

Bradford Teaching Hospitals NHS Foundation Trust

2020 NHS Staff Survey

Summary Benchmark Report

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

Key features

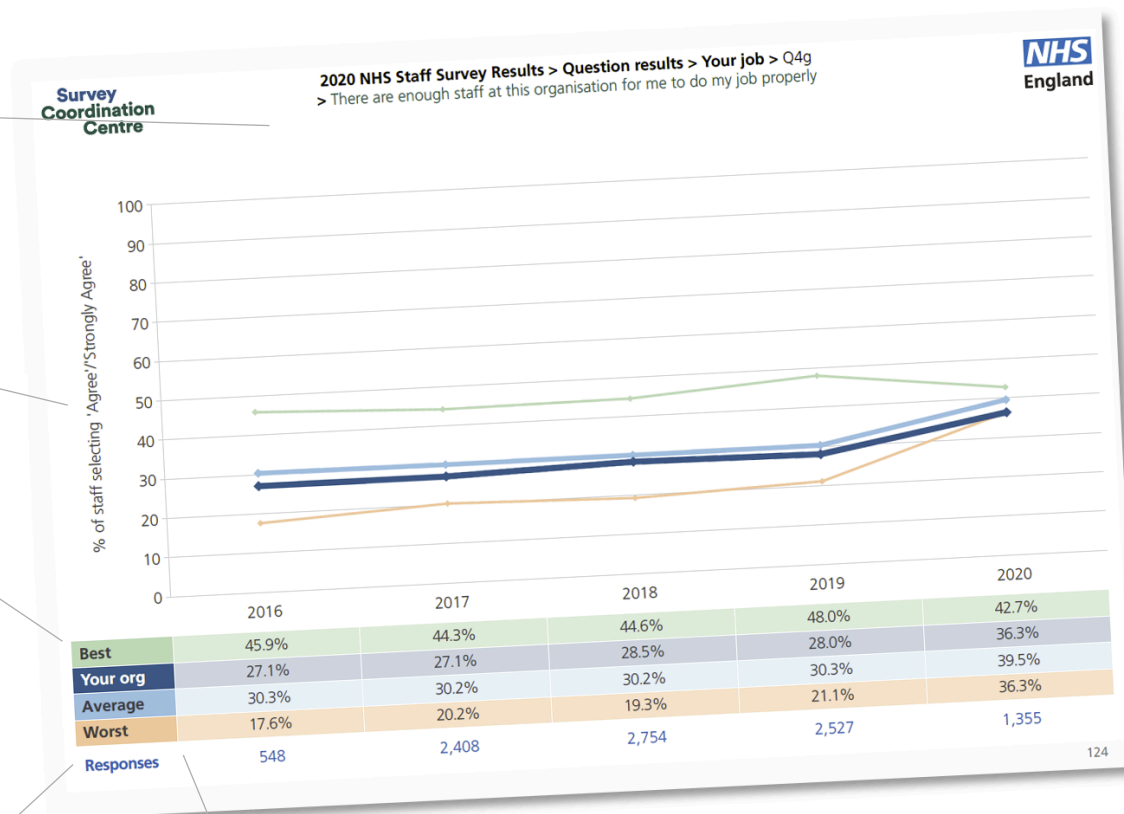
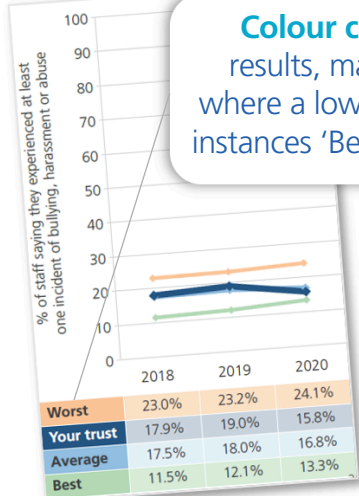
Question number and text
(or the theme) specified
at the top of each slide

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



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



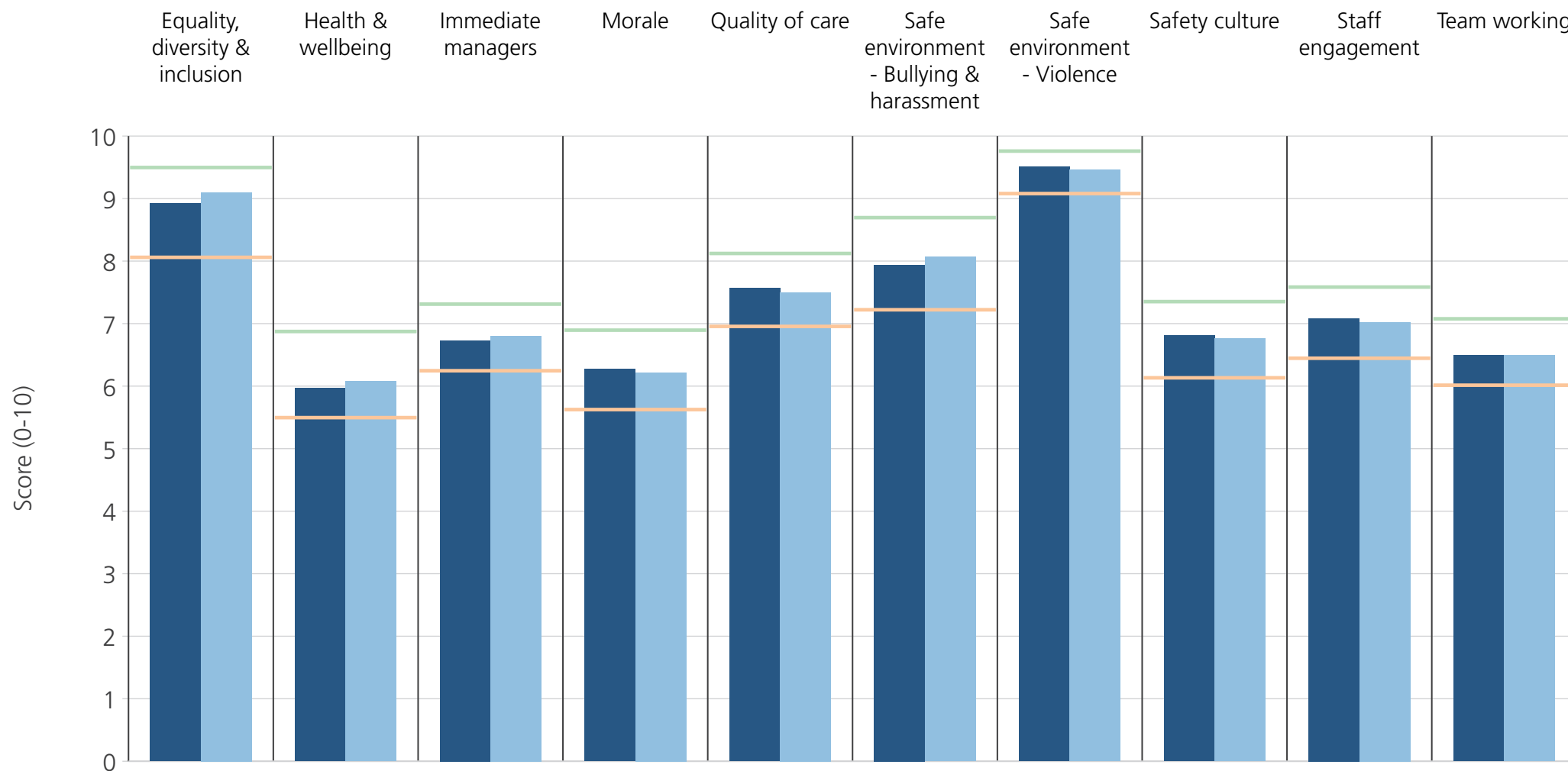
Full details on how the scores are calculated are provided in the **Technical Document**, under the Supporting Documents section of our [results page](#)

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

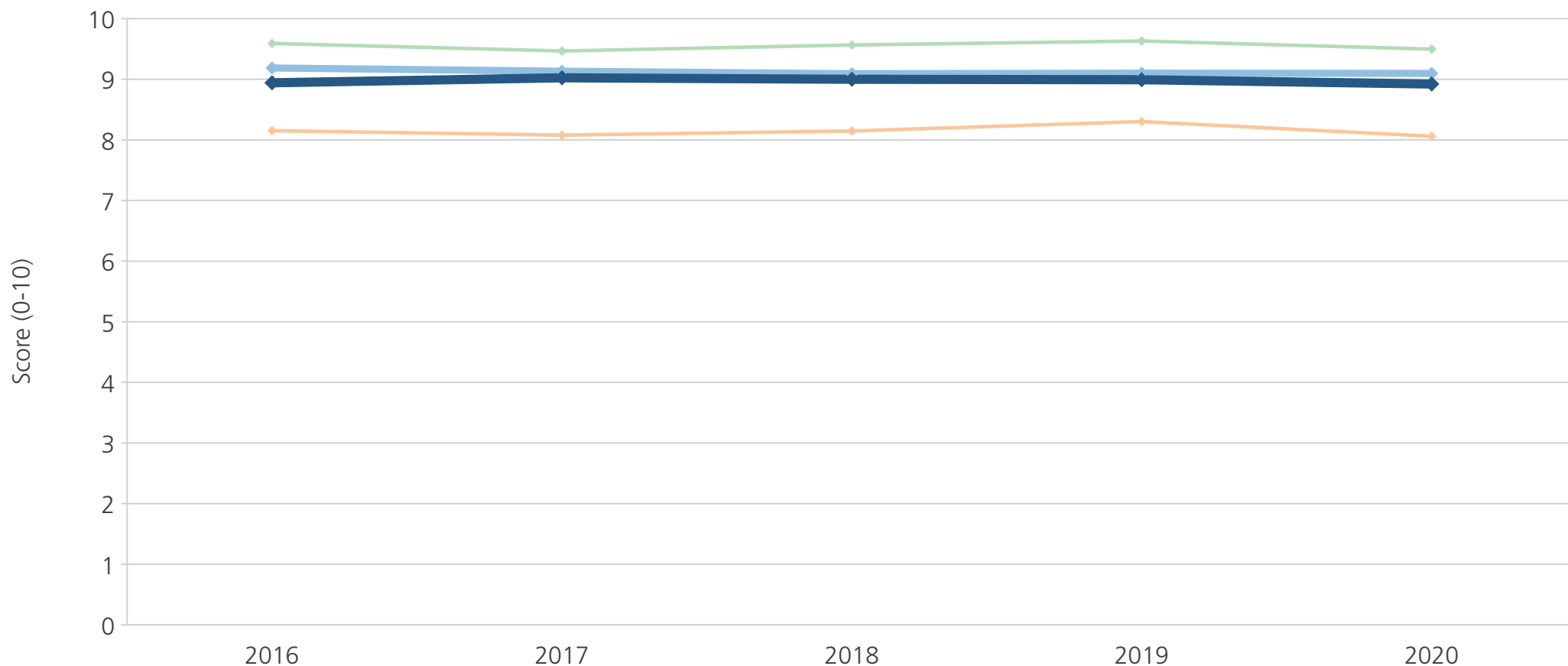
2020 NHS Staff Survey Results



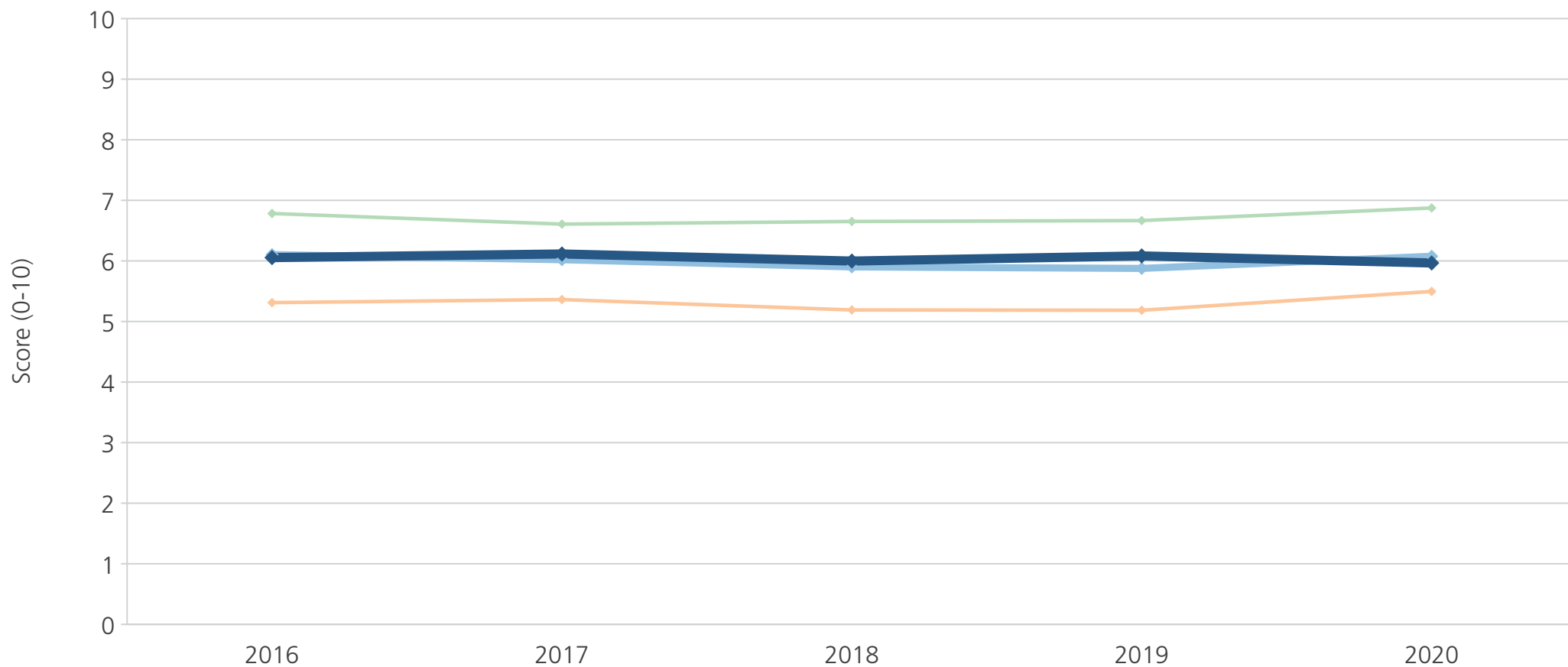
Best	9.5	6.9	7.3	6.9	8.1	8.7	9.8	7.4	7.6	7.1
Your org	8.9	6.0	6.7	6.3	7.6	7.9	9.5	6.8	7.1	6.5
Average	9.1	6.1	6.8	6.2	7.5	8.1	9.5	6.8	7.0	6.5
Worst	8.1	5.5	6.2	5.6	7.0	7.2	9.1	6.1	6.4	6.0
Responses	2,721	2,730	2,735	2,731	2,343	2,720	2,723	2,733	2,740	2,685

Theme results – Trends

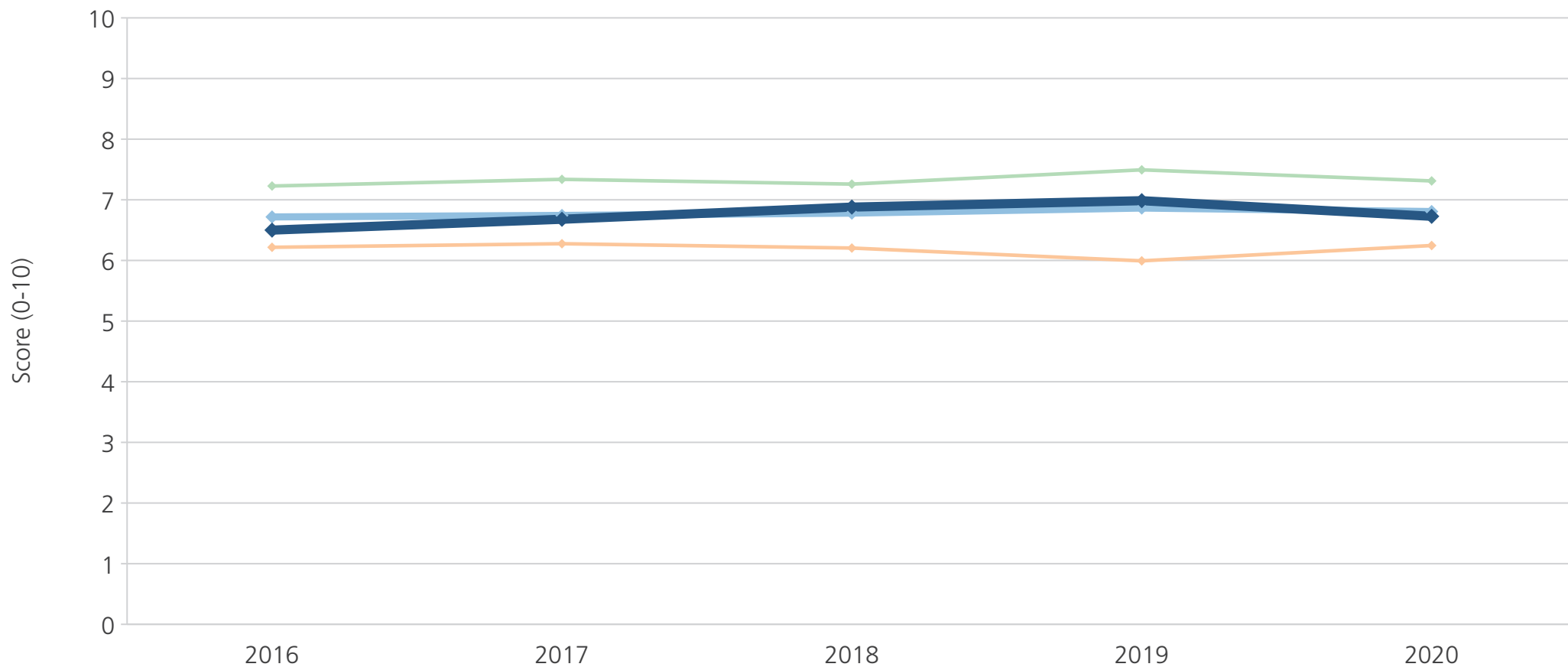
Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



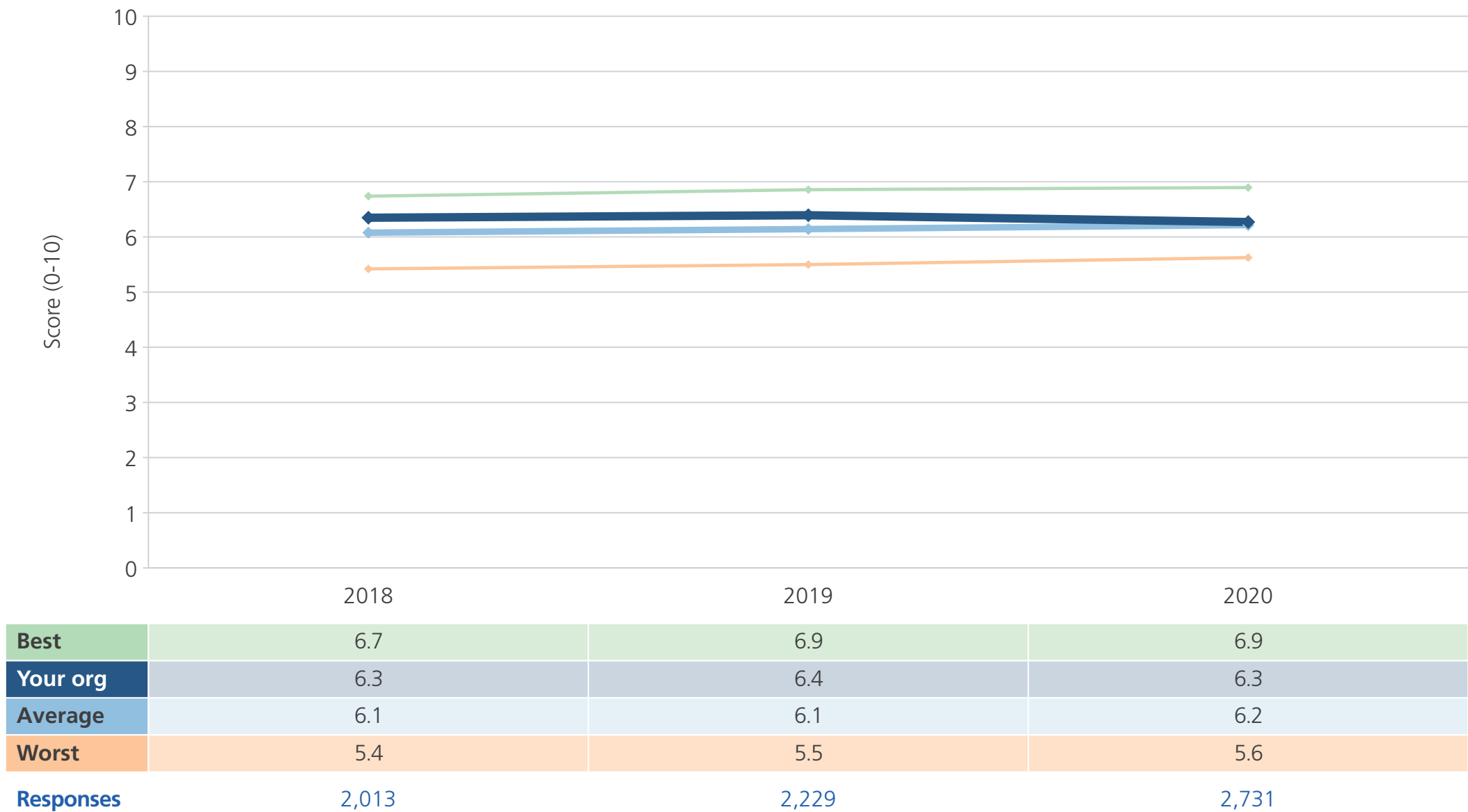
Best	9.6	9.5	9.6	9.6	9.5
Your org	8.9	9.0	9.0	9.0	8.9
Average	9.2	9.1	9.1	9.1	9.1
Worst	8.2	8.1	8.1	8.3	8.1
Responses	455	1,972	2,028	2,233	2,721

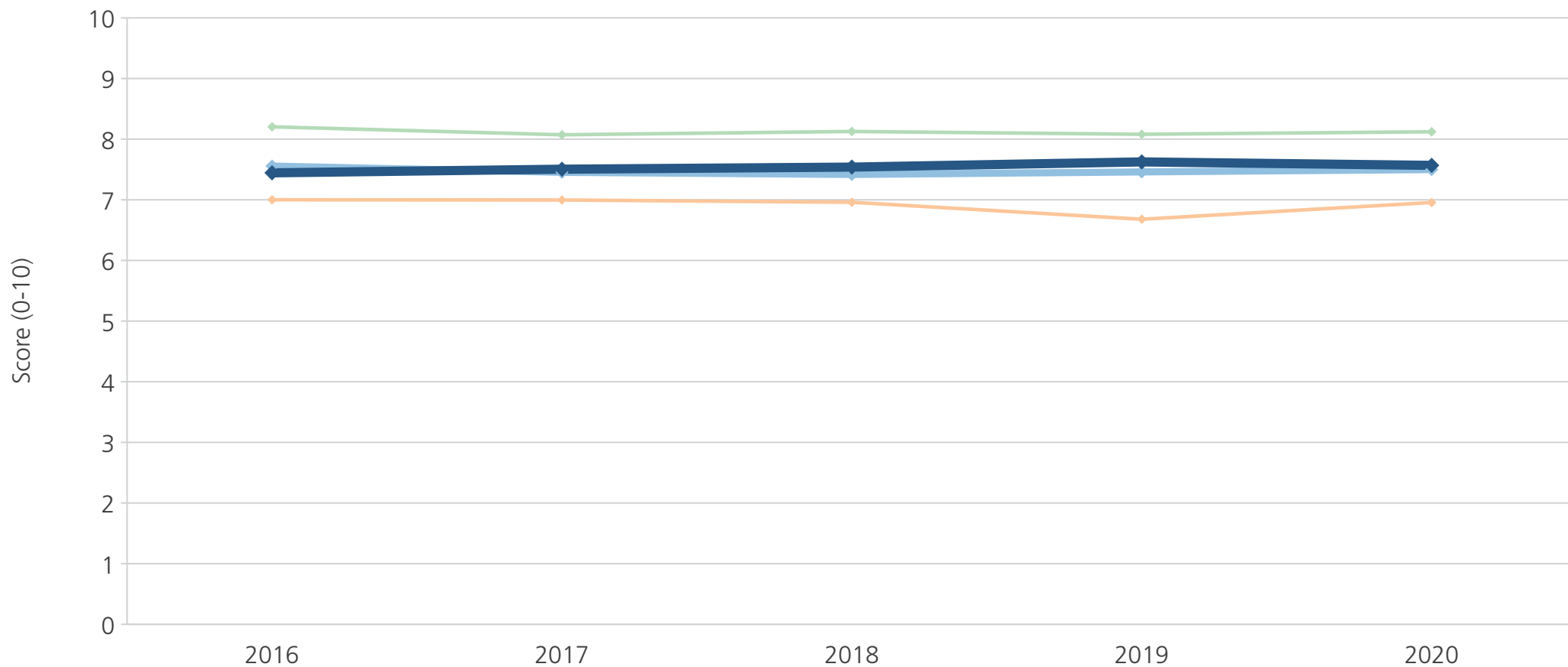


Best	6.8	6.6	6.7	6.7	6.9
Your org	6.1	6.1	6.0	6.1	6.0
Average	6.1	6.0	5.9	5.9	6.1
Worst	5.3	5.4	5.2	5.2	5.5
Responses	463	1,991	2,045	2,255	2,730

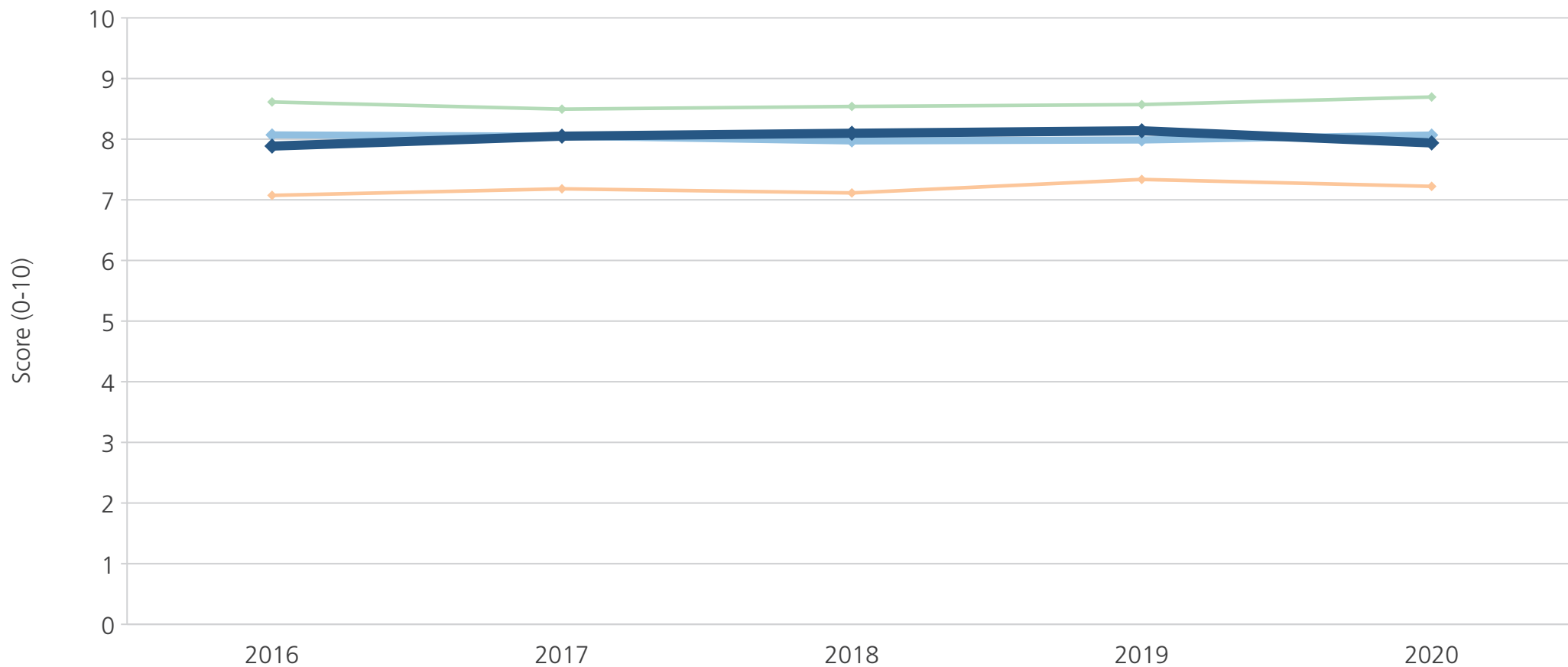


Best	7.2	7.3	7.3	7.5	7.3
Your org	6.5	6.7	6.9	7.0	6.7
Average	6.7	6.7	6.8	6.9	6.8
Worst	6.2	6.3	6.2	6.0	6.2
Responses	464	1,995	2,055	2,264	2,735

