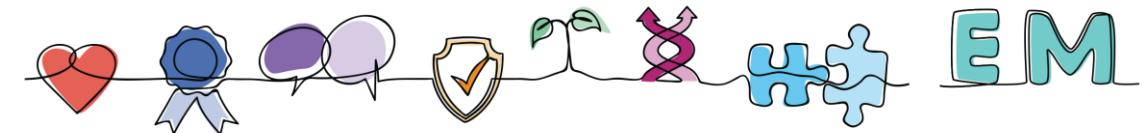


## Salisbury NHS Foundation Trust

NHS Staff Survey Benchmark report 2024



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# Introduction

## About this report

This benchmark report for Salisbury NHS Foundation Trust contains results for the 2024 NHS Staff Survey, and historical results back to 2020 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.

Results for Q1, Q10a, Q26d, Q27a-c, Q28, Q29, Q30, Q31a, Q32a-b, Q33, Q34a-b and Q35 are not weighted or benchmarked because these questions ask for demographic or factual information.

## 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 themes (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 sub scores are related and mapped to individual survey questions.

# ► People Promise elements, themes and sub-scores

People Promise elements	Sub-scores	Questions
We are compassionate and inclusive	Compassionate culture Compassionate leadership Diversity and equality Inclusion	Q6a, Q25a, Q25b, Q25c, Q25d Q9f, Q9g, Q9h, Q9i Q15, Q16a, Q16b, Q21 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 Raising concerns	Q3a, Q3b, Q3c, Q3d, Q3e, Q3f, Q5b Q20a, Q20b, Q25e, Q25f
We are safe and healthy	Health and safety climate Burnout Negative experiences Other questions [Not scored]	Q3g, Q3h, Q3i, Q5a, Q11a, Q13d, Q14d Q12a, Q12b, Q12c, Q12d, Q12e, Q12f, Q12g Q11b, Q11c, Q11d, Q13a, Q13b, Q13c, Q14a, Q14b, Q14c Q17a*, Q17b*, Q22* *Q17a, Q17b and Q22 do not contribute to the calculation of any scores or sub-scores.
We are always learning	Development Appraisals	Q24a, Q24b, Q24c, Q24d, Q24e Q23a*, Q23b, Q23c, Q23d *Q23a is a filter question and therefore influences the sub-score without being a directly scored question.
We work flexibly	Support for work-life balance Flexible working	Q6b, Q6c, Q6d Q4d
We are a team	Team working Line management	Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a Q9a, Q9b, Q9c, Q9d
Themes	Sub-scores	Questions
Staff Engagement	Motivation Involvement Advocacy	Q2a, Q2b, Q2c Q3c, Q3d, Q3f Q25a, Q25c, Q25d
Morale	Thinking about leaving Work pressure Stressors	Q26a, Q26b, Q26c Q3g, Q3h, Q3i Q3a, Q3e, Q5a, Q5b, Q5c, Q7c, Q9a

Questions not linked to the People Promise elements or themes

## Introduction

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

 Note: where there are fewer than 10 responses for a question, this data is not shown to protect the confidentiality of staff and reliability of results.

## People Promise elements, themes and sub-scores: Questions

This section provides trend results for **questions**. The questions are presented in sections for each of the People Promise elements and themes.

Not all questions reported within the section for a People Promise element or theme feed into the score and sub-scores for that element or theme. The first slide in the section for each People Promise element or theme lists which of the questions that are included in the section feed into the score and sub-scores, and which do not.

## Questions not linked to People Promise

Results for the questions that are not related to any People Promise element or theme and do not contribute to the scores and sub-scores 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**.

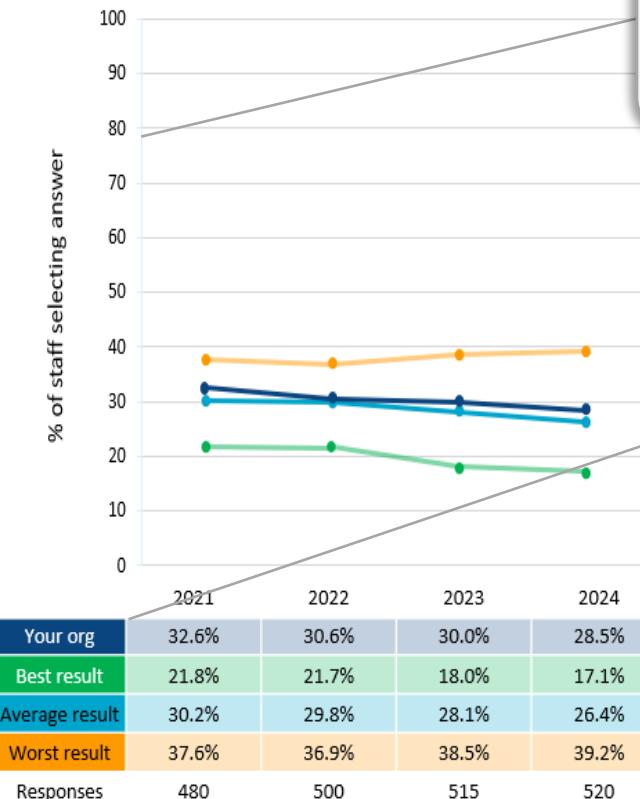
## Appendices

Here you will find:

- Response rate.
- Significance testing of the People Promise element and theme results for 2023 vs 2024.
- Guidance on data in the benchmark reports.
- Additional reporting outputs.
- Tips on action planning and interpreting the results.
- Contact information.

Note this is example data

## Key features



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

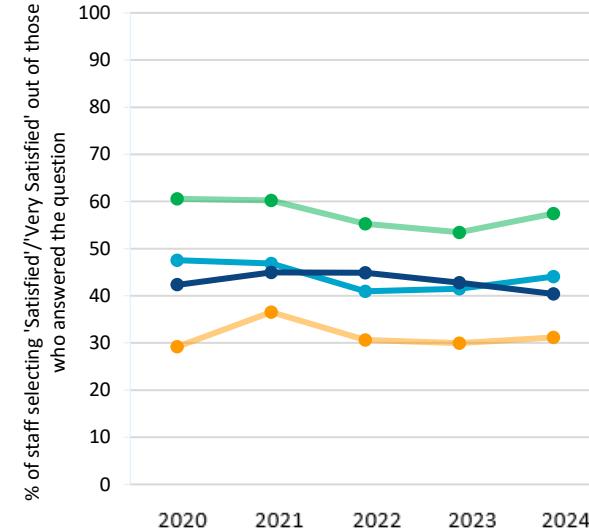
Question-level results are always reported as percentages; the **meaning of the value** is outlined along the axis. Summary measures and sub-scores are always on a 0-10pt scale where 10 is the best score attainable.

**Colour coding** highlights best / worst results, making it easy to spot questions where a lower percentage is a better or worse result.

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

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

Q4b How satisfied are you with each of the following aspects of your job?



	2020	2021	2022	2023	2024
Your org	42.3%	45.0%	44.9%	42.8%	40.4%
Best result	60.6%	60.3%	55.3%	55.3%	57.4%
Average result	47.5%	46.9%	41.0%	41.5%	44.0%
Worst result	29.2%	36.5%	30.6%	29.9%	31.2%
Responses	835	1255	1491	1325	517

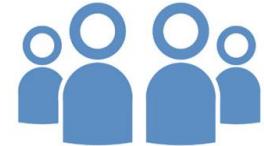
**Number of responses** for the organisation for the given question.

## Organisation details

Note: where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

## Salisbury NHS Foundation Trust

## 2024 NHS Staff Survey



### Organisation details

Completed questionnaires

2644

2024 response rate

59%

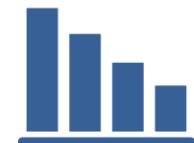
### Survey details

Survey mode

Mixed

This organisation is benchmarked against:

Acute and Acute & Community Trusts

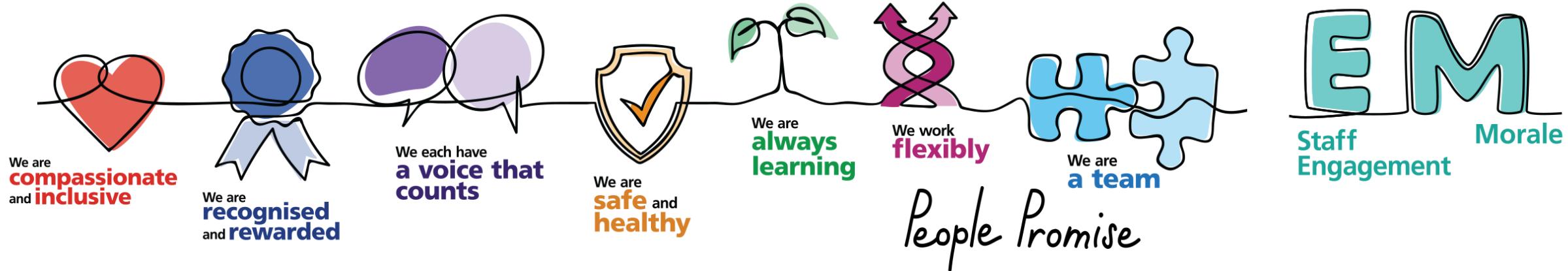


### 2024 benchmarking group details

Organisations in group: 122

Median response rate: 49%

No. of completed questionnaires: 532587



## People Promise elements, themes and sub-score results

## People Promise elements, themes and sub-scores: Overview

Note: where there are fewer than 10 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 themes: Overview

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



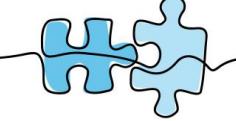
We are safe and  
healthy



We are always  
learning



We work flexibly



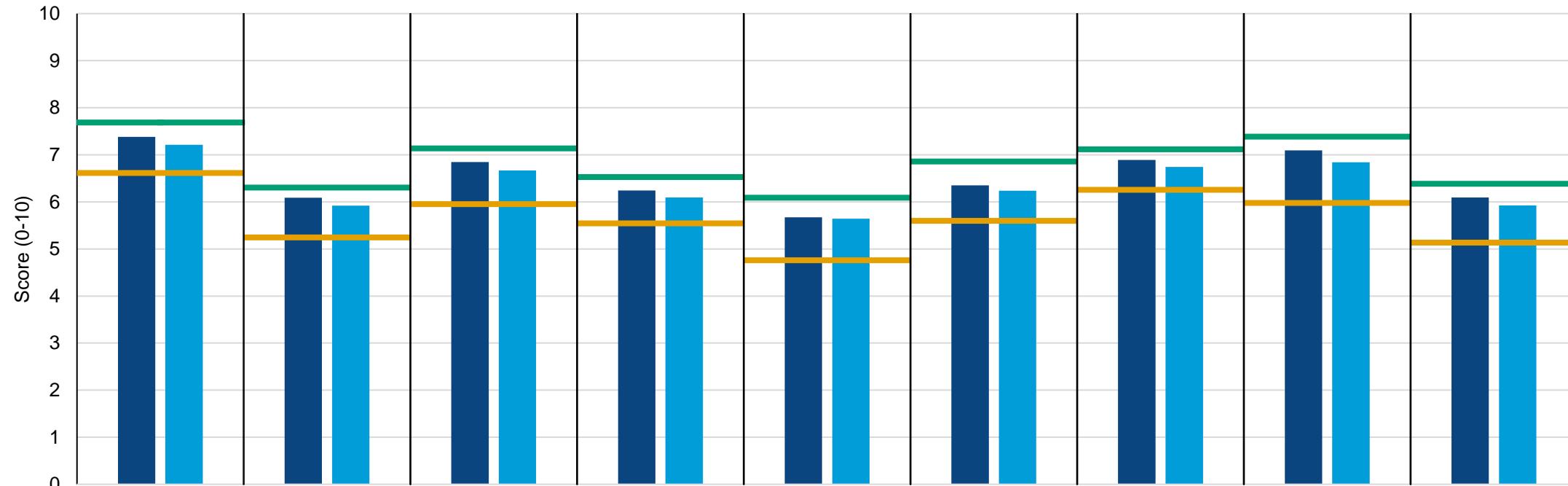
We are a team



Staff Engagement



Morale



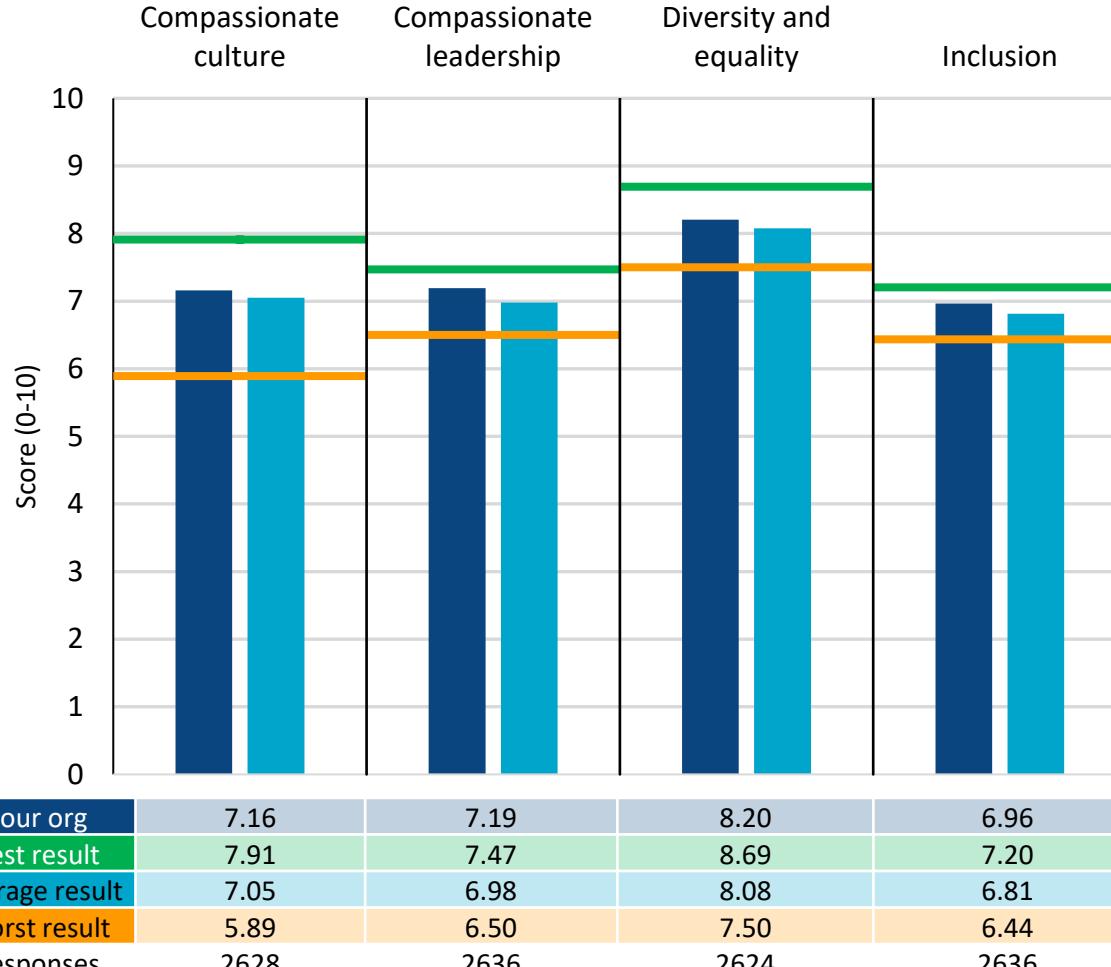
Your org	7.38	6.09	6.85	6.24	5.67	6.35	6.89	7.09	6.09
Best result	7.69	6.30	7.14	6.53	6.09	6.86	7.12	7.39	6.38
Average result	7.21	5.92	6.67	6.09	5.64	6.24	6.74	6.84	5.93
Worst result	6.61	5.24	5.95	5.54	4.76	5.60	6.26	5.98	5.13
Responses	2639 2637 2613 2622 2505 2626 2637 2640 2640								



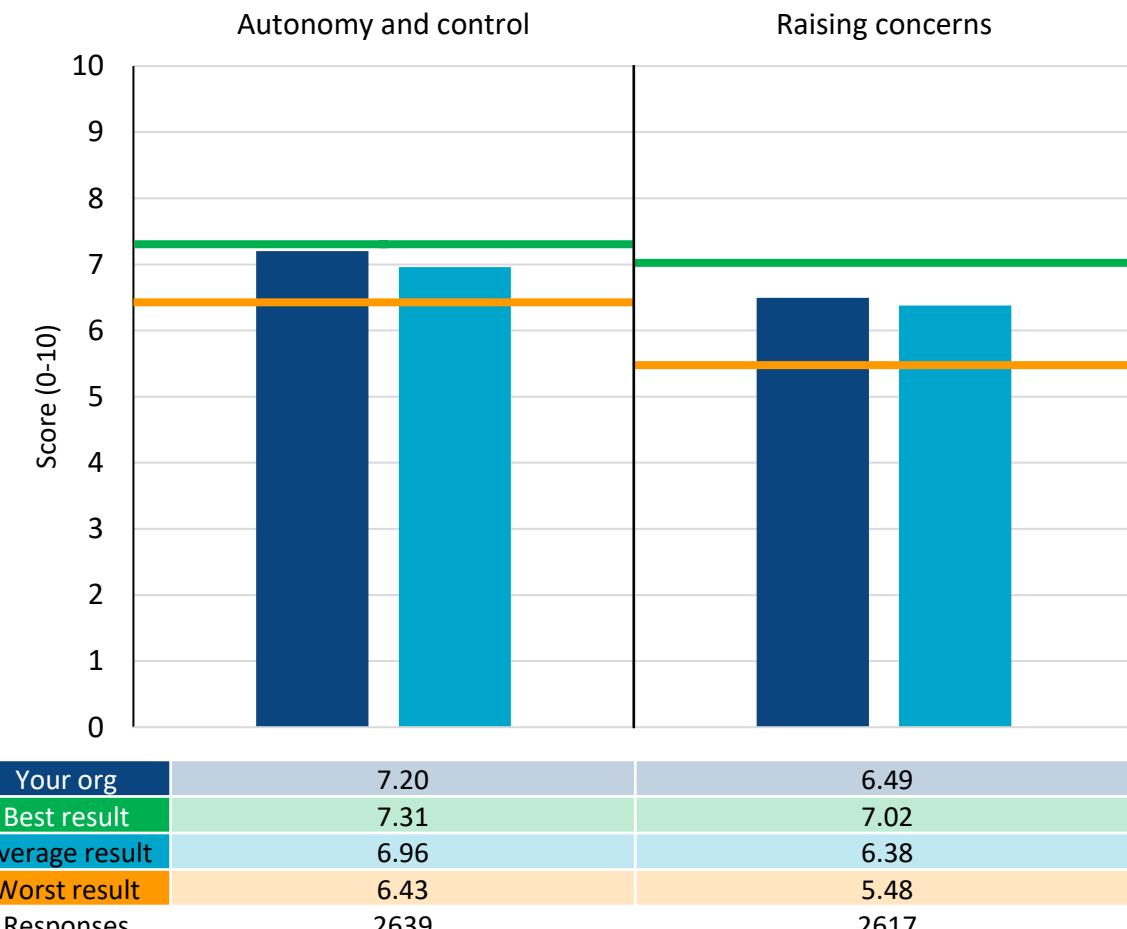
People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score**.



## Promise element 1: We are compassionate and inclusive



## Promise element 3: We each have a voice that counts



Note: 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 21.

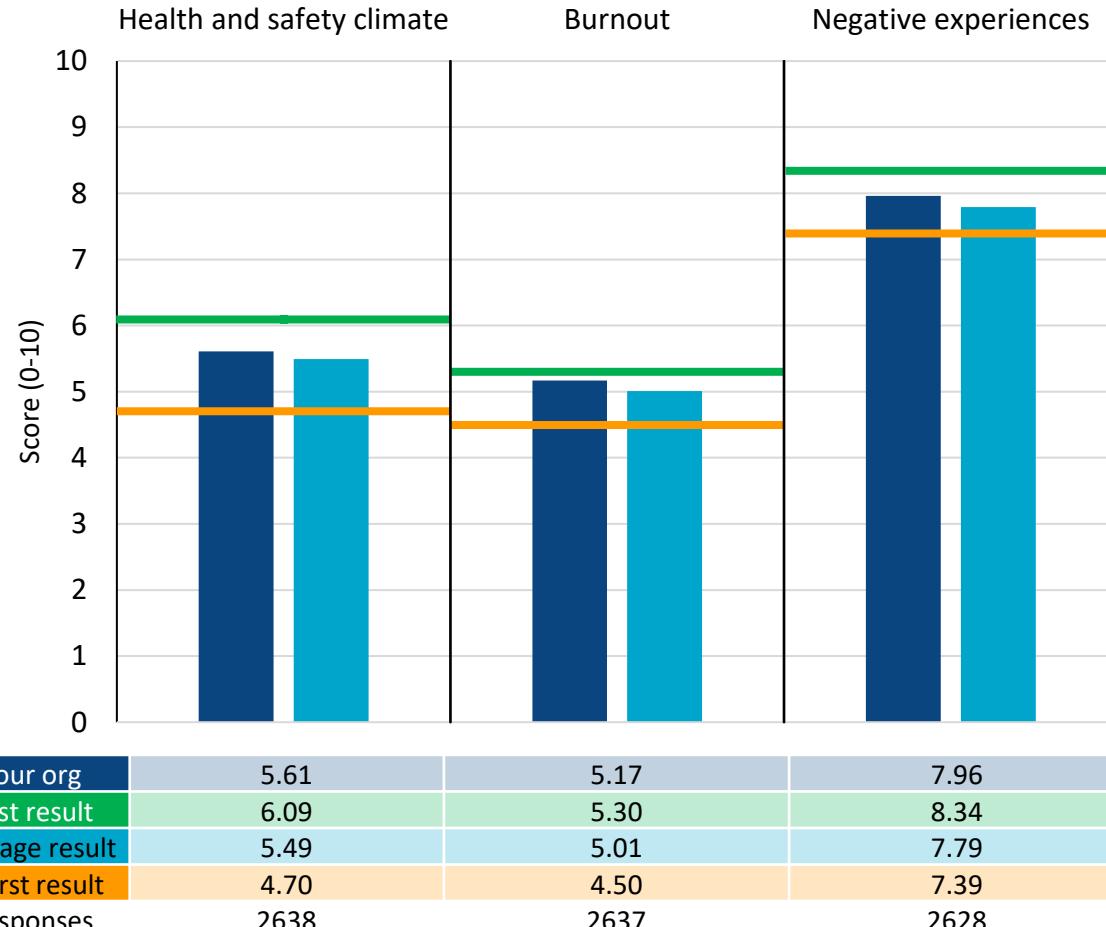


# People Promise elements, themes and sub-scores: Sub-score overview

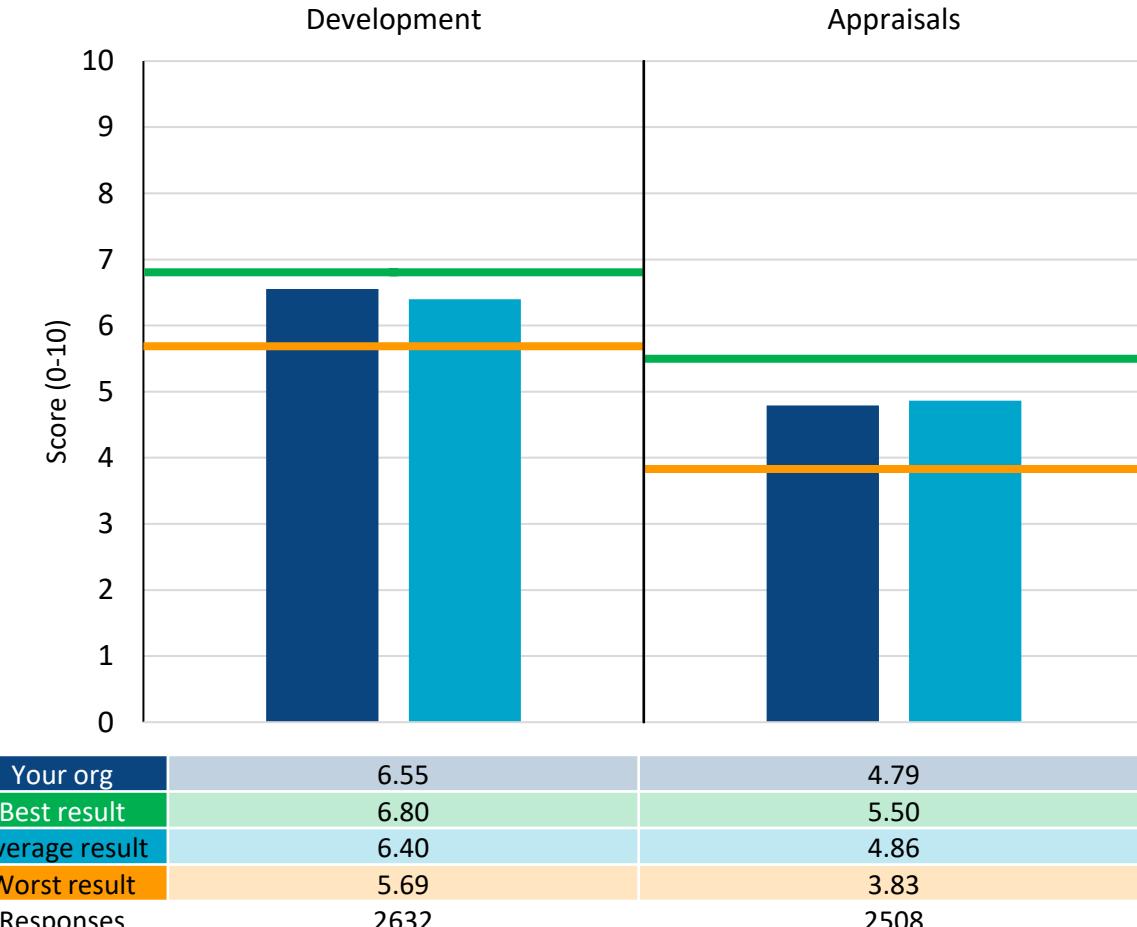
People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score**.



## Promise element 4: We are safe and healthy



## Promise element 5: We are always learning

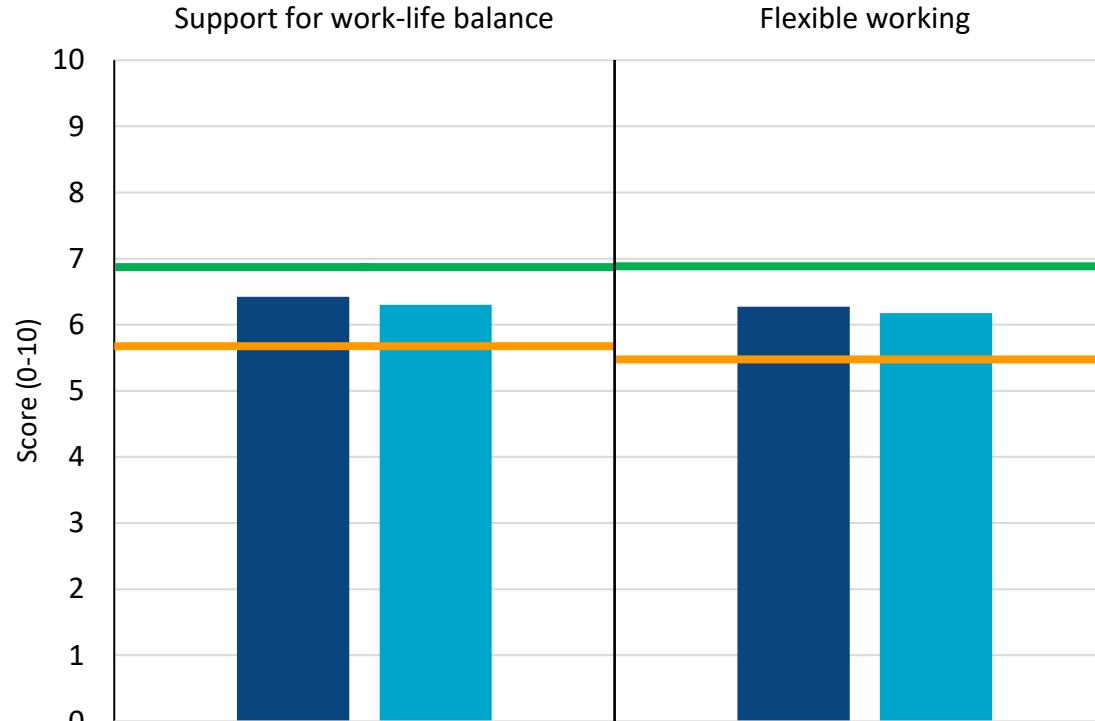




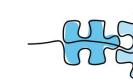
People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score**.



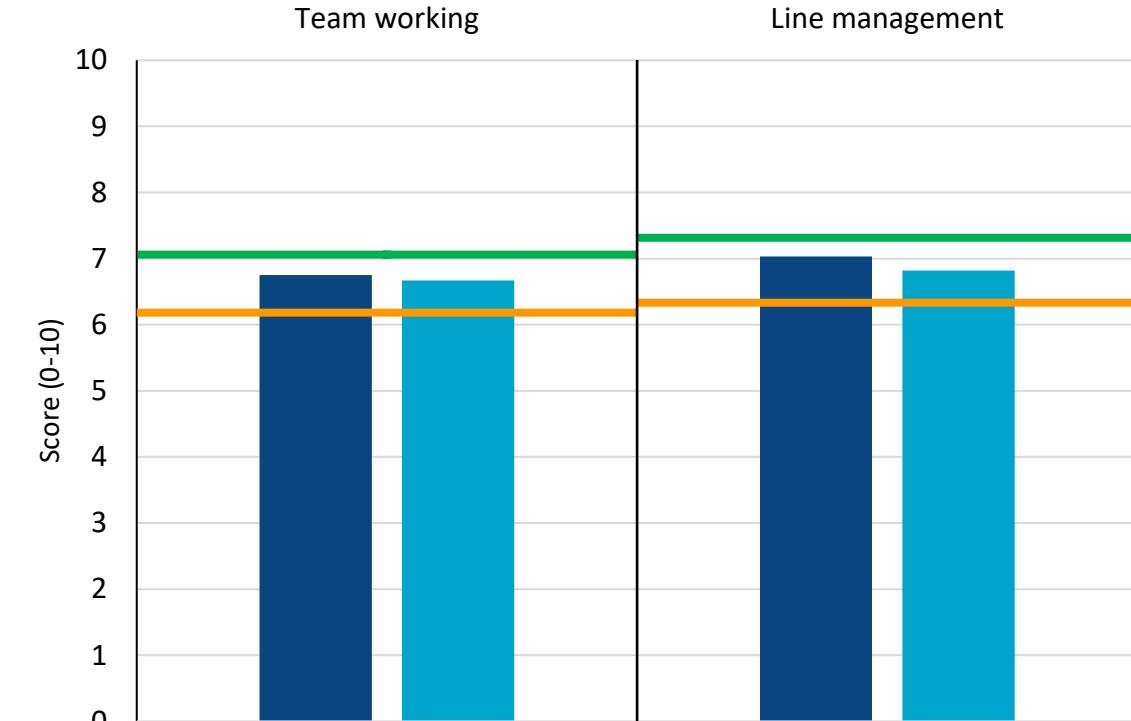
## Promise element 6: We work flexibly



Your org	6.42	6.27
Best result	6.87	6.88
Average result	6.30	6.17
Worst result	5.67	5.47
Responses	2637	2629



## Promise element 7: We are a team



Your org	6.75	7.03
Best result	7.06	7.31
Average result	6.67	6.82
Worst result	6.18	6.33
Responses	2641	2637

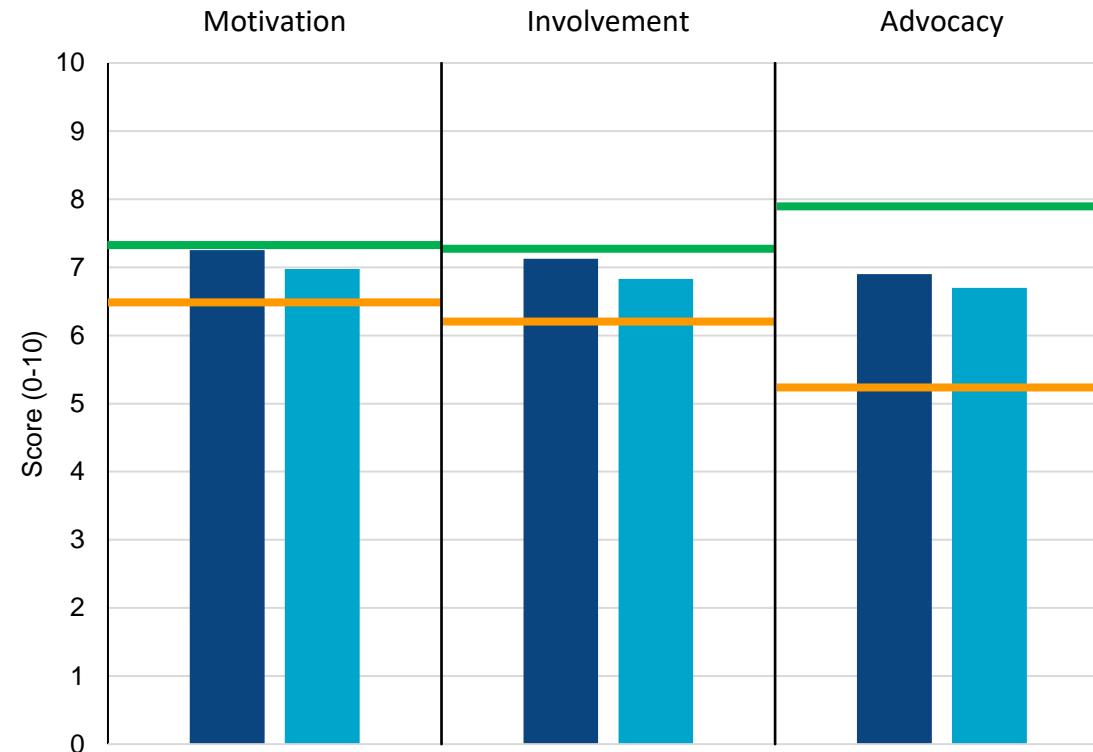


# People Promise elements, themes and sub-scores: Sub-score overview

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**.



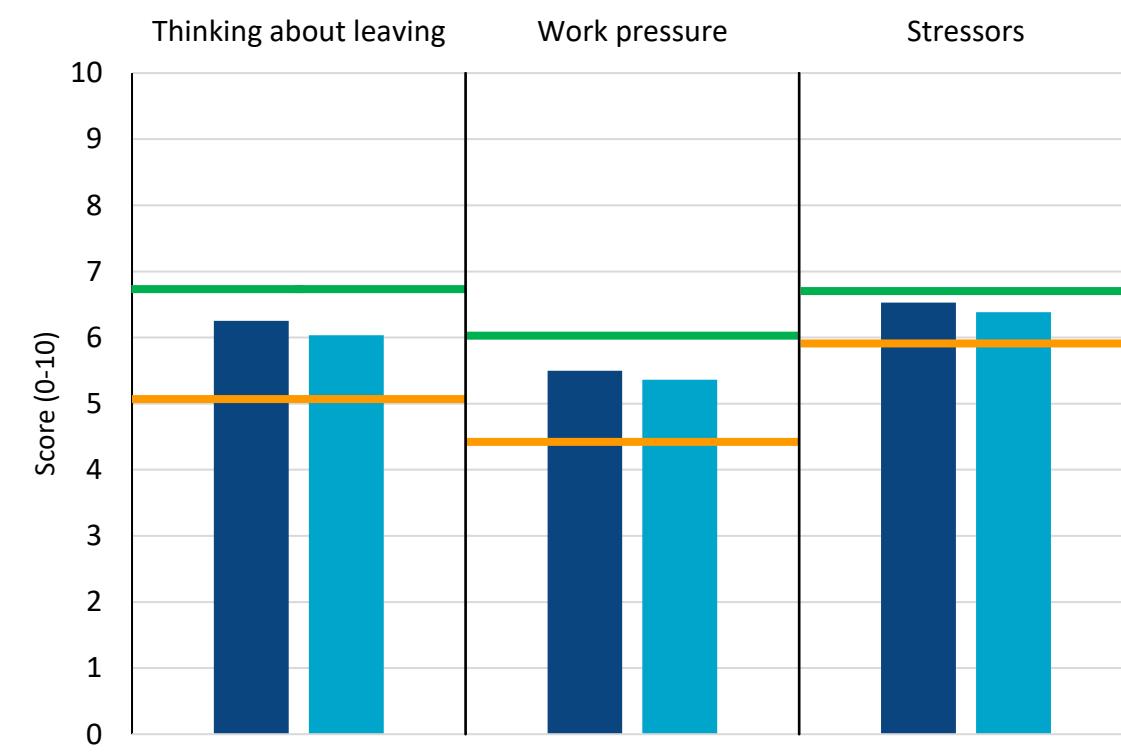
## Theme: Staff engagement



Your org	7.25	7.13	6.90
Best result	7.33	7.27	7.90
Average result	6.98	6.83	6.70
Worst result	6.49	6.20	5.24
Responses	2612		



## Theme: Morale



Your org	6.25	5.50	6.53
Best result	6.73	6.03	6.70
Average result	6.04	5.36	6.38
Worst result	5.07	4.42	5.91
Responses	2634		

## People Promise elements, themes and sub-scores: Trends

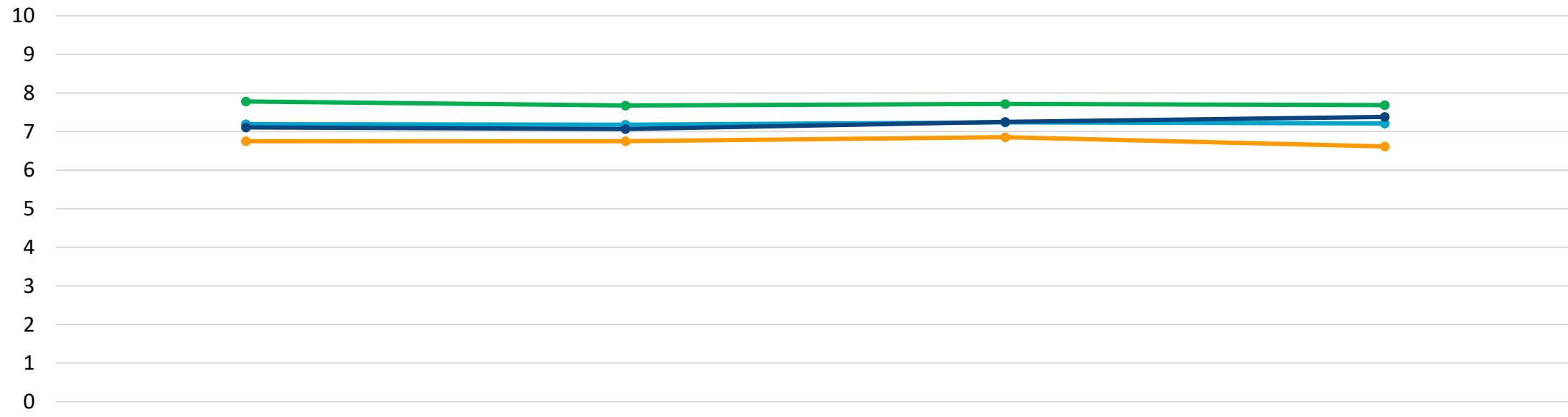
Note: where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

People Promise elements, 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



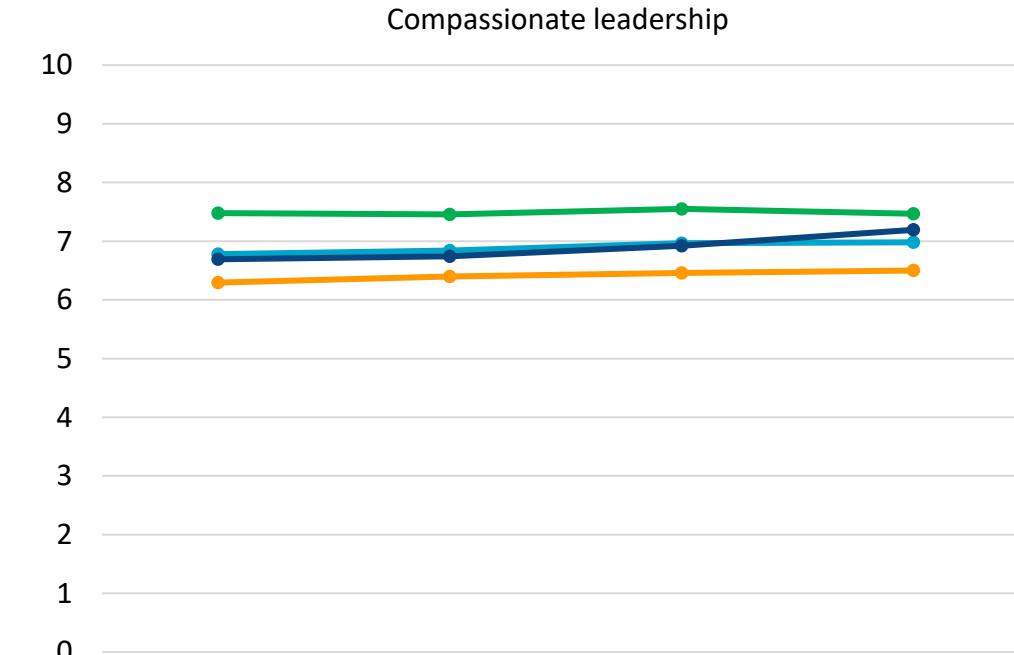
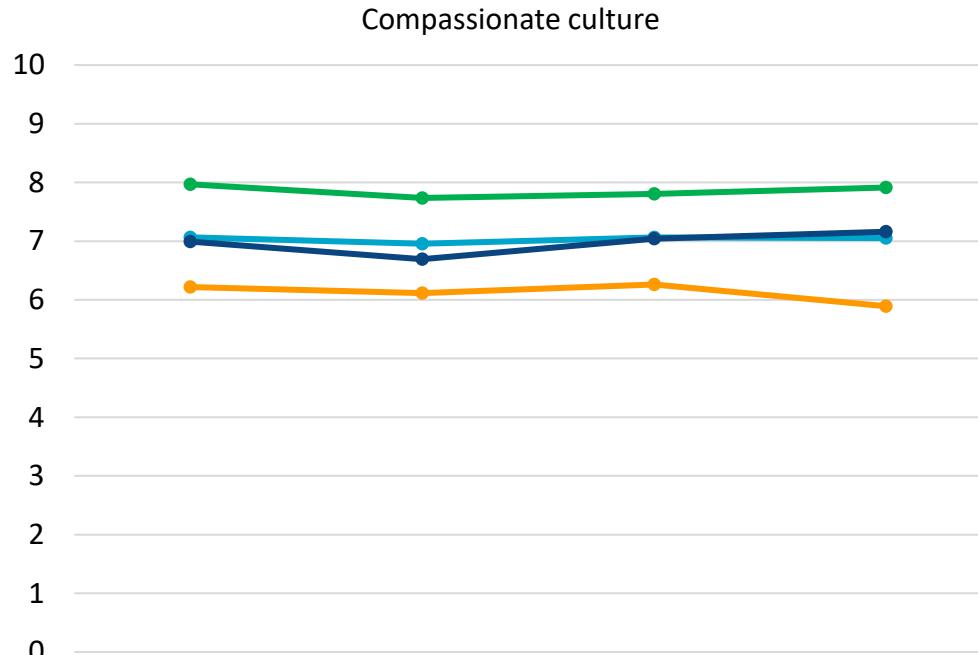
	2021	2022	2023	2024
Your org	7.11	7.07	7.25	7.38
Best result	7.78	7.67	7.72	7.69
Average result	7.19	7.18	7.24	7.21
Worst result	6.75	6.75	6.85	6.61
Responses	1816	1857	2254	2639



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 (1)



	2021	2022	2023	2024
Your org	6.99	6.69	7.04	7.16
Best result	7.97	7.74	7.81	7.91
Average result	7.07	6.96	7.06	7.05
Worst result	6.22	6.12	6.26	5.89
Responses	1800	1851	2244	2628

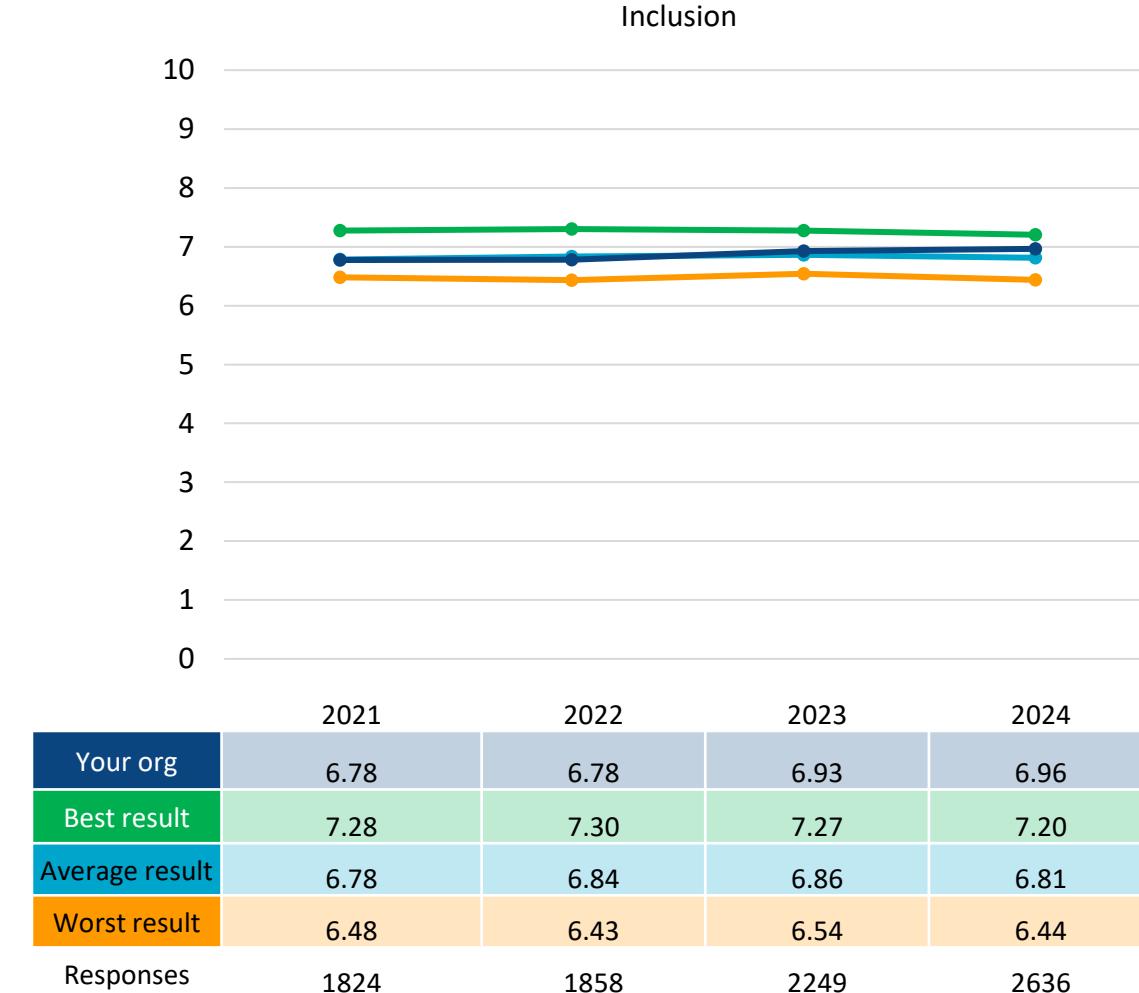
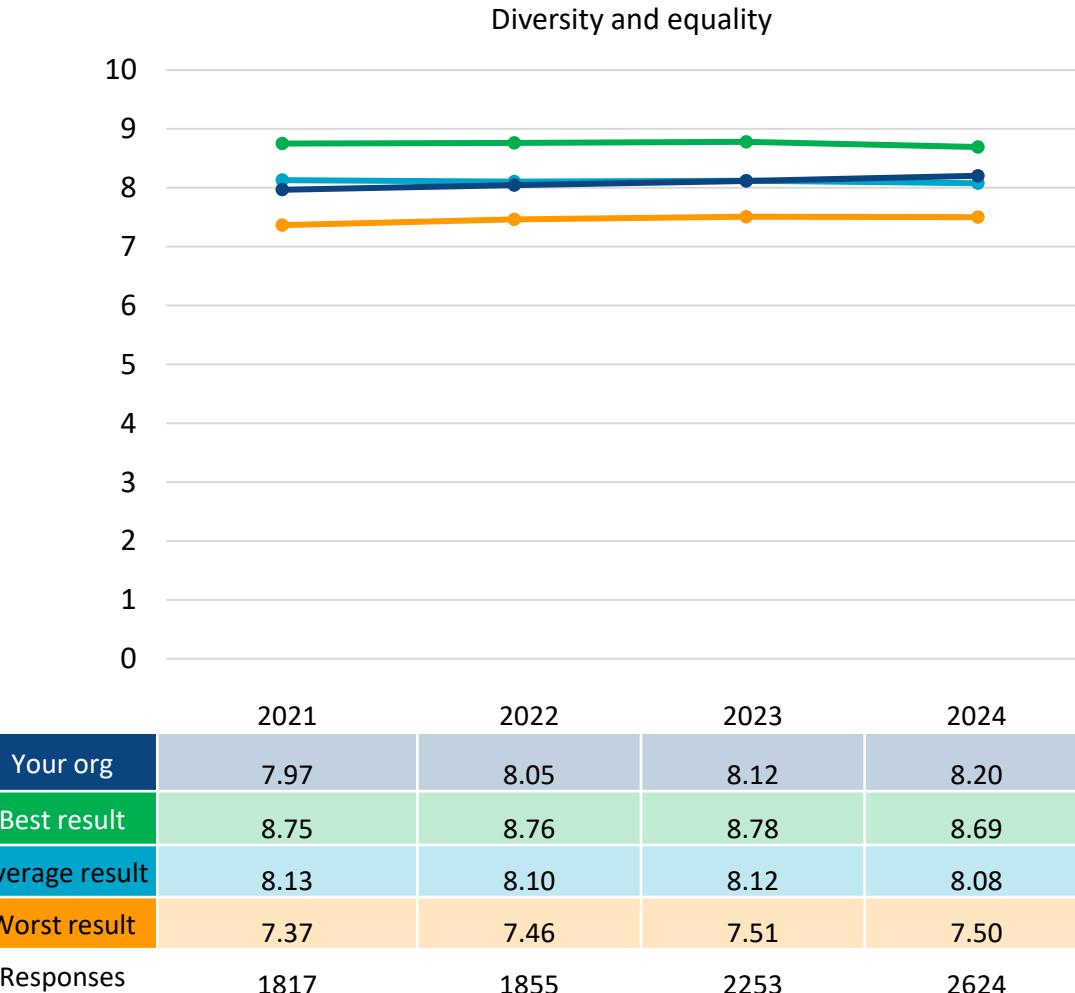
	2021	2022	2023	2024
Your org	6.69	6.74	6.92	7.19
Best result	7.48	7.46	7.55	7.47
Average result	6.78	6.84	6.96	6.98
Worst result	6.30	6.40	6.46	6.50
Responses	1820	1855	2251	2636



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 (2)

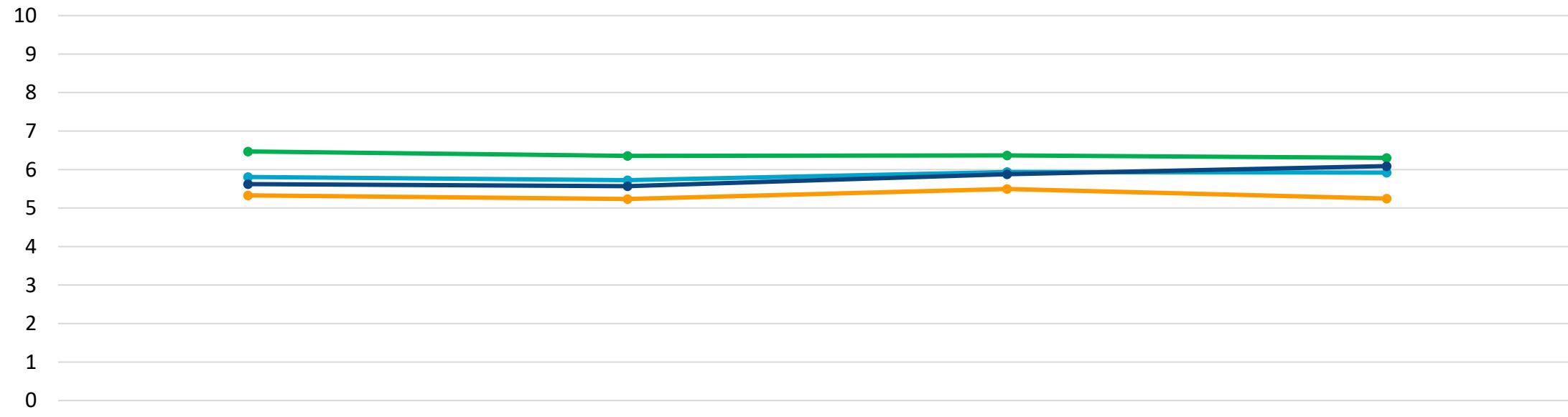


People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score**.



## Promise element 2: We are recognised and rewarded

### We are recognised and rewarded



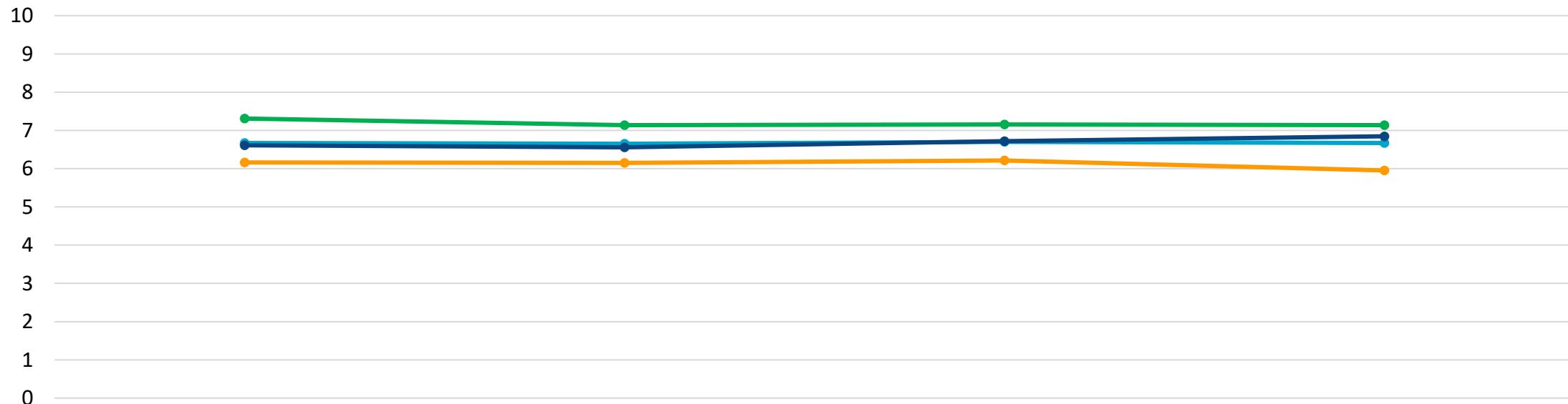
	2021	2022	2023	2024
Your org	5.62	5.57	5.88	6.09
Best result	6.47	6.36	6.37	6.30
Average result	5.81	5.72	5.94	5.92
Worst result	5.33	5.24	5.49	5.24
Responses	1851	1855	2252	2637

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



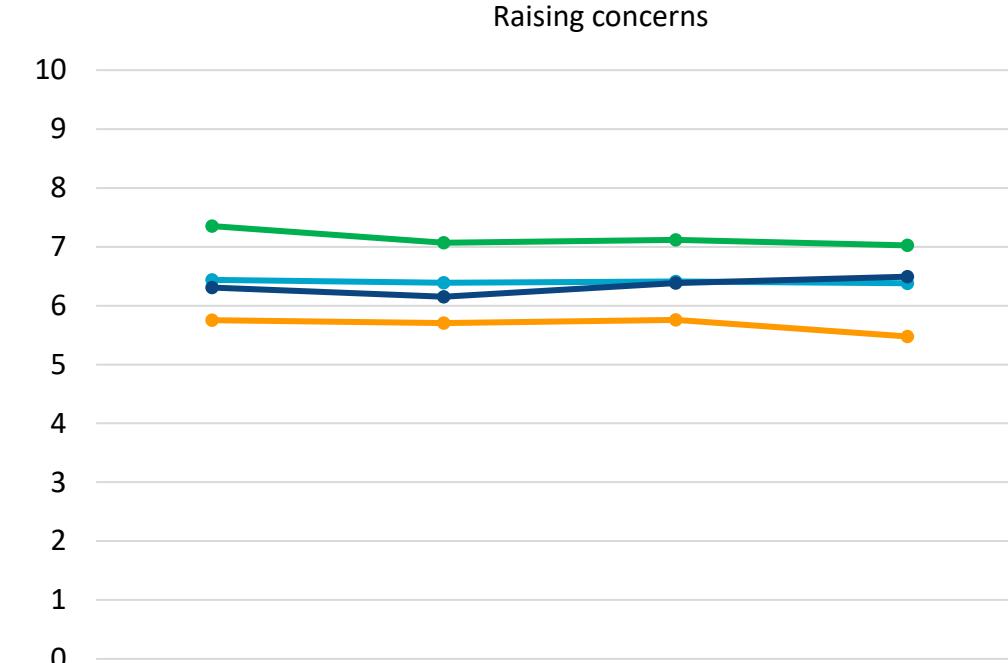
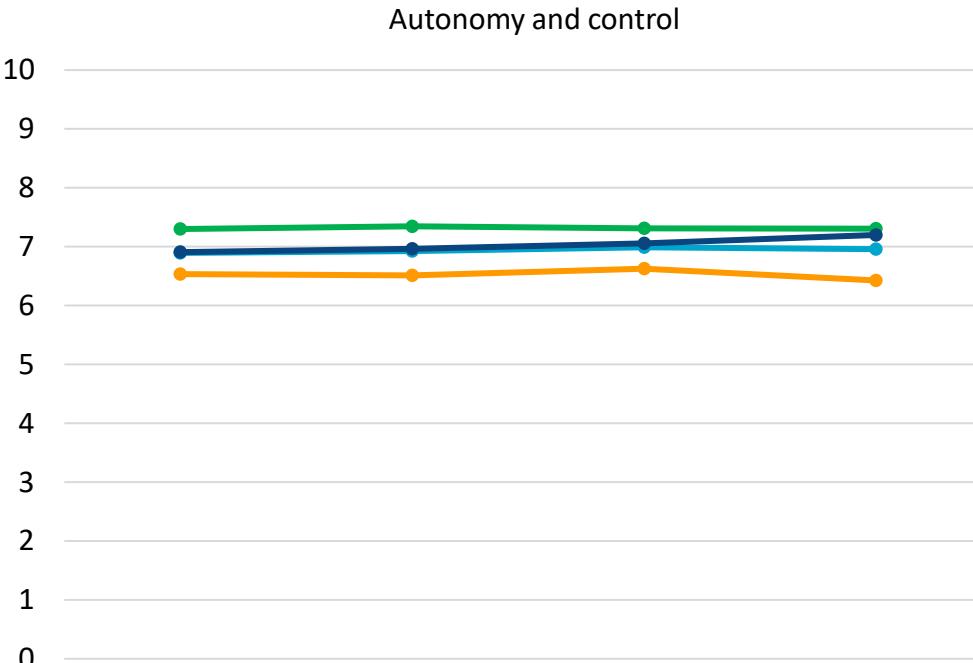
	2021	2022	2023	2024
Your org	6.61	6.56	6.72	6.85
Best result	7.31	7.14	7.16	7.14
Average result	6.67	6.65	6.70	6.67
Worst result	6.16	6.15	6.21	5.95
Responses	1786	1842	2223	2613



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



	2021	2022	2023	2024
Your org	6.91	6.96	7.06	7.20
Best result	7.30	7.35	7.31	7.31
Average result	6.89	6.93	6.99	6.96
Worst result	6.53	6.51	6.63	6.43
Responses	1856	1859	2250	2639

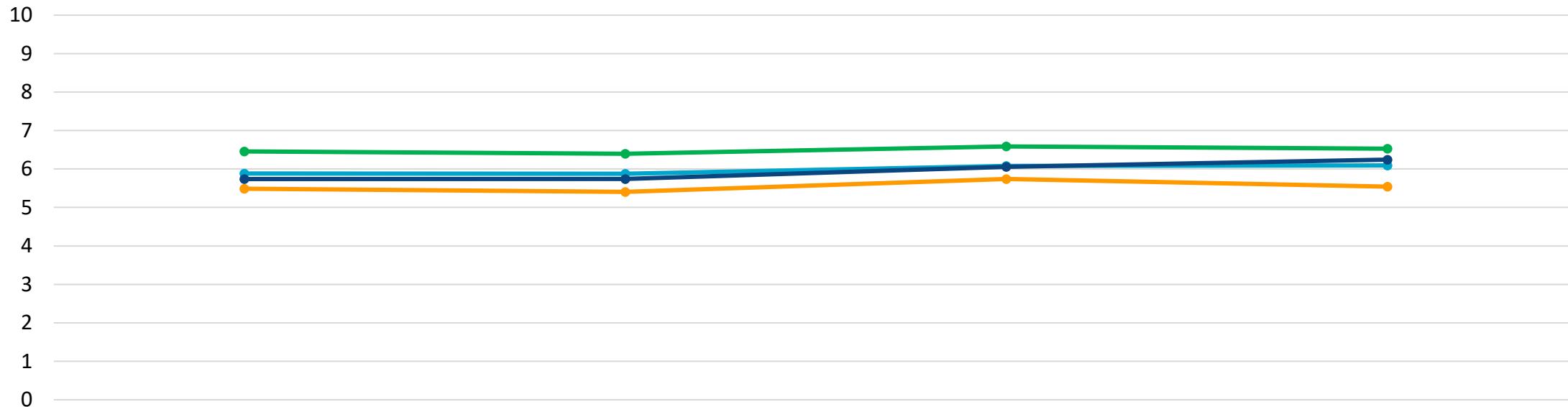
	2021	2022	2023	2024
Your org	6.31	6.15	6.38	6.49
Best result	7.35	7.07	7.12	7.02
Average result	6.44	6.39	6.41	6.38
Worst result	5.75	5.70	5.76	5.48
Responses	1788	1844	2233	2617

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	2023	2024
Your org	5.74	5.74	6.06	6.24
Best result	6.46	6.40	6.59	6.53
Average result	5.88	5.88	6.08	6.09
Worst result	5.49	5.41	5.74	5.54
Responses	1809	1846	2099	2622

Note: 2023 results for 'We are safe and healthy' are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

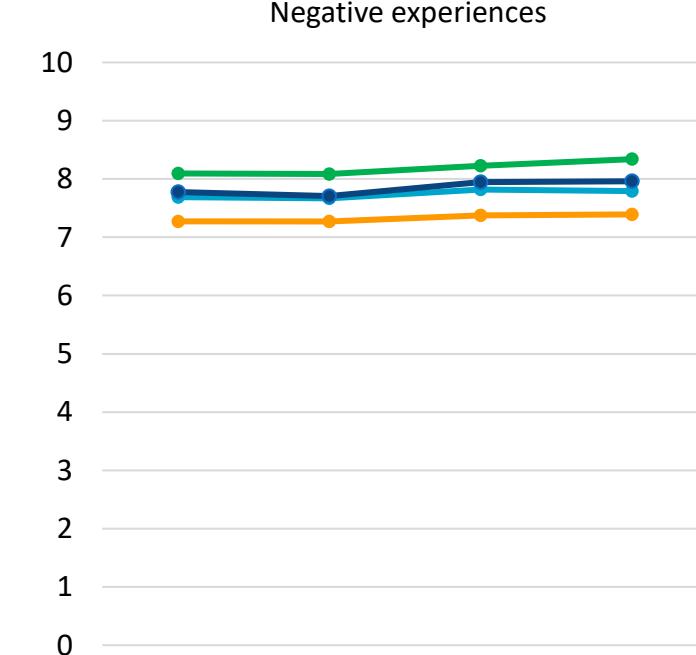
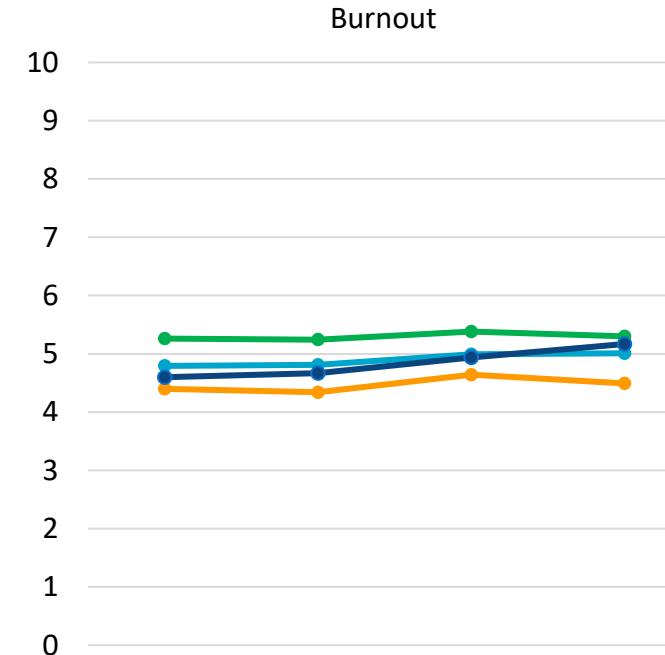
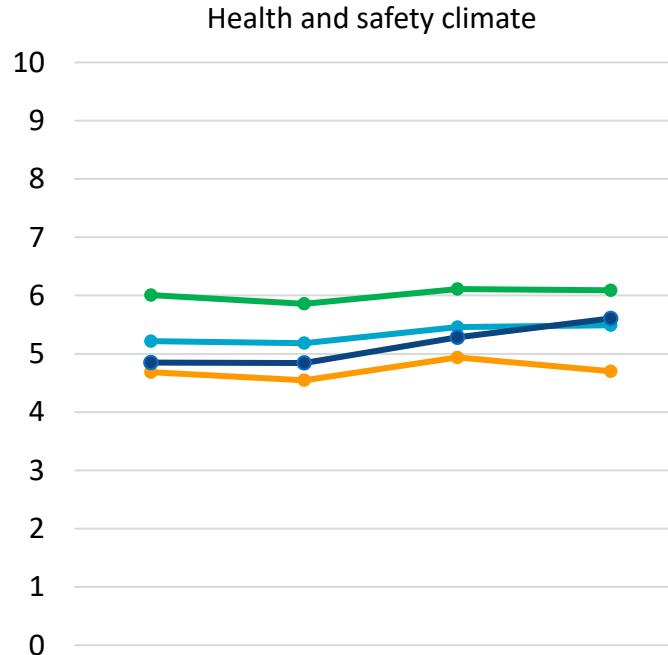


# People Promise elements, themes and sub-scores: Sub-score trends

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



	2021	2022	2023	2024
Your org	4.85	4.84	5.29	5.61
Best result	6.01	5.86	6.11	6.09
Average result	5.21	5.18	5.46	5.49
Worst result	4.68	4.55	4.94	4.70
Responses	1855	1858	2116	2638

	2021	2022	2023	2024
Your org	4.60	4.67	4.94	5.17
Best result	5.26	5.24	5.38	5.30
Average result	4.79	4.81	4.99	5.01
Worst result	4.40	4.34	4.64	4.50
Responses	1819	1854	2255	2637

	2021	2022	2023	2024
Your org	7.77	7.71	7.94	7.96
Best result	8.10	8.09	8.23	8.34
Average result	7.69	7.67	7.82	7.79
Worst result	7.27	7.27	7.38	7.39
Responses	1812	1854	2110	2628

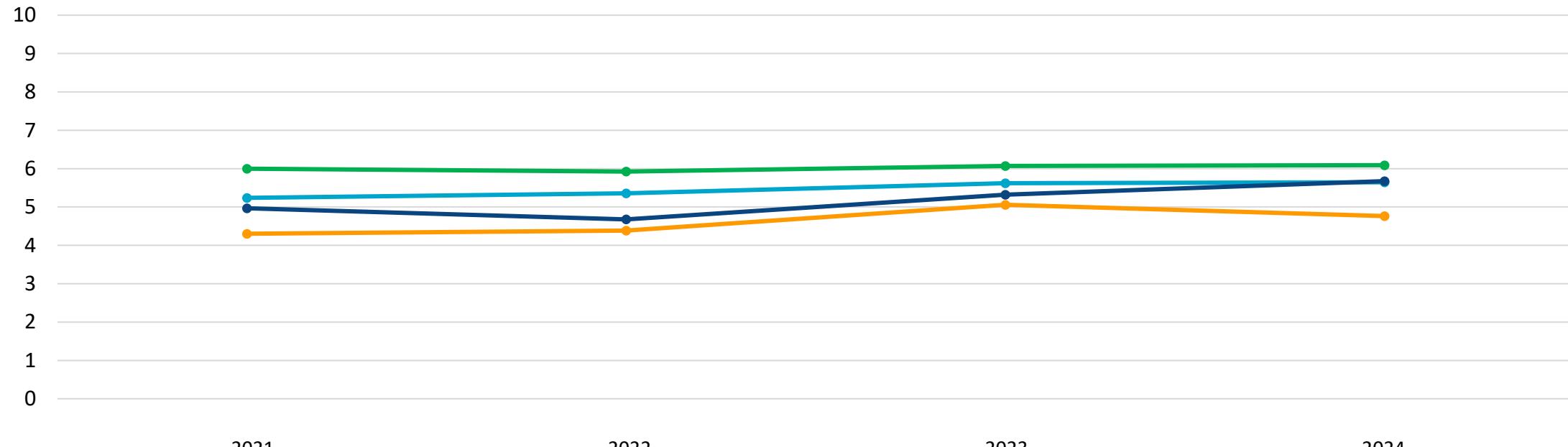
Note: 2023 results for 'Health and safety climate' and 'Negative experiences' are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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



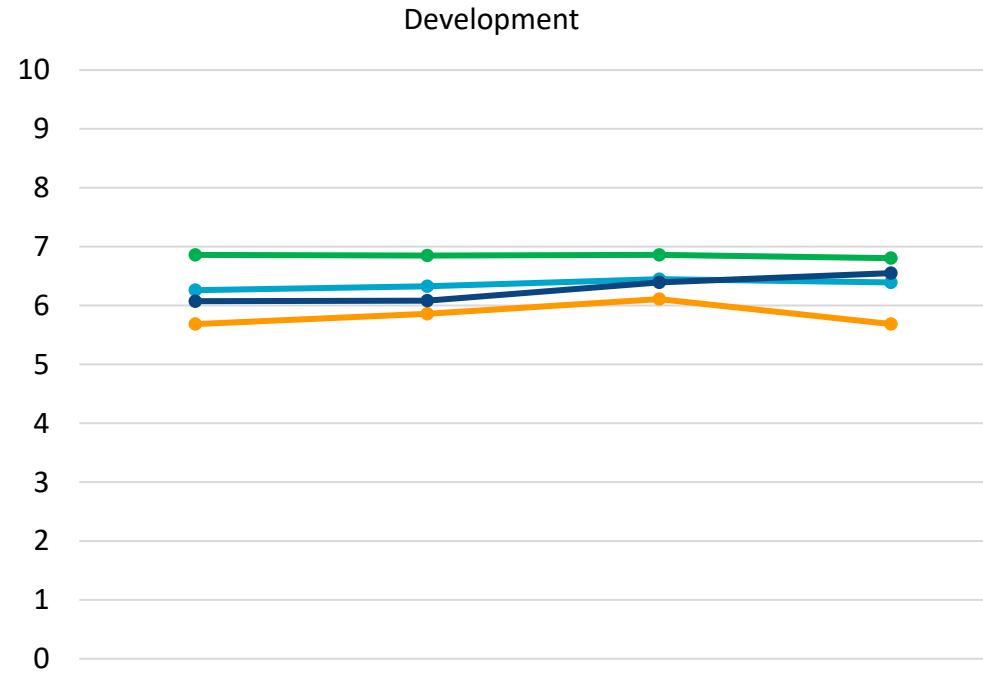
	2021	2022	2023	2024
Your org	4.96	4.68	5.32	5.67
Best result	6.00	5.92	6.07	6.09
Average result	5.24	5.35	5.62	5.64
Worst result	4.30	4.39	5.06	4.76
Responses	1744	1763	2137	2505



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**.



