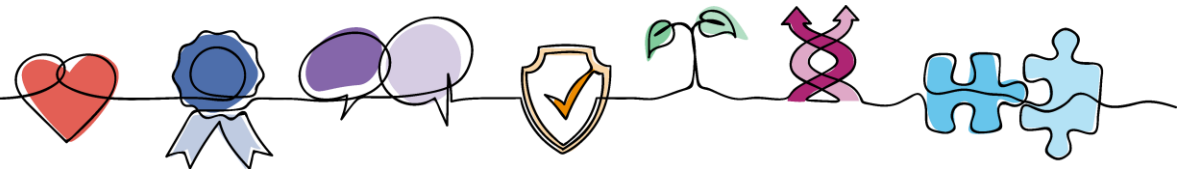


Leeds and York Partnership NHS Foundation Trust

NHS Staff Survey Benchmark report 2022



Introduction	3	People Promise element, theme and sub-score results – detailed information	47
Organisation details	8	We are compassionate and inclusive	47
People Promise element, theme and sub-score results	10	We are recognised and rewarded	56
Overview	11	We each have a voice that counts	59
Sub-score overview	13	We are safe and healthy	65
Trends	17	We are always learning	75
We are compassionate and inclusive	18	We work flexibly	80
We are recognised and rewarded	20	We are a team	83
We each have a voice that counts	21	Staff Engagement	89
We are safe and healthy	23	Morale	93
We are always learning	25	Questions not linked to the People Promise elements or themes	99
We work flexibly	27	Workforce Equality Standards	112
We are a team	29	Workforce Race Equality Standards (WRES)	115
Staff Engagement	31	Workforce Disability Equality Standards (WDES)	120
Morale	33	About your respondents	130
Covid-19 Classification breakdowns	35	Appendices	131
Your experience	37	A – Response rate	144
We are compassionate and inclusive	38	B – Significance testing (2021 v 2022 People Promise and theme results)	146
We are recognised and rewarded	39	C – Tips on using your benchmark report	148
We each have a voice that counts	40	D – Additional reporting outputs	153
We are safe and healthy	41		
We are always learning	42		
We work flexibly	43		
We are a team	44		
Staff Engagement	45		
Morale	46		

Introduction

About this report

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

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

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

How results are reported

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



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

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

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

People Promise elements, themes and sub-scores

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

Questions not linked to the People Promise elements or themes

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

Introduction

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

Organisation details

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

People Promise Elements, Themes and Sub-scores: Overview

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

People Promise Elements, Themes and Sub-scores: Trends

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

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

The Covid-19 pandemic

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

Questions not linked to People Promise

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

Workforce Equality Standards

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

About your respondents

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

Appendices

Here you will find:

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



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

Please note this is example data

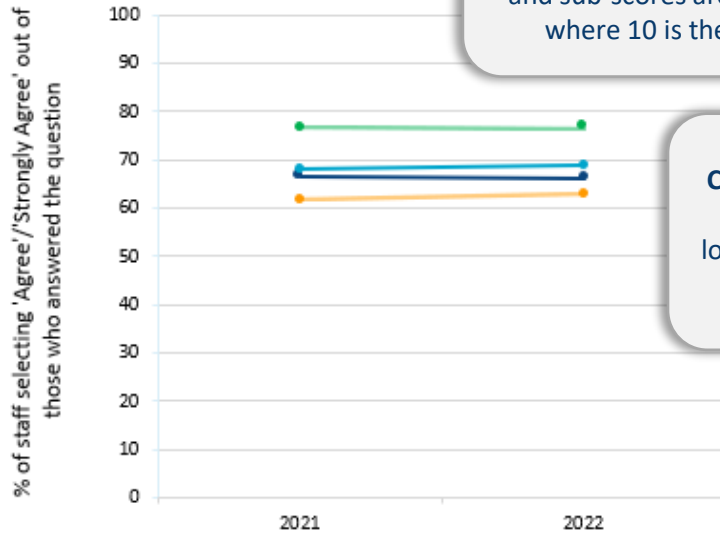
Key features

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

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

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

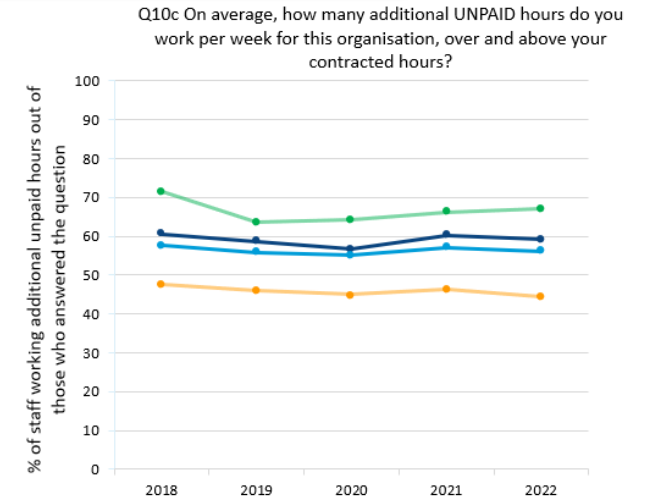
Colour coding highlights best / worst results, making it easy to spot questions where a lower percentage is better – in such instances 'Best' is the bottom line in the table.



Number of responses for the organisation for the given question.

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

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

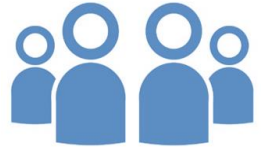


'Best', 'Average', and 'Worst' refer to the **benchmarking group's** best, average and worst results.

Organisation details

Leeds and York Partnership NHS Foundation Trust

2022 NHS Staff Survey



Organisation details

Completed questionnaires **1322**

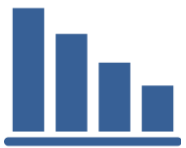
2022 response rate **44%**

Survey details

Survey mode **Mixed**

This organisation is benchmarked against:

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



2022 benchmarking group details

Organisations in group: 51

Median response rate: 50%

No. of completed questionnaires: 115361



People Promise Elements, Themes and sub-score results

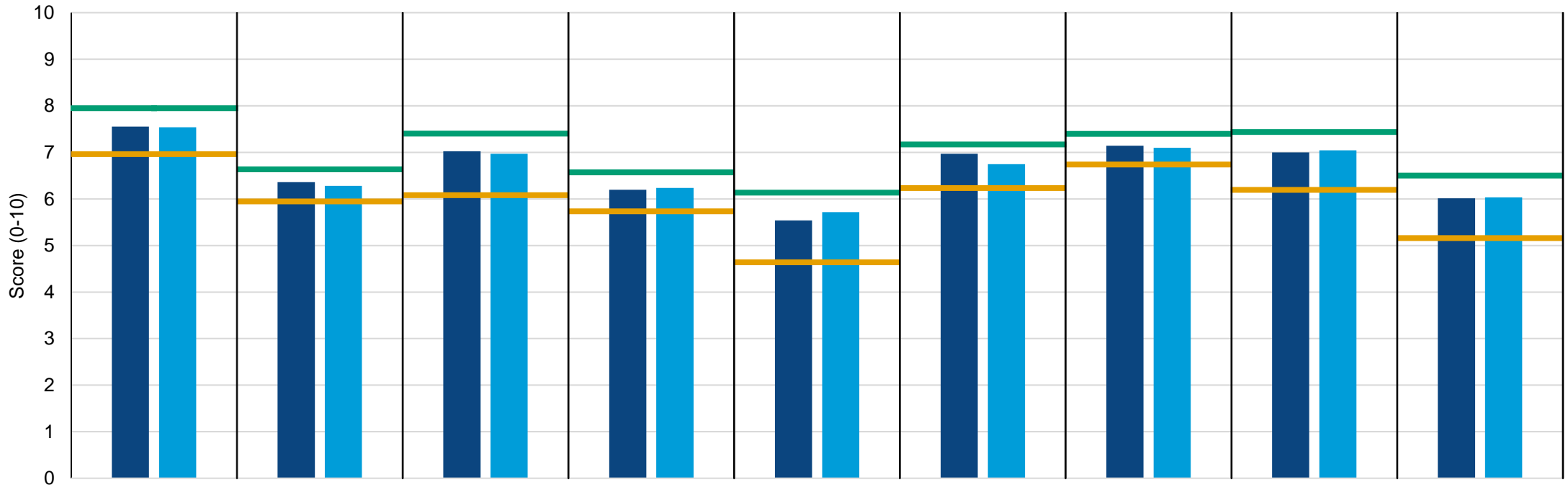
People Promise Elements, Themes and Sub-scores: Overview

People Promise Elements and Themes: Overview

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



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



Your org	7.6	6.4	7.0	6.2	5.5	7.0	7.1	7.0	6.0
Best	7.9	6.6	7.4	6.6	6.1	7.2	7.4	7.4	6.5
Average	7.5	6.3	7.0	6.2	5.7	6.7	7.1	7.0	6.0
Worst	7.0	5.9	6.1	5.7	4.6	6.2	6.7	6.2	5.2
Responses	1319	1314	1293	1305	1250	1309	1315	1319	1319

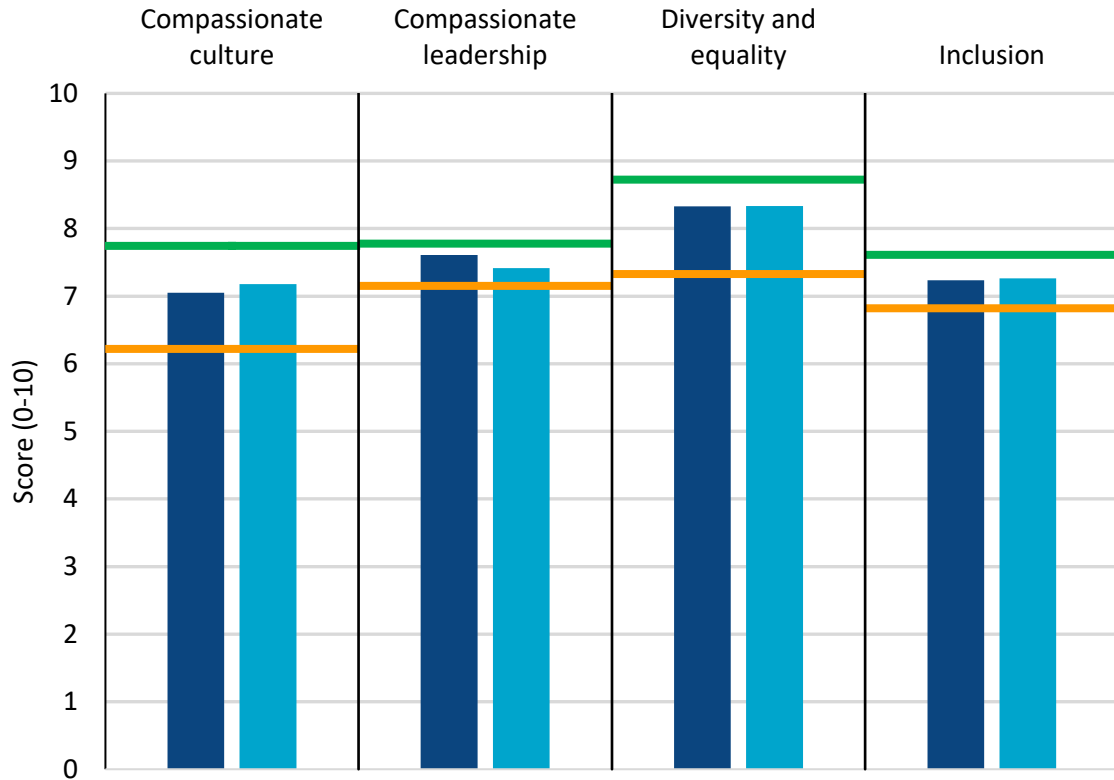


People Promise Elements, Themes and Sub-scores: Sub-score Overview

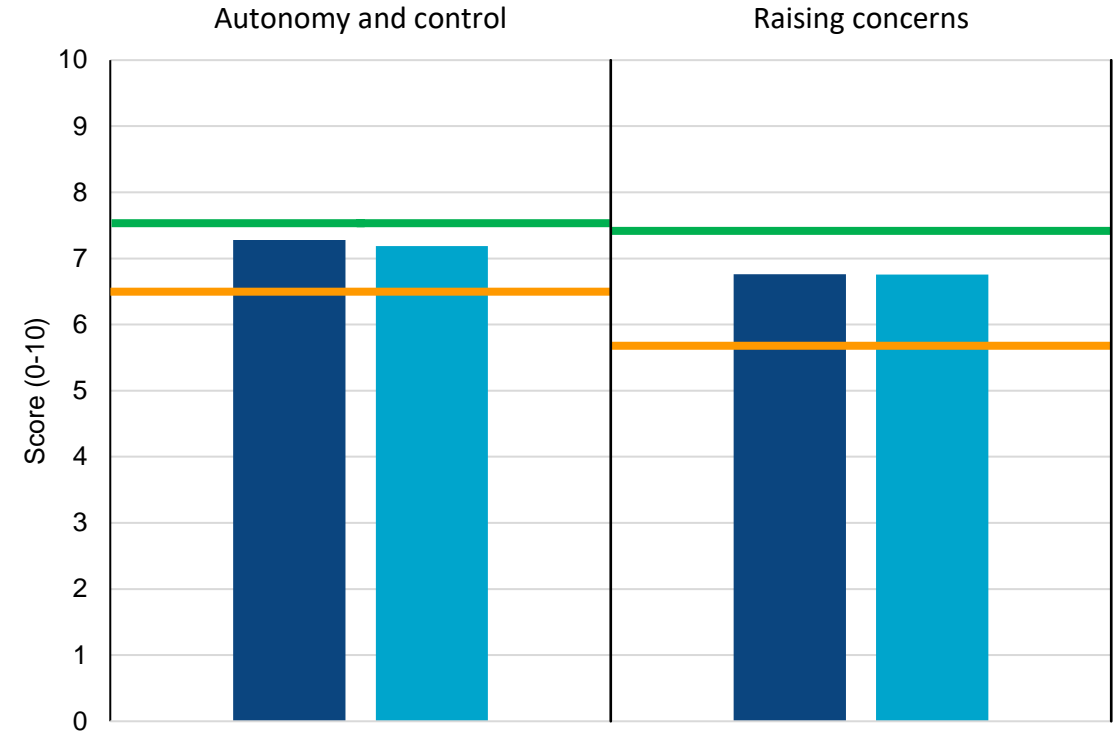
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 1: We are compassionate and inclusive



Promise element 3: We each have a voice that counts



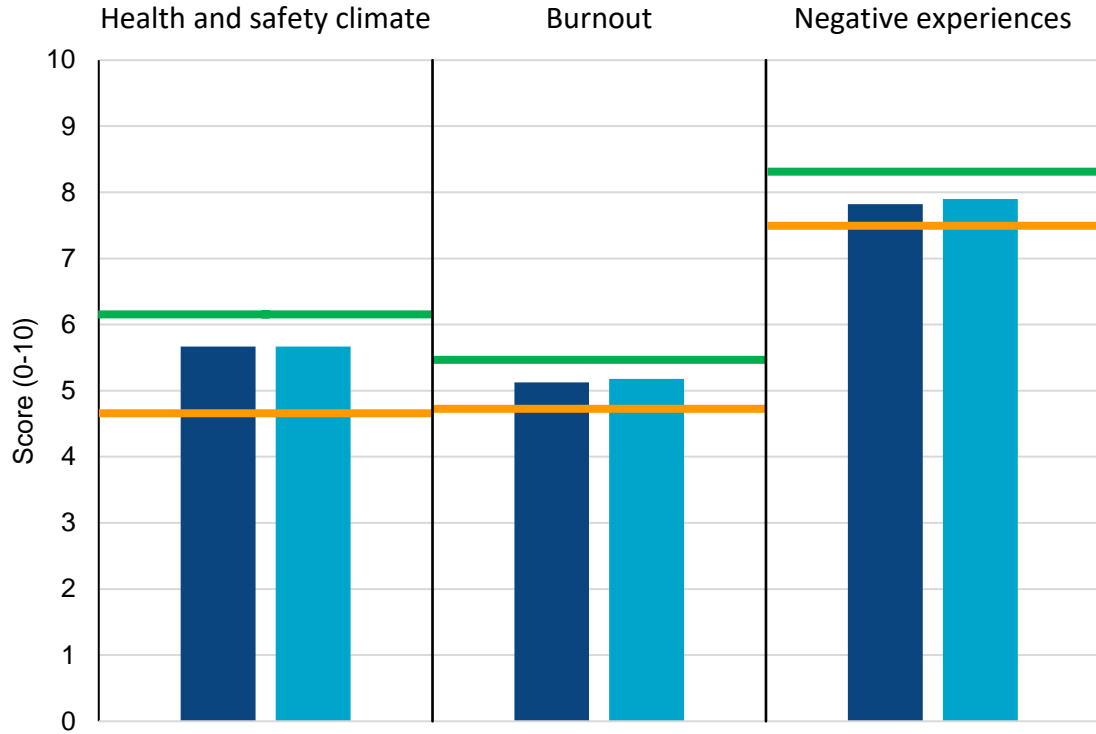
Your org	7.1	7.6	8.3	7.2
Best	7.7	7.8	8.7	7.6
Average	7.2	7.4	8.3	7.3
Worst	6.2	7.2	7.3	6.8
Responses	1309	1318	1314	1314

Your org	7.3	6.8
Best	7.5	7.4
Average	7.2	6.8
Worst	6.5	5.7
Responses	1319	1294

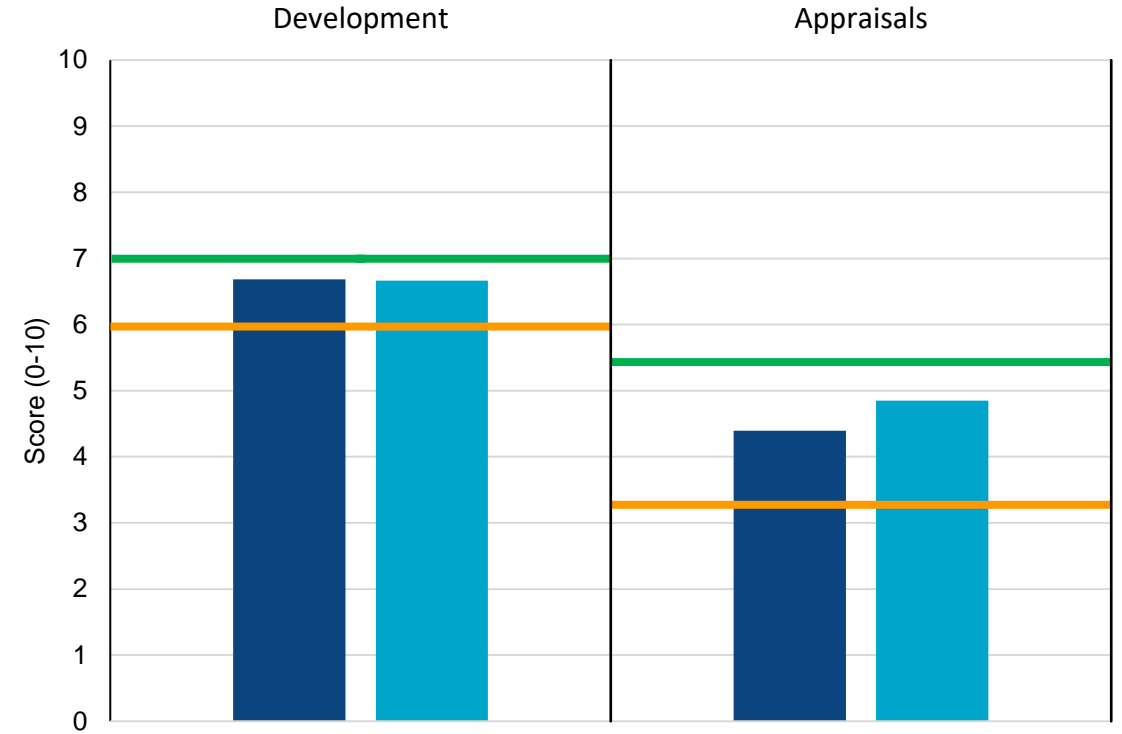
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



Promise element 4: We are safe and healthy



Promise element 5: We are always learning



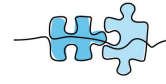
Your org	5.7	5.1	7.8
Best	6.2	5.5	8.3
Average	5.7	5.2	7.9
Worst	4.7	4.7	7.5
Responses	1318	1312	1312

Your org	6.7	4.4
Best	7.0	5.4
Average	6.7	4.9
Worst	6.0	3.3
Responses	1313	1258

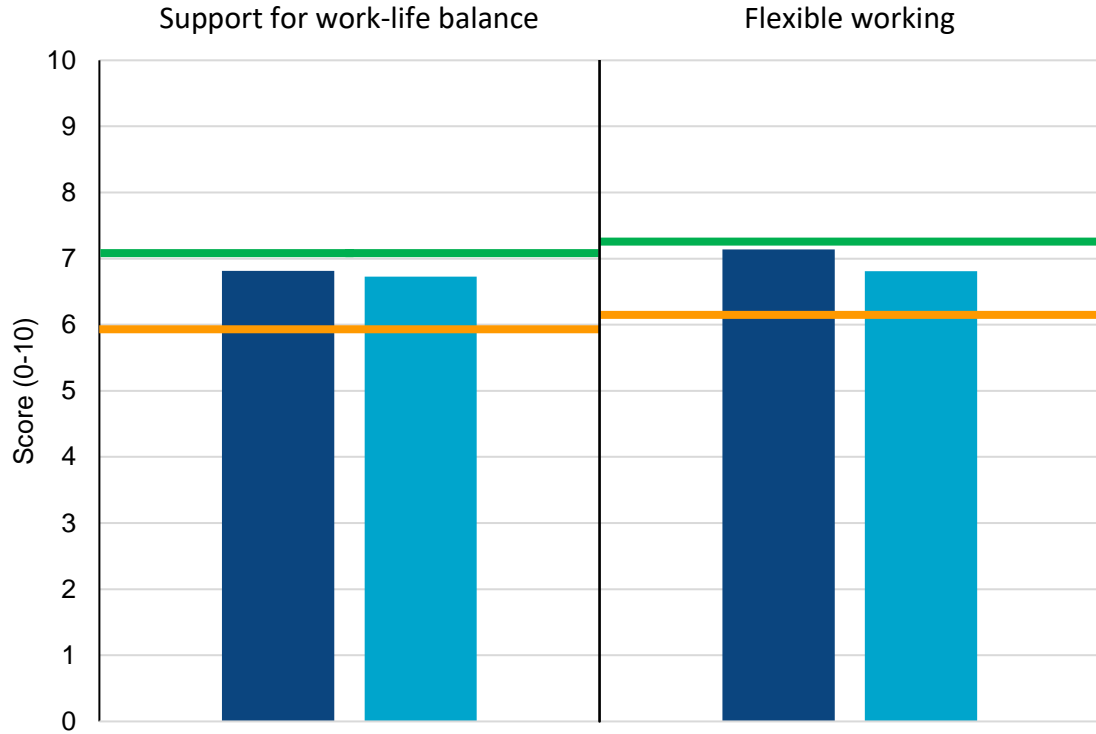
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.



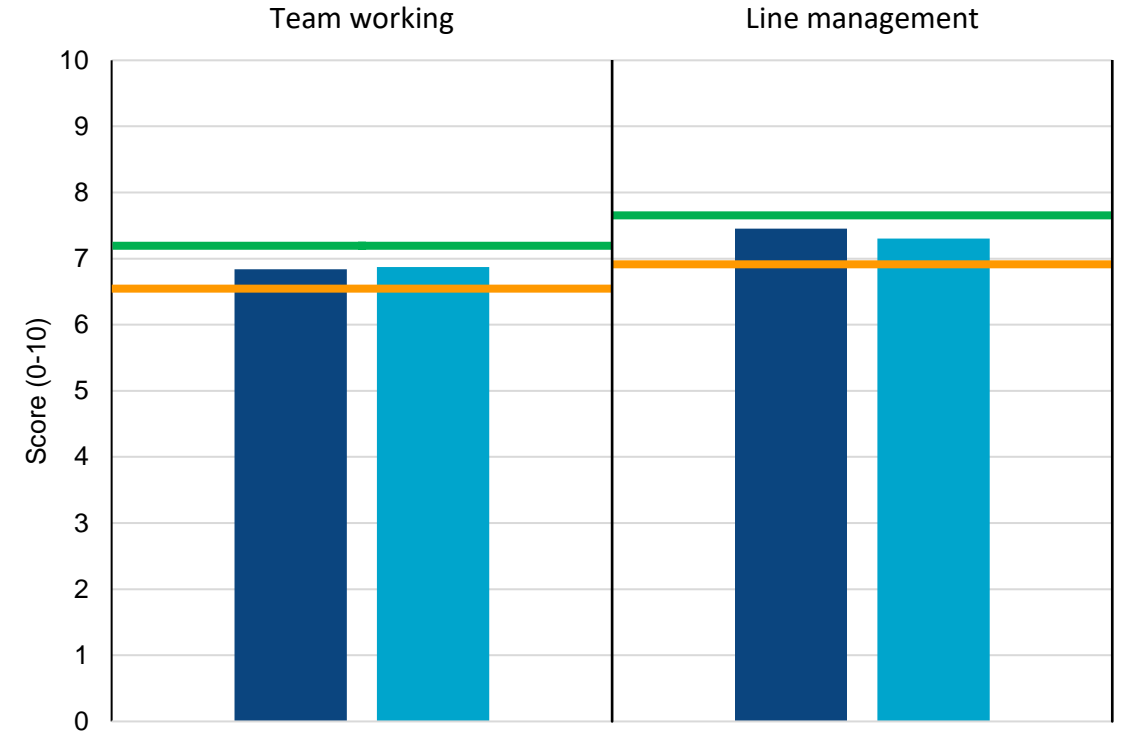
Promise element 6: We work flexibly



Promise element 7: We are a team



Your org	6.8	7.1
Best	7.1	7.3
Average	6.7	6.8
Worst	5.9	6.1
Responses	1317	1312



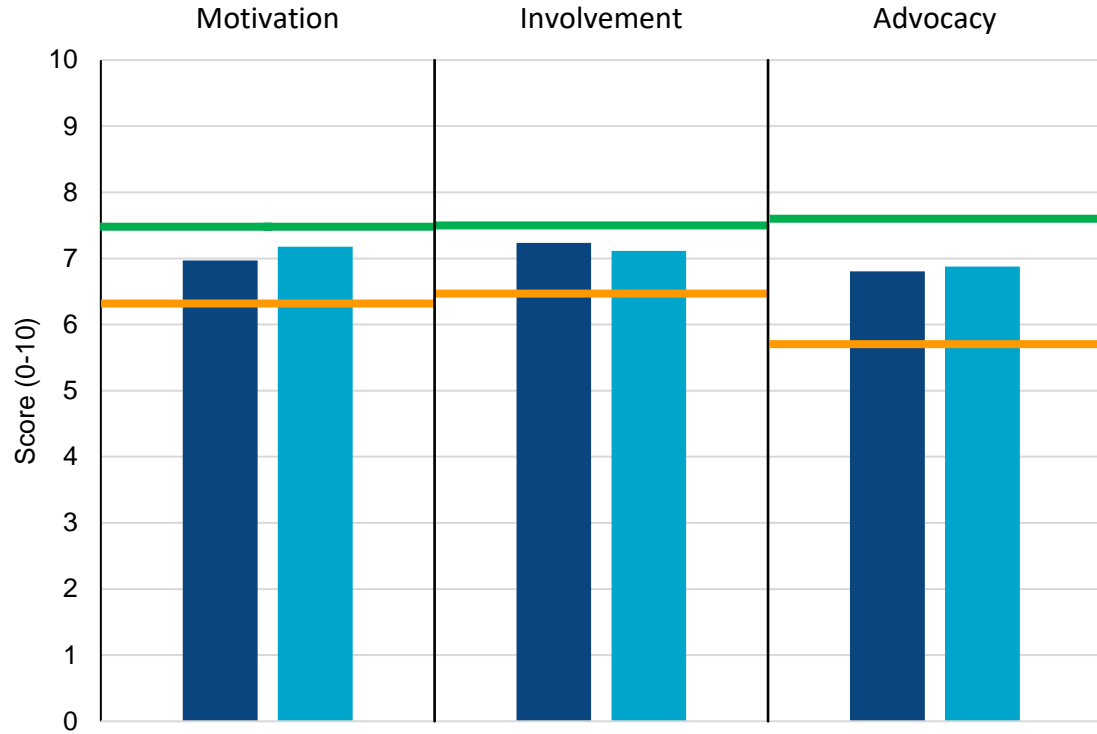
Your org	6.8	7.5
Best	7.2	7.7
Average	6.9	7.3
Worst	6.5	6.9
Responses	1316	1319



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

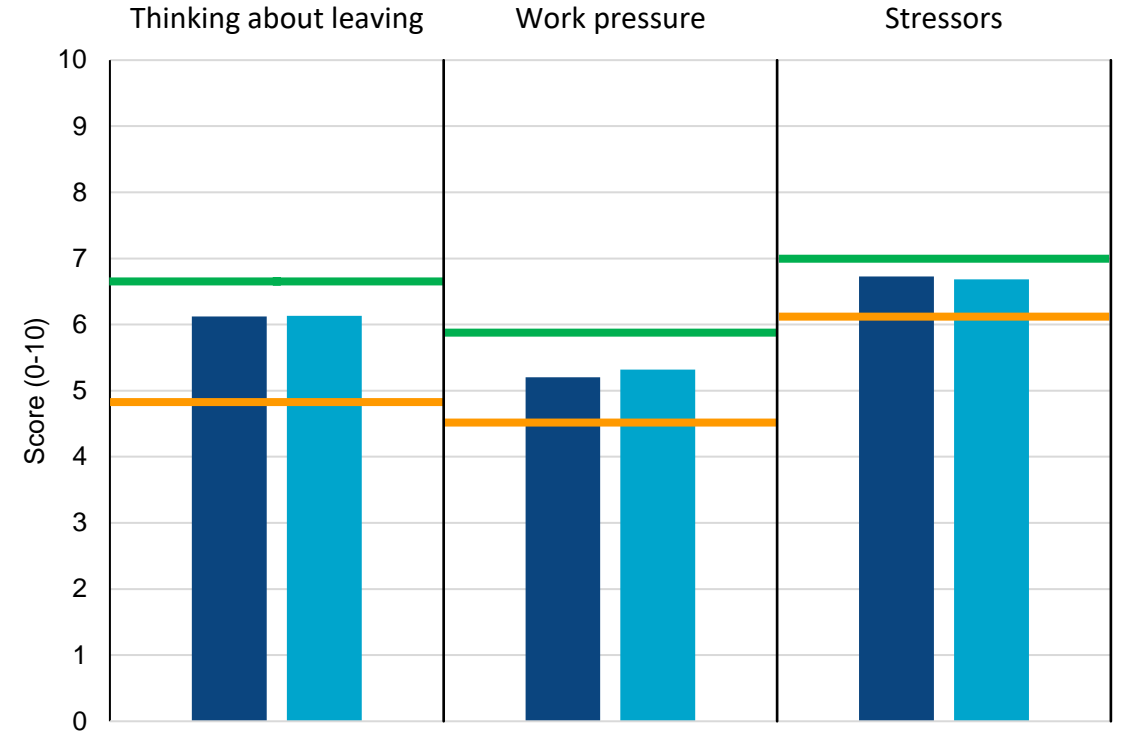
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff engagement



Your org	7.0	7.2	6.8
Best	7.5	7.5	7.6
Average	7.2	7.1	6.9
Worst	6.3	6.5	5.7
Responses	1305	1319	1310

Theme: Morale



Your org	6.1	5.2	6.7
Best	6.6	5.9	7.0
Average	6.1	5.3	6.7
Worst	4.8	4.5	6.1
Responses	1313	1317	1313

People Promise Elements, Themes and Sub-scores: Trends

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


 **Promise element 1: We are compassionate and inclusive**

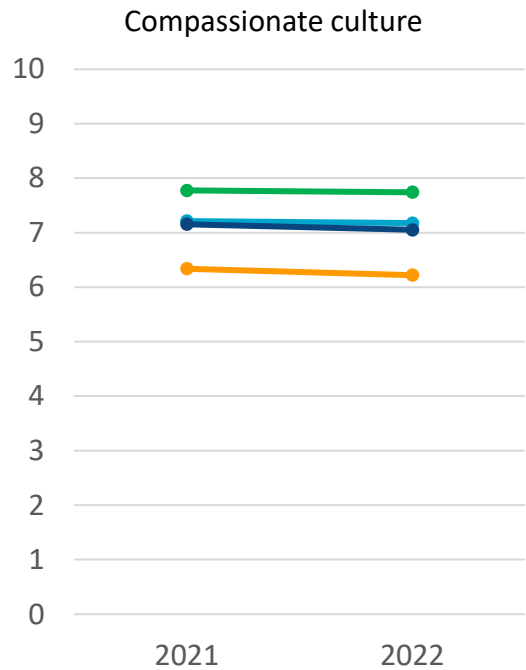
We are compassionate and inclusive



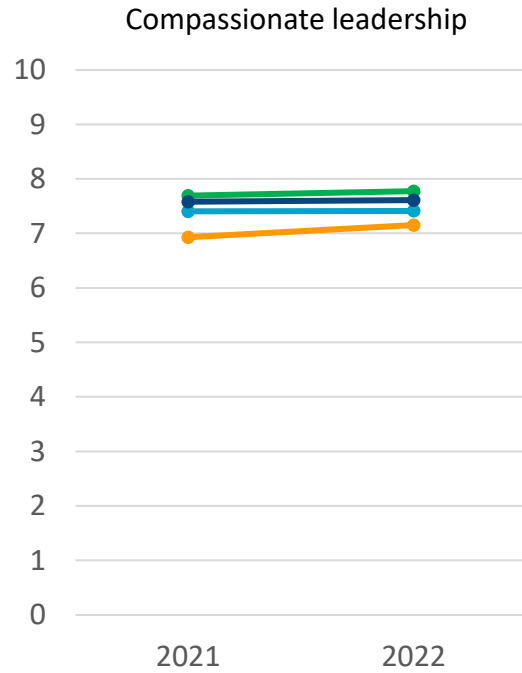
	2021	2022
Your org	7.5	7.6
Best	7.9	7.9
Average	7.5	7.5
Worst	7.1	7.0
Responses	1381	1319

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

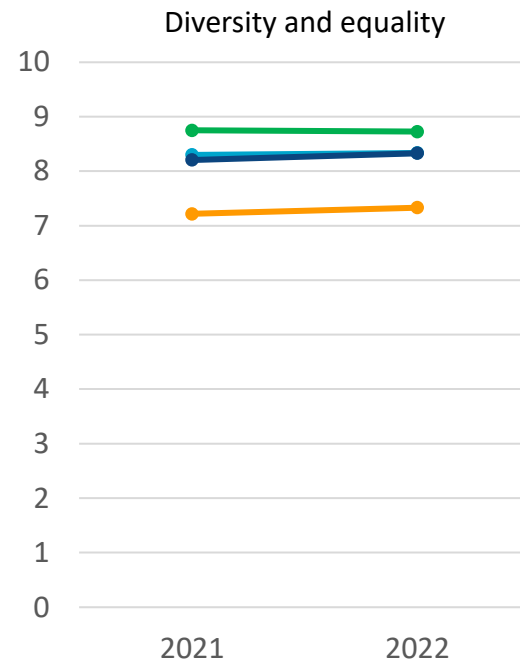
 **Promise element 1: We are compassionate and inclusive**



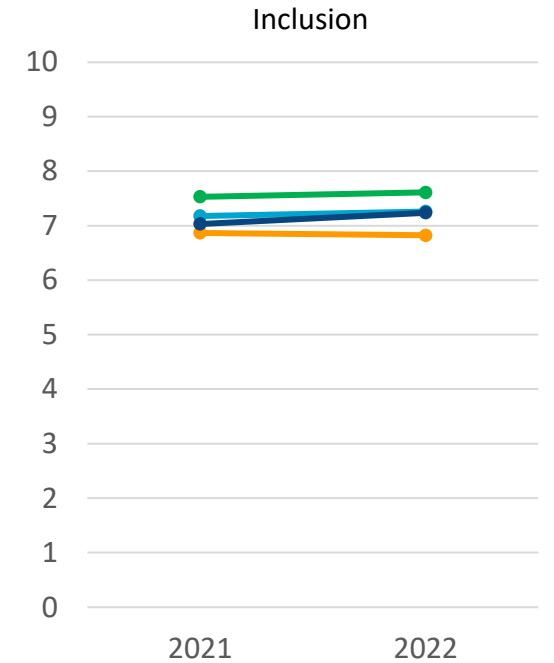
	2021	2022
Your org	7.2	7.1
Best	7.8	7.7
Average	7.2	7.2
Worst	6.3	6.2
Responses	1373	1309



	2021	2022
Your org	7.6	7.6
Best	7.7	7.8
Average	7.4	7.4
Worst	6.9	7.2
Responses	1382	1318



	2021	2022
Your org	8.2	8.3
Best	8.7	8.7
Average	8.3	8.3
Worst	7.2	7.3
Responses	1380	1314



	2021	2022
Your org	7.0	7.2
Best	7.5	7.6
Average	7.2	7.3
Worst	6.9	6.8
Responses	1362	1314

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



Promise element 2: We are recognised and rewarded

We are recognised and rewarded



	2021	2022
Your org	6.4	6.4
Best	6.8	6.6
Average	6.3	6.3
Worst	5.9	5.9
Responses	1380	1314

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



Promise element 3: We each have a voice that counts

We each have a voice that counts



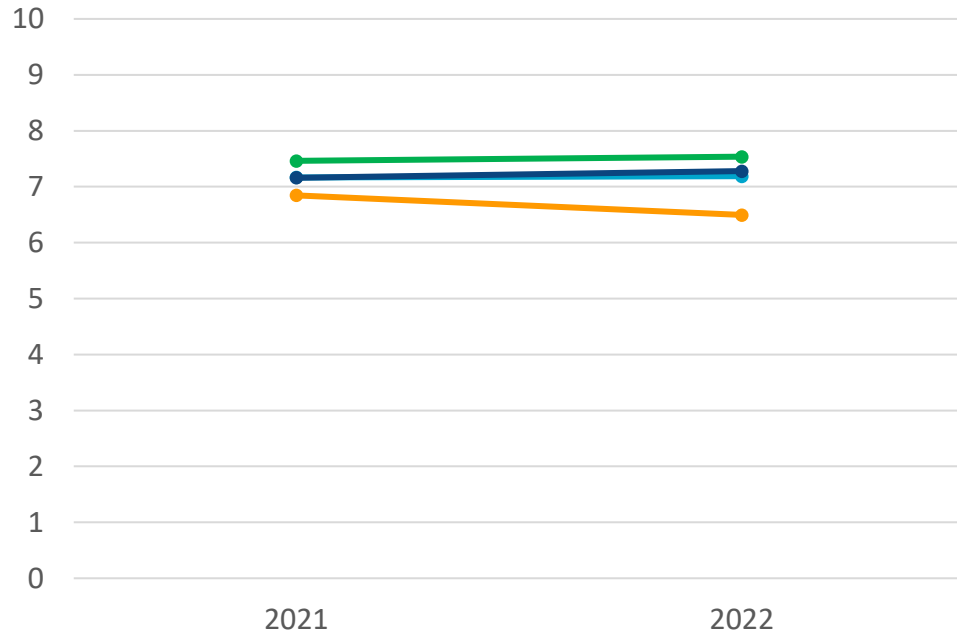
	2021	2022
Your org	7.0	7.0
Best	7.4	7.4
Average	7.0	7.0
Worst	6.4	6.1
Responses	1364	1293

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

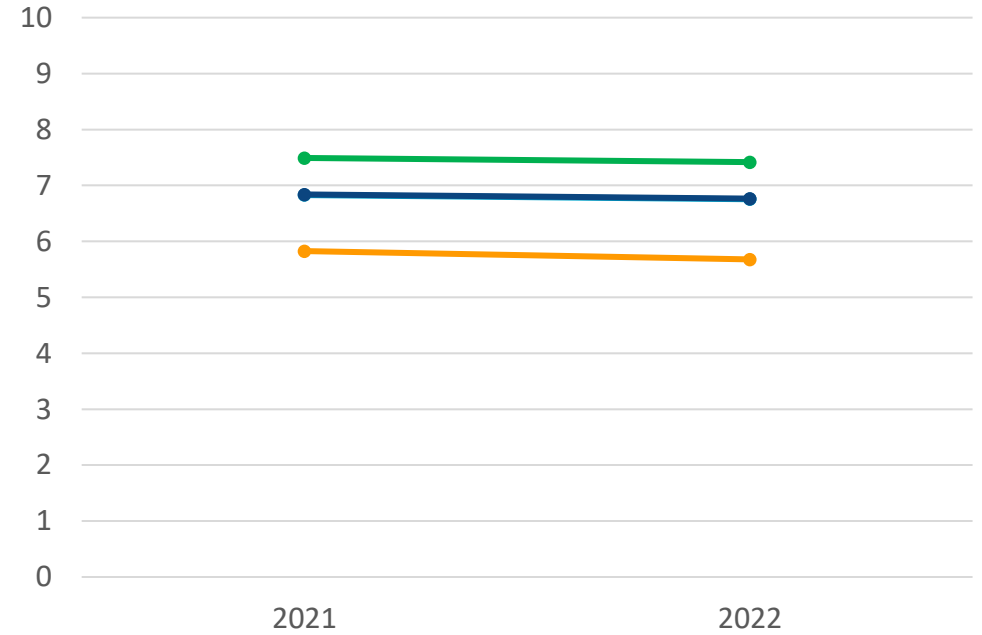


Promise element 3: We each have a voice that counts

Autonomy and control



Raising concerns



	2021	2022
Your org	7.2	7.3
Best	7.5	7.5
Average	7.2	7.2
Worst	6.8	6.5
Responses	1381	1319

	2021	2022
Your org	6.8	6.8
Best	7.5	7.4
Average	6.8	6.8
Worst	5.8	5.7
Responses	1366	1294

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



Promise element 4: We are safe and healthy

We are safe and healthy



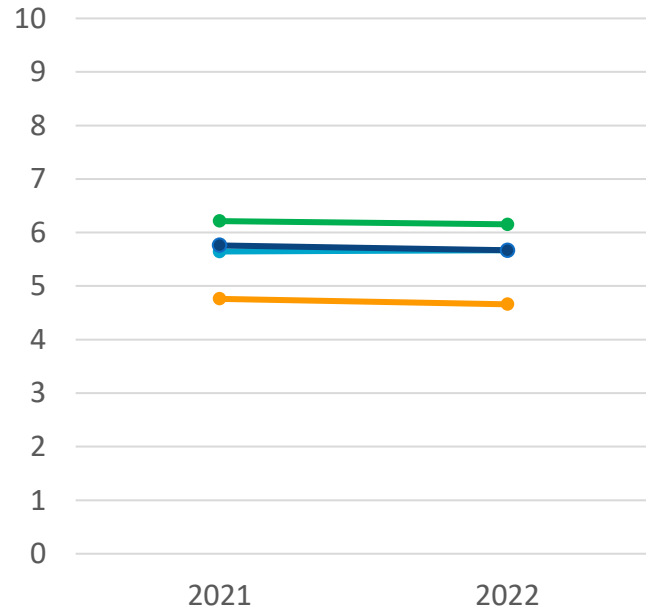
	2021	2022
Your org	6.3	6.2
Best	6.6	6.6
Average	6.2	6.2
Worst	5.8	5.7
Responses	1370	1305

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



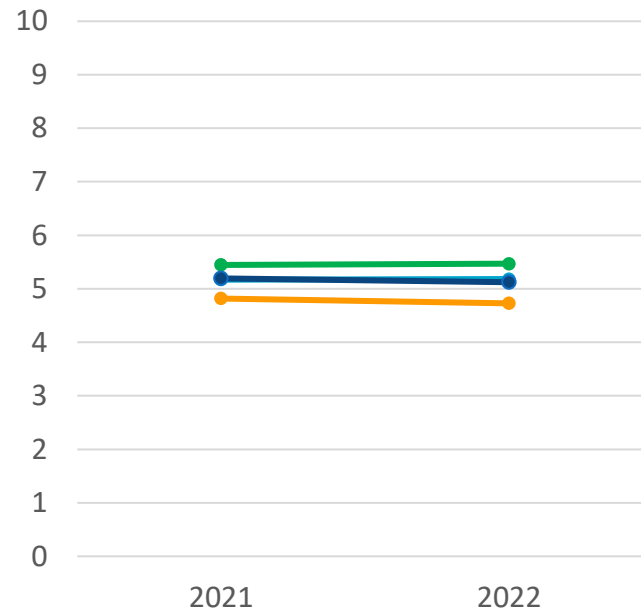
Promise element 4: We are safe and healthy

Health and safety climate



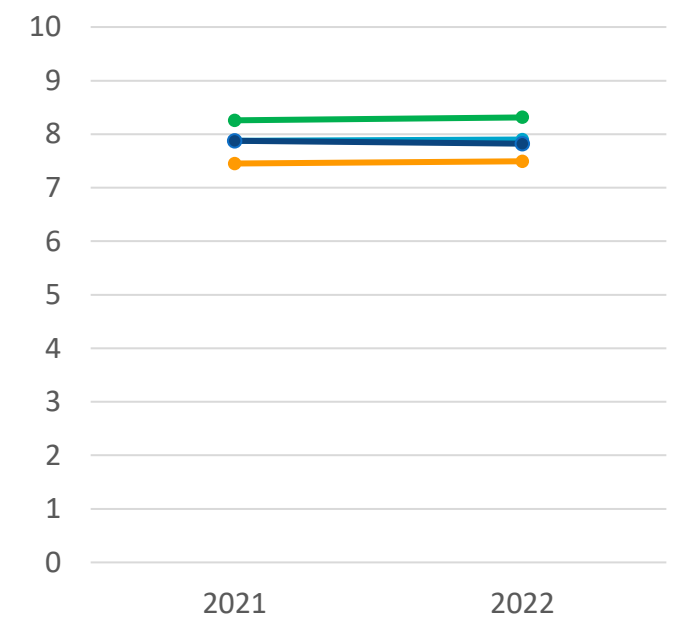
	2021	2022
Your org	5.8	5.7
Best	6.2	6.2
Average	5.6	5.7
Worst	4.8	4.7
Responses	1382	1318

Burnout



	2021	2022
Your org	5.2	5.1
Best	5.4	5.5
Average	5.2	5.2
Worst	4.8	4.7
Responses	1380	1312

Negative experiences



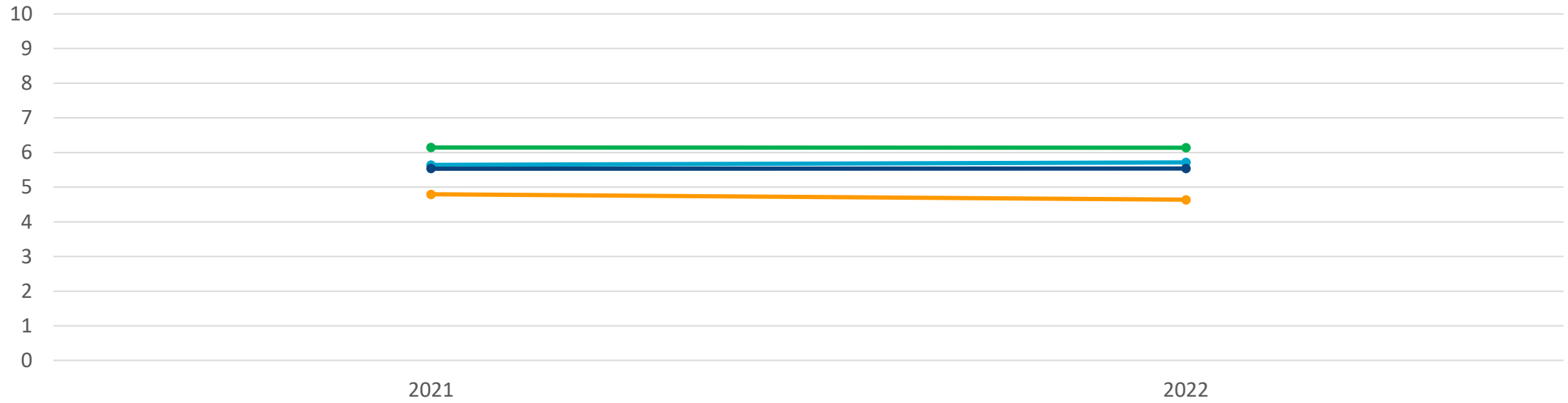
	2021	2022
Your org	7.9	7.8
Best	8.3	8.3
Average	7.9	7.9
Worst	7.4	7.5
Responses	1375	1312

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



Promise element 5: We are always learning

We are always learning



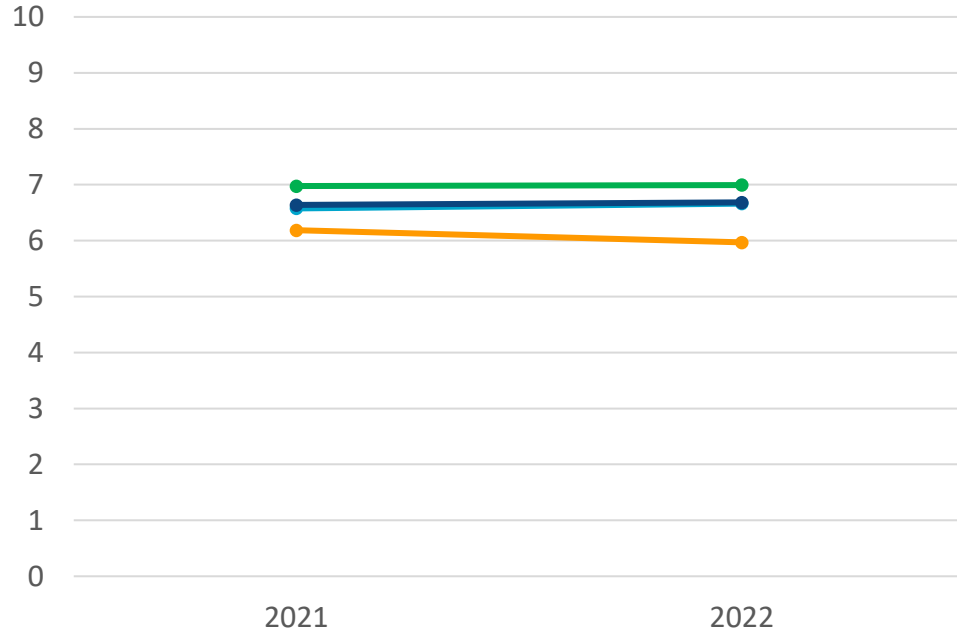
	2021	2022
Your org	5.5	5.5
Best	6.1	6.1
Average	5.6	5.7
Worst	4.8	4.6
Responses	1301	1250

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



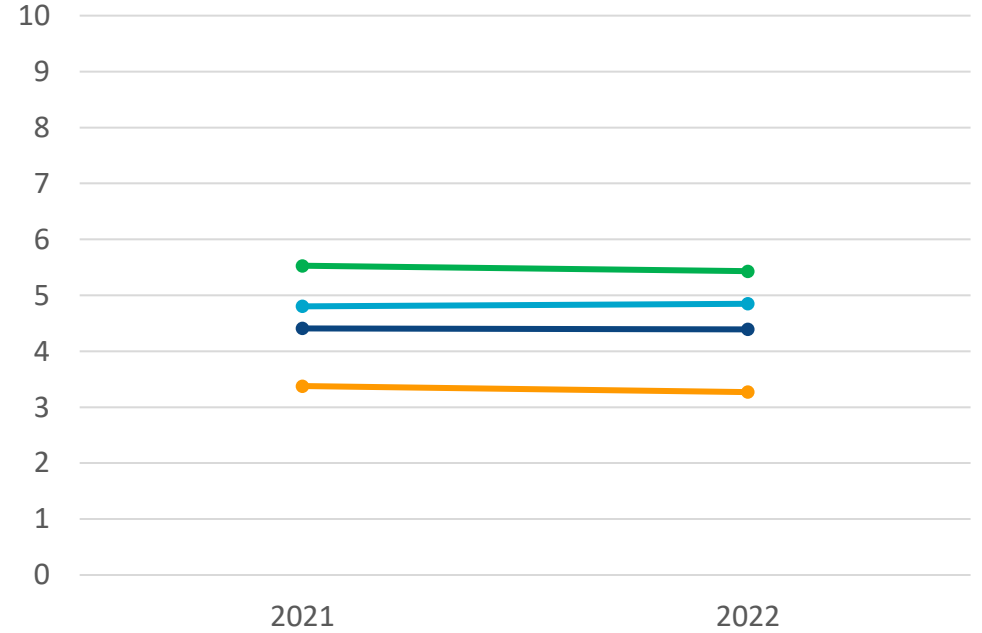
Promise element 5: We are always learning

Development



	2021	2022
Your org	6.6	6.7
Best	7.0	7.0
Average	6.6	6.7
Worst	6.2	6.0
Responses	1375	1313

Appraisals



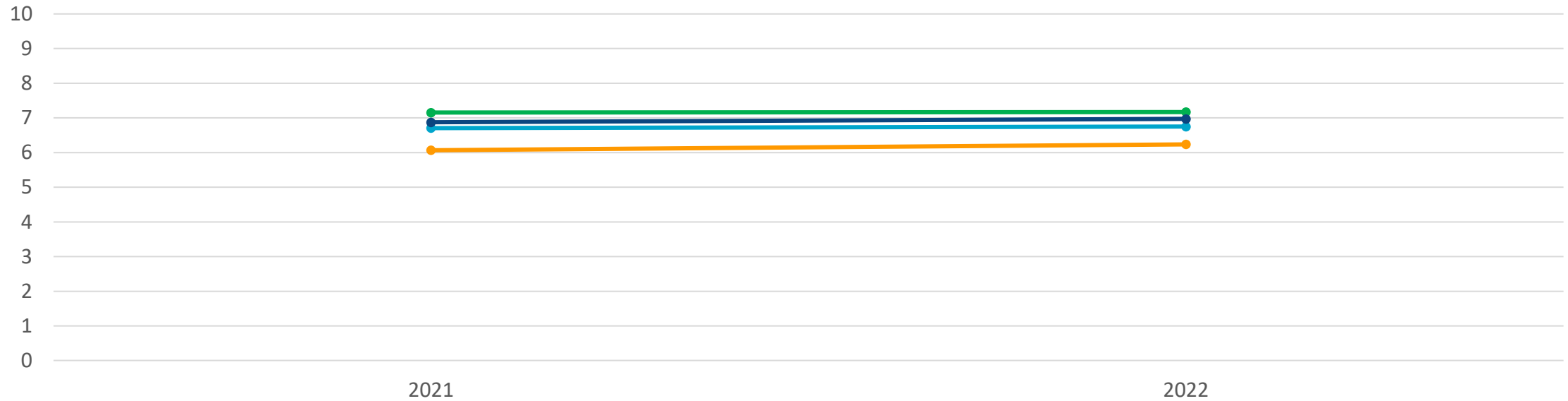
	2021	2022
Your org	4.4	4.4
Best	5.5	5.4
Average	4.8	4.9
Worst	3.4	3.3
Responses	1304	1258

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



Promise element 6: We work flexibly

We work flexibly



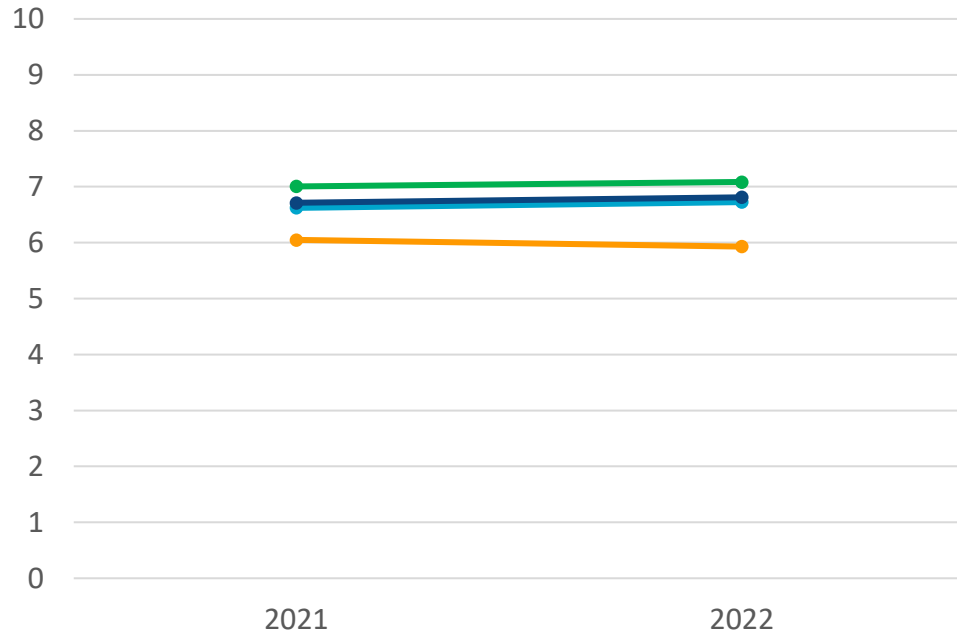
	2021	2022
Your org	6.9	7.0
Best	7.2	7.2
Average	6.7	6.7
Worst	6.1	6.2
Responses	1374	1309

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

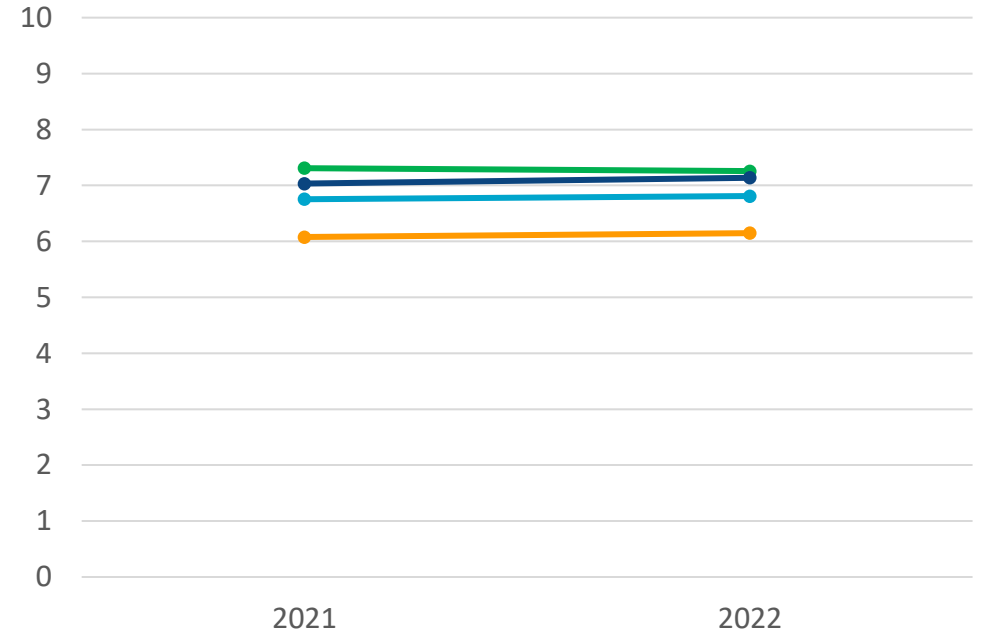


Promise element 6: We work flexibly

Support for work-life balance



Flexible working



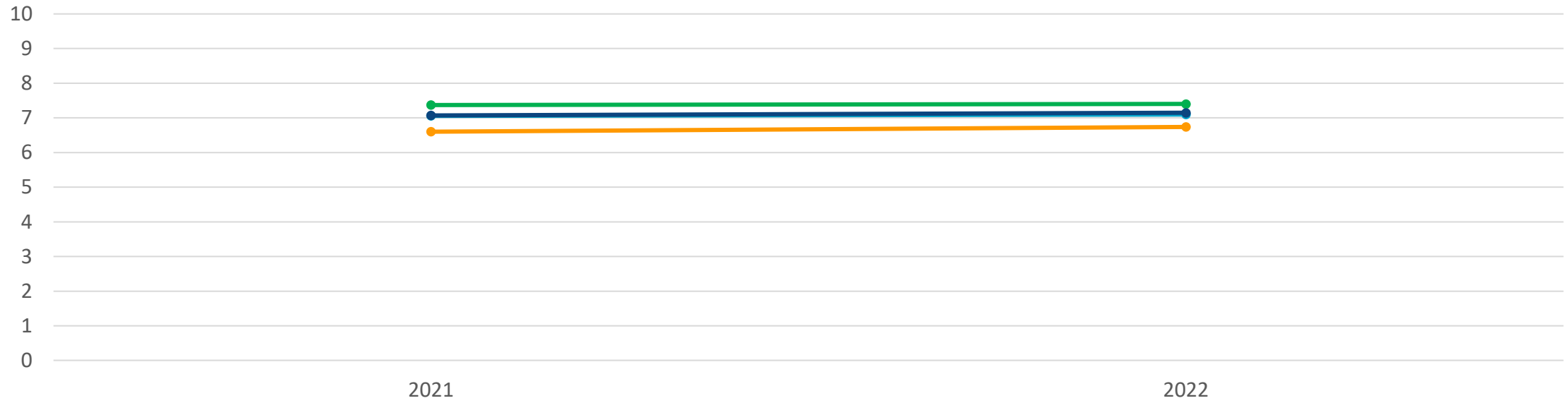
	2021	2022
Your org	6.7	6.8
Best	7.0	7.1
Average	6.6	6.7
Worst	6.0	5.9
Responses	1378	1317

	2021	2022
Your org	7.0	7.1
Best	7.3	7.3
Average	6.8	6.8
Worst	6.1	6.1
Responses	1379	1312

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

 **Promise element 7: We are a team**

We are a team

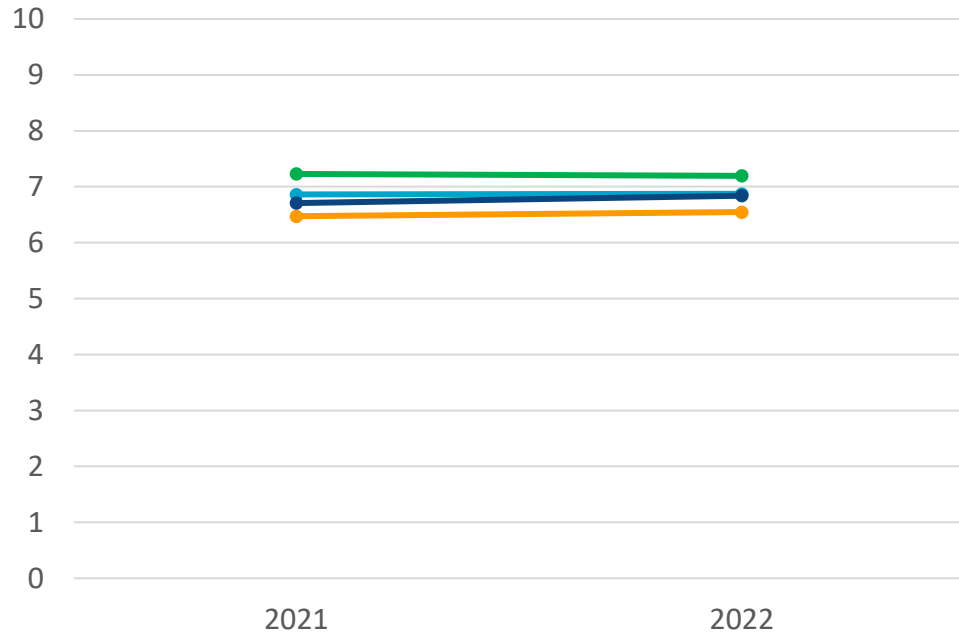


	2021	2022
Your org	7.1	7.1
Best	7.4	7.4
Average	7.1	7.1
Worst	6.6	6.7
Responses	1368	1315

