

Bradford Teaching Hospitals NHS Foundation Trust

2020 NHS Staff Survey

Benchmark Report

Contents

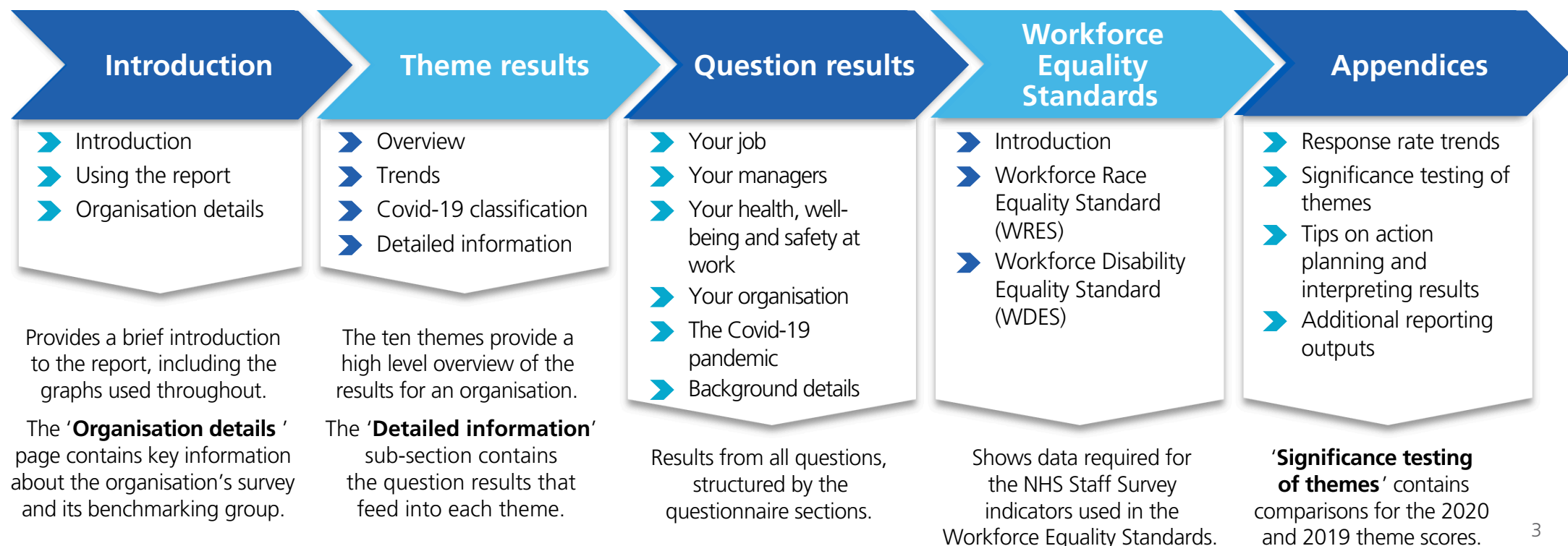
Introduction	3	Theme results – Detailed information	31
Theme results	6	Equality, diversity & inclusion	32
Overview	7	Health & wellbeing	34
Theme results – Trends	8	Immediate managers	36
Equality, diversity & inclusion	9	Morale	38
Health & wellbeing	10	Quality of care	41
Immediate managers	11	Safe environment - Bullying & harassment	42
Morale	12	Safe environment - Violence	43
Quality of care	13	Safety culture	44
Safe environment - Bullying & harassment	14	Staff engagement	46
Safe environment - Violence	15	Team working	49
Safety culture	16	Question results	50
Staff engagement	17	Your job	51
Team working	18	Your managers	83
Theme results – Covid-19 classification breakdowns	19	Your health, well-being and safety at work	95
Equality, diversity & inclusion	21	Your organisation	131
Health & wellbeing	22	The Covid-19 pandemic	147
Immediate managers	23	Background details	150
Morale	24	Workforce Equality Standards	159
Quality of care	25	Workforce Race Equality Standard (WRES)	161
Safe environment - Bullying & harassment	26	Workforce Disability Equality Standard (WDES)	166
Safe environment - Violence	27	Appendices	176
Safety culture	28	A – Response rate	178
Staff engagement	29	B – Significance testing - 2019 v 2020 theme results	180
Team working	30	C – Tips on using your benchmark report	181
		D – Additional reporting outputs	187

This benchmark report for Bradford Teaching Hospitals NHS Foundation Trust contains results for themes and questions from the 2020 NHS Staff Survey, and historical results back to 2016 where possible. These results are presented in the context of the 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: q1, q10a, q20a-d, q22-q26a, and q27a-q28 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](#).

The structure of this report



Key features

Question number and text
(or the theme) specified
at the top of each slide

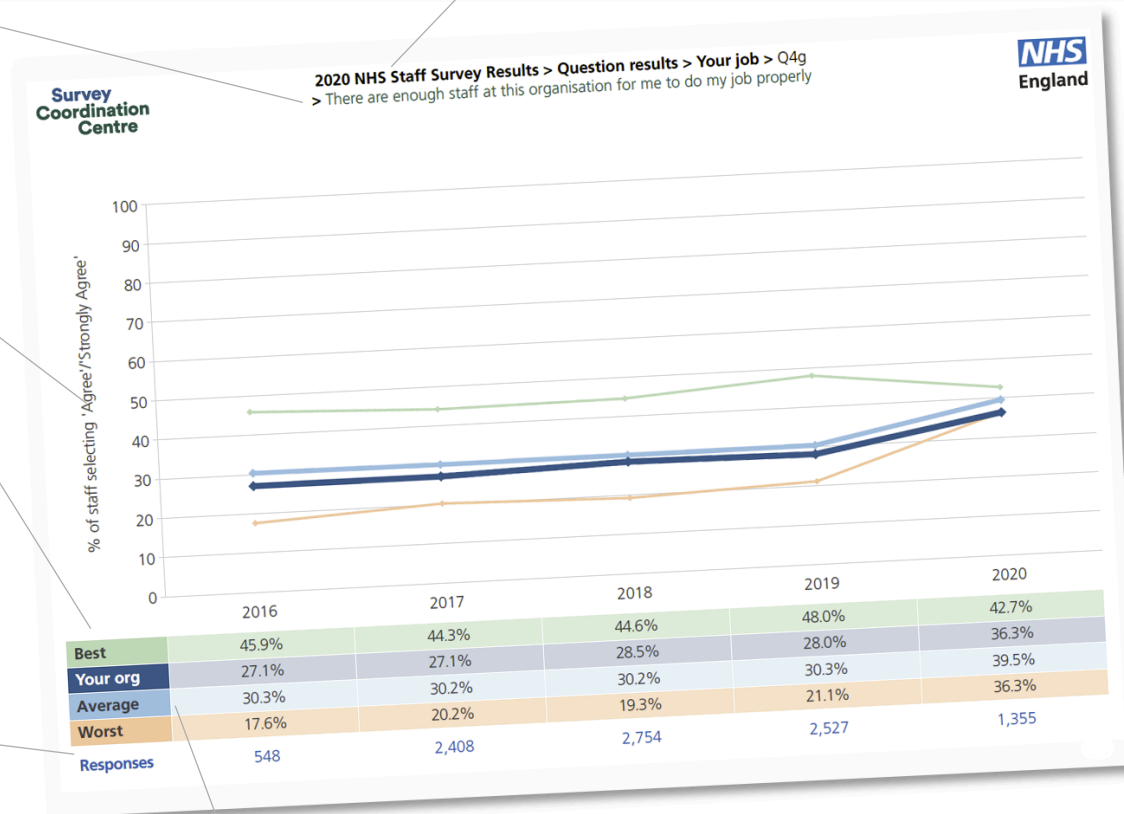
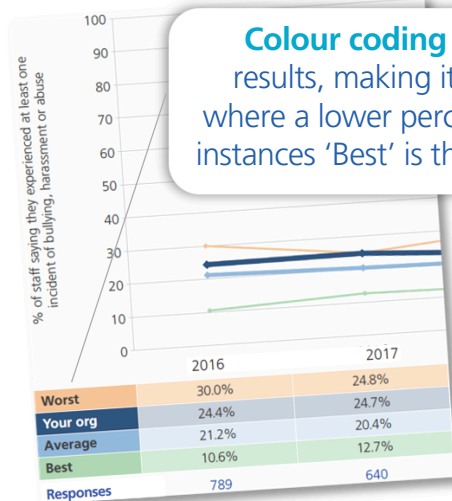
Question-level results are always
reported as percentages; the **meaning
of the value** is outlined along the axis.
Themes are always on a 0-10pt scale
where 10 is the best score attainable

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

 **Keep an eye out!**

Number of responses
for the organisation
for the given question

Slide headers are **hyperlinked** throughout the document. '2020
NHS Staff Survey Results' takes you back to the contents page
(which is also hyperlinked to each section), while the rest of the text
highlighted in bold can be used to navigate to sections and sub-sections



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**

Bradford Teaching Hospitals NHS Foundation Trust

2020 NHS Staff Survey



Organisation details

Completed questionnaires **2,747**

2020 response rate **44%**

➤ [See response rate trend for the last 5 years](#)

Survey details

Survey mode **Mixed**

Sample type **Census**

This organisation is benchmarked against:

Acute and Acute &
Community Trusts



2020 benchmarking group details

Organisations in group: **128**

Median response rate: **45%**

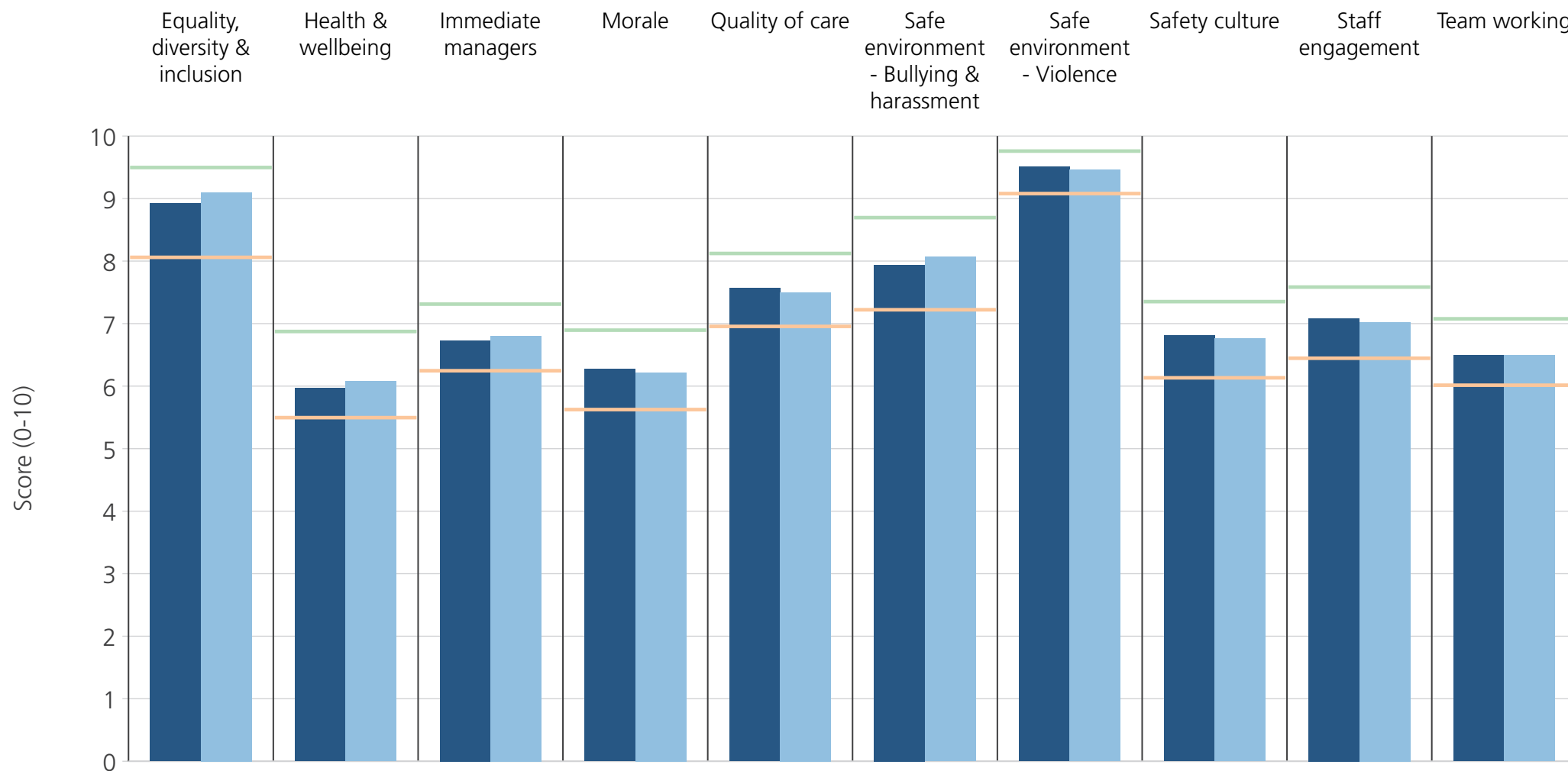
No. of completed questionnaires:
402,201

Theme results

The calculation for the immediate managers theme has changed this year due to the omission of one of the questions which previously contributed to the theme. This change has been applied retrospectively so data for 2016-2020 shown in the charts are comparable for this theme, however these figures are not directly comparable to the results reported in previous years. For more details please see the [technical document](#).

Bradford Teaching Hospitals NHS Foundation Trust

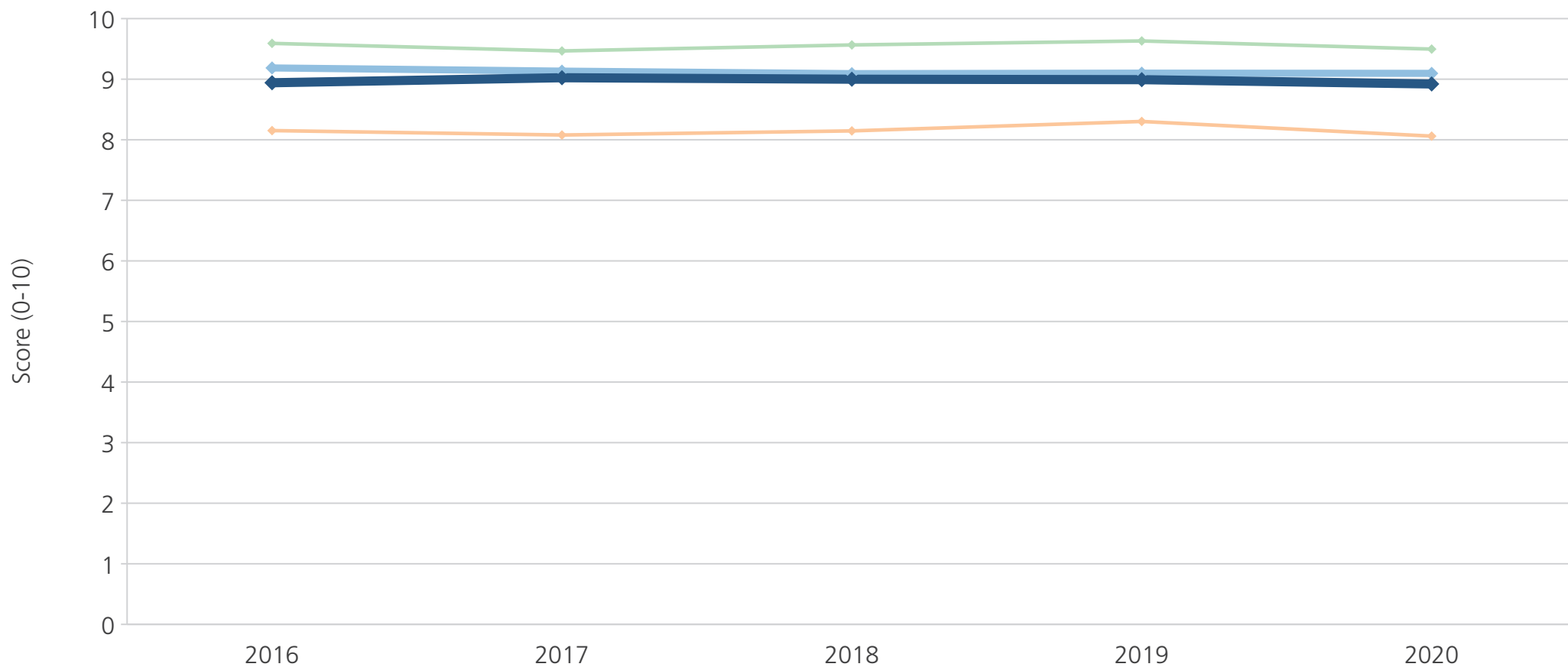
2020 NHS Staff Survey Results



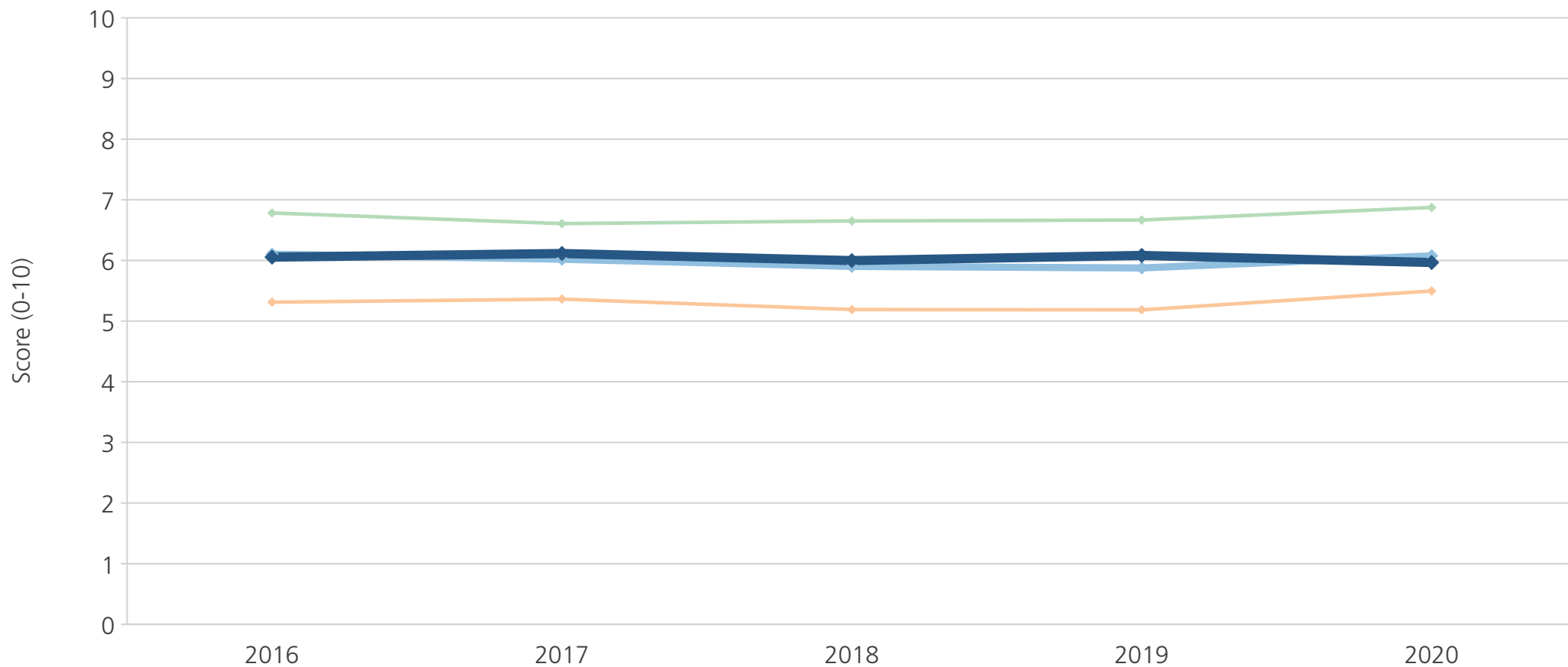
Best	9.5	6.9	7.3	6.9	8.1	8.7	9.8	7.4	7.6	7.1
Your org	8.9	6.0	6.7	6.3	7.6	7.9	9.5	6.8	7.1	6.5
Average	9.1	6.1	6.8	6.2	7.5	8.1	9.5	6.8	7.0	6.5
Worst	8.1	5.5	6.2	5.6	7.0	7.2	9.1	6.1	6.4	6.0
Responses	2,721	2,730	2,735	2,731	2,343	2,720	2,723	2,733	2,740	2,685

Theme results – Trends

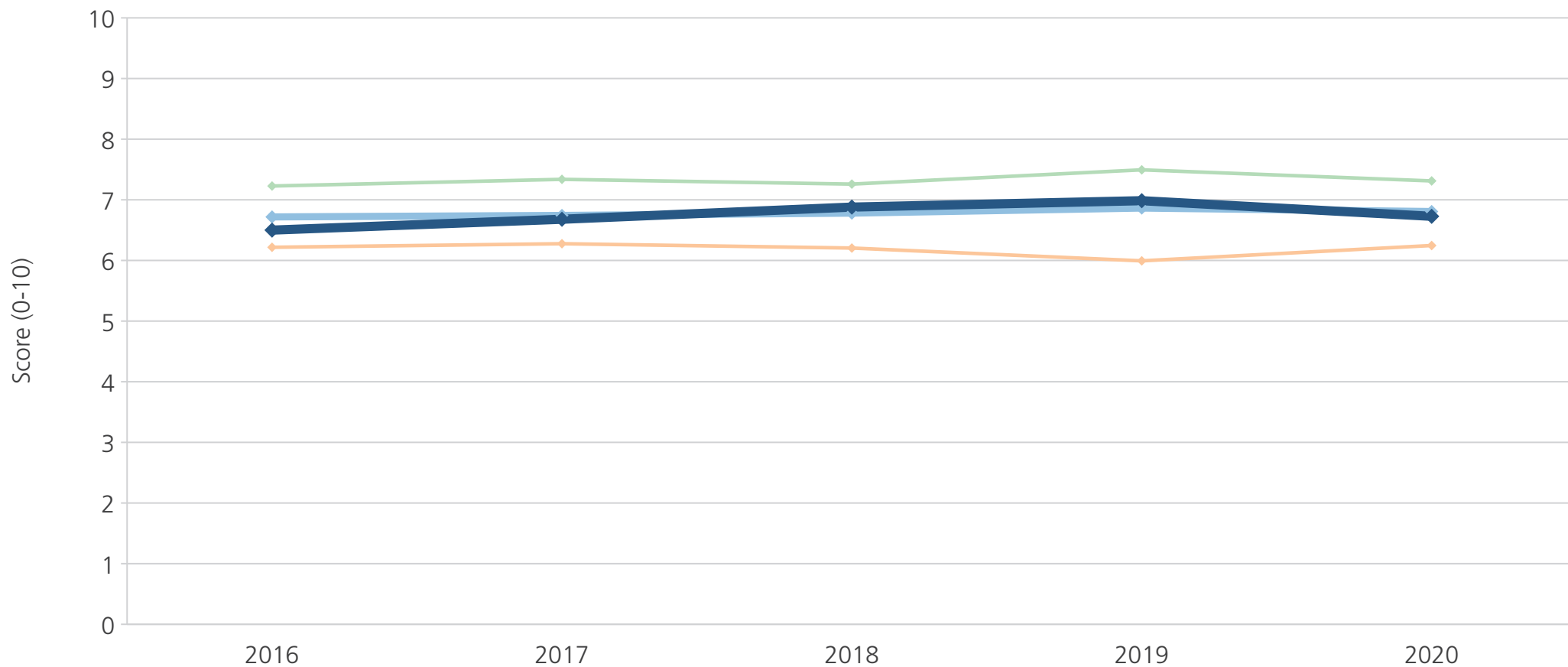
Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



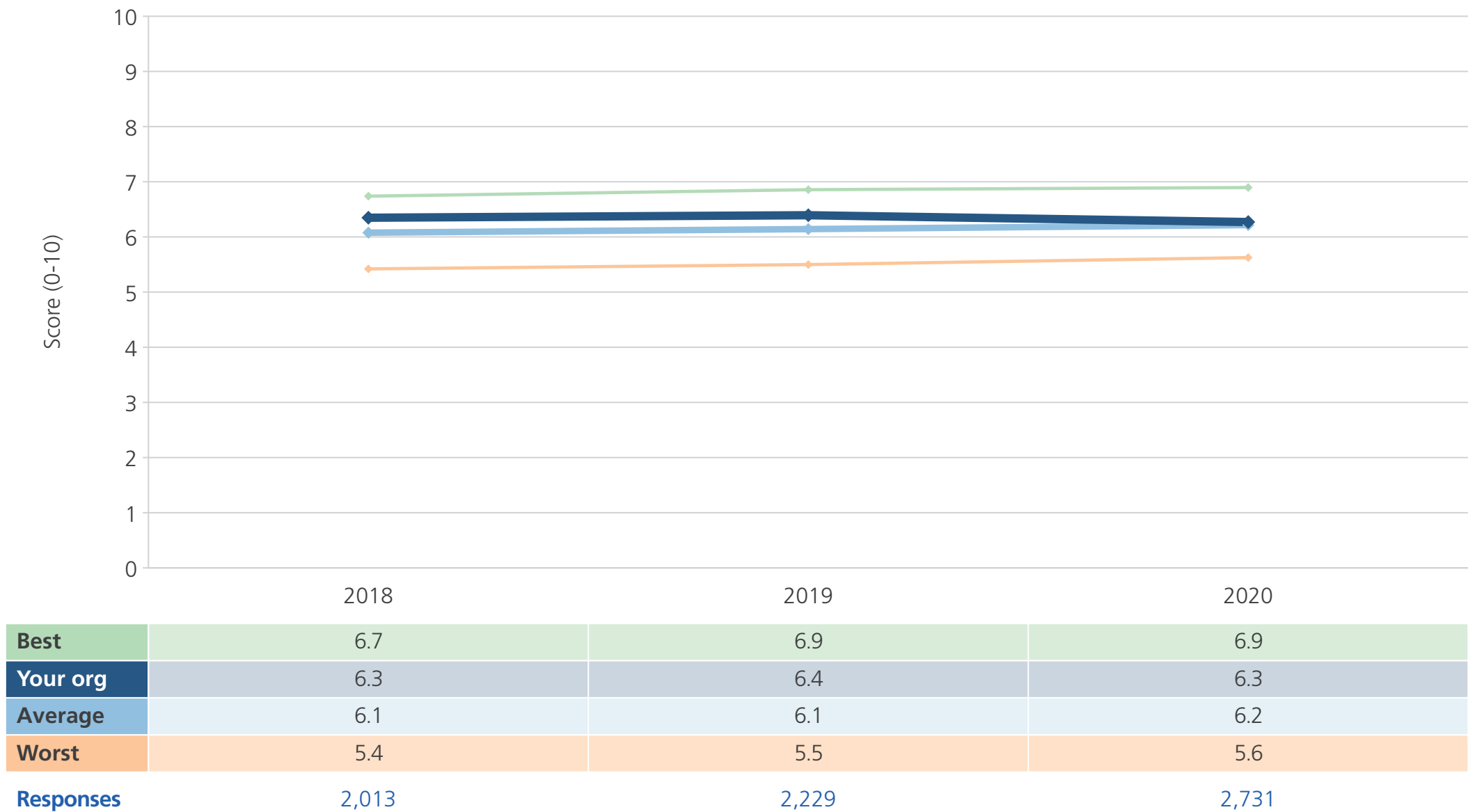
Best	9.6	9.5	9.6	9.6	9.5
Your org	8.9	9.0	9.0	9.0	8.9
Average	9.2	9.1	9.1	9.1	9.1
Worst	8.2	8.1	8.1	8.3	8.1
Responses	455	1,972	2,028	2,233	2,721

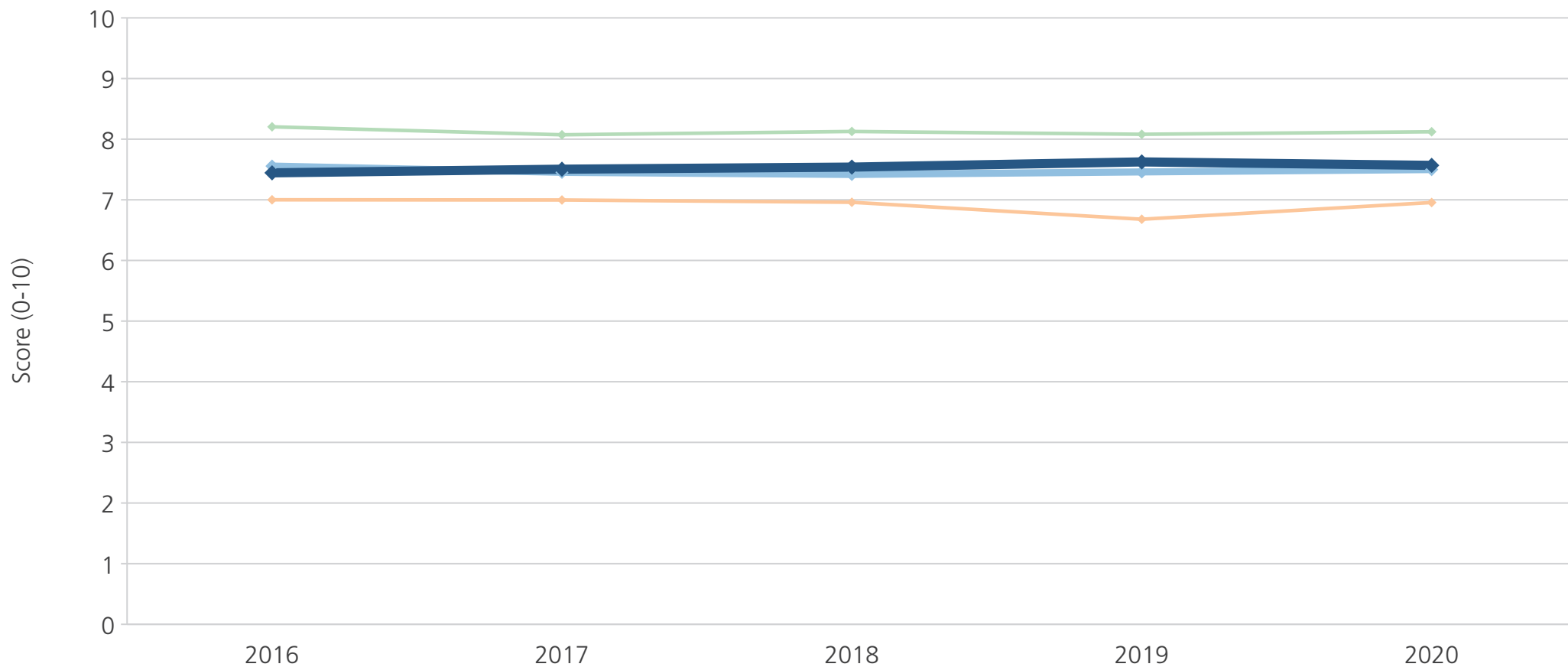


Best	6.8	6.6	6.7	6.7	6.9
Your org	6.1	6.1	6.0	6.1	6.0
Average	6.1	6.0	5.9	5.9	6.1
Worst	5.3	5.4	5.2	5.2	5.5
Responses	463	1,991	2,045	2,255	2,730

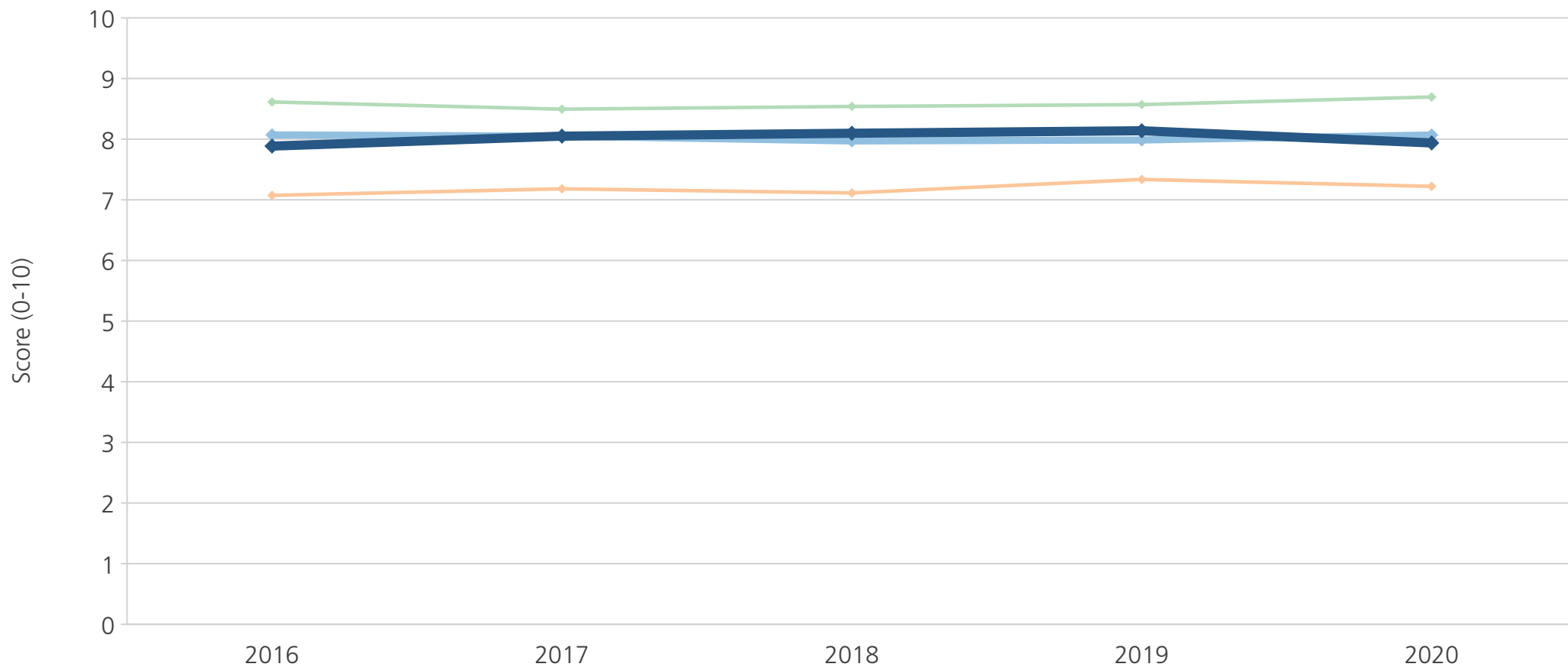


Best	7.2	7.3	7.3	7.5	7.3
Your org	6.5	6.7	6.9	7.0	6.7
Average	6.7	6.7	6.8	6.9	6.8
Worst	6.2	6.3	6.2	6.0	6.2
Responses	464	1,995	2,055	2,264	2,735

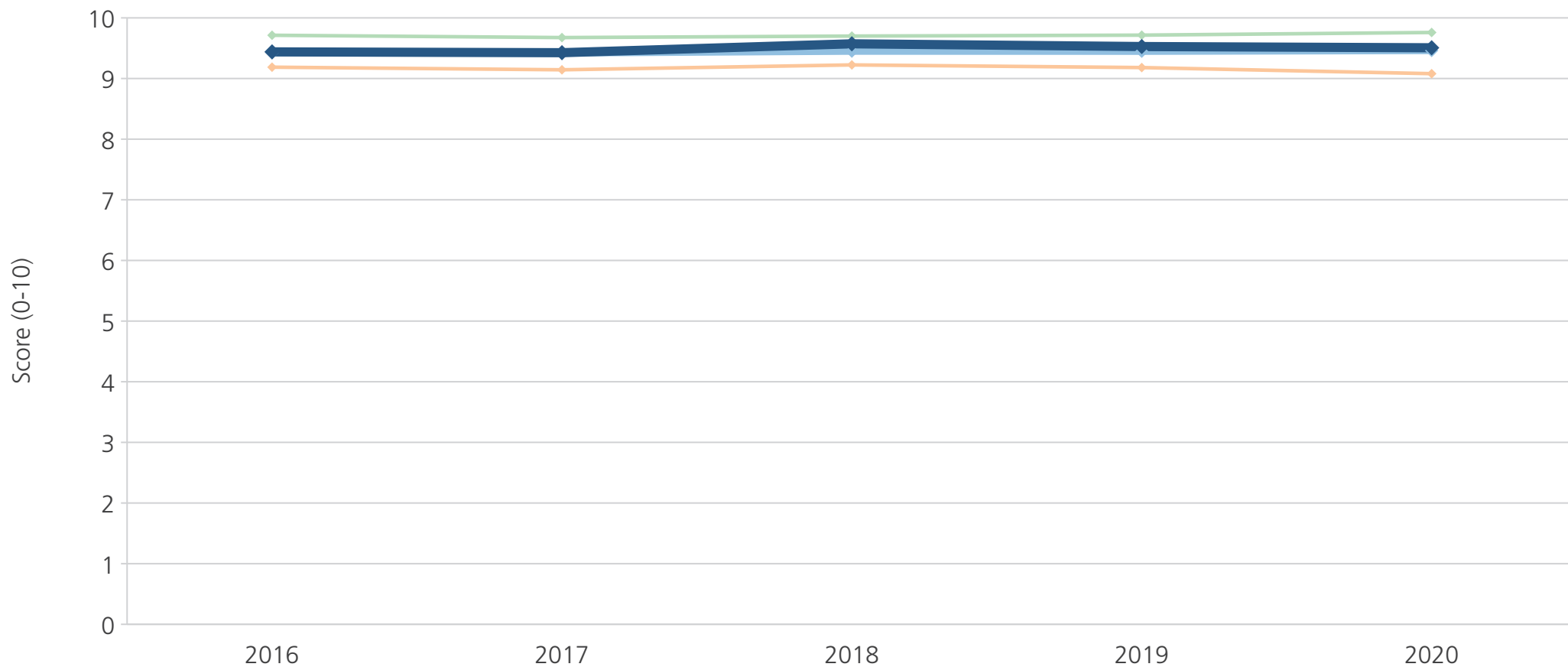




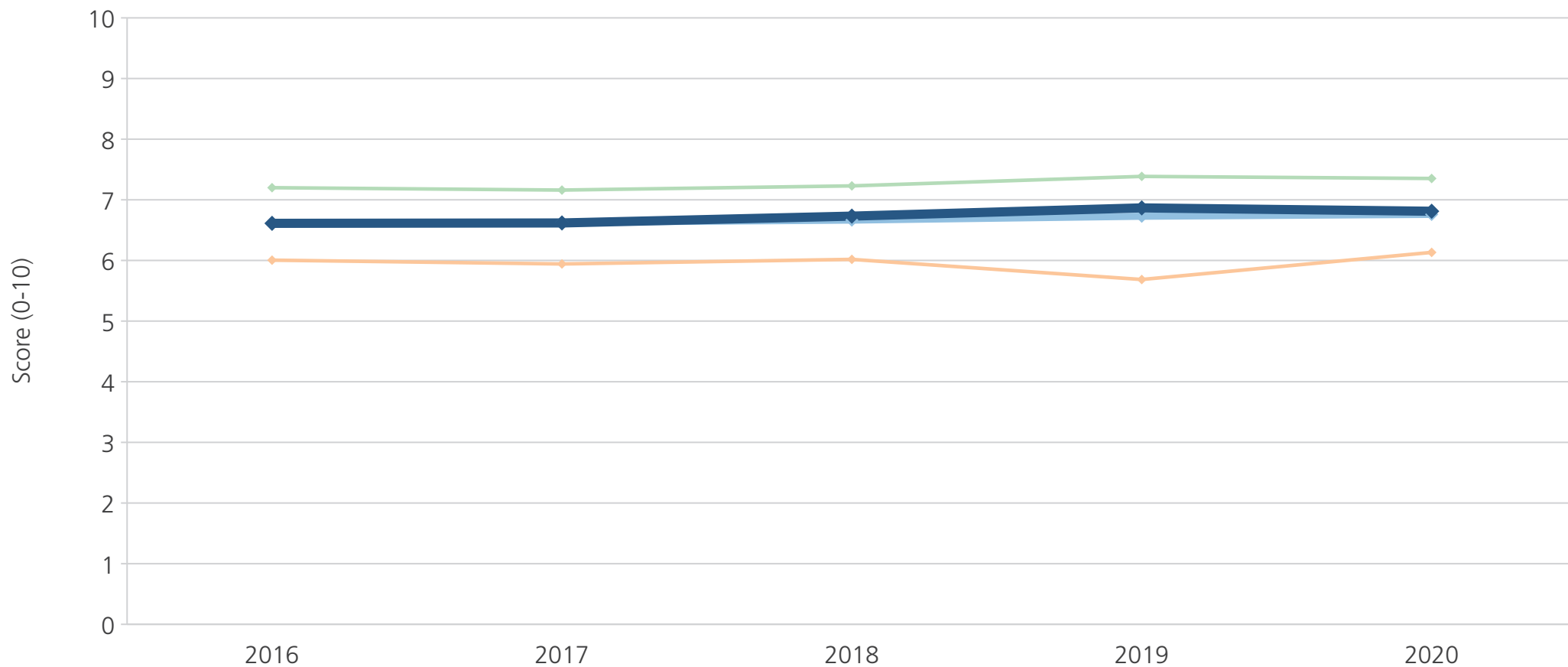
Best	8.2	8.1	8.1	8.1	8.1
Your org	7.4	7.5	7.5	7.6	7.6
Average	7.6	7.5	7.4	7.5	7.5
Worst	7.0	7.0	7.0	6.7	7.0
Responses	403	1,668	1,708	1,894	2,343



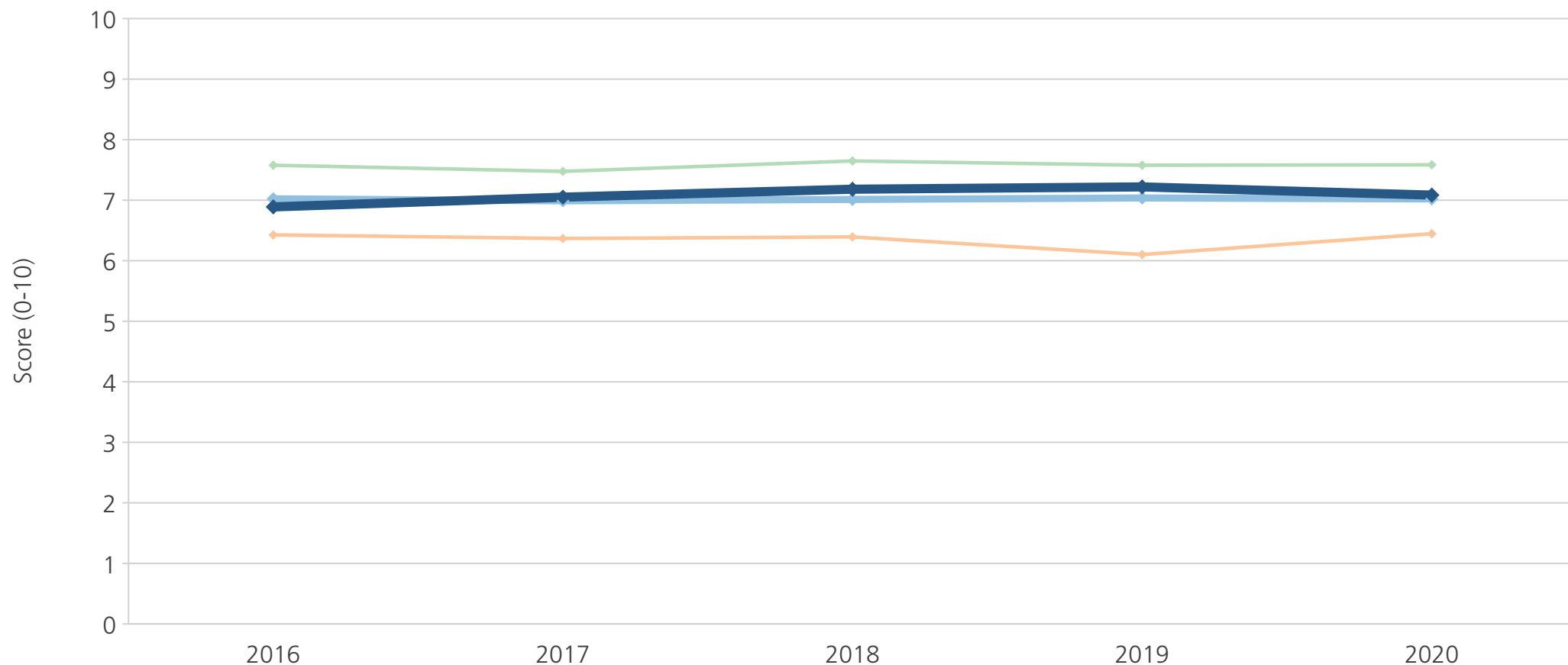
Best	8.6	8.5	8.5	8.6	8.7
Your org	7.9	8.0	8.1	8.1	7.9
Average	8.1	8.0	8.0	8.0	8.1
Worst	7.1	7.2	7.1	7.3	7.2
Responses	458	1,960	2,032	2,241	2,720



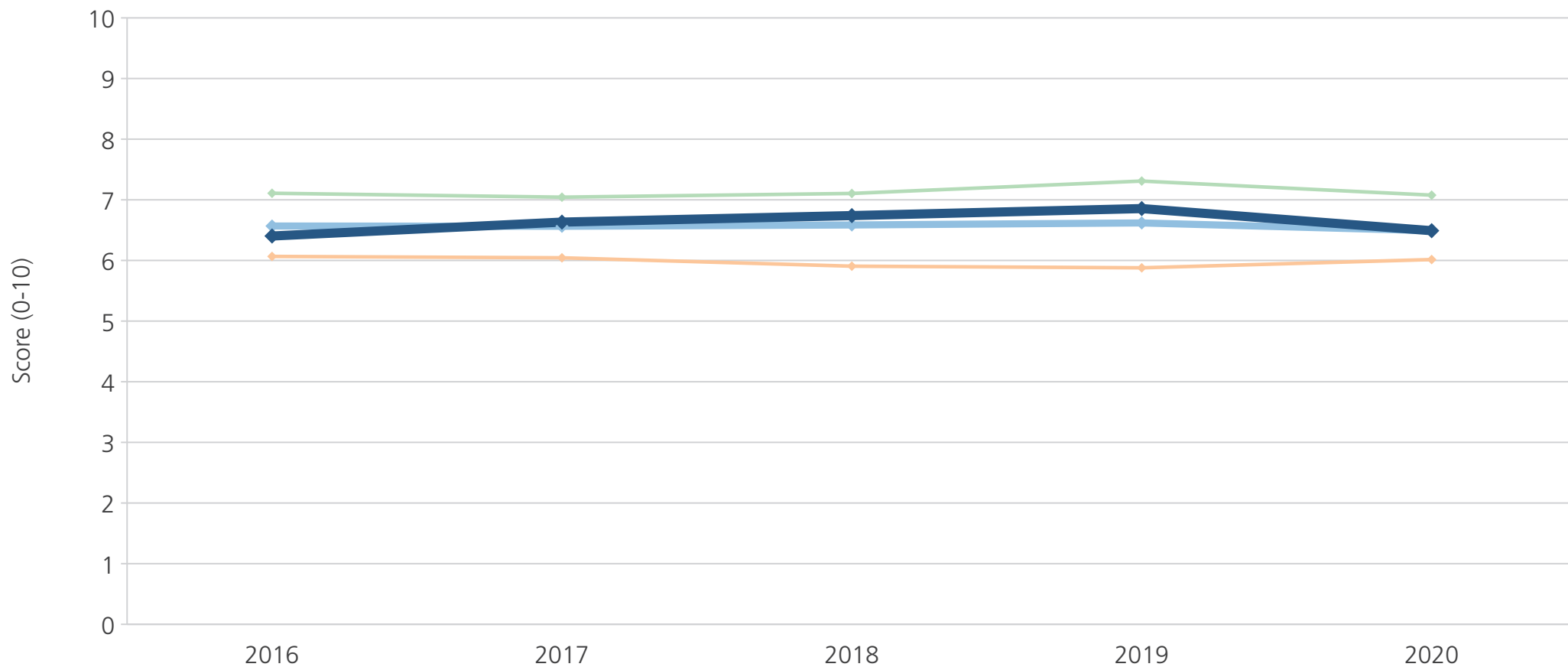
Best	9.7	9.7	9.7	9.7	9.8
Your org	9.4	9.4	9.6	9.5	9.5
Average	9.4	9.4	9.4	9.4	9.5
Worst	9.2	9.1	9.2	9.2	9.1
Responses	456	1,967	2,028	2,220	2,723



Best	7.2	7.2	7.2	7.4	7.4
Your org	6.6	6.6	6.7	6.9	6.8
Average	6.6	6.6	6.7	6.7	6.8
Worst	6.0	5.9	6.0	5.7	6.1
Responses	461	1,981	2,015	2,240	2,733



Best	7.6	7.5	7.6	7.6	7.6
Your org	6.9	7.0	7.2	7.2	7.1
Average	7.0	7.0	7.0	7.0	7.0
Worst	6.4	6.4	6.4	6.1	6.4
Responses	462	2,016	2,072	2,283	2,740



Best	7.1	7.0	7.1	7.3	7.1
Your org	6.4	6.6	6.7	6.9	6.5
Average	6.6	6.6	6.6	6.6	6.5
Worst	6.1	6.0	5.9	5.9	6.0
Responses	451	1,986	2,036	2,236	2,685

Theme results – Covid-19 classification breakdowns

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

Covid-19 questions

Staff were asked four classification questions relating to their experience during the Covid-19 pandemic:

- | | | |
|------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------------------------|
| a. Have you worked on a Covid-19 specific ward or area at any time? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| b. Have you been redeployed due to the Covid-19 pandemic at any time? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| c. Have you been required to work remotely/from home due to the Covid-19 pandemic? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| d. Have you been shielding? | <input type="checkbox"/> Yes, for myself | <input type="checkbox"/> Yes, for a member of my household |
| | | <input type="checkbox"/> No |

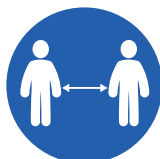
The charts on the following pages show the breakdown of theme scores for staff answering 'yes' to each of these questions, compared with the results for all staff at your organisation. Results are presented in the context of the highest, average and lowest scores for similar organisations.

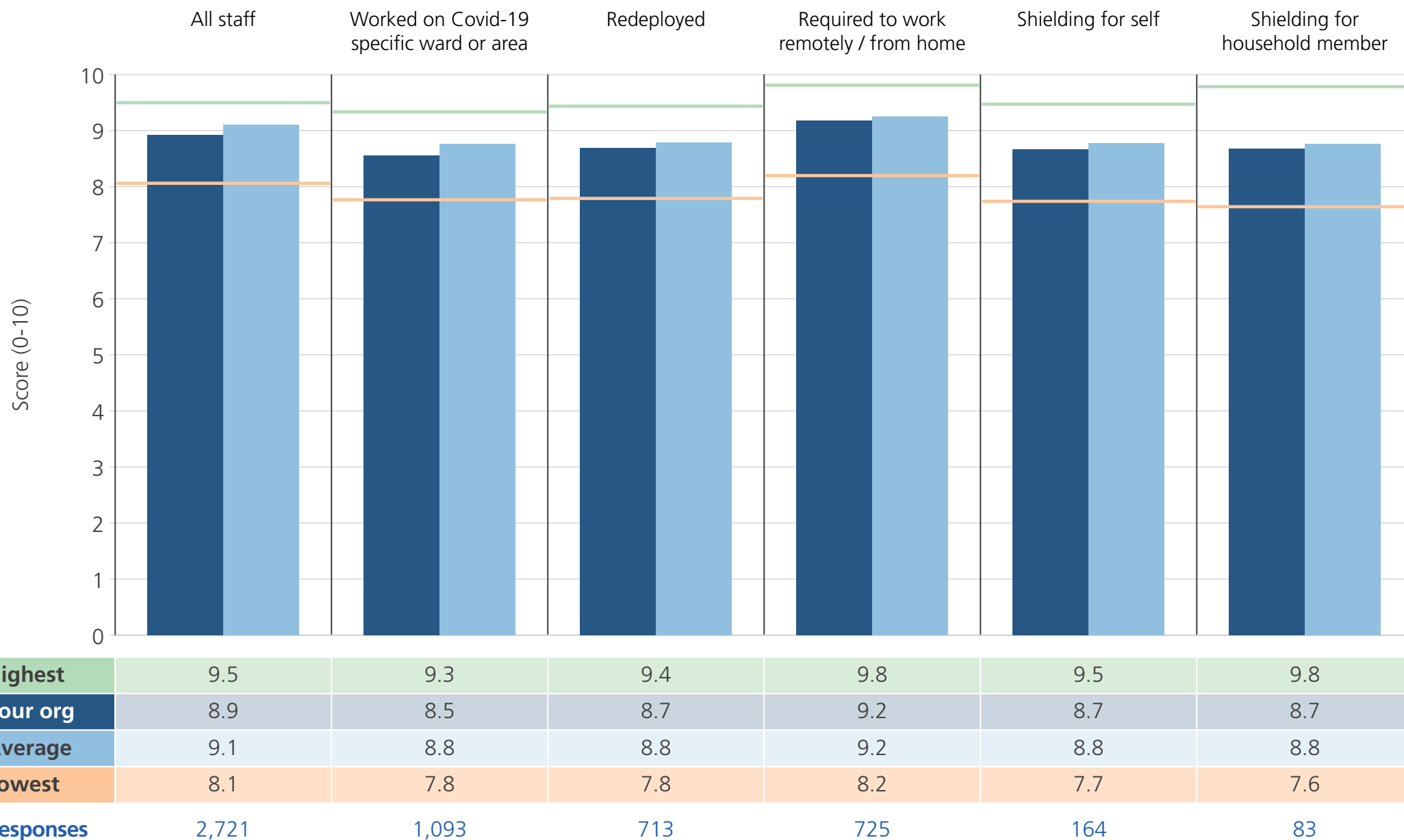
Comparing your data

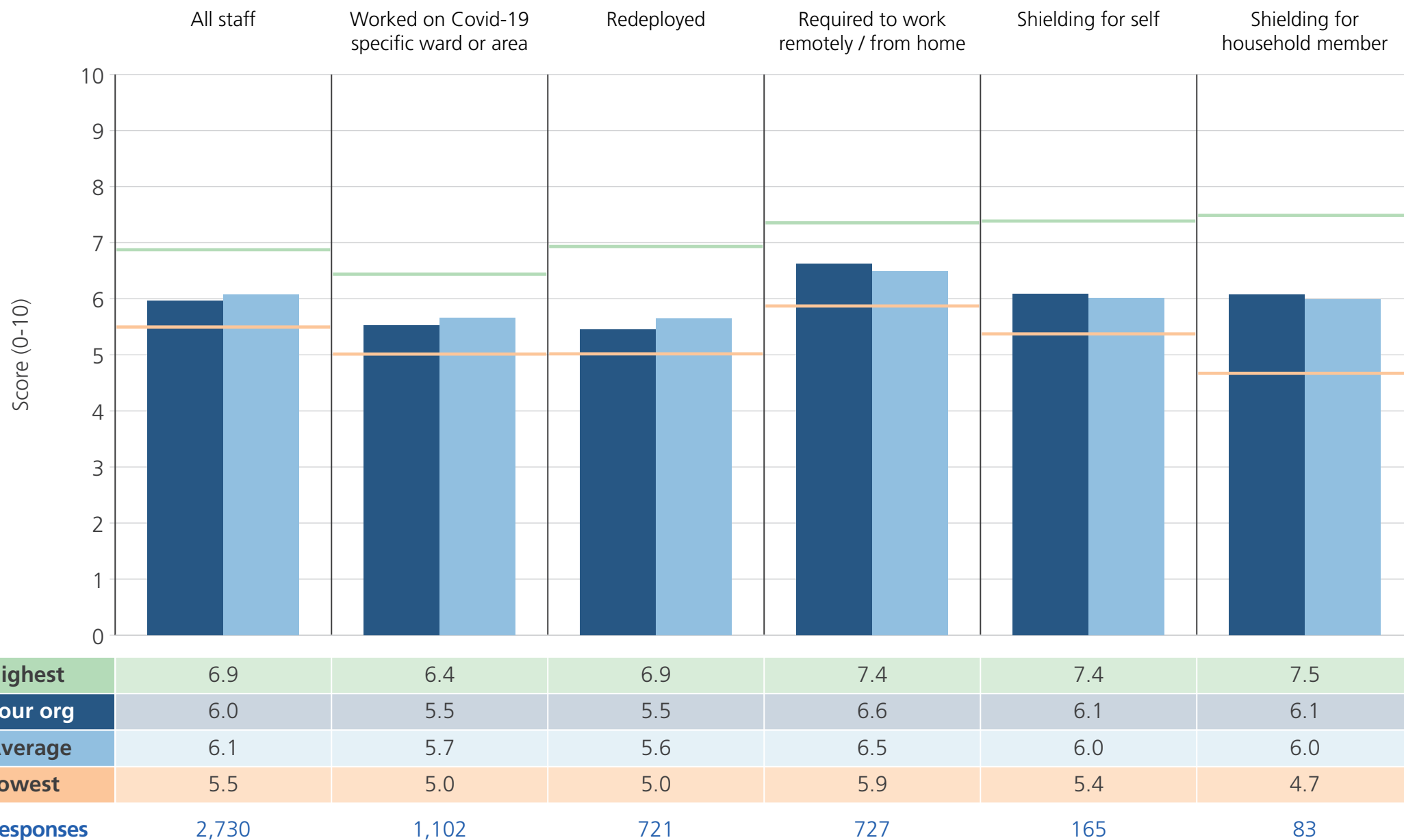
To improve overall comparability, the data have been weighted to match the occupation group profile of staff at your organisation to that of the benchmarking group, as in previous charts. However, there may be differences in the occupation group profiles of the individual COVID-19 subgroups. For example, 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 results. As such, a degree of caution is advised when interpreting your results.

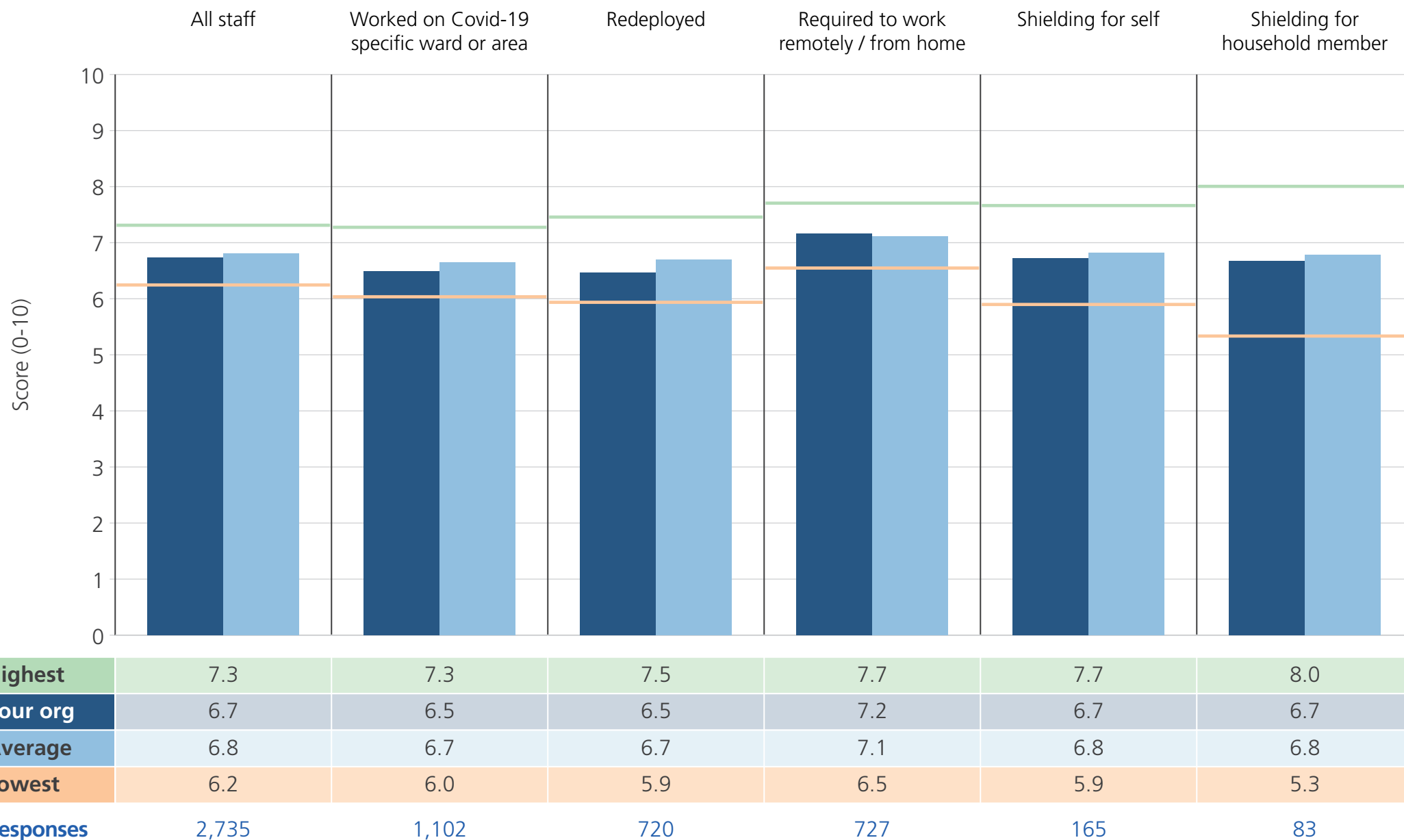
Further information

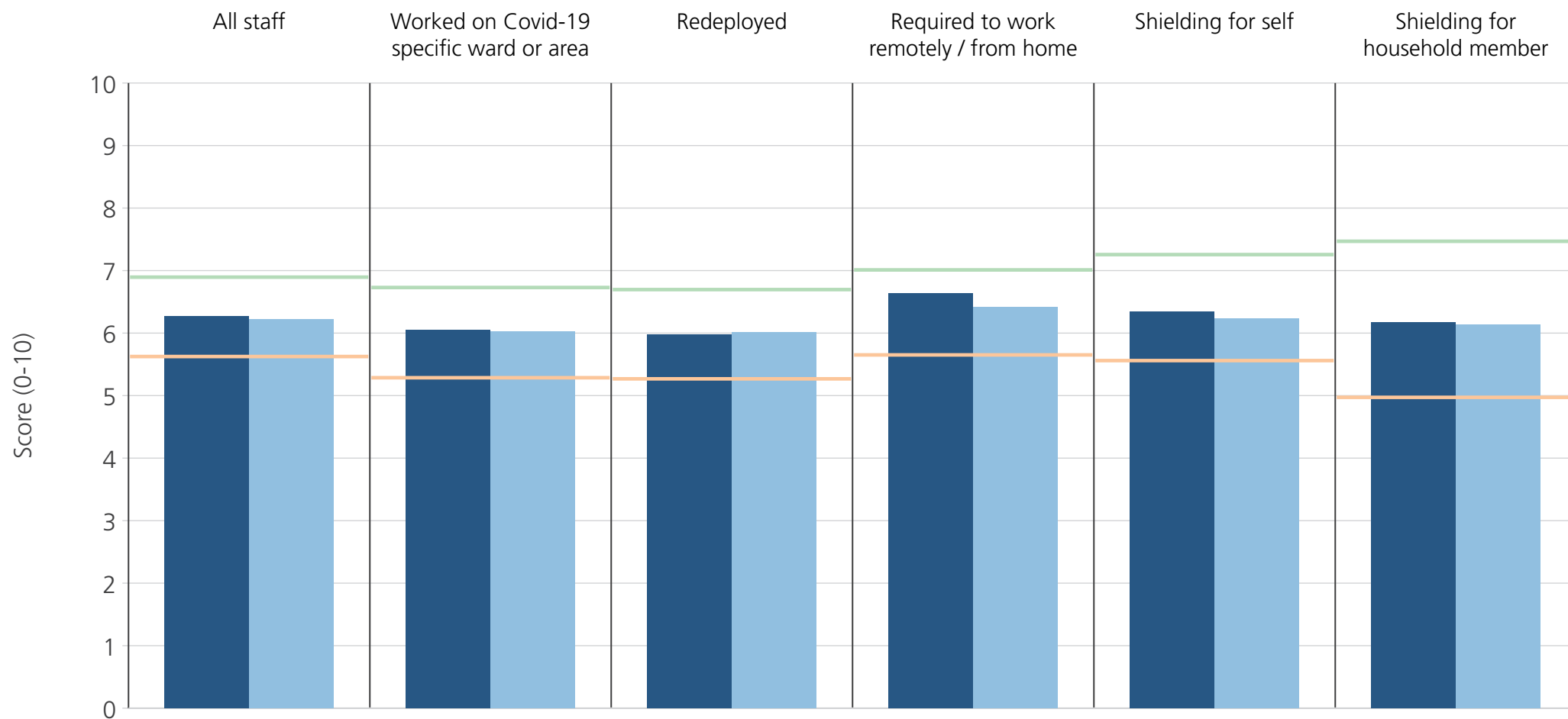
Results for these groups of staff, including data for individual questions, are also available via the [online dashboards](#). Please note that results presented in these dashboards have not been weighted where no benchmarking takes place and so may vary slightly from those shown in this report.

**HANDS****FACE****SPACE**









Highest	6.9	6.7	6.7	7.0	7.3	7.5
Your org	6.3	6.0	6.0	6.6	6.3	6.2
Average	6.2	6.0	6.0	6.4	6.2	6.1
Lowest	5.6	5.3	5.3	5.7	5.6	5.0

Responses

2,731

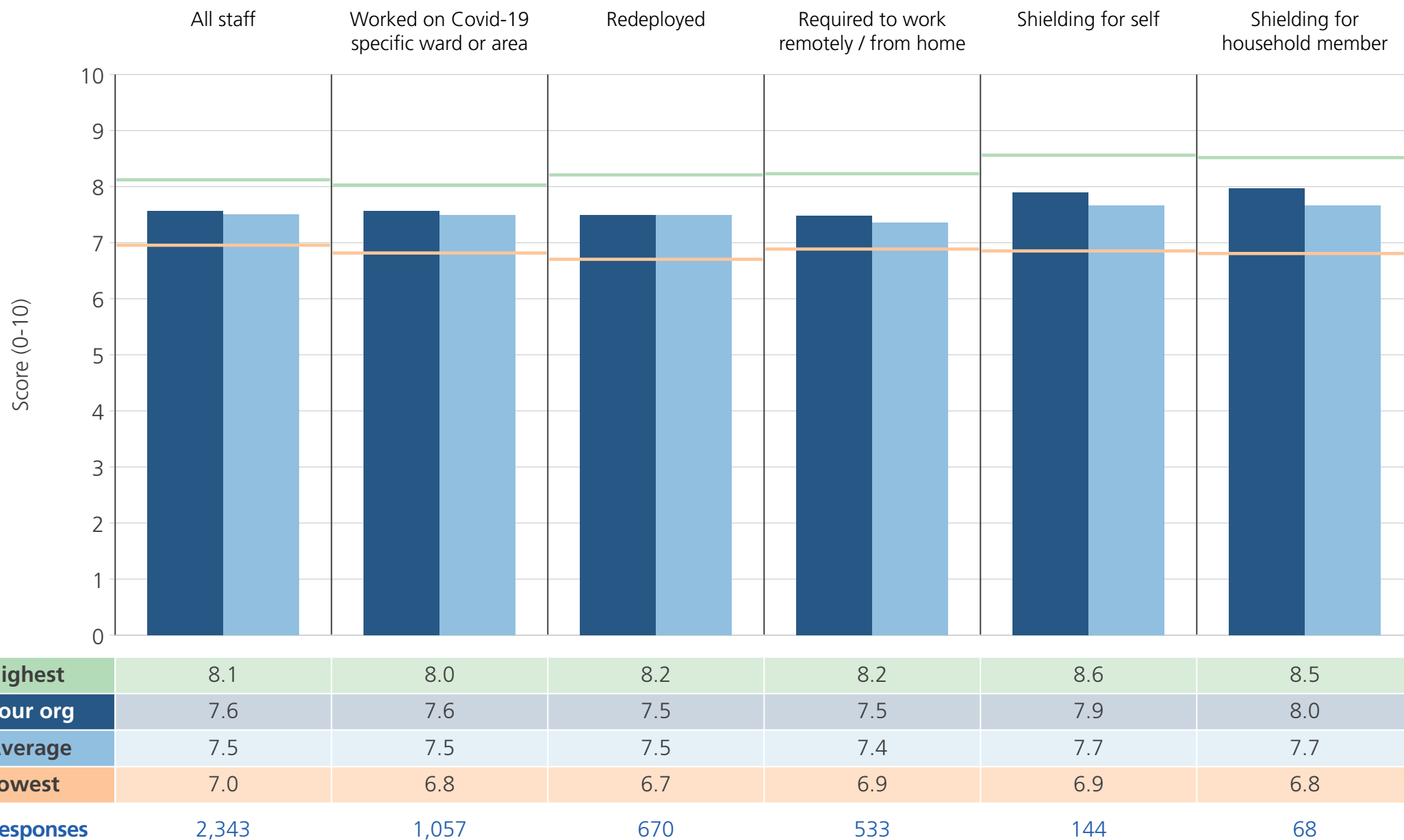
1,101

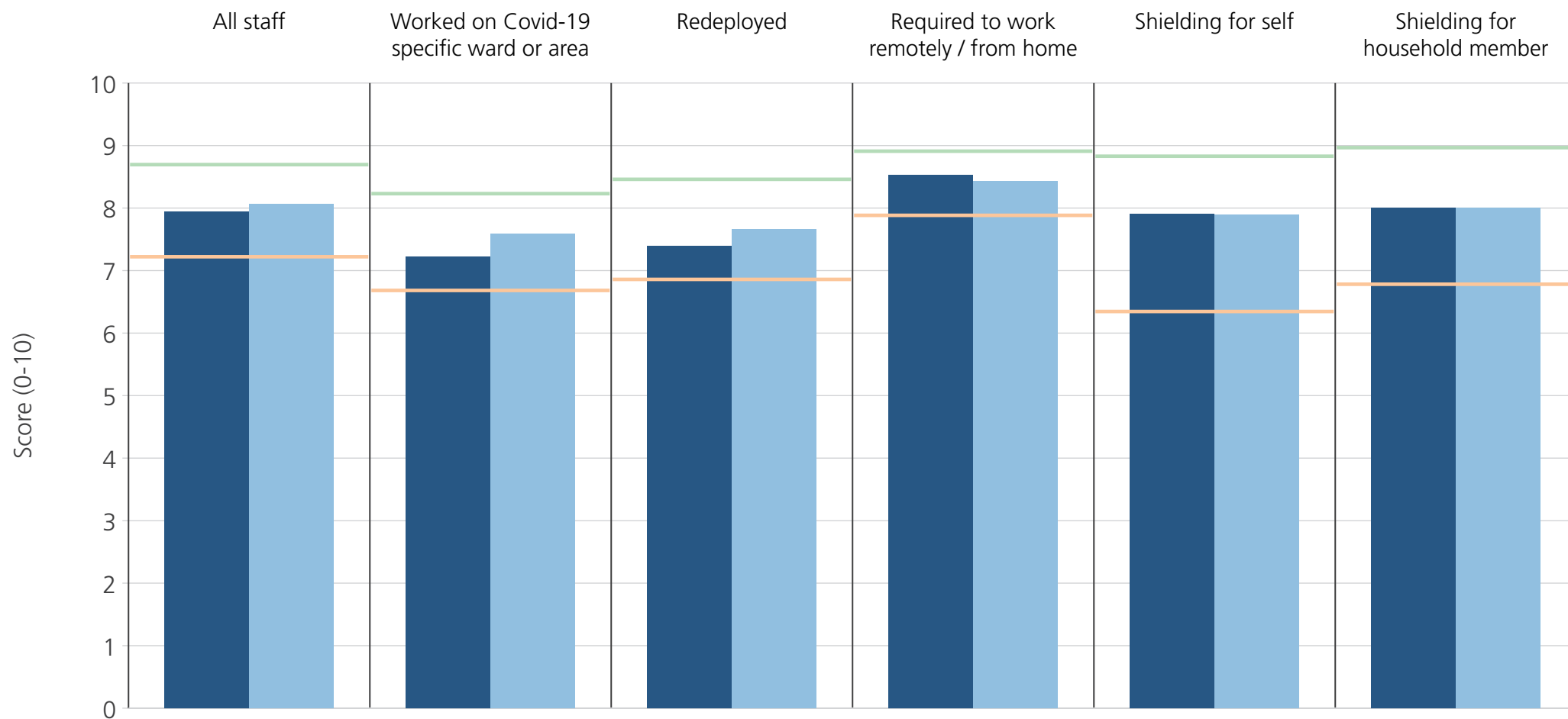
720

725

165

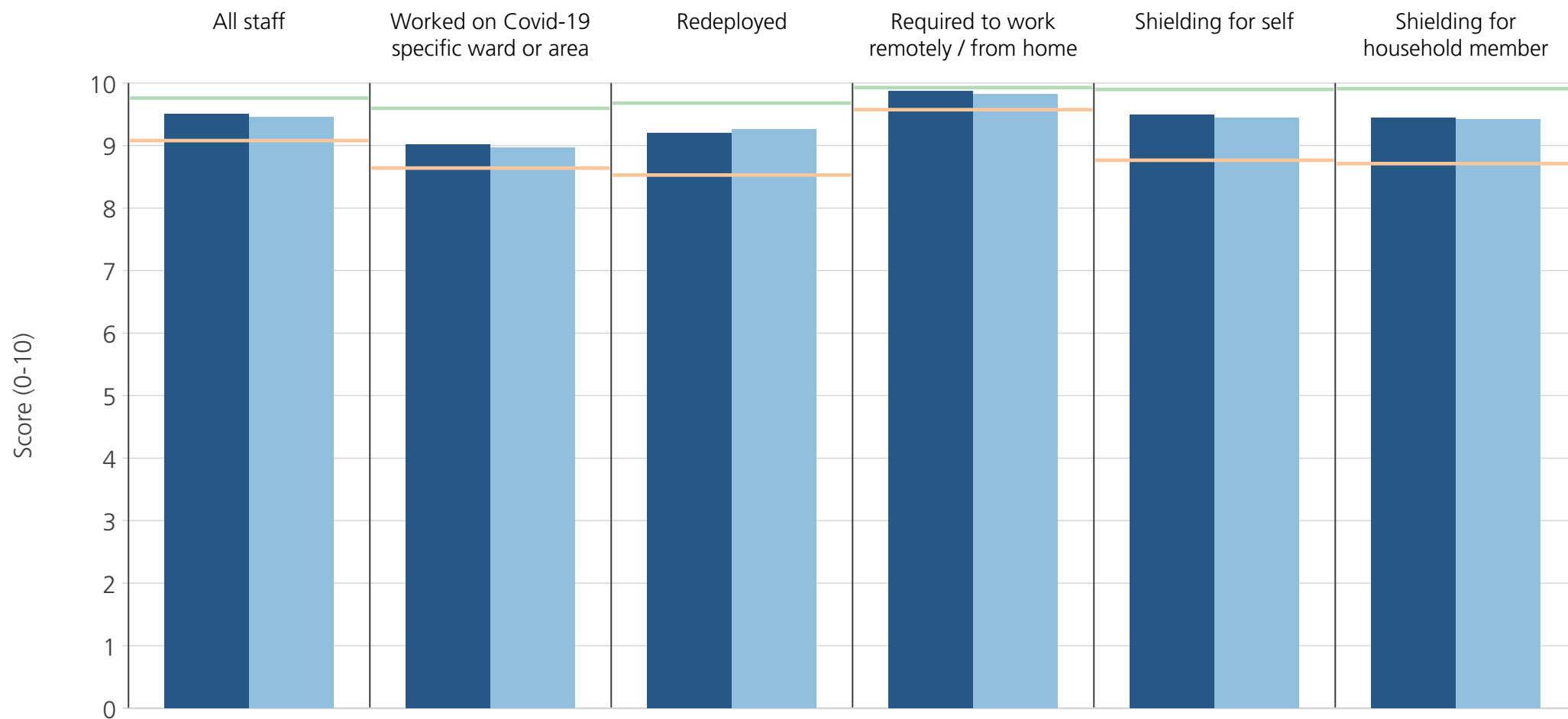
83





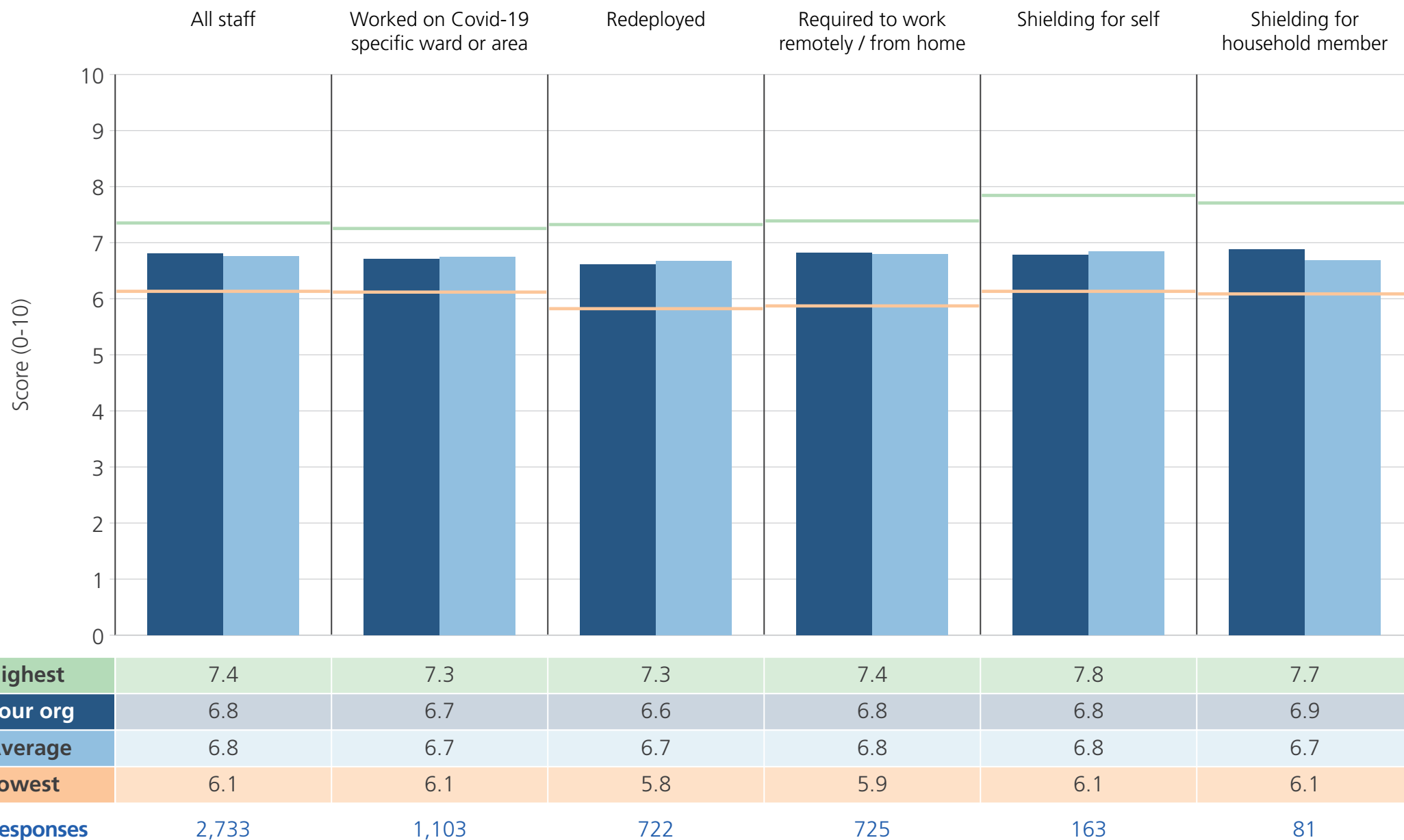
Highest	8.7	8.2	8.5	8.9	8.8	9.0
Your org	7.9	7.2	7.4	8.5	7.9	8.0
Average	8.1	7.6	7.7	8.4	7.9	8.0
Lowest	7.2	6.7	6.9	7.9	6.3	6.8