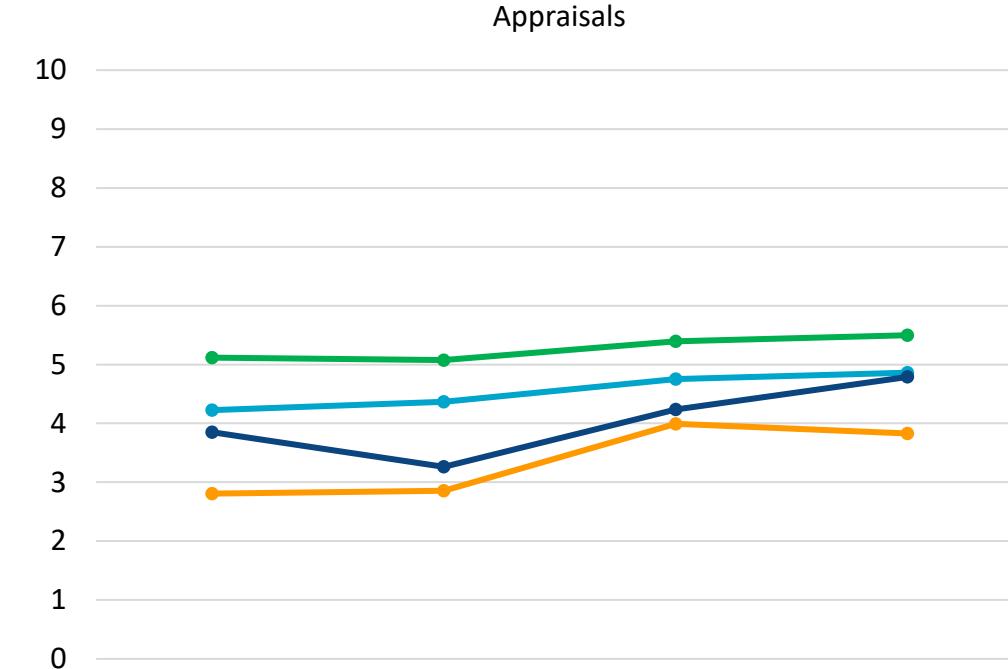
## Promise element 5: We are always learning



	2021	2022	2023	2024
Your org	6.07	6.08	6.39	6.55
Best result	6.86	6.85	6.86	6.80
Average result	6.26	6.33	6.45	6.40
Worst result	5.68	5.86	6.11	5.69

Responses

1804	1853	2251	2632
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	2021	2022	2023	2024
Your org	3.85	3.26	4.24	4.79
Best result	5.12	5.08	5.40	5.50
Average result	4.23	4.37	4.75	4.86
Worst result	2.81	2.85	3.99	3.83

Responses

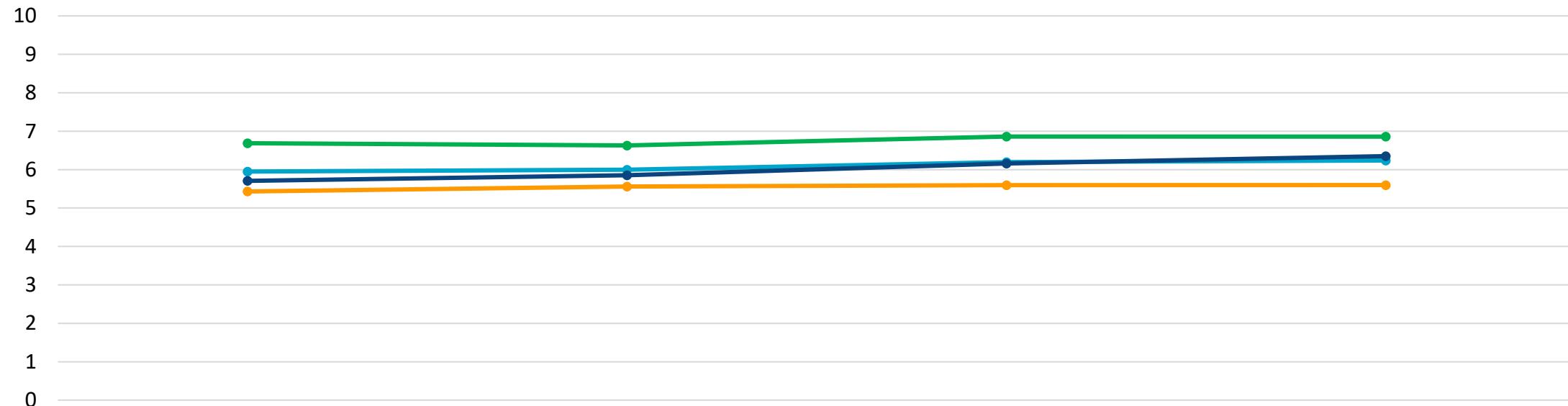
1753	1768	2141	2508
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People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score**.



## Promise element 6: We work flexibly

### We work flexibly



	2021	2022	2023	2024
Your org	5.71	5.86	6.16	6.35
Best result	6.69	6.63	6.86	6.86
Average result	5.95	6.00	6.20	6.24
Worst result	5.43	5.56	5.60	5.60
Responses	1839	1846	2239	2626

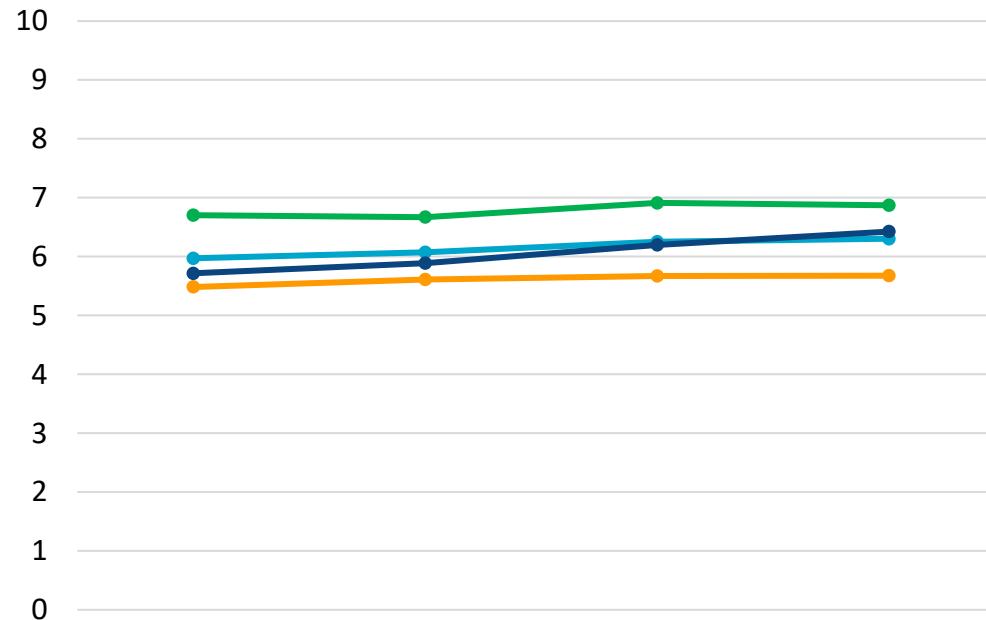


People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score**.



## Promise element 6: We work flexibly

### Support for work-life balance



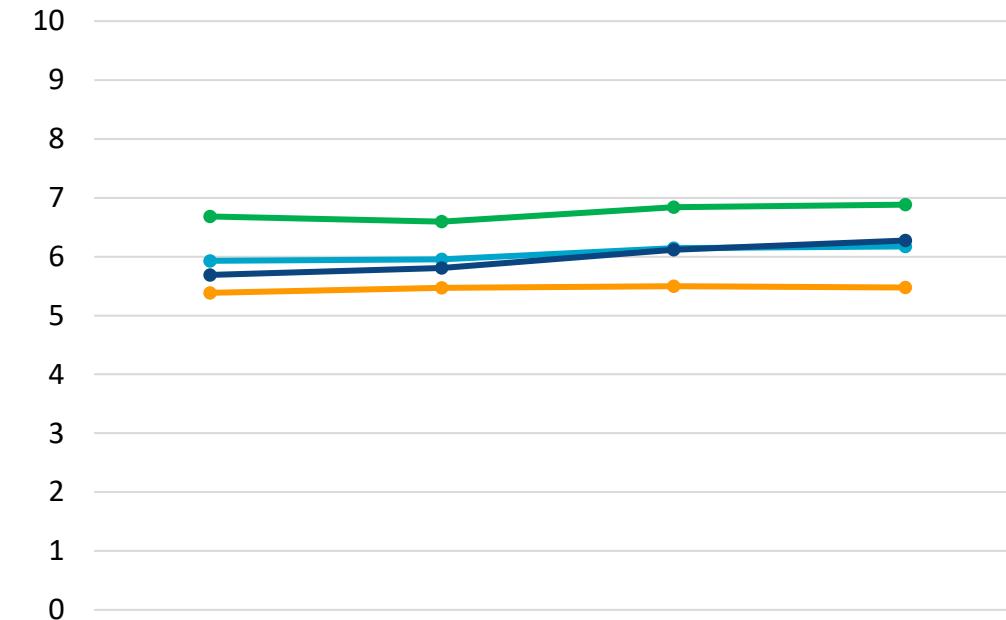
2021 2022 2023 2024

Your org	5.72	5.89	6.20	6.42
Best result	6.70	6.67	6.91	6.87
Average result	5.97	6.07	6.25	6.30
Worst result	5.48	5.61	5.67	5.67

Responses

1846 1854 2251 2637

### Flexible working



2021 2022 2023 2024

Your org	5.69	5.81	6.12	6.27
Best result	6.68	6.59	6.84	6.88
Average result	5.93	5.95	6.15	6.17
Worst result	5.39	5.47	5.50	5.47

Responses

1849 1851 2246 2629

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	2023	2024
Your org	6.43	6.47	6.68	6.89
Best result	7.15	7.15	7.19	7.12
Average result	6.58	6.64	6.75	6.74
Worst result	6.18	6.25	6.34	6.26
Responses	1822	1855	2247	2637

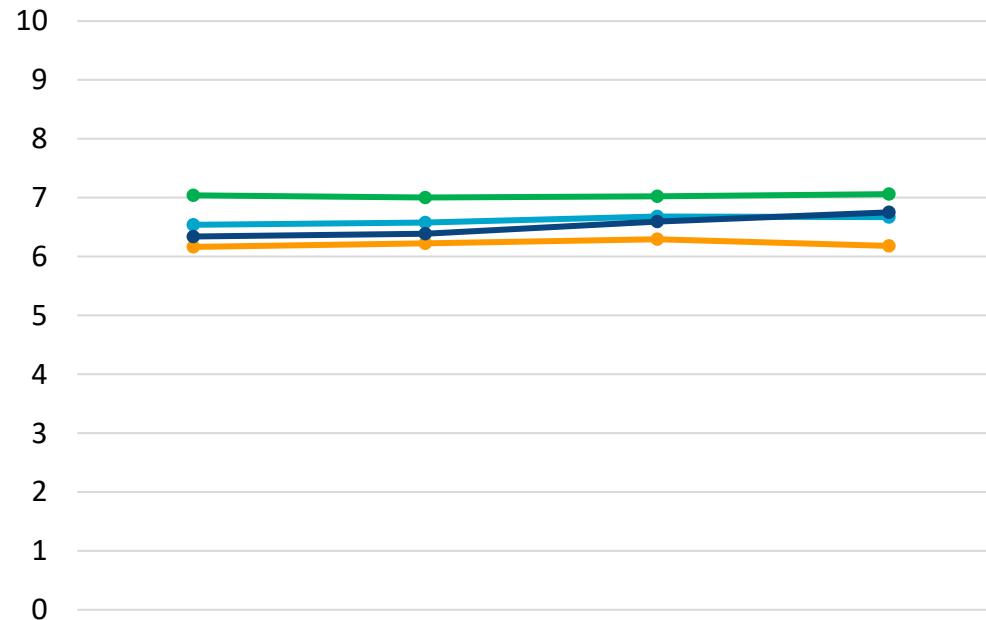


People Promise elements, themes and sub-scores are scored on a 0-10 scale, **where a higher score is more positive than a lower score**.



## Promise element 7: We are a team

Team working



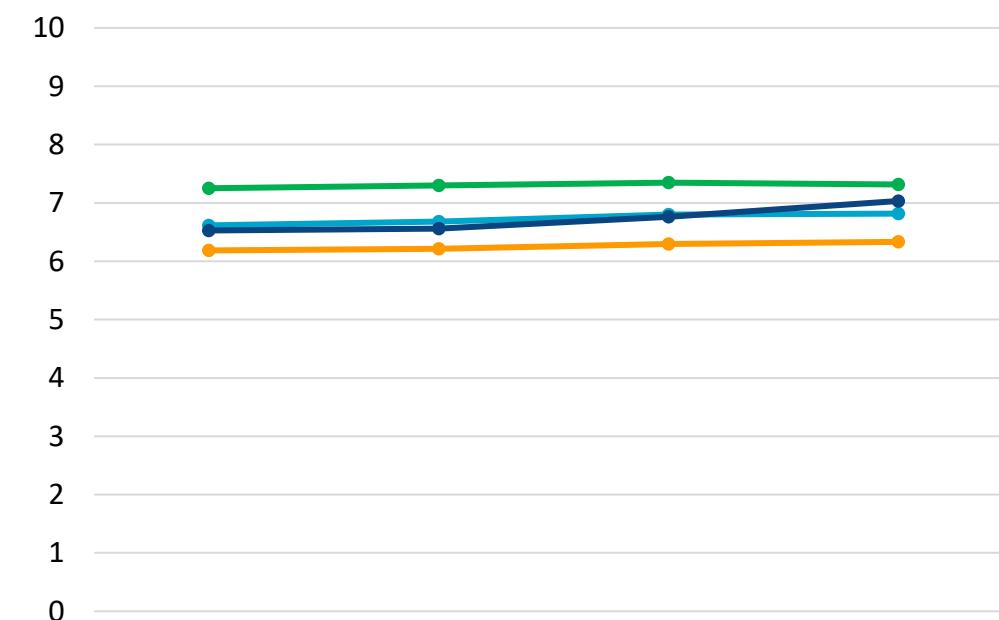
2021 2022 2023 2024

Your org	6.34	6.39	6.60	6.75
Best result	7.04	7.00	7.02	7.06
Average result	6.54	6.58	6.68	6.67
Worst result	6.16	6.22	6.29	6.18

Responses

1834 1858 2251 2641

Line management



2021 2022 2023 2024

Your org	6.53	6.56	6.76	7.03
Best result	7.25	7.30	7.35	7.31
Average result	6.62	6.68	6.80	6.82
Worst result	6.19	6.21	6.30	6.33

Responses

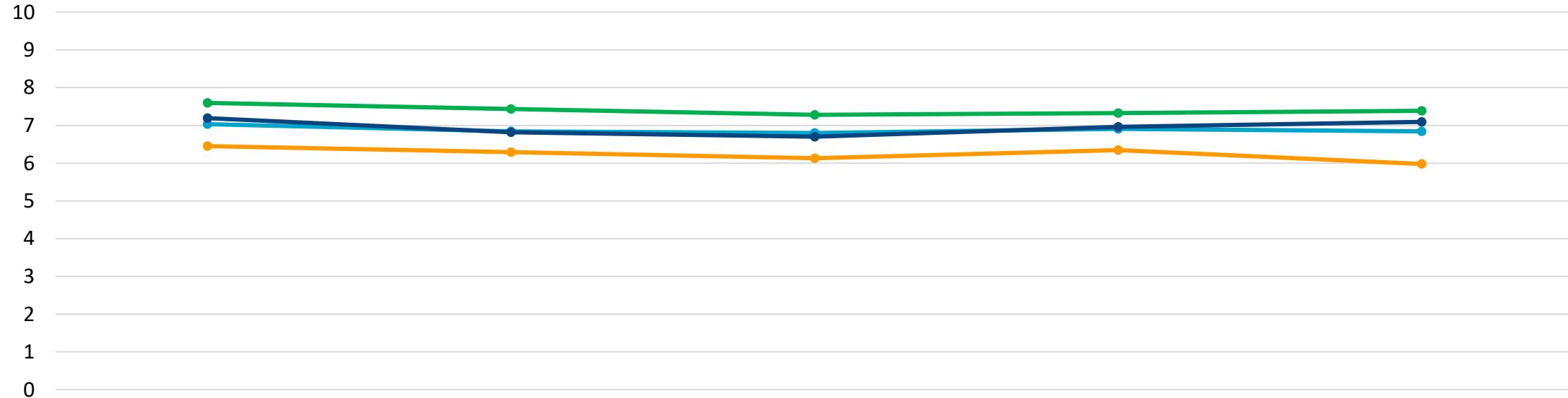
1823 1856 2252 2637

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

Staff Engagement



	2020	2021	2022	2023	2024
Your org	7.19	6.82	6.70	6.96	7.09
Best result	7.60	7.44	7.28	7.32	7.39
Average result	7.03	6.84	6.80	6.91	6.84
Worst result	6.45	6.29	6.13	6.34	5.98
Responses	2041	1858	1859	2254	2640

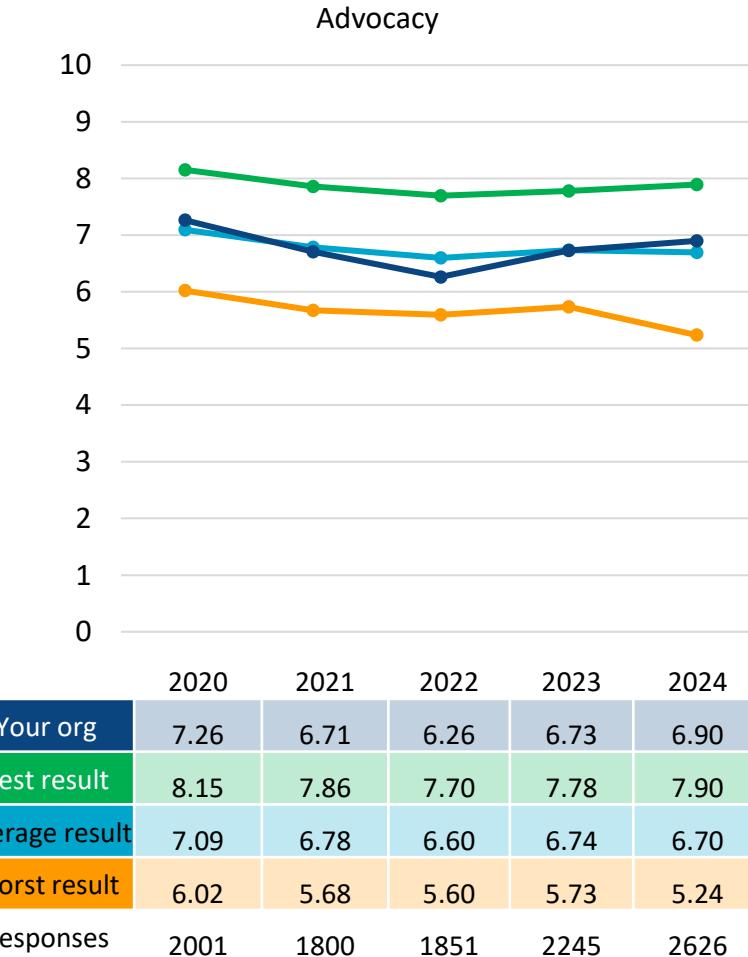
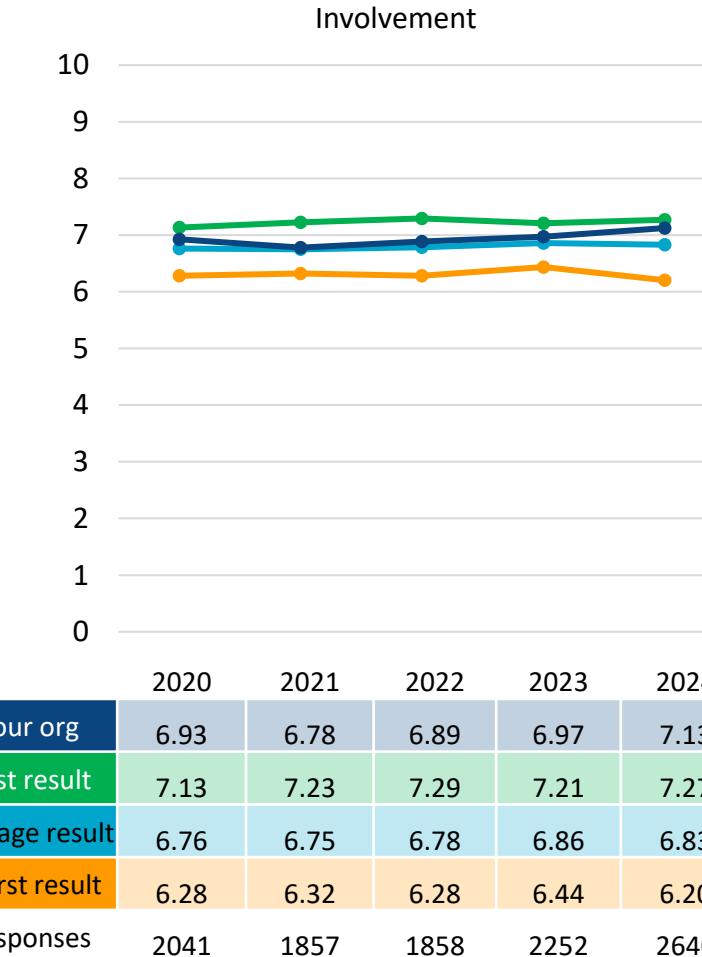
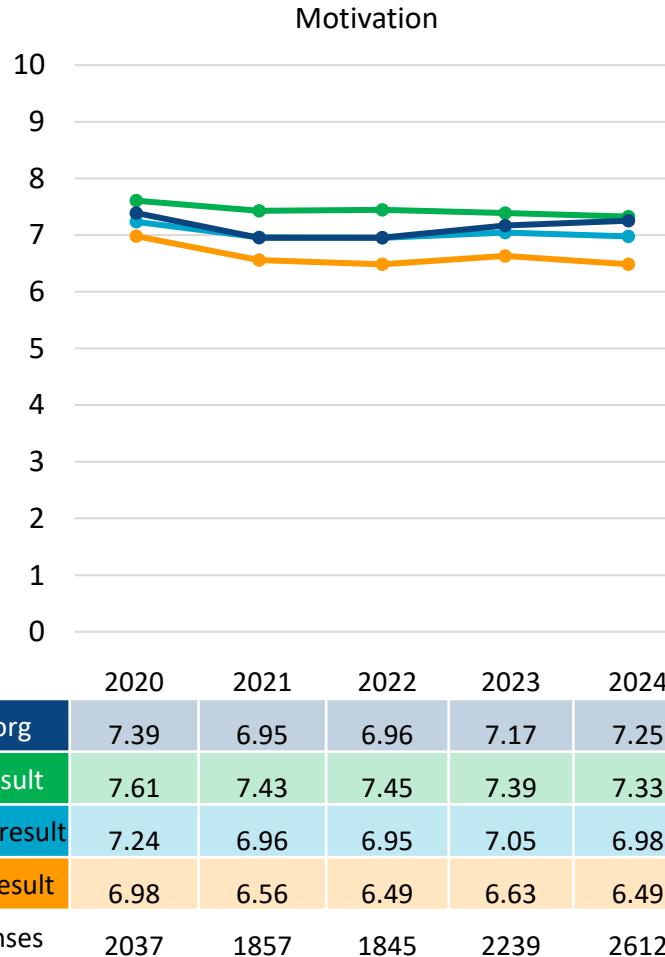


# People Promise elements, themes and sub-scores: Sub-score trends

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**.

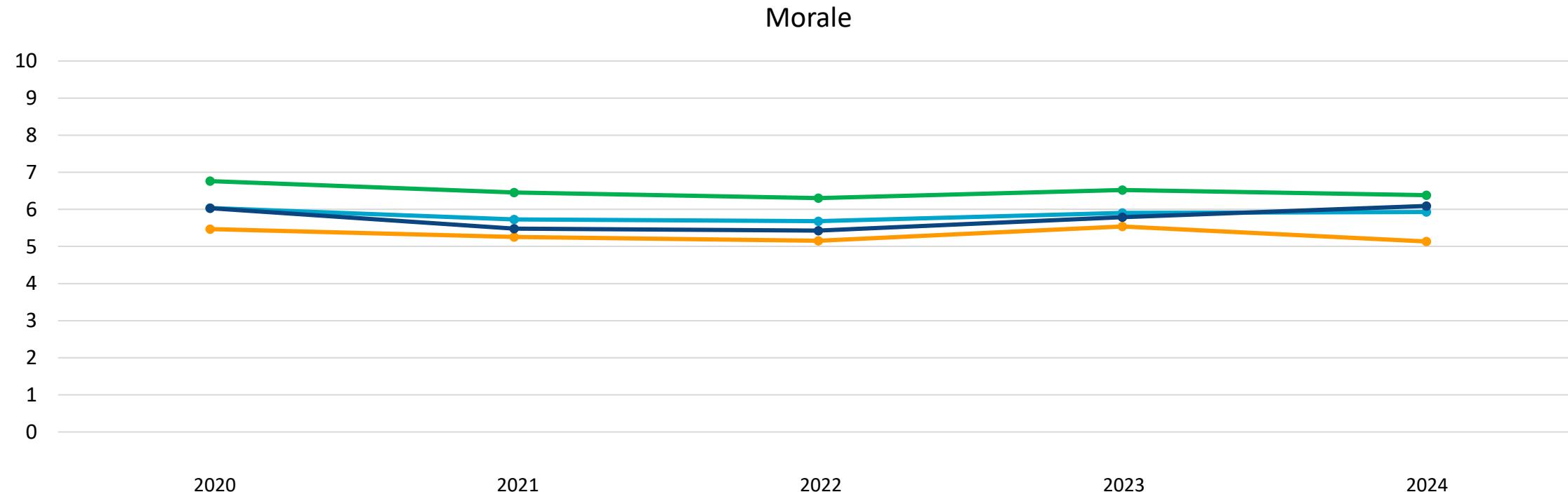


## Theme: Staff Engagement



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

## M Theme: Morale



	2020	2021	2022	2023	2024
Your org	6.03	5.48	5.43	5.79	6.09
Best result	6.76	6.45	6.30	6.52	6.38
Average result	6.04	5.73	5.68	5.90	5.93
Worst result	5.47	5.26	5.16	5.54	5.13
Responses	2037	1848	1859	2255	2640



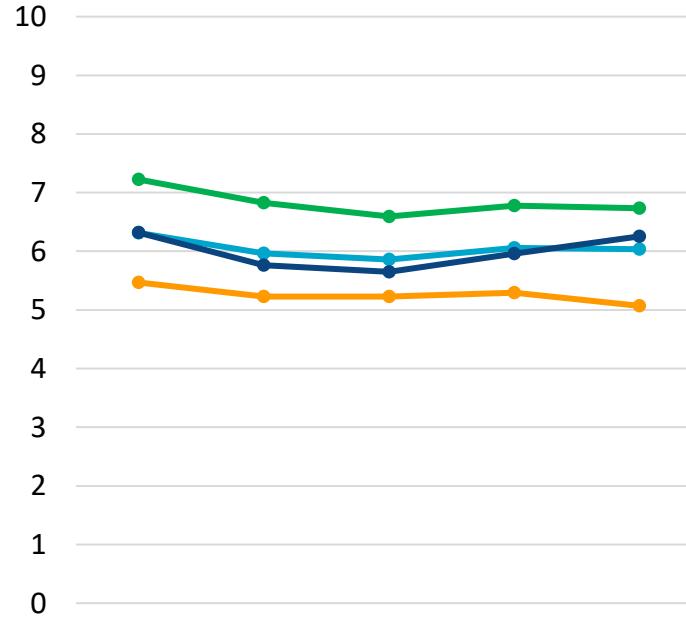
# People Promise elements, themes and sub-scores: Sub-score trends

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**.



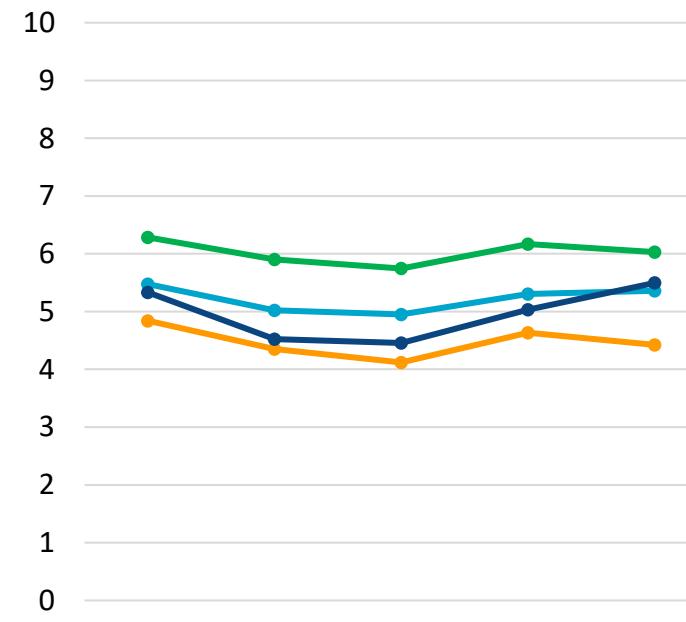
## Theme: Morale

### Thinking about leaving



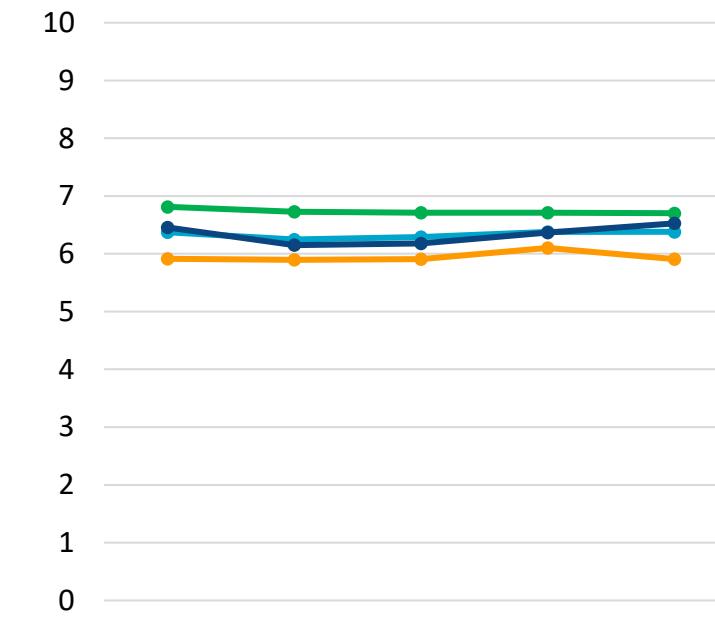
	2020	2021	2022	2023	2024
Your org	6.32	5.76	5.65	5.96	6.25
Best result	7.22	6.83	6.59	6.78	6.73
Average result	6.31	5.97	5.86	6.06	6.04
Worst result	5.47	5.23	5.23	5.29	5.07
Responses	1998	1789	1845	2252	2634

### Work pressure



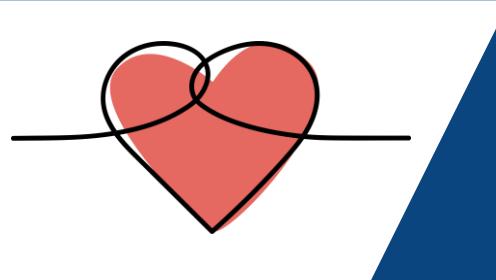
	2020	2021	2022	2023	2024
Your org	5.33	4.52	4.46	5.03	5.50
Best result	6.28	5.90	5.75	6.17	6.03
Average result	5.48	5.02	4.95	5.30	5.36
Worst result	4.84	4.35	4.12	4.63	4.42
Responses	2041	1854	1857	2248	2637

### Stressors



	2020	2021	2022	2023	2024
Your org	6.45	6.15	6.18	6.37	6.53
Best result	6.81	6.73	6.71	6.71	6.70
Average result	6.37	6.25	6.29	6.38	6.38
Worst result	5.91	5.90	5.91	6.10	5.91
Responses	2034	1843	1857	2250	2636

## People Promise element – We are compassionate and inclusive



Questions included:

Compassionate culture – Q6a, Q25a, Q25b, Q25c, Q25d

Compassionate leadership – Q9f, Q9g, Q9h, Q9i

Diversity and equality – Q15, Q16a, Q16b, Q21

Inclusion – Q7h, Q7i, Q8b, Q8c

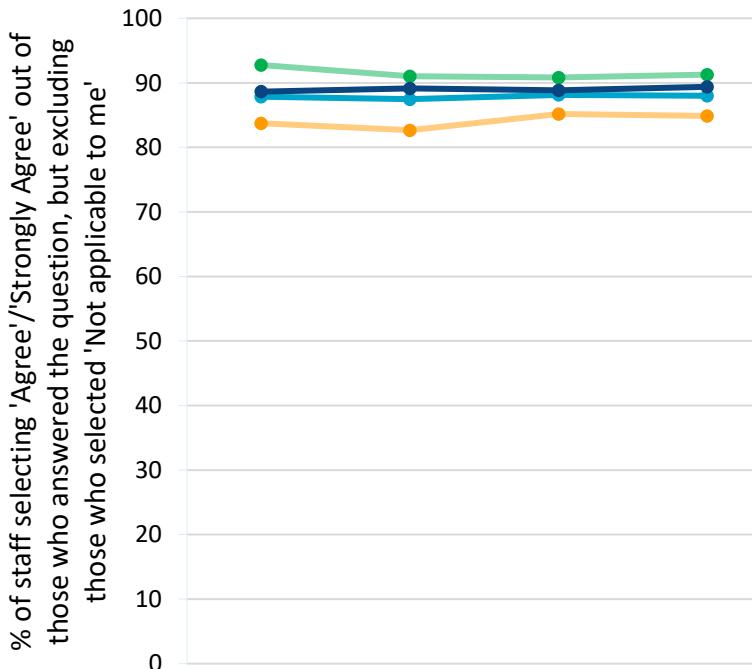
Note: where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



## People Promise elements and theme results – We are compassionate and inclusive: Compassionate culture

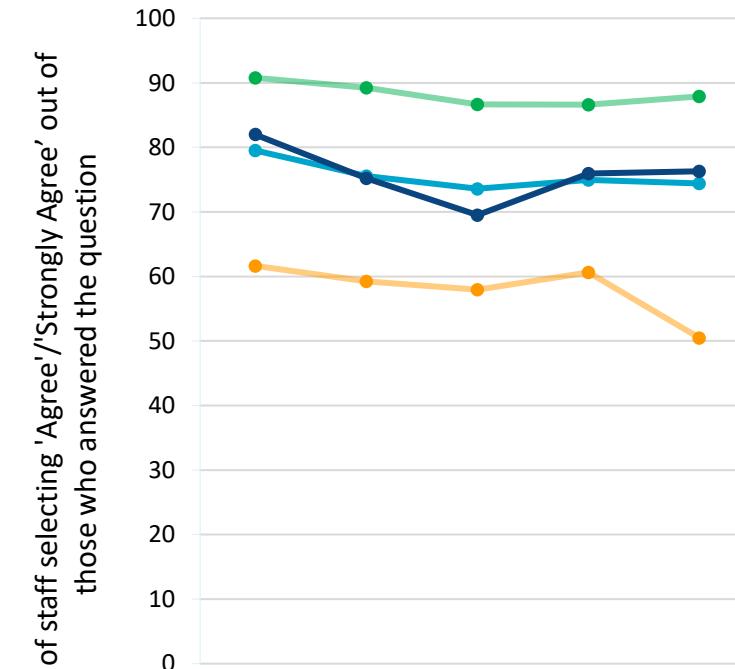


Q6a I feel that my role makes a difference to patients / service users.



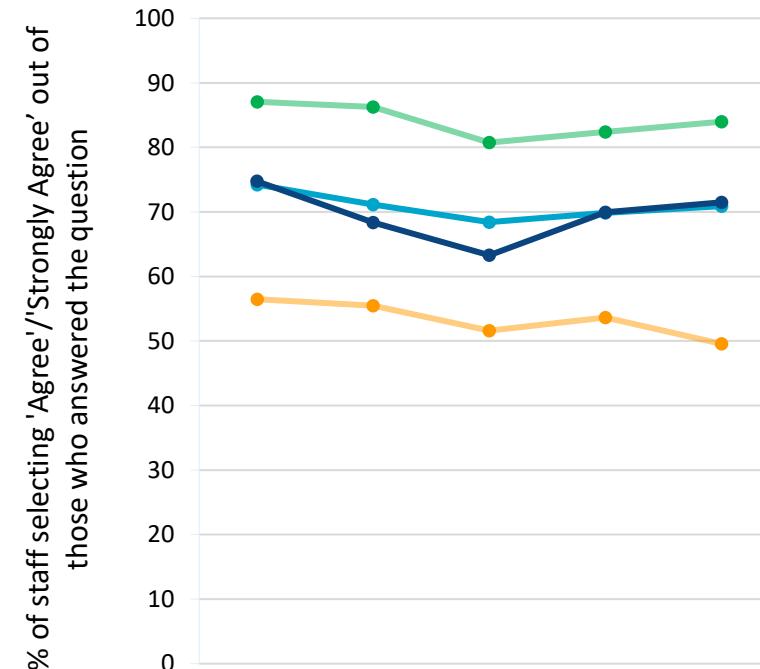
	2021	2022	2023	2024
Your org	88.64%	89.12%	88.84%	89.39%
Best result	92.76%	91.05%	90.84%	91.30%
Average result	87.85%	87.48%	88.13%	88.00%
Worst result	83.73%	82.67%	85.17%	84.88%
Responses	1790	1794	2182	2568

Q25a Care of patients / service users is my organisation's top priority.



	2020	2021	2022	2023	2024
Your org	81.97%	75.22%	69.52%	75.95%	76.32%
Best result	90.78%	89.26%	86.67%	86.62%	87.89%
Average result	79.52%	75.57%	73.60%	74.95%	74.42%
Worst result	61.64%	59.23%	57.97%	60.62%	50.48%
Responses	1998	1801	1849	2236	2625

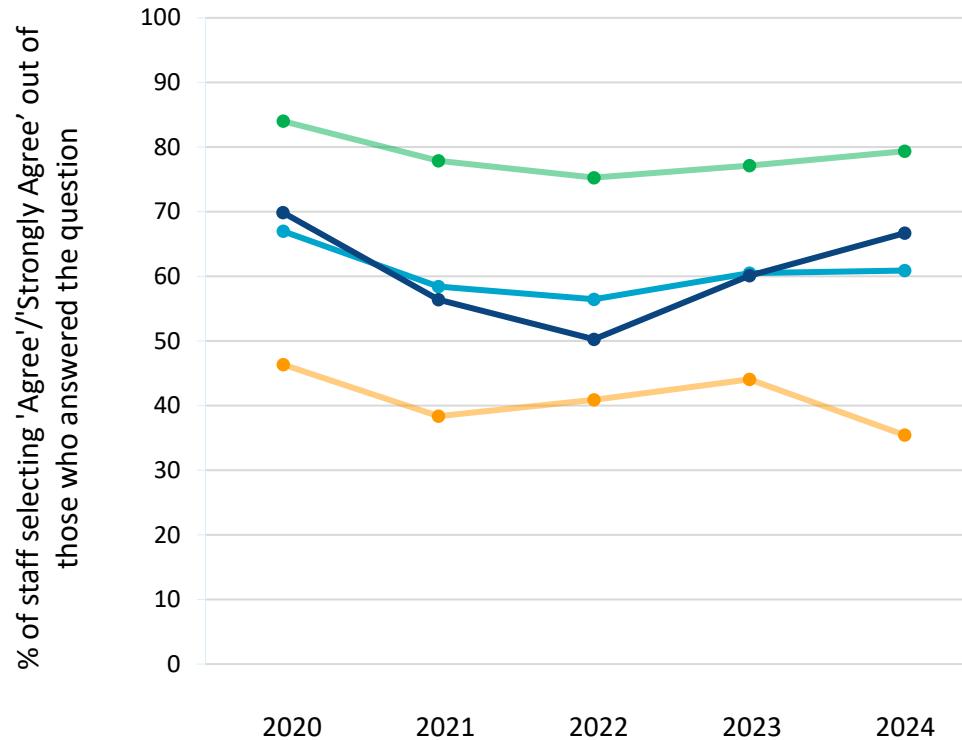
Q25b My organisation acts on concerns raised by patients / service users.



	2020	2021	2022	2023	2024
Your org	74.74%	68.38%	63.29%	69.97%	71.50%
Best result	87.06%	86.29%	80.75%	82.38%	84.00%
Average result	74.23%	71.15%	68.42%	69.86%	70.89%
Worst result	56.47%	55.47%	51.58%	53.65%	49.55%
Responses	1996	1799	1846	2236	2623

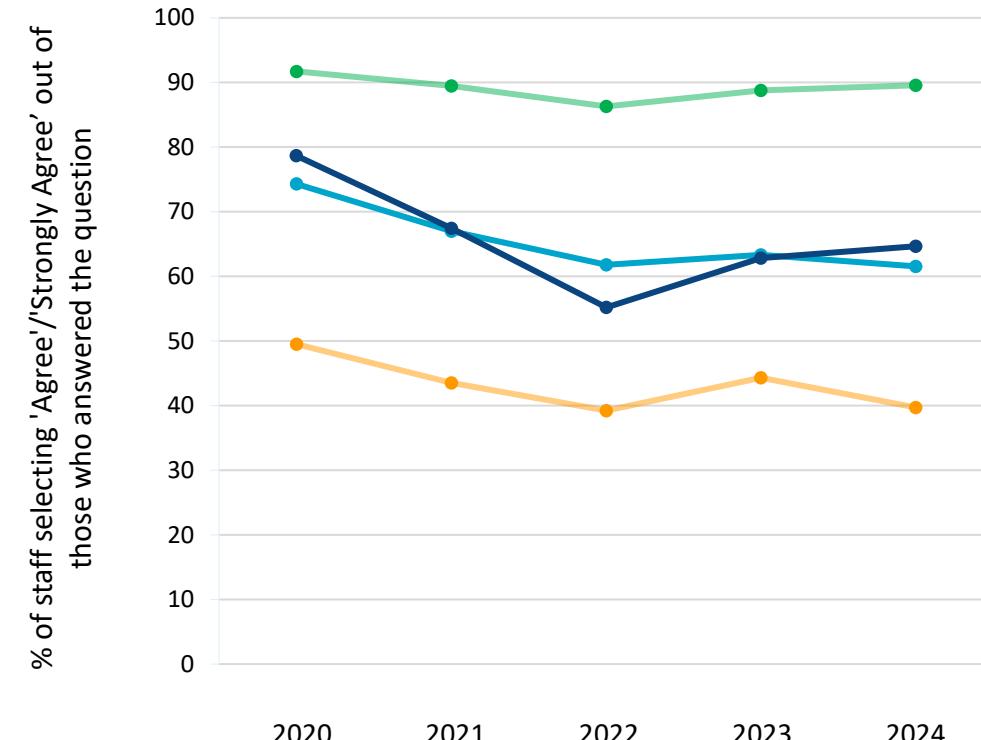


Q25c I would recommend my organisation as a place to work.



	2020	2021	2022	2023	2024
Your org	69.86%	56.39%	50.27%	60.12%	66.68%
Best result	84.01%	77.87%	75.29%	77.14%	79.38%
Average result	66.98%	58.40%	56.46%	60.53%	60.90%
Worst result	46.35%	38.38%	40.89%	44.05%	35.43%
Responses	1999	1797	1849	2244	2621

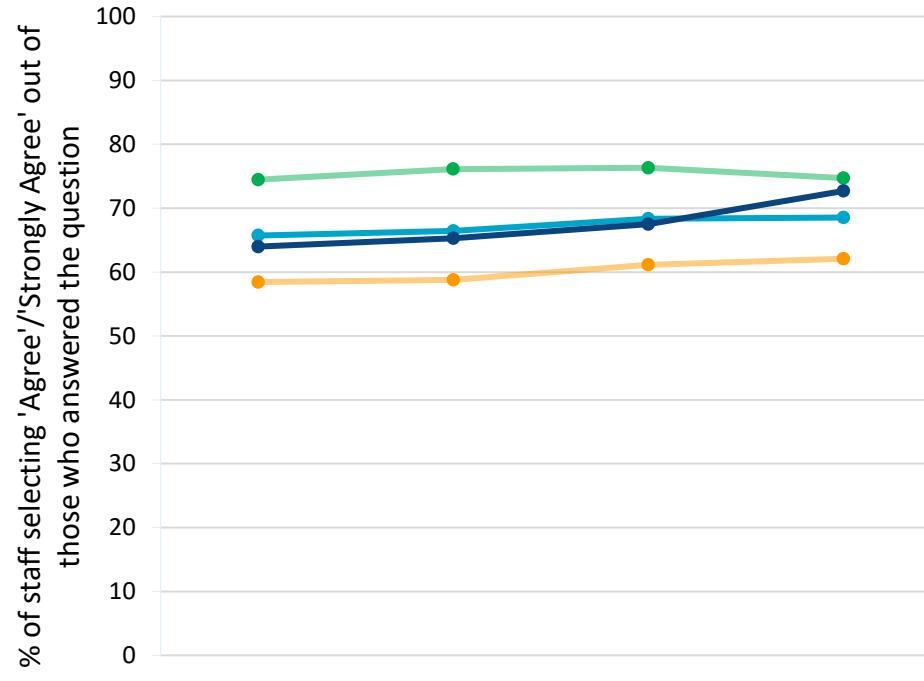
Q25d If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.



	2020	2021	2022	2023	2024
Your org	78.67%	67.45%	55.19%	62.83%	64.65%
Best result	91.73%	89.48%	86.30%	88.79%	89.59%
Average result	74.30%	67.01%	61.79%	63.34%	61.54%
Worst result	49.51%	43.50%	39.23%	44.30%	39.72%
Responses	1997	1800	1848	2243	2625

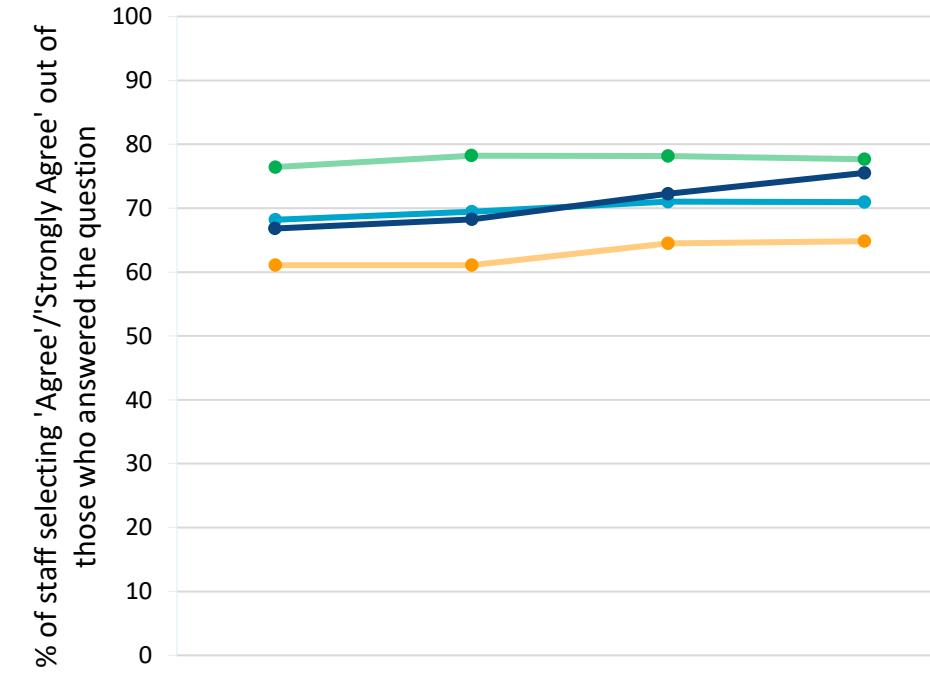


Q9f My immediate manager works together with me to come to an understanding of problems.



	2021	2022	2023	2024
Your org	63.98%	65.31%	67.49%	72.69%
Best result	74.46%	76.11%	76.33%	74.72%
Average result	65.72%	66.44%	68.34%	68.53%
Worst result	58.44%	58.76%	61.14%	62.08%
Responses	1816	1854	2250	2634

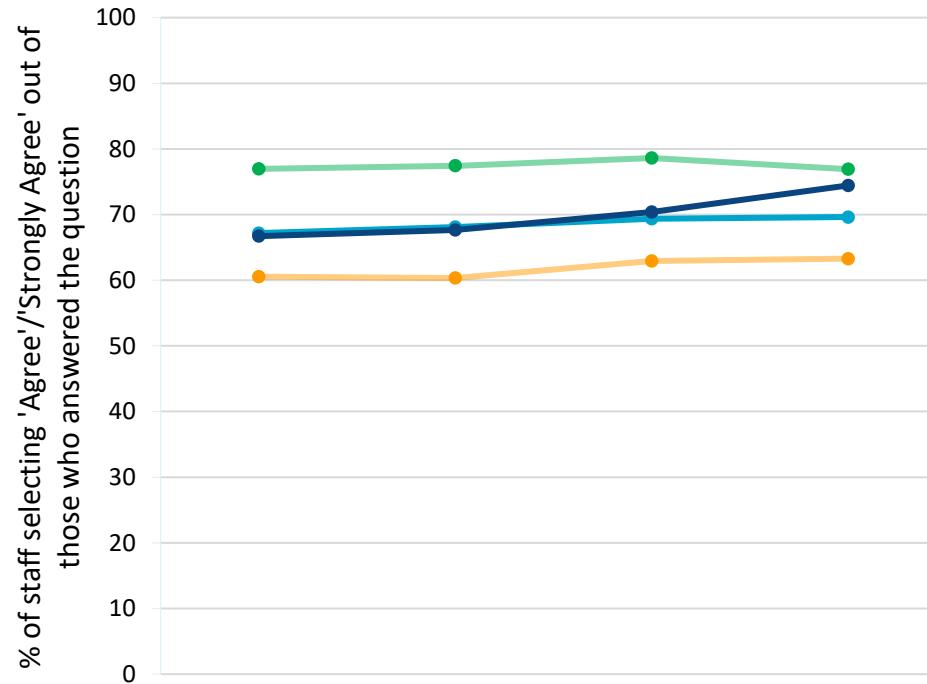
Q9g My immediate manager is interested in listening to me when I describe challenges I face.



	2021	2022	2023	2024
Your org	66.81%	68.24%	72.25%	75.52%
Best result	76.43%	78.21%	78.15%	77.66%
Average result	68.18%	69.46%	71.02%	70.95%
Worst result	61.07%	61.09%	64.47%	64.83%
Responses	1818	1853	2254	2638

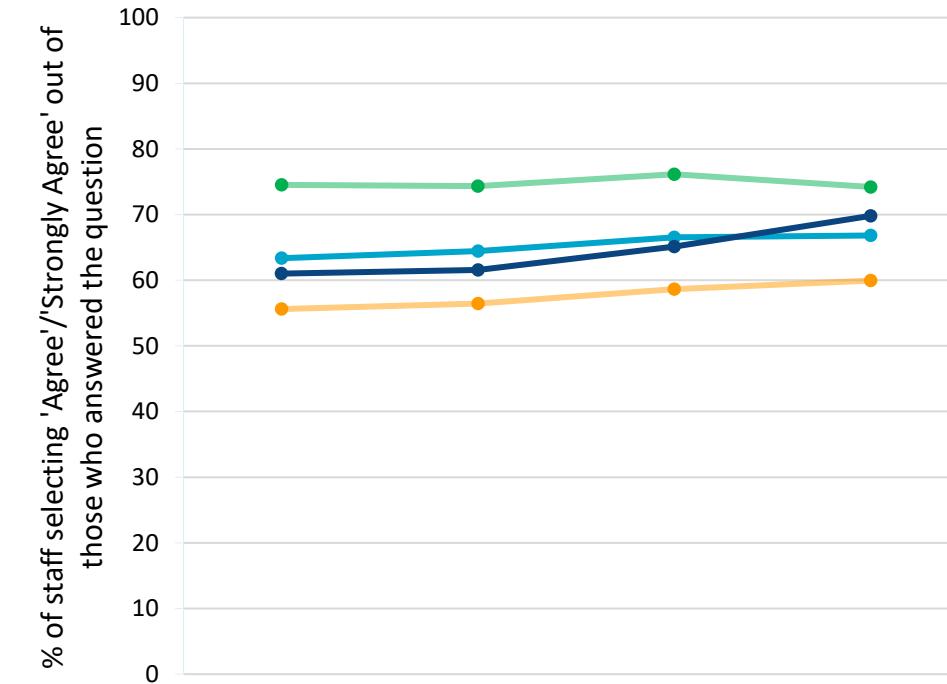


## Q9h My immediate manager cares about my concerns.



	2021	2022	2023	2024
Your org	66.71%	67.68%	70.39%	74.44%
Best result	76.96%	77.43%	78.61%	76.91%
Average result	67.18%	68.07%	69.37%	69.63%
Worst result	60.55%	60.33%	62.93%	63.29%
Responses	1819	1854	2249	2635

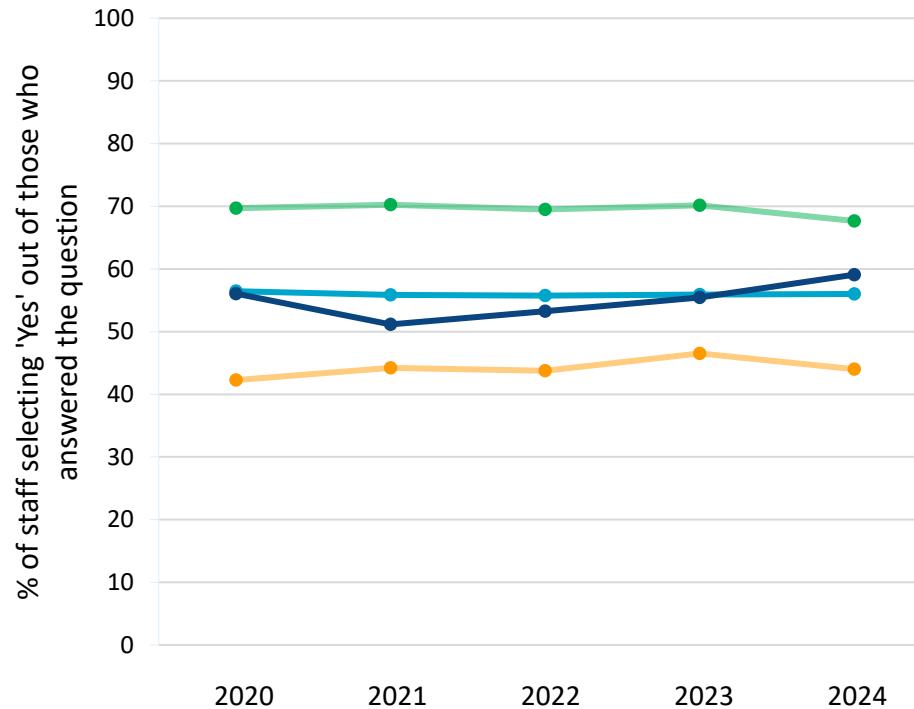
## Q9i My immediate manager takes effective action to help me with any problems I face.



