

Sussex Community NHS Foundation Trust

NHS Staff Survey Benchmark report 2022



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Introduction

About this report

This benchmark report for Sussex Community NHS Foundation Trust contains results for the 2022 NHS Staff Survey, and historical results back to 2018 where possible. These results are presented in the context of best, average and worst results for similar organisations where appropriate*. Data in this report are weighted** to allow for fair comparisons between organisations.

Please note: Results for Q1, Q10a, Q24d, Q25a-c, Q26a-c, Q27, Q28, Q29, Q30a, Q31a-b, Q32a-b and Q33 are not weighted or benchmarked because these questions ask for demographic or factual information.

Full details of how the data are calculated and weighted are included in the Technical Document, available to download from our results website.

How results are reported

For the 2021 survey onwards the questions in the NHS Staff Survey are aligned to the People Promise. This sets out, in the words of NHS staff, the things that would most improve their working experience, and is made up of seven elements:



In support of this, the results of the NHS Staff Survey are measured against the seven People Promise elements and against two of the themes reported in previous years (Staff Engagement and Morale). The reporting also includes sub-scores, which feed into the People Promise elements and themes. The next slide shows how the People Promise elements, themes and subscores are related and mapped to individual survey questions.

*The data included in this report are weighted to the national benchmarking groups. The figures in this report may be different to the figures produced by your contractor.

**Please see Appendix C for a note on the revision to 2019 historical benchmarking for Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts, and Community Trust benchmarking groups.

People Promise elements, themes and sub-scores

People Promise elements	Sub-scores	Questions
We are compassionate and inclusive	Compassionate culture	Q6a, Q23a, Q23b, Q23c, Q23d
	Compassionate leadership	Q9f, Q9g, Q9h, Q9i
	Diversity and equality	Q15, Q16a, Q16b, Q20
	Inclusion	Q7h, Q7i, Q8b, Q8c
We are recognised and rewarded	No sub-score	Q4a, Q4b, Q4c, Q8d, Q9e
We each have a voice that counts	Autonomy and control	Q3a, Q3b, Q3c, Q3d, Q3e, Q3f, Q5b
	Raising concerns	Q19a, Q19b, Q23e, Q23f
We are safe and healthy	Health and safety climate	Q3g, Q3h, Q3i, Q5a Q11a, Q13d, Q14d
	Burnout	Q12a, Q12b, Q12c, Q12d, Q12e, Q12f, Q12g
	Negative experiences	Q11b, Q11c, Q11d, Q13a, Q13b, Q13c, Q14a, Q14b, Q14c
We are always learning	Development	Q22a, Q22b, Q22c, Q22d, Q22e
	Appraisals	Q21a*, Q21b, Q21c, Q21d *Q21a is a filter question and therefore influences the sub-score without being a directly scored question.
We work flexibly	Support for work-life balance	Q6b, Q6c, Q6d
	Flexible working	Q4d
We are a team	Team working	Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a
	Line management	Q9a, Q9b, Q9c, Q9d
Themes	Sub-scores	Questions
Staff Engagement	Motivation	Q2a, Q2b, Q2c
	Involvement	Q3c, Q3d, Q3f
	Advocacy	Q23a, Q23c, Q23d
Morale	Thinking about leaving	Q24a, Q24b, Q24c
	Work pressure	Q3g, Q3h, Q3i
	Stressors	Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a

Questions not linked to the People Promise elements or themes

Introduction

This section provides a brief introduction to the report, including how questions map to the People Promise elements, themes and sub-scores, as well as features of the graphs used throughout.

Organisation details

This slide contains **key information** about the NHS organisations participating in this survey and details for your own organisation, such as response rate.

People Promise Elements, Themes and Sub-scores: Overview

This section provides a high-level **overview** of the results for the seven elements of the People Promise and the two themes, followed by the results for each of the **sub-scores** that feed into these measures.

People Promise Elements, Themes and Sub-scores: Trends

This section provides trend results for the seven elements of the People Promise and the two themes, followed by the trend results for each of the sub-scores that feed into these measures.

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score. For example, the Burnout sub-score, a higher score (closer to 10) means a lower proportion of staff are experiencing burnout from their work. These scores are created by scoring questions linked to these areas of experience and grouping these results together. Your organisation results are benchmarked against the benchmarking group average, the best scoring organisation and the worst scoring organisation. These graphs are reported as percentages. The meaning of the value is outlined along the y axis. The questions that feed into each sub-score are detailed on slide 5.

The Covid-19 pandemic

This section contains results for the People Promise elements and themes split by staff experience related to the Covid-19 pandemic.

Questions not linked to People Promise

Results for the questions that do not contribute to the result for any People Promise element or theme are included in this section.

Workforce Equality Standards

This section shows that data required for the indicators used in the **Workforce Race Equality Standard (WRES)** and the **Workforce Disability Equality Standard (WDES)**.

About your respondents

This section provides details of the staff responding to the survey, including their **demographic and other classification questions**.

Appendices

Here you will find:

- Response rate.
- Significance testing of the People Promise element and Theme results for 2021 vs 2022.
- Data in the benchmark reports.
- Additional reporting outputs.
- Tips on action planning and interpreting the results.
- Contact information.



Please note, where there are less than 11 responses for a question this data is not shown to protect the confidentiality of staff and reliability of results.

Please note this is example data

Key features

Question-level results are always reported as percentages; the **meaning of the value** is outlined along the axis. Summary measures and sub-scores are always on a 0-10pt scale where 10 is the best score attainable.

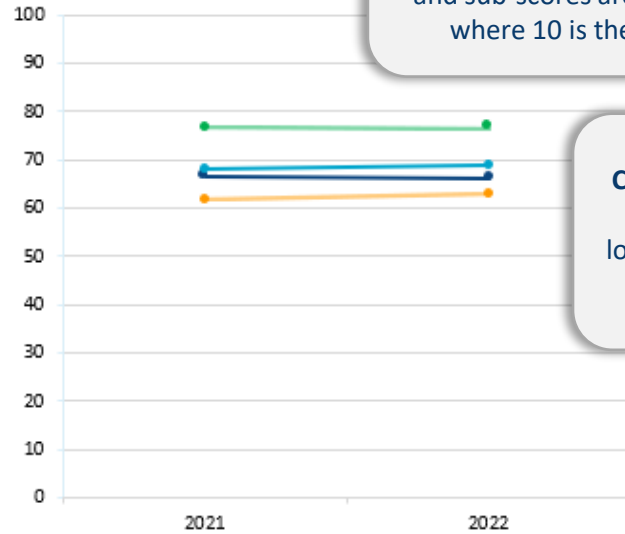
Question number and text (for summary measure) specified at the top of each slide.

The home icon on each slide is **hyperlinked** and takes you back to the contents page (which is also hyperlinked to each section).

Colour coding highlights best / worst results, making it easy to spot questions where a lower percentage is better – in such instances 'Best' is the bottom line in the table.

Number of responses for the organisation for the given question.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question

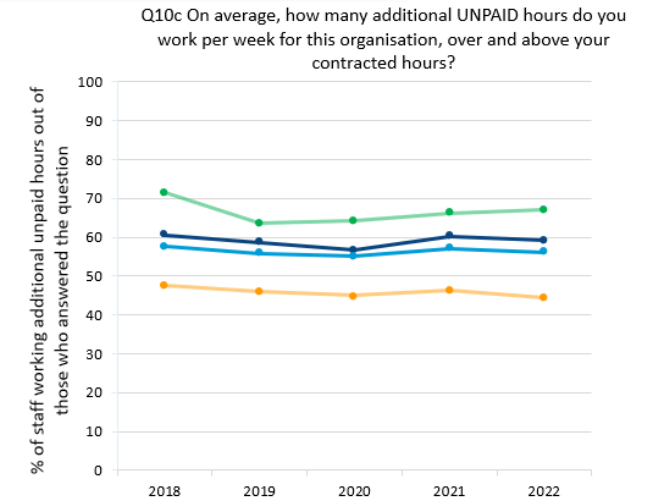


2021 2022

2021 2022

	2021	2022
Your org	66.5%	66.3%
Best	76.8%	76.8%
Average	68.0%	68.7%
Worst	61.9%	62.8%

Tips on how to read, interpret and use the data are included in the Appendices



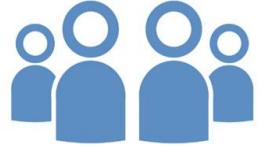
	2018	2019	2020	2021	2022
Your org	60.5%	58.7%	56.8%	60.2%	59.2%
Best	71.4%	63.6%	64.2%	66.1%	67.3%
Average	57.7%	55.9%	55.1%	57.0%	56.3%
Worst	47.7%	46.0%	45.0%	46.5%	44.6%

'Best', 'Average', and 'Worst' refer to the **benchmarking group's** best, average and worst results.

Organisation details

Sussex Community NHS Foundation Trust

2022 NHS Staff Survey



Organisation details

Completed questionnaires **3702**

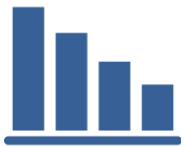
2022 response rate **71%**

Survey details

Survey mode **Mixed**

This organisation is benchmarked against:

Community Trusts



2022 benchmarking group details

Organisations in group: 16

Median response rate: 57%

No. of completed questionnaires: 24650



People Promise Elements, Themes and sub-score results

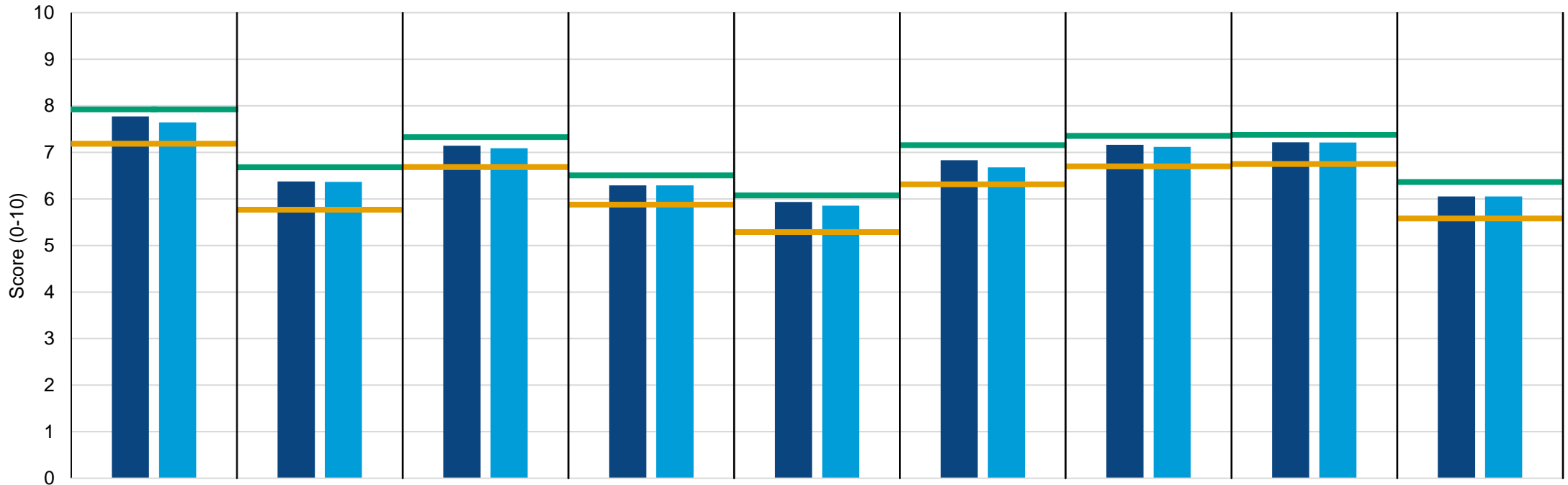
People Promise Elements, Themes and Sub-scores: Overview

People Promise Elements and Themes: Overview

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score.**



We are compassionate and inclusive We are recognised and rewarded We each have a voice that counts We are safe and healthy We are always learning We work flexibly We are a team Staff Engagement Morale



Your org	7.8	6.4	7.1	6.3	5.9	6.8	7.2	7.2	6.1
Best	7.9	6.7	7.3	6.5	6.1	7.2	7.4	7.4	6.4
Average	7.6	6.4	7.1	6.3	5.9	6.7	7.1	7.2	6.1
Worst	7.2	5.8	6.7	5.9	5.3	6.3	6.7	6.7	5.6
Responses	3692	3691	3662	3665	3576	3679	3681	3692	3693

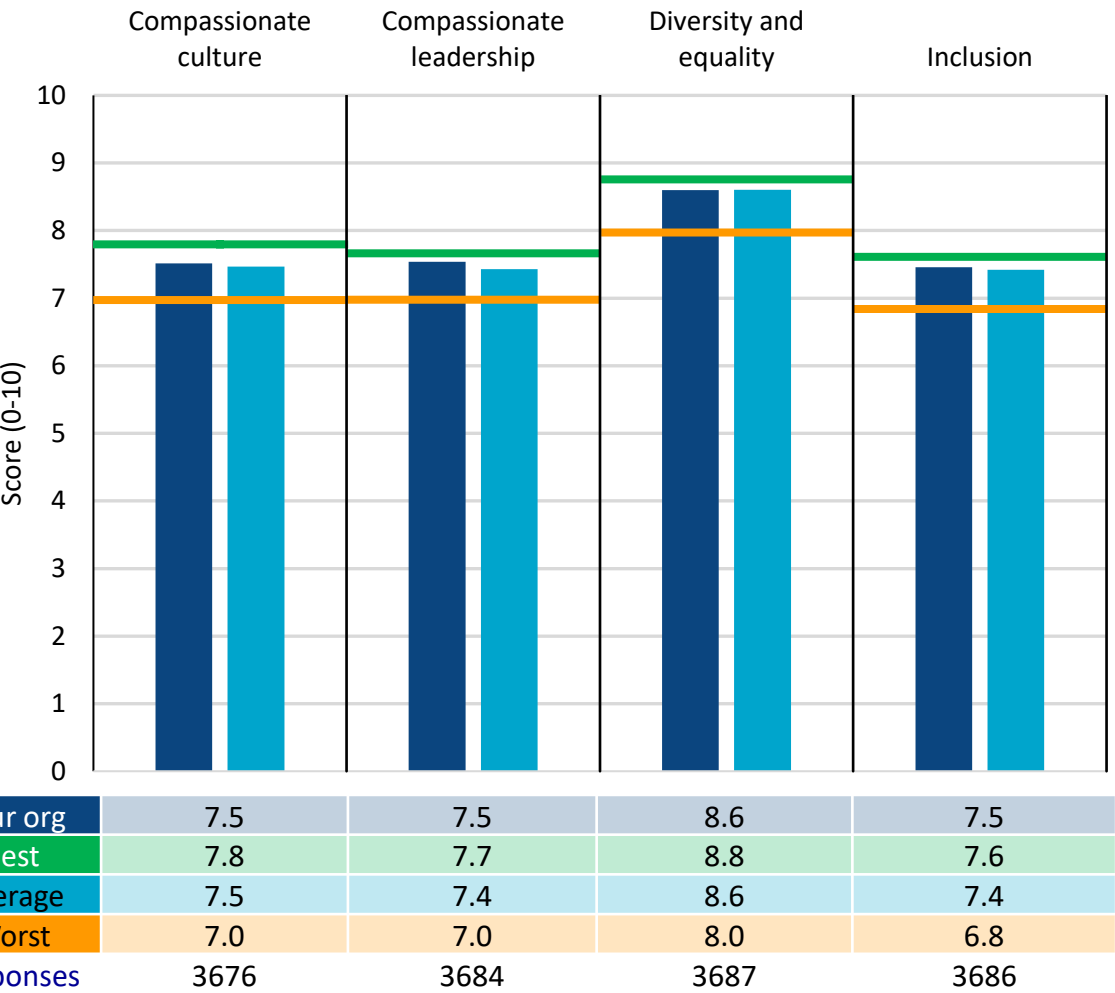


People Promise Elements, Themes and Sub-scores: Sub-score Overview

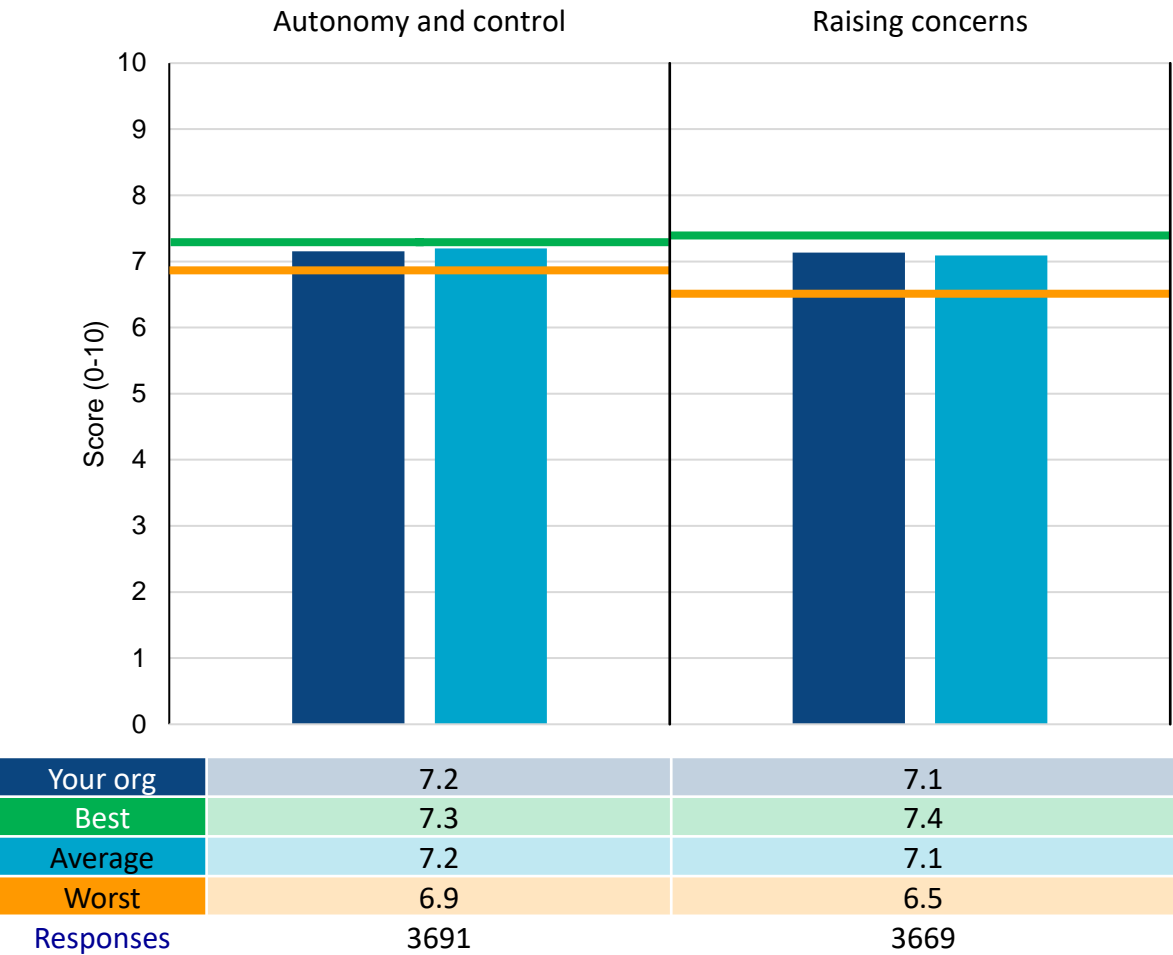
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 1: We are compassionate and inclusive



Promise element 3: We each have a voice that counts



N.B. People Promise Element 2 ‘We are recognised and rewarded’ does not have any sub-scores. Overall trend score data for this element is reported on slide 20.

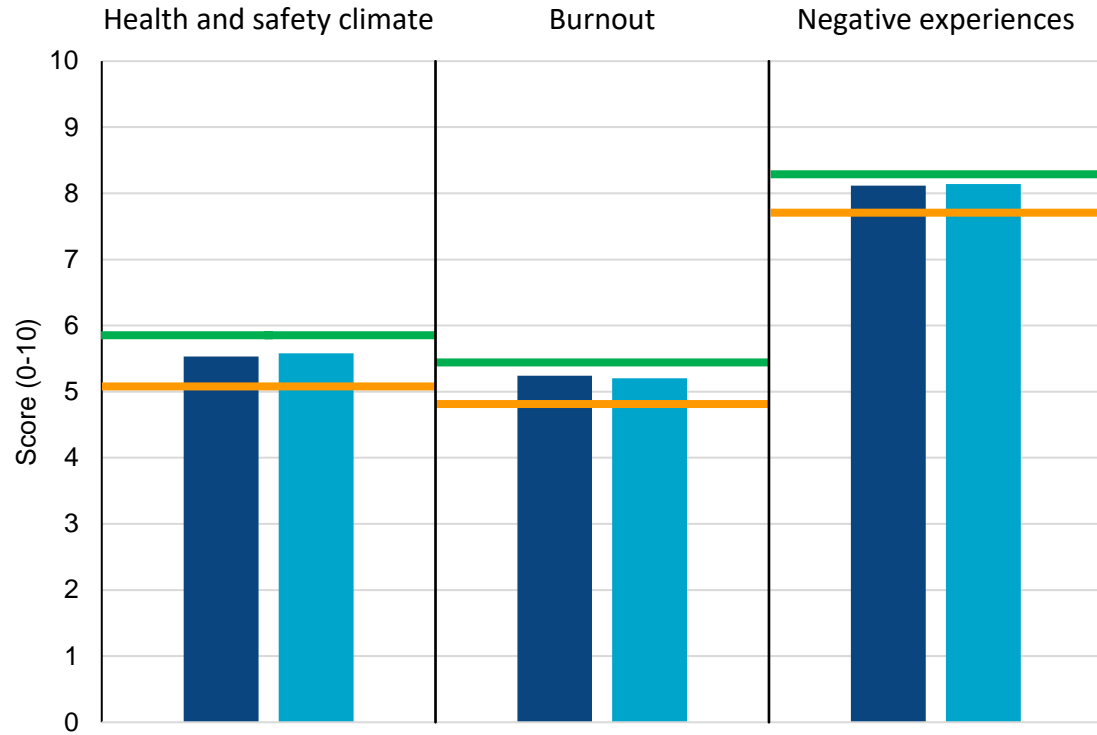


People Promise Elements, Themes and Sub-scores: Sub-score Overview

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 4: We are safe and healthy



Your org	5.5	5.2	8.1
Best	5.9	5.4	8.3
Average	5.6	5.2	8.1
Worst	5.1	4.8	7.7

Responses

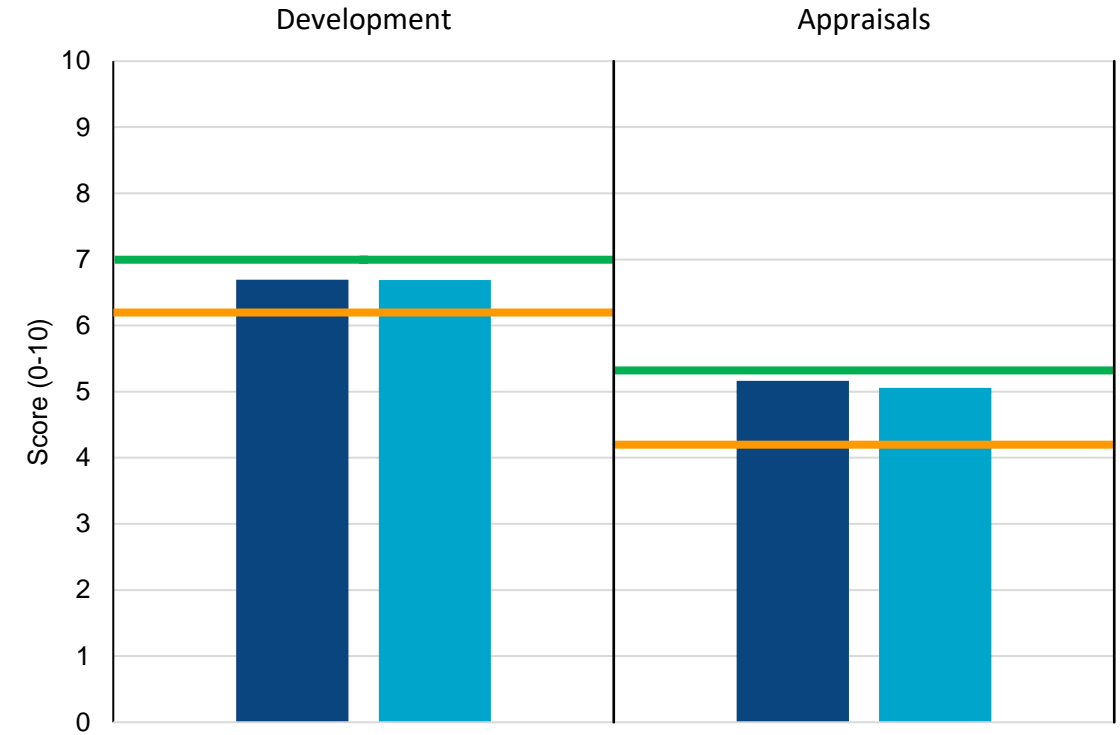
3692

3688

3675



Promise element 5: We are always learning



Your org	6.7	5.2
Best	7.0	5.3
Average	6.7	5.1
Worst	6.2	4.2

Responses

3678

3593

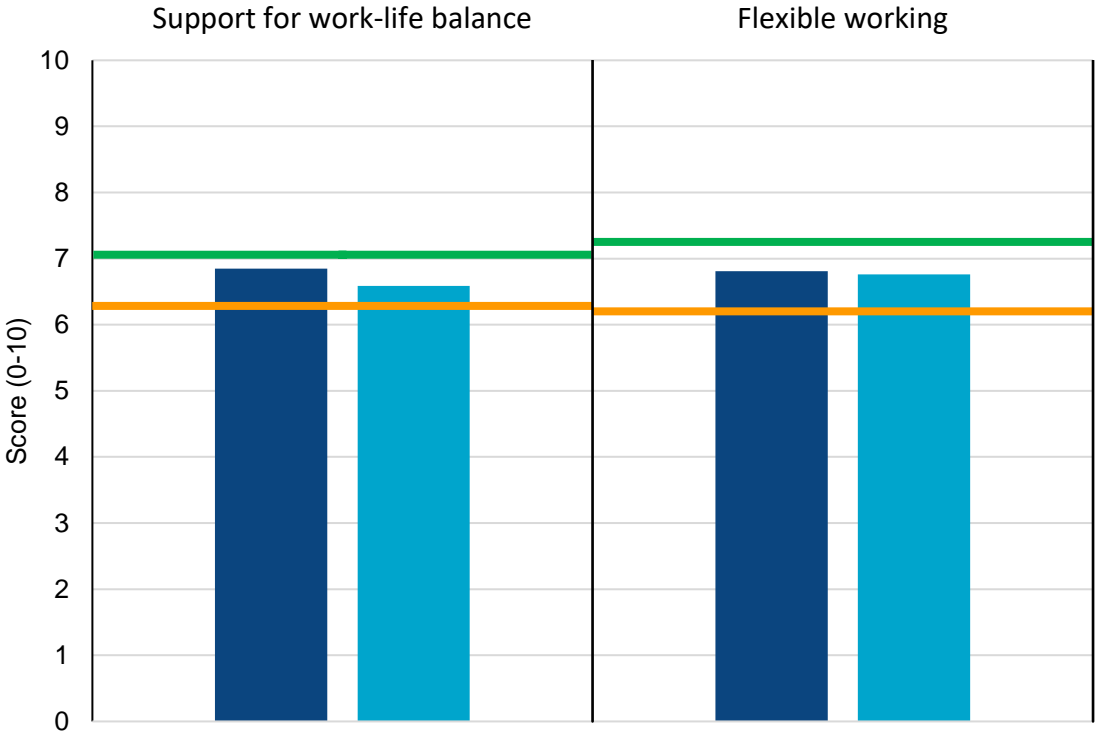


People Promise Elements, Themes and Sub-scores: Sub-score Overview

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



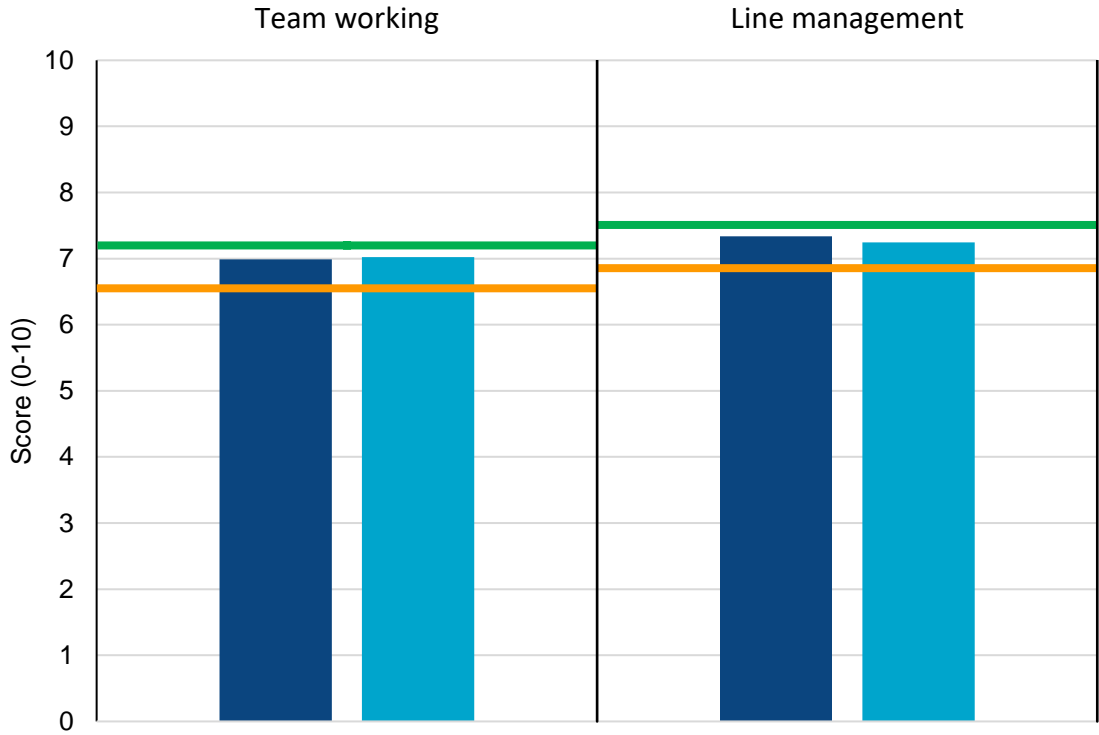
Promise element 6: We work flexibly



Your org	6.8	6.8
Best	7.1	7.3
Average	6.6	6.8
Worst	6.3	6.2
Responses	3686	3687



Promise element 7: We are a team



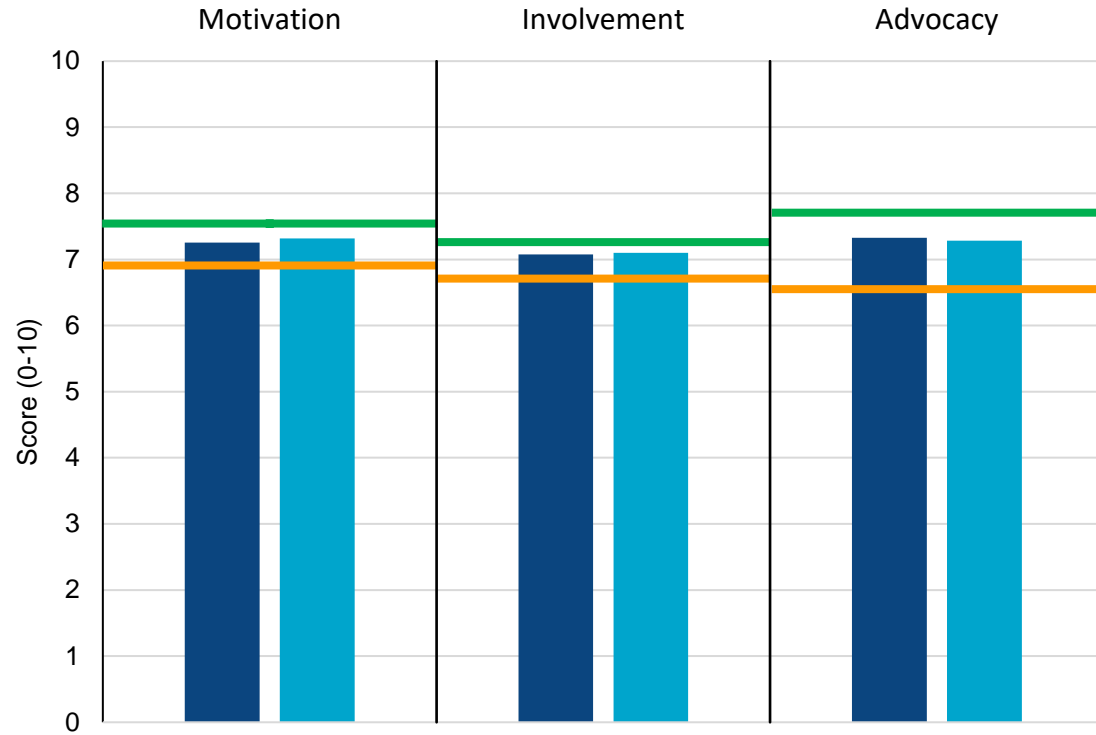
Your org	7.0	7.3
Best	7.2	7.5
Average	7.0	7.2
Worst	6.5	6.9
Responses	3692	3683



People Promise Elements, Themes and Sub-scores: Sub-score Overview

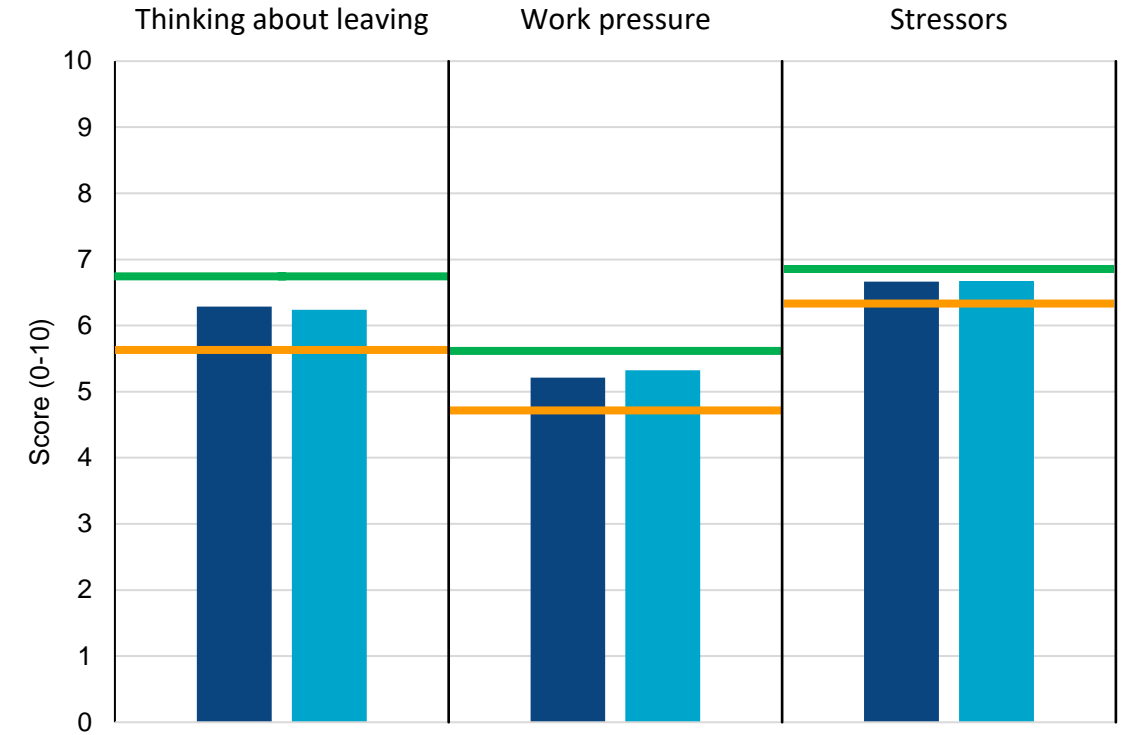
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff engagement



Your org	7.3	7.1	7.3
Best	7.5	7.3	7.7
Average	7.3	7.1	7.3
Worst	6.9	6.7	6.6
Responses	3659	3691	3676

Theme: Morale



Your org	6.3	5.2	6.7
Best	6.7	5.6	6.9
Average	6.2	5.3	6.7
Worst	5.6	4.7	6.3
Responses	3664	3690	3686

People Promise Elements, Themes and Sub-scores: Trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 1: We are compassionate and inclusive

We are compassionate and inclusive



	2021	2022
Your org	7.8	7.8
Best	7.9	7.9
Average	7.6	7.6
Worst	7.1	7.2
Responses	3810	3692



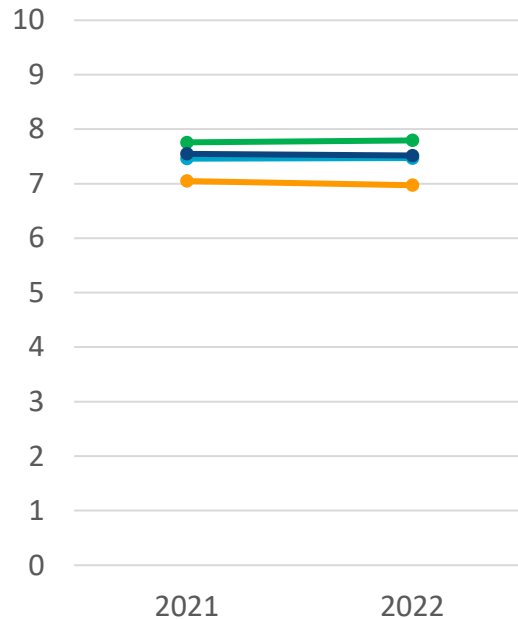
People Promise Elements, Themes and Sub-scores: Sub-score trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

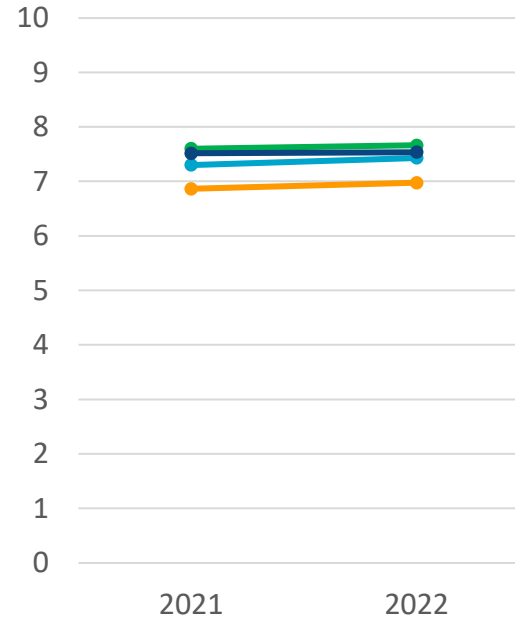


Promise element 1: We are compassionate and inclusive

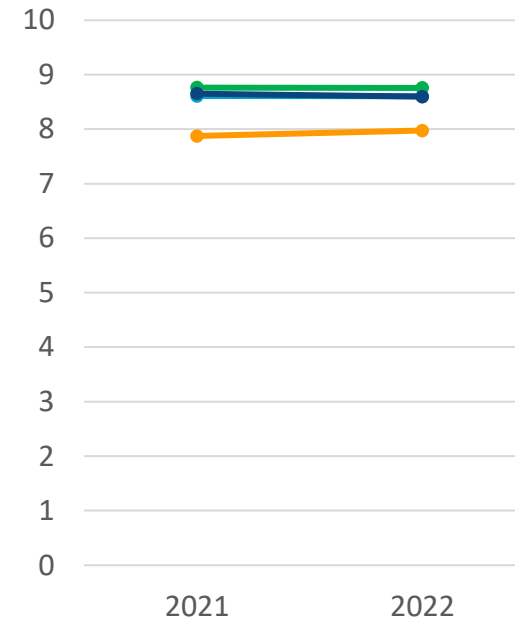
Compassionate culture



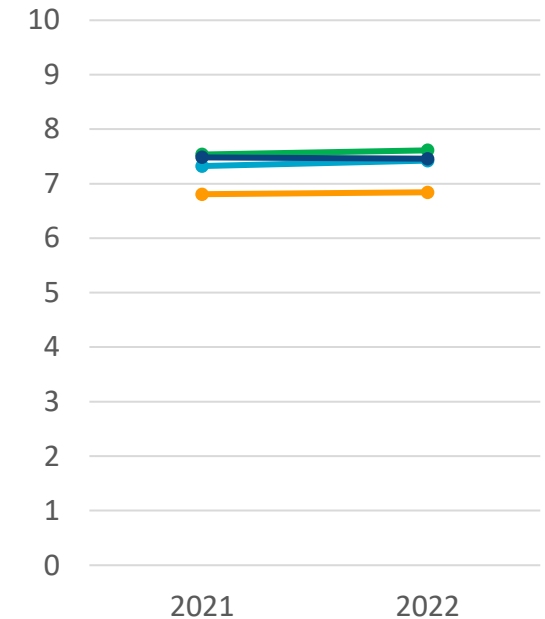
Compassionate leadership



Diversity and equality



Inclusion



	2021	2022
Your org	7.5	7.5
Best	7.8	7.8
Average	7.5	7.5
Worst	7.0	7.0
Responses	3798	3676

	2021	2022
Your org	7.5	7.5
Best	7.6	7.7
Average	7.3	7.4
Worst	6.9	7.0
Responses	3810	3684

	2021	2022
Your org	8.7	8.6
Best	8.8	8.8
Average	8.6	8.6
Worst	7.9	8.0
Responses	3812	3687

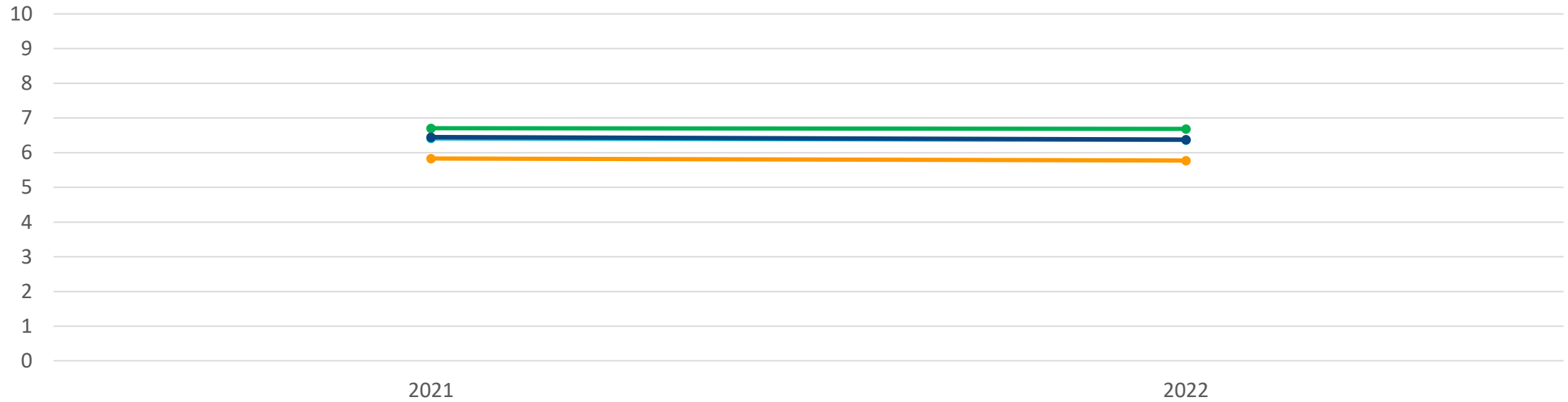
	2021	2022
Your org	7.5	7.5
Best	7.5	7.6
Average	7.3	7.4
Worst	6.8	6.8
Responses	3820	3686

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 2: We are recognised and rewarded

We are recognised and rewarded



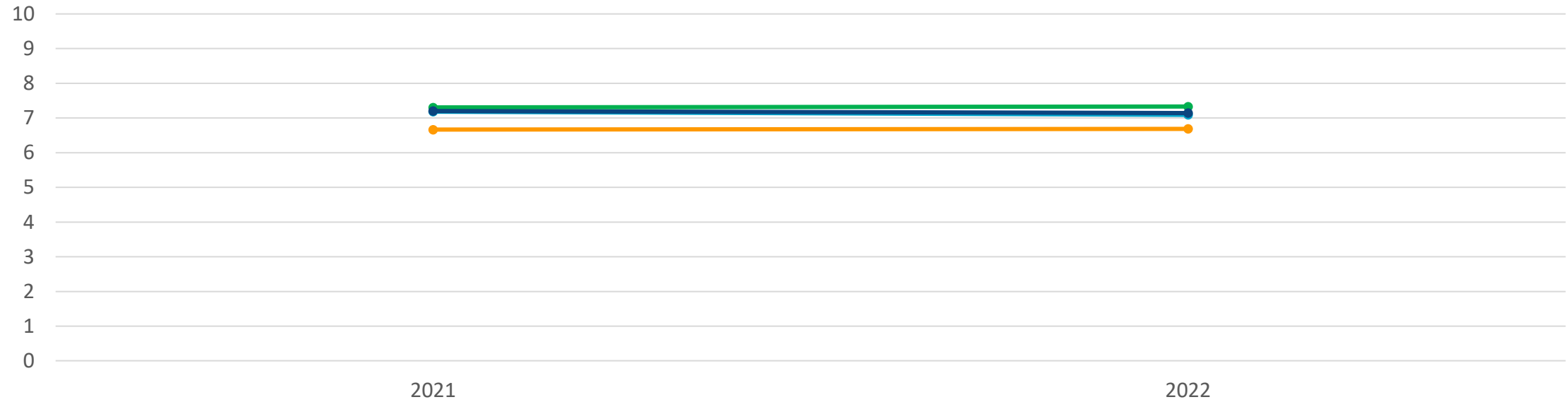
	2021	2022
Your org	6.4	6.4
Best	6.7	6.7
Average	6.4	6.4
Worst	5.8	5.8
Responses	3839	3691

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 3: We each have a voice that counts

We each have a voice that counts



	2021	2022
Your org	7.2	7.1
Best	7.3	7.3
Average	7.2	7.1
Worst	6.7	6.7
Responses	3773	3662



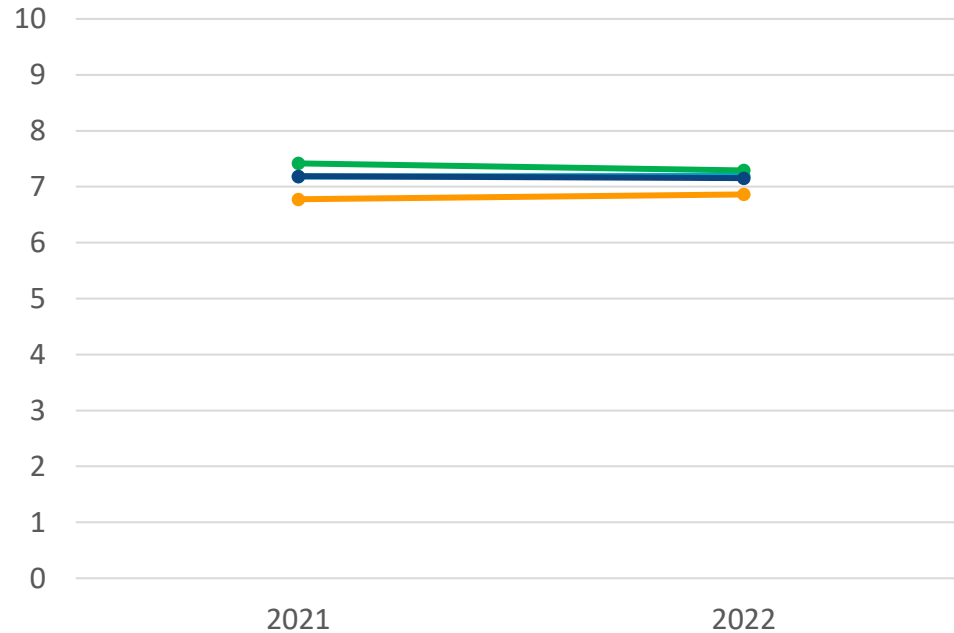
People Promise Elements, Themes and Sub-scores: Sub-score trends

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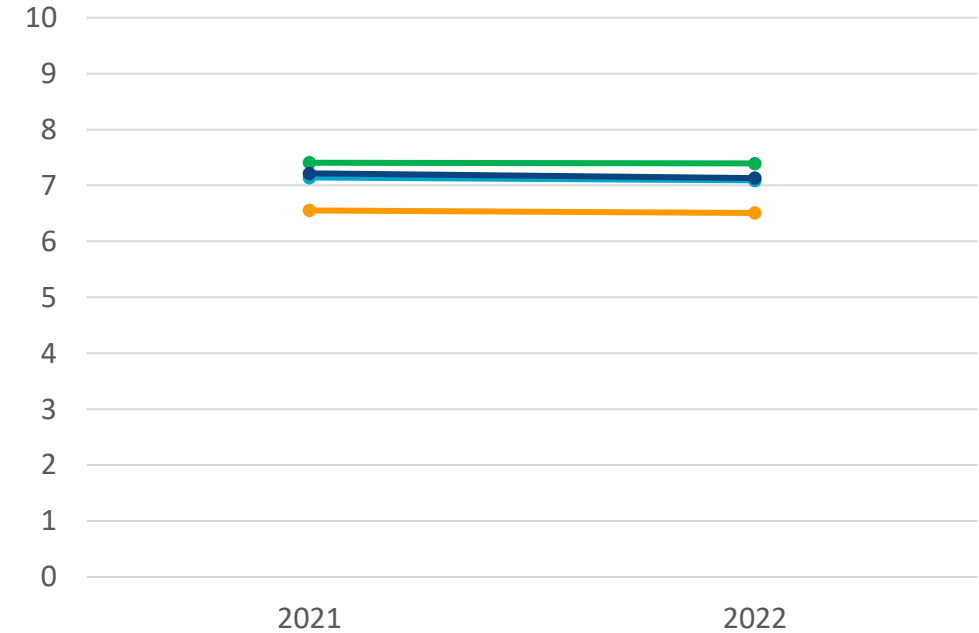
Promise element 3: We each have a voice that counts

Autonomy and control



	2021	2022
Your org	7.2	7.2
Best	7.4	7.3
Average	7.2	7.2
Worst	6.8	6.9
Responses	3841	3691

Raising concerns



	2021	2022
Your org	7.2	7.1
Best	7.4	7.4
Average	7.1	7.1
Worst	6.6	6.5
Responses	3777	3669

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 4: We are safe and healthy

We are safe and healthy



	2021	2022
Your org	6.3	6.3
Best	6.4	6.5
Average	6.2	6.3
Worst	5.9	5.9
Responses	3791	3665



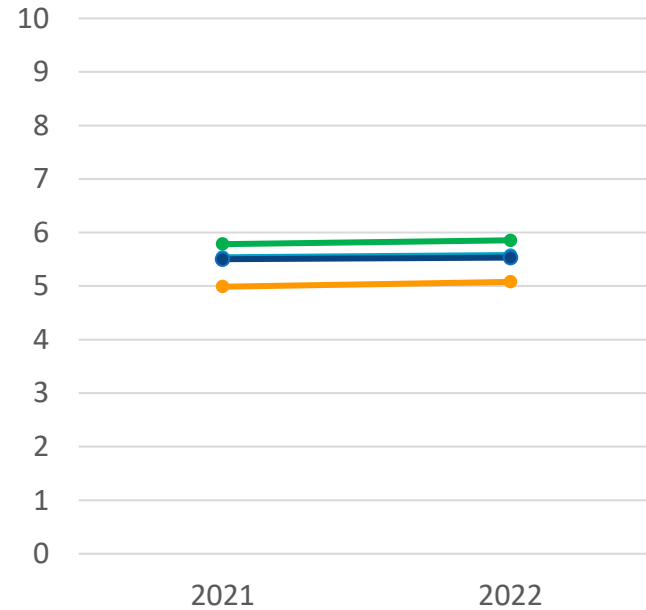
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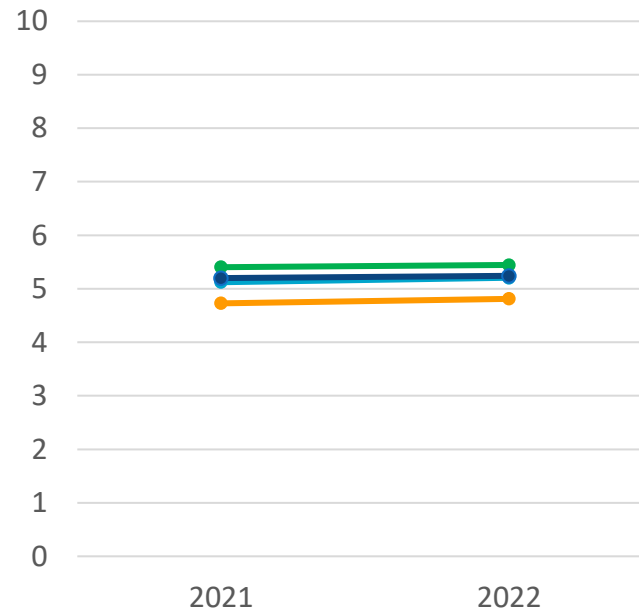
Promise element 4: We are safe and healthy

Health and safety climate



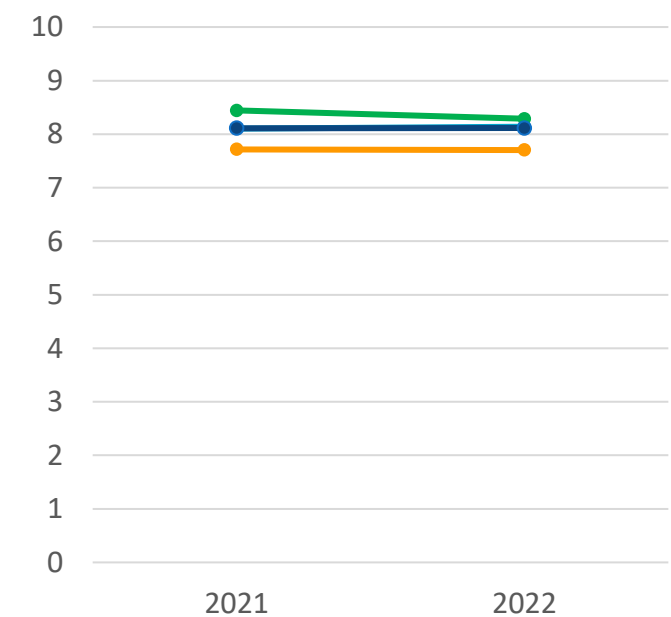
	2021	2022
Your org	5.5	5.5
Best	5.8	5.9
Average	5.5	5.6
Worst	5.0	5.1
Responses	3840	3692

Burnout



	2021	2022
Your org	5.2	5.2
Best	5.4	5.4
Average	5.1	5.2
Worst	4.7	4.8
Responses	3812	3688

Negative experiences



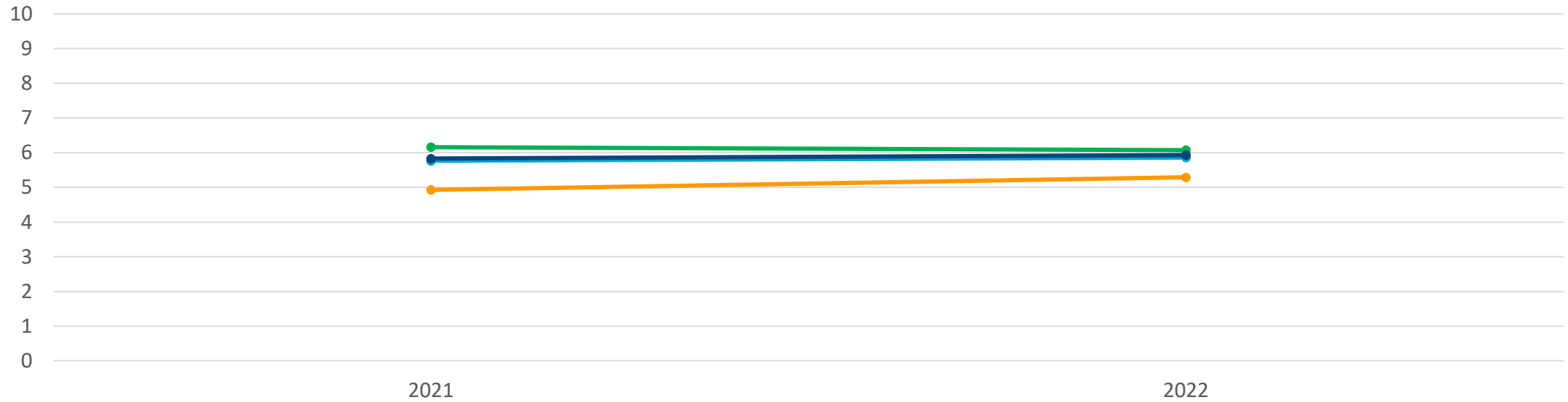
	2021	2022
Your org	8.1	8.1
Best	8.4	8.3
Average	8.1	8.1
Worst	7.7	7.7
Responses	3806	3675

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 5: We are always learning

We are always learning



	2021	2022
Your org	5.8	5.9
Best	6.2	6.1
Average	5.8	5.9
Worst	4.9	5.3
Responses	3688	3576

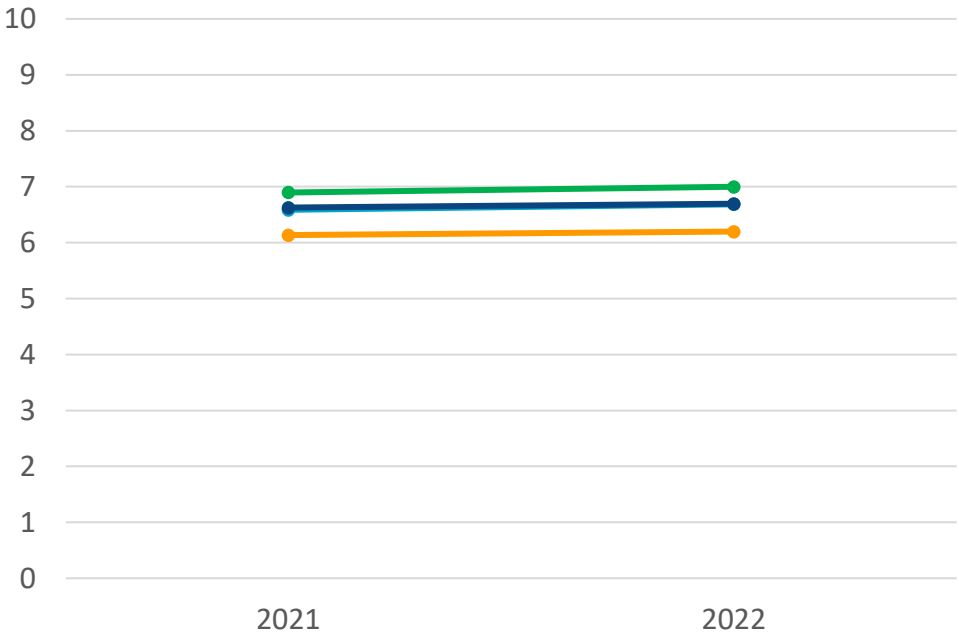


All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



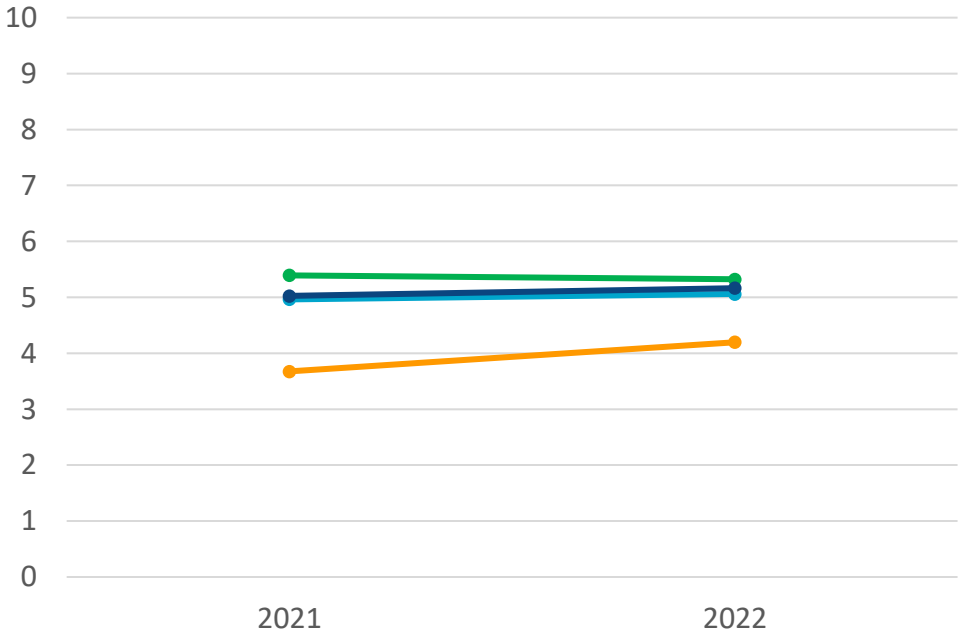
Promise element 5: We are always learning

Development



	2021	2022
Your org	6.6	6.7
Best	6.9	7.0
Average	6.6	6.7
Worst	6.1	6.2
Responses	3805	3678

Appraisals



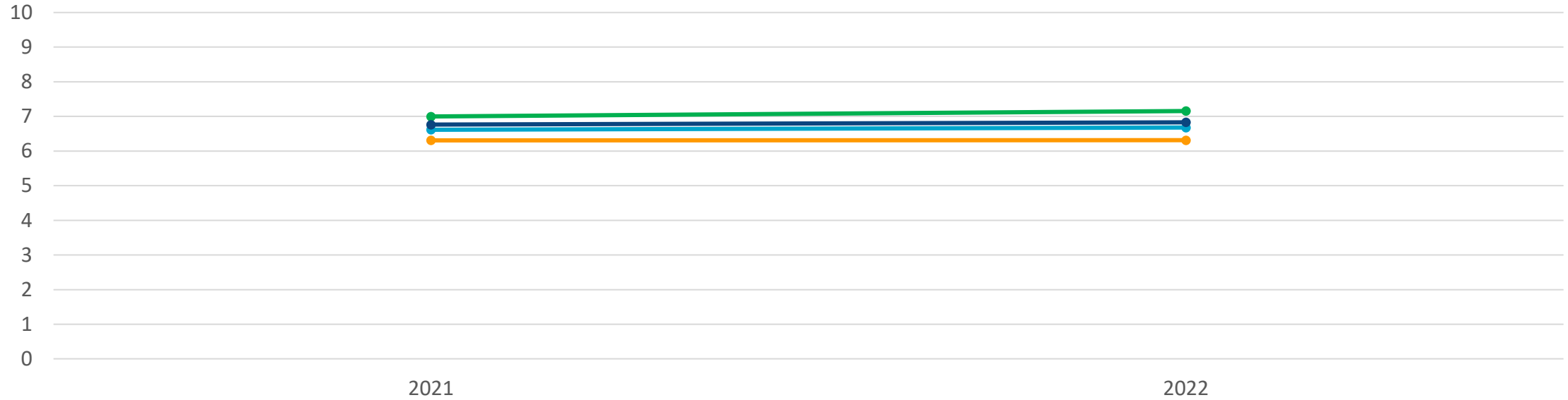
	2021	2022
Your org	5.0	5.2
Best	5.4	5.3
Average	5.0	5.1
Worst	3.7	4.2
Responses	3702	3593

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 6: We work flexibly

We work flexibly



	2021	2022
Your org	6.8	6.8
Best	7.0	7.2
Average	6.6	6.7
Worst	6.3	6.3
Responses	3813	3679



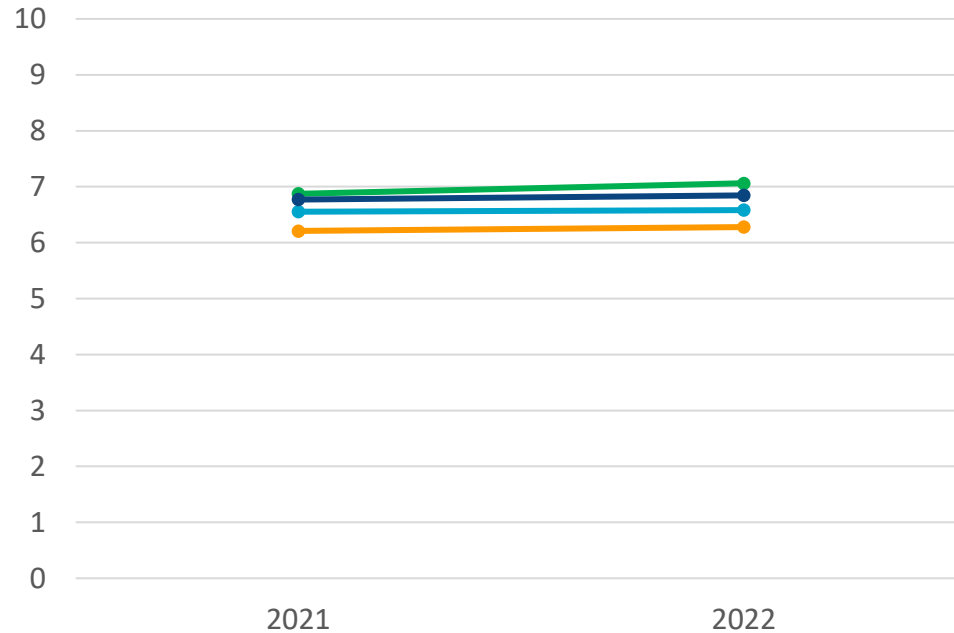
People Promise Elements, Themes and Sub-scores: Sub-score trends