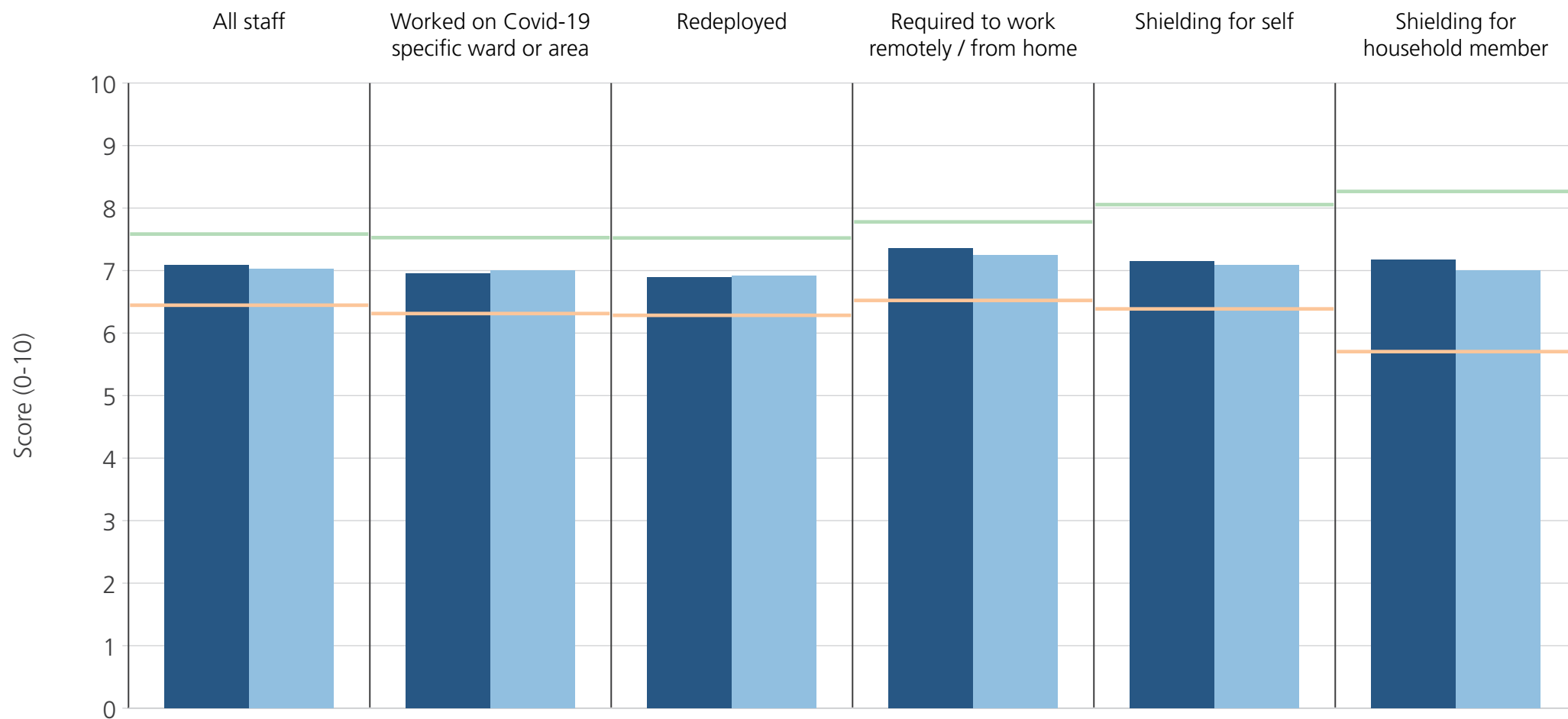
Responses	2,720	1,102	719	722	163	83
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Highest	9.8	9.6	9.7	9.9	9.9	9.9
Your org	9.5	9.0	9.2	9.9	9.5	9.4
Average	9.5	9.0	9.3	9.8	9.4	9.4
Lowest	9.1	8.6	8.5	9.6	8.8	8.7

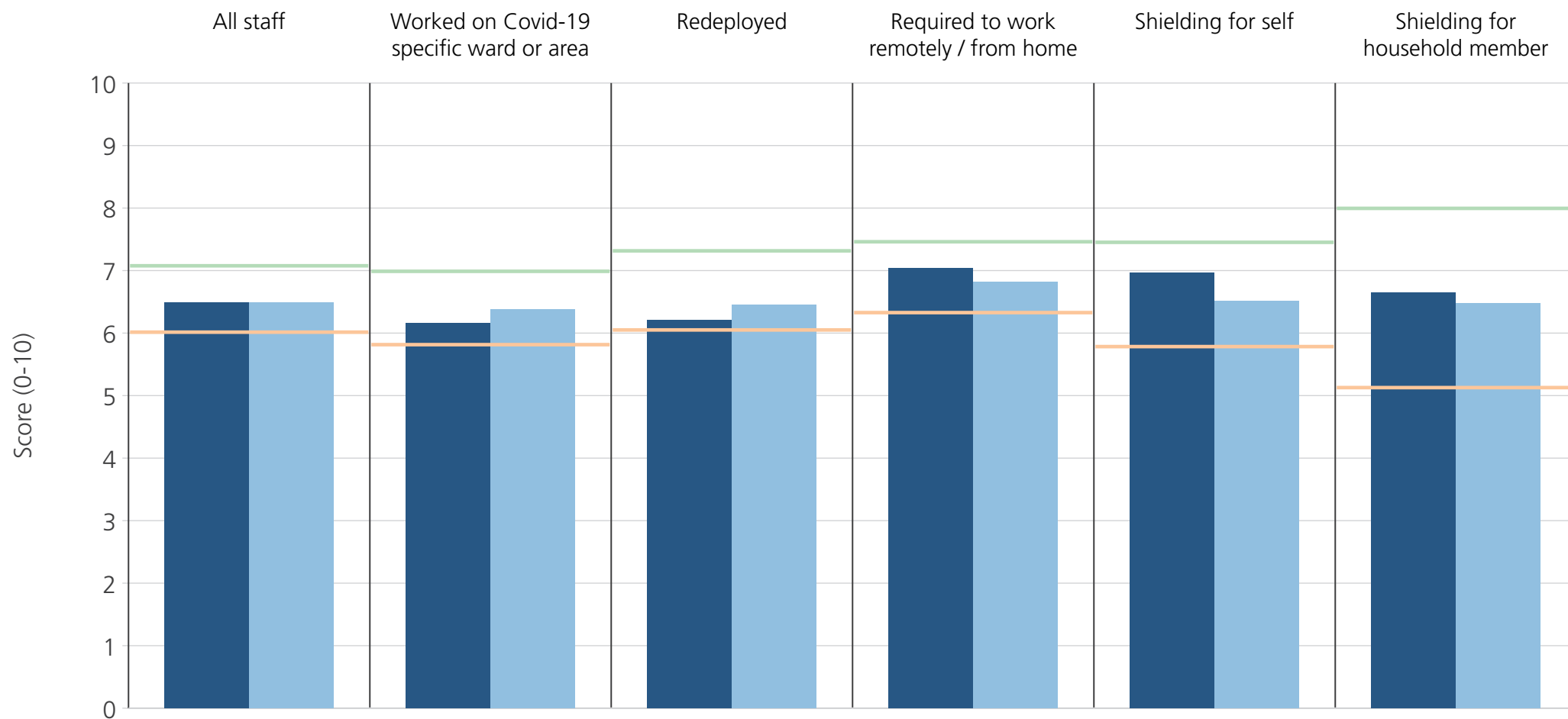
Responses	2,723	1,099	719	725	162	82
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Highest	7.6	7.5	7.5	7.8	8.1	8.3
Your org	7.1	7.0	6.9	7.4	7.2	7.2
Average	7.0	7.0	6.9	7.2	7.1	7.0
Lowest	6.4	6.3	6.3	6.5	6.4	5.7

Responses	2,740	1,105	722	727	165	83
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Highest	7.1	7.0	7.3	7.5	7.5	8.0
Your org	6.5	6.2	6.2	7.0	7.0	6.6
Average	6.5	6.4	6.5	6.8	6.5	6.5
Lowest	6.0	5.8	6.1	6.3	5.8	5.1

Responses

2,685

1,086

709

711

158

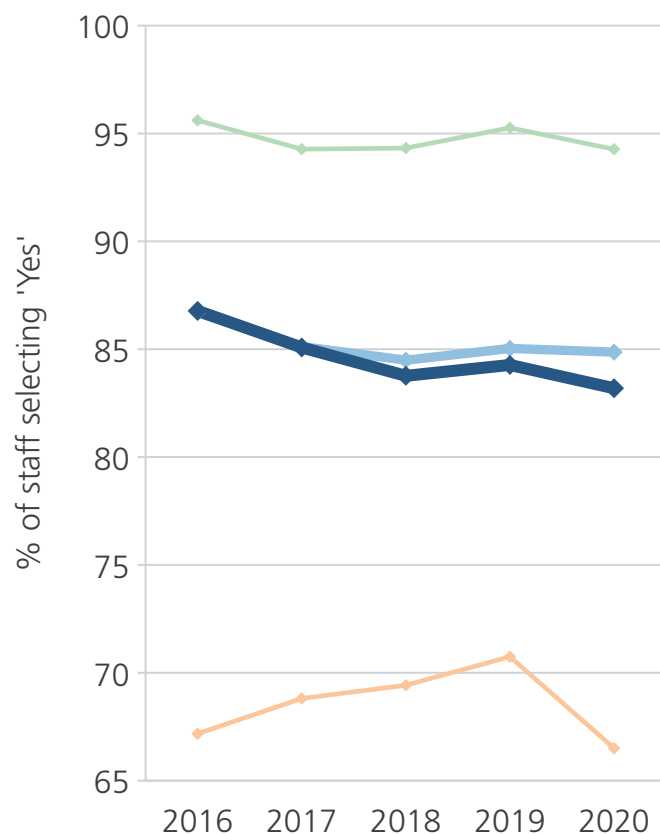
79

Theme results – Detailed information

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

Q14

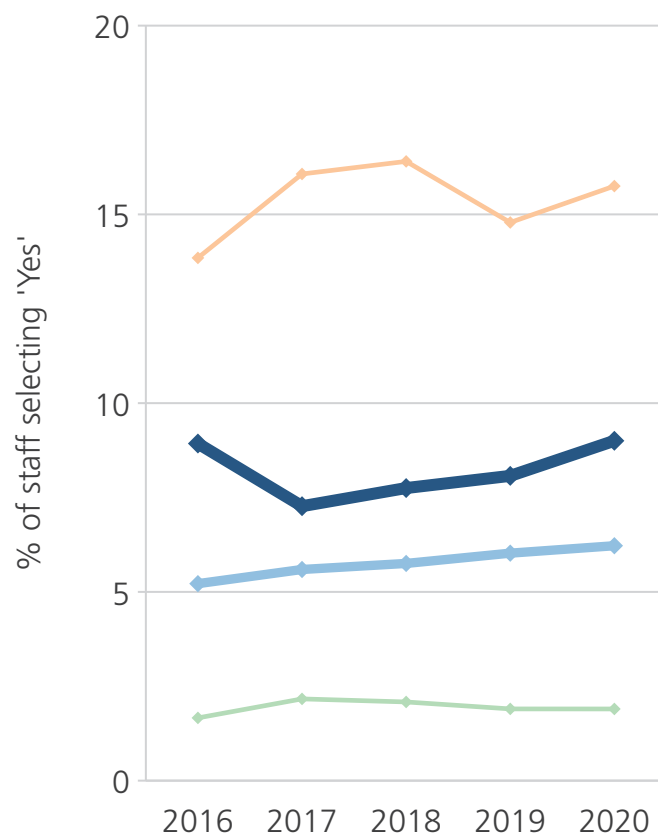
Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



Best	95.6%	94.3%	94.3%	95.3%	94.3%
Your org	86.8%	85.1%	83.8%	84.3%	83.2%
Average	86.7%	85.1%	84.5%	85.0%	84.9%
Worst	67.2%	68.8%	69.4%	70.7%	66.5%

Q15a

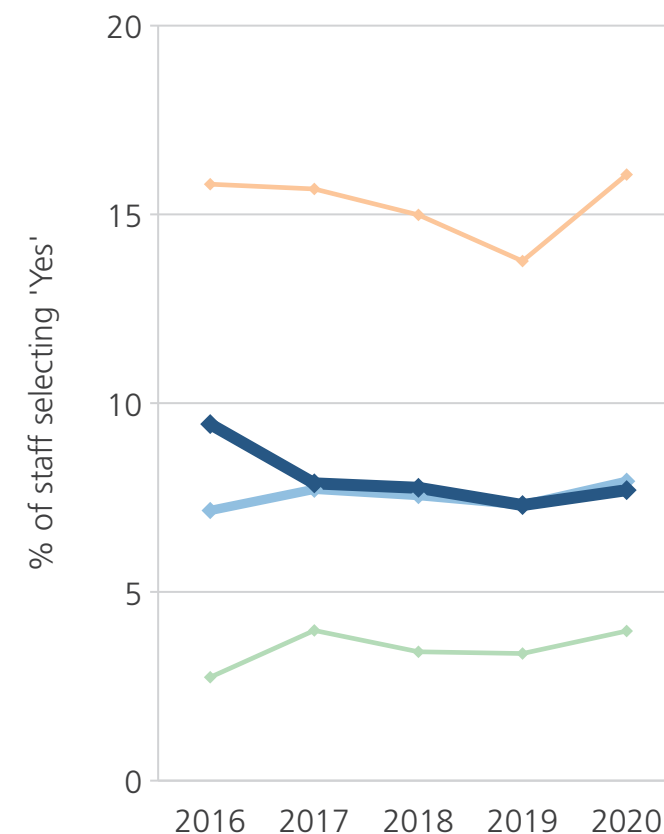
In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?



Worst	13.8%	16.1%	16.4%	14.8%	15.7%
Your org	8.9%	7.3%	7.8%	8.1%	9.0%
Average	5.2%	5.6%	5.8%	6.0%	6.2%
Best	1.7%	2.2%	2.1%	1.9%	1.9%

Q15b

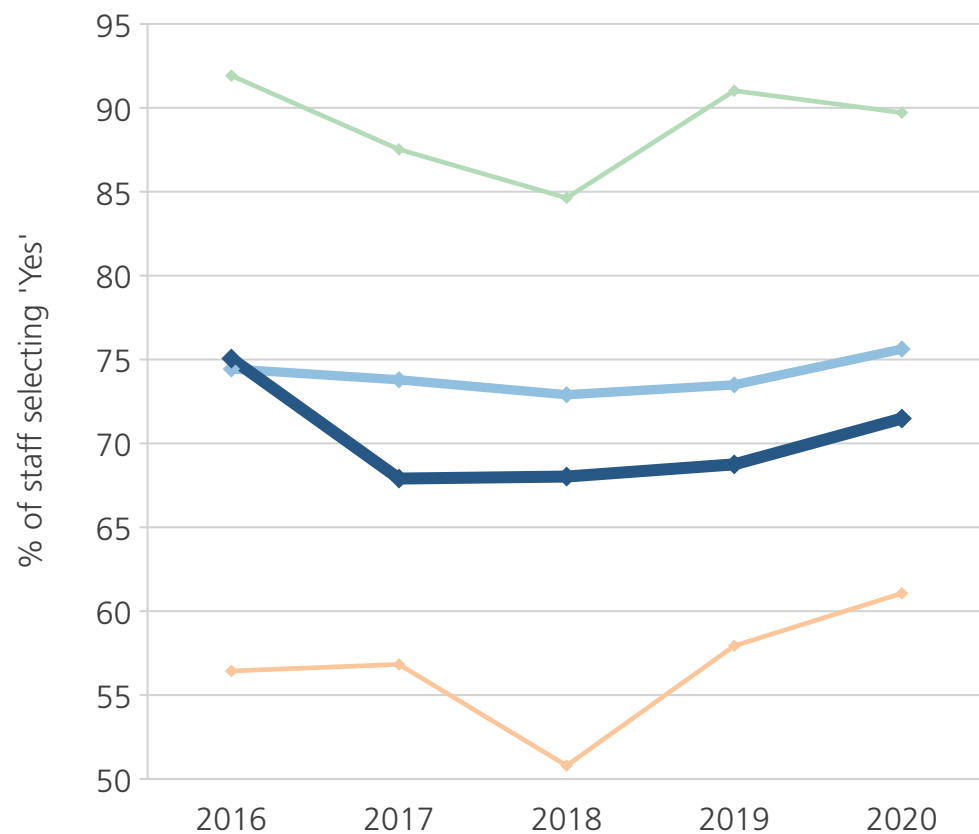
In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?



Worst	15.8%	15.7%	15.0%	13.8%	16.1%
Your org	9.4%	7.9%	7.8%	7.3%	7.7%
Average	7.2%	7.7%	7.6%	7.3%	7.9%
Best	2.7%	4.0%	3.4%	3.4%	4.0%

Q26b

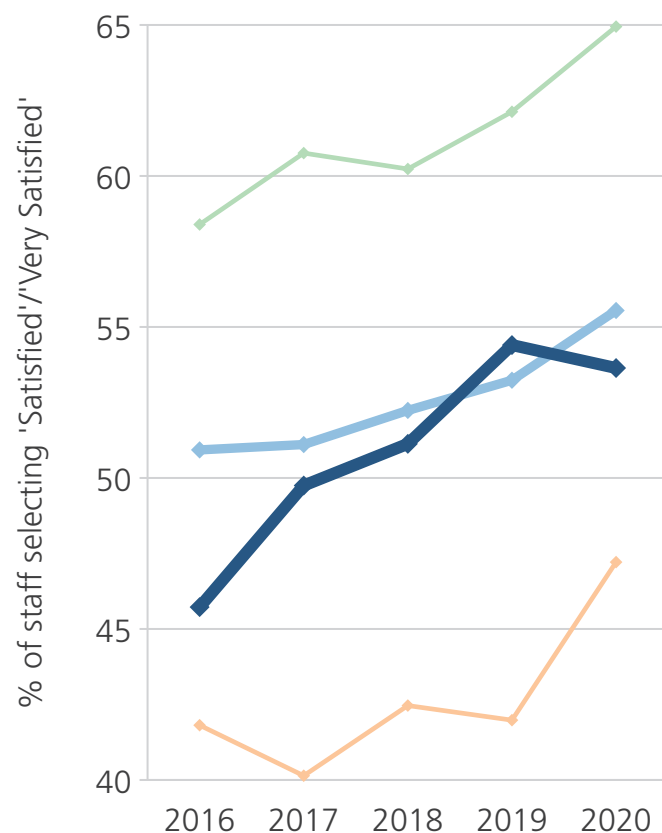
Has your employer made adequate adjustment(s)
to enable you to carry out your work?



Best	91.9%	87.5%	84.6%	91.0%	89.7%
Your org	75.1%	67.9%	68.0%	68.8%	71.5%
Average	74.4%	73.8%	72.9%	73.5%	75.6%
Worst	56.4%	56.8%	50.8%	57.9%	61.1%

Q5h

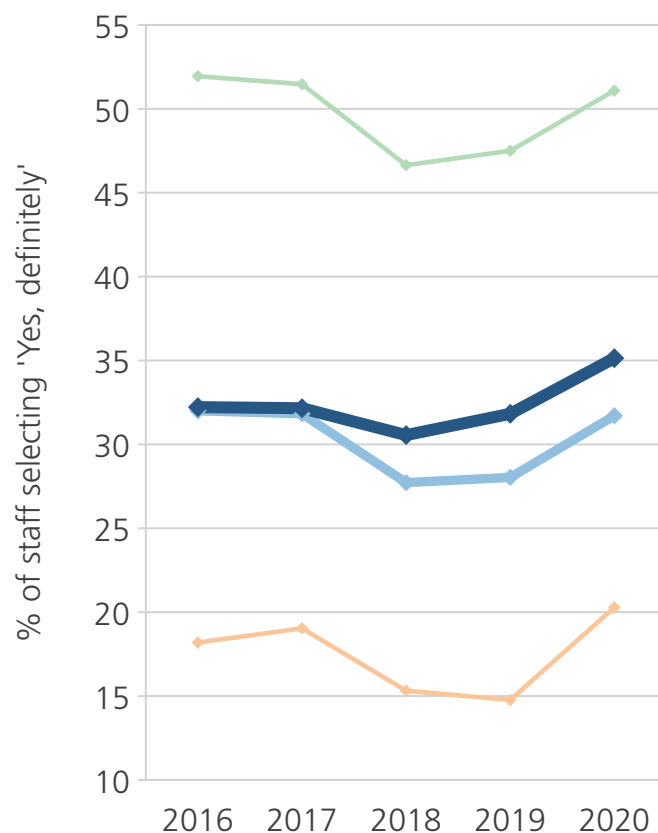
The opportunities for flexible working patterns



Best	58.4%	60.8%	60.2%	62.1%	64.9%
Your org	45.7%	49.7%	51.1%	54.4%	53.6%
Average	50.9%	51.1%	52.2%	53.2%	55.5%
Worst	41.8%	40.1%	42.5%	42.0%	47.2%

Q11a

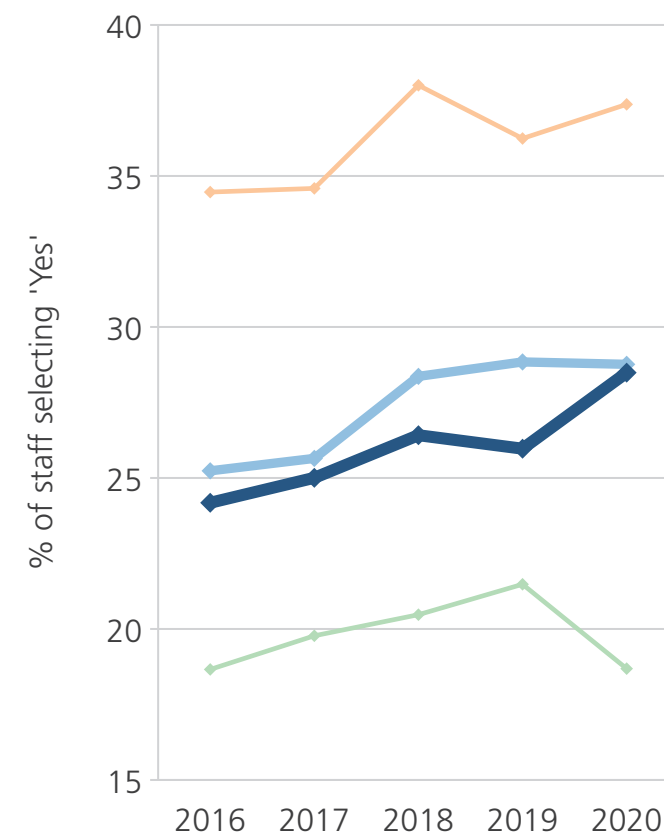
Does your organisation take positive action on health and well-being?



Best	51.9%	51.5%	46.6%	47.5%	51.1%
Your org	32.2%	32.2%	30.6%	31.8%	35.1%
Average	32.0%	31.8%	27.7%	28.0%	31.7%
Worst	18.2%	19.0%	15.3%	14.8%	20.3%

Q11b

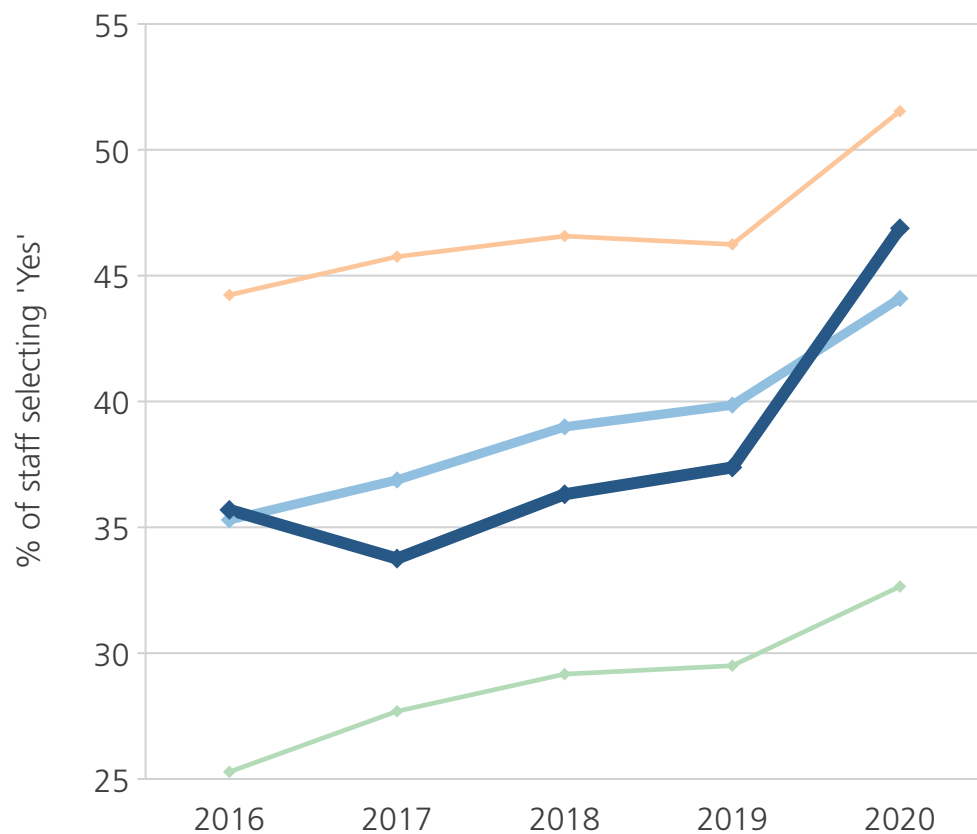
In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



Worst	34.5%	34.6%	38.0%	36.2%	37.4%
Your org	24.2%	25.0%	26.4%	26.0%	28.5%
Average	25.2%	25.6%	28.4%	28.8%	28.8%
Best	18.7%	19.8%	20.5%	21.5%	18.7%

Q11c

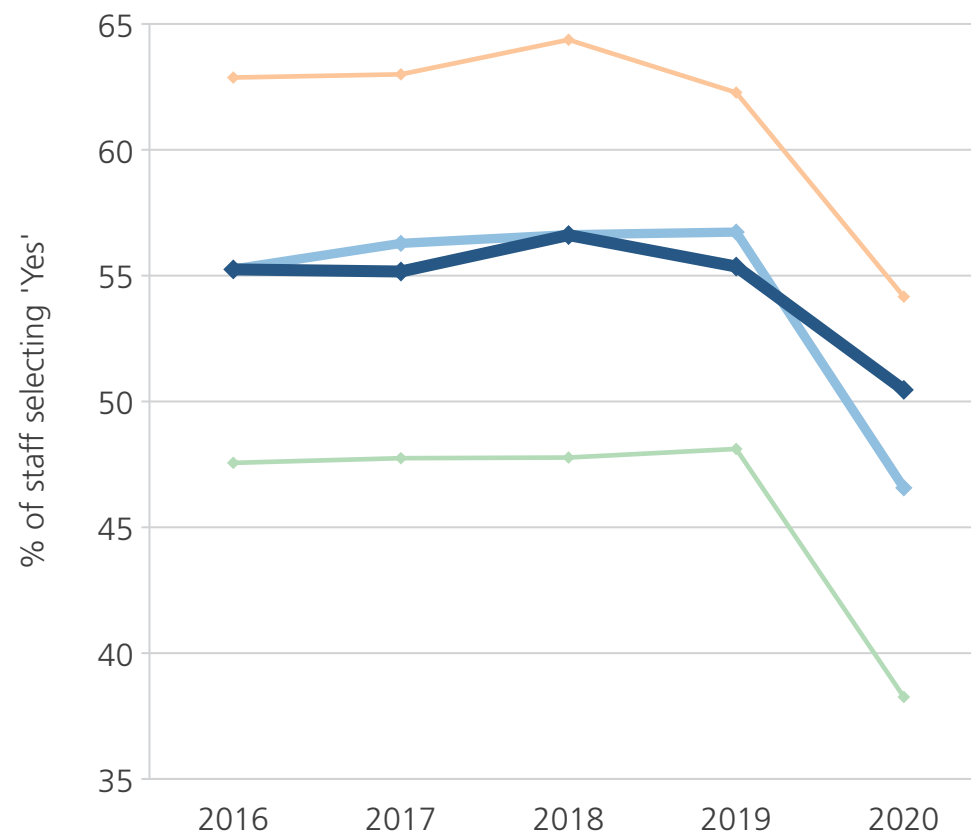
During the last 12 months have you felt unwell as a result of work related stress?



Worst	44.2%	45.8%	46.6%	46.2%	51.5%
Your org	35.7%	33.8%	36.3%	37.4%	46.9%
Average	35.3%	36.9%	39.0%	39.9%	44.1%
Best	25.3%	27.7%	29.2%	29.5%	32.6%

Q11d

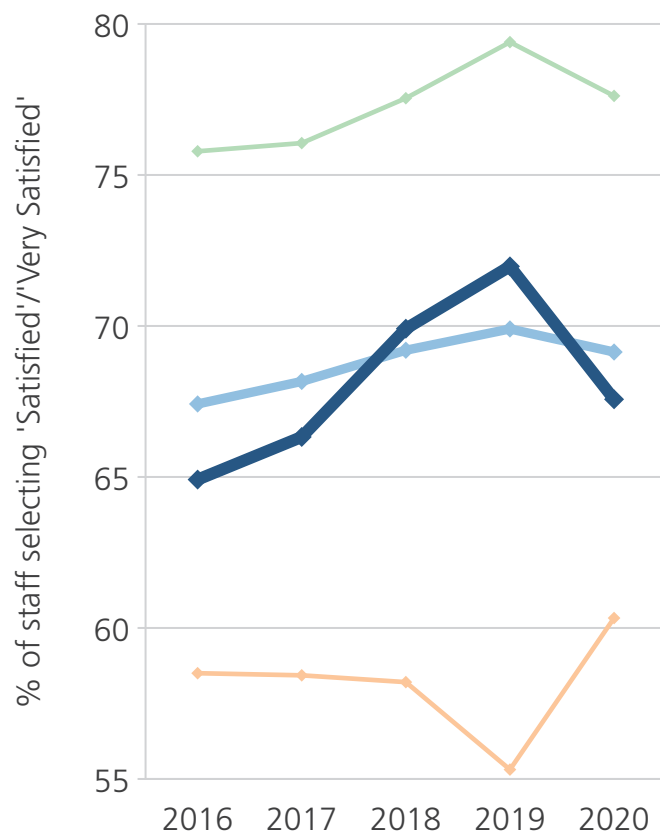
In the last three months have you ever come to work despite not feeling well enough to perform your duties?



Worst	62.9%	63.0%	64.4%	62.3%	54.2%
Your org	55.2%	55.2%	56.6%	55.4%	50.5%
Average	55.3%	56.3%	56.6%	56.7%	46.6%
Best	47.6%	47.7%	47.8%	48.1%	38.3%

Q5b

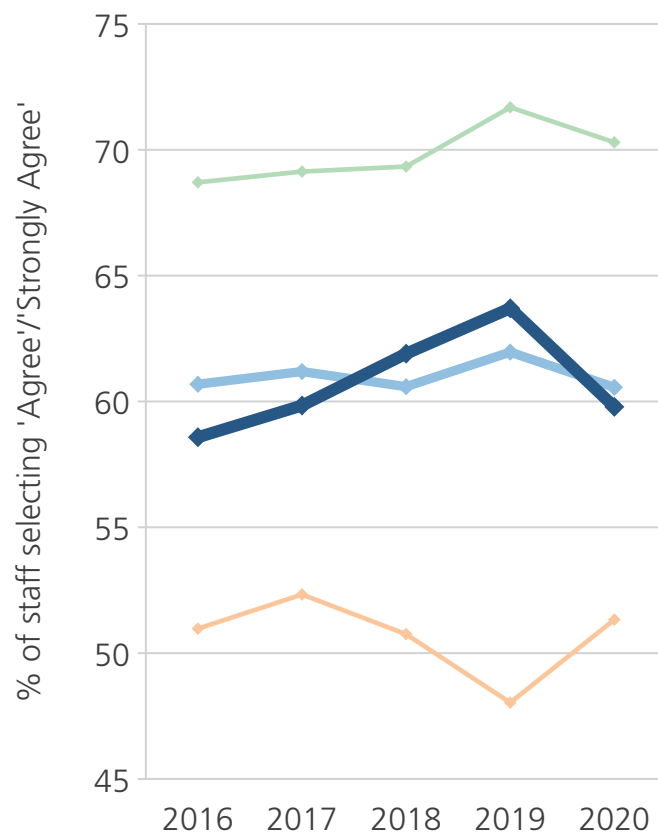
The support I get from my immediate manager



Best	75.8%	76.1%	77.5%	79.4%	77.6%
Your org	64.9%	66.3%	69.9%	72.0%	67.6%
Average	67.4%	68.2%	69.2%	69.9%	69.1%
Worst	58.5%	58.4%	58.2%	55.3%	60.3%

Q8c

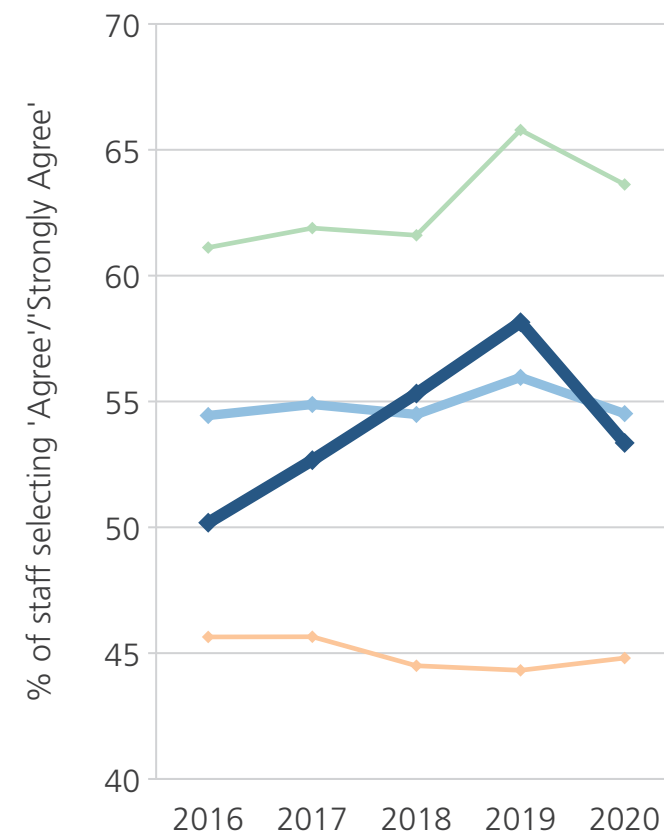
My immediate manager gives me clear feedback on my work



Best	68.7%	69.1%	69.3%	71.7%	70.3%
Your org	58.6%	59.8%	61.9%	63.7%	59.8%
Average	60.7%	61.2%	60.6%	62.0%	60.6%
Worst	51.0%	52.3%	50.8%	48.0%	51.3%

Q8d

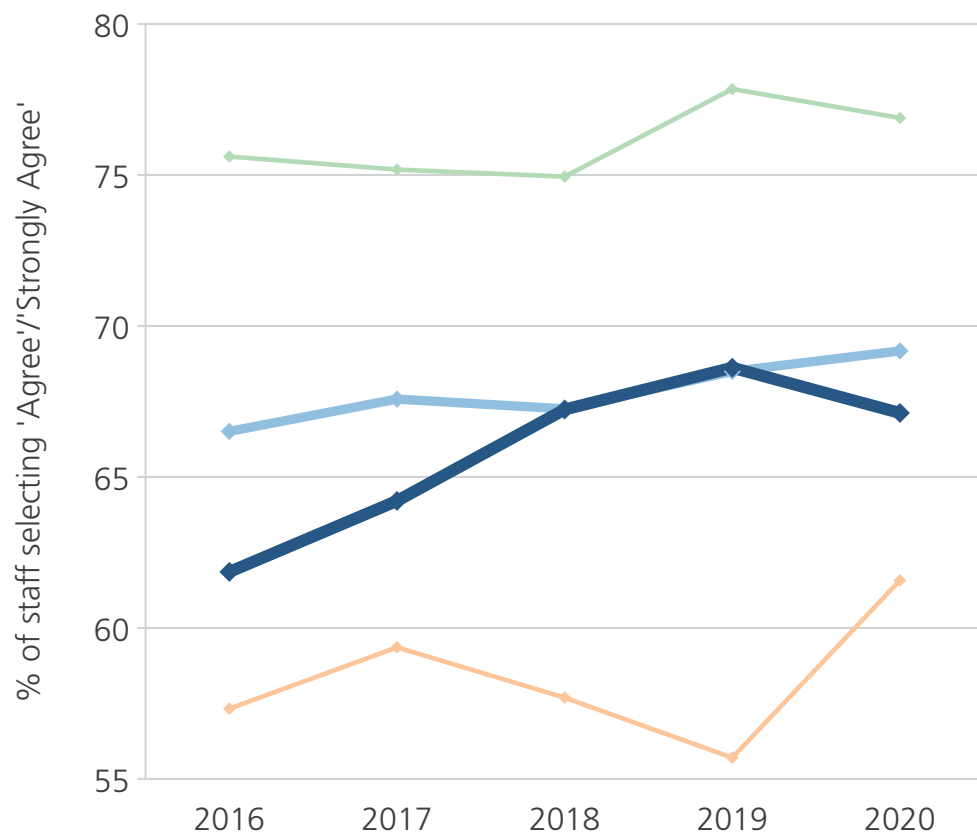
My immediate manager asks for my opinion before making decisions that affect my work



Best	61.1%	61.9%	61.6%	65.8%	63.6%
Your org	50.2%	52.7%	55.3%	58.1%	53.4%
Average	54.4%	54.9%	54.5%	56.0%	54.5%
Worst	45.6%	45.7%	44.5%	44.3%	44.8%

Q8f

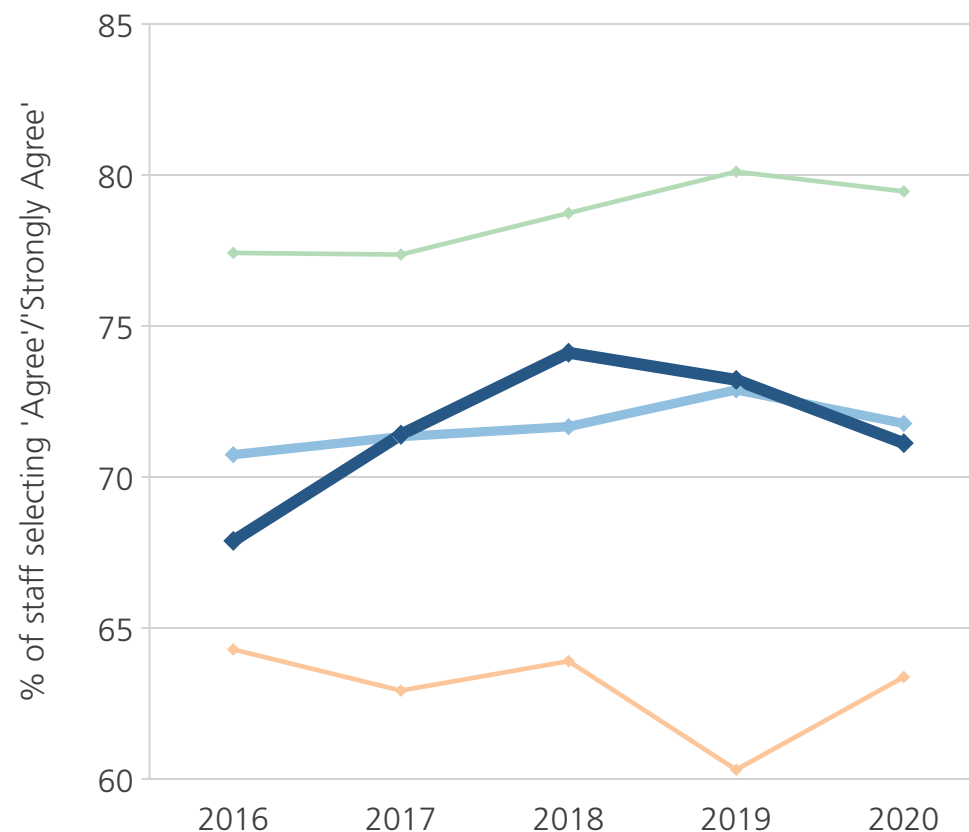
My immediate manager takes a positive interest in my health and well-being



Best	75.6%	75.2%	74.9%	77.8%	76.9%
Your org	61.9%	64.2%	67.2%	68.6%	67.1%
Average	66.5%	67.6%	67.3%	68.5%	69.2%
Worst	57.3%	59.4%	57.7%	55.7%	61.6%

Q8g

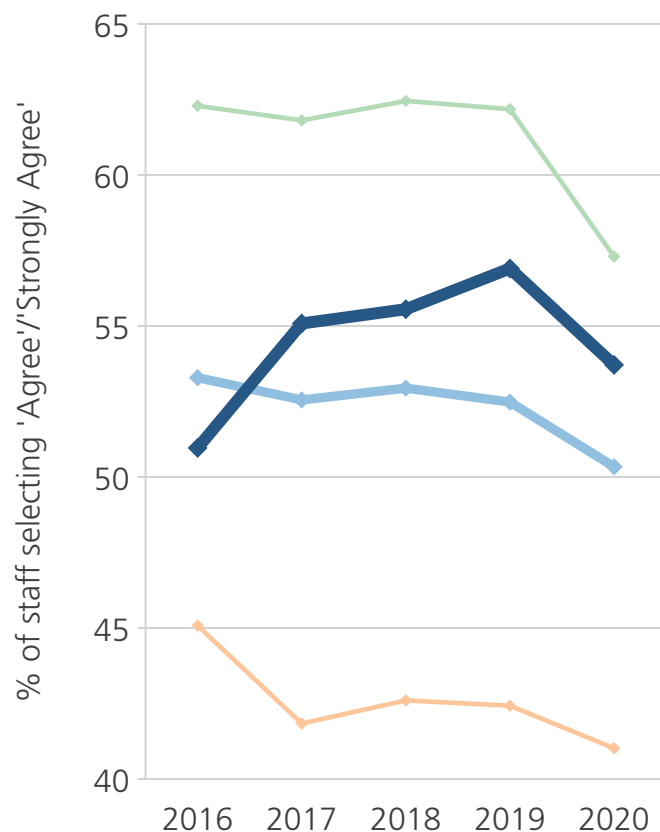
My immediate manager values my work



Best	77.4%	77.4%	78.7%	80.1%	79.5%
Your org	67.9%	71.4%	74.1%	73.2%	71.1%
Average	70.7%	71.3%	71.7%	72.9%	71.8%
Worst	64.3%	62.9%	63.9%	60.3%	63.4%

Q4c

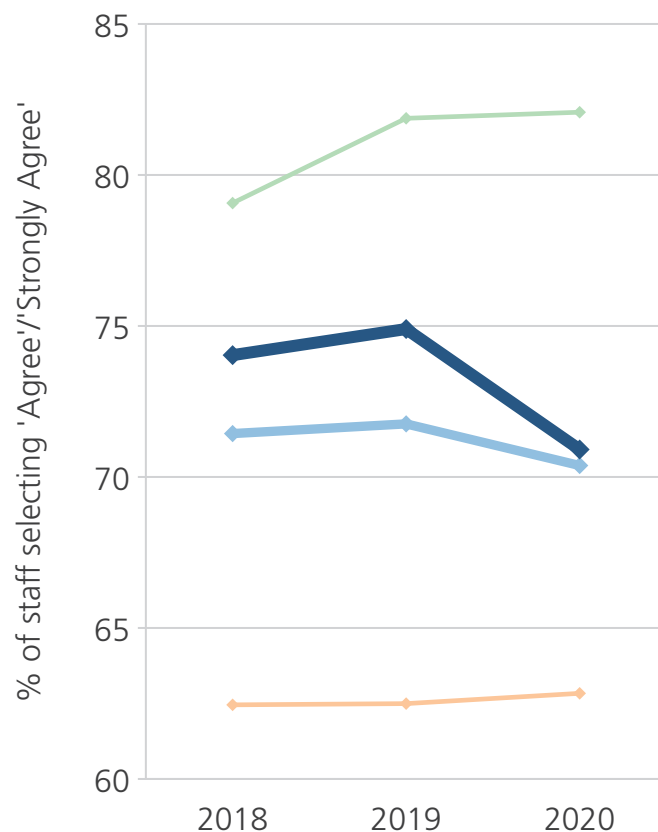
I am involved in deciding on changes introduced that affect my work area / team / department



Best	62.3%	61.8%	62.5%	62.2%	57.3%
Your org	51.0%	55.1%	55.6%	56.9%	53.7%
Average	53.3%	52.6%	52.9%	52.5%	50.3%
Worst	45.1%	41.8%	42.6%	42.4%	41.0%

Q4j

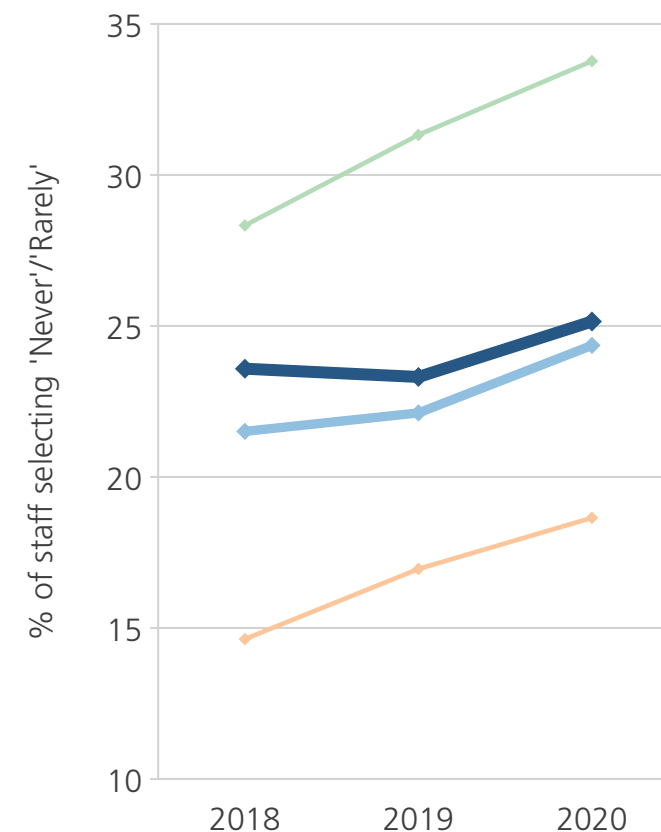
I receive the respect I deserve from my colleagues at work



Best	79.1%	81.9%	82.1%
Your org	74.0%	74.9%	70.9%
Average	71.4%	71.8%	70.4%
Worst	62.5%	62.5%	62.8%

Q6a

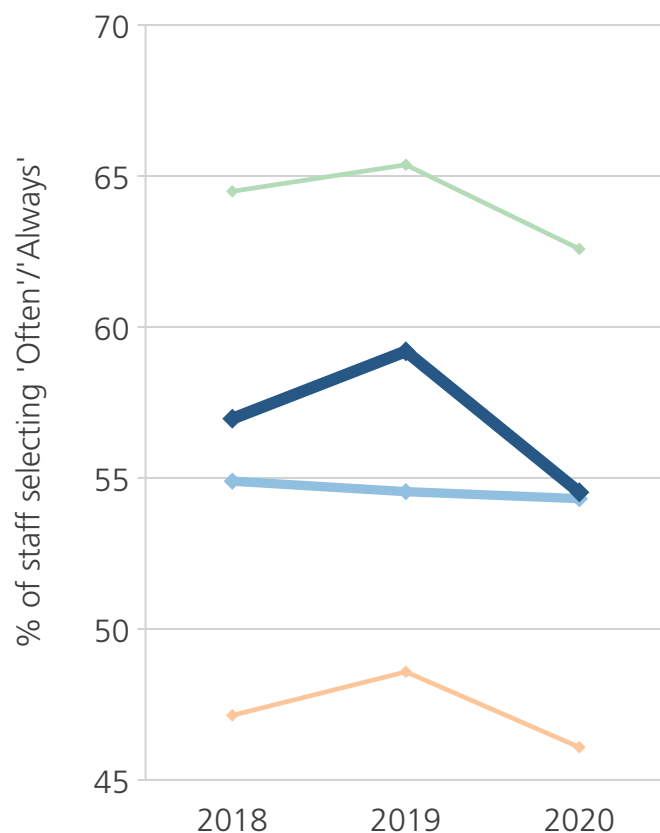
I have unrealistic time pressures



Best	28.3%	31.3%	33.8%
Your org	23.6%	23.3%	25.1%
Average	21.5%	22.1%	24.4%
Worst	14.6%	17.0%	18.6%

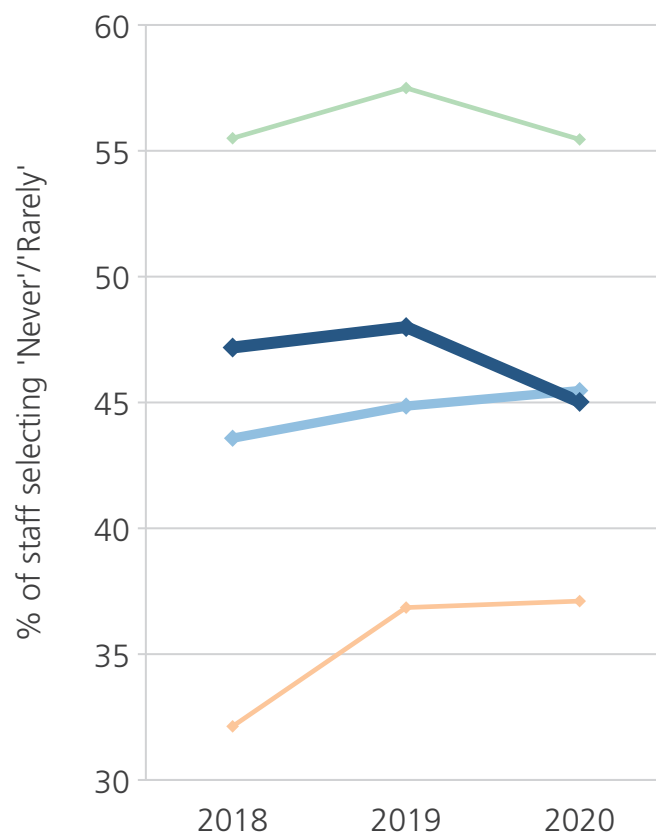
Q6b

I have a choice in deciding
how to do my work



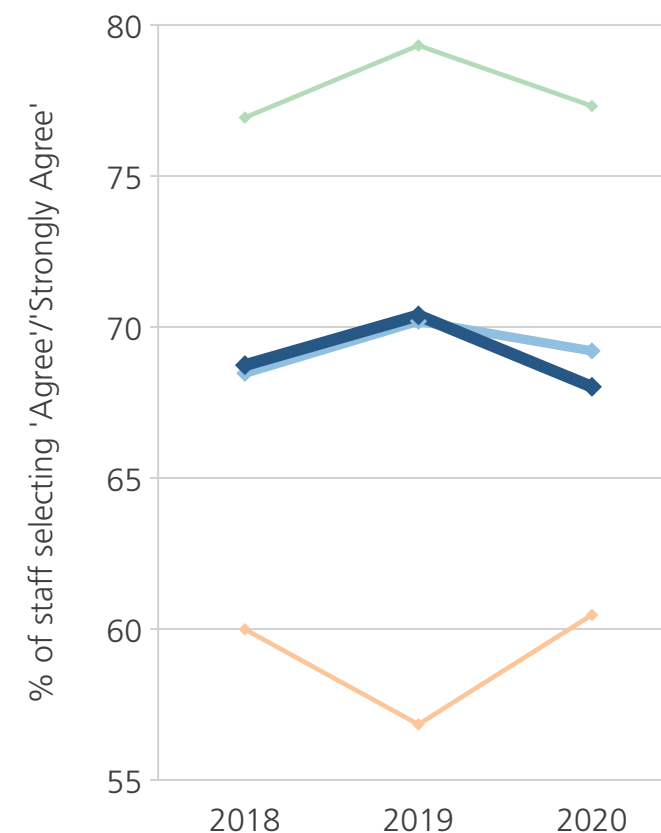
Q6c

Relationships at work are strained



Q8a

My immediate manager
encourages me at work



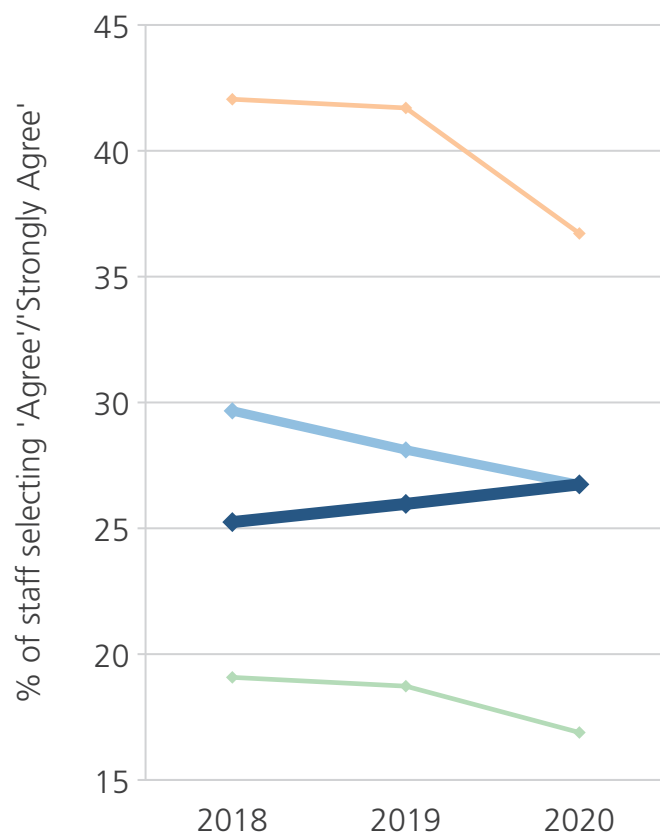
Best	64.5%	65.4%	62.6%
Your org	57.0%	59.2%	54.5%
Average	54.9%	54.5%	54.3%
Worst	47.1%	48.6%	46.1%

Best	55.5%	57.5%	55.5%
Your org	47.2%	48.0%	45.0%
Average	43.6%	44.9%	45.5%
Worst	32.1%	36.9%	37.1%

Best	76.9%	79.3%	77.3%
Your org	68.7%	70.4%	68.0%
Average	68.5%	70.2%	69.2%
Worst	60.0%	56.8%	60.5%

Q19a

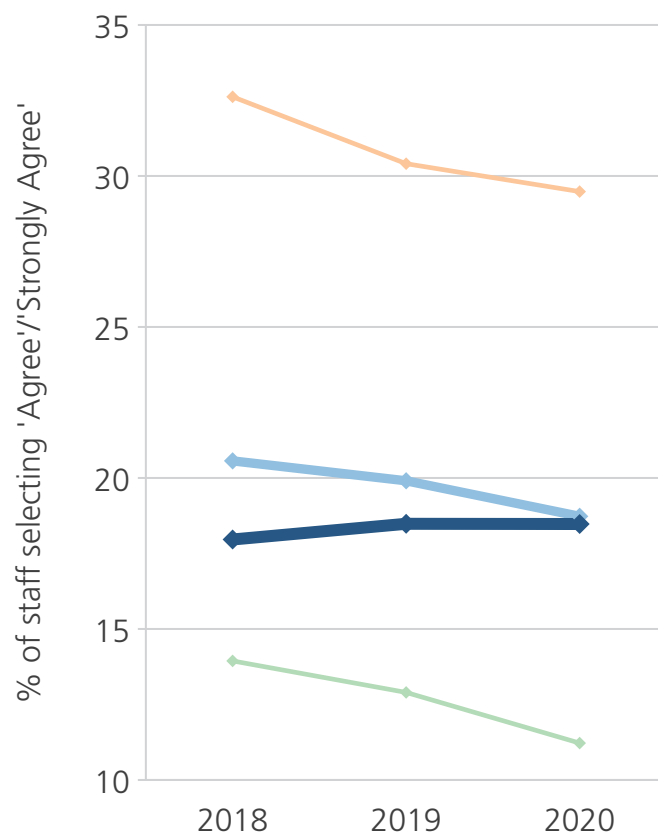
I often think about leaving this organisation



Worst	42.0%	41.7%	36.7%
Your org	25.2%	26.0%	26.7%
Average	29.7%	28.1%	26.7%
Best	19.1%	18.7%	16.9%

Q19b

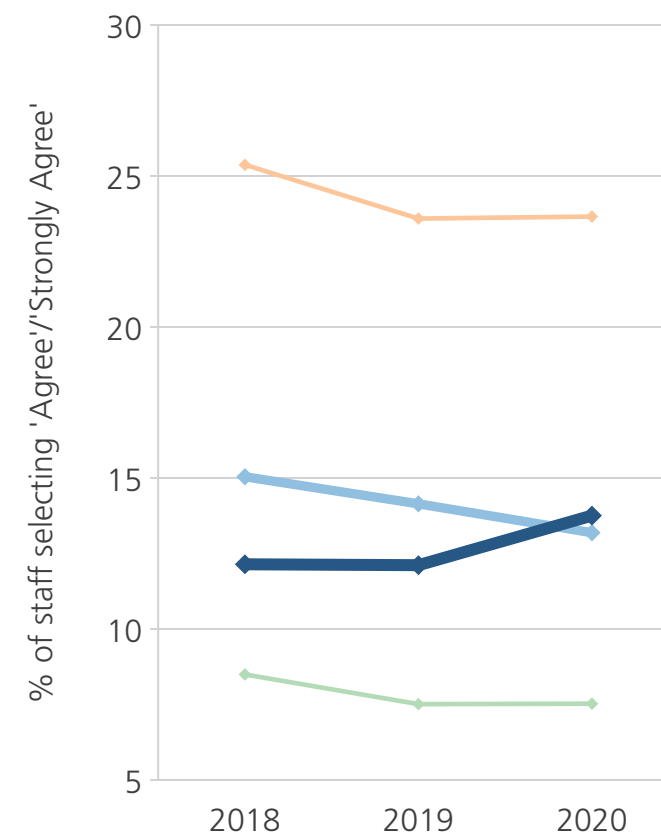
I will probably look for a job at a new organisation in the next 12 months



Worst	32.6%	30.4%	29.5%
Your org	18.0%	18.5%	18.5%
Average	20.6%	19.9%	18.7%
Best	13.9%	12.9%	11.2%

Q19c

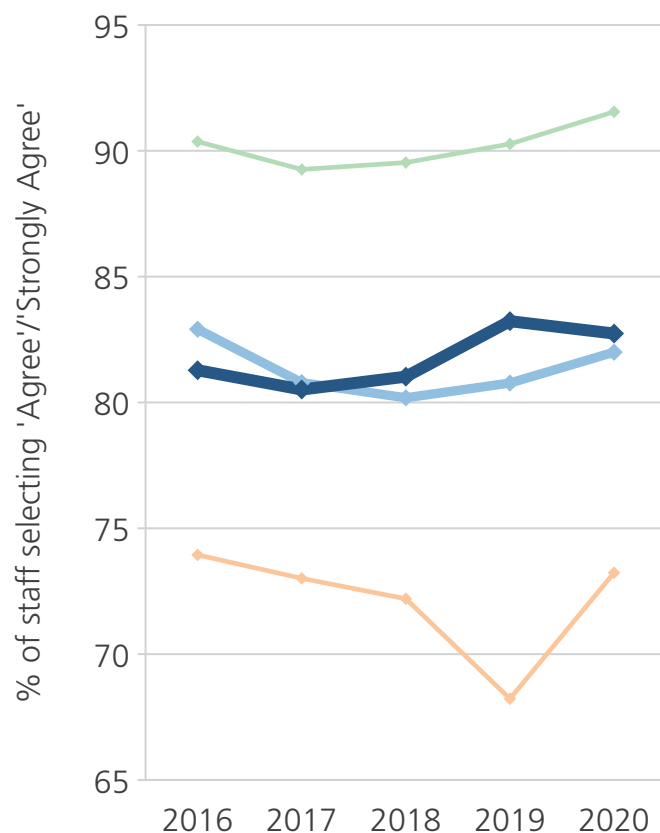
As soon as I can find another job, I will leave this organisation



Worst	25.4%	23.6%	23.7%
Your org	12.1%	12.1%	13.8%
Average	15.0%	14.1%	13.2%
Best	8.5%	7.5%	7.5%

Q7a

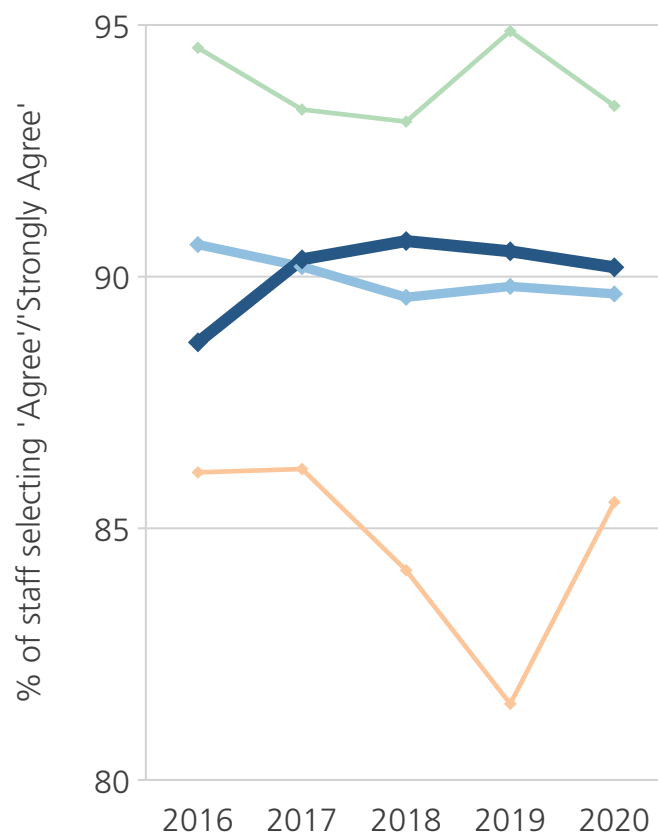
I am satisfied with the quality of care I give to patients / service users



Best	90.4%	89.3%	89.5%	90.3%	91.6%
Your org	81.3%	80.5%	81.0%	83.2%	82.7%
Average	82.9%	80.8%	80.2%	80.8%	82.0%
Worst	73.9%	73.0%	72.2%	68.2%	73.2%

Q7b

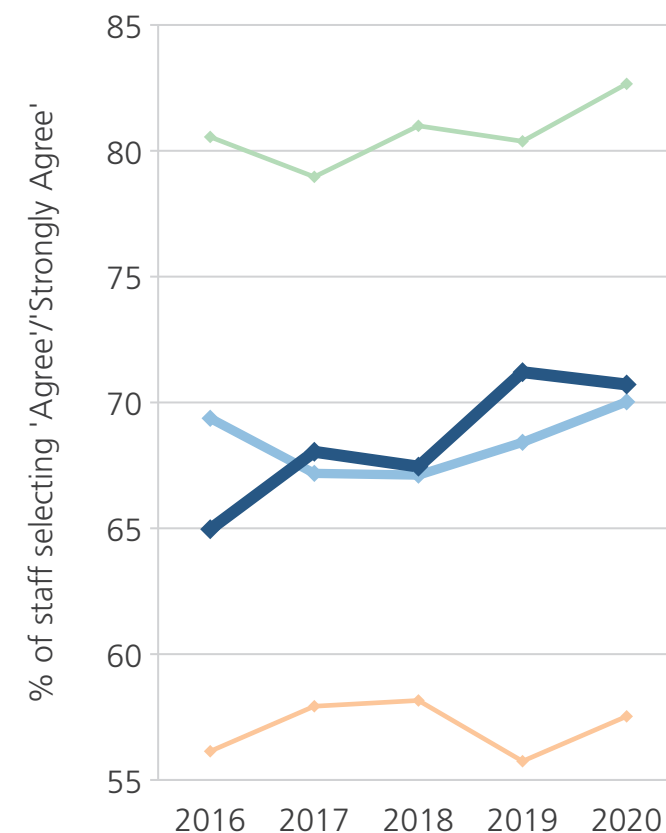
I feel that my role makes a difference to patients / service users



Best	94.5%	93.3%	93.1%	94.9%	93.4%
Your org	88.7%	90.3%	90.7%	90.5%	90.2%
Average	90.6%	90.2%	89.6%	89.8%	89.7%
Worst	86.1%	86.2%	84.2%	81.5%	85.5%

Q7c

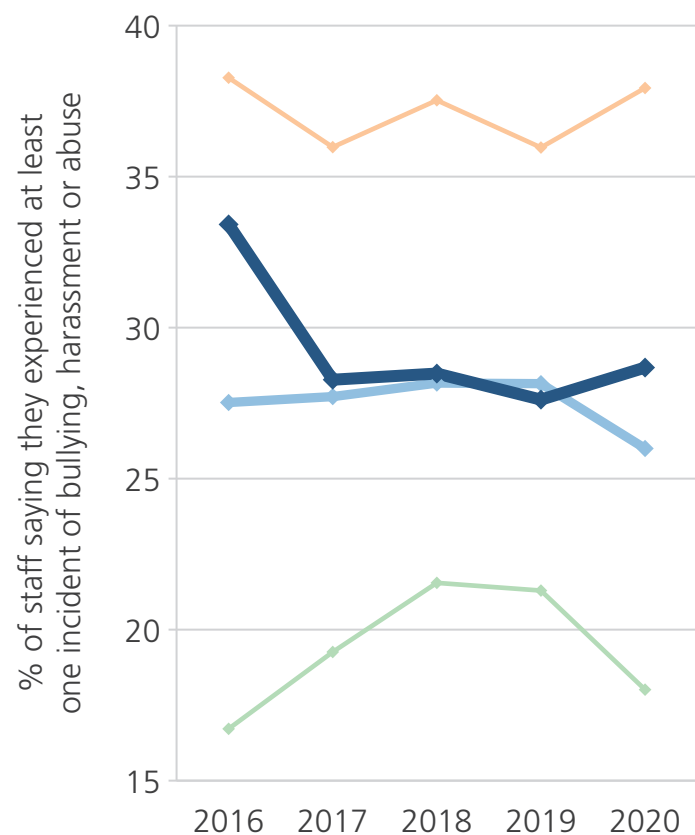
I am able to deliver the care I aspire to



Best	80.6%	79.0%	81.0%	80.4%	82.7%
Your org	65.0%	68.0%	67.5%	71.2%	70.7%
Average	69.4%	67.2%	67.1%	68.4%	70.0%
Worst	56.1%	57.9%	58.2%	55.7%	57.5%

Q13a

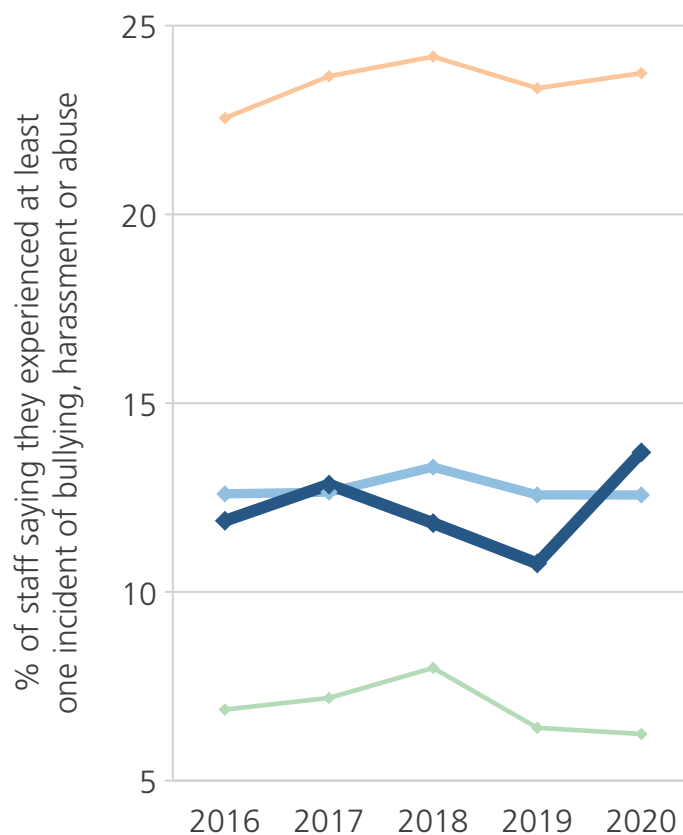
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?



Worst	38.3%	36.0%	37.5%	36.0%	37.9%
Your org	33.4%	28.3%	28.5%	27.6%	28.7%
Average	27.5%	27.7%	28.2%	28.1%	26.0%
Best	16.7%	19.3%	21.5%	21.3%	18.0%

Q13b

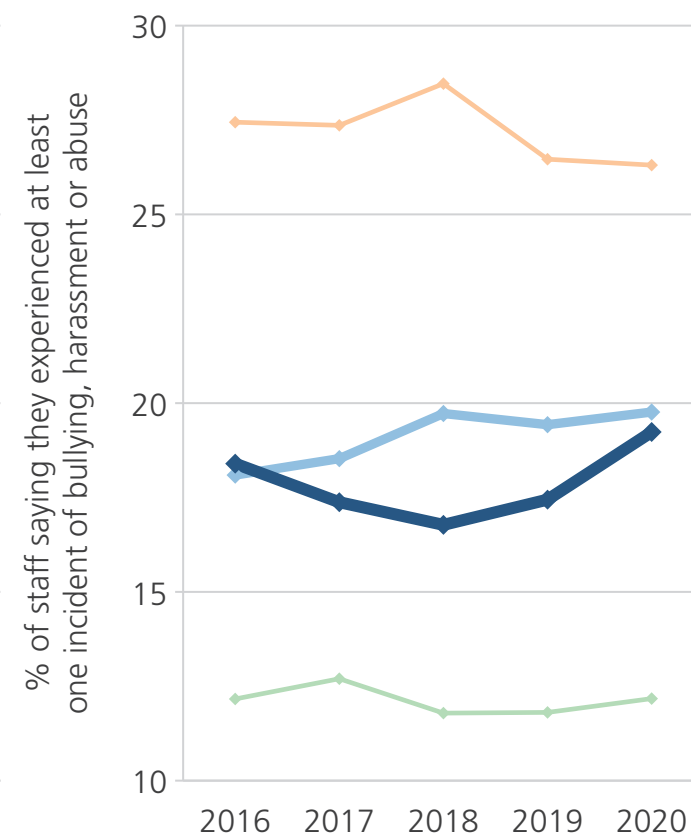
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?



Worst	22.6%	23.7%	24.2%	23.3%	23.7%
Your org	11.9%	12.8%	11.8%	10.8%	13.7%
Average	12.6%	12.6%	13.3%	12.6%	12.6%
Best	6.9%	7.2%	8.0%	6.4%	6.2%

Q13c

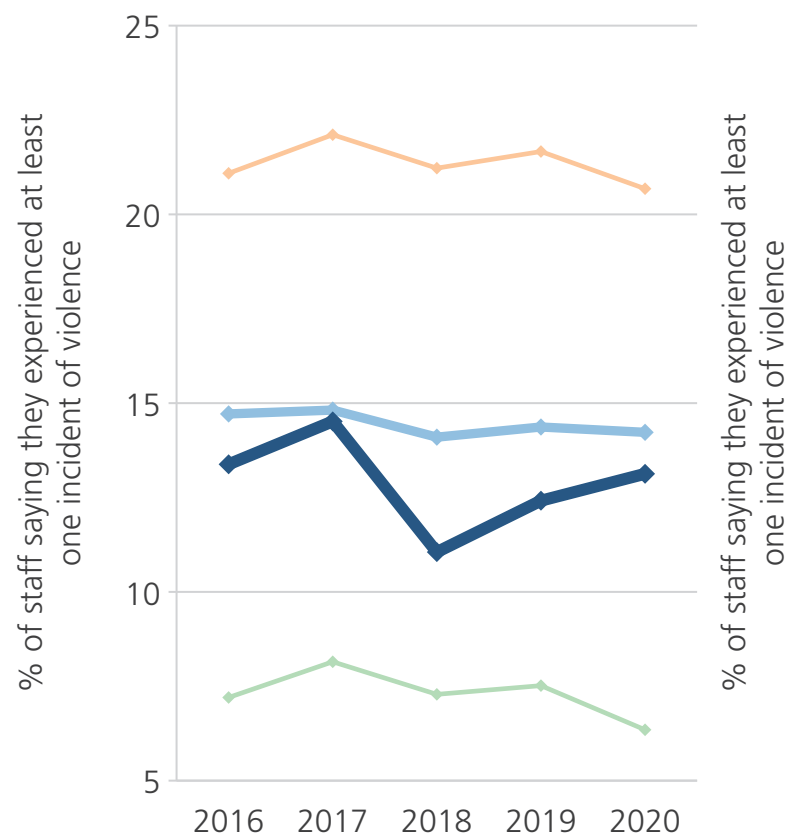
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?



Worst	27.4%	27.4%	28.5%	26.5%	26.3%
Your org	18.4%	17.4%	16.8%	17.4%	19.2%
Average	18.1%	18.5%	19.7%	19.4%	19.8%
Best	12.2%	12.7%	11.8%	11.8%	12.2%

Q12a

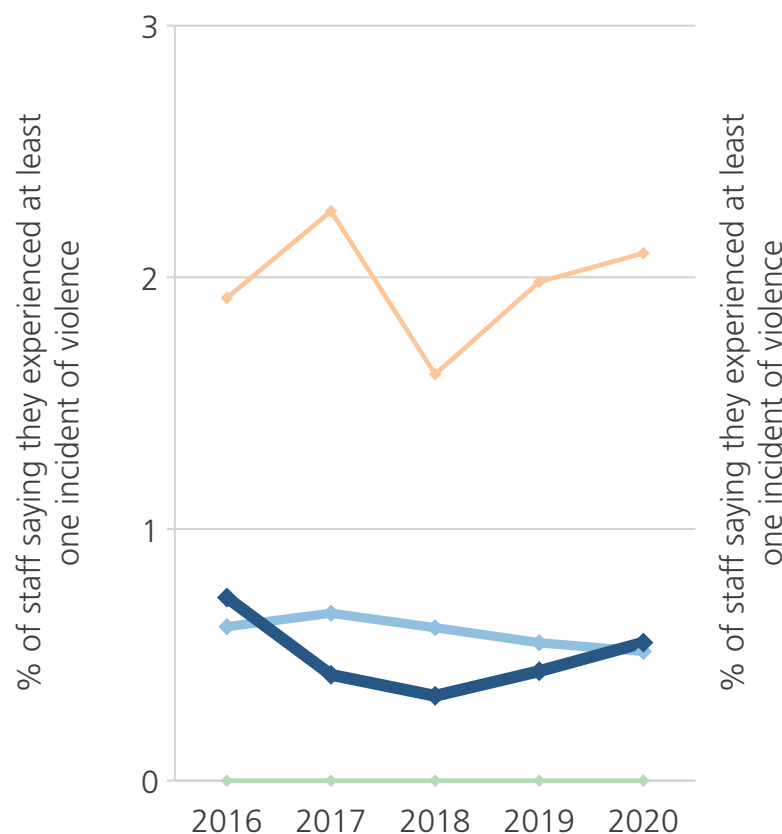
In the last 12 months how many times have you personally experienced physical violence at work from patients / service users, their relatives or other members of the public?



Worst	21.1%	22.1%	21.2%	21.7%	20.7%
Your org	13.4%	14.5%	11.1%	12.4%	13.1%
Average	14.7%	14.8%	14.1%	14.4%	14.2%
Best	7.2%	8.1%	7.3%	7.5%	6.3%

Q12b

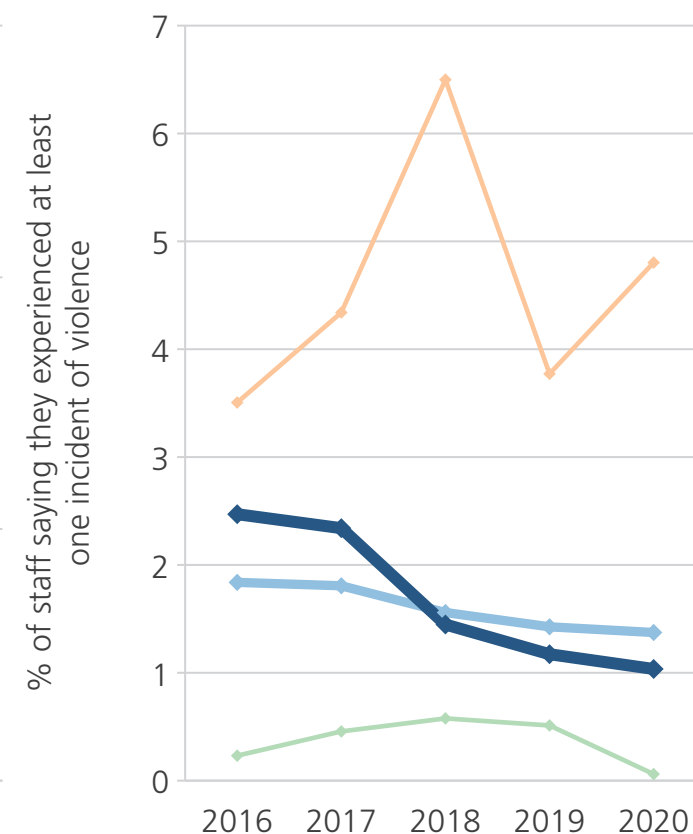
In the last 12 months how many times have you personally experienced physical violence at work from managers?