	2021	2022	2023	2024
Your org	61.01%	61.55%	65.14%	69.81%
Best result	74.52%	74.33%	76.14%	74.21%
Average result	63.36%	64.45%	66.52%	66.81%
Worst result	55.61%	56.43%	58.64%	59.94%
Responses	1820	1852	2251	2626

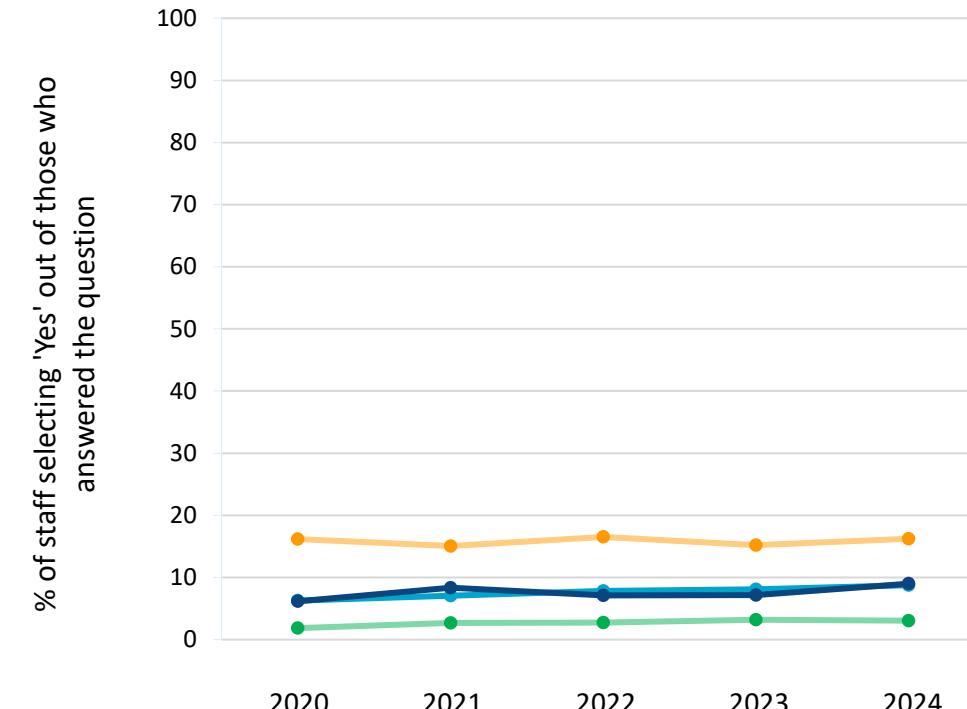


Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



	2020	2021	2022	2023	2024
Your org	56.06%	51.15%	53.25%	55.43%	59.09%
Best result	69.72%	70.24%	69.47%	70.15%	67.66%
Average result	56.45%	55.88%	55.75%	55.91%	56.02%
Worst result	42.27%	44.21%	43.77%	46.52%	43.99%
Responses	2005	1805	1842	2241	2607

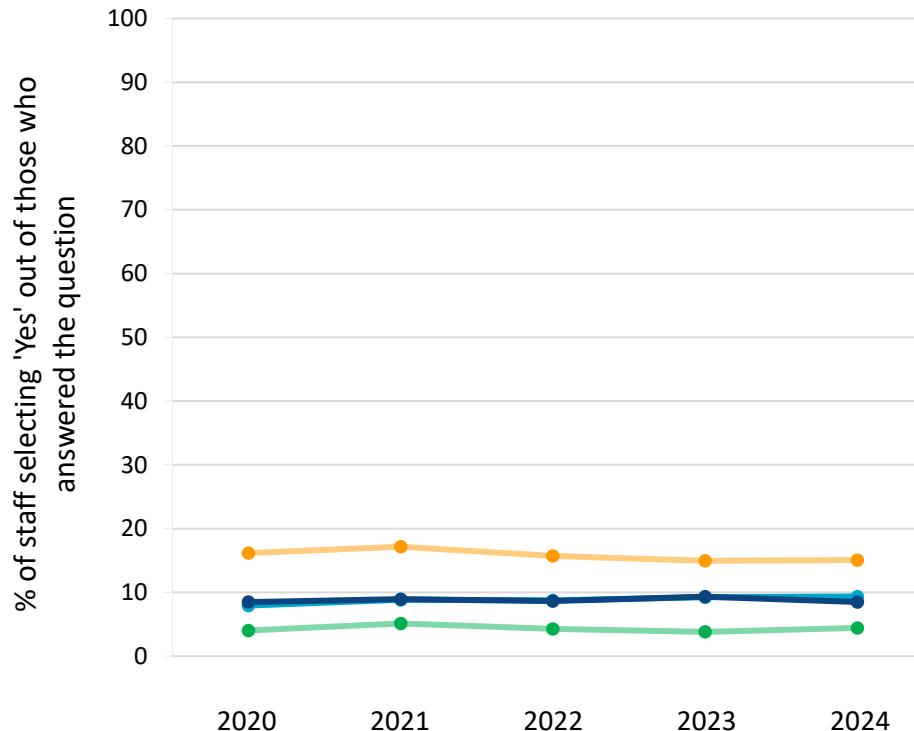
Q16a In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?



	2020	2021	2022	2023	2024
Your org	6.16%	8.36%	7.11%	7.18%	8.99%
Best result	1.84%	2.66%	2.71%	3.19%	3.03%
Average result	6.27%	7.07%	7.81%	8.09%	8.75%
Worst result	16.18%	15.05%	16.52%	15.20%	16.23%
Responses	2007	1816	1851	2246	2616

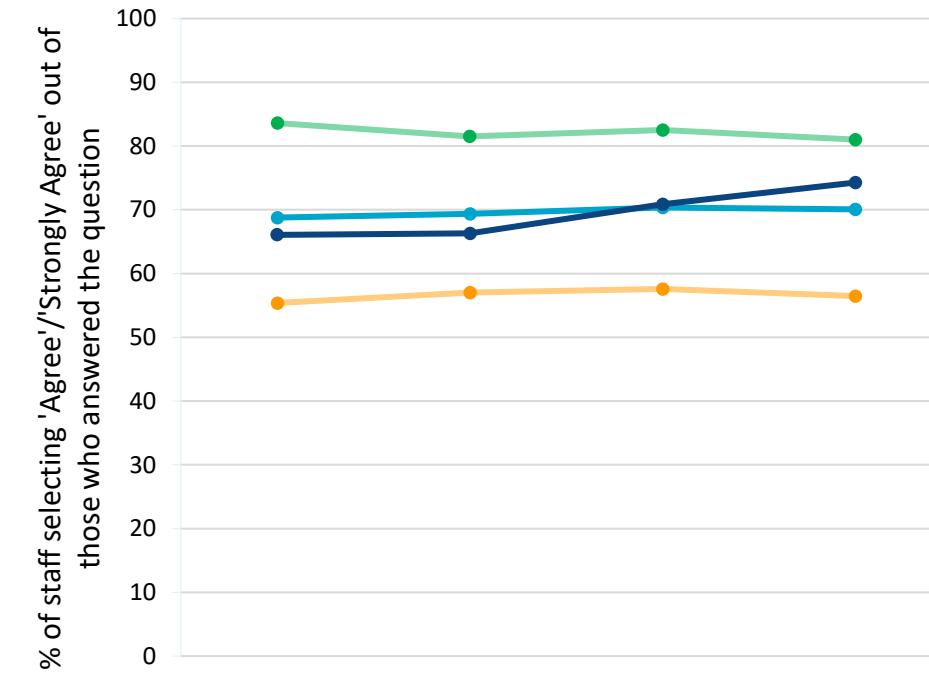


Q16b In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?



	2020	2021	2022	2023	2024
Your org	8.47%	8.93%	8.66%	9.32%	8.50%
Best result	4.04%	5.12%	4.25%	3.80%	4.44%
Average result	7.93%	8.82%	8.73%	9.24%	9.35%
Worst result	16.19%	17.16%	15.69%	14.95%	15.08%
Responses	2009	1809	1851	2231	2580

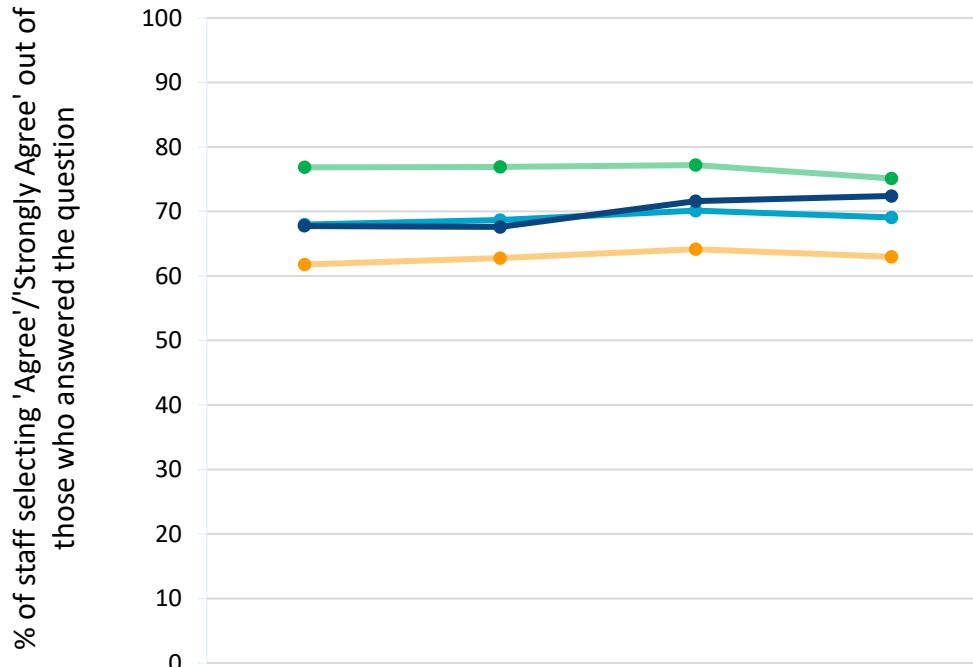
Q21 I think that my organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc).



	2021	2022	2023	2024
Your org	66.07%	66.29%	70.89%	74.28%
Best result	83.61%	81.51%	82.55%	81.02%
Average result	66.29%	69.37%	70.37%	70.07%
Worst result	55.39%	57.03%	57.59%	56.47%
Responses	1812	1853	2249	2636



Q7h I feel valued by my team.

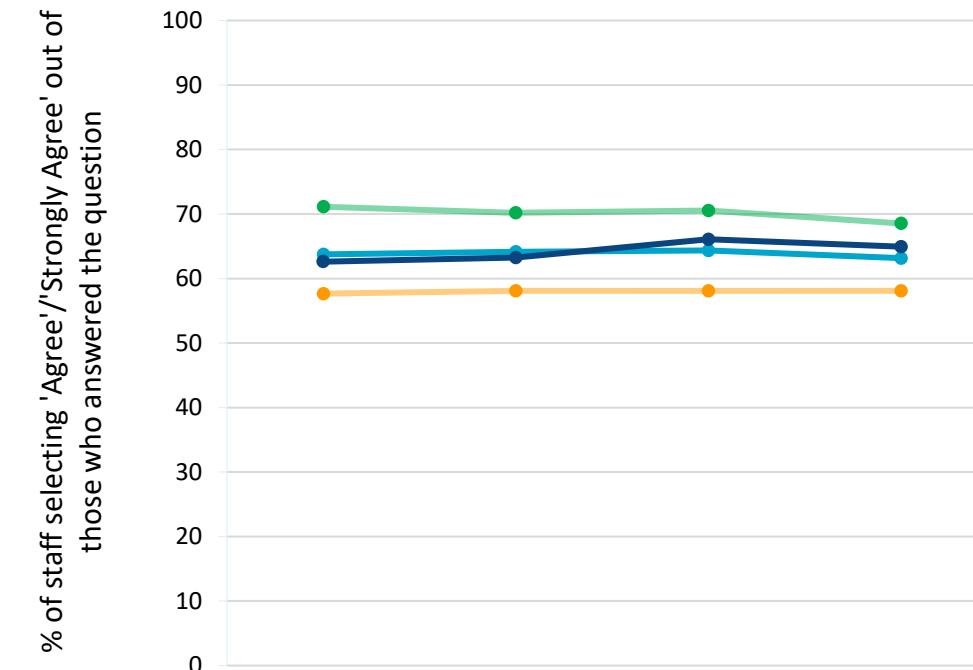


2021 2022 2023 2024

Your org	67.74%	67.60%	71.62%	72.41%
Best result	76.84%	76.89%	77.18%	75.12%
Average result	67.97%	68.69%	70.13%	69.09%
Worst result	61.78%	62.75%	64.15%	62.98%

Responses 1828 1858 2249 2636

Q7i I feel a strong personal attachment to my team.



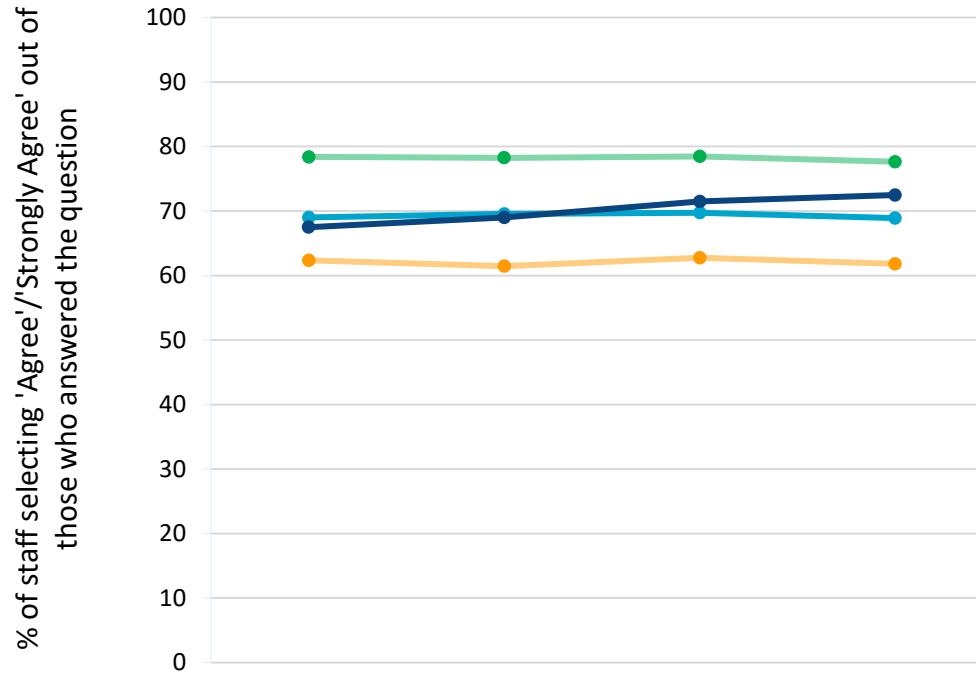
2021 2022 2023 2024

Your org	62.62%	63.24%	66.09%	64.93%
Best result	71.13%	70.18%	70.53%	68.54%
Average result	63.74%	64.17%	64.36%	63.16%
Worst result	57.66%	58.07%	58.09%	58.08%

Responses 1831 1856 2249 2637

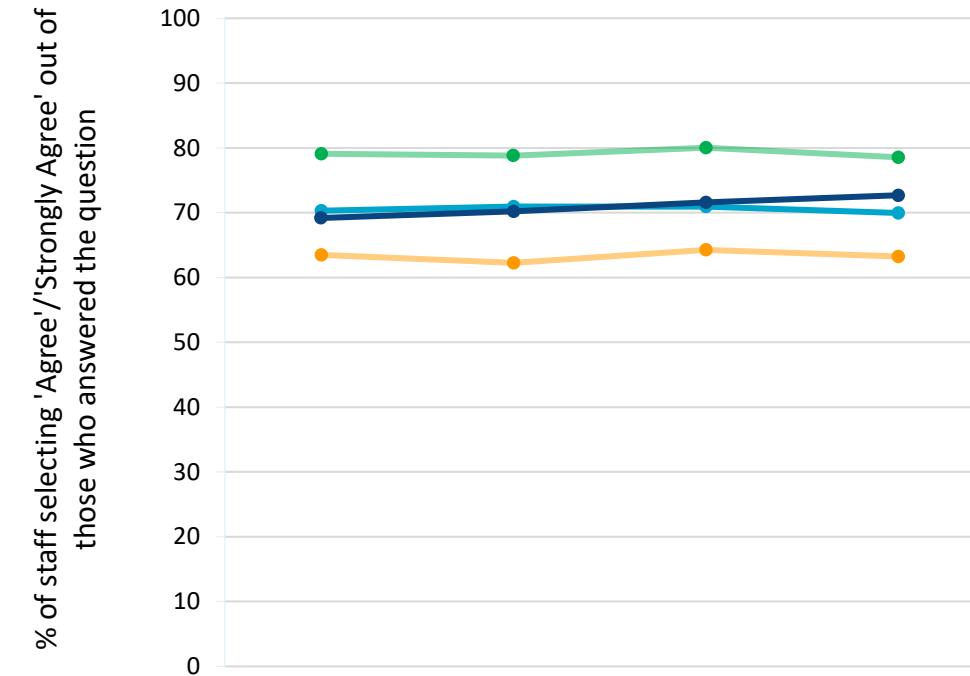


Q8b The people I work with are understanding and kind to one another.



	2021	2022	2023	2024
Your org	67.49%	68.99%	71.48%	72.49%
Best result	78.40%	78.25%	78.46%	77.64%
Average result	69.03%	69.56%	69.73%	68.91%
Worst result	62.36%	61.45%	62.76%	61.80%
Responses	1824	1858	2250	2636

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



	2021	2022	2023	2024
Your org	69.19%	70.21%	71.58%	72.70%
Best result	79.10%	78.82%	80.03%	78.56%
Average result	70.29%	70.94%	70.94%	69.96%
Worst result	63.49%	62.26%	64.26%	63.26%
Responses	1822	1856	2252	2636

## People Promise element – We are recognised and rewarded



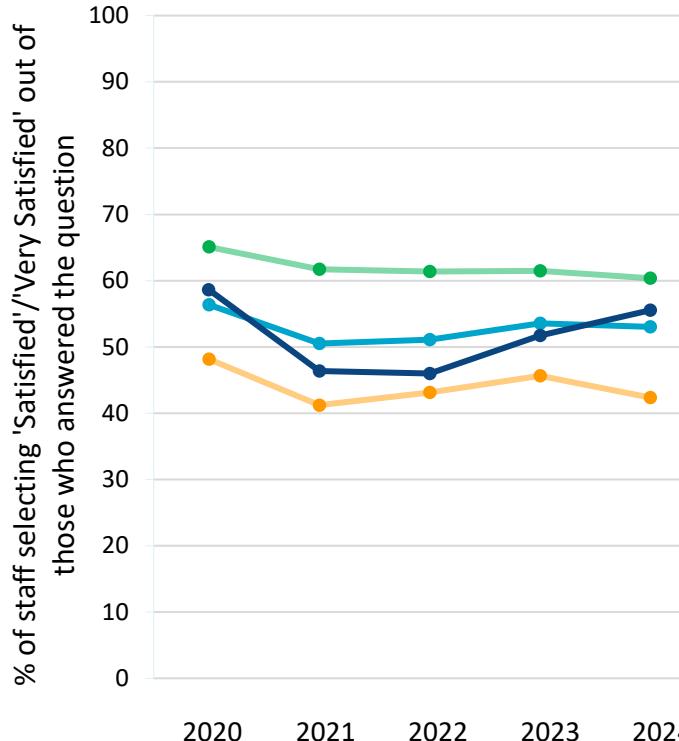
Questions included:  
Q4a, Q4b, Q4c, Q8d, Q9e



## People Promise elements and theme results – We are recognised and rewarded

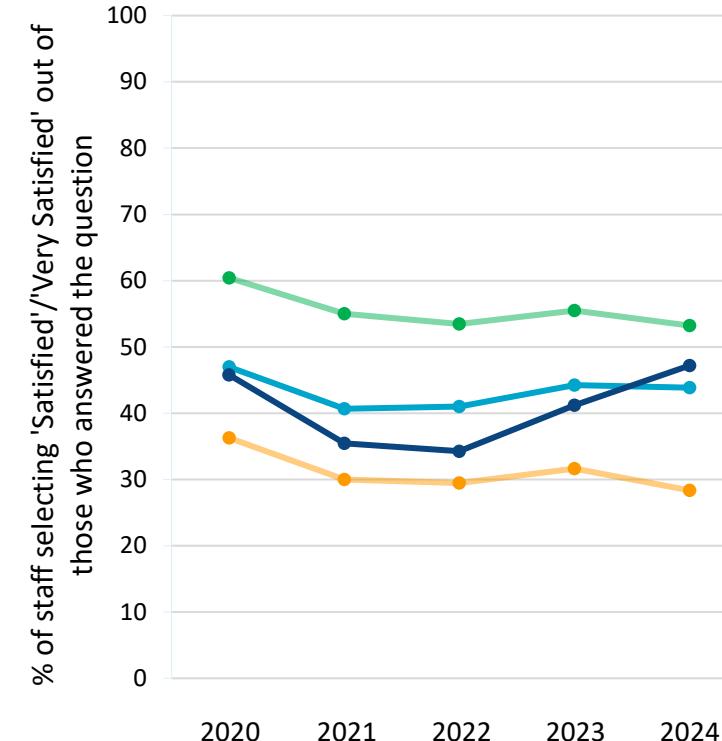


Q4a How satisfied are you with each of the following aspects of your job? The recognition I get for good work.



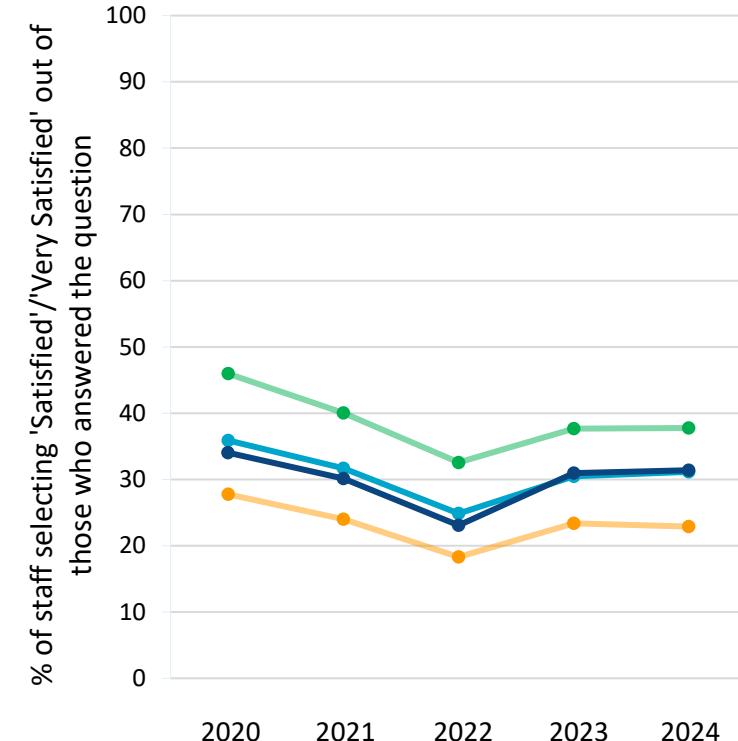
	2020	2021	2022	2023	2024
Your org	58.63%	46.35%	46.00%	51.72%	55.54%
Best result	65.08%	61.71%	61.38%	61.48%	60.37%
Average result	56.37%	50.52%	51.09%	53.56%	53.02%
Worst result	48.16%	41.22%	43.12%	45.65%	42.37%
Responses	2035	1851	1854	2250	2636

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



	2020	2021	2022	2023	2024
Your org	45.78%	35.47%	34.27%	41.20%	47.20%
Best result	60.42%	55.03%	53.46%	55.50%	53.22%
Average result	46.97%	40.67%	41.03%	44.23%	43.88%
Worst result	36.28%	29.99%	29.44%	31.65%	28.35%
Responses	2032	1849	1849	2251	2633

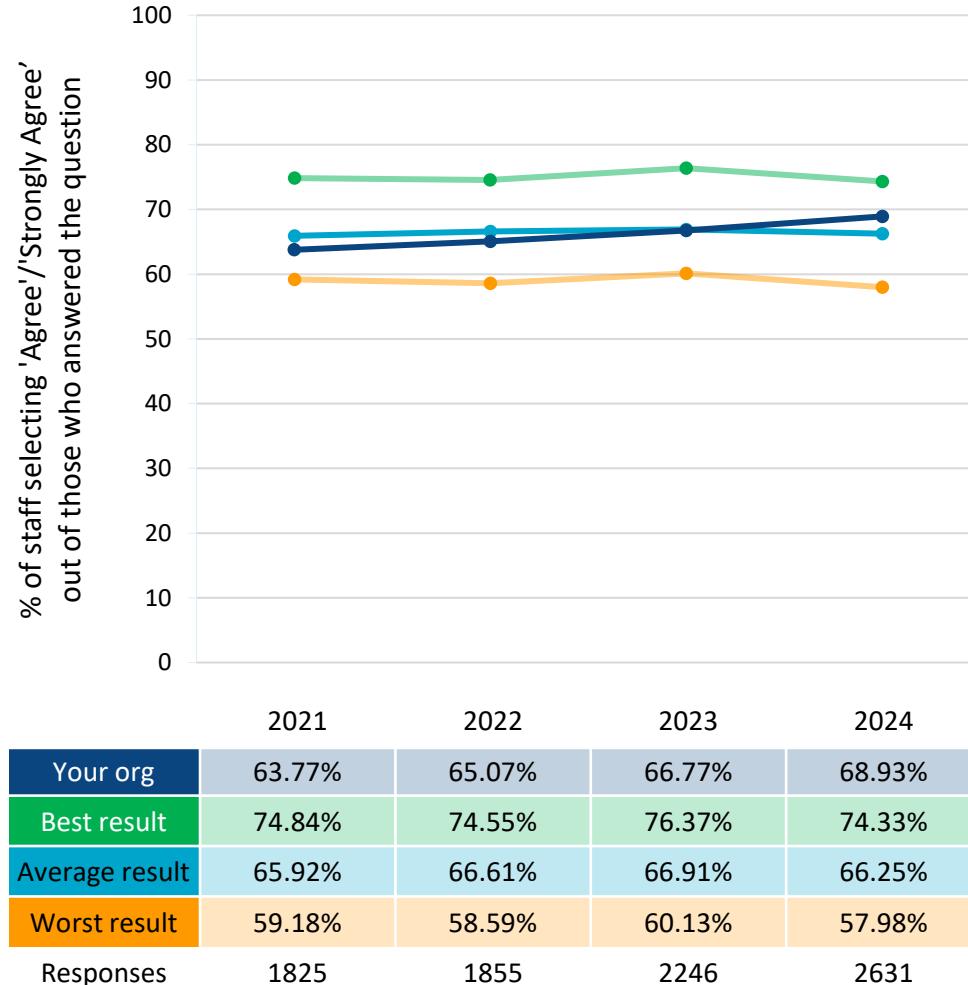
Q4c How satisfied are you with each of the following aspects of your job? My level of pay.



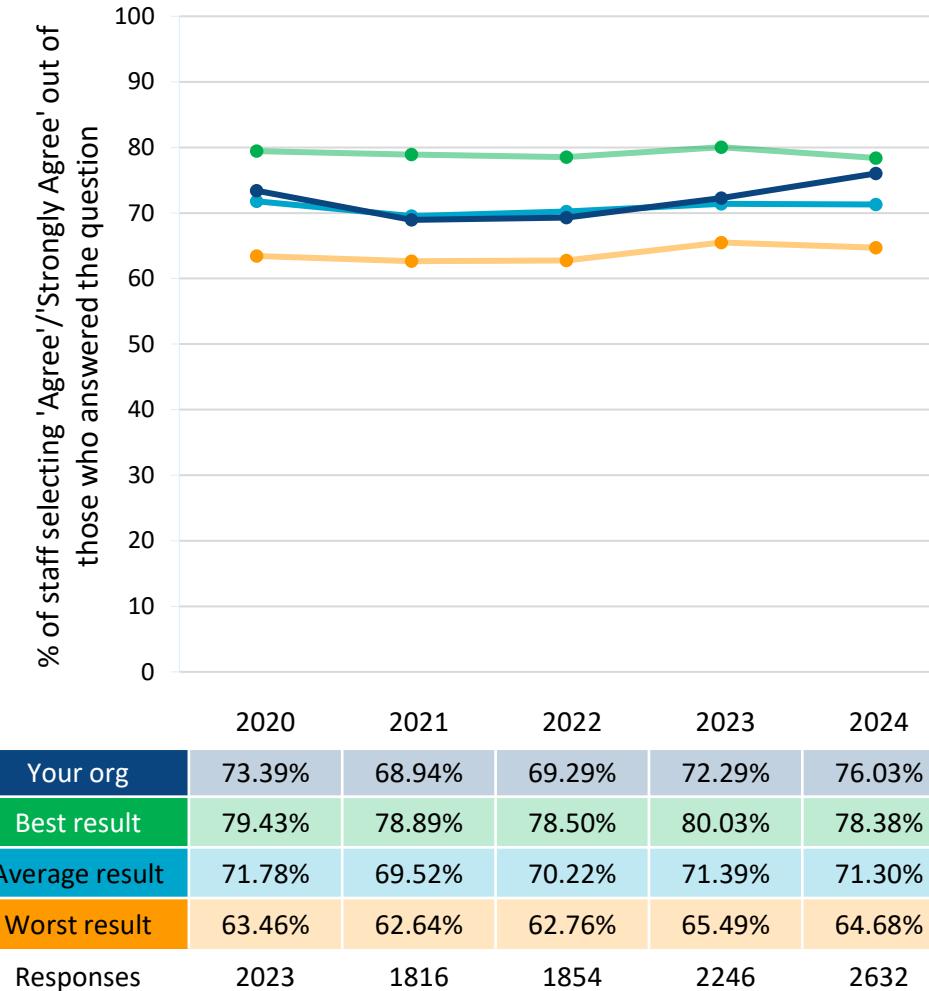
	2020	2021	2022	2023	2024
Your org	34.04%	30.17%	23.08%	30.96%	31.40%
Best result	45.96%	40.04%	32.58%	37.69%	37.76%
Average result	35.89%	31.69%	24.87%	30.49%	31.14%
Worst result	27.76%	23.99%	18.31%	23.36%	22.92%
Responses	2033	1853	1853	2249	2635



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



Q9e My immediate manager values my work.



## People Promise element – We each have a voice that counts



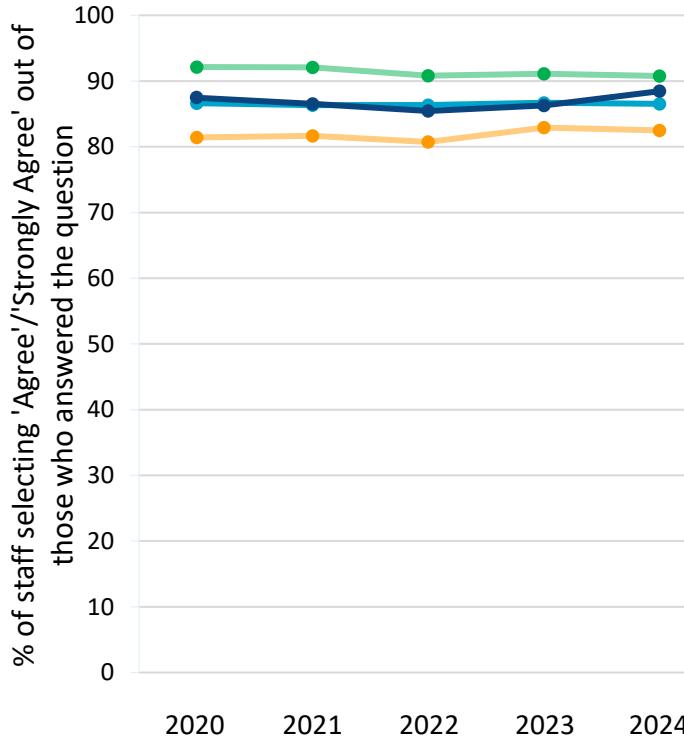
Questions included:

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

Raising concerns – Q20a, Q20b, Q25e, Q25f

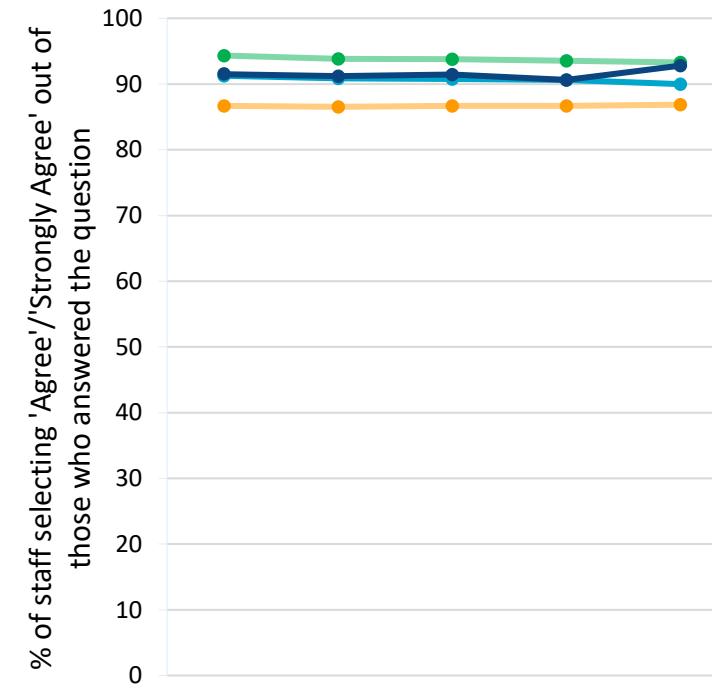


Q3a I always know what my work responsibilities are.



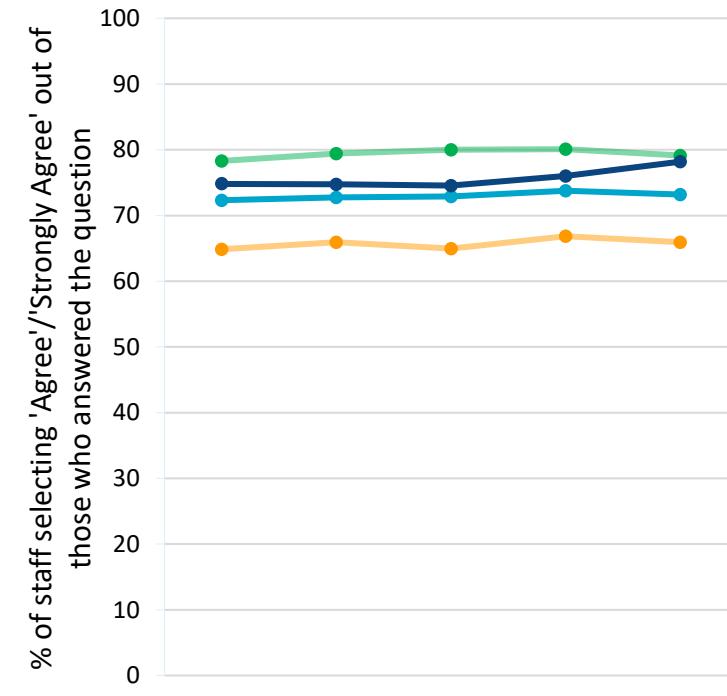
Responses	2051	1854	1853	2255	2639
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Q3b I am trusted to do my job.



Responses	2047	1854	1855	2248	2636
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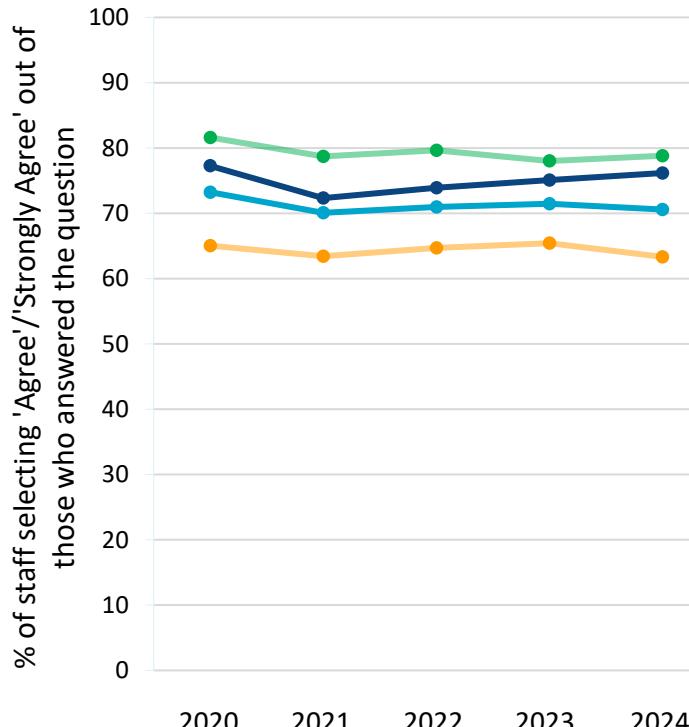
Q3c There are frequent opportunities for me to show initiative in my role.



Responses	2041	1856	1855	2244	2635
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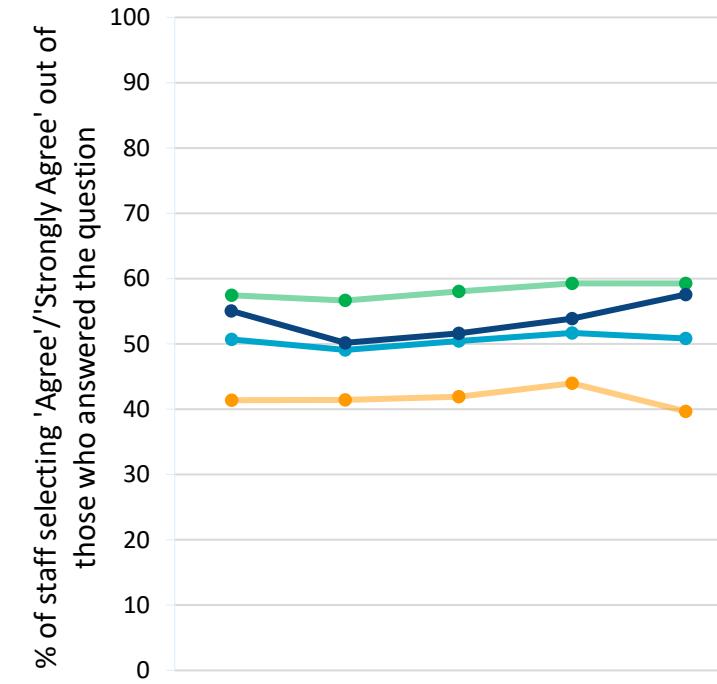


Q3d I am able to make suggestions to improve the work of my team / department.



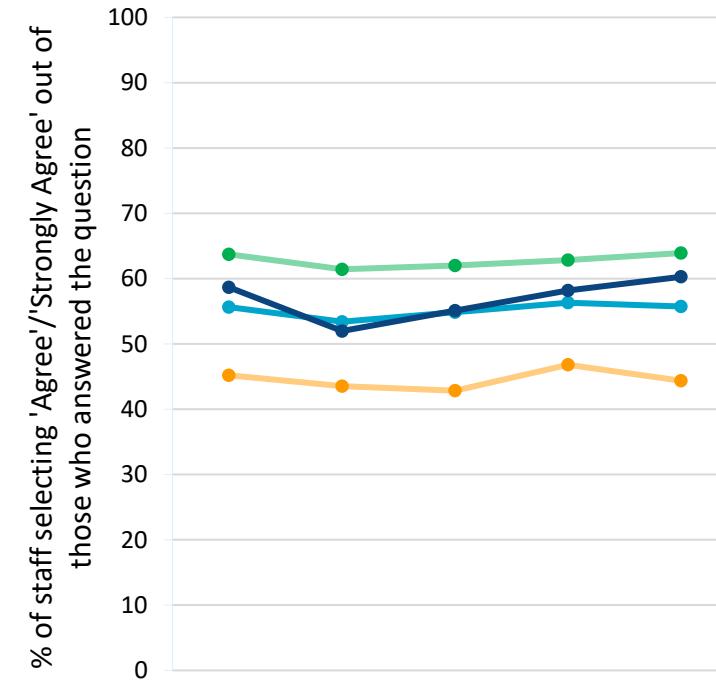
	2020	2021	2022	2023	2024
Your org	77.26%	72.33%	73.89%	75.11%	76.15%
Best result	81.61%	78.70%	79.64%	78.01%	78.83%
Average result	73.23%	70.08%	70.96%	71.46%	70.60%
Worst result	65.06%	63.41%	64.71%	65.42%	63.34%
Responses	2041	1851	1854	2246	2634

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



	2020	2021	2022	2023	2024
Your org	55.02%	50.17%	51.61%	53.89%	57.57%
Best result	57.43%	56.64%	58.05%	59.27%	59.25%
Average result	50.68%	49.08%	50.44%	51.68%	50.81%
Worst result	41.35%	41.40%	41.91%	43.96%	39.67%
Responses	2039	1851	1858	2249	2637

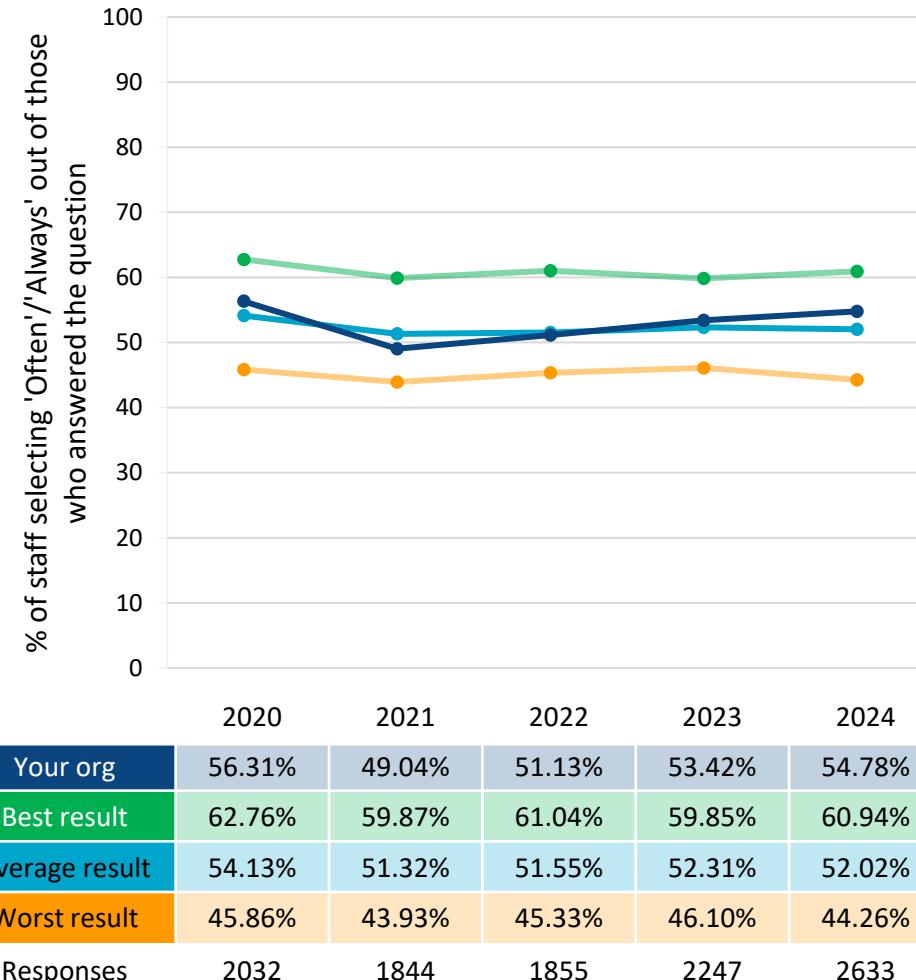
Q3f I am able to make improvements happen in my area of work.



	2020	2021	2022	2023	2024
Your org	58.65%	51.98%	55.08%	58.18%	60.28%
Best result	63.70%	61.43%	61.98%	62.83%	63.91%
Average result	55.64%	53.40%	54.86%	56.31%	55.73%
Worst result	45.19%	43.51%	42.83%	46.80%	44.36%
Responses	2032	1845	1856	2245	2633

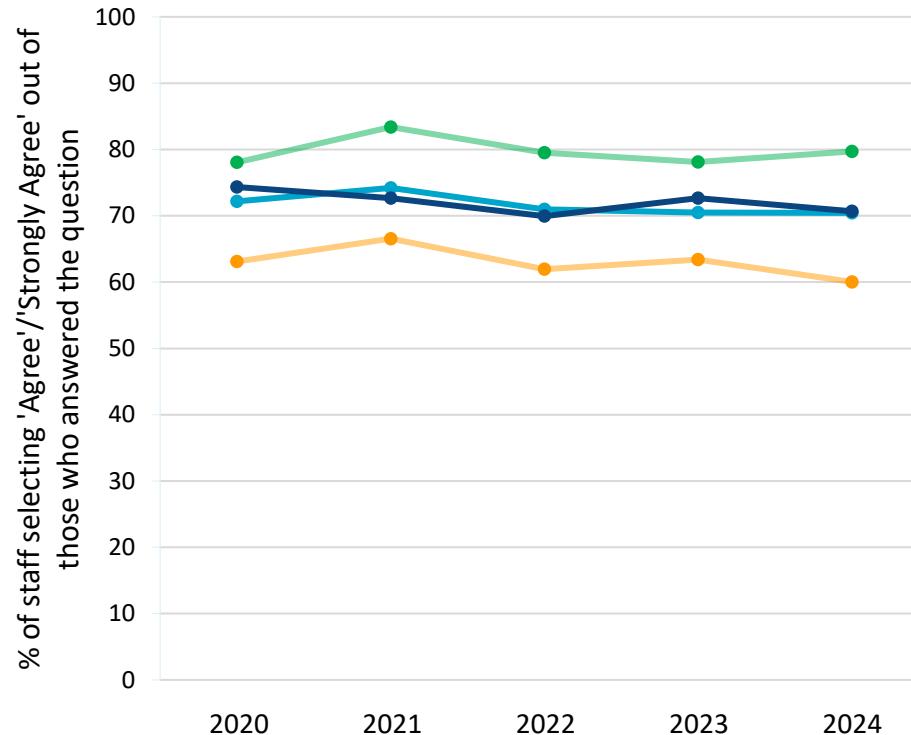


Q5b I have a choice in deciding how to do my work.





Q20a I would feel secure raising concerns about unsafe clinical practice.

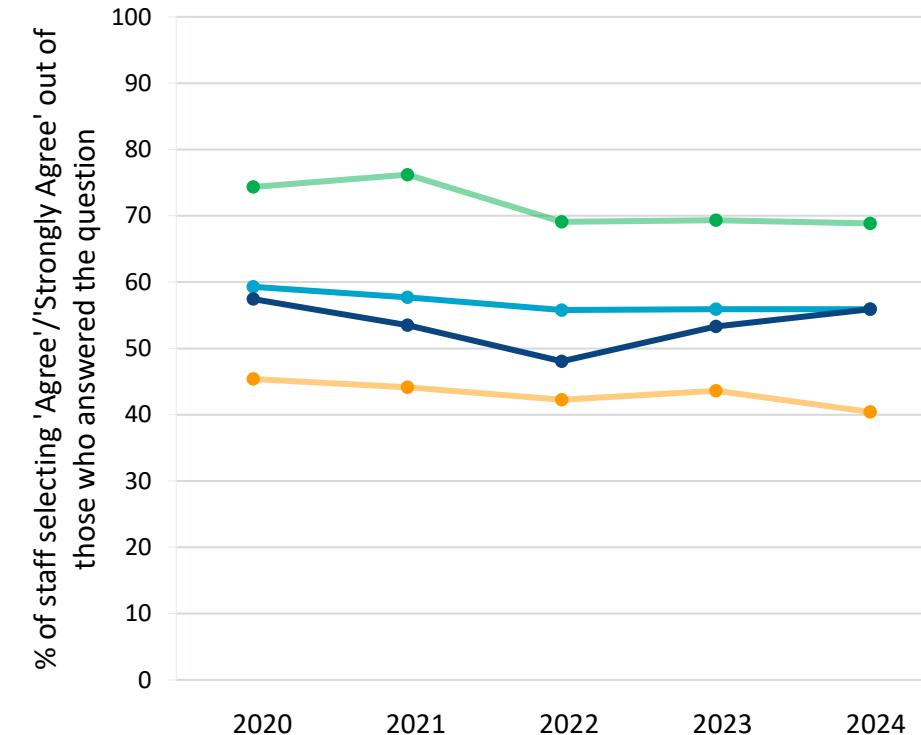


	2020	2021	2022	2023	2024
Your org	74.34%	72.68%	69.95%	72.66%	70.68%
Best result	78.06%	83.39%	79.51%	78.11%	79.71%
Average result	72.16%	74.20%	70.96%	70.47%	70.44%
Worst result	63.08%	66.55%	61.96%	63.38%	60.03%

Responses

1997 1809 1851 2248 2629

Q20b I am confident that my organisation would address my concern.



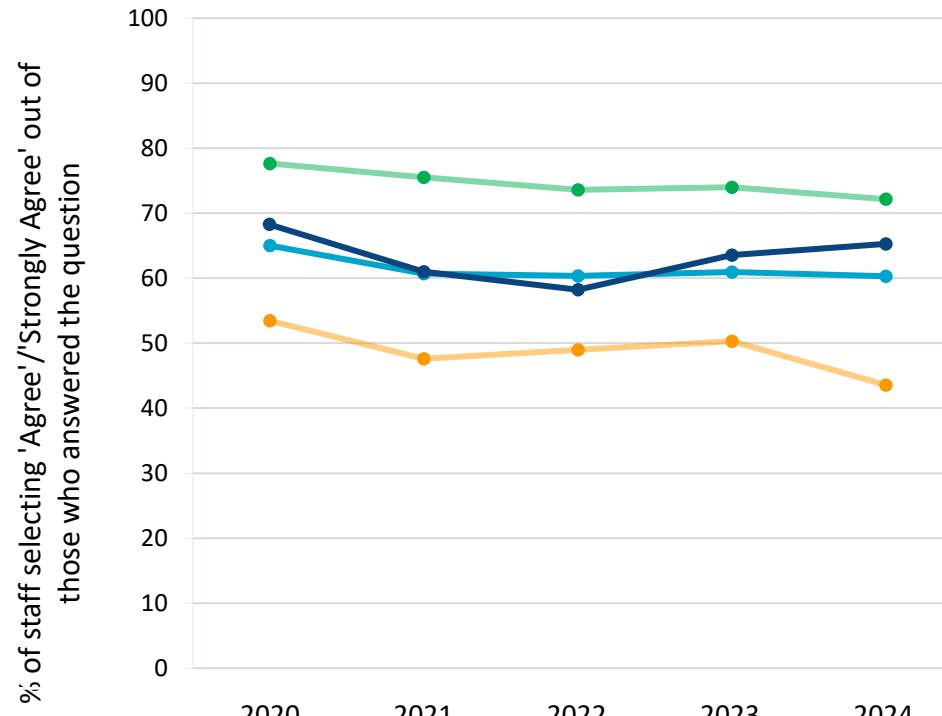
	2020	2021	2022	2023	2024
Your org	57.43%	53.51%	48.06%	53.32%	55.91%
Best result	74.37%	76.20%	69.10%	69.35%	68.85%
Average result	59.29%	57.68%	55.79%	55.93%	55.91%
Worst result	45.38%	44.13%	42.28%	43.61%	40.42%

Responses

1998 1803 1849 2243 2625

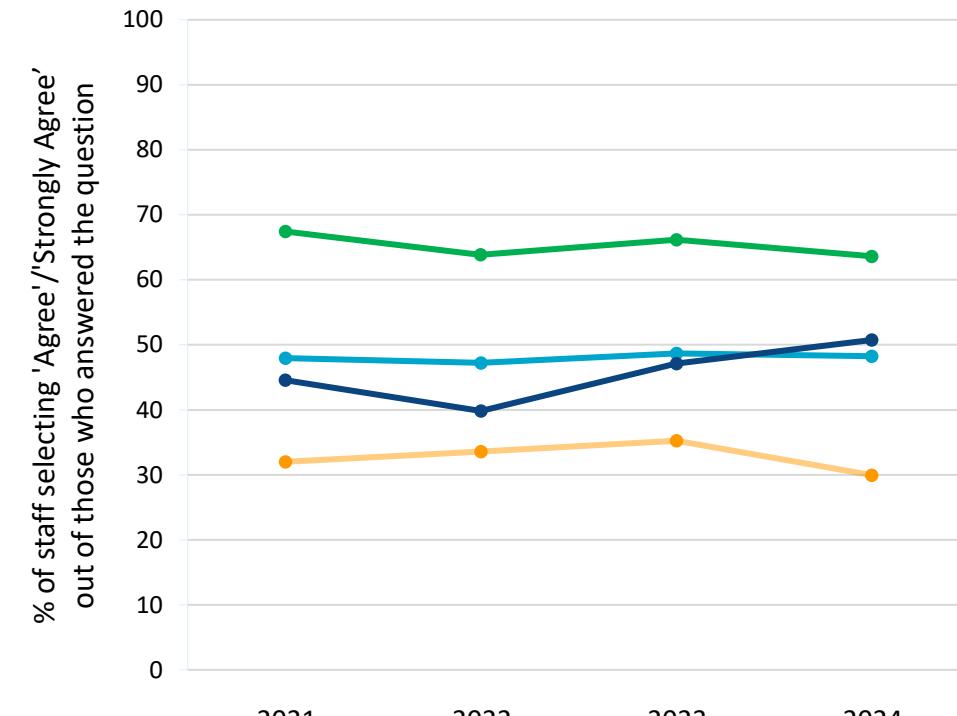


Q25e I feel safe to speak up about anything that concerns me in this organisation.



	2020	2021	2022	2023	2024
Your org	68.24%	61.00%	58.22%	63.57%	65.29%
Best result	77.65%	75.50%	73.58%	74.00%	72.15%
Average result	65.01%	60.68%	60.37%	60.93%	60.29%
Worst result	53.44%	47.61%	48.97%	50.33%	43.56%
Responses	1999	1799	1849	2242	2624

Q25f If I spoke up about something that concerned me I am confident my organisation would address my concern.



	2021	2022	2023	2024
Your org	44.55%	39.82%	47.12%	50.74%
Best result	67.43%	63.83%	66.16%	63.63%
Average result	47.94%	47.23%	48.67%	48.23%
Worst result	32.01%	33.59%	35.24%	29.95%
Responses	1801	1850	2239	2623

## 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

Other questions: \* Q17a, Q17b, Q22

\*Q17a, Q17b and Q22 do not contribute to the calculation of any scores or sub-scores.

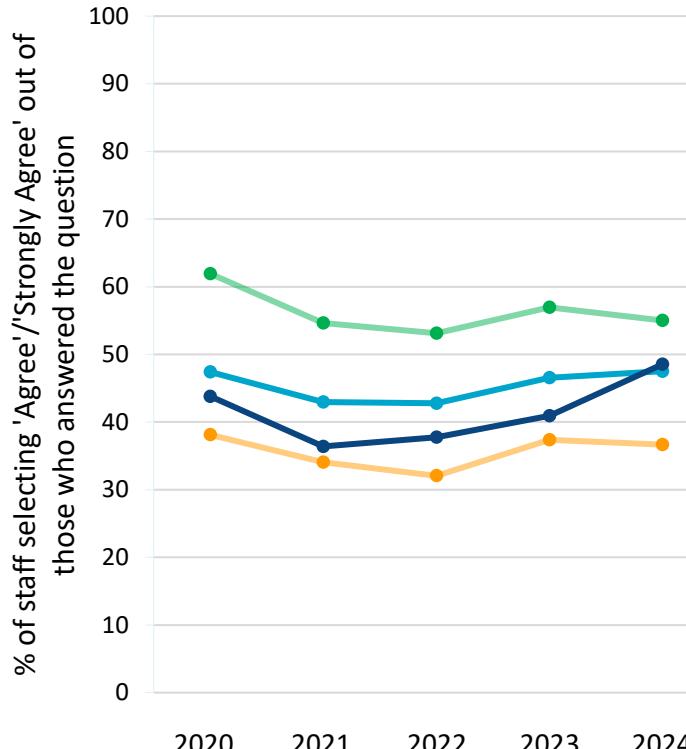
Note: where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



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

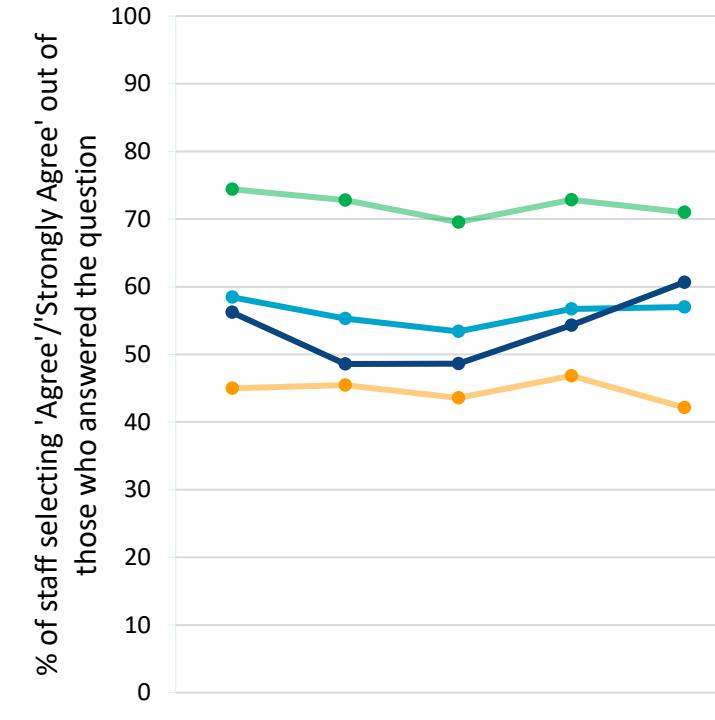


Q3g I am able to meet all the conflicting demands on my time at work.



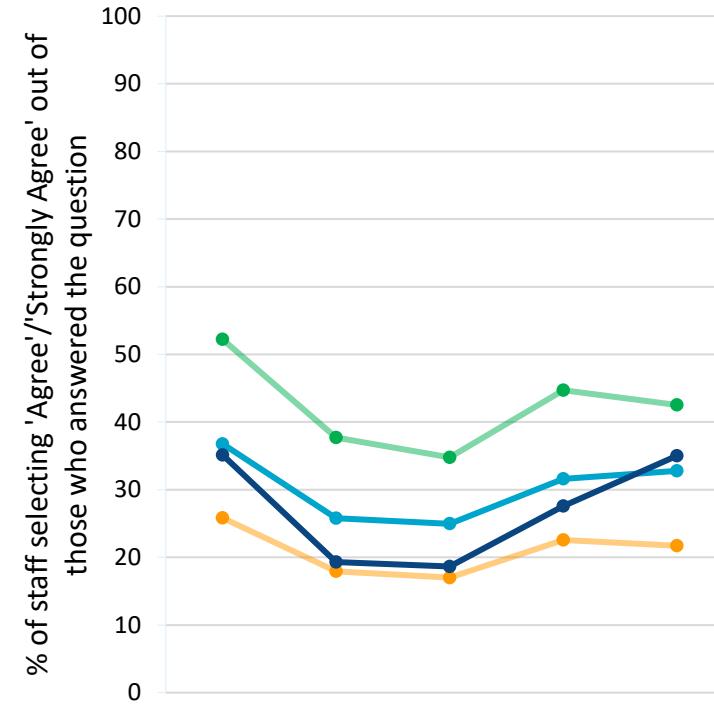
Responses	2035	1850	1853	2245	2625
Your org	43.80%	36.39%	37.76%	40.90%	48.53%
Best result	61.92%	54.62%	53.13%	56.95%	55.01%
Average result	47.39%	42.96%	42.78%	46.56%	47.51%
Worst result	38.11%	34.06%	32.05%	37.35%	36.68%

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



Responses	2033	1849	1852	2242	2631
Your org	56.20%	48.58%	48.62%	54.28%	60.66%
Best result	74.41%	72.78%	69.54%	72.83%	70.99%
Average result	58.44%	55.30%	53.39%	56.69%	57.00%
Worst result	44.99%	45.47%	43.54%	46.82%	42.14%

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



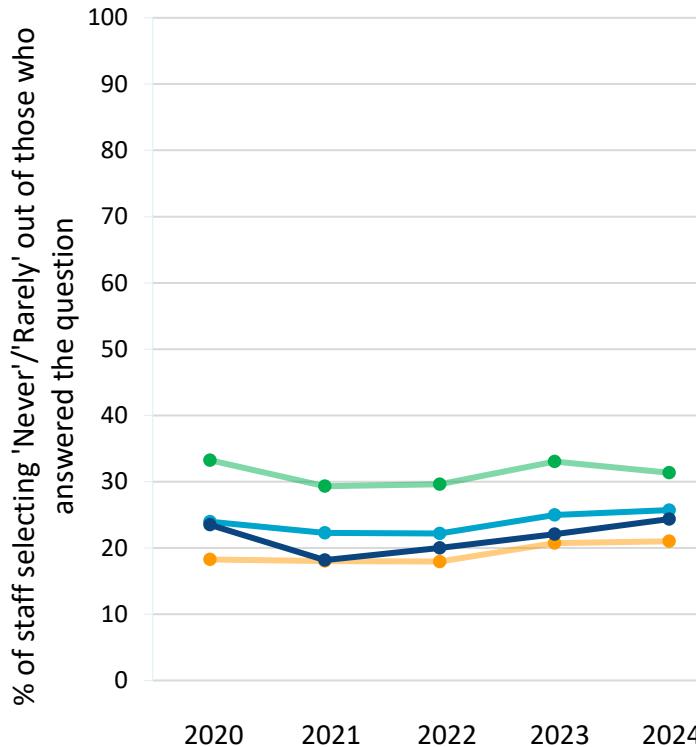
Responses	2034	1855	1855	2248	2634
Your org	35.13%	19.32%	18.65%	27.57%	34.99%
Best result	52.21%	37.72%	34.78%	44.71%	42.52%
Average result	36.76%	25.80%	24.95%	31.62%	32.77%
Worst result	25.83%	17.92%	17.00%	22.55%	21.73%



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



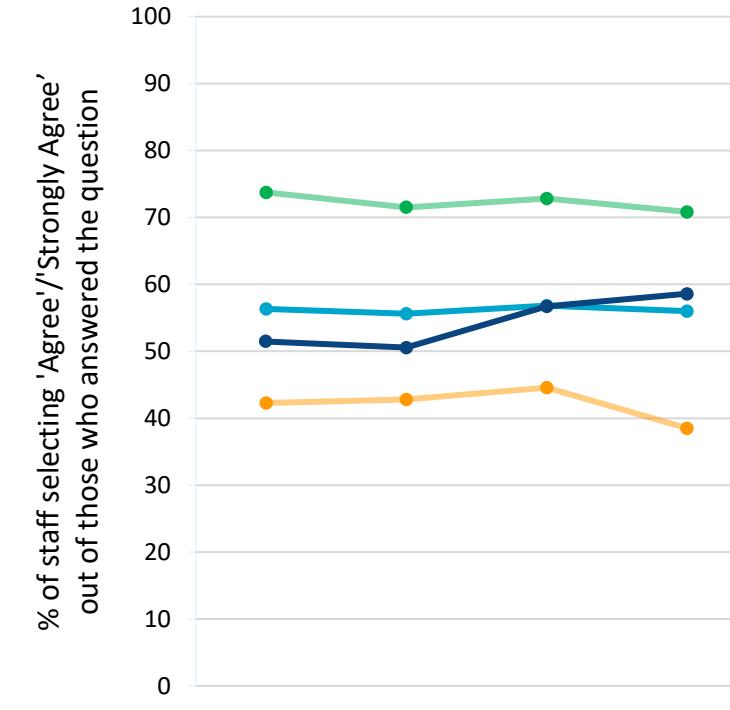
Q5a I have unrealistic time pressures.



