Bradford Teaching Hospitals
NHS Foundation Trust

NHS Staff Survey Results 2020

Pat Campbell
Director of HR

Together, putting patients first

National Overview

Bradford Teaching Hospitals
NHS Foundation Trust

- 47% response rate (1% decrease from last year)
- 34.2% of staff had worked on a Covid ward or department with 18.5% redeployed, 36% working remotely and 10.4% shielding
- Improved scores for health and wellbeing and safety culture.
- No change EDI and staff engagement. No Improvement in the % of staff who experienced discrimination at work.
- Team working lower than in 2016-2019
- Quality of Care and Safety culture same as last year.
- Safe environment slight improvement
- Different experience for staff who worked in Covid settings and those who didn't: data being explored further in this area.

Covid Pandemic: Our Trust

Bradford Teaching Hospitals
NHS Foundation Trust

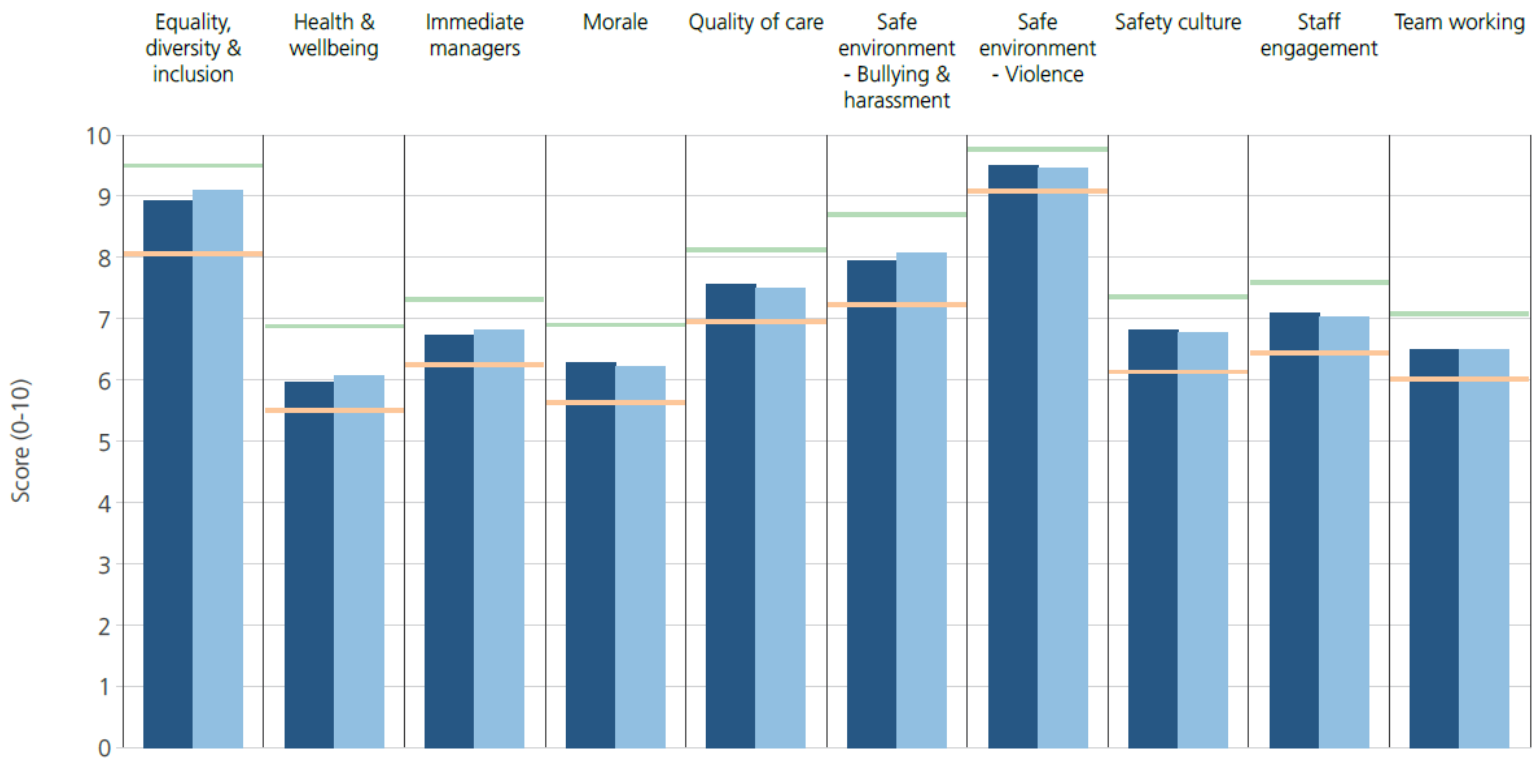
- 40.6% of staff said they worked on a Covid ward or department
- 26.6% of staff said they had been redeployed at some point
- 27% said they worked remotely.
- 6.10% said they were shielding for themselves, with 3.1% shielding for a household member