Worst	1.9%	2.3%	1.6%	2.0%	2.1%
Your org	0.7%	0.4%	0.3%	0.4%	0.5%
Average	0.6%	0.7%	0.6%	0.5%	0.5%
Best	0.0%	0.0%	0.0%	0.0%	0.0%

Q12c

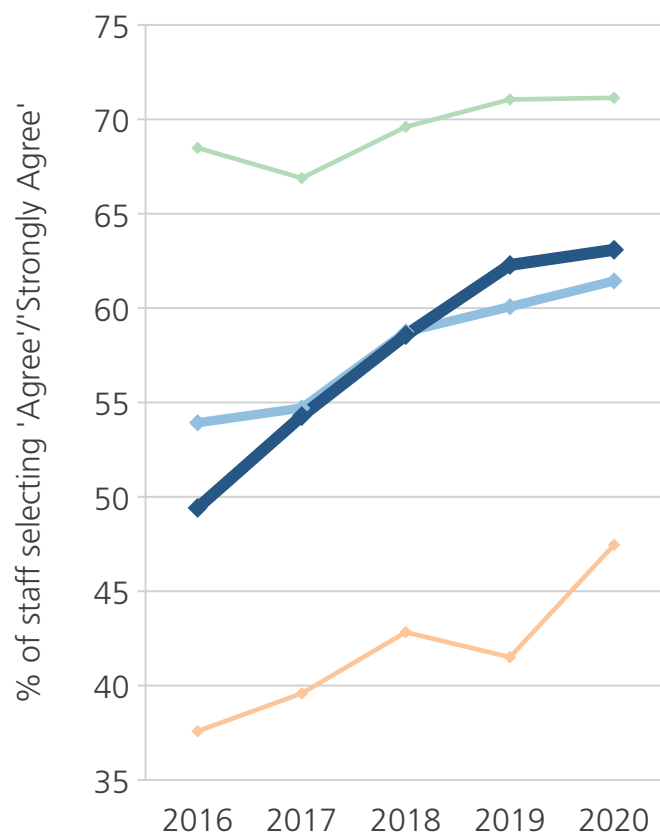
In the last 12 months how many times have you personally experienced physical violence at work from other colleagues?



Worst	3.5%	4.3%	6.5%	3.8%	4.8%
Your org	2.5%	2.3%	1.4%	1.2%	1.0%
Average	1.8%	1.8%	1.6%	1.4%	1.4%
Best	0.2%	0.5%	0.6%	0.5%	0.1%

Q16a

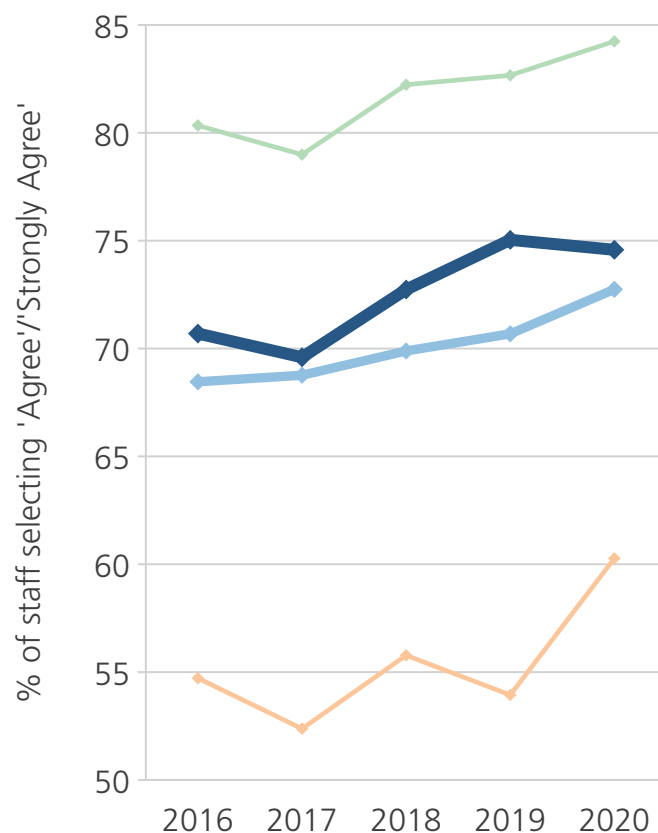
My organisation treats staff who are involved in an error, near miss or incident fairly



Best	68.5%	66.9%	69.6%	71.1%	71.1%
Your org	49.4%	54.3%	58.6%	62.3%	63.1%
Average	53.9%	54.7%	58.7%	60.1%	61.4%
Worst	37.6%	39.6%	42.8%	41.5%	47.5%

Q16c

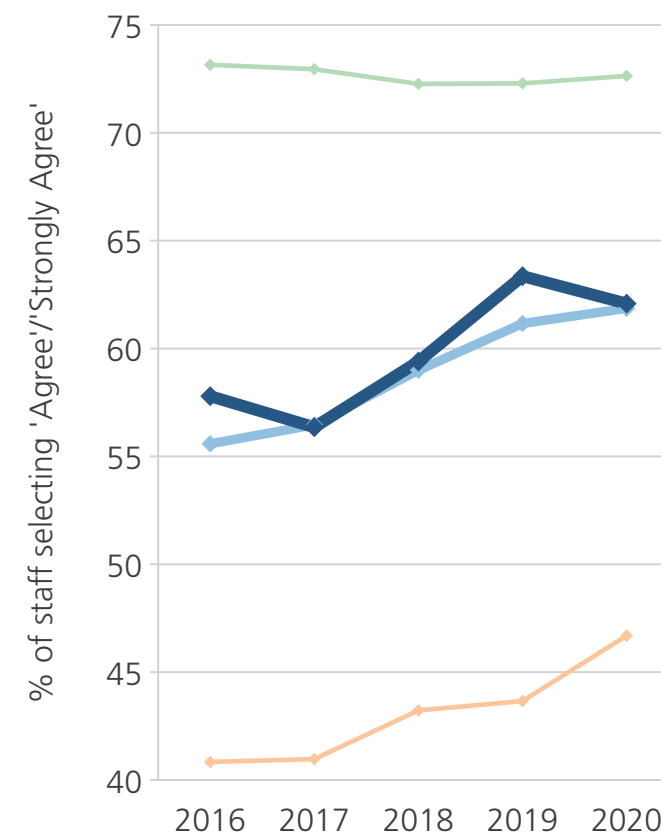
When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again



Best	80.3%	79.0%	82.2%	82.7%	84.2%
Your org	70.7%	69.6%	72.7%	75.0%	74.6%
Average	68.5%	68.8%	69.9%	70.7%	72.7%
Worst	54.7%	52.4%	55.8%	53.9%	60.3%

Q16d

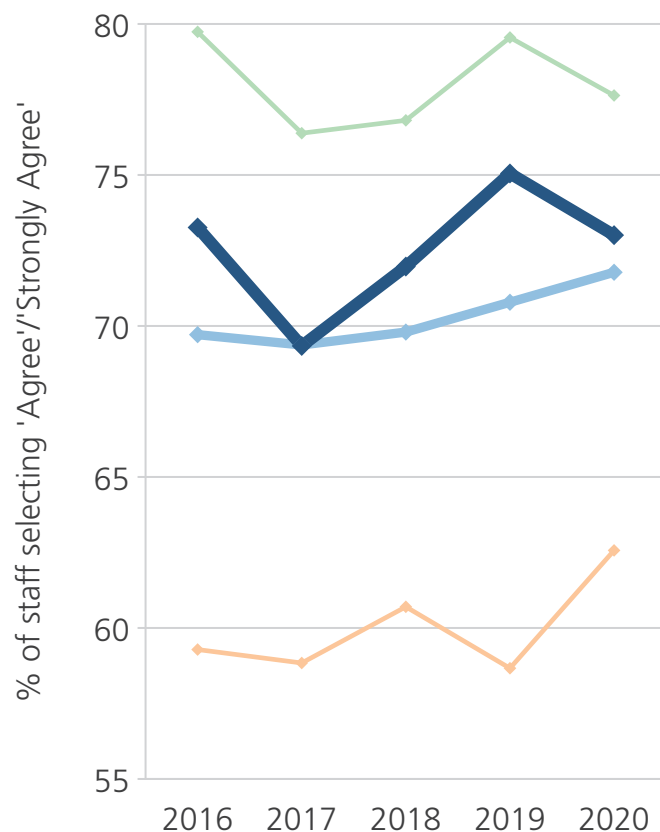
We are given feedback about changes made in response to reported errors, near misses and incidents



Best	73.2%	73.0%	72.3%	72.3%	72.6%
Your org	57.8%	56.4%	59.4%	63.4%	62.1%
Average	55.6%	56.5%	59.0%	61.2%	61.9%
Worst	40.8%	41.0%	43.2%	43.7%	46.7%

Q17b

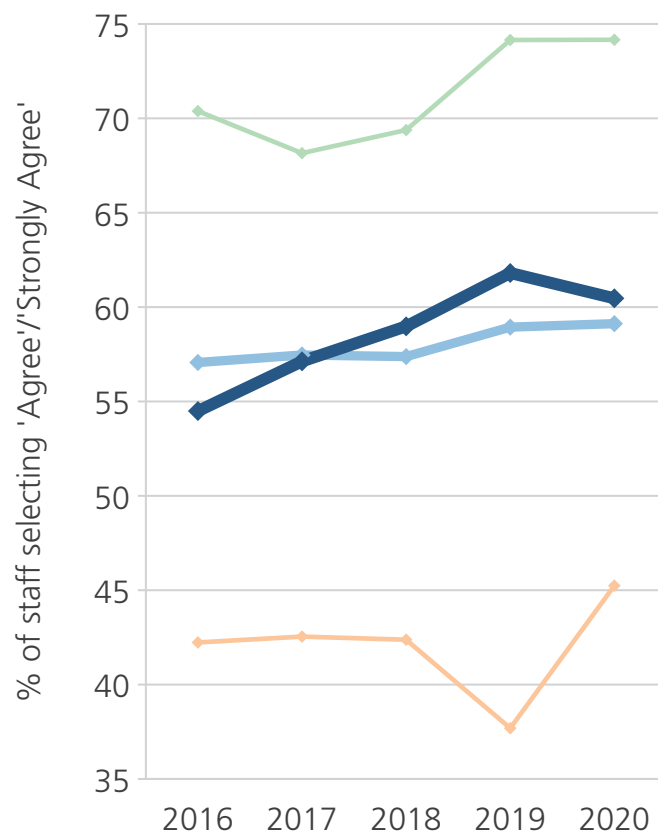
I would feel secure raising concerns about unsafe clinical practice



Best	79.7%	76.4%	76.8%	79.6%	77.6%
Your org	73.3%	69.3%	72.0%	75.0%	73.0%
Average	69.7%	69.4%	69.8%	70.8%	71.8%
Worst	59.3%	58.8%	60.7%	58.7%	62.6%

Q17c

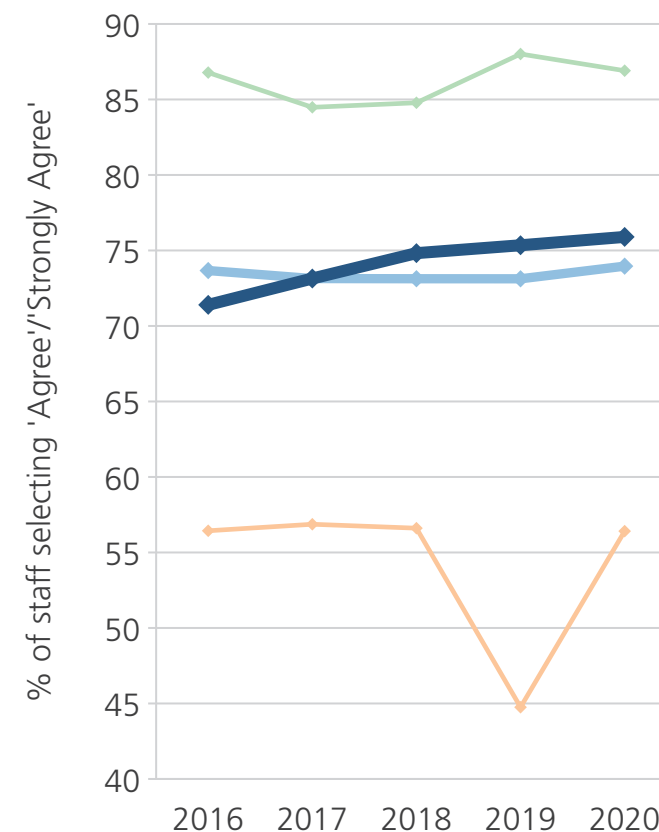
I am confident that my organisation would address my concern



Best	70.4%	68.2%	69.4%	74.2%	74.2%
Your org	54.5%	57.1%	59.0%	61.8%	60.5%
Average	57.1%	57.5%	57.4%	58.9%	59.1%
Worst	42.2%	42.5%	42.4%	37.7%	45.2%

Q18b

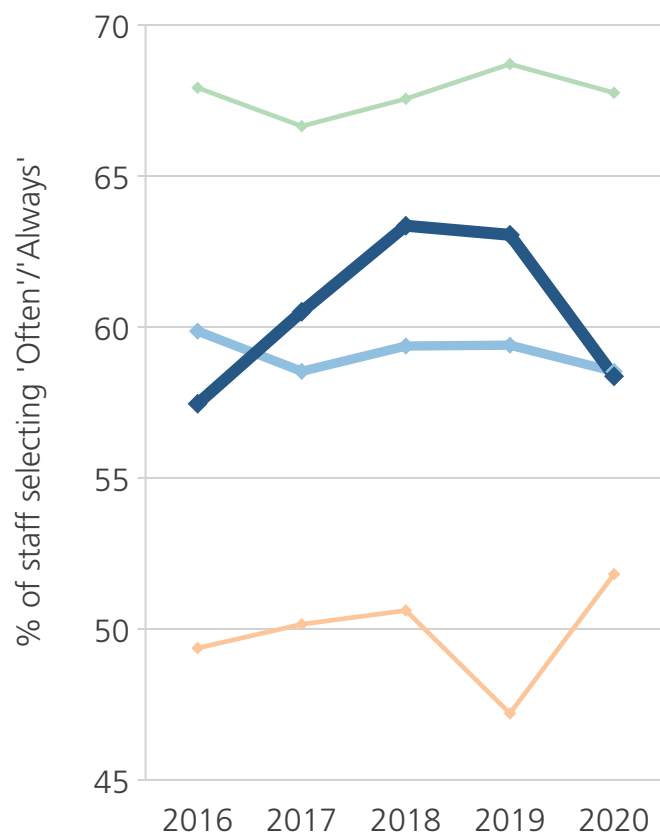
My organisation acts on concerns raised by patients / service users



Best	86.8%	84.5%	84.8%	88.0%	86.9%
Your org	71.4%	73.1%	74.8%	75.3%	75.9%
Average	73.7%	73.1%	73.1%	73.1%	74.0%
Worst	56.4%	56.9%	56.6%	44.8%	56.4%

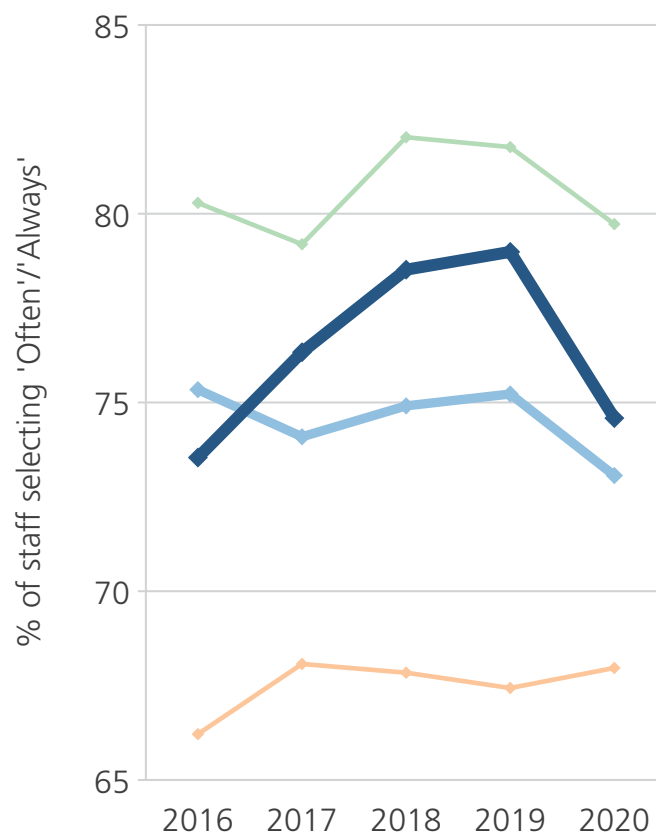
Q2a

I look forward to going to work



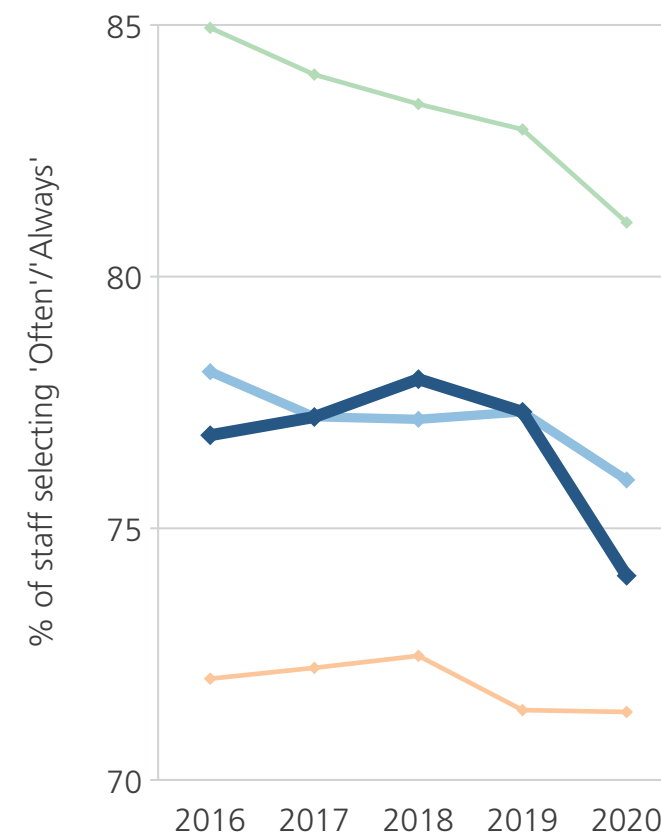
Q2b

I am enthusiastic about my job



Q2c

Time passes quickly when I am working



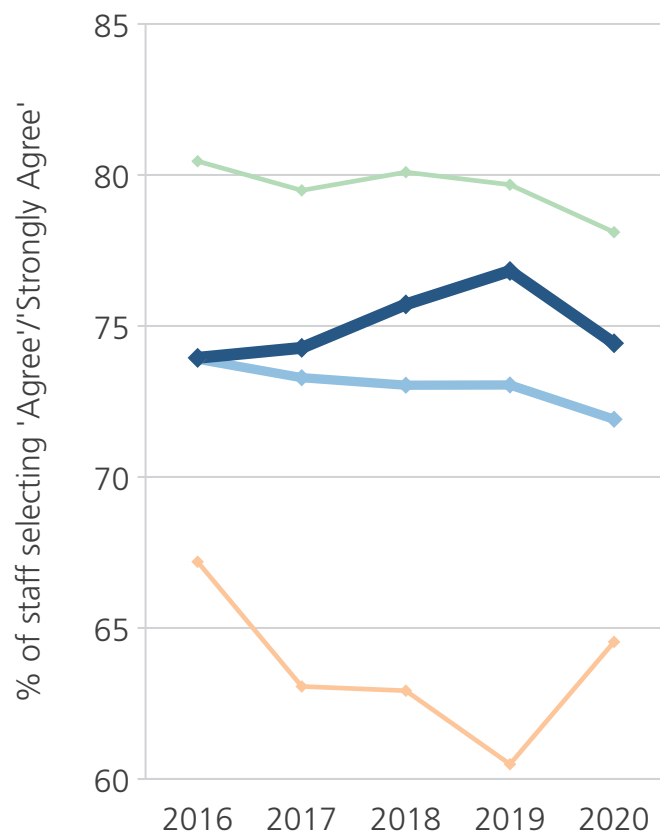
Best	67.9%	66.6%	67.6%	68.7%	67.8%
Your org	57.5%	60.5%	63.4%	63.1%	58.4%
Average	59.9%	58.5%	59.4%	59.4%	58.5%
Worst	49.4%	50.2%	50.6%	47.2%	51.8%

Best	80.3%	79.2%	82.0%	81.8%	79.7%
Your org	73.5%	76.3%	78.5%	79.0%	74.6%
Average	75.3%	74.1%	74.9%	75.2%	73.1%
Worst	66.2%	68.1%	67.8%	67.4%	68.0%

Best	84.9%	84.0%	83.4%	82.9%	81.1%
Your org	76.8%	77.2%	78.0%	77.3%	74.1%
Average	78.1%	77.2%	77.2%	77.3%	76.0%
Worst	72.0%	72.2%	72.5%	71.4%	71.4%

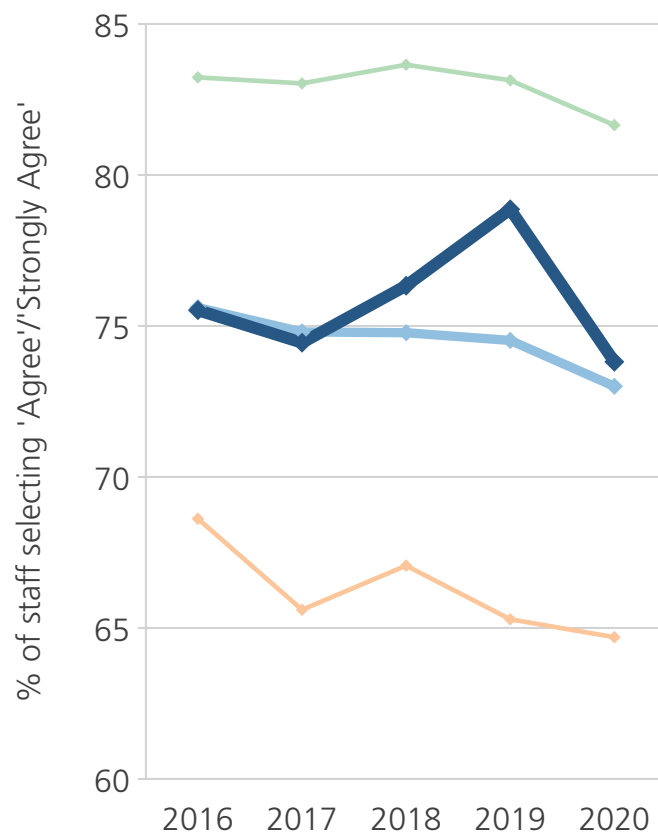
Q4a

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



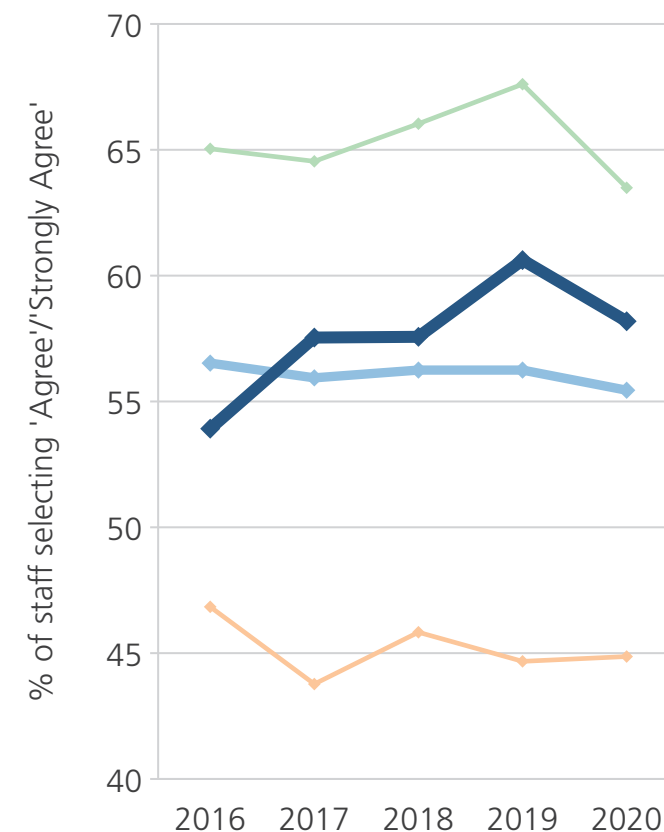
Q4b

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



Q4d

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



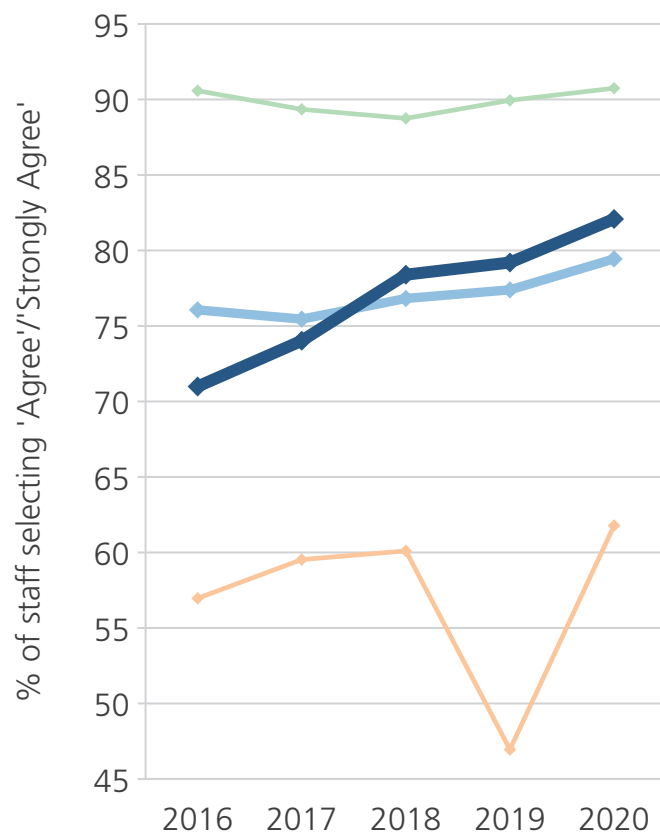
Best	80.5%	79.5%	80.1%	79.7%	78.1%
Your org	73.9%	74.3%	75.7%	76.8%	74.4%
Average	73.9%	73.3%	73.0%	73.0%	71.9%
Worst	67.2%	63.1%	62.9%	60.5%	64.5%

Best	83.2%	83.0%	83.6%	83.1%	81.7%
Your org	75.5%	74.4%	76.3%	78.9%	73.8%
Average	75.6%	74.8%	74.8%	74.5%	73.0%
Worst	68.6%	65.6%	67.1%	65.3%	64.7%

Best	65.0%	64.5%	66.0%	67.6%	63.5%
Your org	53.9%	57.5%	57.6%	60.6%	58.2%
Average	56.5%	55.9%	56.2%	56.2%	55.4%
Worst	46.8%	43.8%	45.8%	44.7%	44.9%

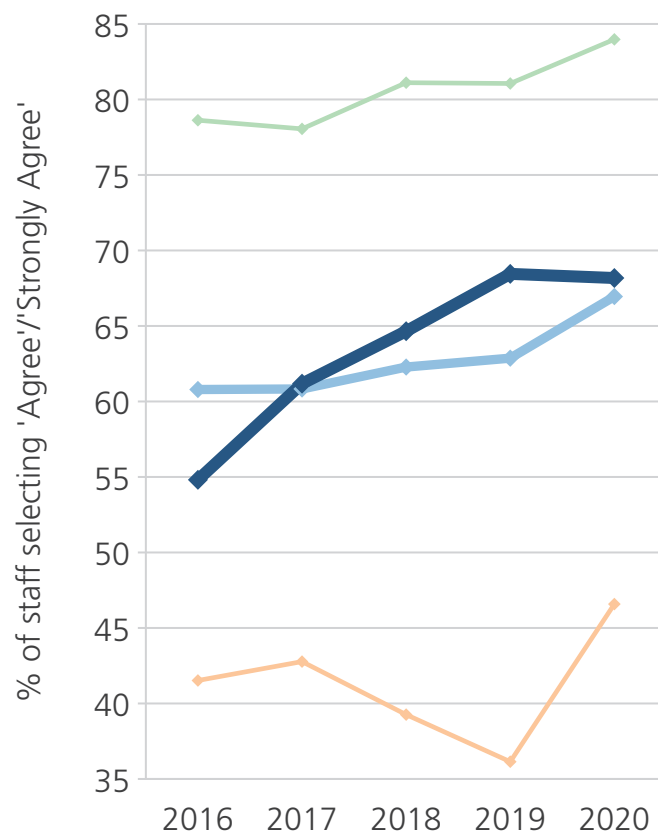
Q18a

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



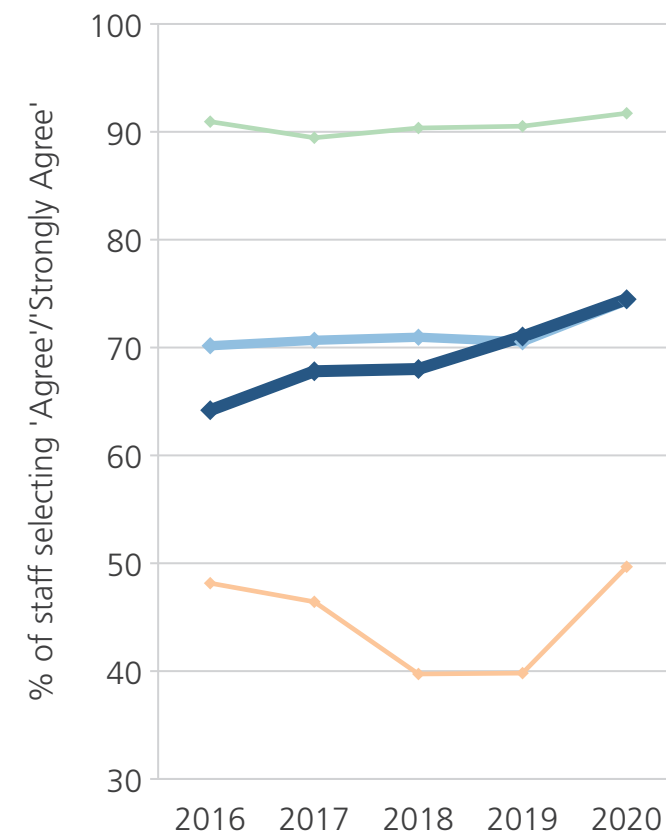
Q18c

I would recommend my
organisation as a place to work



Q18d

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



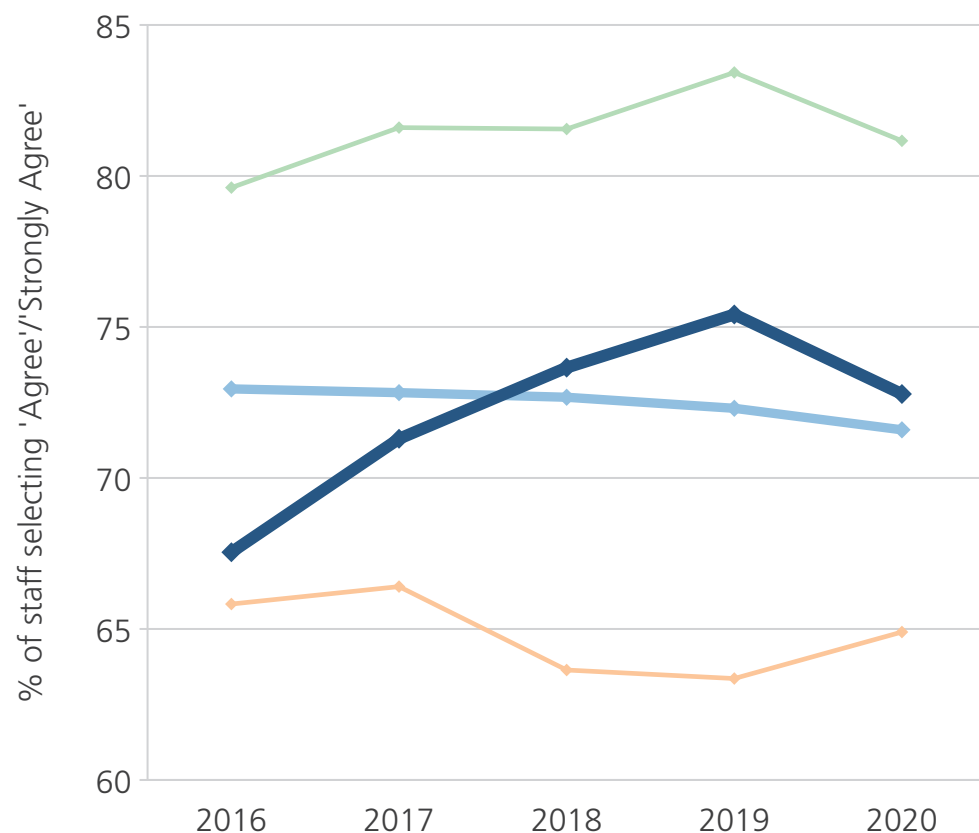
Best	90.6%	89.3%	88.7%	89.9%	90.7%
Your org	71.0%	74.0%	78.4%	79.2%	82.1%
Average	76.1%	75.5%	76.8%	77.4%	79.4%
Worst	57.0%	59.5%	60.1%	47.0%	61.8%

Best	78.6%	78.1%	81.1%	81.1%	84.0%
Your org	54.8%	61.2%	64.7%	68.4%	68.2%
Average	60.8%	60.8%	62.3%	62.9%	66.9%
Worst	41.5%	42.8%	39.3%	36.1%	46.6%

Best	90.9%	89.4%	90.4%	90.5%	91.7%
Your org	64.2%	67.8%	68.0%	71.0%	74.5%
Average	70.2%	70.7%	71.0%	70.5%	74.3%
Worst	48.2%	46.4%	39.7%	39.8%	49.7%

Q4h

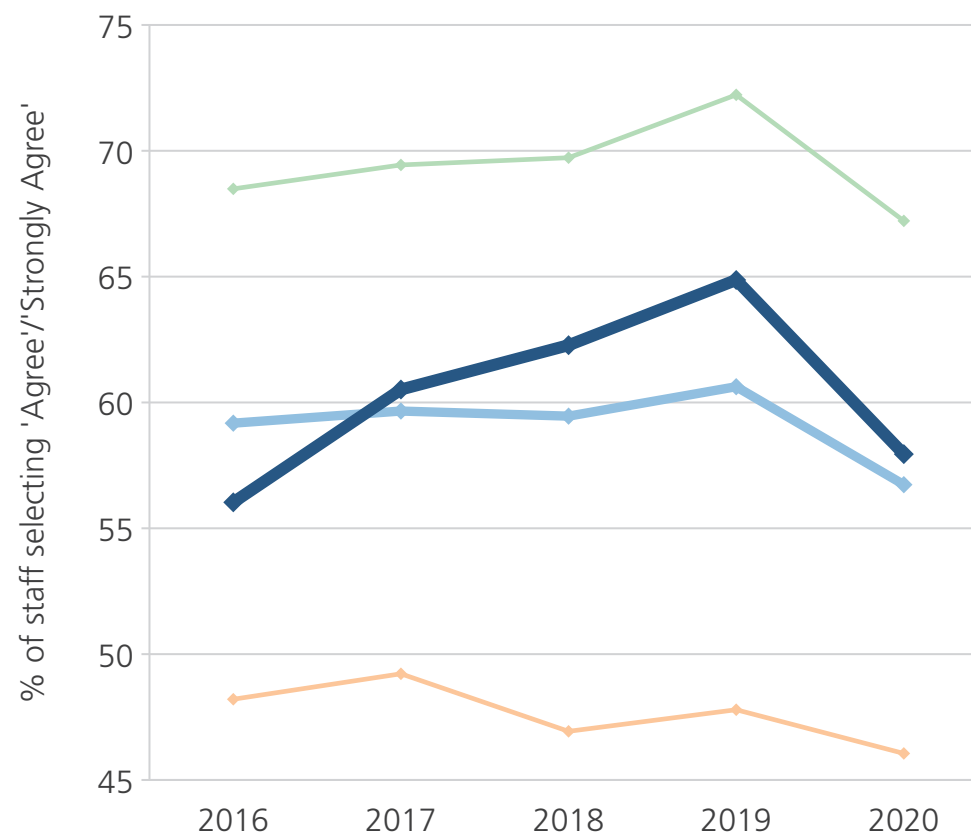
The team I work in has a set of shared objectives



Best	79.6%	81.6%	81.6%	83.4%	81.2%
Your org	67.5%	71.3%	73.7%	75.4%	72.8%
Average	72.9%	72.8%	72.7%	72.3%	71.6%
Worst	65.8%	66.4%	63.6%	63.4%	64.9%

Q4i

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



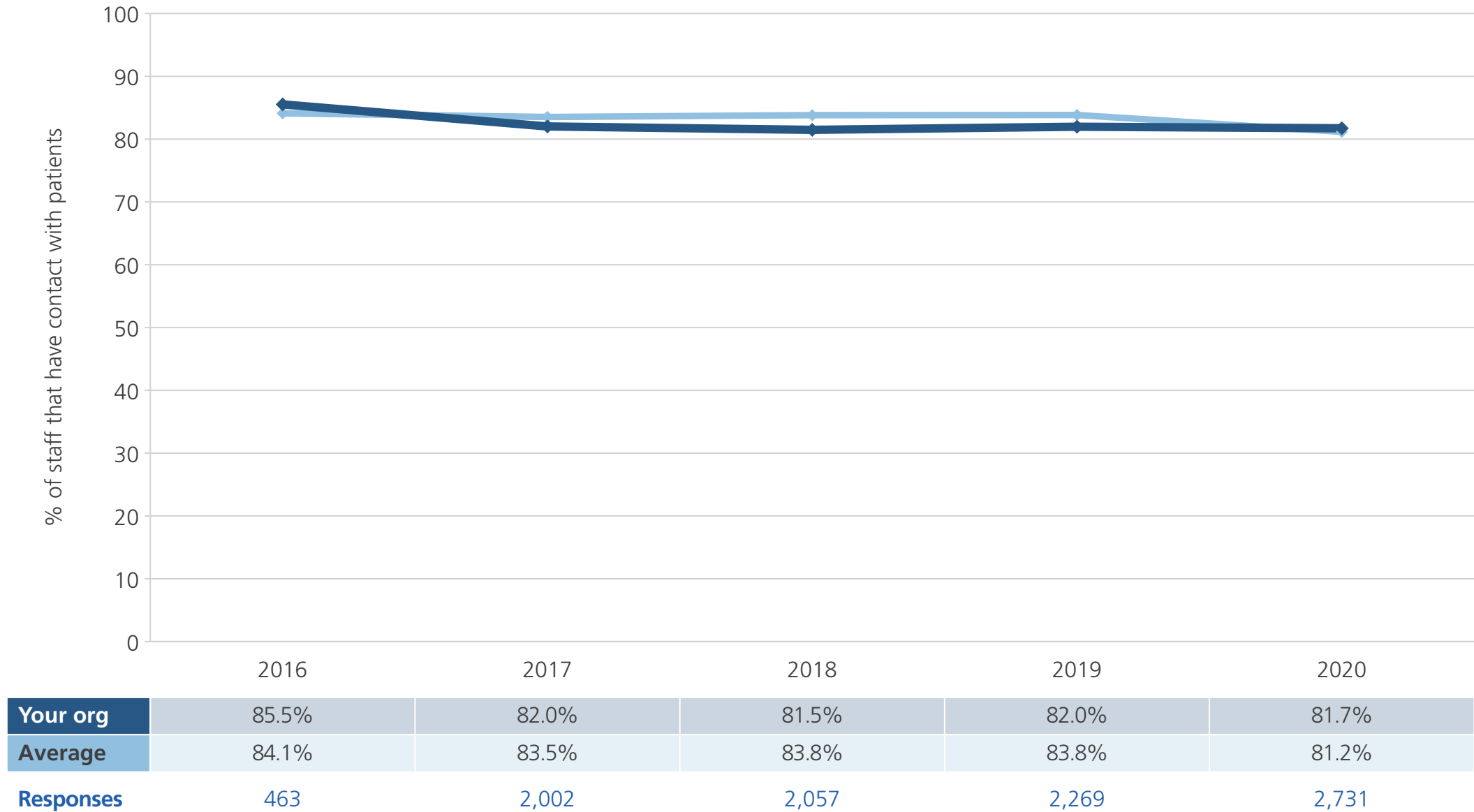
Best	68.5%	69.4%	69.7%	72.2%	67.2%
Your org	56.0%	60.5%	62.3%	64.9%	57.9%
Average	59.2%	59.7%	59.5%	60.6%	56.7%
Worst	48.2%	49.2%	46.9%	47.8%	46.1%

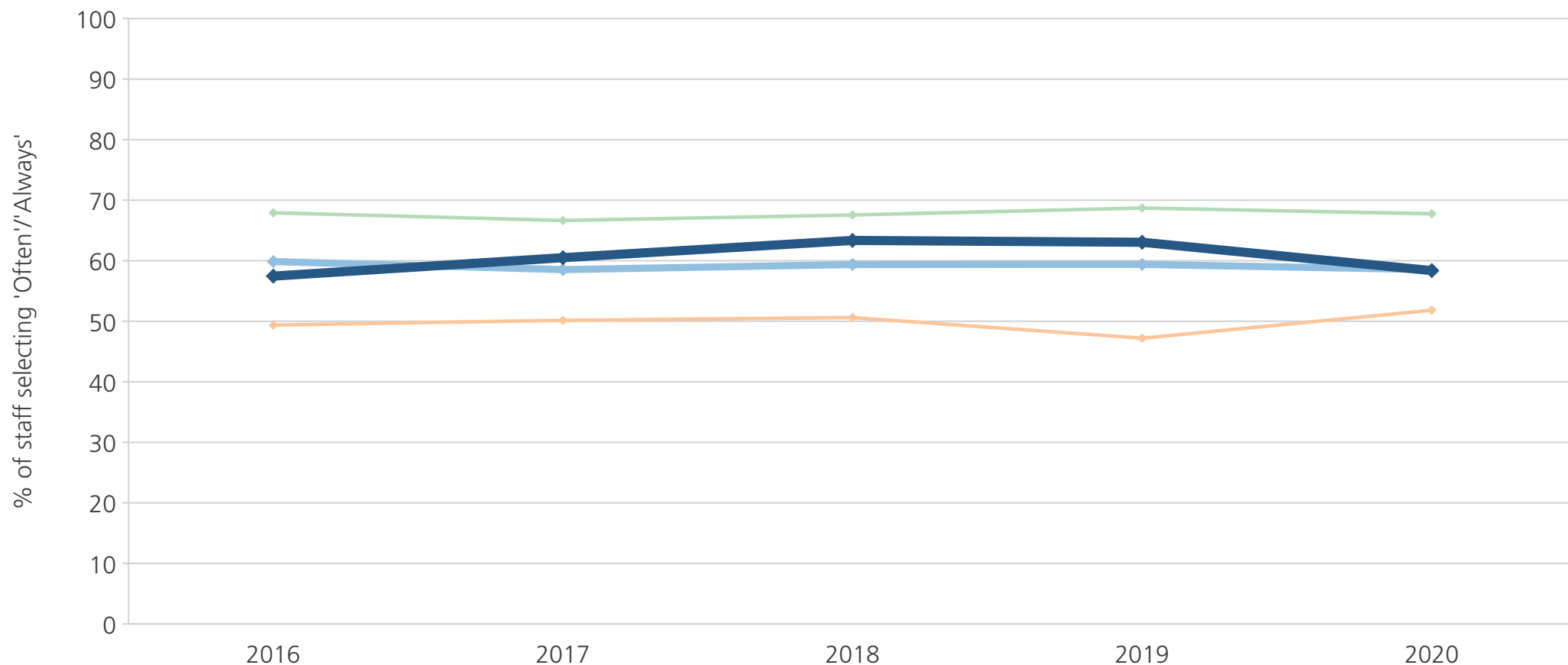
Question results

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

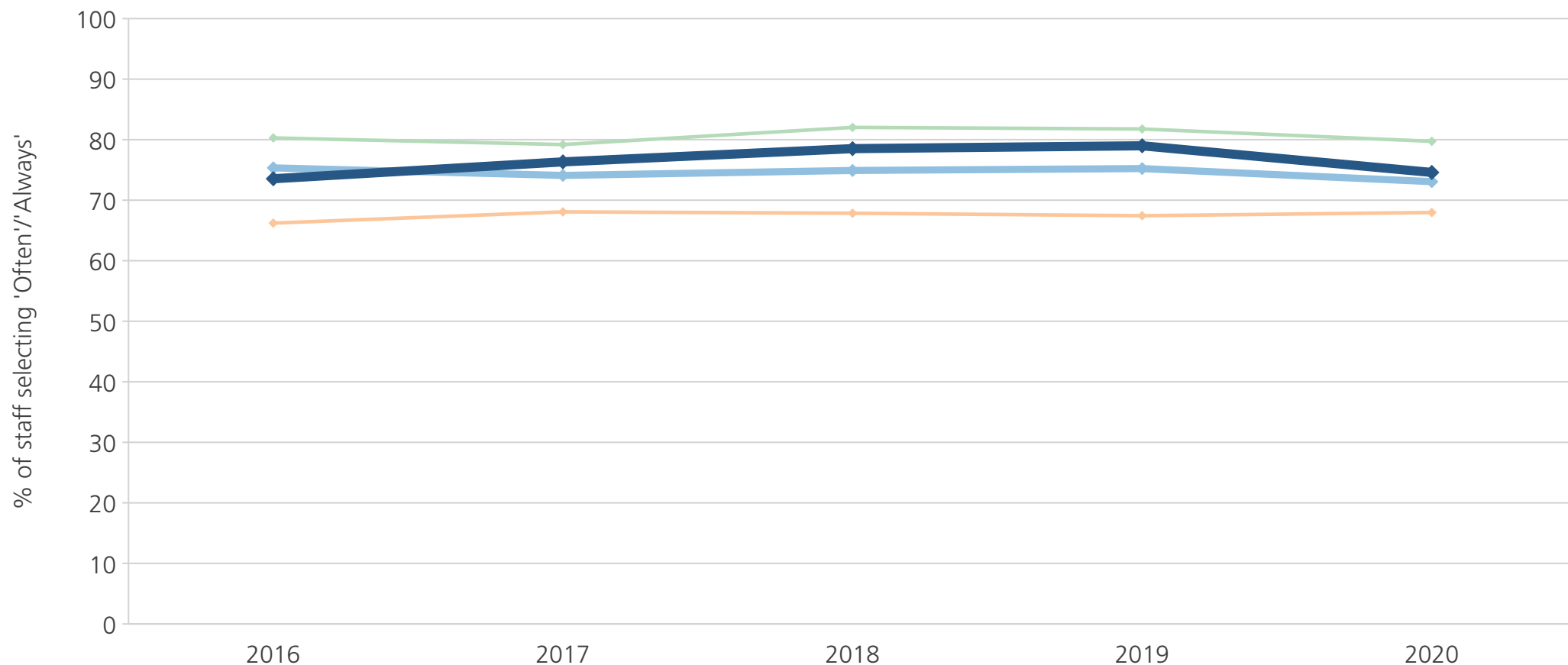
Question results – Your job

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

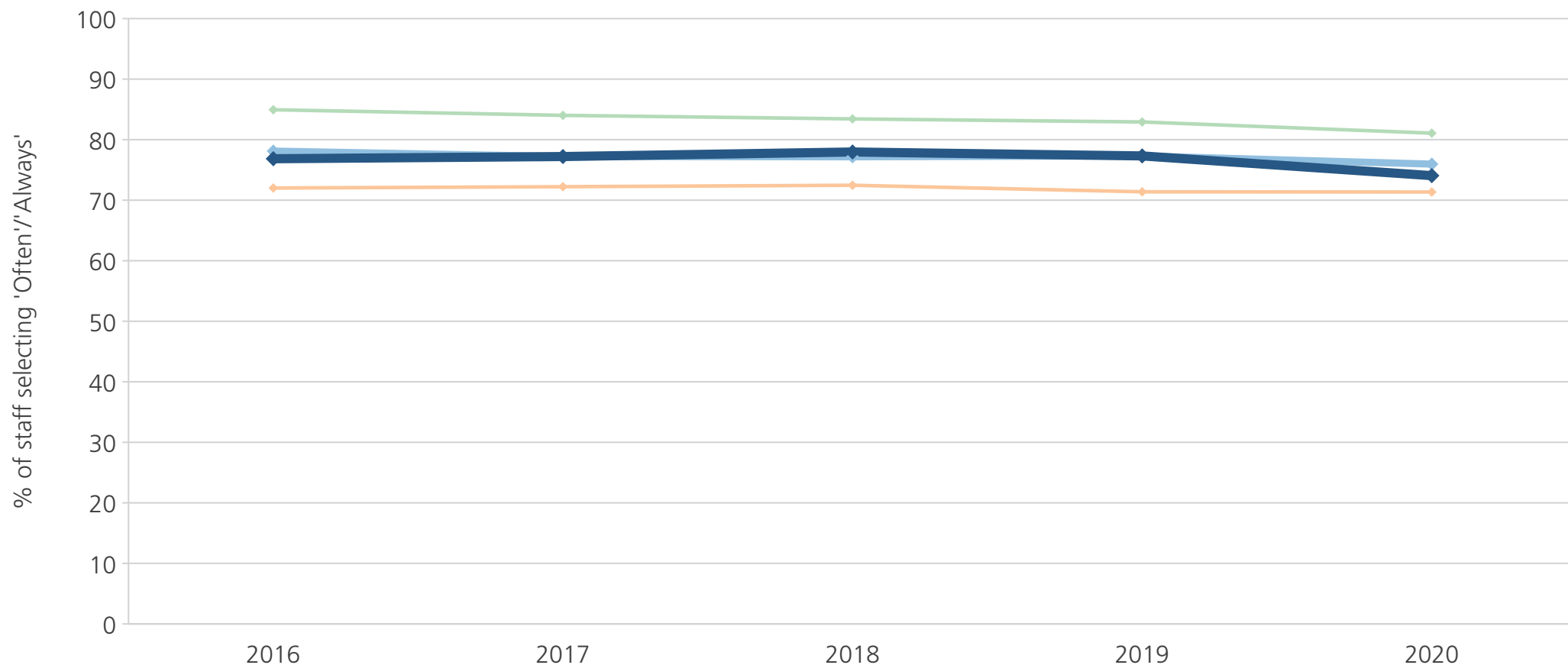




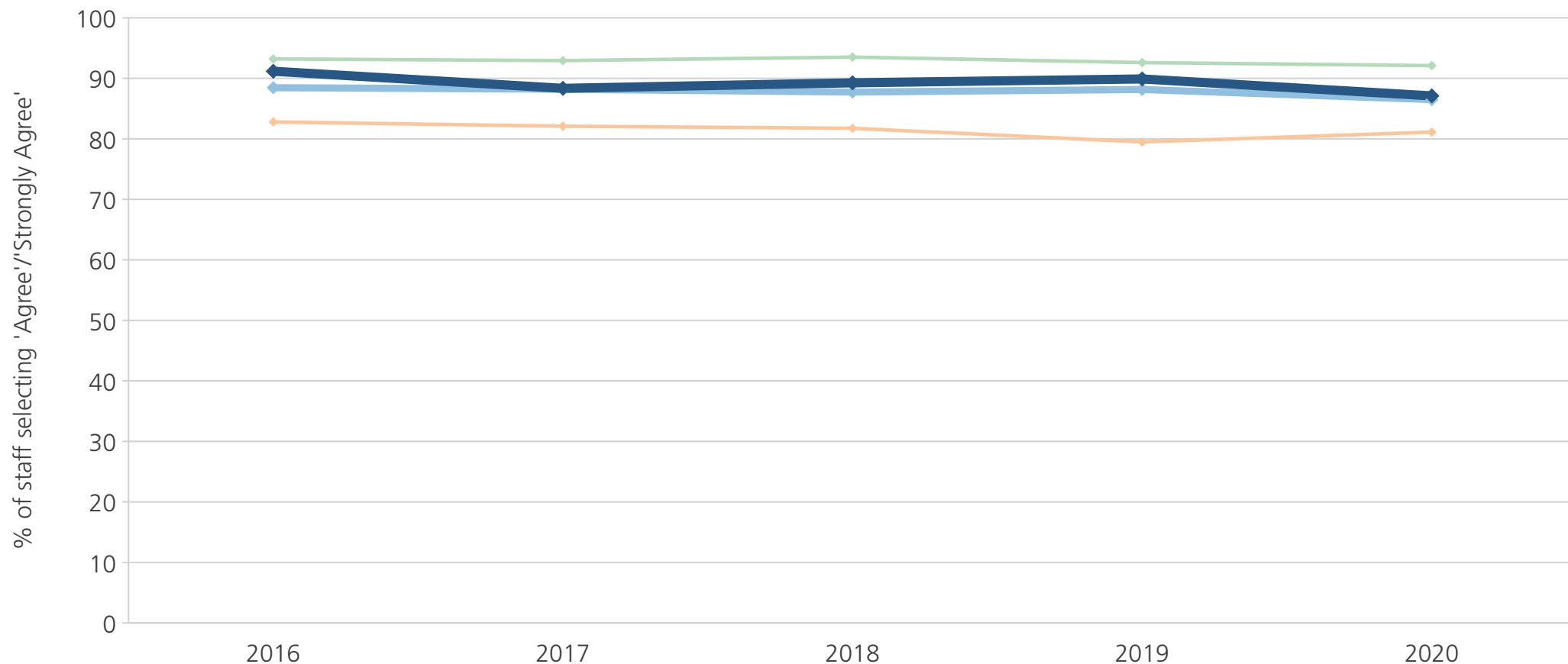
Best	67.9%	66.6%	67.6%	68.7%	67.8%
Your org	57.5%	60.5%	63.4%	63.1%	58.4%
Average	59.9%	58.5%	59.4%	59.4%	58.5%
Worst	49.4%	50.2%	50.6%	47.2%	51.8%
Responses	461	2,011	2,063	2,272	2,719



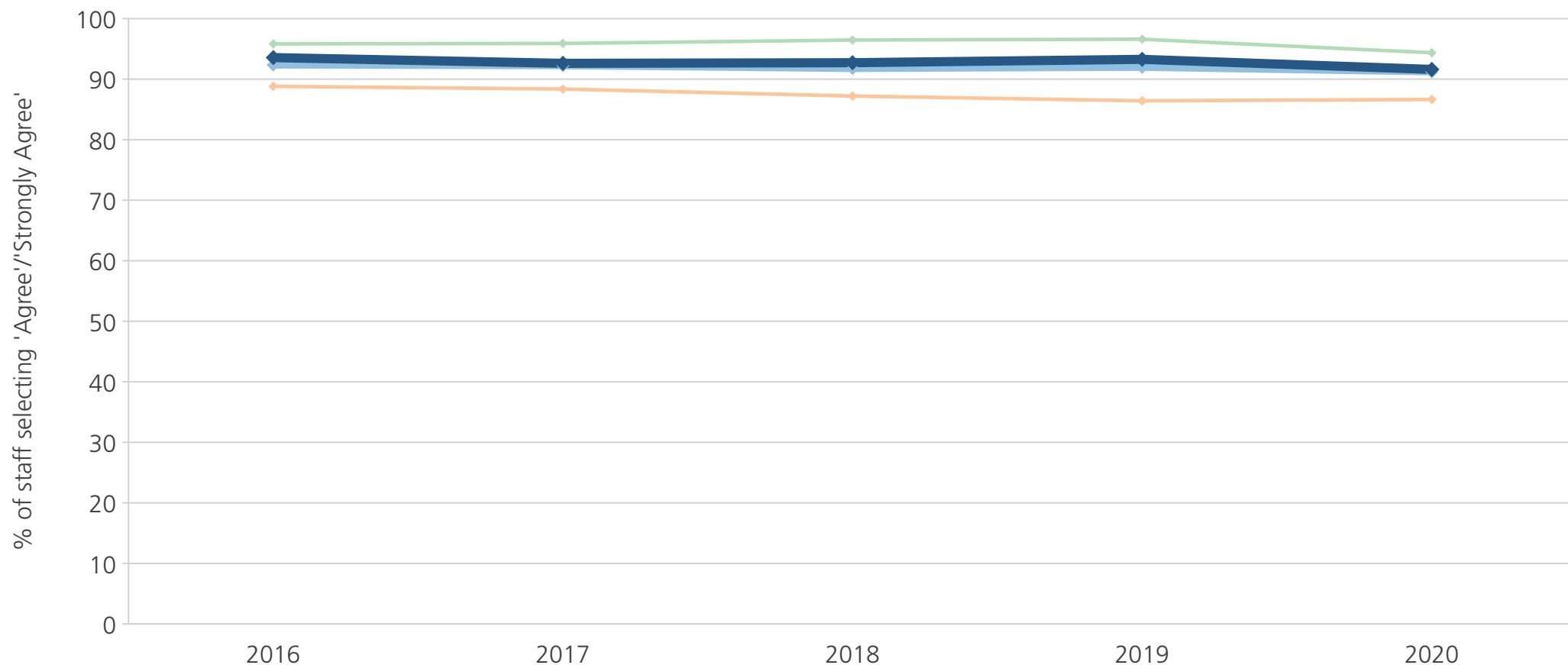
Best	80.3%	79.2%	82.0%	81.8%	79.7%
Your org	73.5%	76.3%	78.5%	79.0%	74.6%
Average	75.3%	74.1%	74.9%	75.2%	73.1%
Worst	66.2%	68.1%	67.8%	67.4%	68.0%
Responses	447	1,993	2,050	2,262	2,701



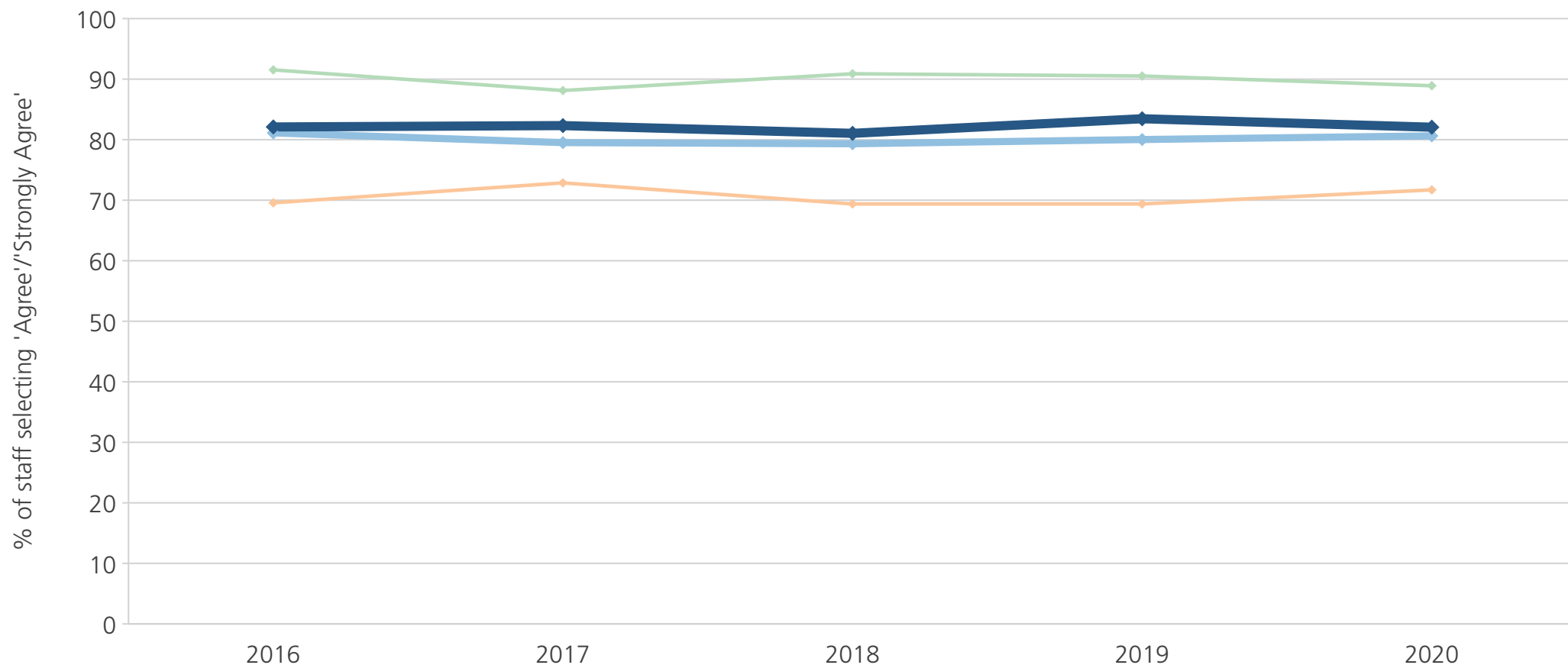
Best	84.9%	84.0%	83.4%	82.9%	81.1%
Your org	76.8%	77.2%	78.0%	77.3%	74.1%
Average	78.1%	77.2%	77.2%	77.3%	76.0%
Worst	72.0%	72.2%	72.5%	71.4%	71.4%
Responses	451	2,001	2,052	2,256	2,700



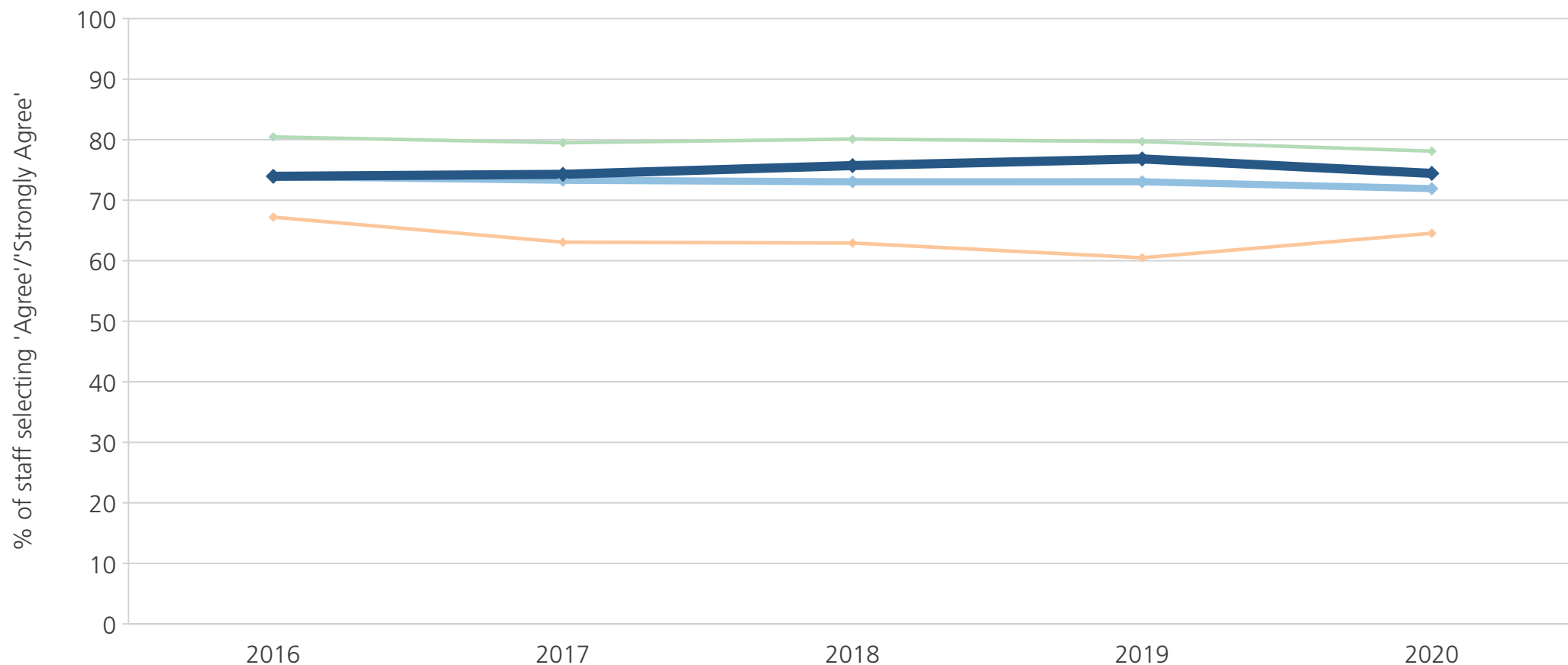
Best	93.2%	92.9%	93.5%	92.6%	92.1%
Your org	91.2%	88.3%	89.3%	89.9%	87.1%
Average	88.5%	88.2%	87.7%	88.2%	86.5%
Worst	82.8%	82.1%	81.7%	79.5%	81.1%
Responses	463	1,987	2,051	2,251	2,711



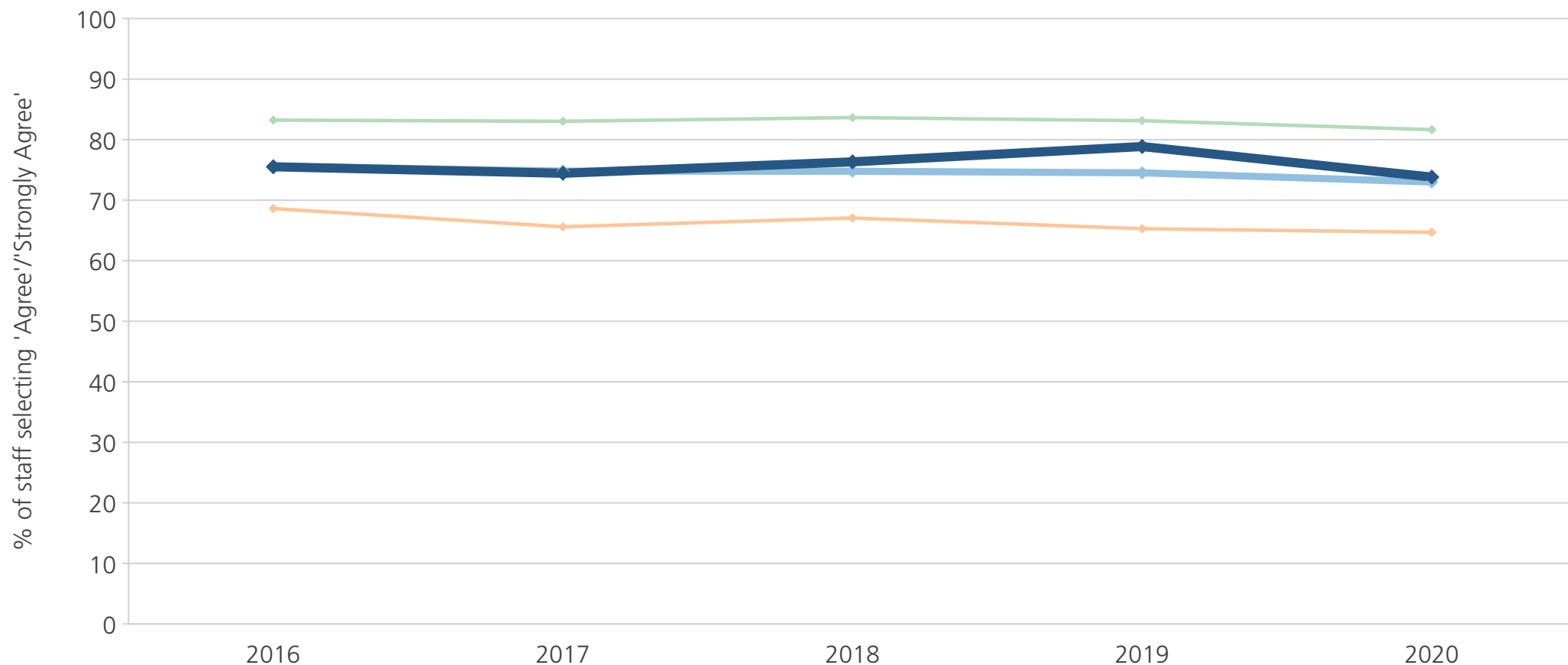
Best	95.8%	95.9%	96.5%	96.6%	94.4%
Your org	93.6%	92.6%	92.7%	93.3%	91.6%
Average	92.3%	92.2%	91.8%	92.0%	91.2%
Worst	88.8%	88.4%	87.2%	86.4%	86.6%
Responses	454	1,983	2,038	2,246	2,701



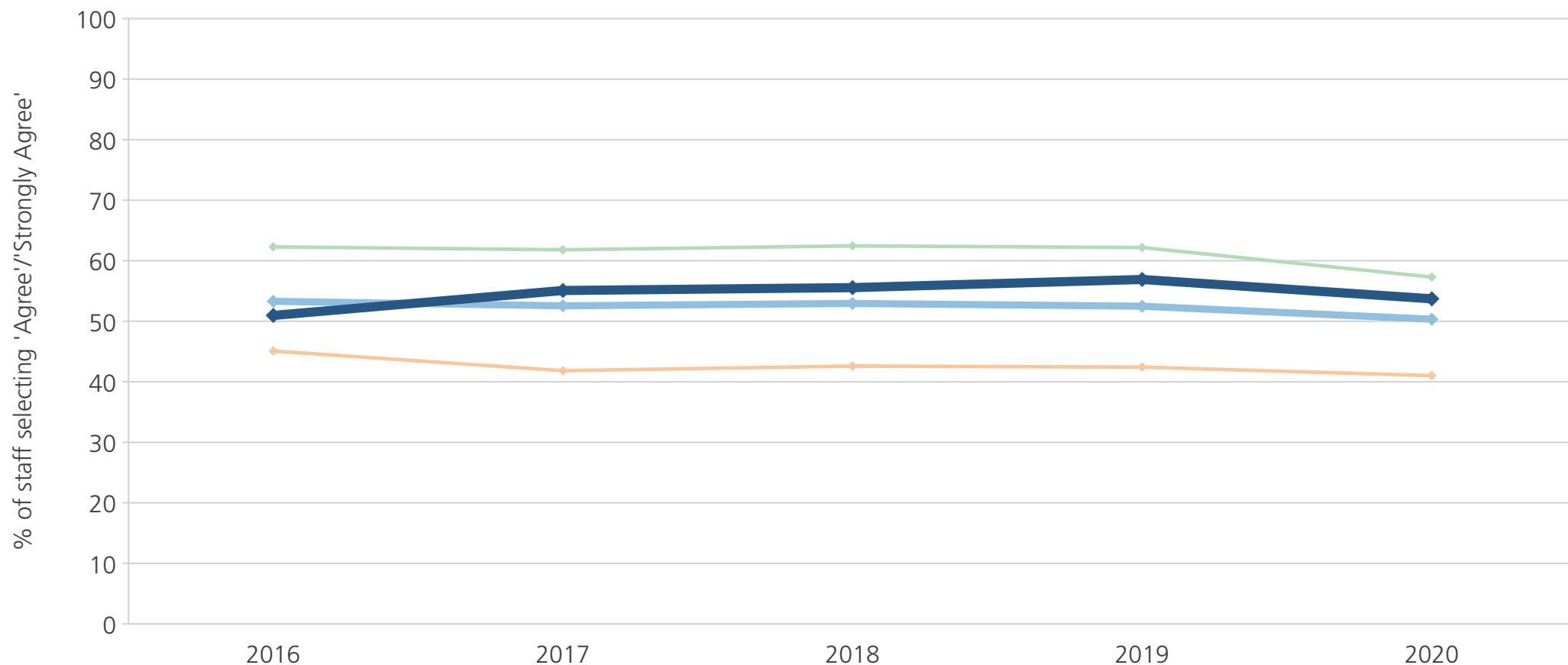
Best	91.5%	88.1%	90.9%	90.5%	88.9%
Your org	82.1%	82.3%	81.0%	83.5%	82.1%
Average	81.1%	79.5%	79.3%	80.0%	80.6%
Worst	69.6%	72.9%	69.4%	69.4%	71.7%
Responses	456	1,981	2,038	2,235	2,700



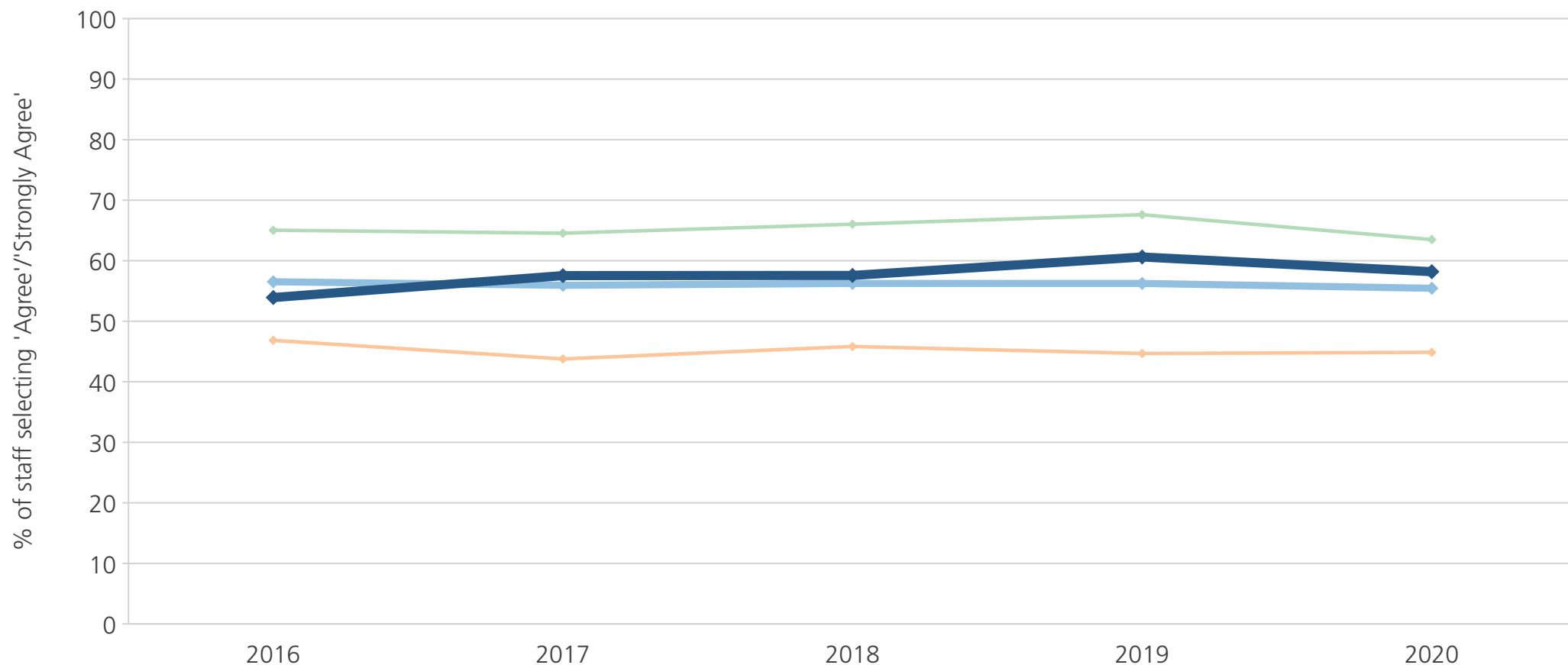
Best	80.5%	79.5%	80.1%	79.7%	78.1%
Your org	73.9%	74.3%	75.7%	76.8%	74.4%
Average	73.9%	73.3%	73.0%	73.0%	71.9%
Worst	67.2%	63.1%	62.9%	60.5%	64.5%
Responses	457	2,013	2,070	2,279	2,731



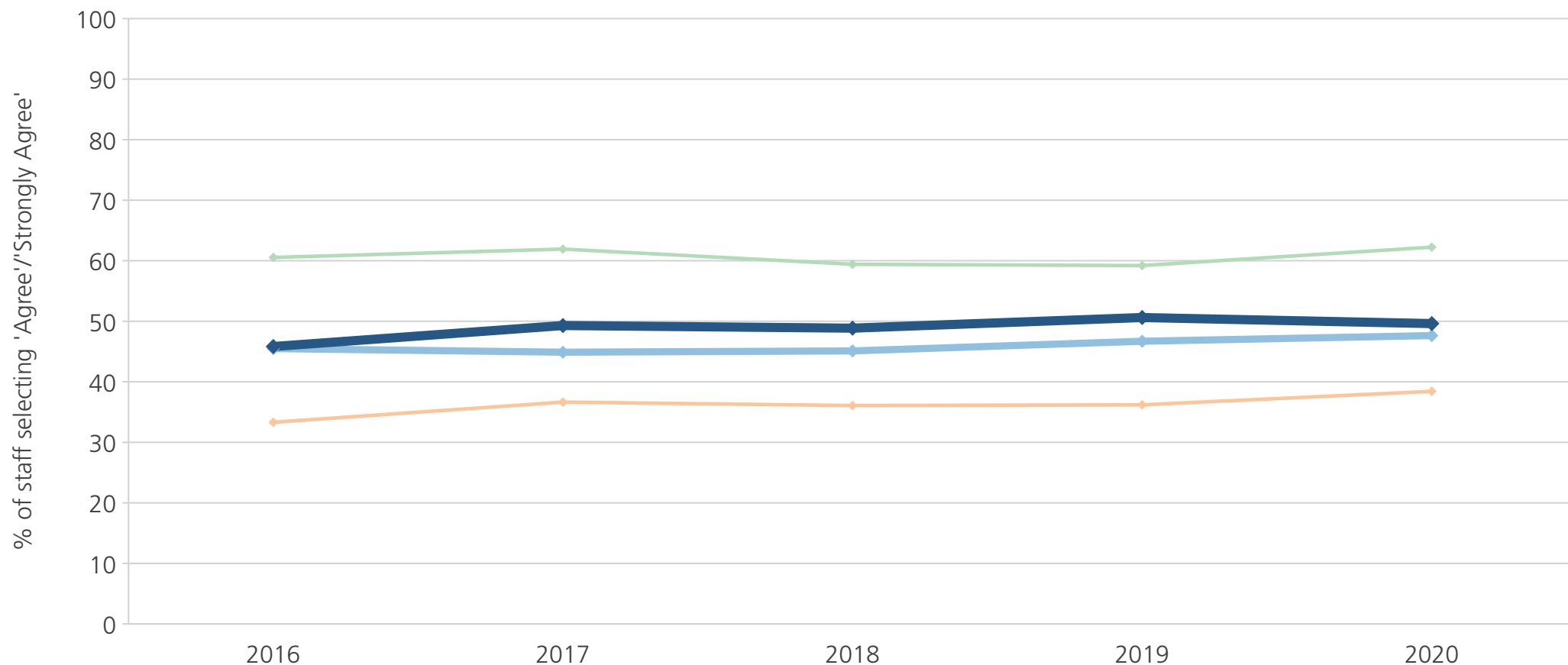
	2016	2017	2018	2019	2020
Best	83.2%	83.0%	83.6%	83.1%	81.7%
Your org	75.5%	74.4%	76.3%	78.9%	73.8%
Average	75.6%	74.8%	74.8%	74.5%	73.0%
Worst	68.6%	65.6%	67.1%	65.3%	64.7%
Responses	460	2,009	2,063	2,274	2,727