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

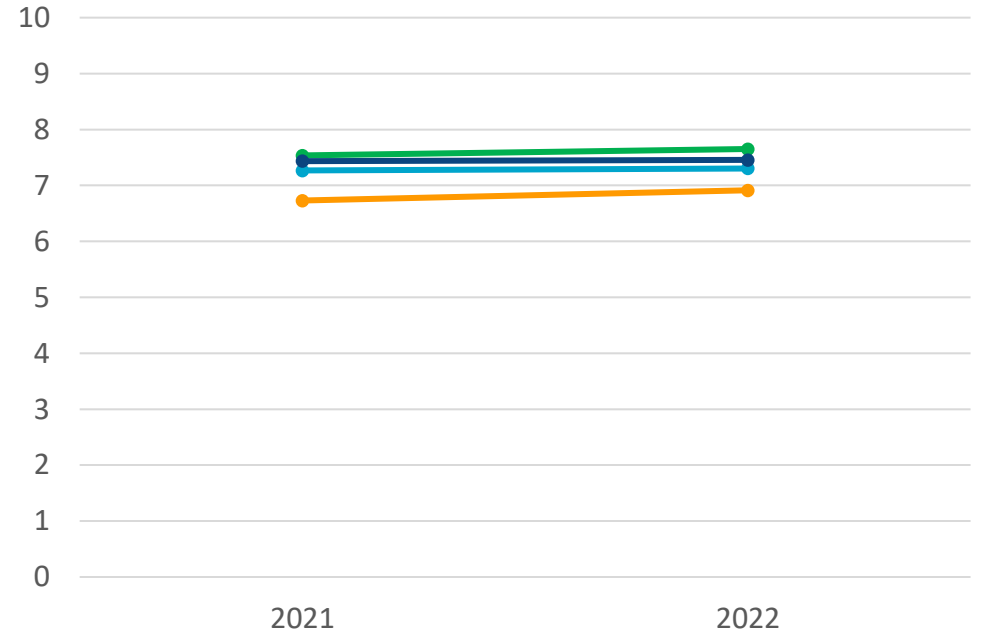
 **Promise element 7: We are a team**

Team working



	2021	2022
Your org	6.7	6.8
Best	7.2	7.2
Average	6.9	6.9
Worst	6.5	6.5
Responses	1369	1316

Line management

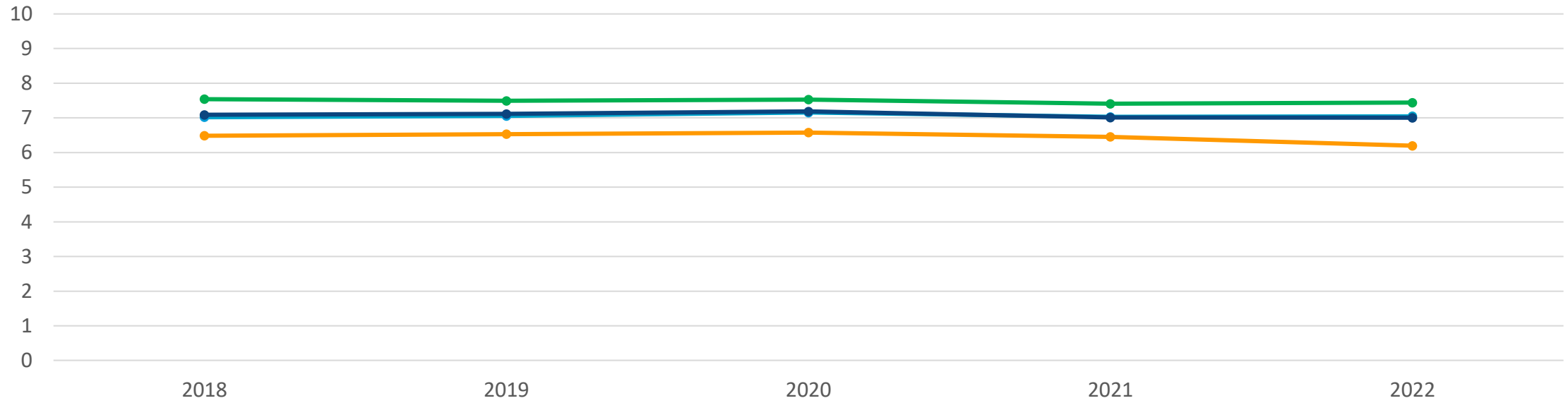


	2021	2022
Your org	7.4	7.5
Best	7.5	7.7
Average	7.3	7.3
Worst	6.7	6.9
Responses	1381	1319

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

Theme: Staff Engagement

Staff Engagement



	2018	2019	2020	2021	2022
Your org	7.1	7.1	7.2	7.0	7.0
Best	7.5	7.5	7.5	7.4	7.4
Average	7.0	7.1	7.2	7.0	7.0
Worst	6.5	6.5	6.6	6.5	6.2
Responses	1416	1408	1307	1381	1319

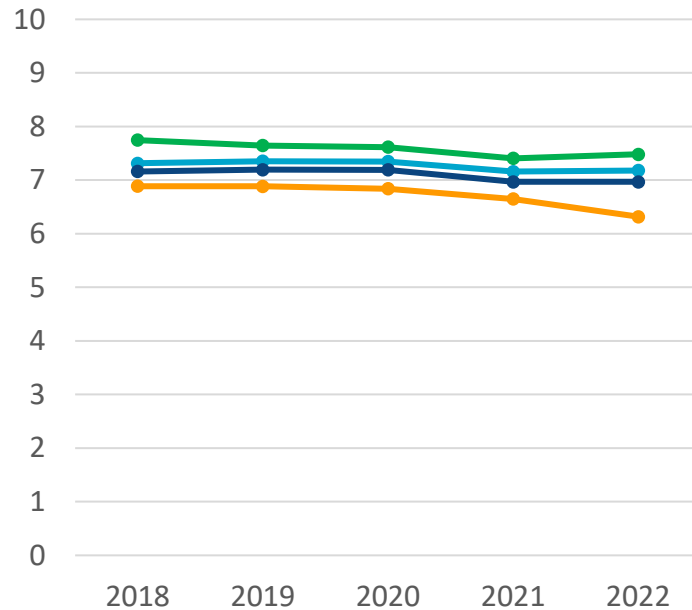


People Promise Elements, Themes and Sub-scores: Sub-score trends

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

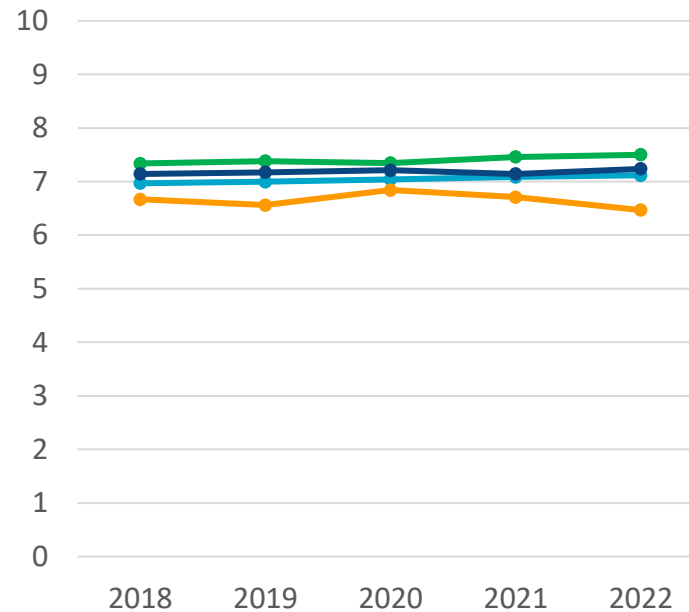
Theme: Staff Engagement

Motivation



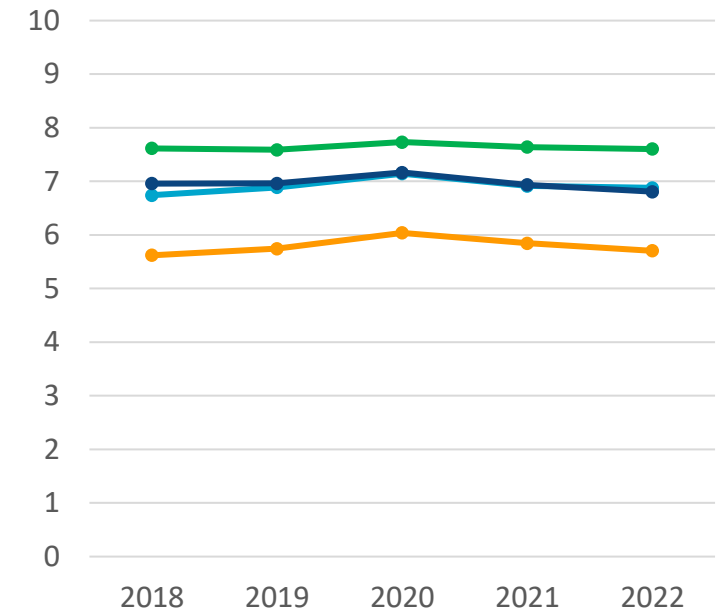
	2018	2019	2020	2021	2022
Your org	7.2	7.2	7.2	7.0	7.0
Best	7.7	7.6	7.6	7.4	7.5
Average	7.3	7.4	7.3	7.2	7.2
Worst	6.9	6.9	6.8	6.6	6.3
Responses	1395	1390	1289	1369	1305

Involvement



	2018	2019	2020	2021	2022
Your org	7.1	7.2	7.2	7.1	7.2
Best	7.3	7.4	7.3	7.5	7.5
Average	7.0	7.0	7.0	7.1	7.1
Worst	6.7	6.6	6.8	6.7	6.5
Responses	1415	1404	1305	1380	1319

Advocacy

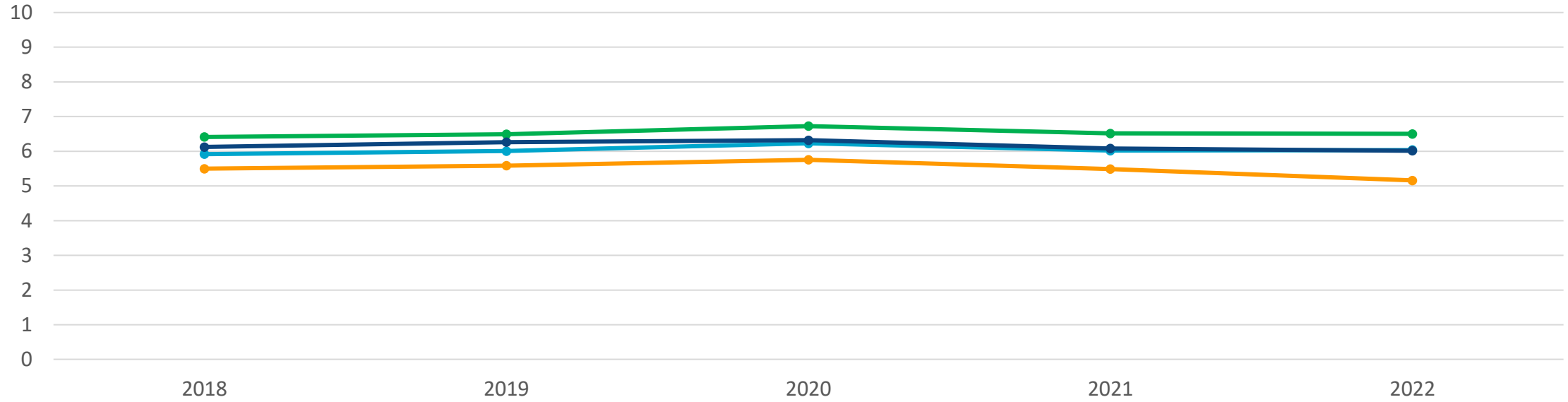


	2018	2019	2020	2021	2022
Your org	7.0	7.0	7.2	6.9	6.8
Best	7.6	7.6	7.7	7.6	7.6
Average	6.7	6.9	7.1	6.9	6.9
Worst	5.6	5.7	6.0	5.8	5.7
Responses	1384	1391	1305	1376	1310

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

Theme: Morale

Morale



	2018	2019	2020	2021	2022
Your org	6.1	6.3	6.3	6.1	6.0
Best	6.4	6.5	6.7	6.5	6.5
Average	5.9	6.0	6.2	6.0	6.0
Worst	5.5	5.6	5.8	5.5	5.2
Responses	1413	1407	1306	1381	1319

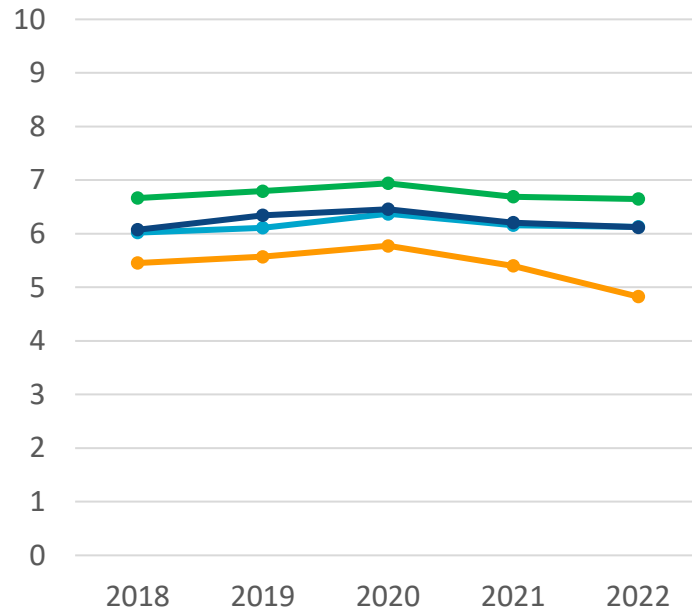


People Promise Elements, Themes and Sub-scores: Sub-score trends

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

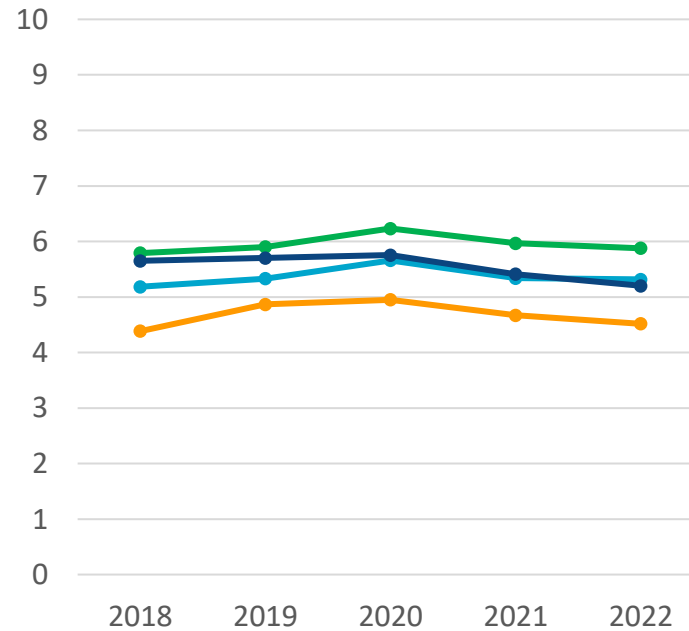
Theme: Morale

Thinking about leaving



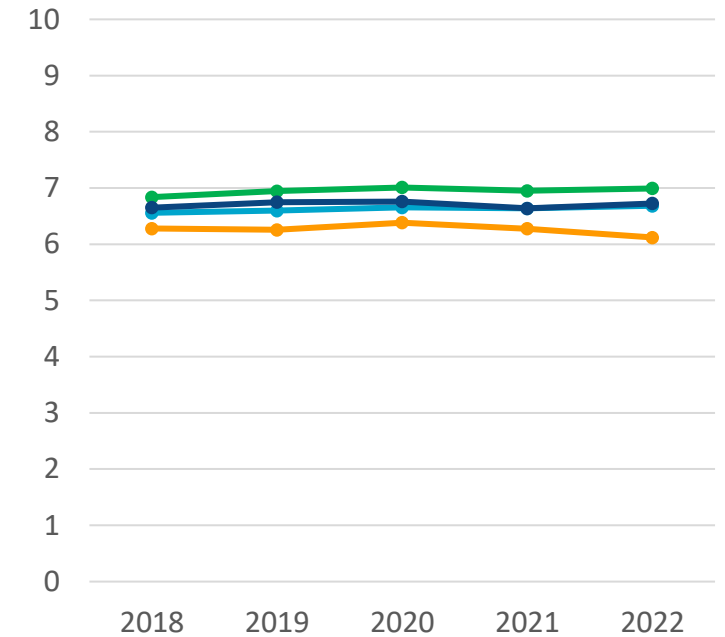
	2018	2019	2020	2021	2022
Your org	6.1	6.3	6.5	6.2	6.1
Best	6.7	6.8	6.9	6.7	6.6
Average	6.0	6.1	6.4	6.2	6.1
Worst	5.5	5.6	5.8	5.4	4.8
Responses	1389	1393	1303	1376	1313

Work pressure



	2018	2019	2020	2021	2022
Your org	5.6	5.7	5.8	5.4	5.2
Best	5.8	5.9	6.2	6.0	5.9
Average	5.2	5.3	5.7	5.3	5.3
Worst	4.4	4.9	5.0	4.7	4.5
Responses	1415	1405	1307	1382	1317

Stressors



	2018	2019	2020	2021	2022
Your org	6.7	6.7	6.8	6.6	6.7
Best	6.8	6.9	7.0	6.9	7.0
Average	6.6	6.6	6.7	6.6	6.7
Worst	6.3	6.3	6.4	6.3	6.1
Responses	1401	1394	1295	1379	1313

Covid-19 Classification breakdowns

Covid-19 questions

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

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

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

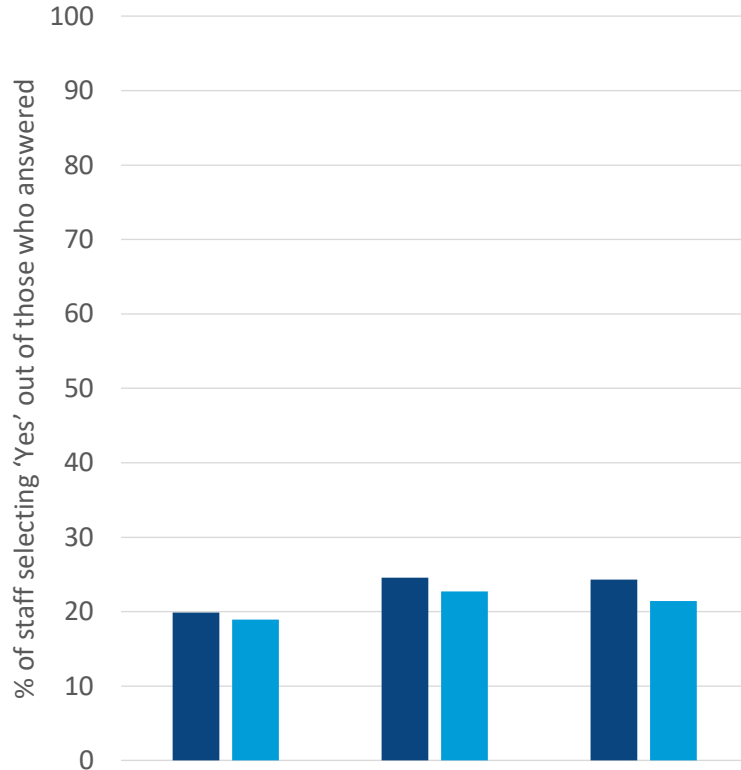
Comparing your data

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

Further information

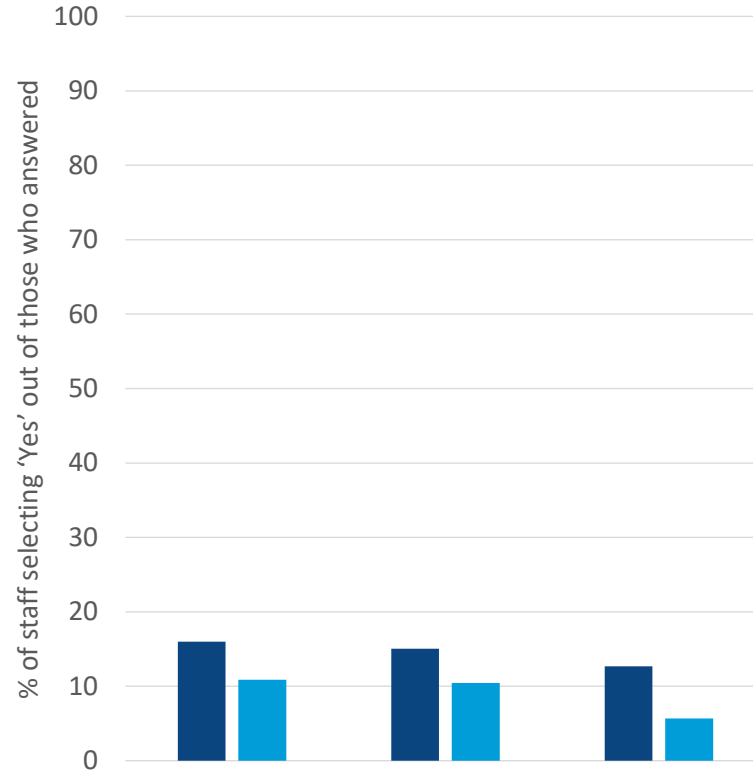
Results for these groups of staff, including data for individual questions, are also available via the online dashboards. Please note that results presented in these dashboards have not been weighted where no benchmarking takes place and so may vary slightly from those shown in this report.

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



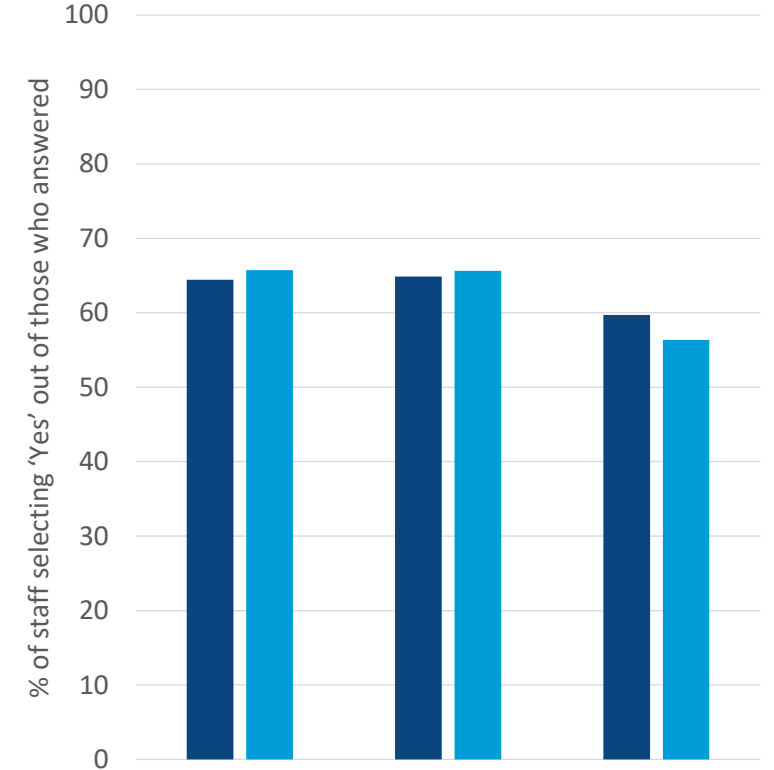
	2020	2021	2022
Your org	19.9%	24.6%	24.3%
Average	18.9%	22.7%	21.4%
Responses	1302	1375	1308

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



	2020	2021	2022
Your org	16.0%	15.0%	12.7%
Average	10.9%	10.4%	5.7%
Responses	1295	1363	1302

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



	2020	2021	2022
Your org	64.4%	64.8%	59.7%
Average	65.7%	65.6%	56.3%
Responses	1293	1371	1308

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



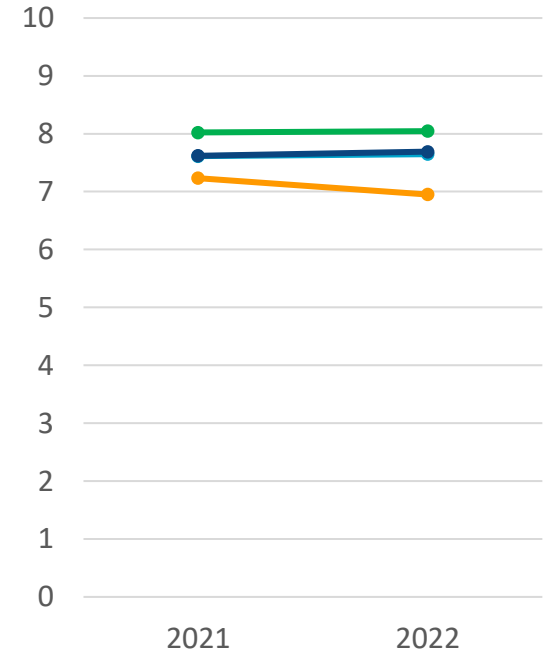
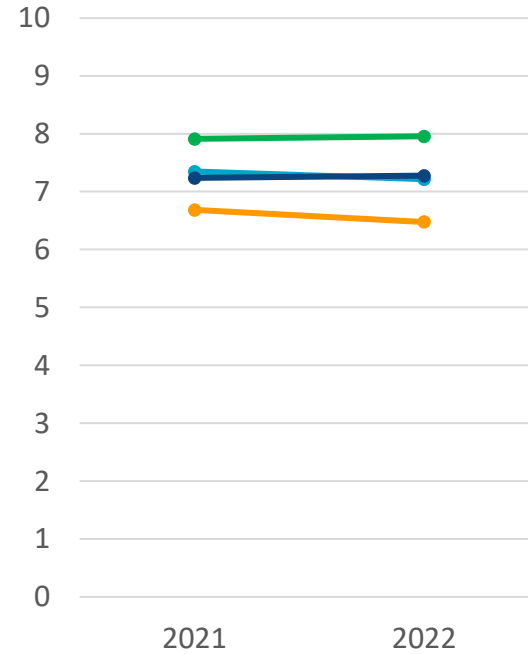
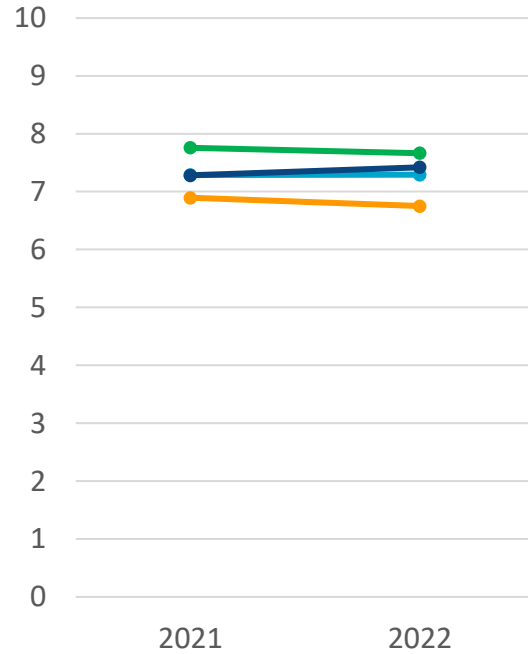
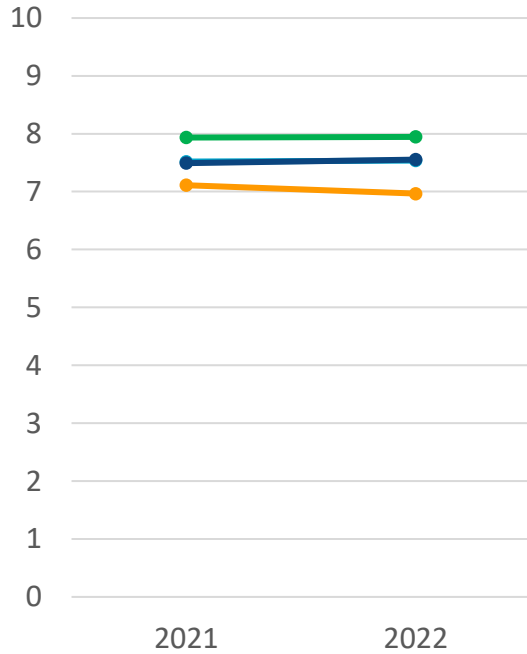
Promise element 1: We are compassionate and inclusive

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	7.5	7.6
Highest	7.9	7.9
Average	7.5	7.5
Lowest	7.1	7.0
Responses	1381	1319

	2021	2022
Your org	7.3	7.4
Highest	7.8	7.7
Average	7.3	7.3
Lowest	6.9	6.7
Responses	338	318

	2021	2022
Your org	7.2	7.3
Highest	7.9	8.0
Average	7.3	7.2
Lowest	6.7	6.5
Responses	205	165

	2021	2022
Your org	7.6	7.7
Highest	8.0	8.0
Average	7.6	7.6
Lowest	7.2	7.0
Responses	889	781

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



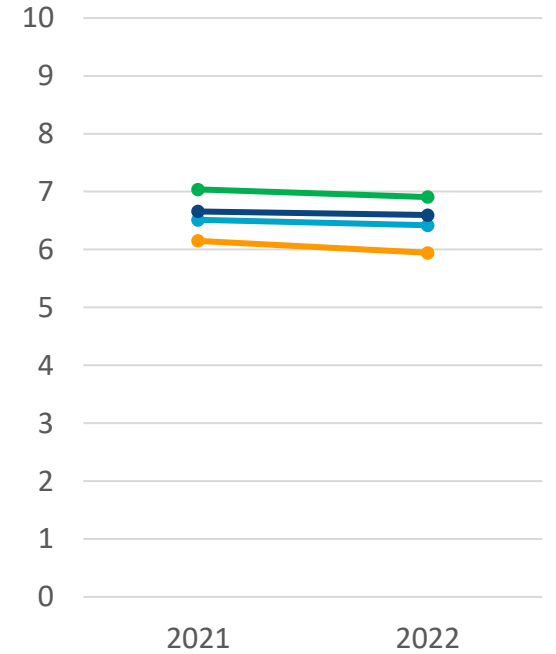
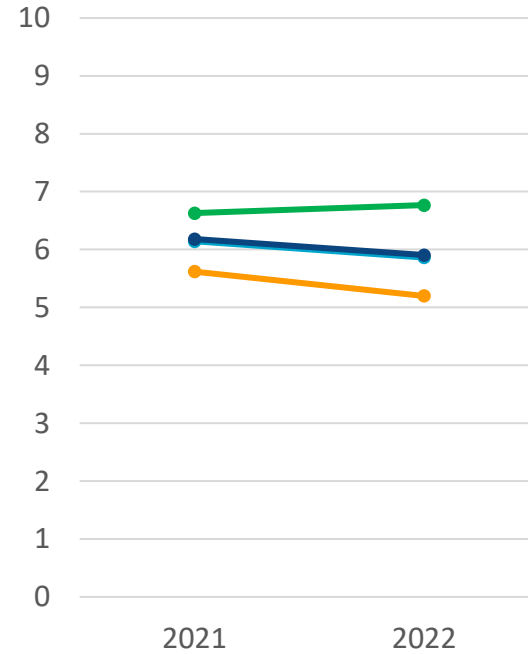
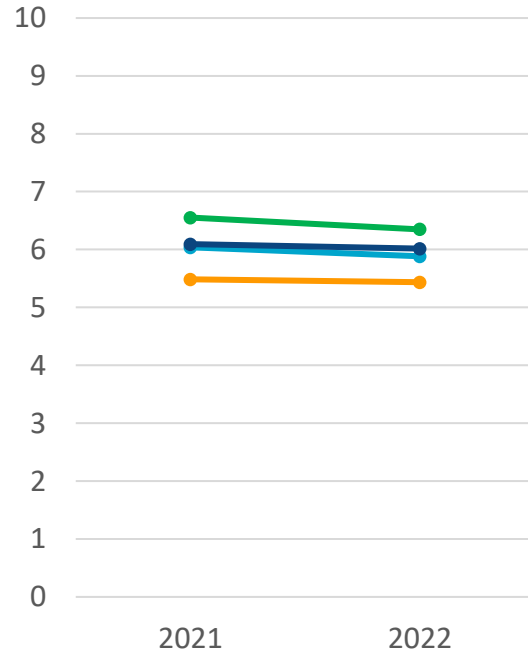
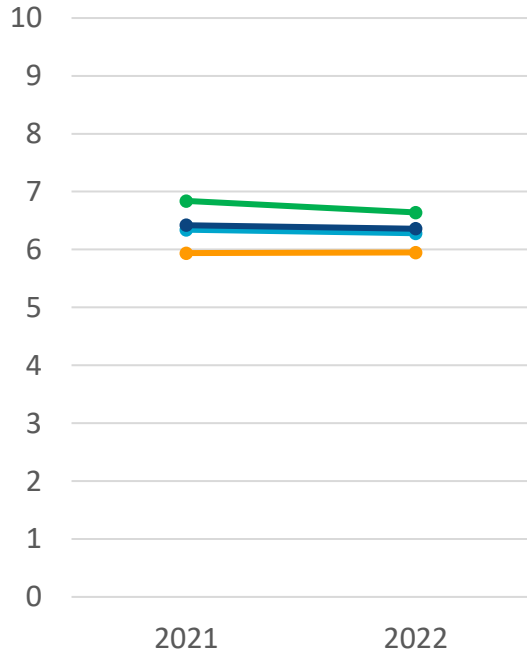
Promise element 2: We are recognised and rewarded

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	6.4	6.4
Highest	6.8	6.6
Average	6.3	6.3
Lowest	5.9	5.9
Responses	1380	1314

	2021	2022
Your org	6.1	6.0
Highest	6.6	6.3
Average	6.0	5.9
Lowest	5.5	5.4
Responses	338	315

	2021	2022
Your org	6.2	5.9
Highest	6.6	6.8
Average	6.1	5.9
Lowest	5.6	5.2
Responses	205	164

	2021	2022
Your org	6.7	6.6
Highest	7.0	6.9
Average	6.5	6.4
Lowest	6.1	5.9
Responses	889	775

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



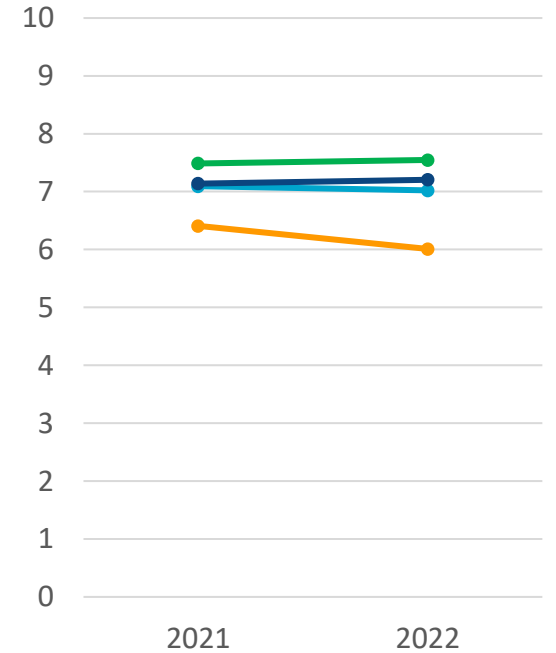
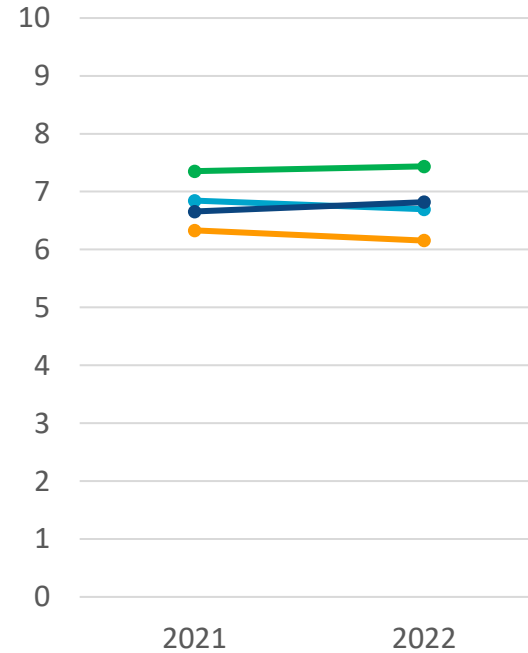
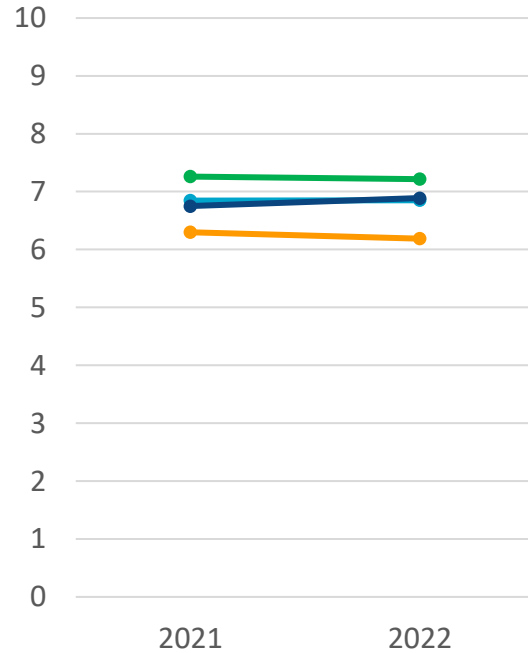
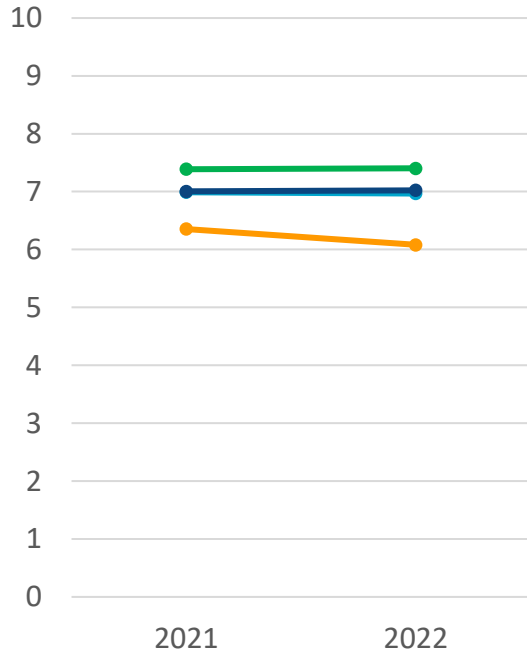
Promise element 3: We each have a voice that counts

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	7.0	7.0
Highest	7.4	7.4
Average	7.0	7.0
Lowest	6.4	6.1
Responses	1364	1293

	2021	2022
Your org	6.7	6.9
Highest	7.3	7.2
Average	6.8	6.9
Lowest	6.3	6.2
Responses	335	312

	2021	2022
Your org	6.7	6.8
Highest	7.4	7.4
Average	6.8	6.7
Lowest	6.3	6.2
Responses	203	161

	2021	2022
Your org	7.1	7.2
Highest	7.5	7.5
Average	7.1	7.0
Lowest	6.4	6.0
Responses	881	770

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



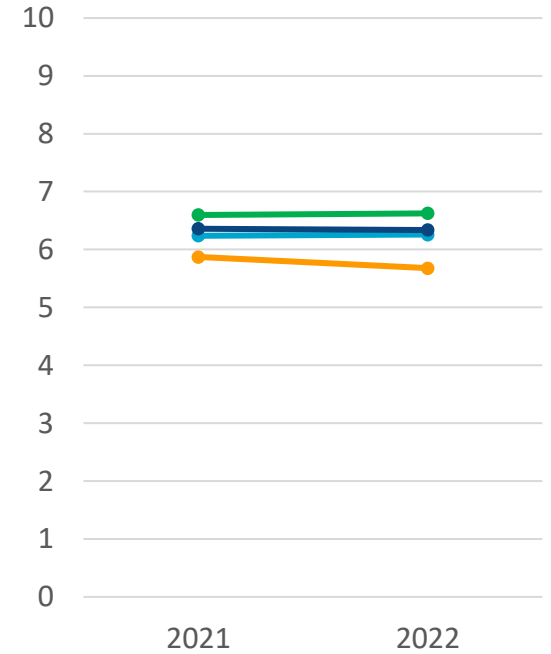
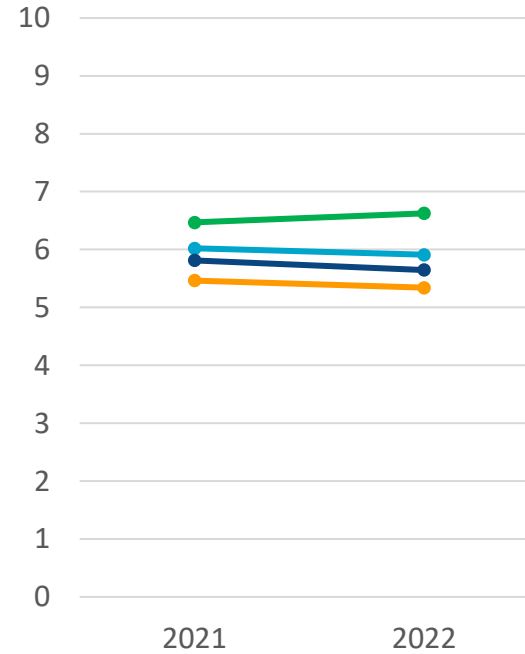
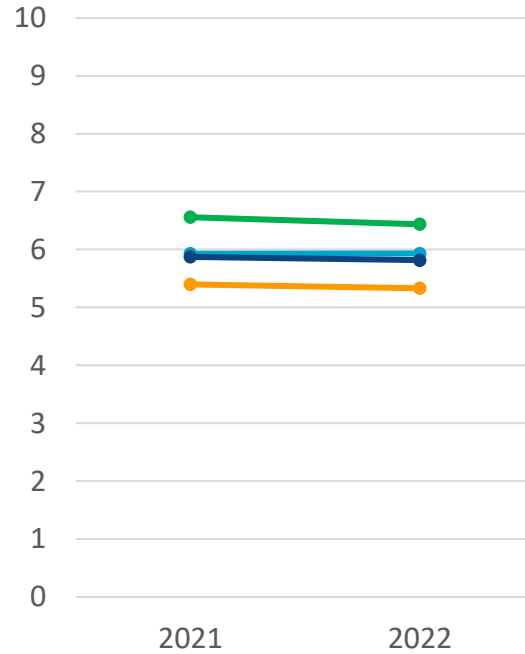
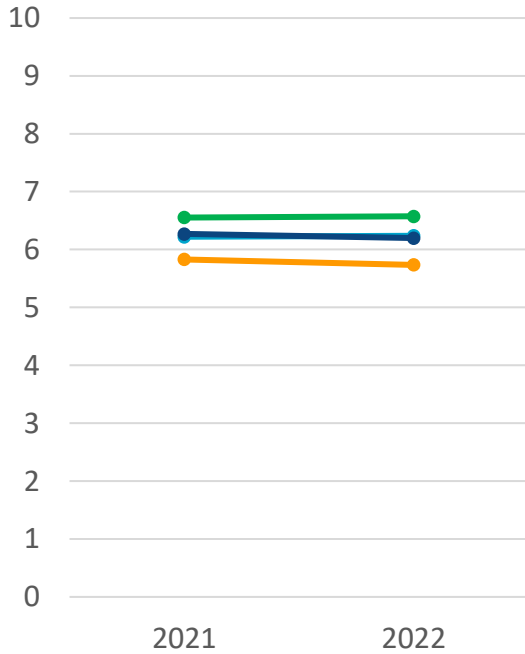
Promise element 4: We are safe and healthy

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	6.3	6.2
Highest	6.6	6.6
Average	6.2	6.2
Lowest	5.8	5.7
Responses	1370	1305

	2021	2022
Your org	5.9	5.8
Highest	6.6	6.4
Average	5.9	5.9
Lowest	5.4	5.3
Responses	332	312

	2021	2022
Your org	5.8	5.6
Highest	6.5	6.6
Average	6.0	5.9
Lowest	5.5	5.3
Responses	205	165

	2021	2022
Your org	6.4	6.3
Highest	6.6	6.6
Average	6.2	6.3
Lowest	5.9	5.7
Responses	889	777

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



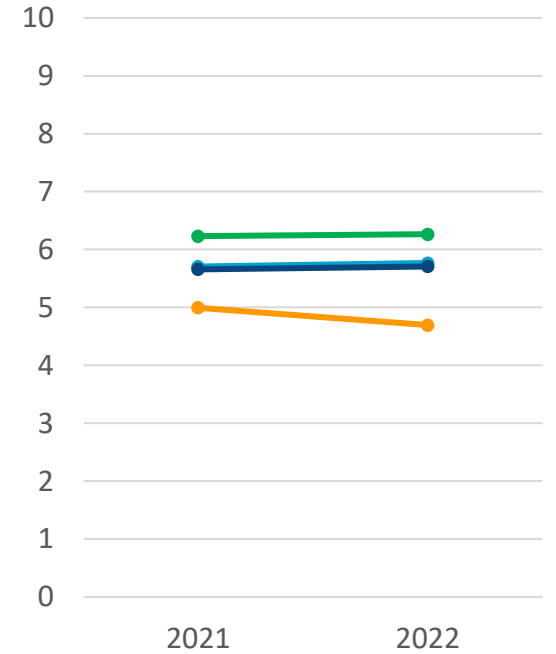
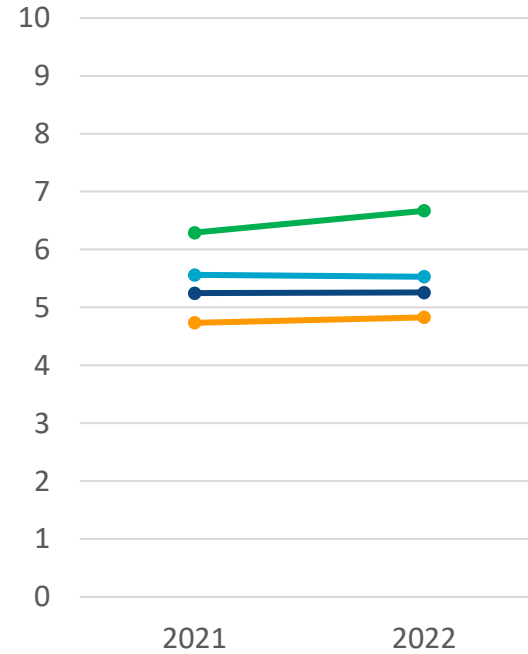
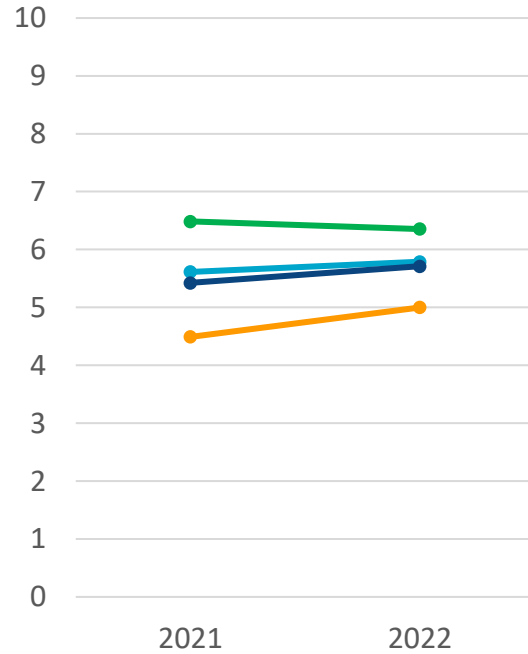
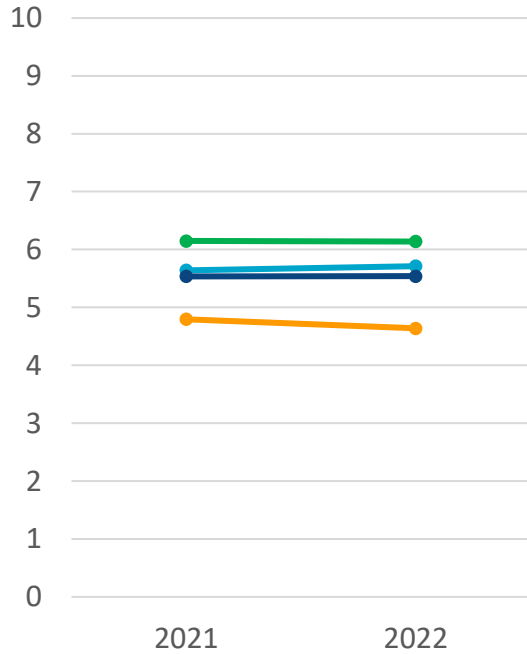
Promise element 5: We are always learning

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	5.5	5.5
Highest	6.1	6.1
Average	5.6	5.7
Lowest	4.8	4.6
Responses	1301	1250

	2021	2022
Your org	5.4	5.7
Highest	6.5	6.4
Average	5.6	5.8
Lowest	4.5	5.0
Responses	314	296

	2021	2022
Your org	5.2	5.3
Highest	6.3	6.7
Average	5.6	5.5
Lowest	4.7	4.8
Responses	193	158

	2021	2022
Your org	5.7	5.7
Highest	6.2	6.3
Average	5.7	5.8
Lowest	5.0	4.7
Responses	854	752

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



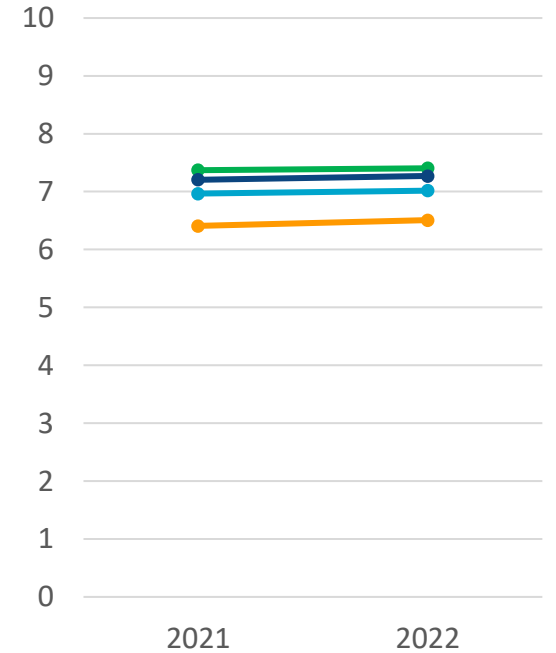
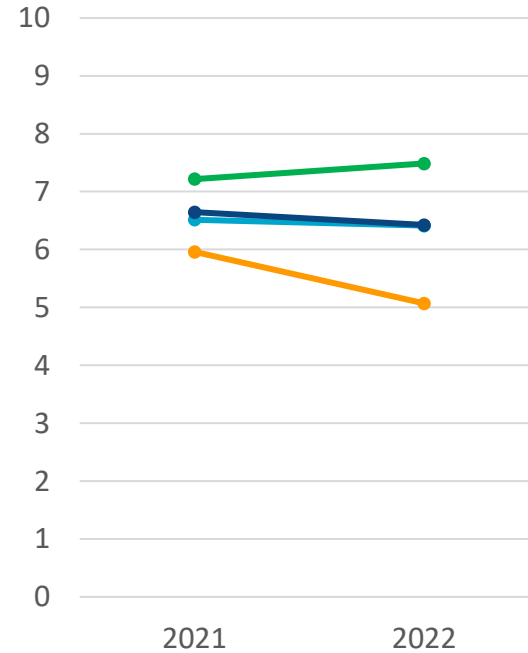
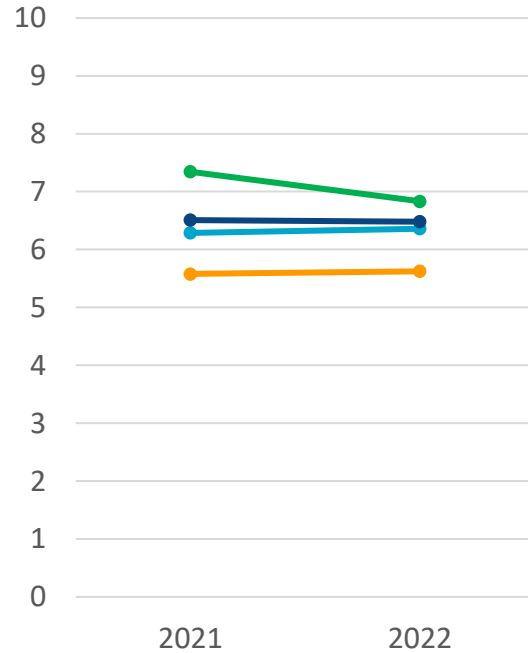
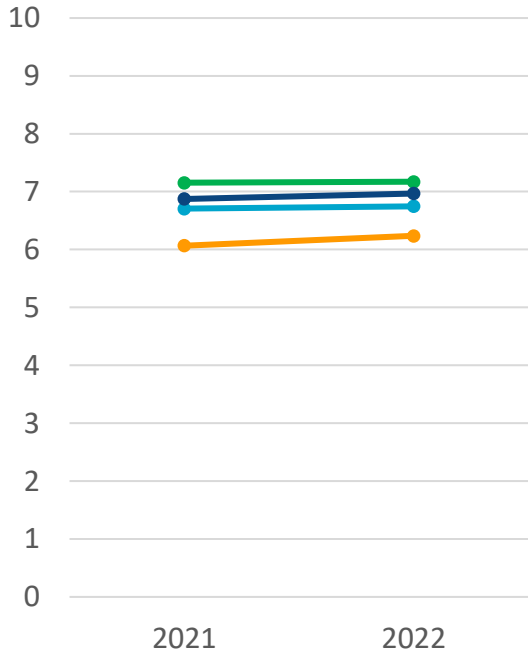
Promise element 6: We work flexibly

All staff

Worked on a Covid-19 ward or specific area

Redeployed

Required to work remotely / from home



	2021	2022
Your org	6.9	7.0
Highest	7.2	7.2
Average	6.7	6.7
Lowest	6.1	6.2
Responses	1374	1309

	2021	2022
Your org	6.5	6.5
Highest	7.3	6.8
Average	6.3	6.4
Lowest	5.6	5.6
Responses	337	313

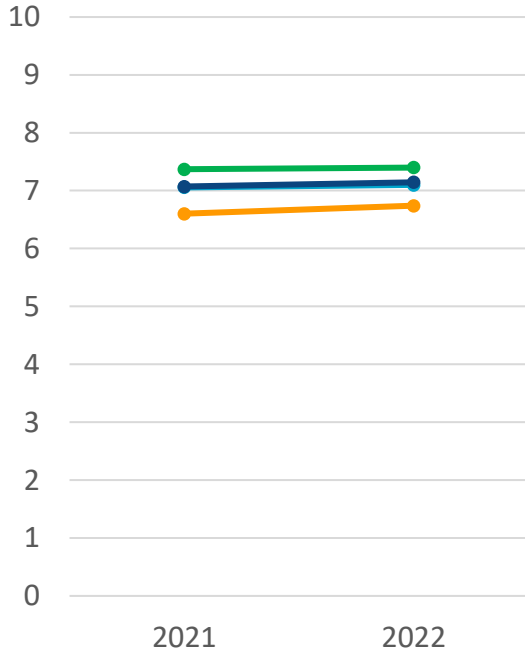
	2021	2022
Your org	6.6	6.4
Highest	7.2	7.5
Average	6.5	6.4
Lowest	6.0	5.1
Responses	203	164

	2021	2022
Your org	7.2	7.3
Highest	7.4	7.4
Average	7.0	7.0
Lowest	6.4	6.5
Responses	886	773

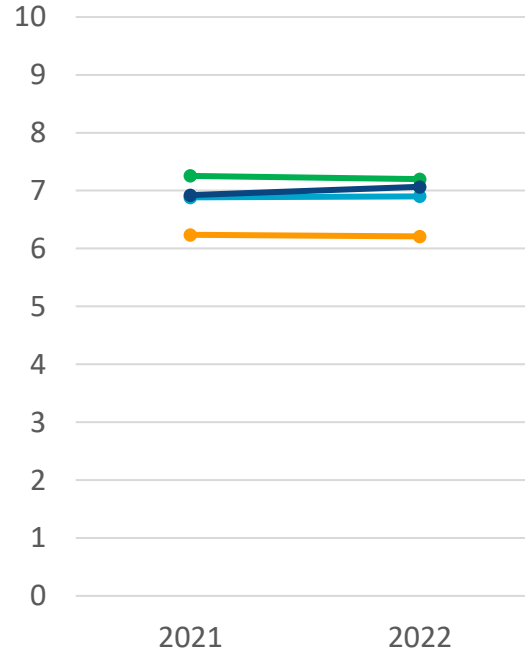
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Promise element 7: We are a team

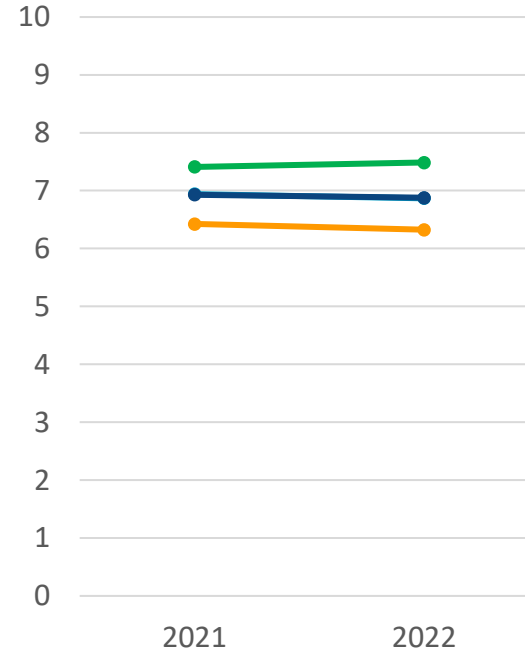
All staff



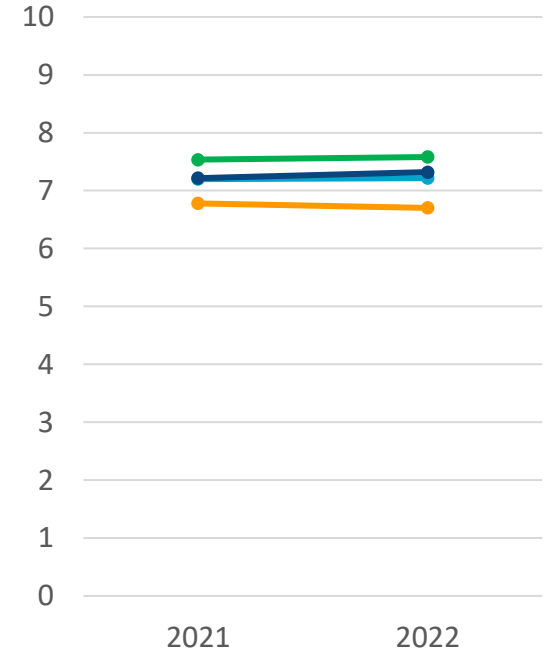
Worked on a Covid-19 ward or specific area



Redeployed



Required to work remotely / from home



	2021	2022
Your org	7.1	7.1
Highest	7.4	7.4
Average	7.1	7.1
Lowest	6.6	6.7
Responses	1368	1315

	2021	2022
Your org	6.9	7.1
Highest	7.3	7.2
Average	6.9	6.9
Lowest	6.2	6.2
Responses	334	316

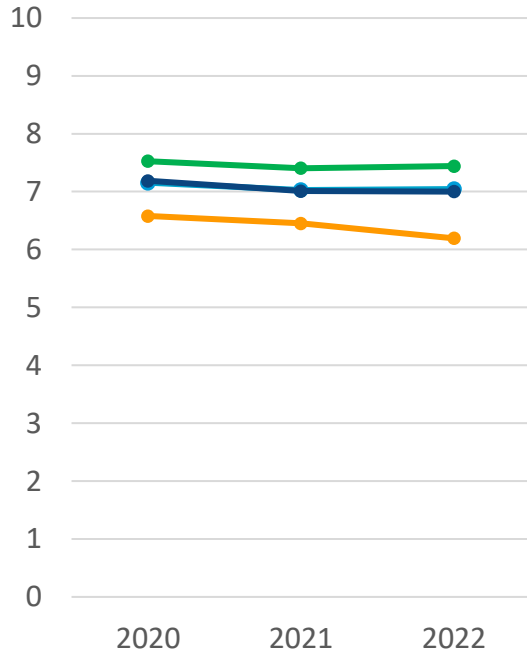
	2021	2022
Your org	6.9	6.9
Highest	7.4	7.5
Average	6.9	6.9
Lowest	6.4	6.3
Responses	202	164

	2021	2022
Your org	7.2	7.3
Highest	7.5	7.6
Average	7.2	7.2
Lowest	6.8	6.7
Responses	878	777

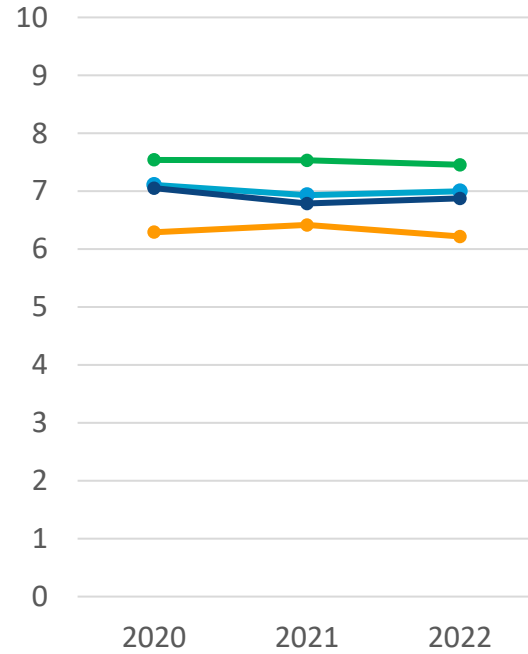
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Staff Engagement

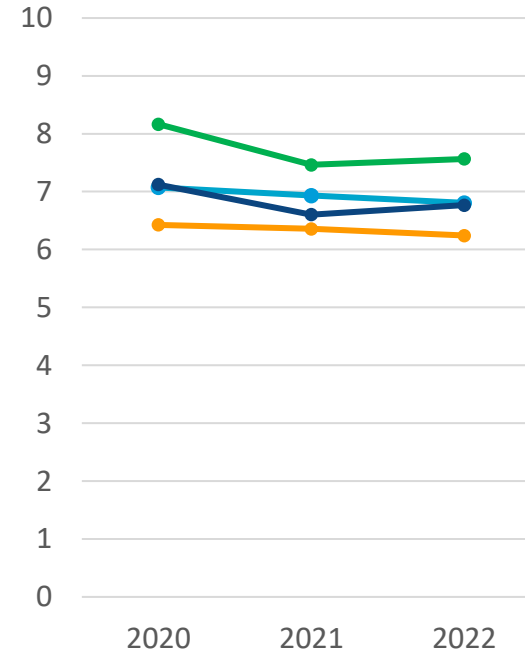
All staff



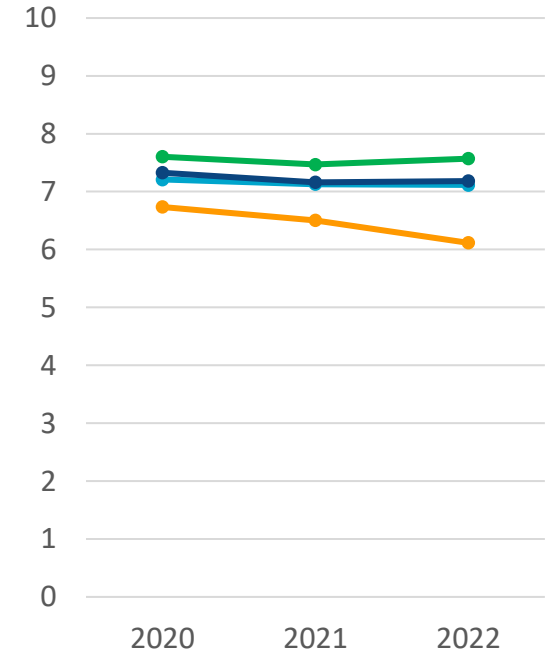
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	7.2	7.0	7.0
Highest	7.5	7.4	7.4
Average	7.2	7.0	7.0
Lowest	6.6	6.5	6.2
Responses	1307	1381	1319

	2020	2021	2022
Your org	7.1	6.8	6.9
Highest	7.5	7.5	7.5
Average	7.1	6.9	7.0
Lowest	6.3	6.4	6.2
Responses	259	337	317

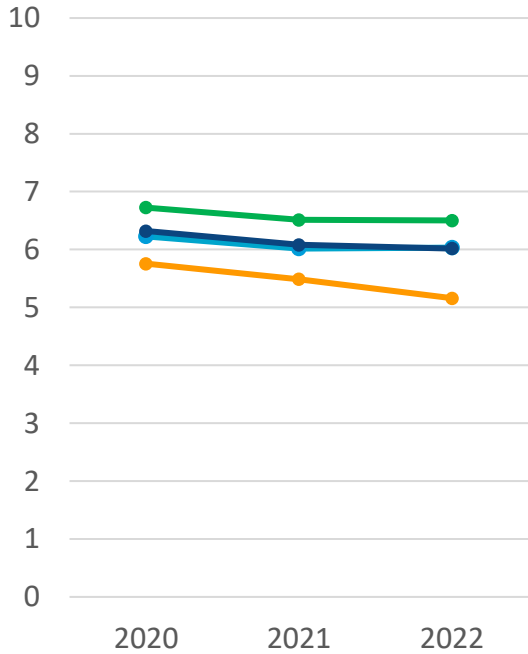
	2020	2021	2022
Your org	7.1	6.6	6.8
Highest	8.2	7.5	7.6
Average	7.1	6.9	6.8
Lowest	6.4	6.4	6.2
Responses	207	205	165

	2020	2021	2022
Your org	7.3	7.2	7.2
Highest	7.6	7.5	7.6
Average	7.2	7.1	7.1
Lowest	6.7	6.5	6.1
Responses	833	889	780

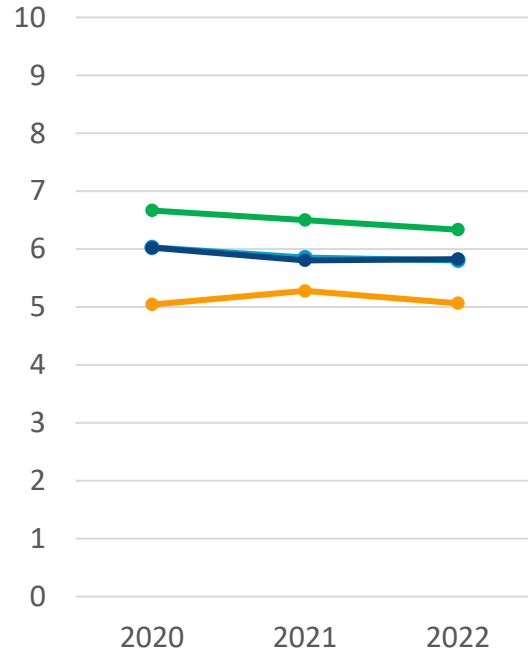
All of the People Promise elements, themes and sub-scores are scored on a 0-10 scale, where a higher score is more positive than a lower score.

