

North Bristol NHS Trust

2020 NHS Staff Survey

Benchmark Report

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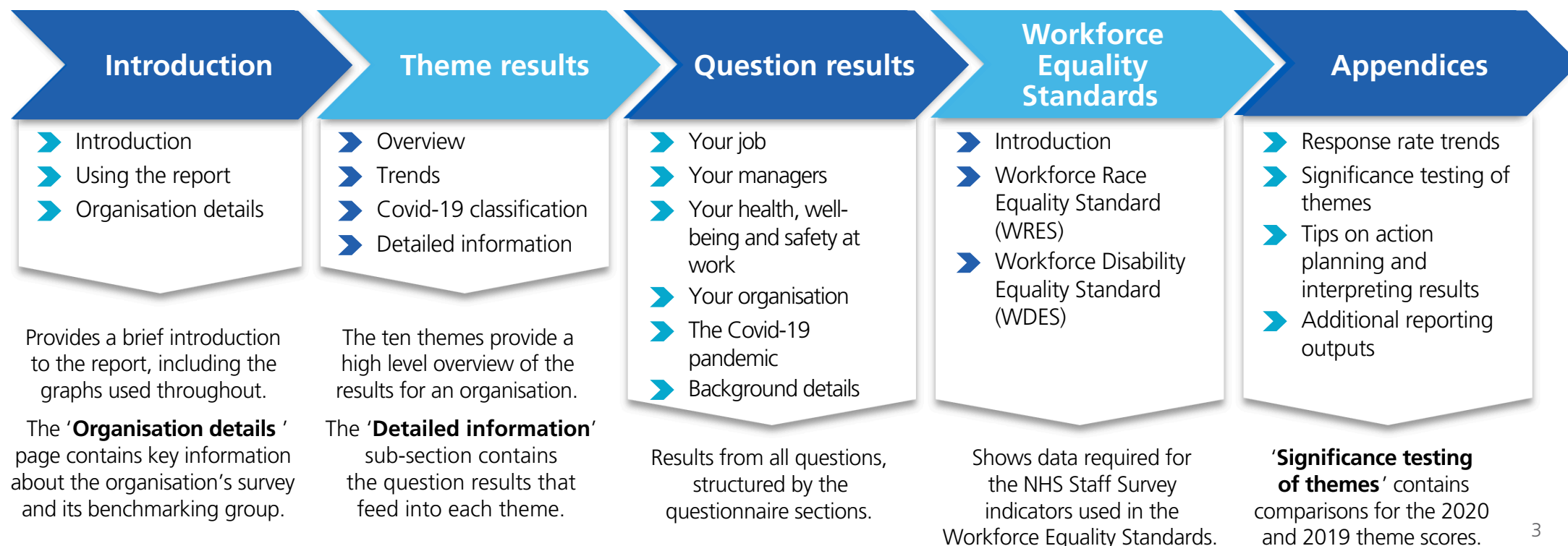
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This benchmark report for North Bristol NHS Trust contains results for themes and questions from the 2020 NHS Staff Survey, and historical results back to 2016 where possible. These results are presented in the context of the best, average and worst results for similar organisations where appropriate. Data in this report are weighted to allow for fair comparisons between organisations.

Please note: q1, q10a, q19d, 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

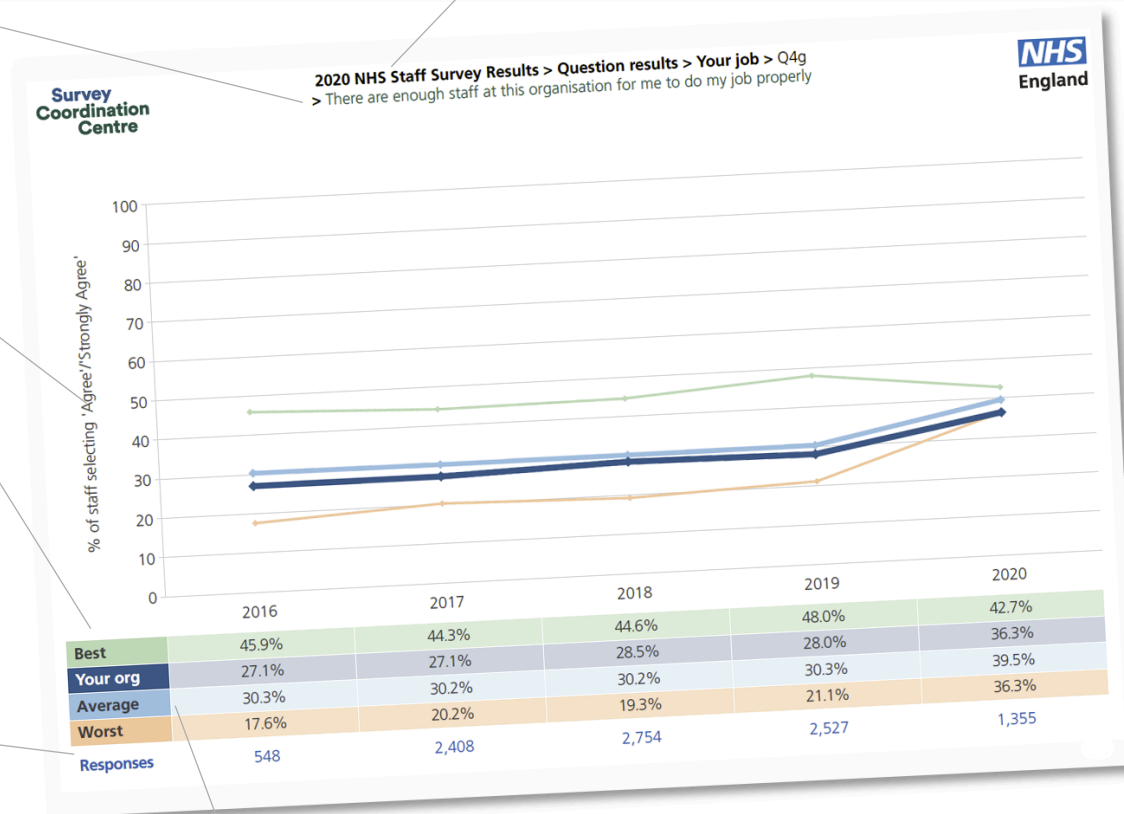
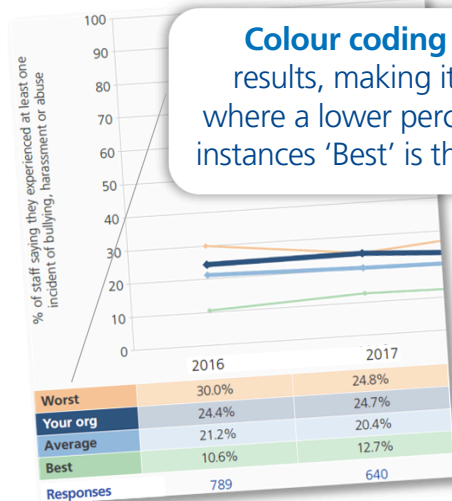
Question-level results are always
reported as percentages; the **meaning
of the value** is outlined along the axis.
Themes are always on a 0-10pt scale
where 10 is the best score attainable

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**

North Bristol NHS Trust

2020 NHS Staff Survey



Organisation details

Completed questionnaires **4,517**

2020 response rate **51%**

➤ [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%**

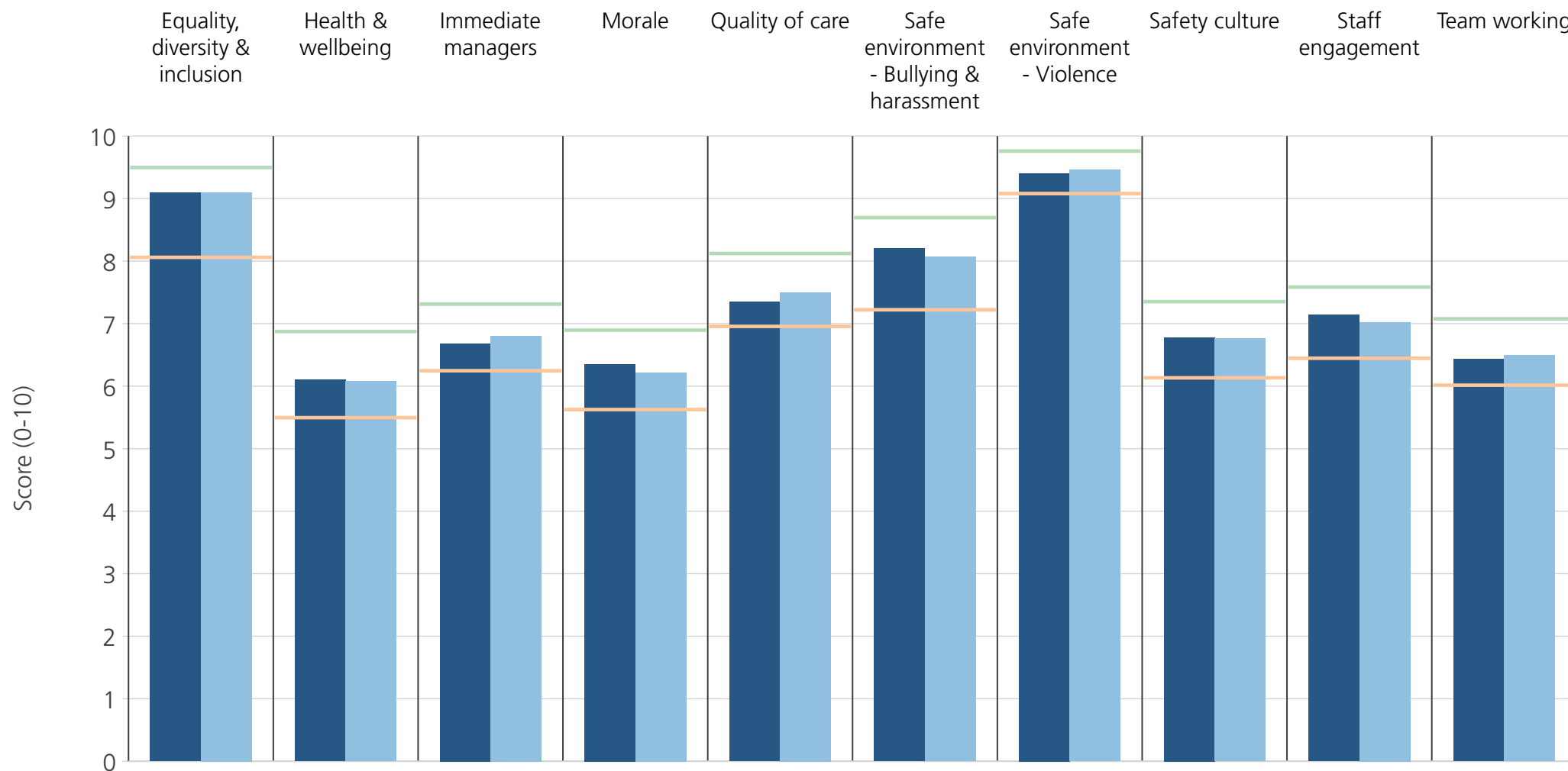
No. of completed questionnaires:
402,201

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](#).

North Bristol NHS Trust

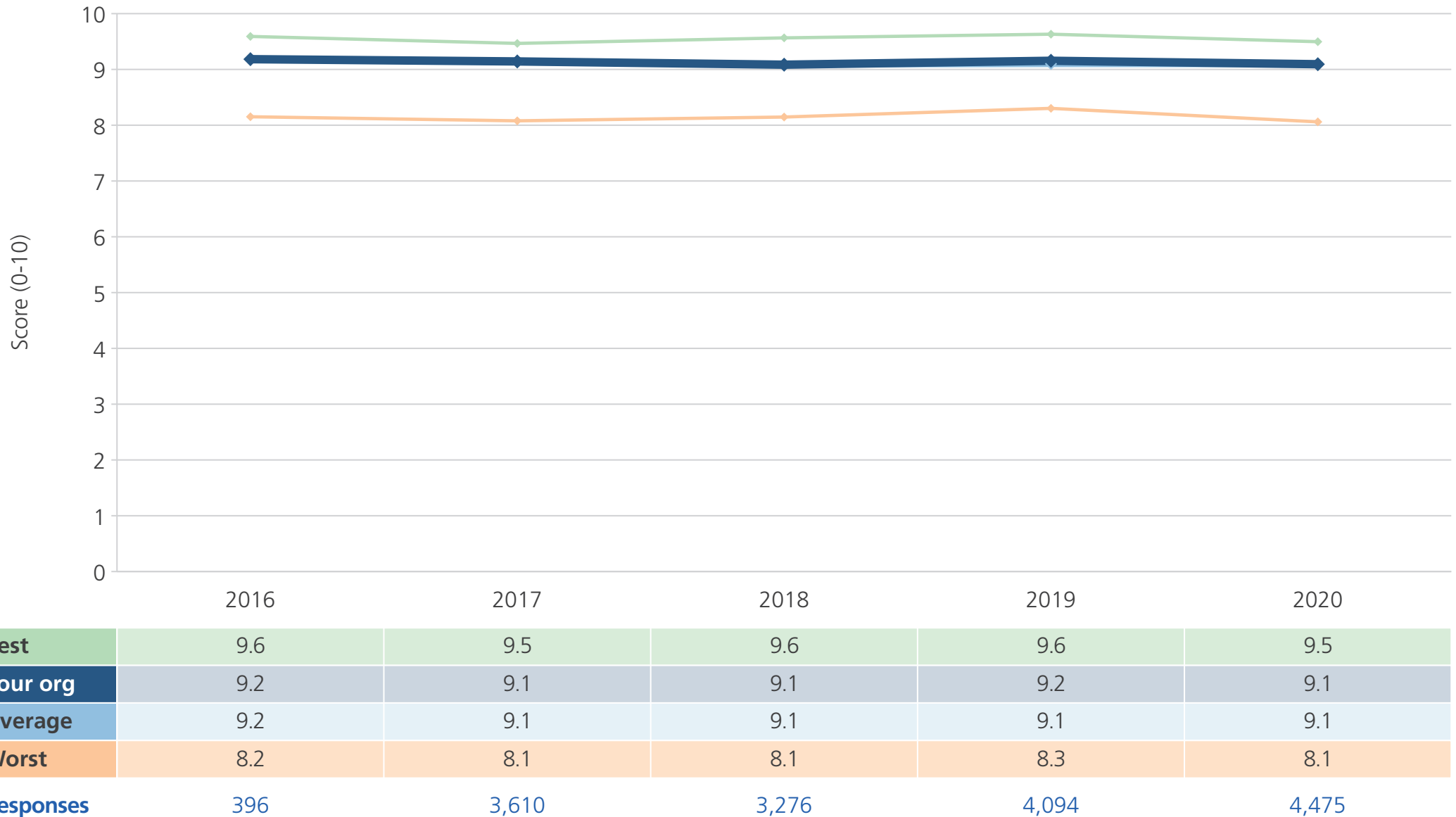
2020 NHS Staff Survey Results

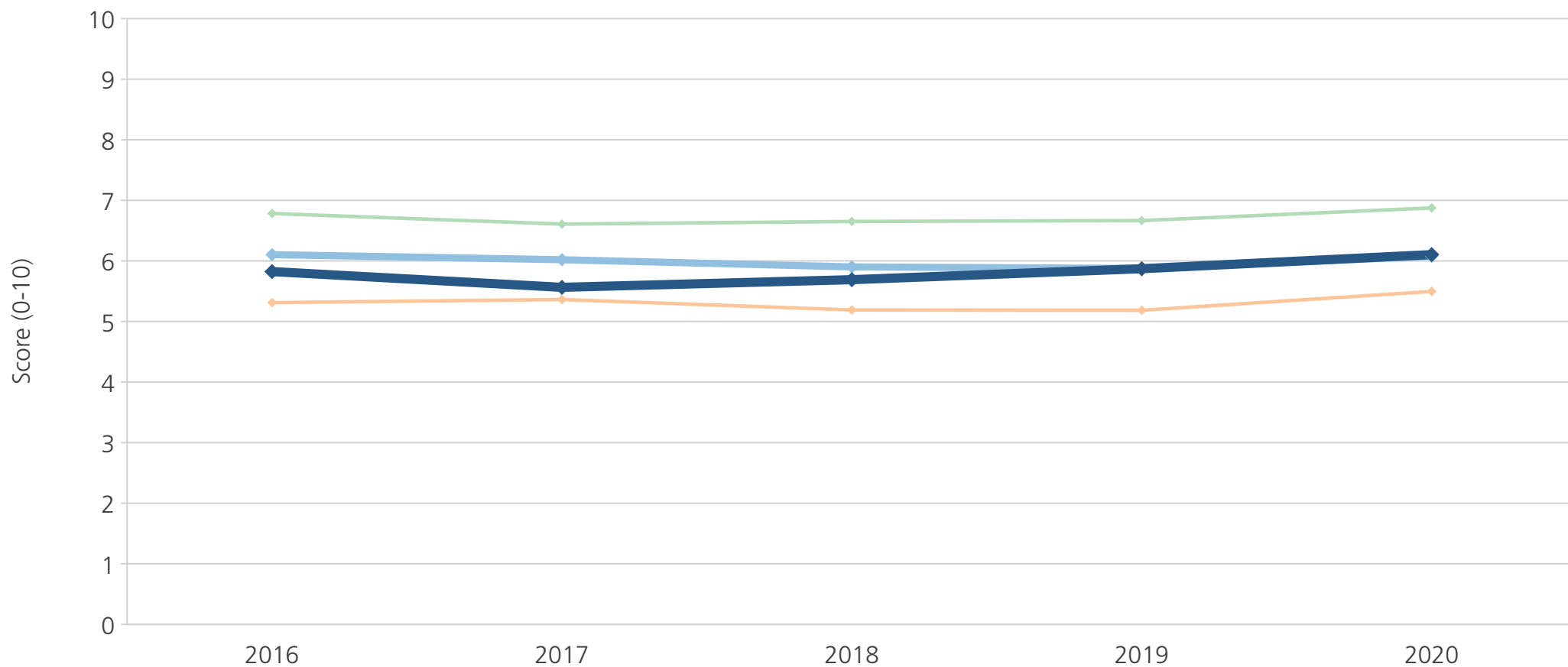


| Best | 9.5 | 6.9 | 7.3 | 6.9 | 8.1 | 8.7 | 9.8 | 7.4 | 7.6 | 7.1 |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Your org | 9.1 | 6.1 | 6.7 | 6.4 | 7.3 | 8.2 | 9.4 | 6.8 | 7.1 | 6.4 |
| Average | 9.1 | 6.1 | 6.8 | 6.2 | 7.5 | 8.1 | 9.5 | 6.8 | 7.0 | 6.5 |
| Worst | 8.1 | 5.5 | 6.2 | 5.6 | 7.0 | 7.2 | 9.1 | 6.1 | 6.4 | 6.0 |
| Responses | 4,475 | 4,482 | 4,495 | 4,487 | 3,916 | 4,447 | 4,460 | 4,478 | 4,508 | 4,417 |

Theme results – Trends

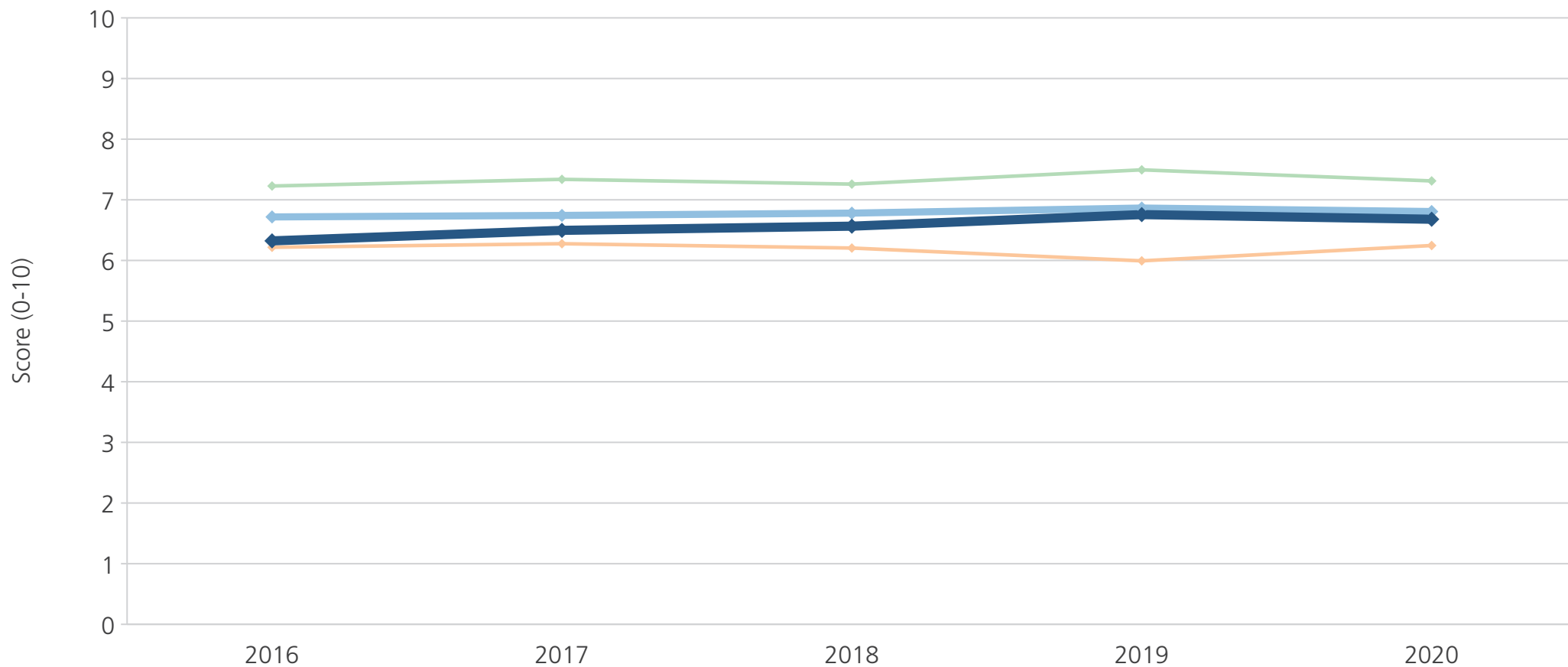
North Bristol NHS Trust
2020 NHS Staff Survey Results



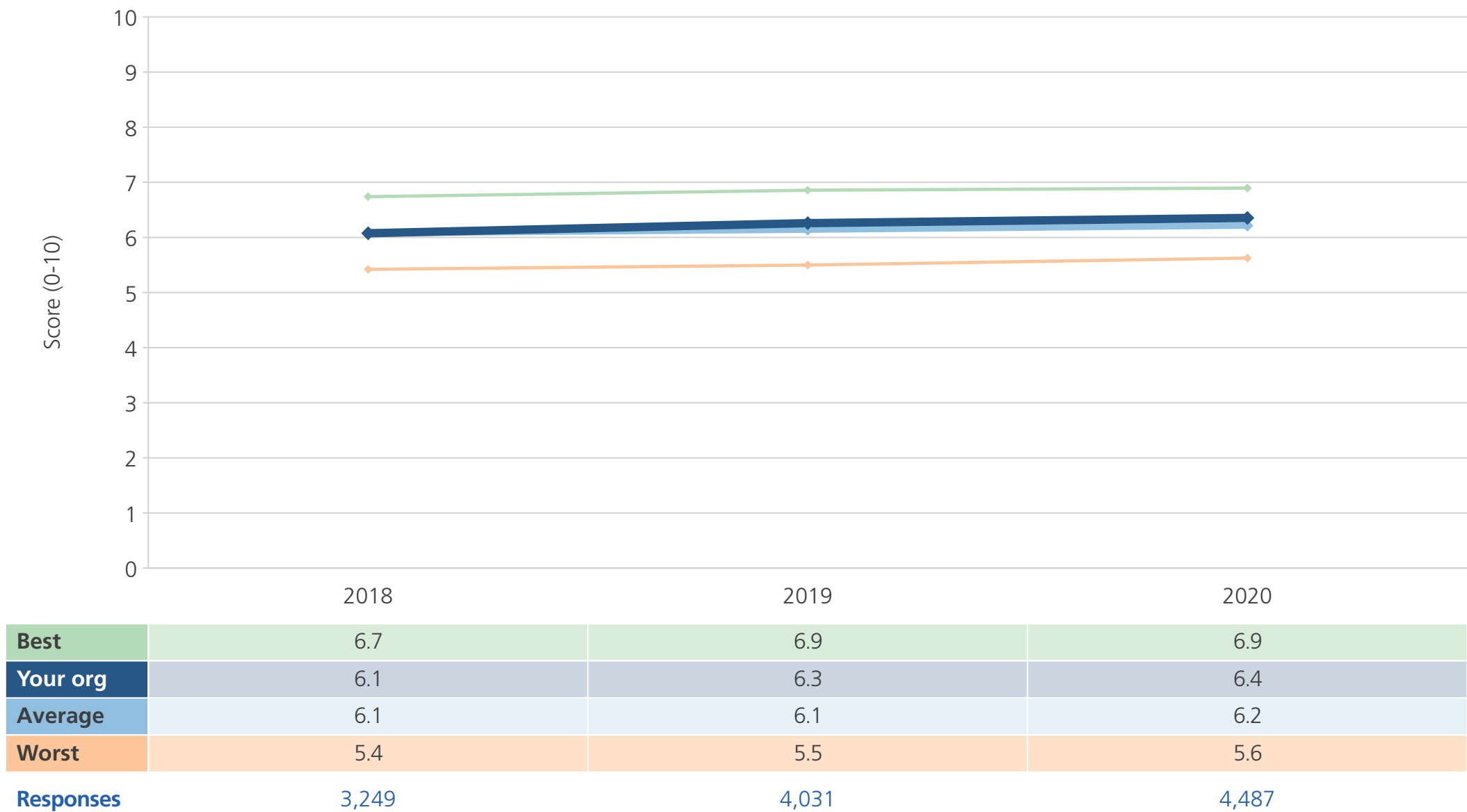


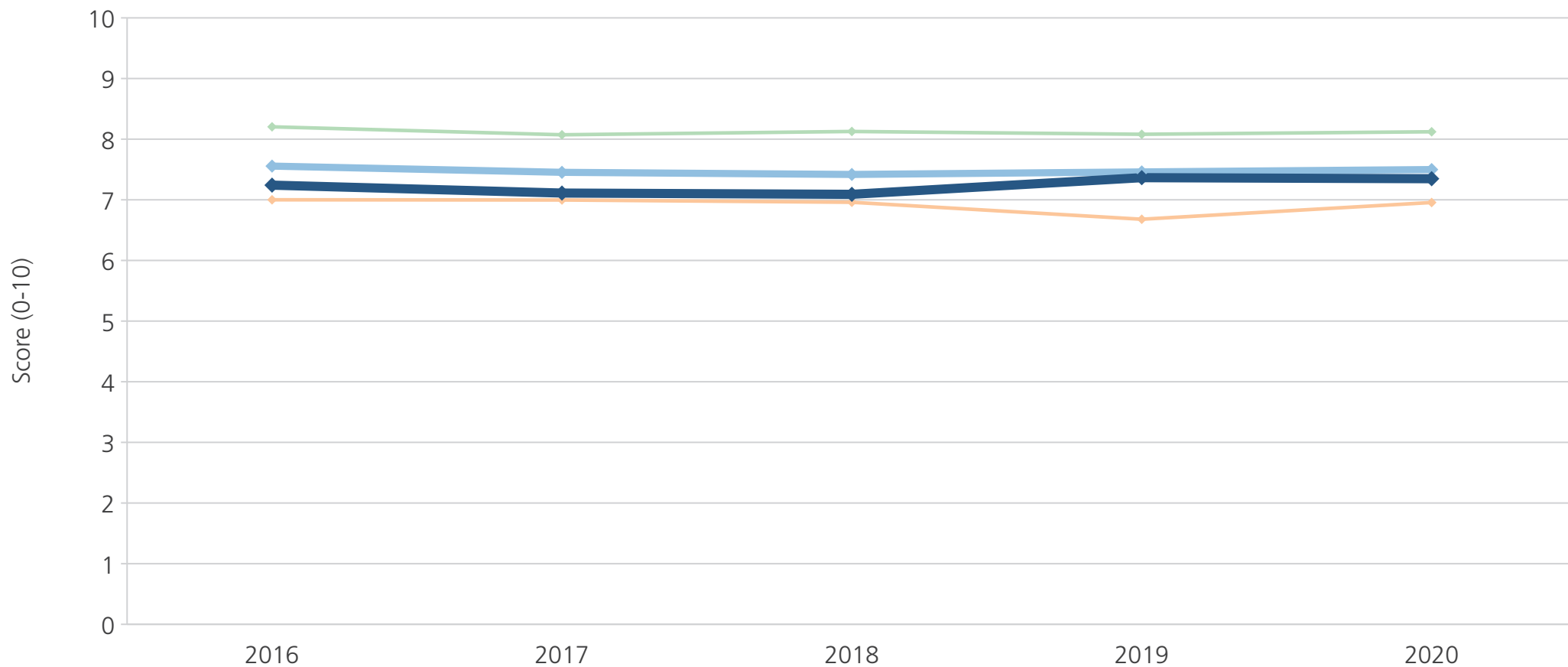
| Best | 6.8 | 6.6 | 6.7 | 6.7 | 6.9 |
|----------|-----|-----|-----|-----|-----|
| Your org | 5.8 | 5.6 | 5.7 | 5.9 | 6.1 |
| Average | 6.1 | 6.0 | 5.9 | 5.9 | 6.1 |
| Worst | 5.3 | 5.4 | 5.2 | 5.2 | 5.5 |

| | | | | | |
|-----------|-----|-------|-------|-------|-------|
| Responses | 399 | 3,645 | 3,311 | 4,121 | 4,482 |
|-----------|-----|-------|-------|-------|-------|

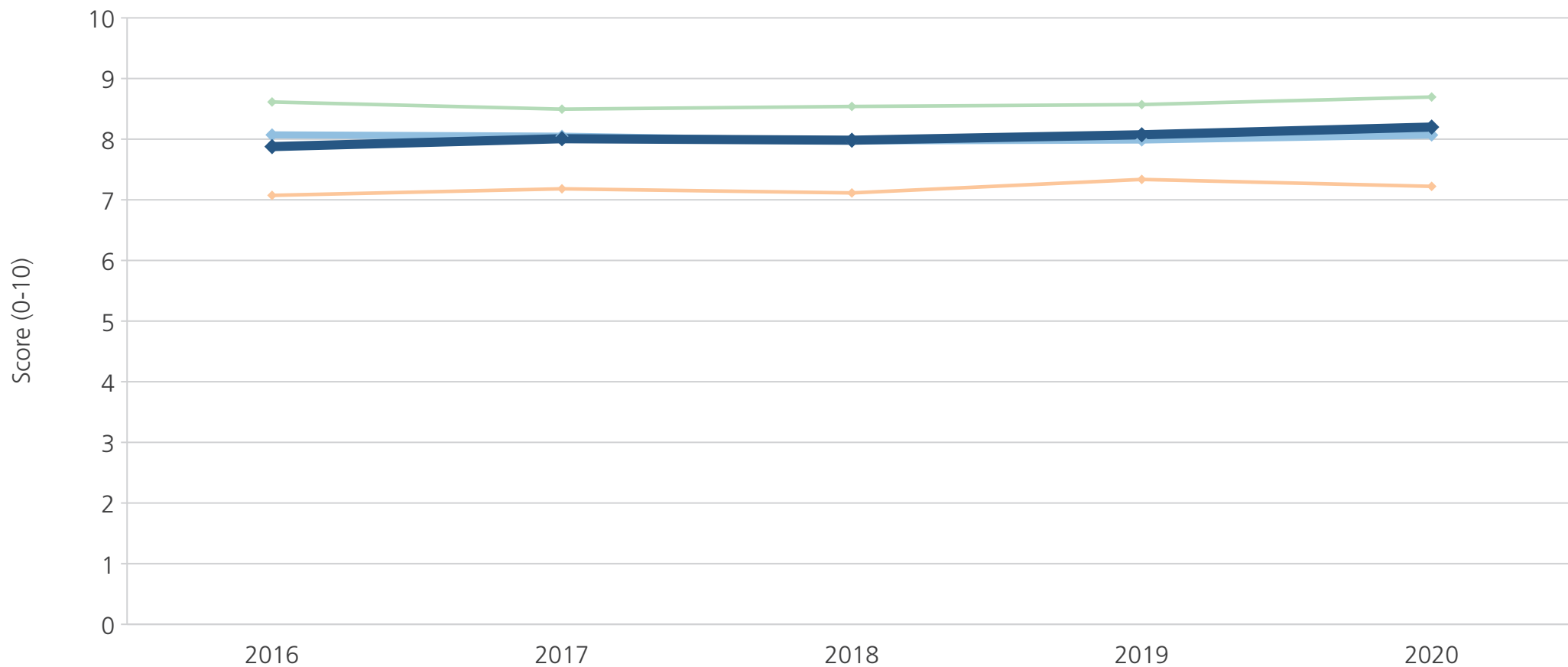


| Best | 7.2 | 7.3 | 7.3 | 7.5 | 7.3 |
|-----------|-----|-------|-------|-------|-------|
| Your org | 6.3 | 6.5 | 6.6 | 6.8 | 6.7 |
| Average | 6.7 | 6.7 | 6.8 | 6.9 | 6.8 |
| Worst | 6.2 | 6.3 | 6.2 | 6.0 | 6.2 |
| Responses | 399 | 3,657 | 3,309 | 4,115 | 4,495 |

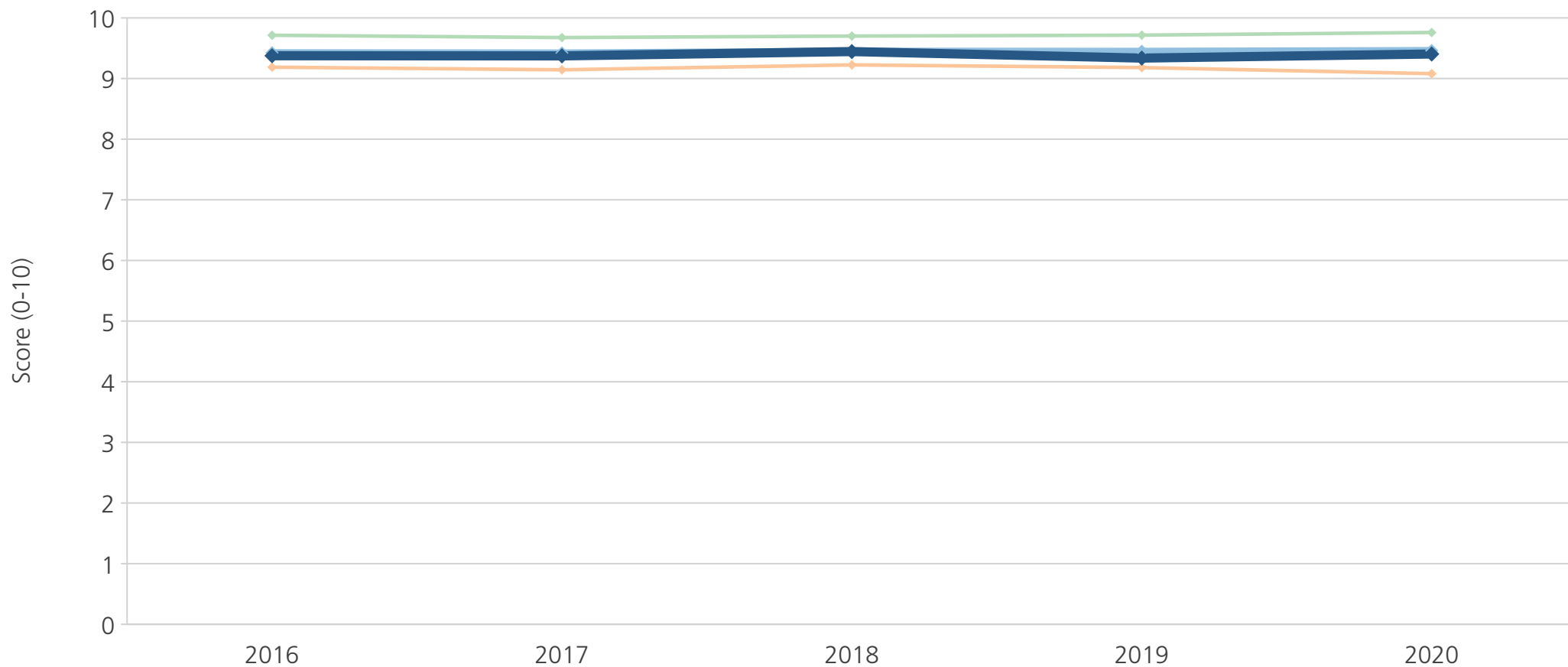




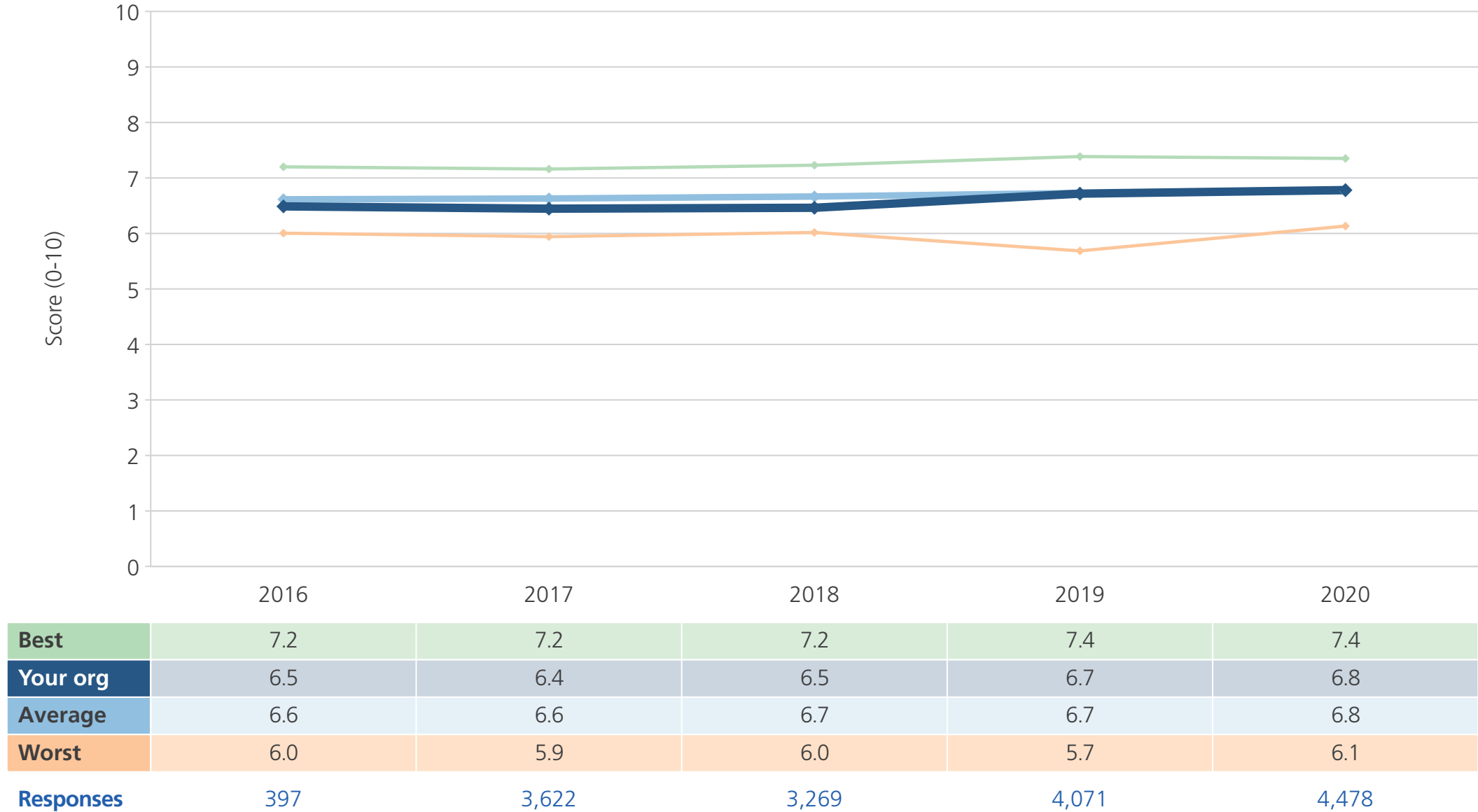
| Best | 8.2 | 8.1 | 8.1 | 8.1 | 8.1 |
|-----------|-----|-------|-------|-------|-------|
| Your org | 7.2 | 7.1 | 7.1 | 7.4 | 7.3 |
| Average | 7.6 | 7.5 | 7.4 | 7.5 | 7.5 |
| Worst | 7.0 | 7.0 | 7.0 | 6.7 | 7.0 |
| Responses | 354 | 3,204 | 2,908 | 3,679 | 3,916 |

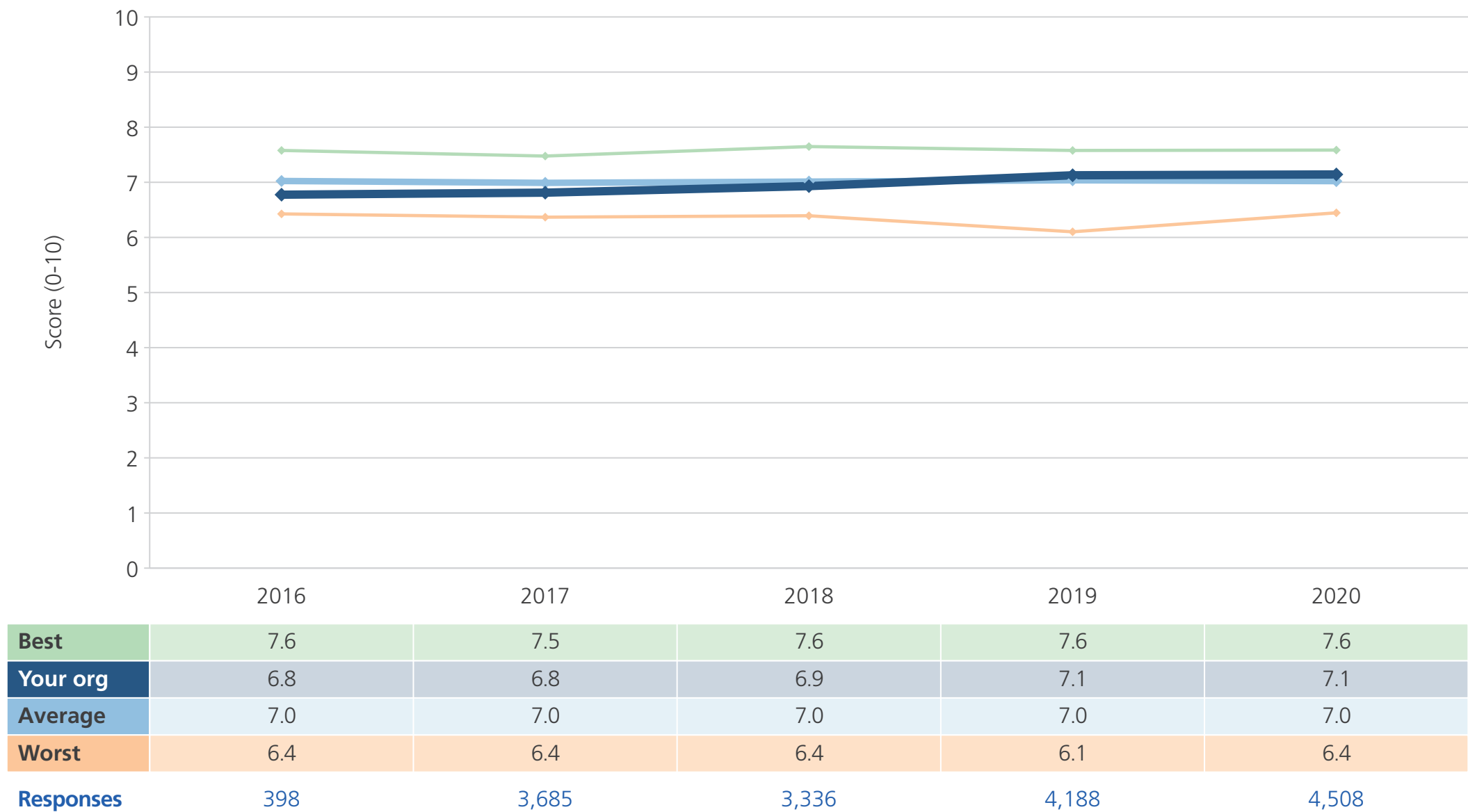


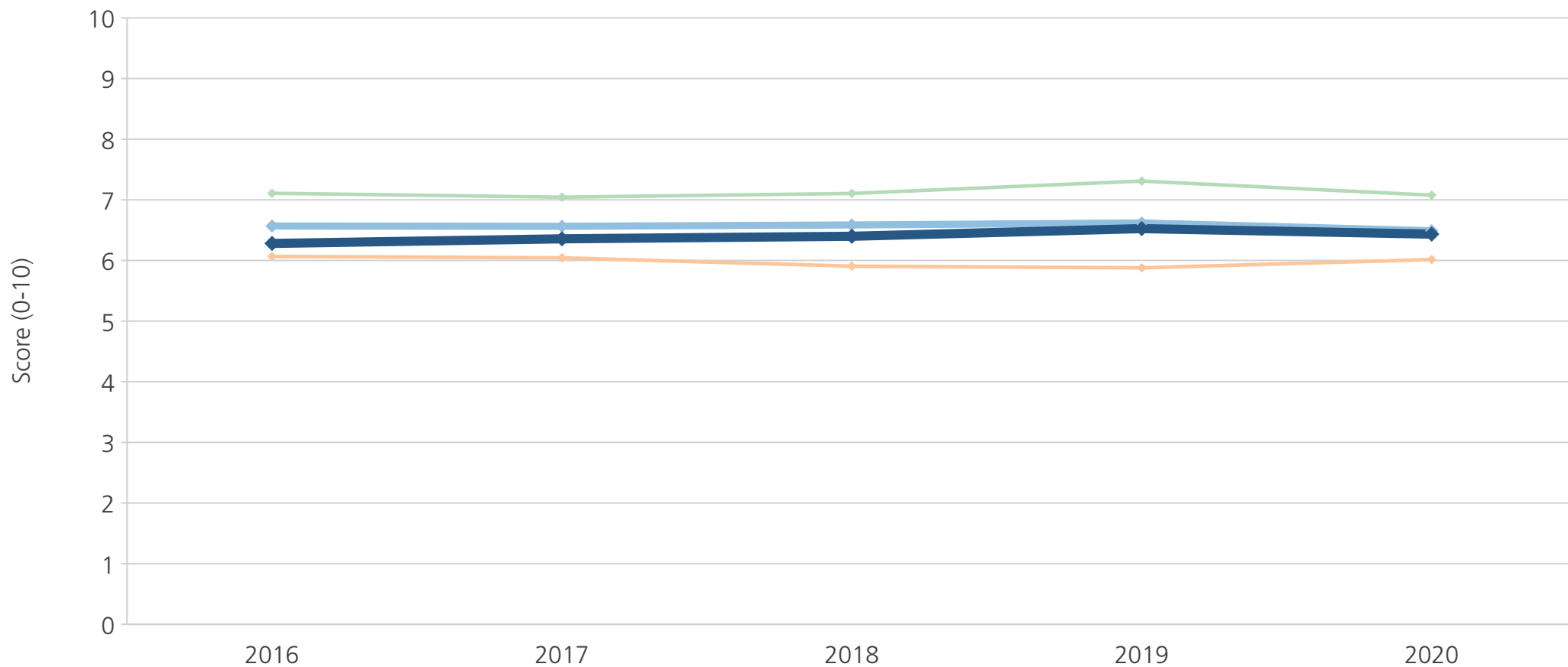
| Best | 8.6 | 8.5 | 8.5 | 8.6 | 8.7 |
|-----------|-----|-------|-------|-------|-------|
| Your org | 7.9 | 8.0 | 8.0 | 8.1 | 8.2 |
| Average | 8.1 | 8.0 | 8.0 | 8.0 | 8.1 |
| Worst | 7.1 | 7.2 | 7.1 | 7.3 | 7.2 |
| Responses | 398 | 3,586 | 3,272 | 4,076 | 4,447 |



| Best | 9.7 | 9.7 | 9.7 | 9.7 | 9.8 |
|-----------|-----|-------|-------|-------|-------|
| Your org | 9.4 | 9.4 | 9.4 | 9.3 | 9.4 |
| Average | 9.4 | 9.4 | 9.4 | 9.4 | 9.5 |
| Worst | 9.2 | 9.1 | 9.2 | 9.2 | 9.1 |
| Responses | 399 | 3,596 | 3,281 | 4,095 | 4,460 |







| Best | 7.1 | 7.0 | 7.1 | 7.3 | 7.1 |
|-----------|-----|-------|-------|-------|-------|
| Your org | 6.3 | 6.4 | 6.4 | 6.5 | 6.4 |
| Average | 6.6 | 6.6 | 6.6 | 6.6 | 6.5 |
| Worst | 6.1 | 6.0 | 5.9 | 5.9 | 6.0 |
| Responses | 396 | 3,602 | 3,278 | 4,107 | 4,417 |

Theme results – Covid-19 classification breakdowns

North Bristol NHS 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 |

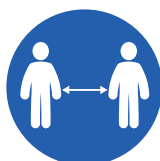
The charts on the following pages show the breakdown of theme scores for staff answering 'yes' to each of these questions, compared with the results for all staff at your organisation. Results are presented in the context of the highest, average and lowest scores for similar organisations.

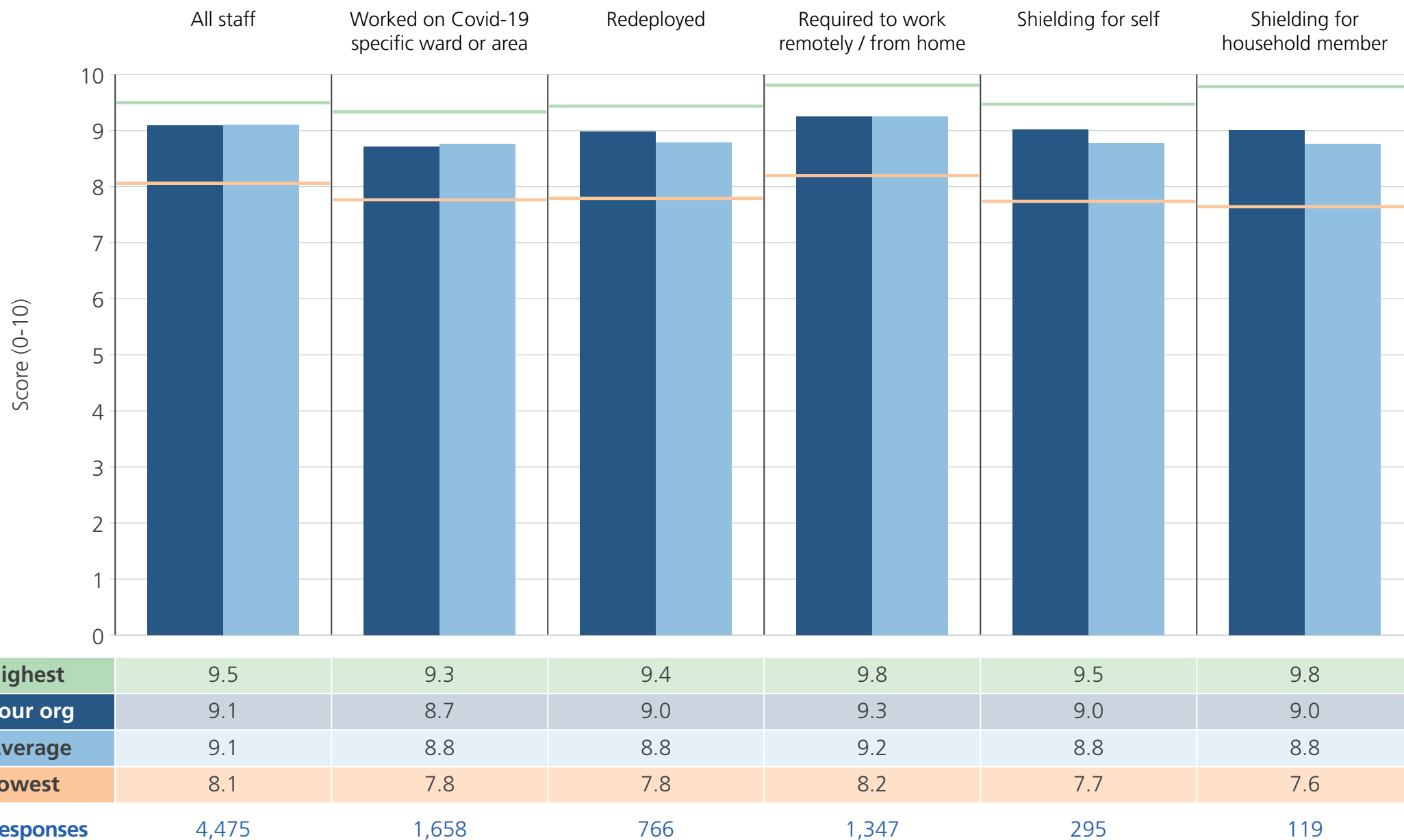
Comparing your data

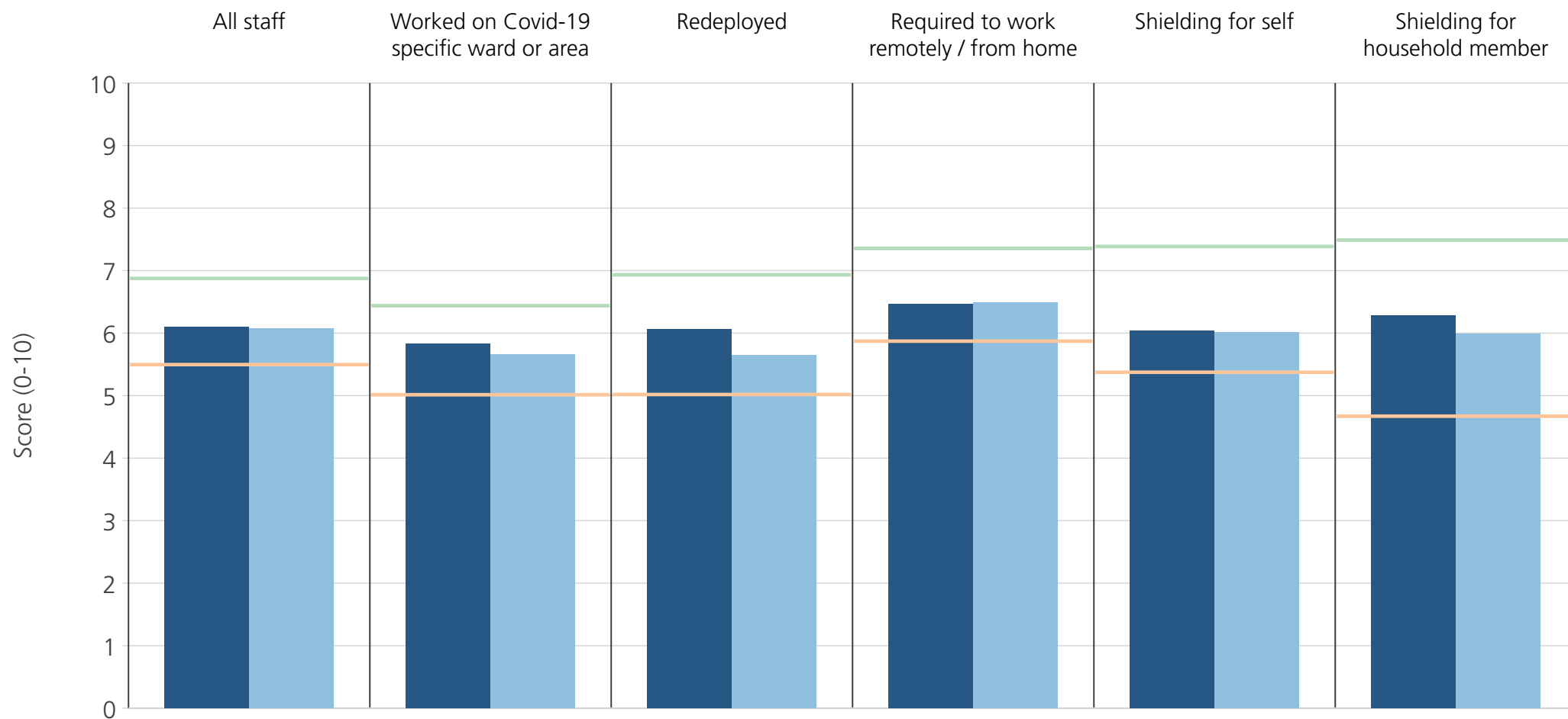
To improve overall comparability, the data have been weighted to match the occupation group profile of staff at your organisation to that of the benchmarking group, as in previous charts. However, there may be differences in the occupation group profiles of the individual COVID-19 subgroups. For example,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

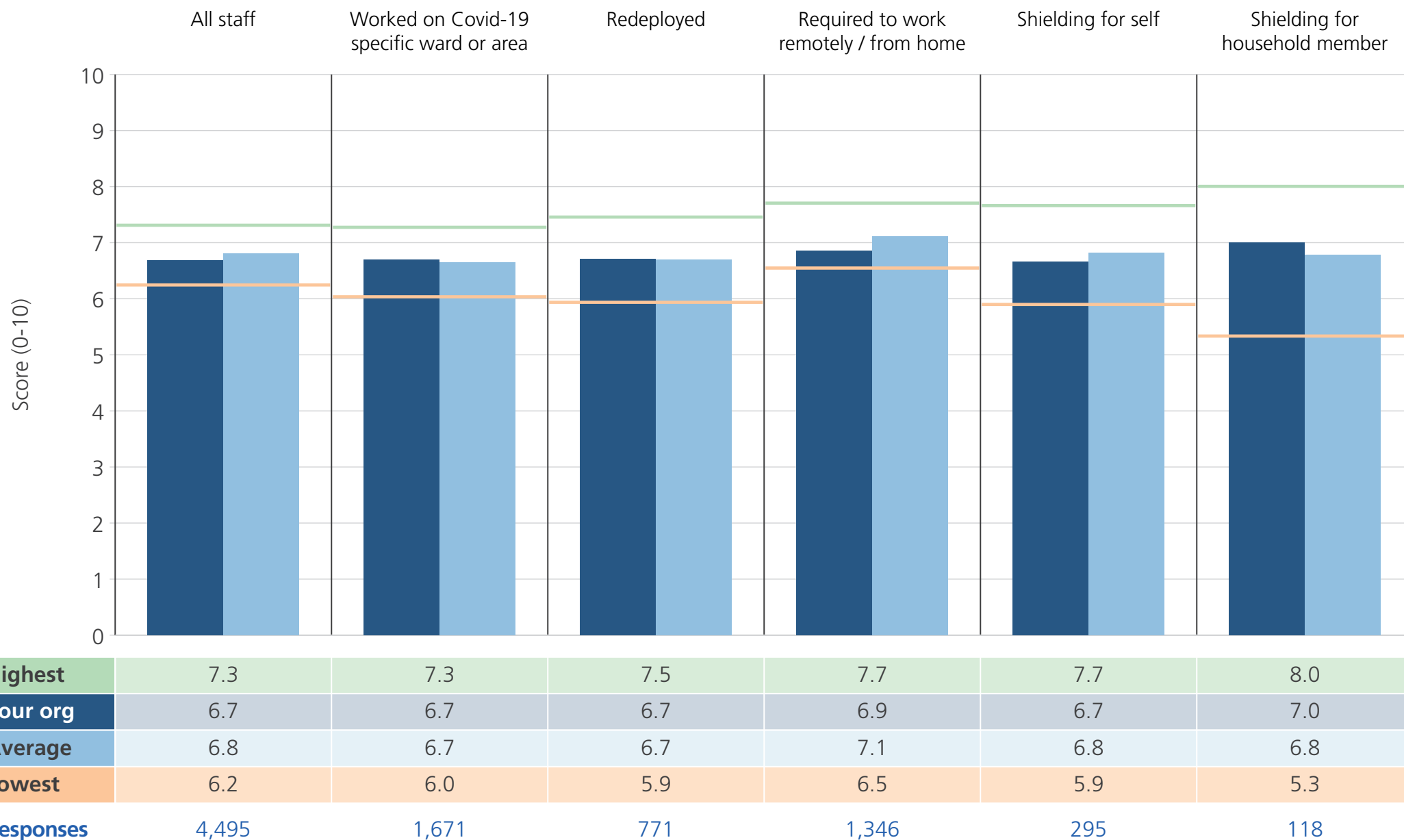
**HANDS****FACE****SPACE**

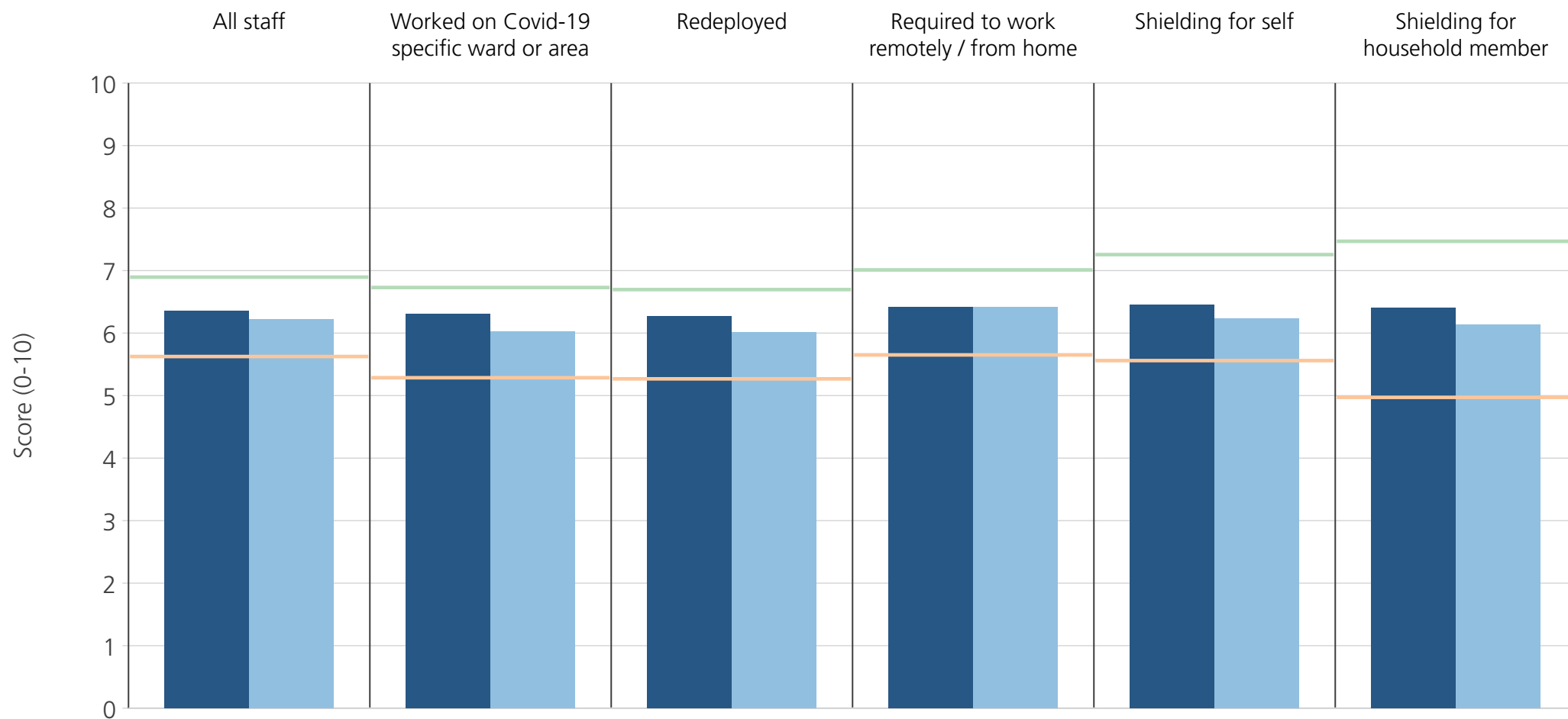




| | | | | | | |
|----------|-----|-----|-----|-----|-----|-----|
| Highest | 6.9 | 6.4 | 6.9 | 7.4 | 7.4 | 7.5 |
| Your org | 6.1 | 5.8 | 6.1 | 6.5 | 6.0 | 6.3 |
| Average | 6.1 | 5.7 | 5.6 | 6.5 | 6.0 | 6.0 |
| Lowest | 5.5 | 5.0 | 5.0 | 5.9 | 5.4 | 4.7 |

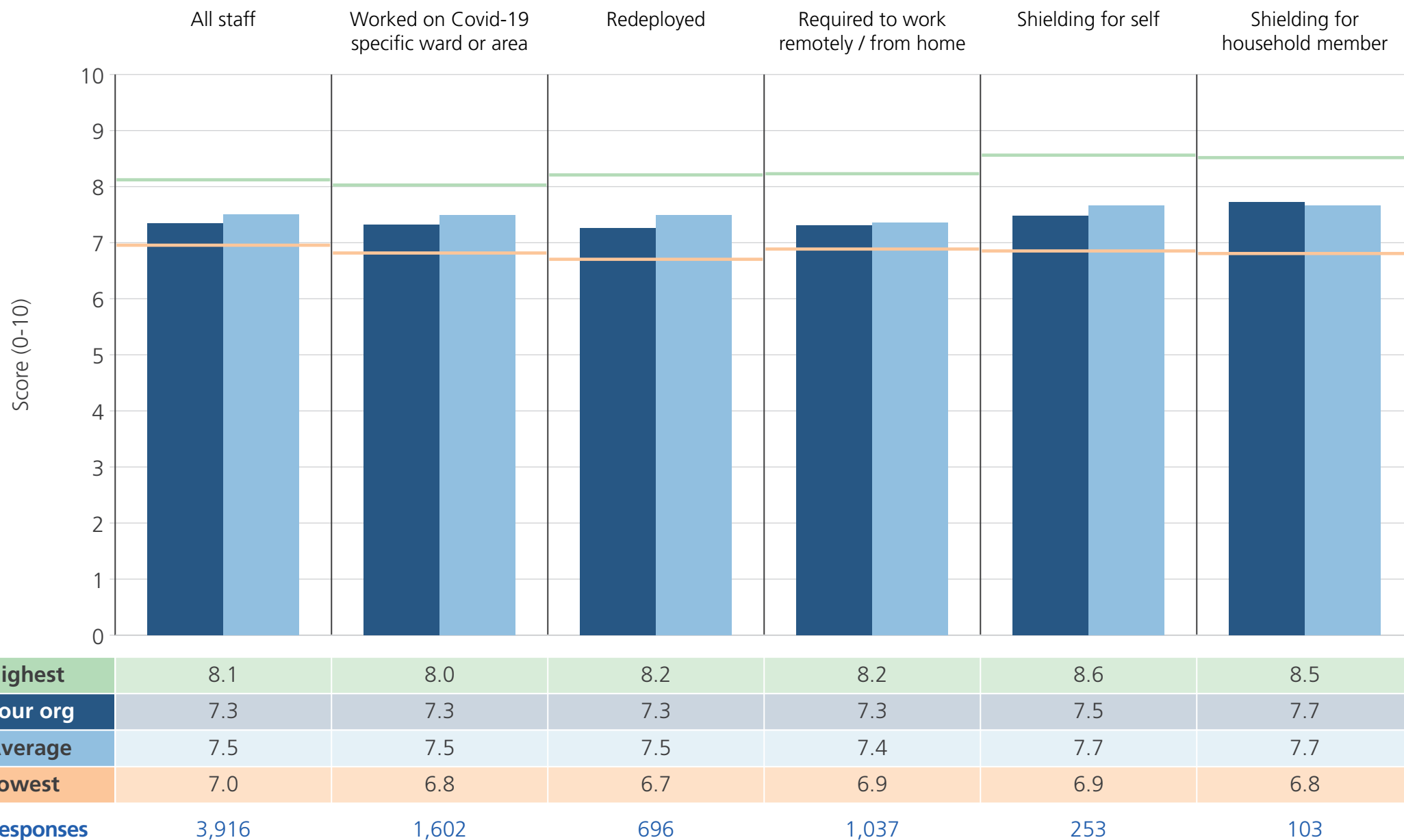
| | | | | | | |
|-----------|-------|-------|-----|-------|-----|-----|
| Responses | 4,482 | 1,662 | 768 | 1,346 | 295 | 119 |
|-----------|-------|-------|-----|-------|-----|-----|

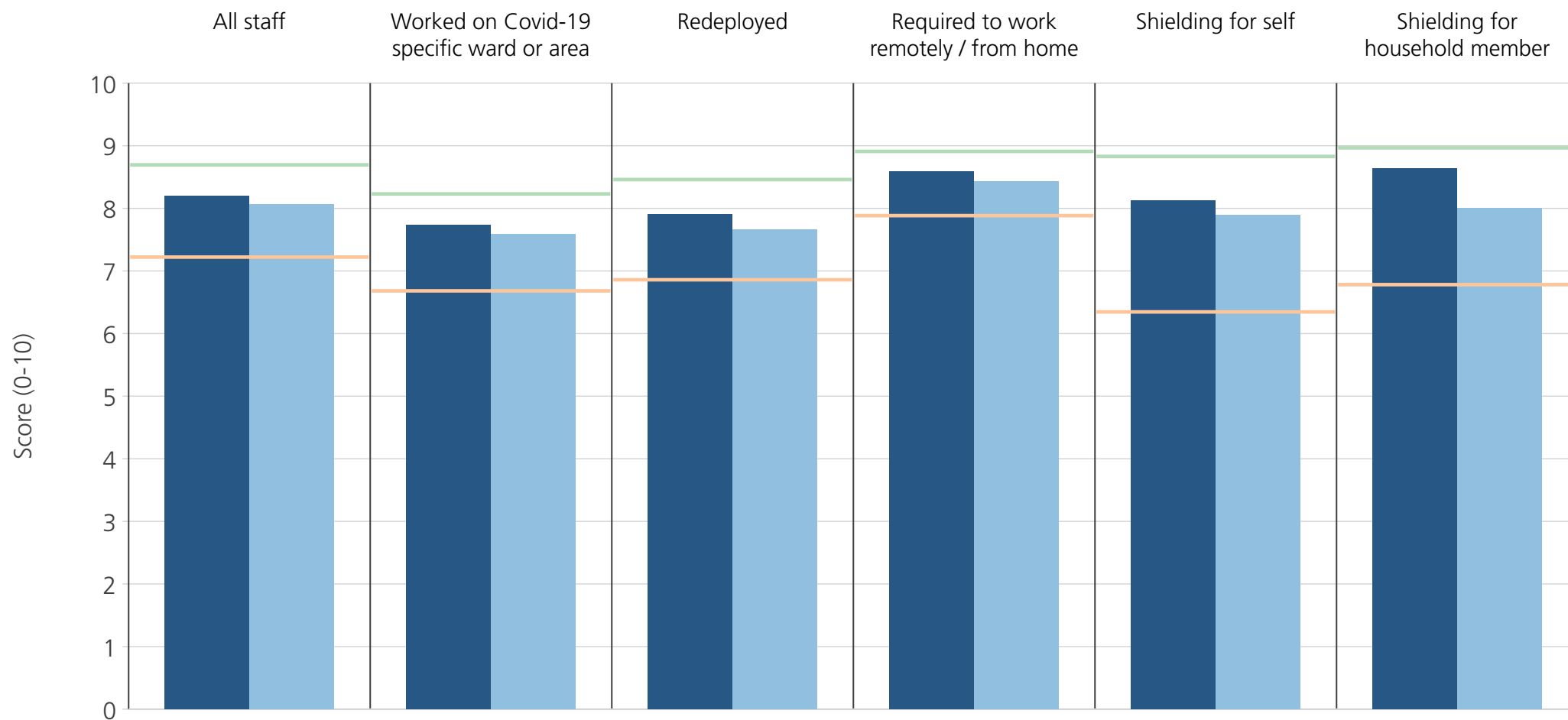




| | | | | | | |
|----------|-----|-----|-----|-----|-----|-----|
| Highest | 6.9 | 6.7 | 6.7 | 7.0 | 7.3 | 7.5 |
| Your org | 6.4 | 6.3 | 6.3 | 6.4 | 6.5 | 6.4 |
| Average | 6.2 | 6.0 | 6.0 | 6.4 | 6.2 | 6.1 |
| Lowest | 5.6 | 5.3 | 5.3 | 5.7 | 5.6 | 5.0 |

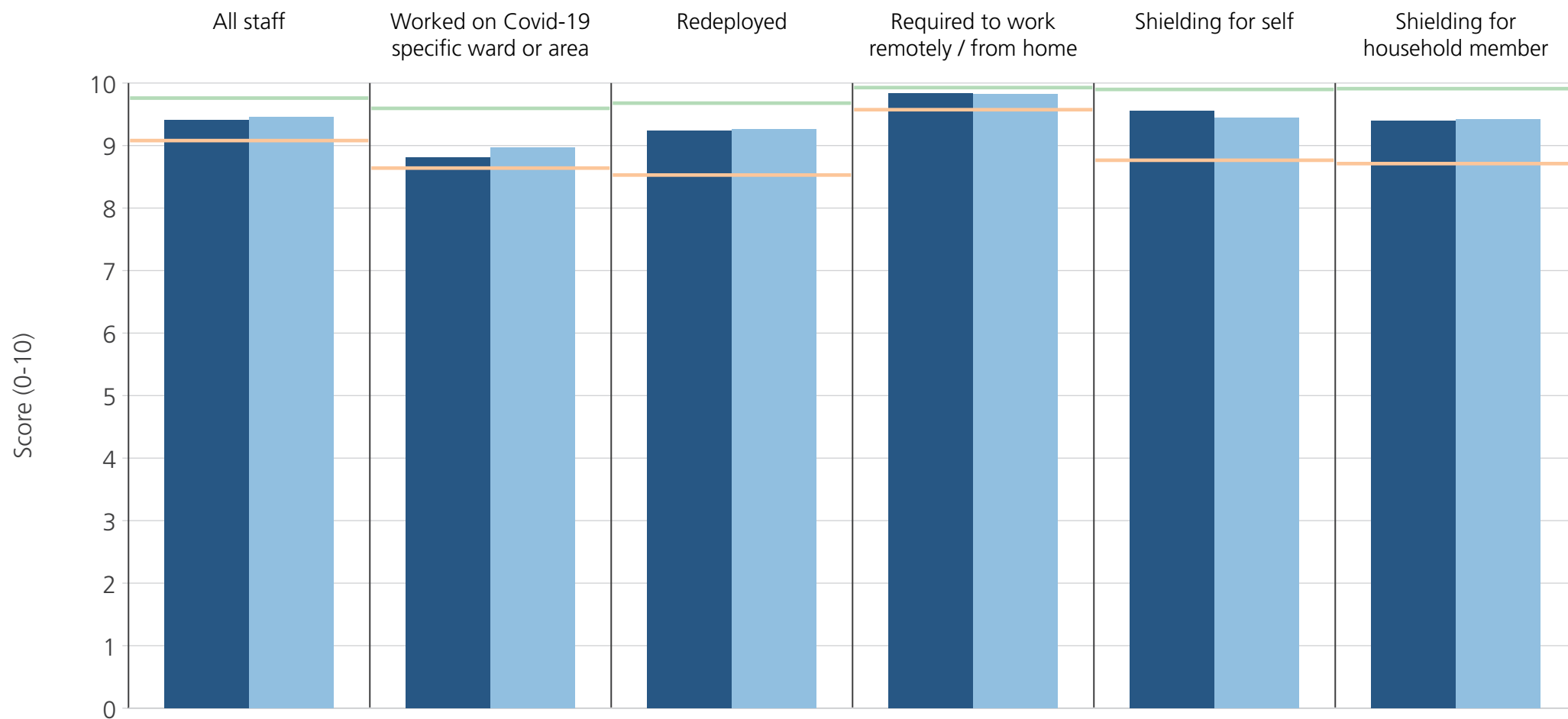
| | | | | | | |
|-----------|-------|-------|-----|-------|-----|-----|
| Responses | 4,487 | 1,662 | 767 | 1,349 | 293 | 118 |
|-----------|-------|-------|-----|-------|-----|-----|





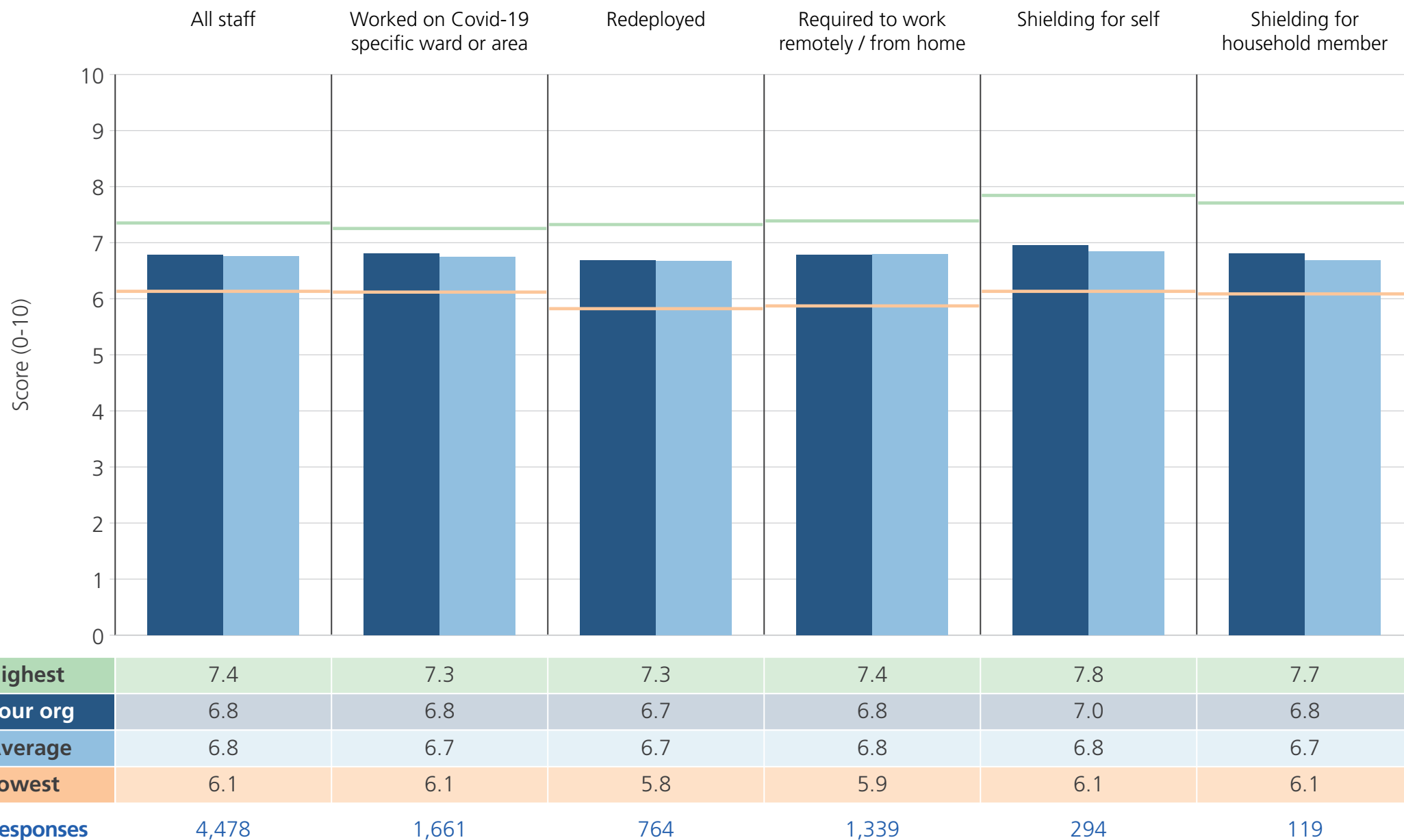
| | | | | | | |
|----------|-----|-----|-----|-----|-----|-----|
| Highest | 8.7 | 8.2 | 8.5 | 8.9 | 8.8 | 9.0 |
| Your org | 8.2 | 7.7 | 7.9 | 8.6 | 8.1 | 8.6 |
| Average | 8.1 | 7.6 | 7.7 | 8.4 | 7.9 | 8.0 |
| Lowest | 7.2 | 6.7 | 6.9 | 7.9 | 6.3 | 6.8 |

