

# Papworth Trust's Voluntary Report on Disability, Mental Health and Wellbeing

## Introduction

The voluntary reporting framework was developed by the Government in partnership with large employers and leading charities, to support organisations to voluntarily report information on disability, mental health and wellbeing in the workplace.

Employers are encouraged to share details of how many staff have a disability or health condition, as well as the practices in place to ensure the wellbeing of staff.

The framework is aimed at larger employers (250 staff or more) although as a Disability Confident Leader, the Trust has chosen to publish its information and will do so annually on our website.

## About Us

As a Trust we support disabled people to have equality, choice and independence. This applies equally to our staff as well as the customers we support.

As a charity that supports disabled people, we recognise the value in employing people from diverse backgrounds and with differing lived experiences.

We work hard to ensure our staff feel included, listened to, valued and recognised for the different experiences and perspectives they bring to our charity.

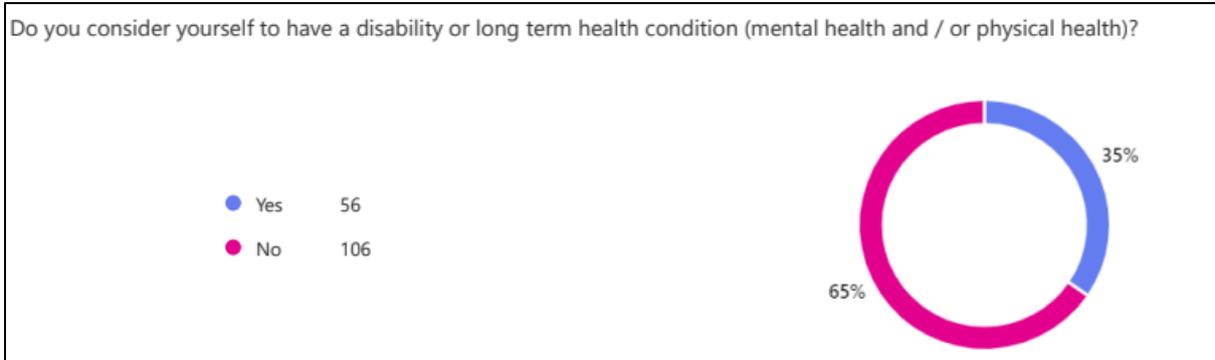
The Trust is a Disability Confident Leader, Level 3, and will be renewing this status in May 2025.

## Voluntary Reporting on Disability, Mental Health and Well-being

### Our Latest Data

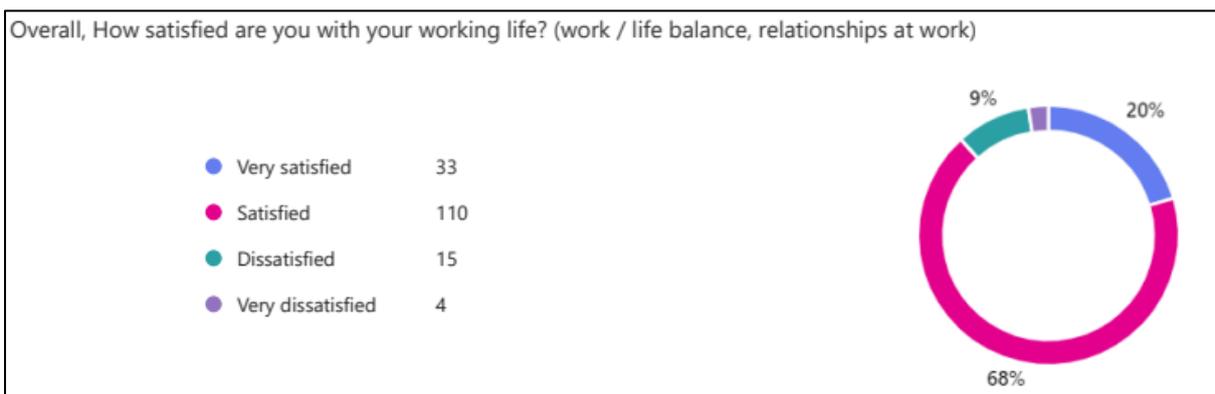
- We employ around 237 people
- Approximately 25% of those declared a disability and/or long-term health condition (extrapolated from our Morale and Wellbeing survey of November 2024, where 35% of survey respondents consider they