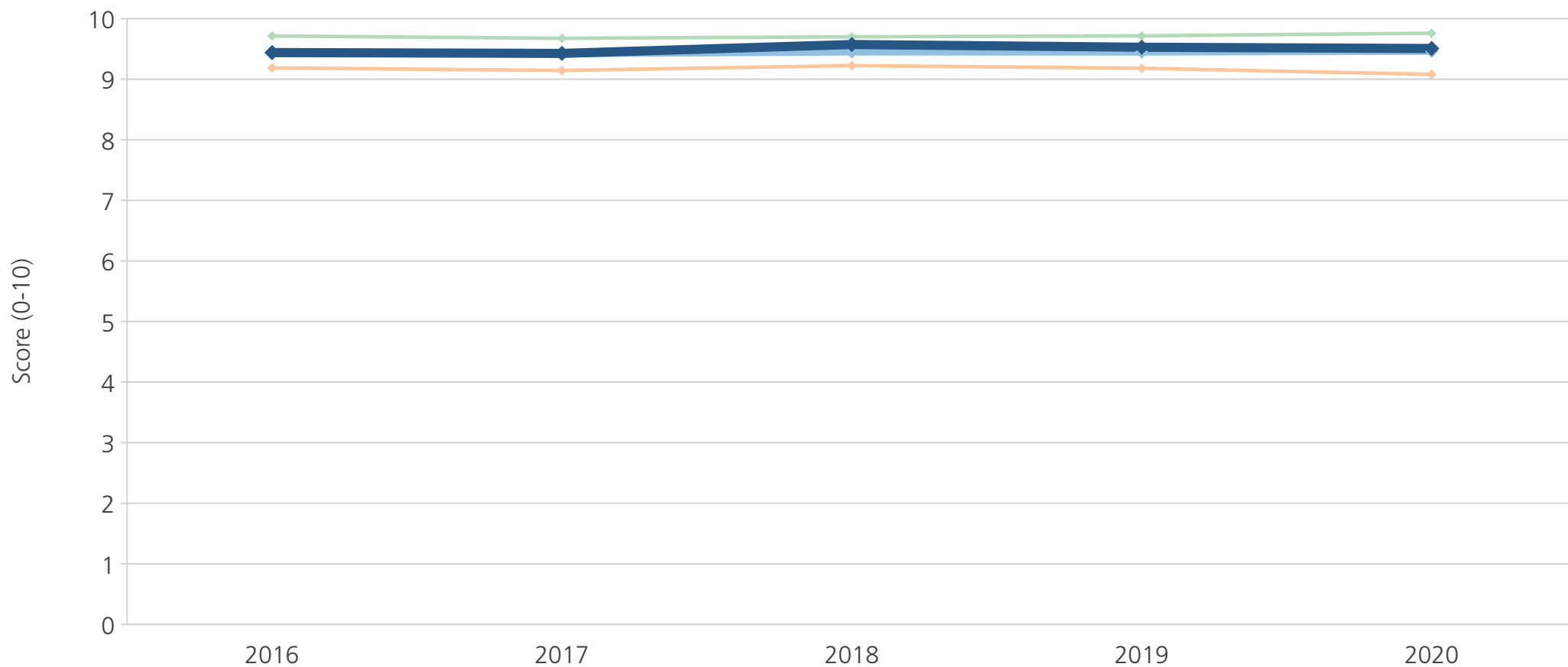




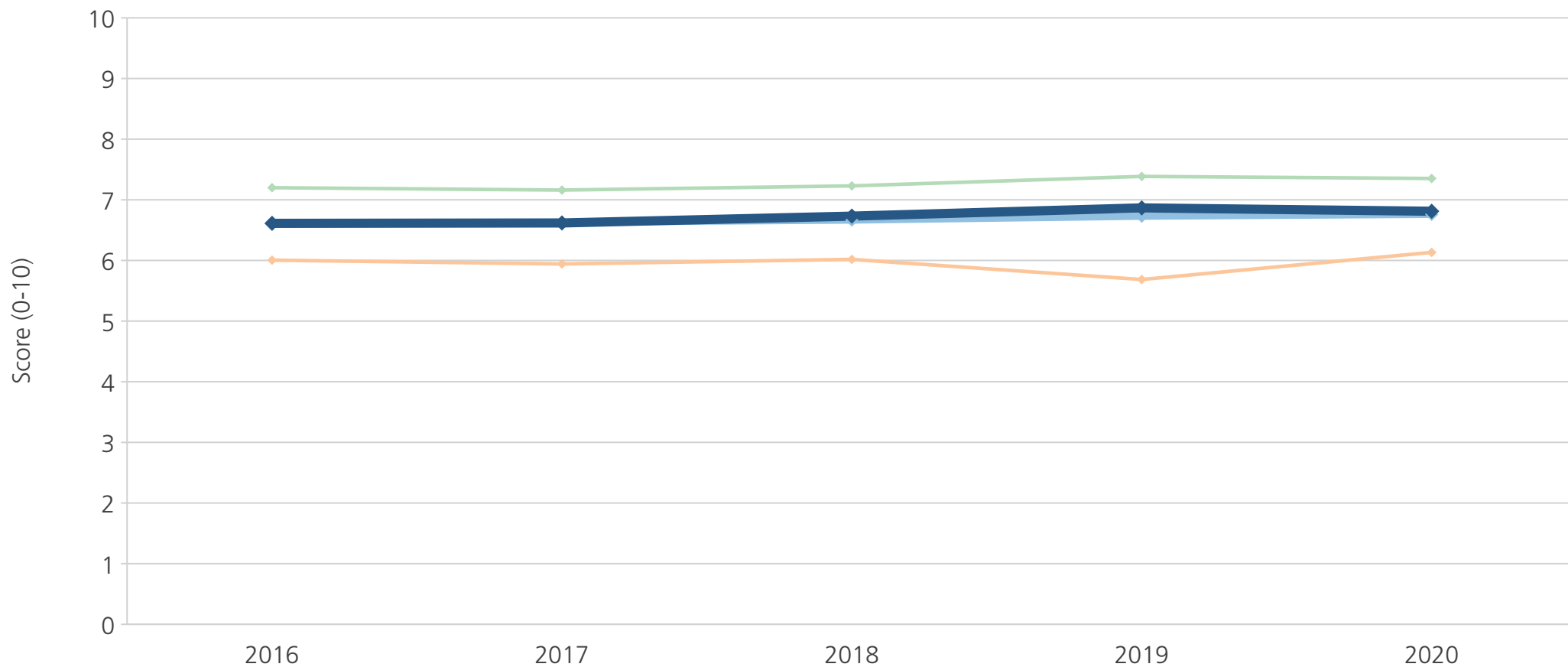
Best	8.2	8.1	8.1	8.1	8.1
Your org	7.4	7.5	7.5	7.6	7.6
Average	7.6	7.5	7.4	7.5	7.5
Worst	7.0	7.0	7.0	6.7	7.0
Responses	403	1,668	1,708	1,894	2,343



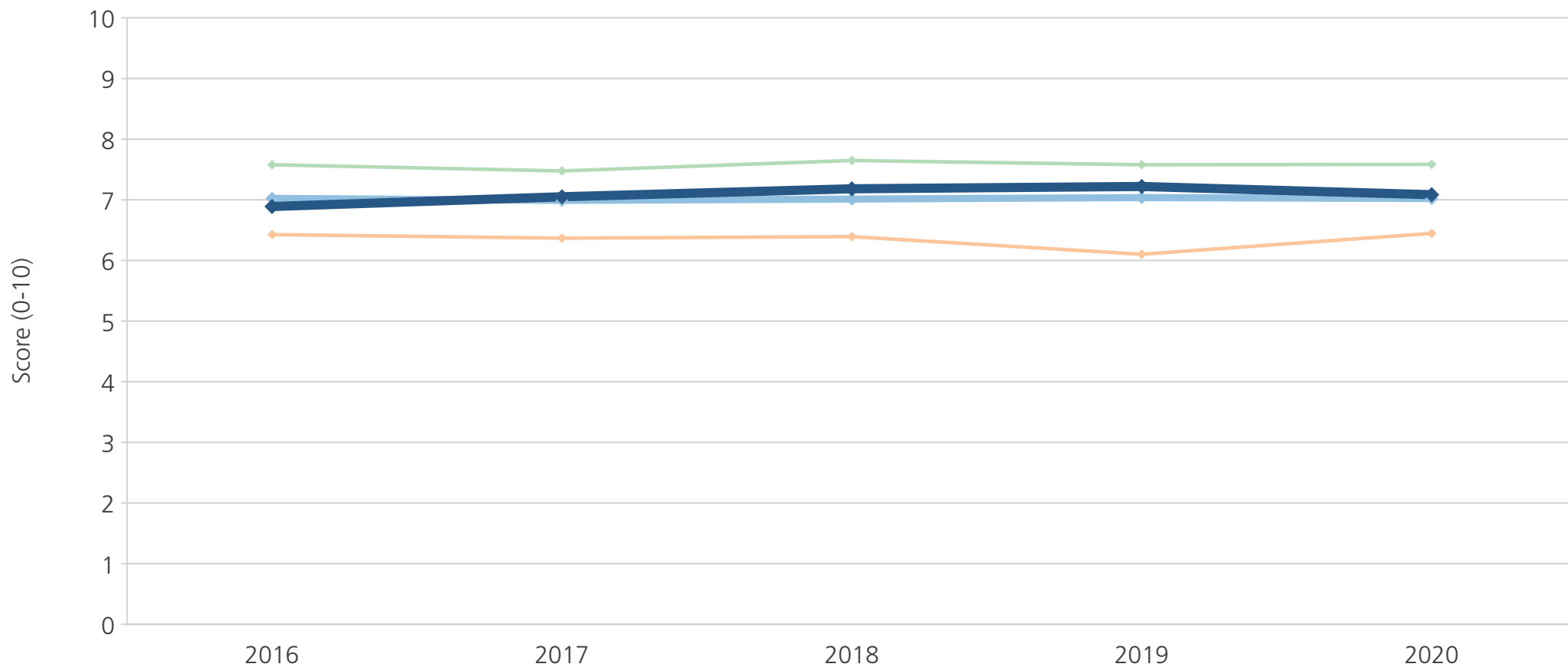
Best	8.6	8.5	8.5	8.6	8.7
Your org	7.9	8.0	8.1	8.1	7.9
Average	8.1	8.0	8.0	8.0	8.1
Worst	7.1	7.2	7.1	7.3	7.2
Responses	458	1,960	2,032	2,241	2,720



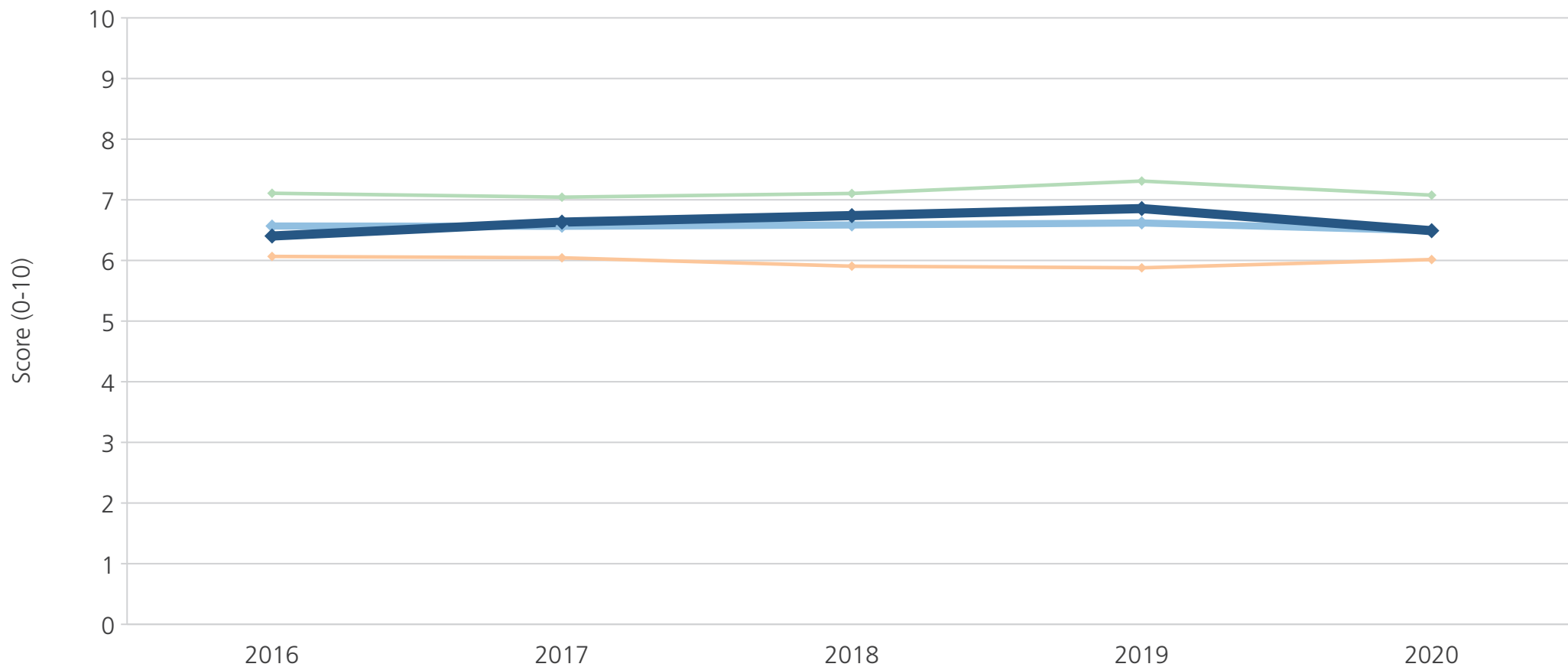
Best	9.7	9.7	9.7	9.7	9.8
Your org	9.4	9.4	9.6	9.5	9.5
Average	9.4	9.4	9.4	9.4	9.5
Worst	9.2	9.1	9.2	9.2	9.1
Responses	456	1,967	2,028	2,220	2,723



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 |

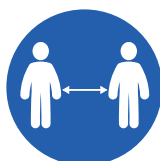
The charts on the following pages show the breakdown of theme scores for staff answering 'yes' to each of these questions, compared with the results for all staff at your organisation. Results are presented in the context of the highest, average and lowest scores for similar organisations.

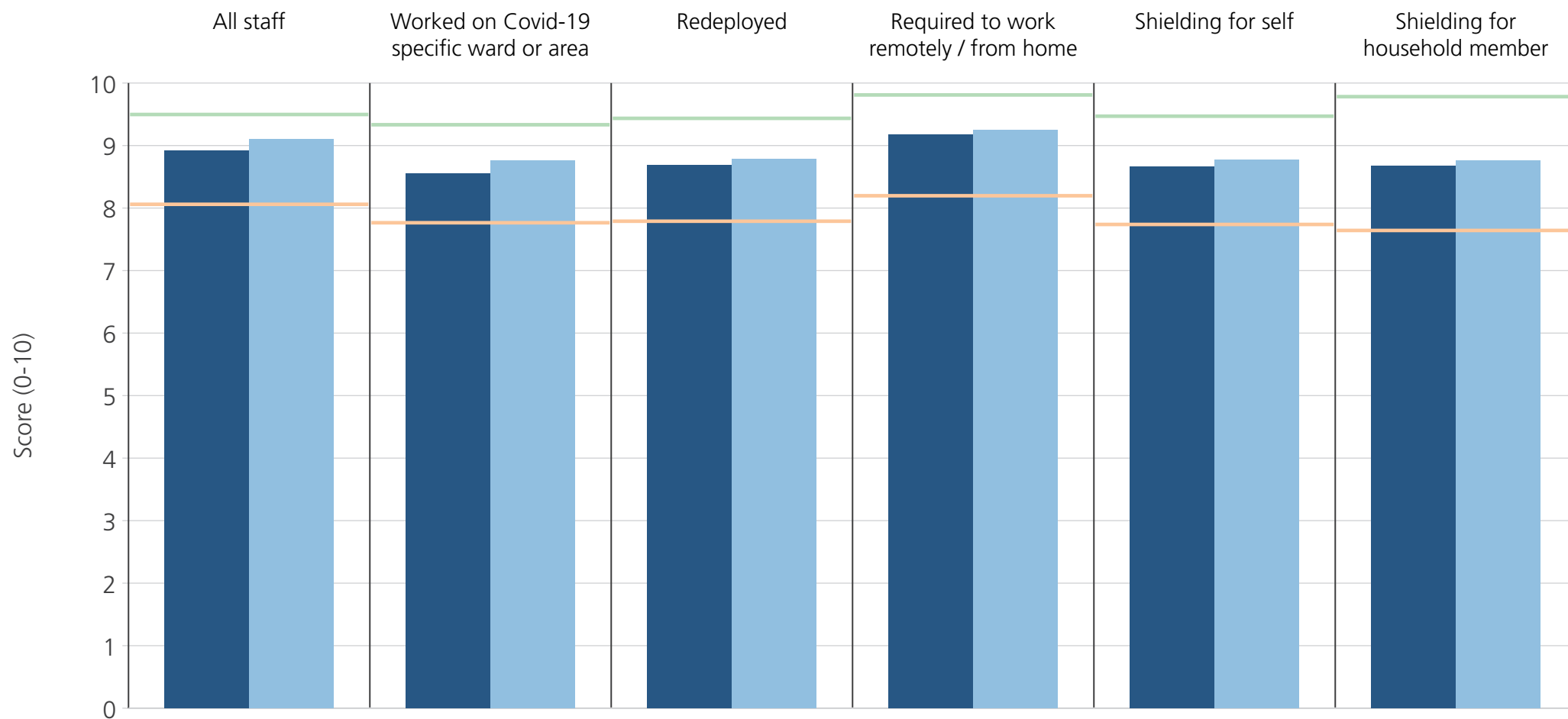
Comparing your data

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	9.5	9.3	9.4	9.8	9.5	9.8
Your org	8.9	8.5	8.7	9.2	8.7	8.7
Average	9.1	8.8	8.8	9.2	8.8	8.8
Lowest	8.1	7.8	7.8	8.2	7.7	7.6