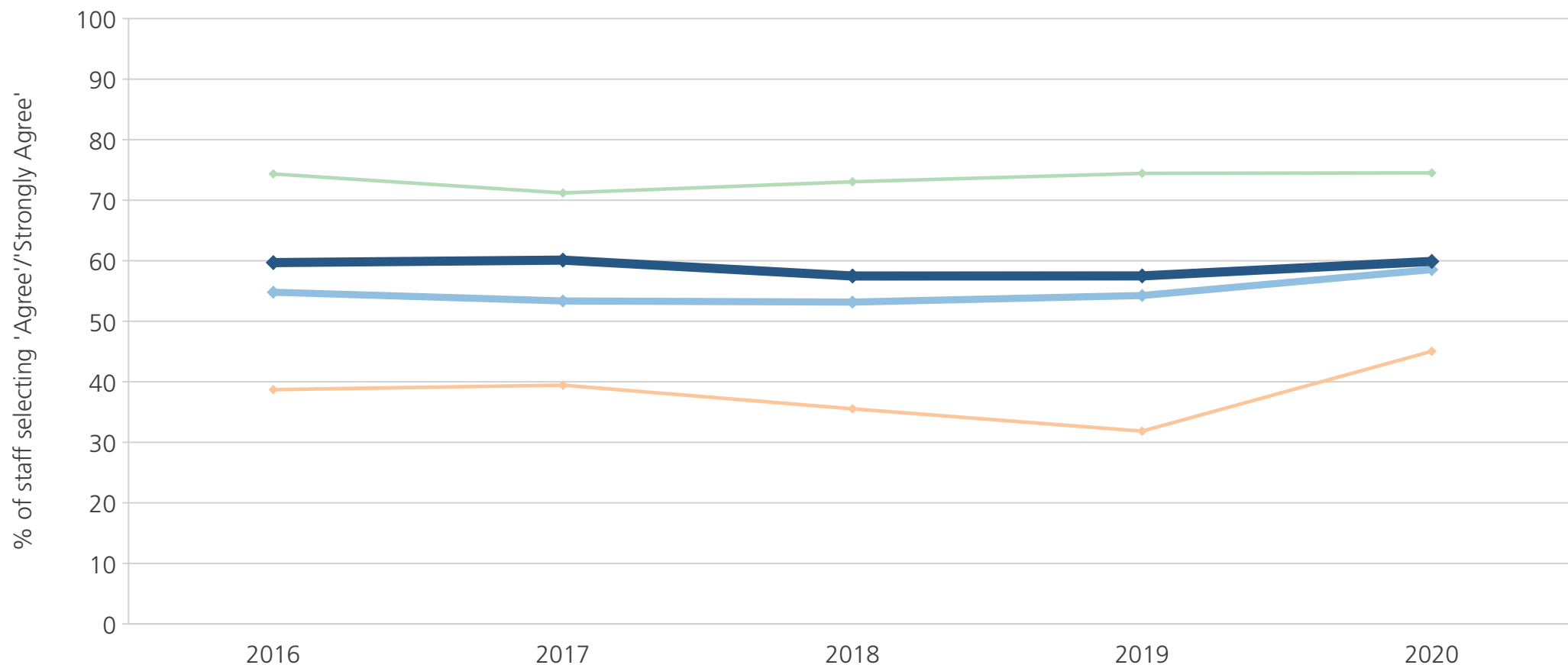
Best	62.3%	61.8%	62.5%	62.2%	57.3%
Your org	51.0%	55.1%	55.6%	56.9%	53.7%
Average	53.3%	52.6%	52.9%	52.5%	50.3%
Worst	45.1%	41.8%	42.6%	42.4%	41.0%
Responses	459	2,005	2,055	2,270	2,719



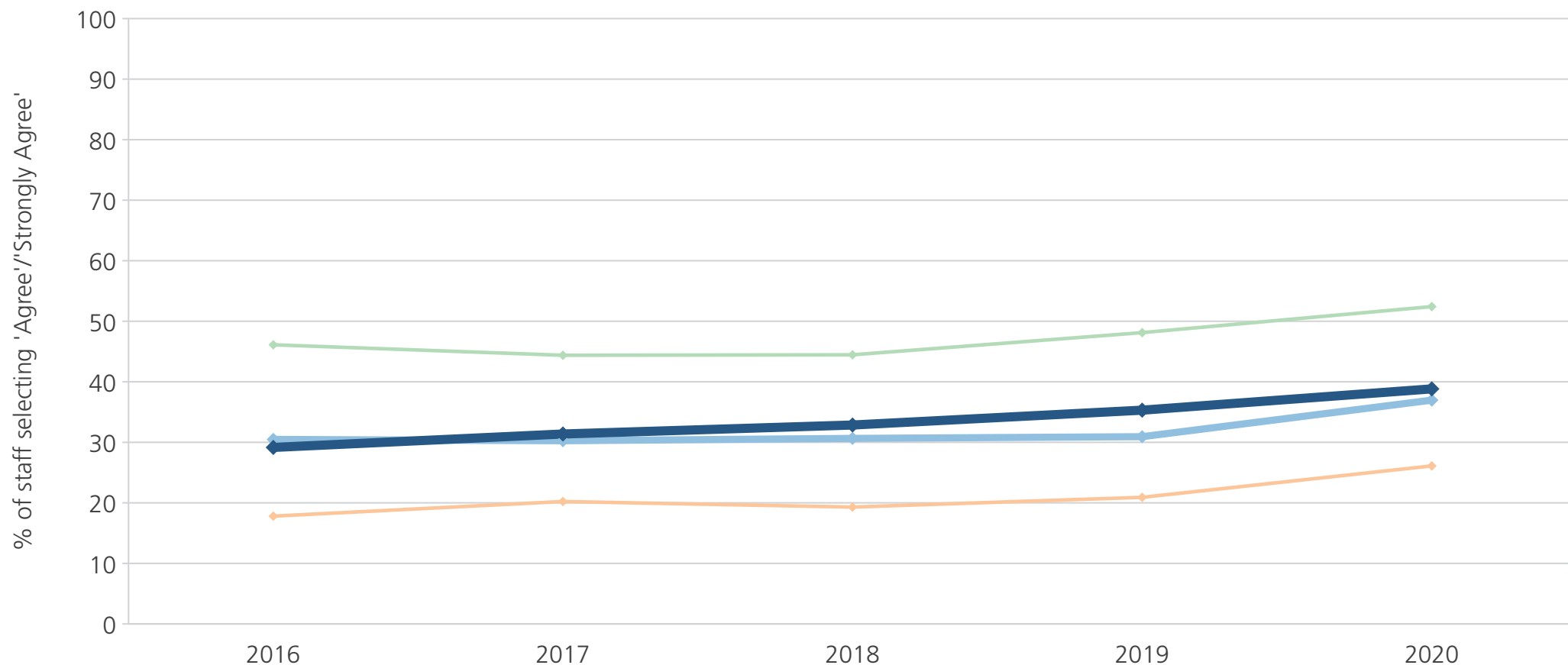
	2016	2017	2018	2019	2020
Best	65.0%	64.5%	66.0%	67.6%	63.5%
Your org	53.9%	57.5%	57.6%	60.6%	58.2%
Average	56.5%	55.9%	56.2%	56.2%	55.4%
Worst	46.8%	43.8%	45.8%	44.7%	44.9%
Responses	457	2,005	2,055	2,258	2,709



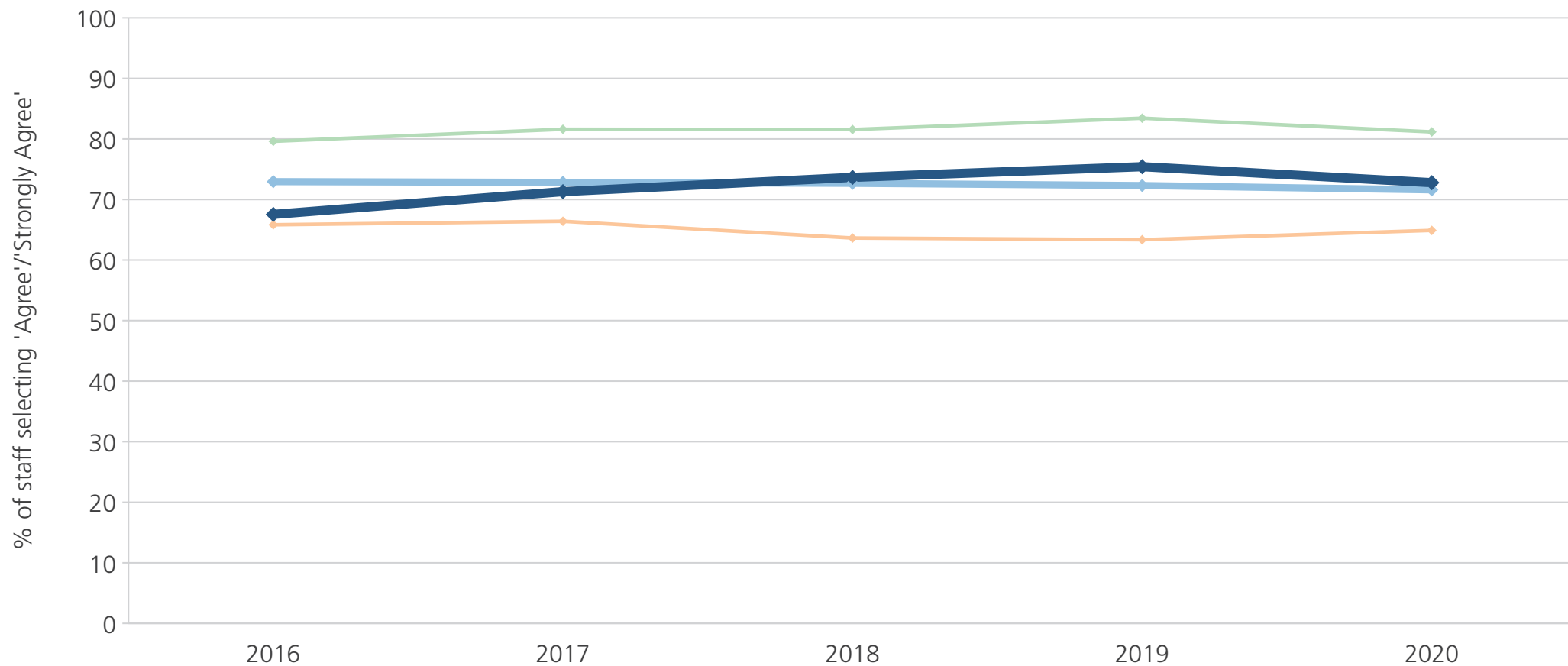
	2016	2017	2018	2019	2020
Best	60.5%	61.9%	59.4%	59.2%	62.2%
Your org	45.8%	49.3%	48.9%	50.6%	49.6%
Average	45.5%	44.9%	45.1%	46.7%	47.6%
Worst	33.3%	36.6%	36.1%	36.2%	38.4%
Responses	451	2,007	2,059	2,272	2,718



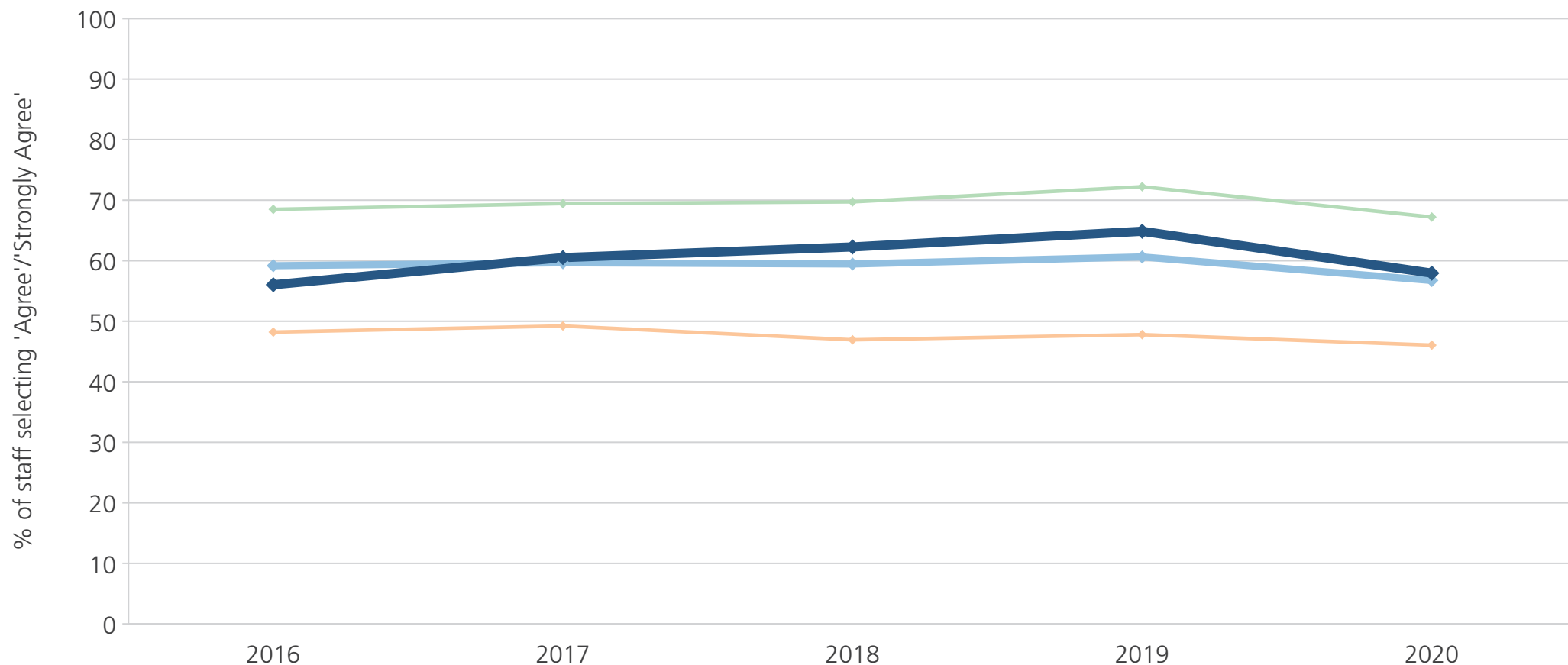
	2016	2017	2018	2019	2020
Best	74.3%	71.2%	73.0%	74.4%	74.5%
Your org	59.7%	60.1%	57.5%	57.5%	59.9%
Average	54.8%	53.4%	53.2%	54.3%	58.5%
Worst	38.7%	39.4%	35.5%	31.8%	45.0%
Responses	461	2,005	2,059	2,267	2,720



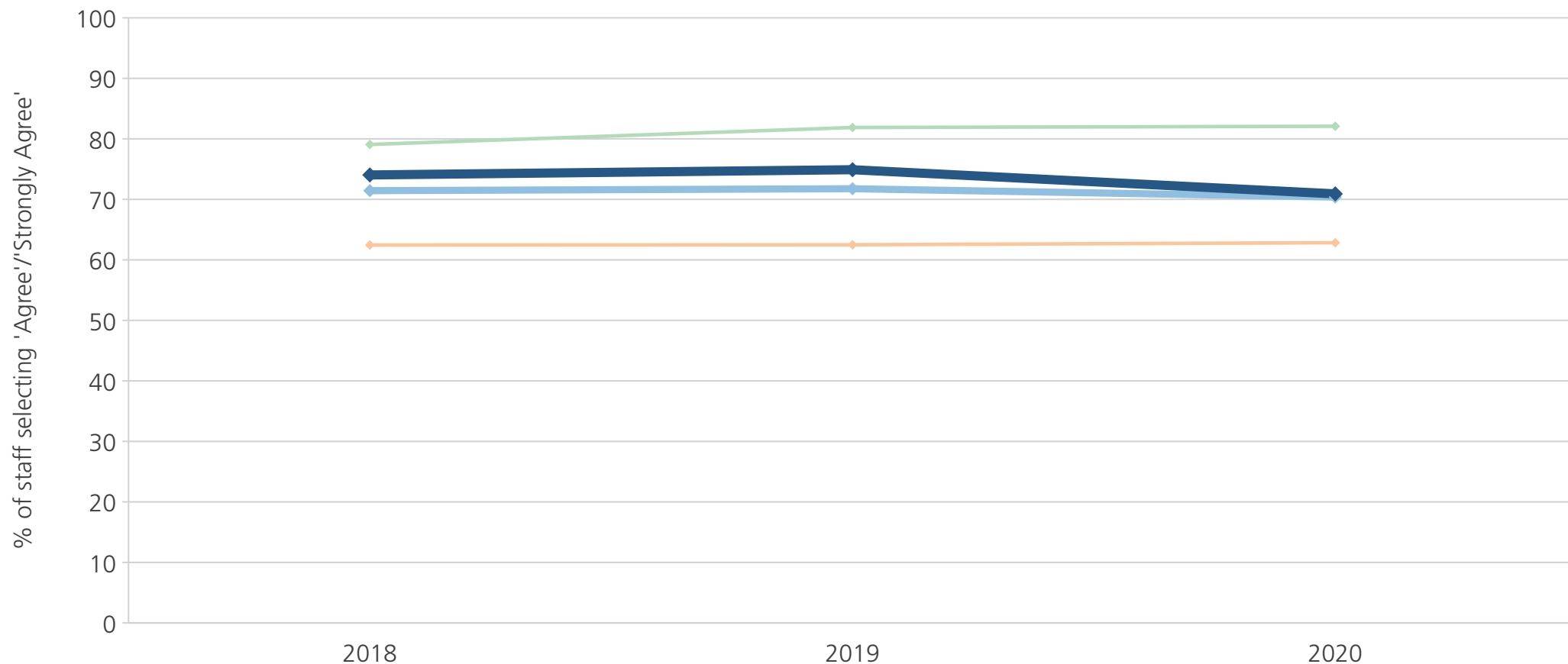
Best	46.1%	44.4%	44.5%	48.1%	52.4%
Your org	29.2%	31.4%	32.9%	35.3%	38.8%
Average	30.5%	30.3%	30.6%	30.9%	37.0%
Worst	17.8%	20.2%	19.3%	20.9%	26.1%
Responses	457	2,005	2,061	2,266	2,715



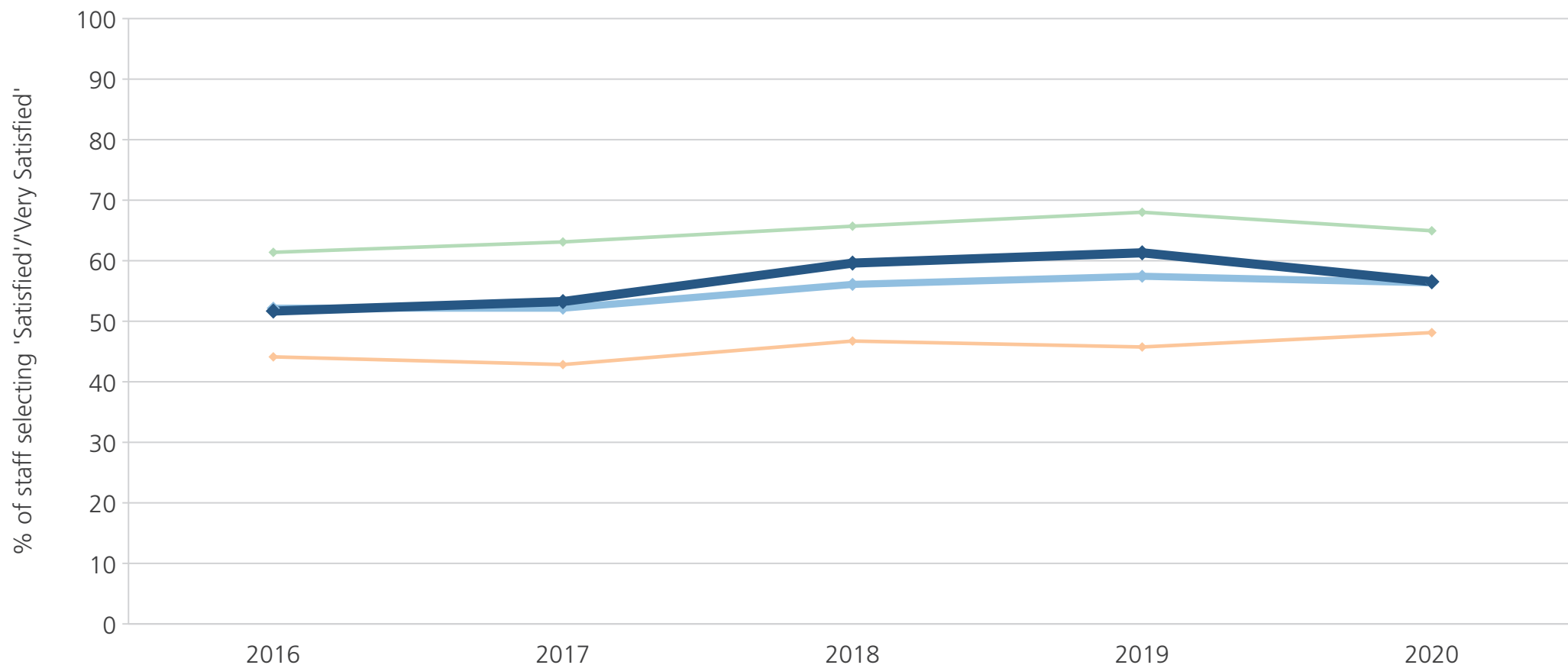
Best	79.6%	81.6%	81.6%	83.4%	81.2%
Your org	67.5%	71.3%	73.7%	75.4%	72.8%
Average	72.9%	72.8%	72.7%	72.3%	71.6%
Worst	65.8%	66.4%	63.6%	63.4%	64.9%
Responses	454	1,997	2,050	2,255	2,706



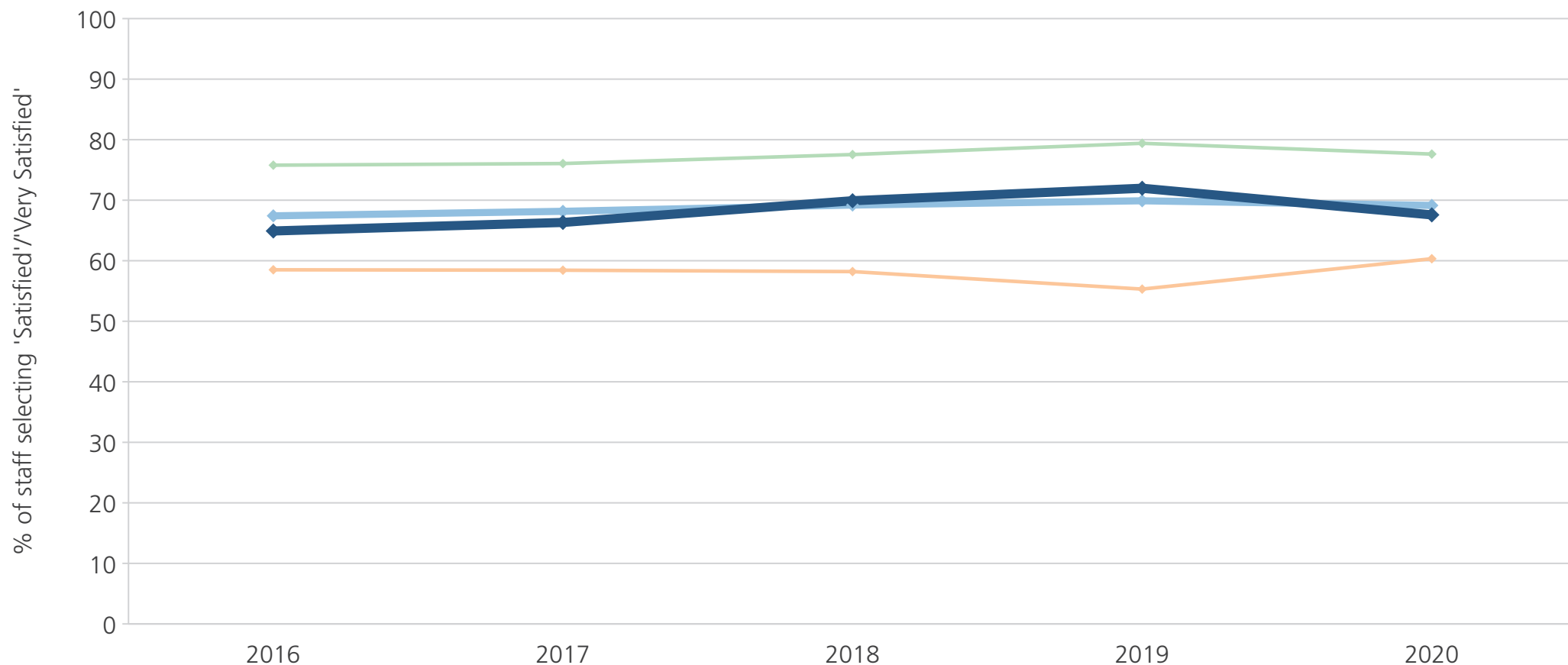
Best	68.5%	69.4%	69.7%	72.2%	67.2%
Your org	56.0%	60.5%	62.3%	64.9%	57.9%
Average	59.2%	59.7%	59.5%	60.6%	56.7%
Worst	48.2%	49.2%	46.9%	47.8%	46.1%
Responses	459	2,002	2,054	2,258	2,710



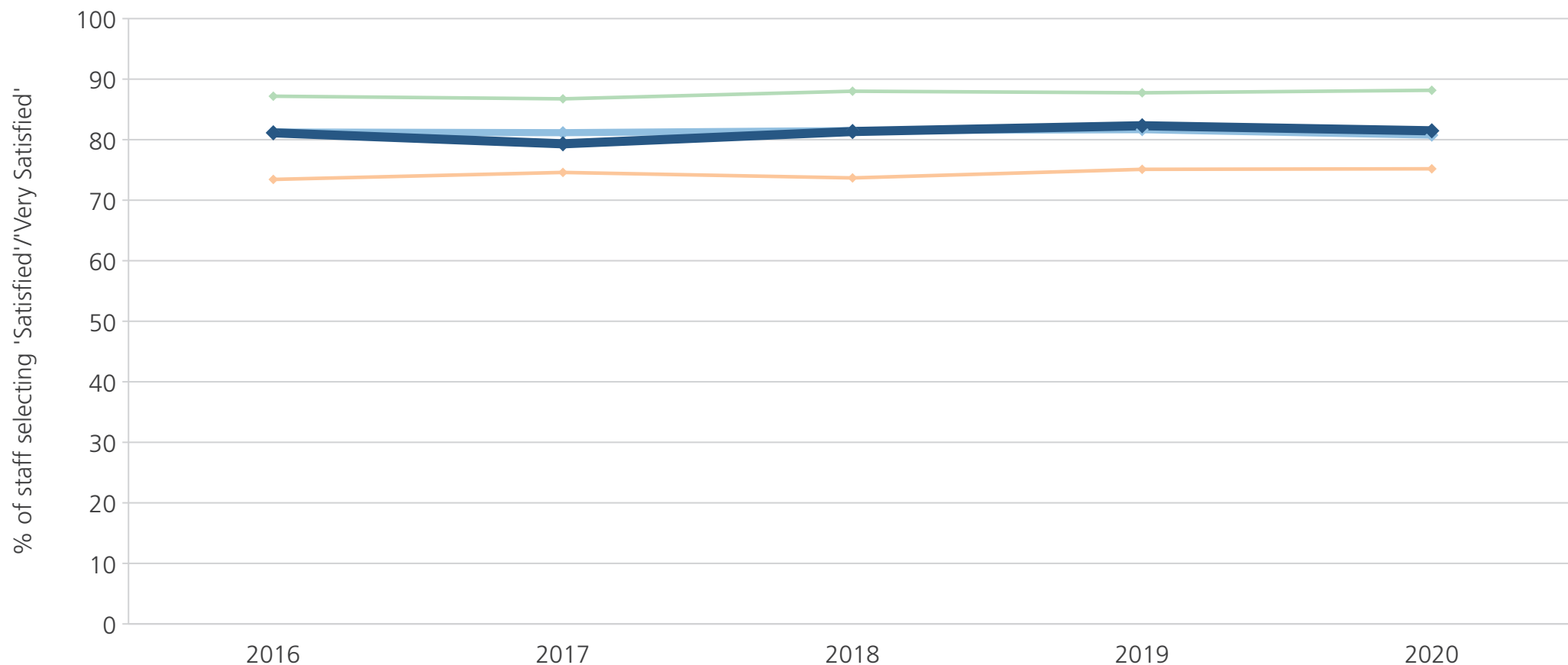
Best	79.1%	81.9%	82.1%
Your org	74.0%	74.9%	70.9%
Average	71.4%	71.8%	70.4%
Worst	62.5%	62.5%	62.8%
Responses	2,053	2,267	2,723



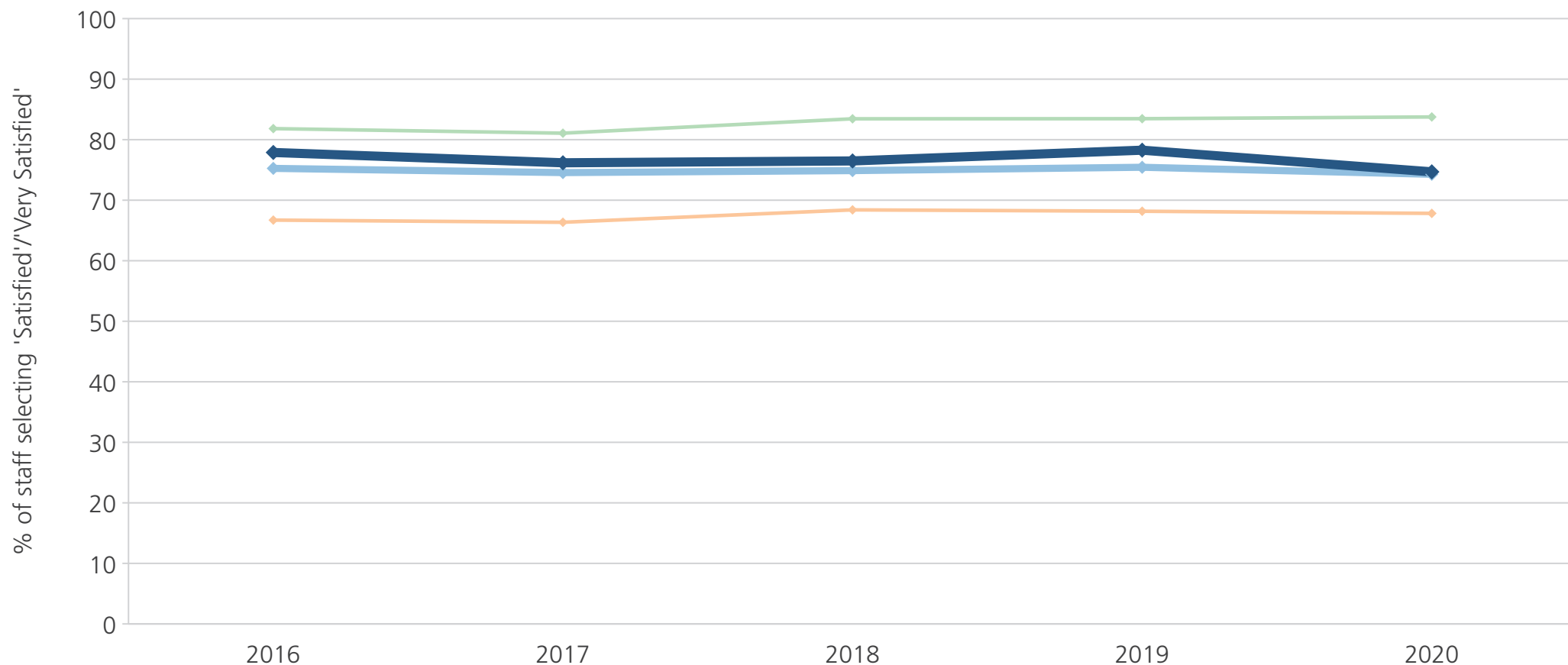
Best	61.4%	63.1%	65.7%	68.0%	64.9%
Your org	51.7%	53.3%	59.6%	61.3%	56.5%
Average	52.2%	52.2%	56.1%	57.4%	56.3%
Worst	44.1%	42.8%	46.7%	45.7%	48.1%
Responses	459	2,001	2,061	2,269	2,730



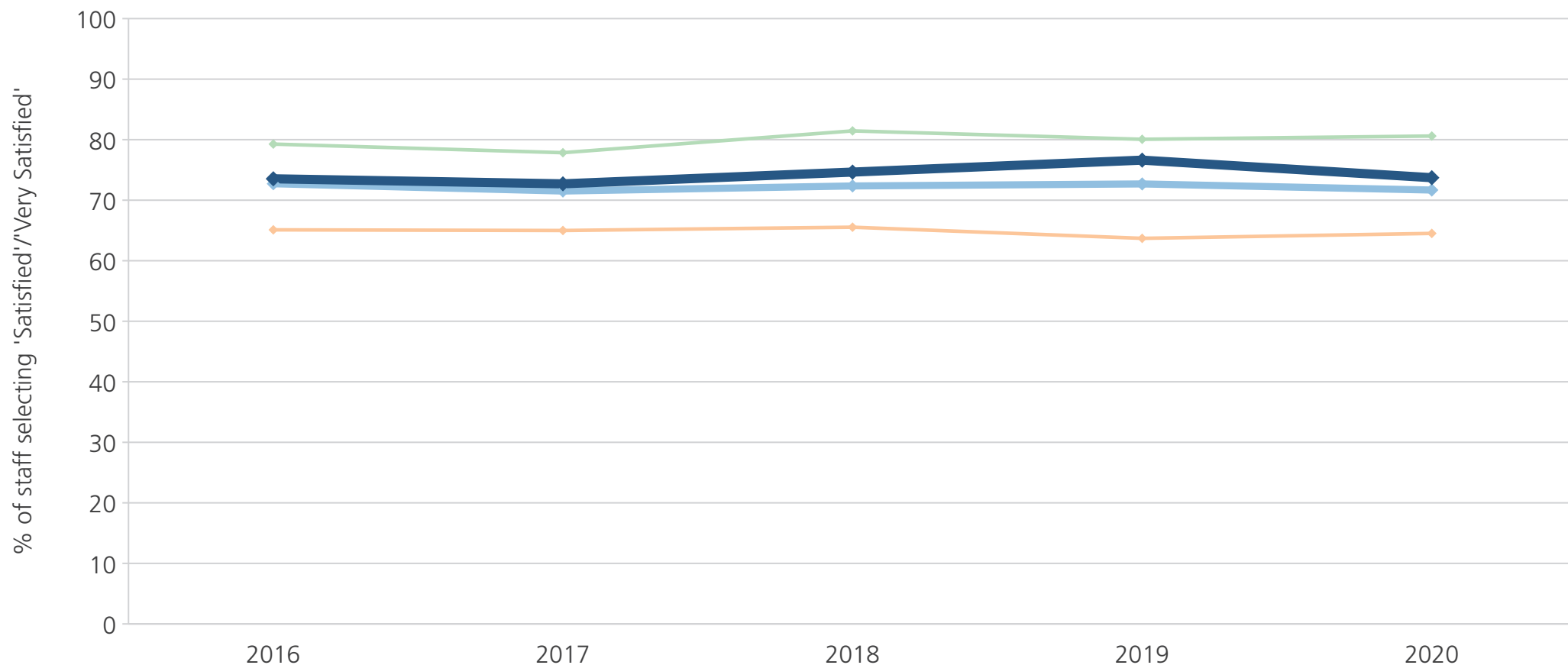
Best	75.8%	76.1%	77.5%	79.4%	77.6%
Your org	64.9%	66.3%	69.9%	72.0%	67.6%
Average	67.4%	68.2%	69.2%	69.9%	69.1%
Worst	58.5%	58.4%	58.2%	55.3%	60.3%
Responses	462	2,002	2,058	2,261	2,723



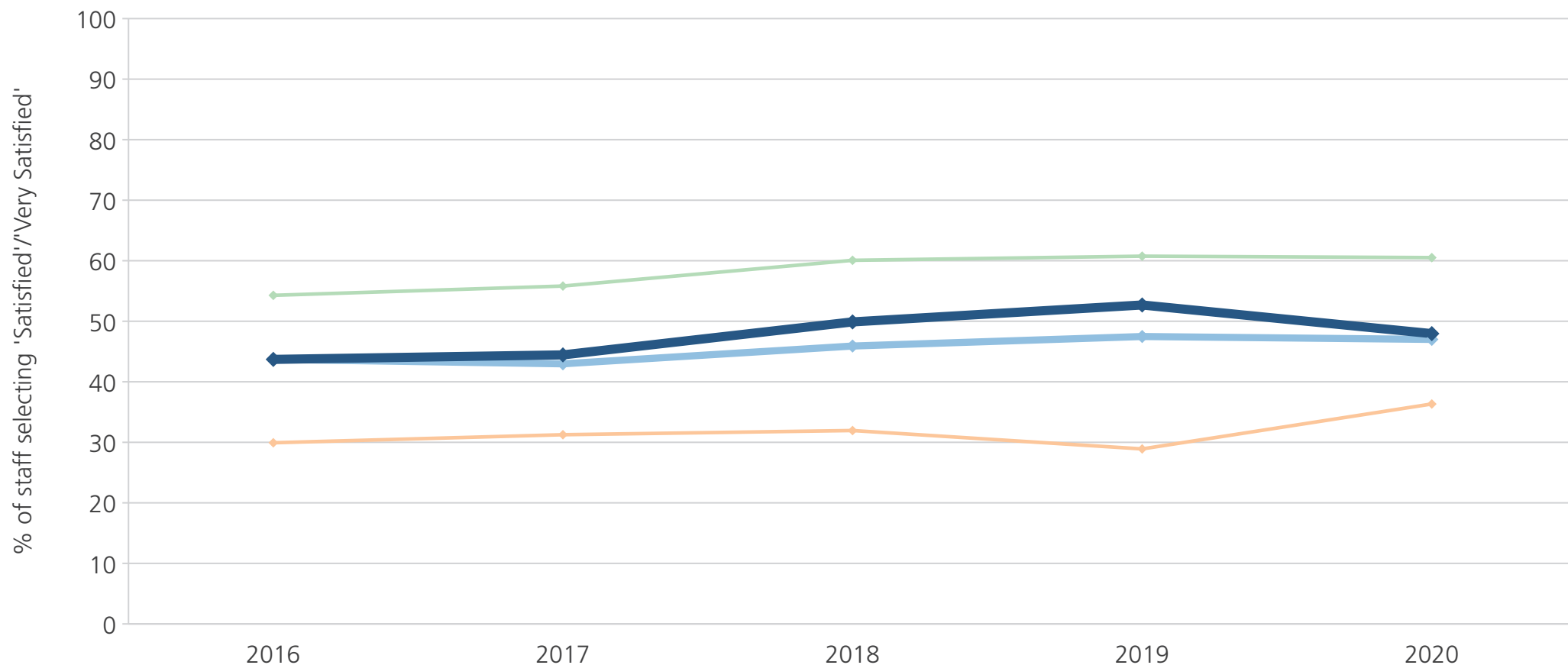
Best	87.2%	86.7%	88.0%	87.7%	88.2%
Your org	81.1%	79.3%	81.3%	82.3%	81.5%
Average	81.3%	81.2%	81.5%	81.7%	80.7%
Worst	73.4%	74.6%	73.7%	75.1%	75.2%
Responses	462	2,007	2,058	2,258	2,719



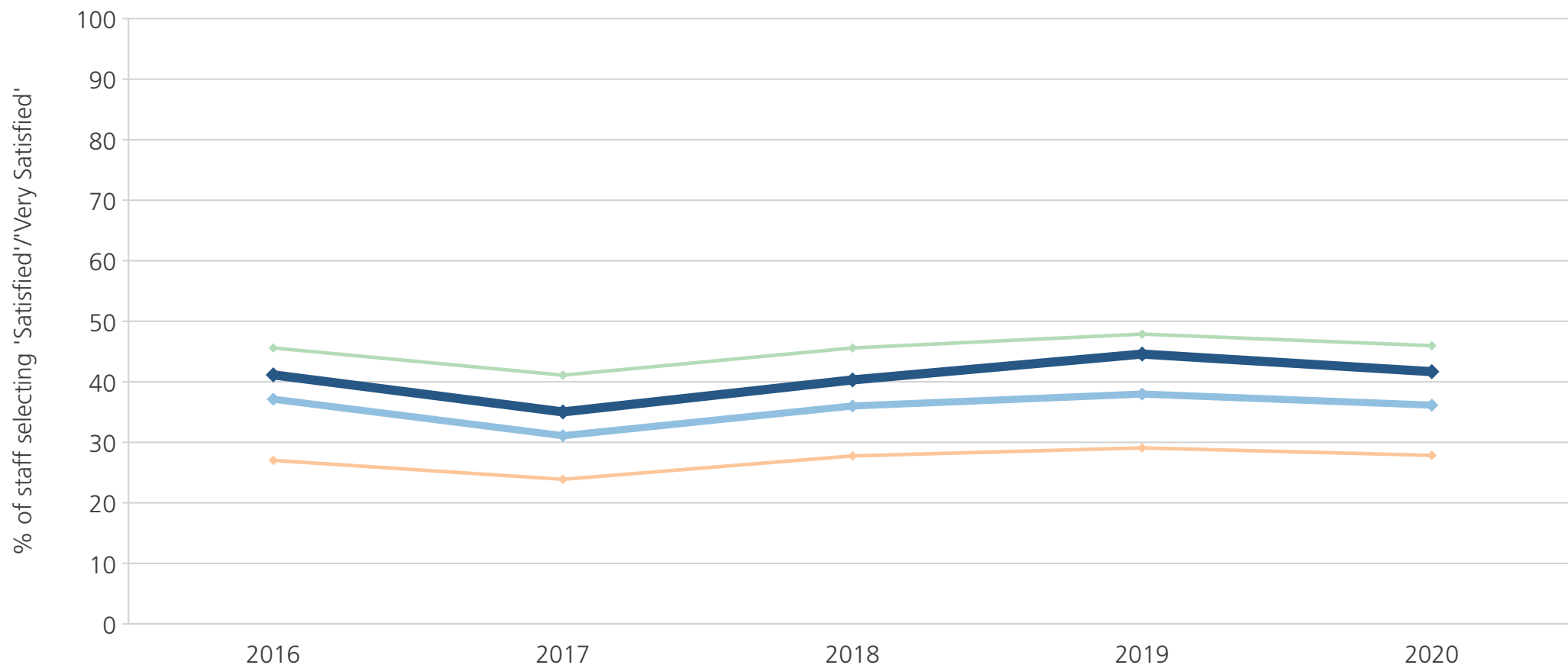
Best	81.8%	81.1%	83.4%	83.5%	83.8%
Your org	77.9%	76.2%	76.5%	78.3%	74.7%
Average	75.3%	74.6%	74.9%	75.4%	74.3%
Worst	66.7%	66.3%	68.4%	68.2%	67.8%
Responses	455	2,002	2,048	2,268	2,722



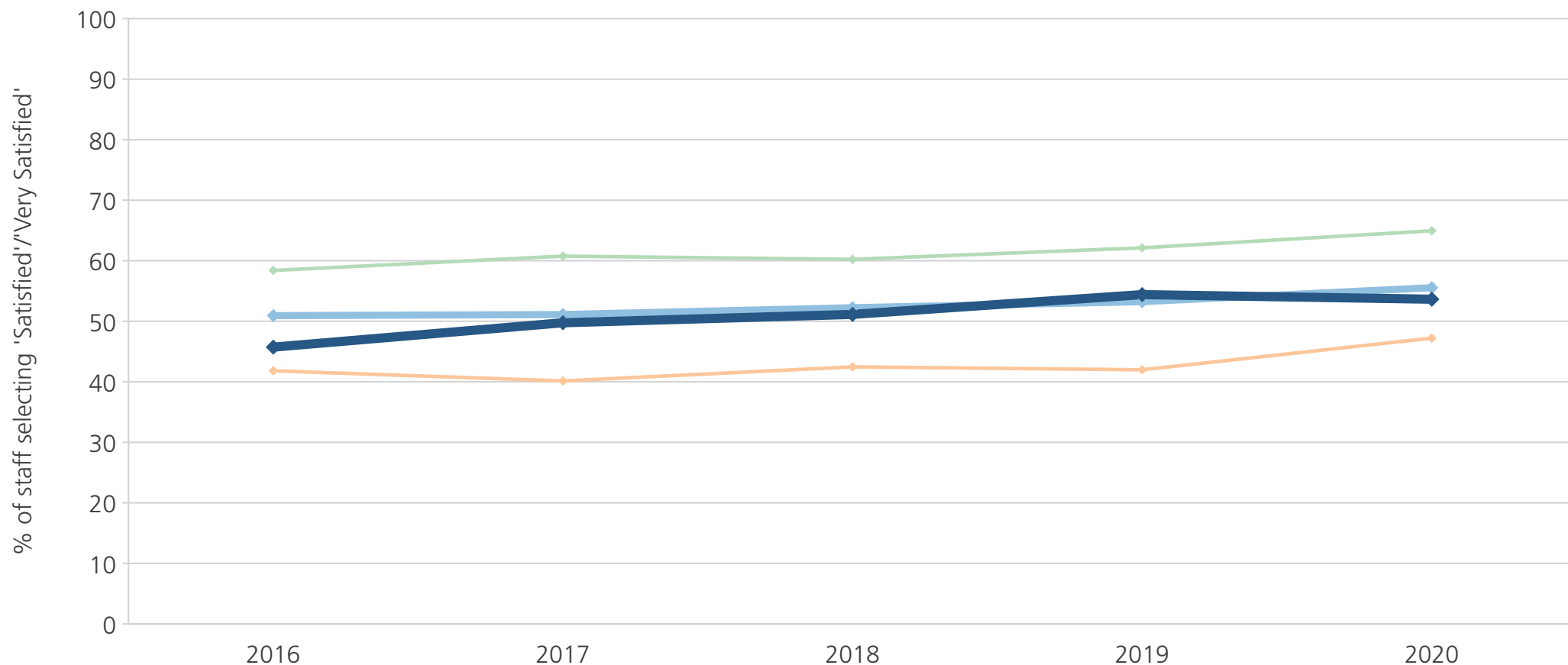
Best	79.3%	77.8%	81.4%	80.1%	80.6%
Your org	73.5%	72.7%	74.6%	76.6%	73.7%
Average	72.7%	71.5%	72.4%	72.7%	71.7%
Worst	65.1%	65.0%	65.5%	63.7%	64.5%
Responses	459	1,998	2,058	2,259	2,713



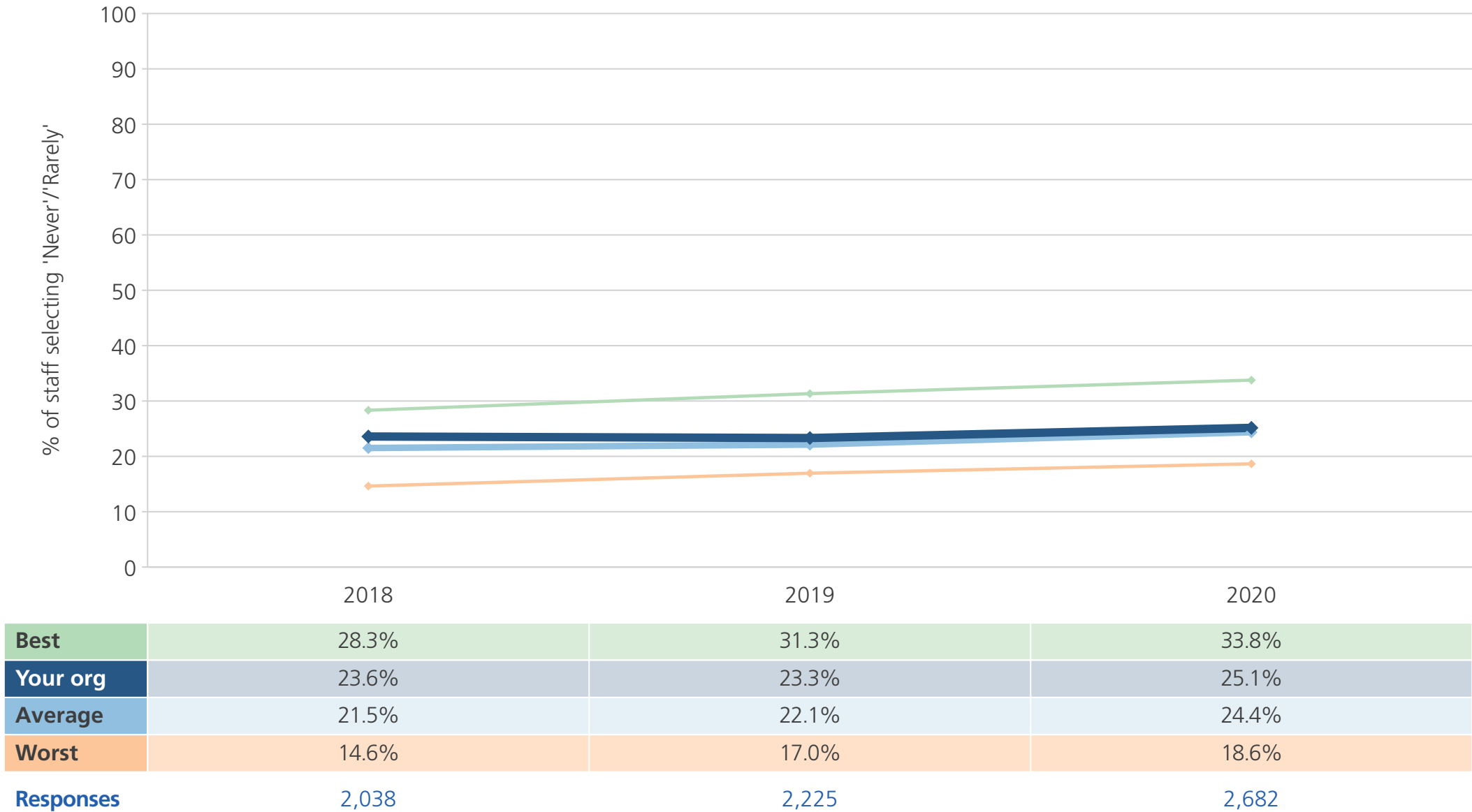
Best	54.3%	55.8%	60.1%	60.8%	60.5%
Your org	43.7%	44.4%	49.9%	52.7%	48.0%
Average	43.7%	43.0%	45.9%	47.5%	47.0%
Worst	29.9%	31.3%	31.9%	28.9%	36.3%
Responses	453	1,997	2,049	2,257	2,715

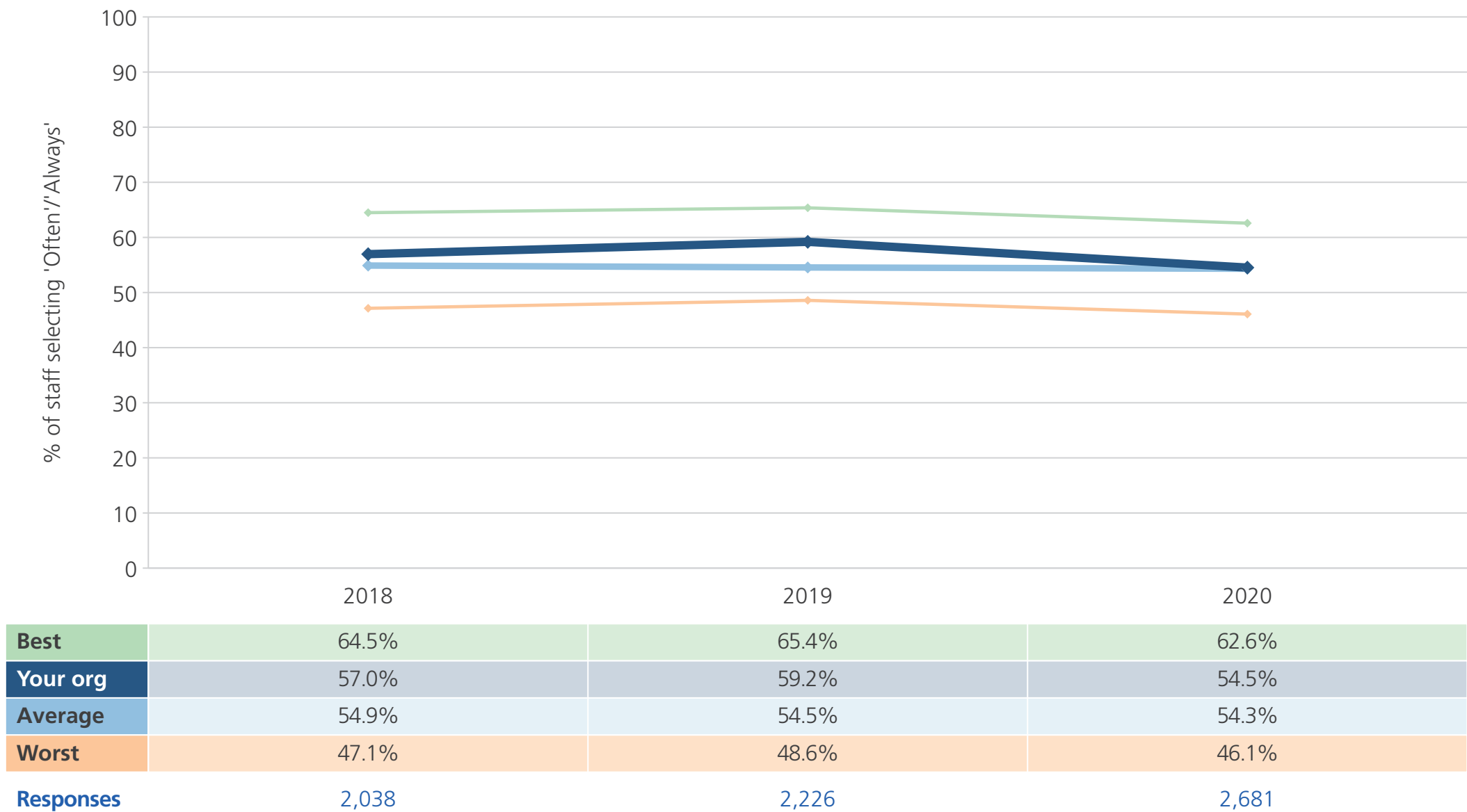


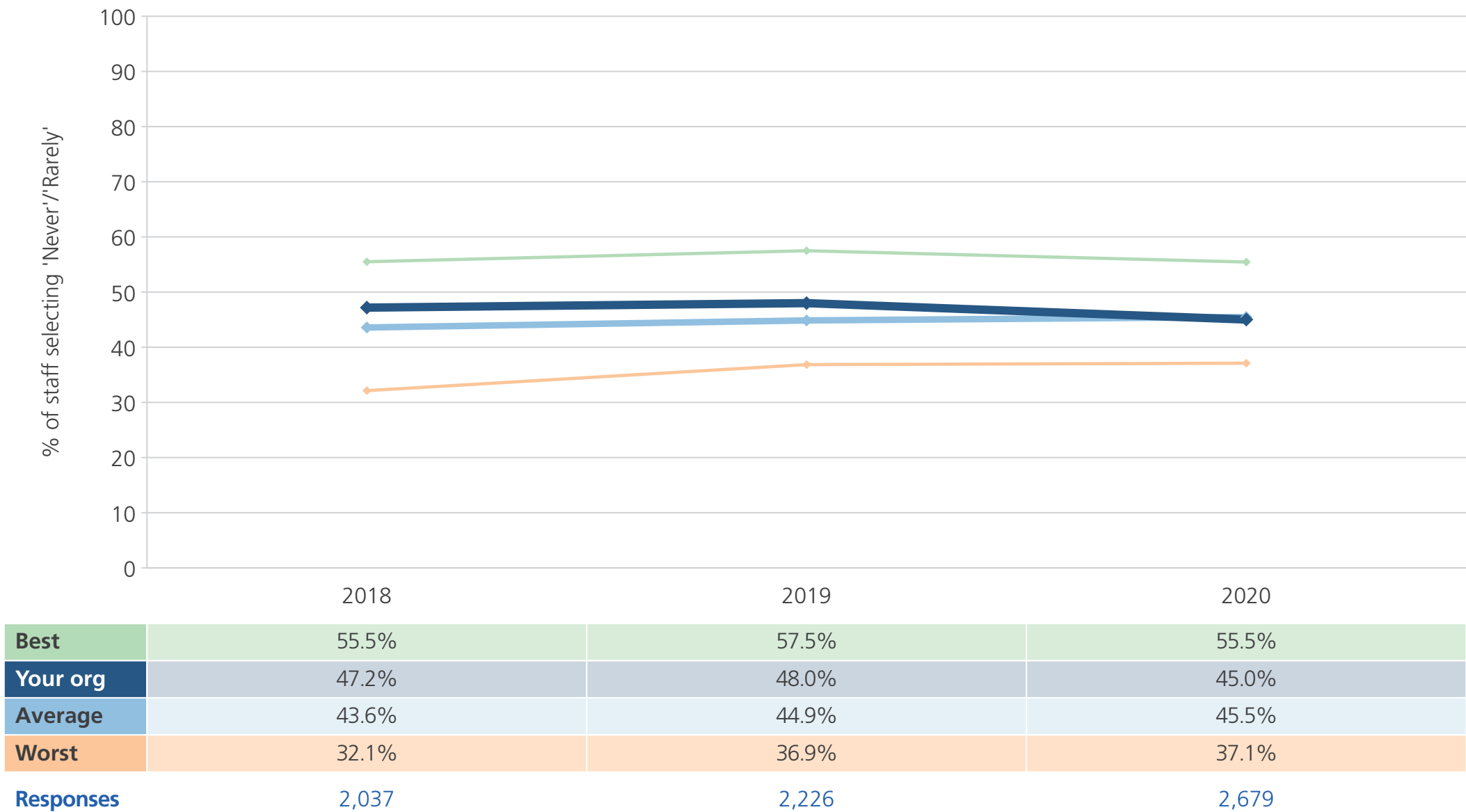
	2016	2017	2018	2019	2020
Best	45.6%	41.1%	45.6%	47.9%	46.0%
Your org	41.1%	35.0%	40.3%	44.6%	41.7%
Average	37.1%	31.1%	36.0%	38.0%	36.1%
Worst	27.0%	23.9%	27.8%	29.1%	27.8%
Responses	459	2,000	2,058	2,256	2,715

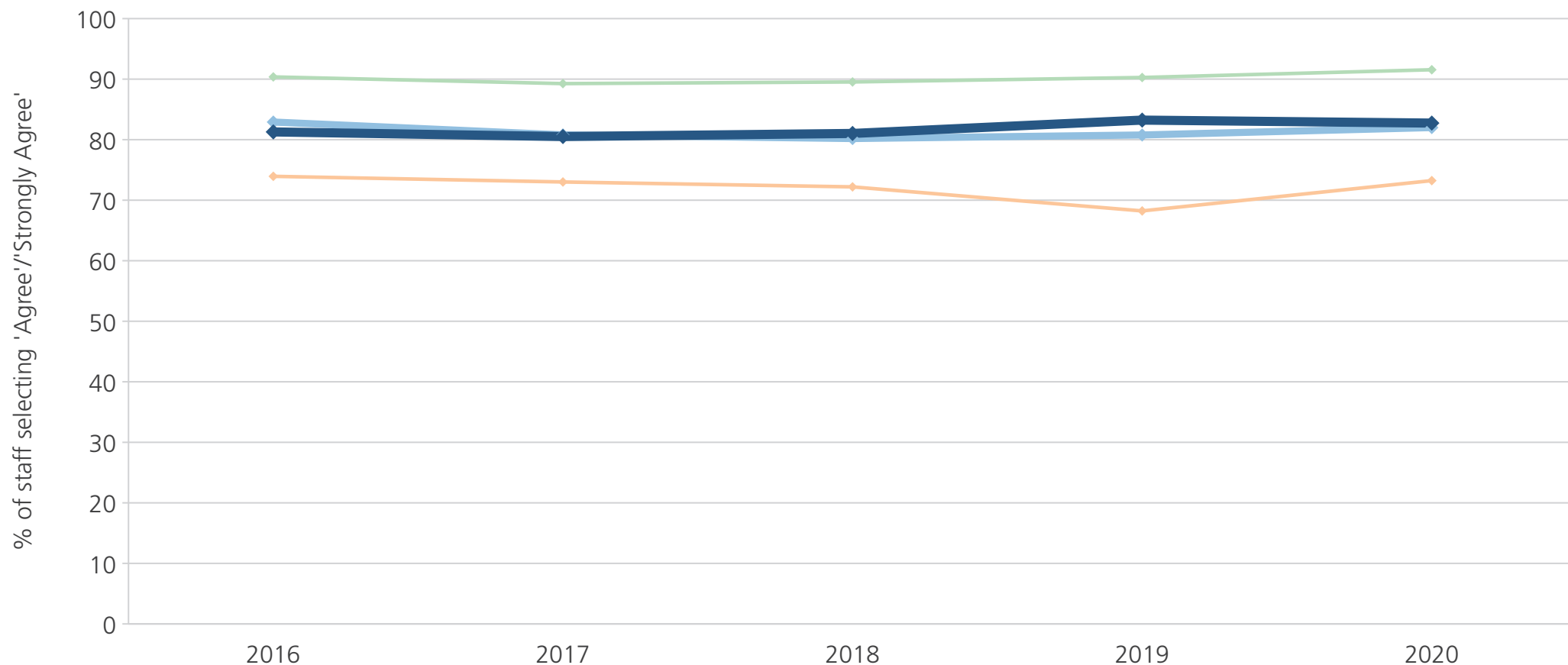


Best	58.4%	60.8%	60.2%	62.1%	64.9%
Your org	45.7%	49.7%	51.1%	54.4%	53.6%
Average	50.9%	51.1%	52.2%	53.2%	55.5%
Worst	41.8%	40.1%	42.5%	42.0%	47.2%
Responses	461	1,998	2,054	2,260	2,716

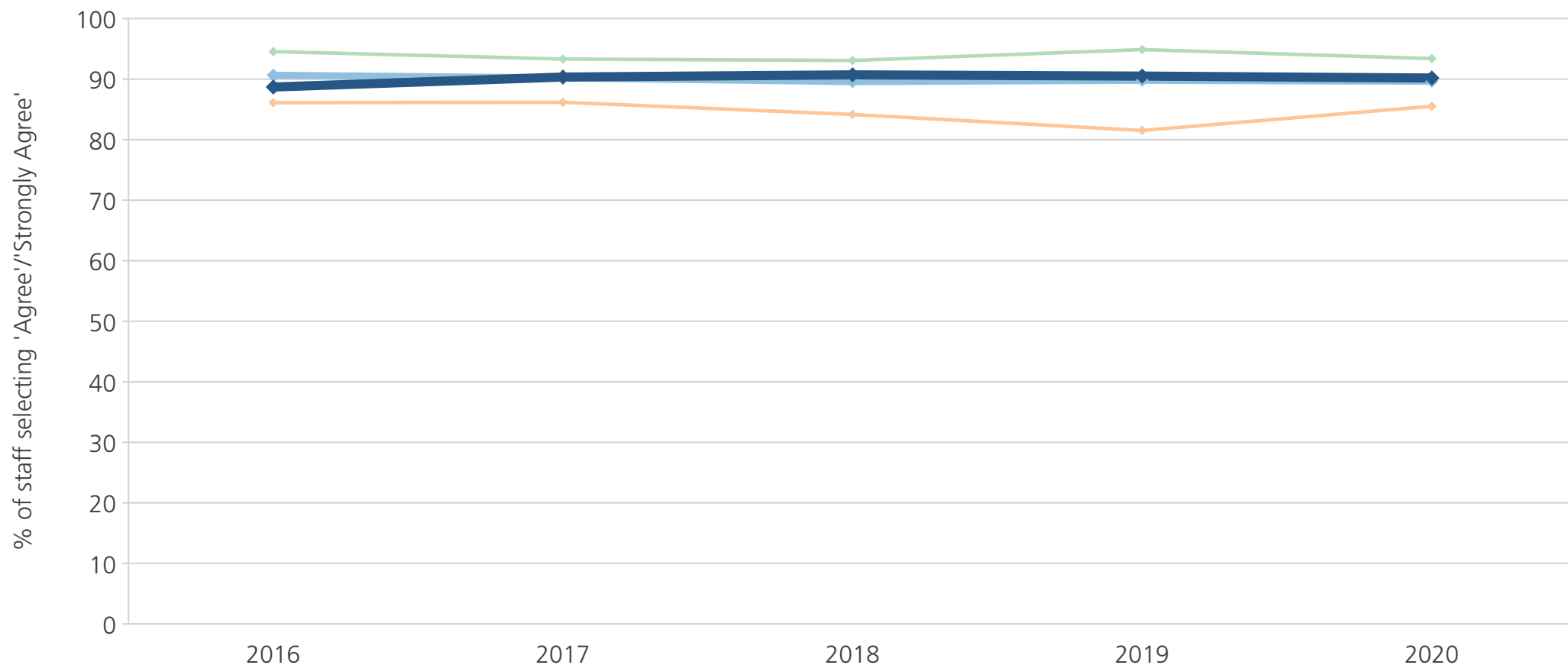




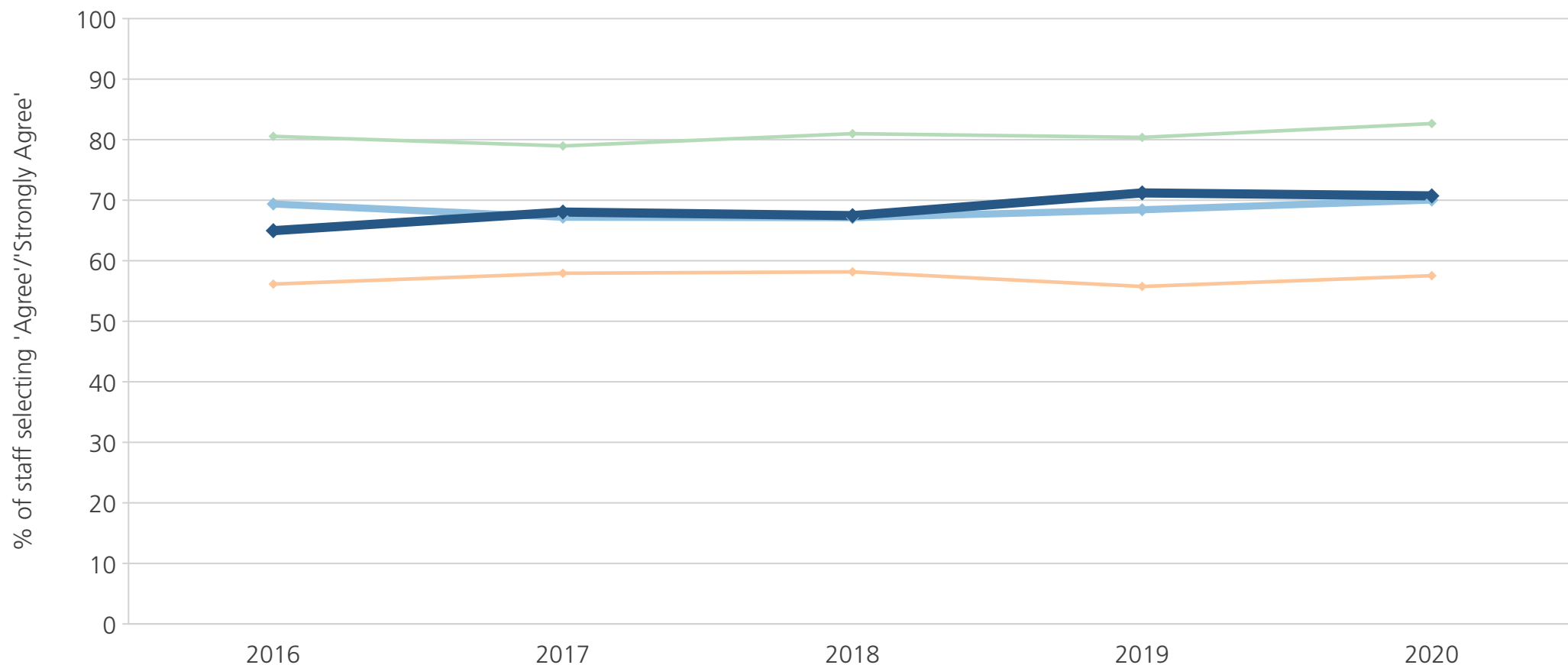




Best	90.4%	89.3%	89.5%	90.3%	91.6%
Your org	81.3%	80.5%	81.0%	83.2%	82.7%
Average	82.9%	80.8%	80.2%	80.8%	82.0%
Worst	73.9%	73.0%	72.2%	68.2%	73.2%
Responses	400	1,640	1,679	1,865	2,320



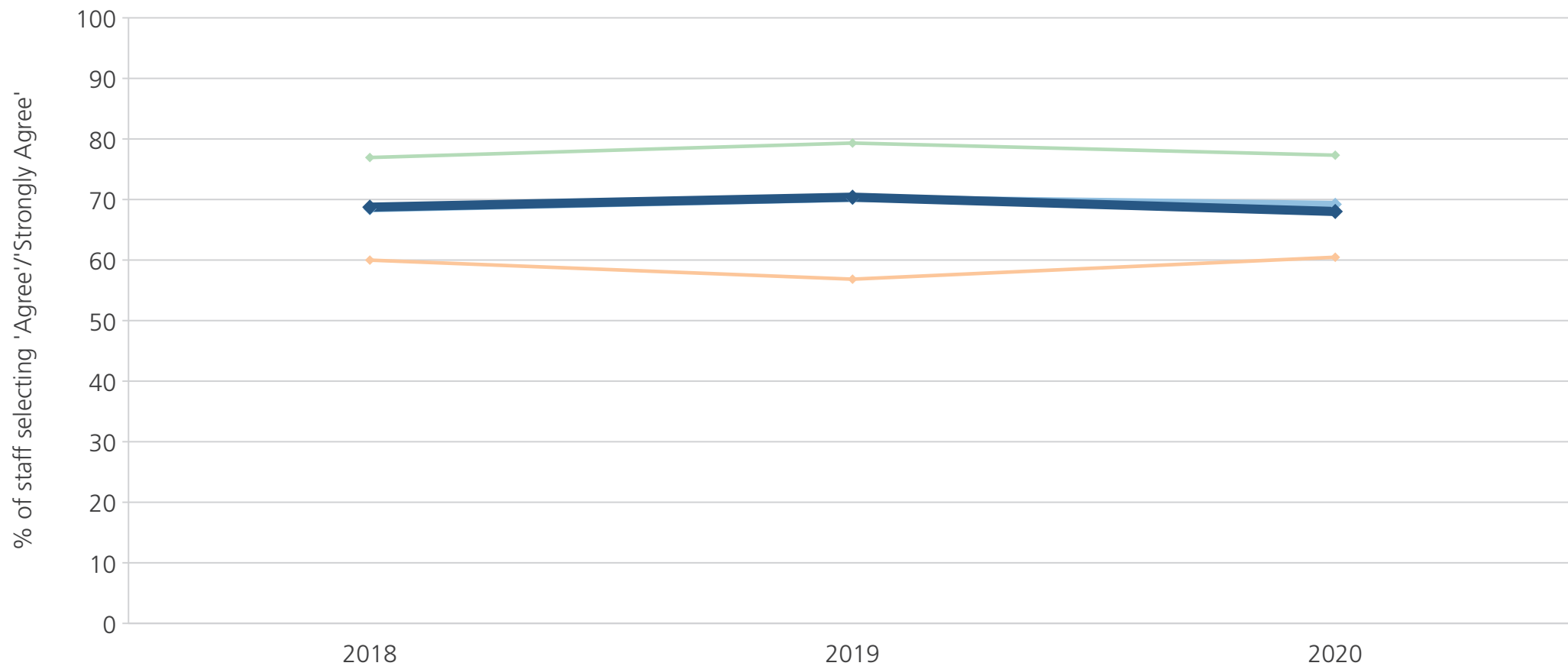
	2016	2017	2018	2019	2020
Best	94.5%	93.3%	93.1%	94.9%	93.4%
Your org	88.7%	90.3%	90.7%	90.5%	90.2%
Average	90.6%	90.2%	89.6%	89.8%	89.7%
Worst	86.1%	86.2%	84.2%	81.5%	85.5%
Responses	424	1,813	1,886	2,080	2,535



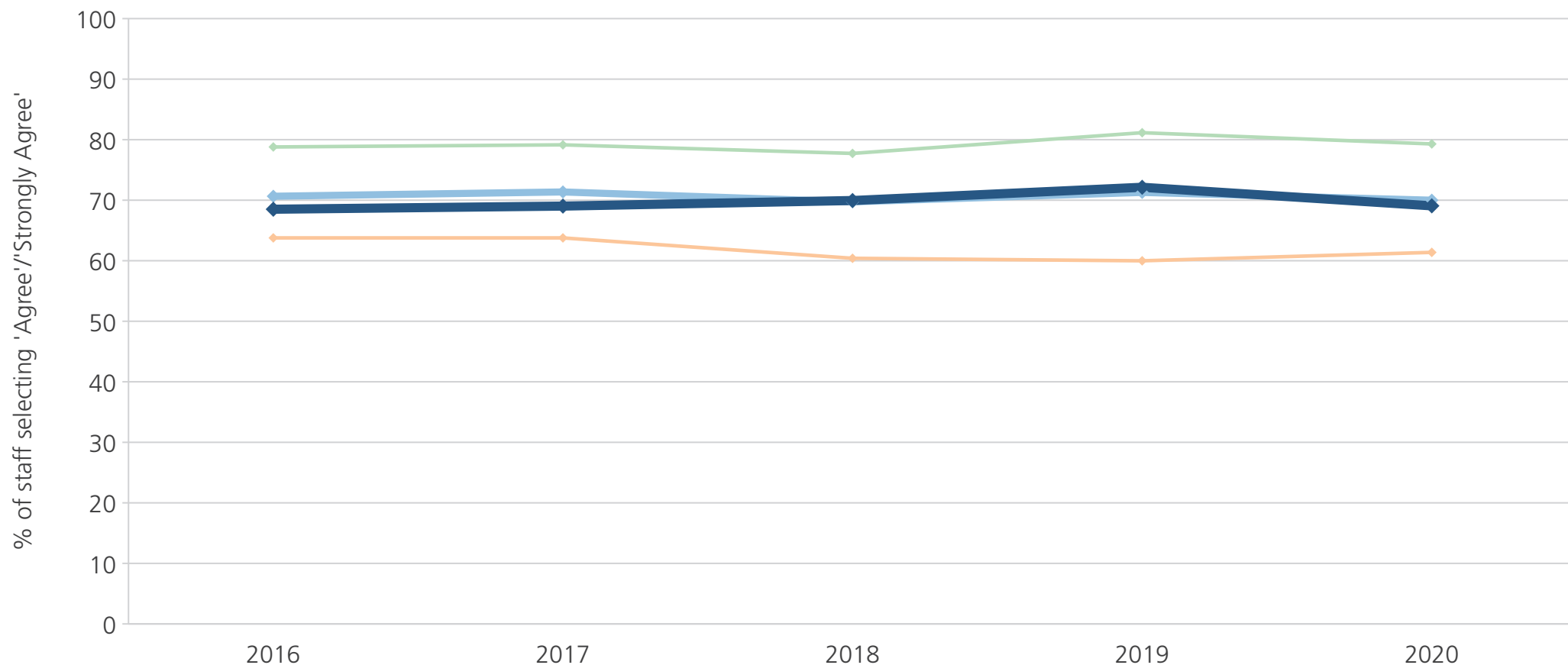
	2016	2017	2018	2019	2020
Best	80.6%	79.0%	81.0%	80.4%	82.7%
Your org	65.0%	68.0%	67.5%	71.2%	70.7%
Average	69.4%	67.2%	67.1%	68.4%	70.0%
Worst	56.1%	57.9%	58.2%	55.7%	57.5%
Responses	397	1,626	1,662	1,862	2,294