Theme: Morale

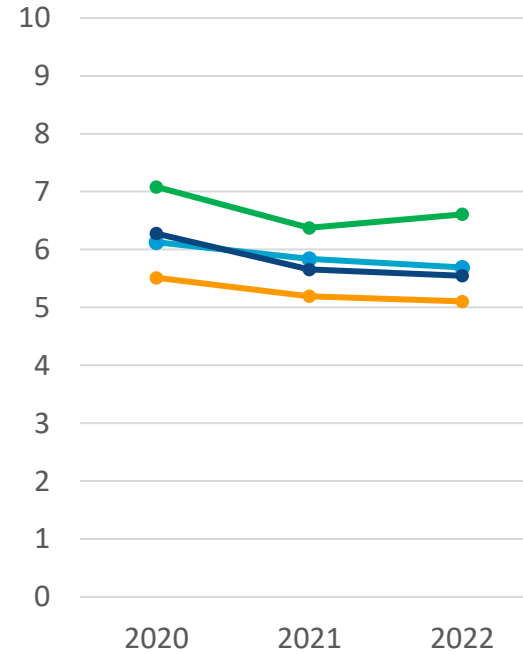
All staff



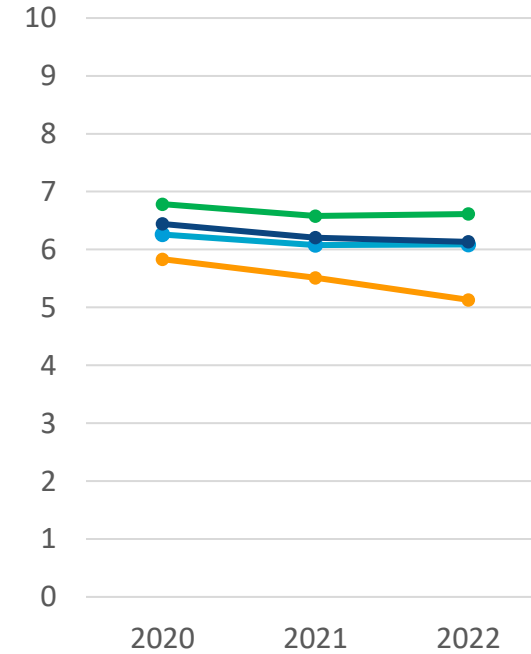
Worked on Covid-19 specific ward or area



Redeployed



Required to work remotely / from home



	2020	2021	2022
Your org	6.3	6.1	6.0
Highest	6.7	6.5	6.5
Average	6.2	6.0	6.0
Lowest	5.8	5.5	5.2
Responses	1306	1381	1319

	2020	2021	2022
Your org	6.0	5.8	5.8
Highest	6.7	6.5	6.3
Average	6.0	5.9	5.8
Lowest	5.0	5.3	5.1
Responses	258	338	317

	2020	2021	2022
Your org	6.3	5.7	5.5
Highest	7.1	6.4	6.6
Average	6.1	5.8	5.7
Lowest	5.5	5.2	5.1
Responses	206	205	165

	2020	2021	2022
Your org	6.4	6.2	6.1
Highest	6.8	6.6	6.6
Average	6.3	6.1	6.1
Lowest	5.8	5.5	5.1
Responses	833	889	780

People Promise element – We are compassionate and inclusive



Questions included:

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

Compassionate leadership – Q9f, Q9g, Q9h, Q9i

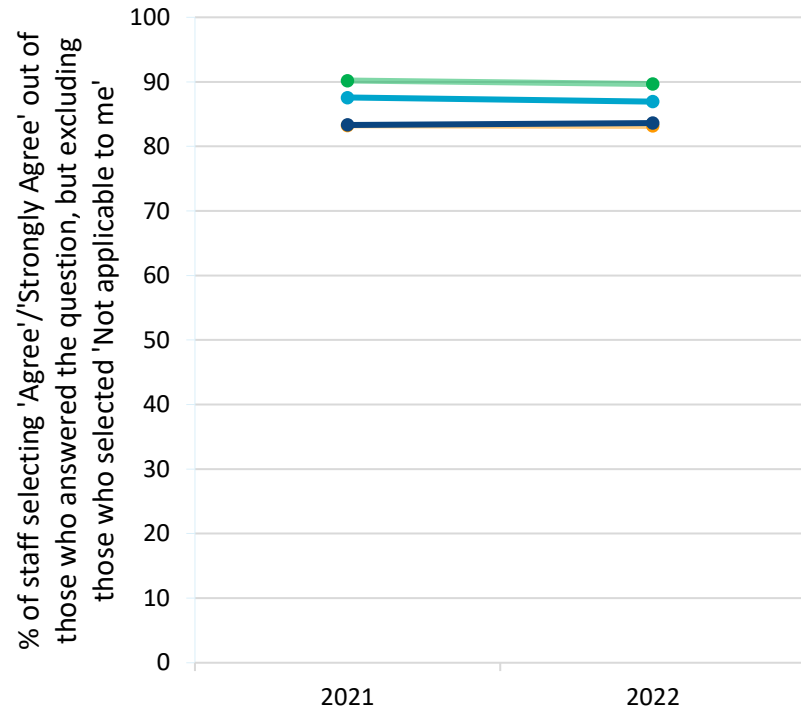
Diversity and equality – Q15, Q16a, Q16b, Q20

Inclusion – Q7h, Q7i, Q8b, Q8c

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

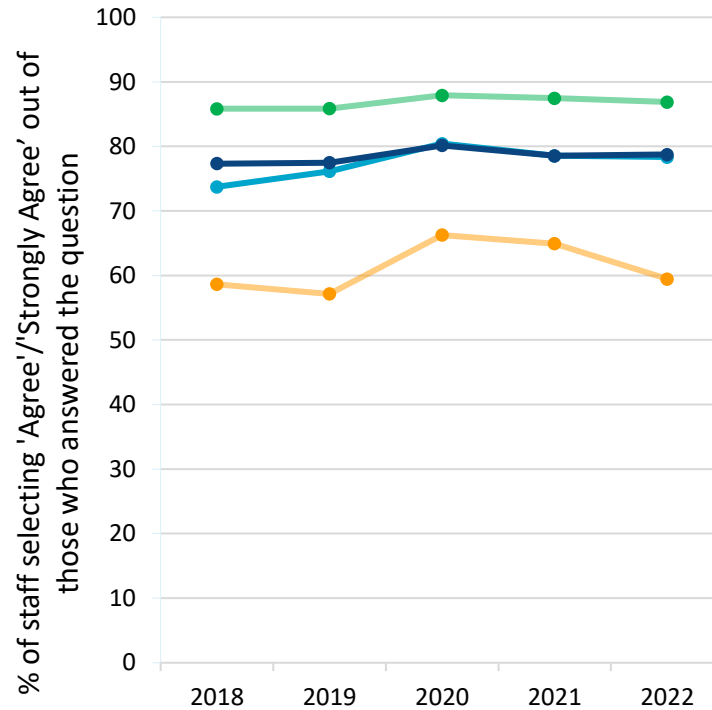


Q6a I feel that my role makes a difference to patients / service users.



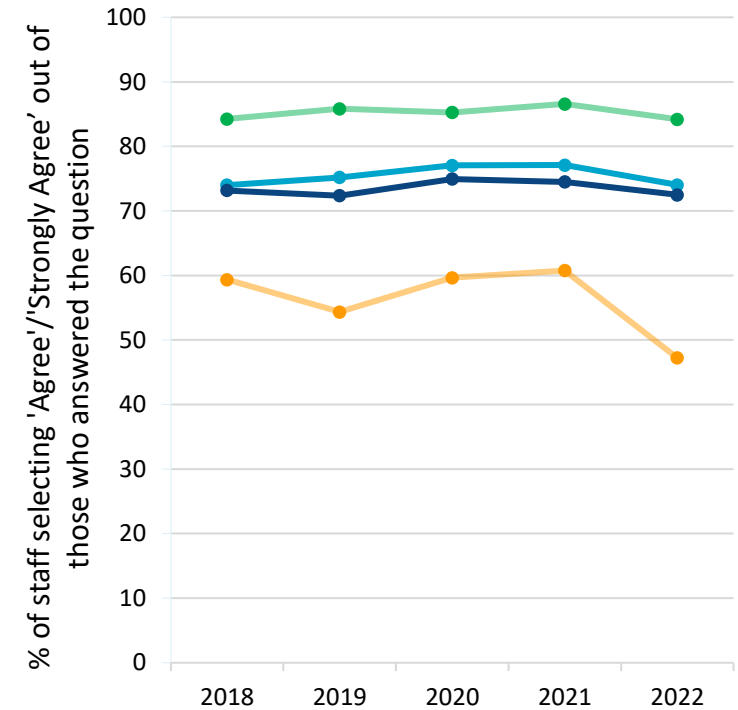
	2021	2022
Your org	83.3%	83.6%
Best	90.2%	89.7%
Average	87.6%	87.0%
Worst	83.2%	83.2%
Responses	1290	1247

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



	2018	2019	2020	2021	2022
Your org	77.3%	77.5%	80.2%	78.5%	78.7%
Best	85.8%	85.9%	87.9%	87.5%	86.9%
Average	73.7%	76.1%	80.4%	78.5%	78.3%
Worst	58.6%	57.2%	66.3%	64.9%	59.5%
Responses	1385	1389	1305	1373	1309

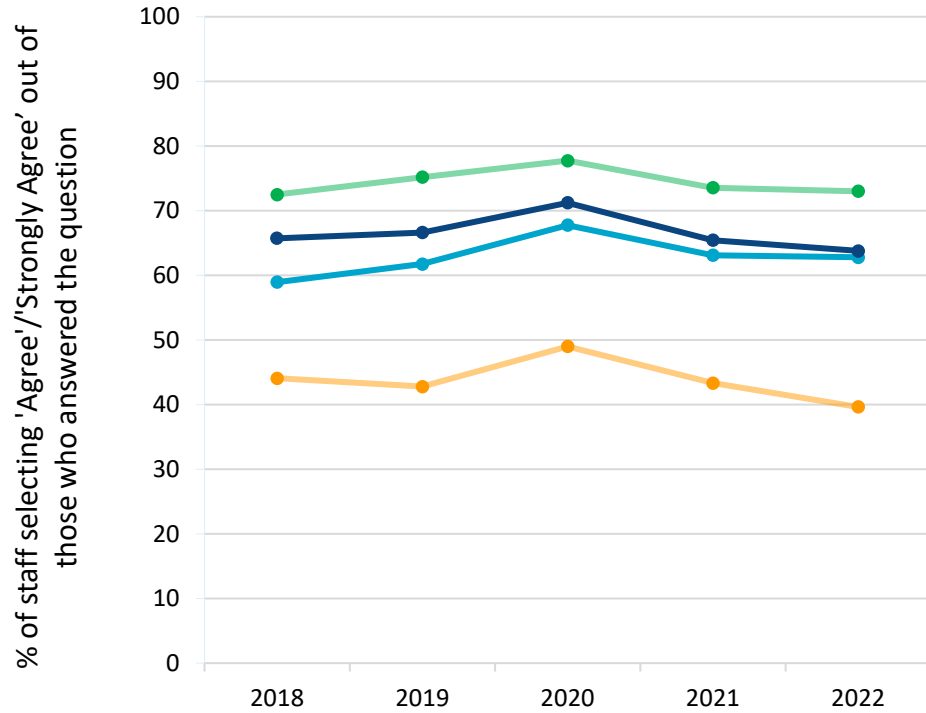
Q23b My organisation acts on concerns raised by patients / service users.



	2018	2019	2020	2021	2022
Your org	73.2%	72.4%	75.0%	74.5%	72.5%
Best	84.2%	85.8%	85.3%	86.6%	84.2%
Average	74.0%	75.2%	77.1%	77.1%	74.0%
Worst	59.3%	54.3%	59.7%	60.8%	47.2%
Responses	1380	1386	1302	1369	1303

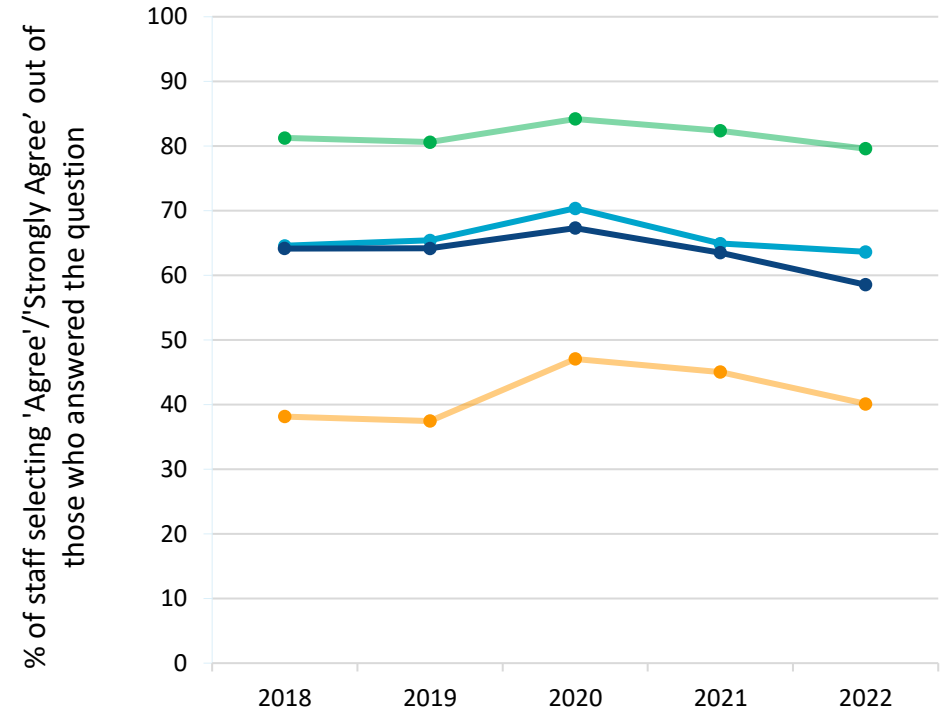


Q23c I would recommend my organisation as a place to work.



	2018	2019	2020	2021	2022
Your org	65.7%	66.6%	71.2%	65.4%	63.8%
Best	72.5%	75.2%	77.8%	73.6%	73.0%
Average	59.0%	61.8%	67.8%	63.1%	62.8%
Worst	44.1%	42.8%	49.0%	43.3%	39.6%
Responses	1381	1391	1302	1376	1309

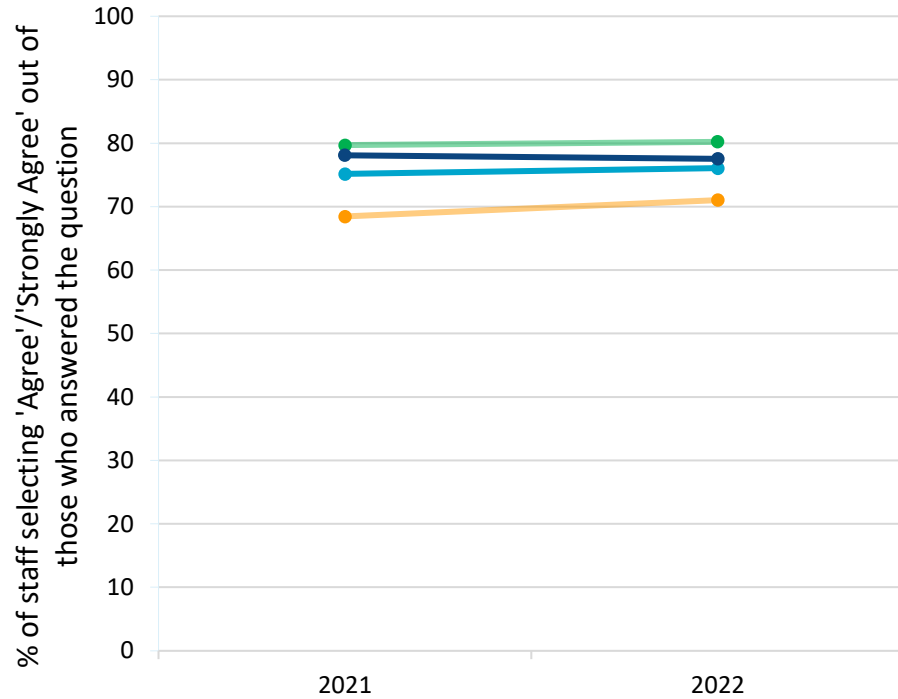
Q23d If a friend or relative needed treatment I would be happy with the standard of care provided by this organisation.



	2018	2019	2020	2021	2022
Your org	64.1%	64.2%	67.3%	63.5%	58.6%
Best	81.3%	80.6%	84.2%	82.4%	79.6%
Average	64.6%	65.4%	70.4%	64.9%	63.6%
Worst	38.2%	37.5%	47.1%	45.0%	40.1%
Responses	1378	1379	1304	1369	1306

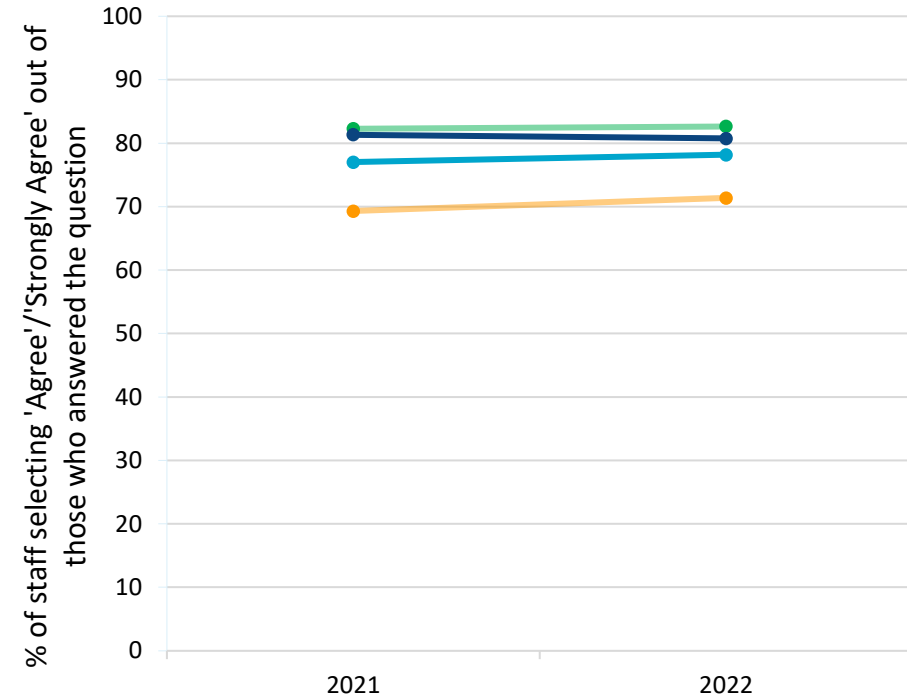


Q9f My immediate manager works together with me to come to an understanding of problems.



	2021	2022
Your org	78.1%	77.5%
Best	79.7%	80.2%
Average	75.2%	76.1%
Worst	68.4%	71.0%
Responses	1374	1318

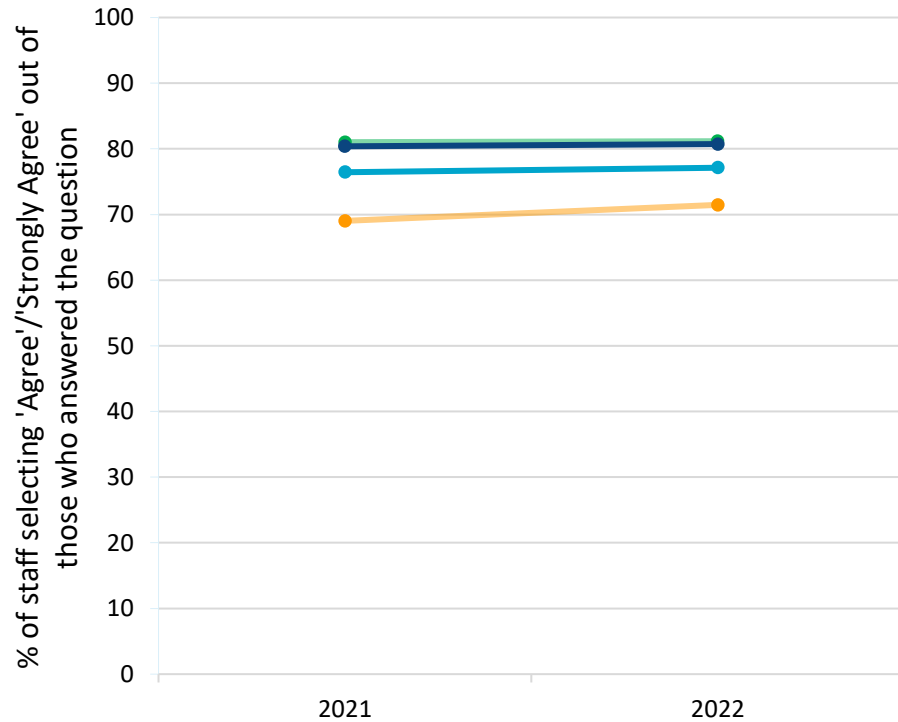
Q9g My immediate manager is interested in listening to me when I describe challenges I face.



	2021	2022
Your org	81.3%	80.8%
Best	82.3%	82.6%
Average	77.0%	78.2%
Worst	69.3%	71.4%
Responses	1380	1317

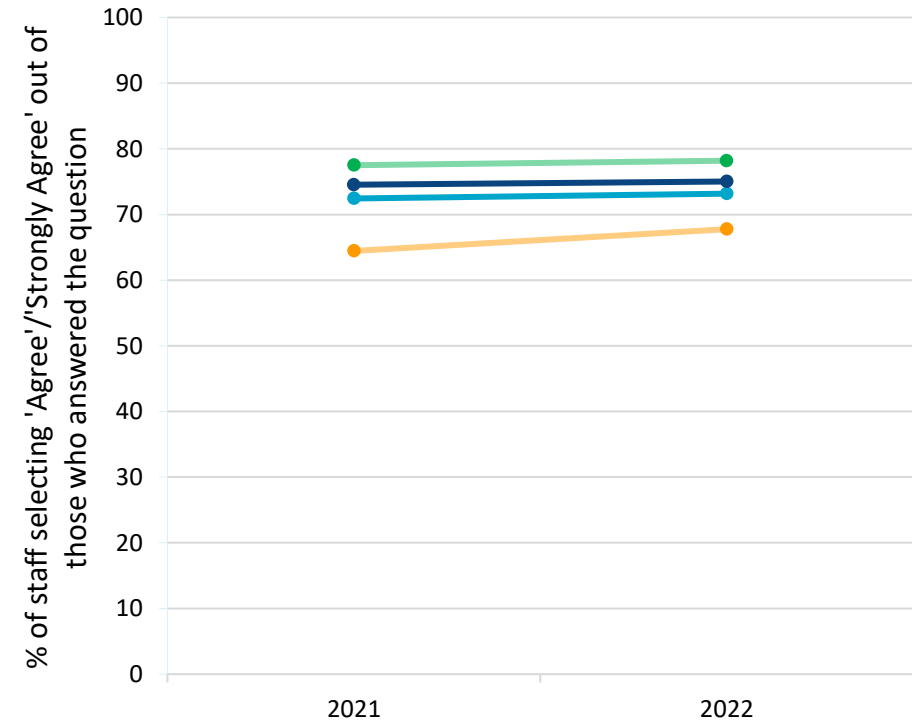


Q9h My immediate manager cares about my concerns.



	2021	2022
Your org	80.4%	80.7%
Best	81.0%	81.2%
Average	76.5%	77.1%
Worst	69.0%	71.4%
Responses	1376	1316

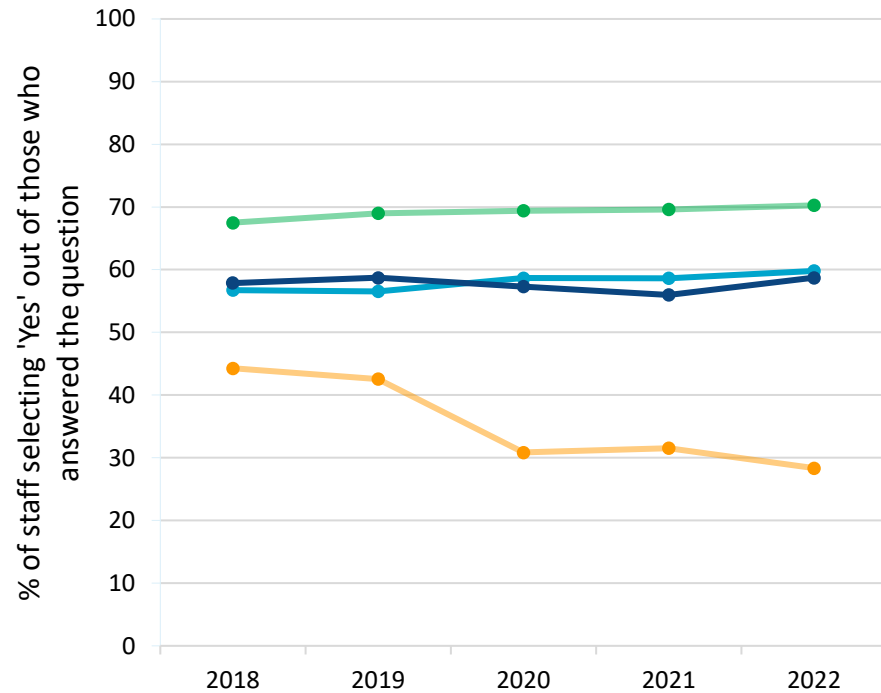
Q9i My immediate manager takes effective action to help me with any problems I face.



	2021	2022
Your org	74.5%	75.0%
Best	77.5%	78.2%
Average	72.4%	73.2%
Worst	64.5%	67.8%
Responses	1377	1313

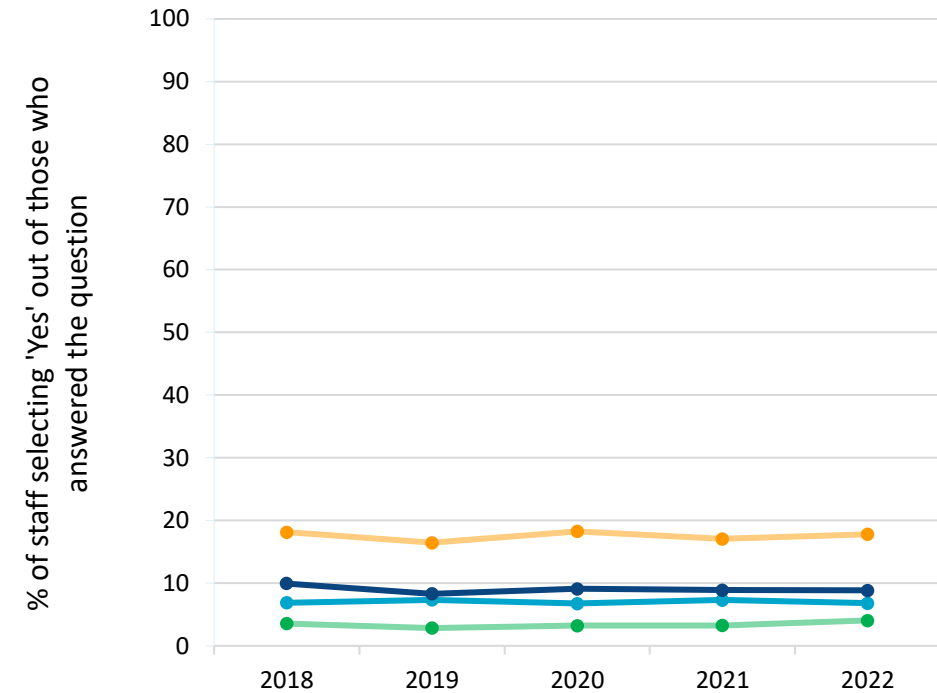


Q15 Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



	2018	2019	2020	2021	2022
Your org	57.8%	58.7%	57.3%	56.0%	58.7%
Best	67.5%	69.0%	69.4%	69.6%	70.3%
Average	56.8%	56.6%	58.7%	58.6%	59.8%
Worst	44.3%	42.6%	30.9%	31.5%	28.3%
Responses	1394	1388	1307	1368	1304

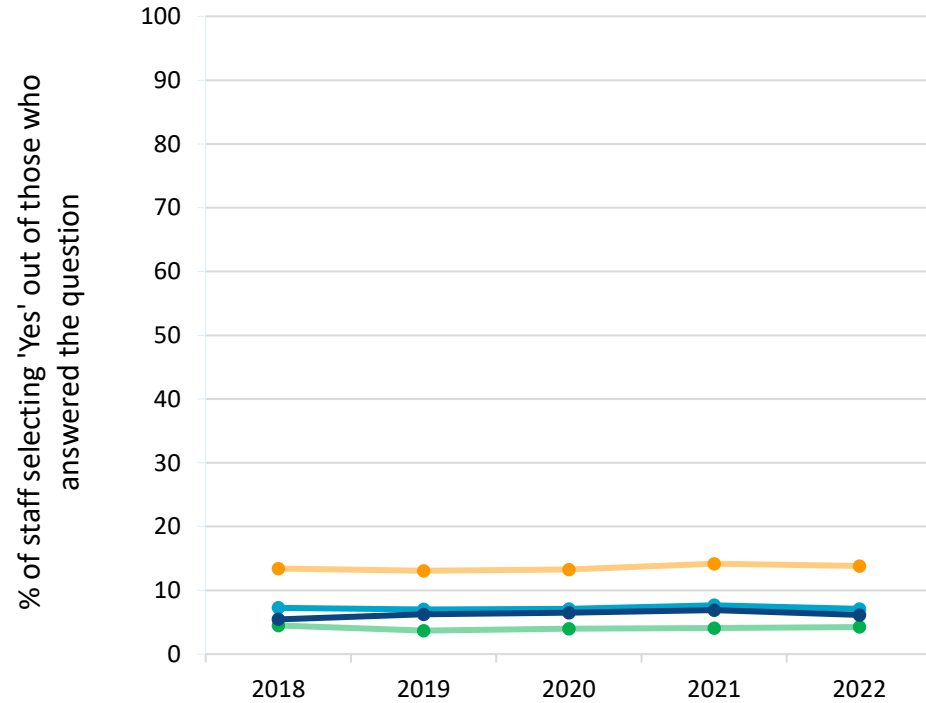
Q16a In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?



	2018	2019	2020	2021	2022
Your org	10.0%	8.3%	9.1%	8.9%	8.9%
Best	3.6%	2.9%	3.2%	3.3%	4.1%
Average	6.9%	7.3%	6.8%	7.3%	6.8%
Worst	18.2%	16.5%	18.3%	17.1%	17.8%
Responses	1400	1394	1302	1378	1312

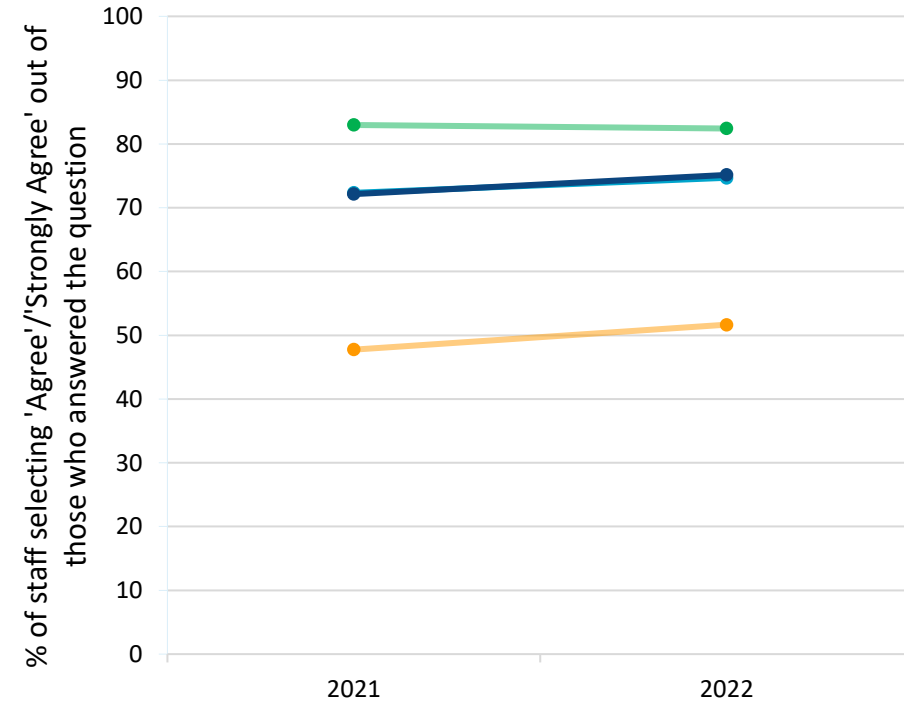


Q16b In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?



	2018	2019	2020	2021	2022
Your org	5.4%	6.2%	6.5%	6.9%	6.1%
Best	4.5%	3.7%	4.0%	4.1%	4.3%
Average	7.3%	7.0%	7.1%	7.7%	7.1%
Worst	13.4%	13.1%	13.2%	14.2%	13.8%
Responses	1376	1381	1300	1371	1304

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

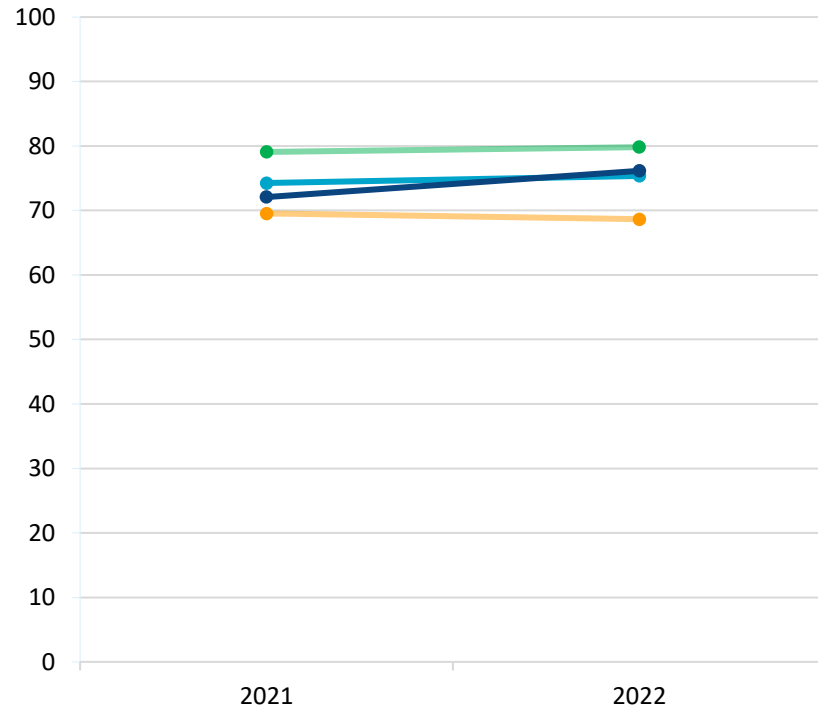


	2021	2022
Your org	72.1%	75.2%
Best	83.0%	82.5%
Average	72.4%	74.7%
Worst	47.8%	51.7%
Responses	1373	1317



Q7h I feel valued by my team.

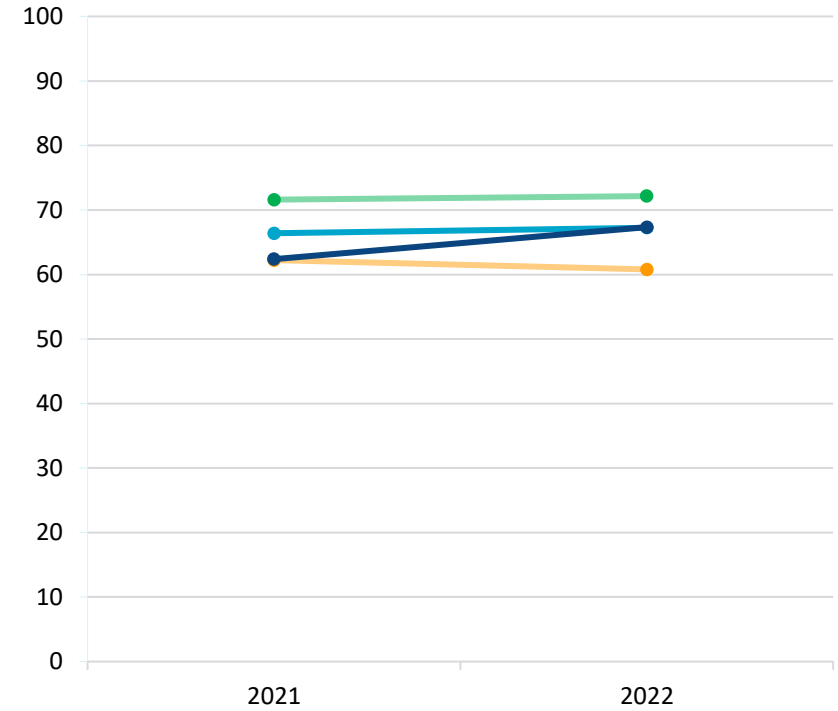
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	72.1%	76.2%
Best	79.1%	79.8%
Average	74.2%	75.4%
Worst	69.5%	68.6%
Responses	1363	1310

Q7i I feel a strong personal attachment to my team.

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

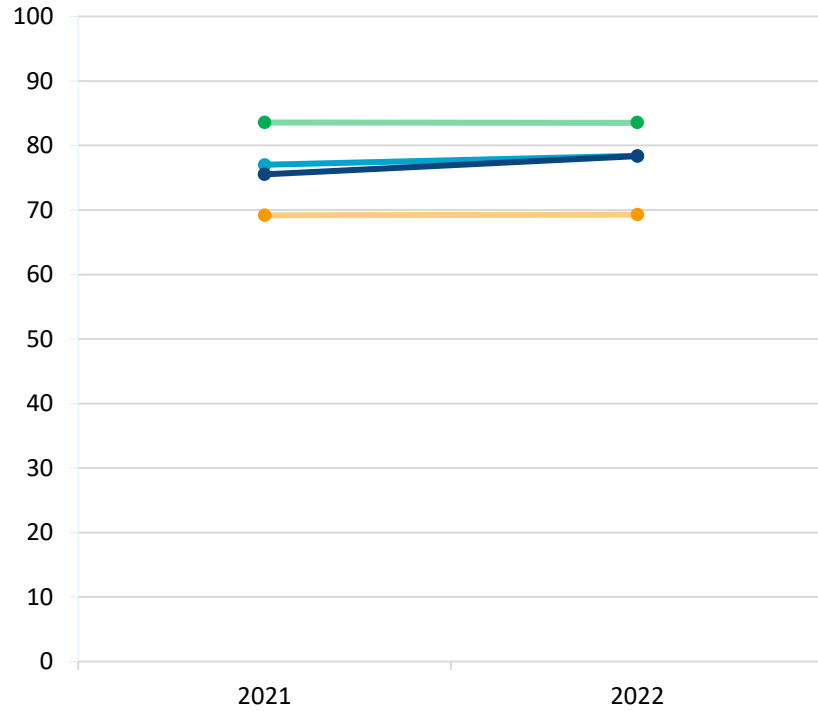


	2021	2022
Your org	62.4%	67.3%
Best	71.6%	72.2%
Average	66.4%	67.3%
Worst	62.2%	60.8%
Responses	1365	1312



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

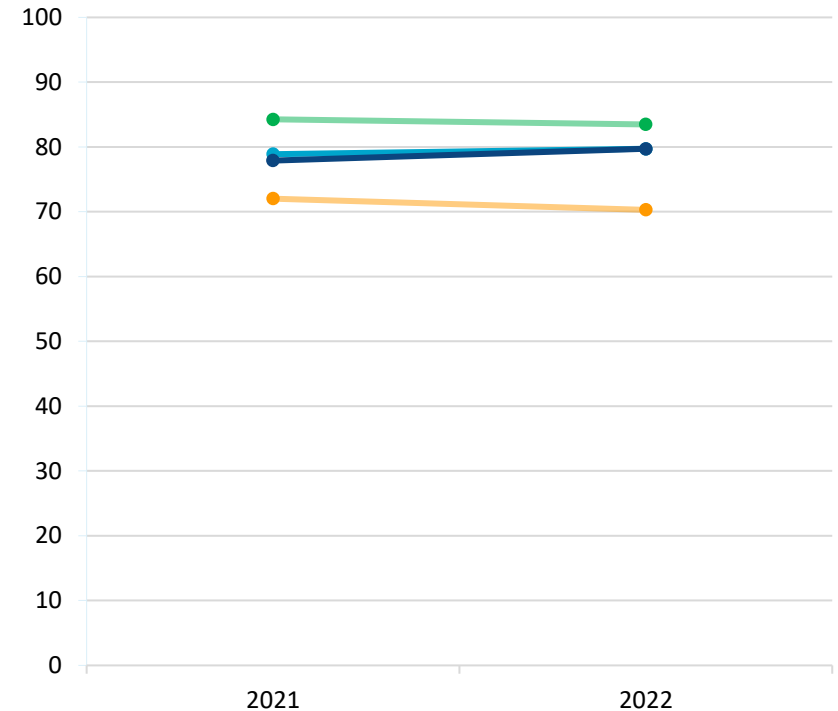
% of staff selecting 'Agree'/'Strongly Agree' out of those who answered the question



	2021	2022
Your org	75.5%	78.4%
Best	83.6%	83.6%
Average	77.0%	78.4%
Worst	69.2%	69.3%
Responses	1366	1315

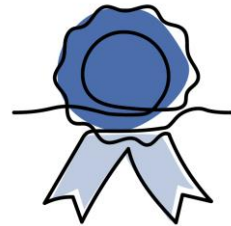
Q8c The people I work with are polite and treat each other with respect.

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



	2021	2022
Your org	77.9%	79.7%
Best	84.3%	83.4%
Average	78.9%	79.7%
Worst	72.0%	70.3%
Responses	1365	1315

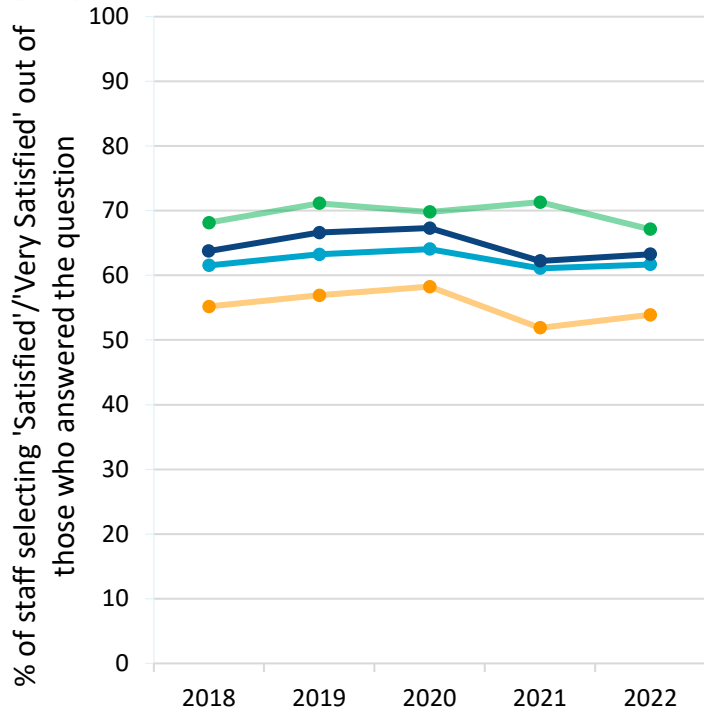
People Promise element – We are recognised and rewarded



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

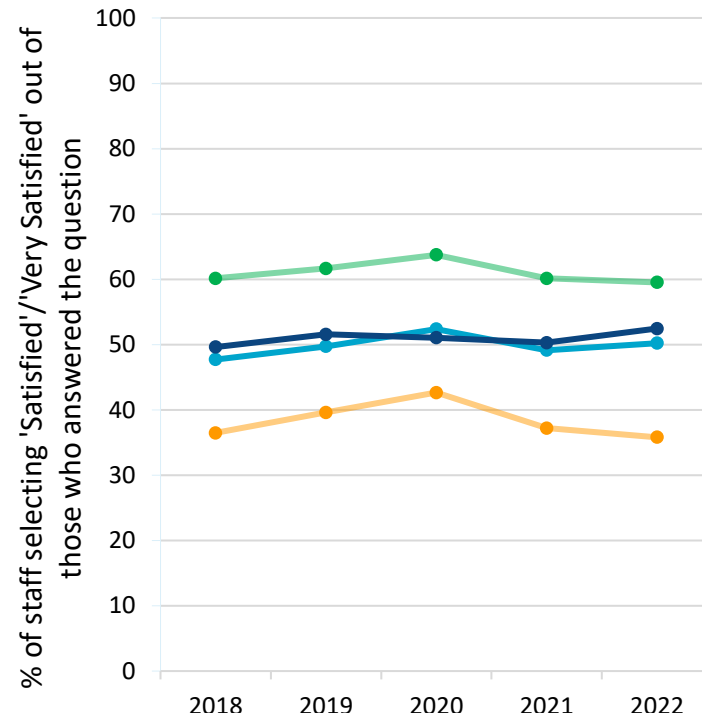


Q4a How satisfied are you with each of the following aspects of your job? The recognition I get for good work.



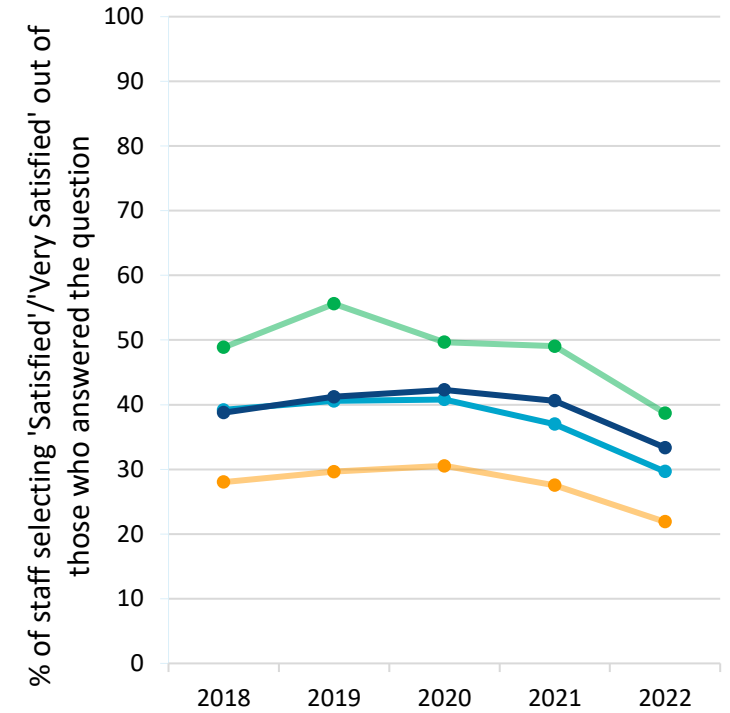
	2018	2019	2020	2021	2022
Your org	63.8%	66.6%	67.3%	62.2%	63.3%
Best	68.1%	71.1%	69.8%	71.3%	67.1%
Average	61.5%	63.2%	64.1%	61.1%	61.7%
Worst	55.2%	56.9%	58.2%	51.9%	53.9%
Responses	1402	1400	1304	1379	1314

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



	2018	2019	2020	2021	2022
Your org	49.6%	51.6%	51.1%	50.3%	52.4%
Best	60.1%	61.7%	63.7%	60.1%	59.5%
Average	47.7%	49.7%	52.4%	49.1%	50.2%
Worst	36.5%	39.6%	42.6%	37.2%	35.8%
Responses	1393	1394	1304	1377	1308

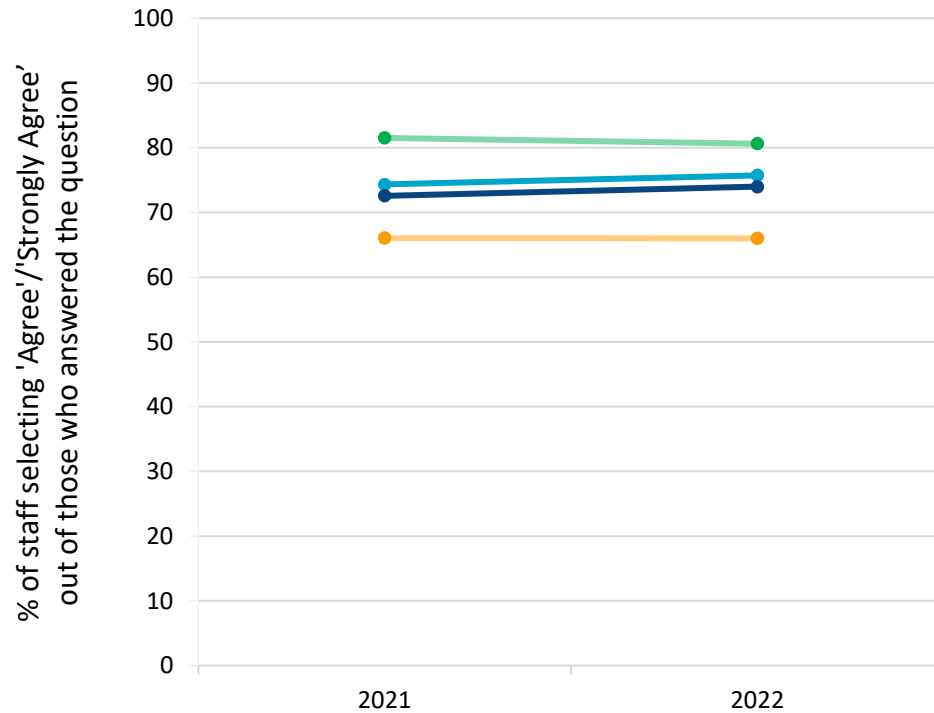
Q4c How satisfied are you with each of the following aspects of your job? My level of pay.



	2018	2019	2020	2021	2022
Your org	38.8%	41.2%	42.3%	40.6%	33.4%
Best	48.9%	55.6%	49.7%	49.0%	38.7%
Average	39.2%	40.6%	40.8%	37.0%	29.7%
Worst	28.1%	29.6%	30.5%	27.5%	21.9%
Responses	1396	1393	1299	1378	1310



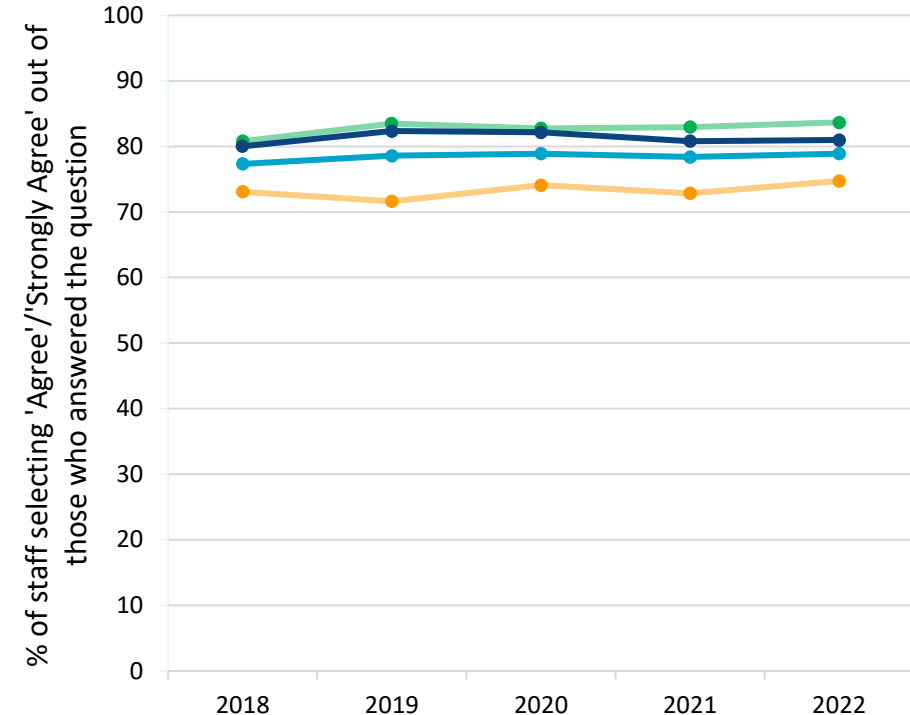
Q8d The people I work with show appreciation to one another.



	2021	2022
Your org	72.5%	74.0%
Best	81.5%	80.6%
Average	74.3%	75.7%
Worst	66.0%	66.0%

Responses 1364 1317

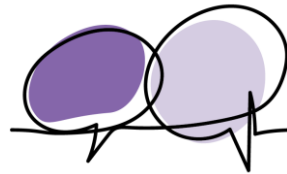
Q9e My immediate manager values my work.



	2018	2019	2020	2021	2022
Your org	80.0%	82.3%	82.1%	80.8%	81.0%
Best	80.8%	83.5%	82.7%	82.9%	83.7%
Average	77.3%	78.6%	78.9%	78.4%	78.9%
Worst	73.1%	71.6%	74.1%	72.8%	74.7%

Responses 1400 1398 1302 1378 1320

People Promise element – We each have a voice that counts



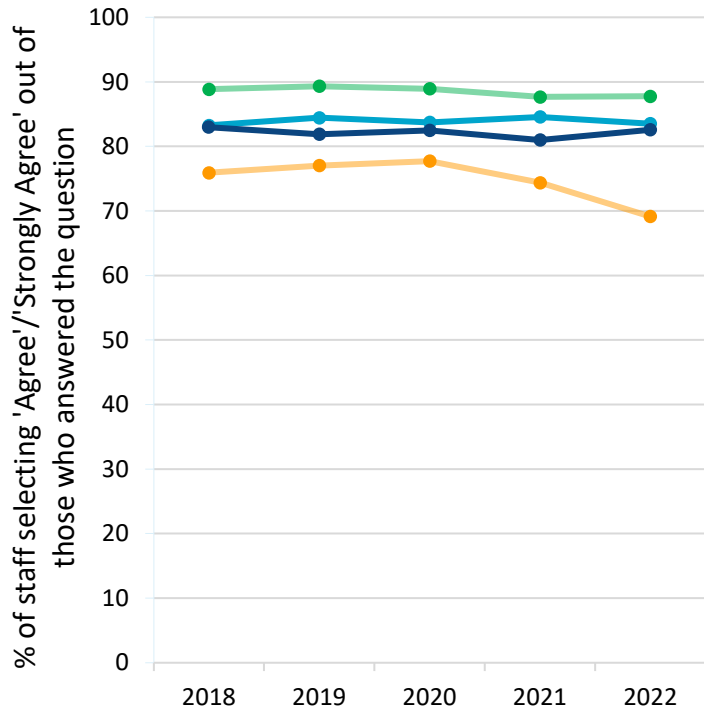
Questions included:

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

Raising concerns – Q19a, Q19b, Q23e, Q23f

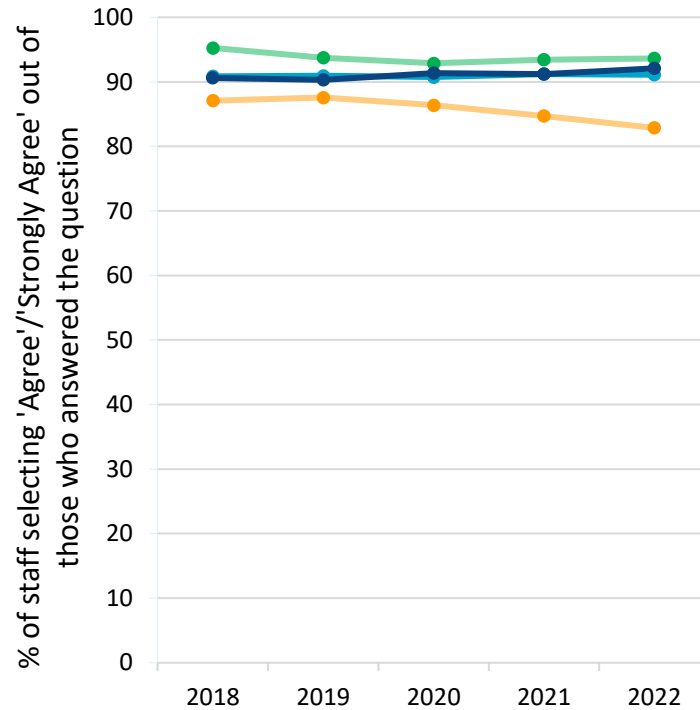


Q3a I always know what my work responsibilities are.



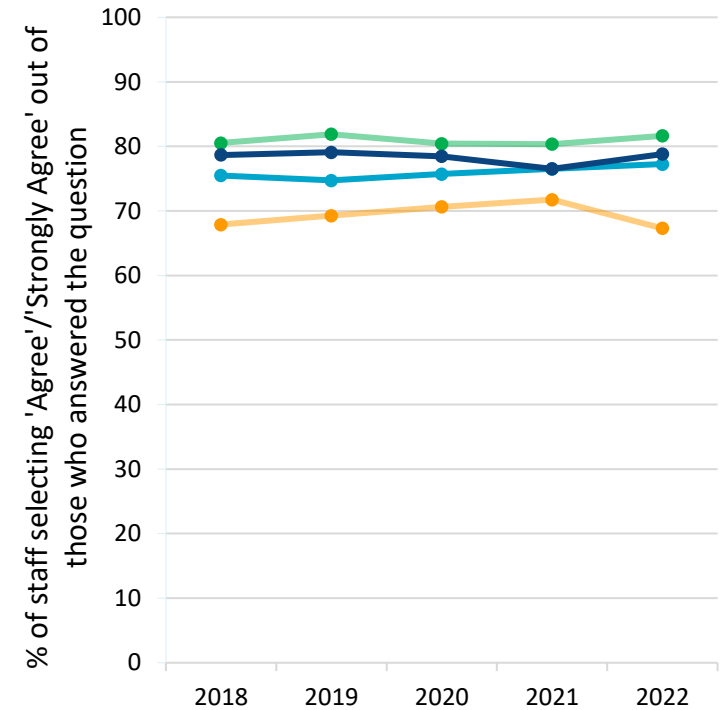
	2018	2019	2020	2021	2022
Your org	83.0%	81.9%	82.5%	81.0%	82.6%
Best	88.8%	89.3%	88.9%	87.7%	87.8%
Average	83.3%	84.4%	83.7%	84.6%	83.5%
Worst	75.9%	77.0%	77.7%	74.4%	69.2%
Responses	1404	1395	1303	1382	1318

Q3b I am trusted to do my job.



	2018	2019	2020	2021	2022
Your org	90.6%	90.3%	91.4%	91.2%	92.1%
Best	95.3%	93.7%	92.9%	93.4%	93.6%
Average	90.9%	90.9%	90.7%	91.2%	91.1%
Worst	87.1%	87.6%	86.4%	84.7%	82.9%
Responses	1401	1388	1293	1380	1319

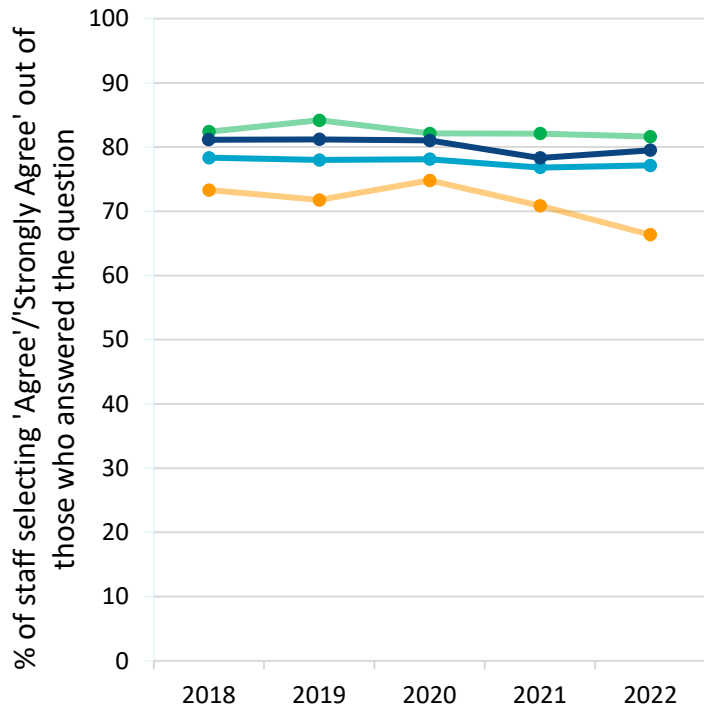
Q3c There are frequent opportunities for me to show initiative in my role.



