

Gloucestershire Health and Care NHS Foundation Trust

NHS Staff Survey Benchmark report 2022



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Introduction

About this report

This benchmark report for Gloucestershire Health and Care 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

Q1, Q10a, Q10b, Q10c, Q11e, Q15, Q16c, Q17, Q18a, Q18b, Q18c, Q18d, Q24d, Q30b

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.

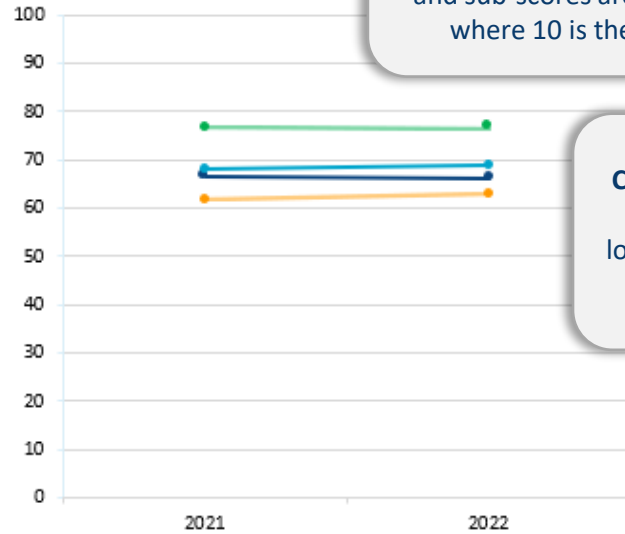
Question number and text (for summary measure) specified at the top of each slide.

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.

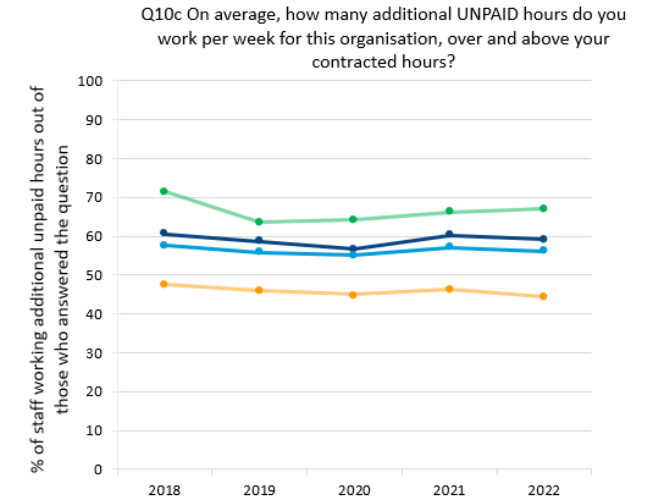
Number of responses for the organisation for the given question.

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



	2021	2022
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



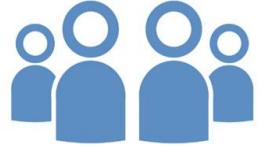
	2018	2019	2020	2021	2022
Your org	60.5%	58.7%	56.8%	60.2%	59.2%
Best	71.4%	63.6%	64.2%	66.1%	67.3%
Average	57.7%	55.9%	55.1%	57.0%	56.3%
Worst	47.7%	46.0%	45.0%	46.5%	44.6%

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

Organisation details

Gloucestershire Health and Care NHS Foundation Trust

2022 NHS Staff Survey



Organisation details

Completed questionnaires **2492**

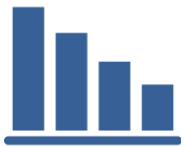
2022 response rate **55%**

Survey details

Survey mode **Mixed**

This organisation is benchmarked against:

Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts



2022 benchmarking group details

Organisations in group: 51

Median response rate: 50%

No. of completed questionnaires: 115361



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

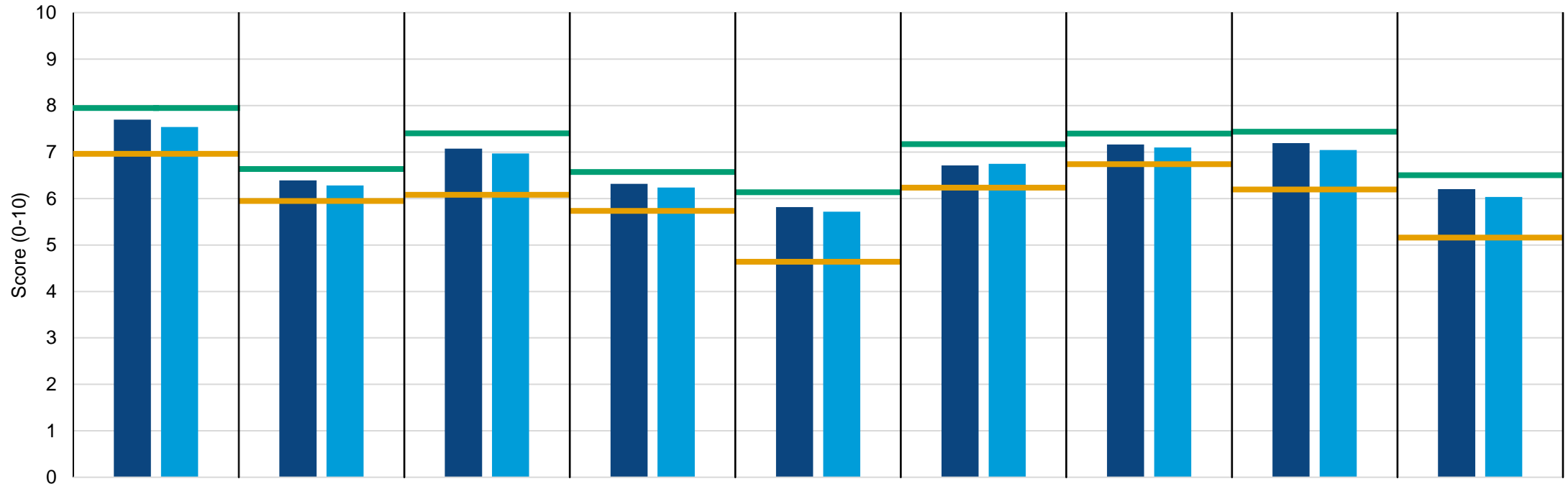
We are always
learning

We work flexibly

We are a team

Staff Engagement

Morale



Your org	7.7	6.4	7.1	6.3	5.8	6.7	7.2	7.2	6.2
Best	7.9	6.6	7.4	6.6	6.1	7.2	7.4	7.4	6.5
Average	7.5	6.3	7.0	6.2	5.7	6.7	7.1	7.0	6.0
Worst	7.0	5.9	6.1	5.7	4.6	6.2	6.7	6.2	5.2
Responses	2482	2477	2464	2457	2420	2469	2480	2486	2484

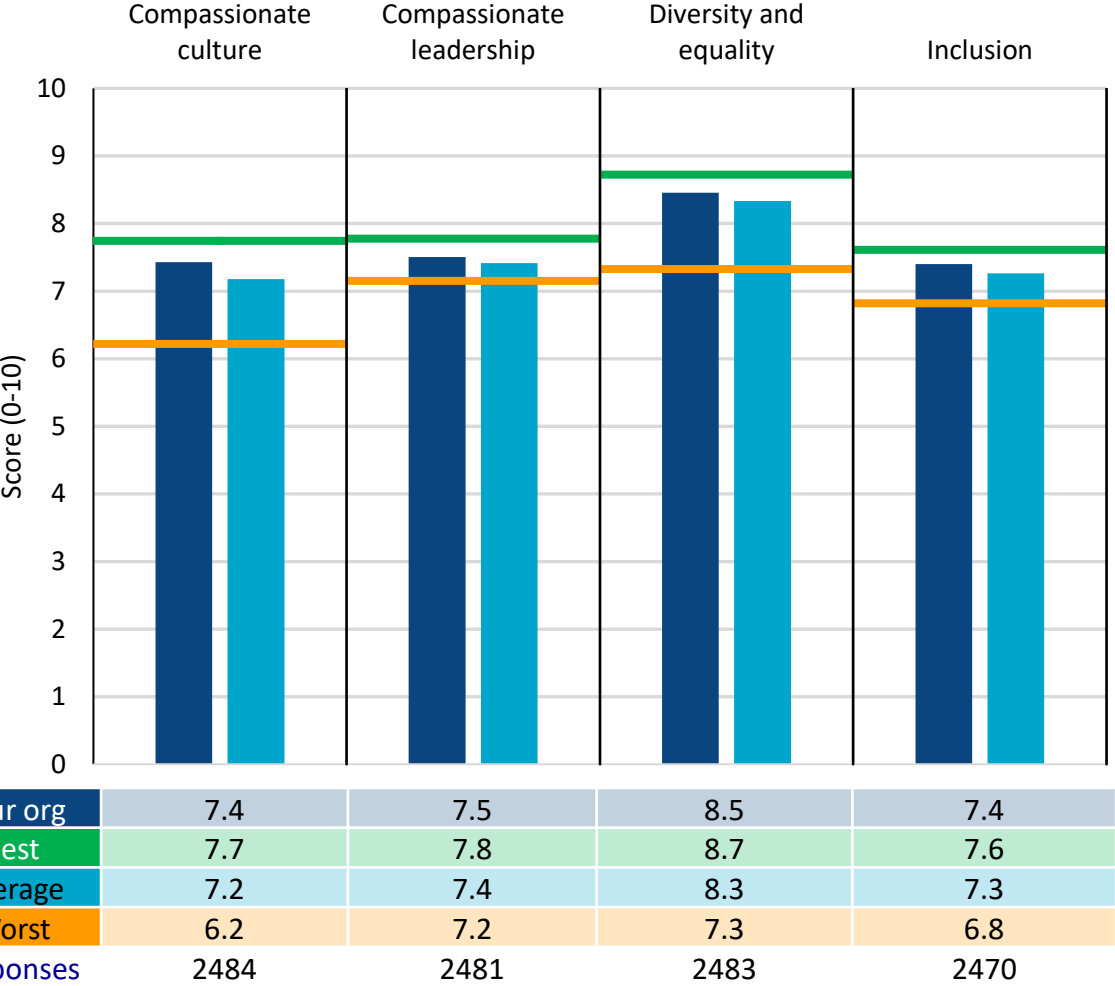


People Promise Elements, Themes and Sub-scores: Sub-score Overview

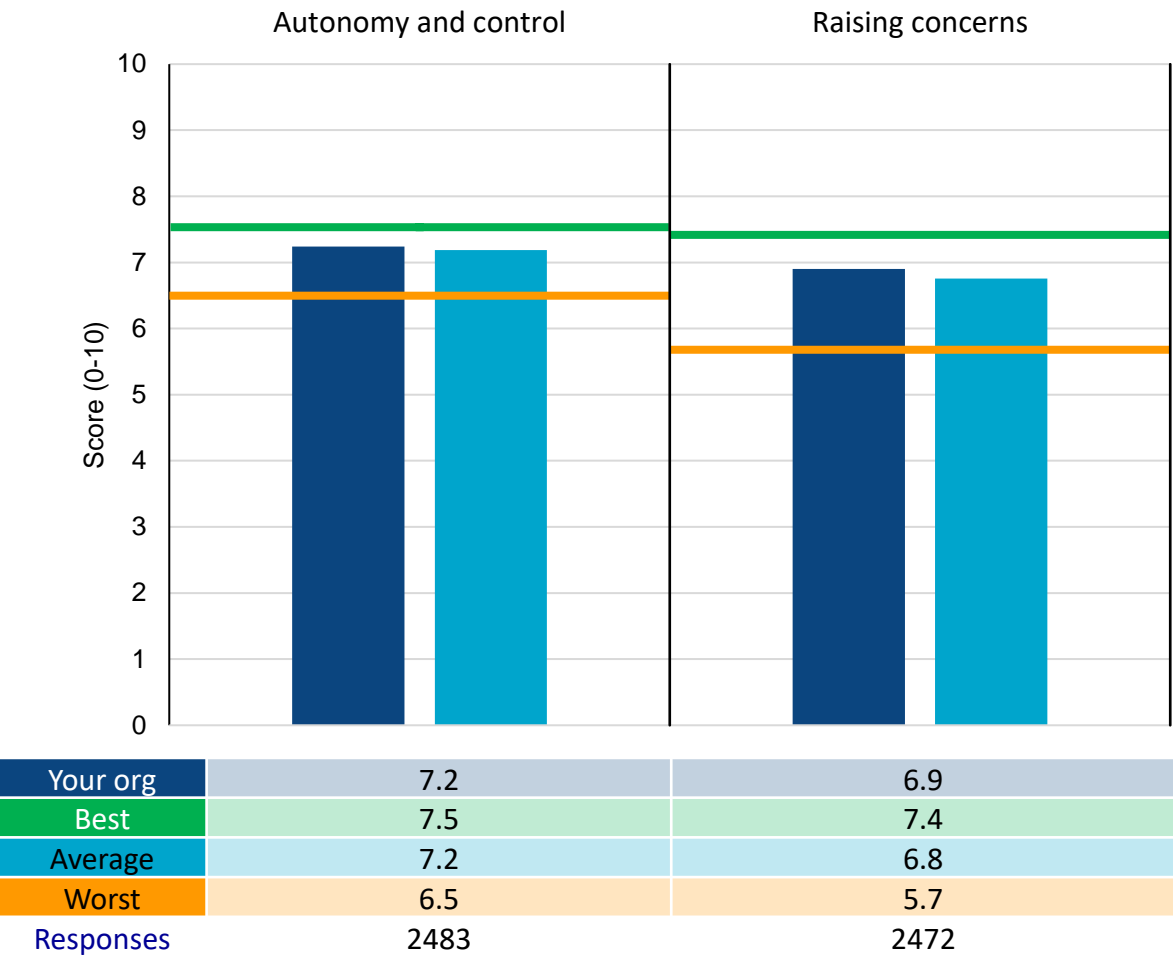
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



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.

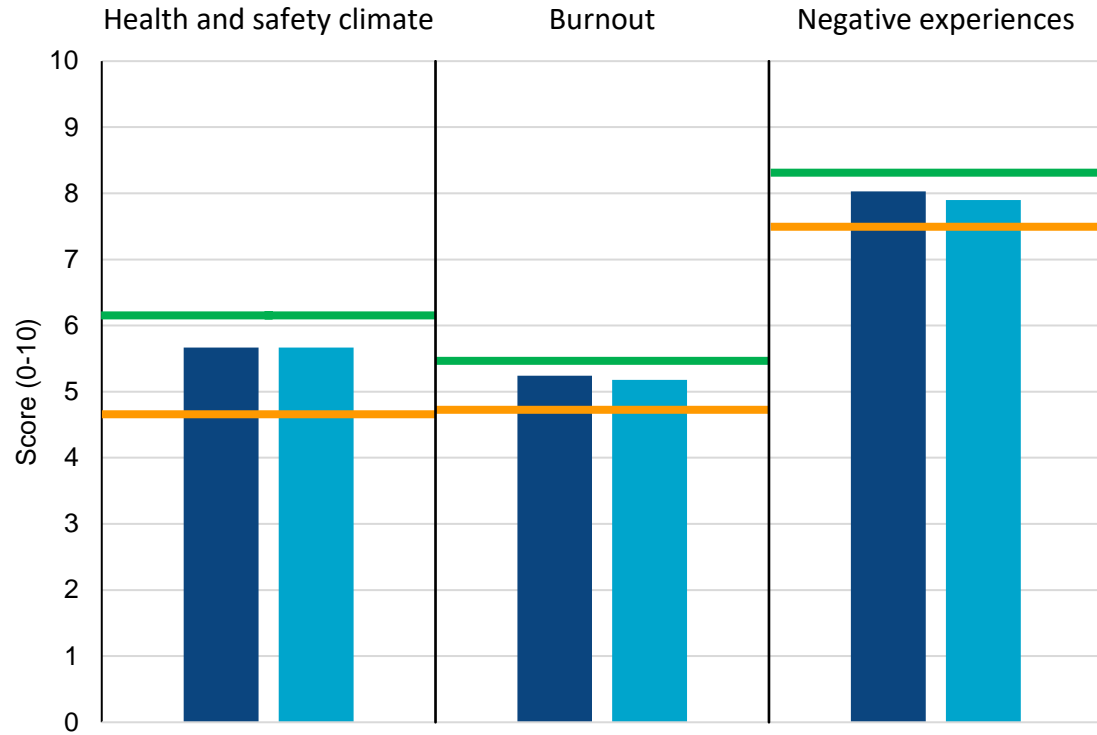


People Promise Elements, Themes and Sub-scores: Sub-score Overview

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.



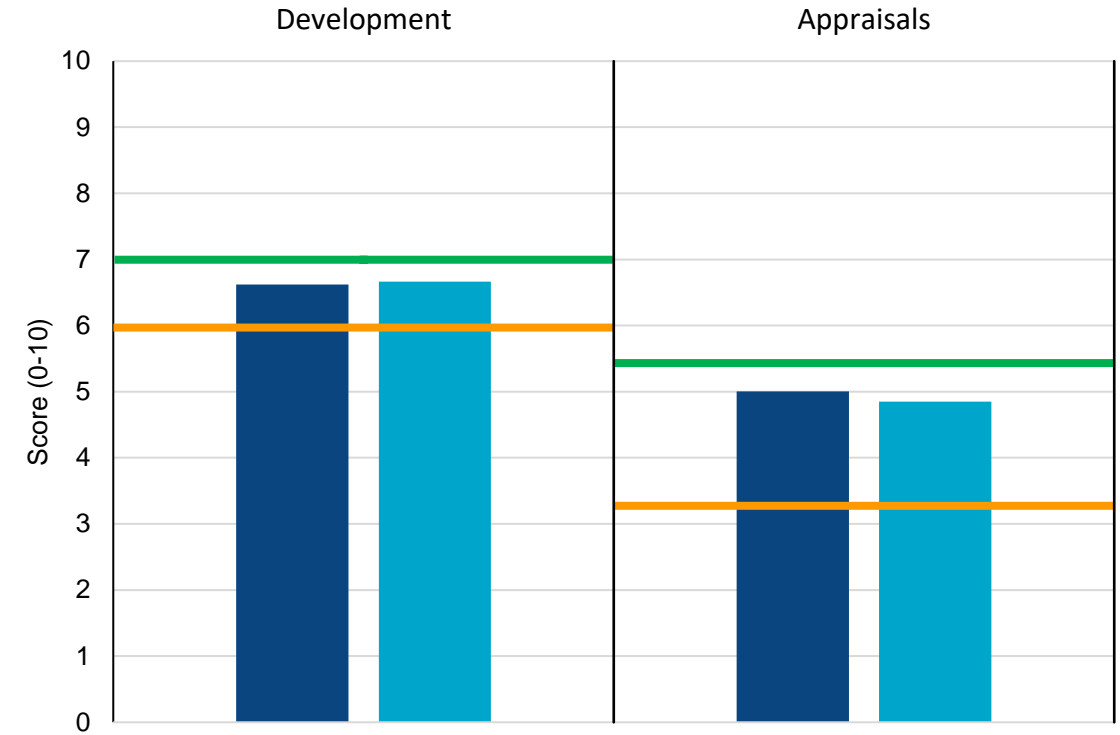
Promise element 4: We are safe and healthy



Your org	5.7	5.2	8.0
Best	6.2	5.5	8.3
Average	5.7	5.2	7.9
Worst	4.7	4.7	7.5
Responses	2483	2478	2471



Promise element 5: We are always learning



Your org	6.6	5.0
Best	7.0	5.4
Average	6.7	4.9
Worst	6.0	3.3
Responses	2487	2422

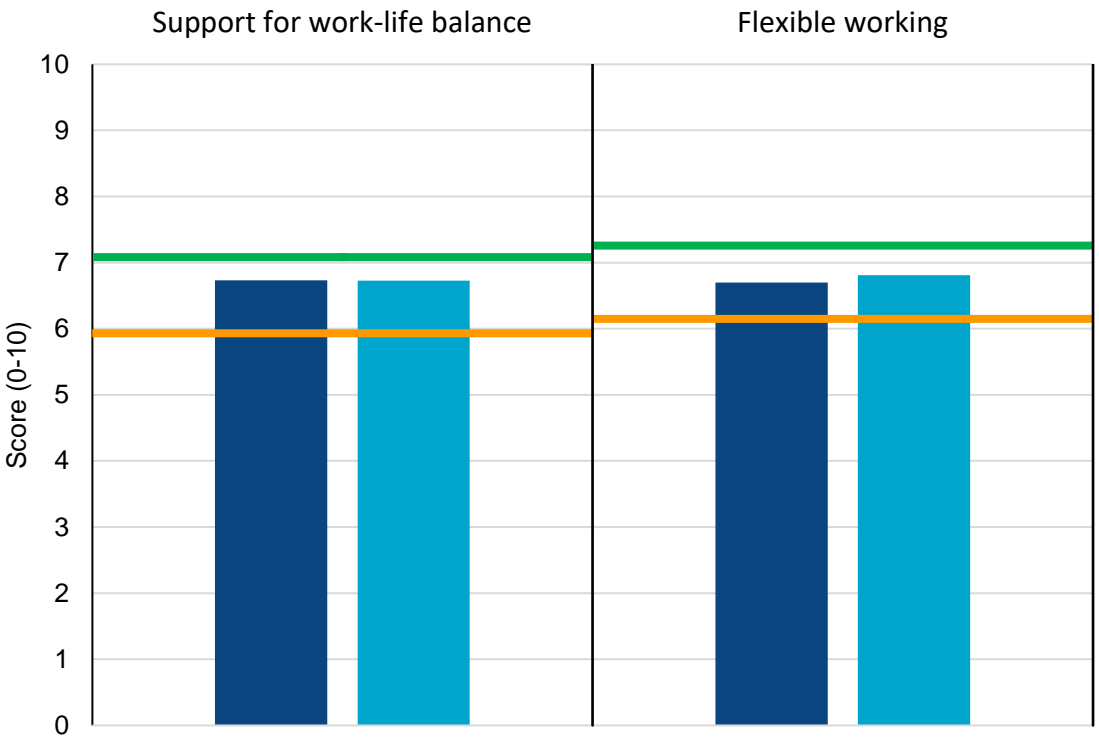


People Promise Elements, Themes and Sub-scores: Sub-score Overview

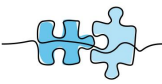
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



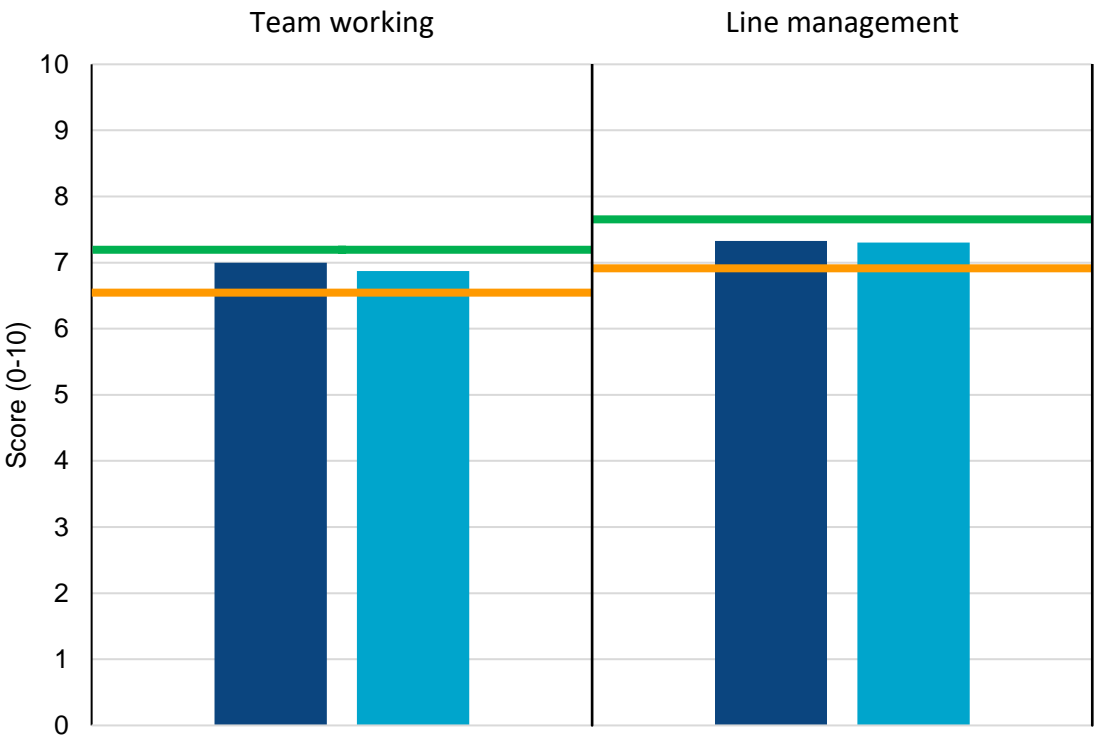
Promise element 6: We work flexibly



Your org	6.7	6.7
Best	7.1	7.3
Average	6.7	6.8
Worst	5.9	6.1
Responses	2482	2472



Promise element 7: We are a team



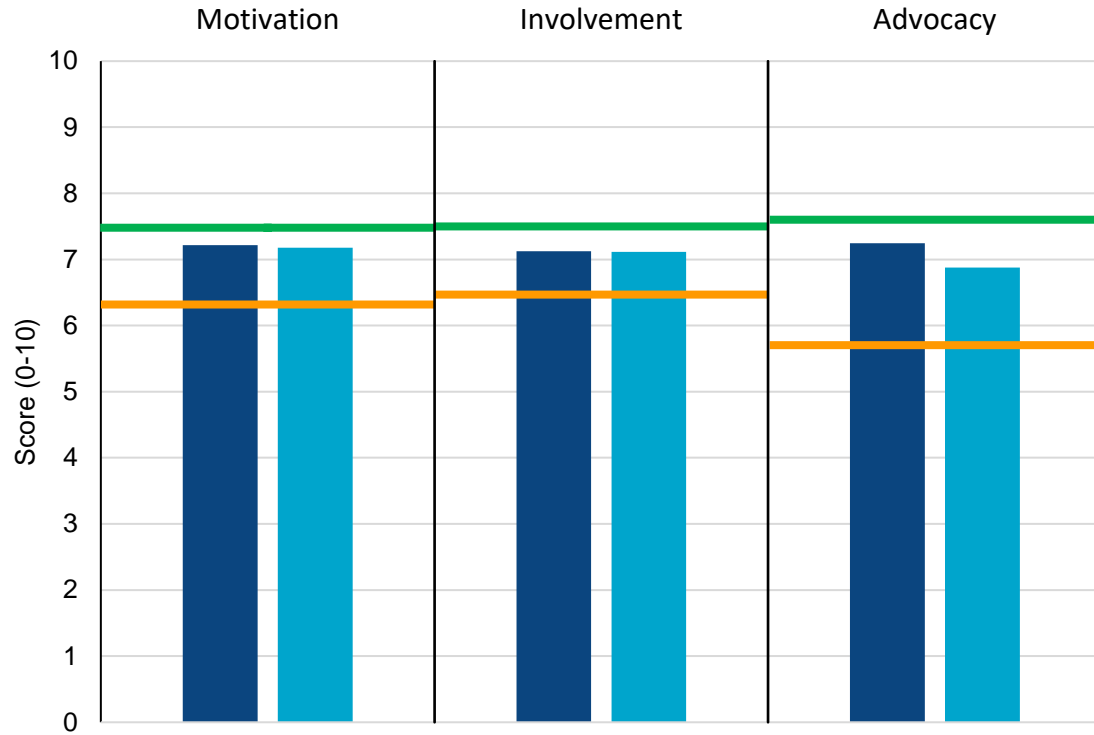
Your org	7.0	7.3
Best	7.2	7.7
Average	6.9	7.3
Worst	6.5	6.9
Responses	2481	2484



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

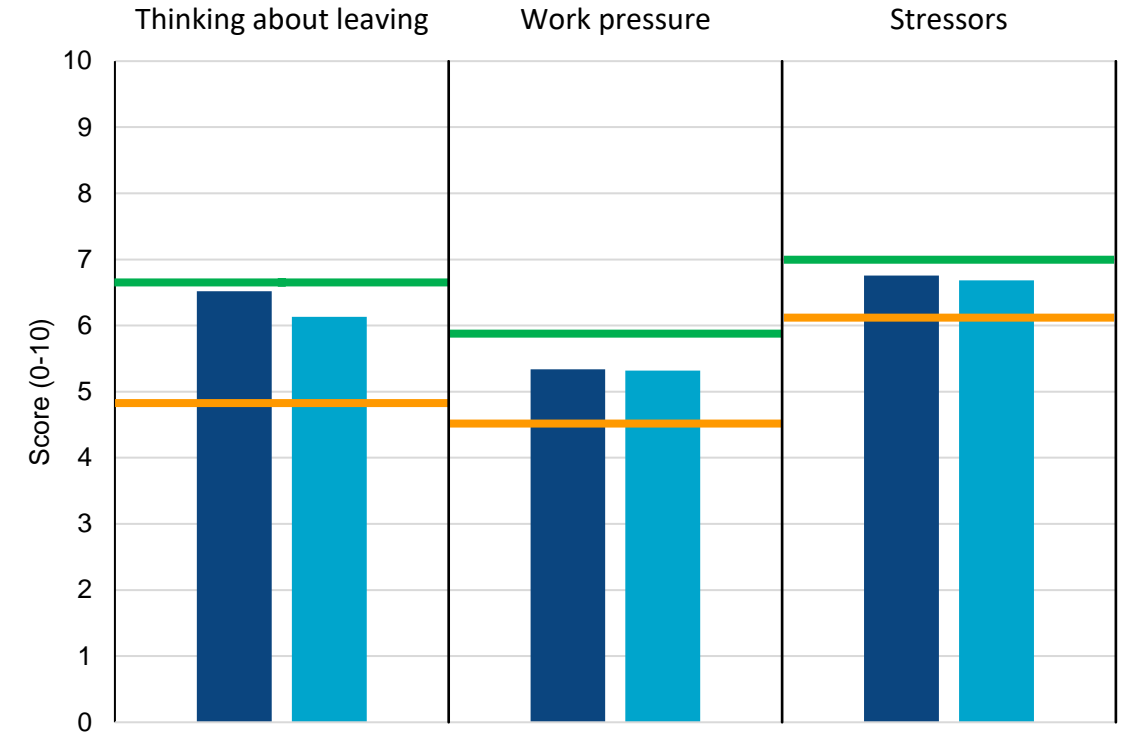
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff engagement



Your org	7.2	7.1	7.2
Best	7.5	7.5	7.6
Average	7.2	7.1	6.9
Worst	6.3	6.5	5.7
Responses	2468	2482	2484

Theme: Morale



Your org	6.5	5.3	6.8
Best	6.6	5.9	7.0
Average	6.1	5.3	6.7
Worst	4.8	4.5	6.1
Responses	2484	2481	2479

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	7.6	7.7
Best	7.9	7.9
Average	7.5	7.5
Worst	7.1	7.0
Responses	2366	2482



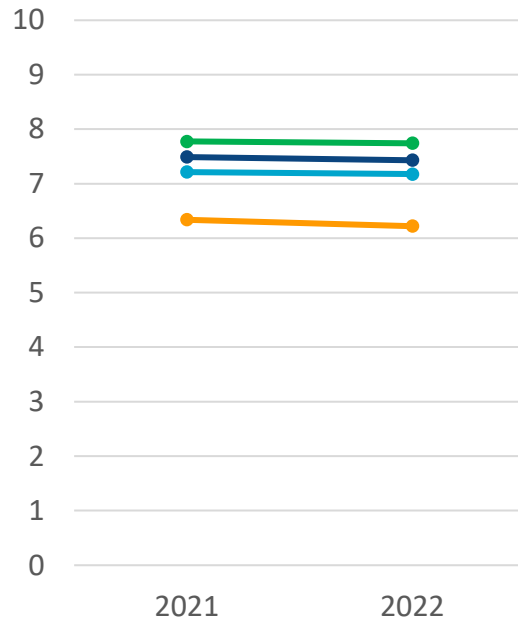
People Promise Elements, Themes and Sub-scores: Sub-score trends

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.



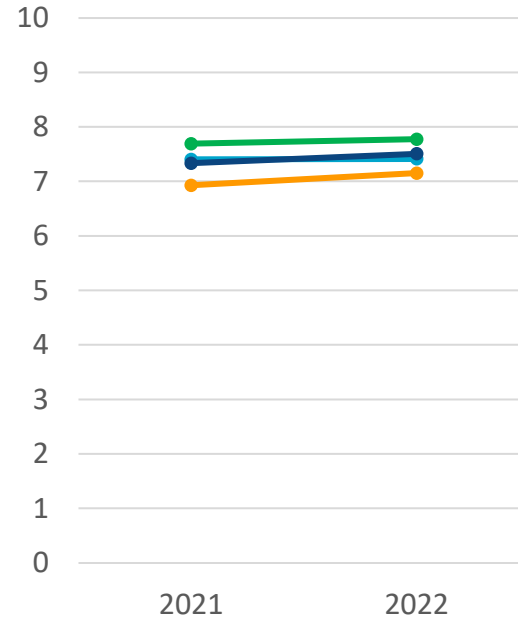
Promise element 1: We are compassionate and inclusive

Compassionate culture



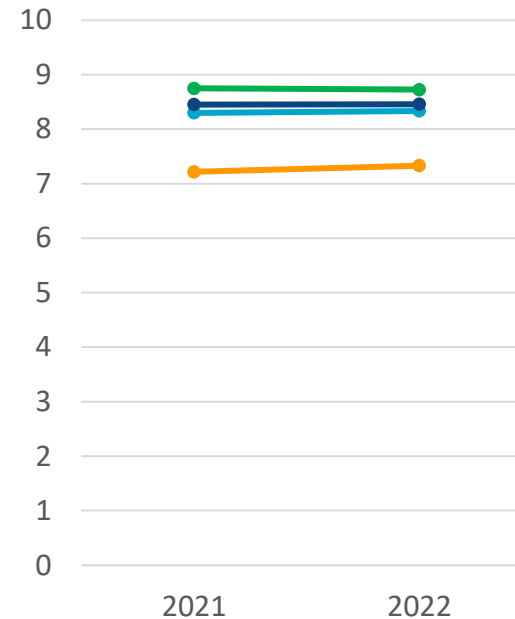
	2021	2022
Your org	7.5	7.4
Best	7.8	7.7
Average	7.2	7.2
Worst	6.3	6.2
Responses	2360	2484

Compassionate leadership



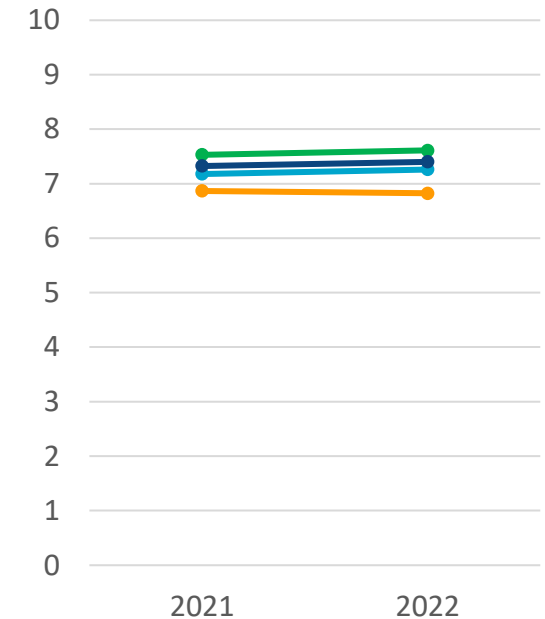
	2021	2022
Your org	7.3	7.5
Best	7.7	7.8
Average	7.4	7.4
Worst	6.9	7.2
Responses	2362	2481

Diversity and equality



	2021	2022
Your org	8.5	8.5
Best	8.7	8.7
Average	8.3	8.3
Worst	7.2	7.3
Responses	2358	2483

Inclusion



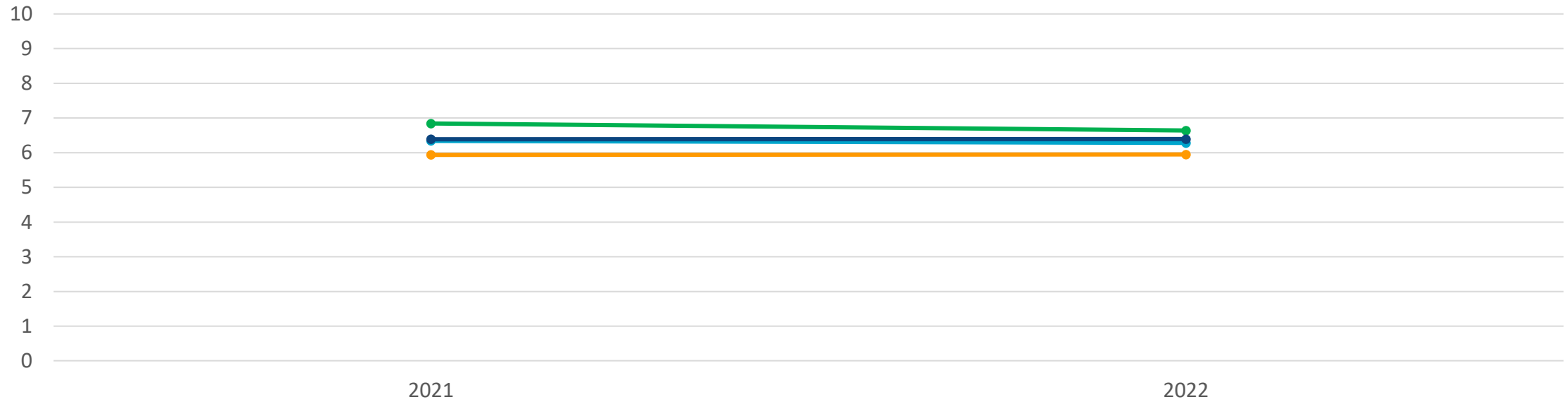
	2021	2022
Your org	7.3	7.4
Best	7.5	7.6
Average	7.2	7.3
Worst	6.9	6.8
Responses	2357	2470

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



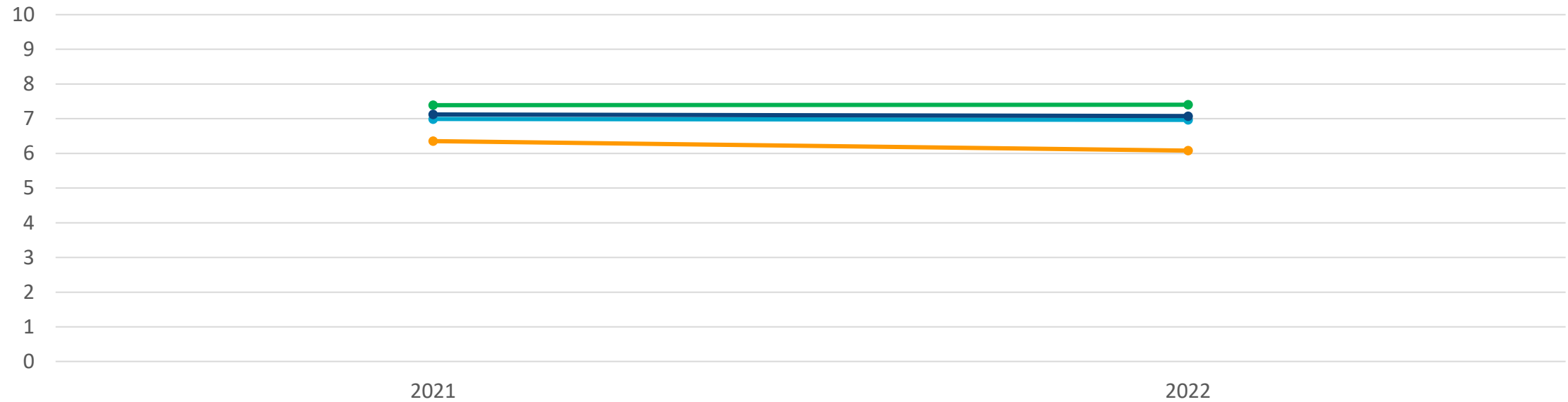
	2021	2022
Your org	6.4	6.4
Best	6.8	6.6
Average	6.3	6.3
Worst	5.9	5.9
Responses	2361	2477

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	7.1	7.1
Best	7.4	7.4
Average	7.0	7.0
Worst	6.4	6.1
Responses	2351	2464



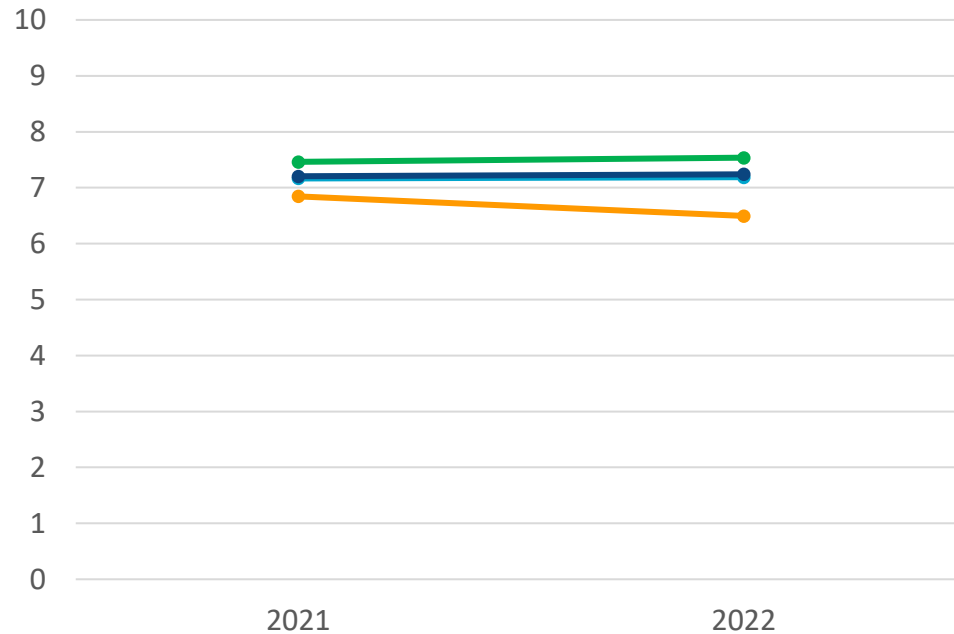
People Promise Elements, Themes and Sub-scores: Sub-score trends

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.



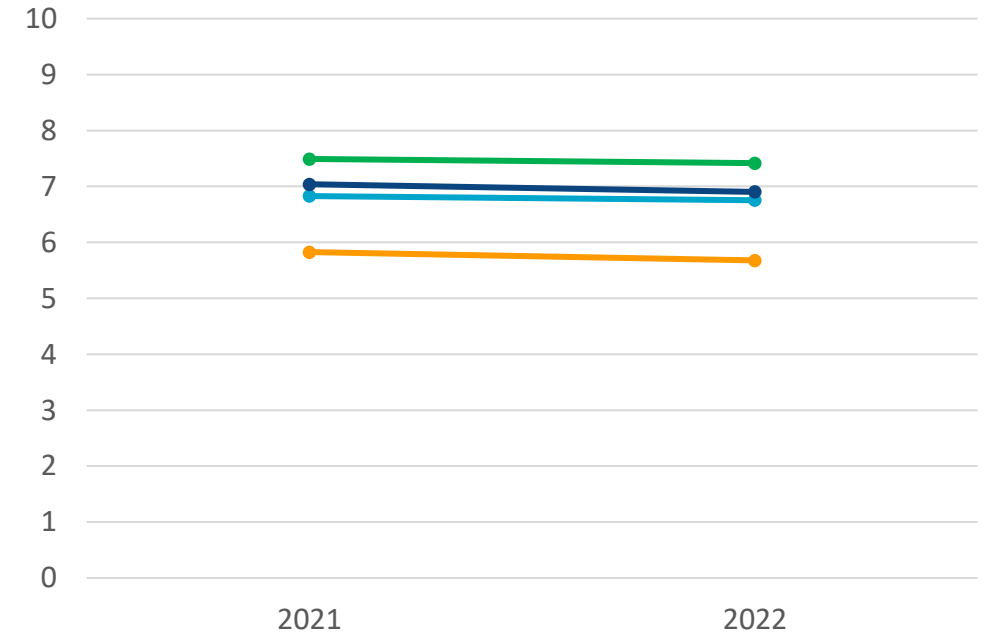
Promise element 3: We each have a voice that counts

Autonomy and control



	2021	2022
Your org	7.2	7.2
Best	7.5	7.5
Average	7.2	7.2
Worst	6.8	6.5
Responses	2364	2483

Raising concerns



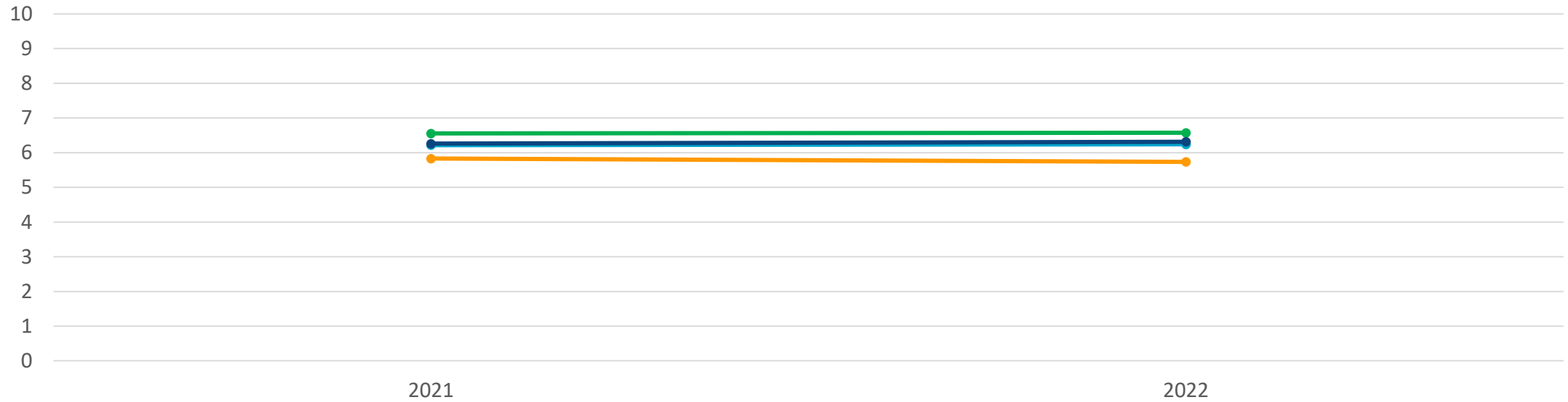
	2021	2022
Your org	7.0	6.9
Best	7.5	7.4
Average	6.8	6.8
Worst	5.8	5.7
Responses	2354	2472

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	6.6	6.6
Average	6.2	6.2
Worst	5.8	5.7
Responses	2348	2457



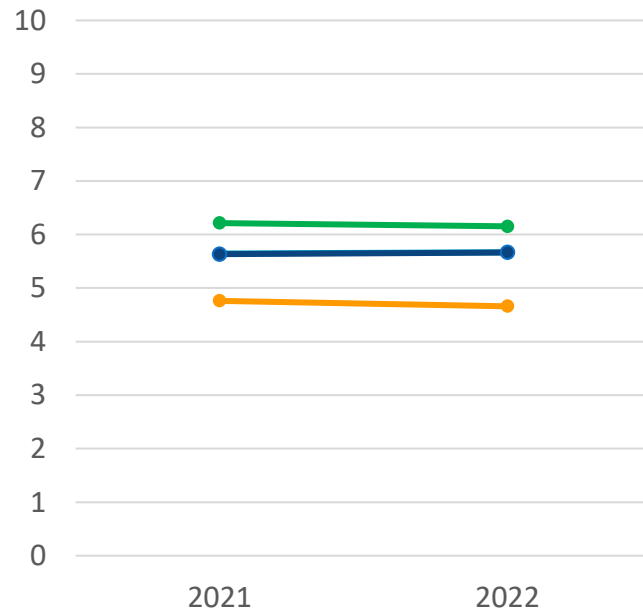
People Promise Elements, Themes and Sub-scores: Sub-score trends

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.



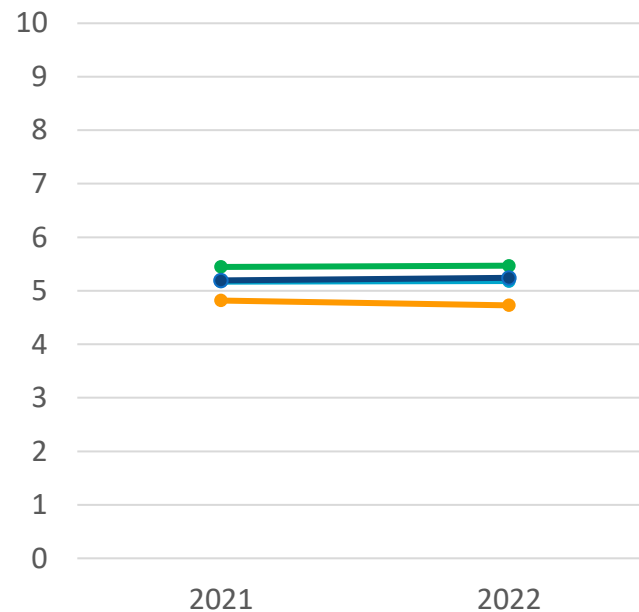
Promise element 4: We are safe and healthy

Health and safety climate



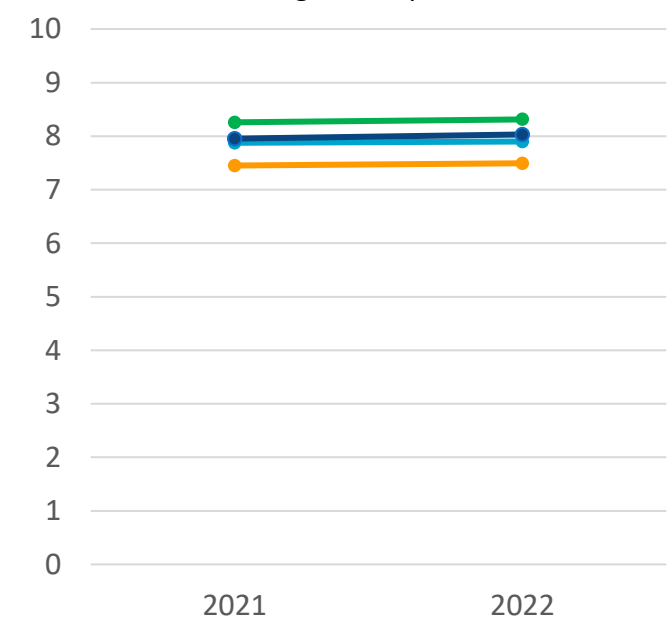
	2021	2022
Your org	5.6	5.7
Best	6.2	6.2
Average	5.6	5.7
Worst	4.8	4.7
Responses	2364	2483

Burnout



	2021	2022
Your org	5.2	5.2
Best	5.4	5.5
Average	5.2	5.2
Worst	4.8	4.7
Responses	2359	2478

Negative experiences



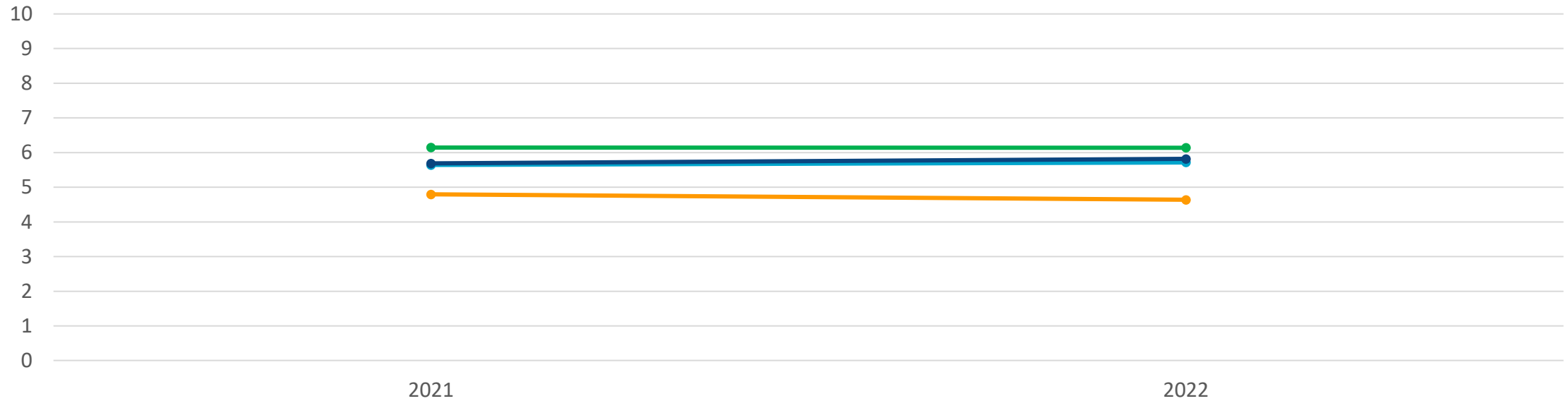
	2021	2022
Your org	8.0	8.0
Best	8.3	8.3
Average	7.9	7.9
Worst	7.4	7.5
Responses	2354	2471

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	5.7	5.8
Best	6.1	6.1
Average	5.6	5.7
Worst	4.8	4.6
Responses	2286	2420

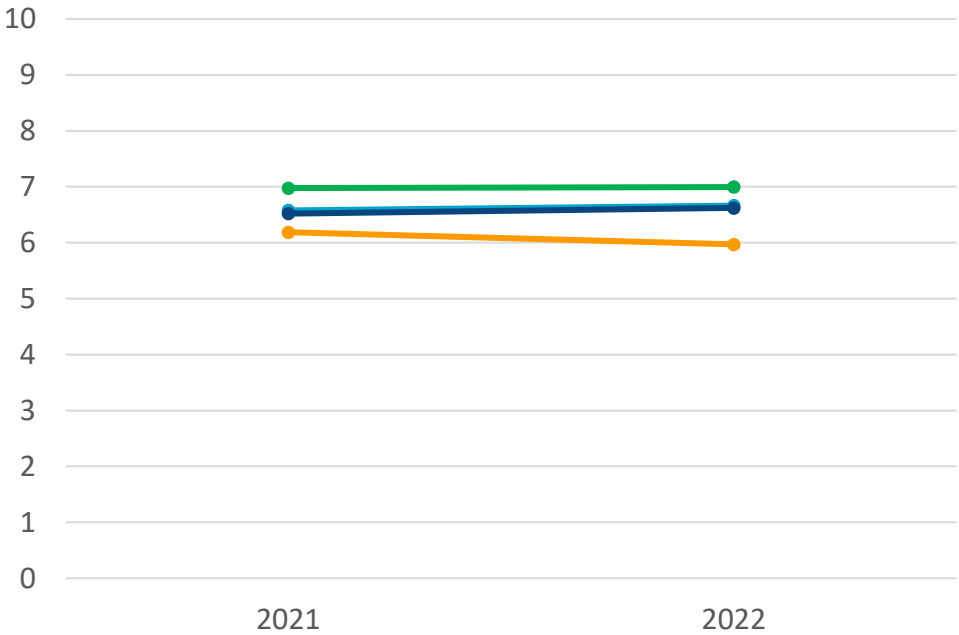


All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



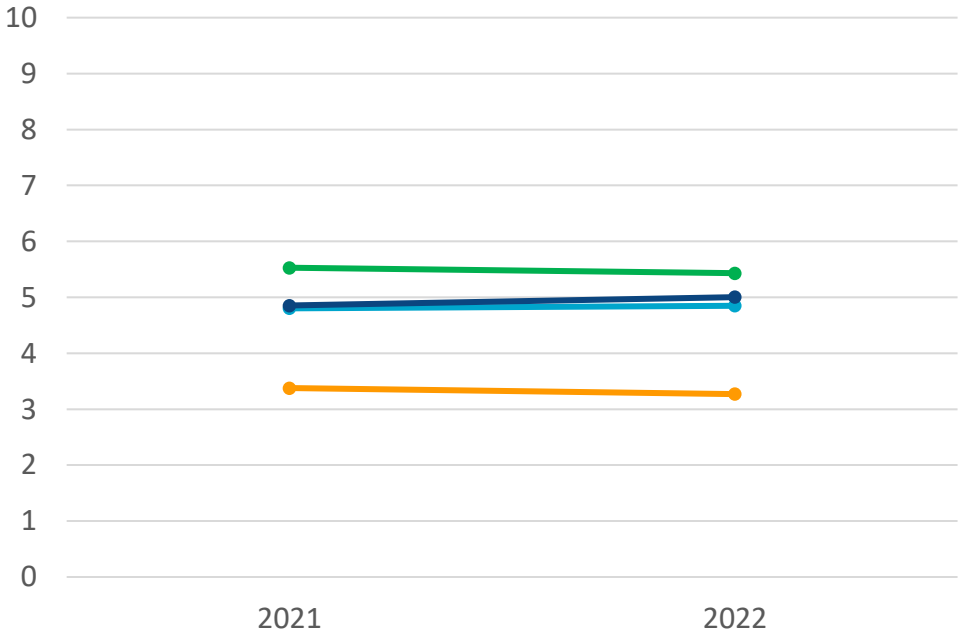
Promise element 5: We are always learning

Development



	2021	2022
Your org	6.5	6.6
Best	7.0	7.0
Average	6.6	6.7
Worst	6.2	6.0
Responses	2359	2487

Appraisals



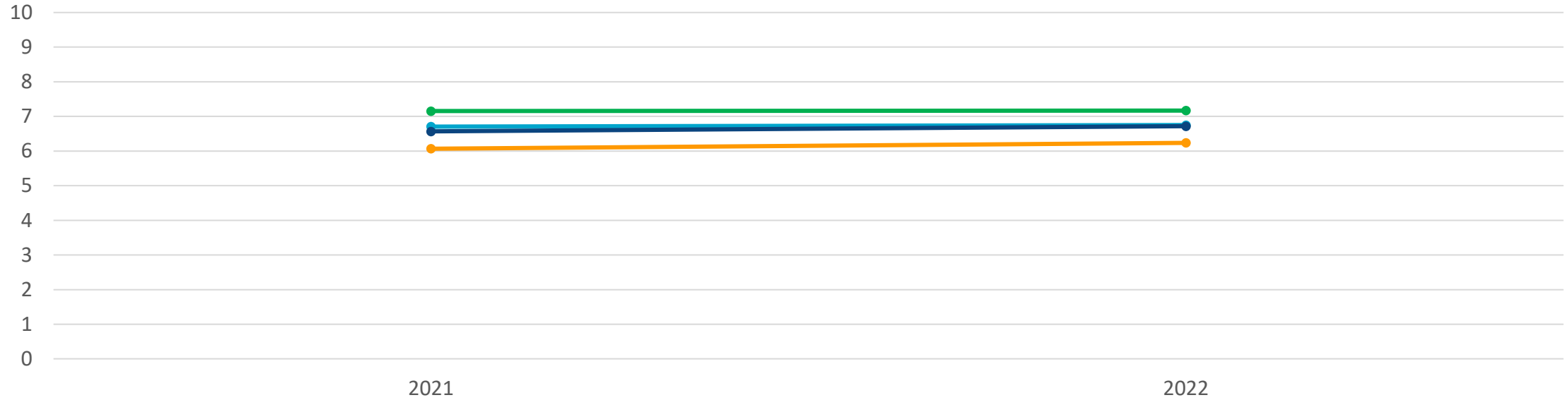
	2021	2022
Your org	4.9	5.0
Best	5.5	5.4
Average	4.8	4.9
Worst	3.4	3.3
Responses	2288	2422

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	6.6	6.7
Best	7.2	7.2
Average	6.7	6.7
Worst	6.1	6.2
Responses	2354	2469

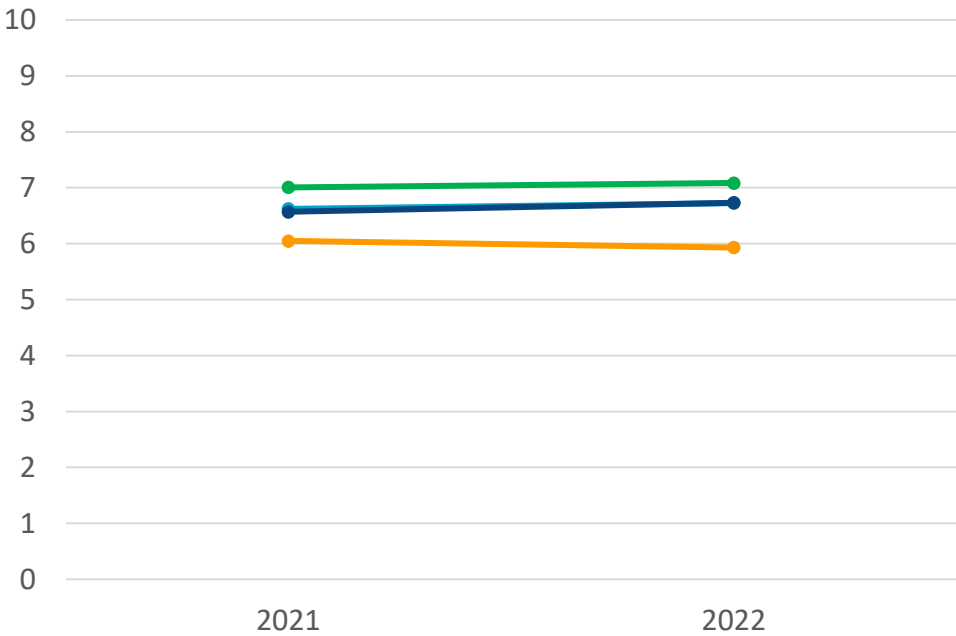


All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



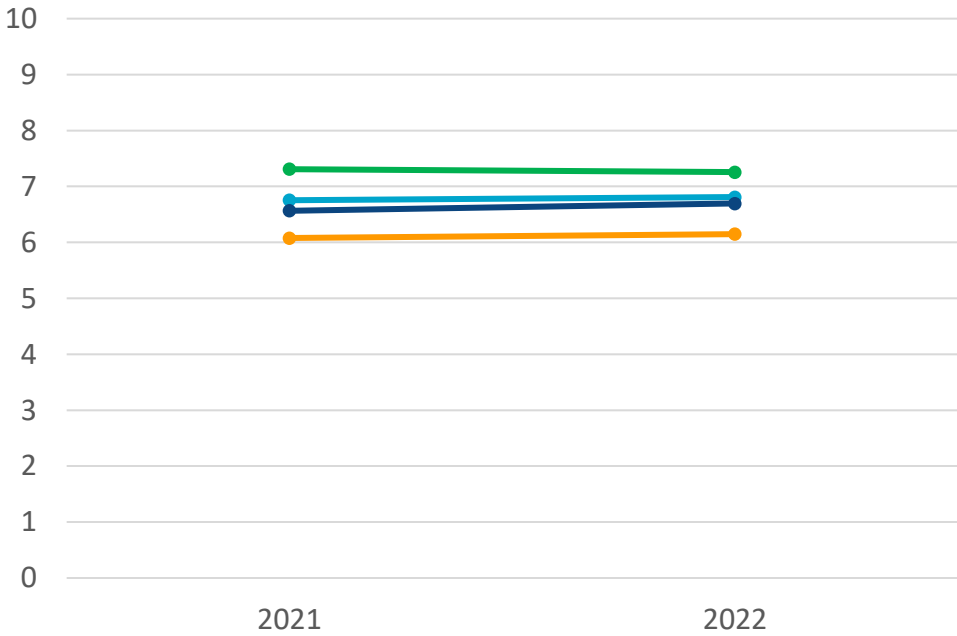
Promise element 6: We work flexibly

Support for work-life balance



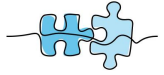
	2021	2022
Your org	6.6	6.7
Best	7.0	7.1
Average	6.6	6.7
Worst	6.0	5.9
Responses	2364	2482

Flexible working



	2021	2022
Your org	6.6	6.7
Best	7.3	7.3
Average	6.8	6.8
Worst	6.1	6.1
Responses	2356	2472

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

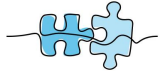


	2021	2022
Your org	7.0	7.2
Best	7.4	7.4
Average	7.1	7.1
Worst	6.6	6.7
Responses	2364	2480



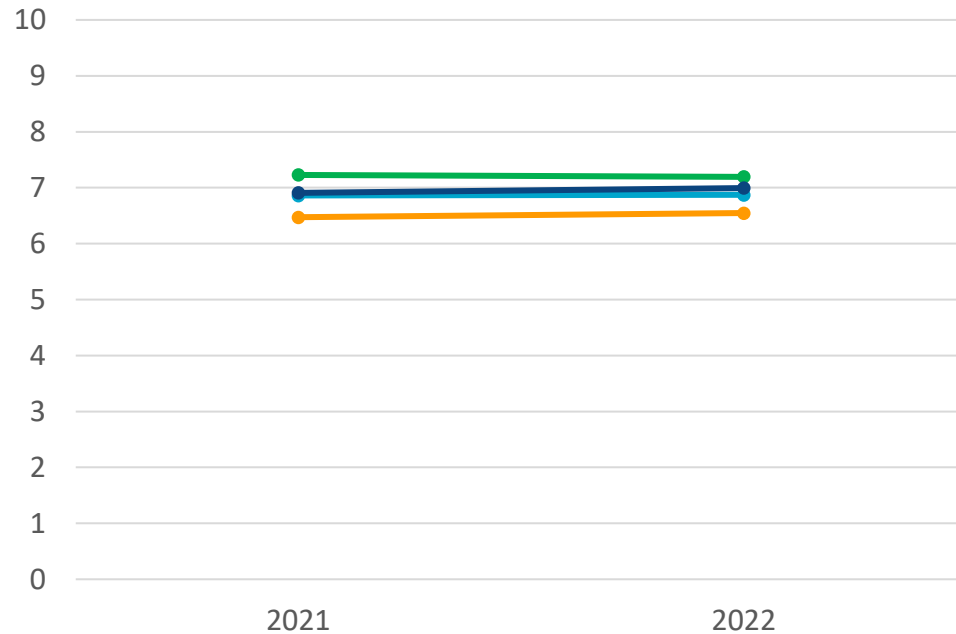
People Promise Elements, Themes and Sub-scores: Sub-score trends

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.