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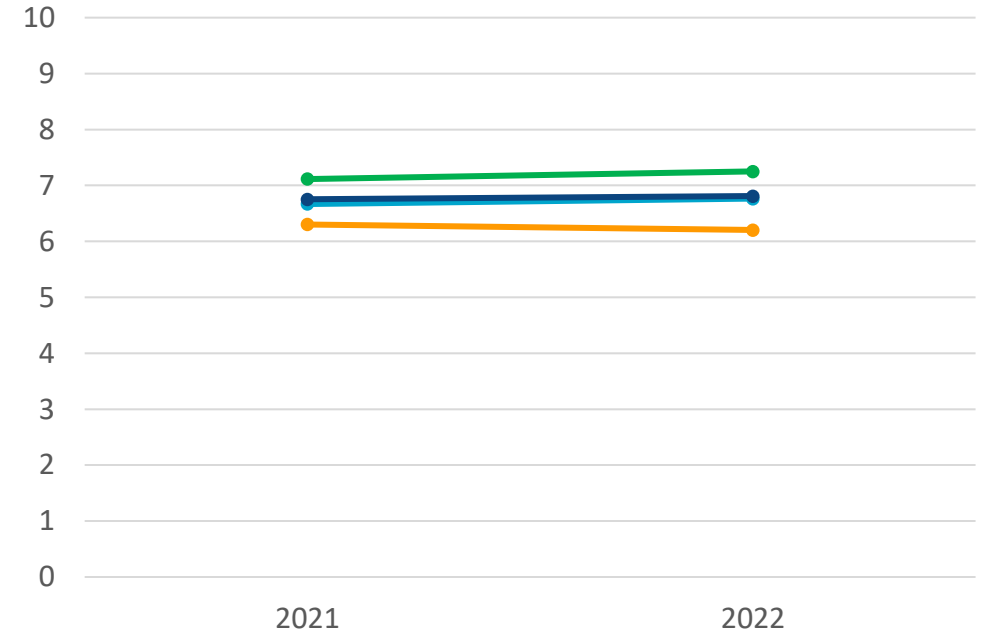
Promise element 6: We work flexibly

Support for work-life balance



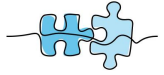
	2021	2022
Your org	6.8	6.8
Best	6.9	7.1
Average	6.6	6.6
Worst	6.2	6.3
Responses	3825	3686

Flexible working



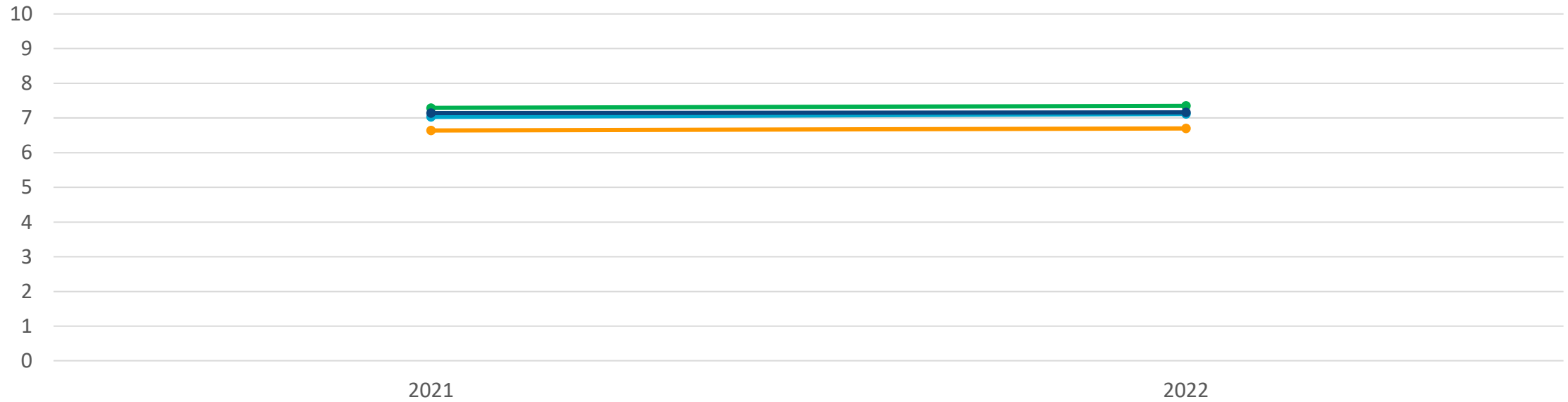
	2021	2022
Your org	6.8	6.8
Best	7.1	7.3
Average	6.7	6.8
Worst	6.3	6.2
Responses	3827	3687

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 7: We are a team

We are a team



	2021	2022
Your org	7.1	7.2
Best	7.3	7.4
Average	7.0	7.1
Worst	6.6	6.7
Responses	3810	3681



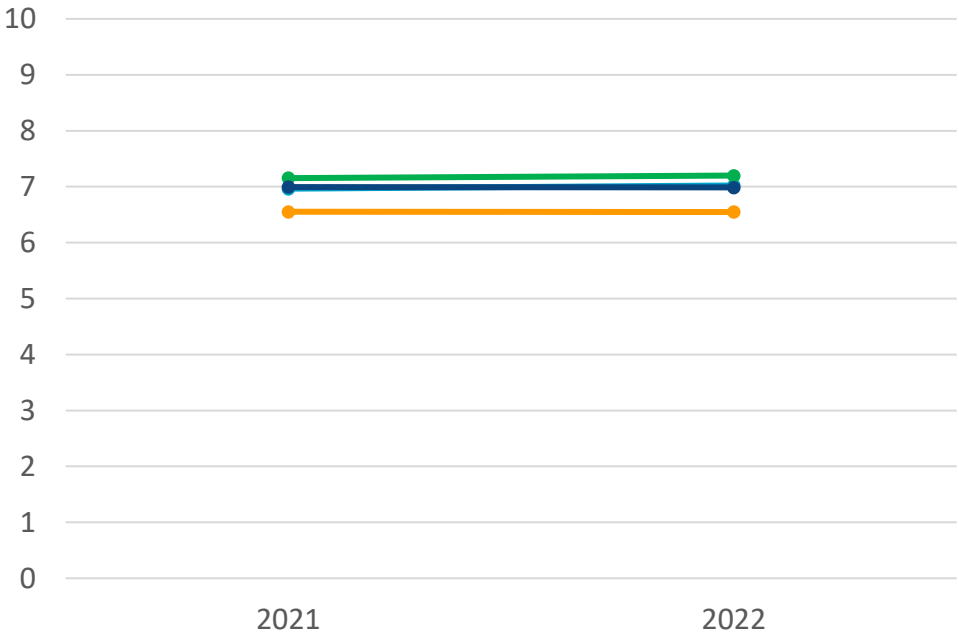
People Promise Elements, Themes and Sub-scores: Sub-score trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 7: We are a team

Team working

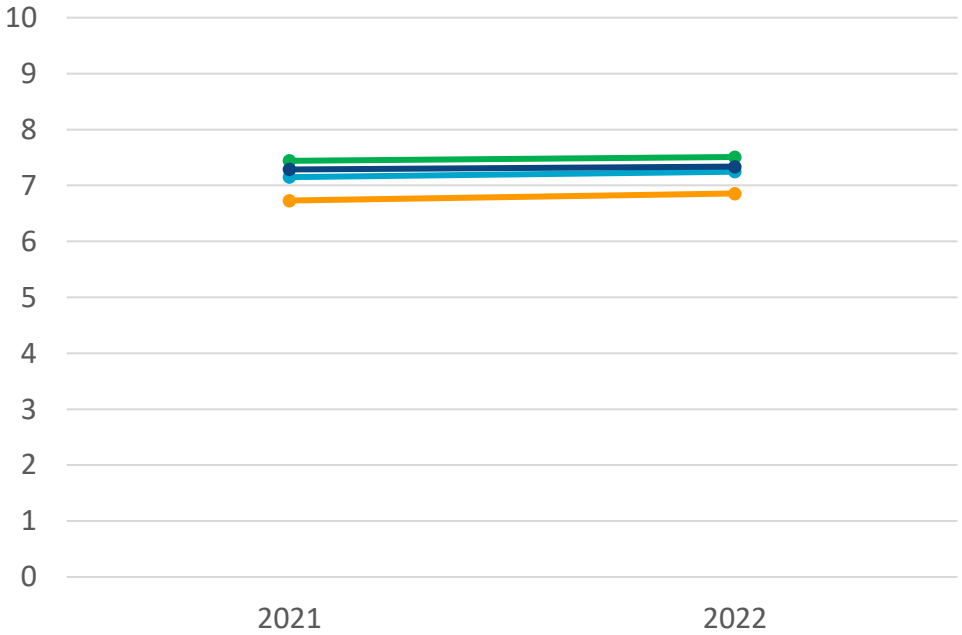


2021

2022

	2021	2022
Your org	7.0	7.0
Best	7.2	7.2
Average	7.0	7.0
Worst	6.6	6.5
Responses	3823	3692

Line management



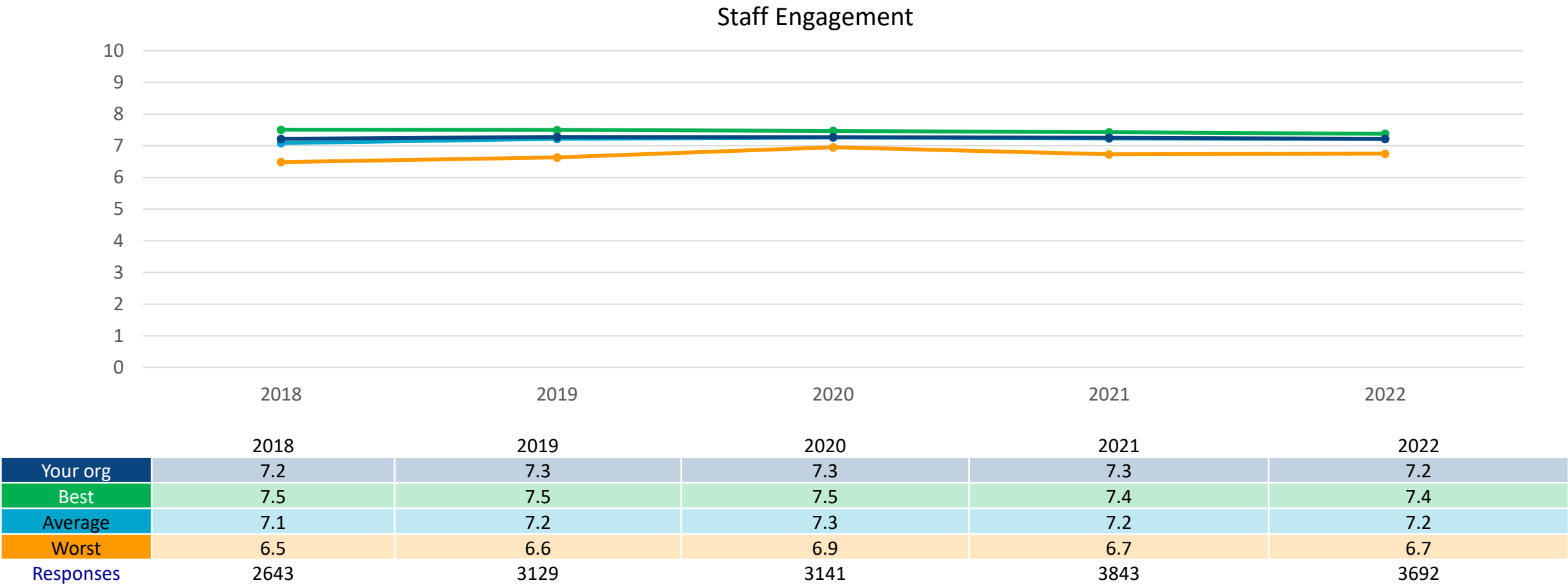
2021

2022

	2021	2022
Your org	7.3	7.3
Best	7.4	7.5
Average	7.1	7.2
Worst	6.7	6.9
Responses	3815	3683

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff Engagement



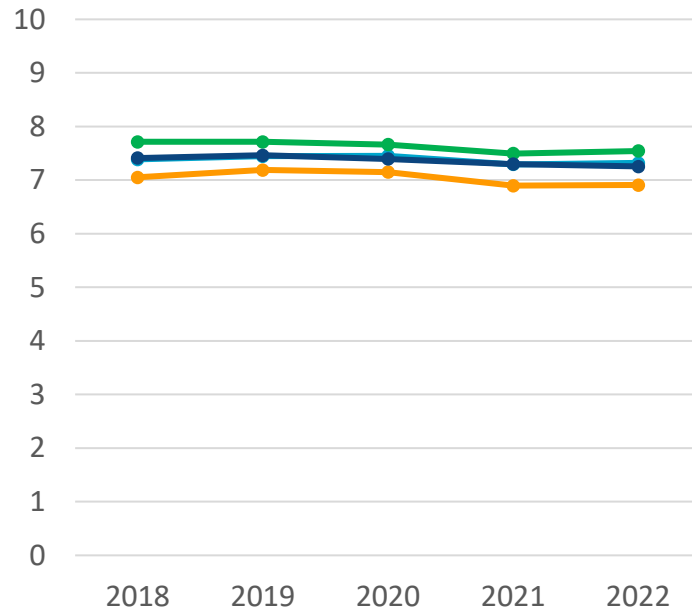


People Promise Elements, Themes and Sub-scores: Sub-score trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

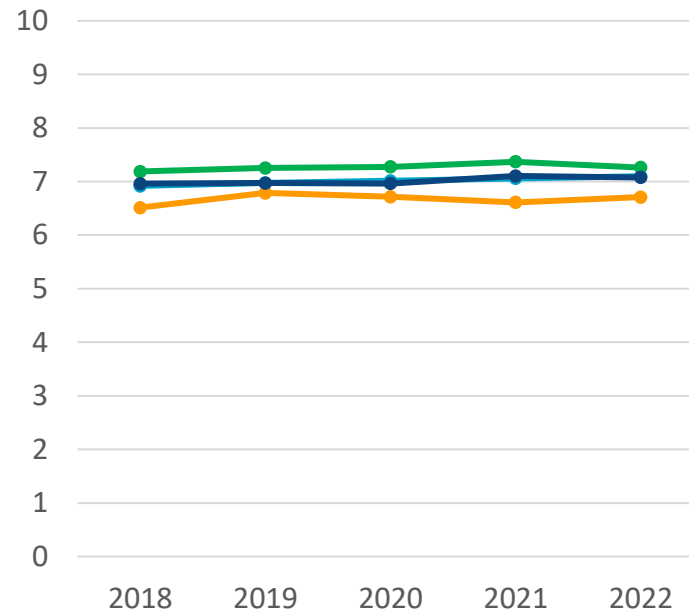
Theme: Staff Engagement

Motivation



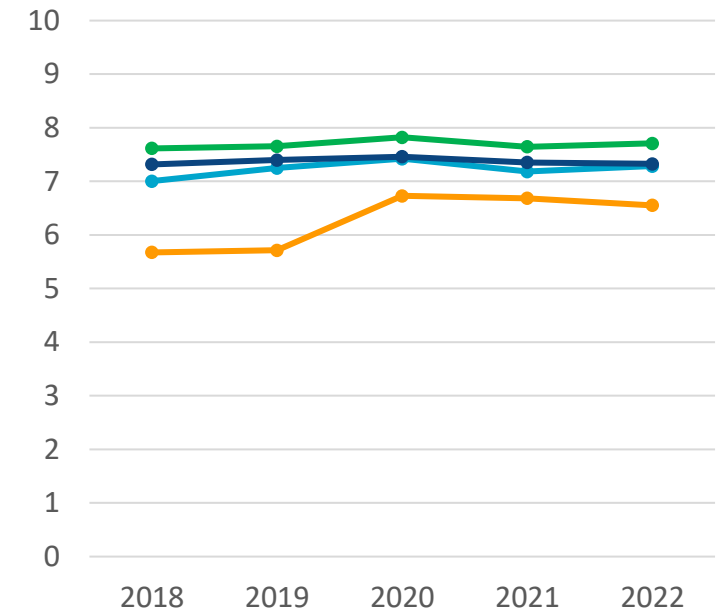
	2018	2019	2020	2021	2022
Your org	7.4	7.5	7.4	7.3	7.3
Best	7.7	7.7	7.7	7.5	7.5
Average	7.4	7.4	7.5	7.3	7.3
Worst	7.1	7.2	7.2	6.9	6.9
Responses	2591	3096	3129	3814	3659

Involvement



	2018	2019	2020	2021	2022
Your org	7.0	7.0	7.0	7.1	7.1
Best	7.2	7.3	7.3	7.4	7.3
Average	6.9	7.0	7.0	7.1	7.1
Worst	6.5	6.8	6.7	6.6	6.7
Responses	2641	3129	3144	3837	3691

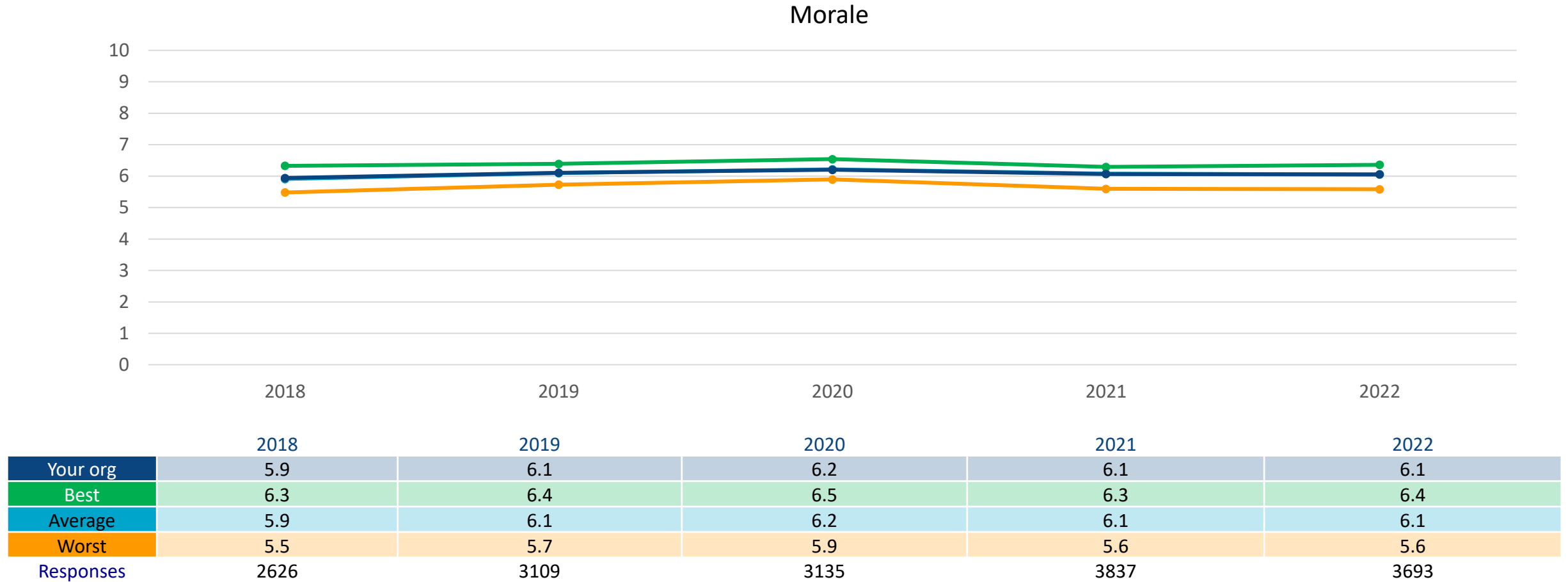
Advocacy



	2018	2019	2020	2021	2022
Your org	7.3	7.4	7.5	7.4	7.3
Best	7.6	7.7	7.8	7.6	7.7
Average	7.0	7.2	7.4	7.2	7.3
Worst	5.7	5.7	6.7	6.7	6.6
Responses	2565	3075	3109	3799	3676

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Morale



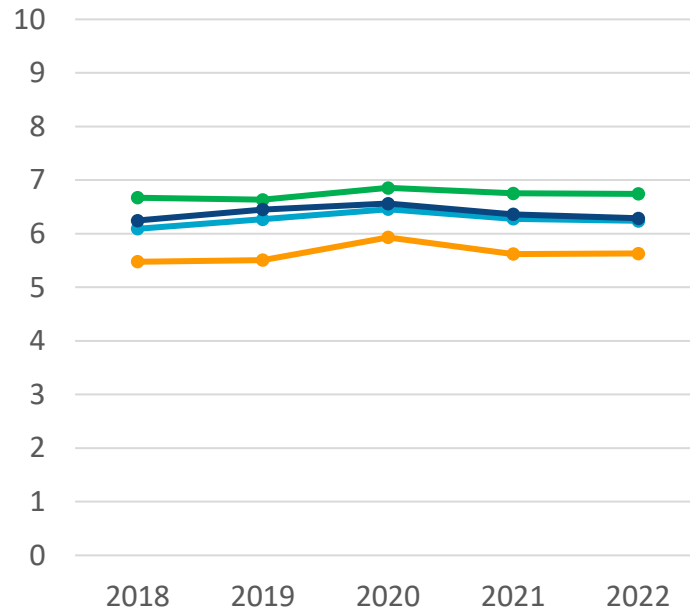


People Promise Elements, Themes and Sub-scores: Sub-score trends

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

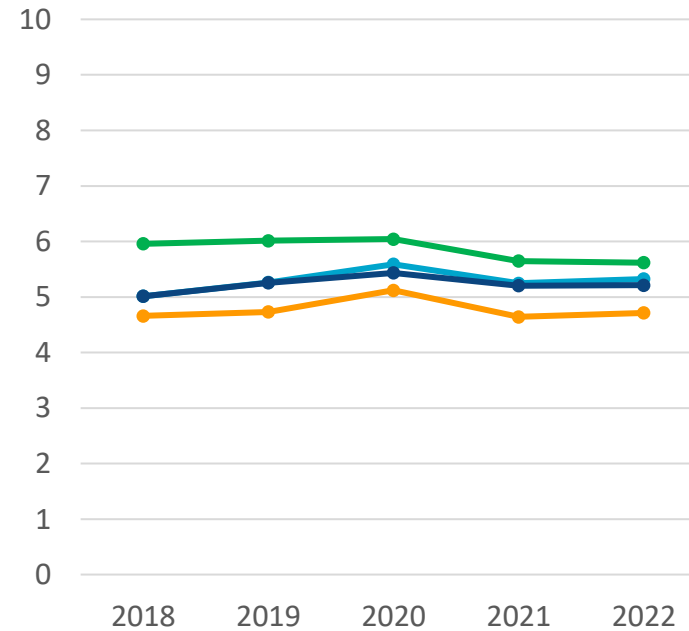
Theme: Morale

Thinking about leaving



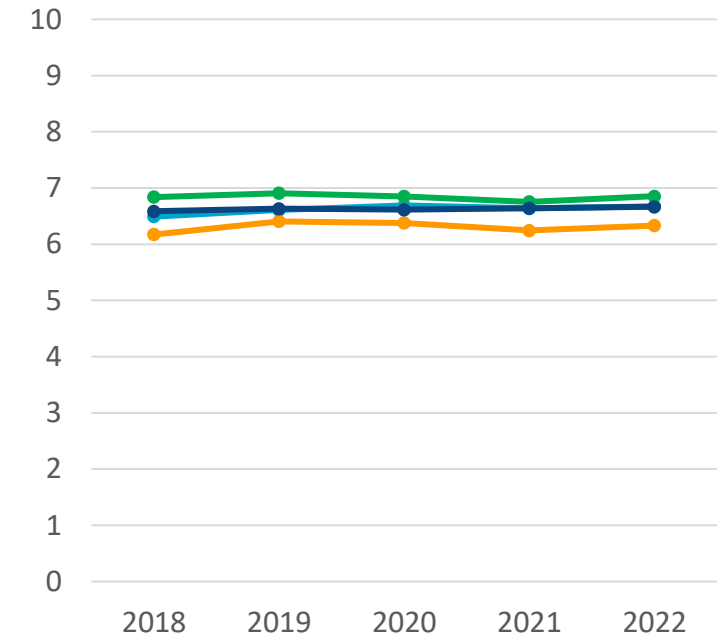
	2018	2019	2020	2021	2022
Your org	6.2	6.5	6.6	6.4	6.3
Best	6.7	6.6	6.9	6.8	6.7
Average	6.1	6.3	6.5	6.3	6.2
Worst	5.5	5.5	5.9	5.6	5.6
Responses	2560	3062	3102	3793	3664

Work pressure



	2018	2019	2020	2021	2022
Your org	5.0	5.3	5.4	5.2	5.2
Best	6.0	6.0	6.0	5.6	5.6
Average	5.0	5.3	5.6	5.2	5.3
Worst	4.7	4.7	5.1	4.6	4.7
Responses	2643	3126	3143	3837	3690

Stressors



	2018	2019	2020	2021	2022
Your org	6.6	6.6	6.6	6.6	6.7
Best	6.8	6.9	6.8	6.8	6.9
Average	6.5	6.6	6.7	6.6	6.7
Worst	6.2	6.4	6.4	6.2	6.3
Responses	2620	3102	3131	3820	3686

Covid-19 Classification breakdowns



Covid-19 classification breakdowns

Covid-19 questions

In the 2022 survey, staff were asked three classification questions relating to their experience during the Covid-19 pandemic:

- | | | |
|---|---|--|
| a. In the past 12 months, have you worked on a Covid-19 specific ward or area at any time? | ₁ <input type="checkbox"/> Yes | ₂ <input type="checkbox"/> No |
| b. In the past 12 months, have you been redeployed due to the Covid-19 pandemic at any time? | ₁ <input type="checkbox"/> Yes | ₂ <input type="checkbox"/> No |
| c. In the past 12 months, have you been required to work remotely/from home due to the Covid-19 pandemic? | ₁ <input type="checkbox"/> Yes | ₂ <input type="checkbox"/> No |

The charts on the following pages show the breakdown of People Promise elements scores for staff answering 'yes' to each of these questions, compared with the results for all staff at your organisation. Results are presented in the context of highest, average and lowest scores for similar organisations.

Comparing your data

To improve overall comparability, the data have been weighted to match the occupation group profile of staff at your organisation to that of the benchmarking group, as in previous charts. However, there may be differences in the occupation group profiles of the individual COVID-19 subgroups. For example, the mix of occupational groups across redeployed staff at your organisation may differ from similar organisations. This difference would not be accounted for by the weighting and therefore may affect the comparability of trend results. As such, a degree of caution is advised when interpreting your results.

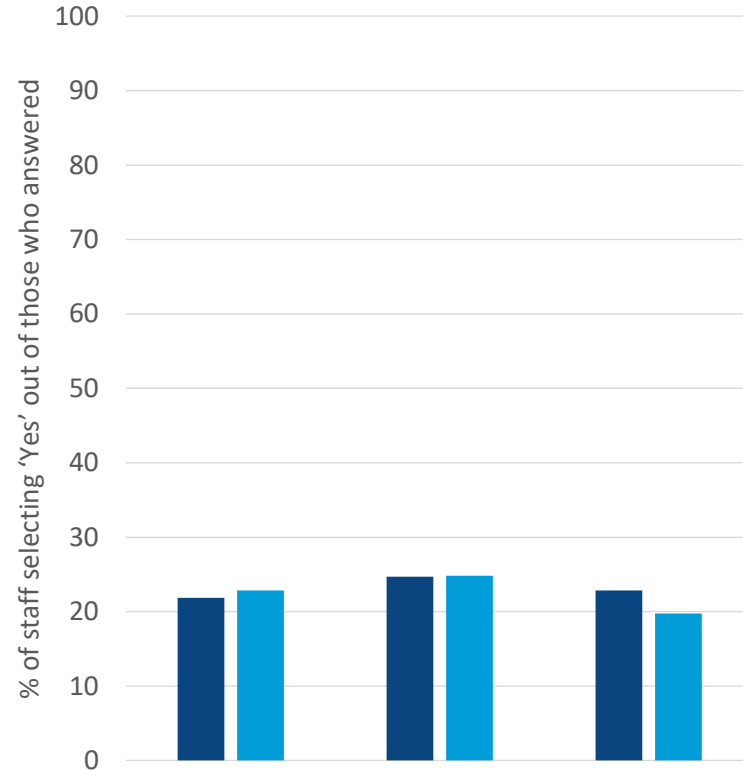
Further information

Results for these groups of staff, including data for individual questions, are also available via the online dashboards. Please note that results presented in these dashboards have not been weighted where no benchmarking takes place and so may vary slightly from those shown in this report.



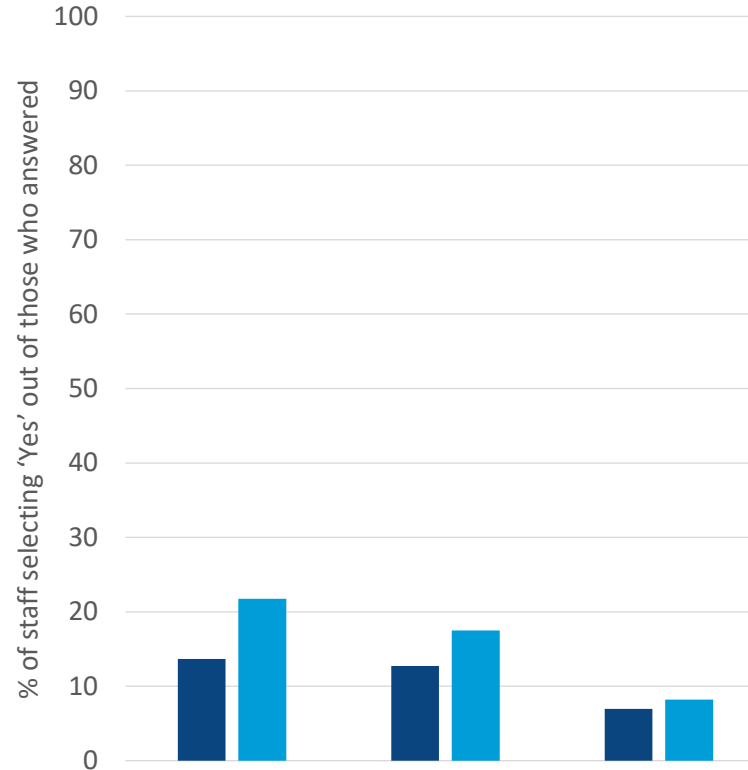
The Covid-19 pandemic – Your experience during the Covid-19 pandemic

Q25a In the past 12 months, have you worked on a Covid-19 specific ward or area at any time?



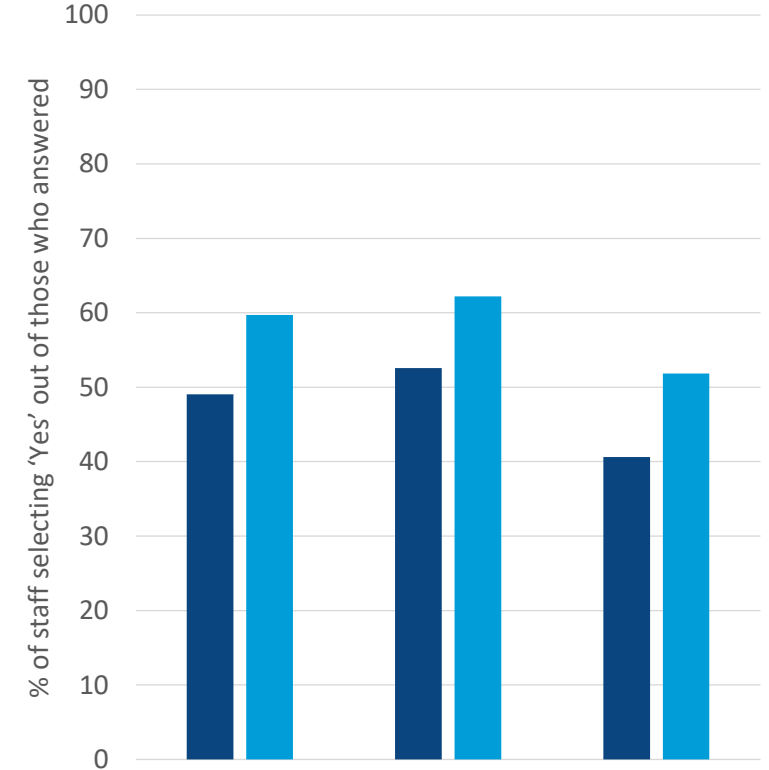
	2020	2021	2022
Your org	21.9%	24.7%	22.8%
Average	22.8%	24.8%	19.7%
Responses	3100	3789	3667

Q25b In the past 12 months, have you been redeployed due to the Covid-19 pandemic at any time?



	2020	2021	2022
Your org	13.7%	12.7%	7.0%
Average	21.8%	17.5%	8.2%
Responses	3087	3775	3650

Q25c In the past 12 months, have you been required to work remotely/from home due to the Covid-19 pandemic?



	2020	2021	2022
Your org	49.0%	52.6%	40.6%
Average	59.7%	62.2%	51.8%
Responses	3086	3781	3656



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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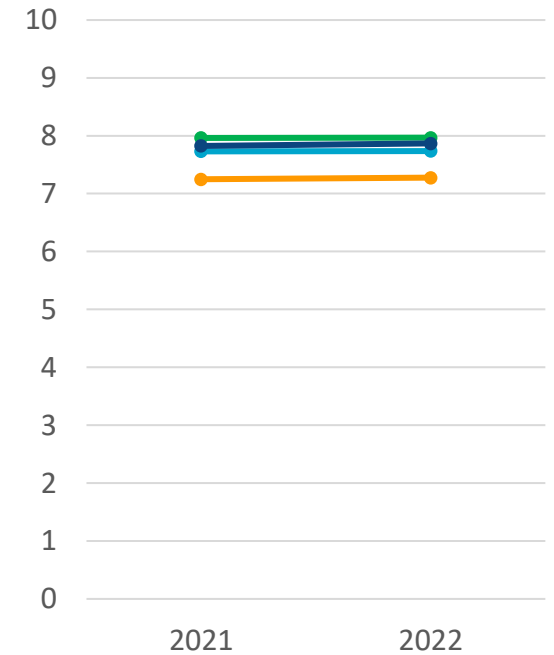
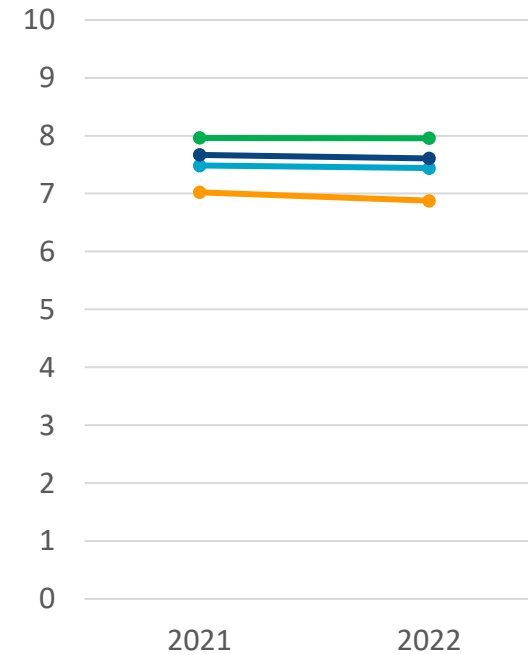
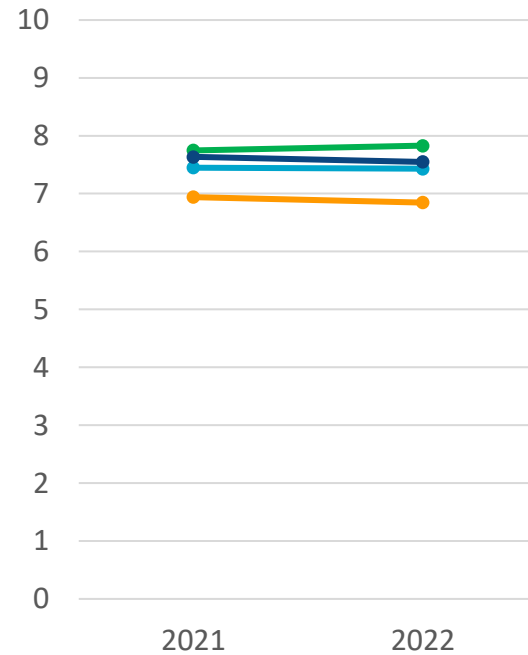
Promise element 1: We are compassionate and inclusive

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.8	7.8
Highest	7.9	7.9
Average	7.6	7.6
Lowest	7.1	7.2
Responses	3810	3692

	2021	2022
Your org	7.6	7.5
Highest	7.7	7.8
Average	7.5	7.4
Lowest	6.9	6.8
Responses	932	835

	2021	2022
Your org	7.7	7.6
Highest	8.0	8.0
Average	7.5	7.4
Lowest	7.0	6.9
Responses	479	254

	2021	2022
Your org	7.8	7.9
Highest	8.0	8.0
Average	7.7	7.7
Lowest	7.2	7.3
Responses	1986	1485



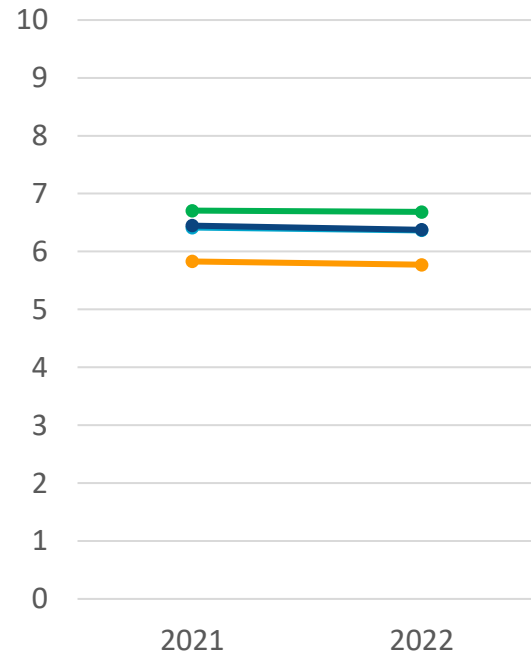
The Covid-19 pandemic – Your experience during the Covid-19 pandemic

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



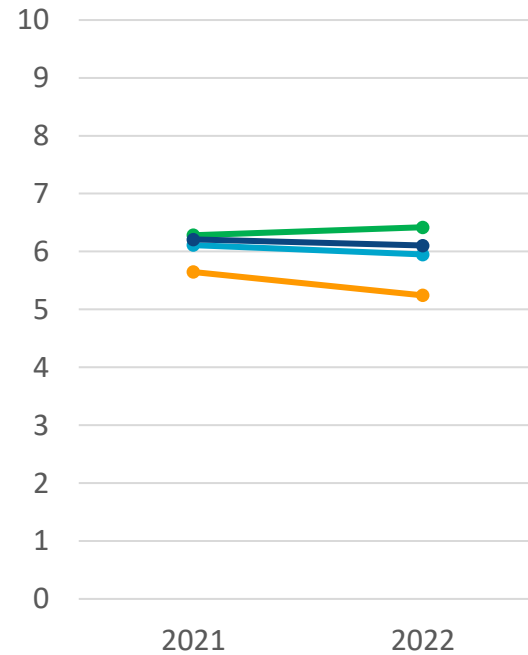
Promise element 2: We are recognised and rewarded

All staff



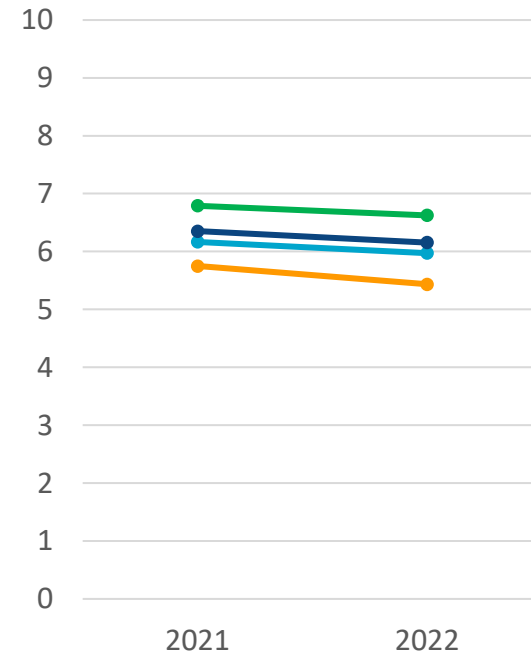
	2021	2022
Your org	6.4	6.4
Highest	6.7	6.7
Average	6.4	6.4
Lowest	5.8	5.8
Responses	3839	3691

Worked on a Covid-19 ward or specific area



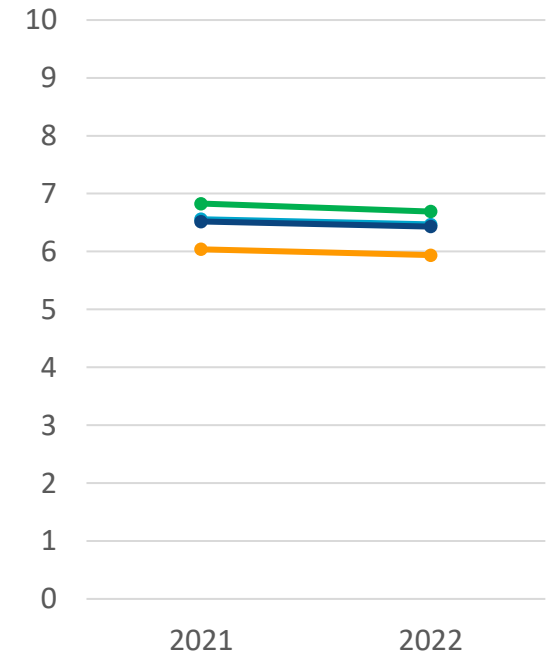
	2021	2022
Your org	6.2	6.1
Highest	6.3	6.4
Average	6.1	5.9
Lowest	5.6	5.2
Responses	930	833

Redeployed



	2021	2022
Your org	6.4	6.2
Highest	6.8	6.6
Average	6.2	6.0
Lowest	5.8	5.4
Responses	480	253

Required to work remotely / from home



	2021	2022
Your org	6.5	6.4
Highest	6.8	6.7
Average	6.6	6.5
Lowest	6.0	5.9
Responses	1987	1483



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



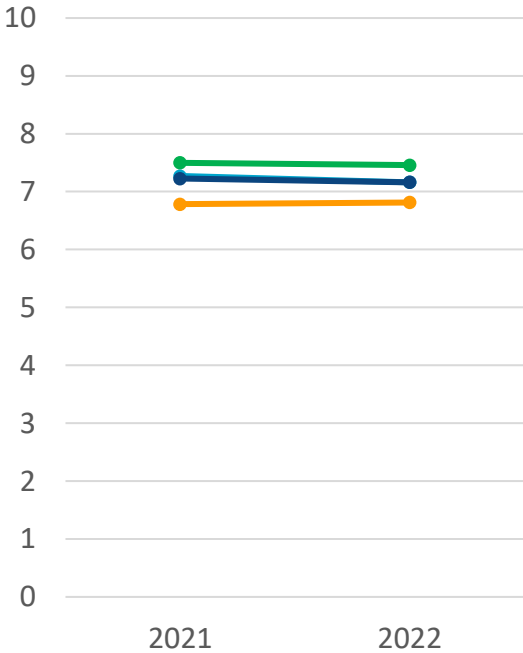
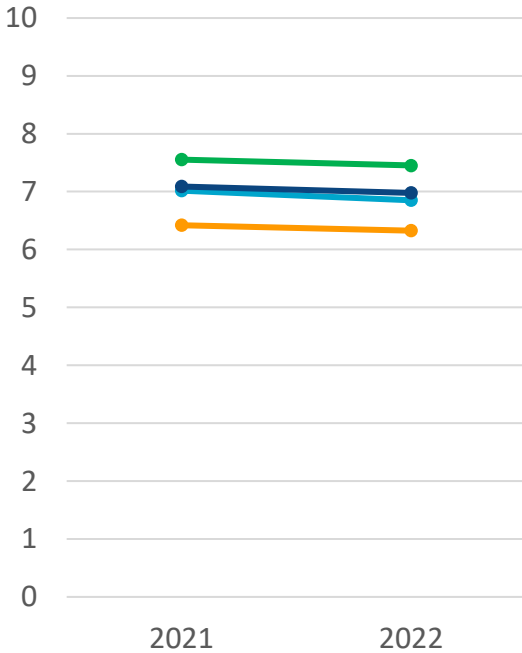
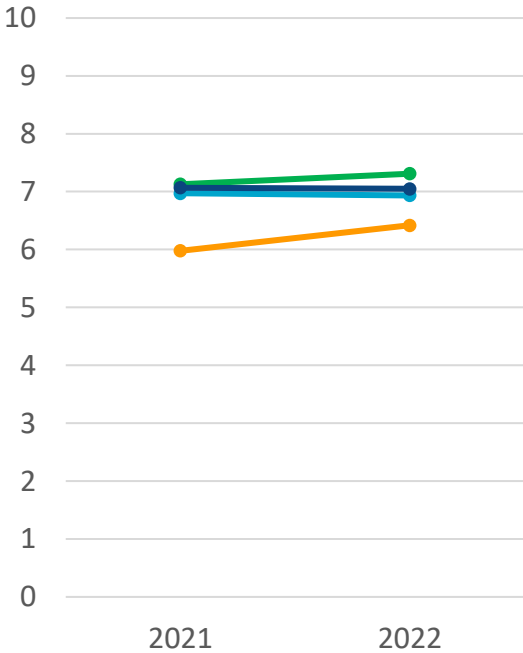
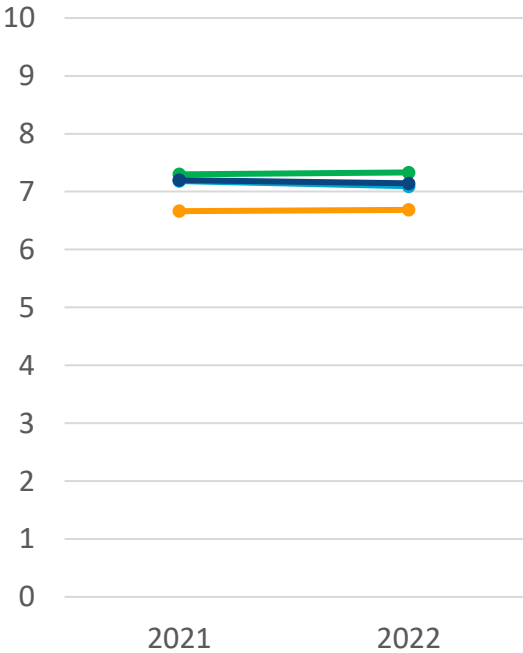
Promise element 3: We each have a voice that counts

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	7.2	7.1
Highest	7.3	7.3
Average	7.2	7.1
Lowest	6.7	6.7
Responses	3773	3662

	2021	2022
Your org	7.1	7.0
Highest	7.1	7.3
Average	7.0	6.9
Lowest	6.0	6.4
Responses	923	827

	2021	2022
Your org	7.1	7.0
Highest	7.6	7.5
Average	7.0	6.9
Lowest	6.4	6.3
Responses	475	253

	2021	2022
Your org	7.2	7.2
Highest	7.5	7.5
Average	7.3	7.2
Lowest	6.8	6.8
Responses	1975	1483



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score.**



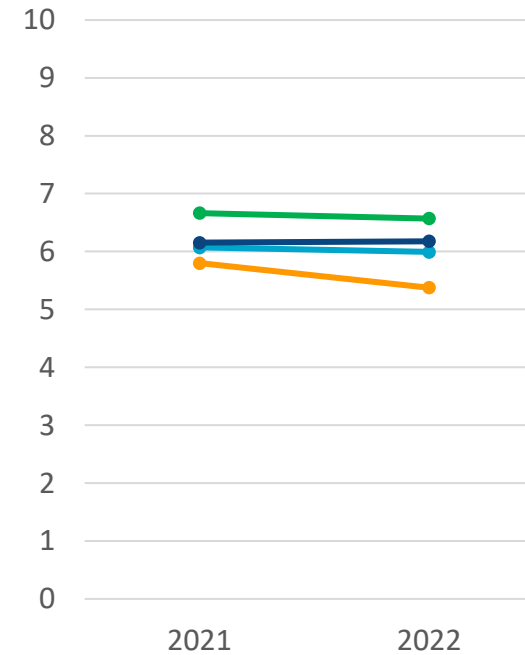
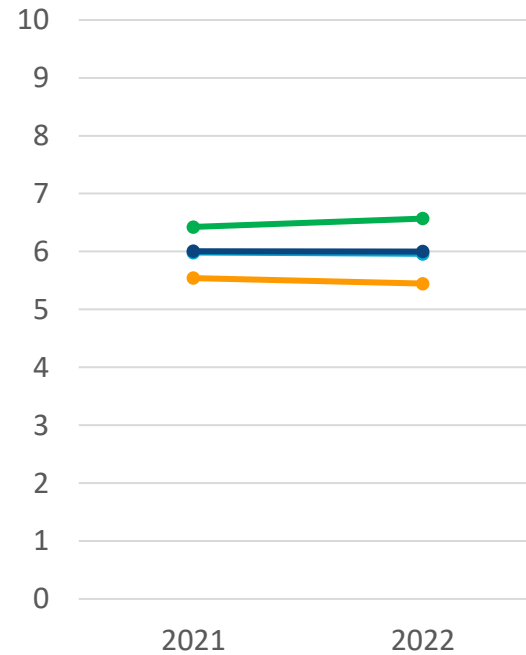
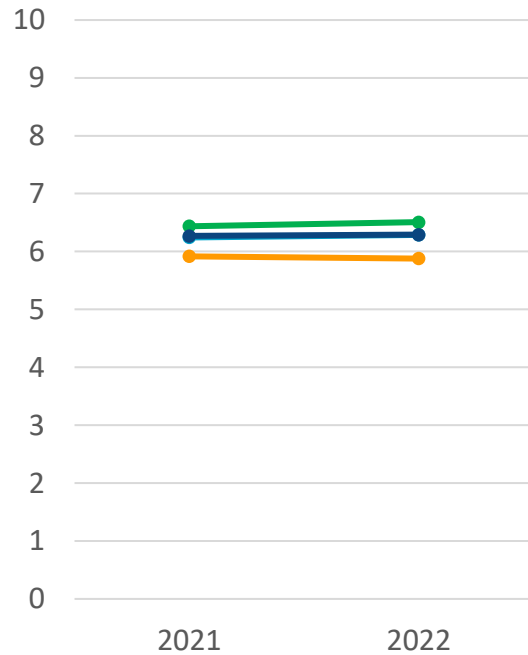
Promise element 4: We are safe and healthy

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	6.3	6.3
Highest	6.4	6.5
Average	6.2	6.3
Lowest	5.9	5.9
Responses	3791	3665

	2021	2022
Your org	6.0	6.0
Highest	6.4	6.6
Average	6.0	6.0
Lowest	5.5	5.4
Responses	920	820

	2021	2022
Your org	6.2	6.2
Highest	6.7	6.6
Average	6.1	6.0
Lowest	5.8	5.4
Responses	477	251

	2021	2022
Your org	6.2	6.3
Highest	6.4	6.4
Average	6.2	6.3
Lowest	5.9	5.9
Responses	1983	1484



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



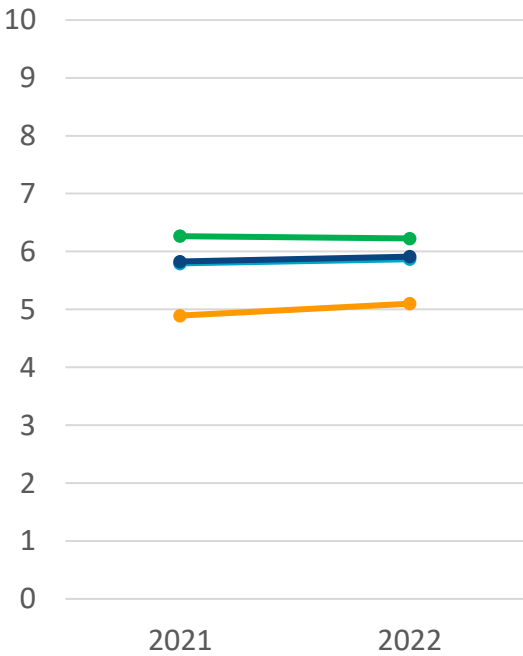
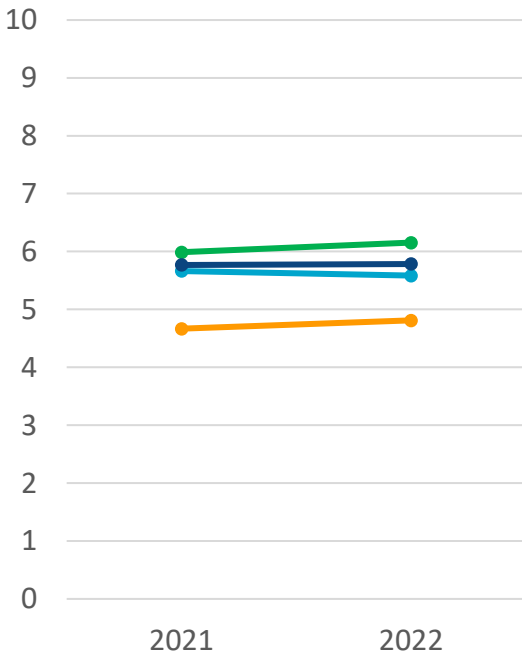
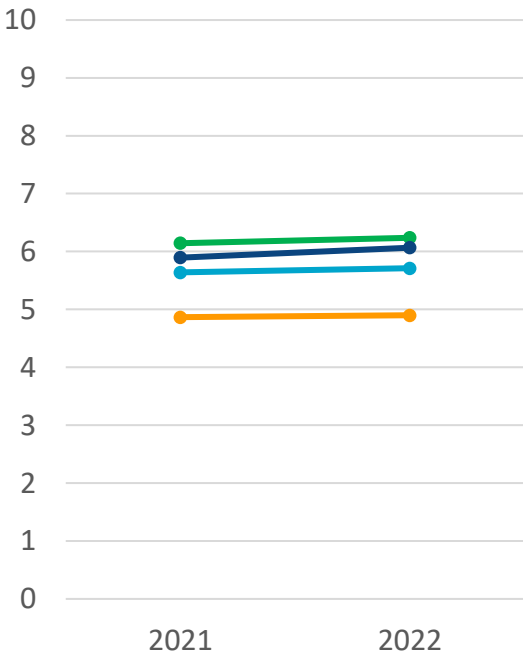
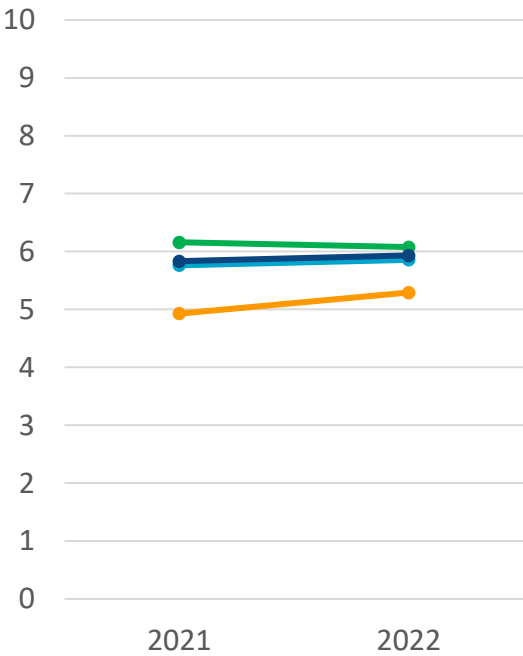
Promise element 5: We are always learning

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	5.8	5.9
Highest	6.2	6.1
Average	5.8	5.9
Lowest	4.9	5.3
Responses	3688	3576

	2021	2022
Your org	5.9	6.1
Highest	6.1	6.2
Average	5.6	5.7
Lowest	4.9	4.9
Responses	891	811

	2021	2022
Your org	5.8	5.8
Highest	6.0	6.2
Average	5.7	5.6
Lowest	4.7	4.8
Responses	473	250

	2021	2022
Your org	5.8	5.9
Highest	6.3	6.2
Average	5.8	5.9
Lowest	4.9	5.1
Responses	1948	1449



The Covid-19 pandemic – Your experience during the Covid-19 pandemic

All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



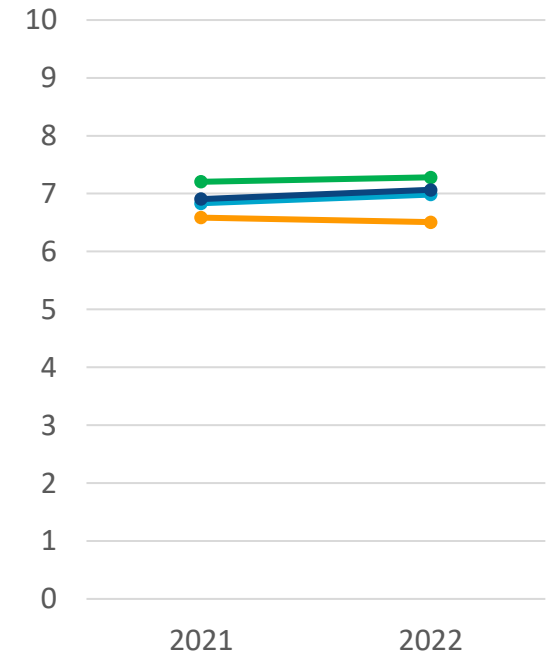
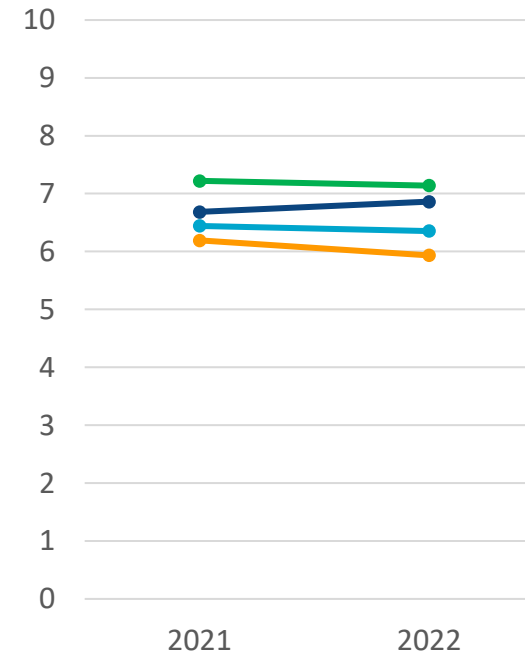
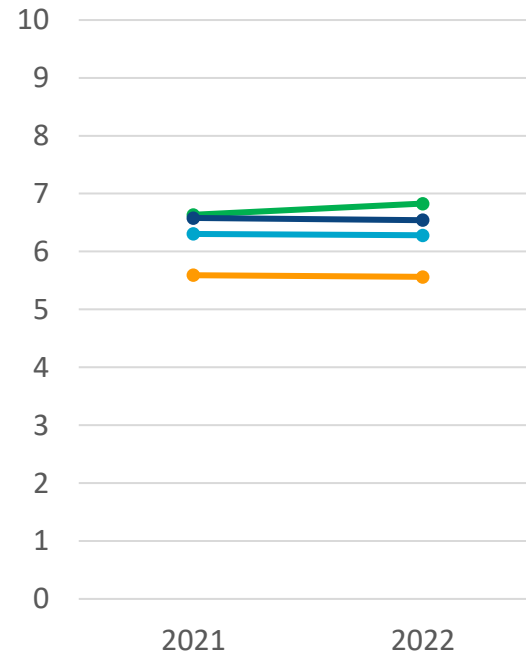
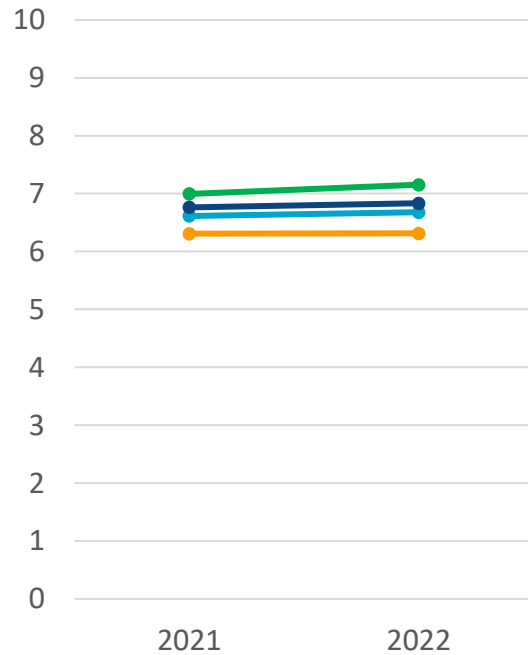
Promise element 6: We work flexibly

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	6.8	6.8
Highest	7.0	7.2
Average	6.6	6.7
Lowest	6.3	6.3
Responses	3813	3679

	2021	2022
Your org	6.6	6.5
Highest	6.6	6.8
Average	6.3	6.3
Lowest	5.6	5.6
Responses	923	825

	2021	2022
Your org	6.7	6.9
Highest	7.2	7.1
Average	6.4	6.4
Lowest	6.2	5.9
Responses	477	253

	2021	2022
Your org	6.9	7.1
Highest	7.2	7.3
Average	6.8	7.0
Lowest	6.6	6.5
Responses	1984	1483

The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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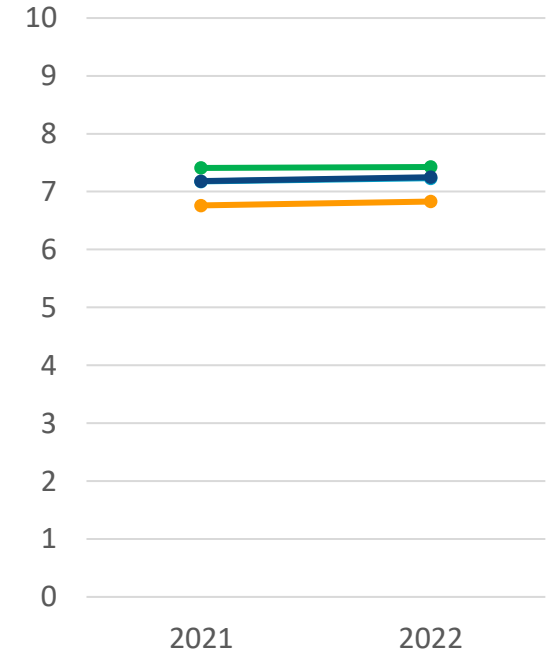
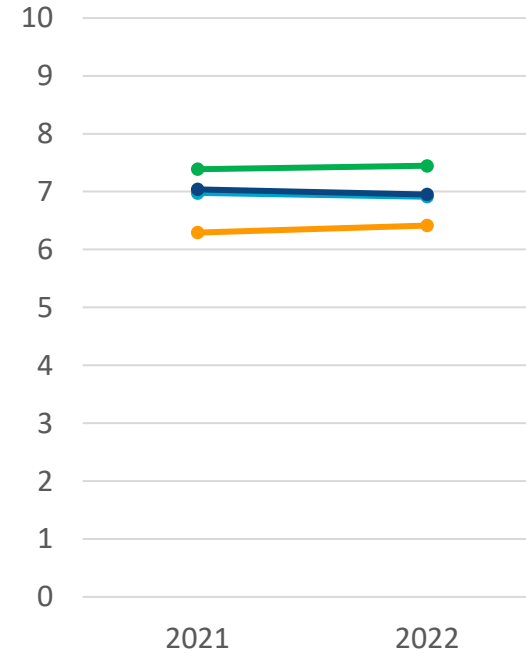
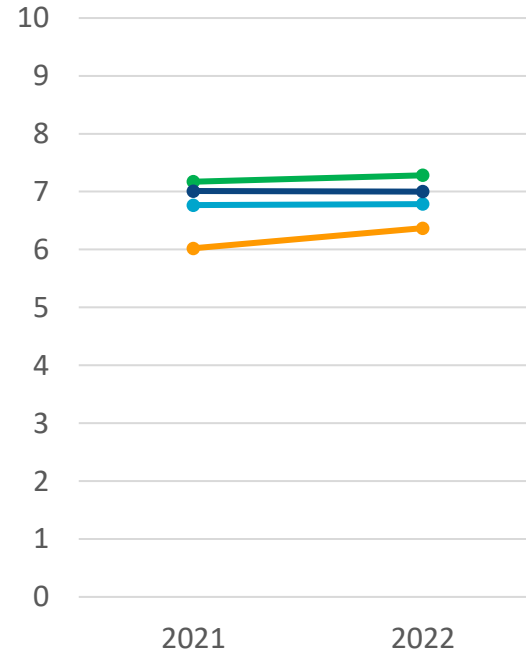
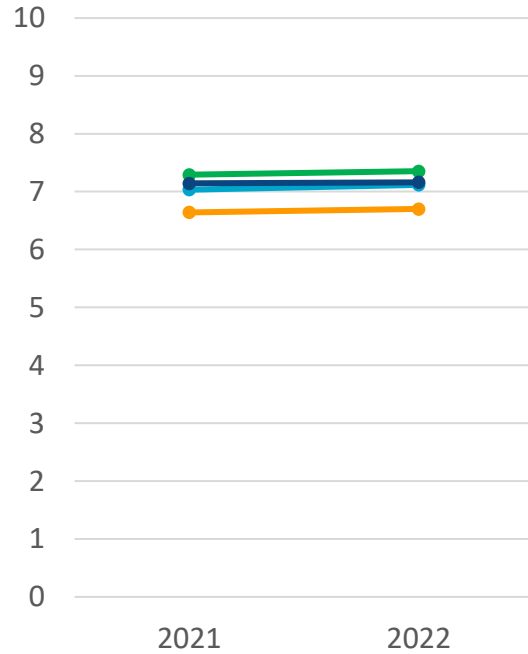
Promise element 7: We are a team

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.1	7.2
Highest	7.3	7.4
Average	7.0	7.1
Lowest	6.6	6.7
Responses	3810	3681

	2021	2022
Your org	7.0	7.0
Highest	7.2	7.3
Average	6.8	6.8
Lowest	6.0	6.4
Responses	928	830

	2021	2022
Your org	7.0	7.0
Highest	7.4	7.4
Average	7.0	6.9
Lowest	6.3	6.4
Responses	477	253

	2021	2022
Your org	7.2	7.3
Highest	7.4	7.4
Average	7.2	7.2
Lowest	6.8	6.8
Responses	1983	1482