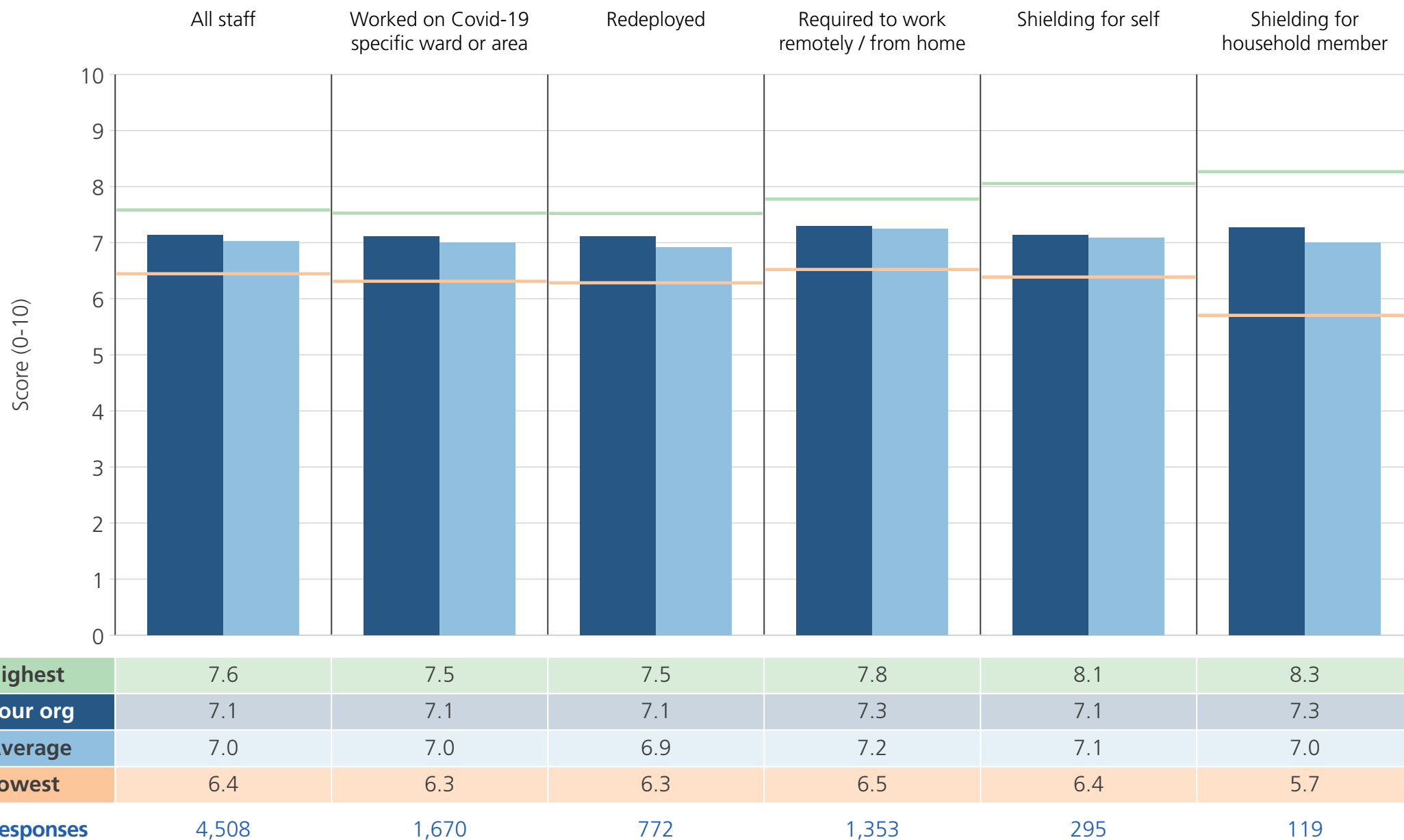
| | | | | | | |
|-----------|-------|-------|-----|-------|-----|-----|
| Responses | 4,447 | 1,647 | 763 | 1,345 | 293 | 118 |
|-----------|-------|-------|-----|-------|-----|-----|

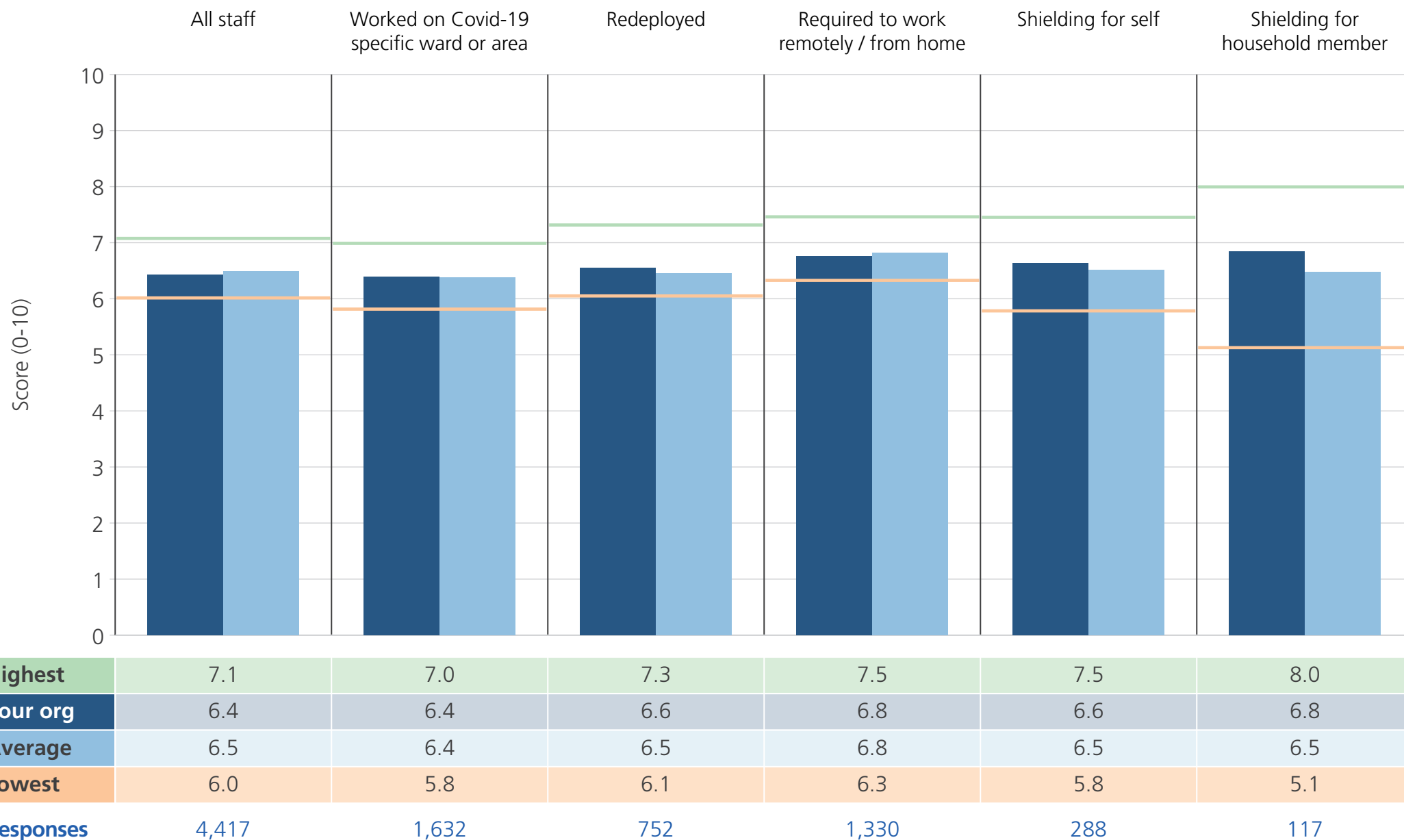


| | | | | | | |
|----------|-----|-----|-----|-----|-----|-----|
| Highest | 9.8 | 9.6 | 9.7 | 9.9 | 9.9 | 9.9 |
| Your org | 9.4 | 8.8 | 9.2 | 9.8 | 9.5 | 9.4 |
| Average | 9.5 | 9.0 | 9.3 | 9.8 | 9.4 | 9.4 |
| Lowest | 9.1 | 8.6 | 8.5 | 9.6 | 8.8 | 8.7 |

| | | | | | | |
|-----------|-------|-------|-----|-------|-----|-----|
| Responses | 4,460 | 1,653 | 765 | 1,345 | 293 | 120 |
|-----------|-------|-------|-----|-------|-----|-----|





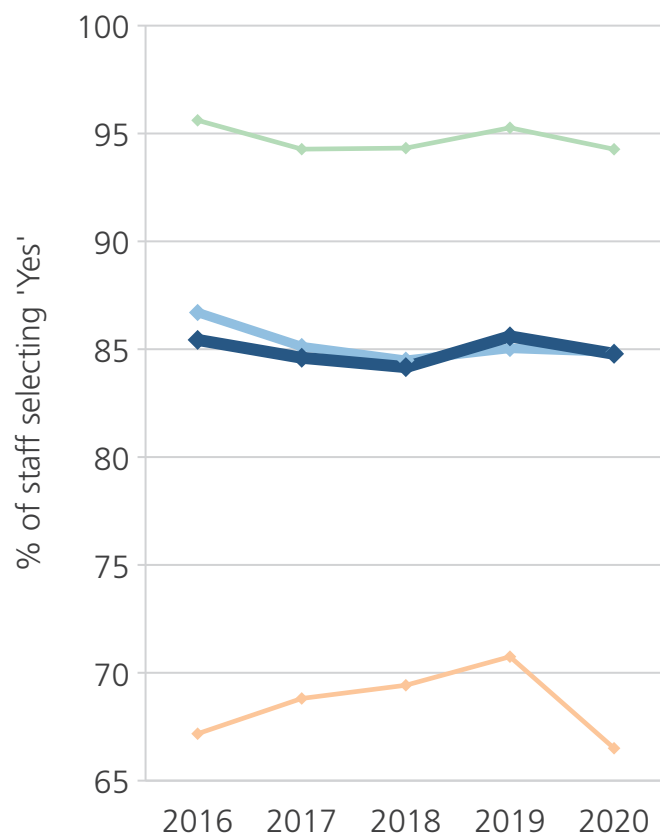


Theme results – Detailed information

North Bristol NHS Trust
2020 NHS Staff Survey Results

Q14

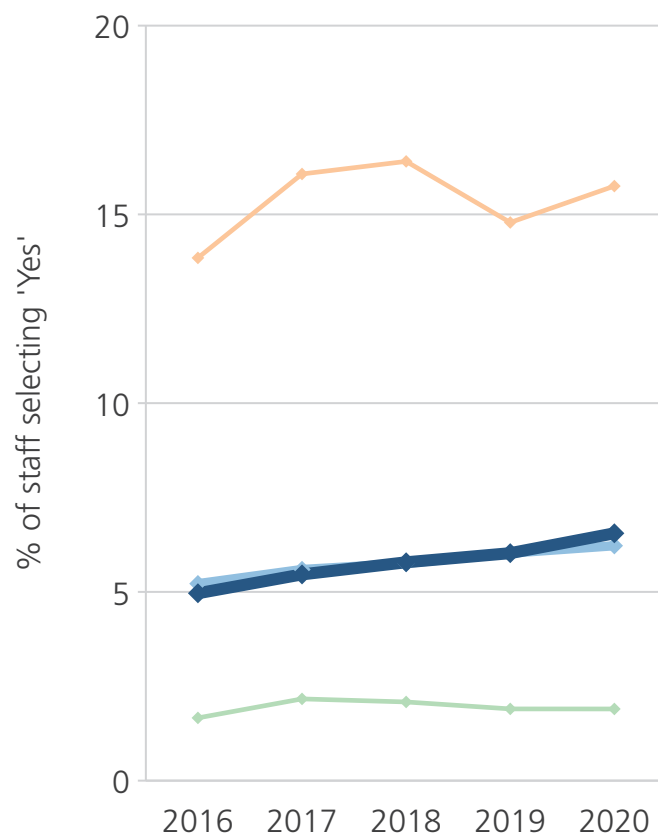
Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Best | 95.6% | 94.3% | 94.3% | 95.3% | 94.3% |
| Your org | 85.4% | 84.6% | 84.2% | 85.6% | 84.8% |
| Average | 86.7% | 85.1% | 84.5% | 85.0% | 84.9% |
| Worst | 67.2% | 68.8% | 69.4% | 70.7% | 66.5% |

Q15a

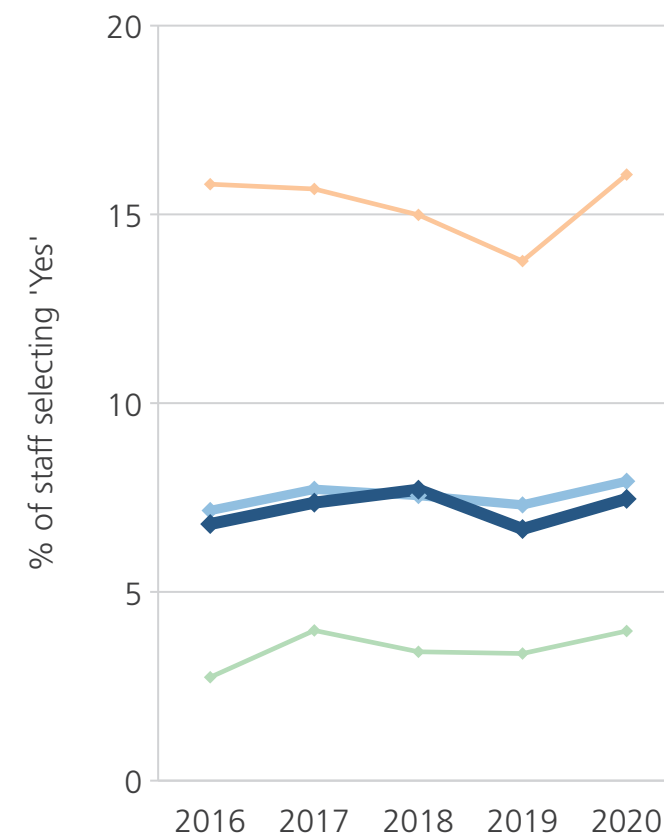
In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 13.8% | 16.1% | 16.4% | 14.8% | 15.7% |
| Your org | 5.0% | 5.5% | 5.8% | 6.0% | 6.6% |
| Average | 5.2% | 5.6% | 5.8% | 6.0% | 6.2% |
| Best | 1.7% | 2.2% | 2.1% | 1.9% | 1.9% |

Q15b

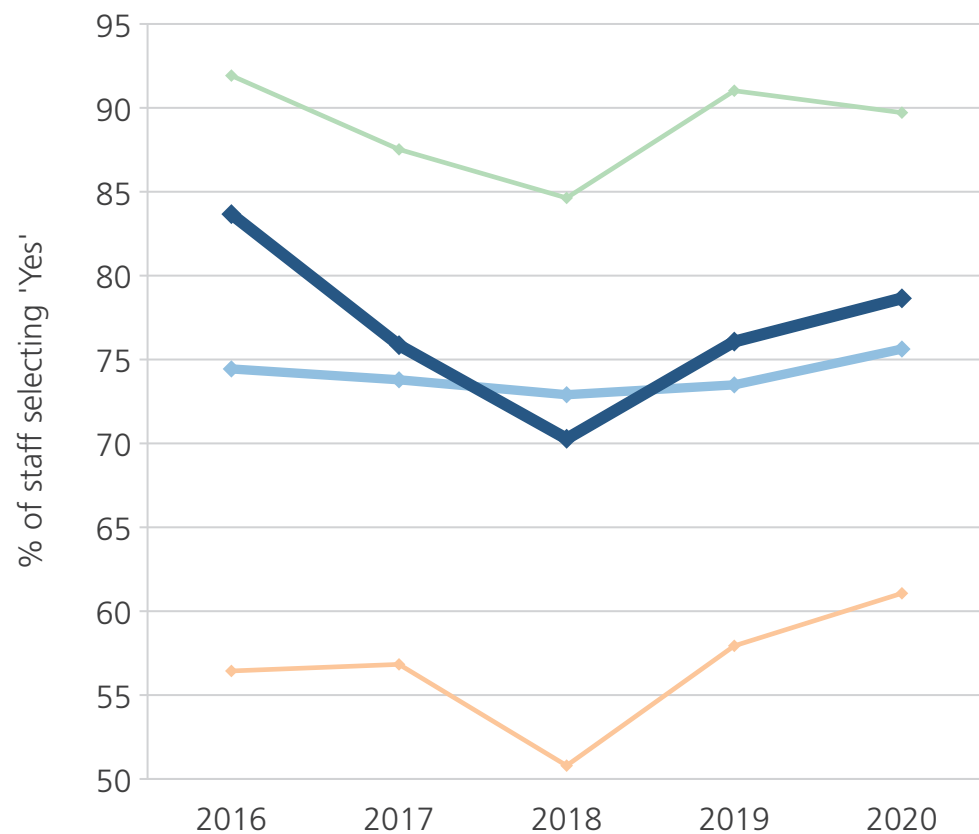
In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 15.8% | 15.7% | 15.0% | 13.8% | 16.1% |
| Your org | 6.8% | 7.4% | 7.7% | 6.7% | 7.5% |
| Average | 7.2% | 7.7% | 7.6% | 7.3% | 7.9% |
| Best | 2.7% | 4.0% | 3.4% | 3.4% | 4.0% |

Q26b

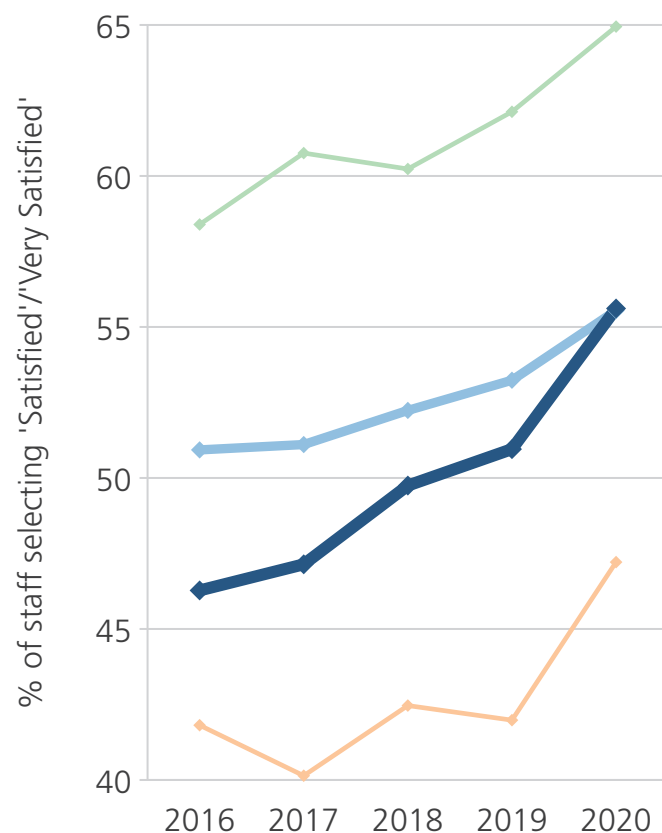
Has your employer made adequate adjustment(s)
to enable you to carry out your work?



| | | | | | |
|----------|-------|-------|-------|-------|-------|
| Best | 91.9% | 87.5% | 84.6% | 91.0% | 89.7% |
| Your org | 83.7% | 75.9% | 70.3% | 76.1% | 78.6% |
| Average | 74.4% | 73.8% | 72.9% | 73.5% | 75.6% |
| Worst | 56.4% | 56.8% | 50.8% | 57.9% | 61.1% |

Q5h

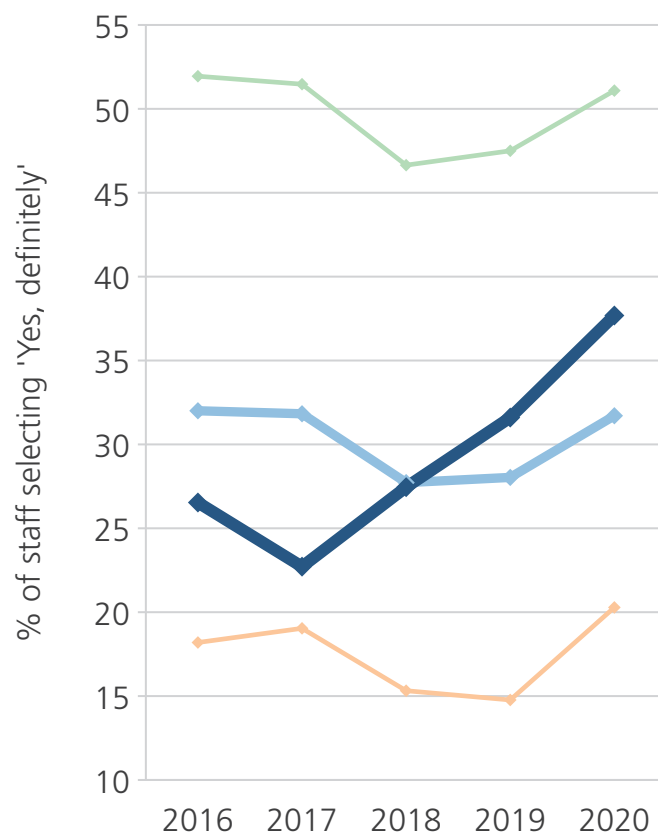
The opportunities for flexible working patterns



| Best | 58.4% | 60.8% | 60.2% | 62.1% | 64.9% |
|----------|-------|-------|-------|-------|-------|
| Your org | 46.3% | 47.1% | 49.7% | 51.0% | 55.6% |
| Average | 50.9% | 51.1% | 52.2% | 53.2% | 55.5% |
| Worst | 41.8% | 40.1% | 42.5% | 42.0% | 47.2% |

Q11a

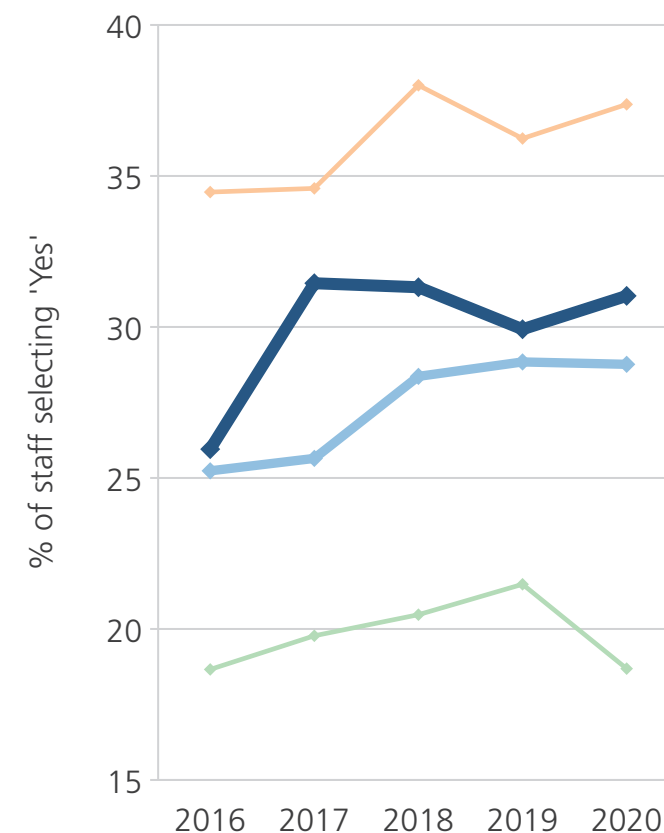
Does your organisation take positive action on health and well-being?



| Best | 51.9% | 51.5% | 46.6% | 47.5% | 51.1% |
|----------|-------|-------|-------|-------|-------|
| Your org | 26.5% | 22.7% | 27.5% | 31.6% | 37.7% |
| Average | 32.0% | 31.8% | 27.7% | 28.0% | 31.7% |
| Worst | 18.2% | 19.0% | 15.3% | 14.8% | 20.3% |

Q11b

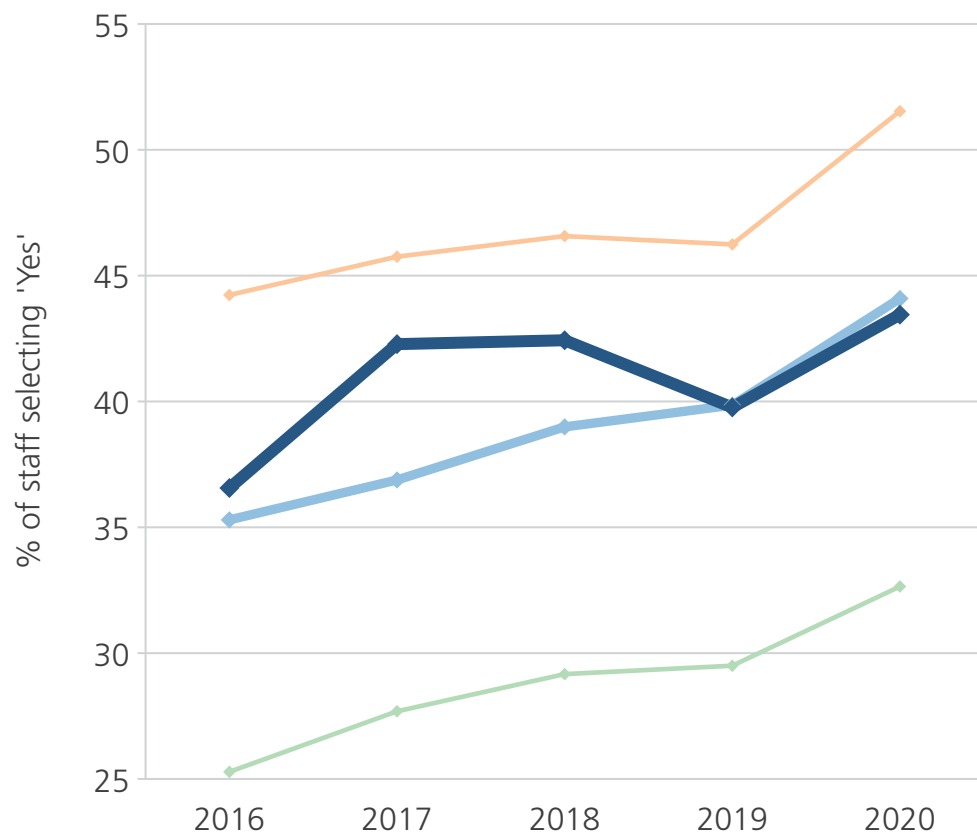
In the last 12 months have you experienced musculoskeletal problems (MSK) as a result of work activities?



| Worst | 34.5% | 34.6% | 38.0% | 36.2% | 37.4% |
|----------|-------|-------|-------|-------|-------|
| Your org | 26.0% | 31.4% | 31.3% | 29.9% | 31.0% |
| Average | 25.2% | 25.6% | 28.4% | 28.8% | 28.8% |
| Best | 18.7% | 19.8% | 20.5% | 21.5% | 18.7% |

Q11c

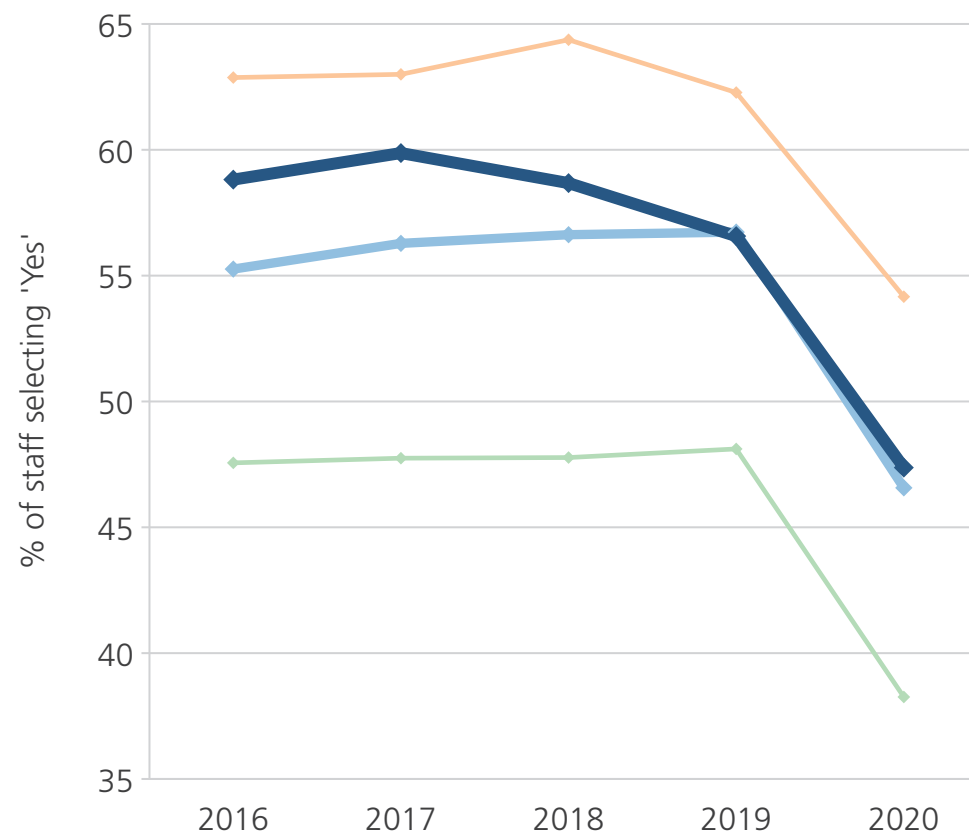
During the last 12 months have you felt unwell as a result of work related stress?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 44.2% | 45.8% | 46.6% | 46.2% | 51.5% |
| Your org | 36.6% | 42.3% | 42.4% | 39.8% | 43.4% |
| Average | 35.3% | 36.9% | 39.0% | 39.9% | 44.1% |
| Best | 25.3% | 27.7% | 29.2% | 29.5% | 32.6% |

Q11d

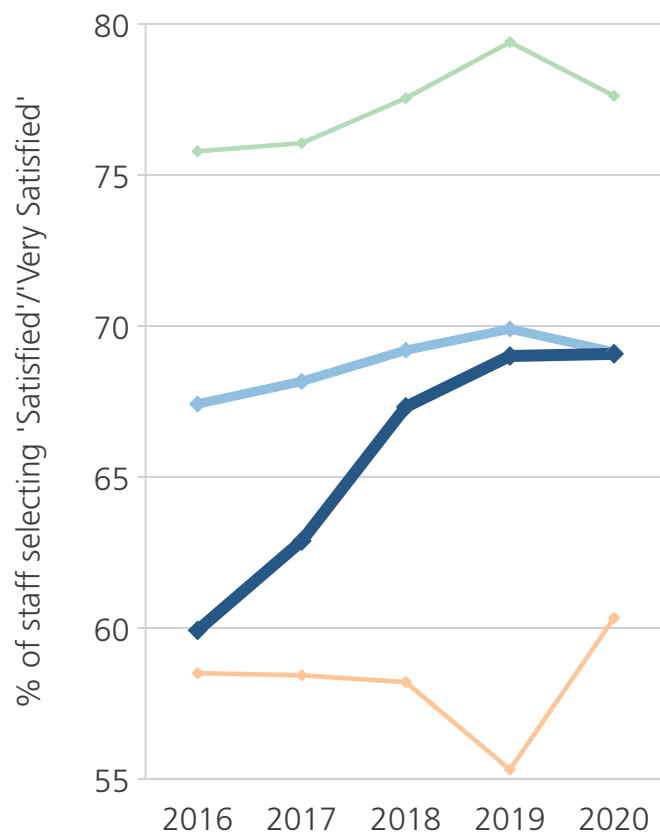
In the last three months have you ever come to work despite not feeling well enough to perform your duties?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 62.9% | 63.0% | 64.4% | 62.3% | 54.2% |
| Your org | 58.8% | 59.9% | 58.7% | 56.6% | 47.4% |
| Average | 55.3% | 56.3% | 56.6% | 56.7% | 46.6% |
| Best | 47.6% | 47.7% | 47.8% | 48.1% | 38.3% |

Q5b

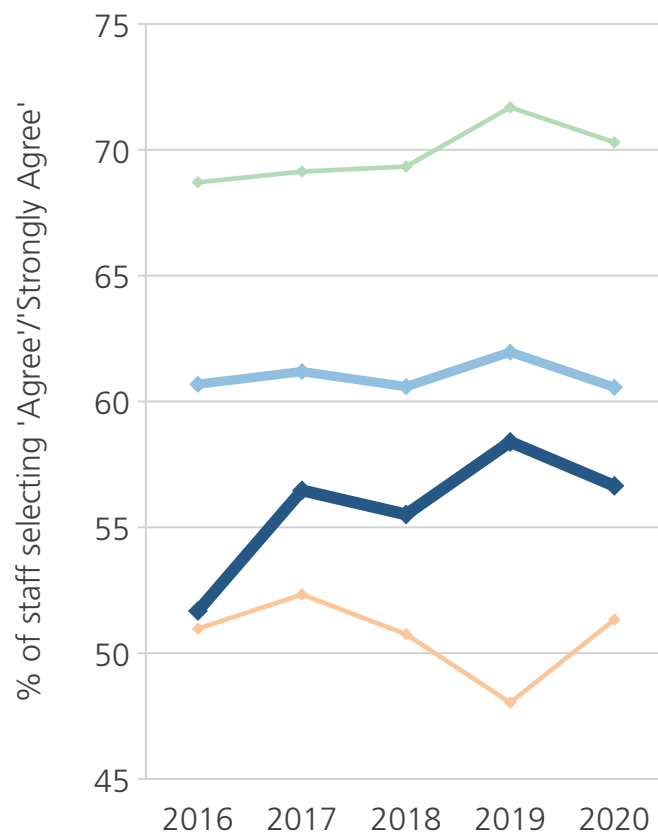
The support I get from my immediate manager



| Best | 75.8% | 76.1% | 77.5% | 79.4% | 77.6% |
|----------|-------|-------|-------|-------|-------|
| Your org | 59.9% | 62.9% | 67.3% | 69.0% | 69.1% |
| Average | 67.4% | 68.2% | 69.2% | 69.9% | 69.1% |
| Worst | 58.5% | 58.4% | 58.2% | 55.3% | 60.3% |

Q8c

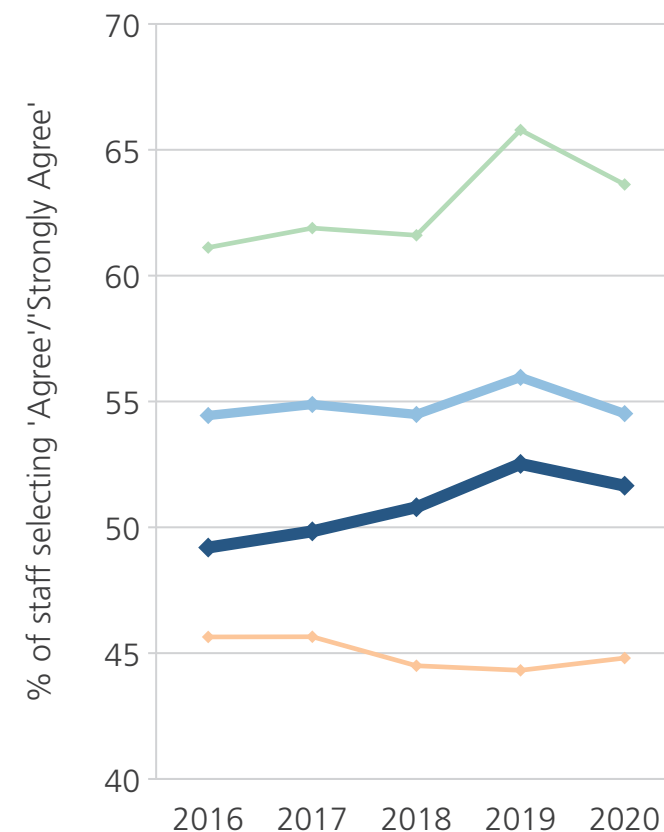
My immediate manager gives me clear feedback on my work



| Best | 68.7% | 69.1% | 69.3% | 71.7% | 70.3% |
|----------|-------|-------|-------|-------|-------|
| Your org | 51.7% | 56.5% | 55.5% | 58.4% | 56.6% |
| Average | 60.7% | 61.2% | 60.6% | 62.0% | 60.6% |
| Worst | 51.0% | 52.3% | 50.8% | 48.0% | 51.3% |

Q8d

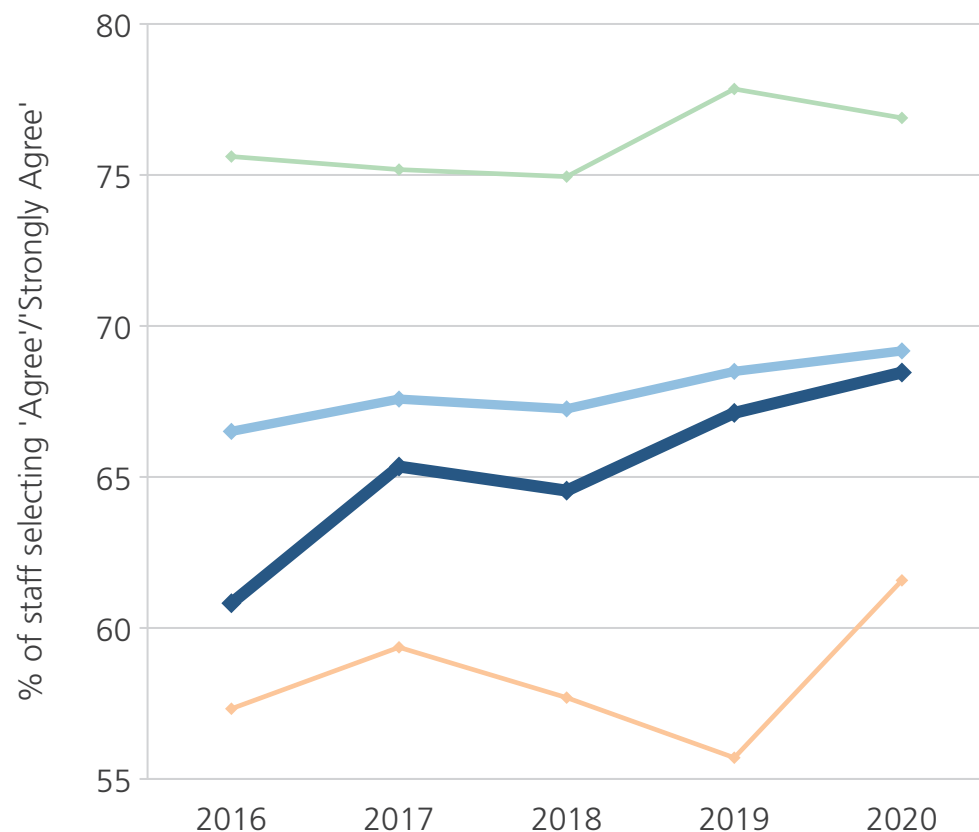
My immediate manager asks for my opinion before making decisions that affect my work



| Best | 61.1% | 61.9% | 61.6% | 65.8% | 63.6% |
|----------|-------|-------|-------|-------|-------|
| Your org | 49.2% | 49.8% | 50.8% | 52.5% | 51.7% |
| Average | 54.4% | 54.9% | 54.5% | 56.0% | 54.5% |
| Worst | 45.6% | 45.7% | 44.5% | 44.3% | 44.8% |

Q8f

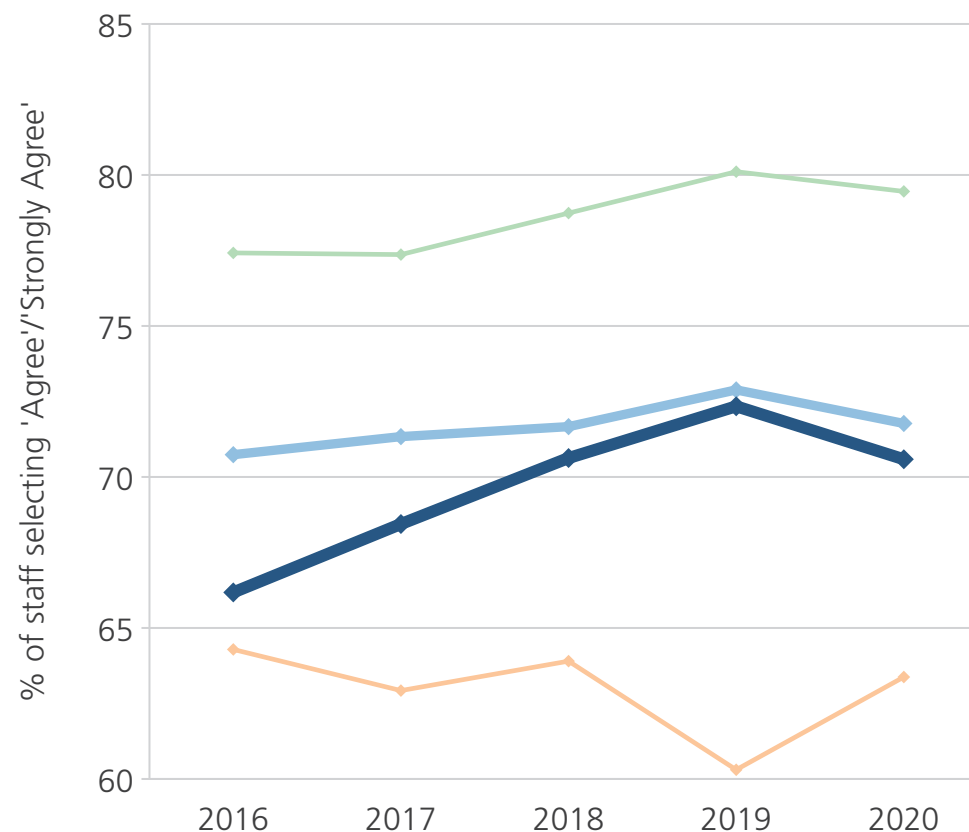
My immediate manager takes a positive interest in my health and well-being



| Best | 75.6% | 75.2% | 74.9% | 77.8% | 76.9% |
|----------|-------|-------|-------|-------|-------|
| Your org | 60.8% | 65.3% | 64.5% | 67.1% | 68.5% |
| Average | 66.5% | 67.6% | 67.3% | 68.5% | 69.2% |
| Worst | 57.3% | 59.4% | 57.7% | 55.7% | 61.6% |

Q8g

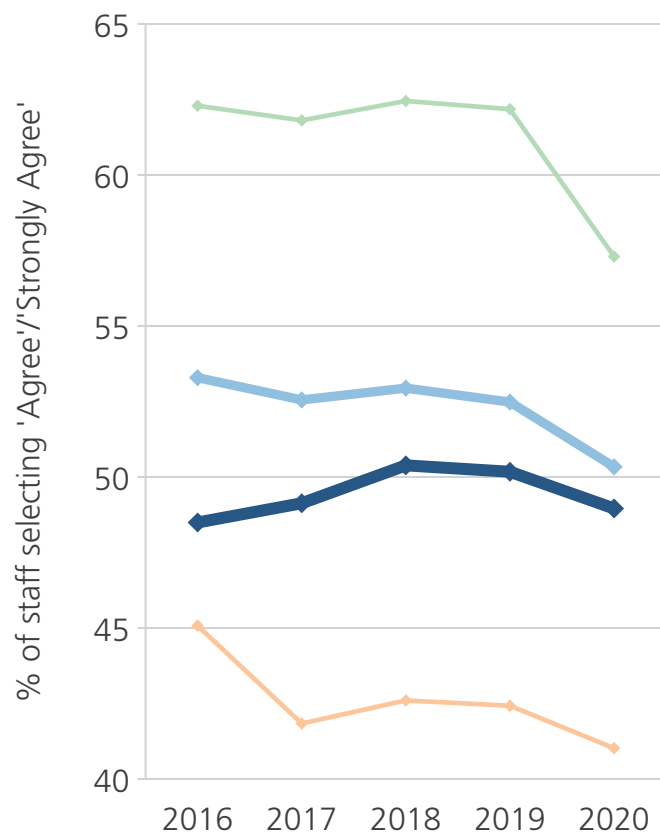
My immediate manager values my work



| Best | 77.4% | 77.4% | 78.7% | 80.1% | 79.5% |
|----------|-------|-------|-------|-------|-------|
| Your org | 66.2% | 68.4% | 70.6% | 72.3% | 70.6% |
| Average | 70.7% | 71.3% | 71.7% | 72.9% | 71.8% |
| Worst | 64.3% | 62.9% | 63.9% | 60.3% | 63.4% |

Q4c

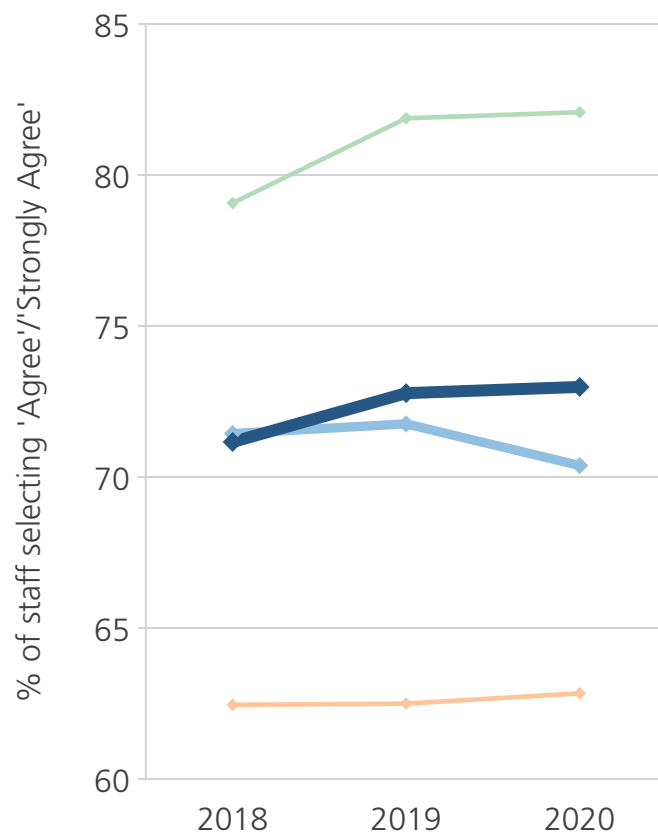
I am involved in deciding on changes introduced that affect my work area / team / department



| | | | | | |
|----------|-------|-------|-------|-------|-------|
| Best | 62.3% | 61.8% | 62.5% | 62.2% | 57.3% |
| Your org | 48.5% | 49.1% | 50.4% | 50.2% | 49.0% |
| Average | 53.3% | 52.6% | 52.9% | 52.5% | 50.3% |
| Worst | 45.1% | 41.8% | 42.6% | 42.4% | 41.0% |

Q4j

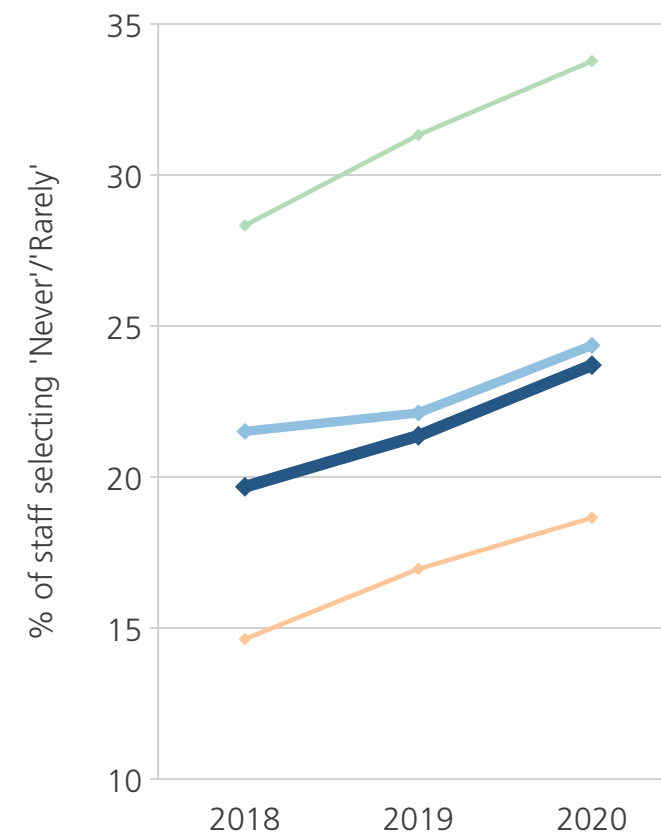
I receive the respect I deserve from my colleagues at work



| | | | |
|----------|-------|-------|-------|
| Best | 79.1% | 81.9% | 82.1% |
| Your org | 71.2% | 72.8% | 73.0% |
| Average | 71.4% | 71.8% | 70.4% |
| Worst | 62.5% | 62.5% | 62.8% |

Q6a

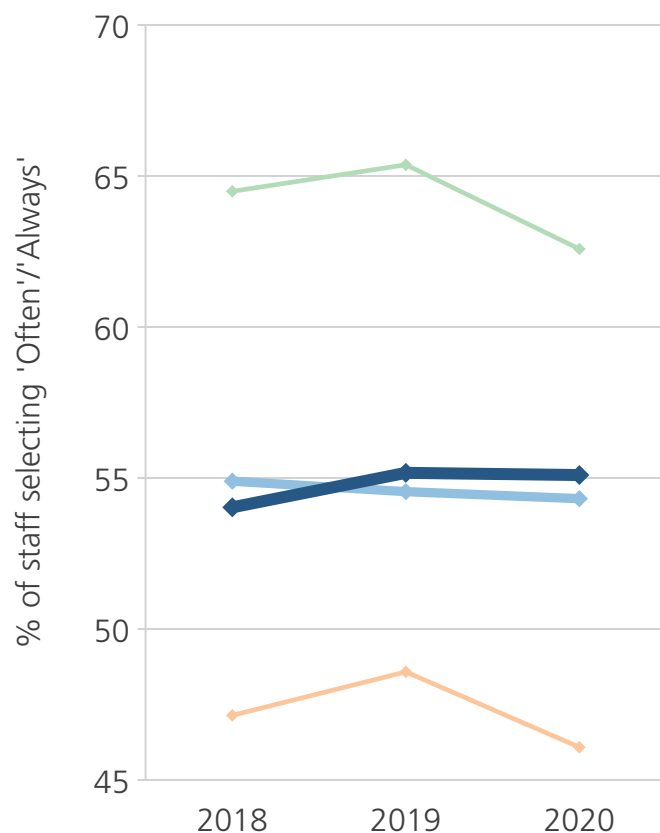
I have unrealistic time pressures



| | | | |
|----------|-------|-------|-------|
| Best | 28.3% | 31.3% | 33.8% |
| Your org | 19.7% | 21.4% | 23.7% |
| Average | 21.5% | 22.1% | 24.4% |
| Worst | 14.6% | 17.0% | 18.6% |

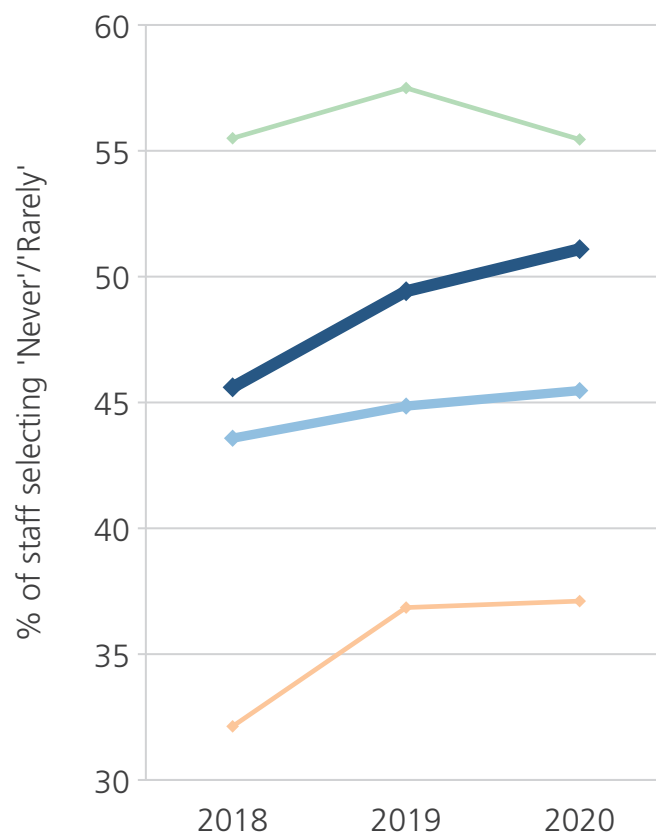
Q6b

I have a choice in deciding
how to do my work



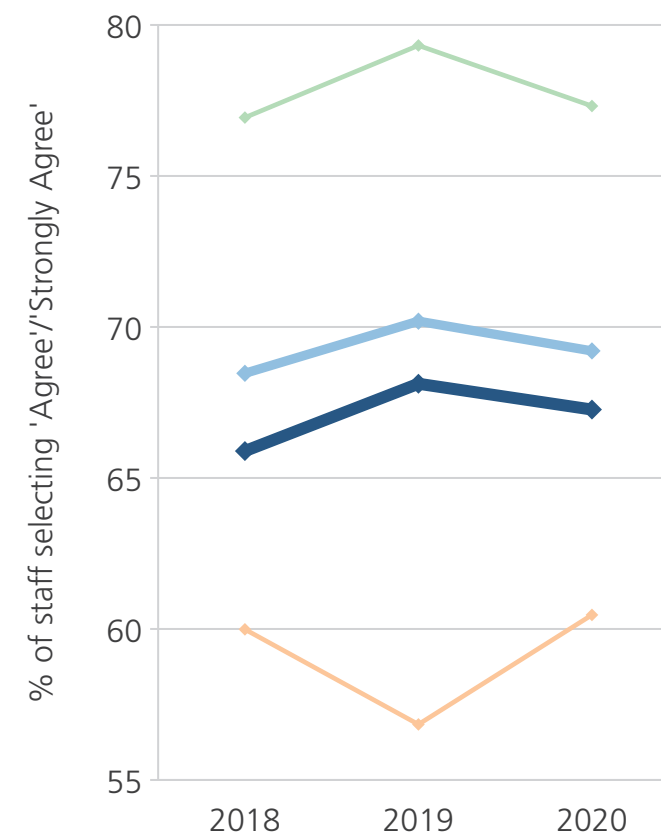
Q6c

Relationships at work are strained



Q8a

My immediate manager
encourages me at work



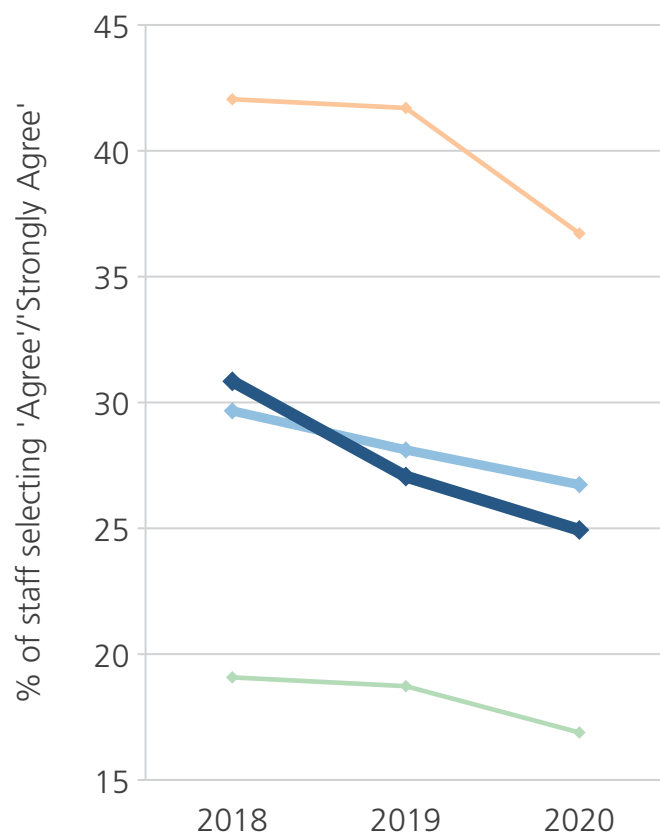
| Best | 64.5% | 65.4% | 62.6% |
|----------|-------|-------|-------|
| Your org | 54.0% | 55.2% | 55.1% |
| Average | 54.9% | 54.5% | 54.3% |
| Worst | 47.1% | 48.6% | 46.1% |

| Best | 55.5% | 57.5% | 55.5% |
|----------|-------|-------|-------|
| Your org | 45.6% | 49.4% | 51.1% |
| Average | 43.6% | 44.9% | 45.5% |
| Worst | 32.1% | 36.9% | 37.1% |

| Best | 76.9% | 79.3% | 77.3% |
|----------|-------|-------|-------|
| Your org | 65.9% | 68.1% | 67.3% |
| Average | 68.5% | 70.2% | 69.2% |
| Worst | 60.0% | 56.8% | 60.5% |

Q19a

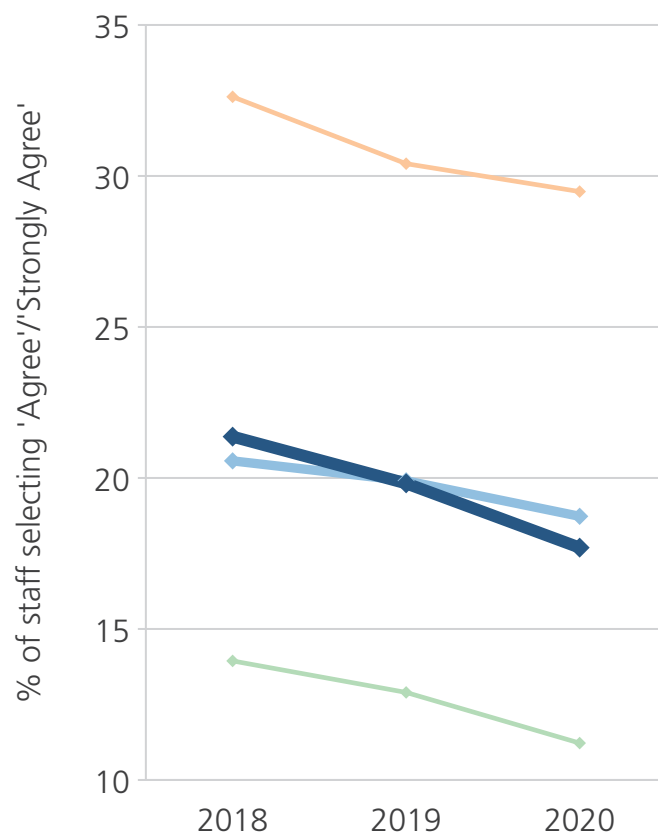
I often think about leaving this organisation



| | | | |
|-----------------|-------|-------|-------|
| Worst | 42.0% | 41.7% | 36.7% |
| Your org | 30.8% | 27.1% | 24.9% |
| Average | 29.7% | 28.1% | 26.7% |
| Best | 19.1% | 18.7% | 16.9% |

Q19b

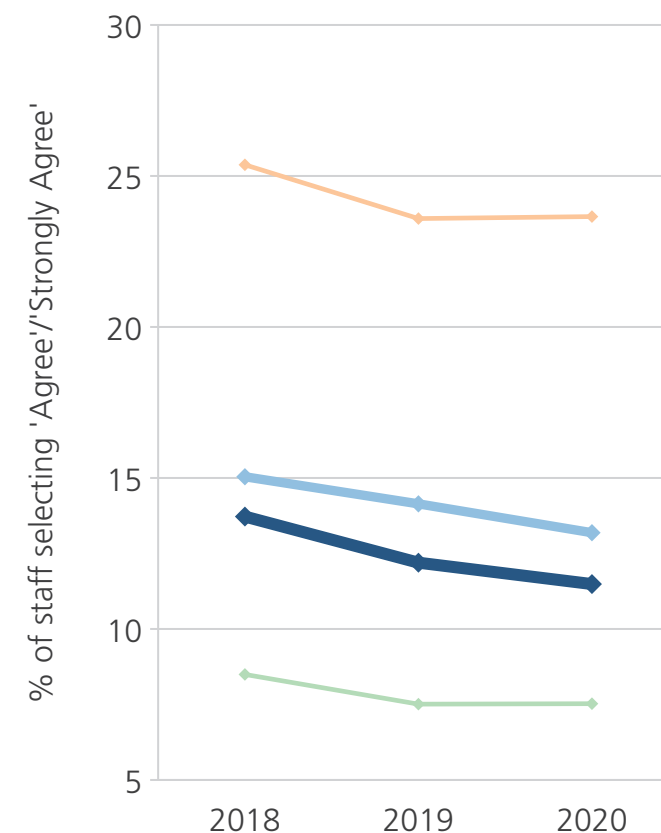
I will probably look for a job at a new organisation in the next 12 months



| | | | |
|-----------------|-------|-------|-------|
| Worst | 32.6% | 30.4% | 29.5% |
| Your org | 21.4% | 19.8% | 17.7% |
| Average | 20.6% | 19.9% | 18.7% |
| Best | 13.9% | 12.9% | 11.2% |

Q19c

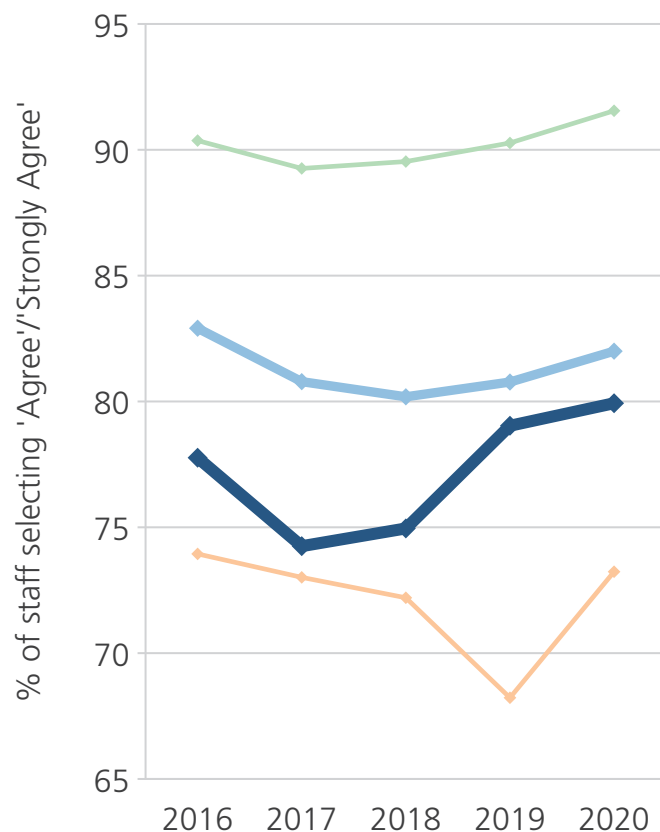
As soon as I can find another job, I will leave this organisation



| | | | |
|-----------------|-------|-------|-------|
| Worst | 25.4% | 23.6% | 23.7% |
| Your org | 13.7% | 12.2% | 11.5% |
| Average | 15.0% | 14.1% | 13.2% |
| Best | 8.5% | 7.5% | 7.5% |

Q7a

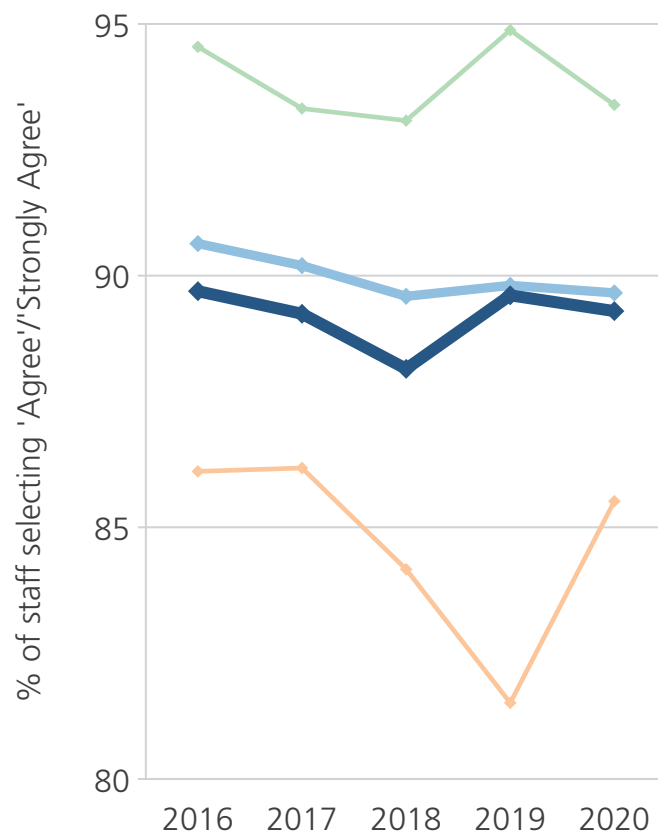
I am satisfied with the quality of care I give to patients / service users



| Best | 90.4% | 89.3% | 89.5% | 90.3% | 91.6% |
|----------|-------|-------|-------|-------|-------|
| Your org | 77.8% | 74.3% | 75.0% | 79.0% | 79.9% |
| Average | 82.9% | 80.8% | 80.2% | 80.8% | 82.0% |
| Worst | 73.9% | 73.0% | 72.2% | 68.2% | 73.2% |

Q7b

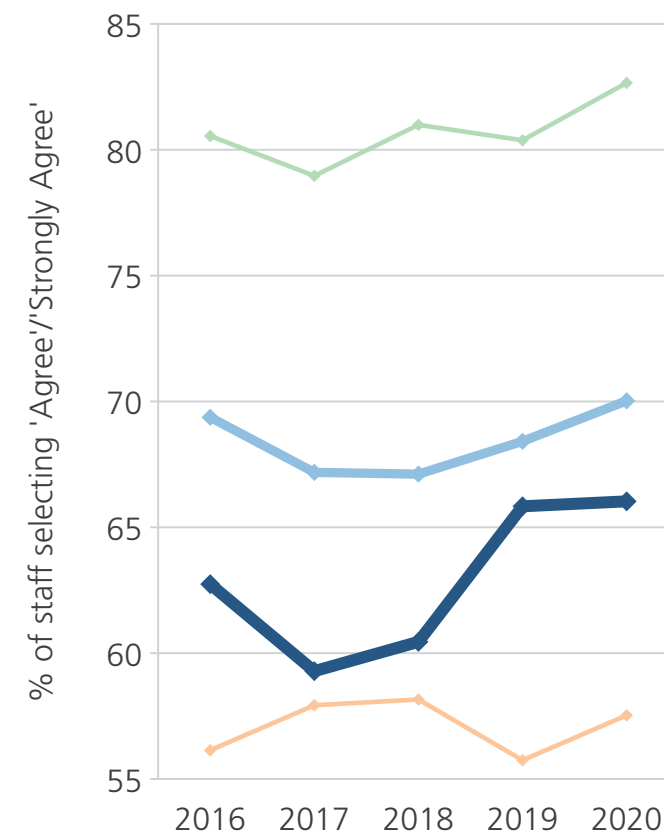
I feel that my role makes a difference to patients / service users



| Best | 94.5% | 93.3% | 93.1% | 94.9% | 93.4% |
|----------|-------|-------|-------|-------|-------|
| Your org | 89.7% | 89.2% | 88.1% | 89.6% | 89.3% |
| Average | 90.6% | 90.2% | 89.6% | 89.8% | 89.7% |
| Worst | 86.1% | 86.2% | 84.2% | 81.5% | 85.5% |

Q7c

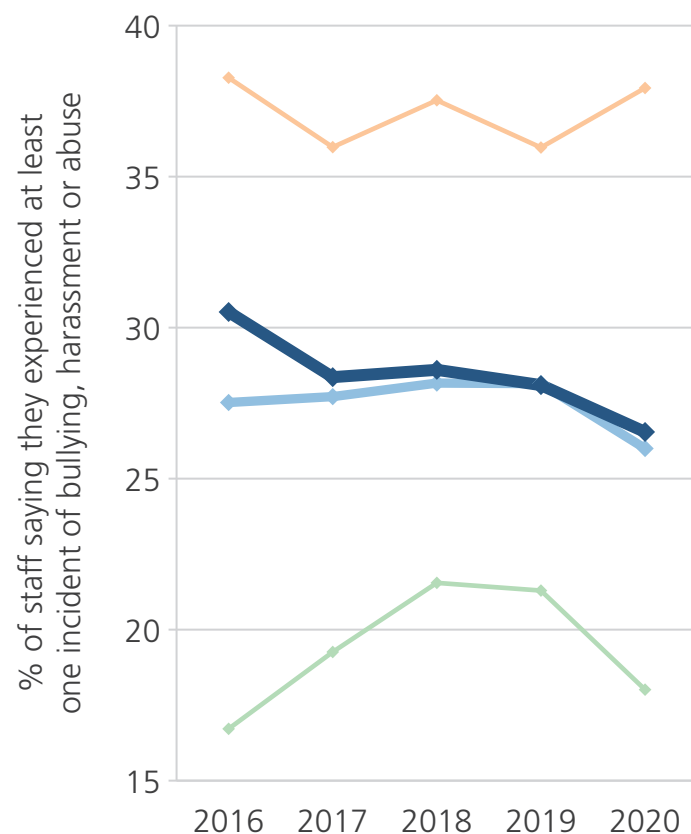
I am able to deliver the care I aspire to



| Best | 80.6% | 79.0% | 81.0% | 80.4% | 82.7% |
|----------|-------|-------|-------|-------|-------|
| Your org | 62.7% | 59.3% | 60.4% | 65.8% | 66.0% |
| Average | 69.4% | 67.2% | 67.1% | 68.4% | 70.0% |
| Worst | 56.1% | 57.9% | 58.2% | 55.7% | 57.5% |

Q13a

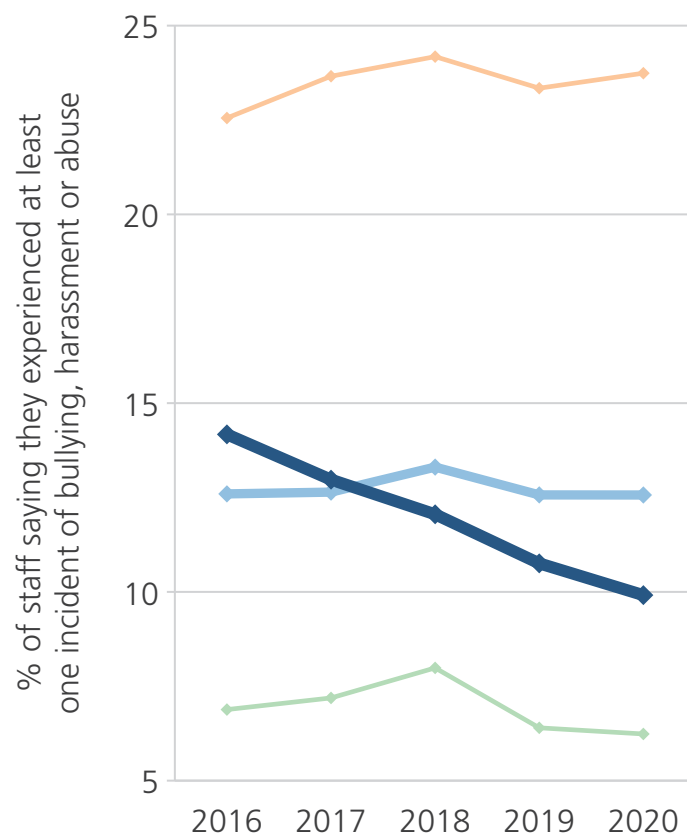
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 38.3% | 36.0% | 37.5% | 36.0% | 37.9% |
| Your org | 30.5% | 28.4% | 28.6% | 28.1% | 26.5% |
| Average | 27.5% | 27.7% | 28.2% | 28.1% | 26.0% |
| Best | 16.7% | 19.3% | 21.5% | 21.3% | 18.0% |

Q13b

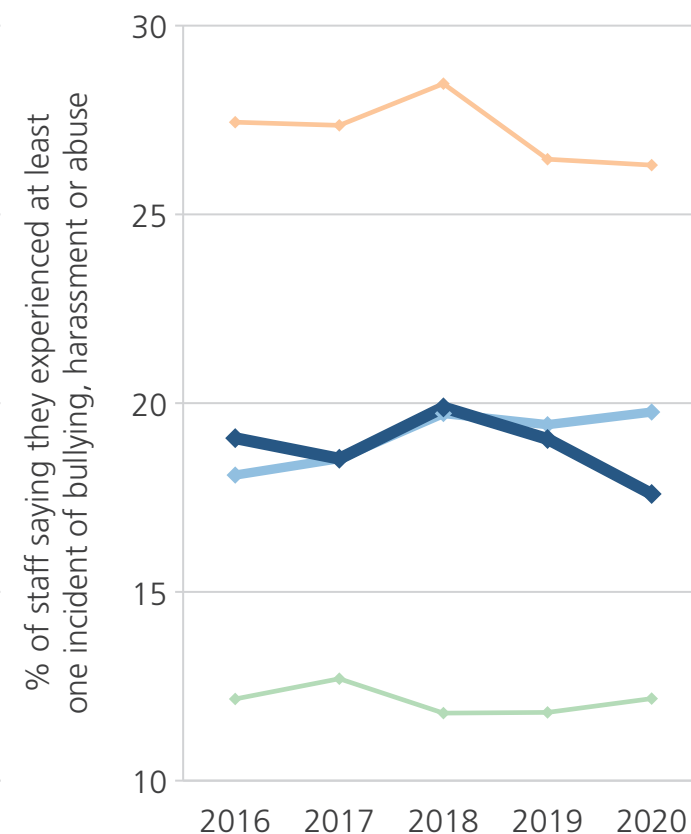
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 22.6% | 23.7% | 24.2% | 23.3% | 23.7% |
| Your org | 14.2% | 13.0% | 12.1% | 10.8% | 9.9% |
| Average | 12.6% | 12.6% | 13.3% | 12.6% | 12.6% |
| Best | 6.9% | 7.2% | 8.0% | 6.4% | 6.2% |

Q13c

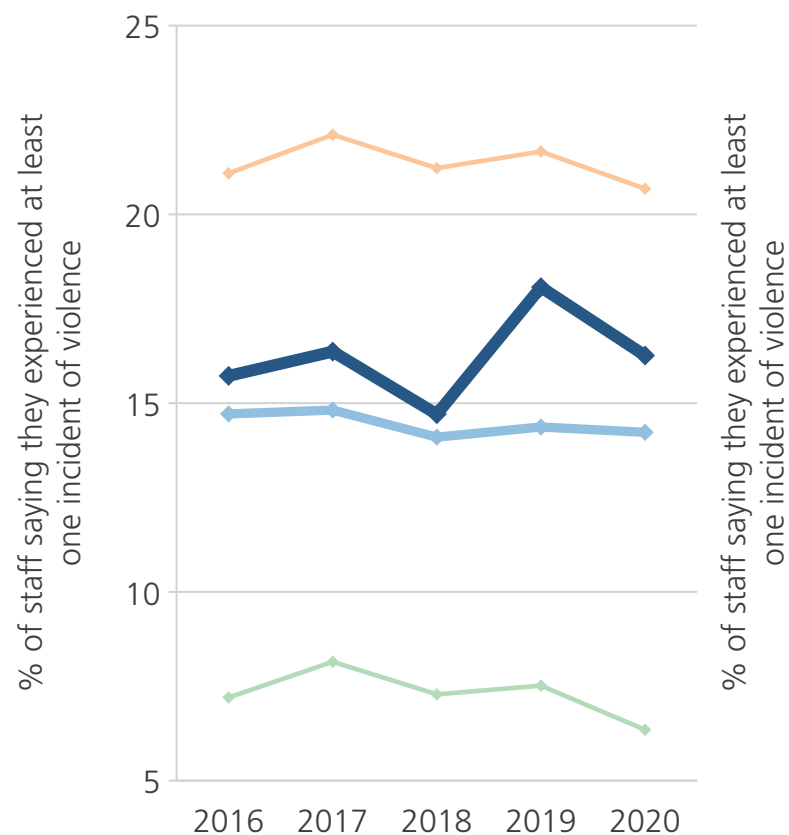
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?



| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 27.4% | 27.4% | 28.5% | 26.5% | 26.3% |
| Your org | 19.1% | 18.5% | 19.9% | 19.1% | 17.6% |
| Average | 18.1% | 18.5% | 19.7% | 19.4% | 19.8% |
| Best | 12.2% | 12.7% | 11.8% | 11.8% | 12.2% |

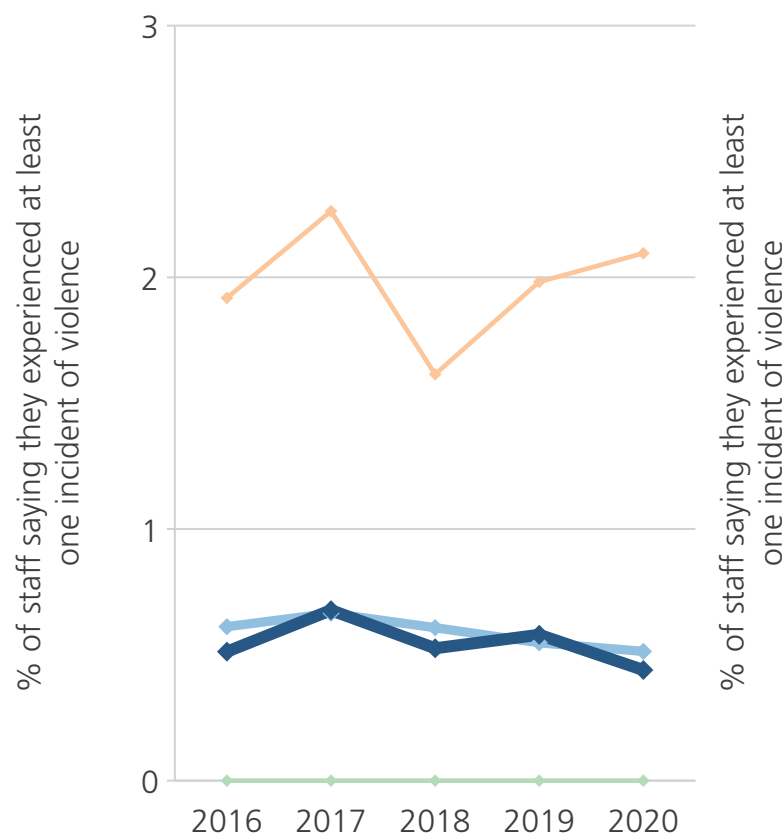
Q12a

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?