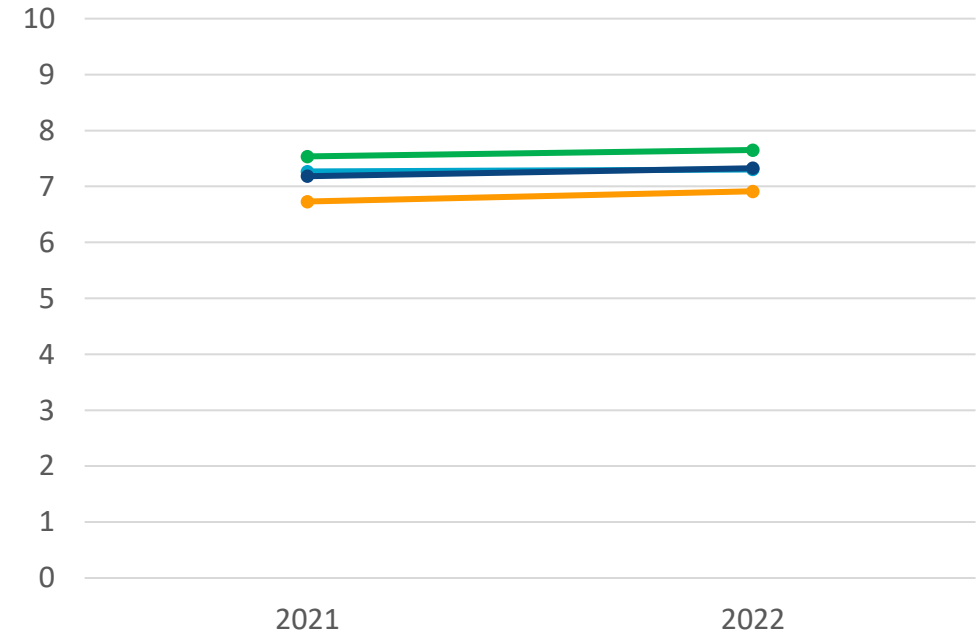
Promise element 7: We are a team

Team working



	2021	2022
Your org	6.9	7.0
Best	7.2	7.2
Average	6.9	6.9
Worst	6.5	6.5
Responses	2365	2481

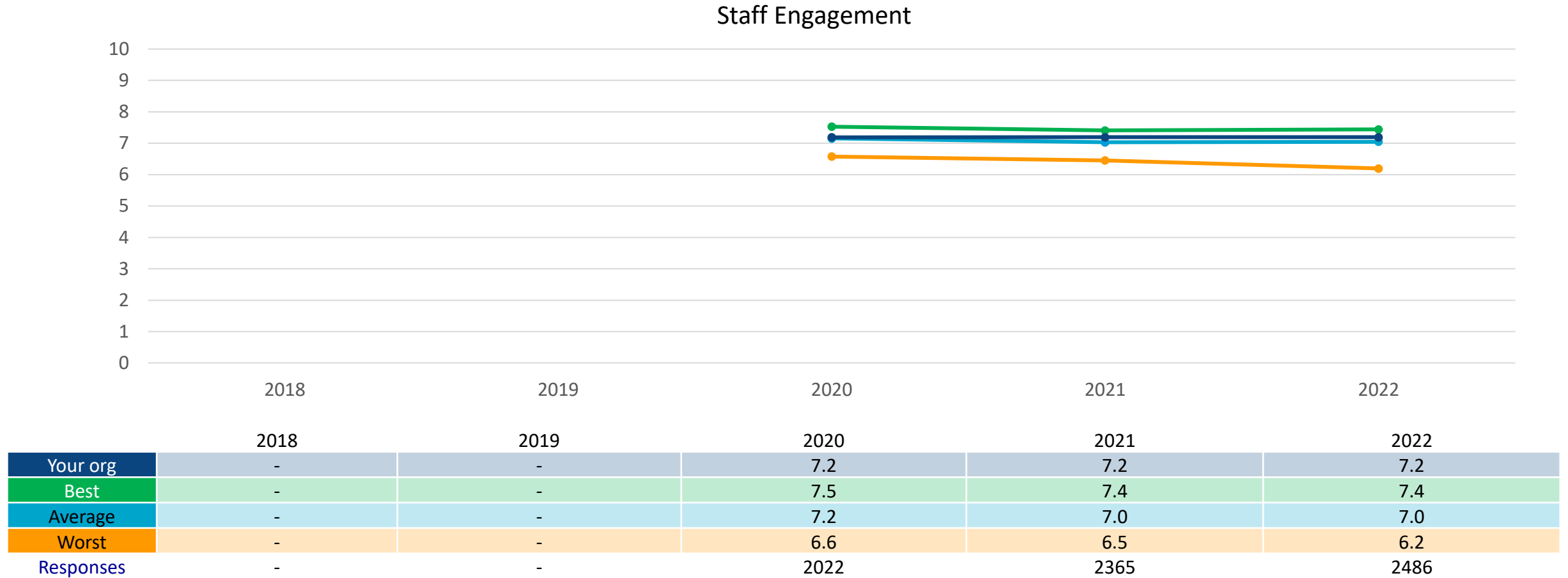
Line management



	2021	2022
Your org	7.2	7.3
Best	7.5	7.7
Average	7.3	7.3
Worst	6.7	6.9
Responses	2365	2484

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



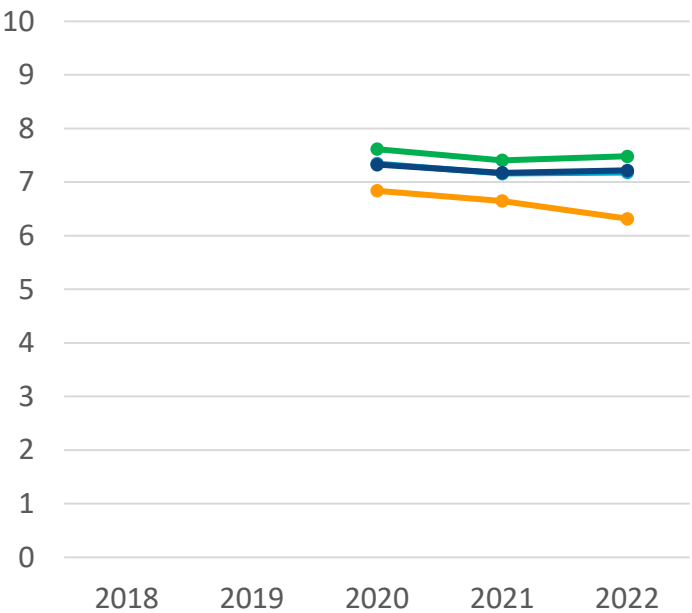


People Promise Elements, Themes and Sub-scores: Sub-score trends

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.

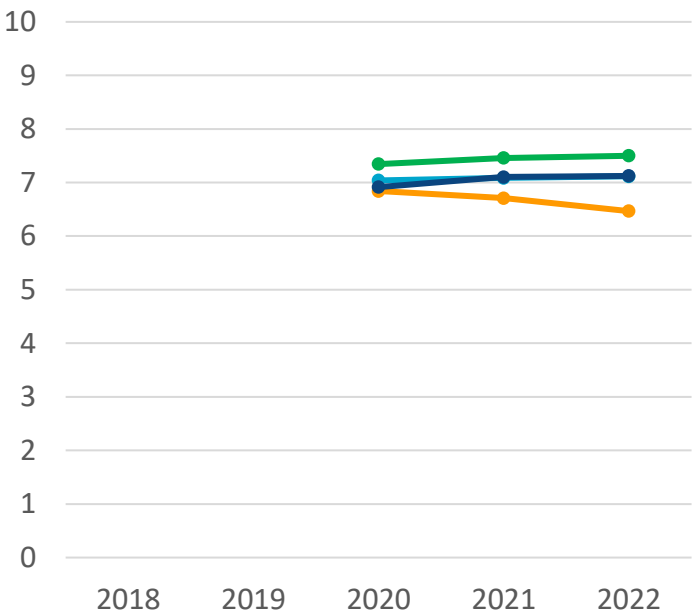
Theme: Staff Engagement

Motivation



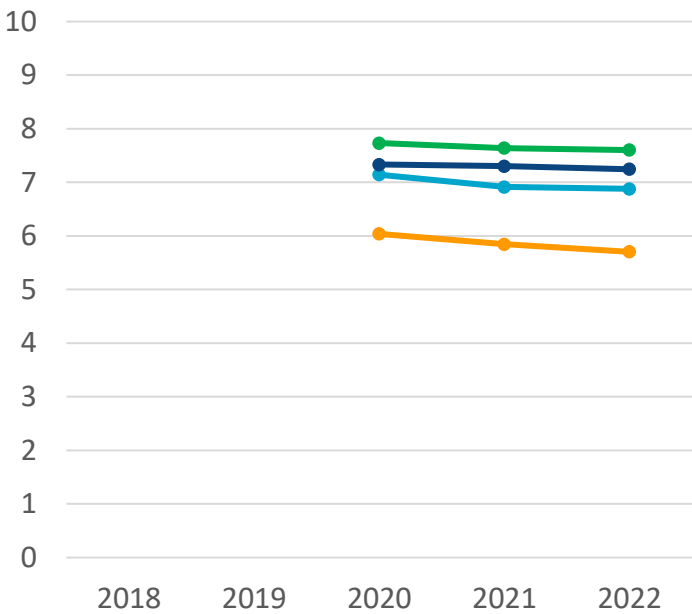
	2018	2019	2020	2021	2022
Your org	-	-	7.3	7.2	7.2
Best	-	-	7.6	7.4	7.5
Average	-	-	7.3	7.2	7.2
Worst	-	-	6.8	6.6	6.3
Responses	-	-	2004	2348	2468

Involvement



	2018	2019	2020	2021	2022
Your org	-	-	6.9	7.1	7.1
Best	-	-	7.3	7.5	7.5
Average	-	-	7.0	7.1	7.1
Worst	-	-	6.8	6.7	6.5
Responses	-	-	2019	2364	2482

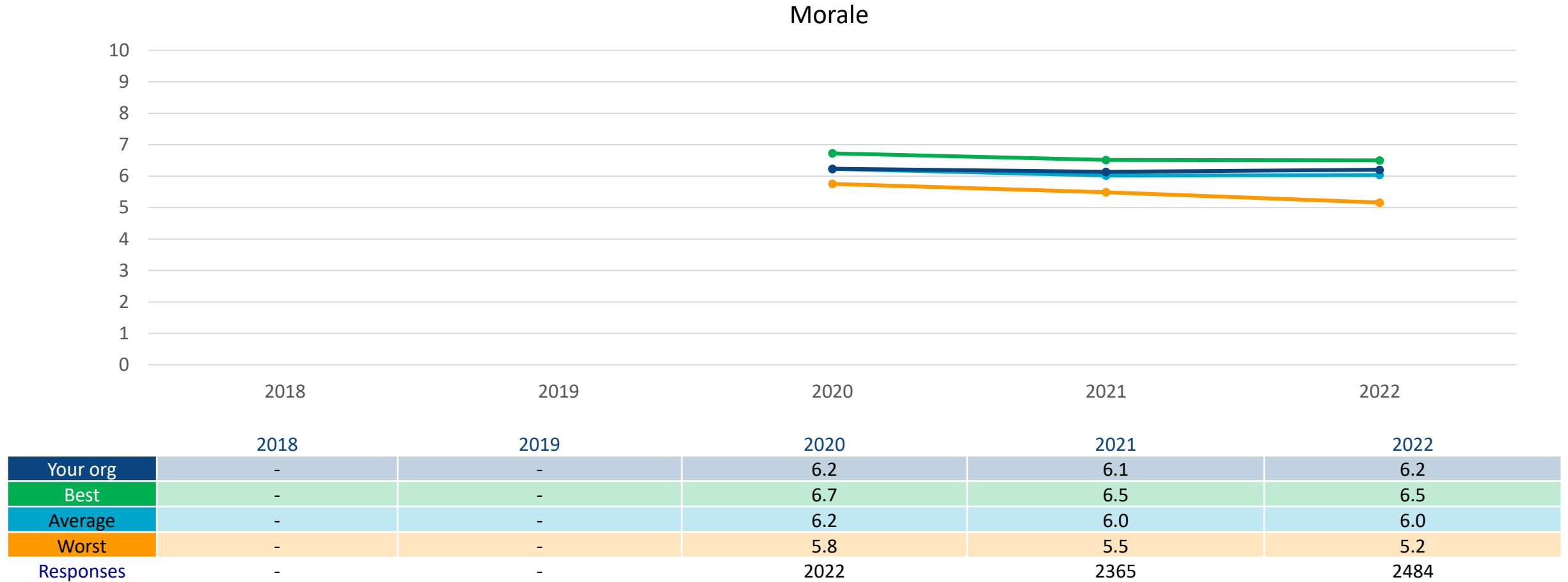
Advocacy



	2018	2019	2020	2021	2022
Your org	-	-	7.3	7.3	7.2
Best	-	-	7.7	7.6	7.6
Average	-	-	7.1	6.9	6.9
Worst	-	-	6.0	5.8	5.7
Responses	-	-	2013	2357	2484

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



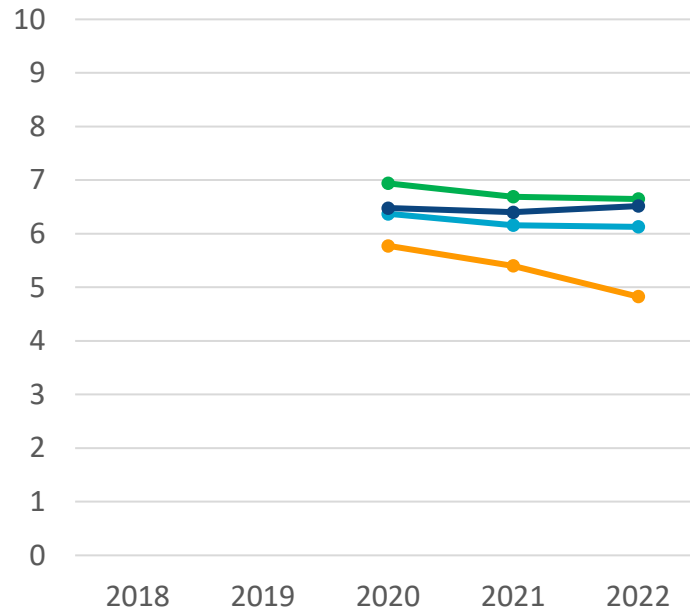


People Promise Elements, Themes and Sub-scores: Sub-score trends

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.

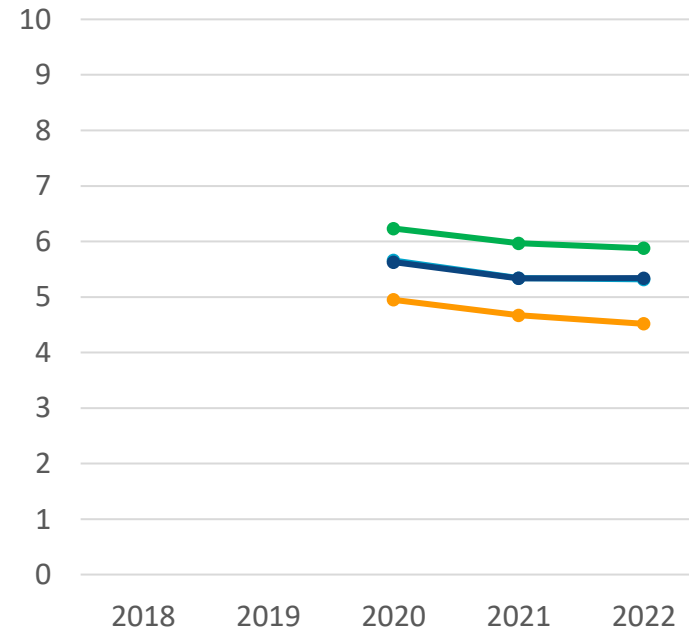
Theme: Morale

Thinking about leaving



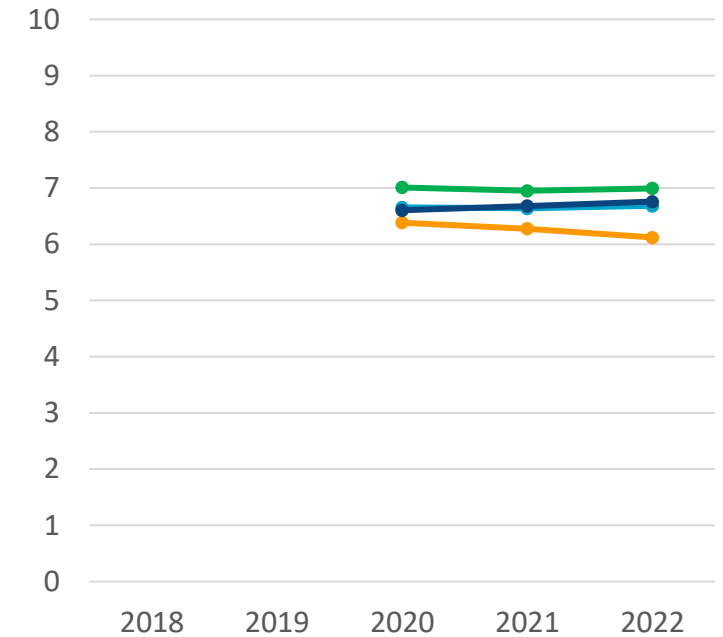
	2018	2019	2020	2021	2022
Your org	-	-	6.5	6.4	6.5
Best	-	-	6.9	6.7	6.6
Average	-	-	6.4	6.2	6.1
Worst	-	-	5.8	5.4	4.8
Responses	-	-	2013	2362	2484

Work pressure



	2018	2019	2020	2021	2022
Your org	-	-	5.6	5.3	5.3
Best	-	-	6.2	6.0	5.9
Average	-	-	5.7	5.3	5.3
Worst	-	-	5.0	4.7	4.5
Responses	-	-	2018	2363	2481

Stressors



	2018	2019	2020	2021	2022
Your org	-	-	6.6	6.7	6.8
Best	-	-	7.0	6.9	7.0
Average	-	-	6.7	6.6	6.7
Worst	-	-	6.4	6.3	6.1
Responses	-	-	2018	2362	2479

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.

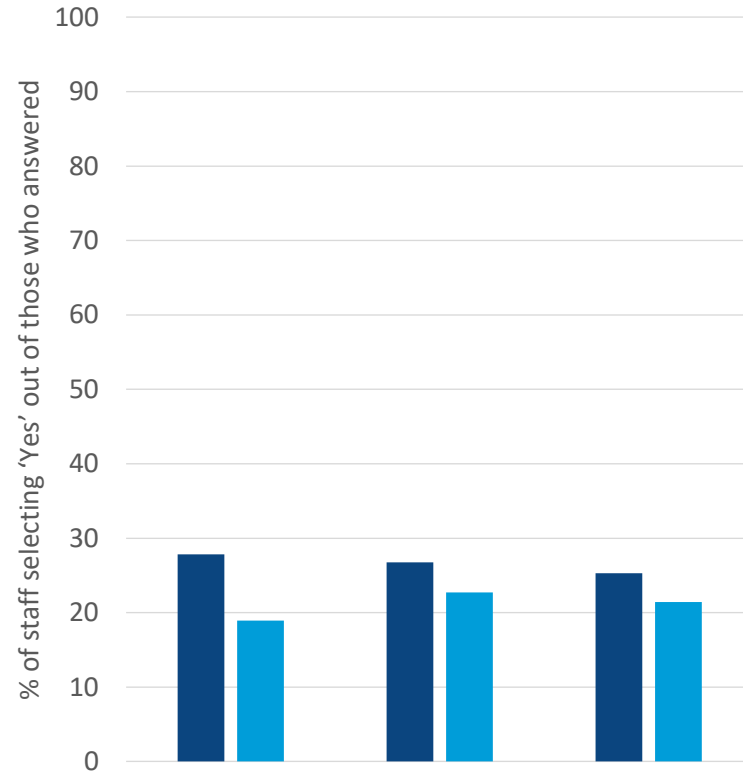
Further information

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.



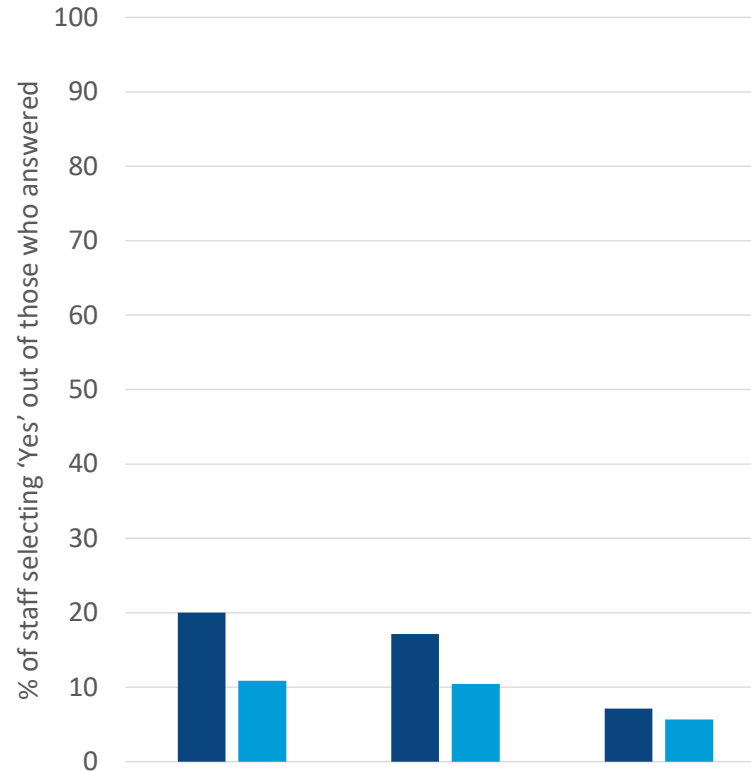
The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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



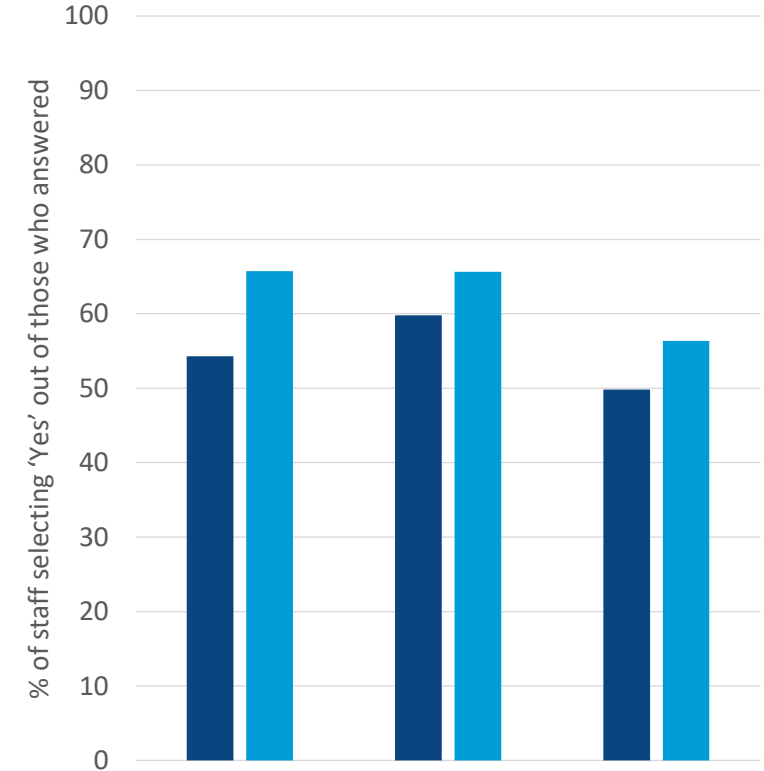
	2020	2021	2022
Your org	27.8%	26.7%	25.3%
Average	18.9%	22.7%	21.4%
Responses	2013	2356	2479

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



	2020	2021	2022
Your org	20.0%	17.1%	7.1%
Average	10.9%	10.4%	5.7%
Responses	2001	2334	2455

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	54.3%	59.8%	49.8%
Average	65.7%	65.6%	56.3%
Responses	2001	2348	2466



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.



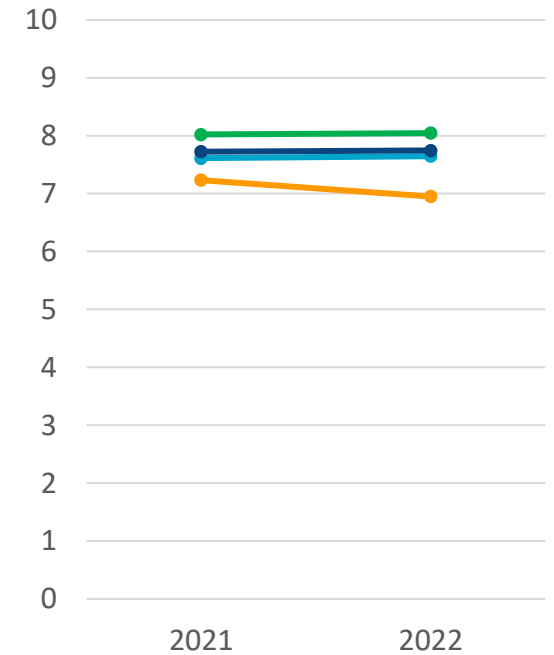
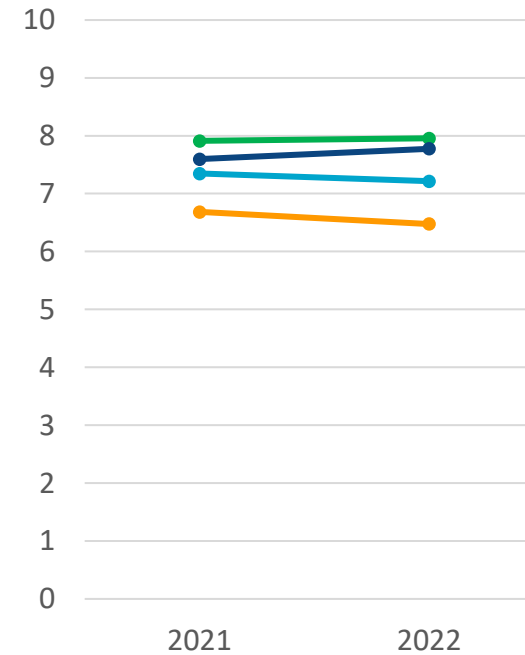
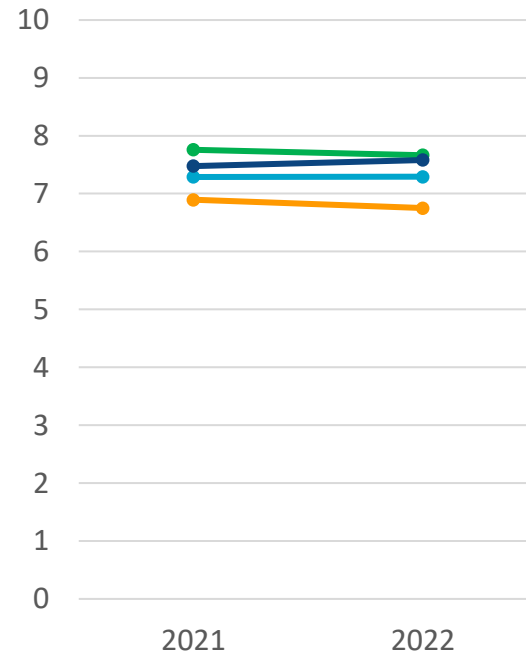
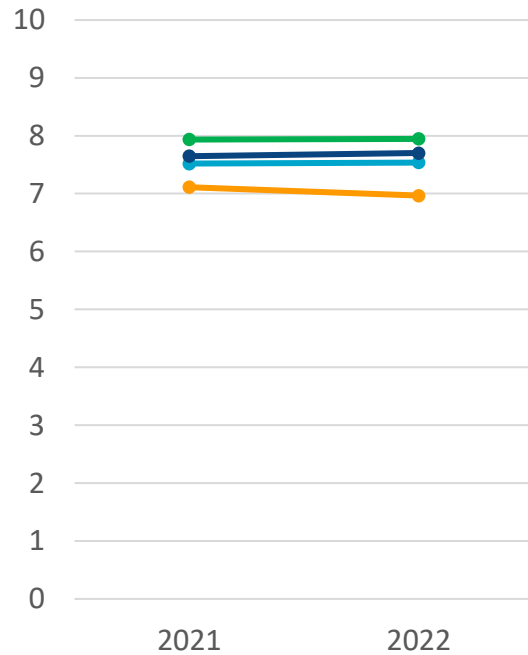
Promise element 1: We are compassionate and inclusive

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.6	7.7
Highest	7.9	7.9
Average	7.5	7.5
Lowest	7.1	7.0
Responses	2366	2482

	2021	2022
Your org	7.5	7.6
Highest	7.8	7.7
Average	7.3	7.3
Lowest	6.9	6.7
Responses	630	622

	2021	2022
Your org	7.6	7.8
Highest	7.9	8.0
Average	7.3	7.2
Lowest	6.7	6.5
Responses	400	174

	2021	2022
Your org	7.7	7.7
Highest	8.0	8.0
Average	7.6	7.6
Lowest	7.2	7.0
Responses	1403	1226



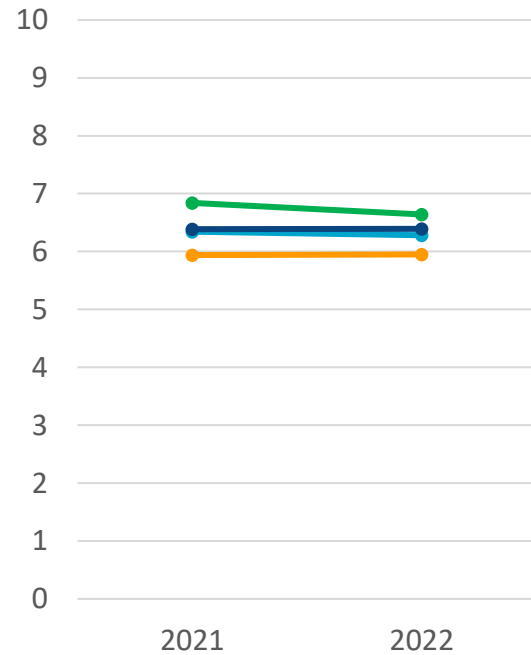
The Covid-19 pandemic – Your experience during the Covid-19 pandemic

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.



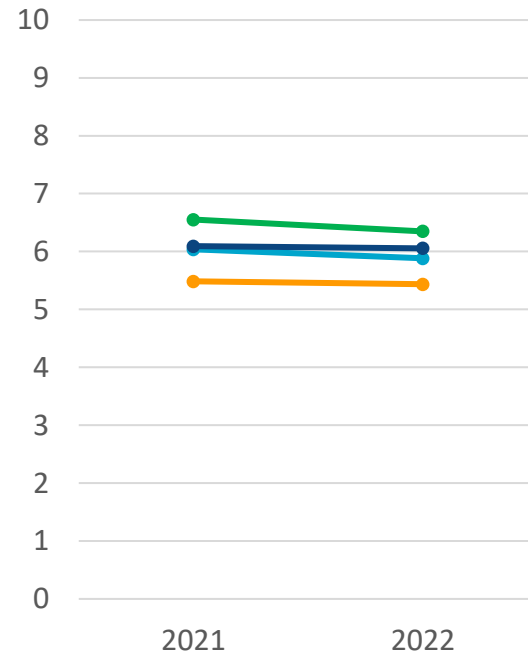
Promise element 2: We are recognised and rewarded

All staff



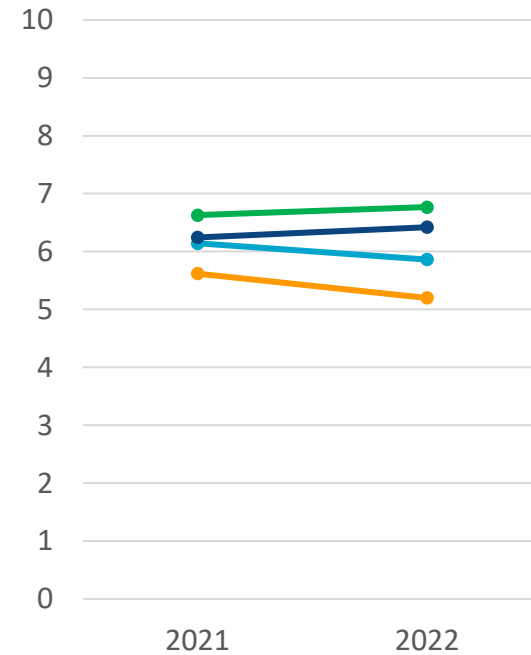
	2021	2022
Your org	6.4	6.4
Highest	6.8	6.6
Average	6.3	6.3
Lowest	5.9	5.9
Responses	2361	2477

Worked on a Covid-19 ward or specific area



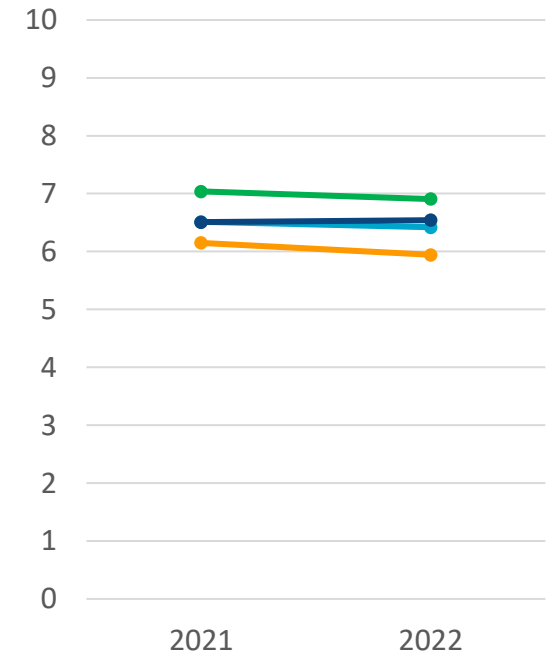
	2021	2022
Your org	6.1	6.1
Highest	6.6	6.3
Average	6.0	5.9
Lowest	5.5	5.4
Responses	628	619

Redeployed



	2021	2022
Your org	6.2	6.4
Highest	6.6	6.8
Average	6.1	5.9
Lowest	5.6	5.2
Responses	400	175

Required to work remotely / from home



	2021	2022
Your org	6.5	6.5
Highest	7.0	6.9
Average	6.5	6.4
Lowest	6.1	5.9
Responses	1401	1223



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

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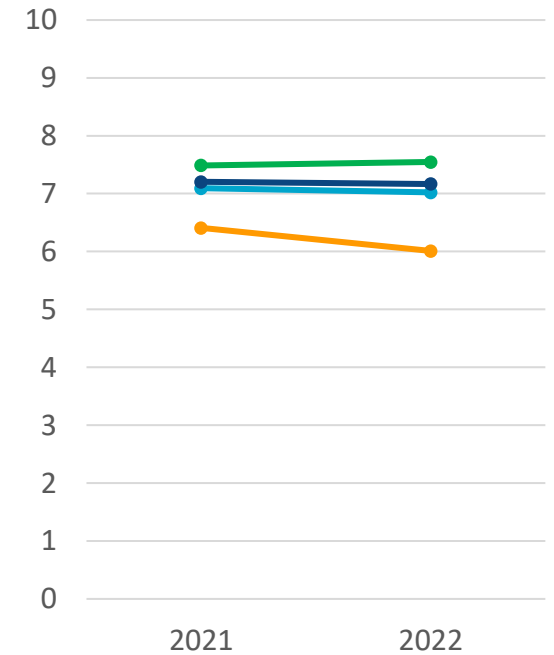
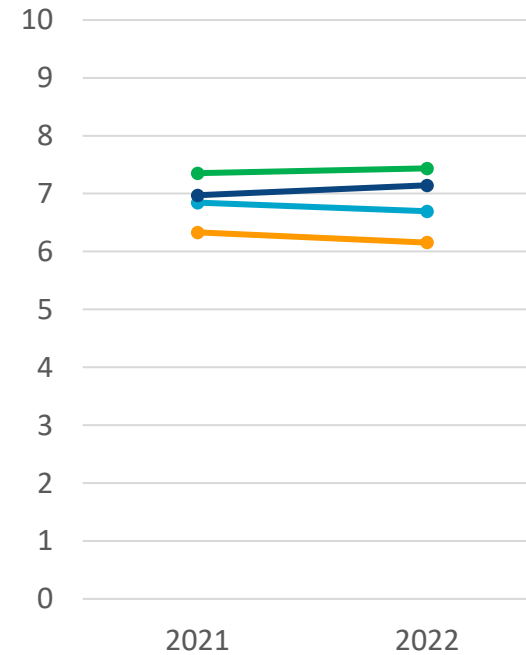
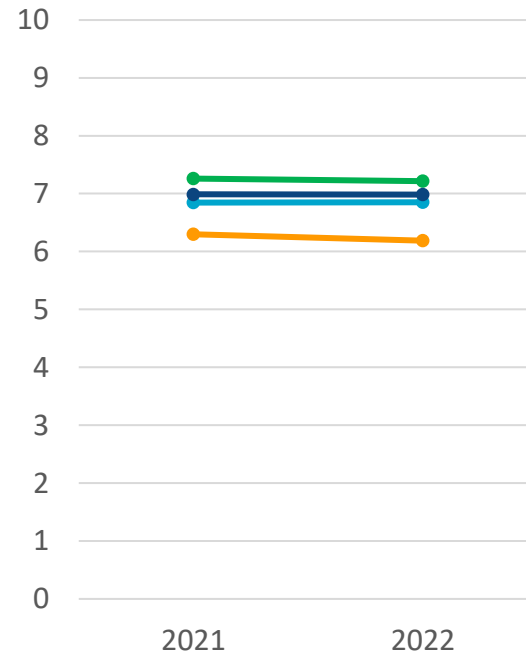
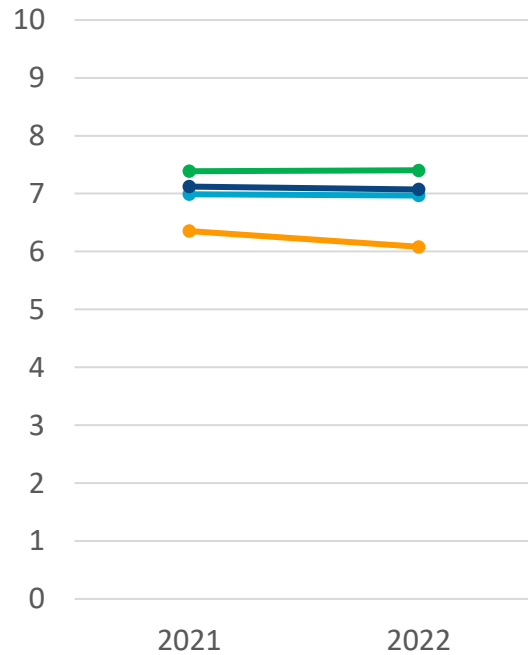
Promise element 3: We each have a voice that counts

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.1	7.1
Highest	7.4	7.4
Average	7.0	7.0
Lowest	6.4	6.1
Responses	2351	2464

	2021	2022
Your org	7.0	7.0
Highest	7.3	7.2
Average	6.8	6.9
Lowest	6.3	6.2
Responses	624	614

	2021	2022
Your org	7.0	7.1
Highest	7.4	7.4
Average	6.8	6.7
Lowest	6.3	6.2
Responses	396	175

	2021	2022
Your org	7.2	7.2
Highest	7.5	7.5
Average	7.1	7.0
Lowest	6.4	6.0
Responses	1400	1220



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.



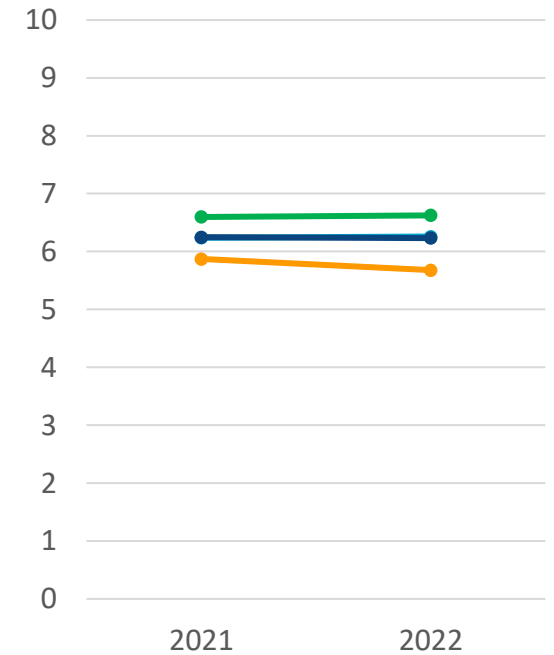
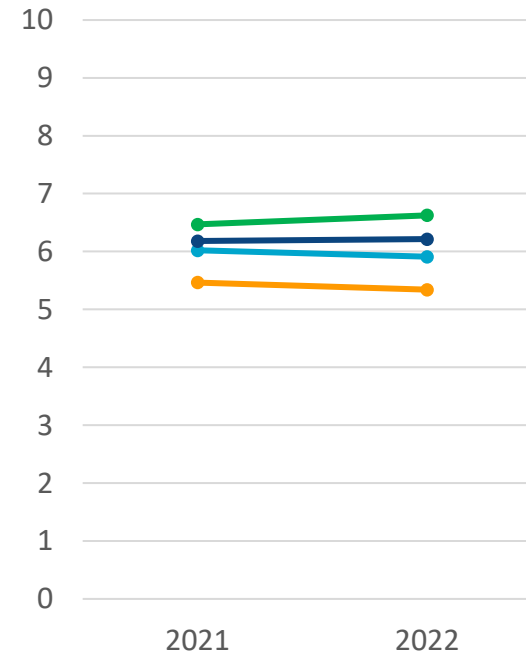
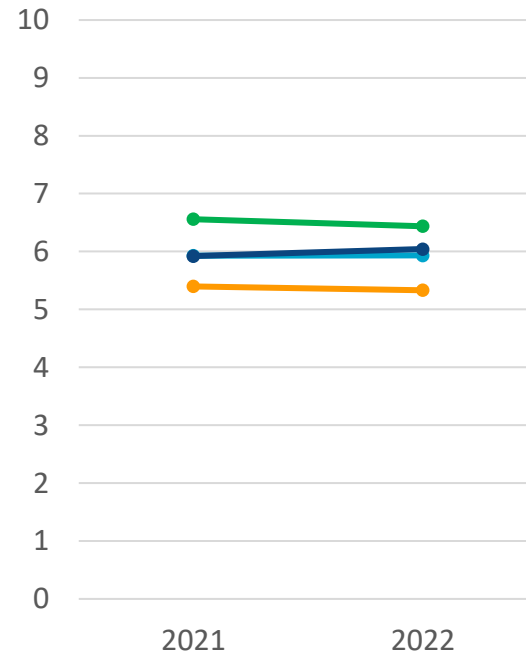
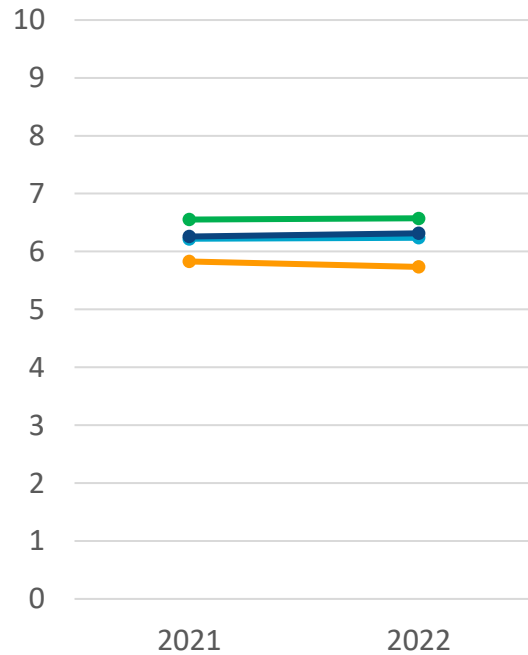
Promise element 4: We are safe and healthy

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	6.6	6.6
Average	6.2	6.2
Lowest	5.8	5.7
Responses	2348	2457

	2021	2022
Your org	5.9	6.0
Highest	6.6	6.4
Average	5.9	5.9
Lowest	5.4	5.3
Responses	623	608

	2021	2022
Your org	6.2	6.2
Highest	6.5	6.6
Average	6.0	5.9
Lowest	5.5	5.3
Responses	397	174

	2021	2022
Your org	6.2	6.2
Highest	6.6	6.6
Average	6.2	6.3
Lowest	5.9	5.7
Responses	1400	1220



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.



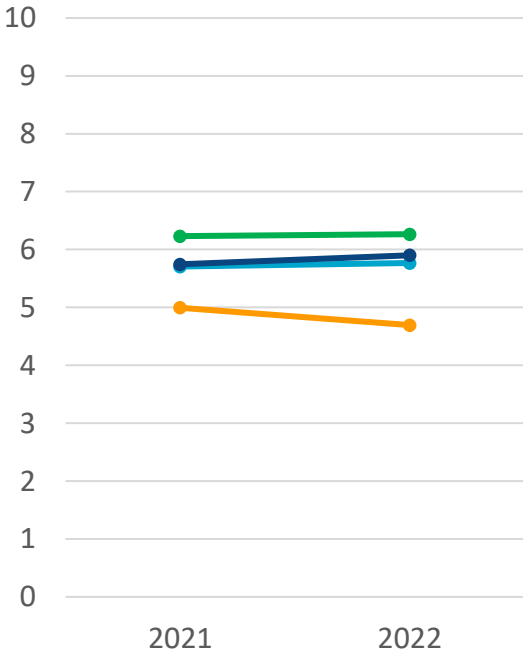
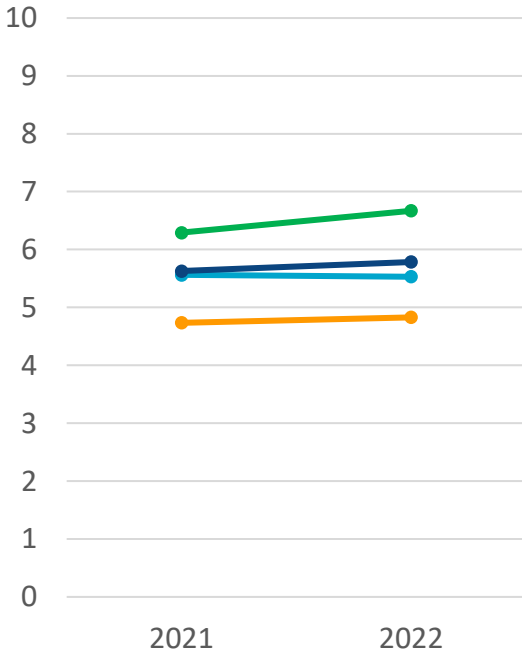
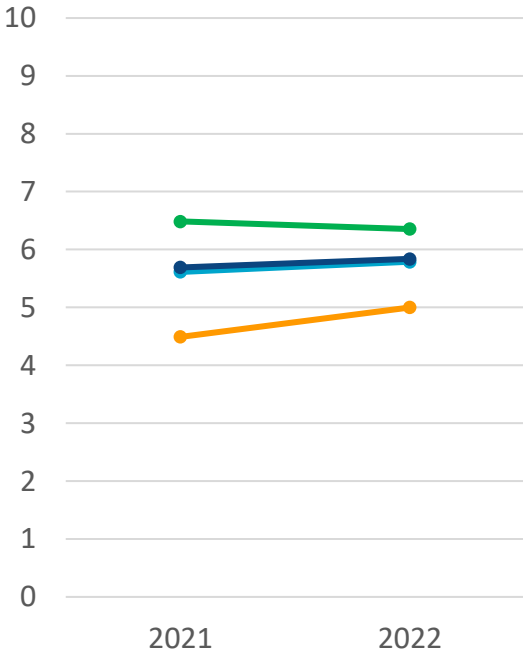
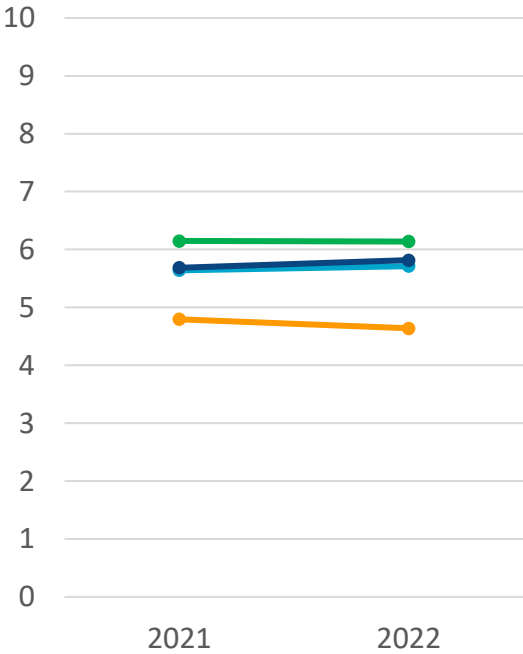
Promise element 5: We are always learning

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	5.7	5.8
Highest	6.1	6.1
Average	5.6	5.7
Lowest	4.8	4.6
Responses	2286	2420

	2021	2022
Your org	5.7	5.8
Highest	6.5	6.4
Average	5.6	5.8
Lowest	4.5	5.0
Responses	607	605

	2021	2022
Your org	5.6	5.8
Highest	6.3	6.7
Average	5.6	5.5
Lowest	4.7	4.8
Responses	389	174

	2021	2022
Your org	5.7	5.9
Highest	6.2	6.3
Average	5.7	5.8
Lowest	5.0	4.7
Responses	1371	1205



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.



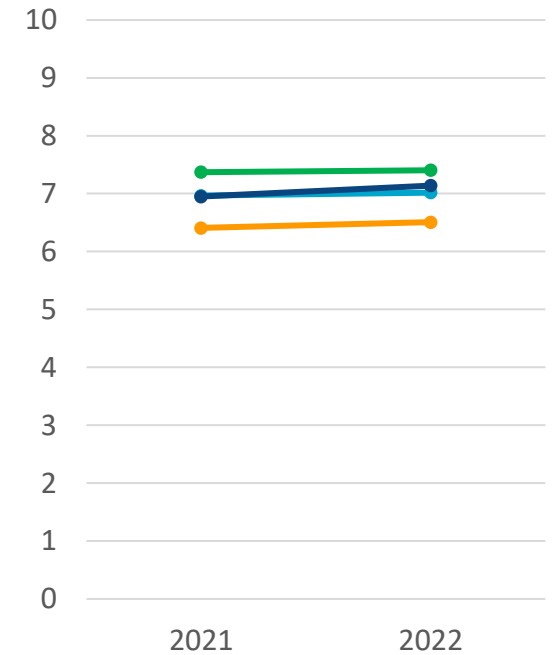
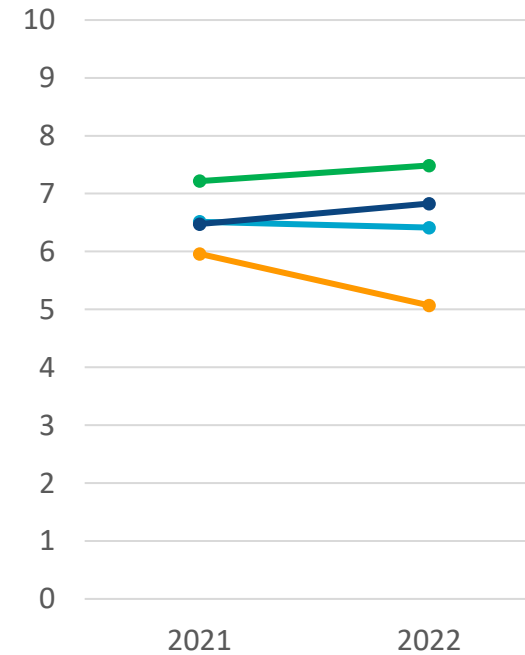
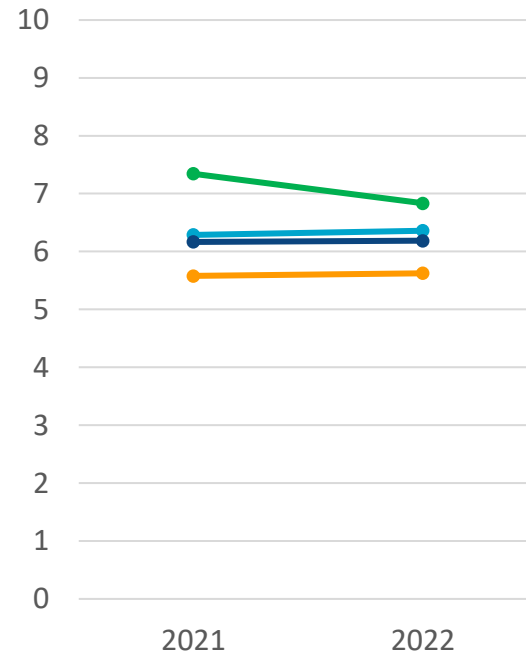
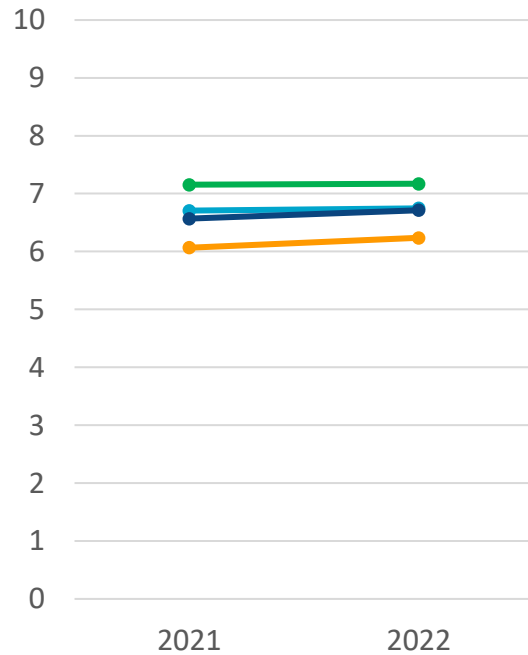
Promise element 6: We work flexibly

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	6.6	6.7
Highest	7.2	7.2
Average	6.7	6.7
Lowest	6.1	6.2
Responses	2354	2469

	2021	2022
Your org	6.2	6.2
Highest	7.3	6.8
Average	6.3	6.4
Lowest	5.6	5.6
Responses	624	614

	2021	2022
Your org	6.5	6.8
Highest	7.2	7.5
Average	6.5	6.4
Lowest	6.0	5.1
Responses	399	172

	2021	2022
Your org	6.9	7.1
Highest	7.4	7.4
Average	7.0	7.0
Lowest	6.4	6.5
Responses	1398	1220



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

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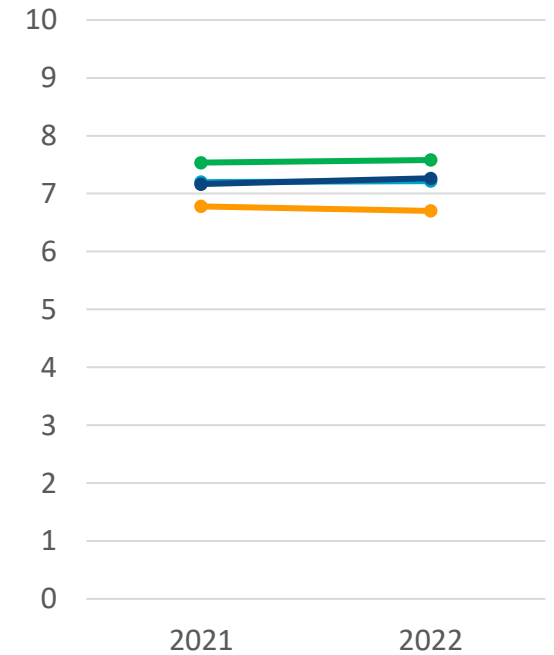
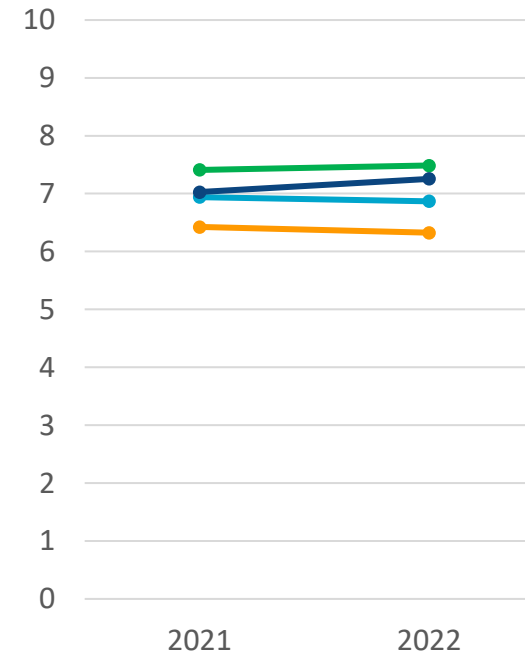
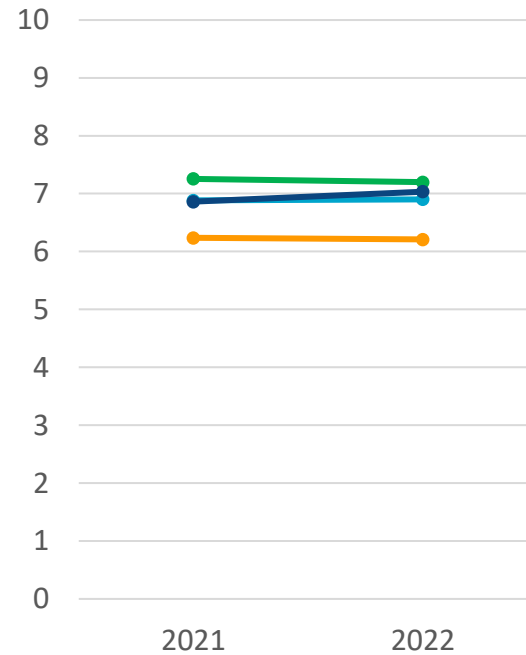
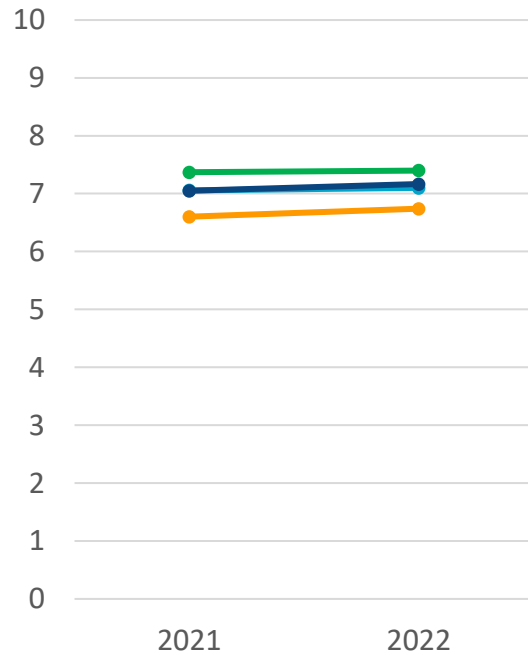
Promise element 7: We are a team

All staff

Worked on a Covid-19 ward or
specific area

Redeployed

Required to work remotely / from
home



	2021	2022
Your org	7.0	7.2
Highest	7.4	7.4
Average	7.1	7.1
Lowest	6.6	6.7
Responses	2364	2480

	2021	2022
Your org	6.9	7.0
Highest	7.3	7.2
Average	6.9	6.9
Lowest	6.2	6.2
Responses	630	621

	2021	2022
Your org	7.0	7.3
Highest	7.4	7.5
Average	6.9	6.9
Lowest	6.4	6.3
Responses	400	174

	2021	2022
Your org	7.2	7.3
Highest	7.5	7.6
Average	7.2	7.2
Lowest	6.8	6.7
Responses	1403	1225

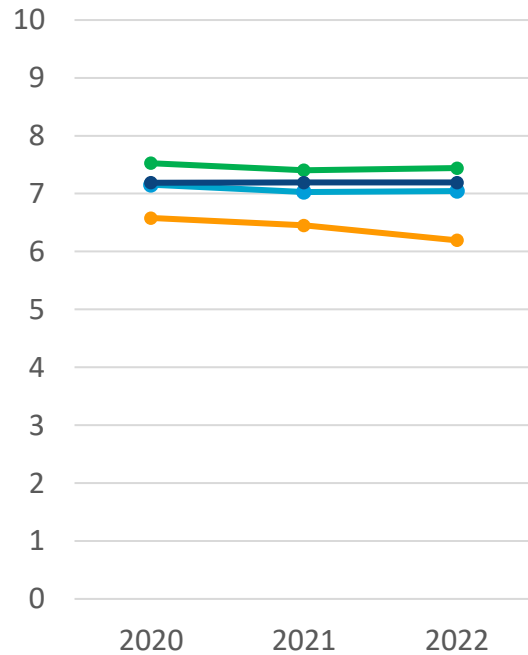


The Covid-19 pandemic – Your experience during the Covid-19 pandemic

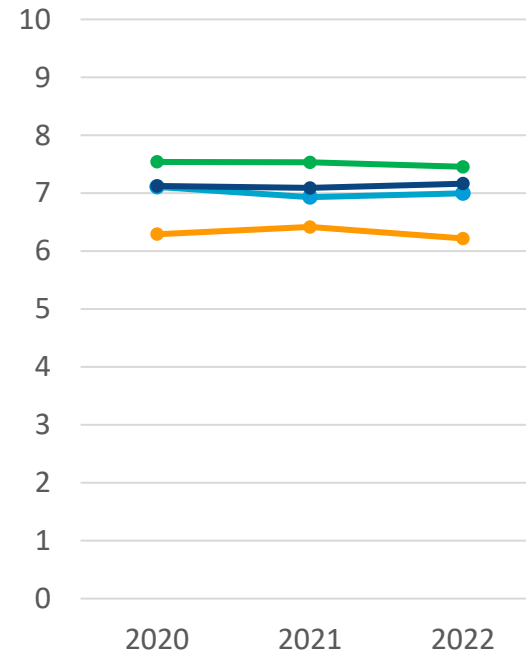
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff Engagement

