2020 NHS Staff Survey headlines







Survey results are reported through 10 key themes. The themes are scored out of ten, the higher the score the better.

We scored the **highest** amongst Trusts of our type:

3/10 themes

We scored **above average**: 9/10 themes

> We scored average: 1/10 themes

Theme results



Equality, diversity and inclusion



This theme includes questions about career progression, experience of discrimination and the adjustments people receive to support them to undertake their role.

Average Worst

No change from last vear



Health and wellbeing



This theme reflects how supported people feel in terms of their health and wellbeing. It includes questions around flexible working, the offers available and how people feel in themselves.

Average Worst

Significantly better than last year



Immediate managers



This theme focusses on the support people receive from their immediate manager, including how involved people feel and the recognition people receive.

Average Worst

Slightly better than last year



Morale



The questions in this theme focus on how people are involved, respected, encouraged and recognised whilst at work.

Average Worst Significantly better than last year



Ouality of care



Within this theme, questions centre around how satisfied people feel with the quality of care they can provide, if they feel they make a difference and if they feel they can deliver the care they aspire to.

Average Worst

Slightly better than last year



Safe environment bullying and harassment



In this theme, a higher score suggests that people have experienced low levels of harassment, bullying or abuse at work from service users. the public, managers and colleagues.

Average Worst 8.8 | 8.3 | 7.6

Slightly better than last year



Safe environment violence



A score closer to 10 in this theme demonstrates that people have experienced low levels of physical violence from service users, the public, managers and colleagues, whilst at work.

Average Worst

No change from last year



Safety culture



This theme asks questions about whether people feel able to raise concerns or incidents and how fair they are treated when they do so, as well as whether their concerns are addressed.

Average Worst 6.9 6.1

Significantly better than last year



Staff engagement



This theme reflects how people say they feel whilst at work; engaged staff will recommend the Trust as a place to work and receive treatment.

Best Average Worst Slightly 7.5 | 7.2 | 6.6 better than last year

Theme 10

Team working



The questions in this theme ask people whether their team has a set of shared objectives and whether people meet with their team to discuss effectiveness.

7.4 | 7.0 | 6.6

Average Worst

No change from last year

Next steps

Look out for your team reports. Your manager will talk with you about next steps and action planning. You can find the full Trust survey report on SolNet within Staff Zone.