Responses

2,721

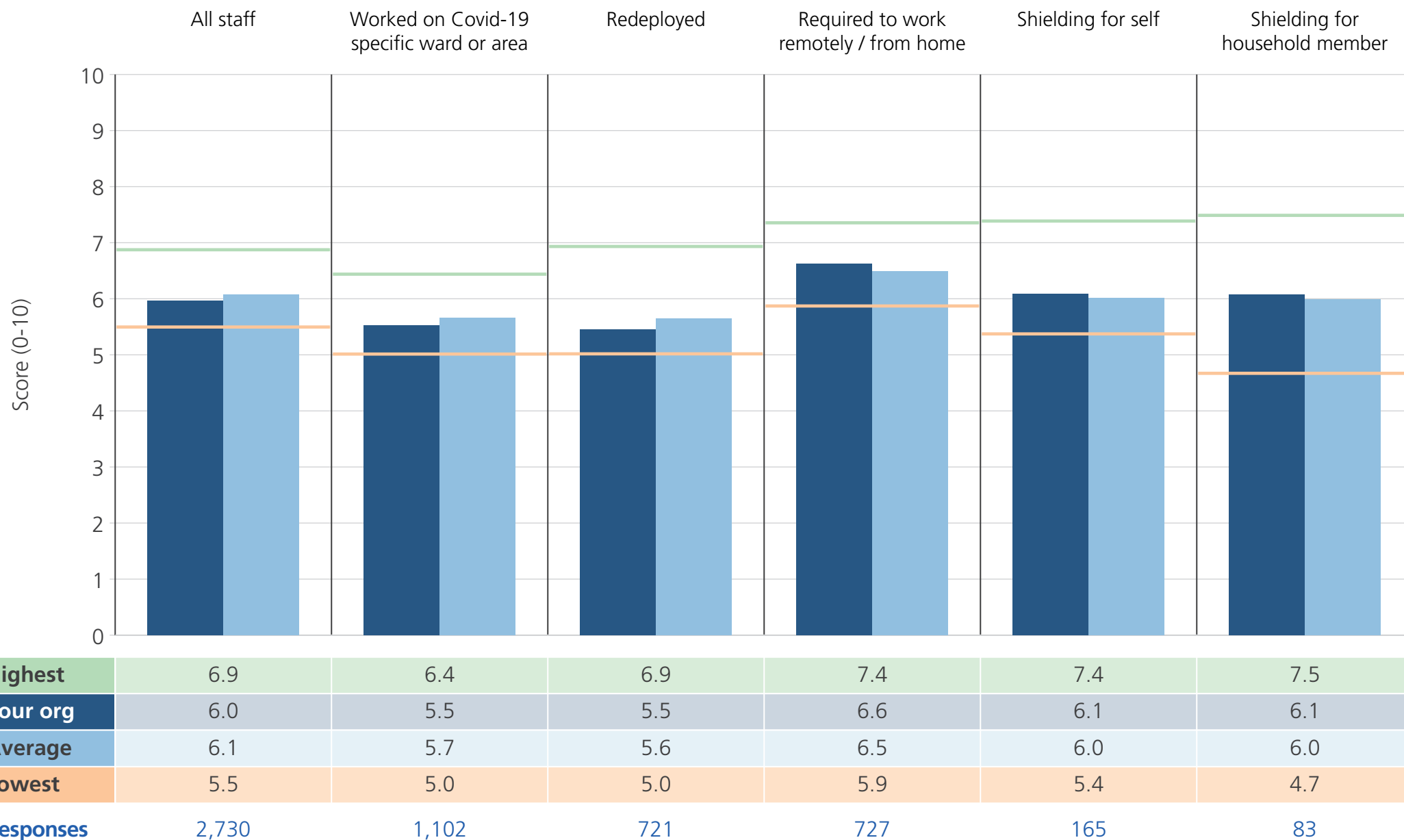
1,093

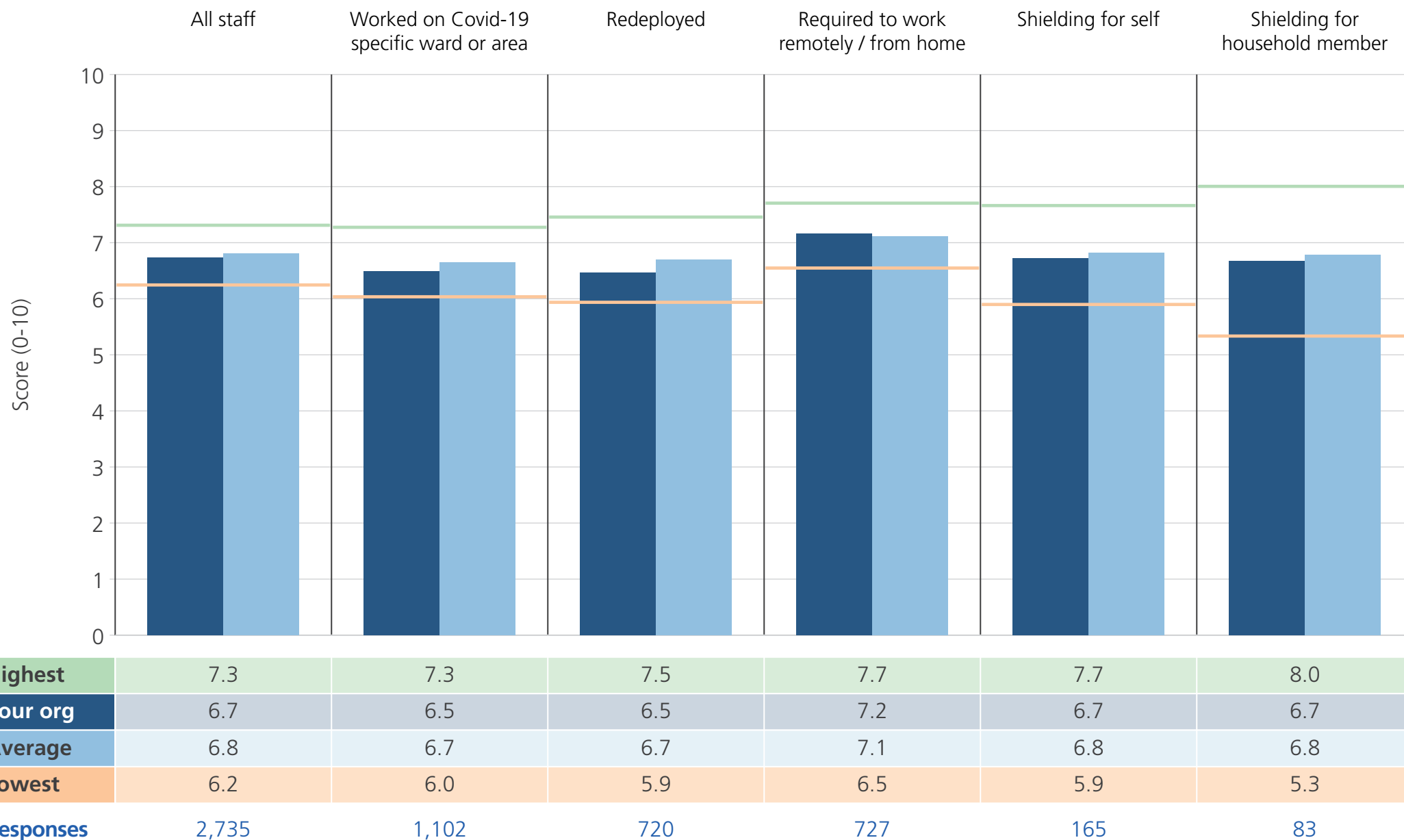
713

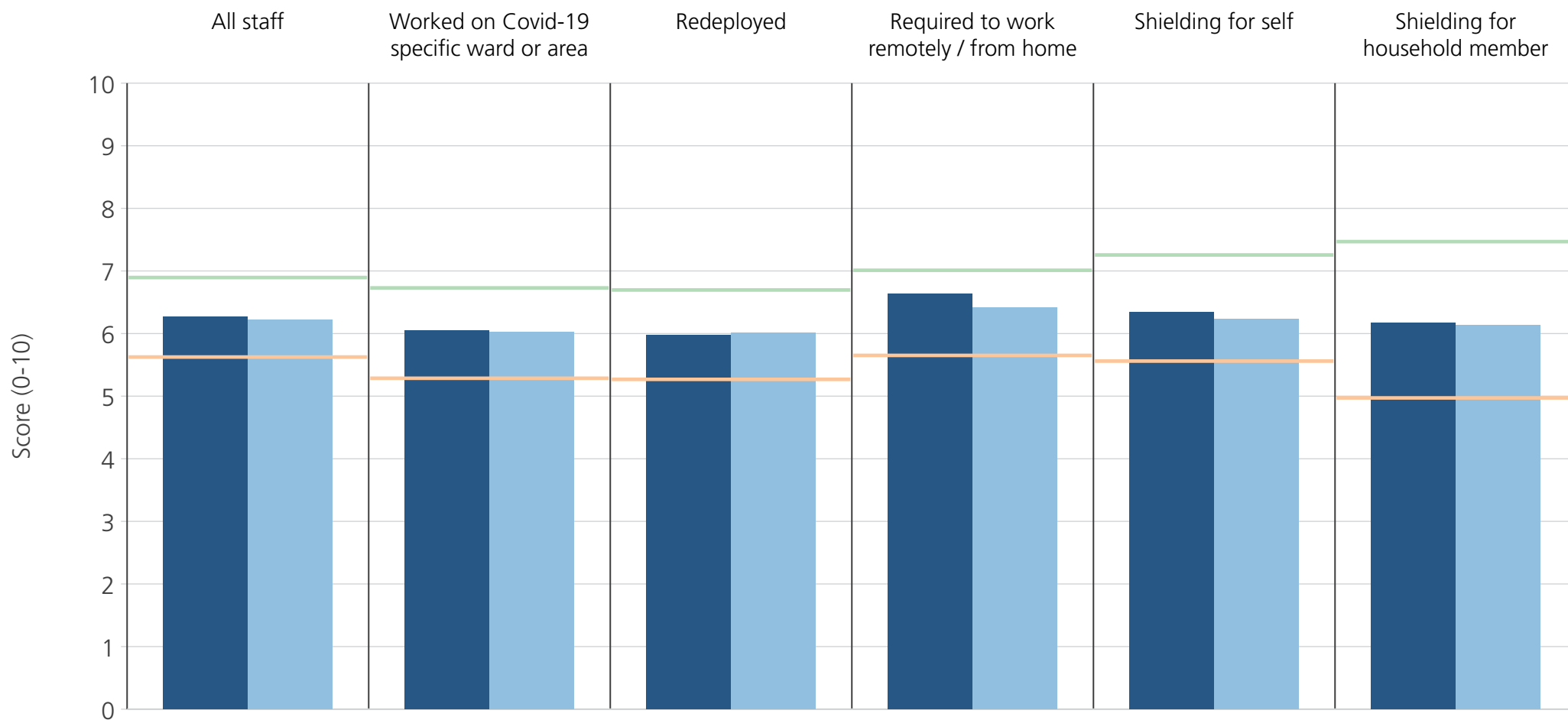
725

164

83







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

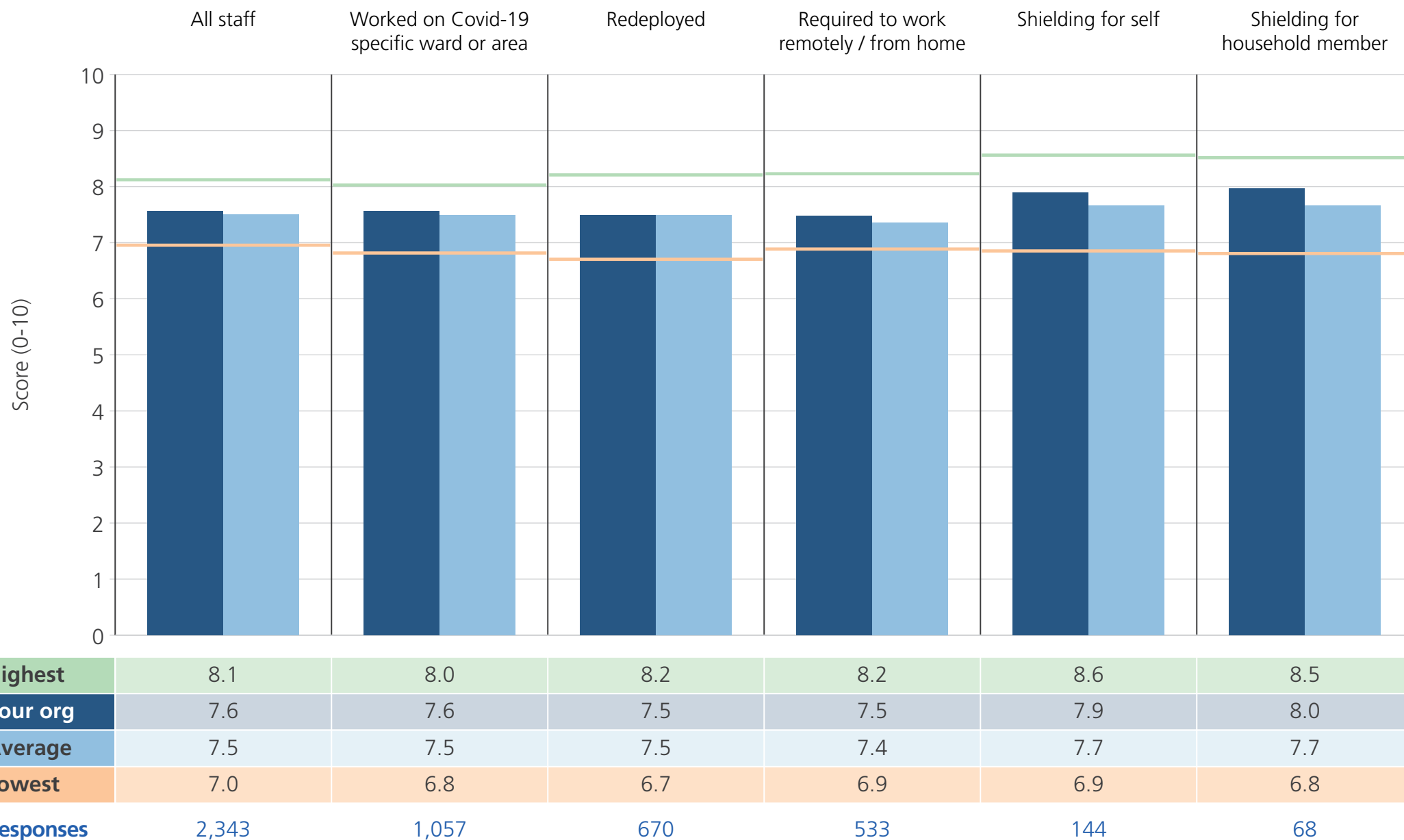
1,101

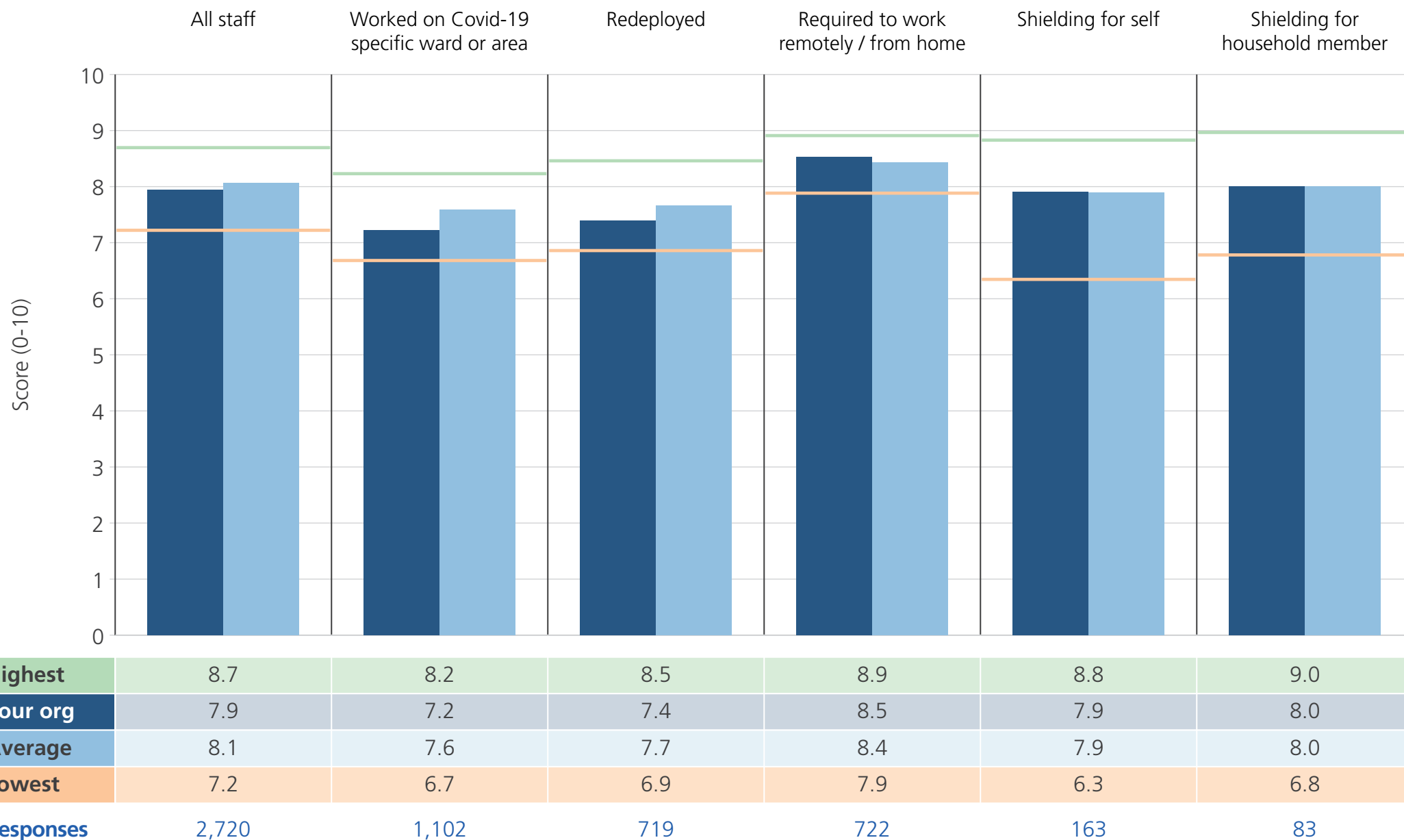
720

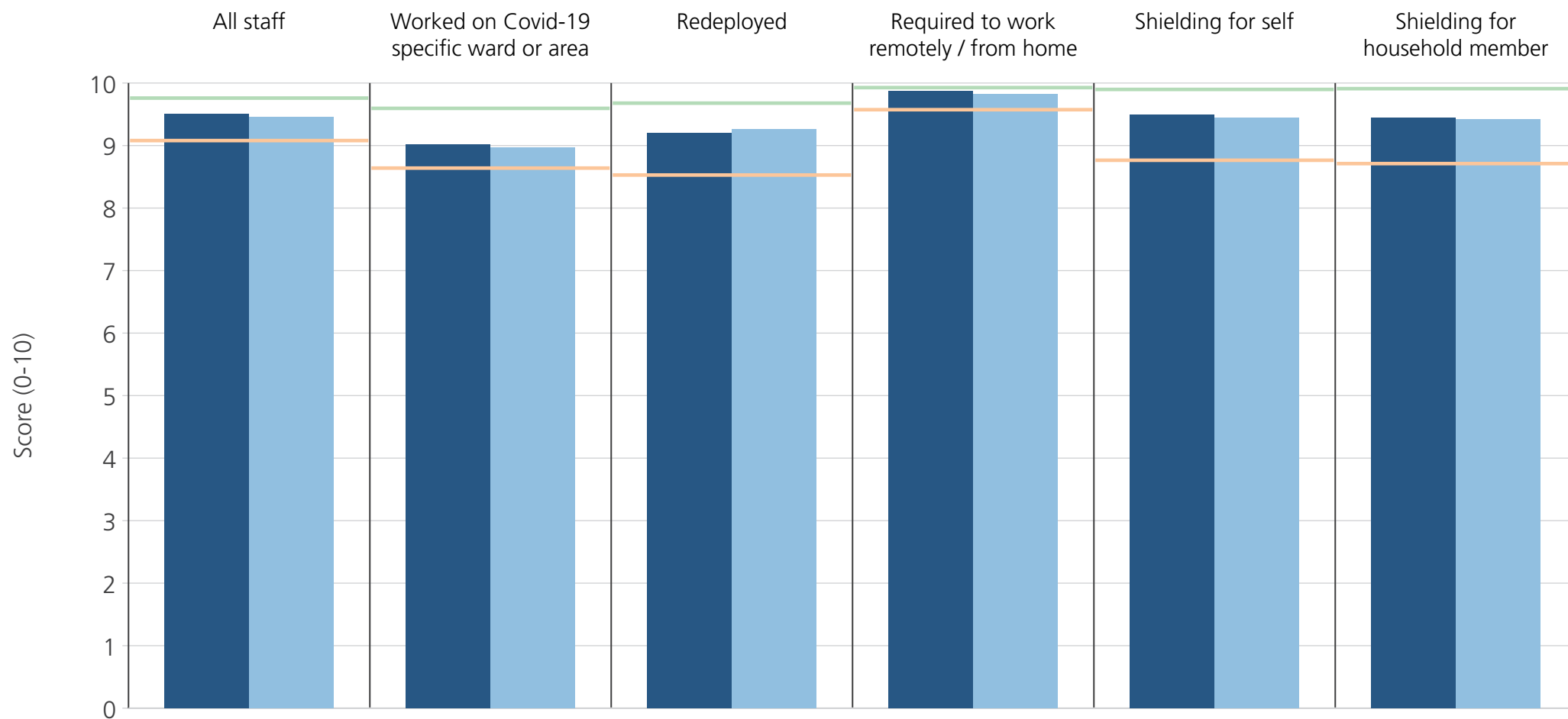
725

165

83

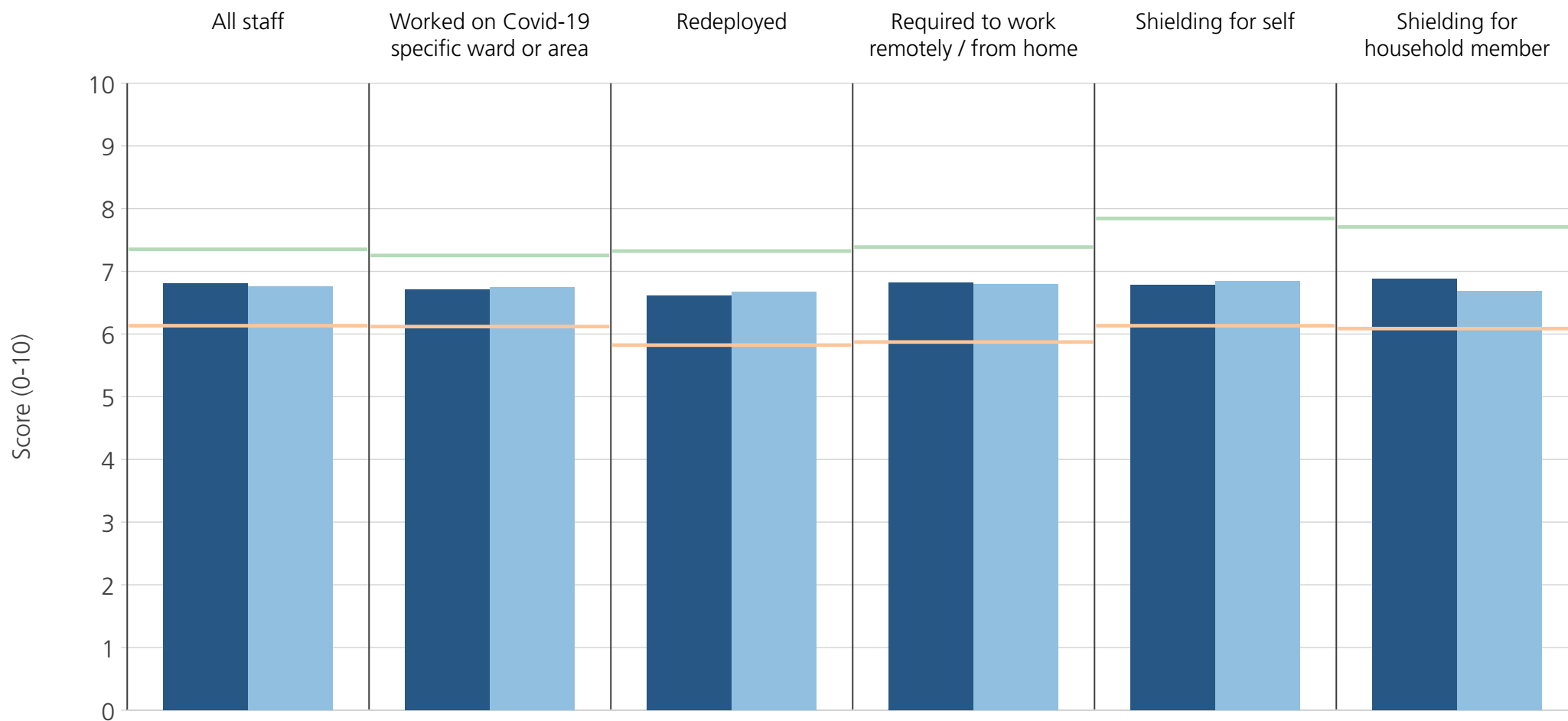






Highest	9.8	9.6	9.7	9.9	9.9	9.9
Your org	9.5	9.0	9.2	9.9	9.5	9.4
Average	9.5	9.0	9.3	9.8	9.4	9.4
Lowest	9.1	8.6	8.5	9.6	8.8	8.7

Responses	2,723	1,099	719	725	162	82
-----------	-------	-------	-----	-----	-----	----



Highest	7.4	7.3	7.3	7.4	7.8	7.7
Your org	6.8	6.7	6.6	6.8	6.8	6.9
Average	6.8	6.7	6.7	6.8	6.8	6.7
Lowest	6.1	6.1	5.8	5.9	6.1	6.1

Responses

2,733

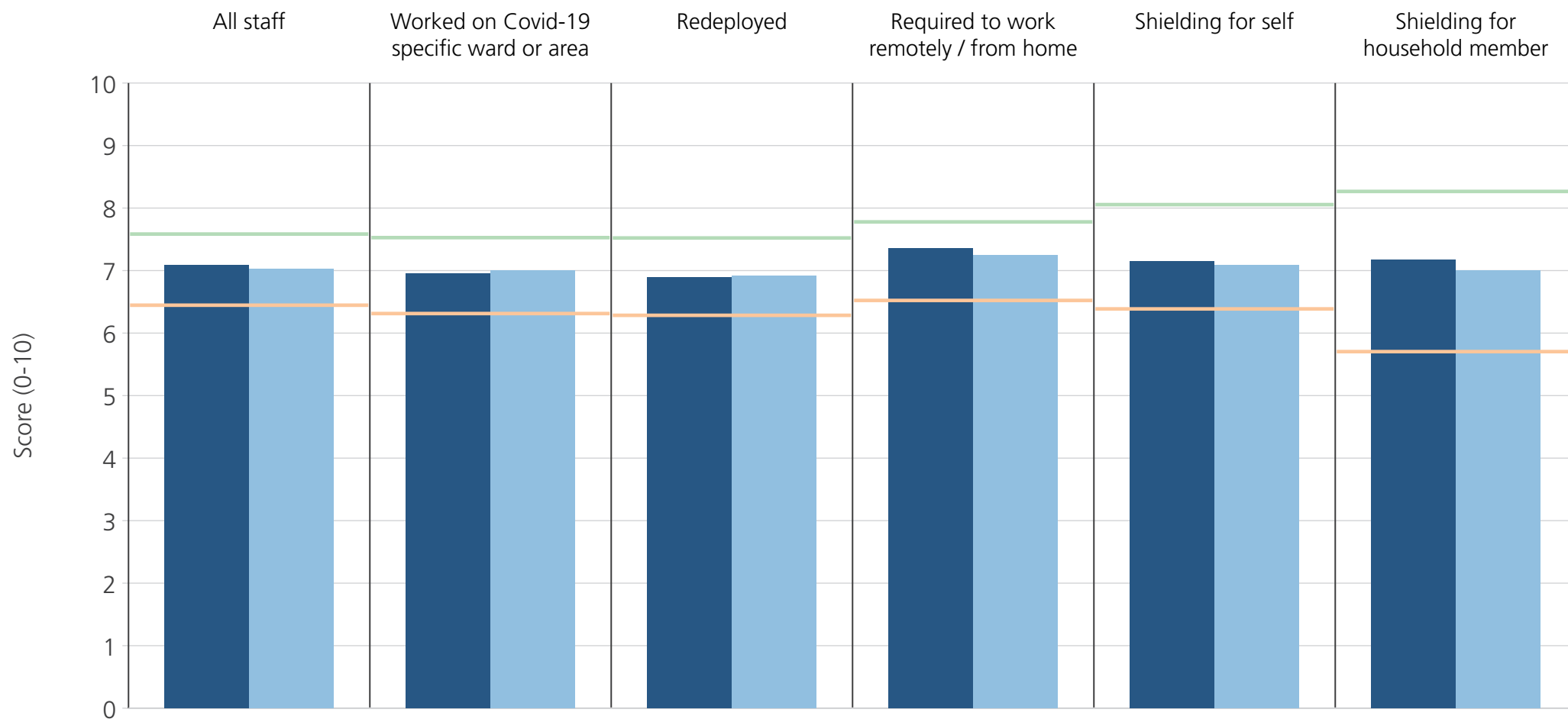
1,103

722

725

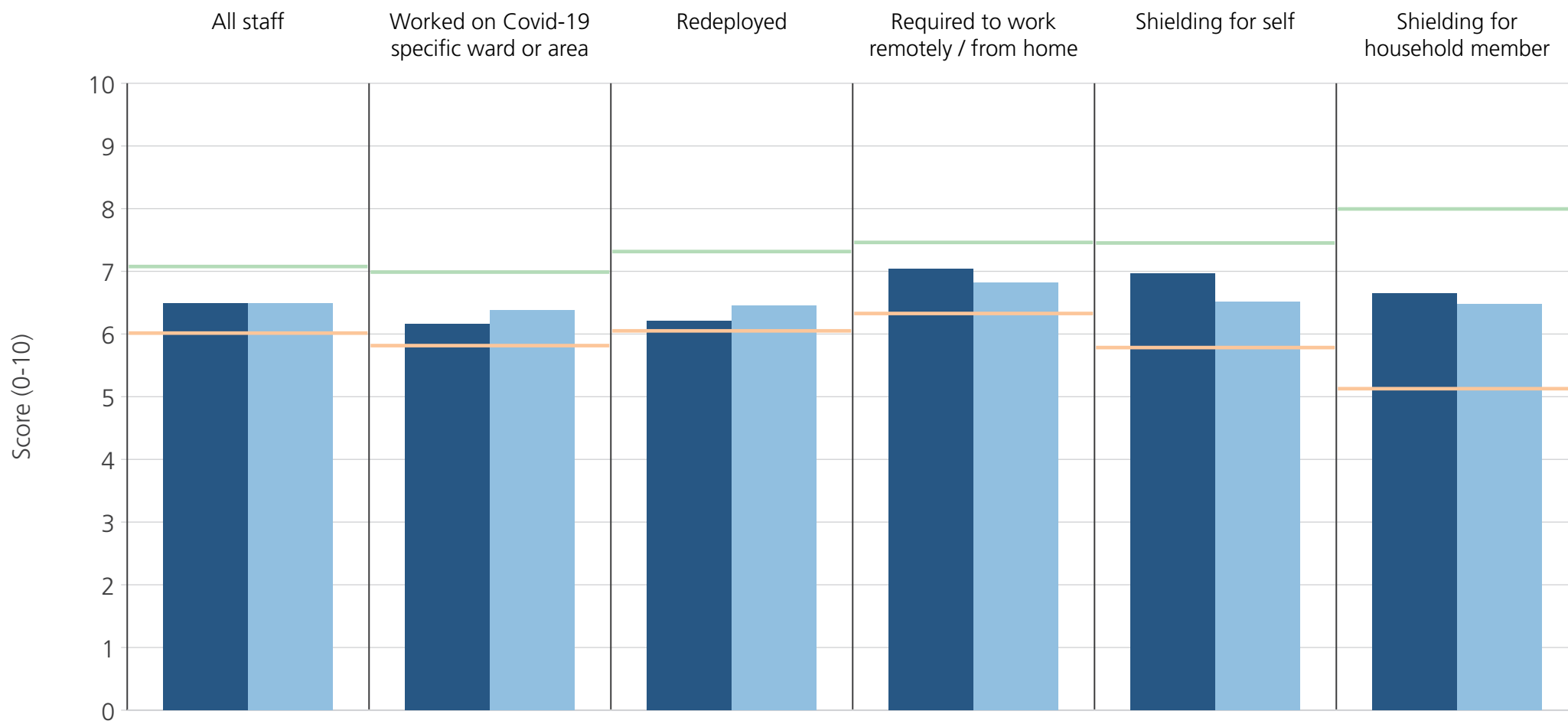
163

81



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
-----------	-------	-------	-----	-----	-----	----



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

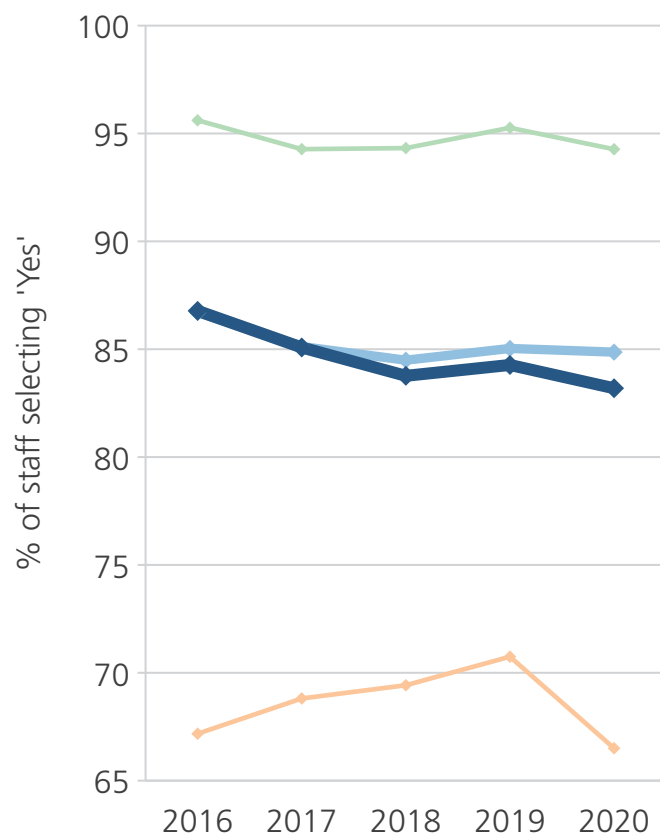
79

Theme results – Detailed information

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results

Q14

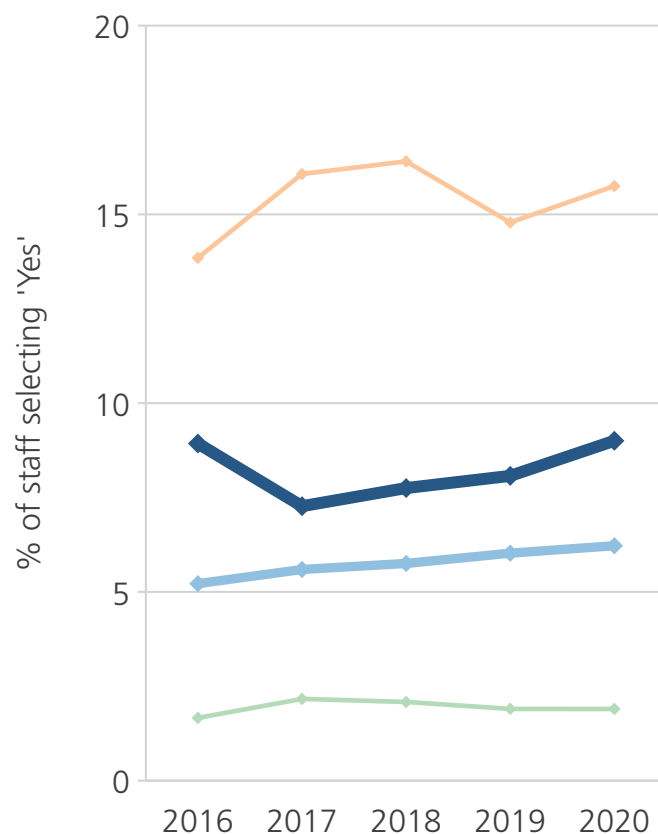
Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



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

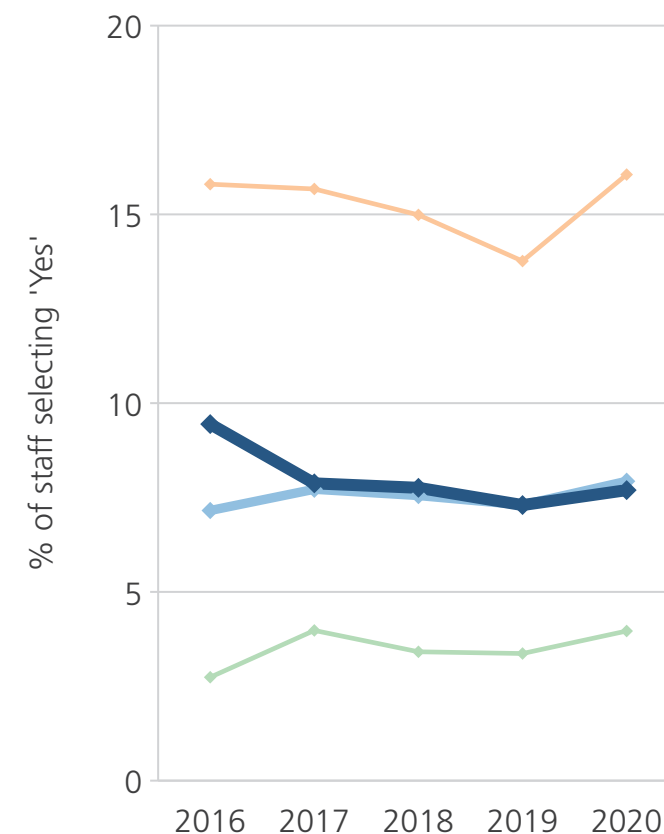
In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?