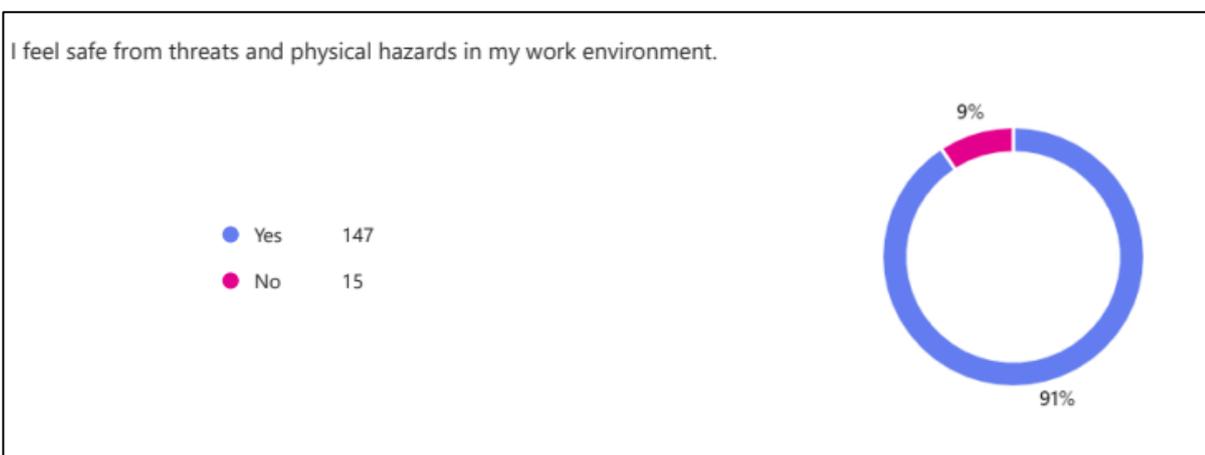
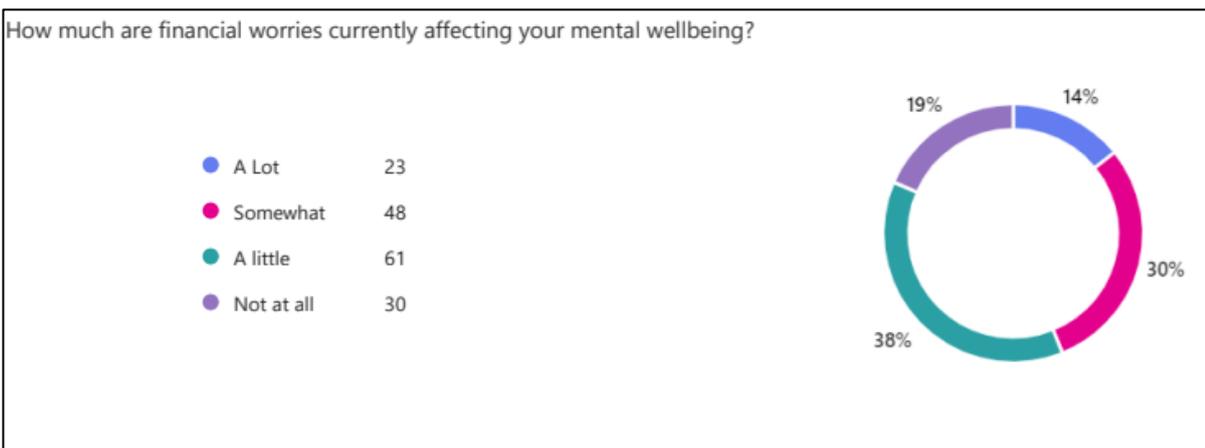
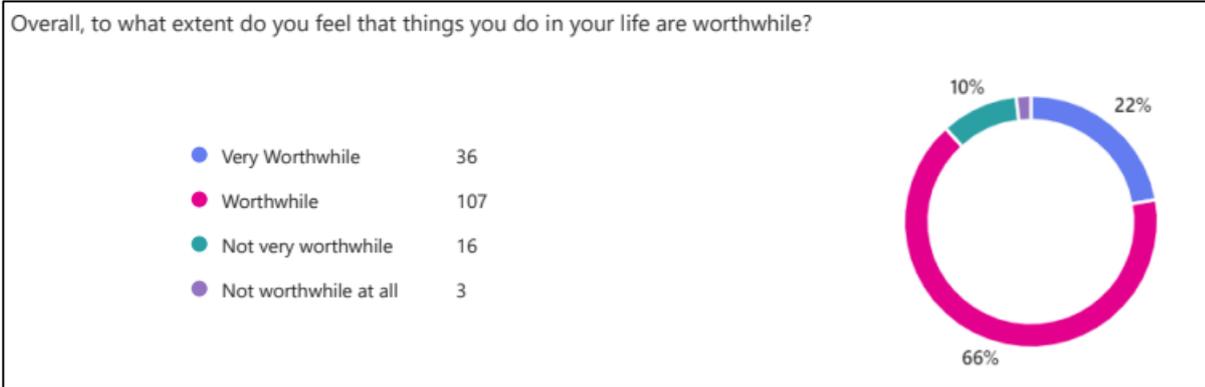
have a disability or long-term health condition. 71% of our workforce responded to the survey)