	2018	2019	2020	2021	2022
Your org	78.7%	79.1%	78.5%	76.5%	78.8%
Best	80.5%	81.9%	80.4%	80.4%	81.6%
Average	75.5%	74.7%	75.7%	76.5%	77.3%
Worst	67.9%	69.3%	70.6%	71.7%	67.3%
Responses	1415	1402	1305	1377	1314

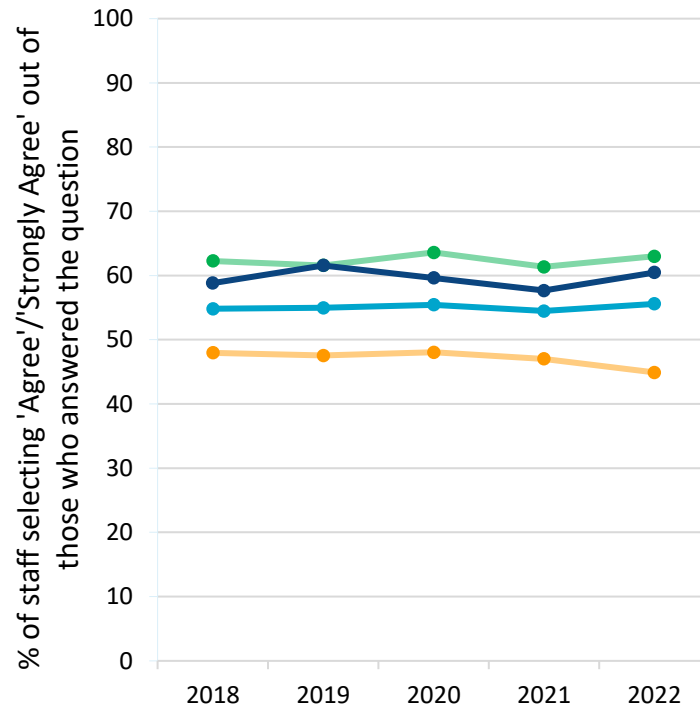


Q3d I am able to make suggestions to improve the work of my team / department.



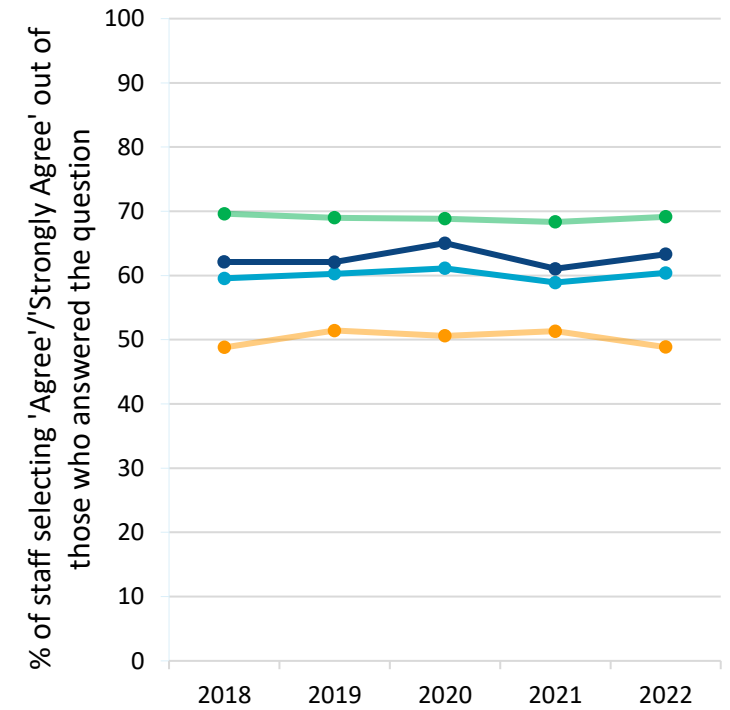
	2018	2019	2020	2021	2022
Your org	81.2%	81.2%	81.0%	78.3%	79.5%
Best	82.4%	84.2%	82.1%	82.1%	81.6%
Average	78.3%	78.0%	78.1%	76.8%	77.1%
Worst	73.3%	71.7%	74.8%	70.9%	66.3%
Responses	1408	1396	1304	1368	1315

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



	2018	2019	2020	2021	2022
Your org	58.8%	61.6%	59.6%	57.7%	60.5%
Best	62.3%	61.6%	63.6%	61.3%	63.0%
Average	54.8%	55.0%	55.4%	54.5%	55.6%
Worst	48.0%	47.5%	48.0%	47.0%	44.9%
Responses	1411	1400	1299	1380	1315

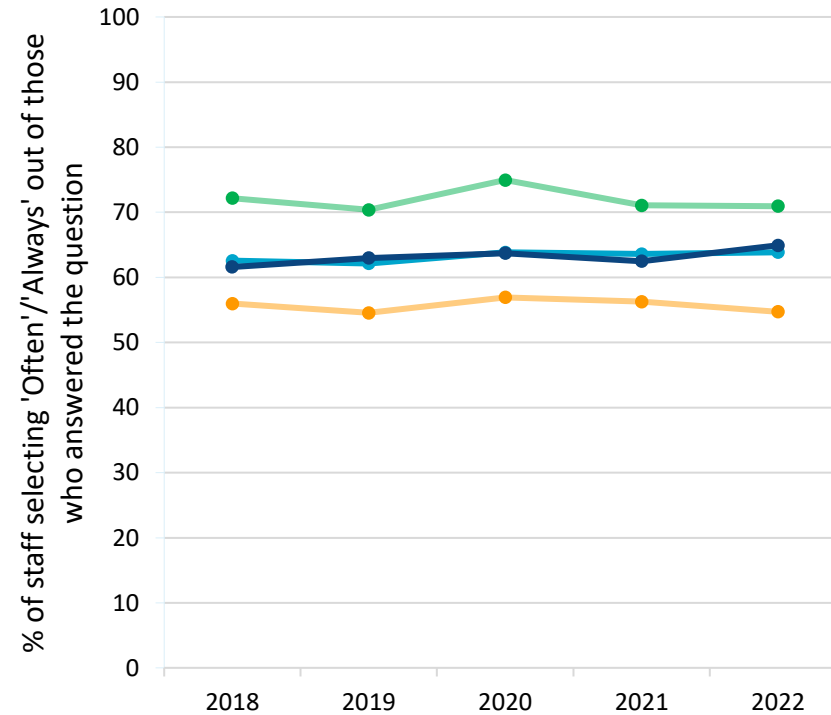
Q3f I am able to make improvements happen in my area of work.



	2018	2019	2020	2021	2022
Your org	62.1%	62.1%	65.0%	61.1%	63.3%
Best	69.6%	69.0%	68.8%	68.4%	69.1%
Average	59.5%	60.3%	61.1%	58.9%	60.4%
Worst	48.8%	51.4%	50.6%	51.3%	48.9%
Responses	1407	1397	1301	1374	1311



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

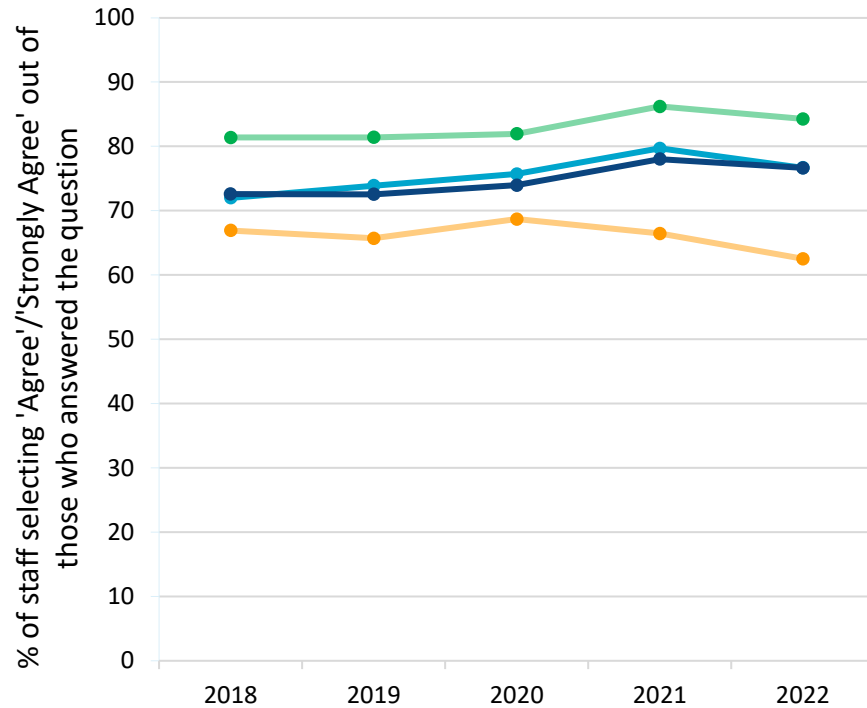


	2018	2019	2020	2021	2022
Your org	61.6%	63.0%	63.7%	62.5%	64.9%
Best	72.2%	70.4%	75.0%	71.1%	70.9%
Average	62.6%	62.1%	63.8%	63.6%	63.9%
Worst	56.0%	54.6%	56.9%	56.3%	54.7%

Responses 1389 1390 1293 1378 1312
 Leeds and York Partnership NHS Foundation Trust Benchmark report



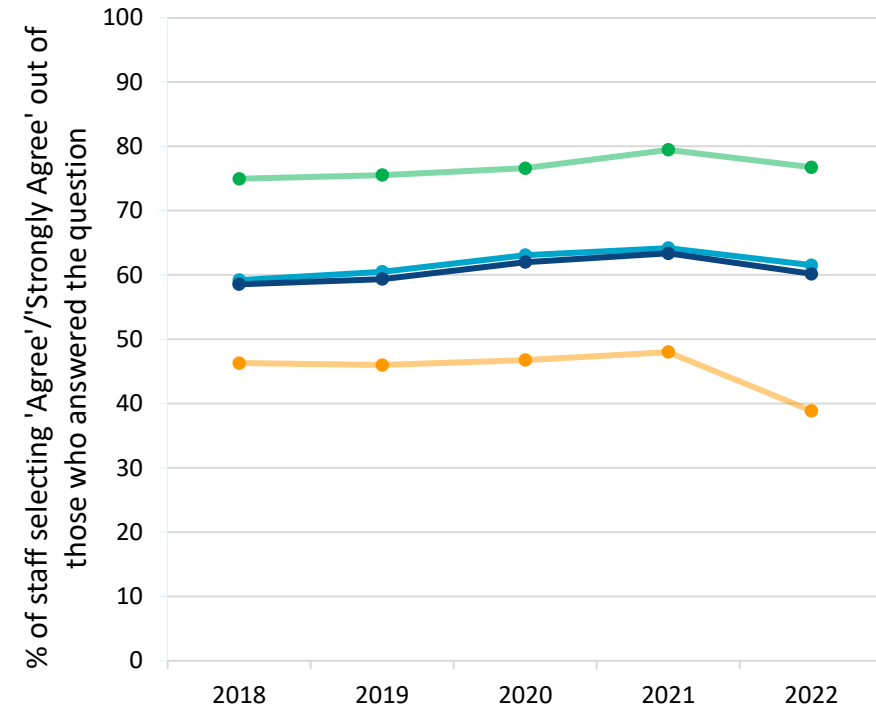
Q19a I would feel secure raising concerns about unsafe clinical practice.



	2018	2019	2020	2021	2022
Your org	72.6%	72.5%	74.0%	78.0%	76.6%
Best	81.4%	81.4%	82.0%	86.2%	84.3%
Average	72.0%	73.9%	75.7%	79.7%	76.7%
Worst	66.9%	65.7%	68.7%	66.4%	62.5%

Responses 1395 1387 1298 1371 1304

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

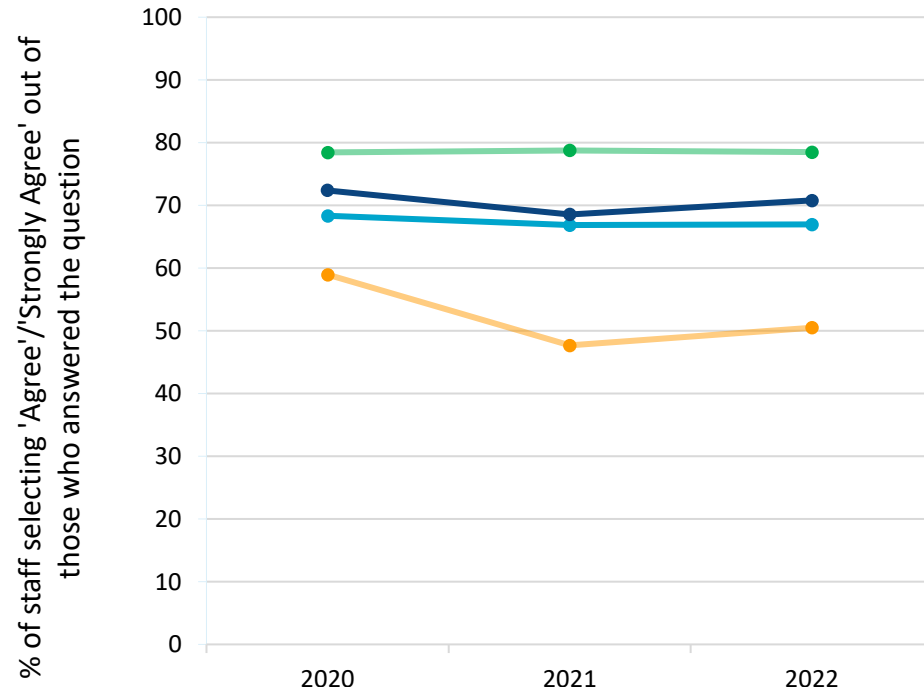


	2018	2019	2020	2021	2022
Your org	58.5%	59.3%	62.0%	63.4%	60.2%
Best	75.0%	75.5%	76.6%	79.5%	76.7%
Average	59.2%	60.5%	63.1%	64.2%	61.5%
Worst	46.3%	46.0%	46.8%	48.0%	38.9%

Responses 1394 1386 1300 1367 1297

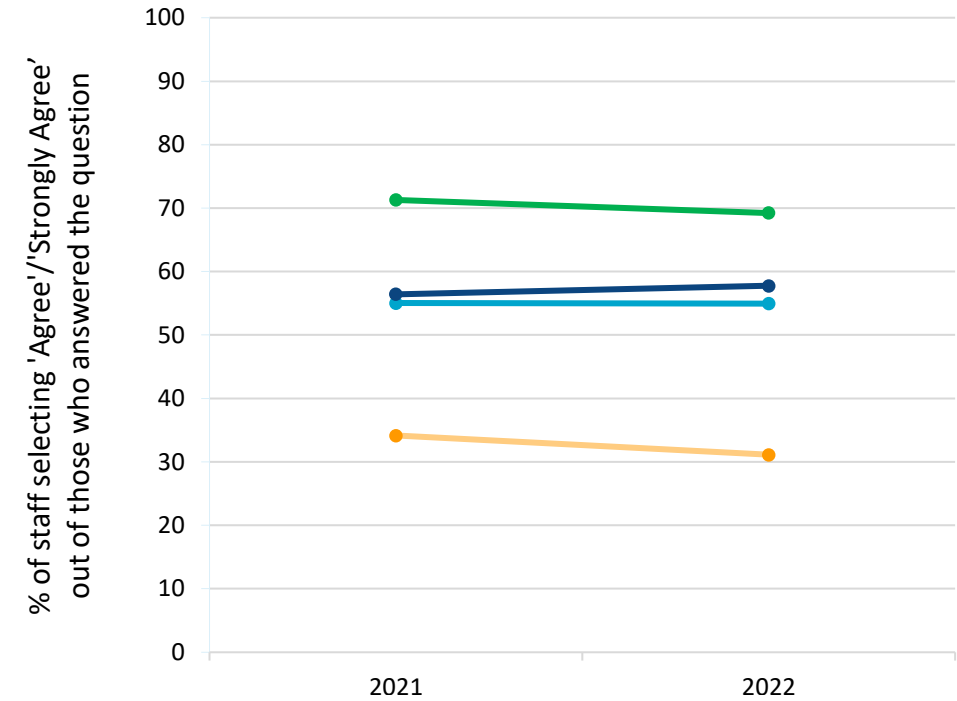


Q23e I feel safe to speak up about anything that concerns me in this organisation.



	2020	2021	2022
Your org	72.4%	68.6%	70.8%
Best	78.5%	78.8%	78.5%
Average	68.3%	66.9%	67.0%
Worst	59.0%	47.7%	50.5%
Responses	1303	1374	1307

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



	2021	2022
Your org	56.4%	57.8%
Best	71.3%	69.2%
Average	55.0%	55.0%
Worst	34.2%	31.1%
Responses	1373	1310

People Promise element – We are safe and healthy



Questions included:

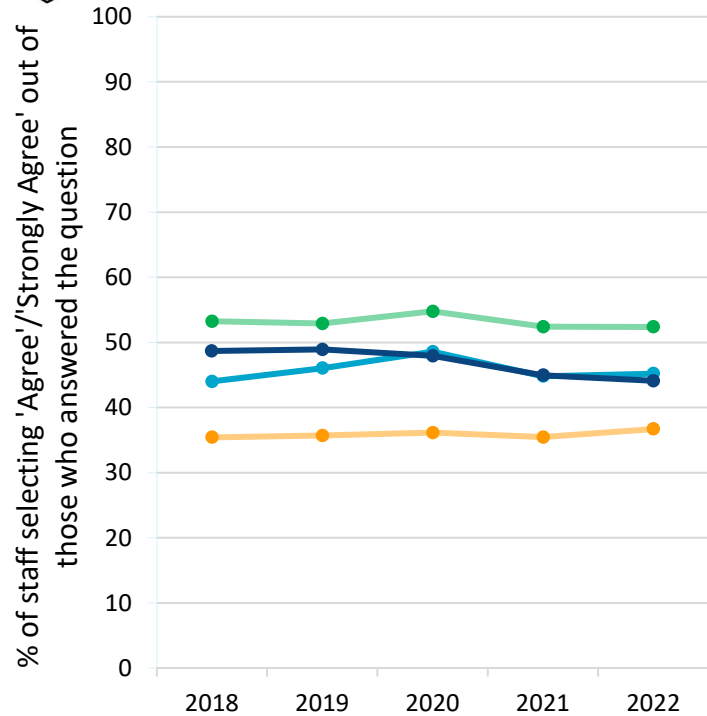
Health and safety climate: Q3g, Q3h, Q3i, Q5a, Q11a, Q13d, Q14d

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

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

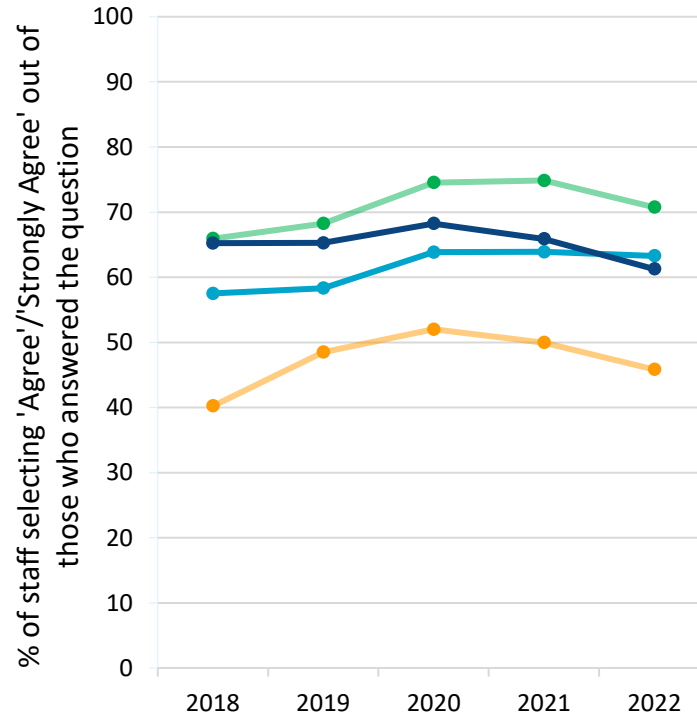


Q3g I am able to meet all the conflicting demands on my time at work.



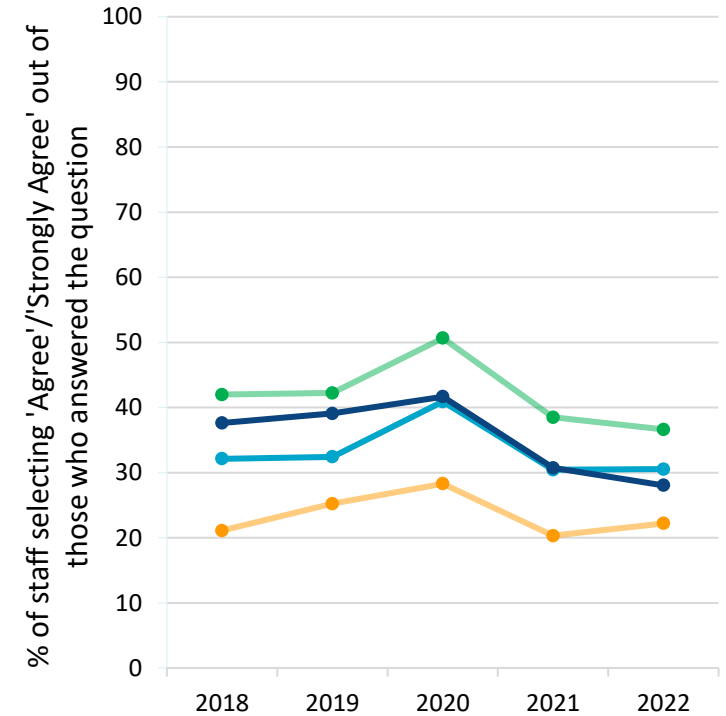
	2018	2019	2020	2021	2022
Your org	48.7%	48.9%	47.9%	44.9%	44.1%
Best	53.2%	52.9%	54.8%	52.4%	52.4%
Average	44.0%	46.0%	48.6%	44.8%	45.2%
Worst	35.4%	35.7%	36.1%	35.4%	36.7%
Responses	1414	1399	1303	1375	1310

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



	2018	2019	2020	2021	2022
Your org	65.3%	65.3%	68.3%	65.9%	61.3%
Best	65.9%	68.3%	74.5%	74.8%	70.8%
Average	57.5%	58.3%	63.8%	63.9%	63.3%
Worst	40.2%	48.5%	52.0%	50.0%	45.8%
Responses	1407	1396	1302	1372	1310

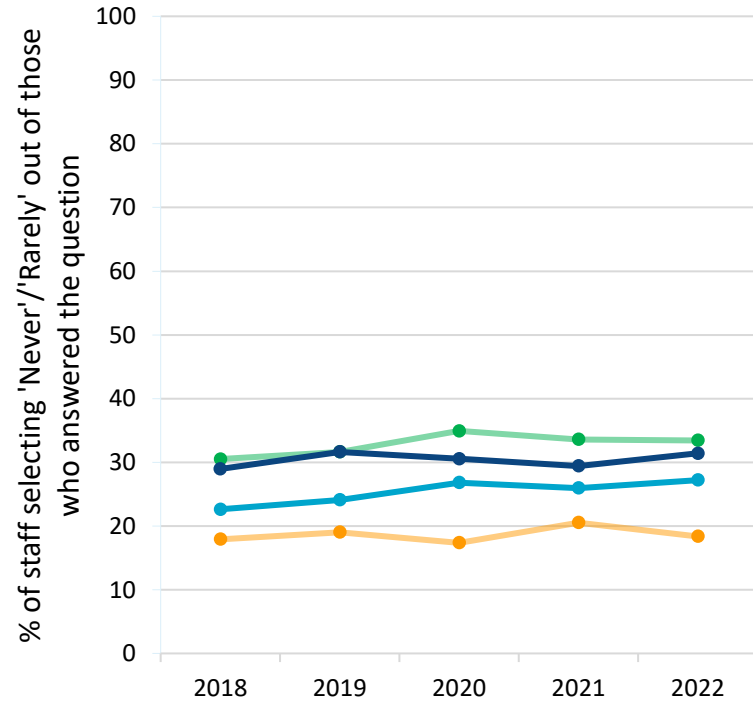
Q3i There are enough staff at this organisation for me to do my job properly.



	2018	2019	2020	2021	2022
Your org	37.6%	39.1%	41.7%	30.7%	28.0%
Best	42.0%	42.2%	50.7%	38.5%	36.6%
Average	32.1%	32.4%	40.9%	30.4%	30.5%
Worst	21.1%	25.2%	28.3%	20.3%	22.2%
Responses	1408	1396	1300	1380	1312

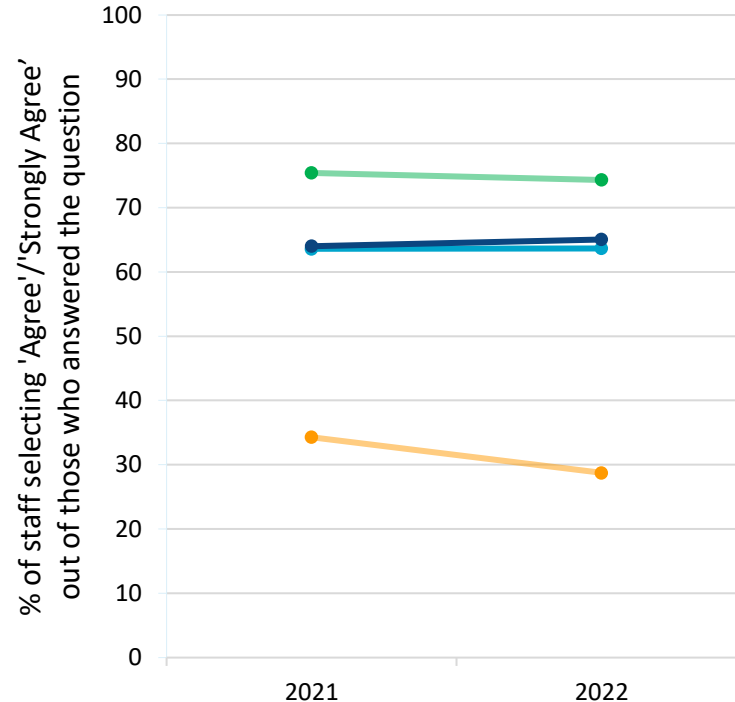


Q5a I have unrealistic time pressures.



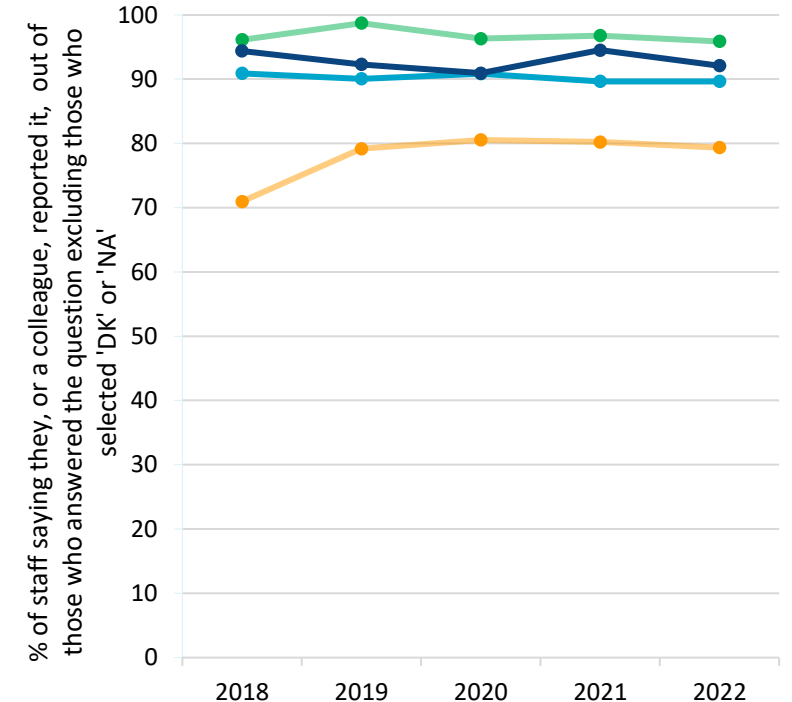
	2018	2019	2020	2021	2022
Your org	29.0%	31.6%	30.6%	29.4%	31.4%
Best	30.5%	31.6%	34.9%	33.6%	33.4%
Average	22.6%	24.1%	26.8%	26.0%	27.2%
Worst	17.9%	19.0%	17.4%	20.6%	18.4%
Responses	1400	1389	1295	1377	1312

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



	2021	2022
Your org	64.0%	65.1%
Best	75.4%	74.3%
Average	63.6%	63.7%
Worst	34.3%	28.7%
Responses	1372	1311

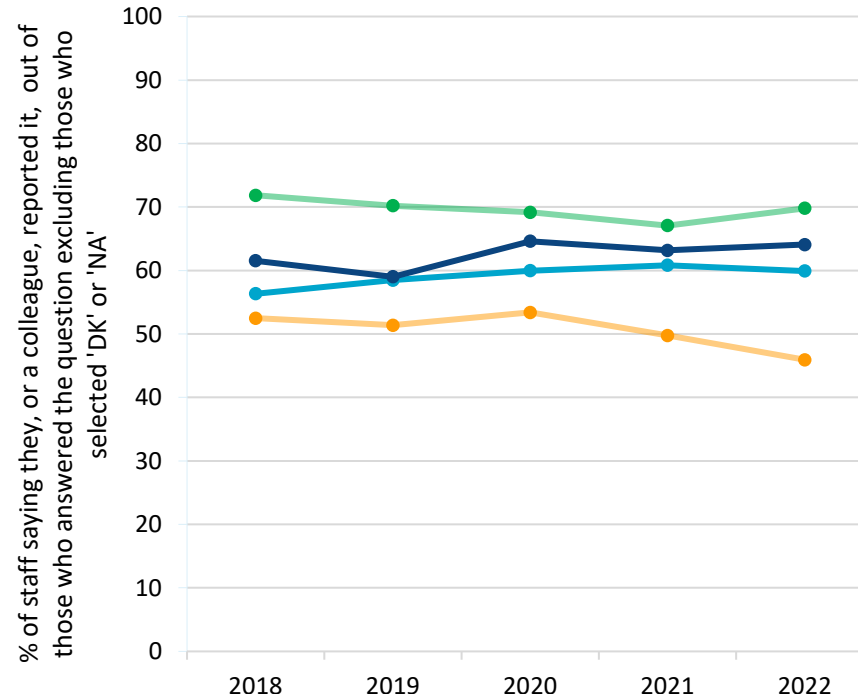
Q13d The last time you experienced physical violence at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	94.4%	92.3%	90.9%	94.5%	92.1%
Best	96.1%	98.7%	96.3%	96.8%	95.9%
Average	90.9%	90.0%	90.9%	89.7%	89.6%
Worst	71.0%	79.2%	80.5%	80.2%	79.4%
Responses	271	279	221	209	213



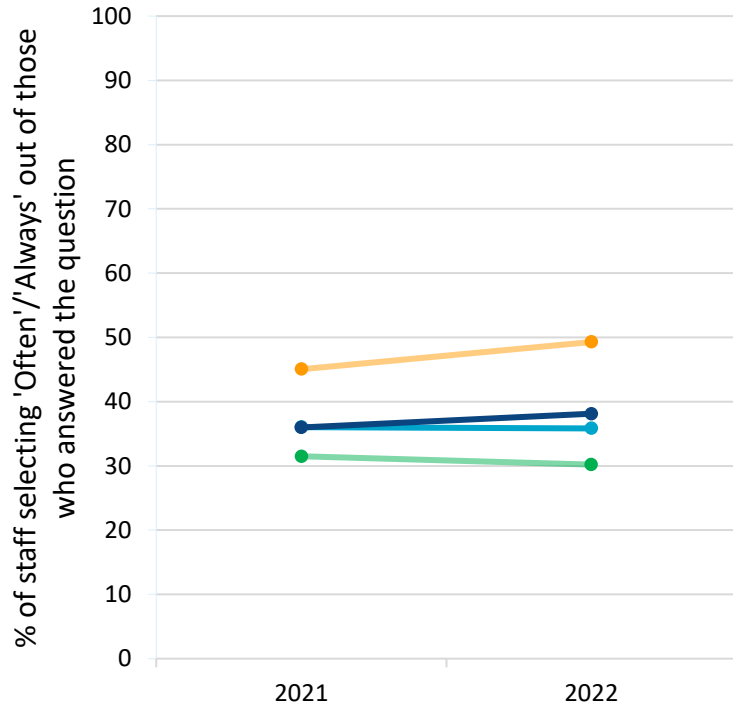
Q14d The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?



	2018	2019	2020	2021	2022
Your org	61.5%	59.0%	64.6%	63.2%	64.1%
Best	71.9%	70.2%	69.2%	67.1%	69.8%
Average	56.3%	58.5%	60.0%	60.8%	59.9%
Worst	52.5%	51.4%	53.4%	49.7%	45.9%
Responses	460	472	418	447	437



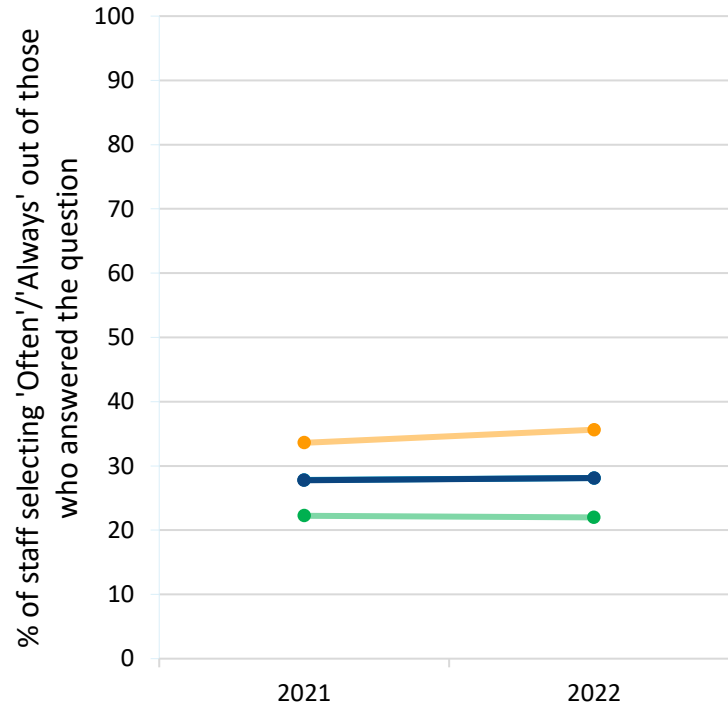
Q12a How often, if at all, do you find your work emotionally exhausting?



	2021	2022
Your org	36.0%	38.1%
Best	31.5%	30.2%
Average	36.1%	35.8%
Worst	45.1%	49.3%

Responses 1379 1313

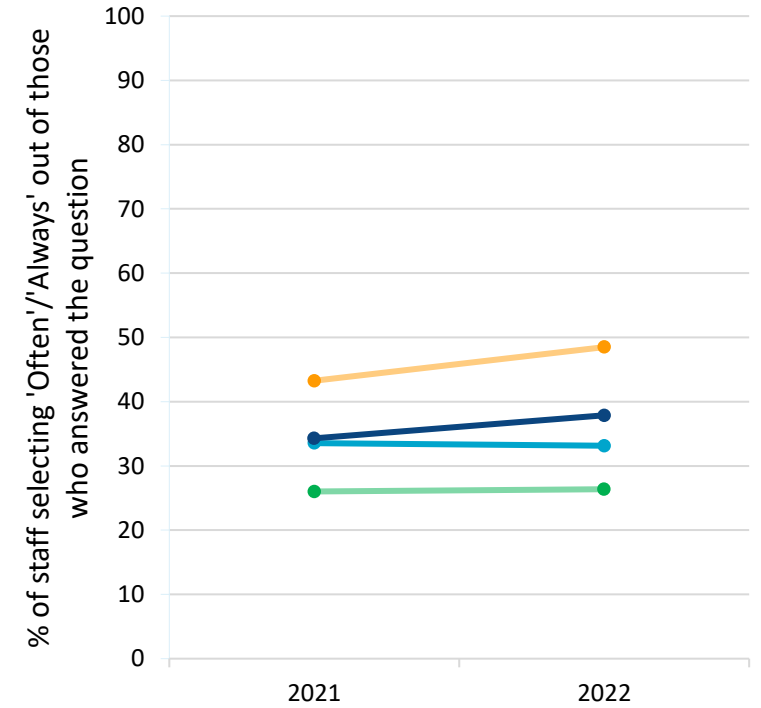
Q12b How often, if at all, do you feel burnt out because of your work?



	2021	2022
Your org	27.8%	28.1%
Best	22.3%	22.0%
Average	27.8%	28.1%
Worst	33.6%	35.6%

Responses 1377 1312

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

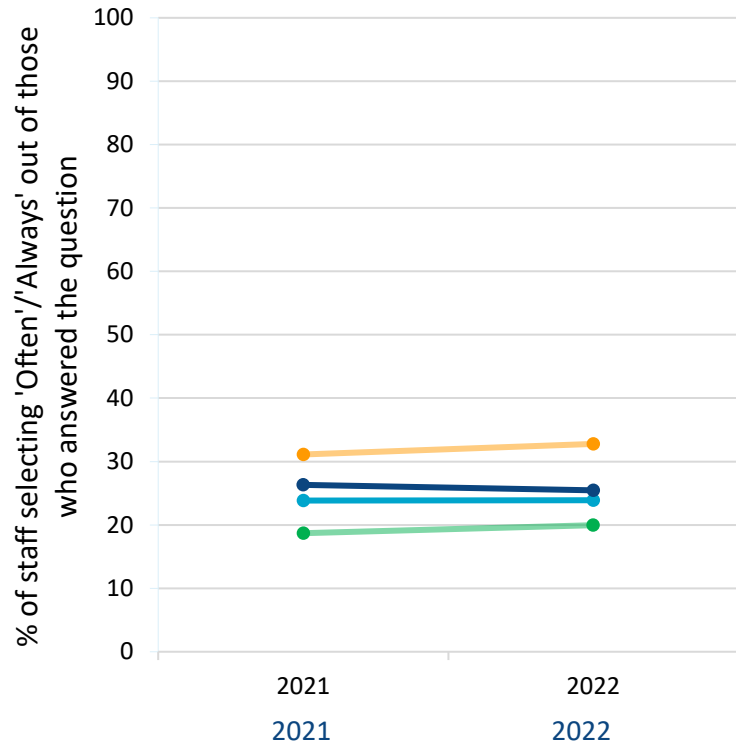


	2021	2022
Your org	34.3%	37.9%
Best	26.0%	26.4%
Average	33.6%	33.1%
Worst	43.2%	48.5%

Responses 1373 1311



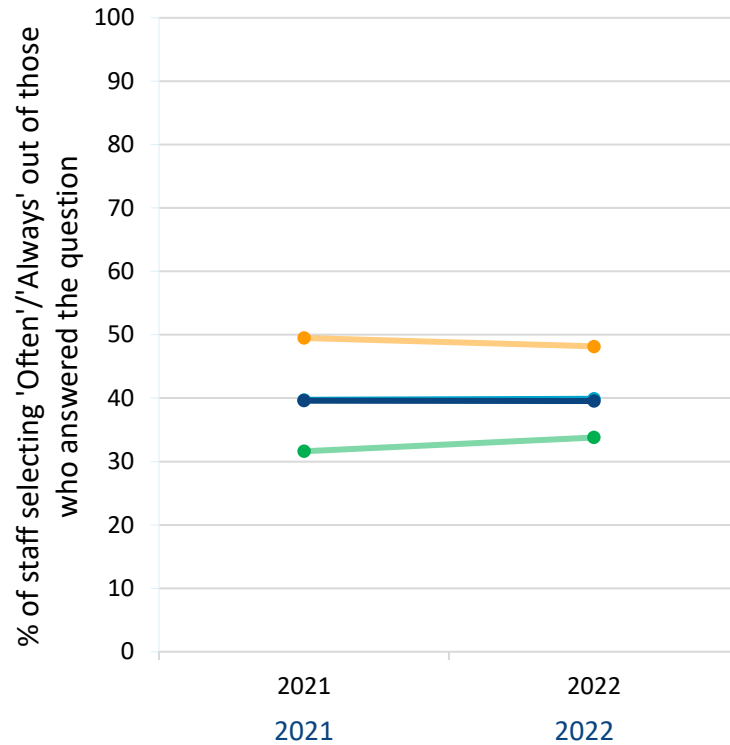
Q12d How often, if at all, are you exhausted at the thought of another day/shift at work?



Your org	26.3%	25.5%
Best	18.7%	20.0%
Average	23.9%	23.9%
Worst	31.1%	32.8%

Responses 1377 1306

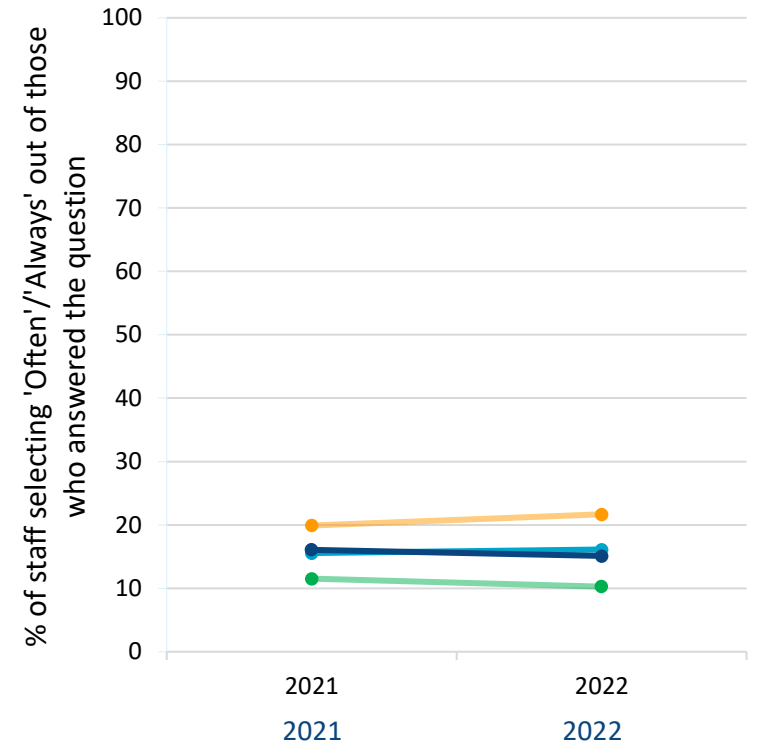
Q12e How often, if at all, do you feel worn out at the end of your working day/shift?



Your org	39.6%	39.6%
Best	31.6%	33.8%
Average	39.7%	39.9%
Worst	49.5%	48.2%

Responses 1372 1309

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

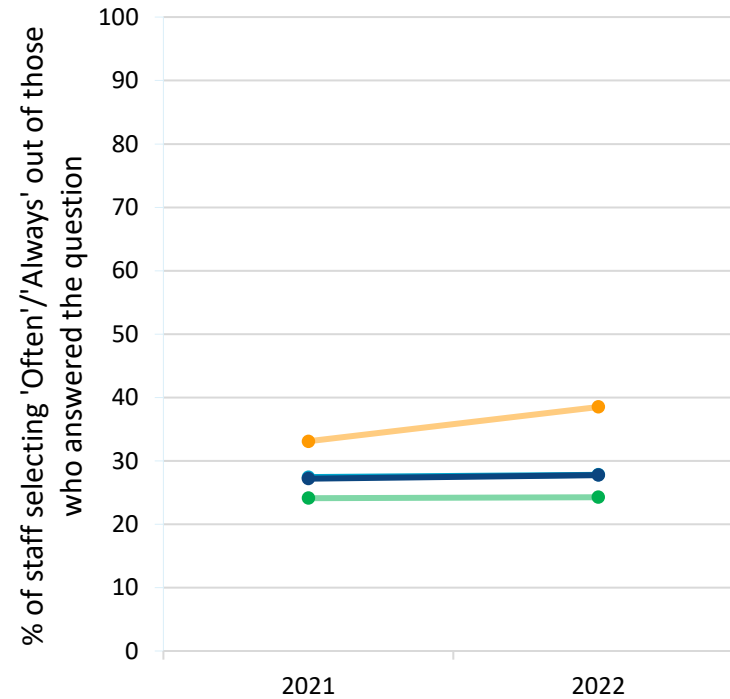


Your org	16.1%	15.1%
Best	11.5%	10.3%
Average	15.5%	16.1%
Worst	19.9%	21.7%

Responses 1376 1308



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

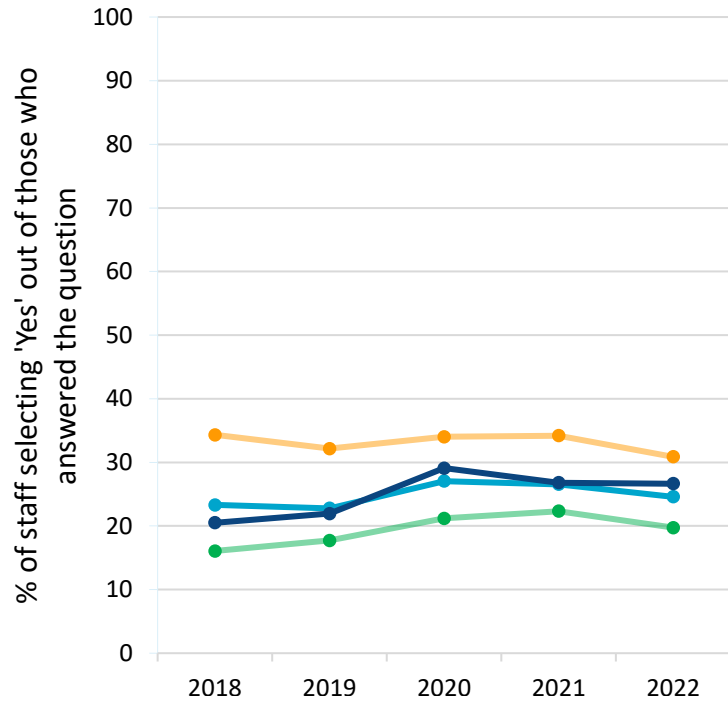


	2021	2022
Your org	27.2%	27.8%
Best	24.1%	24.3%
Average	27.4%	27.8%
Worst	33.1%	38.5%

Responses 1374 1308

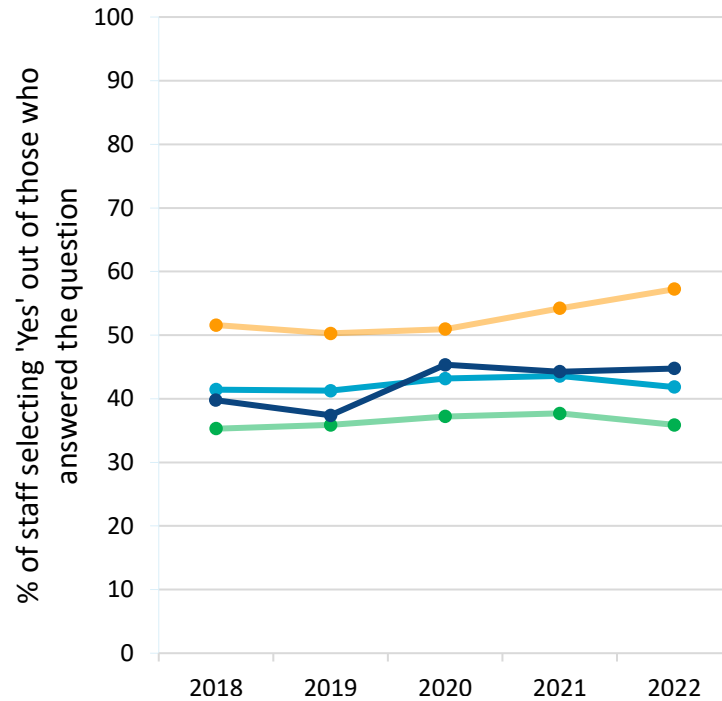


Q11b In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



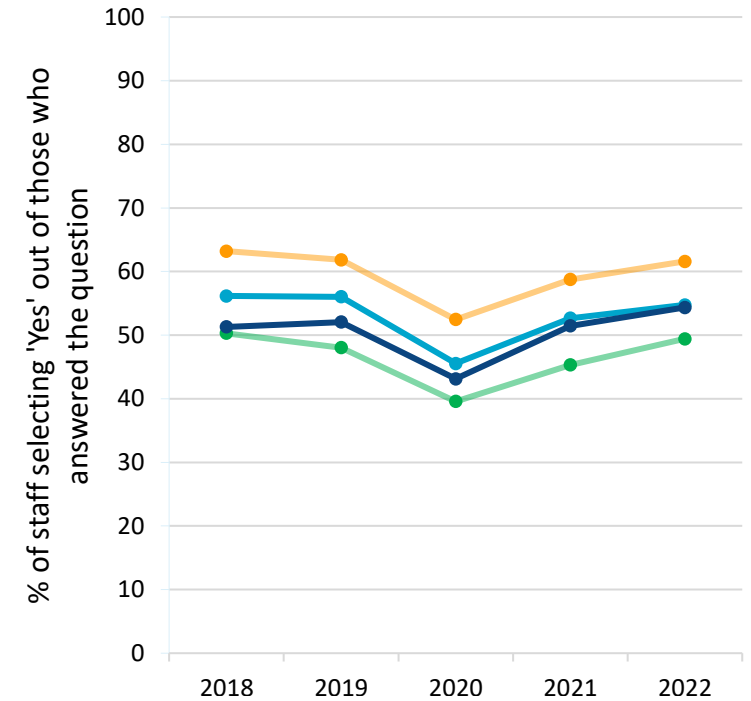
	2018	2019	2020	2021	2022
Your org	20.5%	21.9%	29.1%	26.8%	26.6%
Best	16.0%	17.7%	21.2%	22.3%	19.7%
Average	23.3%	22.8%	27.0%	26.5%	24.6%
Worst	34.3%	32.2%	34.0%	34.2%	30.9%
Responses	1394	1395	1304	1373	1311

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



	2018	2019	2020	2021	2022
Your org	39.8%	37.4%	45.3%	44.3%	44.7%
Best	35.3%	35.9%	37.2%	37.7%	35.9%
Average	41.4%	41.3%	43.2%	43.6%	41.8%
Worst	51.6%	50.3%	50.9%	54.2%	57.2%
Responses	1400	1396	1303	1371	1310

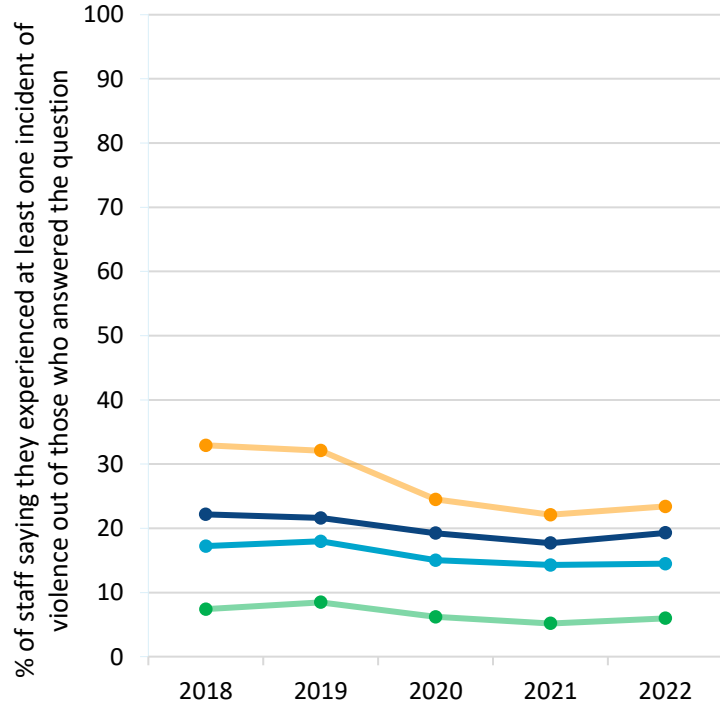
Q11d In the last three months have you ever come to work despite not feeling well enough to perform your duties?



	2018	2019	2020	2021	2022
Your org	51.3%	52.1%	43.1%	51.4%	54.4%
Best	50.3%	48.0%	39.6%	45.3%	49.4%
Average	56.2%	56.0%	45.5%	52.7%	54.7%
Worst	63.2%	61.8%	52.4%	58.7%	61.6%
Responses	1399	1397	1301	1372	1309

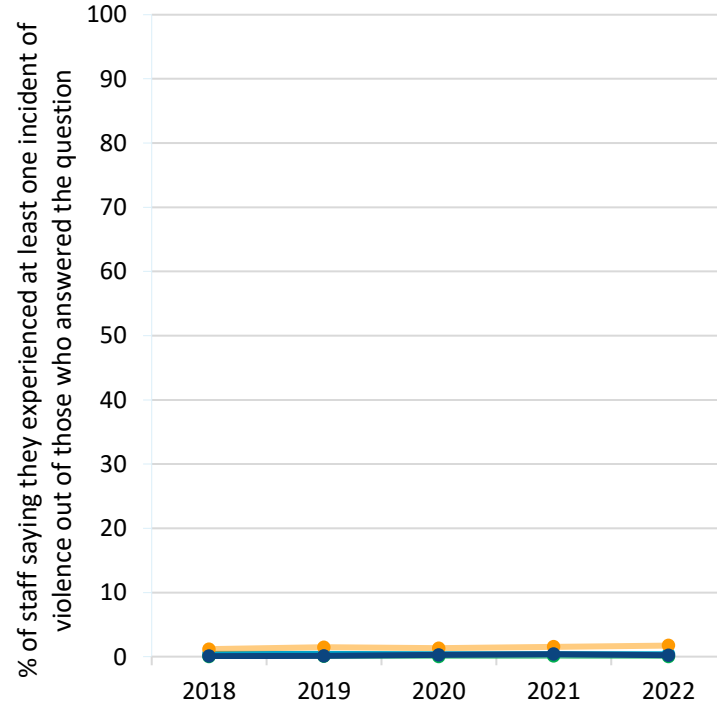


Q13a In the last 12 months how many times have you personally experienced physical violence at work from...? Patients / service users, their relatives or other members of the public.



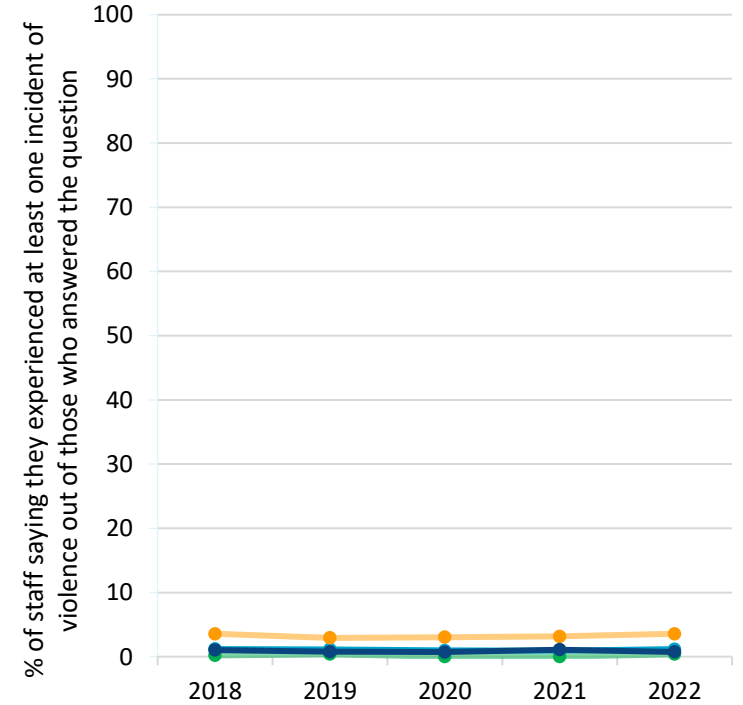
	2018	2019	2020	2021	2022
Your org	22.2%	21.6%	19.2%	17.7%	19.3%
Best	7.4%	8.5%	6.2%	5.2%	6.0%
Average	17.2%	18.0%	15.0%	14.3%	14.5%
Worst	32.9%	32.1%	24.5%	22.1%	23.4%
Responses	1385	1391	1303	1381	1314

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



	2018	2019	2020	2021	2022
Your org	0.1%	0.1%	0.3%	0.4%	0.2%
Best	0.0%	0.1%	0.0%	0.1%	0.0%
Average	0.5%	0.4%	0.4%	0.4%	0.4%
Worst	1.2%	1.5%	1.3%	1.6%	1.8%
Responses	1369	1379	1290	1366	1306

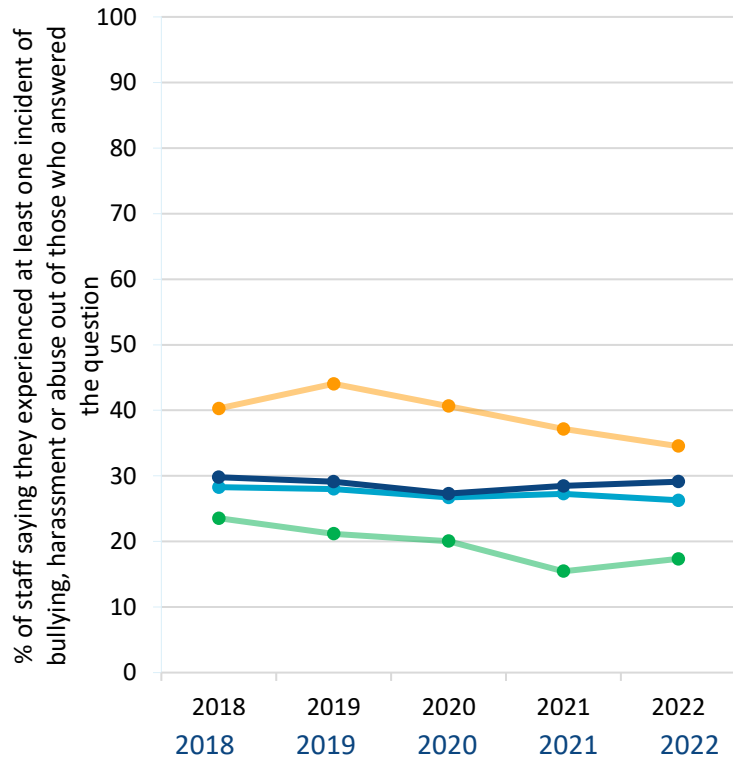
Q13c In the last 12 months how many times have you personally experienced physical violence at work from...? Other colleagues.



	2018	2019	2020	2021	2022
Your org	1.0%	0.8%	0.7%	1.1%	0.8%
Best	0.2%	0.4%	0.0%	0.0%	0.4%
Average	1.2%	1.1%	1.0%	1.0%	1.2%
Worst	3.6%	2.9%	3.0%	3.2%	3.6%
Responses	1355	1351	1286	1361	1303

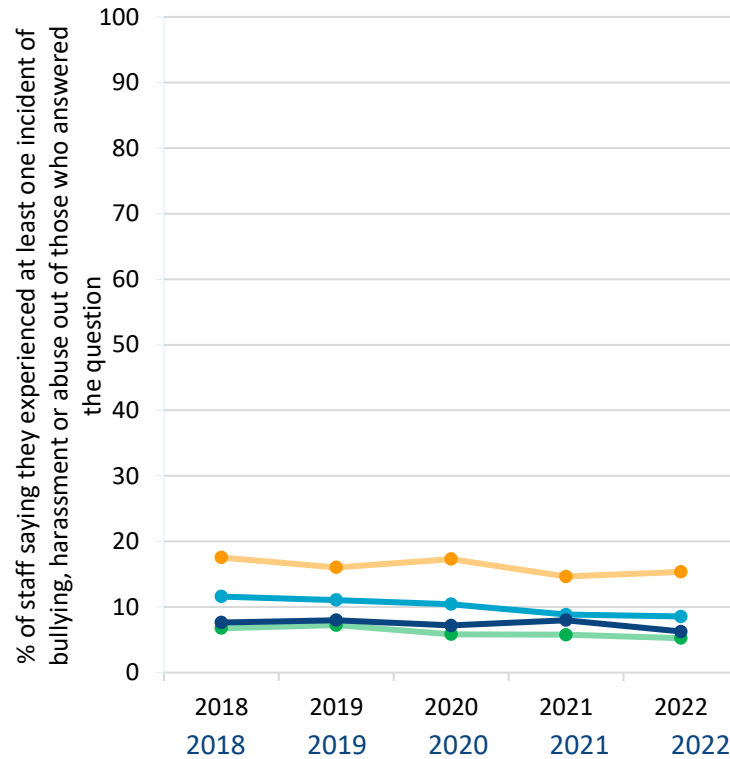


Q14a In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from...? Patients / service users, their relatives or other members of the public.