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

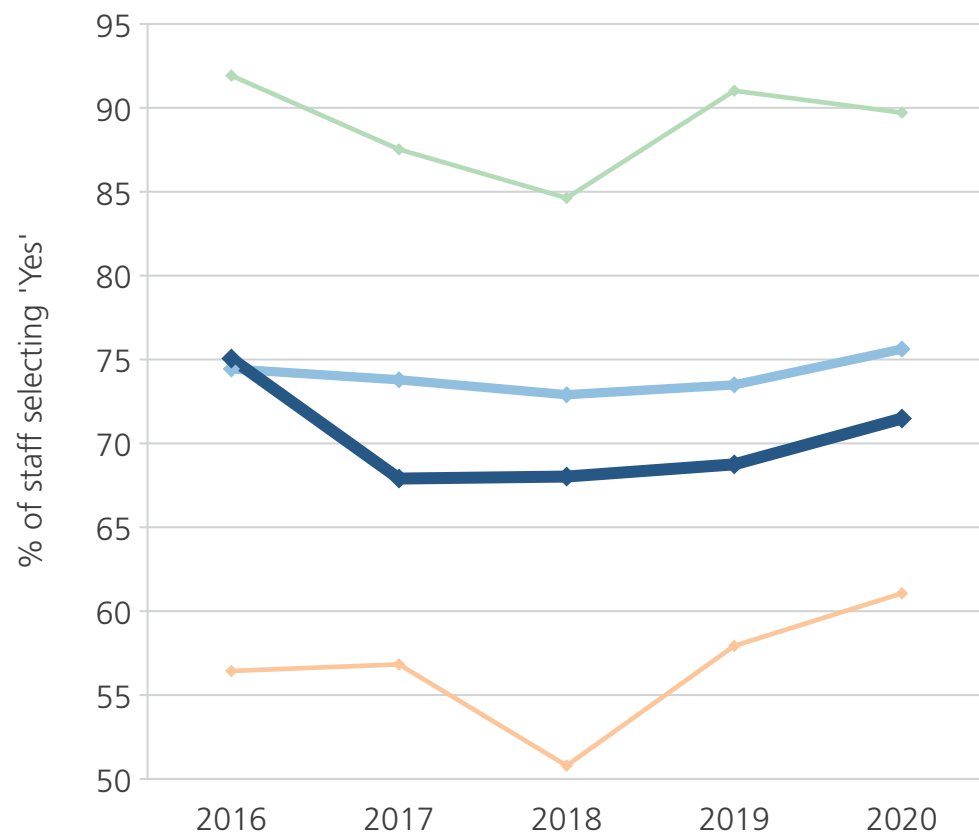
In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?



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

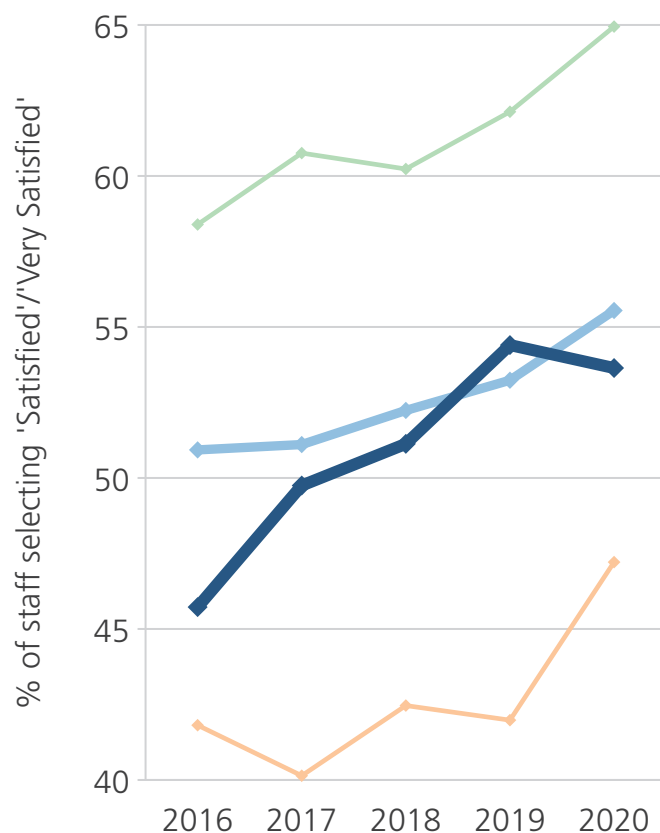
Has your employer made adequate adjustment(s)
to enable you to carry out your work?



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

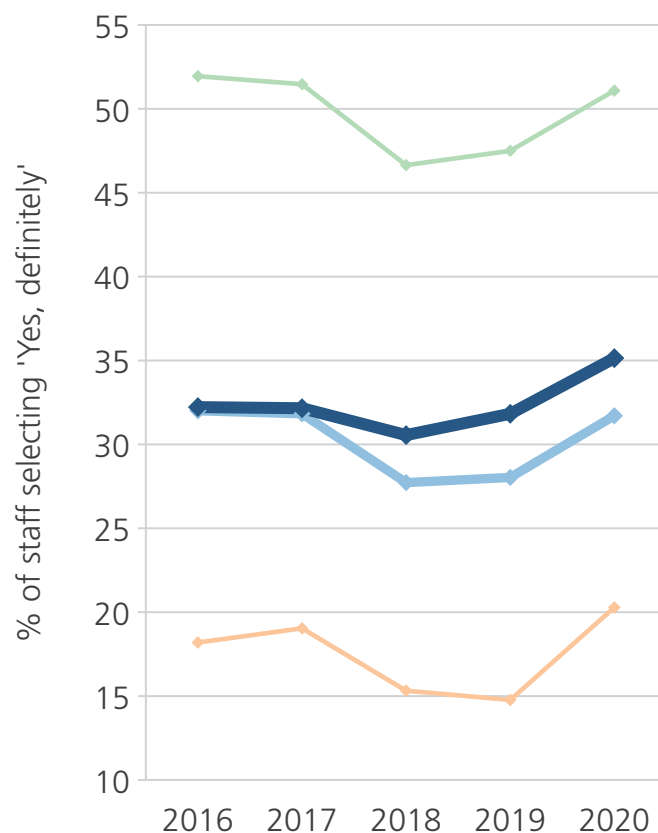
The opportunities for flexible working patterns



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

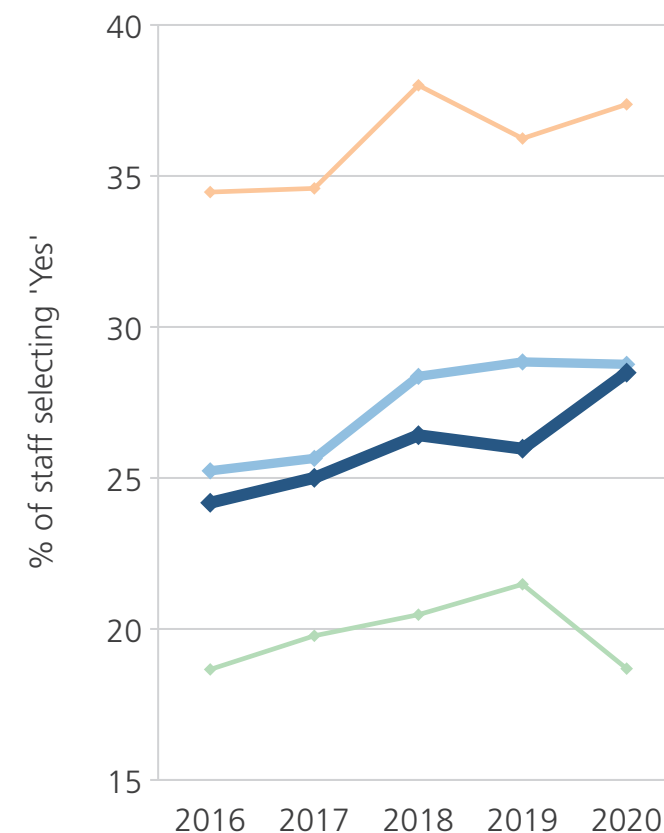
Does your organisation take positive action on health and well-being?



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

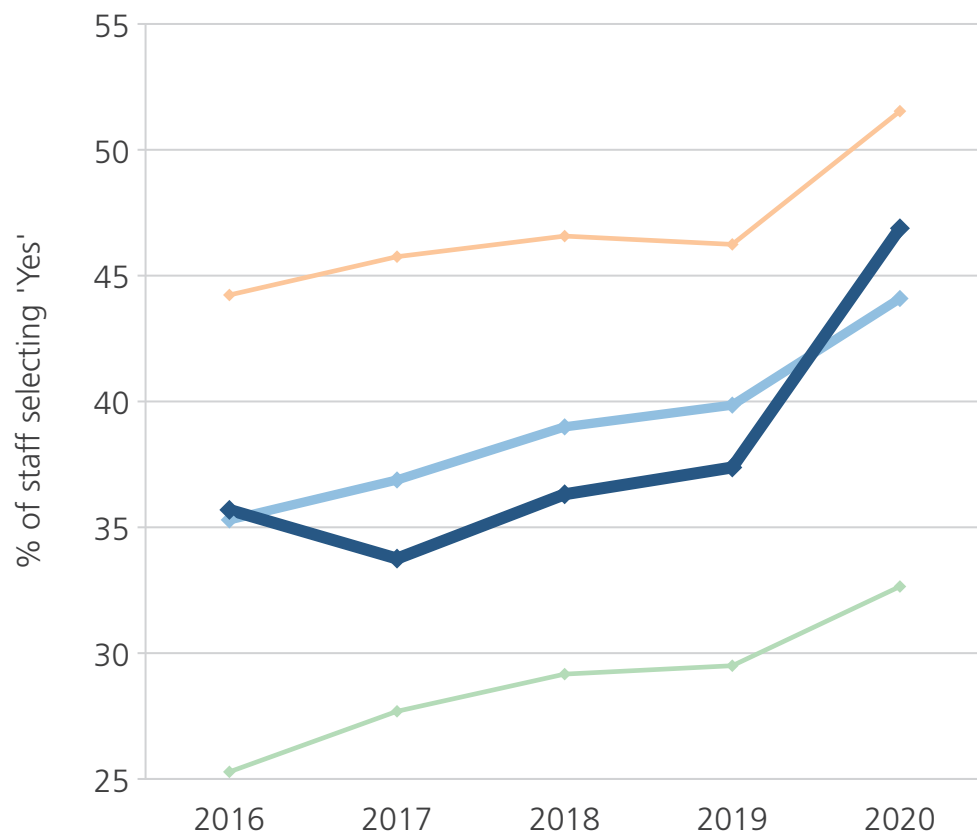
In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



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

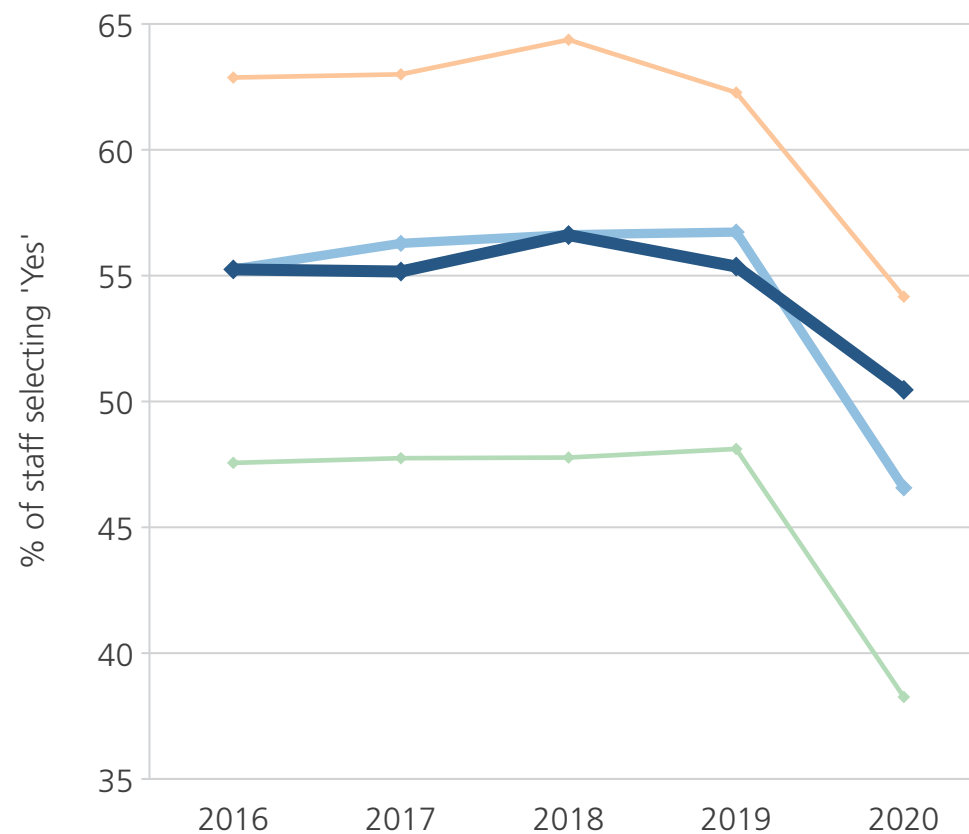
During the last 12 months have you felt unwell as a result of work related stress?



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

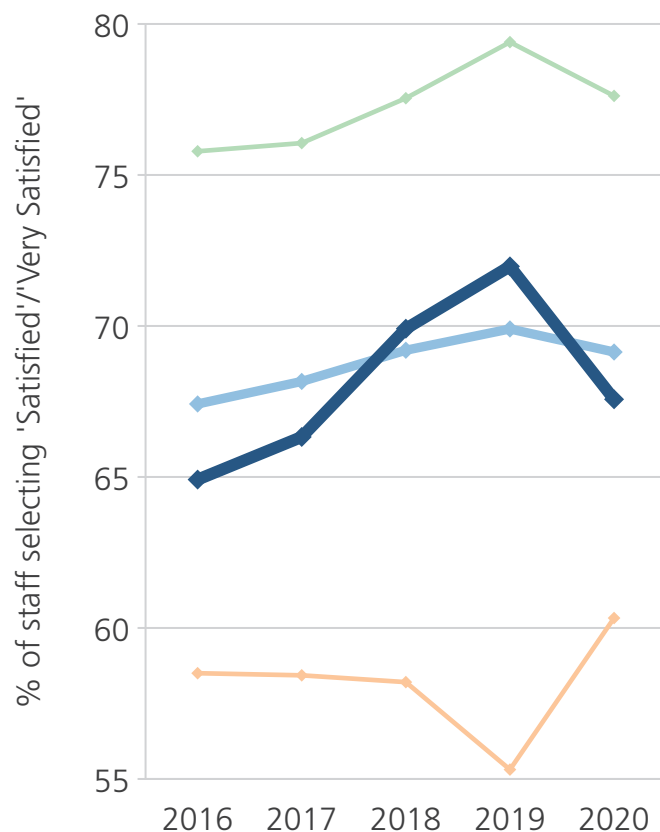
In the last three months have you ever come to work despite not feeling well enough to perform your duties?



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

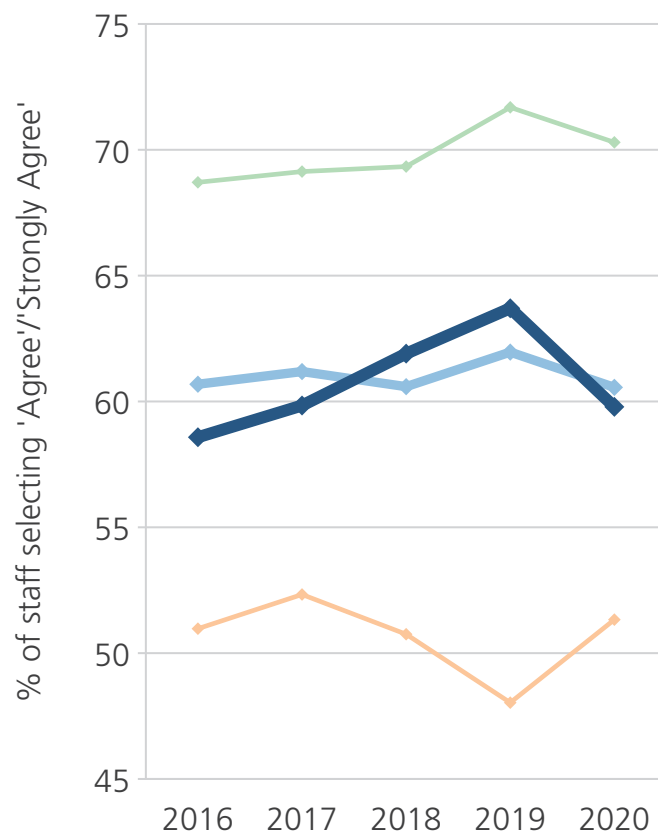
The support I get from my immediate manager



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

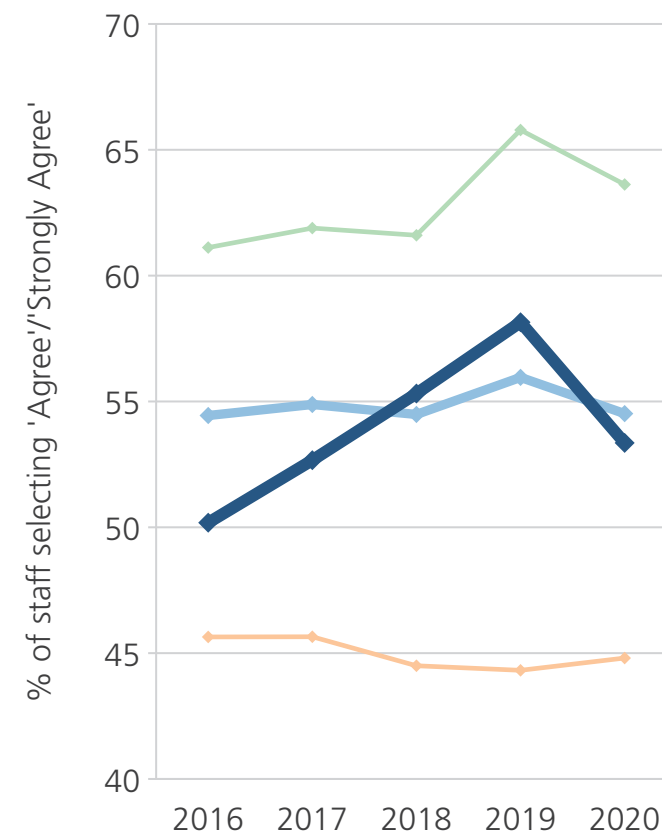
My immediate manager gives me clear feedback on my work



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

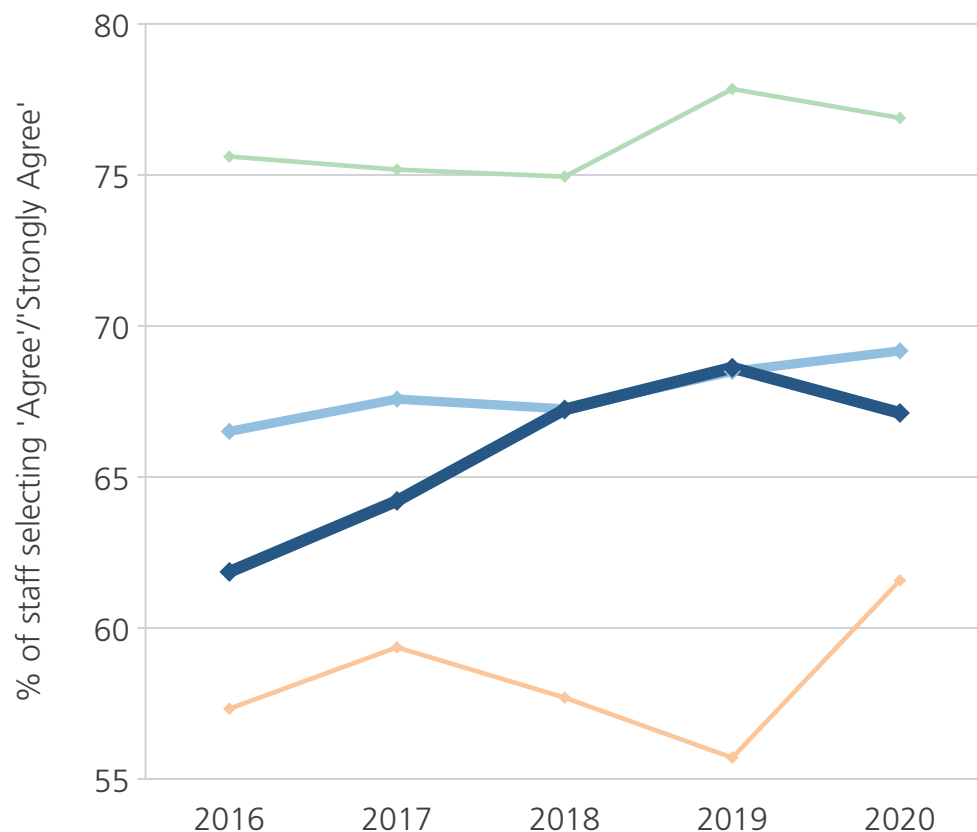
My immediate manager asks for my opinion before making decisions that affect my work



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

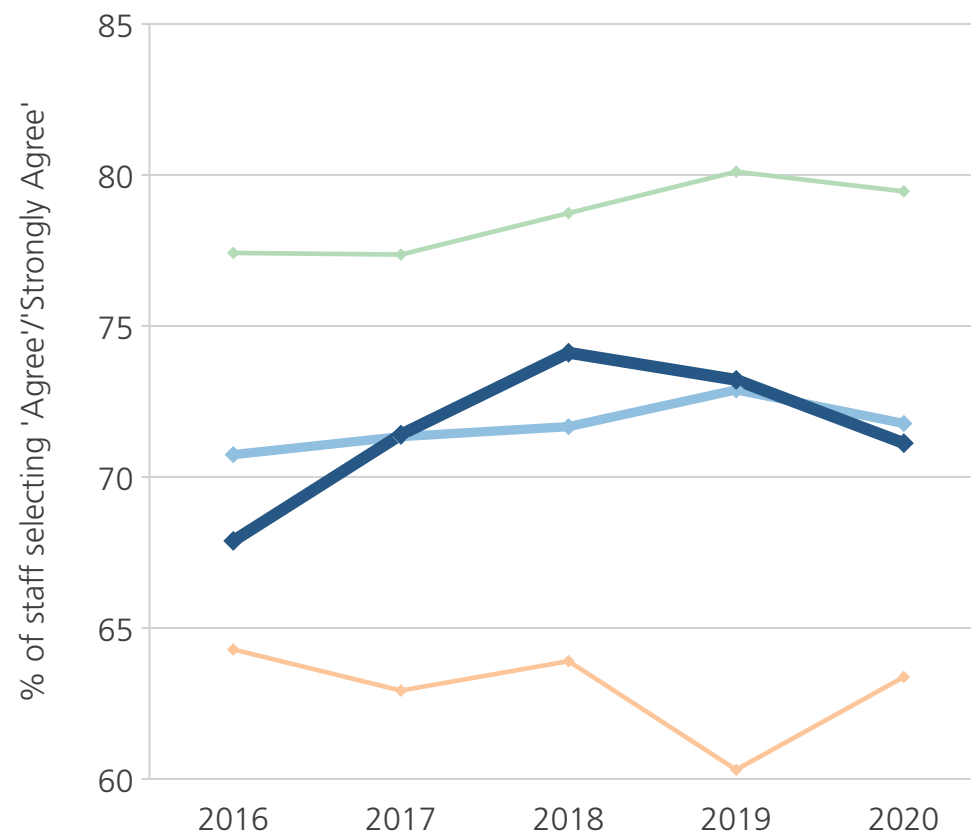
My immediate manager takes a positive interest in my health and well-being



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

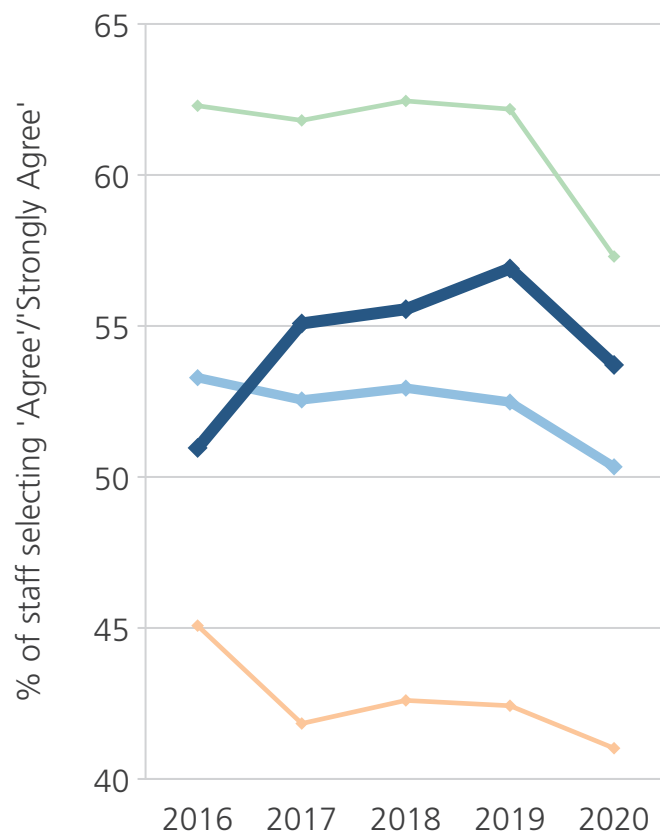
My immediate manager values my work



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

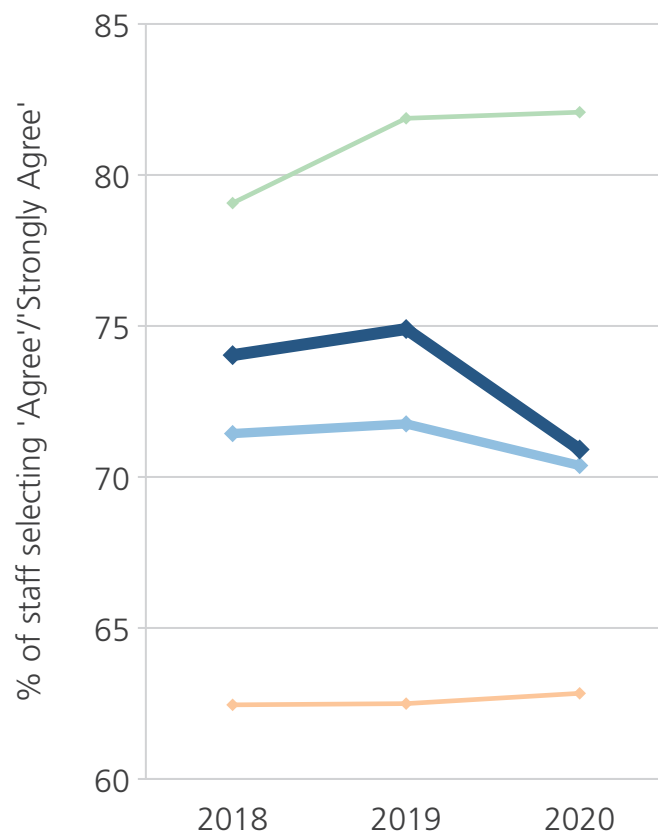
I am involved in deciding on changes introduced that affect my work area / team / department



