Diversity & Inclusion Lead Emma Silver Price, Equality, Diversity & Inclusion Officer
Agenda Item No:	9.4

Action Required:	Note	Assurance	Discussion	Decision
	☐	☒	☒	☐

Strategic ambitions this paper supports:	
1. Quality care, every day	☐
2. Person-led care, when and where it is needed	☐
3. A great place to work	☒
4. Sustainable for the long term, innovating every day	☐
5. Working with and for our communities	☐

Committee / Meetings where this item has been considered	
Audit Committee	☐
CEDAR Programme Board	☐
Charitable Funds Committee	☐
Mental Health Legislation Committee	☐
People Committee	☒
Quality and Performance Committee	☐
Resource and Business Assurance Committee	☐
Remuneration Committee	☐
Other/external (please specify)	☐

Management meetings where this item has been considered	
Trustwide Safety Group	☐
Trustwide Quality Improvement Group	☐
Trustwide Strategic Workforce Group	☒
Trustwide Performance Meeting	☐
Trustwide Business Delivery Group	☐
Local Operational Management Group	☐
Executive Management Group	☐

Does the report impact on any of the following areas (please check the box and provide detail in the body of the report)			
Commercial	☐	Finance / Value for Money	☐
Compliance / Regulatory	☒	Quality, Safety and Experience	☐
Environmental	☐	Service user, carer and stakeholder involvement	☐
Equality, diversity and Inclusion	☒	System-wide Impact	☐
Estates and Facilities	☐	Workforce	☒

Board Assurance Framework/Corporate Risk Register risks this paper relates to:
SA3 – Great Place to Work. Risk of poor staff motivation, engagement, and job satisfaction if issues affecting staff experience are not addressed including health and wellbeing support, inclusion and the ability to speak up.

**People Committee
Wednesday 10 September 2025**

Workforce Race & Disability Equality Standard Annual Report 2025

1. Executive Summary

The Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) support positive change for existing employees and enable a more inclusive environment for Black & Minority Ethnic (BME) and Disabled people working in the NHS. We are required to report our performance on these standards yearly and to address disparities via recommendations and action plans. The actions align to the NHS England Equality, Diversity and Inclusion (EDI) Improvement plan, as well as the Trust's Strategic Ambition to be a great place to work and EDS 2022 Domain 2 - Workforce Health and Well-being and Domain 3 - Inclusive Leadership.

2. Key issues, significant risks and mitigations

The statistics in this report are based on known protected characteristic status of staff. We have therefore excluded from calculations staff where there is no record of ethnicity or disability. Prior to the data collection date we ran a campaign to improve reporting of protected characteristic information on ESR. As a result we have no ethnicity data for 0.7% of staff and no disability status for 8.7% of staff – an improvement on 10.2% in the previous year.

There are specific risks of Race Discrimination and Disability Discrimination under the Equality Act if policies and practices are not in line with legislation. There are reputational risks to the Trust if legislation and best practice is not followed which may have a detrimental effect on attraction and retention of staff.

3. Recommendation/summary

The People Committee is asked to discuss the content of this paper and receive assurance that the Trust meets NHS England requirements for WRES and WDES which need to be finalised and published by 31 October 2025.

Christopher Rowlands
Equality, Diversity & Inclusion Lead

Lynne Shaw
Executive Director of Workforce & OD

Emma Silver Price
Equality, Diversity & Inclusion Officer

September 2025

Workforce Race Equality Standard (WRES)

The figures contained in the table below are a snapshot as of 31st March 2025, as well as findings from the most recent NHS Staff Survey which took place in Autumn 2024. It should be noted that these figures do not include NTW Solutions or Bank Staff. Please see the appendices for all WRES data tables. At the audit date there were 1036 (897 in 2024) BME members of staff employed by the Trust. These staff made up 13% (11%) of our overall workforce. Latest data on Ethnicity from the 2021 Office for National Statistics Census shows the BME population across North East England is 7%.