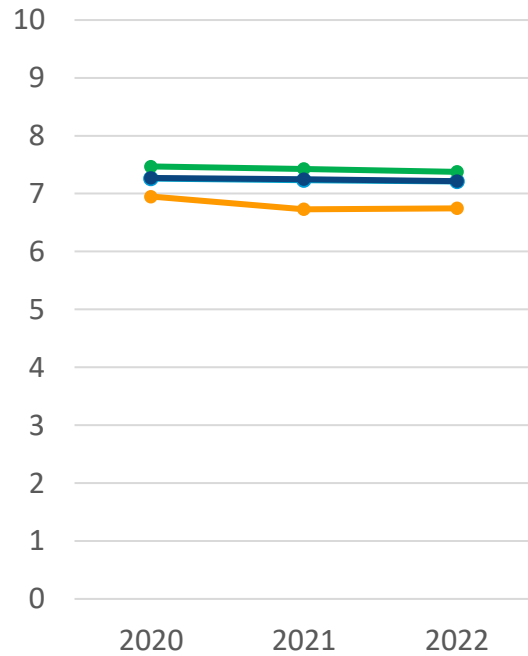


The Covid-19 pandemic – Your experience during the Covid-19 pandemic

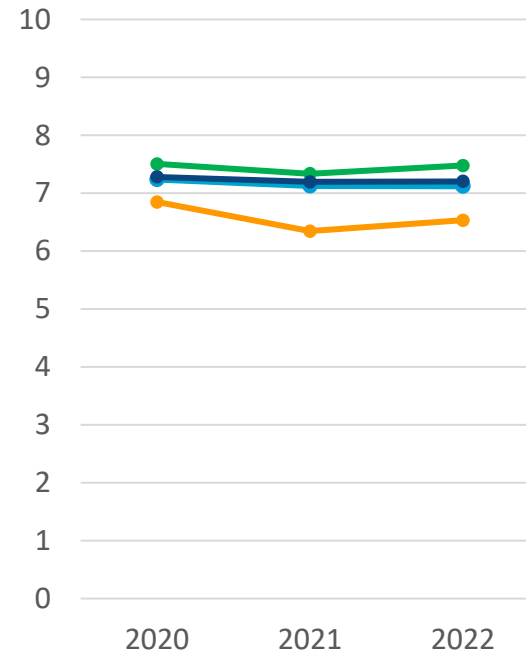
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score.**

Theme: Staff Engagement

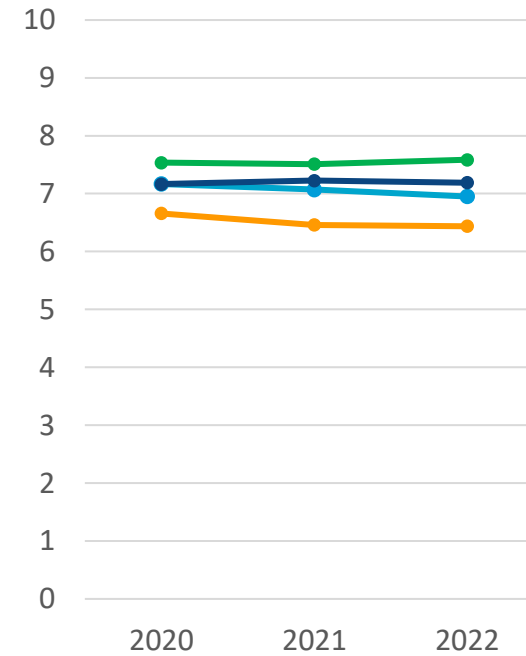
All staff



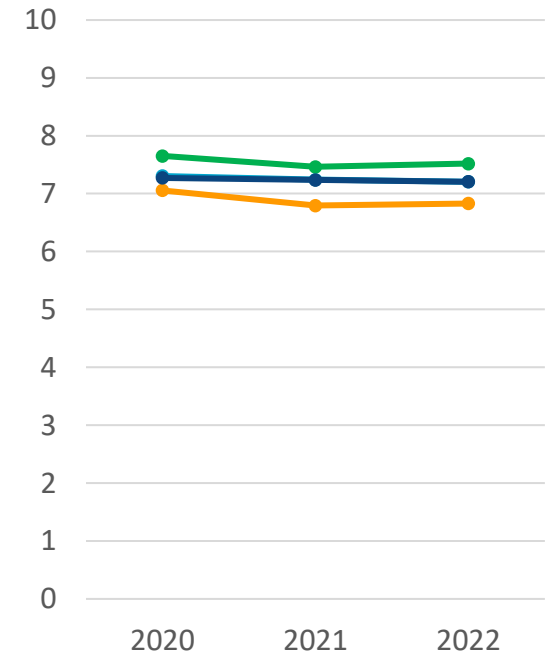
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	7.3	7.3	7.2
Highest	7.5	7.4	7.4
Average	7.3	7.2	7.2
Lowest	6.9	6.7	6.7
Responses	3141	3843	3692

	2020	2021	2022
Your org	7.3	7.2	7.2
Highest	7.5	7.3	7.5
Average	7.2	7.1	7.1
Lowest	6.8	6.3	6.5
Responses	677	933	833

	2020	2021	2022
Your org	7.2	7.2	7.2
Highest	7.5	7.5	7.6
Average	7.2	7.1	7.0
Lowest	6.7	6.5	6.4
Responses	422	480	253

	2020	2021	2022
Your org	7.3	7.2	7.2
Highest	7.7	7.5	7.5
Average	7.3	7.2	7.2
Lowest	7.1	6.8	6.8
Responses	1513	1987	1485

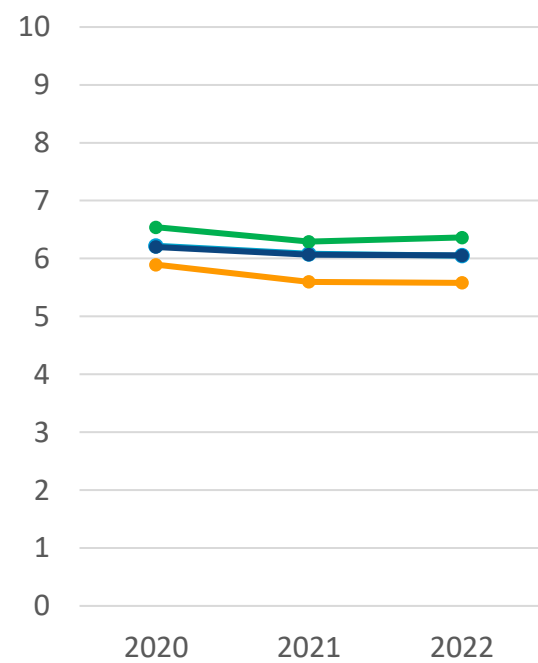


The Covid-19 pandemic – Your experience during the Covid-19 pandemic

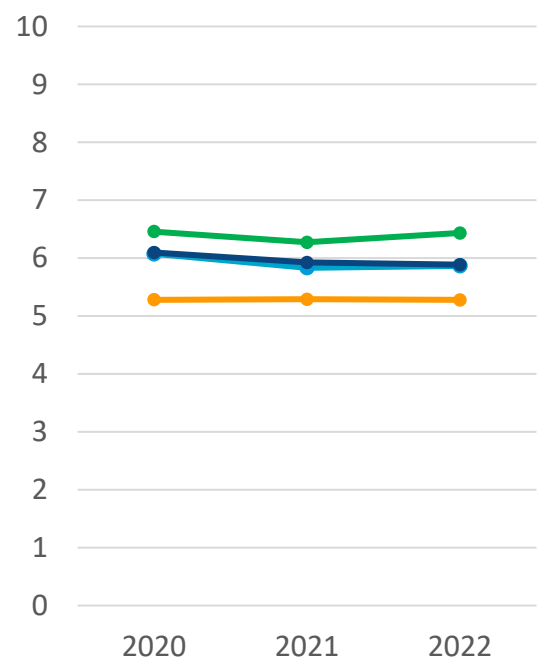
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Morale

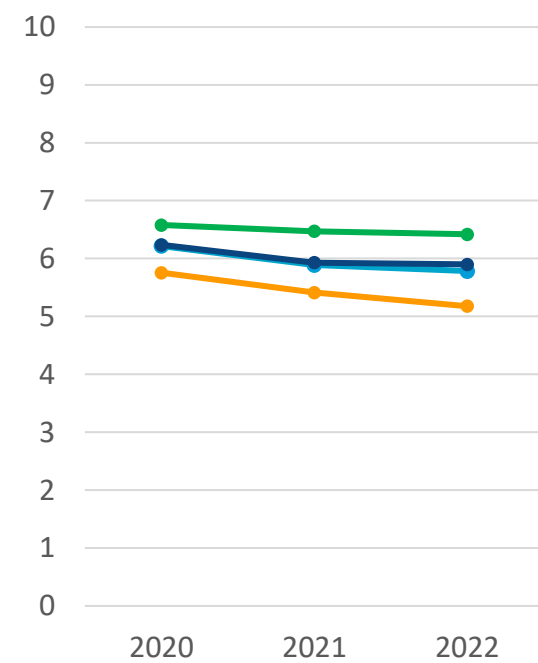
All staff



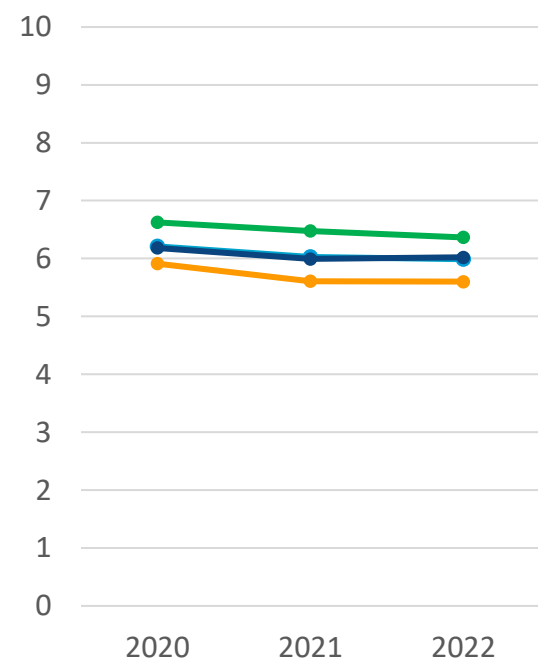
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	6.2	6.1	6.1
Highest	6.5	6.3	6.4
Average	6.2	6.1	6.1
Lowest	5.9	5.6	5.6
Responses	3135	3837	3693

	2020	2021	2022
Your org	6.1	5.9	5.9
Highest	6.5	6.3	6.4
Average	6.1	5.8	5.9
Lowest	5.3	5.3	5.3
Responses	678	931	834

	2020	2021	2022
Your org	6.2	5.9	5.9
Highest	6.6	6.5	6.4
Average	6.2	5.9	5.8
Lowest	5.8	5.4	5.2
Responses	422	480	253

	2020	2021	2022
Your org	6.2	6.0	6.0
Highest	6.6	6.5	6.4
Average	6.2	6.0	6.0
Lowest	5.9	5.6	5.6
Responses	1513	1987	1484

People Promise element – We are compassionate and inclusive



Questions included:

Compassionate culture – Q6a, Q23a, Q23b, Q23c, Q23d

Compassionate leadership – Q9f, Q9g, Q9h, Q9i

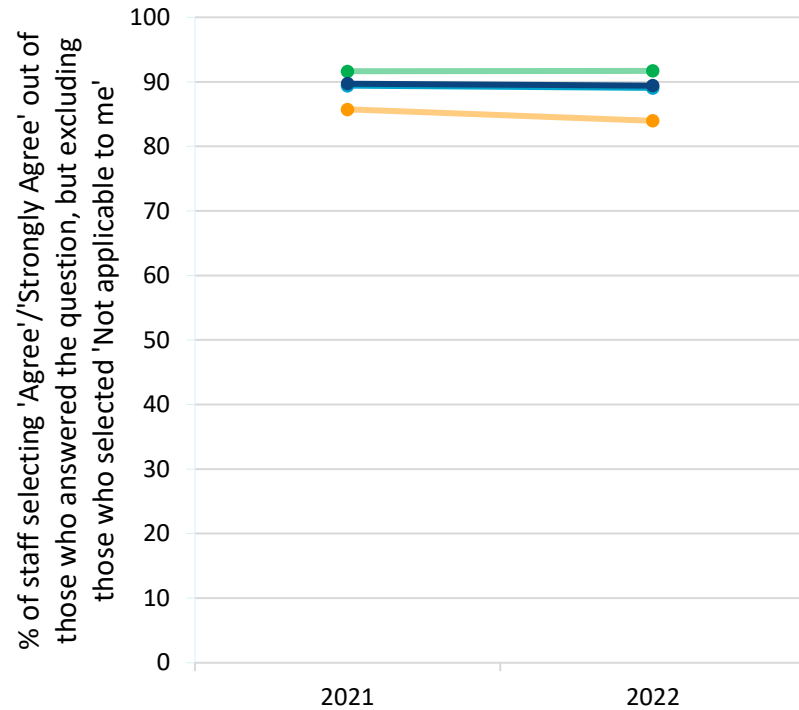
Diversity and equality – Q15, Q16a, Q16b, Q20

Inclusion – Q7h, Q7i, Q8b, Q8c

Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



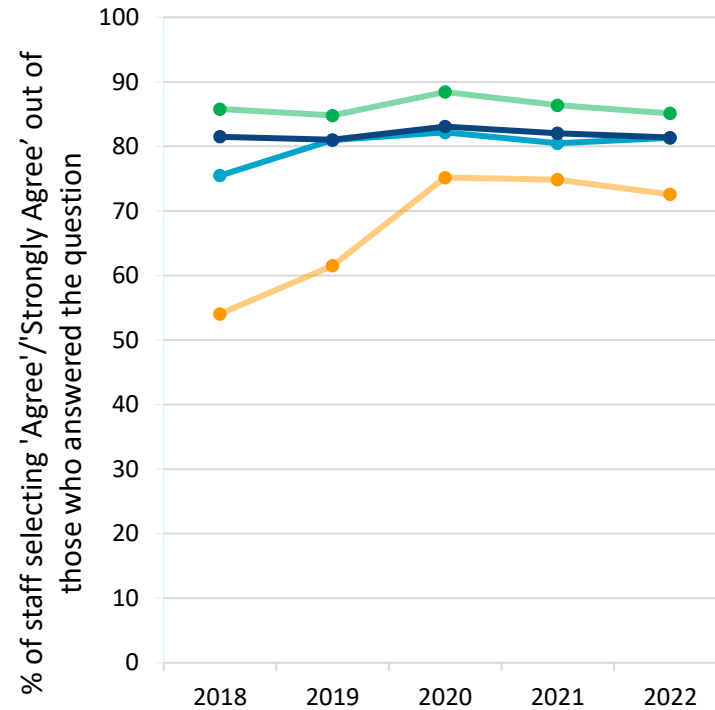
Q6a I feel that my role makes a difference to patients / service users.



	2021	2022
Your org	89.7%	89.4%
Best	91.6%	91.7%
Average	89.4%	89.1%
Worst	85.7%	84.0%

Responses 3750 3603

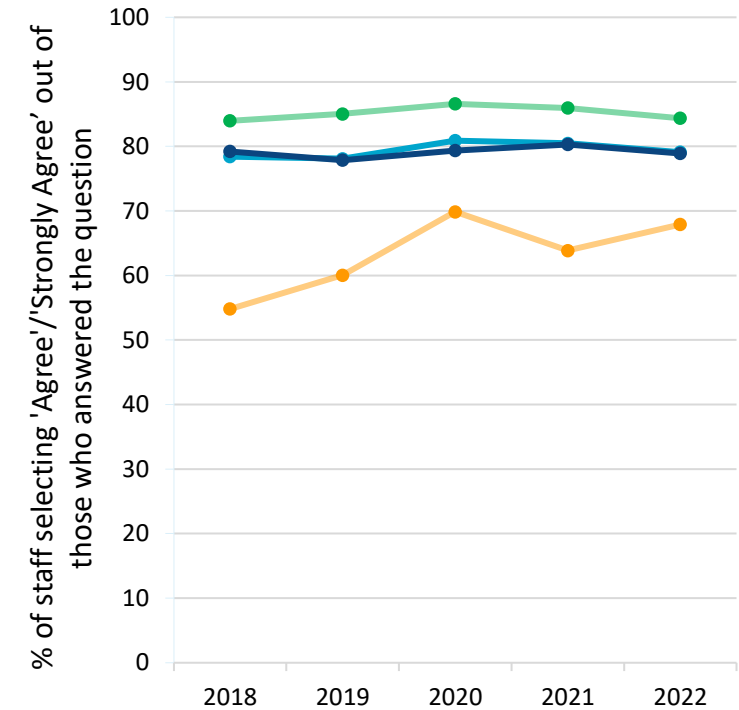
Q23a Care of patients / service users is my organisation's top priority.



	2018	2019	2020	2021	2022
Your org	81.5%	81.0%	83.1%	82.0%	81.4%
Best	85.8%	84.8%	88.4%	86.4%	85.1%
Average	75.5%	81.0%	82.2%	80.5%	81.3%
Worst	54.1%	61.5%	75.2%	74.9%	72.6%

Responses 2563 3077 3103 3793 3672

Q23b My organisation acts on concerns raised by patients / service users.



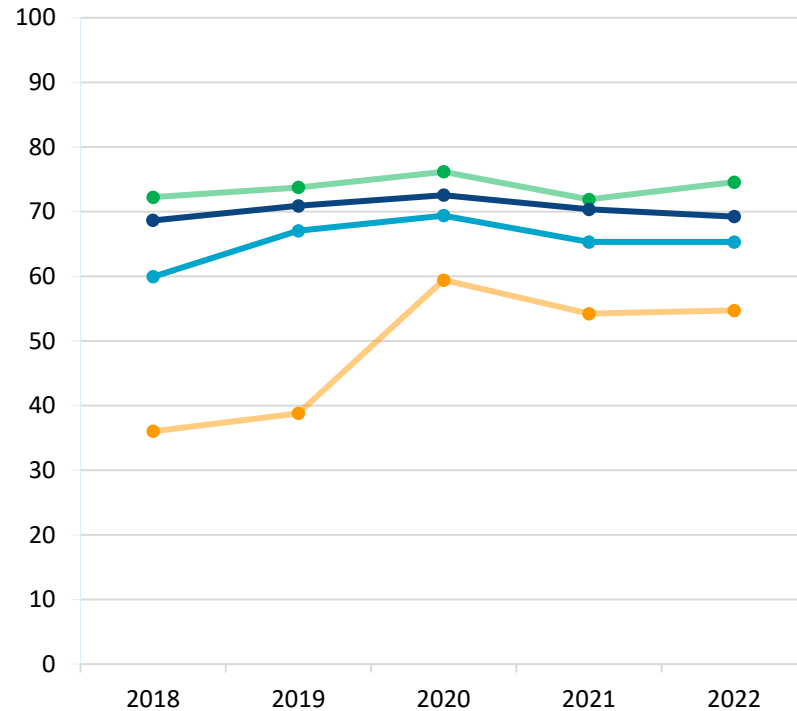
	2018	2019	2020	2021	2022
Your org	79.2%	77.9%	79.4%	80.3%	78.9%
Best	84.0%	85.0%	86.6%	86.0%	84.4%
Average	78.4%	78.1%	80.9%	80.5%	79.1%
Worst	54.8%	60.1%	69.9%	63.9%	67.9%

Responses 2558 3067 3102 3793 3668



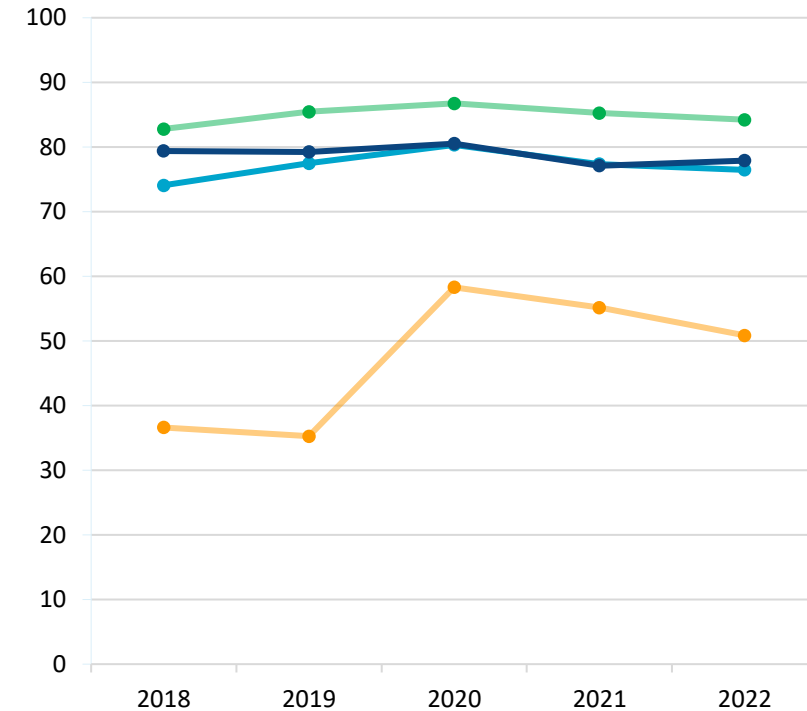
Q23c I would recommend my organisation as a place to work.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



Q23d If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question

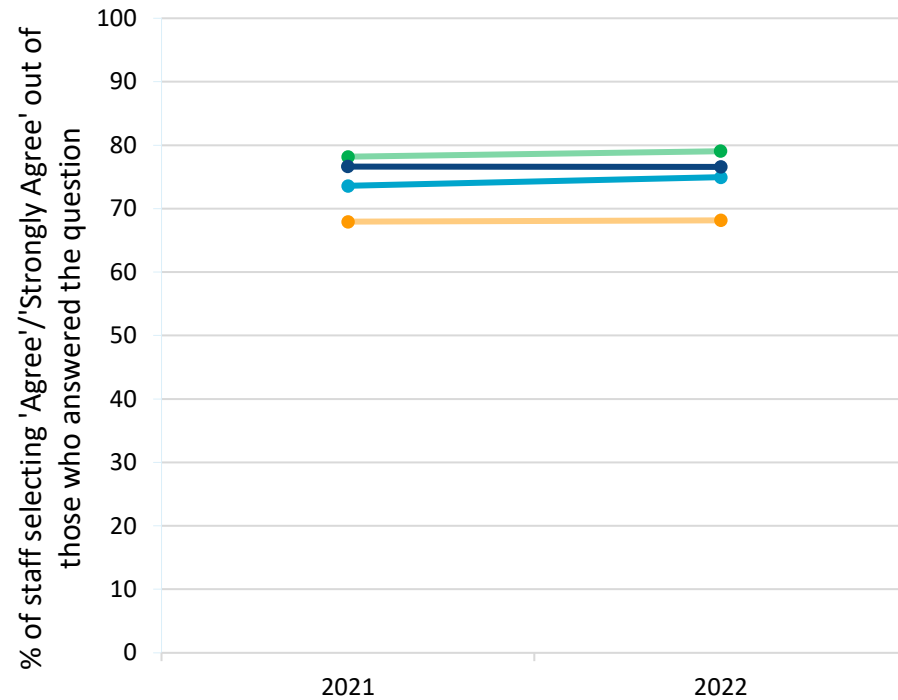


	2018	2019	2020	2021	2022
Your org	68.6%	70.9%	72.6%	70.4%	69.3%
Best	72.3%	73.8%	76.2%	71.9%	74.6%
Average	59.9%	67.1%	69.4%	65.3%	65.3%
Worst	36.0%	38.8%	59.4%	54.2%	54.7%
Responses	2564	3067	3104	3791	3673

	2018	2019	2020	2021	2022
Your org	79.4%	79.3%	80.5%	77.1%	77.9%
Best	82.8%	85.5%	86.8%	85.3%	84.2%
Average	74.1%	77.5%	80.3%	77.4%	76.5%
Worst	36.6%	35.3%	58.3%	55.2%	50.9%
Responses	2555	3068	3106	3792	3670

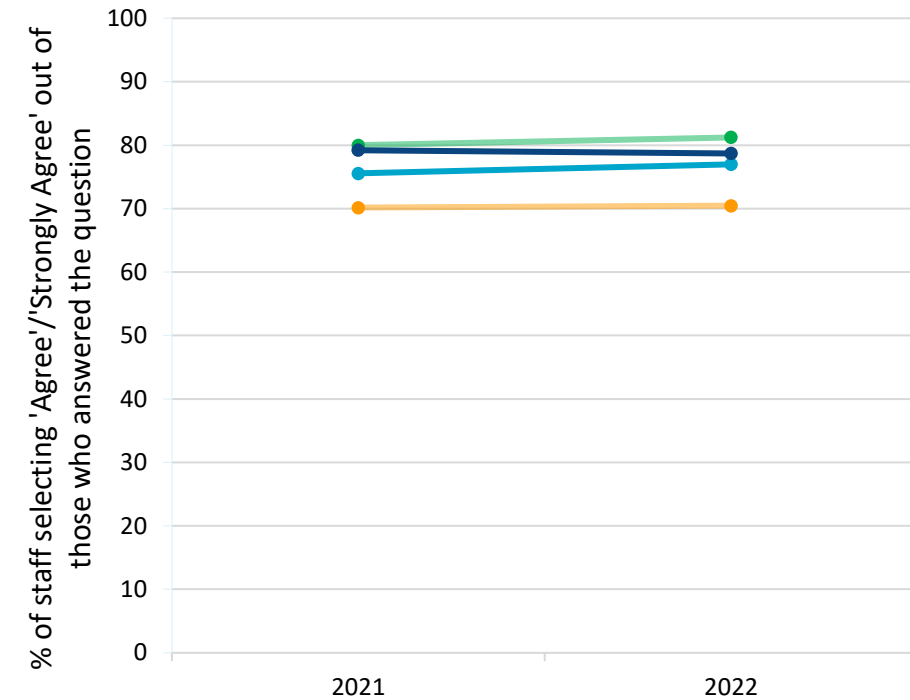


Q9f My immediate manager works together with me to come to an understanding of problems.



	2021	2022
Your org	76.6%	76.6%
Best	78.2%	79.1%
Average	73.6%	75.0%
Worst	67.9%	68.2%
Responses	3807	3682

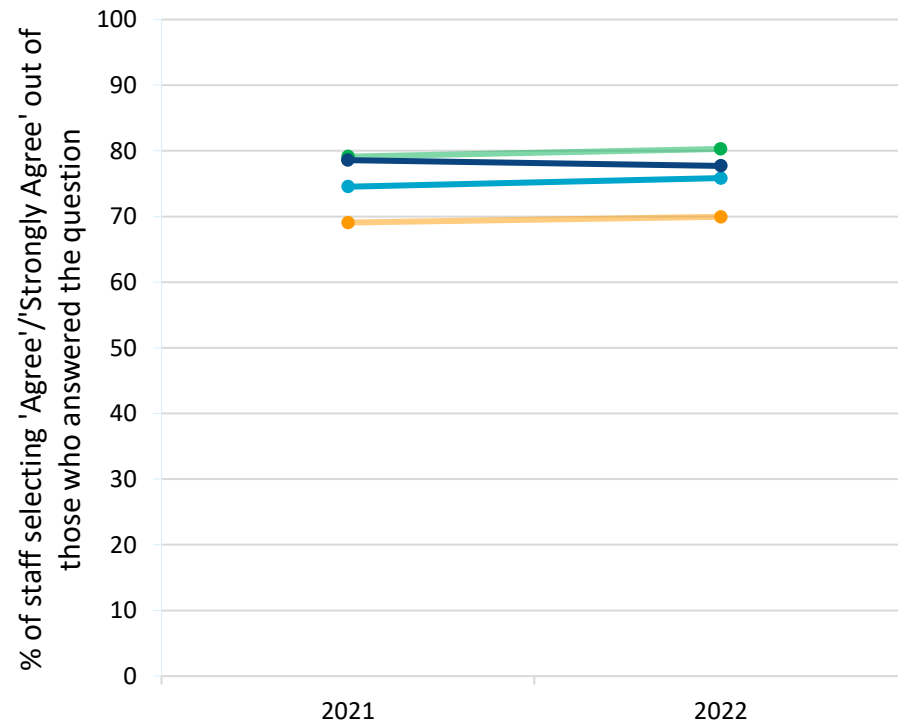
Q9g My immediate manager is interested in listening to me when I describe challenges I face.



	2021	2022
Your org	79.2%	78.7%
Best	80.0%	81.2%
Average	75.5%	77.0%
Worst	70.2%	70.5%
Responses	3806	3676

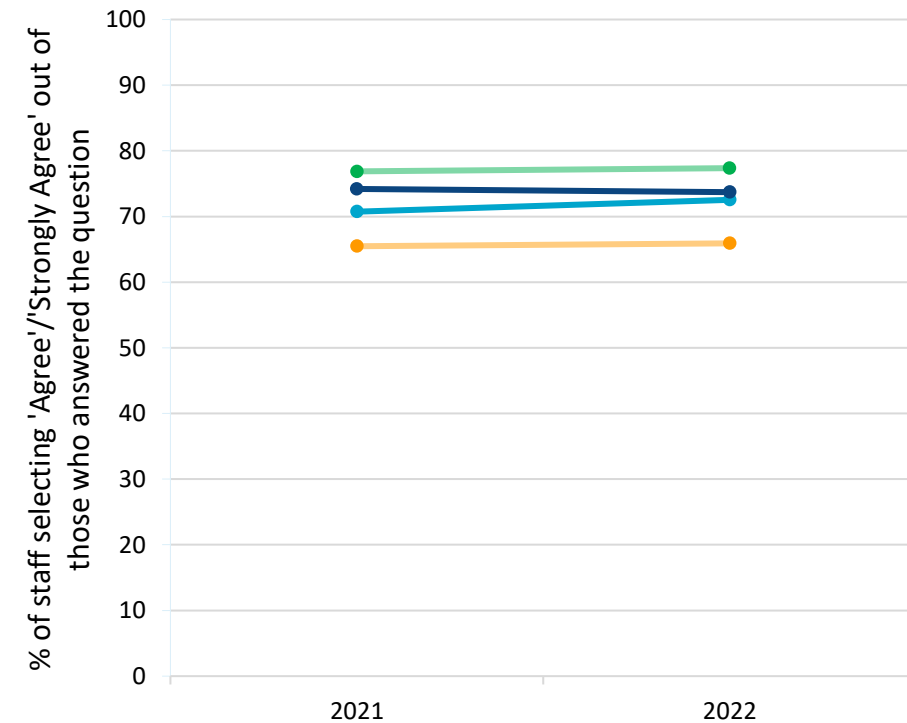


Q9h My immediate manager cares about my concerns.



	2021	2022
Your org	78.6%	77.7%
Best	79.1%	80.3%
Average	74.6%	75.8%
Worst	69.1%	70.0%
Responses	3810	3681

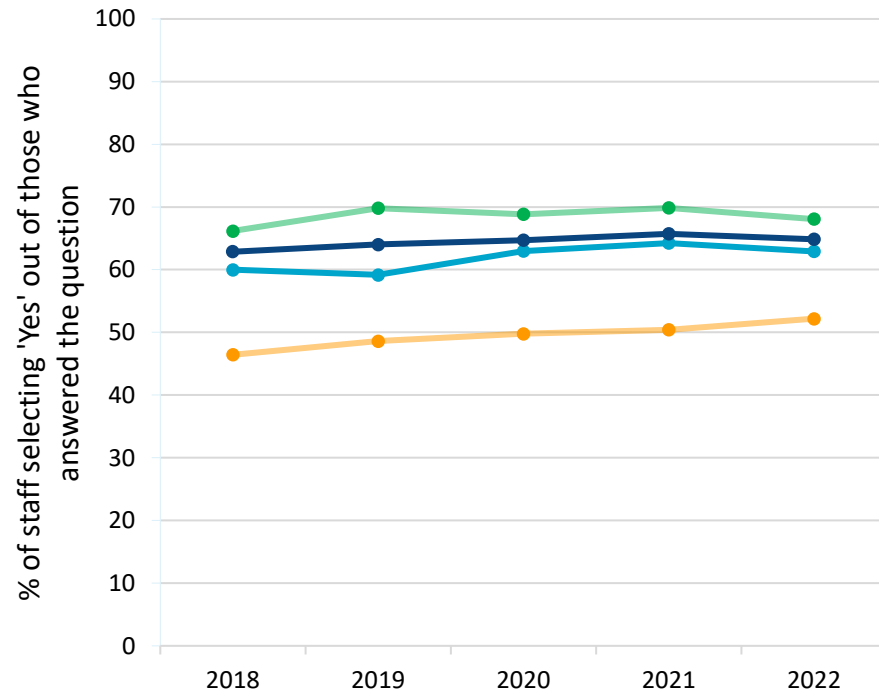
Q9i My immediate manager takes effective action to help me with any problems I face.



	2021	2022
Your org	74.2%	73.7%
Best	76.9%	77.4%
Average	70.7%	72.5%
Worst	65.5%	65.9%
Responses	3806	3680

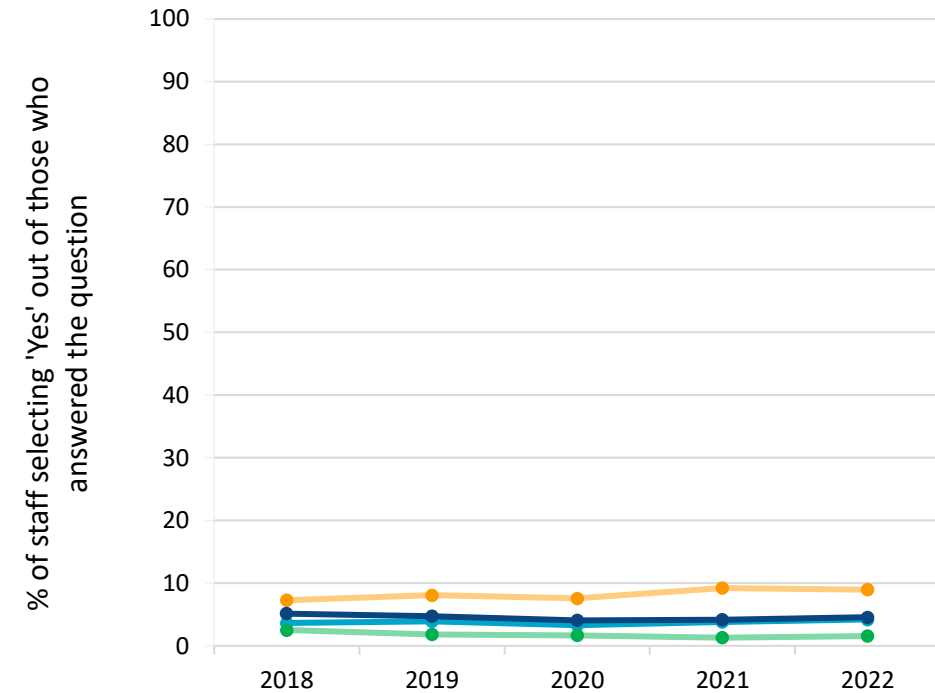


Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



	2018	2019	2020	2021	2022
Your org	62.9%	64.0%	64.7%	65.7%	64.9%
Best	66.2%	69.8%	68.8%	69.9%	68.1%
Average	60.0%	59.2%	63.0%	64.2%	62.9%
Worst	46.4%	48.6%	49.8%	50.4%	52.2%
Responses	2587	3081	3091	3760	3661

Q16a In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?

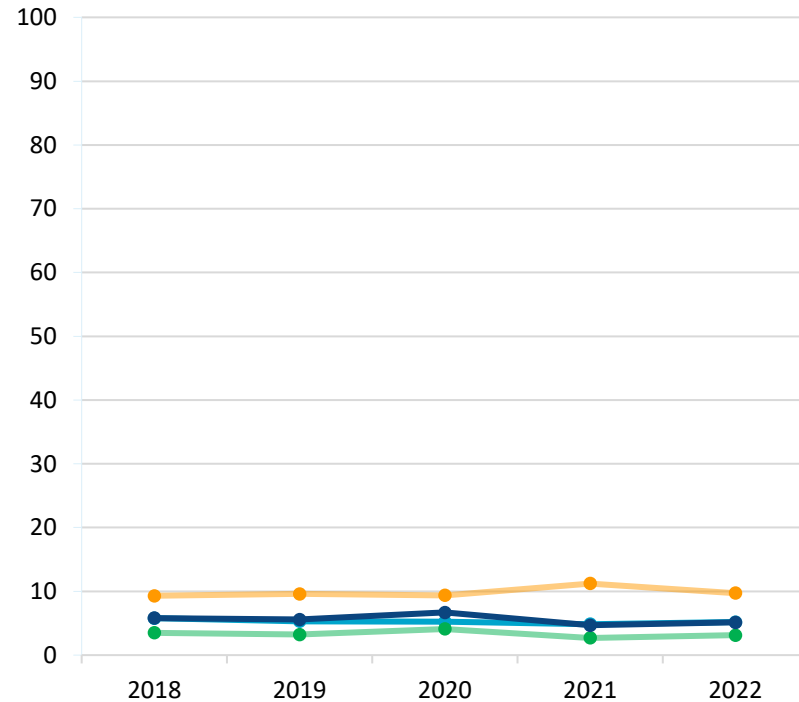


	2018	2019	2020	2021	2022
Your org	5.1%	4.7%	4.1%	4.2%	4.6%
Best	2.5%	1.9%	1.7%	1.3%	1.6%
Average	3.7%	3.9%	3.3%	3.8%	4.2%
Worst	7.3%	8.1%	7.6%	9.2%	9.0%
Responses	2578	3092	3106	3806	3682



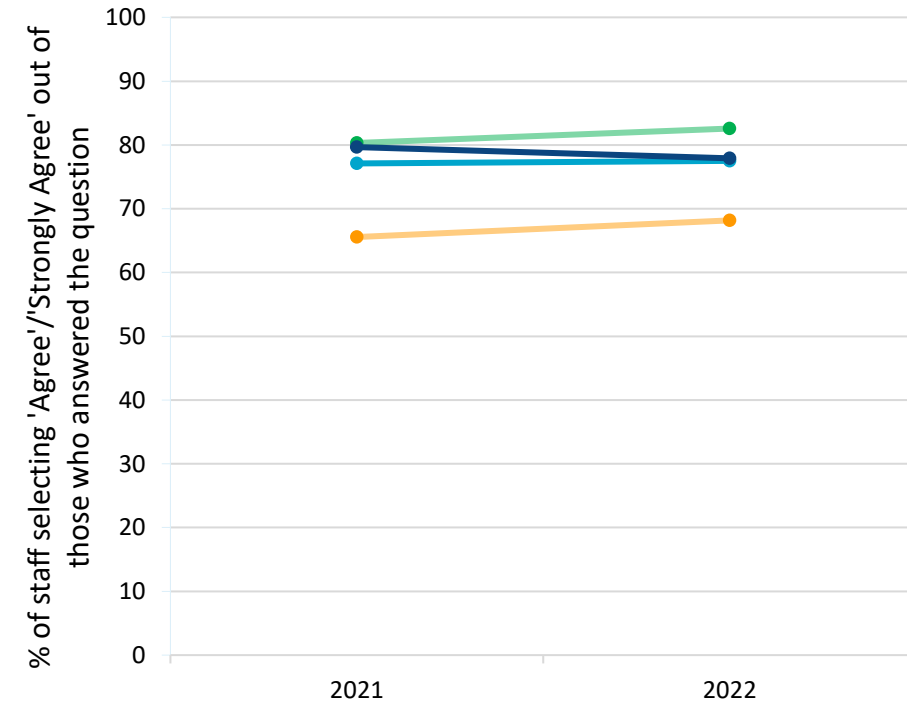
Q16b In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?

% of staff selecting 'Yes' out of those who answered the question



	2018	2019	2020	2021	2022
Your org	5.8%	5.6%	6.7%	4.7%	5.1%
Best	3.5%	3.2%	4.1%	2.7%	3.1%
Average	5.8%	5.3%	5.2%	4.8%	5.2%
Worst	9.3%	9.6%	9.4%	11.2%	9.7%
Responses	2582	3083	3106	3798	3670

Q20 I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc).

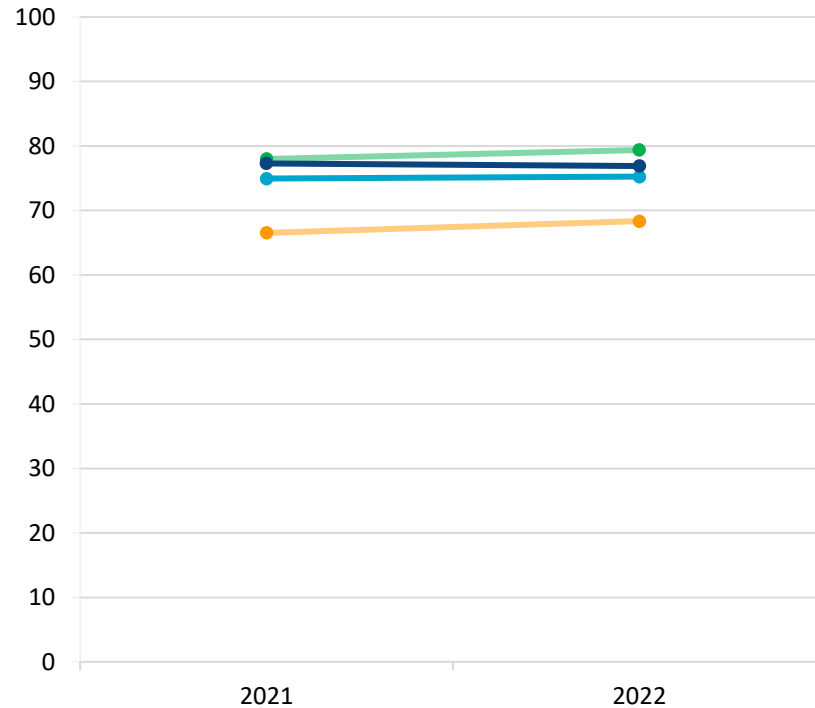


	2021	2022
Your org	79.7%	77.9%
Best	80.3%	82.6%
Average	77.1%	77.5%
Worst	65.6%	68.2%
Responses	3796	3679



Q7h I feel valued by my team.

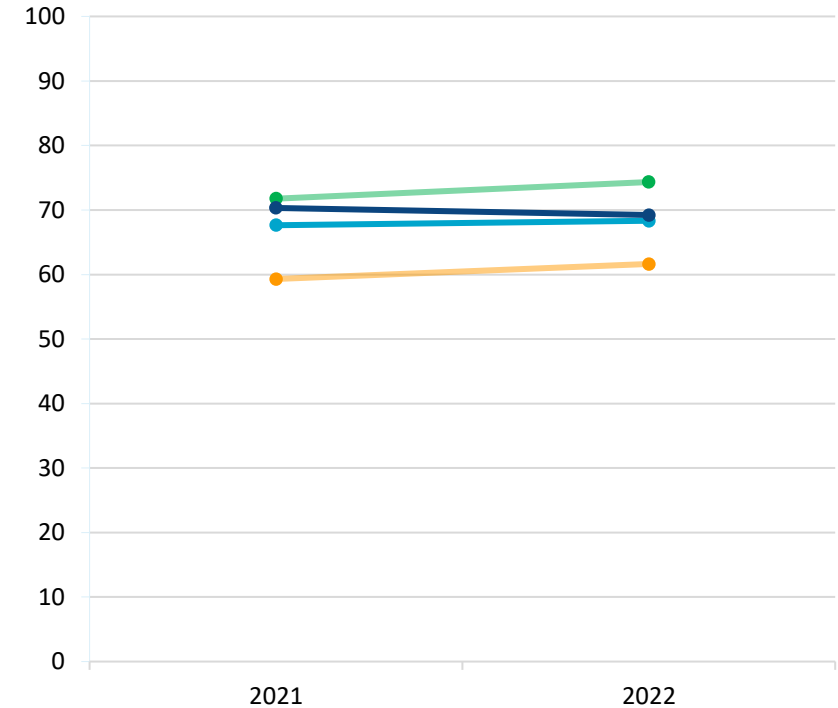
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	77.3%	76.9%
Best	78.0%	79.4%
Average	74.9%	75.2%
Worst	66.5%	68.3%
Responses	3820	3681

Q7i I feel a strong personal attachment to my team.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question

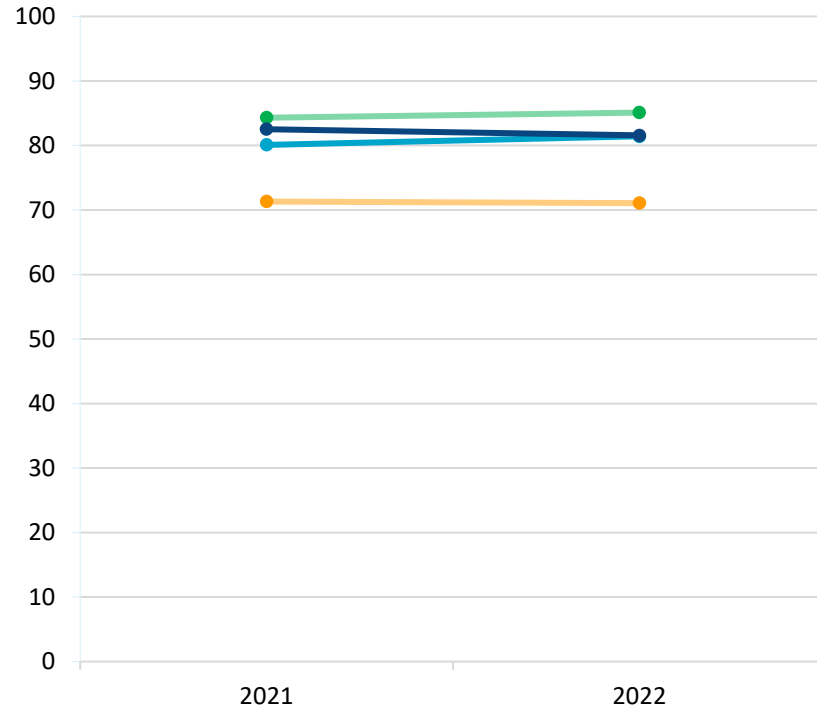


	2021	2022
Your org	70.3%	69.2%
Best	71.8%	74.4%
Average	67.6%	68.3%
Worst	59.3%	61.6%
Responses	3816	3685



Q8b The people I work with are understanding and kind to one another.

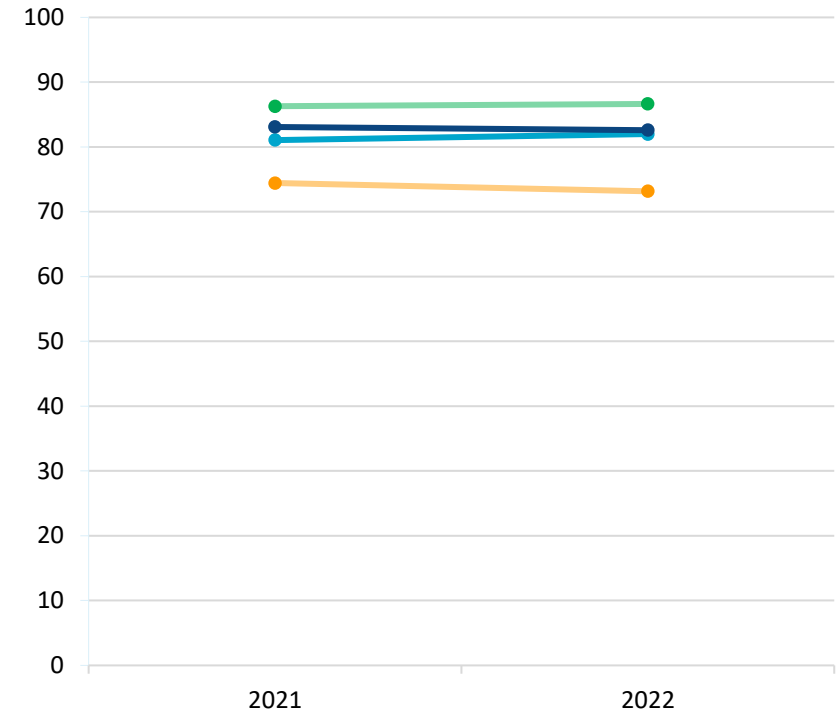
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	82.5%	81.6%
Best	84.3%	85.1%
Average	80.1%	81.4%
Worst	71.3%	71.1%
Responses	3823	3692

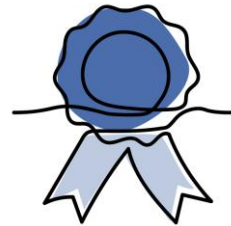
Q8c The people I work with are polite and treat each other with respect.

% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	83.1%	82.6%
Best	86.3%	86.6%
Average	81.1%	82.0%
Worst	74.4%	73.2%
Responses	3822	3689

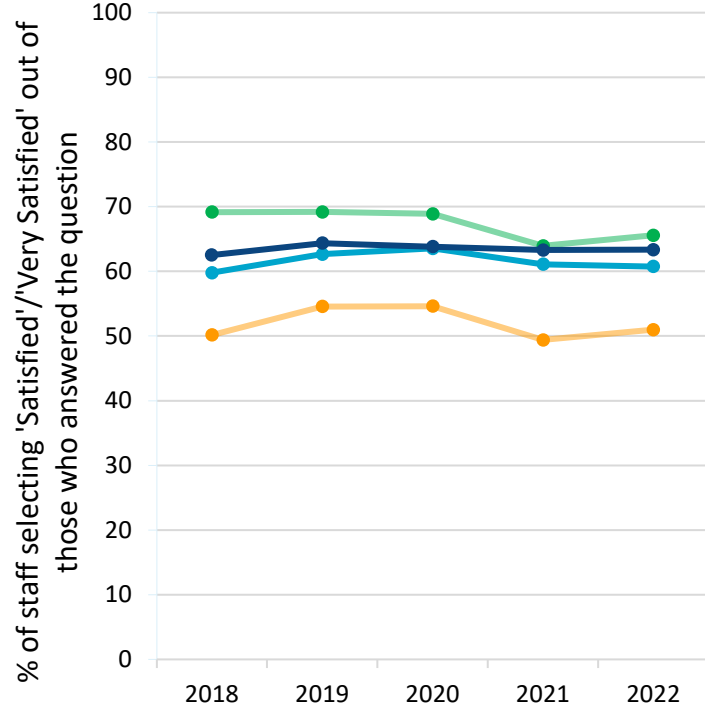
People Promise element – We are recognised and rewarded



Questions included:
Q4a, Q4b, Q4c, Q8d, Q9e

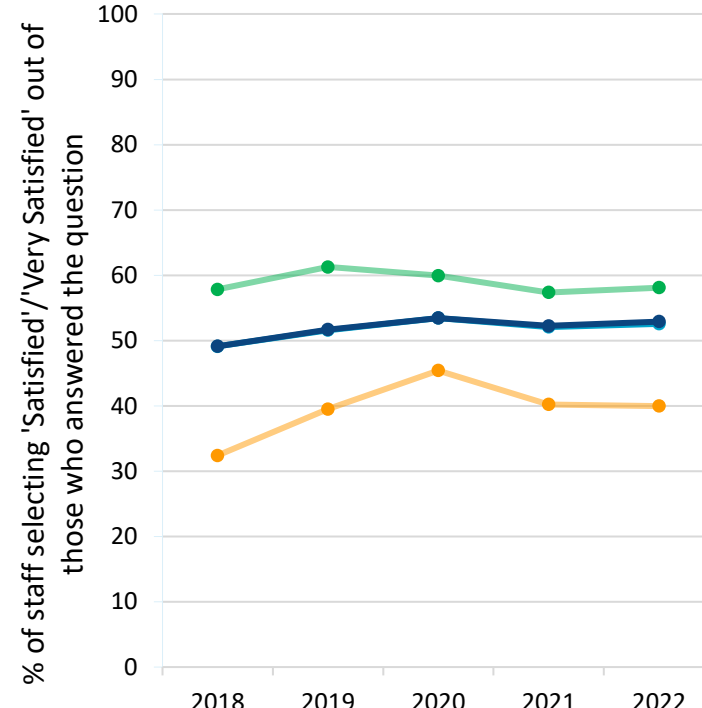


Q4a How satisfied are you with each of the following aspects of your job? The recognition I get for good work.



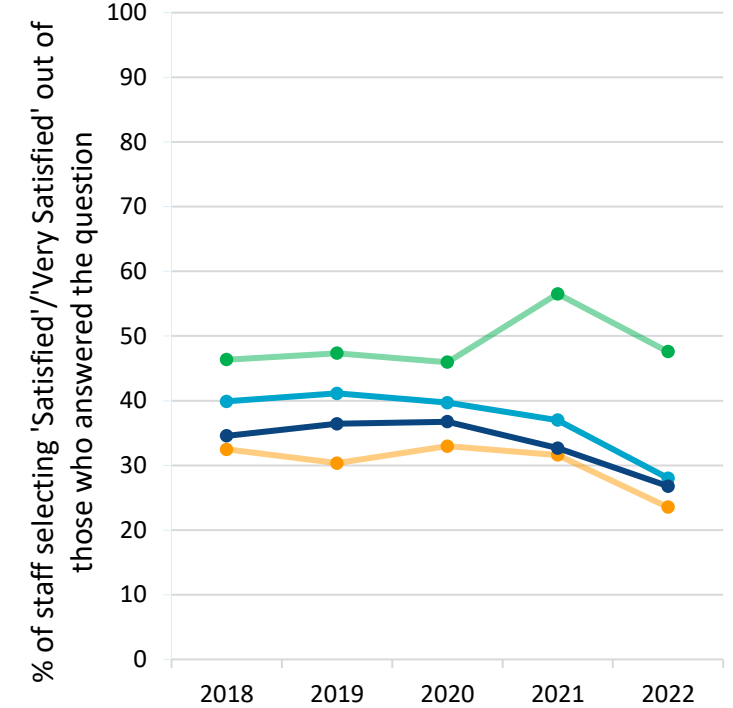
	2018	2019	2020	2021	2022
Your org	62.5%	64.4%	63.8%	63.3%	63.3%
Best	69.1%	69.2%	68.9%	63.9%	65.6%
Average	59.8%	62.6%	63.5%	61.1%	60.8%
Worst	50.2%	54.6%	54.6%	49.4%	51.0%
Responses	2623	3117	3135	3836	3690

Q4b How satisfied are you with each of the following aspects of your job? The extent to which my organisation values my work.



	2018	2019	2020	2021	2022
Your org	49.1%	51.7%	53.4%	52.2%	52.9%
Best	57.8%	61.3%	60.0%	57.4%	58.1%
Average	49.1%	51.6%	53.4%	52.1%	52.6%
Worst	32.4%	39.5%	45.4%	40.2%	40.0%
Responses	2604	3108	3127	3831	3685

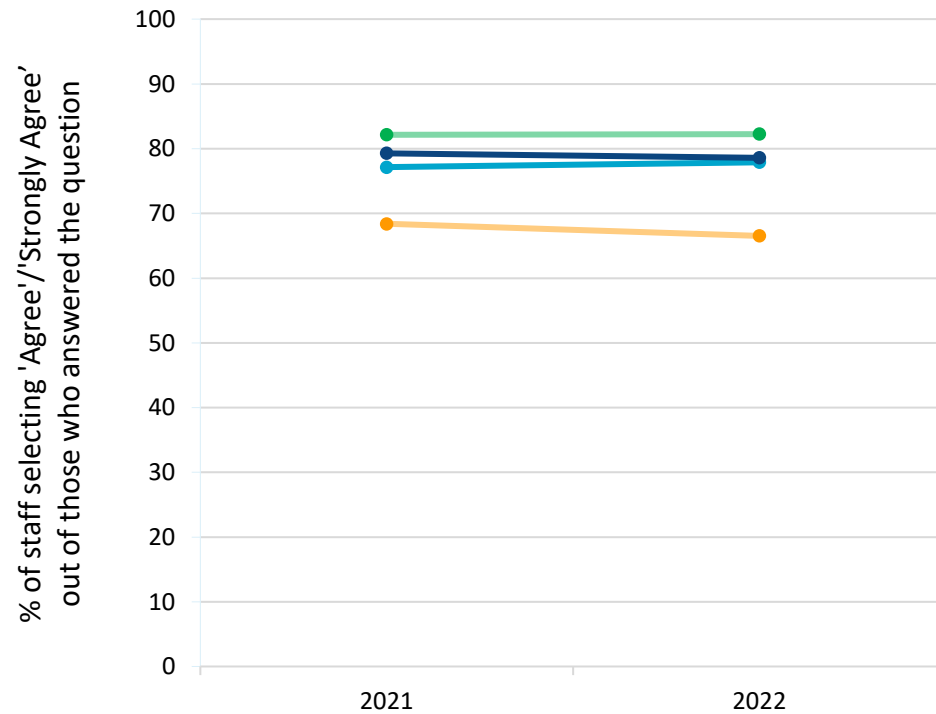
Q4c How satisfied are you with each of the following aspects of your job? My level of pay.



	2018	2019	2020	2021	2022
Your org	34.6%	36.4%	36.8%	32.7%	26.8%
Best	46.4%	47.3%	46.0%	56.5%	47.6%
Average	39.9%	41.1%	39.7%	37.0%	28.0%
Worst	32.5%	30.3%	33.0%	31.6%	23.5%
Responses	2618	3108	3131	3837	3688



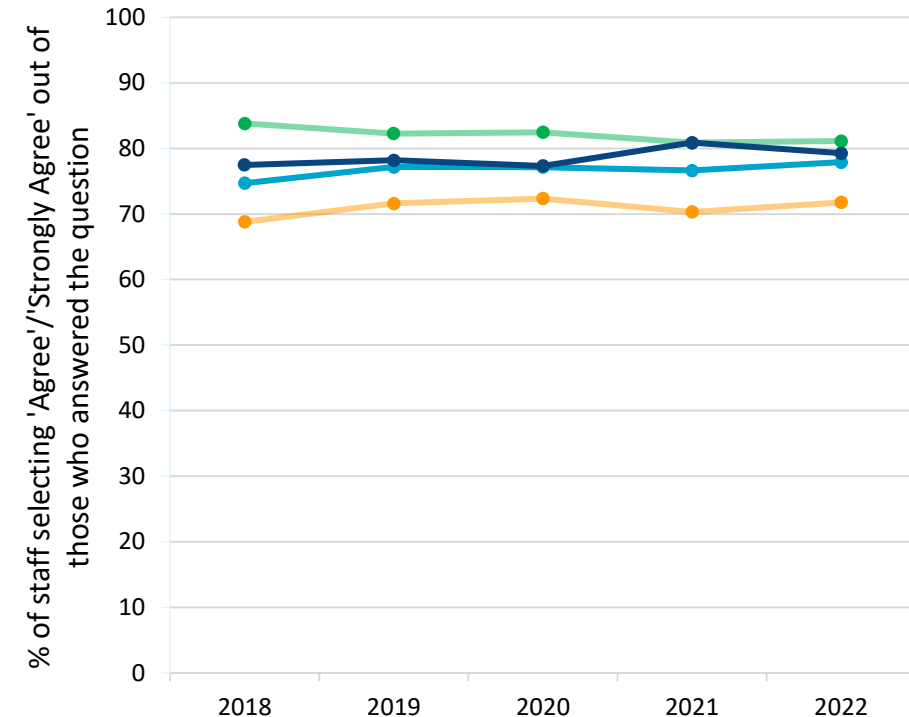
Q8d The people I work with show appreciation to one another.



Your org	2021	2022
Best	82.2%	82.2%
Average	77.2%	77.9%
Worst	68.4%	66.5%

Responses 3823 3686

Q9e My immediate manager values my work.



Your org	2018	2019	2020	2021	2022
Best	83.8%	82.3%	82.5%	80.9%	81.1%
Average	74.7%	77.2%	77.1%	76.6%	77.9%
Worst	68.8%	71.6%	72.4%	70.3%	71.8%

Responses 2601 3089 3126 3811 3682

People Promise element – We each have a voice that counts



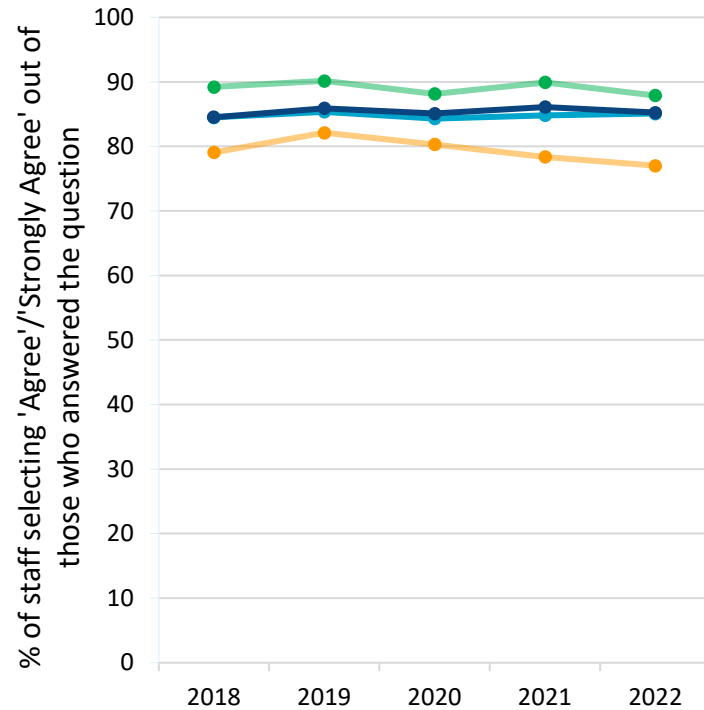
Questions included:

Autonomy and control – Q3a, Q3b, Q3c, Q3d, Q3e, Q3f, Q5b

Raising concerns – Q19a, Q19b, Q23e, Q23f



Q3a I always know what my work responsibilities are.

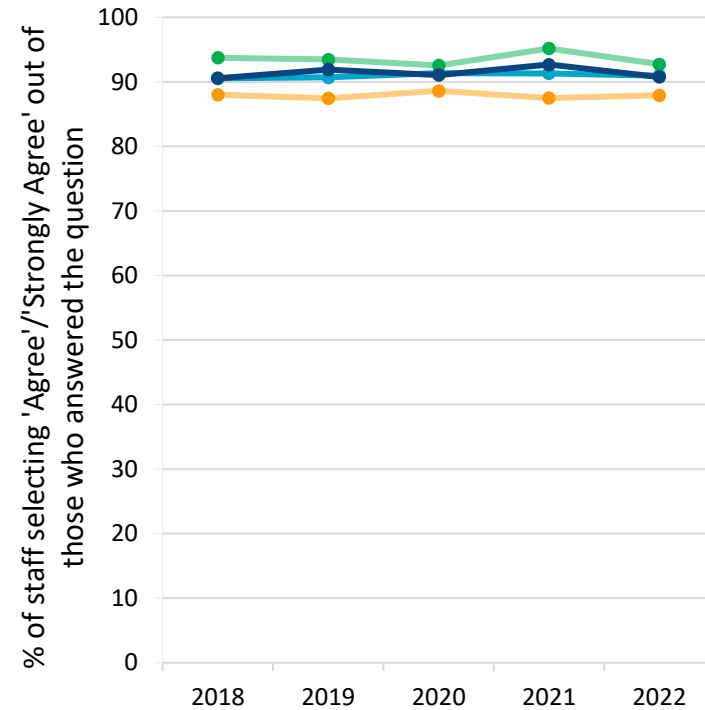


2018 2019 2020 2021 2022

Your org	84.5%	85.9%	85.1%	86.1%	85.2%
Best	89.2%	90.1%	88.1%	89.9%	87.9%
Average	84.5%	85.4%	84.3%	84.8%	85.1%
Worst	79.1%	82.1%	80.3%	78.4%	77.0%

Responses 2644 3126 3139 3836 3686

Q3b I am trusted to do my job.

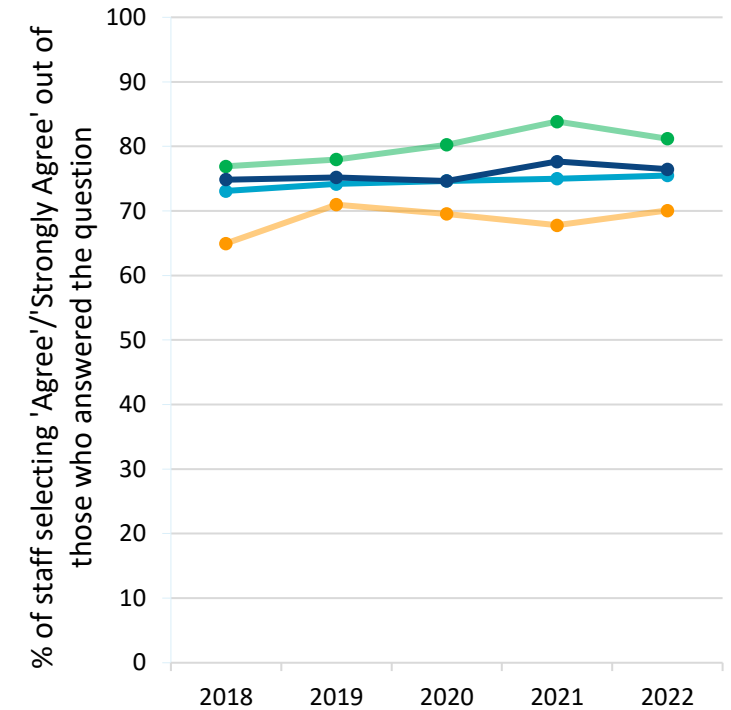


2018 2019 2020 2021 2022

Your org	90.6%	91.9%	91.1%	92.7%	90.8%
Best	93.8%	93.5%	92.6%	95.2%	92.7%
Average	90.6%	90.7%	91.3%	91.3%	91.0%
Worst	88.0%	87.4%	88.6%	87.5%	87.9%

Responses 2623 3116 3140 3840 3691

Q3c There are frequent opportunities for me to show initiative in my role.