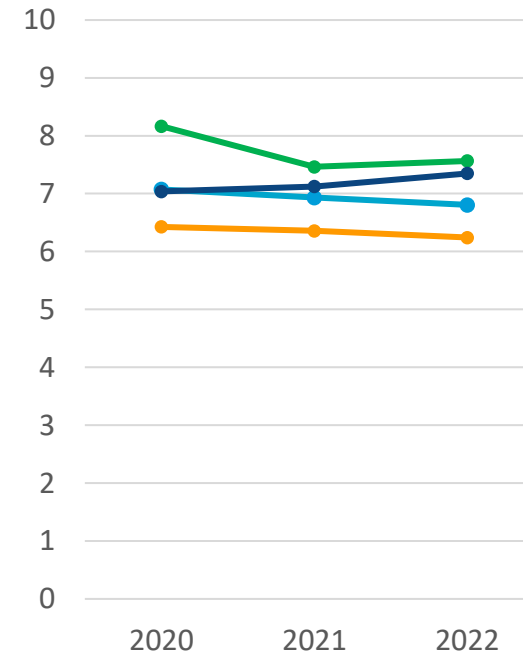
All staff



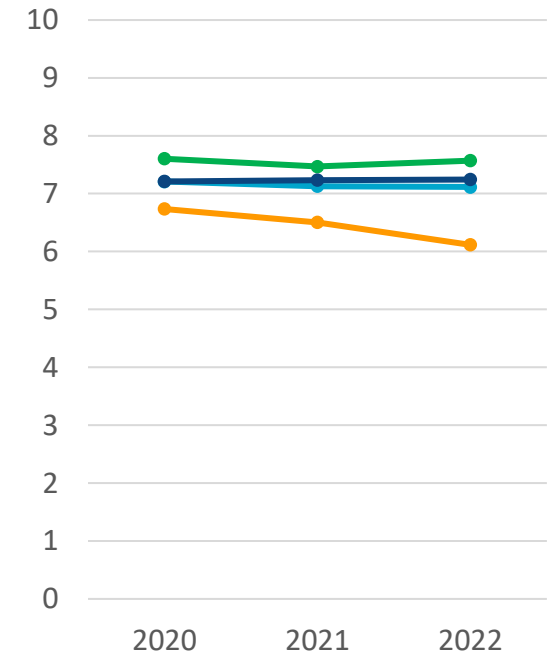
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	7.2	7.2	7.2
Highest	7.5	7.4	7.4
Average	7.2	7.0	7.0
Lowest	6.6	6.5	6.2
Responses	2022	2365	2486

	2020	2021	2022
Your org	7.1	7.1	7.2
Highest	7.5	7.5	7.5
Average	7.1	6.9	7.0
Lowest	6.3	6.4	6.2
Responses	560	630	623

	2020	2021	2022
Your org	7.0	7.1	7.3
Highest	8.2	7.5	7.6
Average	7.1	6.9	6.8
Lowest	6.4	6.4	6.2
Responses	401	400	175

	2020	2021	2022
Your org	7.2	7.2	7.2
Highest	7.6	7.5	7.6
Average	7.2	7.1	7.1
Lowest	6.7	6.5	6.1
Responses	1086	1403	1226

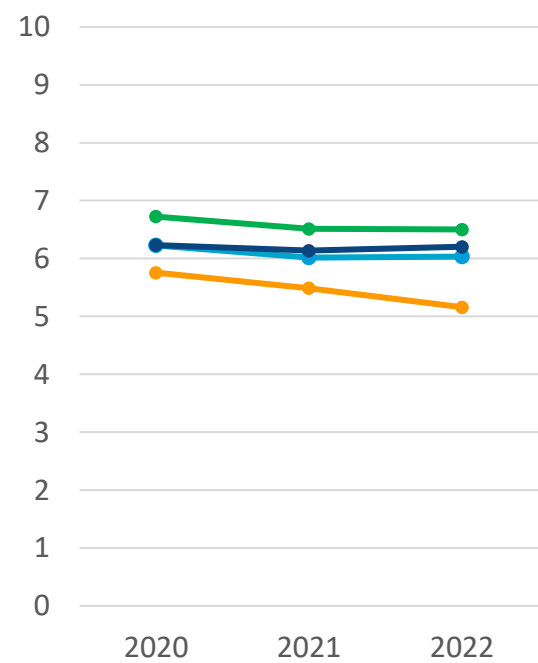


The Covid-19 pandemic – Your experience during the Covid-19 pandemic

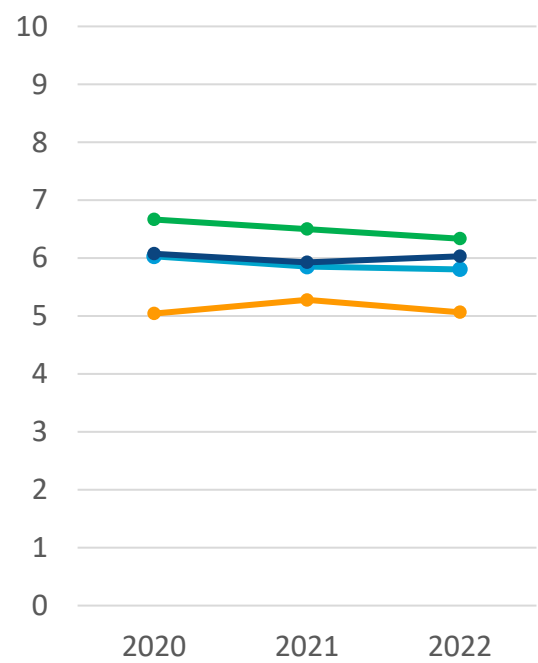
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Morale

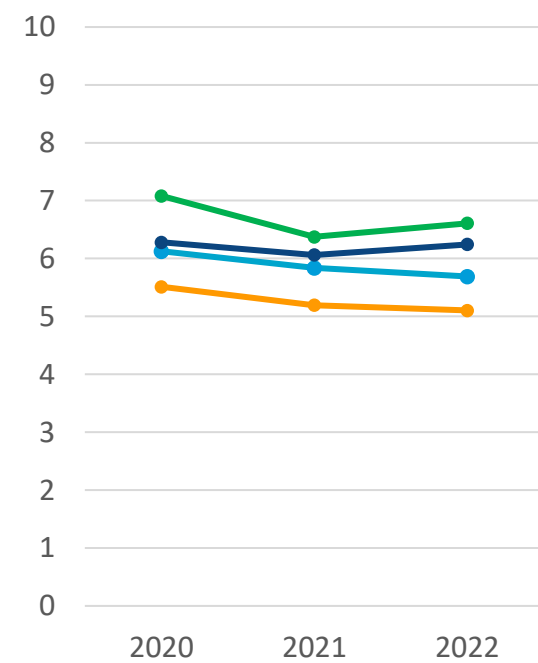
All staff



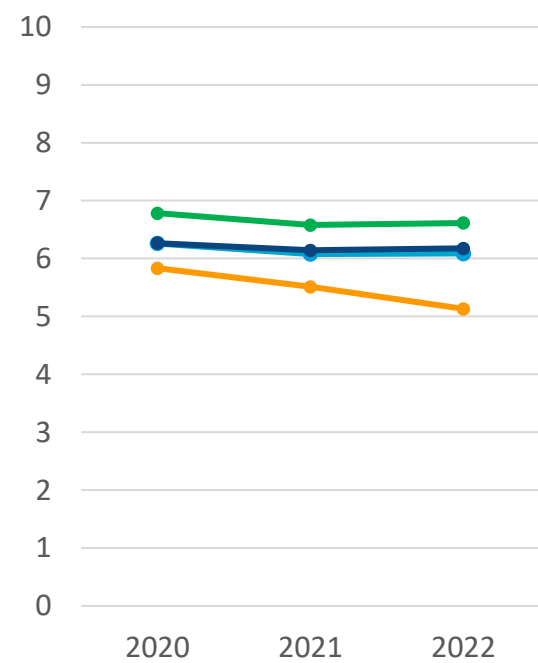
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	6.2	6.1	6.2
Highest	6.7	6.5	6.5
Average	6.2	6.0	6.0
Lowest	5.8	5.5	5.2
Responses	2022	2365	2484

	2020	2021	2022
Your org	6.1	5.9	6.0
Highest	6.7	6.5	6.3
Average	6.0	5.9	5.8
Lowest	5.0	5.3	5.1
Responses	560	630	622

	2020	2021	2022
Your org	6.3	6.1	6.2
Highest	7.1	6.4	6.6
Average	6.1	5.8	5.7
Lowest	5.5	5.2	5.1
Responses	401	400	175

	2020	2021	2022
Your org	6.3	6.1	6.2
Highest	6.8	6.6	6.6
Average	6.3	6.1	6.1
Lowest	5.8	5.5	5.1
Responses	1086	1403	1226

People Promise element – We are compassionate and inclusive



Questions included:

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

Compassionate leadership – Q9f, Q9g, Q9h, Q9i

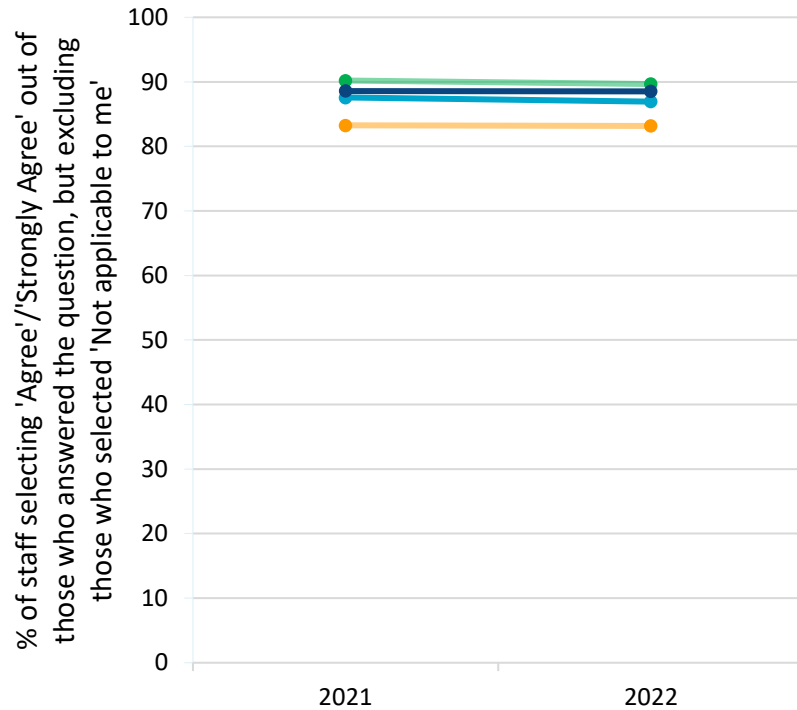
Diversity and equality – Q15, Q16a, Q16b, Q20

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.



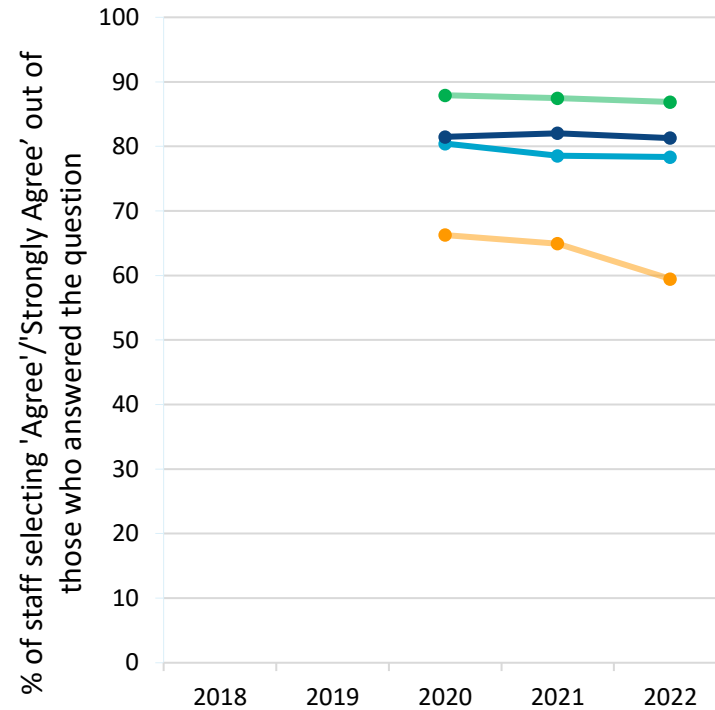
Q6a I feel that my role makes a difference to patients / service users.



	2021	2022
Your org	88.6%	88.6%
Best	90.2%	89.7%
Average	87.6%	87.0%
Worst	83.2%	83.2%

Responses 2266 2405

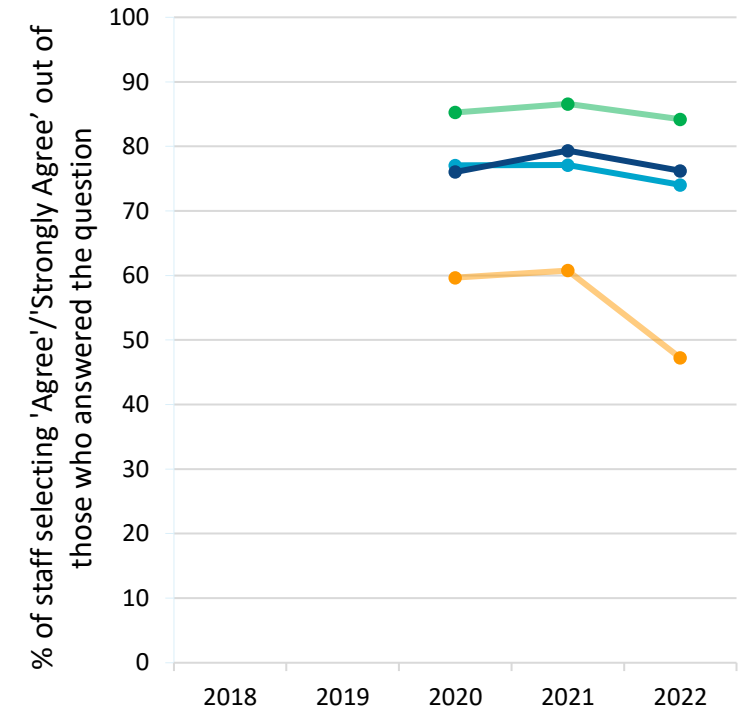
Q23a Care of patients / service users is my organisation's top priority.



	2018	2019	2020	2021	2022
Your org	-	-	81.5%	82.0%	81.3%
Best	-	-	87.9%	87.5%	86.9%
Average	-	-	80.4%	78.5%	78.3%
Worst	-	-	66.3%	64.9%	59.5%

Responses - - 2010 2359 2482

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



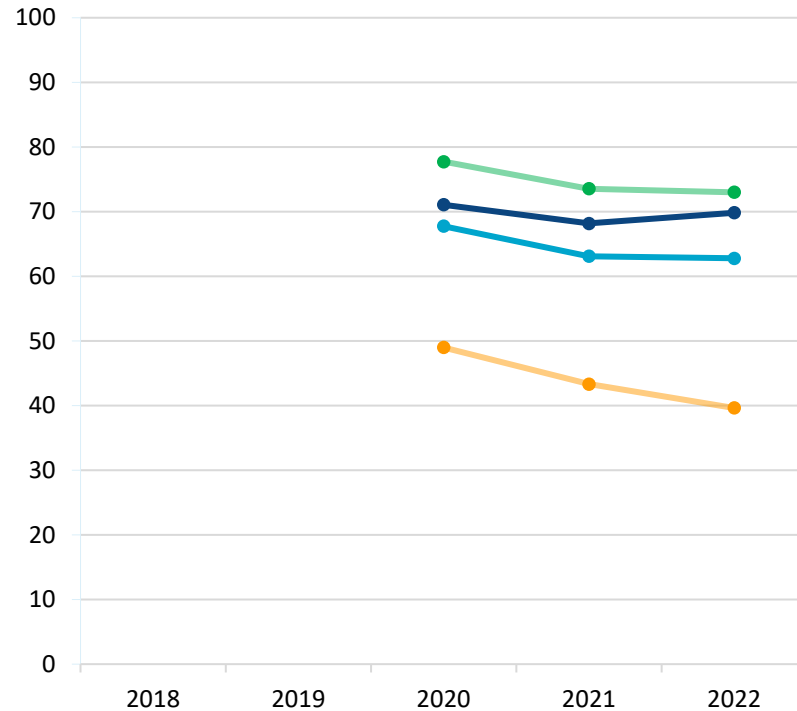
	2018	2019	2020	2021	2022
Your org	-	-	76.0%	79.3%	76.2%
Best	-	-	85.3%	86.6%	84.2%
Average	-	-	77.1%	77.1%	74.0%
Worst	-	-	59.7%	60.8%	47.2%

Responses - - 2009 2353 2480



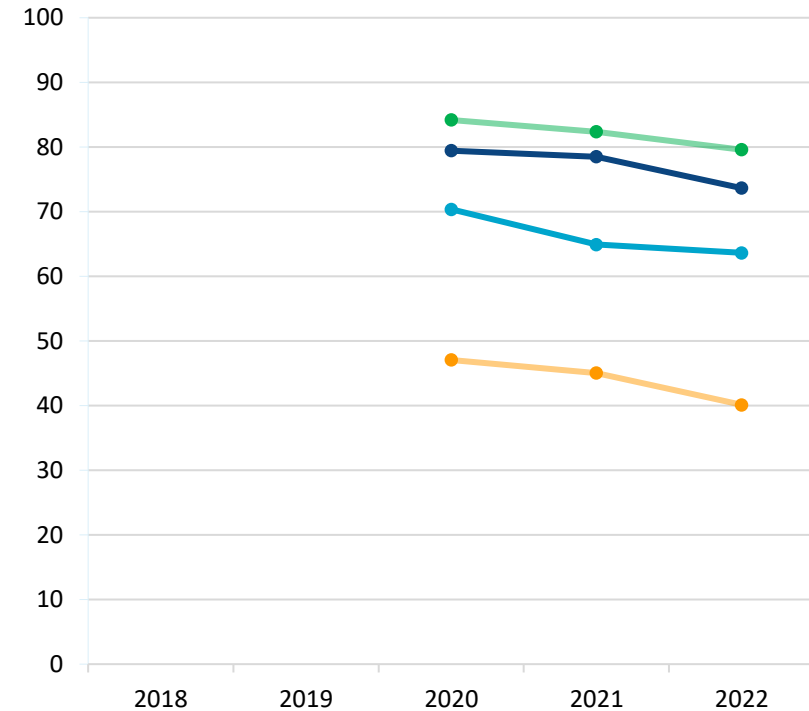
Q23c I would recommend my organisation as a place to work.

% 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

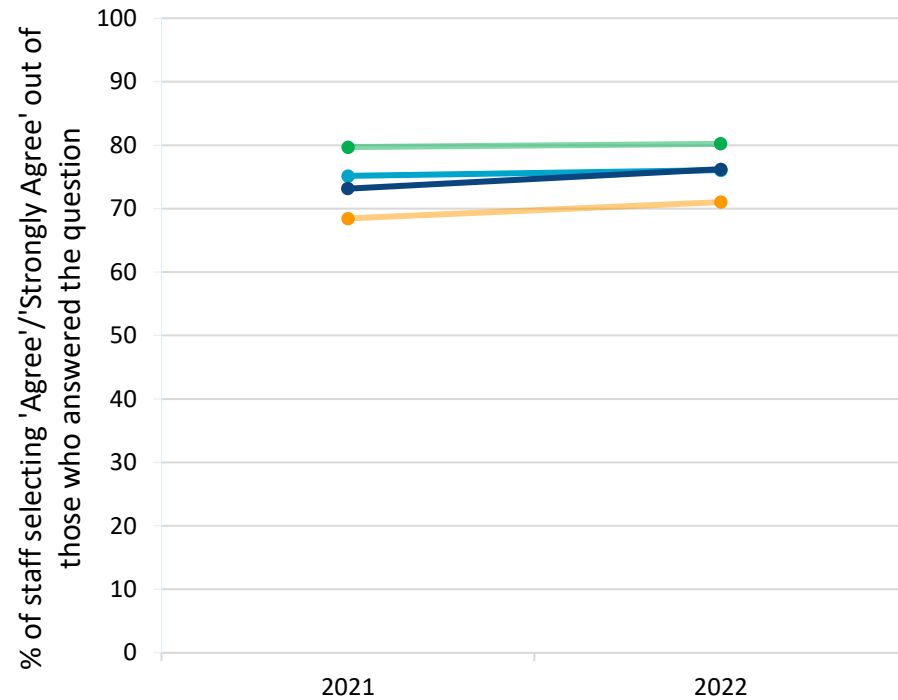


	2018	2019	2020	2021	2022
Your org	-	-	71.1%	68.2%	69.8%
Best	-	-	77.8%	73.6%	73.0%
Average	-	-	67.8%	63.1%	62.8%
Worst	-	-	49.0%	43.3%	39.6%
Responses	-	-	2011	2352	2482

	2018	2019	2020	2021	2022
Your org	-	-	79.5%	78.5%	73.7%
Best	-	-	84.2%	82.4%	79.6%
Average	-	-	70.4%	64.9%	63.6%
Worst	-	-	47.1%	45.0%	40.1%
Responses	-	-	2008	2356	2476

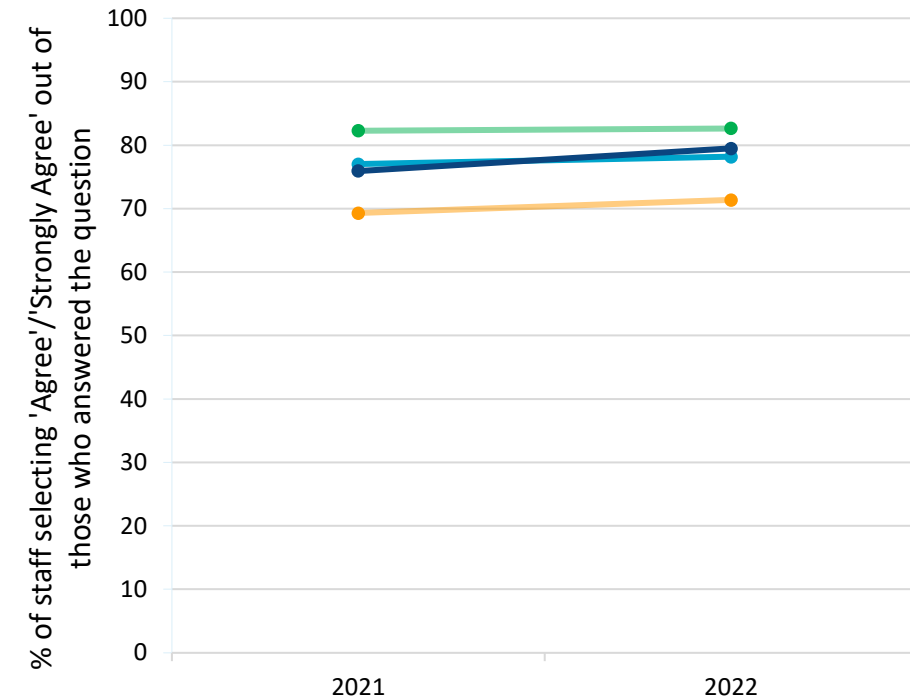


Q9f My immediate manager works together with me to come to an understanding of problems.



	2021	2022
Your org	73.1%	76.2%
Best	79.7%	80.2%
Average	75.2%	76.1%
Worst	68.4%	71.0%
Responses	2354	2476

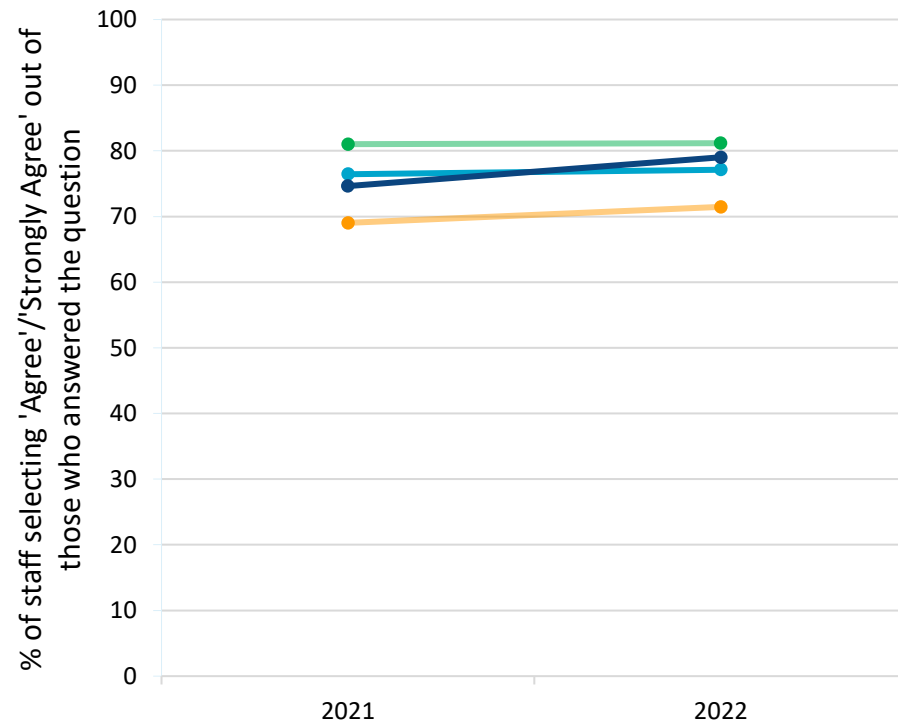
Q9g My immediate manager is interested in listening to me when I describe challenges I face.



	2021	2022
Your org	75.9%	79.5%
Best	82.3%	82.6%
Average	77.0%	78.2%
Worst	69.3%	71.4%
Responses	2363	2482

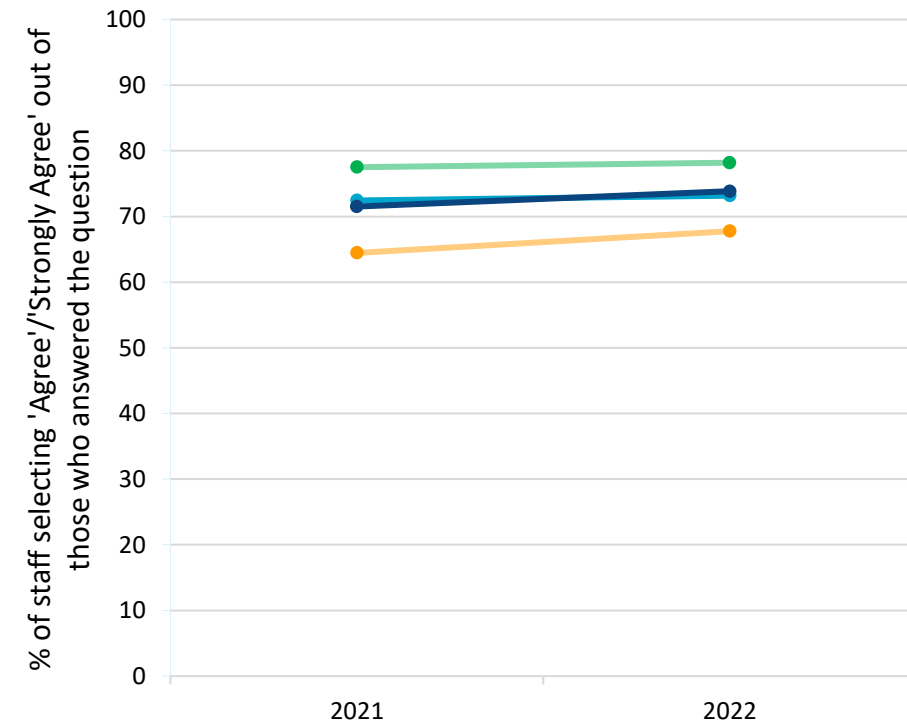


Q9h My immediate manager cares about my concerns.



	2021	2022
Your org	74.6%	79.0%
Best	81.0%	81.2%
Average	76.5%	77.1%
Worst	69.0%	71.4%
Responses	2361	2480

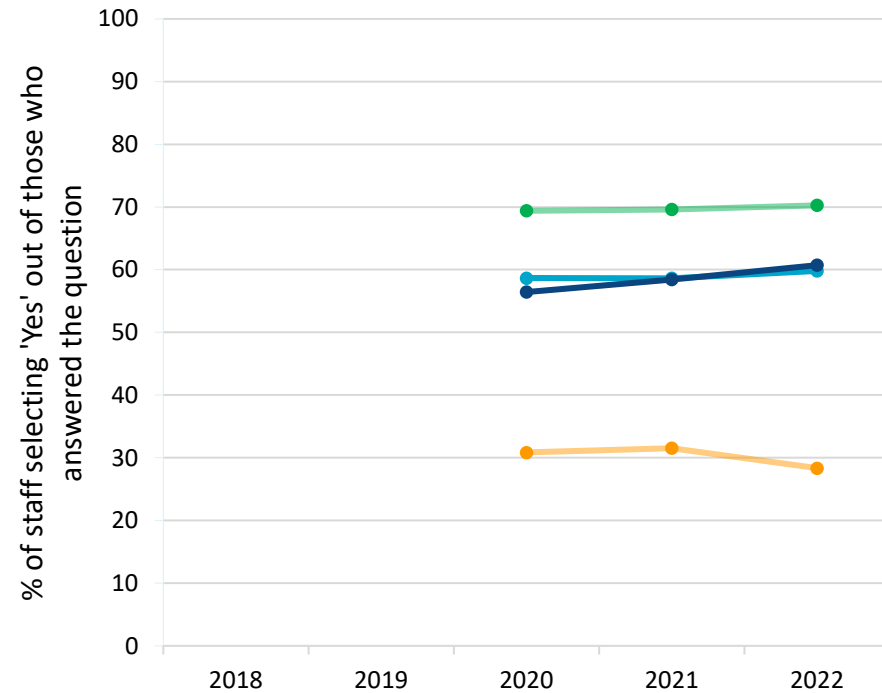
Q9i My immediate manager takes effective action to help me with any problems I face.



	2021	2022
Your org	71.5%	73.9%
Best	77.5%	78.2%
Average	72.4%	73.2%
Worst	64.5%	67.8%
Responses	2354	2474



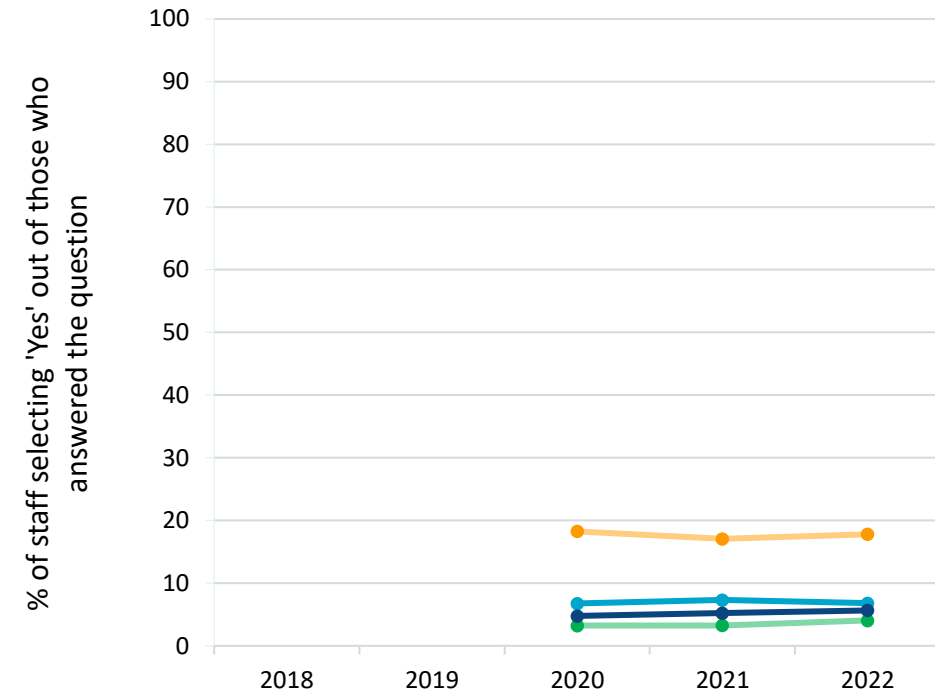
Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



	2018	2019	2020	2021	2022
Your org	-	-	56.4%	58.4%	60.7%
Best	-	-	69.4%	69.6%	70.3%
Average	-	-	58.7%	58.6%	59.8%
Worst	-	-	30.9%	31.5%	28.3%

Responses - - 2020 2341 2465

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?



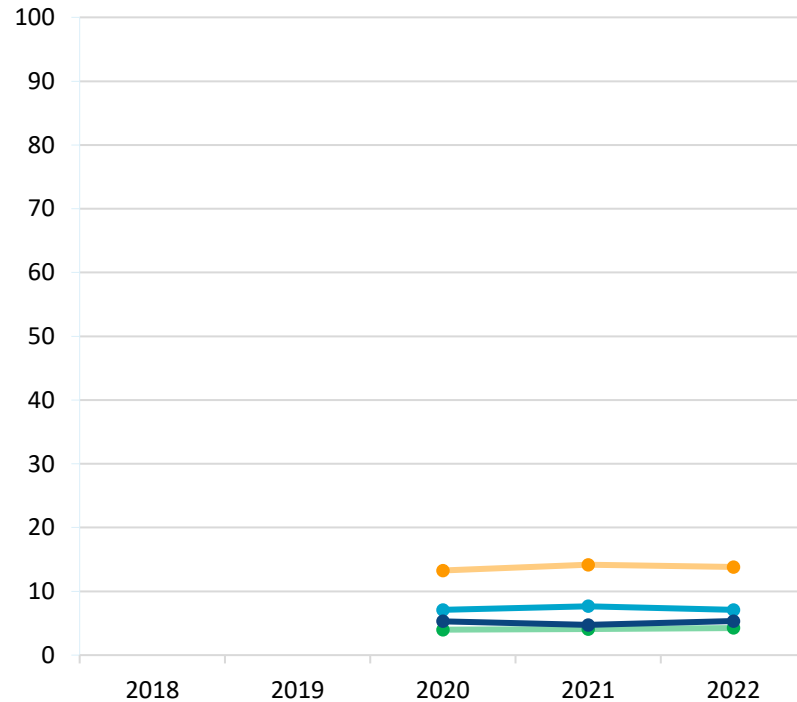
	2018	2019	2020	2021	2022
Your org	-	-	4.8%	5.2%	5.7%
Best	-	-	3.2%	3.3%	4.1%
Average	-	-	6.8%	7.3%	6.8%
Worst	-	-	18.3%	17.1%	17.8%

Responses - - 2010 2355 2477



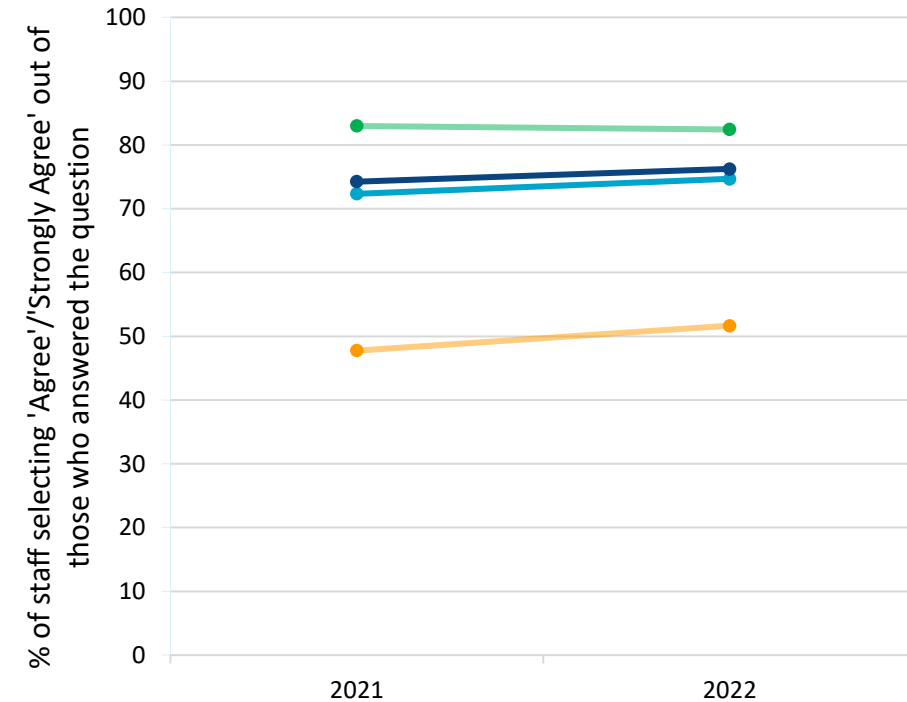
Q16b In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?

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



	2018	2019	2020	2021	2022
Your org	-	-	5.3%	4.7%	5.3%
Best	-	-	4.0%	4.1%	4.3%
Average	-	-	7.1%	7.7%	7.1%
Worst	-	-	13.2%	14.2%	13.8%
Responses	-	-	2006	2344	2466

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

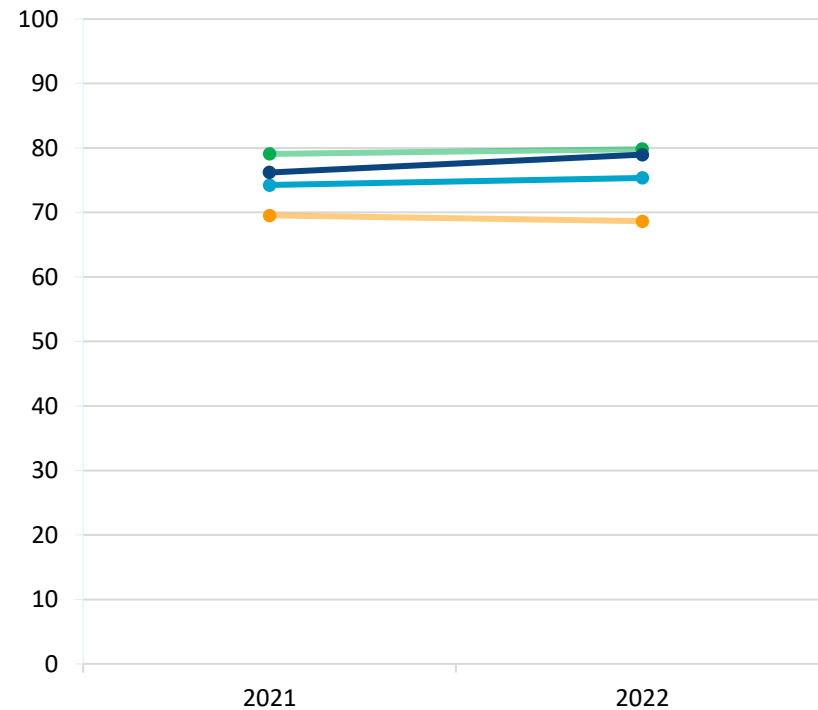


	2021	2022
Your org	74.2%	76.3%
Best	83.0%	82.5%
Average	72.4%	74.7%
Worst	47.8%	51.7%
Responses	2356	2484



Q7h I feel valued by my team.

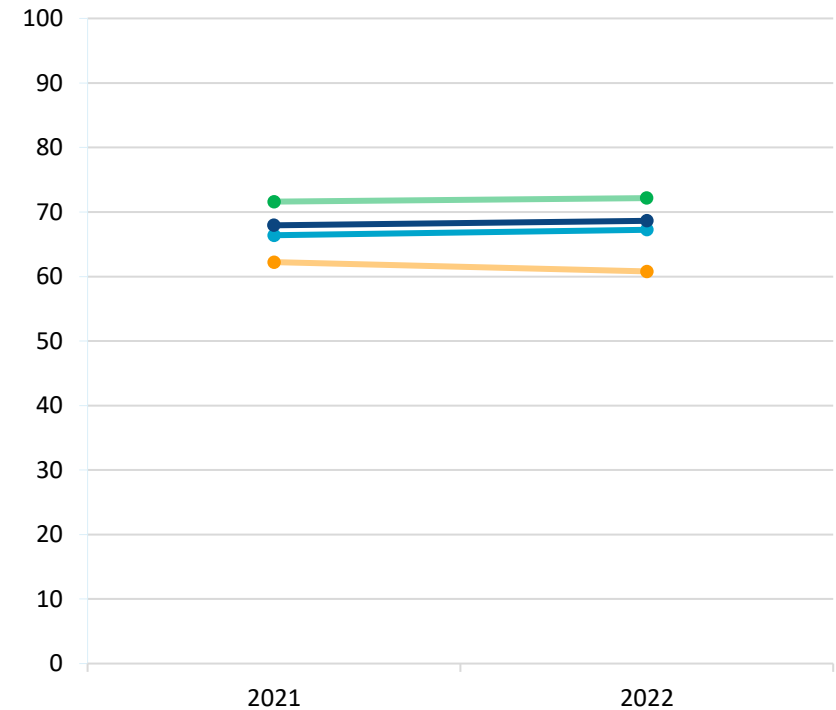
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	76.2%	79.0%
Best	79.1%	79.8%
Average	74.2%	75.4%
Worst	69.5%	68.6%
Responses	2354	2474

Q7i I feel a strong personal attachment to my team.

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

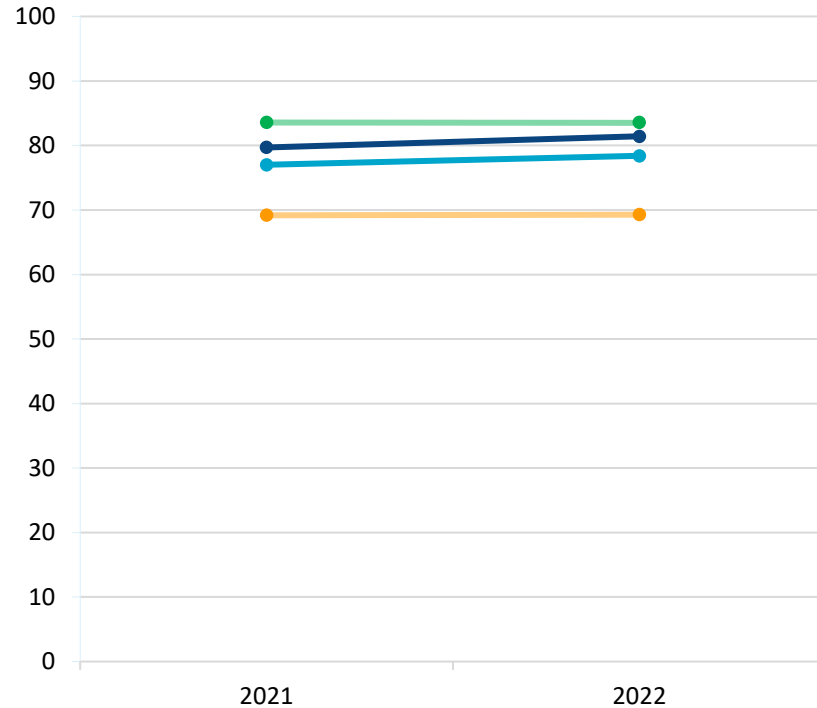


	2021	2022
Your org	68.0%	68.7%
Best	71.6%	72.2%
Average	66.4%	67.3%
Worst	62.2%	60.8%
Responses	2357	2473



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

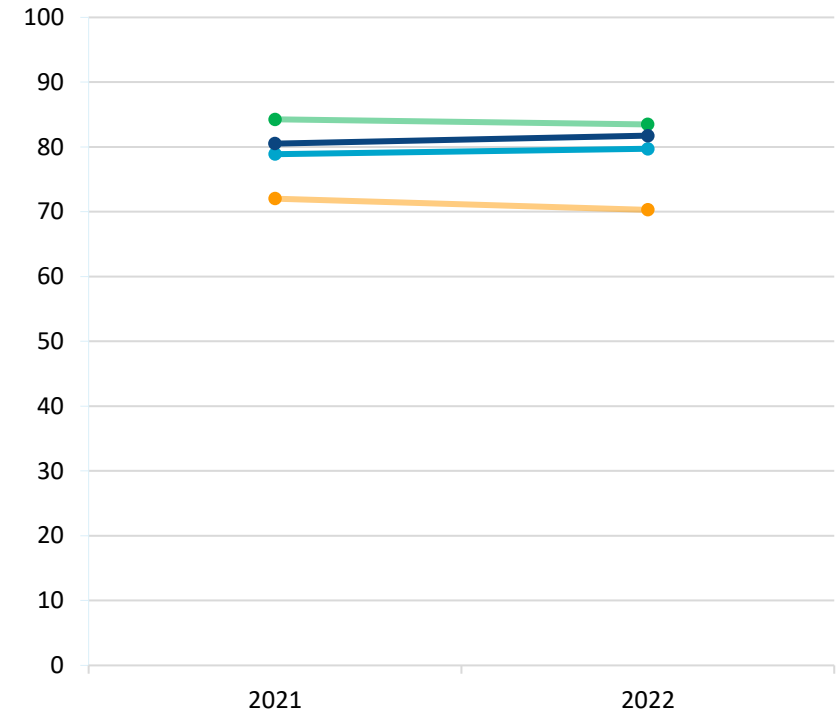
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	79.7%	81.4%
Best	83.6%	83.6%
Average	77.0%	78.4%
Worst	69.2%	69.3%
Responses	2356	2472

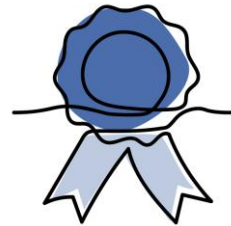
Q8c The people I work with are polite and treat each other with respect.

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



	2021	2022
Your org	80.5%	81.7%
Best	84.3%	83.4%
Average	78.9%	79.7%
Worst	72.0%	70.3%
Responses	2356	2470

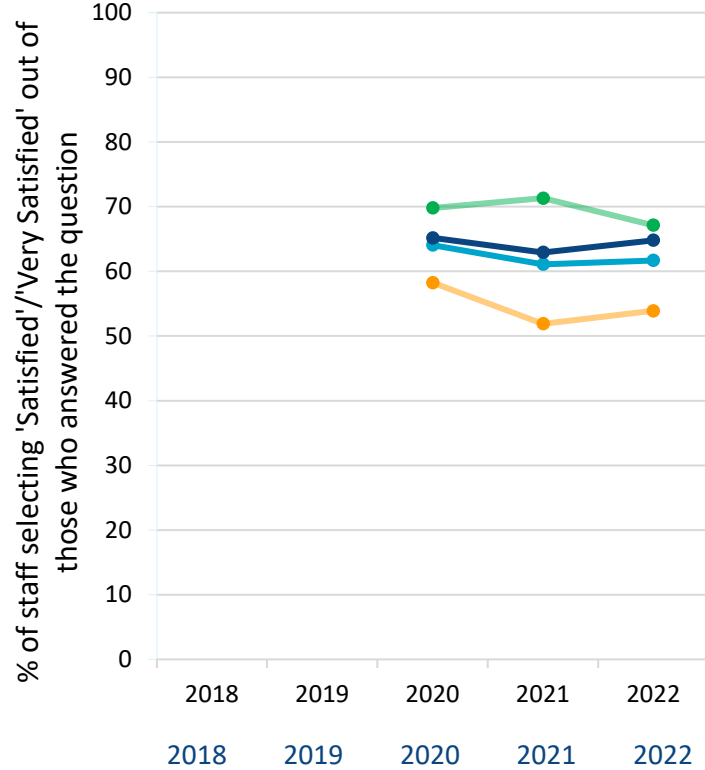
People Promise element – We are recognised and rewarded



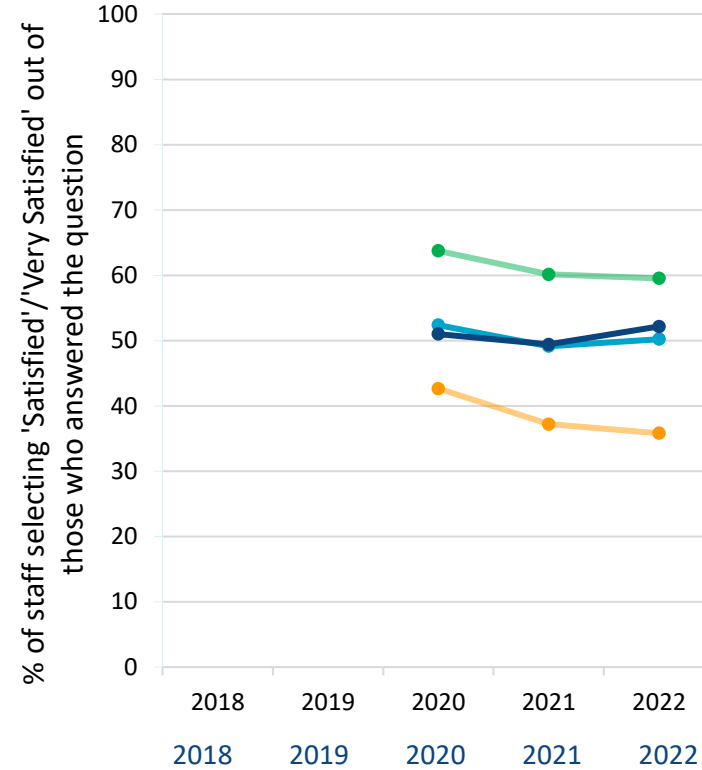
Questions included:
Q4a, Q4b, Q4c, Q8d, Q9e



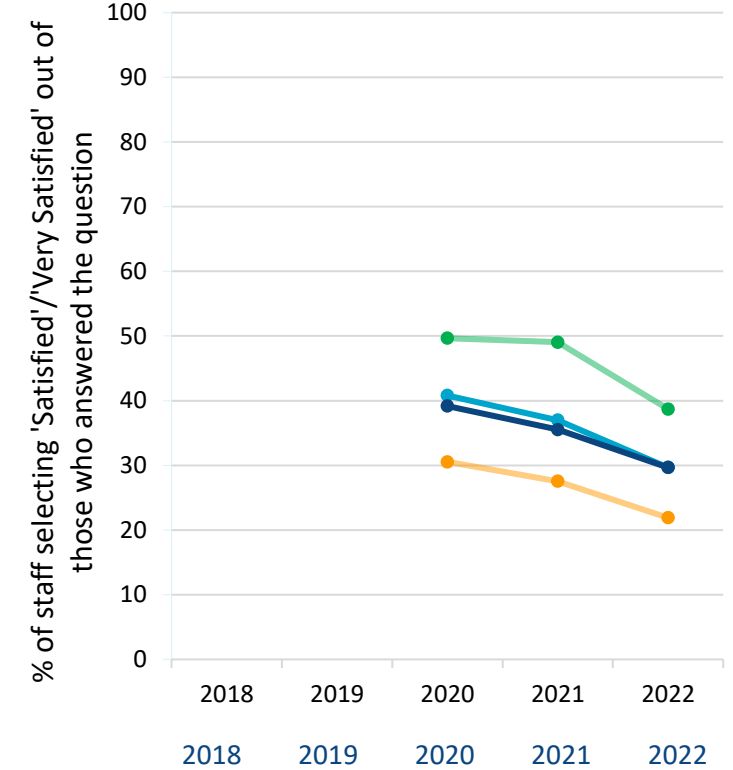
Q4a How satisfied are you with each of the following aspects of your job? The recognition I get for good work.



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

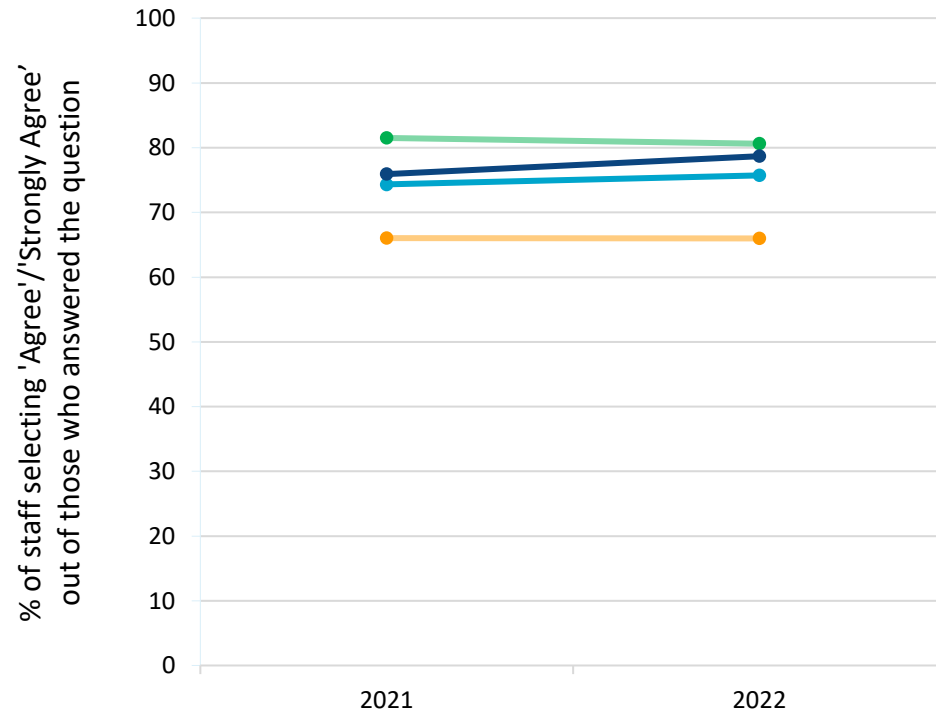


Q4c How satisfied are you with each of the following aspects of your job? My level of pay.





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



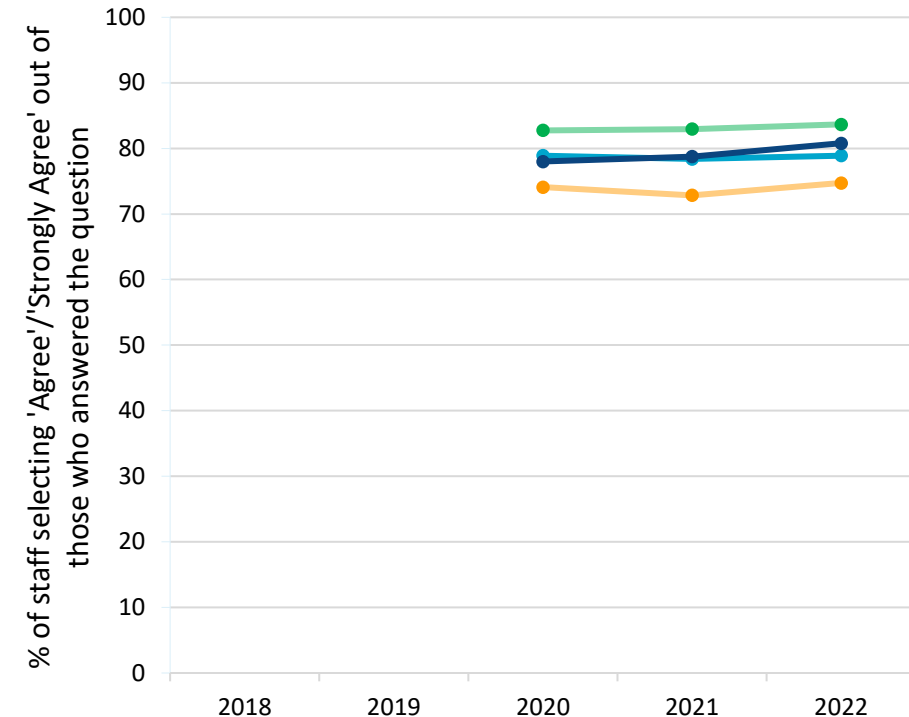
Your org	2021	2022
Best	81.5%	80.6%
Average	74.3%	75.7%
Worst	66.0%	66.0%

Responses

2351

2474

Q9e My immediate manager values my work.



Your org	2018	2019	2020	2021	2022
Best	-	-	82.7%	82.9%	83.7%
Average	-	-	78.9%	78.4%	78.9%
Worst	-	-	74.1%	72.8%	74.7%

Responses

-

-

2017

2357

2482

People Promise element – We each have a voice that counts



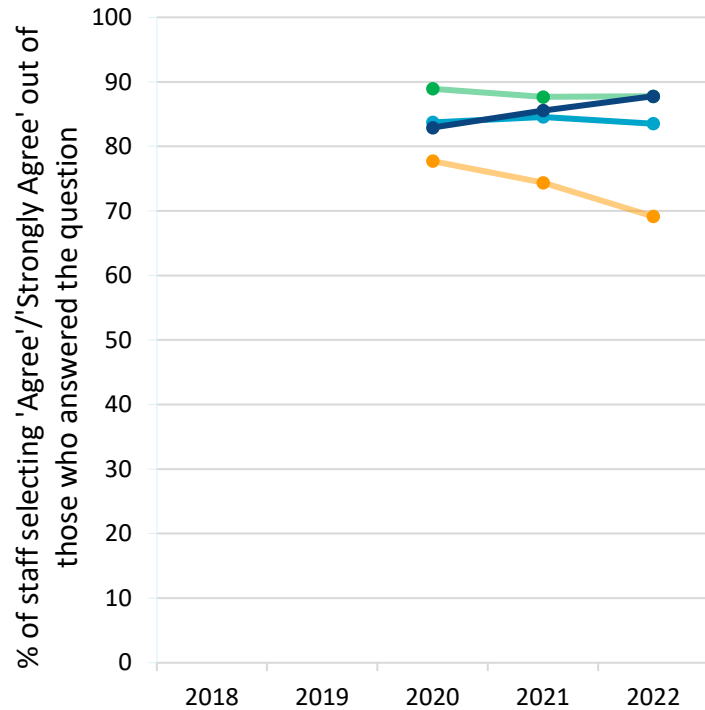
Questions included:

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

Raising concerns – Q19a, Q19b, Q23e, Q23f

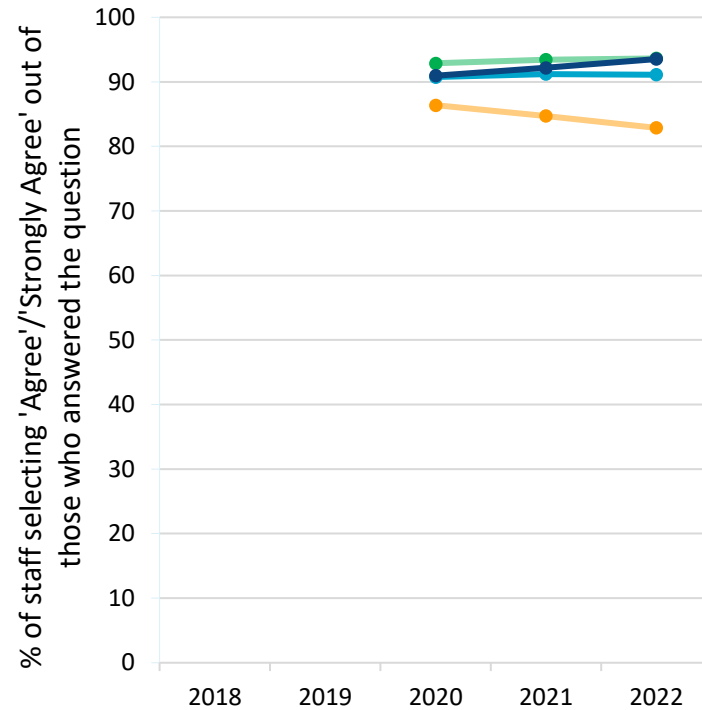


Q3a I always know what my work responsibilities are.



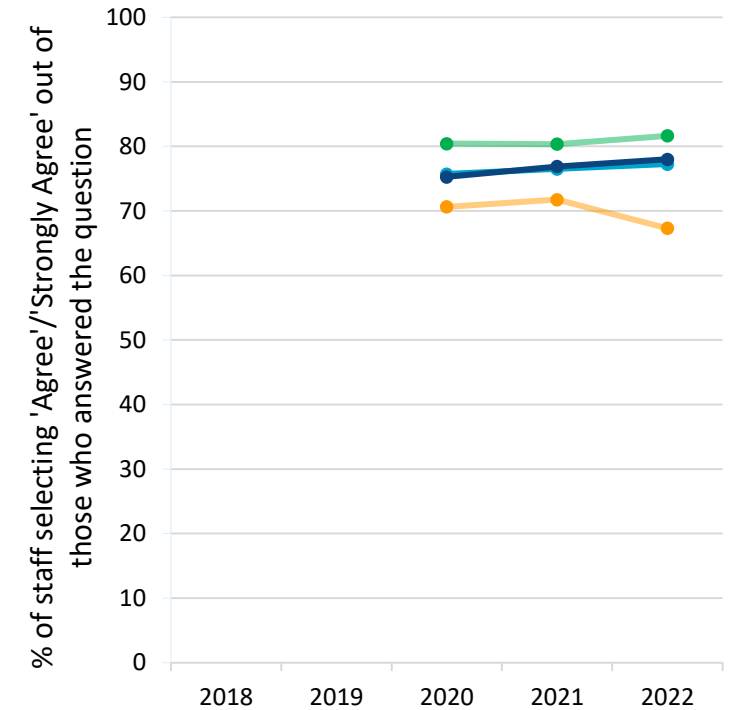
	2018	2019	2020	2021	2022
Your org	-	-	82.9%	85.6%	87.8%
Best	-	-	88.9%	87.7%	87.8%
Average	-	-	83.7%	84.6%	83.5%
Worst	-	-	77.7%	74.4%	69.2%
Responses	-	-	2012	2363	2481

Q3b I am trusted to do my job.



	2018	2019	2020	2021	2022
Your org	-	-	91.0%	92.2%	93.5%
Best	-	-	92.9%	93.4%	93.6%
Average	-	-	90.7%	91.2%	91.1%
Worst	-	-	86.4%	84.7%	82.9%
Responses	-	-	2005	2362	2480

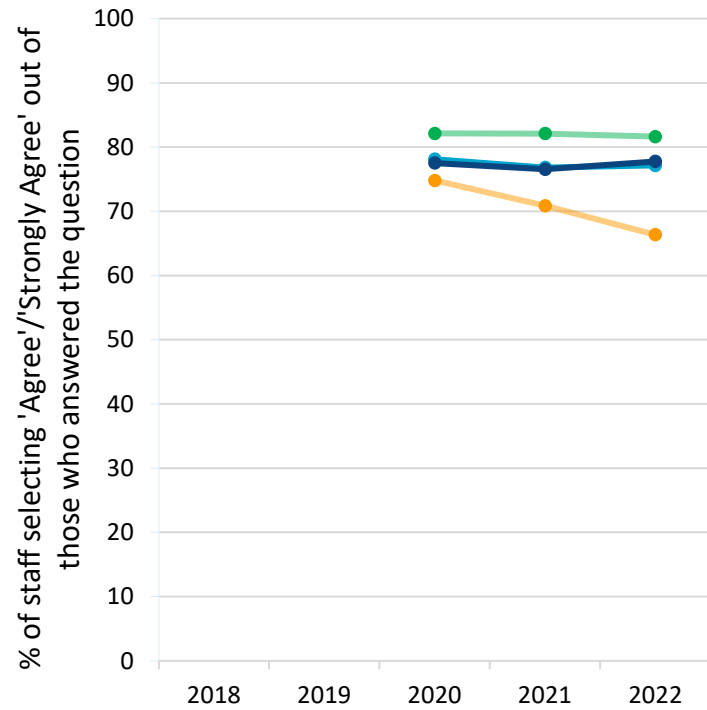
Q3c There are frequent opportunities for me to show initiative in my role.