	Responses	2020	2021	2022	2023	2024
Your org	2035	23.49%	18.16%	20.01%	22.08%	24.36%
Best result	1840	33.24%	29.31%	29.61%	33.04%	31.37%
Average result	1852	23.97%	22.27%	22.18%	24.95%	25.71%
Worst result	2246	18.24%	18.00%	17.94%	20.72%	21.01%
	Responses	2633				

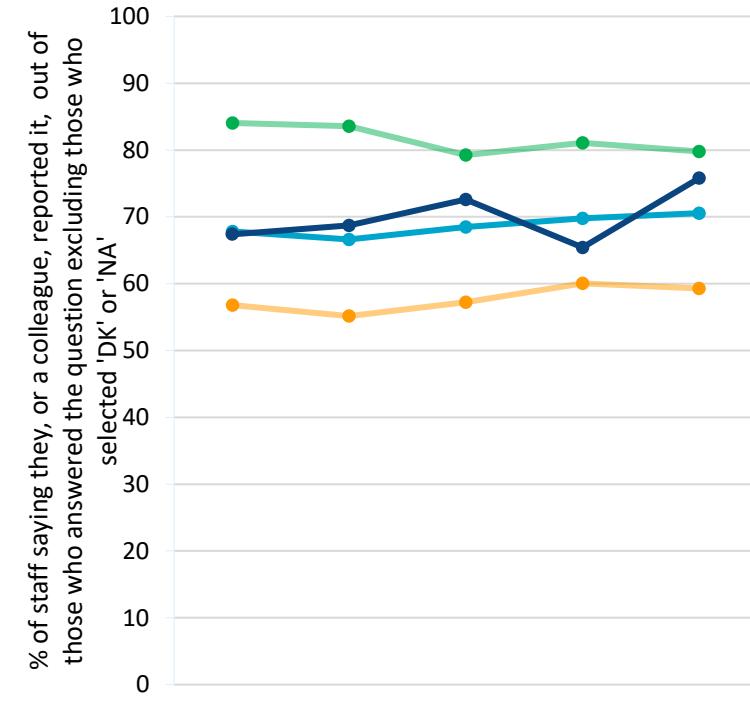
Note: 2023 results for Q13d are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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



	Responses	2021	2022	2023	2024
Your org	1799	51.48%	50.56%	56.71%	58.60%
Best result	1828	73.75%	71.50%	72.81%	70.84%
Average result	2248	56.34%	55.62%	56.82%	55.99%
Worst result	2634	42.28%	42.82%	44.58%	38.51%

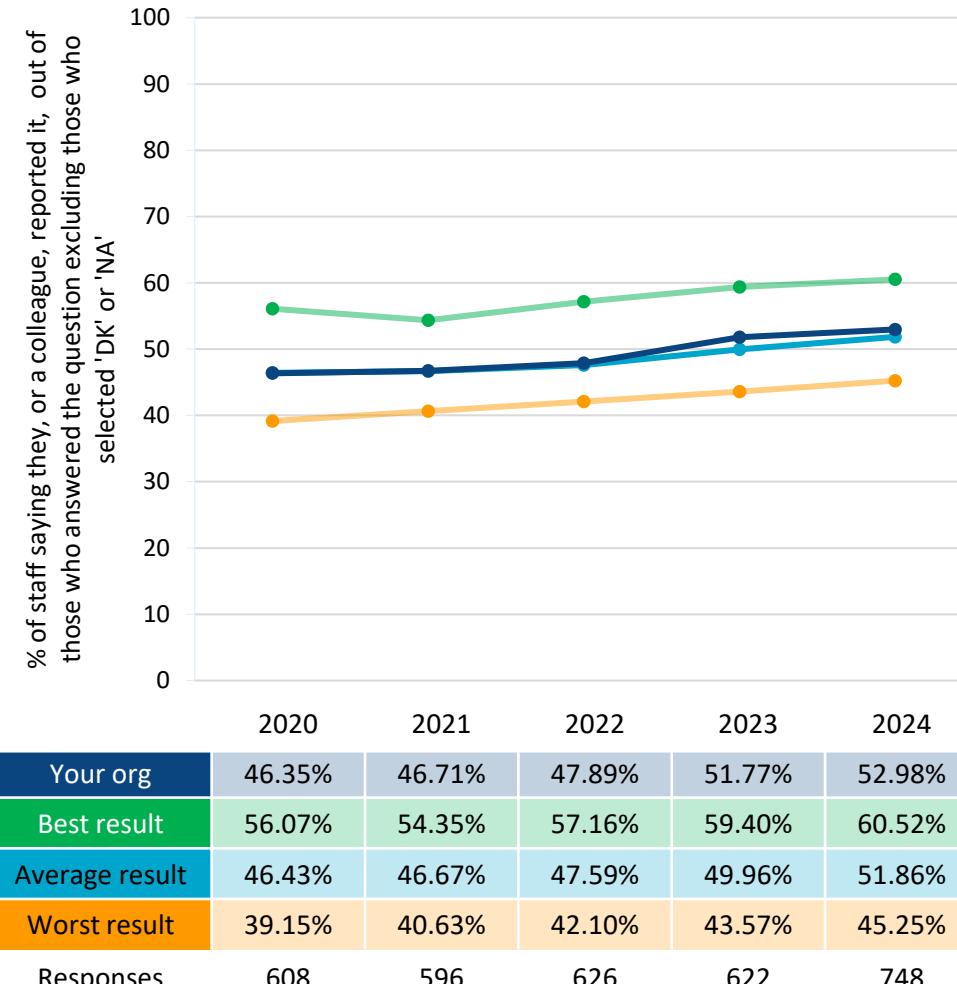
Q13d The last time you experienced physical violence at work, did you or a colleague report it?



	Responses	2020	2021	2022	2023	2024
Your org	227	67.38%	68.70%	72.59%	65.42%	75.79%
Best result	189	84.05%	83.58%	79.24%	81.08%	79.79%
Average result	221	67.83%	66.62%	68.47%	69.78%	70.55%
Worst result	220	56.80%	55.15%	57.22%	60.04%	59.28%
	Responses	345				



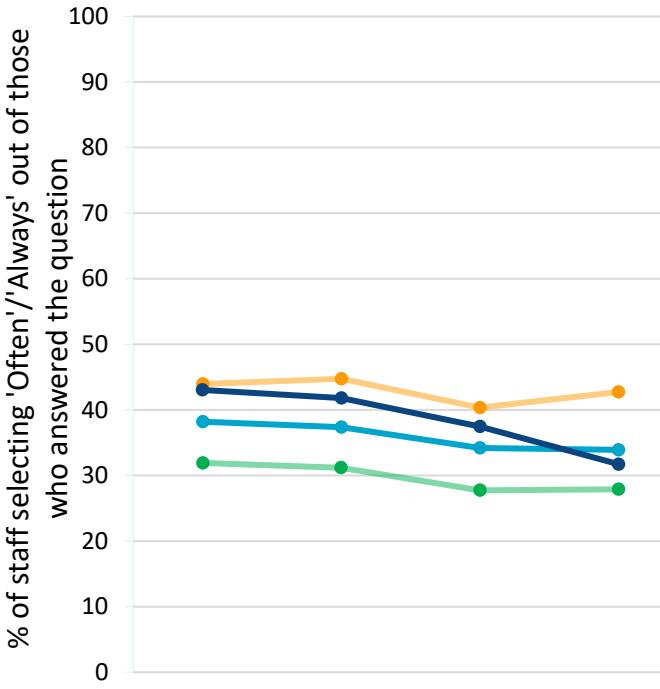
Q14d The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?



Note: 2023 results for Q14d are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

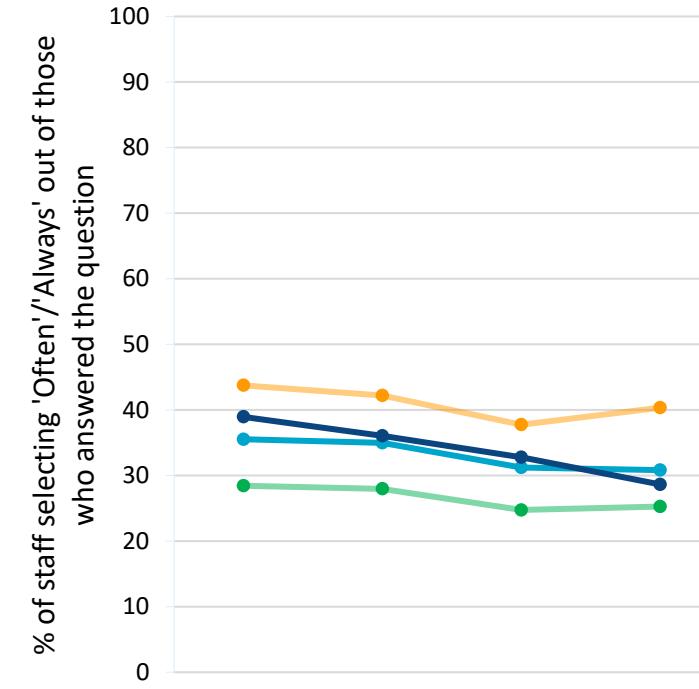


Q12a How often, if at all, do you find your work emotionally exhausting?



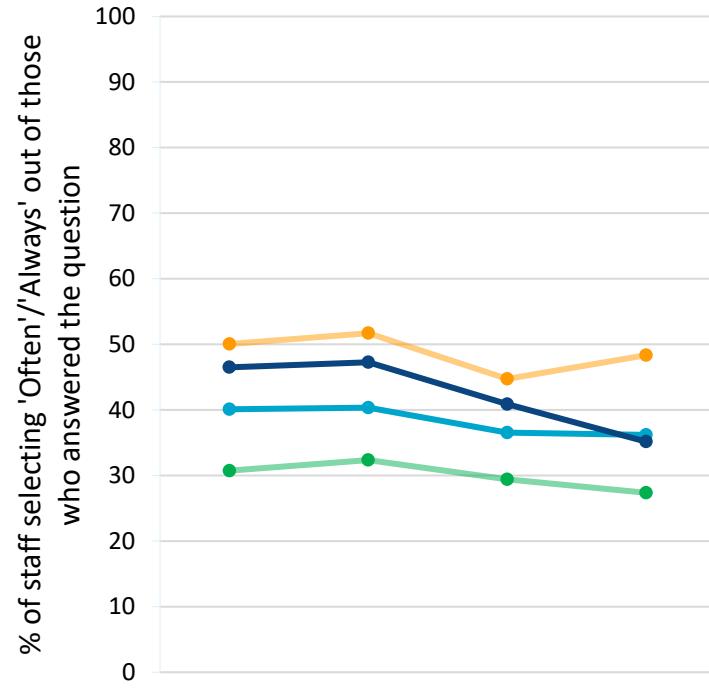
	2021	2022	2023	2024
Your org	43.04%	41.80%	37.48%	31.72%
Best result	31.92%	31.18%	27.73%	27.88%
Average result	38.20%	37.36%	34.20%	33.91%
Worst result	43.97%	44.75%	40.35%	42.73%
Responses	1820	1856	2256	2637

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



	2021	2022	2023	2024
Your org	38.93%	36.06%	32.78%	28.64%
Best result	28.44%	27.95%	24.74%	25.24%
Average result	35.52%	34.98%	31.20%	30.82%
Worst result	43.74%	42.19%	37.74%	40.36%
Responses	1815	1852	2253	2630

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



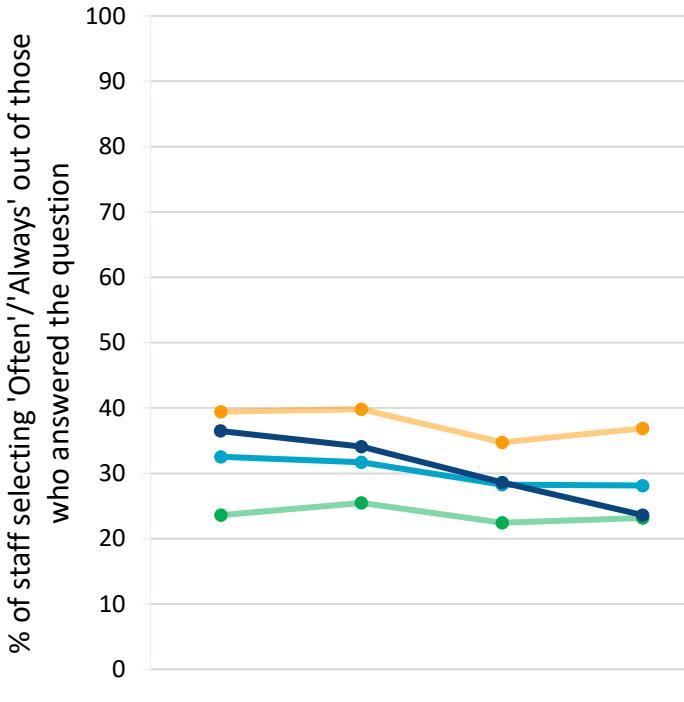
	2021	2022	2023	2024
Your org	46.51%	47.26%	40.86%	35.16%
Best result	30.74%	32.35%	29.40%	27.37%
Average result	40.11%	40.35%	36.52%	36.19%
Worst result	50.04%	51.70%	44.72%	48.33%
Responses	1818	1848	2253	2632



## People Promise elements and theme results – We are safe and healthy: Burnout

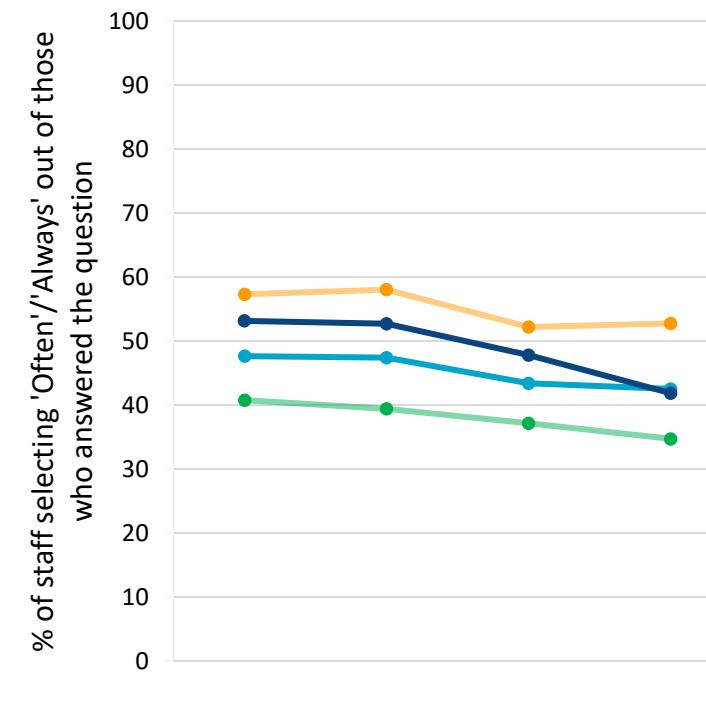


Q12d How often, if at all, are you exhausted at the thought of another day/shift at work?



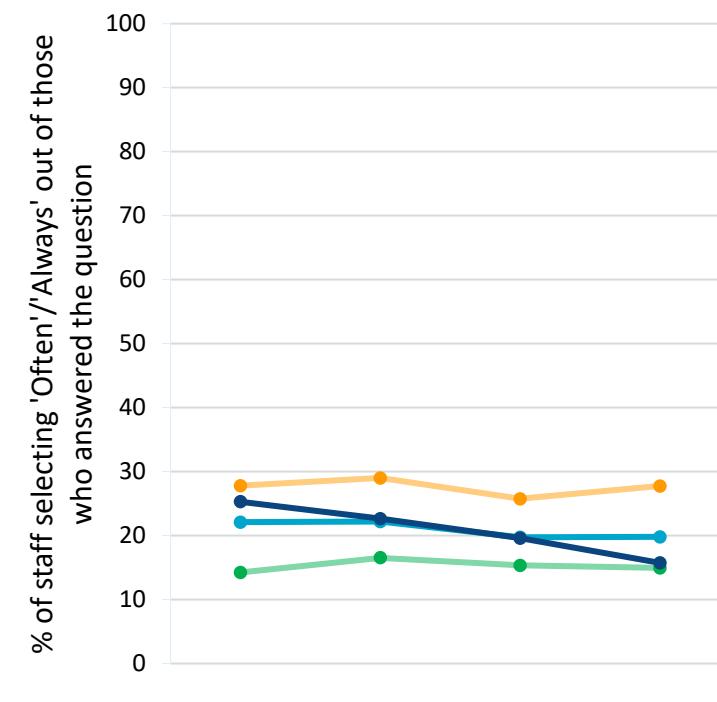
	2021	2022	2023	2024
Your org	36.47%	34.07%	28.62%	23.60%
Best result	23.59%	25.47%	22.44%	23.17%
Average result	32.54%	31.71%	28.26%	28.13%
Worst result	39.44%	39.81%	34.74%	36.90%
Responses	1814	1849	2256	2632

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



	2021	2022	2023	2024
Your org	53.13%	52.71%	47.79%	41.84%
Best result	40.75%	39.38%	37.14%	34.71%
Average result	47.62%	47.37%	43.37%	42.50%
Worst result	57.28%	58.02%	52.18%	52.73%
Responses	1817	1851	2249	2634

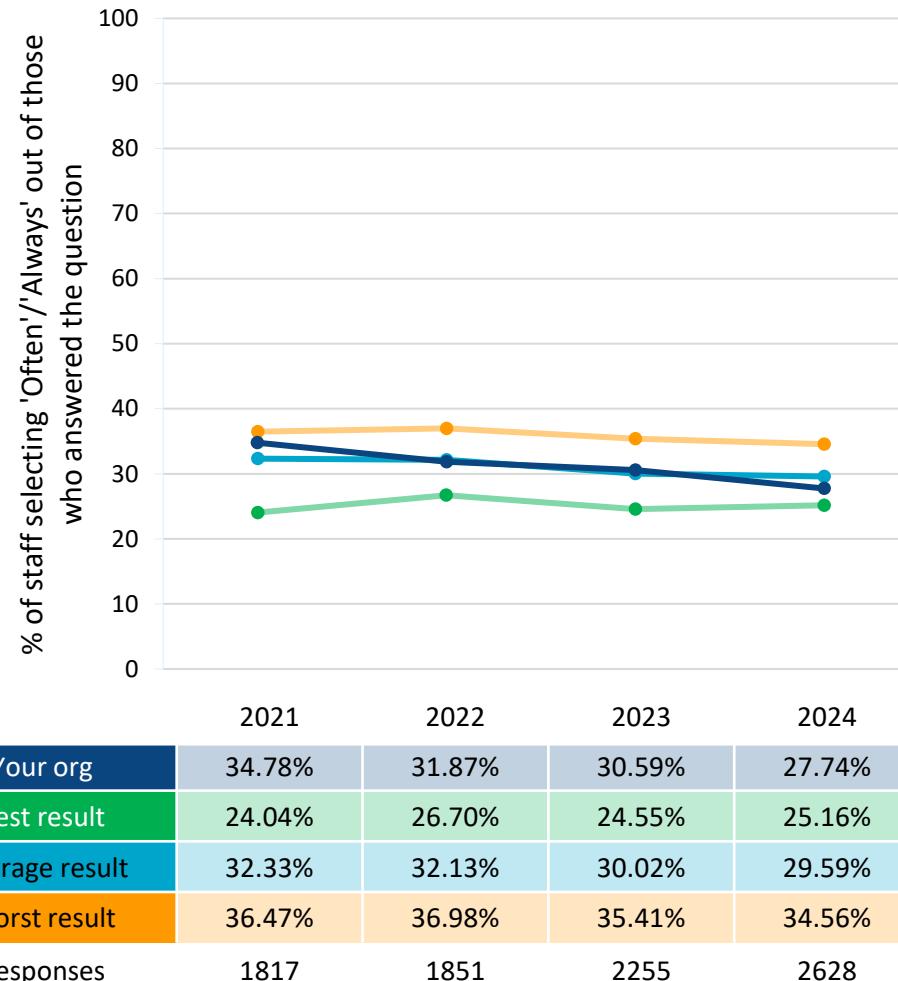
Q12f How often, if at all, do you feel that every working hour is tiring for you?



	2021	2022	2023	2024
Your org	25.27%	22.64%	19.60%	15.73%
Best result	14.24%	16.50%	15.36%	14.94%
Average result	22.12%	22.19%	19.73%	19.80%
Worst result	27.81%	29.01%	25.76%	27.74%
Responses	1817	1851	2253	2633



Q12g How often, if at all, do you not have enough energy  
for family and friends during leisure time?

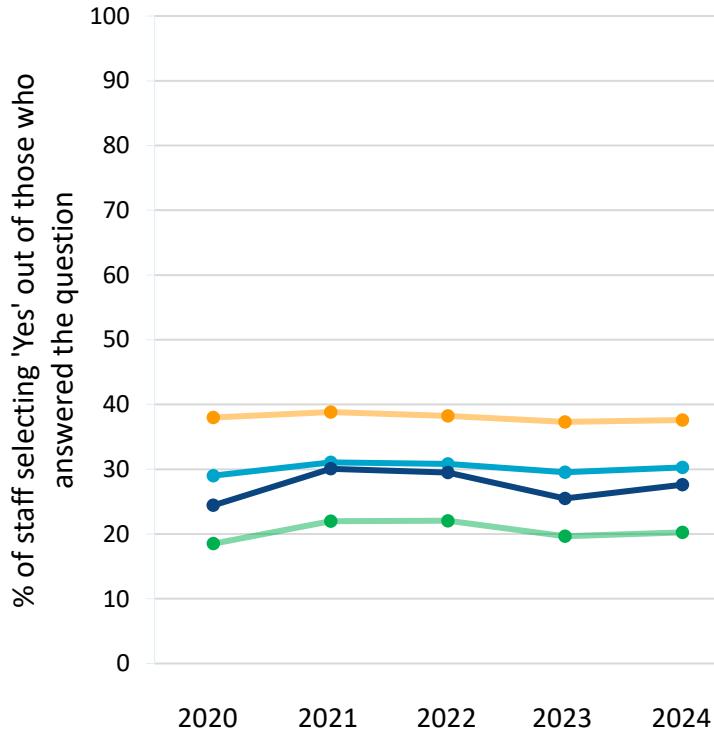




## People Promise elements and theme results – We are safe and healthy: Negative experiences

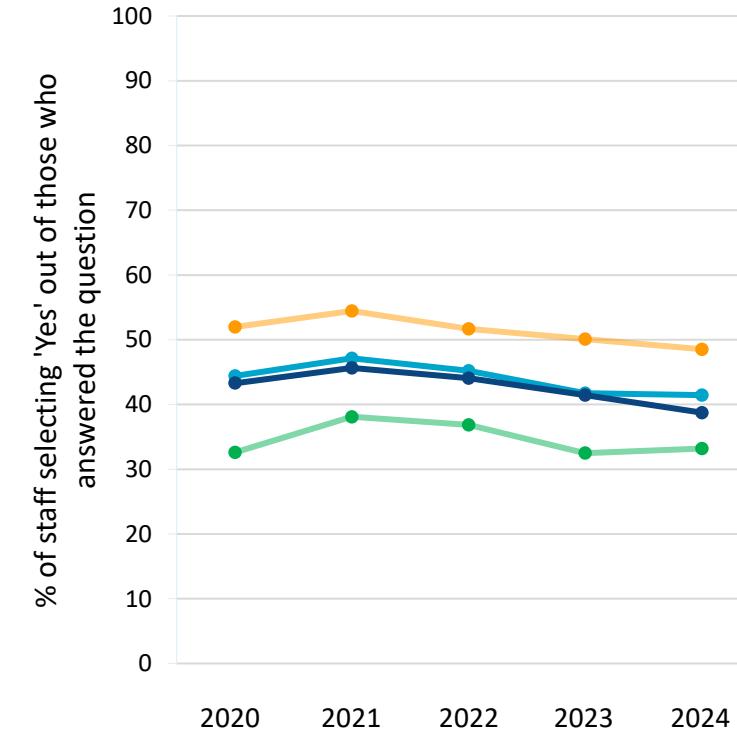


Q11b In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



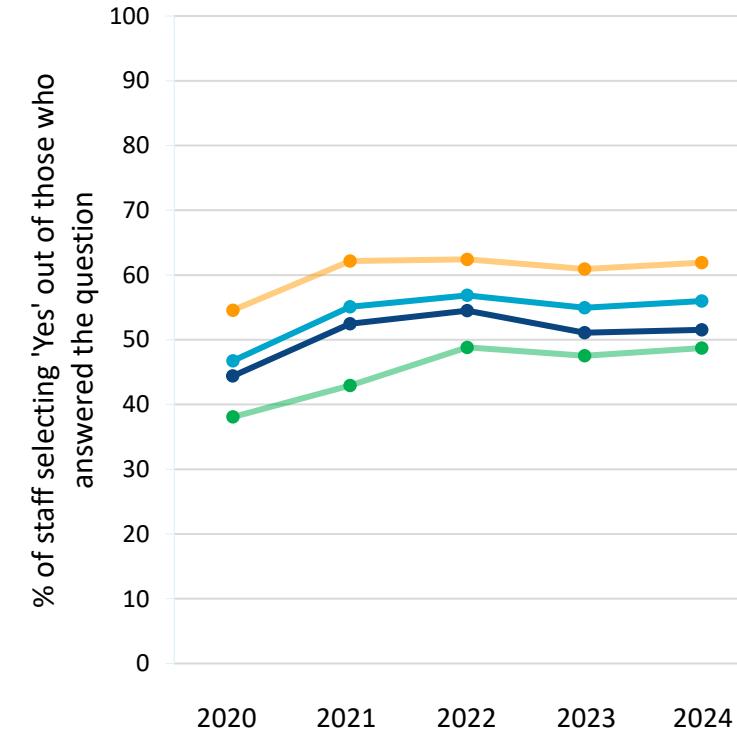
	2022	1822	1852	2250	2632
Responses					

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



	2018	1821	1846	2246	2623
Responses					

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



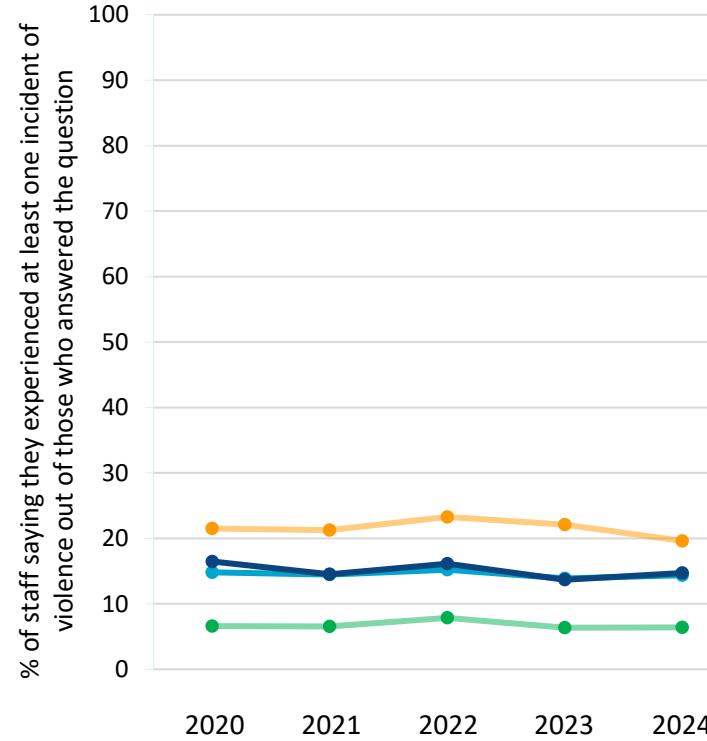
	2017	1817	1850	2243	2631
Responses					



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

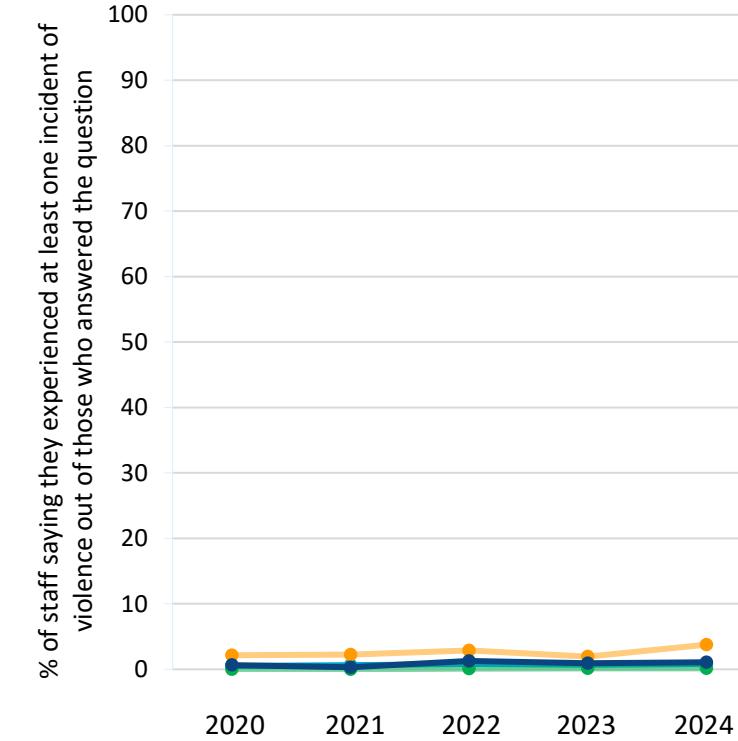


Q13a In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives or other members of the public.



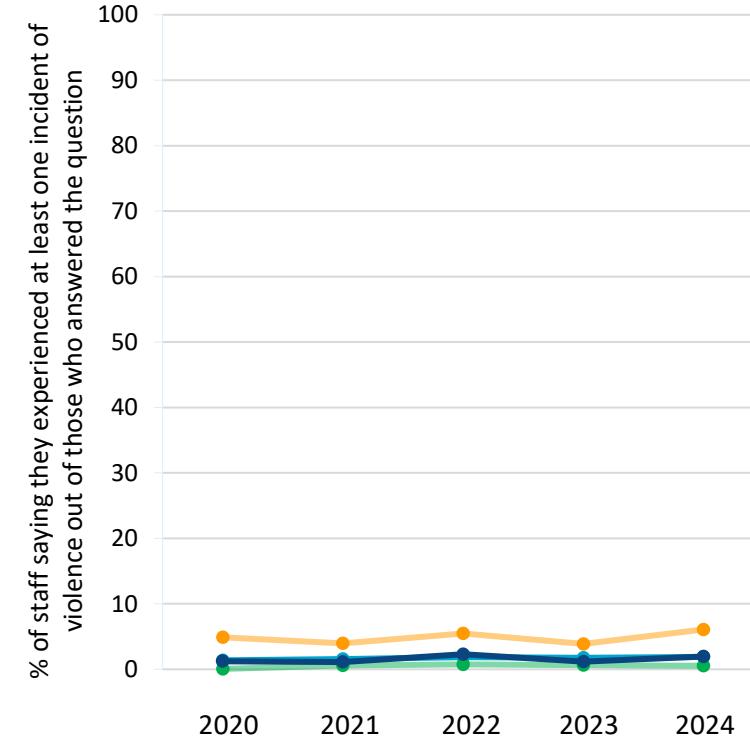
Your org	16.47%	14.50%	16.11%	13.68%	14.72%
Best result	6.62%	6.53%	7.85%	6.35%	6.38%
Average result	14.79%	14.47%	15.22%	13.88%	14.37%
Worst result	21.49%	21.27%	23.28%	22.09%	19.61%
Responses	2015	1818	1852	2109	2628

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



Your org	0.65%	0.31%	1.28%	0.91%	1.09%
Best result	0.00%	0.00%	0.10%	0.14%	0.14%
Average result	0.51%	0.63%	0.79%	0.68%	0.76%
Worst result	2.13%	2.23%	2.90%	1.94%	3.76%
Responses	2011	1804	1830	2087	2597

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



Your org	1.23%	1.10%	2.30%	1.18%	1.95%
Best result	0.06%	0.57%	0.75%	0.65%	0.53%
Average result	1.37%	1.59%	1.84%	1.78%	1.88%
Worst result	4.88%	3.98%	5.45%	3.88%	6.08%
Responses	2010	1801	1830	2063	2531

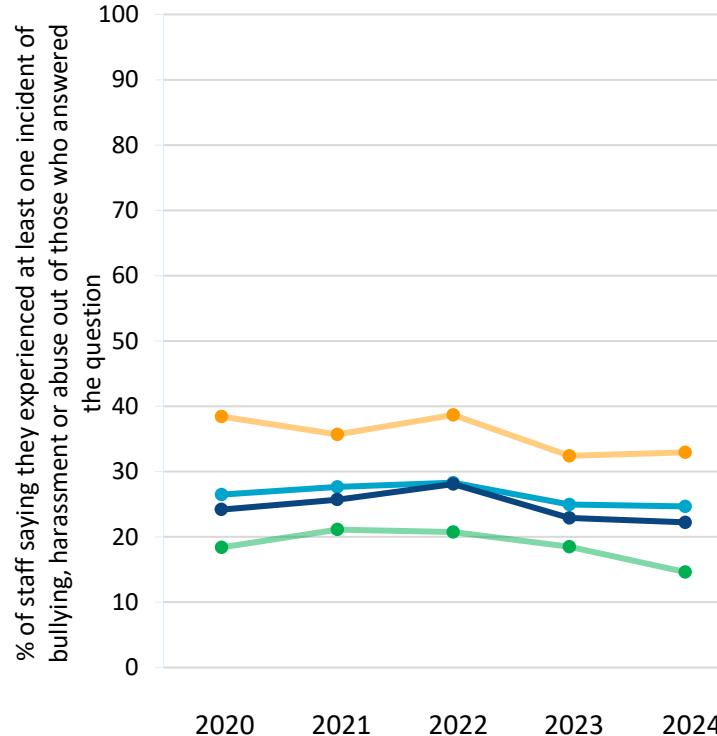
Note: 2023 results for Q13a-c are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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



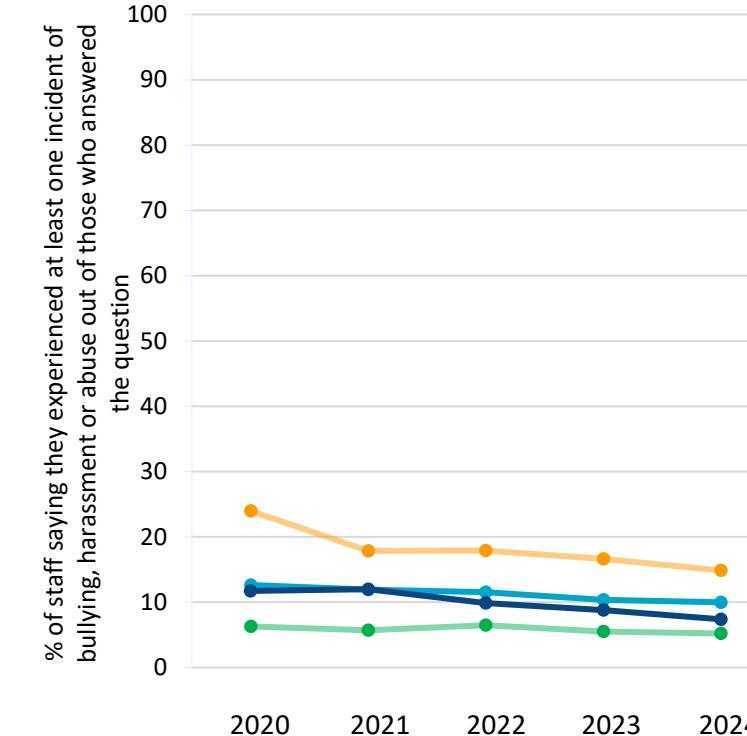
Q14a In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Patients / service users, their relatives or other members of the public.



	2020	2021	2022	2023	2024
Your org	24.19%	25.71%	28.09%	22.91%	22.24%
Best result	18.42%	21.13%	20.77%	18.48%	14.63%
Average result	26.49%	27.65%	28.31%	24.99%	24.68%
Worst result	38.45%	35.69%	38.68%	32.43%	32.94%
Responses	1963	1775	1851	2113	2630

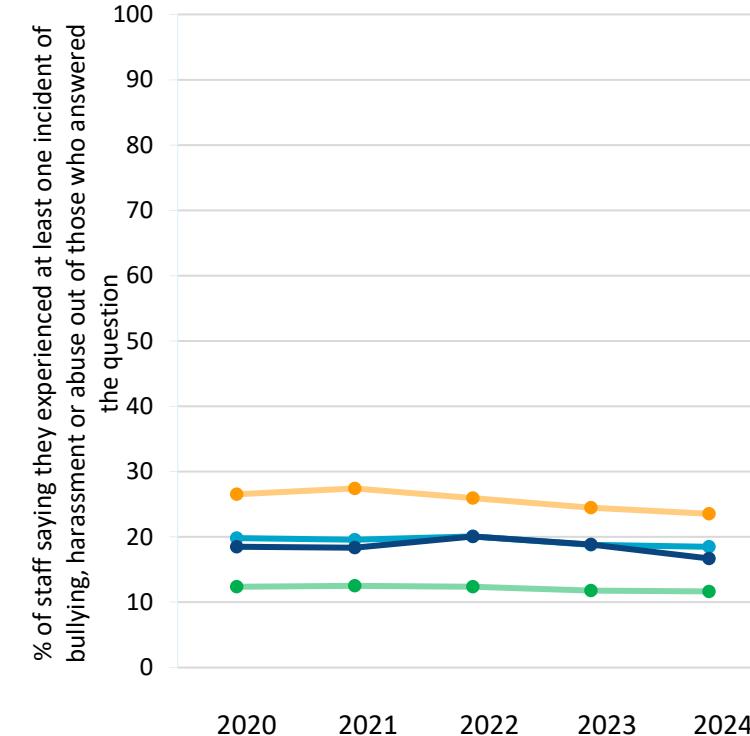
Note: 2023 results for Q14a-c are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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



	2020	2021	2022	2023	2024
Your org	11.73%	12.00%	9.90%	8.81%	7.40%
Best result	6.32%	5.72%	6.48%	5.52%	5.22%
Average result	12.64%	11.95%	11.55%	10.35%	10.00%
Worst result	23.98%	17.86%	17.89%	16.64%	14.86%
Responses	1959	1767	1840	2088	2589

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

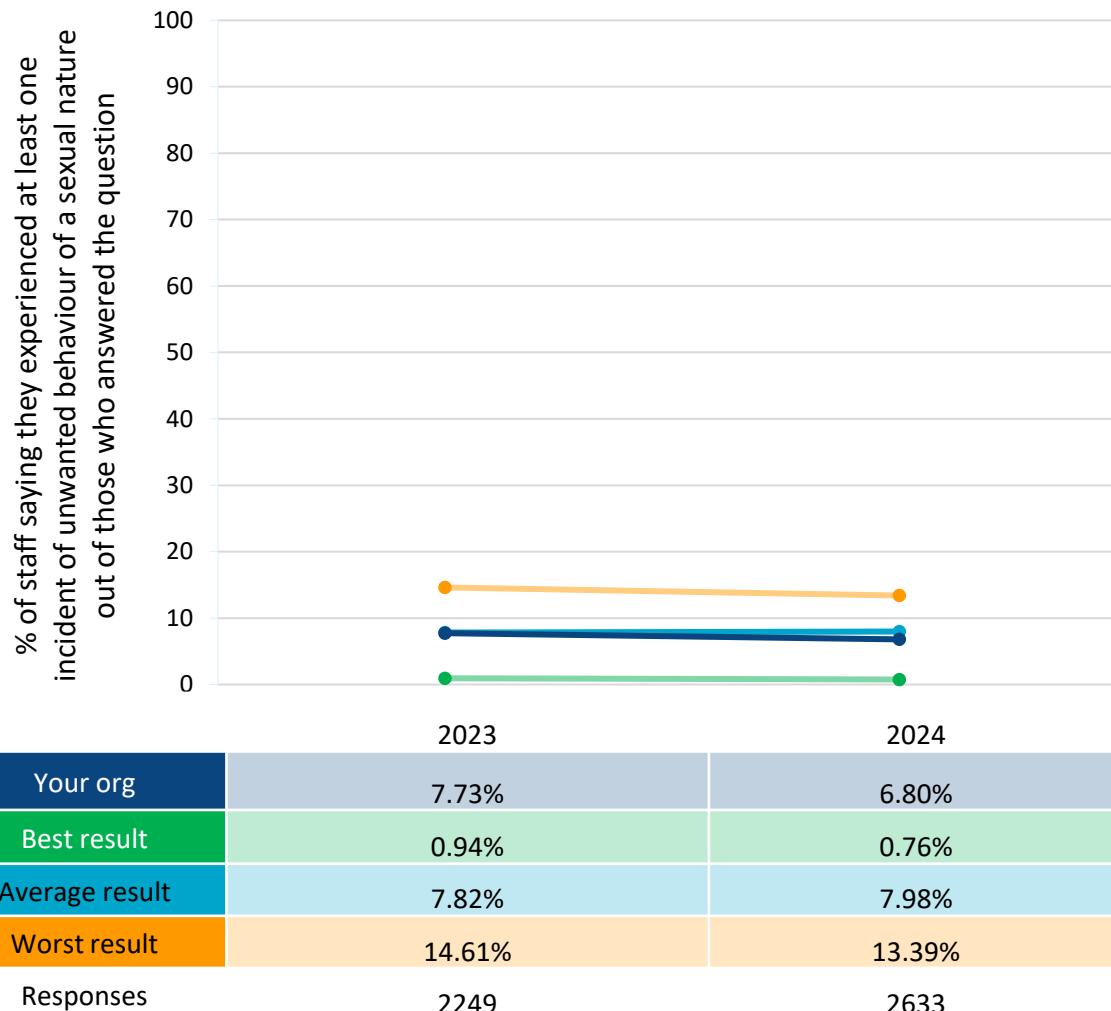


	2020	2021	2022	2023	2024
Your org	18.48%	18.34%	20.07%	18.85%	16.71%
Best result	12.40%	12.51%	12.37%	11.80%	11.66%
Average result	19.80%	19.56%	20.08%	18.78%	18.49%
Worst result	26.52%	27.43%	25.97%	24.45%	23.55%
Responses	1959	1758	1826	2086	2588

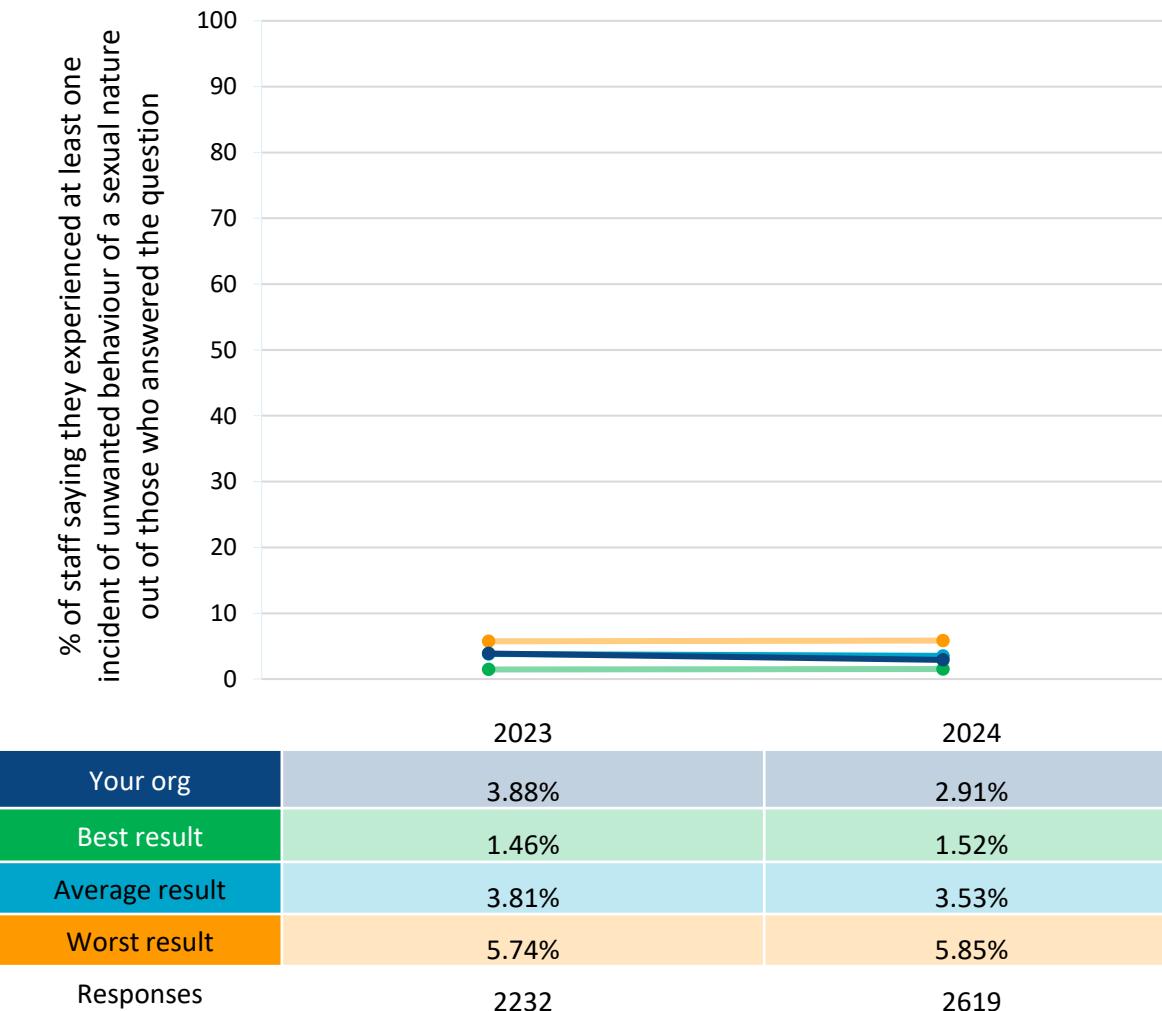


## People Promise elements and theme results – We are safe and healthy: Other questions\*

Q17a In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? From patients / service users, their relatives or other members of the public



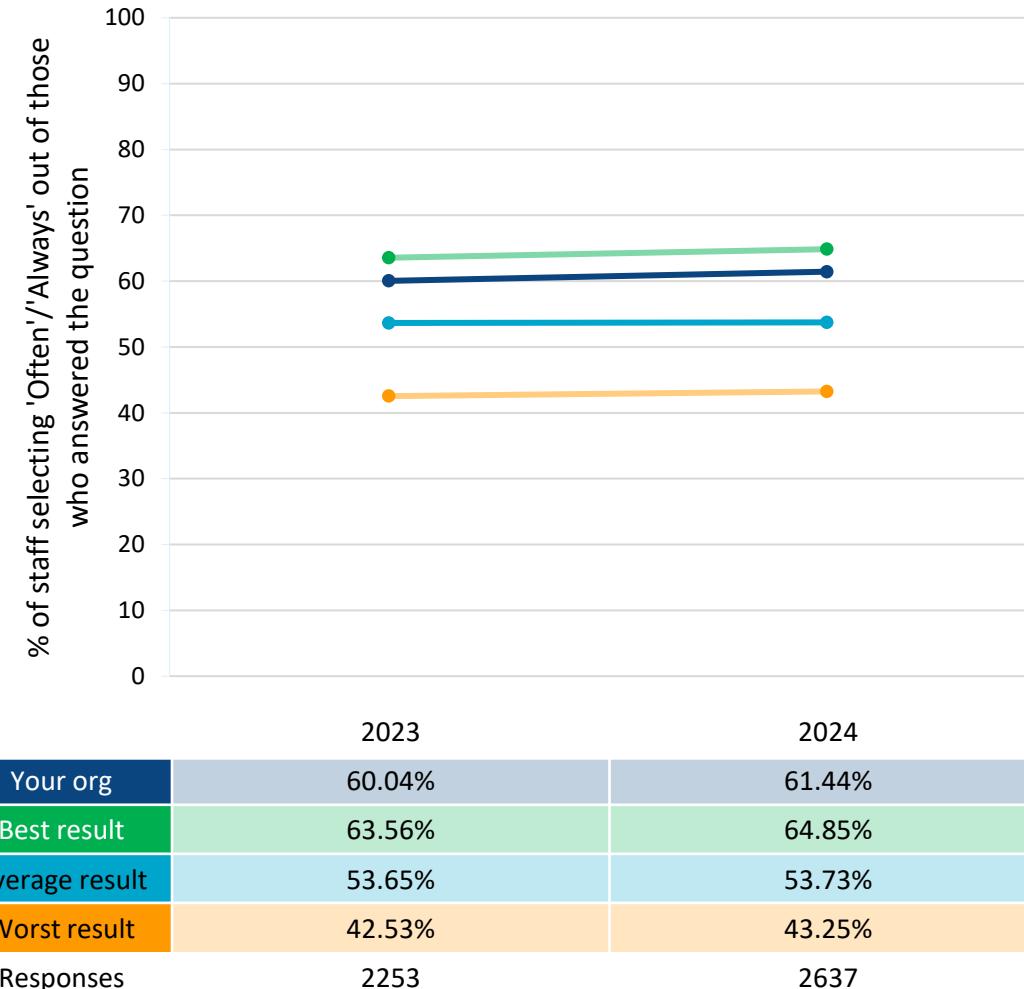
Q17b In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? From staff / colleagues



\*These questions do not contribute towards any People Promise element score, theme score or sub-score



## Q22 I can eat nutritious and affordable food while I am working



\*These questions do not contribute towards any People Promise element score, theme score or sub-score

## People Promise element – We are always learning



Questions included:

Development – Q24a, Q24b, Q24c, Q24d, Q24e

Appraisals – Q23a\*, Q23b, Q23c, Q23d

Other questions\*\* - Q24f

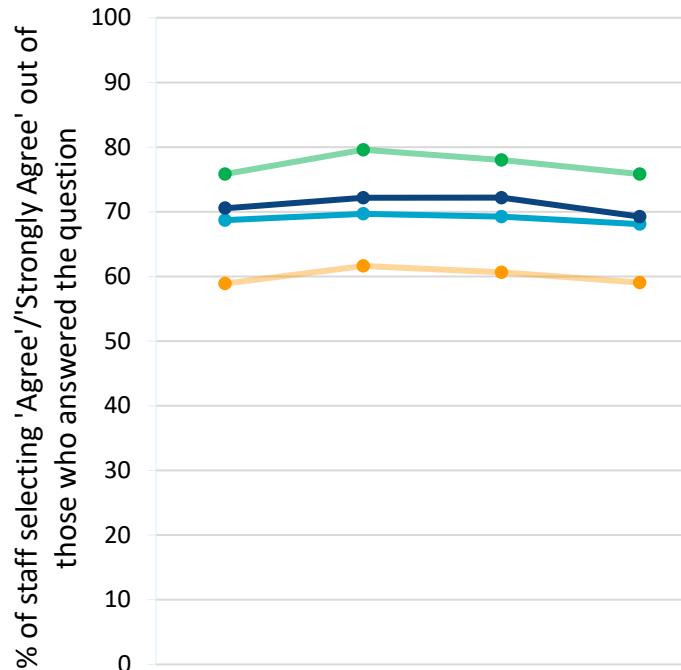
\*Q23a is a filter question and therefore influences the sub-score without being a directly scored question.

\*\*Q24f does not contribute to the calculation of any scores or sub-scores.

Note: where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

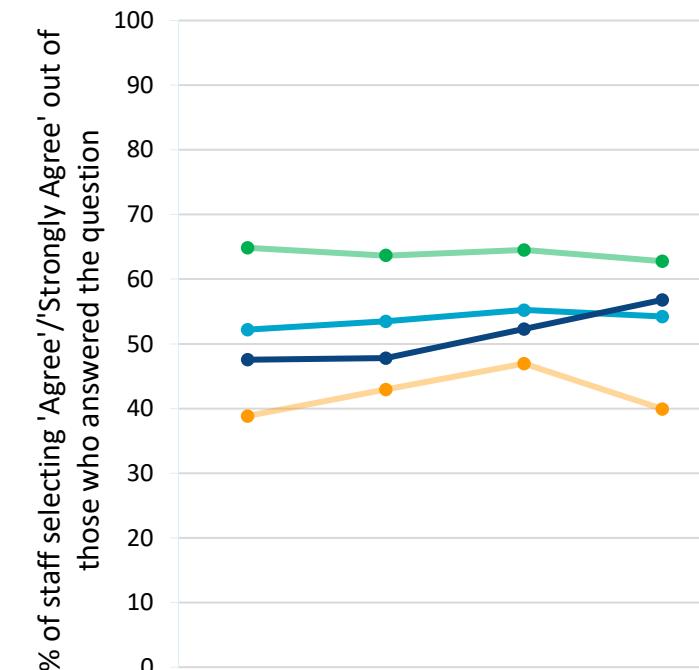


Q24a This organisation offers me challenging work.



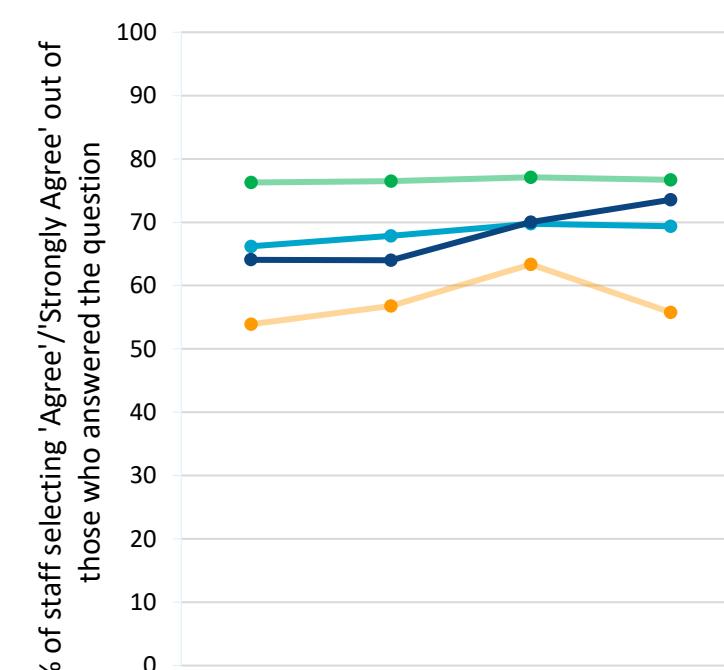
	2021	2022	2023	2024
Your org	70.54%	72.15%	72.19%	69.25%
Best result	75.83%	79.59%	78.00%	75.84%
Average result	68.68%	69.68%	69.23%	68.08%
Worst result	58.89%	61.62%	60.63%	59.05%
Responses	1807	1851	2246	2629

Q24b There are opportunities for me to develop my career in this organisation.



	2021	2022	2023	2024
Your org	47.54%	47.79%	52.29%	56.80%
Best result	64.85%	63.63%	64.50%	62.77%
Average result	52.19%	53.47%	55.24%	54.25%
Worst result	38.85%	42.97%	46.95%	39.91%
Responses	1804	1852	2249	2628

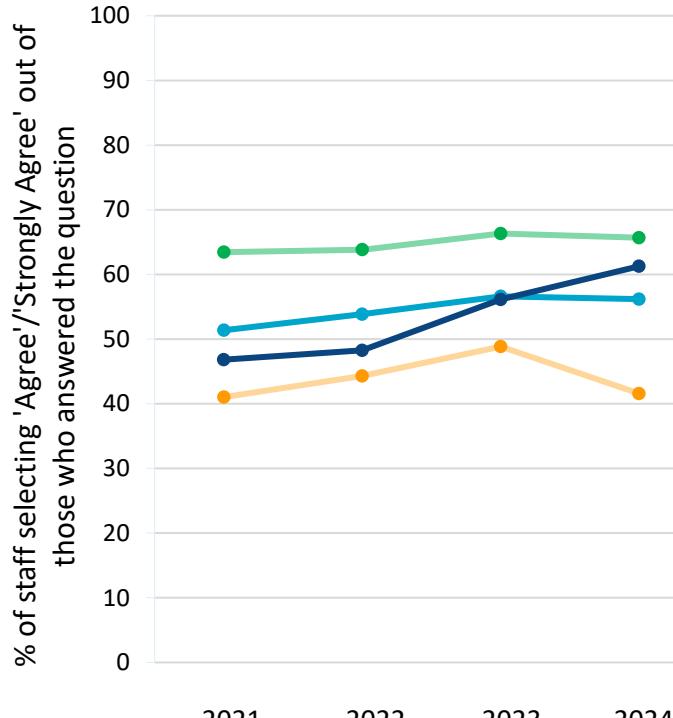
Q24c I have opportunities to improve my knowledge and skills.



	2021	2022	2023	2024
Your org	64.07%	64.00%	70.03%	73.55%
Best result	76.28%	76.49%	77.10%	76.67%
Average result	66.20%	67.87%	69.76%	69.39%
Worst result	53.90%	56.77%	63.34%	55.79%
Responses	1801	1852	2248	2628

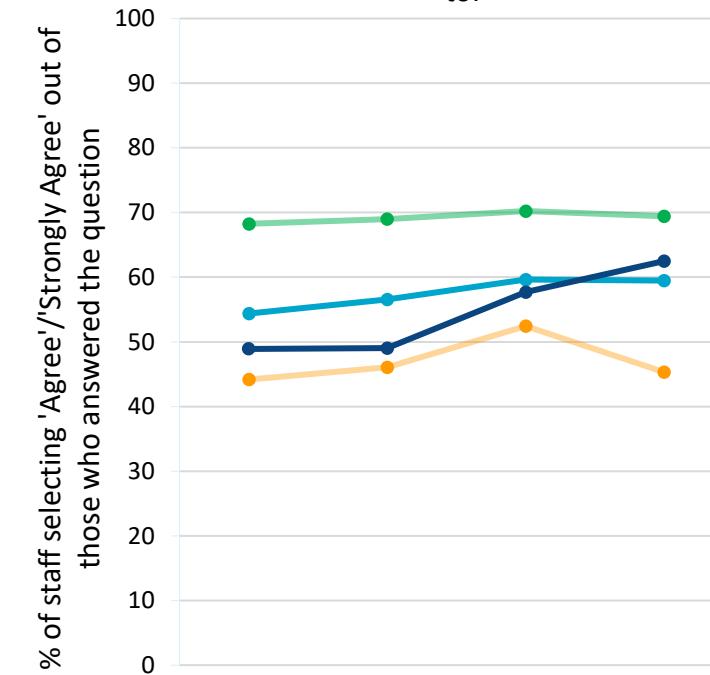


Q24d I feel supported to develop my potential.



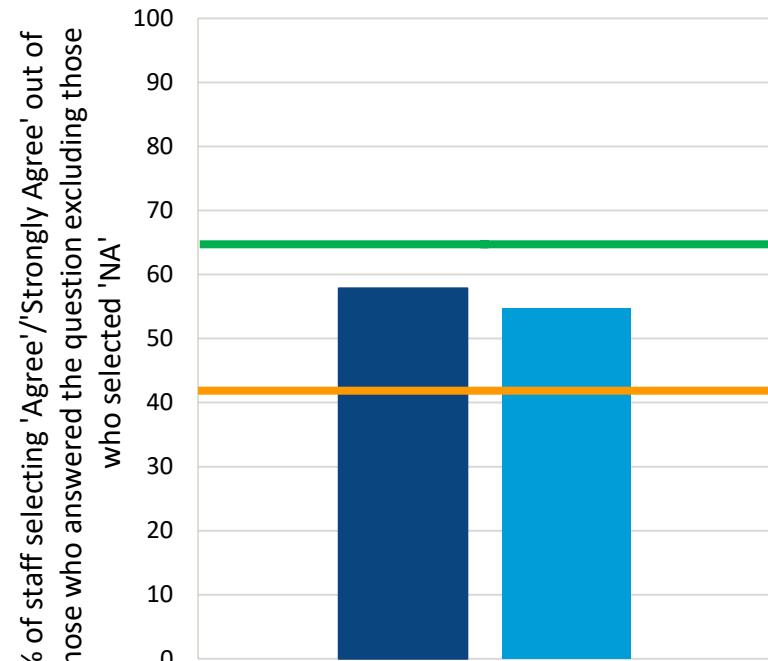
	2021	2022	2023	2024
Your org	46.82%	48.28%	56.16%	61.27%
Best result	63.45%	63.83%	66.33%	65.69%
Average result	51.37%	53.85%	56.61%	56.17%
Worst result	41.03%	44.31%	48.84%	41.60%
Responses	1802	1848	2245	2631

Q24e I am able to access the right learning and development opportunities when I need to.



	2021	2022	2023	2024
Your org	48.90%	49.05%	57.70%	62.49%
Best result	68.26%	68.98%	70.23%	69.44%
Average result	54.38%	56.55%	59.64%	59.45%
Worst result	44.17%	46.06%	52.43%	45.31%
Responses	1803	1849	2247	2631

Q24f\* I am able to access clinical supervision opportunities when I need to.