Question results – Your managers

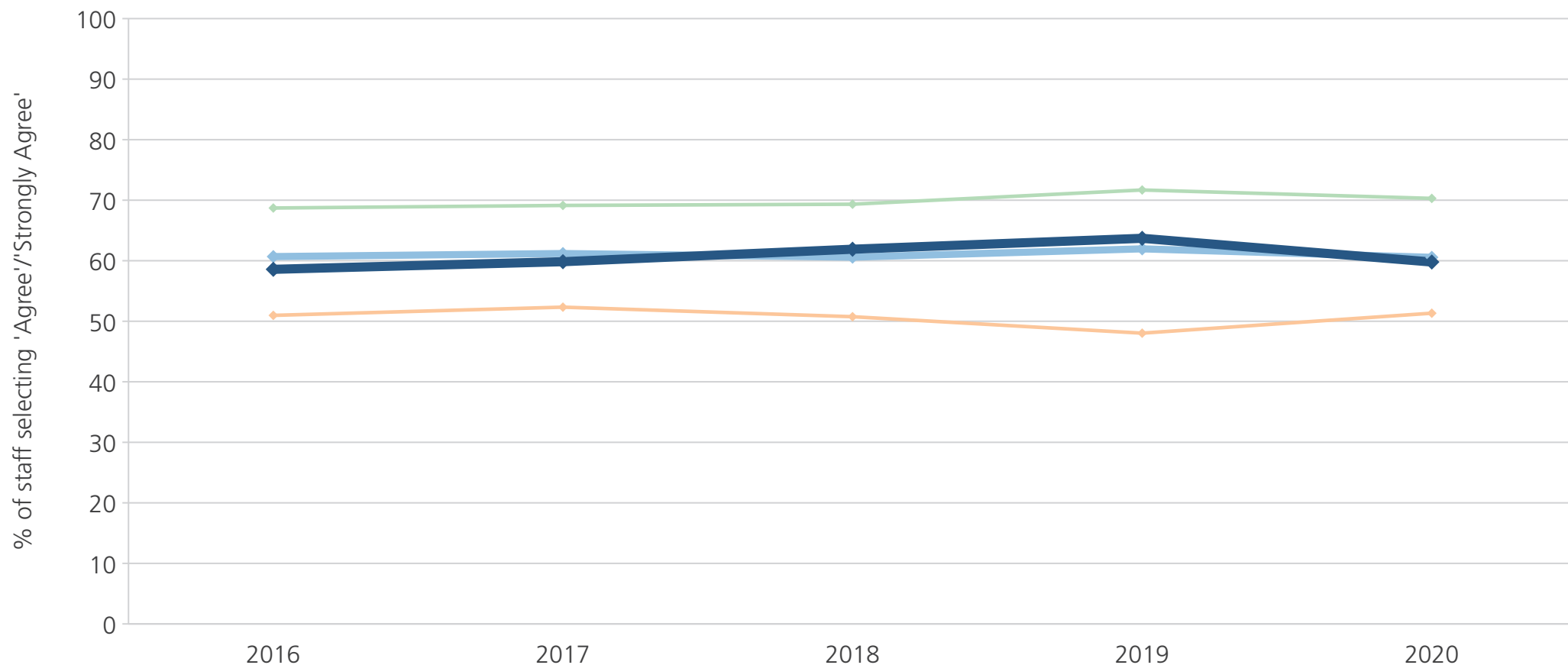
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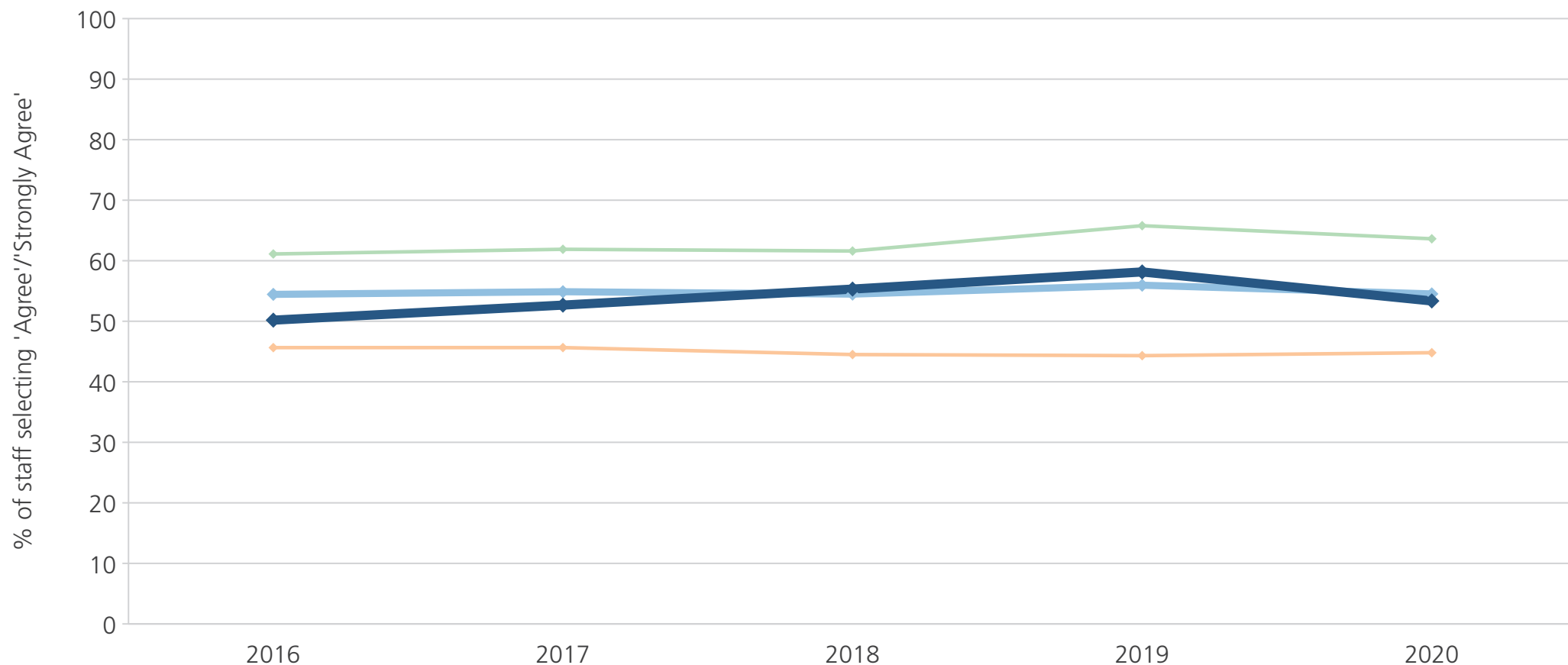
Best	76.9%	79.3%	77.3%
Your org	68.7%	70.4%	68.0%
Average	68.5%	70.2%	69.2%
Worst	60.0%	56.8%	60.5%
Responses	2,047	2,262	2,730



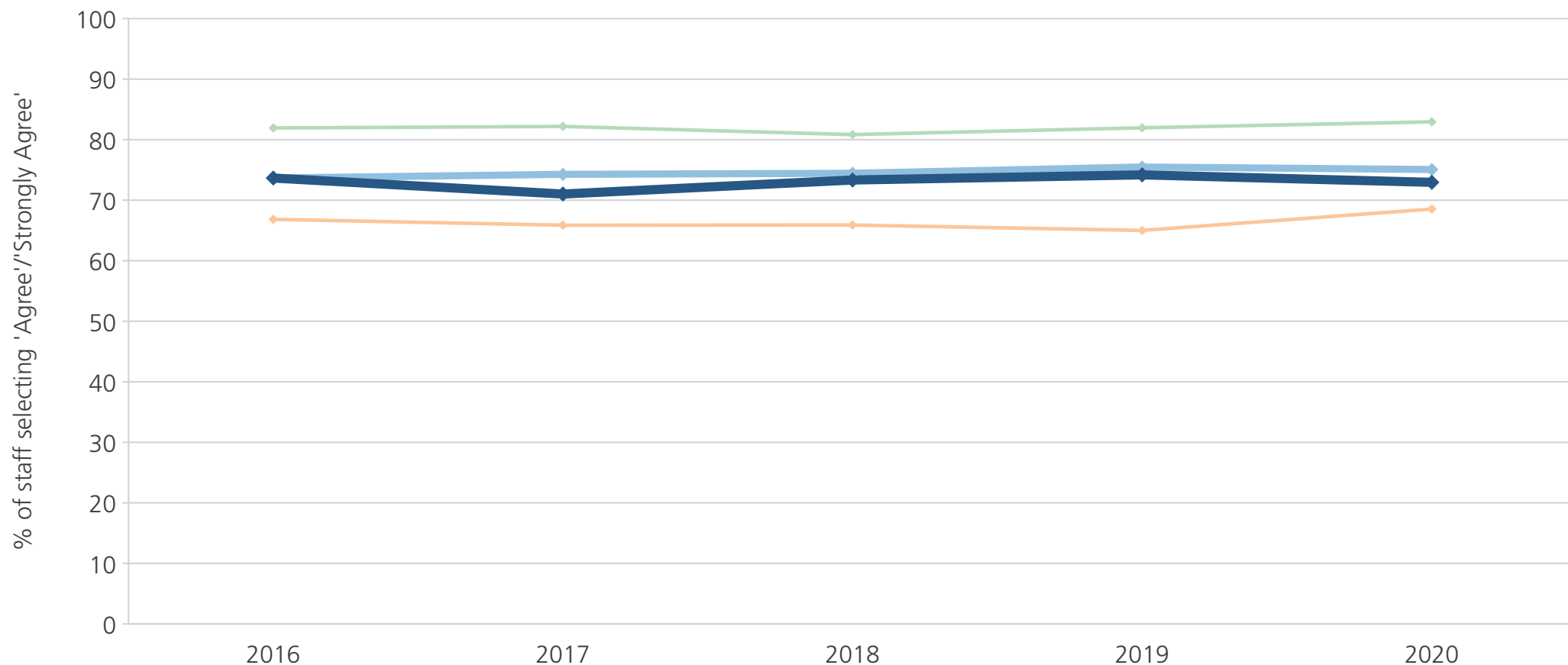
	2016	2017	2018	2019	2020
Best	78.8%	79.1%	77.7%	81.1%	79.3%
Your org	68.5%	69.0%	69.9%	72.1%	69.1%
Average	70.7%	71.4%	69.7%	71.3%	70.0%
Worst	63.8%	63.8%	60.4%	60.0%	61.4%
Responses	462	1,993	2,051	2,260	2,730



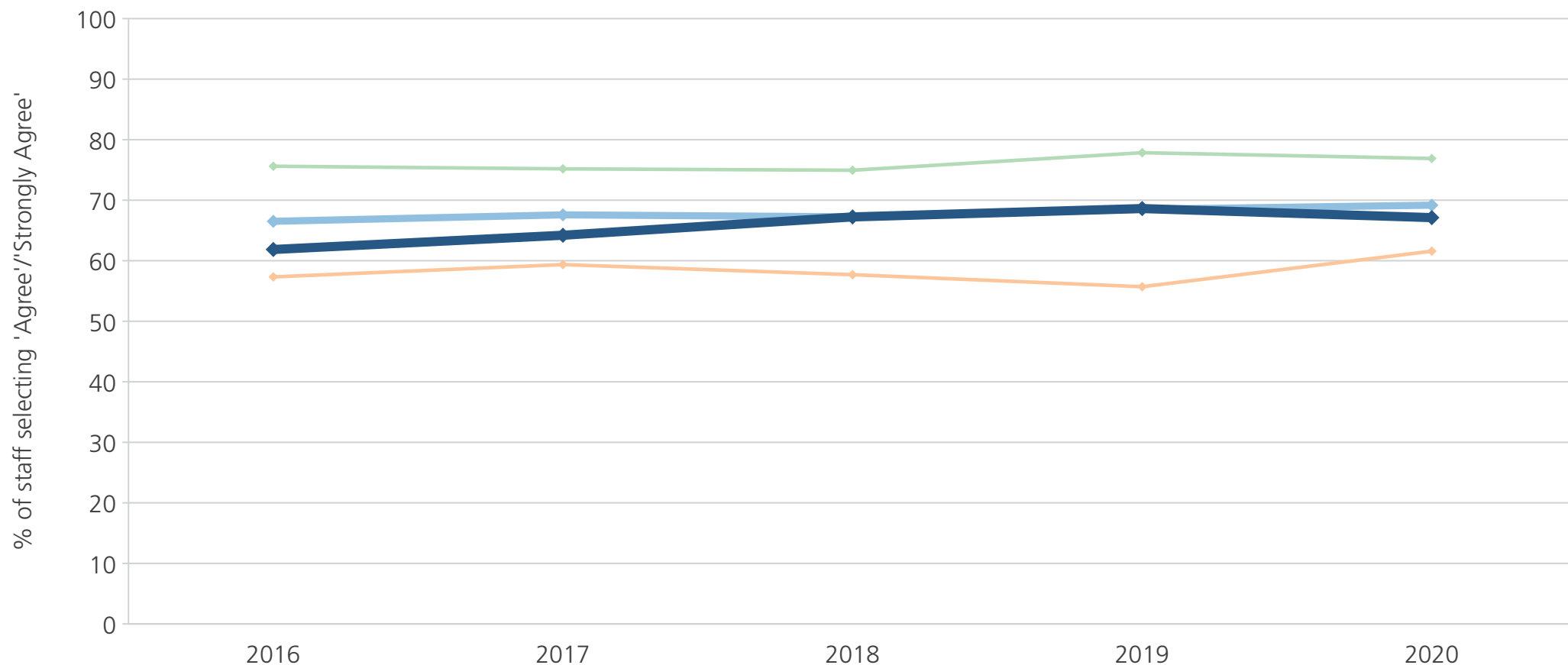
Best	68.7%	69.1%	69.3%	71.7%	70.3%
Your org	58.6%	59.8%	61.9%	63.7%	59.8%
Average	60.7%	61.2%	60.6%	62.0%	60.6%
Worst	51.0%	52.3%	50.8%	48.0%	51.3%
Responses	454	1,993	2,050	2,254	2,729



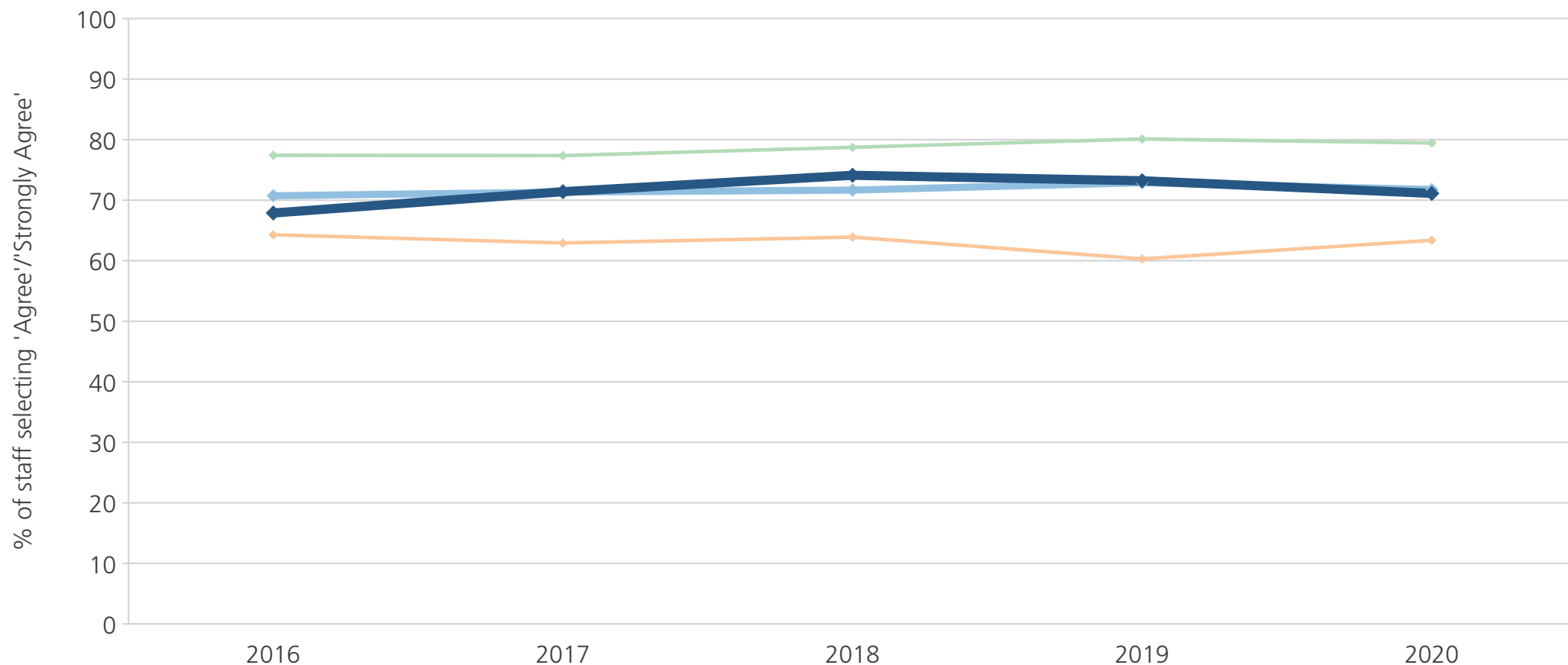
	2016	2017	2018	2019	2020
Best	61.1%	61.9%	61.6%	65.8%	63.6%
Your org	50.2%	52.7%	55.3%	58.1%	53.4%
Average	54.4%	54.9%	54.5%	56.0%	54.5%
Worst	45.6%	45.7%	44.5%	44.3%	44.8%
Responses	457	1,993	2,052	2,259	2,724



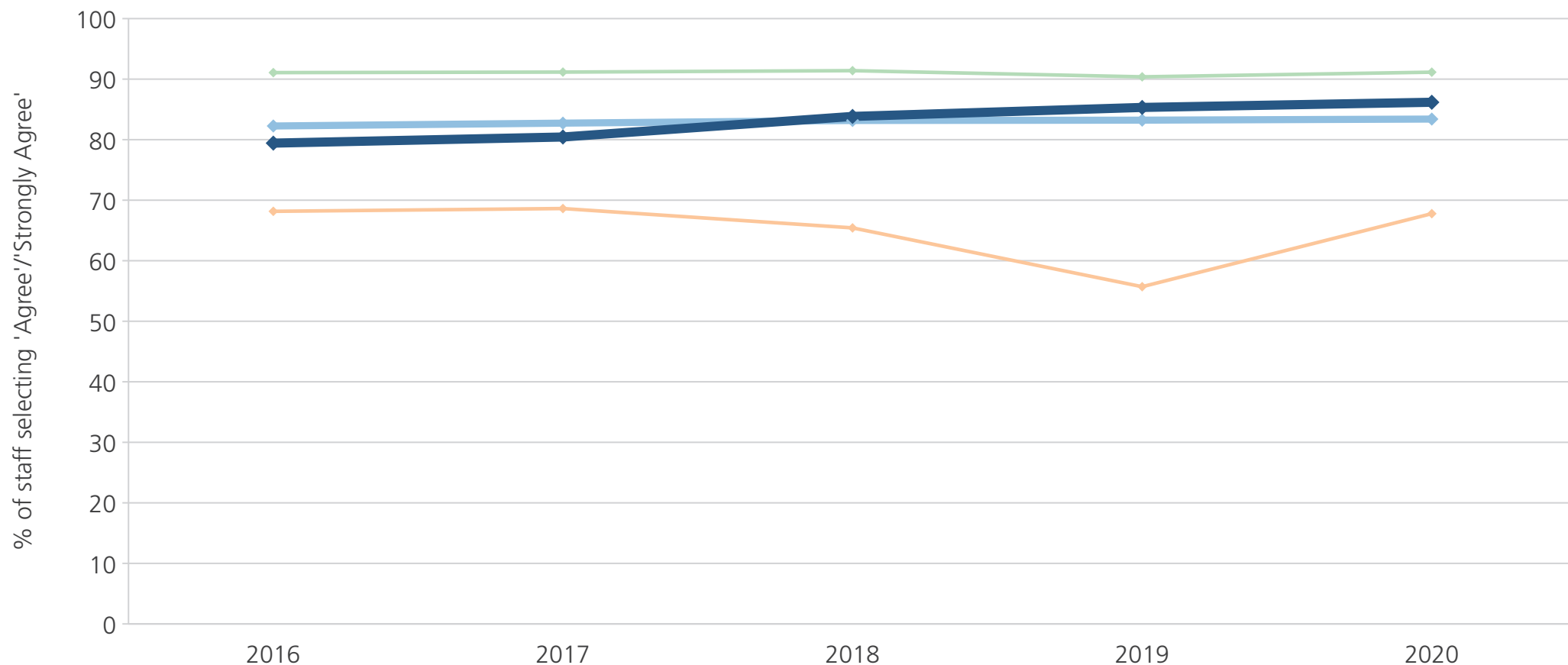
Best	81.9%	82.2%	80.8%	82.0%	82.9%
Your org	73.7%	71.0%	73.3%	74.2%	73.0%
Average	73.7%	74.3%	74.4%	75.5%	75.1%
Worst	66.8%	65.9%	65.9%	65.0%	68.5%
Responses	459	1,982	2,044	2,251	2,730



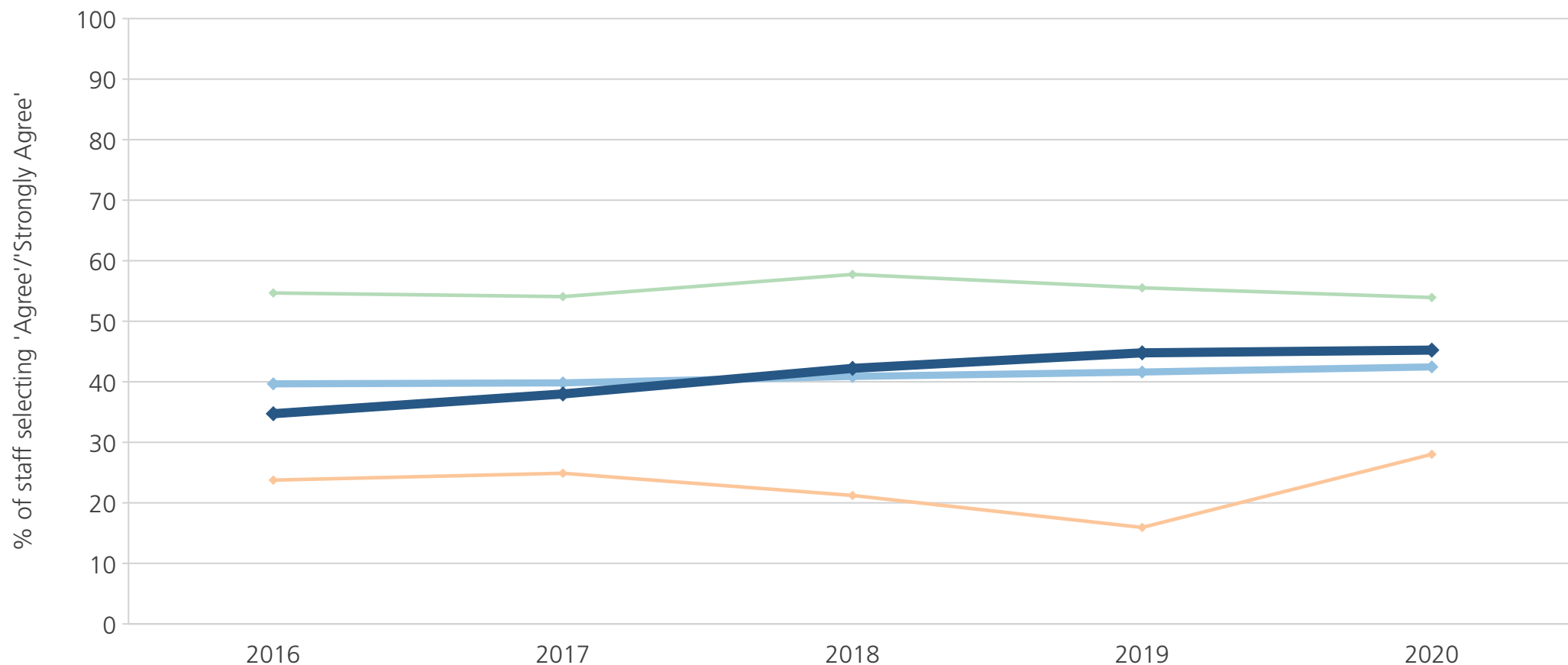
	2016	2017	2018	2019	2020
Best	75.6%	75.2%	74.9%	77.8%	76.9%
Your org	61.9%	64.2%	67.2%	68.6%	67.1%
Average	66.5%	67.6%	67.3%	68.5%	69.2%
Worst	57.3%	59.4%	57.7%	55.7%	61.6%
Responses	455	1,987	2,046	2,259	2,726



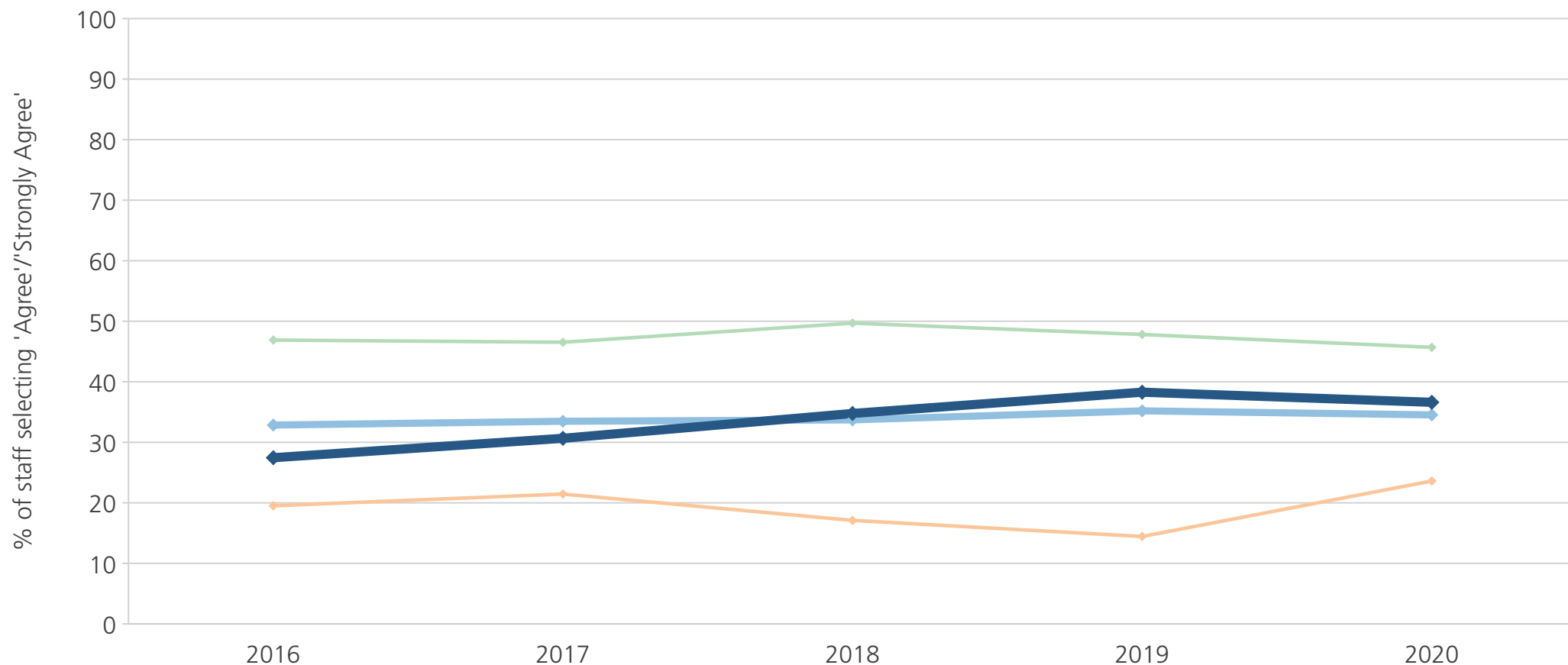
	2016	2017	2018	2019	2020
Best	77.4%	77.4%	78.7%	80.1%	79.5%
Your org	67.9%	71.4%	74.1%	73.2%	71.1%
Average	70.7%	71.3%	71.7%	72.9%	71.8%
Worst	64.3%	62.9%	63.9%	60.3%	63.4%
Responses	457	1,989	2,052	2,249	2,722



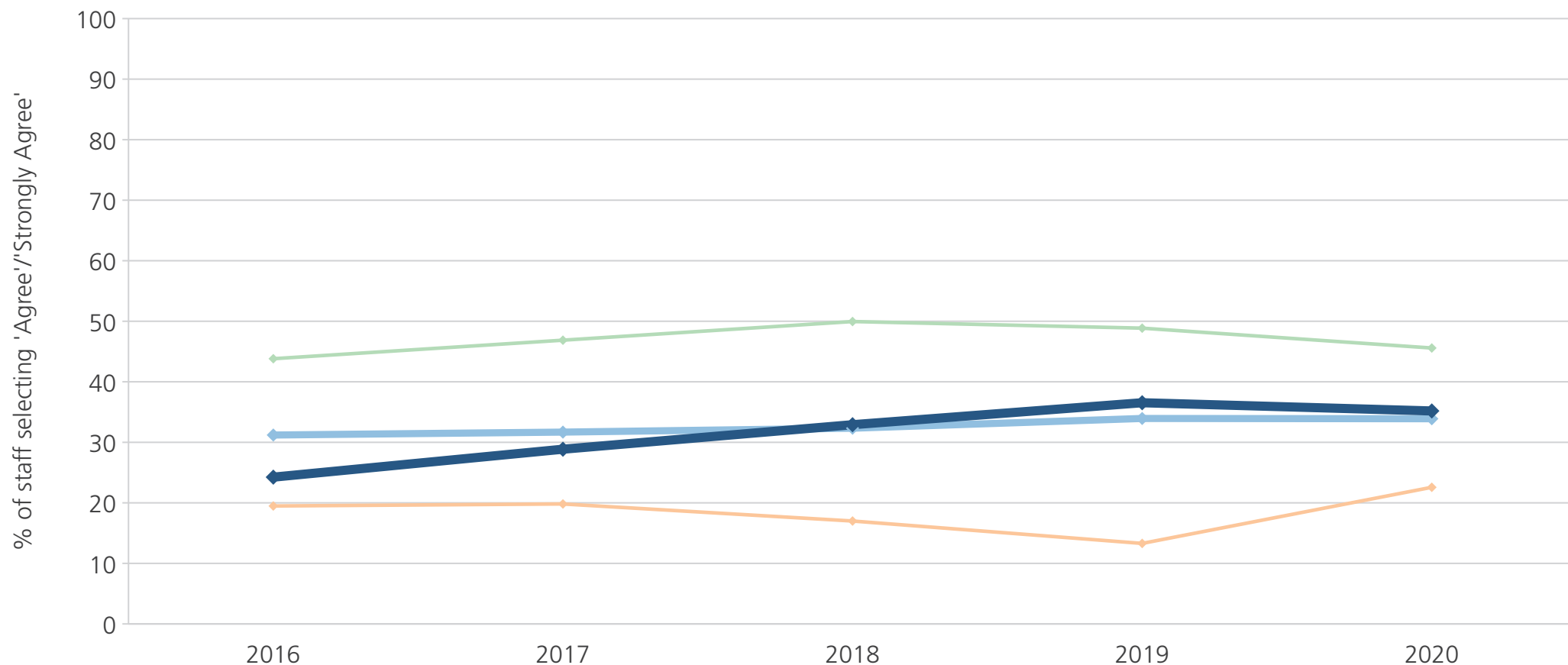
Best	91.1%	91.2%	91.4%	90.4%	91.1%
Your org	79.4%	80.4%	83.8%	85.3%	86.2%
Average	82.3%	82.7%	83.2%	83.2%	83.4%
Worst	68.2%	68.6%	65.4%	55.7%	67.8%
Responses	460	1,991	2,049	2,262	2,737



	2016	2017	2018	2019	2020
Best	54.7%	54.1%	57.7%	55.5%	53.9%
Your org	34.7%	38.0%	42.2%	44.8%	45.2%
Average	39.7%	39.8%	40.9%	41.6%	42.5%
Worst	23.8%	24.9%	21.2%	15.9%	28.0%
Responses	459	1,992	2,052	2,257	2,734



Best	46.9%	46.5%	49.7%	47.8%	45.7%
Your org	27.5%	30.7%	34.8%	38.3%	36.6%
Average	32.9%	33.5%	33.7%	35.2%	34.5%
Worst	19.5%	21.5%	17.1%	14.4%	23.6%
Responses	457	1,986	2,047	2,254	2,729



Best	43.8%	46.9%	50.0%	48.9%	45.6%
Your org	24.2%	28.9%	32.9%	36.5%	35.2%
Average	31.2%	31.7%	32.3%	33.9%	33.9%
Worst	19.5%	19.8%	17.0%	13.3%	22.6%

Responses	453	1,987	2,048	2,252	2,732
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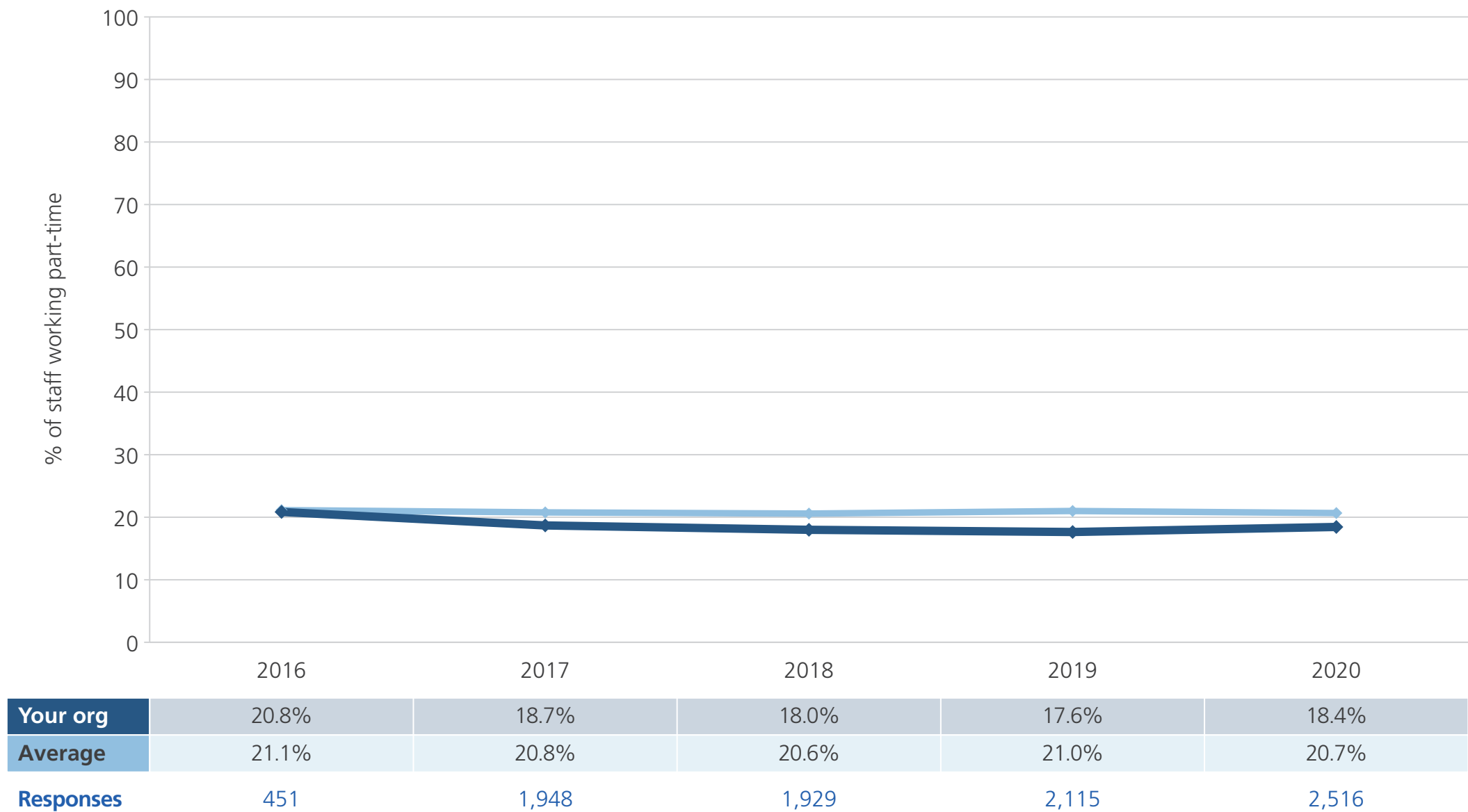
Question results – Your health, well-being and safety at work

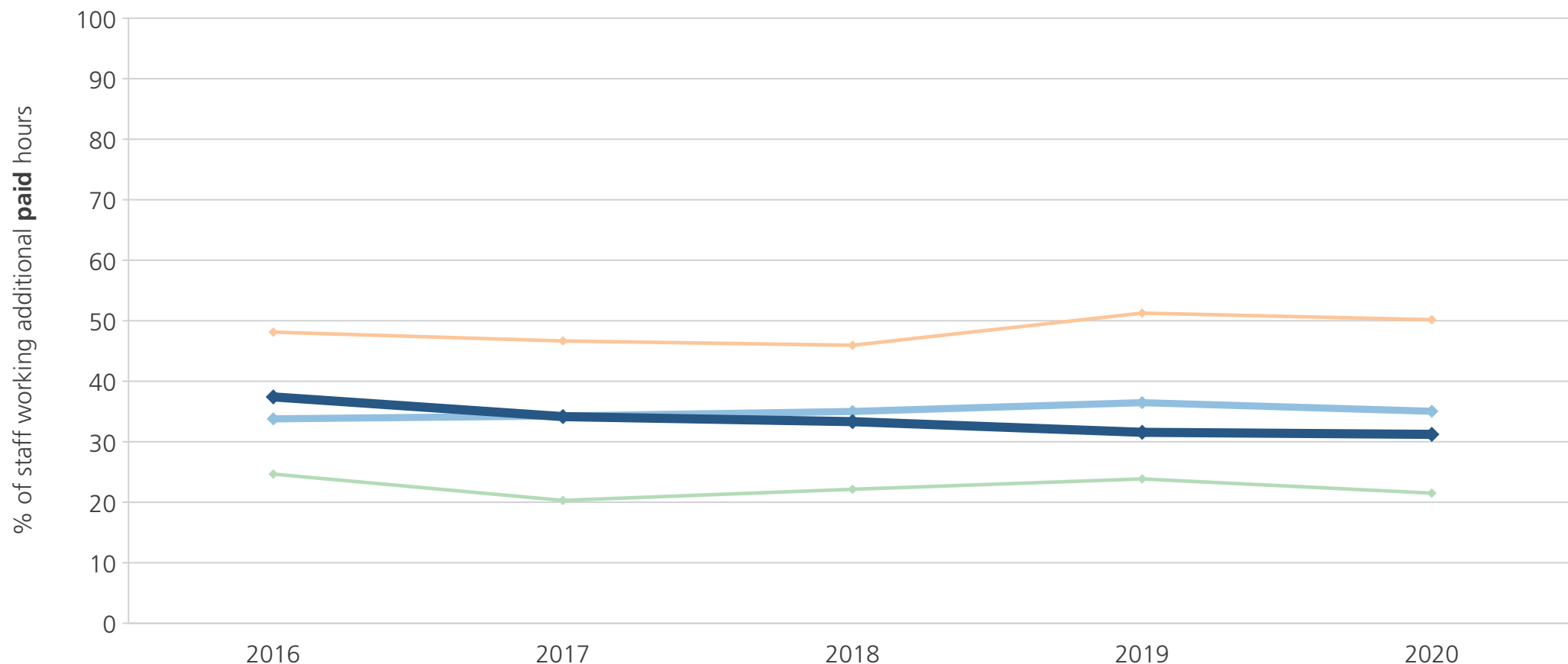
The way in which the data for Q12d and Q13d are reported has changed this year. This change has been applied retrospectively so the data for 2016-2020 shown in the charts for these questions are comparable. However, these figures are not directly comparable to the results reported in previous years.

For more details please see the [technical document](#).

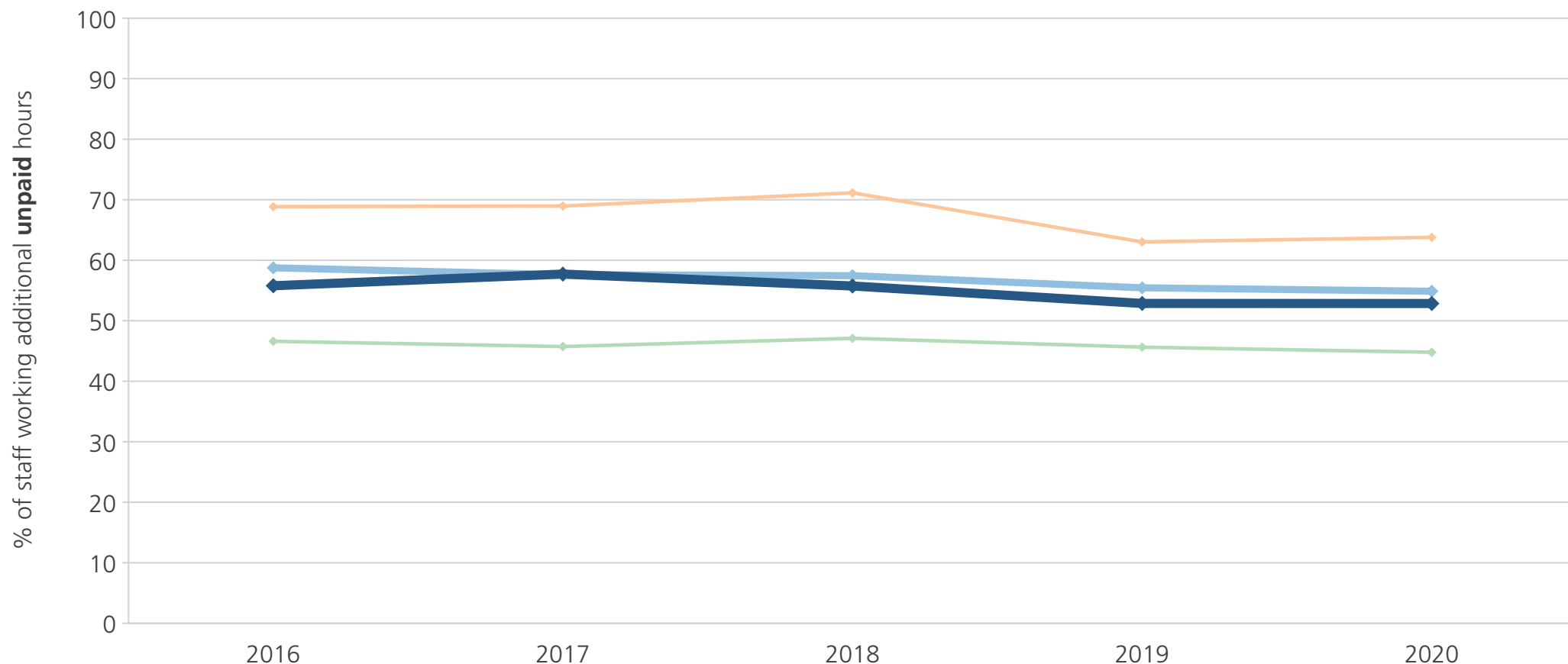
Bradford Teaching Hospitals NHS Foundation Trust

2020 NHS Staff Survey Results

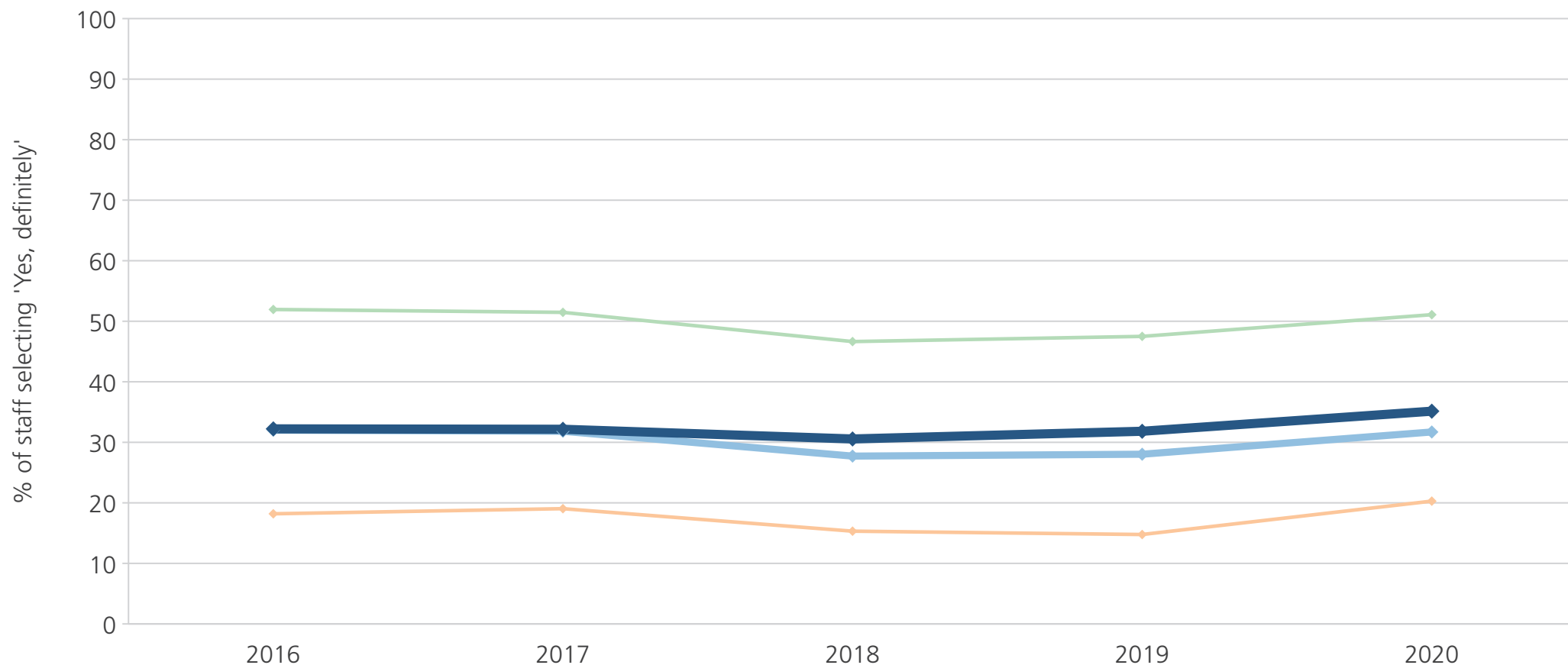




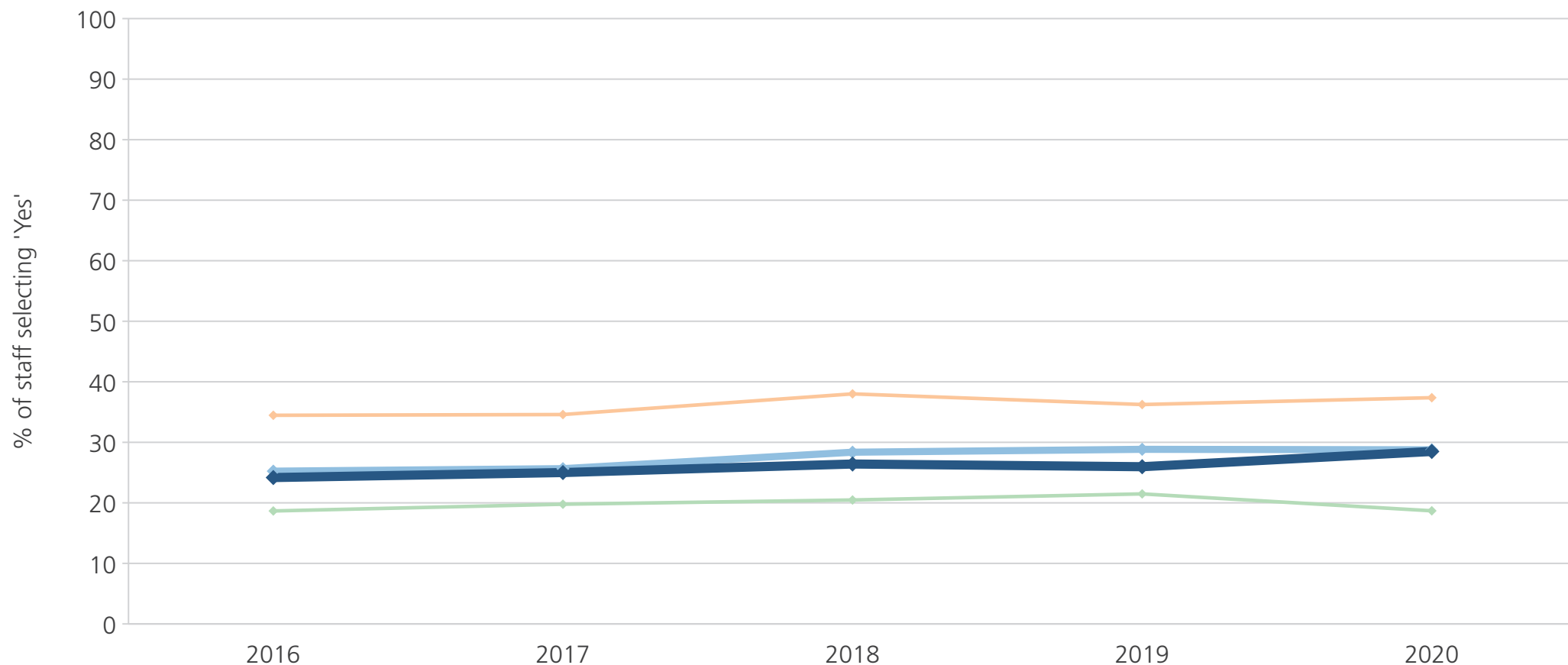
	2016	2017	2018	2019	2020
Worst	48.1%	46.7%	45.9%	51.3%	50.2%
Your org	37.4%	34.2%	33.3%	31.6%	31.2%
Average	33.8%	34.3%	35.0%	36.5%	35.0%
Best	24.7%	20.3%	22.1%	23.9%	21.5%
Responses	433	1,897	1,945	2,121	2,649



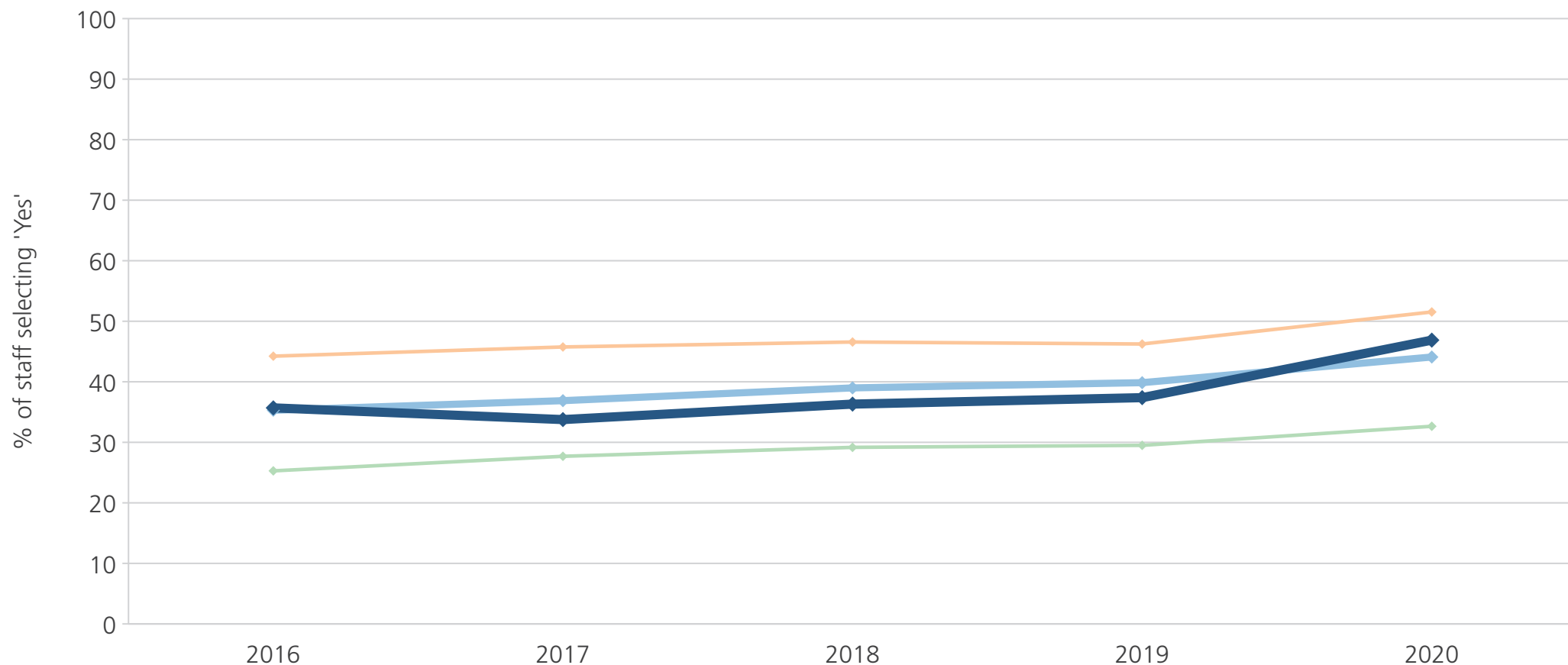
	2016	2017	2018	2019	2020
Worst	68.9%	69.0%	71.1%	63.0%	63.8%
Your org	55.8%	57.7%	55.7%	52.9%	52.8%
Average	58.7%	57.6%	57.4%	55.4%	54.9%
Best	46.6%	45.7%	47.1%	45.6%	44.8%
Responses	429	1,903	1,965	2,144	2,648



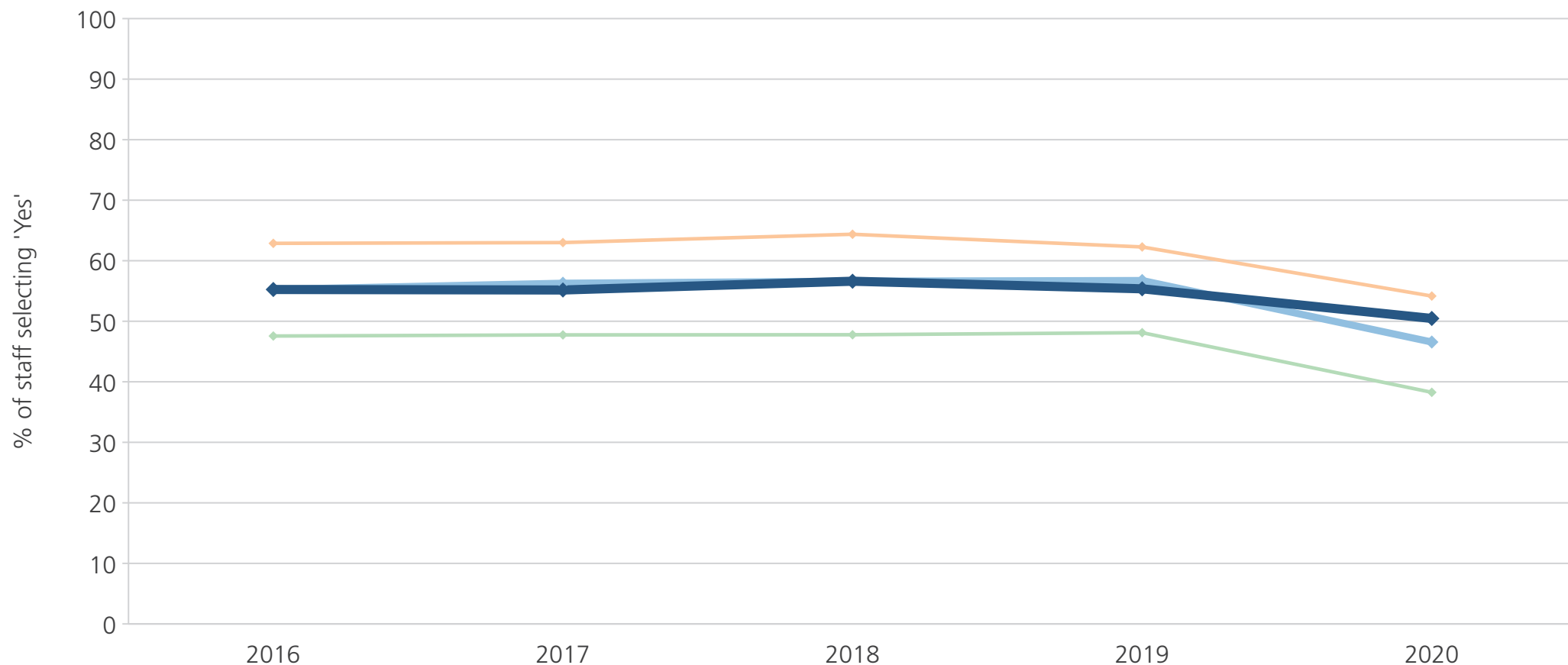
Best	51.9%	51.5%	46.6%	47.5%	51.1%
Your org	32.2%	32.2%	30.6%	31.8%	35.1%
Average	32.0%	31.8%	27.7%	28.0%	31.7%
Worst	18.2%	19.0%	15.3%	14.8%	20.3%
Responses	452	1,967	2,023	2,234	2,710



Worst	34.5%	34.6%	38.0%	36.2%	37.4%
Your org	24.2%	25.0%	26.4%	26.0%	28.5%
Average	25.2%	25.6%	28.4%	28.8%	28.8%
Best	18.7%	19.8%	20.5%	21.5%	18.7%
Responses	456	1,989	2,034	2,245	2,710

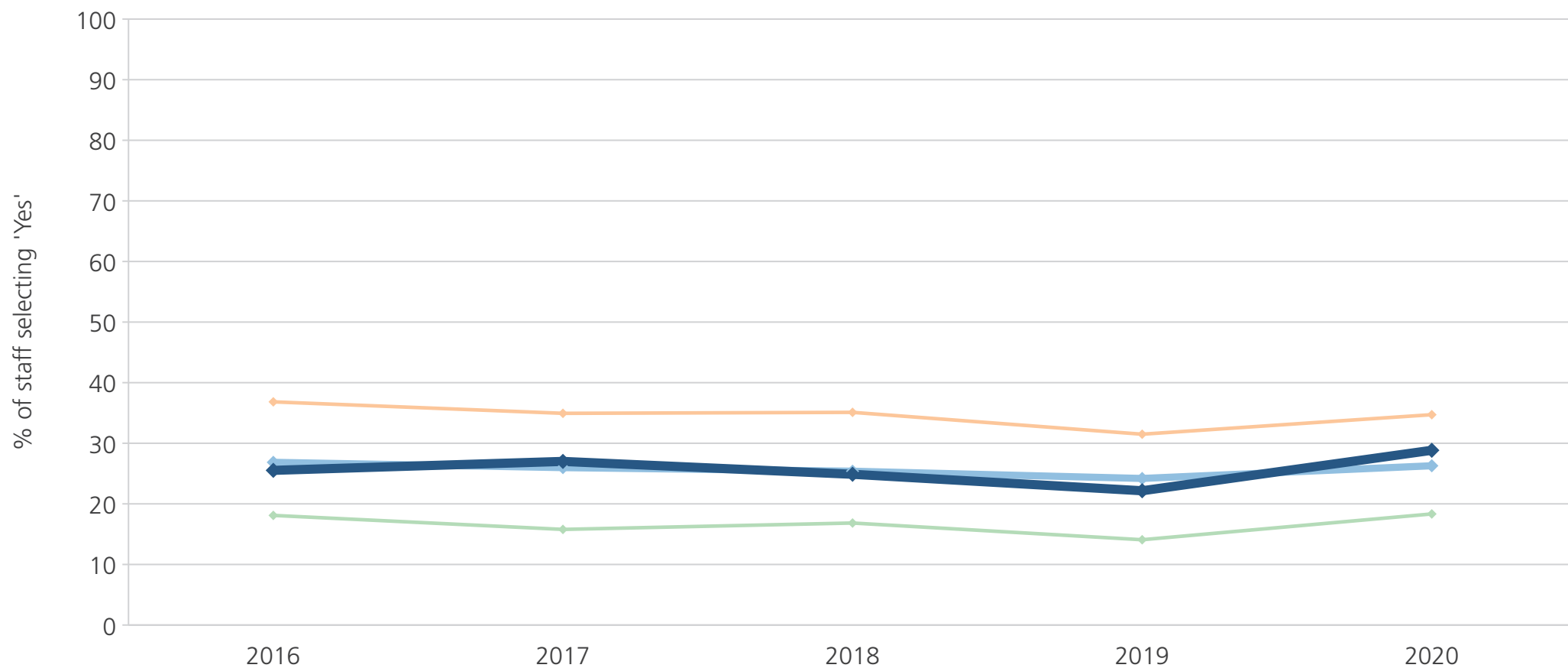


Worst	44.2%	45.8%	46.6%	46.2%	51.5%
Your org	35.7%	33.8%	36.3%	37.4%	46.9%
Average	35.3%	36.9%	39.0%	39.9%	44.1%
Best	25.3%	27.7%	29.2%	29.5%	32.6%
Responses	459	1,984	2,032	2,248	2,722



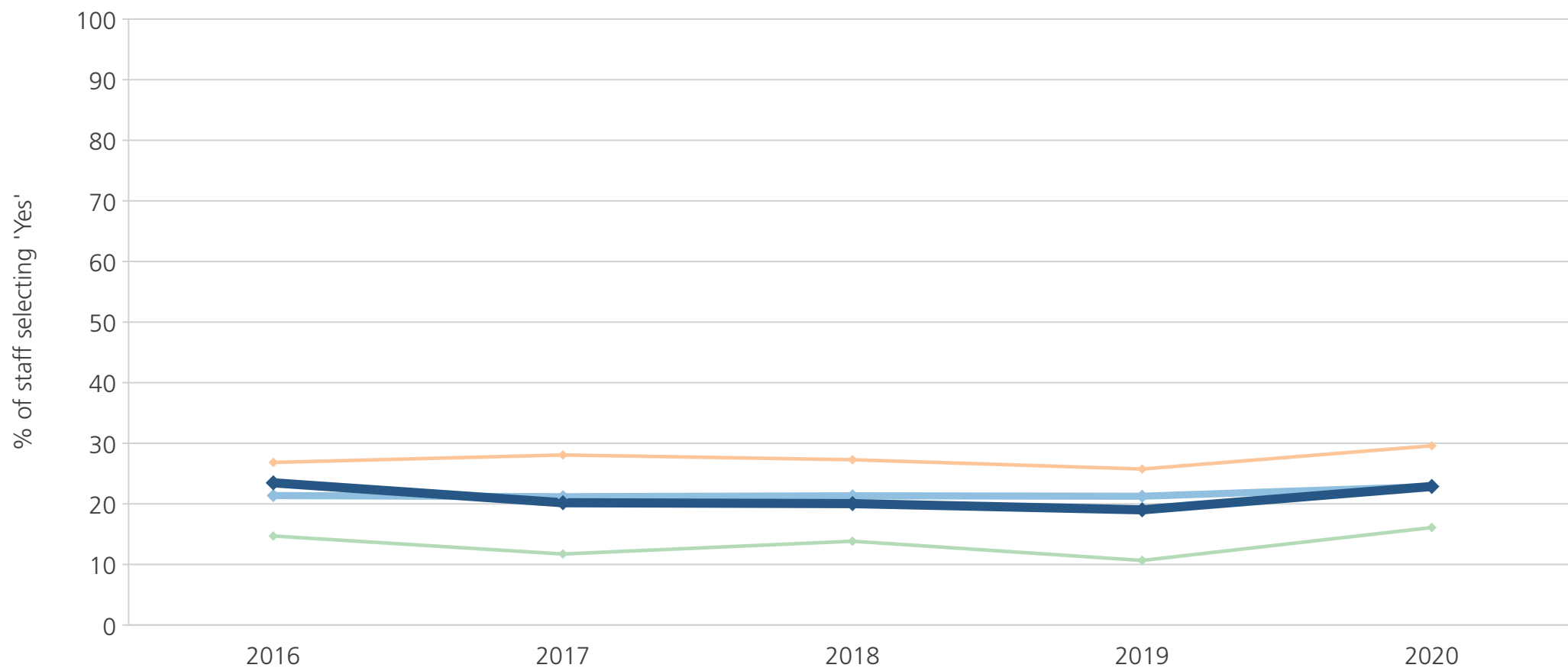
Worst	62.9%	63.0%	64.4%	62.3%	54.2%
Your org	55.2%	55.2%	56.6%	55.4%	50.5%
Average	55.3%	56.3%	56.6%	56.7%	46.6%
Best	47.6%	47.7%	47.8%	48.1%	38.3%
Responses	455	1,986	2,039	2,245	2,718

This question was only answered by people who responded to Q11d.



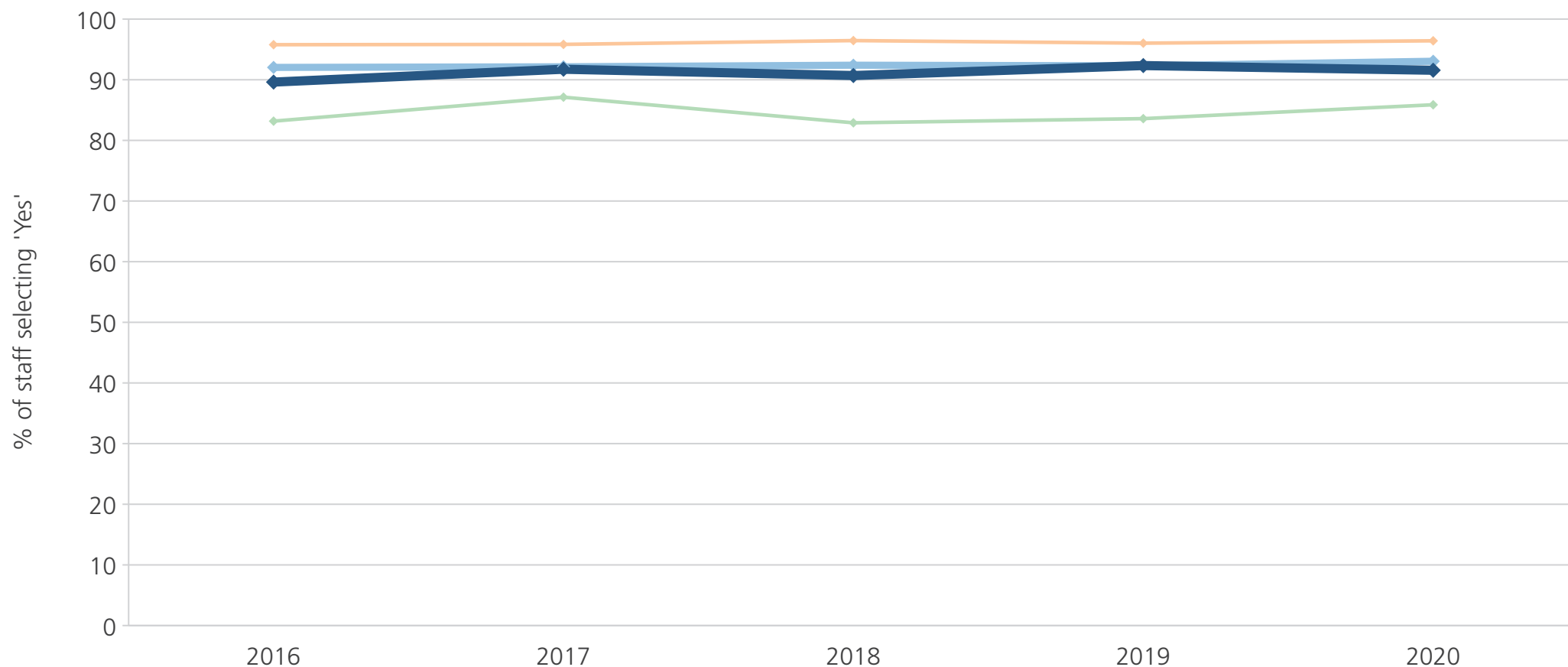
Worst	36.8%	34.9%	35.1%	31.5%	34.7%
Your org	25.5%	27.0%	24.9%	22.2%	28.8%
Average	26.9%	26.0%	25.4%	24.2%	26.3%
Best	18.1%	15.8%	16.8%	14.1%	18.3%
Responses	248	1,072	1,128	1,224	1,349

This question was only answered by people who responded to Q11d.

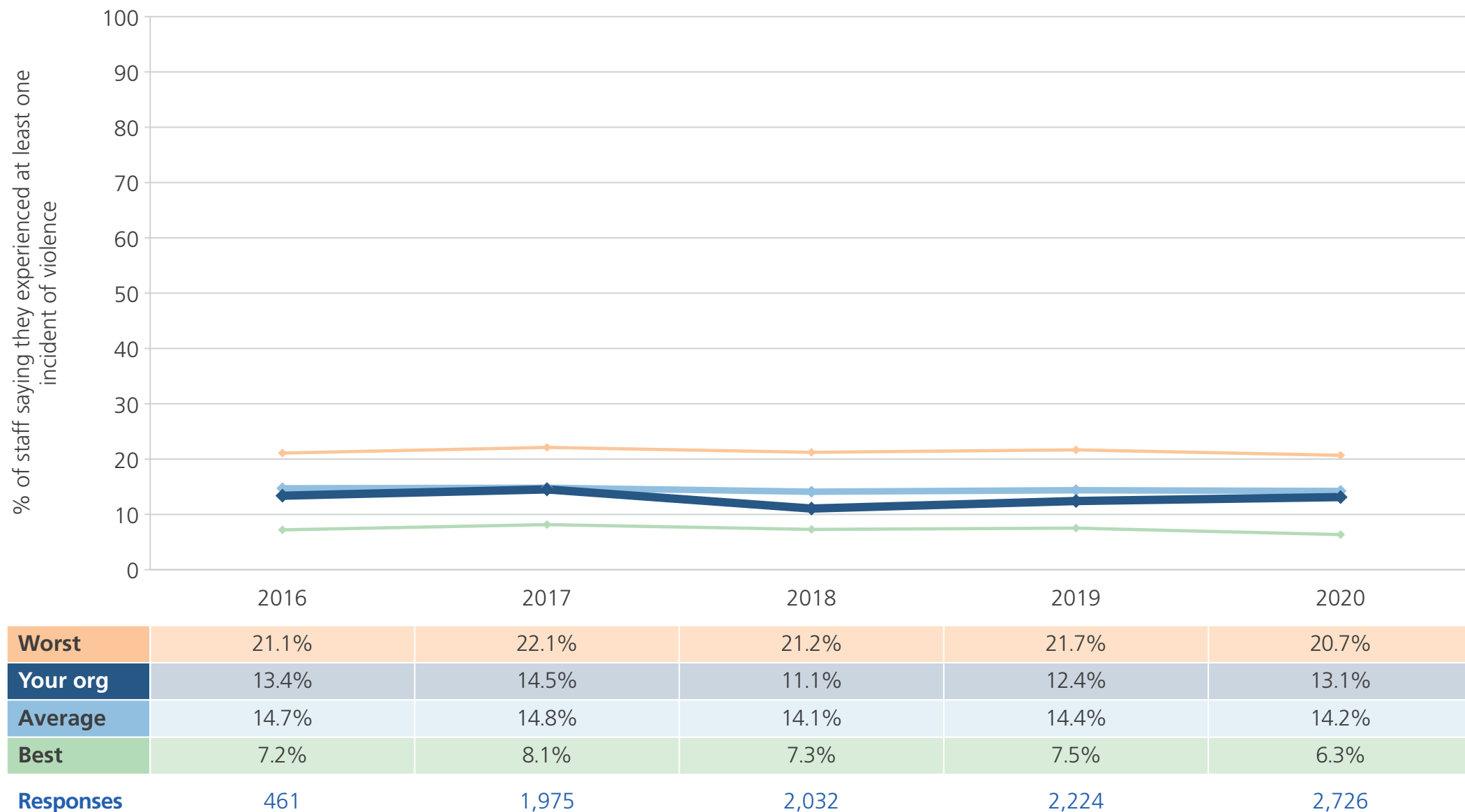


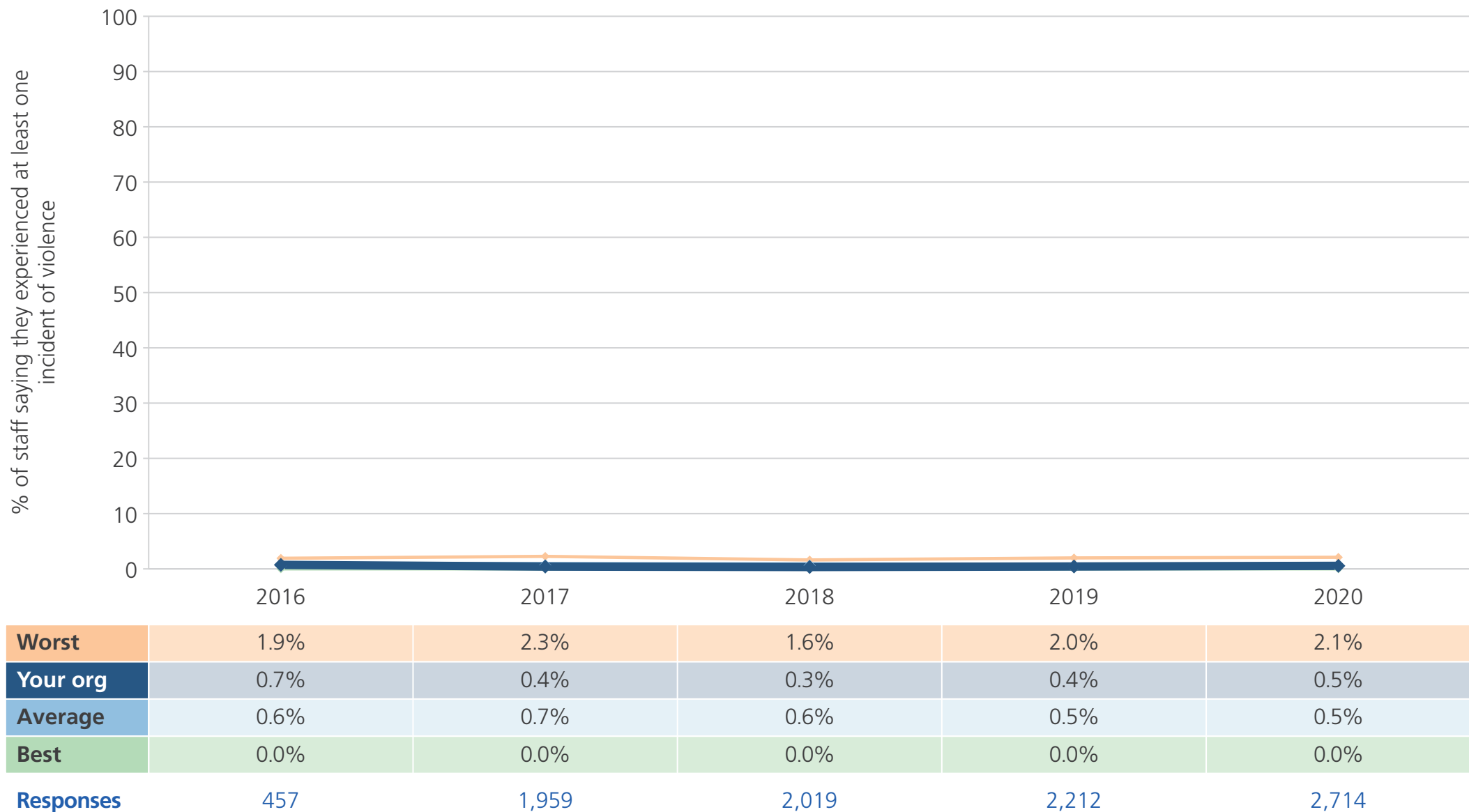
Worst	26.8%	28.1%	27.3%	25.7%	29.6%
Your org	23.5%	20.2%	20.0%	19.0%	22.9%
Average	21.4%	21.2%	21.3%	21.3%	22.9%
Best	14.7%	11.7%	13.8%	10.7%	16.1%
Responses	247	1,068	1,130	1,222	1,344

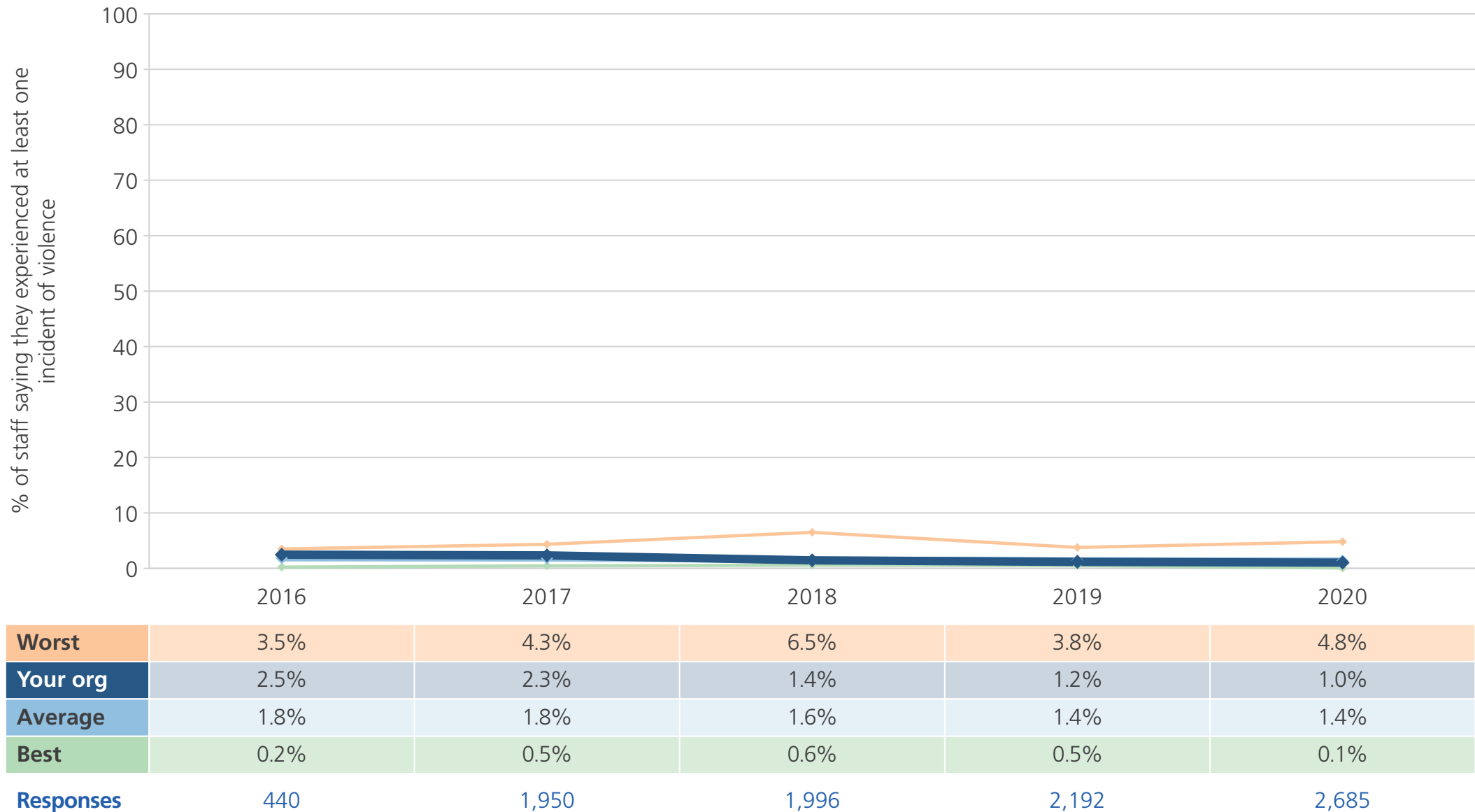
This question was only answered by people who responded to Q11d.

