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# Durham University Voluntary Report on Disability, Mental Health and Wellbeing 2024/25

## Introduction

Durham University, a Disability Confident Leader (Level 3), is committed to fulfilling the UK Government's Voluntary Reporting Framework. This report outlines our activities and data related to disability, mental health, and wellbeing in the workplace.

## Disability

### Part A: Recruitment and Retention of Disabled People

Durham guarantees interviews for disabled applicants meeting essential criteria and ensures inclusive recruitment practices. Reasonable adjustments are offered throughout the process. Retention is supported via the Workplace Passport scheme, Disability Hub, and membership in the Business Disability Forum. The Disability Network provides a confidential space for disabled staff to share experiences and influence policy.

In 2024, the median disability pay gap was 22.1%, with improved declaration rates (unknowns reduced from 27.6% to 22.7%).

### Part B: Percentage of Disabled Staff

As of July 2025, 10.11% of staff self-identify as disabled or having a long-term condition, based on HR system data and guided self-assessment.

## Mental Health and Wellbeing

### Part A: Support for Employee Wellbeing

Initiatives are structured around the Five Ways to Wellbeing:
- Connect: MHFAiders, staff networks, Wellbeing Cafés
- Be Active: Walks, Sports & Wellbeing Park, menopause support
- Take Notice: Chaplaincy services
- Learn: 8,886 completions of mental health training modules
- Give: Coaching, mentoring, volunteering days
Additional support includes Wellness Action Plans, stress risk assessments, and campaigns addressing menstruation and menopause.

### Part B: Staff Survey Results

February 2024 survey (60% response rate):
- 56% feel supported in wellbeing
- 61% can cope with job demands
- 55% consider workload reasonable
Durham continues to monitor and promote engagement with wellbeing services.