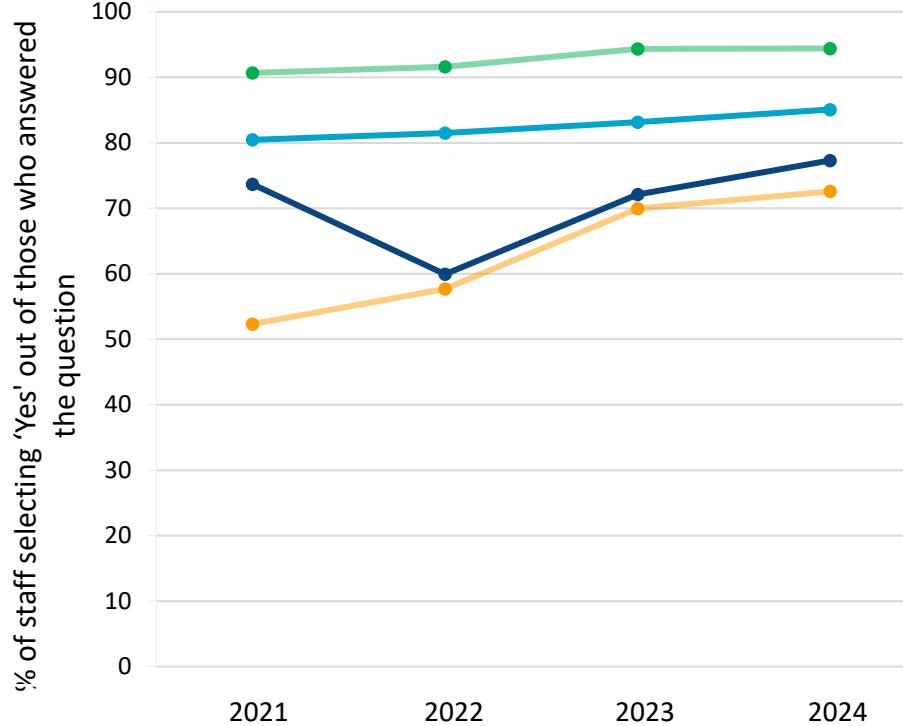


	2024
Your org	57.85%
Best result	64.73%
Average result	54.75%
Worst result	41.87%
Responses	2114

\*Q24f was introduced in 2024 and does not currently contribute towards any People Promise element score, theme score or sub-score to protect trend data over five years.



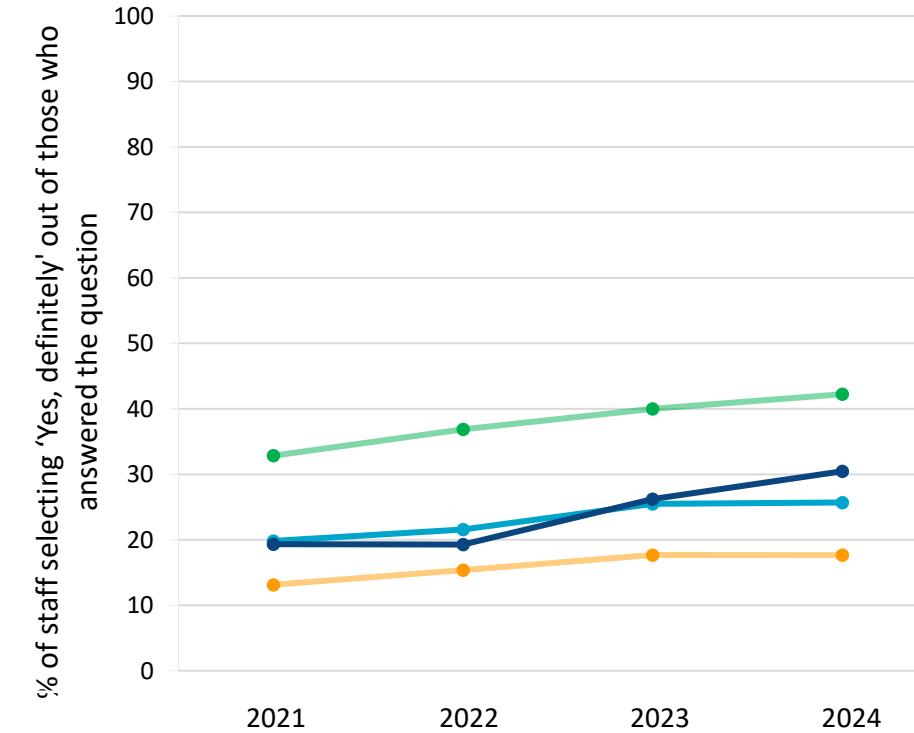
Q23a\* In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?



	2021	2022	2023	2024
Responses	1805	1849	2211	2615

\*Q23a is a filter question and therefore influences the sub-score without being a directly scored question.

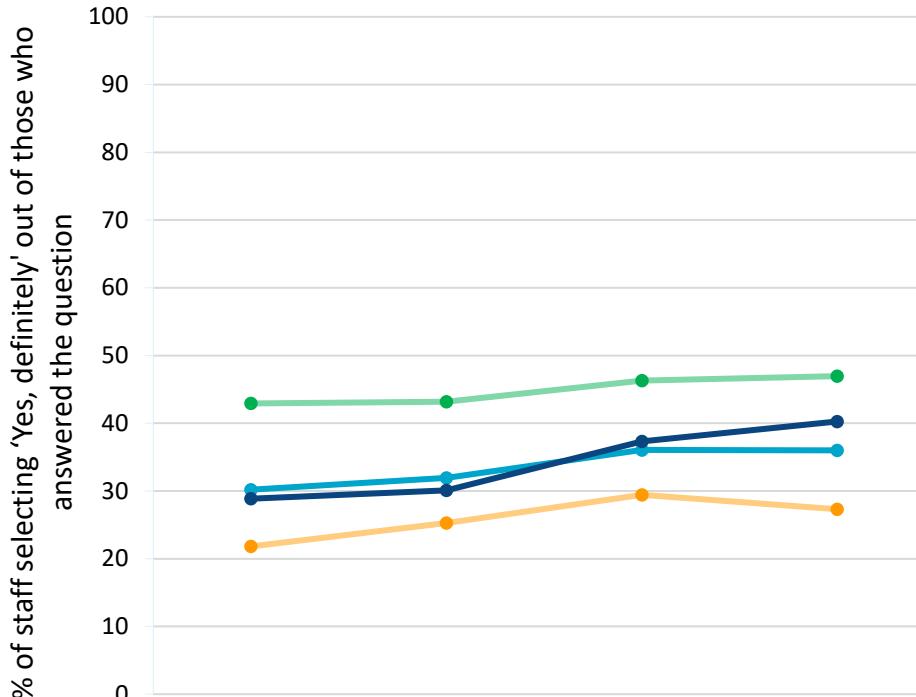
Q23b It helped me to improve how I do my job.



	2021	2022	2023	2024
Responses	1314	1119	1599	2003

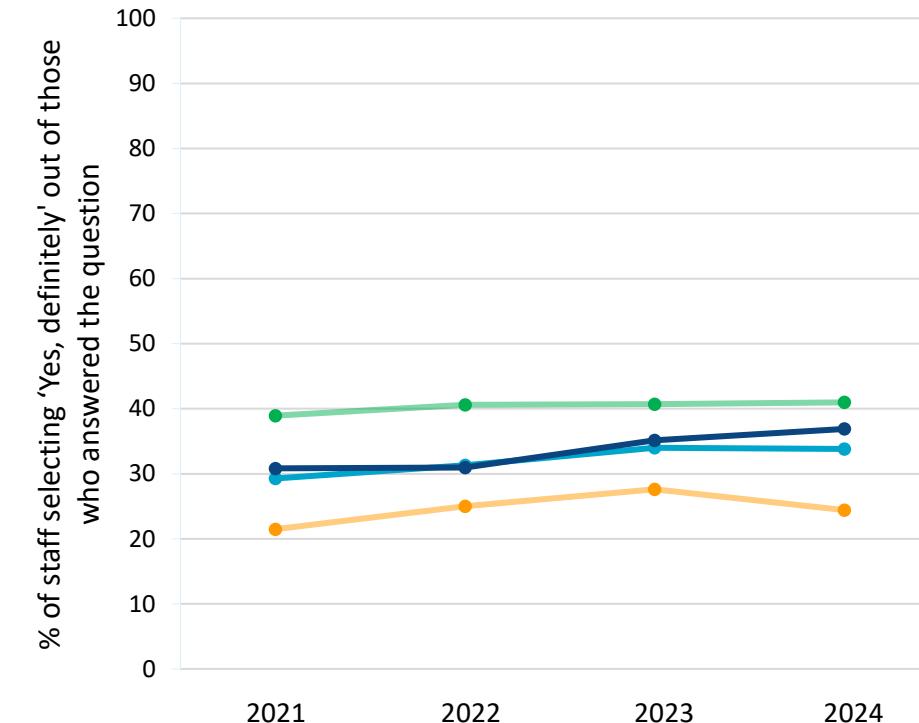


Q23c It helped me agree clear objectives for my work.



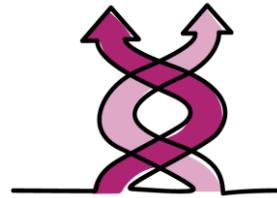
	2021	2022	2023	2024
Your org	28.85%	30.11%	37.30%	40.26%
Best result	42.92%	43.18%	46.31%	46.95%
Average result	30.19%	31.93%	36.06%	36.01%
Worst result	21.81%	25.28%	29.43%	27.28%
Responses	1315	1120	1595	2002

Q23d It left me feeling that my work is valued by my organisation.



	2021	2022	2023	2024
Your org	30.83%	30.95%	35.14%	36.89%
Best result	38.93%	40.59%	40.69%	40.97%
Average result	29.27%	31.30%	33.99%	33.79%
Worst result	21.48%	25.03%	27.61%	24.42%
Responses	1317	1118	1597	2000

## People Promise element – We work flexibly



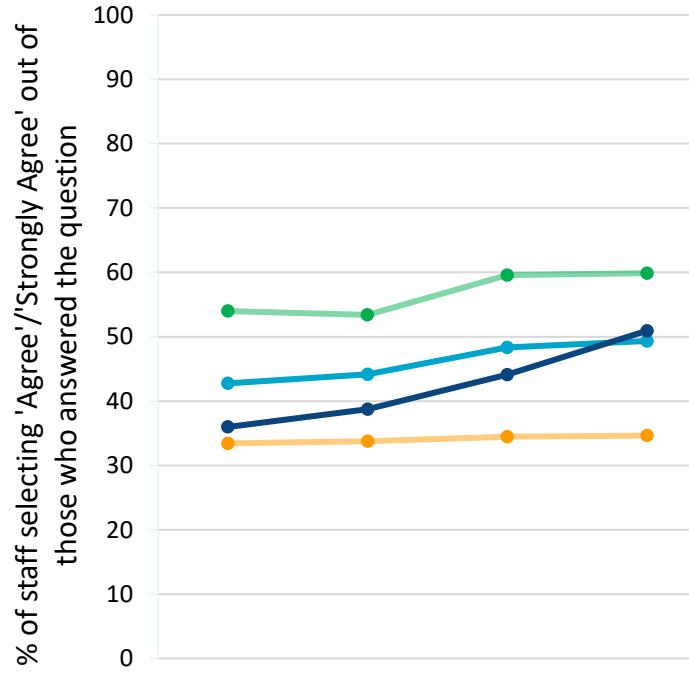
Questions included:

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

Flexible working – Q4d

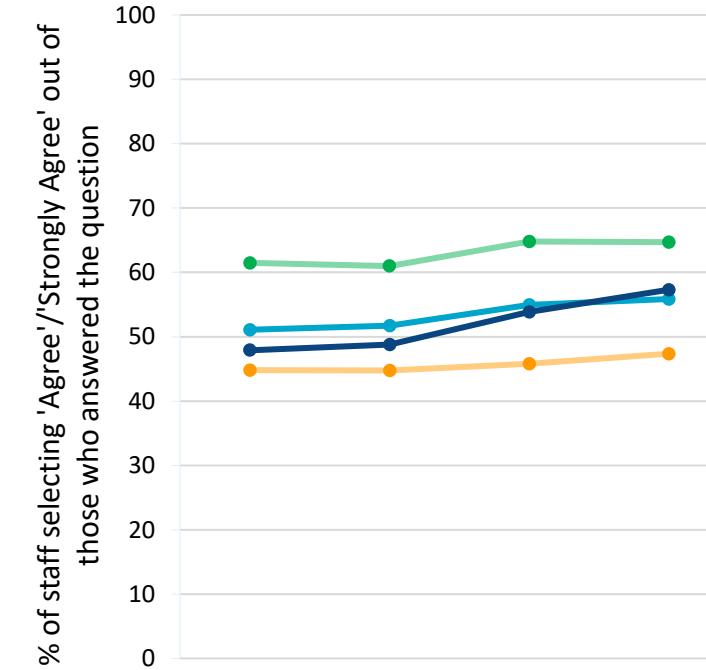


Q6b My organisation is committed to helping me balance my work and home life.



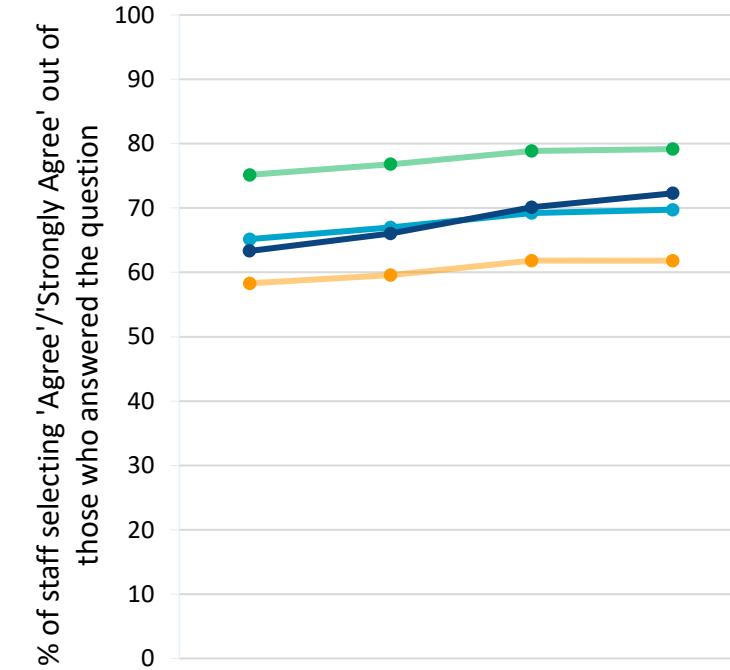
	2021	2022	2023	2024
Your org	35.97%	38.72%	44.10%	50.93%
Best result	53.99%	53.39%	59.57%	59.88%
Average result	42.75%	44.14%	48.33%	49.34%
Worst result	33.43%	33.74%	34.44%	34.64%
Responses	1846	1855	2250	2637

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



	2021	2022	2023	2024
Your org	47.89%	48.78%	53.84%	57.30%
Best result	61.48%	60.97%	64.79%	64.71%
Average result	51.09%	51.73%	54.93%	55.86%
Worst result	44.80%	44.75%	45.81%	47.36%
Responses	1842	1854	2247	2636

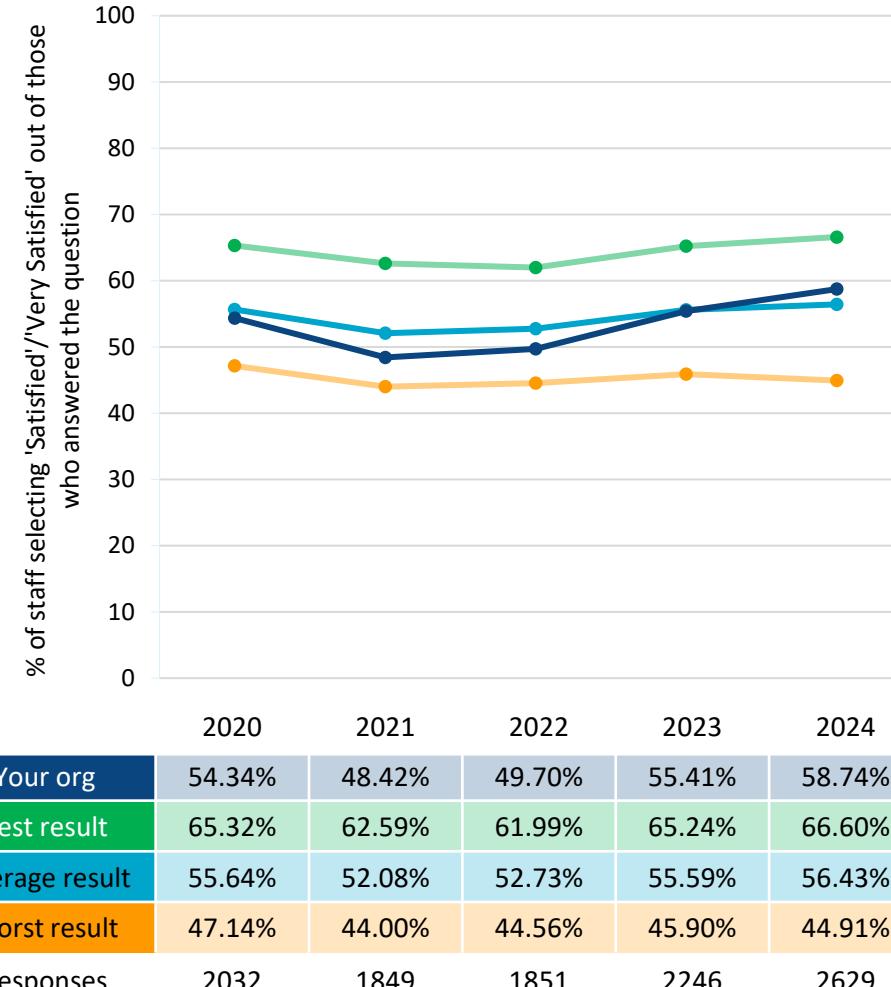
Q6d I can approach my immediate manager to talk openly about flexible working.



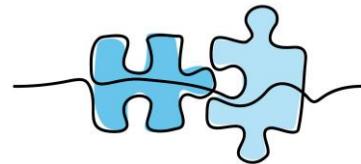
	2021	2022	2023	2024
Your org	63.32%	66.06%	70.12%	72.29%
Best result	75.16%	76.80%	78.85%	79.16%
Average result	65.17%	66.99%	69.24%	69.74%
Worst result	58.30%	59.57%	61.83%	61.80%
Responses	1842	1852	2250	2636



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



## People Promise element – We are a team



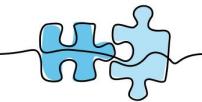
Questions included:

Team working – Q7a, Q7b, Q7c, Q7d, Q7e, Q7f, Q7g, Q8a

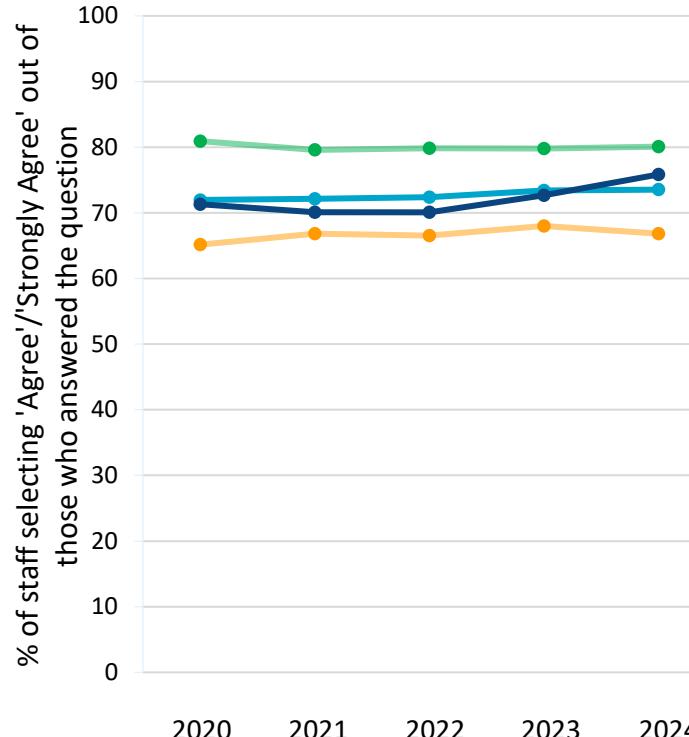
Line management – Q9a, Q9b, Q9c, Q9d



## People Promise elements and theme results – We are a team: Team working

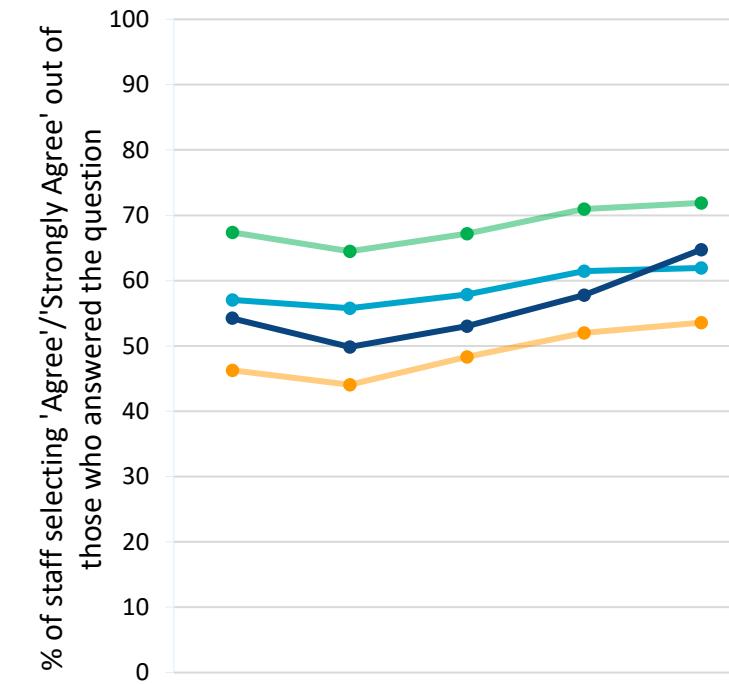


Q7a The team I work in has a set of shared objectives.



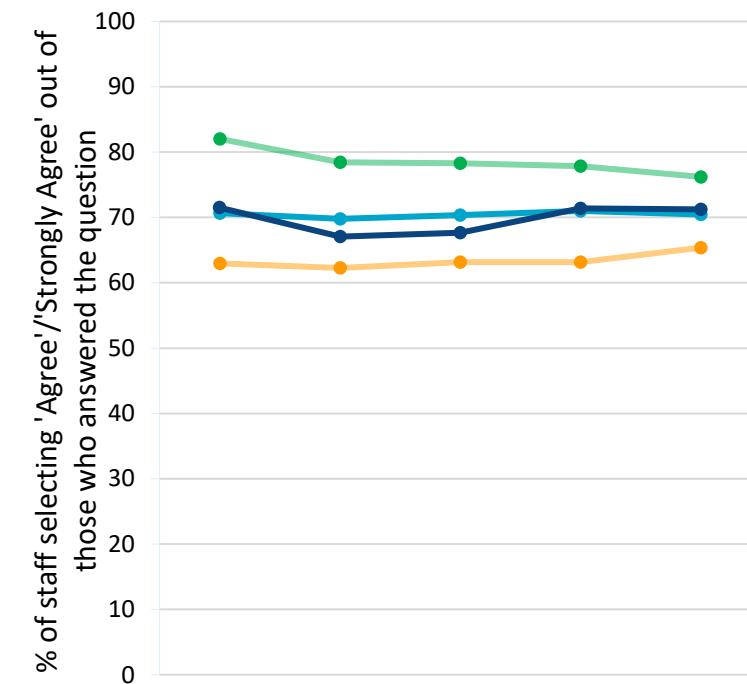
	2020	2021	2022	2023	2024
Your org	71.30%	70.10%	70.07%	72.70%	75.84%
Best result	80.92%	79.58%	79.84%	79.80%	80.07%
Average result	71.97%	72.15%	72.38%	73.42%	73.53%
Worst result	65.15%	66.83%	66.52%	68.00%	66.82%
Responses	2032	1832	1854	2249	2636

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



	2020	2021	2022	2023	2024
Your org	54.22%	49.85%	53.05%	57.79%	64.75%
Best result	67.38%	64.49%	67.16%	70.97%	71.90%
Average result	57.06%	55.78%	57.87%	61.46%	61.94%
Worst result	46.26%	44.06%	48.33%	52.00%	53.58%
Responses	2039	1835	1857	2249	2638

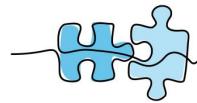
Q7c I receive the respect I deserve from my colleagues at work.



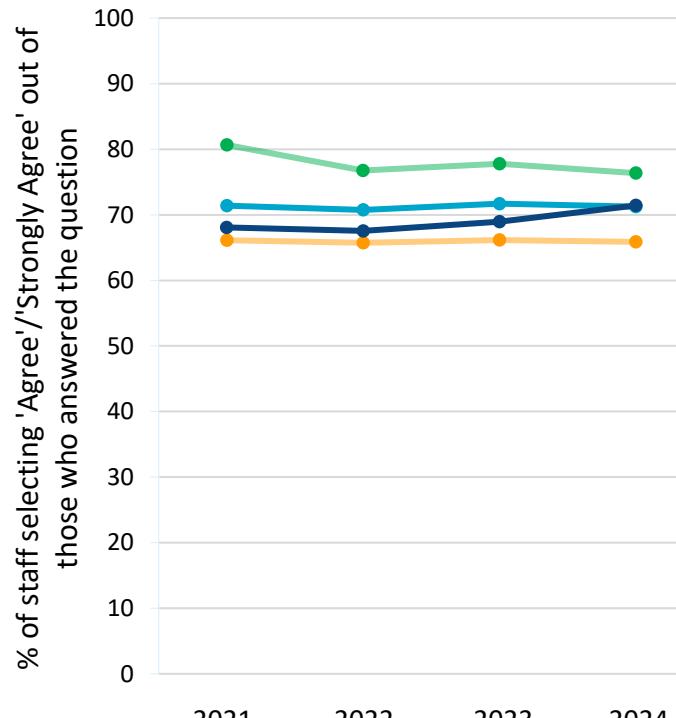
	2020	2021	2022	2023	2024
Your org	71.49%	67.07%	67.67%	71.37%	71.25%
Best result	82.02%	78.45%	78.29%	77.84%	76.21%
Average result	70.63%	69.79%	70.36%	70.99%	70.44%
Worst result	62.98%	62.27%	63.14%	63.16%	65.37%
Responses	2036	1834	1856	2252	2641



## People Promise elements and theme results – We are a team: Team working

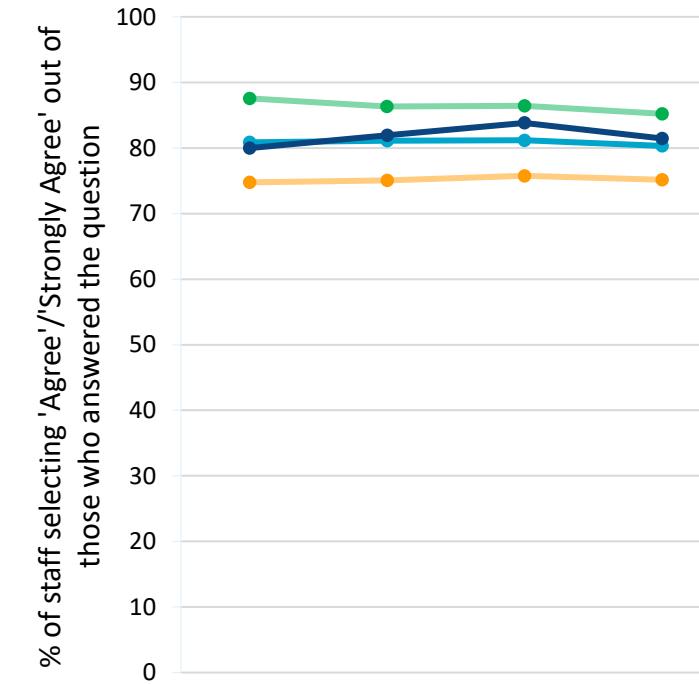


Q7d Team members understand each other's roles.



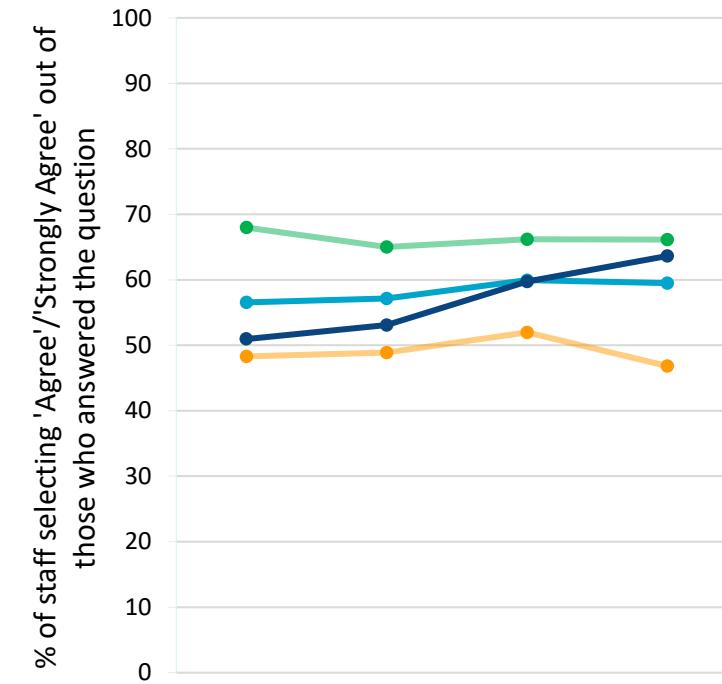
	2021	2022	2023	2024
Your org	68.06%	67.55%	68.97%	71.42%
Best result	80.65%	76.75%	77.80%	76.36%
Average result	71.41%	70.75%	71.71%	71.27%
Worst result	66.14%	65.74%	66.15%	65.89%
Responses	1835	1858	2253	2638

Q7e I enjoy working with the colleagues in my team.

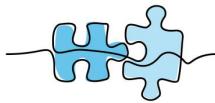


	2021	2022	2023	2024
Your org	79.99%	81.94%	83.82%	81.47%
Best result	87.56%	86.32%	86.45%	85.22%
Average result	80.88%	81.11%	81.18%	80.32%
Worst result	74.76%	75.06%	75.76%	75.15%
Responses	1833	1854	2251	2638

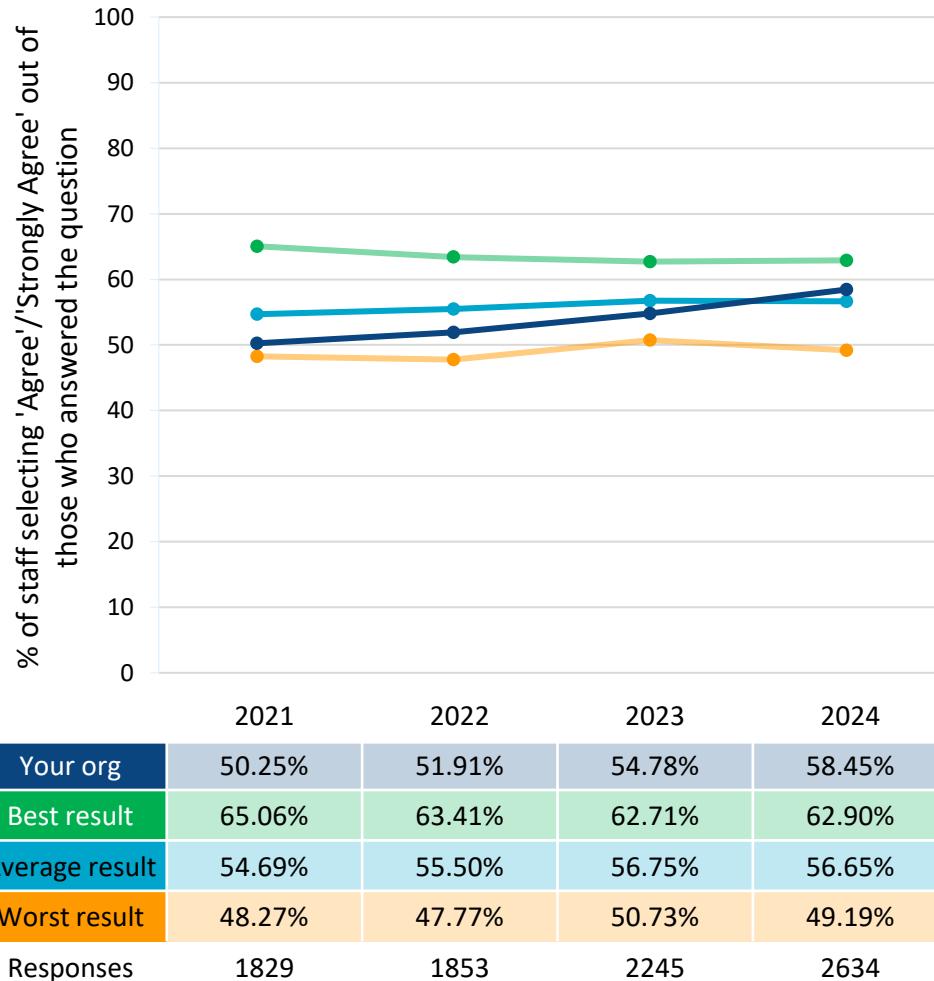
Q7f My team has enough freedom in how to do its work.



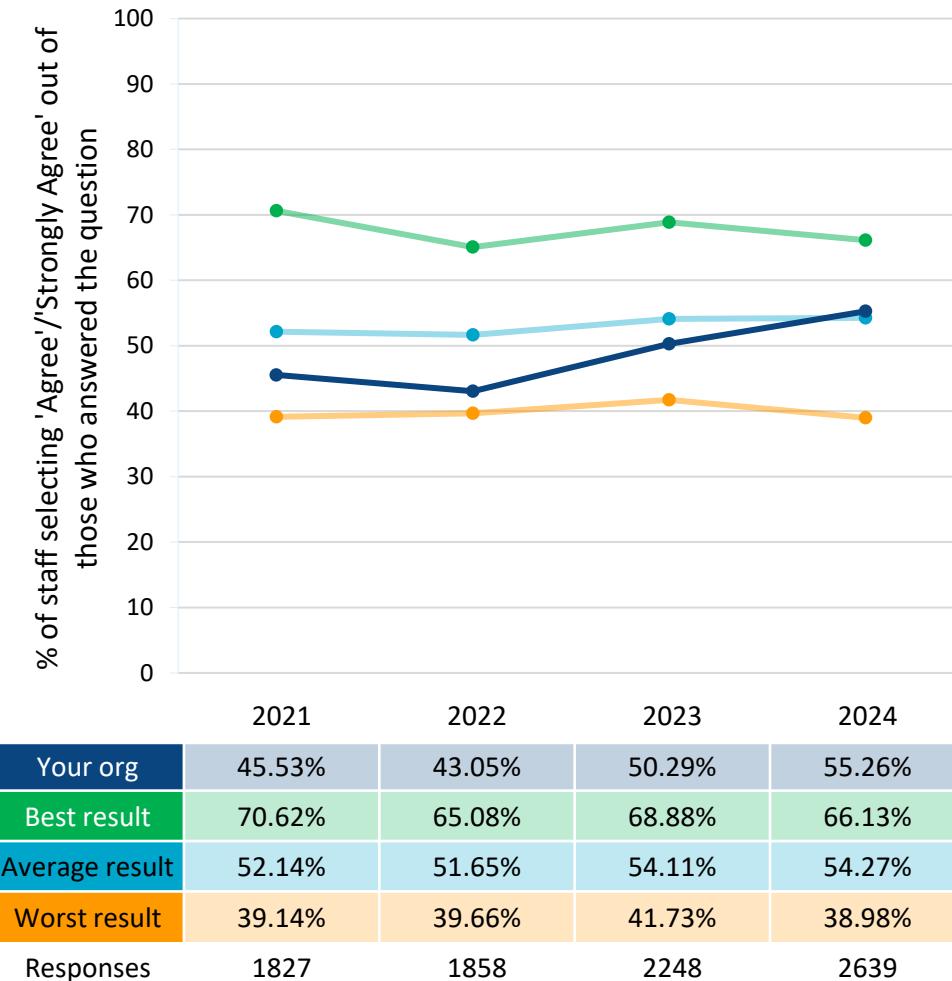
	2021	2022	2023	2024
Your org	50.95%	53.11%	59.75%	63.64%
Best result	67.97%	65.01%	66.20%	66.16%
Average result	56.55%	57.13%	59.95%	59.47%
Worst result	48.31%	48.90%	51.97%	46.83%
Responses	1832	1855	2249	2638



Q7g In my team disagreements are dealt with constructively.

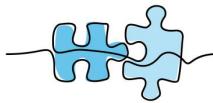


Q8a Teams within this organisation work well together to achieve their objectives.

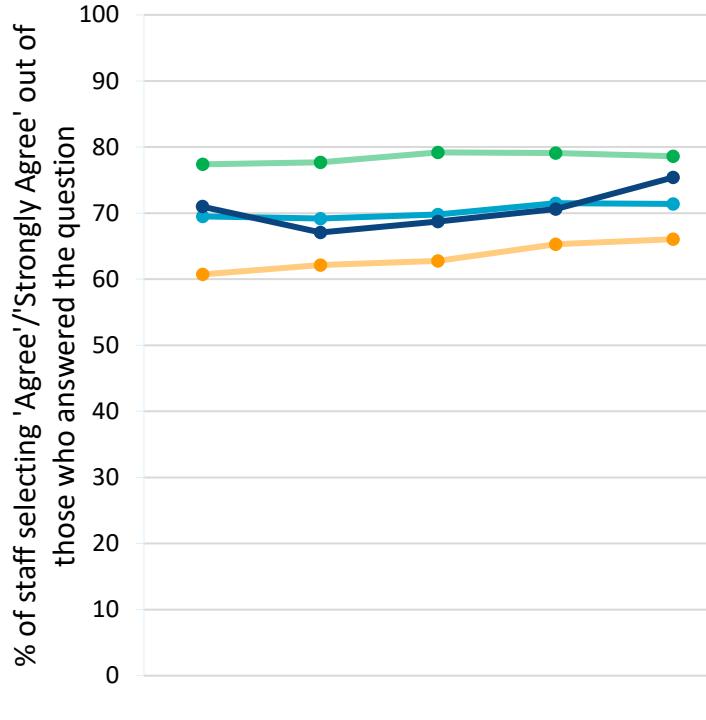




## People Promise elements and theme results – We are a team: Line management

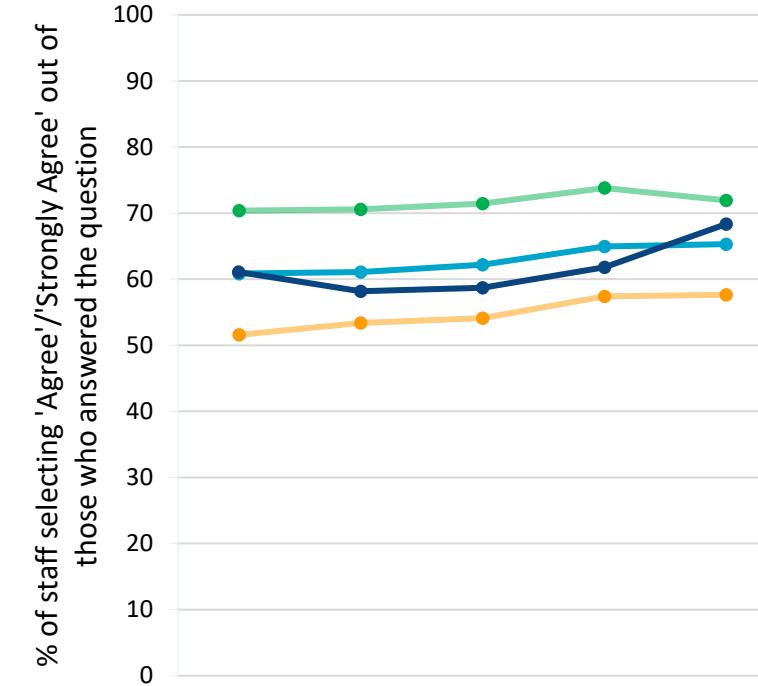


Q9a My immediate manager encourages me at work.



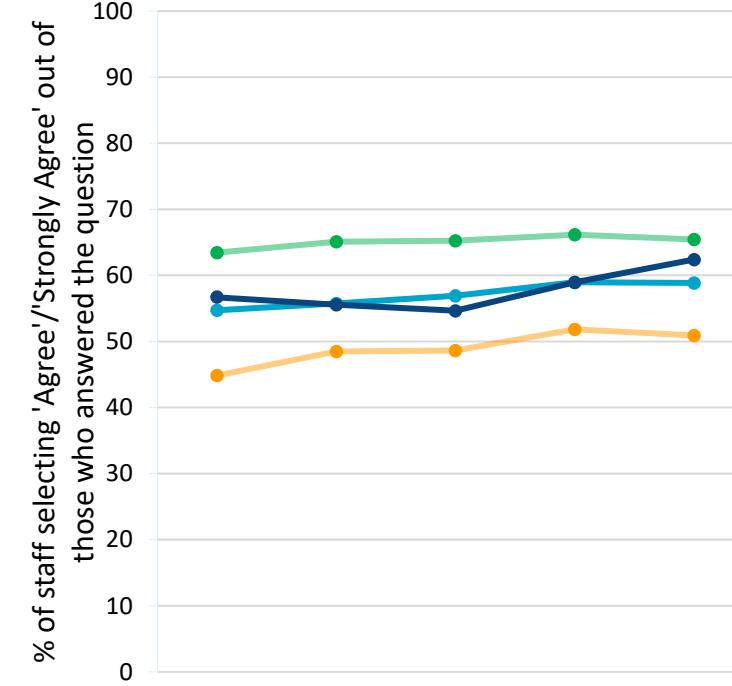
	2020	2021	2022	2023	2024
Your org	70.96%	67.07%	68.71%	70.64%	75.41%
Best result	77.39%	77.71%	79.19%	79.11%	78.63%
Average result	69.49%	69.19%	69.81%	71.50%	71.38%
Worst result	60.73%	62.13%	62.79%	65.30%	66.06%
Responses	2020	1823	1857	2253	2633

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



	2020	2021	2022	2023	2024
Your org	61.06%	58.18%	58.72%	61.83%	68.34%
Best result	70.38%	70.55%	71.44%	73.80%	71.93%
Average result	60.86%	61.06%	62.20%	64.95%	65.31%
Worst result	51.58%	53.40%	54.10%	57.39%	57.64%
Responses	2017	1822	1855	2250	2632

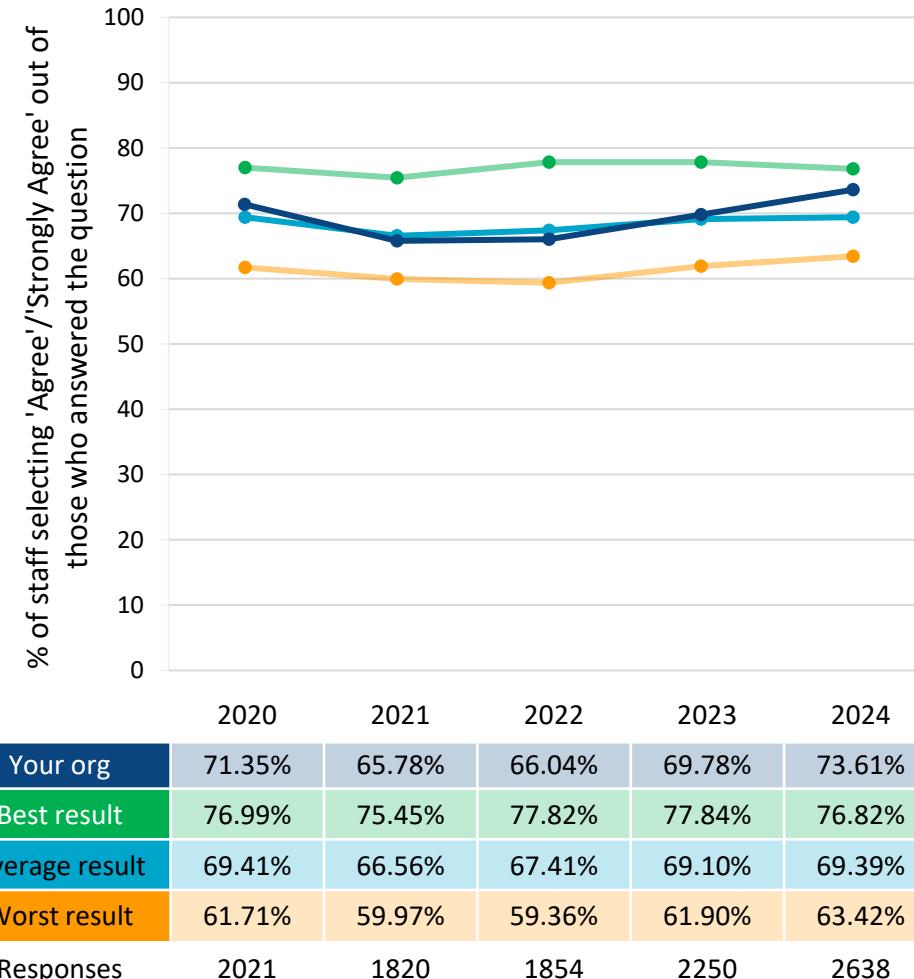
Q9c My immediate manager asks for my opinion before making decisions that affect my work.



	2020	2021	2022	2023	2024
Your org	56.68%	55.55%	54.66%	58.96%	62.40%
Best result	63.45%	65.11%	65.23%	66.16%	65.47%
Average result	54.73%	55.75%	56.93%	58.97%	58.84%
Worst result	44.85%	48.47%	48.62%	51.84%	50.94%
Responses	2020	1822	1853	2250	2635



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



## Theme – Staff engagement



Questions included:

Motivation – Q2a, Q2b, Q2c

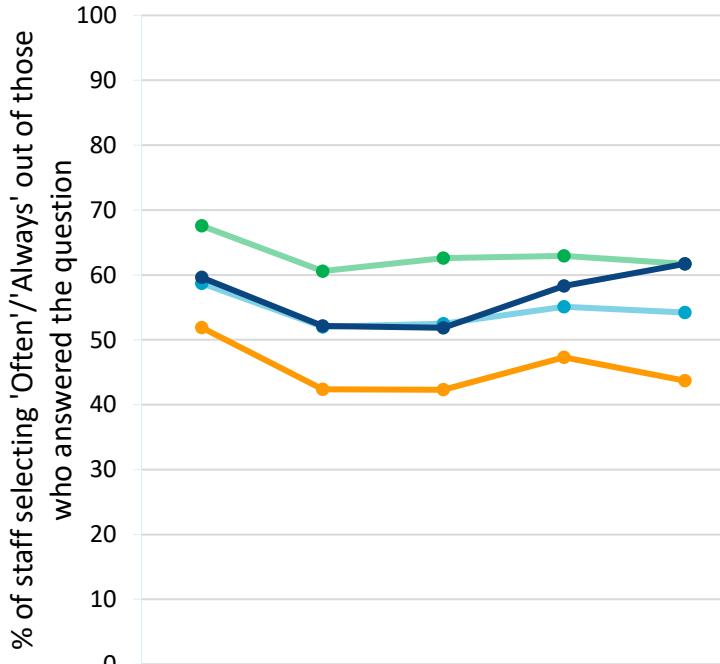
Involvement – Q3c, Q3d, Q3f

Advocacy – Q25a, Q25c, Q25d

Note: where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

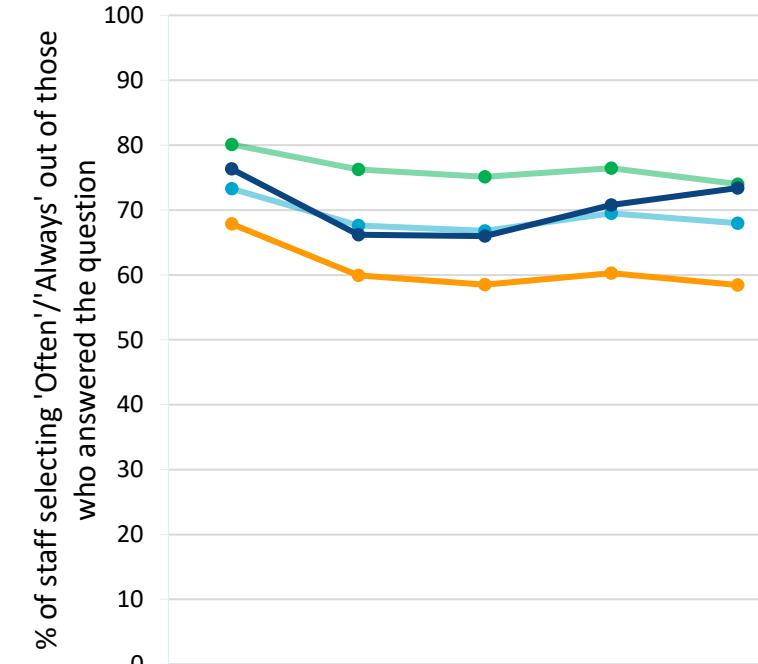


Q2a I look forward to going to work.



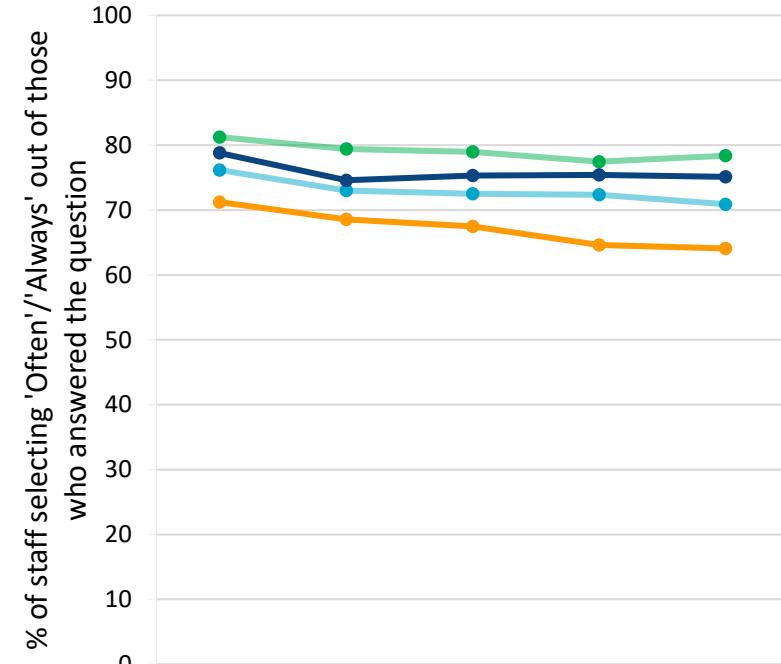
	2020	2021	2022	2023	2024
Your org	59.60%	52.13%	51.85%	58.32%	61.70%
Best result	67.56%	60.59%	62.57%	62.91%	61.70%
Average result	58.70%	52.01%	52.47%	55.07%	54.19%
Worst result	51.87%	42.39%	42.30%	47.30%	43.71%
Responses	2048	1868	1848	2248	2626

Q2b I am enthusiastic about my job.



	2020	2021	2022	2023	2024
Your org	76.30%	66.20%	65.98%	70.79%	73.41%
Best result	80.10%	76.24%	75.13%	76.42%	74.01%
Average result	73.28%	67.60%	66.80%	69.49%	67.95%
Worst result	67.85%	59.92%	58.48%	60.25%	58.44%
Responses	2038	1860	1844	2239	2614

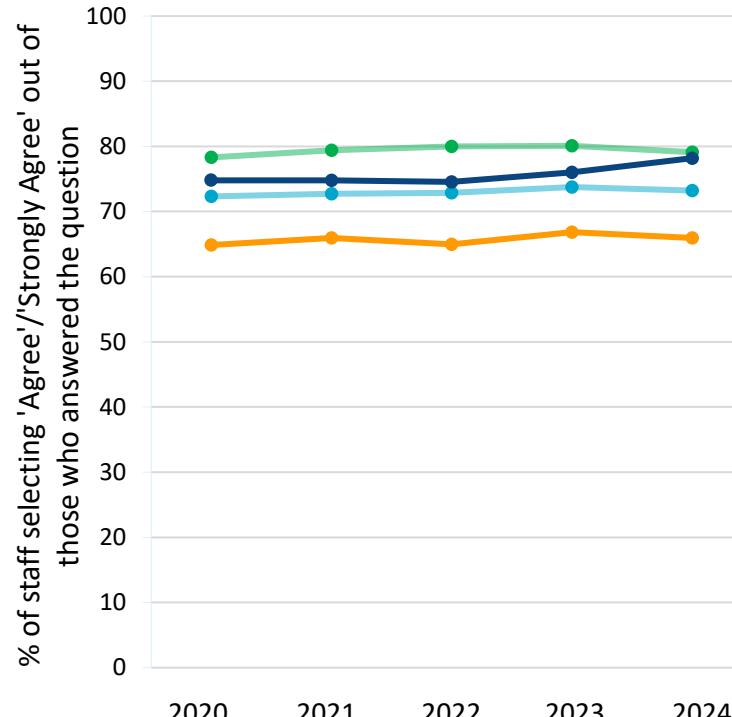
Q2c Time passes quickly when I am working.



	2020	2021	2022	2023	2024
Your org	78.78%	74.59%	75.30%	75.42%	75.12%
Best result	81.23%	79.39%	78.98%	77.45%	78.37%
Average result	76.16%	72.99%	72.52%	72.36%	70.90%
Worst result	71.22%	68.54%	67.46%	64.61%	64.08%
Responses	2040	1855	1849	2235	2615

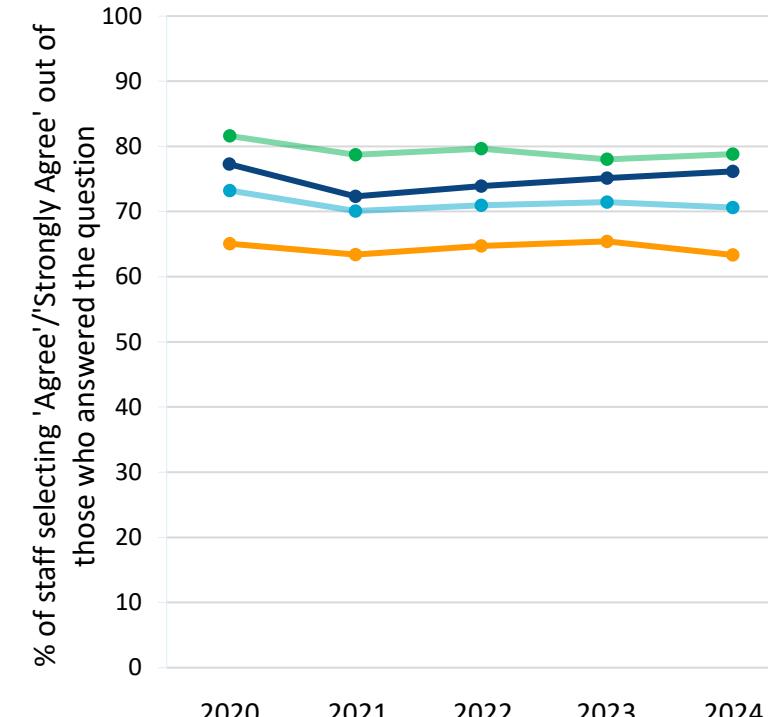


Q3c There are frequent opportunities for me to show initiative in my role.



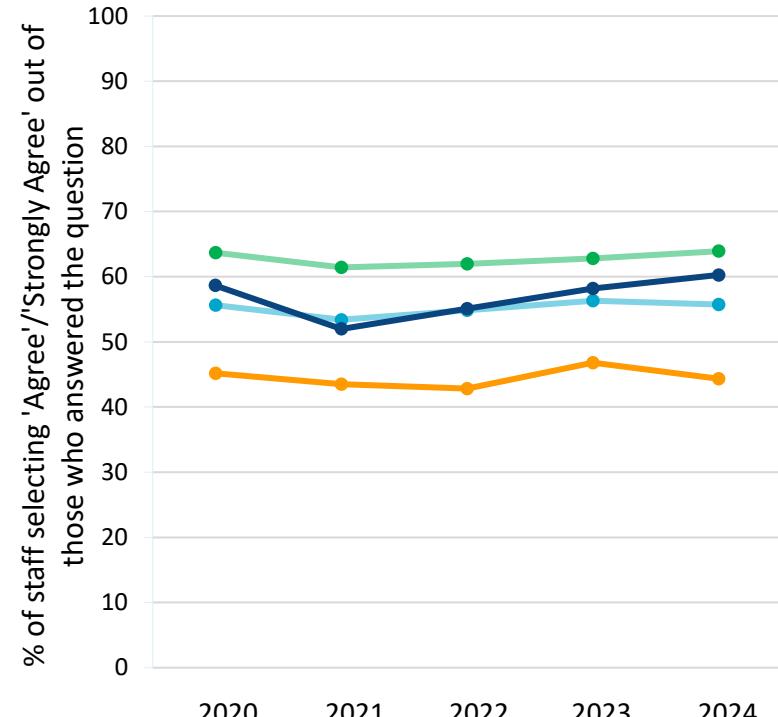
Responses	2041	1856	1855	2244	2635
Your org	74.80%	74.76%	74.55%	76.03%	78.19%
Best result	78.30%	79.42%	80.00%	80.09%	79.13%
Average result	72.32%	72.74%	72.89%	73.76%	73.20%
Worst result	64.86%	65.95%	64.98%	66.84%	65.96%

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



Responses	2041	1851	1854	2246	2634
Your org	77.26%	72.33%	73.89%	75.11%	76.15%
Best result	81.61%	78.70%	79.64%	78.01%	78.83%
Average result	73.23%	70.08%	70.96%	71.46%	70.60%
Worst result	65.06%	63.41%	64.71%	65.42%	63.34%

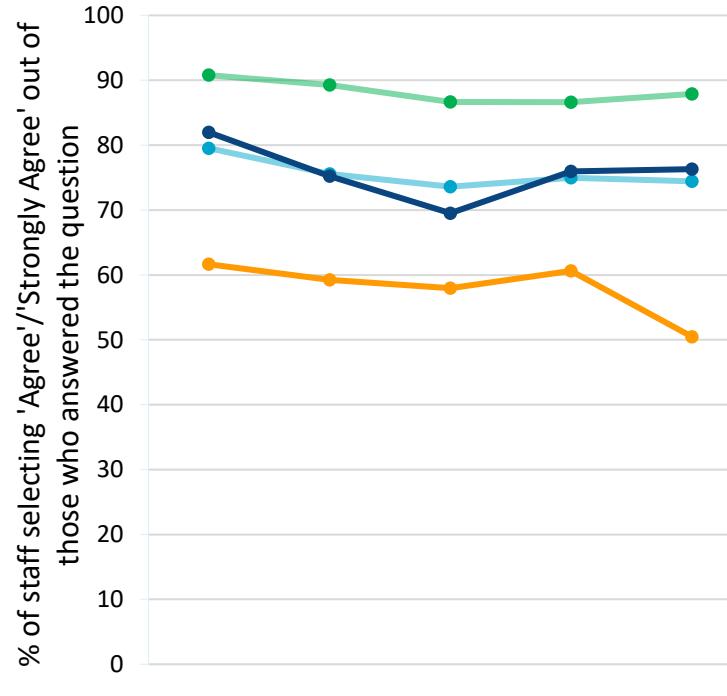
Q3f I am able to make improvements happen in my area of work.



Responses	2032	1845	1856	2245	2633
Your org	58.65%	51.98%	55.08%	58.18%	60.28%
Best result	63.70%	61.43%	61.98%	62.83%	63.91%
Average result	55.64%	53.40%	54.86%	56.31%	55.73%
Worst result	45.19%	43.51%	42.83%	46.80%	44.36%

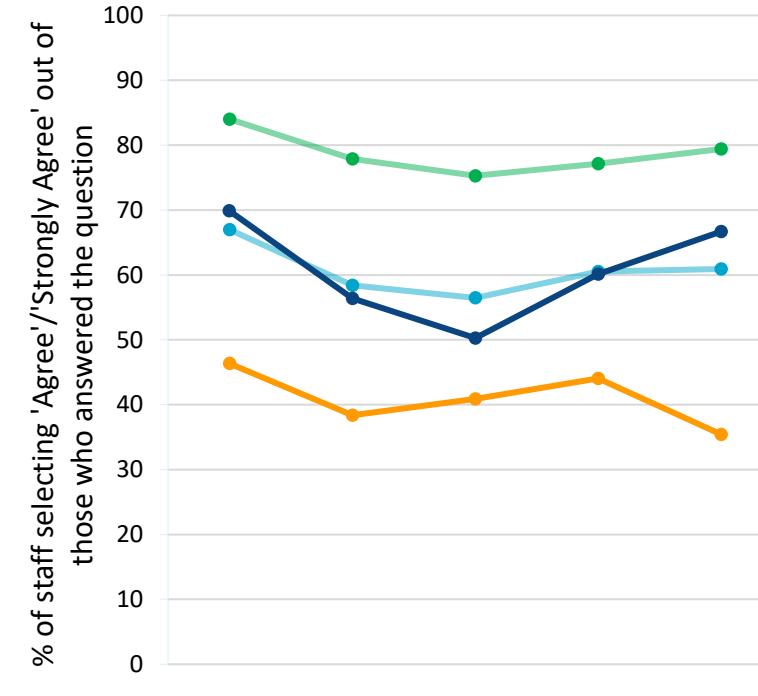


Q25a Care of patients / service users is my organisation's top priority.



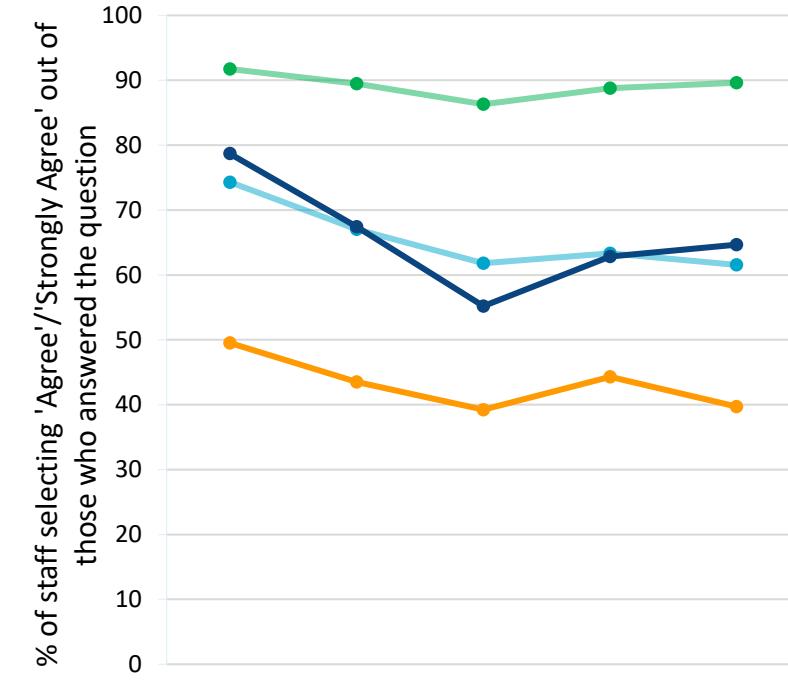
	2020	2021	2022	2023	2024
Your org	81.97%	75.22%	69.52%	75.95%	76.32%
Best result	90.78%	89.26%	86.67%	86.62%	87.89%
Average result	79.52%	75.57%	73.60%	74.95%	74.42%
Worst result	61.64%	59.23%	57.97%	60.62%	50.48%
Responses	1998	1801	1849	2236	2625

Q25c I would recommend my organisation as a place to work.



	2020	2021	2022	2023	2024
Your org	69.86%	56.39%	50.27%	60.12%	66.68%
Best result	84.01%	77.87%	75.29%	77.14%	79.38%
Average result	46.98%	58.40%	56.46%	60.53%	60.90%
Worst result	46.35%	38.38%	40.89%	44.05%	35.43%
Responses	1999	1797	1849	2244	2621

Q25d If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.