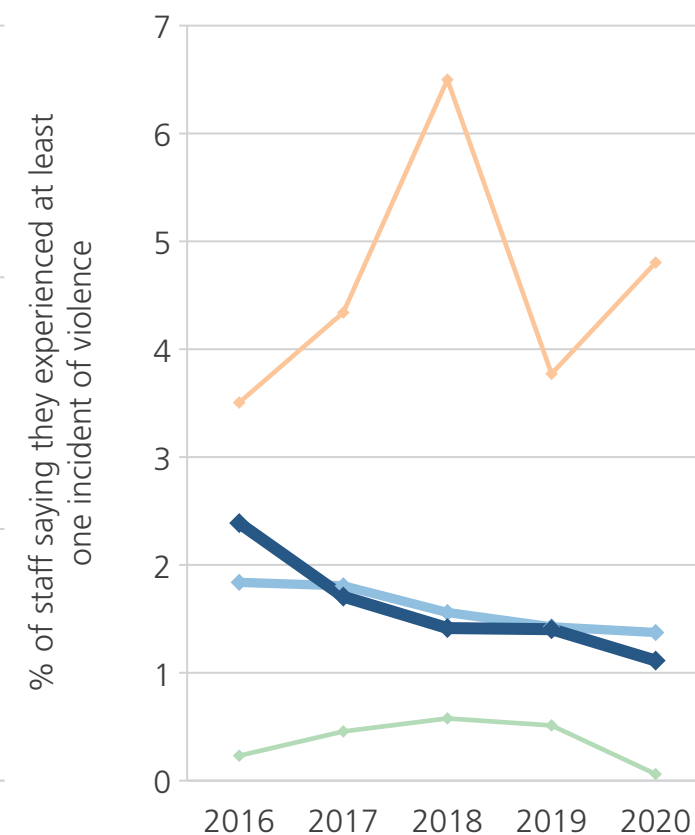
Q12b

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



Q12c

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



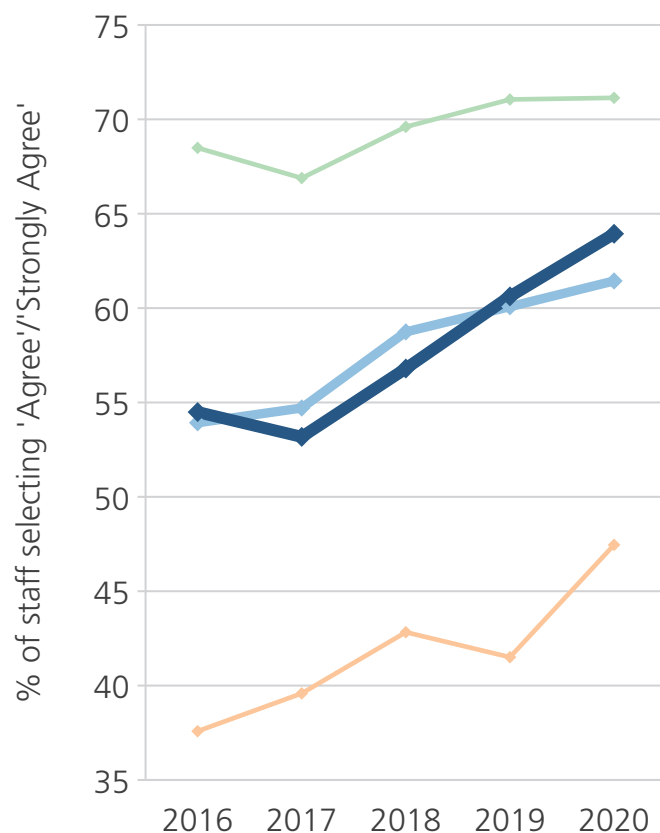
| | | | | | |
|-----------------|-------|-------|-------|-------|-------|
| Worst | 21.1% | 22.1% | 21.2% | 21.7% | 20.7% |
| Your org | 15.7% | 16.4% | 14.7% | 18.1% | 16.3% |
| Average | 14.7% | 14.8% | 14.1% | 14.4% | 14.2% |
| Best | 7.2% | 8.1% | 7.3% | 7.5% | 6.3% |

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

| | | | | | |
|-----------------|------|------|------|------|------|
| Worst | 3.5% | 4.3% | 6.5% | 3.8% | 4.8% |
| Your org | 2.4% | 1.7% | 1.4% | 1.4% | 1.1% |
| Average | 1.8% | 1.8% | 1.6% | 1.4% | 1.4% |
| Best | 0.2% | 0.5% | 0.6% | 0.5% | 0.1% |

Q16a

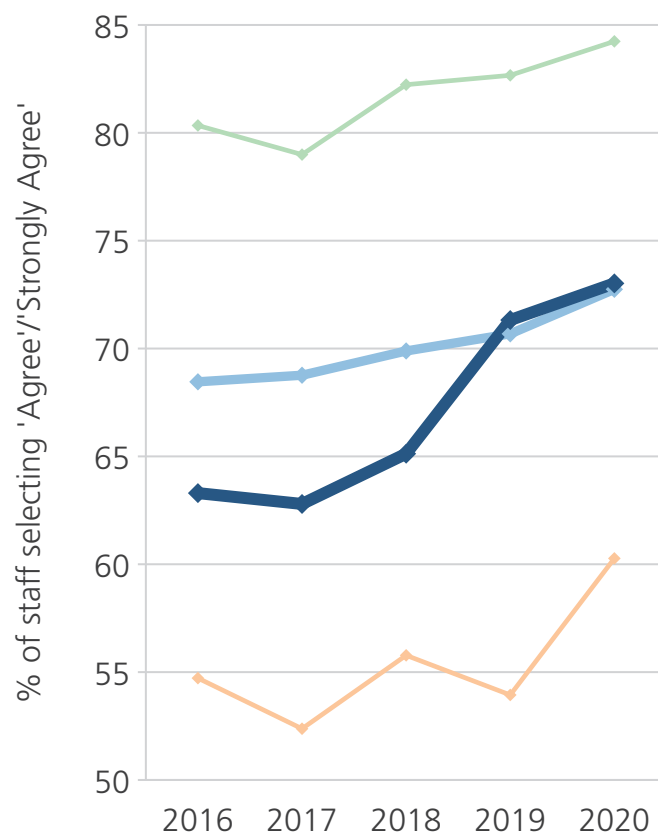
My organisation treats staff who are involved in an error, near miss or incident fairly



| Best | 68.5% | 66.9% | 69.6% | 71.1% | 71.1% |
|----------|-------|-------|-------|-------|-------|
| Your org | 54.5% | 53.2% | 56.8% | 60.6% | 63.9% |
| Average | 53.9% | 54.7% | 58.7% | 60.1% | 61.4% |
| Worst | 37.6% | 39.6% | 42.8% | 41.5% | 47.5% |

Q16c

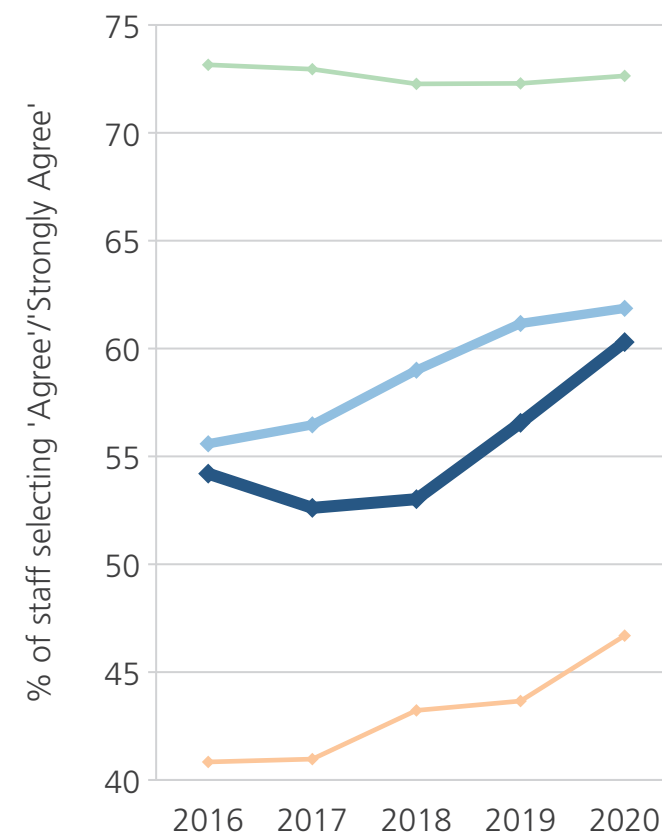
When errors, near misses or incidents are reported, my organisation takes action to ensure that they do not happen again



| Best | 80.3% | 79.0% | 82.2% | 82.7% | 84.2% |
|----------|-------|-------|-------|-------|-------|
| Your org | 63.3% | 62.8% | 65.1% | 71.3% | 73.0% |
| Average | 68.5% | 68.8% | 69.9% | 70.7% | 72.7% |
| Worst | 54.7% | 52.4% | 55.8% | 53.9% | 60.3% |

Q16d

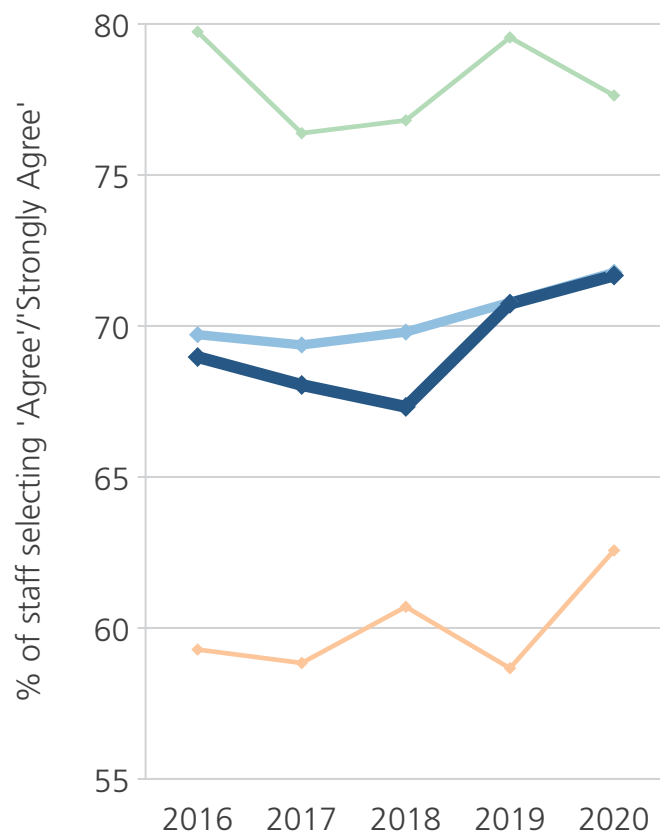
We are given feedback about changes made in response to reported errors, near misses and incidents



| Best | 73.2% | 73.0% | 72.3% | 72.3% | 72.6% |
|----------|-------|-------|-------|-------|-------|
| Your org | 54.2% | 52.6% | 53.0% | 56.6% | 60.3% |
| Average | 55.6% | 56.5% | 59.0% | 61.2% | 61.9% |
| Worst | 40.8% | 41.0% | 43.2% | 43.7% | 46.7% |

Q17b

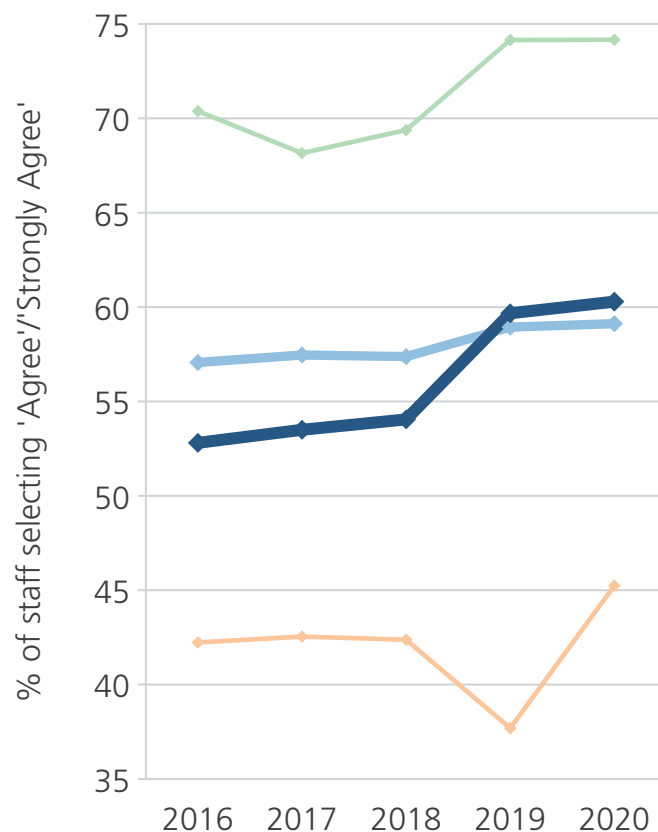
I would feel secure raising concerns about unsafe clinical practice



| Best | 79.7% | 76.4% | 76.8% | 79.6% | 77.6% |
|----------|-------|-------|-------|-------|-------|
| Your org | 69.0% | 68.0% | 67.3% | 70.7% | 71.7% |
| Average | 69.7% | 69.4% | 69.8% | 70.8% | 71.8% |
| Worst | 59.3% | 58.8% | 60.7% | 58.7% | 62.6% |

Q17c

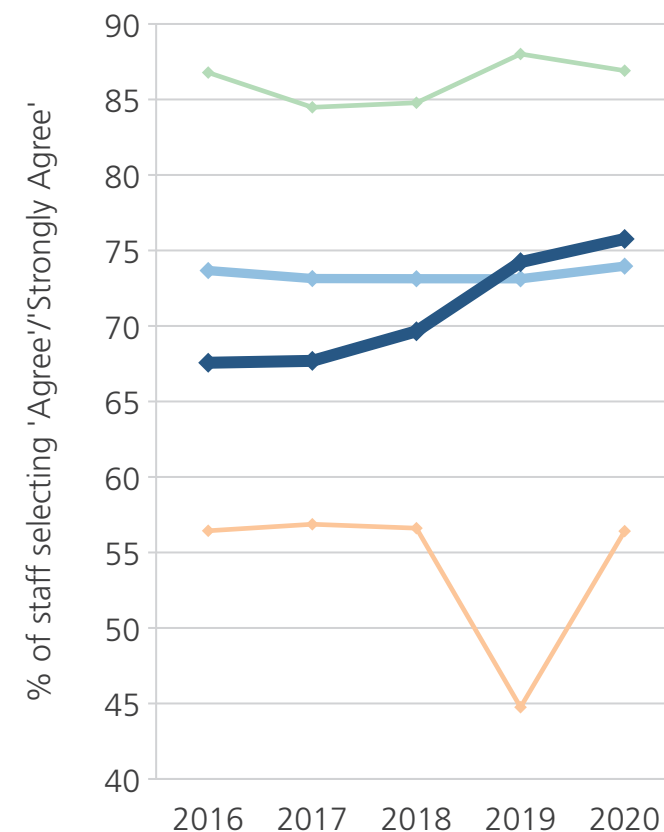
I am confident that my organisation would address my concern



| Best | 70.4% | 68.2% | 69.4% | 74.2% | 74.2% |
|----------|-------|-------|-------|-------|-------|
| Your org | 52.8% | 53.5% | 54.0% | 59.7% | 60.3% |
| Average | 57.1% | 57.5% | 57.4% | 58.9% | 59.1% |
| Worst | 42.2% | 42.5% | 42.4% | 37.7% | 45.2% |

Q18b

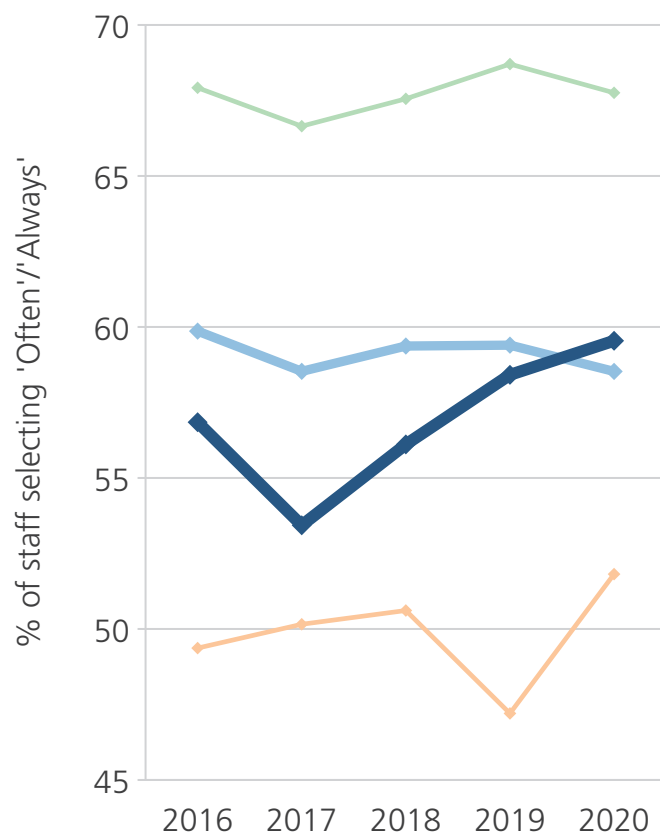
My organisation acts on concerns raised by patients / service users



| Best | 86.8% | 84.5% | 84.8% | 88.0% | 86.9% |
|----------|-------|-------|-------|-------|-------|
| Your org | 67.6% | 67.7% | 69.6% | 74.2% | 75.8% |
| Average | 73.7% | 73.1% | 73.1% | 73.1% | 74.0% |
| Worst | 56.4% | 56.9% | 56.6% | 44.8% | 56.4% |

Q2a

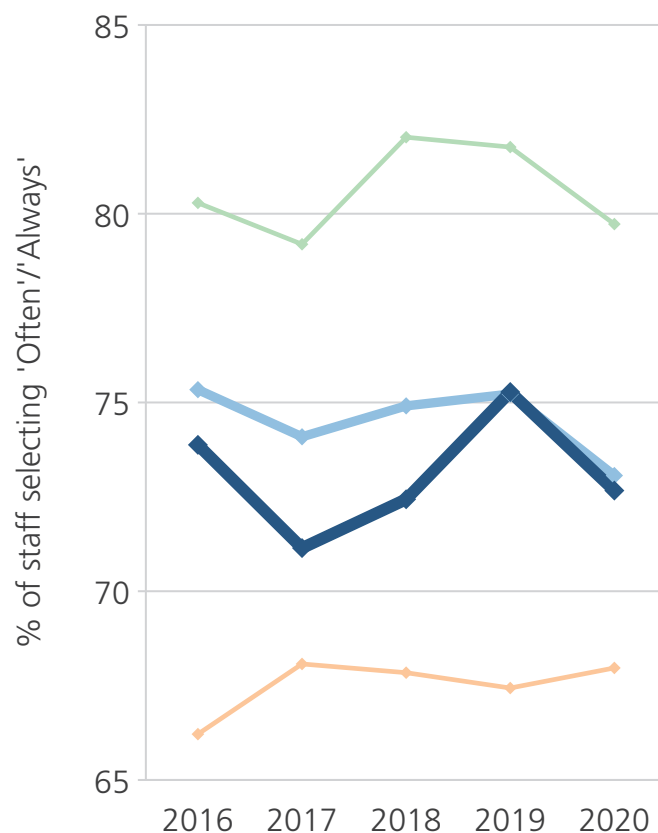
I look forward to going to work



| Best | 67.9% | 66.6% | 67.6% | 68.7% | 67.8% |
|----------|-------|-------|-------|-------|-------|
| Your org | 56.8% | 53.4% | 56.1% | 58.4% | 59.5% |
| Average | 59.9% | 58.5% | 59.4% | 59.4% | 58.5% |
| Worst | 49.4% | 50.2% | 50.6% | 47.2% | 51.8% |

Q2b

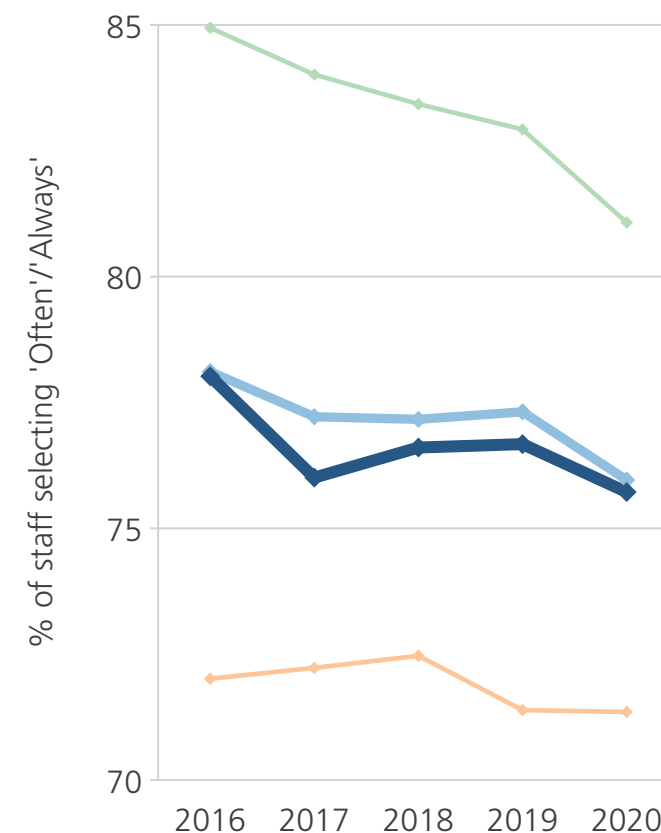
I am enthusiastic about my job



| Best | 80.3% | 79.2% | 82.0% | 81.8% | 79.7% |
|----------|-------|-------|-------|-------|-------|
| Your org | 73.9% | 71.1% | 72.4% | 75.3% | 72.7% |
| Average | 75.3% | 74.1% | 74.9% | 75.2% | 73.1% |
| Worst | 66.2% | 68.1% | 67.8% | 67.4% | 68.0% |

Q2c

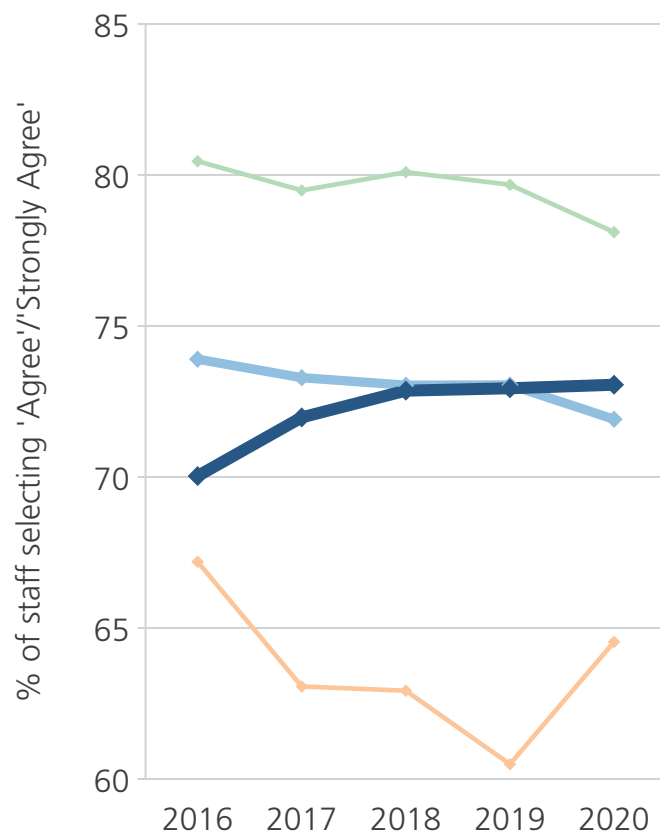
Time passes quickly when I am working



| Best | 84.9% | 84.0% | 83.4% | 82.9% | 81.1% |
|----------|-------|-------|-------|-------|-------|
| Your org | 78.0% | 76.0% | 76.6% | 76.7% | 75.7% |
| Average | 78.1% | 77.2% | 77.2% | 77.3% | 76.0% |
| Worst | 72.0% | 72.2% | 72.5% | 71.4% | 71.4% |

Q4a

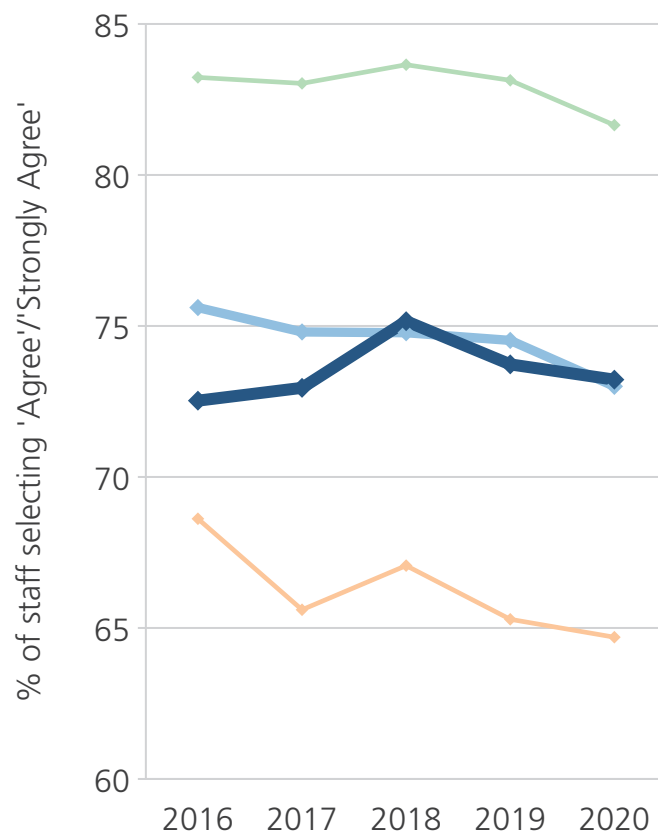
There are frequent opportunities
for me to show initiative in my role



| Best | 80.5% | 79.5% | 80.1% | 79.7% | 78.1% |
|----------|-------|-------|-------|-------|-------|
| Your org | 70.0% | 72.0% | 72.9% | 72.9% | 73.1% |
| Average | 73.9% | 73.3% | 73.0% | 73.0% | 71.9% |
| Worst | 67.2% | 63.1% | 62.9% | 60.5% | 64.5% |

Q4b

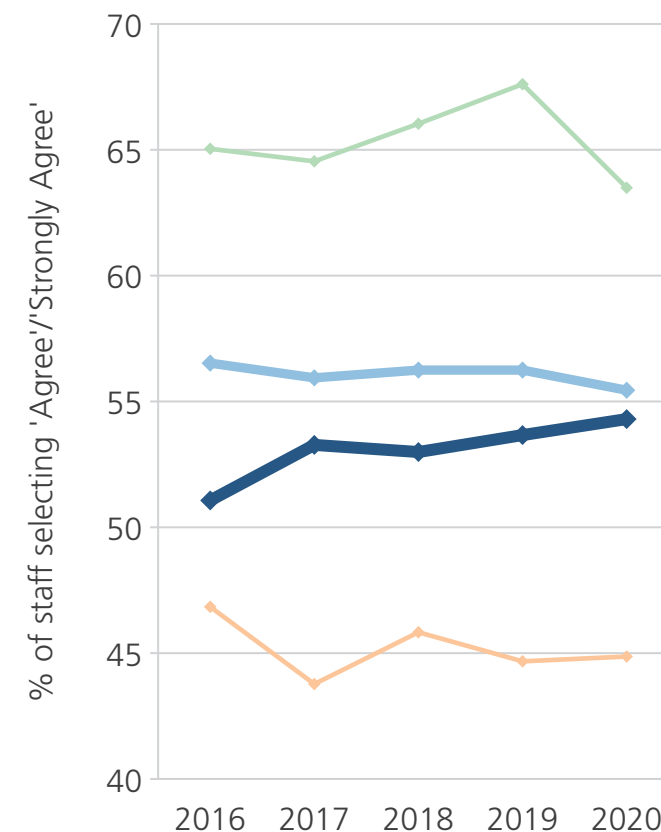
I am able to make suggestions
to improve the work of
my team / department



| Best | 83.2% | 83.0% | 83.6% | 83.1% | 81.7% |
|----------|-------|-------|-------|-------|-------|
| Your org | 72.5% | 73.0% | 75.2% | 73.7% | 73.2% |
| Average | 75.6% | 74.8% | 74.8% | 74.5% | 73.0% |
| Worst | 68.6% | 65.6% | 67.1% | 65.3% | 64.7% |

Q4d

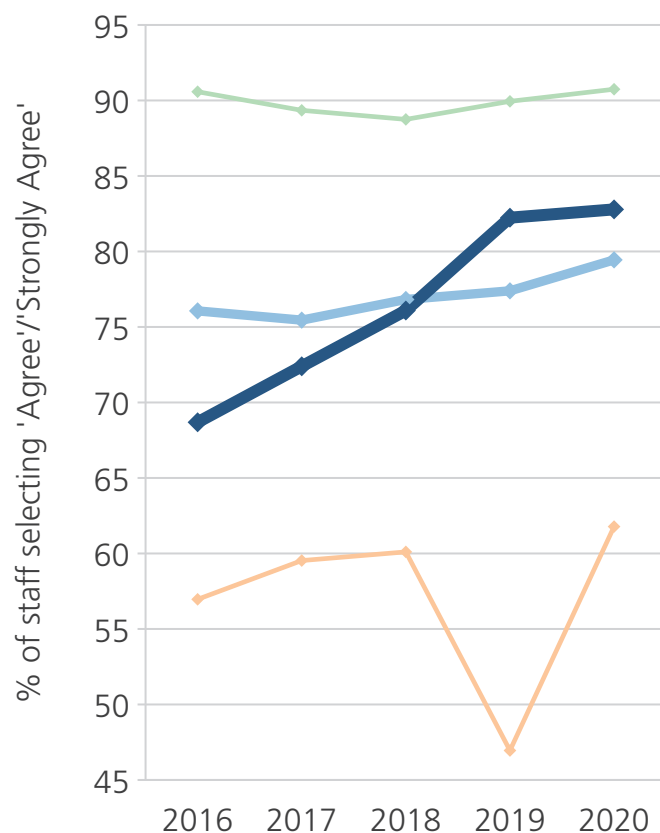
I am able to make improvements
happen in my area of work



| Best | 65.0% | 64.5% | 66.0% | 67.6% | 63.5% |
|----------|-------|-------|-------|-------|-------|
| Your org | 51.1% | 53.3% | 53.0% | 53.7% | 54.3% |
| Average | 56.5% | 55.9% | 56.2% | 56.2% | 55.4% |
| Worst | 46.8% | 43.8% | 45.8% | 44.7% | 44.9% |

Q18a

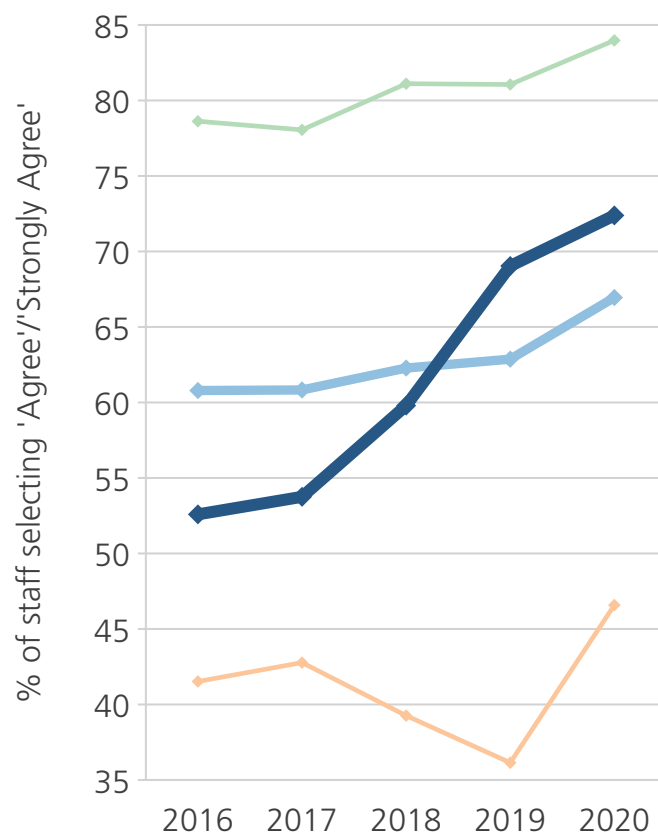
Care of patients / service users
is my organisation's top priority



| Best | 90.6% | 89.3% | 88.7% | 89.9% | 90.7% |
|----------|-------|-------|-------|-------|-------|
| Your org | 68.7% | 72.4% | 76.1% | 82.2% | 82.8% |
| Average | 76.1% | 75.5% | 76.8% | 77.4% | 79.4% |
| Worst | 57.0% | 59.5% | 60.1% | 47.0% | 61.8% |

Q18c

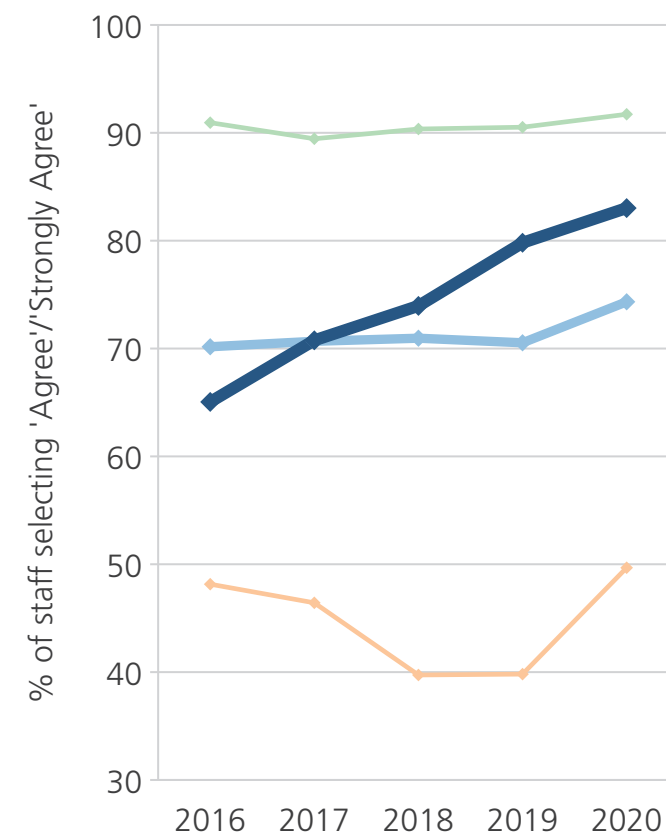
I would recommend my
organisation as a place to work



| Best | 78.6% | 78.1% | 81.1% | 81.1% | 84.0% |
|----------|-------|-------|-------|-------|-------|
| Your org | 52.6% | 53.8% | 59.8% | 69.0% | 72.4% |
| Average | 60.8% | 60.8% | 62.3% | 62.9% | 66.9% |
| Worst | 41.5% | 42.8% | 39.3% | 36.1% | 46.6% |

Q18d

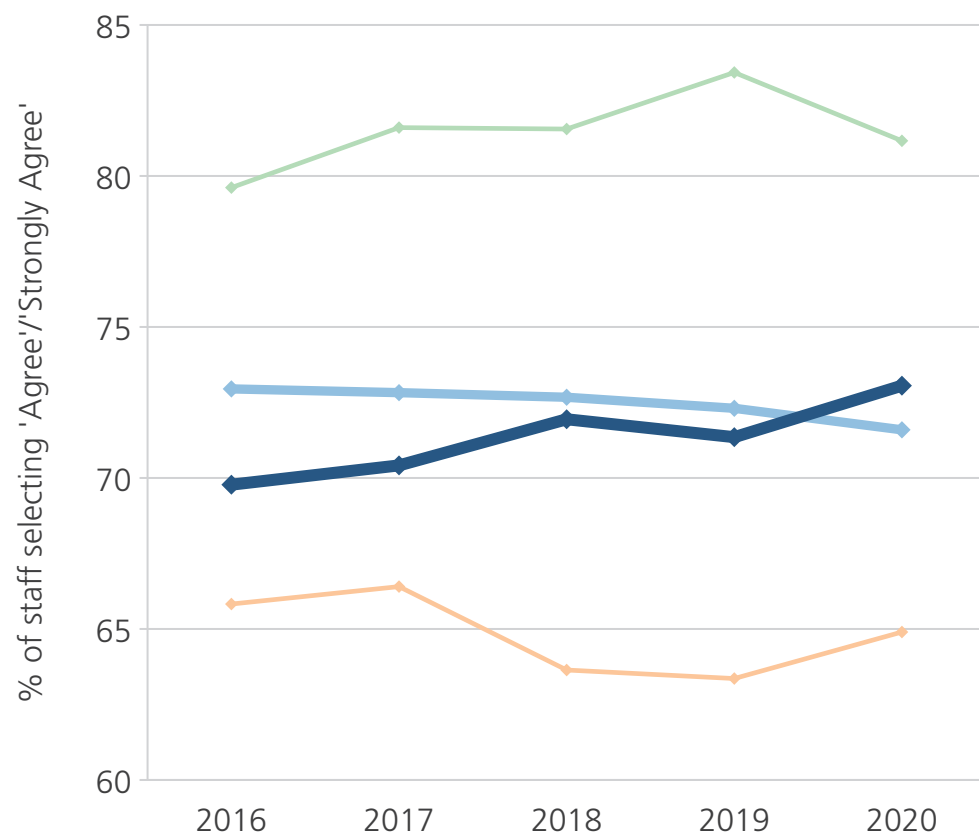
If a friend or relative needed treatment
I would be happy with the standard
of care provided by this organisation



| Best | 90.9% | 89.4% | 90.4% | 90.5% | 91.7% |
|----------|-------|-------|-------|-------|-------|
| Your org | 65.0% | 70.8% | 74.0% | 79.8% | 83.0% |
| Average | 70.2% | 70.7% | 71.0% | 70.5% | 74.3% |
| Worst | 48.2% | 46.4% | 39.7% | 39.8% | 49.7% |

Q4h

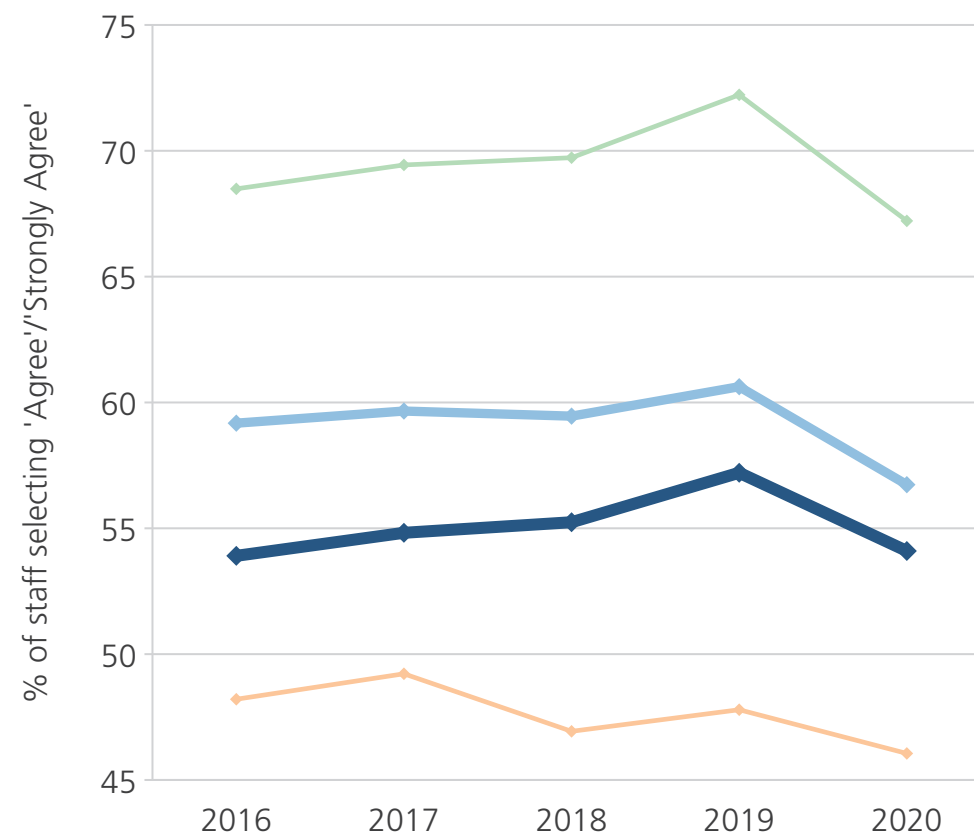
The team I work in has a set of shared objectives



| Best | 79.6% | 81.6% | 81.6% | 83.4% | 81.2% |
|----------|-------|-------|-------|-------|-------|
| Your org | 69.8% | 70.4% | 71.9% | 71.4% | 73.1% |
| 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



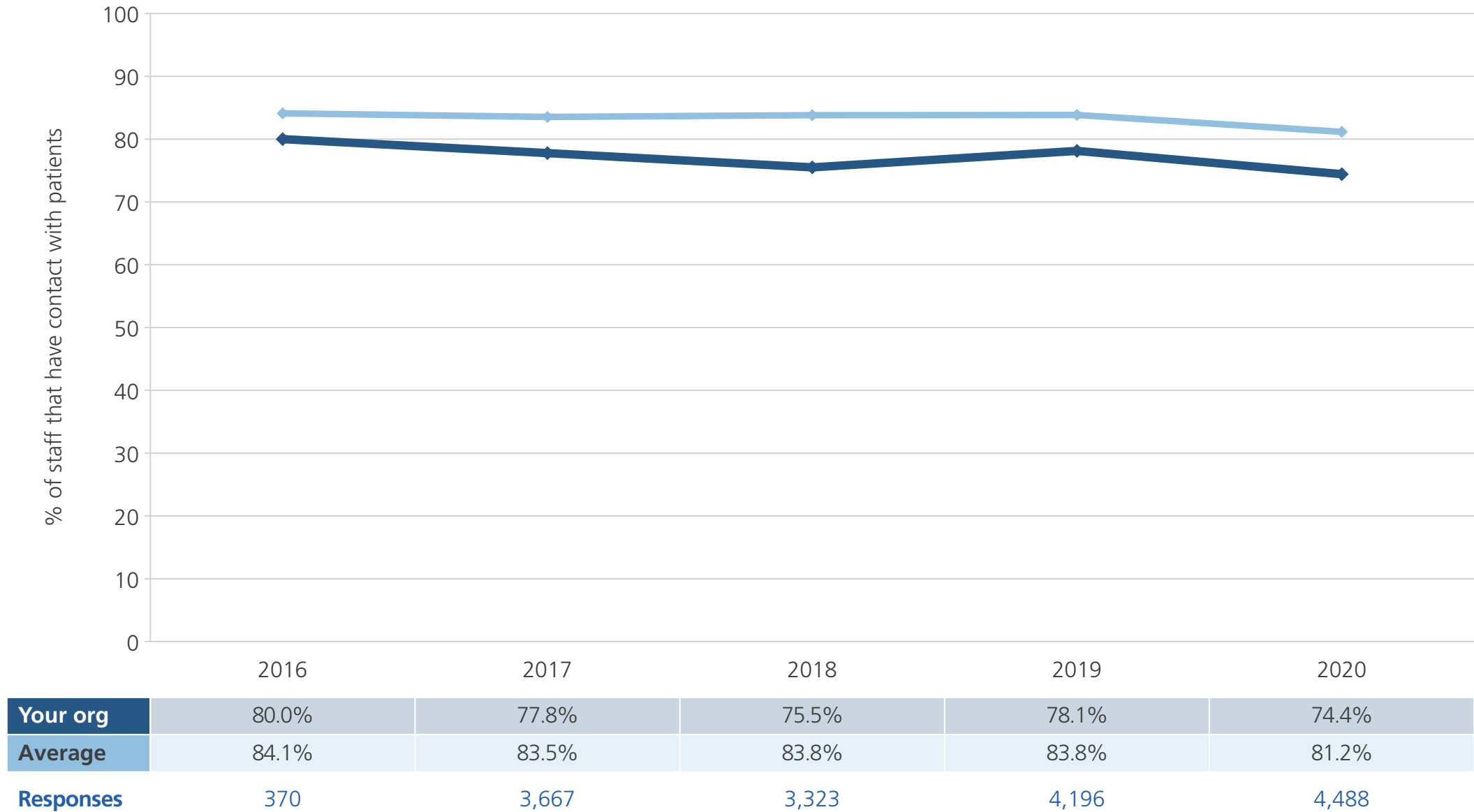
| Best | 68.5% | 69.4% | 69.7% | 72.2% | 67.2% |
|----------|-------|-------|-------|-------|-------|
| Your org | 53.9% | 54.8% | 55.2% | 57.2% | 54.1% |
| Average | 59.2% | 59.7% | 59.5% | 60.6% | 56.7% |
| Worst | 48.2% | 49.2% | 46.9% | 47.8% | 46.1% |

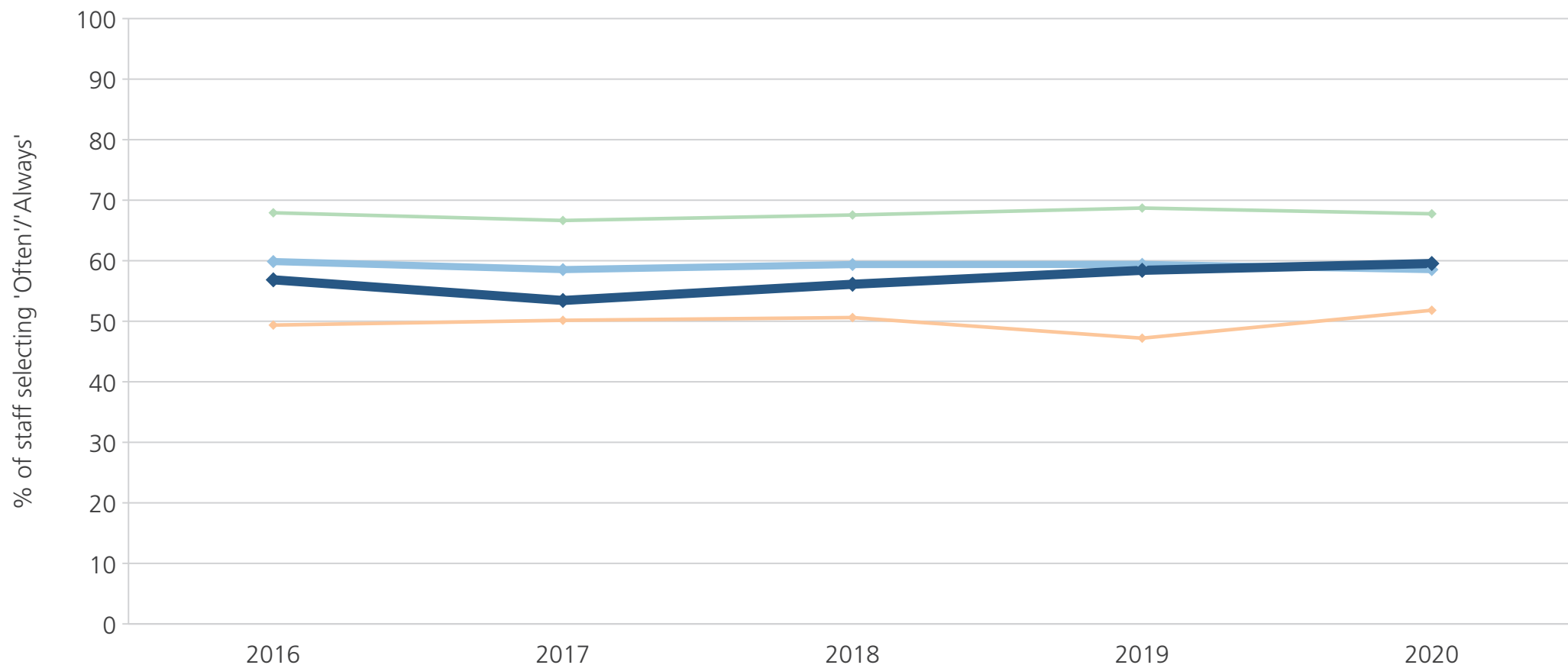
Question results

North Bristol NHS Trust
2020 NHS Staff Survey Results

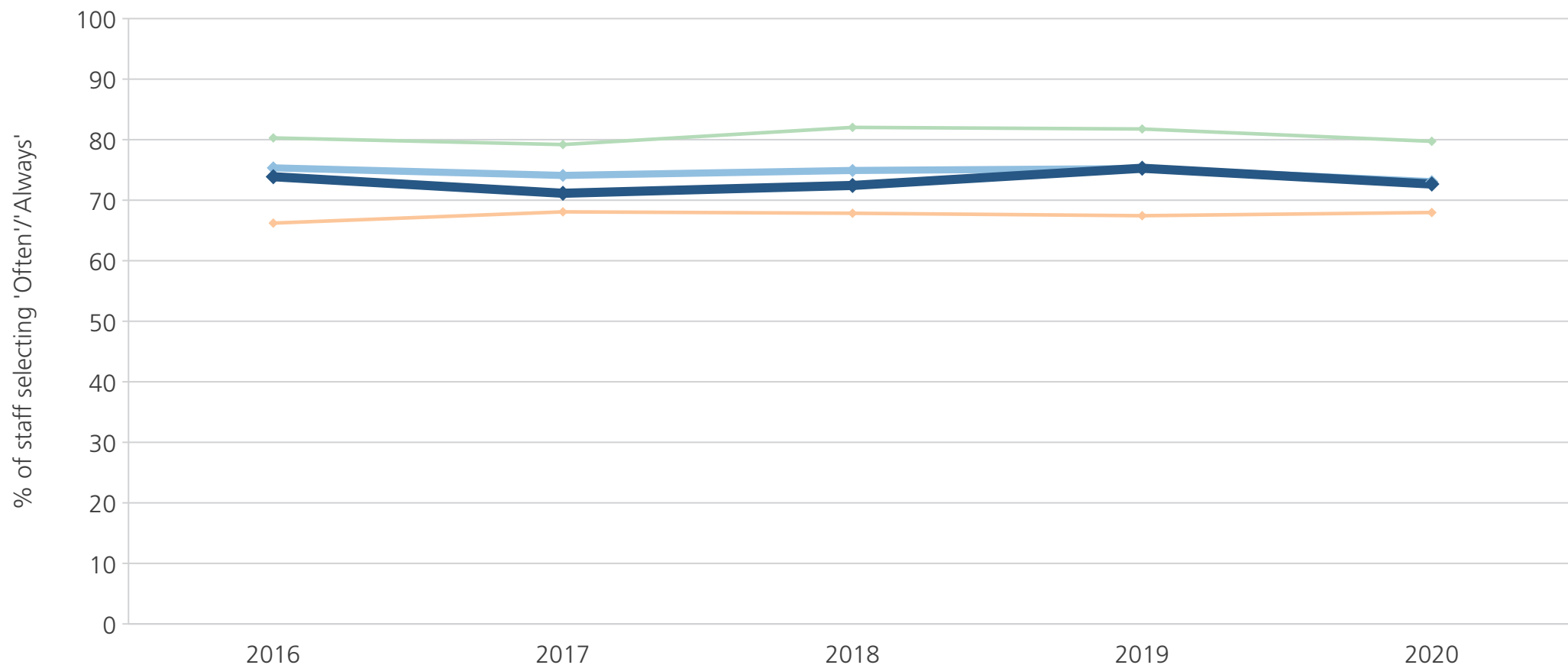
Question results – Your job

North Bristol NHS Trust
2020 NHS Staff Survey Results

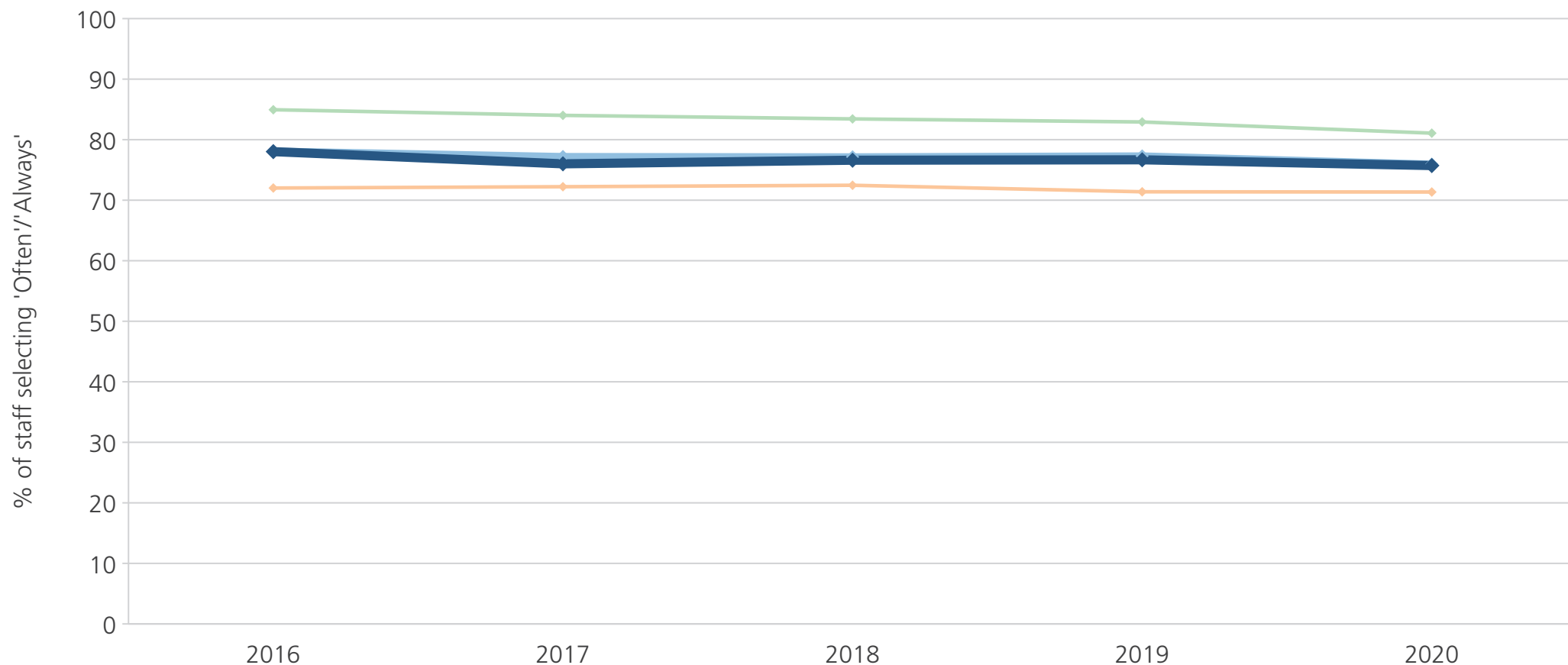




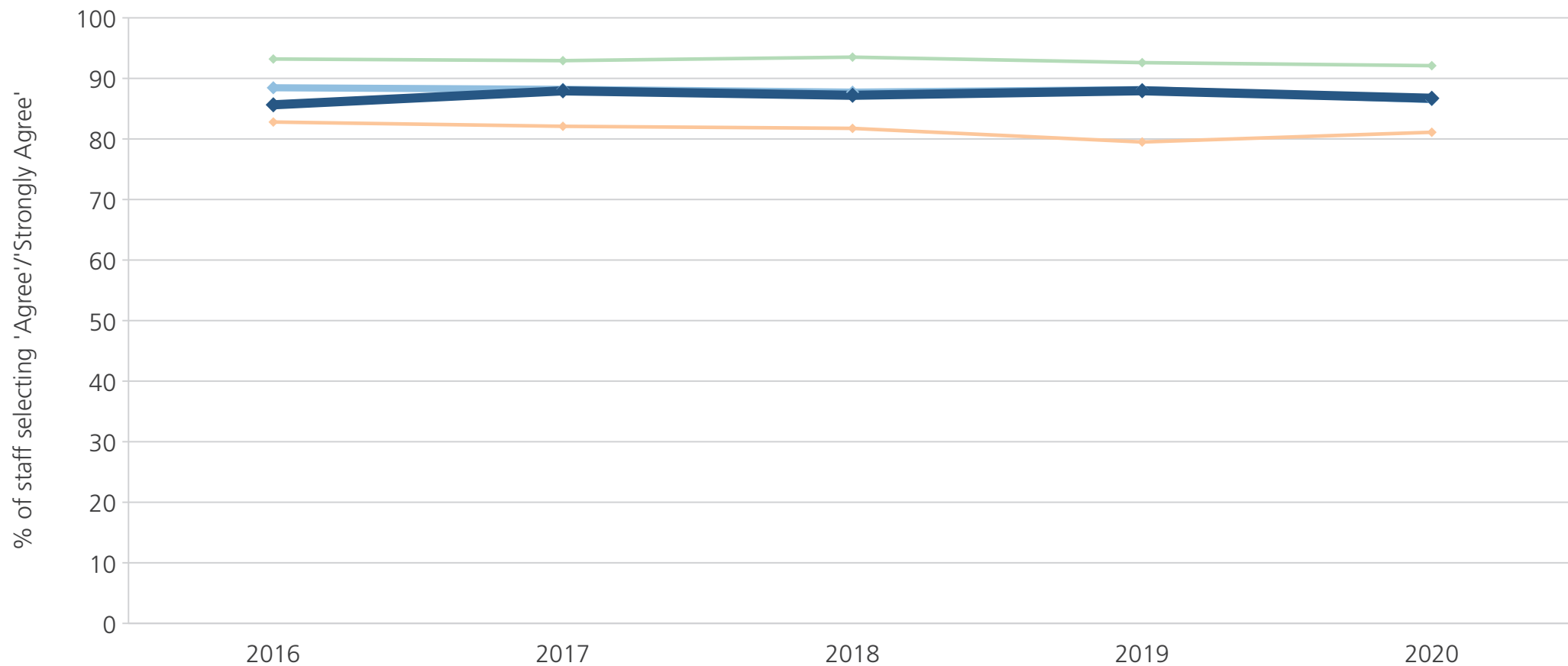
| Best | 67.9% | 66.6% | 67.6% | 68.7% | 67.8% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 56.8% | 53.4% | 56.1% | 58.4% | 59.5% |
| Average | 59.9% | 58.5% | 59.4% | 59.4% | 58.5% |
| Worst | 49.4% | 50.2% | 50.6% | 47.2% | 51.8% |
| Responses | 397 | 3,673 | 3,328 | 4,177 | 4,460 |



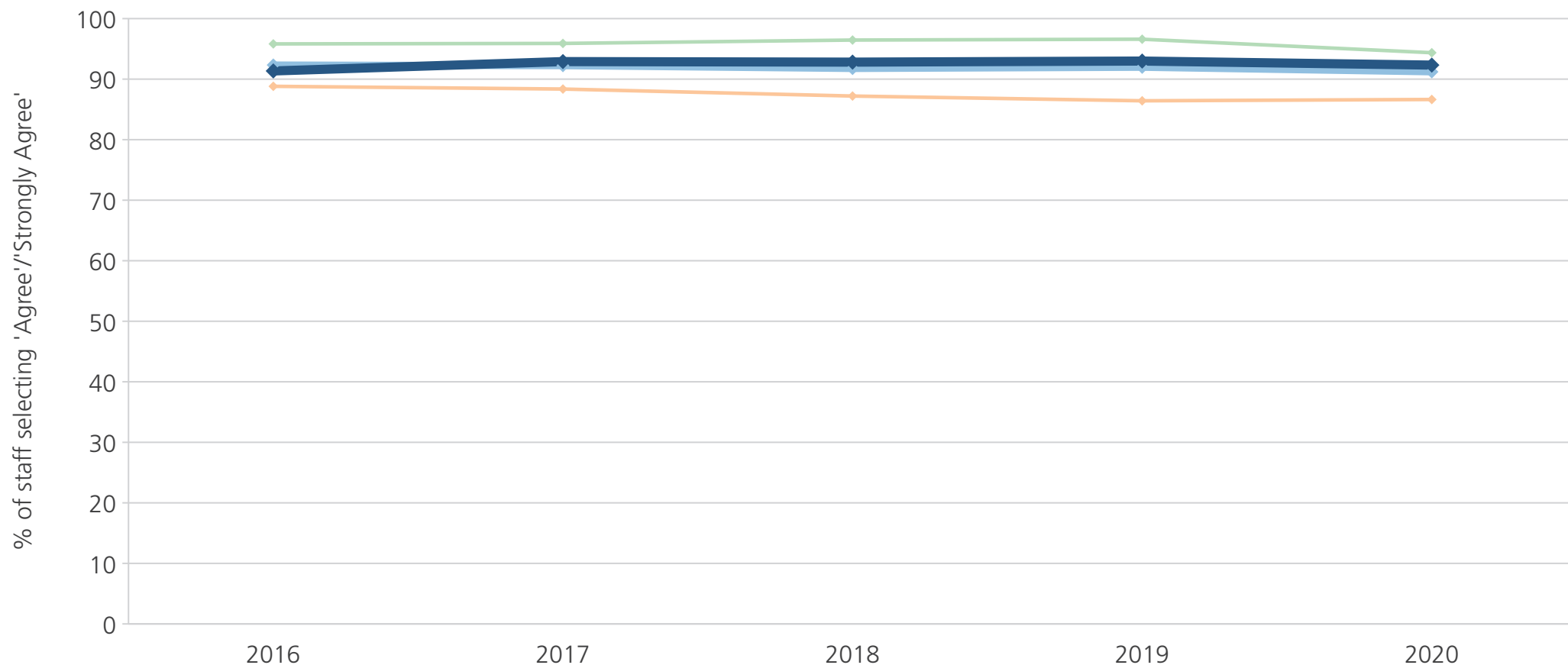
| Best | 80.3% | 79.2% | 82.0% | 81.8% | 79.7% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 73.9% | 71.1% | 72.4% | 75.3% | 72.7% |
| Average | 75.3% | 74.1% | 74.9% | 75.2% | 73.1% |
| Worst | 66.2% | 68.1% | 67.8% | 67.4% | 68.0% |
| Responses | 395 | 3,656 | 3,306 | 4,162 | 4,436 |



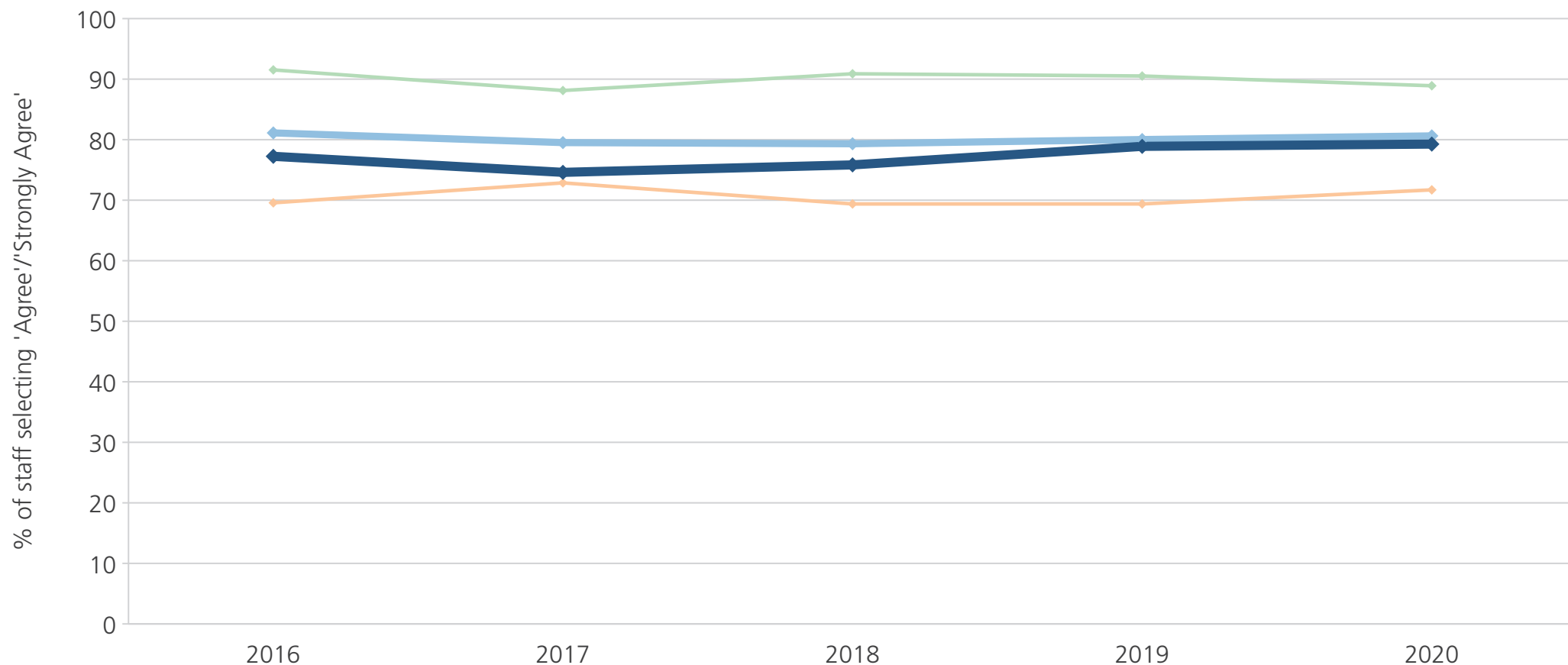
| Best | 84.9% | 84.0% | 83.4% | 82.9% | 81.1% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 78.0% | 76.0% | 76.6% | 76.7% | 75.7% |
| Average | 78.1% | 77.2% | 77.2% | 77.3% | 76.0% |
| Worst | 72.0% | 72.2% | 72.5% | 71.4% | 71.4% |
| Responses | 393 | 3,656 | 3,297 | 4,170 | 4,438 |



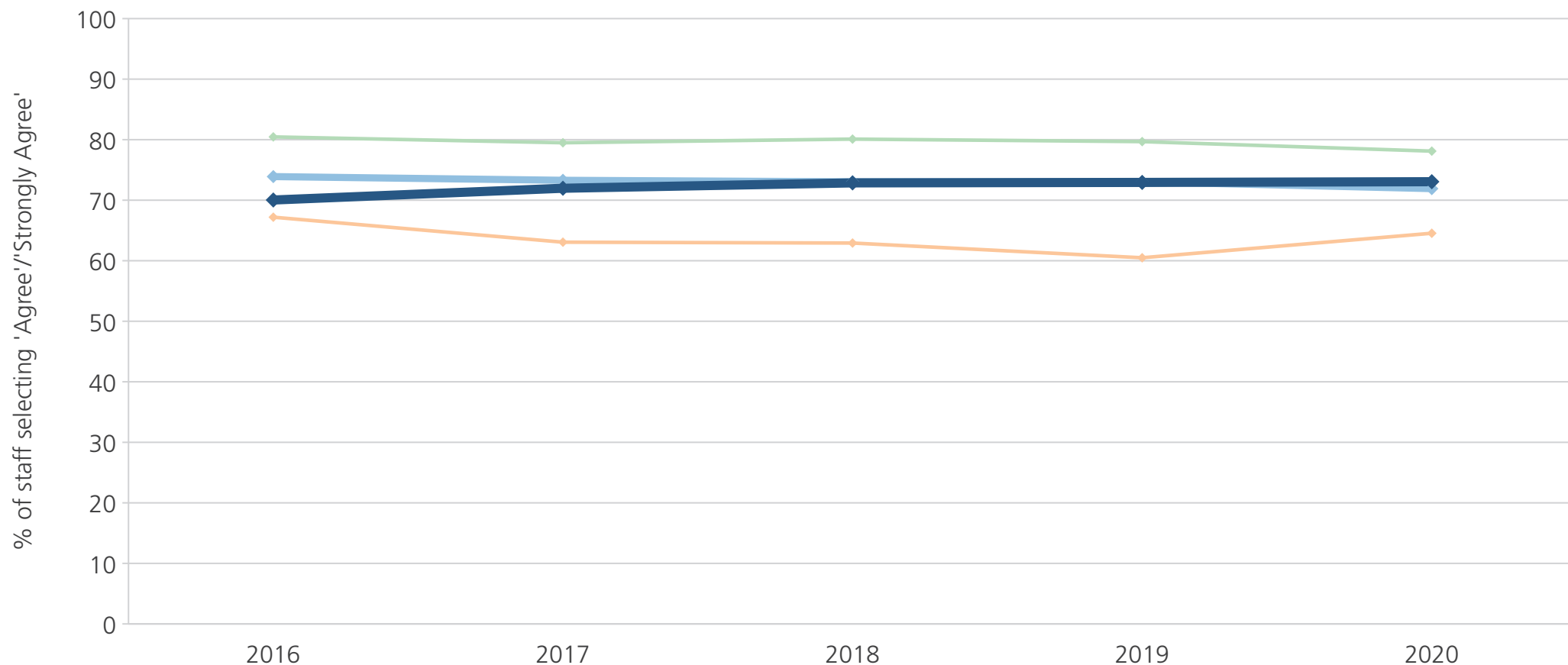
| Best | 93.2% | 92.9% | 93.5% | 92.6% | 92.1% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 85.6% | 87.9% | 87.2% | 88.0% | 86.7% |
| Average | 88.5% | 88.2% | 87.7% | 88.2% | 86.5% |
| Worst | 82.8% | 82.1% | 81.7% | 79.5% | 81.1% |
| Responses | 399 | 3,639 | 3,293 | 4,183 | 4,369 |



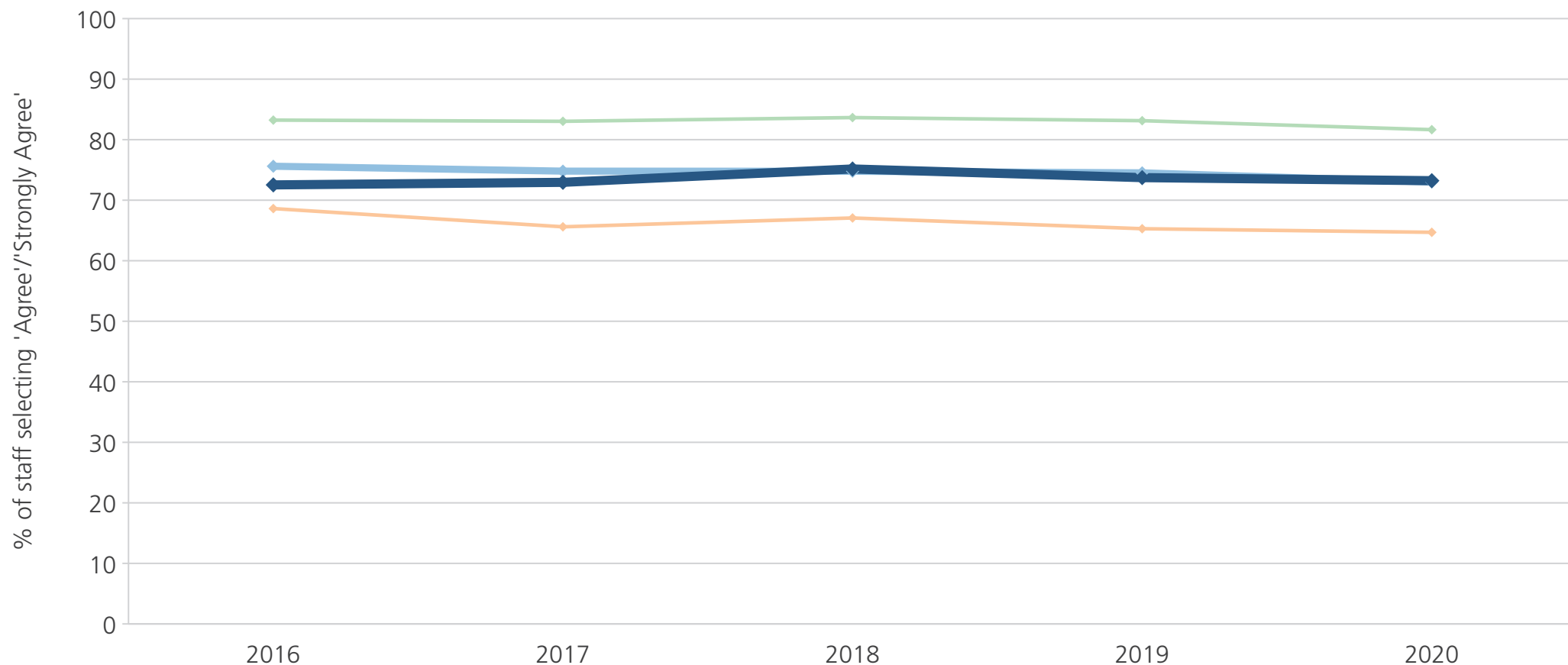
| Best | 95.8% | 95.9% | 96.5% | 96.6% | 94.4% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 91.4% | 92.9% | 92.8% | 93.0% | 92.3% |
| Average | 92.3% | 92.2% | 91.8% | 92.0% | 91.2% |
| Worst | 88.8% | 88.4% | 87.2% | 86.4% | 86.6% |
| Responses | 396 | 3,624 | 3,272 | 4,171 | 4,348 |



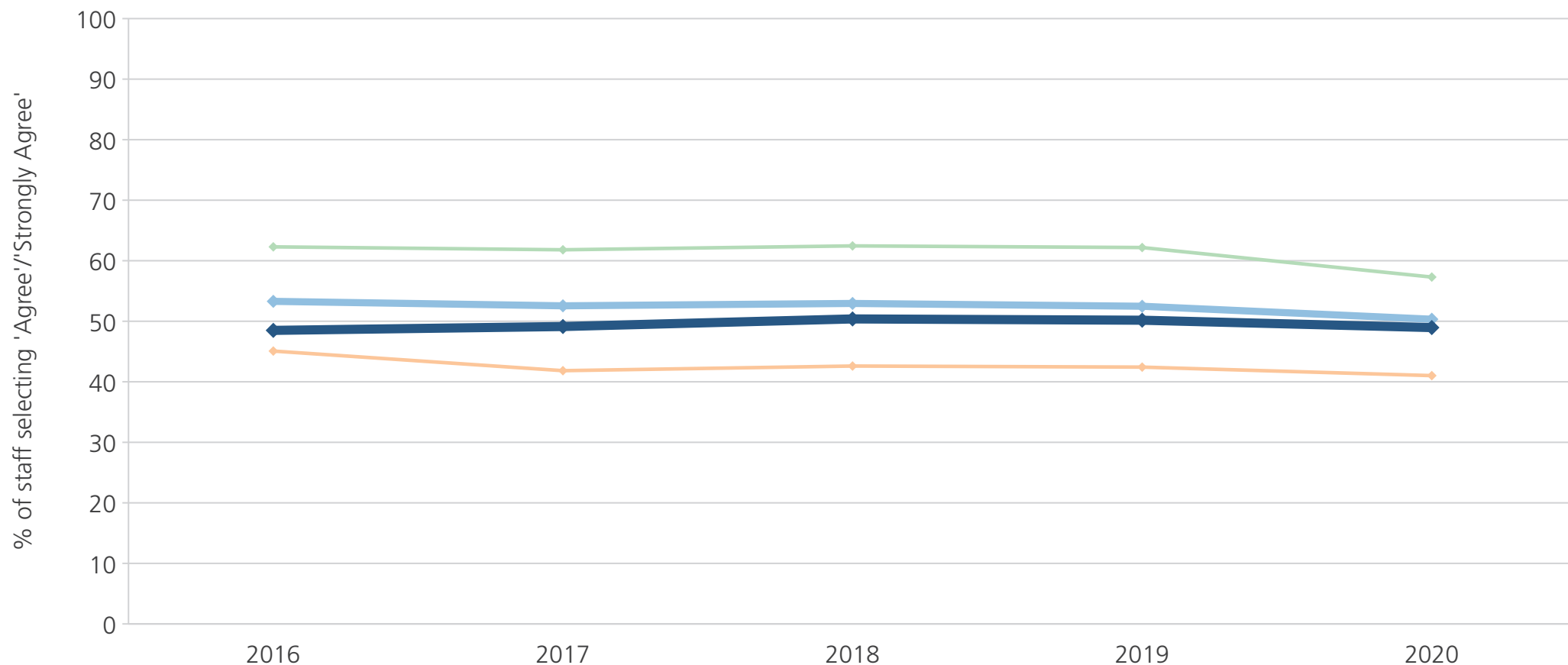
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 91.5% | 88.1% | 90.9% | 90.5% | 88.9% |
| Your org | 77.2% | 74.6% | 75.8% | 78.9% | 79.3% |
| Average | 81.1% | 79.5% | 79.3% | 80.0% | 80.6% |
| Worst | 69.6% | 72.9% | 69.4% | 69.4% | 71.7% |
| Responses | 396 | 3,626 | 3,280 | 4,171 | 4,355 |