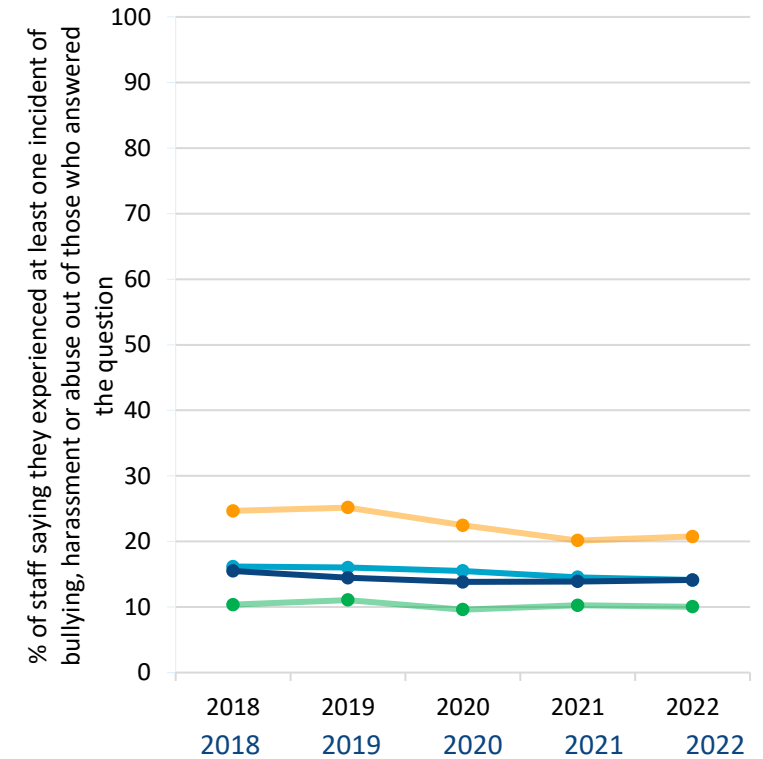
Your org	29.8%	29.1%	27.3%	28.5%	29.1%
Best	23.5%	21.2%	20.0%	15.5%	17.3%
Average	28.3%	28.0%	26.7%	27.3%	26.3%
Worst	40.3%	44.0%	40.6%	37.2%	34.5%
Responses	1401	1390	1297	1371	1304

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



Your org	7.6%	8.0%	7.2%	8.0%	6.2%
Best	6.8%	7.2%	5.8%	5.8%	5.2%
Average	11.6%	11.1%	10.4%	8.8%	8.5%
Worst	17.6%	16.0%	17.3%	14.7%	15.3%
Responses	1388	1381	1286	1362	1303

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



Your org	15.5%	14.4%	13.8%	13.9%	14.1%
Best	10.4%	11.1%	9.6%	10.2%	10.0%
Average	16.2%	16.0%	15.5%	14.5%	14.1%
Worst	24.6%	25.2%	22.5%	20.1%	20.7%
Responses	1381	1368	1287	1367	1295

People Promise element – We are always learning



Questions included:

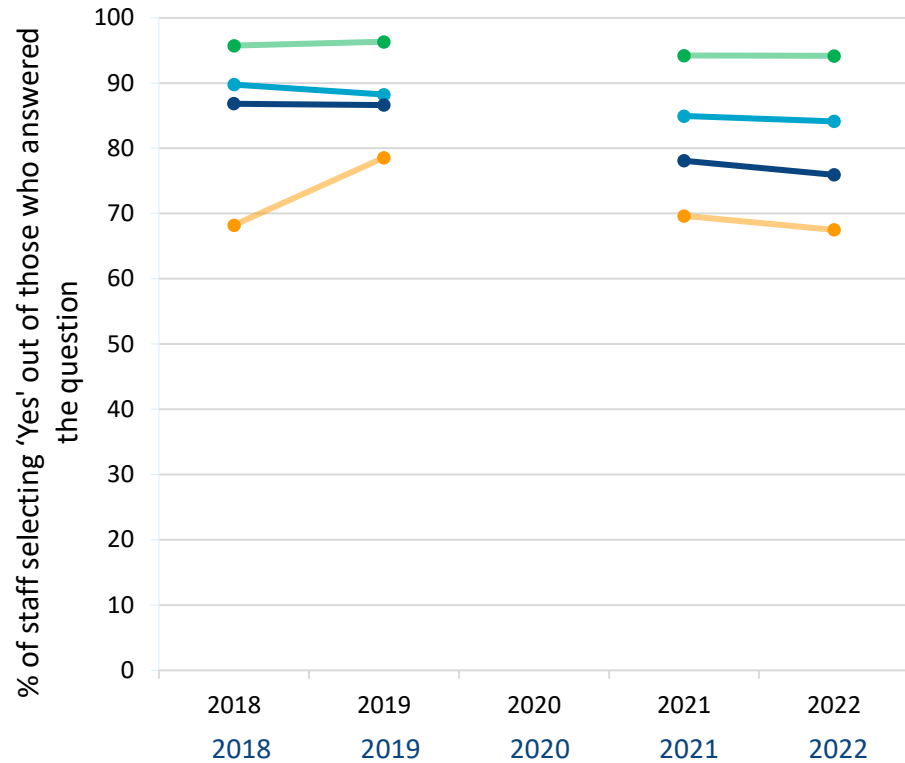
Development – Q22a, Q22b, Q22c, Q22d, Q22e

Appraisals – Q21b, Q21c, Q21d

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

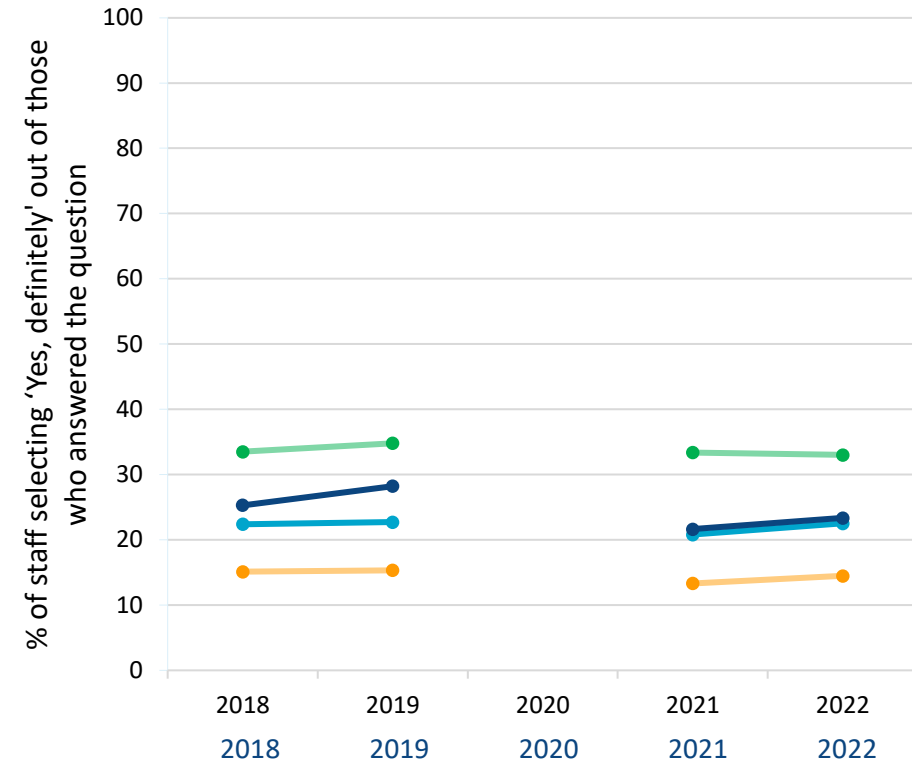


Q21a In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?



Your org	86.8%	86.6%	-	78.1%	75.9%
Best	95.7%	96.3%	-	94.2%	94.2%
Average	89.8%	88.2%	-	84.9%	84.1%
Worst	68.2%	78.6%	-	69.6%	67.5%
Responses	1377	1372	-	1367	1312

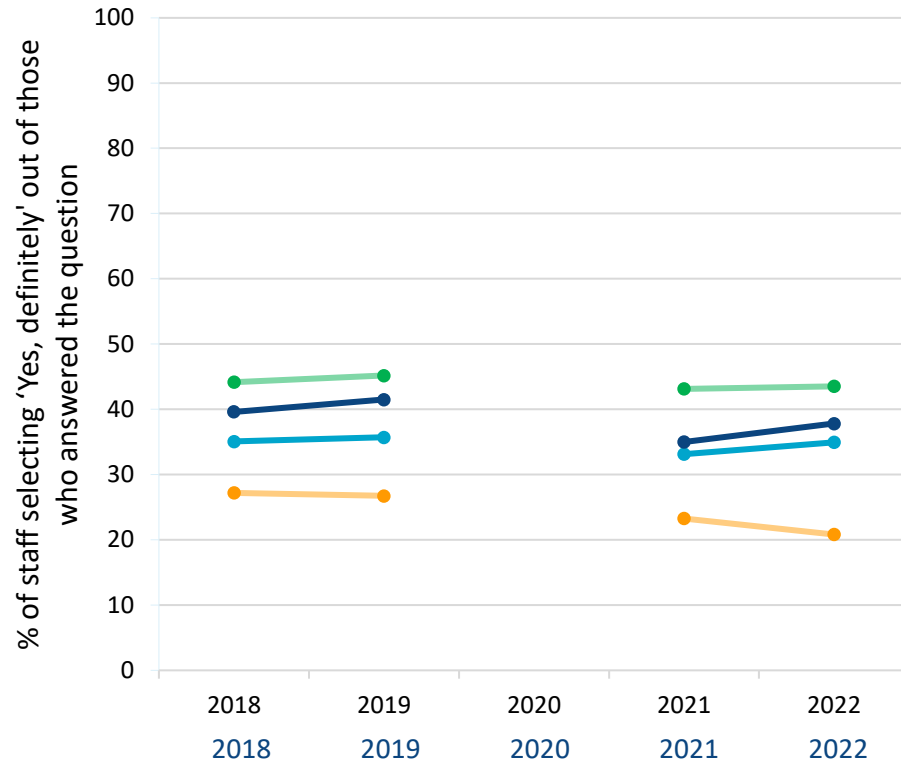
Q21b It helped me to improve how I do my job.



Your org	25.2%	28.2%	-	21.6%	23.3%
Best	33.5%	34.8%	-	33.4%	33.0%
Average	22.4%	22.7%	-	20.8%	22.5%
Worst	15.1%	15.3%	-	13.3%	14.5%
Responses	1188	1185	-	1059	997

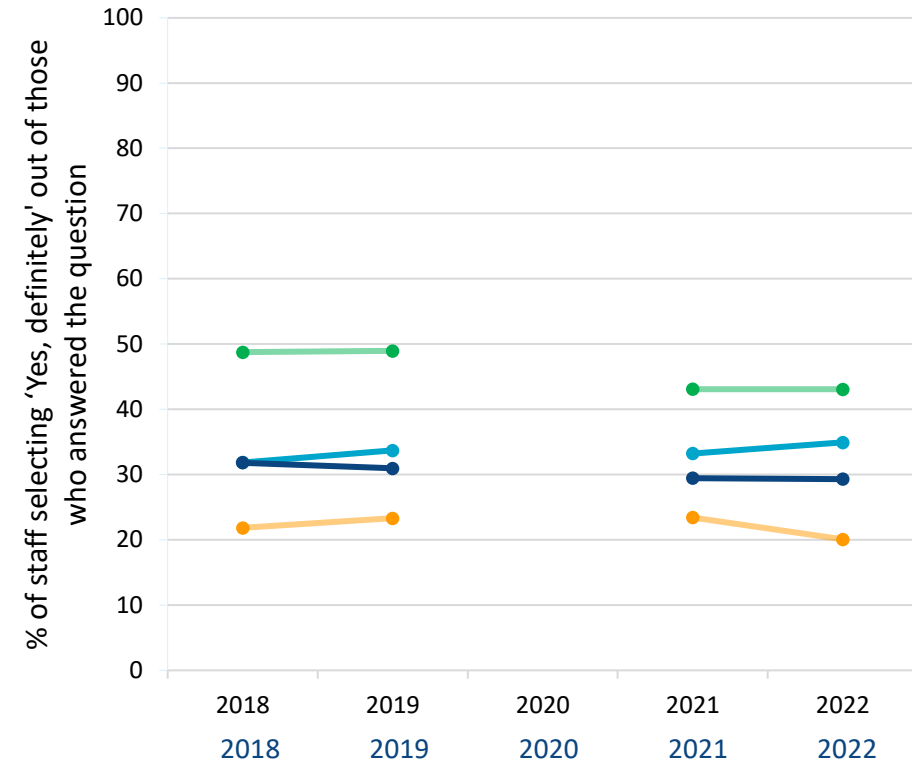


Q21c It helped me agree clear objectives for my work.



Your org	39.6%	41.5%	-	35.0%	37.8%
Best	44.2%	45.2%	-	43.1%	43.5%
Average	35.1%	35.7%	-	33.1%	34.9%
Worst	27.2%	26.7%	-	23.3%	20.8%
Responses	1186	1181	-	1057	996

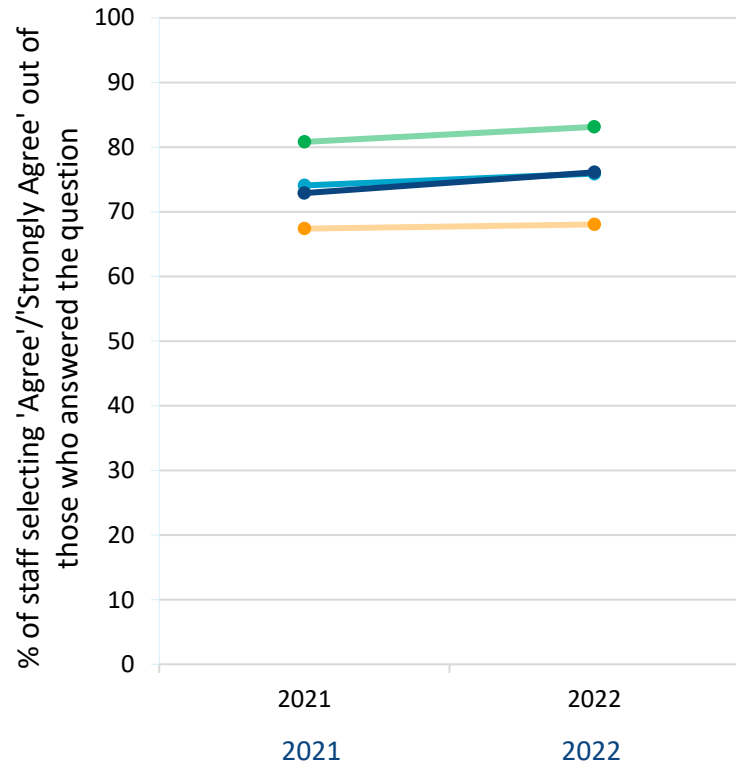
Q21d It left me feeling that my work is valued by my organisation.



Your org	31.8%	30.9%	-	29.4%	29.3%
Best	48.7%	48.9%	-	43.1%	43.1%
Average	31.9%	33.7%	-	33.2%	34.9%
Worst	21.8%	23.3%	-	23.4%	20.1%
Responses	1184	1180	-	1060	995

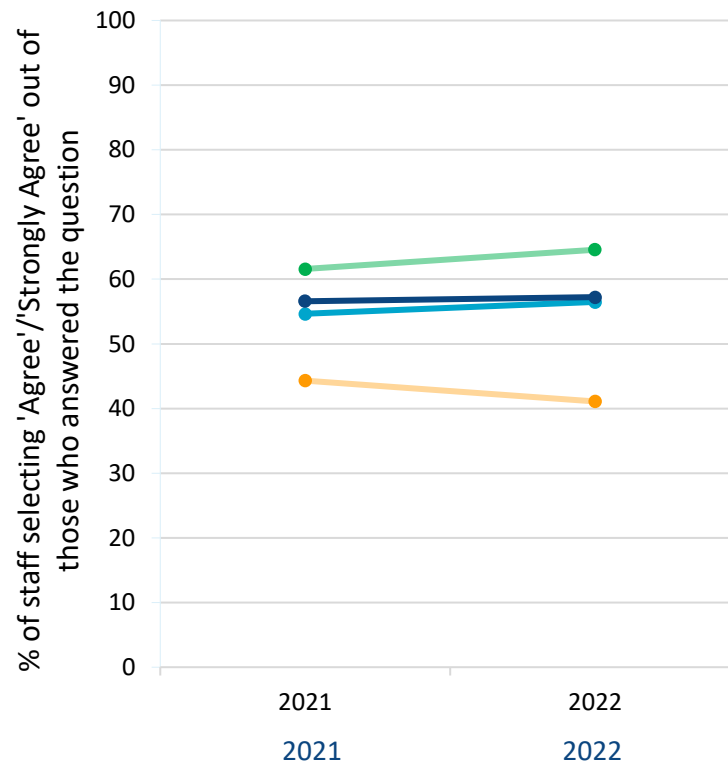


Q22a This organisation offers me challenging work.



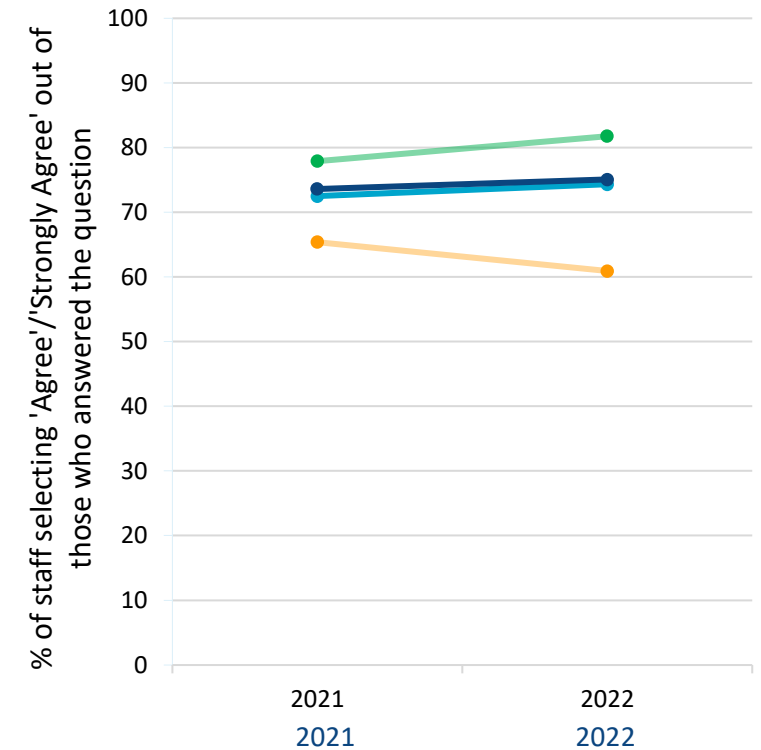
	2021	2022
Your org	72.9%	76.1%
Best	80.8%	83.1%
Average	74.1%	75.9%
Worst	67.4%	68.1%
Responses	1374	1311

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



	2021	2022
Your org	56.6%	57.2%
Best	61.6%	64.5%
Average	54.6%	56.5%
Worst	44.3%	41.1%
Responses	1375	1314

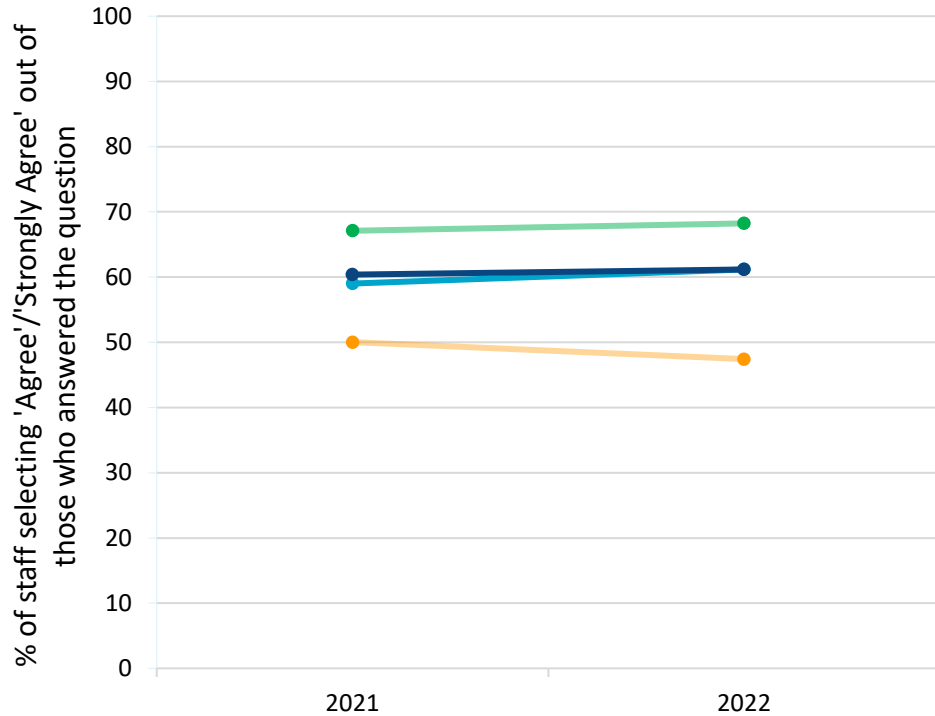
Q22c I have opportunities to improve my knowledge and skills.



	2021	2022
Your org	73.6%	75.1%
Best	77.9%	81.8%
Average	72.5%	74.3%
Worst	65.4%	60.9%
Responses	1375	1312



Q22d I feel supported to develop my potential.



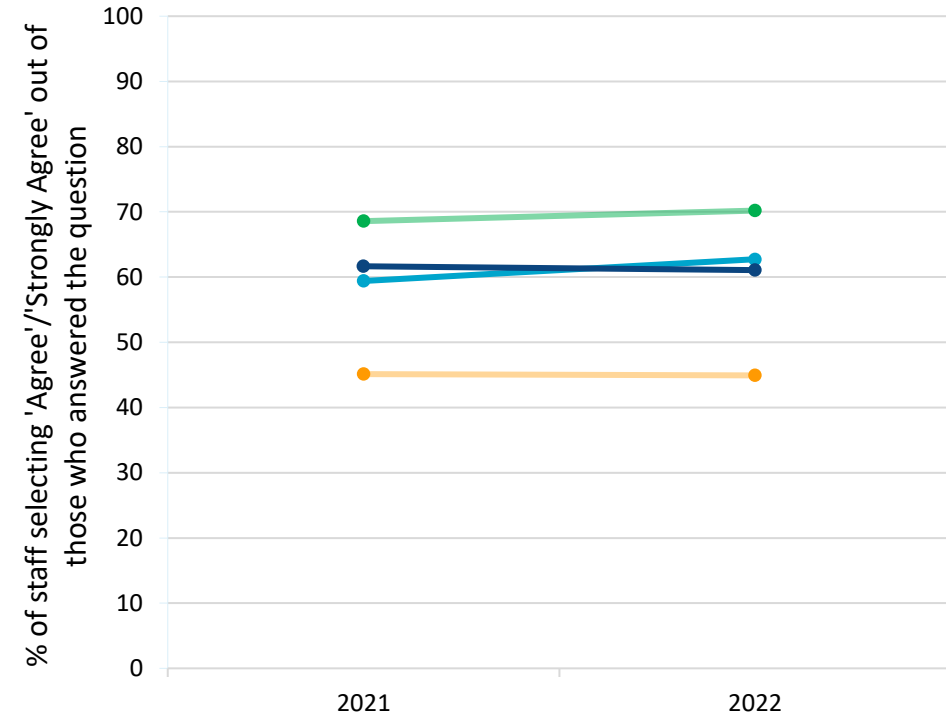
	2021	2022
Your org	60.4%	61.2%
Best	67.1%	68.2%
Average	59.0%	61.2%
Worst	50.0%	47.4%

Responses

1373

1310

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



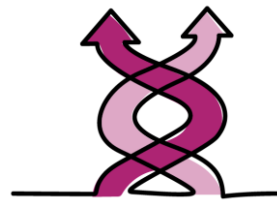
	2021	2022
Your org	61.7%	61.1%
Best	68.6%	70.2%
Average	59.4%	62.7%
Worst	45.1%	44.9%

Responses

1375

1309

People Promise element – We work flexibly



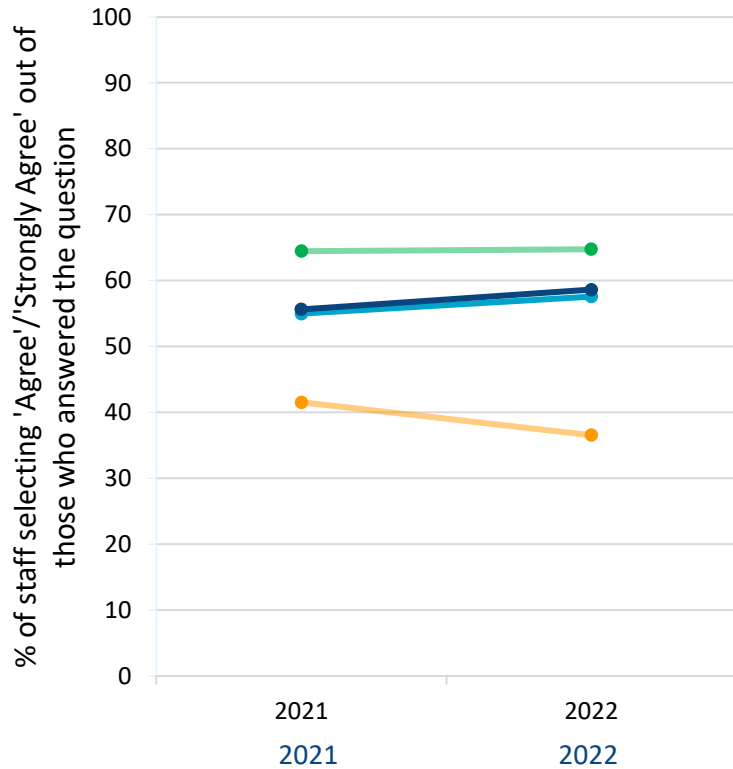
Questions included:

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

Flexible working – Q4d



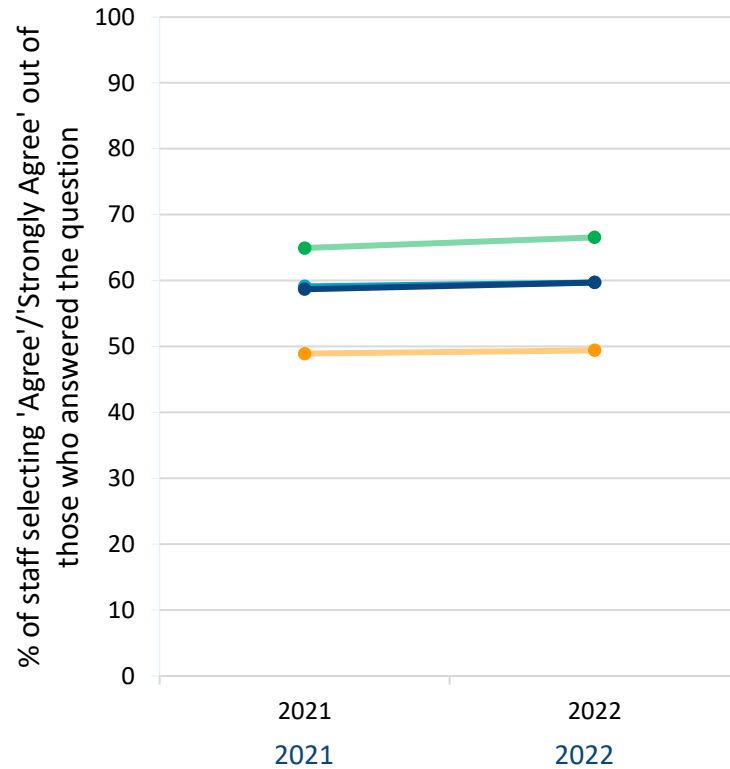
Q6b My organisation is committed to helping me balance my work and home life.



	2021	2022
Your org	55.6%	58.6%
Best	64.5%	64.7%
Average	55.0%	57.6%
Worst	41.5%	36.6%

Responses 1376 1314

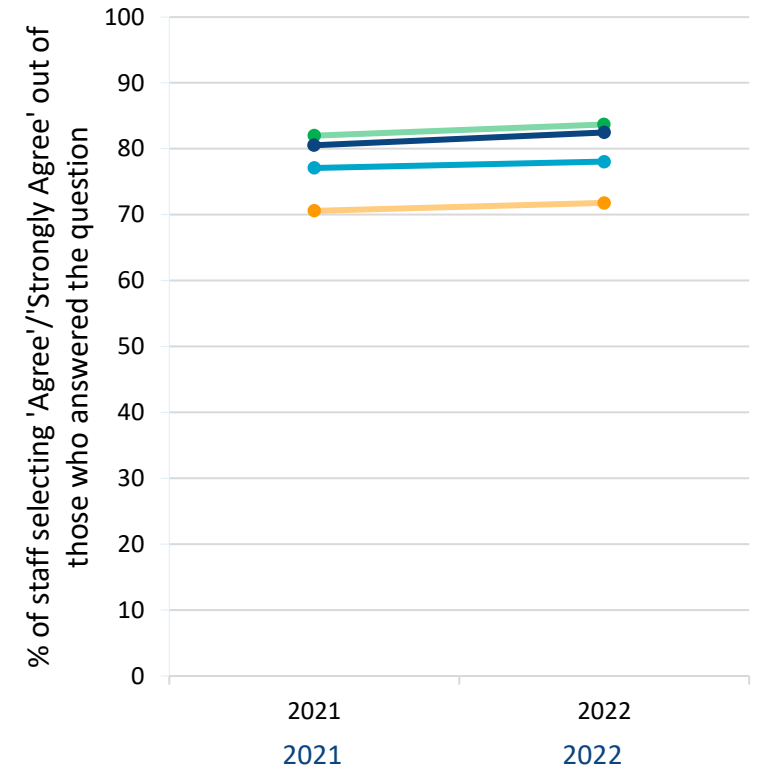
Q6c I achieve a good balance between my work life and my home life.



	2021	2022
Your org	58.7%	59.7%
Best	64.9%	66.5%
Average	59.1%	59.7%
Worst	48.9%	49.4%

Responses 1371 1315

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

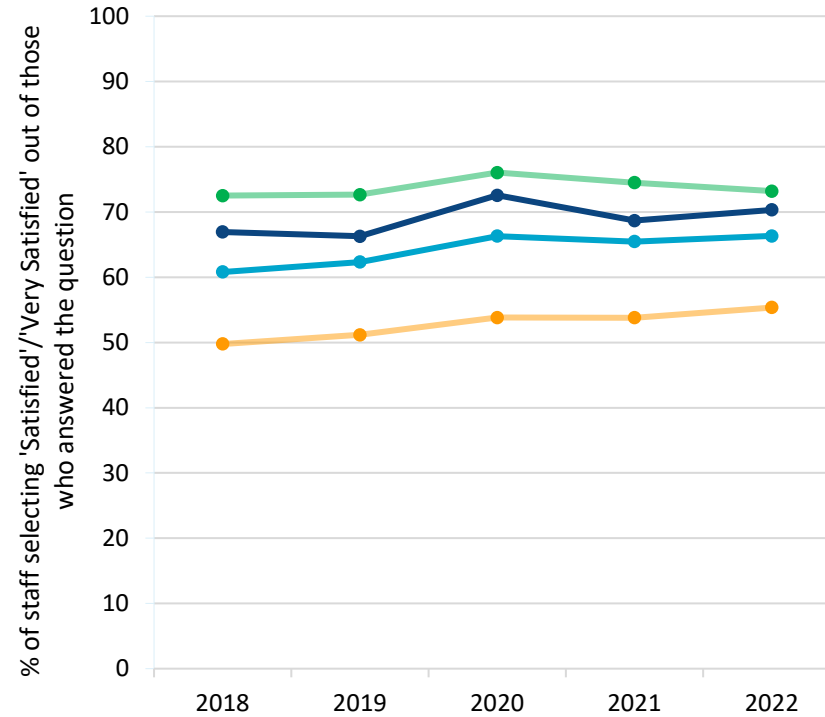


	2021	2022
Your org	80.5%	82.5%
Best	82.0%	83.7%
Average	77.1%	78.0%
Worst	70.6%	71.8%

Responses 1376 1316

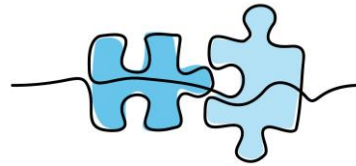


Q4d How satisfied are you with each of the following aspects of your job? The opportunities for flexible working patterns.



	2018	2019	2020	2021	2022
Your org	66.9%	66.3%	72.6%	68.7%	70.3%
Best	72.5%	72.7%	76.1%	74.5%	73.2%
Average	60.8%	62.3%	66.3%	65.5%	66.3%
Worst	49.8%	51.2%	53.8%	53.8%	55.4%
Responses	1398	1396	1300	1379	1312

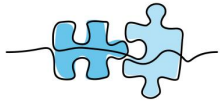
People Promise element – We are a team



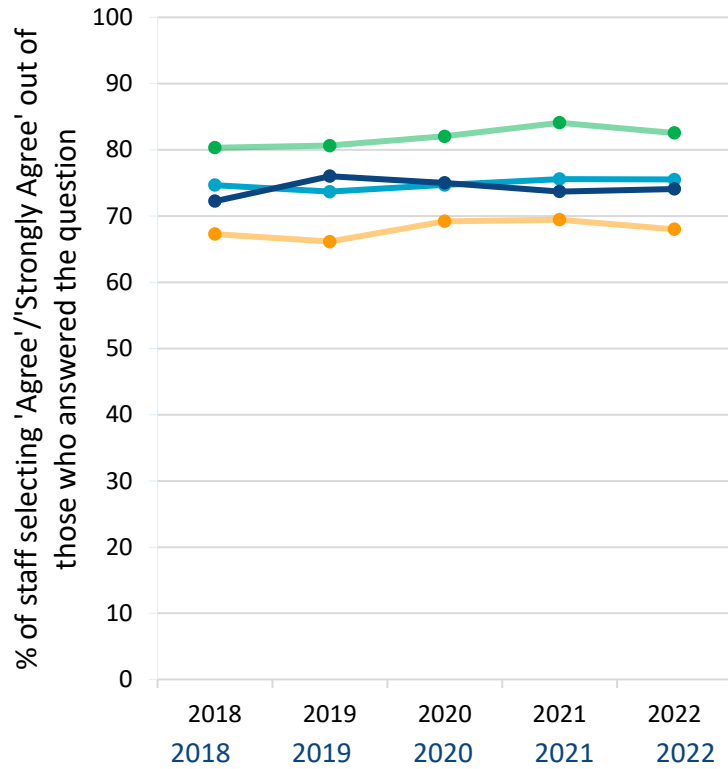
Questions included:

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

Line management – Q9a, Q9b, Q9c, Q9d

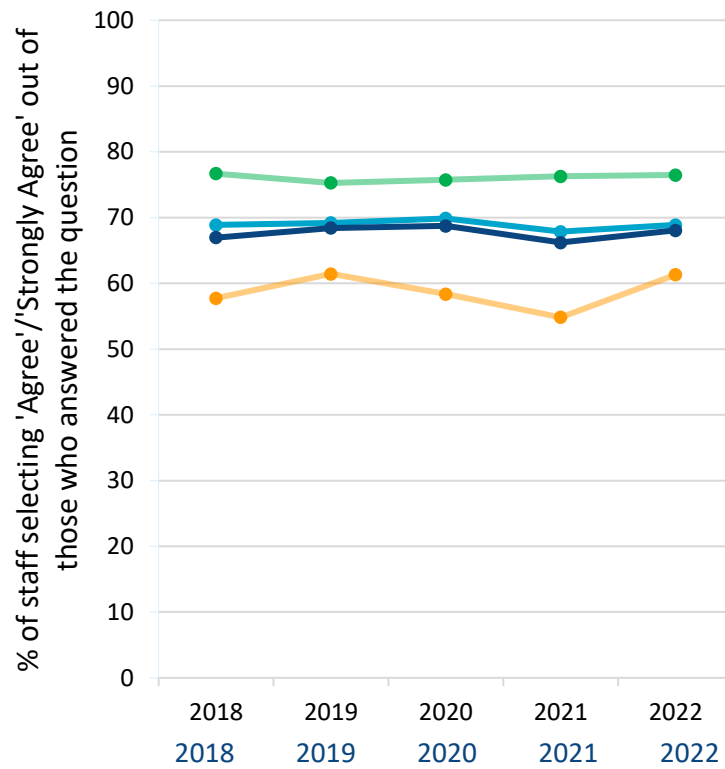


Q7a The team I work in has a set of shared objectives.



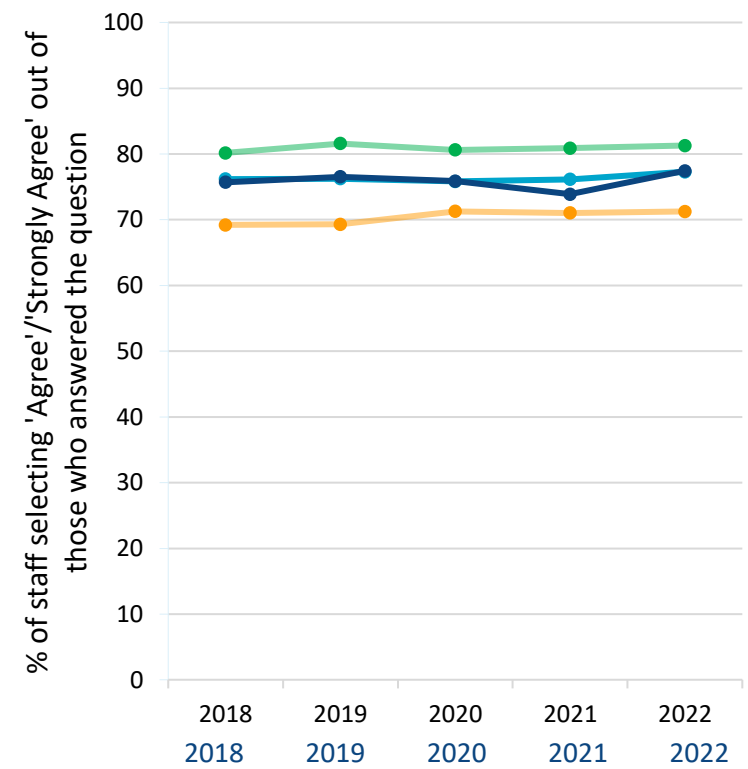
Your org	72.3%	76.0%	75.0%	73.7%	74.1%
Best	80.3%	80.6%	82.0%	84.1%	82.6%
Average	74.7%	73.7%	74.7%	75.6%	75.5%
Worst	67.3%	66.1%	69.2%	69.4%	68.0%
Responses	1409	1396	1296	1366	1314

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

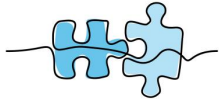


Your org	66.9%	68.4%	68.7%	66.2%	68.0%
Best	76.7%	75.3%	75.8%	76.3%	76.5%
Average	68.9%	69.2%	69.9%	67.9%	68.9%
Worst	57.7%	61.4%	58.4%	54.9%	61.3%
Responses	1403	1397	1298	1363	1314

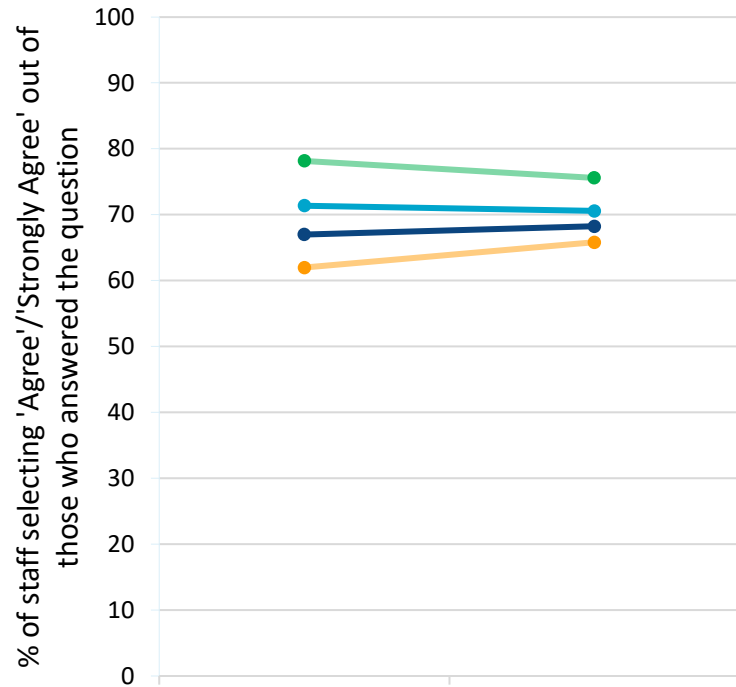
Q7c I receive the respect I deserve from my colleagues at work.



Your org	75.7%	76.5%	75.9%	73.9%	77.4%
Best	80.2%	81.6%	80.6%	80.9%	81.3%
Average	76.2%	76.2%	75.8%	76.1%	77.3%
Worst	69.2%	69.3%	71.3%	71.0%	71.2%
Responses	1412	1401	1299	1367	1315

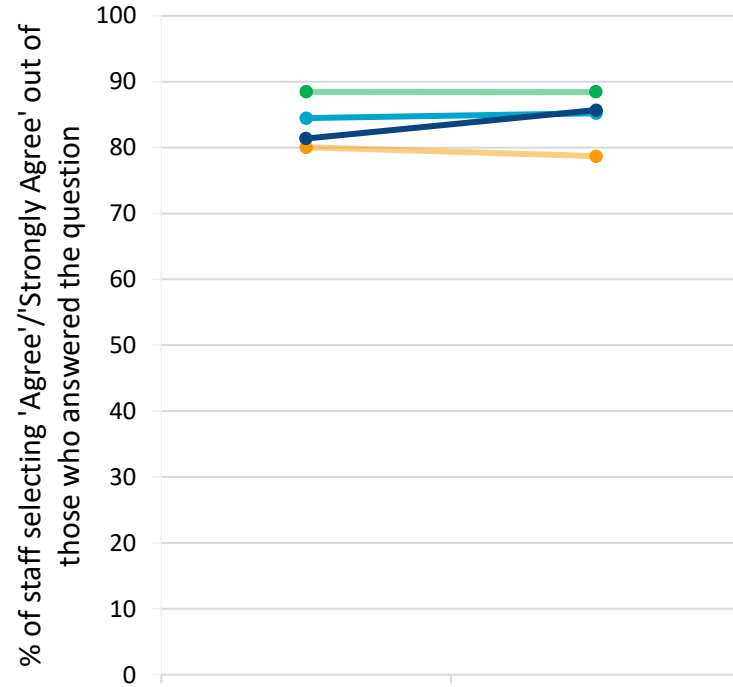


Q7d Team members understand each other's roles.



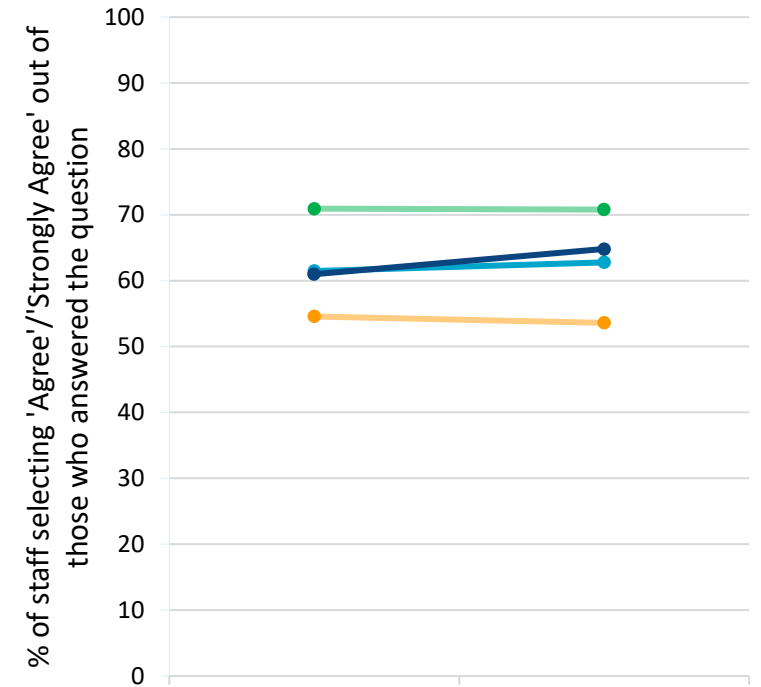
	2021	2022
Your org	67.0%	68.2%
Best	78.2%	75.6%
Average	71.4%	70.6%
Worst	62.0%	65.8%
Responses	1364	1314

Q7e I enjoy working with the colleagues in my team.

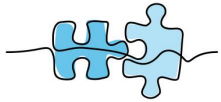


	2021	2022
Your org	81.4%	85.7%
Best	88.5%	88.5%
Average	84.4%	85.2%
Worst	80.0%	78.7%
Responses	1362	1314

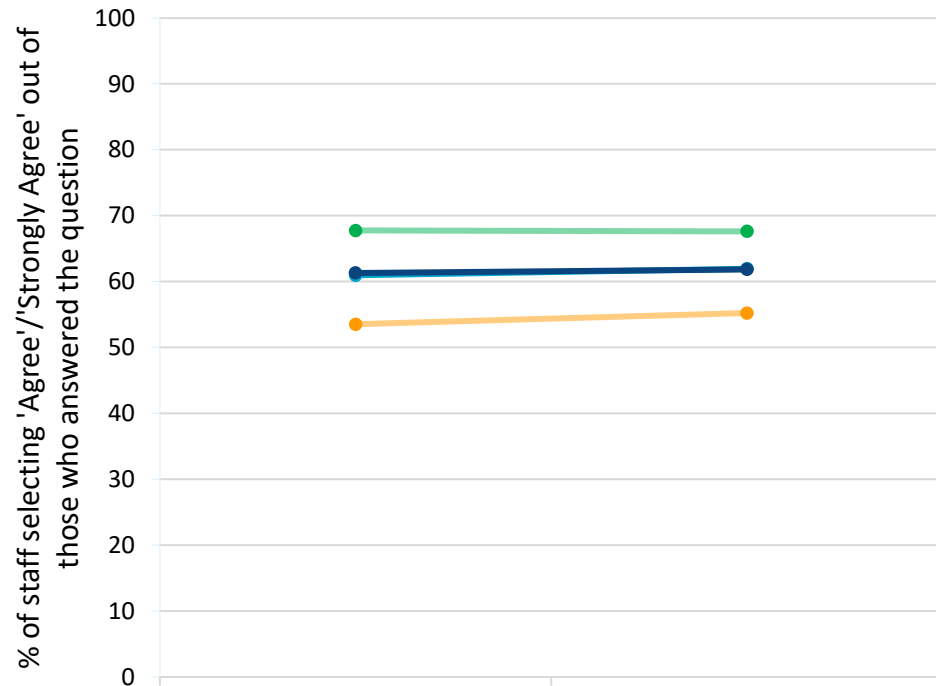
Q7f My team has enough freedom in how to do its work.



	2021	2022
Your org	61.0%	64.8%
Best	70.9%	70.8%
Average	61.5%	62.8%
Worst	54.6%	53.6%
Responses	1365	1313



Q7g In my team disagreements are dealt with constructively.



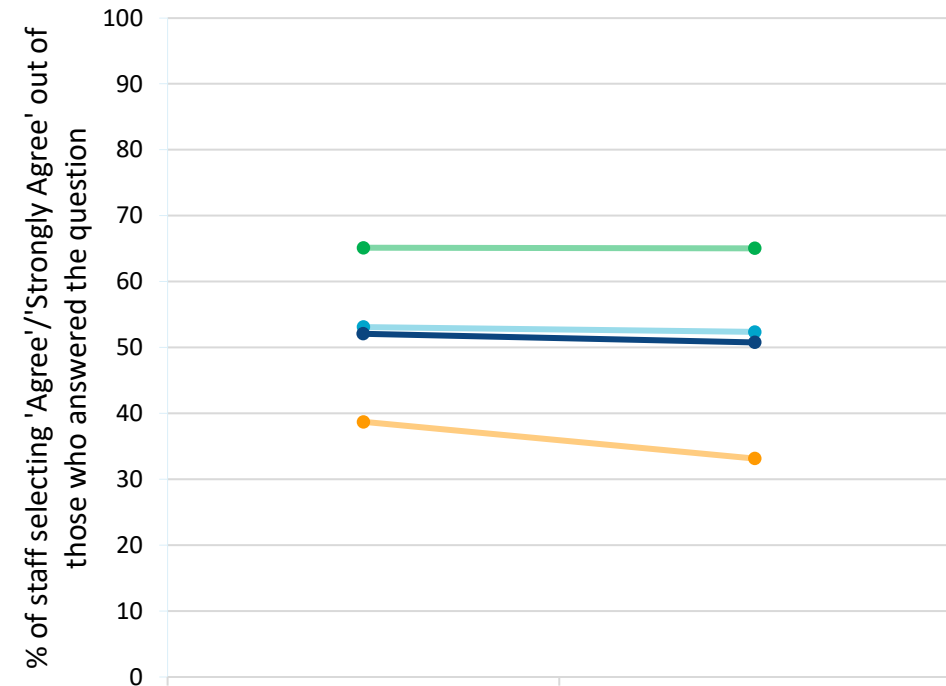
	2021	2022
Your org	61.3%	61.9%
Best	67.8%	67.6%
Average	61.0%	62.0%
Worst	53.5%	55.2%

Responses

1365

1311

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

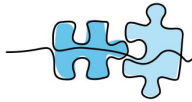


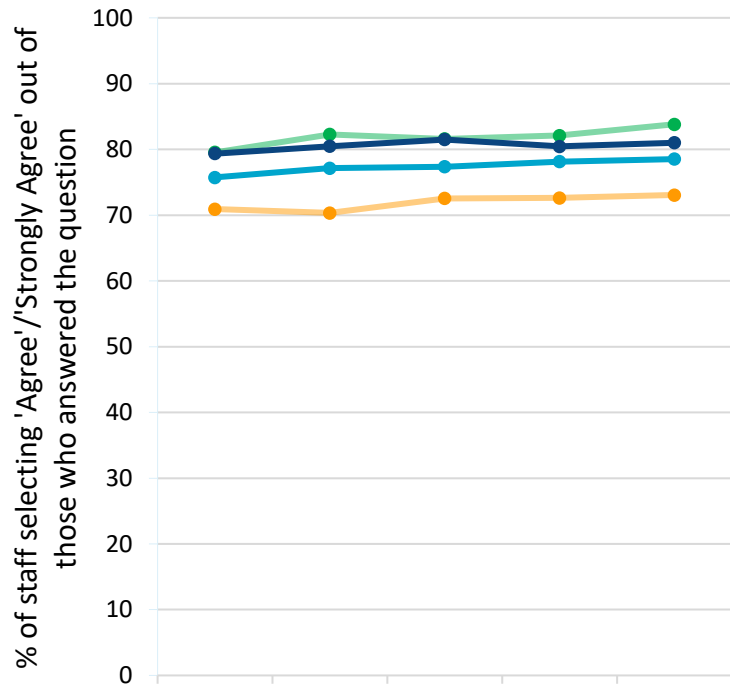
	2021	2022
Your org	52.1%	50.8%
Best	65.1%	65.0%
Average	53.1%	52.4%
Worst	38.7%	33.2%

Responses

1368

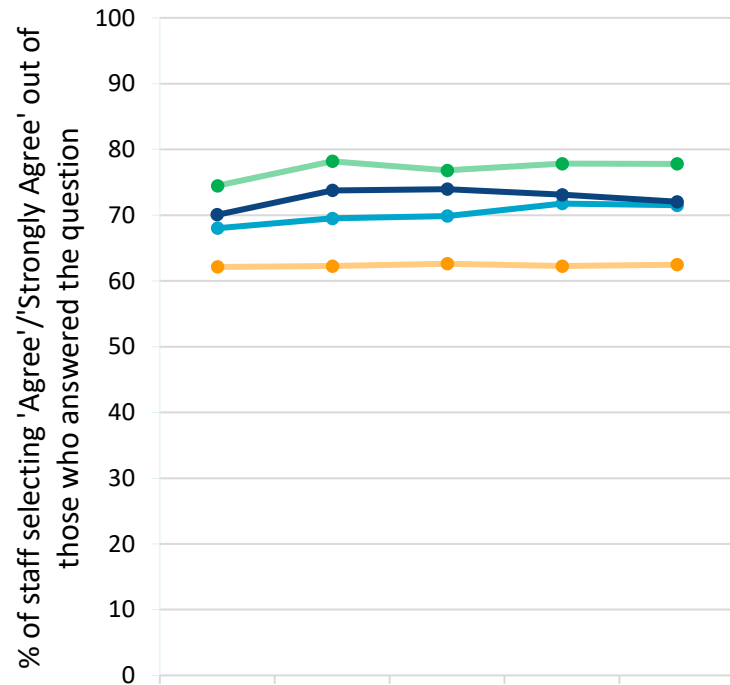
1317

 Q9a My immediate manager encourages me at work.



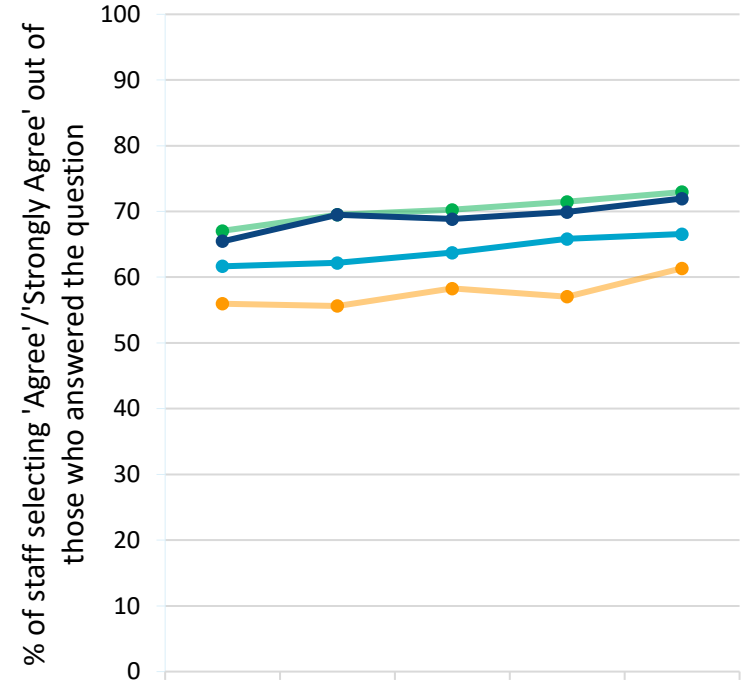
	2018	2019	2020	2021	2022
Your org	79.4%	80.5%	81.5%	80.5%	81.0%
Best	79.6%	82.3%	81.6%	82.1%	83.8%
Average	75.7%	77.1%	77.4%	78.1%	78.5%
Worst	70.9%	70.3%	72.5%	72.6%	73.1%
Responses	1403	1400	1303	1380	1317

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

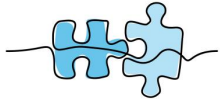


	2018	2019	2020	2021	2022
Your org	70.1%	73.8%	74.0%	73.1%	72.1%
Best	74.5%	78.2%	76.8%	77.8%	77.8%
Average	68.0%	69.5%	69.9%	71.8%	71.5%
Worst	62.1%	62.3%	62.6%	62.3%	62.5%
Responses	1401	1398	1300	1380	1318

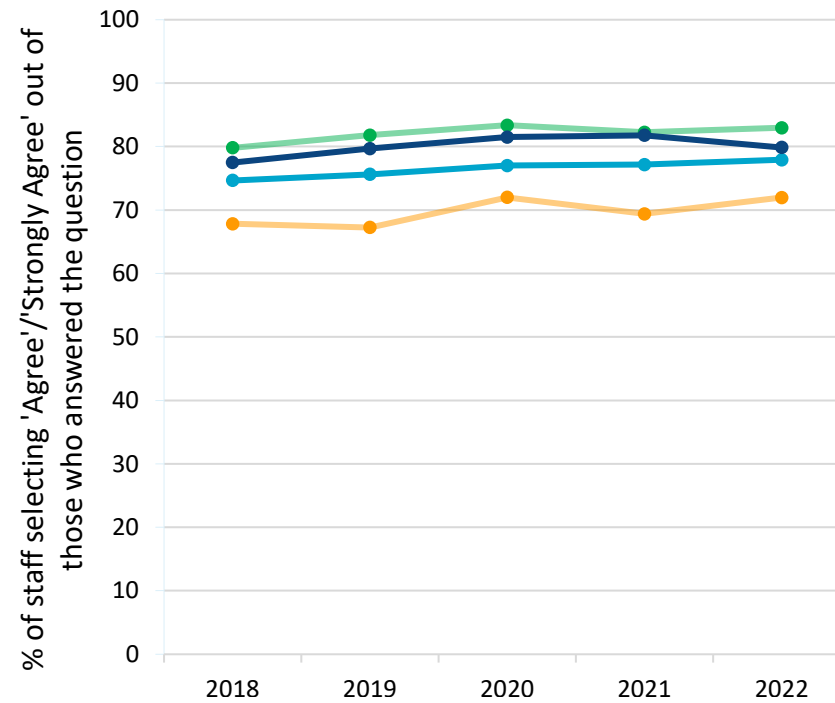
Q9c My immediate manager asks for my opinion before making decisions that affect my work.



	2018	2019	2020	2021	2022
Your org	65.5%	69.5%	68.8%	69.9%	72.0%
Best	67.0%	69.5%	70.3%	71.5%	72.9%
Average	61.7%	62.2%	63.7%	65.8%	66.6%
Worst	56.0%	55.6%	58.3%	57.0%	61.3%
Responses	1399	1397	1299	1377	1317



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



	2018	2019	2020	2021	2022
Your org	77.5%	79.7%	81.5%	81.8%	79.9%
Best	79.8%	81.8%	83.4%	82.3%	83.0%
Average	74.7%	75.6%	77.0%	77.2%	77.9%
Worst	67.8%	67.2%	72.0%	69.4%	72.0%

Responses 1400 1402 1301 1381 1318
Leeds and York Partnership NHS Foundation Trust Benchmark report

Theme – Staff engagement

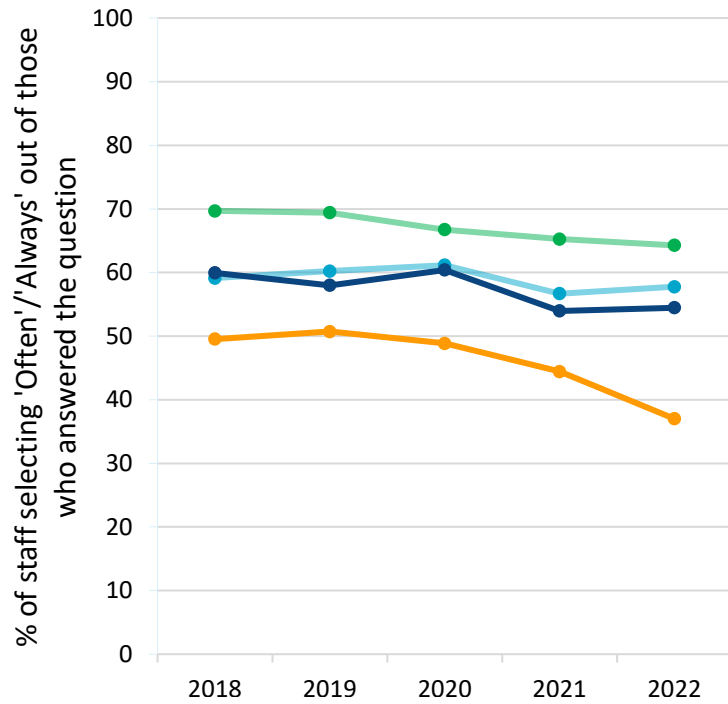
Questions included:

Motivation – Q2a, Q2b, Q2c

Involvement – Q3c, Q3d, Q3f

Advocacy – Q23a, Q23c, Q23d

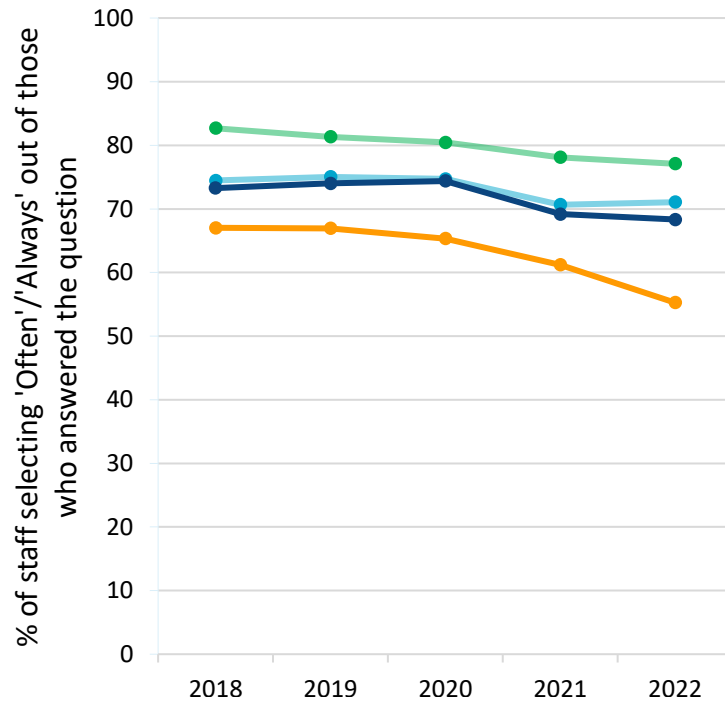
Q2a I look forward to going to work.



	2018	2019	2020	2021	2022
Your org	59.9%	58.0%	60.4%	54.0%	54.5%
Best	69.7%	69.4%	66.7%	65.3%	64.3%
Average	59.1%	60.2%	61.1%	56.7%	57.8%
Worst	49.5%	50.7%	48.9%	44.4%	37.0%

Responses 1405 1403 1302 1376 1312

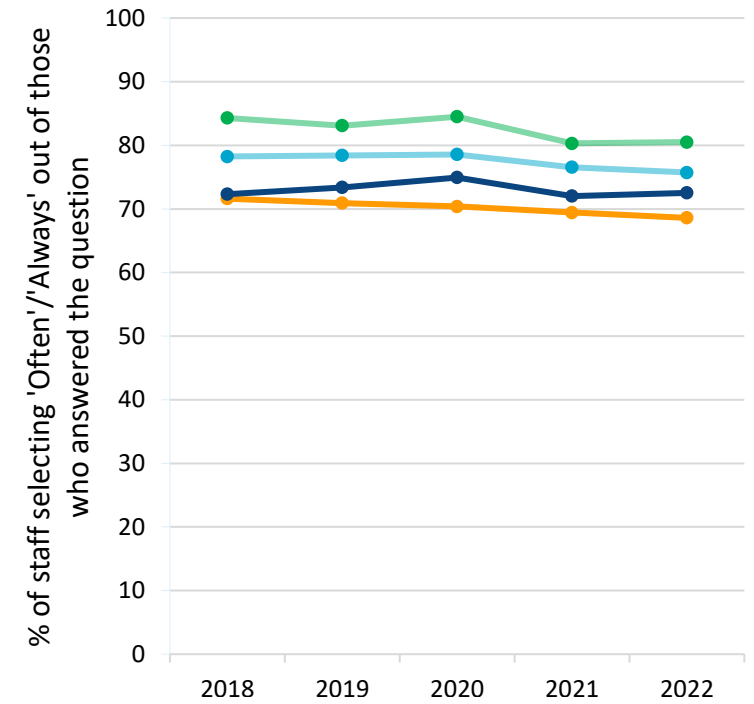
Q2b I am enthusiastic about my job.



	2018	2019	2020	2021	2022
Your org	73.3%	74.0%	74.4%	69.2%	68.3%
Best	82.7%	81.3%	80.5%	78.1%	77.1%
Average	74.5%	75.0%	74.7%	70.7%	71.1%
Worst	67.0%	66.9%	65.3%	61.2%	55.3%

Responses 1399 1390 1288 1367 1305

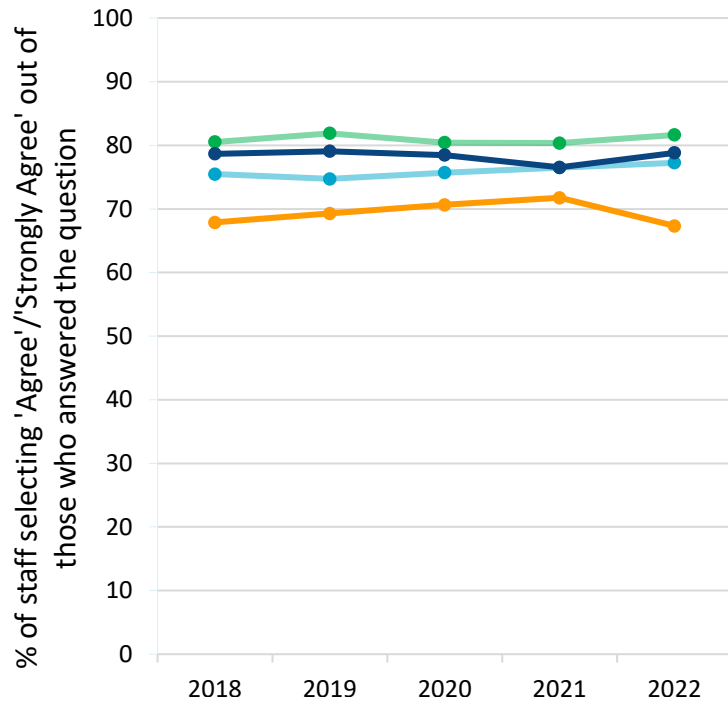
Q2c Time passes quickly when I am working.