	2018	2019	2020	2021	2022
Your org	-	-	75.3%	76.9%	78.0%
Best	-	-	80.4%	80.4%	81.6%
Average	-	-	75.7%	76.5%	77.3%
Worst	-	-	70.6%	71.7%	67.3%
Responses	-	-	2015	2357	2474

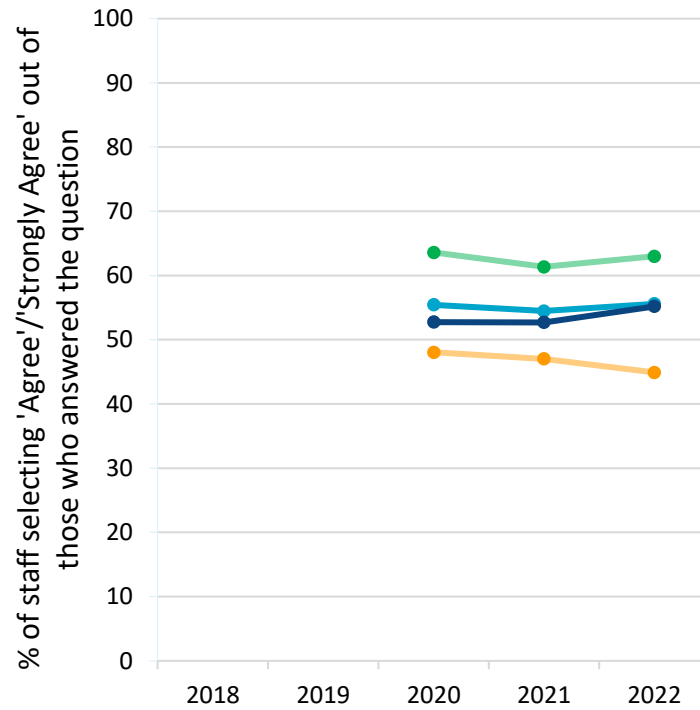


Q3d I am able to make suggestions to improve the work of my team / department.



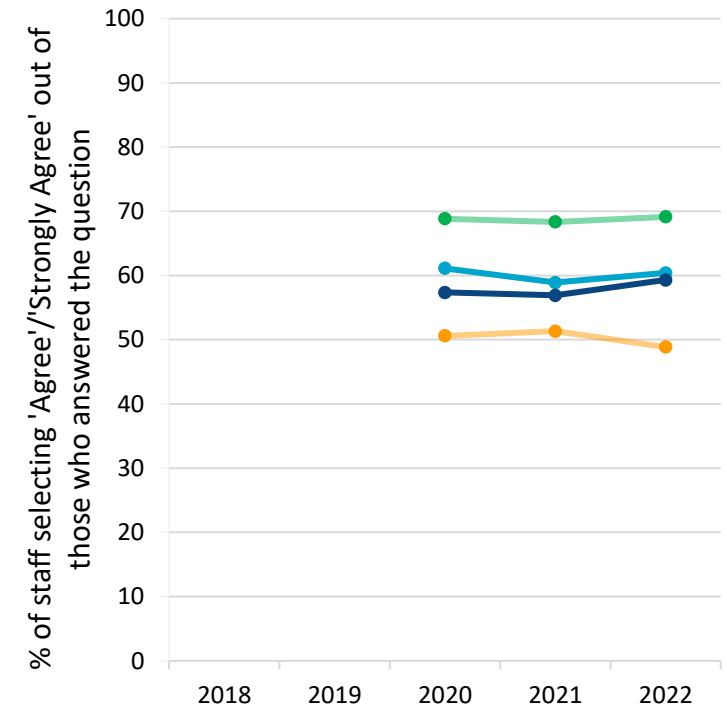
	2018	2019	2020	2021	2022
Your org	-	-	77.5%	76.5%	77.8%
Best	-	-	82.1%	82.1%	81.6%
Average	-	-	78.1%	76.8%	77.1%
Worst	-	-	74.8%	70.9%	66.3%
Responses	-	-	2015	2353	2474

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



	2018	2019	2020	2021	2022
Your org	-	-	52.7%	52.7%	55.2%
Best	-	-	63.6%	61.3%	63.0%
Average	-	-	55.4%	54.5%	55.6%
Worst	-	-	48.0%	47.0%	44.9%
Responses	-	-	2009	2356	2481

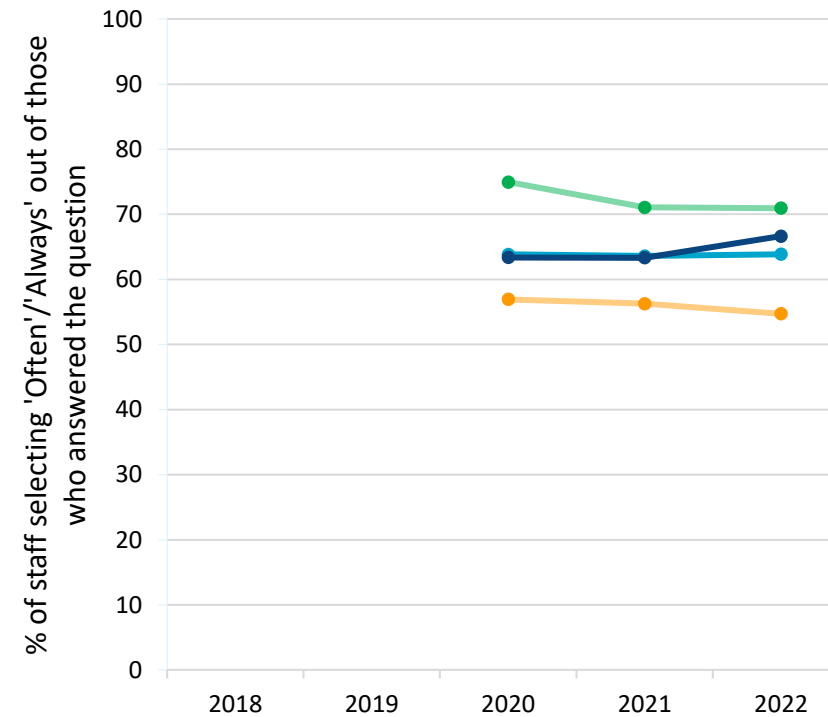
Q3f I am able to make improvements happen in my area of work.



	2018	2019	2020	2021	2022
Your org	-	-	57.3%	56.9%	59.3%
Best	-	-	68.8%	68.4%	69.1%
Average	-	-	61.1%	58.9%	60.4%
Worst	-	-	50.6%	51.3%	48.9%
Responses	-	-	2003	2338	2475



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

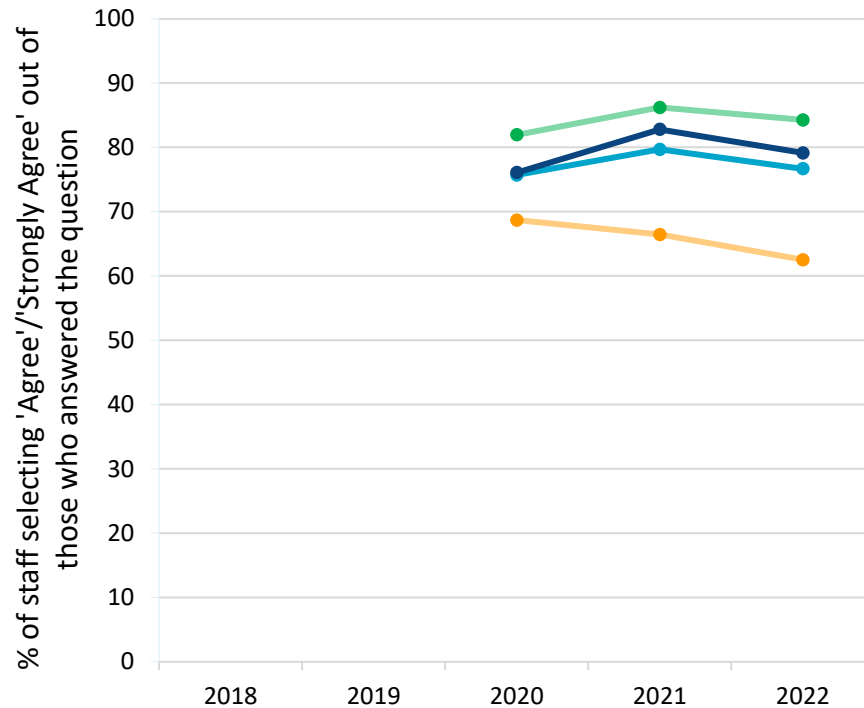


	2018	2019	2020	2021	2022
Your org	-	-	63.4%	63.3%	66.6%
Best	-	-	75.0%	71.1%	70.9%
Average	-	-	63.8%	63.6%	63.9%
Worst	-	-	56.9%	56.3%	54.7%

Responses - - 2010 2349 2475



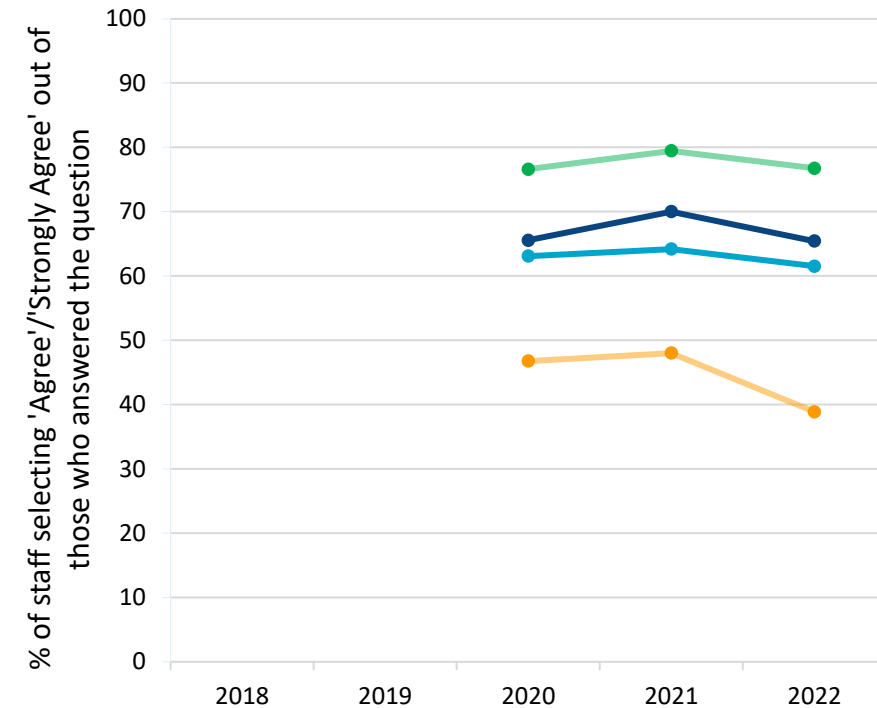
Q19a I would feel secure raising concerns about unsafe clinical practice.



	2018	2019	2020	2021	2022
Your org	-	-	76.1%	82.8%	79.1%
Best	-	-	82.0%	86.2%	84.3%
Average	-	-	75.7%	79.7%	76.7%
Worst	-	-	68.7%	66.4%	62.5%

Responses - - 2011 2357 2477

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

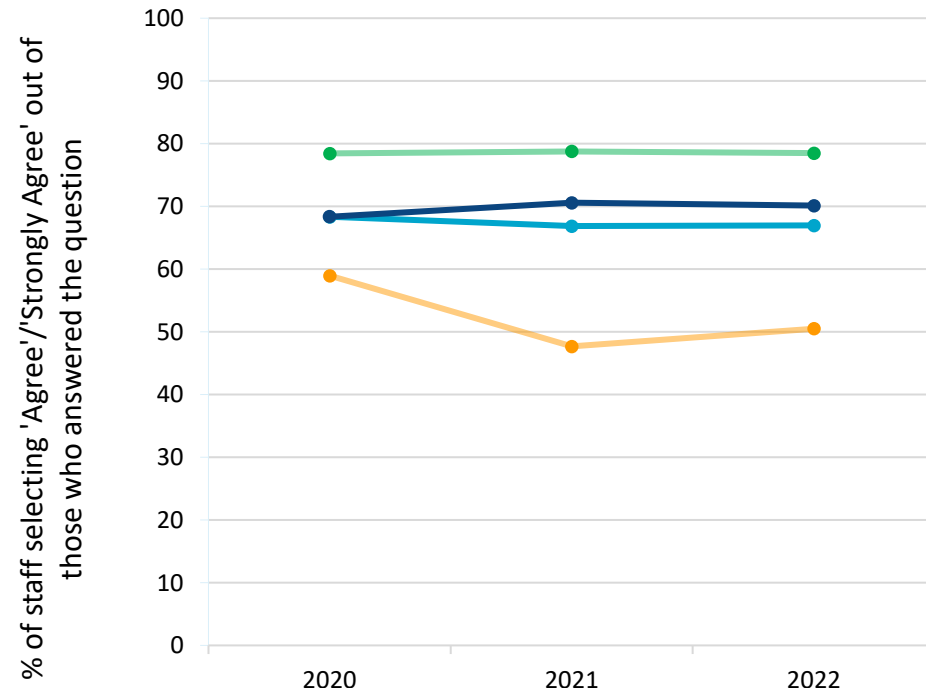


	2018	2019	2020	2021	2022
Your org	-	-	65.5%	70.0%	65.4%
Best	-	-	76.6%	79.5%	76.7%
Average	-	-	63.1%	64.2%	61.5%
Worst	-	-	46.8%	48.0%	38.9%

Responses - - 2006 2349 2467

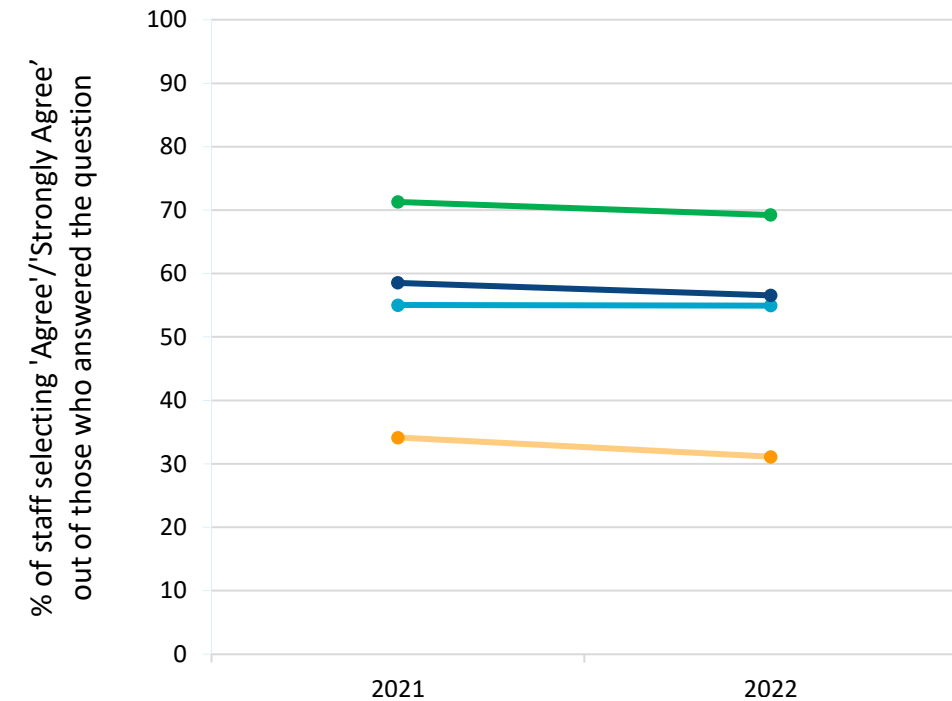


Q23e I feel safe to speak up about anything that concerns me in this organisation.



	2020	2021	2022
Your org	68.4%	70.6%	70.1%
Best	78.5%	78.8%	78.5%
Average	68.3%	66.9%	67.0%
Worst	59.0%	47.7%	50.5%
Responses	2006	2357	2475

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



	2021	2022
Your org	58.5%	56.6%
Best	71.3%	69.2%
Average	55.0%	55.0%
Worst	34.2%	31.1%
Responses	2354	2480

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

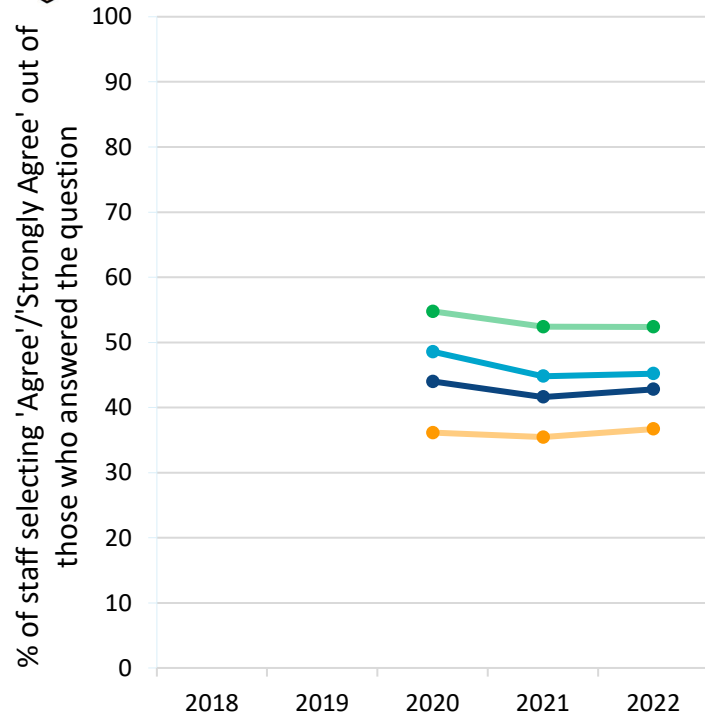
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



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

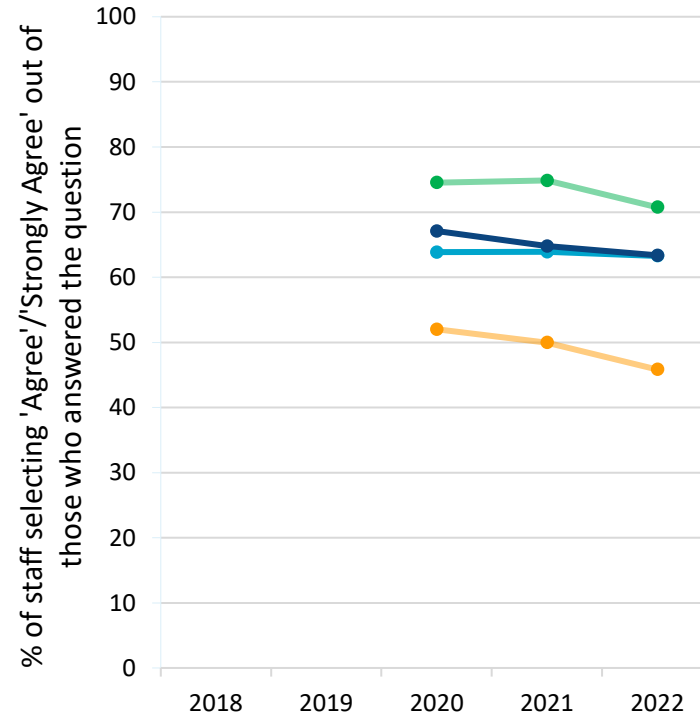


Q3g I am able to meet all the conflicting demands on my time at work.



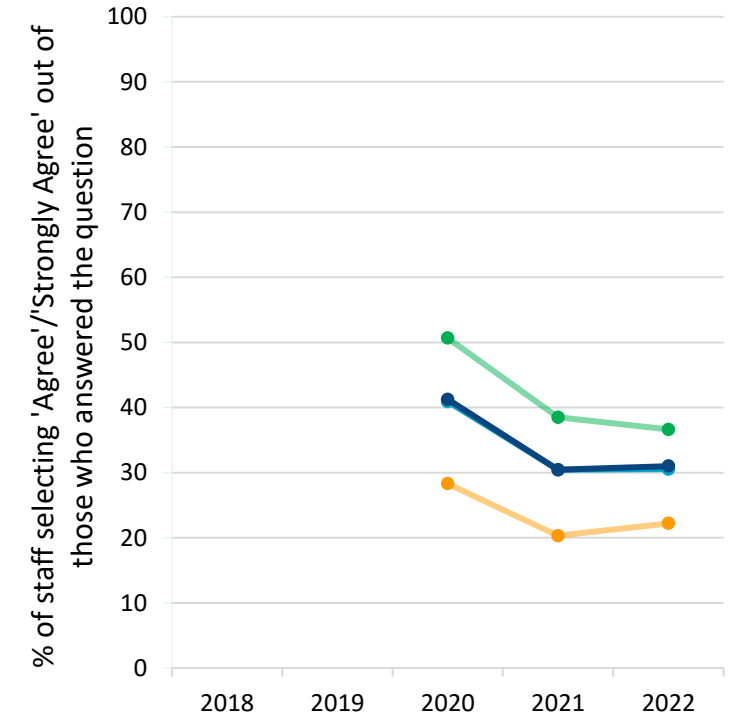
	2018	2019	2020	2021	2022
Your org	-	-	44.0%	41.6%	42.8%
Best	-	-	54.8%	52.4%	52.4%
Average	-	-	48.6%	44.8%	45.2%
Worst	-	-	36.1%	35.4%	36.7%
Responses	-	-	2010	2350	2471

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



	2018	2019	2020	2021	2022
Your org	-	-	67.1%	64.8%	63.4%
Best	-	-	74.5%	74.8%	70.8%
Average	-	-	63.8%	63.9%	63.3%
Worst	-	-	52.0%	50.0%	45.8%
Responses	-	-	2010	2339	2466

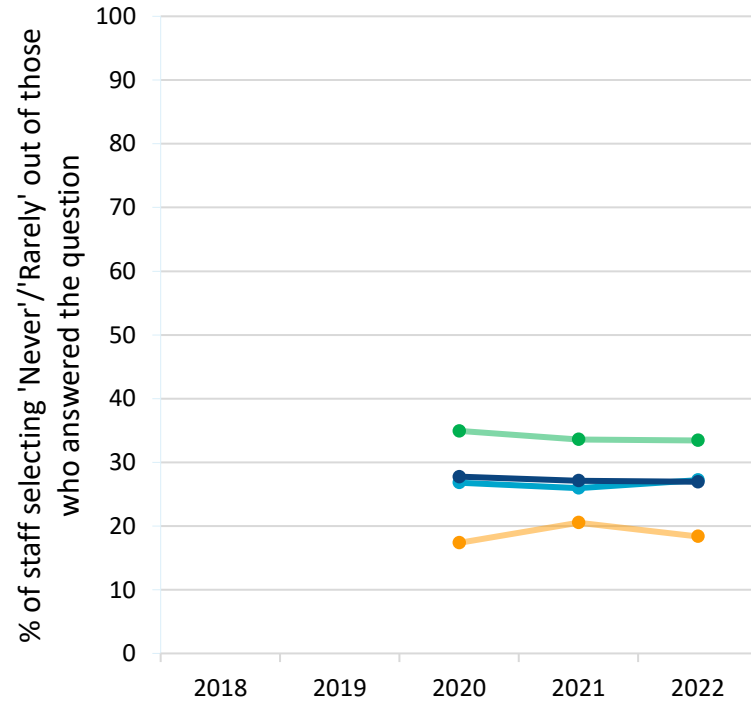
Q3i There are enough staff at this organisation for me to do my job properly.



	2018	2019	2020	2021	2022
Your org	-	-	41.2%	30.4%	31.0%
Best	-	-	50.7%	38.5%	36.6%
Average	-	-	40.9%	30.4%	30.5%
Worst	-	-	28.3%	20.3%	22.2%
Responses	-	-	2008	2355	2477

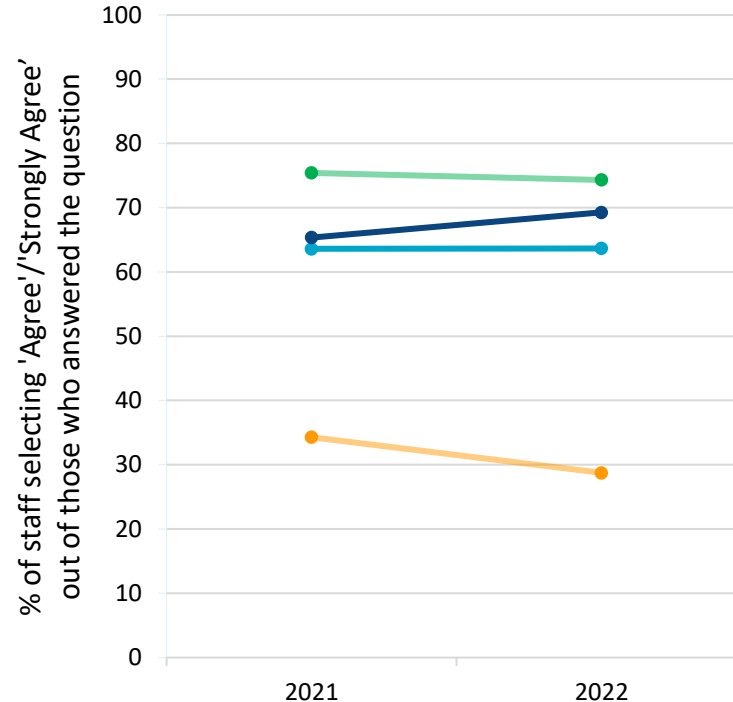


Q5a I have unrealistic time pressures.



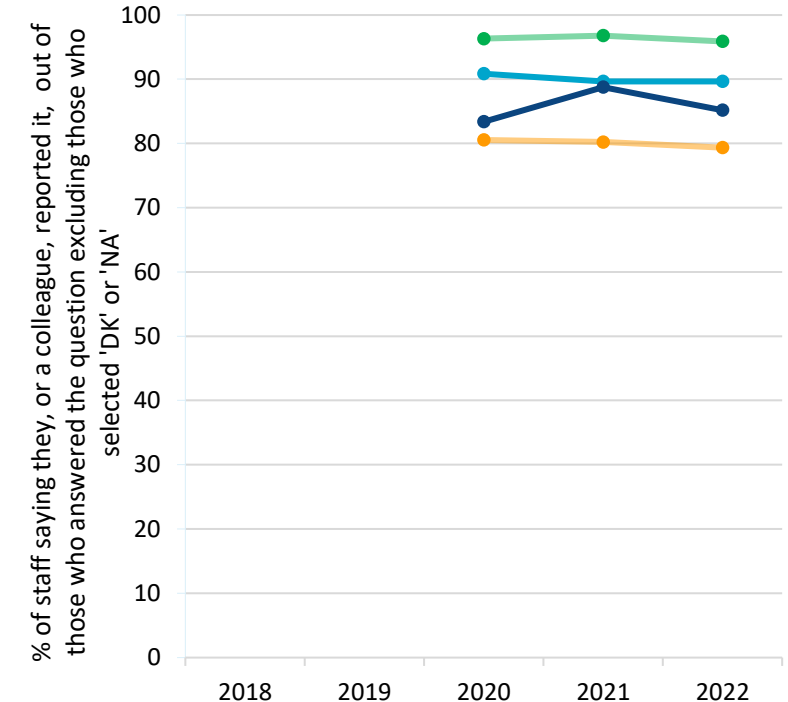
	2018	2019	2020	2021	2022
Your org	-	-	27.7%	27.1%	26.9%
Best	-	-	34.9%	33.6%	33.4%
Average	-	-	26.8%	26.0%	27.2%
Worst	-	-	17.4%	20.6%	18.4%
Responses	-	-	2016	2361	2478

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



	2021	2022
Your org	65.3%	69.3%
Best	75.4%	74.3%
Average	63.6%	63.7%
Worst	34.3%	28.7%
Responses	2333	2463

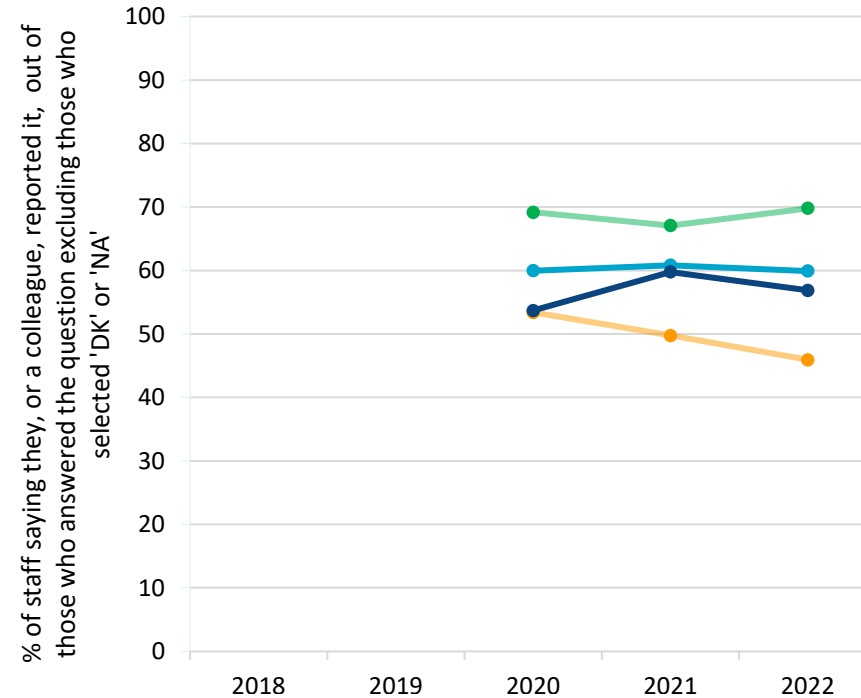
Q13d The last time you experienced physical violence at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	-	-	83.4%	88.7%	85.2%
Best	-	-	96.3%	96.8%	95.9%
Average	-	-	90.9%	89.7%	89.6%
Worst	-	-	80.5%	80.2%	79.4%
Responses	-	-	227	236	263



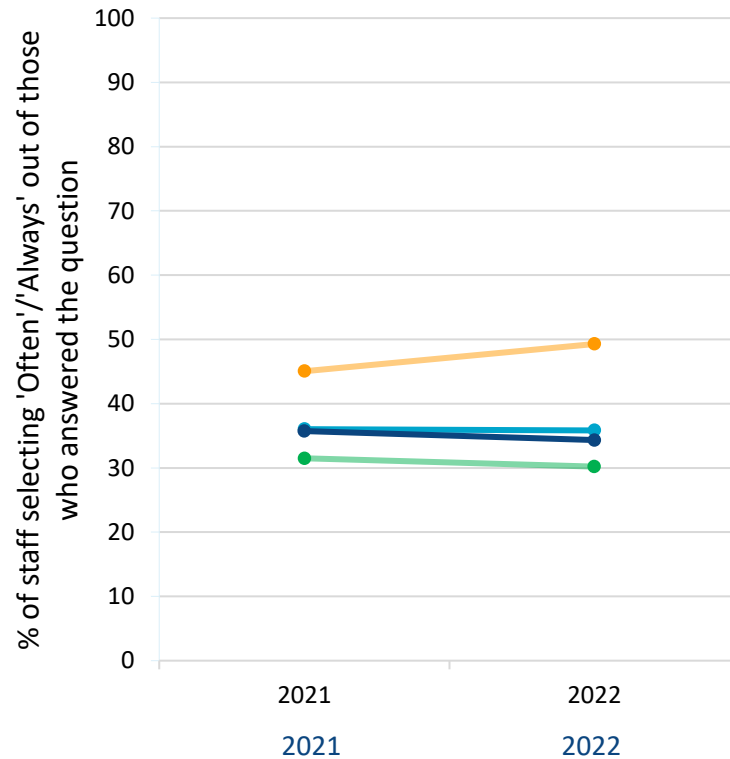
Q14d The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?



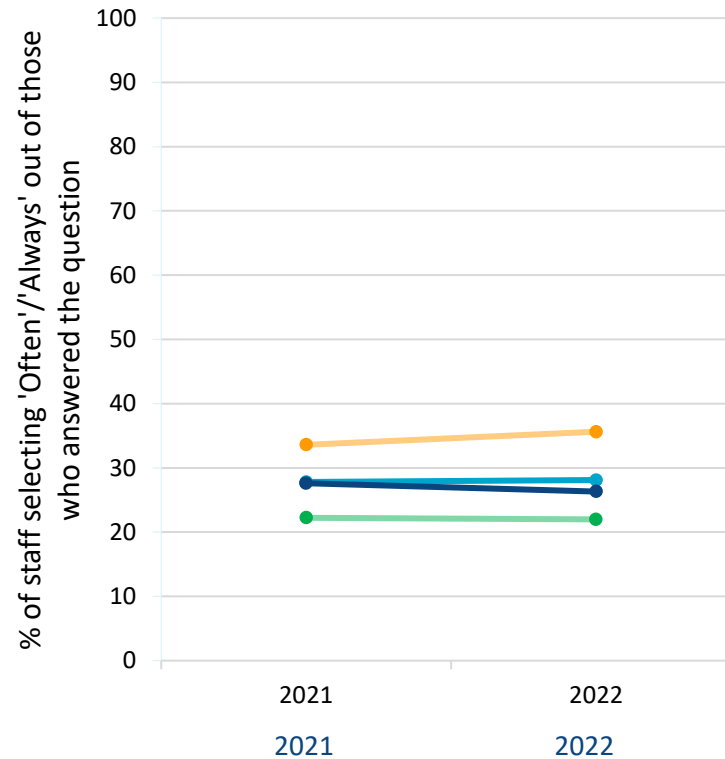
	2018	2019	2020	2021	2022
Your org	-	-	53.7%	59.8%	56.9%
Best	-	-	69.2%	67.1%	69.8%
Average	-	-	60.0%	60.8%	59.9%
Worst	-	-	53.4%	49.7%	45.9%
Responses	-	-	667	759	787



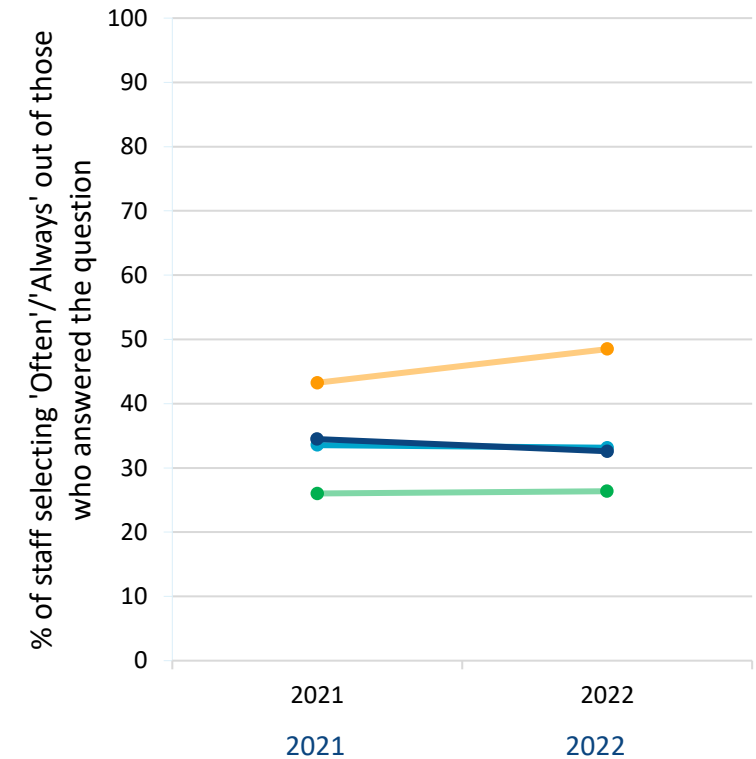
Q12a How often, if at all, do you find your work emotionally exhausting?



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

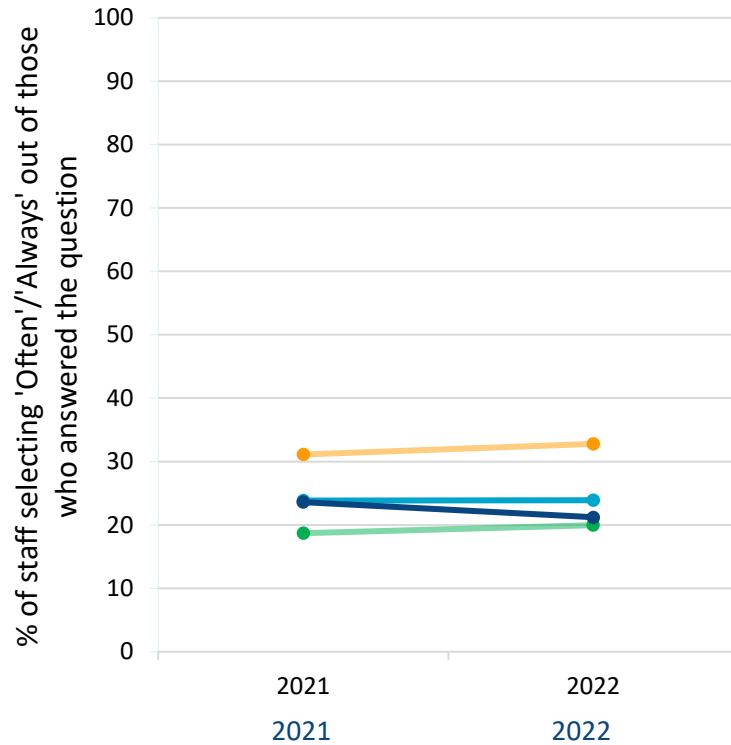


Q12c How often, if at all, does your work frustrate you?





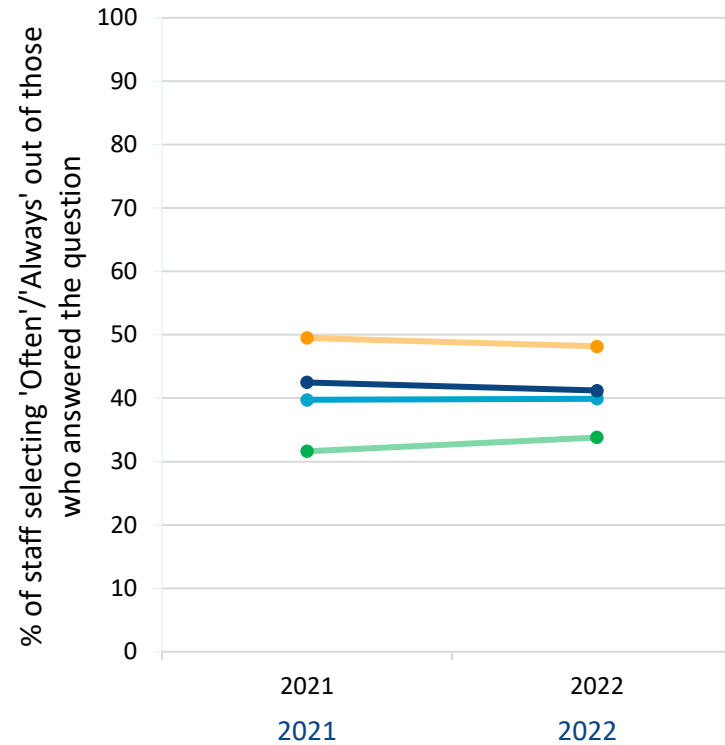
Q12d How often, if at all, are you exhausted at the thought of another day/shift at work?



	2021	2022
Your org	23.6%	21.2%
Best	18.7%	20.0%
Average	23.9%	23.9%
Worst	31.1%	32.8%

Responses 2355 2475

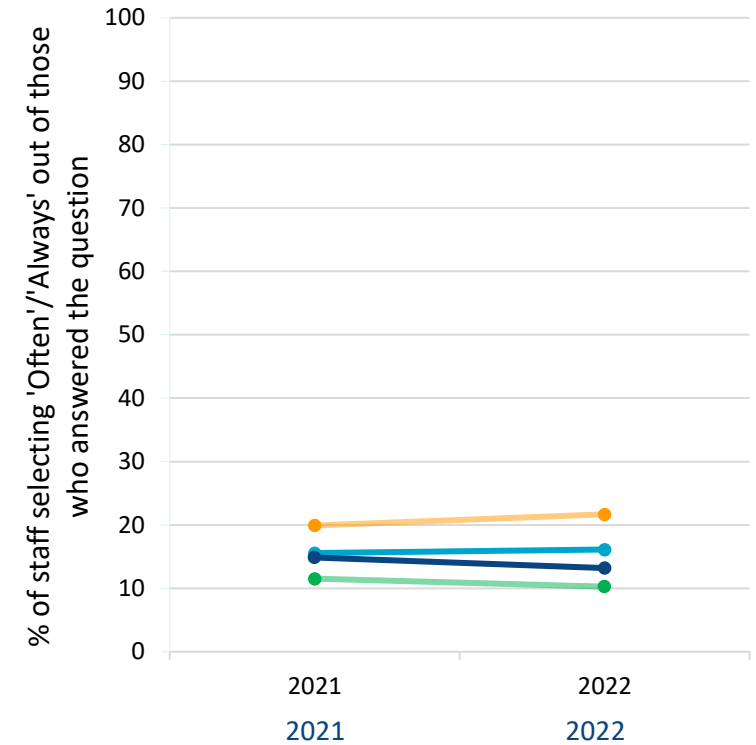
Q12e How often, if at all, do you feel worn out at the end of your working day/shift?



	2021	2022
Your org	42.5%	41.2%
Best	31.6%	33.8%
Average	39.7%	39.9%
Worst	49.5%	48.2%

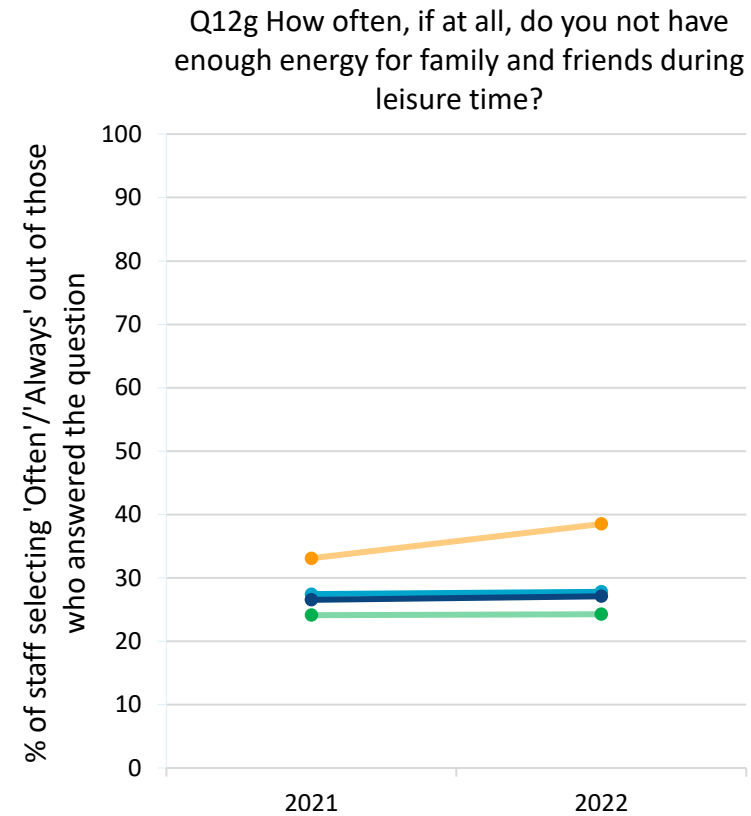
Responses 2344 2475

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



	2021	2022
Your org	14.8%	13.2%
Best	11.5%	10.3%
Average	15.5%	16.1%
Worst	19.9%	21.7%

Responses 2348 2470



	2021	2022
Your org	26.5%	27.1%
Best	24.1%	24.3%
Average	27.4%	27.8%
Worst	33.1%	38.5%

Responses

2356

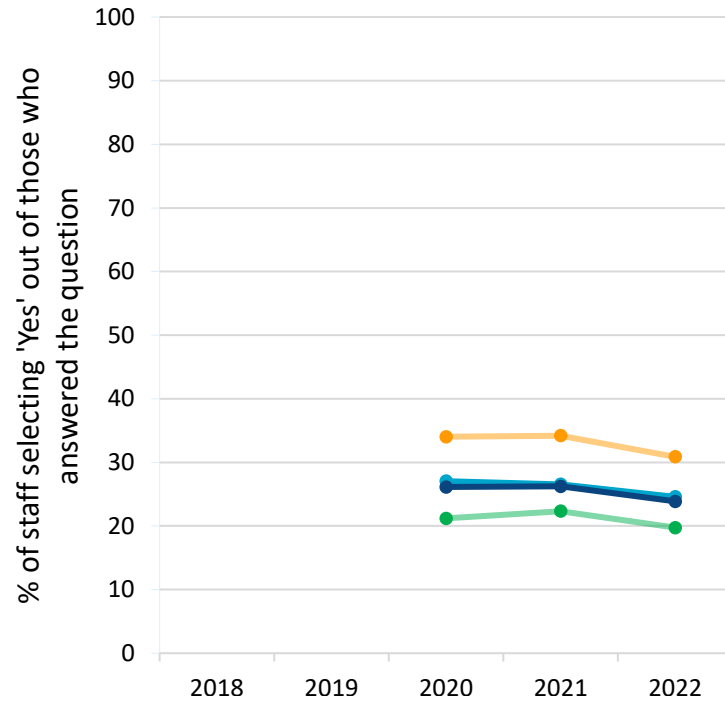
2475



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

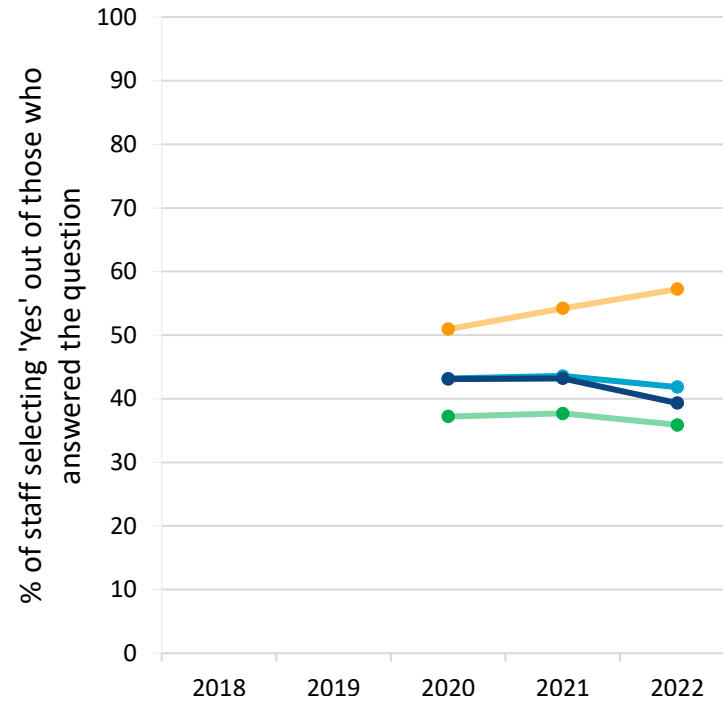


Q11b In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



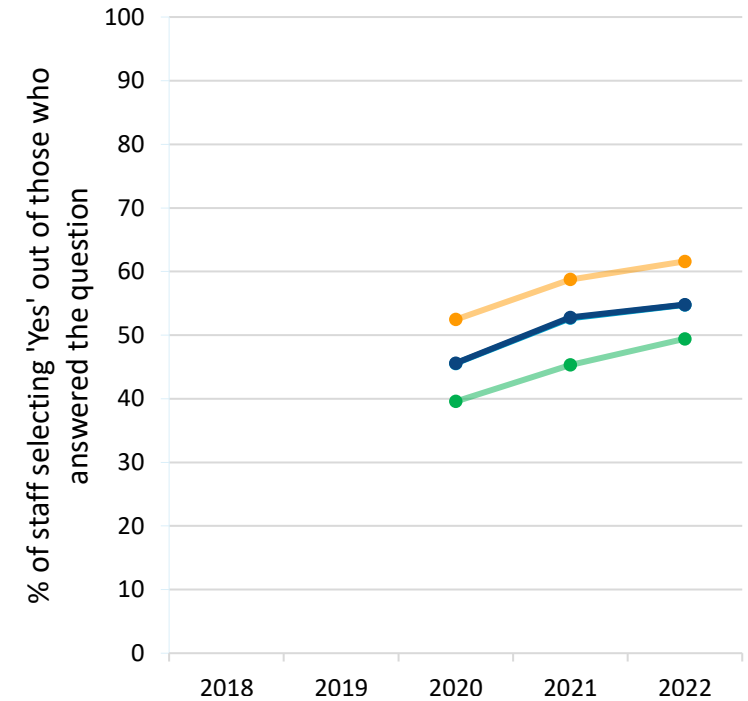
	2018	2019	2020	2021	2022
Your org	-	-	26.1%	26.2%	23.9%
Best	-	-	21.2%	22.3%	19.7%
Average	-	-	27.0%	26.5%	24.6%
Worst	-	-	34.0%	34.2%	30.9%
Responses	-	-	2009	2350	2468

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



	2018	2019	2020	2021	2022
Your org	-	-	43.1%	43.2%	39.3%
Best	-	-	37.2%	37.7%	35.9%
Average	-	-	43.2%	43.6%	41.8%
Worst	-	-	50.9%	54.2%	57.2%
Responses	-	-	2011	2349	2471

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



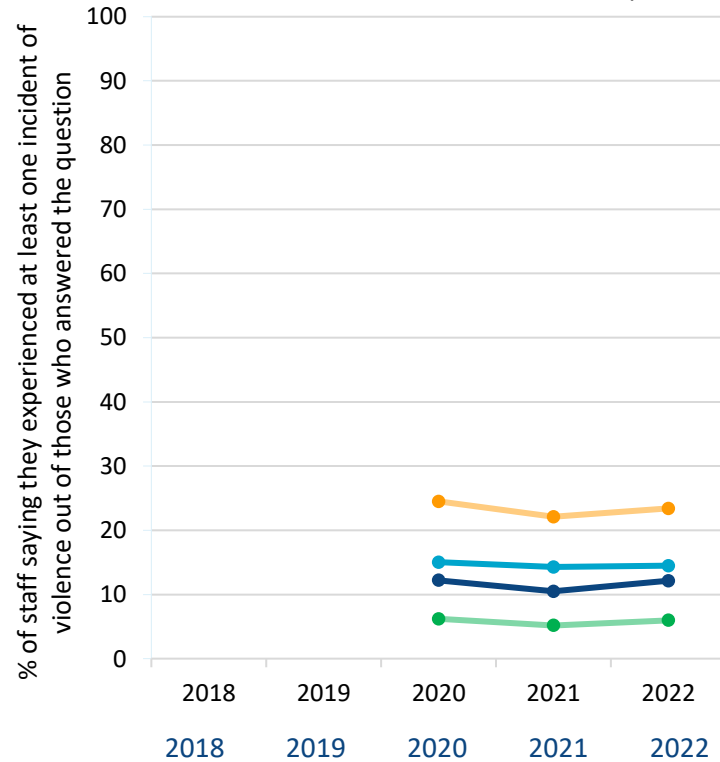
	2018	2019	2020	2021	2022
Your org	-	-	45.6%	52.8%	54.8%
Best	-	-	39.6%	45.3%	49.4%
Average	-	-	45.5%	52.7%	54.7%
Worst	-	-	52.4%	58.7%	61.6%
Responses	-	-	2011	2353	2468



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

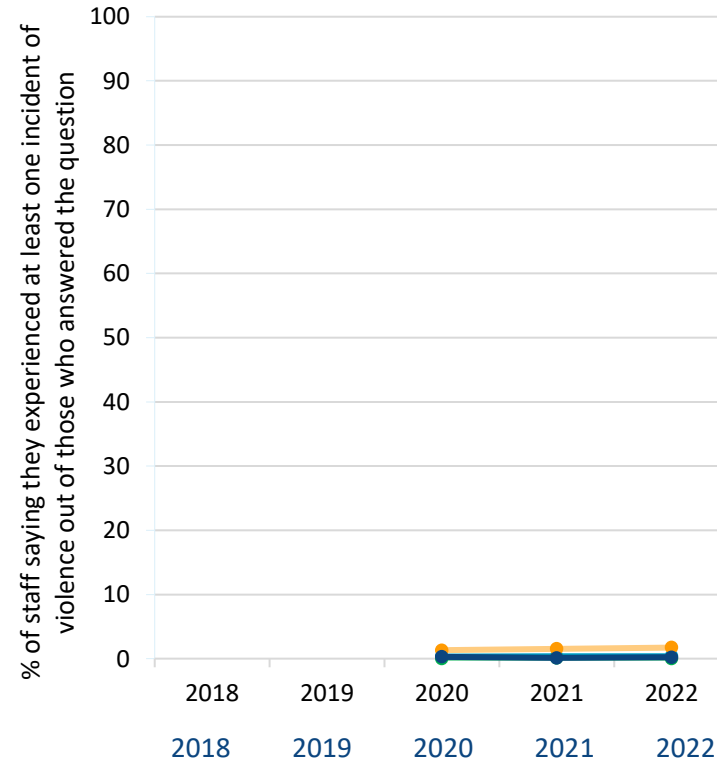


Q13a In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives or other members of the public.



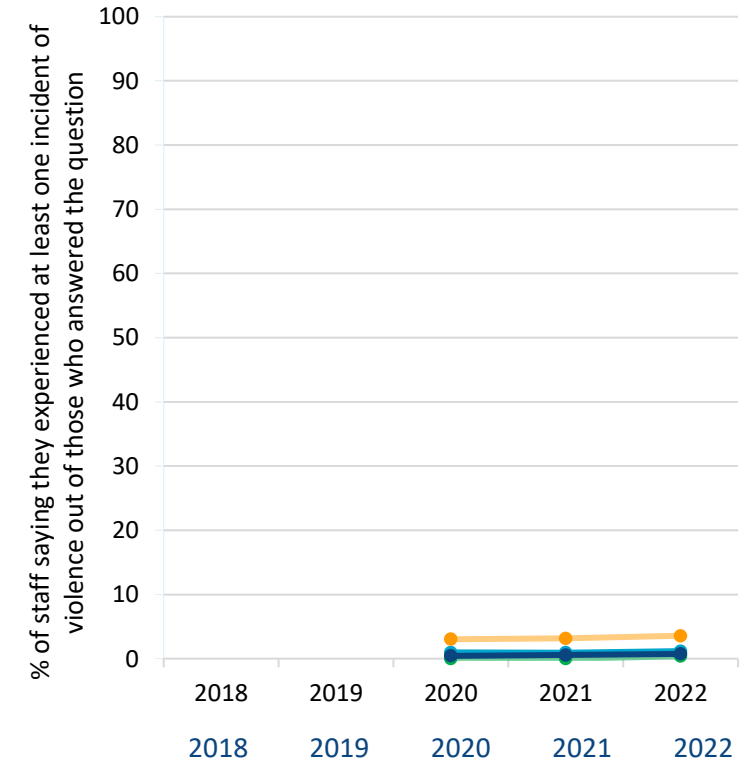
Your org	-	-	12.2%	10.5%	12.1%
Best	-	-	6.2%	5.2%	6.0%
Average	-	-	15.0%	14.3%	14.5%
Worst	-	-	24.5%	22.1%	23.4%
Responses	-	-	2016	2355	2473

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



Your org	-	-	0.3%	0.1%	0.2%
Best	-	-	0.0%	0.1%	0.0%
Average	-	-	0.4%	0.4%	0.4%
Worst	-	-	1.3%	1.6%	1.8%
Responses	-	-	2008	2344	2462

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



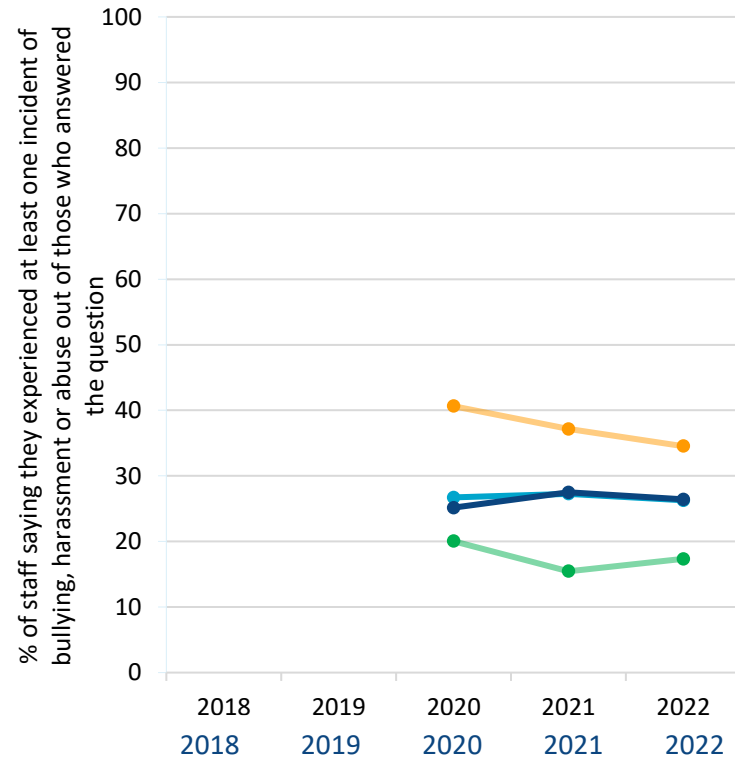
Your org	-	-	0.5%	0.6%	0.7%
Best	-	-	0.0%	0.0%	0.4%
Average	-	-	1.0%	1.0%	1.2%
Worst	-	-	3.0%	3.2%	3.6%
Responses	-	-	1996	2314	2449



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

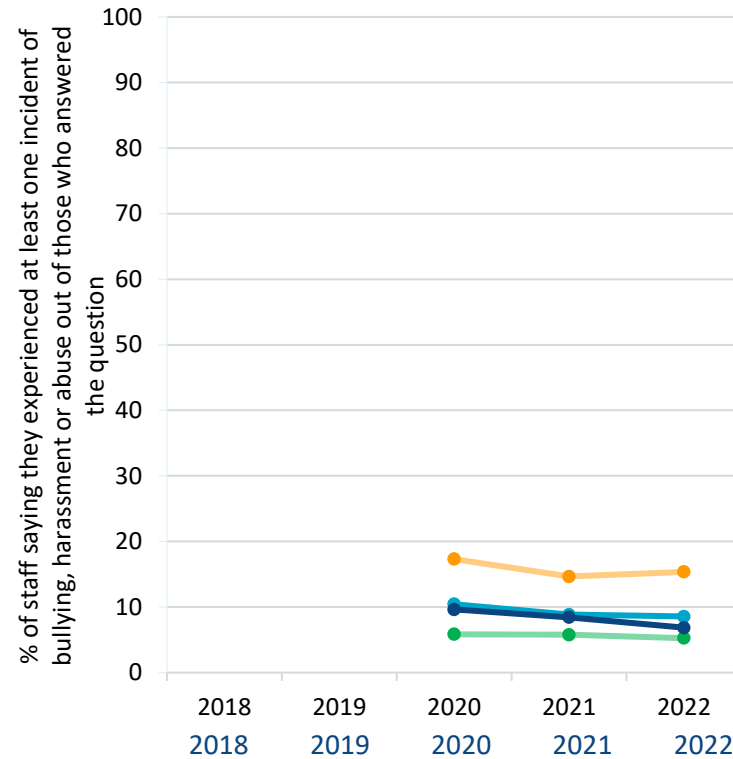


Q14a In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Patients / service users, their relatives or other members of the public.



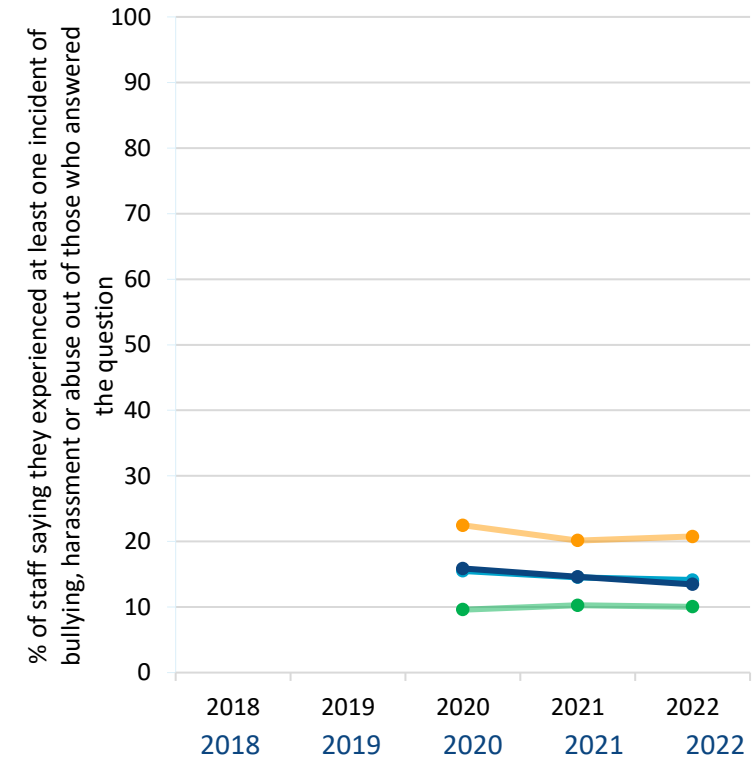
Your org	-	-	25.2%	27.5%	26.4%
Best	-	-	20.0%	15.5%	17.3%
Average	-	-	26.7%	27.3%	26.3%
Worst	-	-	40.6%	37.2%	34.5%
Responses	-	-	2007	2350	2470

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



Your org	-	-	9.6%	8.4%	6.8%
Best	-	-	5.8%	5.8%	5.2%
Average	-	-	10.4%	8.8%	8.5%
Worst	-	-	17.3%	14.7%	15.3%
Responses	-	-	2003	2338	2456

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



Your org	-	-	15.9%	14.6%	13.4%
Best	-	-	9.6%	10.2%	10.0%
Average	-	-	15.5%	14.5%	14.1%
Worst	-	-	22.5%	20.1%	20.7%
Responses	-	-	1982	2316	2450

People Promise element – We are always learning



Questions included:

Development – Q22a, Q22b, Q22c, Q22d, Q22e

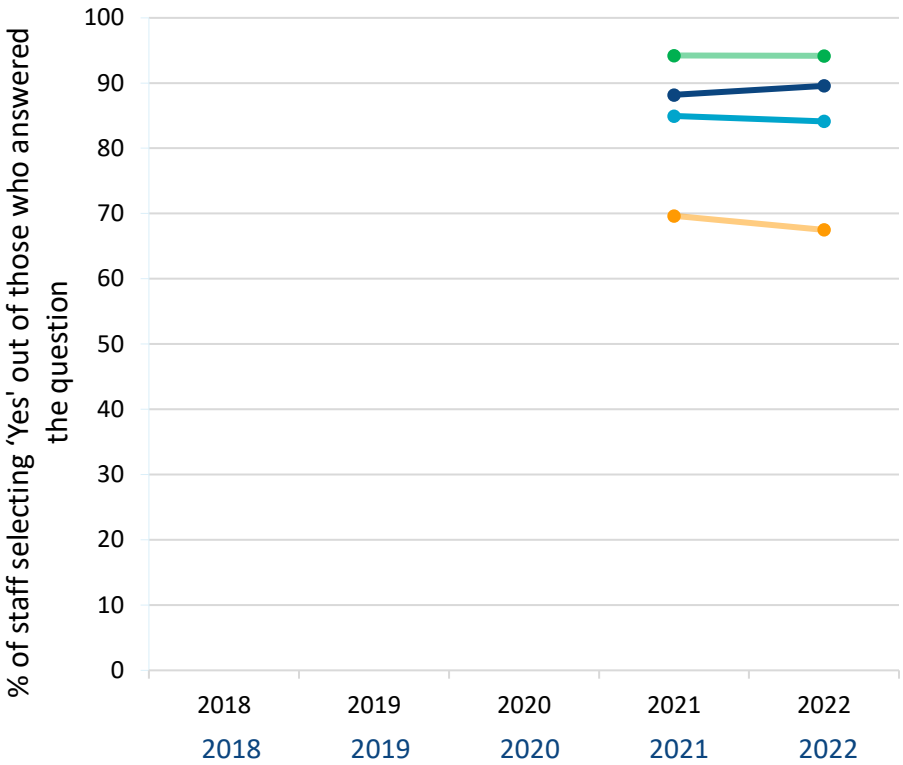
Appraisals – Q21b, Q21c, Q21d



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



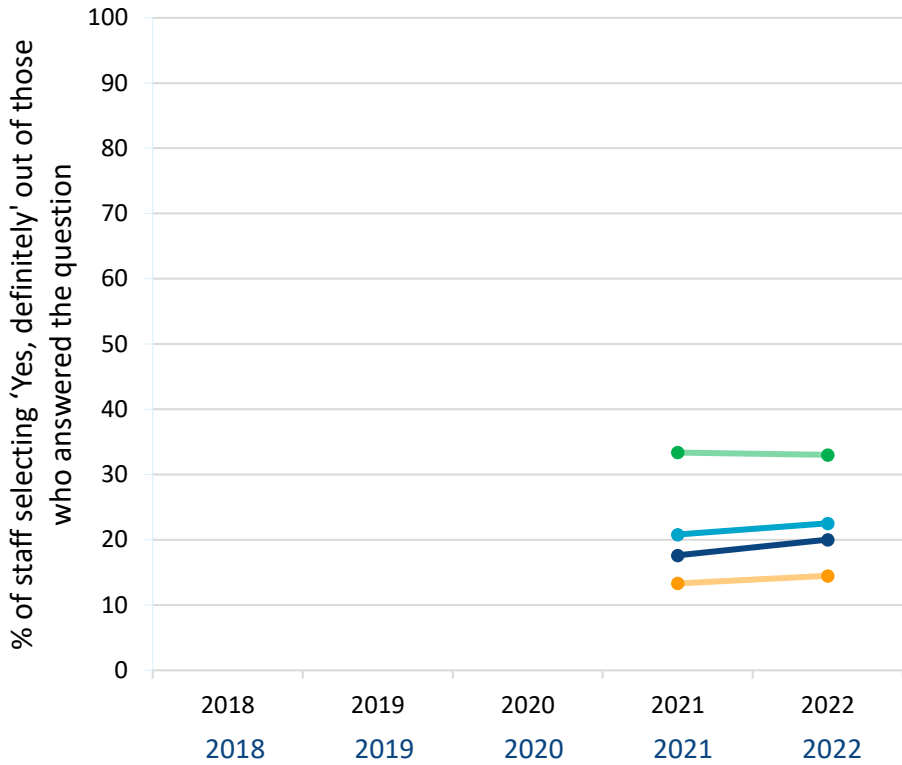
Q21a In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?