	2020	2021	2022	2023	2024
Your org	78.67%	67.45%	55.19%	62.83%	64.65%
Best result	91.73%	89.48%	86.30%	88.79%	89.59%
Average result	74.30%	67.01%	61.79%	63.34%	61.54%
Worst result	49.51%	43.50%	39.23%	44.30%	39.72%
Responses	1997	1800	1848	2243	2625

## Theme - Morale



### Questions included:

Thinking about leaving – Q26a, Q26b, Q26c

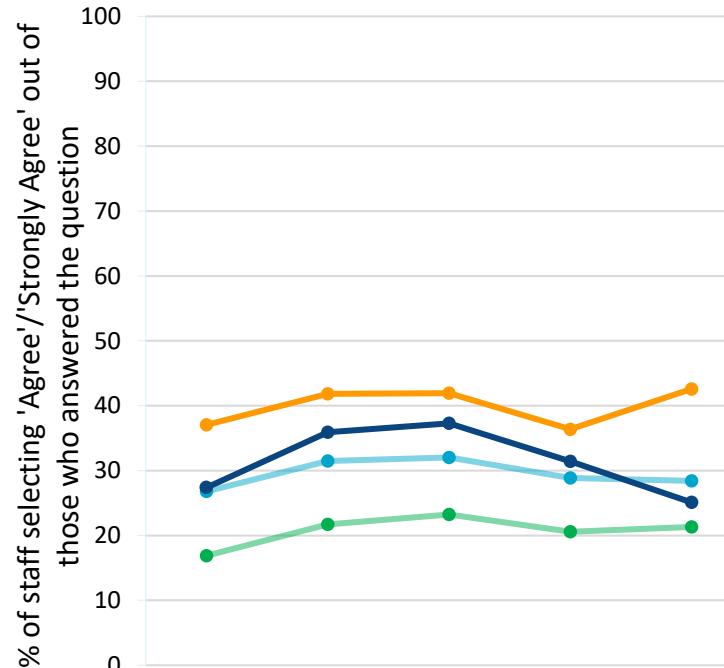
Work pressure – Q3g, Q3h, Q3i

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

Note: where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.

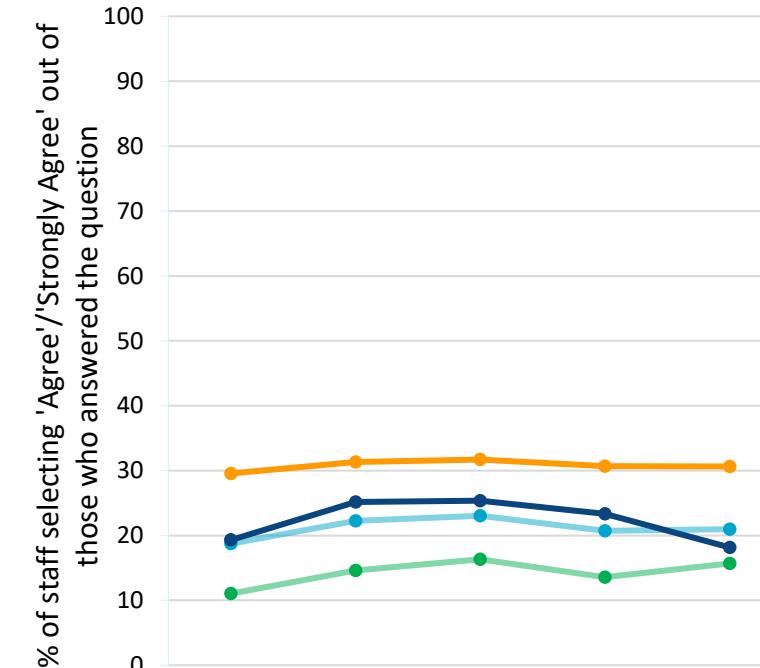


Q26a I often think about leaving this organisation.



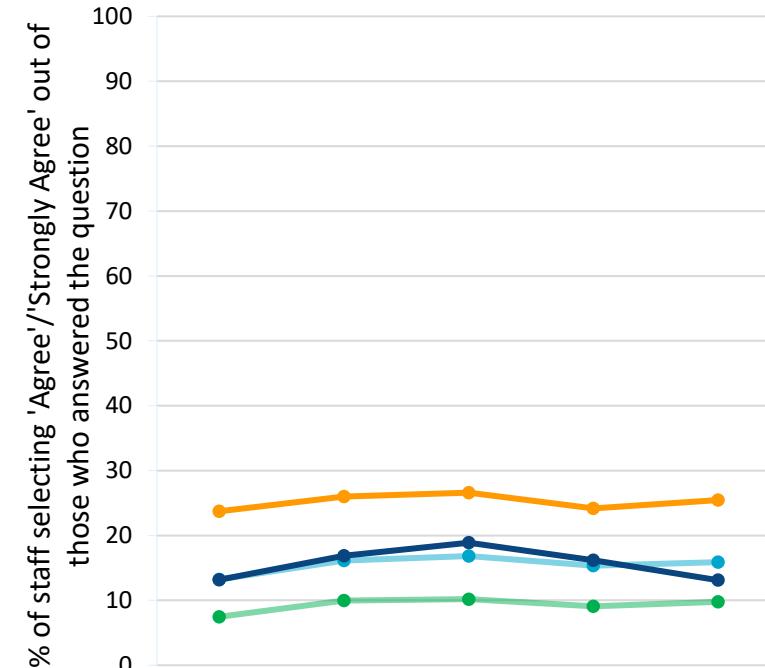
	2020	2021	2022	2023	2024
Your org	27.39%	35.90%	37.28%	31.43%	25.09%
Best result	16.88%	21.69%	23.23%	20.56%	21.30%
Average result	26.80%	31.47%	32.02%	28.87%	28.43%
Worst result	37.07%	41.84%	41.90%	36.37%	42.58%
Responses	2001	1790	1845	2250	2634

Q26b I will probably look for a job at a new organisation in the next 12 months.



	1996	1789	1844	2251	2633
Your org	19.30%	25.14%	25.36%	23.33%	18.16%
Best result	29.00%	31.00%	30.00%	21.00%	15.68%
Average result	20.00%	24.00%	23.00%	21.00%	16.33%
Worst result	11.00%	14.62%	13.58%	15.68%	16.33%
Responses	2001	1790	1845	2250	2634

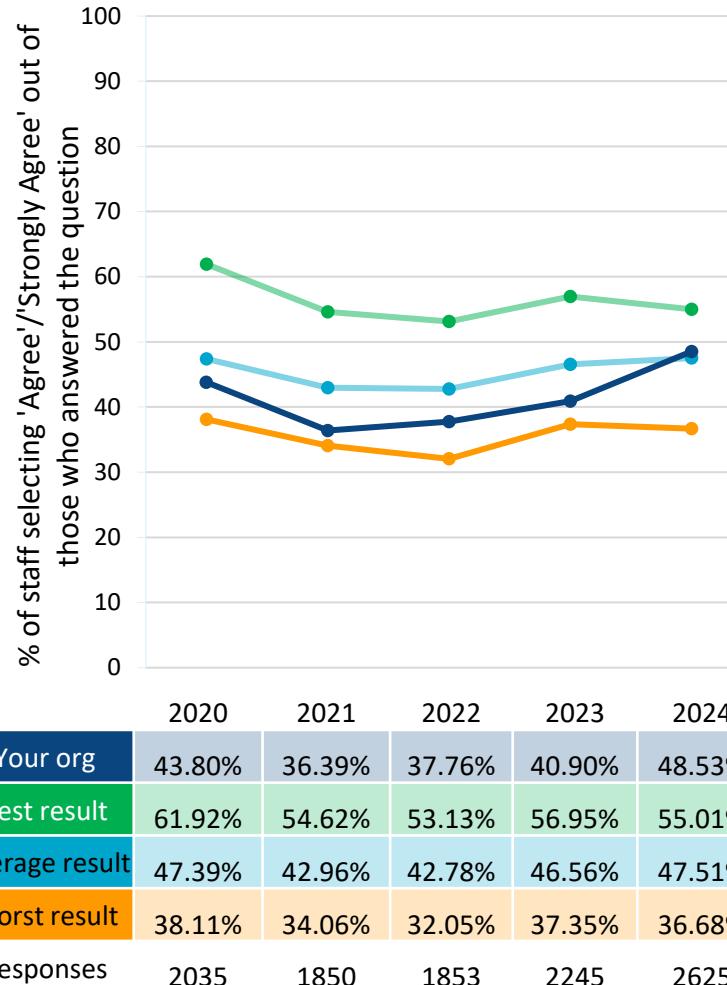
Q26c As soon as I can find another job, I will leave this organisation.



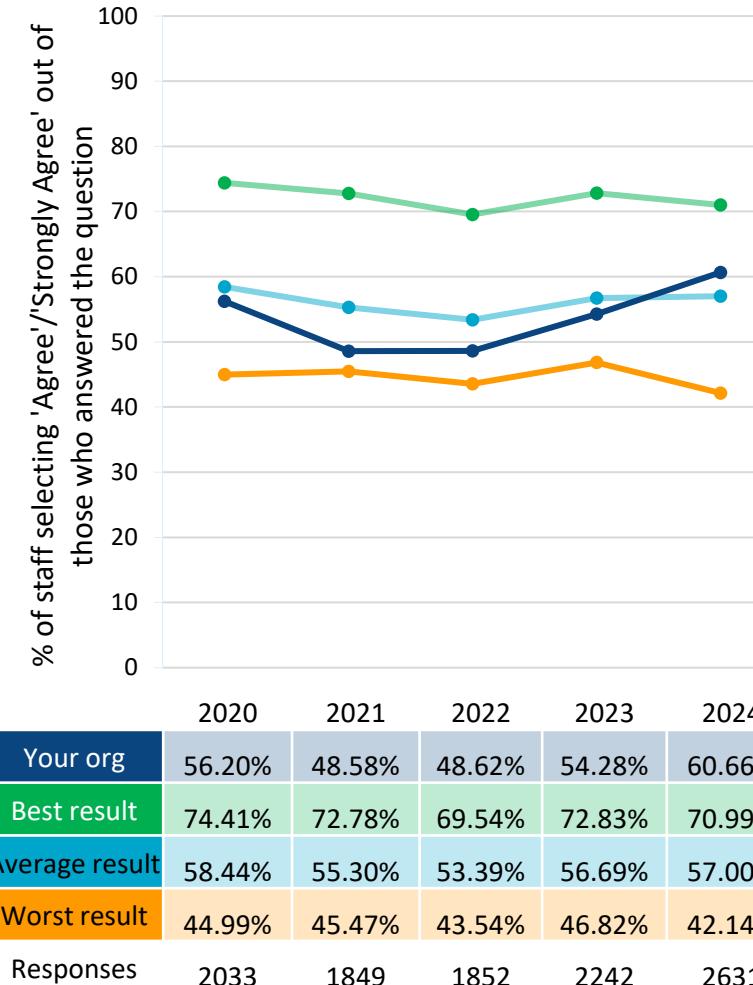
	1997	1784	1839	2245	2625
Your org	13.16%	23.00%	16.87%	18.88%	13.10%
Best result	23.00%	26.00%	16.19%	10.19%	9.76%
Average result	16.87%	27.00%	18.88%	15.32%	13.23%
Worst result	7.47%	9.95%	9.10%	10.19%	15.87%
Responses	2001	1790	1845	2250	2634



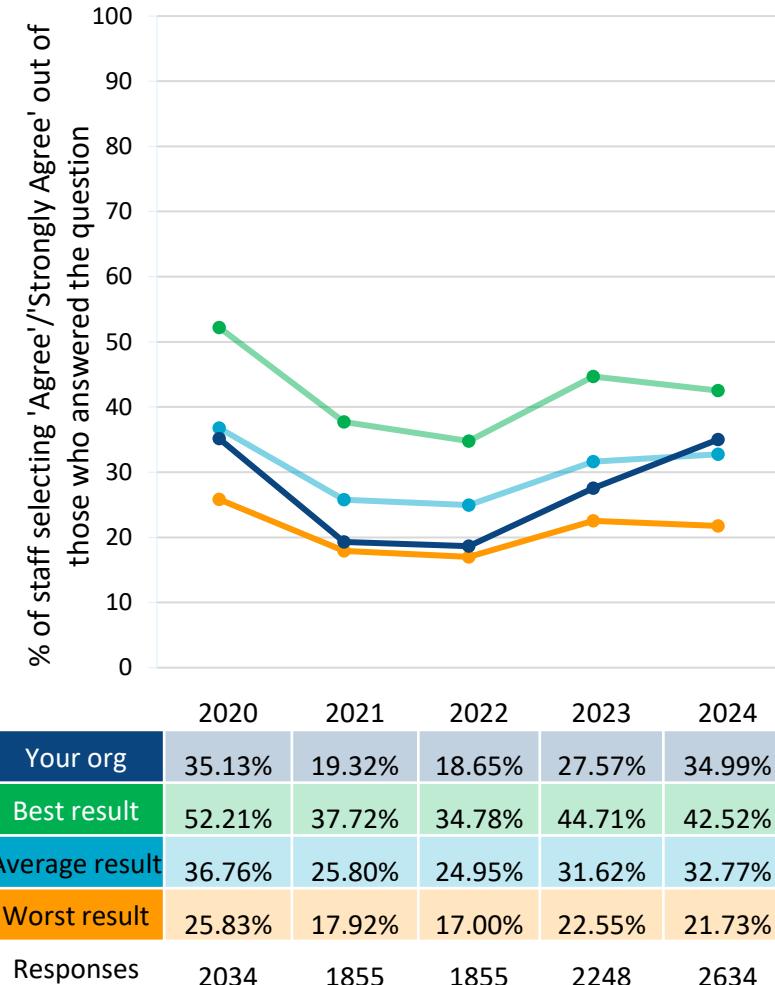
Q3g I am able to meet all the conflicting demands on my time at work.



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

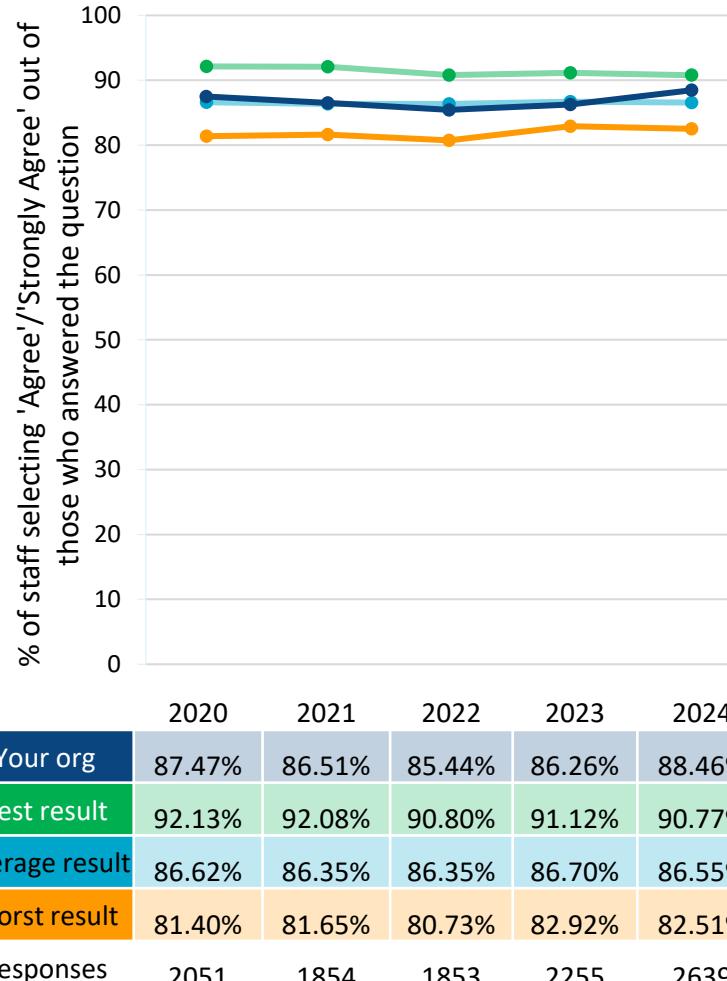


Q3i There are enough staff at this organisation for me to do my job properly.

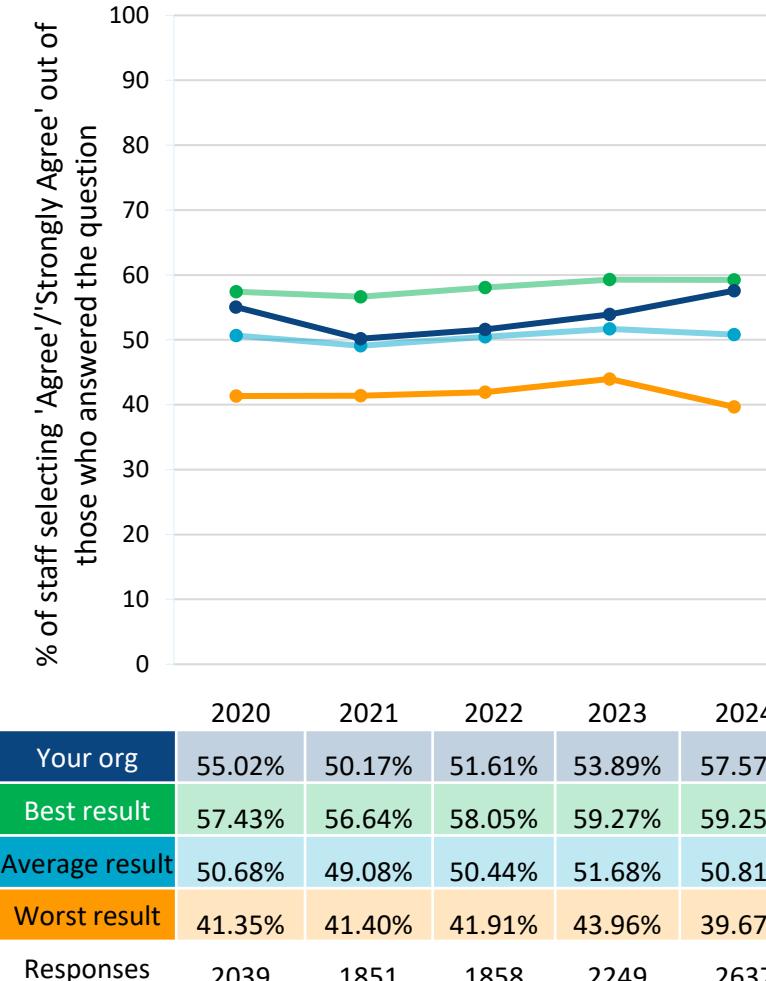




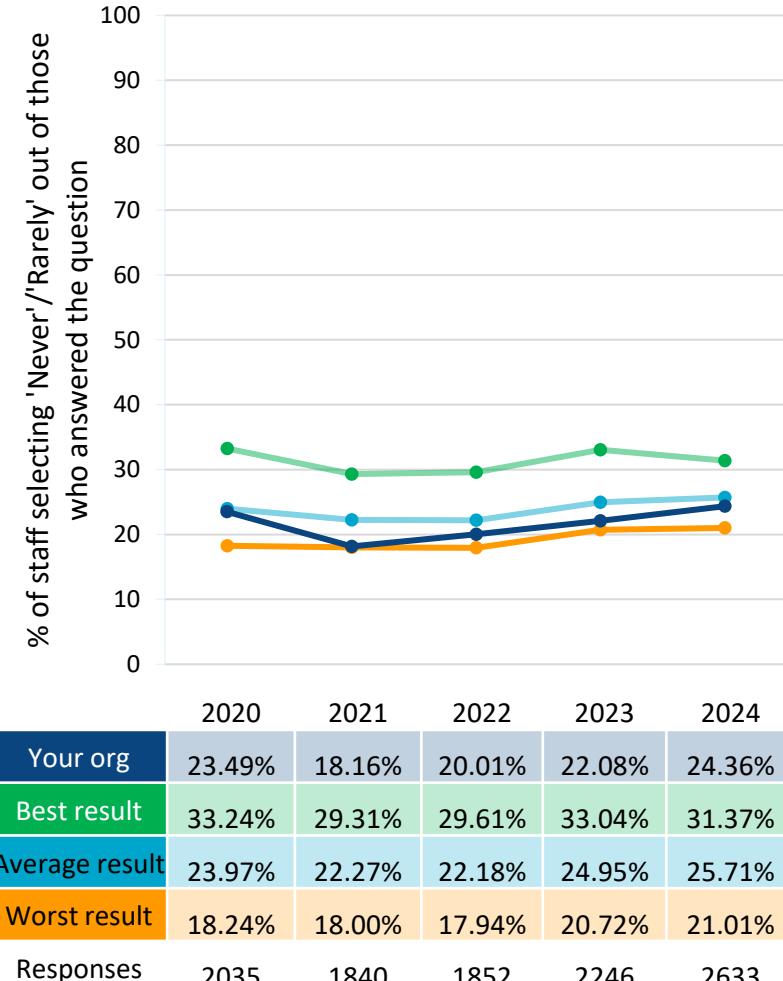
Q3a I always know what my work responsibilities are.



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

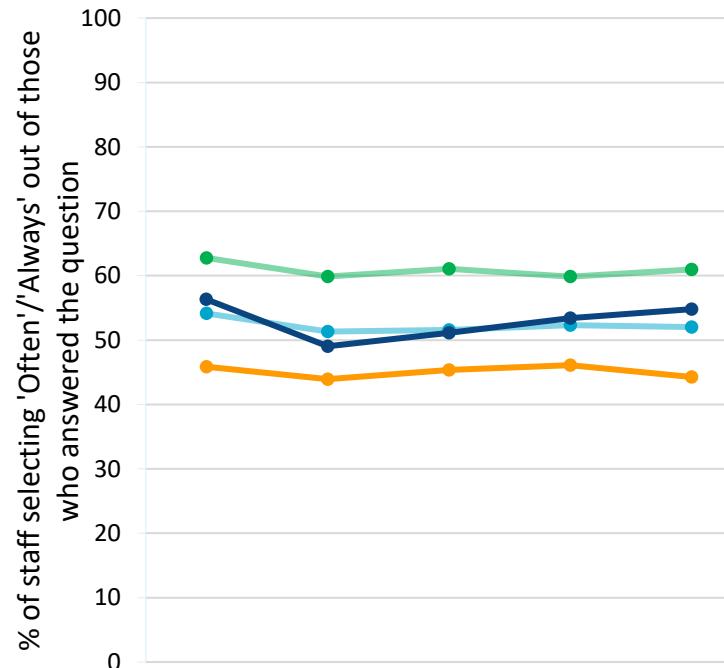


Q5a I have unrealistic time pressures.



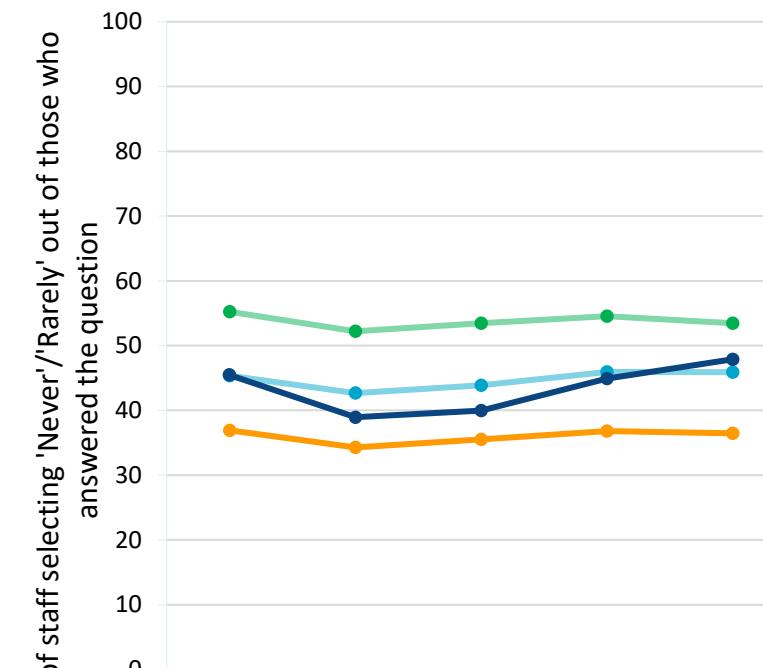


Q5b I have a choice in deciding how to do my work.



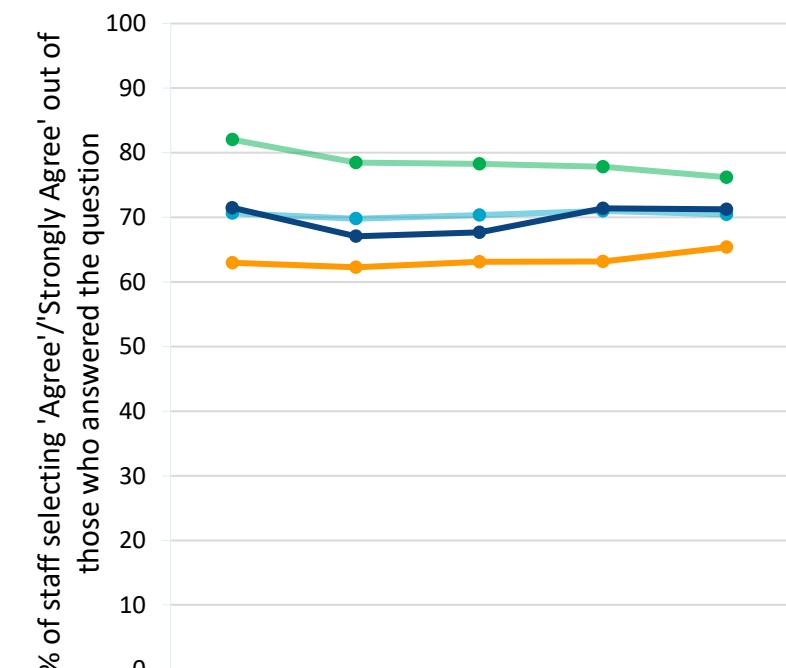
	2020	2021	2022	2023	2024
Your org	56.31%	49.04%	51.13%	53.42%	54.78%
Best result	62.76%	59.87%	61.04%	59.85%	60.94%
Average result	54.13%	51.32%	51.55%	52.31%	52.02%
Worst result	45.86%	43.93%	45.33%	46.10%	44.26%
Responses	2032	1844	1855	2247	2633

Q5c Relationships at work are strained.



	2020	2021	2022	2023	2024
Your org	45.47%	38.95%	39.96%	44.92%	47.89%
Best result	55.23%	52.22%	53.46%	54.56%	53.48%
Average result	45.35%	42.67%	43.89%	45.94%	45.91%
Worst result	36.93%	34.28%	35.52%	36.80%	36.48%
Responses	2030	1844	1857	2245	2631

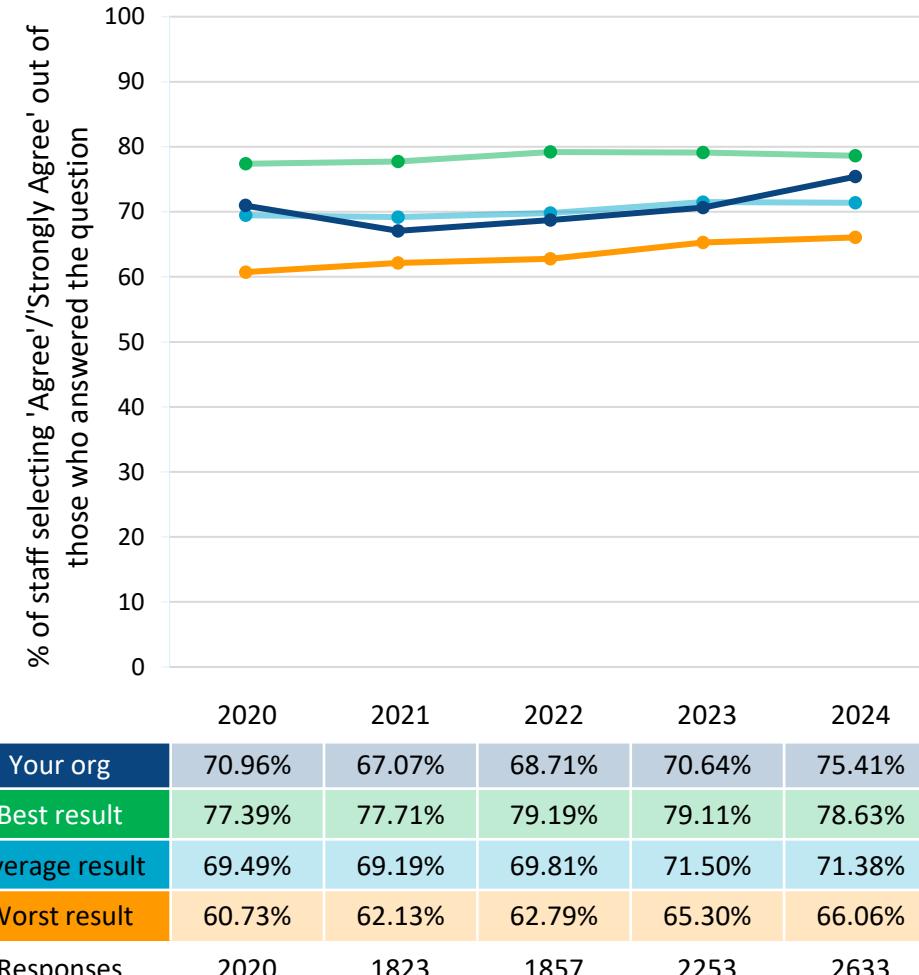
Q7c I receive the respect I deserve from my colleagues at work.



	2020	2021	2022	2023	2024
Your org	71.49%	67.07%	67.67%	71.37%	71.25%
Best result	82.02%	78.45%	78.29%	77.84%	76.21%
Average result	70.63%	69.79%	70.36%	70.99%	70.44%
Worst result	62.98%	62.27%	63.14%	63.16%	65.37%
Responses	2036	1834	1856	2252	2641



Q9a My immediate manager encourages me at work.



## Questions not linked to People Promise elements or themes

Questions included:\*

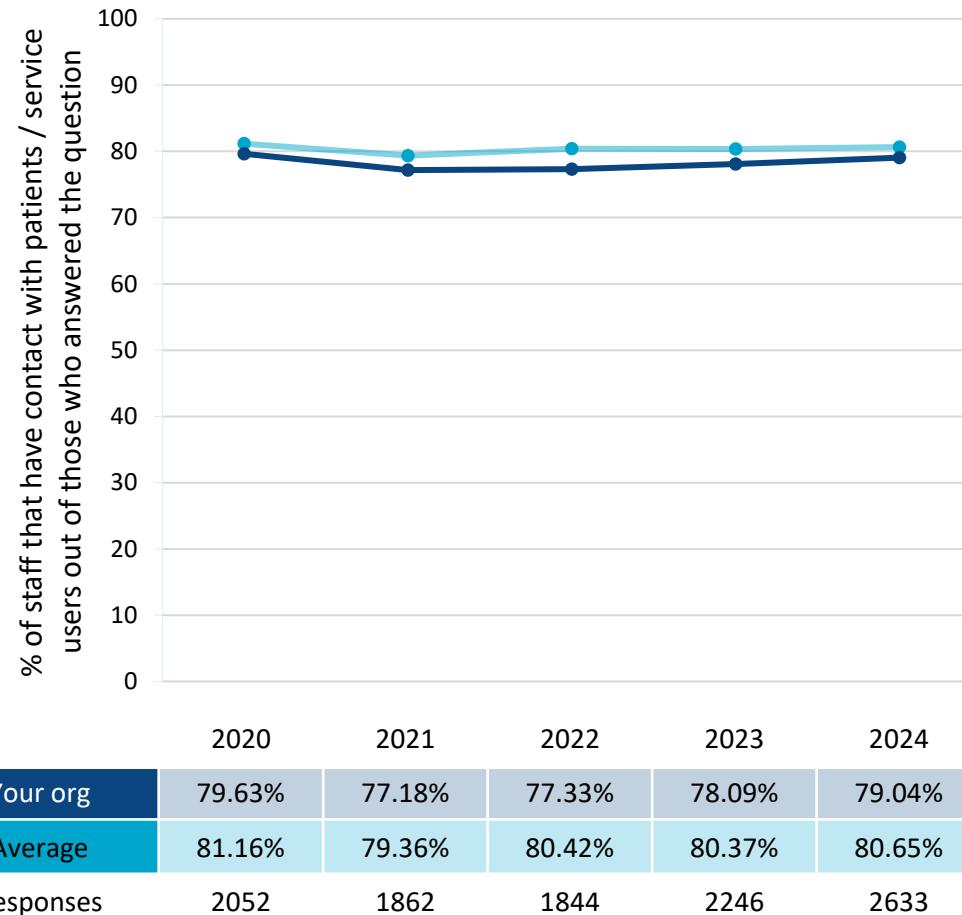
Q1, Q10a, Q10b, Q10c, Q11e, Q16c, Q18, Q19a, Q19b, Q19c, Q19d, Q31b, Q26d

\*The results for Q17a, Q17b and Q22 are reported in the section for People Promise element 4: We are safe and healthy. The results for Q24f are reported in the section for People Promise element 5: We are always learning. These questions do not contribute to any score or sub-score calculations.

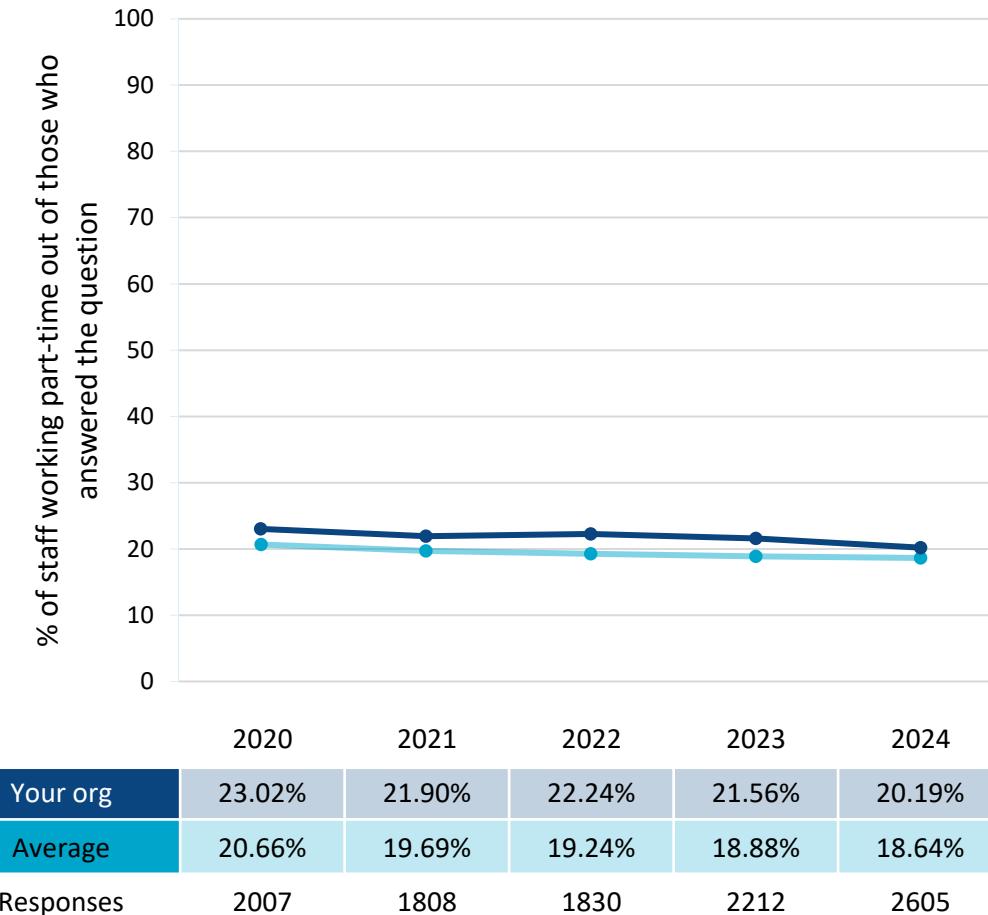
Note where there are fewer than 10 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



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

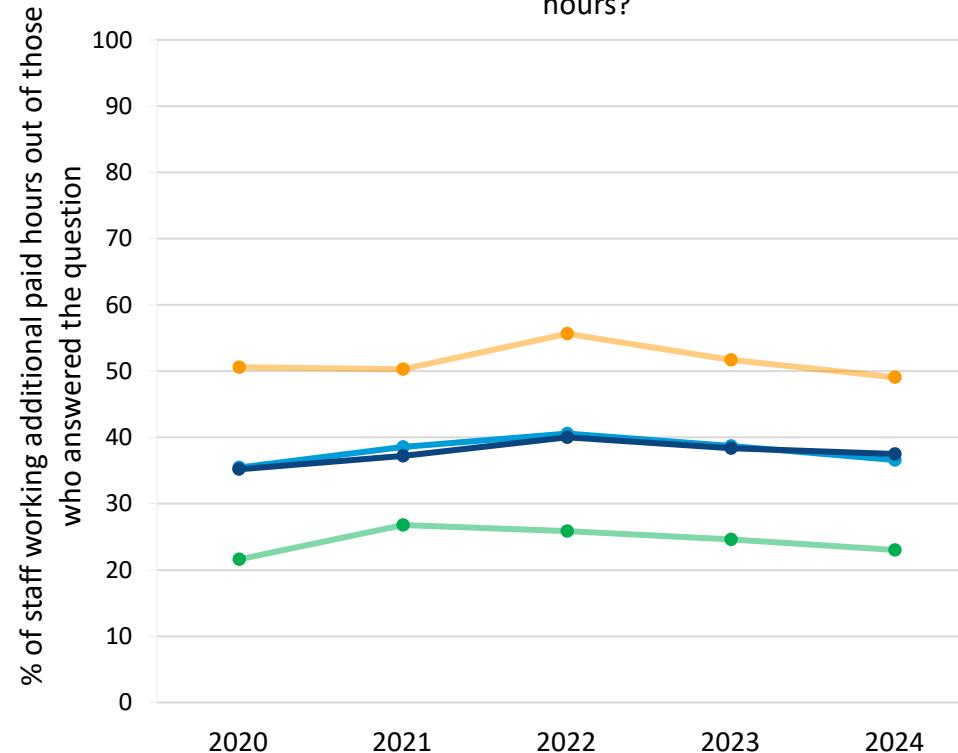


Q10a How many hours a week are you contracted to work?



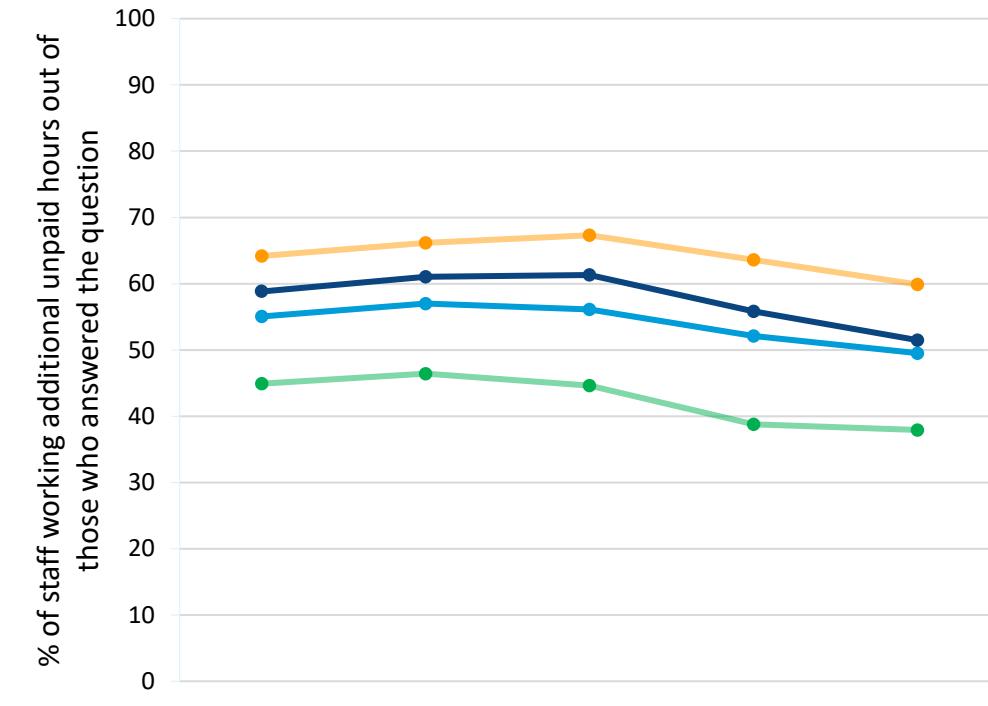


Q10b On average, how many additional PAID hours do you work per week for this organisation, over and above your contracted hours?



Responses 2001 1794 1815 2210 2602

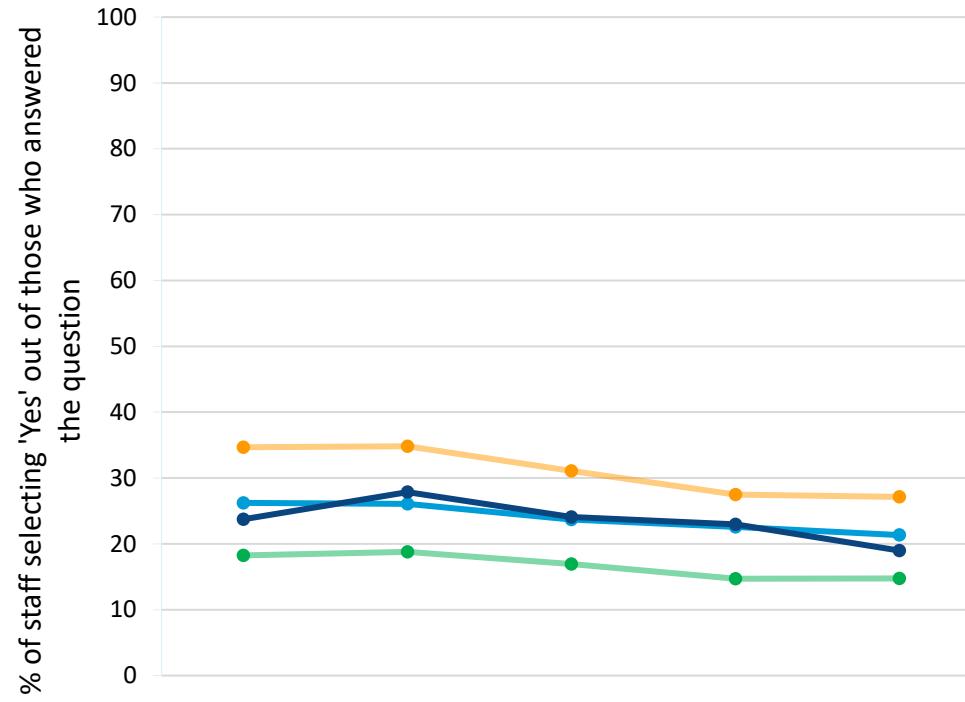
Q10c On average, how many additional UNPAID hours do you work per week for this organisation, over and above your contracted hours?



Responses 2004 1798 1815 2208 2595



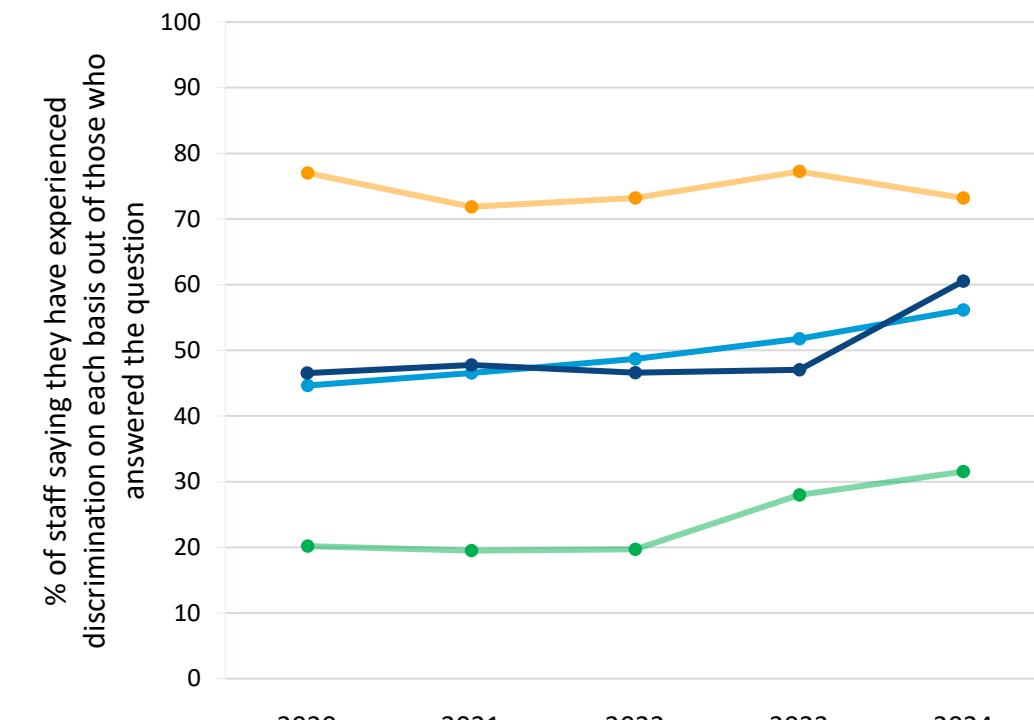
Q11e\* Have you felt pressure from your manager to come to work?



Responses 864 911 964 1067 1290

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

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

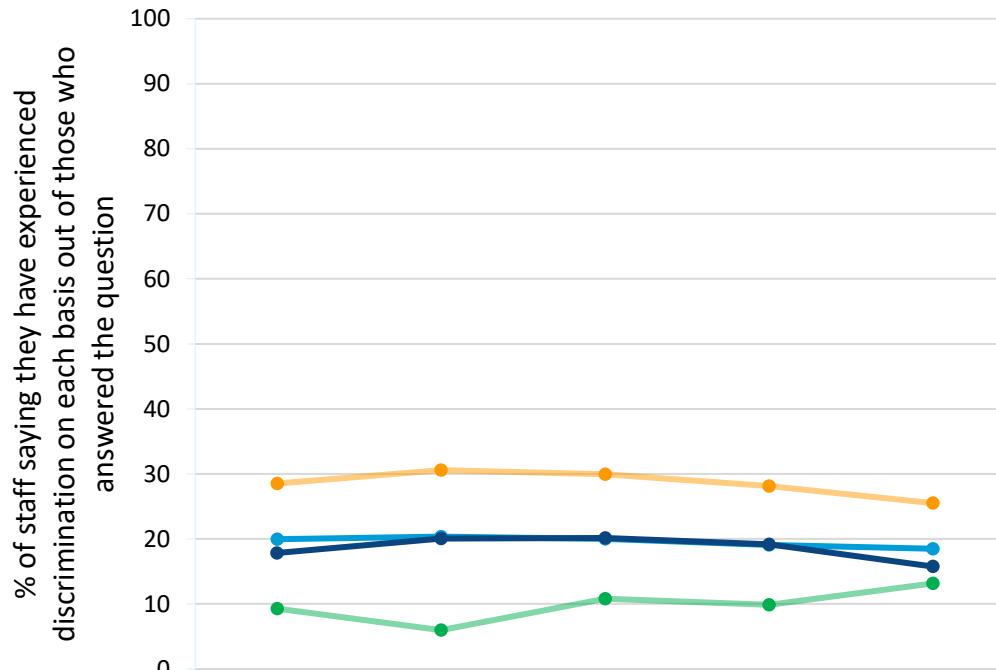


Year	Your org	Best result	Average result	Worst result
2020	46.53%	76.99%	44.63%	20.18%
2021	47.78%	71.86%	46.54%	19.49%
2022	46.59%	73.19%	48.69%	19.69%
2023	47.03%	77.24%	51.77%	28.00%
2024	60.55%	73.22%	56.16%	31.53%

Responses 213 238 223 291 374

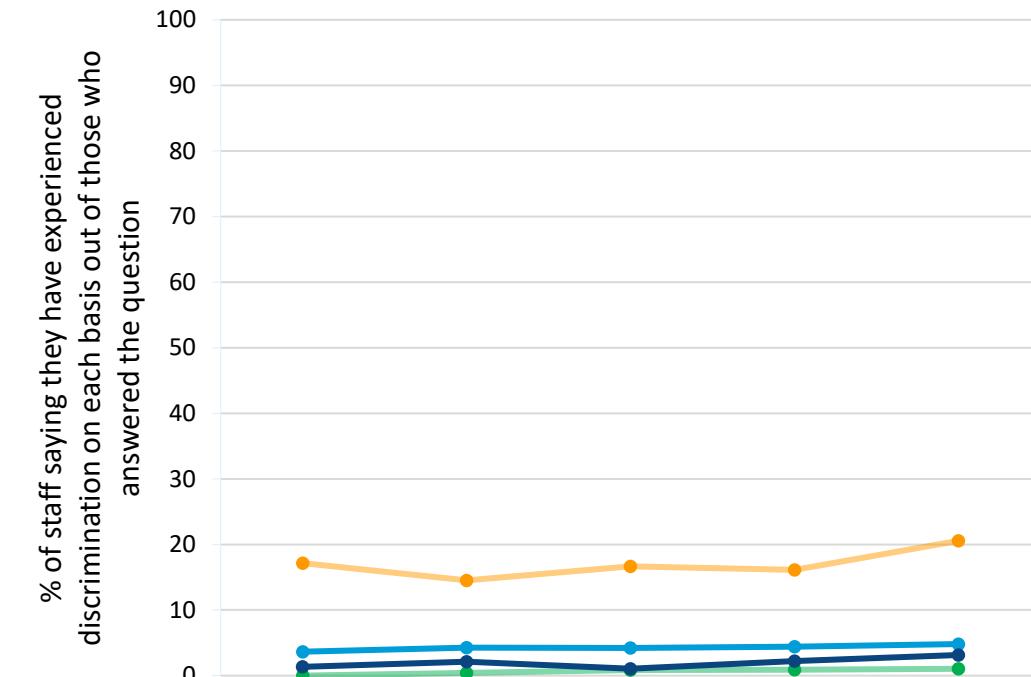


Q16c.2 On what grounds have you experienced discrimination?  
– Gender.



	2020	2021	2022	2023	2024
Your org	17.82%	20.04%	20.14%	19.16%	15.75%
Best result	9.30%	5.97%	10.82%	9.86%	13.16%
Average result	19.96%	20.35%	20.00%	19.07%	18.49%
Worst result	28.50%	30.58%	29.96%	28.11%	25.50%
Responses	213	238	223	291	374

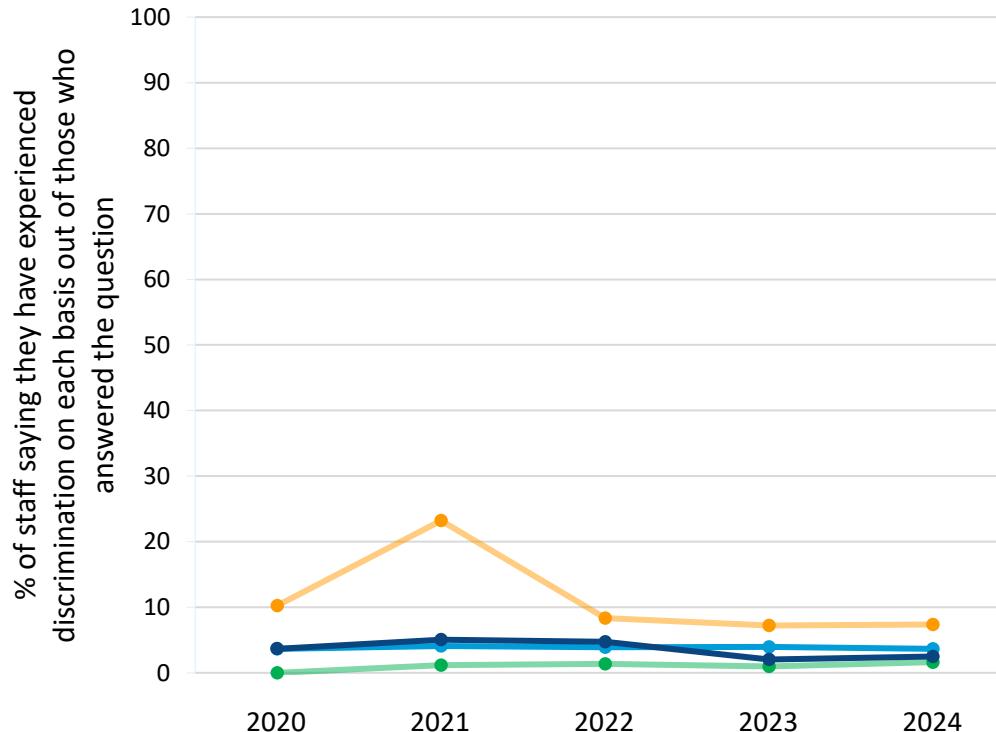
Q16c.3 On what grounds have you experienced discrimination?  
– Religion.



	2020	2021	2022	2023	2024
Your org	1.31%	2.11%	1.05%	2.19%	3.14%
Best result	0.00%	0.42%	0.84%	0.92%	1.04%
Average result	3.64%	4.24%	4.21%	4.43%	4.81%
Worst result	17.17%	14.52%	16.64%	16.12%	20.56%
Responses	213	238	223	291	374

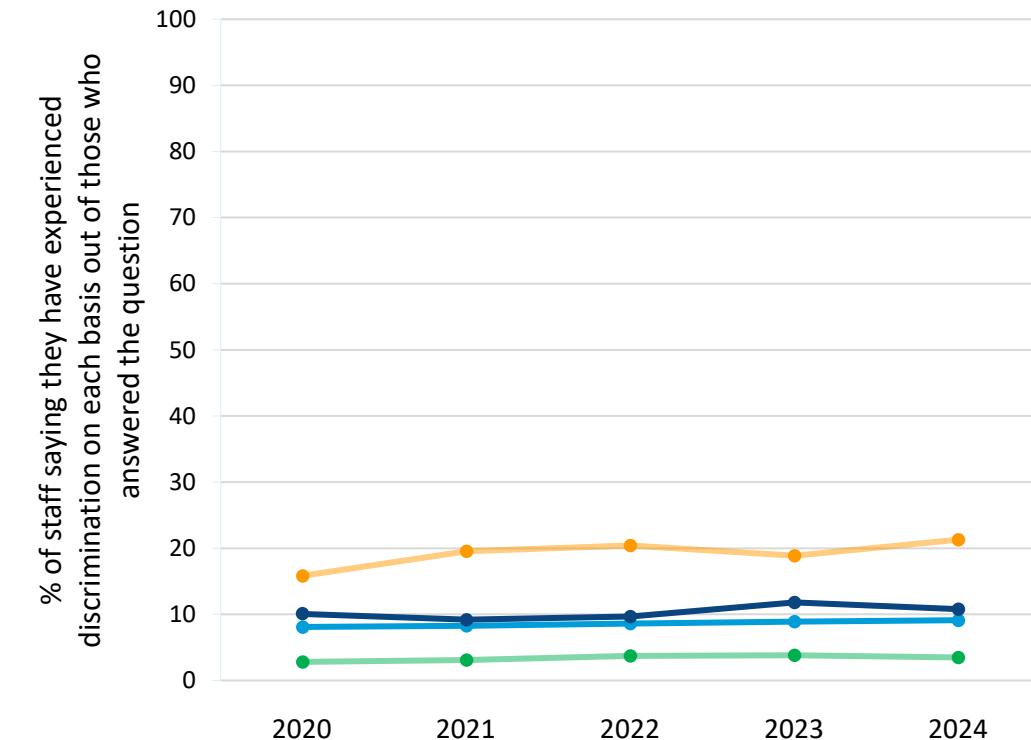


Q16c.4 On what grounds have you experienced discrimination?  
– Sexual orientation.



Responses	213	238	223	291	374
Your org	3.67%	5.05%	4.76%	2.04%	2.50%
Best result	0.00%	1.16%	1.36%	0.96%	1.63%
Average result	3.65%	4.09%	3.89%	3.96%	3.67%
Worst result	10.25%	23.21%	8.35%	7.22%	7.36%

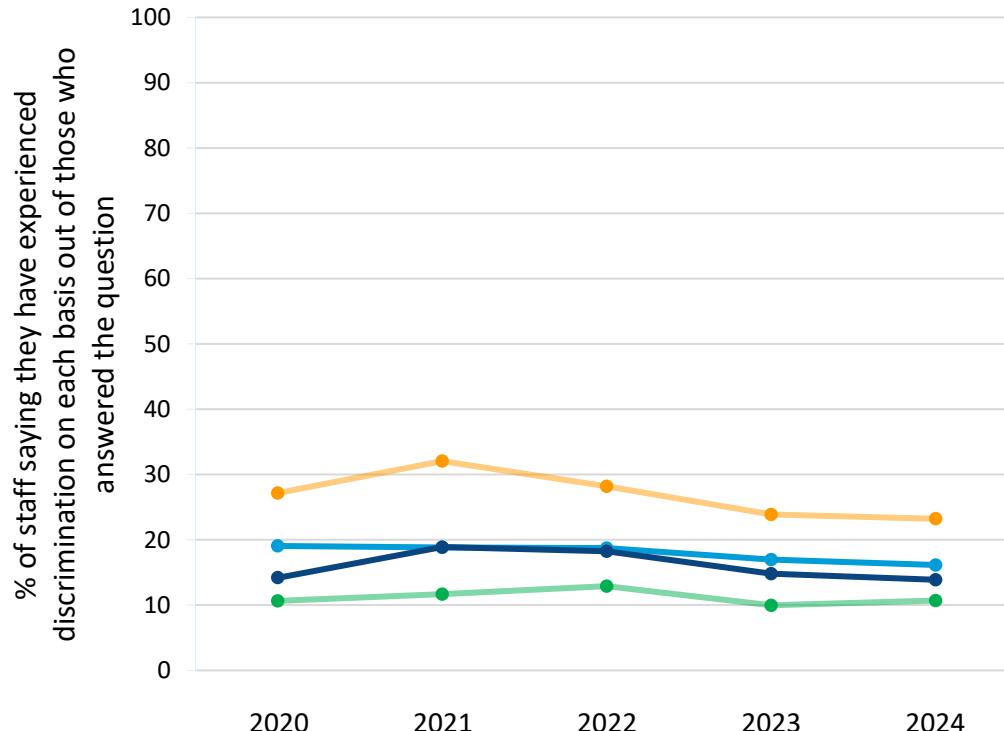
Q16c.5 On what grounds have you experienced discrimination?  
– Disability.



Responses	213	238	223	291	374
Your org	10.07%	9.20%	9.67%	11.81%	10.77%
Best result	8.10%	8.28%	3.10%	3.74%	3.48%
Average result	8.10%	8.28%	8.59%	8.91%	9.12%
Worst result	15.84%	19.54%	20.43%	18.85%	21.30%

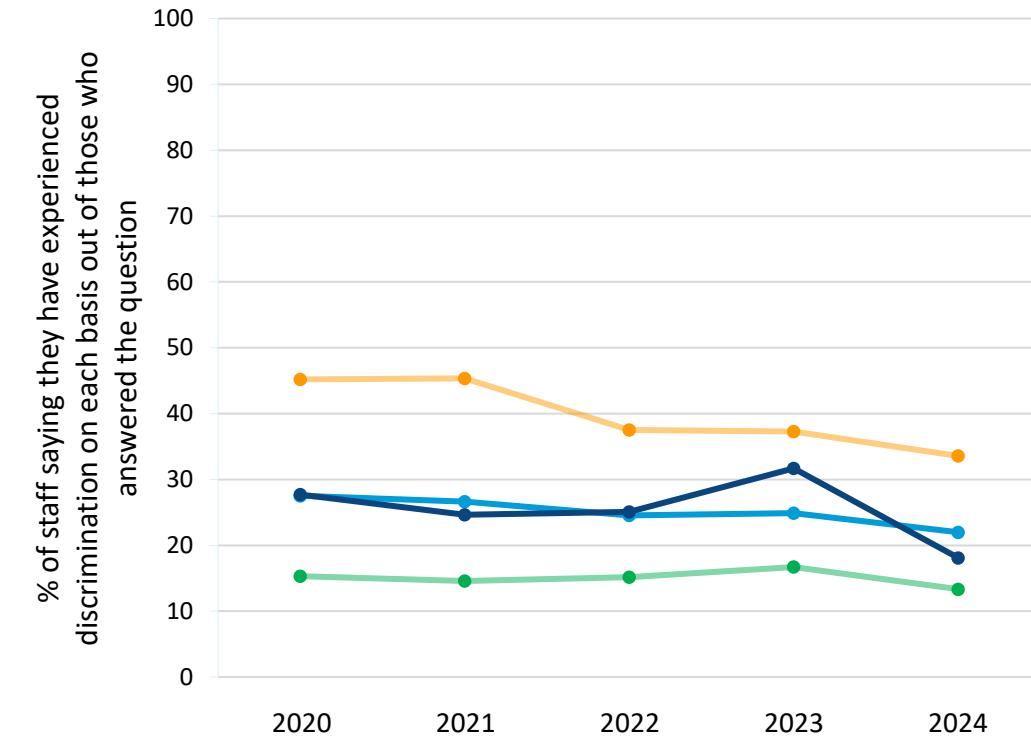


Q16c.6 On what grounds have you experienced discrimination?  
– Age.



Responses	213	238	223	291	374
Your org	14.18%	18.90%	18.26%	14.83%	13.88%
Best result	10.65%	11.70%	12.90%	9.97%	10.71%
Average result	19.06%	18.83%	18.73%	16.99%	16.15%
Worst result	27.17%	32.05%	28.20%	23.87%	23.22%

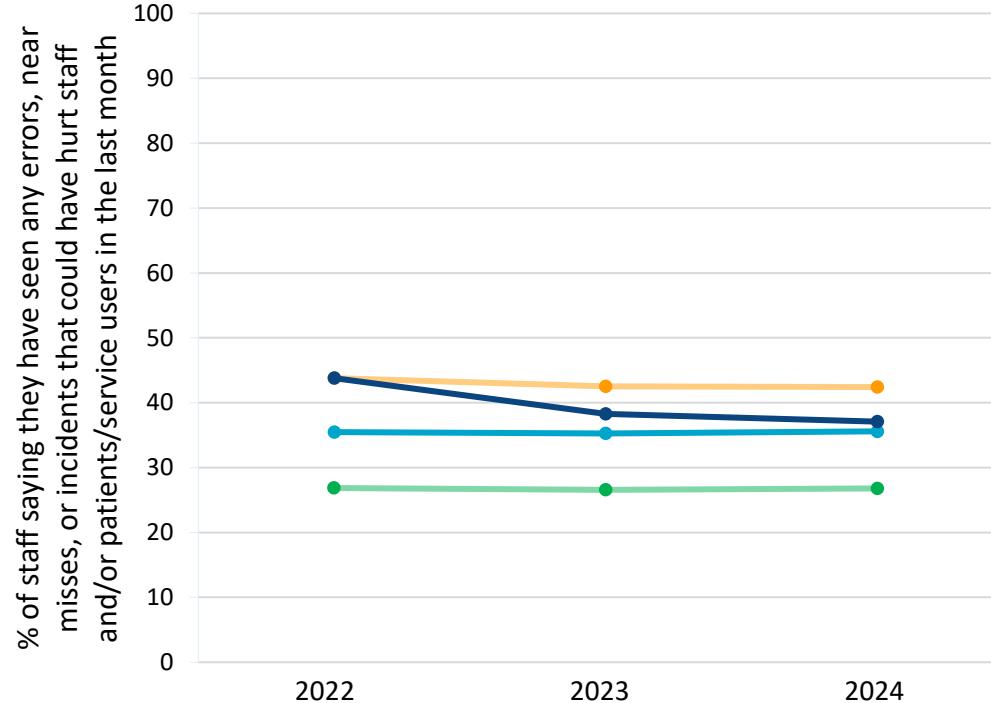
Q16c.7 On what grounds have you experienced discrimination?  
– Other.