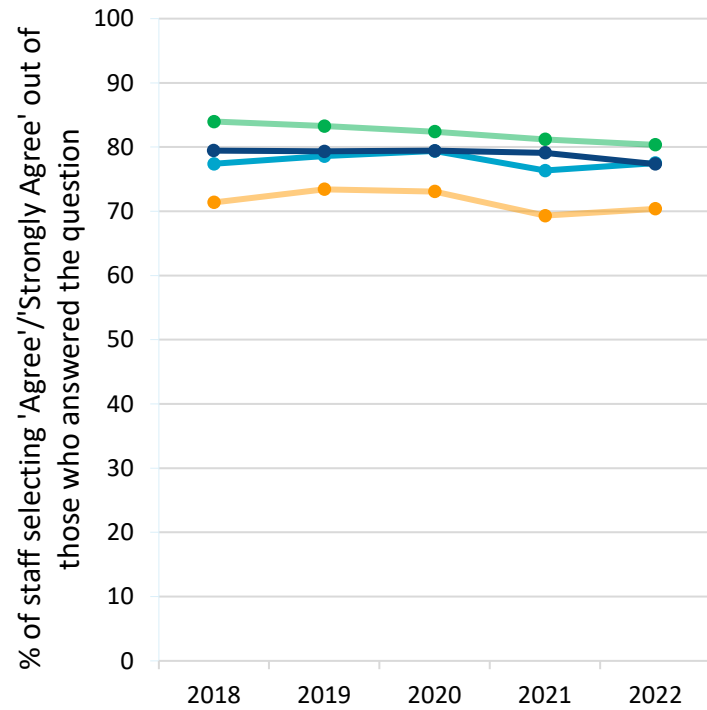
2018 2019 2020 2021 2022

Your org	74.8%	75.2%	74.7%	77.6%	76.5%
Best	76.9%	78.0%	80.3%	83.9%	81.2%
Average	73.1%	74.2%	74.7%	75.0%	75.5%
Worst	64.9%	71.0%	69.5%	67.8%	70.1%

Responses 2646 3133 3138 3829 3684

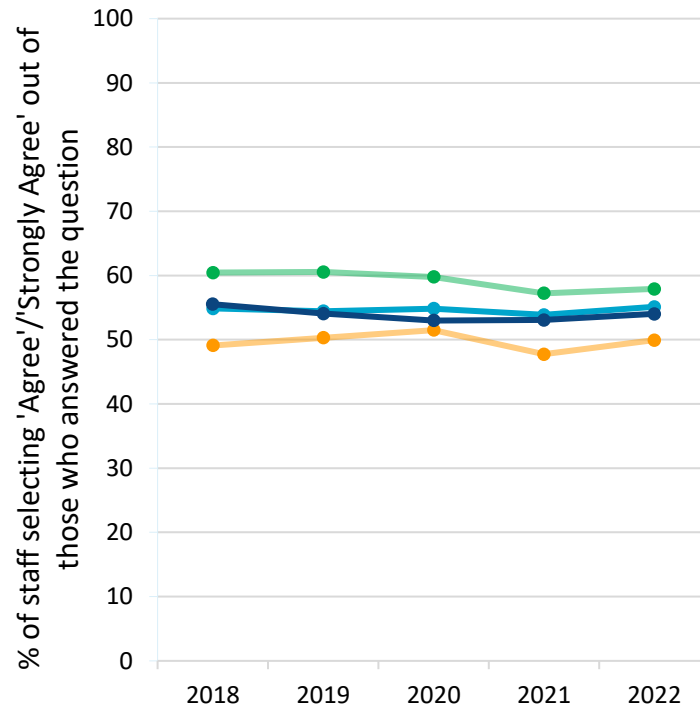


Q3d I am able to make suggestions to improve the work of my team / department.



	2018	2019	2020	2021	2022
Your org	79.4%	79.3%	79.4%	79.1%	77.4%
Best	84.0%	83.3%	82.4%	81.2%	80.4%
Average	77.4%	78.6%	79.4%	76.3%	77.5%
Worst	71.4%	73.4%	73.1%	69.3%	70.4%
Responses	2635	3126	3138	3833	3687

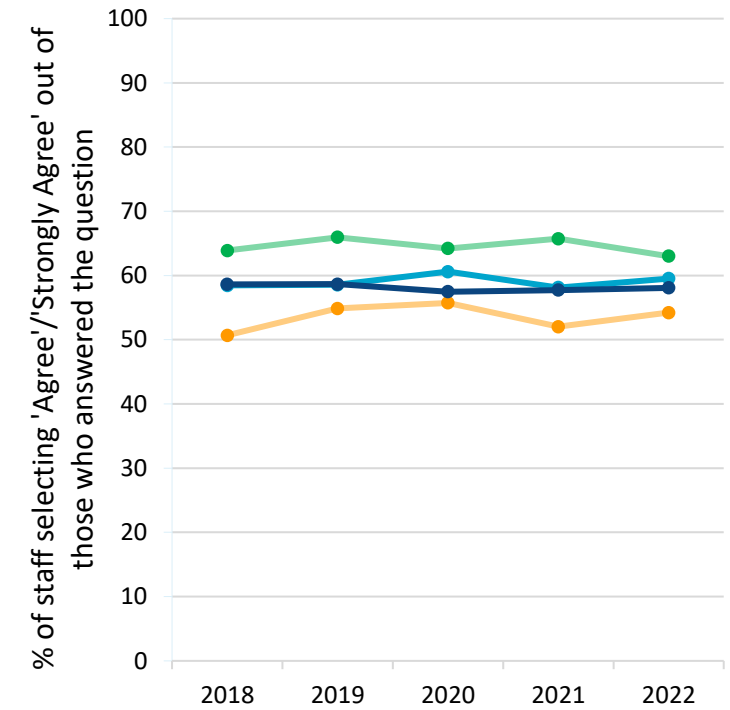
Q3e I am involved in deciding on changes introduced that affect my work area / team / department.



	2018	2019	2020	2021	2022
Your org	55.5%	54.1%	53.0%	53.1%	54.0%
Best	60.4%	60.5%	59.8%	57.2%	57.9%
Average	54.9%	54.4%	54.8%	53.9%	55.1%
Worst	49.1%	50.3%	51.5%	47.7%	49.9%
Responses	2637	3125	3137	3836	3685

Sussex Community NHS Foundation Trust Benchmark report

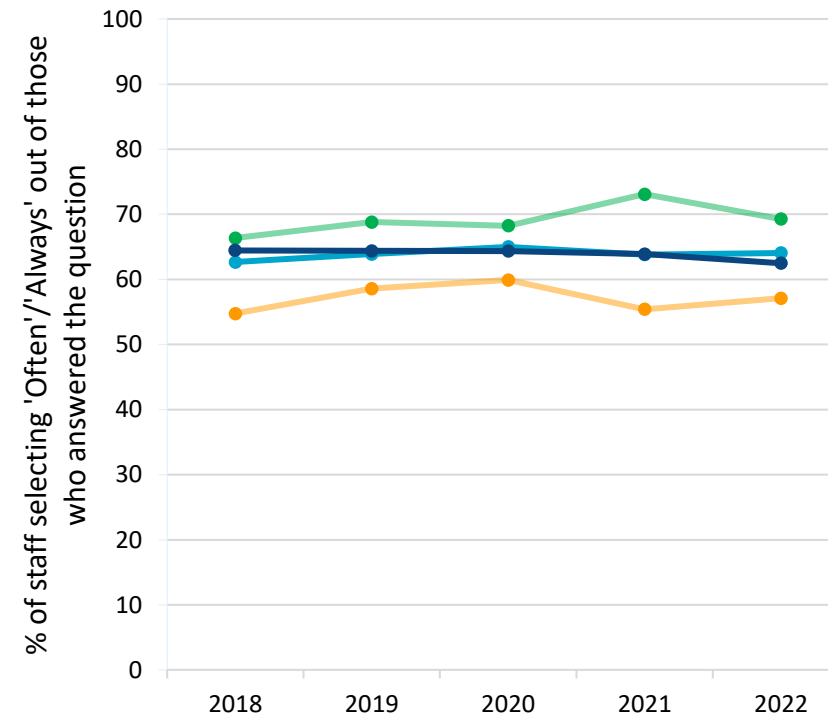
Q3f I am able to make improvements happen in my area of work.



	2018	2019	2020	2021	2022
Your org	58.6%	58.6%	57.5%	57.7%	58.1%
Best	63.9%	65.9%	64.2%	65.7%	63.0%
Average	58.4%	58.6%	60.6%	58.1%	59.5%
Worst	50.7%	54.9%	55.7%	52.0%	54.2%
Responses	2631	3125	3131	3829	3677



Q5b I have a choice in deciding how to do my work.

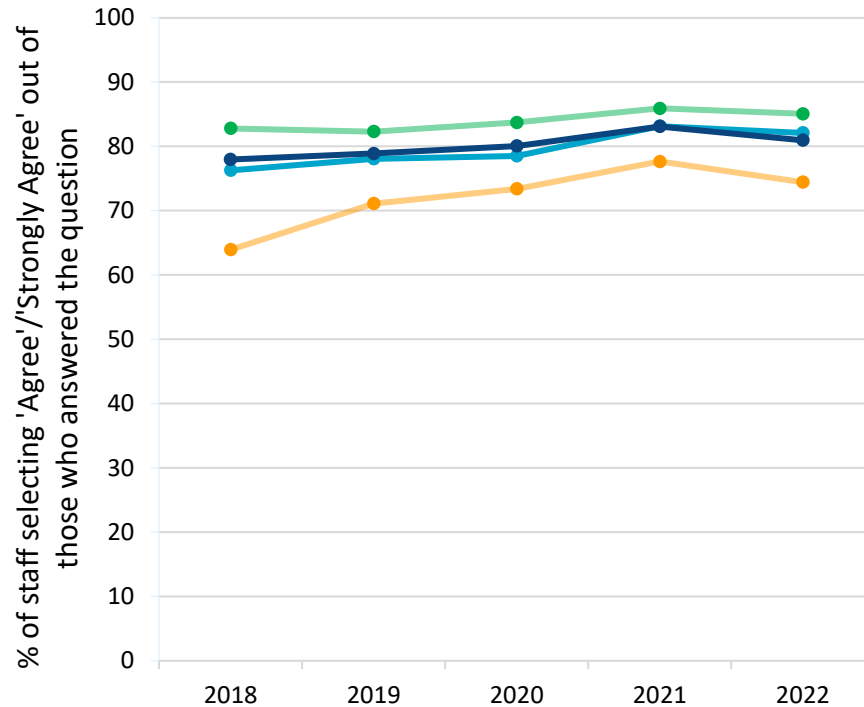


	2018	2019	2020	2021	2022
Your org	64.4%	64.4%	64.4%	63.9%	62.5%
Best	66.3%	68.8%	68.2%	73.1%	69.3%
Average	62.7%	63.9%	65.0%	63.8%	64.1%
Worst	54.7%	58.6%	59.9%	55.4%	57.1%

Responses 2618 3097 3122 3819 3675



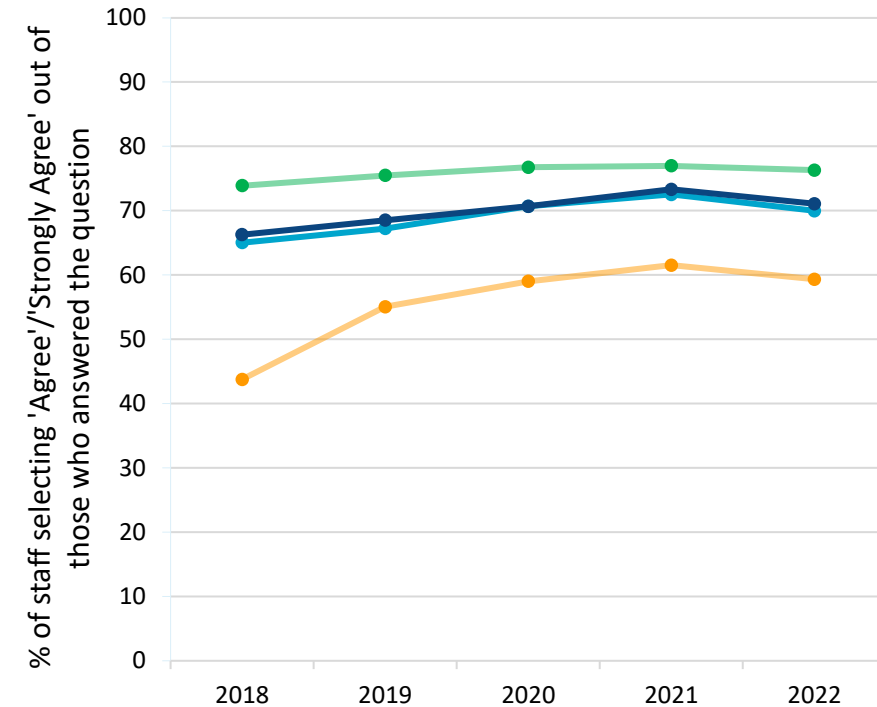
Q19a I would feel secure raising concerns about unsafe clinical practice.



	2018	2019	2020	2021	2022
Your org	77.9%	78.9%	80.0%	83.1%	80.9%
Best	82.8%	82.3%	83.7%	85.9%	85.1%
Average	76.3%	78.1%	78.5%	83.1%	82.1%
Worst	63.9%	71.1%	73.4%	77.6%	74.4%

Responses 2574 3072 3107 3801 3688

Q19b I am confident that my organisation would address my concern.

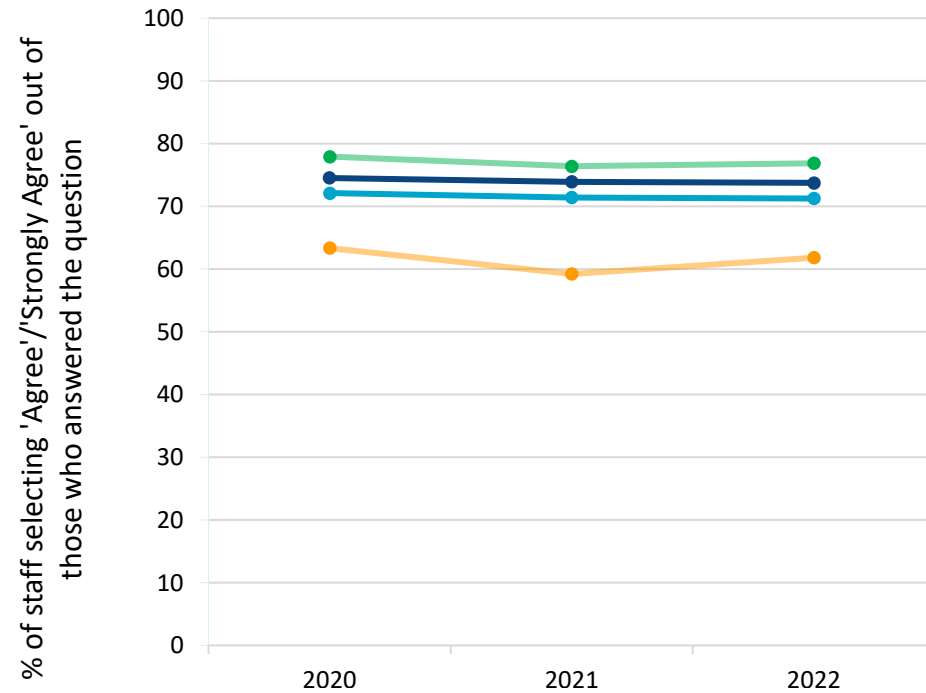


	2018	2019	2020	2021	2022
Your org	66.3%	68.5%	70.7%	73.3%	71.1%
Best	73.9%	75.5%	76.7%	77.0%	76.3%
Average	65.0%	67.2%	70.7%	72.5%	70.0%
Worst	43.7%	55.0%	59.0%	61.5%	59.3%

Responses 2571 3076 3108 3796 3684

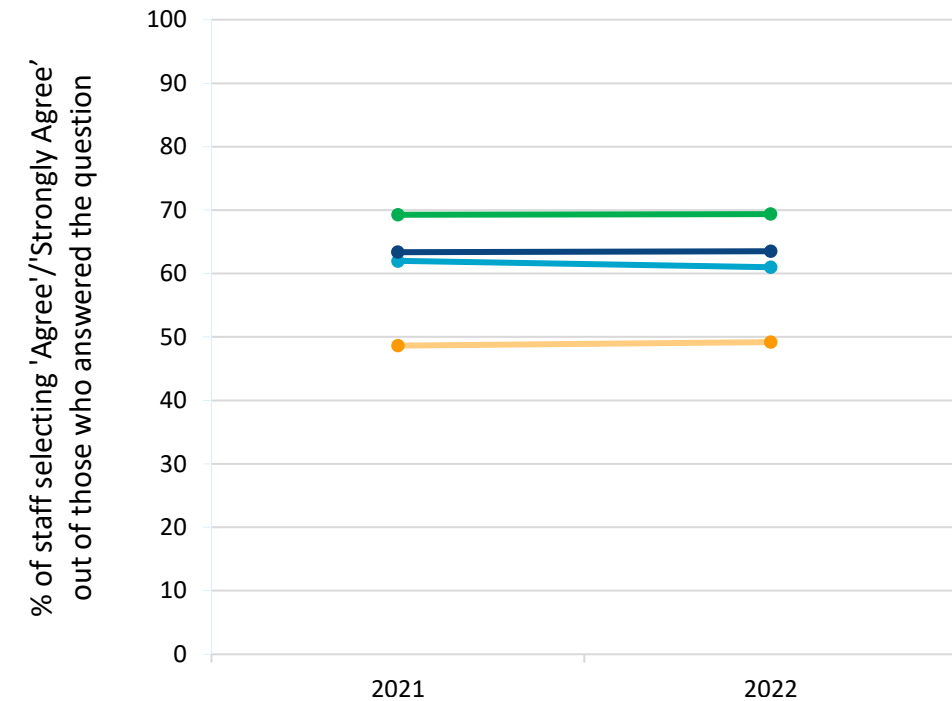


Q23e I feel safe to speak up about anything that concerns me in this organisation.



	2020	2021	2022
Your org	74.5%	73.9%	73.8%
Best	77.9%	76.4%	76.9%
Average	72.1%	71.4%	71.3%
Worst	63.4%	59.2%	61.8%
Responses	3108	3791	3673

Q23f If I spoke up about something that concerned me I am confident my organisation would address my concern.



	2021	2022
Your org	63.4%	63.5%
Best	69.3%	69.4%
Average	62.0%	61.0%
Worst	48.6%	49.2%
Responses	3791	3673

People Promise element – We are safe and healthy



Questions included:

Health and safety climate: Q3g, Q3h, Q3i, Q5a, Q11a, Q13d, Q14d

Burnout: Q12a, Q12b, Q12c, Q12d, Q12e, Q12f, Q12g

Negative experiences: Q11b, Q11c, Q11d, Q13a, Q13b, Q13c, Q14a, Q14b, Q14c

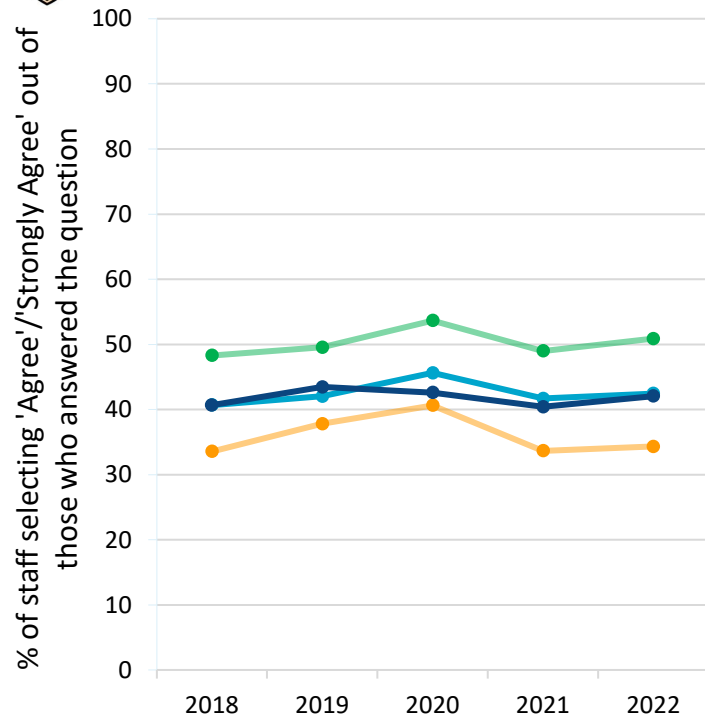
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



People Promise elements and theme results – We are safe and healthy: Health and safety climate

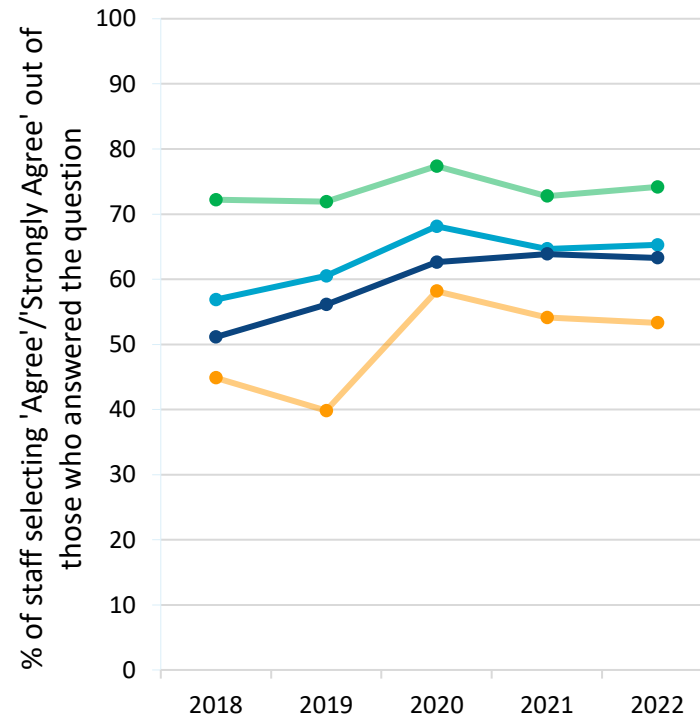


Q3g I am able to meet all the conflicting demands on my time at work.



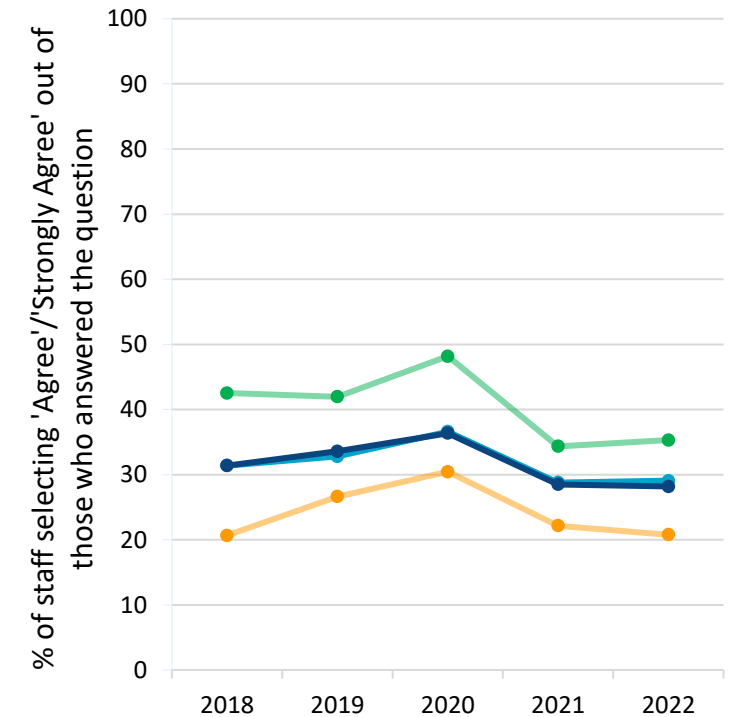
	2018	2019	2020	2021	2022
Your org	40.7%	43.5%	42.6%	40.4%	42.1%
Best	48.3%	49.6%	53.6%	49.0%	50.9%
Average	40.7%	42.0%	45.6%	41.7%	42.5%
Worst	33.5%	37.8%	40.6%	33.7%	34.3%
Responses	2633	3106	3130	3825	3679

Q3h I have adequate materials, supplies and equipment to do my work.



	2018	2019	2020	2021	2022
Your org	51.1%	56.1%	62.6%	63.9%	63.3%
Best	72.2%	71.9%	77.4%	72.8%	74.2%
Average	56.9%	60.5%	68.1%	64.7%	65.3%
Worst	44.8%	39.8%	58.2%	54.1%	53.3%
Responses	2628	3111	3132	3827	3680

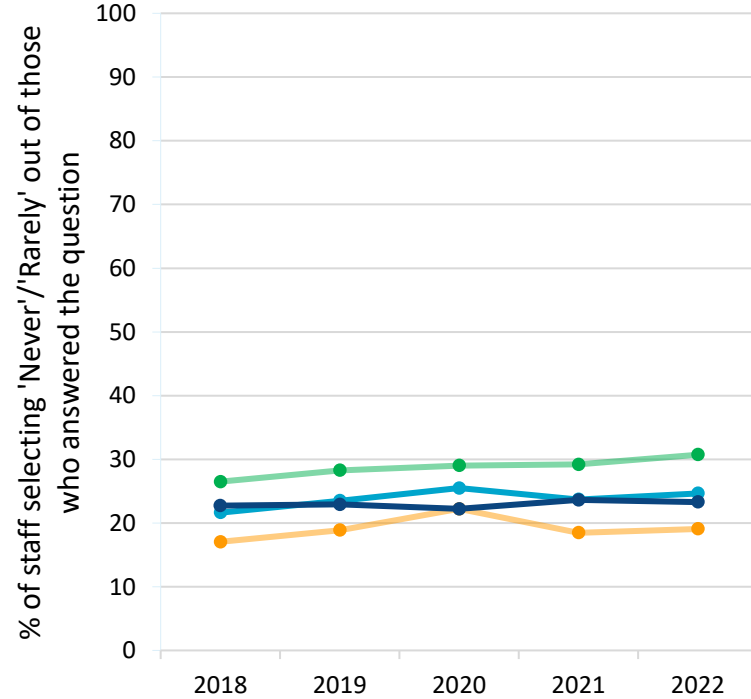
Q3i There are enough staff at this organisation for me to do my job properly.



	2018	2019	2020	2021	2022
Your org	31.4%	33.6%	36.4%	28.5%	28.2%
Best	42.5%	42.0%	48.2%	34.3%	35.3%
Average	31.4%	32.8%	36.6%	28.8%	29.1%
Worst	20.7%	26.6%	30.4%	22.2%	20.8%
Responses	2629	3114	3134	3826	3683

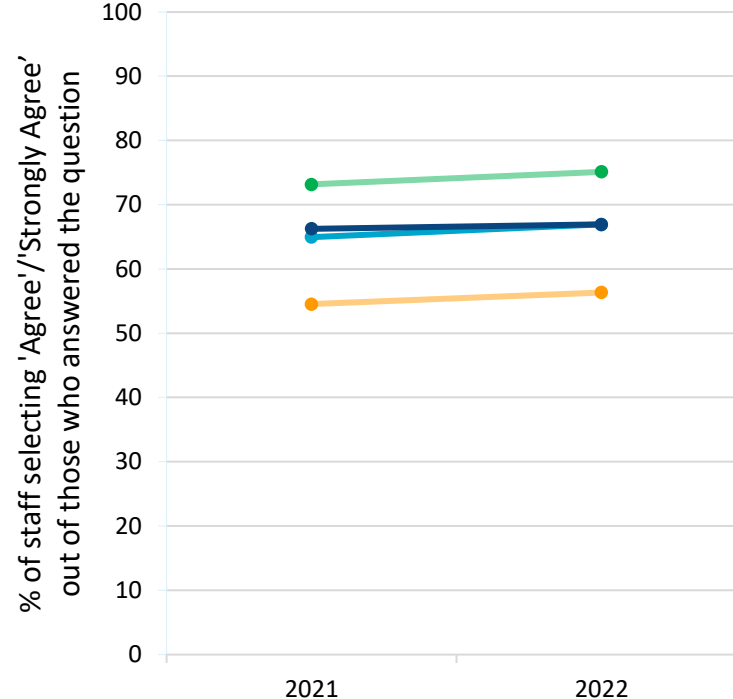


Q5a I have unrealistic time pressures.



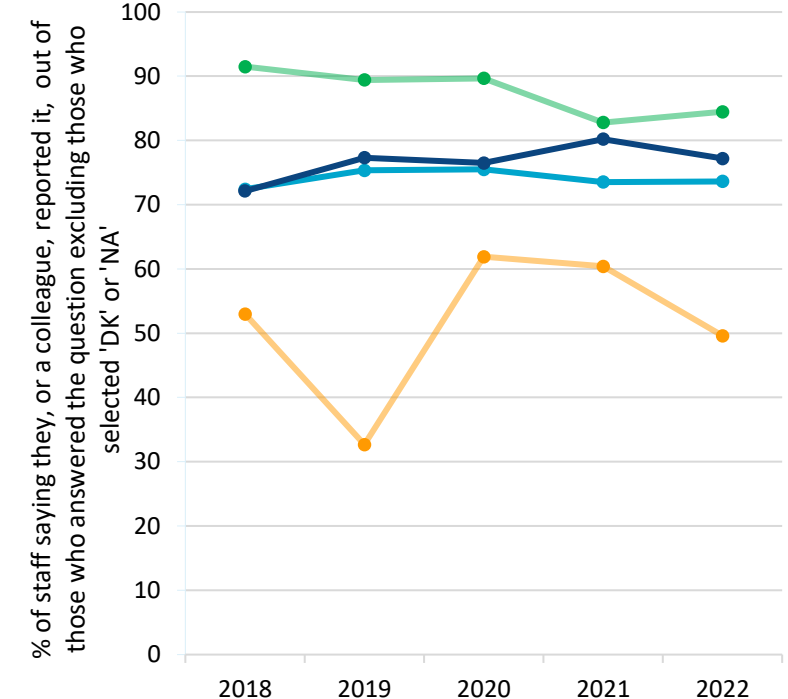
	2018	2019	2020	2021	2022
Your org	22.8%	22.9%	22.2%	23.6%	23.3%
Best	26.5%	28.3%	29.0%	29.2%	30.7%
Average	21.7%	23.5%	25.5%	23.7%	24.7%
Worst	17.1%	18.9%	22.2%	18.5%	19.1%
Responses	2619	3100	3124	3820	3670

Q11a My organisation take positive action on health and well-being.



	2021	2022
Your org	66.2%	66.9%
Best	73.1%	75.1%
Average	65.0%	66.9%
Worst	54.5%	56.3%
Responses	3790	3661

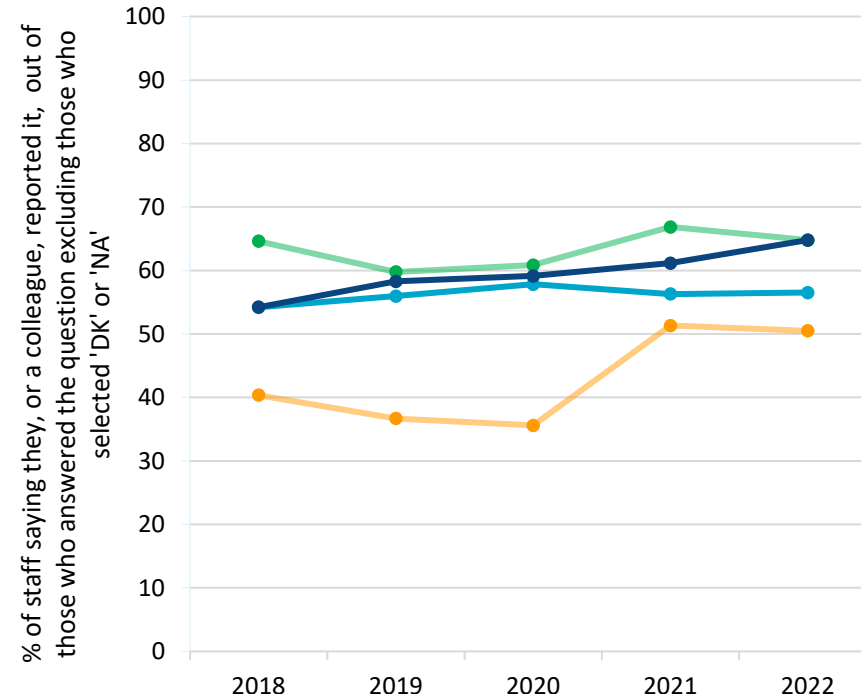
Q13d The last time you experienced physical violence at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	72.1%	77.3%	76.5%	80.2%	77.2%
Best	91.5%	89.4%	89.7%	82.8%	84.5%
Average	72.4%	75.3%	75.5%	73.5%	73.6%
Worst	53.0%	32.7%	61.9%	60.4%	49.6%
Responses	154	211	195	246	238



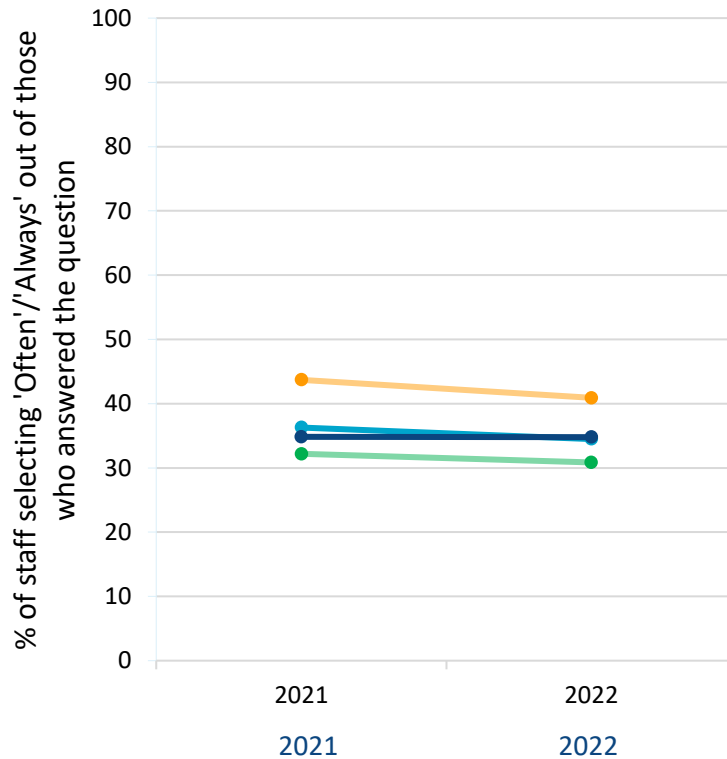
Q14d The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	54.2%	58.3%	59.1%	61.2%	64.8%
Best	64.6%	59.8%	60.8%	66.9%	64.8%
Average	54.2%	56.0%	57.8%	56.3%	56.5%
Worst	40.4%	36.7%	35.6%	51.3%	50.5%
Responses	769	997	913	1004	969



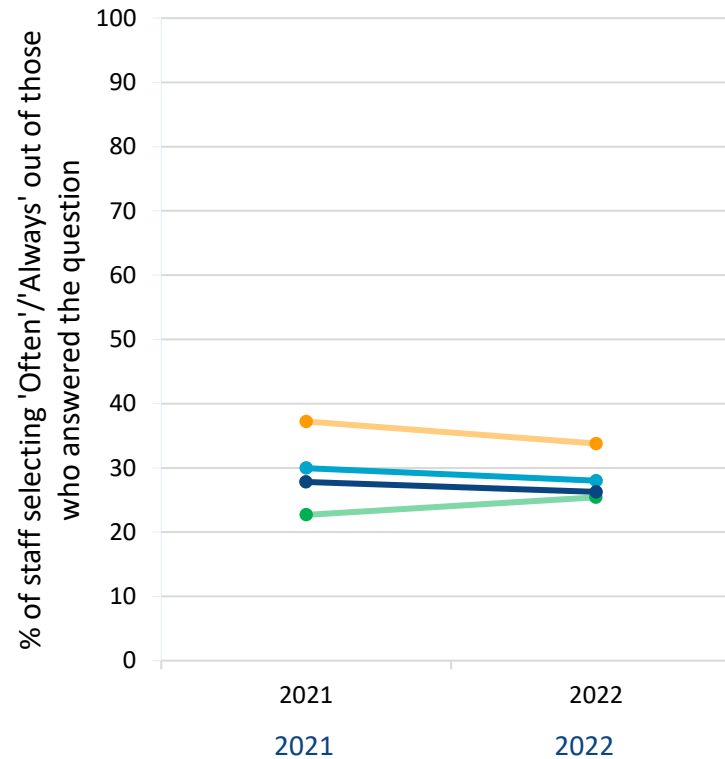
Q12a How often, if at all, do you find your work emotionally exhausting?



	2021	2022
Your org	34.9%	34.8%
Best	32.2%	30.9%
Average	36.3%	34.5%
Worst	43.7%	40.9%

Responses 3812 3689

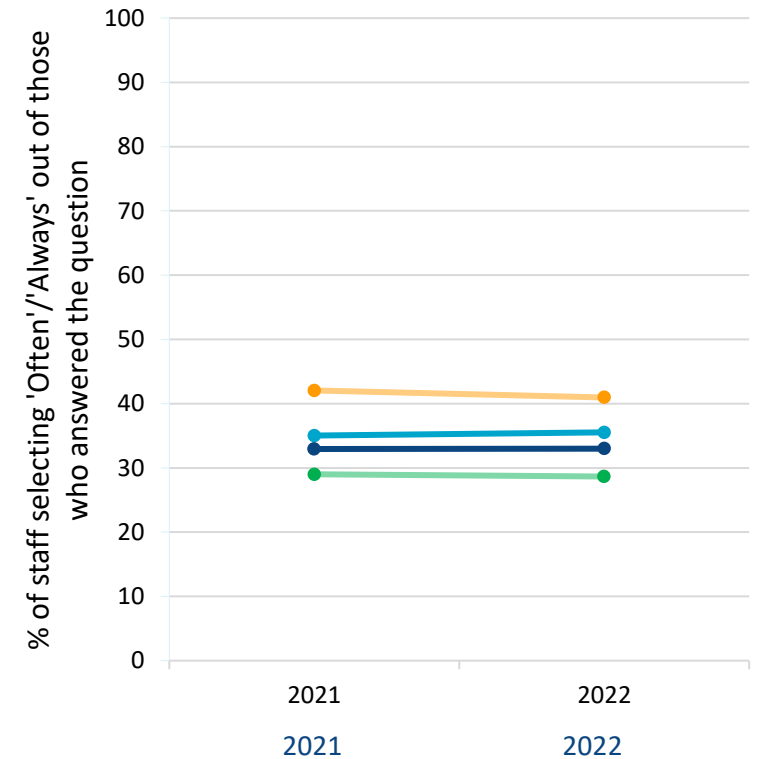
Q12b How often, if at all, do you feel burnt out because of your work?



	2021	2022
Your org	27.8%	26.3%
Best	22.7%	25.4%
Average	30.0%	28.0%
Worst	37.2%	33.8%

Responses 3812 3686

Q12c How often, if at all, does your work frustrate you?

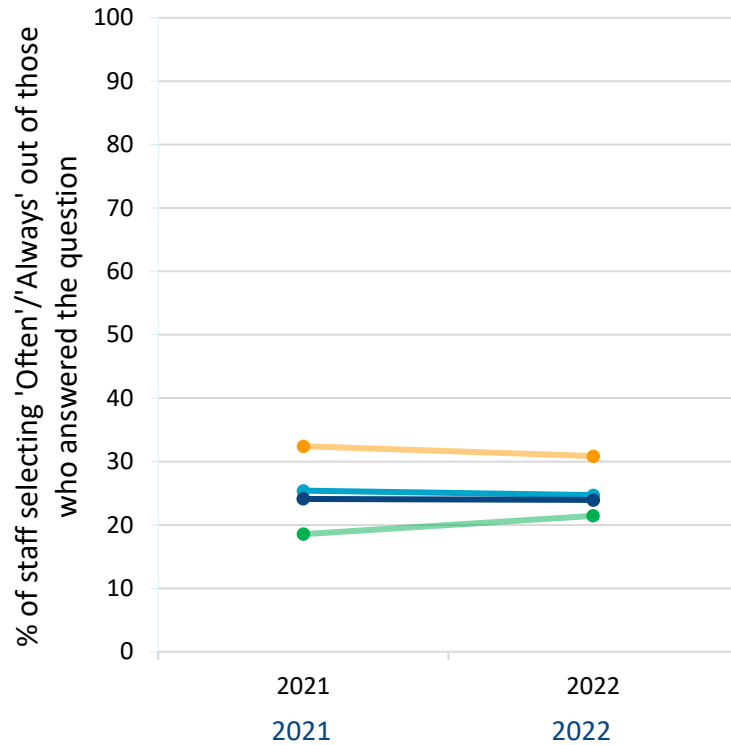


	2021	2022
Your org	32.9%	33.0%
Best	29.0%	28.7%
Average	35.0%	35.5%
Worst	42.1%	41.0%

Responses 3806 3681



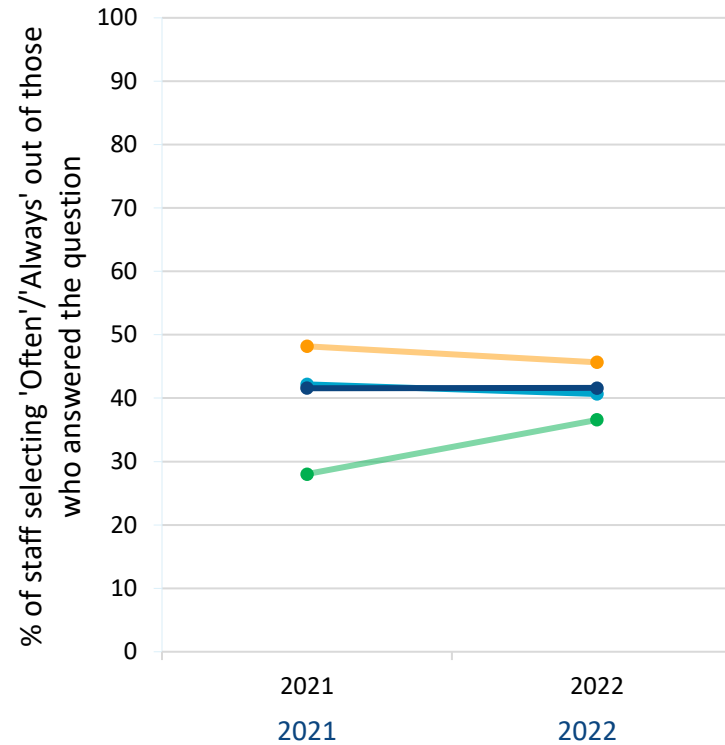
Q12d How often, if at all, are you exhausted at the thought of another day/shift at work?



	2021	2022
Your org	24.1%	23.9%
Best	18.5%	21.4%
Average	25.4%	24.7%
Worst	32.4%	30.8%

Responses 3808 3677

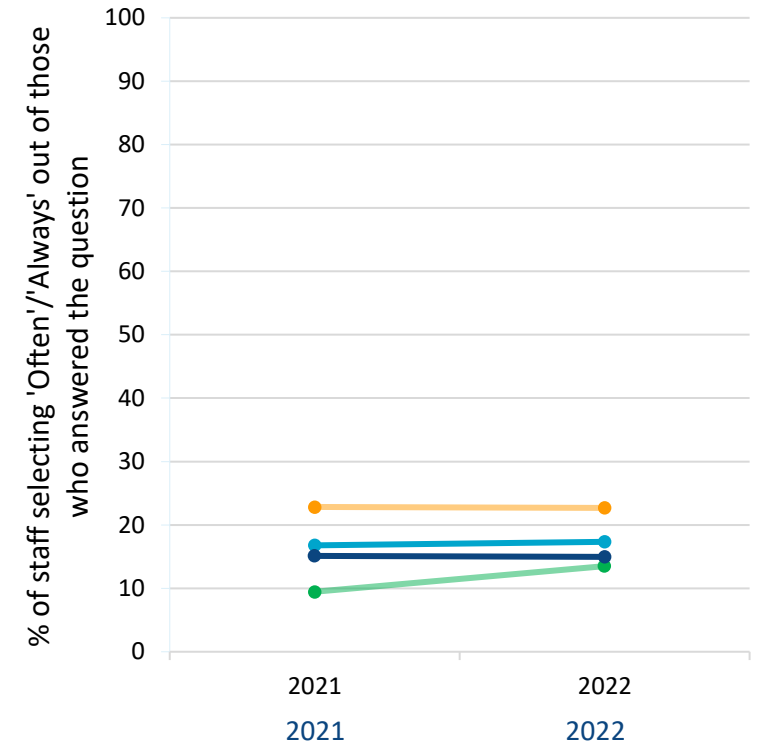
Q12e How often, if at all, do you feel worn out at the end of your working day/shift?



	2021	2022
Your org	41.6%	41.6%
Best	28.0%	36.6%
Average	42.2%	40.7%
Worst	48.2%	45.7%

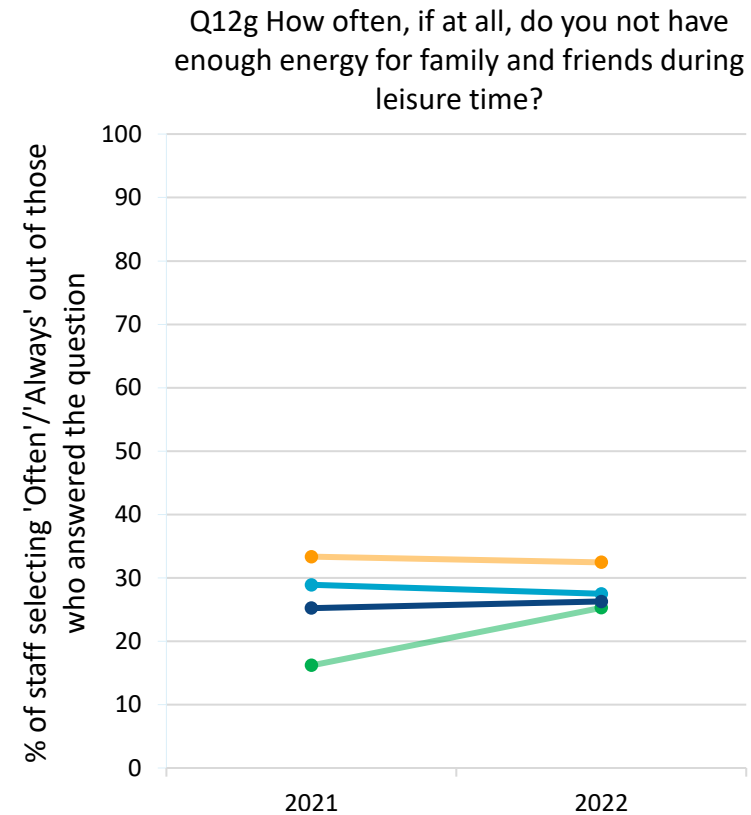
Responses 3806 3681

Q12f How often, if at all, do you feel that every working hour is tiring for you?



	2021	2022
Your org	15.1%	15.0%
Best	9.4%	13.5%
Average	16.8%	17.3%
Worst	22.8%	22.7%

Responses 3808 3679

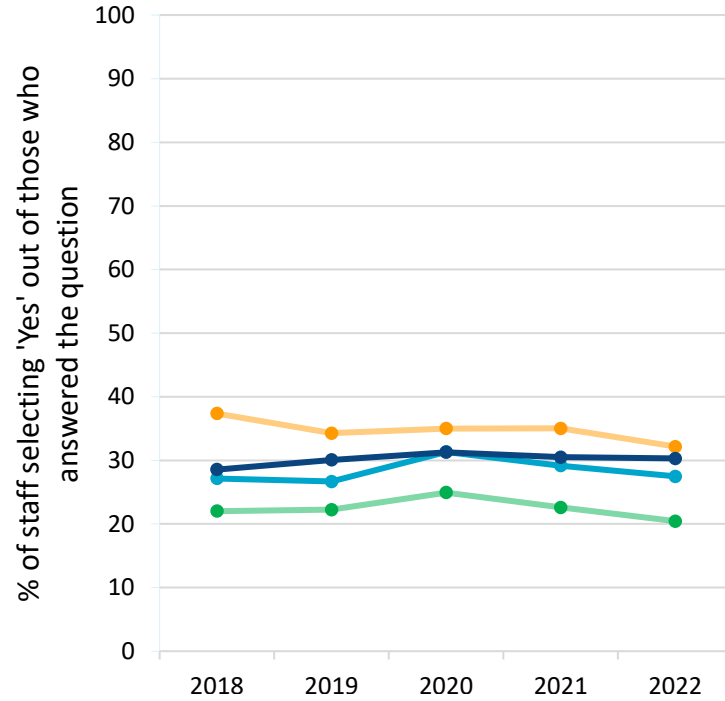


	2021	2022
Your org	25.3%	26.3%
Best	16.2%	25.3%
Average	28.9%	27.5%
Worst	33.3%	32.5%

Responses 3810 3676
Sussex Community NHS Foundation Trust Benchmark report

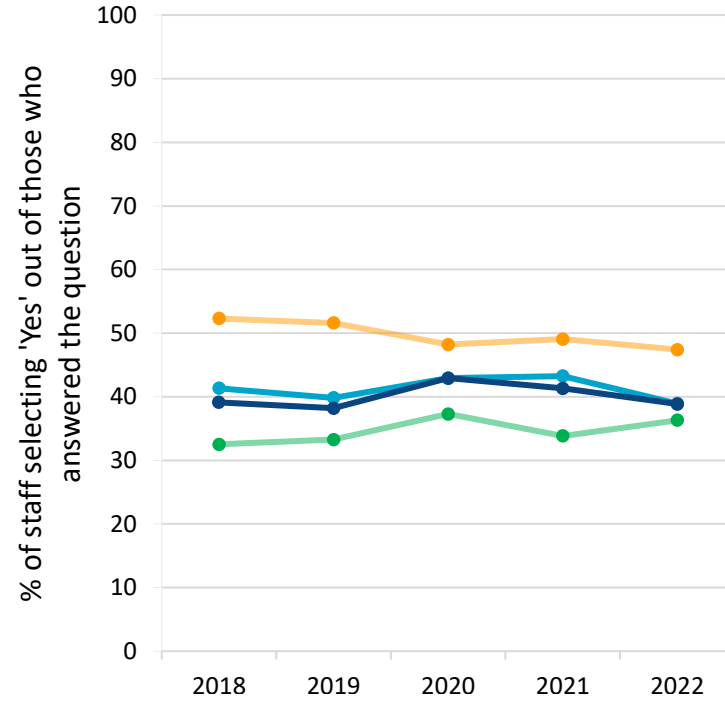


Q11b In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



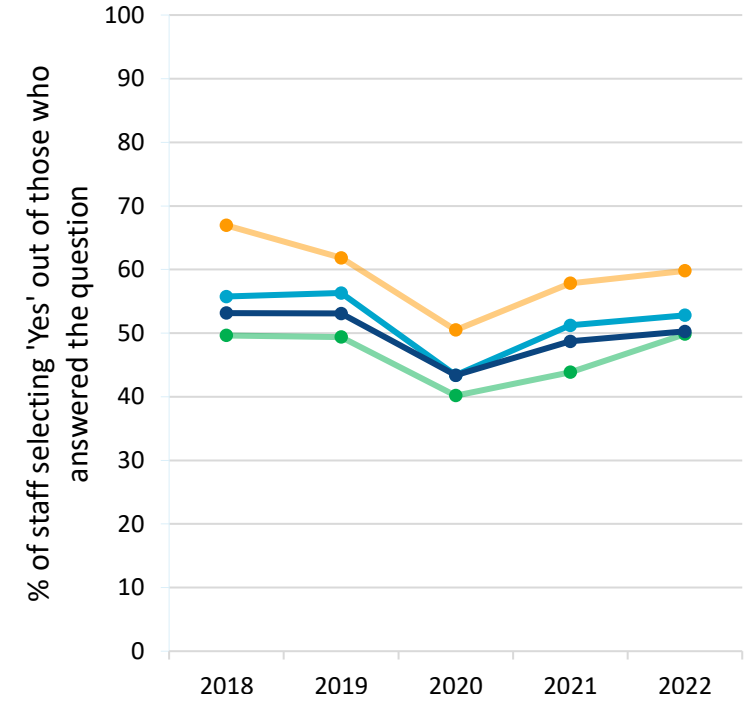
	2018	2019	2020	2021	2022
Your org	28.5%	30.1%	31.3%	30.5%	30.3%
Best	22.0%	22.2%	24.9%	22.6%	20.4%
Average	27.1%	26.7%	31.3%	29.2%	27.5%
Worst	37.4%	34.3%	35.0%	35.0%	32.2%
Responses	2589	3099	3112	3812	3683

Q11c During the last 12 months have you felt unwell as a result of work related stress?



	2018	2019	2020	2021	2022
Your org	39.1%	38.2%	42.9%	41.3%	38.8%
Best	32.5%	33.3%	37.3%	33.8%	36.3%
Average	41.3%	39.8%	42.9%	43.2%	38.9%
Worst	52.3%	51.6%	48.2%	49.1%	47.4%
Responses	2586	3104	3114	3809	3678

Q11d In the last three months have you ever come to work despite not feeling well enough to perform your duties?



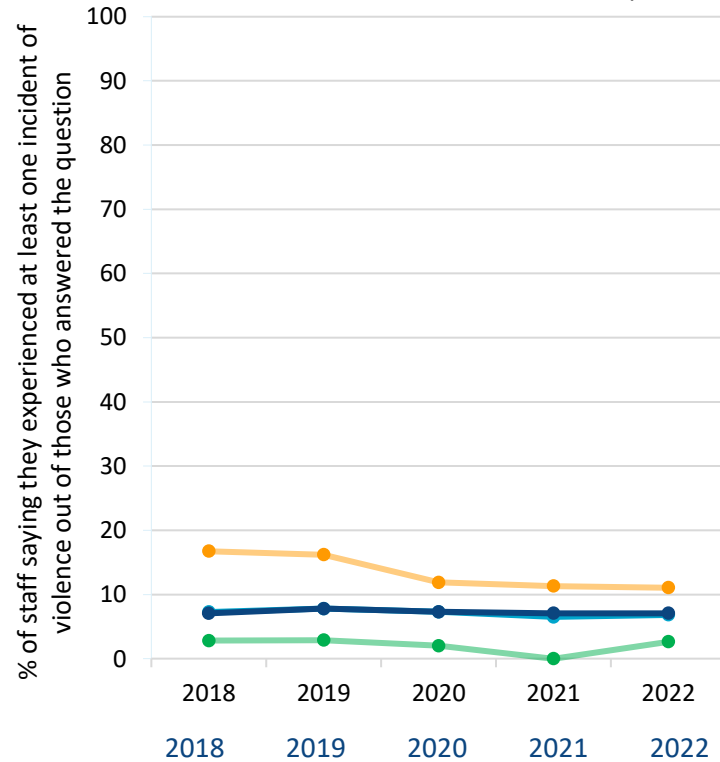
	2018	2019	2020	2021	2022
Your org	53.1%	53.1%	43.4%	48.7%	50.3%
Best	49.6%	49.4%	40.2%	43.8%	49.9%
Average	55.7%	56.3%	43.4%	51.2%	52.8%
Worst	66.9%	61.8%	50.5%	57.8%	59.8%
Responses	2589	3099	3112	3793	3668



People Promise elements and theme results – We are safe and healthy: Negative experiences

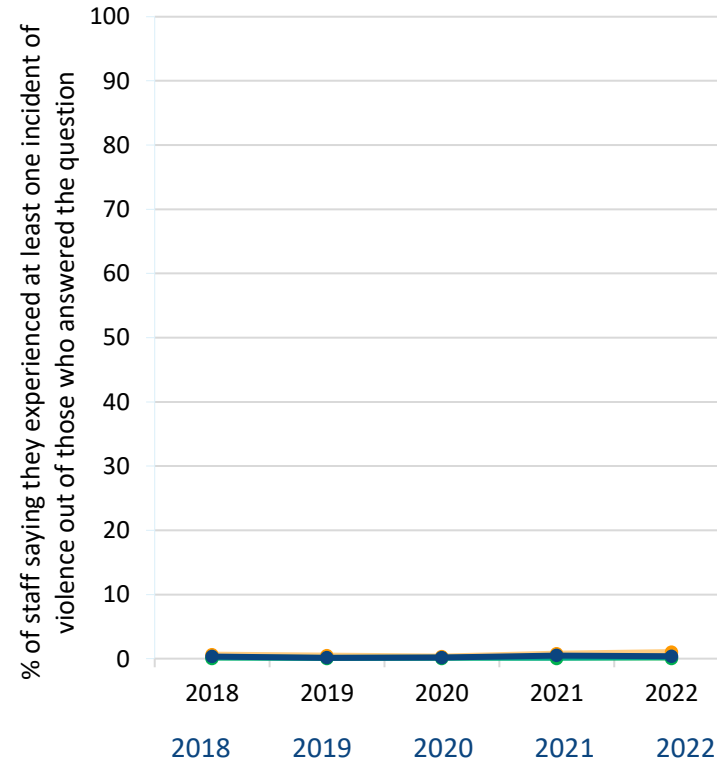


Q13a In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives or other members of the public.



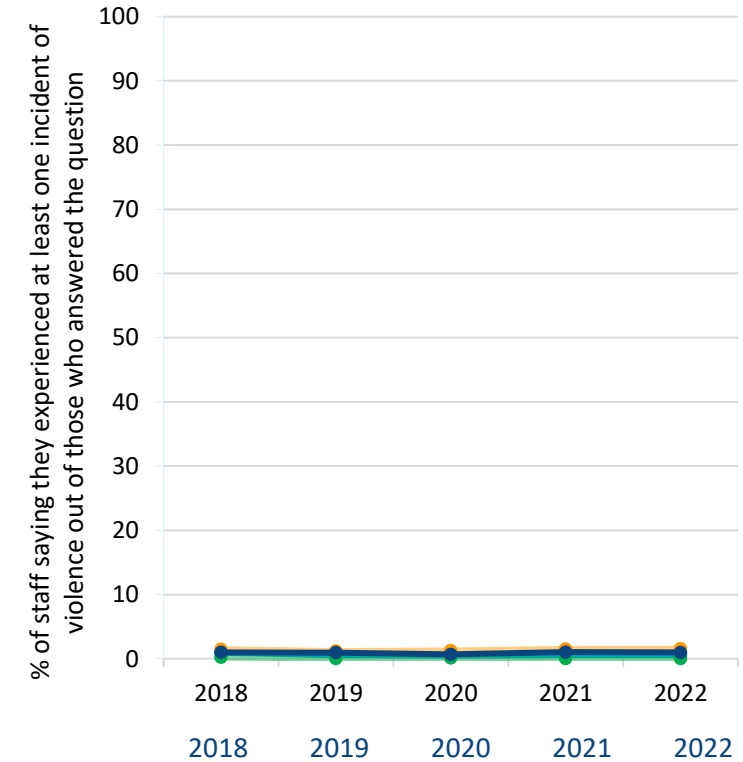
Your org	2018	2019	2020	2021	2022
Best	2.8%	2.9%	2.0%	0.0%	2.7%
Average	7.3%	7.8%	7.3%	6.5%	6.8%
Worst	16.7%	16.2%	11.9%	11.3%	11.1%
Responses	2594	3102	3114	3816	3687

Q13b In the last 12 months how many times have you personally experienced physical violence at work from...? Managers.



Your org	2018	2019	2020	2021	2022
Best	0.0%	0.0%	0.0%	0.0%	0.0%
Average	0.3%	0.1%	0.2%	0.2%	0.3%
Worst	0.6%	0.5%	0.3%	0.8%	1.0%
Responses	2545	3080	3102	3791	3643

Q13c In the last 12 months how many times have you personally experienced physical violence at work from...? Other colleagues.



Your org	2018	2019	2020	2021	2022
Best	0.2%	0.0%	0.1%	0.0%	0.0%
Average	0.9%	0.5%	0.5%	0.5%	0.5%
Worst	1.5%	1.2%	1.3%	1.5%	1.6%
Responses	2548	3077	3105	3781	3642

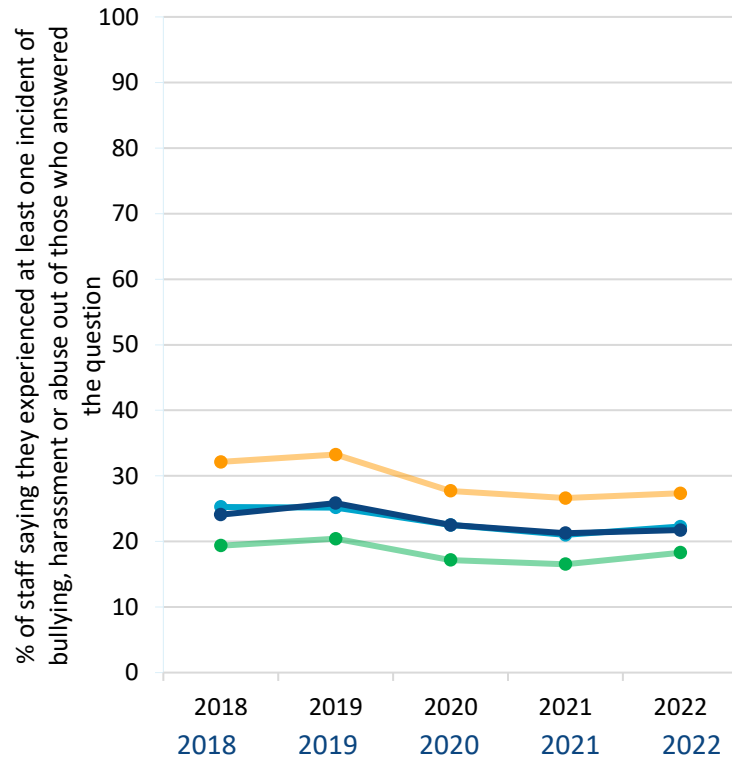


People Promise elements and theme results – We are safe and healthy: Negative experiences

Survey
Coordination
Centre

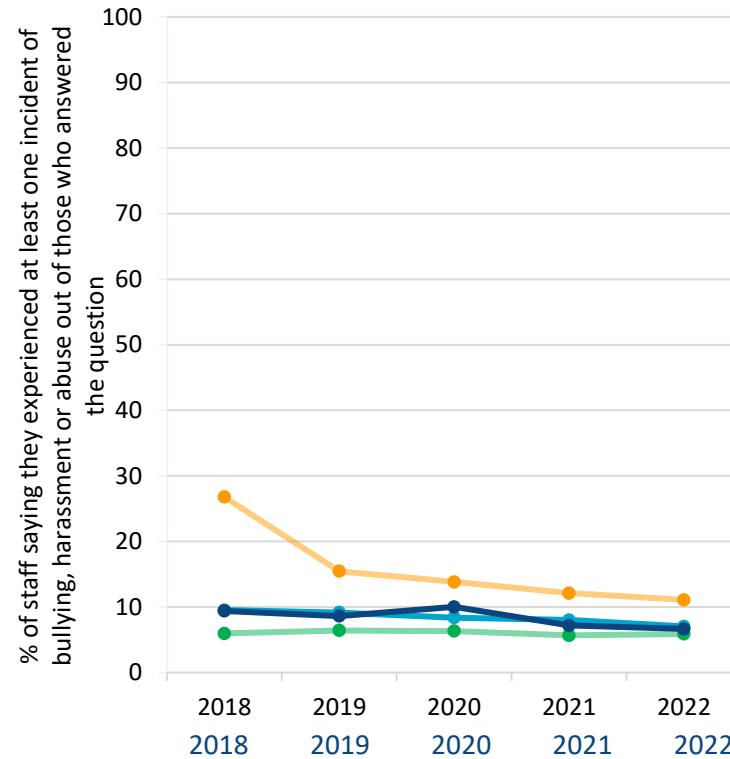


Q14a In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Patients / service users, their relatives or other members of the public.



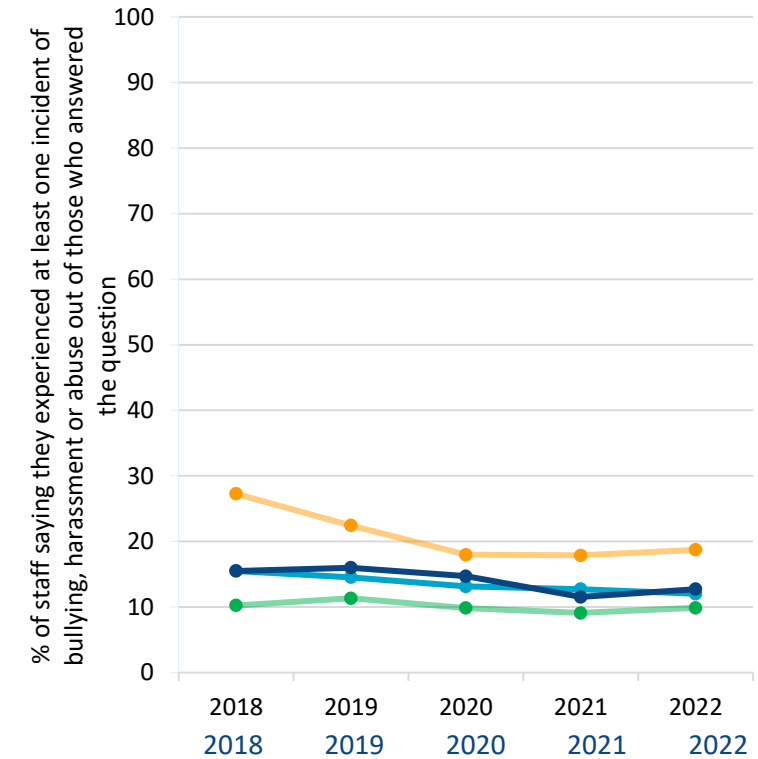
Your org	2018	2019	2020	2021	2022
Best	19.4%	20.4%	17.2%	16.5%	18.3%
Average	25.3%	25.2%	22.5%	21.0%	22.3%
Worst	32.1%	33.2%	27.7%	26.6%	27.3%
Responses	2588	3084	3011	3672	3681

Q14b In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Managers.



Your org	2018	2019	2020	2021	2022
Best	6.0%	6.4%	6.3%	5.7%	5.9%
Average	9.5%	9.2%	8.4%	8.0%	7.0%
Worst	26.8%	15.4%	13.8%	12.1%	11.1%
Responses	2552	3059	2996	3642	3640

Q14c In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Other colleagues.



Your org	2018	2019	2020	2021	2022
Best	10.2%	11.3%	9.8%	9.1%	9.9%
Average	15.5%	14.5%	13.1%	12.7%	12.0%
Worst	27.3%	22.4%	18.0%	17.9%	18.7%
Responses	2545	3070	2995	3646	3646

People Promise element – We are always learning



Questions included:

Development – Q22a, Q22b, Q22c, Q22d, Q22e

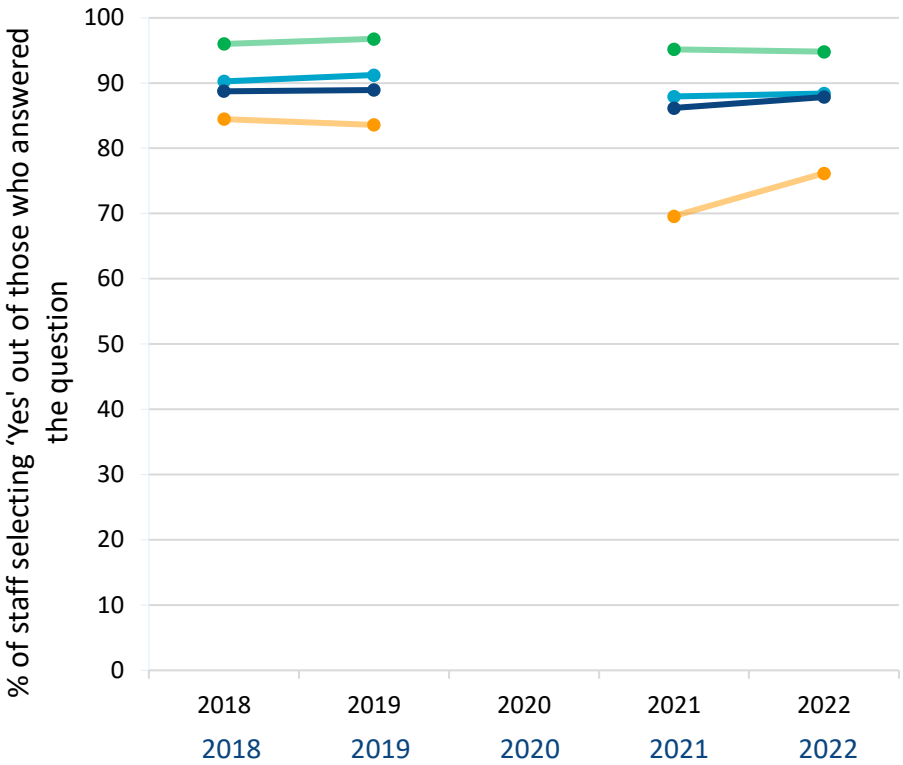
Appraisals – Q21b, Q21c, Q21d



*Q21a is a filter question and therefore influences the sub-score without being a directly scored question.