Metric	CNTW Figures for 2024			CNTW Figures for 2025			Key Points to Note
	White	BME	Comments	White	BME	Comments	
Total Staff	7197	897	BME 11% of Total Workforce	6961	1036	BME 13% of Total Workforce	2% points increase on 2024 for BME
Non-clinical Staff	1495	47	BME 3% of non-Clinical staff	1434	61	BME 4% non-Clinical staff	1% point increase on 2024 for BME
Clinical Staff	5536	685	BME 11% of Clinical staff	5364	800	BME 13% of Clinical staff	2% points increase on 2024 for BME
Medical Staff	166	165	BME 49.8% of Medical Staff	163	175	BME 52% of Medical staff	2.2% points increase on 2024 for BME
Non-Clinical Band 5 or Below	1160	39	77.5% White non-Clinical staff at <B5	1147	54	80% White non-Clinical staff at <B5	Increase of 5.5% points on 2024 for BME. Indicative of need to consider progression initiatives for staff <B5
			83% BME non-Clinical staff at <B5			88.5% BME non-Clinical staff at <B5	
Clinical Band 5 or below	2572	543	46.5% White Clinical staff at <B5	2362	656	44% White Clinical staff at <B5	Increase of 2.7% points on 2024 for BME. 38% point gap between White and BME indicative of need to address progression initiatives for staff <B5
			79.3% BME Clinical staff at <B5			82% BME Clinical staff at <B5	

Medical Consultant Grade	121	91	72.9% White Consultant	112	98	68.7% White Consultant	Increase of 0.8% point on 2024 for BME
			55.2% BME Consultant			56% BME Consultant	
Staff appointed from shortlisting	759 (3517 shortlisted)	276 (1918 shortlisted)	White applicants 1.48 times more likely to be appointed	723 (2745 shortlisted)	177 (1509 shortlisted)	White applicants 2.24 times more likely to be appointed	11.7% (14.3%) of shortlisted BME applicants were appointed, compared with 26.3% (21.5%) White applicants
Staff entering formal disciplinary process	54	12	BME staff 1.76 times more likely to be in a formal process	68	17	BME staff 1.69 times more likely to be in formal process	Slight improvement on 2024 (1.76)
Staff accessing non-mandatory training & CPD	Not Recorded			Not Recorded. The last known figure is for the 2020 return which showed that BME staff were 1.5 times more likely than White staff to access non-mandatory training.			A plan is being put in place to ensure that these data are captured for the next submission
% Staff experiencing bullying, harassment or abuse from patients, relatives or public	24.7%	36.55%	11.85% point disparity gap	25.8%	47.6%	21.8% point disparity gap	Gap has doubled in the past year
% Staff experiencing bullying, harassment or abuse from staff	15.02%	21.28%	6.26% point disparity gap	18.9%	23.6%	4.7% point disparity gap	Gap has closed but year on year experience has increased
% Staff believing organisation provides equal opportunities for career progression	64.27%	53.45%	10.82% point disparity gap	63.0%	56.0%	7% point disparity gap	Gap is closing – helped by reduction year on year for White staff
% Staff experiencing discrimination from manager, team lead or colleague	5.53%	15.57%	10.04% point disparity gap	6.3%	18.0%	11.7% point disparity gap	Gap has increased and overall rate year on year

% Trust's Board membership	85.71%	14.29% (overall workforce is 11% BME)	BME Board Members averaged 10.6% across North East and Yorkshire. (2023 National WRES)	85.71%	14.29% (overall workforce is 13% BME)	National WRES report shows that 16.5% of board members recorded their ethnicity as BME (March 2024 snapshot)	
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WRES 2025 Actions: Our Ten Point Plan

Continue our work towards being an anti-racist organisation

1. Adopt NHS Race and Health Observatory's [Seven Anti Racism Principles](#)
2. Implement the procedures in the [UNESCO Toolkit Fighting Racism and Discrimination](#)
3. Develop a clear and visible race equality statement as part of the revised Equality Diversity and Human Rights Policy championed by leadership. Include guidelines to ensure that all future Policies and Practice Guidance are developed through an anti-racist lens
4. Provide a Trust-wide racism reporting process for notifying, investigating and recording outcomes
5. Provide a Trust-wide wellbeing offer for staff experiencing racism in the workplace

Start to address the disparity in career progression

6. Launch of Talent Management Framework
7. Collect robust data on accessing non-mandatory training
8. Exit interview results to identify and address race disparities in retention of staff members

Undertake routine monitoring and evaluation of progress

9. Use NHS Race and Health Observatory tools to assess progression on the above
10. Dedicated WRES Half Day Meeting in Spring 2026 to coincide with release of Staff Survey Results

Workforce Disability Equality Standard (WDES)