	2018	2019	2020	2021	2022
Your org	72.3%	73.4%	75.0%	72.0%	72.5%
Best	84.3%	83.1%	84.5%	80.3%	80.5%
Average	78.2%	78.4%	78.6%	76.6%	75.7%
Worst	71.6%	70.9%	70.4%	69.4%	68.6%

Responses 1388 1388 1286 1368 1307

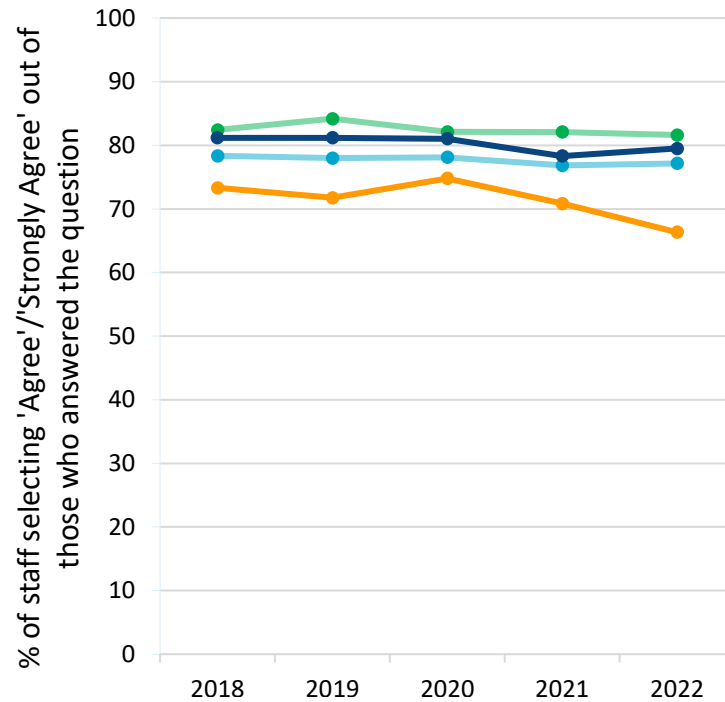
Q3c There are frequent opportunities for me to show initiative in my role.



	2018	2019	2020	2021	2022
Your org	78.7%	79.1%	78.5%	76.5%	78.8%
Best	80.5%	81.9%	80.4%	80.4%	81.6%
Average	75.5%	74.7%	75.7%	76.5%	77.3%
Worst	67.9%	69.3%	70.6%	71.7%	67.3%

Responses 1415 1402 1305 1377 1314

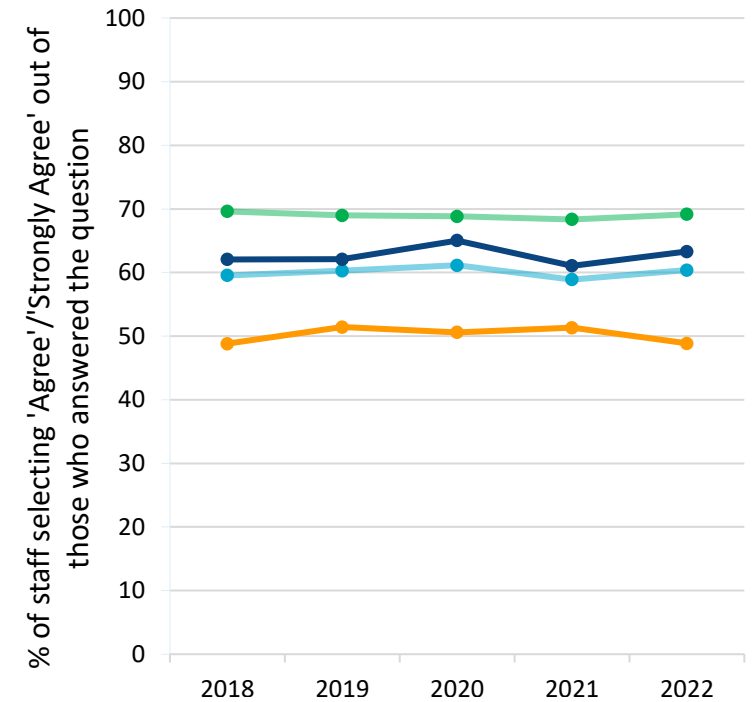
Q3d I am able to make suggestions to improve the work of my team / department.



	2018	2019	2020	2021	2022
Your org	81.2%	81.2%	81.0%	78.3%	79.5%
Best	82.4%	84.2%	82.1%	82.1%	81.6%
Average	78.3%	78.0%	78.1%	76.8%	77.1%
Worst	73.3%	71.7%	74.8%	70.9%	66.3%

Responses 1408 1396 1304 1368 1315

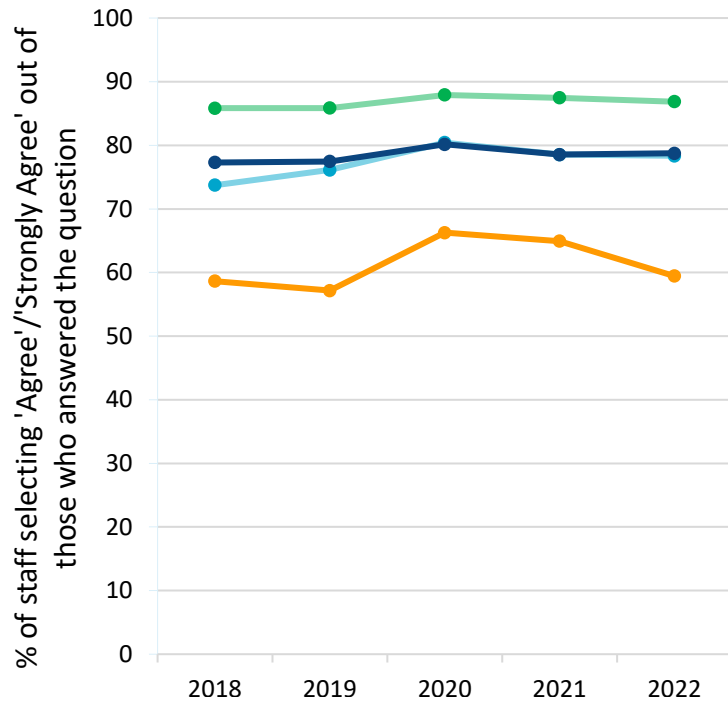
Q3f I am able to make improvements happen in my area of work.



	2018	2019	2020	2021	2022
Your org	62.1%	62.1%	65.0%	61.1%	63.3%
Best	69.6%	69.0%	68.8%	68.4%	69.1%
Average	59.5%	60.3%	61.1%	58.9%	60.4%
Worst	48.8%	51.4%	50.6%	51.3%	48.9%

Responses 1407 1397 1301 1374 1311

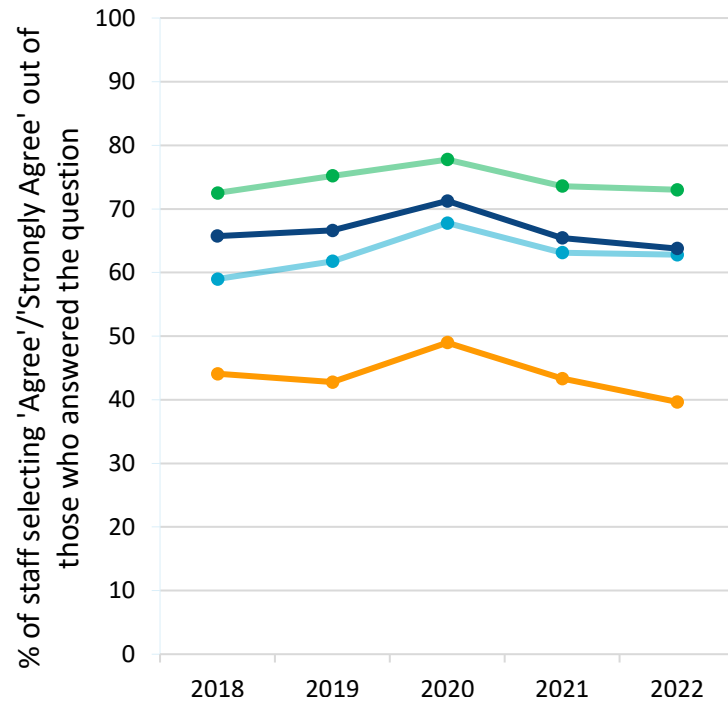
Q23a Care of patients / service users is my organisation's top priority.



	2018	2019	2020	2021	2022
Your org	77.3%	77.5%	80.2%	78.5%	78.7%
Best	85.8%	85.9%	87.9%	87.5%	86.9%
Average	73.7%	76.1%	80.4%	78.5%	78.3%
Worst	58.6%	57.2%	66.3%	64.9%	59.5%

Responses 1385 1389 1305 1373 1309

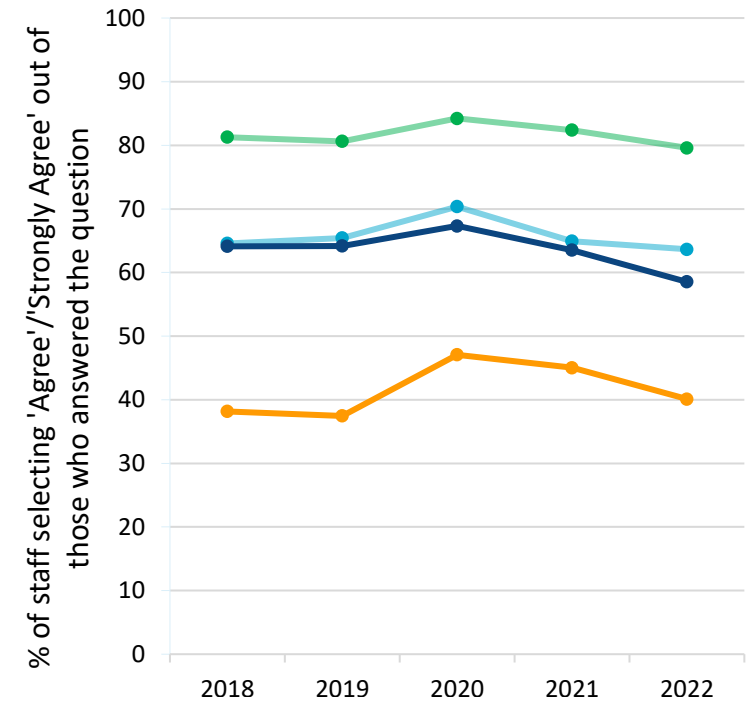
Q23c I would recommend my organisation as a place to work.



	2018	2019	2020	2021	2022
Your org	65.7%	66.6%	71.2%	65.4%	63.8%
Best	72.5%	75.2%	77.8%	73.6%	73.0%
Average	59.0%	61.8%	67.8%	63.1%	62.8%
Worst	44.1%	42.8%	49.0%	43.3%	39.6%

Responses 1381 1391 1302 1376 1309

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



	2018	2019	2020	2021	2022
Your org	64.1%	64.2%	67.3%	63.5%	58.6%
Best	81.3%	80.6%	84.2%	82.4%	79.6%
Average	64.6%	65.4%	70.4%	64.9%	63.6%
Worst	38.2%	37.5%	47.1%	45.0%	40.1%

Responses 1378 1379 1304 1369 1306

Theme - Morale

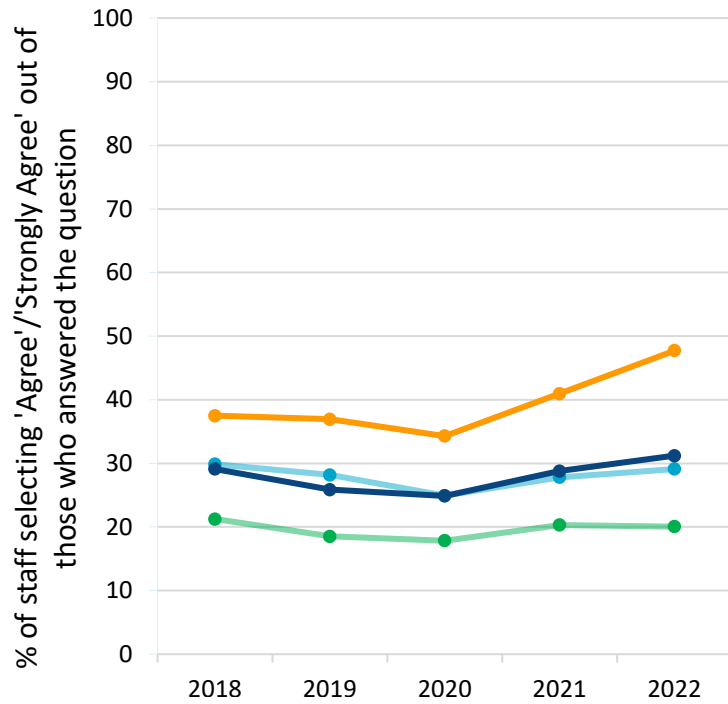
Questions included:

Thinking about leaving – Q24a, Q24b, Q24c

Work pressure – Q3g, Q3h, Q3i

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

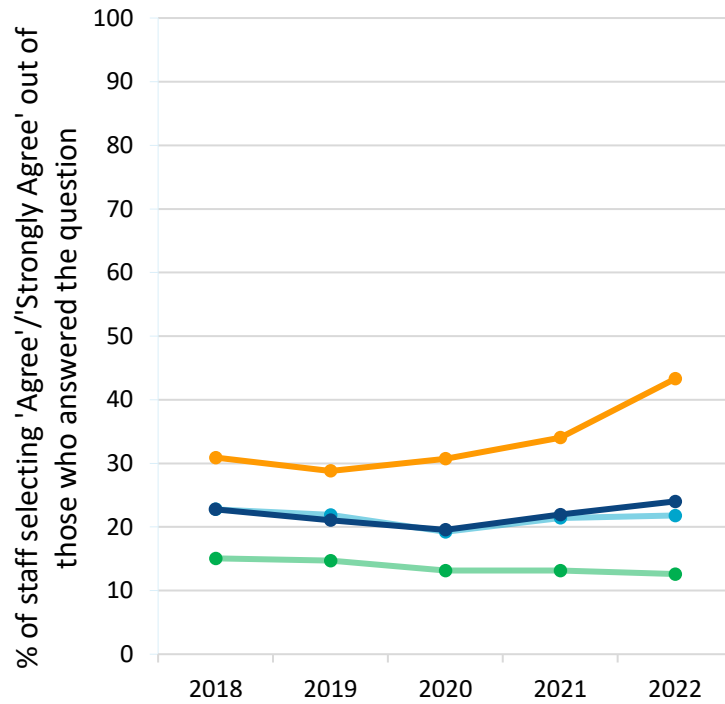
Q24a I often think about leaving this organisation.



	2018	2019	2020	2021	2022
Your org	29.1%	25.9%	24.9%	28.8%	31.2%
Best	21.2%	18.5%	17.9%	20.3%	20.1%
Average	29.9%	28.2%	24.9%	27.8%	29.1%
Worst	37.5%	36.9%	34.3%	41.0%	47.7%

Responses 1389 1393 1305 1376 1312

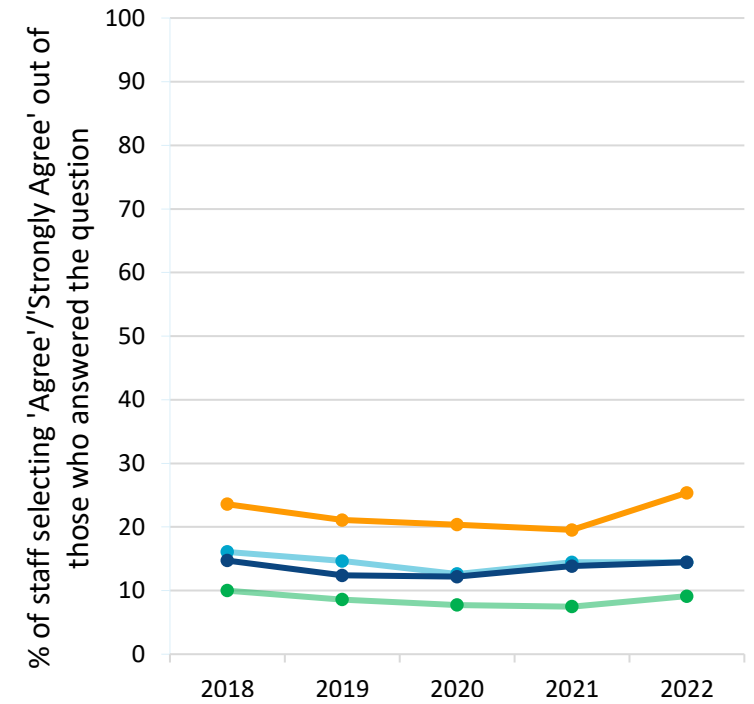
Q24b I will probably look for a job at a new organisation in the next 12 months.



	2018	2019	2020	2021	2022
Your org	22.8%	21.1%	19.6%	21.9%	24.0%
Best	15.0%	14.7%	13.1%	13.1%	12.6%
Average	22.8%	21.9%	19.2%	21.4%	21.8%
Worst	30.9%	28.8%	30.7%	34.0%	43.3%

Responses 1385 1391 1301 1375 1309

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

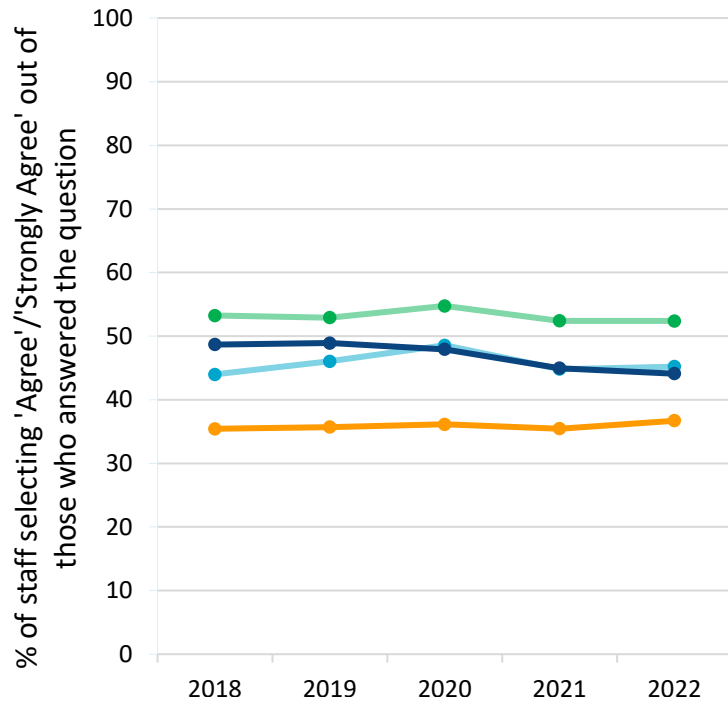


	2018	2019	2020	2021	2022
Your org	14.7%	12.4%	12.2%	13.8%	14.4%
Best	10.0%	8.6%	7.7%	7.5%	9.1%
Average	16.1%	14.7%	12.6%	14.5%	14.4%
Worst	23.6%	21.1%	20.4%	19.5%	25.4%

Responses 1382 1384 1297 1372 1307



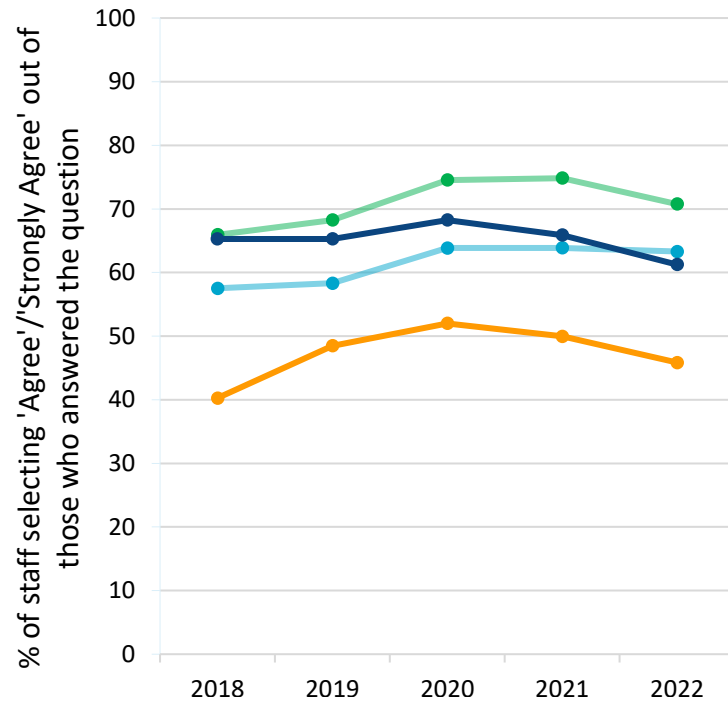
Q3g I am able to meet all the conflicting demands on my time at work.



	2018	2019	2020	2021	2022
Your org	48.7%	48.9%	47.9%	44.9%	44.1%
Best	53.2%	52.9%	54.8%	52.4%	52.4%
Average	44.0%	46.0%	48.6%	44.8%	45.2%
Worst	35.4%	35.7%	36.1%	35.4%	36.7%

Responses 1414 1399 1303 1375 1310

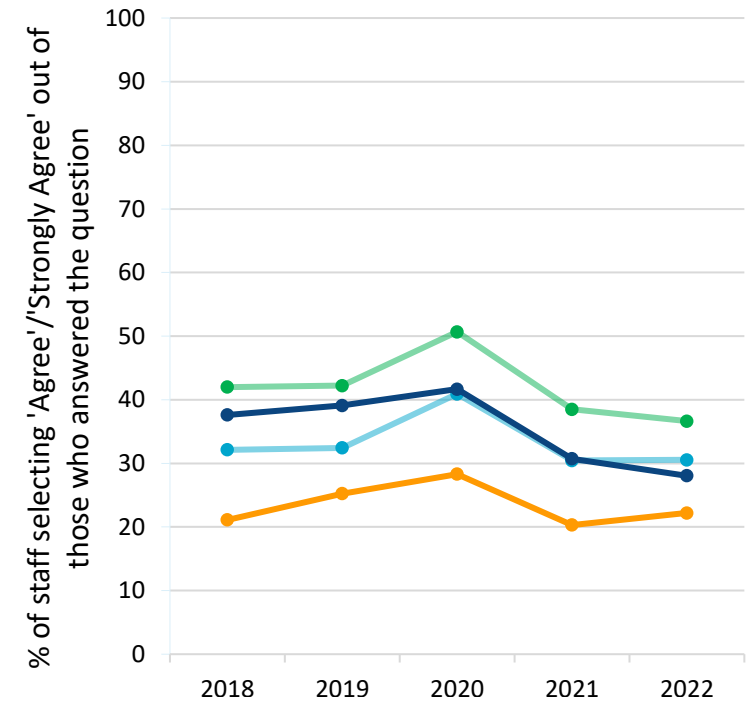
Q3h I have adequate materials, supplies and equipment to do my work.



	2018	2019	2020	2021	2022
Your org	65.3%	65.3%	68.3%	65.9%	61.3%
Best	65.9%	68.3%	74.5%	74.8%	70.8%
Average	57.5%	58.3%	63.8%	63.9%	63.3%
Worst	40.2%	48.5%	52.0%	50.0%	45.8%

Responses 1407 1396 1302 1372 1310

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

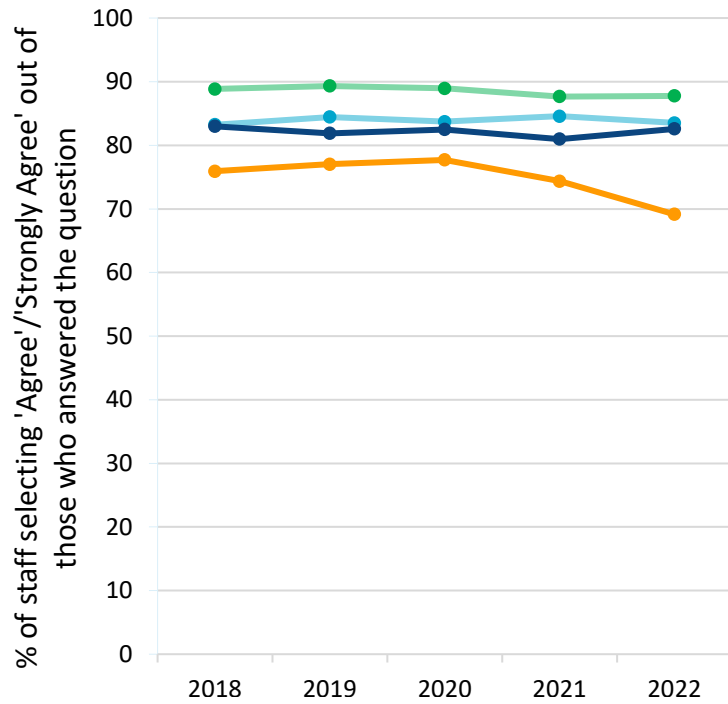


	2018	2019	2020	2021	2022
Your org	37.6%	39.1%	41.7%	30.7%	28.0%
Best	42.0%	42.2%	50.7%	38.5%	36.6%
Average	32.1%	32.4%	40.9%	30.4%	30.5%
Worst	21.1%	25.2%	28.3%	20.3%	22.2%

Responses 1408 1396 1300 1380 1312



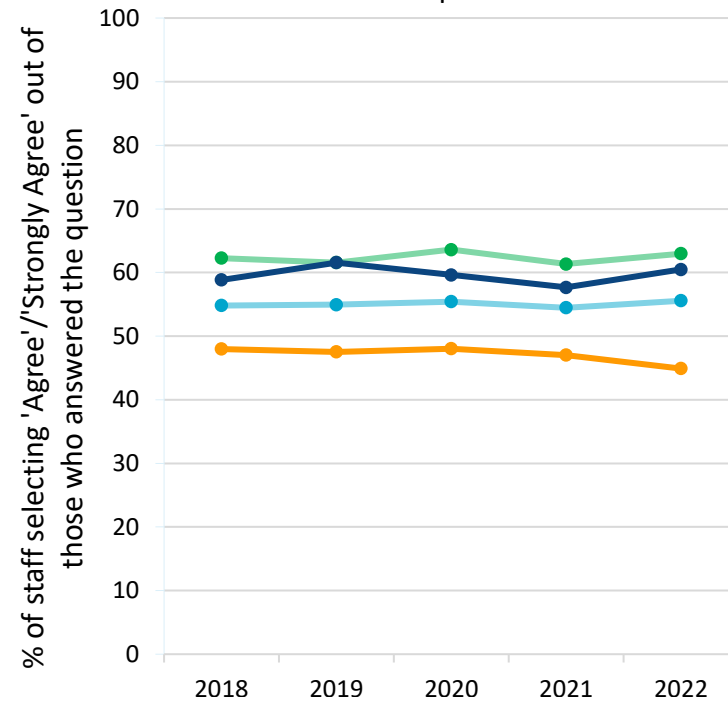
Q3a I always know what my work responsibilities are.



	2018	2019	2020	2021	2022
Best	88.8%	89.3%	88.9%	87.7%	87.8%
Average	83.3%	84.4%	83.7%	84.6%	83.5%
Your org	83.0%	81.9%	82.5%	81.0%	82.6%
Worst	75.9%	77.0%	77.7%	74.4%	69.2%

Responses 1404 1395 1303 1382 1318

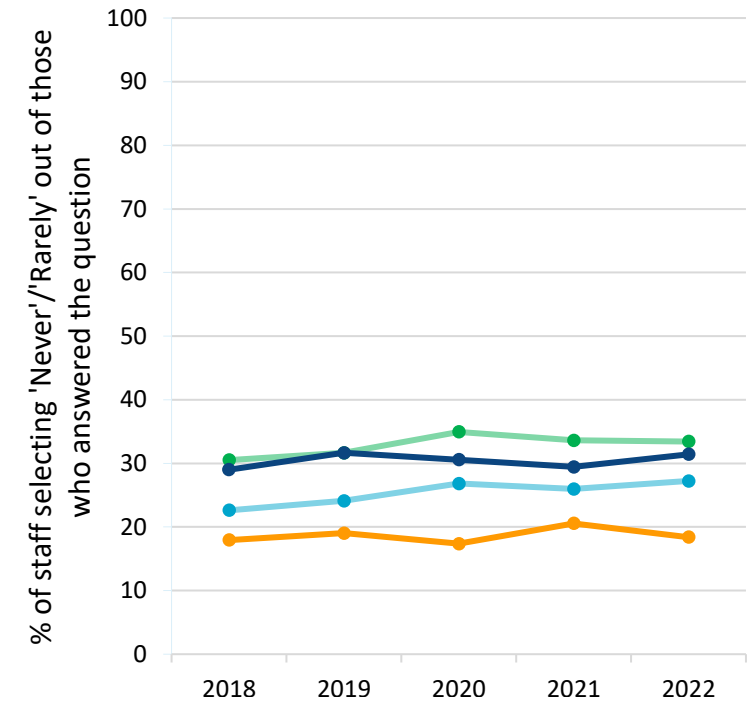
Q3e I am involved in deciding on changes introduced that affect my work area / team / department.



	2018	2019	2020	2021	2022
Best	62.3%	61.6%	63.6%	61.3%	63.0%
Average	54.8%	55.0%	55.4%	54.5%	55.6%
Your org	58.8%	61.6%	59.6%	57.7%	60.5%
Worst	48.0%	47.5%	48.0%	47.0%	44.9%

Responses 1411 1400 1299 1380 1315

Q5a I have unrealistic time pressures.

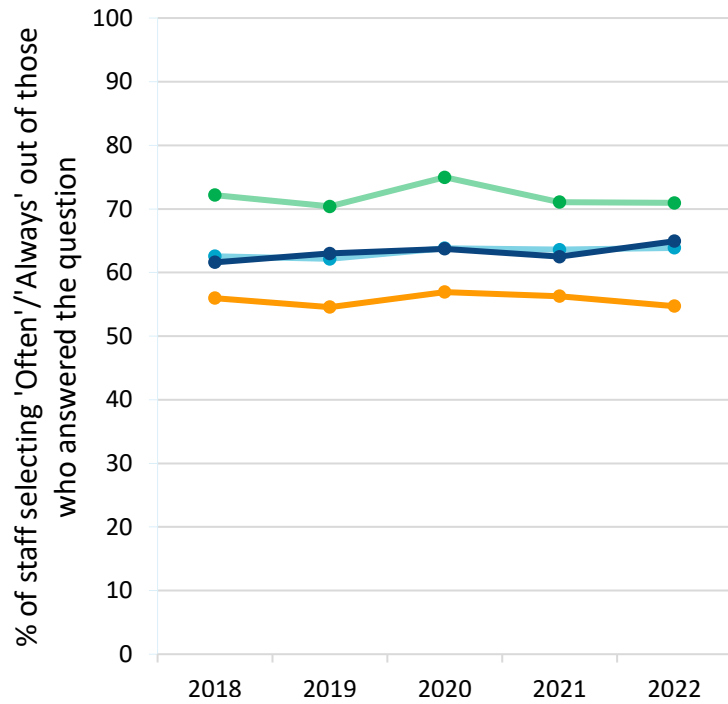


	2018	2019	2020	2021	2022
Best	30.5%	31.6%	34.9%	33.6%	33.4%
Average	22.6%	24.1%	26.8%	26.0%	27.2%
Your org	29.0%	31.6%	30.6%	29.4%	31.4%
Worst	17.9%	19.0%	17.4%	20.6%	18.4%

Responses 1400 1389 1295 1377 1312

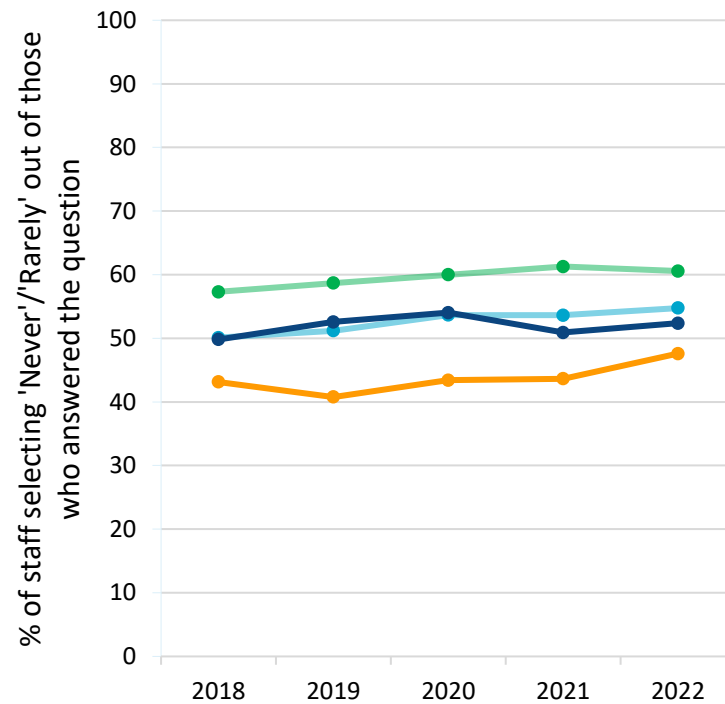


Q5b I have a choice in deciding how to do my work.



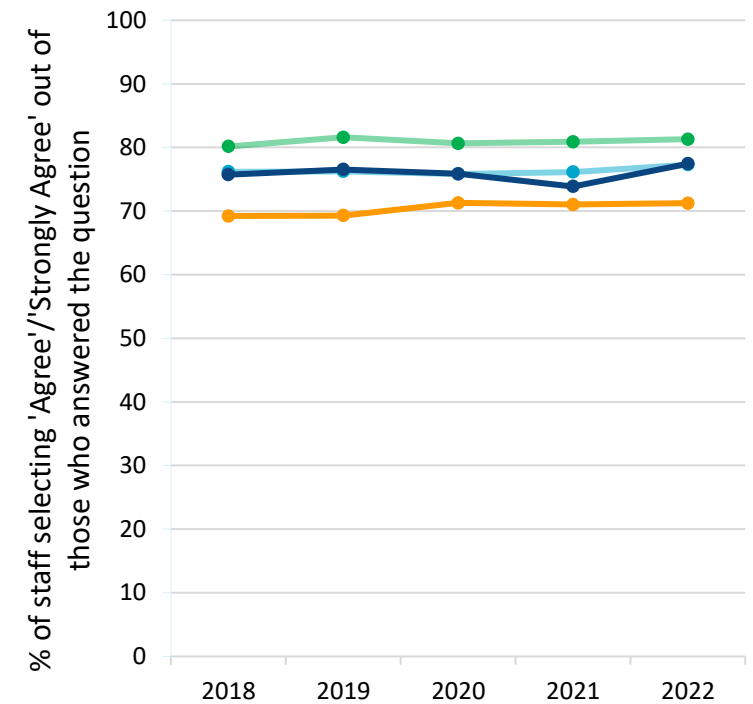
	2018	2019	2020	2021	2022
Your org	61.6%	63.0%	63.7%	62.5%	64.9%
Best	72.2%	70.4%	75.0%	71.1%	70.9%
Average	62.6%	62.1%	63.8%	63.6%	63.9%
Worst	56.0%	54.6%	56.9%	56.3%	54.7%
Responses	1389	1390	1293	1378	1312

Q5c Relationships at work are strained.



	2018	2019	2020	2021	2022
Your org	49.8%	52.6%	54.0%	50.9%	52.4%
Best	57.3%	58.7%	60.0%	61.3%	60.6%
Average	50.1%	51.2%	53.6%	53.6%	54.8%
Worst	43.1%	40.8%	43.4%	43.6%	47.6%
Responses	1395	1385	1294	1372	1311

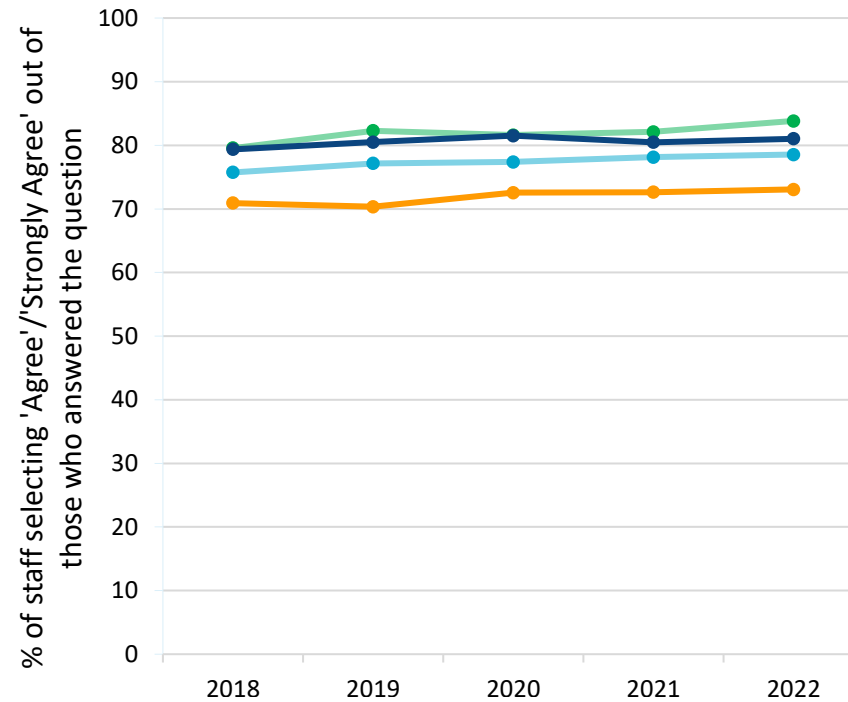
Q7c I receive the respect I deserve from my colleagues at work.



	2018	2019	2020	2021	2022
Your org	75.7%	76.5%	75.9%	73.9%	77.4%
Best	80.2%	81.6%	80.6%	80.9%	81.3%
Average	76.2%	76.2%	75.8%	76.1%	77.3%
Worst	69.2%	69.3%	71.3%	71.0%	71.2%
Responses	1412	1401	1299	1367	1315



Q9a My immediate manager encourages me at work.



	2018	2019	2020	2021	2022
Your org	79.4%	80.5%	81.5%	80.5%	81.0%
Best	79.6%	82.3%	81.6%	82.1%	83.8%
Average	75.7%	77.1%	77.4%	78.1%	78.5%
Worst	70.9%	70.3%	72.5%	72.6%	73.1%
Responses	1403	1400	1303	1380	1317

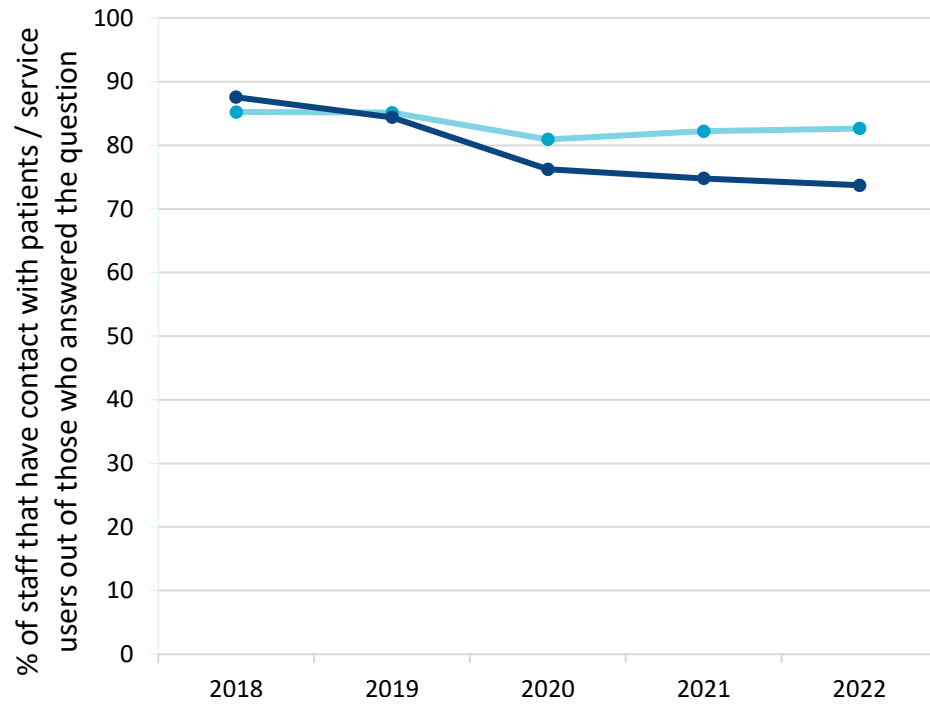
Question not linked to People Promise elements or themes

Questions included:

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

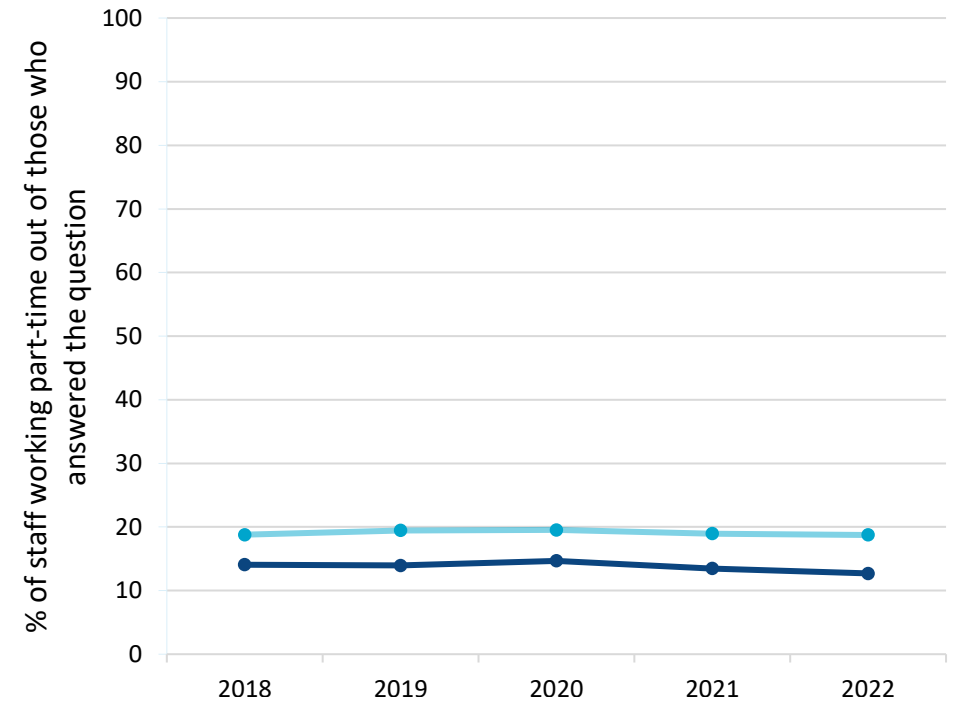


Q1 Do you have face-to-face, video or telephone contact with patients / service users as part of your job?



	2018	2019	2020	2021	2022
Your org	87.6%	84.4%	76.2%	74.8%	73.7%
Average	85.2%	85.1%	80.9%	82.2%	82.6%
Responses	1409	1392	1304	1376	1312

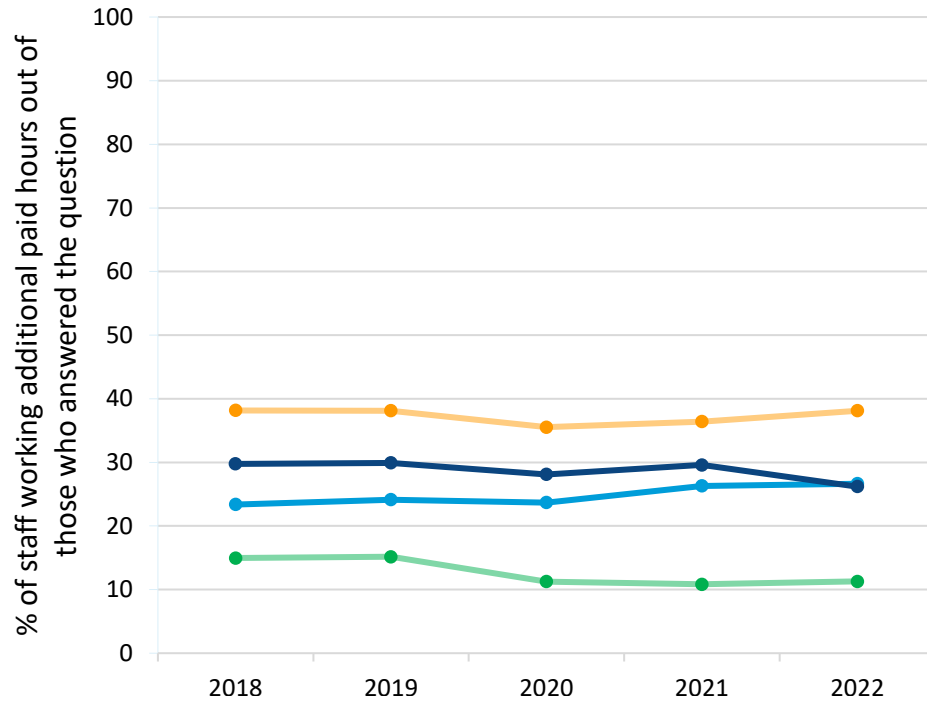
Q10a How many hours a week are you contracted to work?



	2018	2019	2020	2021	2022
Your org	14.1%	13.9%	14.7%	13.5%	12.7%
Average	18.8%	19.5%	19.5%	19.0%	18.7%
Responses	1330	1313	1240	1284	1229



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

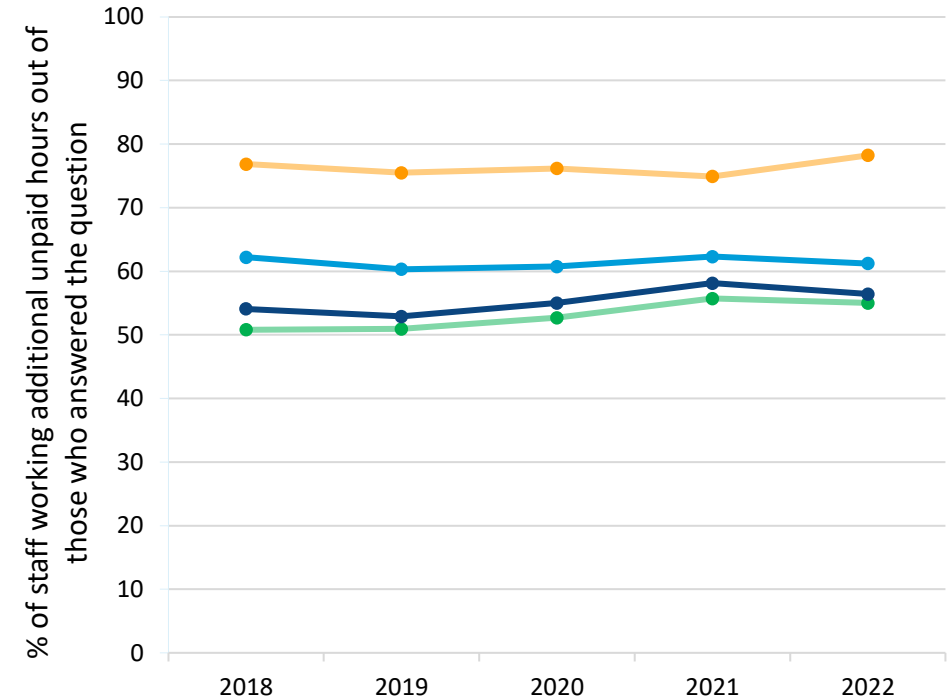


2018 2019 2020 2021 2022

Your org	29.8%	29.9%	28.1%	29.6%	26.2%
Lowest	15.0%	15.2%	11.2%	10.8%	11.3%
Average	23.4%	24.1%	23.7%	26.3%	26.7%
Highest	38.2%	38.1%	35.5%	36.4%	38.1%

Responses 1350 1336 1249 1330 1271

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



2018 2019 2020 2021 2022

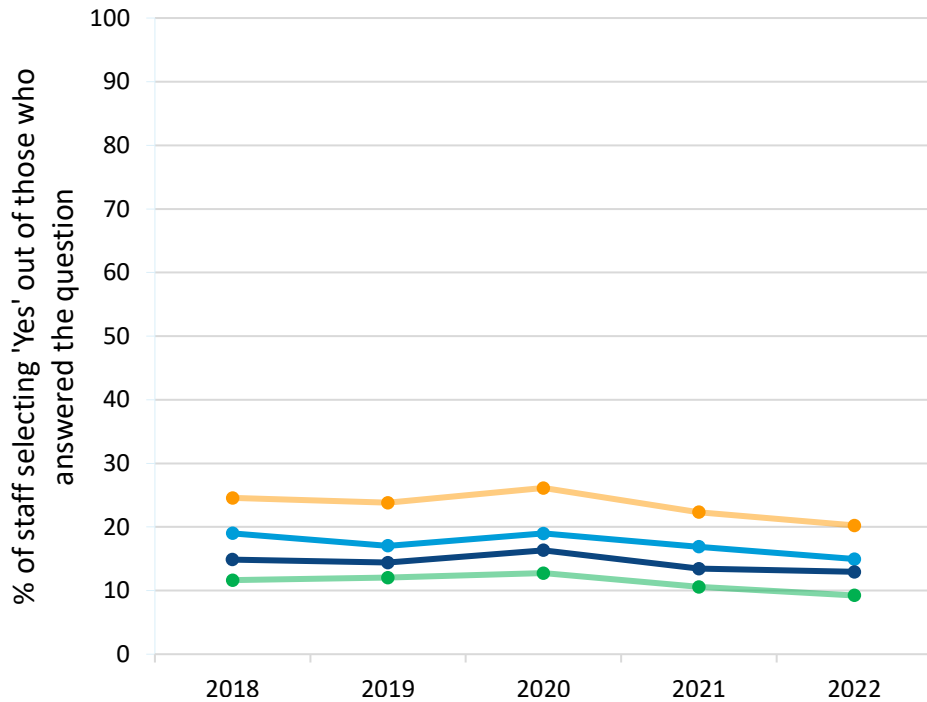
Your org	54.1%	52.9%	55.0%	58.1%	56.4%
Lowest	50.8%	50.9%	52.7%	55.7%	55.0%
Average	62.2%	60.3%	60.8%	62.3%	61.2%
Highest	76.8%	75.5%	76.2%	74.9%	78.2%

Responses 1358 1344 1264 1333 1284



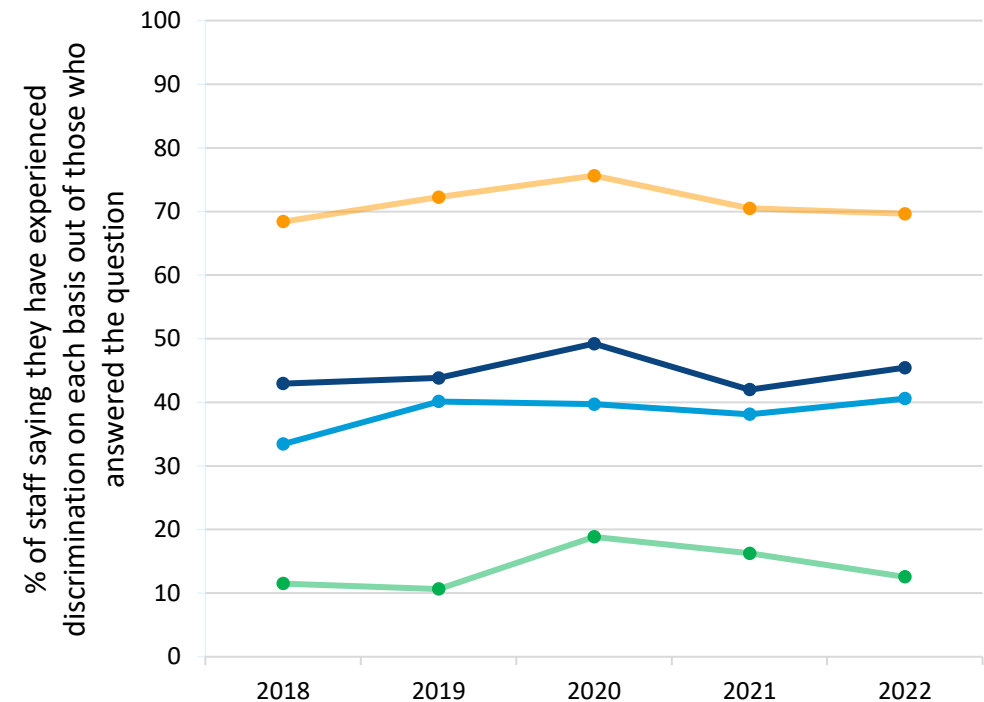
*Q11e is only answered by staff who responded 'Yes' to Q11d.

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



	2018	2019	2020	2021	2022
Your org	14.9%	14.4%	16.3%	13.4%	12.9%
Best	11.6%	12.0%	12.7%	10.6%	9.2%
Average	19.0%	17.0%	19.0%	16.9%	14.9%
Worst	24.6%	23.8%	26.1%	22.3%	20.2%
Responses	702	703	546	672	679

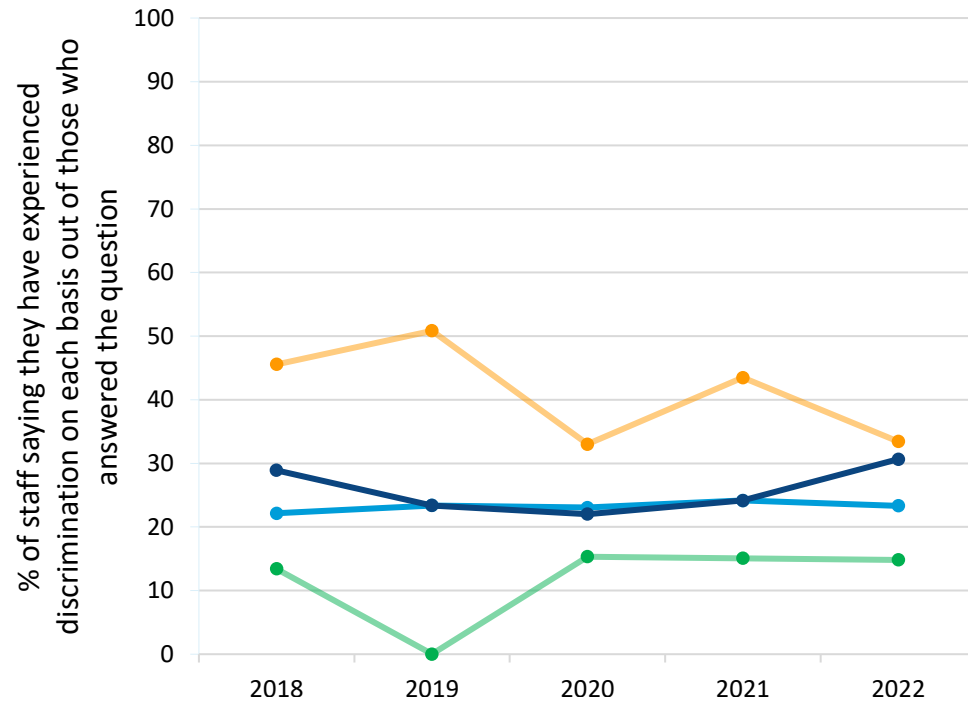
Q16c.1 On what grounds have you experienced discrimination?
- Ethnic background.



	2018	2019	2020	2021	2022
Your org	68.4%	72.2%	75.6%	70.5%	69.6%
Best	11.5%	10.6%	18.8%	16.3%	12.6%
Average	33.4%	40.1%	39.7%	38.1%	40.6%
Worst	43.0%	43.8%	49.2%	42.0%	45.4%
Responses	169	170	164	184	166

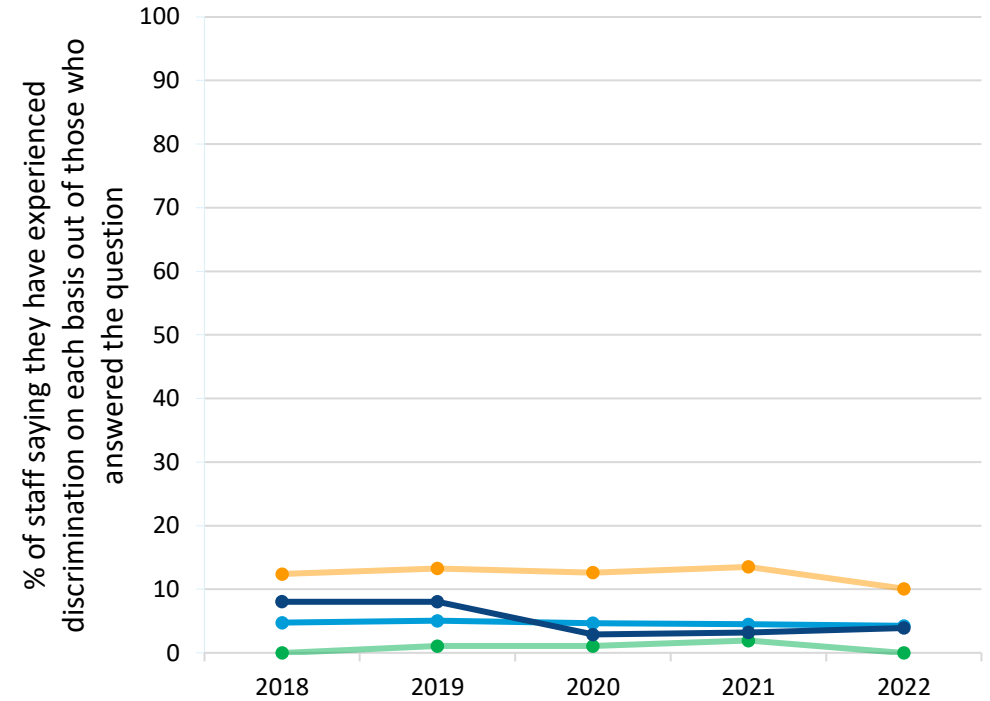


Q16c.2 On what grounds have you experienced discrimination?
– Gender.



	2018	2019	2020	2021	2022
Your org	28.9%	23.4%	22.0%	24.2%	30.6%
Best	13.4%	0.0%	15.3%	15.1%	14.8%
Average	22.1%	23.4%	23.1%	24.2%	23.3%
Worst	45.6%	50.8%	33.0%	43.5%	33.4%
Responses	169	170	164	184	166

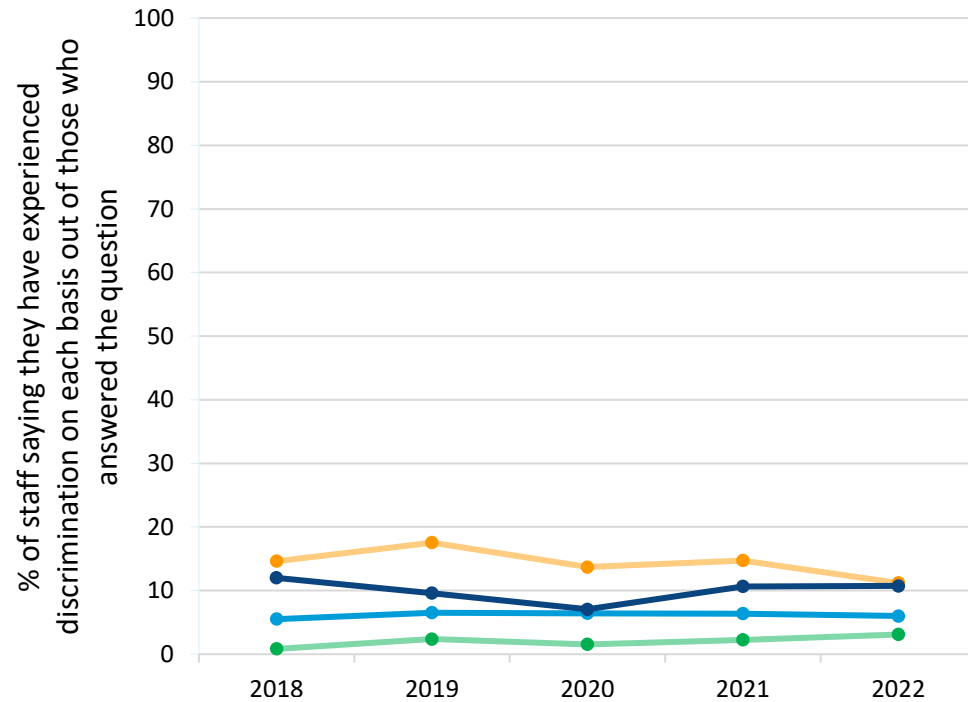
Q16c.3 On what grounds have you experienced discrimination?
– Religion.