Responses	213	238	223	291	374
Your org	27.70%	24.66%	25.09%	31.69%	18.10%
Best result	15.33%	14.60%	15.16%	16.70%	13.34%
Average result	27.53%	26.62%	24.54%	24.88%	21.99%
Worst result	45.22%	45.35%	37.52%	37.27%	33.58%

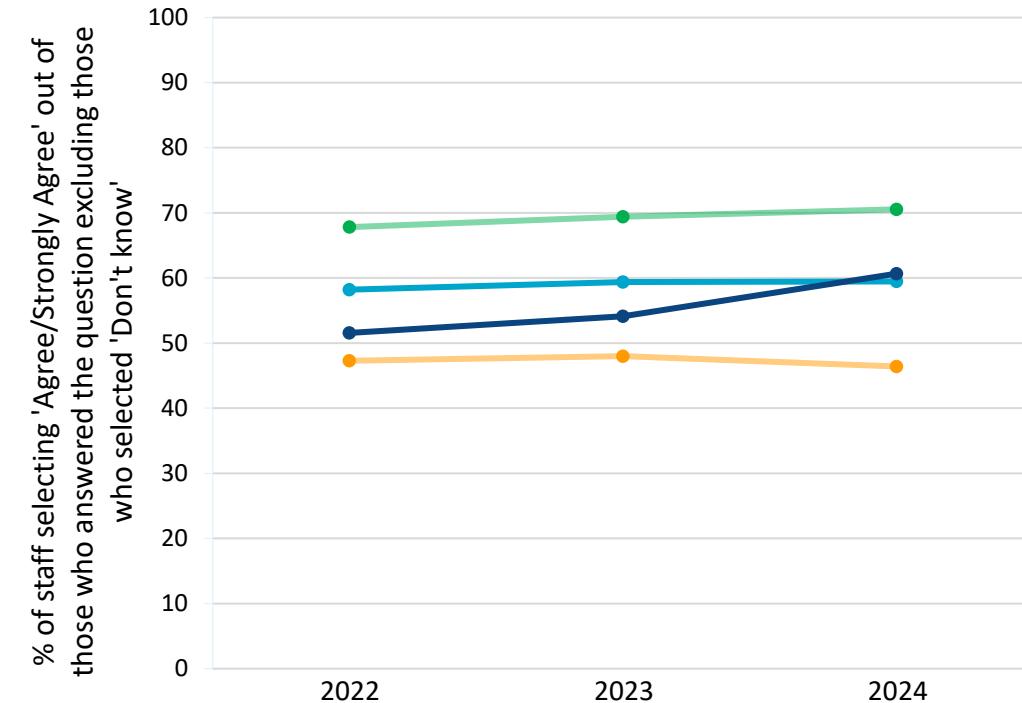


Q18 In the last month have you seen any errors, near misses, or incidents that could have hurt staff and/or patients/service users?



Responses	1823	2237	2600
Your org	43.78%	38.27%	37.08%
Best result	26.85%	26.57%	26.76%
Average result	35.44%	35.26%	35.58%
Worst result	43.78%	42.54%	42.41%

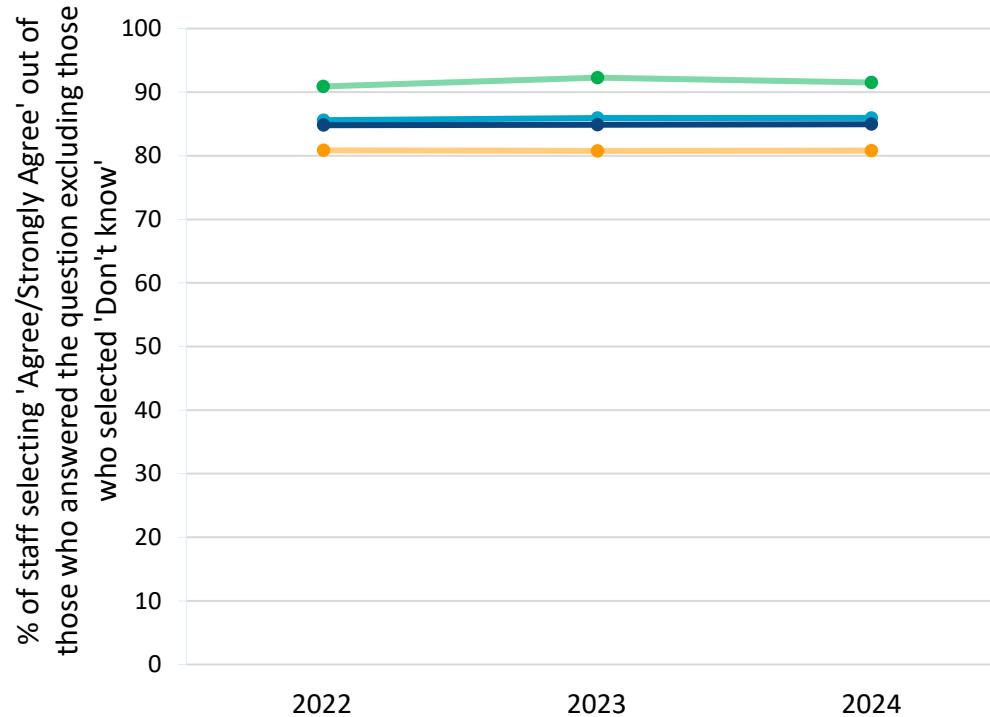
Q19a My organisation treats staff who are involved in an error, near miss or incident fairly.



Responses	1377	1663	1964
Your org	51.57%	54.10%	60.67%
Best result	67.82%	69.42%	70.55%
Average result	58.21%	59.40%	59.47%
Worst result	47.27%	48.00%	46.41%

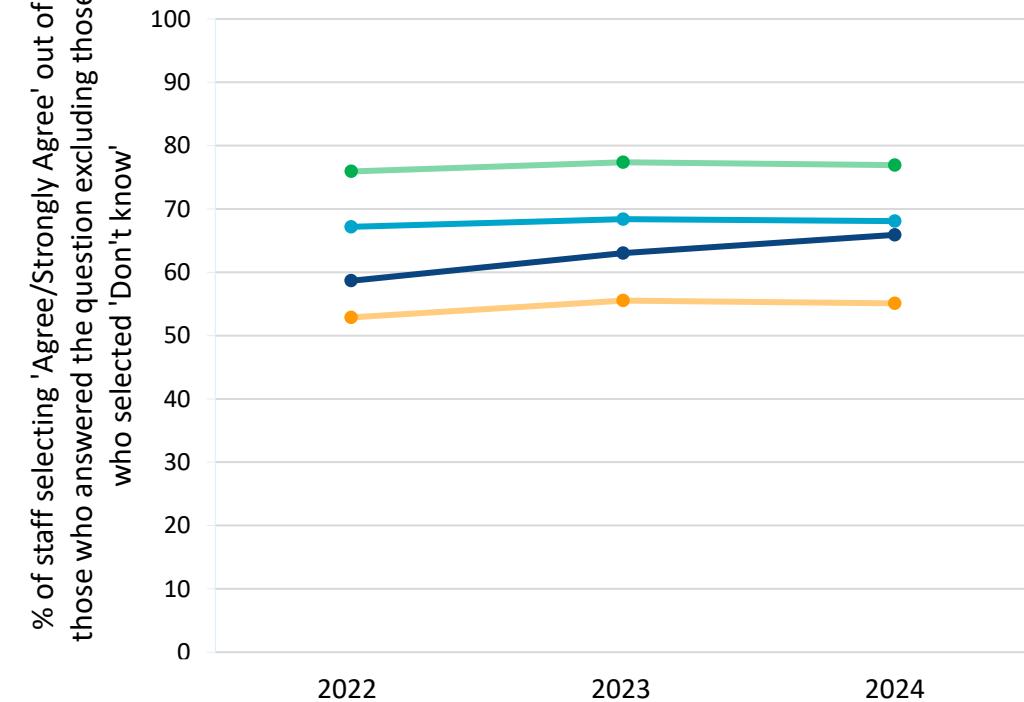


Q19b My organisation encourages us to report errors, near misses or incidents.



Responses	1770	2162	2509
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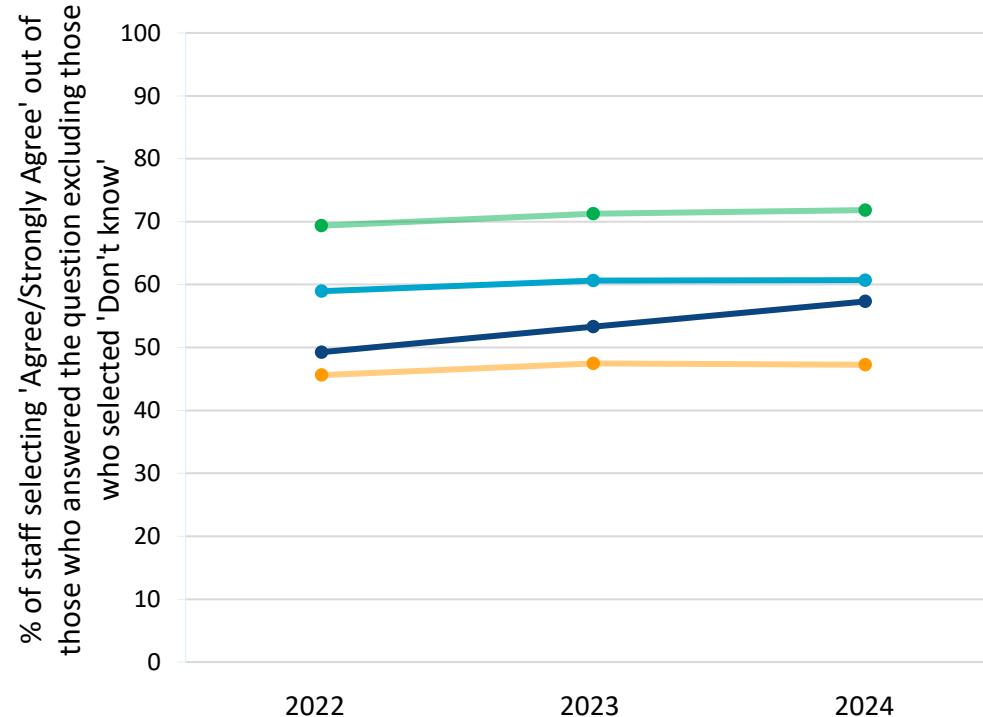
Q19c When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again.



Responses	1598	1922	2292
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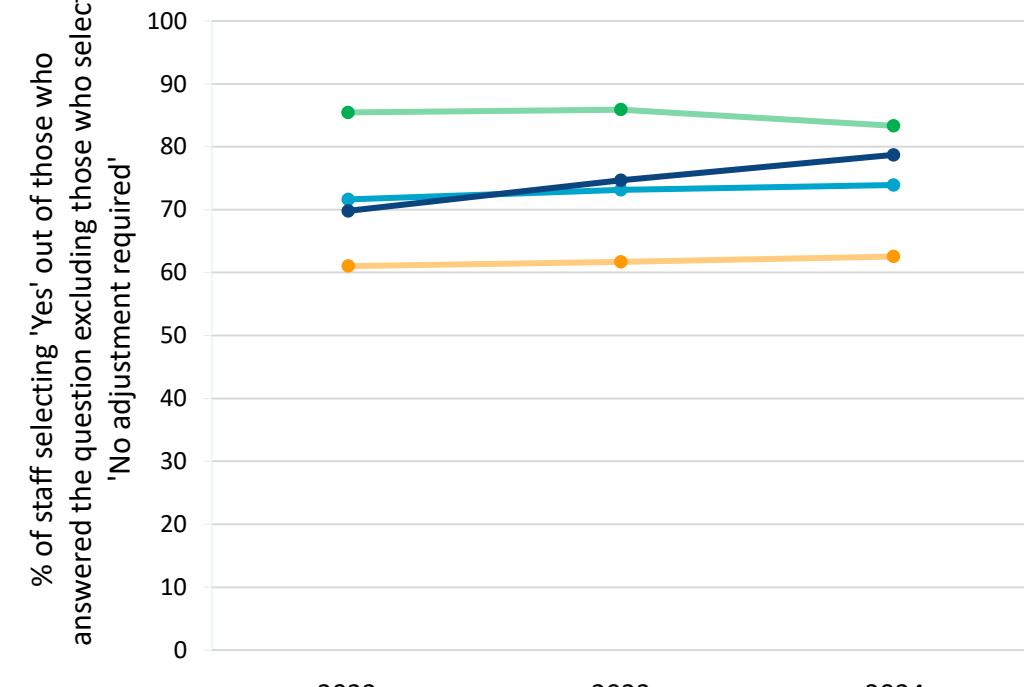


Q19d We are given feedback about changes made in response to reported errors, near misses and incidents.



	2022	2023	2024
Your org	49.26%	53.29%	57.32%
Best result	69.36%	71.25%	71.84%
Average result	58.95%	60.66%	60.70%
Worst result	45.61%	47.47%	47.26%
Responses	1606	1934	2293

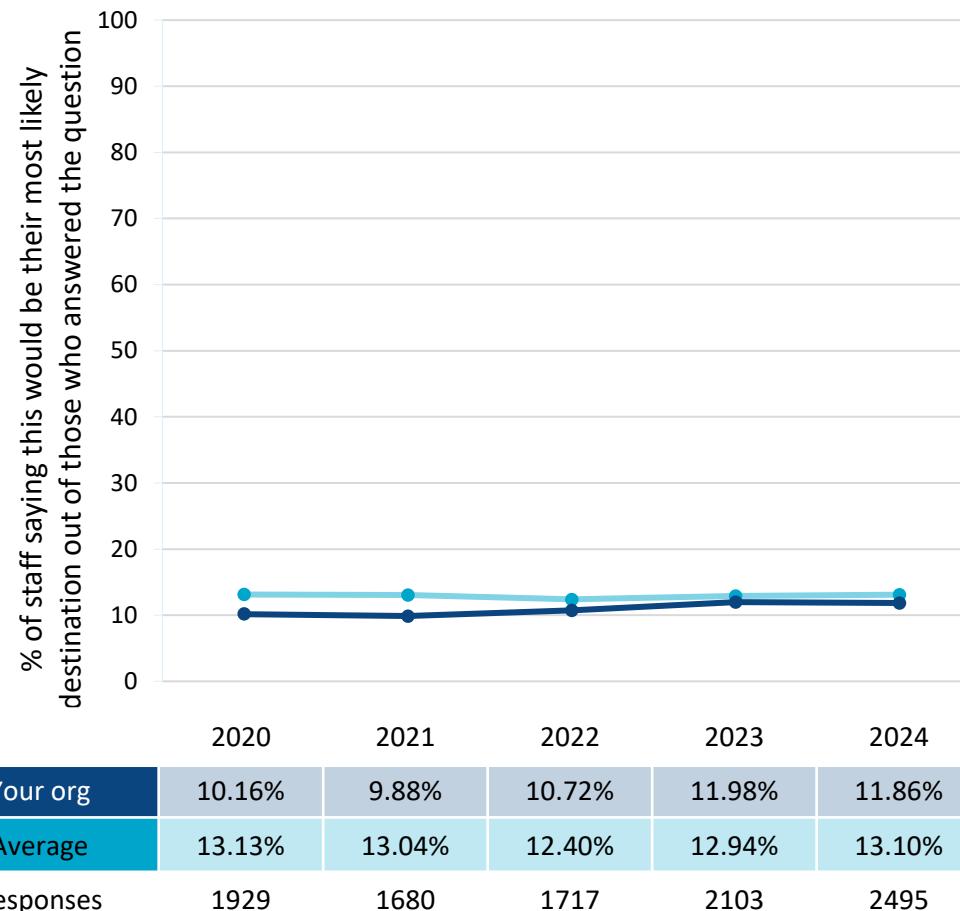
Q31b Has your employer made reasonable adjustment(s) to enable you to carry out your work?



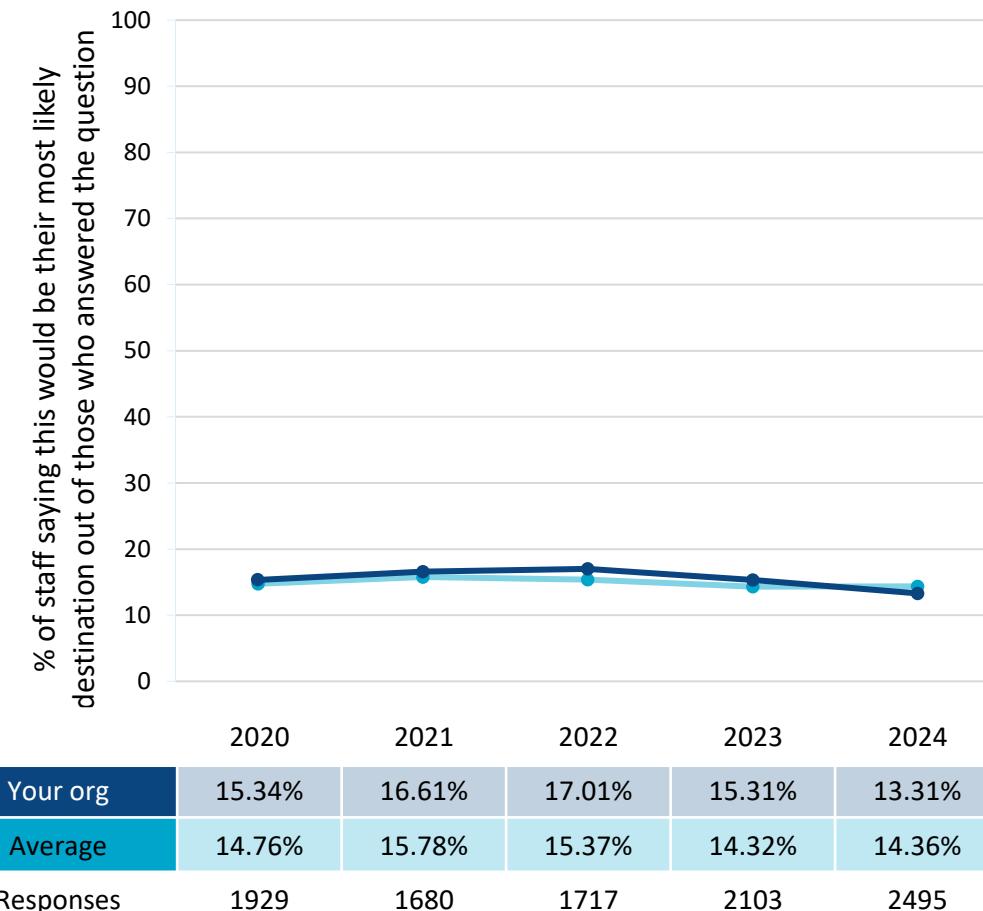
	2022	2023	2024
Your org	69.81%	74.68%	78.72%
Best result	85.45%	85.89%	83.33%
Average result	71.63%	73.13%	73.92%
Worst result	61.02%	61.72%	62.55%
Responses	226	310	375



Q26d.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.

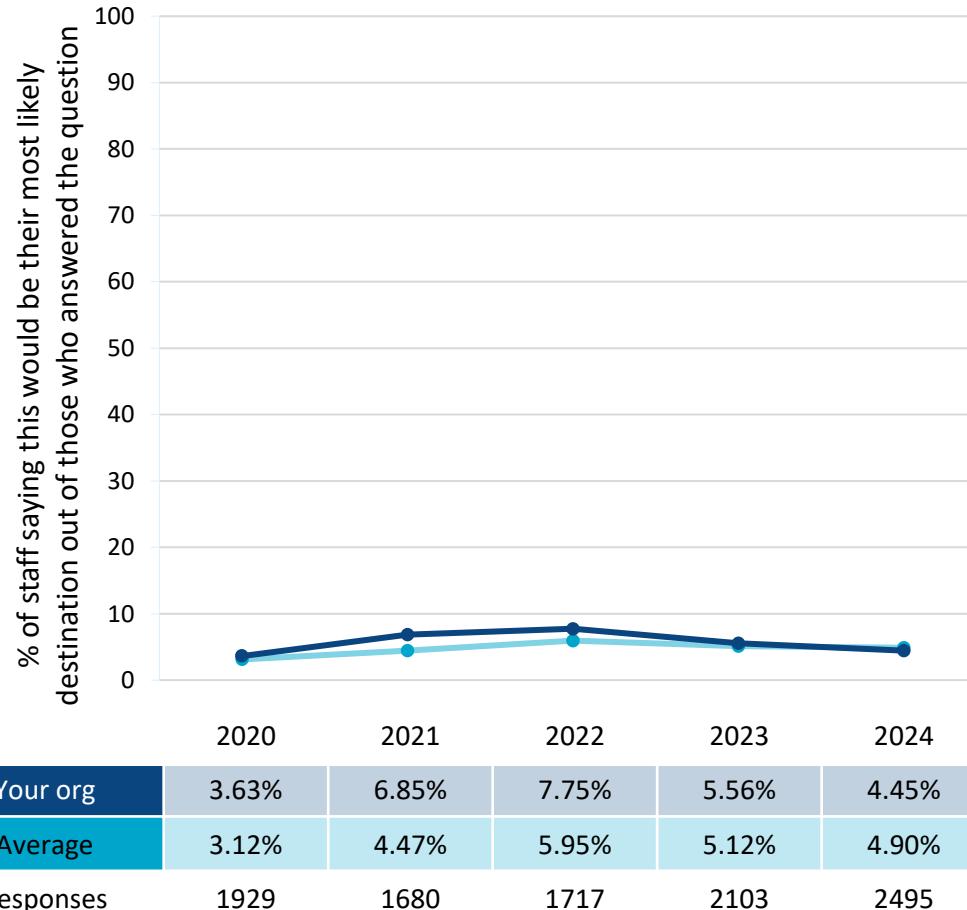


Q26d.2 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job in a different NHS Trust/organisation.

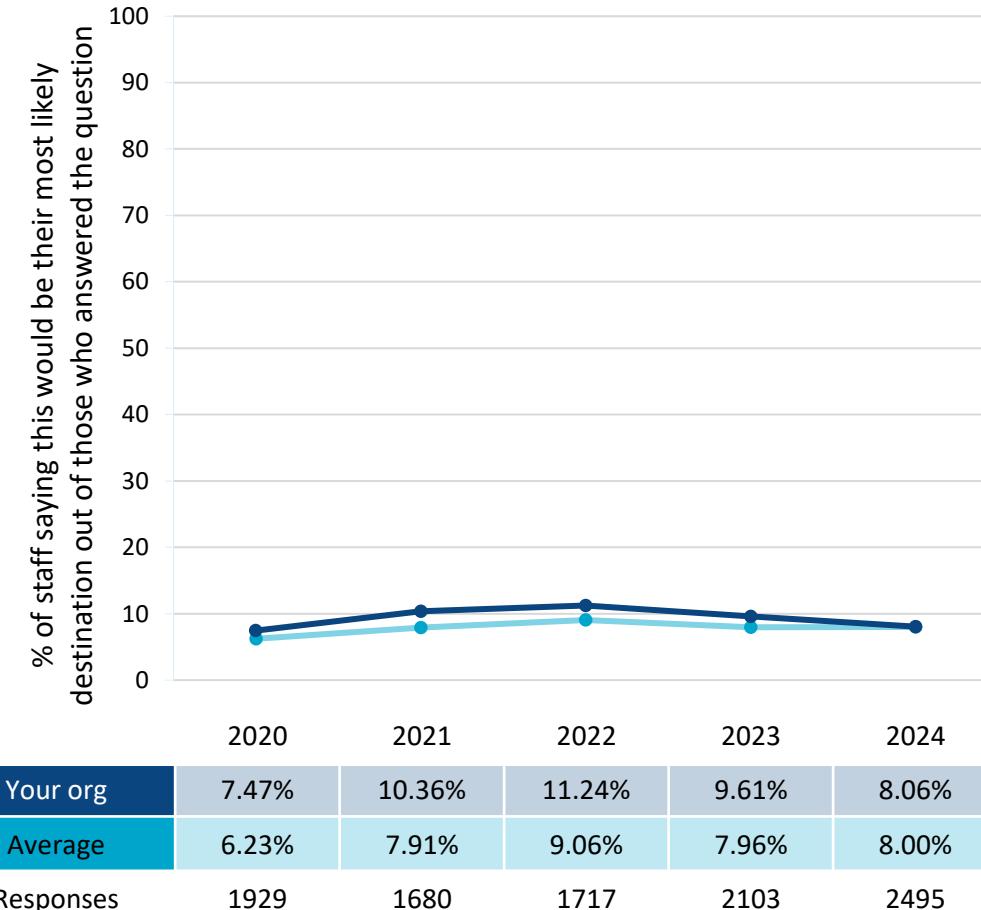




Q26d.3 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job in healthcare, but outside the NHS.

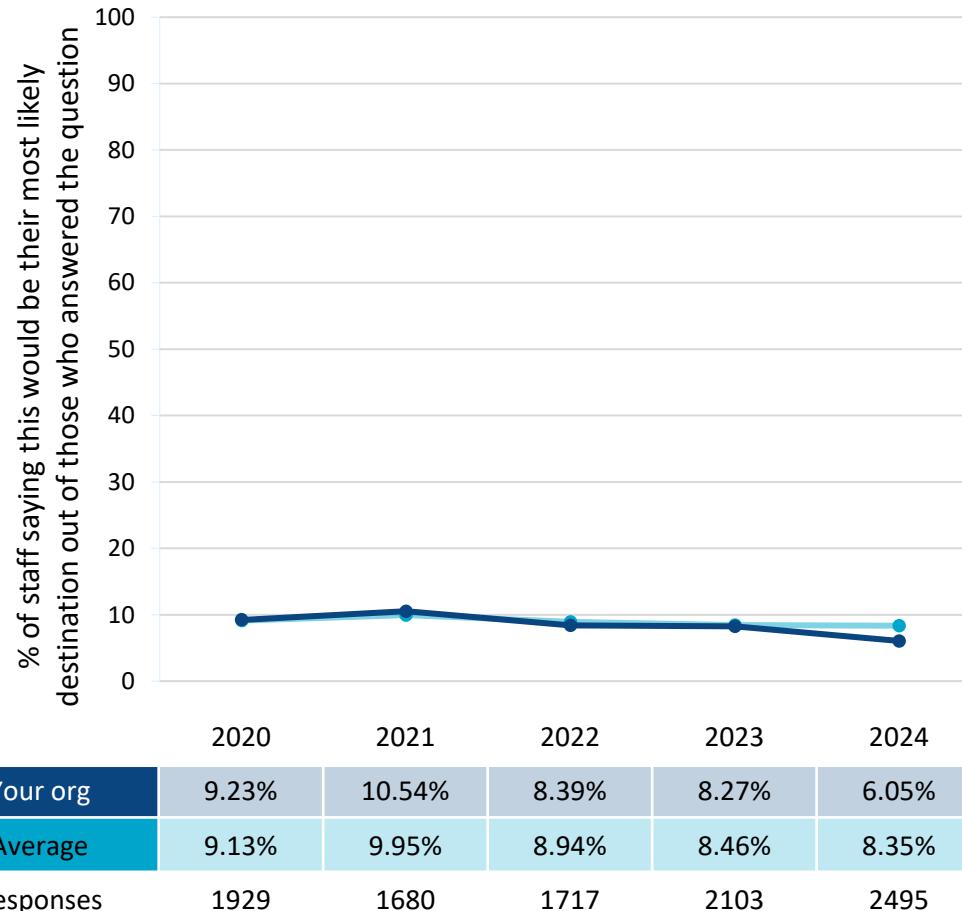


Q26d.4 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job outside healthcare.

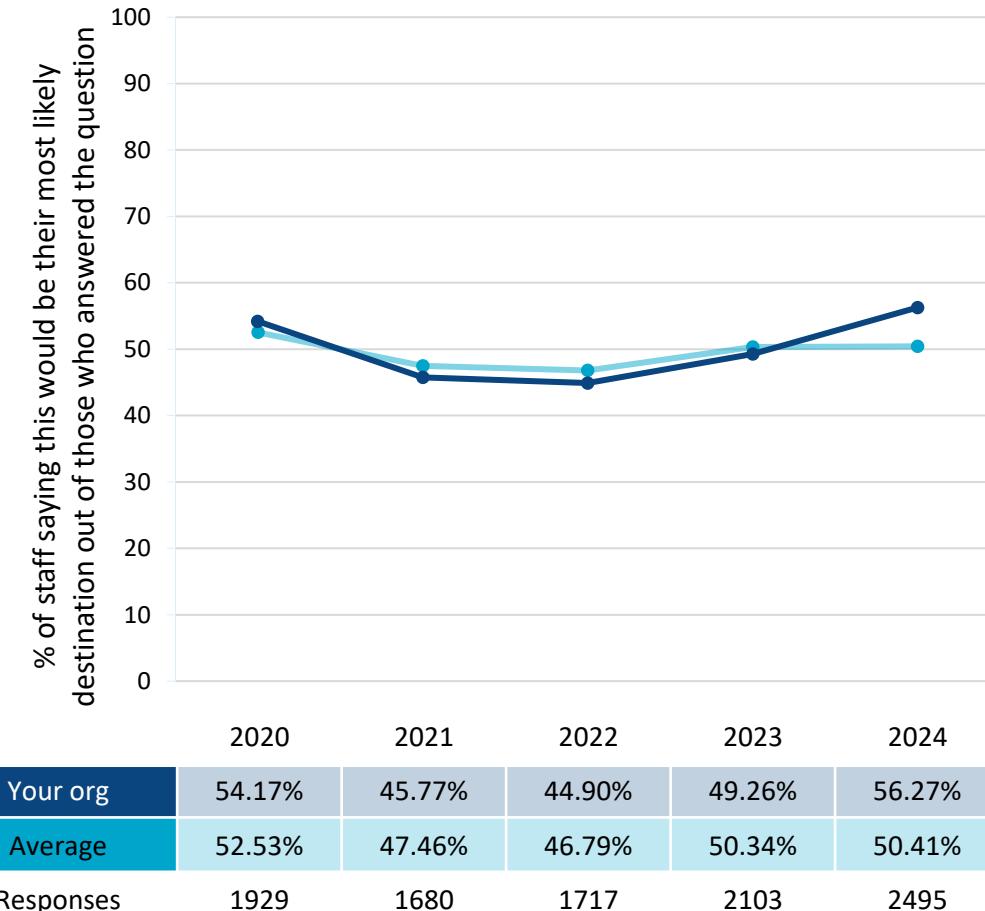




Q26d.5 If you are considering leaving your current job, what would be your most likely destination? - I would retire or take a career break.



Q26d.9 If you are considering leaving your current job, what would be your most likely destination? - I am not considering leaving my current job.



## Workforce Equality Standards

Note where there are fewer than 10 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 2020-2024 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 metrics used in the Workforce Disability Equality Standard (WDES). It includes the 2020-2024 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 q31b (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.

In 2022, the text for q31b was updated and the word 'adequate' was changed to 'reasonable'.

The WDES breakdowns are based on the responses to q31a 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	Q14a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6	Q14b & Q14c	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7	Q15	Percentage believing that their organisation provides equal opportunities for career progression or promotion
8	Q16b	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)

Metric	Qu No	Workforce Disability Equality Standard
For each of the following metrics, compare the responses for staff with a LTC* or illness vs staff without a LTC or illness		
4a	Q14a	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public
4b	Q14b	Percentage of staff experiencing harassment, bullying or abuse from managers
4c	Q14c	Percentage of staff experiencing harassment, bullying or abuse from other colleagues
4d	Q14d	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it
5	Q15	Percentage believing that their organisation provides equal opportunities for career progression or promotion
6	Q11e	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	Q4b	Percentage staff saying that they are satisfied with the extent to which their organisation values their work
8	Q31b	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

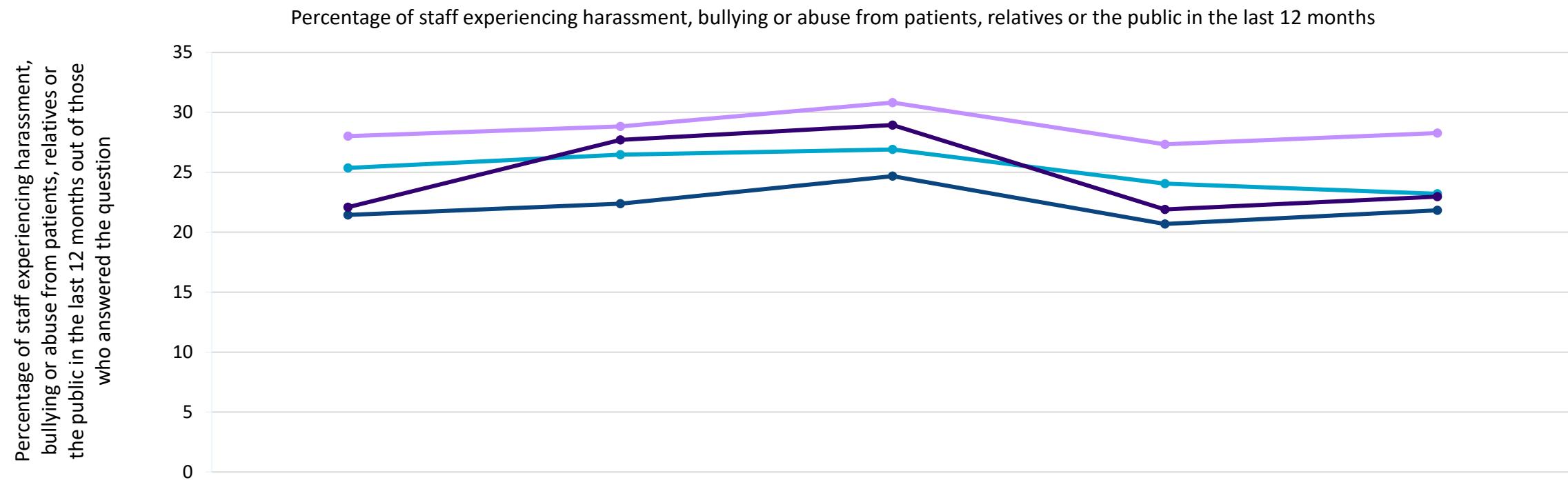
\*Staff with a long term condition

# Workforce Race Equality Standards (WRES)

Vertical scales on the following charts vary from slide to slide and this effects how results are displayed. This allows incremental changes and small differences between results for subgroups to be more easily interpreted.

Data shown in the WRES charts are unweighted.

Averages are calculated as the median for the benchmark group.

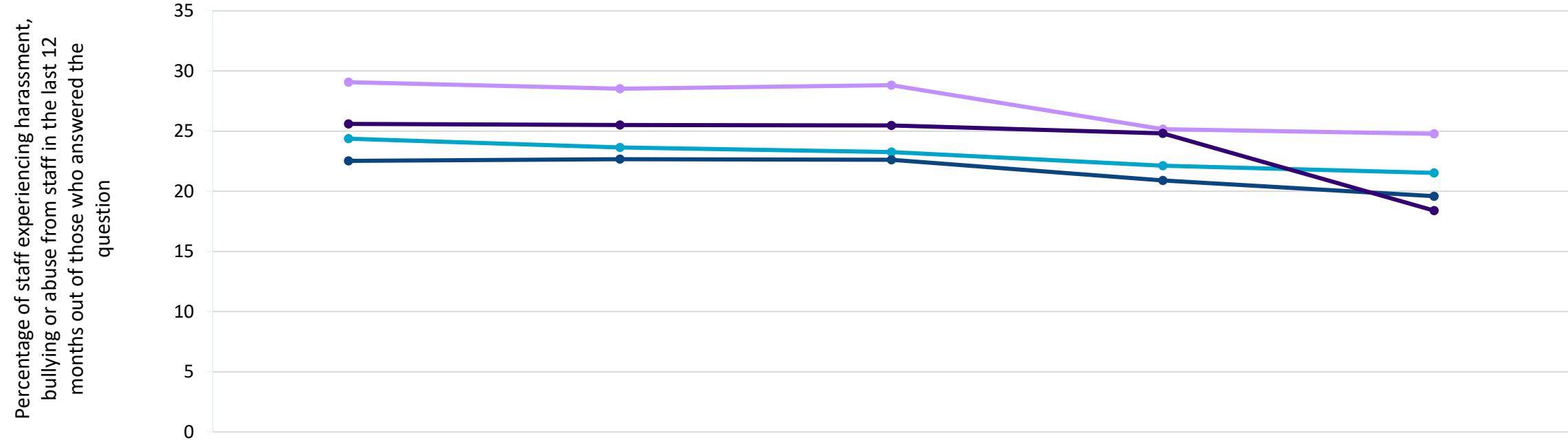


	2020	2021	2022	2023	2024
White staff: Your org	21.45%	22.38%	24.68%	20.69%	21.82%
All other ethnic groups*: Your org	22.09%	27.71%	28.95%	21.90%	22.98%
White staff: Average	25.36%	26.47%	26.91%	24.05%	23.21%
All other ethnic groups*: Average	28.01%	28.84%	30.82%	27.34%	28.27%
White staff: Responses	1618	1479	1560	1724	1920
All other ethnic groups*: Responses	249	249	266	365	692

\*Staff from all other ethnic groups combined

Note: 2023 results for WRES indicator 5 (Q14a) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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

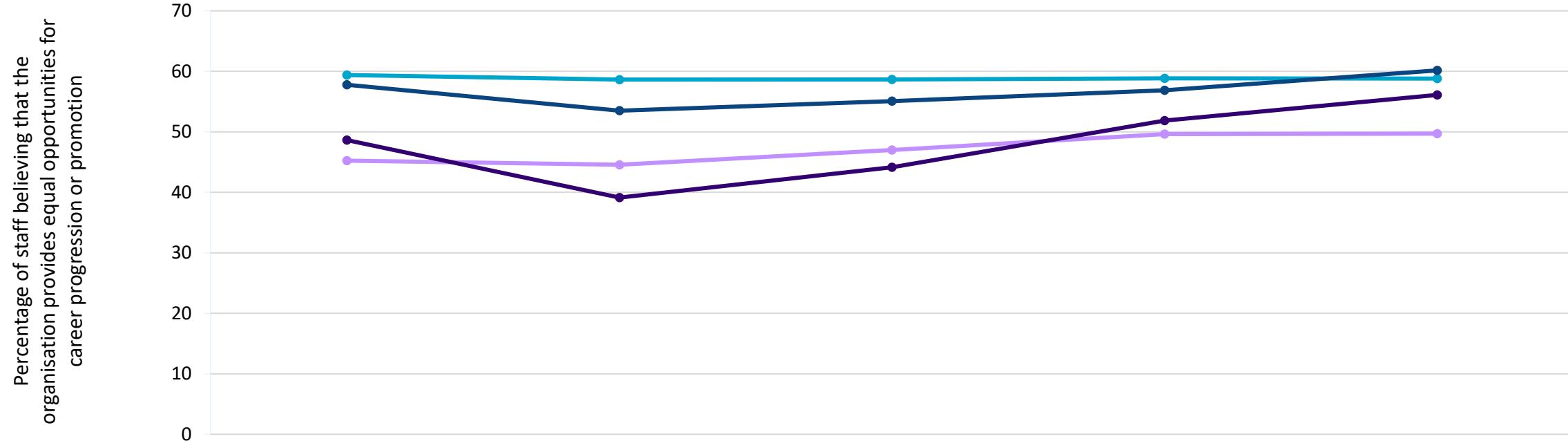


	2020	2021	2022	2023	2024
White staff: Your org	22.52%	22.67%	22.62%	20.90%	19.59%
All other ethnic groups*: Your org	25.60%	25.51%	25.47%	24.82%	18.39%
White staff: Average	24.37%	23.65%	23.25%	22.12%	21.53%
All other ethnic groups*: Average	29.07%	28.53%	28.81%	25.16%	24.78%
White staff: Responses	1616	1478	1556	1719	1914
All other ethnic groups*: Responses	250	247	267	364	685

\*Staff from all other ethnic groups combined

Note: 2023 results for WRSE indicator 6 (Q14b & Q14c) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

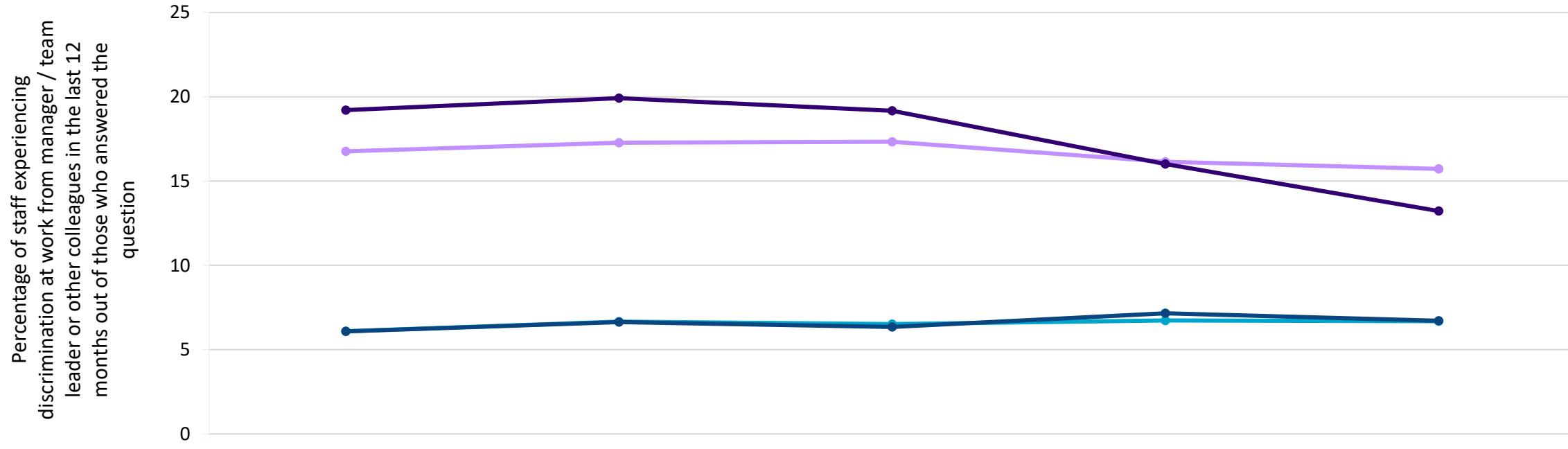
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



	2020	2021	2022	2023	2024
White staff: Your org	57.76%	53.50%	55.09%	56.88%	60.16%
All other ethnic groups*: Your org	48.63%	39.13%	44.15%	51.84%	56.10%
White staff: Average	59.39%	58.64%	58.65%	58.84%	58.82%
All other ethnic groups*: Average	45.24%	44.56%	47.00%	49.64%	49.70%
White staff: Responses	1655	1501	1552	1809	1900
All other ethnic groups*: Responses	255	253	265	407	688

\*Staff from all other ethnic groups combined

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



	2020	2021	2022	2023	2024
White staff: Your org	6.08%	6.64%	6.34%	7.16%	6.72%
All other ethnic groups*: Your org	19.22%	19.92%	19.17%	16.01%	13.22%
White staff: Average	6.09%	6.67%	6.52%	6.73%	6.69%
All other ethnic groups*: Average	16.77%	17.28%	17.33%	16.14%	15.72%
White staff: Responses	1660	1507	1561	1802	1890
All other ethnic groups*: Responses	255	251	266	406	673

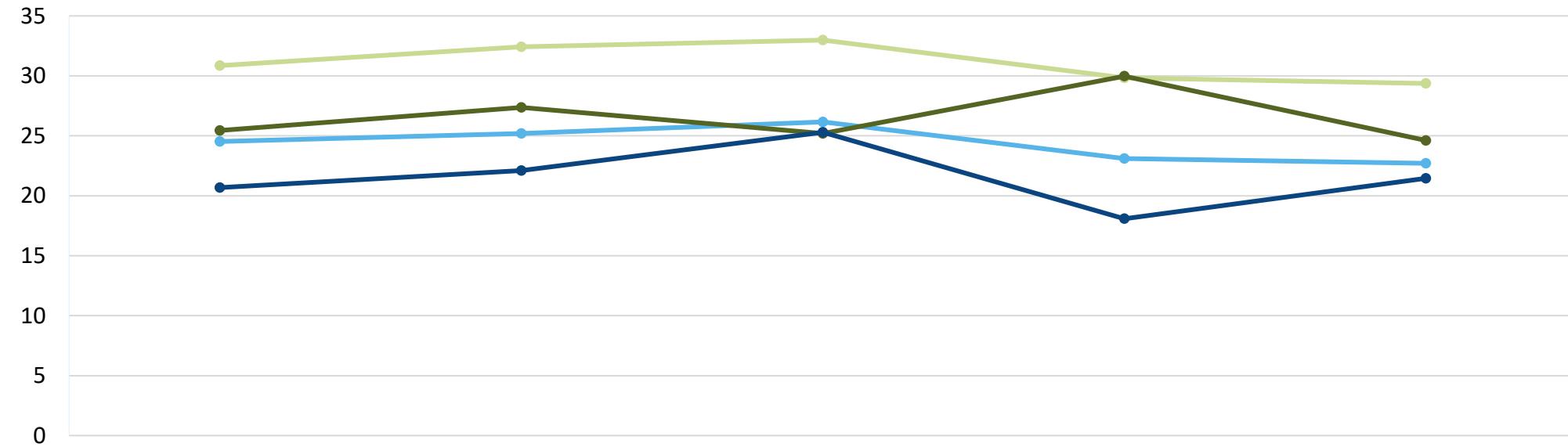
\*Staff from all other ethnic groups combined

# Workforce Disability Equality Standards (WDES)

Vertical scales on the following charts vary from slide to slide and this effects how results are displayed. This allows incremental changes and small differences between results for subgroups to be more easily interpreted.  
Data shown in the WDES charts are unweighted.

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.

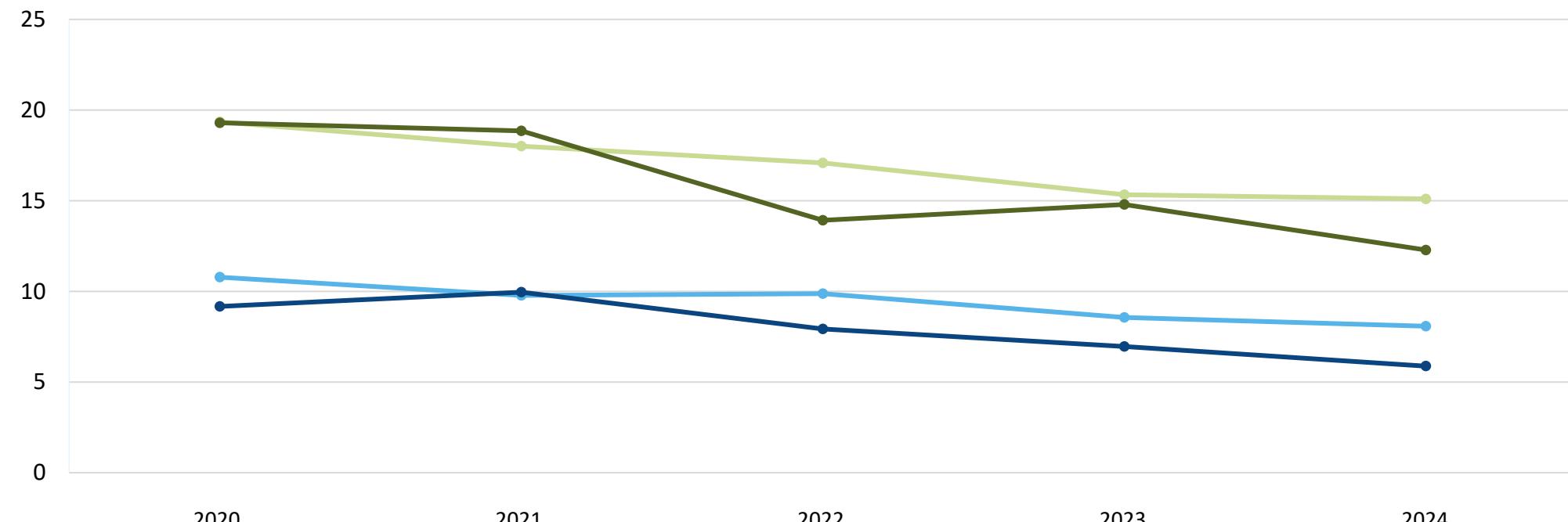


	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	25.44%	27.37%	25.19%	29.97%	24.62%
Staff without a LTC or illness: Your org	20.68%	22.10%	25.30%	18.08%	21.46%
Staff with a LTC or illness: Average	30.86%	32.43%	32.98%	29.83%	29.37%
Staff without a LTC or illness: Average	24.53%	25.19%	26.16%	23.11%	22.71%
Staff with a LTC or illness: Responses	342	369	389	490	589
Staff without a LTC or illness: Responses	1562	1371	1435	1582	2004

Note: 2023 results for WDES metric 4a (Q14a) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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.

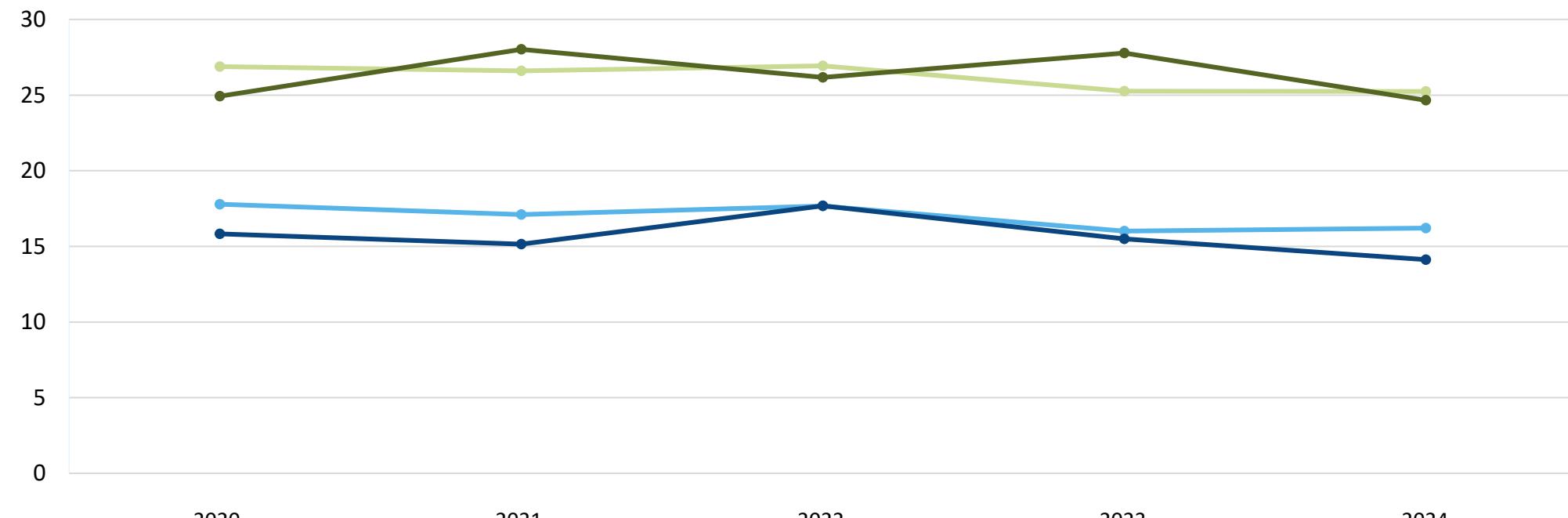


	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	19.30%	18.85%	13.92%	14.79%	12.28%
Staff without a LTC or illness: Your org	9.17%	9.96%	7.92%	6.96%	5.88%
Staff with a LTC or illness: Average	19.35%	18.00%	17.09%	15.33%	15.10%
Staff without a LTC or illness: Average	10.78%	9.77%	9.88%	8.56%	8.08%
Staff with a LTC or illness: Responses	342	366	388	486	578
Staff without a LTC or illness: Responses	1559	1366	1426	1563	1974

Note: 2023 results for WDES metric 4b (Q14b) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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.

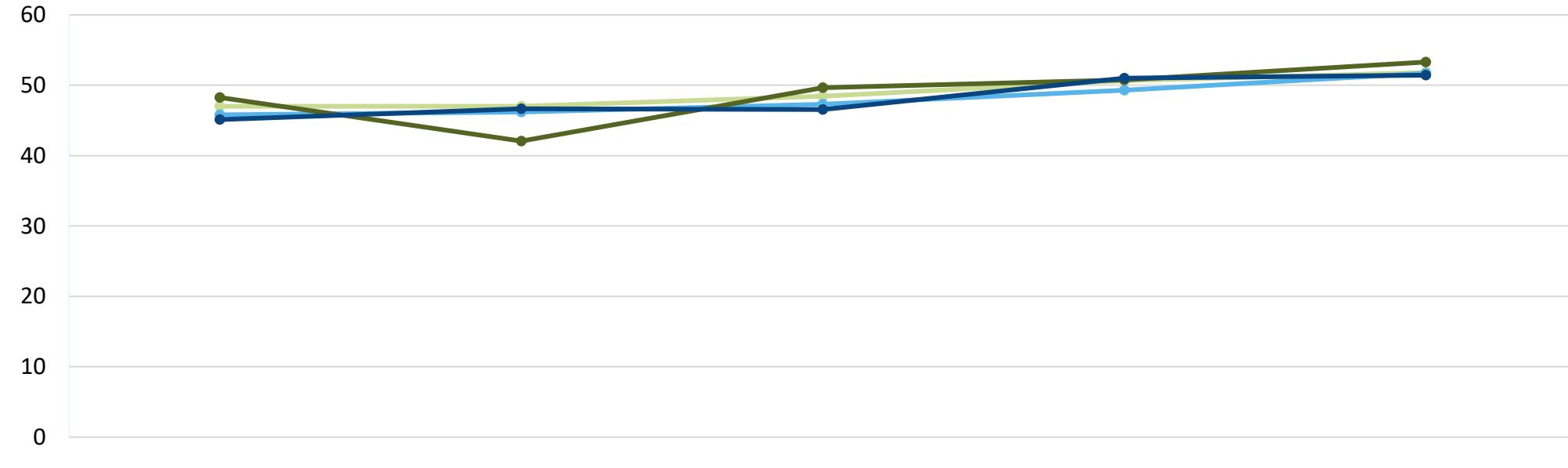


	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	24.93%	28.02%	26.17%	27.79%	24.66%
Staff without a LTC or illness: Your org	15.83%	15.15%	17.68%	15.50%	14.13%
Staff with a LTC or illness: Average	26.89%	26.60%	26.93%	25.26%	25.24%
Staff without a LTC or illness: Average	17.79%	17.11%	17.67%	16.01%	16.22%
Staff with a LTC or illness: Responses	341	364	386	486	584
Staff without a LTC or illness: Responses	1560	1360	1414	1560	1968

Note: 2023 results for WDES metric 4c (Q14c) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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.

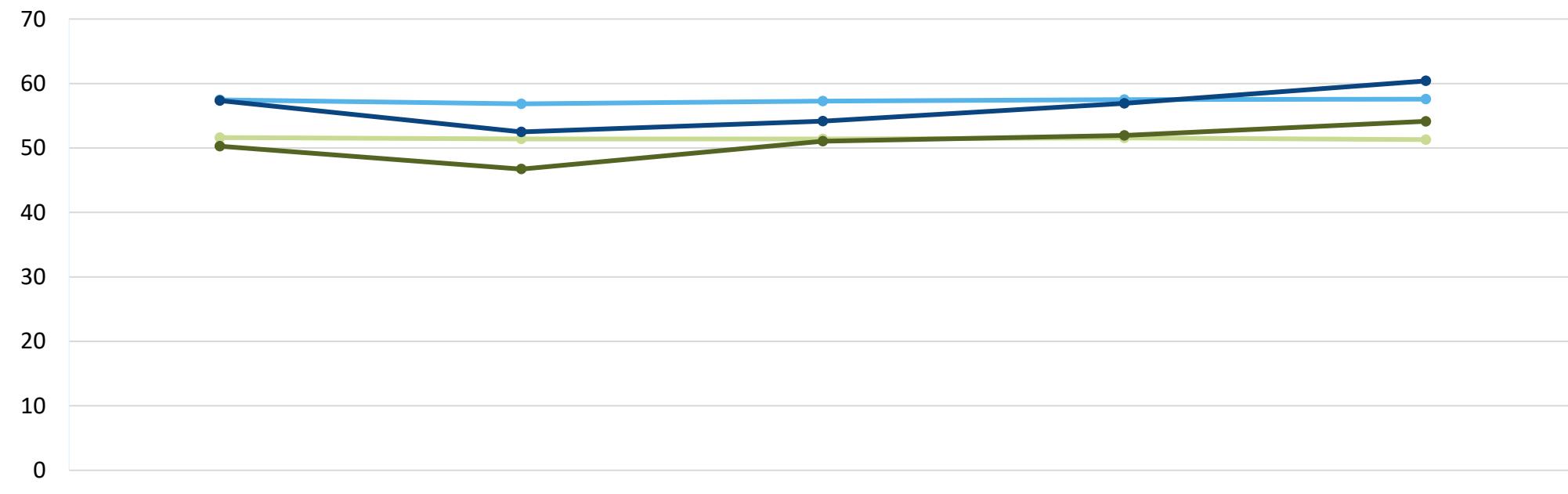


	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	48.28%	42.07%	49.67%	50.76%	53.30%
Staff without a LTC or illness: Your org	45.12%	46.67%	46.57%	51.02%	51.43%
Staff with a LTC or illness: Average	47.01%	47.03%	48.43%	50.64%	51.82%
Staff without a LTC or illness: Average	45.80%	46.20%	47.30%	49.31%	51.71%
Staff with a LTC or illness: Responses	145	164	151	213	212
Staff without a LTC or illness: Responses	441	420	466	400	523

Note: 2023 results for WDES metric 4d (Q14d) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

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

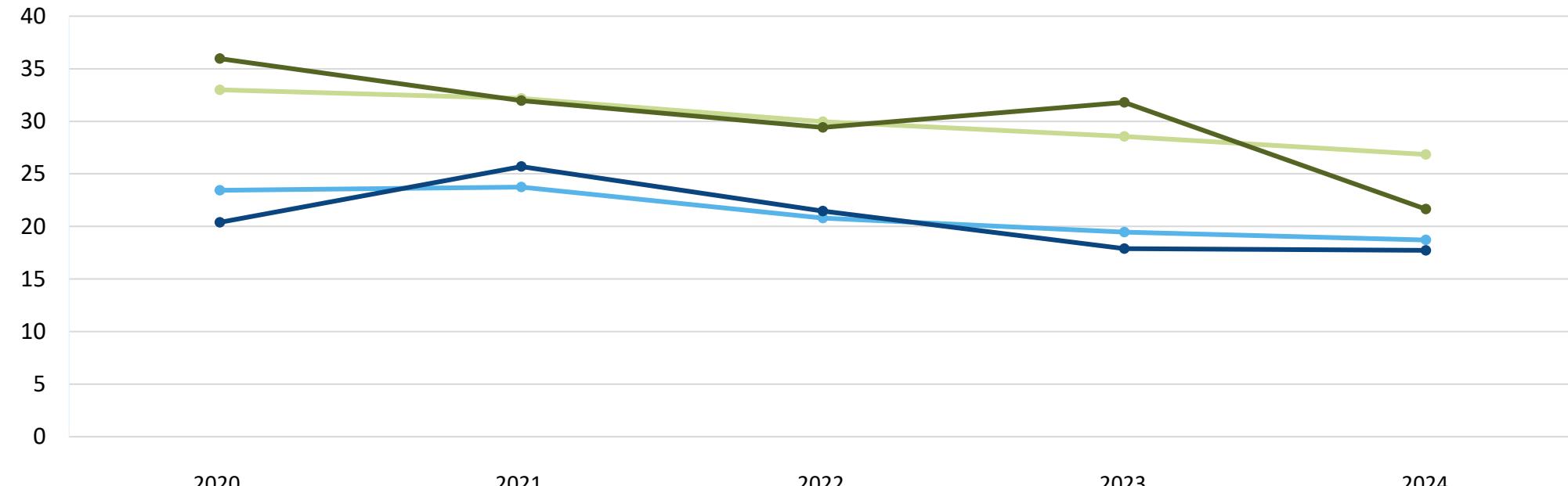
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.



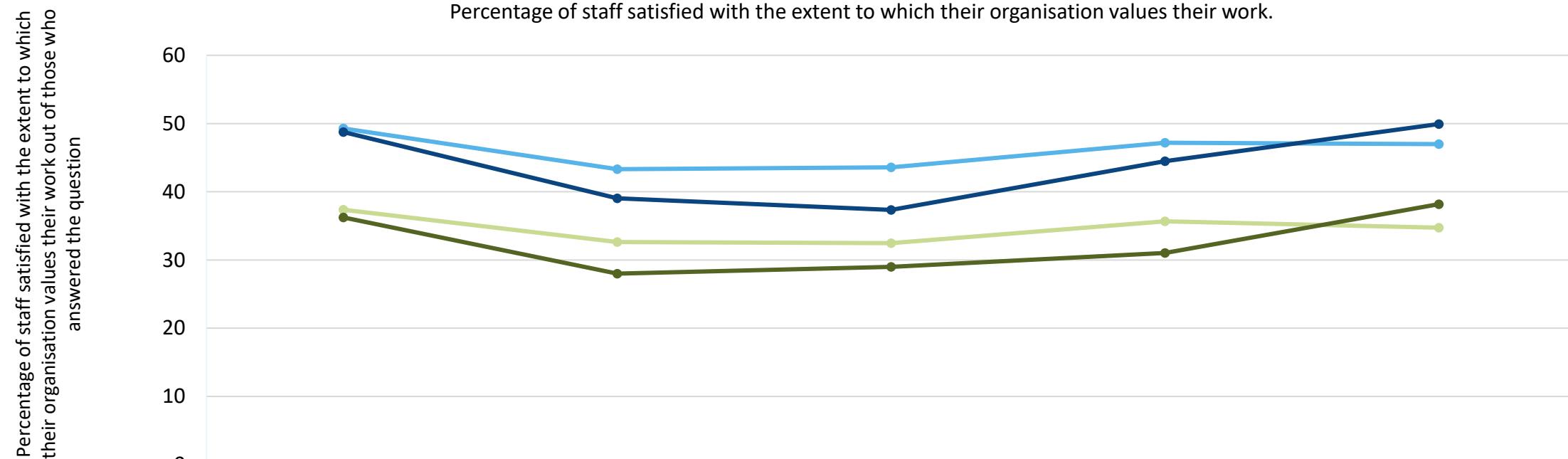
	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	50.28%	46.72%	51.04%	51.94%	54.14%
Staff without a LTC or illness: Your org	57.35%	52.49%	54.16%	56.90%	60.40%
Staff with a LTC or illness: Average	51.61%	51.41%	51.39%	51.54%	51.30%
Staff without a LTC or illness: Average	57.45%	56.84%	57.25%	57.52%	57.57%
Staff with a LTC or illness: Responses	356	366	386	516	580
Staff without a LTC or illness: Responses	1592	1404	1429	1680	1990

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 out of those who answered the question.