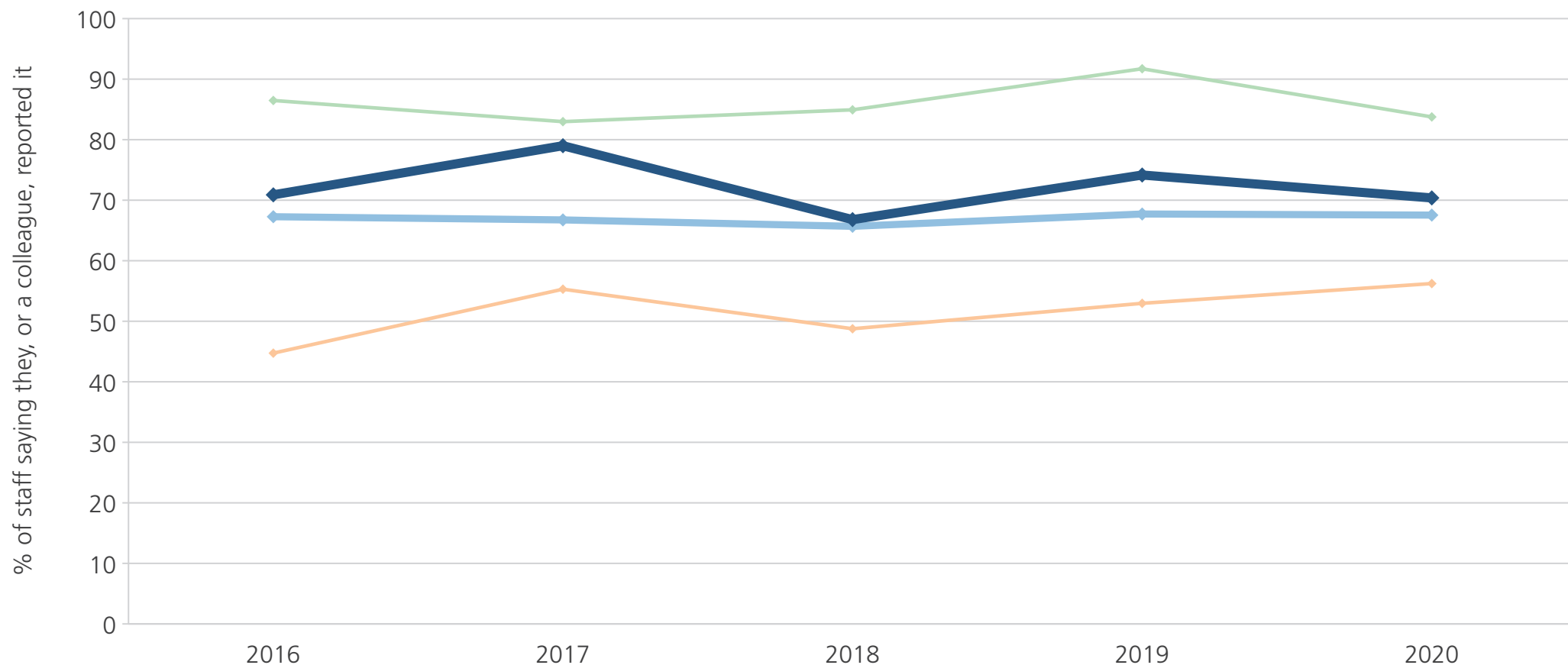


Worst	95.8%	95.8%	96.5%	96.0%	96.4%
Your org	89.6%	91.7%	90.7%	92.3%	91.6%
Average	92.0%	92.1%	92.4%	92.3%	93.0%
Best	83.2%	87.1%	82.9%	83.6%	85.9%
Responses	250	1,083	1,136	1,227	1,353

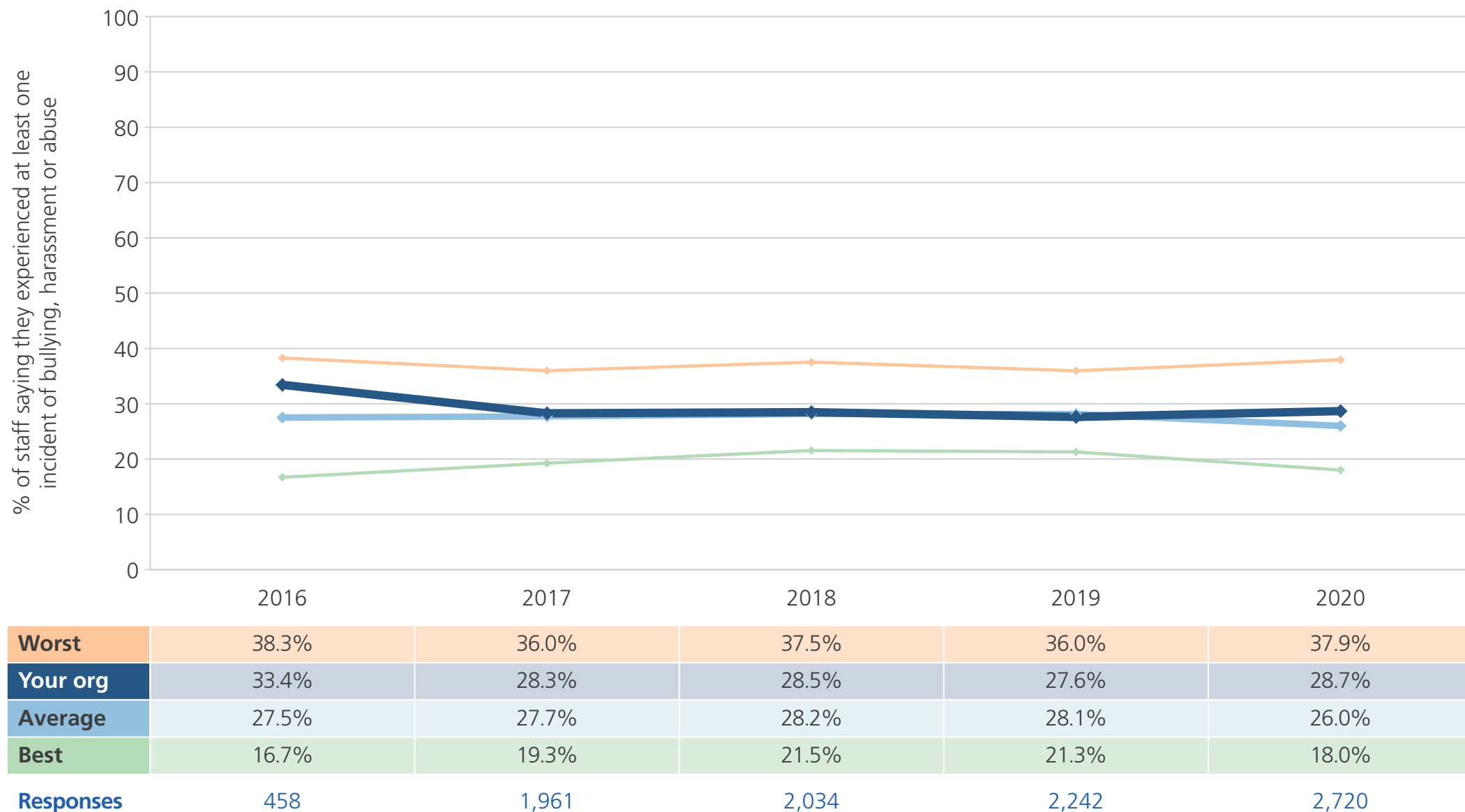


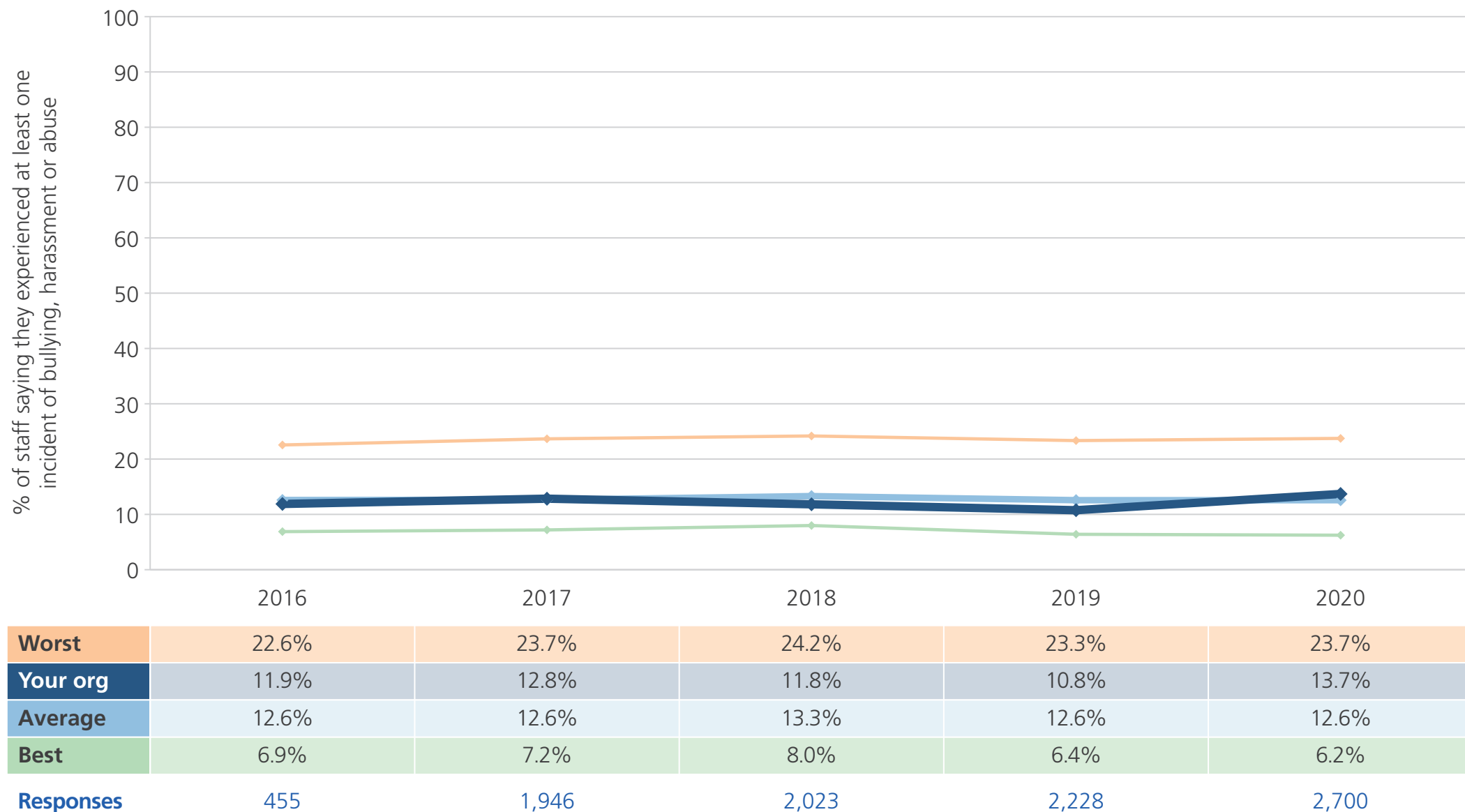


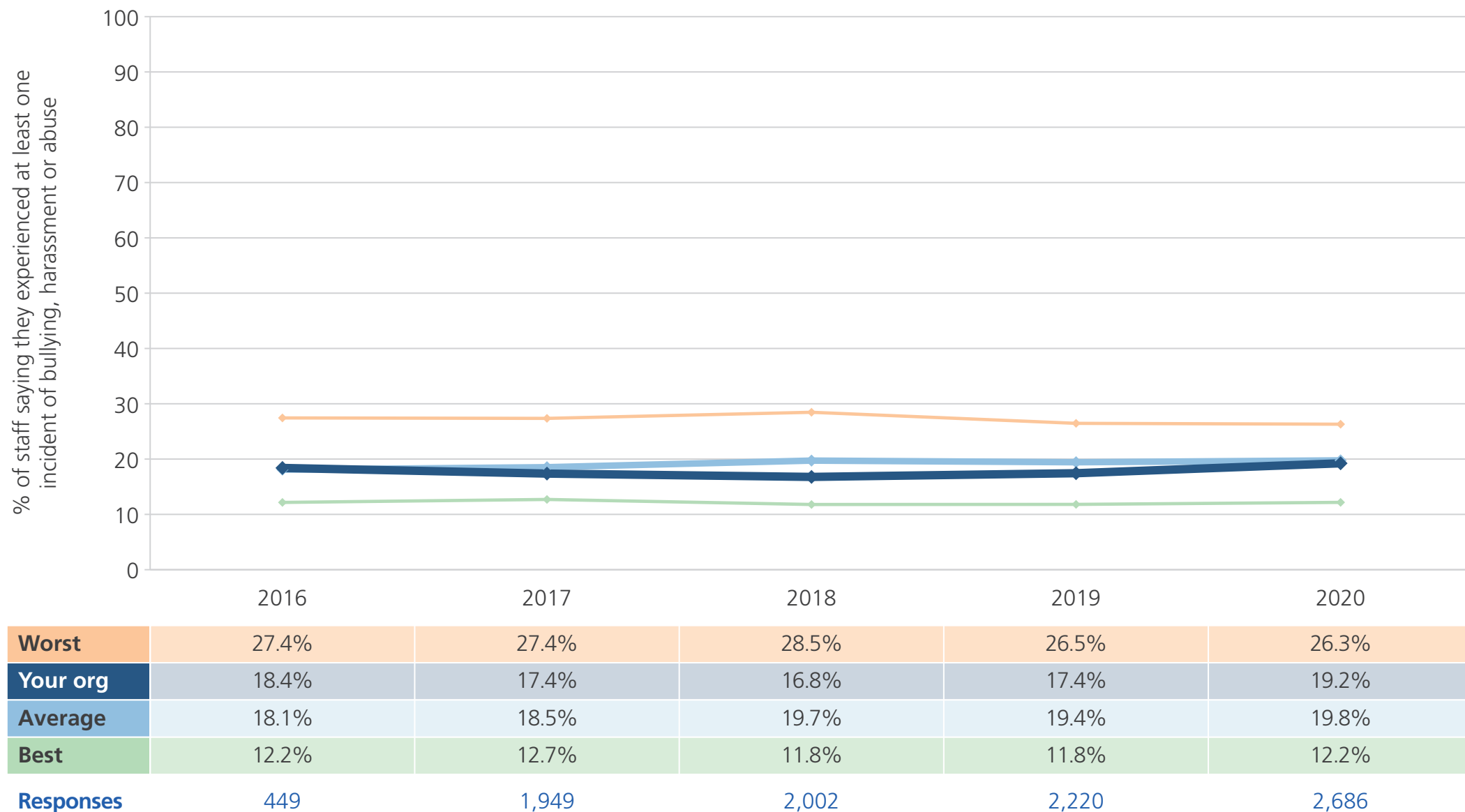


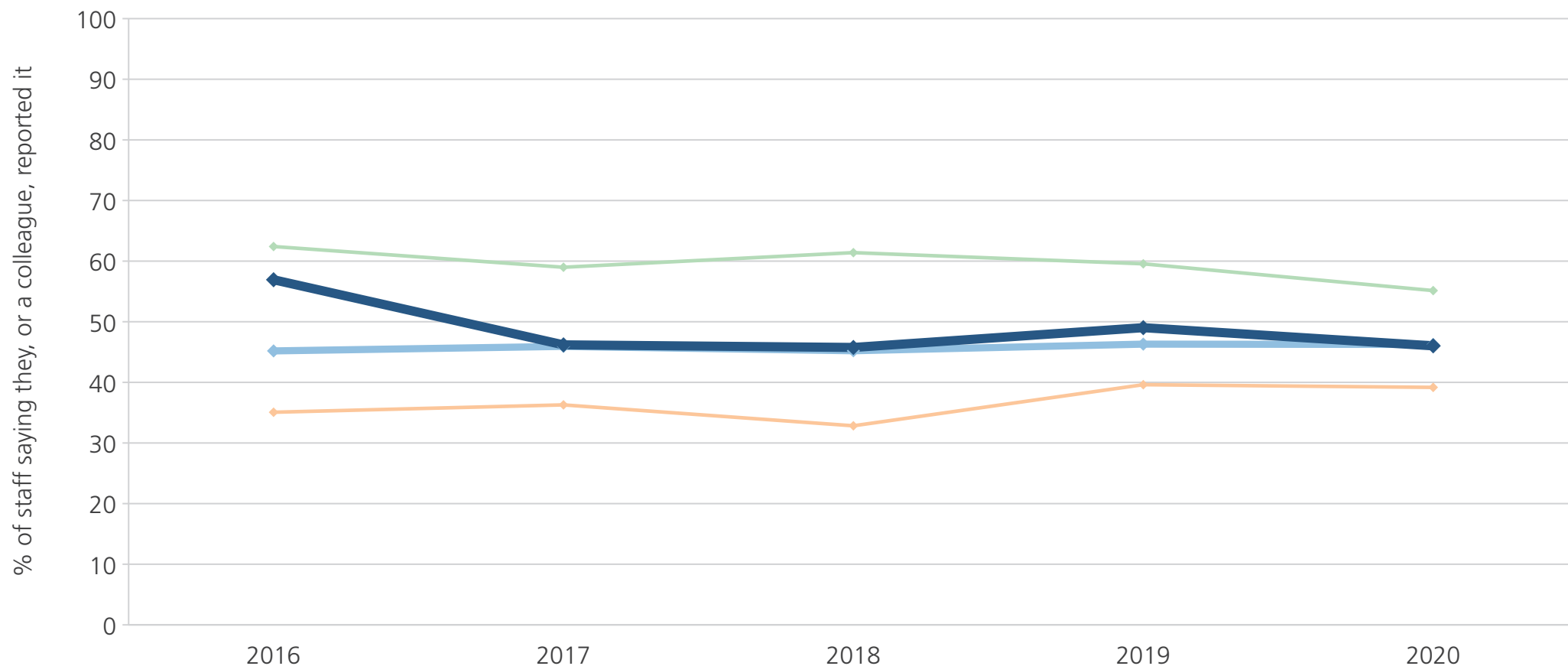


	2016	2017	2018	2019	2020
Best	86.5%	83.0%	84.9%	91.7%	83.8%
Your org	70.9%	79.0%	66.8%	74.2%	70.4%
Average	67.3%	66.7%	65.7%	67.7%	67.5%
Worst	44.7%	55.3%	48.8%	53.0%	56.2%
Responses	54	223	174	245	325

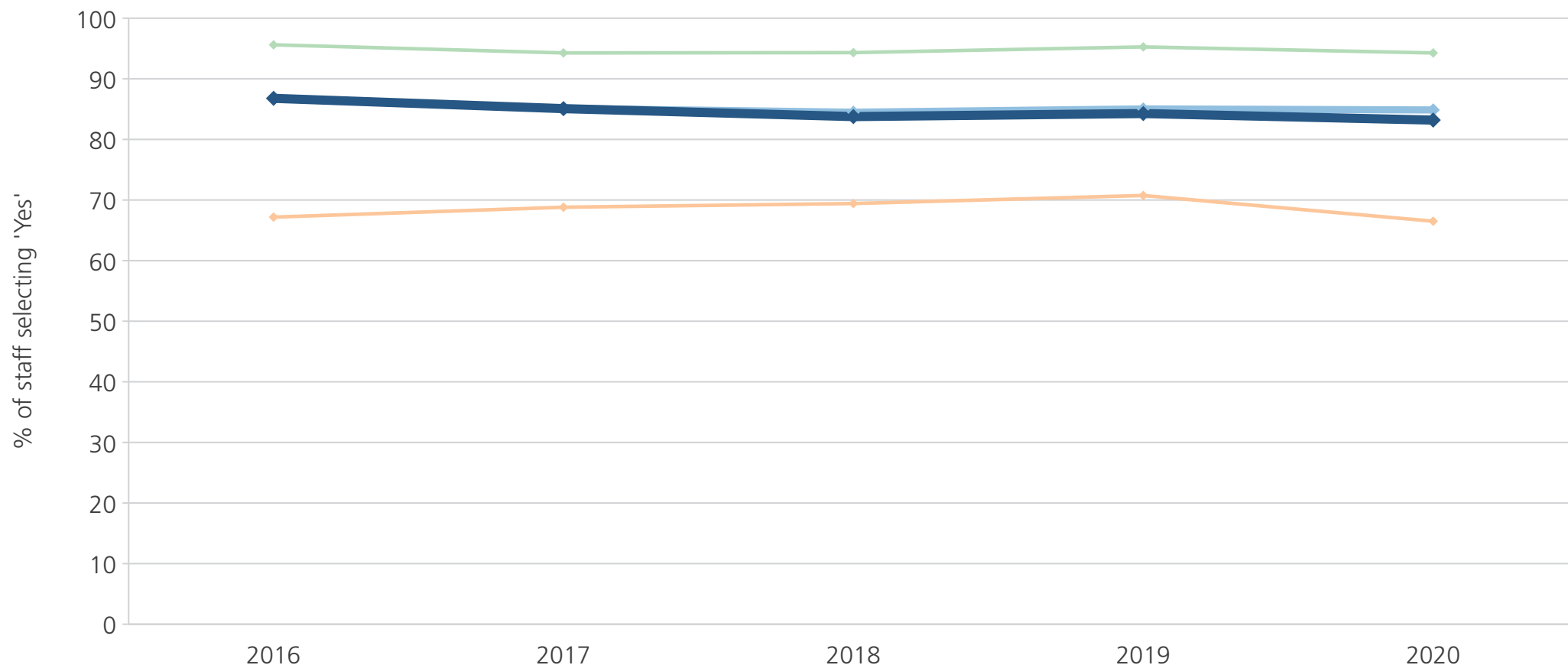




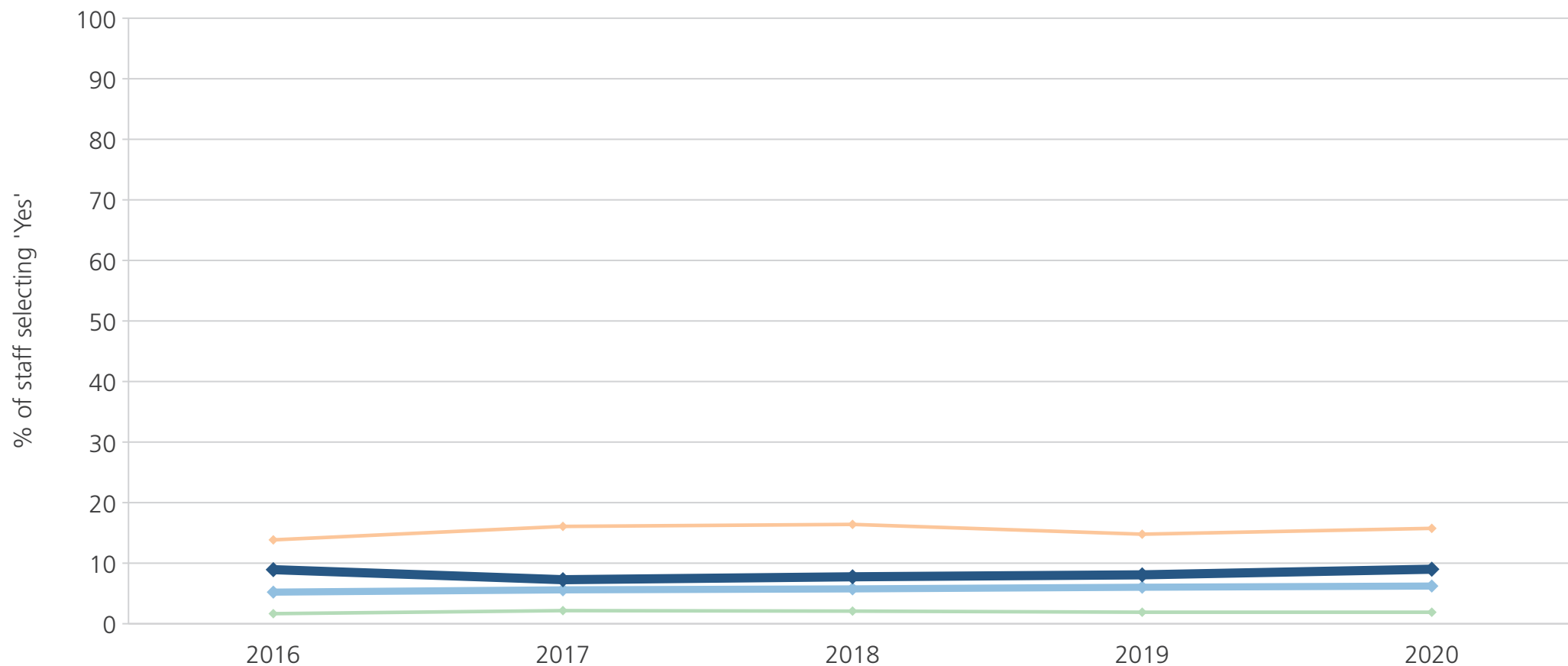




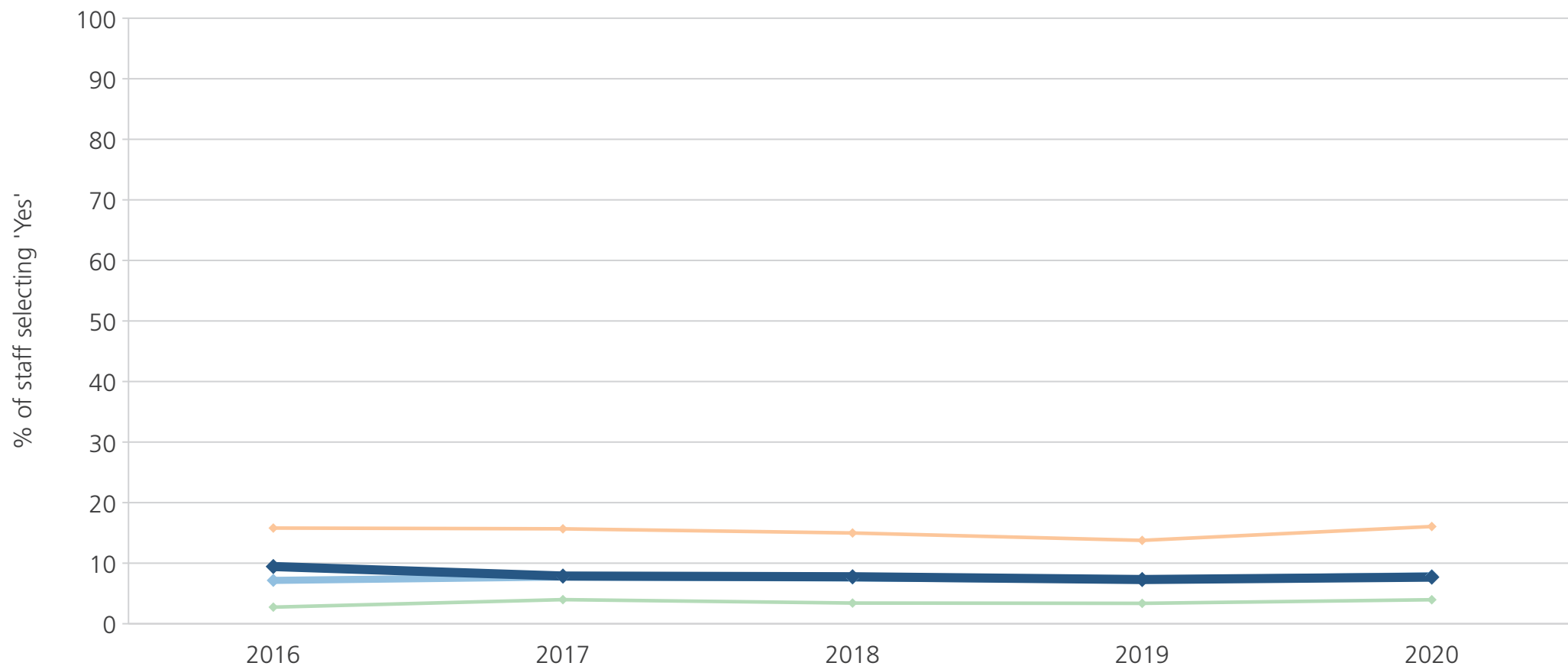
Best	62.4%	59.0%	61.4%	59.6%	55.1%
Your org	56.9%	46.2%	45.8%	49.0%	46.0%
Average	45.2%	45.9%	45.2%	46.3%	46.3%
Worst	35.1%	36.3%	32.8%	39.6%	39.2%
Responses	181	682	642	747	1,009



	2016	2017	2018	2019	2020
Best	95.6%	94.3%	94.3%	95.3%	94.3%
Your org	86.8%	85.1%	83.8%	84.3%	83.2%
Average	86.7%	85.1%	84.5%	85.0%	84.9%
Worst	67.2%	68.8%	69.4%	70.7%	66.5%
Responses	337	1,376	1,391	1,540	1,924

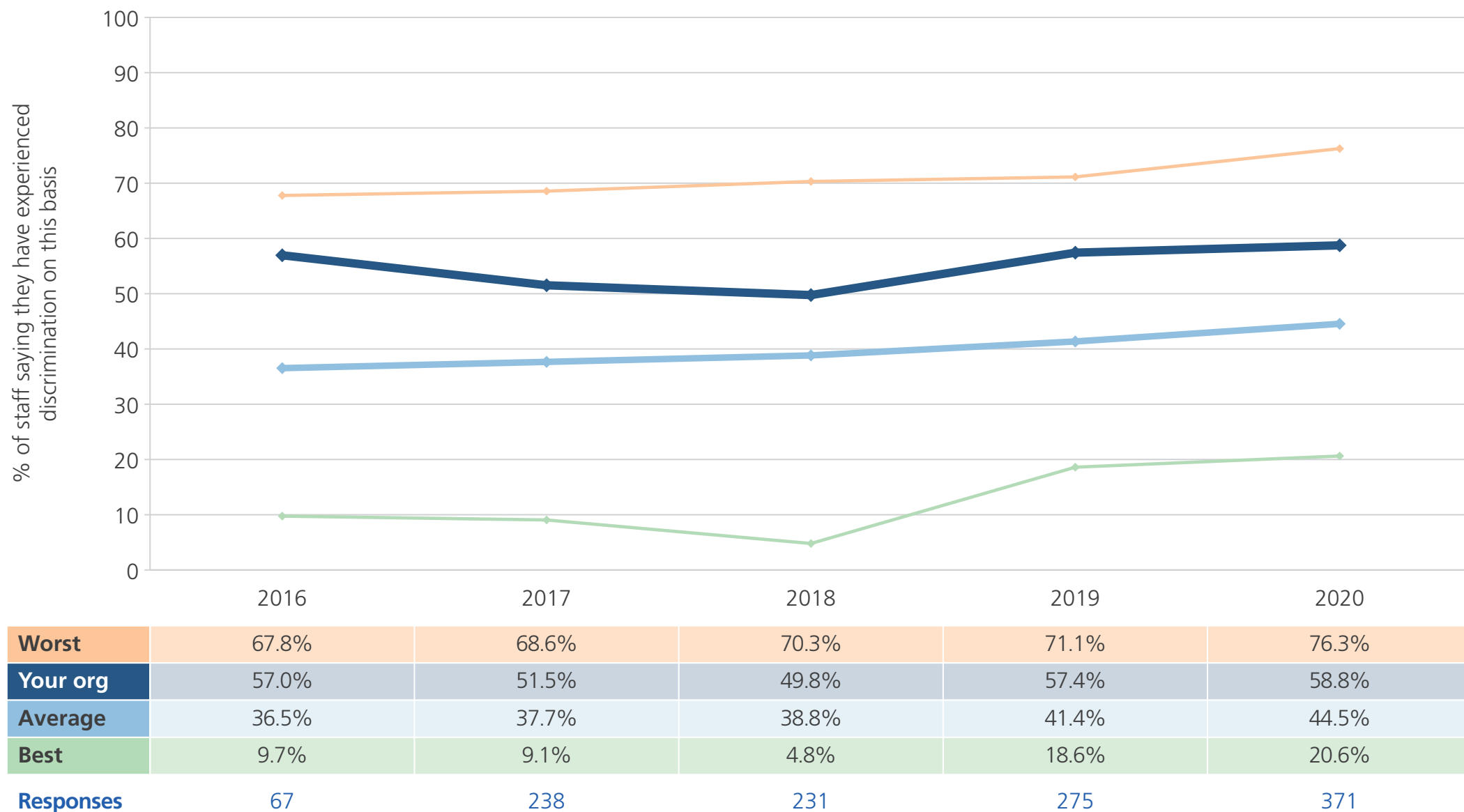


Worst	13.8%	16.1%	16.4%	14.8%	15.7%
Your org	8.9%	7.3%	7.8%	8.1%	9.0%
Average	5.2%	5.6%	5.8%	6.0%	6.2%
Best	1.7%	2.2%	2.1%	1.9%	1.9%
Responses	458	1,971	2,036	2,239	2,726

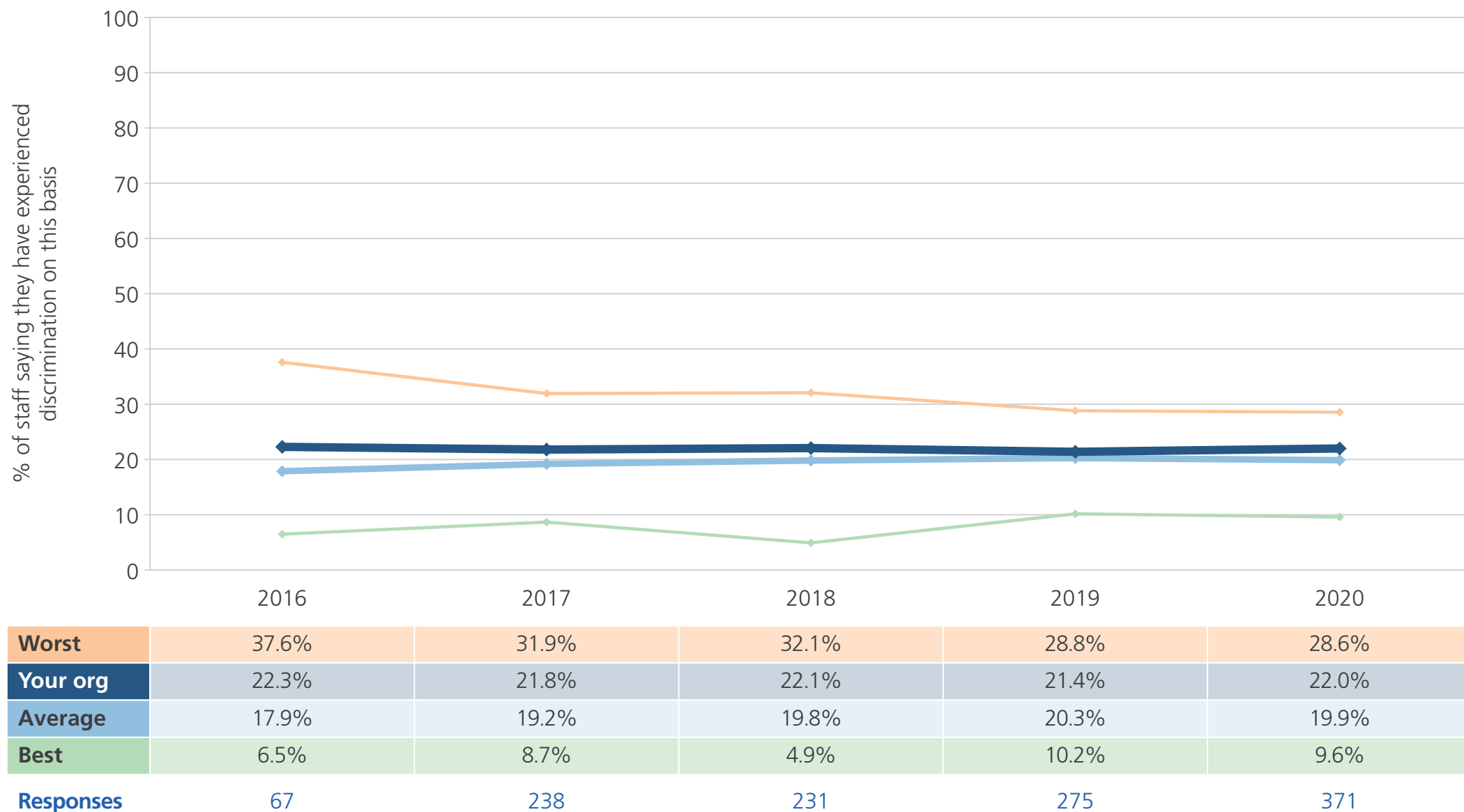


Worst	15.8%	15.7%	15.0%	13.8%	16.1%
Your org	9.4%	7.9%	7.8%	7.3%	7.7%
Average	7.2%	7.7%	7.6%	7.3%	7.9%
Best	2.7%	4.0%	3.4%	3.4%	4.0%
Responses	449	1,958	2,005	2,213	2,699

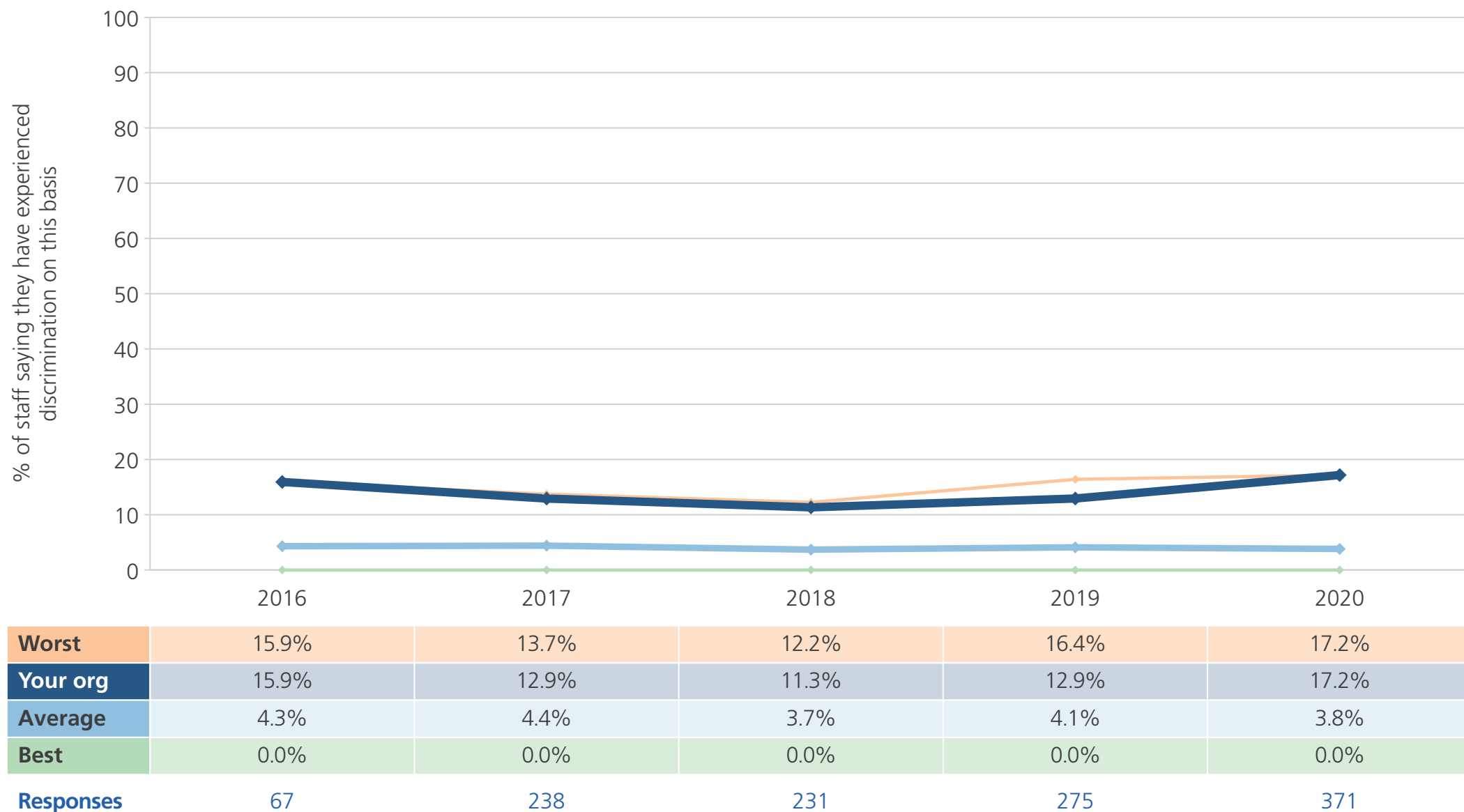
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



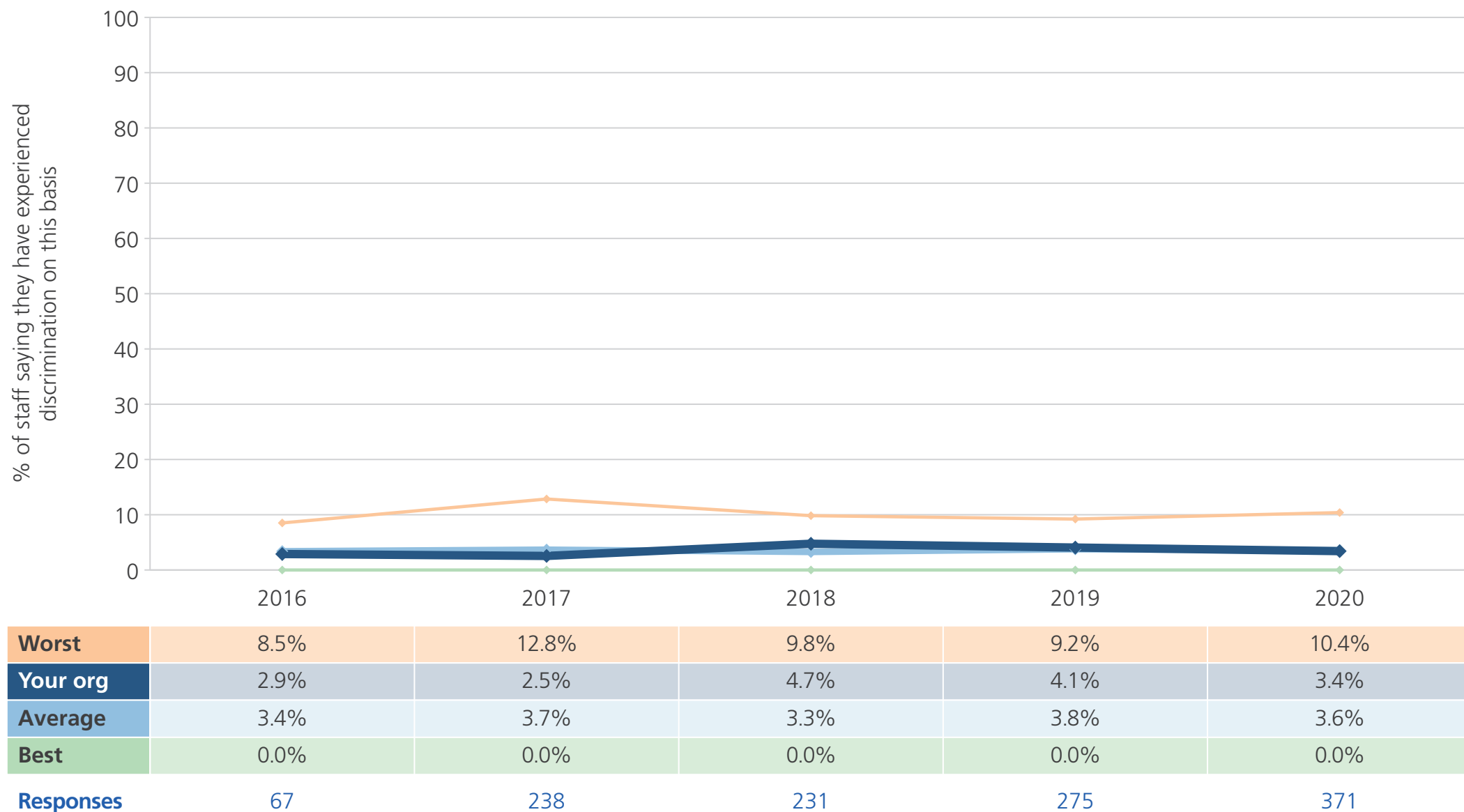
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



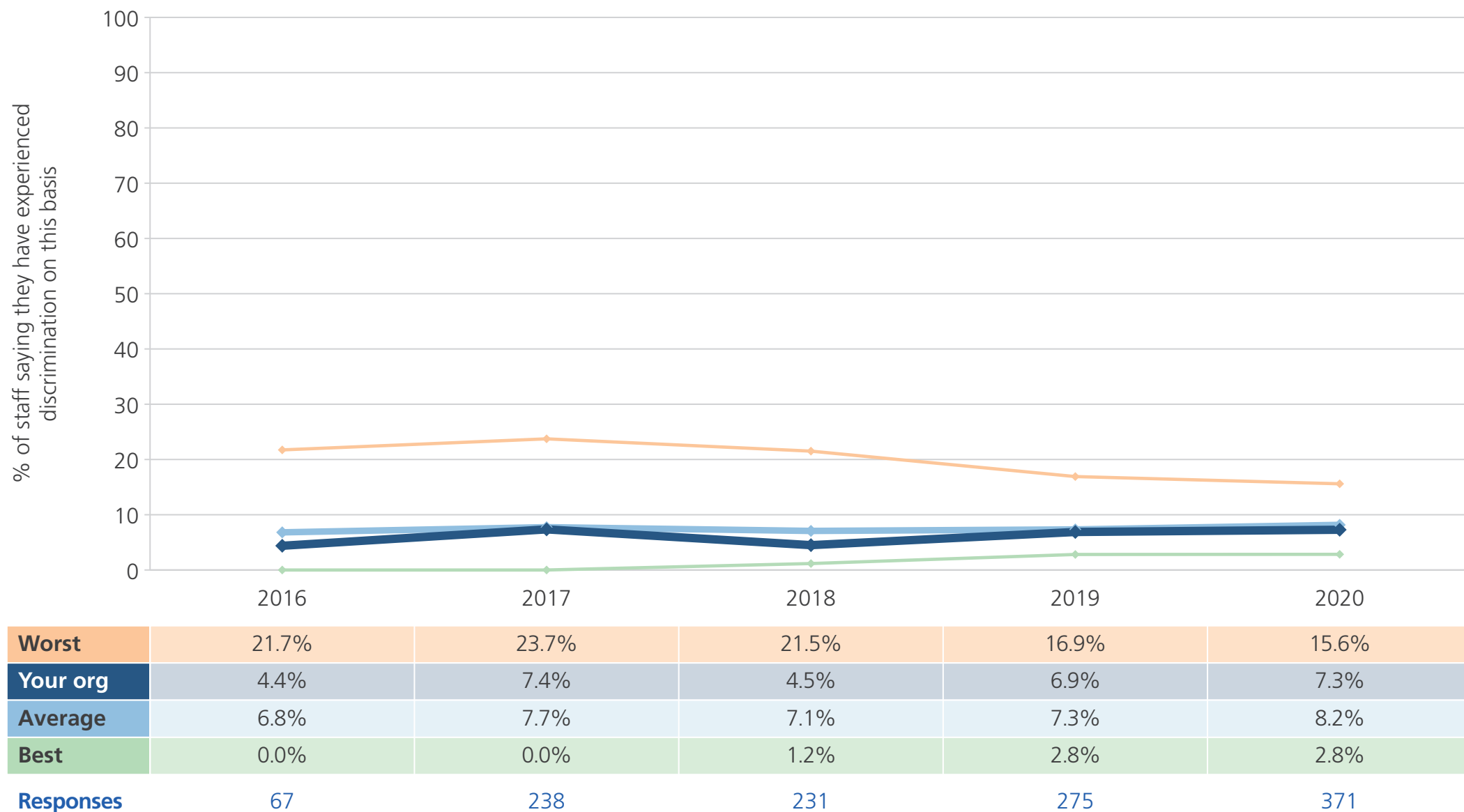
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



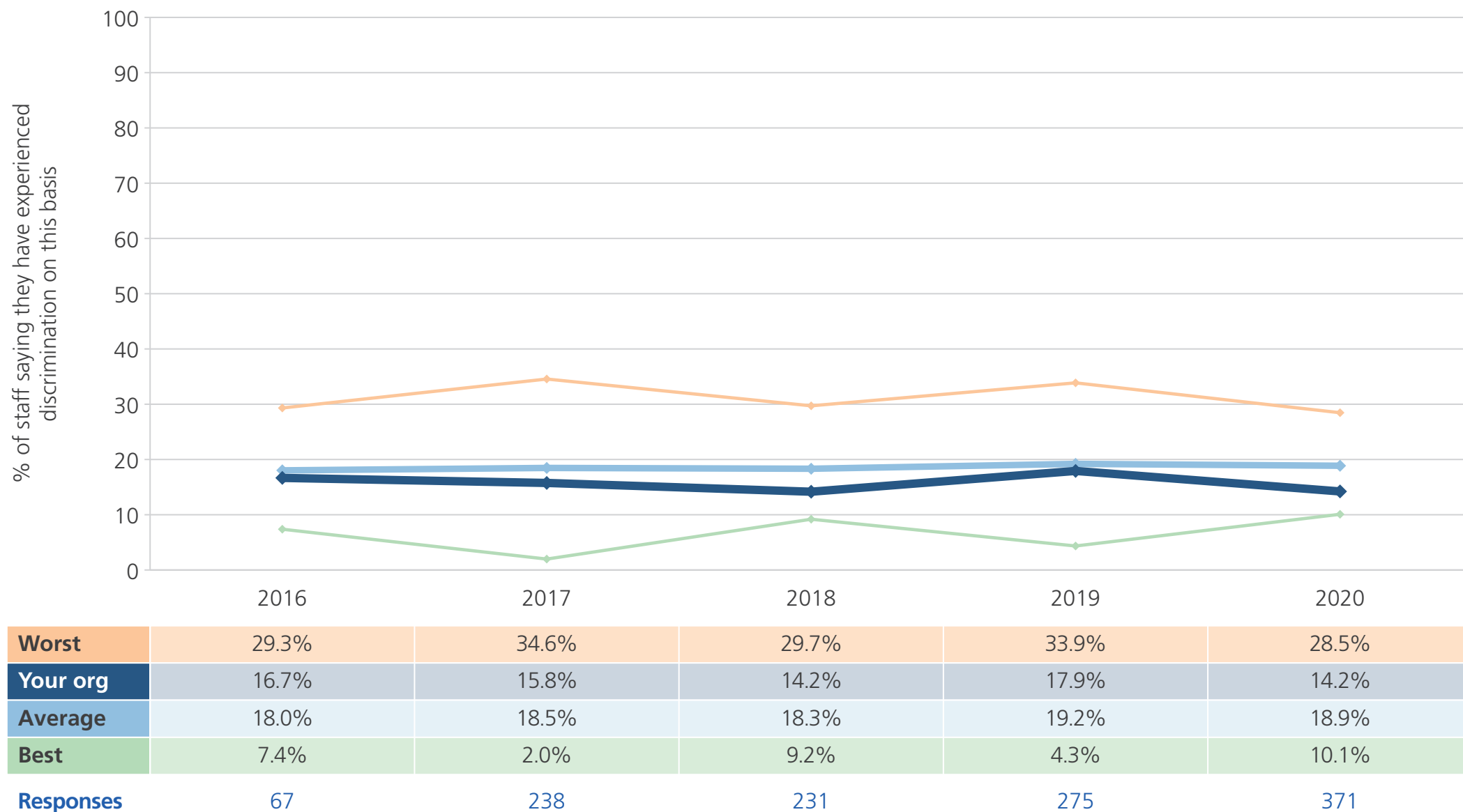
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



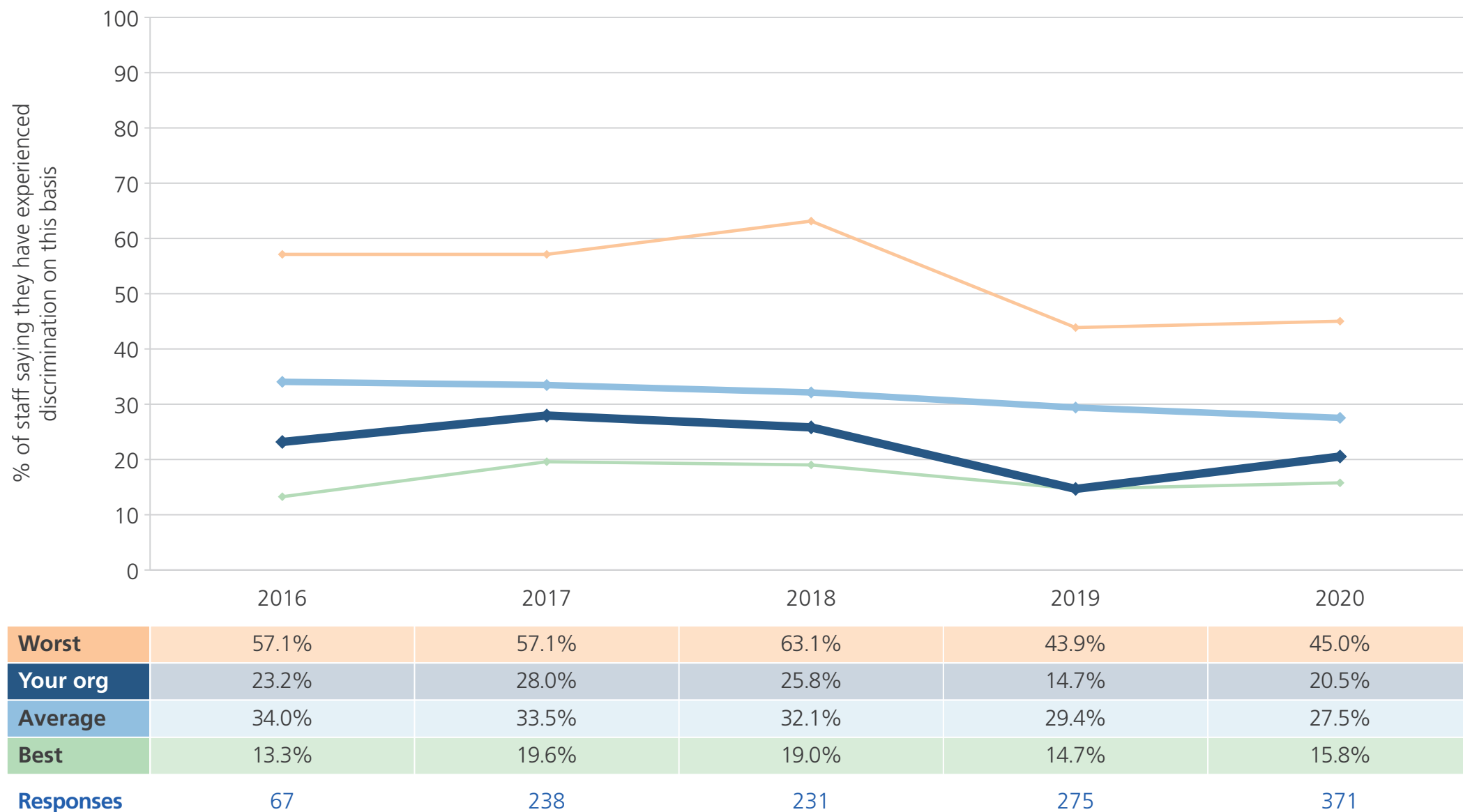
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.

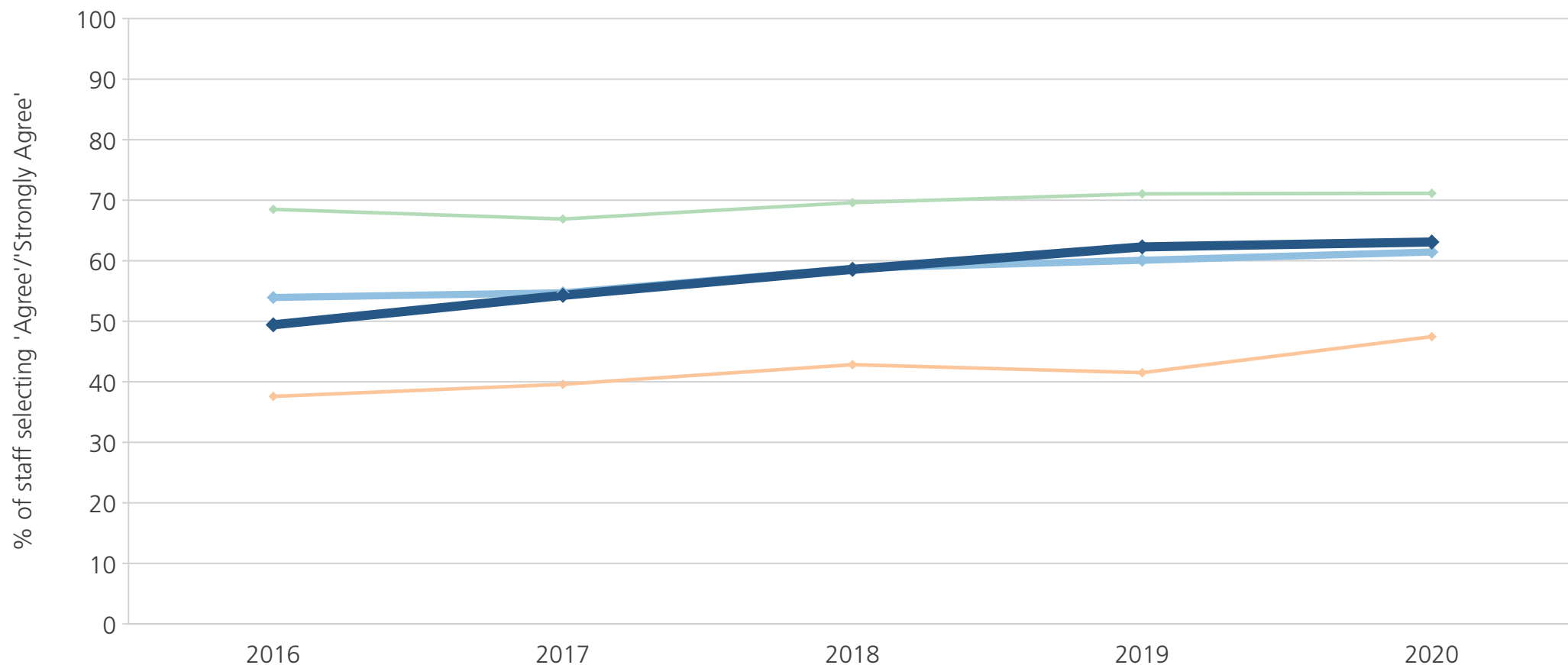


This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.

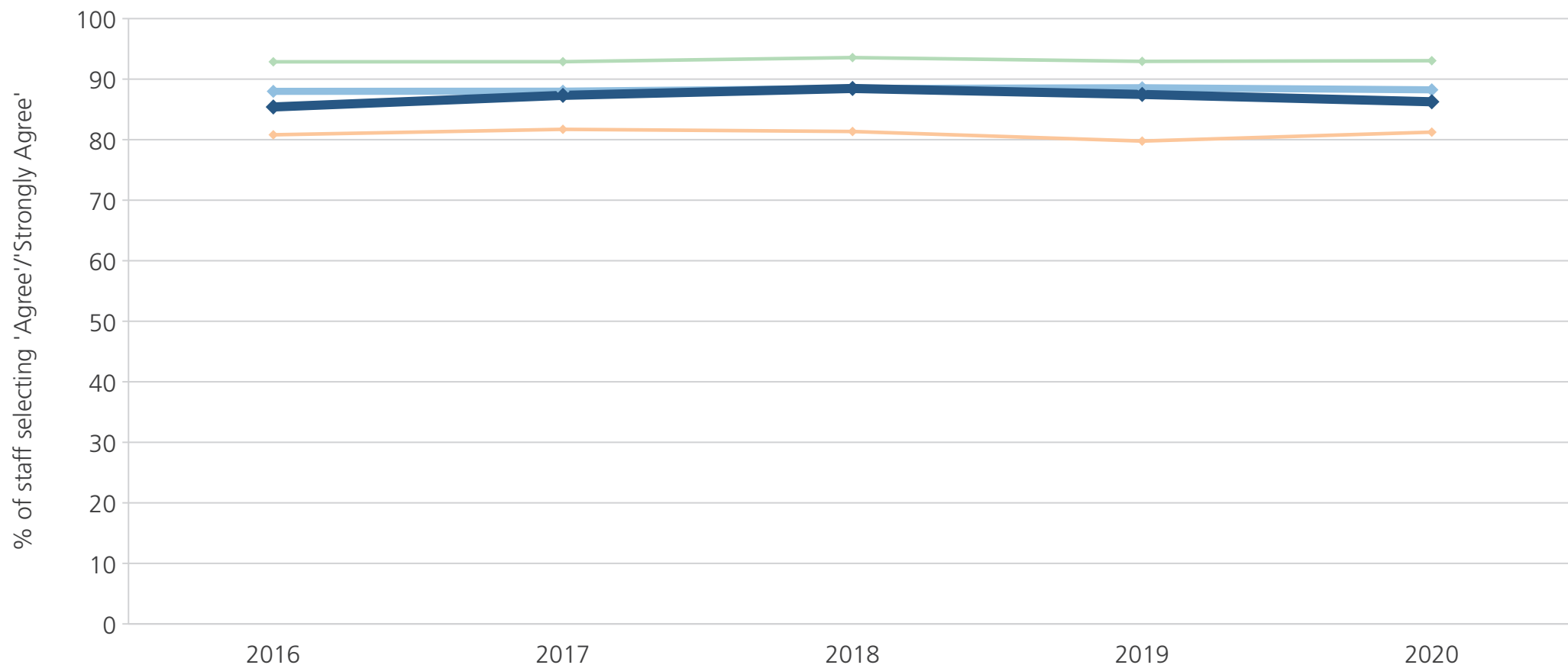


This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.

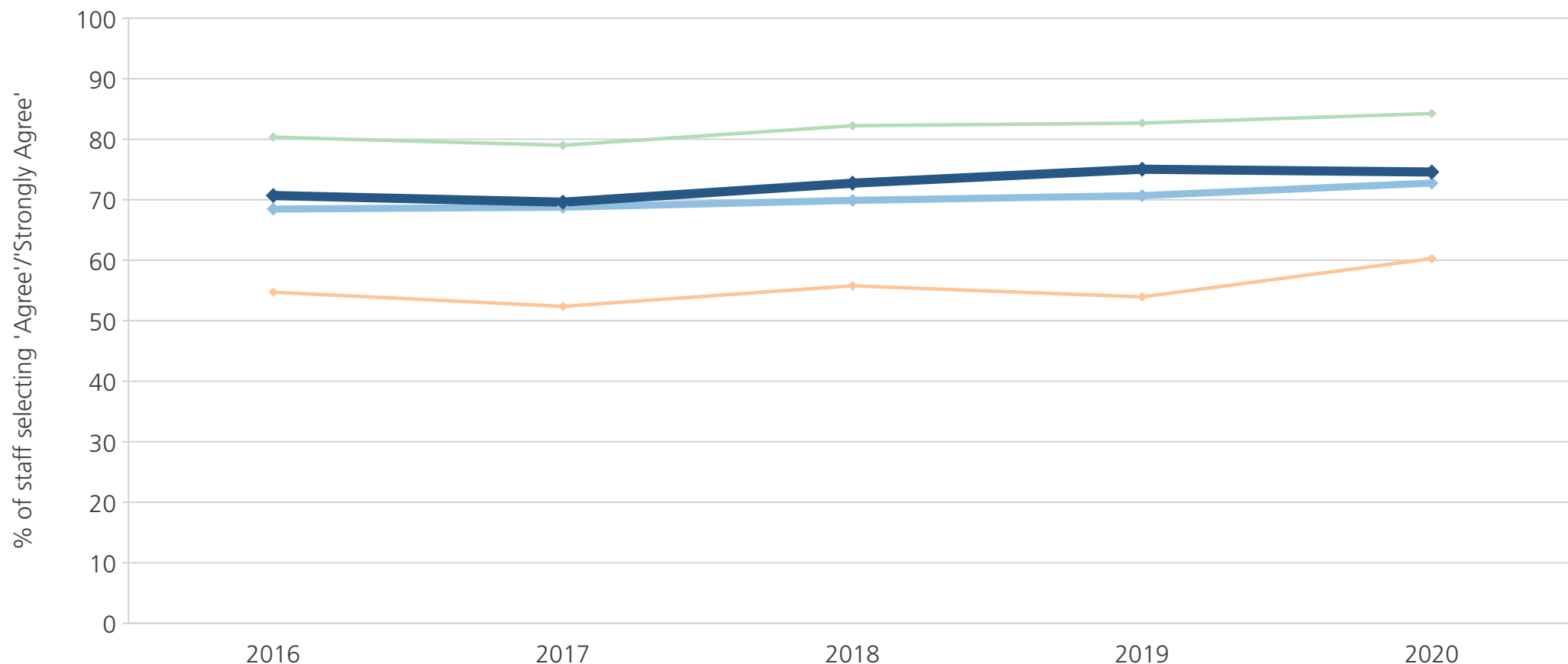




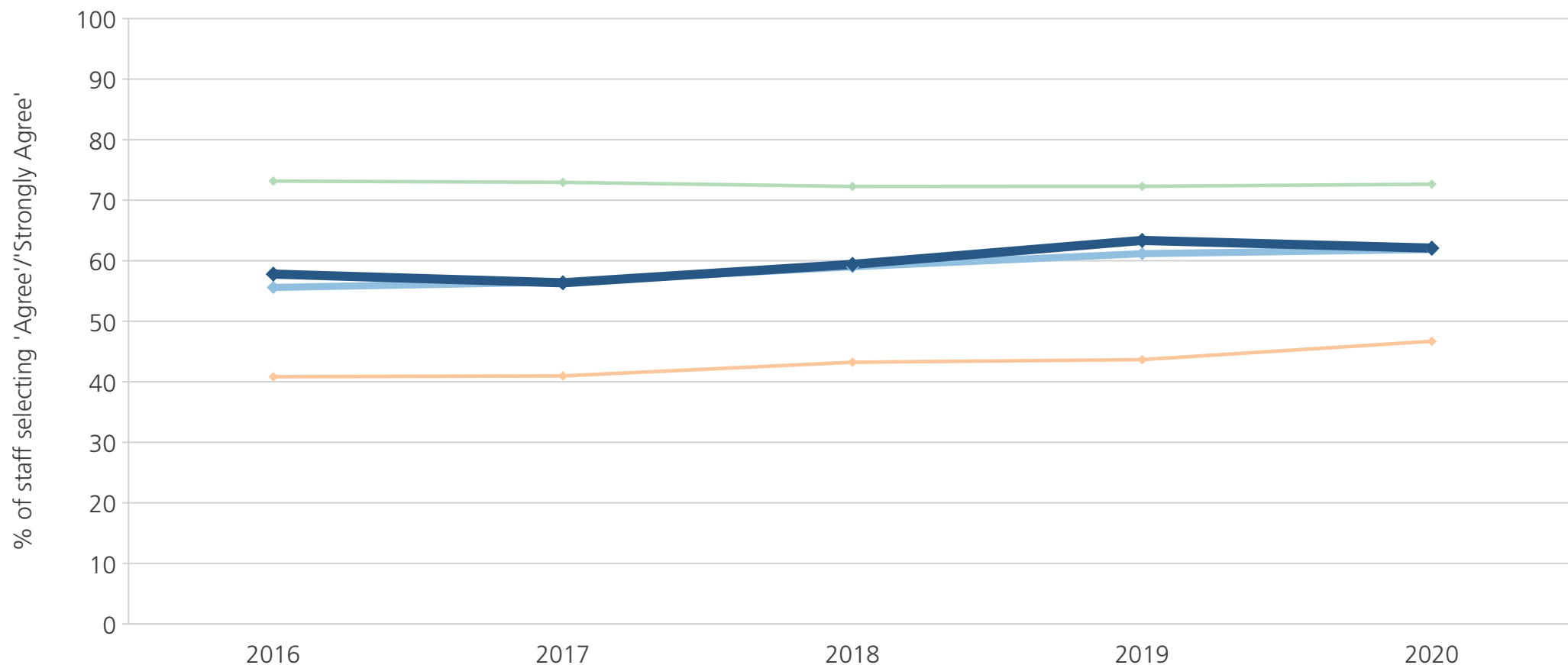
Best	68.5%	66.9%	69.6%	71.1%	71.1%
Your org	49.4%	54.3%	58.6%	62.3%	63.1%
Average	53.9%	54.7%	58.7%	60.1%	61.4%
Worst	37.6%	39.6%	42.8%	41.5%	47.5%
Responses	378	1,599	1,500	1,705	2,107



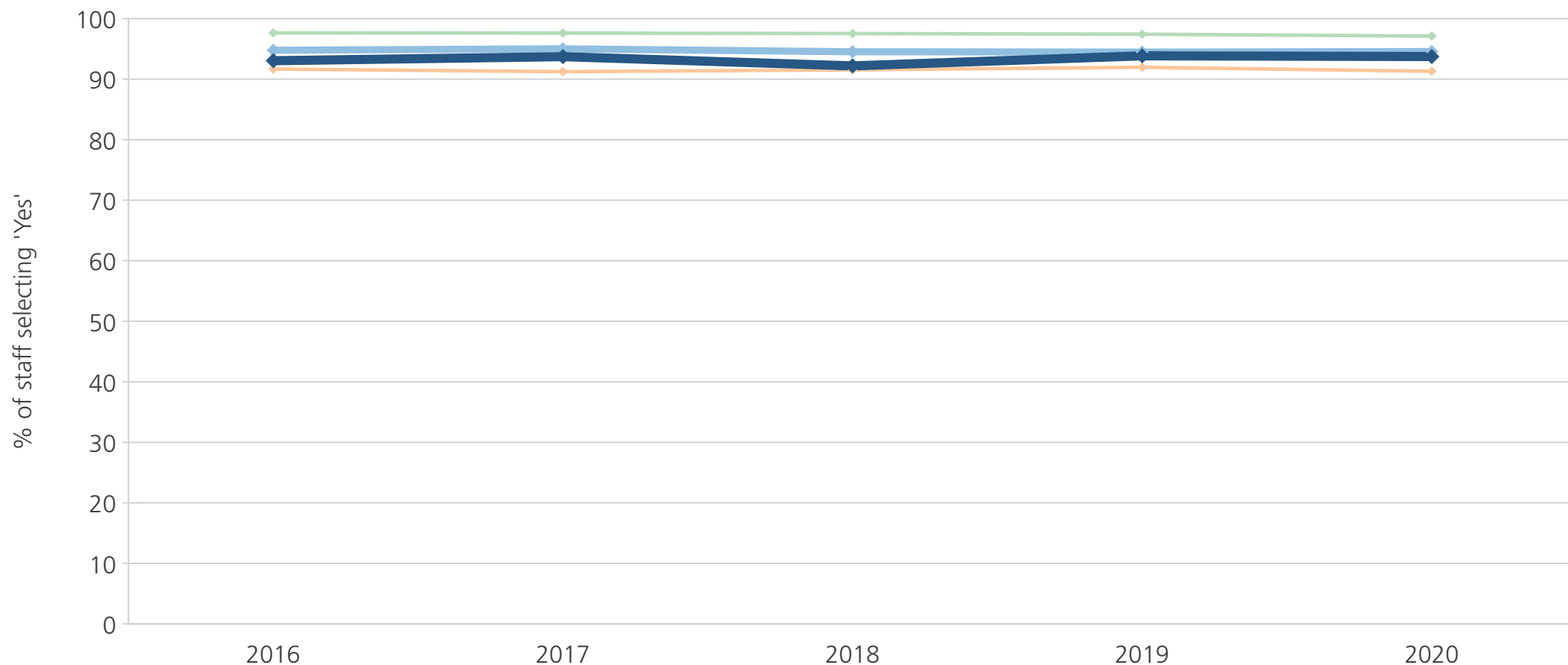
Best	92.9%	92.9%	93.6%	92.9%	93.0%
Your org	85.4%	87.3%	88.5%	87.5%	86.3%
Average	88.0%	88.0%	88.4%	88.6%	88.2%
Worst	80.8%	81.7%	81.3%	79.8%	81.2%
Responses	440	1,894	1,920	2,131	2,605



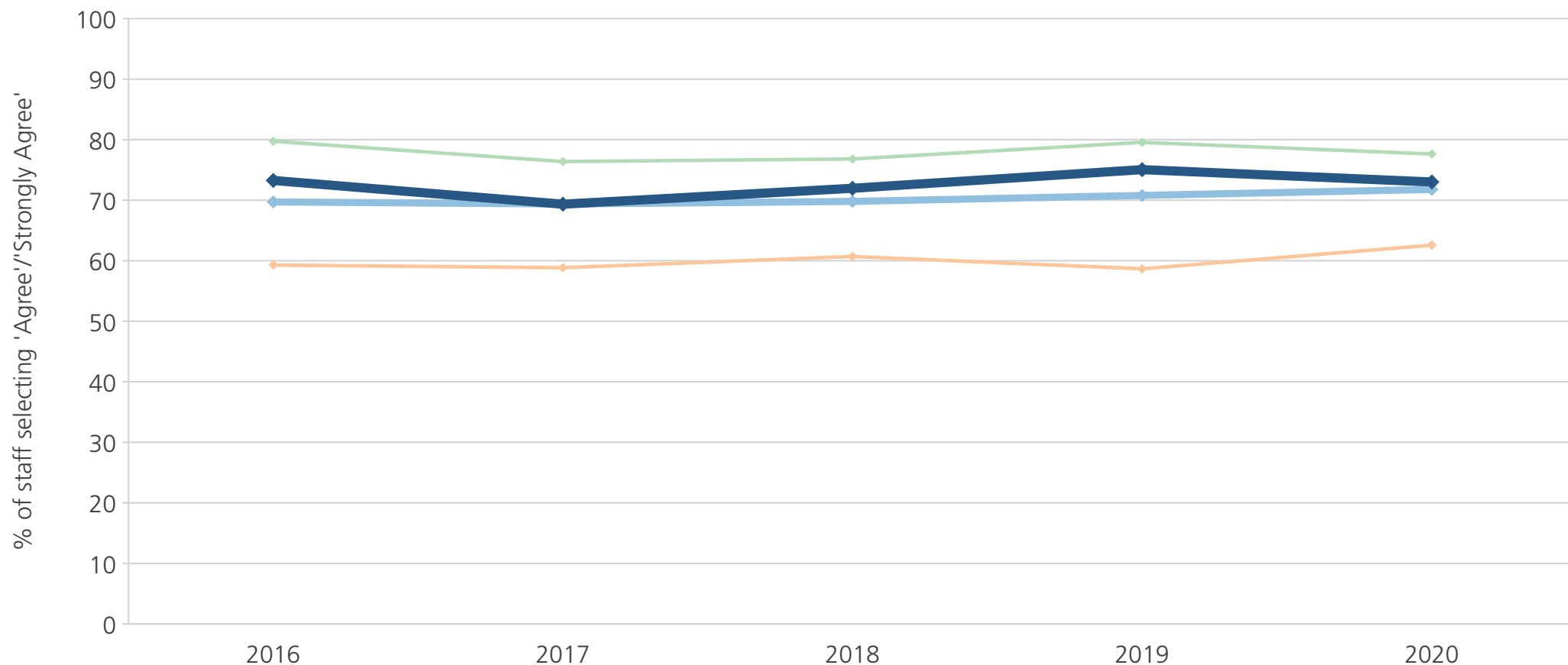
	2016	2017	2018	2019	2020
Best	80.3%	79.0%	82.2%	82.7%	84.2%
Your org	70.7%	69.6%	72.7%	75.0%	74.6%
Average	68.5%	68.8%	69.9%	70.7%	72.7%
Worst	54.7%	52.4%	55.8%	53.9%	60.3%
Responses	417	1,775	1,726	1,949	2,429



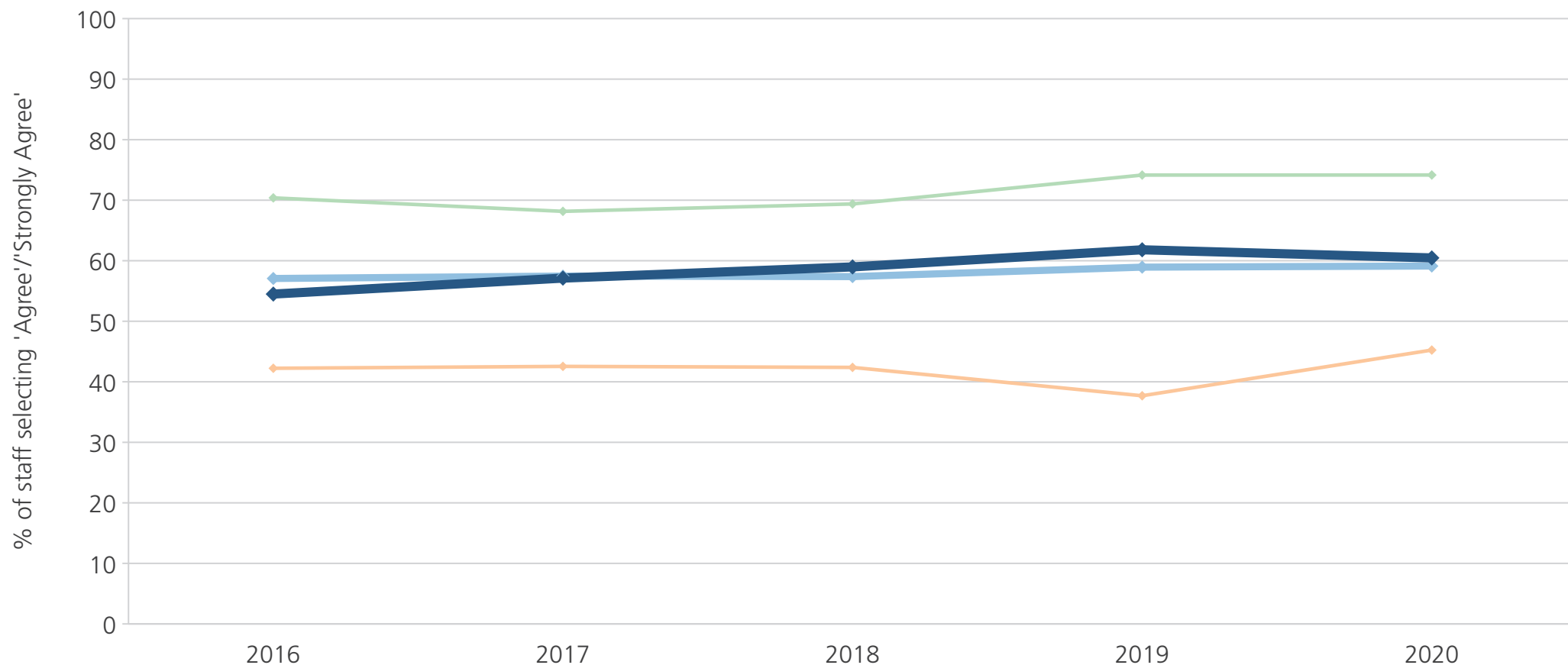
	2016	2017	2018	2019	2020
Best	73.2%	73.0%	72.3%	72.3%	72.6%
Your org	57.8%	56.4%	59.4%	63.4%	62.1%
Average	55.6%	56.5%	59.0%	61.2%	61.9%
Worst	40.8%	41.0%	43.2%	43.7%	46.7%
Responses	419	1,783	1,768	1,976	2,451



	2016	2017	2018	2019	2020
Best	97.6%	97.6%	97.5%	97.4%	97.1%
Your org	93.0%	93.7%	92.2%	93.8%	93.7%
Average	94.8%	95.0%	94.5%	94.5%	94.6%
Worst	91.7%	91.2%	91.5%	92.0%	91.3%
Responses	422	1,773	1,791	2,033	2,458