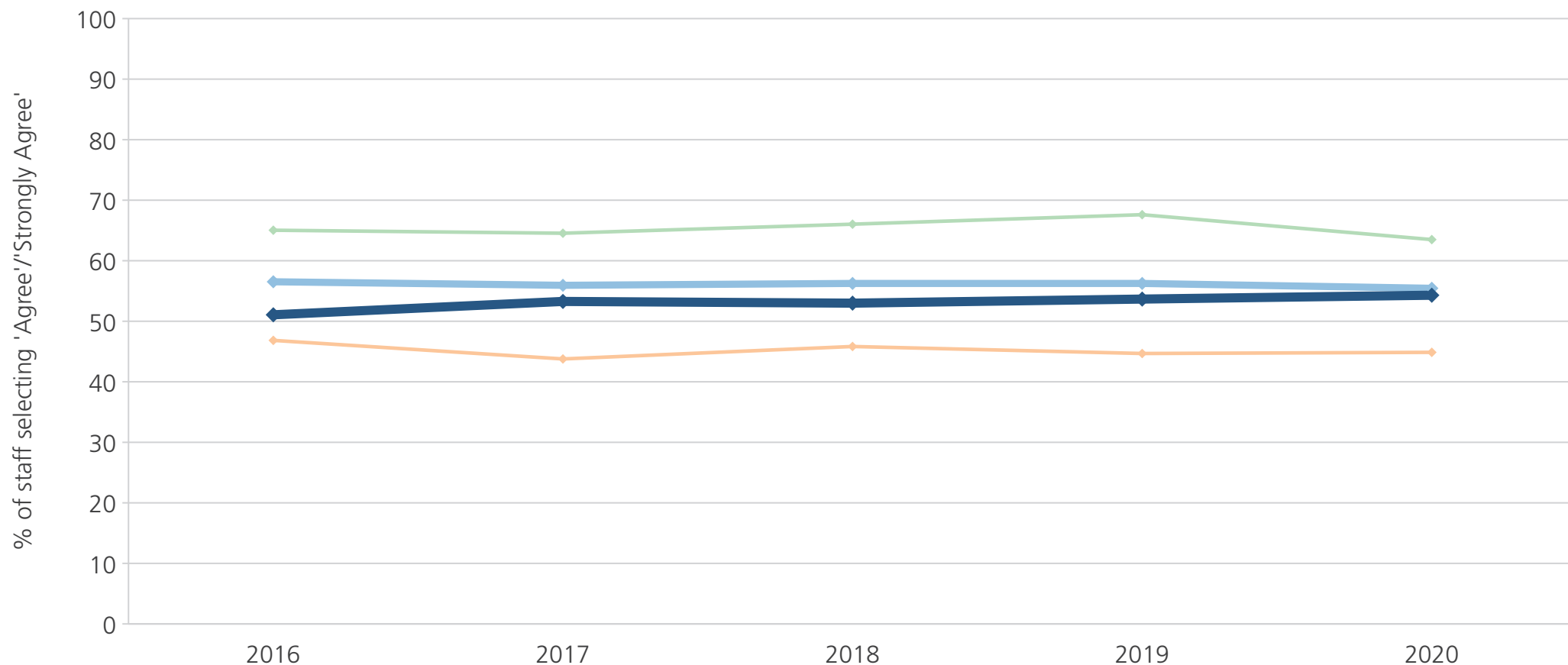
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|-----------|-------|-------|-------|-------|-------|
| Best | 80.5% | 79.5% | 80.1% | 79.7% | 78.1% |
| Your org | 70.0% | 72.0% | 72.9% | 72.9% | 73.1% |
| Average | 73.9% | 73.3% | 73.0% | 73.0% | 71.9% |
| Worst | 67.2% | 63.1% | 62.9% | 60.5% | 64.5% |
| Responses | 396 | 3,679 | 3,332 | 4,182 | 4,491 |



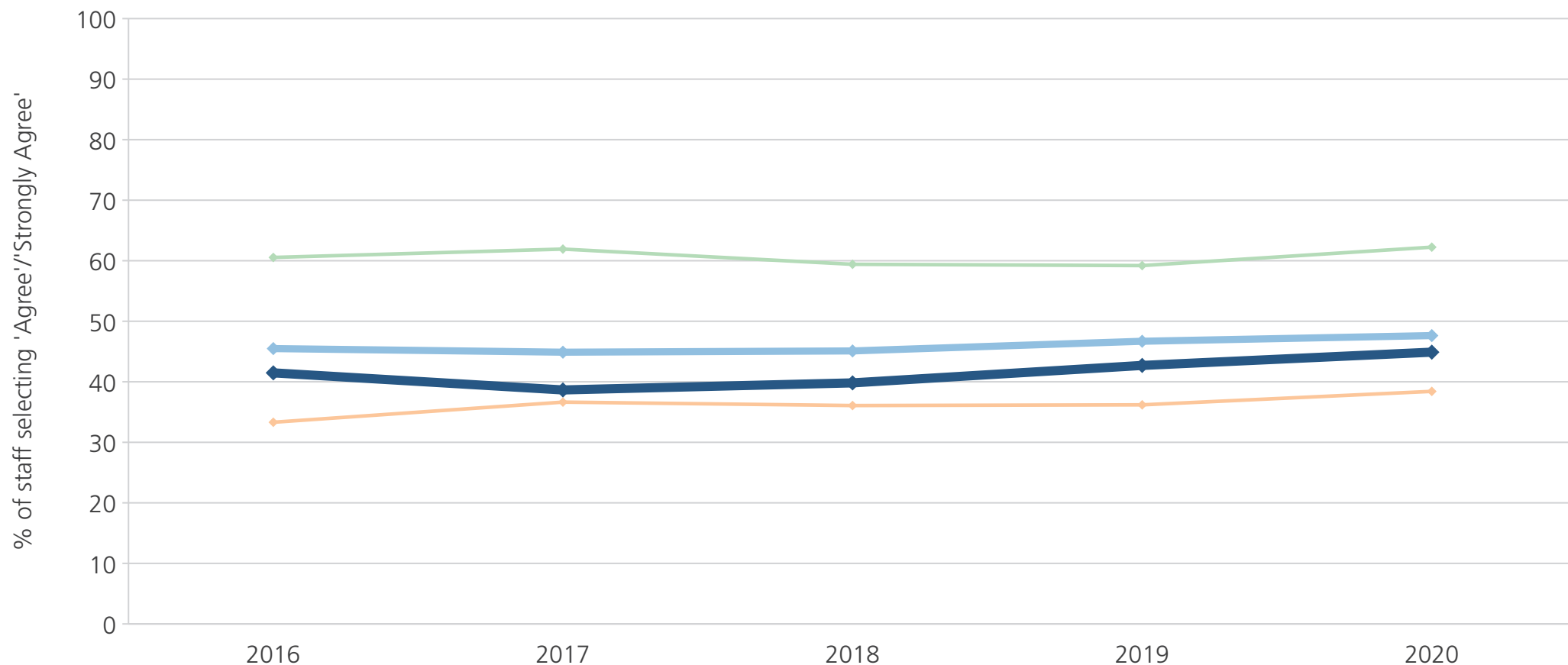
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 83.2% | 83.0% | 83.6% | 83.1% | 81.7% |
| Your org | 72.5% | 73.0% | 75.2% | 73.7% | 73.2% |
| Average | 75.6% | 74.8% | 74.8% | 74.5% | 73.0% |
| Worst | 68.6% | 65.6% | 67.1% | 65.3% | 64.7% |
| Responses | 399 | 3,683 | 3,328 | 4,186 | 4,482 |



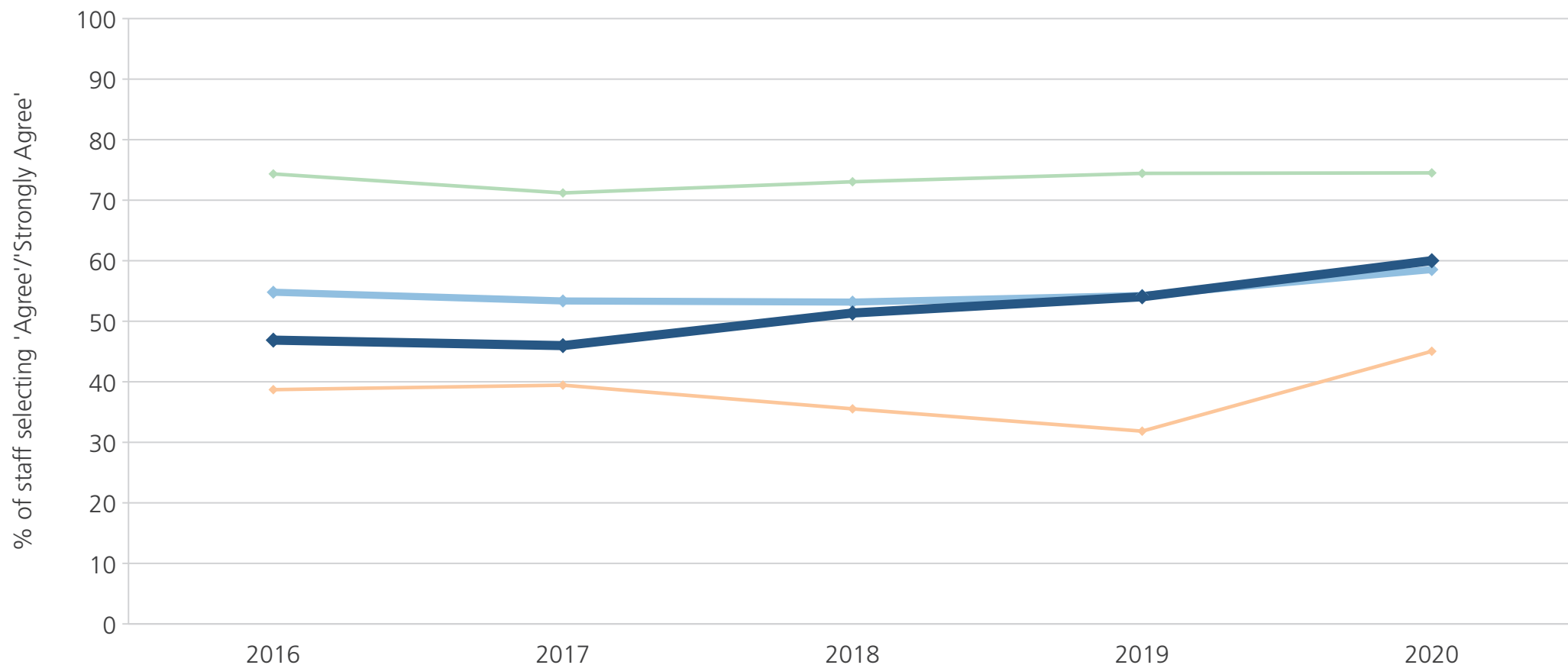
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 62.3% | 61.8% | 62.5% | 62.2% | 57.3% |
| Your org | 48.5% | 49.1% | 50.4% | 50.2% | 49.0% |
| Average | 53.3% | 52.6% | 52.9% | 52.5% | 50.3% |
| Worst | 45.1% | 41.8% | 42.6% | 42.4% | 41.0% |
| Responses | 397 | 3,664 | 3,322 | 4,178 | 4,488 |



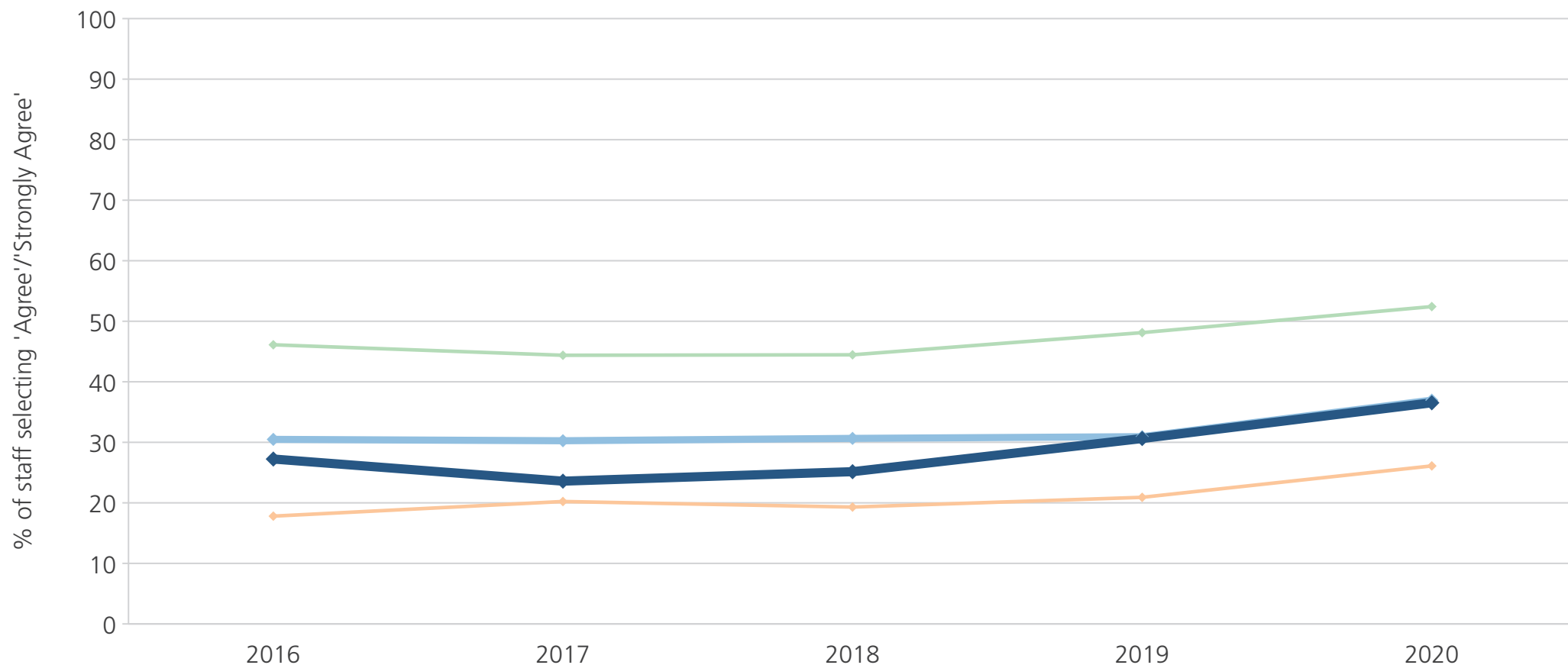
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 65.0% | 64.5% | 66.0% | 67.6% | 63.5% |
| Your org | 51.1% | 53.3% | 53.0% | 53.7% | 54.3% |
| Average | 56.5% | 55.9% | 56.2% | 56.2% | 55.4% |
| Worst | 46.8% | 43.8% | 45.8% | 44.7% | 44.9% |
| Responses | 399 | 3,659 | 3,317 | 4,173 | 4,473 |



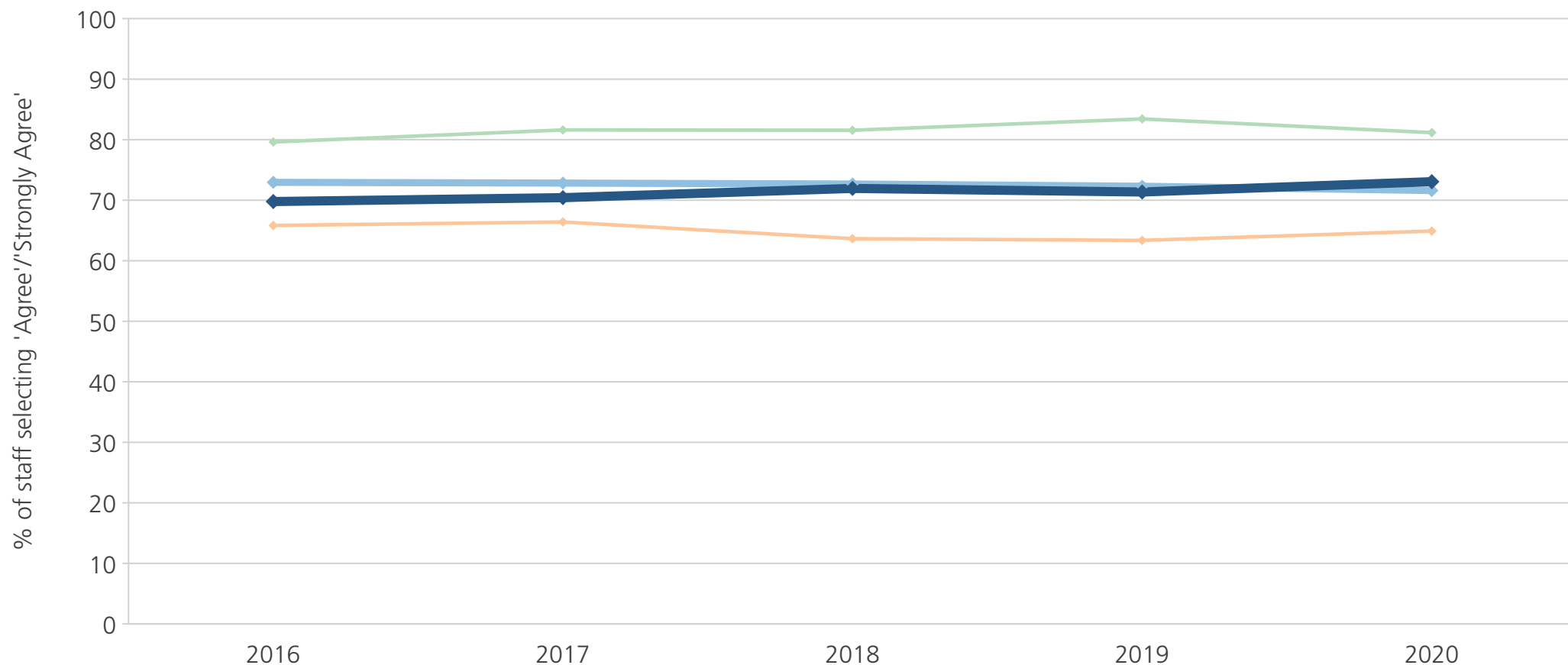
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 60.5% | 61.9% | 59.4% | 59.2% | 62.2% |
| Your org | 41.5% | 38.7% | 39.8% | 42.7% | 44.9% |
| Average | 45.5% | 44.9% | 45.1% | 46.7% | 47.6% |
| Worst | 33.3% | 36.6% | 36.1% | 36.2% | 38.4% |
| Responses | 398 | 3,647 | 3,310 | 4,163 | 4,478 |



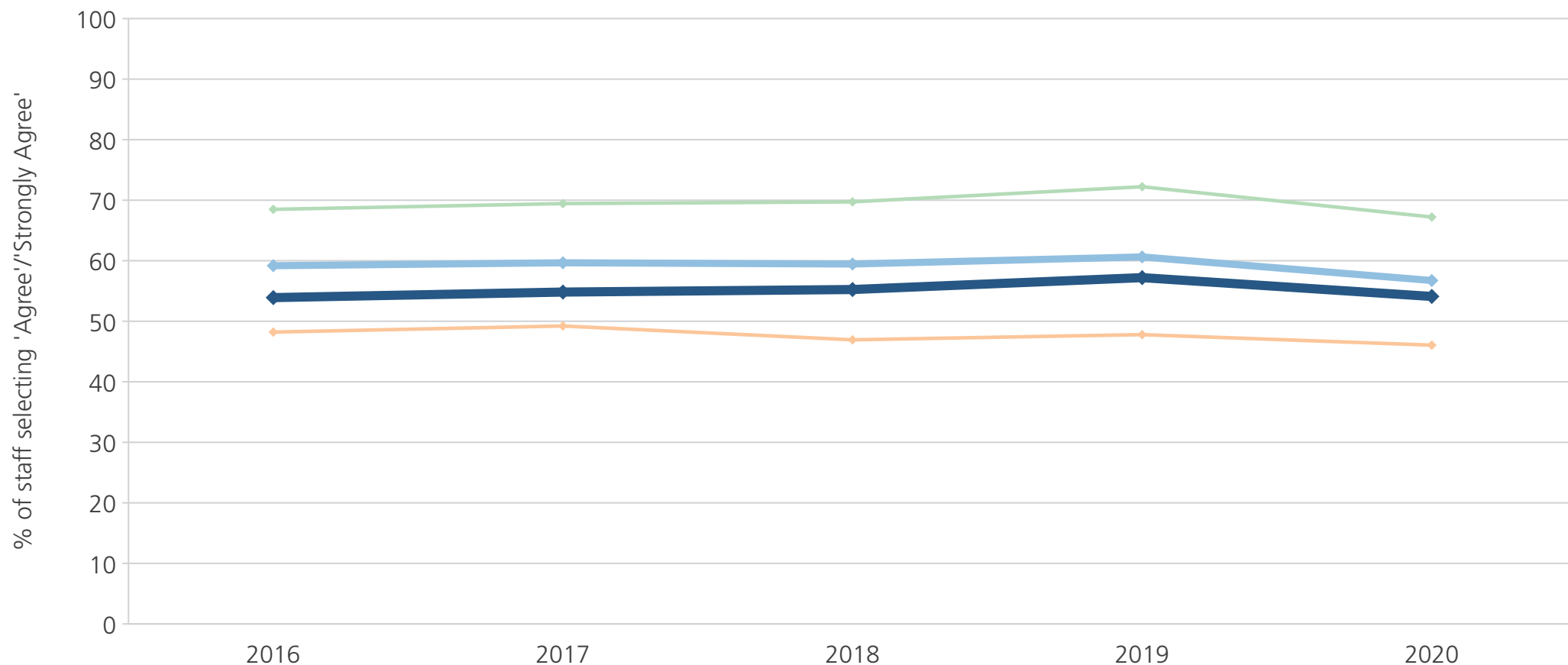
| Best | 74.3% | 71.2% | 73.0% | 74.4% | 74.5% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 46.9% | 46.0% | 51.4% | 54.0% | 60.0% |
| Average | 54.8% | 53.4% | 53.2% | 54.3% | 58.5% |
| Worst | 38.7% | 39.4% | 35.5% | 31.8% | 45.0% |
| Responses | 397 | 3,648 | 3,321 | 4,165 | 4,478 |



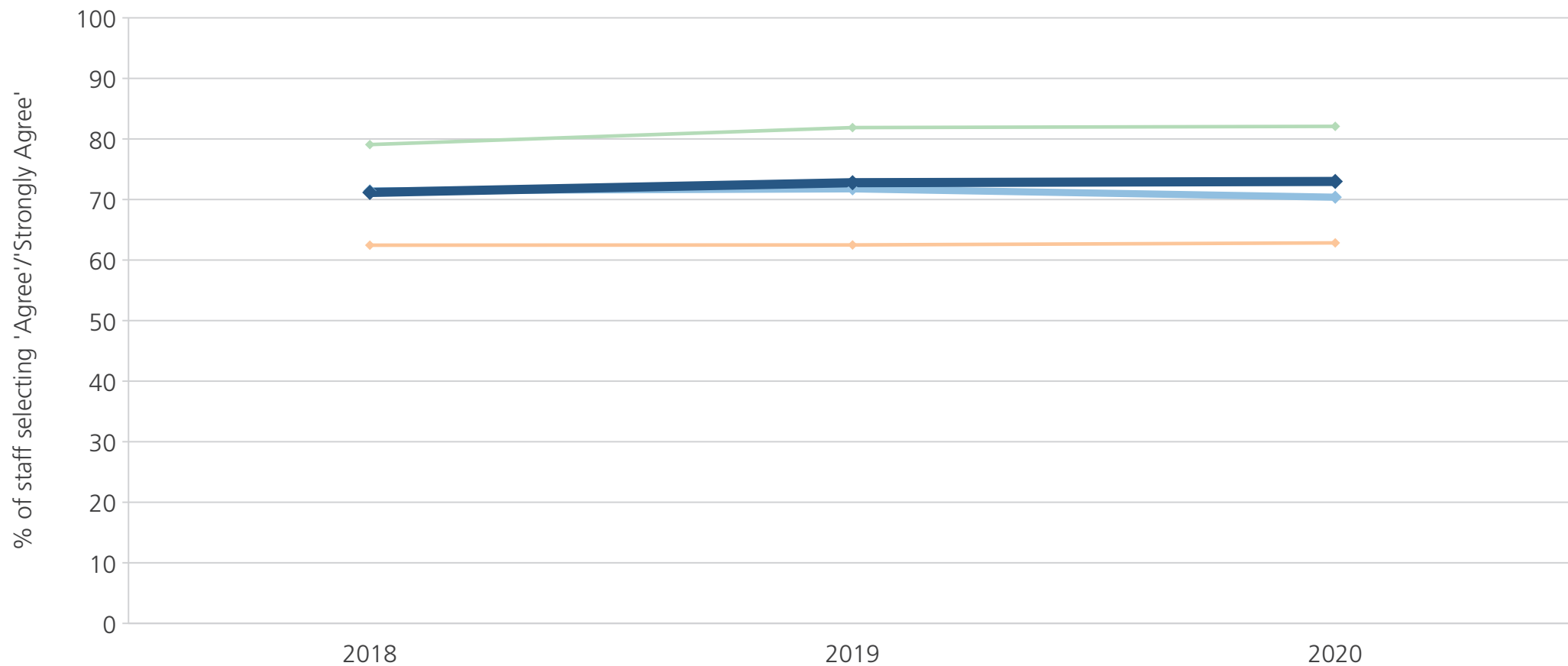
| Best | 46.1% | 44.4% | 44.5% | 48.1% | 52.4% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 27.2% | 23.6% | 25.1% | 30.6% | 36.5% |
| Average | 30.5% | 30.3% | 30.6% | 30.9% | 37.0% |
| Worst | 17.8% | 20.2% | 19.3% | 20.9% | 26.1% |
| Responses | 396 | 3,656 | 3,321 | 4,172 | 4,470 |



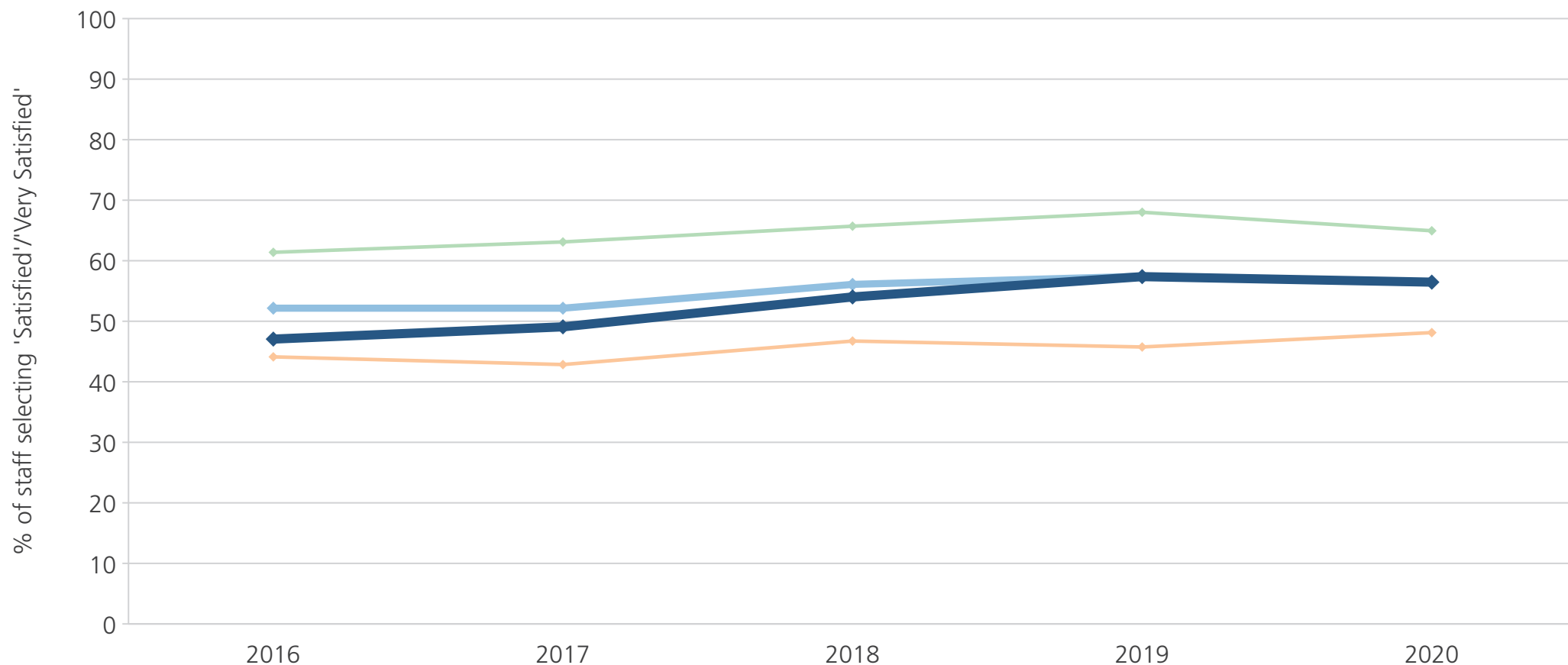
| Best | 79.6% | 81.6% | 81.6% | 83.4% | 81.2% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 69.8% | 70.4% | 71.9% | 71.4% | 73.1% |
| Average | 72.9% | 72.8% | 72.7% | 72.3% | 71.6% |
| Worst | 65.8% | 66.4% | 63.6% | 63.4% | 64.9% |
| Responses | 397 | 3,635 | 3,303 | 4,122 | 4,450 |



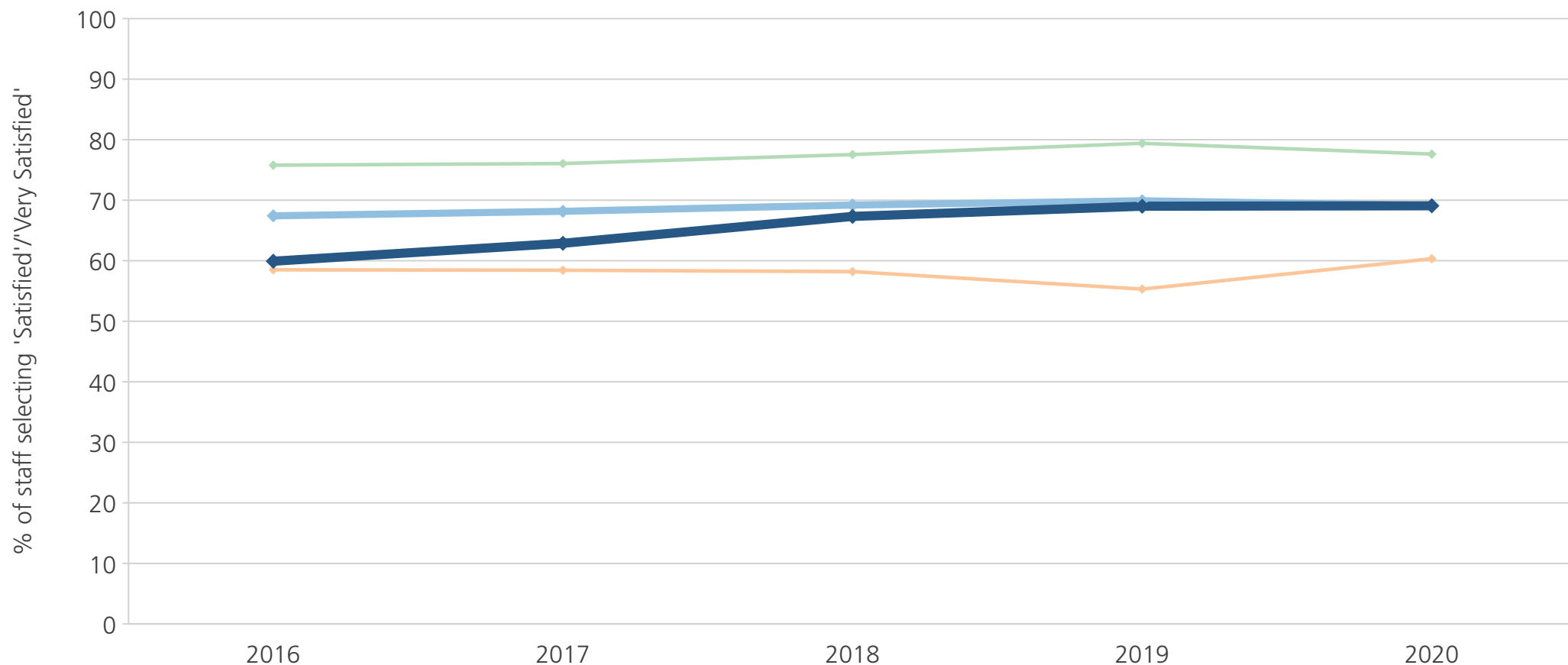
| Best | 68.5% | 69.4% | 69.7% | 72.2% | 67.2% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 53.9% | 54.8% | 55.2% | 57.2% | 54.1% |
| Average | 59.2% | 59.7% | 59.5% | 60.6% | 56.7% |
| Worst | 48.2% | 49.2% | 46.9% | 47.8% | 46.1% |
| Responses | 398 | 3,651 | 3,311 | 4,165 | 4,465 |



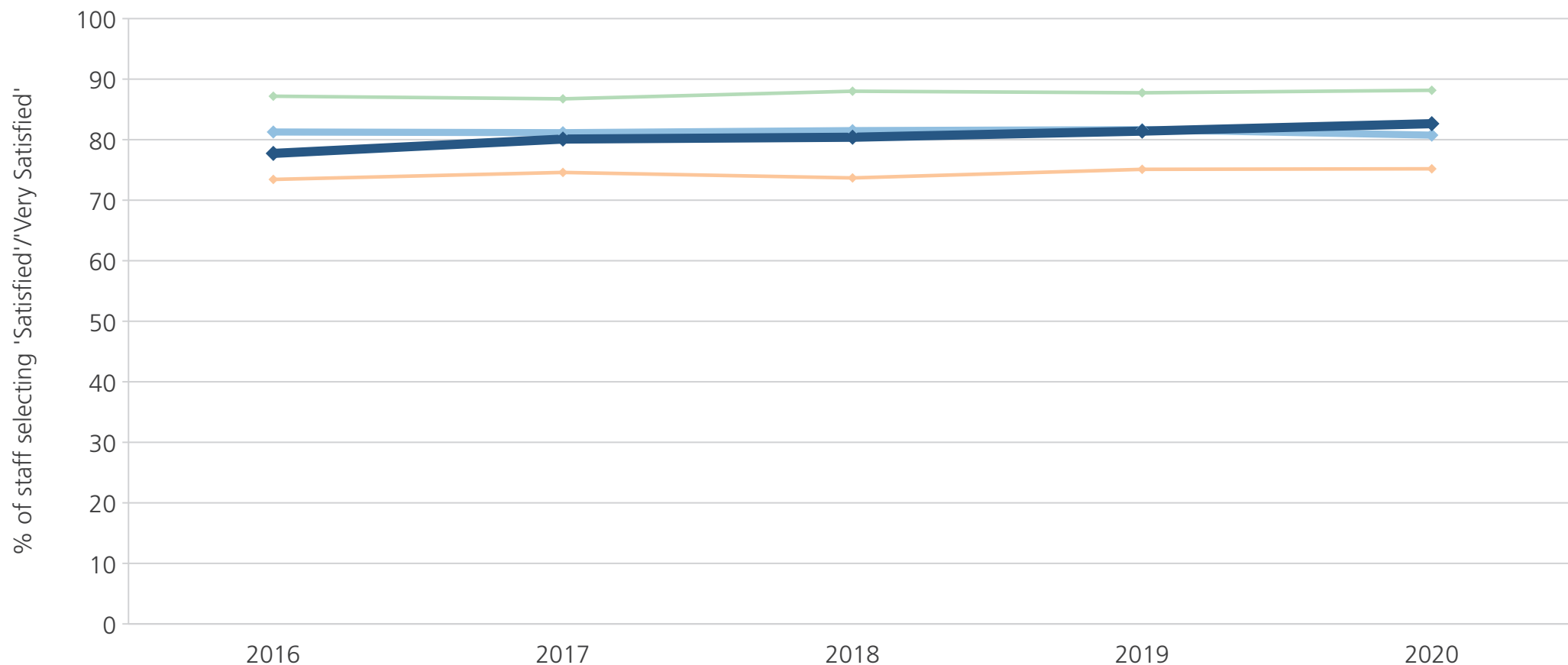
| | 2018 | 2019 | 2020 |
|-----------|-------|-------|-------|
| Best | 79.1% | 81.9% | 82.1% |
| Your org | 71.2% | 72.8% | 73.0% |
| Average | 71.4% | 71.8% | 70.4% |
| Worst | 62.5% | 62.5% | 62.8% |
| Responses | 3,326 | 4,175 | 4,478 |



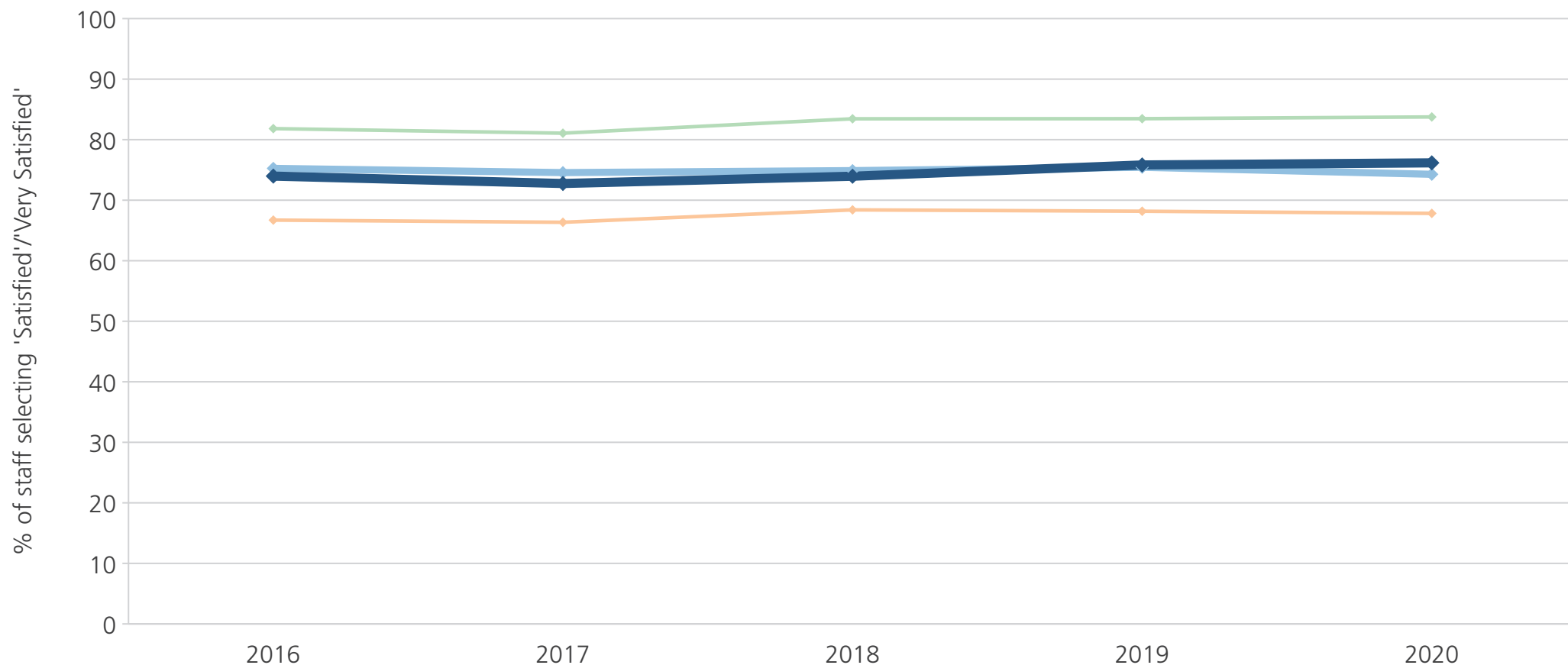
| Best | 61.4% | 63.1% | 65.7% | 68.0% | 64.9% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 47.1% | 49.1% | 54.0% | 57.4% | 56.5% |
| Average | 52.2% | 52.2% | 56.1% | 57.4% | 56.3% |
| Worst | 44.1% | 42.8% | 46.7% | 45.7% | 48.1% |
| Responses | 400 | 3,661 | 3,312 | 4,152 | 4,479 |



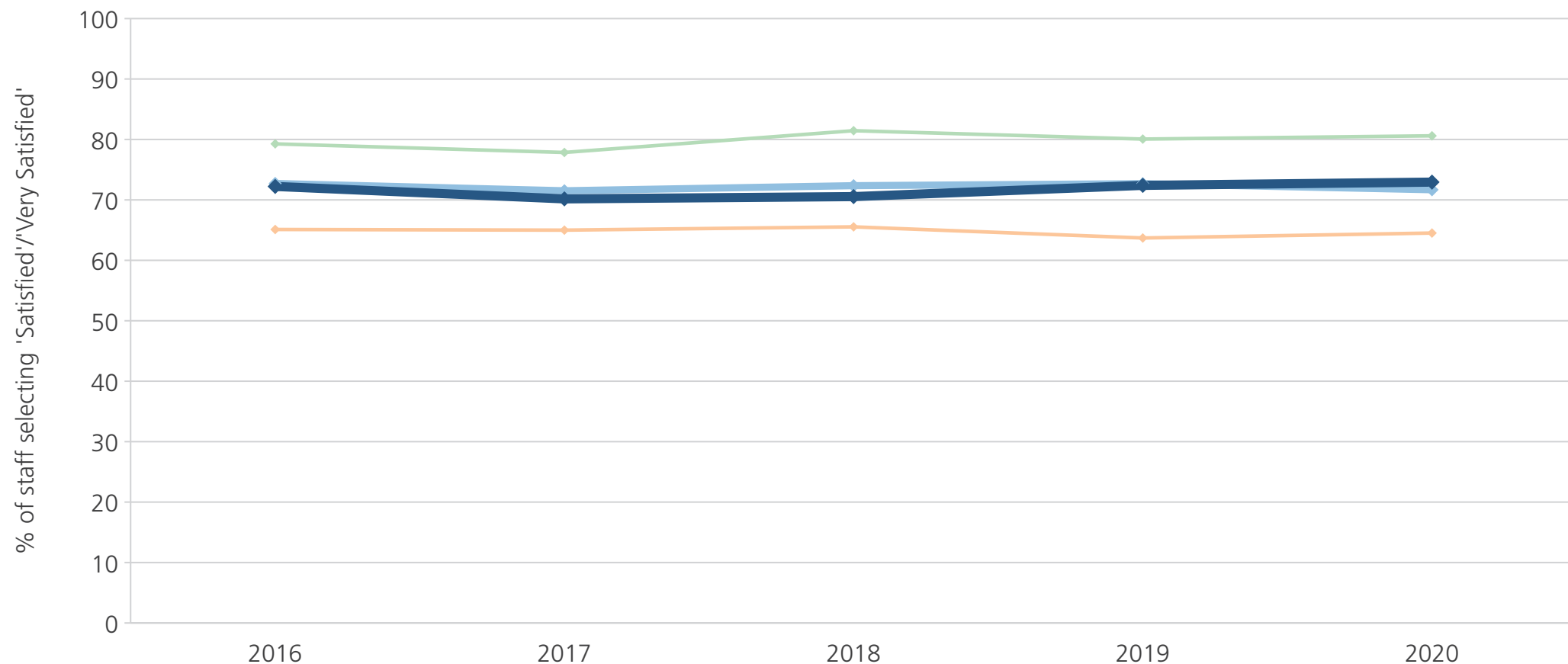
| Best | 75.8% | 76.1% | 77.5% | 79.4% | 77.6% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 59.9% | 62.9% | 67.3% | 69.0% | 69.1% |
| Average | 67.4% | 68.2% | 69.2% | 69.9% | 69.1% |
| Worst | 58.5% | 58.4% | 58.2% | 55.3% | 60.3% |
| Responses | 399 | 3,657 | 3,311 | 4,148 | 4,488 |



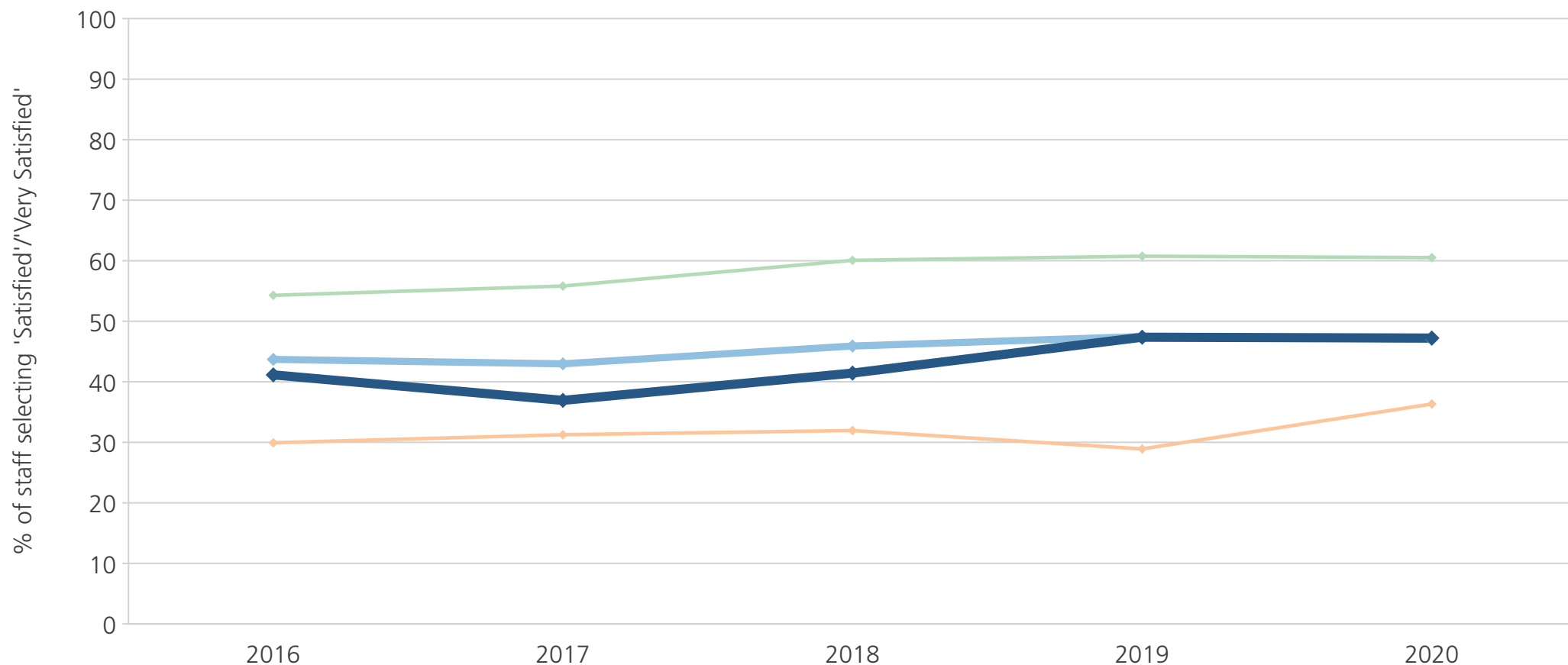
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|-----------|-------|-------|-------|-------|-------|
| Best | 87.2% | 86.7% | 88.0% | 87.7% | 88.2% |
| Your org | 77.7% | 80.1% | 80.4% | 81.4% | 82.6% |
| Average | 81.3% | 81.2% | 81.5% | 81.7% | 80.7% |
| Worst | 73.4% | 74.6% | 73.7% | 75.1% | 75.2% |
| Responses | 400 | 3,656 | 3,307 | 4,143 | 4,475 |



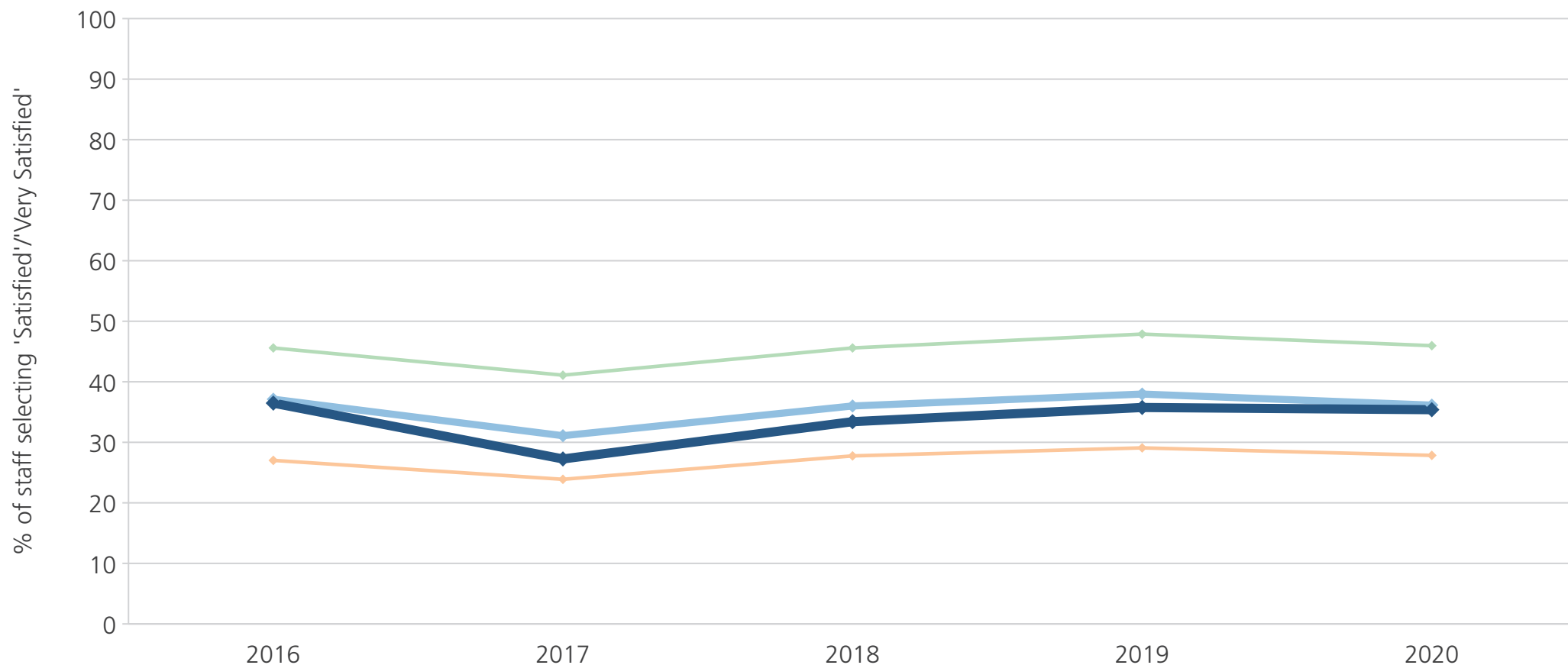
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 81.8% | 81.1% | 83.4% | 83.5% | 83.8% |
| Your org | 74.0% | 72.8% | 74.0% | 75.8% | 76.2% |
| Average | 75.3% | 74.6% | 74.9% | 75.4% | 74.3% |
| Worst | 66.7% | 66.3% | 68.4% | 68.2% | 67.8% |
| Responses | 398 | 3,656 | 3,307 | 4,145 | 4,477 |



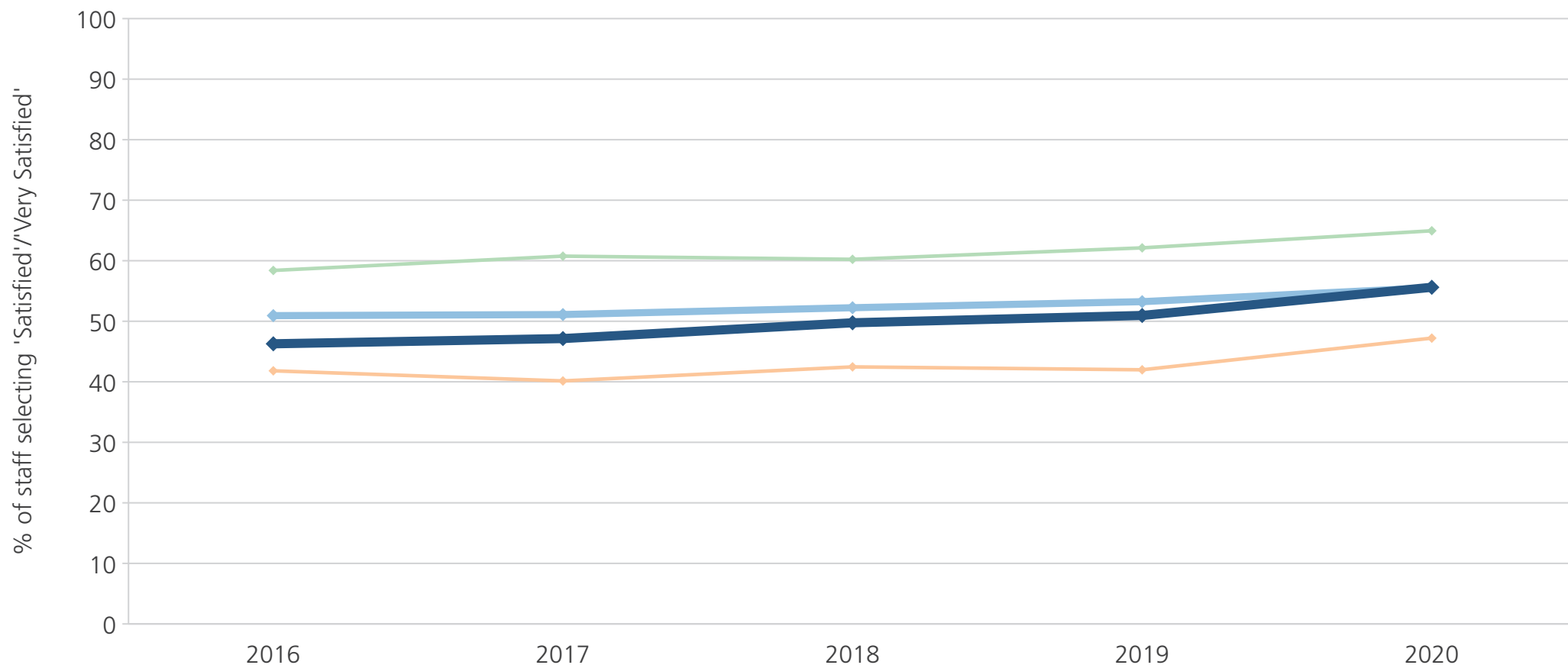
| Best | 79.3% | 77.8% | 81.4% | 80.1% | 80.6% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 72.2% | 70.2% | 70.5% | 72.4% | 72.9% |
| Average | 72.7% | 71.5% | 72.4% | 72.7% | 71.7% |
| Worst | 65.1% | 65.0% | 65.5% | 63.7% | 64.5% |
| Responses | 400 | 3,646 | 3,300 | 4,144 | 4,462 |



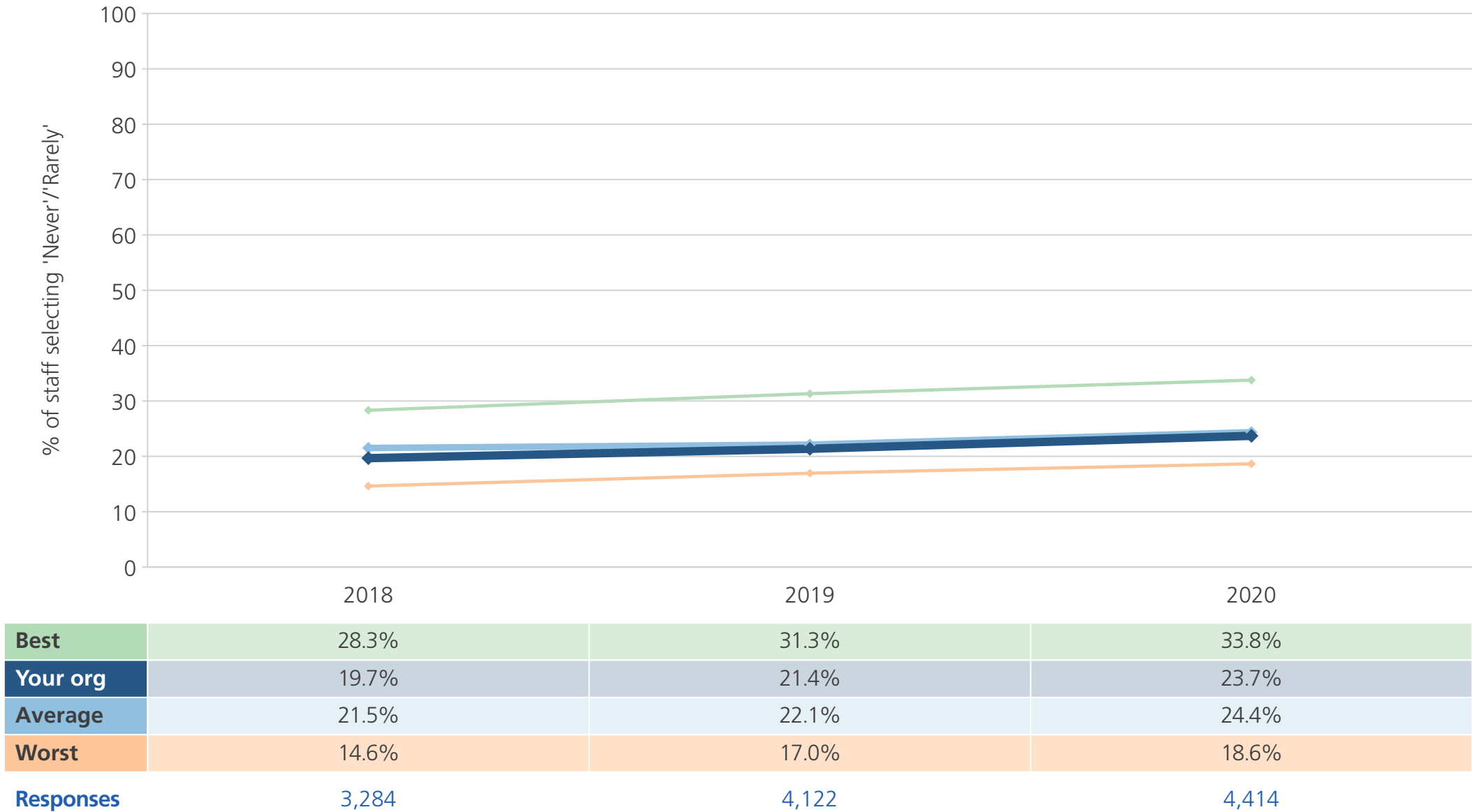
| Best | 54.3% | 55.8% | 60.1% | 60.8% | 60.5% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 41.1% | 36.9% | 41.4% | 47.4% | 47.2% |
| Average | 43.7% | 43.0% | 45.9% | 47.5% | 47.0% |
| Worst | 29.9% | 31.3% | 31.9% | 28.9% | 36.3% |
| Responses | 399 | 3,651 | 3,300 | 4,139 | 4,463 |

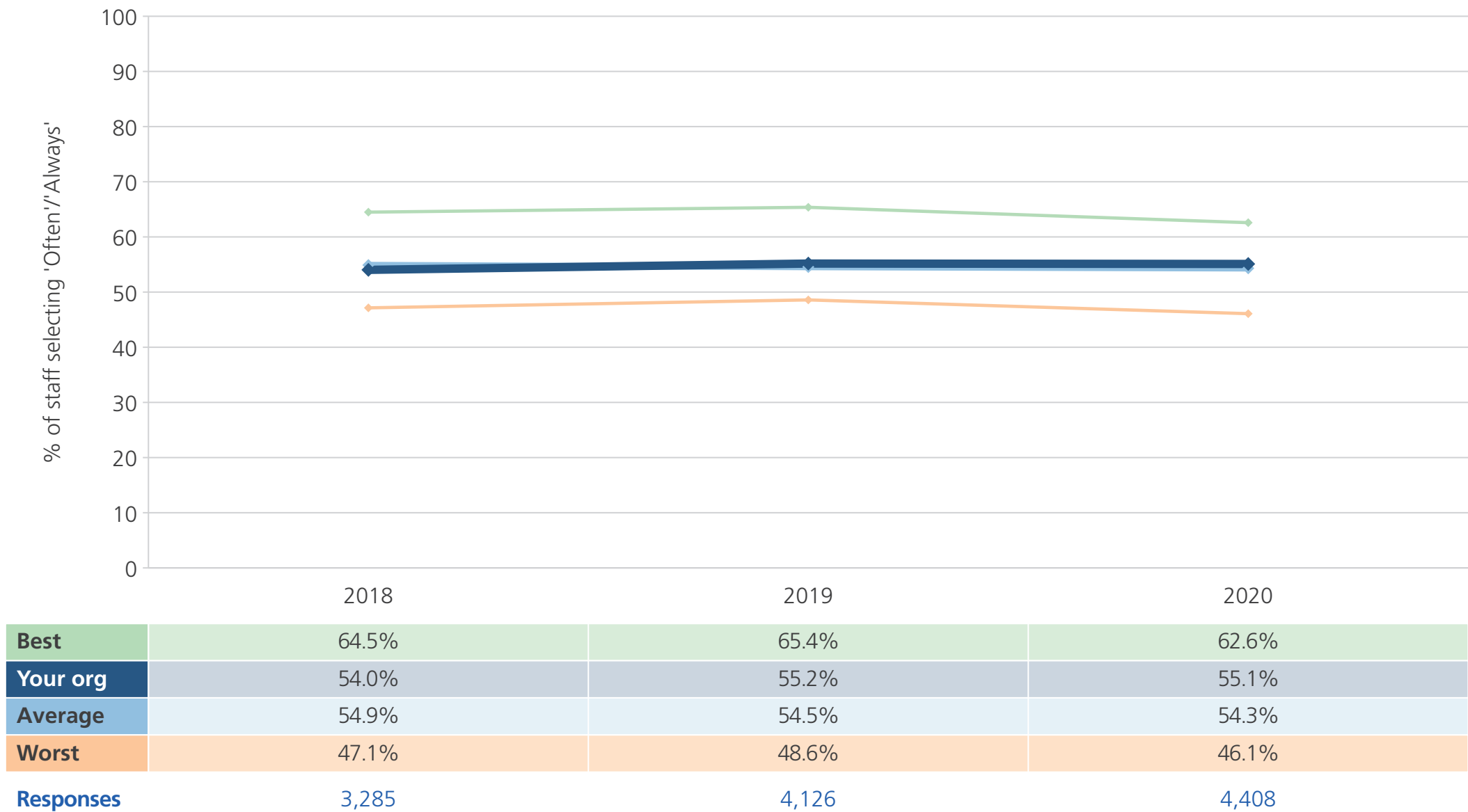


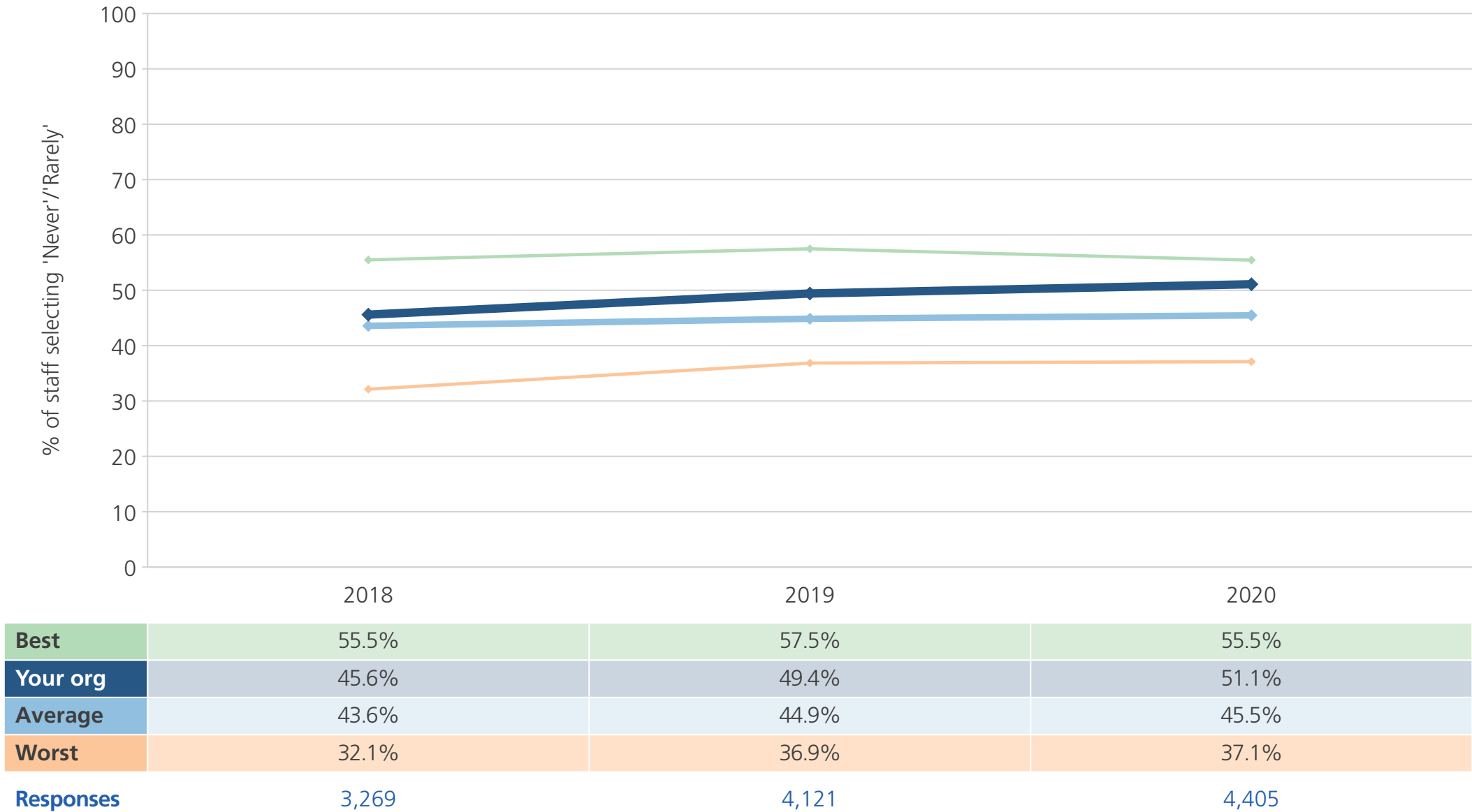
| Best | 45.6% | 41.1% | 45.6% | 47.9% | 46.0% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 36.5% | 27.3% | 33.4% | 35.8% | 35.4% |
| Average | 37.1% | 31.1% | 36.0% | 38.0% | 36.1% |
| Worst | 27.0% | 23.9% | 27.8% | 29.1% | 27.8% |
| Responses | 398 | 3,655 | 3,301 | 4,137 | 4,476 |

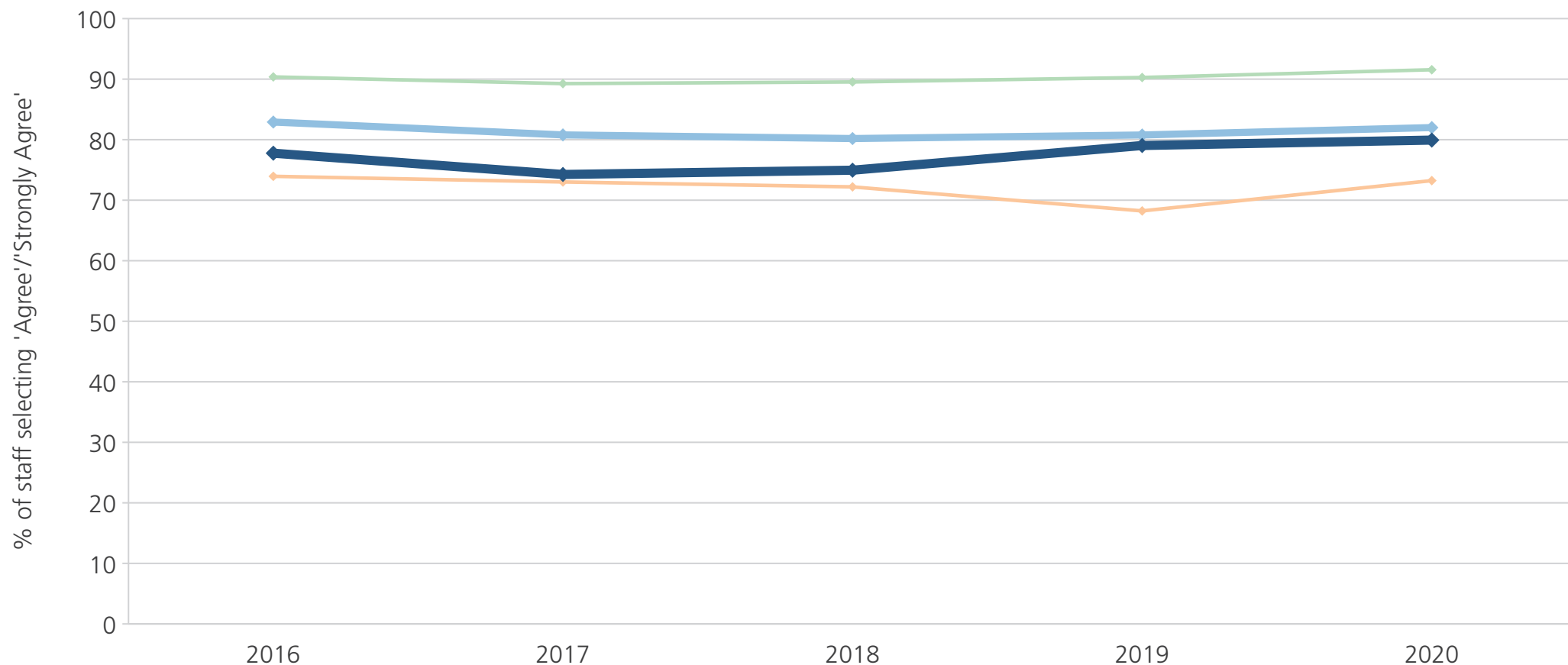


| Best | 58.4% | 60.8% | 60.2% | 62.1% | 64.9% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 46.3% | 47.1% | 49.7% | 51.0% | 55.6% |
| Average | 50.9% | 51.1% | 52.2% | 53.2% | 55.5% |
| Worst | 41.8% | 40.1% | 42.5% | 42.0% | 47.2% |
| Responses | 399 | 3,655 | 3,311 | 4,134 | 4,474 |

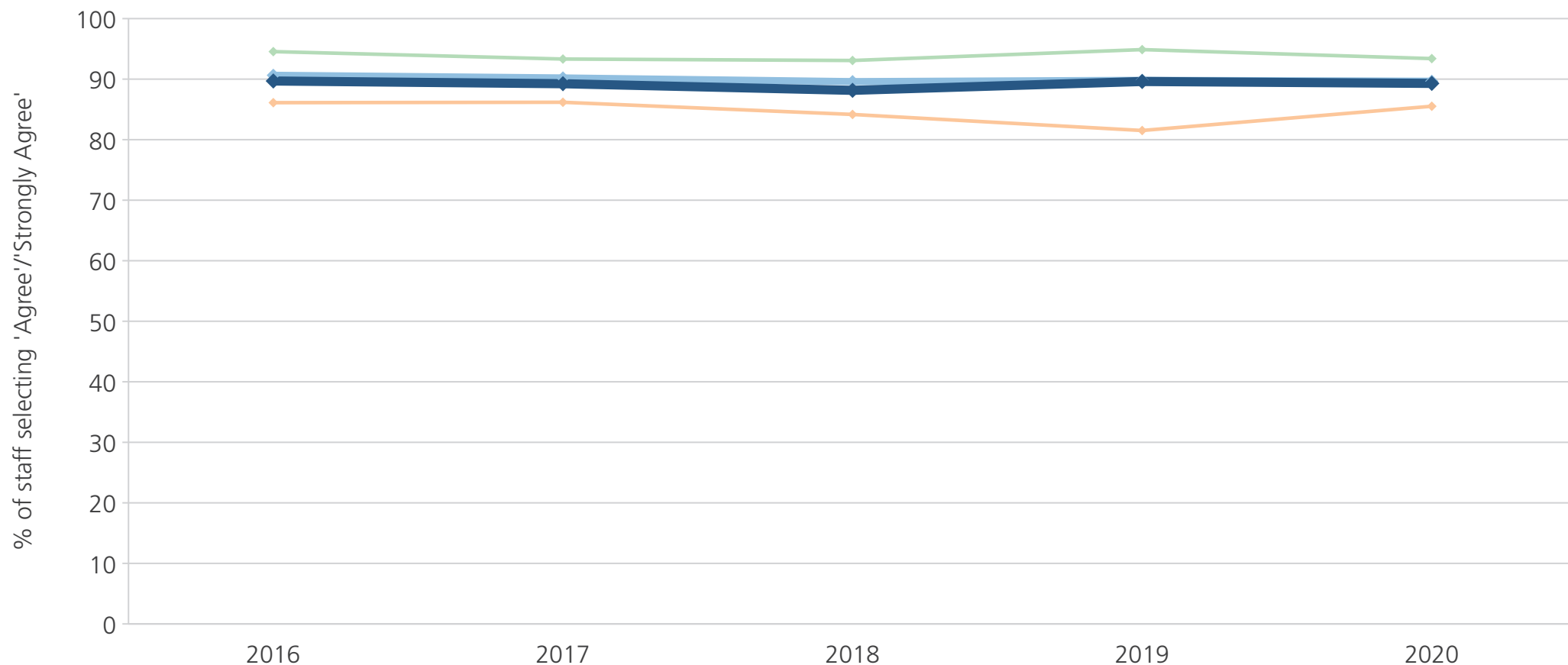




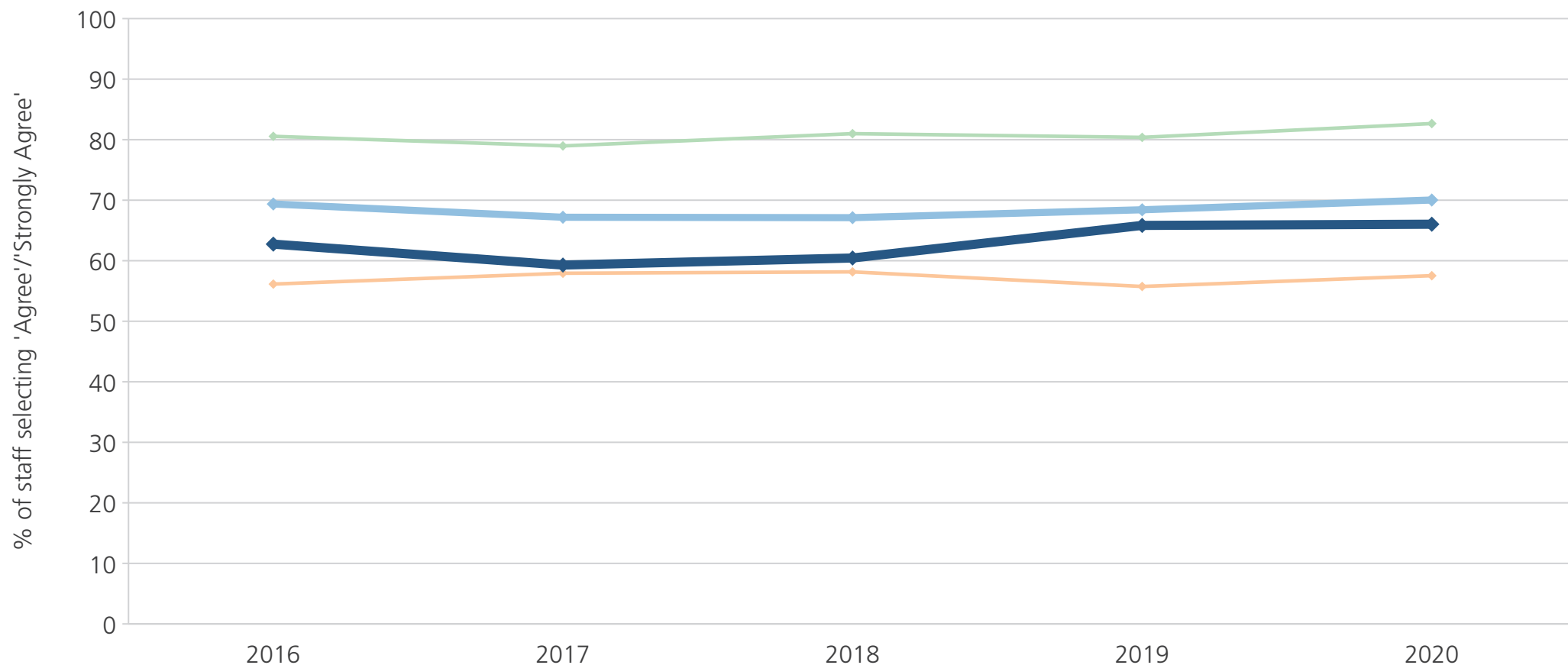




| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 90.4% | 89.3% | 89.5% | 90.3% | 91.6% |
| Your org | 77.8% | 74.3% | 75.0% | 79.0% | 79.9% |
| Average | 82.9% | 80.8% | 80.2% | 80.8% | 82.0% |
| Worst | 73.9% | 73.0% | 72.2% | 68.2% | 73.2% |
| Responses | 352 | 3,141 | 2,843 | 3,632 | 3,866 |