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

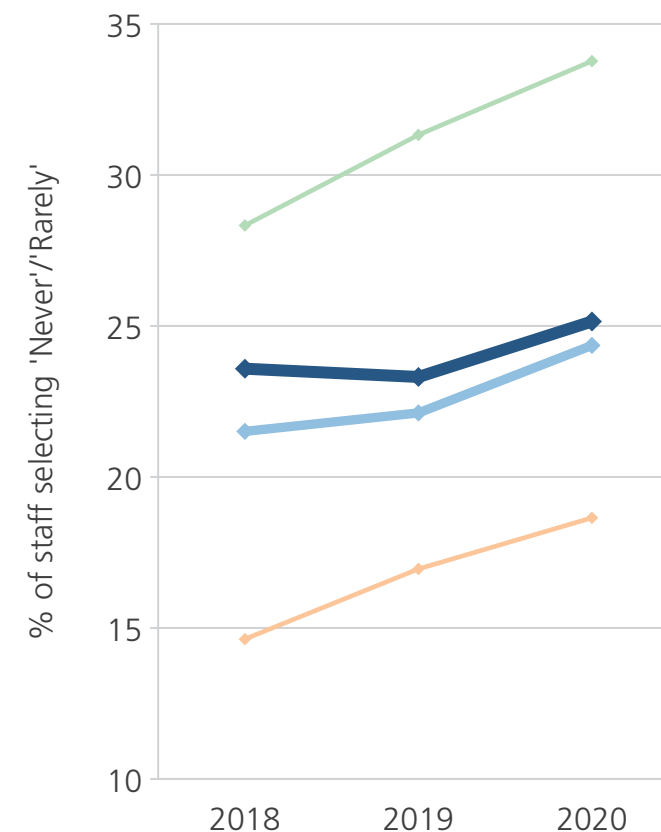
I receive the respect I deserve from my colleagues at work



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

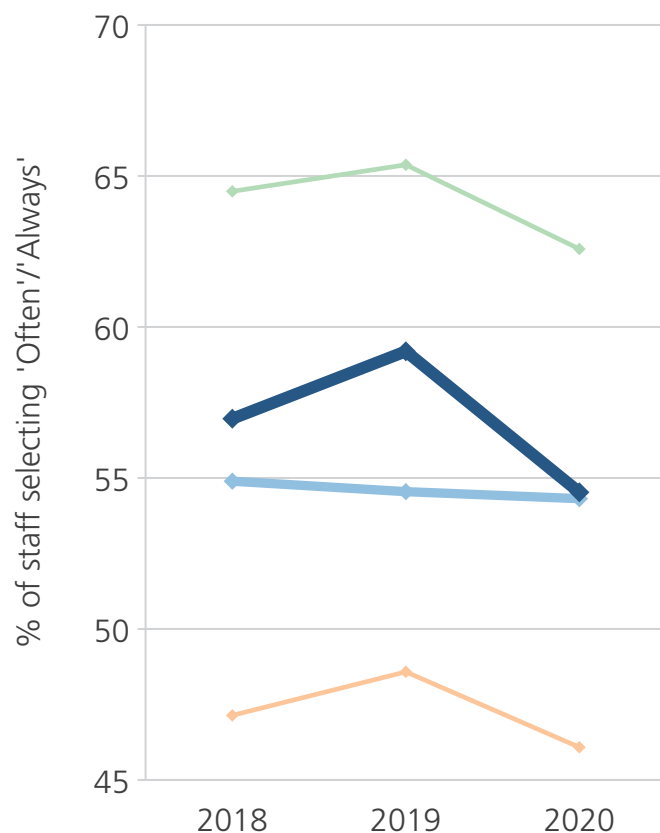
I have unrealistic time pressures



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%

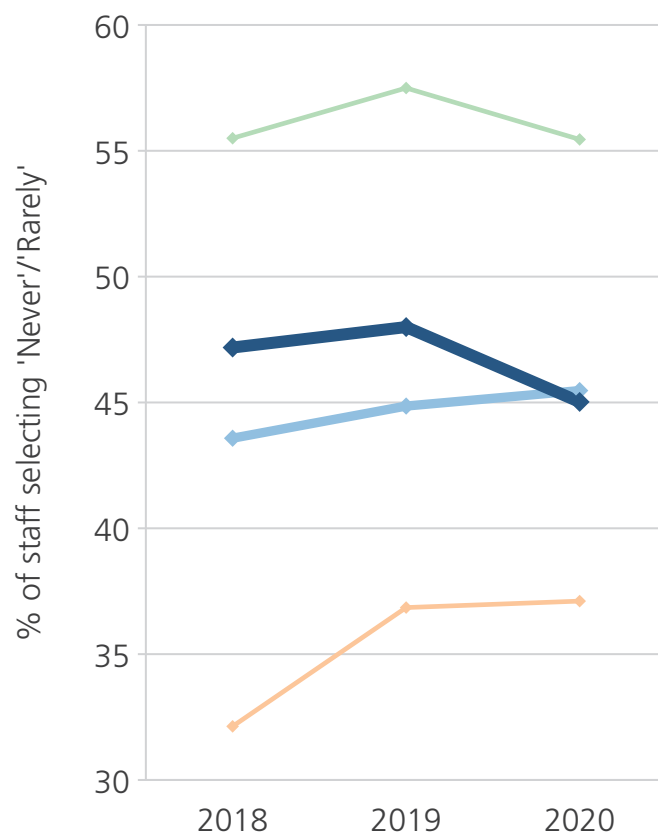
Q6b

I have a choice in deciding
how to do my work



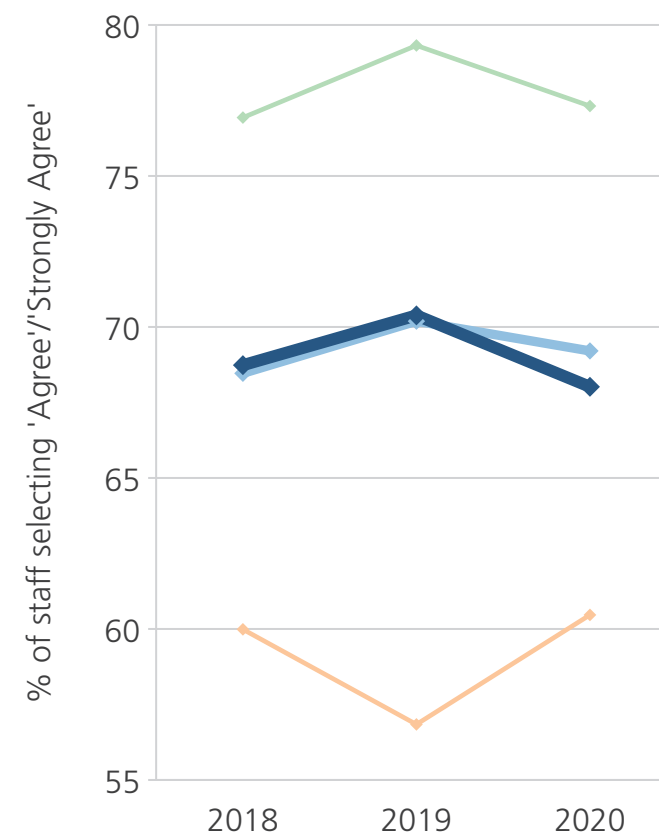
Q6c

Relationships at work are strained



Q8a

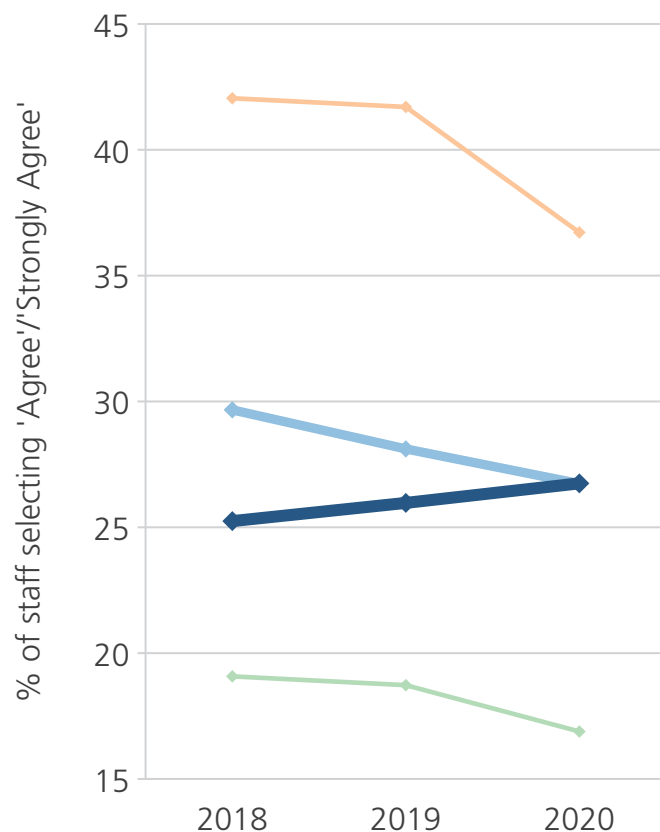
My immediate manager
encourages me at work



Best	64.5%	65.4%	62.6%	Best	55.5%	57.5%	55.5%	Best	76.9%	79.3%	77.3%
Your org	57.0%	59.2%	54.5%	Your org	47.2%	48.0%	45.0%	Your org	68.7%	70.4%	68.0%
Average	54.9%	54.5%	54.3%	Average	43.6%	44.9%	45.5%	Average	68.5%	70.2%	69.2%
Worst	47.1%	48.6%	46.1%	Worst	32.1%	36.9%	37.1%	Worst	60.0%	56.8%	60.5%

Q19a

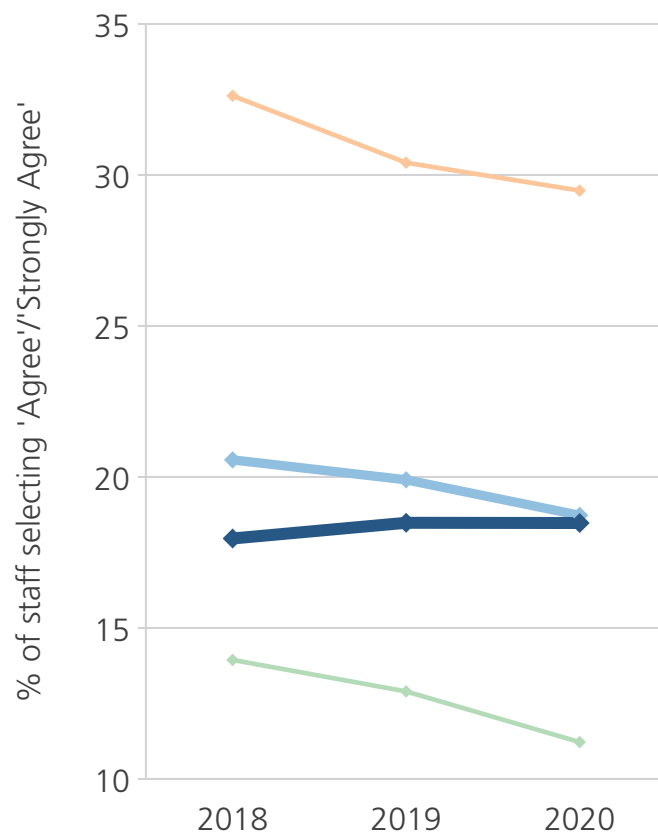
I often think about leaving this organisation



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

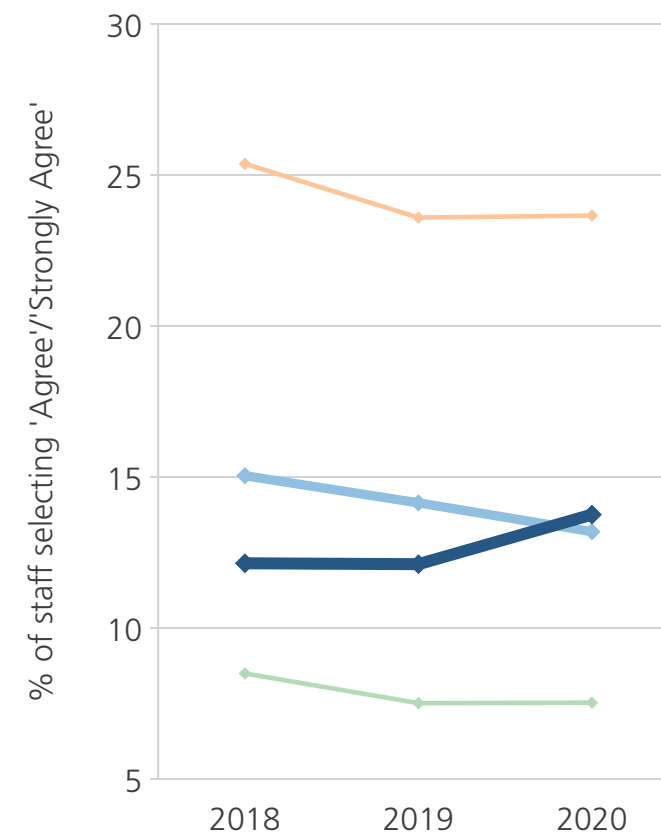
I will probably look for a job at a new organisation in the next 12 months



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

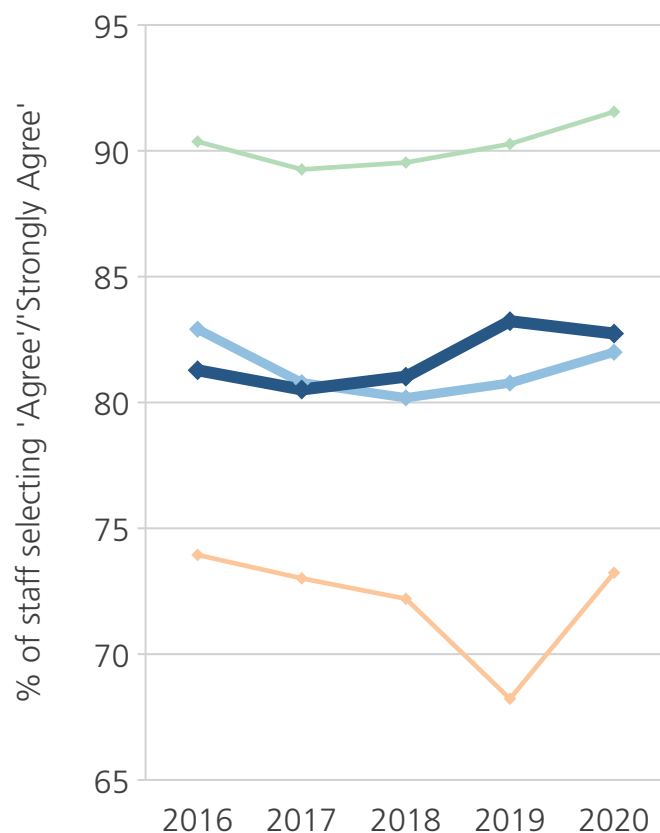
As soon as I can find another job, I will leave this organisation



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

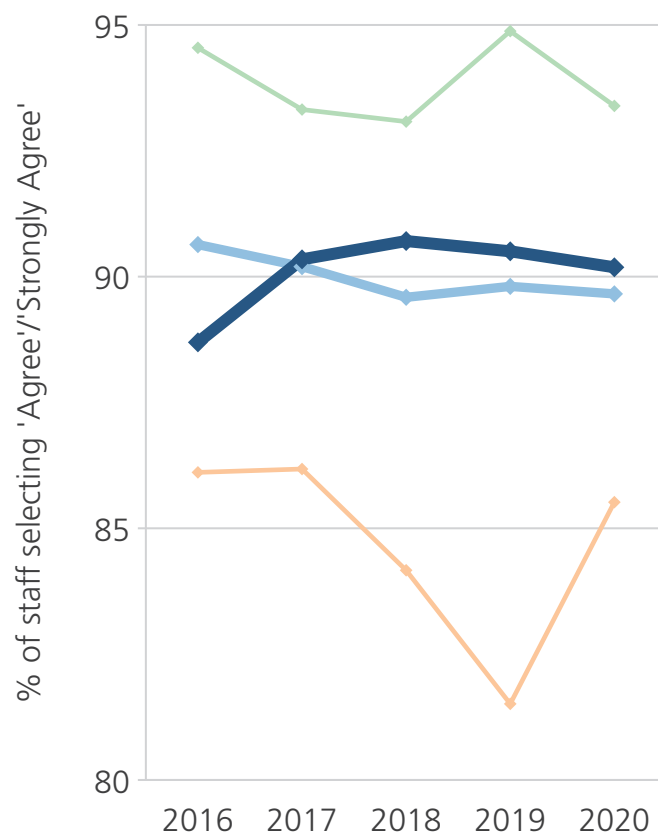
I am satisfied with the quality of care I give to patients / service users



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

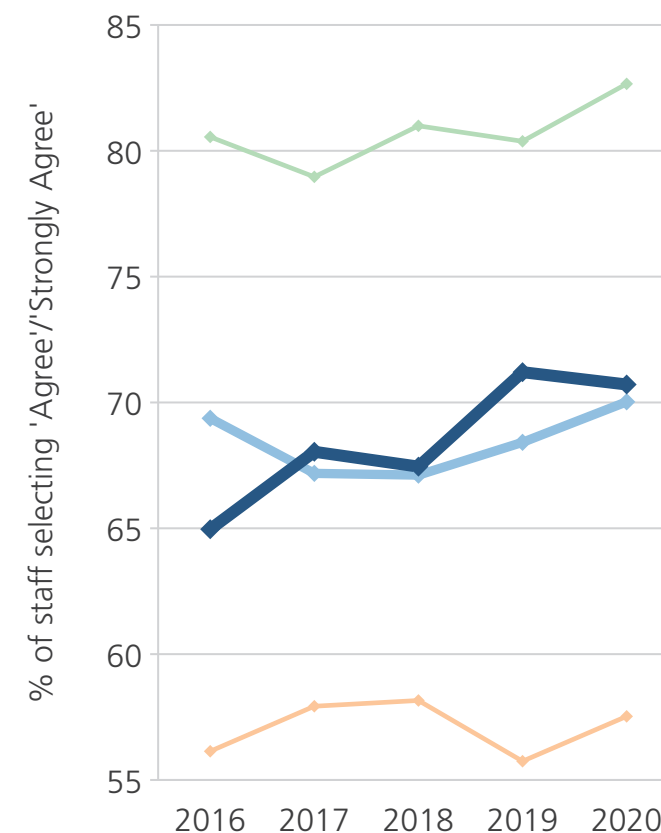
I feel that my role makes a difference to patients / service users



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

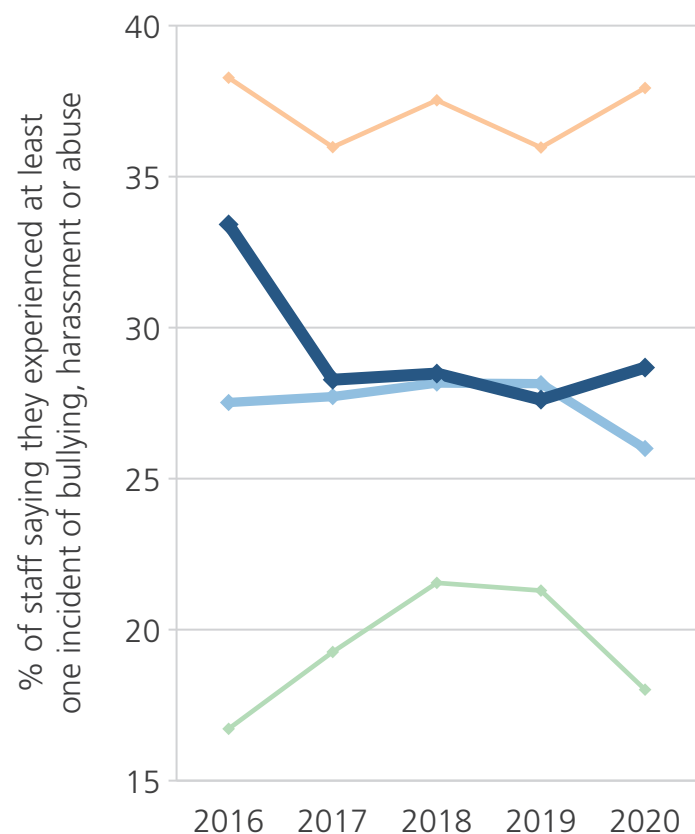
I am able to deliver the care I aspire to



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

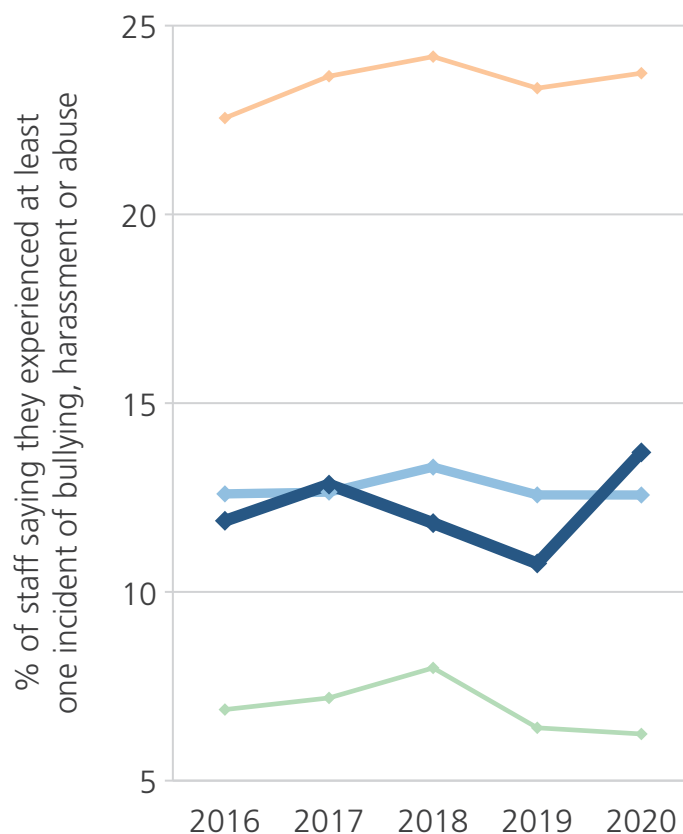
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?



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

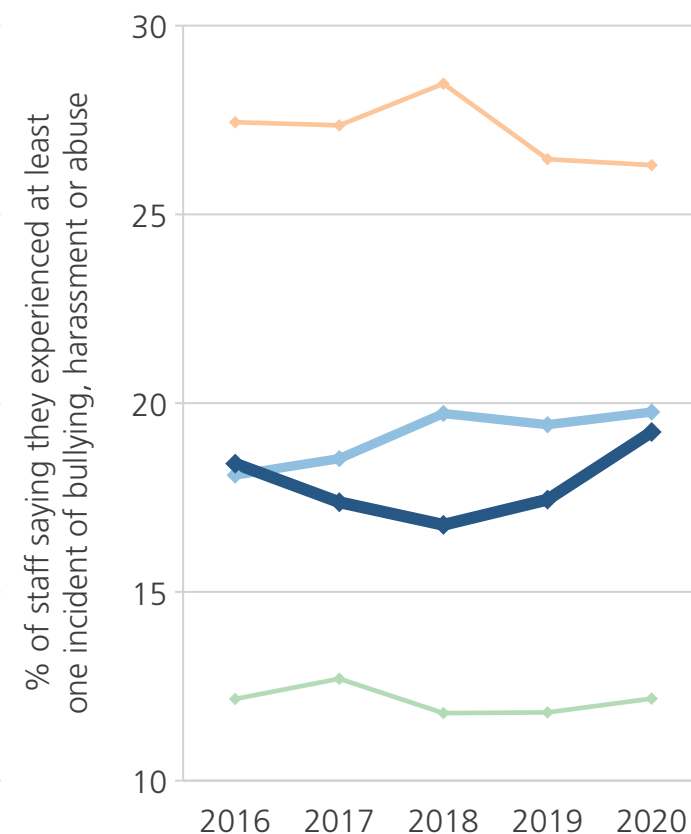
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?



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

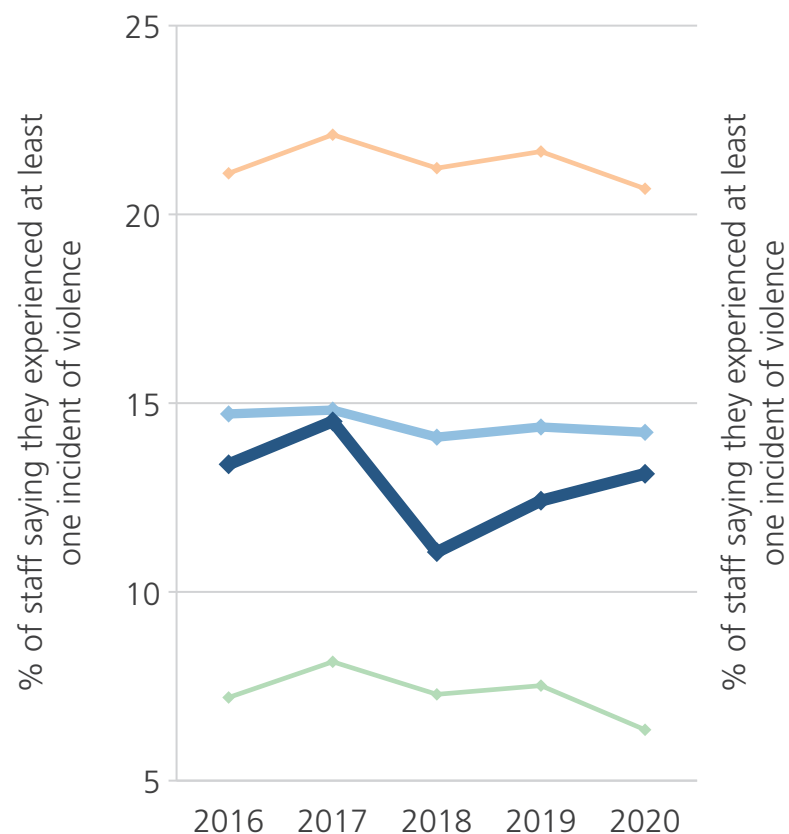
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?



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

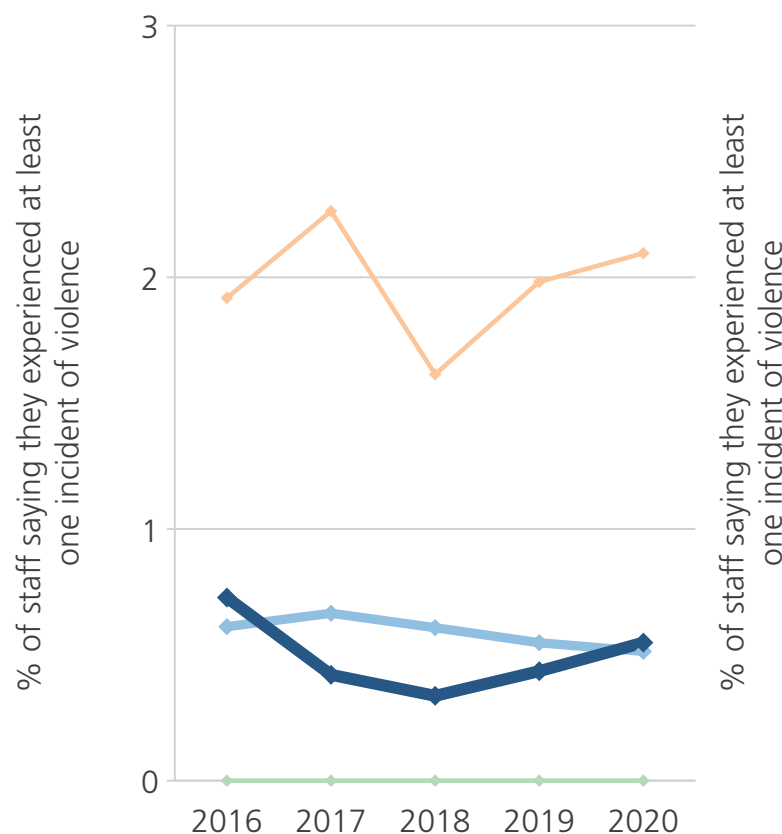
In the last 12 months how many times have you personally experienced physical violence at work from patients / service users, their relatives or other members of the public?