The figures contained in the table below are a snapshot as of 31st March 2025, as well as findings from the most recent NHS Staff Survey which took place in Autumn 2024. These figures do not include NTW Solutions Staff or Bank staff. It should be noted that the overall ESR figure of Disabled Staff employed by the Trust is 9.7% (8.9% 2024), this is considerably lower than the figure identified through the most recent NHS Staff Survey, where 36.5% (36.7%) of our workforce stated that they live with a long term condition. The most recent figures for the disabled population of the North East (2021 Census) states that 21.2% of the population meets the criteria for disability as defined by the Equality Act. The statistics in this report are based on known protected characteristic status of staff. We have therefore excluded from calculations staff where there is no record of disability. Prior to the data collection date we ran a campaign to improve reporting of protected characteristic information on ESR. As a result we have seen an improvement in reporting. We now have no disability status for 8.7% of staff – an improvement on 10.2% in the previous year. Please see the appendices for all WDES data tables.

Metric	CNTW Figures for 2024			CNTW Figures for 2025			Key points to Note
	Disabled	Non-Disabled	Comments	Disabled	Non-Disabled	Comments	
Total Staff	723	6601	Disabled staff 8.9% of total workforce	867	6564	Disabled staff 9.7% of total workforce	Increase of 0.8% point
Non-Clinical Staff	156	1269	Disabled staff 12.2% of non-Clinical staff	197	1237	Disabled staff 13.8% of non-Clinical staff	Increase of 1.6% points
Clinical Staff	546	5083	Disabled staff 10.7% of Clinical staff	641	5071	Disabled staff 11.2% of Clinical staff	Increase of 0.5% point
Medical Staff	22	249	Disabled staff 8.8% of Medical staff	29	256	Disabled staff 10.2% of Medical staff	Increase of 1.4% points
Non-Clinical Band 5 or below	134	979	85.9% Disabled non-Clinical at <B5	161	970	81.7% Disabled non-Clinical at <B5	4.2% points drop in Disabled non-Clinical Staff at <B5 compared to 2024
			77.1% non-Disabled non-Clinical at <B5			78.4% non-Disabled non-Clinical at <B5	
Clinical Band 5 or below	267	2495	48.9% Disabled Clinical at <B5	293	2433	45.7% Disabled Clinical at <B5	3.2% points drop in Disabled Clinical Staff at <B5 compared to 2024
			49.1% non-Disabled Clinical at <B5			48% non-Disabled Clinical at <B5	
Medical consultant grade	12	154	54.5% Disabled Medical at Consultant Grade	12	159	41.2% Disabled Medical Staff at Consultant Grade	13.3% points drop in Disabled Medical Staff at Consultant Grade compared to 2024
			61.8% non-Disabled Medical at Consultant Grade			62.1% non-Disabled Medical at Consultant Grade	
Staff Appointed from Shortlisting	84 (600 shortlisted)	933 (4766 shortlisted)	Non-disabled staff are 1.4 times more likely	95 (618 shortlisted)	752 (3533 shortlisted)	Non-disabled staff are 1.4 times more likely	Trend remains the same between 2024/2025

			to be appointed from shortlisting			to be appointed from shortlisting	
Staff entering formal capability process	No figures available for 2024.			No figures available for 2025.			A plan is being put in place to ensure that these data are captured for the next submission
% Staff experiencing bullying, harassment or abuse from patients, relatives or public	27.90	24.08%	3.82% points disparity gap	29.3%	27.49%	1.81% points disparity gap	Gap narrowed by 2.01% points – however overall level has increased
% Staff experiencing bullying, harassment or abuse from manager	8.29%	4.39%	3.9% points disparity gap	11.26%	5.65%	5.61% points disparity gap	Gap increased by 1.71% points
% Staff experiencing bullying, harassment or abuse from colleagues	16.60%	10.30%	6.3% points disparity gap	21.58%	12.45%	9.13% points disparity gap	Gap increased by 2.83% points
% Staff or colleagues reporting bullying, harassment or abuse at work	65.43%	71.81%	6.38% points disparity gap	68.53%	71.98%	3.45% points disparity gap	Gap decreased by 2.93% points
% Staff believing organisation provides equal opportunities for career progression	59.98%	65.03%	5.05% points disparity gap	58.05%	64.47%	6.42% points disparity gap	Gap increased by 1.37% points
% Staff who felt pressure from manager to work, despite not feeling well enough	17.27%	10.23%	7.04% point disparity gap	16.54%	15.64%	0.9% points disparity gap	Gap narrowed by 6.14% points – however explained by more non-disabled staff feeling pressure
% Staff satisfied with extent that Organisation values their work	44.08%	51.76%	7.68% point disparity gap	41.96%	48.21%	6.25% points disparity gap	Gap narrowed by 1.43% points however explained by reduction in non-disabled

							staff feeling valued
% Staff with long-lasting health condition or illness saying employer has made adequate adjustment(s) to carry out their work	81.04%	N/A		79.64%	N/A	1.4% points reduction on 2024	1.4% points reduction compared with 2024
% Trust's Board Membership Compared to Overall Workforce	7.1%	92.9%	Disabled staff 8.9% of total workforce	7.1%	92.9%	Disabled staff 9.7% of total workforce	