Your org	-	-	-	88.2%	89.6%
Best	-	-	-	94.2%	94.2%
Average	-	-	-	84.9%	84.1%
Worst	-	-	-	69.6%	67.5%

Responses - - - 2344 2463

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

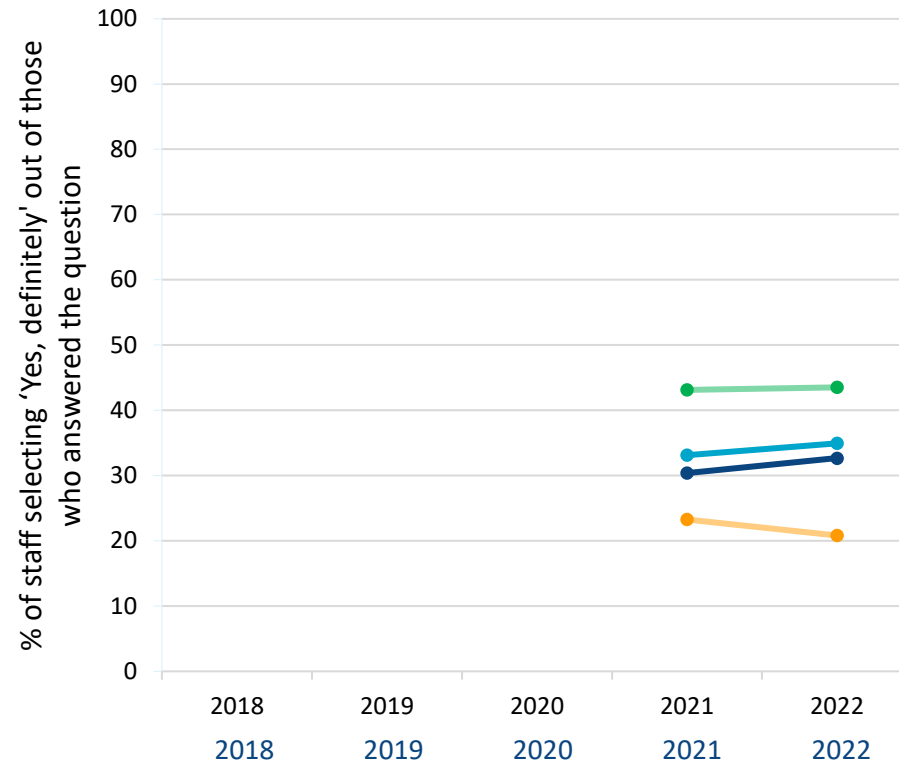


Your org	-	-	-	17.6%	20.0%
Best	-	-	-	33.4%	33.0%
Average	-	-	-	20.8%	22.5%
Worst	-	-	-	13.3%	14.5%

Responses - - - 2058 2198



Q21c It helped me agree clear objectives for my work.



Your org	-	-	-	30.4%	32.7%
Best	-	-	-	43.1%	43.5%
Average	-	-	-	33.1%	34.9%
Worst	-	-	-	23.3%	20.8%

Responses

-

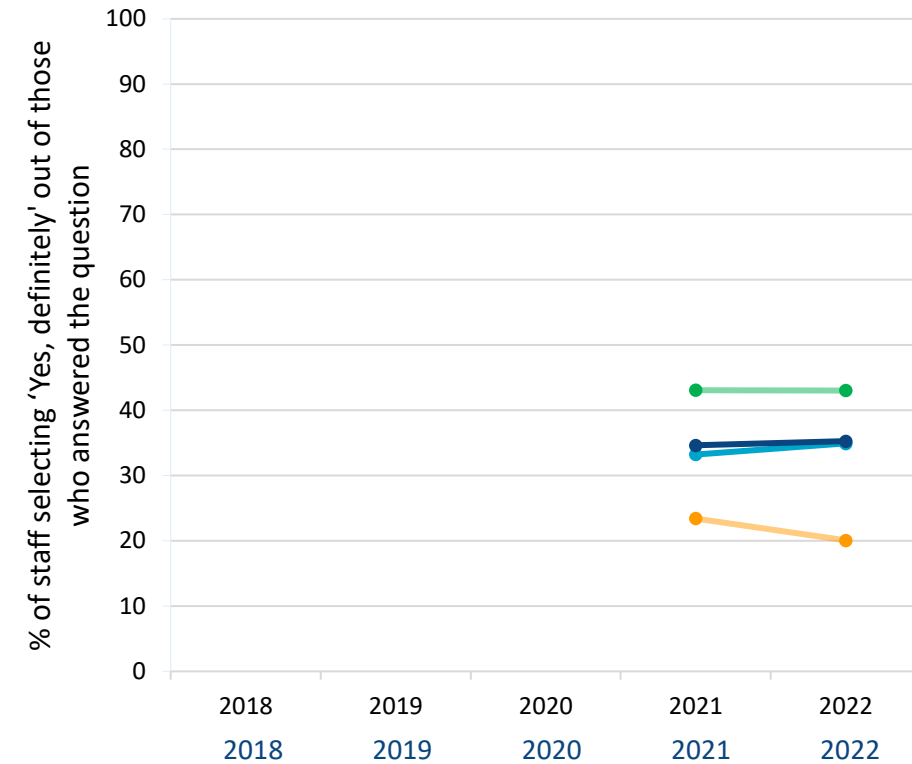
-

-

2058

2195

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



Your org	-	-	-	34.6%	35.2%
Best	-	-	-	43.1%	43.1%
Average	-	-	-	33.2%	34.9%
Worst	-	-	-	23.4%	20.1%

Responses

-

-

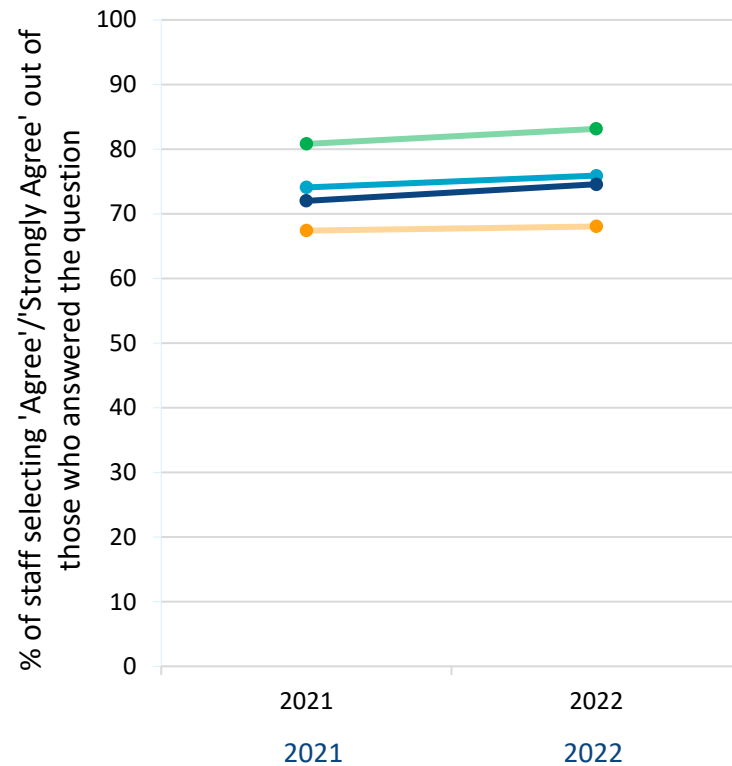
-

2056

2199

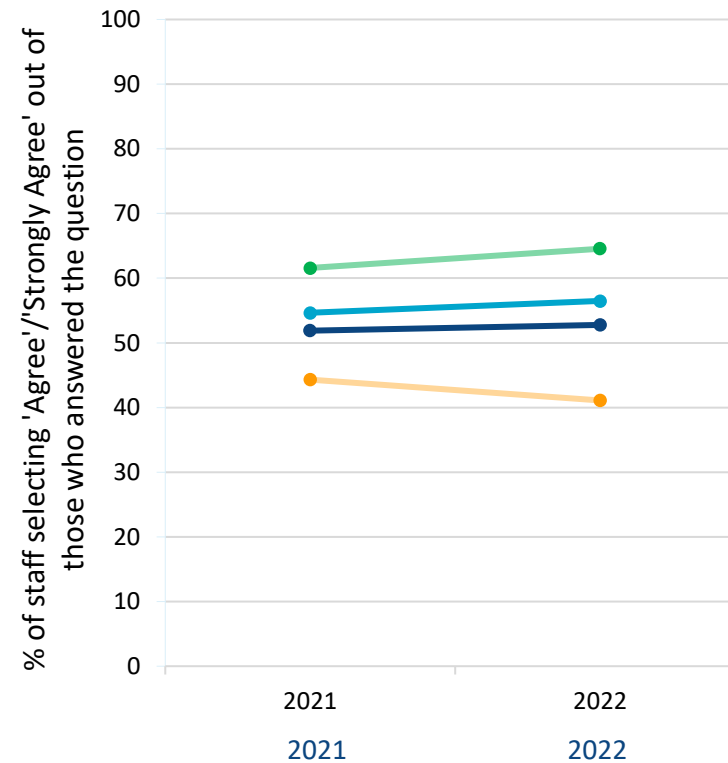


Q22a This organisation offers me challenging work.



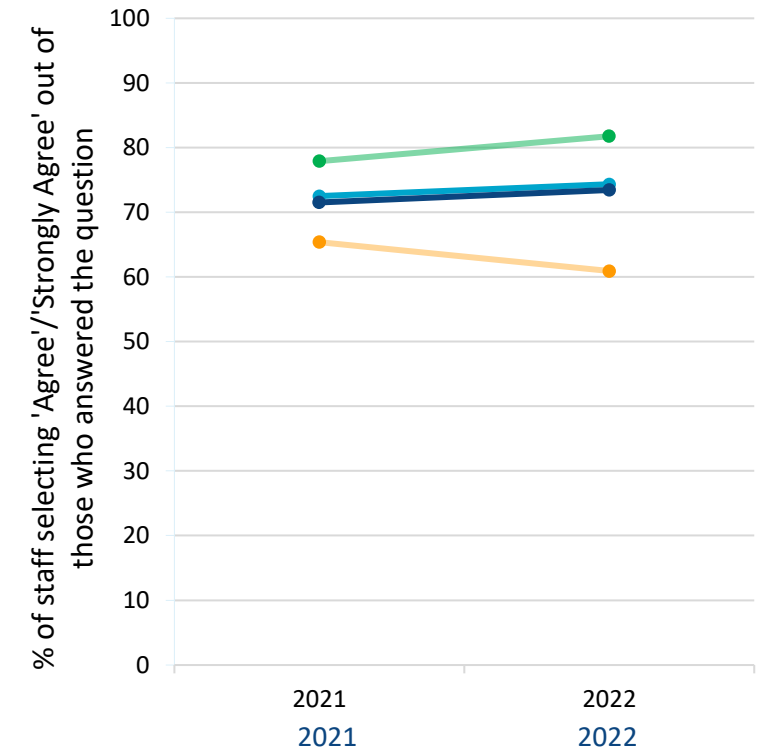
	2021	2022
Your org	72.0%	74.6%
Best	80.8%	83.1%
Average	74.1%	75.9%
Worst	67.4%	68.1%

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



	2021	2022
Your org	51.9%	52.8%
Best	61.6%	64.5%
Average	54.6%	56.5%
Worst	44.3%	41.1%

Q22c I have opportunities to improve my knowledge and skills.



	2021	2022
Your org	71.5%	73.4%
Best	77.9%	81.8%
Average	72.5%	74.3%
Worst	65.4%	60.9%

Responses

2355

2485

Responses

2354

2482

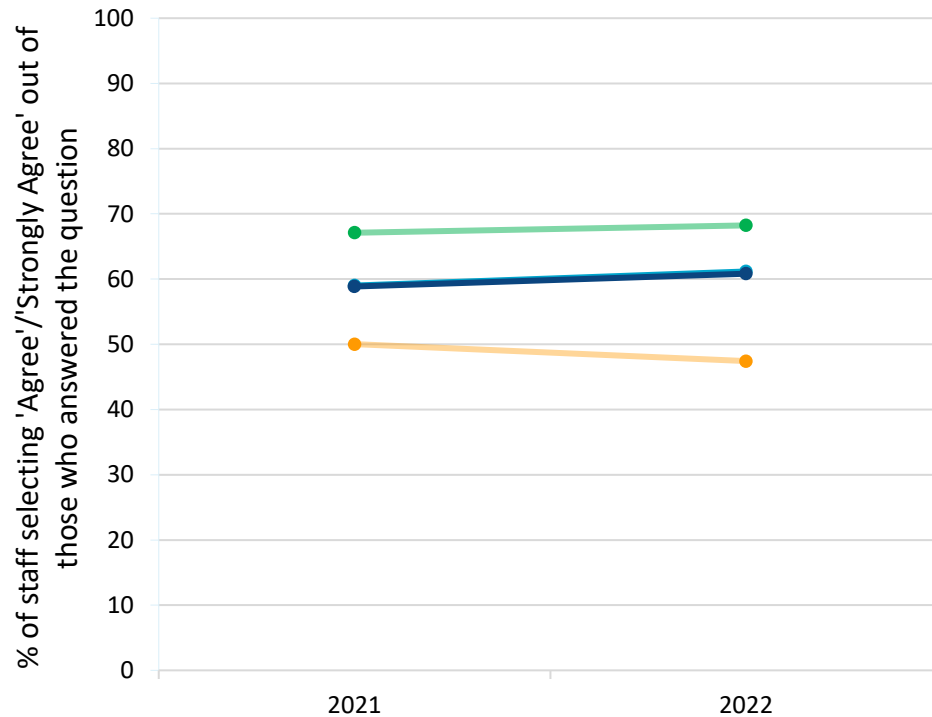
Responses

2358

2481



Q22d I feel supported to develop my potential.



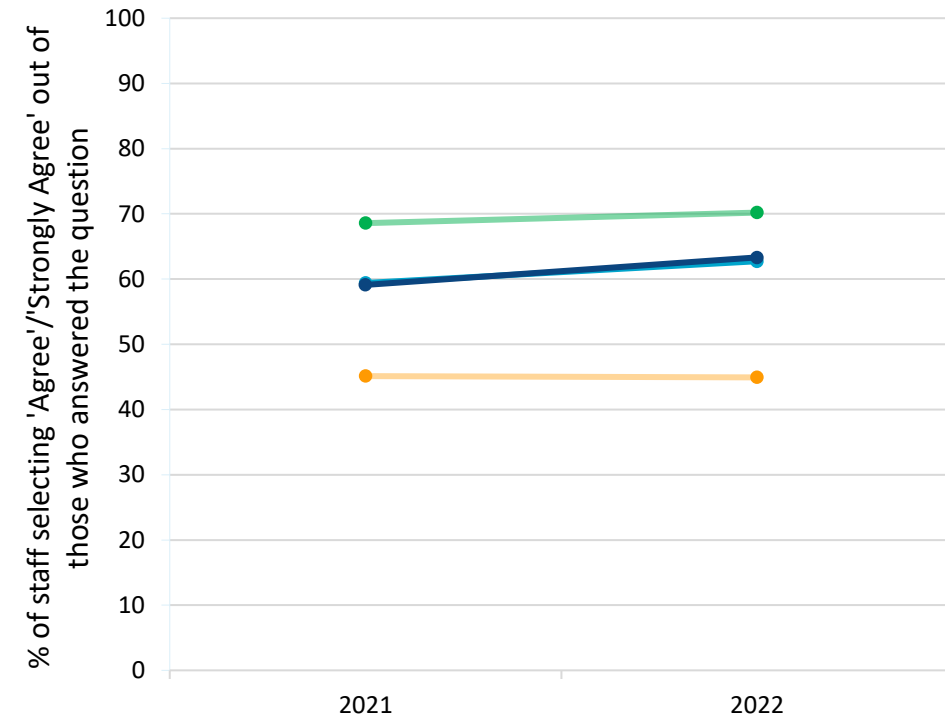
	2021	2022
Your org	58.8%	60.8%
Best	67.1%	68.2%
Average	59.0%	61.2%
Worst	50.0%	47.4%

Responses

2352

2483

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



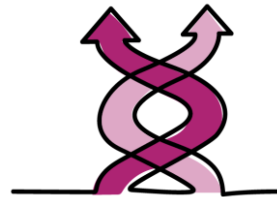
	2021	2022
Your org	59.1%	63.3%
Best	68.6%	70.2%
Average	59.4%	62.7%
Worst	45.1%	44.9%

Responses

2351

2483

People Promise element – We work flexibly



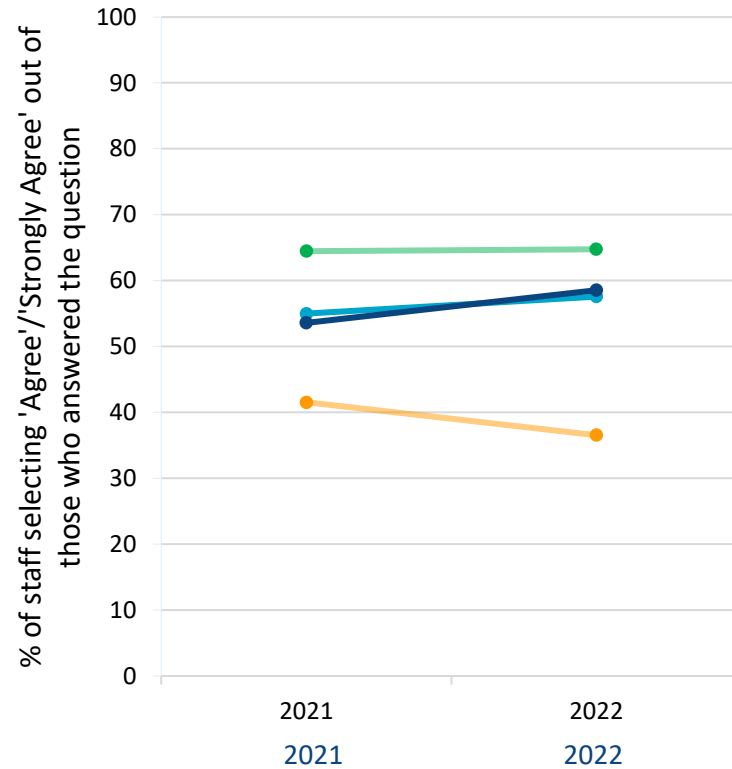
Questions included:

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

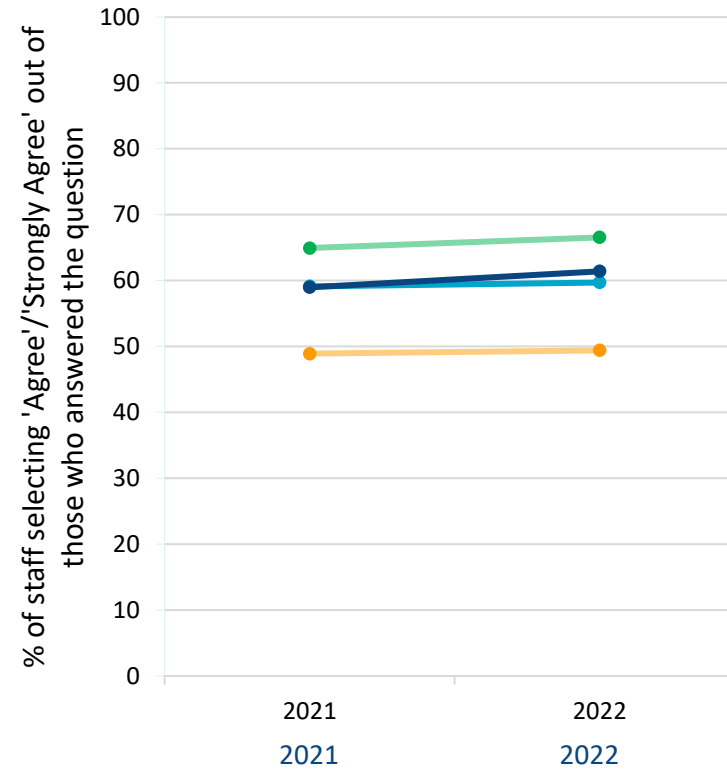
Flexible working – Q4d



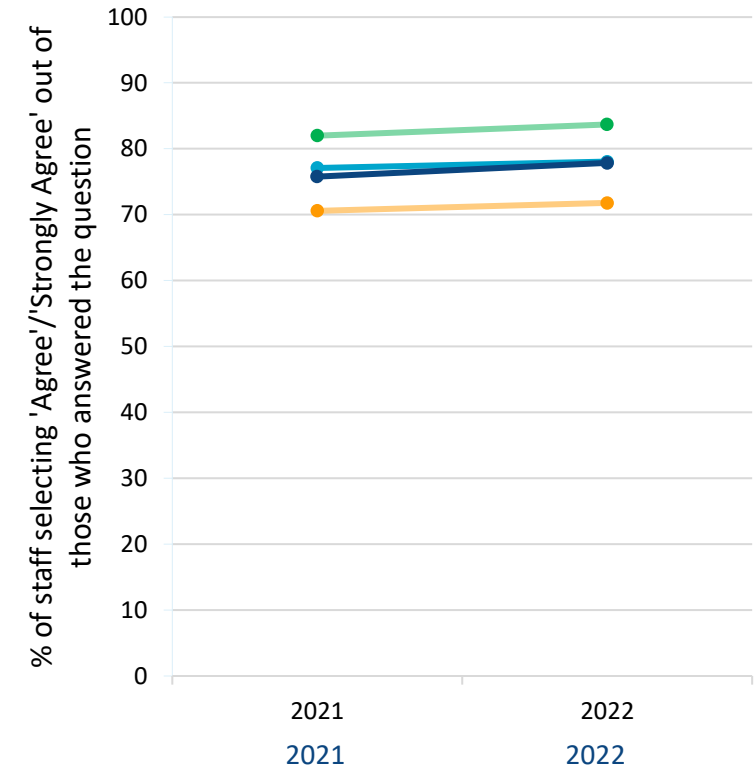
Q6b My organisation is committed to helping me balance my work and home life.



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

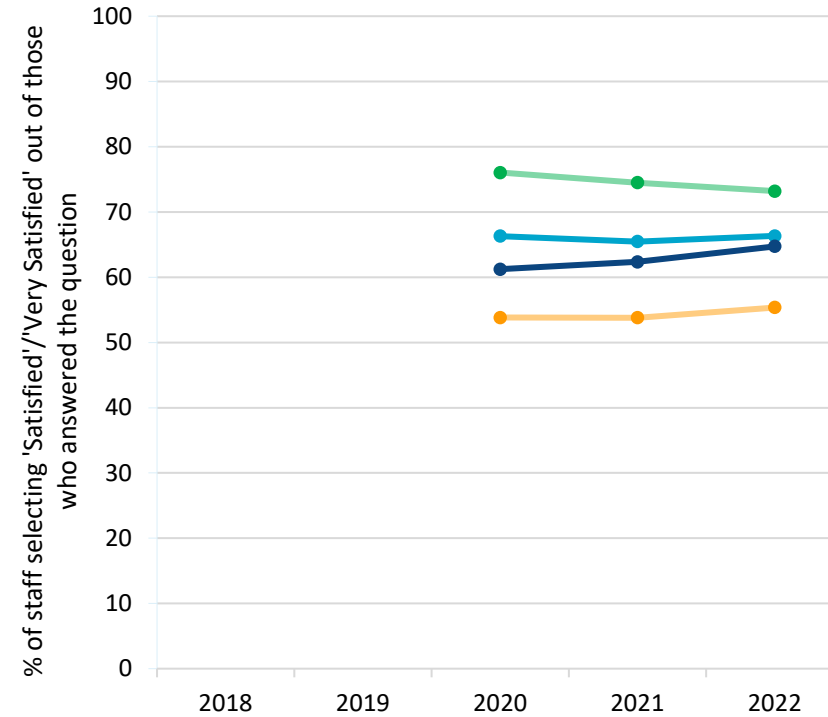


Q6d I can approach my immediate manager to talk openly about flexible working.



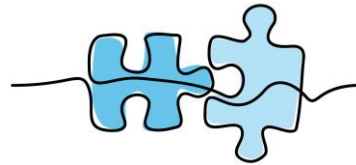


Q4d How satisfied are you with each of the following aspects of your job? The opportunities for flexible working patterns.



	2018	2019	2020	2021	2022
Your org	-	-	61.2%	62.3%	64.7%
Best	-	-	76.1%	74.5%	73.2%
Average	-	-	66.3%	65.5%	66.3%
Worst	-	-	53.8%	53.8%	55.4%
Responses	-	-	2013	2356	2472

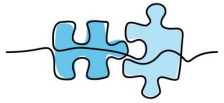
People Promise element – We are a team



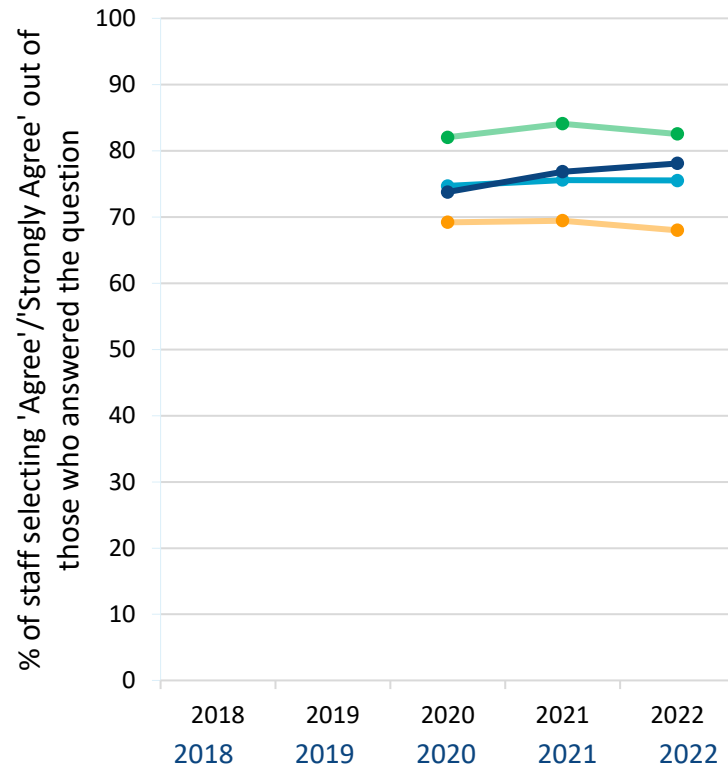
Questions included:

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

Line management – Q9a, Q9b, Q9c, Q9d

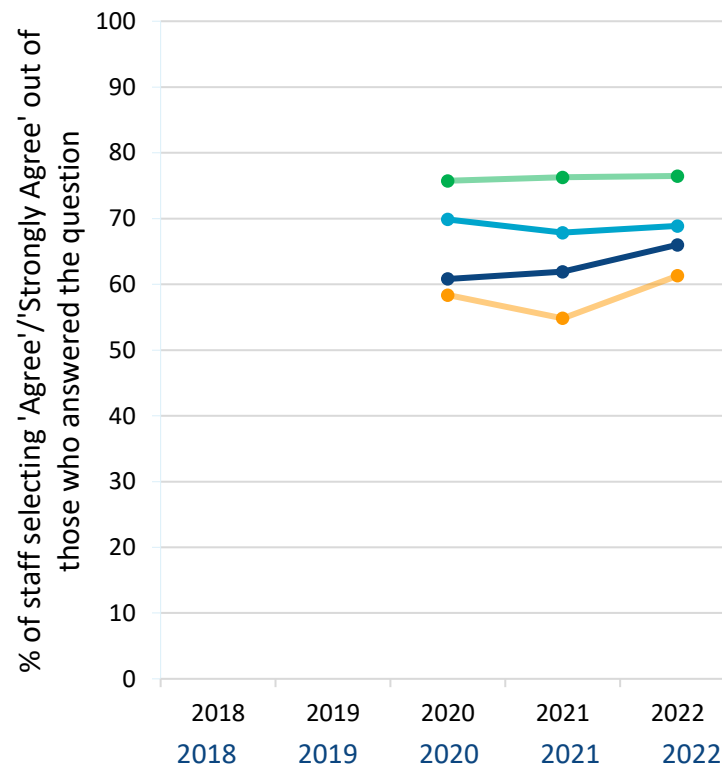


Q7a The team I work in has a set of shared objectives.



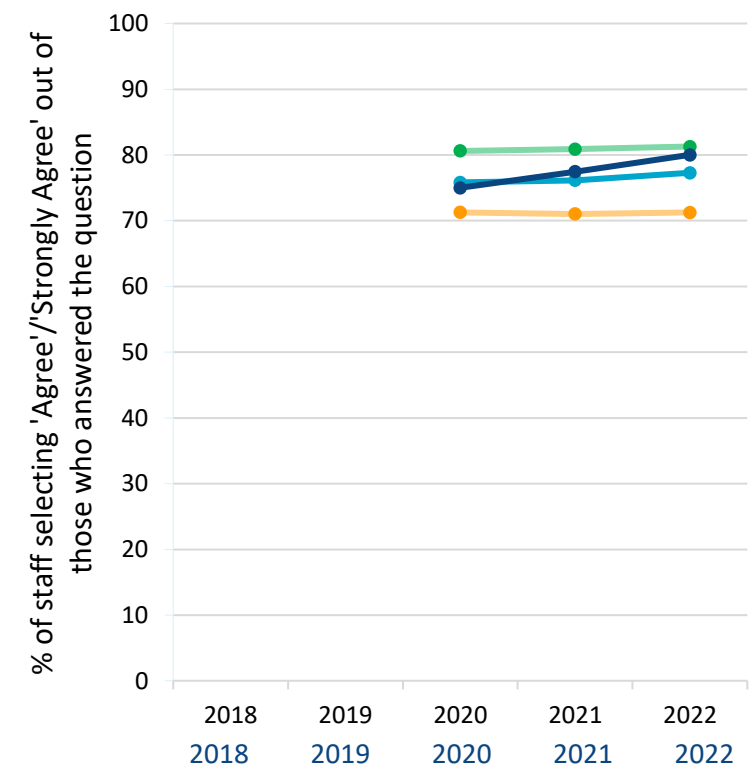
Your org	-	-	73.8%	76.8%	78.1%
Best	-	-	82.0%	84.1%	82.6%
Average	-	-	74.7%	75.6%	75.5%
Worst	-	-	69.2%	69.4%	68.0%
Responses	-	-	2004	2359	2480

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

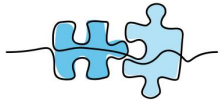


Your org	-	-	60.8%	61.9%	66.0%
Best	-	-	75.8%	76.3%	76.5%
Average	-	-	69.9%	67.9%	68.9%
Worst	-	-	58.4%	54.9%	61.3%
Responses	-	-	2009	2360	2481

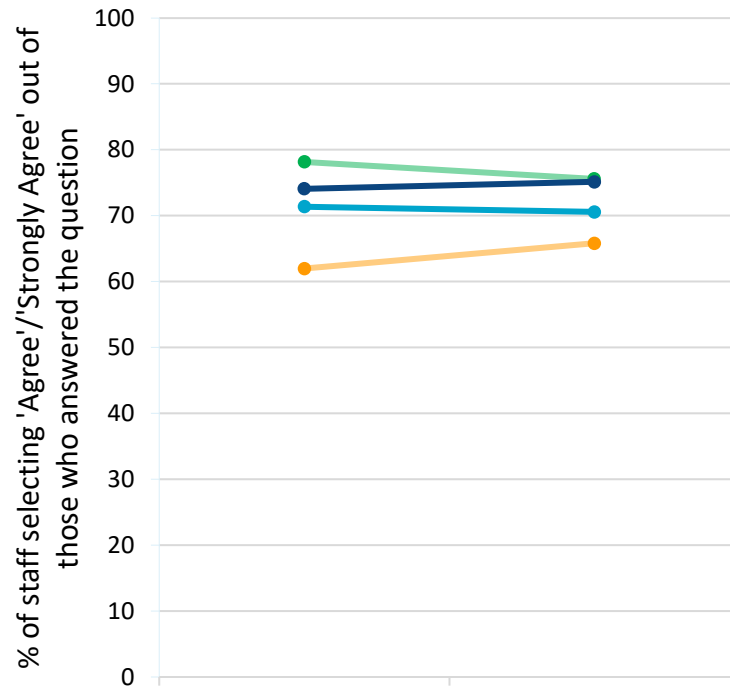
Q7c I receive the respect I deserve from my colleagues at work.



Your org	-	-	75.0%	77.5%	80.0%
Best	-	-	80.6%	80.9%	81.3%
Average	-	-	75.8%	76.1%	77.3%
Worst	-	-	71.3%	71.0%	71.2%
Responses	-	-	2014	2362	2481

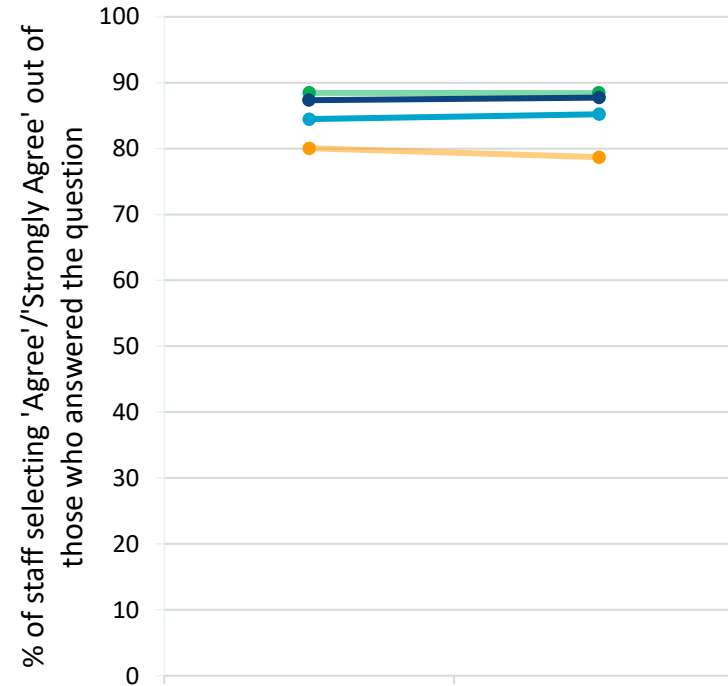


Q7d Team members understand each other's roles.



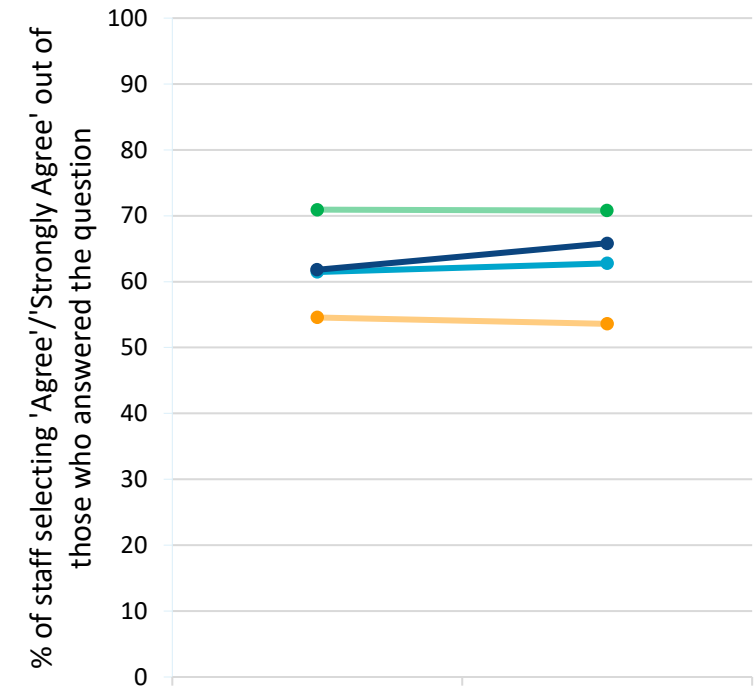
	2021	2022
Your org	74.1%	75.1%
Best	78.2%	75.6%
Average	71.4%	70.6%
Worst	62.0%	65.8%
Responses	2359	2477

Q7e I enjoy working with the colleagues in my team.

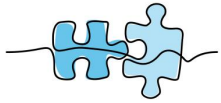


	2021	2022
Your org	87.3%	87.7%
Best	88.5%	88.5%
Average	84.4%	85.2%
Worst	80.0%	78.7%
Responses	2362	2479

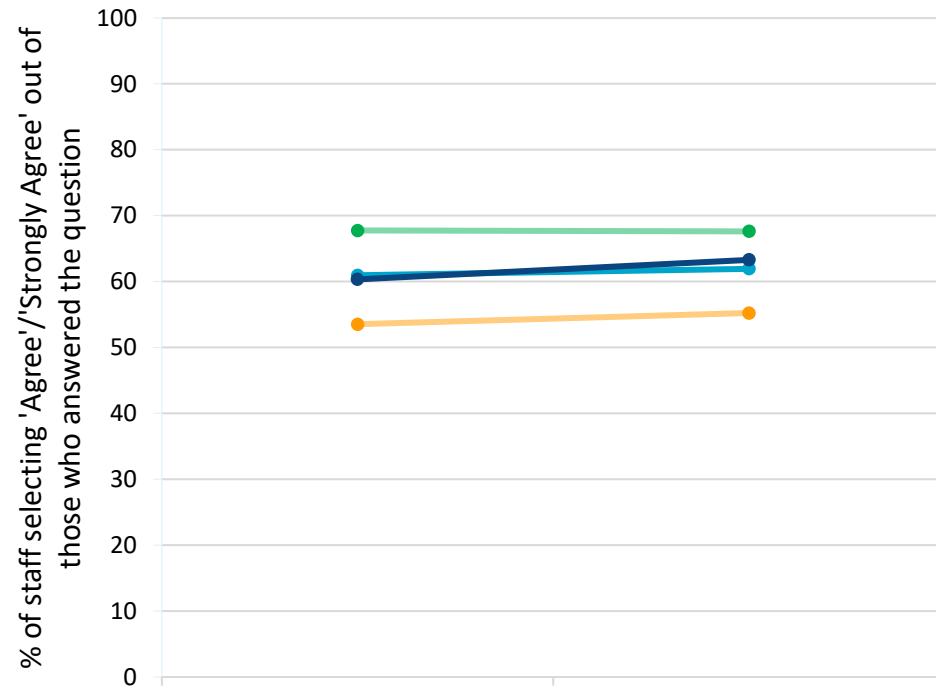
Q7f My team has enough freedom in how to do its work.



	2021	2022
Your org	61.8%	65.8%
Best	70.9%	70.8%
Average	61.5%	62.8%
Worst	54.6%	53.6%
Responses	2357	2472



Q7g In my team disagreements are dealt with constructively.



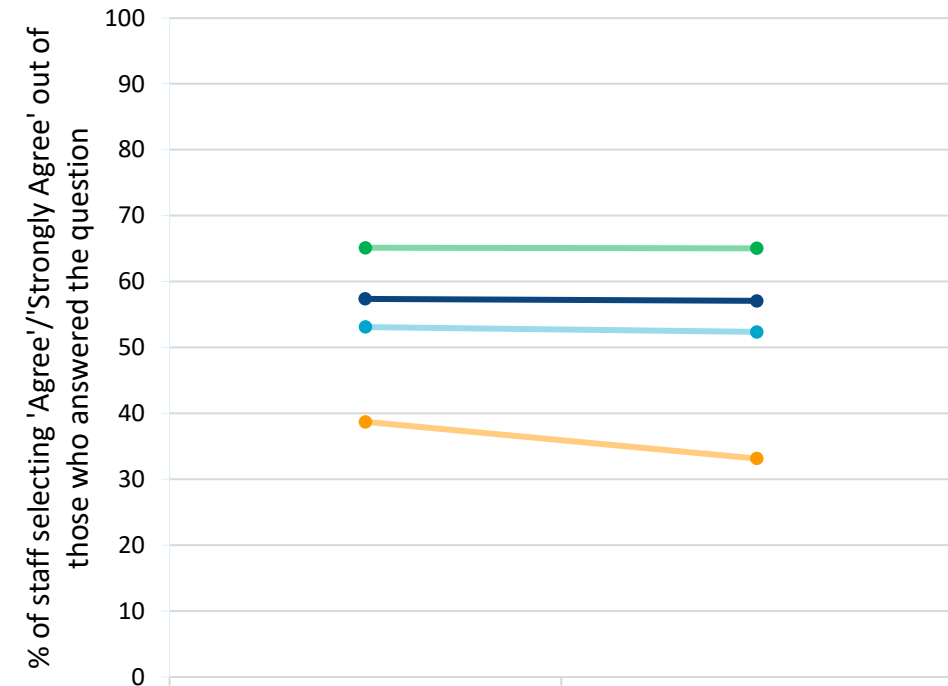
	2021	2022
Your org	60.3%	63.3%
Best	67.8%	67.6%
Average	61.0%	62.0%
Worst	53.5%	55.2%

Responses

2357

2475

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

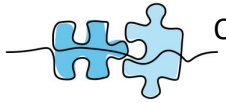


	2021	2022
Your org	57.4%	57.1%
Best	65.1%	65.0%
Average	53.1%	52.4%
Worst	38.7%	33.2%

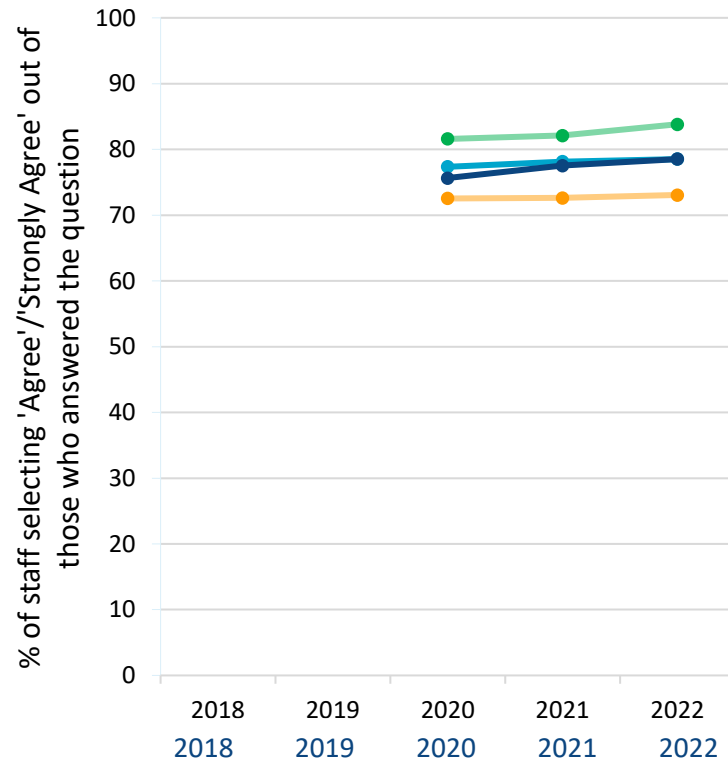
Responses

2353

2471

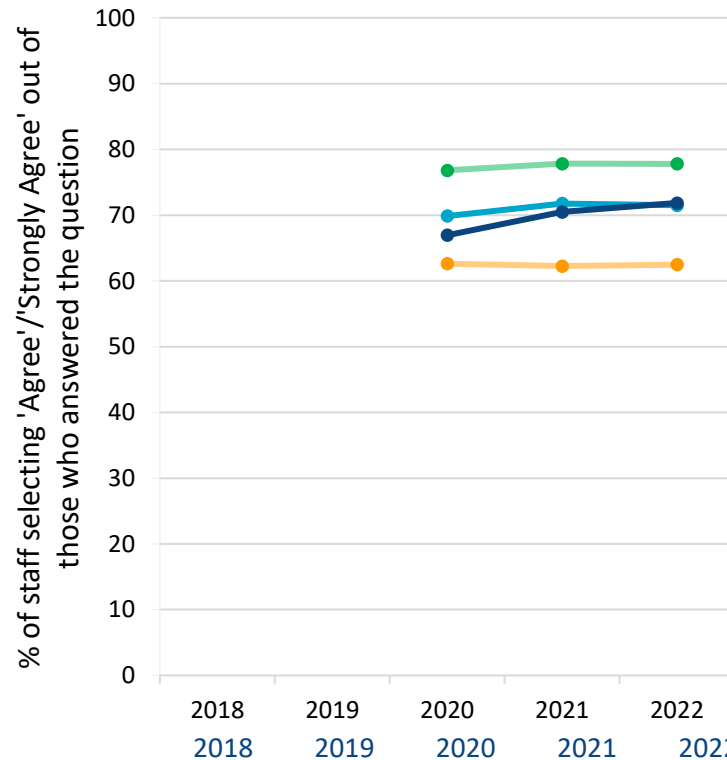


Q9a My immediate manager encourages me at work.



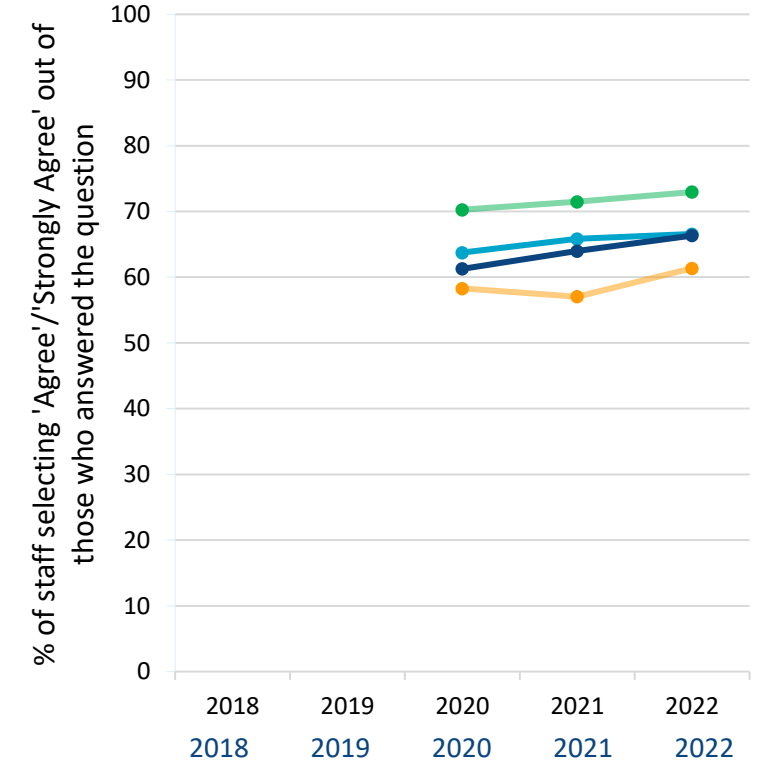
Your org	-	-	75.7%	77.6%	78.5%
Best	-	-	81.6%	82.1%	83.8%
Average	-	-	77.4%	78.1%	78.5%
Worst	-	-	72.5%	72.6%	73.1%
Responses	-	-	2016	2362	2481

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

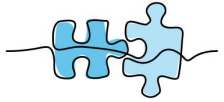


Your org	-	-	66.9%	70.5%	71.8%
Best	-	-	76.8%	77.8%	77.8%
Average	-	-	69.9%	71.8%	71.5%
Worst	-	-	62.6%	62.3%	62.5%
Responses	-	-	2013	2363	2480

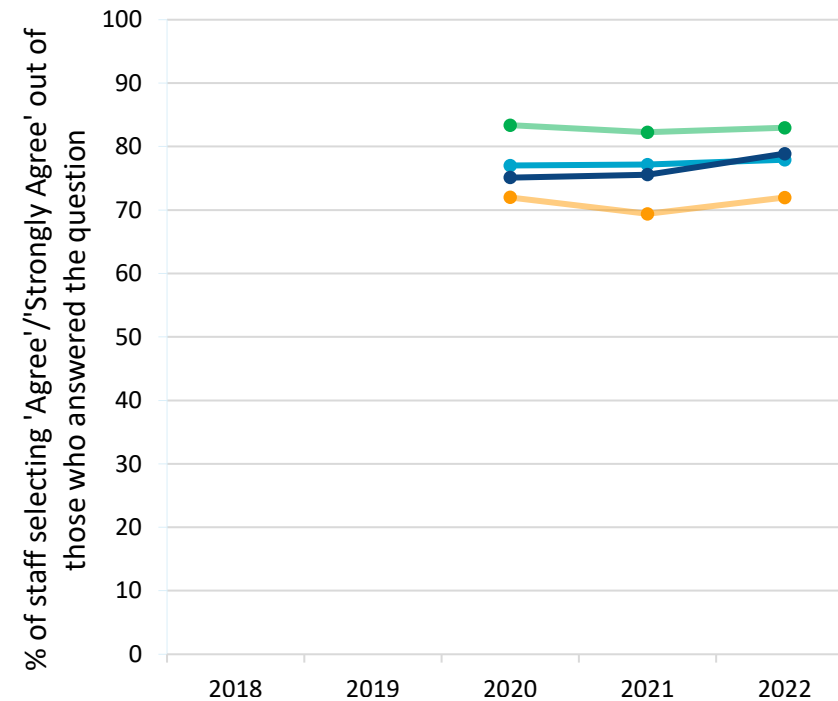
Q9c My immediate manager asks for my opinion before making decisions that affect my work.



Your org	-	-	61.3%	64.0%	66.3%
Best	-	-	70.3%	71.5%	72.9%
Average	-	-	63.7%	65.8%	66.6%
Worst	-	-	58.3%	57.0%	61.3%
Responses	-	-	2010	2359	2479



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



	2018	2019	2020	2021	2022
Your org	-	-	75.1%	75.6%	78.9%
Best	-	-	83.4%	82.3%	83.0%
Average	-	-	77.0%	77.2%	77.9%
Worst	-	-	72.0%	69.4%	72.0%

Responses - - 2012 2360 2480
Gloucestershire Health and Care NHS Foundation Trust Benchmark report

Theme – Staff engagement

Questions included:

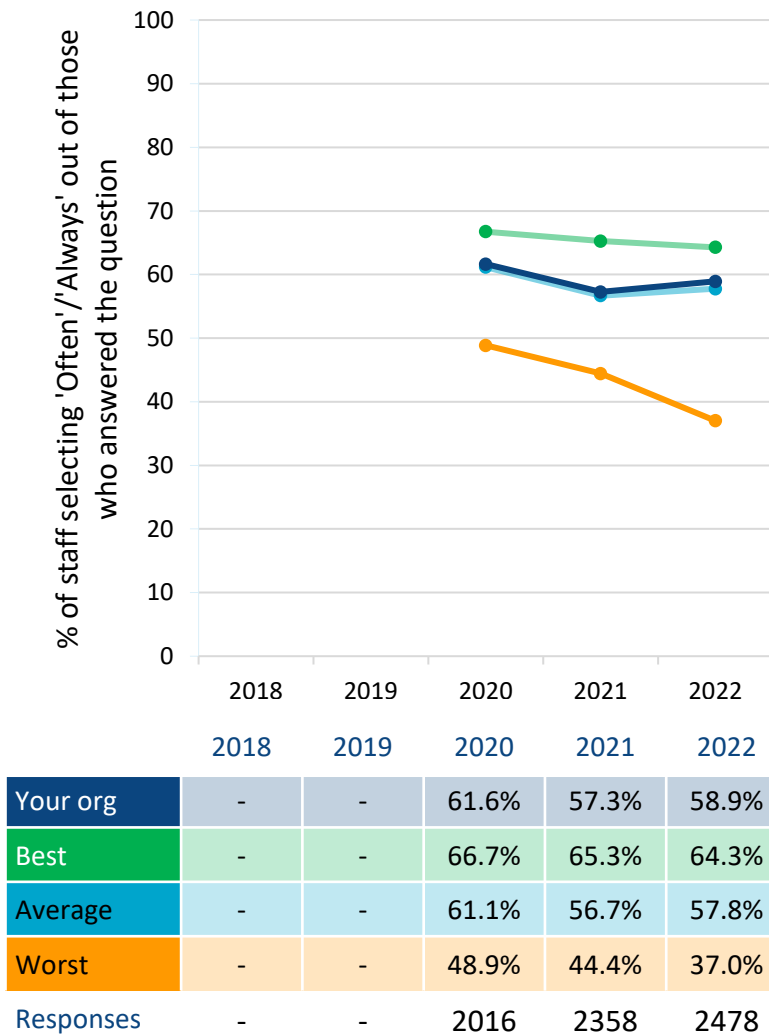
Motivation – Q2a, Q2b, Q2c

Involvement – Q3c, Q3d, Q3f

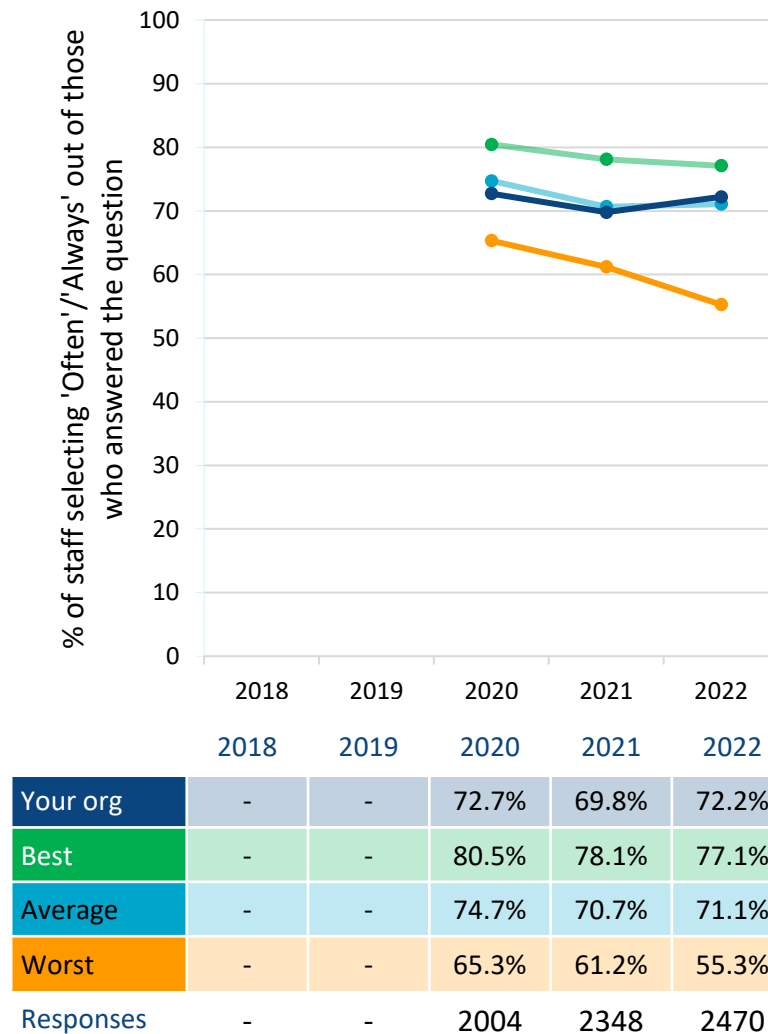
Advocacy – Q23a, Q23c, Q23d

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.

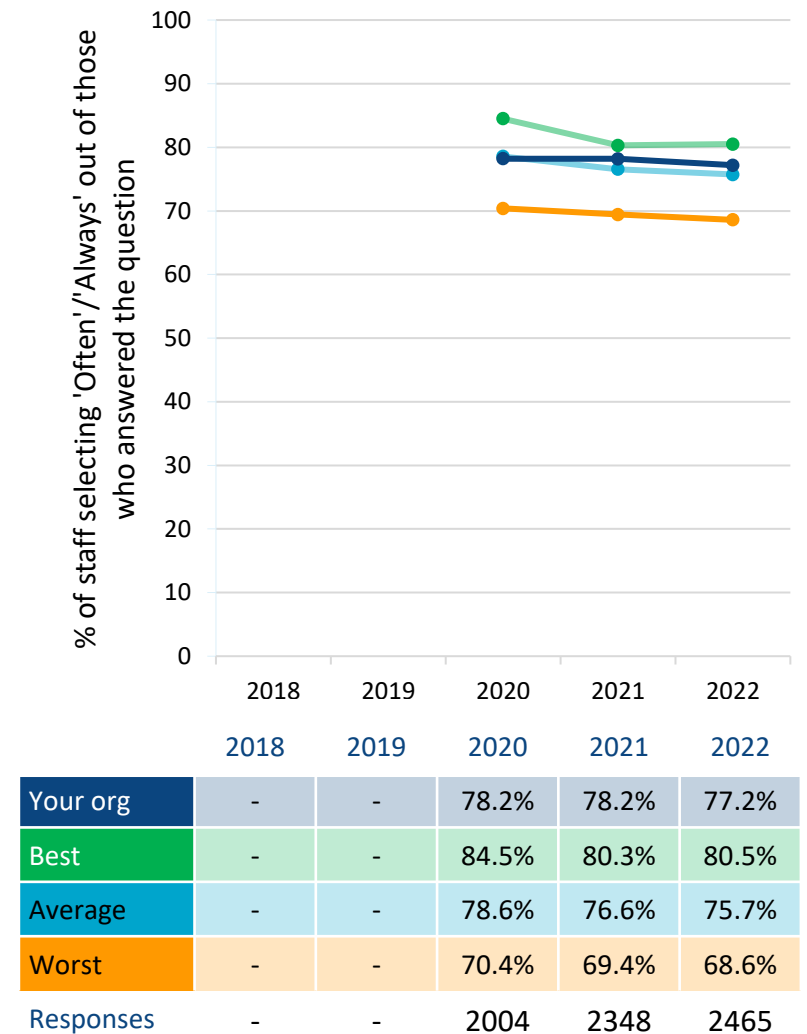
Q2a I look forward to going to work.



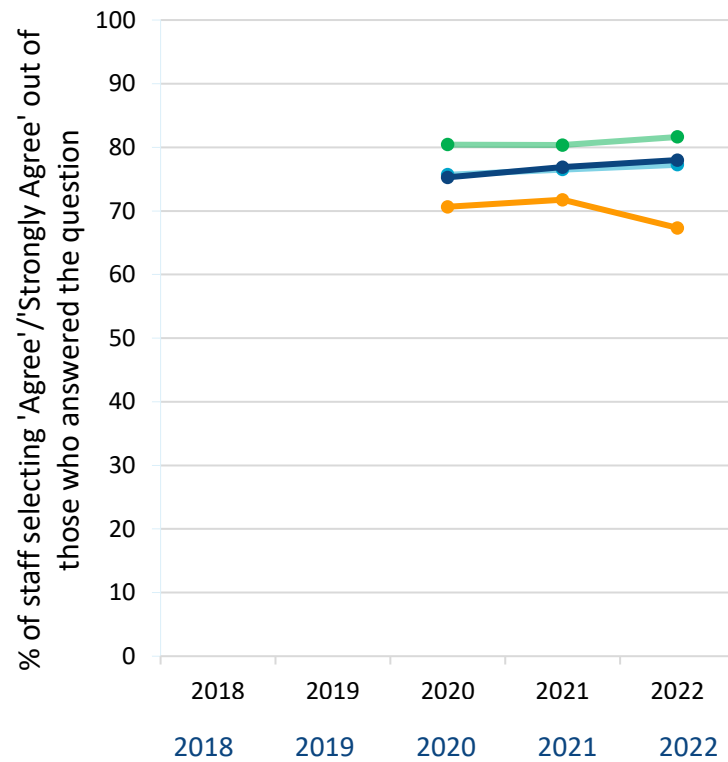
Q2b I am enthusiastic about my job.



Q2c Time passes quickly when I am working.

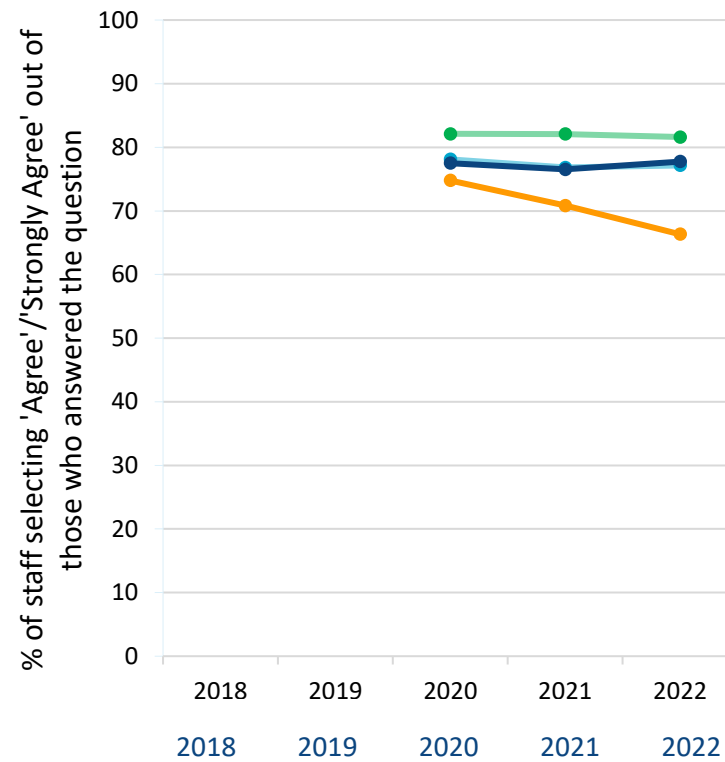


Q3c There are frequent opportunities for me to show initiative in my role.