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

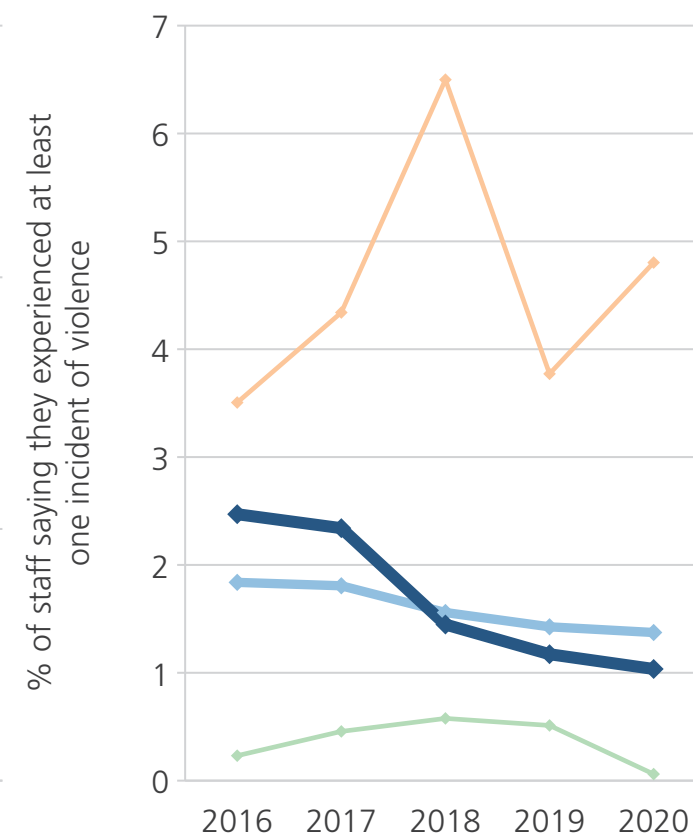
In the last 12 months how many times have you personally experienced physical violence at work from managers?



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

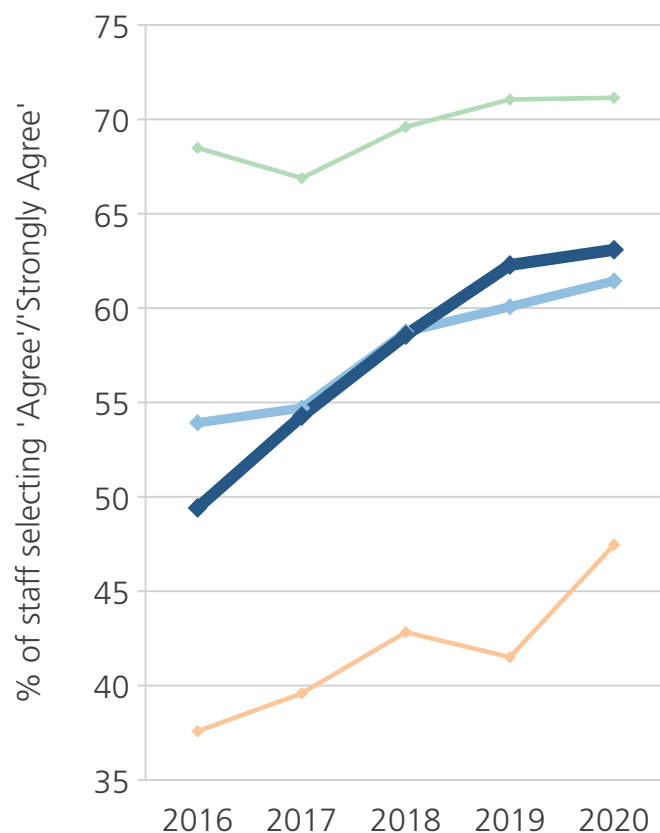
In the last 12 months how many times have you personally experienced physical violence at work from other colleagues?



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

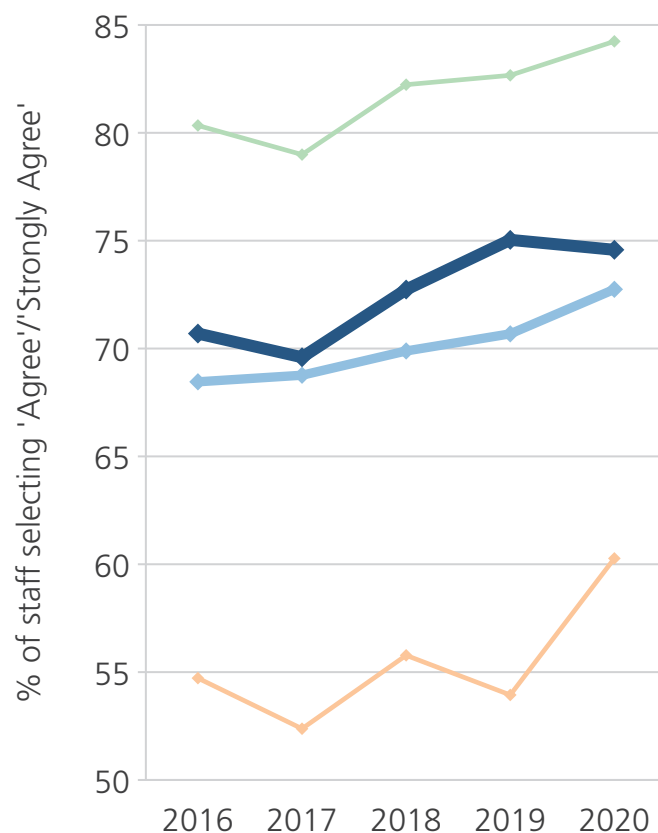
My organisation treats staff who are involved in an error, near miss or incident fairly



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

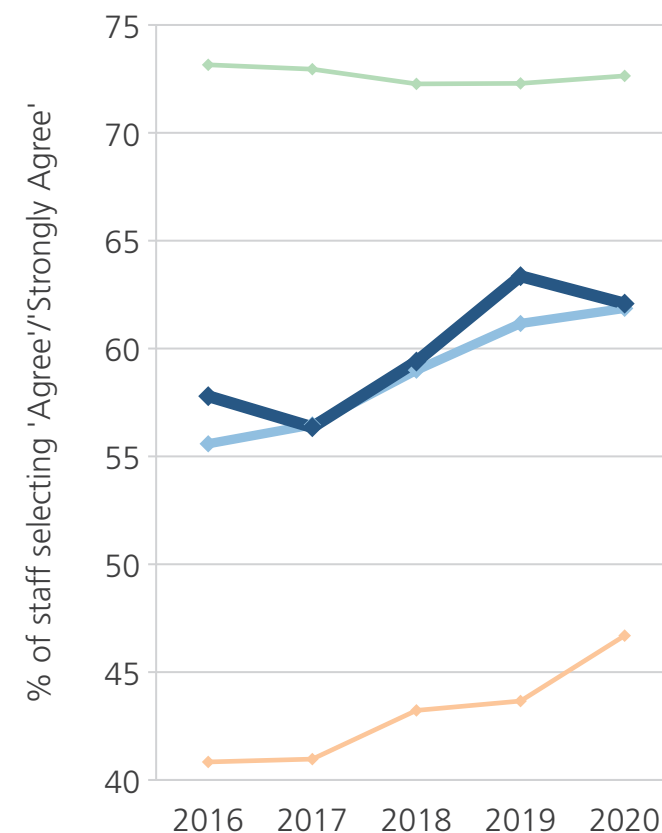
When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again



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

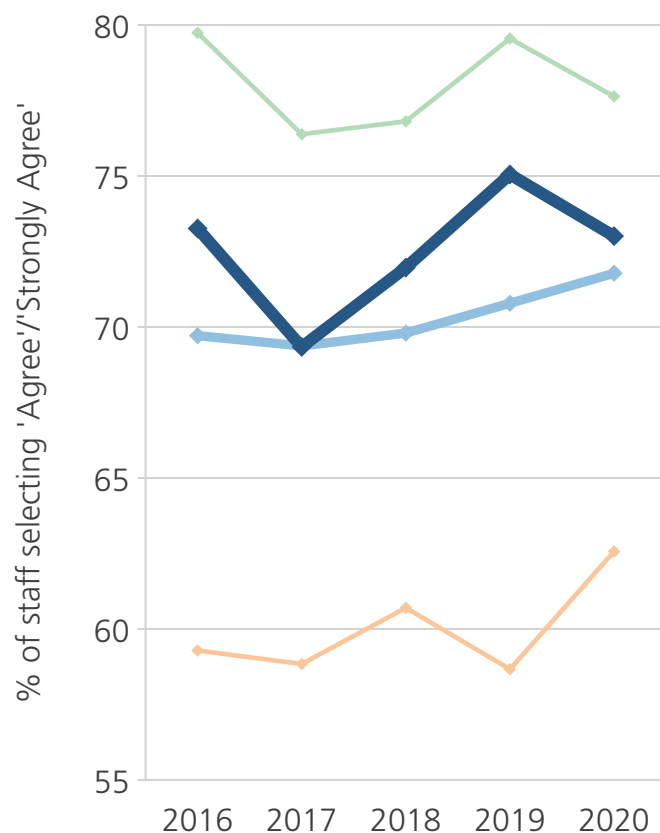
We are given feedback about changes made in response to reported errors, near misses and incidents



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

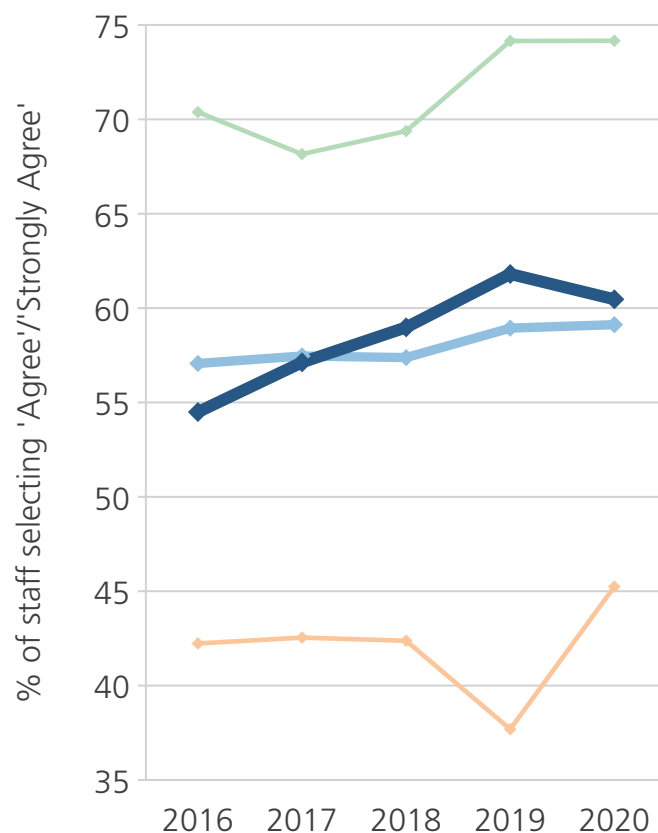
I would feel secure raising concerns about unsafe clinical practice



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

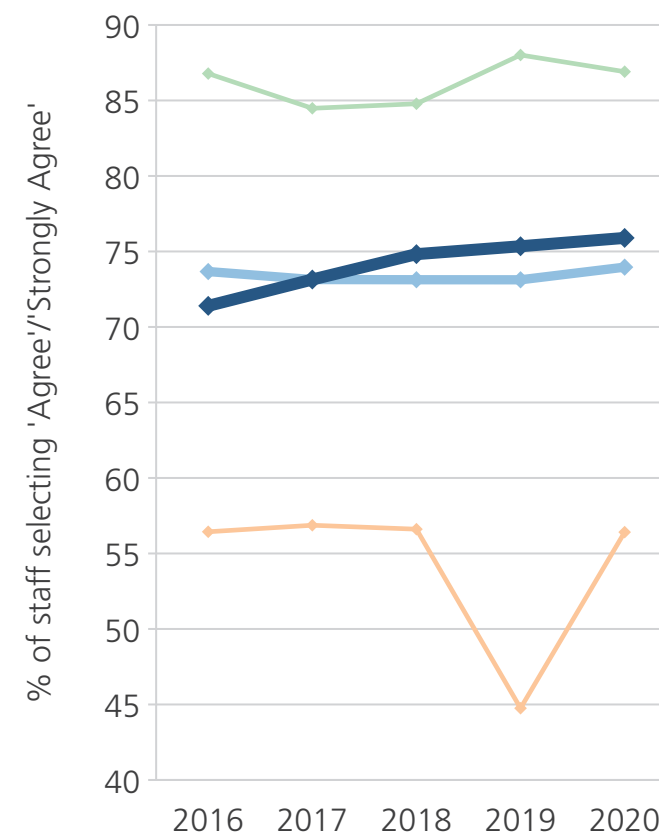
I am confident that my organisation would address my concern



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

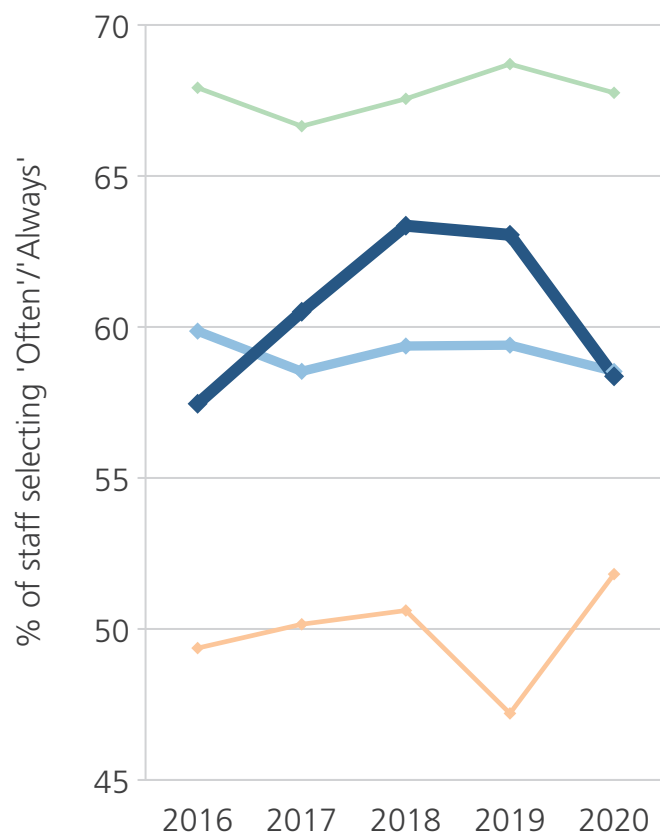
My organisation acts on concerns raised by patients / service users



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%

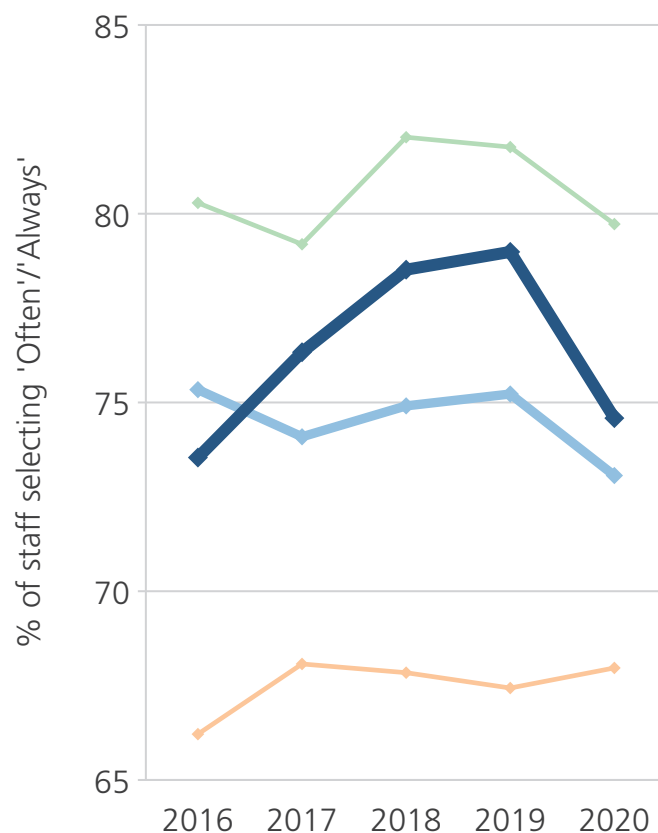
Q2a

I look forward to going to work



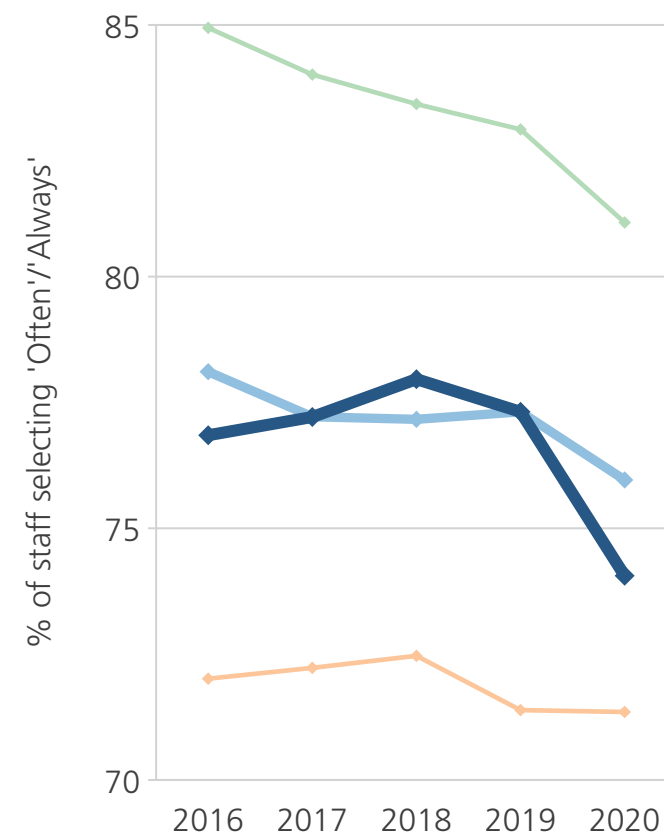
Q2b

I am enthusiastic about my job



Q2c

Time passes quickly when I am working



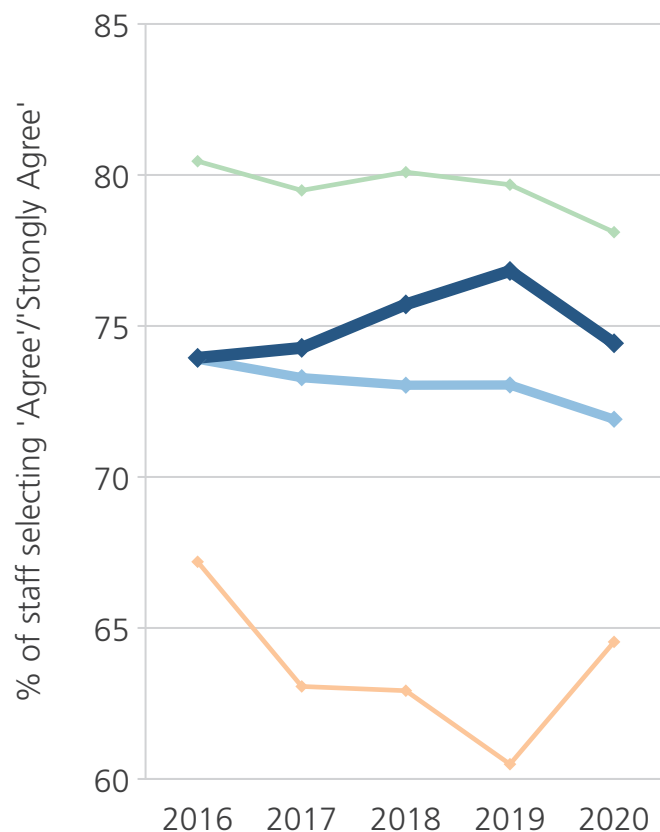
Best	67.9%	66.6%	67.6%	68.7%	67.8%
Your org	57.5%	60.5%	63.4%	63.1%	58.4%
Average	59.9%	58.5%	59.4%	59.4%	58.5%
Worst	49.4%	50.2%	50.6%	47.2%	51.8%

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

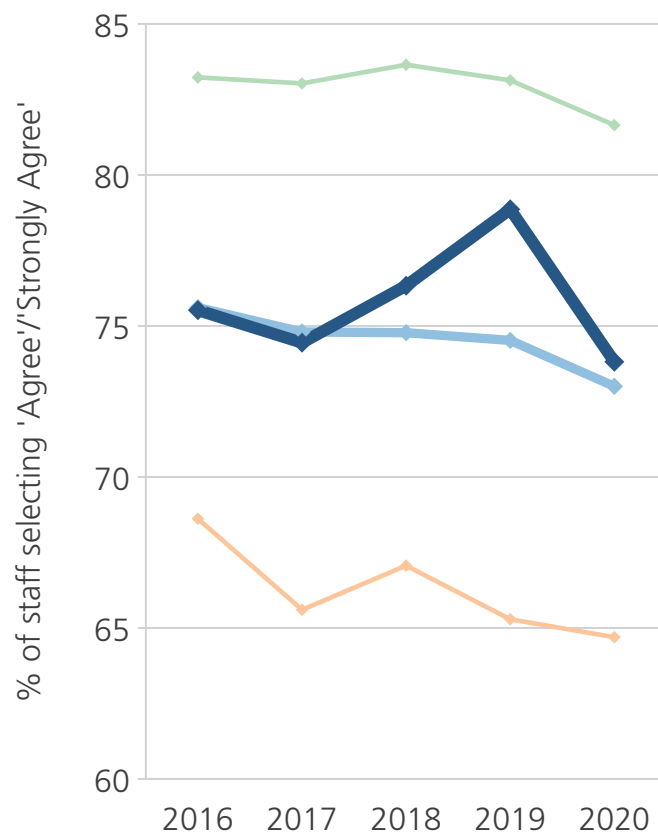
There are frequent opportunities
for me to show initiative in my role



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%

Q4b

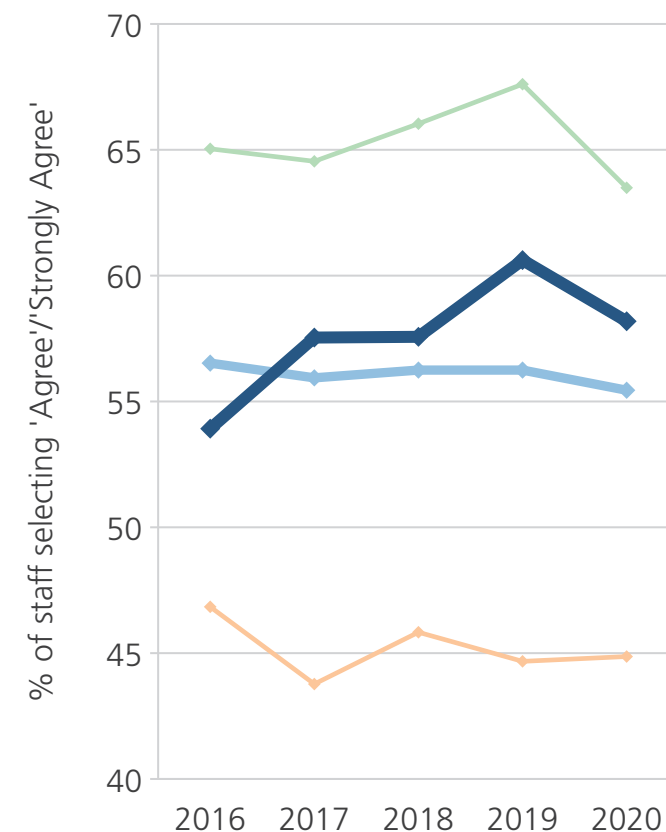
I am able to make suggestions
to improve the work of
my team / department



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%

Q4d

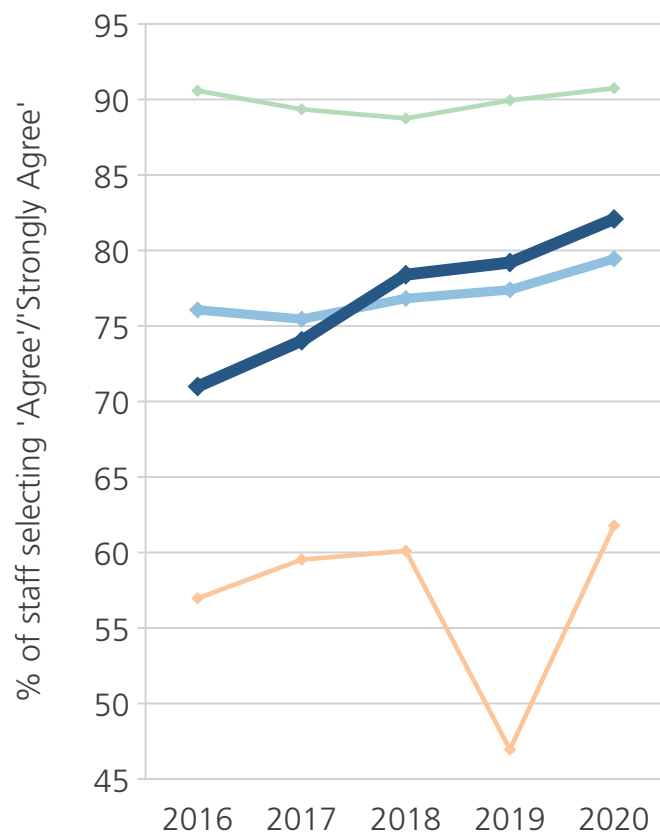
I am able to make improvements
happen in my area of work