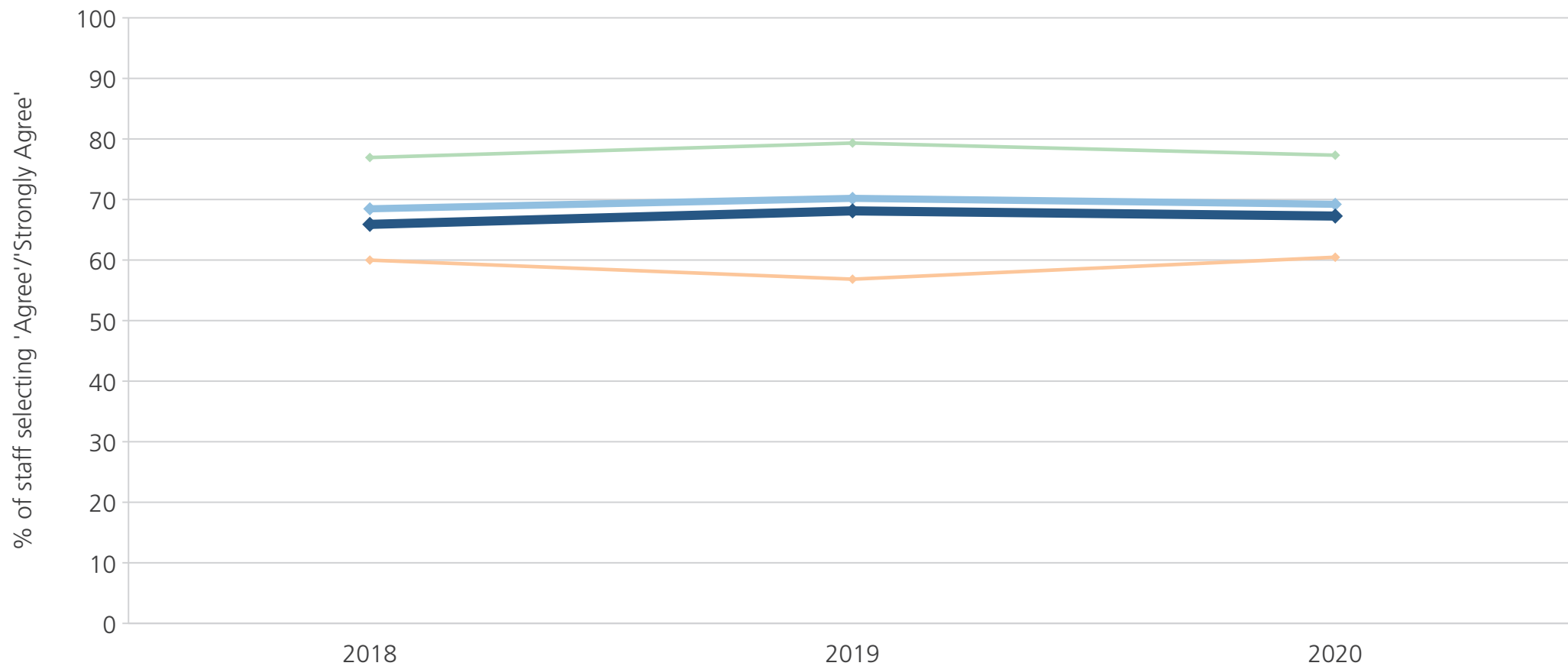
| Best | 94.5% | 93.3% | 93.1% | 94.9% | 93.4% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 89.7% | 89.2% | 88.1% | 89.6% | 89.3% |
| Average | 90.6% | 90.2% | 89.6% | 89.8% | 89.7% |
| Worst | 86.1% | 86.2% | 84.2% | 81.5% | 85.5% |
| Responses | 370 | 3,406 | 3,114 | 3,918 | 4,155 |



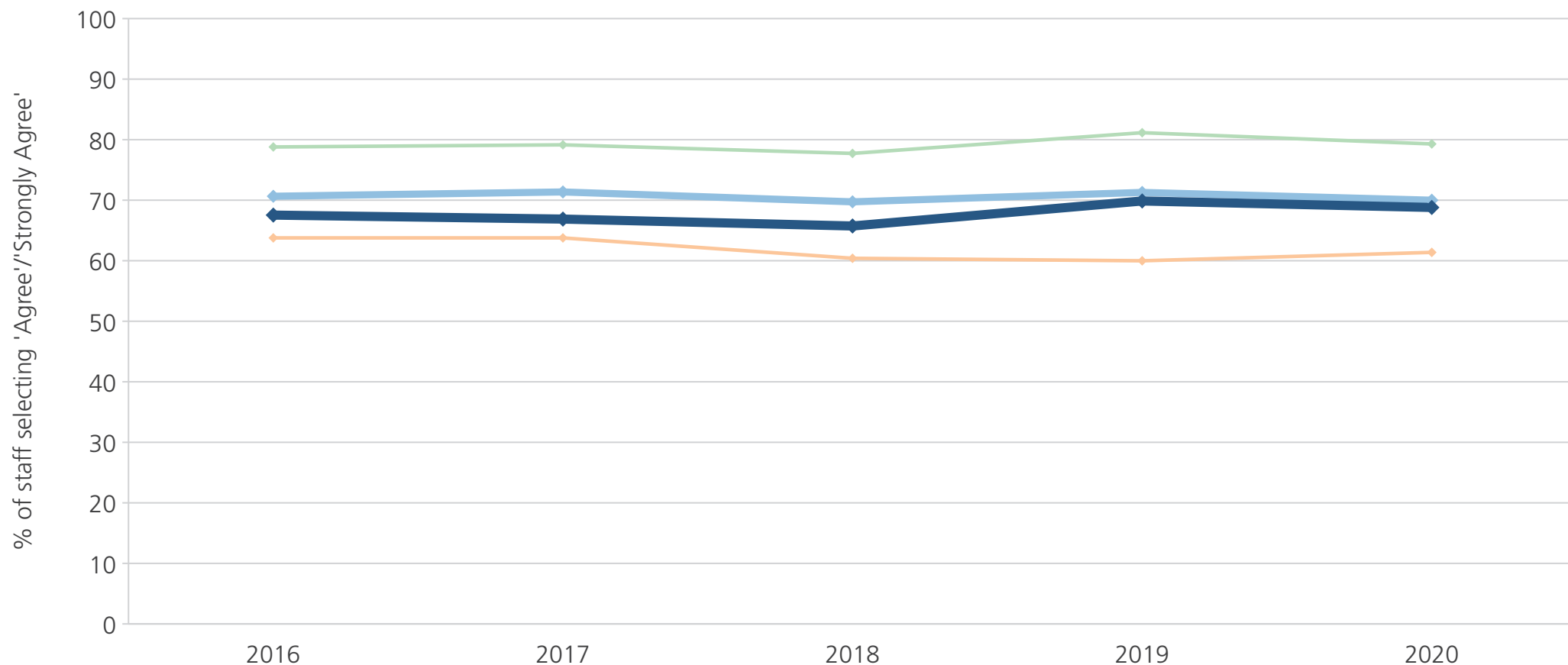
| Best | 80.6% | 79.0% | 81.0% | 80.4% | 82.7% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 62.7% | 59.3% | 60.4% | 65.8% | 66.0% |
| Average | 69.4% | 67.2% | 67.1% | 68.4% | 70.0% |
| Worst | 56.1% | 57.9% | 58.2% | 55.7% | 57.5% |
| Responses | 344 | 3,135 | 2,846 | 3,606 | 3,853 |

Question results – Your managers

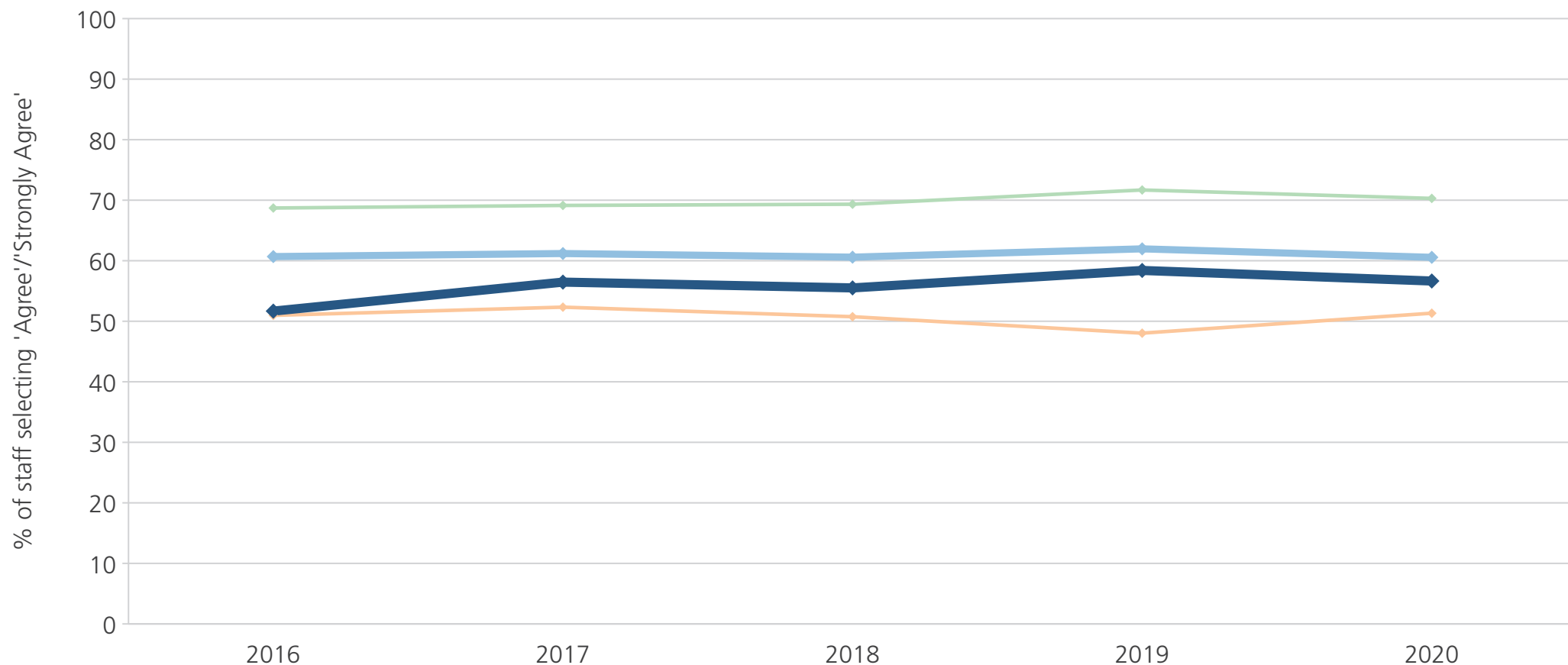
North Bristol NHS Trust
2020 NHS Staff Survey Results



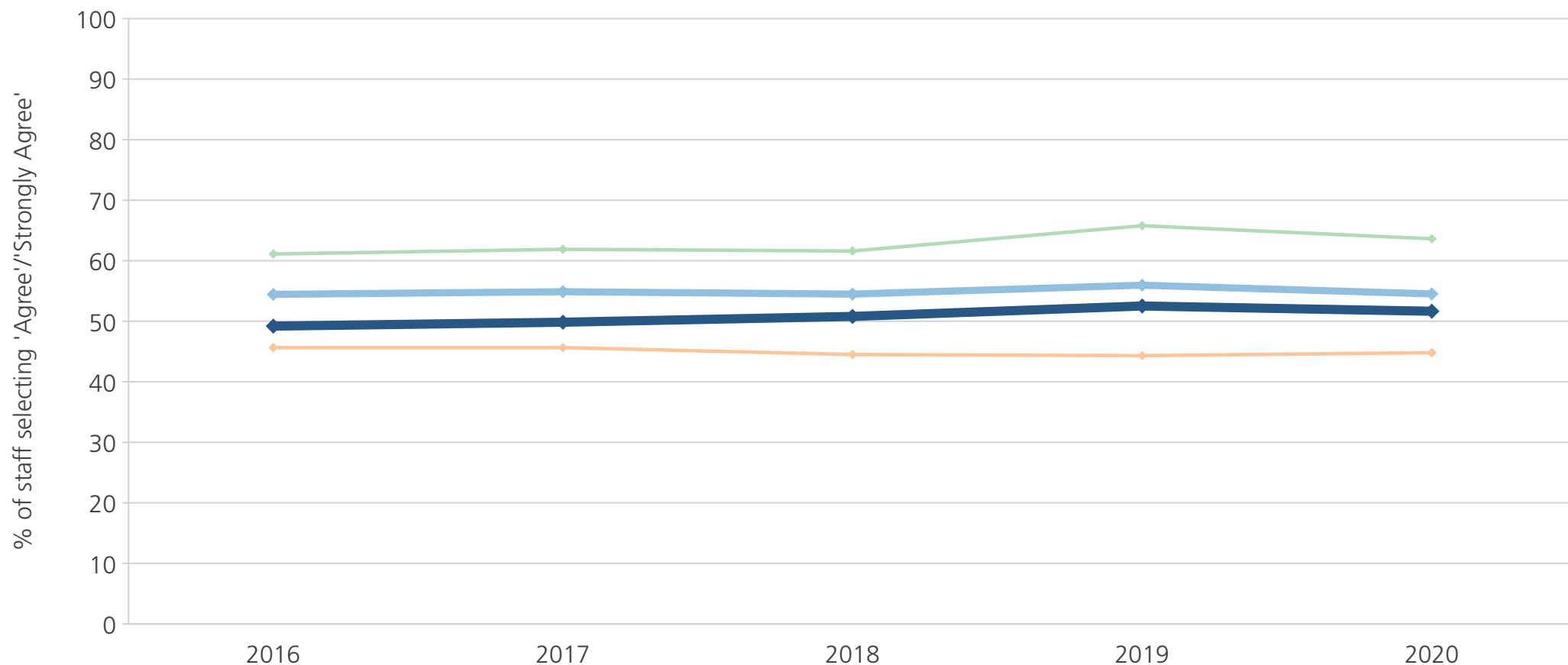
| | 2018 | 2019 | 2020 |
|-----------|-------|-------|-------|
| Best | 76.9% | 79.3% | 77.3% |
| Your org | 65.9% | 68.1% | 67.3% |
| Average | 68.5% | 70.2% | 69.2% |
| Worst | 60.0% | 56.8% | 60.5% |
| Responses | 3,305 | 4,116 | 4,488 |



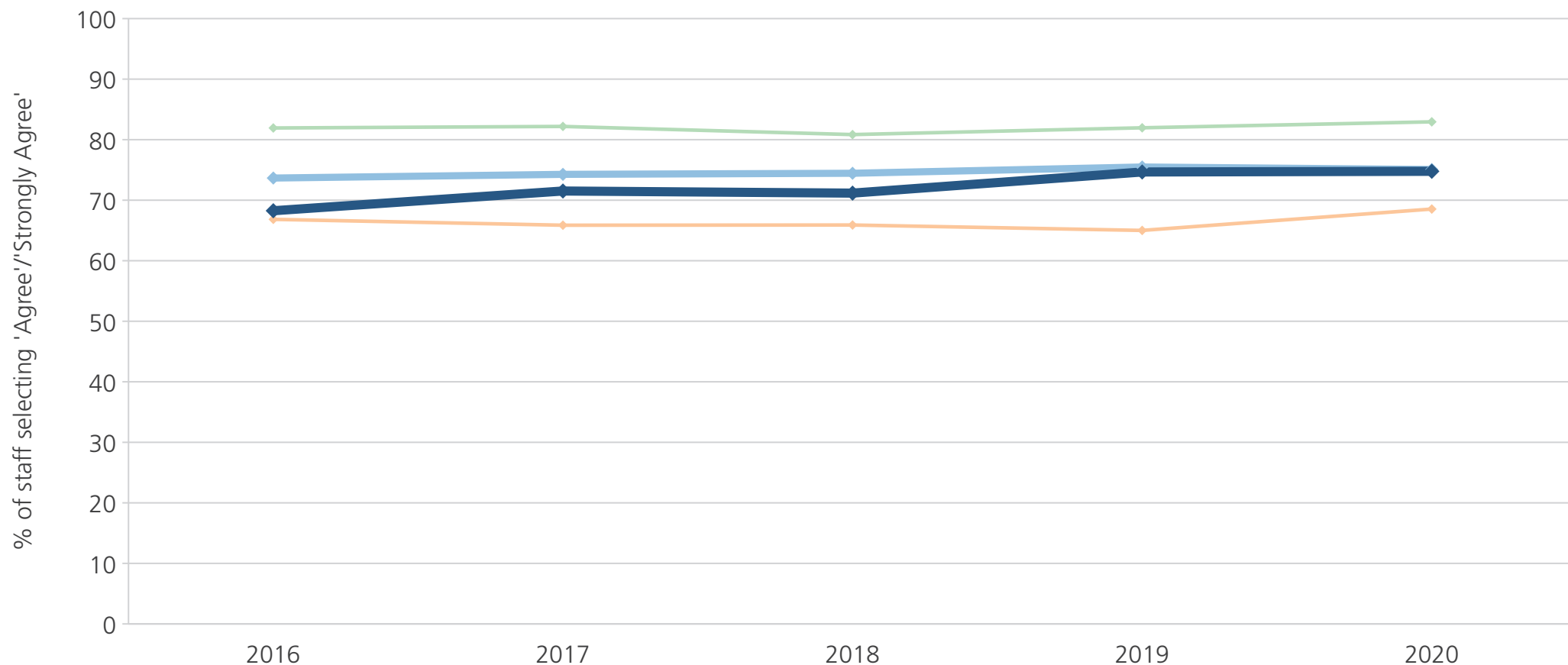
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 78.8% | 79.1% | 77.7% | 81.1% | 79.3% |
| Your org | 67.5% | 66.9% | 65.7% | 69.9% | 68.8% |
| Average | 70.7% | 71.4% | 69.7% | 71.3% | 70.0% |
| Worst | 63.8% | 63.8% | 60.4% | 60.0% | 61.4% |
| Responses | 396 | 3,649 | 3,297 | 4,111 | 4,487 |



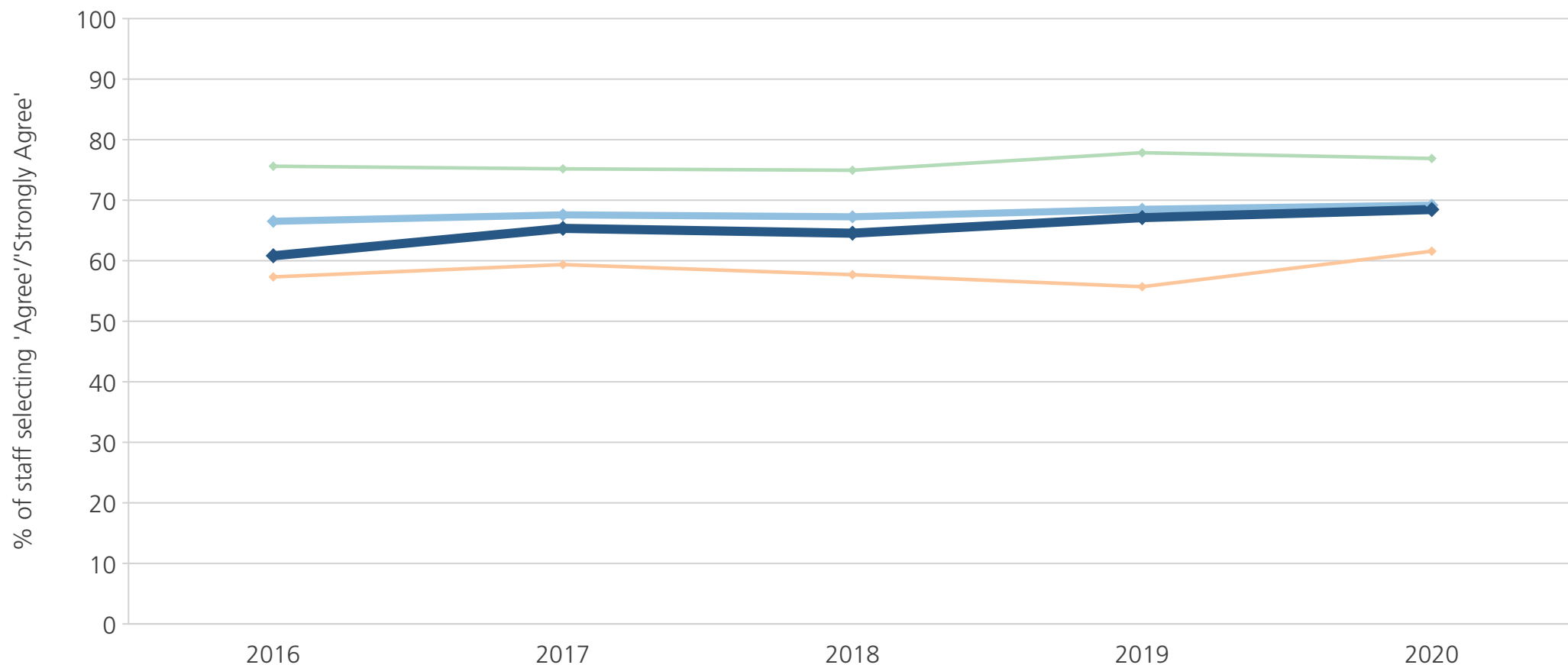
| Best | 68.7% | 69.1% | 69.3% | 71.7% | 70.3% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 51.7% | 56.5% | 55.5% | 58.4% | 56.6% |
| Average | 60.7% | 61.2% | 60.6% | 62.0% | 60.6% |
| Worst | 51.0% | 52.3% | 50.8% | 48.0% | 51.3% |
| Responses | 398 | 3,645 | 3,294 | 4,111 | 4,483 |



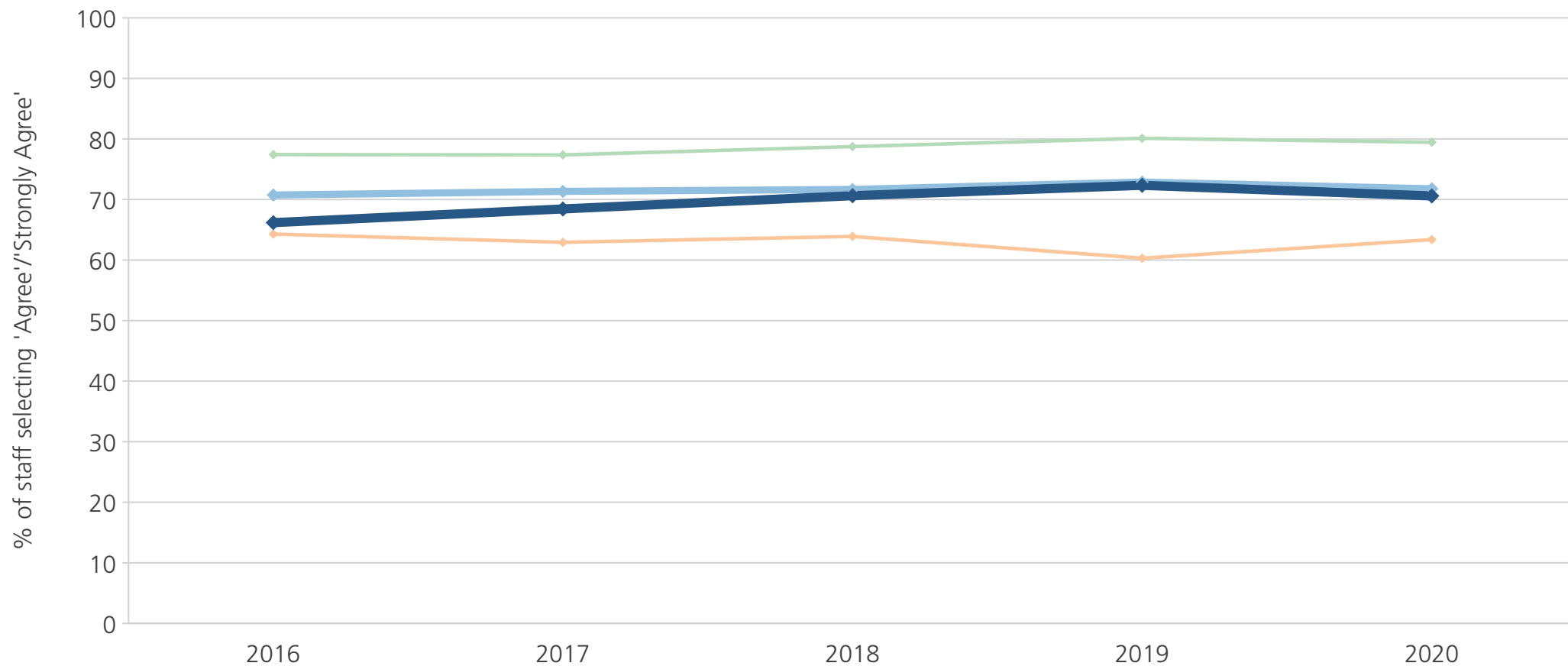
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 61.1% | 61.9% | 61.6% | 65.8% | 63.6% |
| Your org | 49.2% | 49.8% | 50.8% | 52.5% | 51.7% |
| Average | 54.4% | 54.9% | 54.5% | 56.0% | 54.5% |
| Worst | 45.6% | 45.7% | 44.5% | 44.3% | 44.8% |
| Responses | 396 | 3,647 | 3,294 | 4,113 | 4,475 |



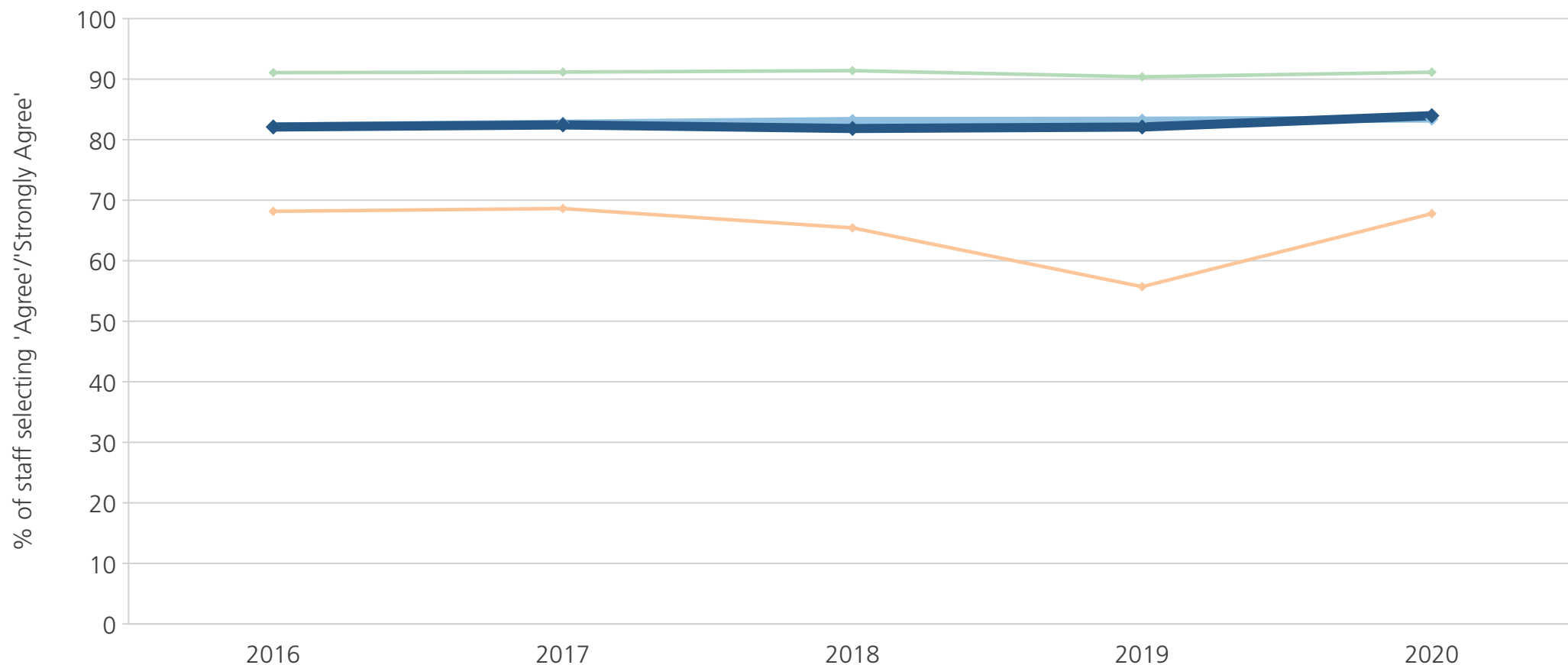
| Best | 81.9% | 82.2% | 80.8% | 82.0% | 82.9% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 68.3% | 71.5% | 71.2% | 74.7% | 74.8% |
| Average | 73.7% | 74.3% | 74.4% | 75.5% | 75.1% |
| Worst | 66.8% | 65.9% | 65.9% | 65.0% | 68.5% |
| Responses | 398 | 3,646 | 3,297 | 4,106 | 4,476 |



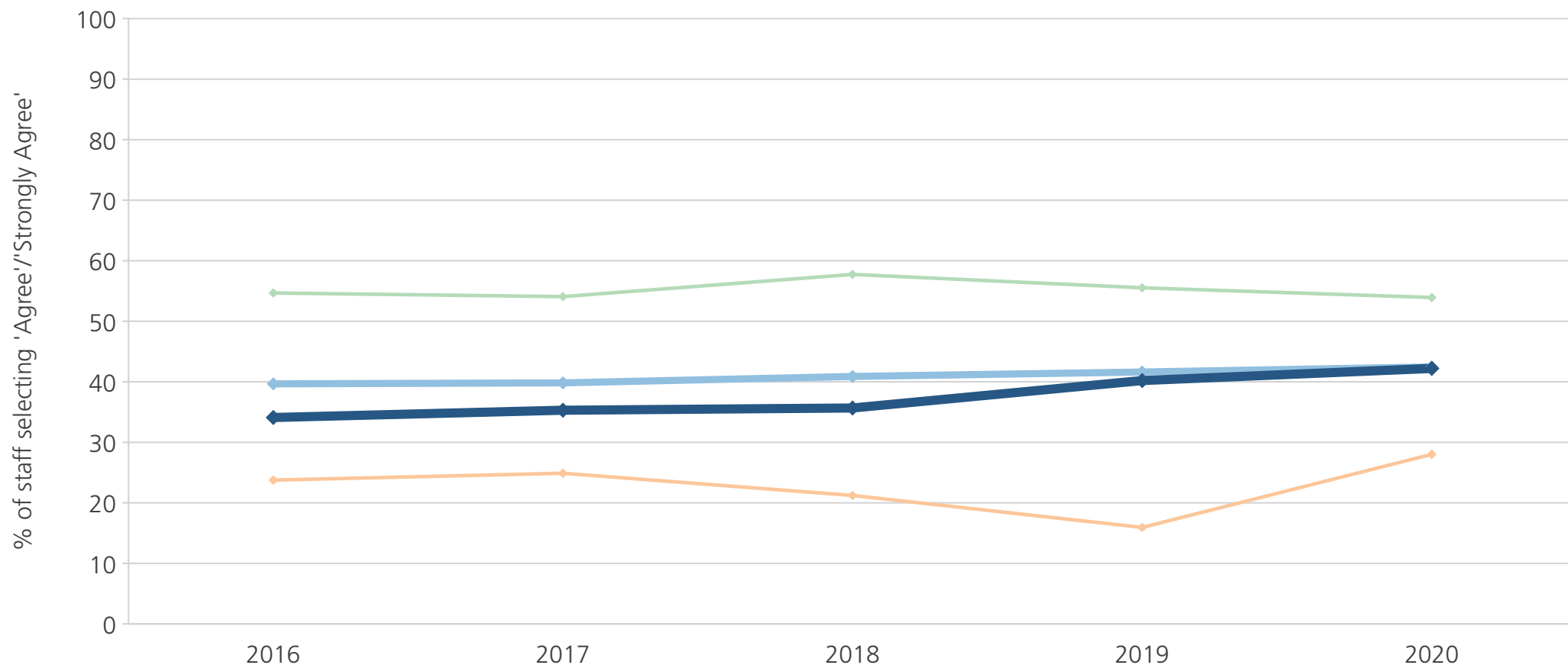
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 75.6% | 75.2% | 74.9% | 77.8% | 76.9% |
| Your org | 60.8% | 65.3% | 64.5% | 67.1% | 68.5% |
| Average | 66.5% | 67.6% | 67.3% | 68.5% | 69.2% |
| Worst | 57.3% | 59.4% | 57.7% | 55.7% | 61.6% |
| Responses | 395 | 3,651 | 3,301 | 4,107 | 4,482 |



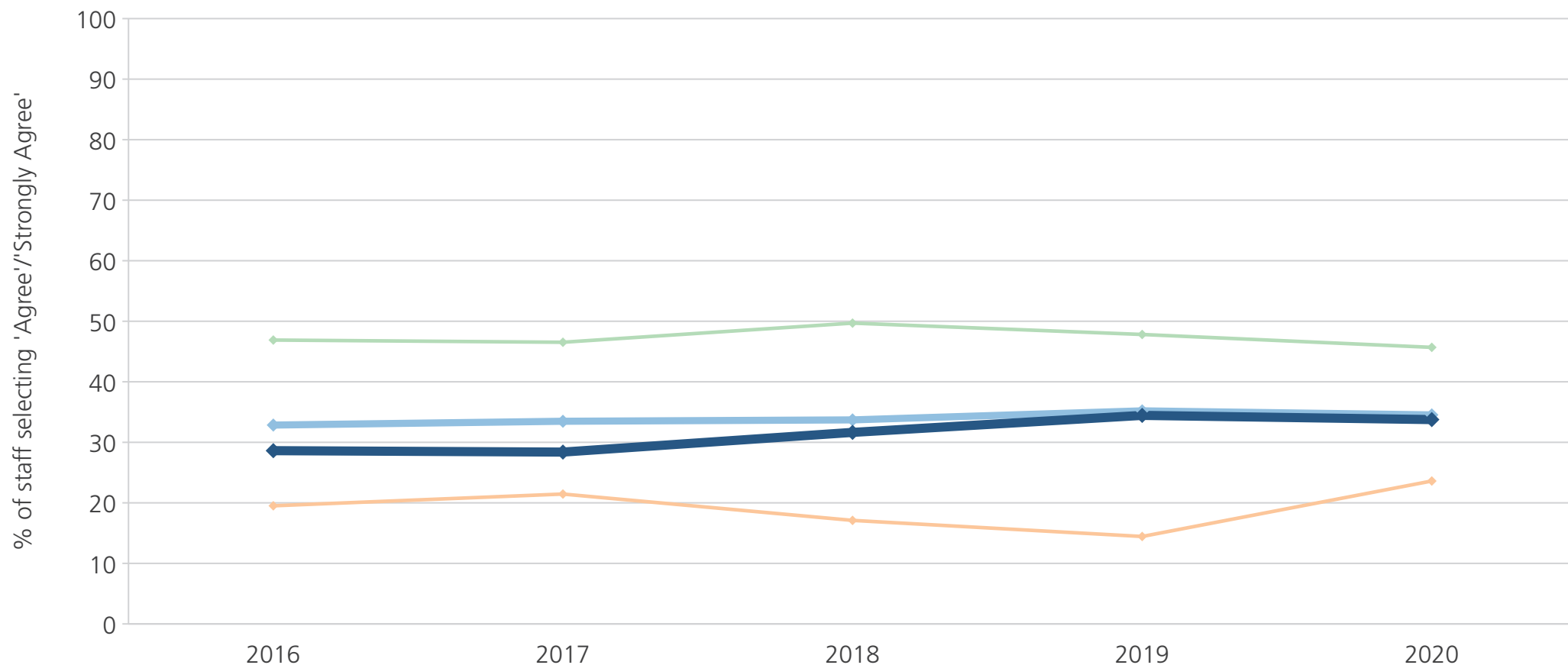
| | | | | | |
|-----------|-------|-------|-------|-------|-------|
| Best | 77.4% | 77.4% | 78.7% | 80.1% | 79.5% |
| Your org | 66.2% | 68.4% | 70.6% | 72.3% | 70.6% |
| Average | 70.7% | 71.3% | 71.7% | 72.9% | 71.8% |
| Worst | 64.3% | 62.9% | 63.9% | 60.3% | 63.4% |
| Responses | 395 | 3,648 | 3,298 | 4,097 | 4,478 |



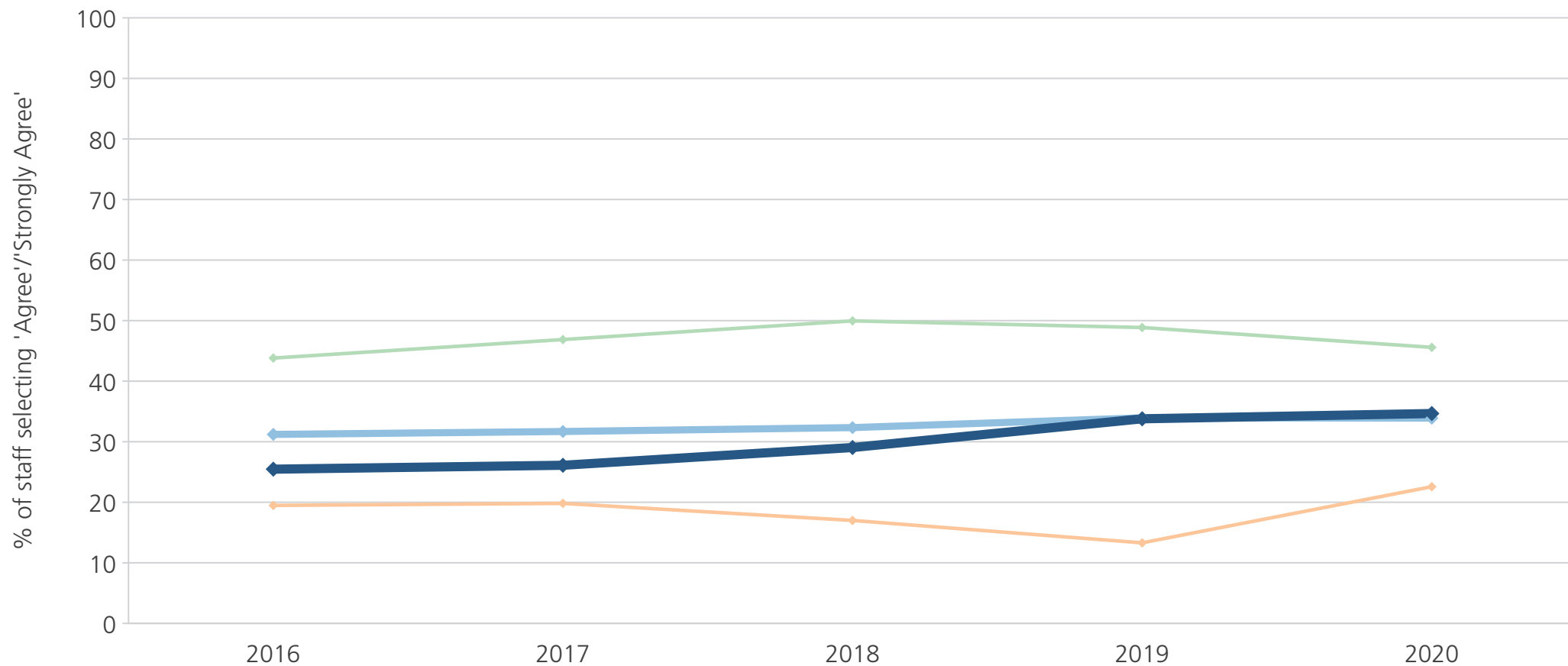
| Best | 91.1% | 91.2% | 91.4% | 90.4% | 91.1% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 82.1% | 82.4% | 81.8% | 82.1% | 84.0% |
| Average | 82.3% | 82.7% | 83.2% | 83.2% | 83.4% |
| Worst | 68.2% | 68.6% | 65.4% | 55.7% | 67.8% |
| Responses | 399 | 3,650 | 3,310 | 4,123 | 4,491 |



| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 54.7% | 54.1% | 57.7% | 55.5% | 53.9% |
| Your org | 34.1% | 35.3% | 35.7% | 40.2% | 42.2% |
| Average | 39.7% | 39.8% | 40.9% | 41.6% | 42.5% |
| Worst | 23.8% | 24.9% | 21.2% | 15.9% | 28.0% |
| Responses | 396 | 3,644 | 3,310 | 4,117 | 4,490 |



| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 46.9% | 46.5% | 49.7% | 47.8% | 45.7% |
| Your org | 28.6% | 28.4% | 31.6% | 34.4% | 33.8% |
| Average | 32.9% | 33.5% | 33.7% | 35.2% | 34.5% |
| Worst | 19.5% | 21.5% | 17.1% | 14.4% | 23.6% |
| Responses | 397 | 3,644 | 3,307 | 4,108 | 4,488 |



| Best | 43.8% | 46.9% | 50.0% | 48.9% | 45.6% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 25.5% | 26.1% | 29.0% | 33.8% | 34.7% |
| Average | 31.2% | 31.7% | 32.3% | 33.9% | 33.9% |
| Worst | 19.5% | 19.8% | 17.0% | 13.3% | 22.6% |
| Responses | 397 | 3,645 | 3,307 | 4,112 | 4,488 |

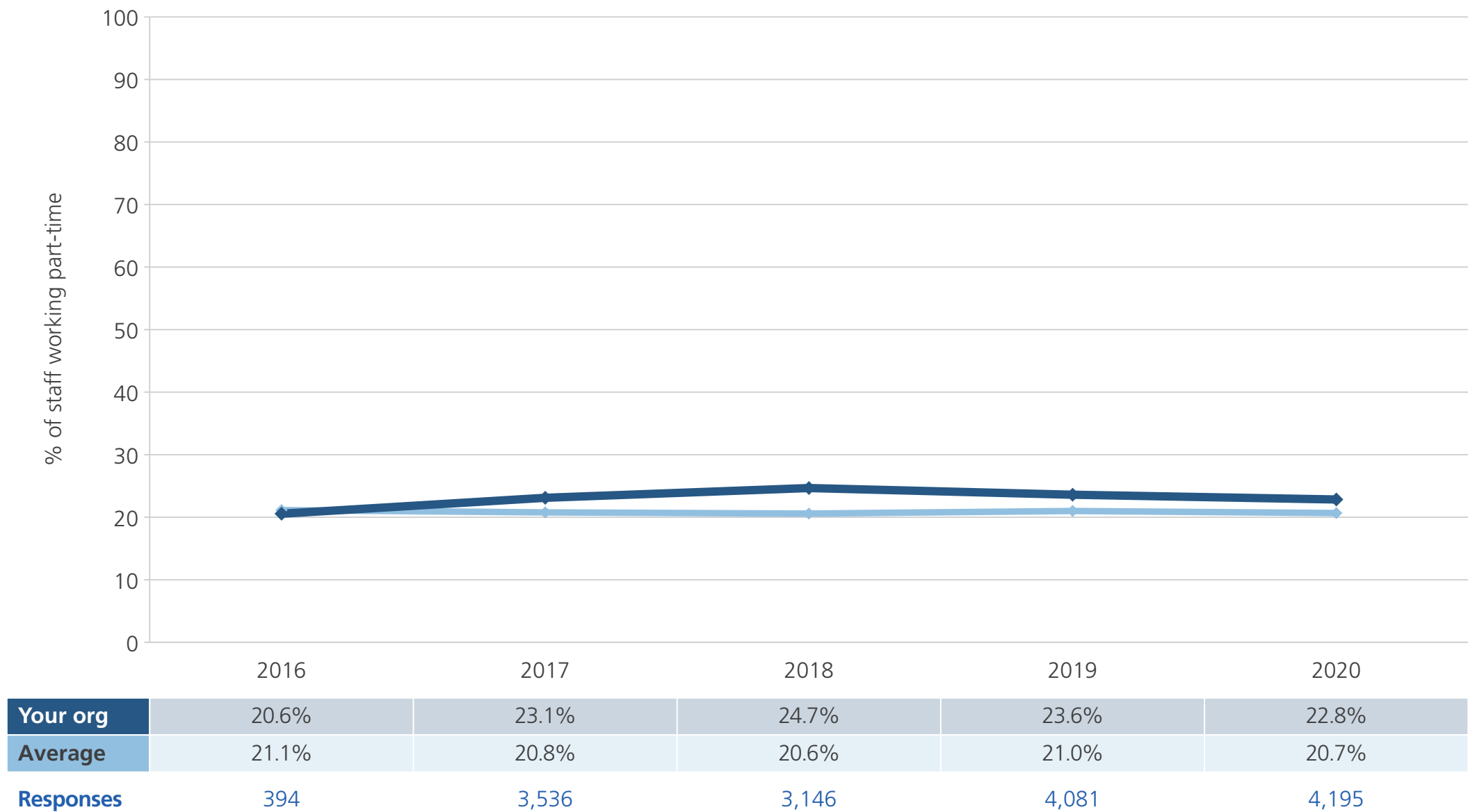
Question results – Your health, well-being and safety at work

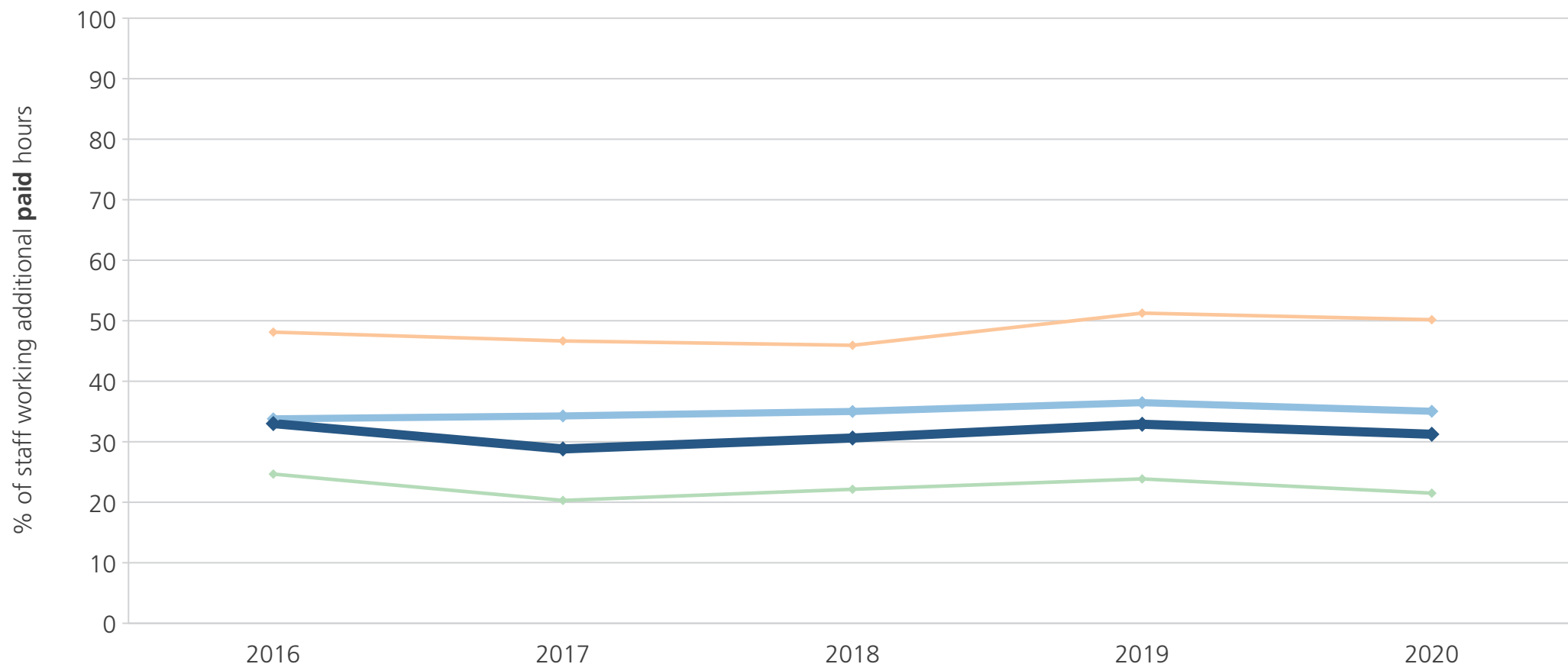
The way in which the data for Q12d and Q13d are reported has changed this year. This change has been applied retrospectively so the data for 2016-2020 shown in the charts for these questions are comparable. However, these figures are not directly comparable to the results reported in previous years.

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

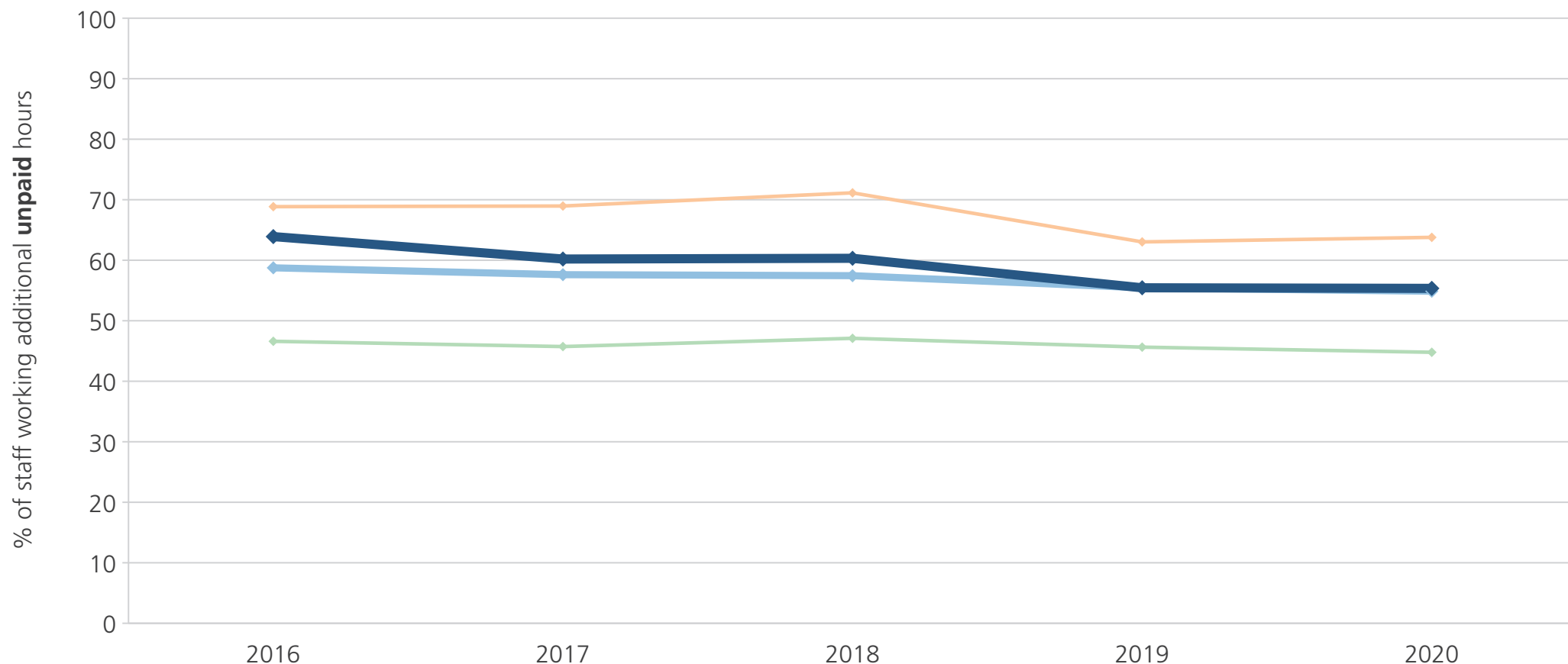
North Bristol NHS Trust

2020 NHS Staff Survey Results

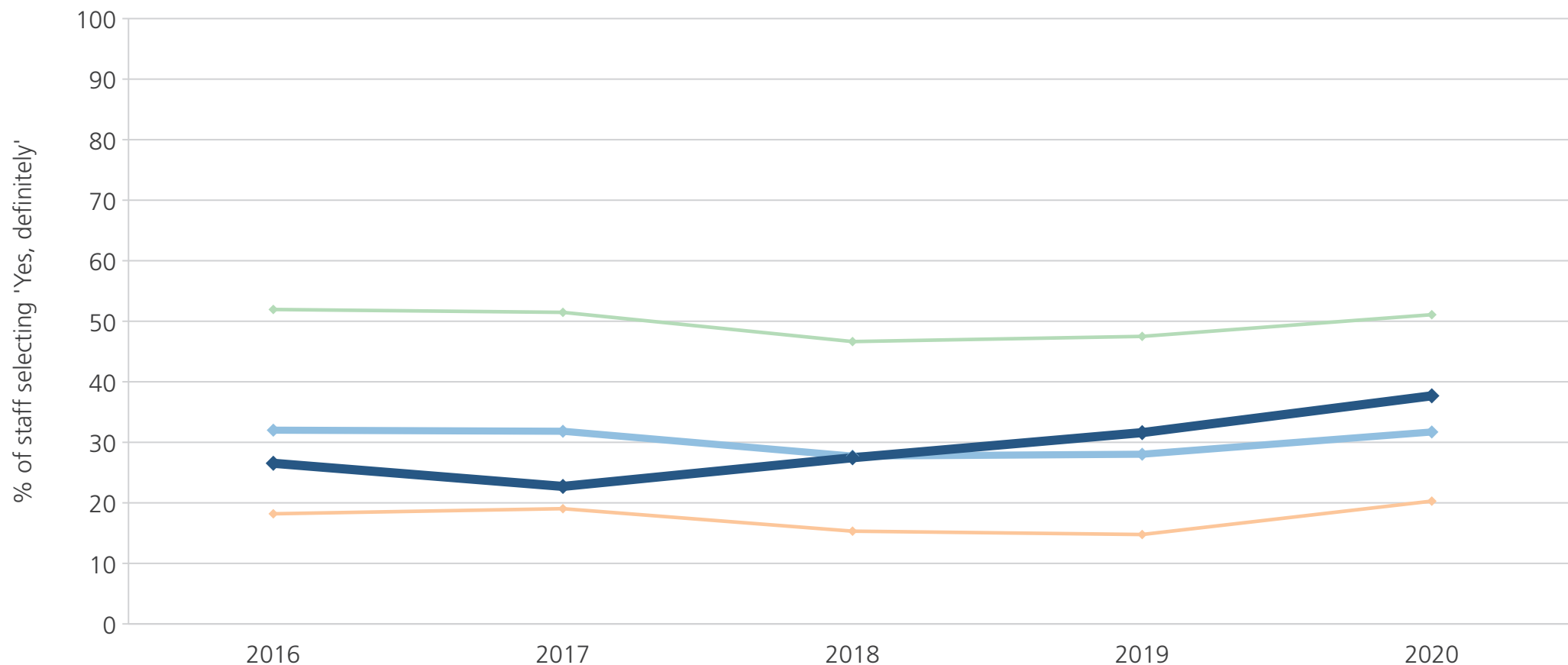




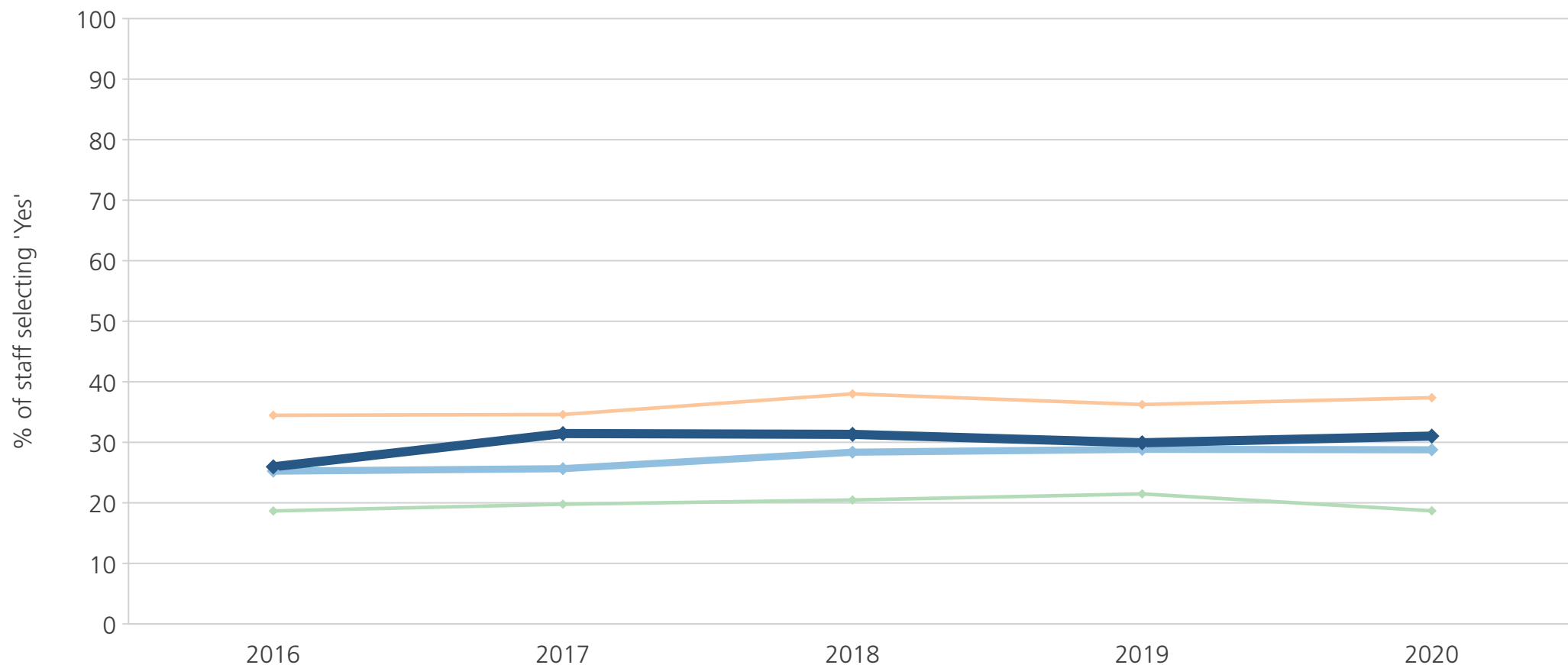
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Worst | 48.1% | 46.7% | 45.9% | 51.3% | 50.2% |
| Your org | 33.0% | 28.8% | 30.6% | 32.9% | 31.2% |
| Average | 33.8% | 34.3% | 35.0% | 36.5% | 35.0% |
| Best | 24.7% | 20.3% | 22.1% | 23.9% | 21.5% |
| Responses | 388 | 3,482 | 3,162 | 4,052 | 4,332 |



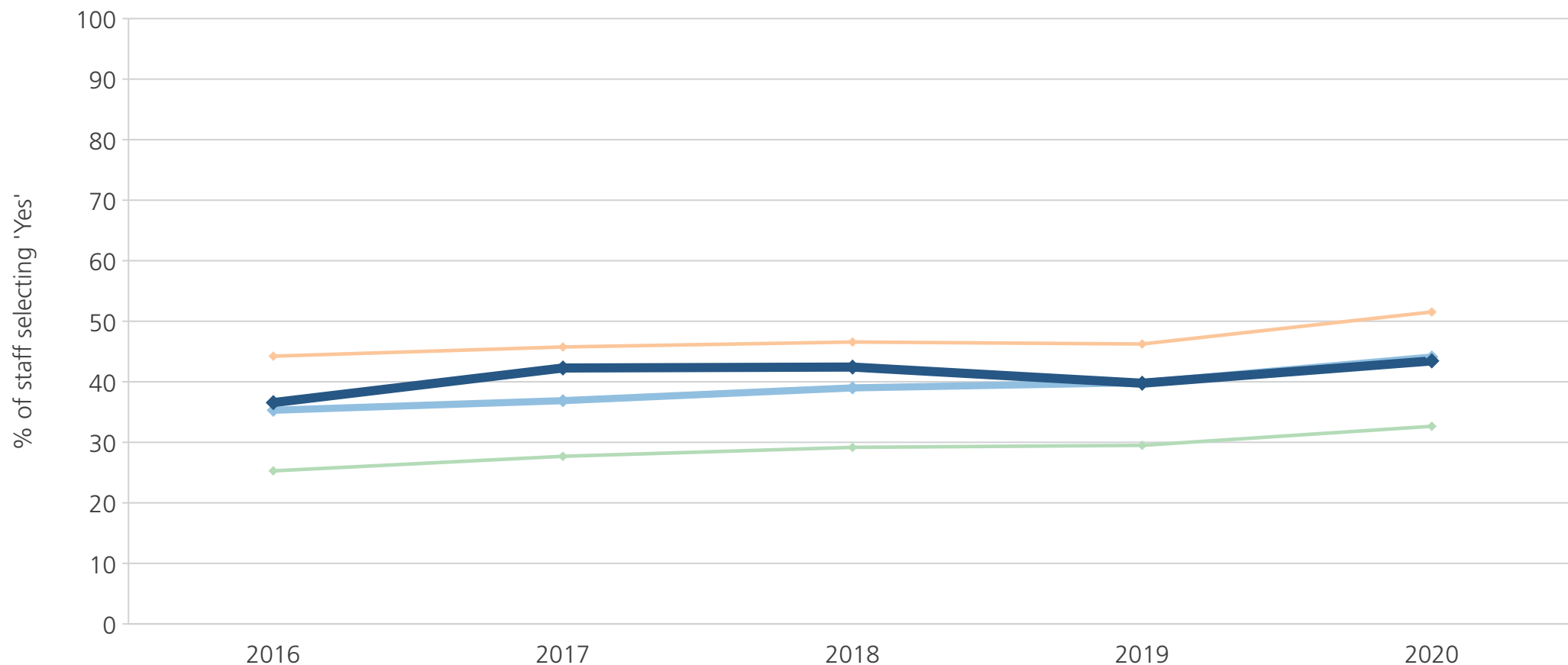
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Worst | 68.9% | 69.0% | 71.1% | 63.0% | 63.8% |
| Your org | 63.9% | 60.2% | 60.3% | 55.4% | 55.4% |
| Average | 58.7% | 57.6% | 57.4% | 55.4% | 54.9% |
| Best | 46.6% | 45.7% | 47.1% | 45.6% | 44.8% |
| Responses | 386 | 3,508 | 3,173 | 4,059 | 4,360 |



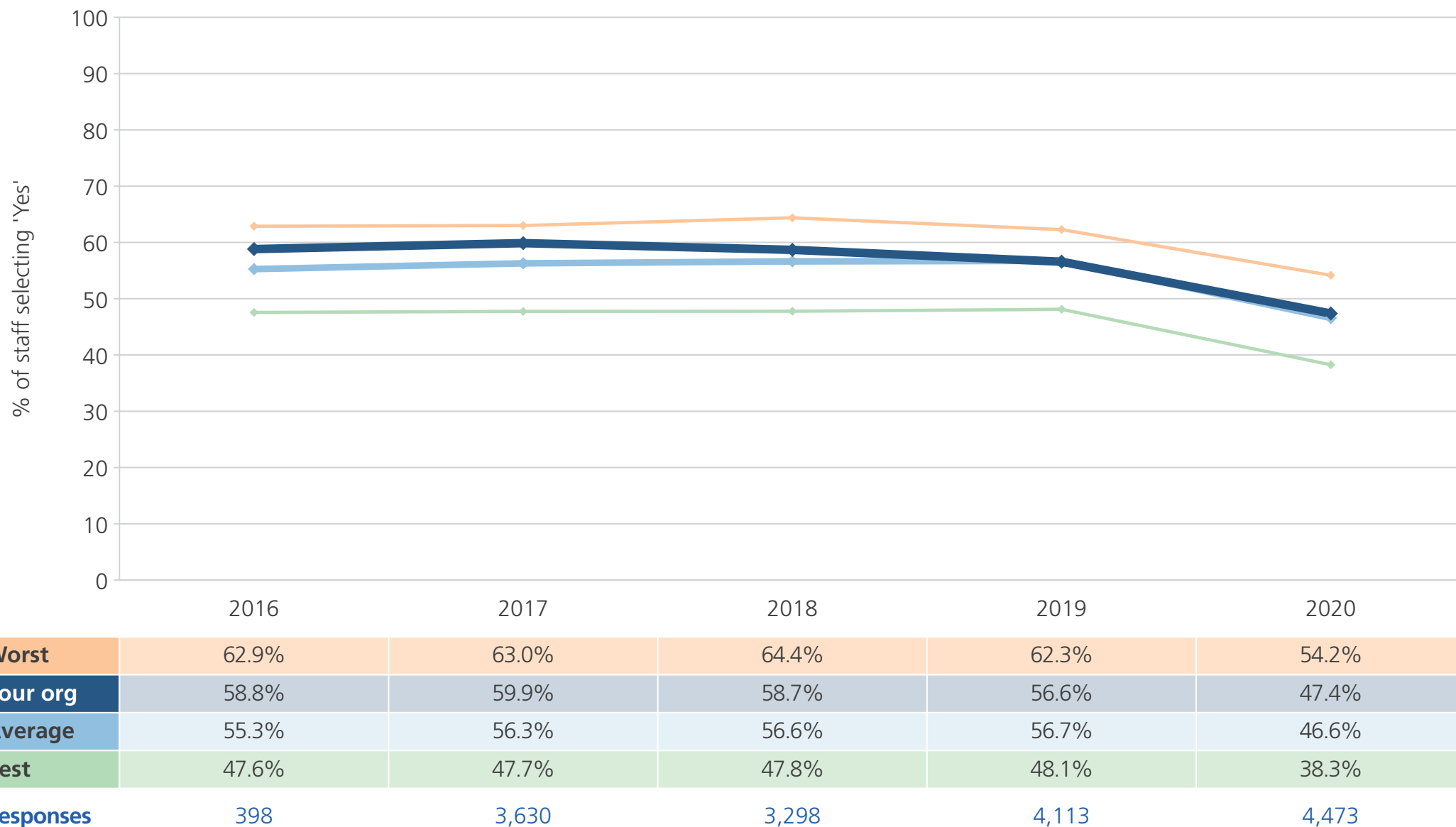
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 51.9% | 51.5% | 46.6% | 47.5% | 51.1% |
| Your org | 26.5% | 22.7% | 27.5% | 31.6% | 37.7% |
| Average | 32.0% | 31.8% | 27.7% | 28.0% | 31.7% |
| Worst | 18.2% | 19.0% | 15.3% | 14.8% | 20.3% |
| Responses | 389 | 3,620 | 3,282 | 4,074 | 4,451 |



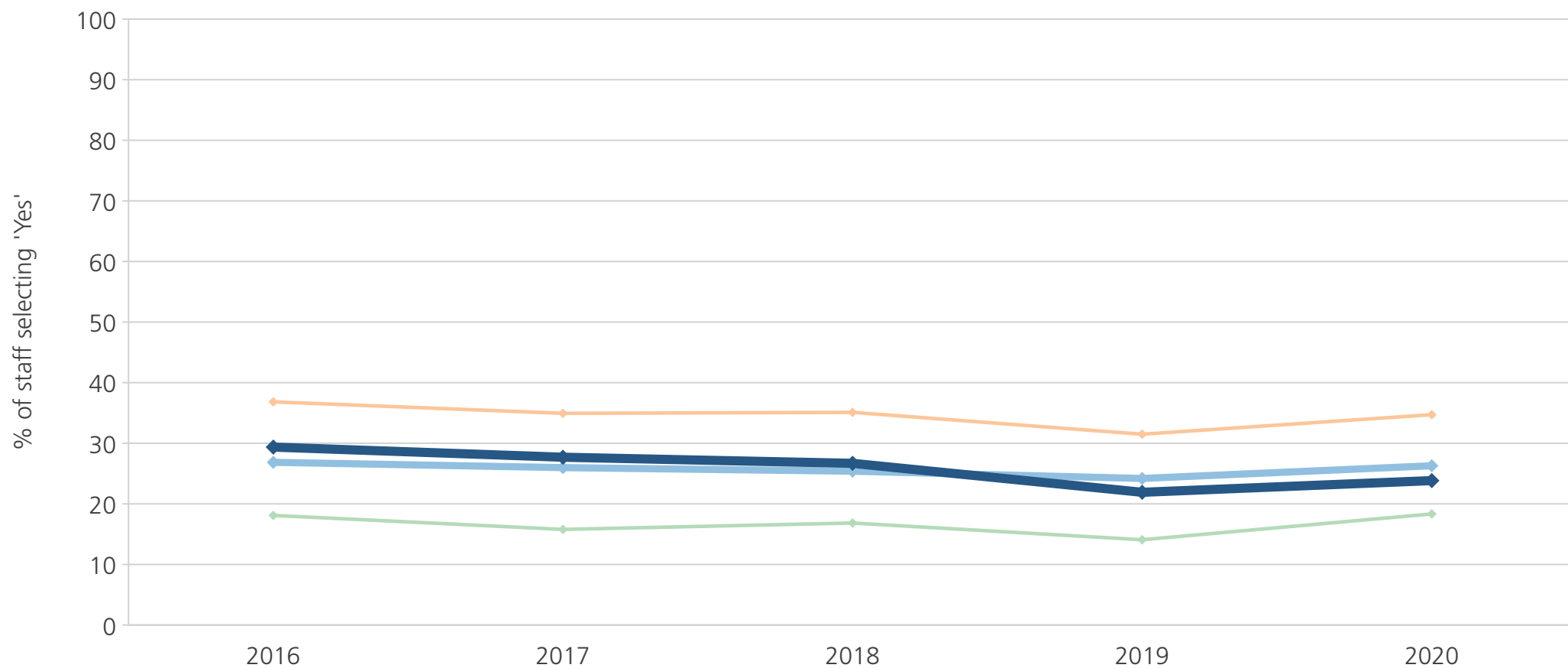
| Worst | 34.5% | 34.6% | 38.0% | 36.2% | 37.4% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 26.0% | 31.4% | 31.3% | 29.9% | 31.0% |
| Average | 25.2% | 25.6% | 28.4% | 28.8% | 28.8% |
| Best | 18.7% | 19.8% | 20.5% | 21.5% | 18.7% |
| Responses | 397 | 3,633 | 3,290 | 4,110 | 4,474 |



| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Worst | 44.2% | 45.8% | 46.6% | 46.2% | 51.5% |
| Your org | 36.6% | 42.3% | 42.4% | 39.8% | 43.4% |
| Average | 35.3% | 36.9% | 39.0% | 39.9% | 44.1% |
| Best | 25.3% | 27.7% | 29.2% | 29.5% | 32.6% |
| Responses | 399 | 3,631 | 3,301 | 4,112 | 4,473 |

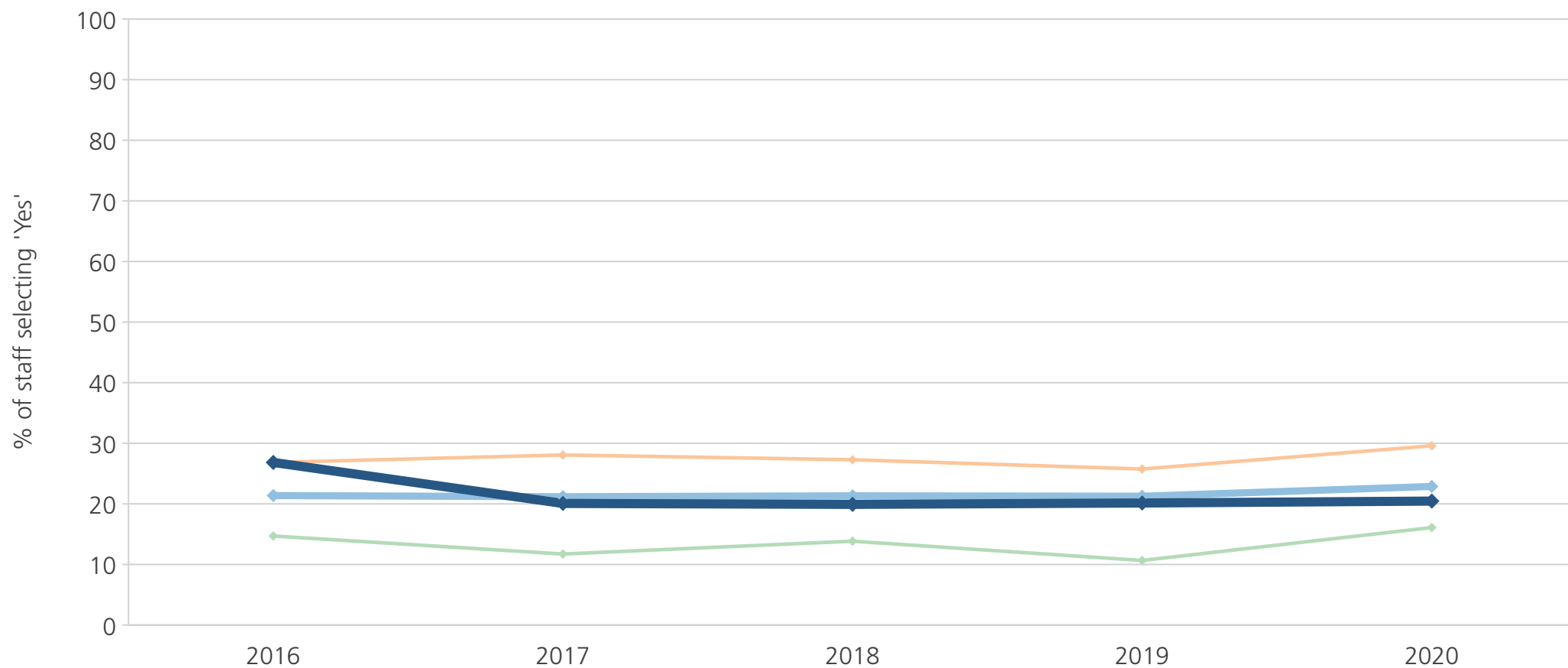


This question was only answered by people who responded to Q11d.