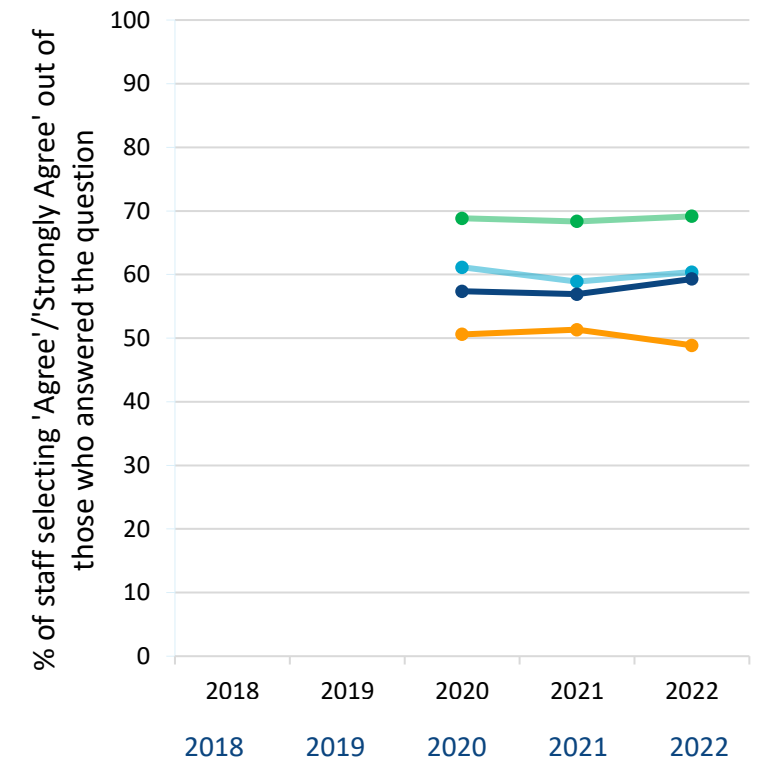
Your org	2018	2019	2020	2021	2022
Best	-	-	80.4%	80.4%	81.6%
Average	-	-	75.3%	76.5%	77.3%
Worst	-	-	70.6%	71.7%	67.3%
Responses	-	-	2015	2357	2474

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



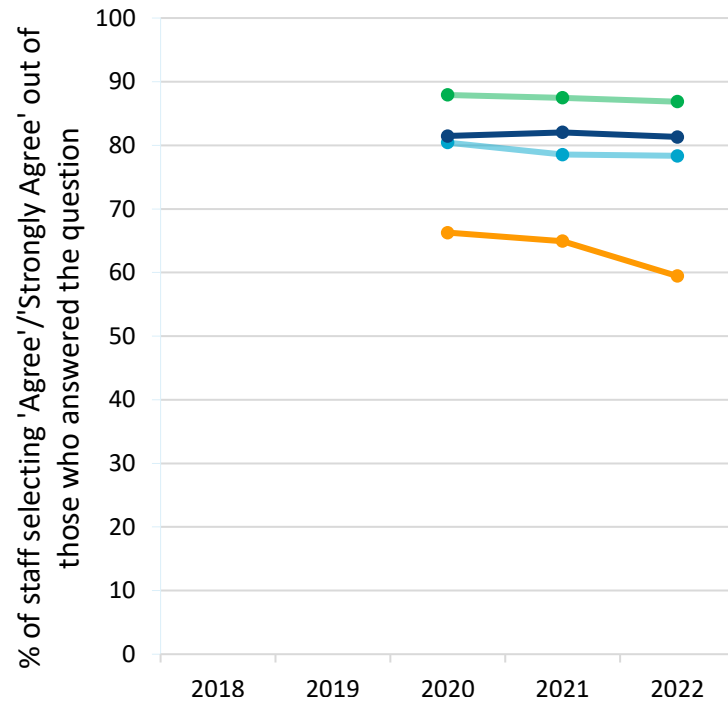
Your org	2018	2019	2020	2021	2022
Best	-	-	82.1%	82.1%	81.6%
Average	-	-	78.1%	76.8%	77.1%
Worst	-	-	74.8%	70.9%	66.3%
Responses	-	-	2015	2353	2474

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



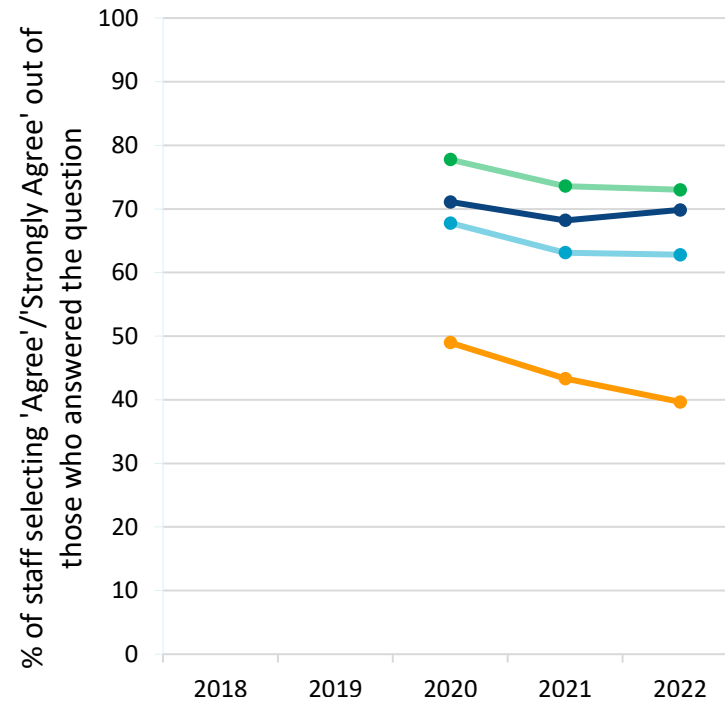
Your org	2018	2019	2020	2021	2022
Best	-	-	68.8%	68.4%	69.1%
Average	-	-	61.1%	58.9%	60.4%
Worst	-	-	50.6%	51.3%	48.9%
Responses	-	-	2003	2338	2475

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



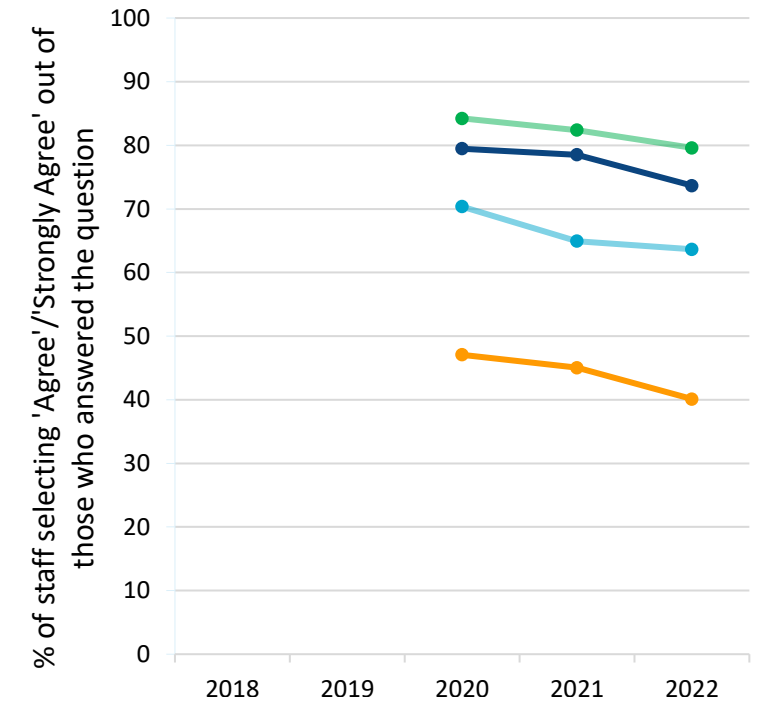
	2018	2019	2020	2021	2022
Your org	-	-	81.5%	82.0%	81.3%
Best	-	-	87.9%	87.5%	86.9%
Average	-	-	80.4%	78.5%	78.3%
Worst	-	-	66.3%	64.9%	59.5%
Responses	-	-	2010	2359	2482

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



	2018	2019	2020	2021	2022
Your org	-	-	71.1%	68.2%	69.8%
Best	-	-	77.8%	73.6%	73.0%
Average	-	-	67.8%	63.1%	62.8%
Worst	-	-	49.0%	43.3%	39.6%
Responses	-	-	2011	2352	2482

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	-	-	79.5%	78.5%	73.7%
Best	-	-	84.2%	82.4%	79.6%
Average	-	-	70.4%	64.9%	63.6%
Worst	-	-	47.1%	45.0%	40.1%
Responses	-	-	2008	2356	2476

Theme - Morale

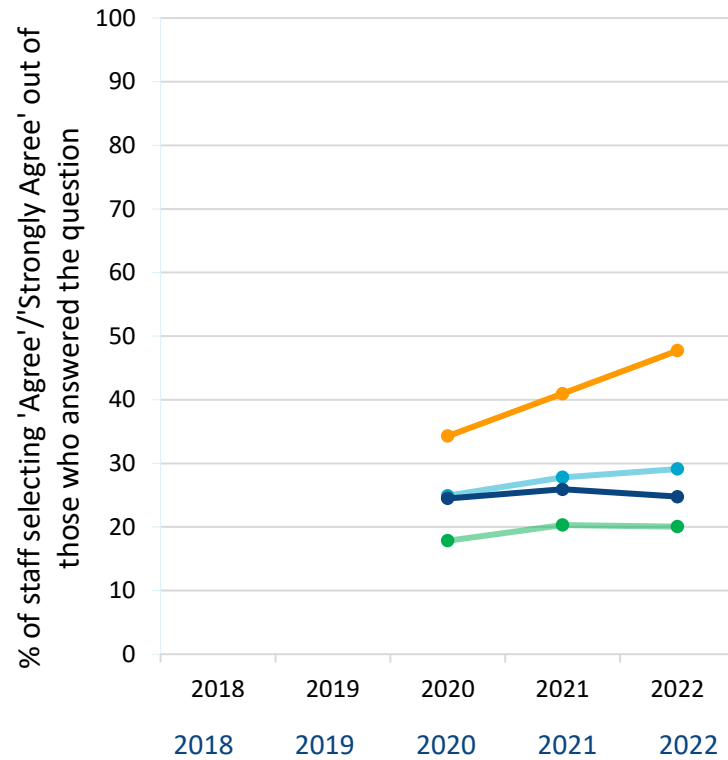
Questions included:

Thinking about leaving – Q24a, Q24b, Q24c

Work pressure – Q3g, Q3h, Q3i

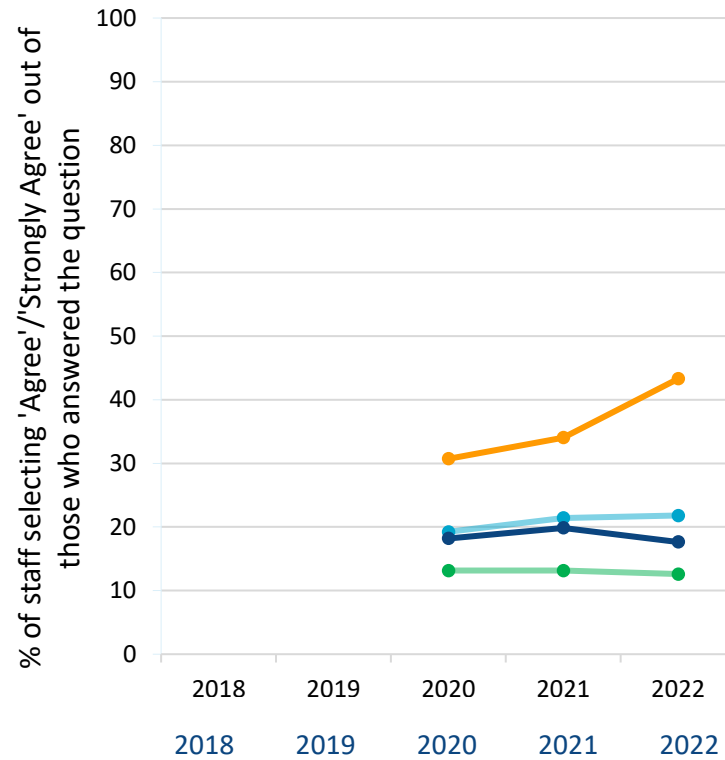
Stressors – Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a

Q24a I often think about leaving this organisation.



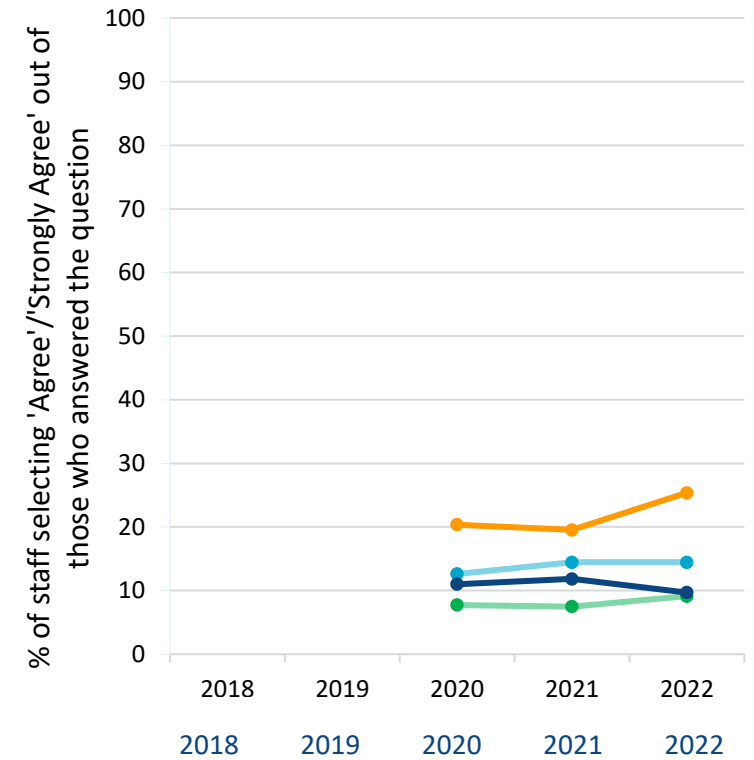
	2018	2019	2020	2021	2022
Your org	-	-	24.5%	25.9%	24.8%
Best	-	-	17.9%	20.3%	20.1%
Average	-	-	24.9%	27.8%	29.1%
Worst	-	-	34.3%	41.0%	47.7%
Responses	-	-	2016	2364	2489

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



	2018	2019	2020	2021	2022
Your org	-	-	18.2%	19.8%	17.6%
Best	-	-	13.1%	13.1%	12.6%
Average	-	-	19.2%	21.4%	21.8%
Worst	-	-	30.7%	34.0%	43.3%
Responses	-	-	2008	2357	2483

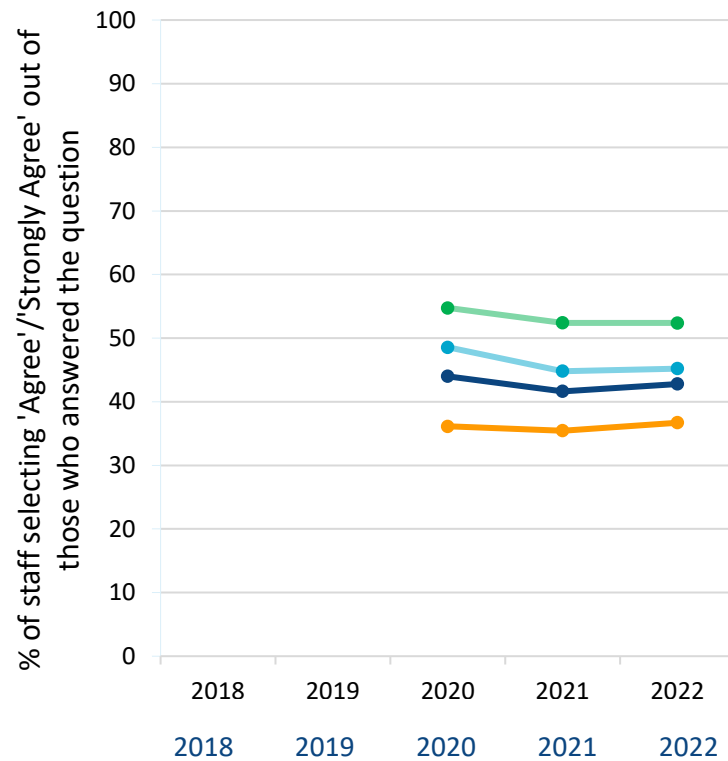
Q24c As soon as I can find another job, I will leave this organisation.



	2018	2019	2020	2021	2022
Your org	-	-	11.0%	11.8%	9.7%
Best	-	-	7.7%	7.5%	9.1%
Average	-	-	12.6%	14.5%	14.4%
Worst	-	-	20.4%	19.5%	25.4%
Responses	-	-	2006	2348	2471



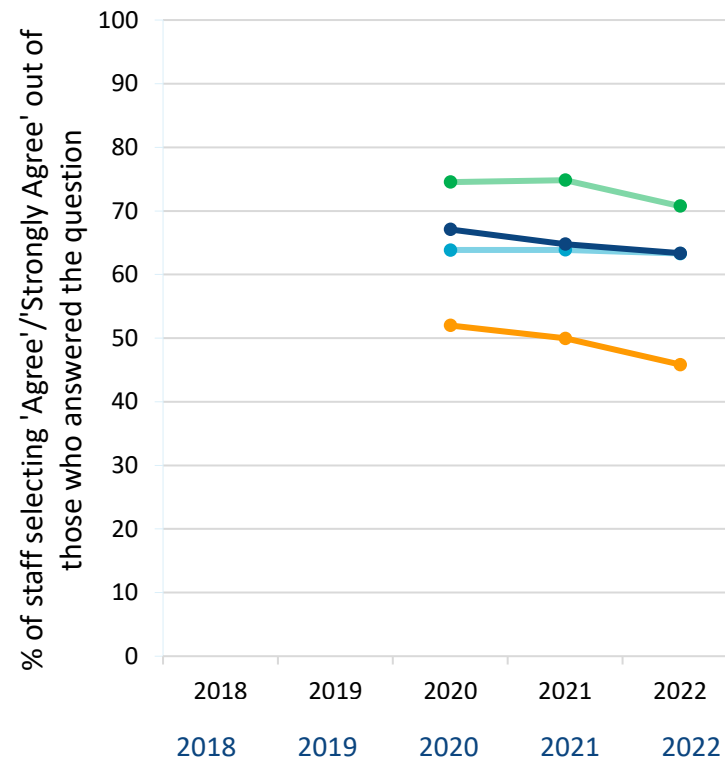
Q3g I am able to meet all the conflicting demands on my time at work.



Your org	-	-	44.0%	41.6%	42.8%
Best	-	-	54.8%	52.4%	52.4%
Average	-	-	48.6%	44.8%	45.2%
Worst	-	-	36.1%	35.4%	36.7%

Responses - - 2010 2350 2471

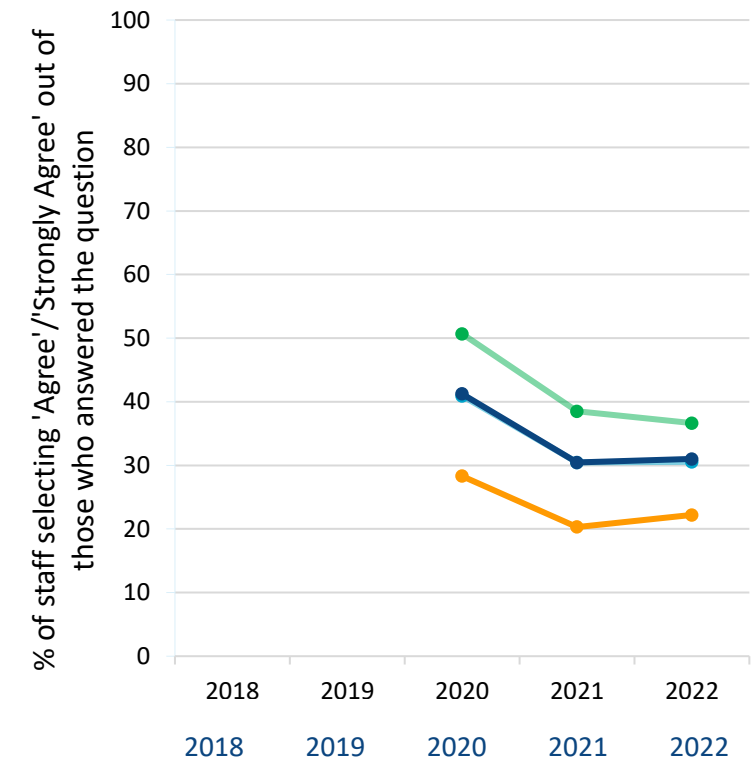
Q3h I have adequate materials, supplies and equipment to do my work.



Your org	-	-	67.1%	64.8%	63.4%
Best	-	-	74.5%	74.8%	70.8%
Average	-	-	63.8%	63.9%	63.3%
Worst	-	-	52.0%	50.0%	45.8%

Responses - - 2010 2339 2466

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

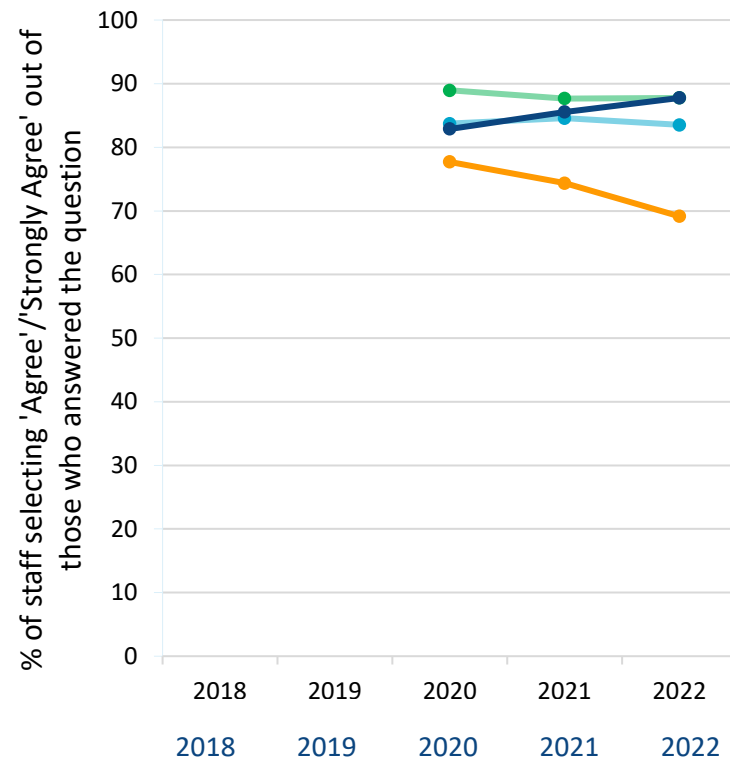


Your org	-	-	41.2%	30.4%	31.0%
Best	-	-	50.7%	38.5%	36.6%
Average	-	-	40.9%	30.4%	30.5%
Worst	-	-	28.3%	20.3%	22.2%

Responses - - 2008 2355 2477



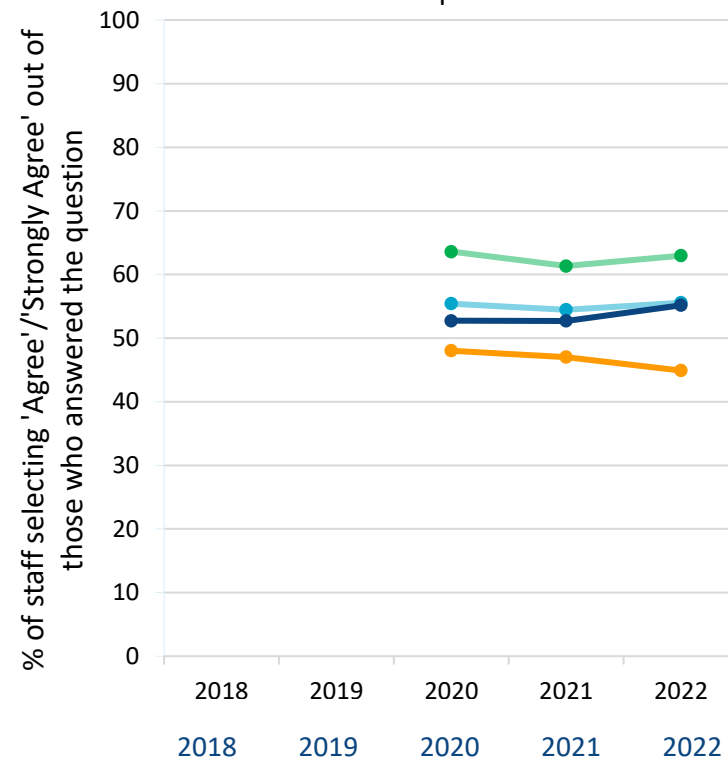
Q3a I always know what my work responsibilities are.



Your org	-	-	82.9%	85.6%	87.8%
Best	-	-	88.9%	87.7%	87.8%
Average	-	-	83.7%	84.6%	83.5%
Worst	-	-	77.7%	74.4%	69.2%

Responses - - 2012 2363 2481

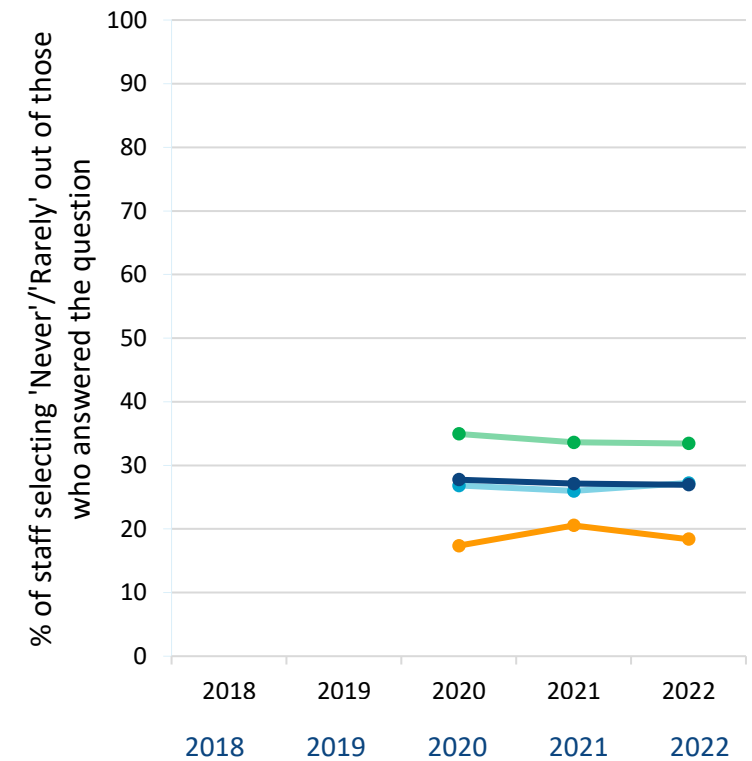
Q3e I am involved in deciding on changes introduced that affect my work area / team / department.



Your org	-	-	52.7%	52.7%	55.2%
Best	-	-	63.6%	61.3%	63.0%
Average	-	-	55.4%	54.5%	55.6%
Worst	-	-	48.0%	47.0%	44.9%

Responses - - 2009 2356 2481

Q5a I have unrealistic time pressures.

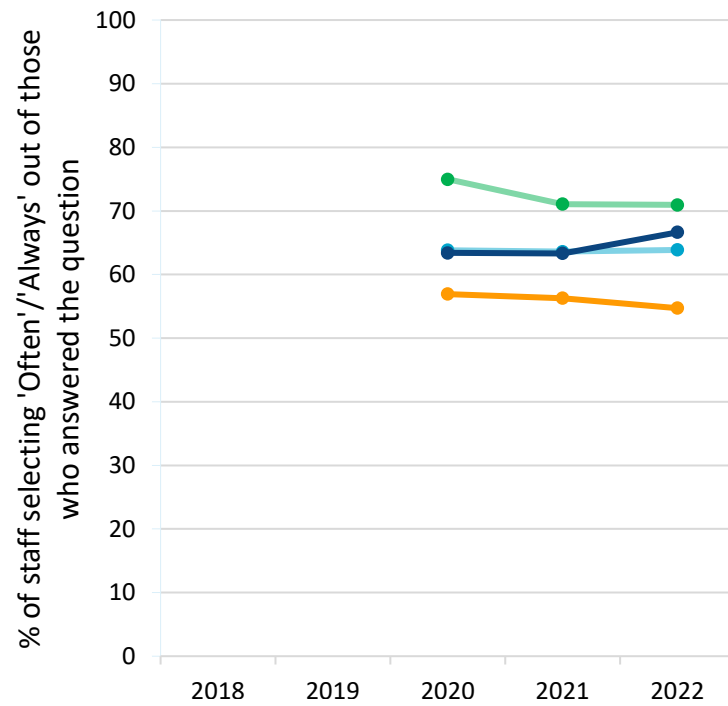


Your org	-	-	27.7%	27.1%	26.9%
Best	-	-	34.9%	33.6%	33.4%
Average	-	-	26.8%	26.0%	27.2%
Worst	-	-	17.4%	20.6%	18.4%

Responses - - 2016 2361 2478

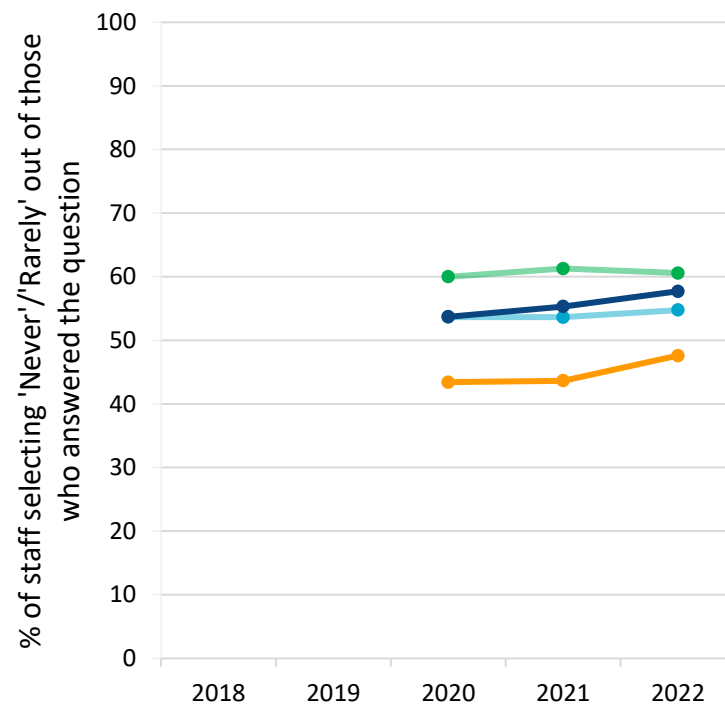


Q5b I have a choice in deciding how to do my work.



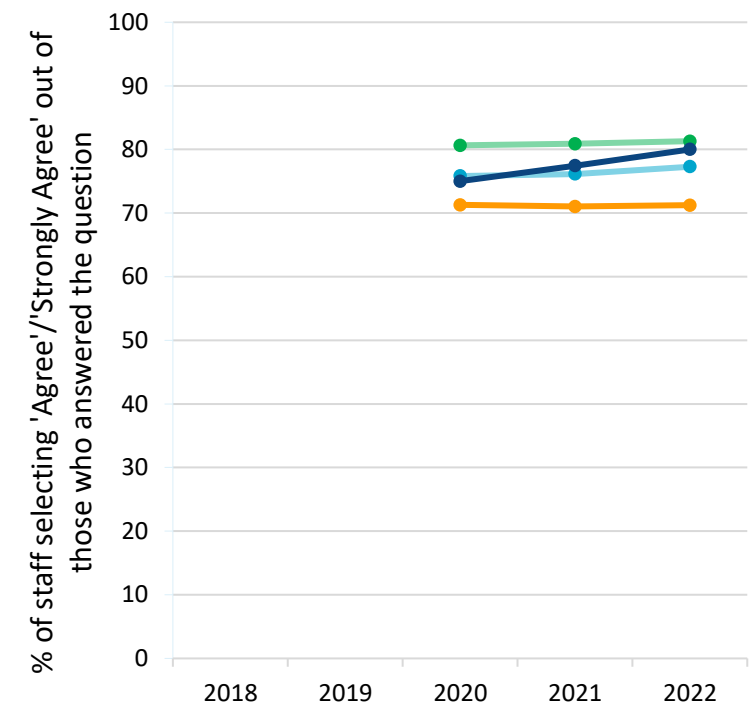
	2018	2019	2020	2021	2022
Your org	-	-	63.4%	63.3%	66.6%
Best	-	-	75.0%	71.1%	70.9%
Average	-	-	63.8%	63.6%	63.9%
Worst	-	-	56.9%	56.3%	54.7%
Responses	-	-	2010	2349	2475

Q5c Relationships at work are strained.



	2018	2019	2020	2021	2022
Your org	-	-	53.7%	55.3%	57.7%
Best	-	-	60.0%	61.3%	60.6%
Average	-	-	53.6%	53.6%	54.8%
Worst	-	-	43.4%	43.6%	47.6%
Responses	-	-	2013	2358	2477

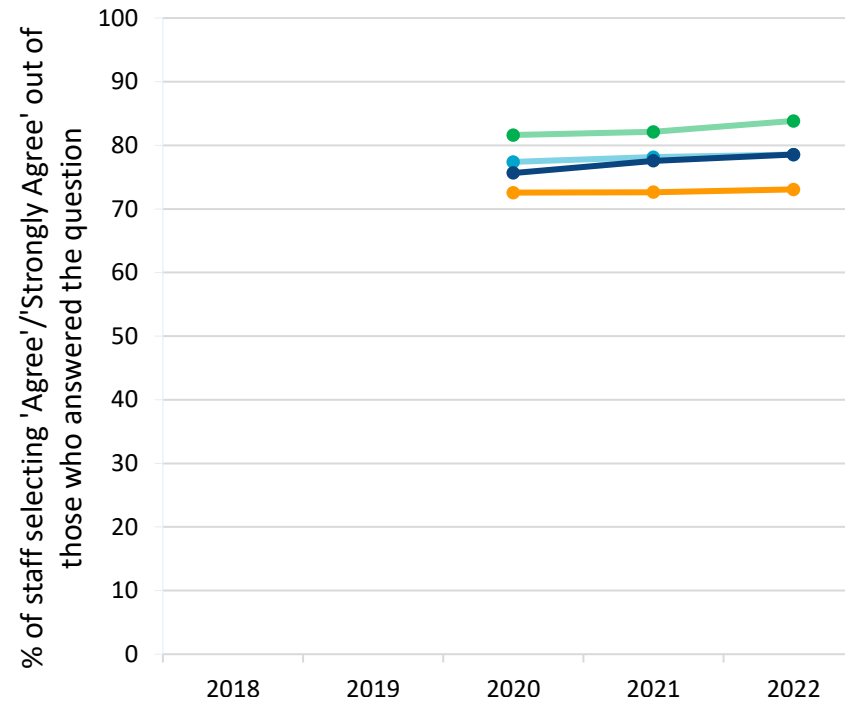
Q7c I receive the respect I deserve from my colleagues at work.



	2018	2019	2020	2021	2022
Your org	-	-	75.0%	77.5%	80.0%
Best	-	-	80.6%	80.9%	81.3%
Average	-	-	75.8%	76.1%	77.3%
Worst	-	-	71.3%	71.0%	71.2%
Responses	-	-	2014	2362	2481



Q9a My immediate manager encourages me at work.



	2018	2019	2020	2021	2022
Your org	-	-	75.7%	77.6%	78.5%
Best	-	-	81.6%	82.1%	83.8%
Average	-	-	77.4%	78.1%	78.5%
Worst	-	-	72.5%	72.6%	73.1%
Responses	-	-	2016	2362	2481

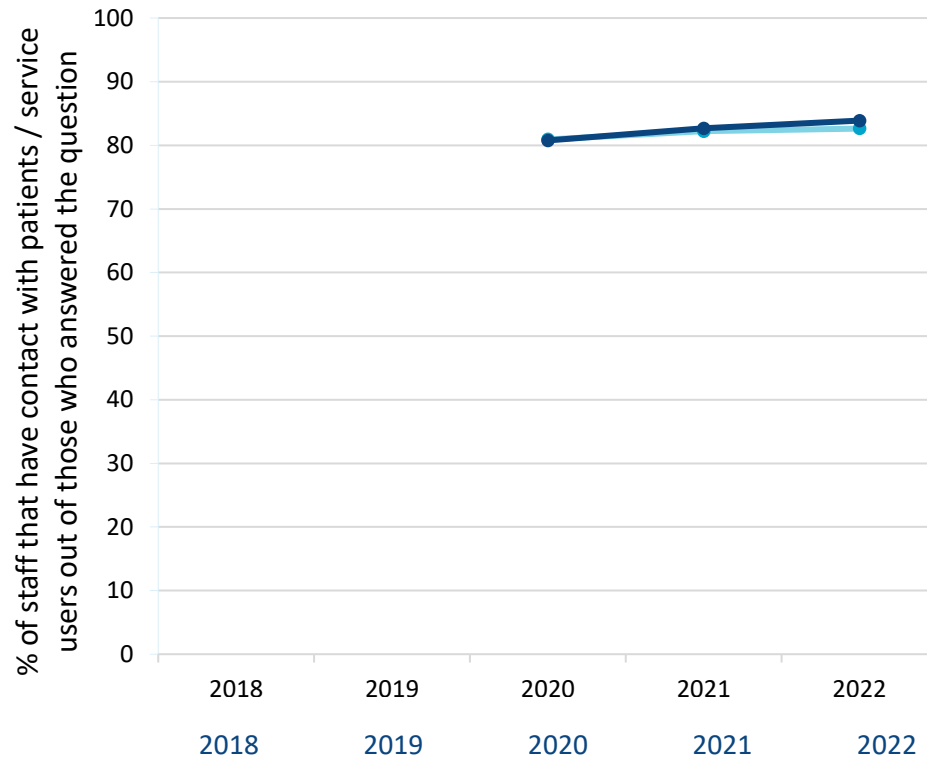
Question not linked to People Promise elements or themes

Questions included:

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

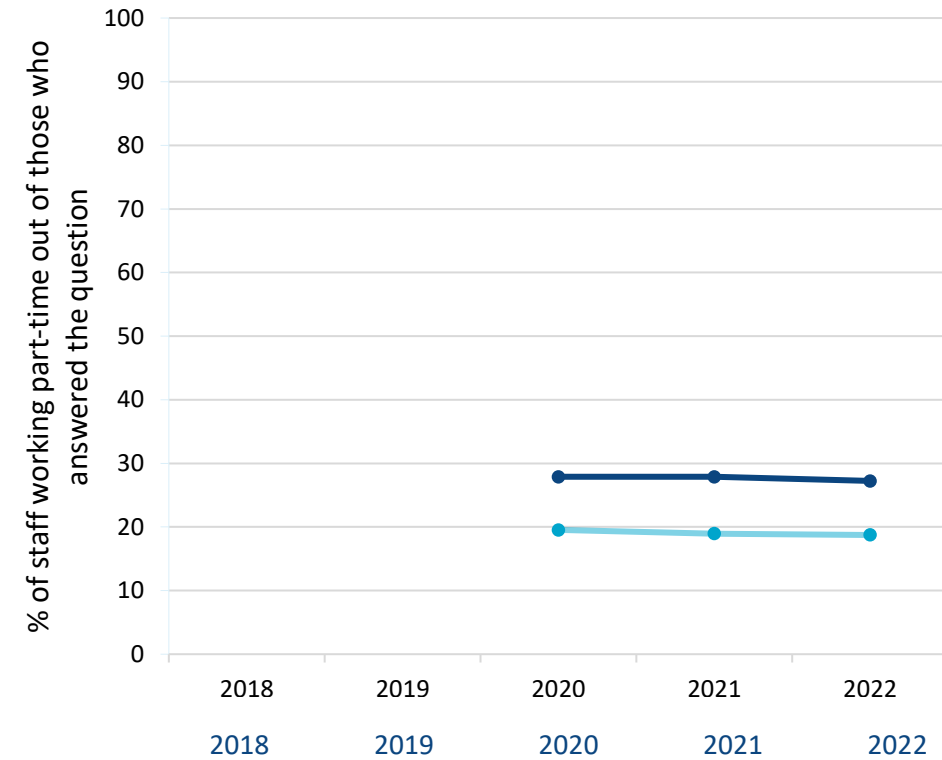


Q1 Do you have face-to-face, video or telephone contact with patients / service users as part of your job?



Your org	-	-	80.8%	82.7%	83.9%
Average	-	-	80.9%	82.2%	82.6%
Responses	-	-	2011	2349	2474

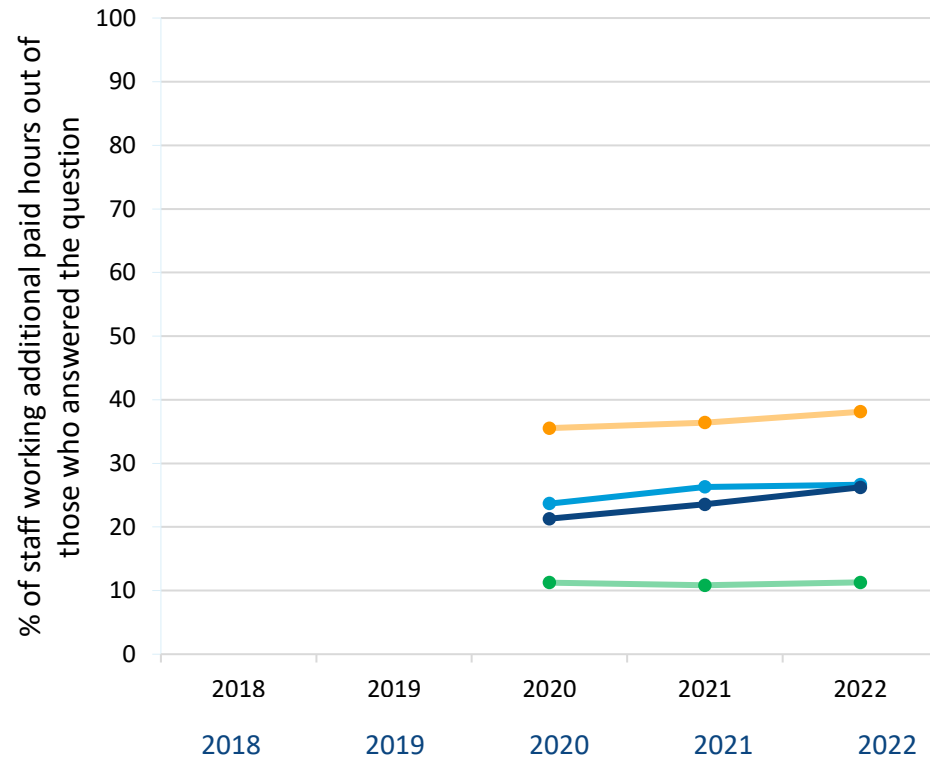
Q10a How many hours a week are you contracted to work?



Your org	-	-	27.9%	27.9%	27.2%
Average	-	-	19.5%	19.0%	18.7%
Responses	-	-	1904	2217	2337



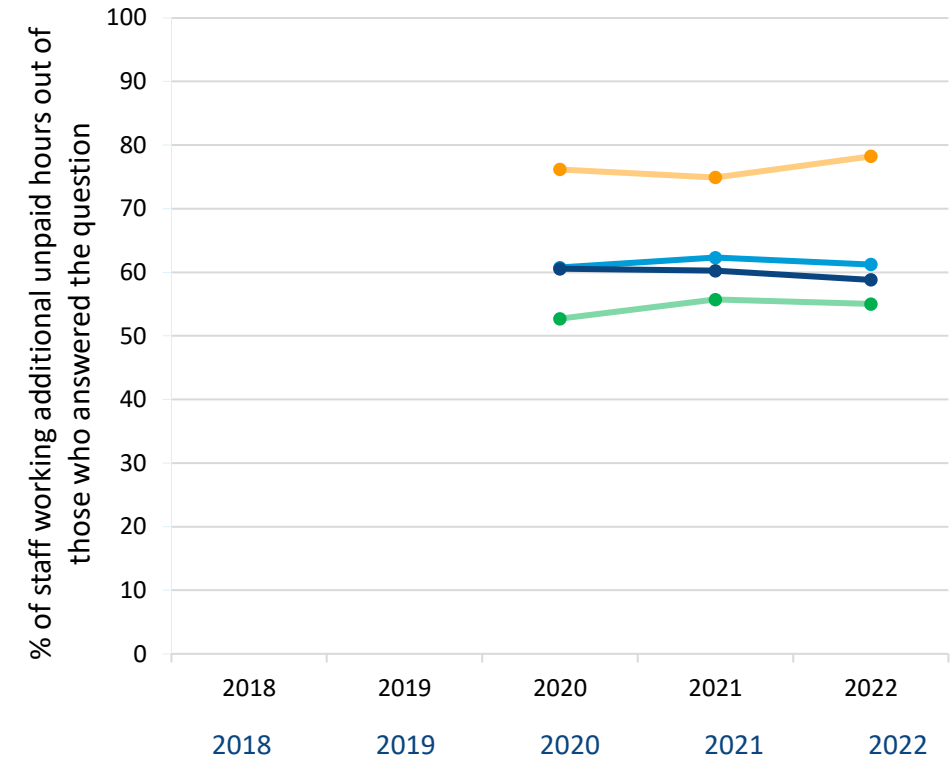
Q10b On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours?



	2018	2019	2020	2021	2022
Your org	-	-	21.3%	23.5%	26.2%
Lowest	-	-	11.2%	10.8%	11.3%
Average	-	-	23.7%	26.3%	26.7%
Highest	-	-	35.5%	36.4%	38.1%

Responses - - 1922 2271 2370

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



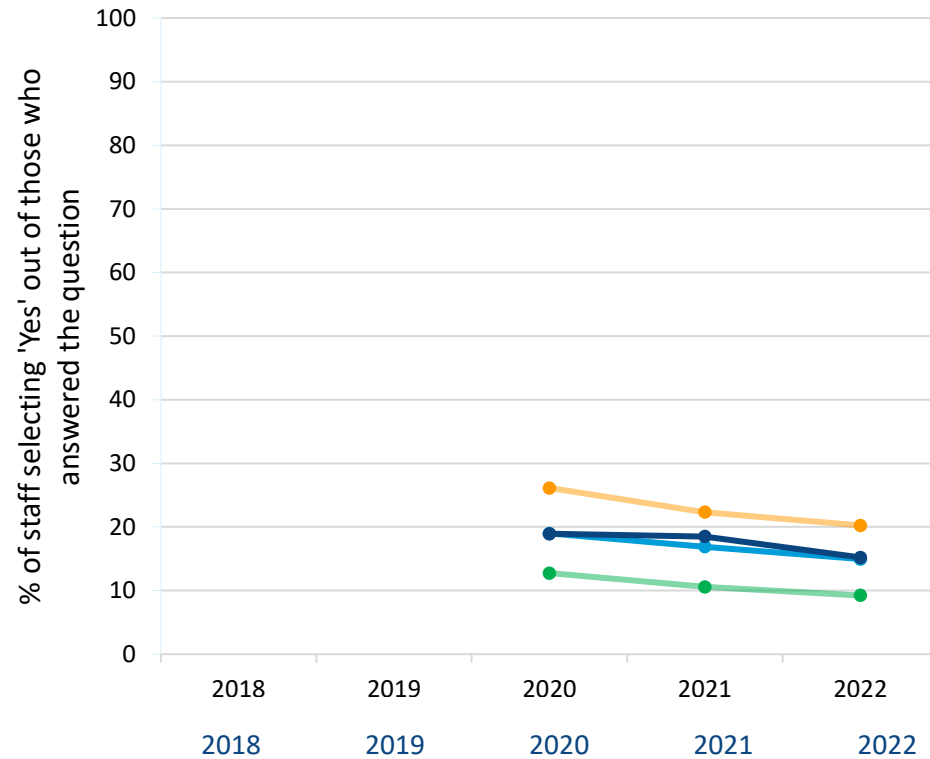
	2018	2019	2020	2021	2022
Your org	-	-	60.5%	60.3%	58.8%
Lowest	-	-	52.7%	55.7%	55.0%
Average	-	-	60.8%	62.3%	61.2%
Highest	-	-	76.2%	74.9%	78.2%

Responses - - 1964 2306 2407



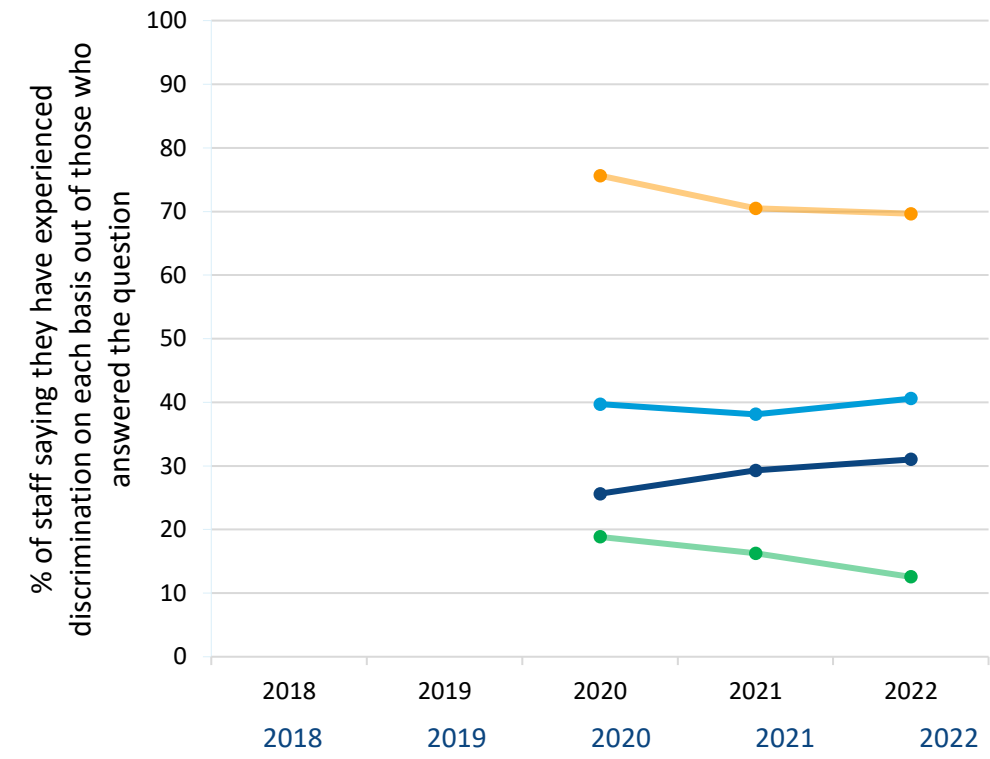
*Q11e is only answered by staff who responded 'Yes' to Q11d.

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



	2018	2019	2020	2021	2022
Your org	-	-	18.9%	18.5%	15.2%
Best	-	-	12.7%	10.6%	9.2%
Average	-	-	19.0%	16.9%	14.9%
Worst	-	-	26.1%	22.3%	20.2%
Responses	-	-	913	1206	1306

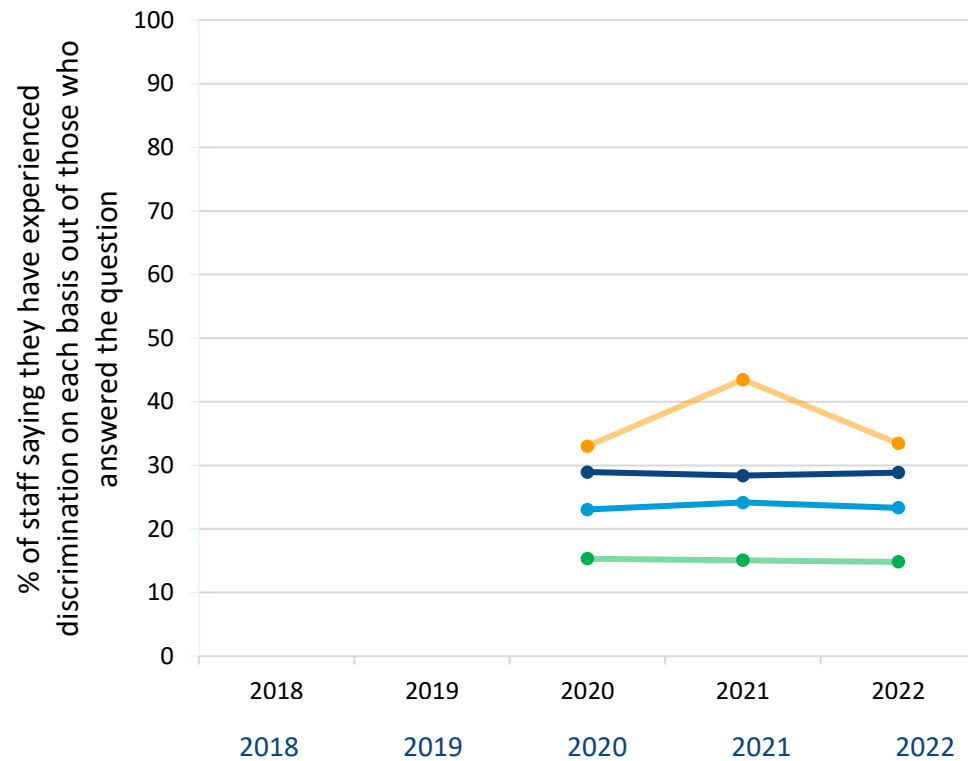
Q16c.1 On what grounds have you experienced discrimination?
- Ethnic background.



	2018	2019	2020	2021	2022
Your org	-	-	25.6%	29.3%	31.0%
Best	-	-	18.8%	16.3%	12.6%
Average	-	-	39.7%	38.1%	40.6%
Worst	-	-	75.6%	70.5%	69.6%
Responses	-	-	178	190	239

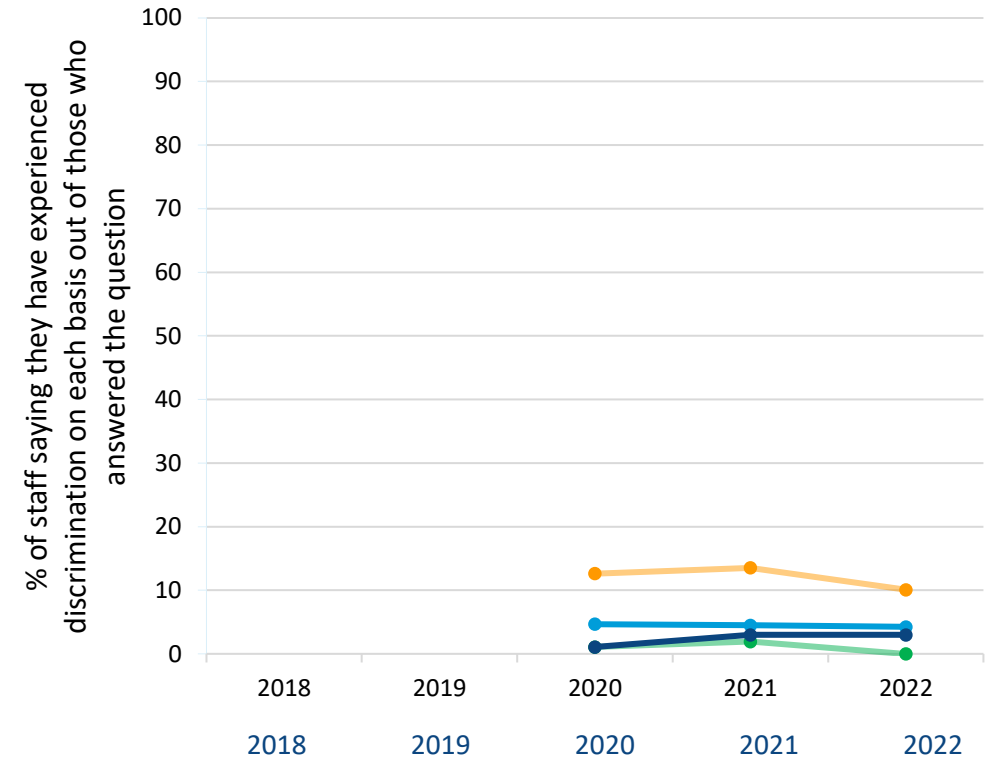


Q16c.2 On what grounds have you experienced discrimination?
– Gender.



	2018	2019	2020	2021	2022
Your org	-	-	28.9%	28.4%	28.9%
Best	-	-	15.3%	15.1%	14.8%
Average	-	-	23.1%	24.2%	23.3%
Worst	-	-	33.0%	43.5%	33.4%
Responses	-	-	178	190	239

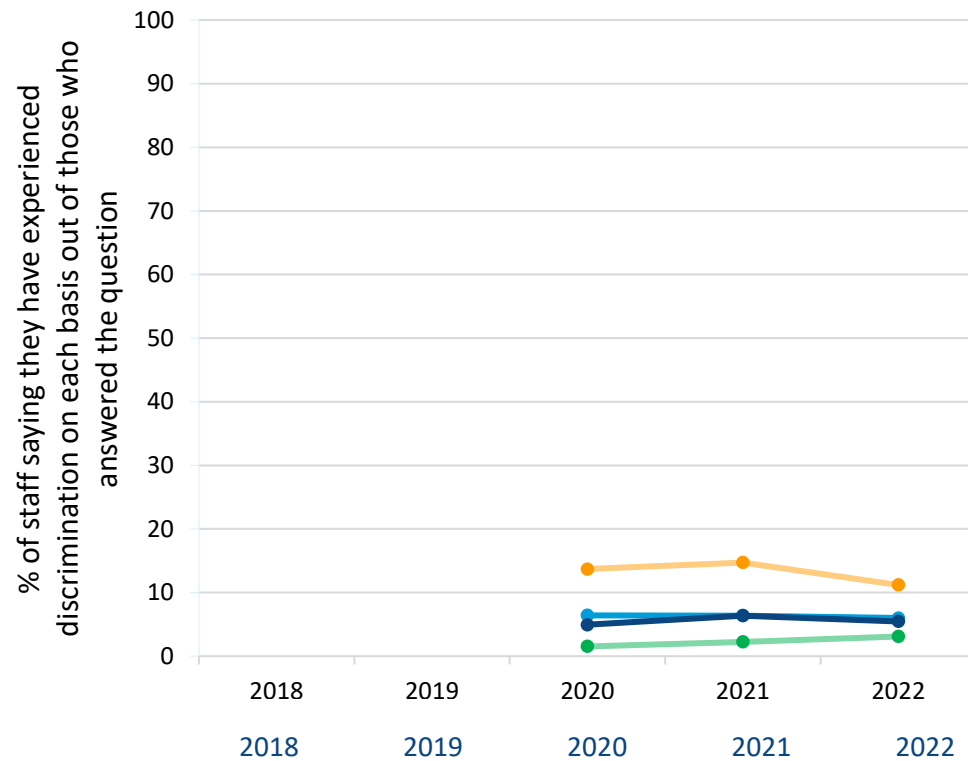
Q16c.3 On what grounds have you experienced discrimination?
– Religion.



	2018	2019	2020	2021	2022
Your org	-	-	1.1%	3.0%	3.0%
Best	-	-	1.1%	1.9%	0.0%
Average	-	-	4.7%	4.5%	4.2%
Worst	-	-	12.6%	13.5%	10.1%
Responses	-	-	178	190	239

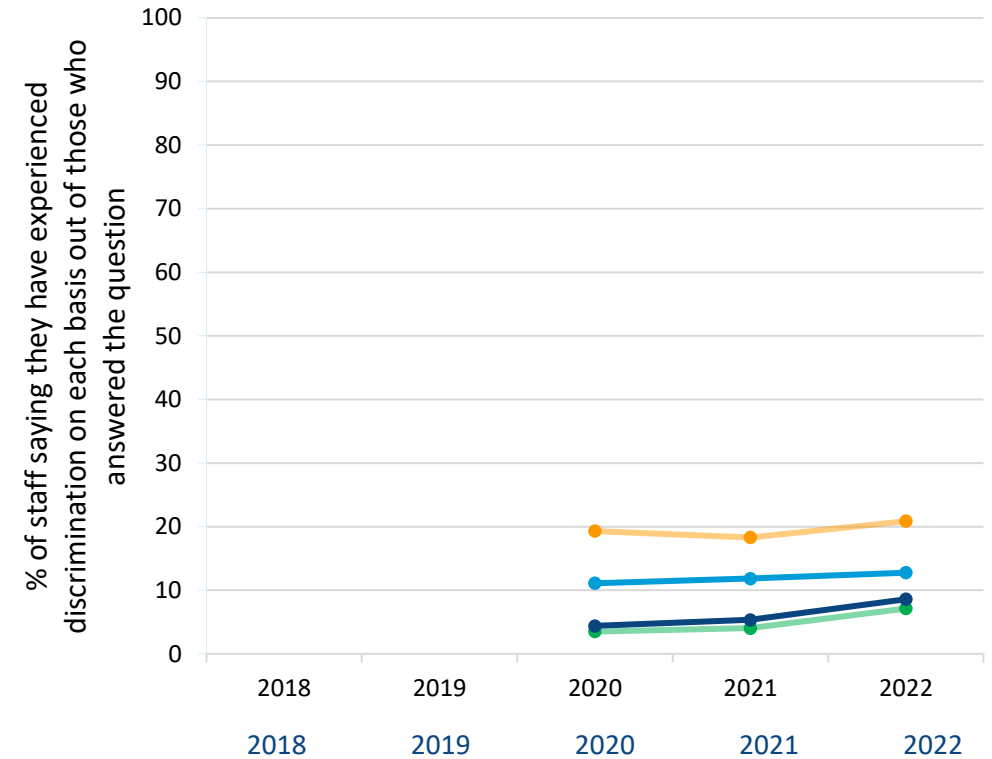


Q16c.4 On what grounds have you experienced discrimination?
– Sexual orientation.