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%

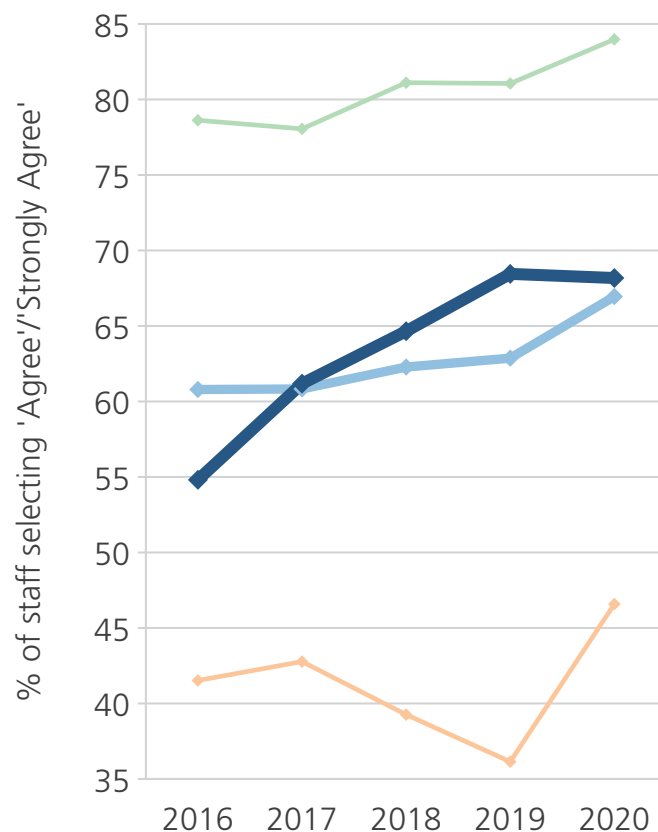
Q18a

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



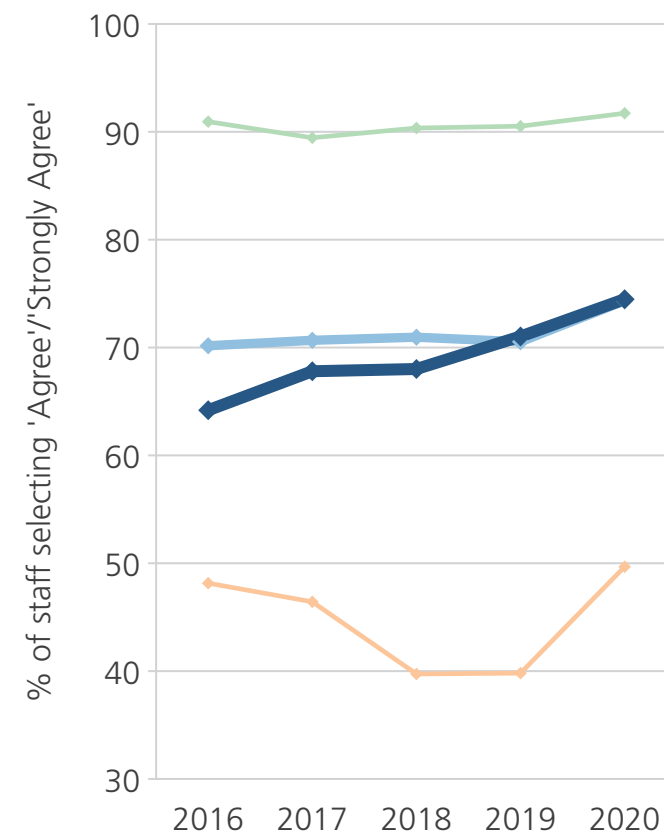
Q18c

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



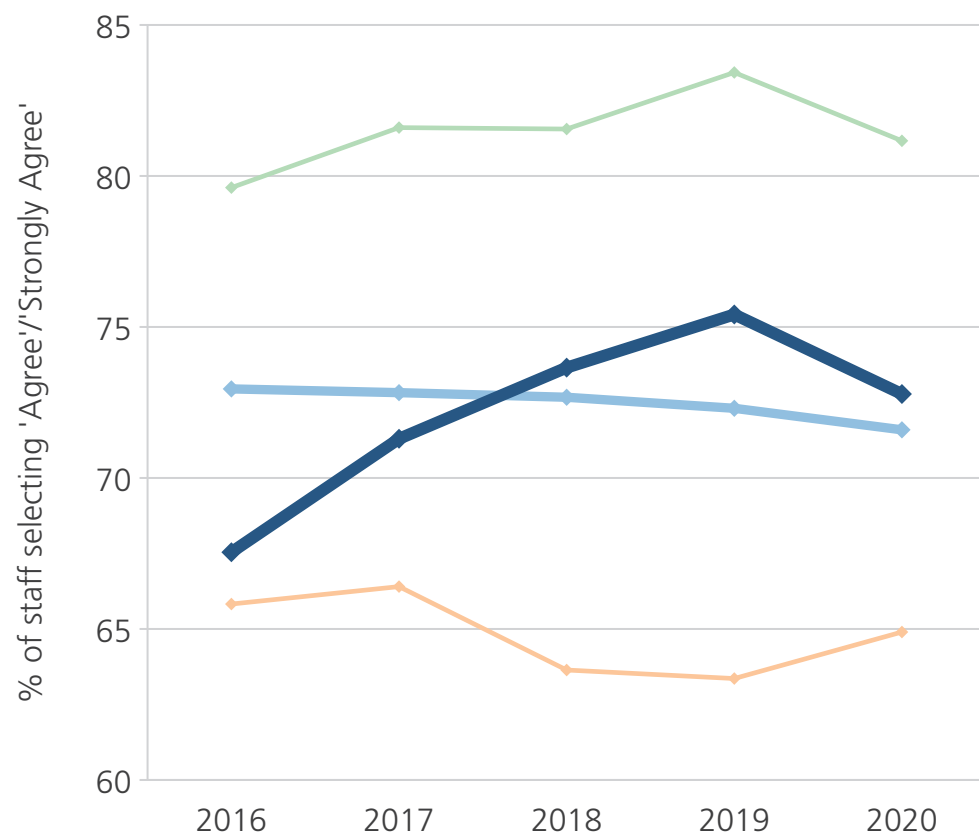
Best	90.6%	89.3%	88.7%	89.9%	90.7%
Your org	71.0%	74.0%	78.4%	79.2%	82.1%
Average	76.1%	75.5%	76.8%	77.4%	79.4%
Worst	57.0%	59.5%	60.1%	47.0%	61.8%

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

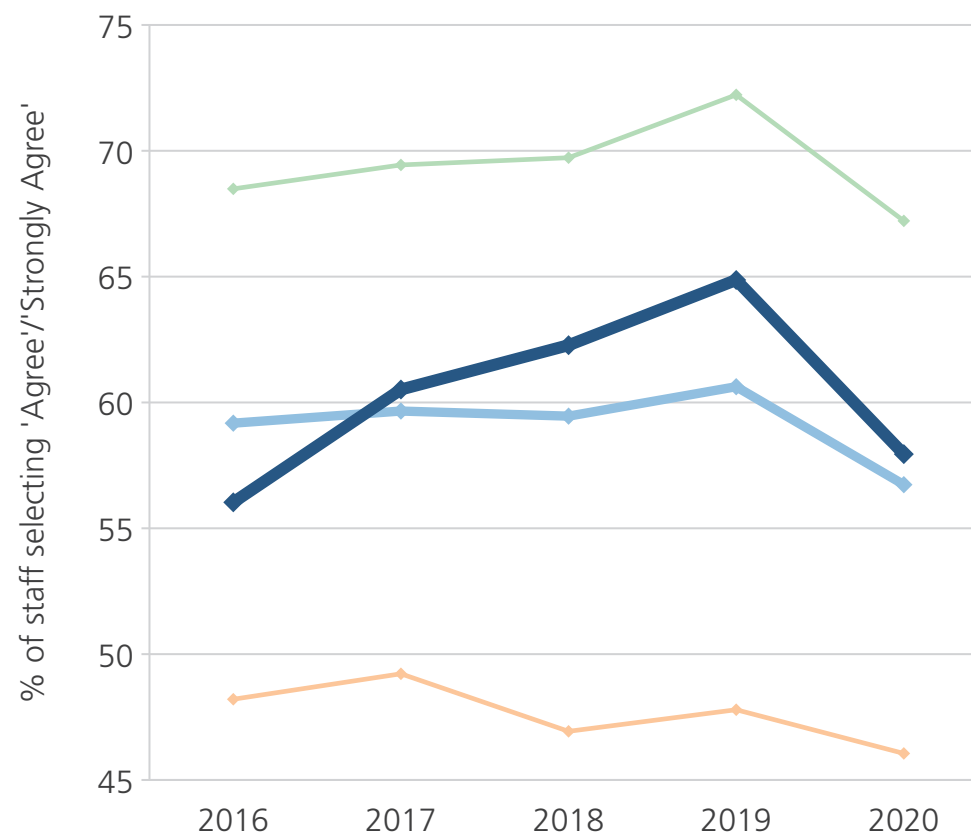
The team I work in has a set of shared objectives



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%

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)

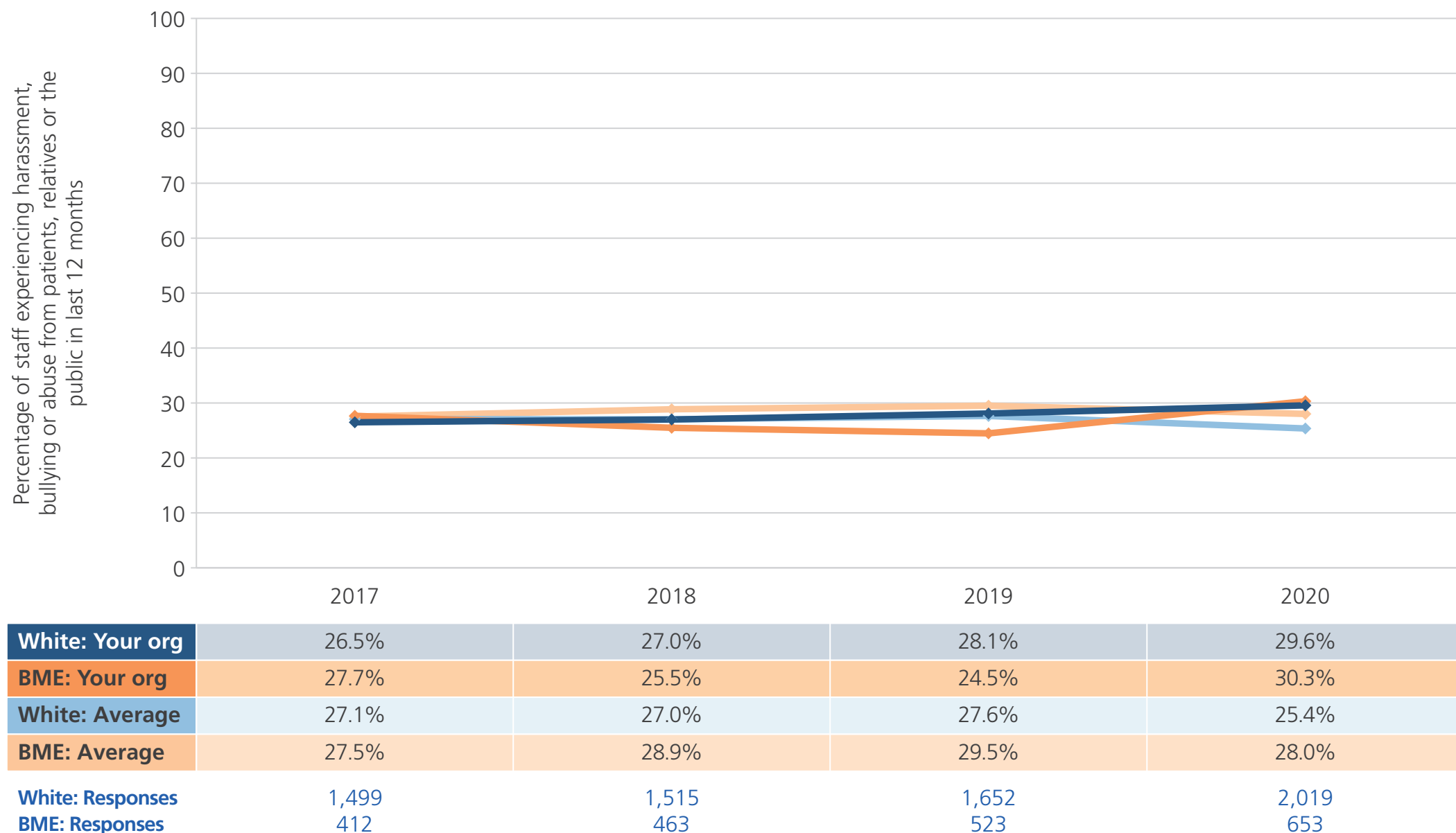
- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Race Equality Standard (WRES). It includes the 2017, 2018 and 2019 trust/CCG and benchmarking group median results for q13a, q13b&c combined, q14, and q15b split by ethnicity (by white / BME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

Workforce Disability Equality Standard (WDES)

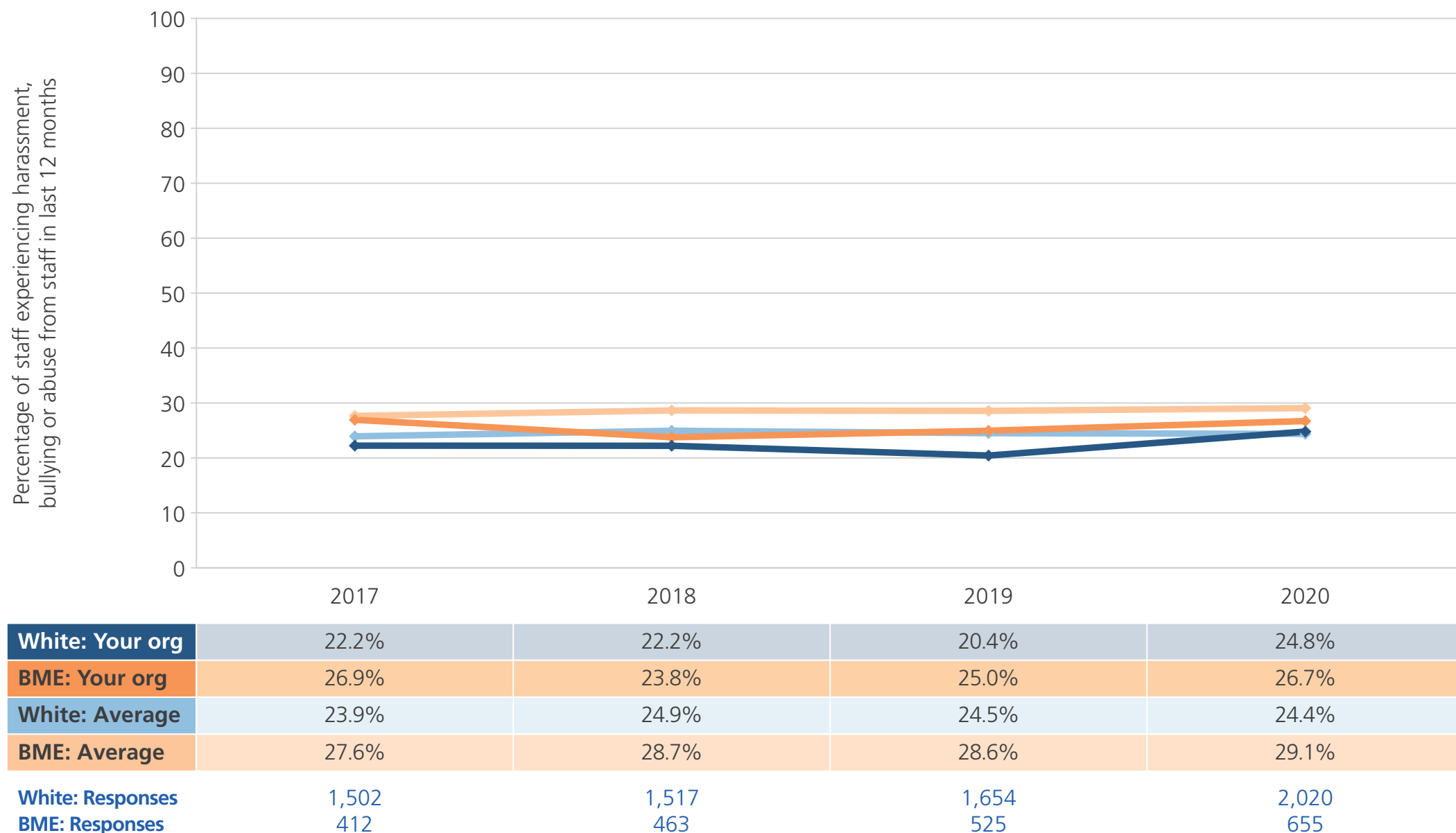
- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Disability Equality Standard (WDES). It includes the 2018 and 2019 trust/CCG and benchmarking group median results for q5f, q11e, q13a-d, and q14 split by staff with a long lasting health condition 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)

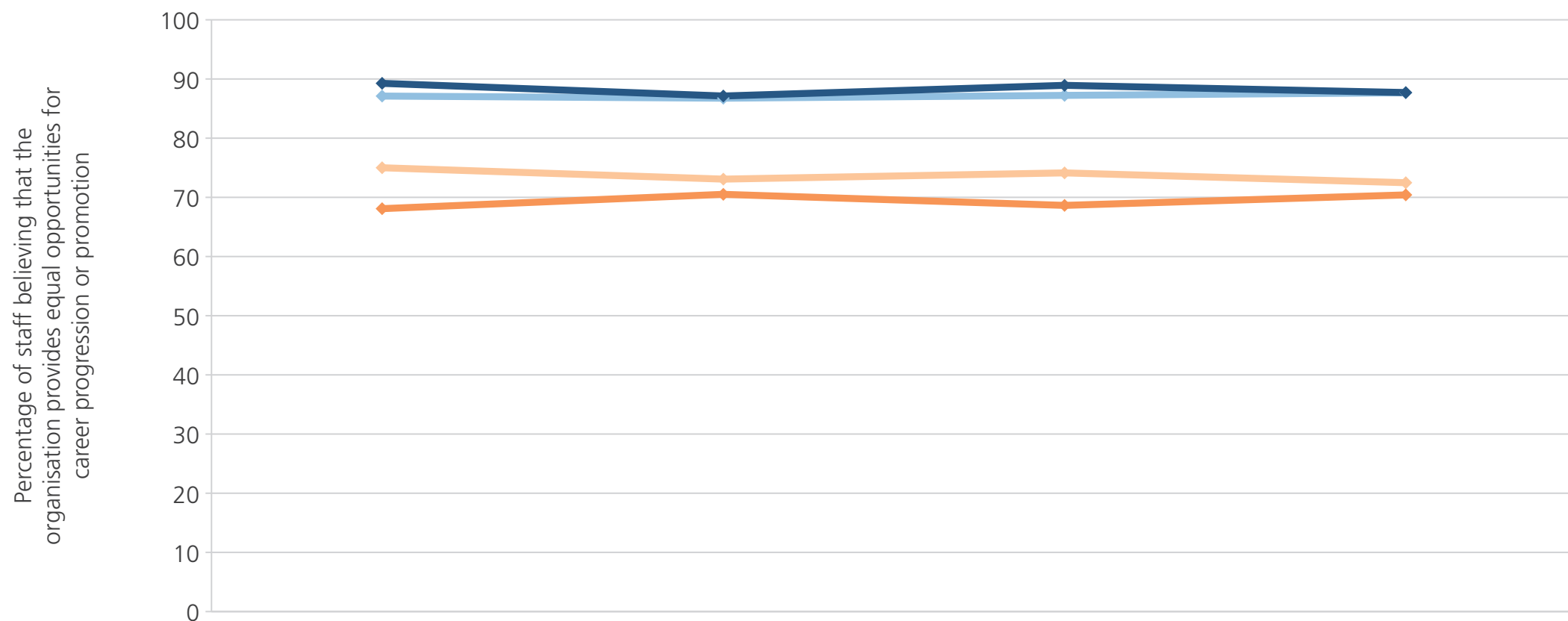
Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey Results



Average calculated as the median for the benchmark group



Average calculated as the median for the benchmark group



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

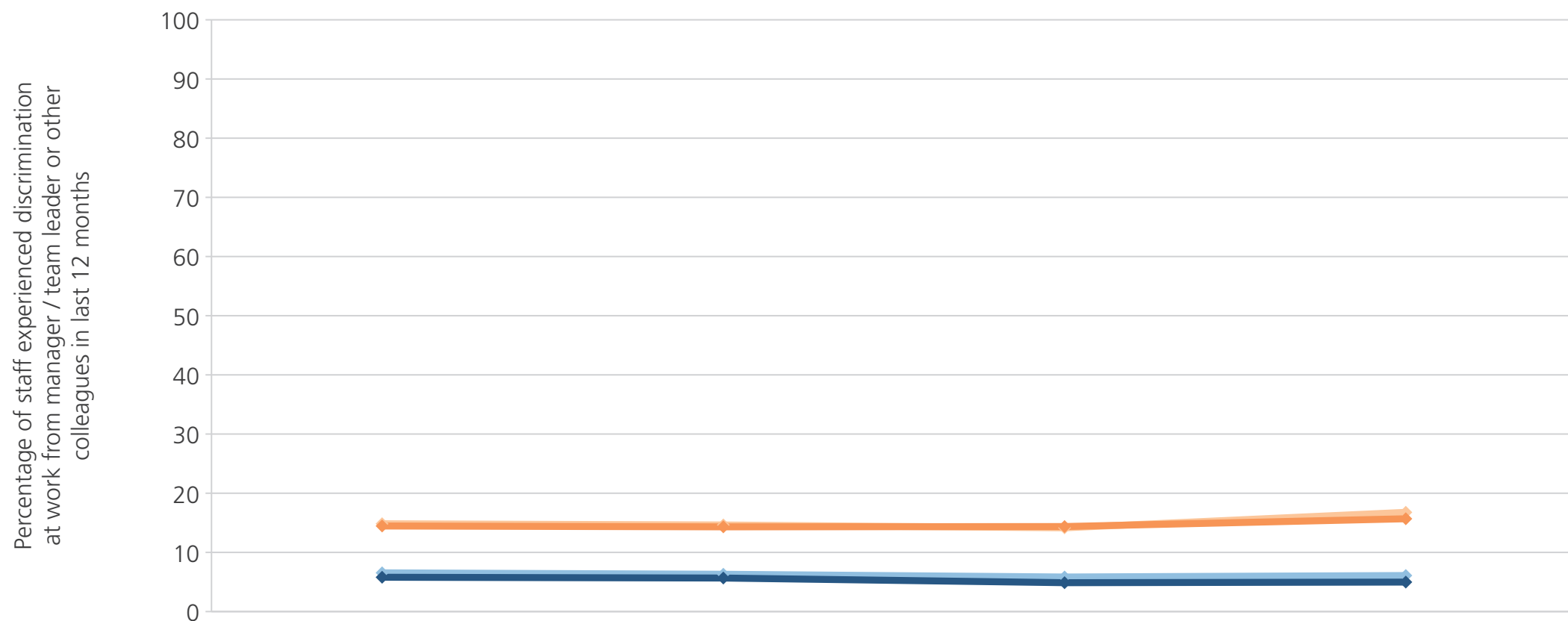
282

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

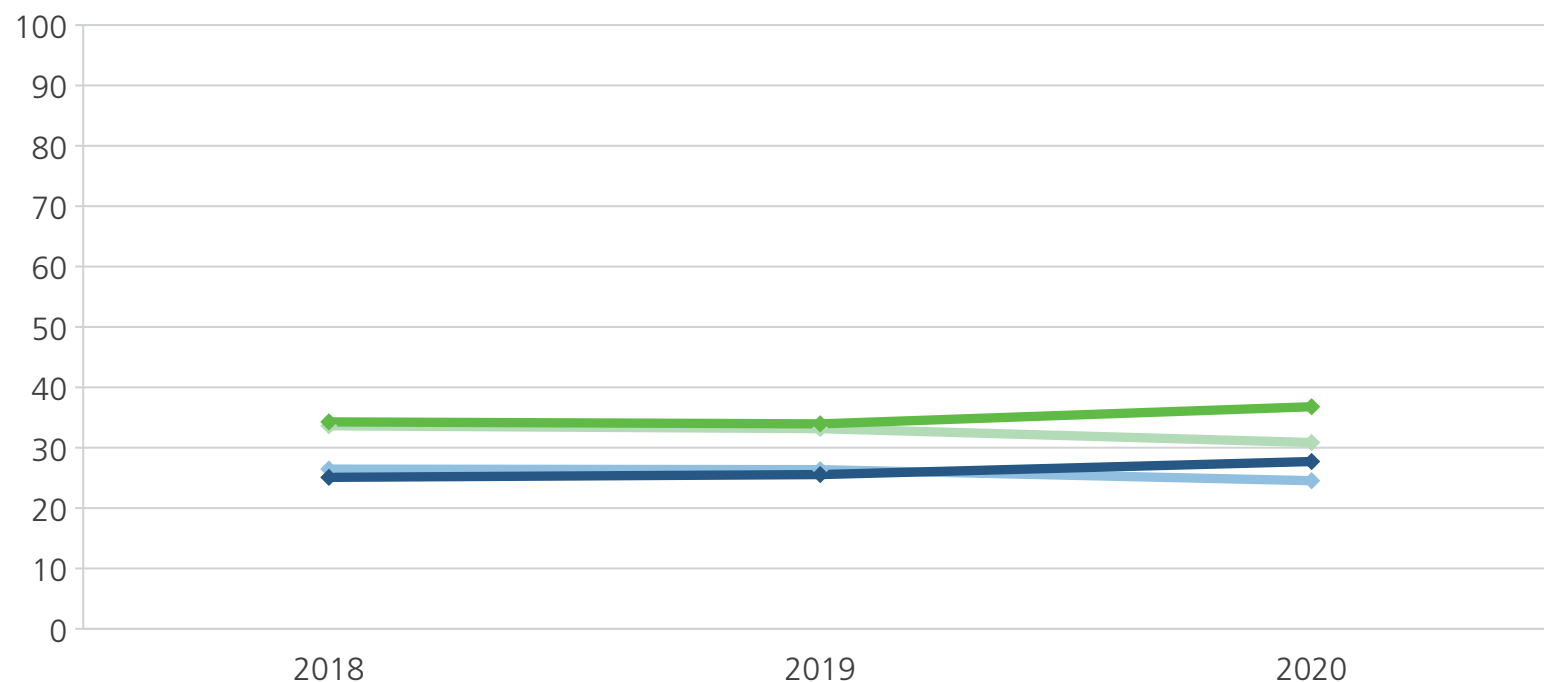
Average calculated as the median for the benchmark group