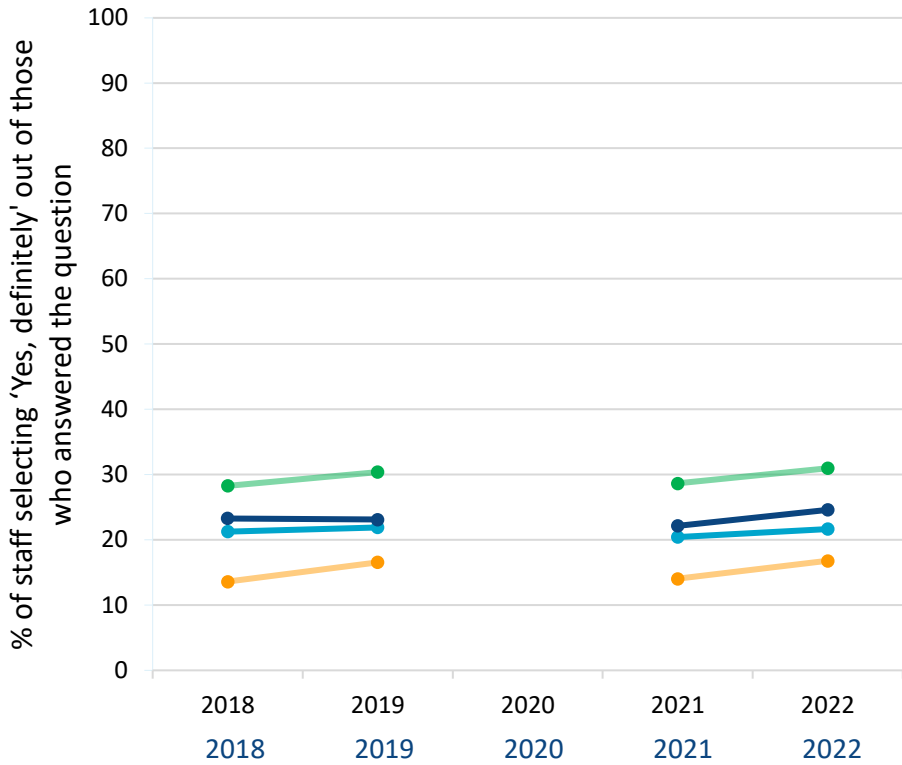


Q21a In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?



Your org	88.7%	88.9%	-	86.2%	87.9%
Best	96.0%	96.8%	-	95.2%	94.8%
Average	90.3%	91.2%	-	87.9%	88.4%
Worst	84.5%	83.6%	-	69.6%	76.2%
Responses	2568	3059	-	3805	3671

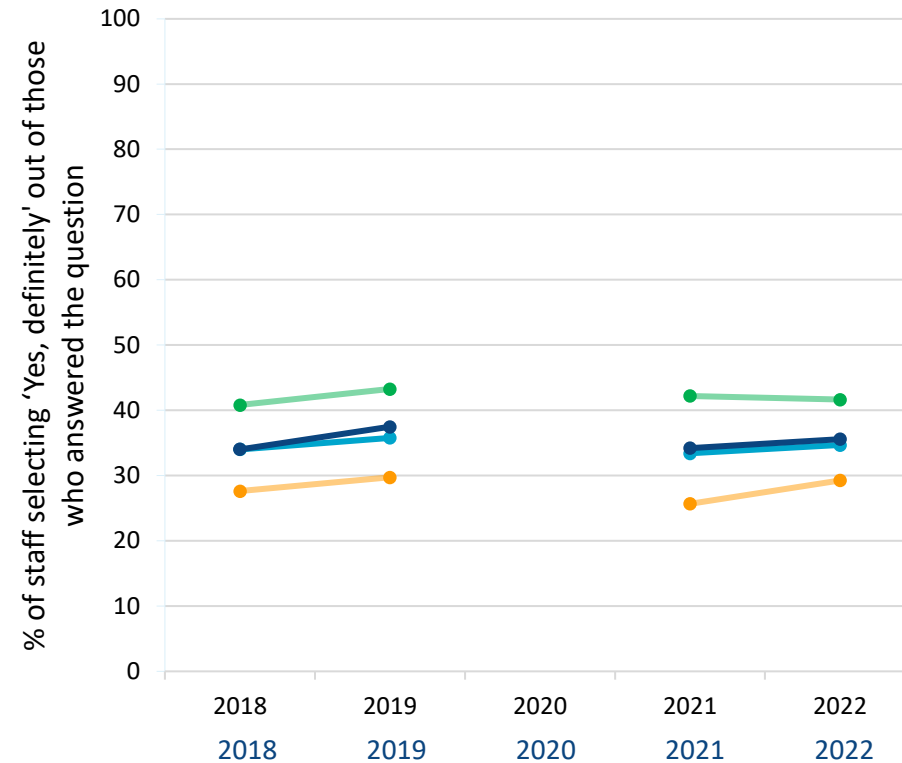
Q21b It helped me to improve how I do my job.



Your org	23.3%	23.1%	-	22.1%	24.6%
Best	28.3%	30.4%	-	28.6%	31.0%
Average	21.3%	21.9%	-	20.4%	21.6%
Worst	13.6%	16.5%	-	14.0%	16.8%
Responses	2258	2710	-	3270	3213

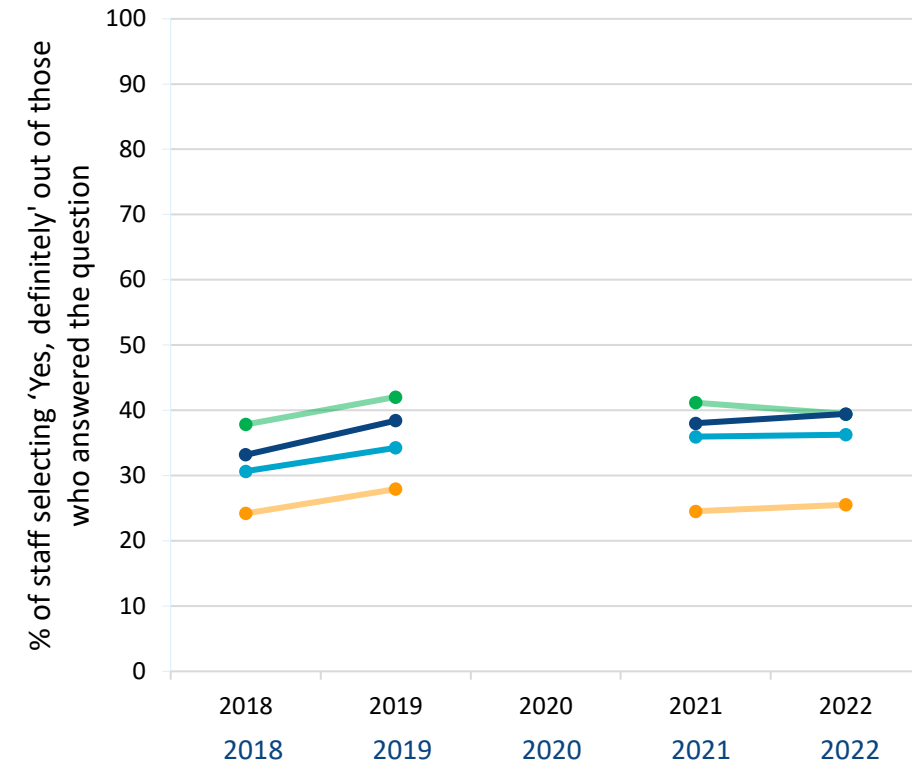


Q21c It helped me agree clear objectives for my work.



Your org	34.0%	37.5%	-	34.2%	35.6%
Best	40.8%	43.2%	-	42.2%	41.6%
Average	34.0%	35.8%	-	33.4%	34.7%
Worst	27.6%	29.7%	-	25.7%	29.3%
Responses	2251	2706	-	3269	3217

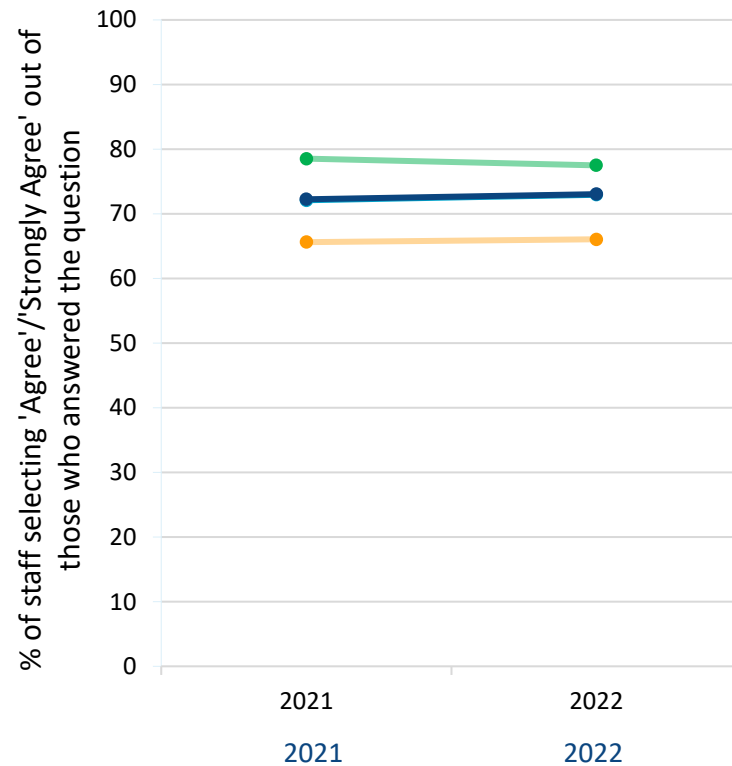
Q21d It left me feeling that my work is valued by my organisation.



Your org	33.2%	38.4%	-	38.0%	39.4%
Best	37.8%	42.0%	-	41.2%	39.4%
Average	30.6%	34.2%	-	35.9%	36.3%
Worst	24.2%	27.9%	-	24.5%	25.5%
Responses	2243	2708	-	3270	3215

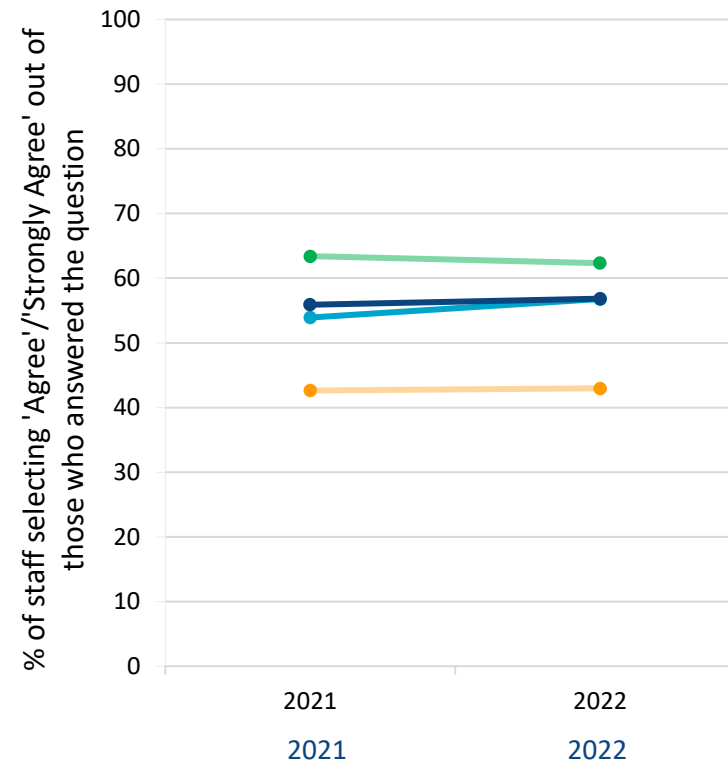


Q22a This organisation offers me challenging work.



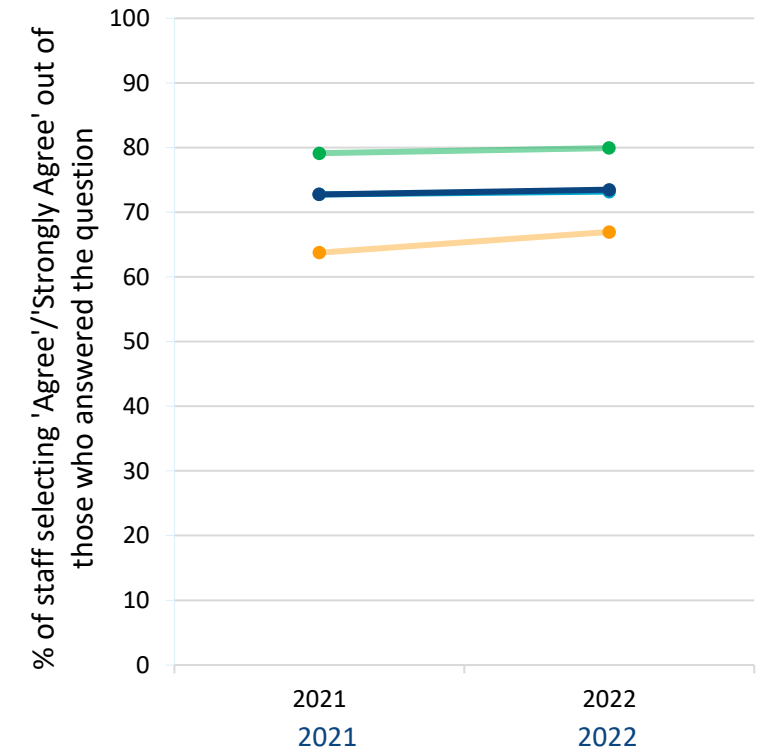
	2021	2022
Your org	72.2%	73.0%
Best	78.5%	77.5%
Average	72.1%	73.0%
Worst	65.6%	66.1%

Q22b There are opportunities for me to develop my career in this organisation.



	2021	2022
Your org	55.9%	56.8%
Best	63.4%	62.3%
Average	53.9%	56.8%
Worst	42.6%	43.0%

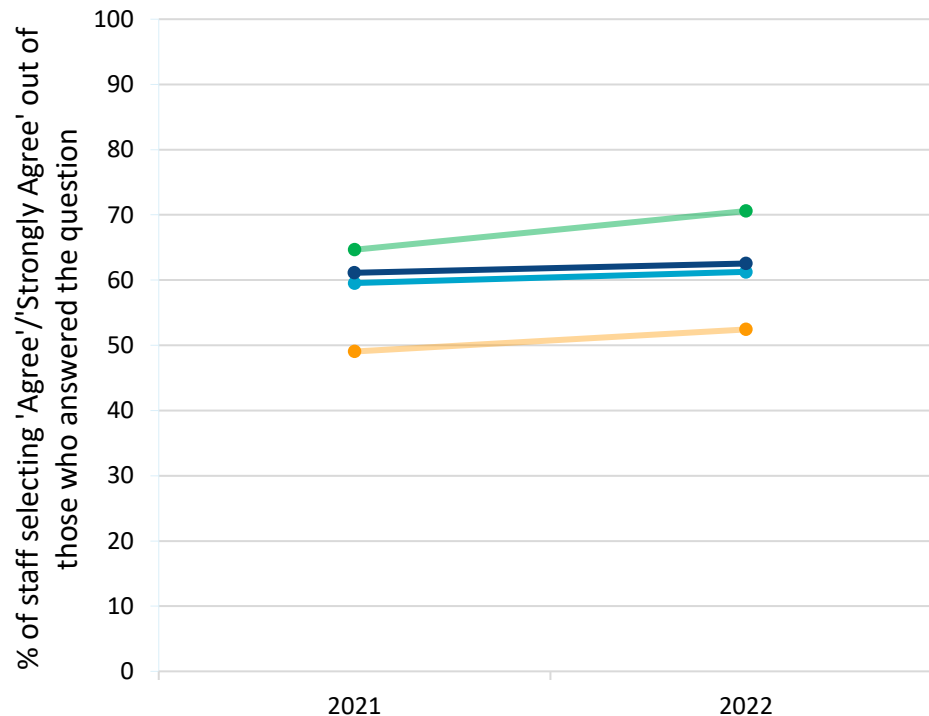
Q22c I have opportunities to improve my knowledge and skills.



	2021	2022
Your org	72.7%	73.5%
Best	79.1%	79.9%
Average	72.8%	73.2%
Worst	63.7%	66.9%



Q22d I feel supported to develop my potential.



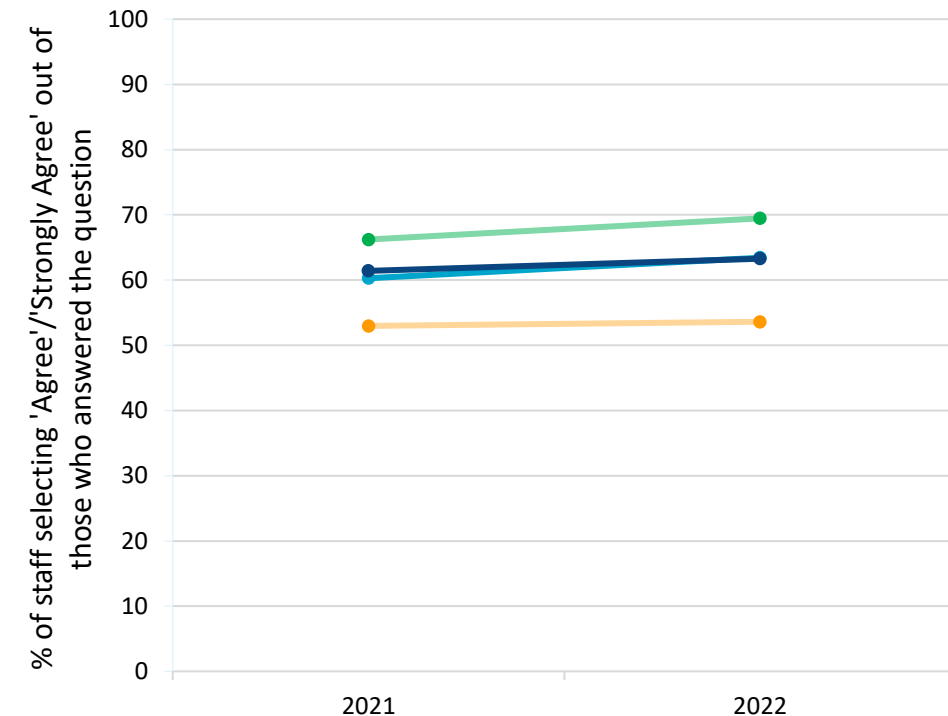
	2021	2022
Your org	61.1%	62.5%
Best	64.7%	70.6%
Average	59.5%	61.3%
Worst	49.0%	52.4%

Responses

3800

3675

Q22e I am able to access the right learning and development opportunities when I need to.



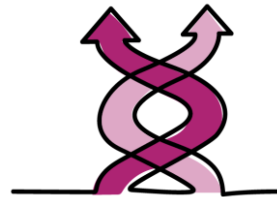
	2021	2022
Your org	61.4%	63.3%
Best	66.2%	69.5%
Average	60.3%	63.4%
Worst	53.0%	53.6%

Responses

3800

3676

People Promise element – We work flexibly



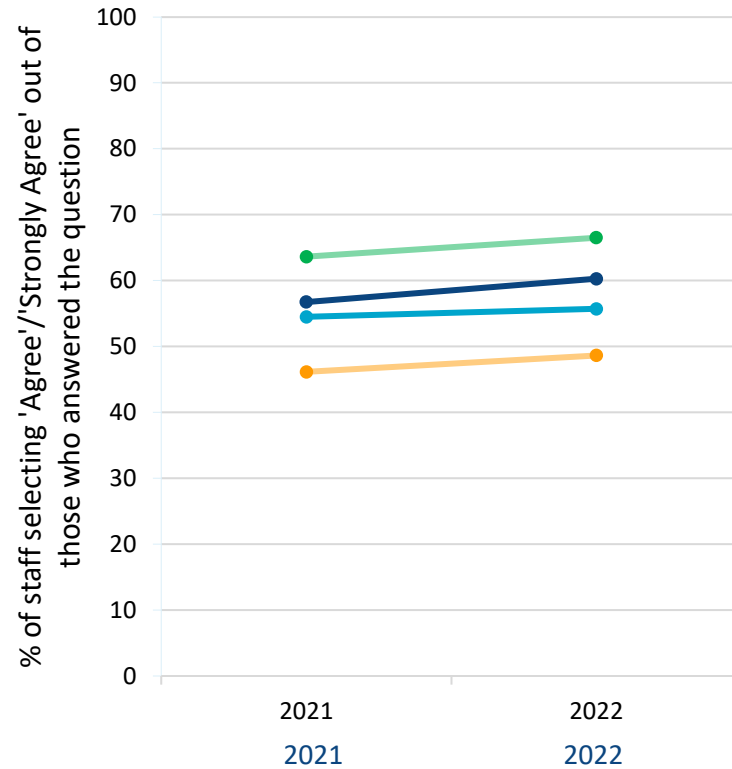
Questions included:

Support for work-life balance – Q6b, Q6c, Q6d

Flexible working – Q4d



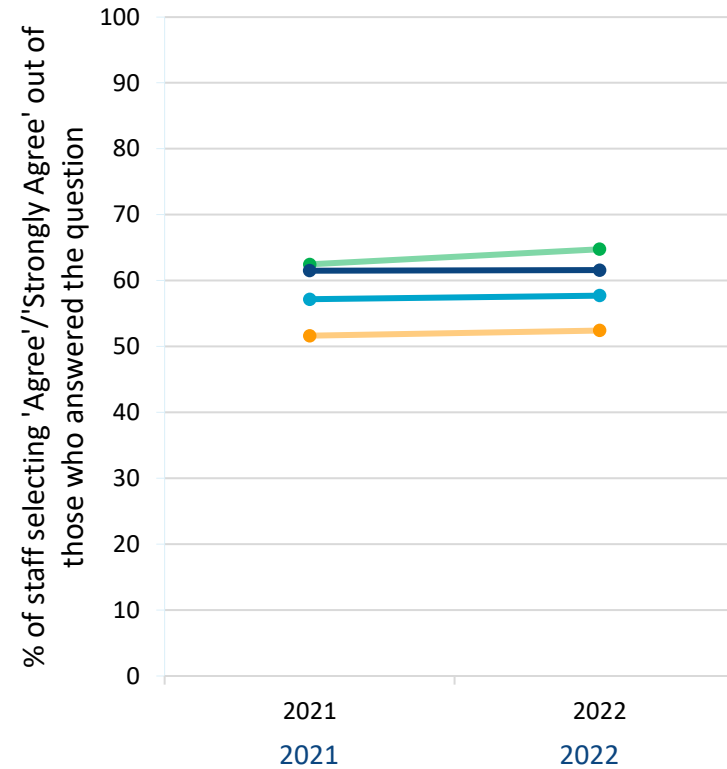
Q6b My organisation is committed to helping me balance my work and home life.



	2021	2022
Your org	56.8%	60.3%
Best	63.6%	66.5%
Average	54.5%	55.7%
Worst	46.1%	48.7%

Responses 3820 3683

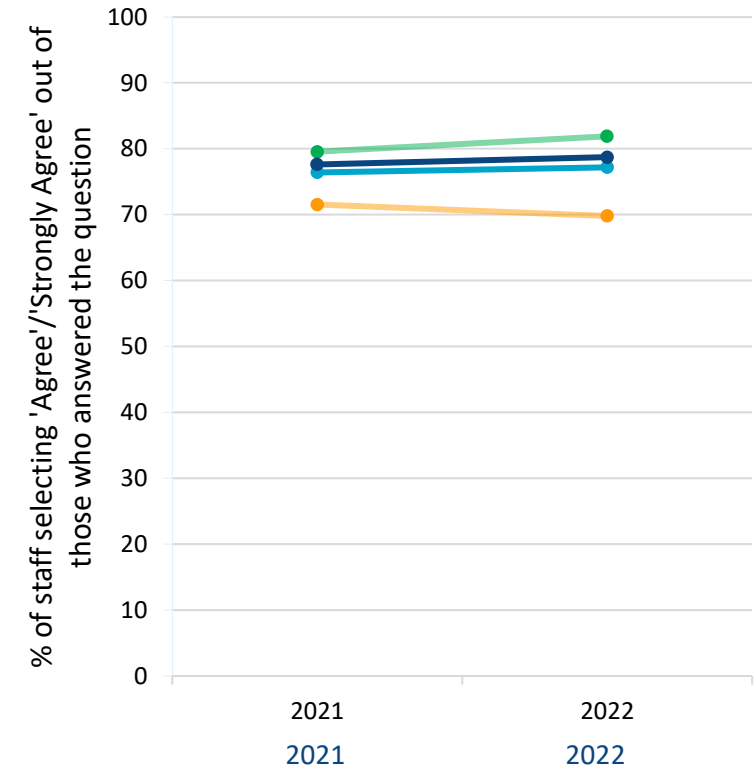
Q6c I achieve a good balance between my work life and my home life.



	2021	2022
Your org	61.5%	61.6%
Best	62.5%	64.8%
Average	57.2%	57.7%
Worst	51.6%	52.4%

Responses 3819 3687

Q6d I can approach my immediate manager to talk openly about flexible working.

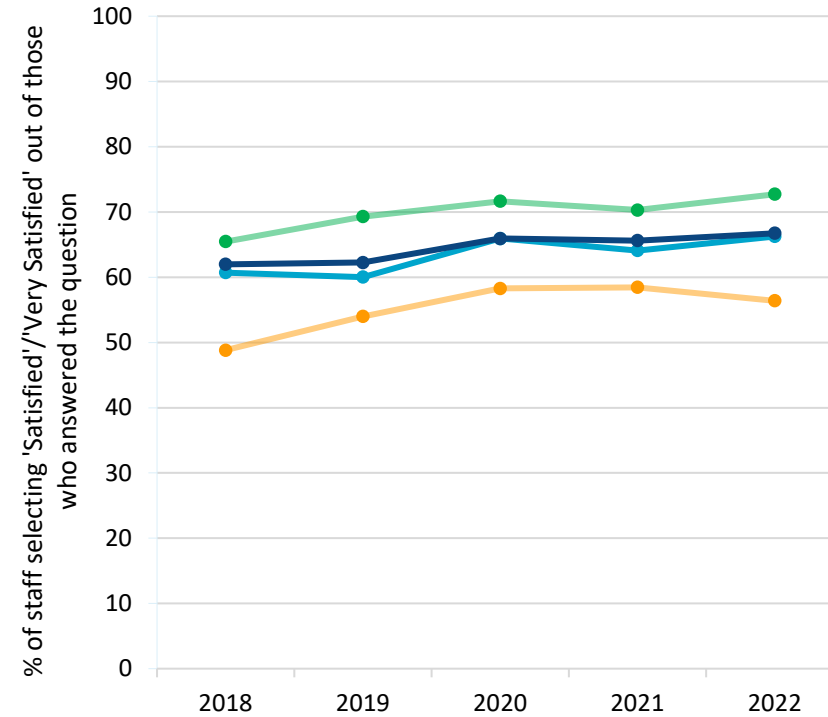


	2021	2022
Your org	77.6%	78.7%
Best	79.6%	81.9%
Average	76.4%	77.2%
Worst	71.5%	69.8%

Responses 3825 3684

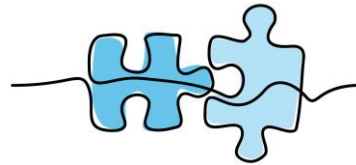


Q4d How satisfied are you with each of the following aspects of your job? The opportunities for flexible working patterns.



	2018	2019	2020	2021	2022
Your org	62.0%	62.3%	65.9%	65.6%	66.7%
Best	65.5%	69.3%	71.7%	70.3%	72.7%
Average	60.7%	60.0%	65.9%	64.1%	66.2%
Worst	48.8%	54.0%	58.3%	58.5%	56.4%
Responses	2607	3102	3127	3827	3687

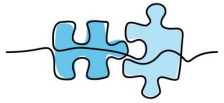
People Promise element – We are a team



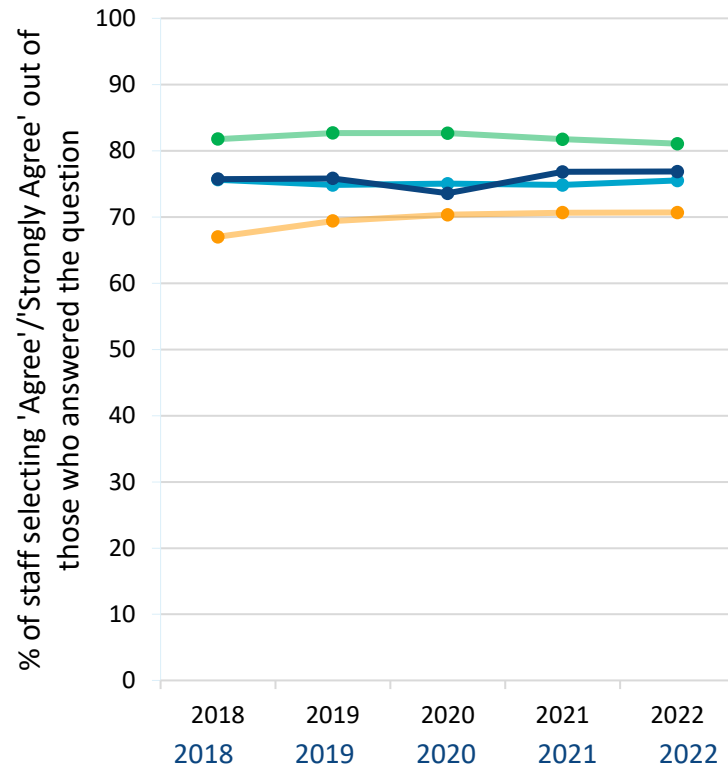
Questions included:

Teamworking – Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a

Line management – Q9a, Q9b, Q9c, Q9d

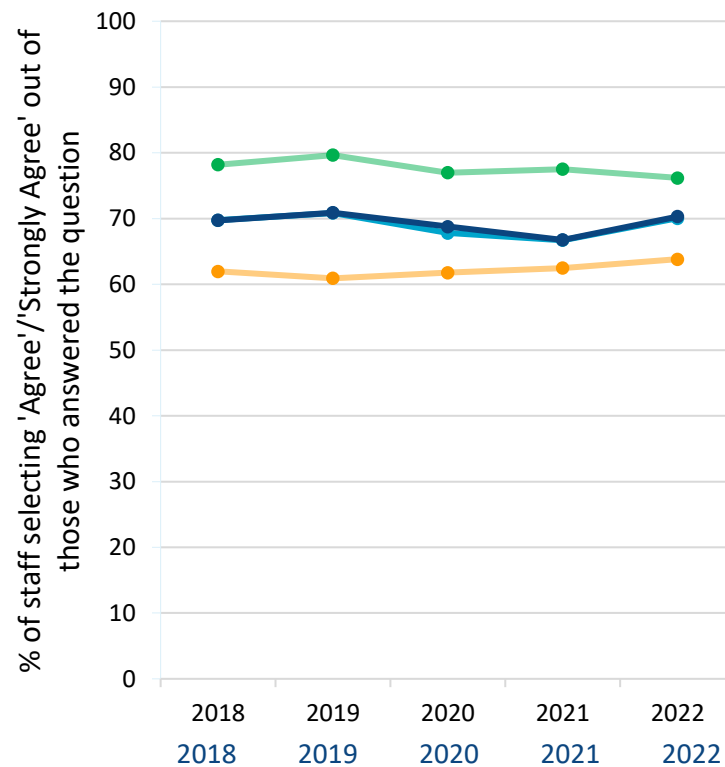


Q7a The team I work in has a set of shared objectives.



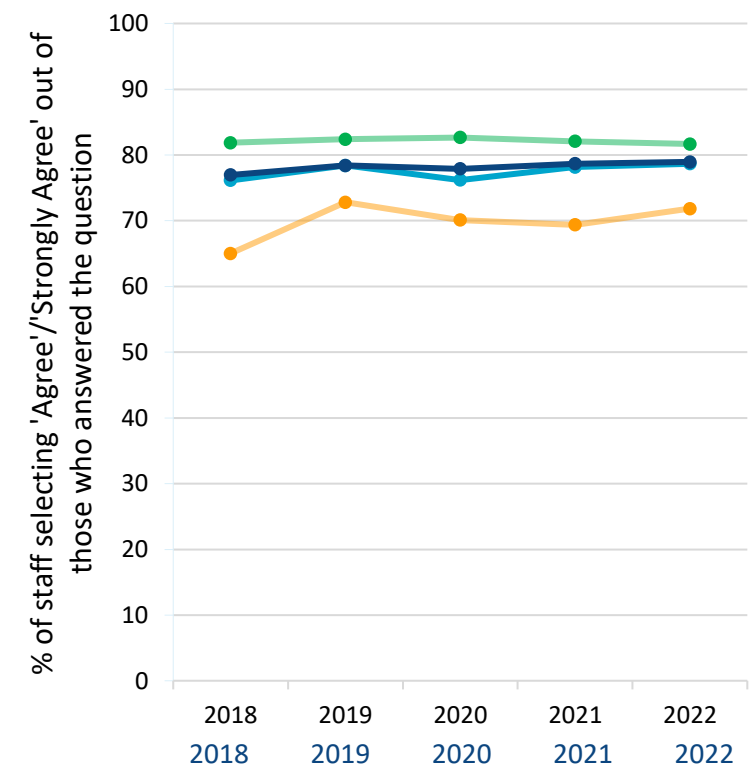
	2018	2019	2020	2021	2022
Your org	75.7%	75.8%	73.6%	76.8%	76.9%
Best	81.8%	82.7%	82.7%	81.7%	81.1%
Average	75.6%	74.8%	75.0%	74.8%	75.5%
Worst	67.0%	69.4%	70.4%	70.7%	70.7%
Responses	2630	3094	3119	3825	3689

Q7b The team I work in often meets to discuss the team's effectiveness.

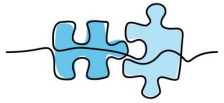


	2018	2019	2020	2021	2022
Your org	69.7%	70.9%	68.8%	66.8%	70.3%
Best	78.2%	79.7%	77.0%	77.5%	76.2%
Average	69.8%	70.8%	67.8%	66.7%	70.1%
Worst	62.0%	60.9%	61.8%	62.5%	63.8%
Responses	2627	3116	3132	3816	3683

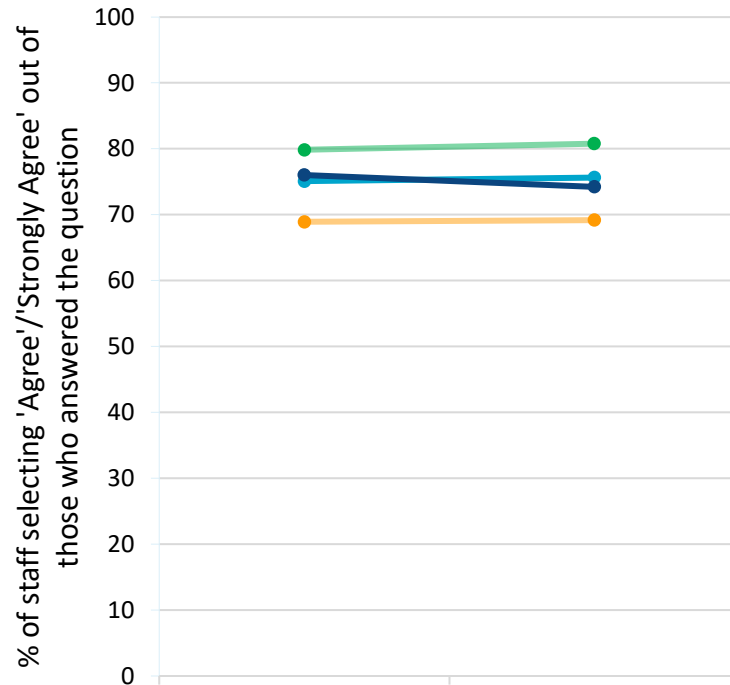
Q7c I receive the respect I deserve from my colleagues at work.



	2018	2019	2020	2021	2022
Your org	77.0%	78.4%	77.9%	78.7%	79.0%
Best	81.9%	82.4%	82.7%	82.1%	81.7%
Average	76.1%	78.4%	76.2%	78.2%	78.7%
Worst	65.0%	72.8%	70.1%	69.4%	71.8%
Responses	2638	3125	3140	3821	3692

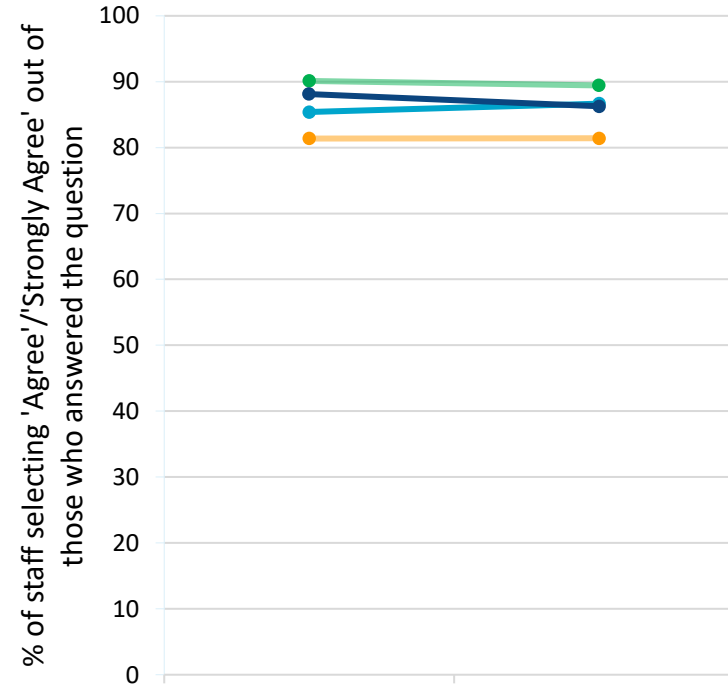


Q7d Team members understand each other's roles.



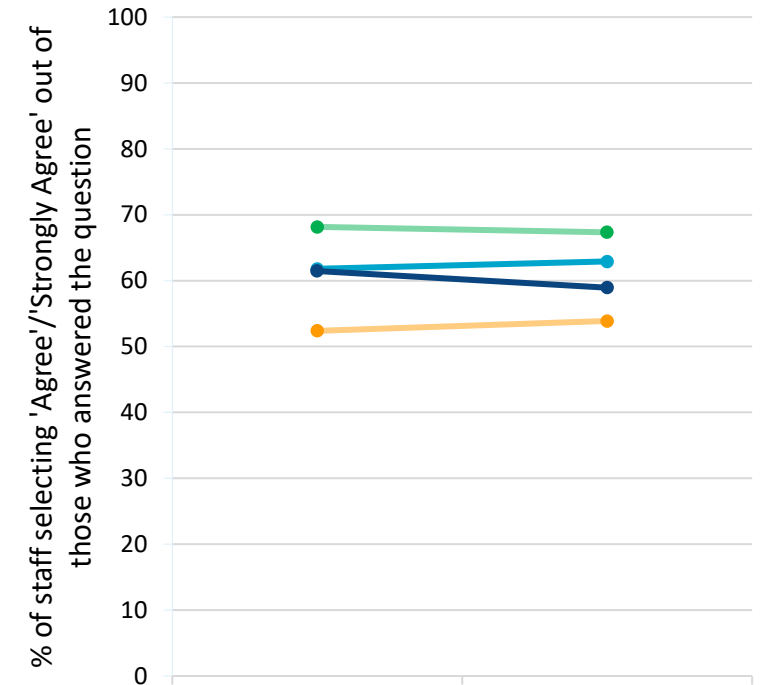
	2021	2022
Your org	76.0%	74.2%
Best	79.8%	80.8%
Average	75.1%	75.6%
Worst	68.9%	69.2%
Responses	3820	3691

Q7e I enjoy working with the colleagues in my team.

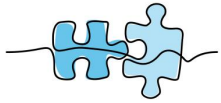


	2021	2022
Your org	88.1%	86.3%
Best	90.1%	89.4%
Average	85.4%	86.7%
Worst	81.4%	81.4%
Responses	3821	3683

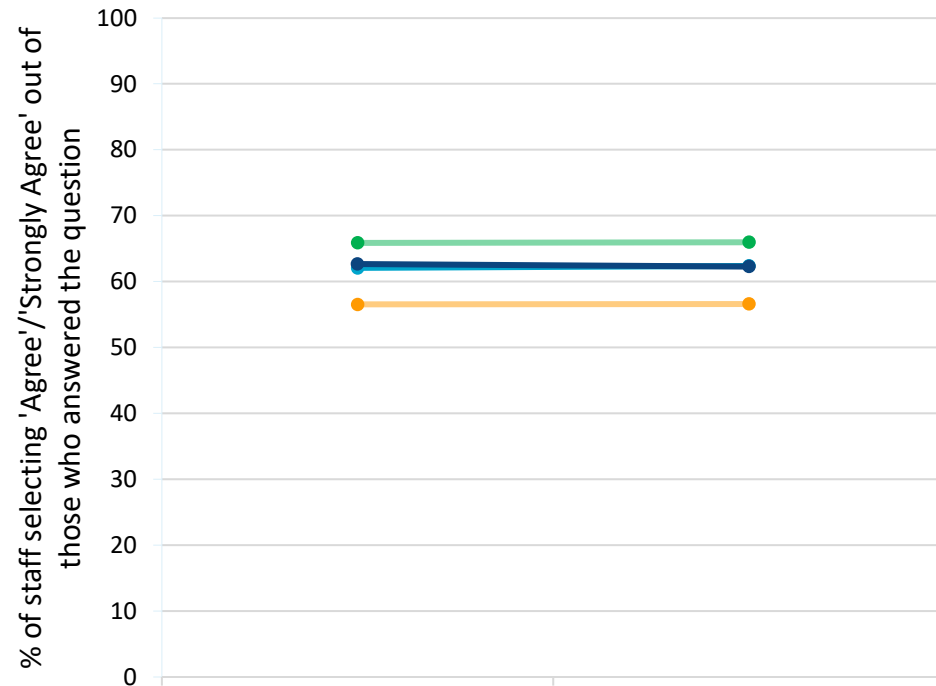
Q7f My team has enough freedom in how to do its work.



	2021	2022
Your org	61.4%	59.0%
Best	68.1%	67.3%
Average	61.8%	62.9%
Worst	52.4%	53.9%
Responses	3812	3682



Q7g In my team disagreements are dealt with constructively.



Your org	2021	2022
Best	65.9%	66.0%
Average	62.1%	62.4%
Worst	56.5%	56.6%

Responses

3812

3683

Q8a Teams within this organisation work well together to achieve their objectives.

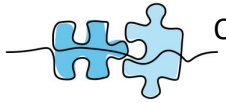


Your org	2021	2022
Best	64.7%	66.4%
Average	59.1%	58.6%
Worst	45.8%	46.2%

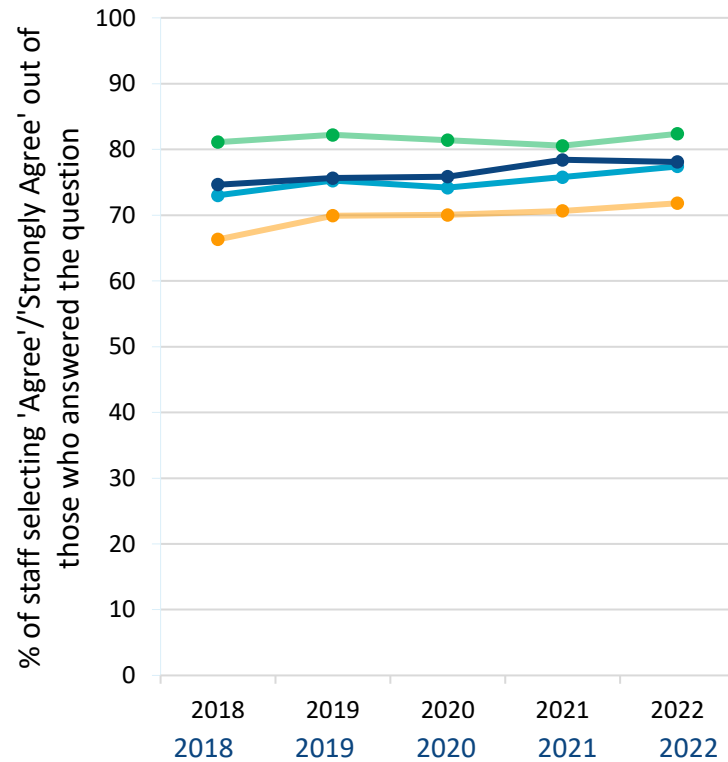
Responses

3820

3688



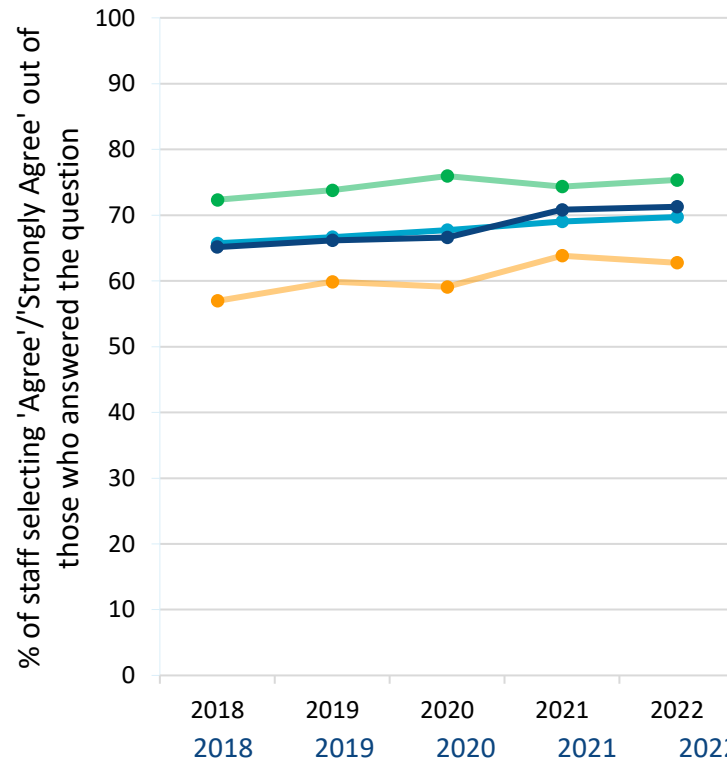
Q9a My immediate manager encourages me at work.



Your org	74.6%	75.6%	75.9%	78.4%	78.1%
Best	81.1%	82.2%	81.4%	80.6%	82.4%
Average	73.0%	75.3%	74.2%	75.8%	77.4%
Worst	66.3%	69.9%	70.0%	70.7%	71.8%

Responses 2607 3101 3128 3815 3678

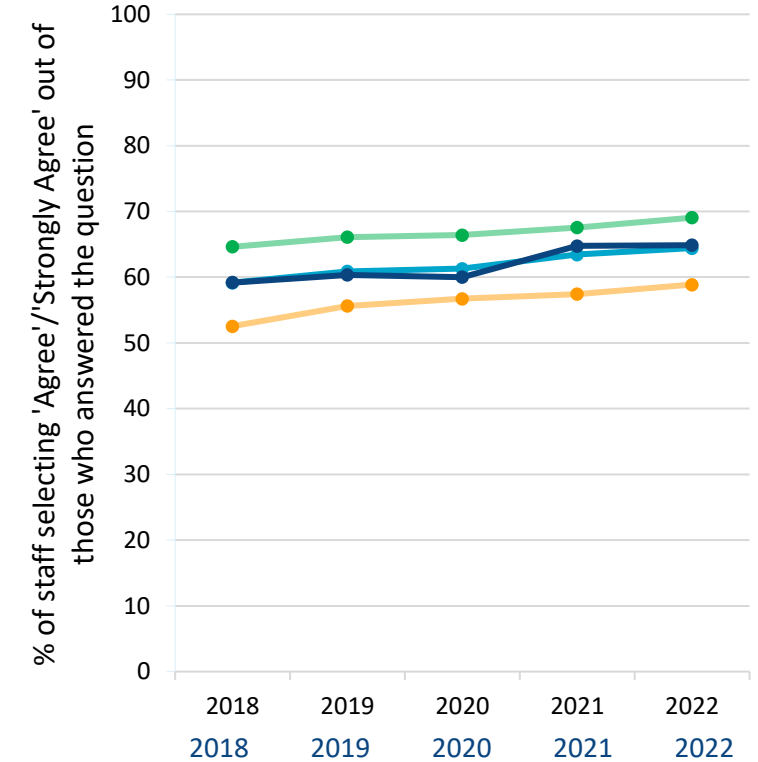
Q9b My immediate manager gives me clear feedback on my work.



Your org	65.2%	66.2%	66.6%	70.8%	71.3%
Best	72.3%	73.8%	76.0%	74.3%	75.3%
Average	65.7%	66.7%	67.7%	69.1%	69.7%
Worst	57.0%	59.9%	59.1%	63.8%	62.8%

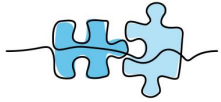
Responses 2597 3094 3126 3811 3682

Q9c My immediate manager asks for my opinion before making decisions that affect my work.

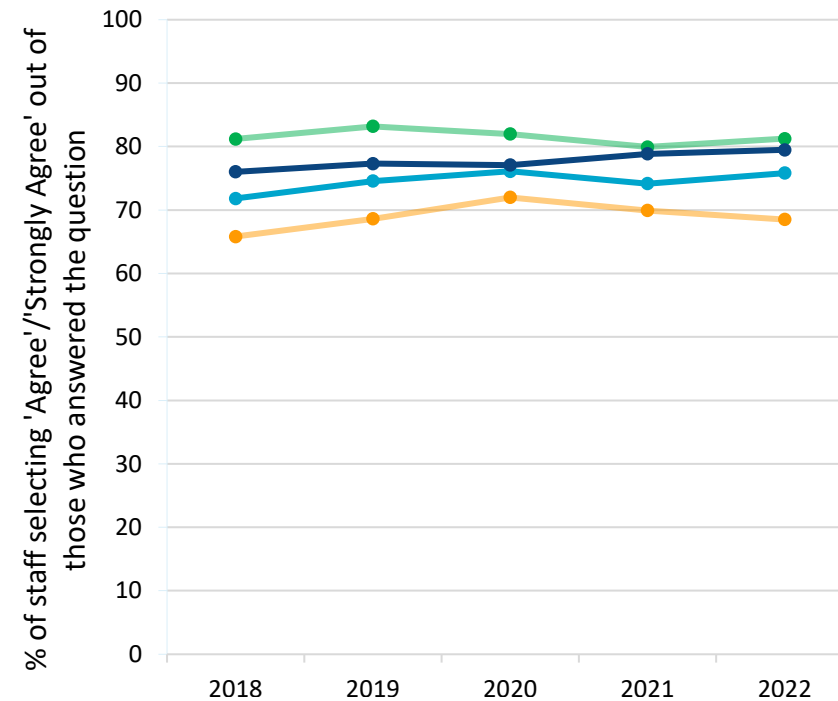


Your org	59.2%	60.3%	60.0%	64.8%	64.9%
Best	64.6%	66.1%	66.4%	67.6%	69.1%
Average	59.2%	60.9%	61.3%	63.4%	64.4%
Worst	52.5%	55.6%	56.7%	57.4%	58.9%

Responses 2599 3097 3125 3812 3679



Q9d My immediate manager takes a positive interest in my health and well-being.



	2018	2019	2020	2021	2022
Your org	76.0%	77.3%	77.1%	78.8%	79.5%
Best	81.2%	83.2%	82.0%	79.9%	81.2%
Average	71.8%	74.6%	76.1%	74.2%	75.8%
Worst	65.8%	68.6%	72.0%	69.9%	68.5%

Responses 2602 3095 3129 3811 3682

Sussex Community NHS Foundation Trust Benchmark report

Theme – Staff engagement

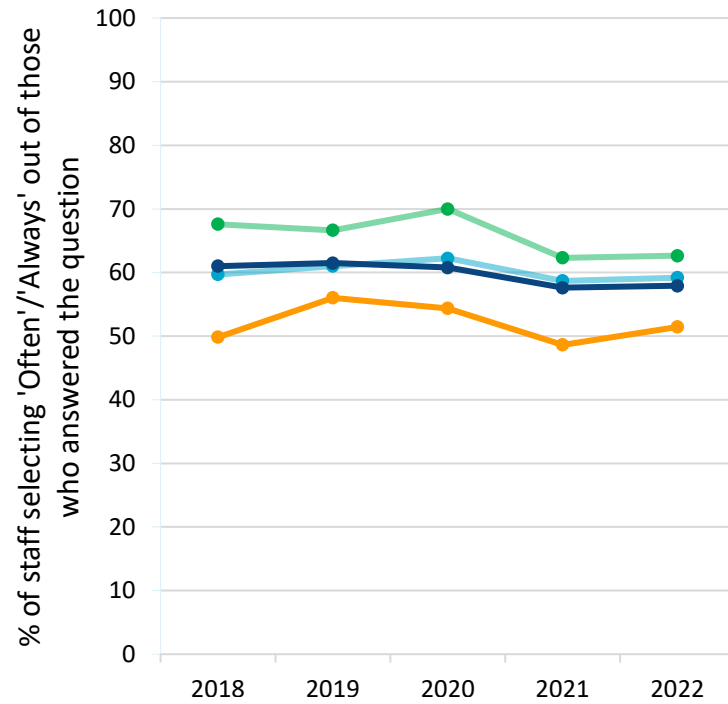
Questions included:

Motivation – Q2a, Q2b, Q2c

Involvement – Q3c, Q3d, Q3f

Advocacy – Q23a, Q23c, Q23d

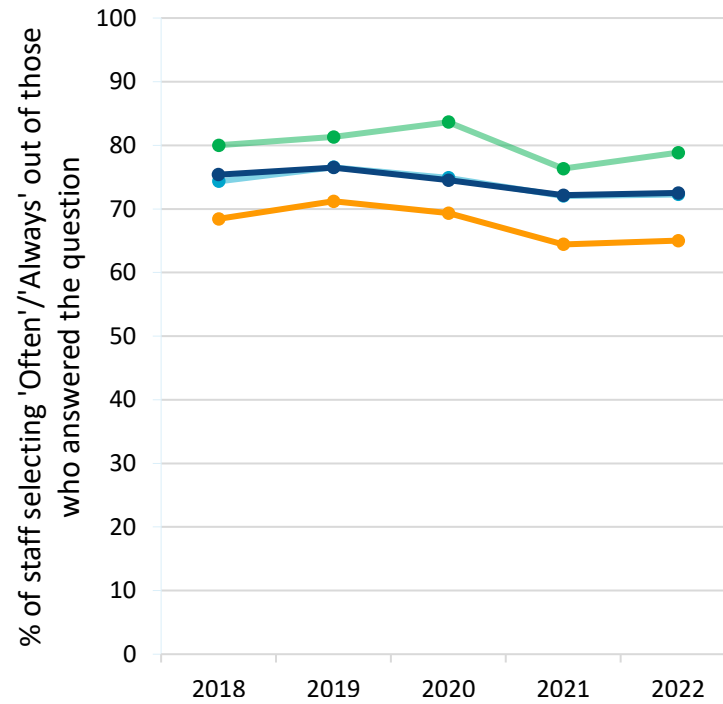
Q2a I look forward to going to work.



Your org	2018	2019	2020	2021	2022
Best	67.6%	66.6%	70.0%	62.3%	62.7%
Average	59.7%	61.0%	62.2%	58.7%	59.2%
Worst	49.8%	56.0%	54.4%	48.6%	51.4%

Responses 2643 3119 3142 3835 3680

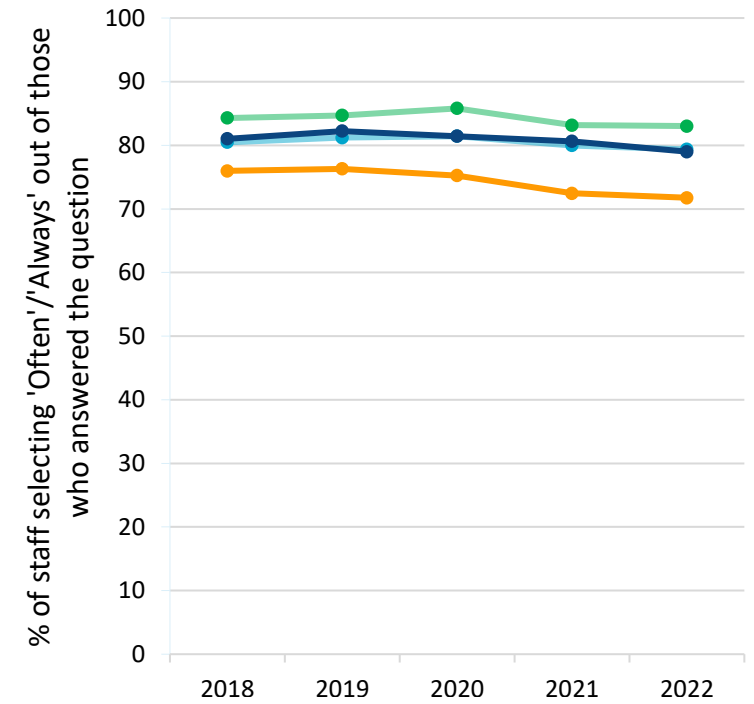
Q2b I am enthusiastic about my job.



Your org	2018	2019	2020	2021	2022
Best	80.0%	81.3%	83.6%	76.3%	78.8%
Average	74.3%	76.5%	74.9%	72.0%	72.3%
Worst	68.4%	71.2%	69.3%	64.4%	65.0%

Responses 2590 3097 3129 3817 3656

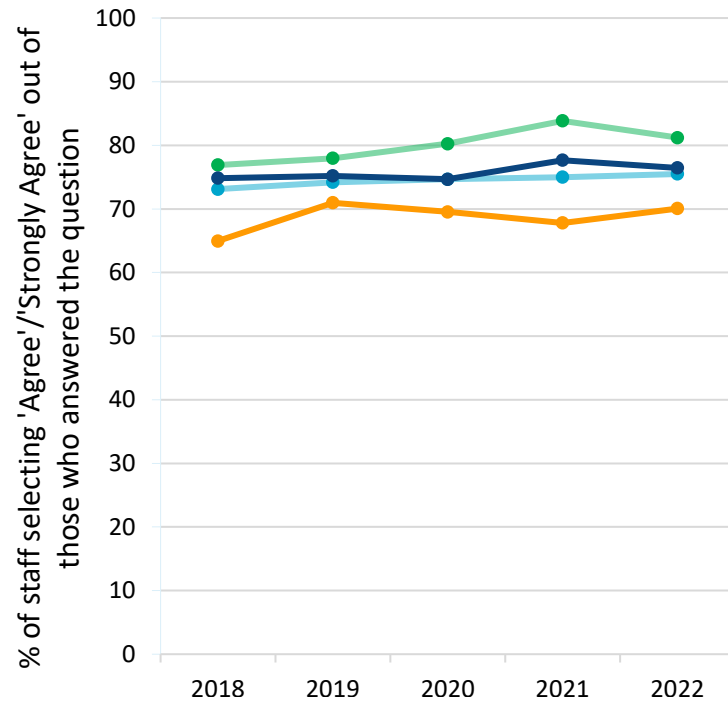
Q2c Time passes quickly when I am working.



Your org	2018	2019	2020	2021	2022
Best	84.3%	84.7%	85.8%	83.2%	83.0%
Average	80.5%	81.2%	81.4%	80.0%	79.4%
Worst	76.0%	76.3%	75.2%	72.5%	71.7%

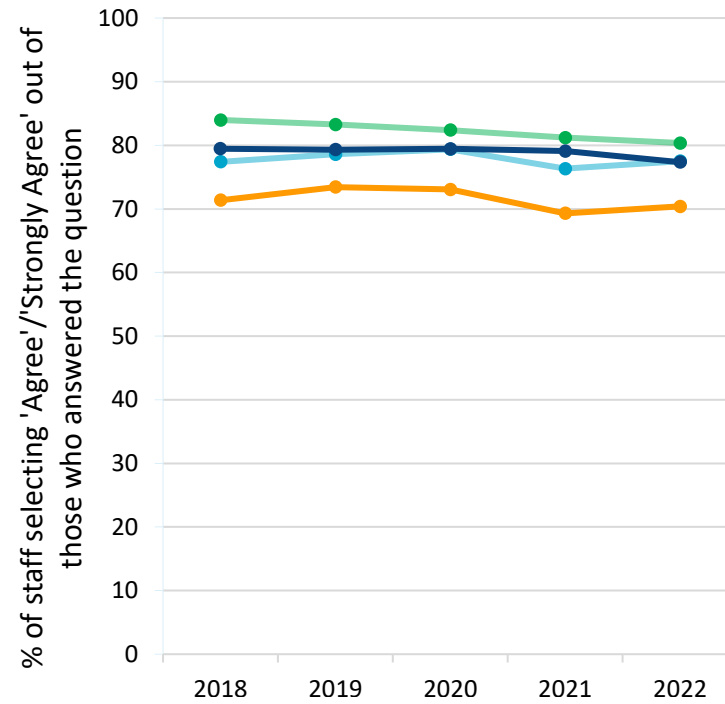
Responses 2583 3095 3138 3823 3665

Q3c There are frequent opportunities for me to show initiative in my role.



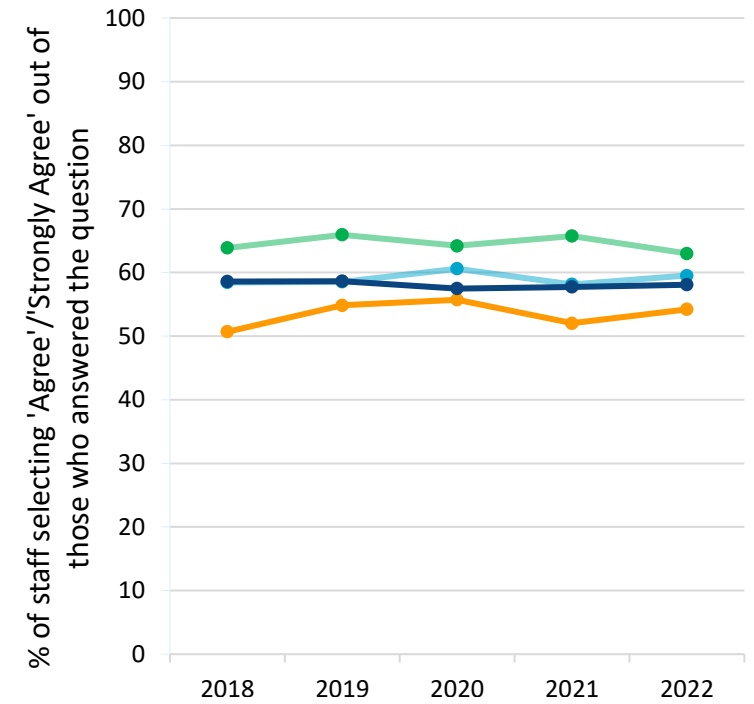
	2018	2019	2020	2021	2022
Your org	74.8%	75.2%	74.7%	77.6%	76.5%
Best	76.9%	78.0%	80.3%	83.9%	81.2%
Average	73.1%	74.2%	74.7%	75.0%	75.5%
Worst	64.9%	71.0%	69.5%	67.8%	70.1%
Responses	2646	3133	3138	3829	3684

Q3d I am able to make suggestions to improve the work of my team / department.



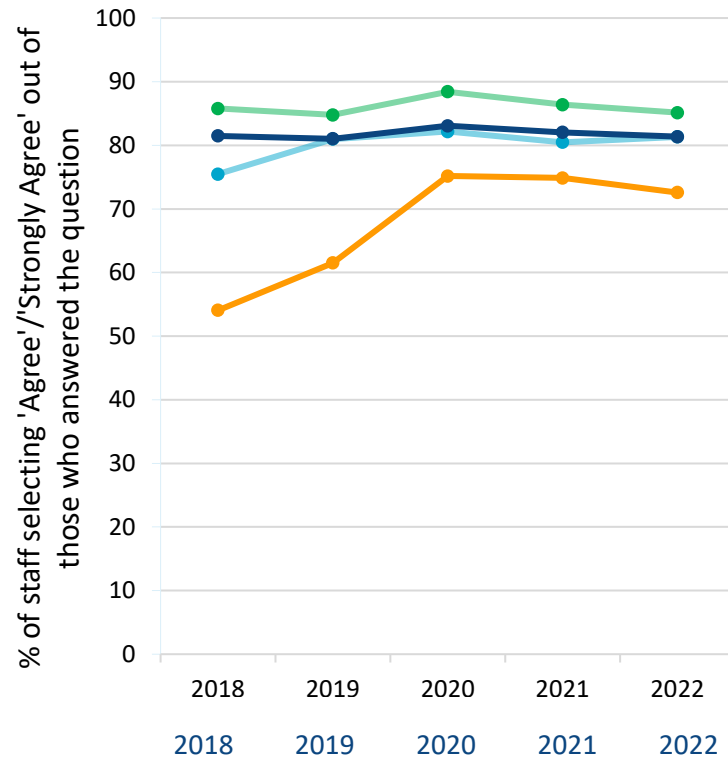
	2018	2019	2020	2021	2022
Your org	79.4%	79.3%	79.4%	79.1%	77.4%
Best	84.0%	83.3%	82.4%	81.2%	80.4%
Average	77.4%	78.6%	79.4%	76.3%	77.5%
Worst	71.4%	73.4%	73.1%	69.3%	70.4%
Responses	2635	3126	3138	3833	3687

Q3f I am able to make improvements happen in my area of work.