	2018	2019	2020	2021	2022
Best	-	-	1.5%	2.2%	3.1%
Average	-	-	6.4%	6.4%	6.0%
Your org	-	-	4.9%	6.4%	5.5%
Worst	-	-	13.7%	14.7%	11.2%
Responses	-	-	178	190	239

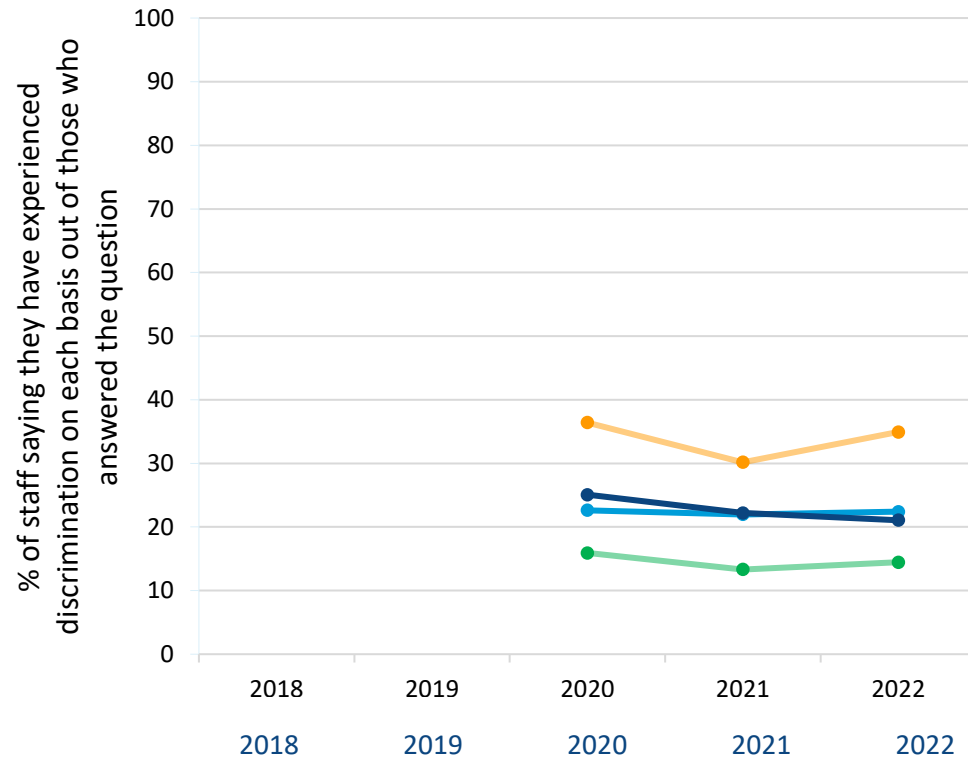
Q16c.5 On what grounds have you experienced discrimination?
– Disability.



	2018	2019	2020	2021	2022
Best	-	-	3.5%	4.1%	7.2%
Average	-	-	11.1%	11.8%	12.8%
Your org	-	-	4.4%	5.4%	8.6%
Worst	-	-	19.3%	18.3%	20.9%
Responses	-	-	178	190	239

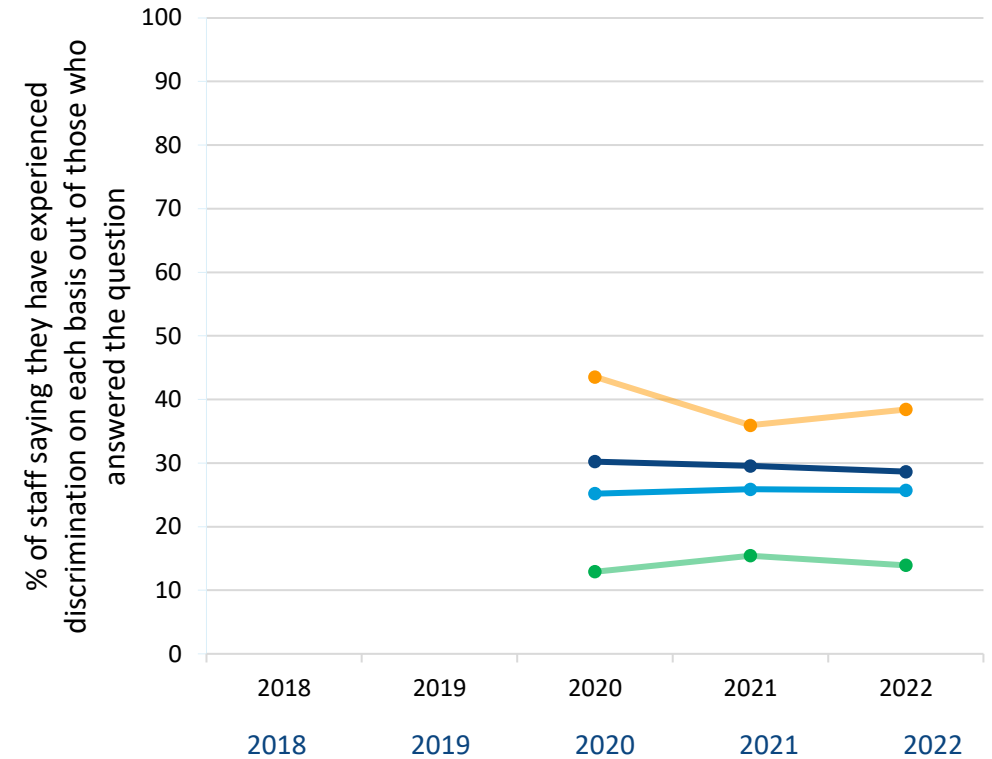


Q16c.6 On what grounds have you experienced discrimination?
– Age.



	2018	2019	2020	2021	2022
Your org	-	-	25.1%	22.2%	21.1%
Best	-	-	15.9%	13.3%	14.4%
Average	-	-	22.6%	22.0%	22.4%
Worst	-	-	36.4%	30.2%	34.9%
Responses	-	-	178	190	239

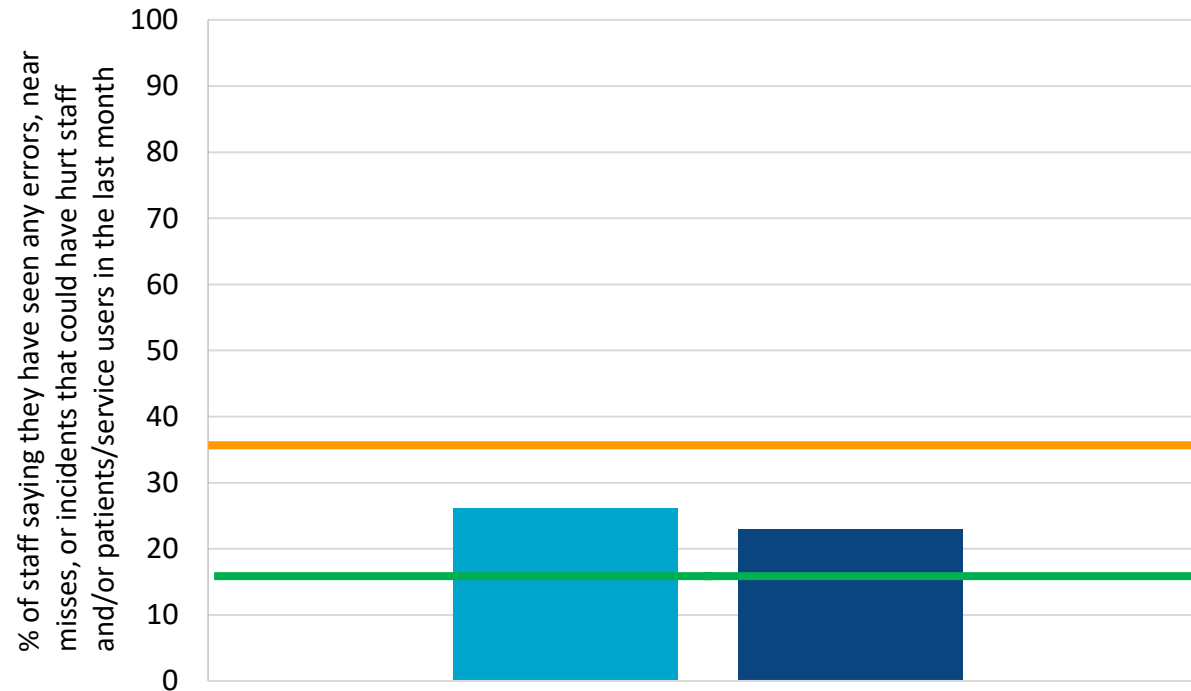
Q16c.7 On what grounds have you experienced discrimination?
– Other.



	2018	2019	2020	2021	2022
Your org	-	-	30.2%	29.6%	28.6%
Best	-	-	12.9%	15.4%	13.9%
Average	-	-	25.2%	25.9%	25.7%
Worst	-	-	43.5%	36.0%	38.4%
Responses	-	-	178	190	239



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



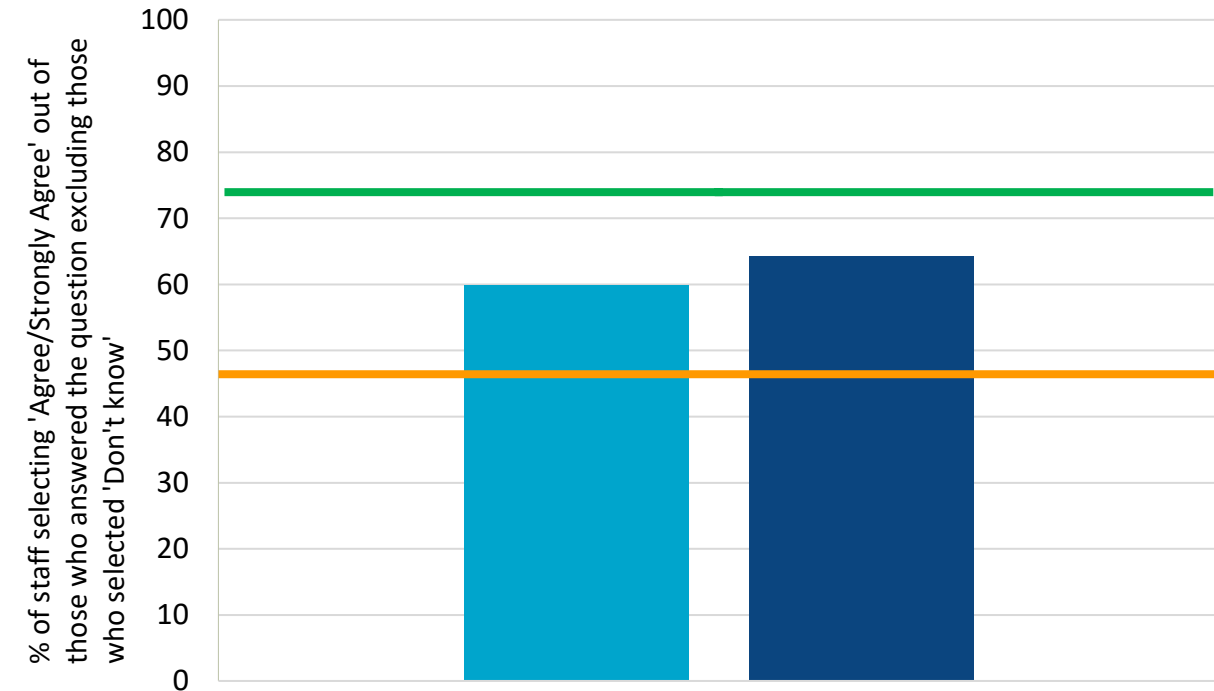
2022

Your org	23.0%
Best	15.9%
Average	26.0%
Worst	35.7%

Responses

2472

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



2022

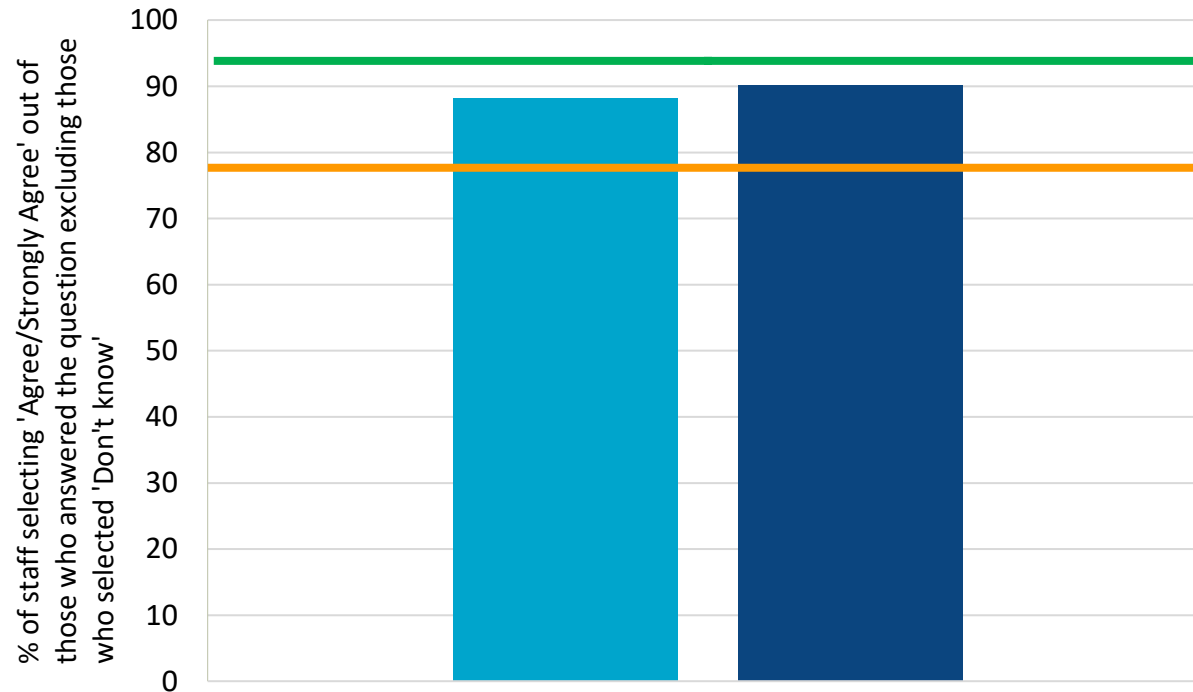
Your org	64.2%
Best	74.0%
Average	59.9%
Worst	46.4%

Responses

1854



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



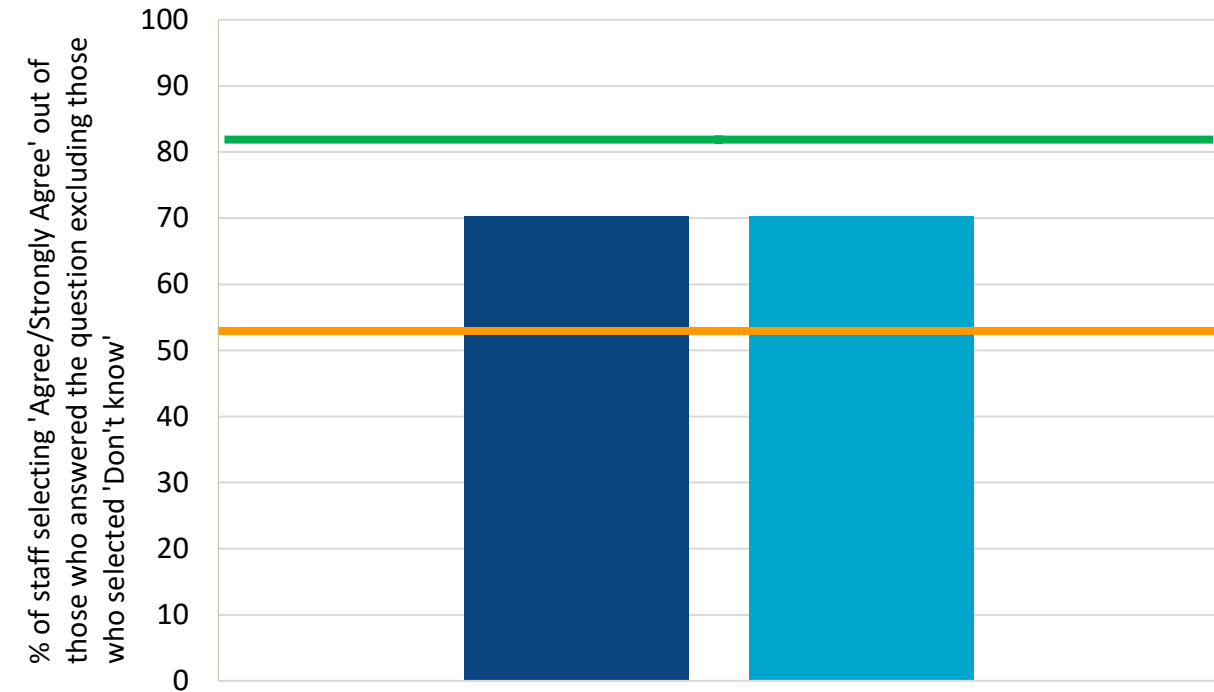
2022

Your org	90.2%
Best	93.8%
Average	88.3%
Worst	77.7%

Responses

2395

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



2022

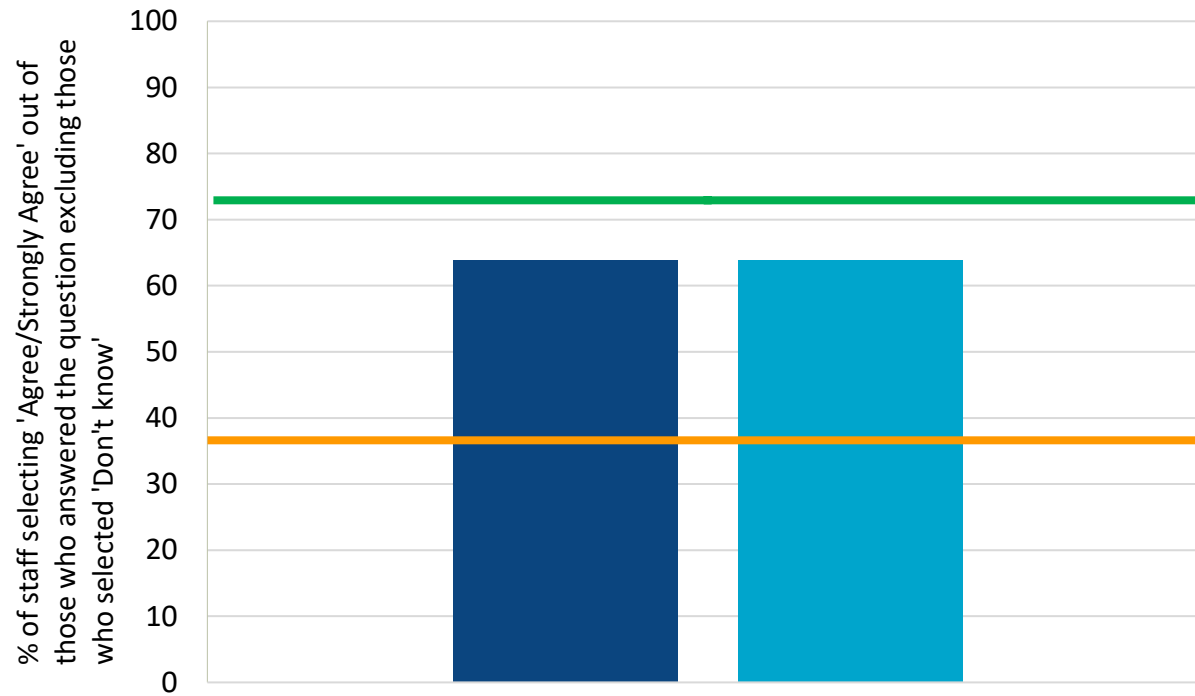
Your org	70.3%
Best	81.9%
Average	70.3%
Worst	52.9%

Responses

2153



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



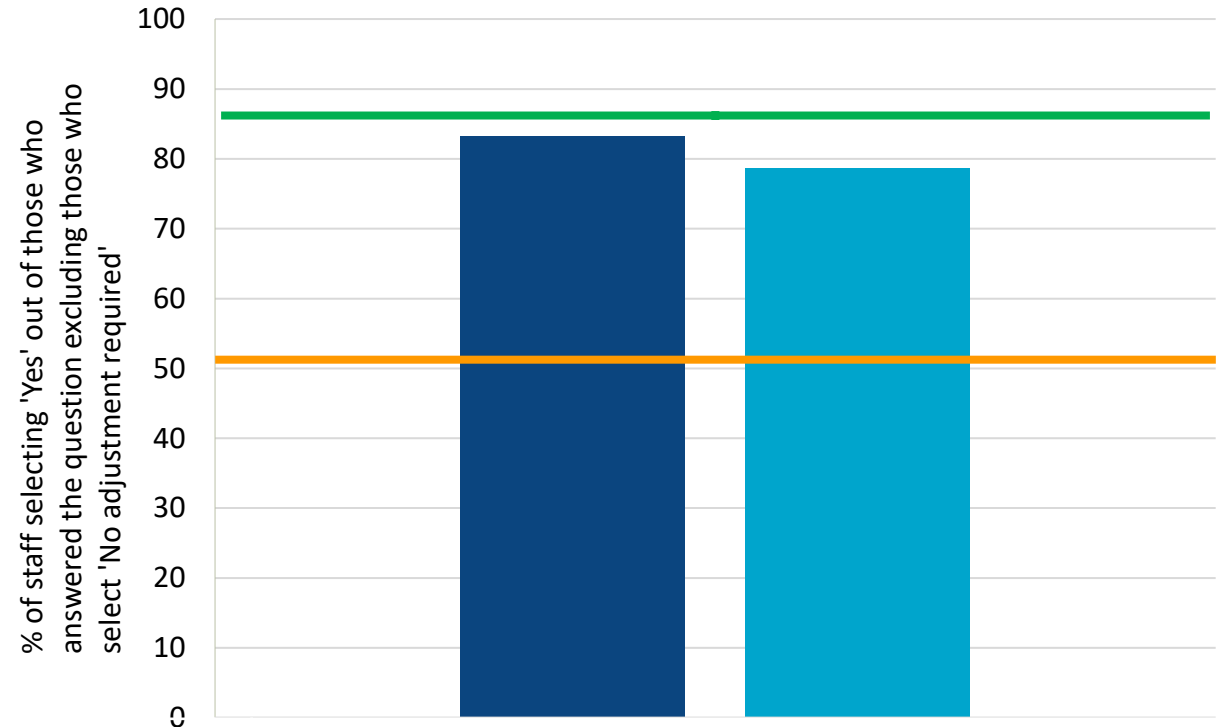
2022

Your org	63.9%
Best	72.9%
Average	63.9%
Worst	36.6%

Responses

2211

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



2022

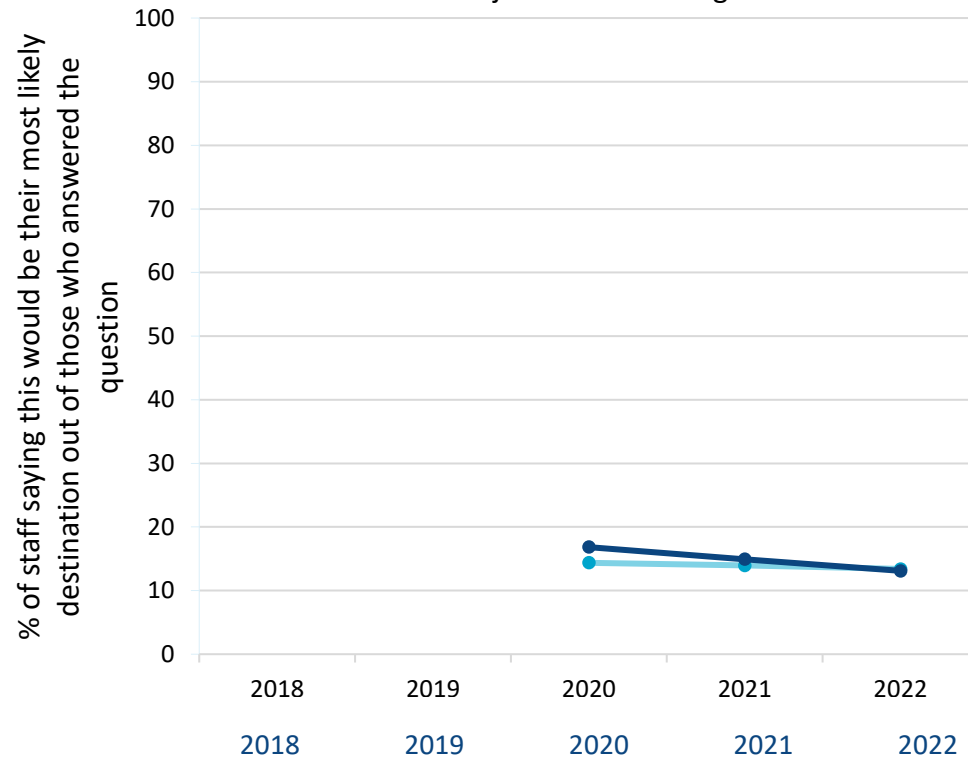
Your org	83.3%
Best	86.2%
Average	78.7%
Worst	51.3%

Responses

377

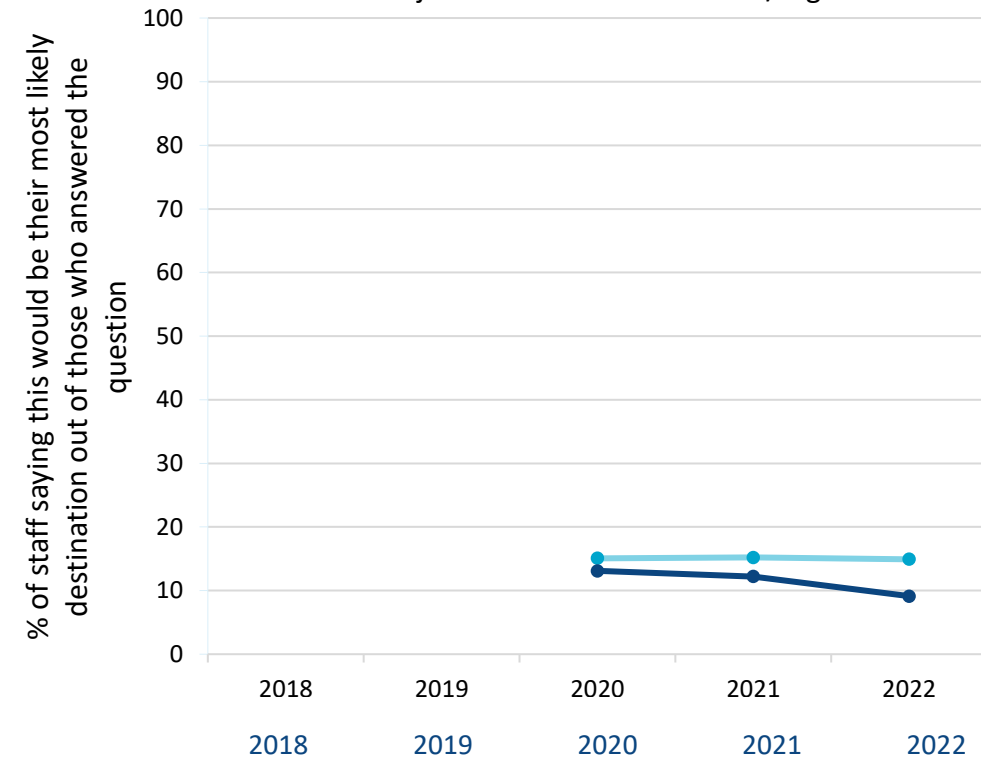


Q24d.1 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job within this organisation.



Your org	-	-	16.8%	14.9%	13.1%
Average	-	-	14.4%	14.0%	13.4%
Responses	-	-	1817	2097	2153

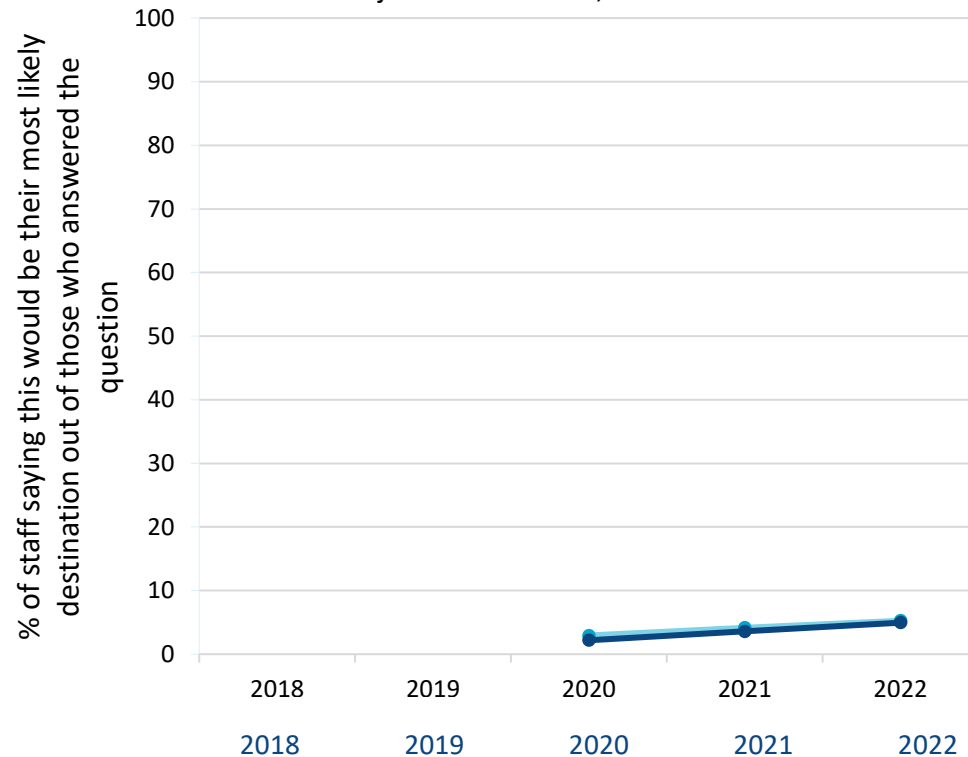
Q24d.2 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job in a different NHS Trust/organisation.



Your org	-	-	13.1%	12.2%	9.1%
Average	-	-	15.1%	15.2%	14.9%
Responses	-	-	1817	2097	2153

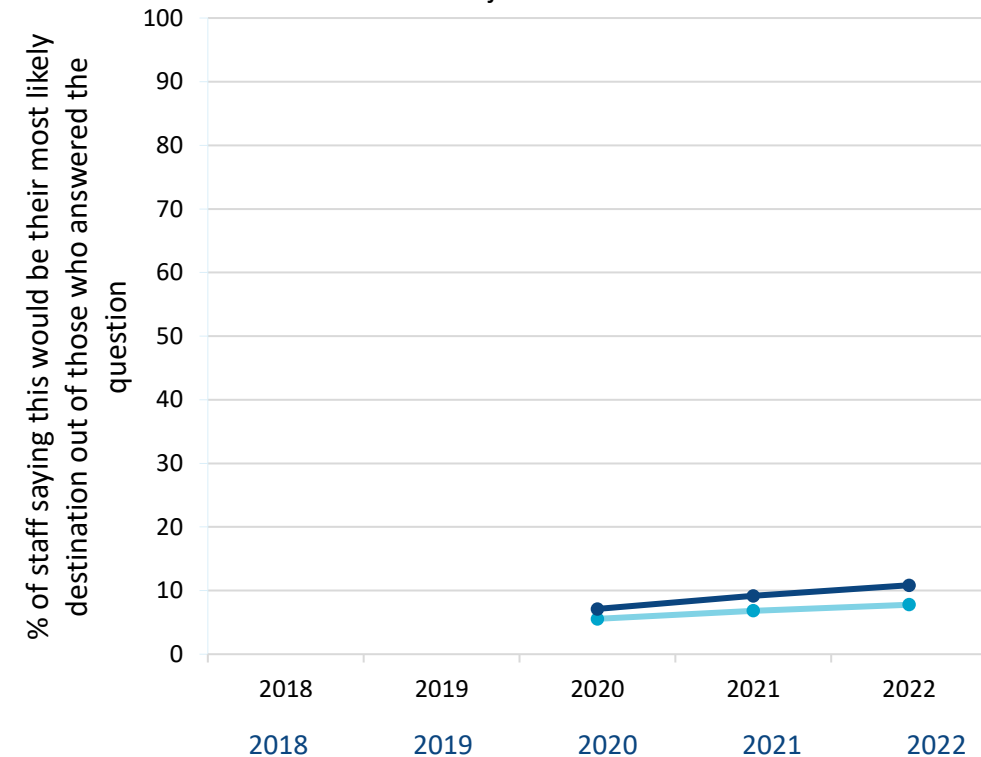


Q24d.3 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job in healthcare, but outside the NHS.



Your org	-	-	2.2%	3.6%	5.0%
Average	-	-	2.9%	4.2%	5.3%
Responses	-	-	1817	2097	2153

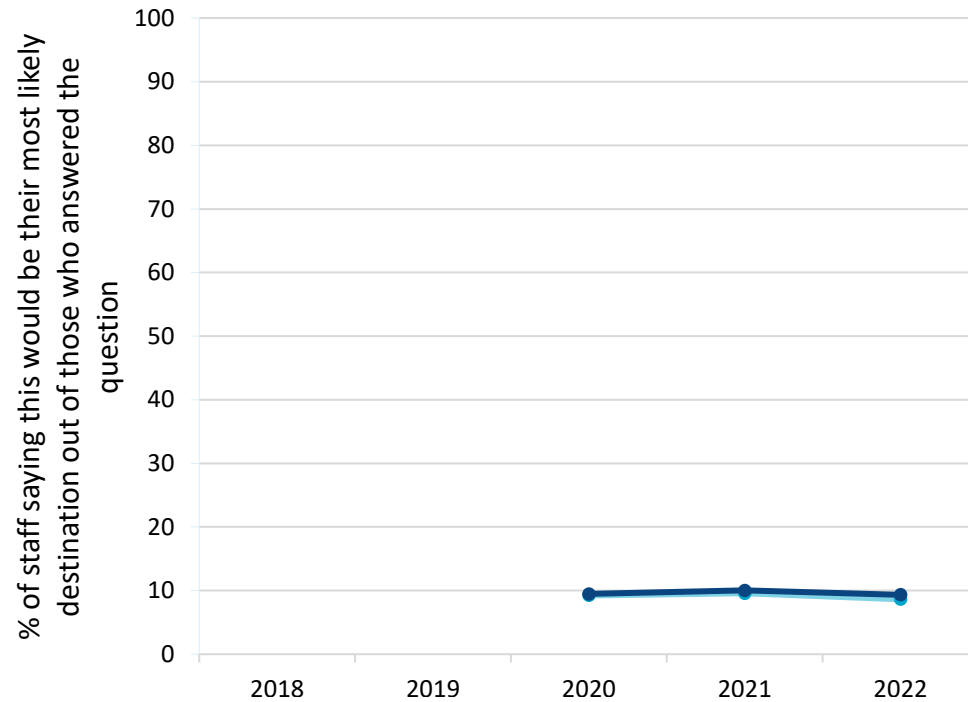
Q24d.4 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job outside healthcare.



Your org	-	-	7.1%	9.2%	10.8%
Average	-	-	5.5%	6.8%	7.8%
Responses	-	-	1817	2097	2153



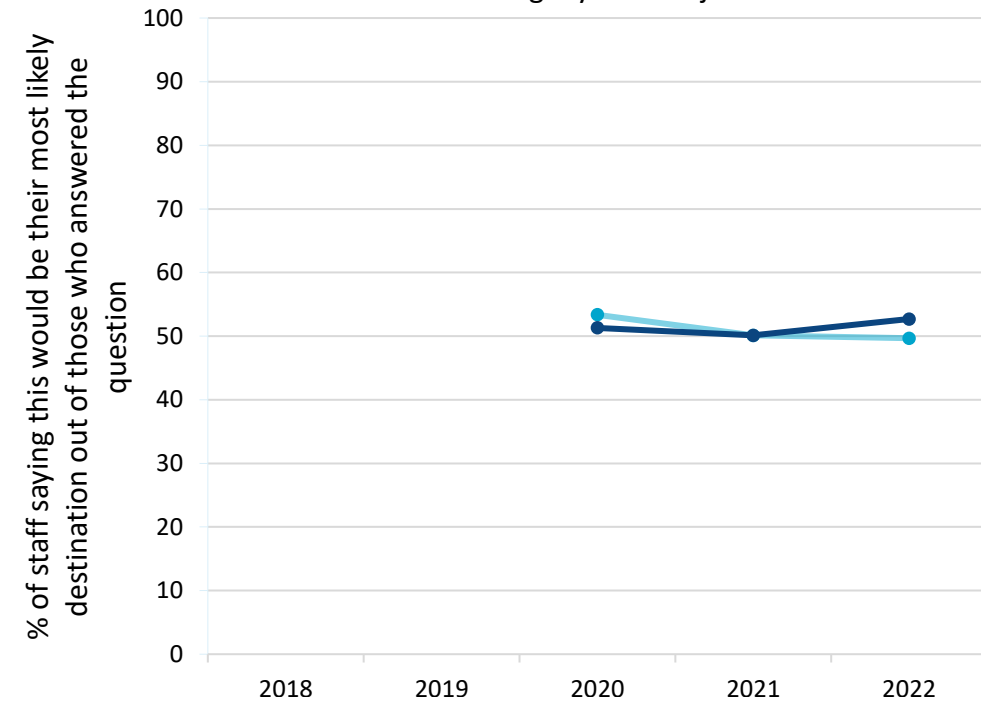
Q24d.5 If you are considering leaving your current job, what would be your most likely destination? - I would retire or take a career break.



2018 2019 2020 2021 2022

Your org	-	-	9.5%	10.0%	9.3%
Average	-	-	9.2%	9.6%	8.6%
Responses	-	-	1817	2097	2153

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.



2018 2019 2020 2021 2022

Your org	-	-	51.3%	50.1%	52.7%
Average	-	-	53.4%	50.1%	49.7%
Responses	-	-	1817	2097	2153

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.

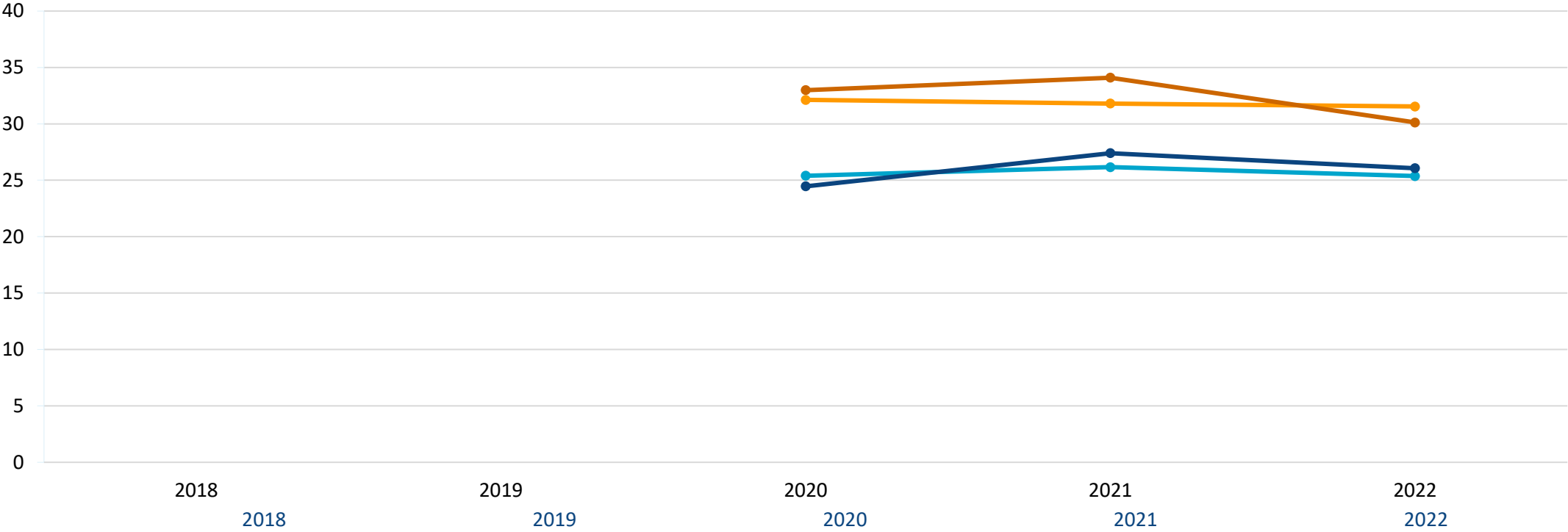
Data shown in the WRES charts are unweighted.

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



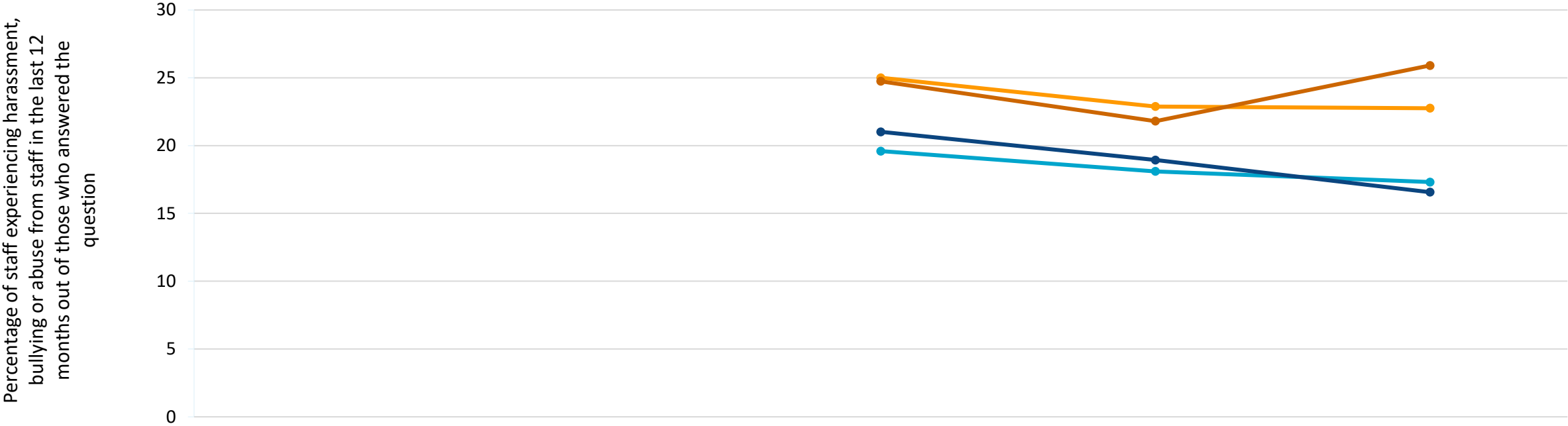
	2018	2019	2020	2021	2022
White staff: Your org	-	-	24.5%	27.4%	26.1%
All other ethnic groups*: Your org	-	-	33.0%	34.1%	30.1%
White staff: Average	-	-	25.4%	26.2%	25.4%
All other ethnic groups*: Average	-	-	32.1%	31.8%	31.5%
White staff: Responses	-	-	1893	2201	2275
All other ethnic groups*: Responses	-	-	97	132	166

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



Workforce Race Equality Standard (WRES)

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

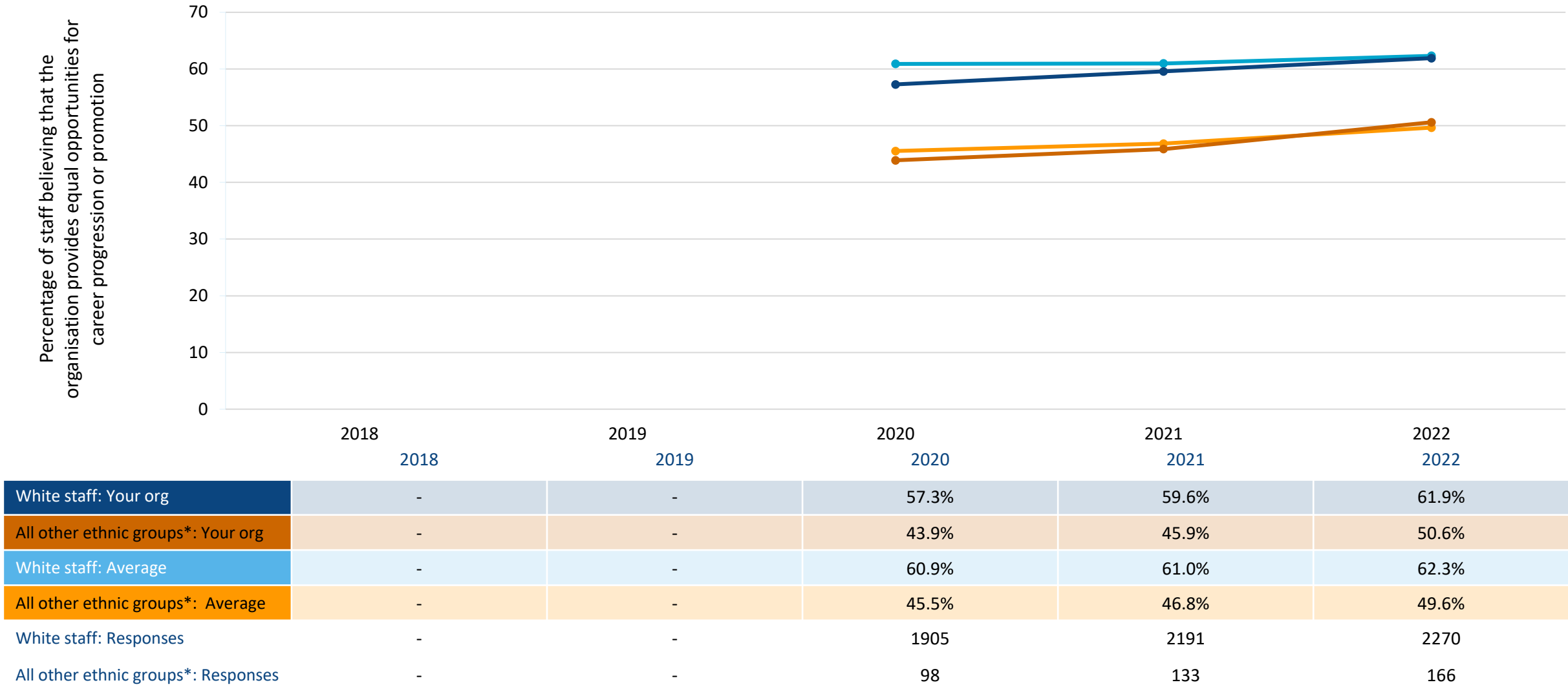


	2018	2019	2020	2021	2022
White staff: Your org	-	-	21.0%	18.9%	16.6%
All other ethnic groups*: Your org	-	-	24.7%	21.8%	25.9%
White staff: Average	-	-	19.6%	18.1%	17.3%
All other ethnic groups*: Average	-	-	25.0%	22.9%	22.8%
White staff: Responses	-	-	1899	2197	2276
All other ethnic groups*: Responses	-	-	97	133	166

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



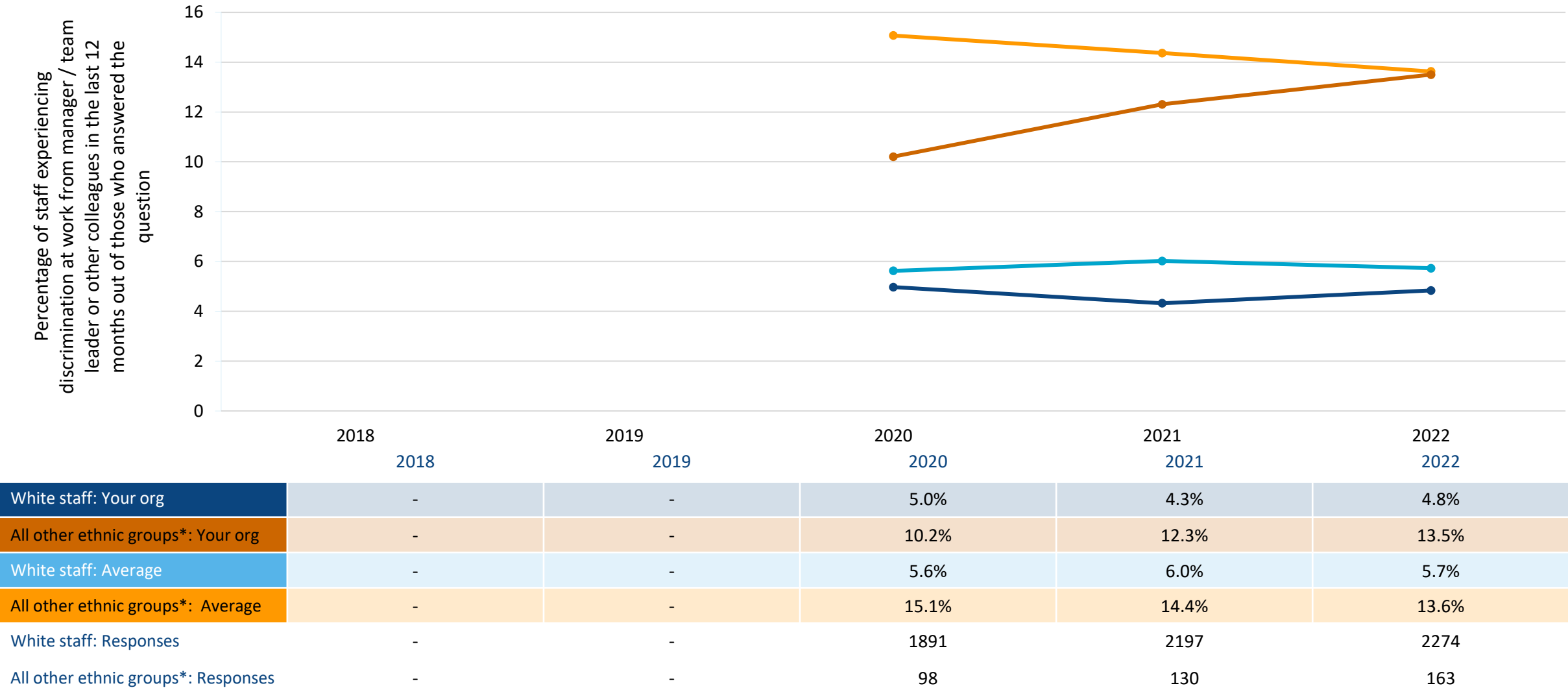
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



*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.

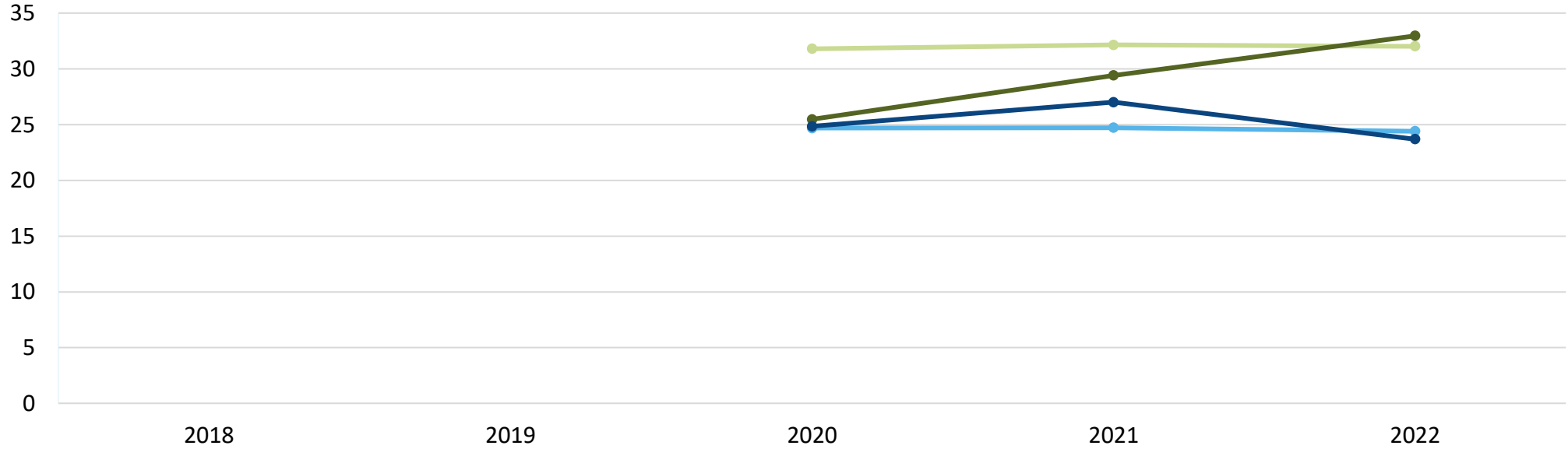
Data shown in the WDES charts are unweighted.

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.

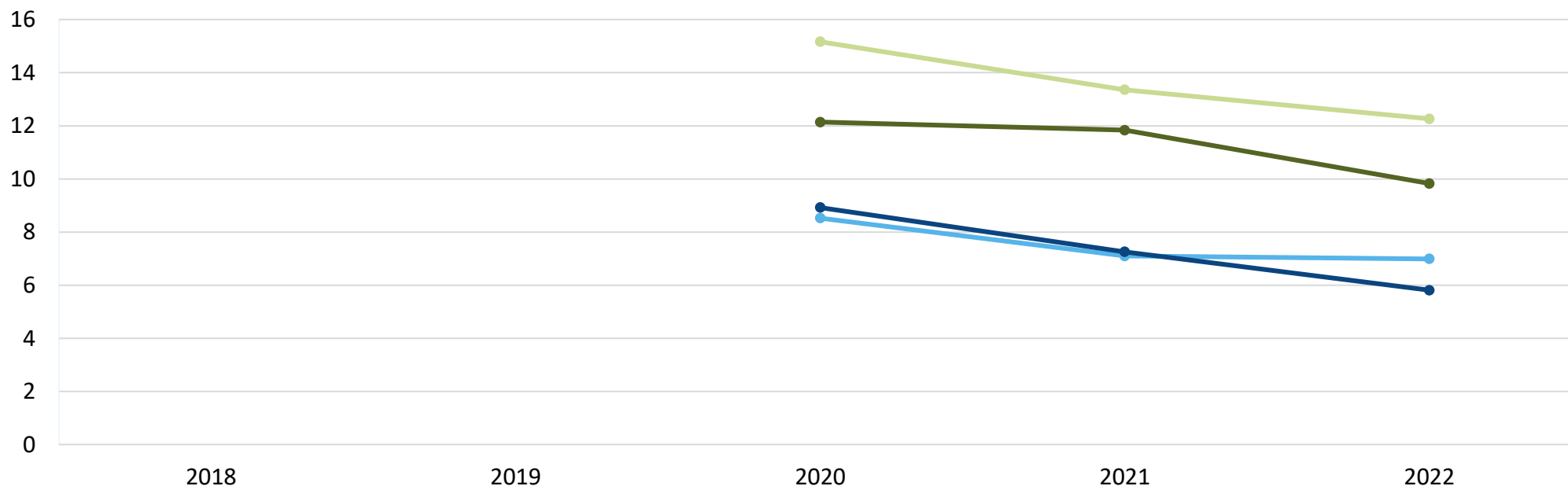


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	25.5%	29.4%	33.0%
Staff without a LTC or illness: Your org	-	-	24.9%	27.0%	23.7%
Staff with a LTC or illness: Average	-	-	31.8%	32.2%	32.0%
Staff without a LTC or illness: Average	-	-	24.7%	24.7%	24.4%
Staff with a LTC or illness: Responses	-	-	420	588	652
Staff without a LTC or illness: Responses	-	-	1573	1743	1802



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.

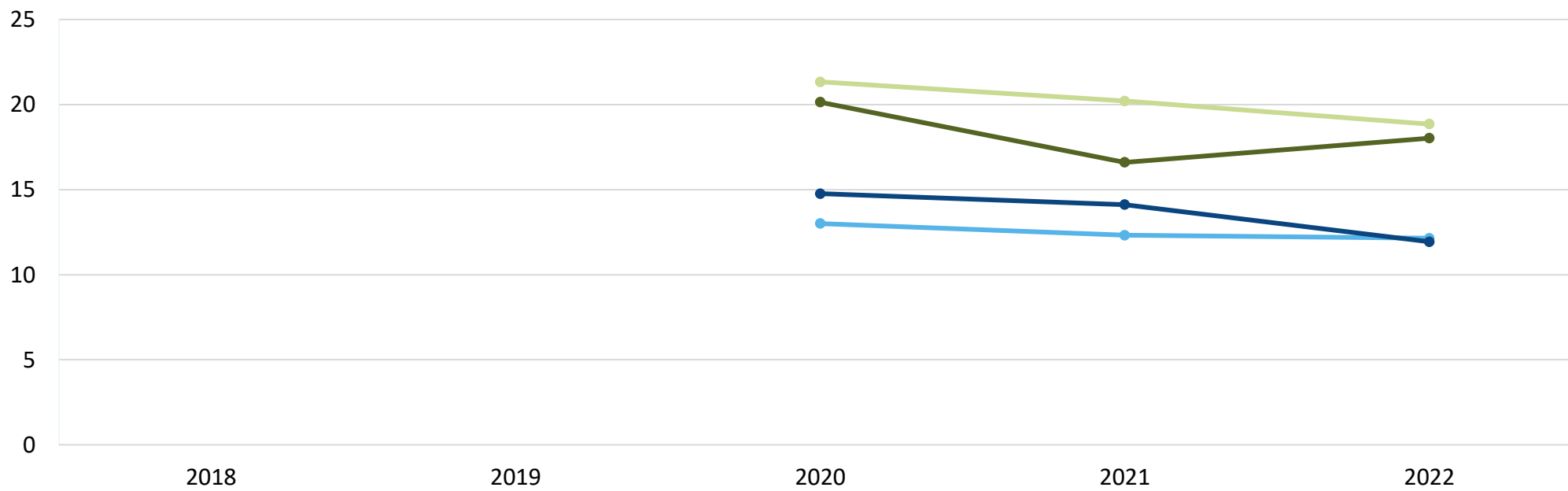


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	12.1%	11.8%	9.8%
Staff without a LTC or illness: Your org	-	-	8.9%	7.3%	5.8%
Staff with a LTC or illness: Average	-	-	15.2%	13.4%	12.3%
Staff without a LTC or illness: Average	-	-	8.5%	7.1%	7.0%
Staff with a LTC or illness: Responses	-	-	420	583	651
Staff without a LTC or illness: Responses	-	-	1569	1736	1789



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.

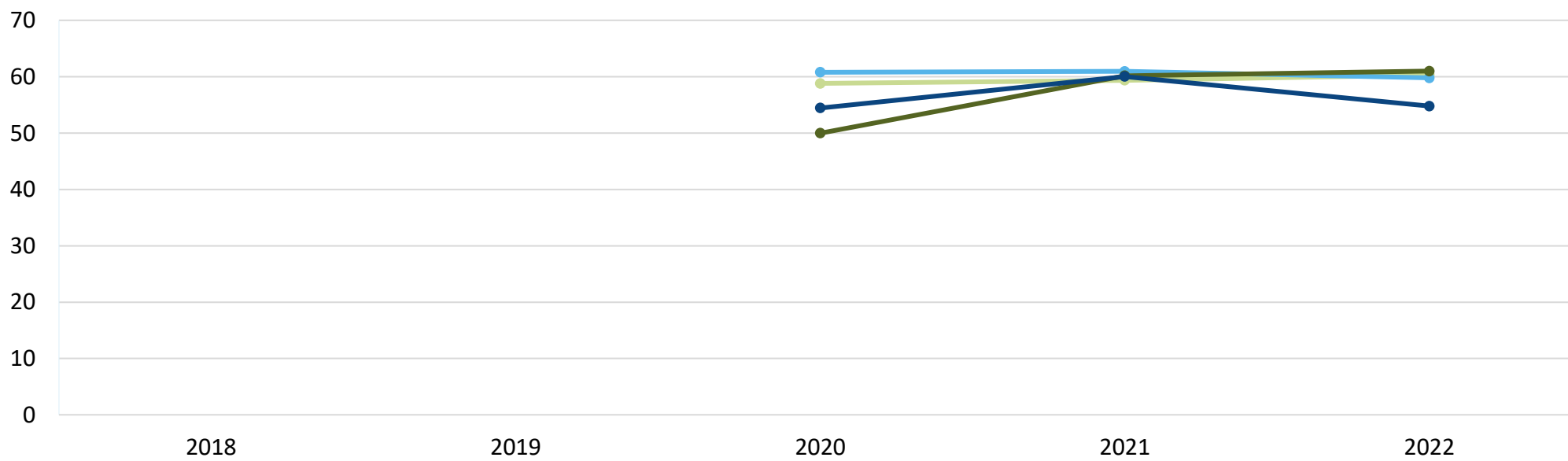


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	20.1%	16.6%	18.0%
Staff without a LTC or illness: Your org	-	-	14.8%	14.1%	11.9%
Staff with a LTC or illness: Average	-	-	21.3%	20.2%	18.9%
Staff without a LTC or illness: Average	-	-	13.0%	12.3%	12.1%
Staff with a LTC or illness: Responses	-	-	417	584	649
Staff without a LTC or illness: Responses	-	-	1551	1714	1784



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

2018

2019

2020

2021

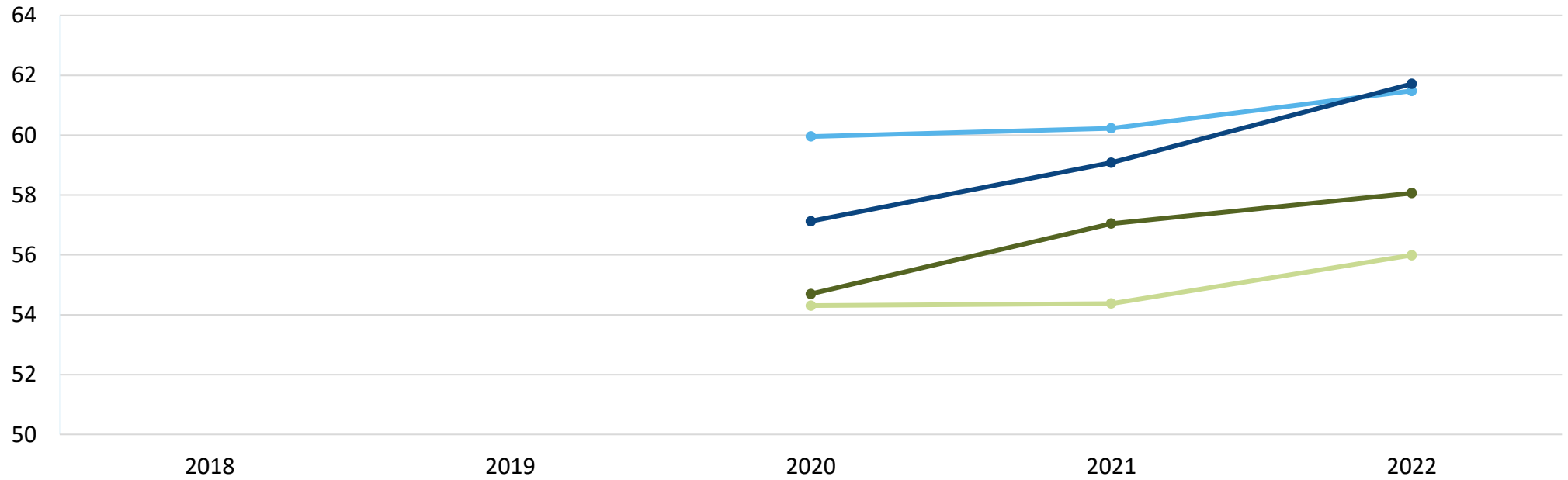
2022

Staff with a LTC or illness: Your org	-	-	50.0%	60.2%	61.0%
Staff without a LTC or illness: Your org	-	-	54.5%	60.0%	54.8%
Staff with a LTC or illness: Average	-	-	58.8%	59.4%	60.3%
Staff without a LTC or illness: Average	-	-	60.8%	61.0%	59.8%
Staff with a LTC or illness: Responses	-	-	156	211	259
Staff without a LTC or illness: Responses	-	-	505	543	522



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.