	2018	2019	2020	2021	2022
Your org	8.0%	8.1%	2.9%	3.2%	3.9%
Best	0.0%	1.1%	1.1%	1.9%	0.0%
Average	4.7%	5.1%	4.7%	4.5%	4.2%
Worst	12.4%	13.3%	12.6%	13.5%	10.1%
Responses	169	170	164	184	166



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

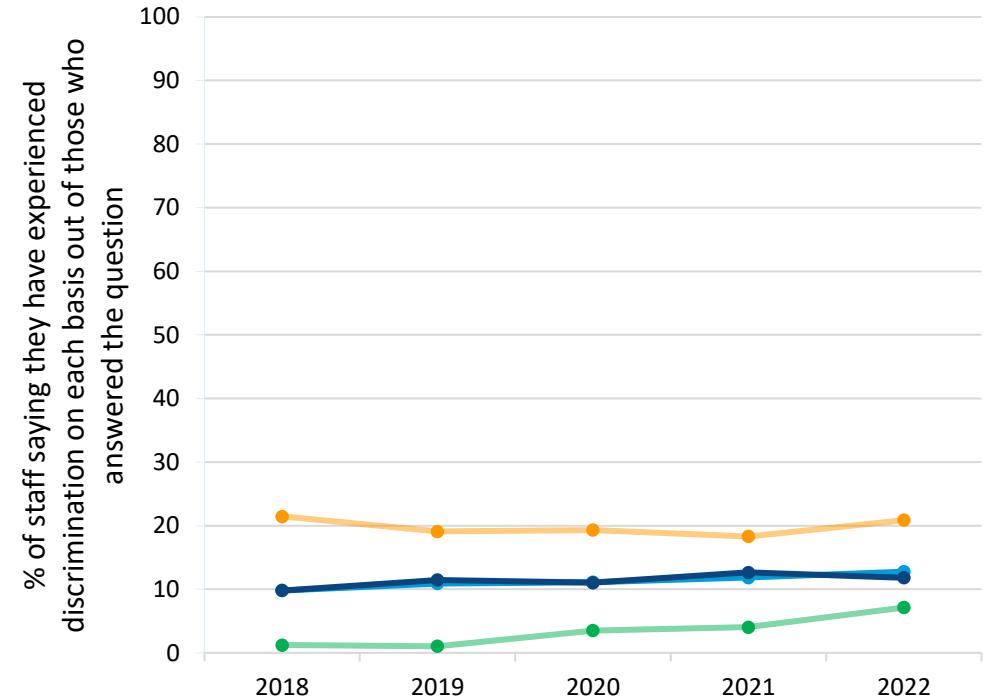


2018 2019 2020 2021 2022

Your org	12.0%	9.6%	7.0%	10.6%	10.7%
Best	0.8%	2.4%	1.5%	2.2%	3.1%
Average	5.5%	6.5%	6.4%	6.4%	6.0%
Worst	14.6%	17.5%	13.7%	14.7%	11.2%

Responses 169 170 164 184 166

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



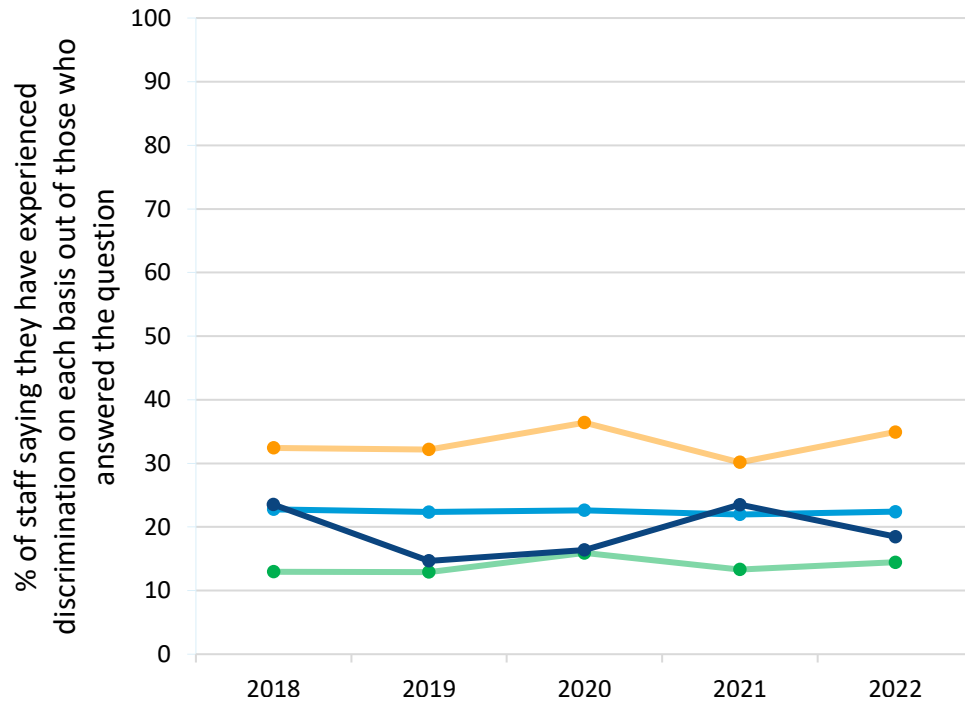
2018 2019 2020 2021 2022

Your org	9.8%	11.5%	11.1%	12.7%	11.8%
Best	1.2%	1.1%	3.5%	4.1%	7.2%
Average	9.8%	10.9%	11.1%	11.8%	12.8%
Worst	21.5%	19.1%	19.3%	18.3%	20.9%

Responses 169 170 164 184 166



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

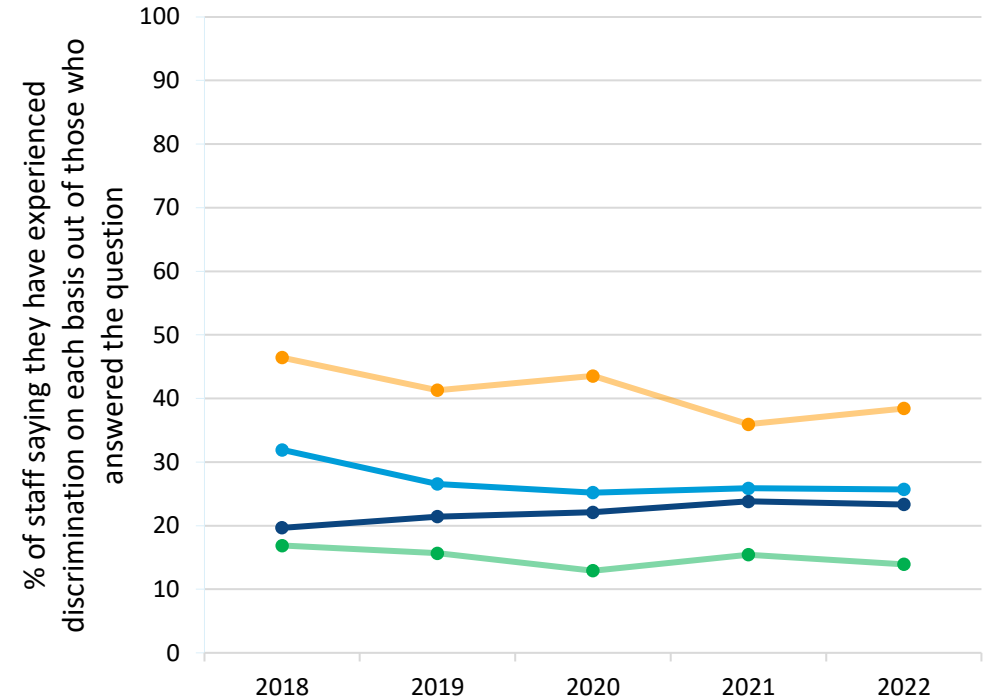


2018 2019 2020 2021 2022

Your org	23.5%	14.7%	16.4%	23.5%	18.5%
Best	13.0%	12.9%	15.9%	13.3%	14.4%
Average	22.8%	22.4%	22.6%	22.0%	22.4%
Worst	32.4%	32.2%	36.4%	30.2%	34.9%

Responses 169 170 164 184 166

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



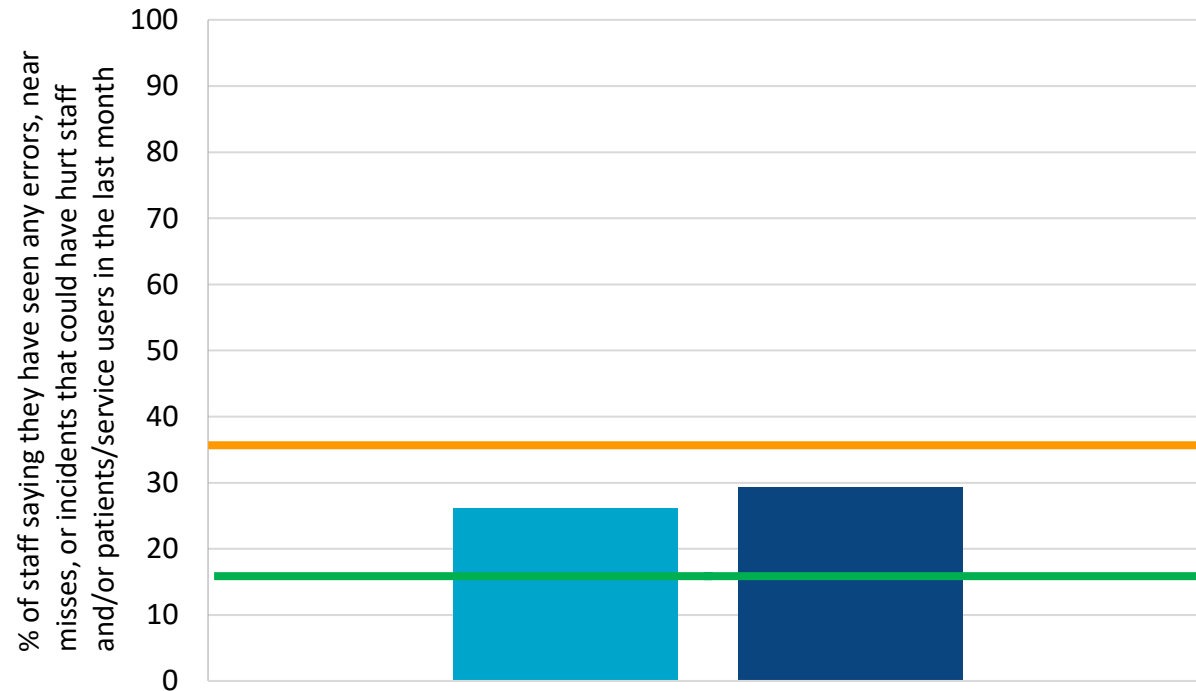
2018 2019 2020 2021 2022

Your org	19.6%	21.4%	22.1%	23.8%	23.3%
Best	16.9%	15.7%	12.9%	15.4%	13.9%
Average	31.9%	26.6%	25.2%	25.9%	25.7%
Worst	46.4%	41.3%	43.5%	36.0%	38.4%

Responses 169 170 164 184 166



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



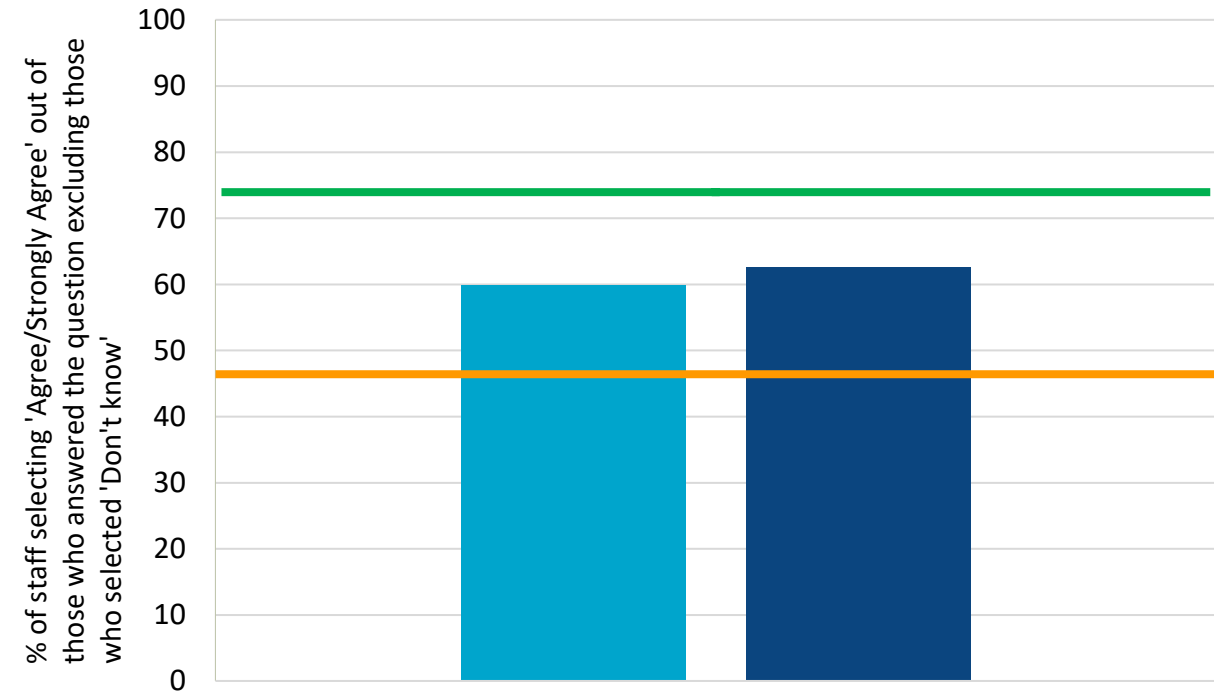
2022

Your org	29.3%
Best	15.9%
Average	26.0%
Worst	35.7%

Responses

1306

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



2022

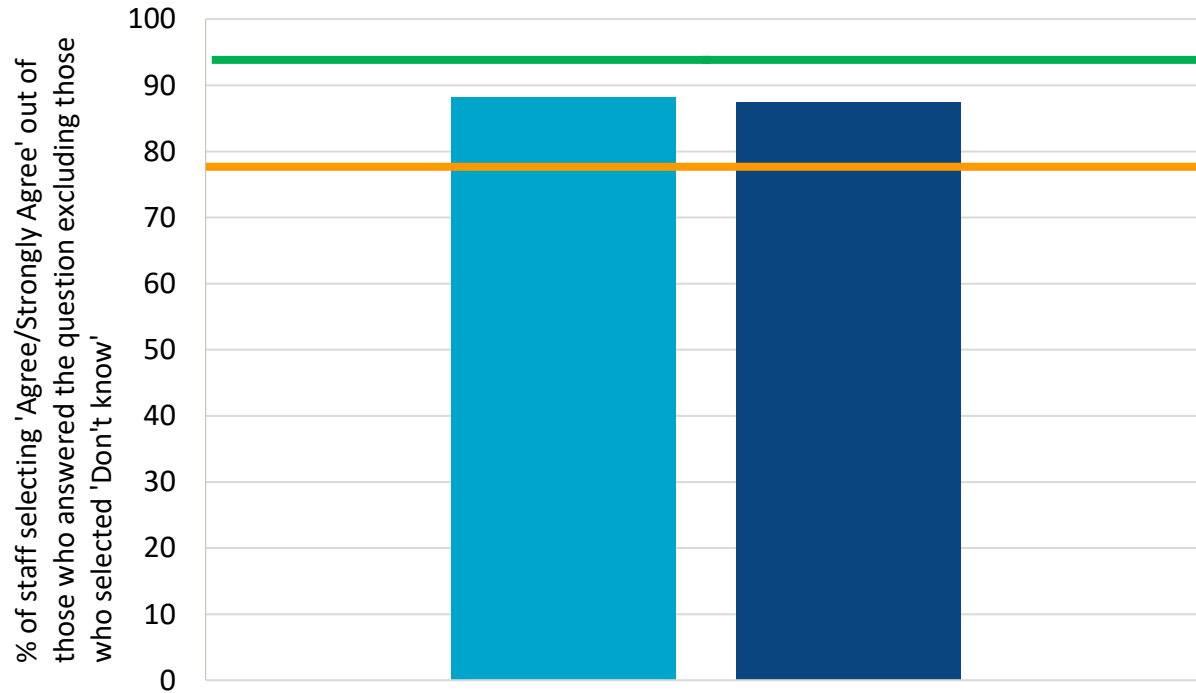
Your org	62.6%
Best	74.0%
Average	59.9%
Worst	46.4%

Responses

982



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



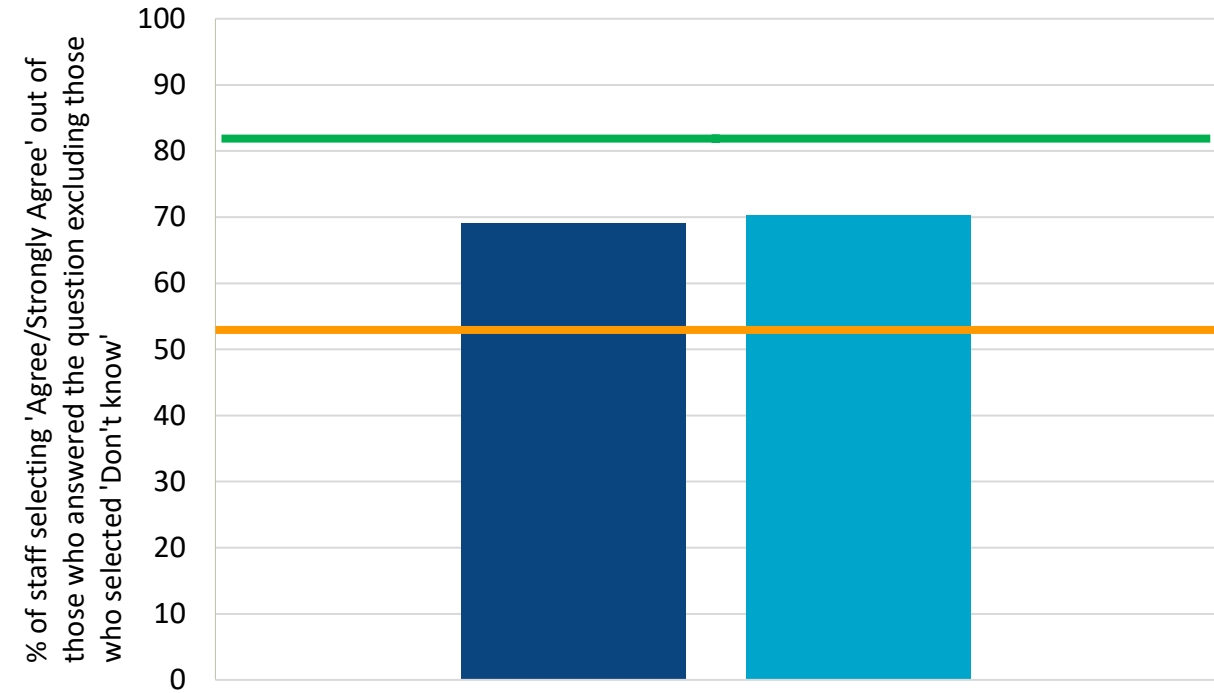
2022

Your org	87.4%
Best	93.8%
Average	88.3%
Worst	77.7%

Responses

1233

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



2022

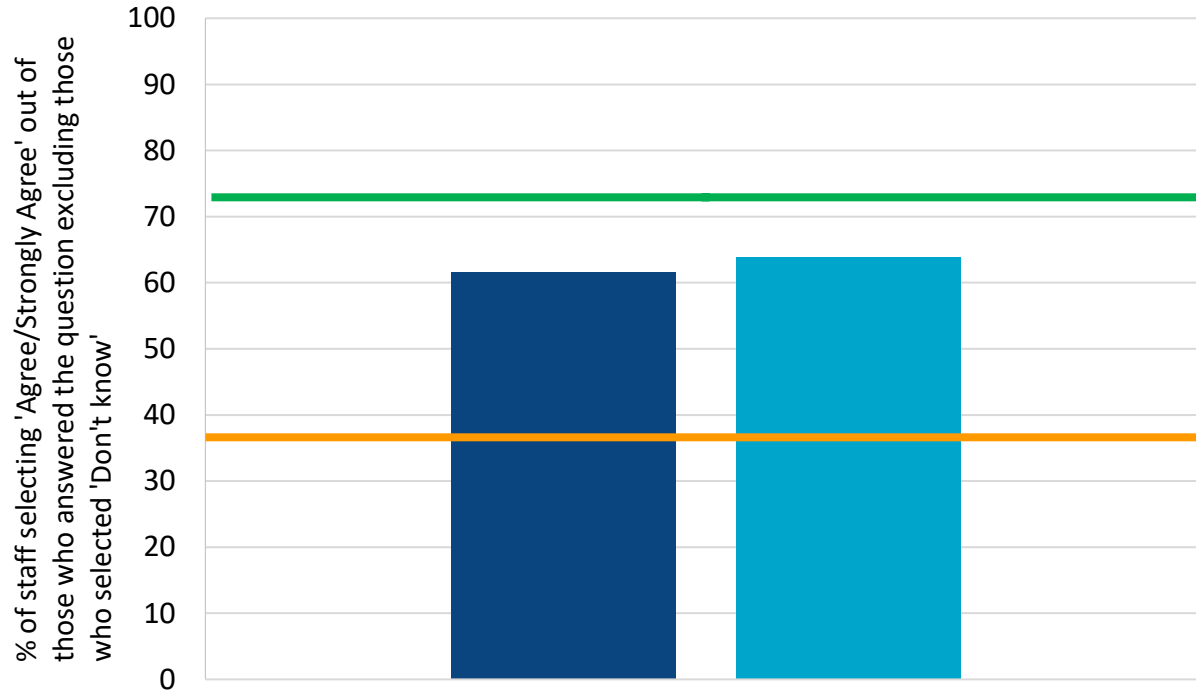
Your org	69.1%
Best	81.9%
Average	70.3%
Worst	52.9%

Responses

1101



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

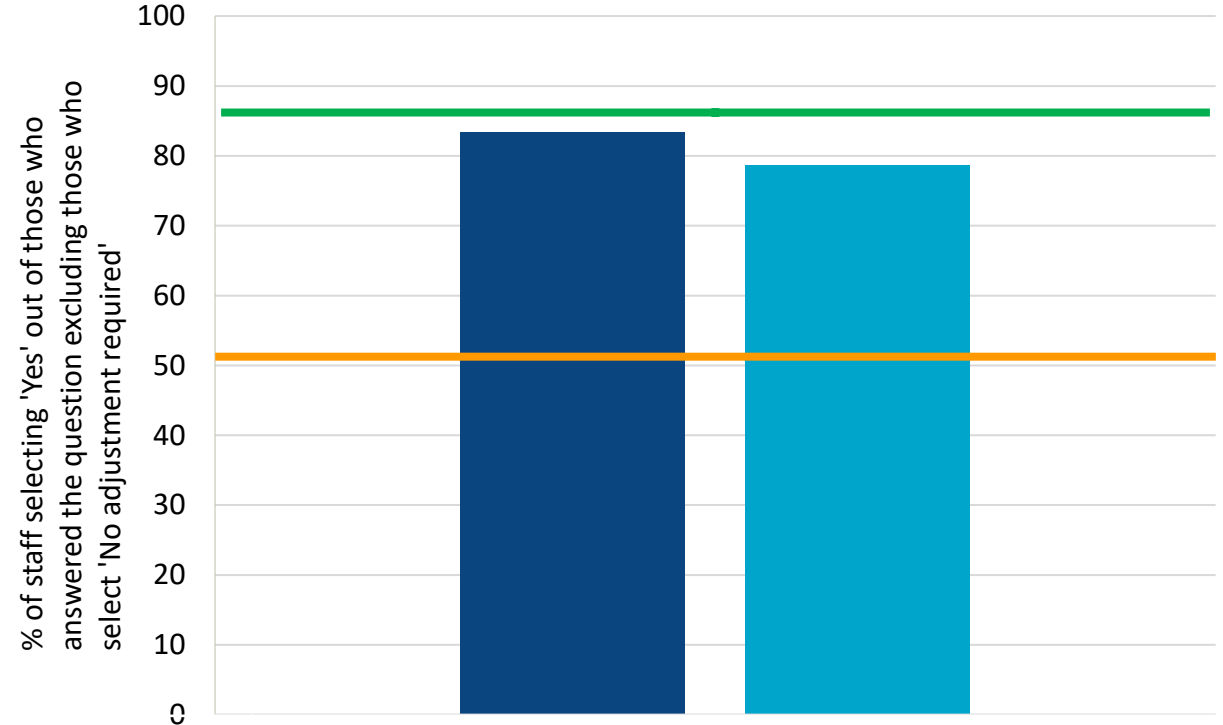


2022

Your org	61.6%
Best	72.9%
Average	63.9%
Worst	36.6%

Responses 1115

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



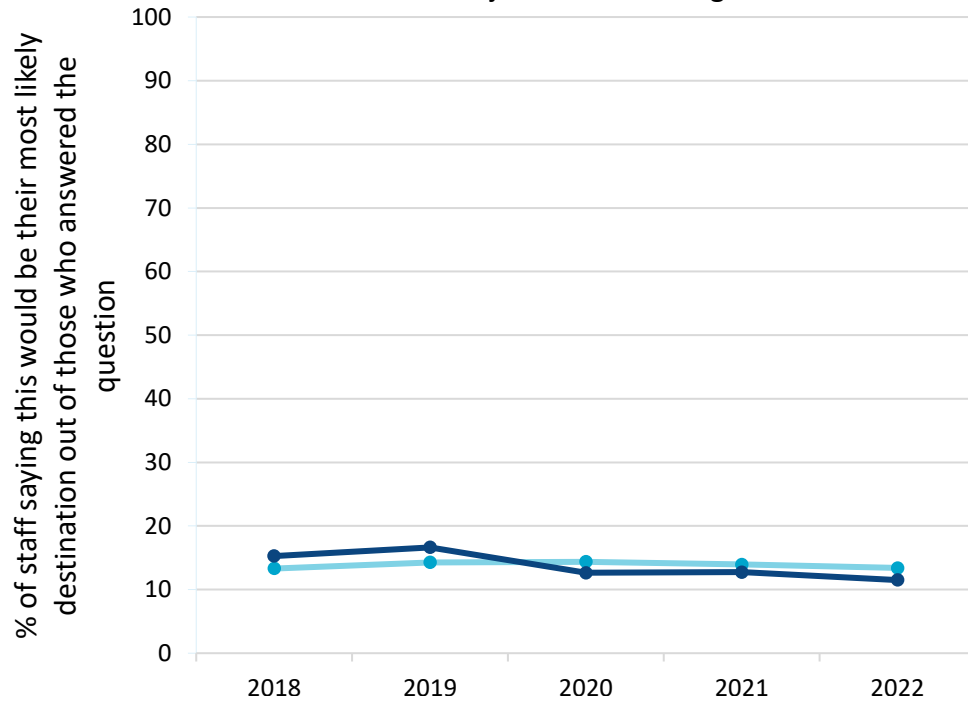
2022

Your org	83.4%
Best	86.2%
Average	78.7%
Worst	51.3%

Responses 266



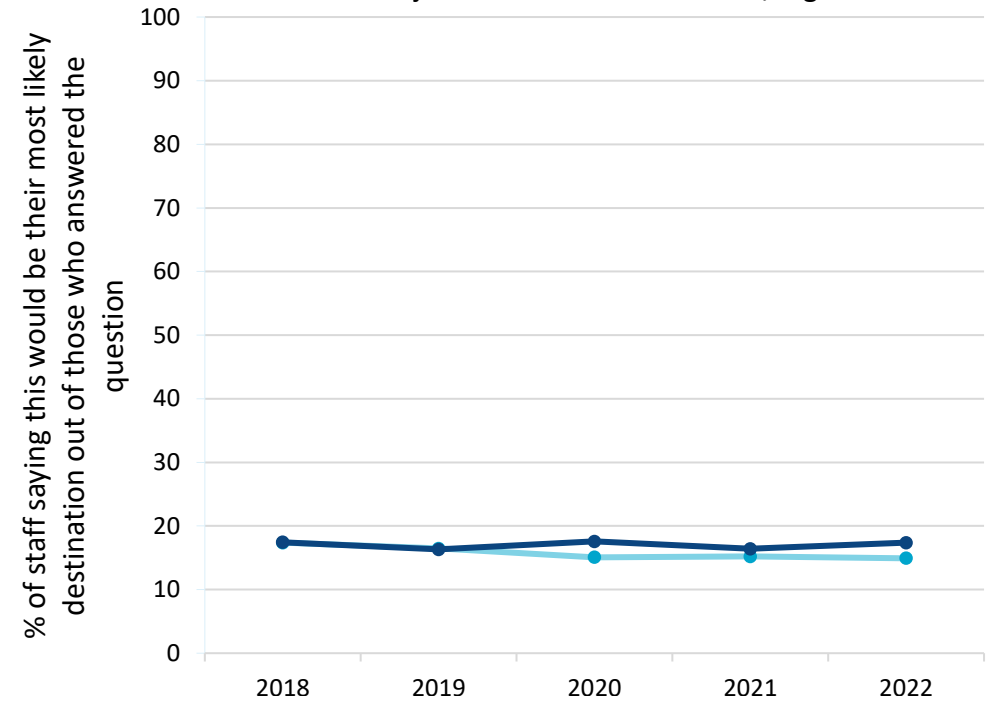
Q24d.1 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to another job within this organisation.



2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	15.3%	16.6%	12.6%	12.7%	11.5%
Average	13.3%	14.3%	14.4%	14.0%	13.4%
Responses	1238	1215	1179	1249	1192

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

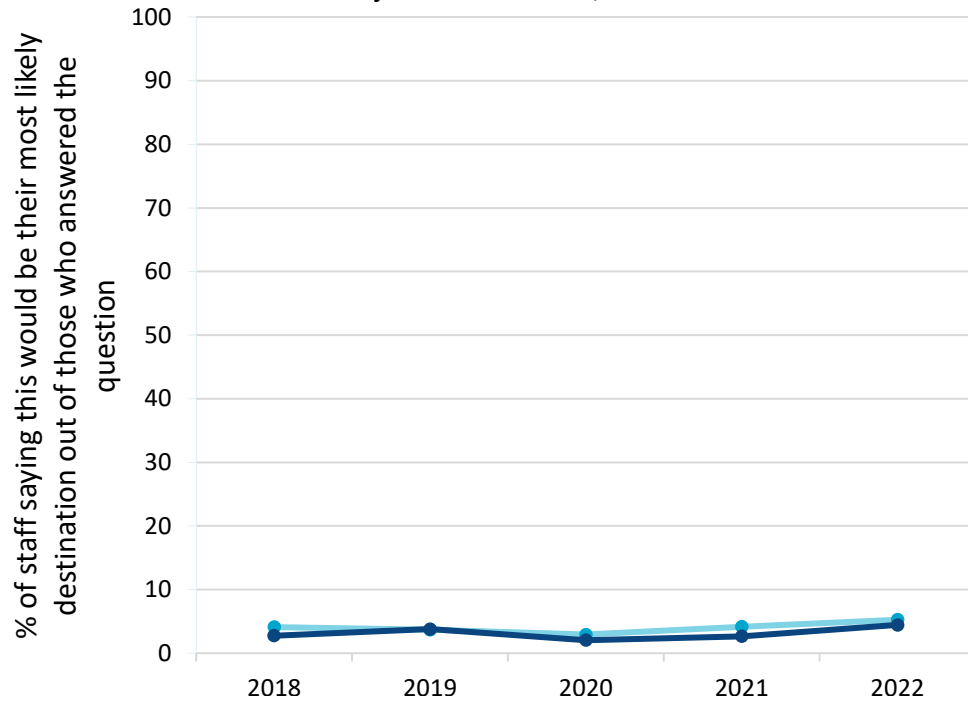


2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	17.4%	16.3%	17.6%	16.4%	17.4%
Average	17.4%	16.5%	15.1%	15.2%	14.9%
Responses	1238	1215	1179	1249	1192



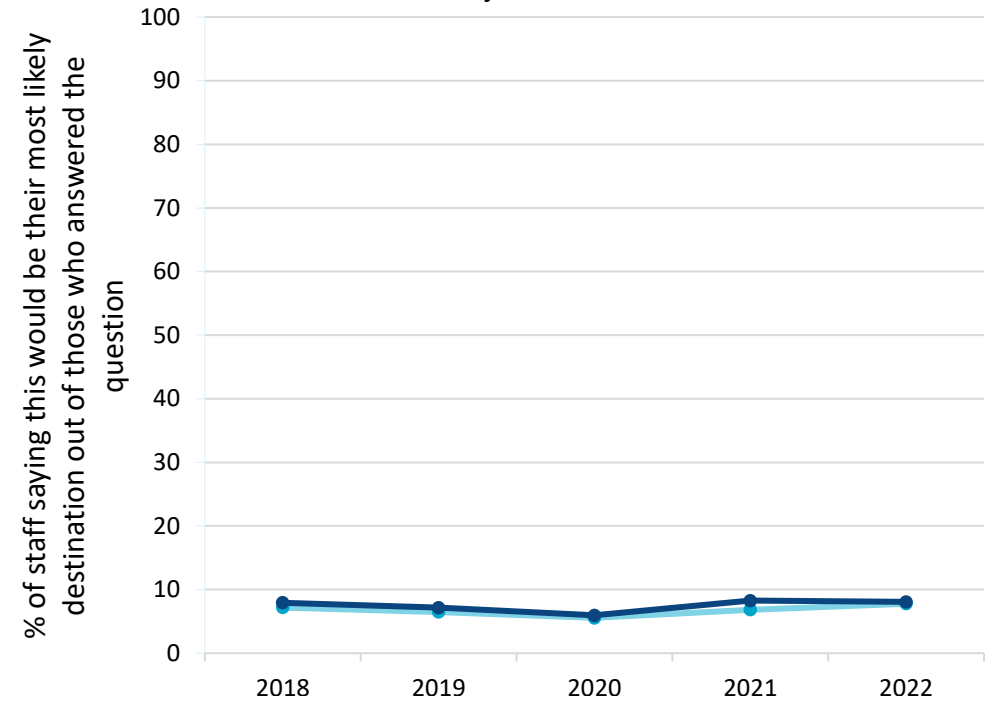
Q24d.3 If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job in healthcare, but outside the NHS.



2018 2019 2020 2021 2022

Your org	2.7%	3.8%	2.0%	2.6%	4.4%
Average	4.1%	3.7%	2.9%	4.2%	5.3%
Responses	1238	1215	1179	1249	1192

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

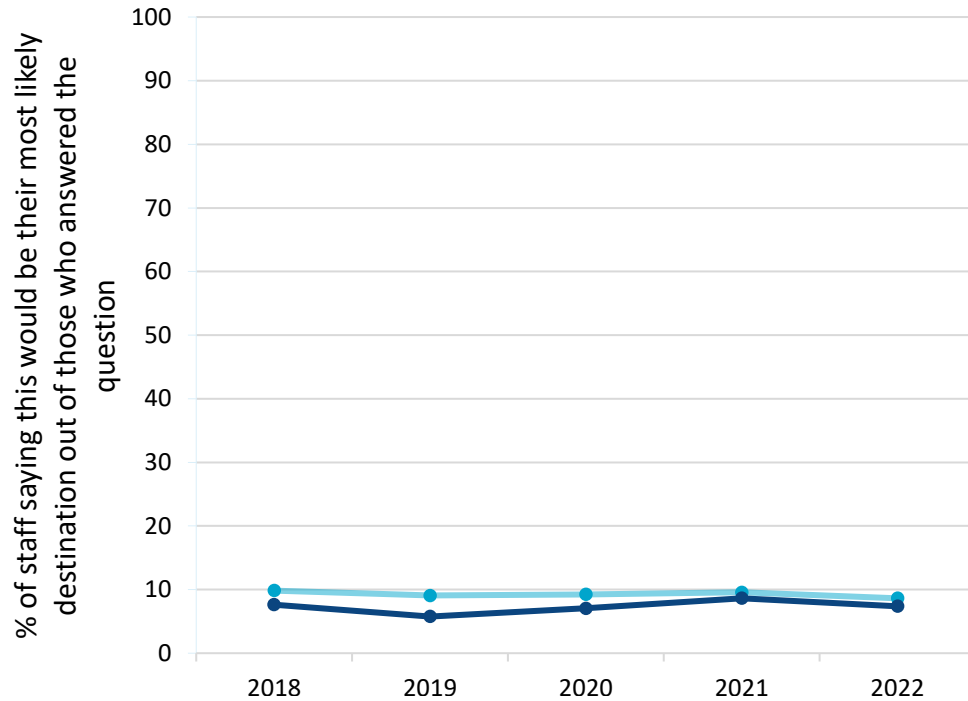


2018 2019 2020 2021 2022

Your org	7.9%	7.2%	5.9%	8.2%	8.1%
Average	7.2%	6.5%	5.5%	6.8%	7.8%
Responses	1238	1215	1179	1249	1192



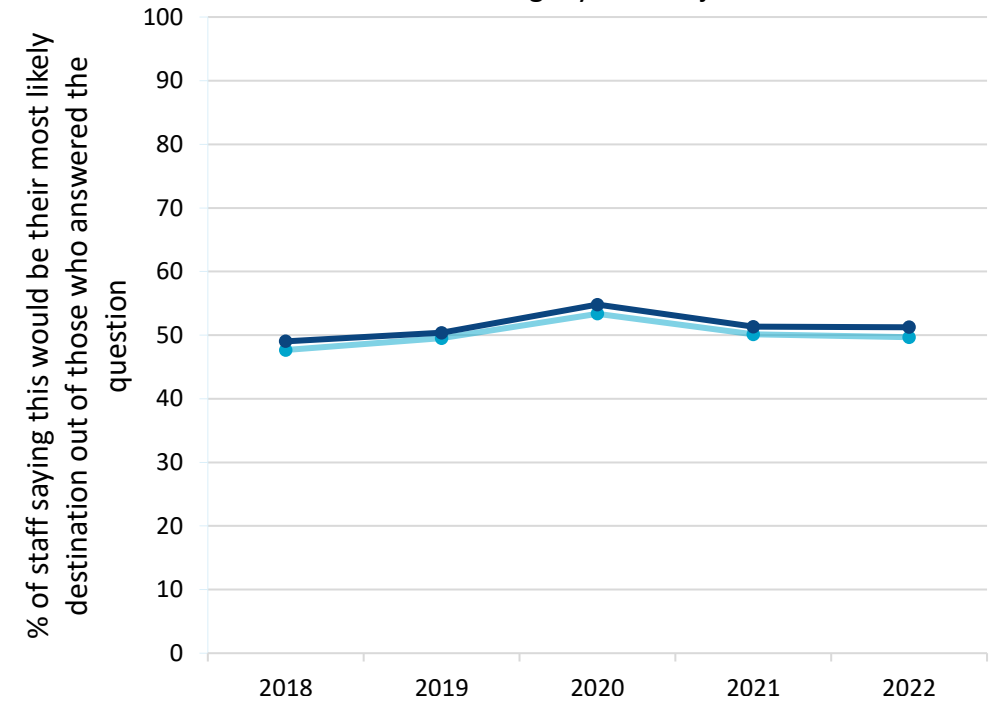
Q24d.5 If you are considering leaving your current job, what would be your most likely destination? - I would retire or take a career break.



2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	7.6%	5.8%	7.0%	8.6%	7.4%
Average	9.8%	9.1%	9.2%	9.6%	8.6%
Responses	1238	1215	1179	1249	1192

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



2018 2019 2020 2021 2022

	2018	2019	2020	2021	2022
Your org	49.0%	50.4%	54.8%	51.3%	51.3%
Average	47.7%	49.5%	53.4%	50.1%	49.7%
Responses	1238	1215	1179	1249	1192

Workforce Equality Standards

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

Workforce Race Equality Standards (WRES)

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

Workforce Disability Equality Standards (WDES)

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

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

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

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

Workforce Race Equality Standards (WRES)

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

Workforce Disability Equality Standards (WDES)

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

*Staff with a long term condition

Workforce Race Equality Standards (WRES)

N.B.

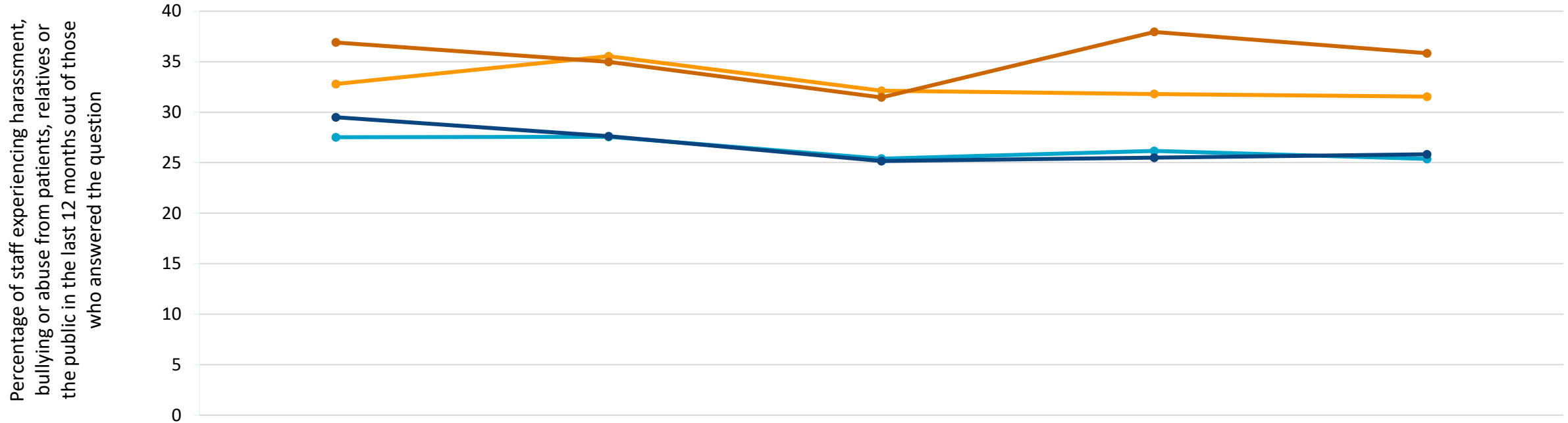
Vertical scales on the following charts vary from slide to slide and this effects how results are displayed.
Data shown in the WRES charts are unweighted.

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



Workforce Race Equality Standard (WRES)

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



	2018	2019	2020	2021	2022
White staff: Your org	29.5%	27.6%	25.2%	25.5%	25.8%
All other ethnic groups*: Your org	36.9%	35.0%	31.5%	37.9%	35.8%
White staff: Average	27.5%	27.6%	25.4%	26.2%	25.4%
All other ethnic groups*: Average	32.8%	35.5%	32.1%	31.8%	31.5%
White staff: Responses	1190	1173	1089	1157	1092
All other ethnic groups*: Responses	168	183	178	195	187

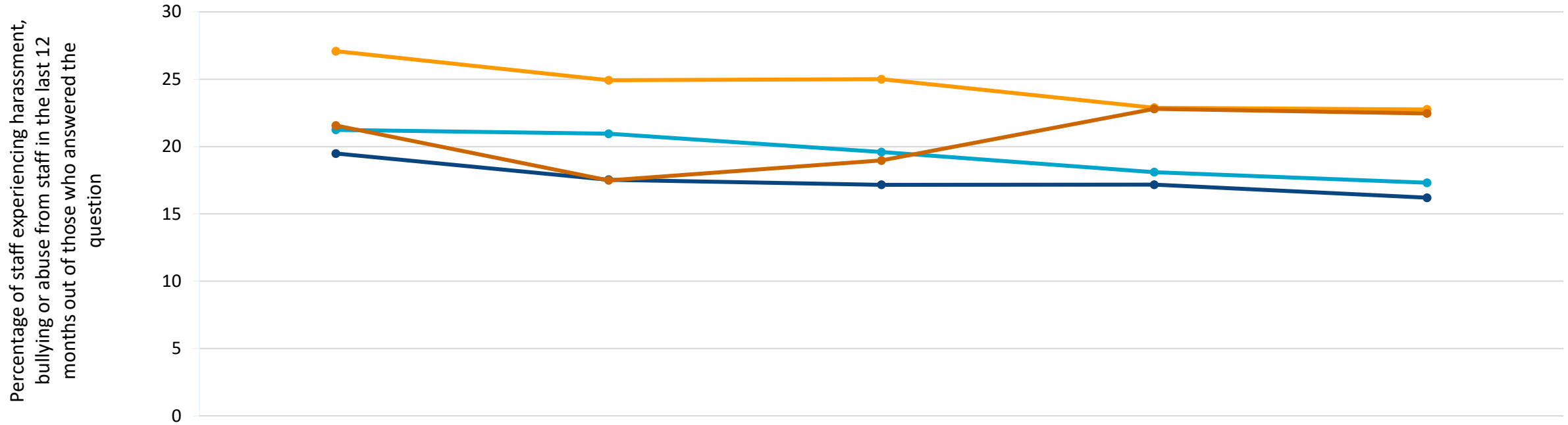
*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group



Workforce Race Equality Standard (WRES)

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

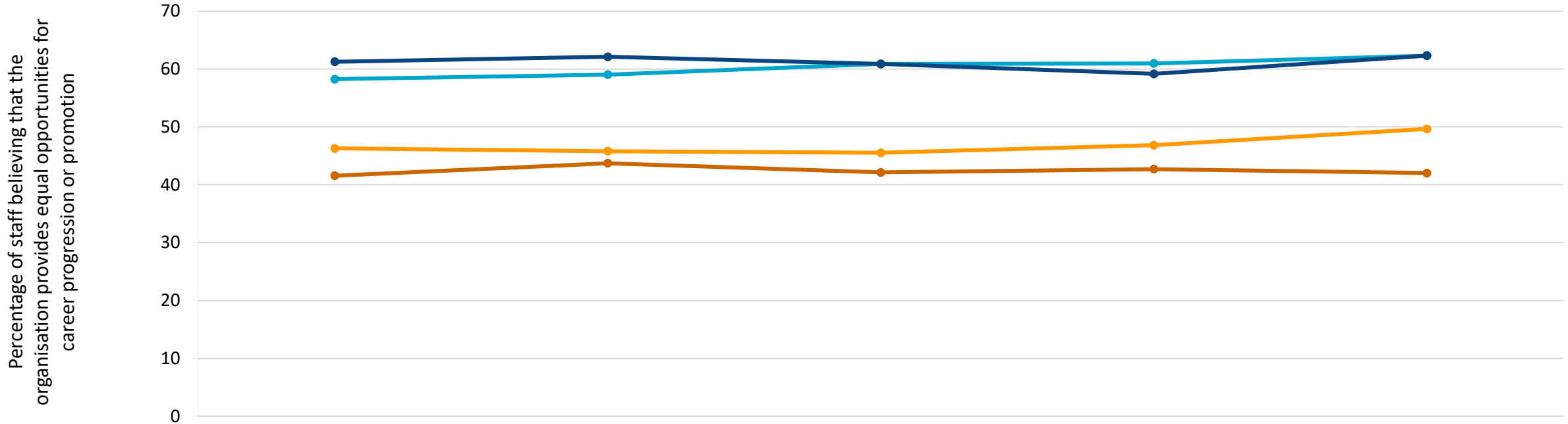


	2018	2019	2020	2021	2022
White staff: Your org	19.5%	17.5%	17.2%	17.2%	16.2%
All other ethnic groups*: Your org	21.6%	17.5%	19.0%	22.8%	22.5%
White staff: Average	21.2%	21.0%	19.6%	18.1%	17.3%
All other ethnic groups*: Average	27.1%	24.9%	25.0%	22.9%	22.8%
White staff: Responses	1186	1175	1090	1159	1099
All other ethnic groups*: Responses	167	183	174	193	187

*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

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

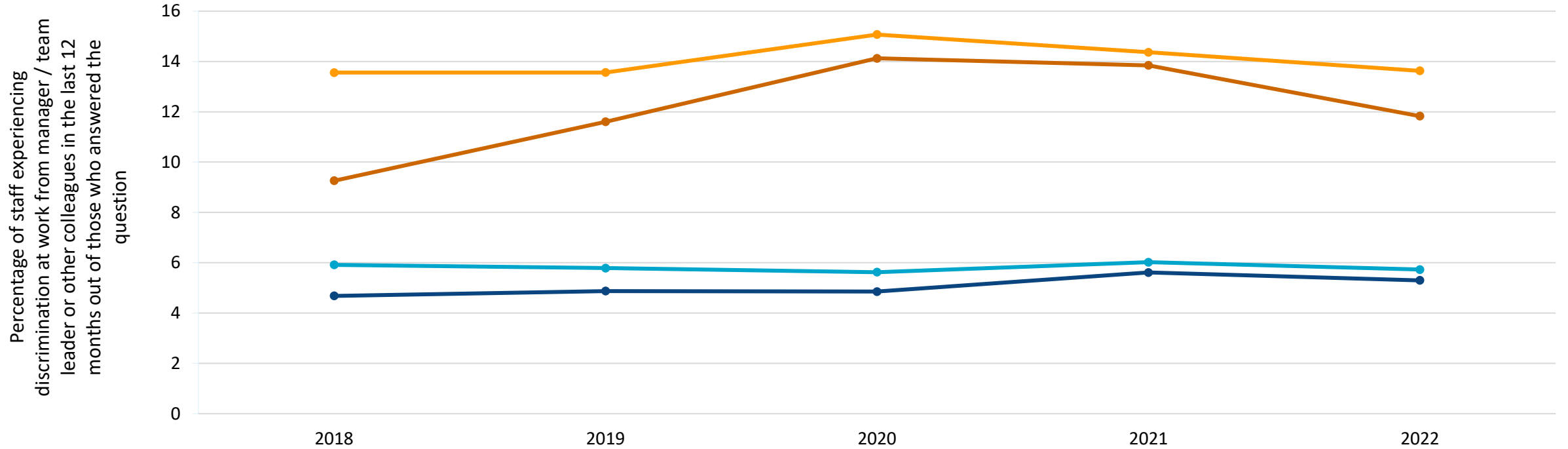


	2018	2019	2020	2021	2022
White staff: Your org	61.3%	62.1%	60.9%	59.2%	62.3%
All other ethnic groups*: Your org	41.6%	43.7%	42.1%	42.7%	42.0%
White staff: Average	58.3%	59.0%	60.9%	61.0%	62.3%
All other ethnic groups*: Average	46.3%	45.8%	45.5%	46.8%	49.6%
White staff: Responses	1185	1172	1099	1156	1091
All other ethnic groups*: Responses	166	183	178	192	188

*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

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



	2018	2019	2020	2021	2022
White staff: Your org	4.7%	4.9%	4.9%	5.6%	5.3%
All other ethnic groups*: Your org	9.3%	11.6%	14.1%	13.8%	11.8%
White staff: Average	5.9%	5.8%	5.6%	6.0%	5.7%
All other ethnic groups*: Average	13.6%	13.6%	15.1%	14.4%	13.6%
White staff: Responses	1174	1169	1092	1158	1094
All other ethnic groups*: Responses	162	181	177	195	186

*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

Workforce Disability Equality Standards (WDES)

N.B.

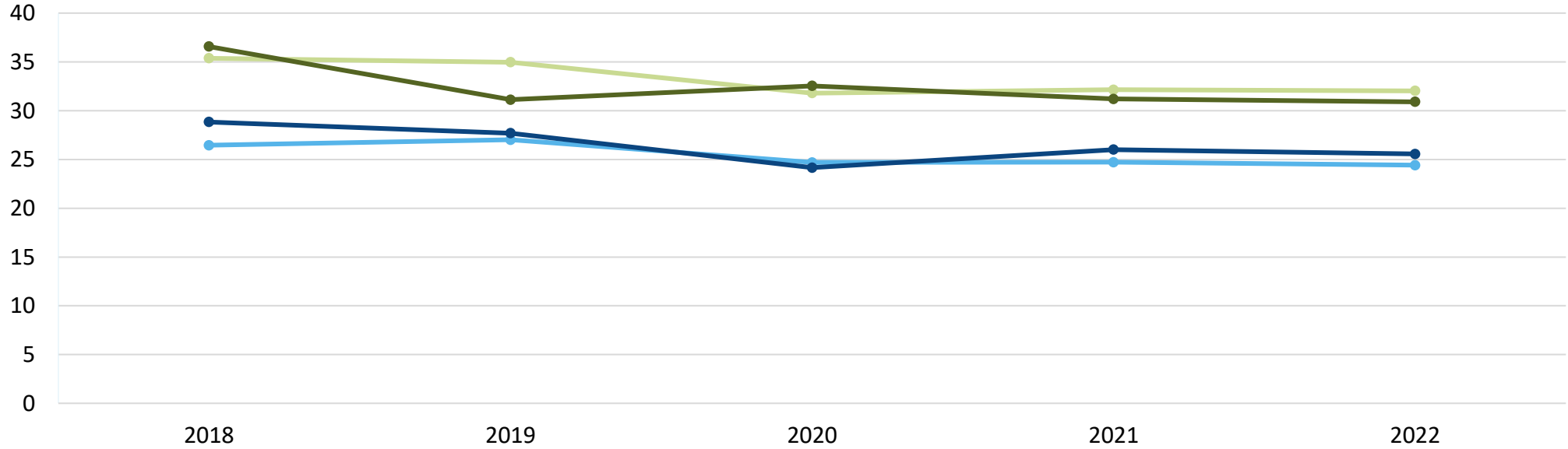
Vertical scales on the following charts vary from slide to slide and this effects how results are displayed.

Data shown in the WDES charts are unweighted.

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

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

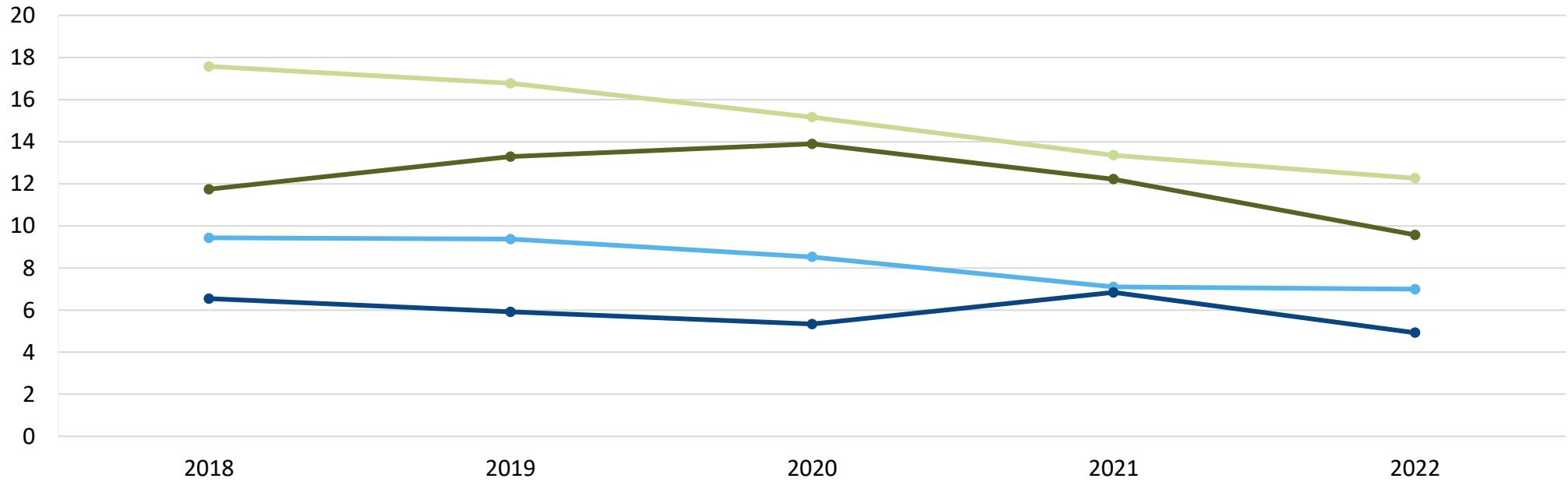
Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	36.6%	31.1%	32.6%	31.2%	30.9%
Staff without a LTC or illness: Your org	28.8%	27.7%	24.2%	26.0%	25.6%
Staff with a LTC or illness: Average	35.4%	35.0%	31.8%	32.2%	32.0%
Staff without a LTC or illness: Average	26.5%	27.0%	24.7%	24.7%	24.4%
Staff with a LTC or illness: Responses	287	318	298	362	401
Staff without a LTC or illness: Responses	1092	1054	981	988	888

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

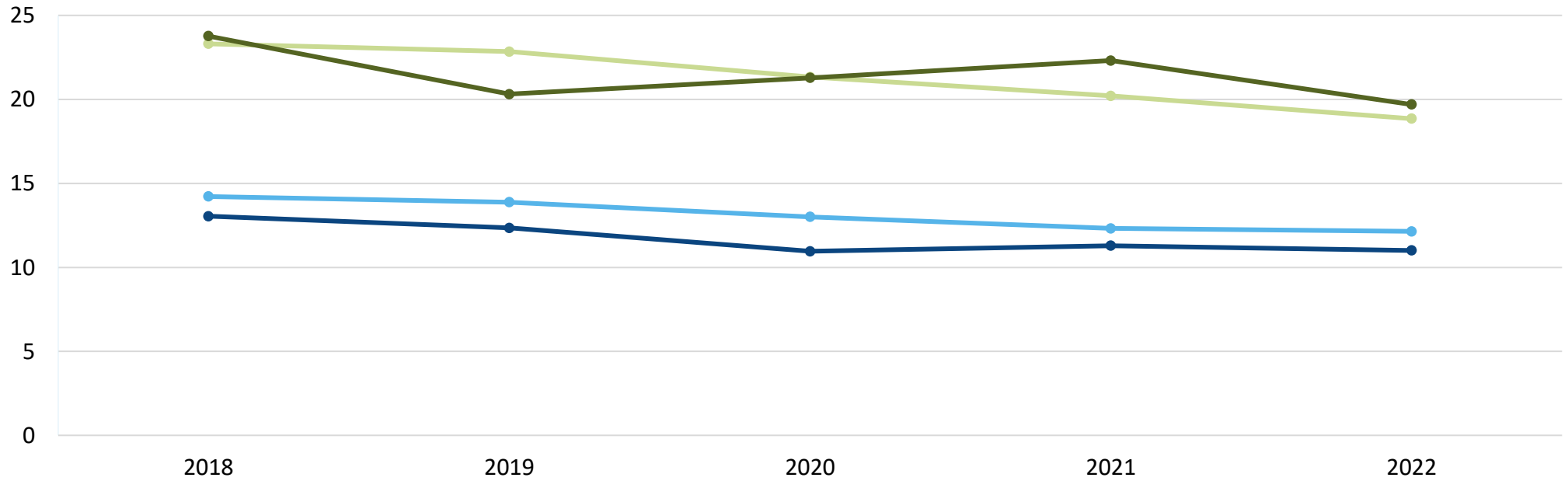
Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	11.7%	13.3%	13.9%	12.2%	9.6%
Staff without a LTC or illness: Your org	6.5%	5.9%	5.3%	6.8%	4.9%
Staff with a LTC or illness: Average	17.6%	16.8%	15.2%	13.4%	12.3%
Staff without a LTC or illness: Average	9.4%	9.4%	8.5%	7.1%	7.0%
Staff with a LTC or illness: Responses	281	316	295	360	397
Staff without a LTC or illness: Responses	1085	1048	975	980	893

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

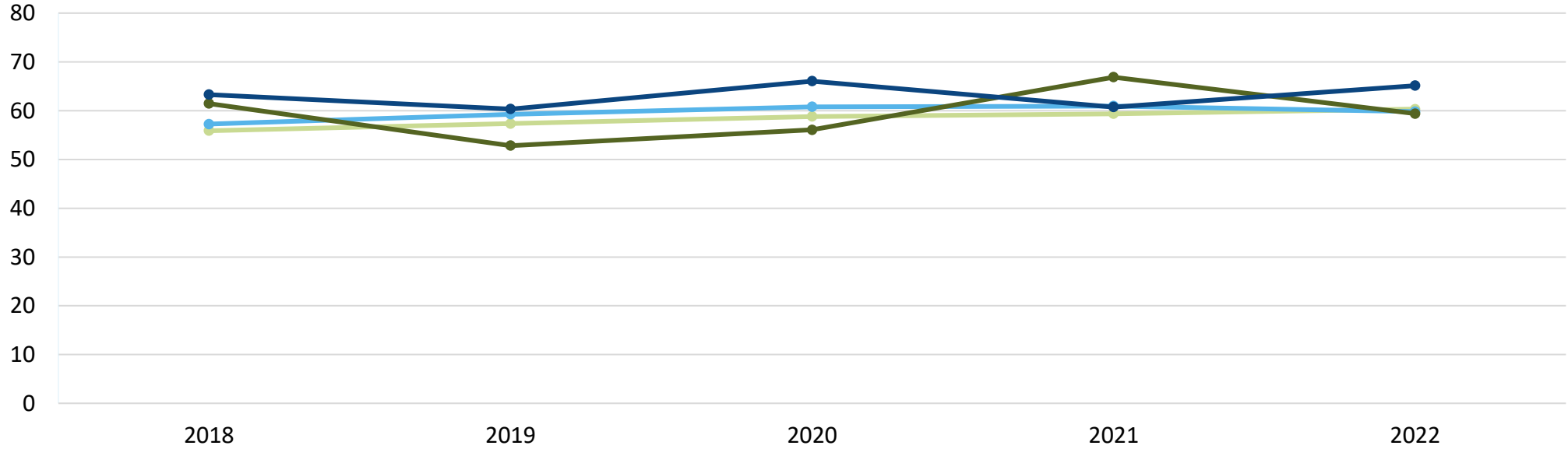
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	23.8%	20.3%	21.3%	22.3%	19.7%
Staff without a LTC or illness: Your org	13.0%	12.4%	11.0%	11.3%	11.0%
Staff with a LTC or illness: Average	23.3%	22.8%	21.3%	20.2%	18.9%
Staff without a LTC or illness: Average	14.2%	13.9%	13.0%	12.3%	12.1%
Staff with a LTC or illness: Responses	286	315	296	363	401
Staff without a LTC or illness: Responses	1073	1036	976	983	881

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

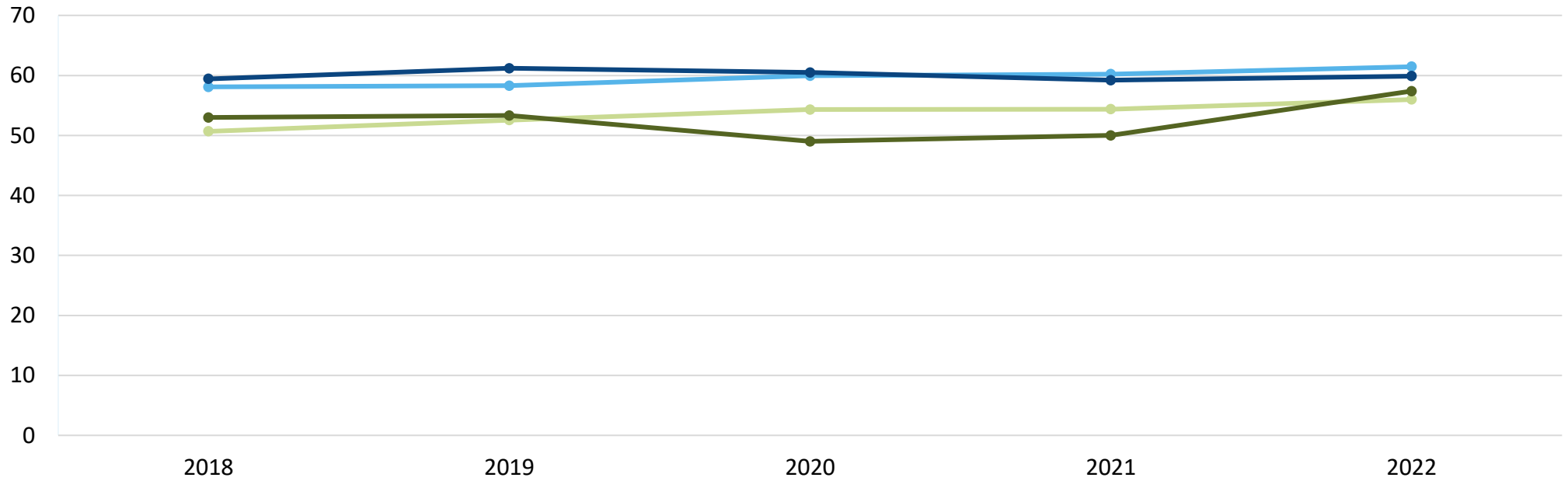
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	61.5%	52.8%	56.1%	66.9%	59.4%
Staff without a LTC or illness: Your org	63.3%	60.4%	66.1%	60.8%	65.2%
Staff with a LTC or illness: Average	55.9%	57.4%	58.8%	59.4%	60.3%
Staff without a LTC or illness: Average	57.3%	59.3%	60.8%	61.0%	59.8%
Staff with a LTC or illness: Responses	122	123	123	154	170
Staff without a LTC or illness: Responses	327	338	286	288	264

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

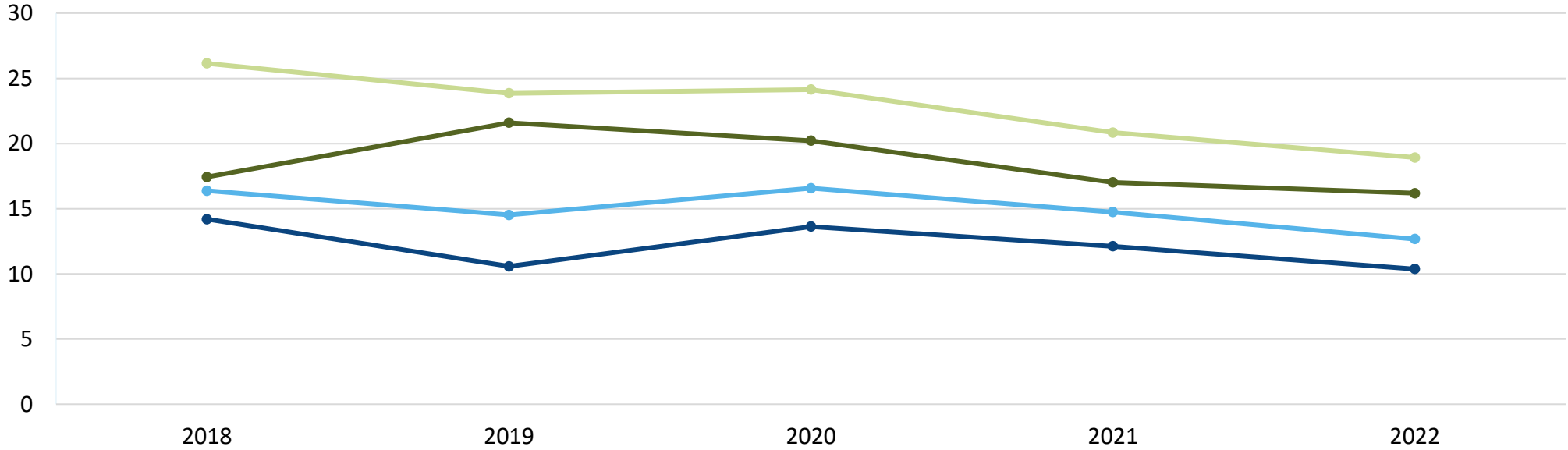
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	53.0%	53.3%	49.0%	50.0%	57.4%
Staff without a LTC or illness: Your org	59.4%	61.2%	60.5%	59.2%	59.9%
Staff with a LTC or illness: Average	50.7%	52.5%	54.3%	54.4%	56.0%
Staff without a LTC or illness: Average	58.1%	58.3%	60.0%	60.2%	61.5%
Staff with a LTC or illness: Responses	285	317	302	364	399
Staff without a LTC or illness: Responses	1087	1054	987	983	890