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

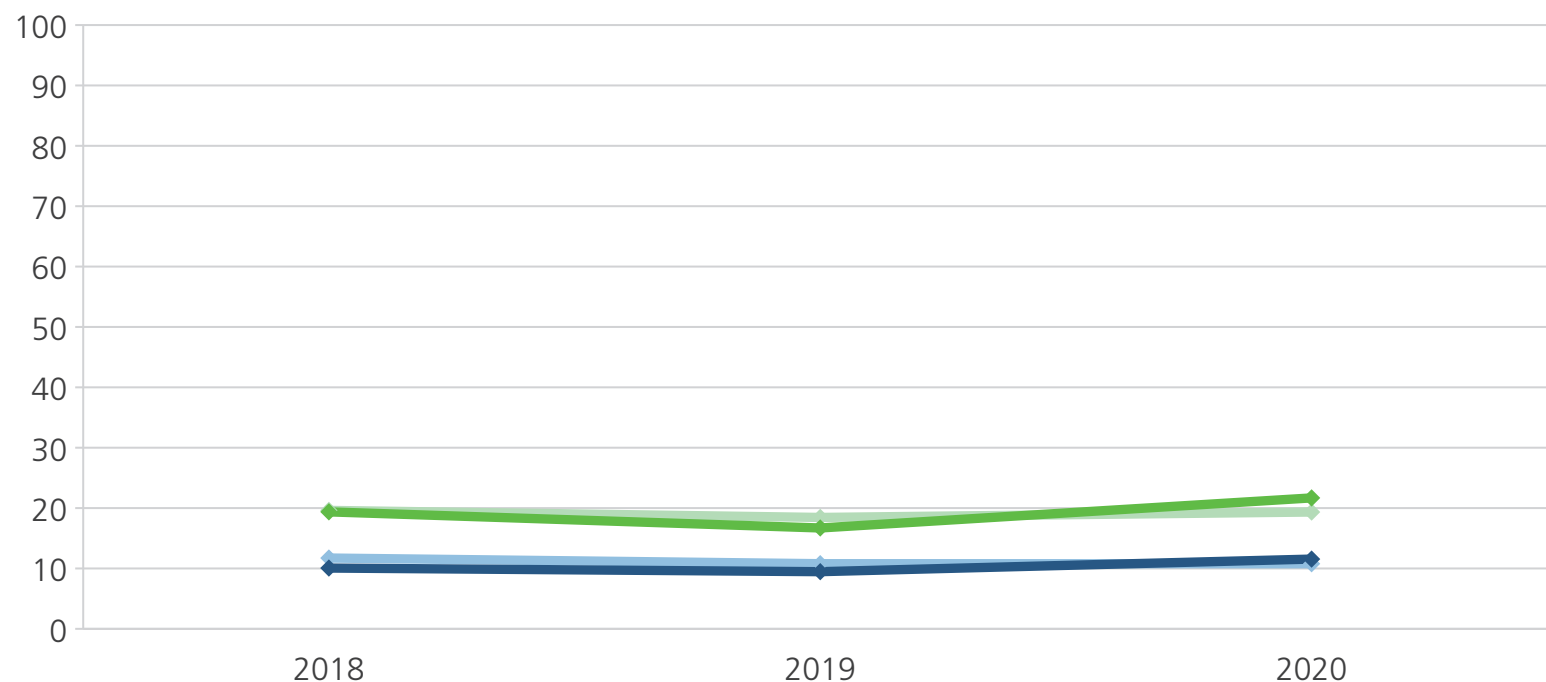
1,646

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

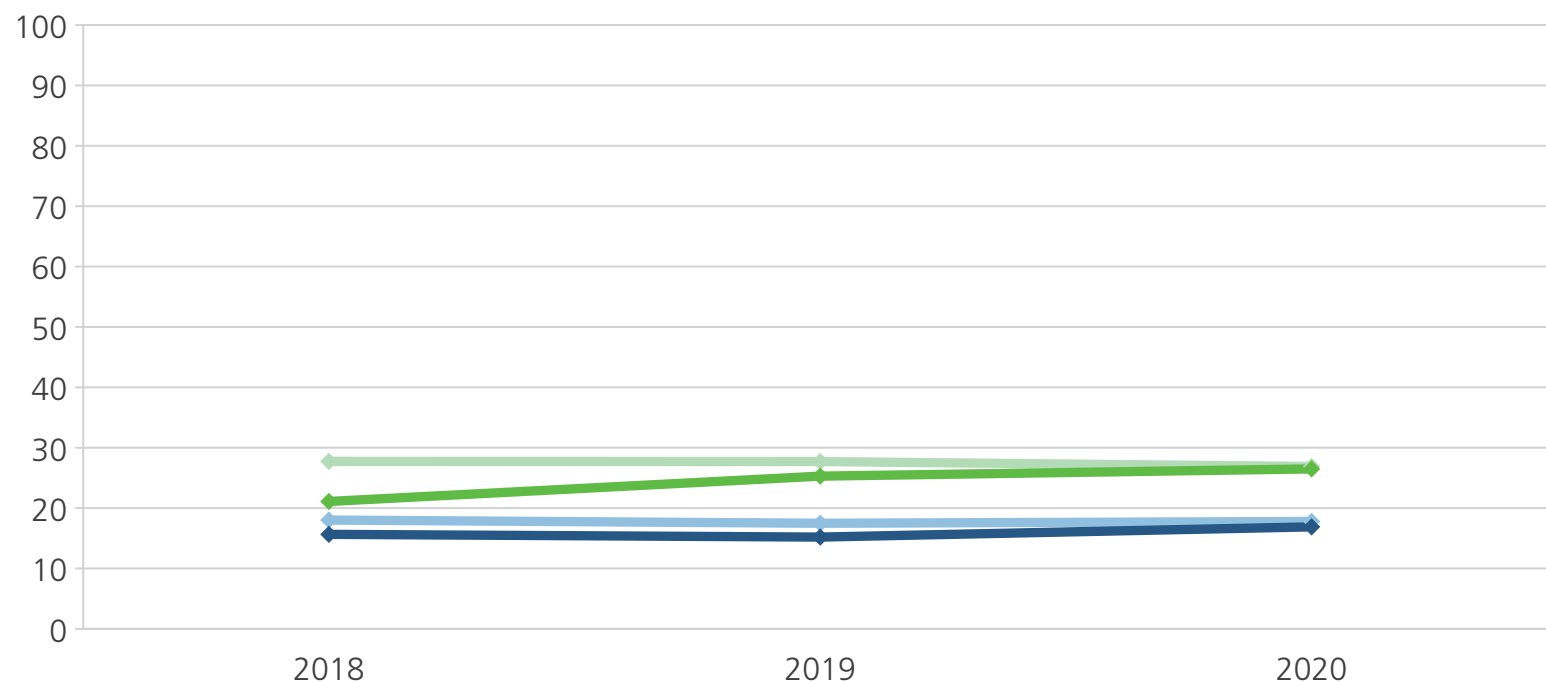
1,639

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	2018	2019	2020
Staff without a LTC or illness: Your org	21.1%	25.3%	26.5%
Staff with a LTC or illness: Average	15.7%	15.2%	16.9%
Staff without a LTC or illness: Average	27.7%	27.7%	26.9%
	18.0%	17.5%	17.8%

Staff with a LTC or illness: Responses

Staff without a LTC or illness: Responses

346

1,623

431

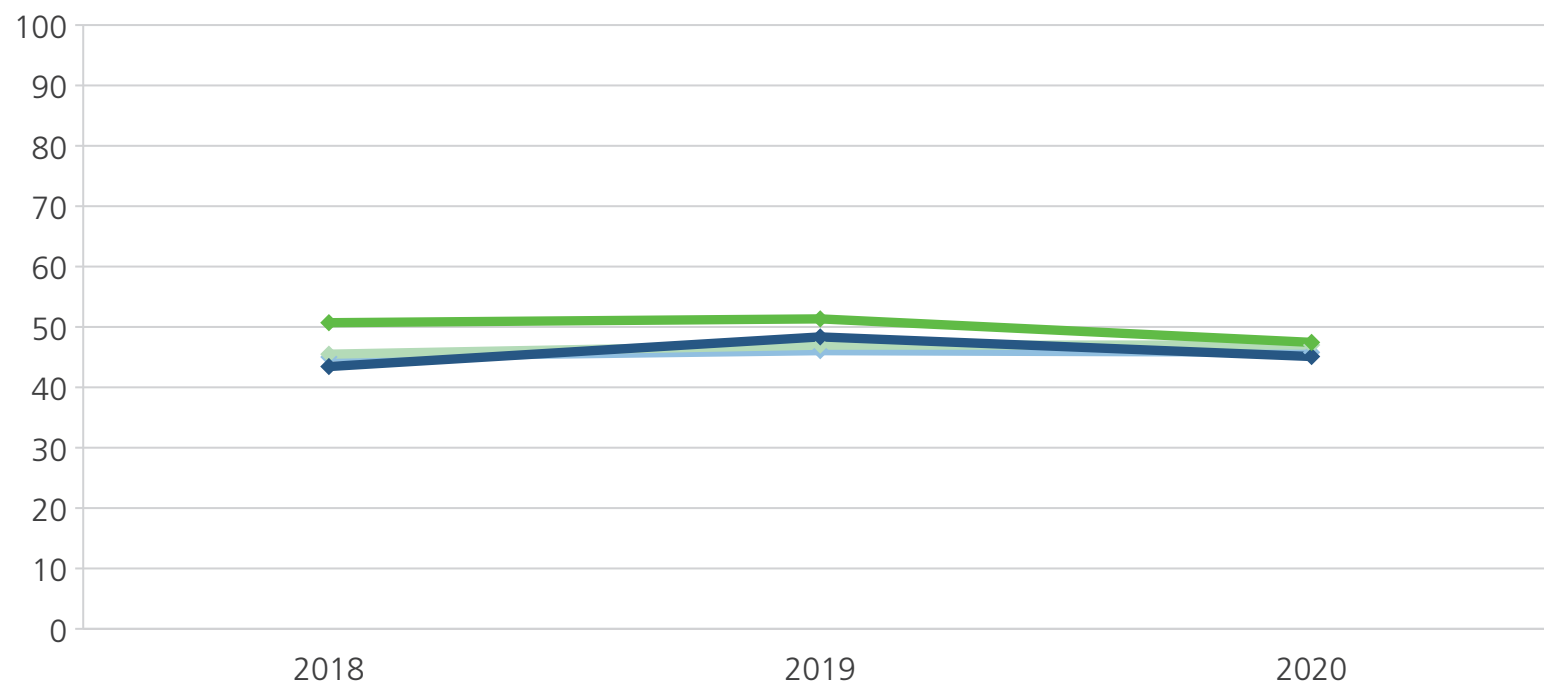
1,757

555

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

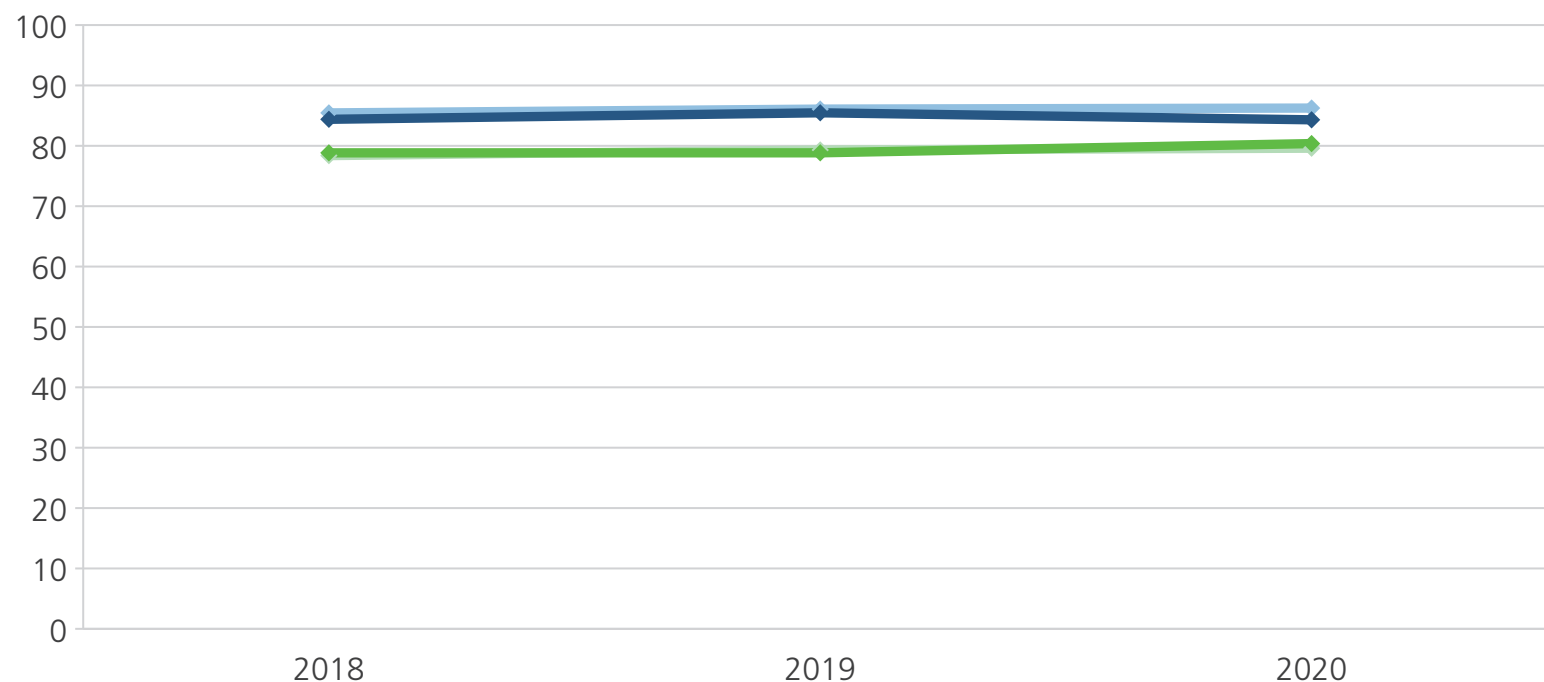
488

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

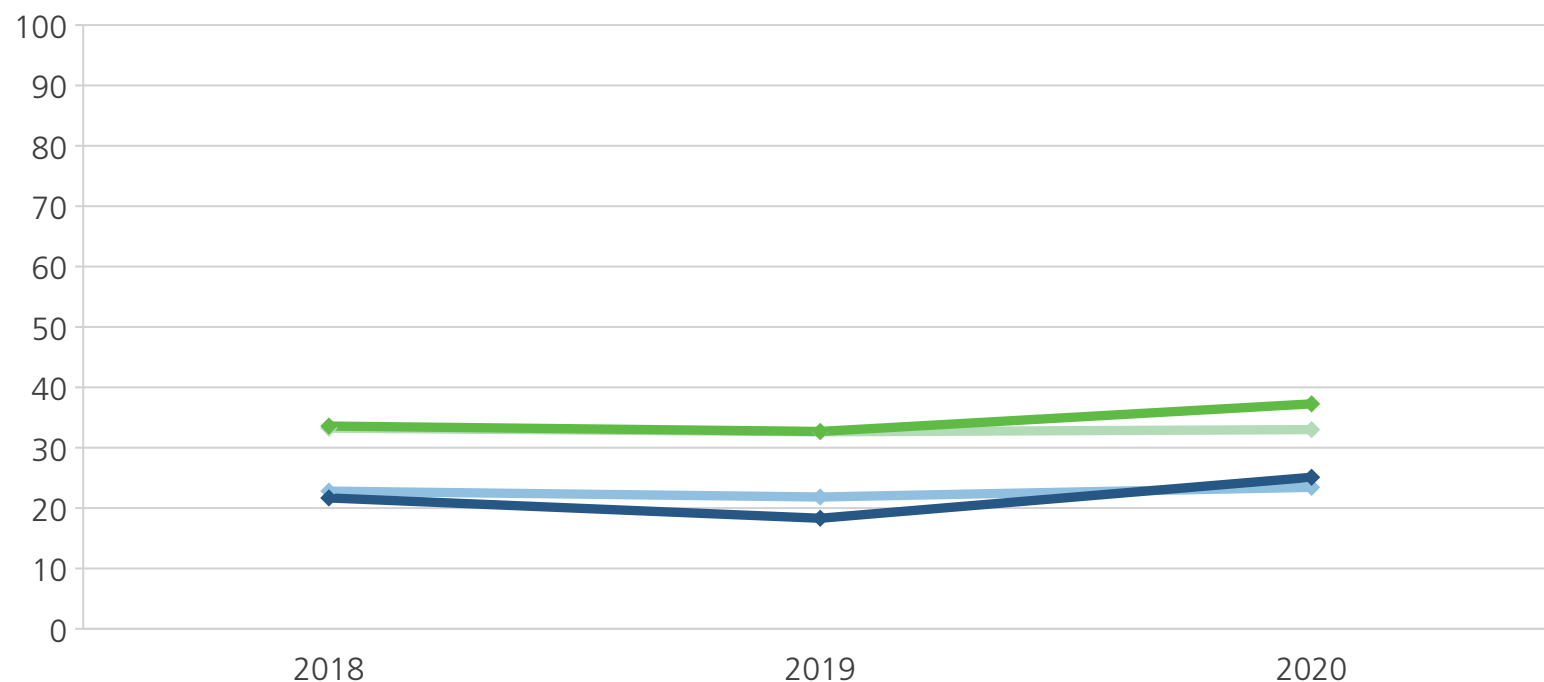
1,134

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

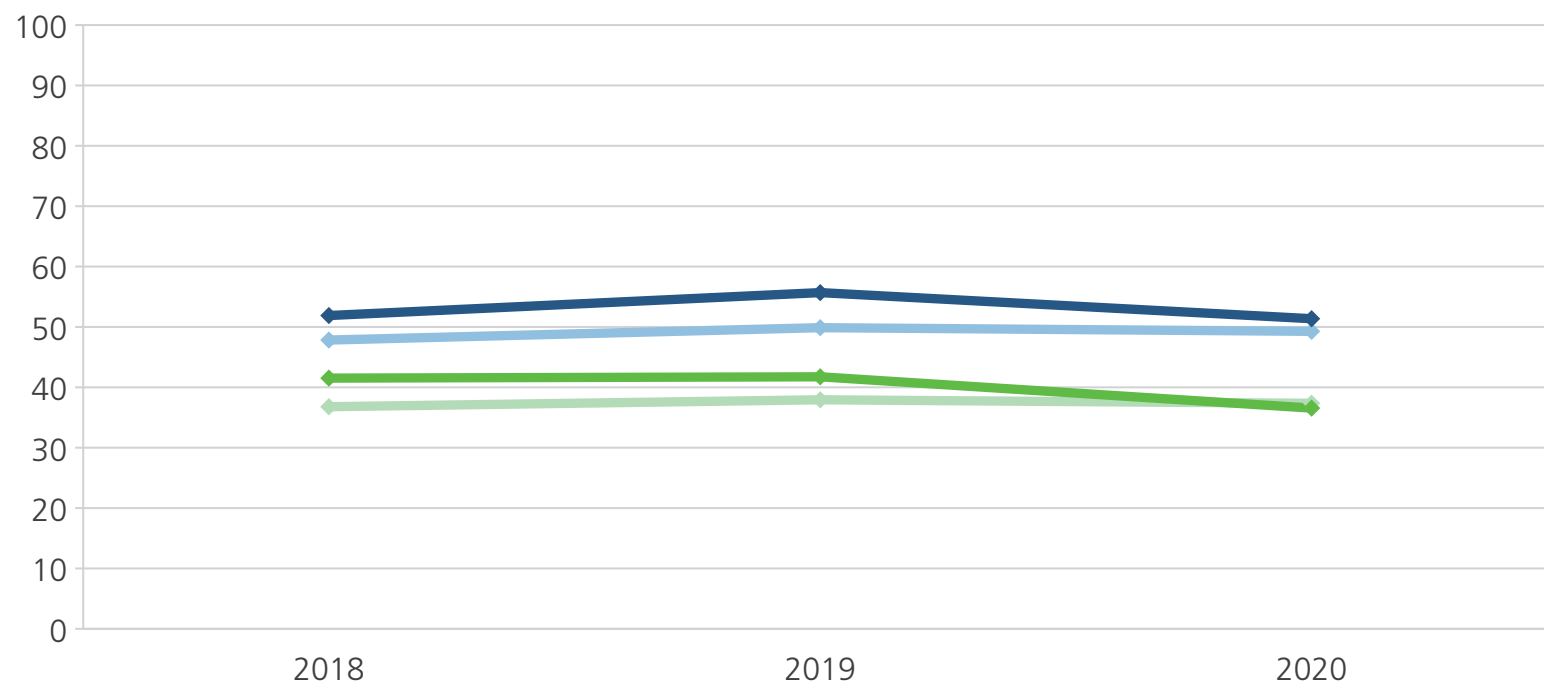
844

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

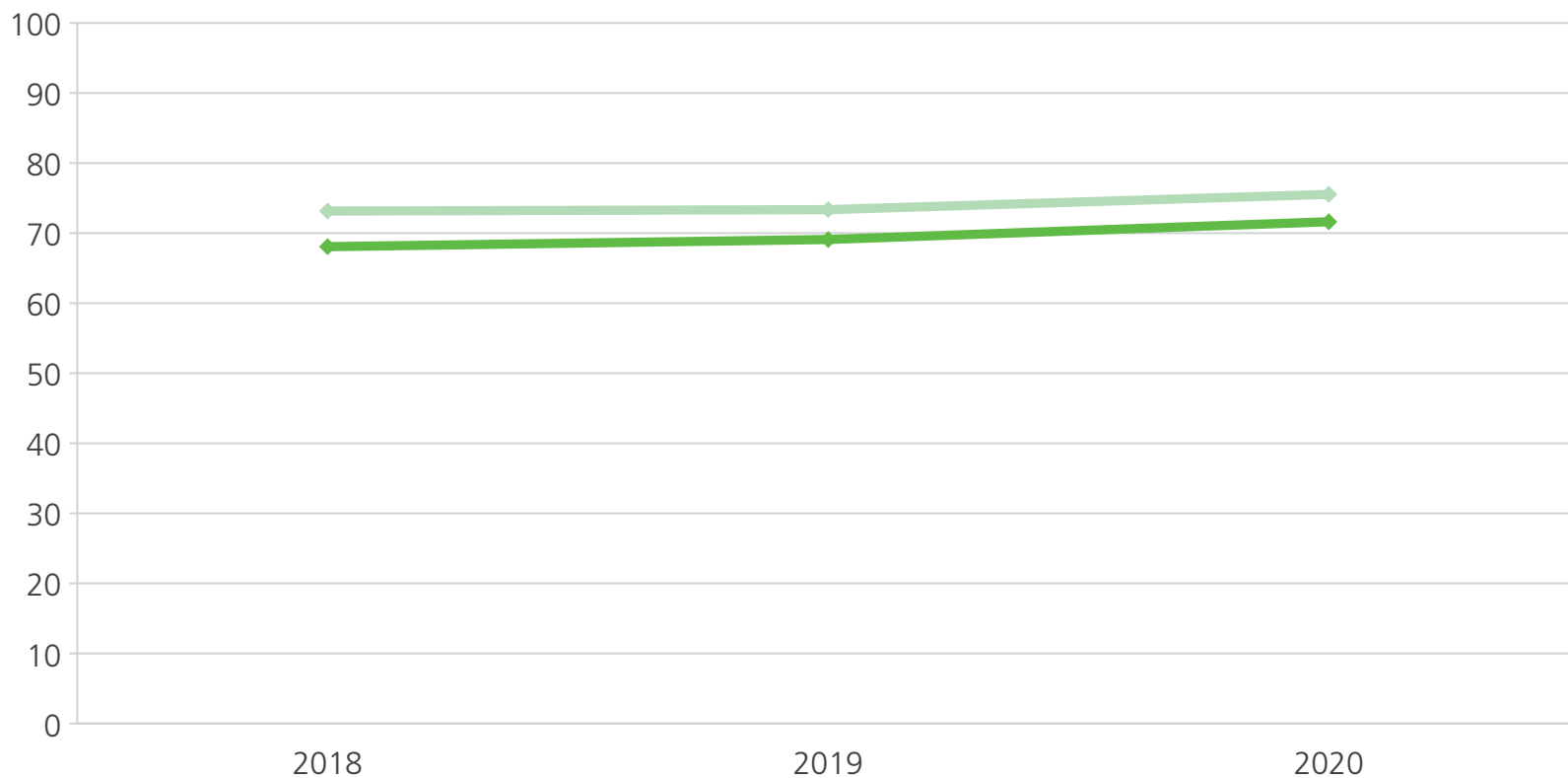
1,638

1,767

2,126

Average calculated as the median for the benchmark group

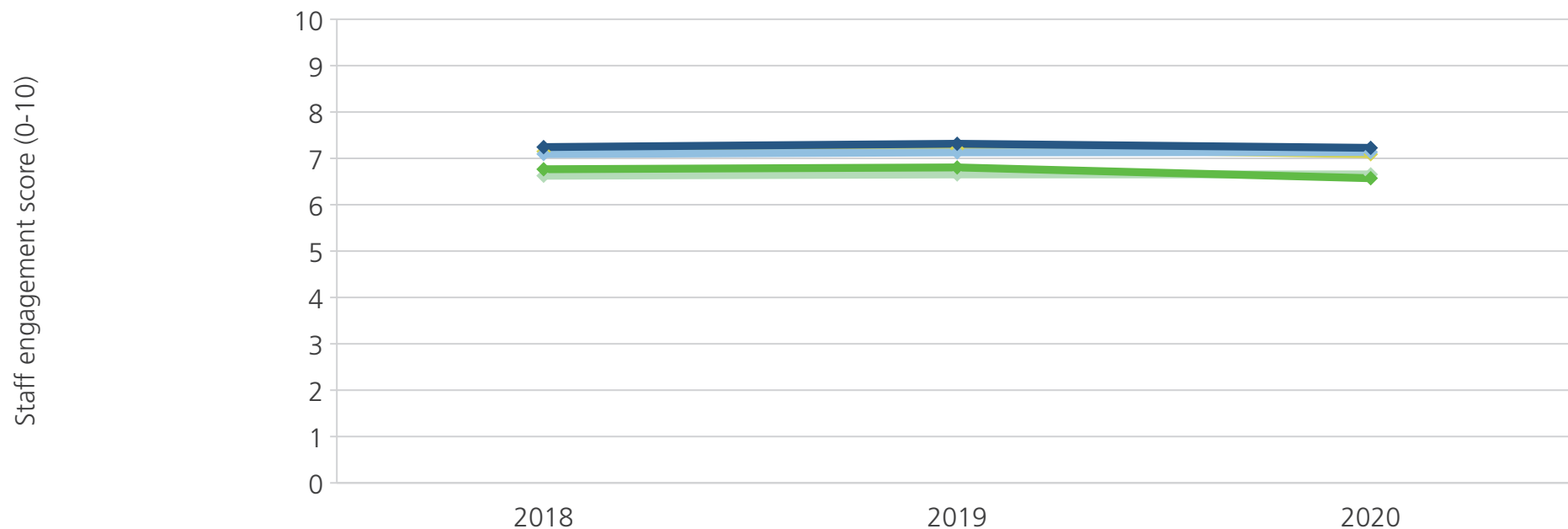
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work



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

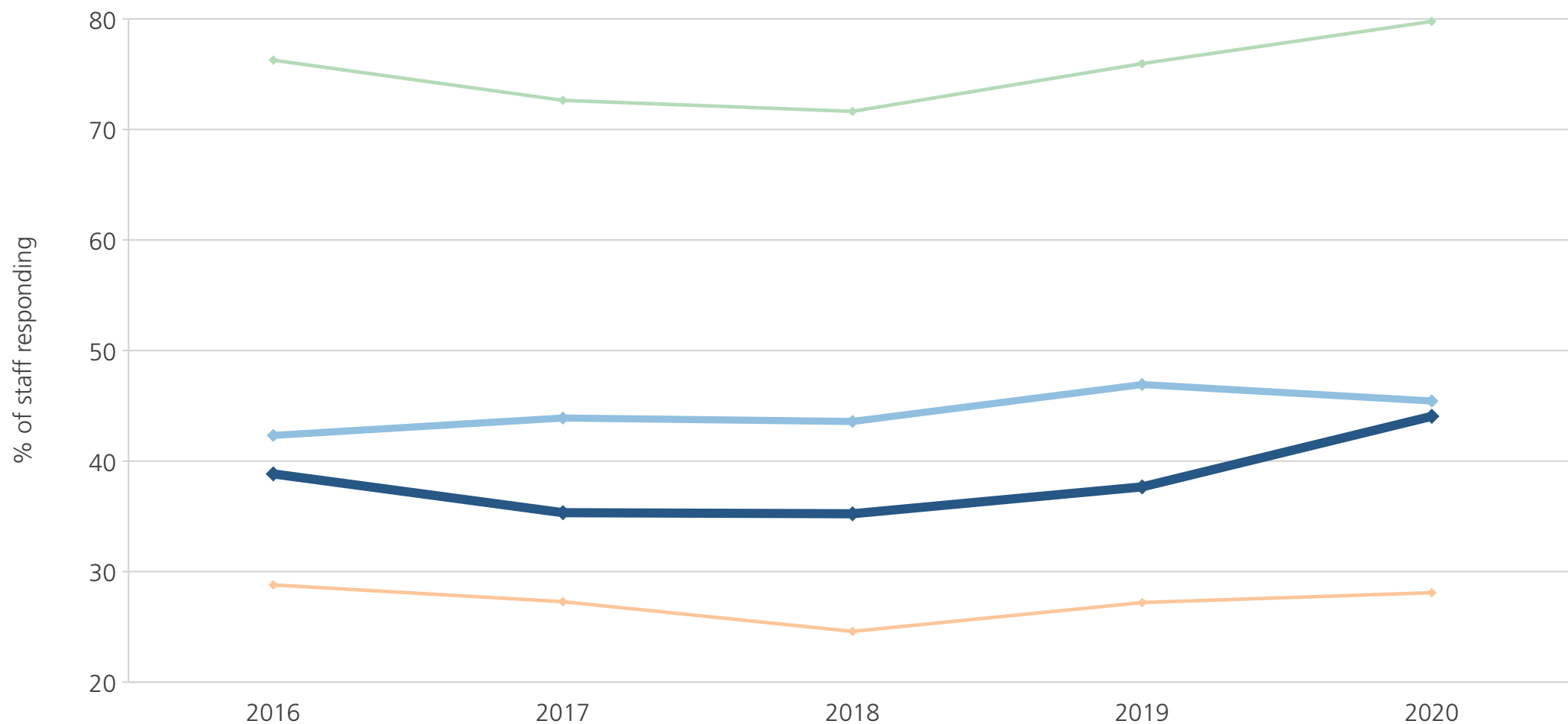
Average calculated as the median for the benchmark group

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

Bradford Teaching Hospitals NHS Foundation Trust
2020 NHS Staff Survey 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](#).