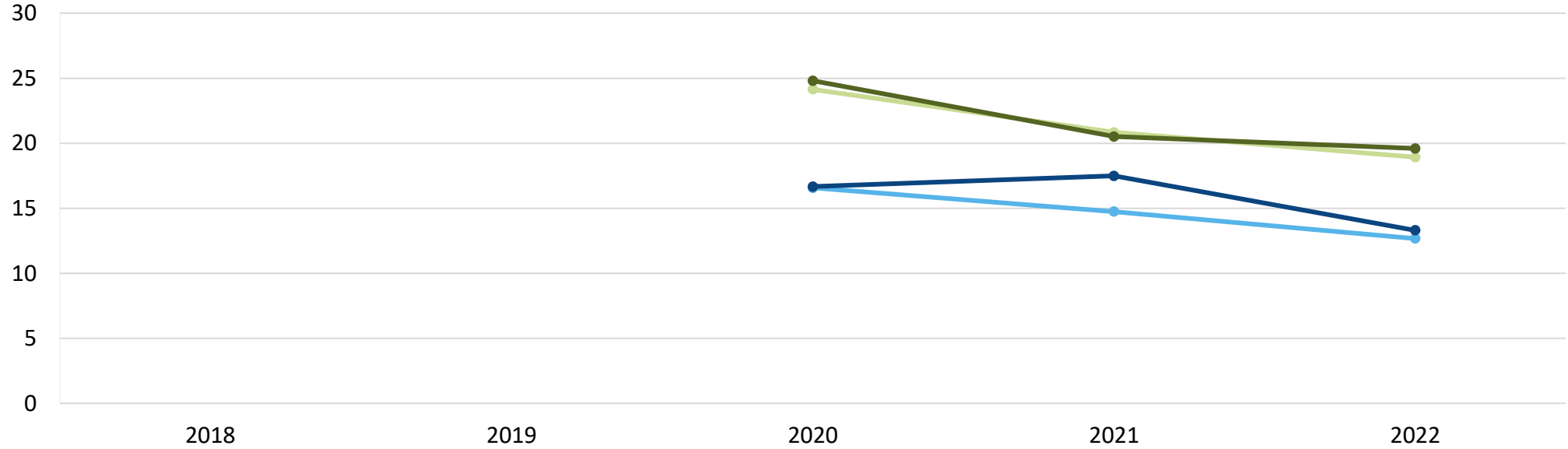


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	54.7%	57.0%	58.1%
Staff without a LTC or illness: Your org	-	-	57.1%	59.1%	61.7%
Staff with a LTC or illness: Average	-	-	54.3%	54.4%	56.0%
Staff without a LTC or illness: Average	-	-	60.0%	60.2%	61.5%
Staff with a LTC or illness: Responses	-	-	426	582	651
Staff without a LTC or illness: Responses	-	-	1579	1740	1797



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.

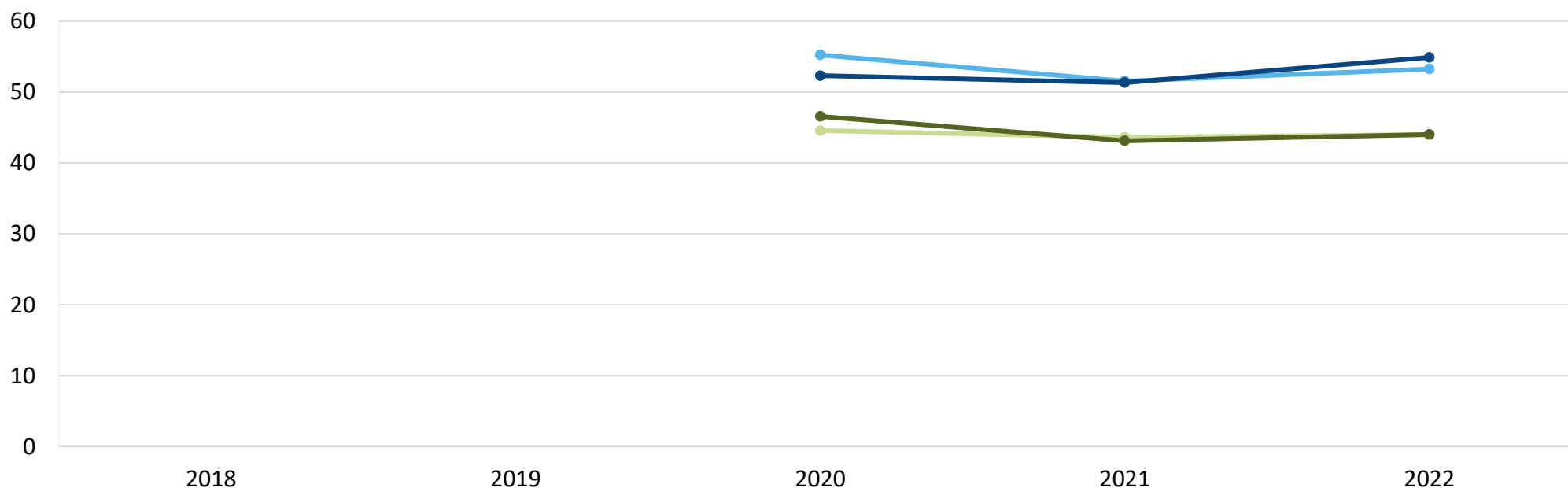


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	-	-	24.8%	20.5%	19.6%
Staff without a LTC or illness: Your org	-	-	16.7%	17.5%	13.3%
Staff with a LTC or illness: Average	-	-	24.1%	20.8%	18.9%
Staff without a LTC or illness: Average	-	-	16.6%	14.7%	12.7%
Staff with a LTC or illness: Responses	-	-	254	390	444
Staff without a LTC or illness: Responses	-	-	654	806	849



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

2018

2019

2020

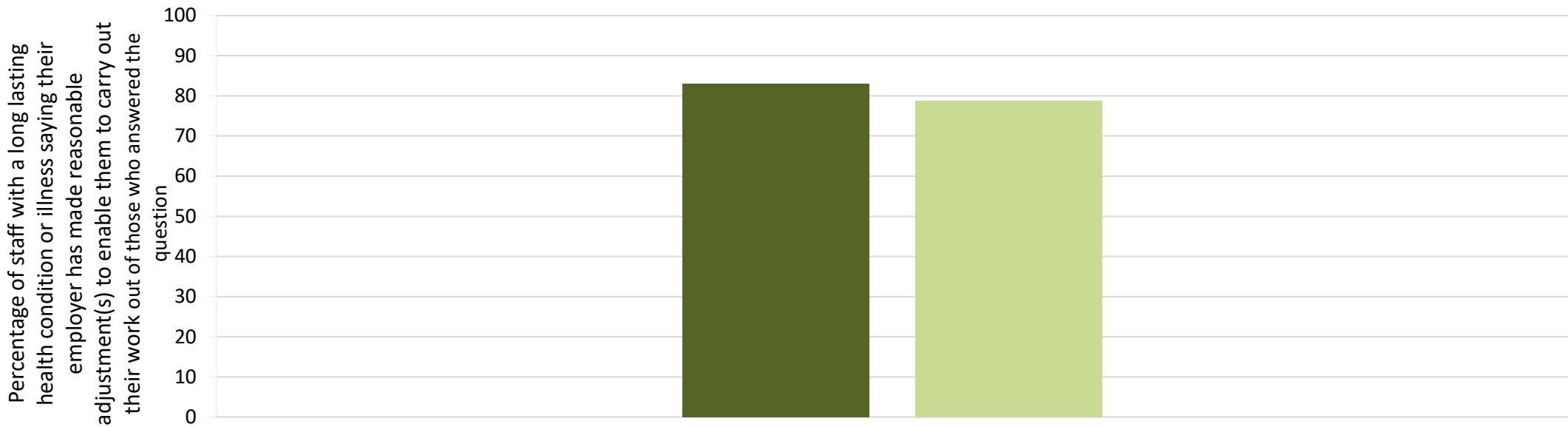
2021

2022

Staff with a LTC or illness: Your org	-	-	46.6%	43.1%	44.0%
Staff without a LTC or illness: Your org	-	-	52.3%	51.3%	54.9%
Staff with a LTC or illness: Average	-	-	44.6%	43.6%	44.0%
Staff without a LTC or illness: Average	-	-	55.2%	51.5%	53.2%
Staff with a LTC or illness: Responses	-	-	423	589	652
Staff without a LTC or illness: Responses	-	-	1573	1749	1798



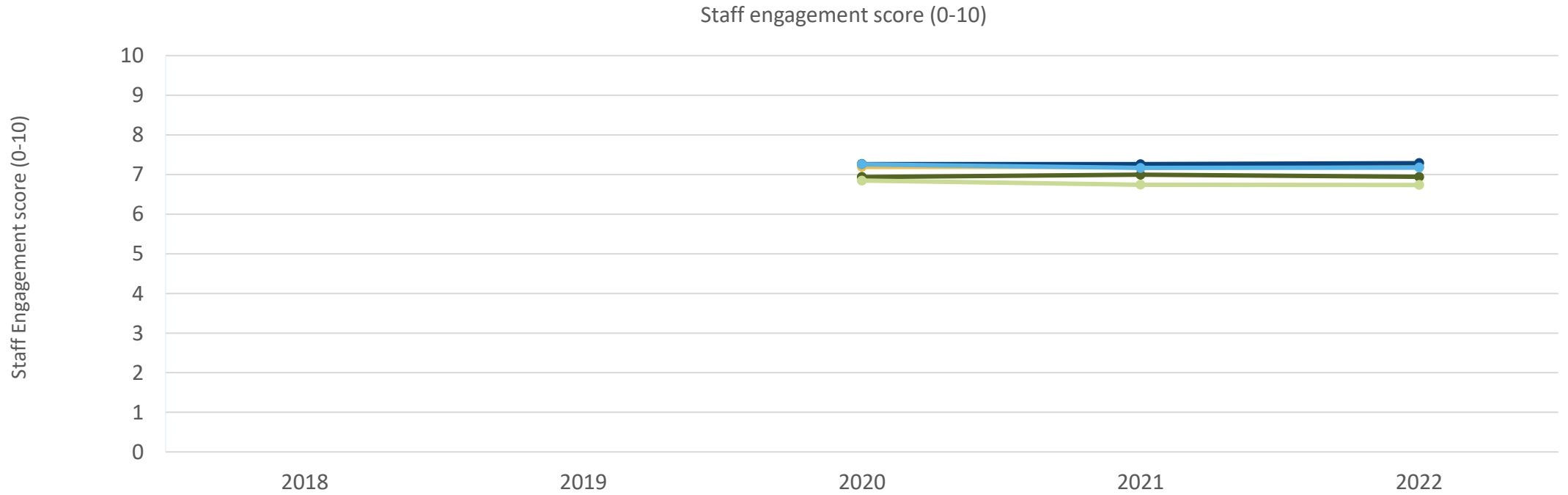
Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.



Staff with a LTC or illness: Your org	83.0%
Staff with a LTC or illness: Average	78.8%

Staff with a LTC or illness: Responses

377



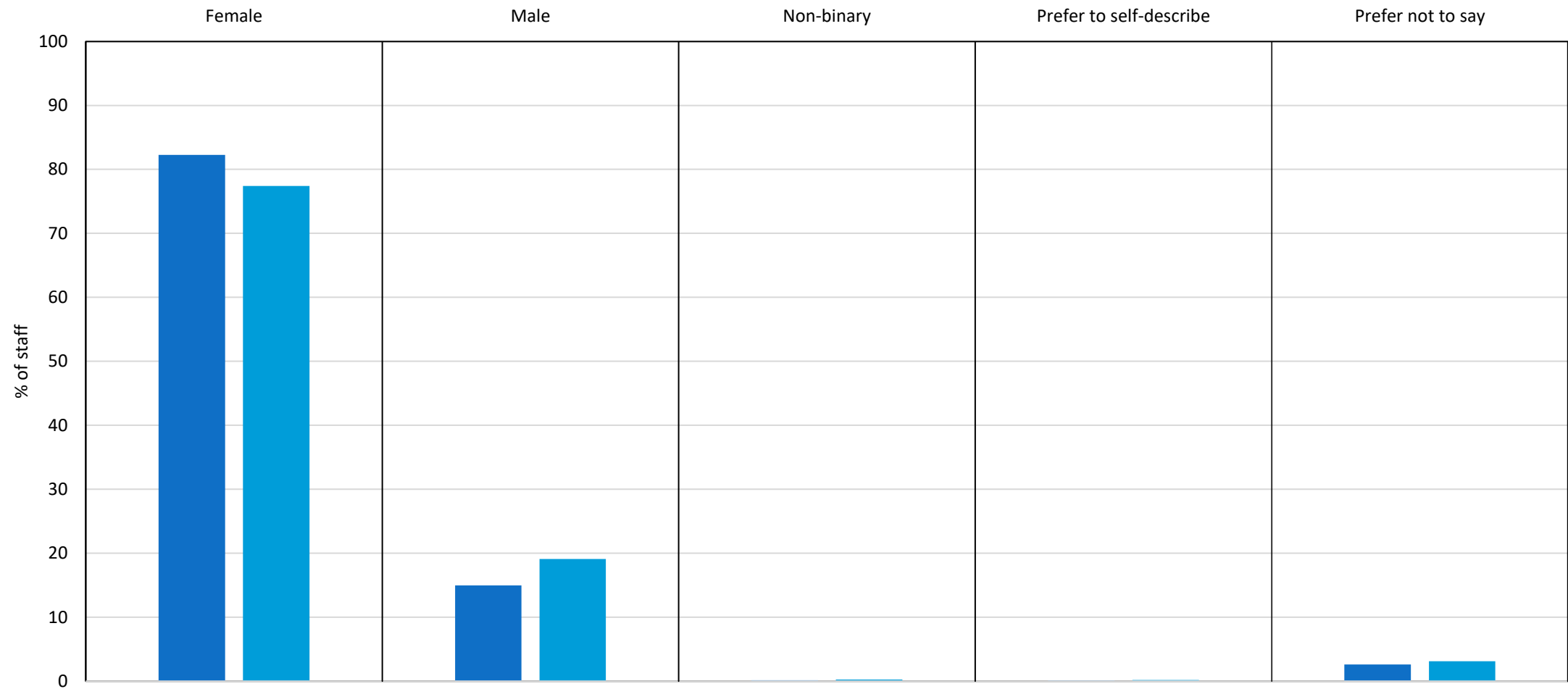
	2018	2019	2020	2021	2022
Organisation average	-	-	7.2	7.2	7.2
Staff with a LTC or illness: Your org	-	-	6.9	7.0	6.9
Staff without a LTC or illness: Your org	-	-	7.3	7.3	7.3
Staff with a LTC or illness: Average	-	-	6.8	6.7	6.7
Staff without a LTC or illness: Average	-	-	7.3	7.2	7.2
Staff with a LTC or illness: Responses	-	-	427	590	652
Staff without a LTC or illness: Responses	-	-	1579	1755	1815

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.

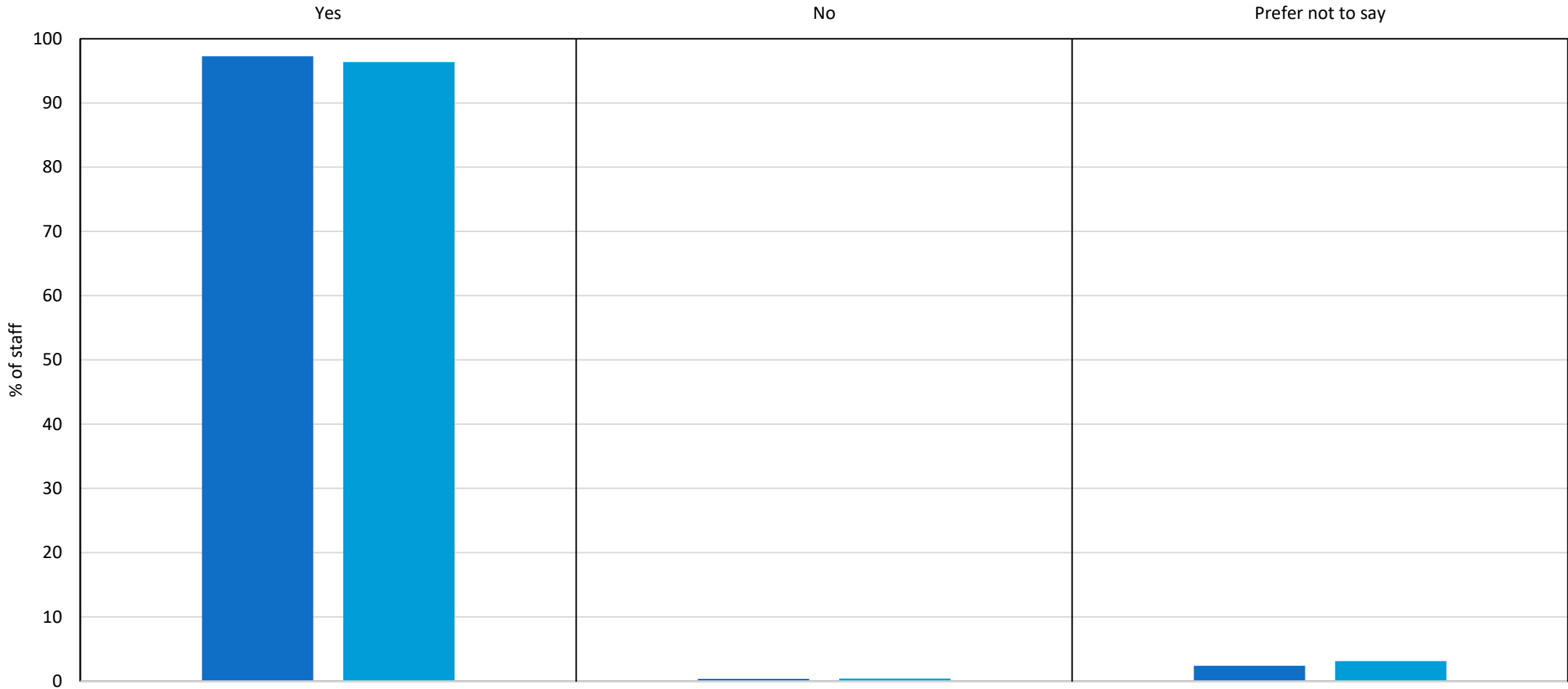
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



Your org	82.3%	14.9%	0.1%	0.1%	2.6%
Average	77.4%	19.1%	0.3%	0.2%	3.1%
Responses	2483	2483	2483	2483	2483



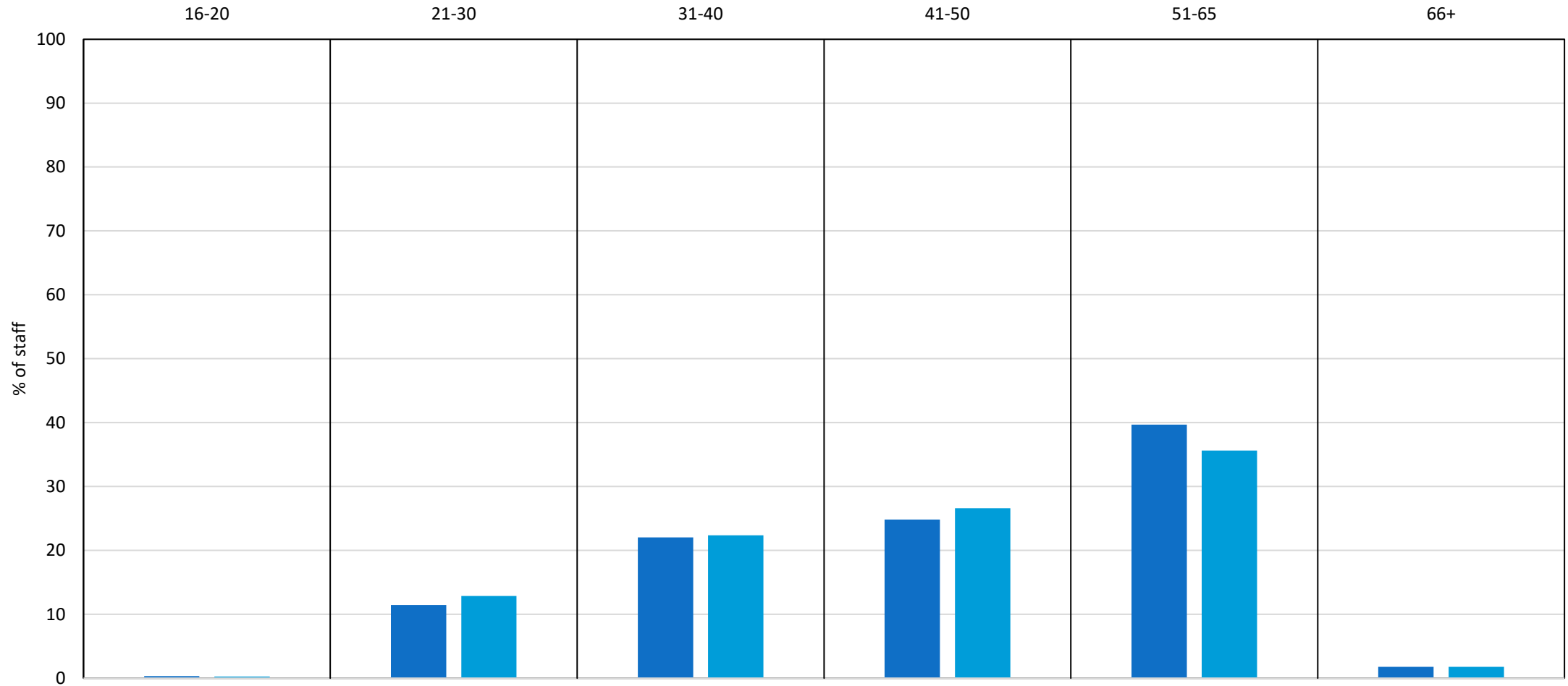
Background details – Is your gender identity the same as the sex you were assigned at birth?



Your org	97.3%	0.3%	2.4%
Average	96.4%	0.4%	3.1%
Responses	2345	2345	2345



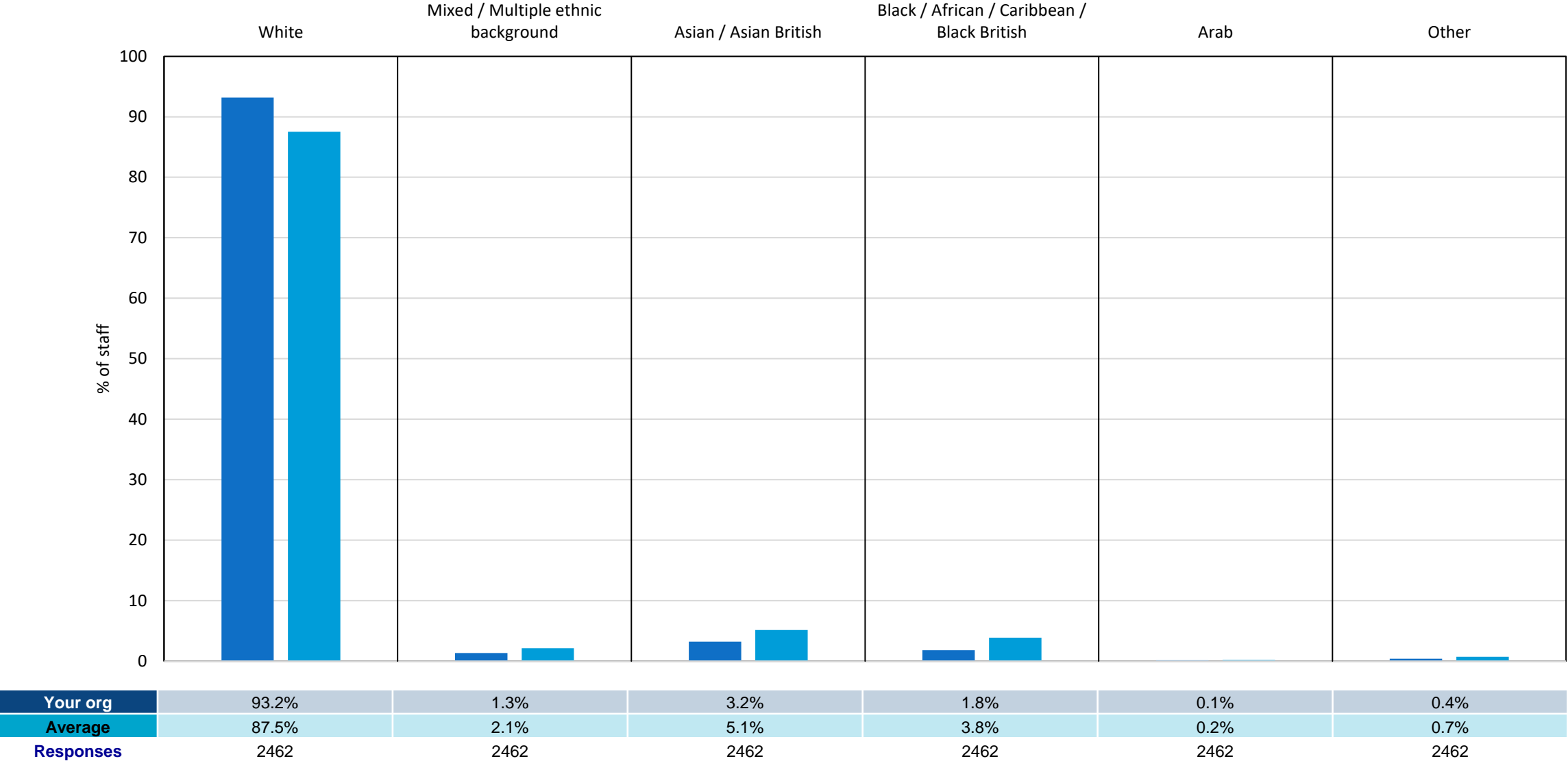
Background details - Age



Your org	0.3%	11.4%	22.0%	24.8%	39.7%	1.7%
Average	0.2%	12.9%	22.3%	26.6%	35.6%	1.8%
Responses	2460	2460	2460	2460	2460	2460

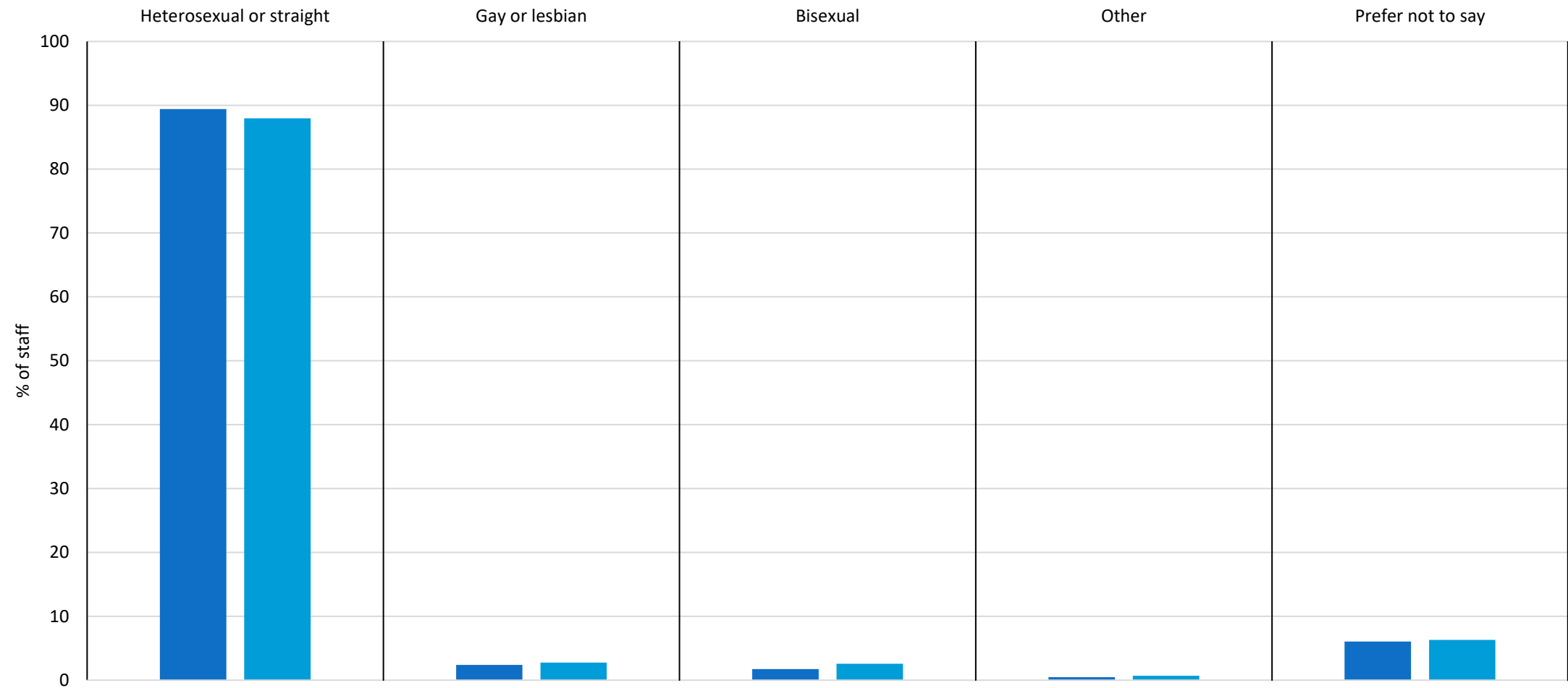


Background details - Ethnicity





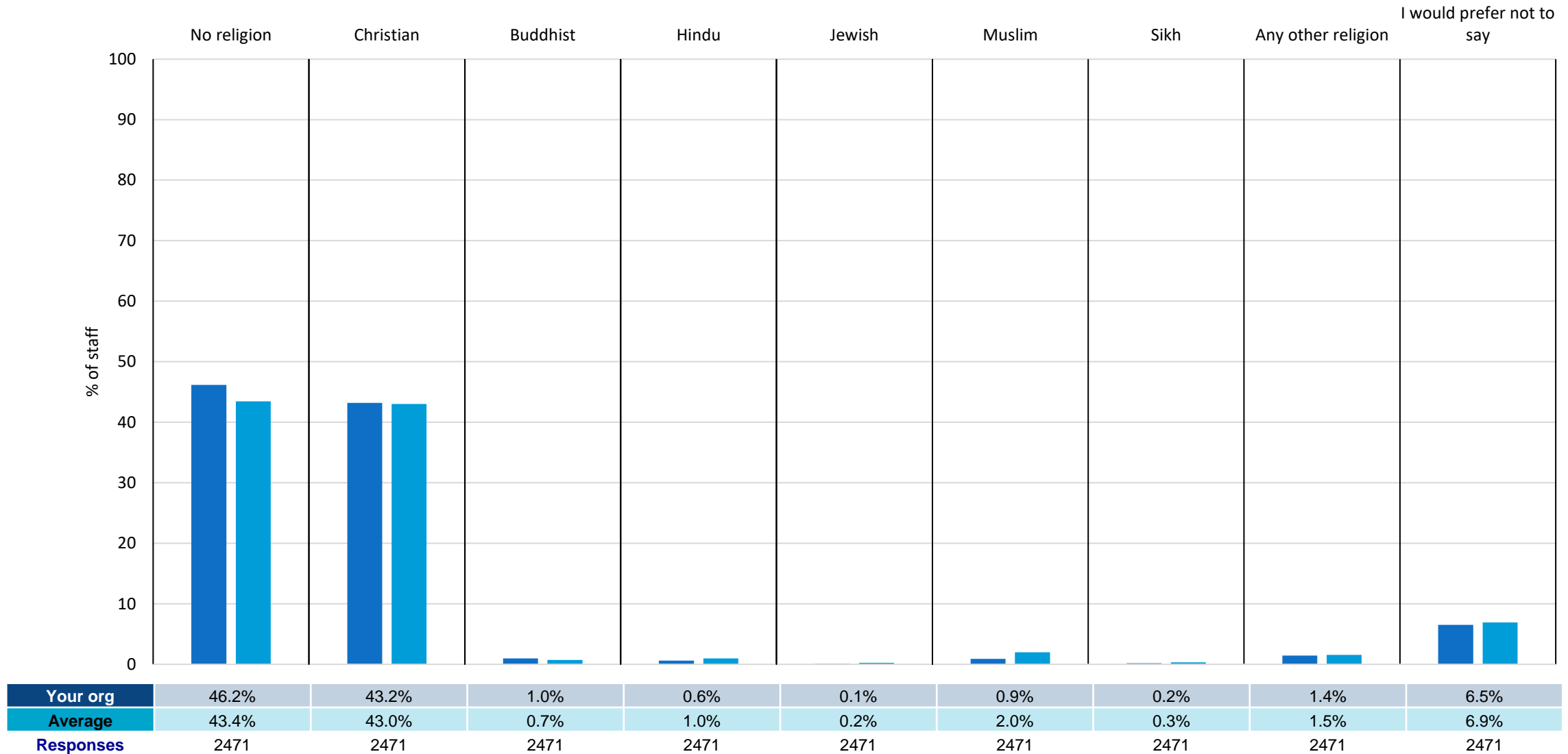
Background details – Sexual orientation



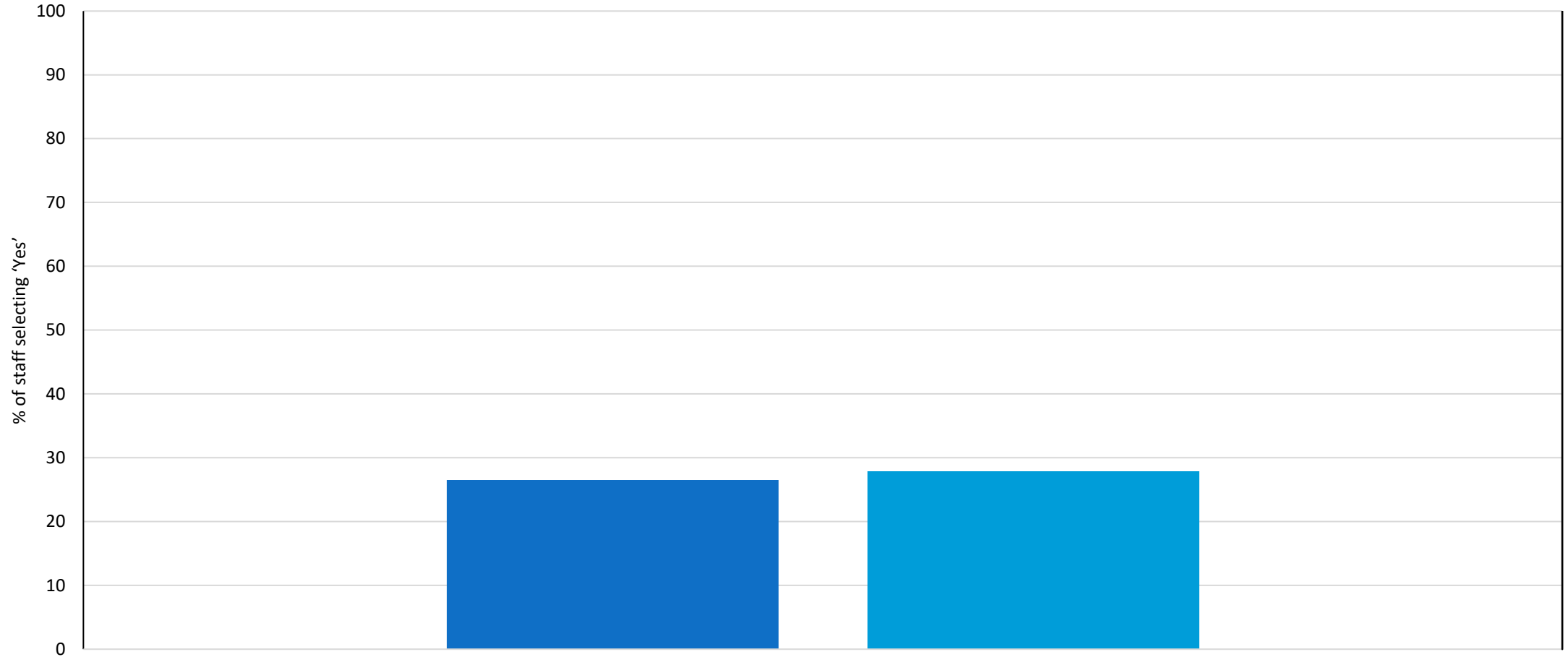
Your org	89.4%	2.4%	1.7%	0.4%	6.0%
Average	87.9%	2.7%	2.5%	0.7%	6.3%
Responses	2475	2475	2475	2475	2475



Background details - Religion



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

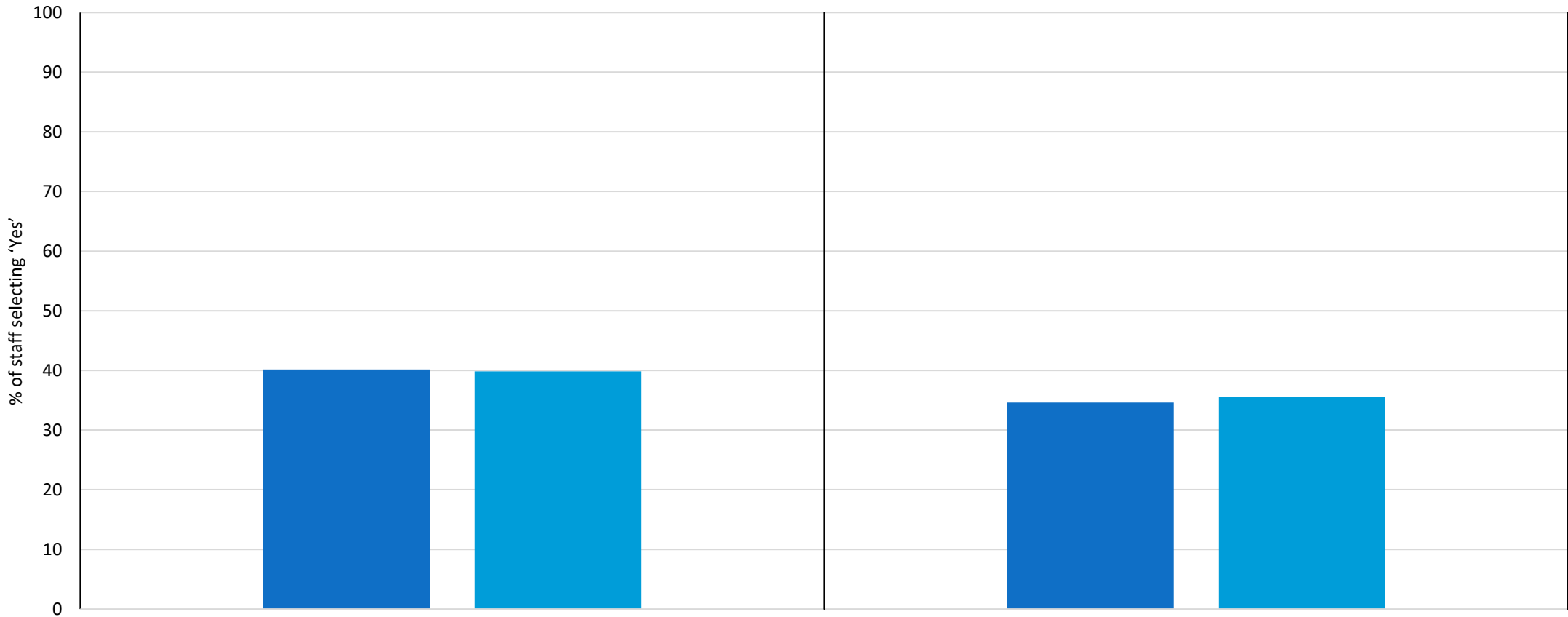


Your org	26.4%
Average	27.9%
Responses	2473



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

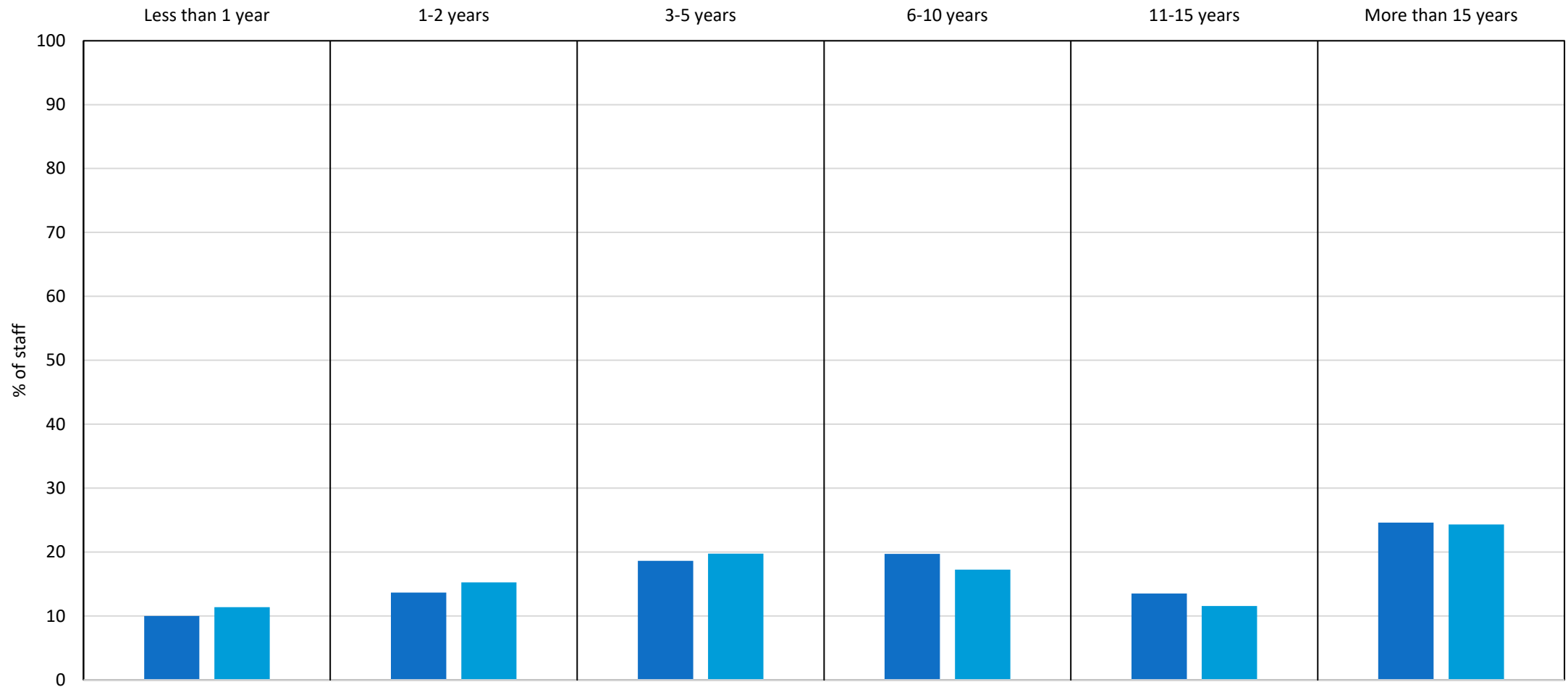
Do you look after or give any help or support to family members, friends, neighbours or others because of either: long term physical or mental ill health / disability, or problems related to old age.



Your org	40.1%	34.6%
Average	39.8%	35.5%
Responses	2461	2446



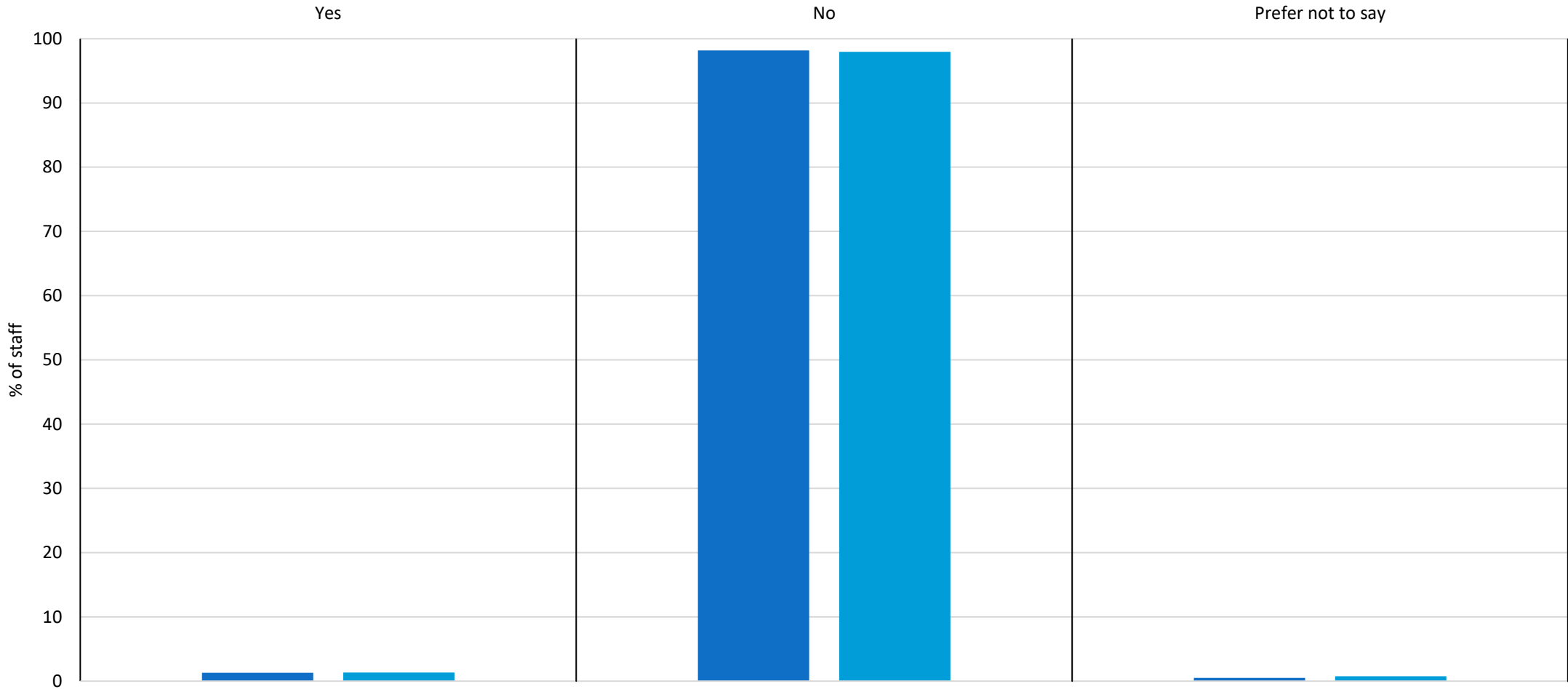
Background details – Length of service



Your org	10.0%	13.6%	18.6%	19.7%	13.5%	24.6%
Average	11.4%	15.2%	19.8%	17.2%	11.6%	24.3%
Responses	2484	2484	2484	2484	2484	2484



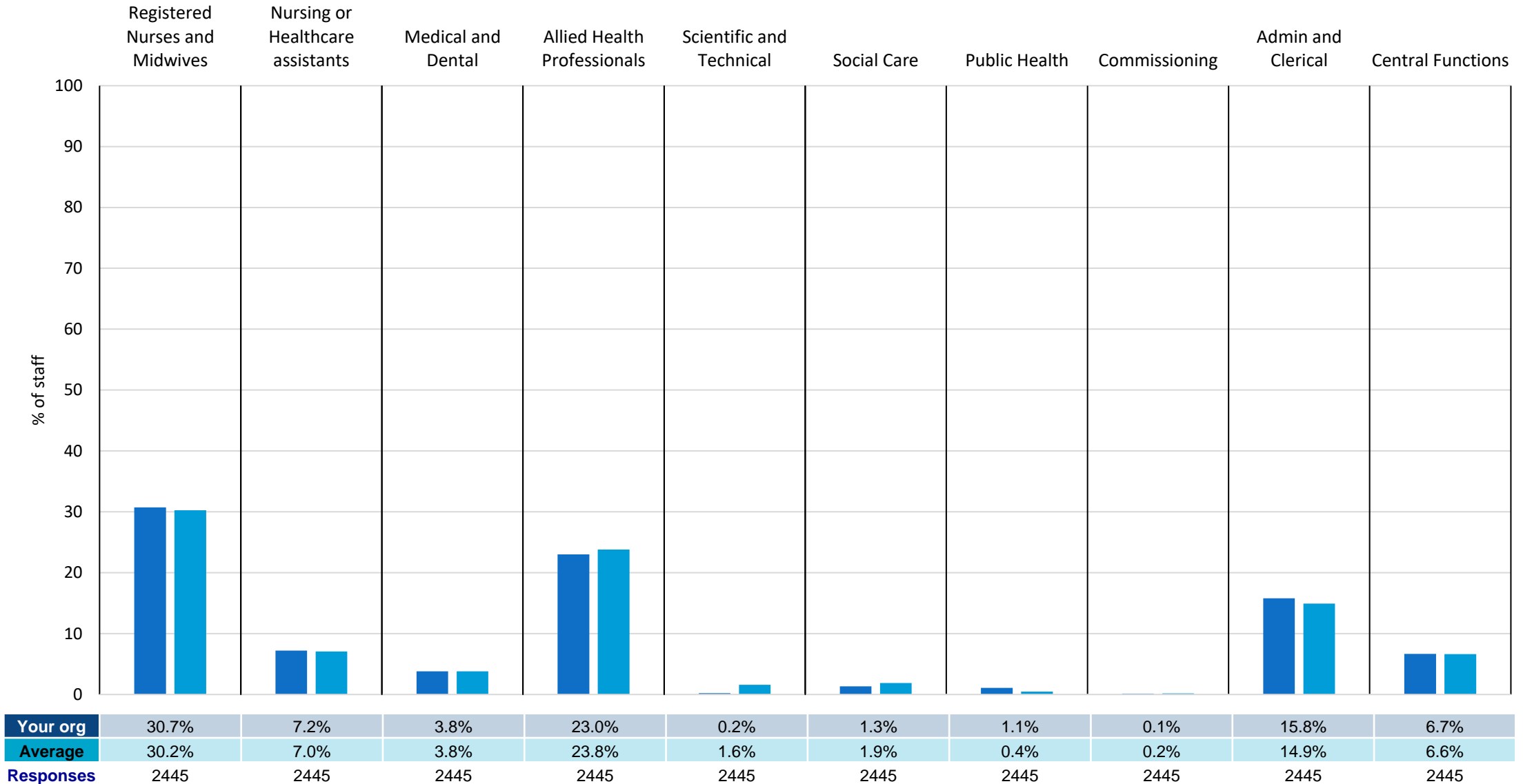
Background details — When you joined this organisation were you recruited from outside of the UK?



Your org	1.3%	98.2%	0.5%
Average	1.3%	98.0%	0.8%
Responses	2379	2379	2379

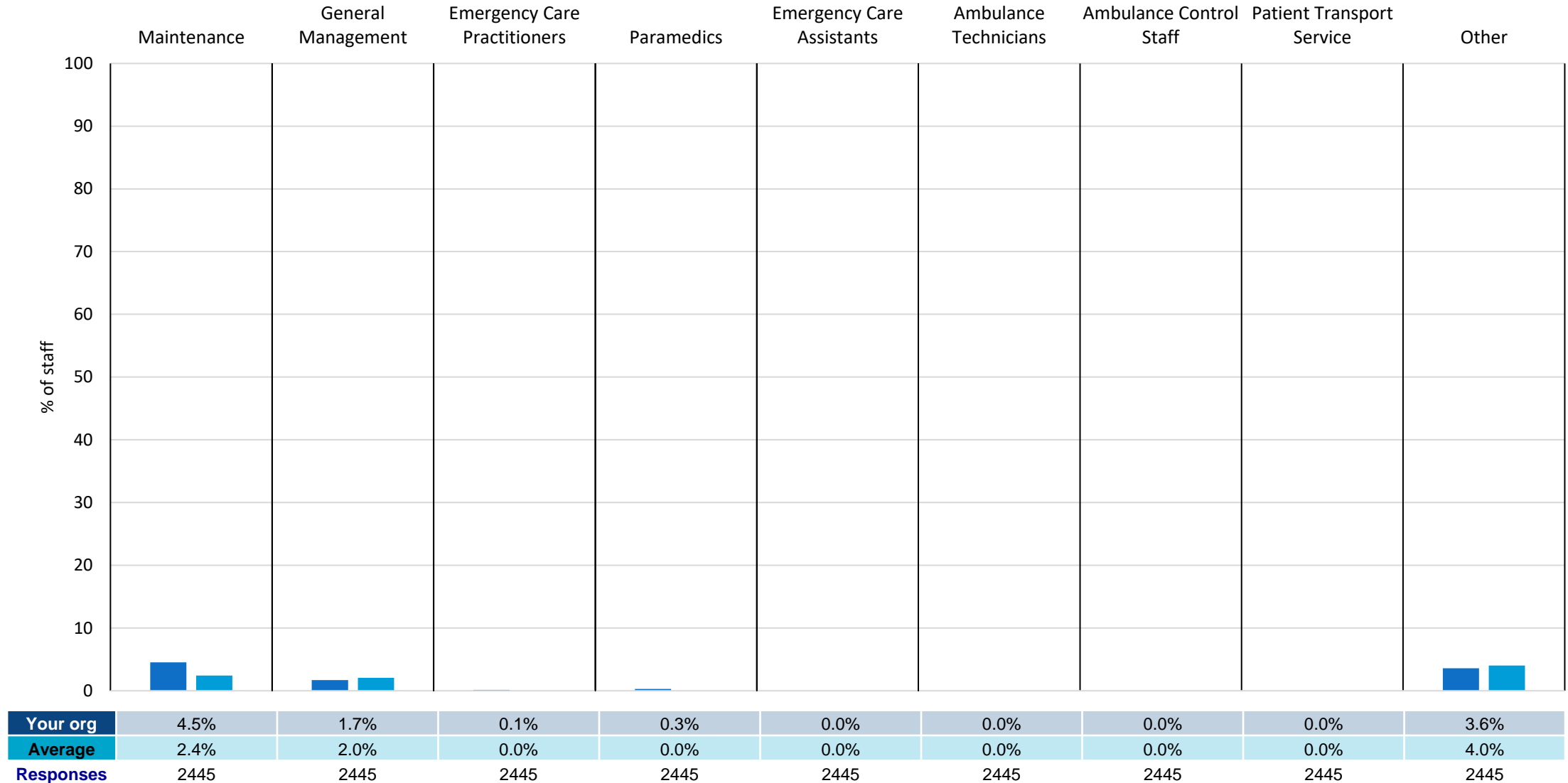


Background details – Occupational group





Background details – Occupational group



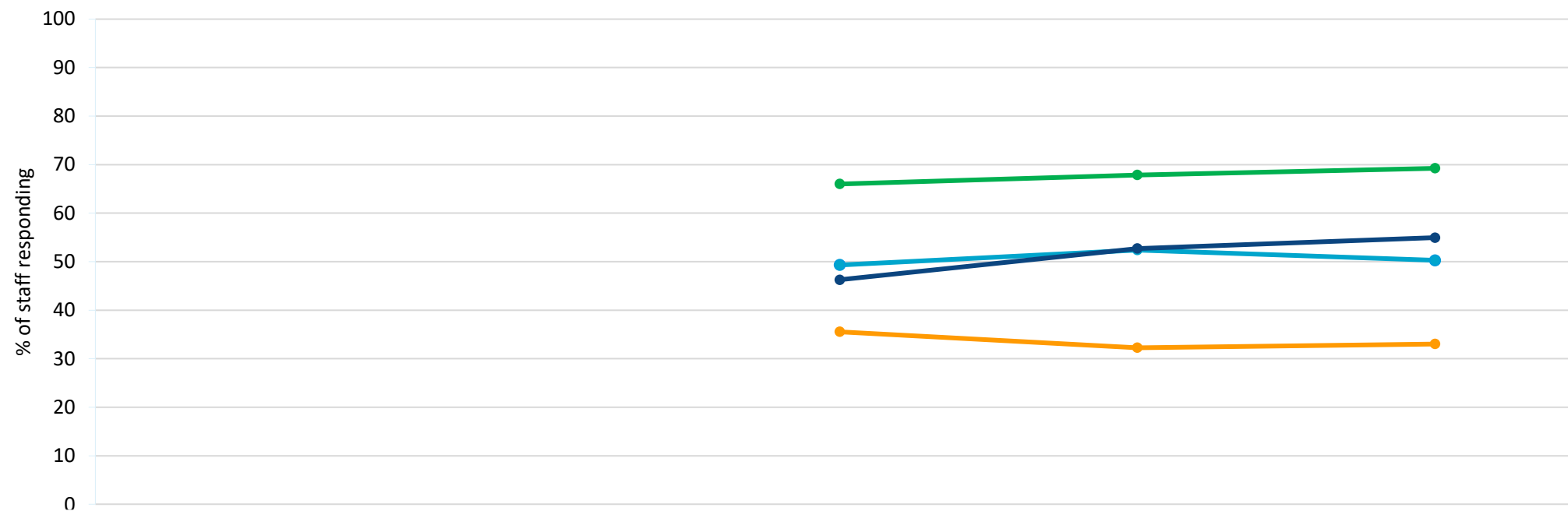
Appendices

Appendix A: Response rate



Appendix A: Response rate

Response rate



	2018	2019	2020	2021	2022
Your org	-	-	46.3%	52.7%	54.9%
Highest	-	-	66.0%	67.9%	69.2%
Average	-	-	49.3%	52.4%	50.3%
Lowest	-	-	35.6%	32.3%	33.0%
Responses	-	-	2023	2367	2492

Appendix B: Significance testing 2021 vs 2022

➤ 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	7.6	2366	7.7	2482	Not significant
We are recognised and rewarded	6.4	2361	6.4	2477	Not significant
We each have a voice that counts	7.1	2351	7.1	2464	Not significant
We are safe and healthy	6.3	2348	6.3	2457	Not significant
We are always learning	5.7	2286	5.8	2420	Significantly higher
We work flexibly	6.6	2354	6.7	2469	Significantly higher
We are a team	7.0	2364	7.2	2480	Significantly higher
Themes					
Staff Engagement	7.2	2365	7.2	2486	Not significant
Morale	6.1	2365	6.2	2484	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.

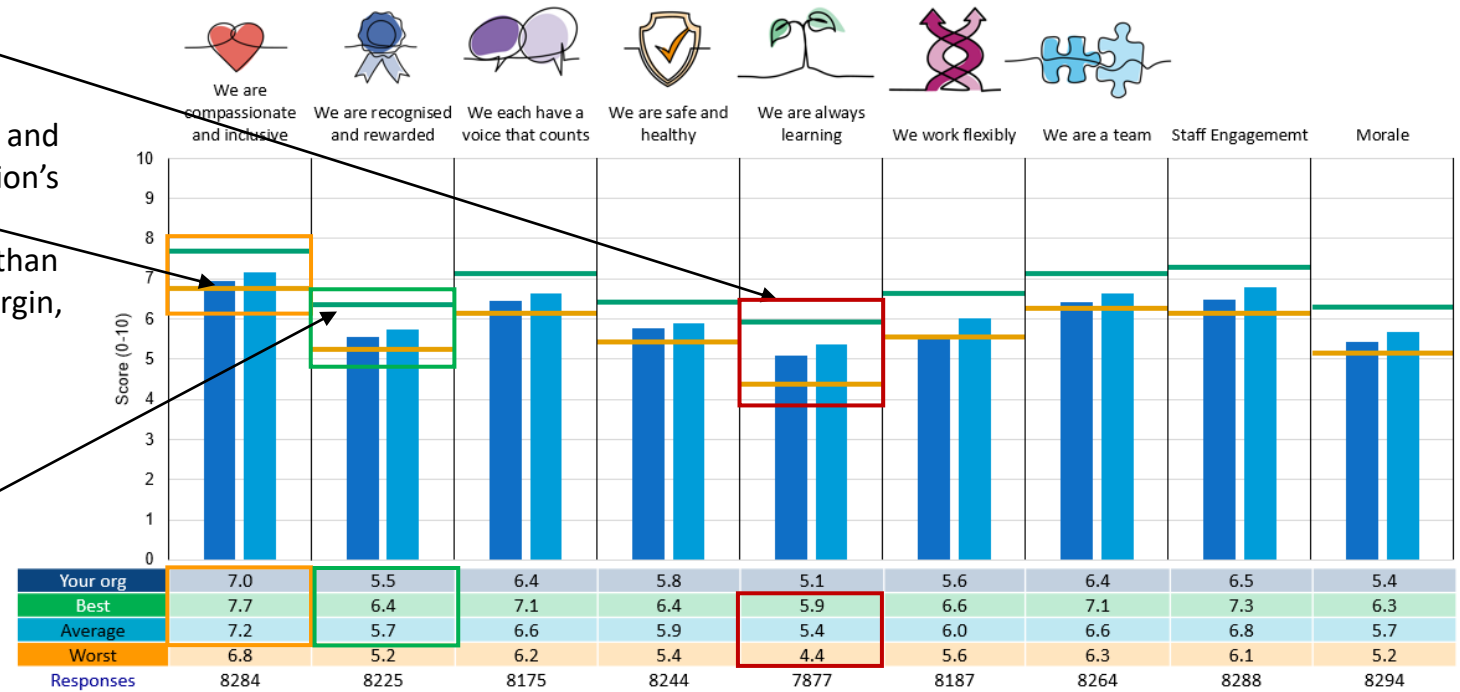
It is important to **consider each result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing People Promise element and theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

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.

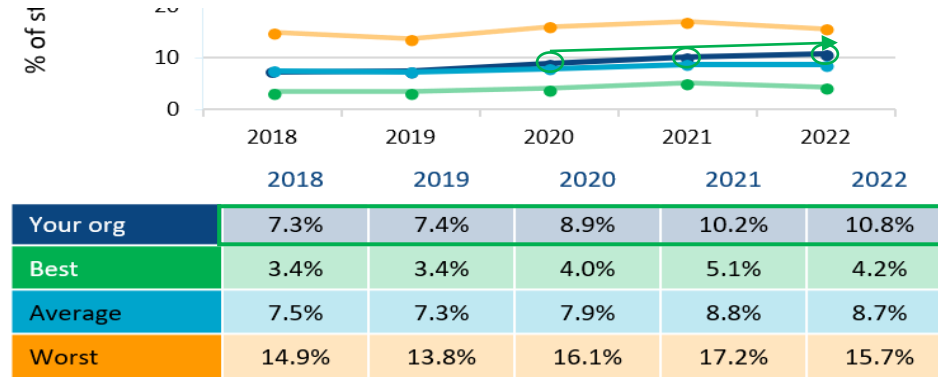


Only one example is highlighted for each point

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.

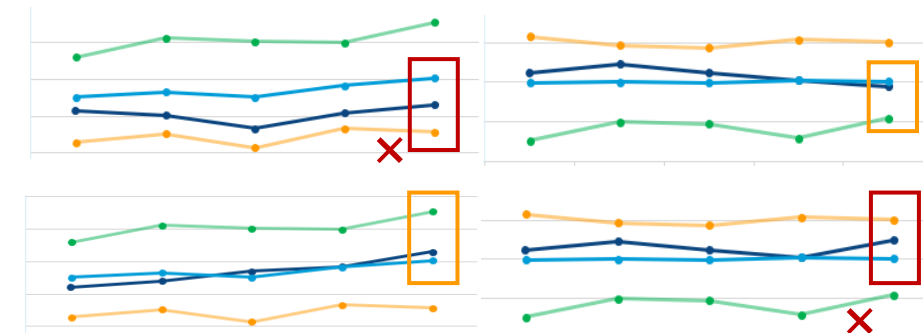


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

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.

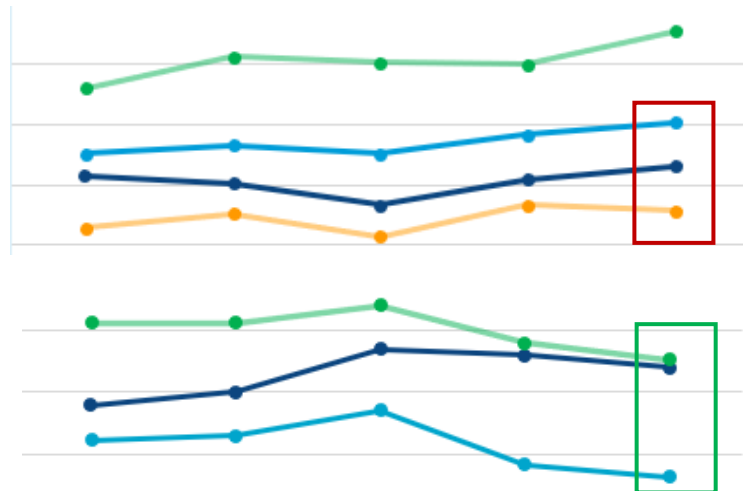
Identifying questions of interest

➤ 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 Gloucestershire Health and Care 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.