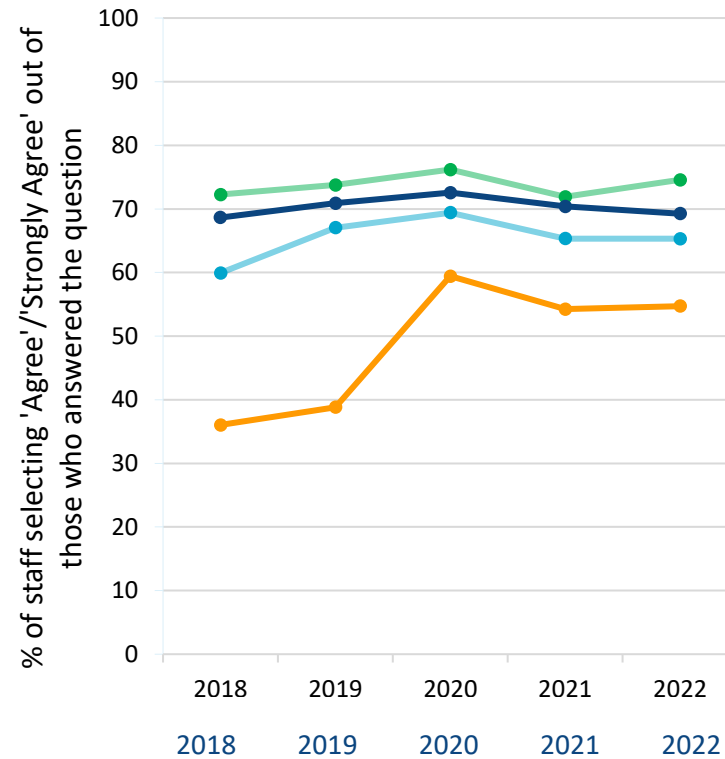
	2018	2019	2020	2021	2022
Your org	58.6%	58.6%	57.5%	57.7%	58.1%
Best	63.9%	65.9%	64.2%	65.7%	63.0%
Average	58.4%	58.6%	60.6%	58.1%	59.5%
Worst	50.7%	54.9%	55.7%	52.0%	54.2%
Responses	2631	3125	3131	3829	3677

Q23a Care of patients / service users is my organisation's top priority.



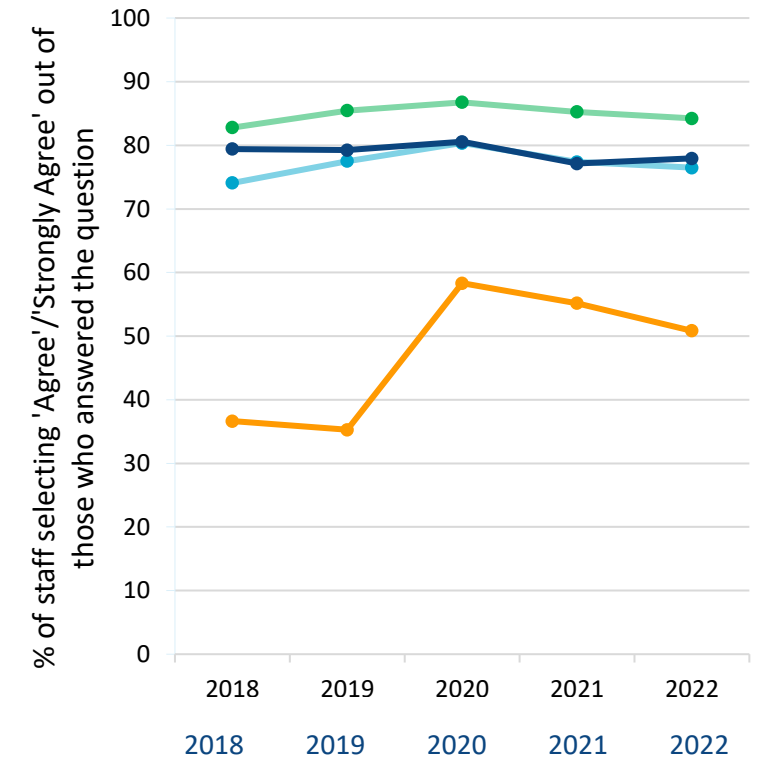
	2018	2019	2020	2021	2022
Your org	81.5%	81.0%	83.1%	82.0%	81.4%
Best	85.8%	84.8%	88.4%	86.4%	85.1%
Average	75.5%	81.0%	82.2%	80.5%	81.3%
Worst	54.1%	61.5%	75.2%	74.9%	72.6%
Responses	2563	3077	3103	3793	3672

Q23c I would recommend my organisation as a place to work.



	2018	2019	2020	2021	2022
Your org	68.6%	70.9%	72.6%	70.4%	69.3%
Best	72.3%	73.8%	76.2%	71.9%	74.6%
Average	59.9%	67.1%	69.4%	65.3%	65.3%
Worst	36.0%	38.8%	59.4%	54.2%	54.7%
Responses	2564	3067	3104	3791	3673

Q23d If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.



	2018	2019	2020	2021	2022
Your org	79.4%	79.3%	80.5%	77.1%	77.9%
Best	82.8%	85.5%	86.8%	85.3%	84.2%
Average	74.1%	77.5%	80.3%	77.4%	76.5%
Worst	36.6%	35.3%	58.3%	55.2%	50.9%
Responses	2555	3068	3106	3792	3670

Theme - Morale

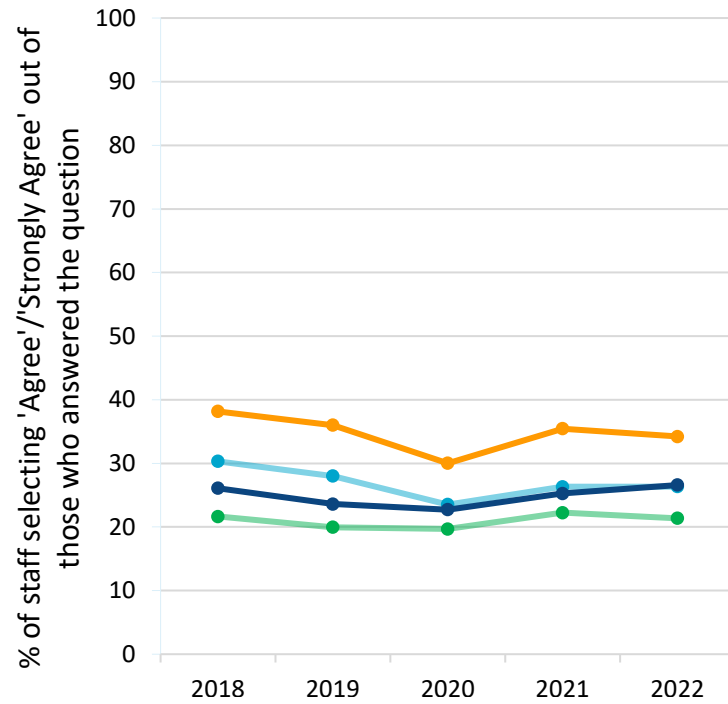
Questions included:

Thinking about leaving – Q24a, Q24b, Q24c

Work pressure – Q3g, Q3h, Q3i

Stressors – Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a

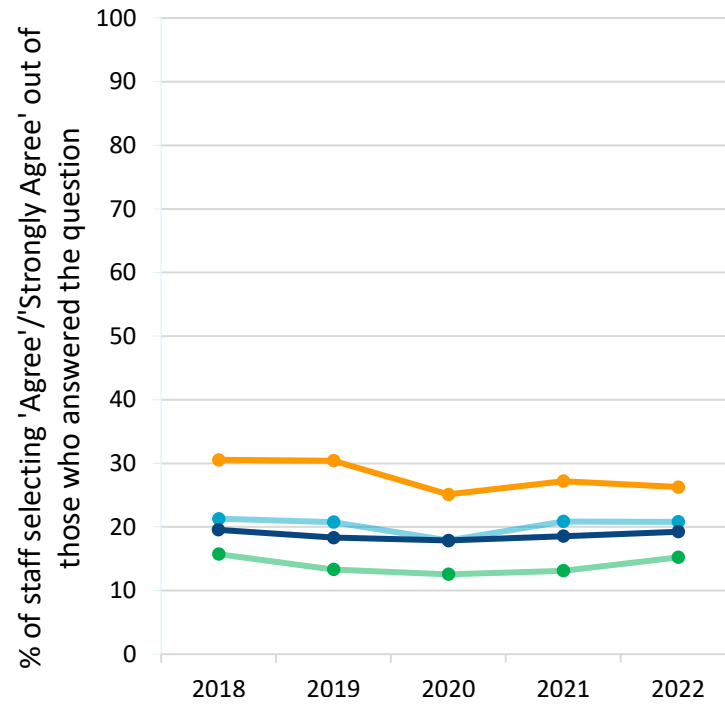
Q24a I often think about leaving this organisation.



	2018	2019	2020	2021	2022
Your org	26.1%	23.6%	22.7%	25.3%	26.6%
Best	21.6%	20.0%	19.7%	22.2%	21.4%
Average	30.3%	28.0%	23.5%	26.3%	26.3%
Worst	38.2%	36.0%	30.0%	35.4%	34.2%

Responses 2563 3066 3105 3796 3671

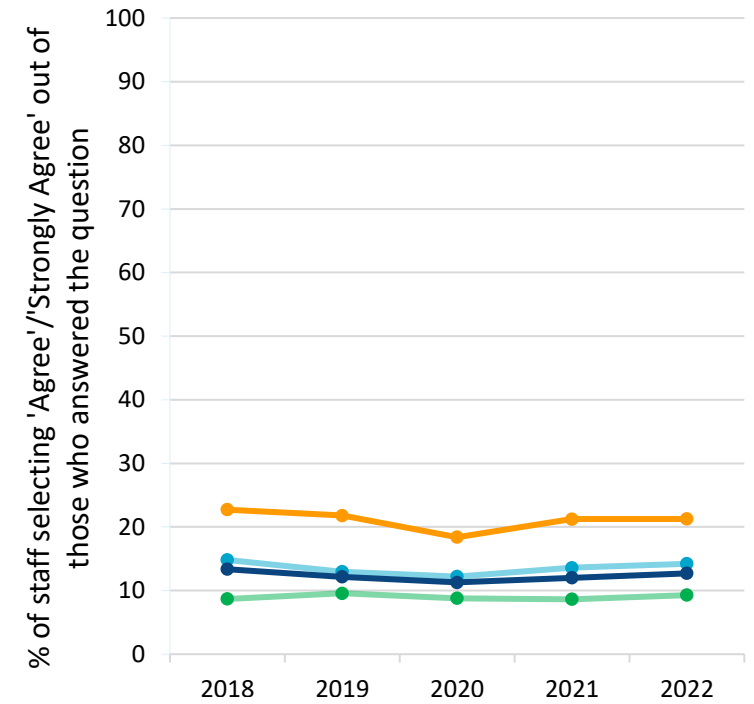
Q24b I will probably look for a job at a new organisation in the next 12 months.



	2018	2019	2020	2021	2022
Your org	19.6%	18.3%	17.9%	18.6%	19.3%
Best	15.7%	13.3%	12.6%	13.1%	15.2%
Average	21.3%	20.8%	17.9%	20.9%	20.8%
Worst	30.5%	30.4%	25.1%	27.2%	26.3%

Responses 2559 3060 3098 3793 3662

Q24c As soon as I can find another job, I will leave this organisation.

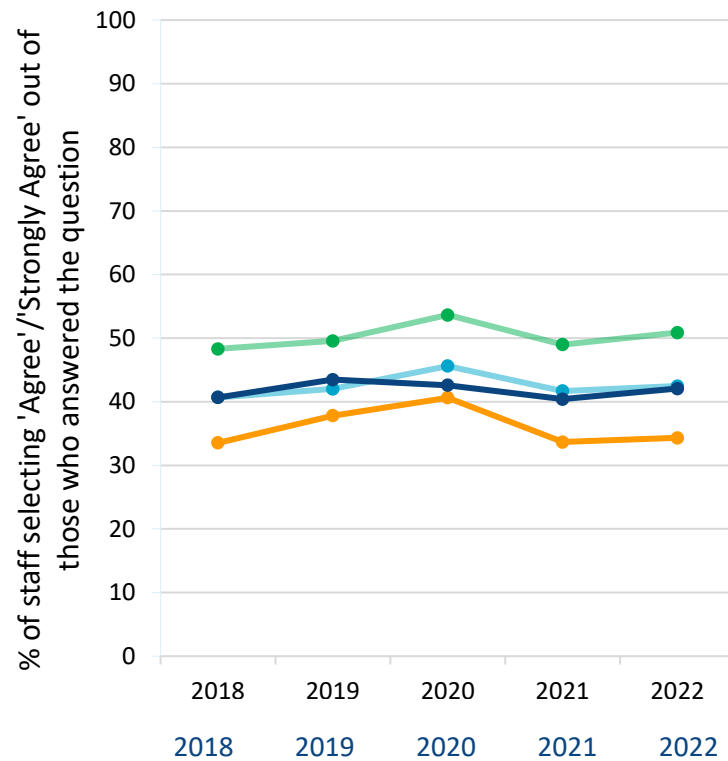


	2018	2019	2020	2021	2022
Your org	13.4%	12.2%	11.3%	12.0%	12.7%
Best	8.7%	9.6%	8.8%	8.6%	9.3%
Average	14.8%	13.0%	12.2%	13.6%	14.2%
Worst	22.7%	21.8%	18.4%	21.2%	21.3%

Responses 2456 3057 3101 3782 3654



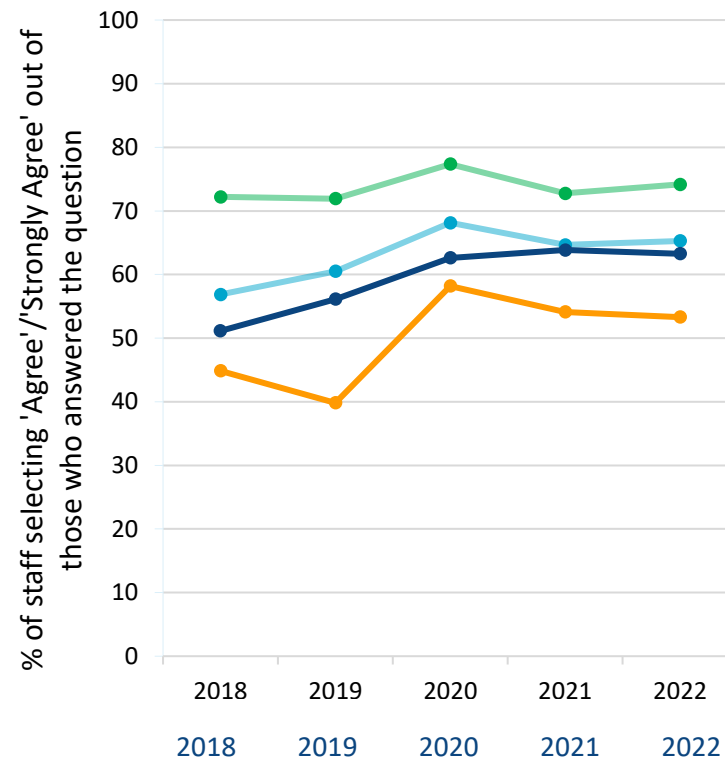
Q3g I am able to meet all the conflicting demands on my time at work.



Your org	40.7%	43.5%	42.6%	40.4%	42.1%
Best	48.3%	49.6%	53.6%	49.0%	50.9%
Average	40.7%	42.0%	45.6%	41.7%	42.5%
Worst	33.5%	37.8%	40.6%	33.7%	34.3%

Responses 2633 3106 3130 3825 3679

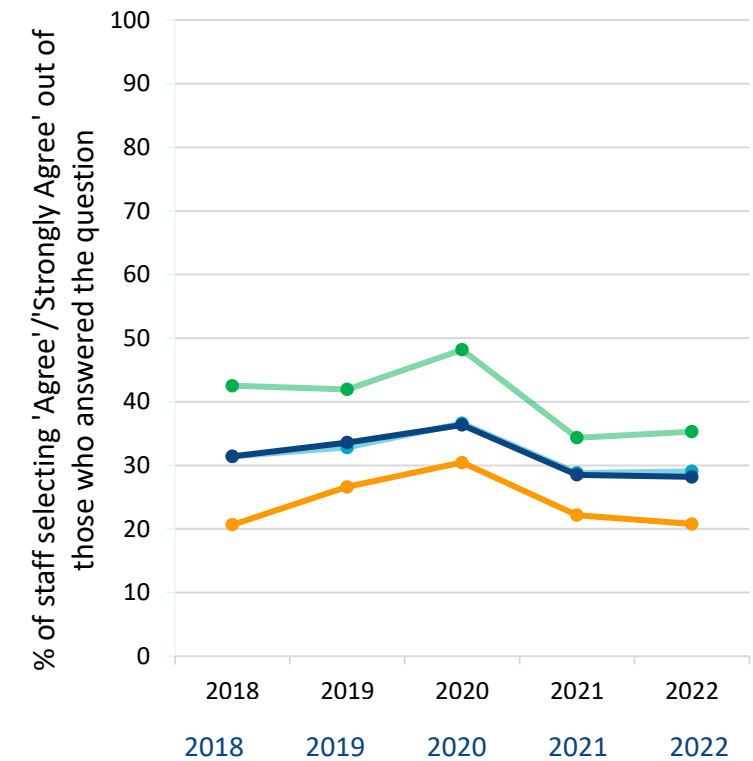
Q3h I have adequate materials, supplies and equipment to do my work.



Your org	51.1%	56.1%	62.6%	63.9%	63.3%
Best	72.2%	71.9%	77.4%	72.8%	74.2%
Average	56.9%	60.5%	68.1%	64.7%	65.3%
Worst	44.8%	39.8%	58.2%	54.1%	53.3%

Responses 2628 3111 3132 3827 3680

Q3i There are enough staff at this organisation for me to do my job properly.

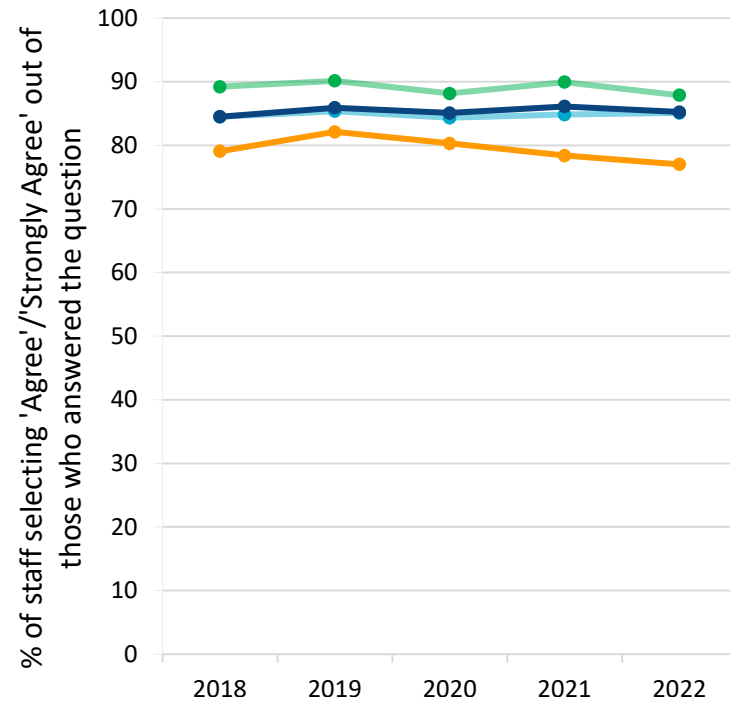


Your org	31.4%	33.6%	36.4%	28.5%	28.2%
Best	42.5%	42.0%	48.2%	34.3%	35.3%
Average	31.4%	32.8%	36.6%	28.8%	29.1%
Worst	20.7%	26.6%	30.4%	22.2%	20.8%

Responses 2629 3114 3134 3826 3683

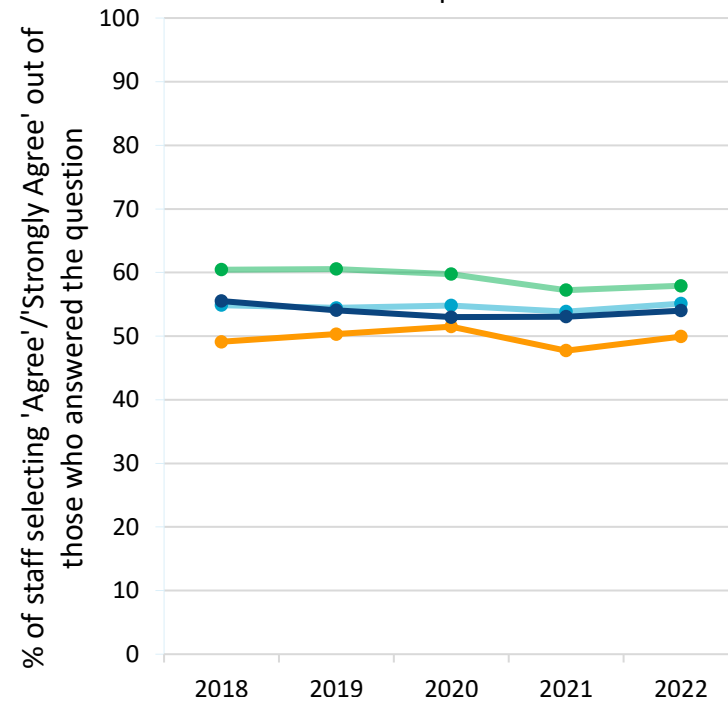


Q3a I always know what my work responsibilities are.



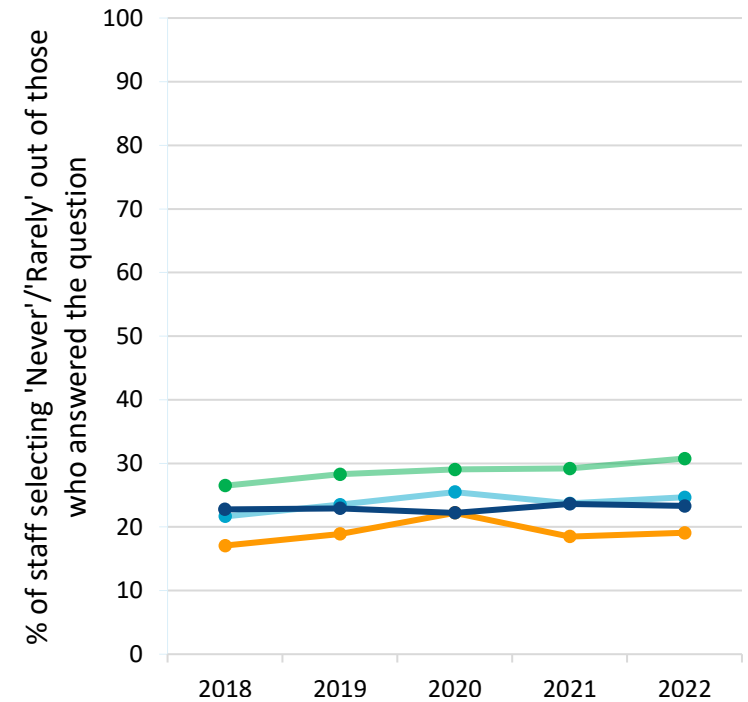
	2018	2019	2020	2021	2022
Your org	84.5%	85.9%	85.1%	86.1%	85.2%
Best	89.2%	90.1%	88.1%	89.9%	87.9%
Average	84.5%	85.4%	84.3%	84.8%	85.1%
Worst	79.1%	82.1%	80.3%	78.4%	77.0%
Responses	2644	3126	3139	3836	3686

Q3e I am involved in deciding on changes introduced that affect my work area / team / department.



	2018	2019	2020	2021	2022
Your org	55.5%	54.1%	53.0%	53.1%	54.0%
Best	60.4%	60.5%	59.8%	57.2%	57.9%
Average	54.9%	54.4%	54.8%	53.9%	55.1%
Worst	49.1%	50.3%	51.5%	47.7%	49.9%
Responses	2637	3125	3137	3836	3685

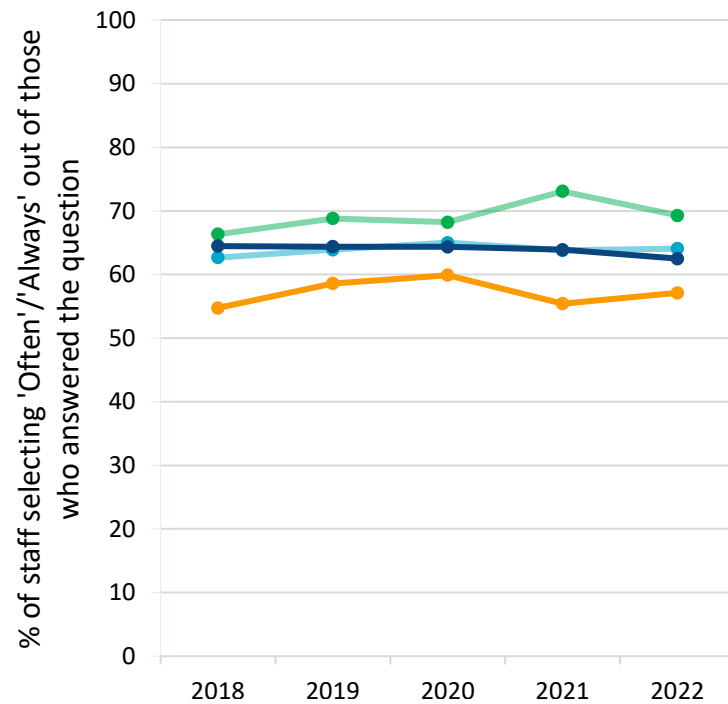
Q5a I have unrealistic time pressures.



	2018	2019	2020	2021	2022
Your org	22.8%	22.9%	22.2%	23.6%	23.3%
Best	26.5%	28.3%	29.0%	29.2%	30.7%
Average	21.7%	23.5%	25.5%	23.7%	24.7%
Worst	17.1%	18.9%	22.2%	18.5%	19.1%
Responses	2619	3100	3124	3820	3670



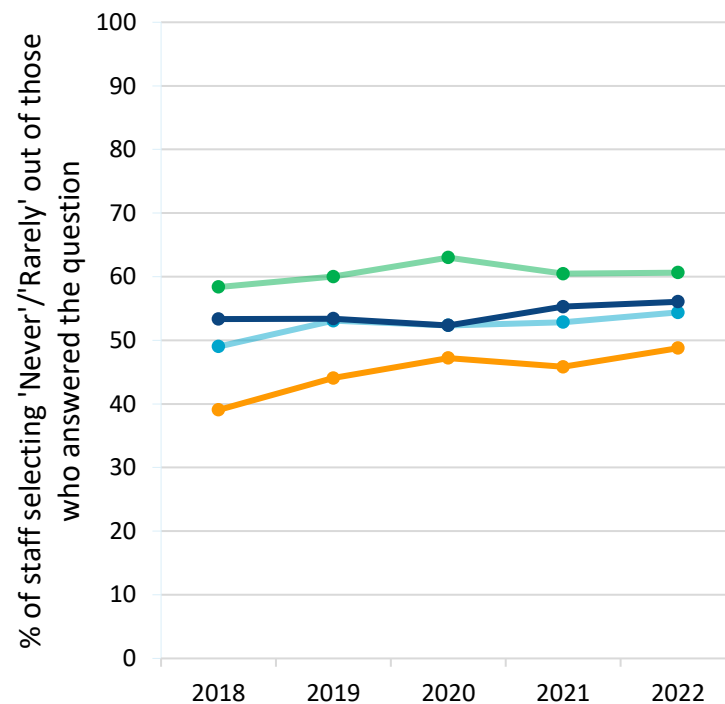
Q5b I have a choice in deciding how to do my work.



Your org	64.4%	64.4%	64.4%	63.9%	62.5%
Best	66.3%	68.8%	68.2%	73.1%	69.3%
Average	62.7%	63.9%	65.0%	63.8%	64.1%
Worst	54.7%	58.6%	59.9%	55.4%	57.1%

Responses 2618 3097 3122 3819 3675

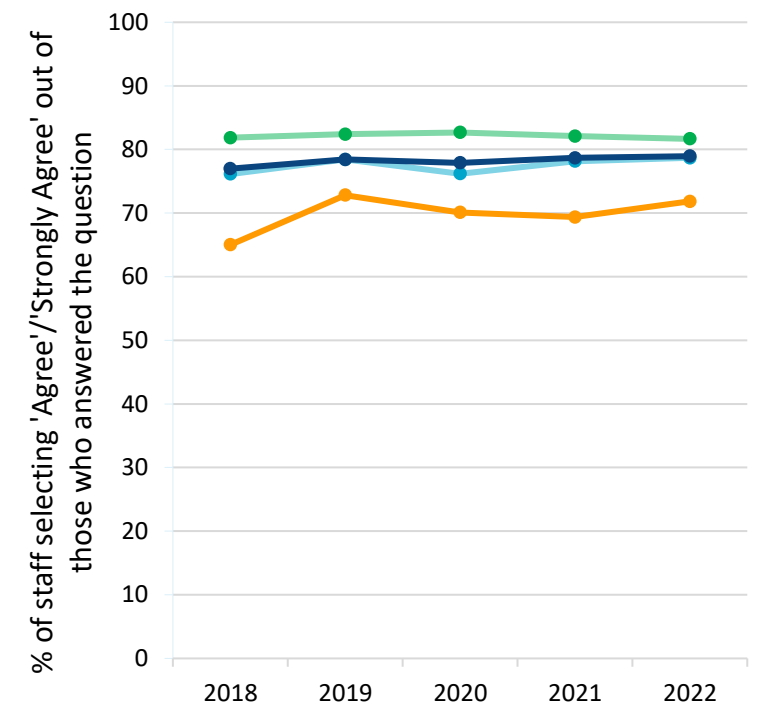
Q5c Relationships at work are strained.



Your org	53.3%	53.4%	52.3%	55.3%	56.1%
Best	58.4%	60.0%	63.0%	60.5%	60.6%
Average	49.0%	53.1%	52.3%	52.8%	54.4%
Worst	39.1%	44.1%	47.2%	45.8%	48.8%

Responses 2613 3090 3119 3813 3678

Q7c I receive the respect I deserve from my colleagues at work.

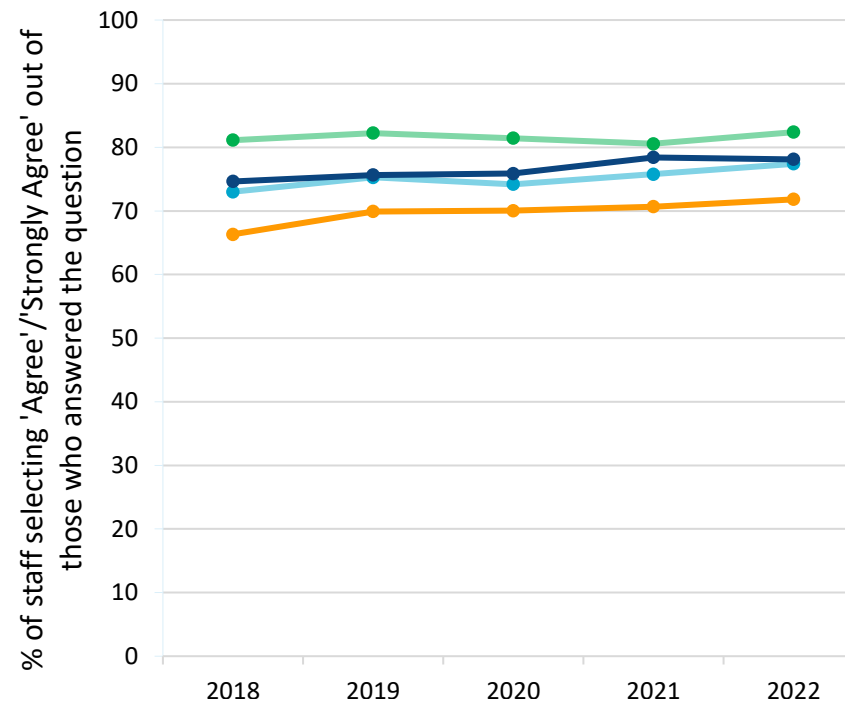


Your org	77.0%	78.4%	77.9%	78.7%	79.0%
Best	81.9%	82.4%	82.7%	82.1%	81.7%
Average	76.1%	78.4%	76.2%	78.2%	78.7%
Worst	65.0%	72.8%	70.1%	69.4%	71.8%

Responses 2638 3125 3140 3821 3692



Q9a My immediate manager encourages me at work.



	2018	2019	2020	2021	2022
Your org	74.6%	75.6%	75.9%	78.4%	78.1%
Best	81.1%	82.2%	81.4%	80.6%	82.4%
Average	73.0%	75.3%	74.2%	75.8%	77.4%
Worst	66.3%	69.9%	70.0%	70.7%	71.8%
Responses	2607	3101	3128	3815	3678

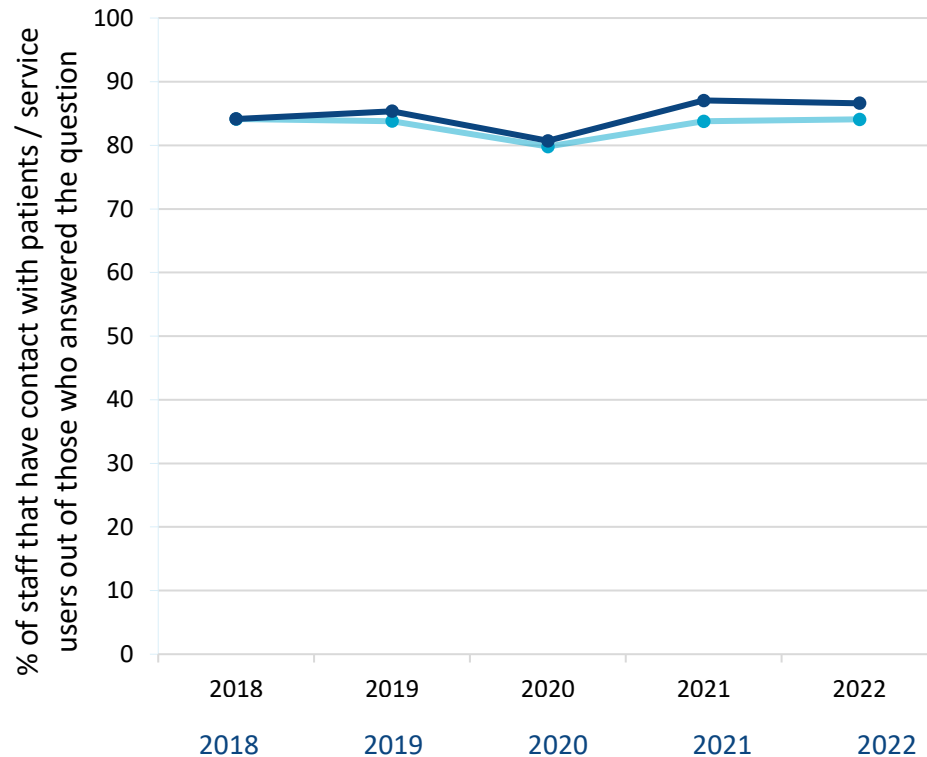
Question not linked to People Promise elements or themes

Questions included:

Q1, Q10a, Q10b, Q10c, Q11e, Q16c, Q17, Q18a, Q18b, Q18c, Q18d, Q24d, Q30b

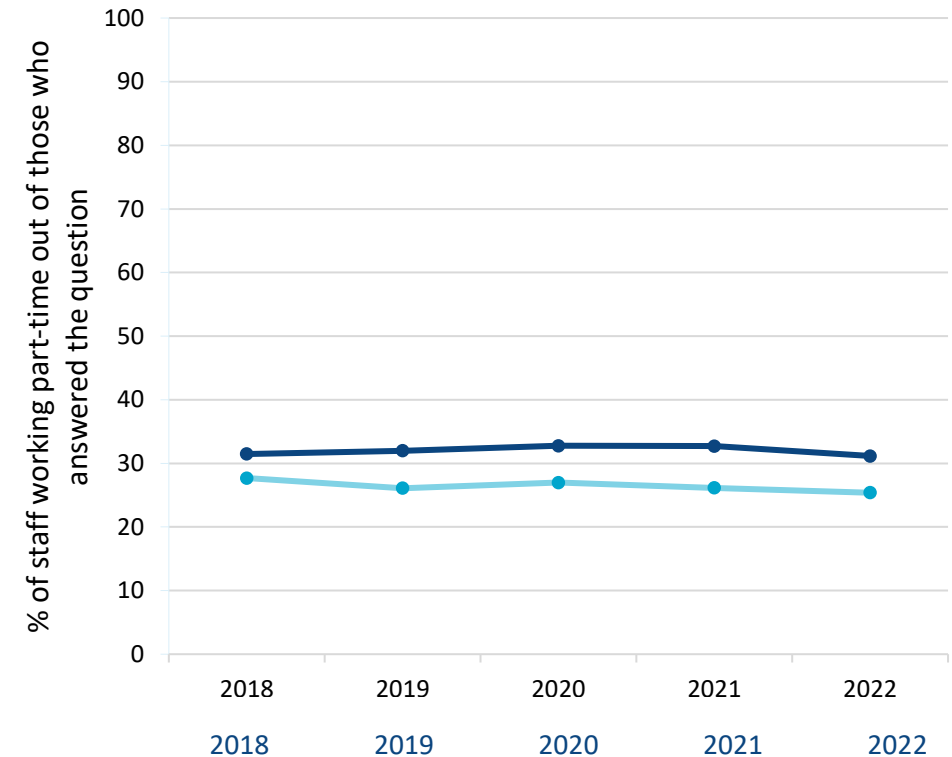


Q1 Do you have face-to-face, video or telephone contact with patients / service users as part of your job?



	2018	2019	2020	2021	2022
Your org	84.1%	85.4%	80.7%	87.0%	86.6%
Average	84.1%	83.8%	79.8%	83.8%	84.1%
Responses	2525	3123	3150	3834	3674

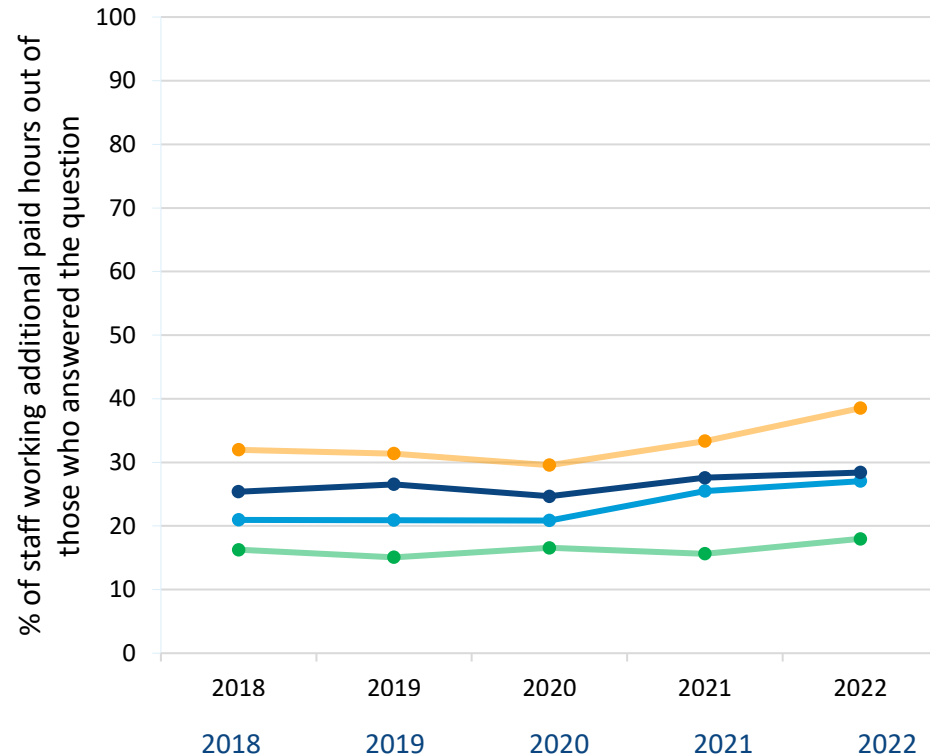
Q10a How many hours a week are you contracted to work?



	2018	2019	2020	2021	2022
Your org	31.5%	32.0%	32.7%	32.7%	31.2%
Average	27.7%	26.1%	27.0%	26.1%	25.4%
Responses	2568	3075	3078	3742	3620

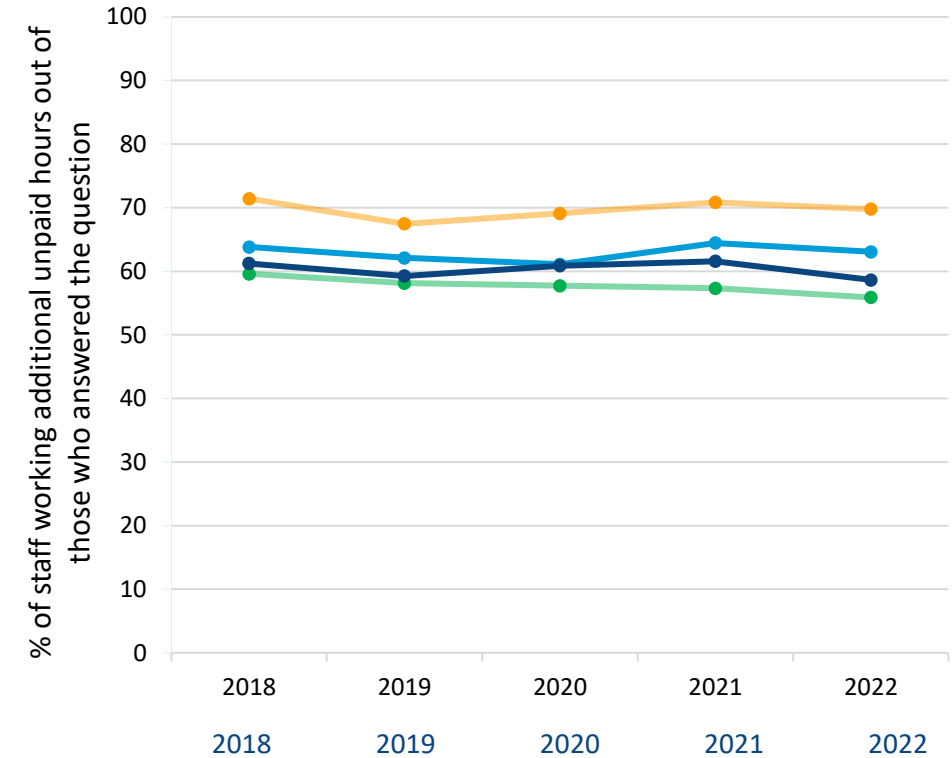


Q10b On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours?



	2018	2019	2020	2021	2022
Your org	25.4%	26.6%	24.7%	27.6%	28.4%
Lowest	16.3%	15.1%	16.6%	15.6%	18.0%
Average	21.0%	20.9%	20.9%	25.5%	27.0%
Highest	32.0%	31.4%	29.6%	33.3%	38.5%
Responses	2498	3061	3075	3747	3613

Q10c On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours?

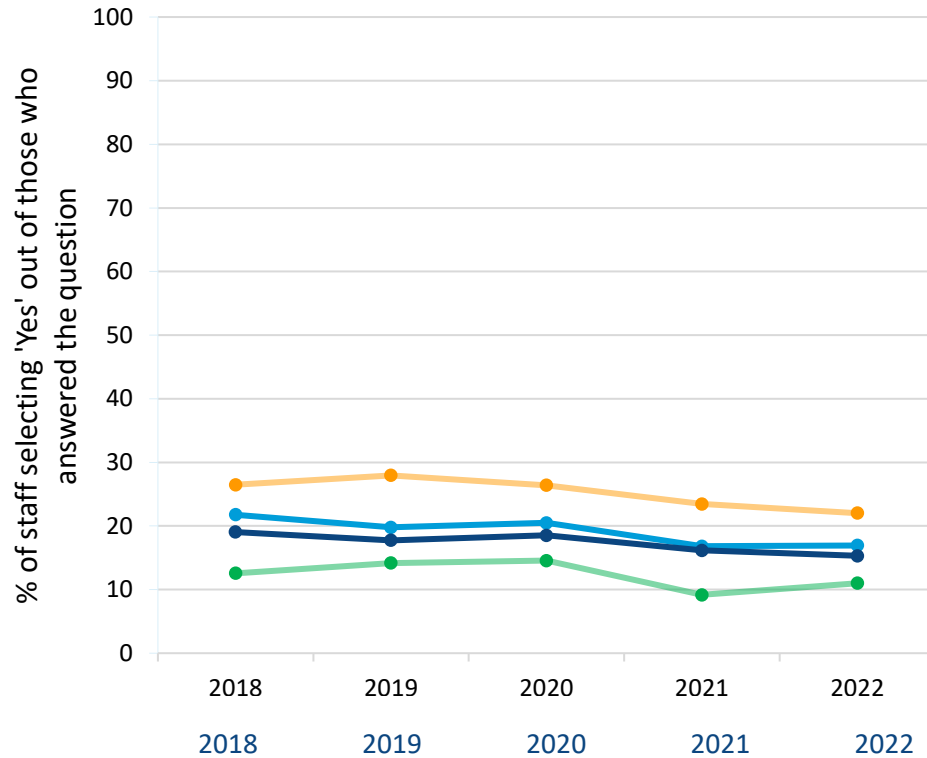


	2018	2019	2020	2021	2022
Your org	61.2%	59.3%	60.9%	61.6%	58.6%
Lowest	59.6%	58.1%	57.7%	57.3%	55.9%
Average	63.8%	62.1%	61.1%	64.5%	63.1%
Highest	71.4%	67.5%	69.1%	70.8%	69.8%
Responses	2514	3053	3078	3751	3614



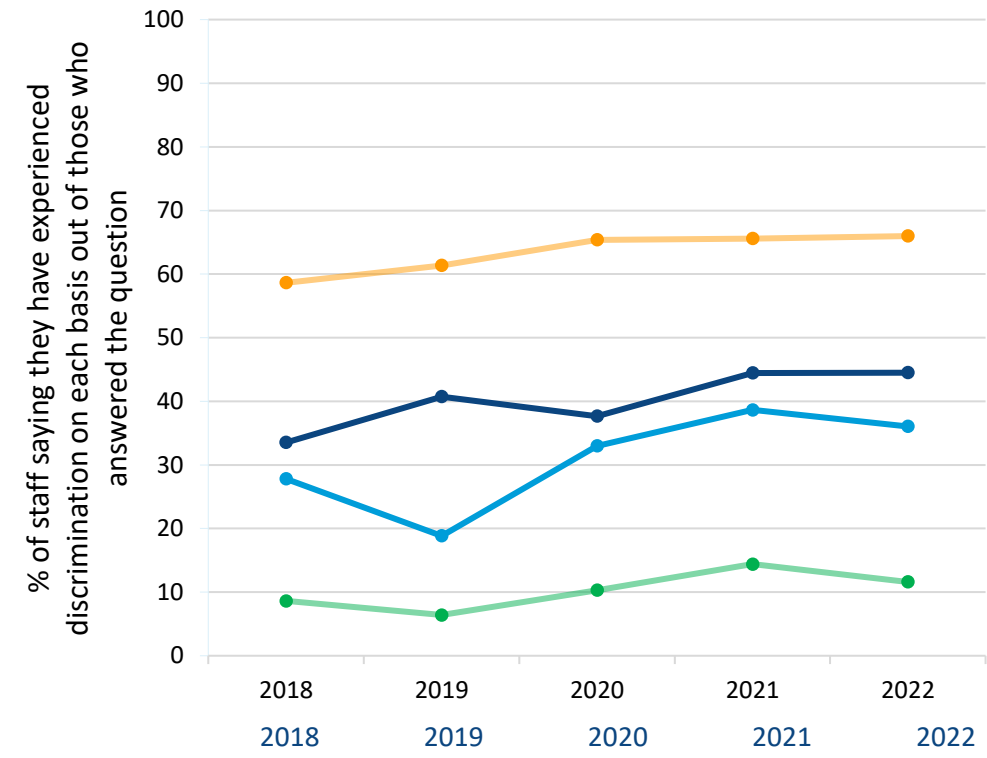
*Q11e is only answered by staff who responded 'Yes' to Q11d.

Q11e Have you felt pressure from your manager to come to work?



	2018	2019	2020	2021	2022
Your org	19.1%	17.7%	18.5%	16.2%	15.3%
Best	12.6%	14.2%	14.5%	9.2%	11.0%
Average	21.8%	19.8%	20.5%	16.8%	16.9%
Worst	26.5%	28.0%	26.4%	23.4%	22.0%
Responses	1332	1635	1338	1781	1800

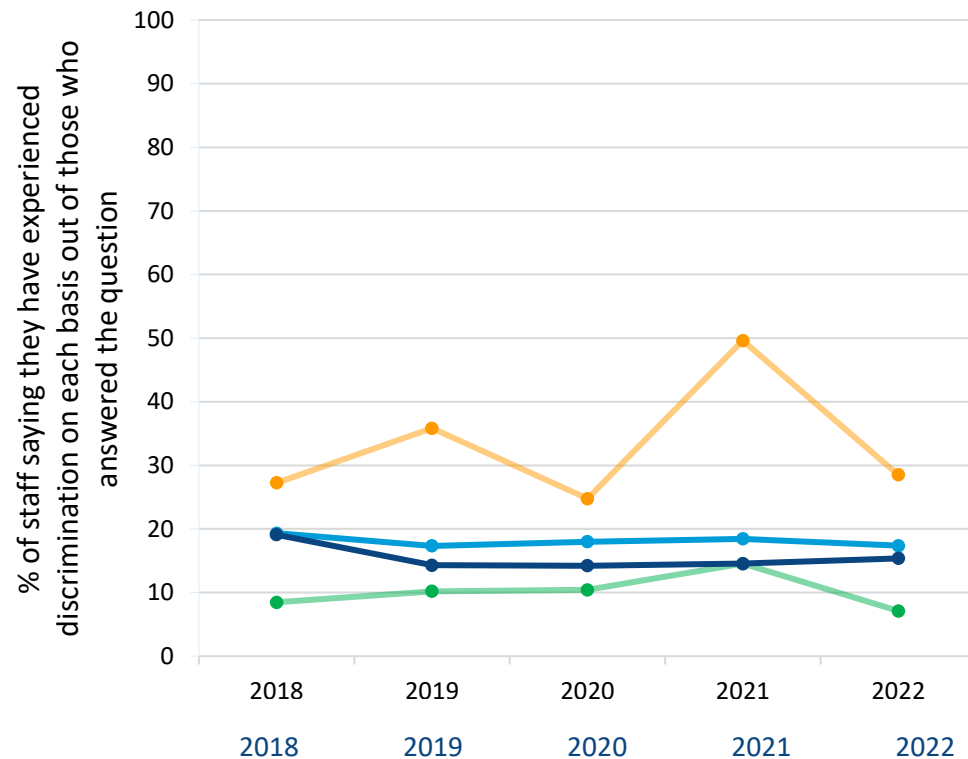
Q16c.1 On what grounds have you experienced discrimination?
- Ethnic background.



	2018	2019	2020	2021	2022
Your org	33.5%	40.7%	37.7%	44.5%	44.5%
Best	8.6%	6.4%	10.3%	14.4%	11.6%
Average	27.8%	18.8%	33.0%	38.7%	36.0%
Worst	58.6%	61.4%	65.4%	65.6%	66.0%
Responses	244	275	276	294	303

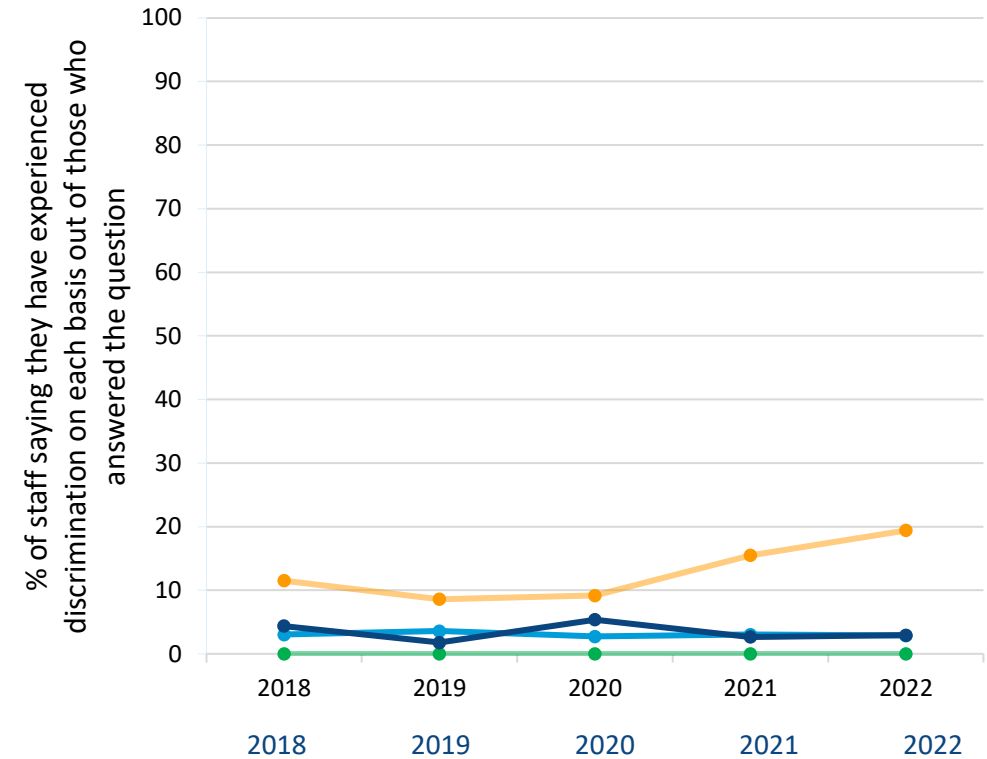


Q16c.2 On what grounds have you experienced discrimination?
– Gender.



	2018	2019	2020	2021	2022
Your org	19.1%	14.3%	14.2%	14.5%	15.4%
Best	8.5%	10.2%	10.4%	14.5%	7.1%
Average	19.3%	17.3%	18.0%	18.4%	17.4%
Worst	27.3%	35.8%	24.8%	49.6%	28.5%
Responses	244	275	276	294	303

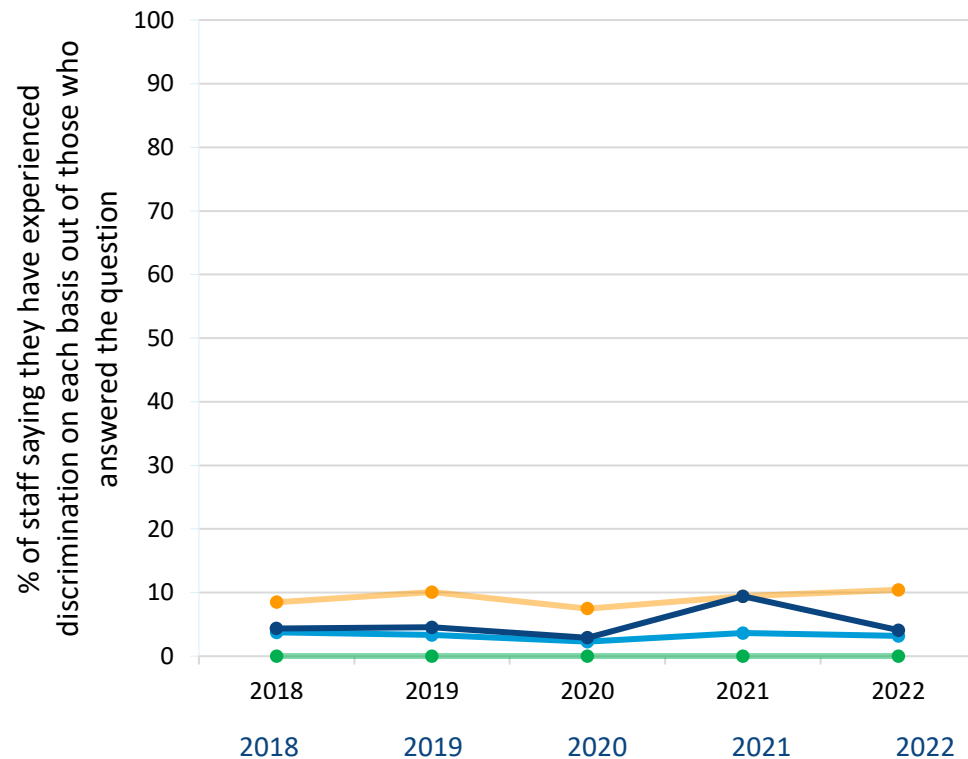
Q16c.3 On what grounds have you experienced discrimination?
– Religion.



	2018	2019	2020	2021	2022
Your org	4.3%	1.8%	5.4%	2.7%	2.9%
Best	0.0%	0.0%	0.0%	0.0%	0.0%
Average	3.1%	3.6%	2.7%	3.0%	2.9%
Worst	11.5%	8.6%	9.2%	15.5%	19.4%
Responses	244	275	276	294	303

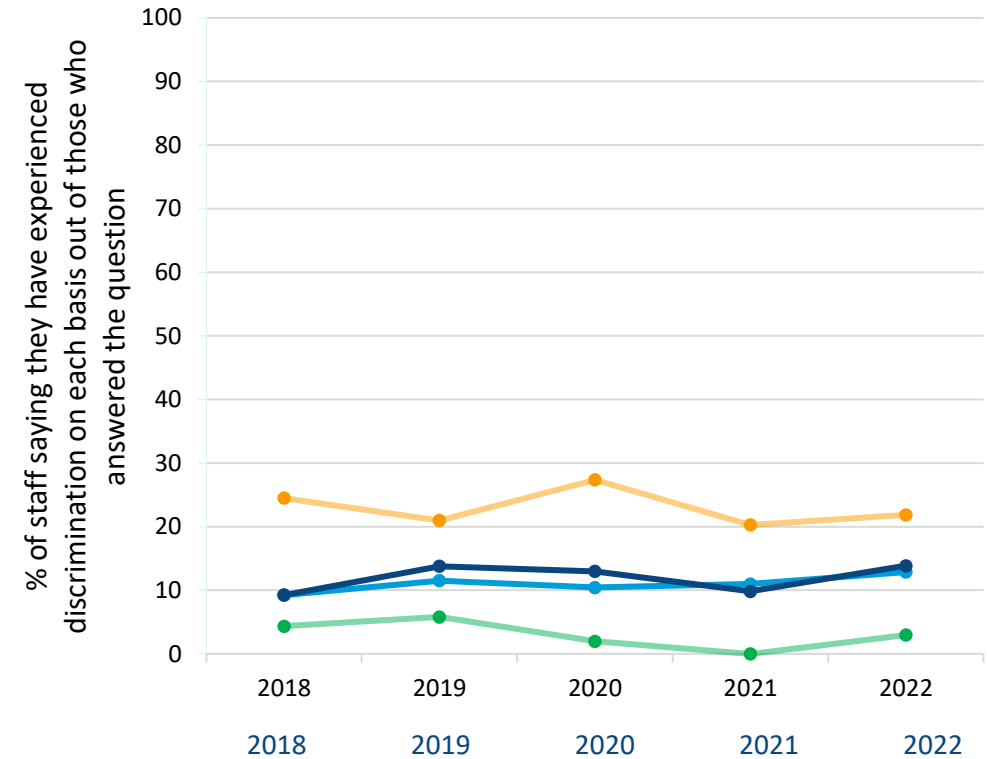


Q16c.4 On what grounds have you experienced discrimination?
– Sexual orientation.



	2018	2019	2020	2021	2022
Your org	4.3%	4.5%	2.9%	9.4%	4.1%
Best	0.0%	0.0%	0.0%	0.0%	0.0%
Average	3.7%	3.3%	2.3%	3.6%	3.2%
Worst	8.5%	10.1%	7.5%	9.4%	10.4%
Responses	244	275	276	294	303

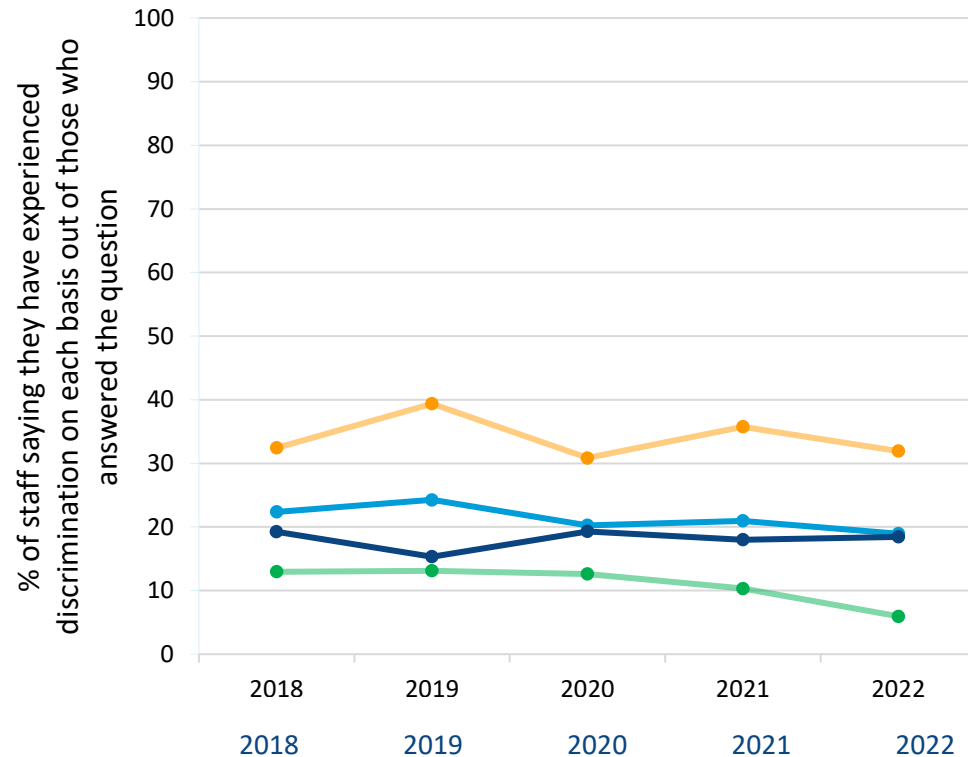
Q16c.5 On what grounds have you experienced discrimination?
– Disability.



	2018	2019	2020	2021	2022
Your org	9.2%	13.8%	13.0%	9.8%	13.9%
Best	4.3%	5.8%	2.0%	0.0%	3.0%
Average	9.2%	11.5%	10.4%	11.0%	12.9%
Worst	24.5%	21.0%	27.4%	20.3%	21.9%
Responses	244	275	276	294	303

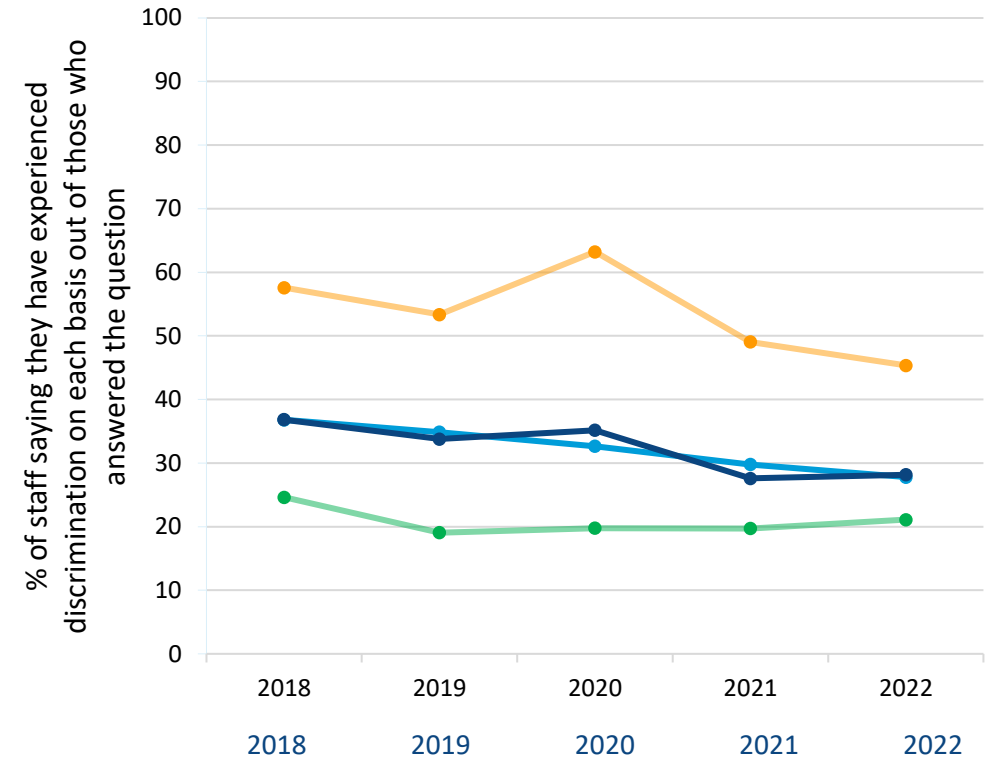


Q16c.6 On what grounds have you experienced discrimination?
– Age.