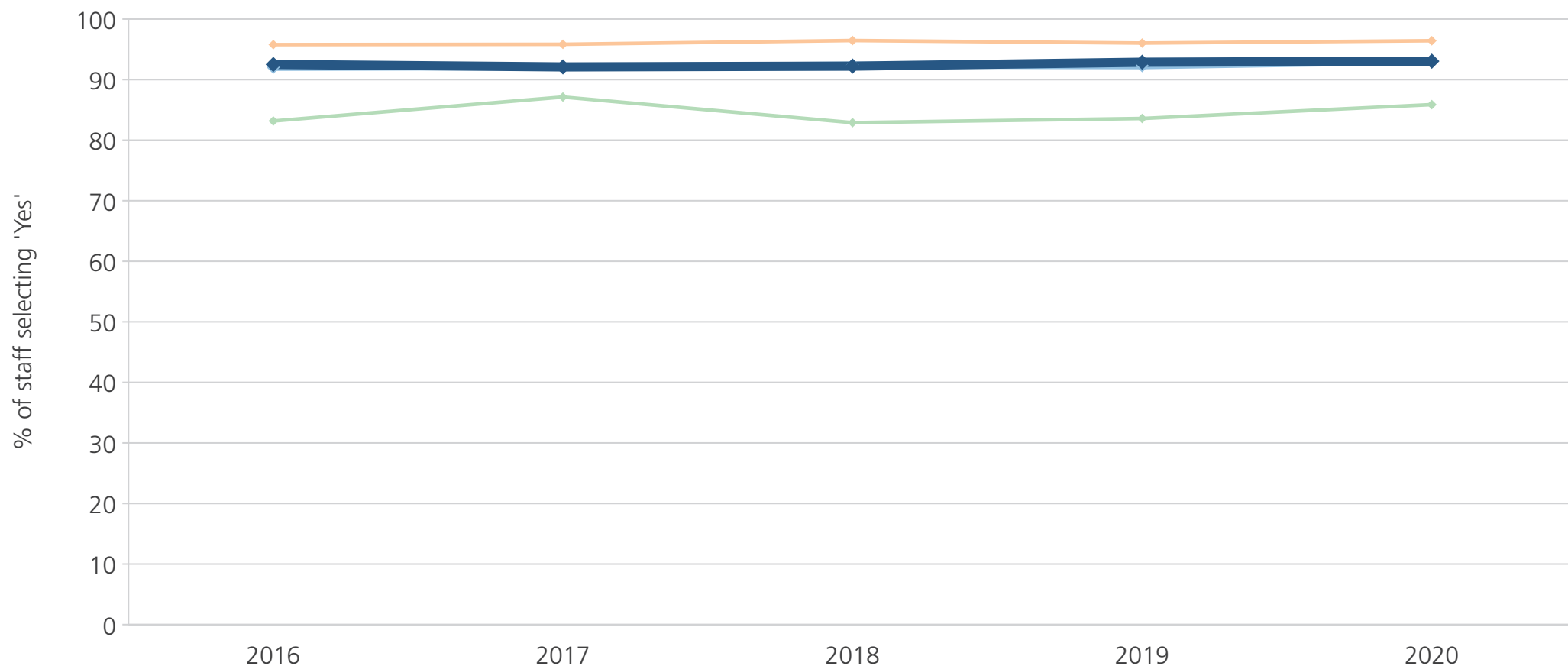
| Worst | 36.8% | 34.9% | 35.1% | 31.5% | 34.7% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 29.4% | 27.7% | 26.7% | 21.9% | 23.8% |
| Average | 26.9% | 26.0% | 25.4% | 24.2% | 26.3% |
| Best | 18.1% | 15.8% | 16.8% | 14.1% | 18.3% |
| Responses | 225 | 2,140 | 1,897 | 2,304 | 2,088 |

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

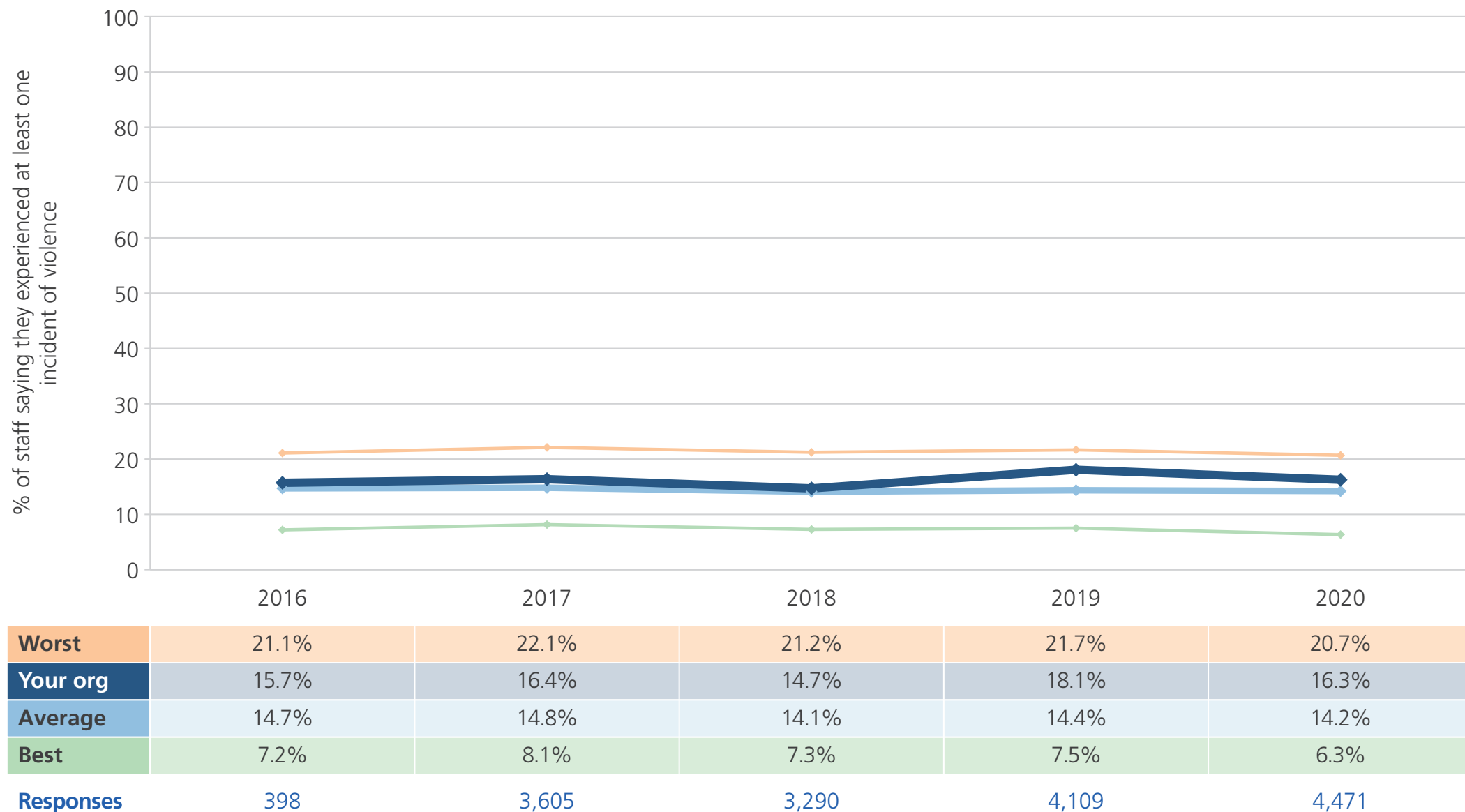


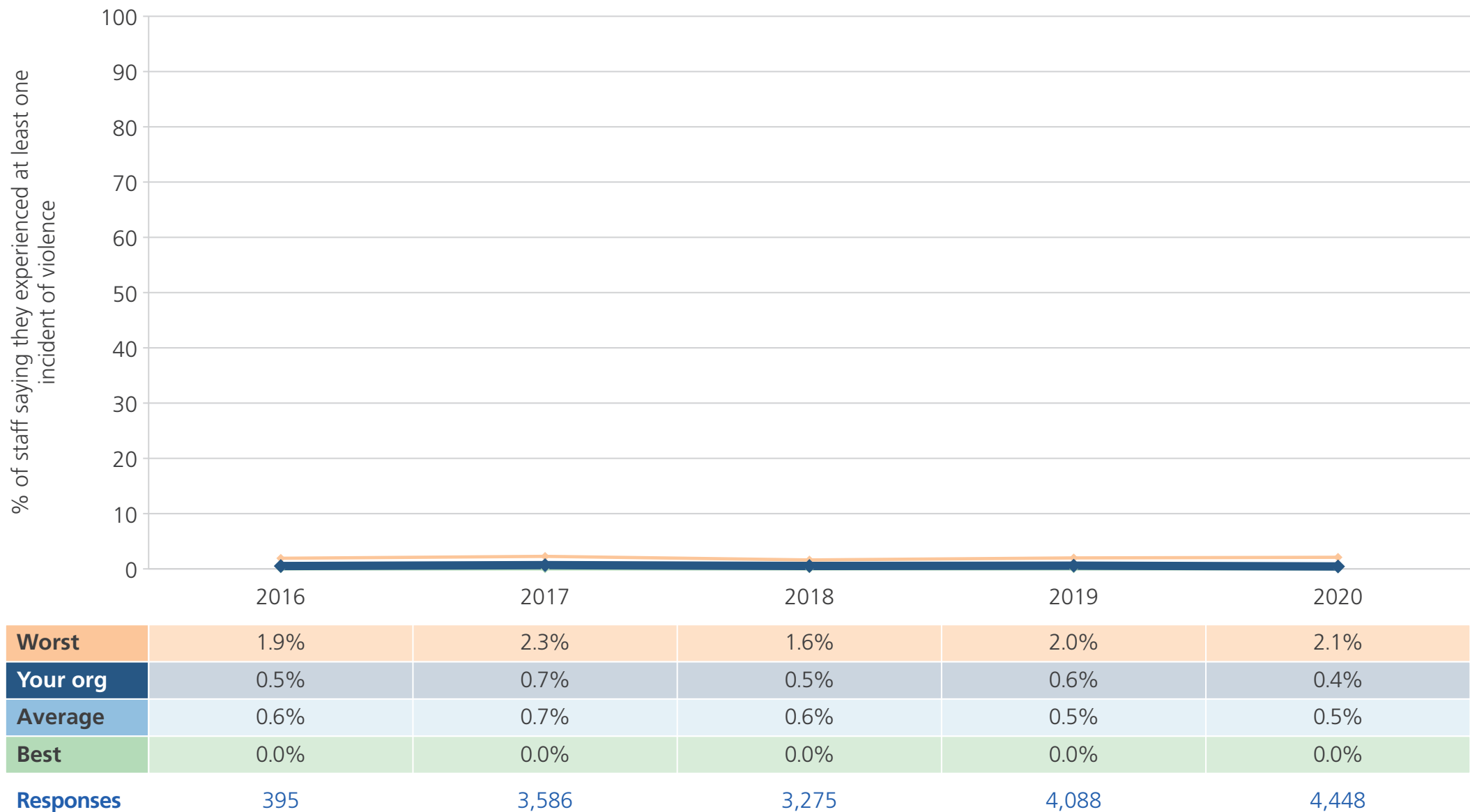
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Worst | 26.8% | 28.1% | 27.3% | 25.7% | 29.6% |
| Your org | 26.8% | 20.1% | 19.9% | 20.1% | 20.5% |
| Average | 21.4% | 21.2% | 21.3% | 21.3% | 22.9% |
| Best | 14.7% | 11.7% | 13.8% | 10.7% | 16.1% |
| Responses | 224 | 2,133 | 1,890 | 2,297 | 2,085 |

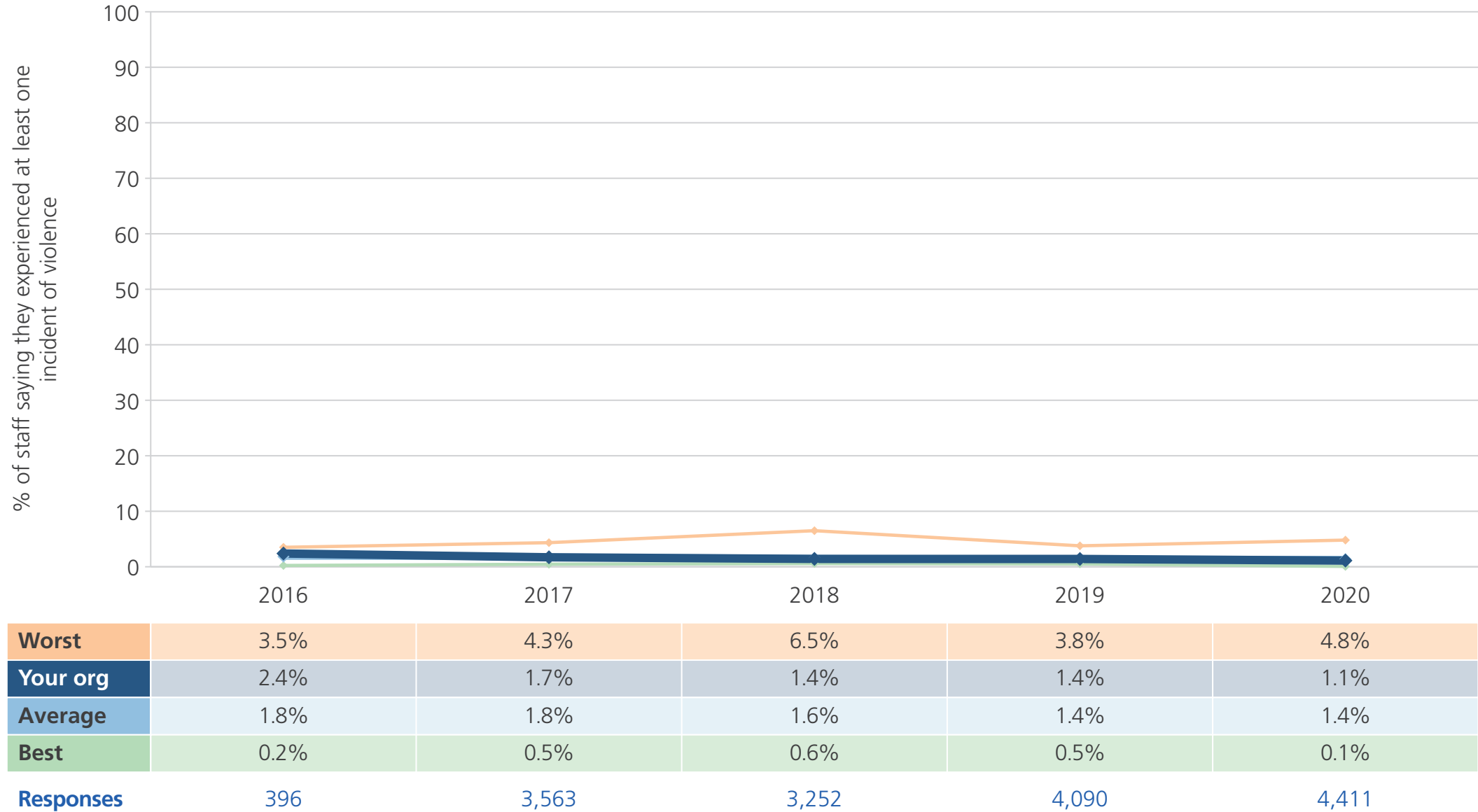
This question was only answered by people who responded to Q11d.

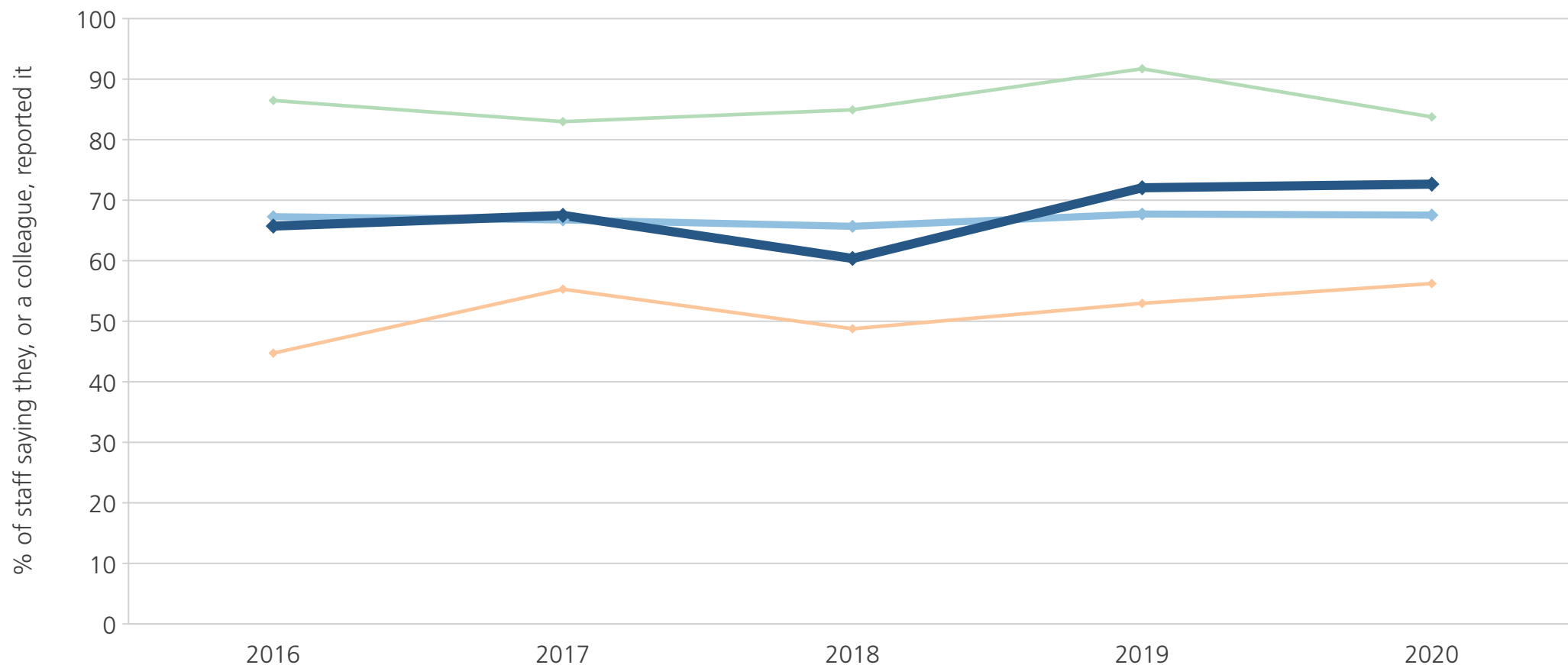


| | | | | | |
|-----------|-------|-------|-------|-------|-------|
| Worst | 95.8% | 95.8% | 96.5% | 96.0% | 96.4% |
| Your org | 92.5% | 92.1% | 92.2% | 92.9% | 93.0% |
| Average | 92.0% | 92.1% | 92.4% | 92.3% | 93.0% |
| Best | 83.2% | 87.1% | 82.9% | 83.6% | 85.9% |
| Responses | 227 | 2,141 | 1,902 | 2,307 | 2,092 |

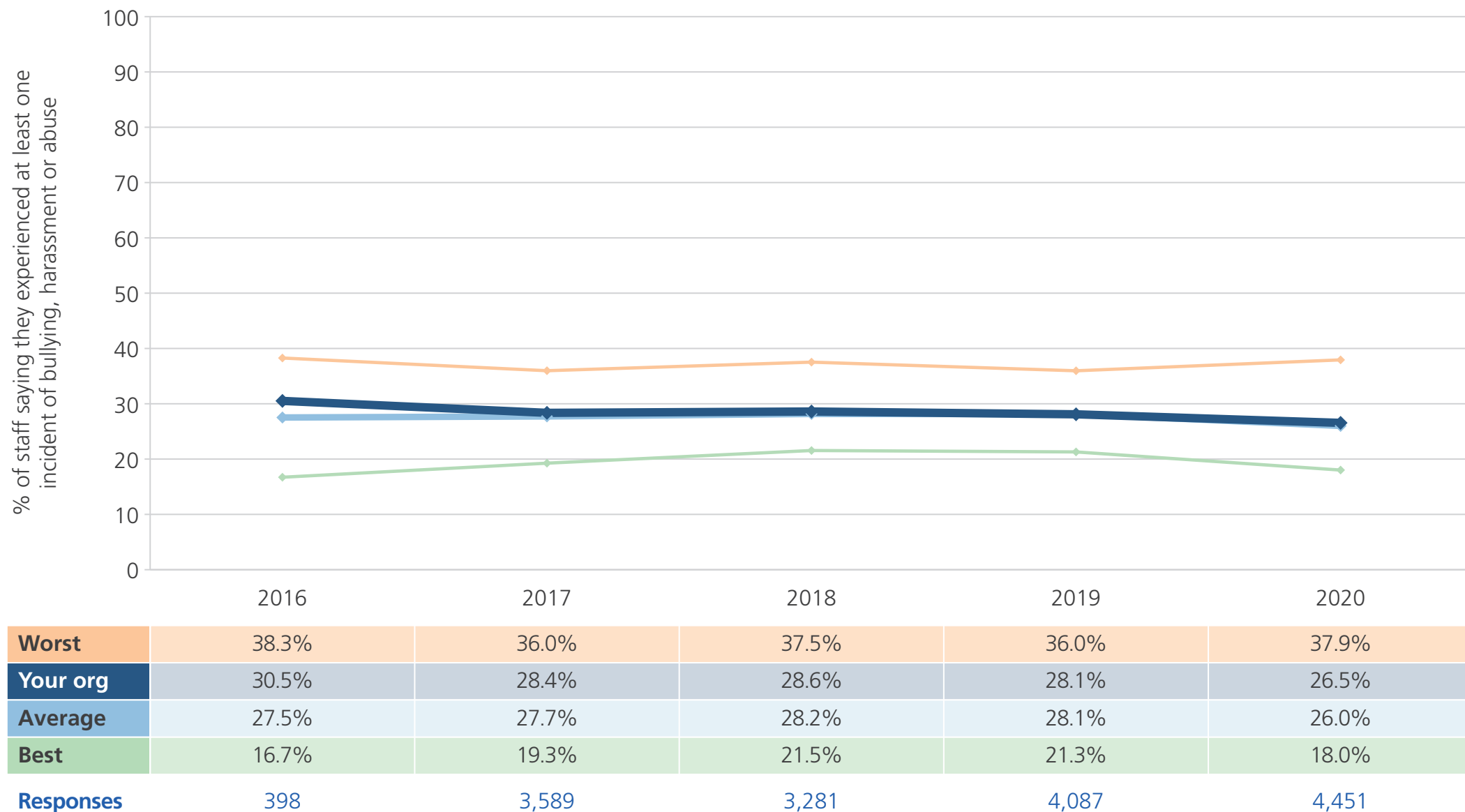


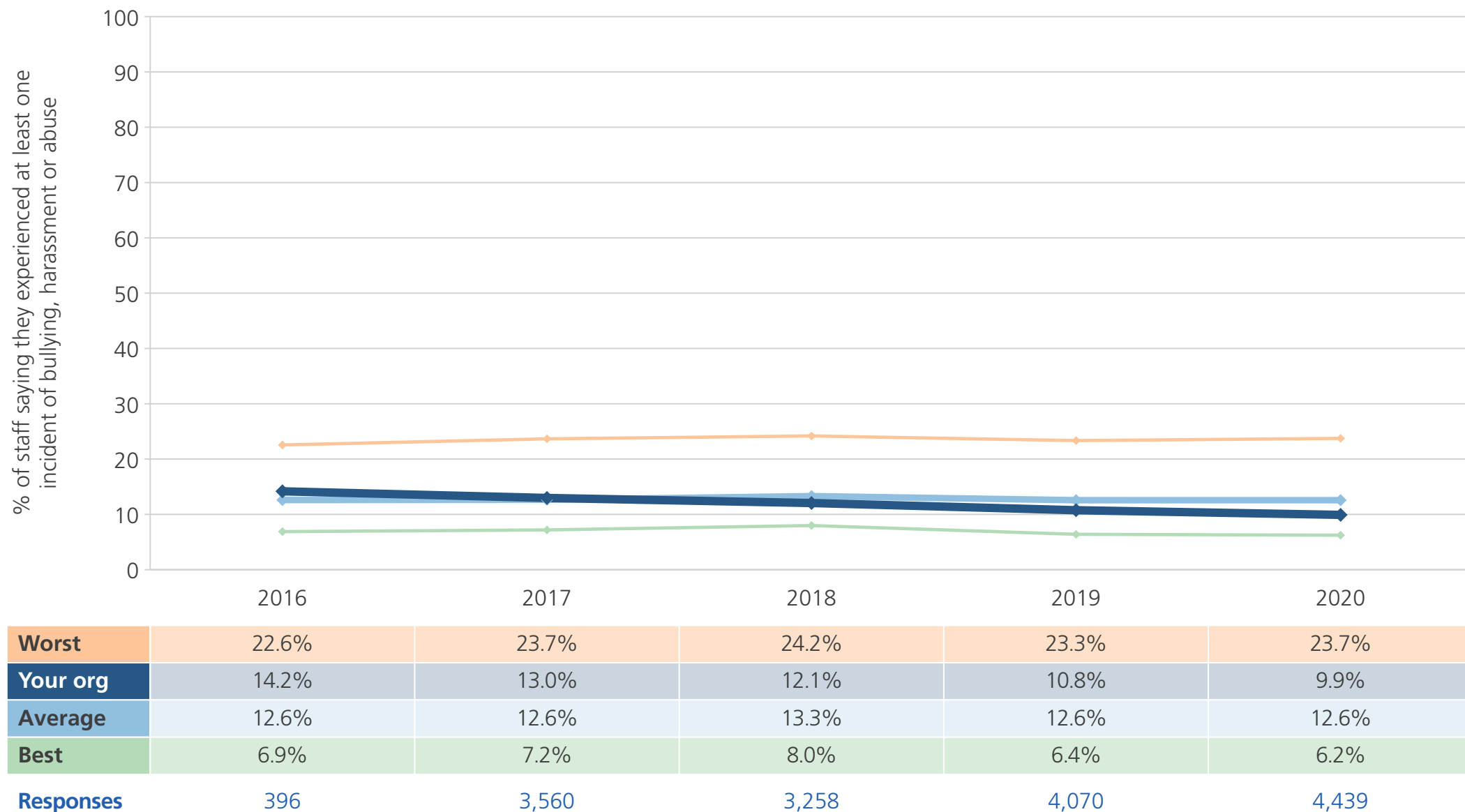


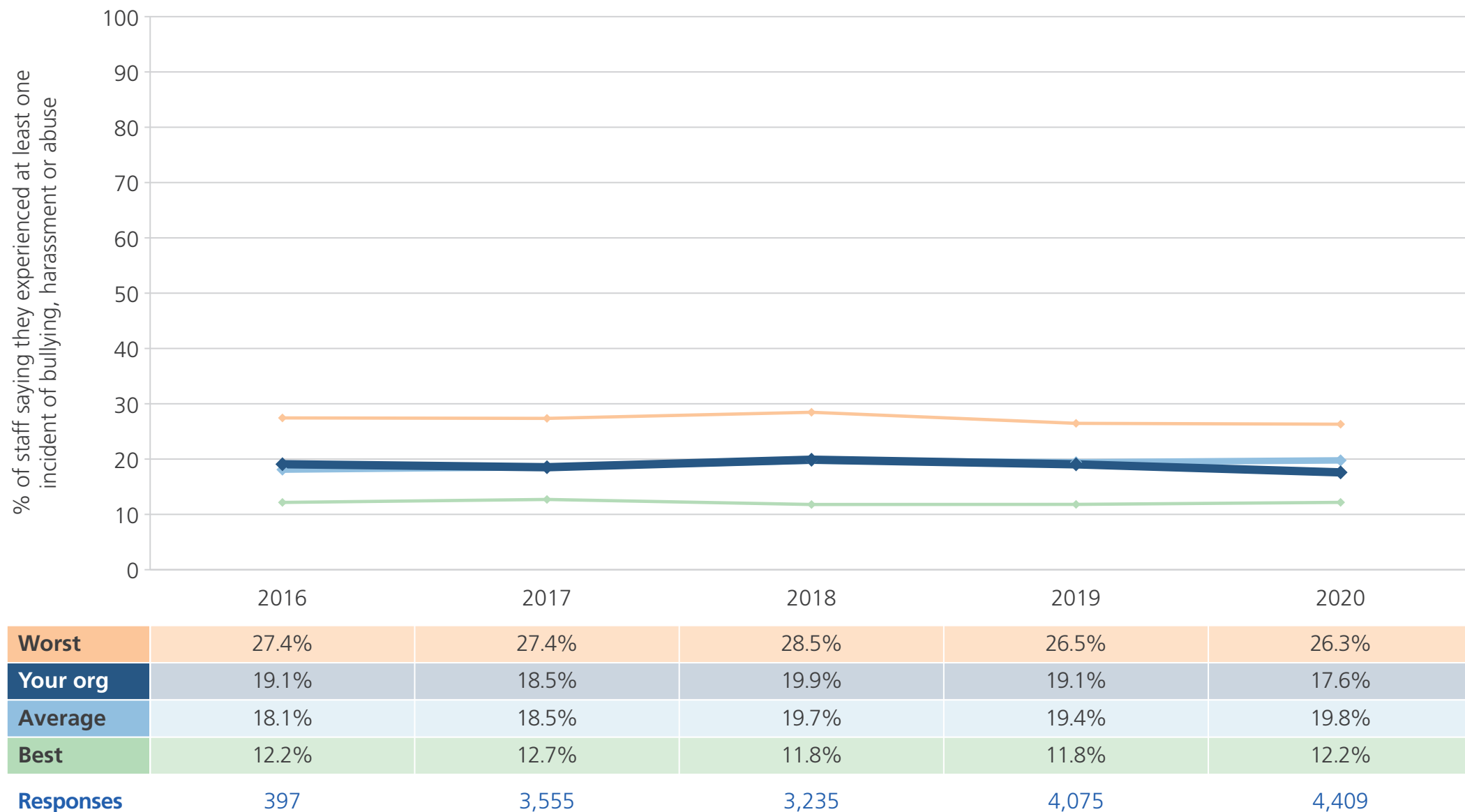


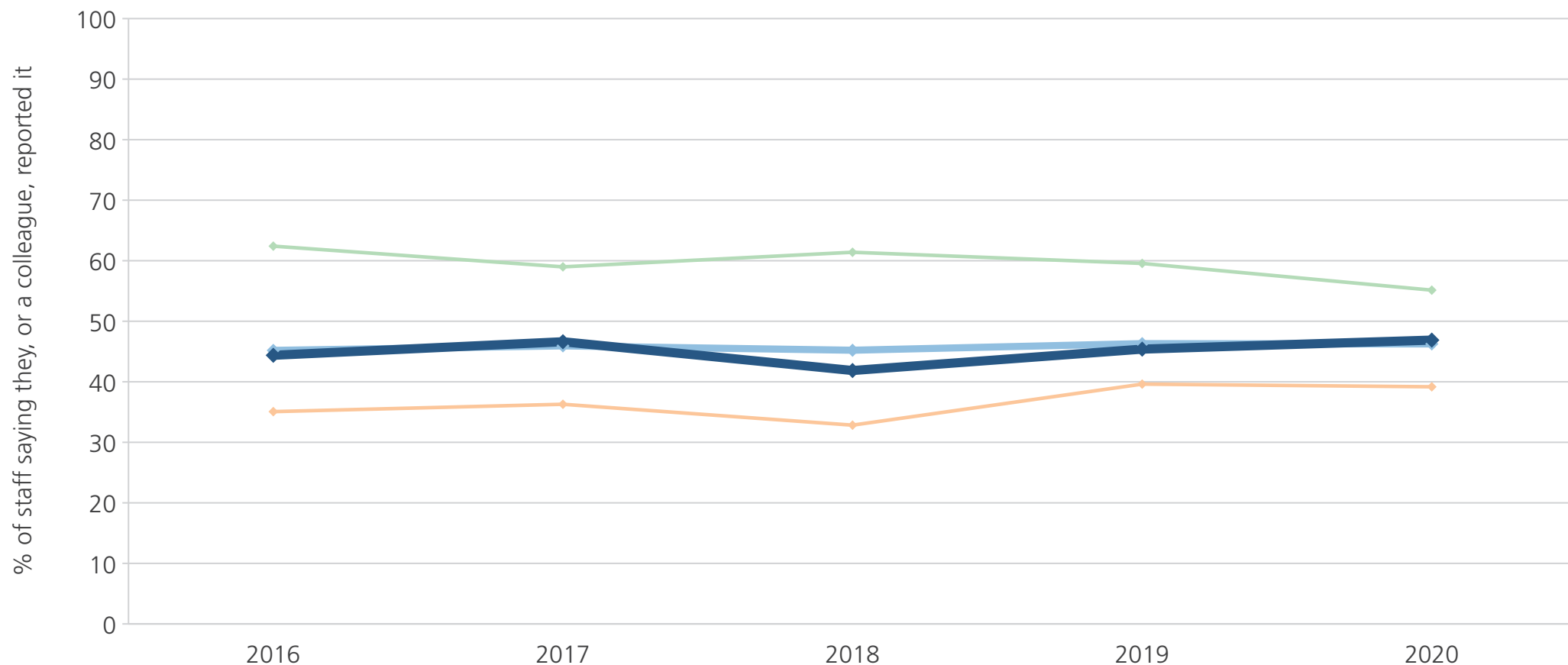


| Best | 86.5% | 83.0% | 84.9% | 91.7% | 83.8% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 65.7% | 67.5% | 60.4% | 72.1% | 72.6% |
| Average | 67.3% | 66.7% | 65.7% | 67.7% | 67.5% |
| Worst | 44.7% | 55.3% | 48.8% | 53.0% | 56.2% |
| Responses | 54 | 500 | 359 | 626 | 627 |

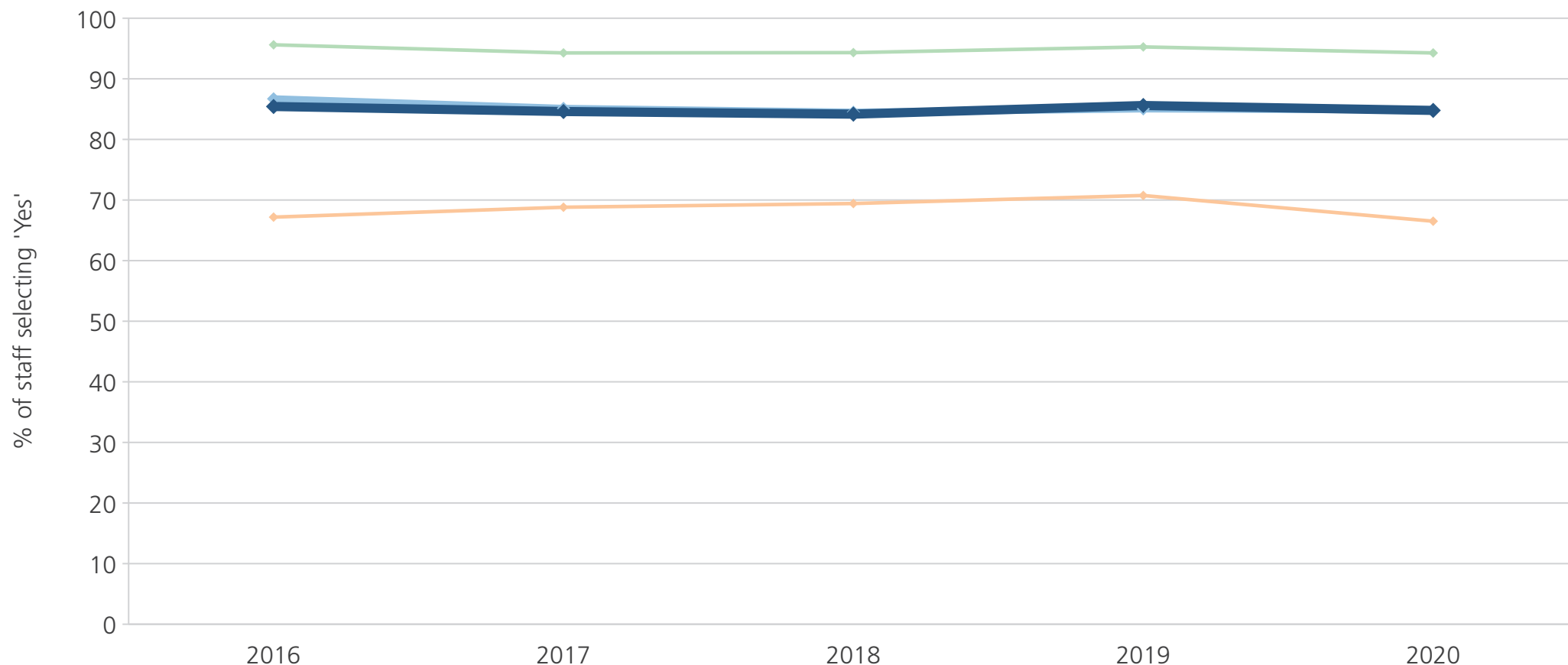




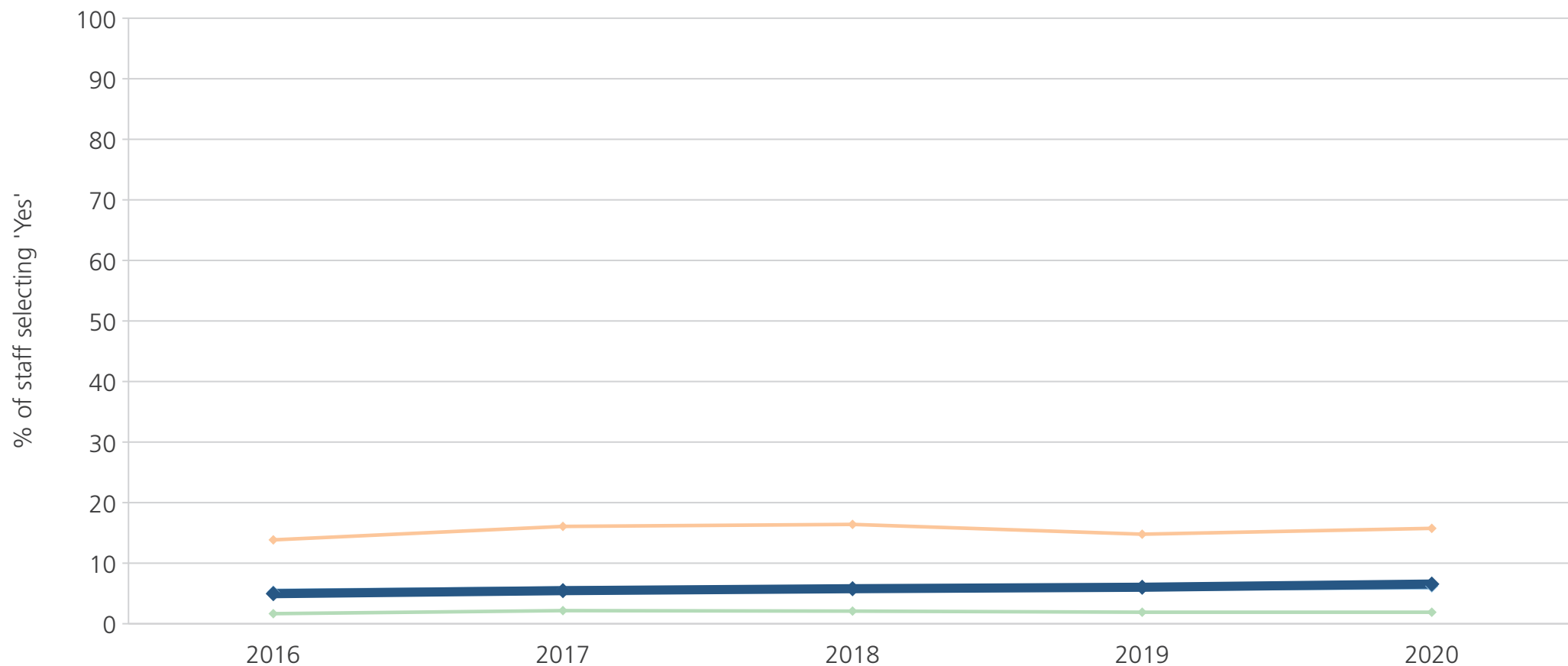




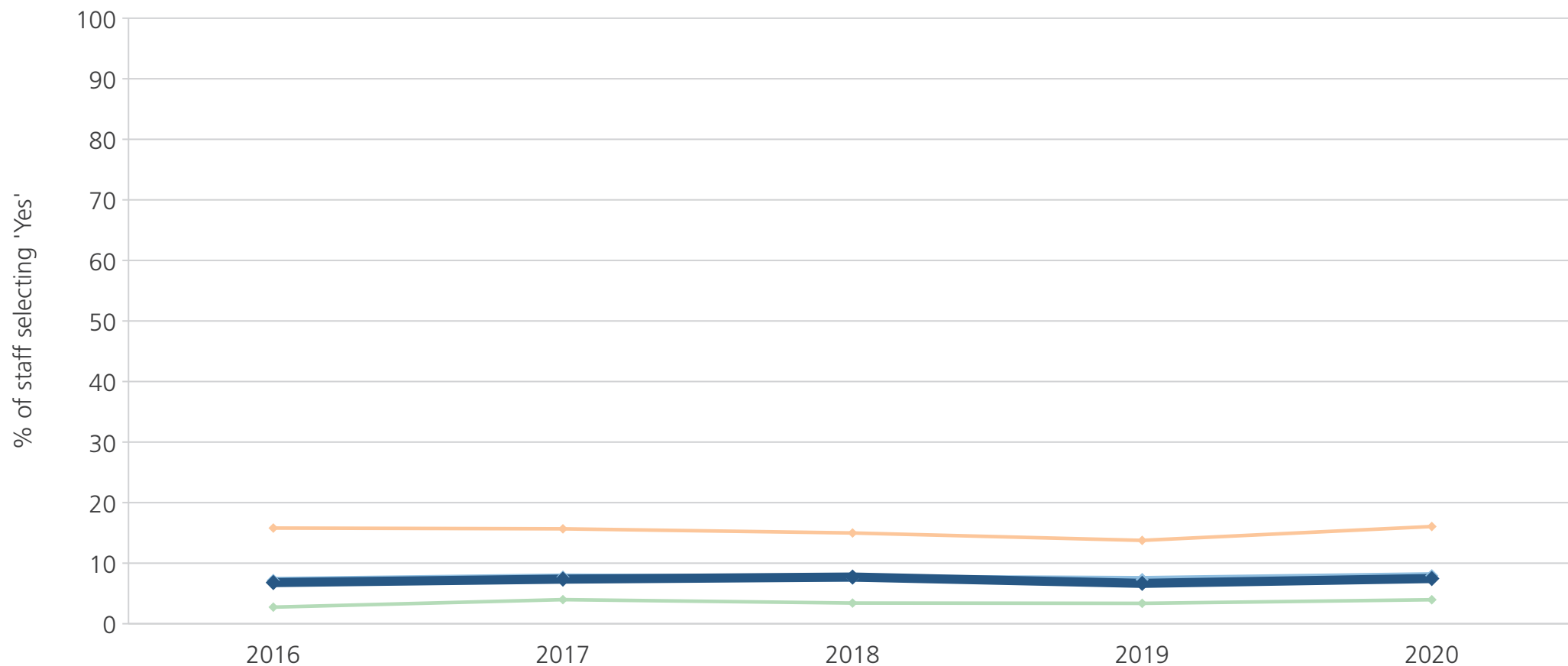
| | | | | | |
|-----------|-------|-------|-------|-------|-------|
| Best | 62.4% | 59.0% | 61.4% | 59.6% | 55.1% |
| Your org | 44.4% | 46.6% | 41.9% | 45.4% | 46.9% |
| Average | 45.2% | 45.9% | 45.2% | 46.3% | 46.3% |
| Worst | 35.1% | 36.3% | 32.8% | 39.6% | 39.2% |
| Responses | 158 | 1,283 | 1,092 | 1,514 | 1,534 |



| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 95.6% | 94.3% | 94.3% | 95.3% | 94.3% |
| Your org | 85.4% | 84.6% | 84.2% | 85.6% | 84.8% |
| Average | 86.7% | 85.1% | 84.5% | 85.0% | 84.9% |
| Worst | 67.2% | 68.8% | 69.4% | 70.7% | 66.5% |
| Responses | 273 | 2,410 | 2,141 | 2,764 | 2,986 |

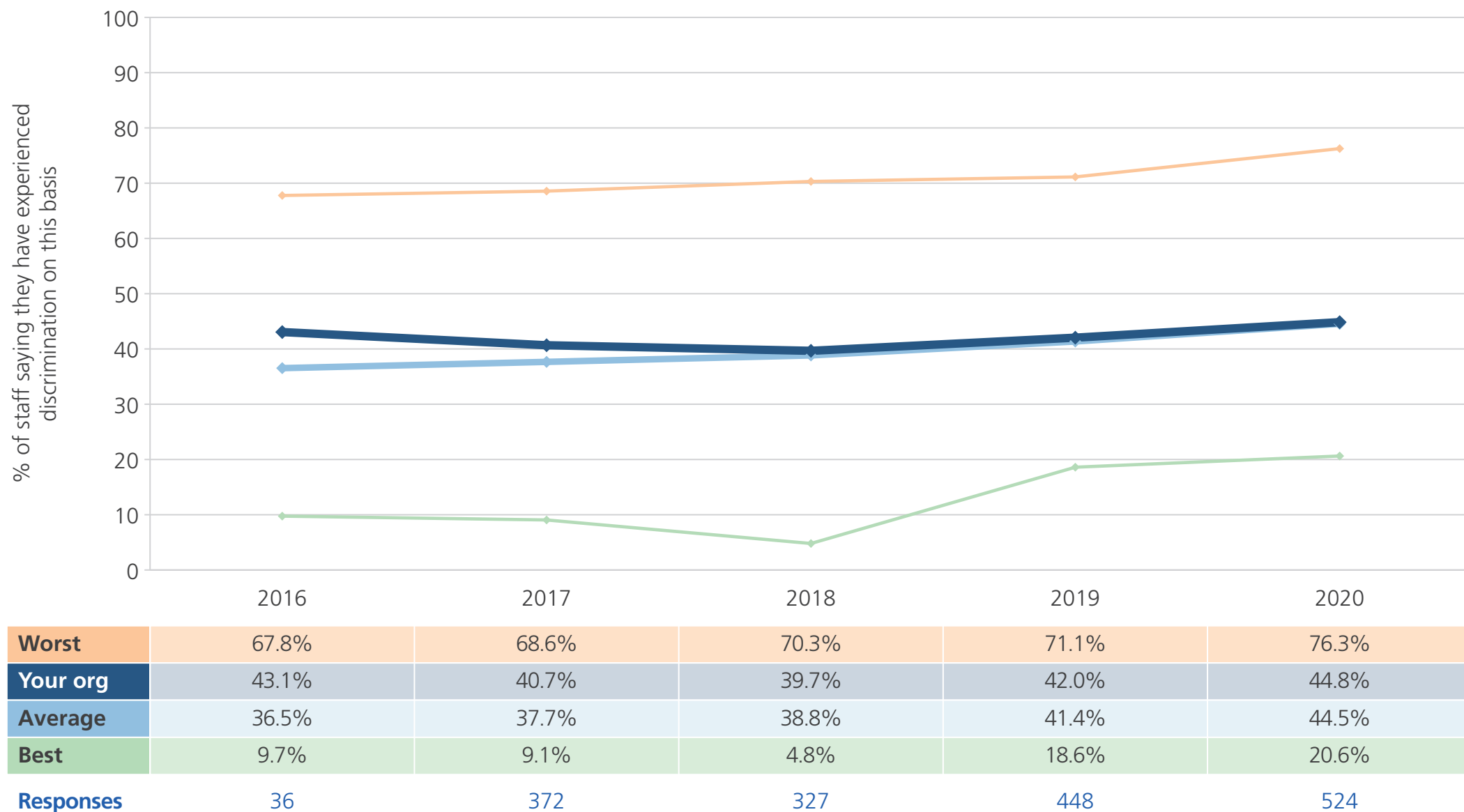


| Worst | 13.8% | 16.1% | 16.4% | 14.8% | 15.7% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 5.0% | 5.5% | 5.8% | 6.0% | 6.6% |
| Average | 5.2% | 5.6% | 5.8% | 6.0% | 6.2% |
| Best | 1.7% | 2.2% | 2.1% | 1.9% | 1.9% |
| Responses | 397 | 3,599 | 3,279 | 4,091 | 4,479 |

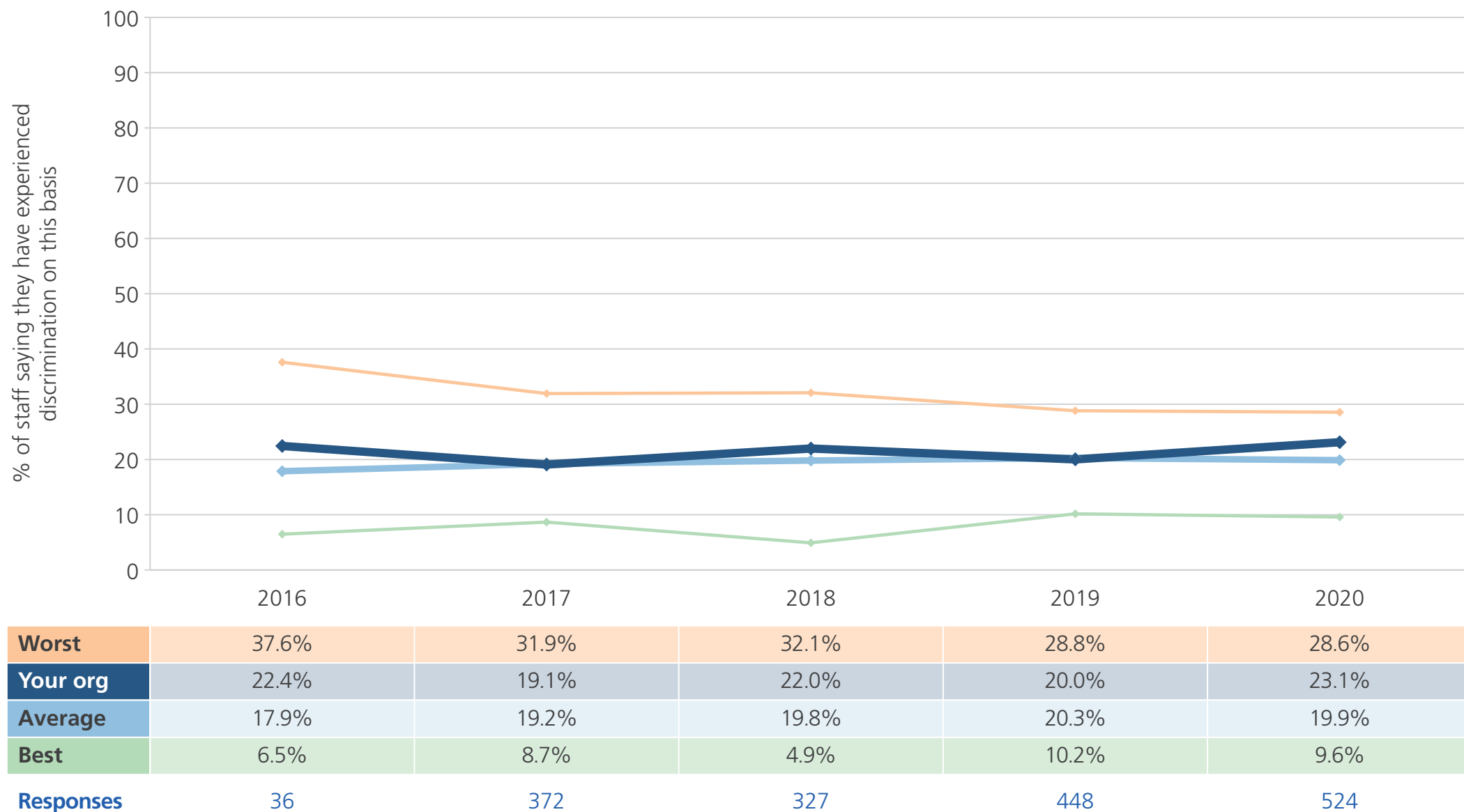


| Worst | 15.8% | 15.7% | 15.0% | 13.8% | 16.1% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 6.8% | 7.4% | 7.7% | 6.7% | 7.5% |
| Average | 7.2% | 7.7% | 7.6% | 7.3% | 7.9% |
| Best | 2.7% | 4.0% | 3.4% | 3.4% | 4.0% |
| Responses | 395 | 3,608 | 3,244 | 4,094 | 4,448 |

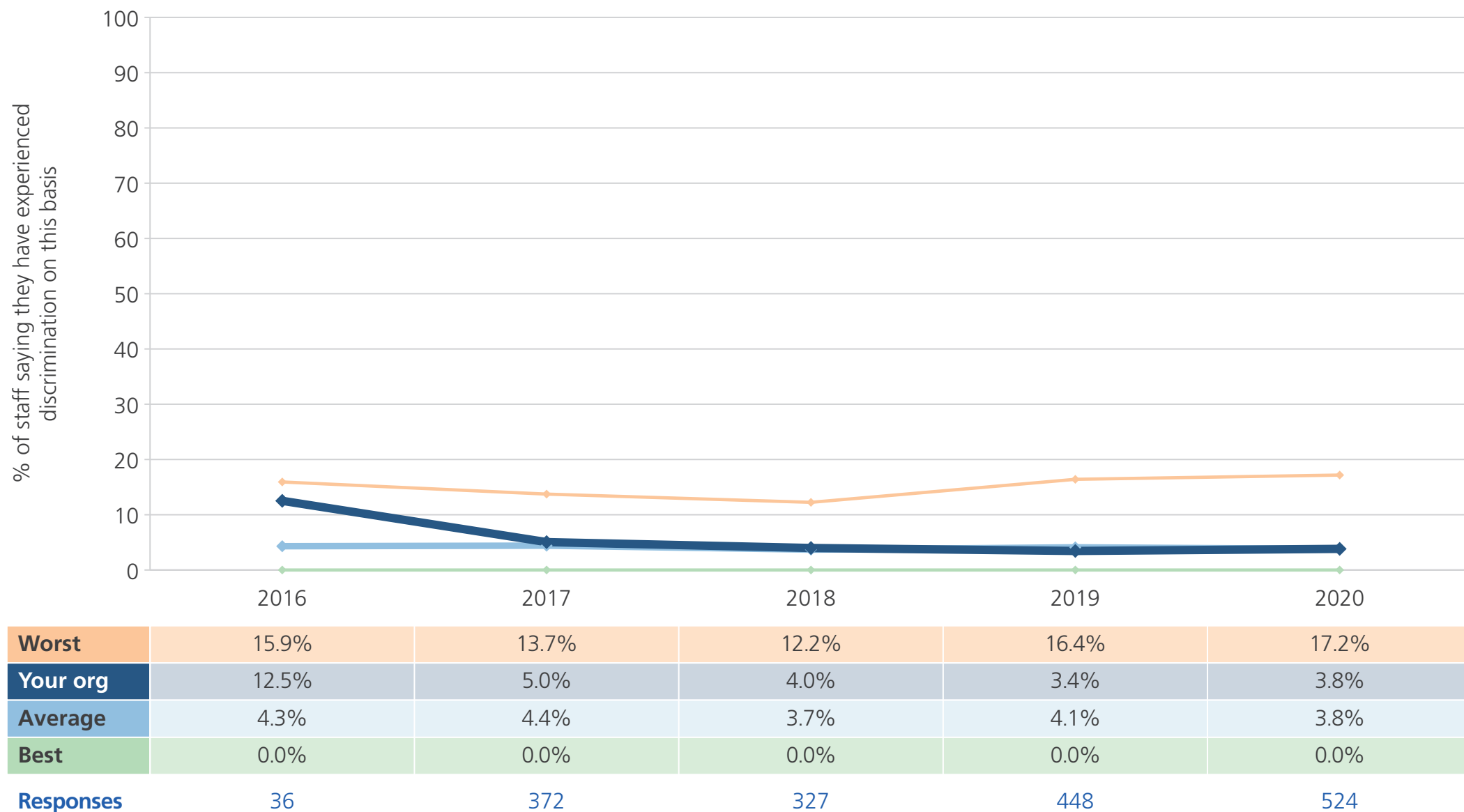
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



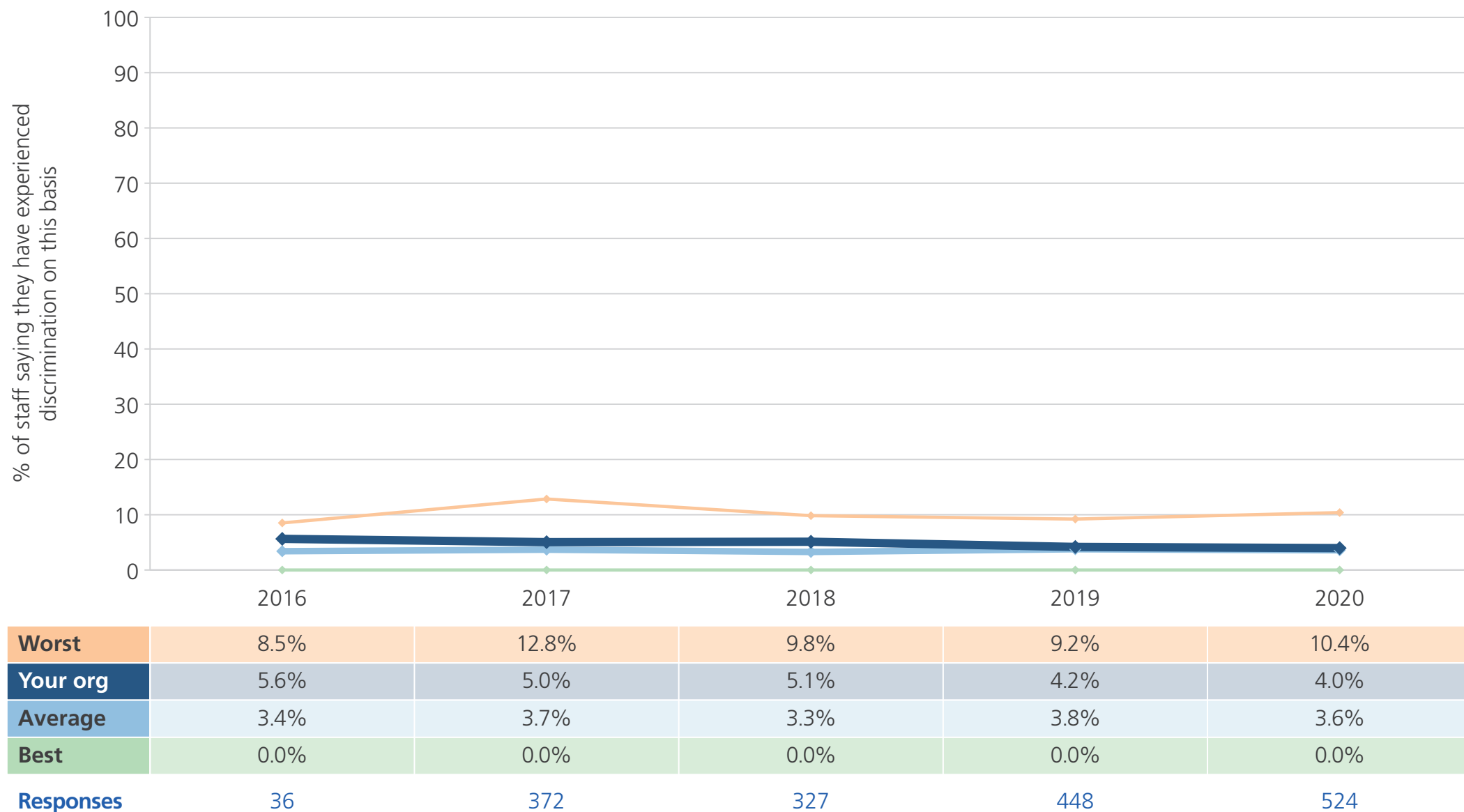
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



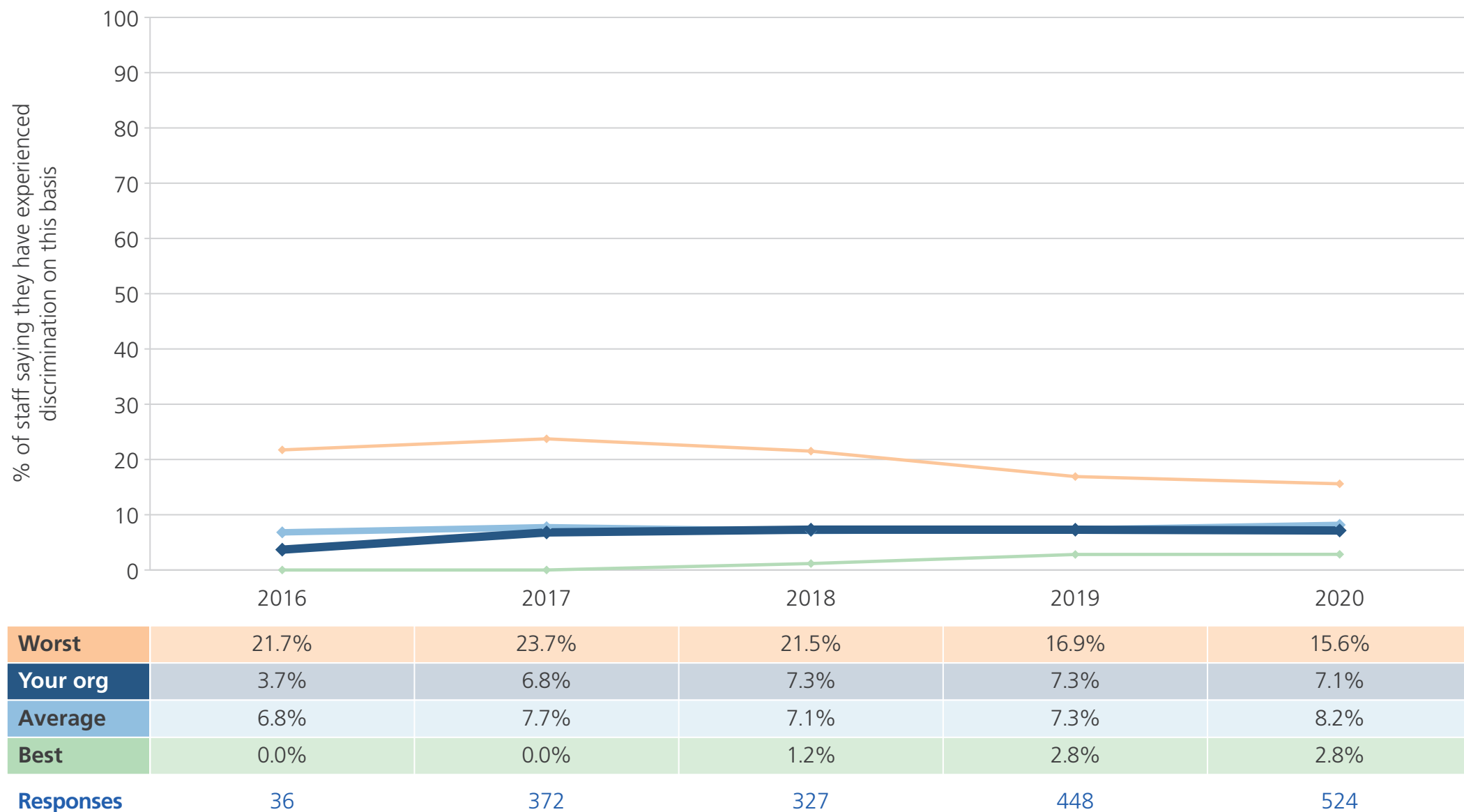
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



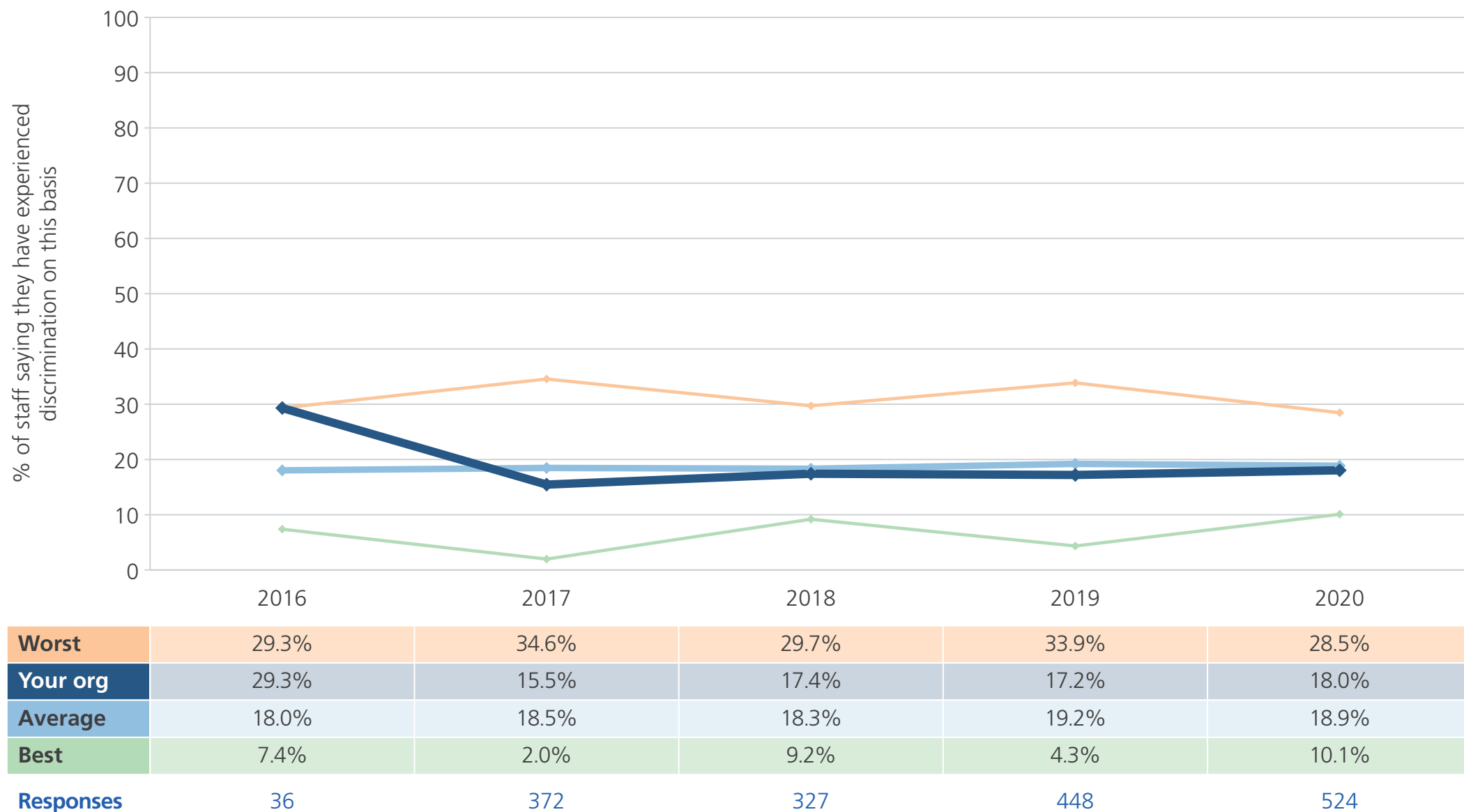
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.



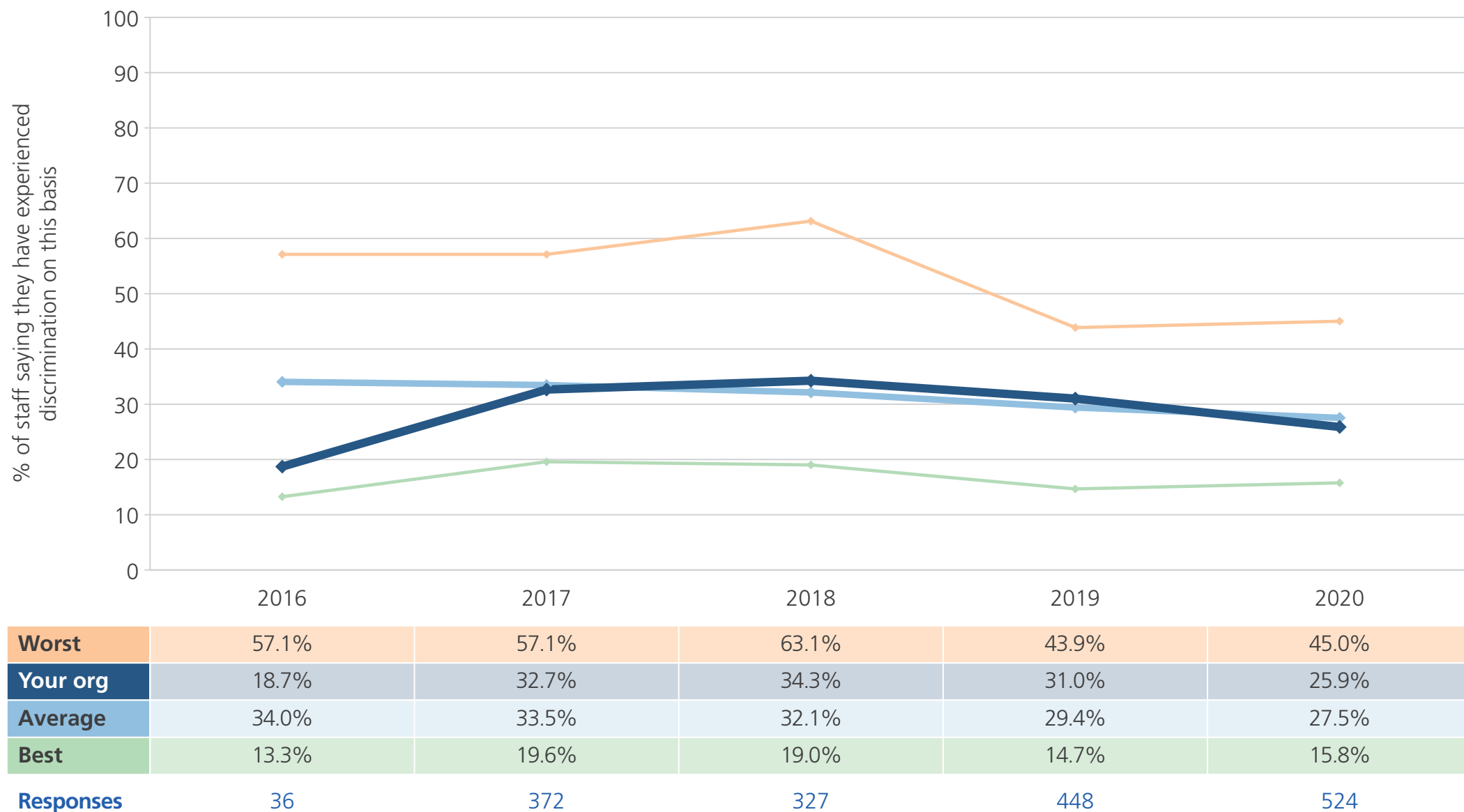
This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.

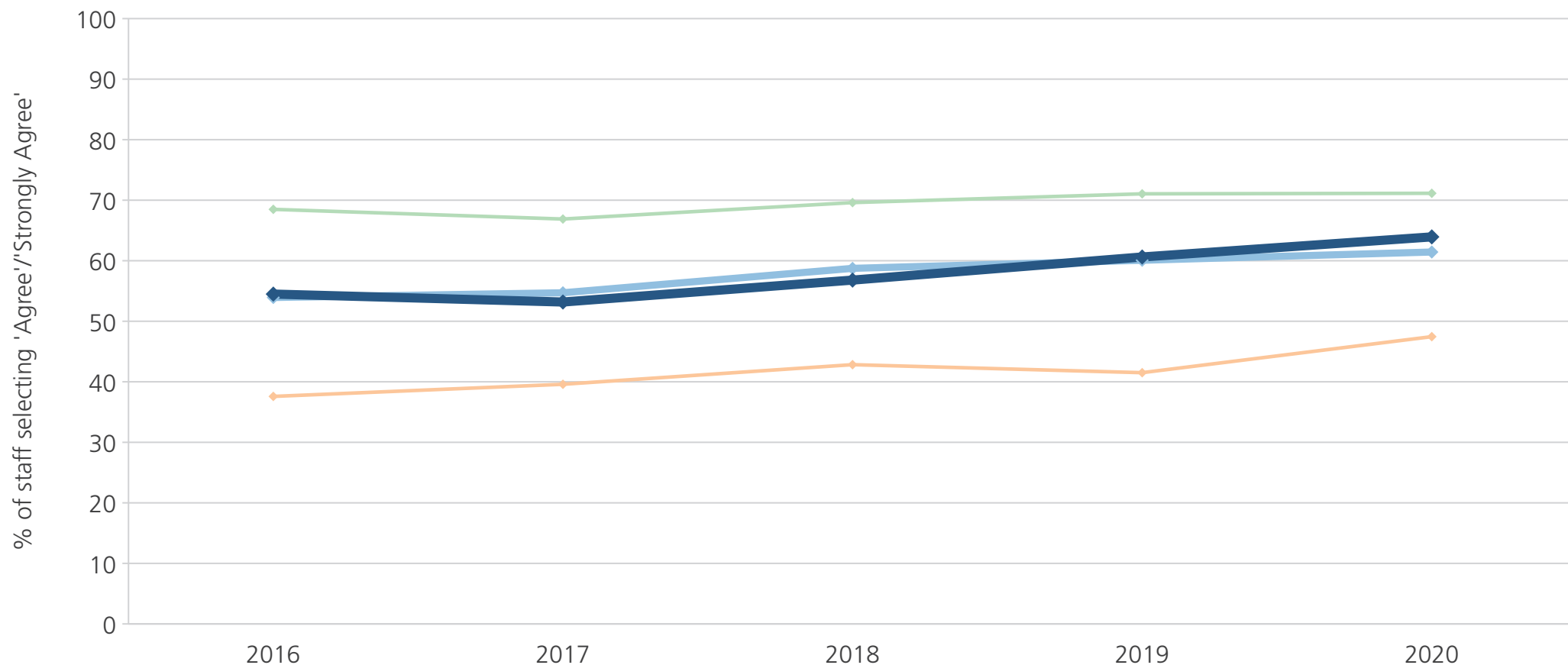


This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.

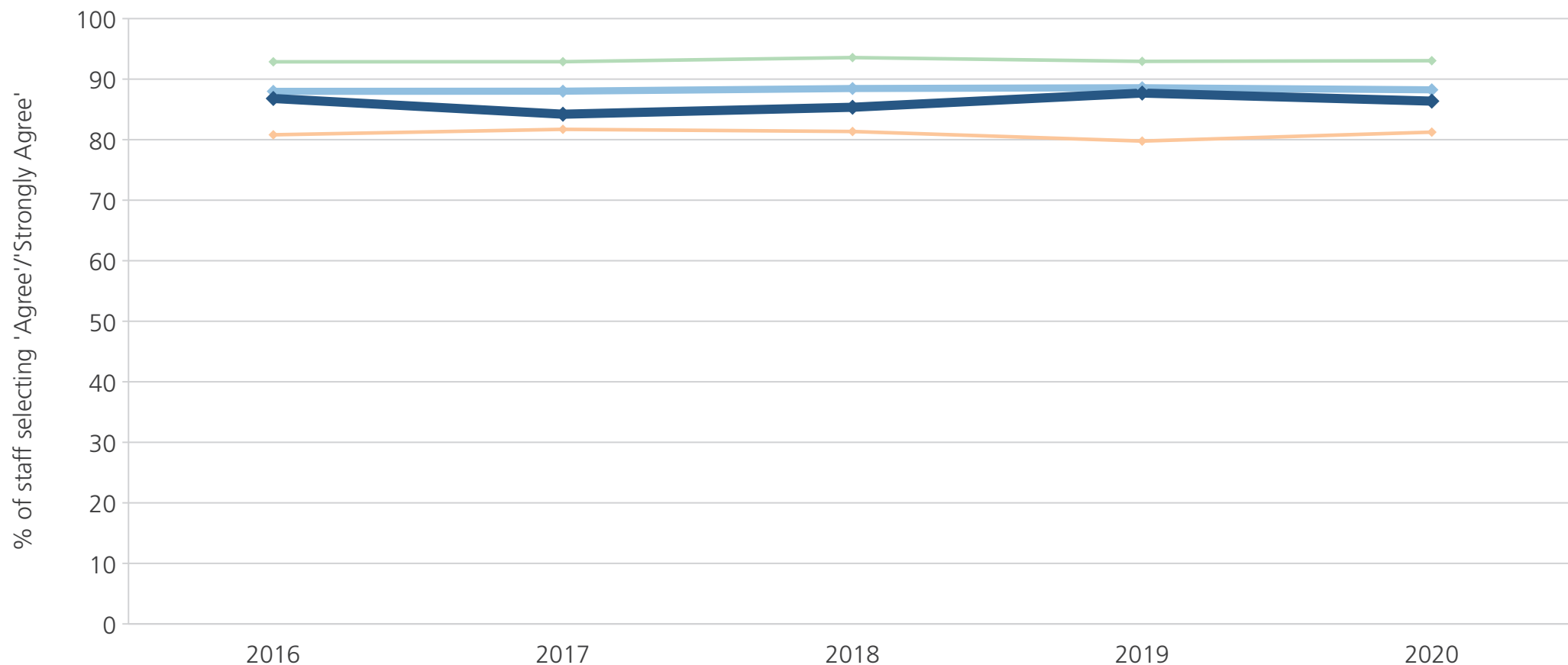


This question was only answered by staff who reported experiencing at least one incident of discrimination in the last 12 months.