WDES 2024 Actions: Our Ten Point Plan

Commence work to become an anti-ableist organisation

1. Audit organisational practices using the Framework for [Anti-Ableist Organisations](#) to:
 - a. Set out the basic principles for becoming an anti-ableist organisation
 - b. Locate our current position towards anti-ableism and set out a plan for progression
 - c. Support leaders to embed anti-ableism in their practices
 - d. Promote discussion of anti-ableist practice
 - e. Reflect on examples of anti-ableist practice
2. Develop a clear and visible disability equality statement as part of the revised Equality Diversity and Human Rights Policy championed by leadership. Include guidelines to ensure that all future Policies and Practice Guidance are developed through an anti-ableist lens
3. Provide a Trust-wide ableism reporting process for notifying, investigating and recording outcomes
4. Provide a Trust-wide wellbeing offer for staff experiencing ableism in the workplace
5. Complete submission for assessment against Level 3 Disability Confident by May 2026
 - a. Ensure that associated actions are incorporated into the 2026 WDES reporting process
6. Run a Give Respect Get Respect Campaign during Disability History Month with an anti-ableism theme

Make CNTW a better place to work for Disabled Staff

7. Conduct a thorough review of reasonable adjustment processes to ensure that they are robust and user friendly for both disabled staff and their managers
8. Once processes are agreed capture in a new Reasonable Adjustments Policy and PGN. The policy will be co-produced with the Disabled Staff Network and adopt an anti-ableist and trauma informed approach

Undertake routine monitoring and evaluation of progress

9. Collate robust data on capability and report upon it routinely
10. WDES Half Day Meeting in Spring 2026 to coincide with release of Staff Survey Results



WRES & WDES DATA 2024



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

	BME	White	ETHNICITY UNKNOWN/NULL	Notes
1a) Non Clinical workforce	Verified figures	Verified figures	Verified figures	Verified figures
Under Band 1	2	10	0	
Band 1	0	1	0	
Band 2	5	160	2	
Band 3	27	442	5	
Band 4	14	337	2	
Band 5	6	197	1	
Band 6	3	133	1	
Band 7	4	72	1	
Band 8A	0	46	0	
Band 8B	0	29	0	
Band 8C	0	2	0	
Band 8D	0	1	0	
Band 9	0	0	0	
VSM	0	4	0	Snr Mgr BME 1; White 35

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

	BME	WHITE	ETHNICITY UNKNOWN/NULL	Notes
Clinical workforce	Verified figures	Verified figures	Verified figures	Verified figures
Under Band 1	5	46	0	
Band 1	0	1	0	
Band 2	2	9	0	
Band 3	450	1362	10	
Band 4	23	306	3	
Band 5	176	638	8	
Band 6	77	1554	14	
Band 7	46	932	6	
Band 8A	10	300	3	
Band 8B	6	109	0	
Band 8C	3	85	1	
Band 8D	2	20	0	
Band 9	0	1	0	
VSM	0	1	0	
Consultants	98	112	0	
<i>of which Senior medical manager</i>	1	0	0	Medical Director
Non-consultant career grade	63	40	1	
Trainee grades	14	11	0	
Other	0	0	0	

Relative likelihood of staff being appointed from shortlisting across all posts

	BME	WHITE	ETHNICITY UNKNOWN/NULL
	Verified figures	Verified figures	Verified figures
Number of shortlisted applicants	1509	2745	317
Number appointed from shortlisting	177	723	3
Relative likelihood of appointment from shortlisting	0.117296	0.263388	
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	2.245494		

Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

	BME	WHITE	ETHNICITY UNKNOWN/NULL
Number of staff entering the formal disciplinary process	17	68	1
Likelihood of staff entering the formal disciplinary process	0.016409	0.009769	0
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		1.679778	

Relative likelihood of staff accessing non-mandatory training and CPD

	BME	WHITE	ETHNICITY UNKNOWN/NULL
Number of staff in workforce	897	7197	67
Number of staff accessing non-mandatory training and CPD:	No Data Collected		
Likelihood of staff accessing non-mandatory training and CPD			
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff			

Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	25.85%	47.65%
Total Responses	2944	361

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	18.93%	23.60%
Total Responses	2932	356

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	62.95%	56.03%
Total Responses	2934	348

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months	6.31%	18.03%
Total Responses	2918	355

Board voting membership

	White	BME	Unknown
Total Board Members	14	2	0
Voting Board Members	14	2	0
Exec	6	1	0
NED (incl. Chair)	8	1	0

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

	Disabled	Non-disabled	Unknown/Null	Total
1a) Non Clinical Staff				
Under Band 1	1	10	1	12
Bands 1	0	1	0	1
Bands 2	20	137	10	167
Bands 3	67	370	37	474
Bands 4	47	290	16	353
Bands 5	26	162	16	204
Bands 6	19	108	10	137
Bands 7	7	63	7	77
Bands 8a	6	38	2	46
Bands 8b	1	20	8	29
Bands 8c	0	2	0	2
Bands 8d	0	1	0	1
Bands 9	0	0	0	0
VSM	0	4	0	4
Other (e.g. Bank or Agency) Please specify in notes.	3	31	7	41
Cluster 1: AfC Bands <1 to 4	135	808	64	1007
Cluster 2: AfC bands 5 to 7	52	333	33	418
Cluster 3: AfC bands 8a and 8b	7	58	10	75
Cluster 4: AfC bands 8c to VSM	0	7	0	7
Total Non-Clinical	197	1237	114	1548

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

	Disabled	Non-disabled	Unknown/Null	Total
1b) Clinical Staff				
Under Band 1	5	45	1	51
Bands 1	1	0	0	1
Bands 2	5	6	0	11
Bands 3	132	1473	217	1822
Bands 4	56	250	26	332
Bands 5	94	659	69	822
Bands 6	204	1305	136	1645
Bands 7	99	825	60	984
Bands 8a	29	272	12	313
Bands 8b	7	105	3	115
Bands 8c	5	76	8	89
Bands 8d	3	19	0	22
Bands 9	0	1	0	1
VSM	0	1	0	1
Other (e.g. Bank or Agency) Please specify in notes.	1	34	1	36
Cluster 1: AfC Bands <1 to 4	199	1774	244	2217
Cluster 2: AfC bands 5 to 7	397	2789	265	3451
Cluster 3: AfC bands 8a and 8b	36	377	15	428
Cluster 4: AfC bands 8c to VSM	8	97	8	113
Total Clinical	641	5071	533	6245
Medical & Dental Staff, Consultants	12	159	39	210
Medical & Dental Staff, Non-Consultants career grade	16	74	14	104
Medical & Dental Staff, trainee grades	1	23	1	25
Total Medical and Dental	29	256	54	339
Number of staff in workforce	867	6564	701	8132

Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts

	Disabled	Non-disabled	Unknown
Number of shortlisted applicants	618	3533	230
Number appointed from shortlisting	95	752	8
Likelihood of shortlisting/appointed	0.153722	0.212850	0
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	1.384647		

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure

	Disabled	Non-disabled
Total Number of Staff	No Data Collected	
Average number of staff entering the formal capability process over the last 2 years. (i.e. Total divided by 2.)		
Likelihood of staff entering the formal capability process		
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff		

Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	29.32%	27.49%
Total Number of Responses	1204	2095

Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	11.26%	5.65%
Total Number of Responses	1191	2065

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	21.58%	12.45%
Total Number of Responses	1175	2015

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	Disabled	Non-disabled
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	68.53%	71.98%
Total Number of Responses	483	678

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion

	Disabled	Non-disabled
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	58.05%	64.47%
Total Number of Responses	1199	2077

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	Disabled	Non-disabled
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	16.54%	15.64%
Total Number of Responses	786	946

Percentage of staff satisfied with the extent to which their organisation values their work

	Disabled	Non-disabled
Percentage of staff satisfied with the extent to which their organisation values their work	41.96%	48.21%
Total Number of Responses	1206	2099

Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work

	Disabled
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	79.64%
Total Number of Responses	781

Staff Engagement Score

	Disabled	Non-disabled
Staff engagement score (0-10)	6.69	7.08
Total Number of Responses	1208	2100

Board voting membership

	Disabled	Non-Disabled	Unknown
Total Board Members	1	13	
Voting Board Members	1	13	
Exec		6	
NED (incl. Chair)	1	7	