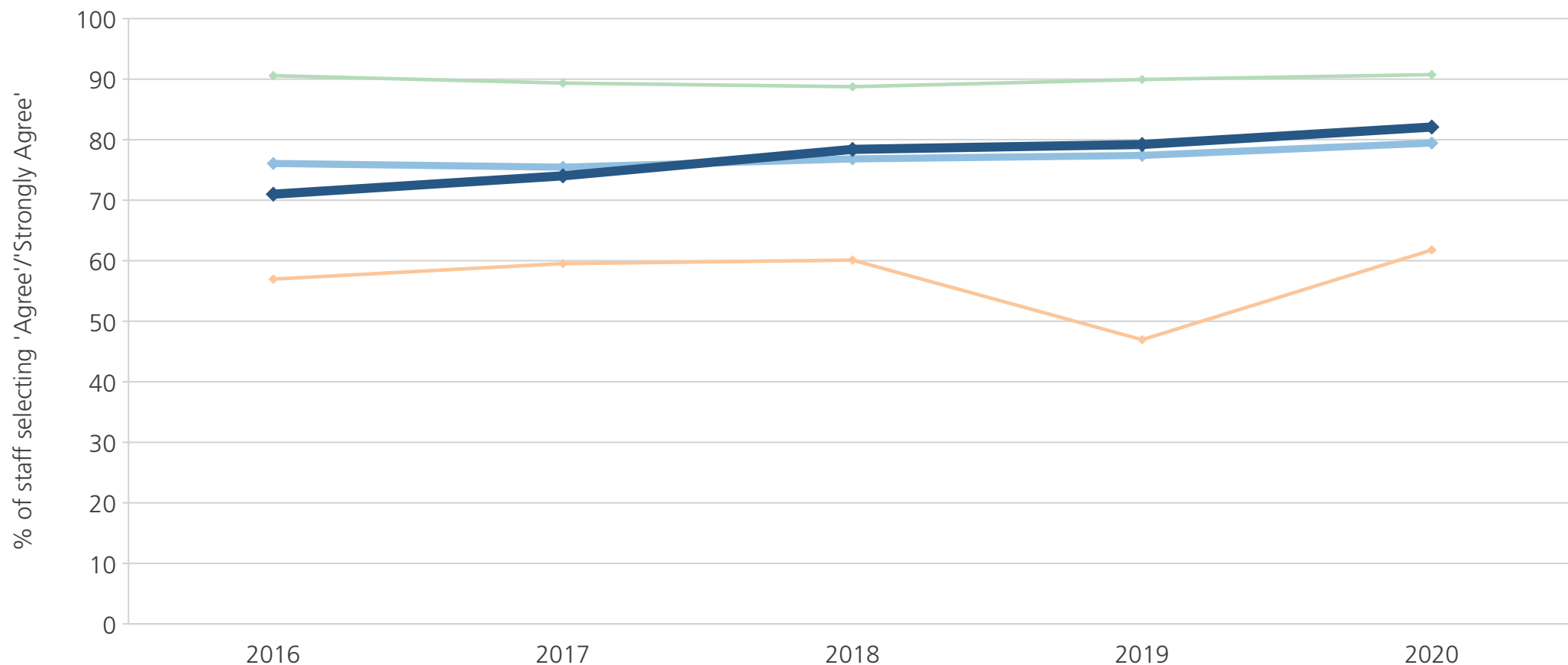
	2016	2017	2018	2019	2020
Best	79.7%	76.4%	76.8%	79.6%	77.6%
Your org	73.3%	69.3%	72.0%	75.0%	73.0%
Average	69.7%	69.4%	69.8%	70.8%	71.8%
Worst	59.3%	58.8%	60.7%	58.7%	62.6%
Responses	447	1,969	2,013	2,229	2,720



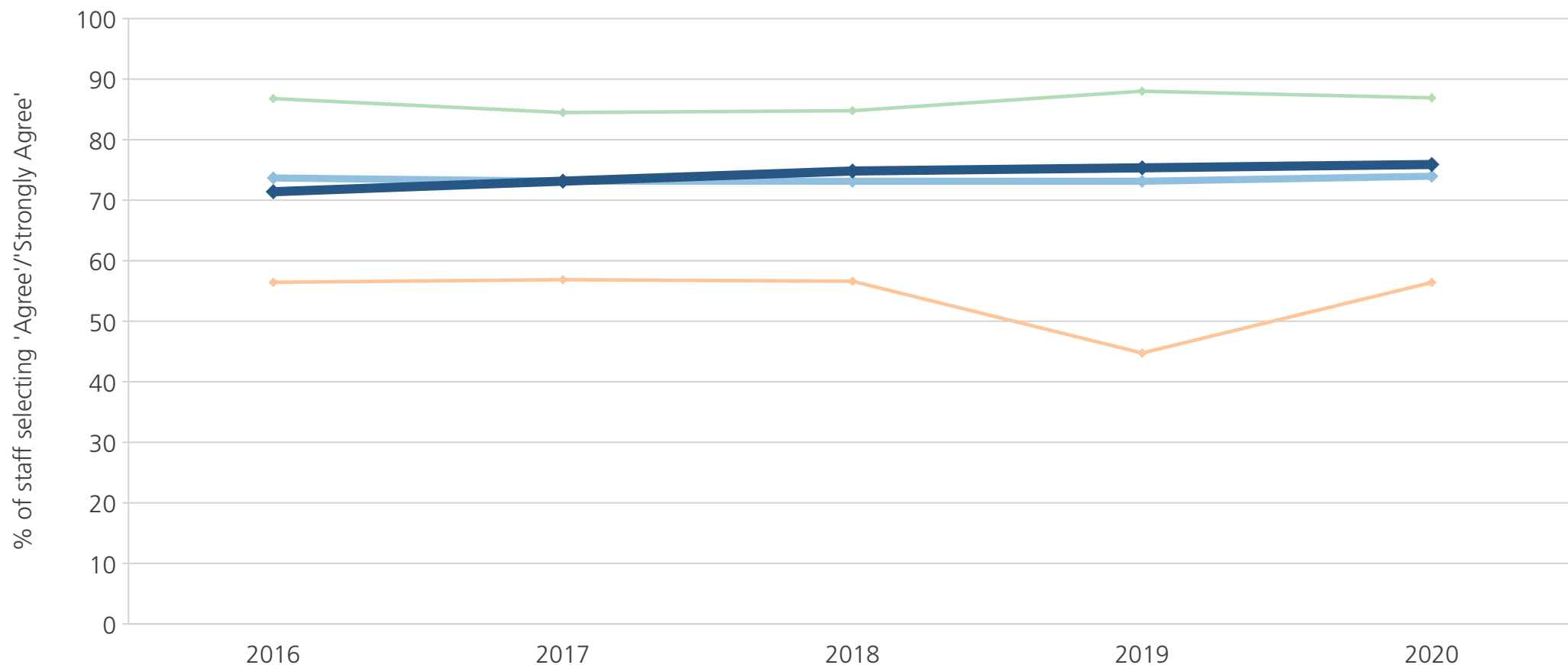
	2016	2017	2018	2019	2020
Best	70.4%	68.2%	69.4%	74.2%	74.2%
Your org	54.5%	57.1%	59.0%	61.8%	60.5%
Average	57.1%	57.5%	57.4%	58.9%	59.1%
Worst	42.2%	42.5%	42.4%	37.7%	45.2%
Responses	448	1,967	2,006	2,229	2,718

Question results – Your organisation

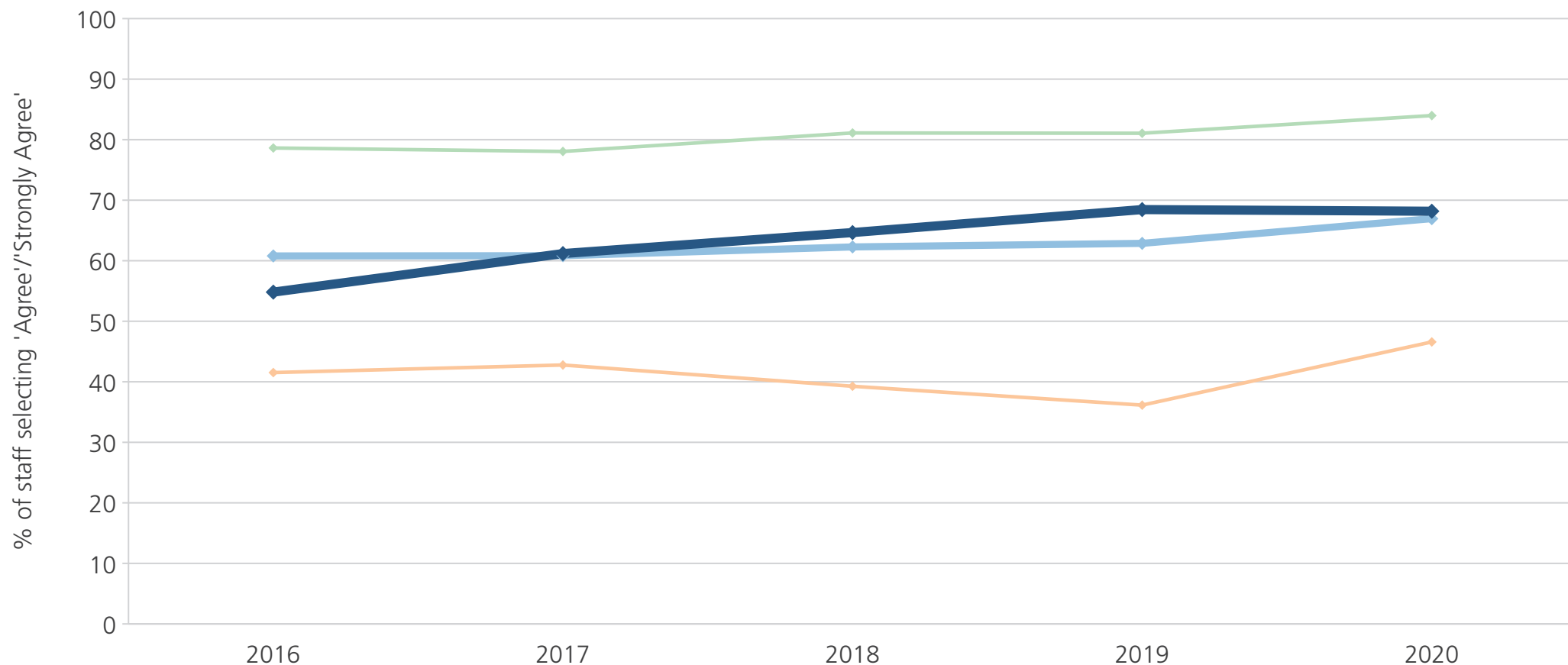
Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



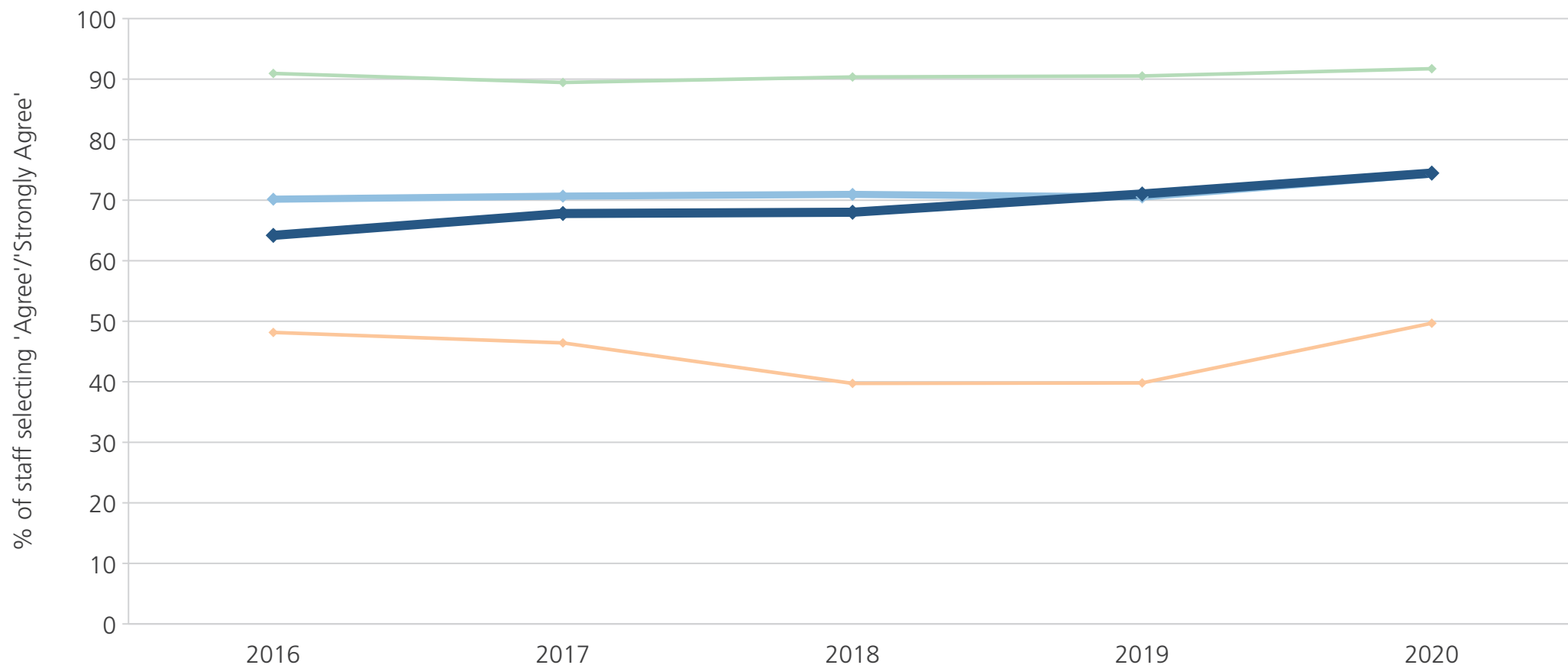
Best	90.6%	89.3%	88.7%	89.9%	90.7%
Your org	71.0%	74.0%	78.4%	79.2%	82.1%
Average	76.1%	75.5%	76.8%	77.4%	79.4%
Worst	57.0%	59.5%	60.1%	47.0%	61.8%
Responses	459	1,964	2,012	2,230	2,726



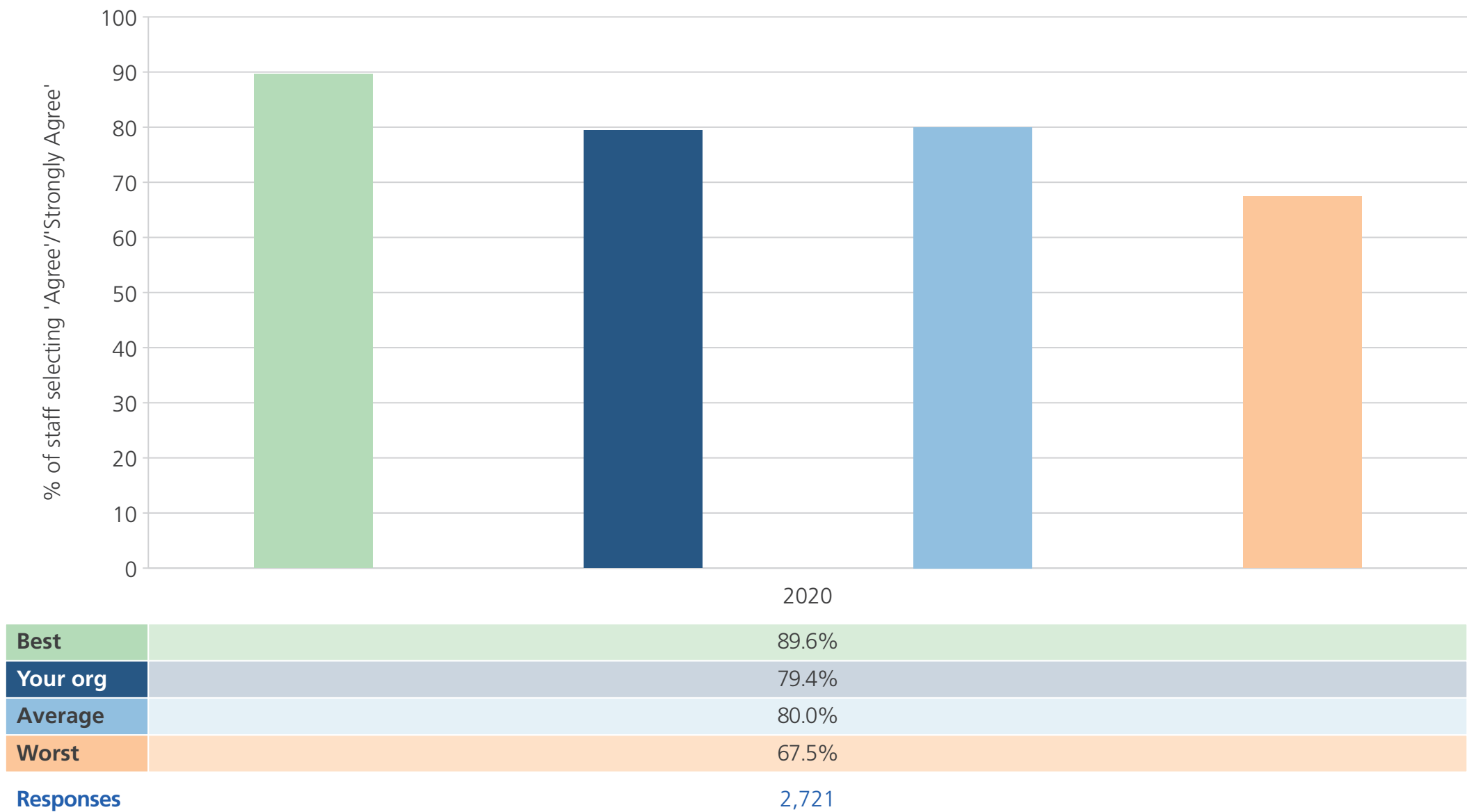
Best	86.8%	84.5%	84.8%	88.0%	86.9%
Your org	71.4%	73.1%	74.8%	75.3%	75.9%
Average	73.7%	73.1%	73.1%	73.1%	74.0%
Worst	56.4%	56.9%	56.6%	44.8%	56.4%
Responses	455	1,950	2,003	2,226	2,723

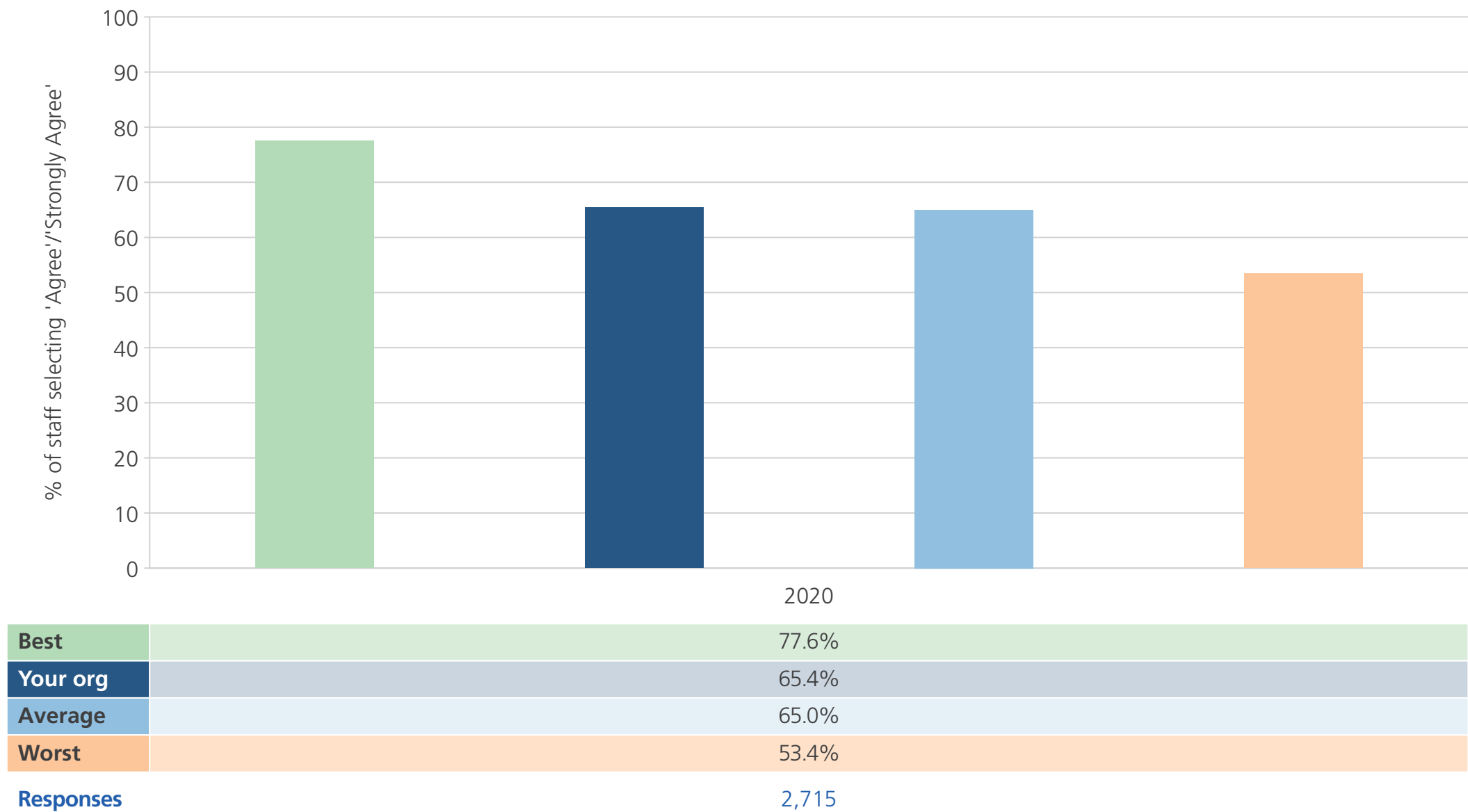


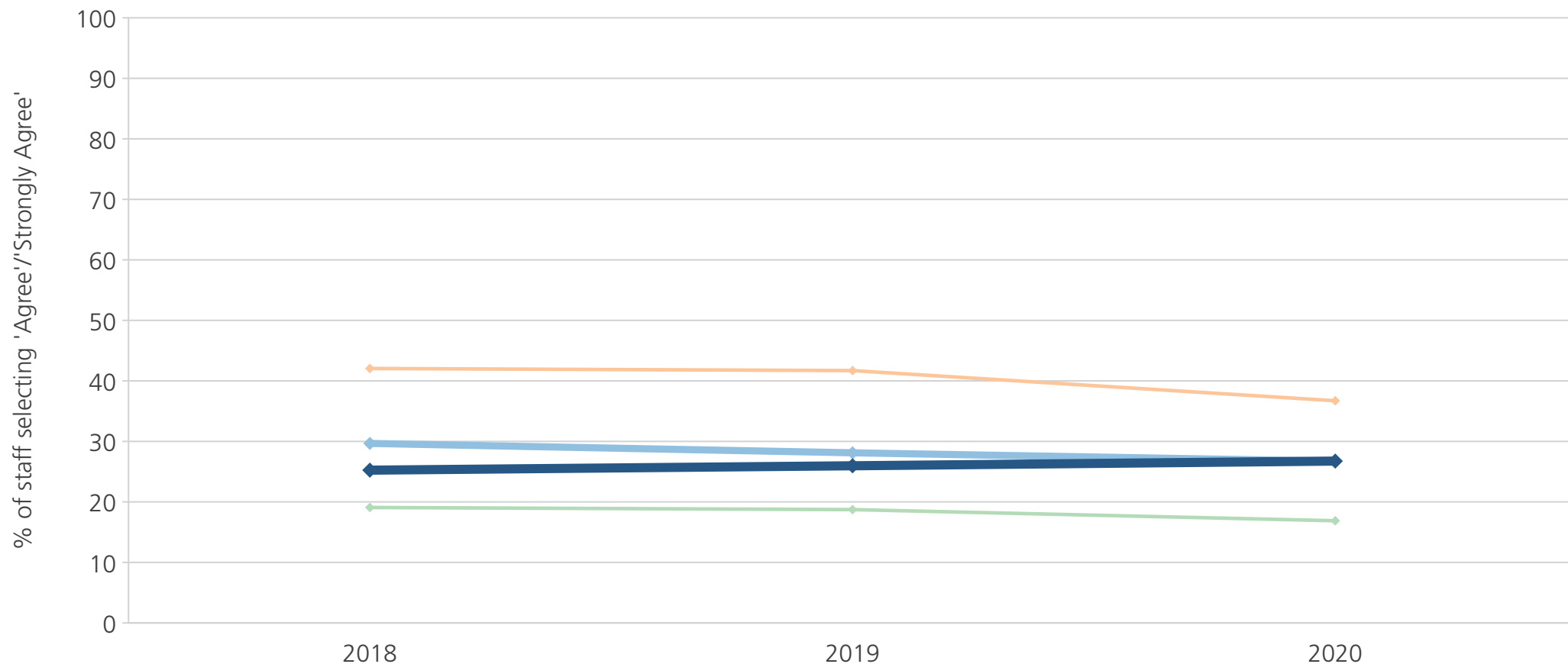
	2016	2017	2018	2019	2020
Best	78.6%	78.1%	81.1%	81.1%	84.0%
Your org	54.8%	61.2%	64.7%	68.4%	68.2%
Average	60.8%	60.8%	62.3%	62.9%	66.9%
Worst	41.5%	42.8%	39.3%	36.1%	46.6%
Responses	459	1,954	2,011	2,226	2,717



	2016	2017	2018	2019	2020
Best	90.9%	89.4%	90.4%	90.5%	91.7%
Your org	64.2%	67.8%	68.0%	71.0%	74.5%
Average	70.2%	70.7%	71.0%	70.5%	74.3%
Worst	48.2%	46.4%	39.7%	39.8%	49.7%
Responses	453	1,949	1,997	2,211	2,718







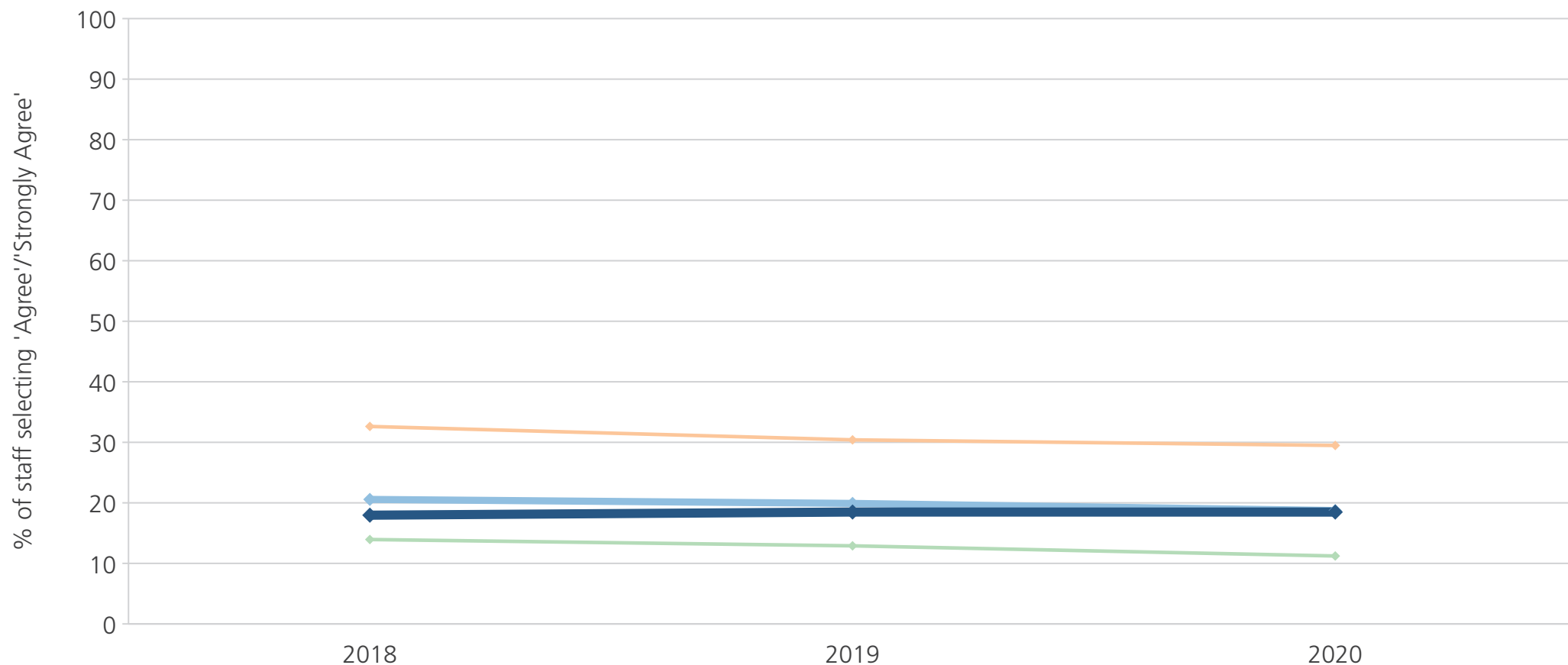
Worst	42.0%	41.7%	36.7%
Your org	25.2%	26.0%	26.7%
Average	29.7%	28.1%	26.7%
Best	19.1%	18.7%	16.9%

Responses

2,018

2,233

2,734



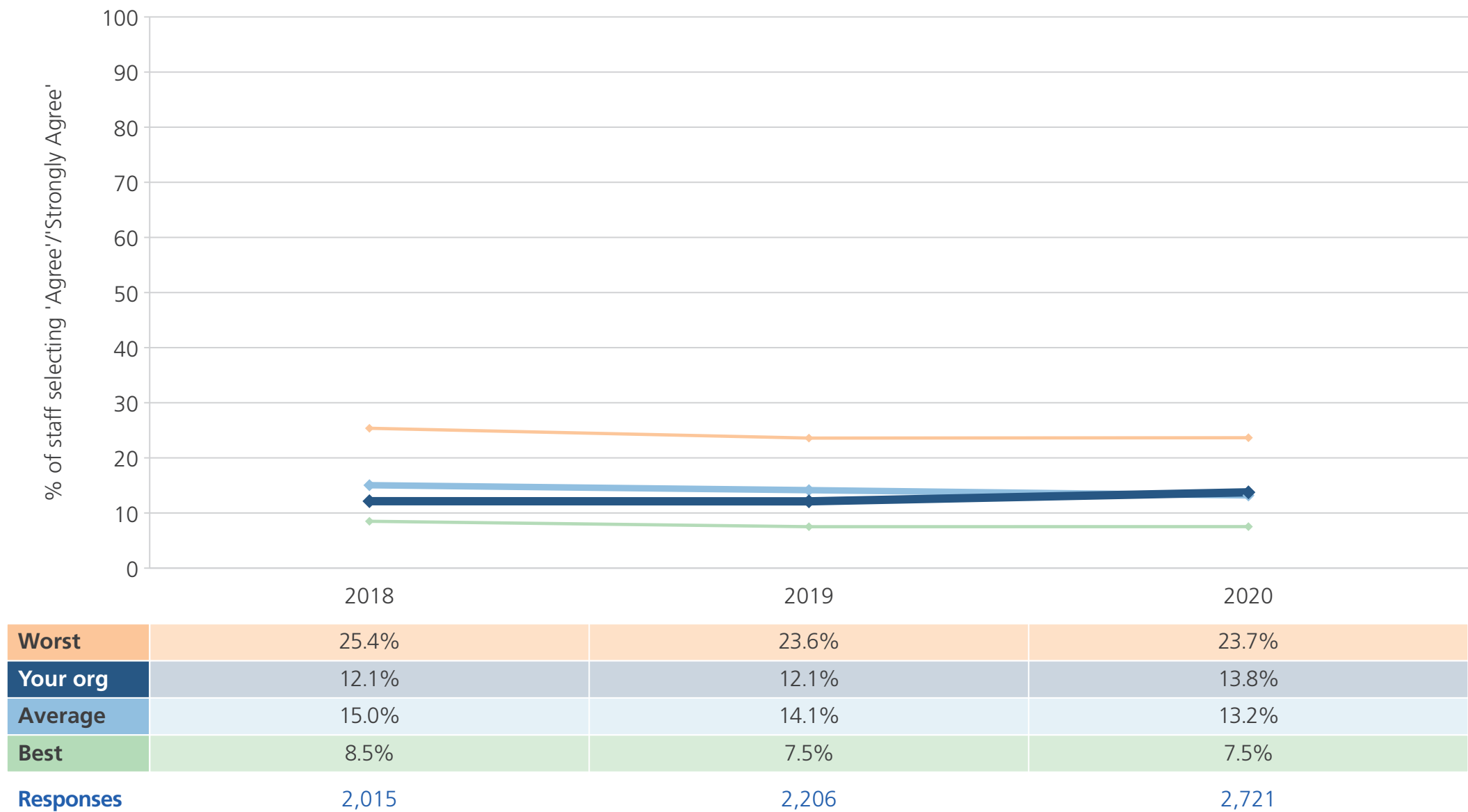
Worst	32.6%	30.4%	29.5%
Your org	18.0%	18.5%	18.5%
Average	20.6%	19.9%	18.7%
Best	13.9%	12.9%	11.2%

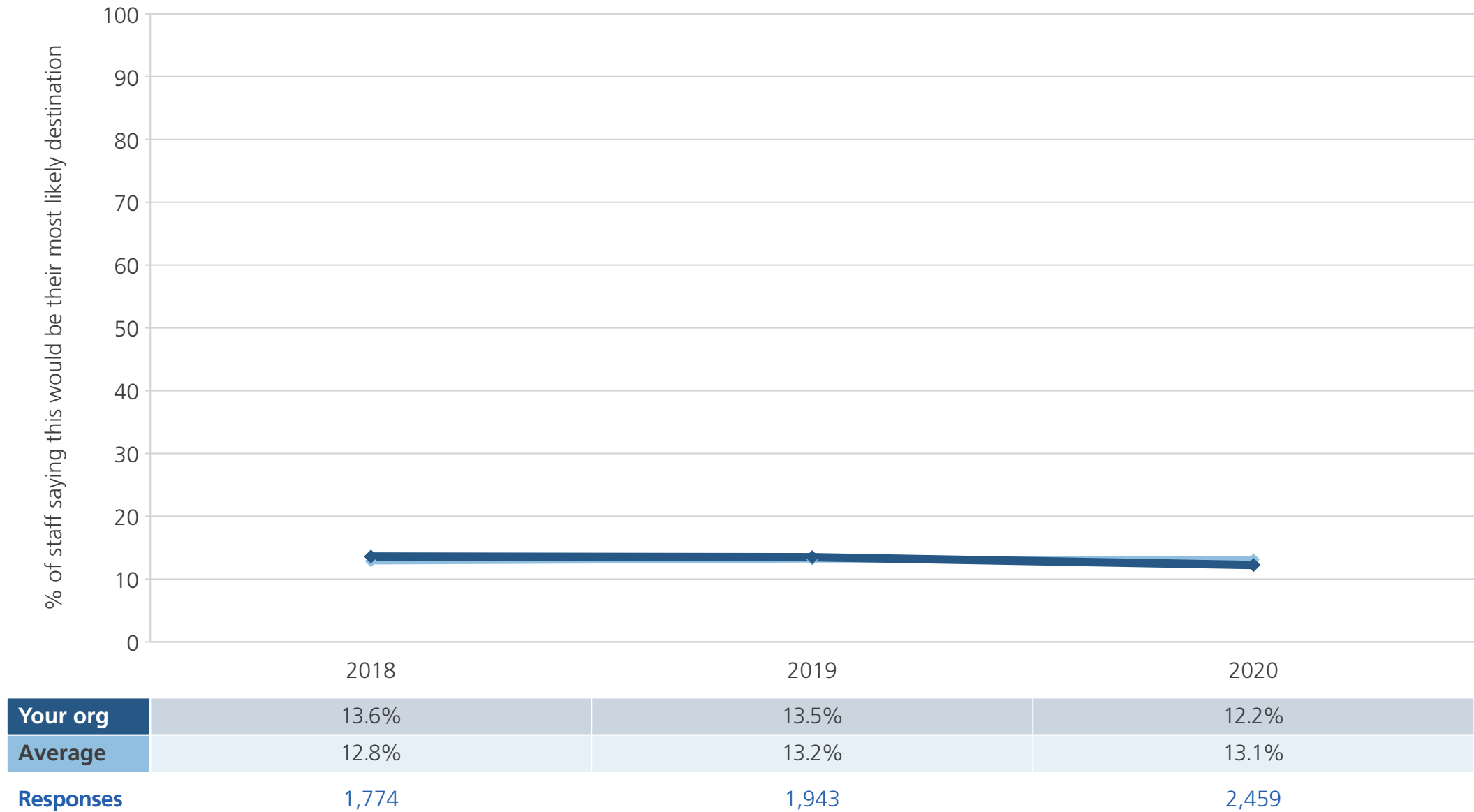
Responses

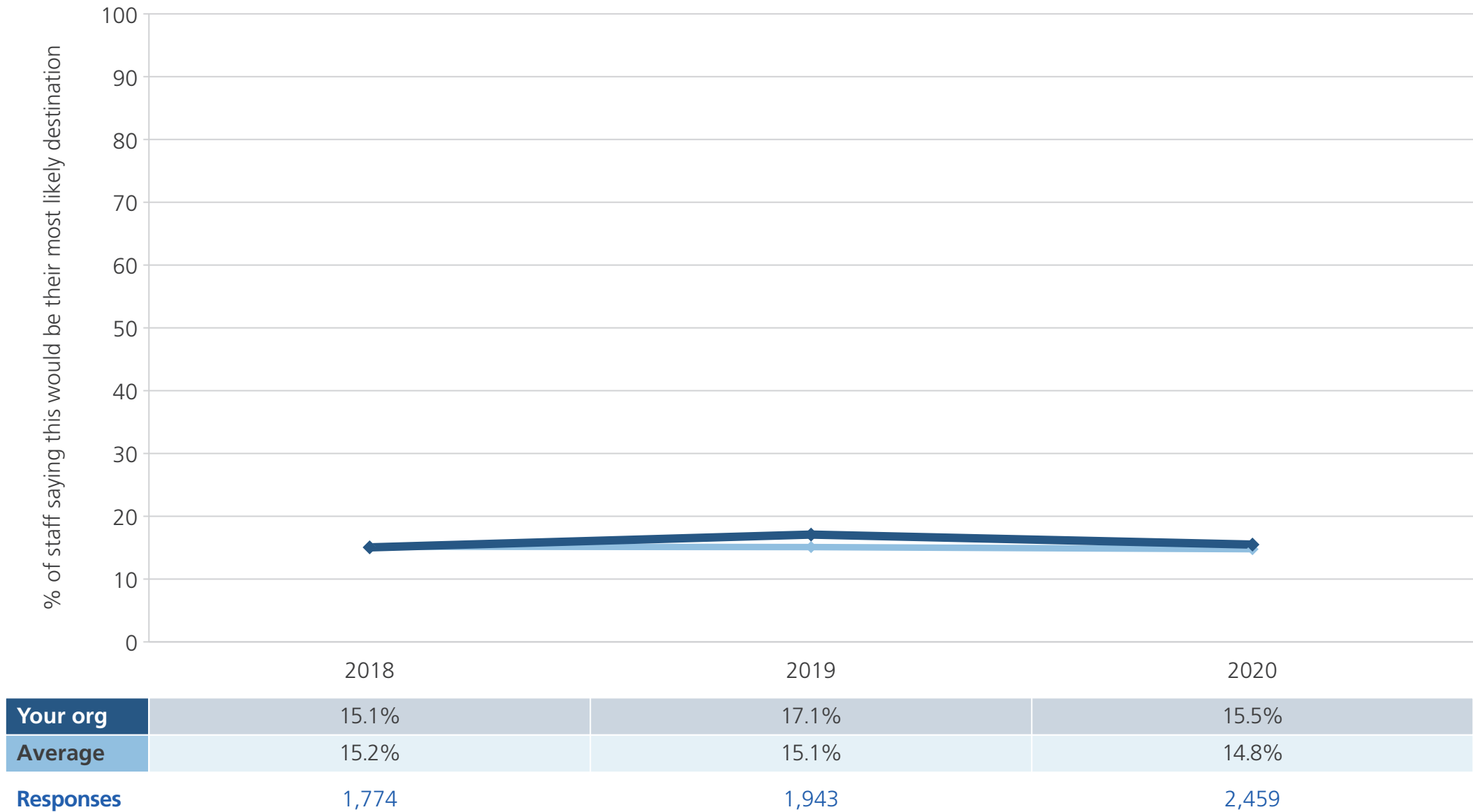
2,015

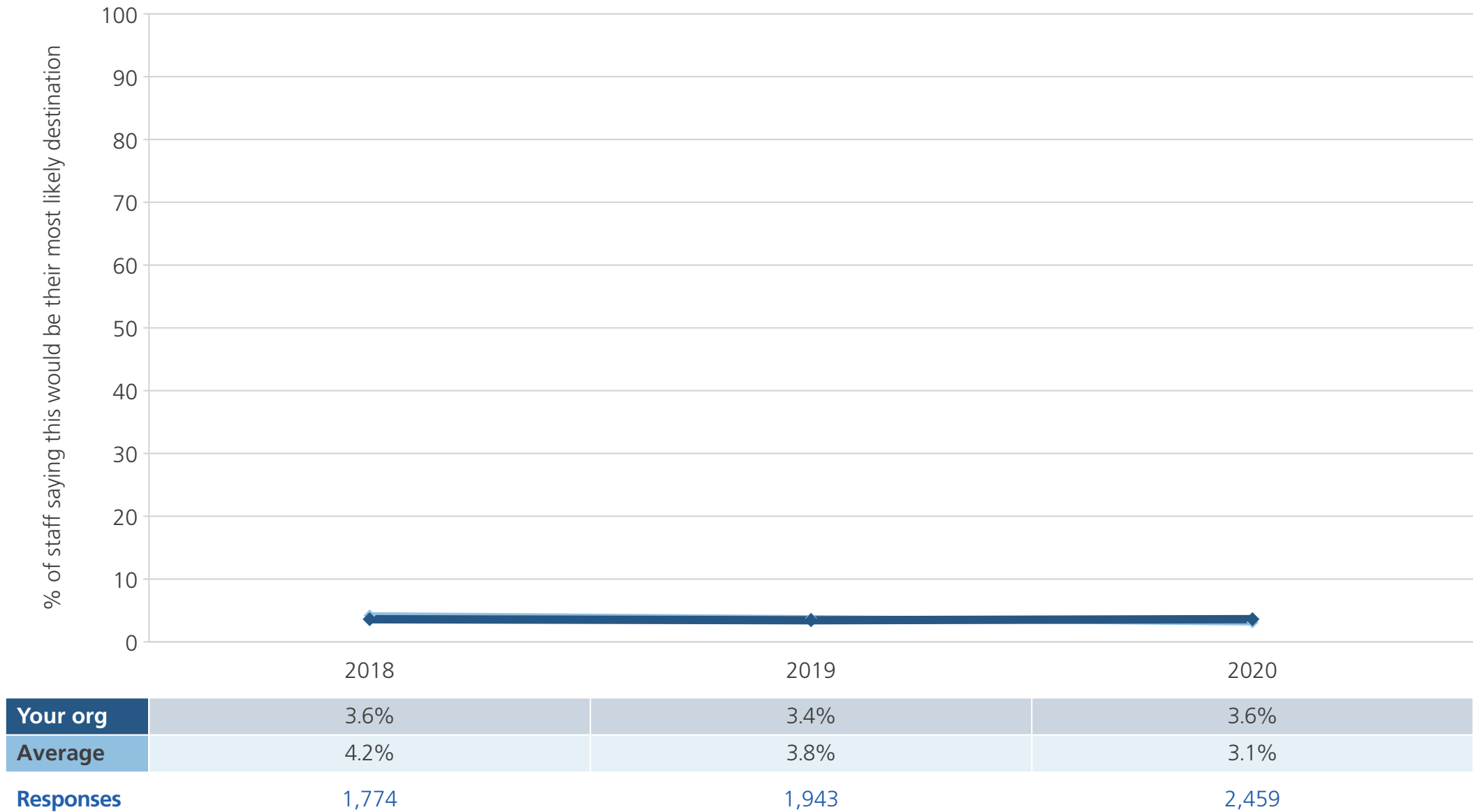
2,227

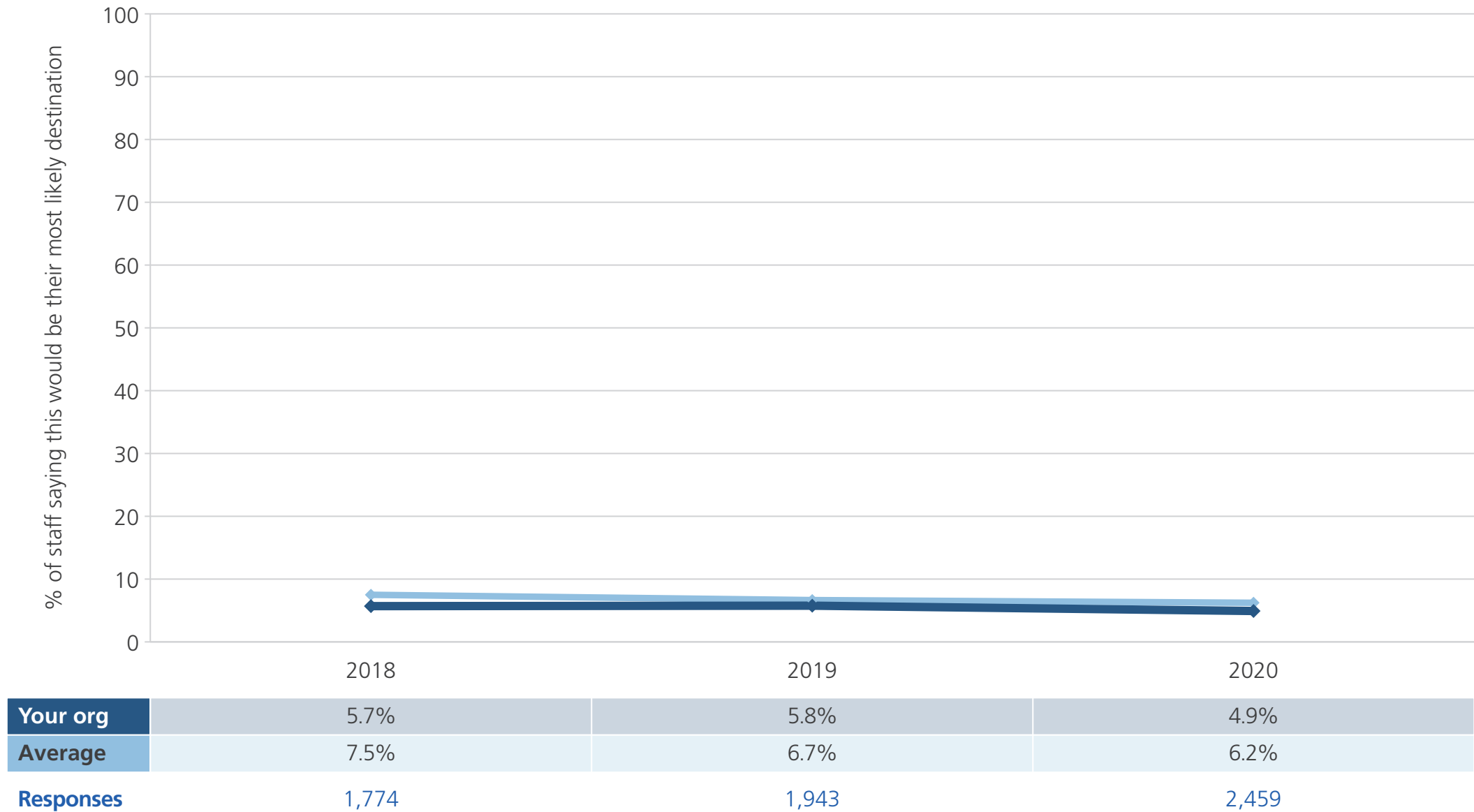
2,732

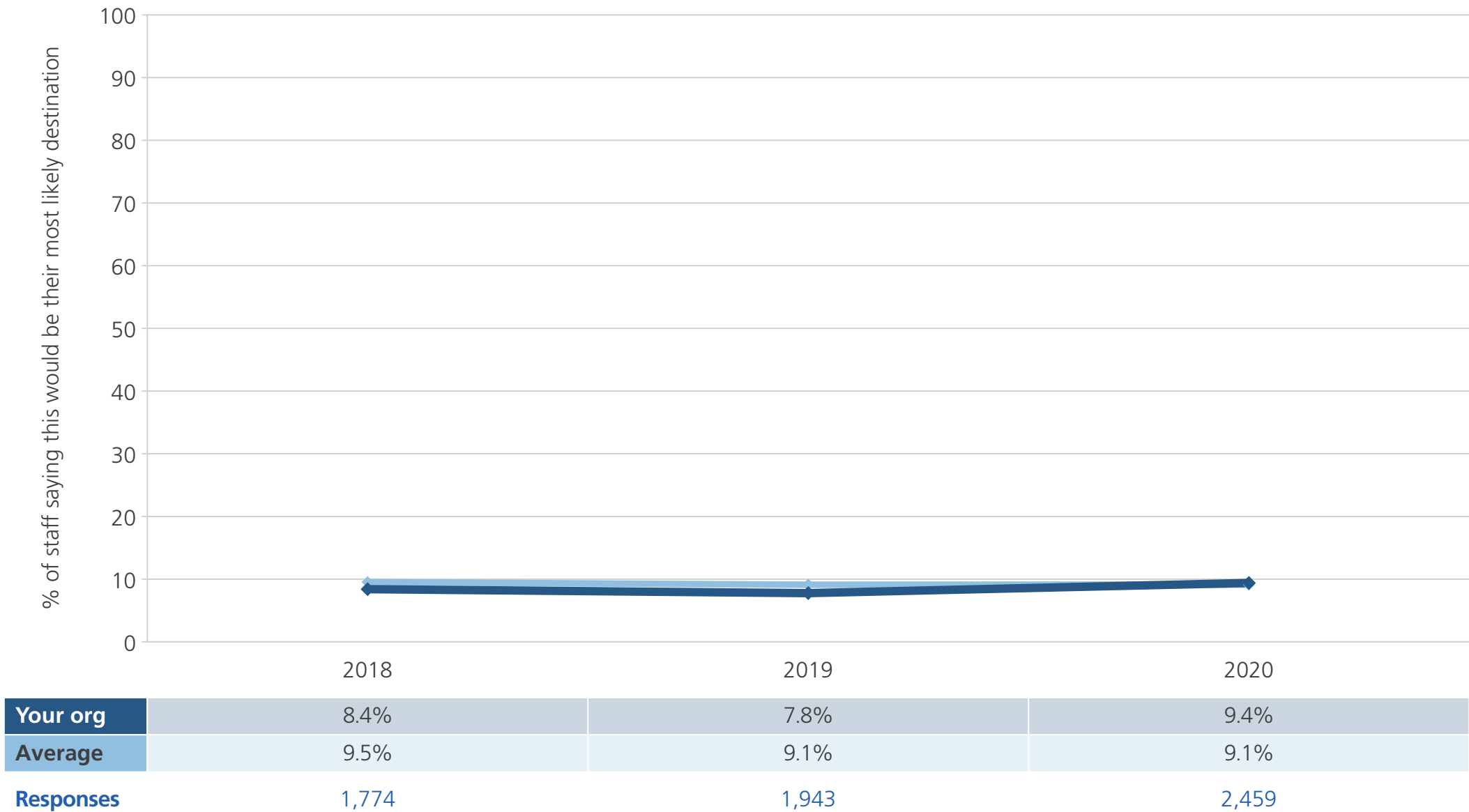


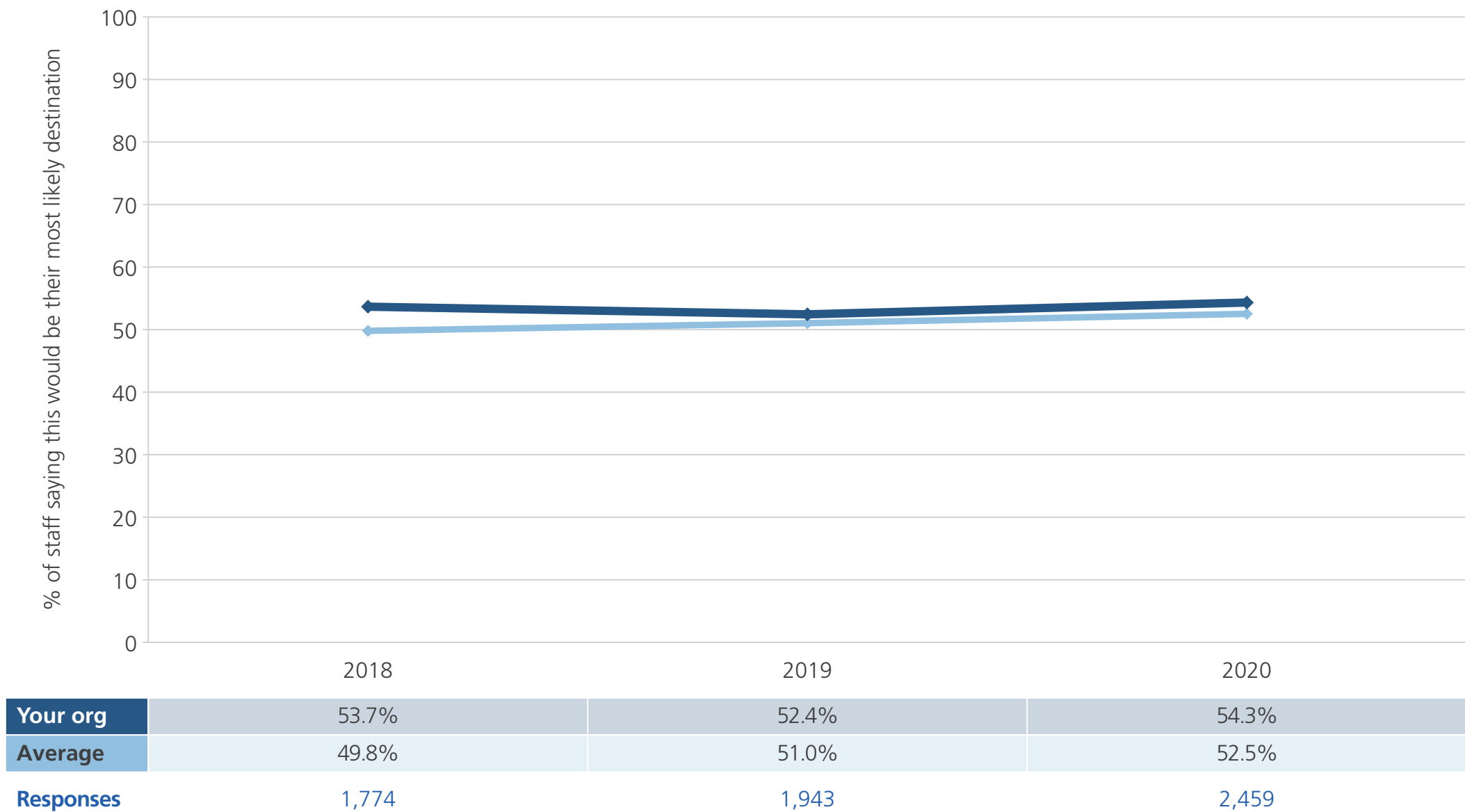






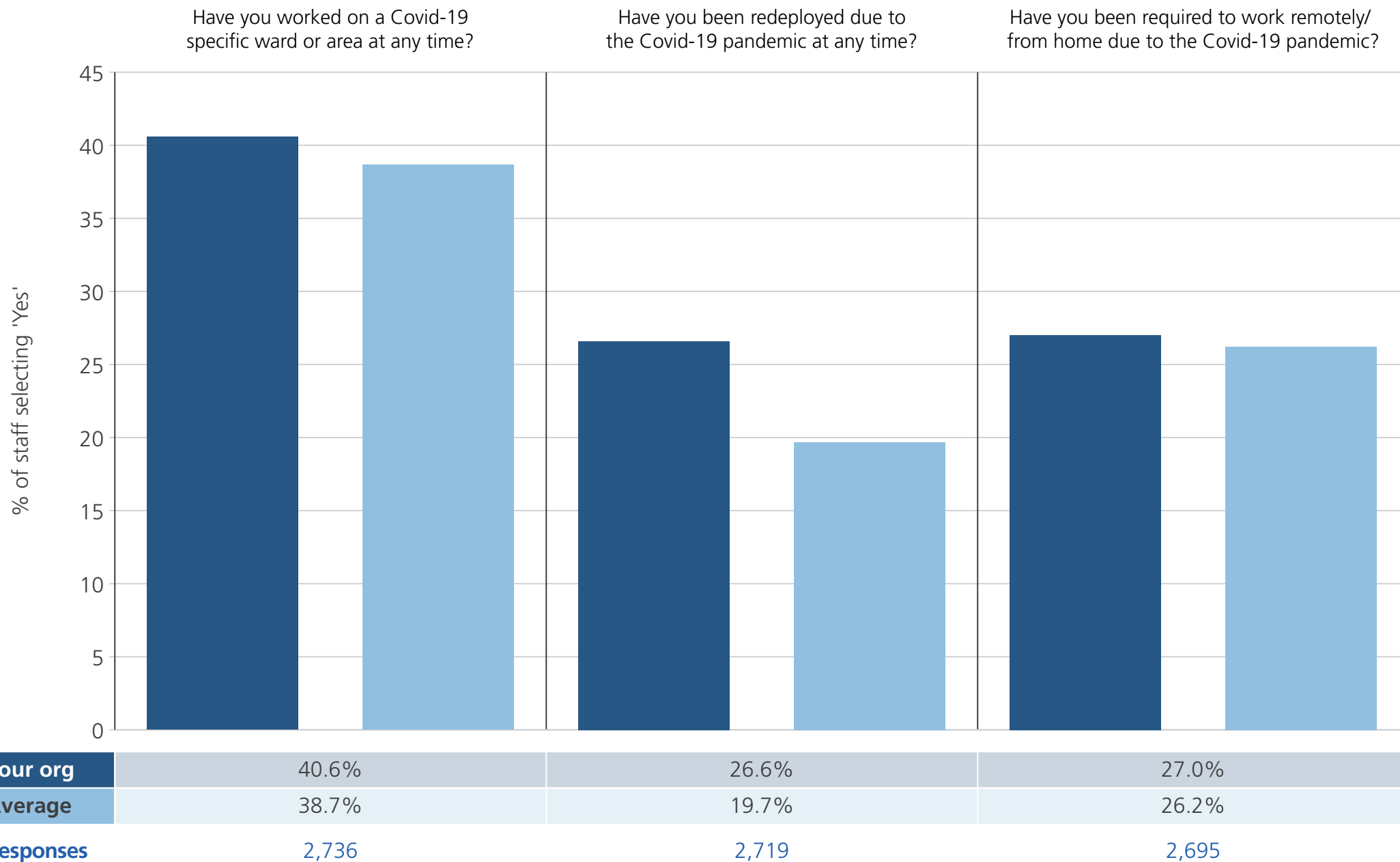


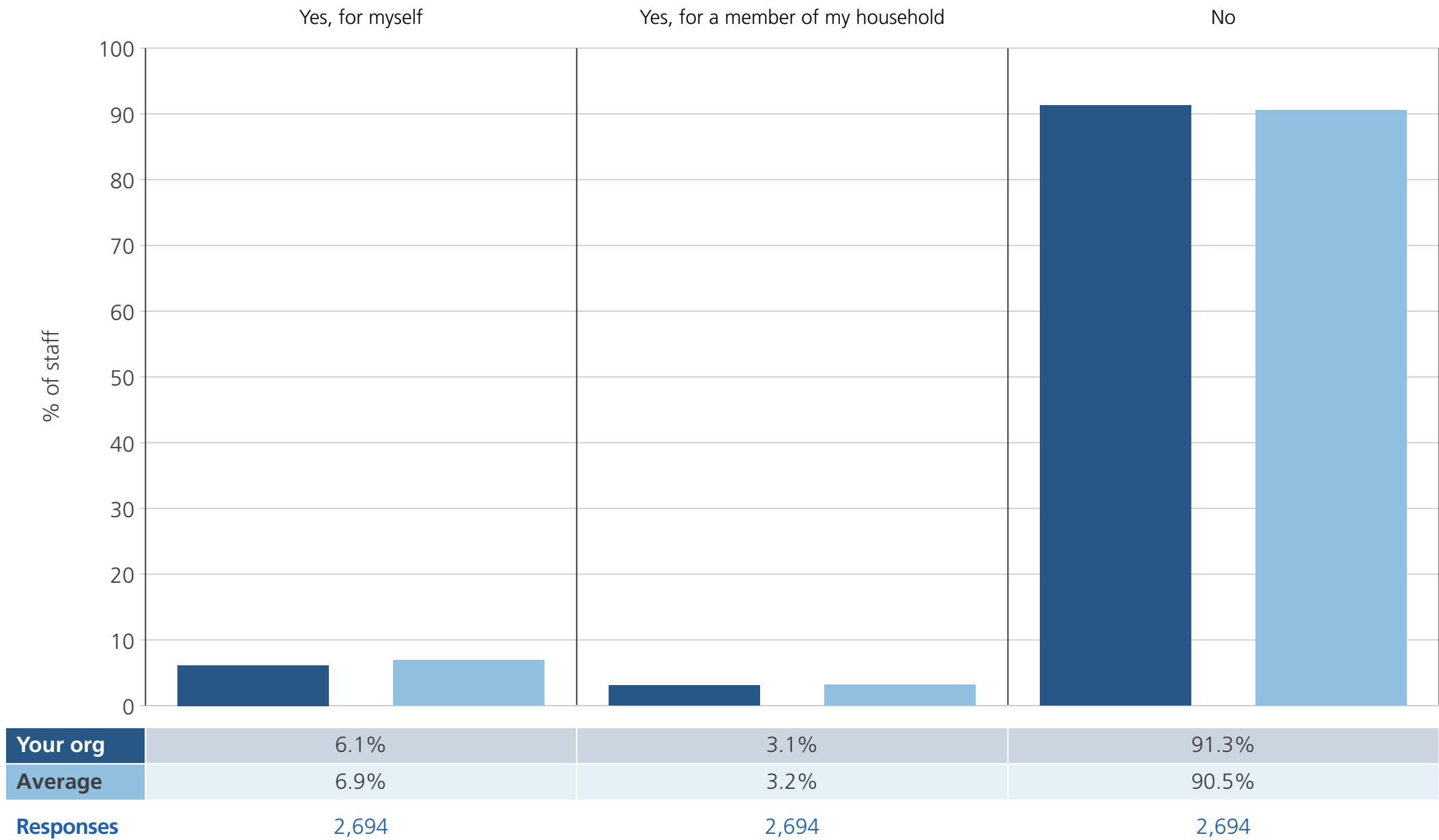




Question results – The Covid-19 pandemic

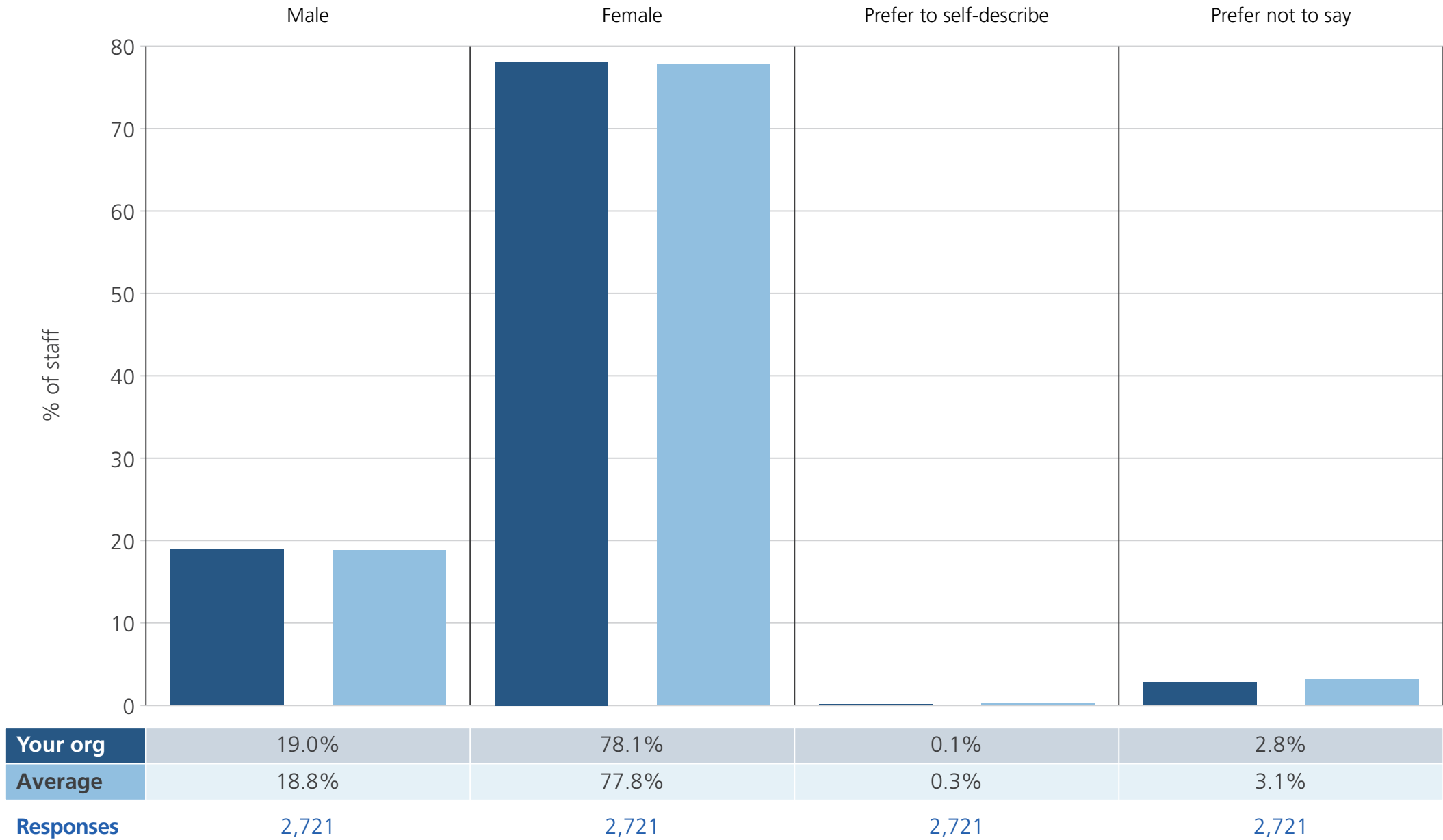
Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

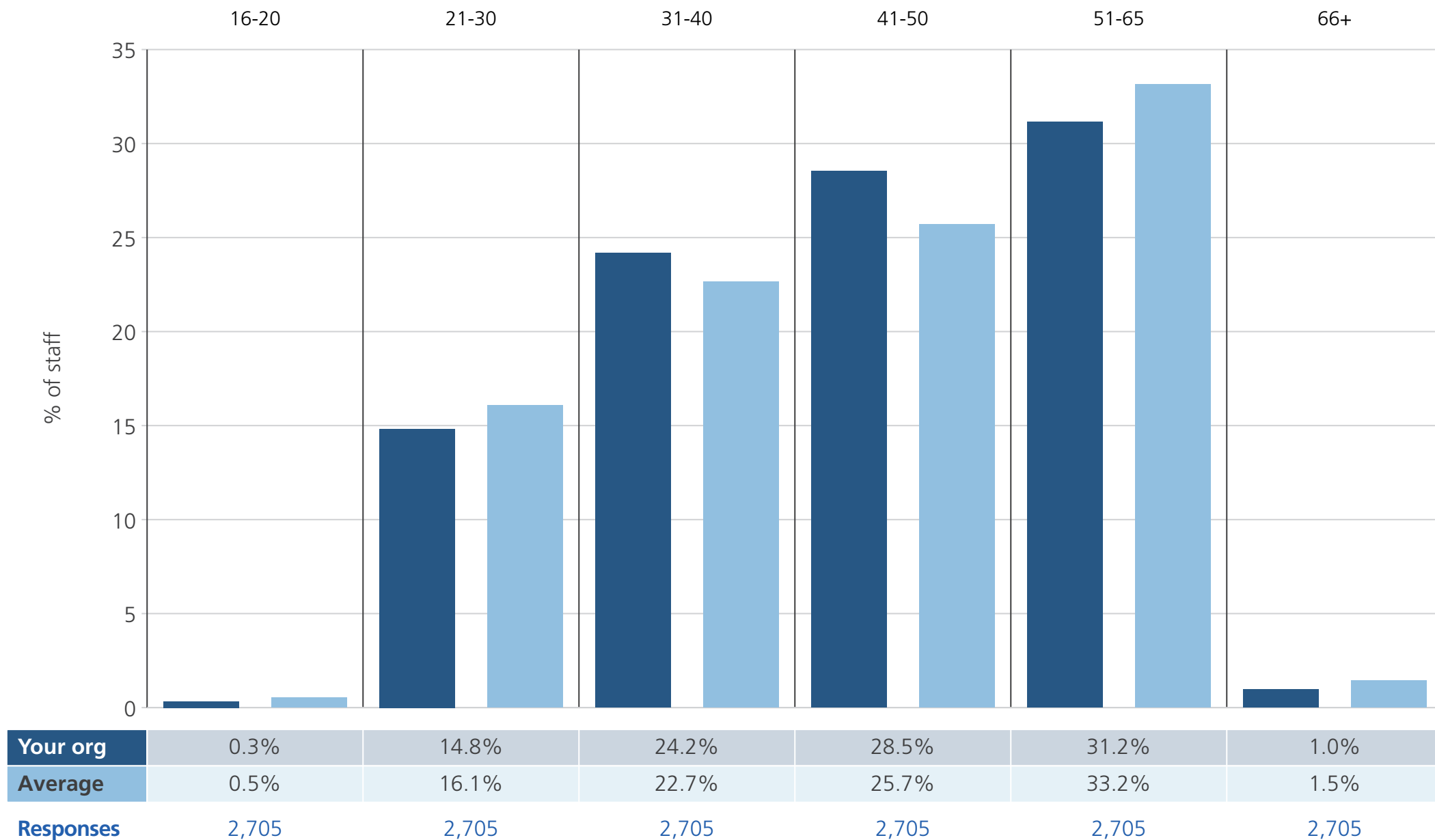


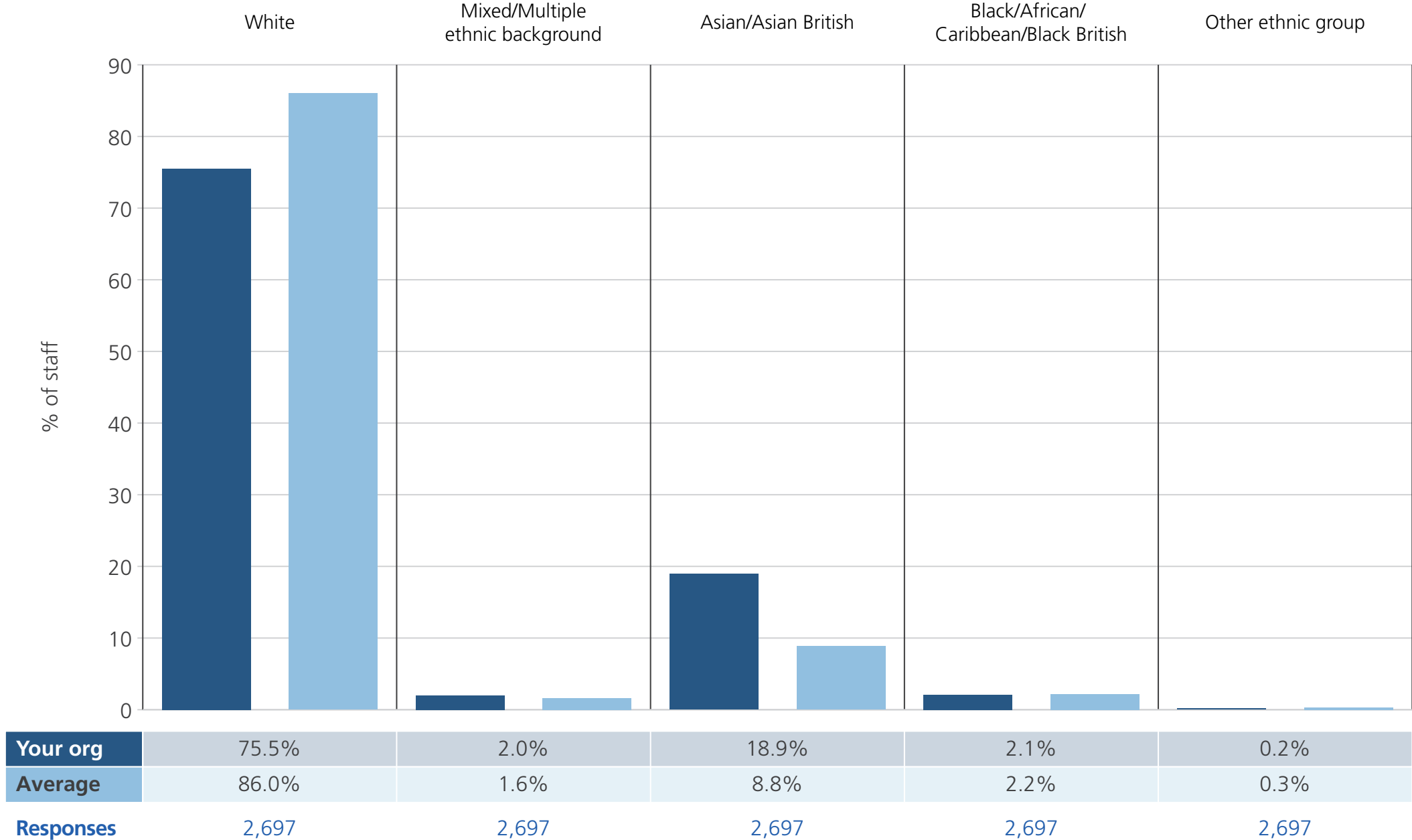


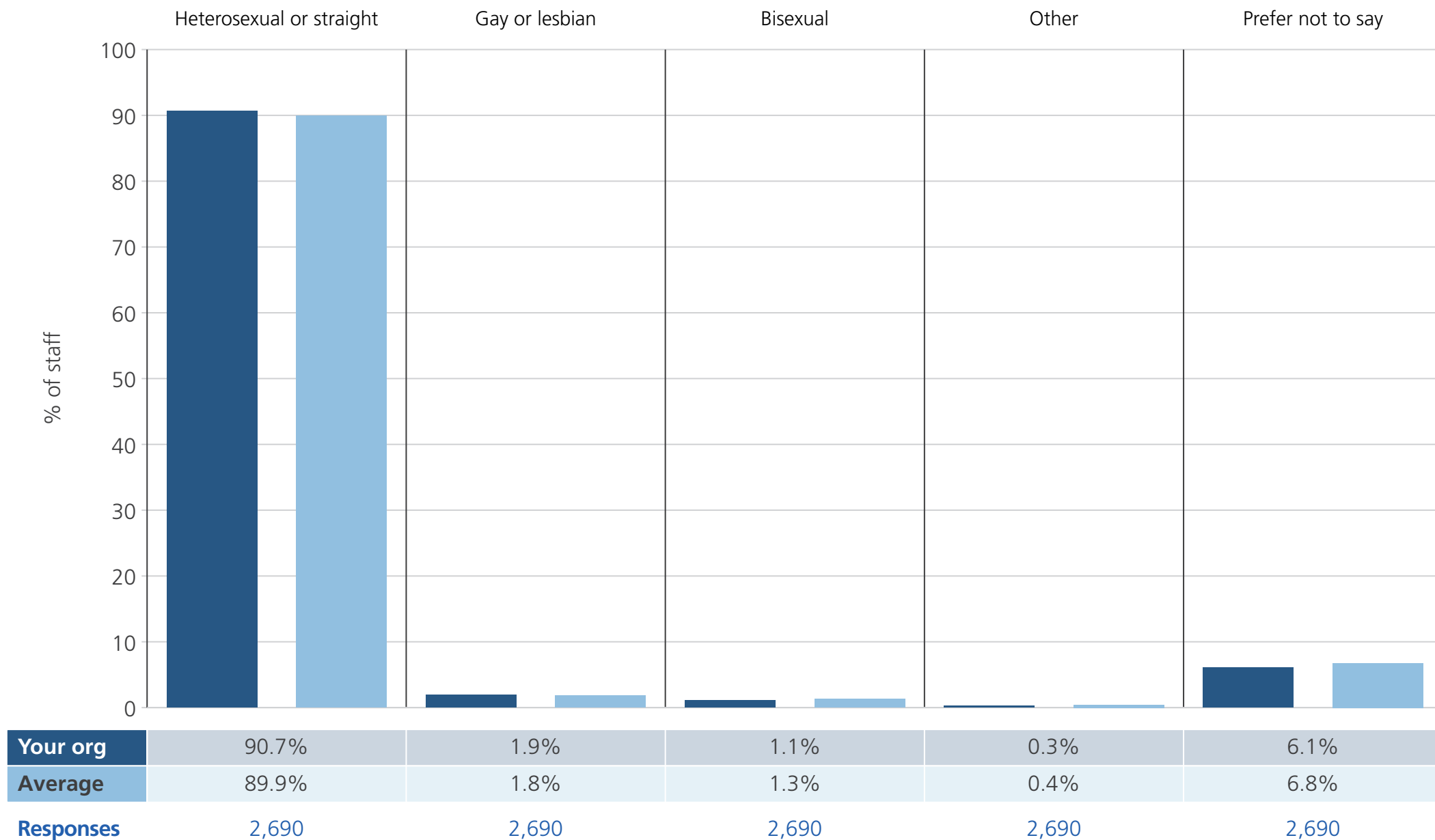
Question results – Background details

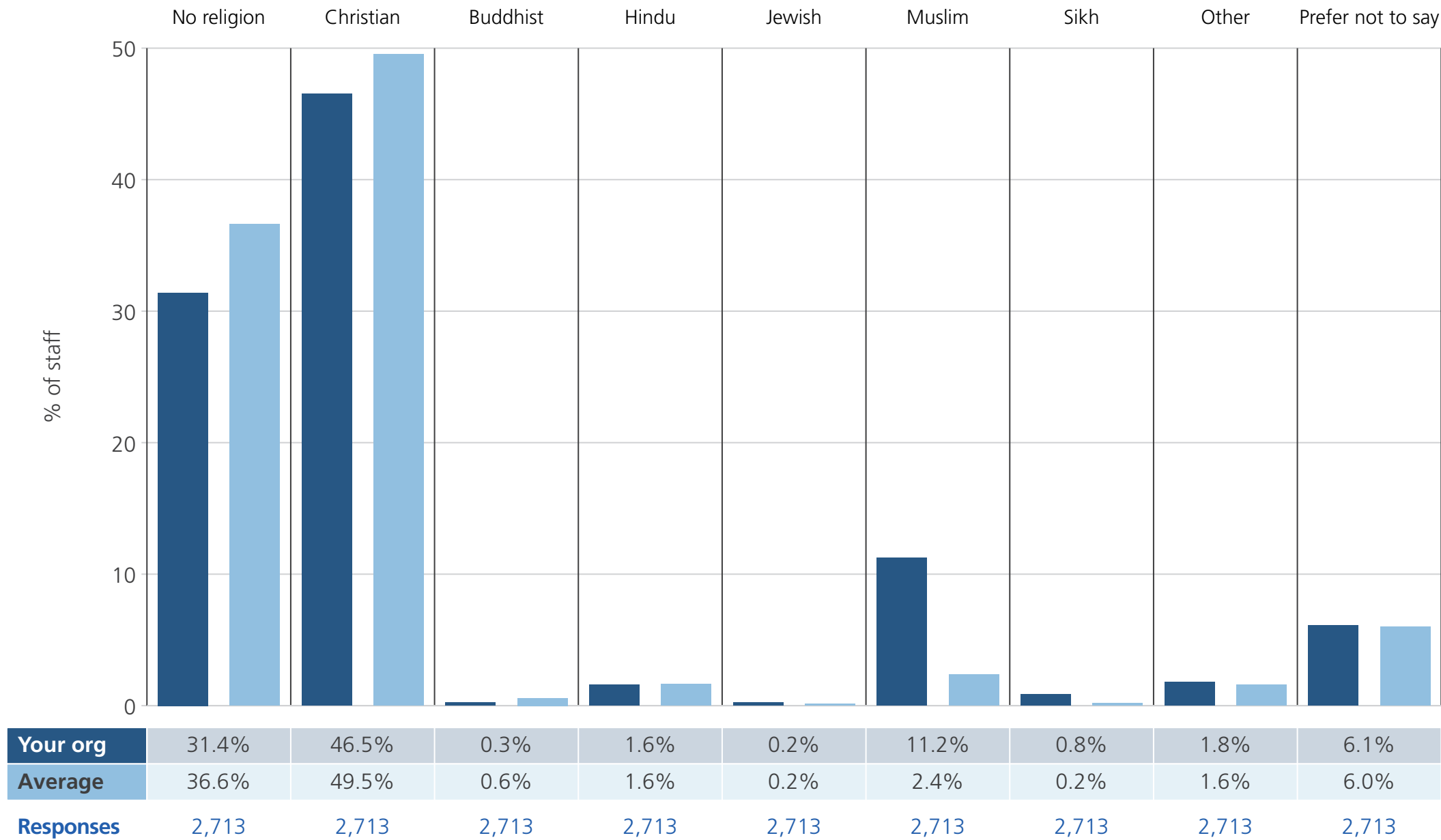
Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results





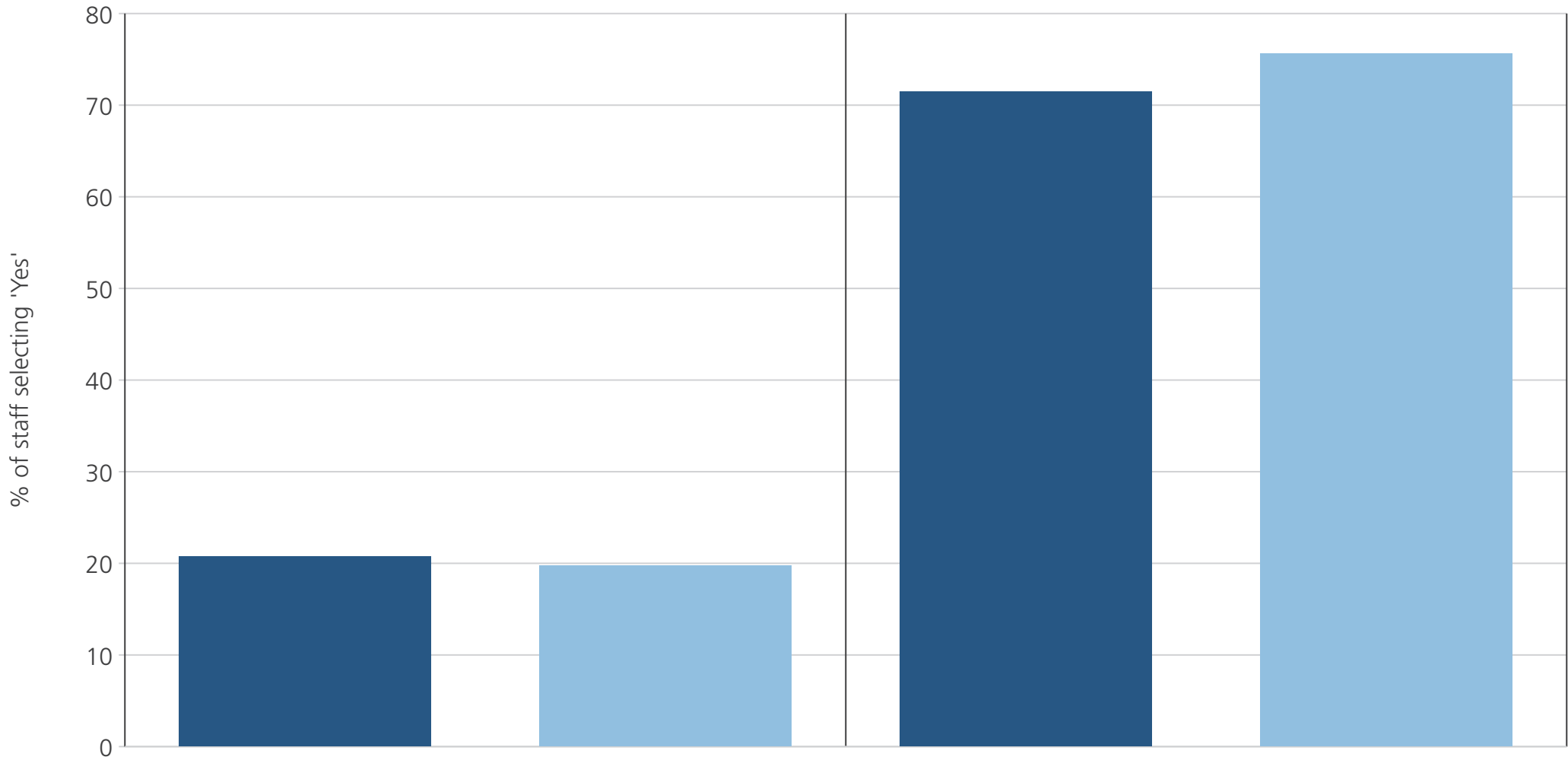






Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

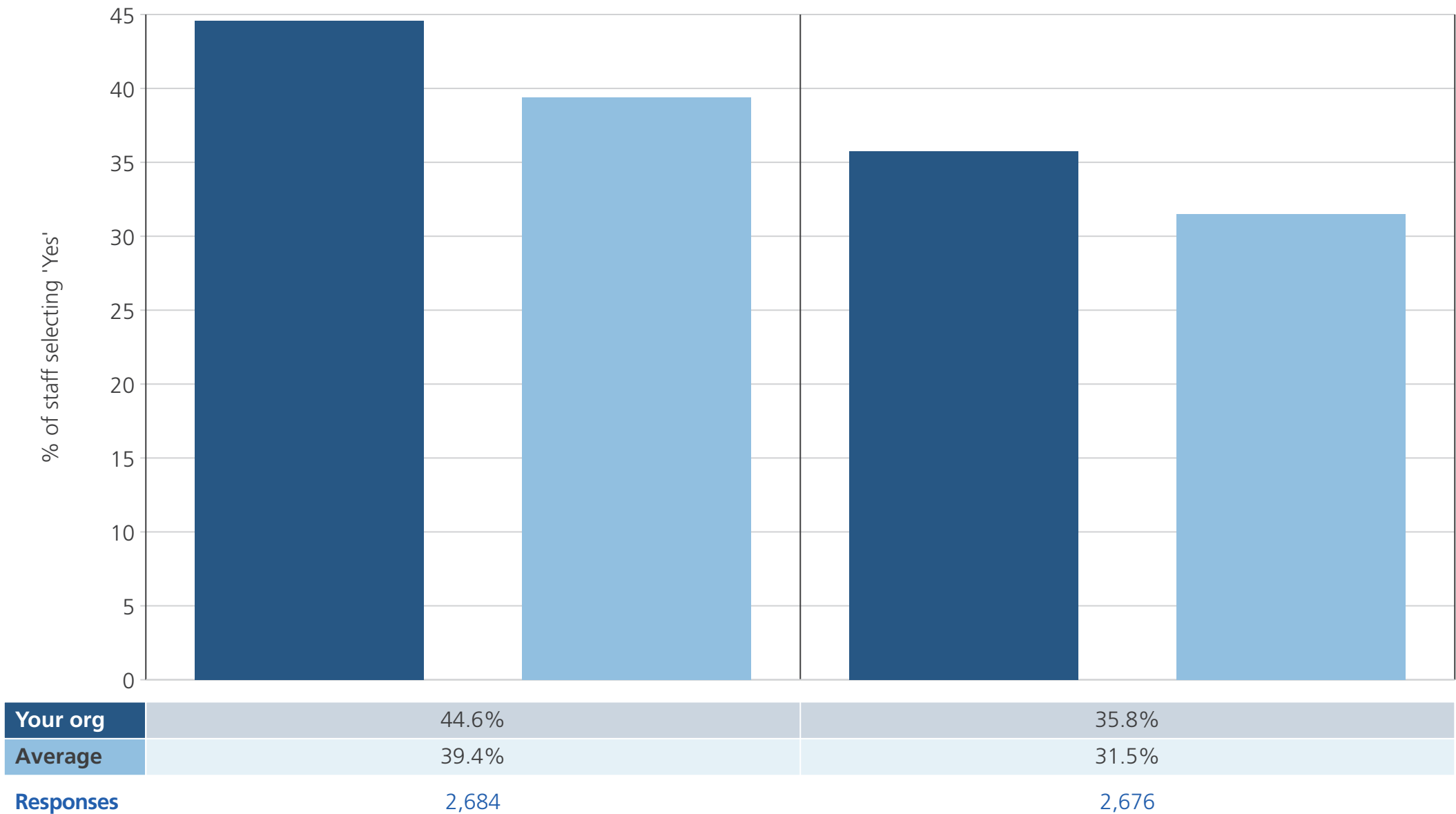
Has your employer made adequate adjustment(s) to enable you to carry out your work?