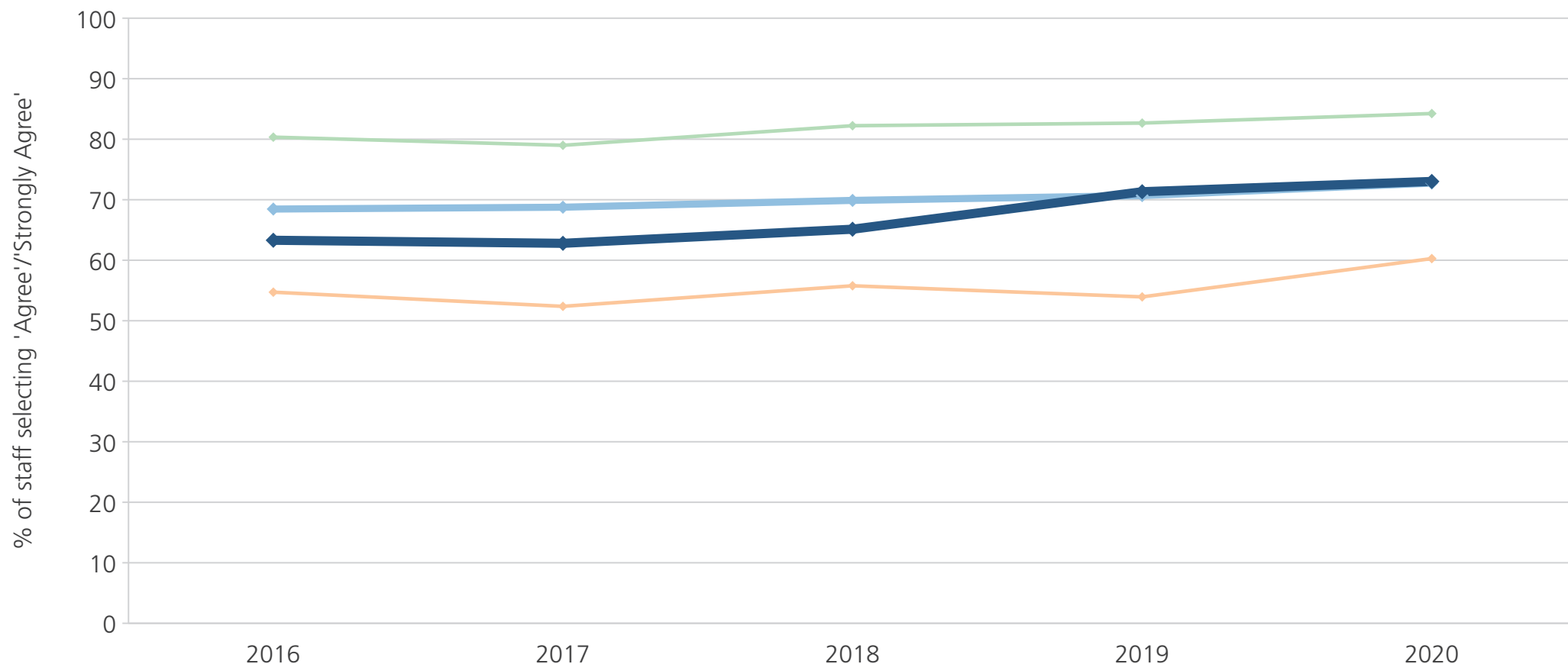




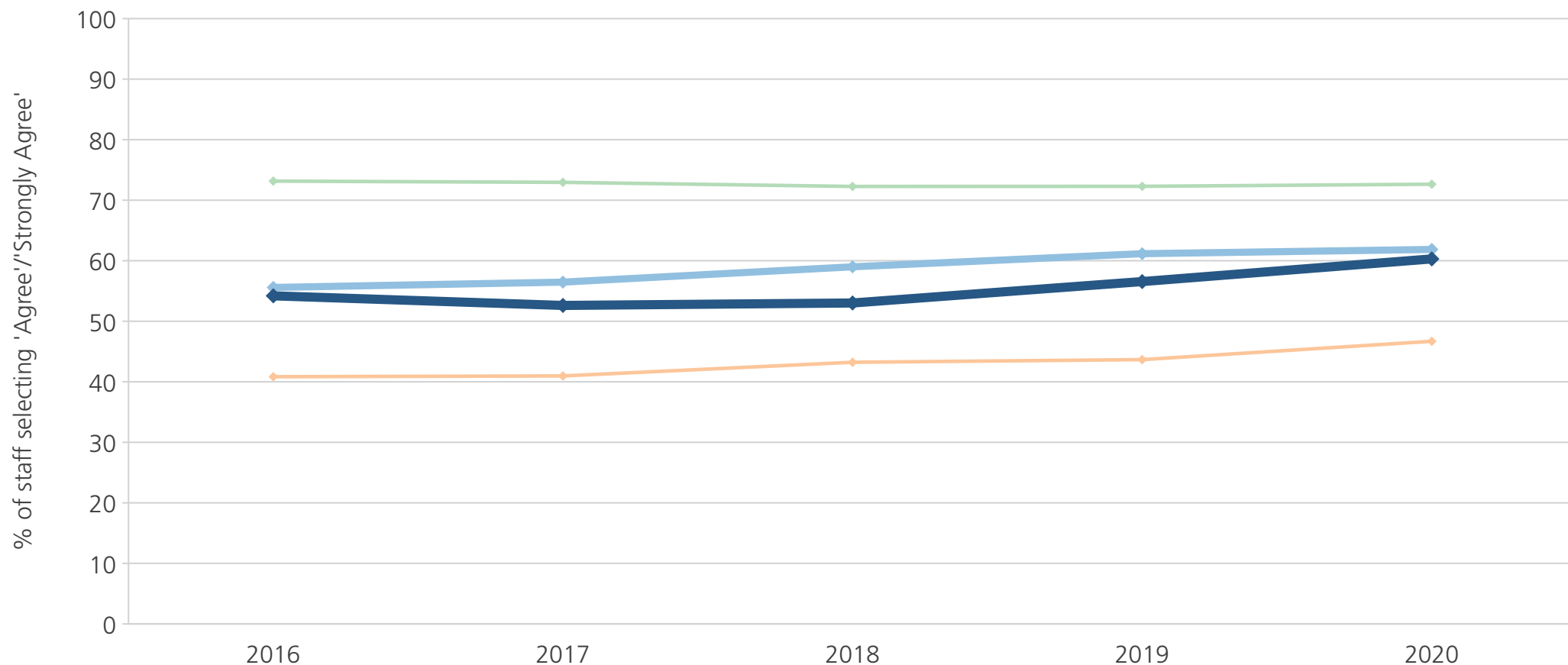
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 68.5% | 66.9% | 69.6% | 71.1% | 71.1% |
| Your org | 54.5% | 53.2% | 56.8% | 60.6% | 63.9% |
| Average | 53.9% | 54.7% | 58.7% | 60.1% | 61.4% |
| Worst | 37.6% | 39.6% | 42.8% | 41.5% | 47.5% |
| Responses | 322 | 2,913 | 2,461 | 3,066 | 3,400 |



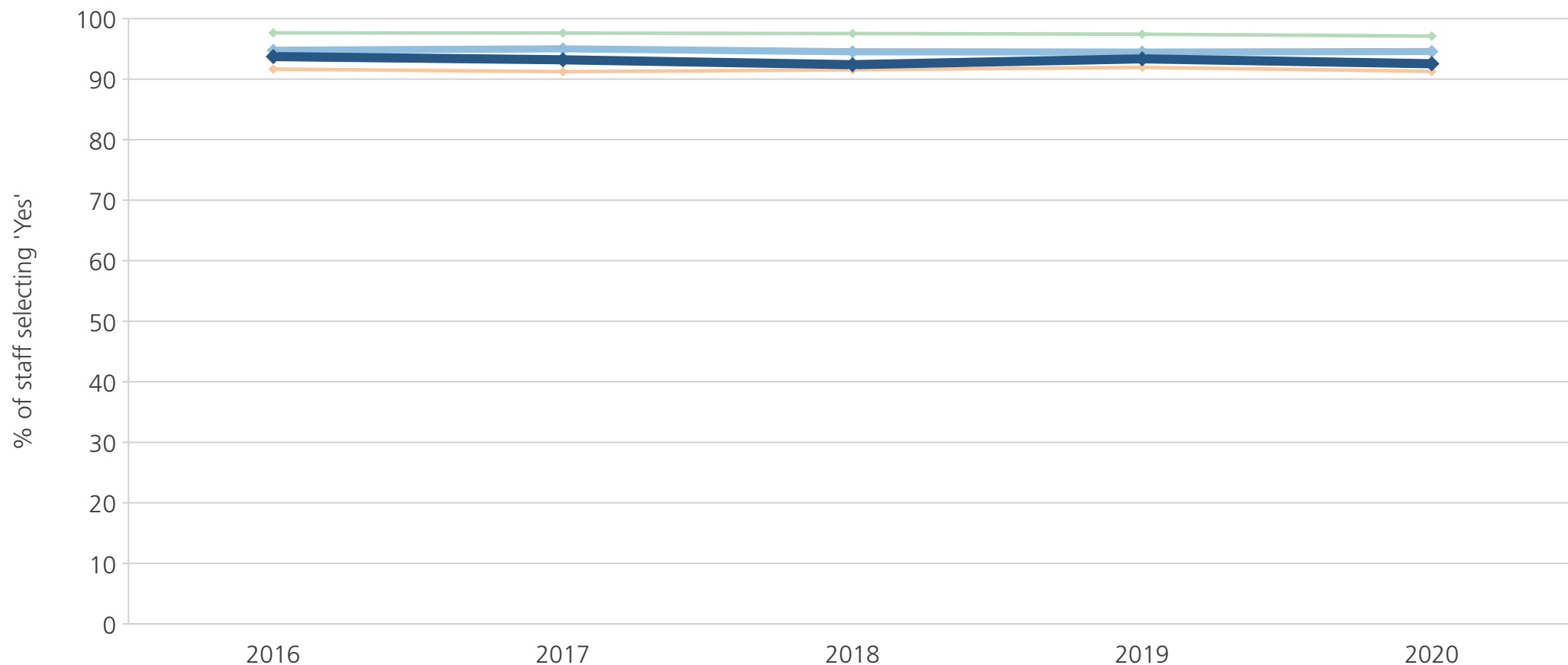
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 92.9% | 92.9% | 93.6% | 92.9% | 93.0% |
| Your org | 86.8% | 84.2% | 85.4% | 87.7% | 86.4% |
| Average | 88.0% | 88.0% | 88.4% | 88.6% | 88.2% |
| Worst | 80.8% | 81.7% | 81.3% | 79.8% | 81.2% |
| Responses | 379 | 3,504 | 3,137 | 3,921 | 4,263 |



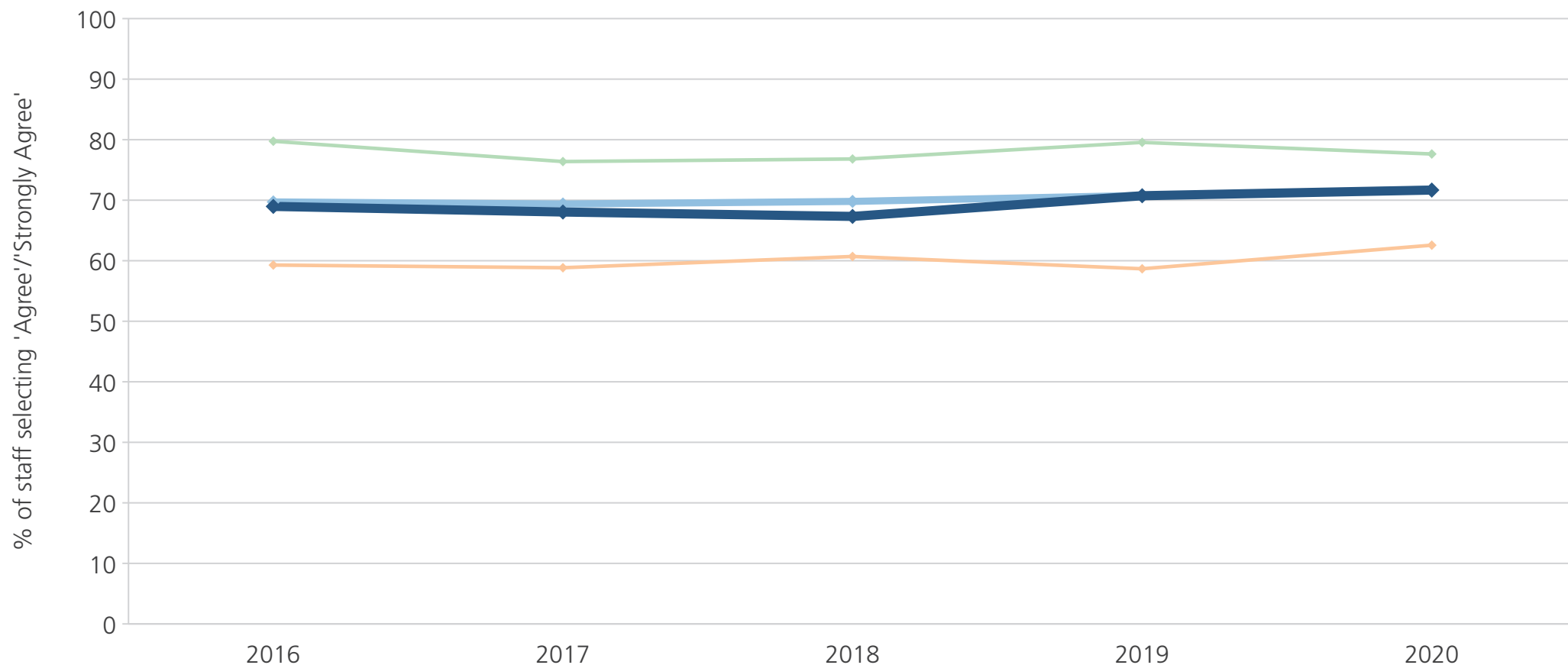
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 80.3% | 79.0% | 82.2% | 82.7% | 84.2% |
| Your org | 63.3% | 62.8% | 65.1% | 71.3% | 73.0% |
| Average | 68.5% | 68.8% | 69.9% | 70.7% | 72.7% |
| Worst | 54.7% | 52.4% | 55.8% | 53.9% | 60.3% |
| Responses | 359 | 3,280 | 2,849 | 3,563 | 3,934 |



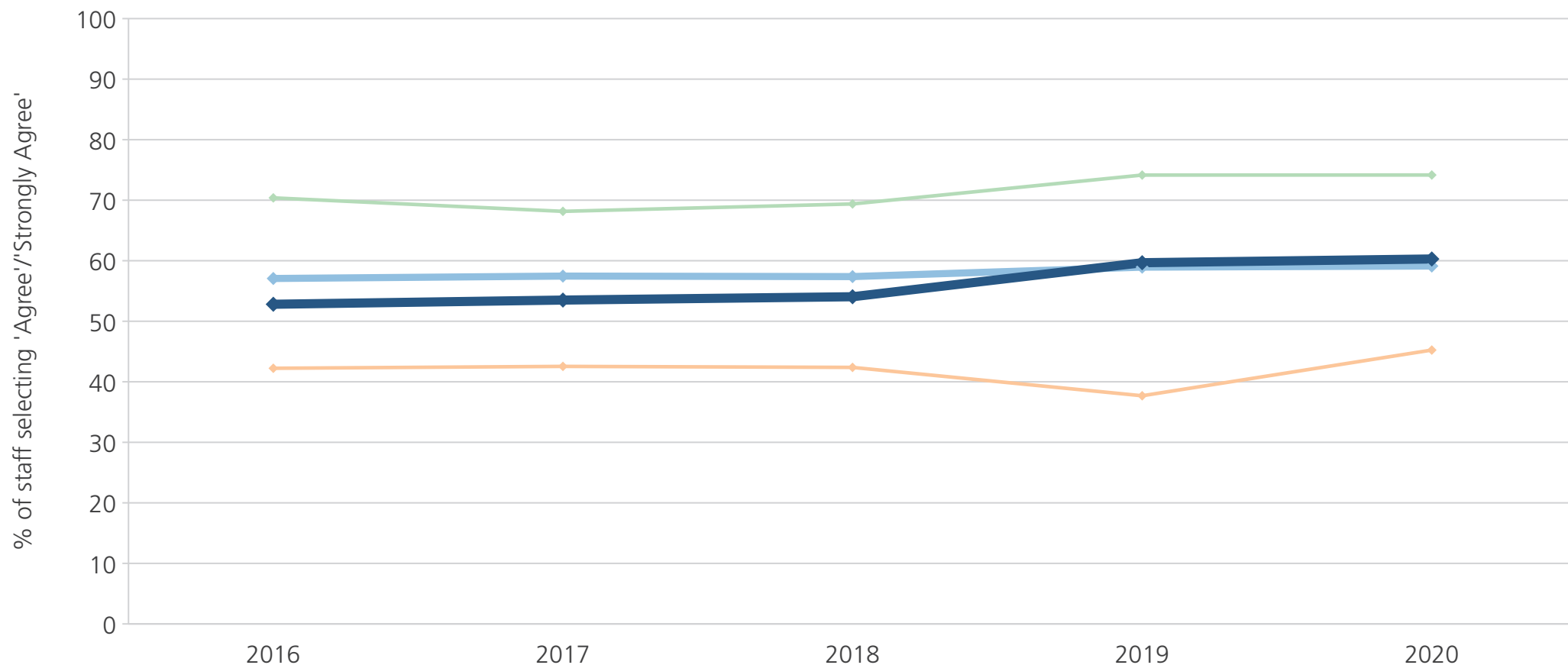
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 73.2% | 73.0% | 72.3% | 72.3% | 72.6% |
| Your org | 54.2% | 52.6% | 53.0% | 56.6% | 60.3% |
| Average | 55.6% | 56.5% | 59.0% | 61.2% | 61.9% |
| Worst | 40.8% | 41.0% | 43.2% | 43.7% | 46.7% |
| Responses | 363 | 3,305 | 2,875 | 3,596 | 3,969 |



| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 97.6% | 97.6% | 97.5% | 97.4% | 97.1% |
| Your org | 93.7% | 93.2% | 92.4% | 93.4% | 92.5% |
| Average | 94.8% | 95.0% | 94.5% | 94.5% | 94.6% |
| Worst | 91.7% | 91.2% | 91.5% | 92.0% | 91.3% |
| Responses | 356 | 3,214 | 2,889 | 3,597 | 4,002 |



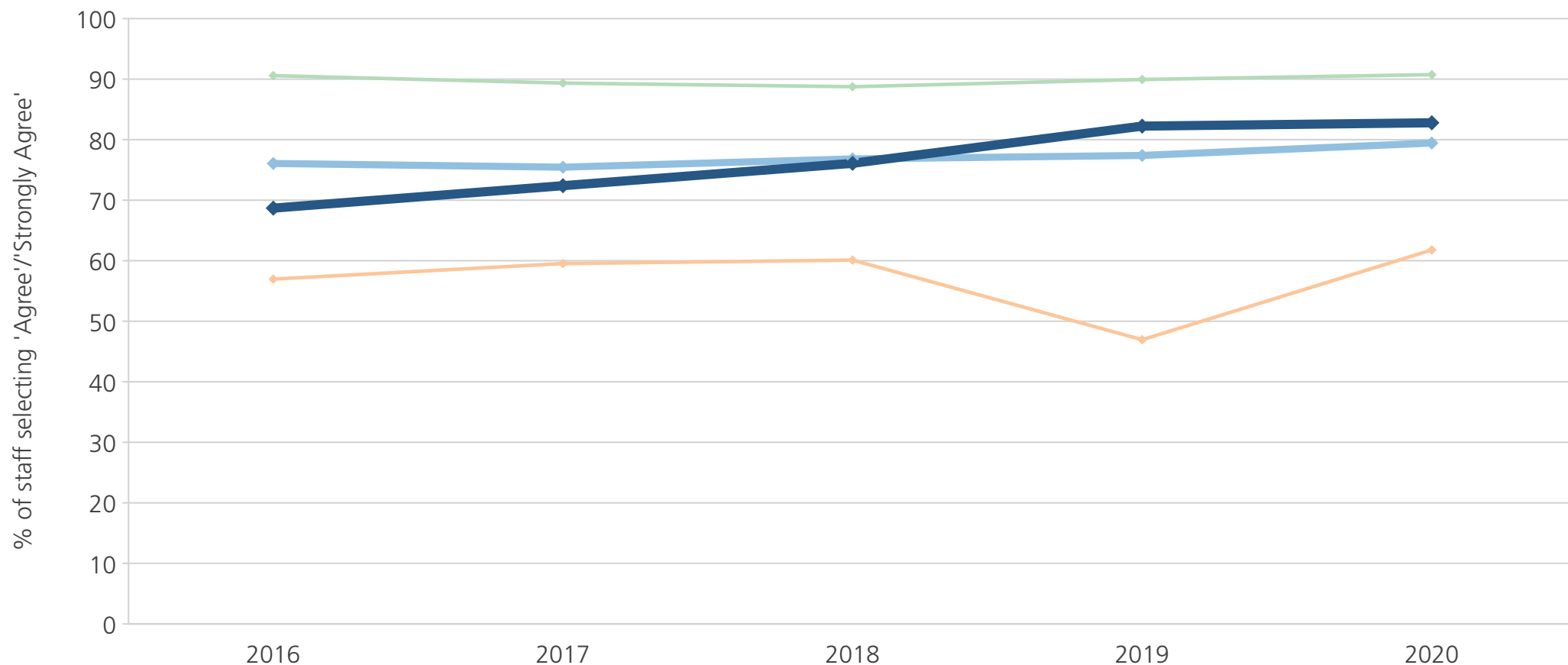
| Best | 79.7% | 76.4% | 76.8% | 79.6% | 77.6% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 69.0% | 68.0% | 67.3% | 70.7% | 71.7% |
| Average | 69.7% | 69.4% | 69.8% | 70.8% | 71.8% |
| Worst | 59.3% | 58.8% | 60.7% | 58.7% | 62.6% |
| Responses | 397 | 3,605 | 3,248 | 4,052 | 4,461 |



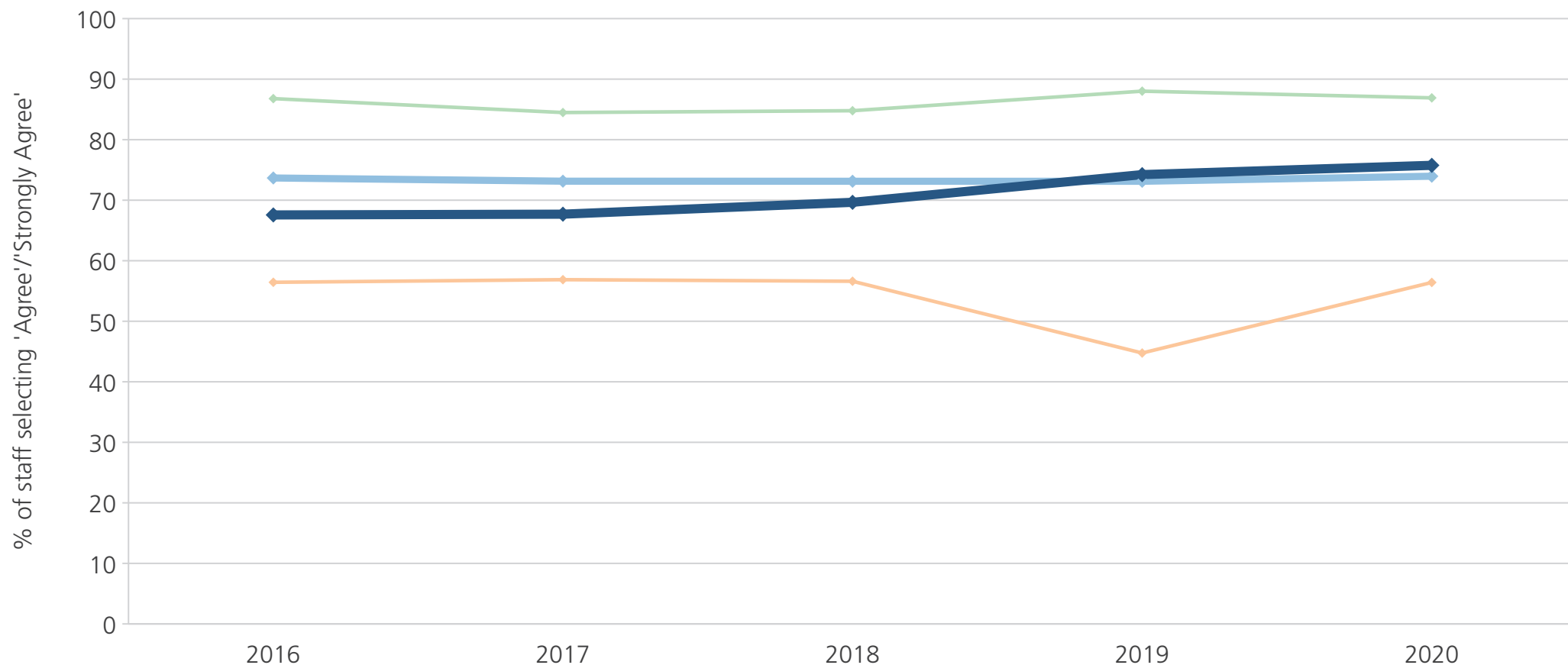
| Best | 70.4% | 68.2% | 69.4% | 74.2% | 74.2% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 52.8% | 53.5% | 54.0% | 59.7% | 60.3% |
| Average | 57.1% | 57.5% | 57.4% | 58.9% | 59.1% |
| Worst | 42.2% | 42.5% | 42.4% | 37.7% | 45.2% |
| Responses | 395 | 3,601 | 3,250 | 4,051 | 4,459 |

Question results – Your organisation

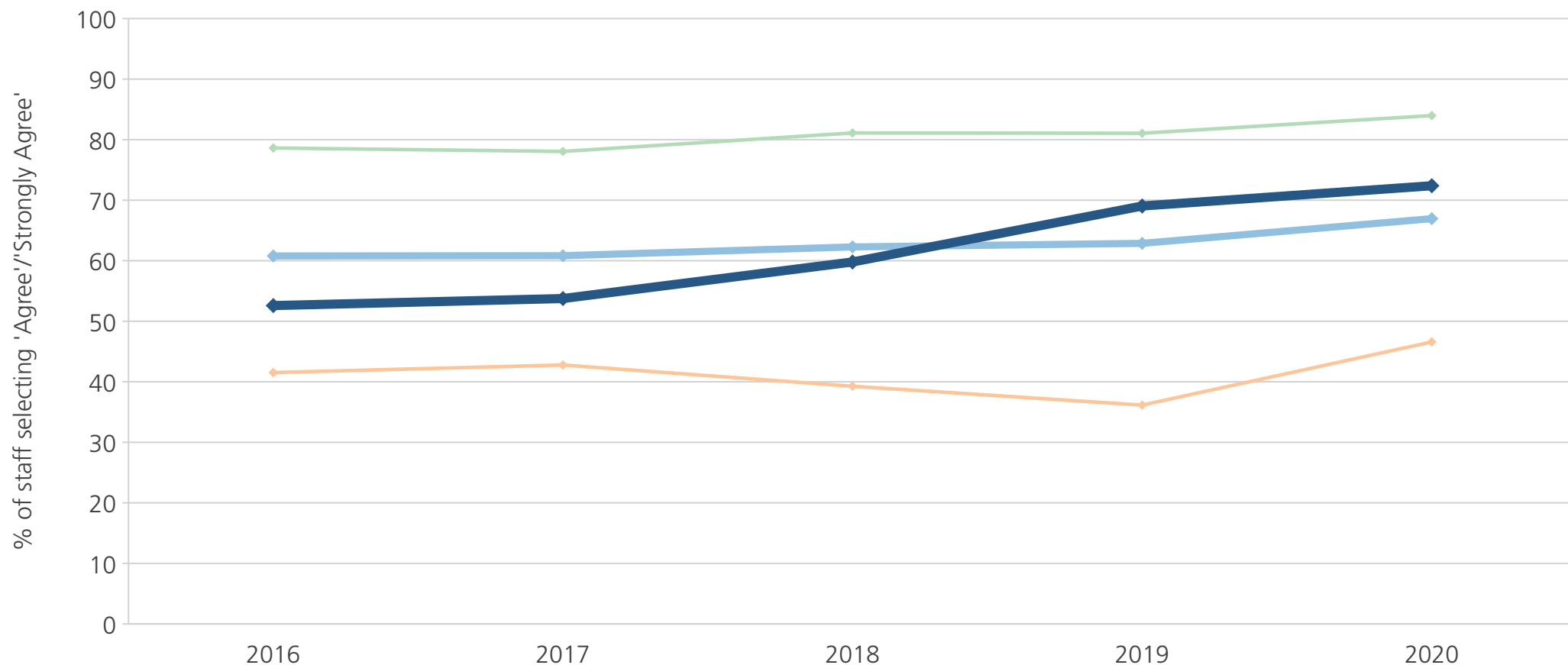
North Bristol NHS Trust
2020 NHS Staff Survey Results



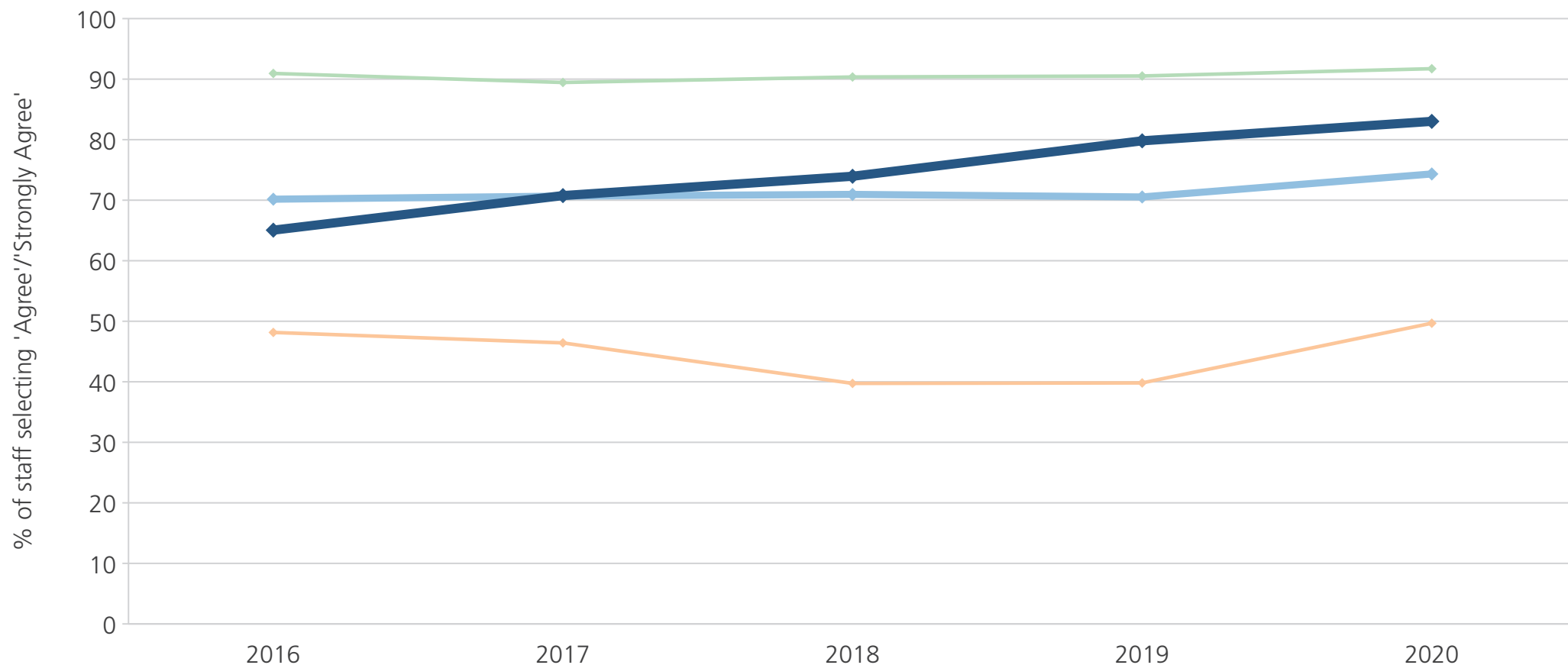
| Best | 90.6% | 89.3% | 88.7% | 89.9% | 90.7% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 68.7% | 72.4% | 76.1% | 82.2% | 82.8% |
| Average | 76.1% | 75.5% | 76.8% | 77.4% | 79.4% |
| Worst | 57.0% | 59.5% | 60.1% | 47.0% | 61.8% |
| Responses | 389 | 3,590 | 3,259 | 4,044 | 4,481 |



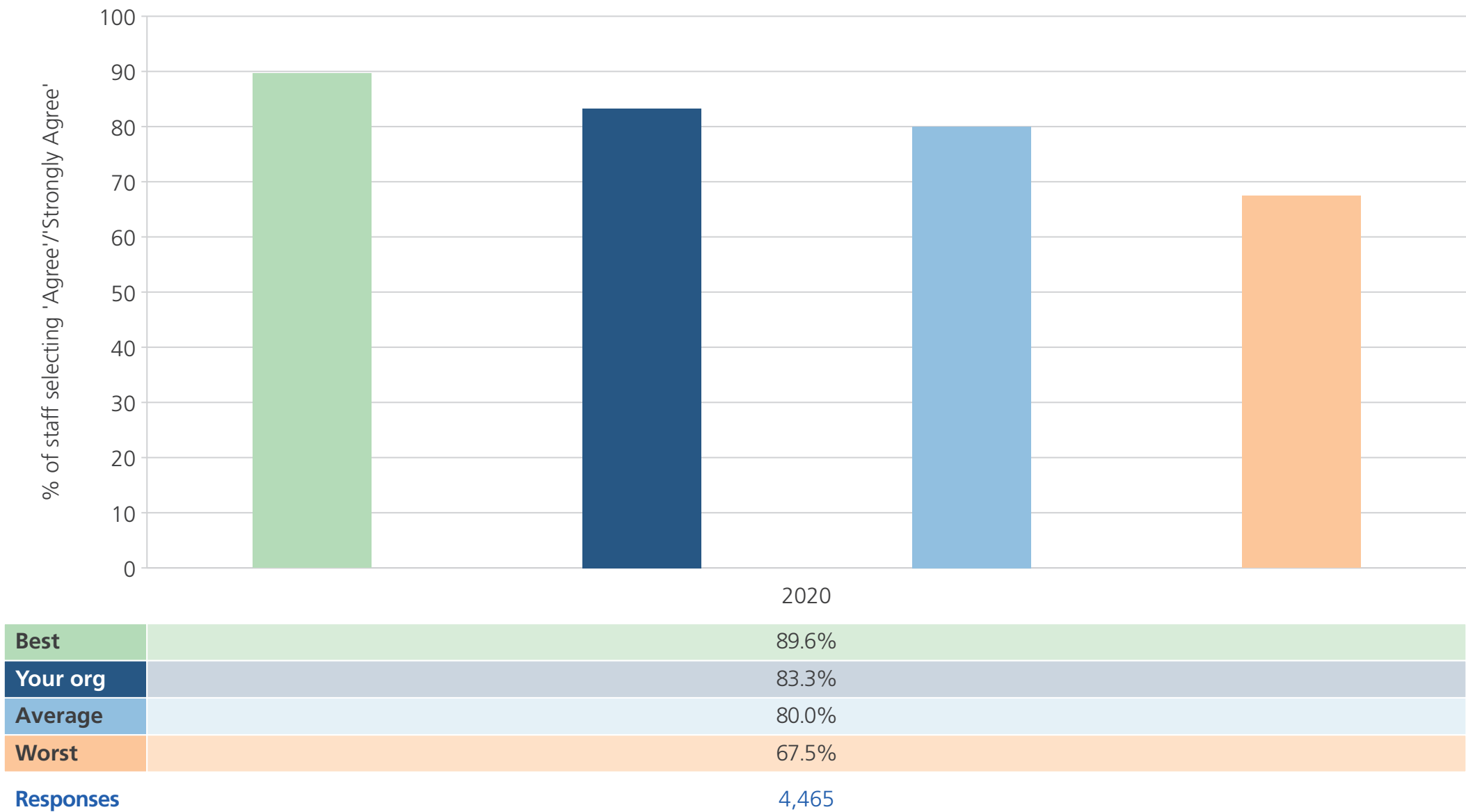
| Best | 86.8% | 84.5% | 84.8% | 88.0% | 86.9% |
|-----------|-------|-------|-------|-------|-------|
| Your org | 67.6% | 67.7% | 69.6% | 74.2% | 75.8% |
| Average | 73.7% | 73.1% | 73.1% | 73.1% | 74.0% |
| Worst | 56.4% | 56.9% | 56.6% | 44.8% | 56.4% |
| Responses | 390 | 3,578 | 3,251 | 4,028 | 4,472 |

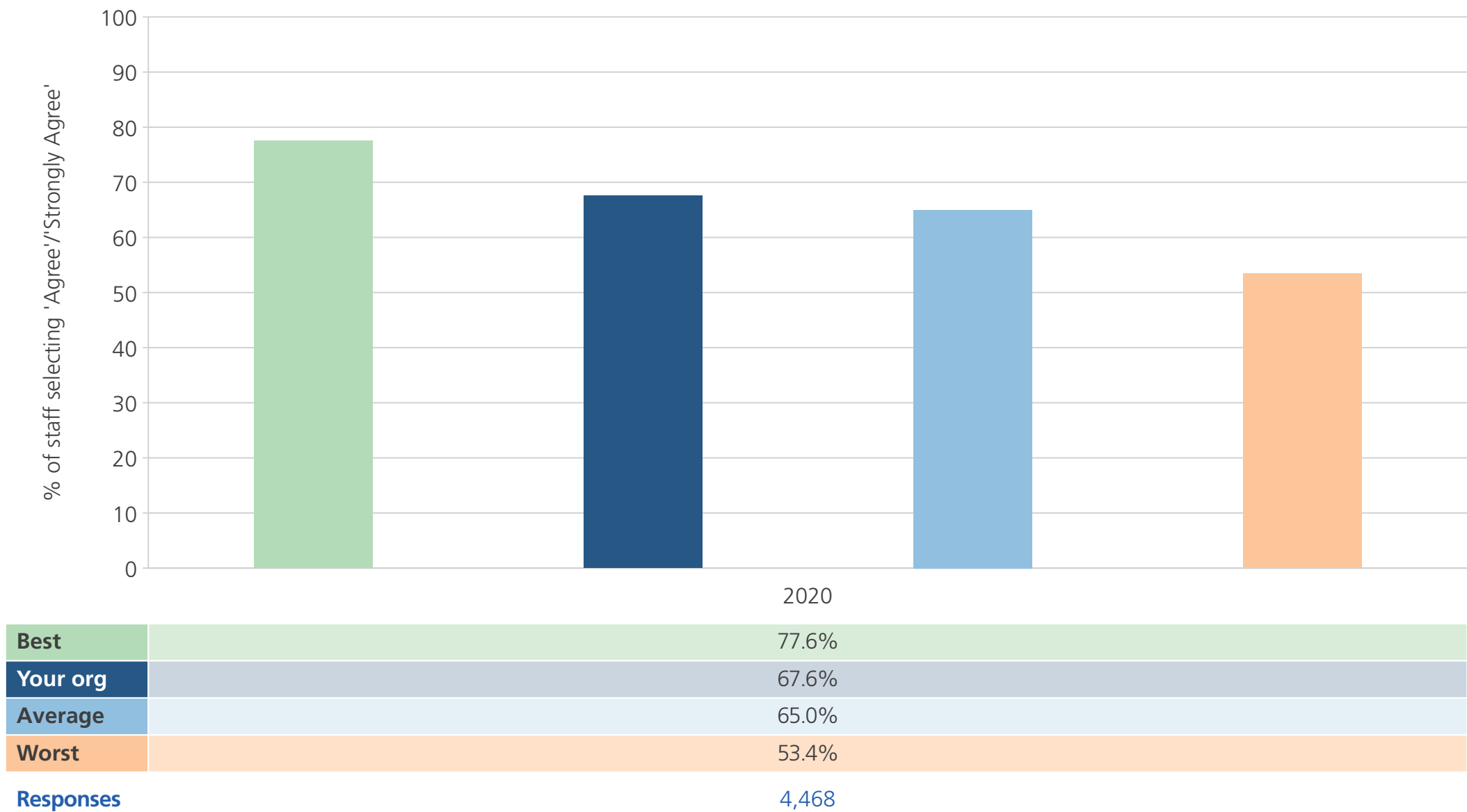


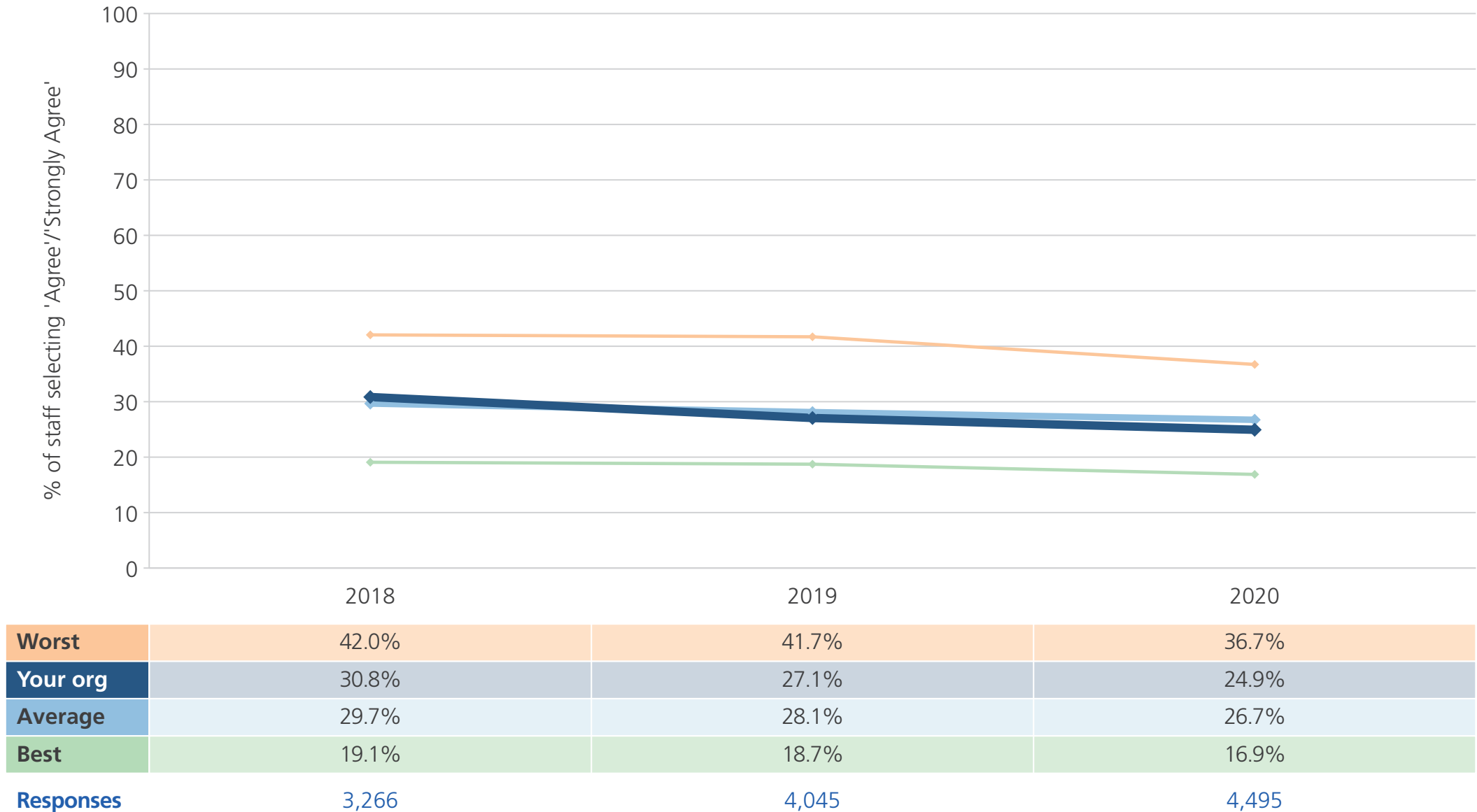
| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 78.6% | 78.1% | 81.1% | 81.1% | 84.0% |
| Your org | 52.6% | 53.8% | 59.8% | 69.0% | 72.4% |
| Average | 60.8% | 60.8% | 62.3% | 62.9% | 66.9% |
| Worst | 41.5% | 42.8% | 39.3% | 36.1% | 46.6% |
| Responses | 390 | 3,588 | 3,251 | 4,036 | 4,479 |

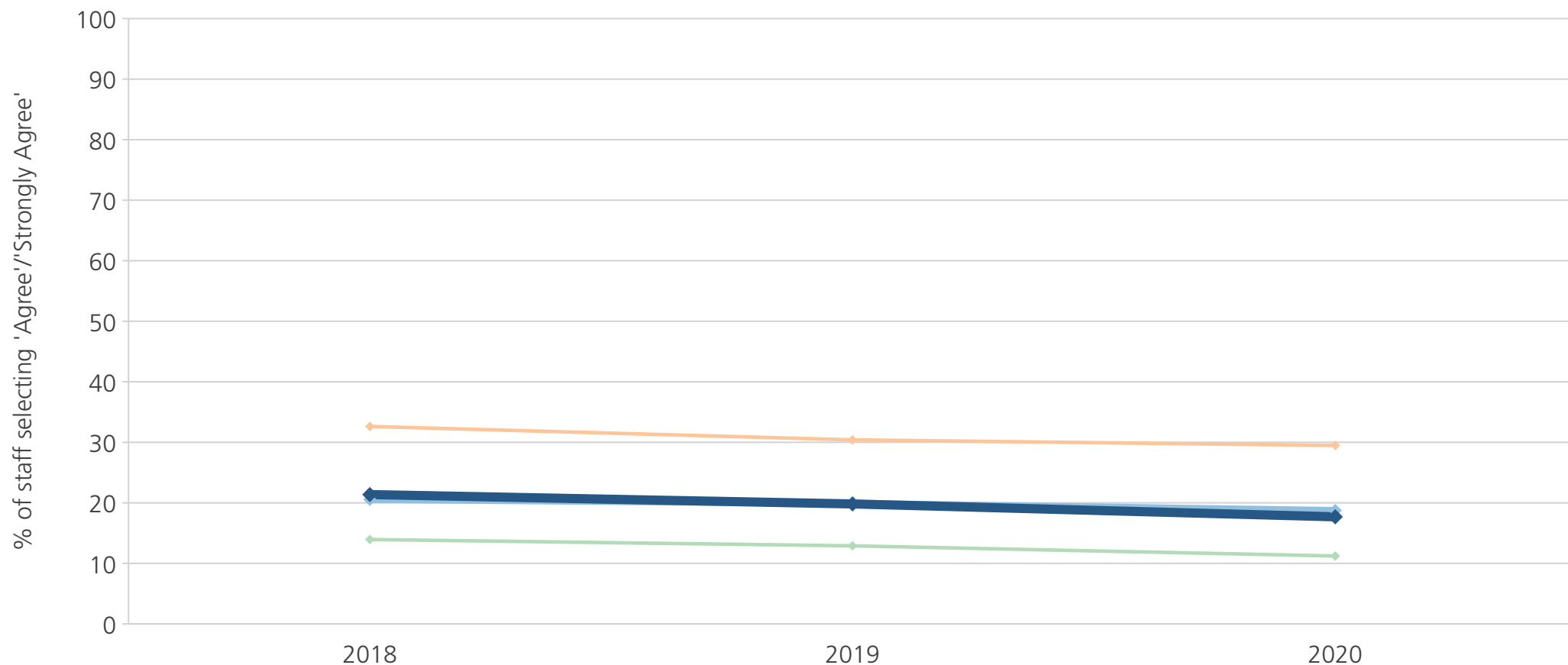


| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------|-------|-------|-------|-------|-------|
| Best | 90.9% | 89.4% | 90.4% | 90.5% | 91.7% |
| Your org | 65.0% | 70.8% | 74.0% | 79.8% | 83.0% |
| Average | 70.2% | 70.7% | 71.0% | 70.5% | 74.3% |
| Worst | 48.2% | 46.4% | 39.7% | 39.8% | 49.7% |
| Responses | 390 | 3,570 | 3,239 | 4,032 | 4,480 |



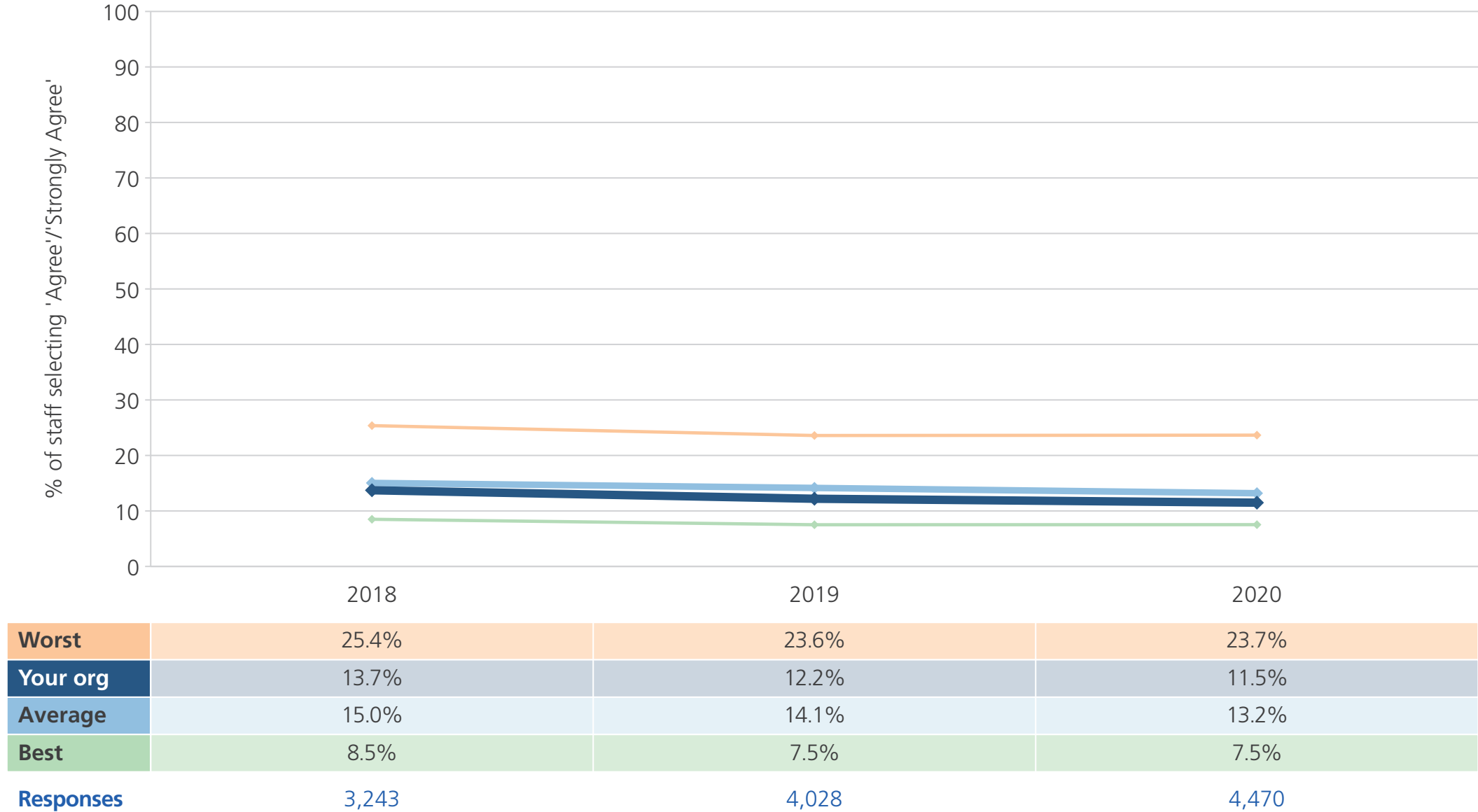


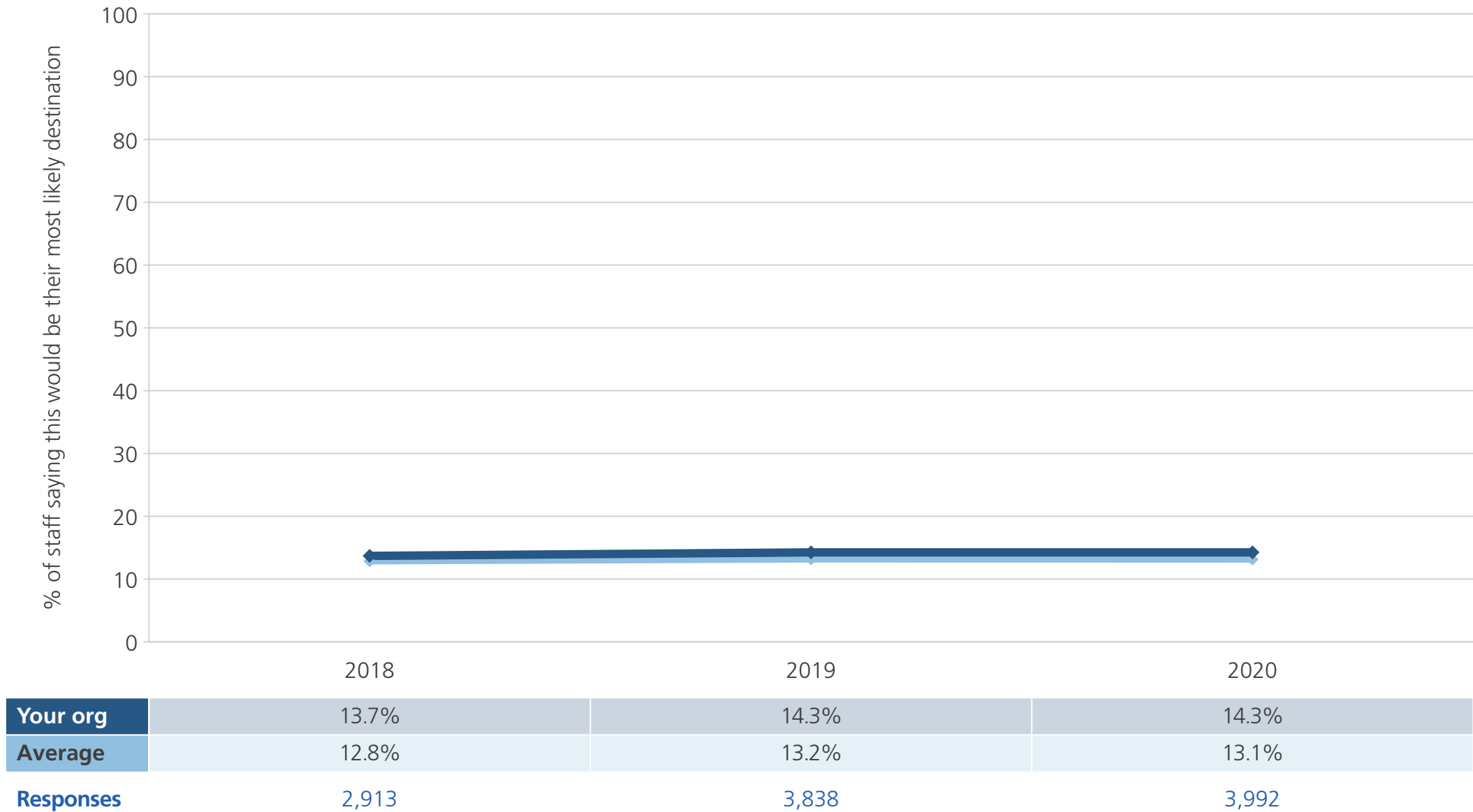


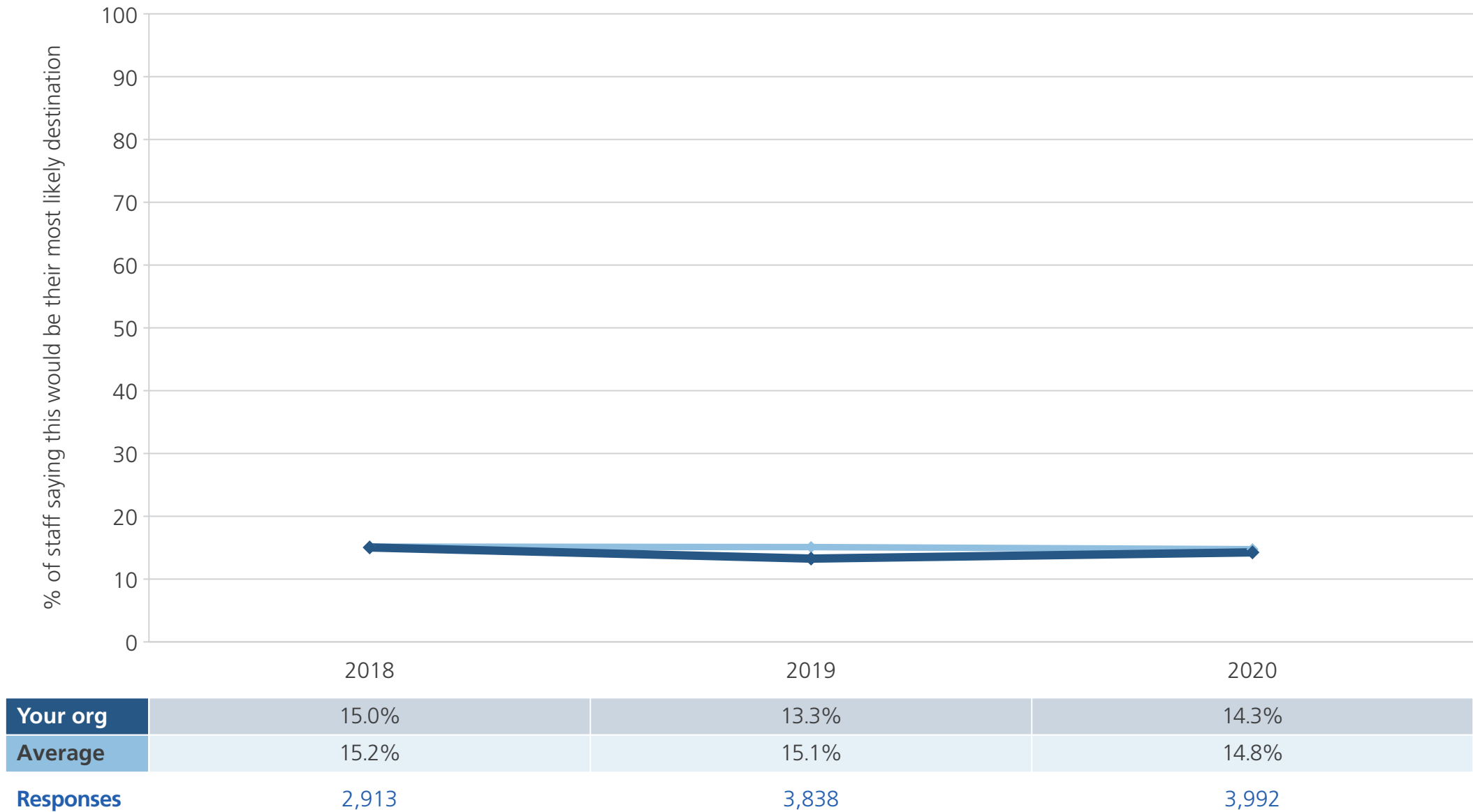


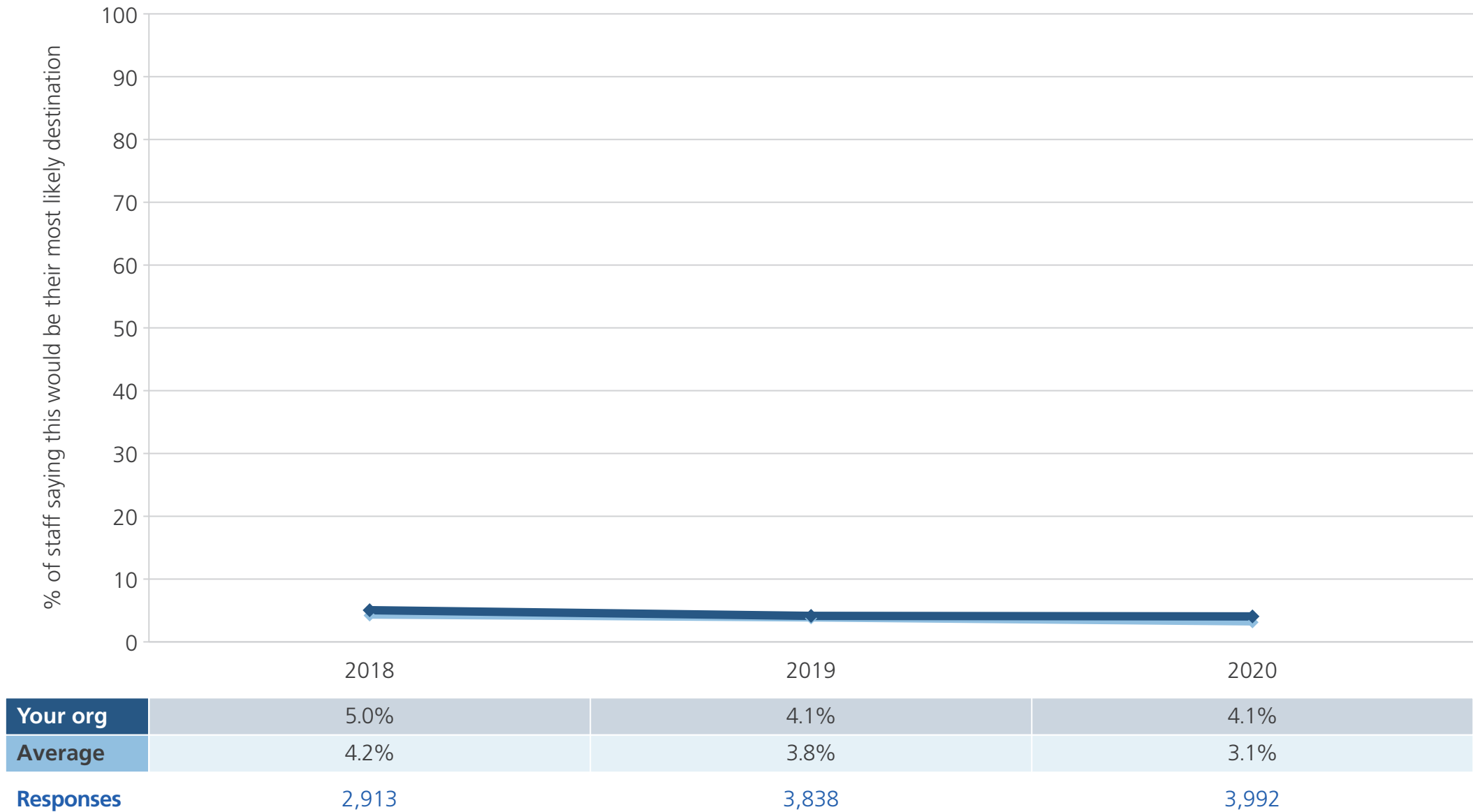
| | | | |
|----------|-------|-------|-------|
| Worst | 32.6% | 30.4% | 29.5% |
| Your org | 21.4% | 19.8% | 17.7% |
| Average | 20.6% | 19.9% | 18.7% |
| Best | 13.9% | 12.9% | 11.2% |

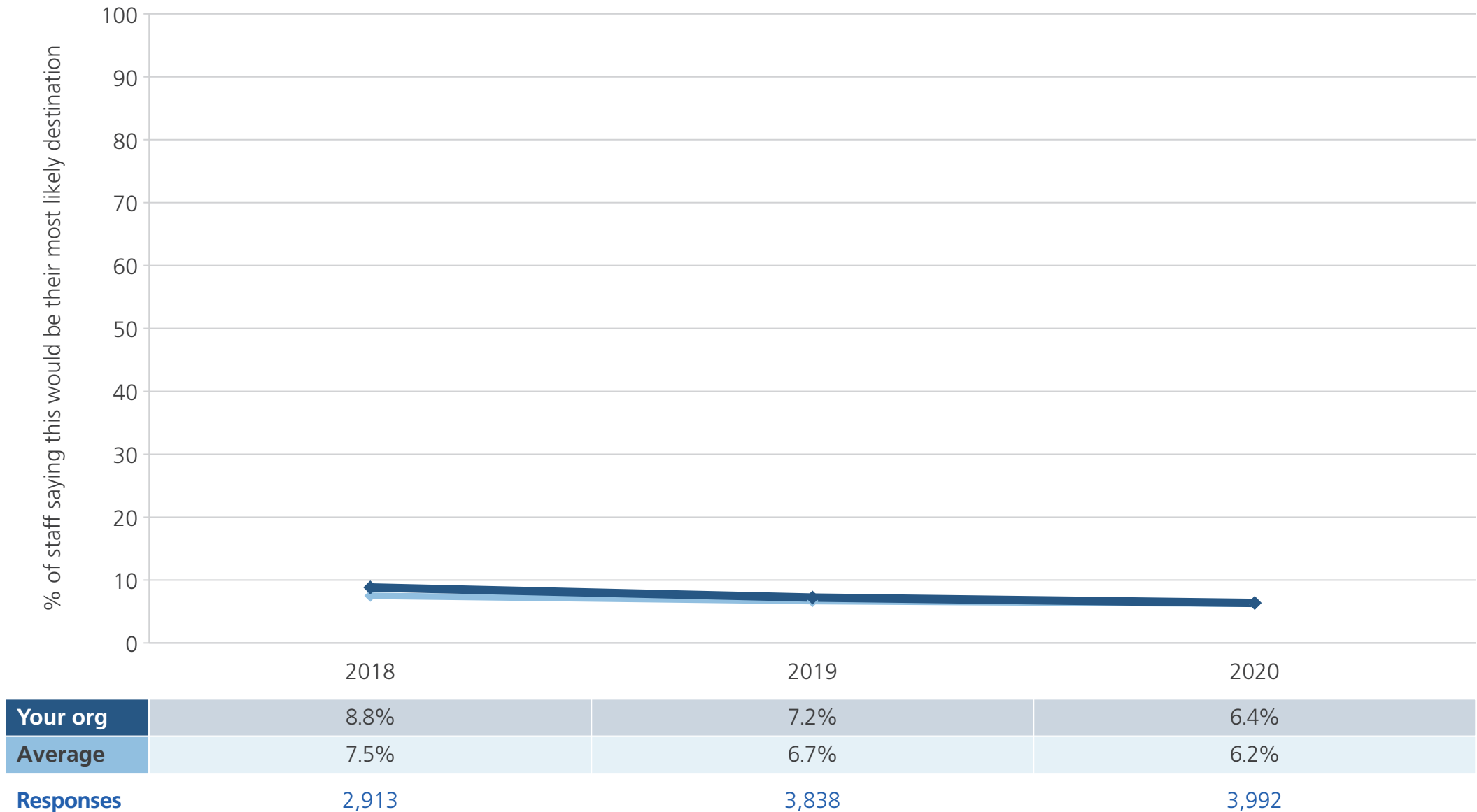
| | | | |
|-----------|-------|-------|-------|
| Responses | 3,253 | 4,039 | 4,484 |
|-----------|-------|-------|-------|

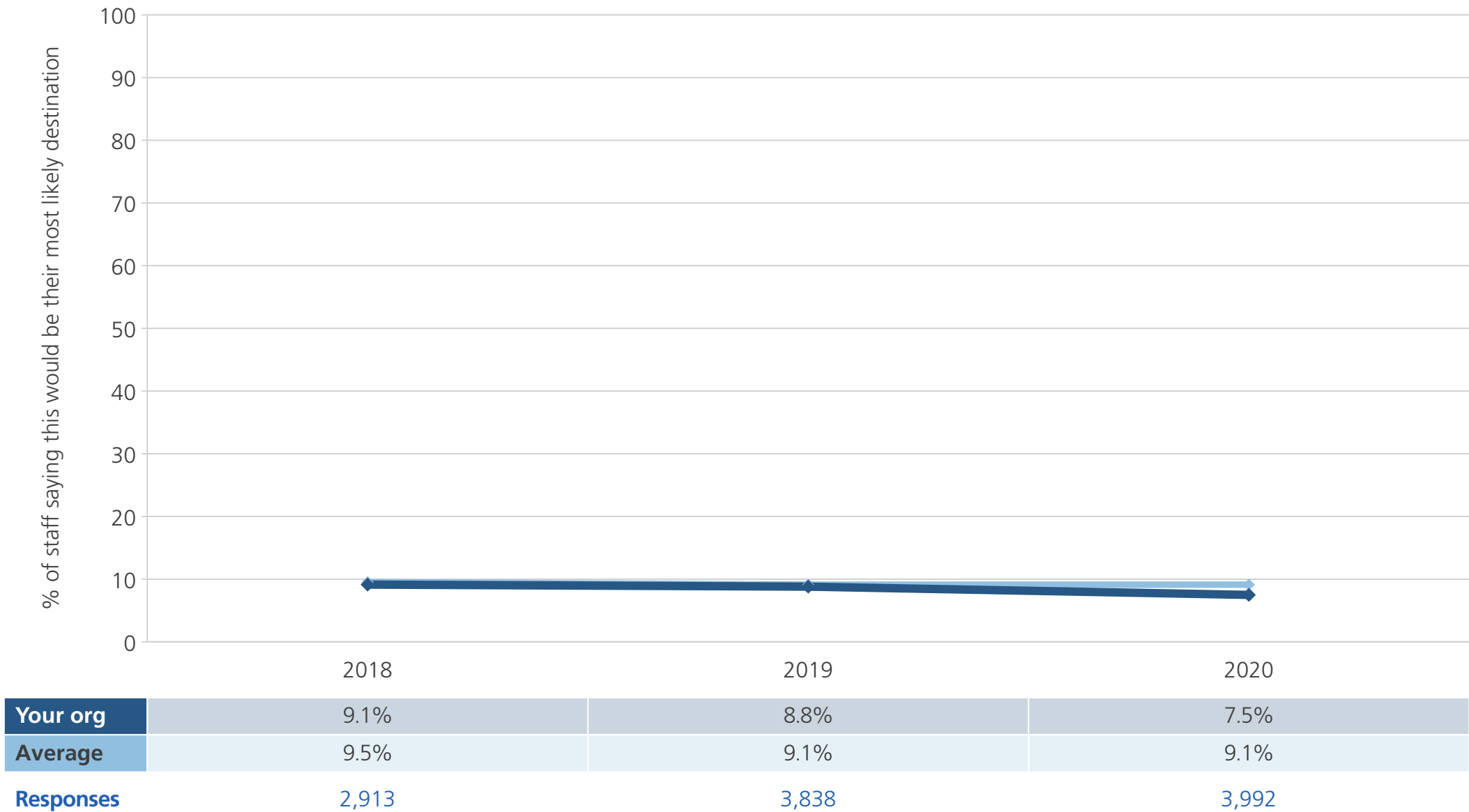


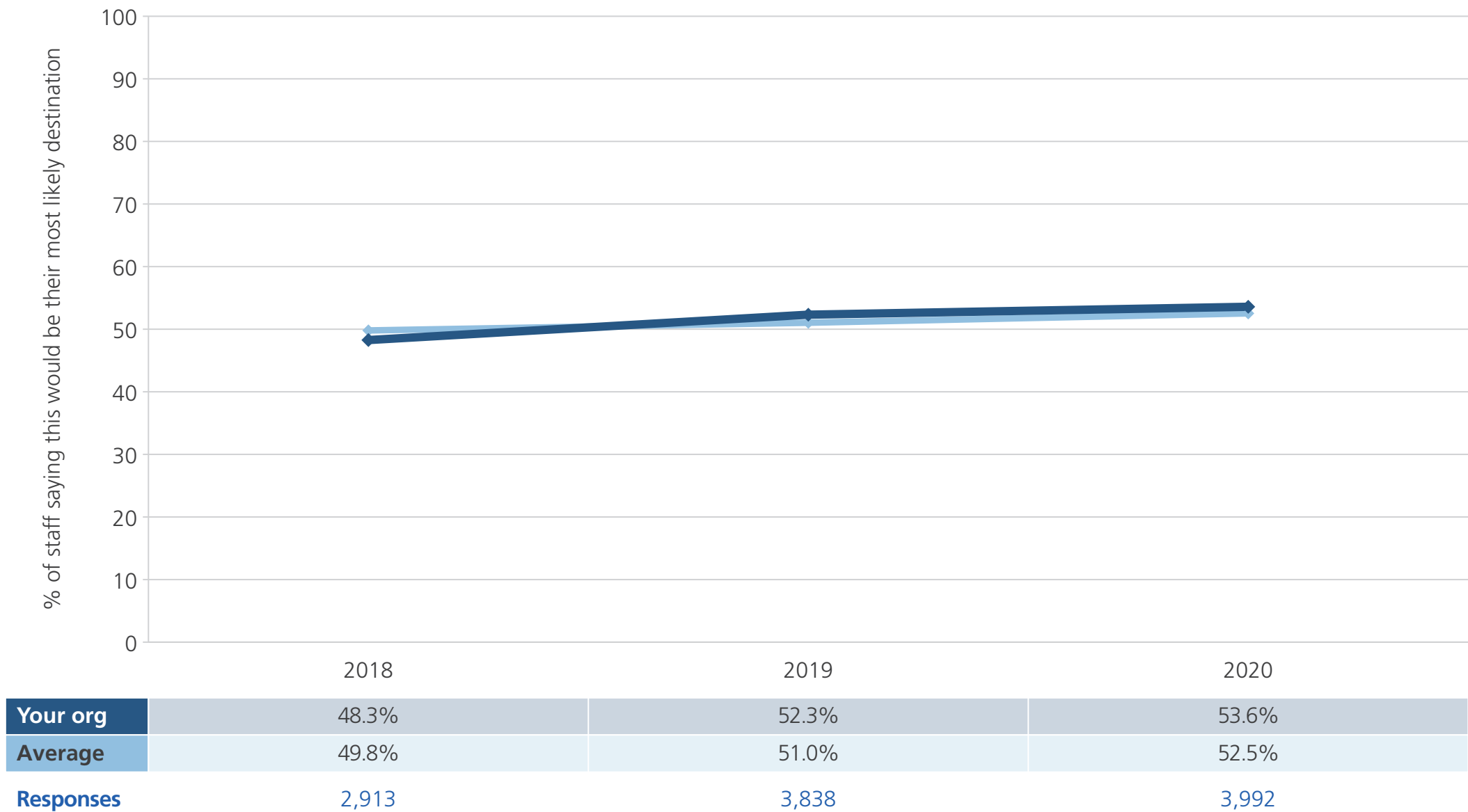






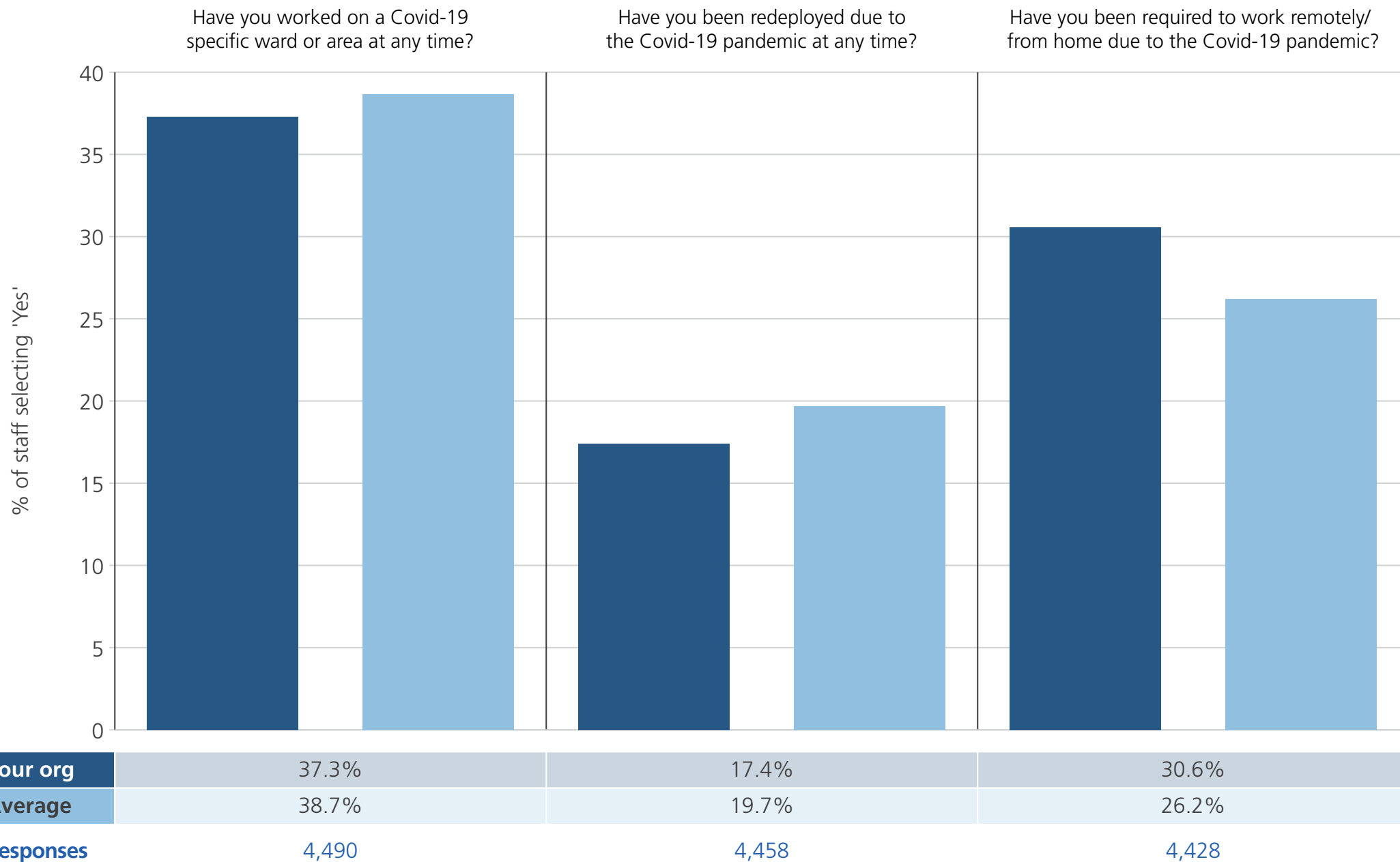


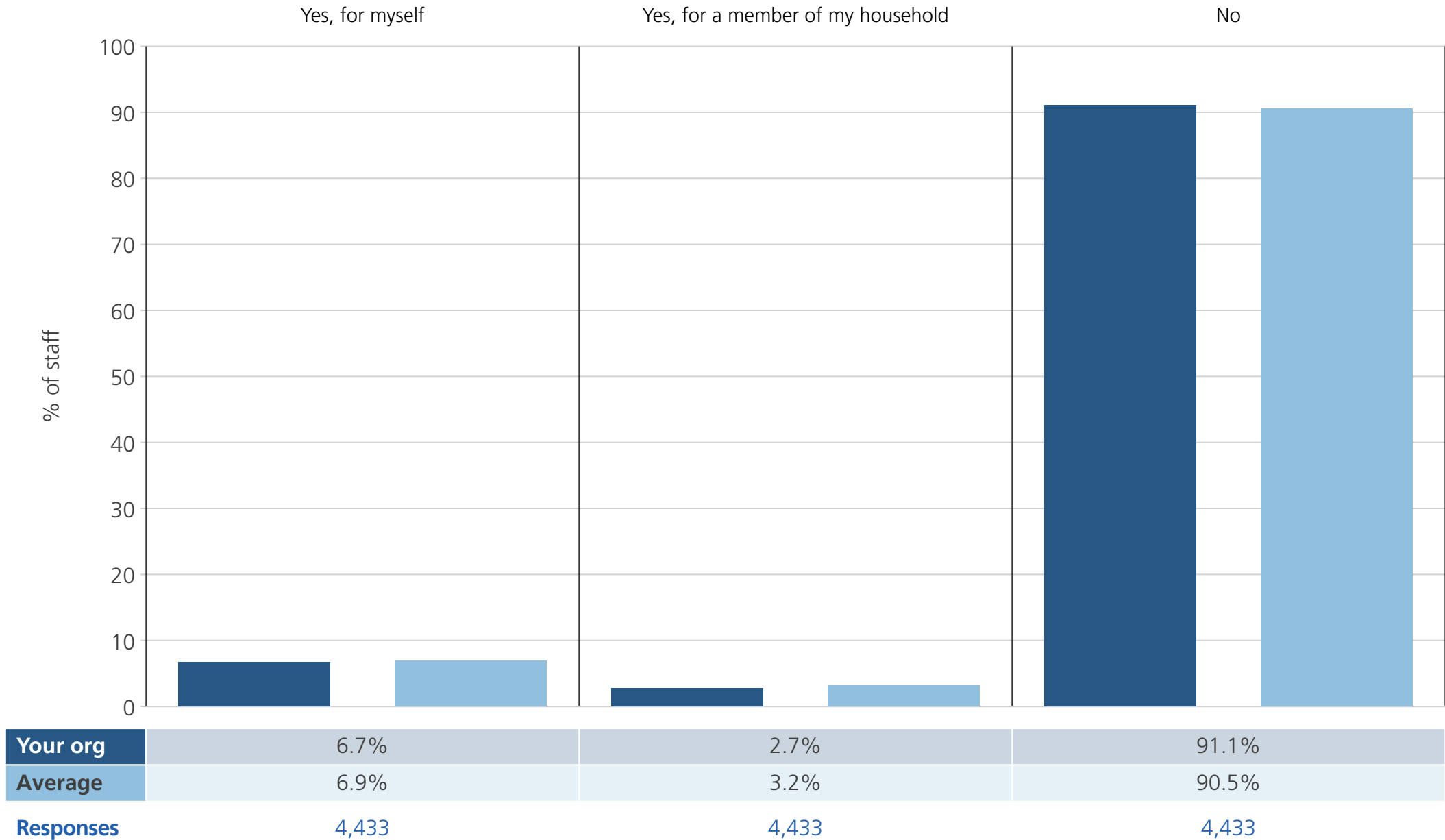




Question results – The Covid-19 pandemic

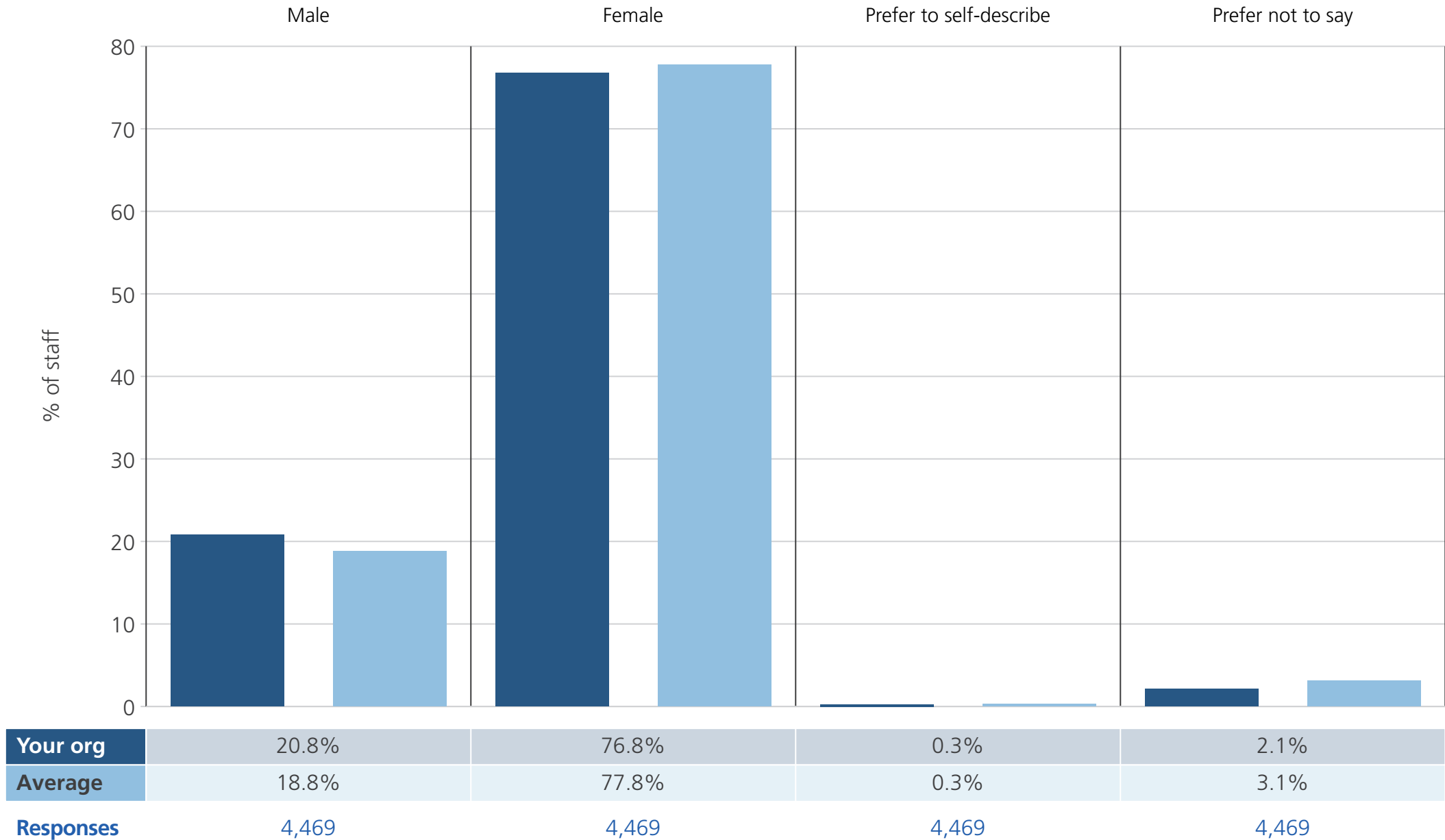
North Bristol NHS Trust
2020 NHS Staff Survey Results