	2018	2019	2020	2021	2022
Your org	19.2%	15.3%	19.3%	18.0%	18.4%
Best	13.0%	13.1%	12.6%	10.3%	6.0%
Average	22.4%	24.3%	20.3%	21.0%	19.0%
Worst	32.4%	39.4%	30.8%	35.8%	31.9%
Responses	244	275	276	294	303

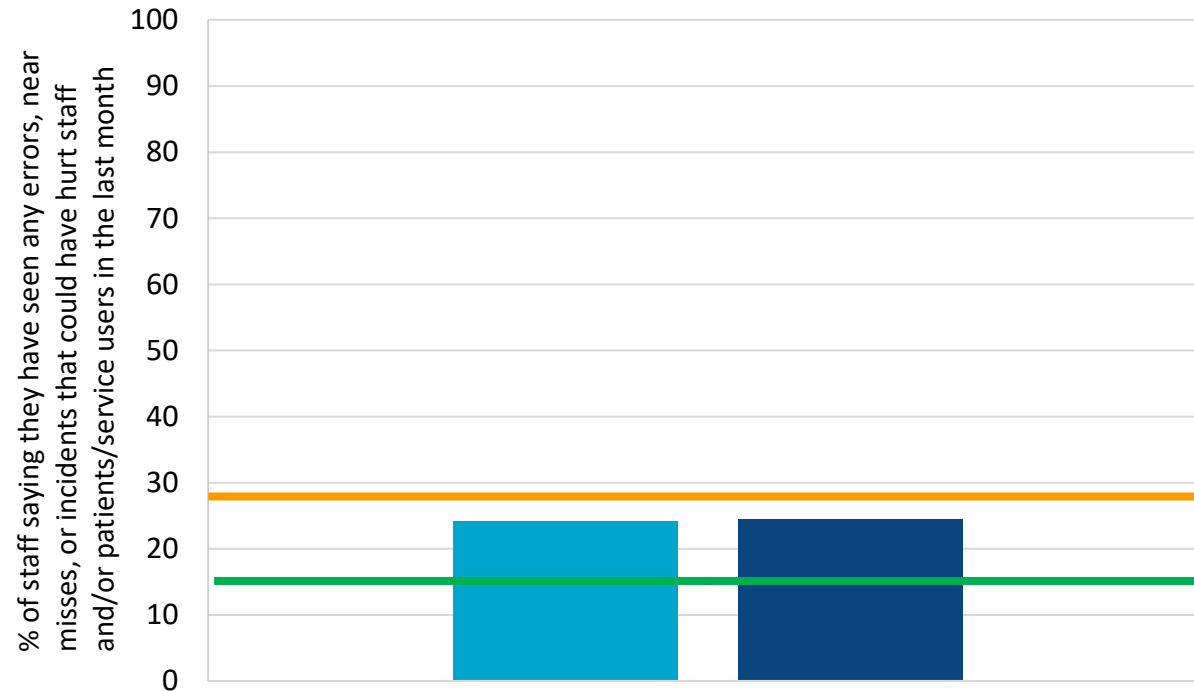
Q16c.7 On what grounds have you experienced discrimination?
– Other.



	2018	2019	2020	2021	2022
Your org	36.8%	33.8%	35.2%	27.6%	28.2%
Best	24.6%	19.1%	19.8%	19.7%	21.1%
Average	36.8%	34.9%	32.7%	29.8%	27.8%
Worst	57.6%	53.3%	63.2%	49.1%	45.4%
Responses	244	275	276	294	303



Q17 In the last month have you seen any errors, near misses, or incidents that could have hurt staff and/or patients/service users?

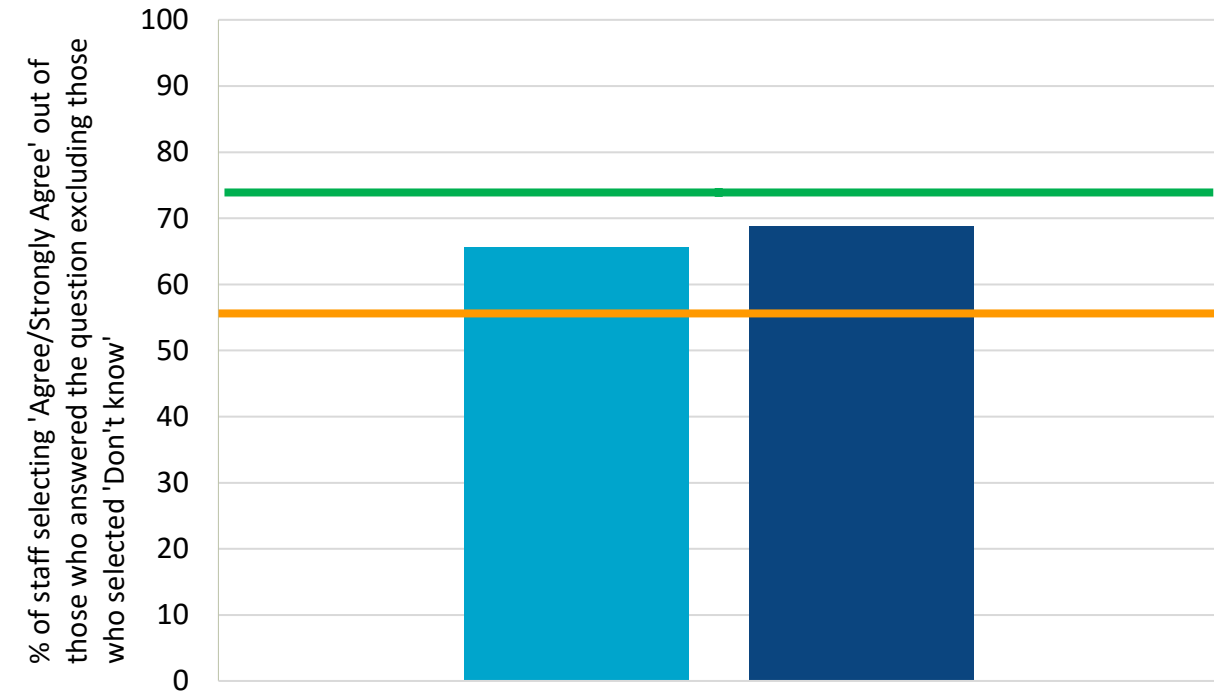


2022

Your org	24.5%
Best	15.1%
Average	24.2%
Worst	27.9%

Responses 3640

Q18a My organisation treats staff who are involved in an error, near miss or incident fairly.



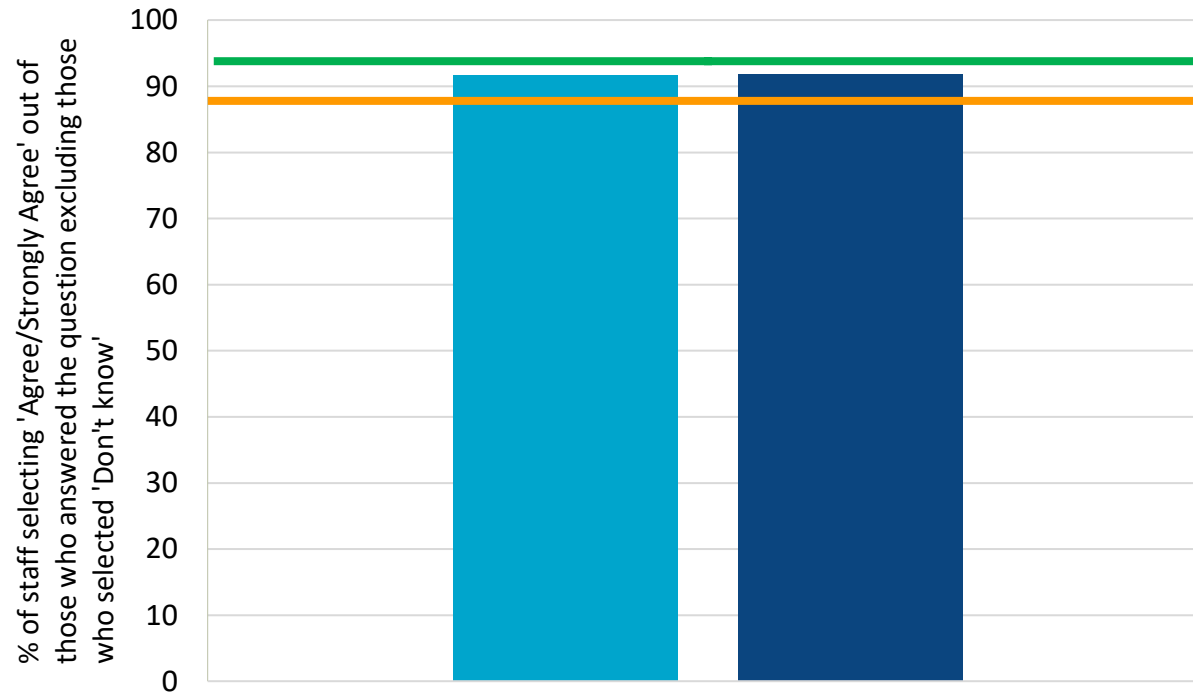
2022

Your org	68.7%
Best	73.9%
Average	65.7%
Worst	55.6%

Responses 2893



Q18b My organisation encourages us to report errors, near misses or incidents.



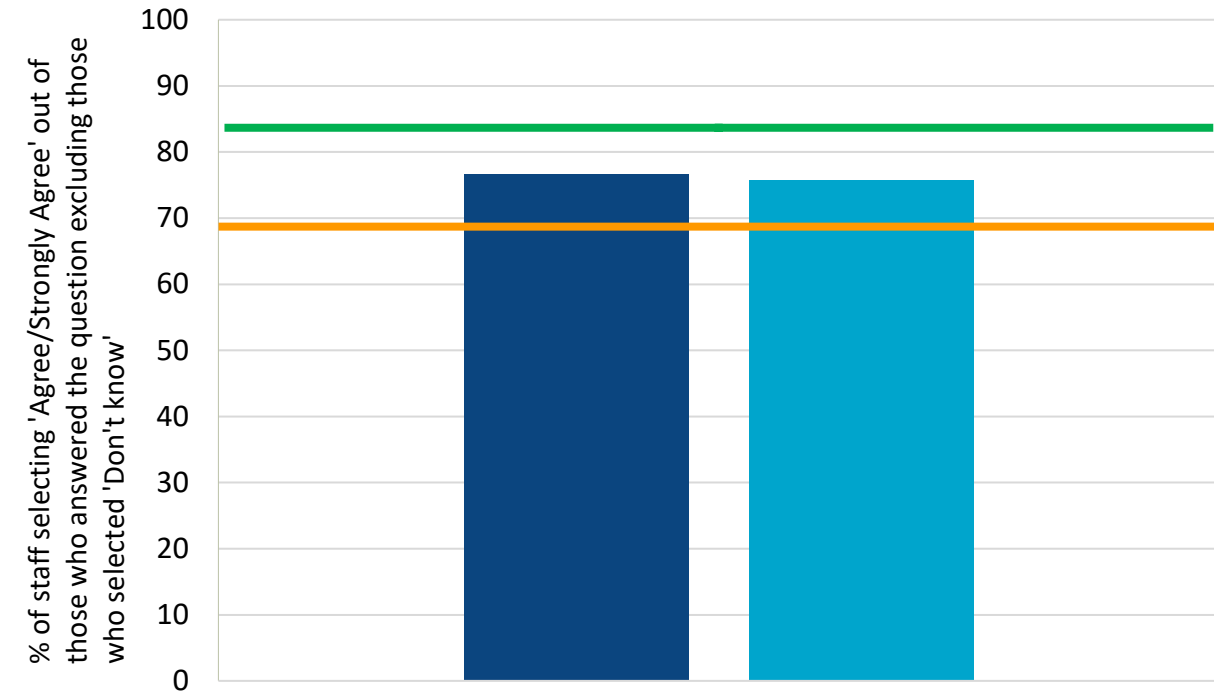
2022

Your org	91.9%
Best	93.8%
Average	91.6%
Worst	87.8%

Responses

3586

Q18c When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.



2022

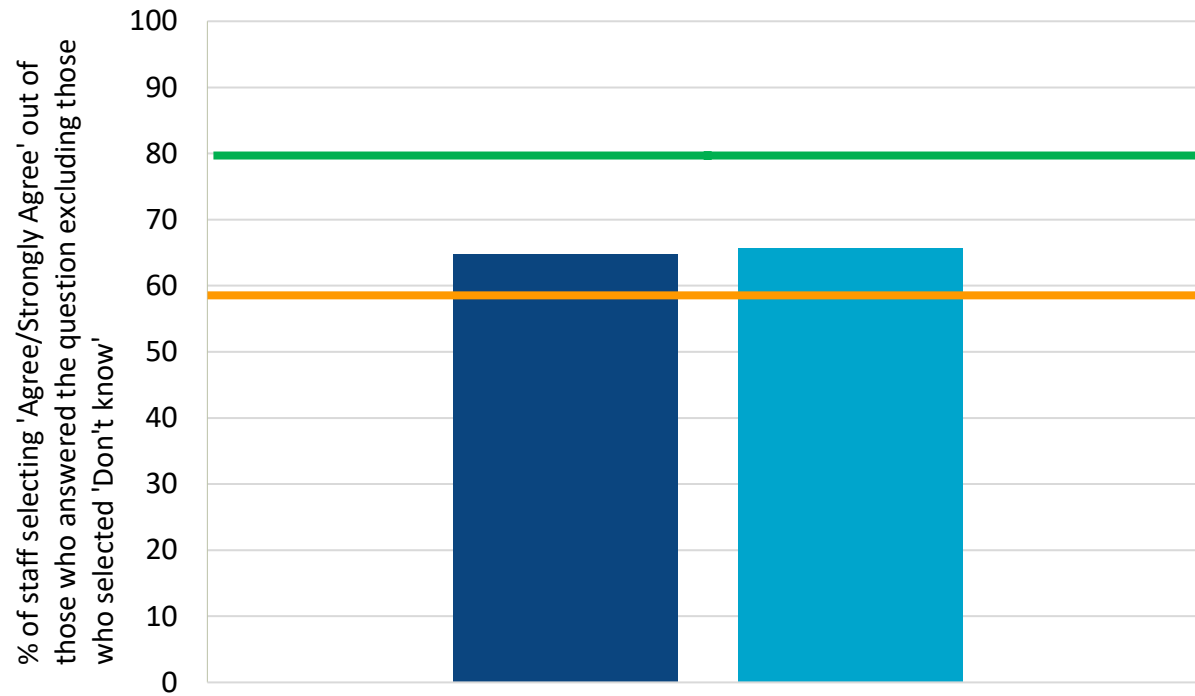
Your org	76.7%
Best	83.7%
Average	75.7%
Worst	68.7%

Responses

3301



Q18d We are given feedback about changes made in response to reported errors, near misses and incidents.



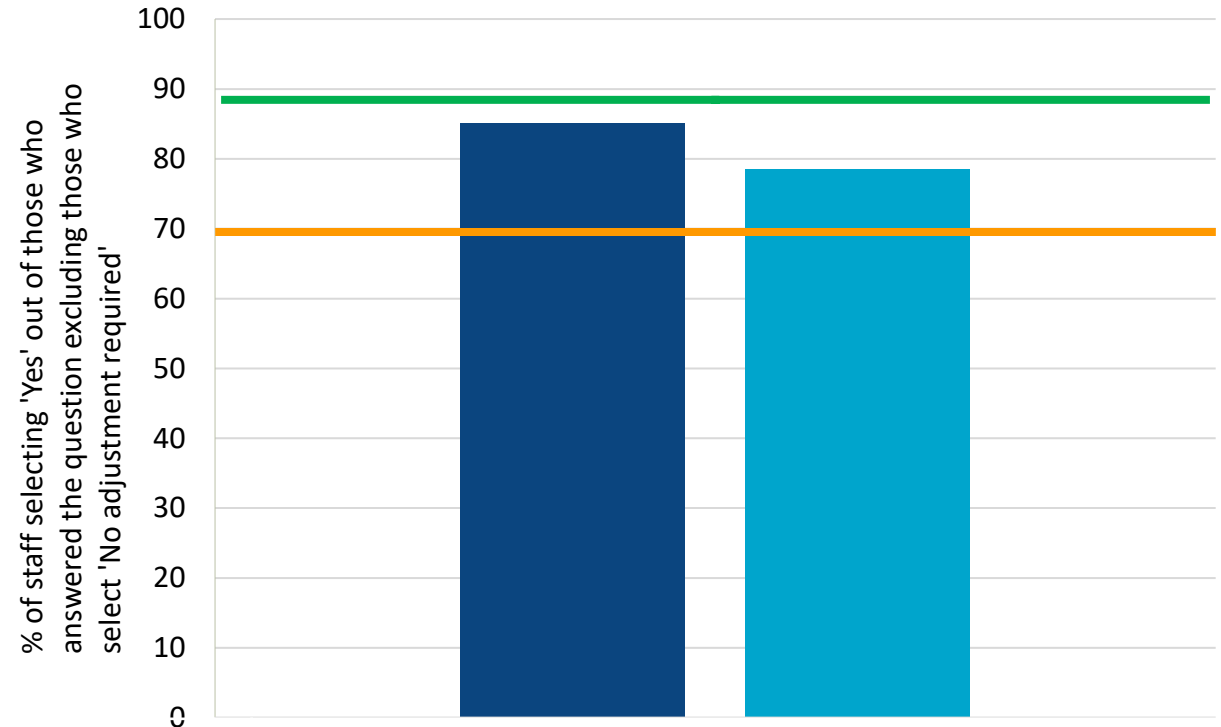
2022

Your org	64.8%
Best	79.7%
Average	65.7%
Worst	58.6%

Responses

3334

Q30b Has your employer made reasonable adjustment(s) to enable you to carry out your work?



2022

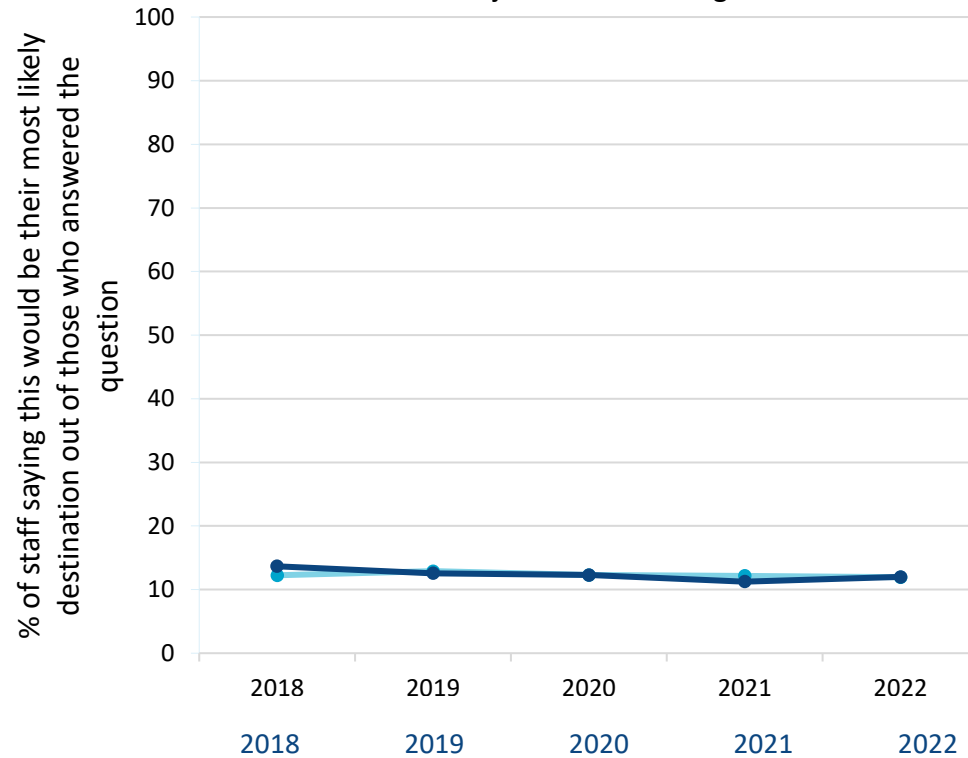
Your org	85.1%
Best	88.4%
Average	78.6%
Worst	69.5%

Responses

568

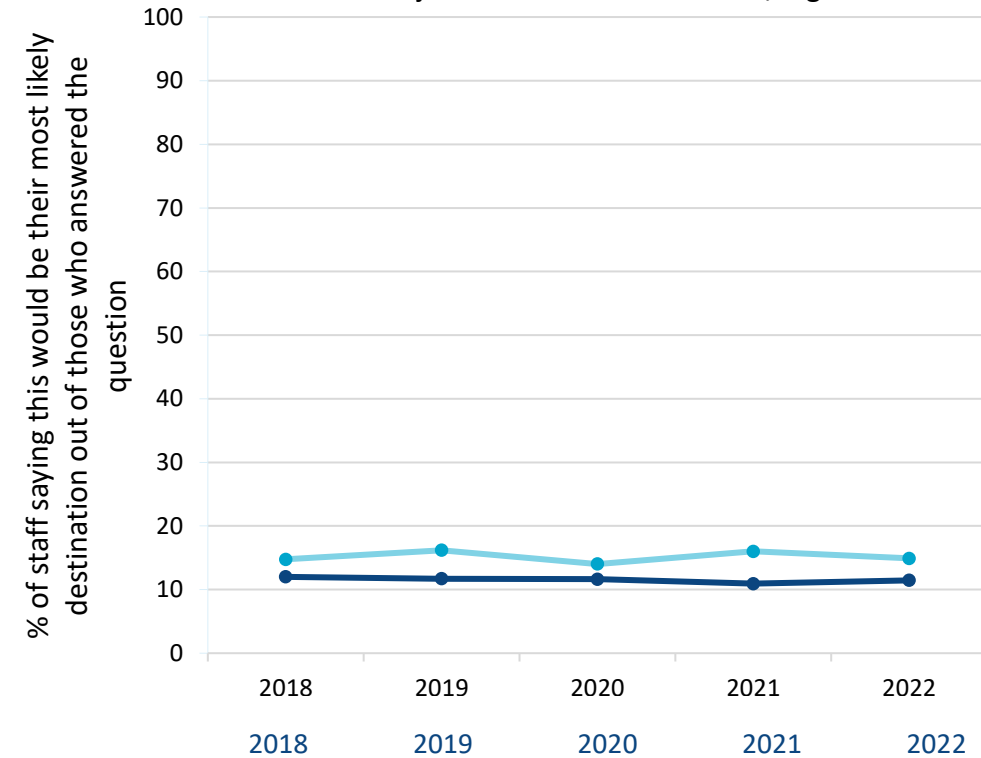


Q24d.1 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job within this organisation.



Your org	13.6%	12.6%	12.3%	11.3%	12.0%
Average	12.2%	12.9%	12.3%	12.2%	11.9%
Responses	2332	2881	2957	3480	3385

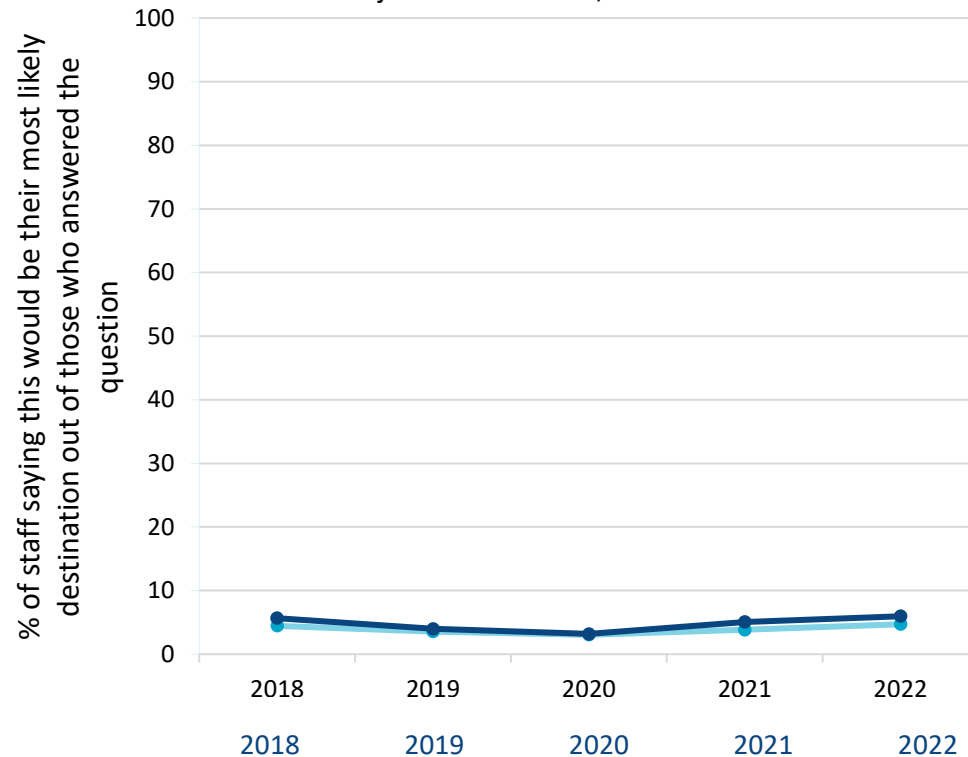
Q24d.2 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job in a different NHS Trust/organisation.



Your org	12.0%	11.7%	11.6%	10.9%	11.5%
Average	14.8%	16.2%	14.0%	16.0%	14.9%
Responses	2332	2881	2957	3480	3385

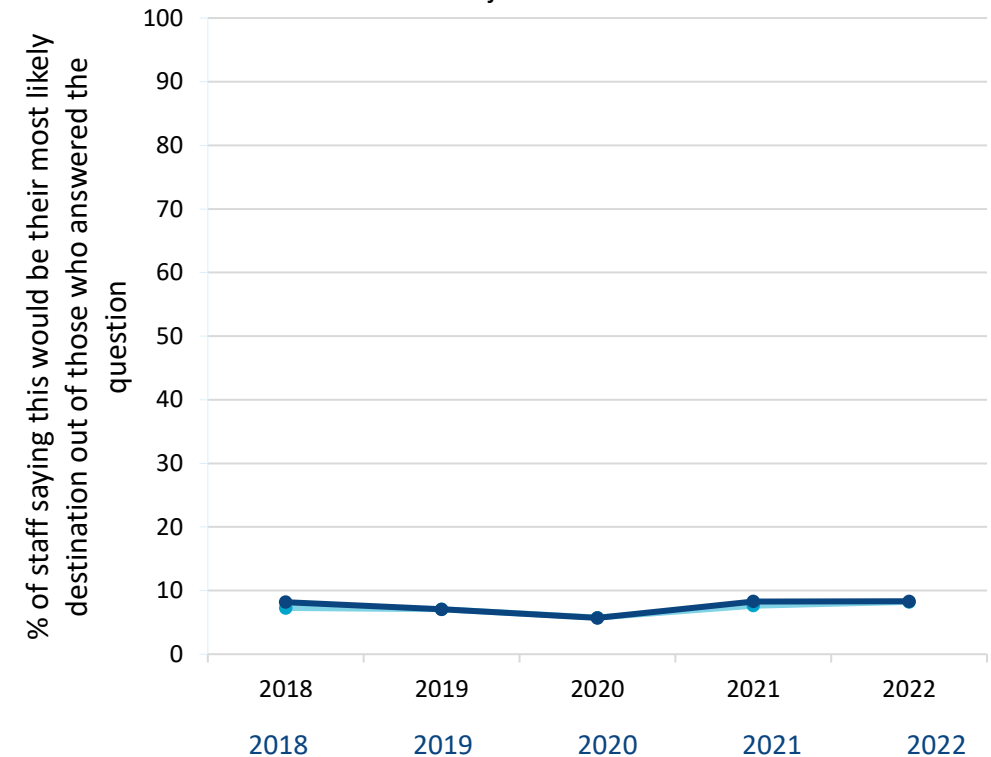


Q24d.3 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job in healthcare, but outside the NHS.



Your org	5.7%	4.0%	3.2%	5.1%	6.0%
Average	4.4%	3.5%	3.1%	3.8%	4.7%
Responses	2332	2881	2957	3480	3385

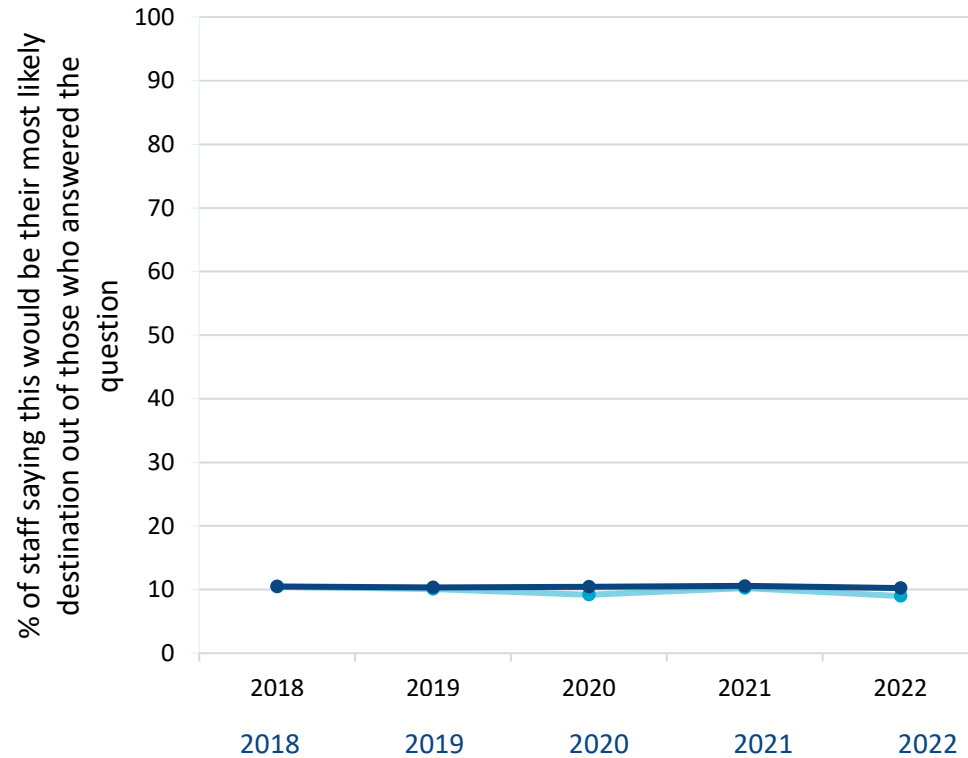
Q24d.4 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job outside healthcare.



Your org	8.1%	7.0%	5.7%	8.3%	8.3%
Average	7.3%	7.0%	5.7%	7.6%	8.2%
Responses	2332	2881	2957	3480	3385

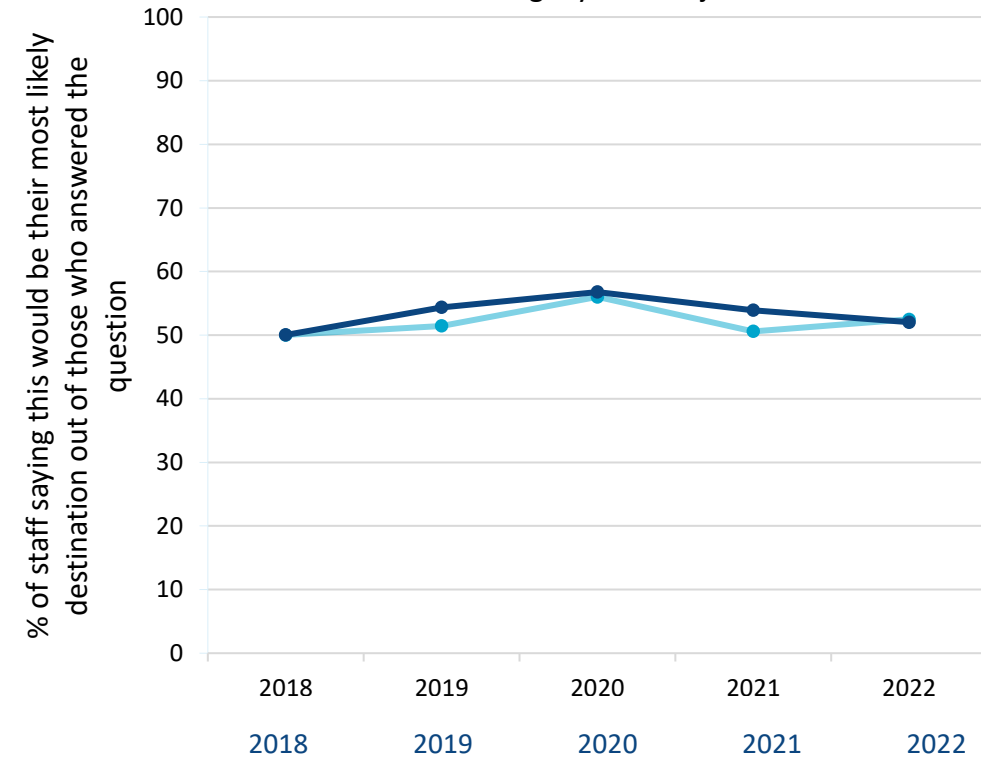


Q24d.5 If you are considering leaving your current job, what would be your most likely destination? - I would retire or take a career break.



Your org	10.5%	10.3%	10.4%	10.6%	10.3%
Average	10.5%	10.1%	9.2%	10.3%	9.0%
Responses	2332	2881	2957	3480	3385

Q24d.9 If you are considering leaving your current job, what would be your most likely destination? - I am not considering leaving my current job.



Your org	50.0%	54.4%	56.8%	53.9%	52.0%
Average	50.0%	51.5%	56.0%	50.6%	52.5%
Responses	2332	2881	2957	3480	3385

Workforce Equality Standards

Please note, when there are less than 11 responses for a question, results are suppressed to protect staff confidentiality and reliability of data.

Workforce Race Equality Standards (WRES)

This section contains data for the organisation required for the NHS Staff Survey indicators used in the Workforce Race Equality Standard (WRES). It includes the 2018-2022 organisation and benchmarking group median results for q13a, q13b&c combined, q15, and q16b split by ethnicity (by white staff / staff from all other ethnic groups combined).

Workforce Disability Equality Standards (WDES)

This section contains data for the organisation required for the NHS Staff Survey indicators used in the Workforce Disability Equality Standard (WDES). It includes the 2018-2022 organisation and benchmarking group median results for q4b, q11e, q14a-d, and q15 split by staff with a long lasting health condition or illness compared to staff without a long lasting health condition or illness. It also shows results for q30b (for staff with a long lasting health condition or illness only), and the staff engagement score for staff with a long lasting health condition or illness, compared to staff without a long lasting health condition or illness and the overall engagement score for the organisation.

This year, the text for q30b was updated and the word 'adequate' was updated to 'reasonable'.

The WDES breakdowns are based on the responses to q30a Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

This section contains data required for the staff survey indicators used in the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES). Data presented in this section are unweighted.

Workforce Race Equality Standards (WRES)

Indicator	Qu No	Workforce Race Equality Standard
For each of the following indicators, compare the outcomes of the responses for white staff and staff from all other ethnic groups combined		
5	14a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6	14b & 14c	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7	15	Percentage believing that their practice provides equal opportunities for career progression or promotion
8	16b	In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues

Workforce Disability Equality Standards (WDES)

Indicator	Qu No	Workforce Disability Equality Standard
For each of the following indicators, compare the responses for staff with a LTC* or illness vs staff without a LTC or illness		
4ai	14a	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public
4aii	14b	Percentage of staff experiencing harassment, bullying or abuse from managers
4aiii	14c	Percentage of staff experiencing harassment, bullying or abuse from other colleagues
4b	14d	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it
5	15	Percentage believing that their practice provides equal opportunities for career progression or promotion
6	9e	Percentage of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
7	4b	Percentage staff saying that they are satisfied with the extent to which their organisation values their work
8	30b	Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work
9a	theme_engagement	The staff engagement score for staff with LTC or illness vs staff without a LTC or illness

Workforce Race Equality Standards (WRES)

N.B.

Vertical scales on the following charts vary from slide to slide and this effects how results are displayed.

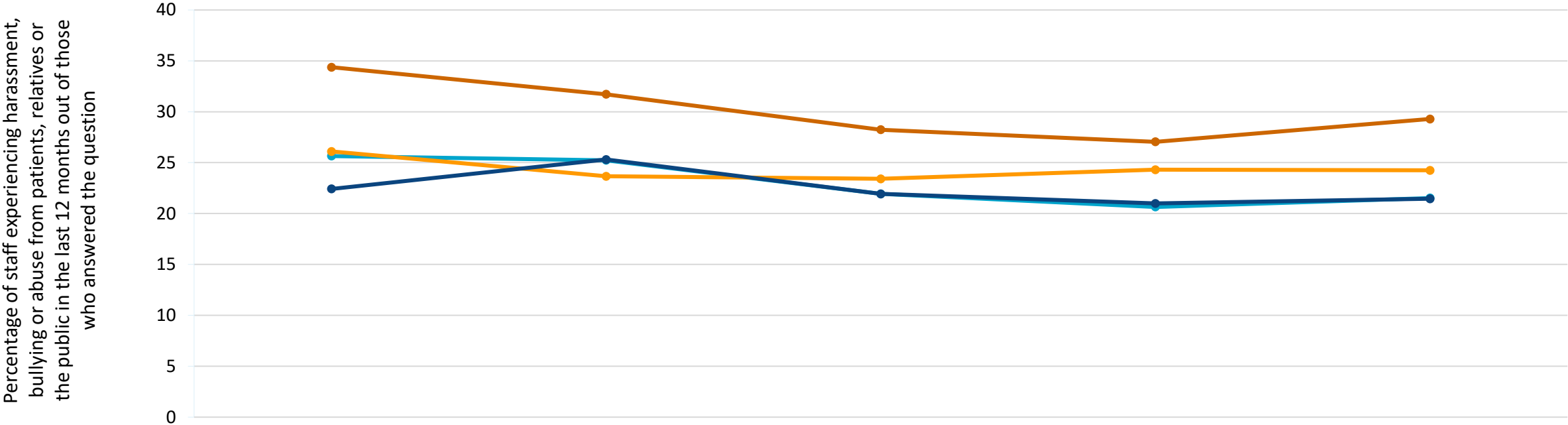
Data shown in the WRES charts are unweighted.

Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



Workforce Race Equality Standard (WRES)

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

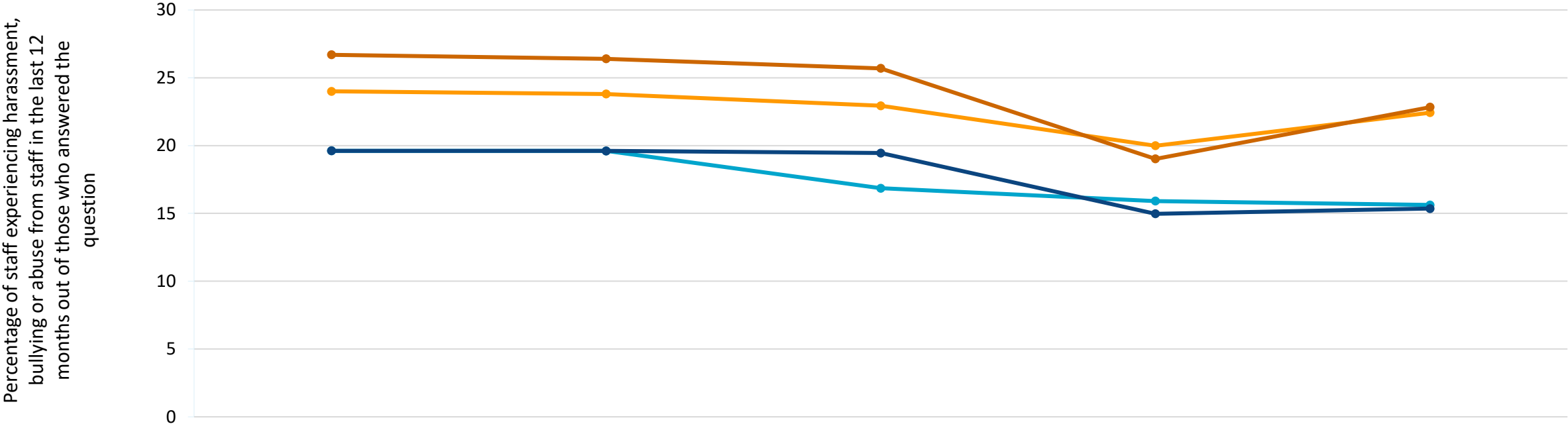


	2018	2019	2020	2021	2022
White staff: Your org	22.4%	25.3%	21.9%	21.0%	21.5%
All other ethnic groups*: Your org	34.4%	31.7%	28.2%	27.1%	29.3%
White staff: Average	25.7%	25.2%	21.9%	20.6%	21.5%
All other ethnic groups*: Average	26.1%	23.7%	23.4%	24.3%	24.2%
White staff: Responses	2297	2707	2622	3258	3202
All other ethnic groups*: Responses	224	268	255	329	420

*Staff from all other ethnic groups combined
Average calculated as the median for the benchmark group



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

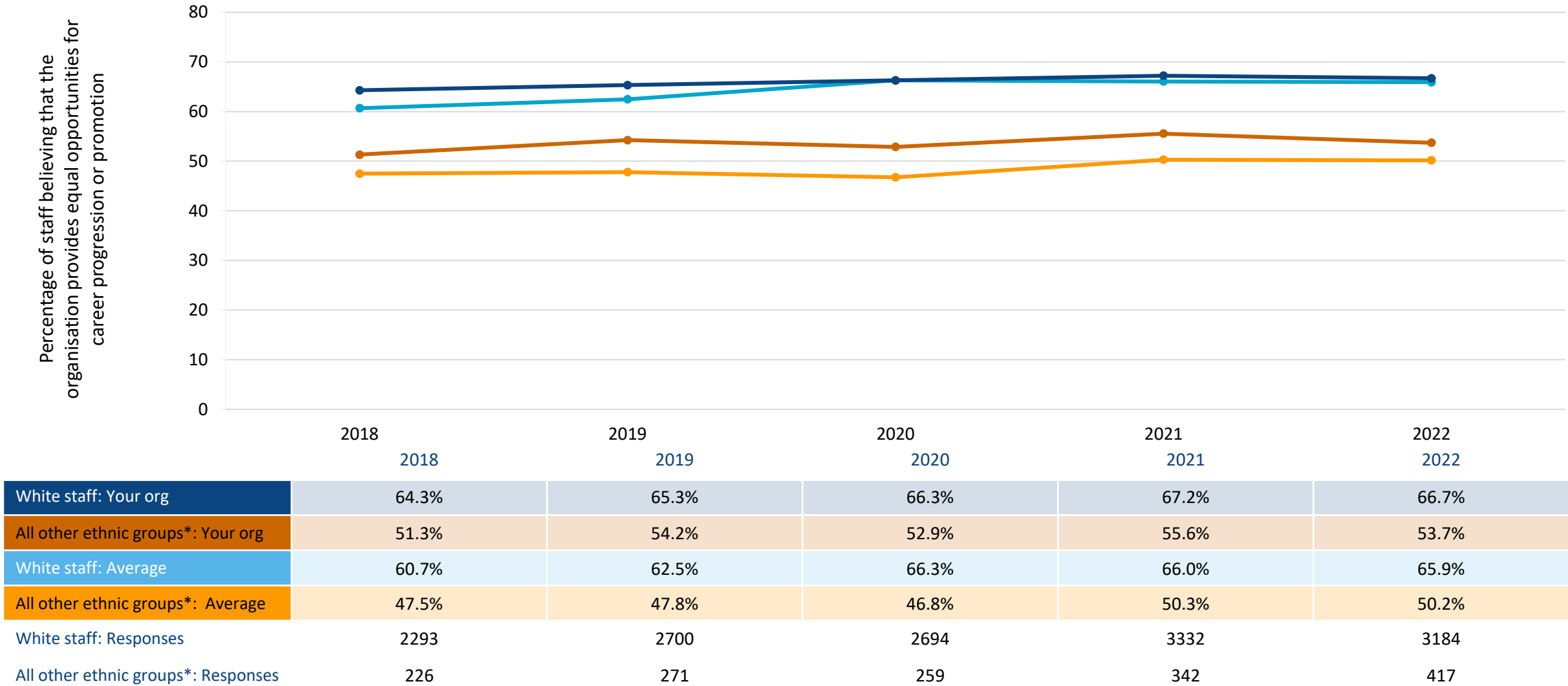


	2018	2019	2020	2021	2022
White staff: Your org	19.6%	19.6%	19.4%	15.0%	15.4%
All other ethnic groups*: Your org	26.7%	26.4%	25.7%	19.0%	22.8%
White staff: Average	19.6%	19.6%	16.9%	15.9%	15.6%
All other ethnic groups*: Average	24.0%	23.8%	22.9%	20.0%	22.4%
White staff: Responses	2274	2703	2617	3259	3191
All other ethnic groups*: Responses	221	269	253	326	416

*Staff from all other ethnic groups combined
Average calculated as the median for the benchmark group



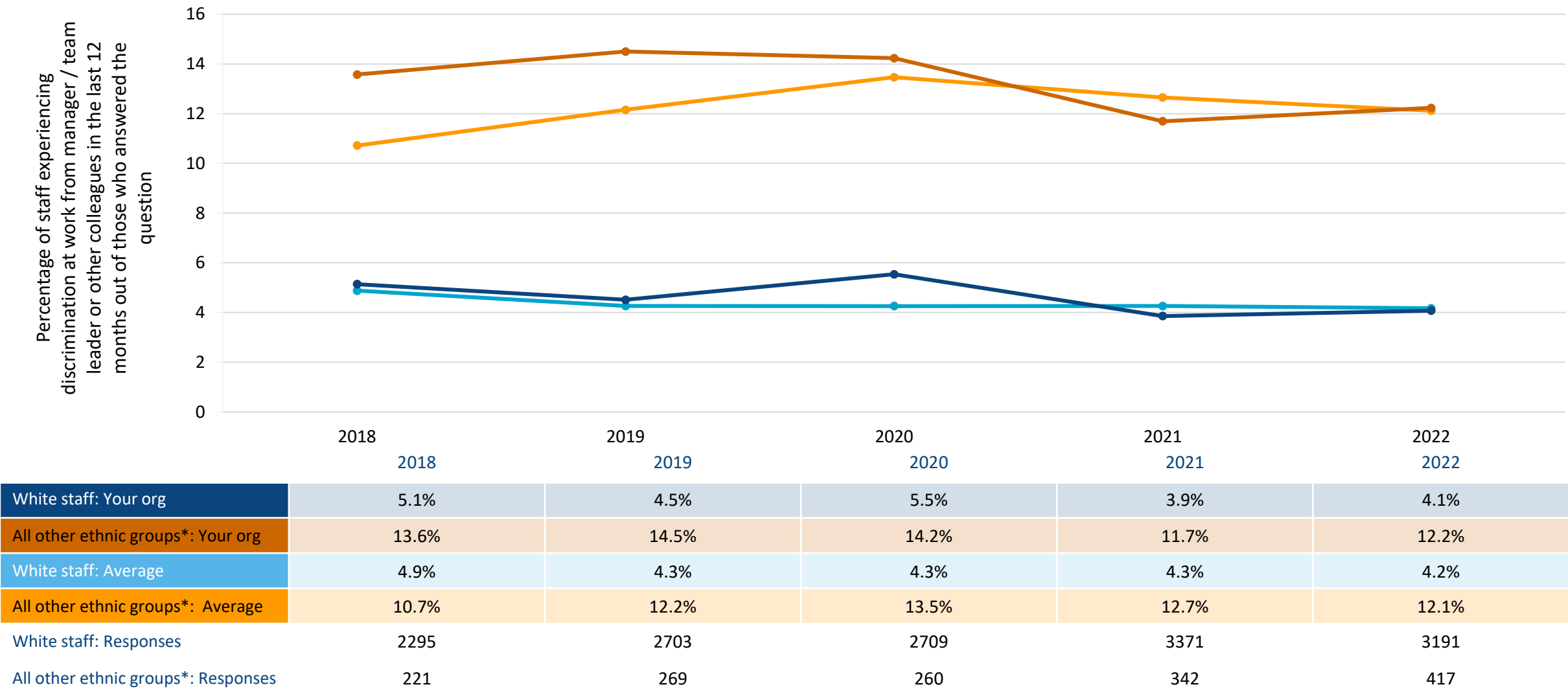
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



*Staff from all other ethnic groups combined
Average calculated as the median for the benchmark group



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



*Staff from all other ethnic groups combined
Average calculated as the median for the benchmark group

Workforce Disability Equality Standards (WDES)

N.B.

Vertical scales on the following charts vary from slide to slide and this effects how results are displayed.

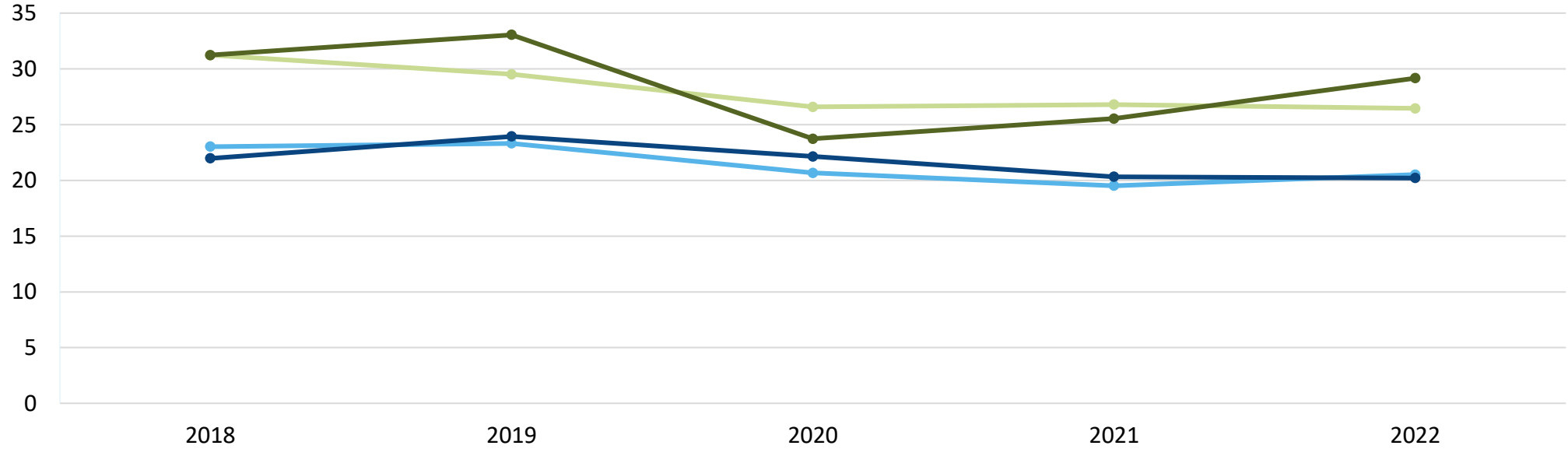
Data shown in the WDES charts are unweighted.

Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

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



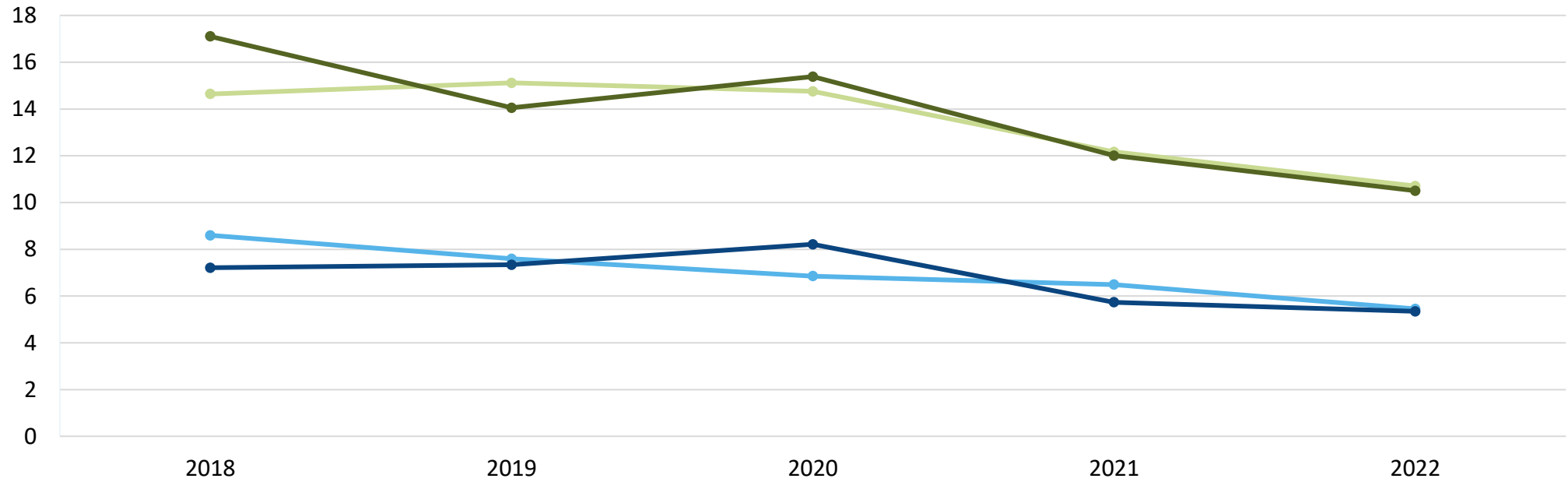
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	31.2%	33.1%	23.7%	25.5%	29.2%
Staff without a LTC or illness: Your org	22.0%	23.9%	22.1%	20.3%	20.2%
Staff with a LTC or illness: Average	31.2%	29.5%	26.6%	26.8%	26.5%
Staff without a LTC or illness: Average	23.0%	23.3%	20.7%	19.5%	20.5%
Staff with a LTC or illness: Responses	493	617	691	912	905
Staff without a LTC or illness: Responses	1997	2414	2253	2711	2725



Workforce Disability Equality Standards

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

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

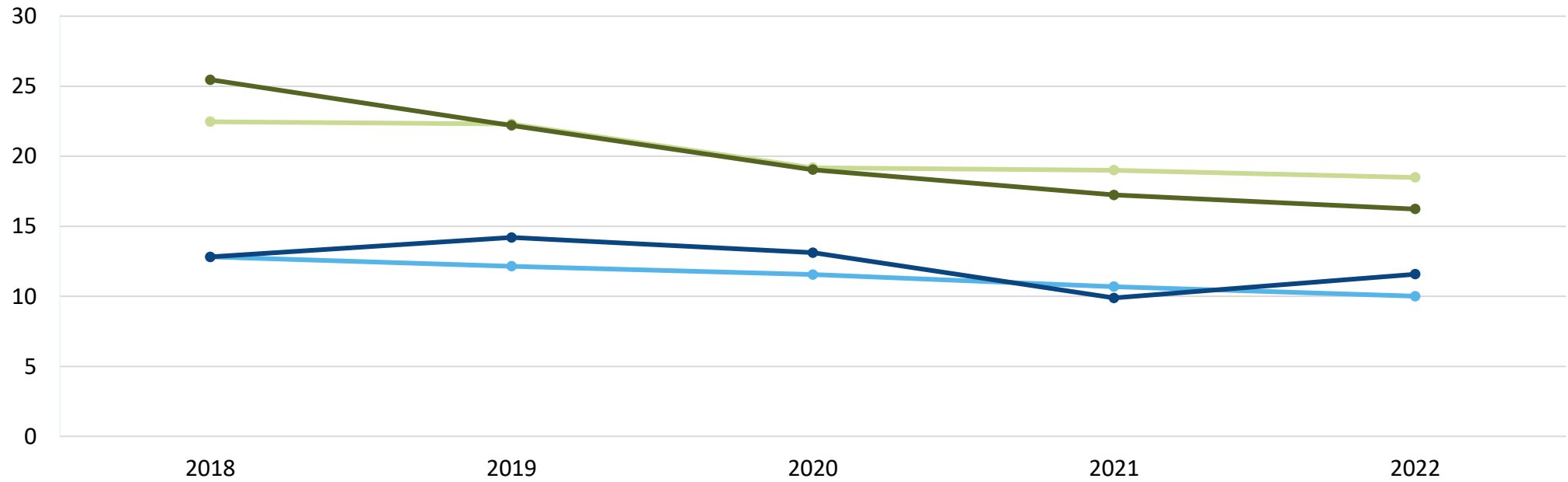


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	17.1%	14.1%	15.4%	12.0%	10.5%
Staff without a LTC or illness: Your org	7.2%	7.3%	8.2%	5.7%	5.3%
Staff with a LTC or illness: Average	14.6%	15.1%	14.8%	12.2%	10.7%
Staff without a LTC or illness: Average	8.6%	7.6%	6.9%	6.5%	5.5%
Staff with a LTC or illness: Responses	491	612	689	908	895
Staff without a LTC or illness: Responses	1970	2398	2241	2687	2695



Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question

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



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	25.5%	22.2%	19.0%	17.2%	16.2%
Staff without a LTC or illness: Your org	12.8%	14.2%	13.1%	9.9%	11.6%
Staff with a LTC or illness: Average	22.5%	22.3%	19.2%	19.0%	18.5%
Staff without a LTC or illness: Average	12.8%	12.2%	11.6%	10.7%	10.0%
Staff with a LTC or illness: Responses	487	617	688	905	893
Staff without a LTC or illness: Responses	1967	2401	2241	2692	2702



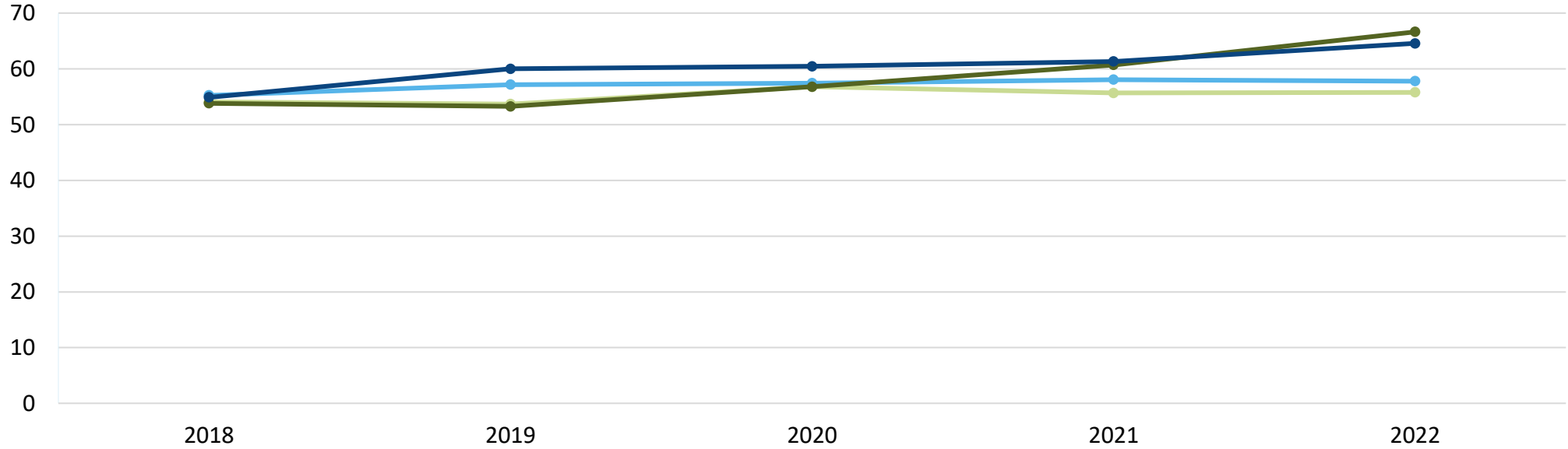
Workforce Disability Equality Standards

Survey
Coordination
Centre



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

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

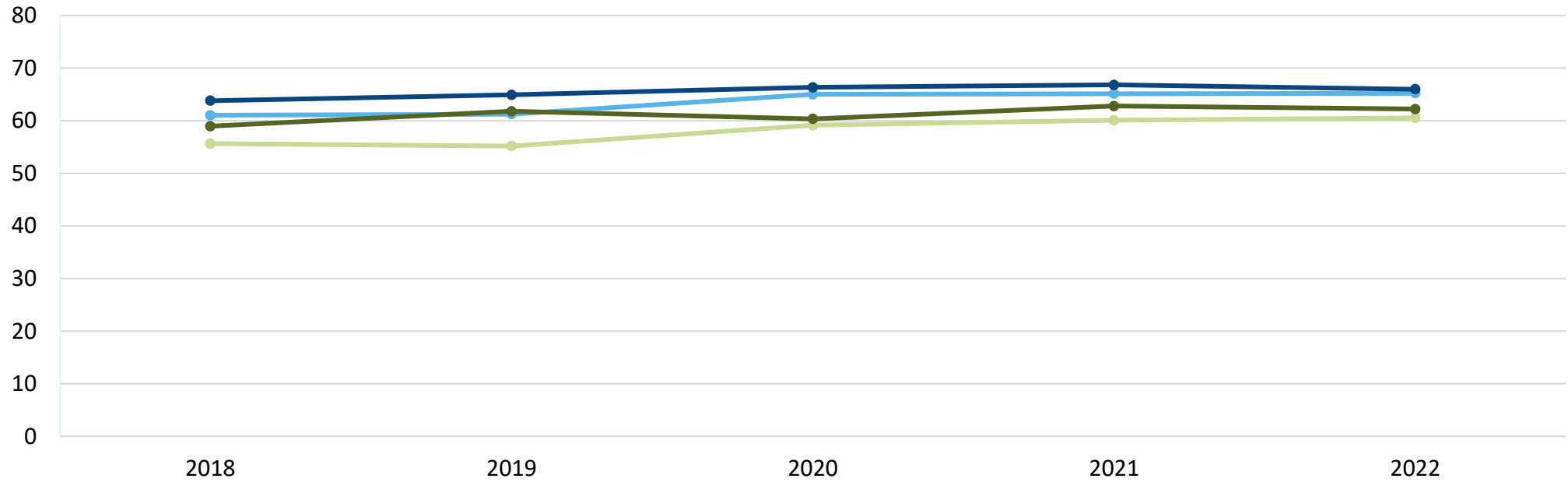


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	53.8%	53.3%	56.8%	60.7%	66.7%
Staff without a LTC or illness: Your org	54.9%	60.0%	60.5%	61.3%	64.6%
Staff with a LTC or illness: Average	54.1%	53.7%	56.8%	55.7%	55.8%
Staff without a LTC or illness: Average	55.3%	57.2%	57.5%	58.1%	57.8%
Staff with a LTC or illness: Responses	208	259	257	308	300
Staff without a LTC or illness: Responses	530	718	635	683	655



Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

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

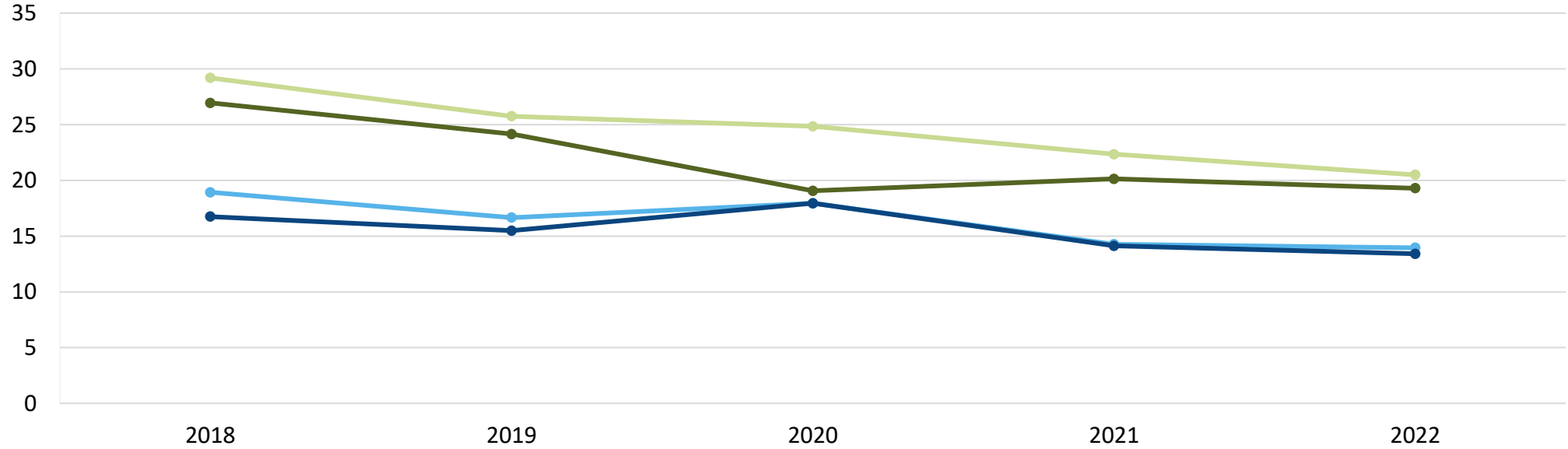


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	58.9%	61.8%	60.3%	62.8%	62.2%
Staff without a LTC or illness: Your org	63.8%	64.9%	66.3%	66.8%	66.0%
Staff with a LTC or illness: Average	55.6%	55.2%	59.2%	60.1%	60.5%
Staff without a LTC or illness: Average	61.0%	61.2%	65.0%	65.1%	65.2%
Staff with a LTC or illness: Responses	492	615	701	927	900
Staff without a LTC or illness: Responses	1997	2414	2320	2785	2707



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

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

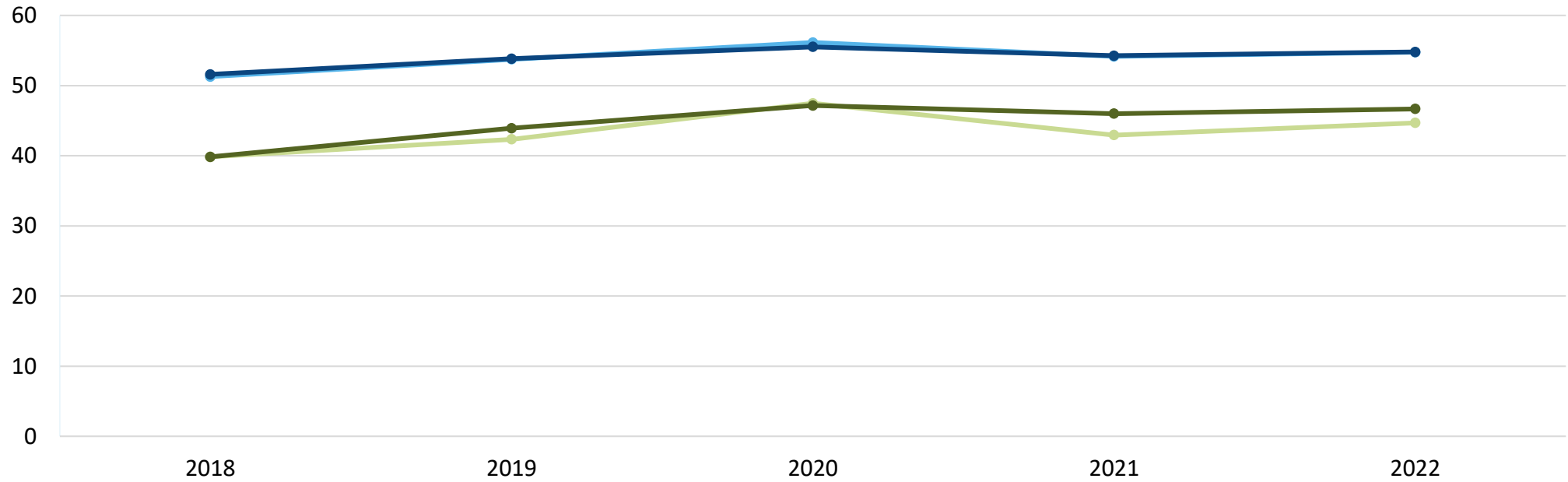


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	27.0%	24.2%	19.1%	20.1%	19.3%
Staff without a LTC or illness: Your org	16.8%	15.5%	17.9%	14.1%	13.4%
Staff with a LTC or illness: Average	29.2%	25.8%	24.9%	22.4%	20.5%
Staff without a LTC or illness: Average	18.9%	16.7%	17.9%	14.3%	14.0%
Staff with a LTC or illness: Responses	345	443	451	581	596
Staff without a LTC or illness: Responses	937	1162	858	1182	1185