Response Rate

- 44.1% up from 38% last year

Overview of theme results

Bradford Teaching Hospitals
NHS Foundation Trust



	Equality, diversity & inclusion	Health & wellbeing	Immediate managers	Morale	Quality of care	Safe environment - Bullying & harassment	Safe environment - Violence	Safety culture	Staff engagement	Team working
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

Significance Testing

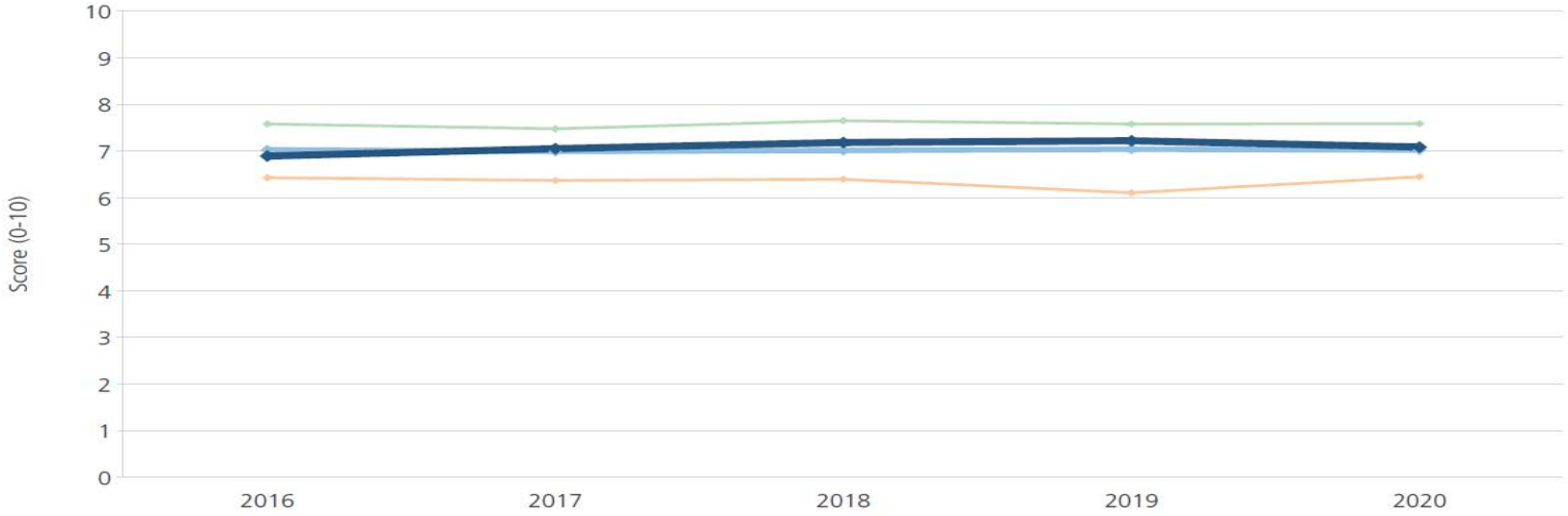
Bradford Teaching Hospitals
NHS Foundation Trust

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	↓

Survey Coordination Centre

2020 NHS Staff Survey Results > Theme results > Trends > Staff engagement

NHS England



	2016	2017	2018	2019	2020
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

Our Staff Feel….

Bradford Teaching Hospitals
NHS Foundation Trust

- The organisation takes positive action on Health and Wellbeing.
- Adequate adjustments have been made for them to carry out their work.
- Those who are involved in an error, near miss or incident are treated fairly.
- Care of patients/service users is the organisations top priority.
- Happy with the standard of care if that were for a relative or friend.
- Confident that concerns raised by patients and service users would be addressed.

Bradford Teaching Hospitals
NHS Foundation Trust

I would recommend my organisation as a place to work

- 68.2% said yes – increase from 54.8% in 2016 and above average, compared to other Acute Trusts.

- **If a friend or relative needed treatment I would be happy with the standard of care.**

- 74.5% said yes – increase from 64.2% in 2016 and slightly above average.

However our Staff also feel….

Bradford Teaching Hospitals
NHS Foundation Trust

- That they are more likely to have experienced discrimination at work
- That they do not get the support they need from their immediate manager
- That they are more likely to have experienced harassment and bullying than last year.
- They are less likely to look forward to going to work
- They do not receive the respect they deserve from colleagues.

Next Steps

- Review results with CBUs and Corporate departments.
- Review results with Staff Networks.
- Discussion at People Academy 31.3.2021.
- Agree priorities for action:

  Trust Wide /CBU/Team