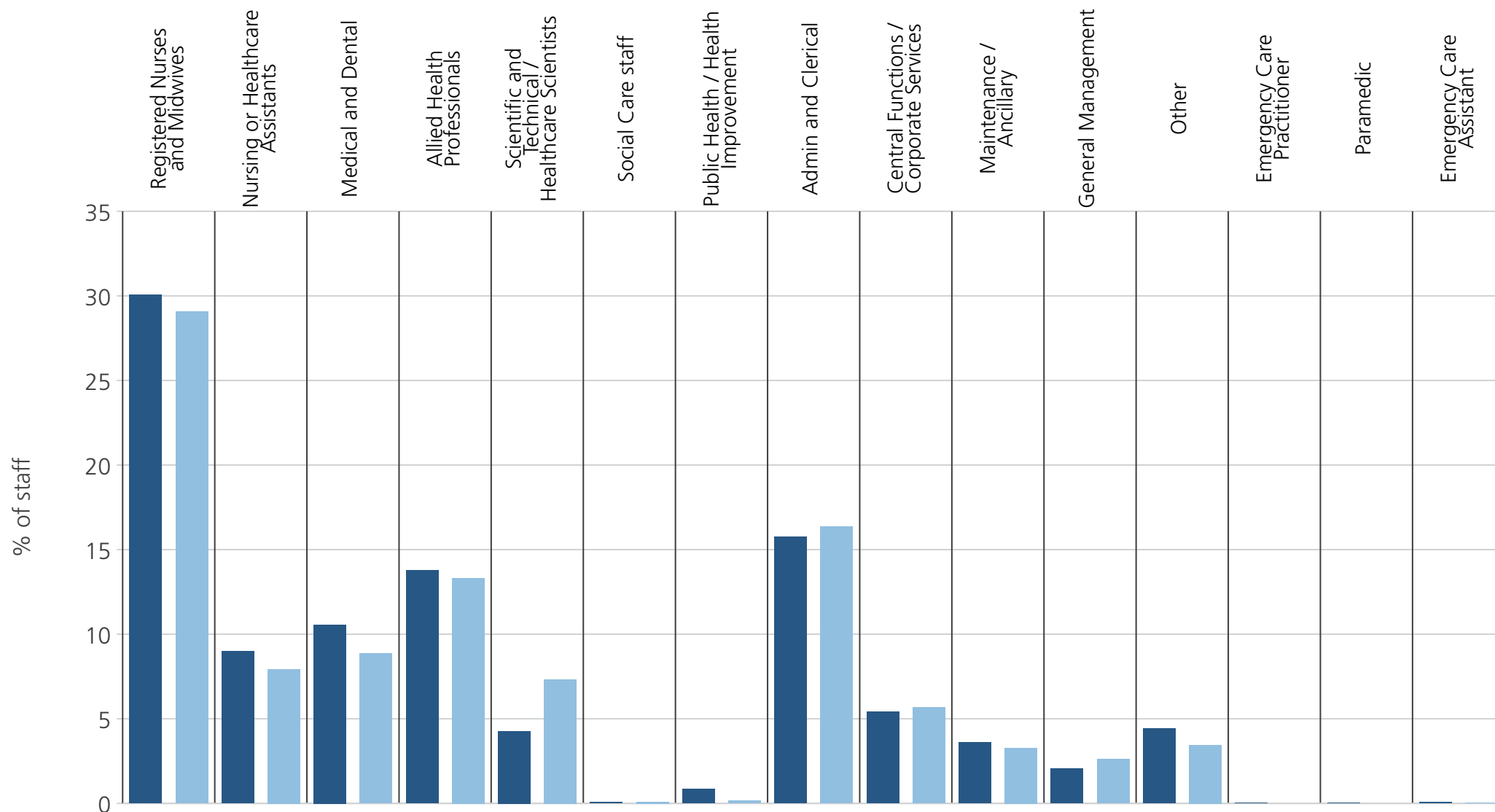


Your org	20.7%	71.5%
Average	19.7%	75.6%
Responses	2,715	370

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	30.1%	9.0%	10.6%	13.8%	4.3%	0.1%	0.9%	15.8%	5.4%	3.6%	2.1%	4.4%	0.0%	0.0%	0.1%
Average	29.1%	7.9%	8.9%	13.3%	7.3%	0.1%	0.2%	16.4%	5.7%	3.3%	2.6%	3.5%	0.0%	0.0%	0.0%
Responses	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671	2,671

Workforce Equality Standards

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

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

Full details of how the data are calculated are included in the Technical Document, available to download from our [results website](#).

Workforce Race Equality Standard (WRES)

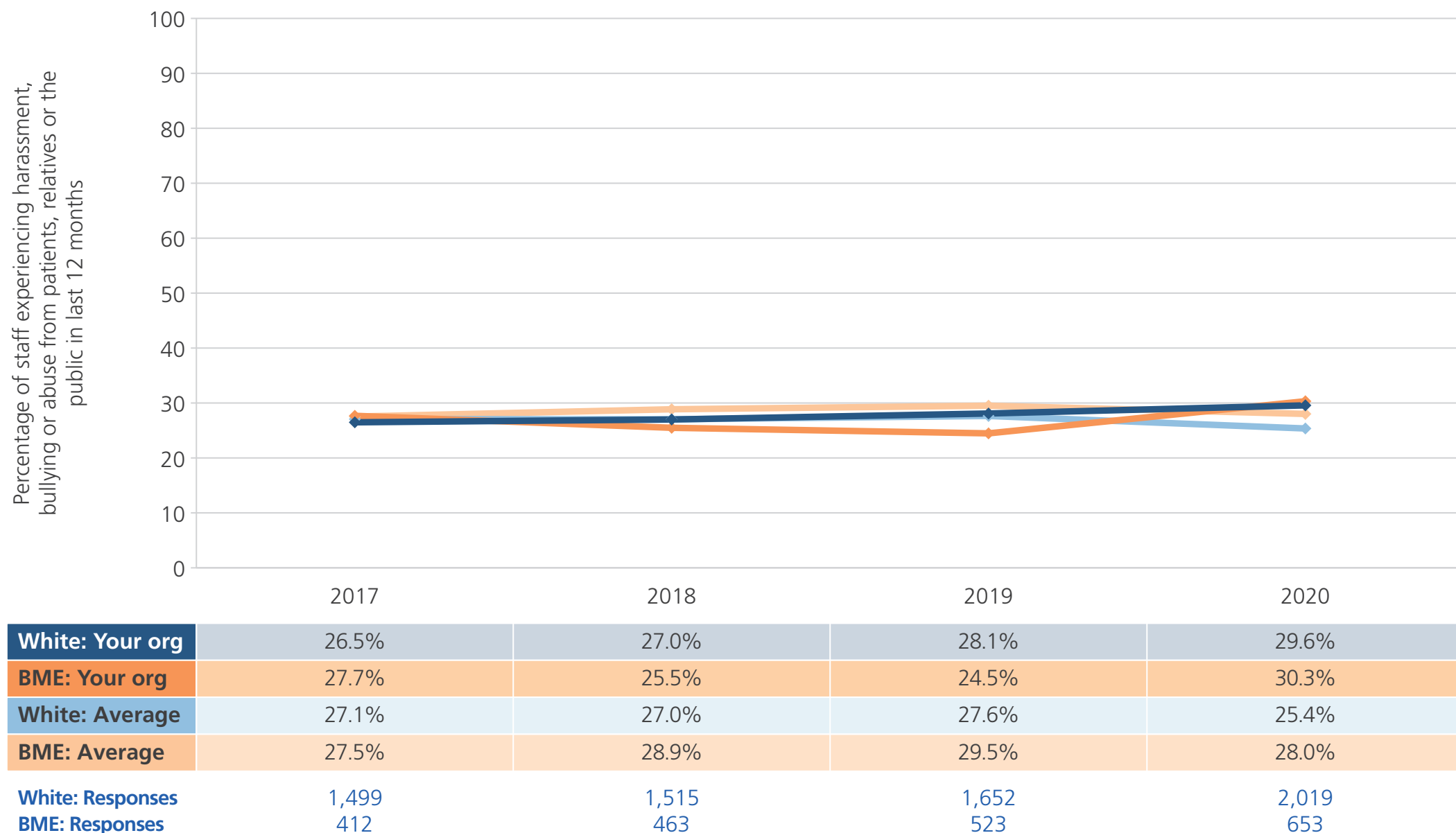
- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Race Equality Standard (WRES). It includes the 2017, 2018, 2019 and 2020 trust/CCG and benchmarking group median results for q13a, q13b&c combined, q14, and q15b split by ethnicity (by white / BME staff).

Workforce Disability Equality Standard (WDES)

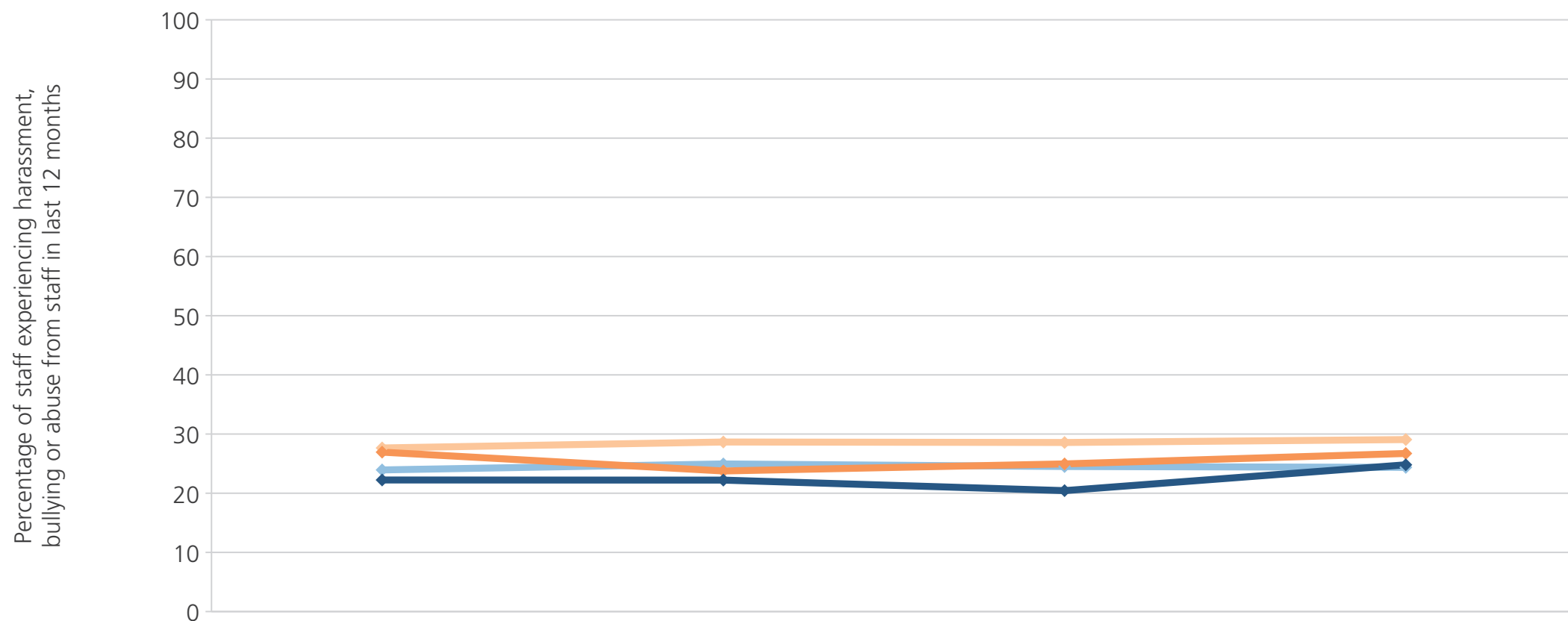
- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Disability Equality Standard (WDES). It includes the 2018 and 2019 trust/CCG and benchmarking group median results for q5f, q11e, q13a-d, and q14 split by staff with a long lasting health condition or illness compared to staff without a long lasting health condition or illness. It also shows results for q26b (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.
- The WDES breakdowns are based on the responses to q26a ***Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?*** In 2020, the question text was shortened and the word 'disabilities' was removed but the question and WDES results still remain historically comparable.

Workforce Race Equality Standard (WRES)

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



Average calculated as the median for the benchmark group



	2017	2018	2019	2020
White: Your org	22.2%	22.2%	20.4%	24.8%
BME: Your org	26.9%	23.8%	25.0%	26.7%
White: Average	23.9%	24.9%	24.5%	24.4%
BME: Average	27.6%	28.7%	28.6%	29.1%

White: Responses

1,502

BME: Responses

412

1,517

463

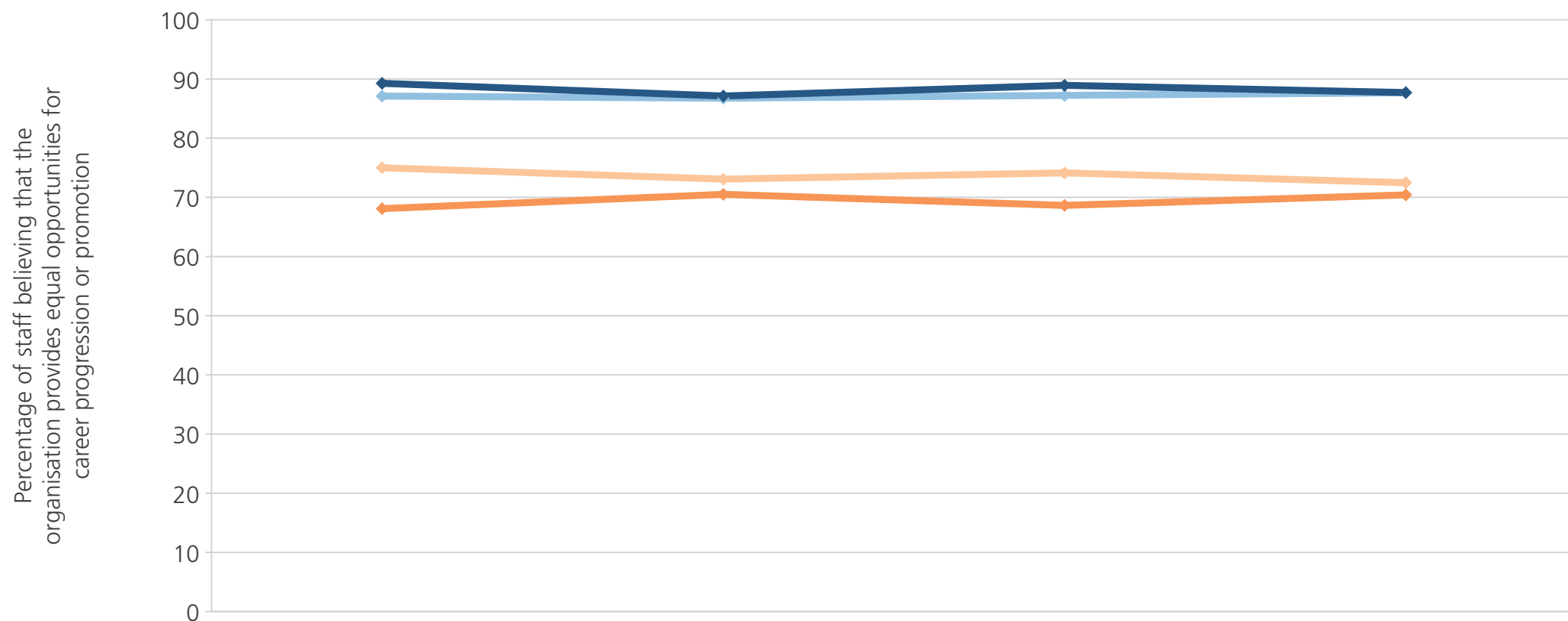
1,654

525

2,020

655

Average calculated as the median for the benchmark group



	2017	2018	2019	2020
White: Your org	89.3%	87.1%	88.9%	87.7%
BME: Your org	68.1%	70.5%	68.6%	70.4%
White: Average	87.1%	86.8%	87.2%	87.7%
BME: Average	75.0%	73.1%	74.1%	72.5%

White: Responses

1,062

1,064

1,165

1,456

BME: Responses

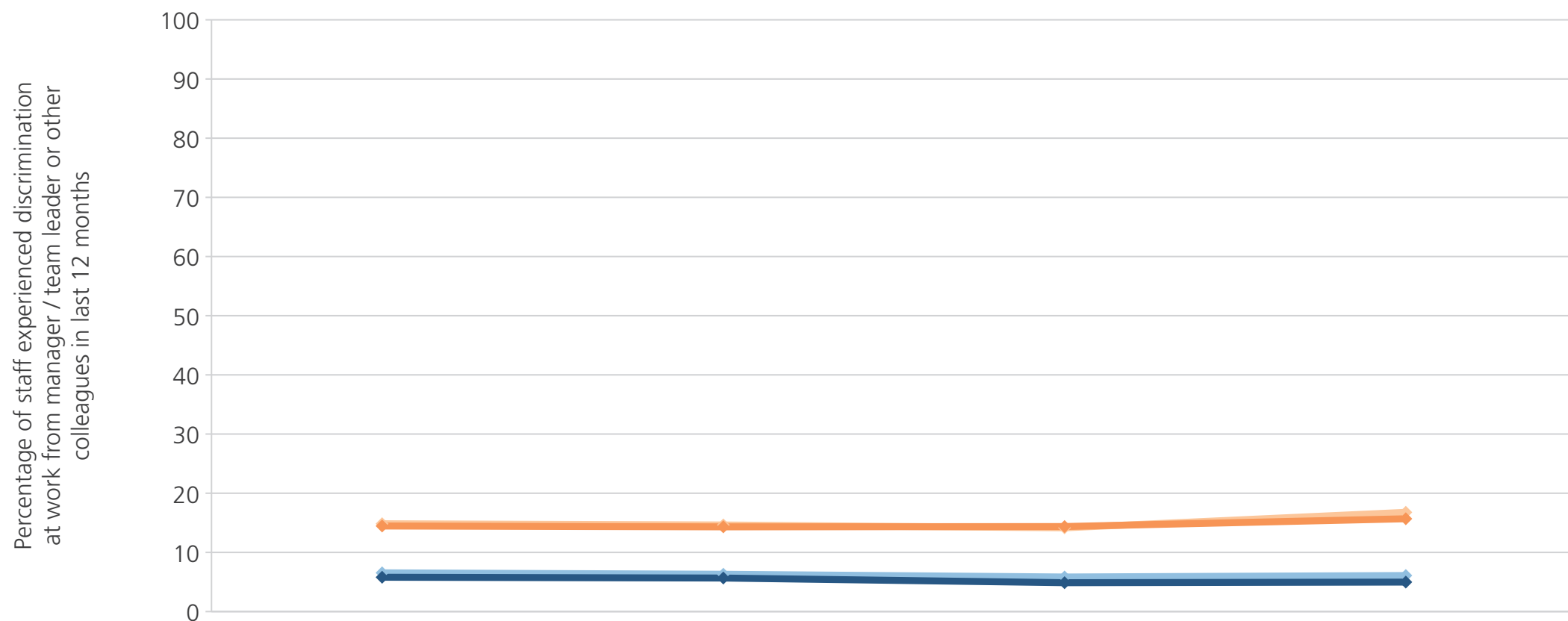
282

295

338

436

Average calculated as the median for the benchmark group



White: Your org	5.8%	5.7%	4.9%	5.0%
BME: Your org	14.5%	14.3%	14.4%	15.7%
White: Average	6.5%	6.3%	5.8%	6.1%
BME: Average	14.8%	14.6%	14.2%	16.8%

White: Responses

1,500

BME: Responses

408

1,500

461

1,640

515

2,007

644

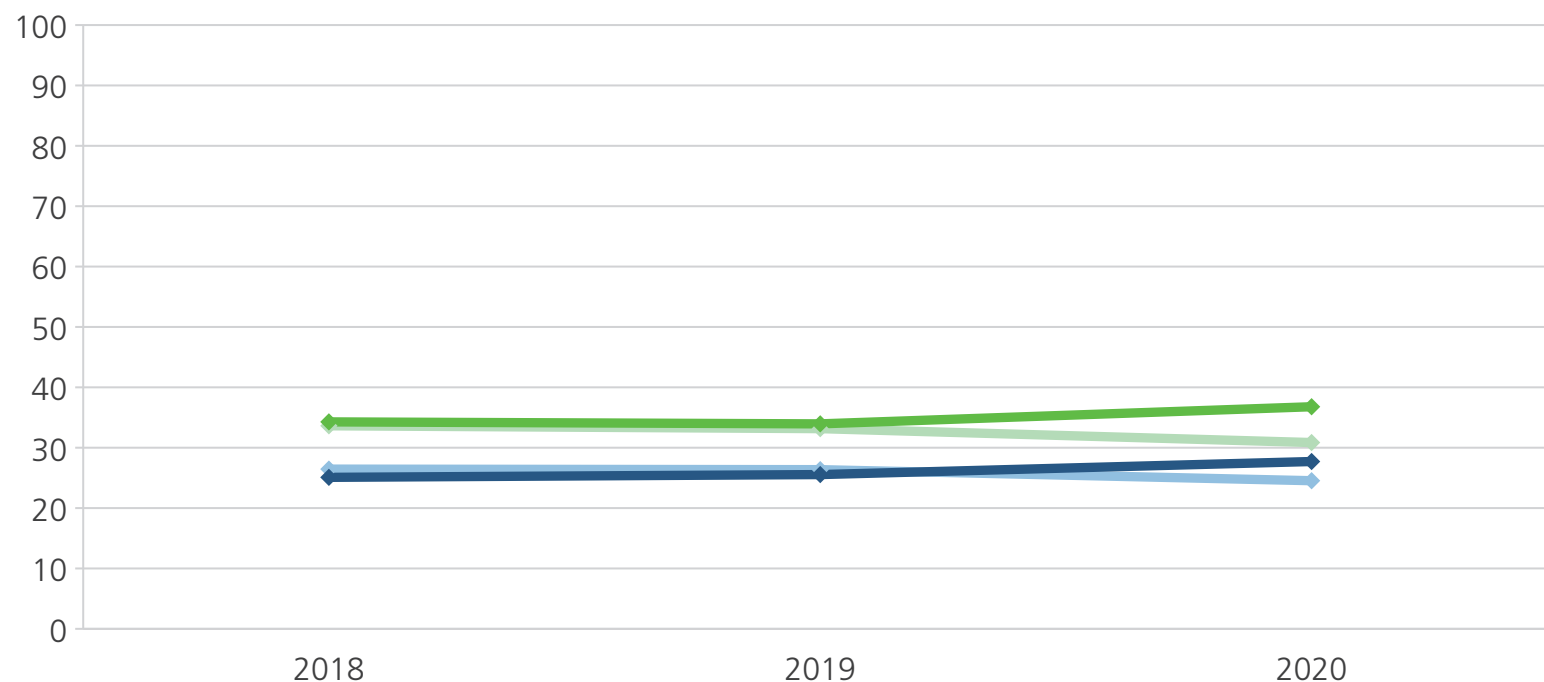
Average calculated as the median for the benchmark group

Workforce Disability Equality Standard (WDES)

The approach to calculating the benchmark median scores and the way in which the data for Q13d are reported has changed this year. These changes have been applied retrospectively so historical data shown in the average calculations and all figures for Q13d are comparable. However, these figures are not directly comparable to the results reported in previous years. For more details please see the [technical document](#).

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

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



Staff with a LTC or illness: Your org	2018	2019	2020
Staff without a LTC or illness: Your org	25.1%	25.5%	27.7%
Staff with a LTC or illness: Average	33.6%	33.2%	30.9%
Staff without a LTC or illness: Average	26.5%	26.4%	24.5%

Staff with a LTC or illness: Responses

353

433

560

Staff without a LTC or illness: Responses

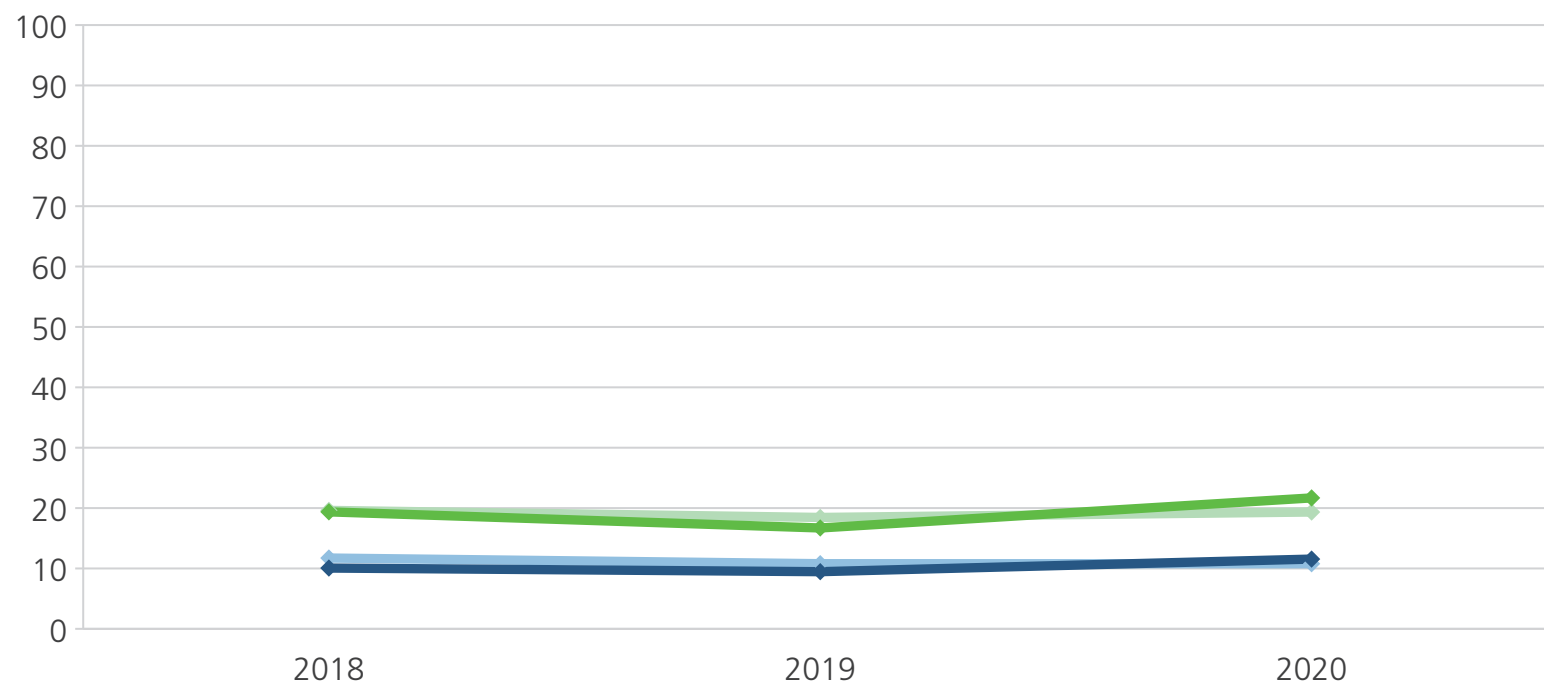
1,646

1,773

2,129

Average calculated as the median for the benchmark group

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



Staff with a LTC or illness: Your org	19.4%	16.7%	21.7%
Staff without a LTC or illness: Your org	10.1%	9.5%	11.6%
Staff with a LTC or illness: Average	19.6%	18.5%	19.3%
Staff without a LTC or illness: Average	11.7%	10.8%	10.8%

Staff with a LTC or illness: Responses

351

431

558

Staff without a LTC or illness: Responses

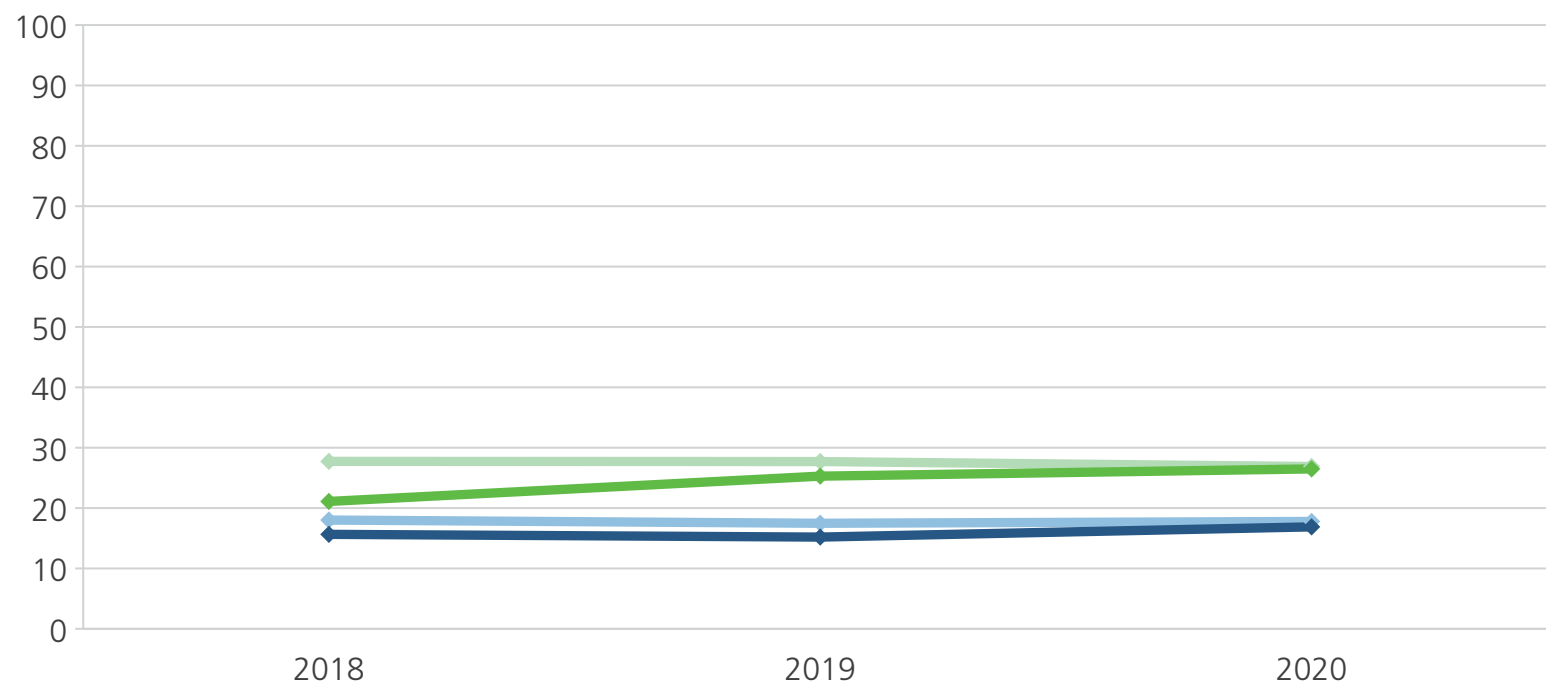
1,639

1,764

2,112

Average calculated as the median for the benchmark group

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



Staff with a LTC or illness: Your org	21.1%	25.3%	26.5%
Staff without a LTC or illness: Your org	15.7%	15.2%	16.9%
Staff with a LTC or illness: Average	27.7%	27.7%	26.9%
Staff without a LTC or illness: Average	18.0%	17.5%	17.8%

Staff with a LTC or illness: Responses

346

431

555

Staff without a LTC or illness: Responses

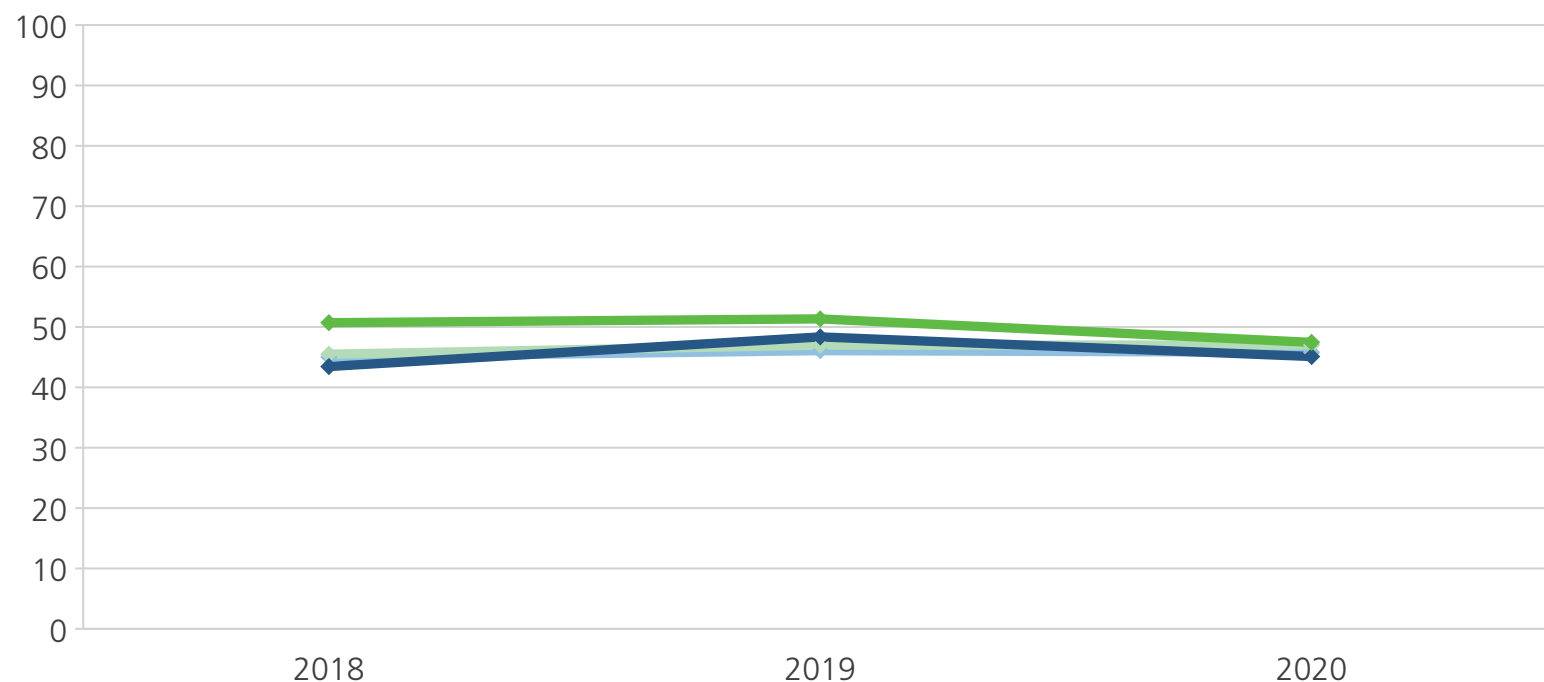
1,623

1,757

2,102

Average calculated as the median for the benchmark group

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



Staff with a LTC or illness: Your org	50.7%	51.3%	47.4%
Staff without a LTC or illness: Your org	43.4%	48.4%	45.1%
Staff with a LTC or illness: Average	45.5%	47.0%	47.0%
Staff without a LTC or illness: Average	45.0%	46.1%	45.8%

Staff with a LTC or illness: Responses

142

187

274

Staff without a LTC or illness: Responses

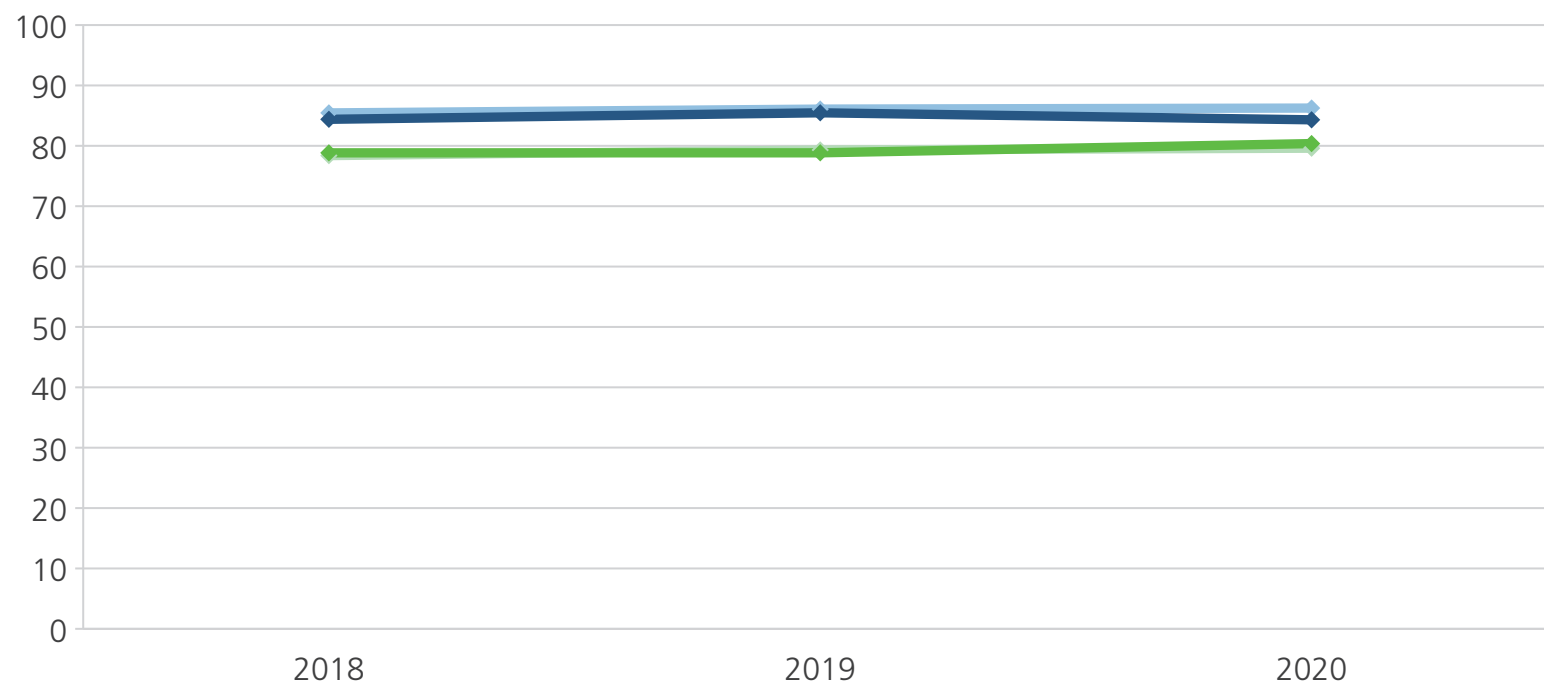
488

546

725

Average calculated as the median for the benchmark group

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



Staff with a LTC or illness: Your org	2018	2019	2020
Staff without a LTC or illness: Your org	84.4%	85.5%	84.3%
Staff with a LTC or illness: Average	78.4%	79.3%	79.6%
Staff without a LTC or illness: Average	85.5%	86.1%	86.3%

Staff with a LTC or illness: Responses

241

293

377

Staff without a LTC or illness: Responses

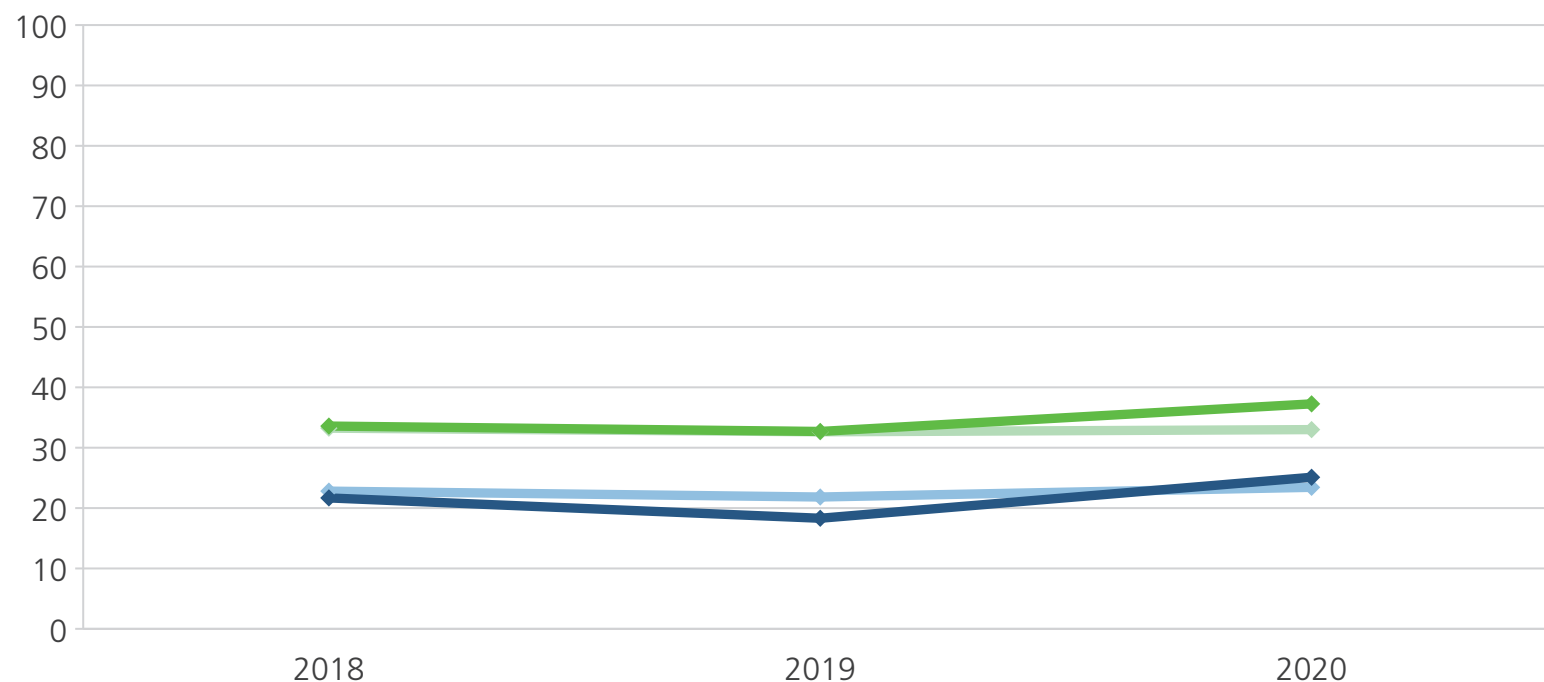
1,134

1,225

1,523

Average calculated as the median for the benchmark group

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



Staff with a LTC or illness: Your org	33.6%	32.7%	37.3%
Staff without a LTC or illness: Your org	21.7%	18.3%	25.1%
Staff with a LTC or illness: Average	33.2%	32.6%	33.0%
Staff without a LTC or illness: Average	22.8%	21.8%	23.4%

Staff with a LTC or illness: Responses

265

312

365

Staff without a LTC or illness: Responses

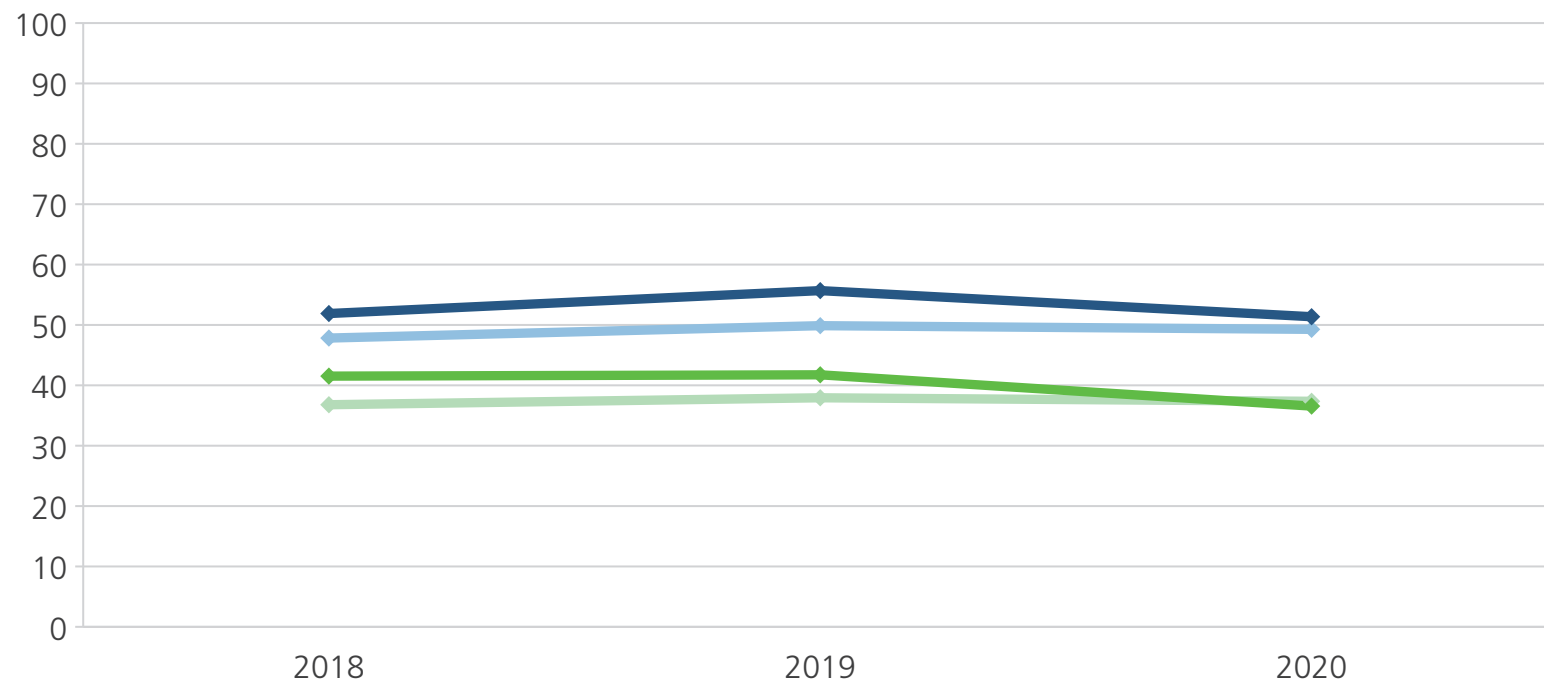
844

890

964

Average calculated as the median for the benchmark group

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



Staff with a LTC or illness: Your org	41.5%	41.7%	36.6%
Staff without a LTC or illness: Your org	51.9%	55.7%	51.4%
Staff with a LTC or illness: Average	36.8%	37.9%	37.4%
Staff without a LTC or illness: Average	47.8%	49.9%	49.3%

Staff with a LTC or illness: Responses

354

436

558

Staff without a LTC or illness: Responses

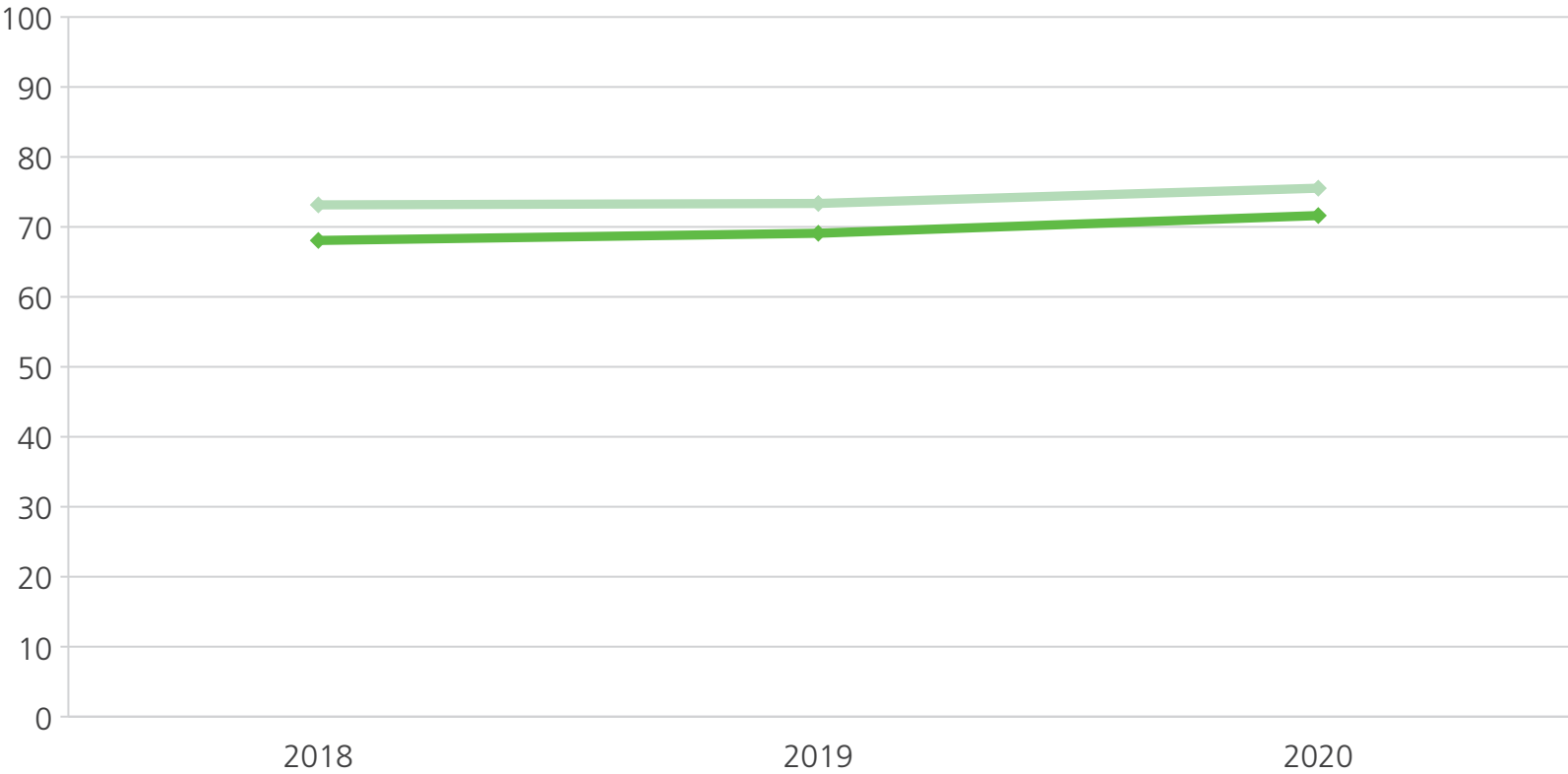
1,638

1,767

2,126

Average calculated as the median for the benchmark group

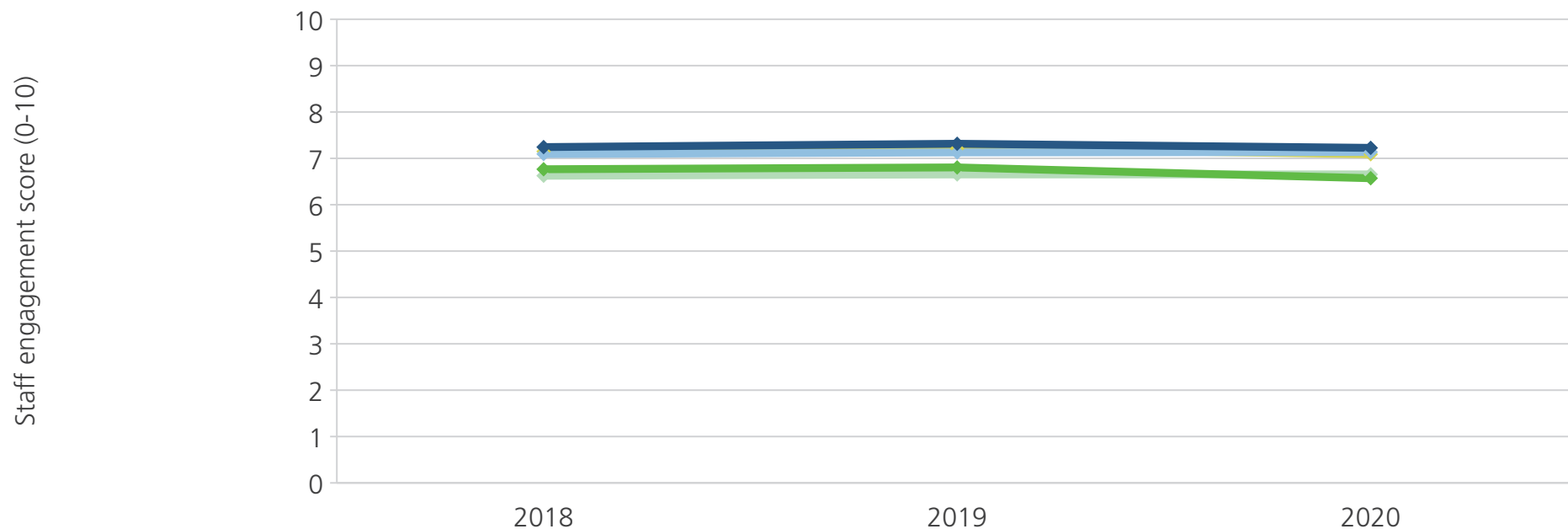
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work



Staff with a LTC or illness: Your org	68.1%	69.1%	71.6%
Staff with a LTC or illness: Average	73.1%	73.4%	75.5%

Staff with a LTC or illness: Responses 191 275 370

Average calculated as the median for the benchmark group



Organisation average	2018	2019	2020
Staff with a LTC or illness: Your org	6.8	6.8	6.6
Staff without a LTC or illness: Your org	7.2	7.3	7.2
Staff with a LTC or illness: Average	6.6	6.7	6.7
Staff without a LTC or illness: Average	7.1	7.1	7.1

Organisation Responses

2,072

2,283

2,740

Staff with a LTC or illness: Responses

359

440

562

Staff without a LTC or illness: Responses

1,655

1,787

2,146

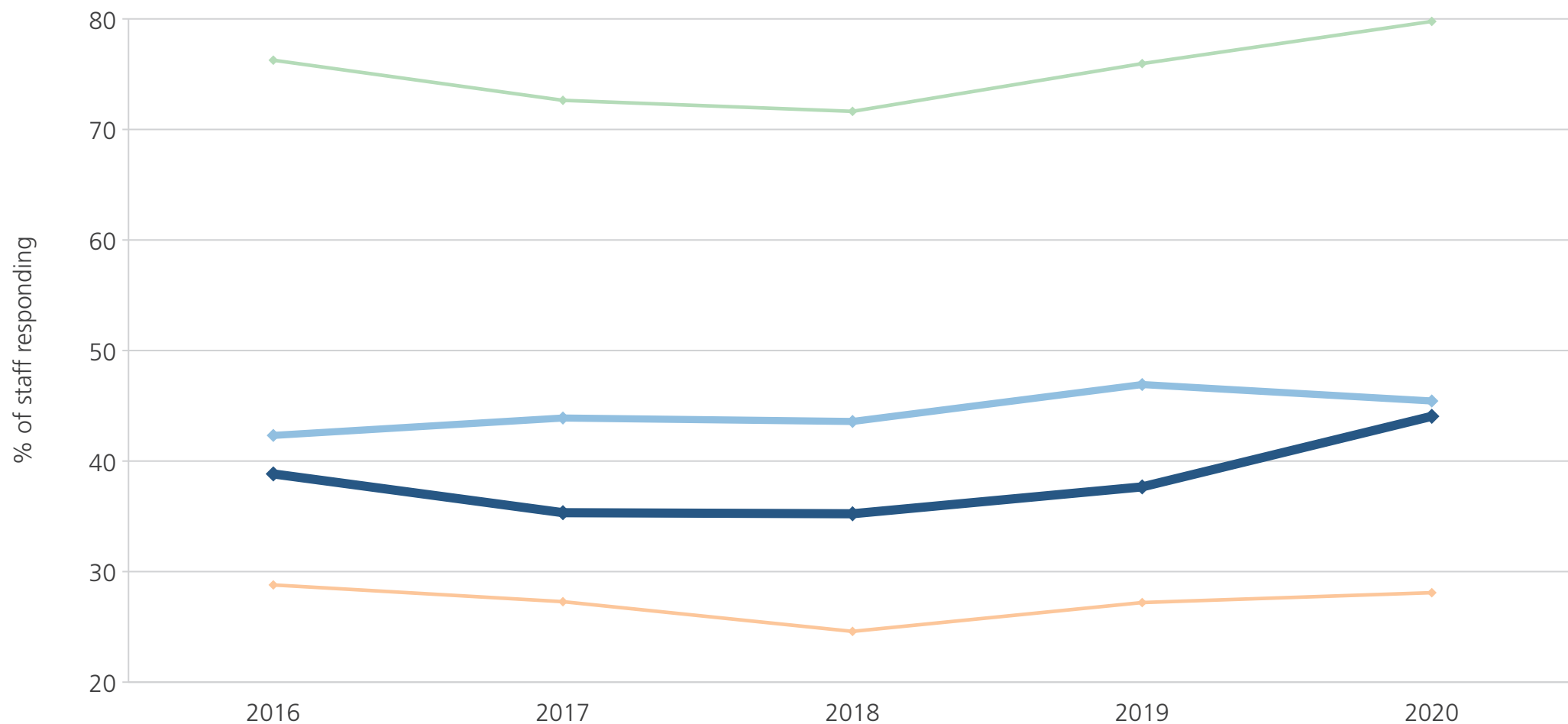
Average calculated as the median for the benchmark group

Appendices

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

Appendix A: Response rate

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



Best	76.3%	72.6%	71.6%	76.0%	79.8%
Your org	38.8%	35.3%	35.2%	37.7%	44.1%
Median	42.3%	43.9%	43.6%	46.9%	45.4%
Worst	28.8%	27.3%	24.6%	27.2%	28.1%

Appendix B: Significance testing - 2019 v 2020 theme results

The table below presents the results of significance testing conducted on this year's theme scores and those from last year*. It details the organisation's theme scores for both years and the number of responses each of these are based on.

The final column contains the outcome of the significance testing: ↑ indicates that the 2020 score is significantly higher than last year's, whereas ↓ indicates that the 2020 score is significantly lower. If there is no statistically significant difference, you will see 'Not significant'. When there is no comparable data from the past survey year, you will see 'N/A'.

Theme	2019 score	2019 respondents	2020 score	2020 respondents	Statistically significant change?
Equality, diversity & inclusion	9.0	2233	8.9	2721	Not significant
Health & wellbeing	6.1	2255	6.0	2730	Not significant
Immediate managers †	7.0	2264	6.7	2735	↓
Morale	6.4	2229	6.3	2731	↓
Quality of care	7.6	1894	7.6	2343	Not significant
Safe environment - Bullying & harassment	8.1	2241	7.9	2720	↓
Safe environment - Violence	9.5	2220	9.5	2723	Not significant
Safety culture	6.9	2240	6.8	2733	Not significant
Staff engagement	7.2	2283	7.1	2740	↓
Team working	6.9	2236	6.5	2685	↓

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

† The calculation for the immediate managers theme has changed this year due to the omission of one of the questions which previously contributed to the theme. This change has been applied retrospectively so data for 2016-2020 shown in this table are comparable. However, these figures are not directly comparable to the results reported in previous years. 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 transitioning from the previous version of the benchmark report and those who are new to the Staff Survey.



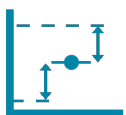
Key points to note



- The themes cover ten areas of staff experience and present results in these areas in a clear and consistent way. All of the ten themes are scored on a 0-10 scale, where a higher score is more positive than a lower score. These theme scores are created by scoring question results and grouping these results together.



- A key feature of the reports is that they **provide organisations with up to 5 years of trend data** across theme and question results. 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 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 were drawn solely between the current and previous year.



- **Question results 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.

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

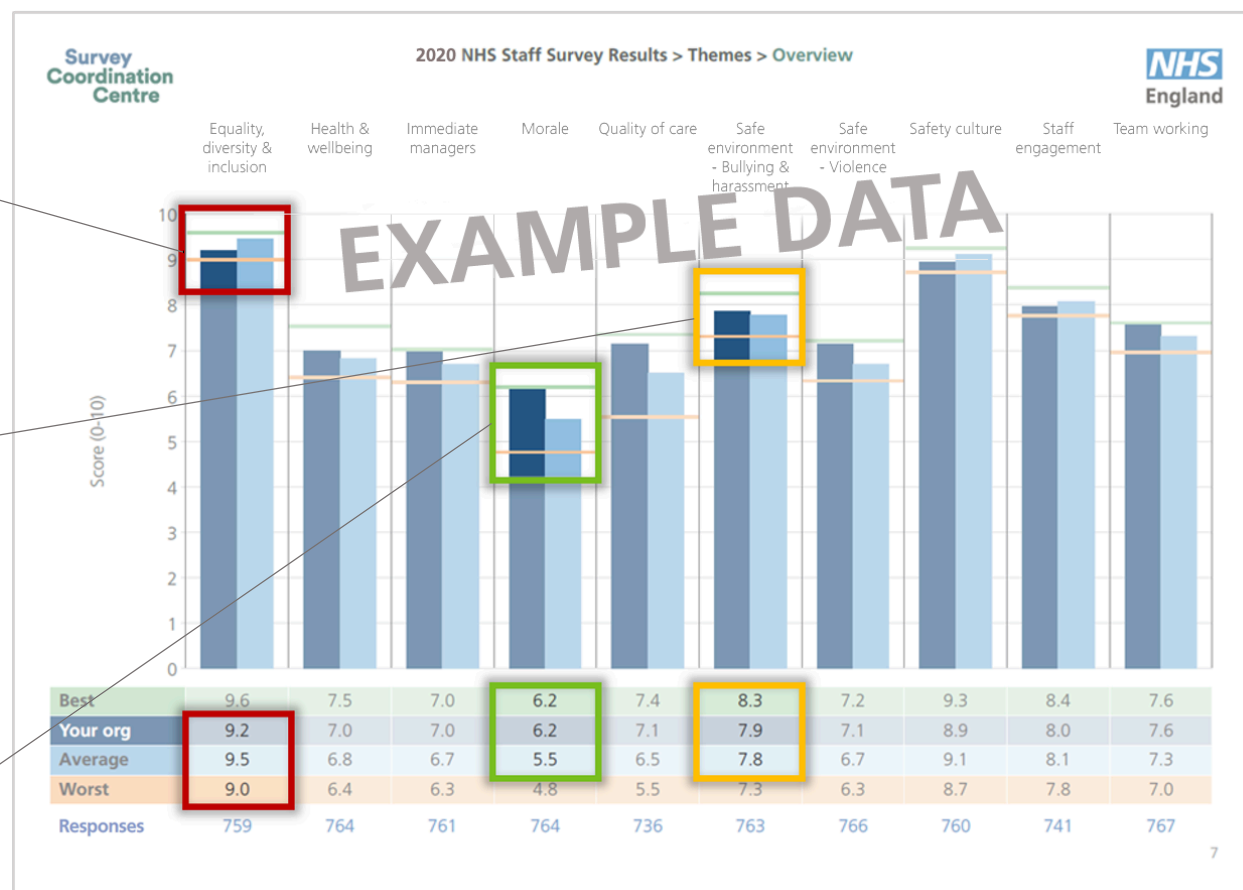
It is important to **consider each theme result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

Areas to improve

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

Positive outcomes

- Similarly, using the overview page it is easy to identify themes which show a positive outcome for your organisation, where 'Your org' scores are distinctly higher than the benchmarking group 'Average' score.

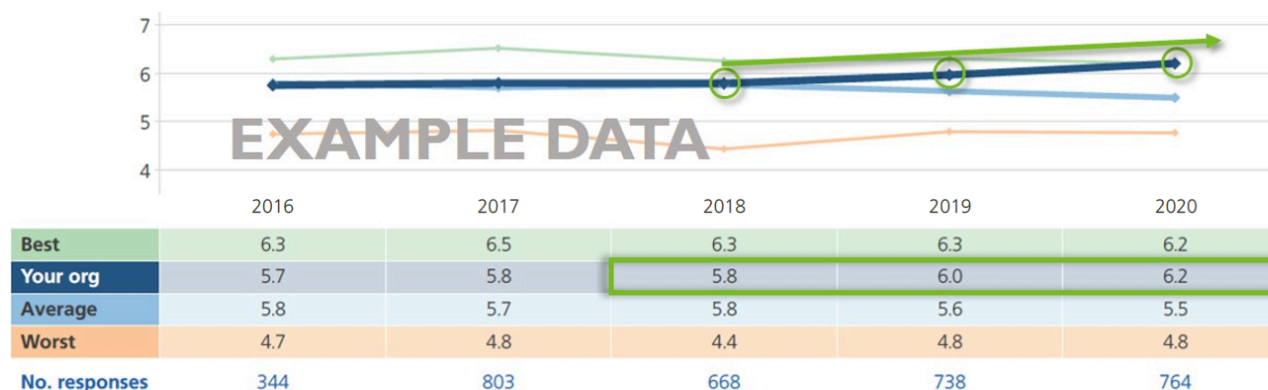


Only one example is highlighted for each point

- 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.

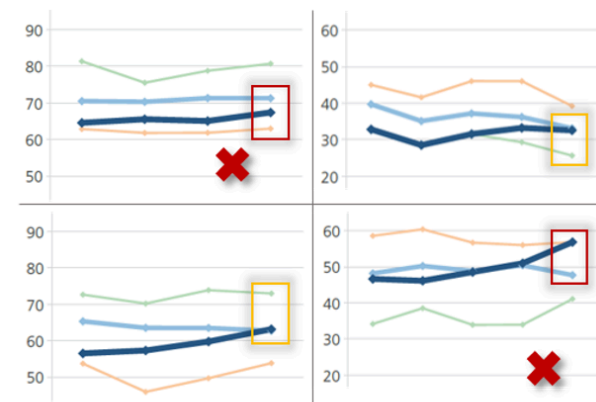


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

Review questions feeding into the themes

In order to understand exactly which factors are driving your organisation's theme score, you should review the questions feeding into the theme. The **'Detailed information'** section contains the questions contributing to each theme, grouped together, thus they can be reviewed easily without the need to search through the 'Question results' section. 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 theme results can be identified**.

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



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

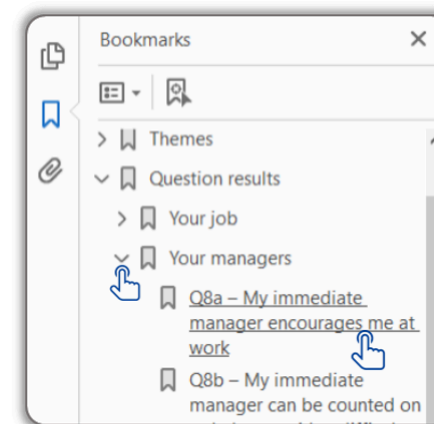
This benchmark report displays results for all questions in the questionnaire, including benchmarked trend data wherever available. While this a key feature of the report, at first glance the amount of information contained on more than 180 pages might appear daunting. The below suggestions aim to provide some guidance on how to get started with navigating through this set of data. It is worth noting that a PDF summary report is also available. This presents the same data as this main benchmark report, but does not include the detailed question level reporting.

Identifying questions of interest

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

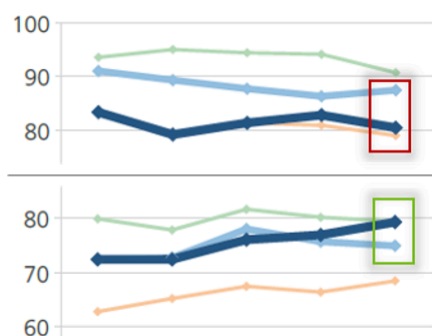
- Most organisations will have questions which have traditionally been a focus for them. Questions which have been targeted with internal policies or programmes, or whose results are of heightened importance due to organisation values or because they are considered a proxy for key issues. Outcomes for these questions can now be assessed on the backdrop of benchmark and historical trend data.
- **Note:** The bookmarks bar allows for easy navigation through the report, allowing subsections of the report to be folded, for quick access to questions through hyperlinks.

Use the bookmarks bar to navigate directly to questions of interest



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

The methods recommended to review your theme results can also be applied to pick out question level results of interest. However, **unlike themes 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




Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

Below are links to other key reporting outputs which 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, theme, historical comparability of organisations and questions in the survey.

Other local results

-  **[Benchmark summary reports](#)**: A PDF summary version of this benchmark report, that produces the same data, but does not include the detailed question level reporting.
-  **[Local Breakdowns](#)**: Dashboards containing results for each organisation broken down by demographic characteristics. Data is available for up to five years where possible.
-  **[Directorate Reports](#)**: Reports containing theme results split by directorate (locality) for Bradford Teaching Hospitals NHS Foundation Trust.

National results

-  **[National Trend Data](#)** and **[National Breakdowns](#)**: Dashboards containing national results – data available for five years where possible.
-  **[National Free Text report](#)**: A PDF report will be available from April 2021 that highlights the themes, subthemes and sentiment scores of the free text comments from questions 21a and 21b.