Percentage of staff satisfied with the extent to which
their organisation values their work out of those who
answered the question

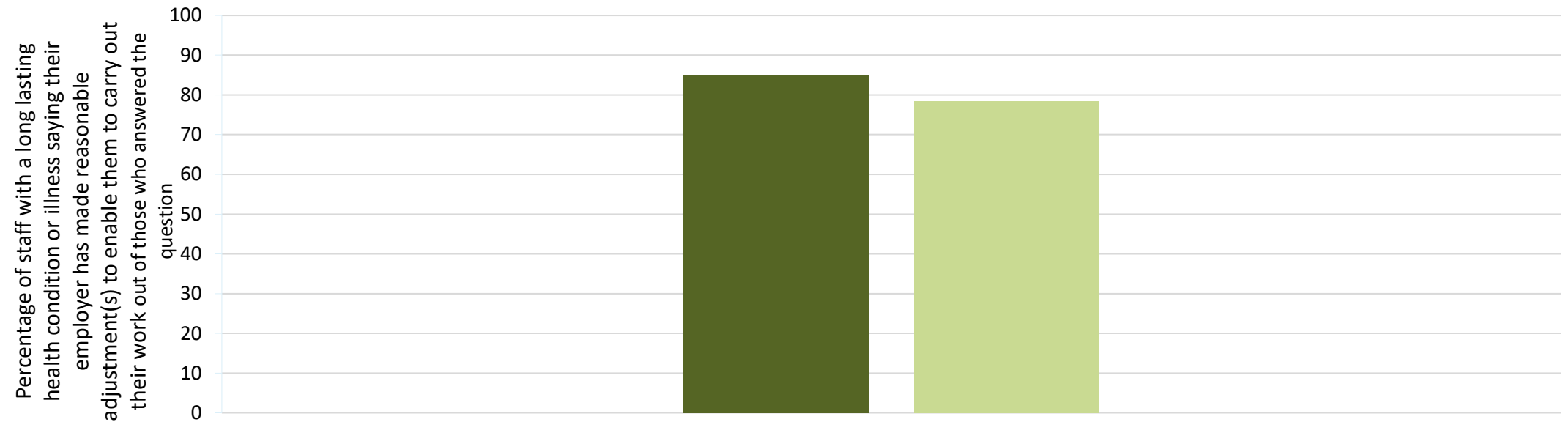
Percentage of staff satisfied with the extent to which their organisation values their work.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	39.8%	43.9%	47.2%	46.0%	46.7%
Staff without a LTC or illness: Your org	51.6%	53.8%	55.5%	54.3%	54.8%
Staff with a LTC or illness: Average	39.8%	42.4%	47.5%	43.0%	44.7%
Staff without a LTC or illness: Average	51.3%	53.8%	56.1%	54.2%	54.8%
Staff with a LTC or illness: Responses	492	617	706	939	906
Staff without a LTC or illness: Responses	1988	2422	2336	2825	2723



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



2022

Staff with a LTC or illness: Your org

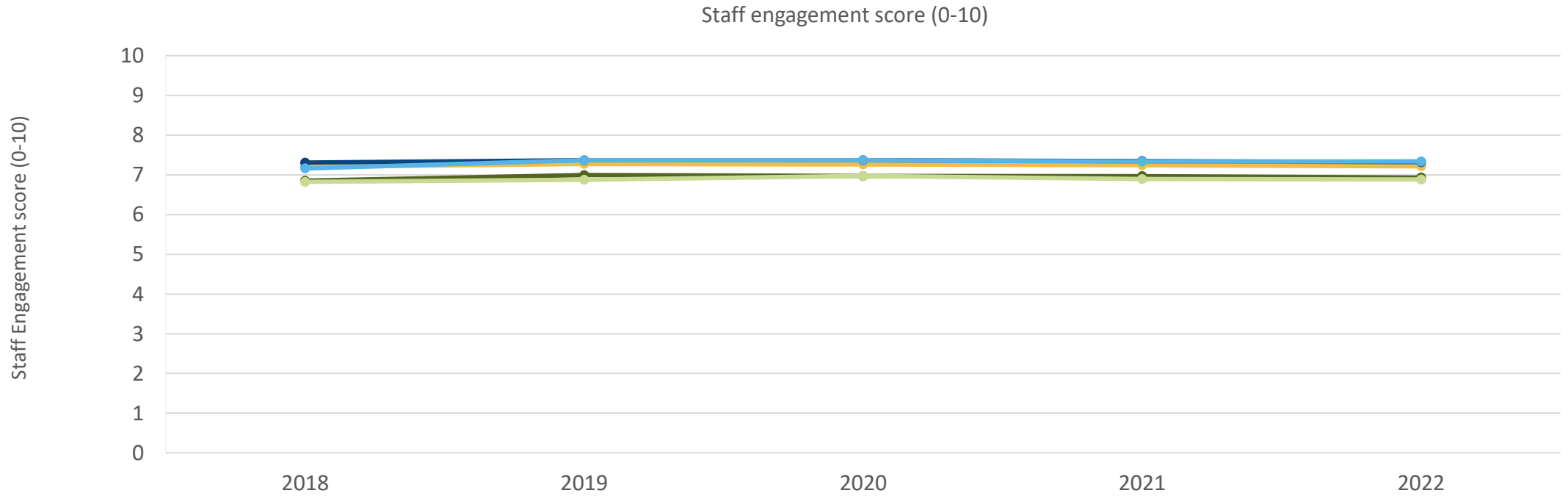
84.9%

Staff with a LTC or illness: Average

78.5%

Staff with a LTC or illness: Responses

568



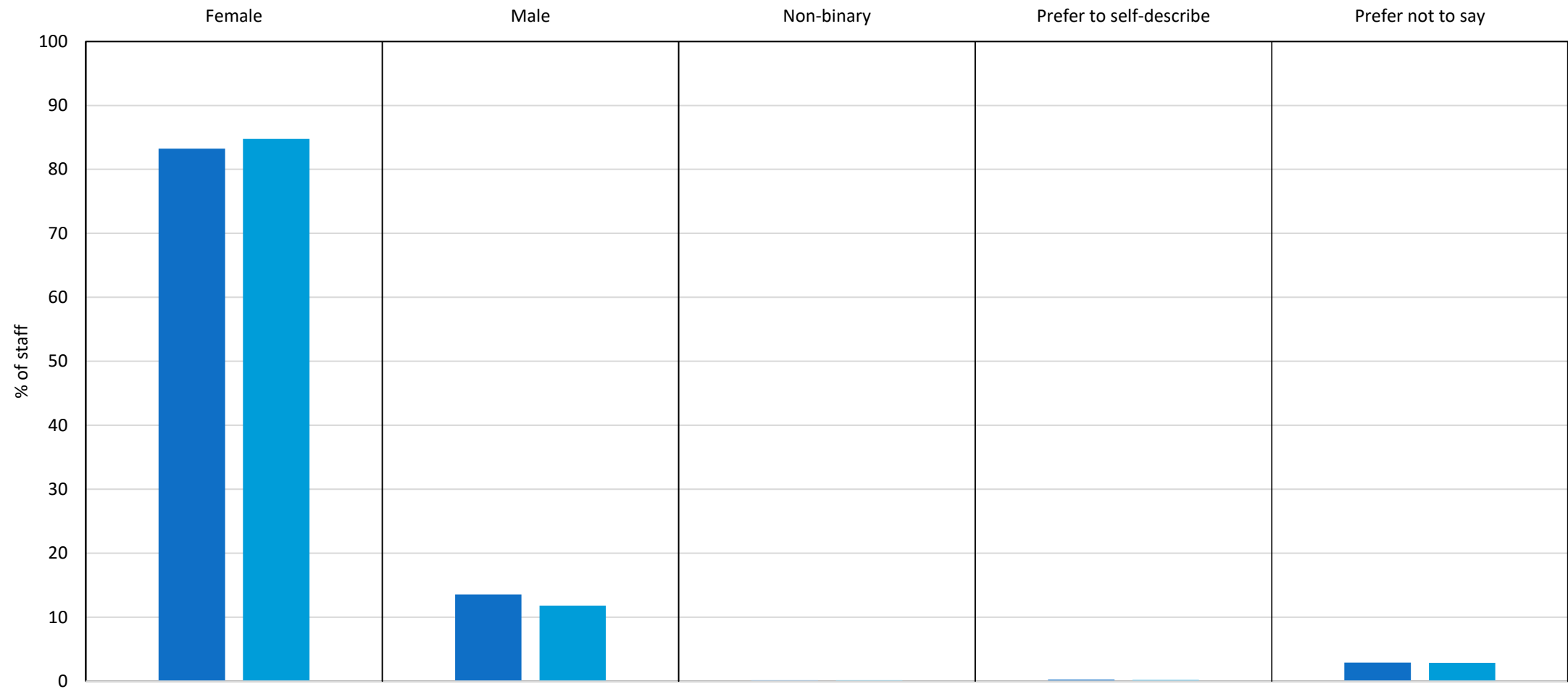
	2018	2019	2020	2021	2022
Organisation average	7.2	7.3	7.3	7.2	7.2
Staff with a LTC or illness: Your org	6.9	7.0	7.0	7.0	6.9
Staff without a LTC or illness: Your org	7.3	7.4	7.4	7.3	7.3
Staff with a LTC or illness: Average	6.8	6.9	7.0	6.9	6.9
Staff without a LTC or illness: Average	7.2	7.4	7.4	7.3	7.3
Staff with a LTC or illness: Responses	497	620	707	940	905
Staff without a LTC or illness: Responses	2003	2427	2342	2830	2732

N.B. Data shown in this chart are unweighted therefore will not match weighted staff engagement scores in other outputs.

About your respondents

This section will show demographic information for 2022.

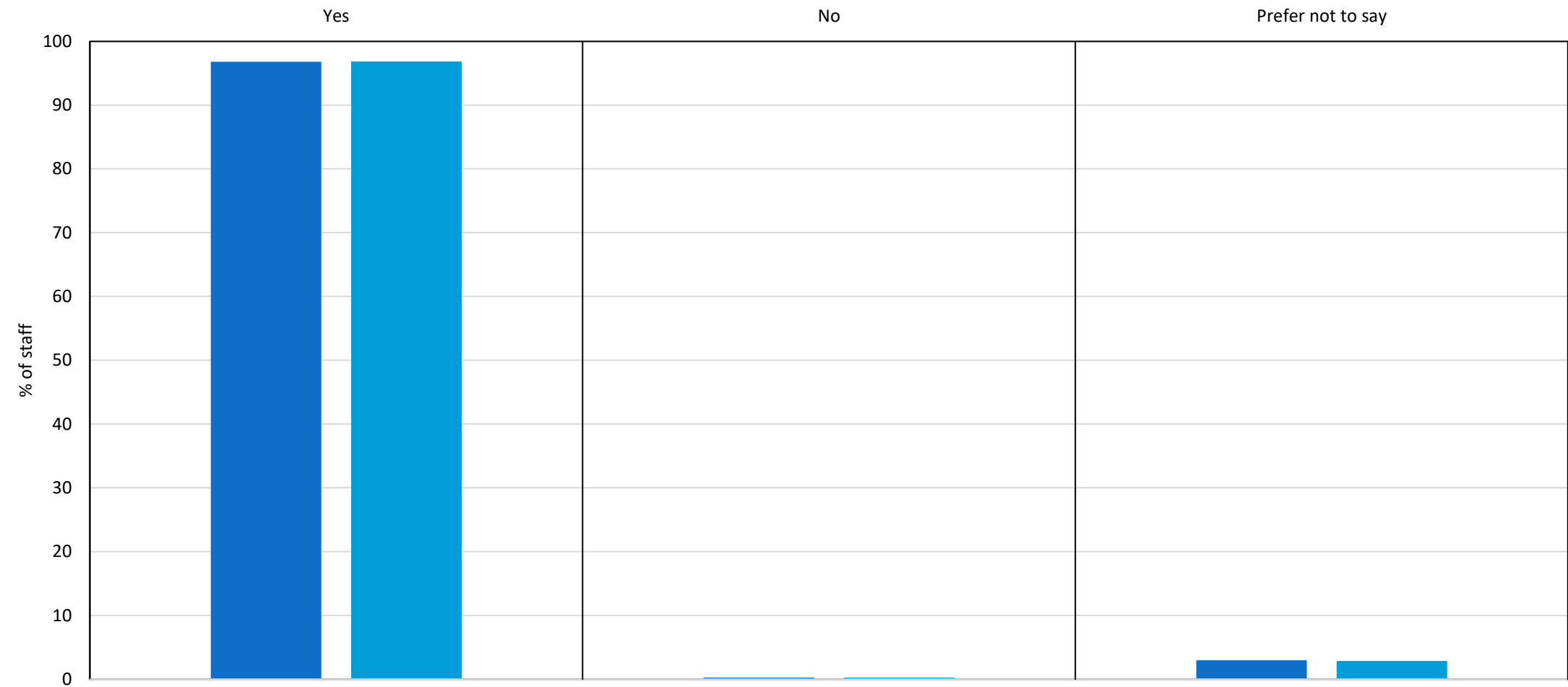
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



Your org	83.2%	13.5%	0.1%	0.2%	2.9%
Average	84.8%	11.8%	0.1%	0.2%	2.9%
Responses	3653	3653	3653	3653	3653



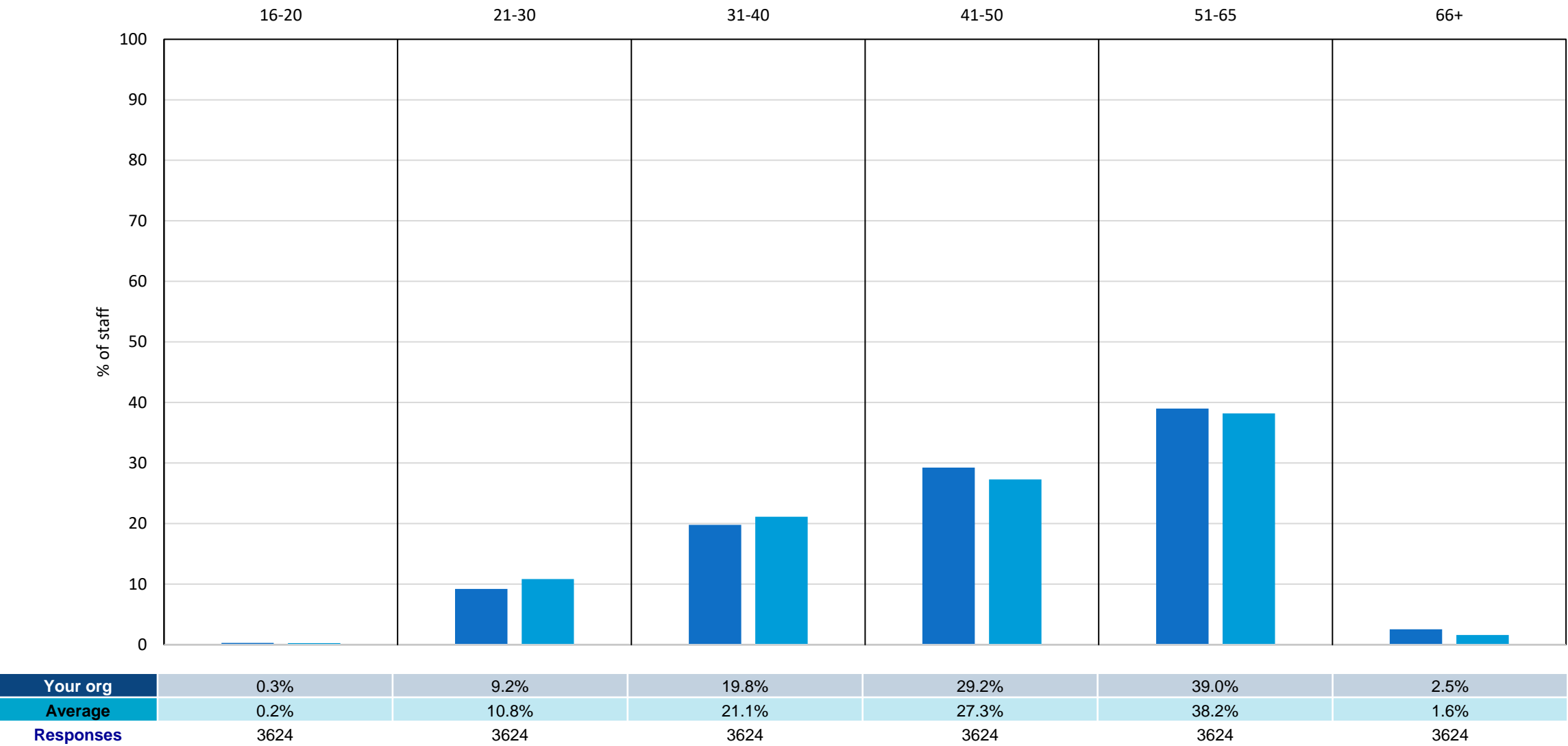
Background details – Is your gender identity the same as the sex you were assigned at birth?



Your org	96.8%	0.2%	3.0%
Average	96.8%	0.2%	2.9%
Responses	3432	3432	3432

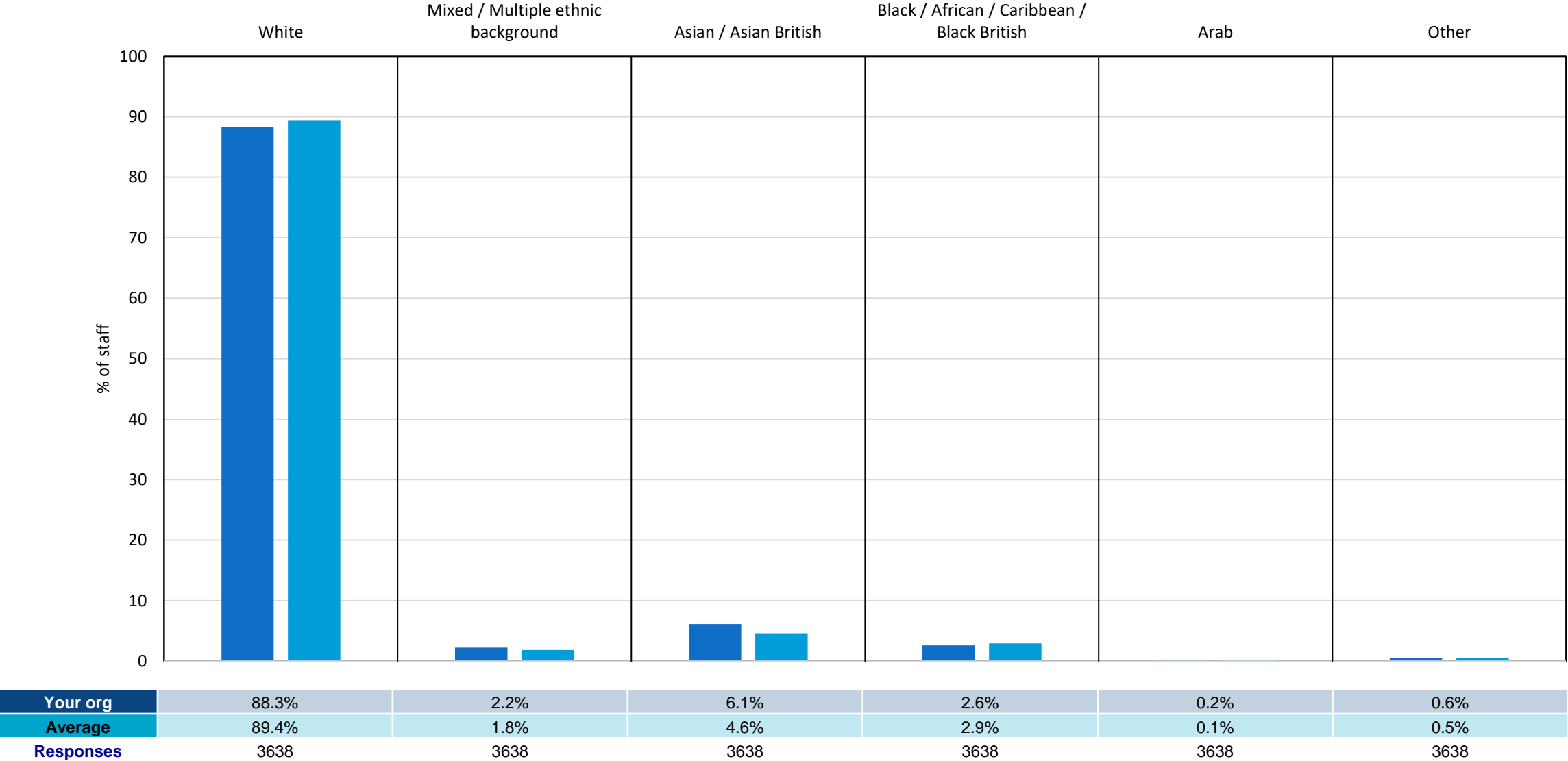


Background details - Age



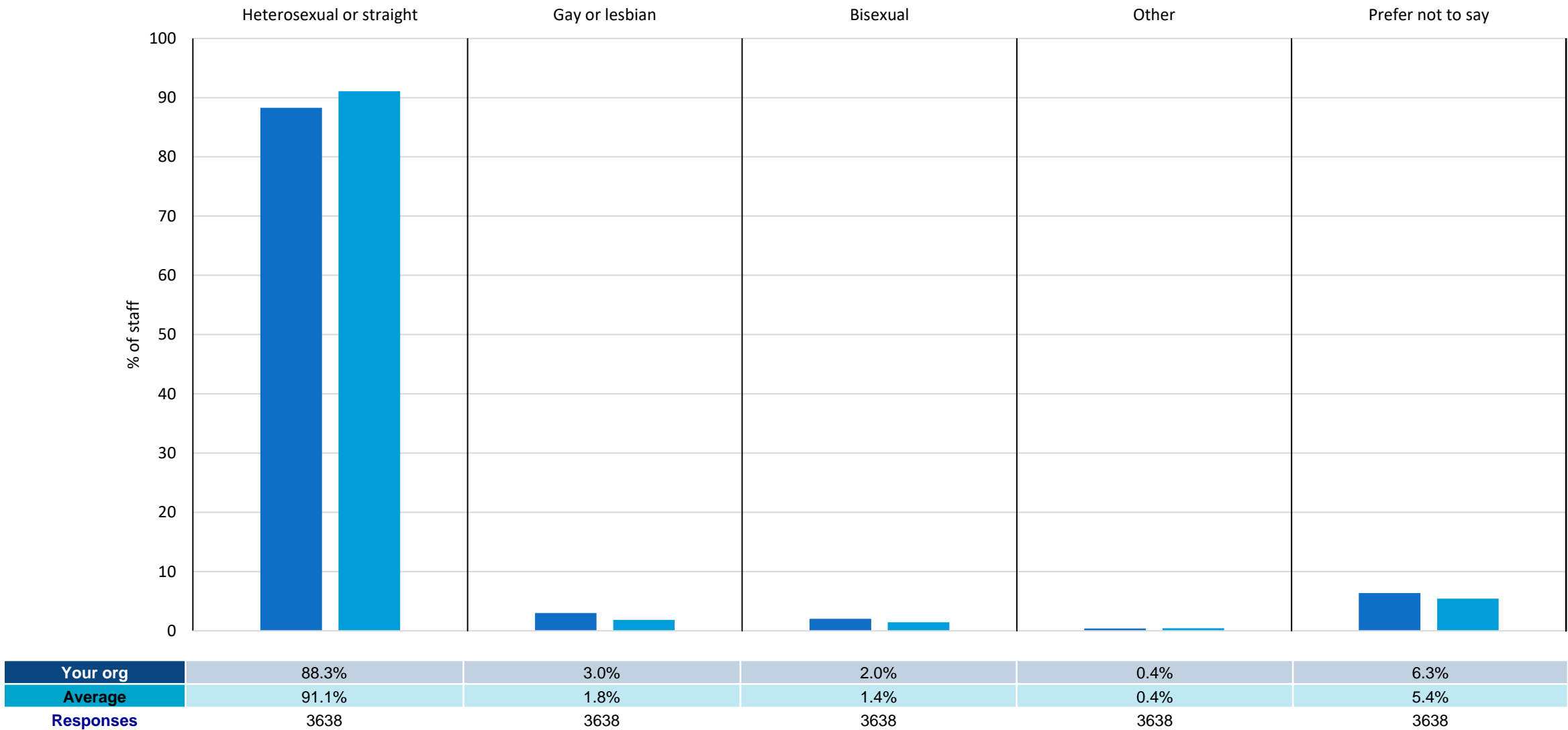


Background details - Ethnicity



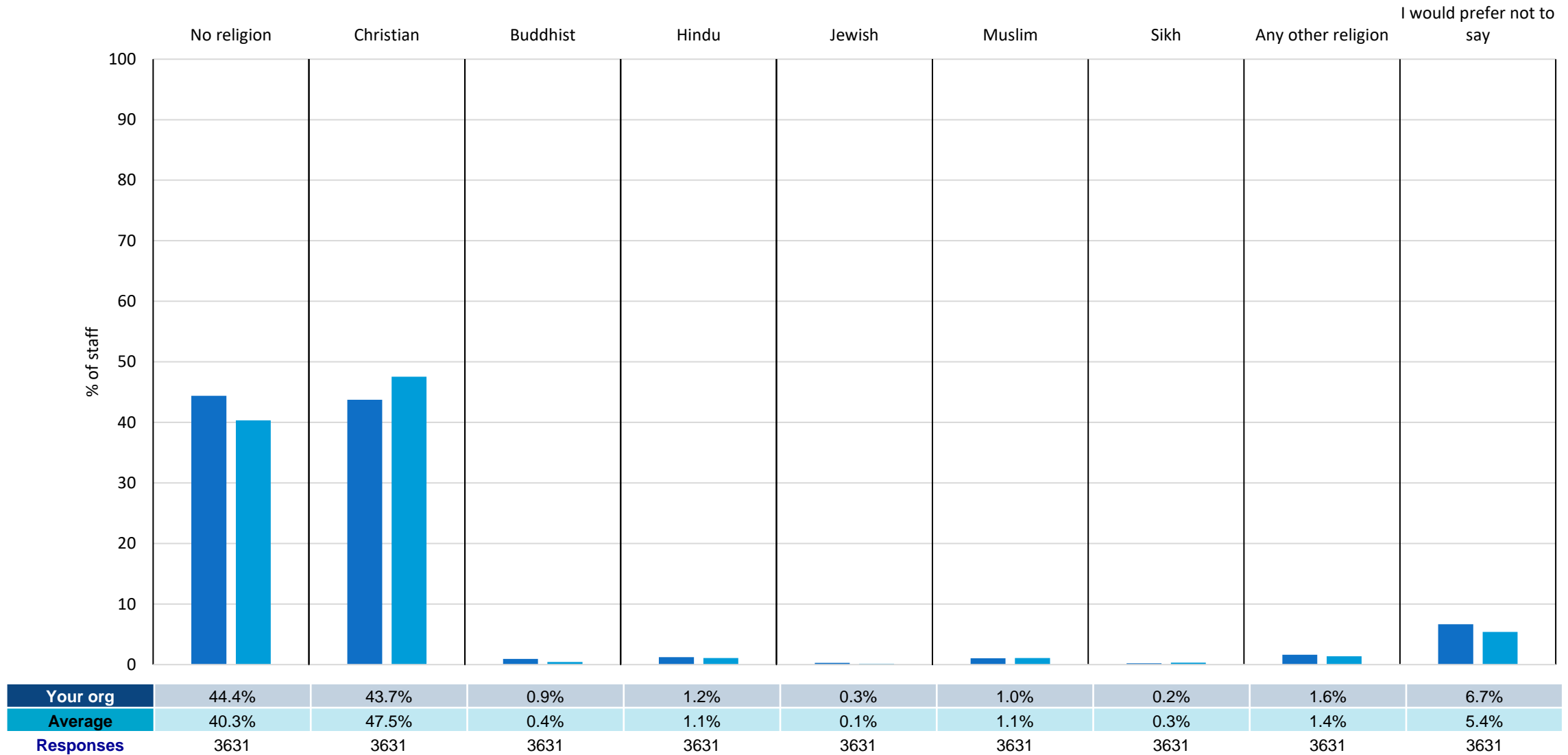


Background details – Sexual orientation

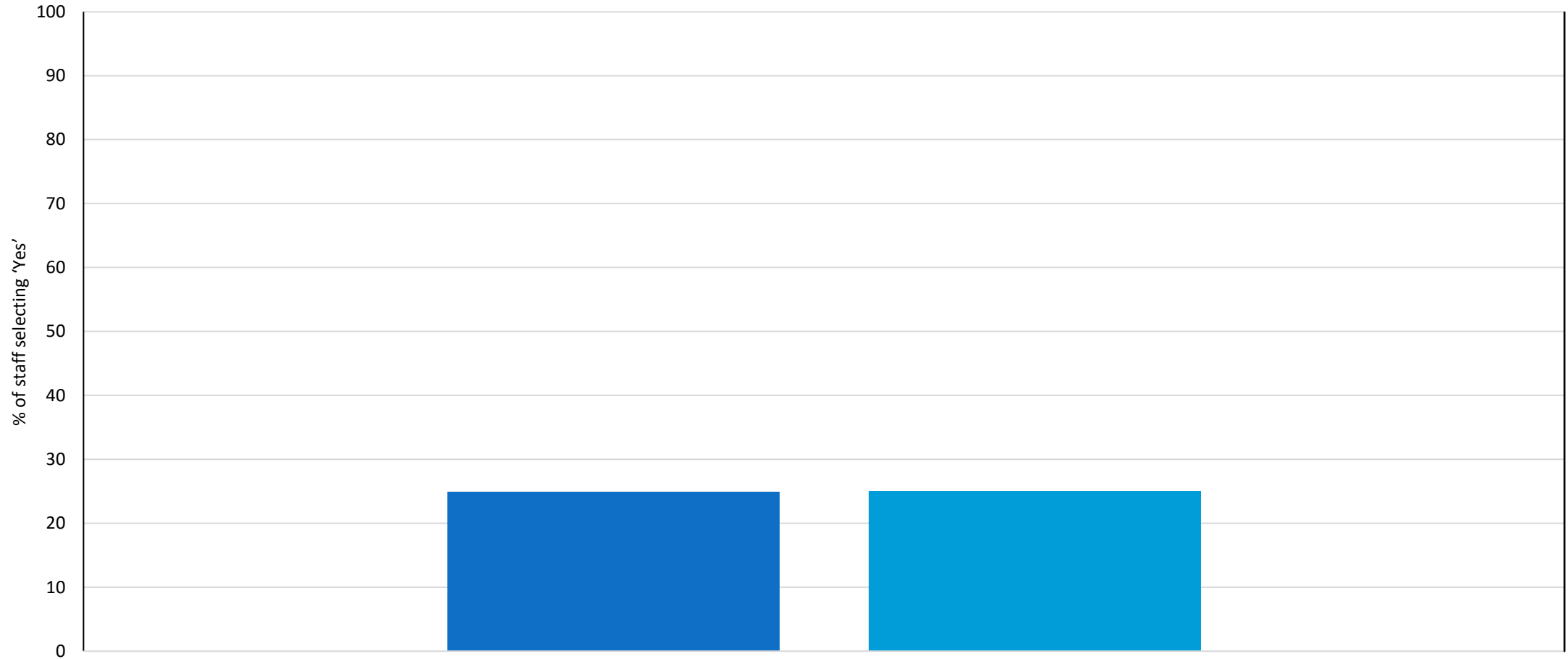




Background details - Religion



Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

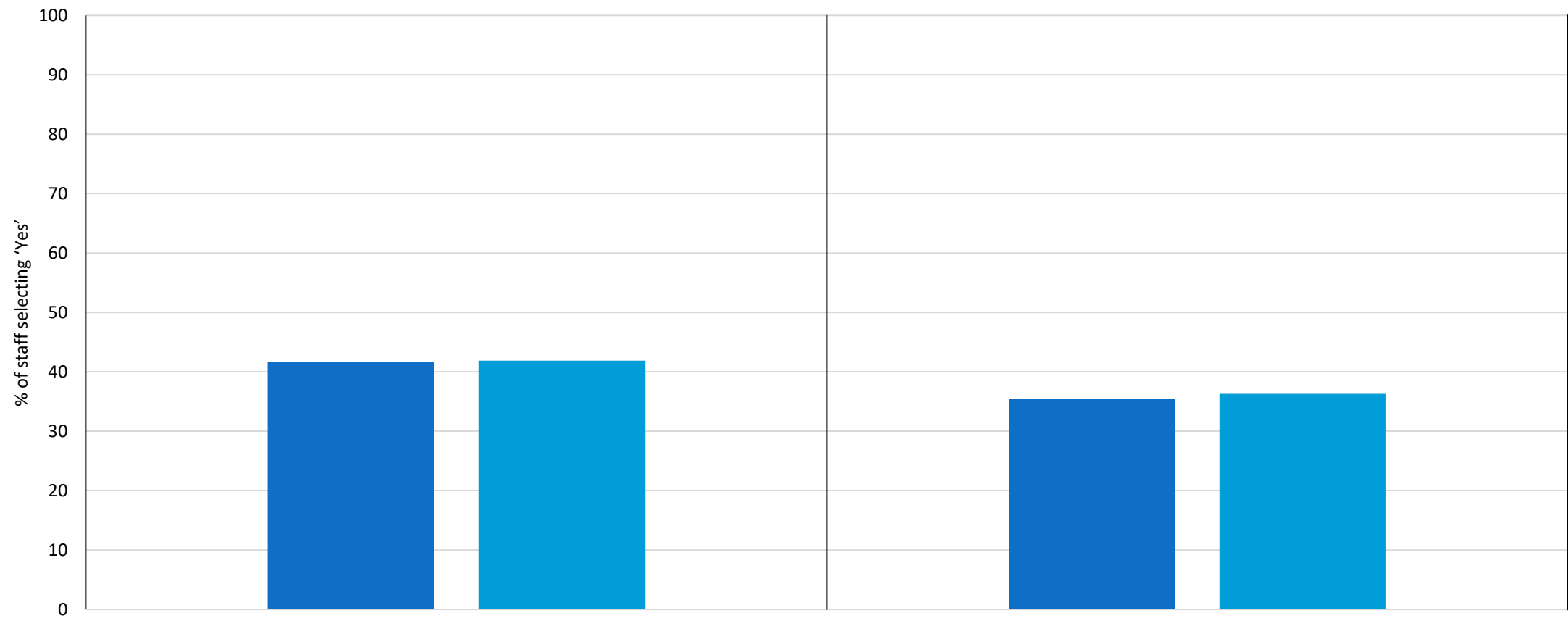


Your org	24.9%
Average	25.0%
Responses	3644



Do you have any children aged from 0 to 17 living at home with you or who you have regular caring responsibility for?

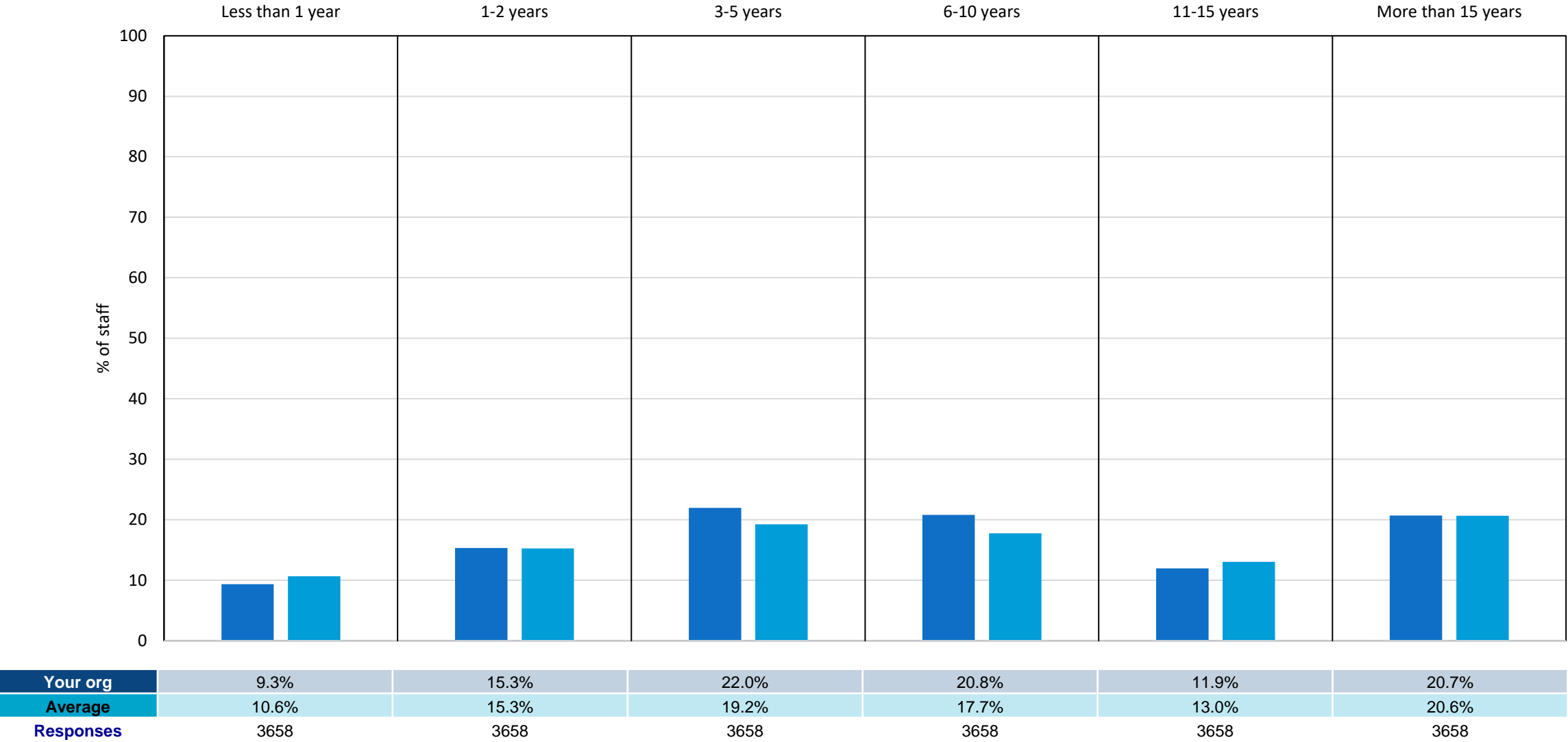
Do you look after or give any help or support to family members, friends, neighbours or others because of either: long term physical or mental ill health / disability, or problems related to old age.



Your org	41.7%	35.4%
Average	41.9%	36.3%
Responses	3640	3631

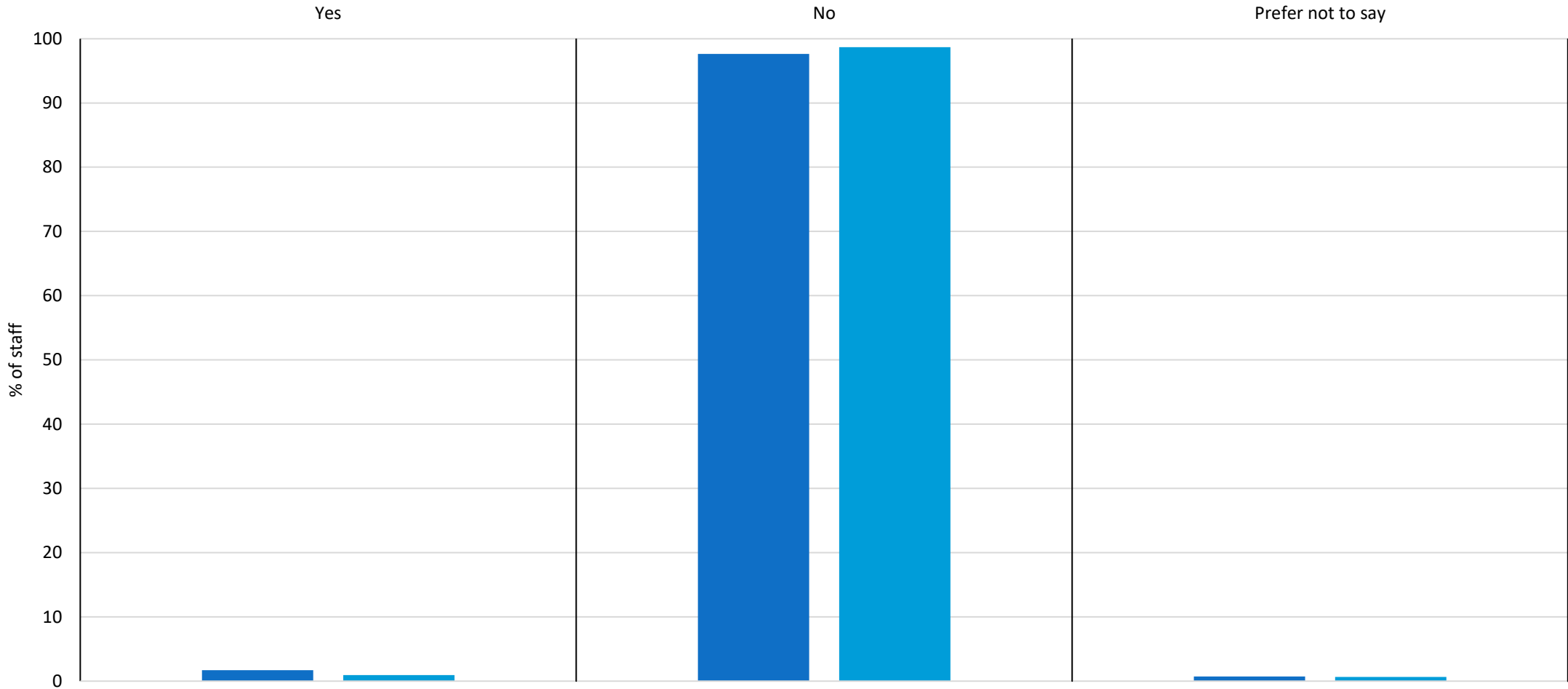


Background details – Length of service





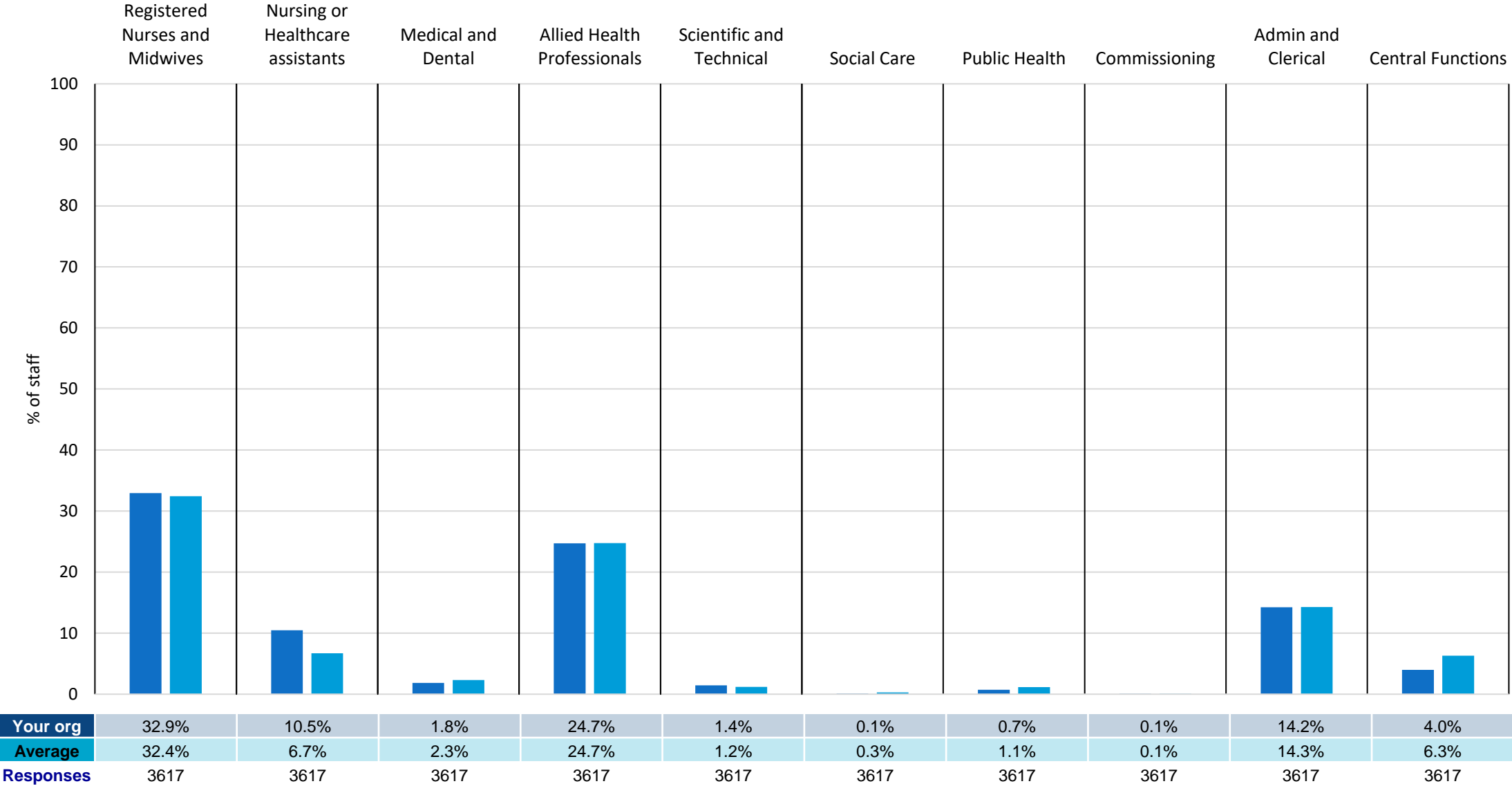
Background details — When you joined this organisation were you recruited from outside of the UK?



Your org	1.7%	97.6%	0.7%
Average	0.9%	98.7%	0.6%
Responses	3441	3441	3441

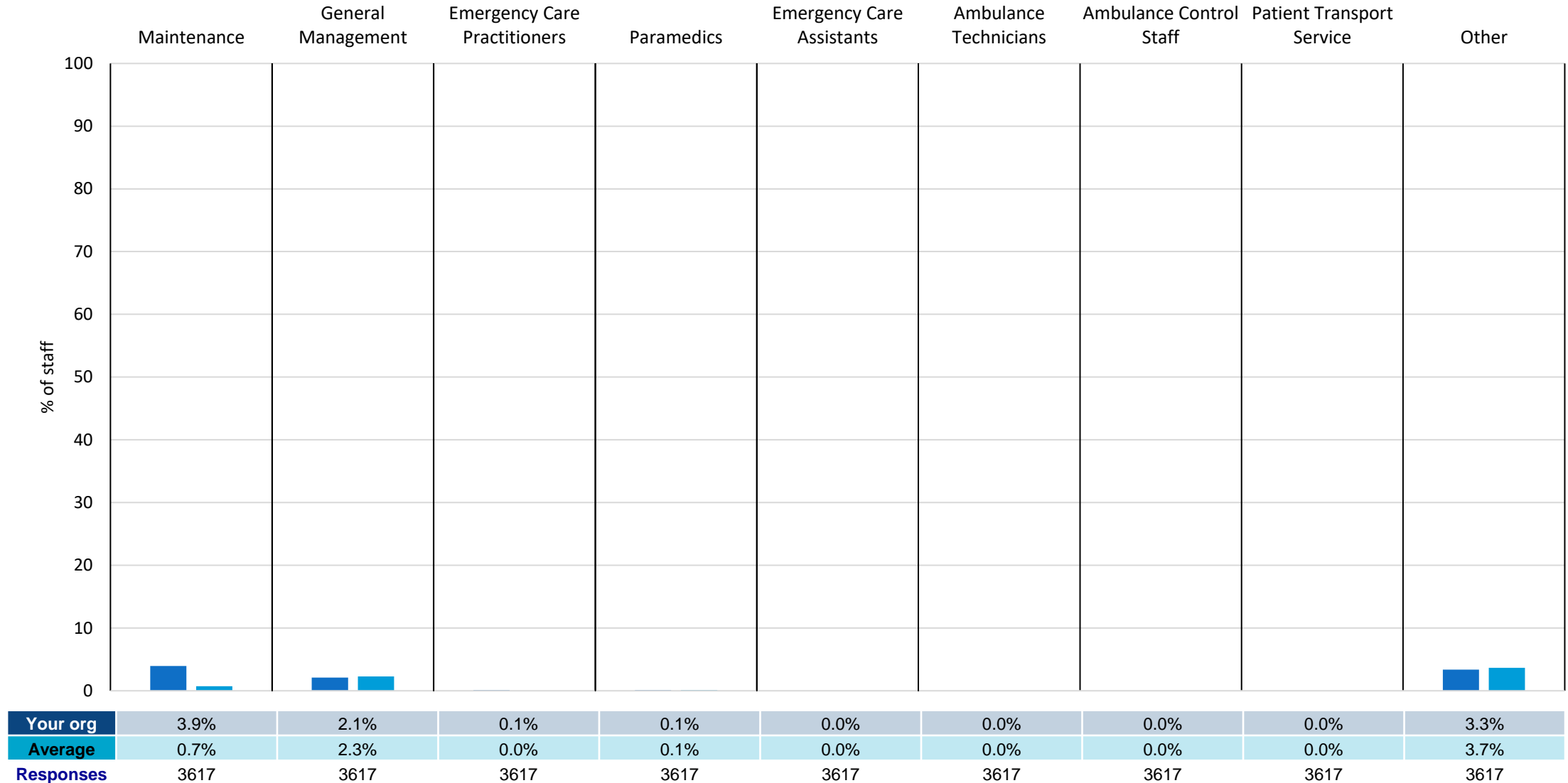


Background details – Occupational group





Background details – Occupational group



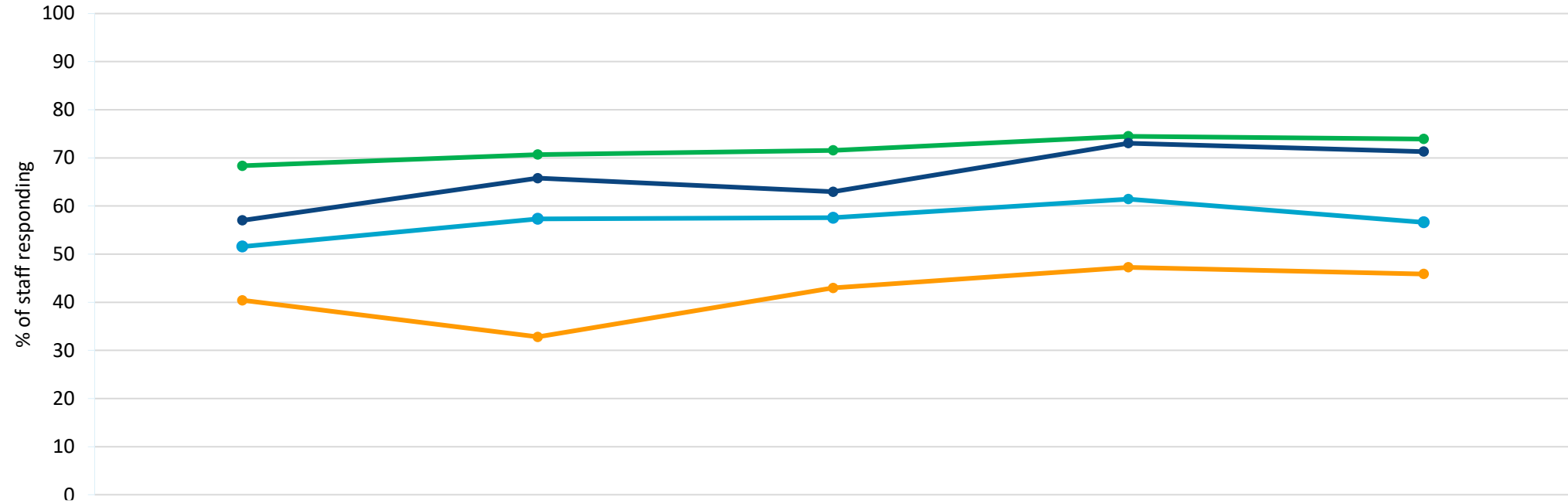
Appendices

Appendix A: Response rate



Appendix A: Response rate

Response rate



	2018	2019	2020	2021	2022
Your org	57.0%	65.8%	63.0%	73.0%	71.3%
Highest	68.3%	70.7%	71.6%	74.5%	73.9%
Average	51.6%	57.3%	57.5%	61.4%	56.6%
Lowest	40.4%	32.8%	43.0%	47.3%	45.9%
Responses	2664	3145	3164	3886	3702

Appendix B: Significance testing 2021 vs 2022

The table below presents the results of significance testing conducted on the theme scores calculated in both 2021 and 2022*.

People Promise elements	2021 score	2021 respondents	2022 score	2022 respondents	Statistically significant change?
We are compassionate and inclusive	7.8	3810	7.8	3692	Not significant
We are recognised and rewarded	6.4	3839	6.4	3691	Not significant
We each have a voice that counts	7.2	3773	7.1	3662	Not significant
We are safe and healthy	6.3	3791	6.3	3665	Not significant
We are always learning	5.8	3688	5.9	3576	Not significant
We work flexibly	6.8	3813	6.8	3679	Not significant
We are a team	7.1	3810	7.2	3681	Not significant
Themes					
Staff Engagement	7.3	3843	7.2	3692	Not significant
Morale	6.1	3837	6.1	3693	Not significant

* Statistical significance is tested using a two-tailed t-test with a 95% level of confidence. For more details please see the [technical document](#).

Appendix C: Tips on using your benchmark report

The following pages include tips on how to read, interpret and use the data in this report. The **suggestions are aimed at users who would like some guidance on how to understand the data** in this report. These suggestions are by no means the only way to analyse or use the data, but have been included to aid users.

Key points to note



The seven People Promise elements, the two themes and the sub-scores that feed into them cover key areas of staff experience and present results in these areas in a clear and consistent way. All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score. These scores are created by scoring questions linked to these areas of experience and grouping these results together. Details of how the scores are calculated can be found in the technical document available on the [Staff Survey website](#).



A key feature of the reports is that they **provide organisations with up to five years of trend data**. Trend data provides a much more reliable indication of whether the most recent results represent a change from the norm for an organisation than comparing the most recent results only to those from the previous year. Taking a longer term view will help organisations to identify trends over several years that may have been missed when comparisons are drawn solely between the current and previous year.



People Promise elements, themes and sub-scores are benchmarked so that organisations can make comparisons to their peers on specific areas of staff experience. Question results provide organisations with more granular data that will help them to identify particular areas of concern. The trend data are benchmarked so that organisations can identify how results on each question have changed for themselves and their peers over time by looking at a single graph.

N.B. Historical benchmarking data for 2019 has been revised for the Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts, and Community Trusts benchmarking groups. This is due to a revision in the occupation group weighting to correctly reflect historical benchmarking group changes. Historical data is reweighted each year according to the latest results and so historical figures change with each new year of data; however it is advised to keep the above in mind when viewing historical results released in 2022.

Appendix C: 1. Reviewing People Promise and theme results

When analysing People Promise element and theme results, it is easiest to start with the [overview](#) page to quickly identify areas which are doing better or worse in comparison to other organisations in the given benchmarking group.

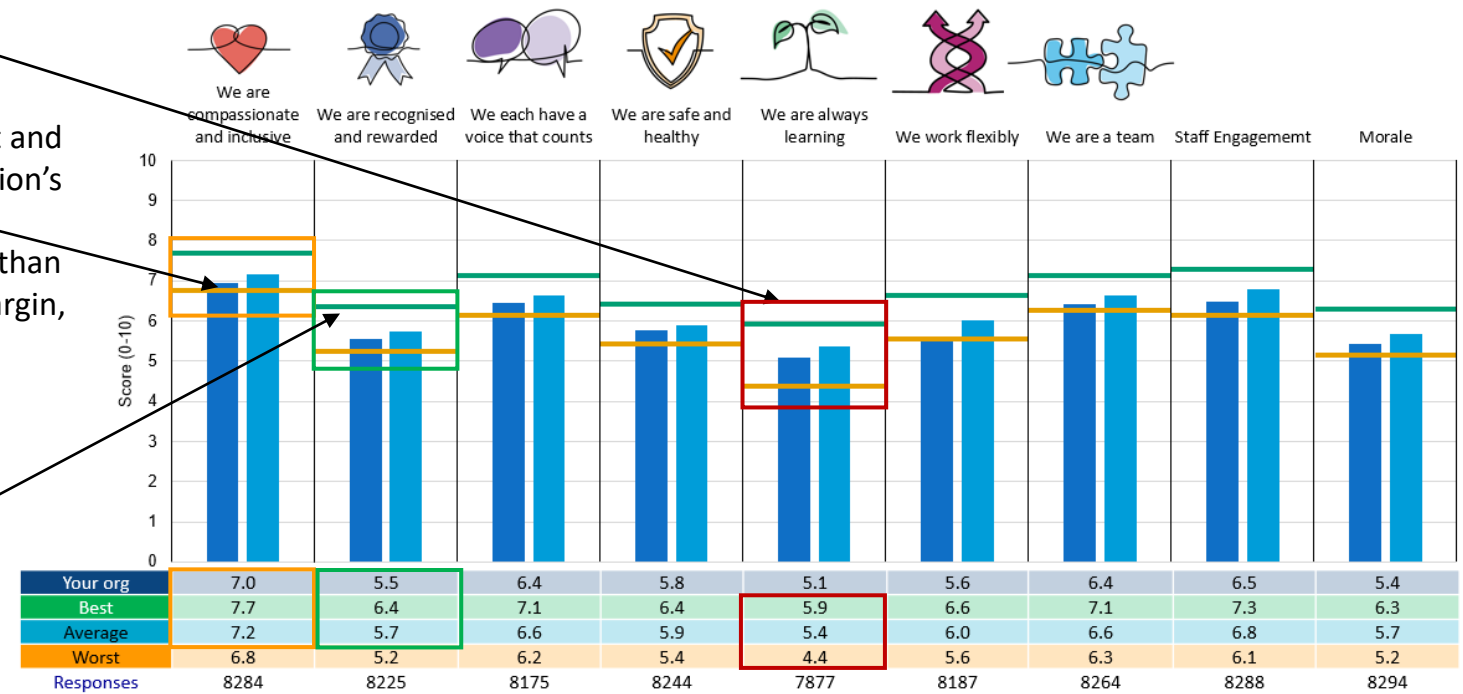
It is important to **consider each result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing People Promise element and theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

Areas to improve

- By checking where the 'Your org' column/value is lower than the benchmarking group 'Average' you can quickly identify areas for improvement.
- It is worth looking at the difference between the 'Your org' result and the benchmarking group 'Worst' score. The closer your organisation's result is to the worst score, the more concerning the result.
- Results where your organisation's score is only marginally better than the 'Average', but still lags behind the best result by a notable margin, could also be considered as areas for further improvement.

Positive outcomes

- Similarly, using the overview page it is easy to identify People Promise elements and themes which show a positive outcome for your organisation, where 'Your org' scores are distinctly higher than the benchmarking group 'Average' score.
- Positive stories to report could be ones where your organisation approaches or matches the benchmarking group's 'Best' score.

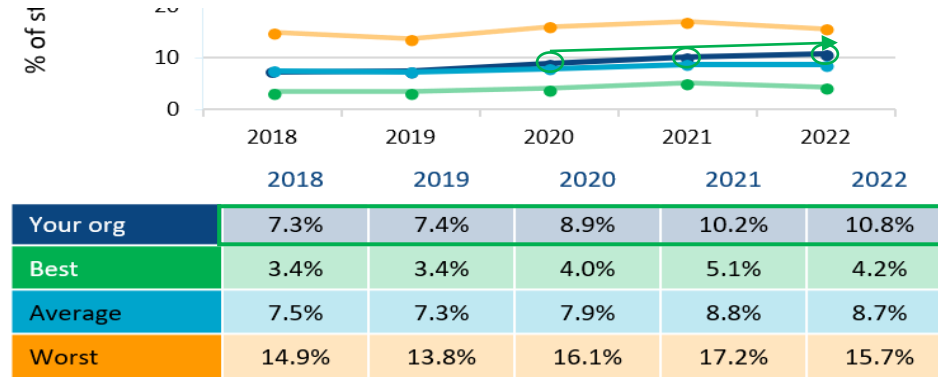


Only one example is highlighted for each point

Appendix C: 2. Reviewing results in more detail

Review trend data

Trend data can be used to identify measures which have been consistently improving for your organisation (i.e. showing an upward trend) over the past years and ones which have been declining over time. These charts can **help establish if there is genuine change in the results** (if the results are consistently improving or declining over time), or whether a change between years is just a minor **year-on-year** fluctuation.

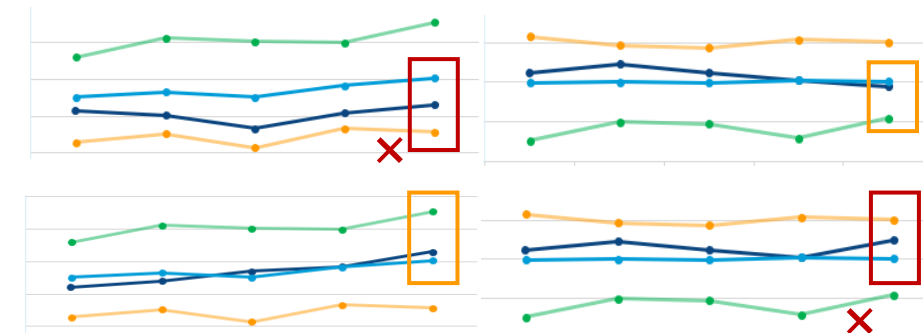


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

Review the sub-scores and questions feeding into the People Promise elements and themes

In order to understand exactly which factors are driving your organisation's People Promise element and theme scores, you should review the sub-scores and questions feeding into these scores. The **sub-score results** and the **'Question results'** section contain the sub-scores and questions contributing to each People Promise element and theme, grouped together. By comparing 'Your org' scores to the benchmarking group 'Average', 'Best' and 'Worst' scores for each question, the **questions which are driving your organisation's People Promise element and theme results can be identified**.

For areas of experience where results need improvement, action plans can be formulated to **focus on the questions where the organisation's results fall between the benchmarking group average and worst results**. Remember to keep an eye out for questions where a lower percentage is a better outcome – such as questions on violence or harassment, bullying and abuse.



✗ = Negative driver, org result falls between average & worst benchmarking group result for question

This benchmark report displays results for all questions in the questionnaire, including benchmarked trend data wherever available. While this a key feature of the report, at first glance the amount of information contained on more than 140 pages might appear daunting. The below suggestions aim to provide some guidance on how to get started with navigating through this set of data.

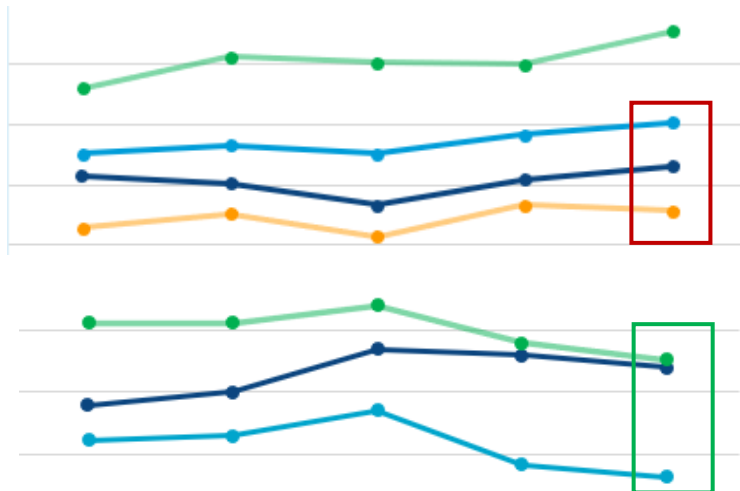
Identifying questions of interest

➤ Pre-defined questions of interest – key questions for your organisation

Most organisations will have questions which have traditionally been a focus for them - questions which have been targeted with internal policies or programmes, or whose results are of heightened importance due to organisation values or because they are considered a proxy for key issues. Outcomes for these questions can be assessed on the backdrop of benchmark and historical trend data.

➤ Identifying questions of interest based on the results in this report

The methods recommended to review your People Promise and theme results can also be applied to pick out question level results of interest. However, **unlike People Promise elements, themes and sub-scores where a higher score always indicates a better result, it is important to keep an eye out for questions where a lower percentage relates to a better outcome** (see details on the 'Using the report' page in the 'Introduction' section).



- **To identify areas of concern:** look for questions where the organisation value falls between the benchmarking group average and the worst score, particularly questions where your organisation result is very close to the worst score. Review changes in the trend data to establish if there has been a decline or stagnation in results across multiple years, but consider the context of how the trust has performed in comparison to its benchmarking group over this period. A positive trend for a question that is still below the average result can be seen as good progress to build on further in the future.
- **When looking for positive outcomes:** search for results where your organisation is closest to the benchmarking group best result (but remember to consider results for previous years), or ones where there is a clear trend of continued improvement over multiple years.

Appendix D: Additional reporting outputs

Below are links to other key reporting outputs that complement this report. A full list and more detailed explanation of the reporting outputs is included in the Technical Document.

Supporting documents



Basic Guide: Provides a brief overview of the NHS Staff Survey data and details on what is contained in each of the reporting outputs.



Technical Document: Contains technical details about the NHS Staff Survey data, including: data cleaning, weighting, benchmarking, People Promise, historical comparability of organisations and questions in the survey.

Other local results



Local Dashboards: Online dashboards containing results for each participating organisation, similar those provided in this report, with trend data and benchmark results for up to five years where possible. These dashboards additionally show the full breakdown of response options for each question.



Breakdown reports: Reports containing People Promise and theme results split by breakdown (locality) for Sussex Community NHS Foundation Trust.

National results



National Dashboards: Online dashboards containing national results for NHS trusts with trend data for up to five years where possible. These dashboards show the results for different trust types and include the full breakdown or response options for each question.



Regional / System overview and Regional / System breakdown Dashboards containing results for each region and each ICS.



Detailed spreadsheets Contain detailed weighted results for all participating organisations, all trusts nationally, and for each region and ICS.