- We have 12 trained Mental Health First Aiders
- We referred 13% of our staff for occupational health support in 2024
- Our Disability Confident Advisor supported 76 organisations in the last 12 months with information, advice and guidance on becoming a Disability Confident employer.
- Equality, Diversity and Inclusion training is at 99% compliance
- Specific learning disability and autism training, Oliver McGowan, which is the government's preferred and recommended training for health and social care staff is at 99% compliance
- 308 pieces of learning have taken place in the last 12 months relating to learning disability, autism, mental health and equality, diversity and inclusion

The survey questions we used to ask about wellbeing, in our November 2024 Morale and Well-being Survey are:





We assess the health and wellbeing needs of our staff regularly, starting from when they join us and continuing throughout their employment at 1 to 1 meetings. We utilise resources such as:

- occupational health appointments
- neurodiversity screening
- counselling and bereavement support
- access to mental health awareness apps and first aiders
- access to work support and workplace adjustments
- menopause support
- life and leadership coaching

- financial coaching
- health and cash back plan
- cognitive based therapy
- return to work meetings
- stress assessments

We work with staff to understand their needs and consider reasonable adjustments in the workplace to help people do their jobs without barriers. Adjustments can range from adapting working patterns/hours, flexible working days, assistive technology and workplace coaching. We report at least annually to our Board , via our People and Culture Committee, on well-being support, disabilities, reasonable adjustments and mental health.

We regularly talk about well-being awareness and support, mental health and disability in our ‘Papnav’ colleague newsletter, at our online weekly CEO briefings and through email and intranet reminders and updates.

We also have colleague forums where health, disability and wellbeing may be discussed:

- Employee and Wellbeing forum – meets at least 4 times a year
- Disabled Colleagues forum – meets at least 4 times a year
- Unpaid Carers forum – meets at least 4 times a year

Our Employee Assistance Programme provides a confidential 24/7 helpline, 365 days a year, giving practical and emotional support, advice, and information. We had 28.6% utilisation in 2024.

In our November 2024 survey, we were rated an average of 7.23 out of 10 for the health and well-being supported offered to staff.



## Mental Health

The Trust understands the need to support those experiencing poor mental health. By continually raising awareness of mental health and the support we have available we seek to ensure our staff feel supported and comfortable to speak about their mental health and that managers feel well equipped to support staff to return to, or continue to remain in, work.

Our November 2024 survey results showed that 80% of our staff felt their mental health was good or very good.



We have invested in the training of mental health first aiders to ensure everyone at the Trust has access to support if needed. We have ensured access to a mental health first aider is available across all our sites.

We have specific resources available from face-to-face counselling to online self-help tools through our 'Thrive' app, all designed to offer mental health and well-being support in a way that works for the individual.

At the Trust we continually evolve towards a strong culture where:

- It's a safe space for people to speak up about their mental health and/or well-being
- There is no judgement on anyone experiencing poor mental health
- People feel support is there at a time they really need it
- There are plenty of support options available, so the people can choose what works best for them
- That our mental health first aiders are comfortable offering initial support and know how to signpost to more specific help
- That our people managers continue to improve their knowledge and understanding of mental health issues, so they are prepared of what they may encounter

## Next Steps 2025/2026

- Achieve renewal of our Disability Confident Leader status in May 2025
- Explore opportunities to support disabled people via internships and work trials
- Finalise engagement of a consultant to help us better understand how we can improve and then sustain effectiveness in equality, diversity, inclusion and belonging
- Widen the conversations with our staff about different types of disabilities, particularly hidden disabilities
- Refresh training for our Mental Health First Aiders
- Undertake Best Employers and Morale and Well-being surveys to check on progress and identify areas where we could do more
- Expand our current disabled colleagues forum into a wider, more encompassing Equality, Diversity, Inclusion and Belonging forum
- Publish more staff stories on disabilities and their impact
- Ongoing promotion of the well-being and mental health support available to staff
- Promote awareness days/weeks/ months relating to disability, health matters and well-being
- Making staff aware of Access to Work (ATW) support

We will next report in March 2026.

If you have feedback on the information or data in this report, please contact me at [tracy.campbell@papworthtrust.org.uk](mailto:tracy.campbell@papworthtrust.org.uk)

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**March 2025**