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

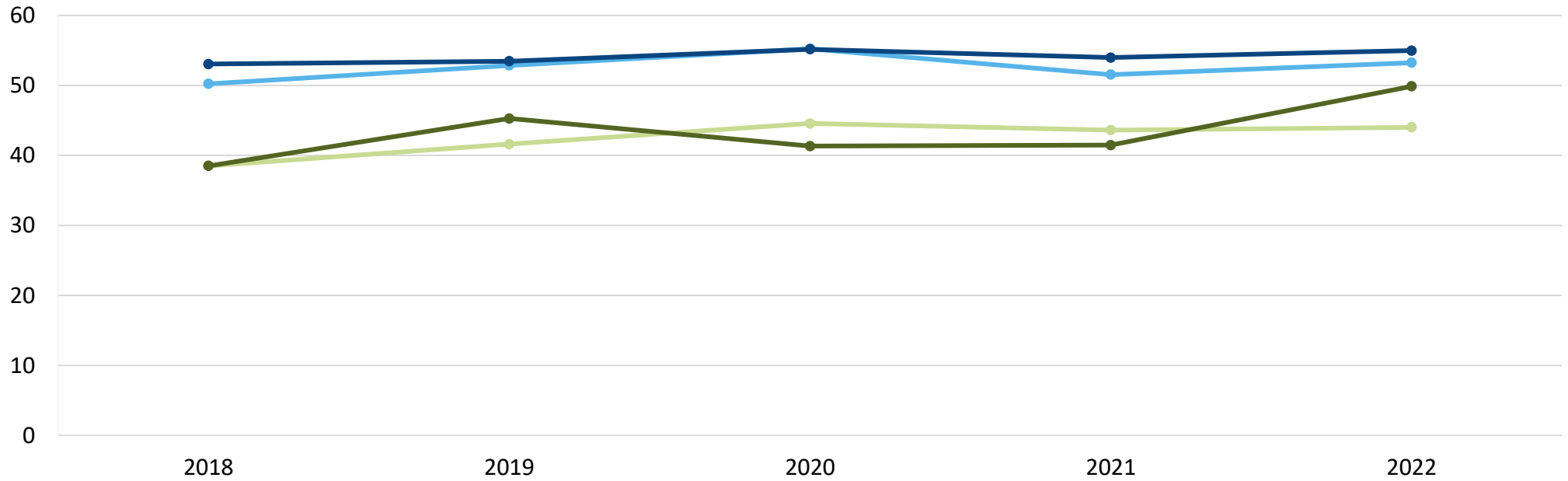
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	17.4%	21.6%	20.2%	17.0%	16.2%
Staff without a LTC or illness: Your org	14.2%	10.6%	13.6%	12.1%	10.4%
Staff with a LTC or illness: Average	26.2%	23.9%	24.1%	20.8%	18.9%
Staff without a LTC or illness: Average	16.4%	14.5%	16.6%	14.7%	12.7%
Staff with a LTC or illness: Responses	195	213	183	235	278
Staff without a LTC or illness: Responses	493	482	352	429	395

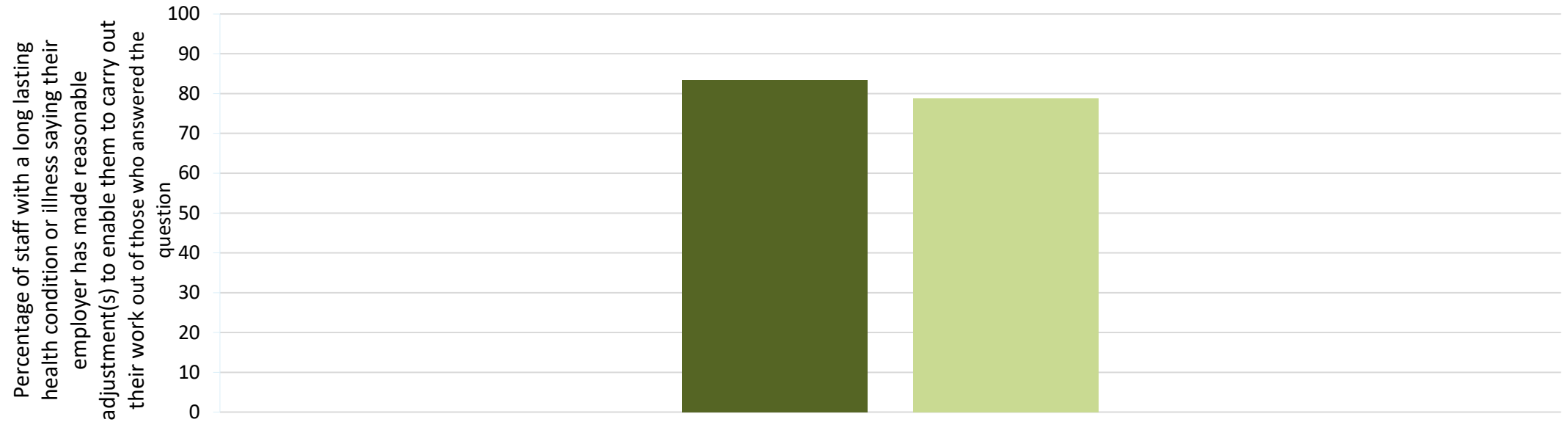
Percentage of staff satisfied with the extent to which their organisation values their work out of those who answered the question

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



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	38.5%	45.3%	41.3%	41.5%	49.9%
Staff without a LTC or illness: Your org	53.1%	53.5%	55.2%	54.0%	55.0%
Staff with a LTC or illness: Average	38.5%	41.6%	44.6%	43.6%	44.0%
Staff without a LTC or illness: Average	50.2%	52.9%	55.2%	51.5%	53.2%
Staff with a LTC or illness: Responses	283	318	300	364	399
Staff without a LTC or illness: Responses	1080	1051	986	991	895

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



2022

Staff with a LTC or illness: Your org

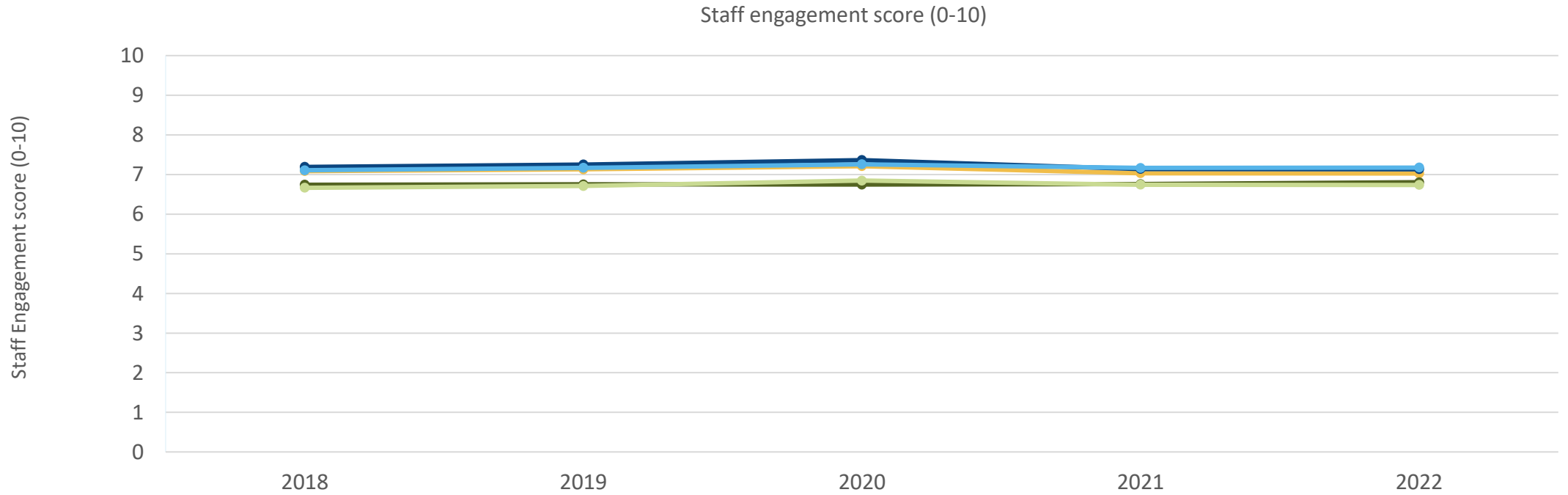
83.5%

Staff with a LTC or illness: Average

78.8%

Staff with a LTC or illness: Responses

266



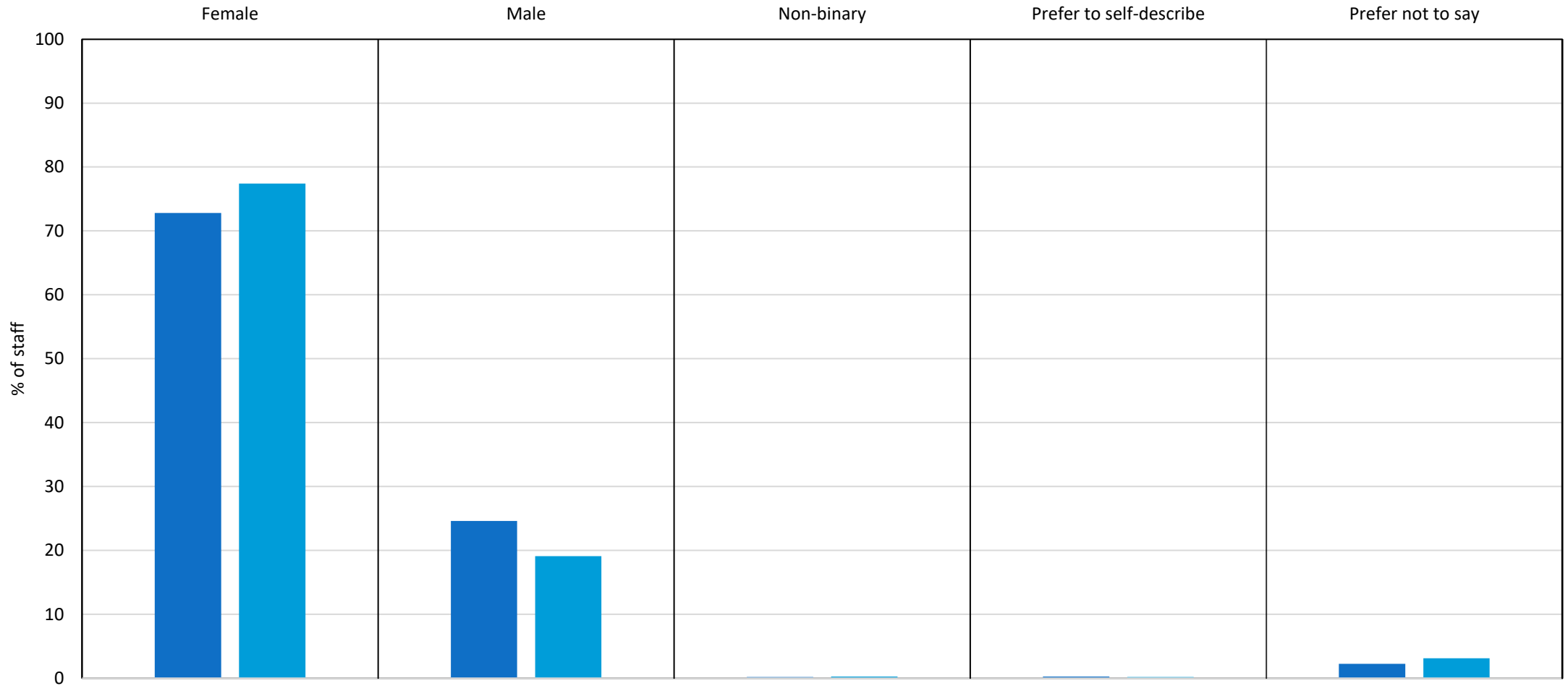
	2018	2019	2020	2021	2022
Organisation average	7.1	7.1	7.2	7.0	7.0
Staff with a LTC or illness: Your org	6.7	6.8	6.7	6.8	6.8
Staff without a LTC or illness: Your org	7.2	7.3	7.4	7.1	7.1
Staff with a LTC or illness: Average	6.7	6.7	6.8	6.7	6.7
Staff without a LTC or illness: Average	7.1	7.2	7.3	7.2	7.2
Staff with a LTC or illness: Responses	287	320	301	366	404
Staff without a LTC or illness: Responses	1096	1063	988	993	901

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

About your respondents

This section will show demographic information for 2022.

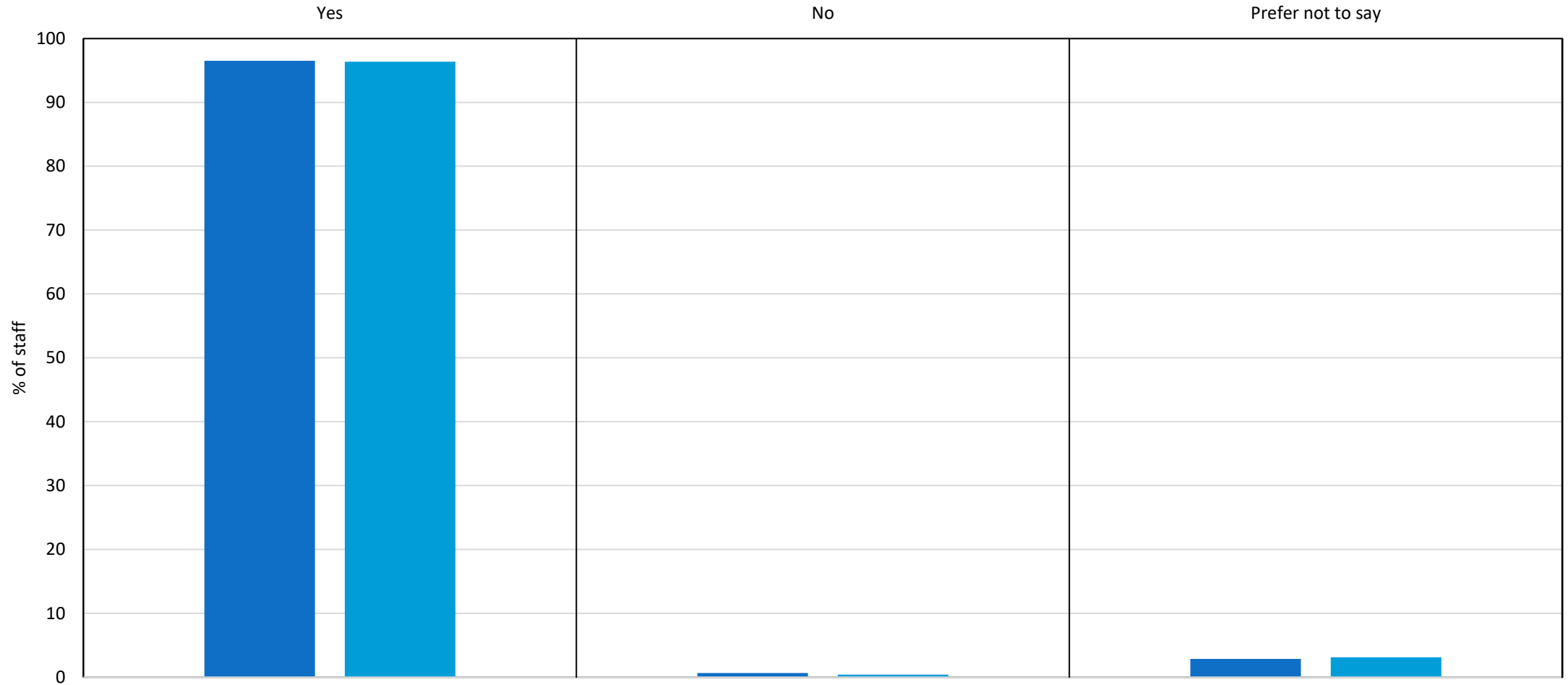
Please note, where there are less than 11 responses for a question this data is not shown in the chart to protect the confidentiality of staff and reliability of results.



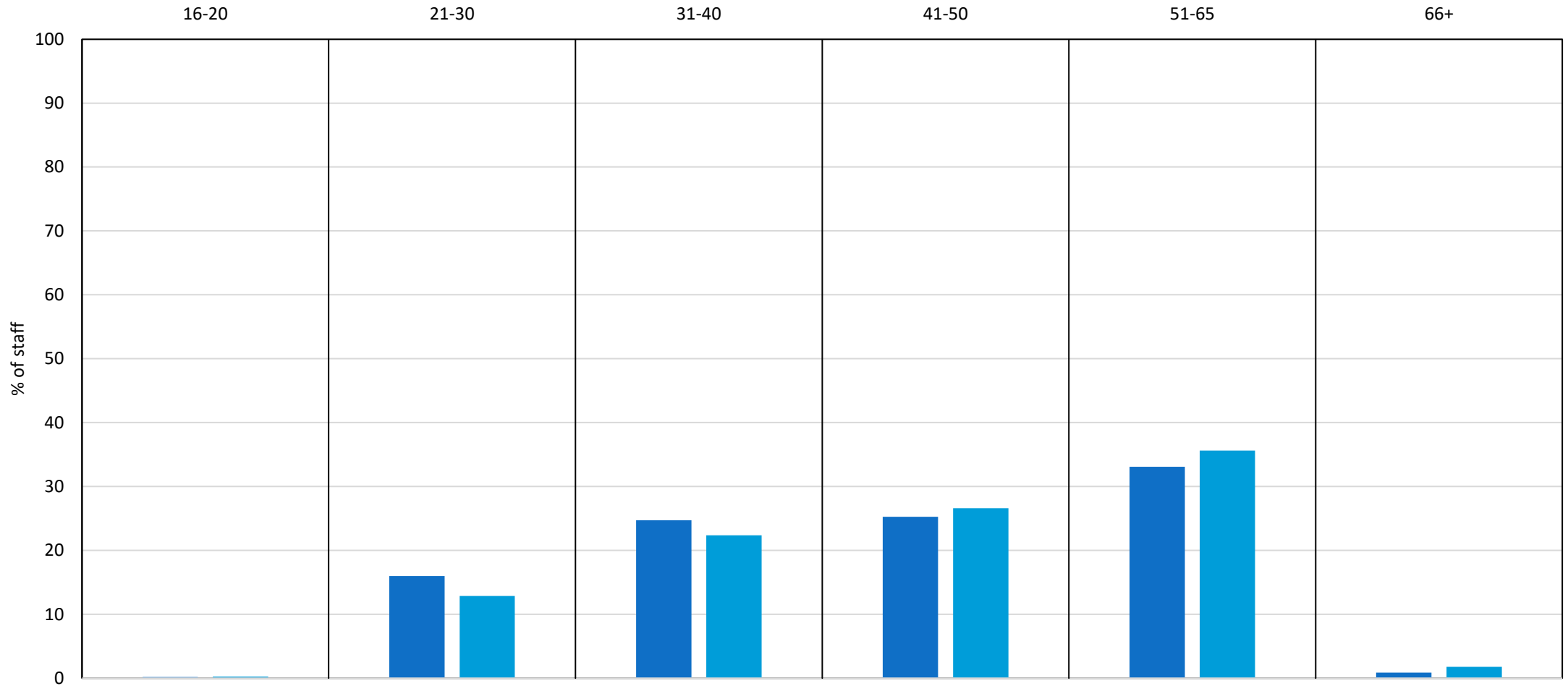
	Female	Male	Non-binary	Prefer to self-describe	Prefer not to say
Your org	72.8%	24.6%	0.2%	0.2%	2.2%
Average	77.4%	19.1%	0.3%	0.2%	3.1%
Responses	1309	1309	1309	1309	1309



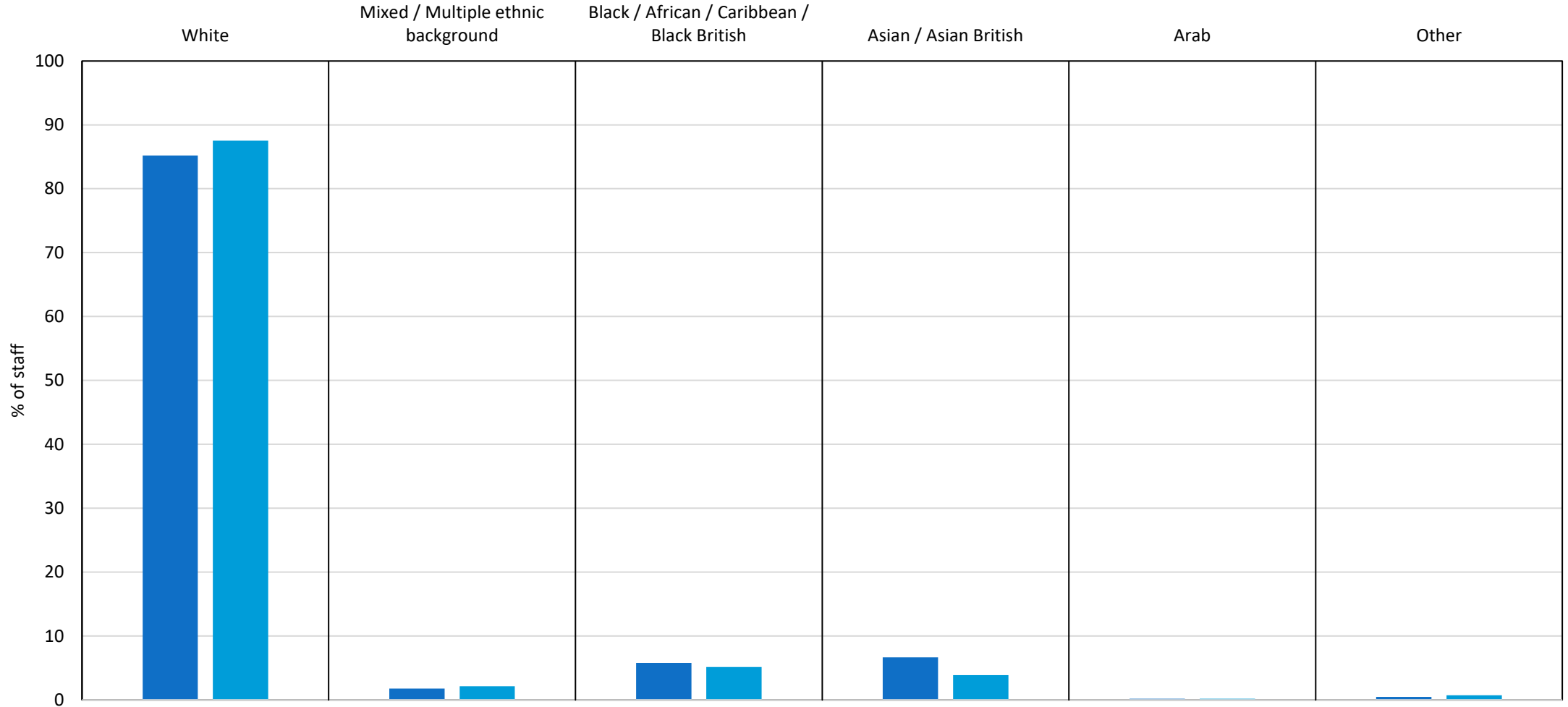
Background details – Is your gender identity the same as the sex you were assigned at birth?



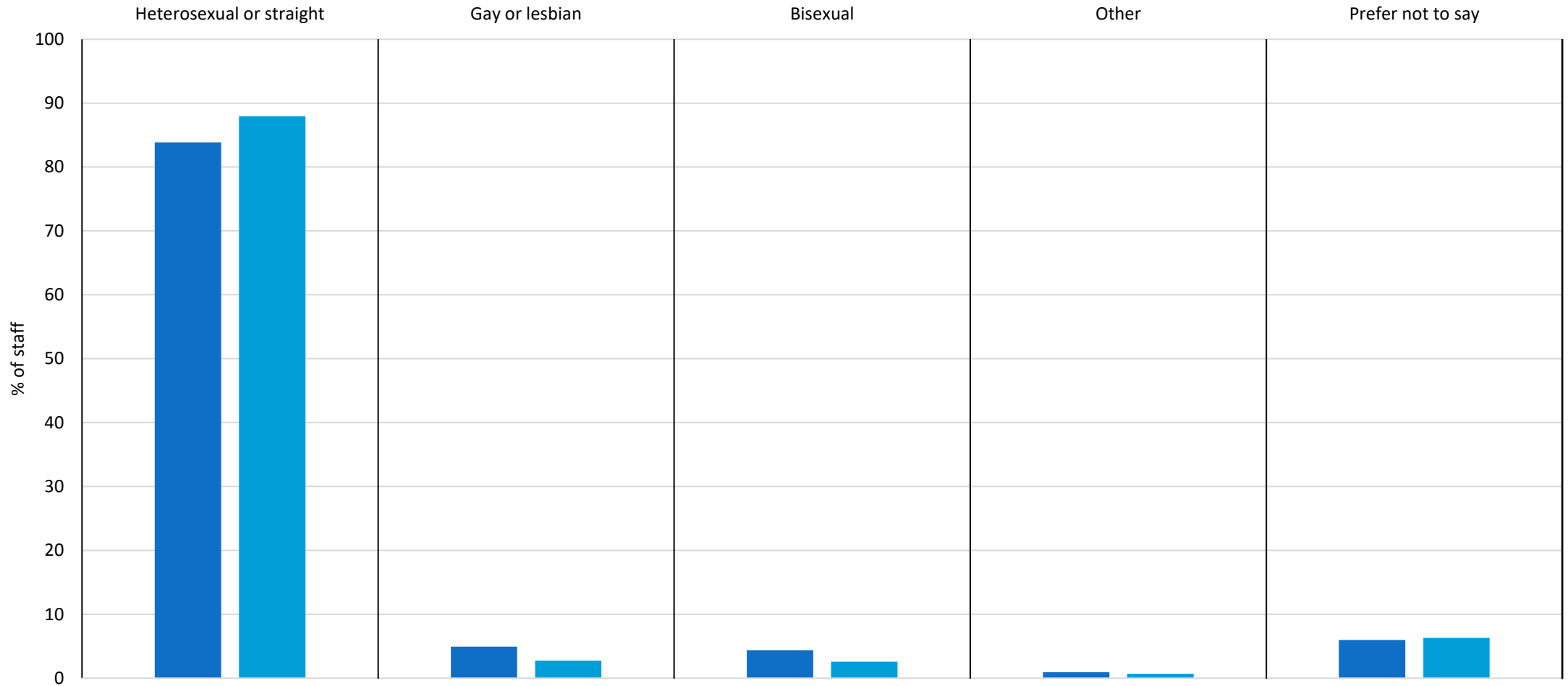
Your org	96.5%	0.6%	2.8%
Average	96.4%	0.4%	3.1%
Responses	1237	1237	1237



	16-20	21-30	31-40	41-50	51-65	66+
Your org	0.2%	16.0%	24.7%	25.3%	33.1%	0.9%
Average	0.2%	12.9%	22.3%	26.6%	35.6%	1.8%
Responses	1291	1291	1291	1291	1291	1291

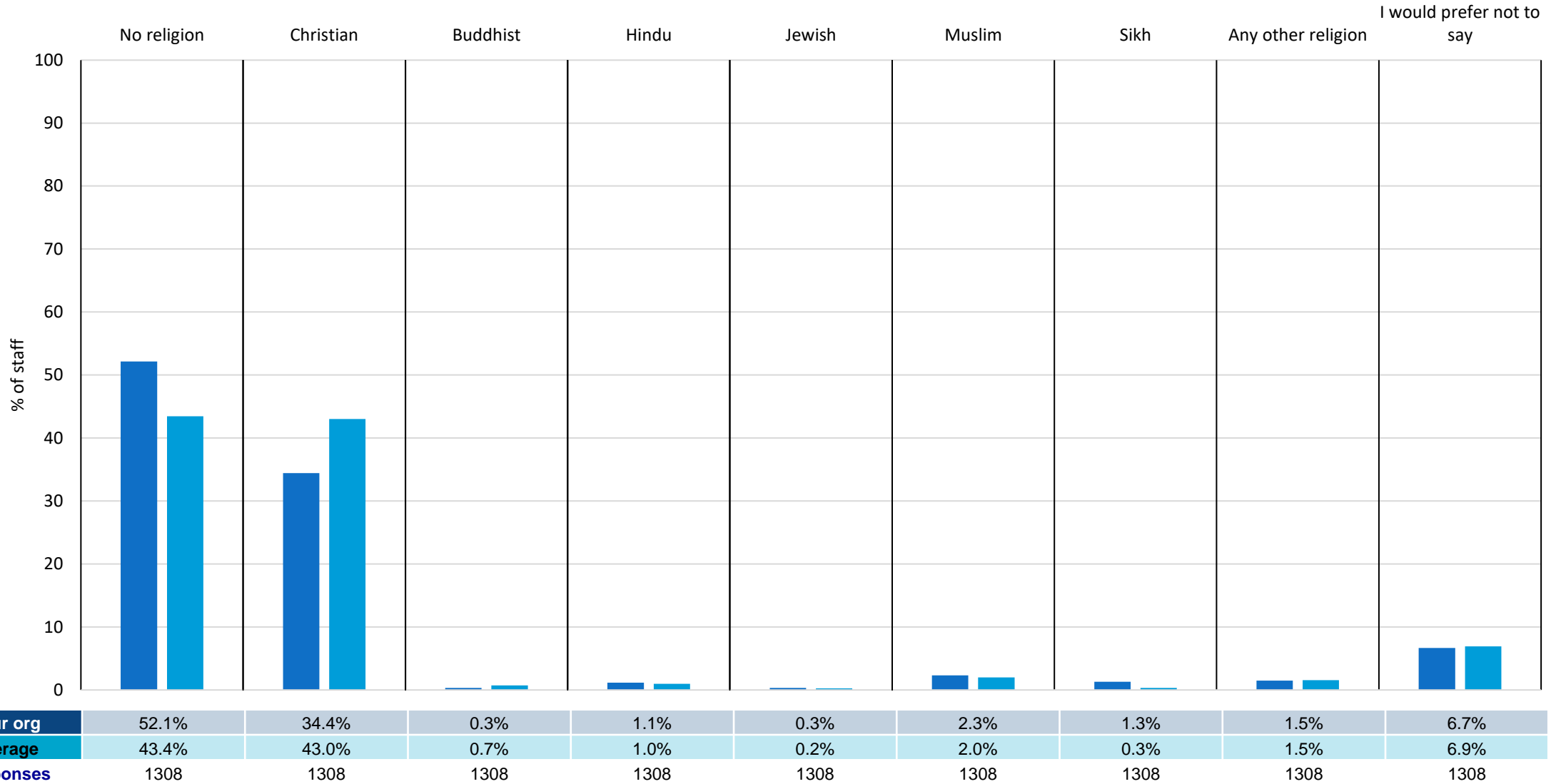


	White	Mixed / Multiple ethnic background	Black / African / Caribbean / Black British	Asian / Asian British	Arab	Other
Your org	85.2%	1.8%	5.8%	6.6%	0.2%	0.5%
Average	87.5%	2.1%	5.1%	3.8%	0.2%	0.7%
Responses	1296	1296	1296	1296	1296	1296

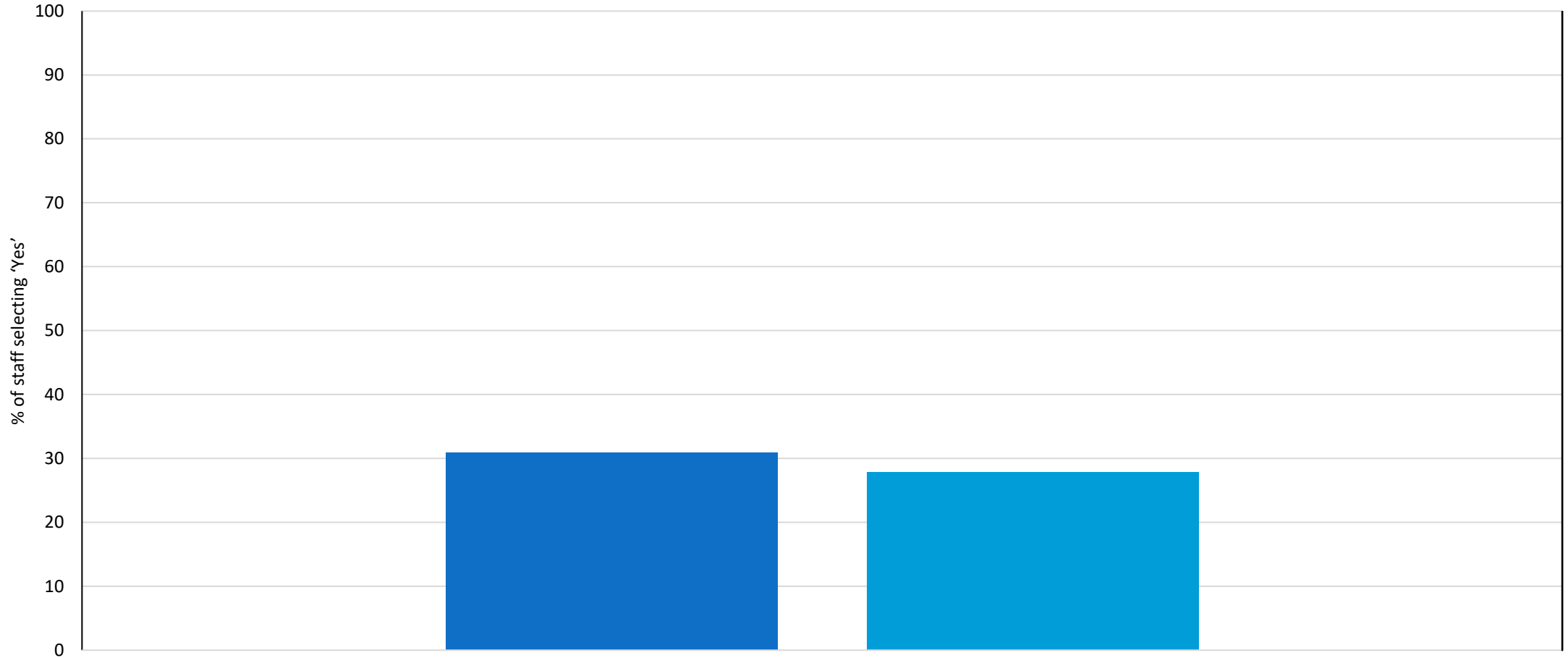


Your org	83.9%	4.9%	4.4%	0.9%	6.0%
Average	87.9%	2.7%	2.5%	0.7%	6.3%
Responses	1307	1307	1307	1307	1307

Background details - Religion



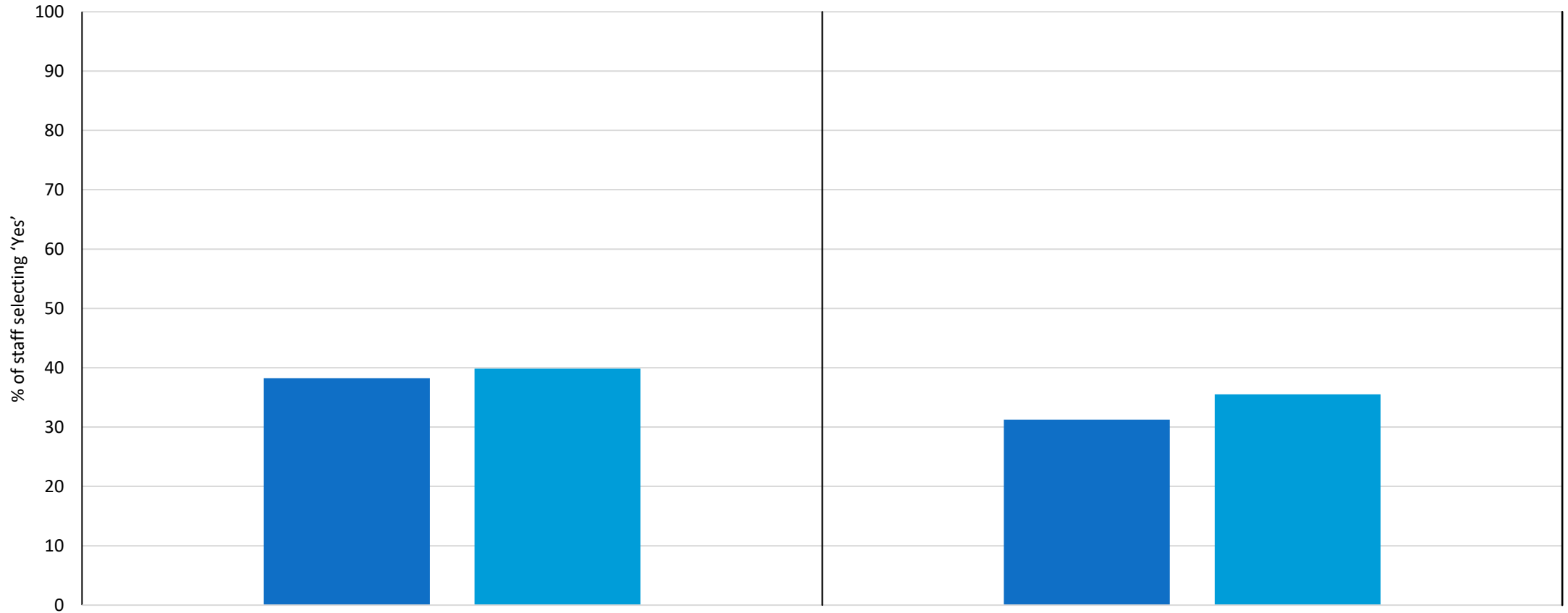
Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?



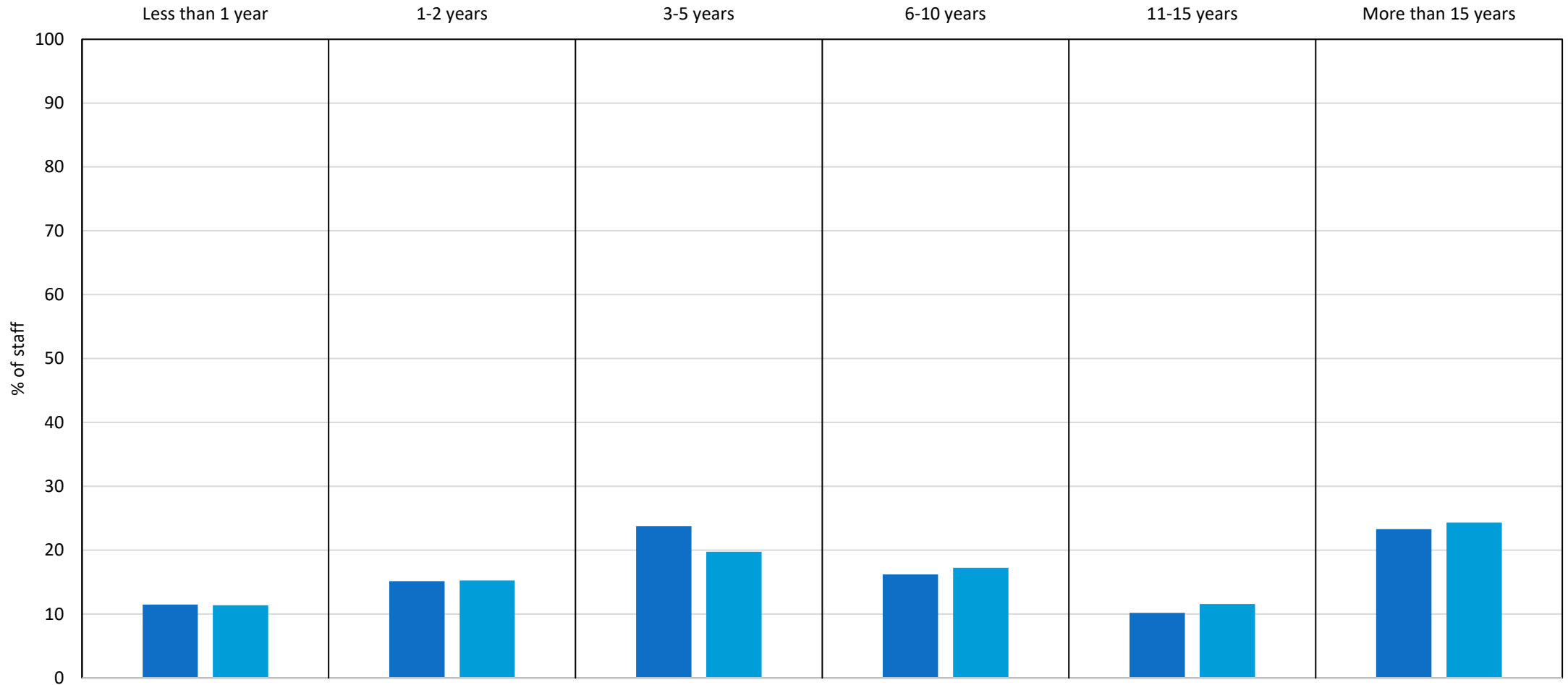
Your org	30.9%
Average	27.9%
Responses	1306

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

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



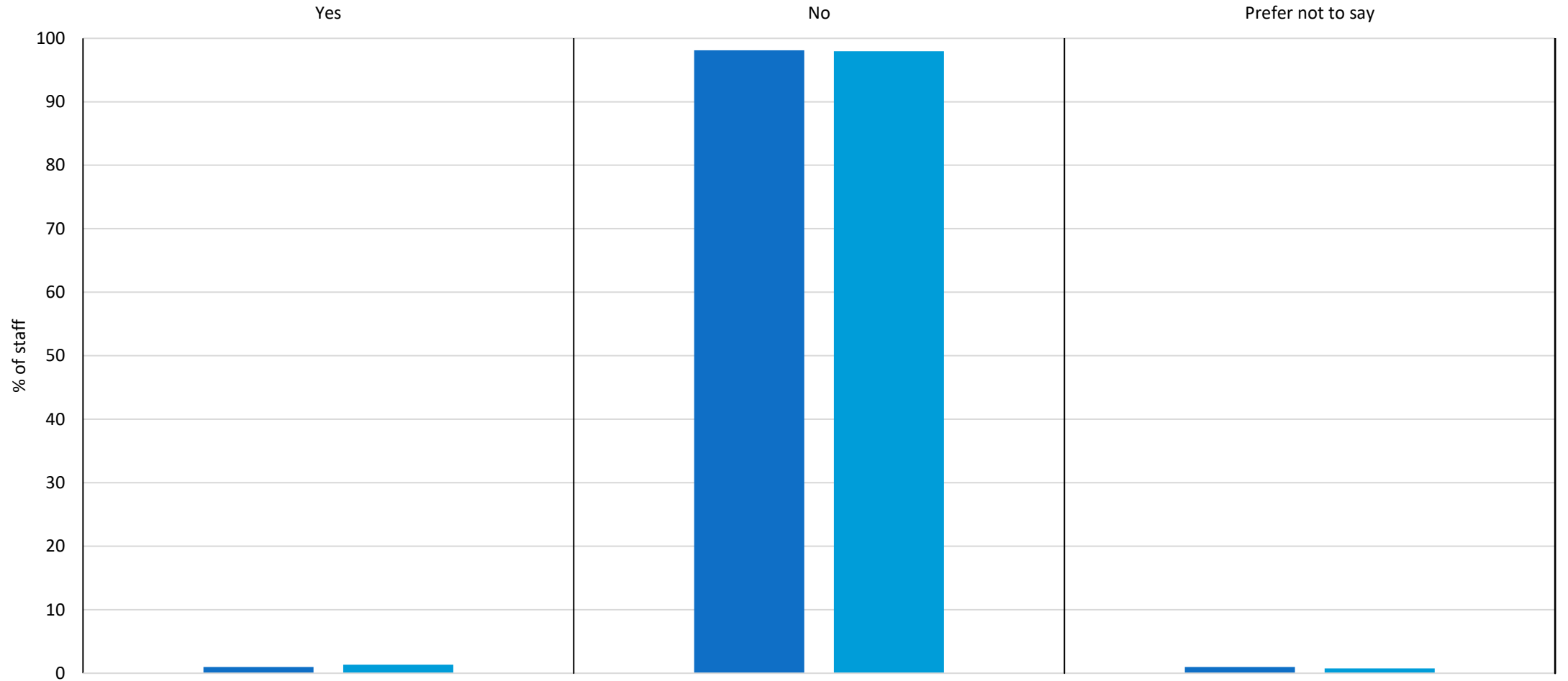
Your org	38.2%	31.3%
Average	39.8%	35.5%
Responses	1302	1296



Your org	11.5%	15.1%	23.8%	16.2%	10.2%	23.3%
Average	11.4%	15.2%	19.8%	17.2%	11.6%	24.3%
Responses	1309	1309	1309	1309	1309	1309

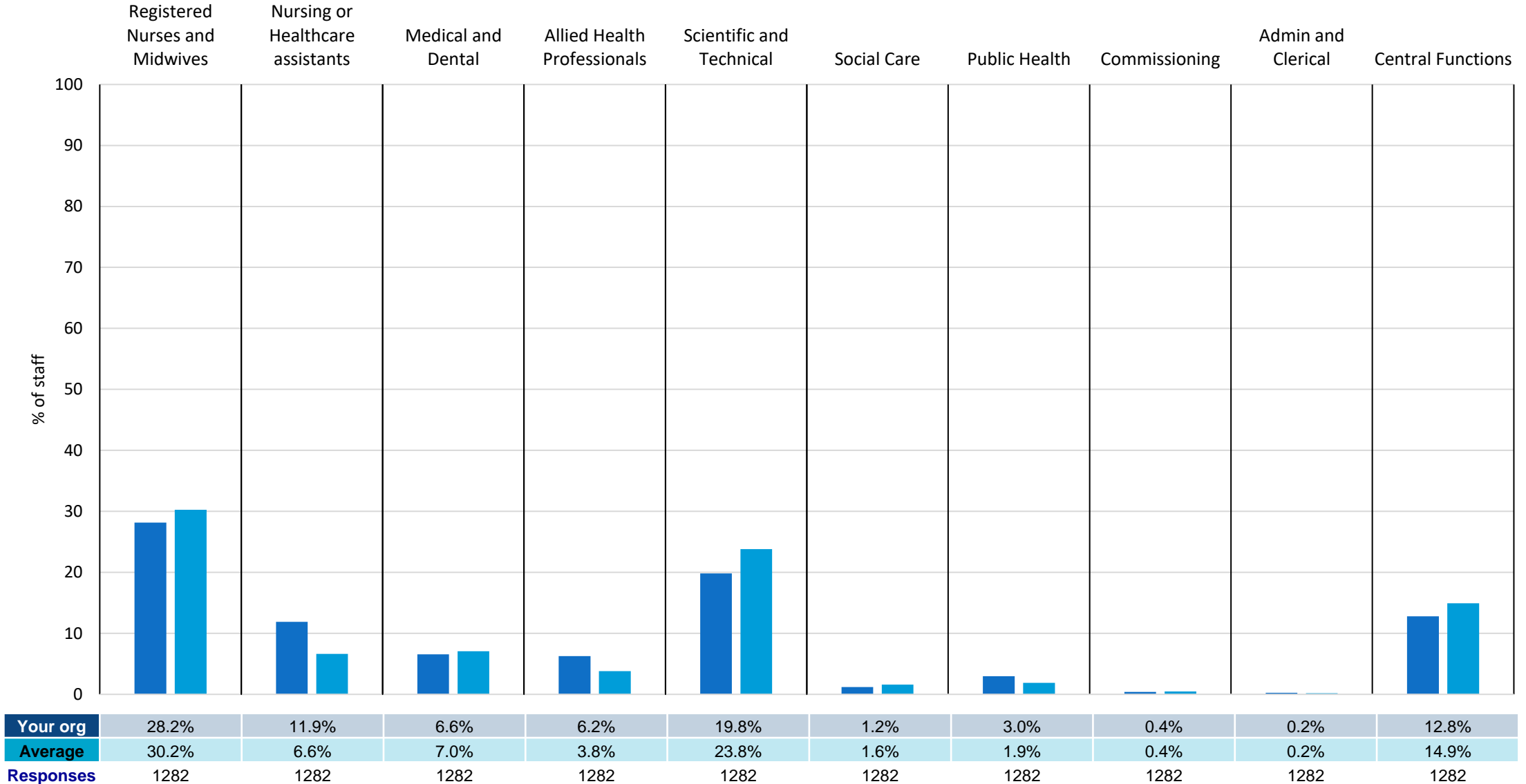


Background details – When you joined this organisation were you recruited from outside of the UK?

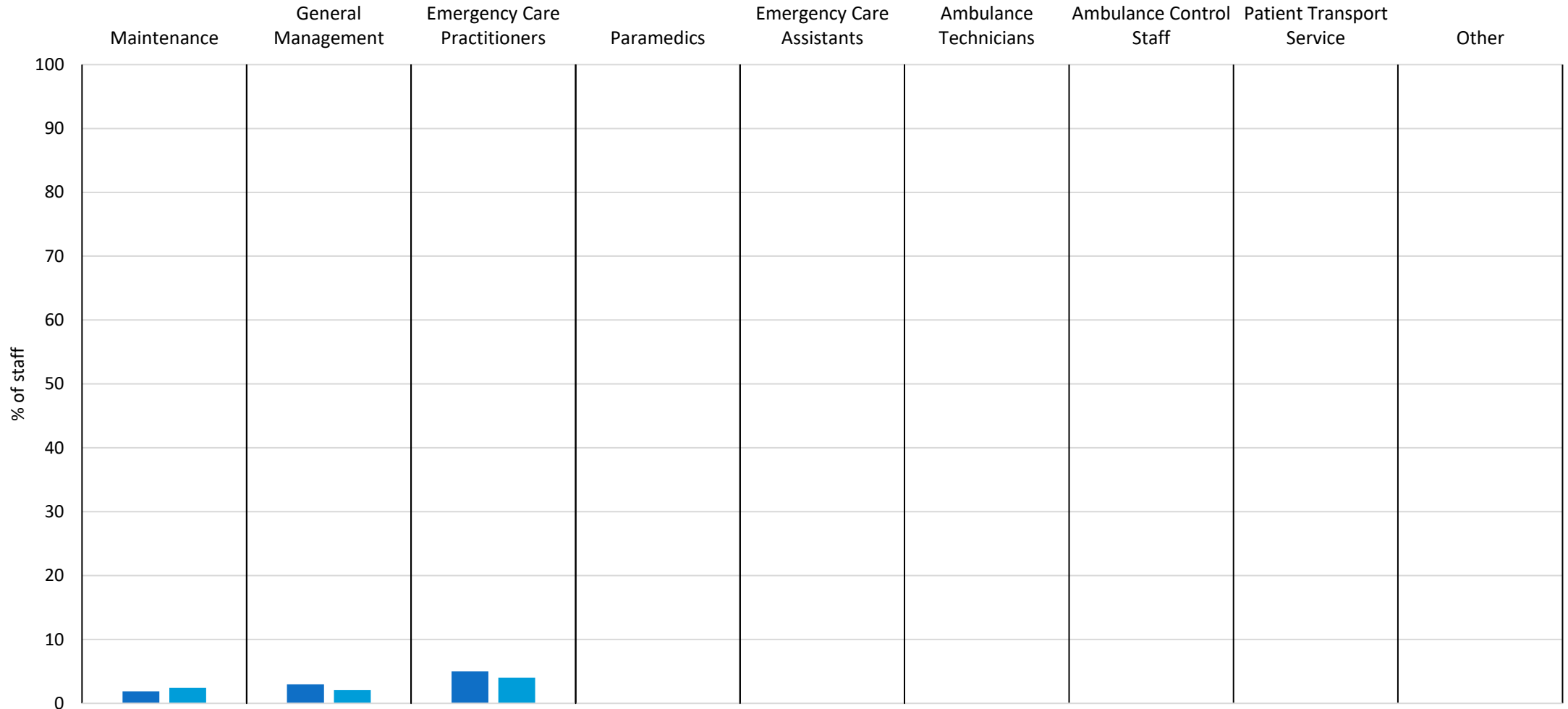


Category	Yes	No	Prefer not to say
Your org	0.9%	98.1%	0.9%
Average	1.3%	98.0%	0.8%
Responses	1271	1271	1271

Background details – Occupational group



Background details – Occupational group

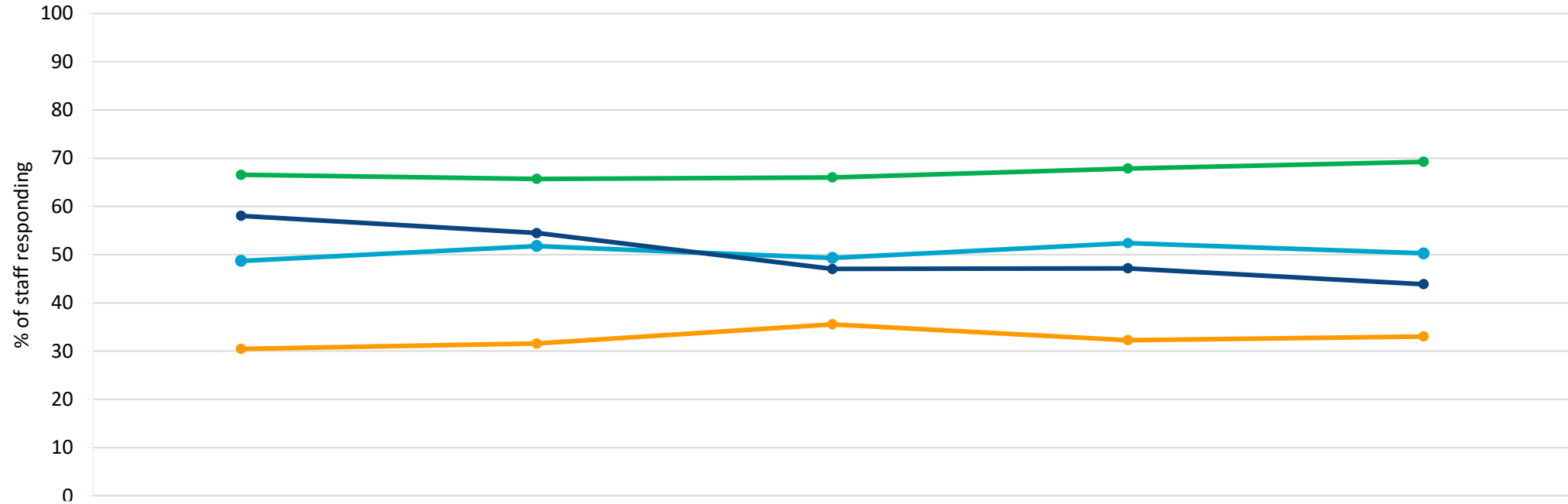


Your org	1.9%	3.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average	2.4%	2.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Responses	1282	1282	1282	1282	1282	1282	1282	1282	1282

Appendices

Appendix A: Response rate

Response rate



	2018	2019	2020	2021	2022
Your org	58.1%	54.5%	47.0%	47.2%	43.9%
Highest	66.5%	65.7%	66.0%	67.9%	69.2%
Average	48.7%	51.8%	49.3%	52.4%	50.3%
Lowest	30.5%	31.6%	35.6%	32.3%	33.0%
Responses	1420	1410	1311	1384	1322

Appendix B: Significance testing 2021 vs 2022

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

People Promise elements	2021 score	2021 respondents	2022 score	2022 respondents	Statistically significant change?
We are compassionate and inclusive	7.5	1381	7.6	1319	Not significant
We are recognised and rewarded	6.4	1380	6.4	1314	Not significant
We each have a voice that counts	7.0	1364	7.0	1293	Not significant
We are safe and healthy	6.3	1370	6.2	1305	Not significant
We are always learning	5.5	1301	5.5	1250	Not significant
We work flexibly	6.9	1374	7.0	1309	Not significant
We are a team	7.1	1368	7.1	1315	Not significant
Themes					
Staff Engagement	7.0	1381	7.0	1319	Not significant
Morale	6.1	1381	6.0	1319	Not significant

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

Appendix C: Tips on using your benchmark report

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

Key points to note



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



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



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

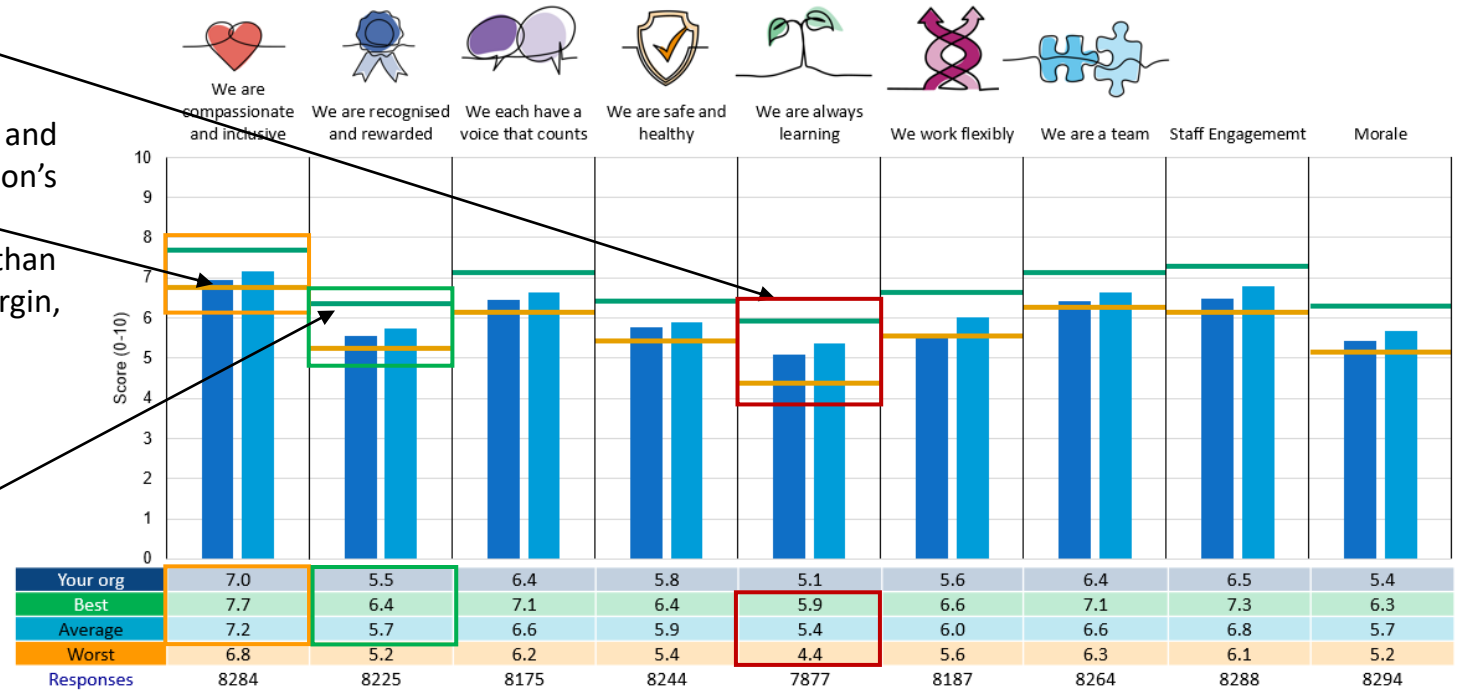
N.B. Historical benchmarking data for 2019 has been revised for the Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts, and Community Trusts benchmarking groups. This is due to a revision in the occupation group weighting to correctly reflect historical benchmarking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

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

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

Areas to improve

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



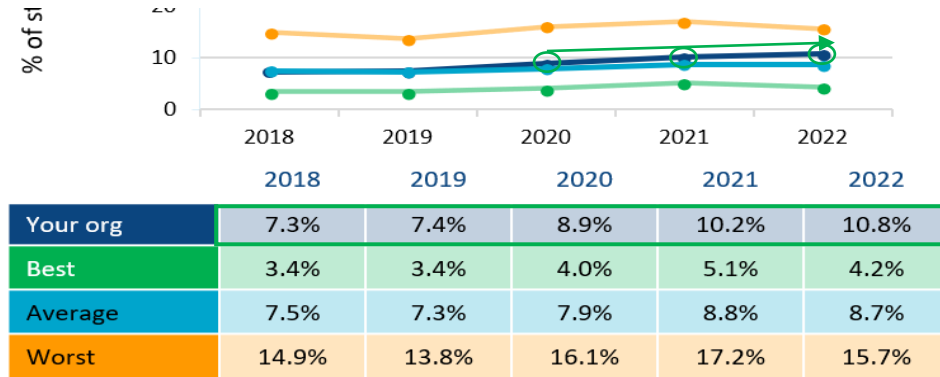
Only one example is highlighted for each point

Positive outcomes

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

Review trend data

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

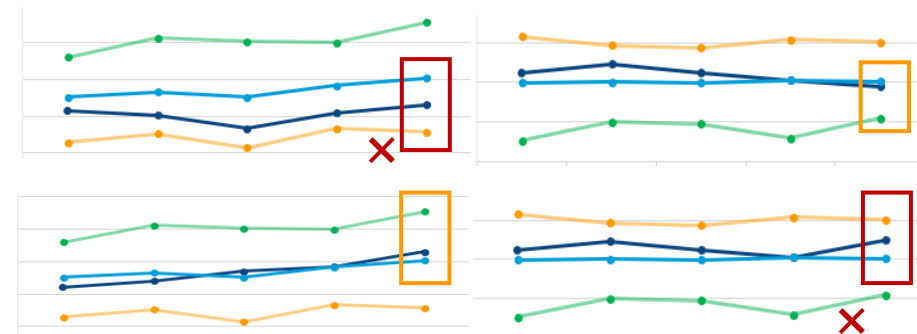


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

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

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

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



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

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

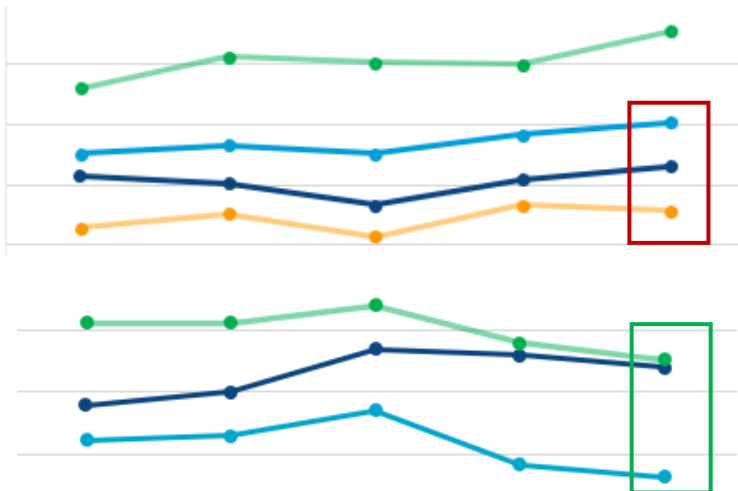
Identifying questions of interest

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

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

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

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



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

Appendix D: Additional reporting outputs

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

Supporting documents



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



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

Other local results



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



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

National results



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



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



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