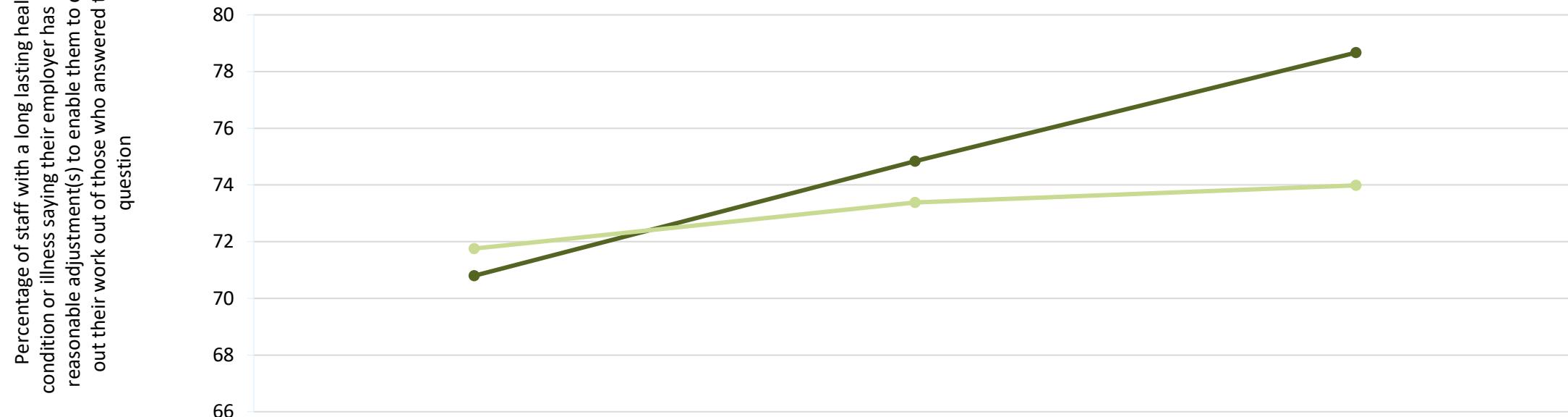


	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	35.96%	31.97%	29.41%	31.81%	21.65%
Staff without a LTC or illness: Your org	20.38%	25.69%	21.46%	17.90%	17.73%
Staff with a LTC or illness: Average	33.00%	32.18%	29.97%	28.55%	26.85%
Staff without a LTC or illness: Average	23.44%	23.74%	20.80%	19.46%	18.71%
Staff with a LTC or illness: Responses	203	244	255	349	388
Staff without a LTC or illness: Responses	633	650	699	704	880

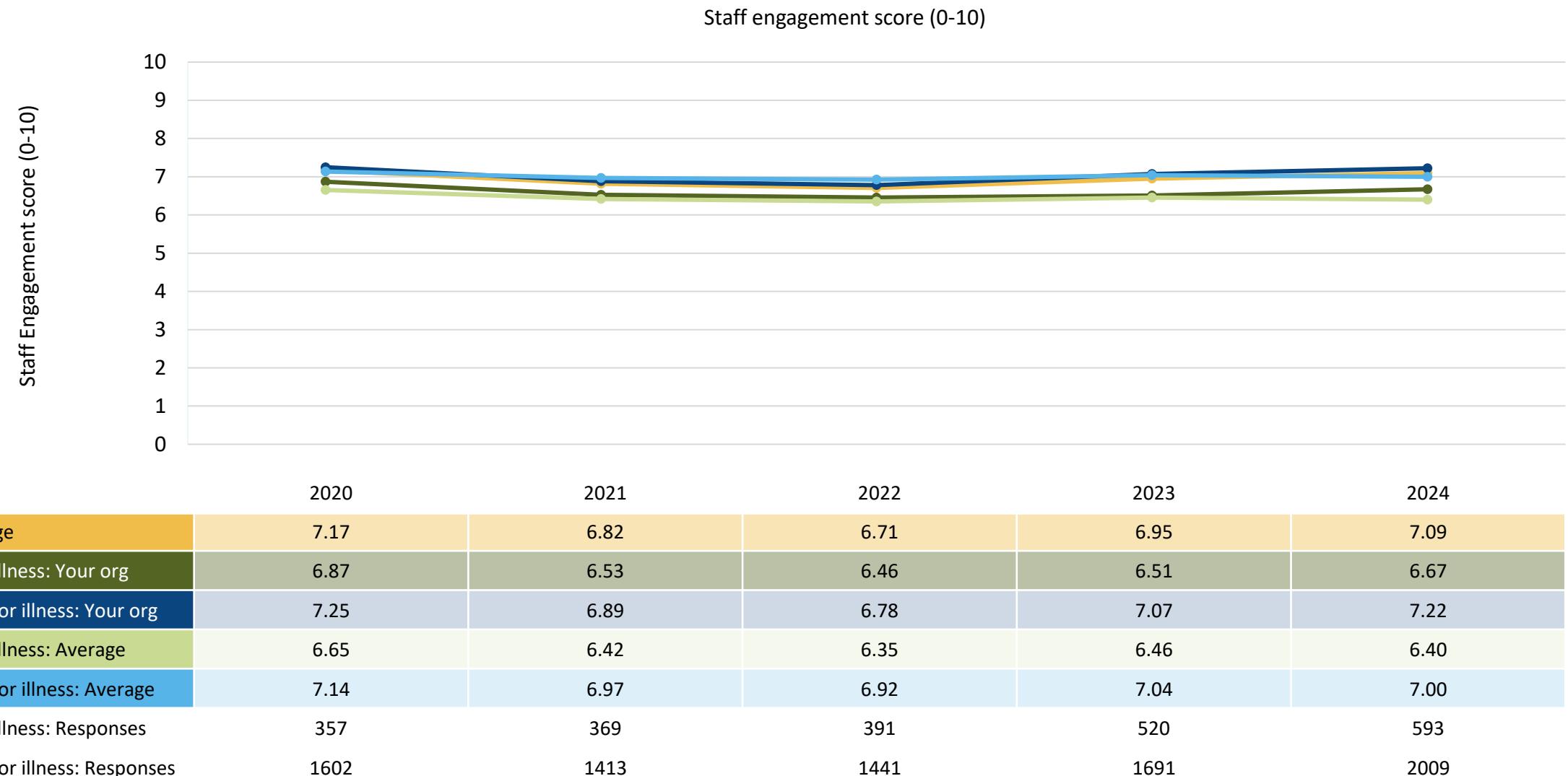


	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	36.24%	27.99%	28.97%	31.02%	38.18%
Staff without a LTC or illness: Your org	48.75%	39.03%	37.33%	44.49%	49.93%
Staff with a LTC or illness: Average	37.36%	32.62%	32.46%	35.66%	34.73%
Staff without a LTC or illness: Average	49.27%	43.30%	43.56%	47.19%	46.98%
Staff with a LTC or illness: Responses	356	368	390	519	592
Staff without a LTC or illness: Responses	1598	1409	1433	1688	2003

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 out of those who answered the question



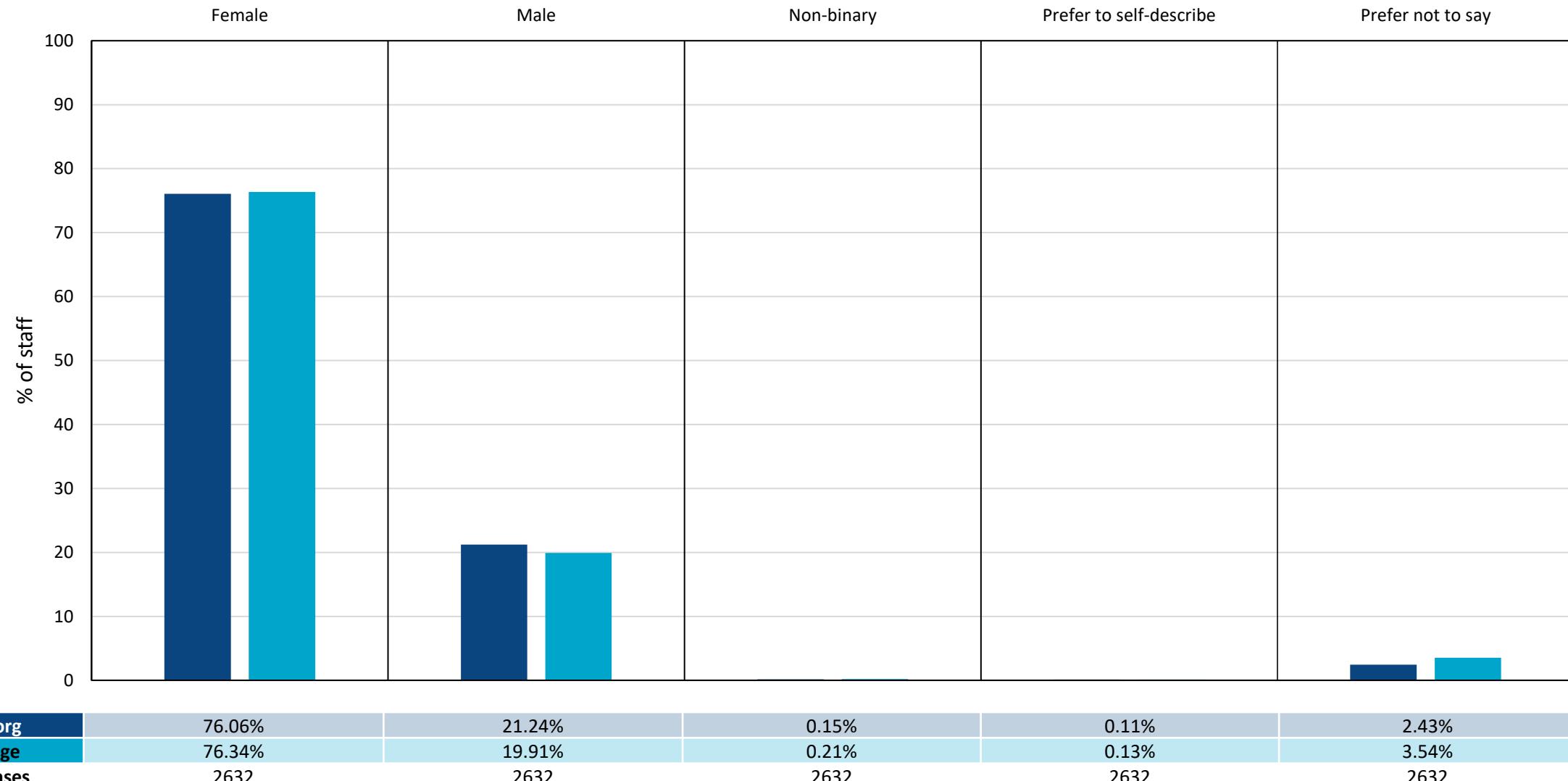
Staff with a LTC or illness: Your org	70.80%	74.84%	78.67%
Staff with a LTC or illness: Average	71.76%	73.38%	73.98%
Staff with a LTC or illness: Responses	226	310	375



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

## About your respondents

This section shows demographic and other background information for 2024.

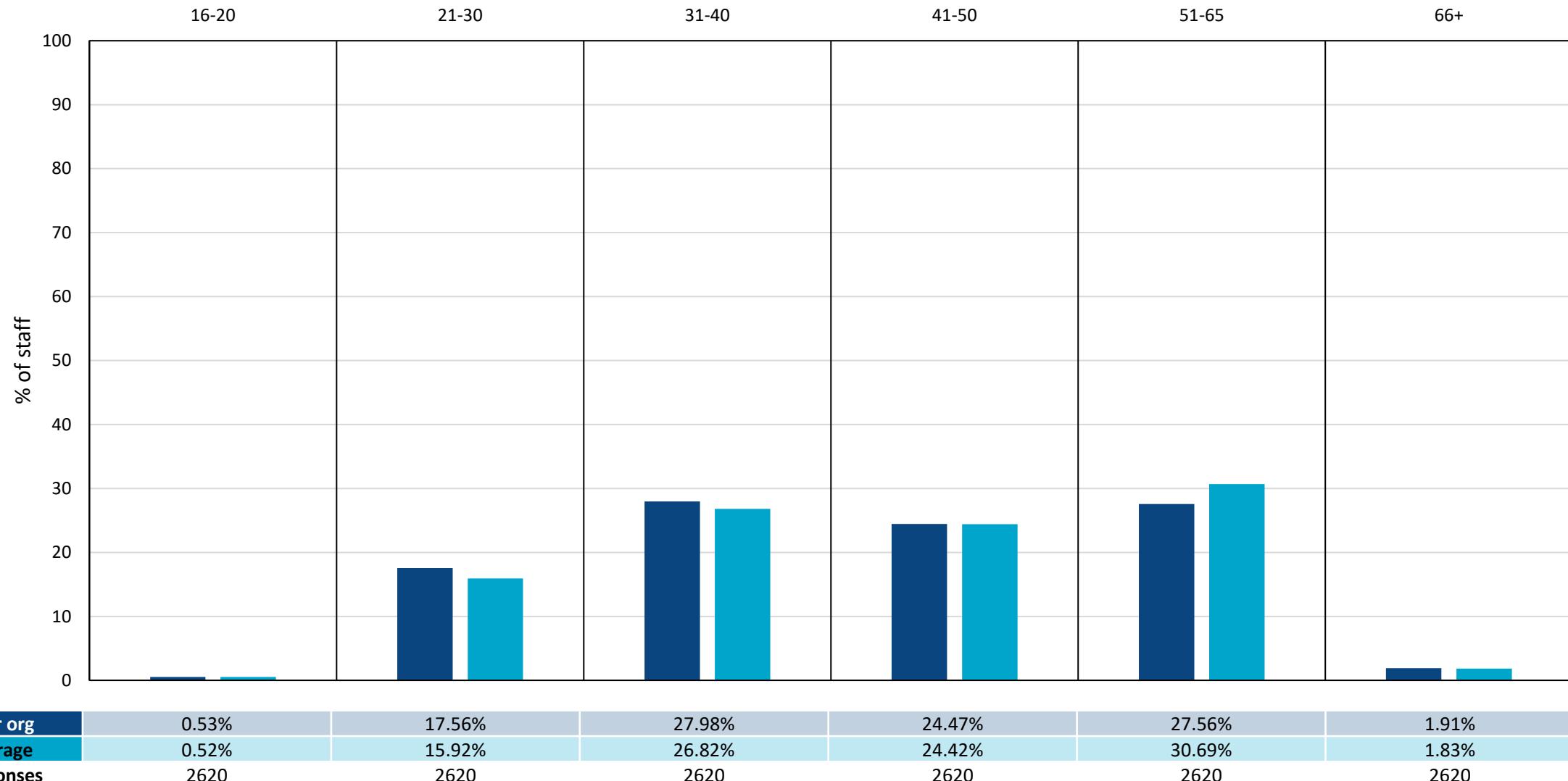


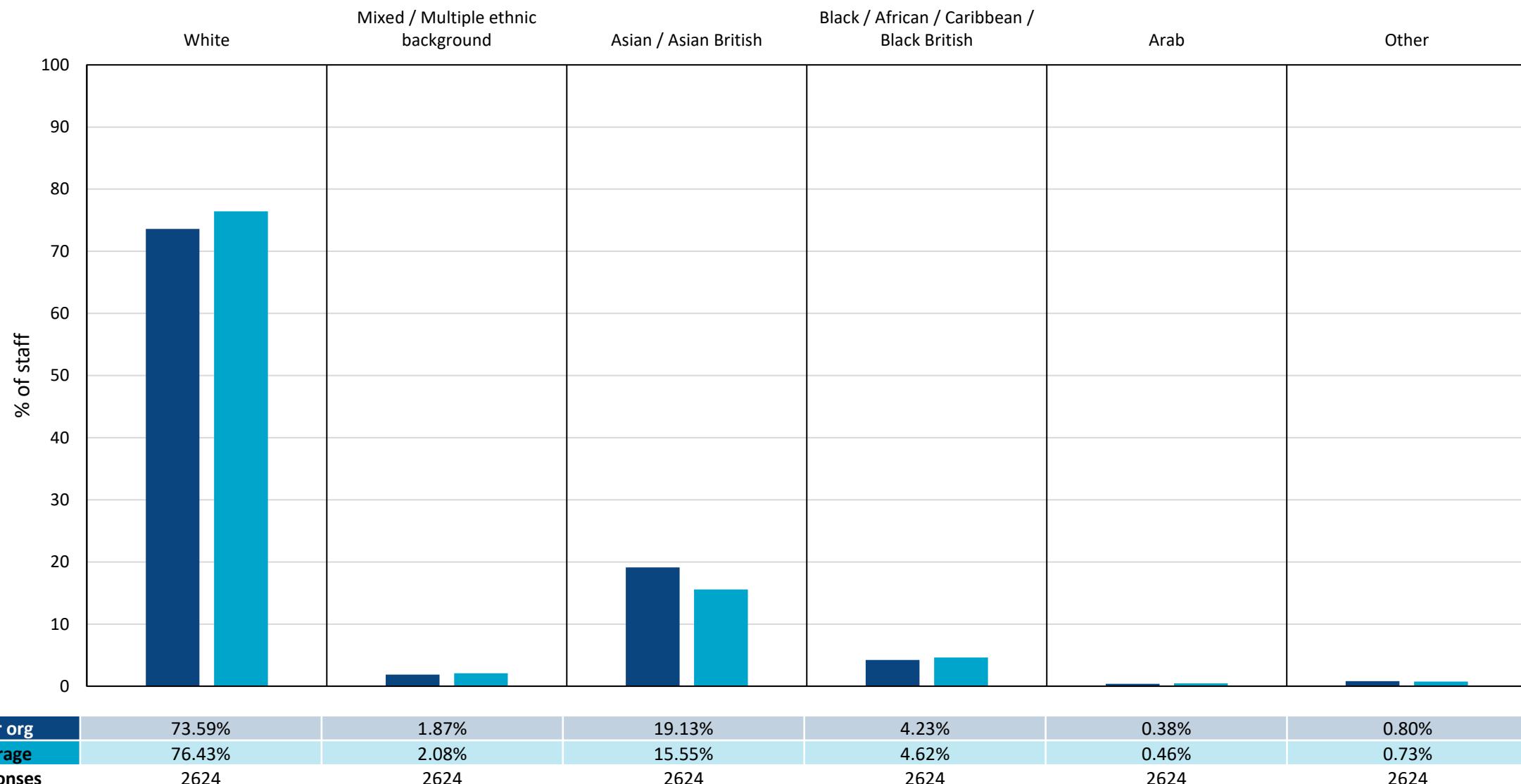


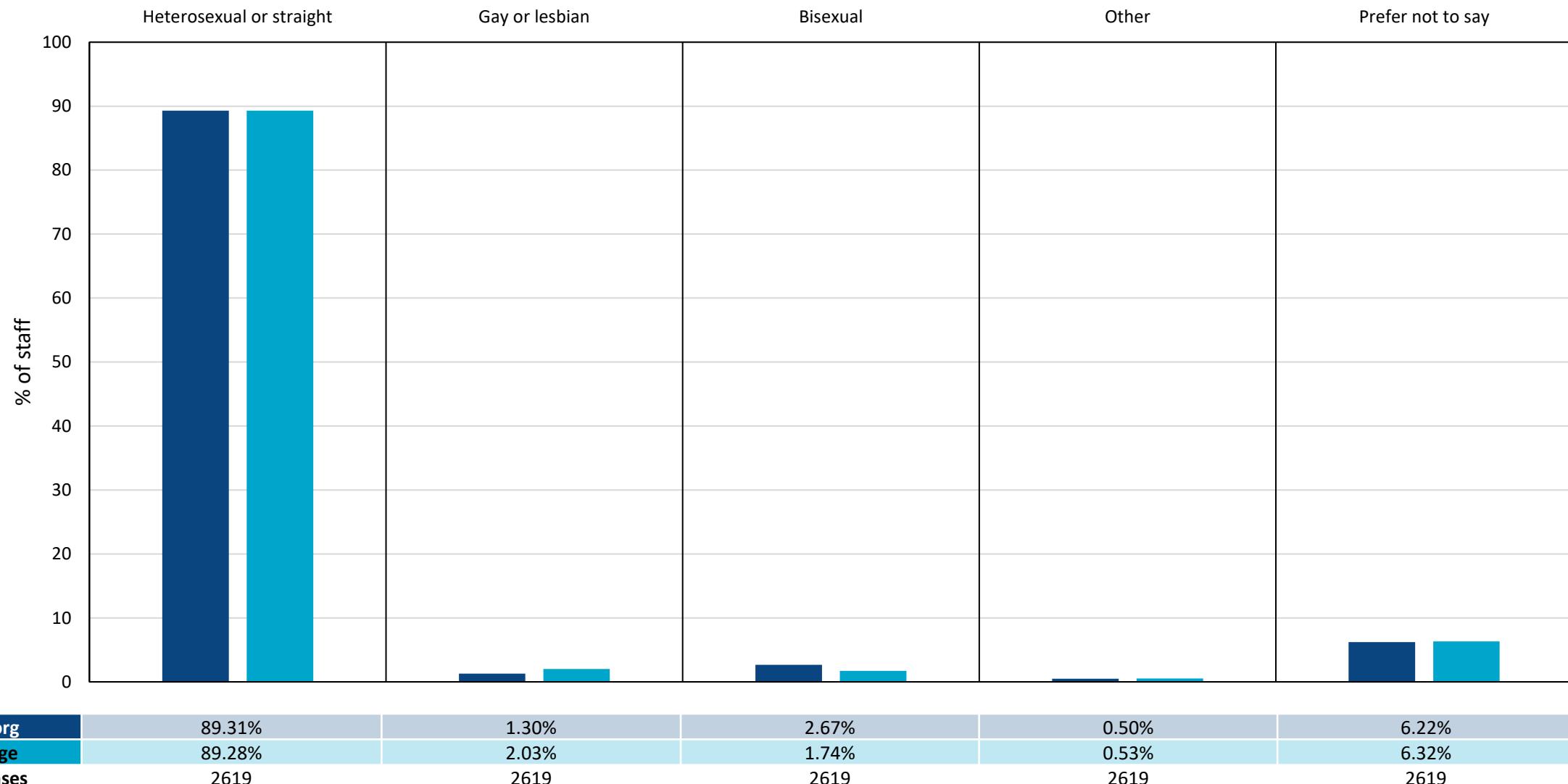
## Background details – Is your gender identity the same as the sex you were registered at birth?

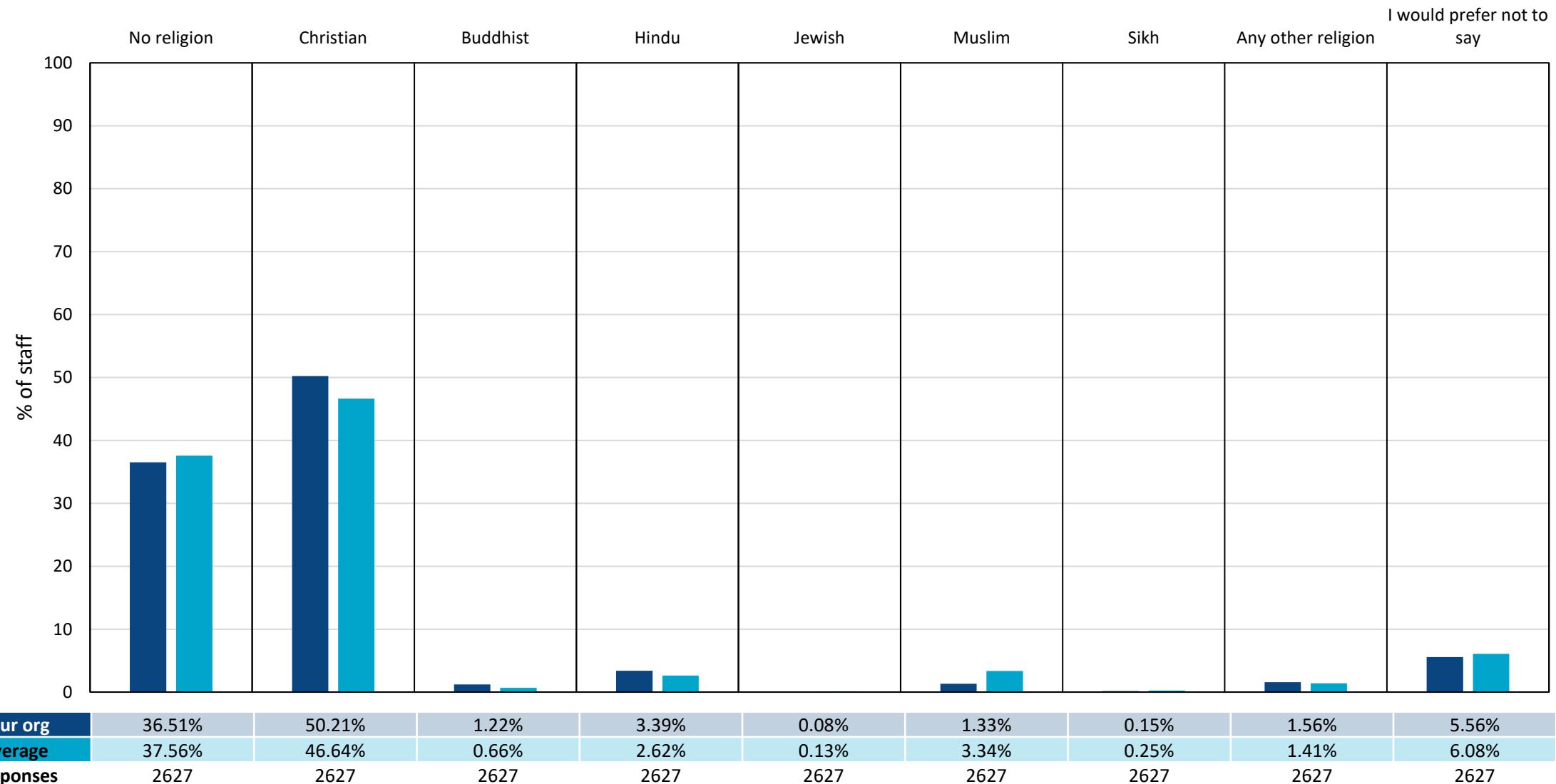


Your org	97.44%	0.28%	2.29%
Average Responses	96.28%	0.41%	3.34%



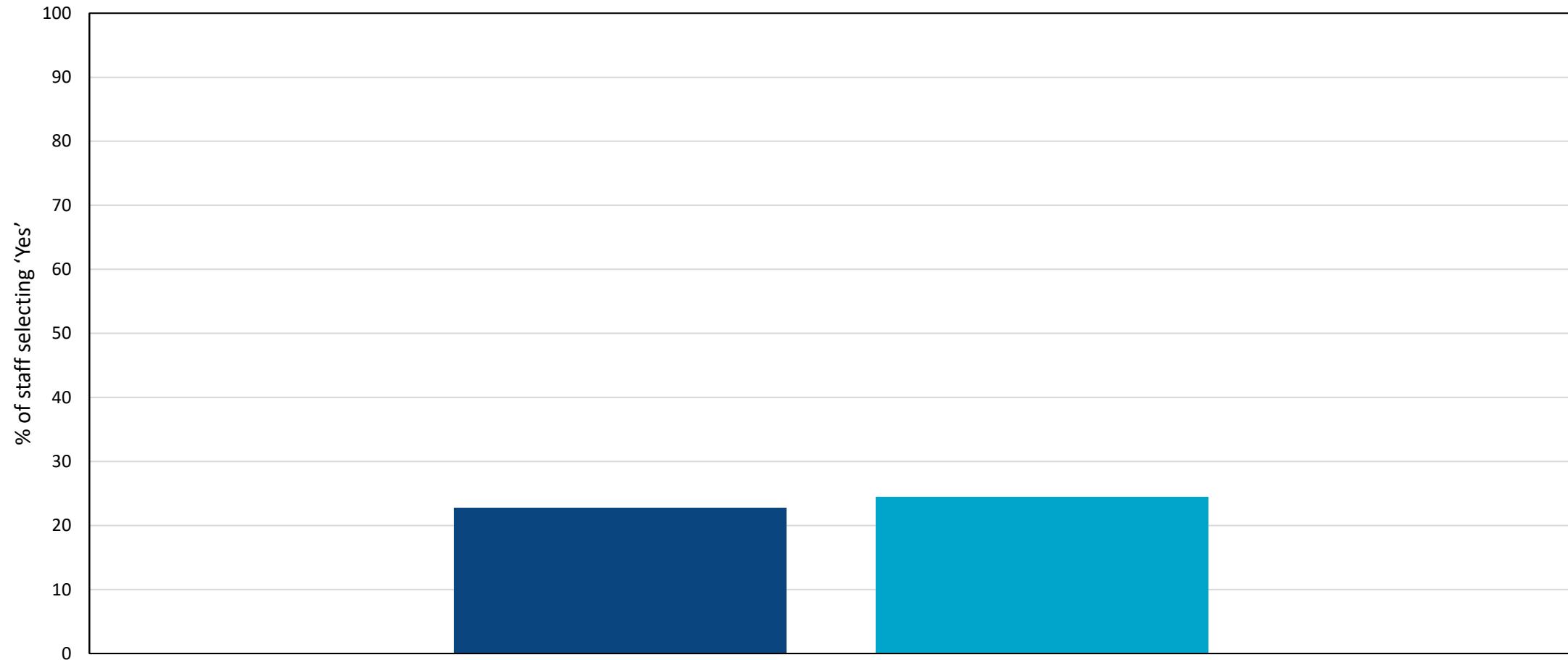






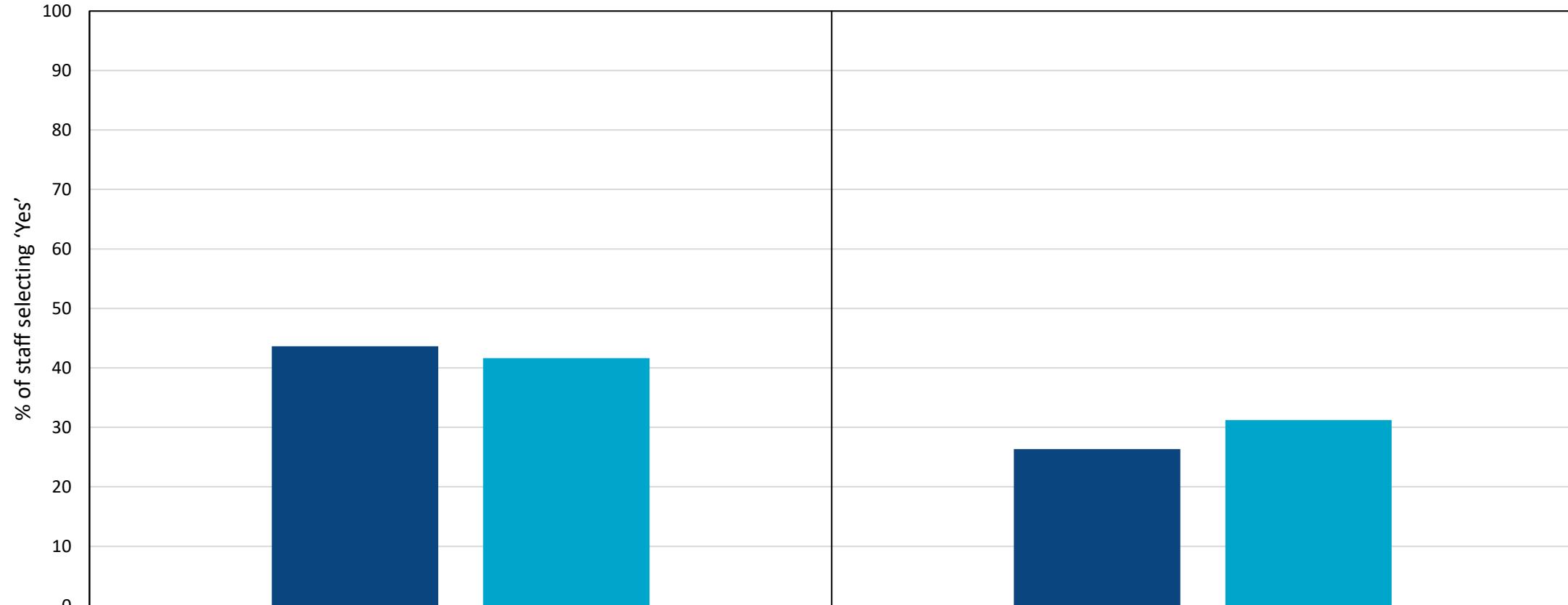


Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?



Your org	22.76%
Average	24.45%
Responses	2606

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



Your org

43.62%

Average

41.64%

Responses

2618

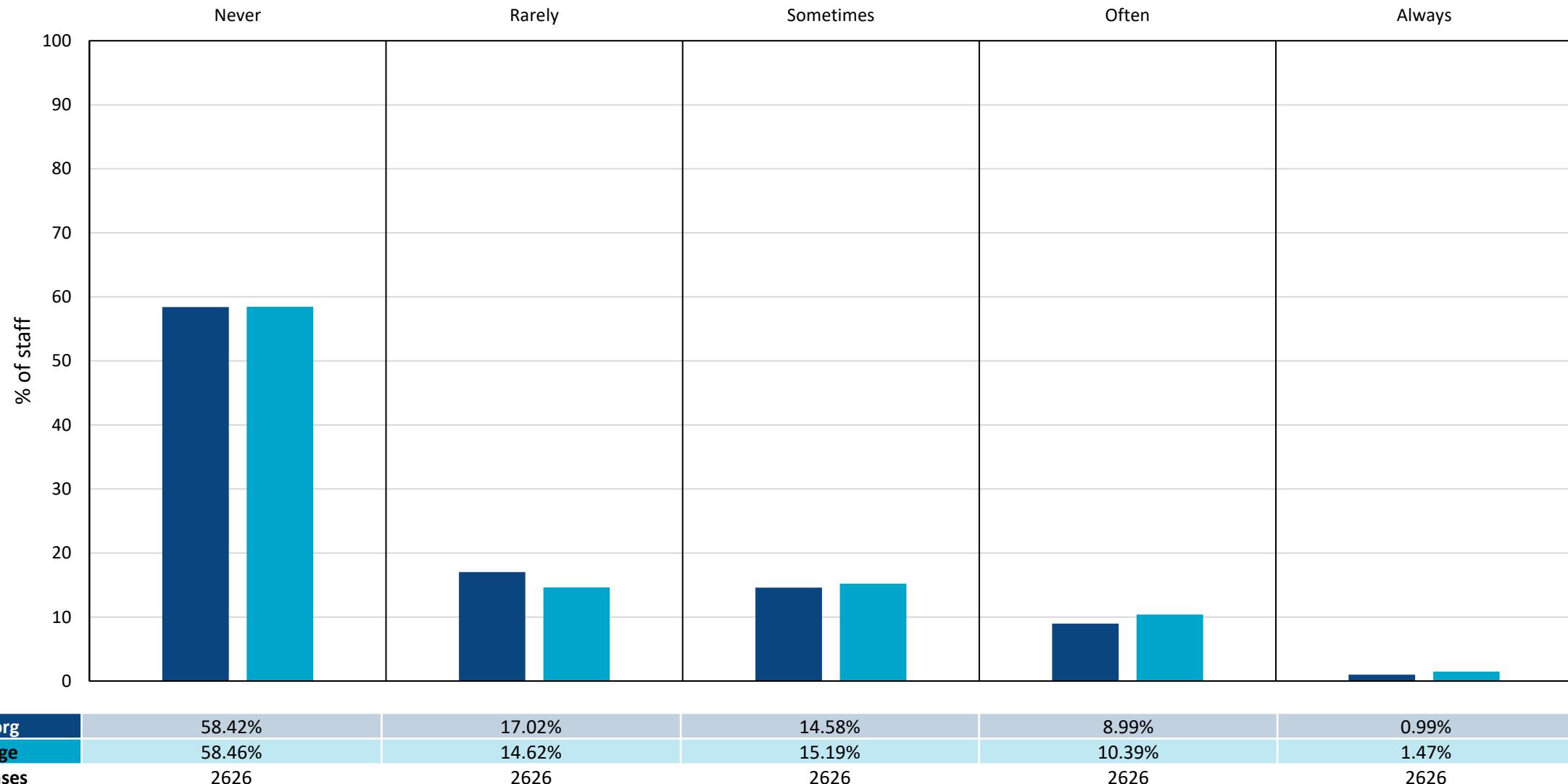
26.34%

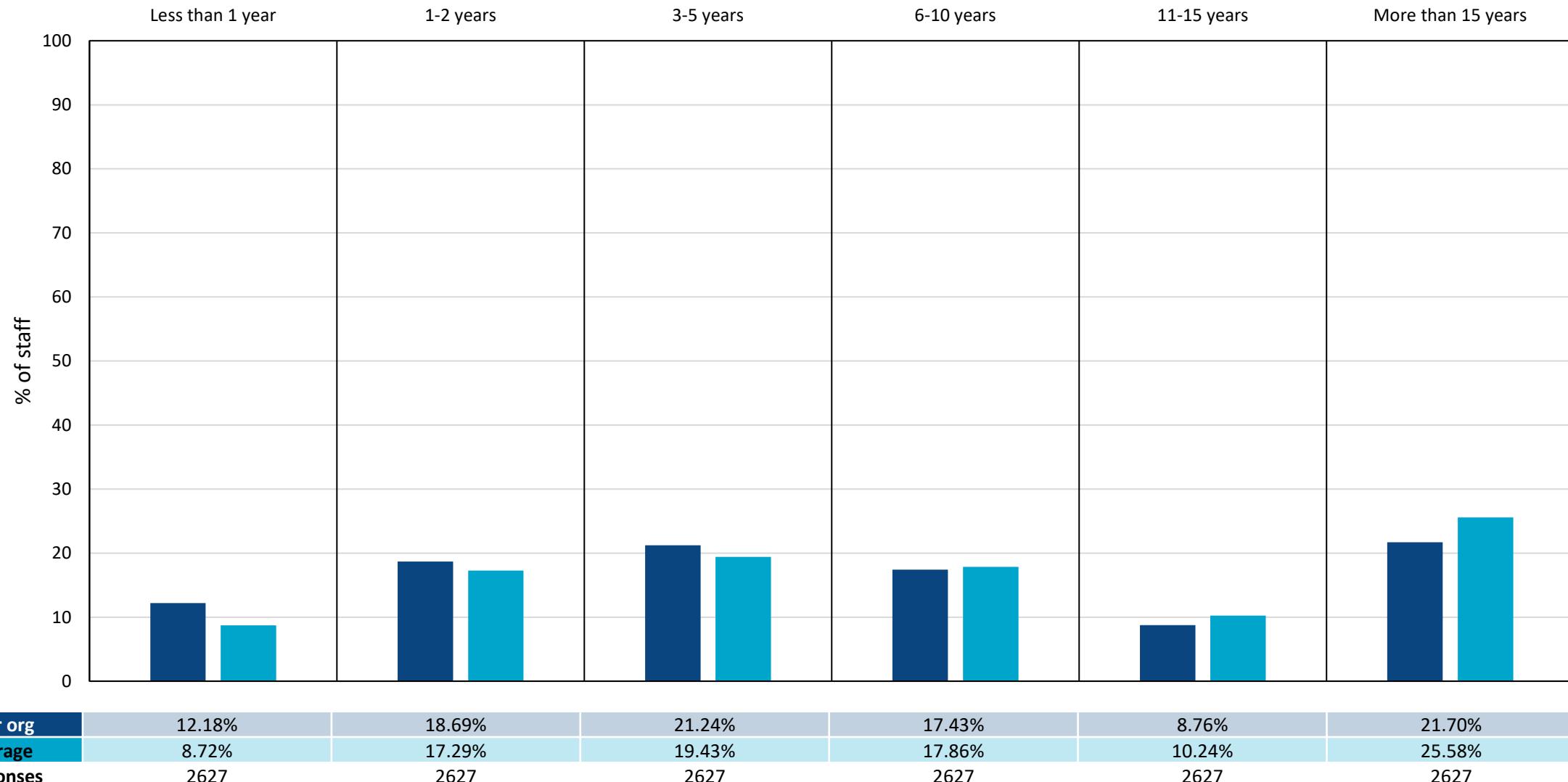
31.24%

2601



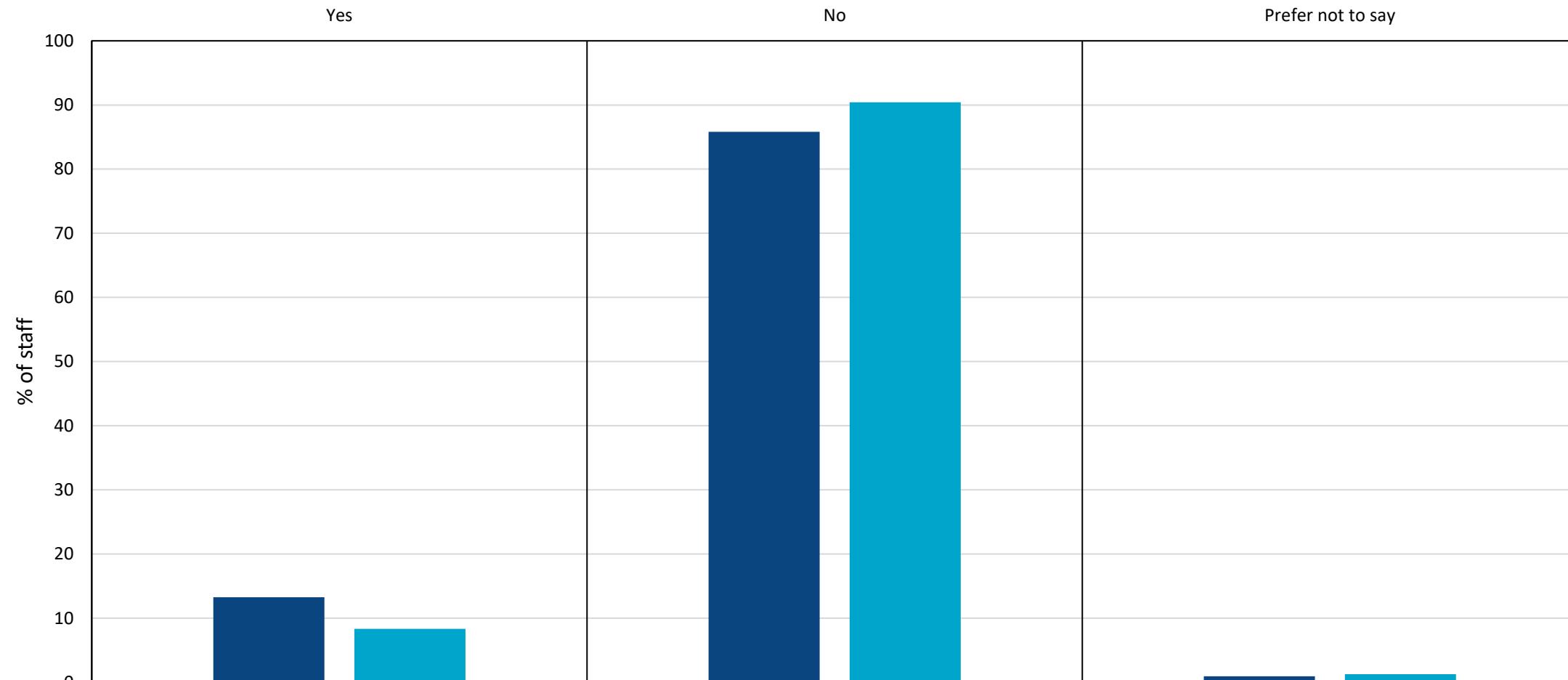
## Background details – How often do you work at/from home?







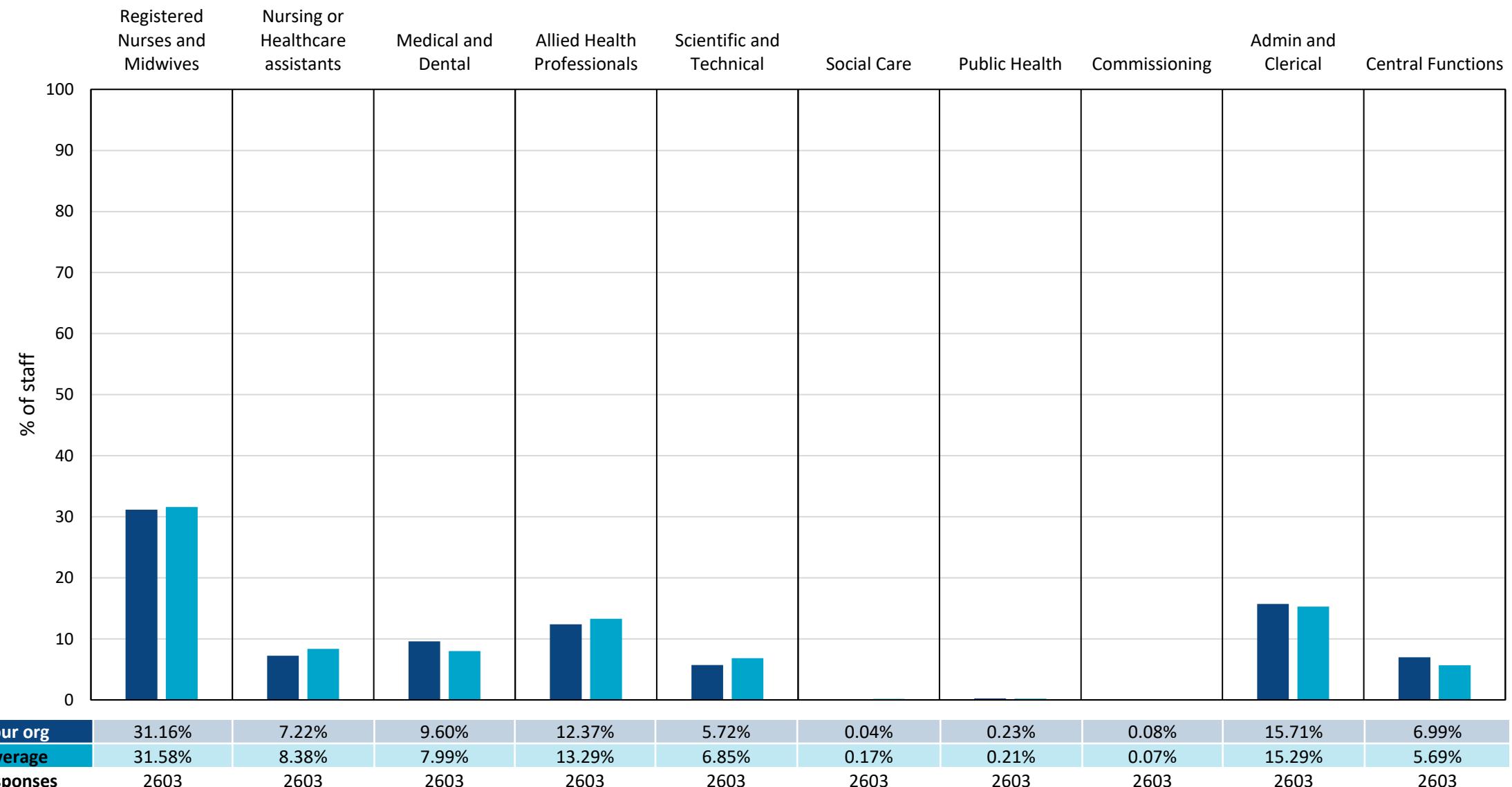
## Background details – When you joined this organisation, were you recruited from outside of the UK?

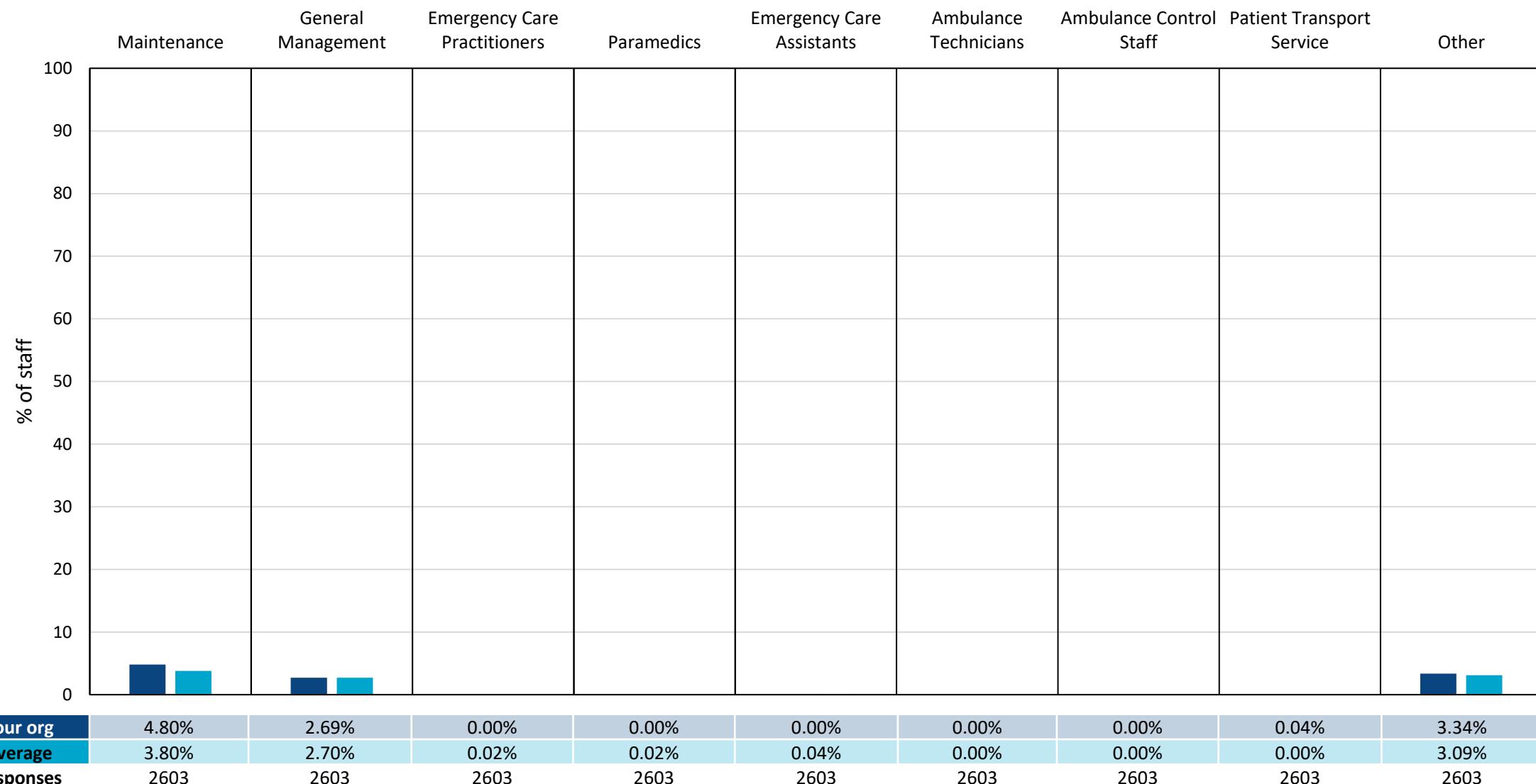


Your org	13.25%	85.81%	0.94%
Average Responses	8.30%	90.40%	1.24%
	2558	2558	2558



## Background details – Occupational group

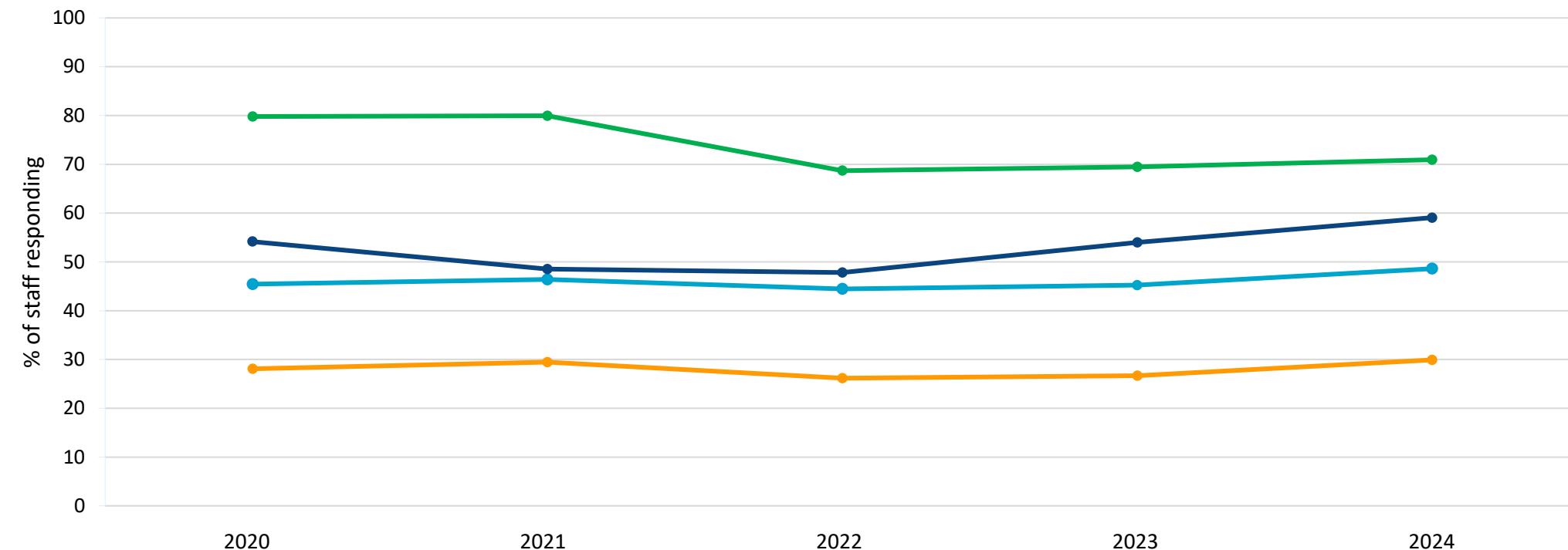




## Appendices

## Appendix A: Response rate

Response rate



	2020	2021	2022	2023	2024
Your org	54.16%	48.53%	47.82%	53.99%	59.07%
Highest	79.77%	79.95%	68.69%	69.45%	70.92%
Average	45.43%	46.38%	44.46%	45.23%	48.61%
Lowest	28.09%	29.47%	26.17%	26.65%	29.91%
Responses	2062	1881	1861	2265	2644

## Appendix B: Significance testing 2023 vs 2024

## Appendix B: Significance testing – 2023 vs 2024

Statistical significance helps quantify whether a result is likely due to chance or to some factor of interest. The table below presents the results of significance testing conducted on the theme scores calculated in both 2023 and 2024\*. For more details, please see the [technical document](#).

People Promise elements	2023 score	2023 respondents	2024 score	2024 respondents	Statistically significant change?
We are compassionate and inclusive	7.25	2254	7.38	2639	Significantly higher
We are recognised and rewarded	5.88	2252	6.09	2637	Significantly higher
We each have a voice that counts	6.72	2223	6.85	2613	Significantly higher
We are safe and healthy	6.06	2099	6.24	2622	Significantly higher
We are always learning	5.32	2137	5.67	2505	Significantly higher
We work flexibly	6.16	2239	6.35	2626	Significantly higher
We are a team	6.68	2247	6.89	2637	Significantly higher
Themes					
Staff Engagement	6.96	2254	7.09	2640	Significantly higher
Morale	5.79	2255	6.09	2640	Significantly higher

\* Statistical significance is tested using a two-tailed t-test with a 95% level of confidence.

Note: 2023 results for 'We are safe and healthy' are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

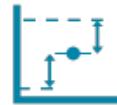
## Appendix C: Tips on using your benchmark report

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. The People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher result is more positive than a lower result. These results are created by scoring questions linked to these areas of experience and grouping these results together. Details of how the results 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 chart.

When analysing People Promise element and theme results, it is easiest to start with the [overview](#) page to quickly identify areas of interest which can then be compared to the best, average, and worst result in the benchmarking group.

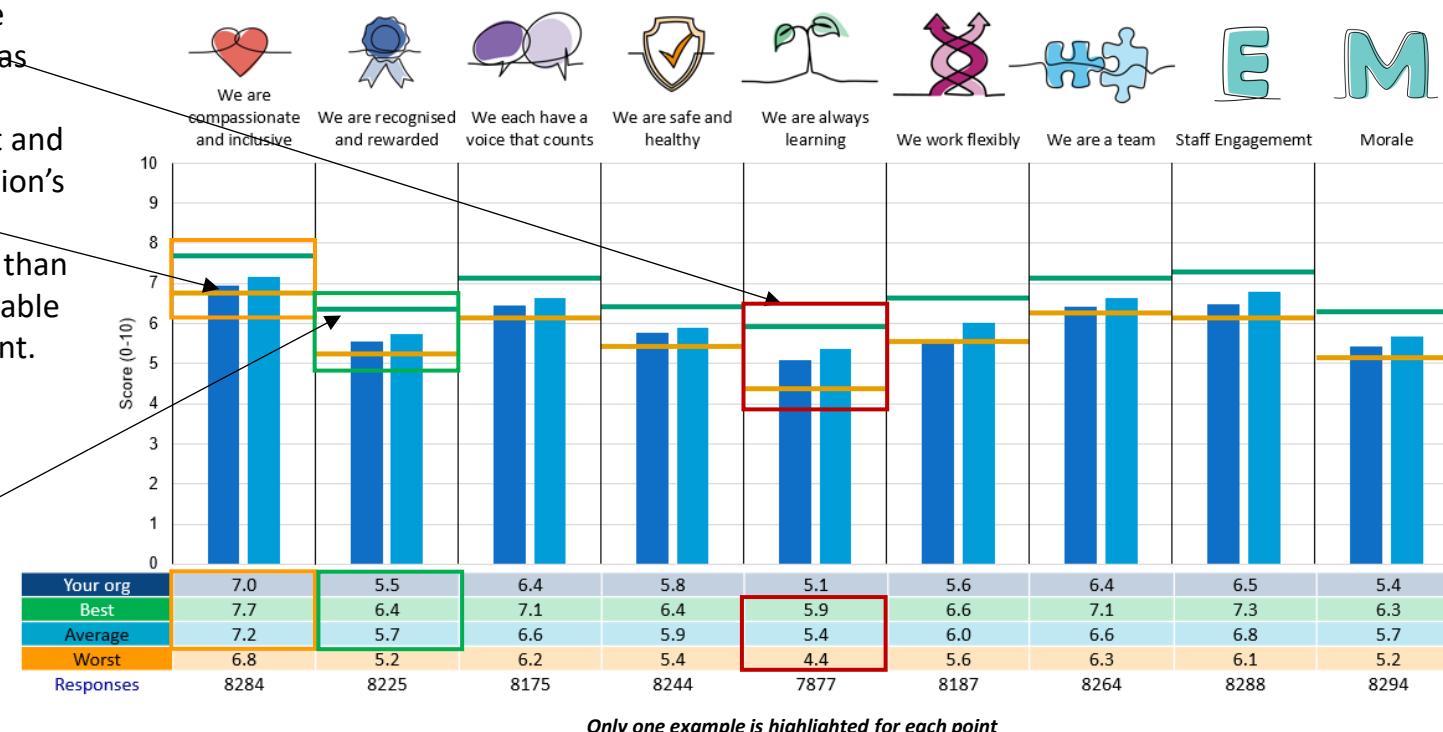
It is important to **consider each result within the range of its benchmarking group ‘Best result’ and ‘Worst result’**, rather than comparing People Promise element and theme results to one another. Comparing organisation results to the benchmarking group average is another point of reference.

## Areas to improve

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

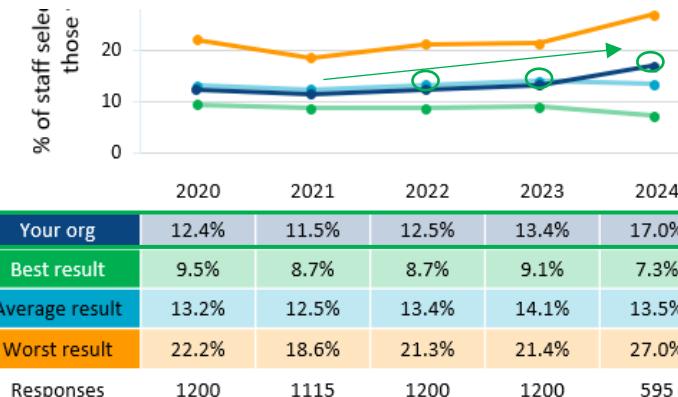
## Positive outcomes

- 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’ results are distinctly higher than the benchmarking group ‘Average result’.
- Positive stories to report could be ones where your organisation approaches or matches the benchmarking group’s ‘Best result’.



### 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.

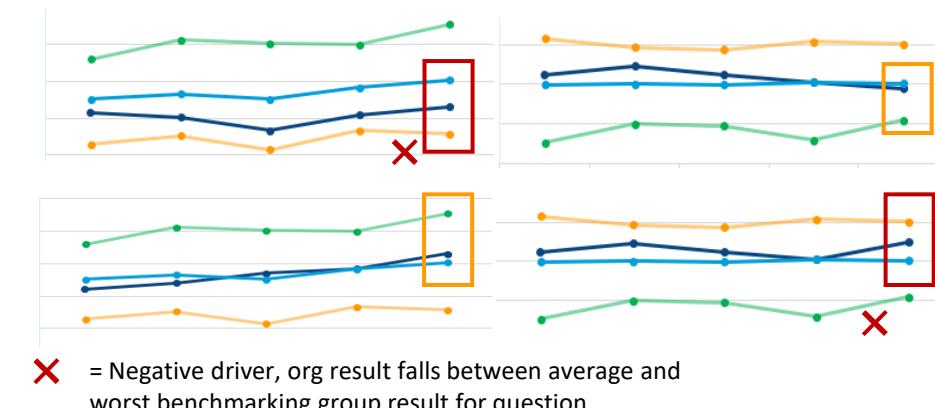


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

### 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 results, you should review the sub-scores and questions feeding into these results. 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' results to the benchmarking group 'Average', 'Best' and 'Worst' results 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.



This benchmark report displays results for all questions in the questionnaire, including benchmarked trend data wherever available. While this is 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.

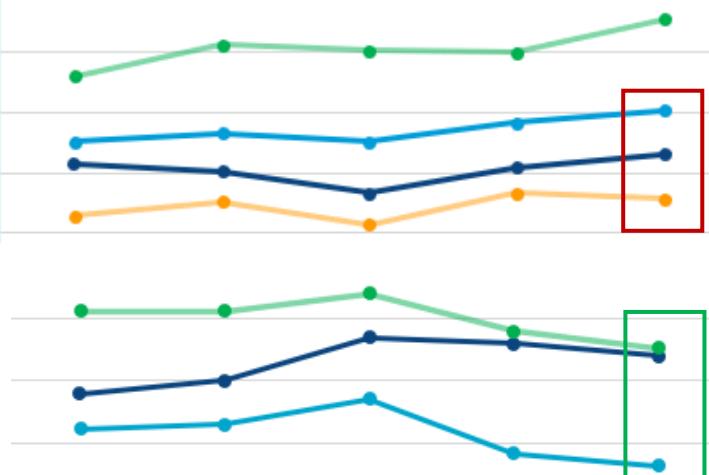
### Identifying questions of interest

#### ➤ 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 result 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 result, particularly questions where your organisation result is very close to the worst result. 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 organisation 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 Guide:\*\*](#) 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 reporting outputs



[\*\*Online Dashboards:\*\*](#) Interactive dashboards containing results for all trusts nationally, each participating organisation (local), and for each region and ICS. Results are shown with trend data for up to five years where possible and show the full breakdown of response options for each question.



[\*\*Breakdown reports:\*\*](#) Reports containing People Promise and theme results split by breakdown (locality) for Salisbury NHS Foundation Trust.



[\*\*National Briefing Document:\*\*](#) Report containing the national results for the People Promise elements, themes and sub-scores. Results are shown with trend data for up to five years where possible.



[\*\*Detailed spreadsheets\*\*](#) Contain detailed weighted results for all participating organisations, all trusts nationally, and for each region and ICS.