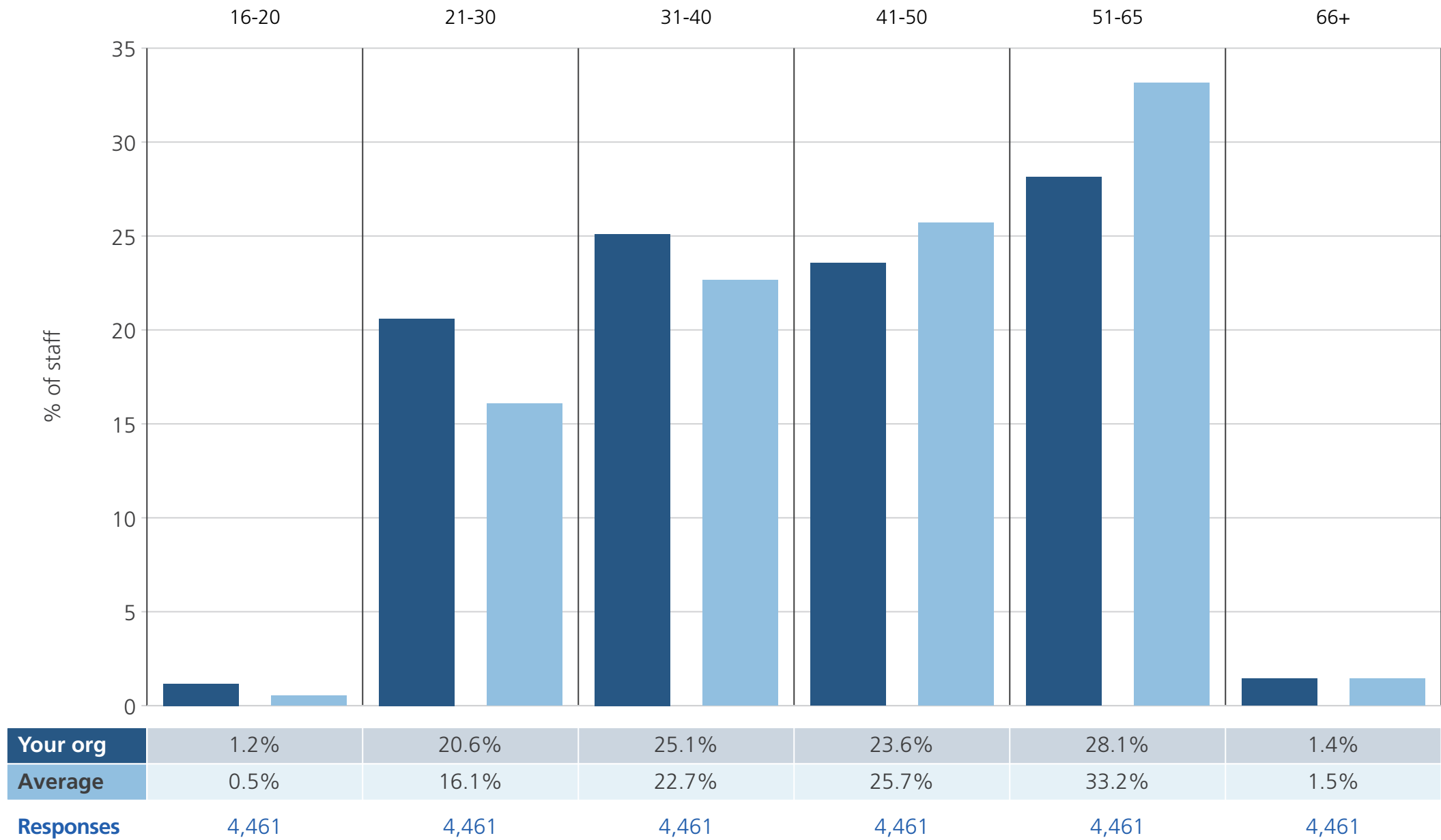


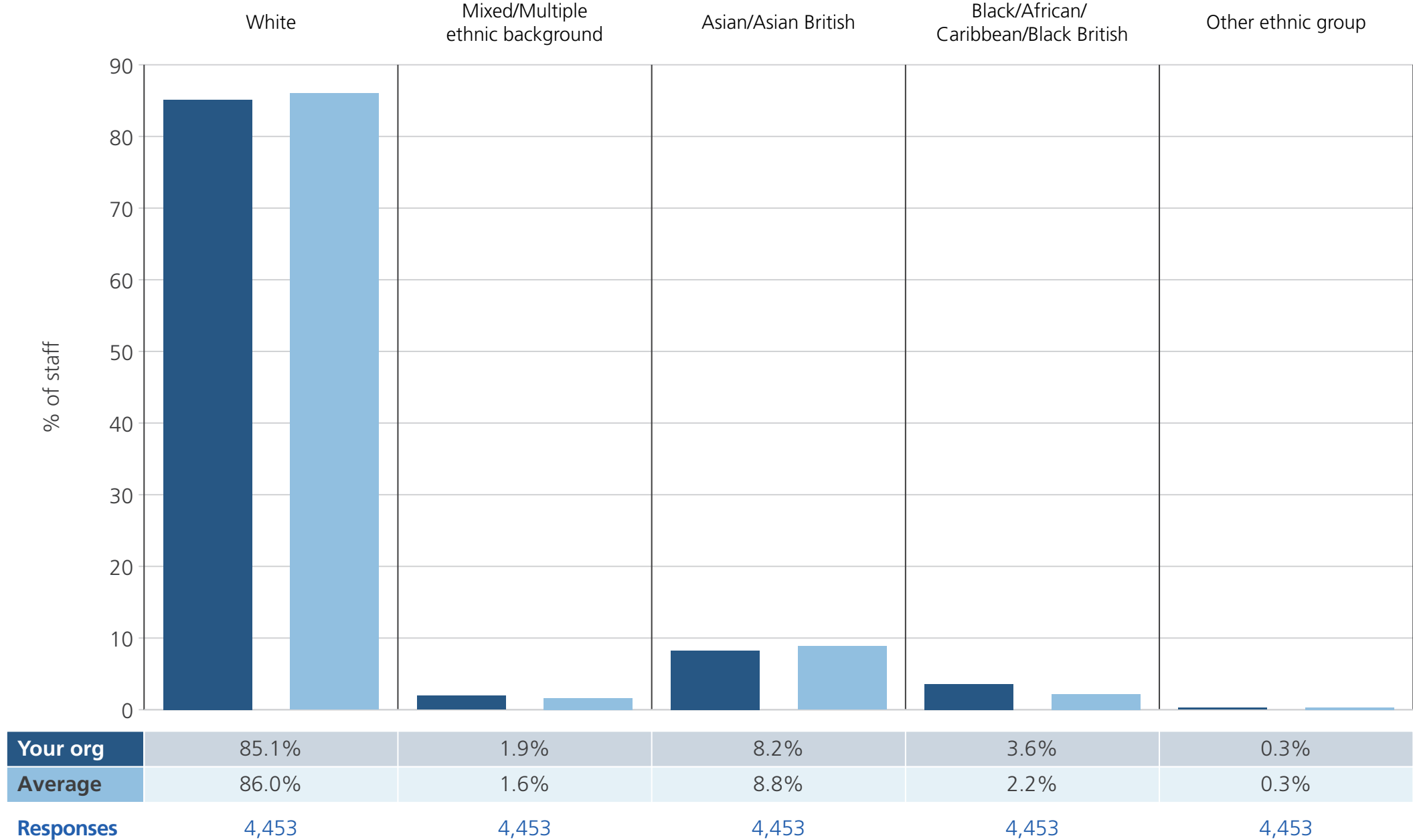


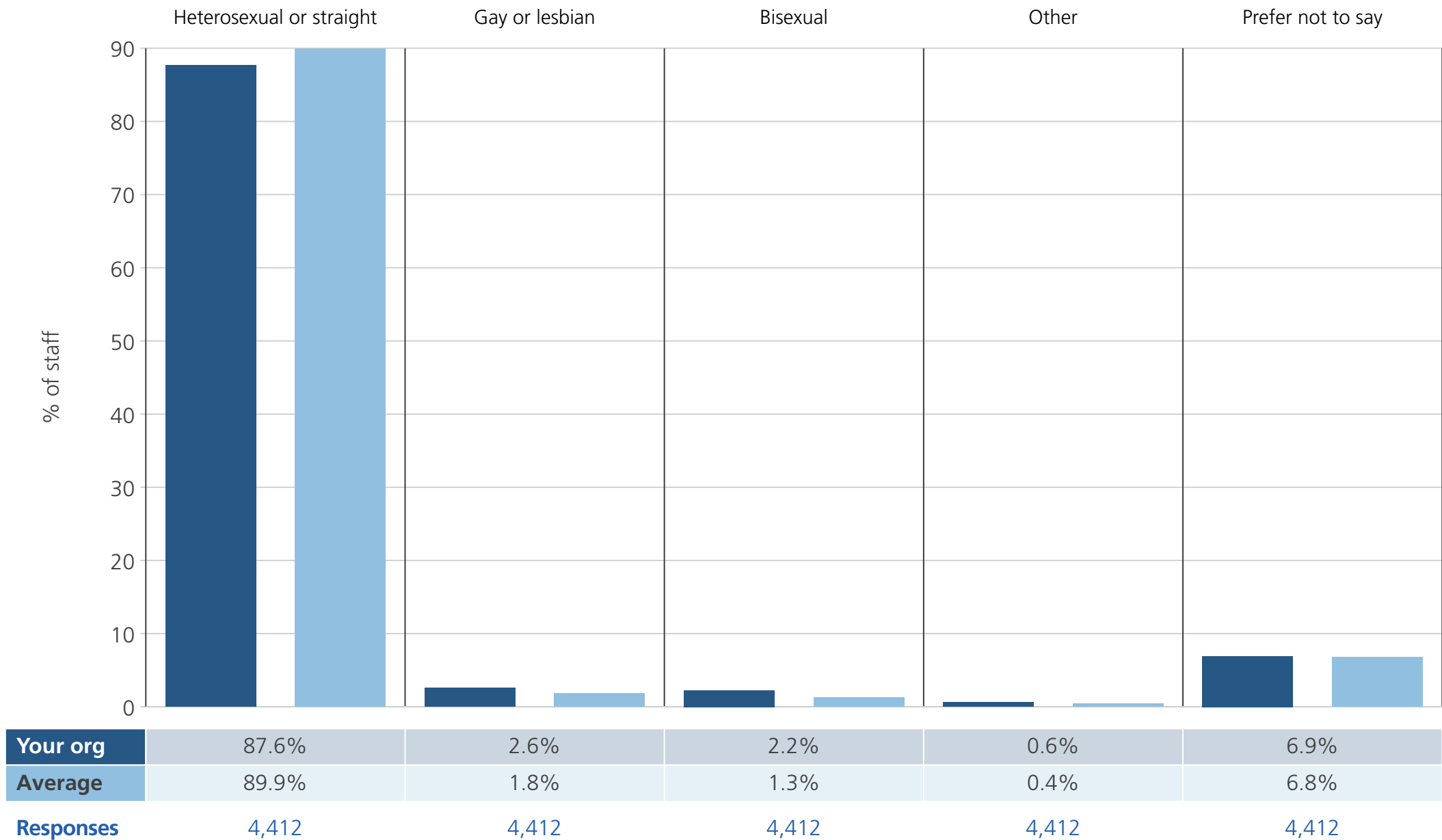
Question results – Background details

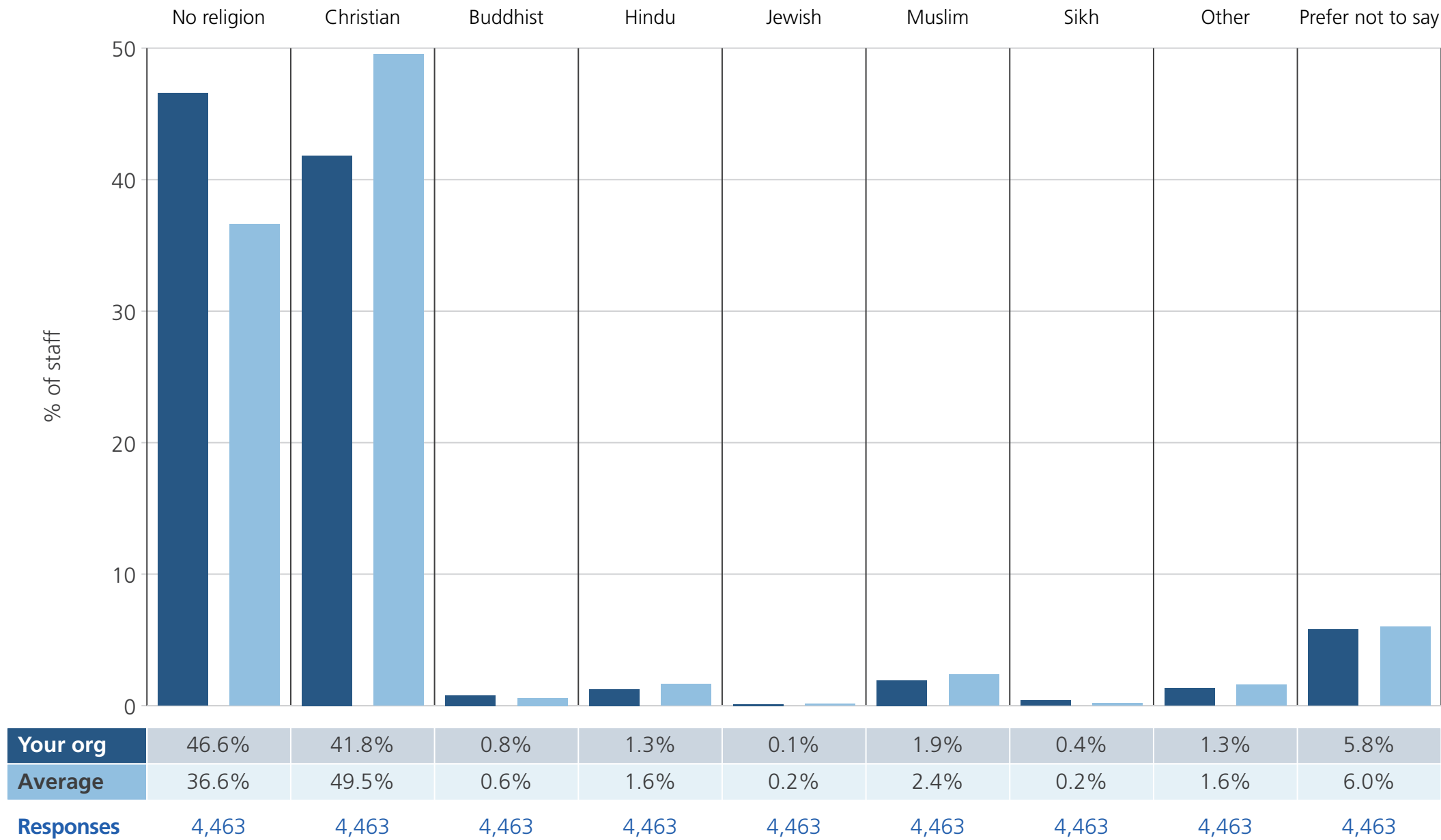
North Bristol NHS Trust
2020 NHS Staff Survey Results





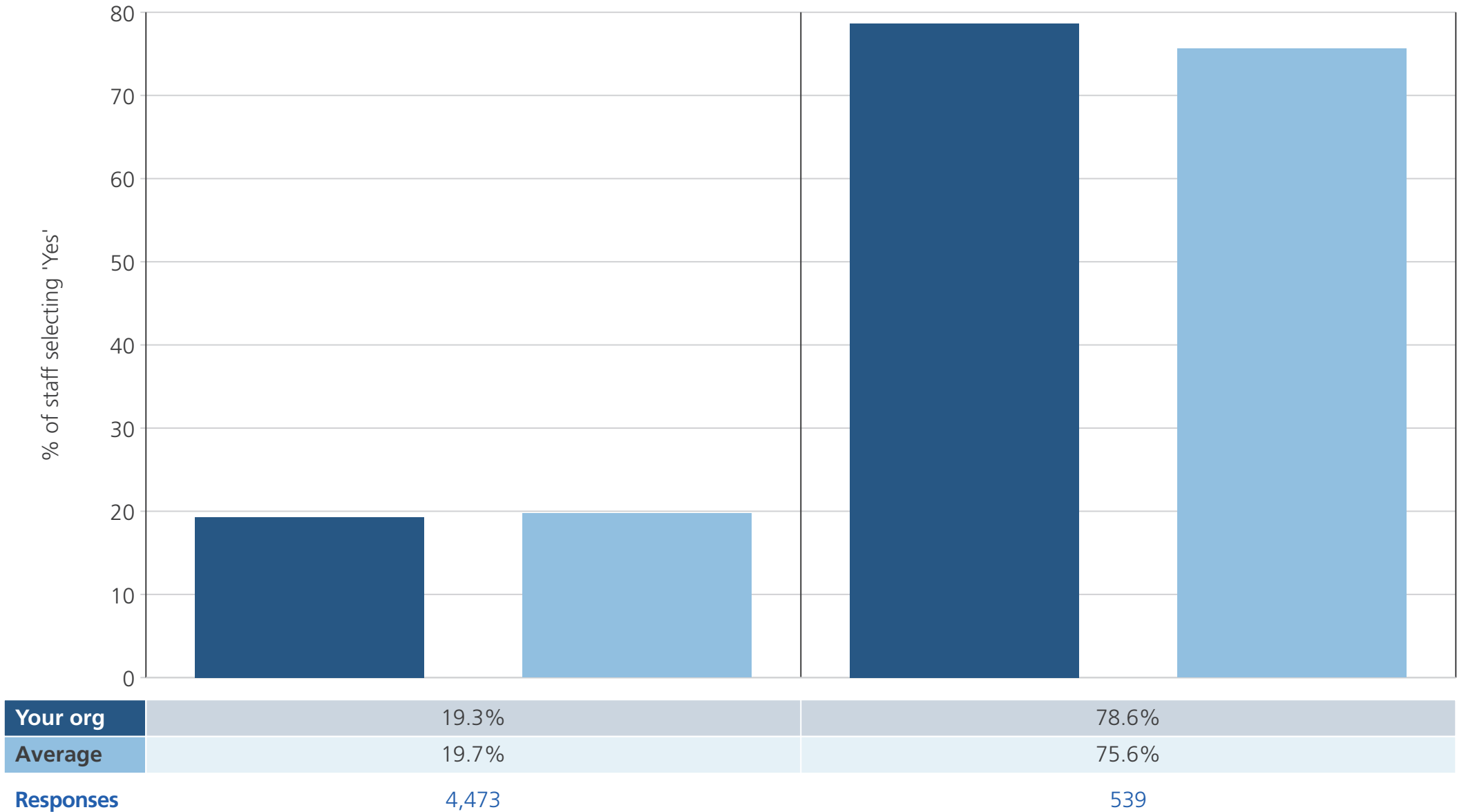






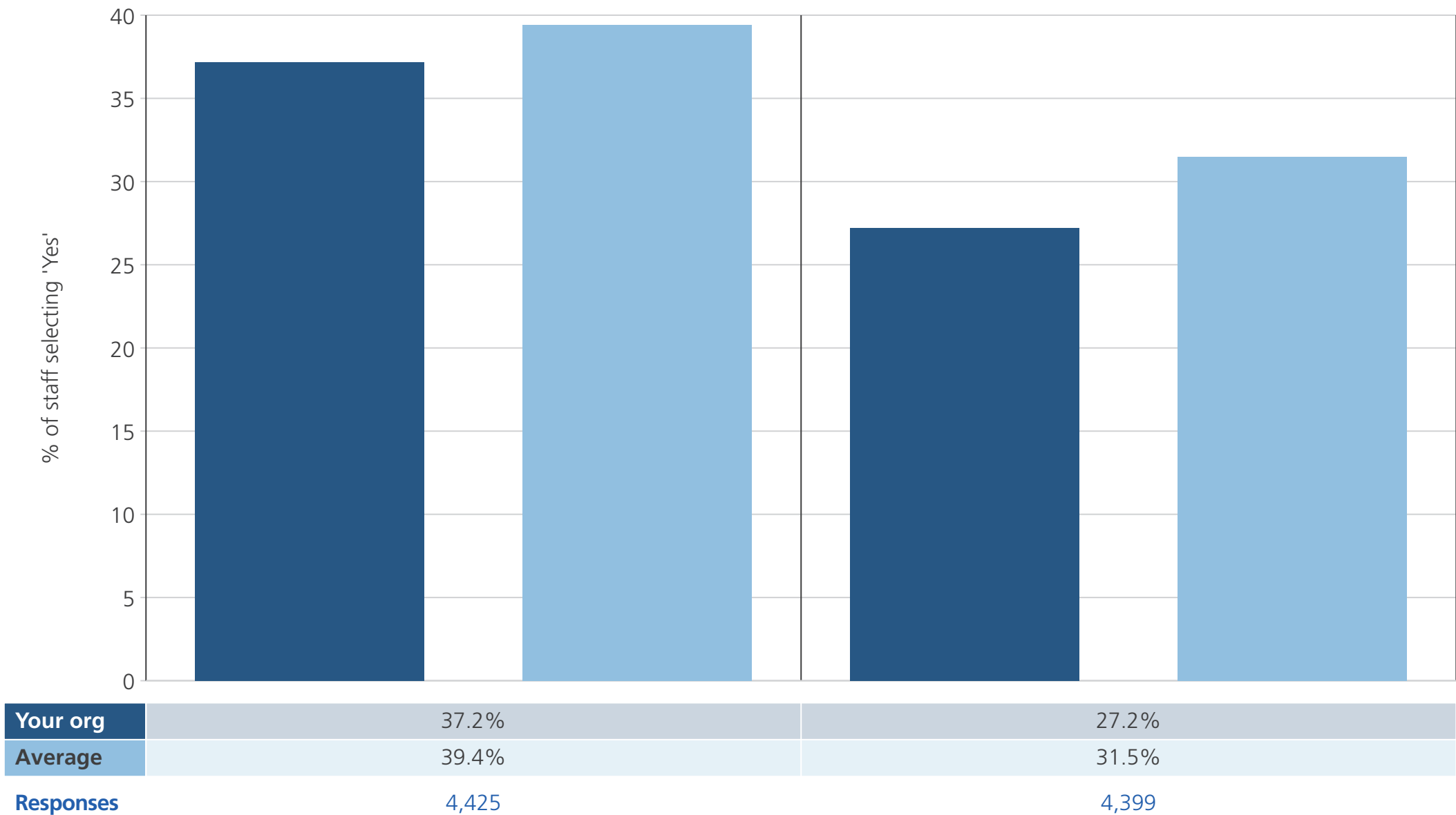
Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

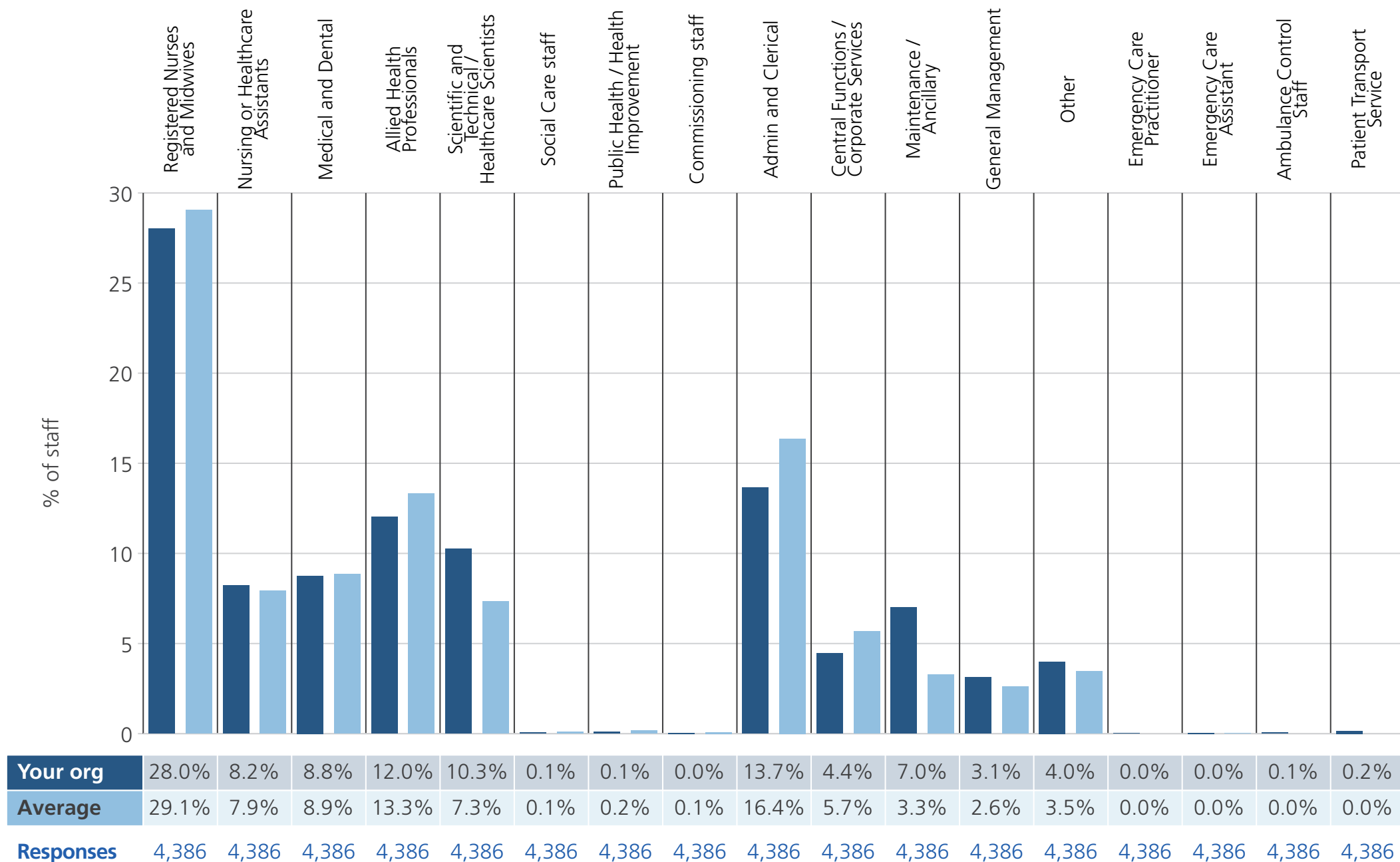
Has your employer made adequate adjustment(s) to enable you to carry out your work?



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?





Workforce Equality Standards

North Bristol NHS 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)

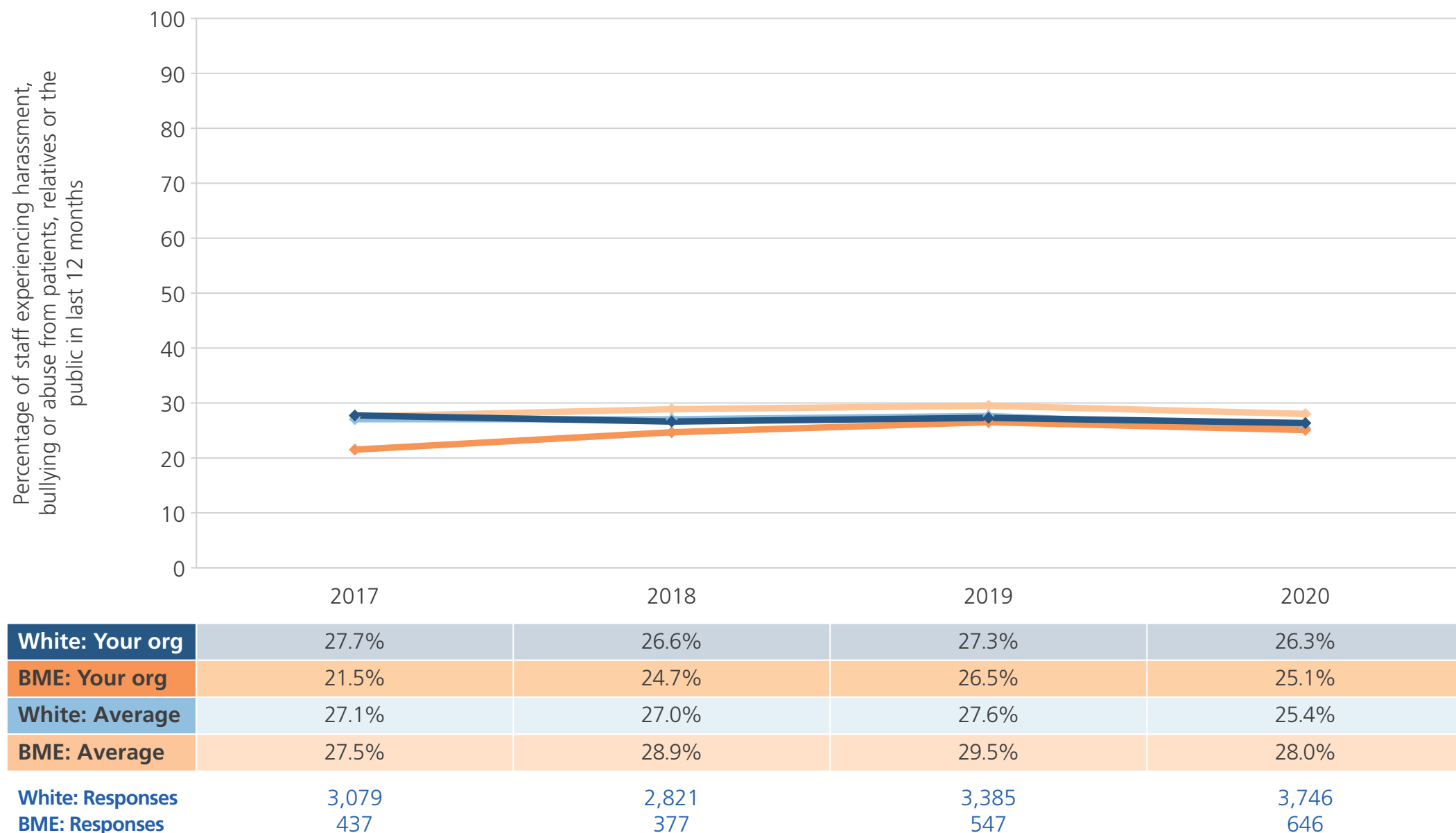
- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Race Equality Standard (WRES). It includes the 2017, 2018, 2019 and 2020 trust/CCG and benchmarking group median results for q13a, q13b&c combined, q14, and q15b split by ethnicity (by white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

Workforce Disability Equality Standard (WDES)

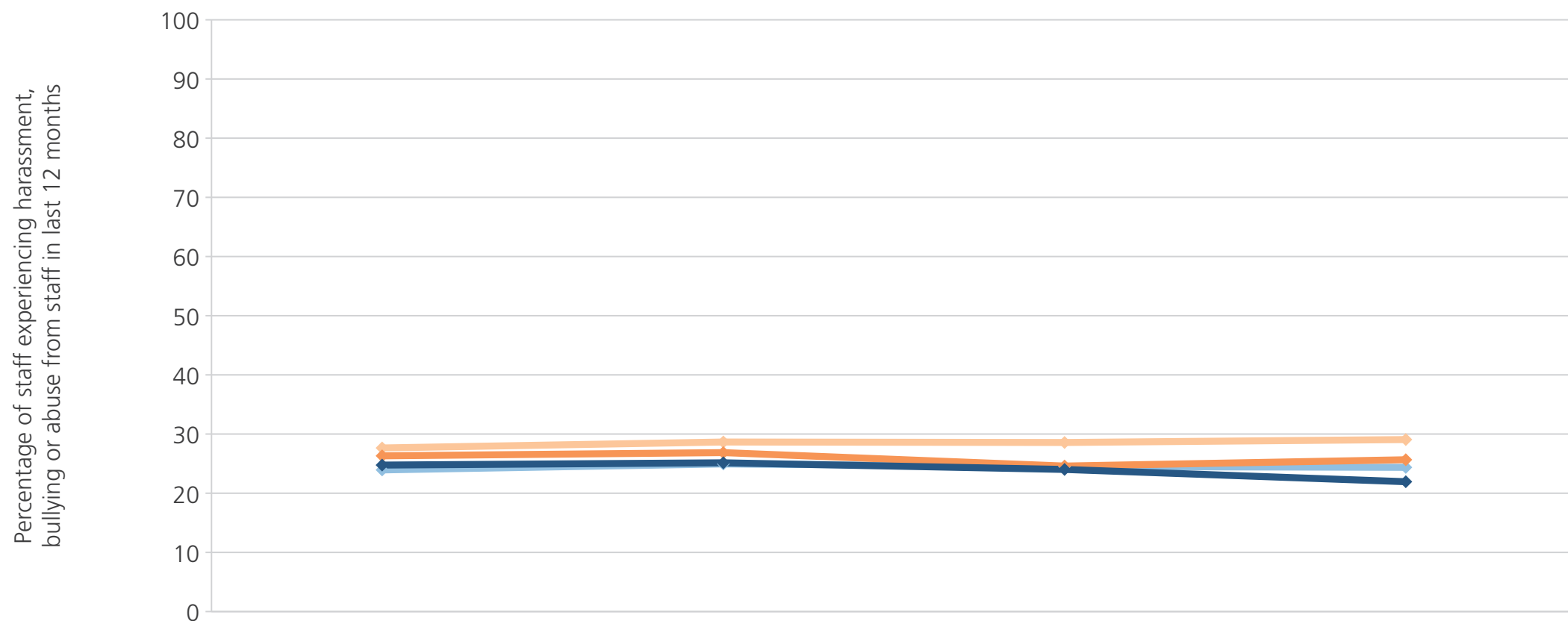
- This contains data for each organisation required for the NHS Staff Survey indicators used in the Workforce Disability Equality Standard (WDES). It includes the 2018 and 2019 trust/CCG and benchmarking group median results for q5f, q11e, q13a-d, and q14 split by staff with a long lasting health condition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

North Bristol NHS Trust
2020 NHS Staff Survey Results



Average calculated as the median for the benchmark group



| | 2017 | 2018 | 2019 | 2020 |
|------------------------|-------|-------|-------|-------|
| White: Your org | 24.8% | 25.1% | 24.0% | 21.9% |
| BME: Your org | 26.3% | 26.9% | 24.6% | 25.7% |
| White: Average | 23.9% | 24.9% | 24.5% | 24.4% |
| BME: Average | 27.6% | 28.7% | 28.6% | 29.1% |

White: Responses

3,090

BME: Responses

437

2,824

376

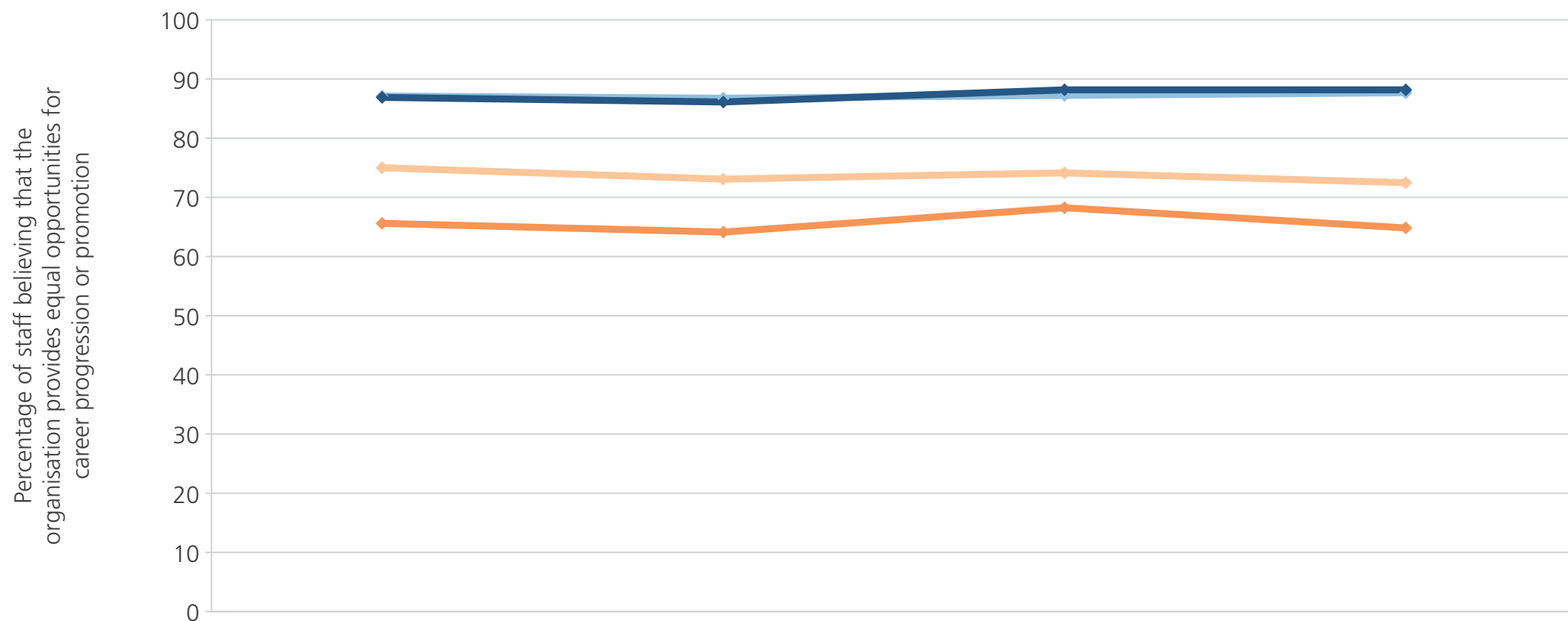
3,385

549

3,755

647

Average calculated as the median for the benchmark group



| | 2017 | 2018 | 2019 | 2020 |
|-----------------|-------|-------|-------|-------|
| White: Your org | 86.9% | 86.1% | 88.2% | 88.2% |
| BME: Your org | 65.6% | 64.1% | 68.2% | 64.8% |
| White: Average | 87.1% | 86.8% | 87.2% | 87.7% |
| BME: Average | 75.0% | 73.1% | 74.1% | 72.5% |

White: Responses

2,082

BME: Responses

282

1,865

223

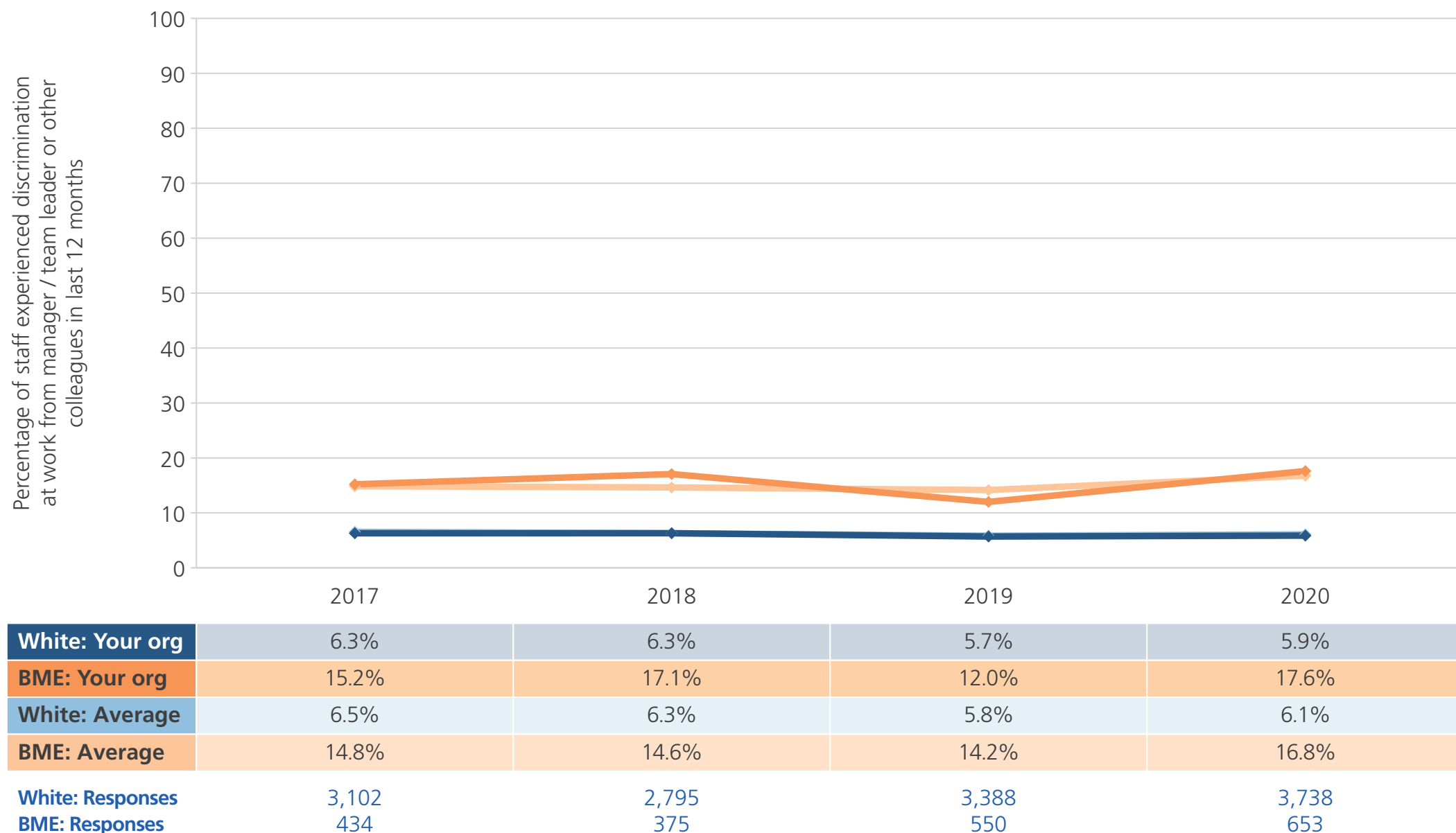
2,332

340

2,535

418

Average calculated as the median for the benchmark group



Average calculated as the median for the benchmark group

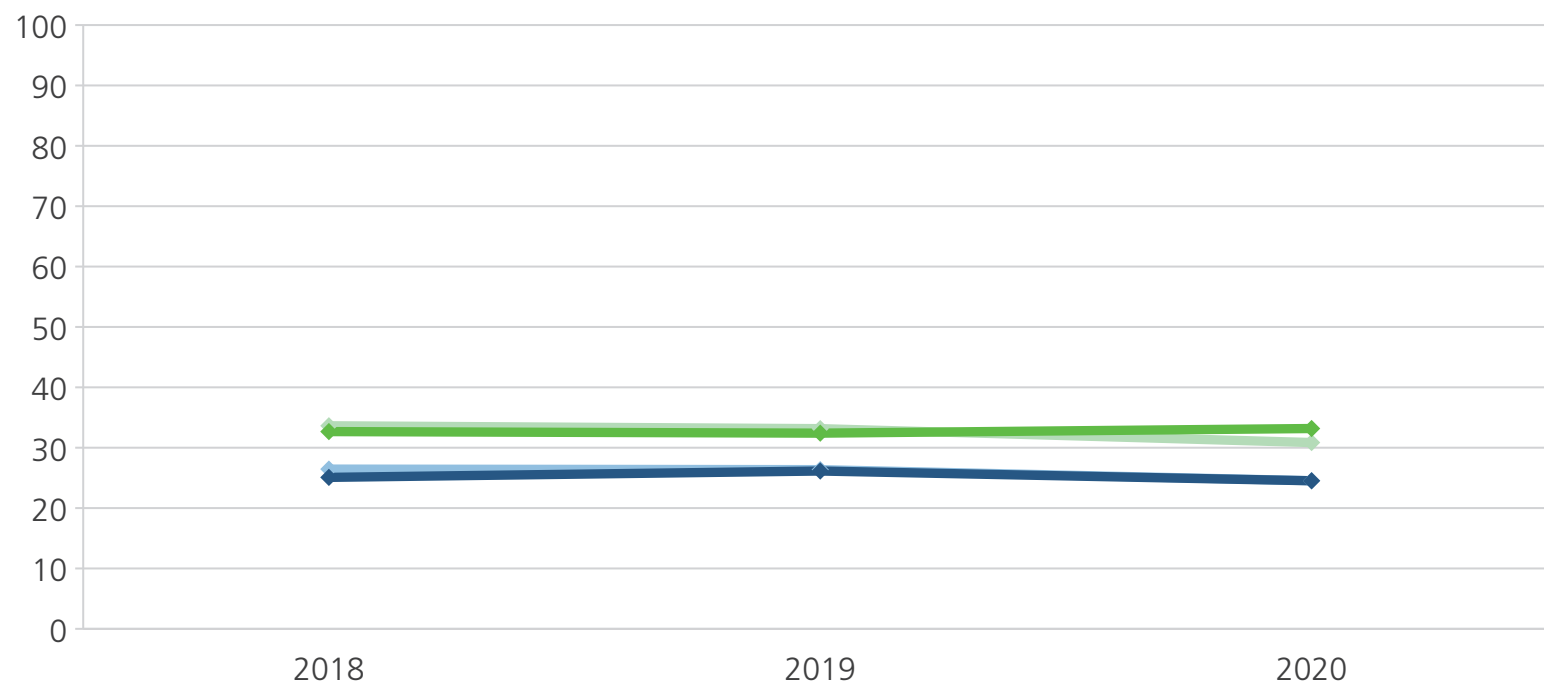
Workforce Disability Equality Standard (WDES)

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](#).

North Bristol NHS 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 | 32.7% | 32.4% | 33.2% |
| Staff without a LTC or illness: Your org | 25.1% | 26.1% | 24.5% |
| 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

603

759

856

Staff without a LTC or illness: Responses

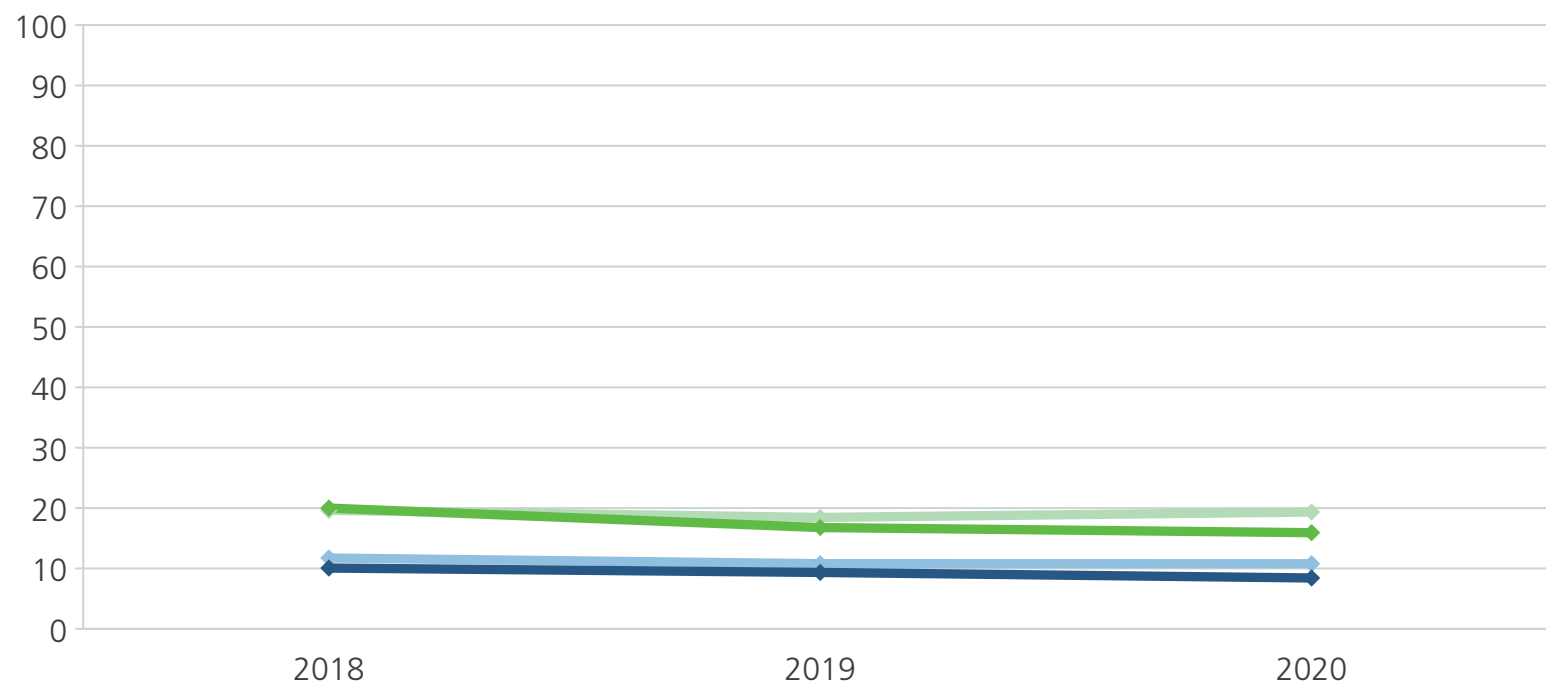
2,619

3,248

3,560

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 | 20.0% | 16.8% | 15.9% |
| Staff without a LTC or illness: Your org | 10.1% | 9.3% | 8.4% |
| 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

600

Staff without a LTC or illness: Responses

2,602

757

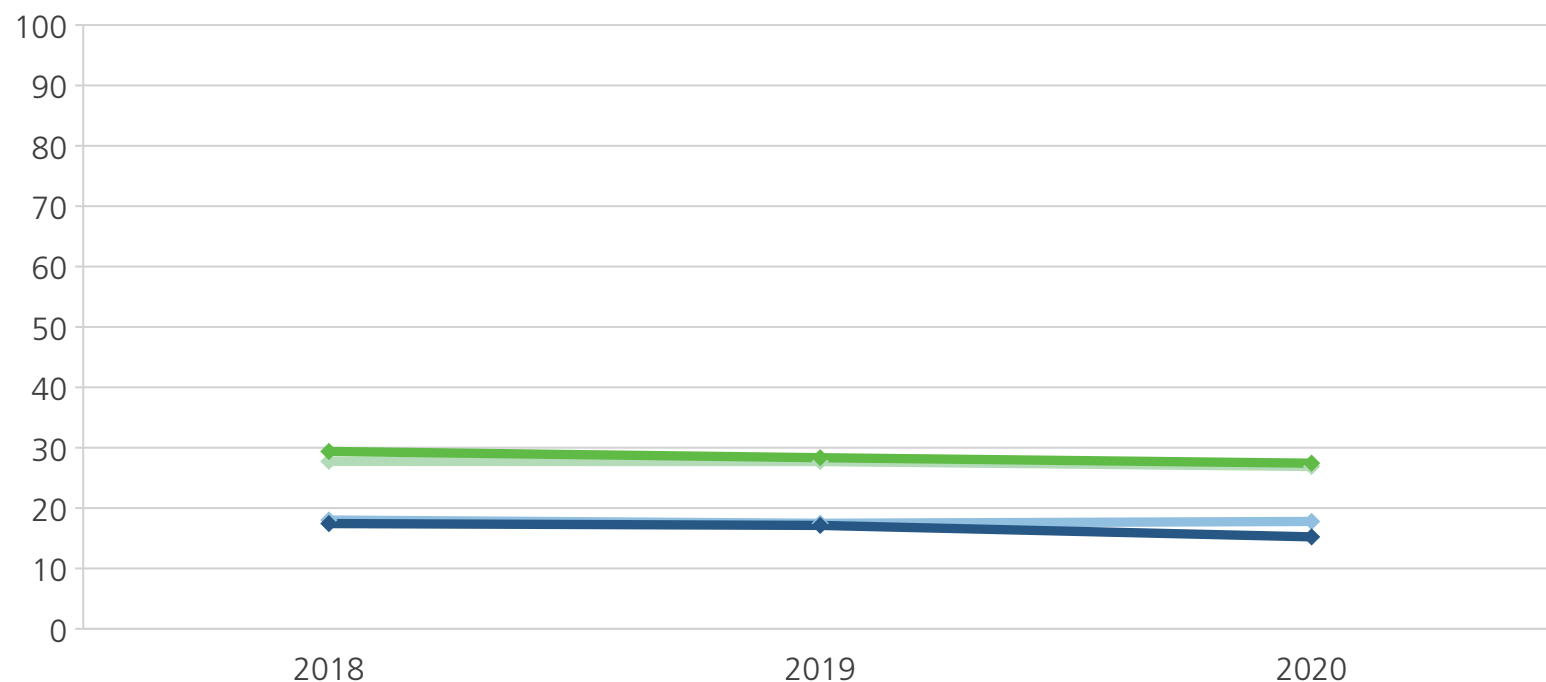
3,233

854

3,549

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 | 17.4% | 17.1% | 15.2% |
| 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

Staff without a LTC or illness: Responses

599

2,581

755

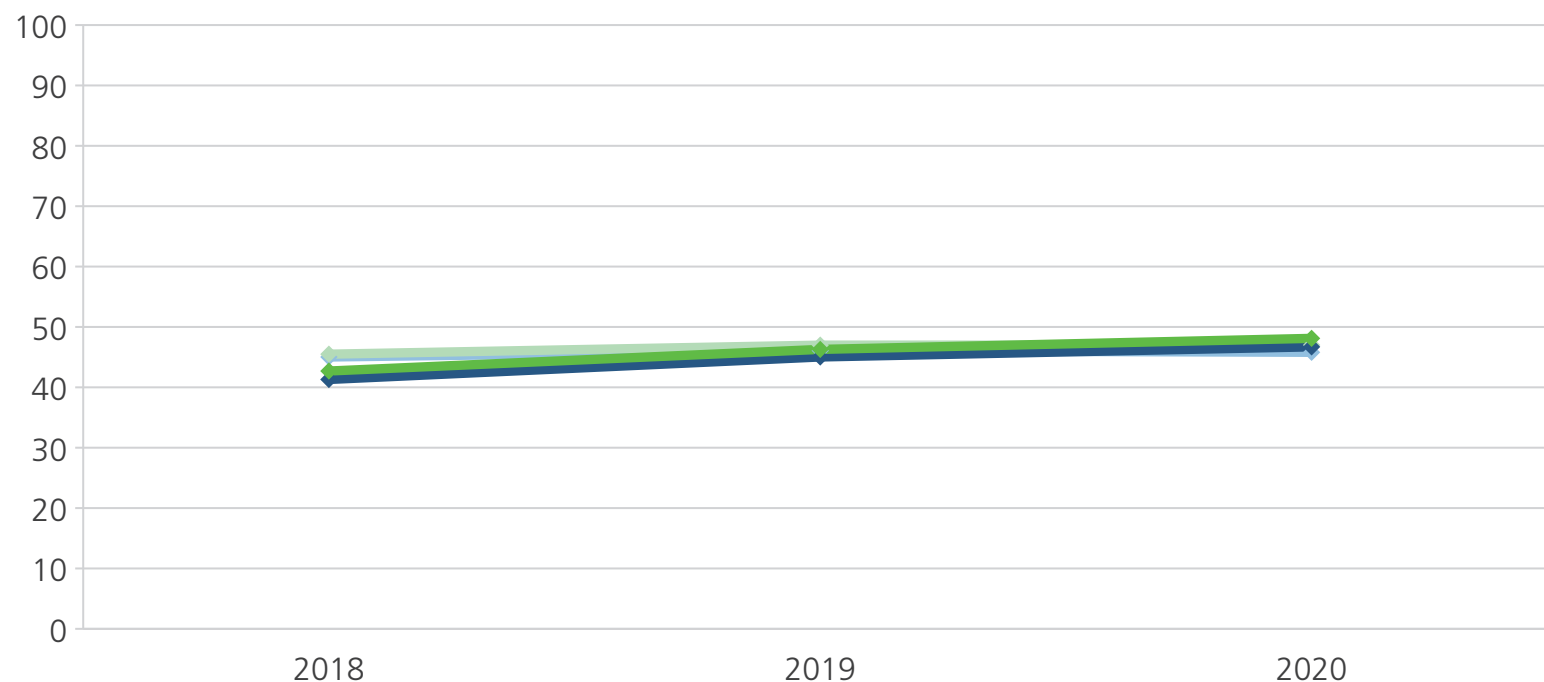
3,240

842

3,532

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



| | 2018 | 2019 | 2020 |
|---|-------|-------|-------|
| Staff with a LTC or illness: Your org | 42.7% | 46.3% | 48.1% |
| Staff without a LTC or illness: Your org | 41.3% | 45.0% | 46.7% |
| 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

274

363

397

Staff without a LTC or illness: Responses

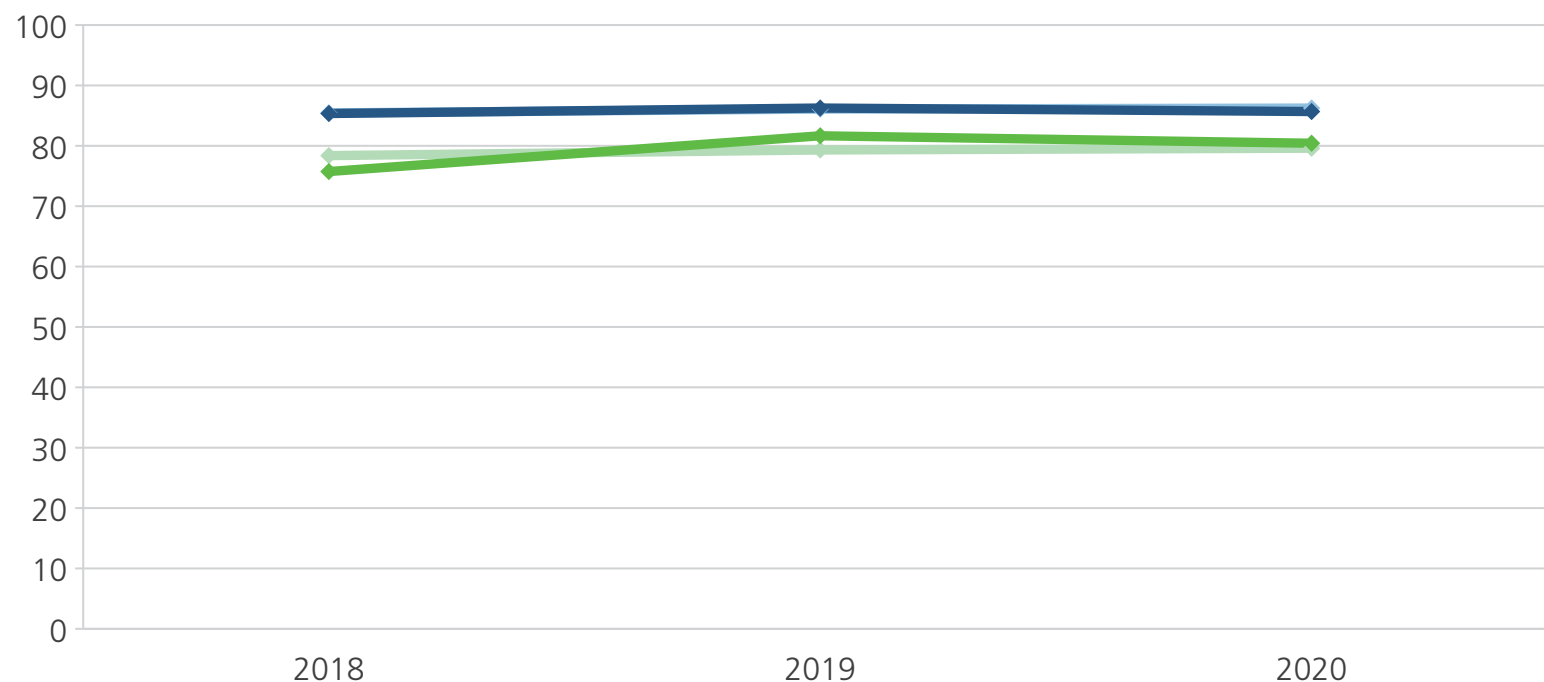
799

1,126

1,122

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 | 85.4% | 86.3% | 85.7% |
| 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

371

518

562

Staff without a LTC or illness: Responses

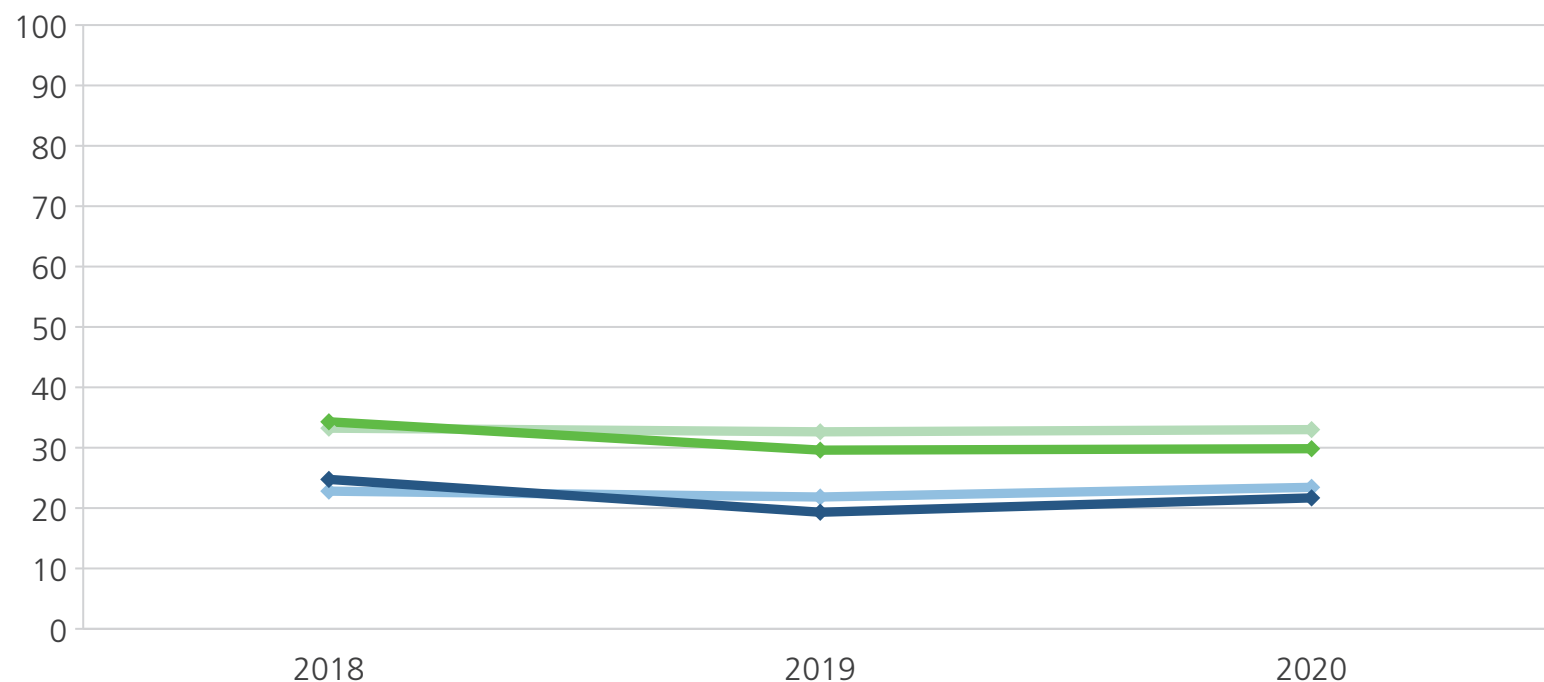
1,727

2,198

2,402

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 | 34.3% | 29.6% | 29.8% |
| Staff without a LTC or illness: Your org | 24.8% | 19.3% | 21.7% |
| 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

452

571

543

Staff without a LTC or illness: Responses

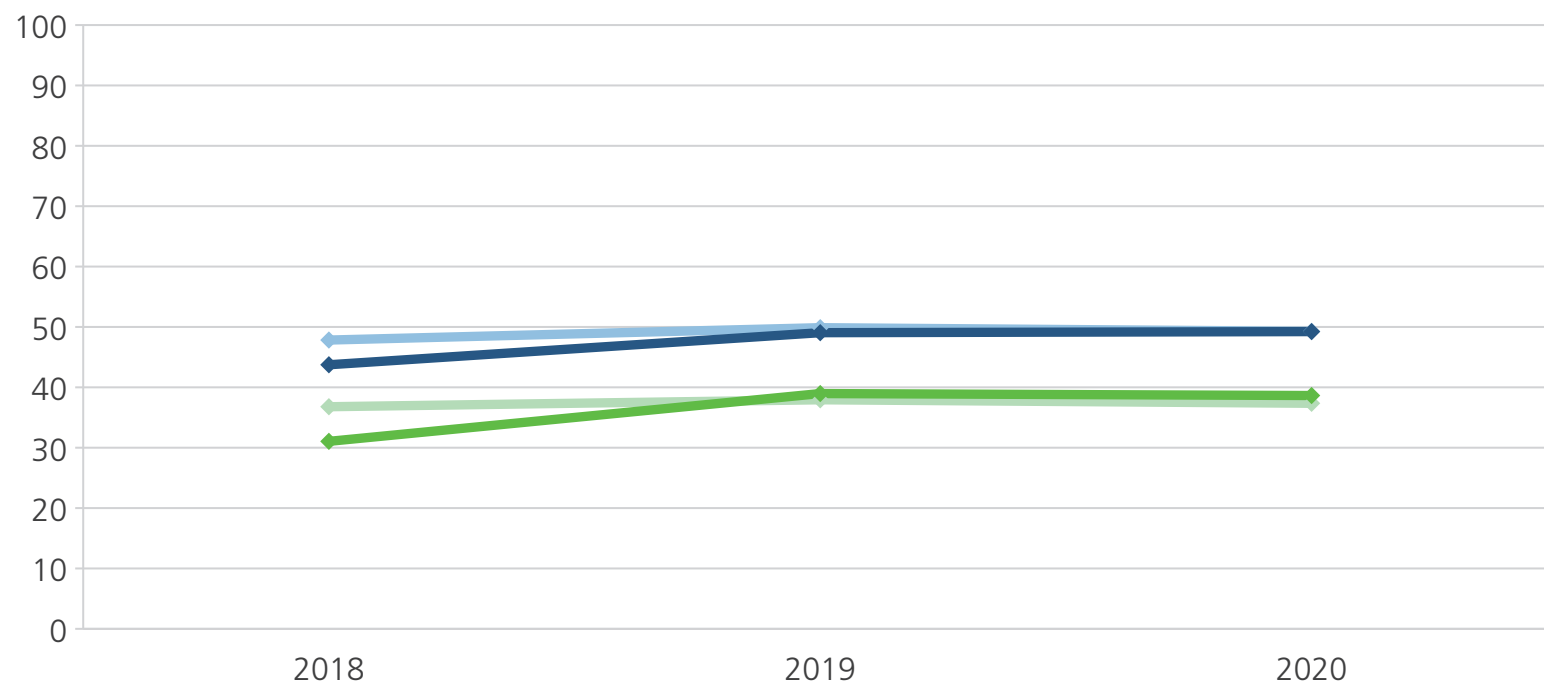
1,406

1,683

1,526

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 | 2018 | 2019 | 2020 |
|--|-------|-------|-------|
| Staff without a LTC or illness: Your org | 43.7% | 49.1% | 49.2% |
| 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

599

757

854

Staff without a LTC or illness: Responses

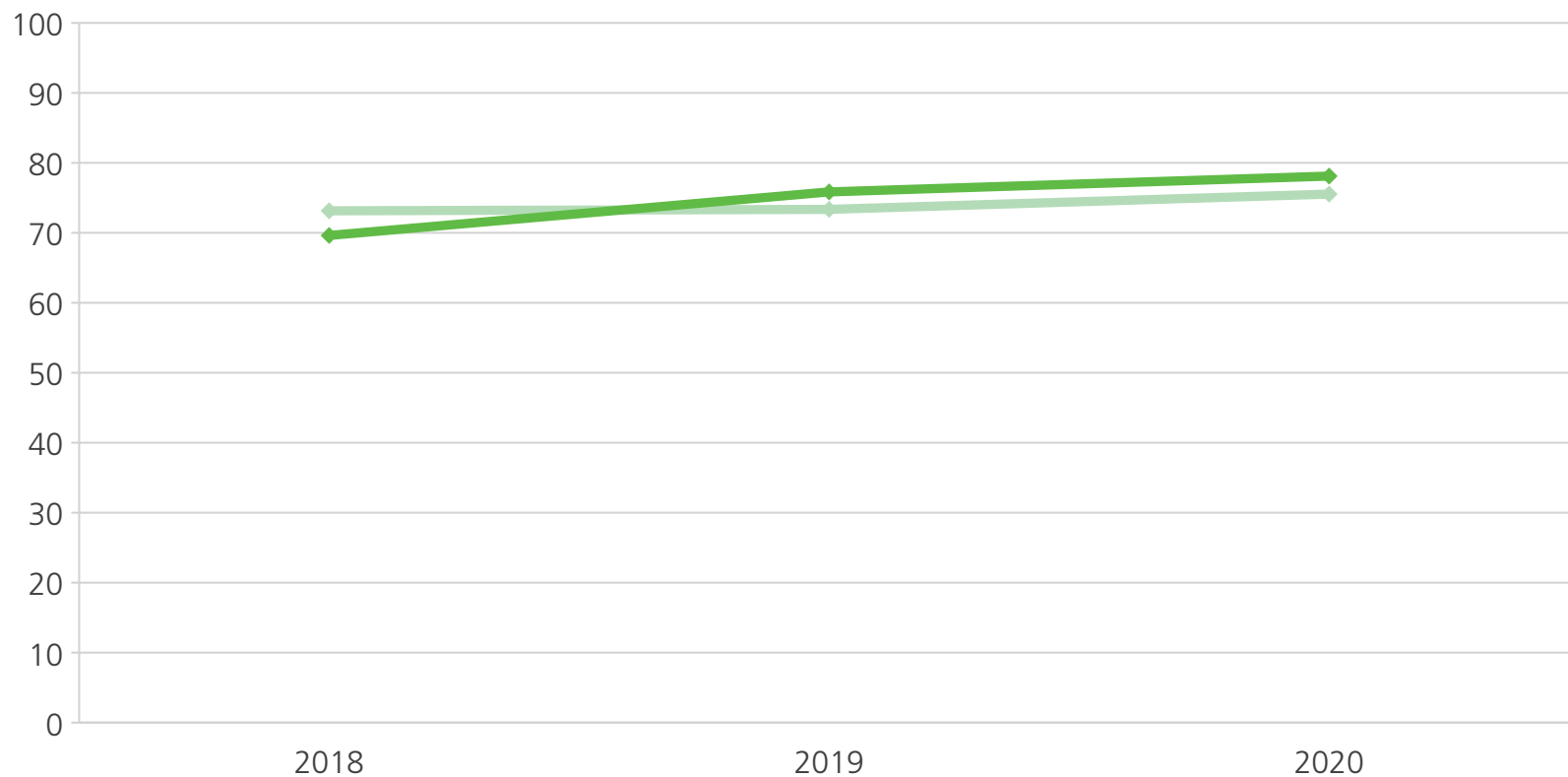
2,611

3,264

3,569

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 | 69.6% | 75.8% | 78.1% |
| Staff with a LTC or illness: Average | 73.1% | 73.4% | 75.5% |

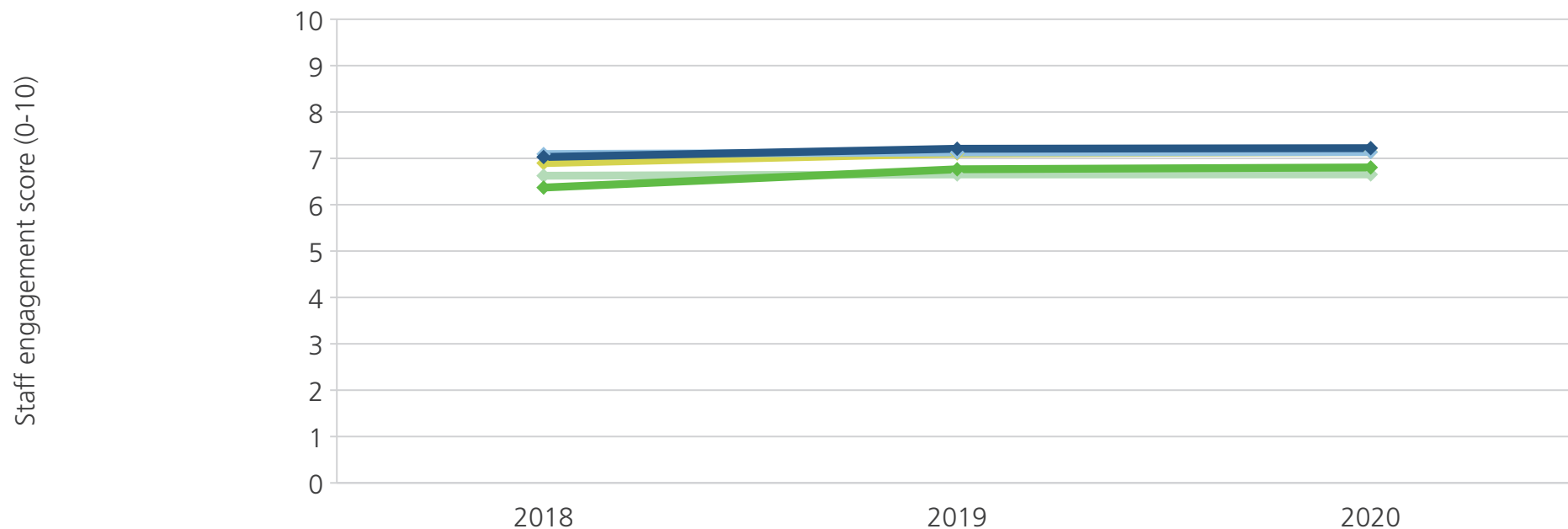
Staff with a LTC or illness: Responses

372

472

539

Average calculated as the median for the benchmark group



| Organisation average | 2018 | 2019 | 2020 |
|--|------|------|------|
| Staff with a LTC or illness: Your org | 6.4 | 6.8 | 6.8 |
| Staff without a LTC or illness: Your org | 7.0 | 7.2 | 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

3,336

4,188

4,508

Staff with a LTC or illness: Responses

607

761

862

Staff without a LTC or illness: Responses

2,634

3,272

3,603

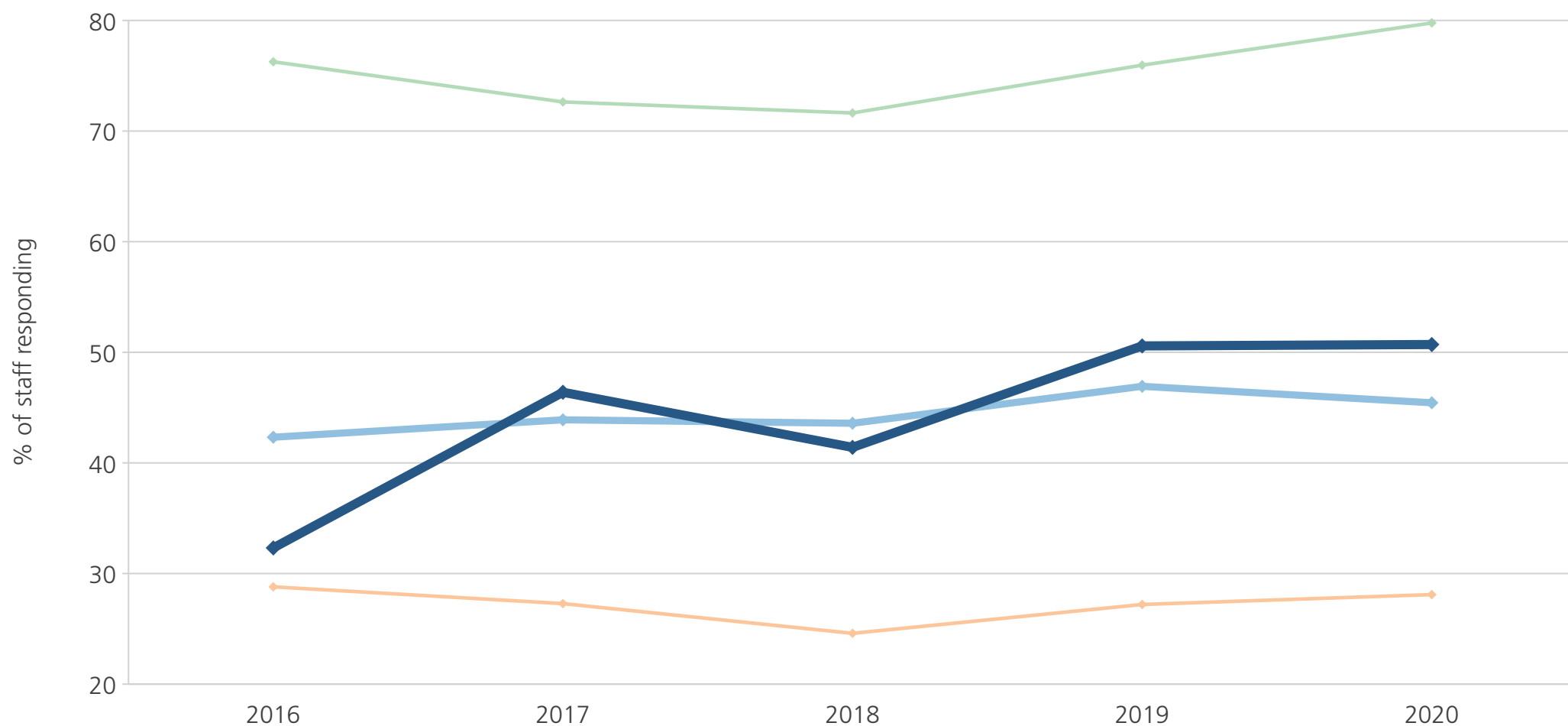
Average calculated as the median for the benchmark group

Appendices

North Bristol NHS Trust
2020 NHS Staff Survey Results

Appendix A: Response rate

North Bristol NHS Trust
2020 NHS Staff Survey Results



| Best | 76.3% | 72.6% | 71.6% | 76.0% | 79.8% |
|----------|-------|-------|-------|-------|-------|
| Your org | 32.3% | 46.4% | 41.4% | 50.6% | 50.7% |
| 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 | 9.2 | 4094 | 9.1 | 4475 | Not significant |
| Health & wellbeing | 5.9 | 4121 | 6.1 | 4482 | ↑ |
| Immediate managers † | 6.8 | 4115 | 6.7 | 4495 | Not significant |
| Morale | 6.3 | 4031 | 6.4 | 4487 | ↑ |
| Quality of care | 7.4 | 3679 | 7.3 | 3916 | Not significant |
| Safe environment - Bullying & harassment | 8.1 | 4076 | 8.2 | 4447 | ↑ |
| Safe environment - Violence | 9.3 | 4095 | 9.4 | 4460 | ↑ |
| Safety culture | 6.7 | 4071 | 6.8 | 4478 | Not significant |
| Staff engagement | 7.1 | 4188 | 7.1 | 4508 | Not significant |
| Team working | 6.5 | 4107 | 6.4 | 4417 | Not significant |

* 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.



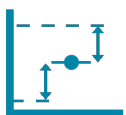
Key points to note



- 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.

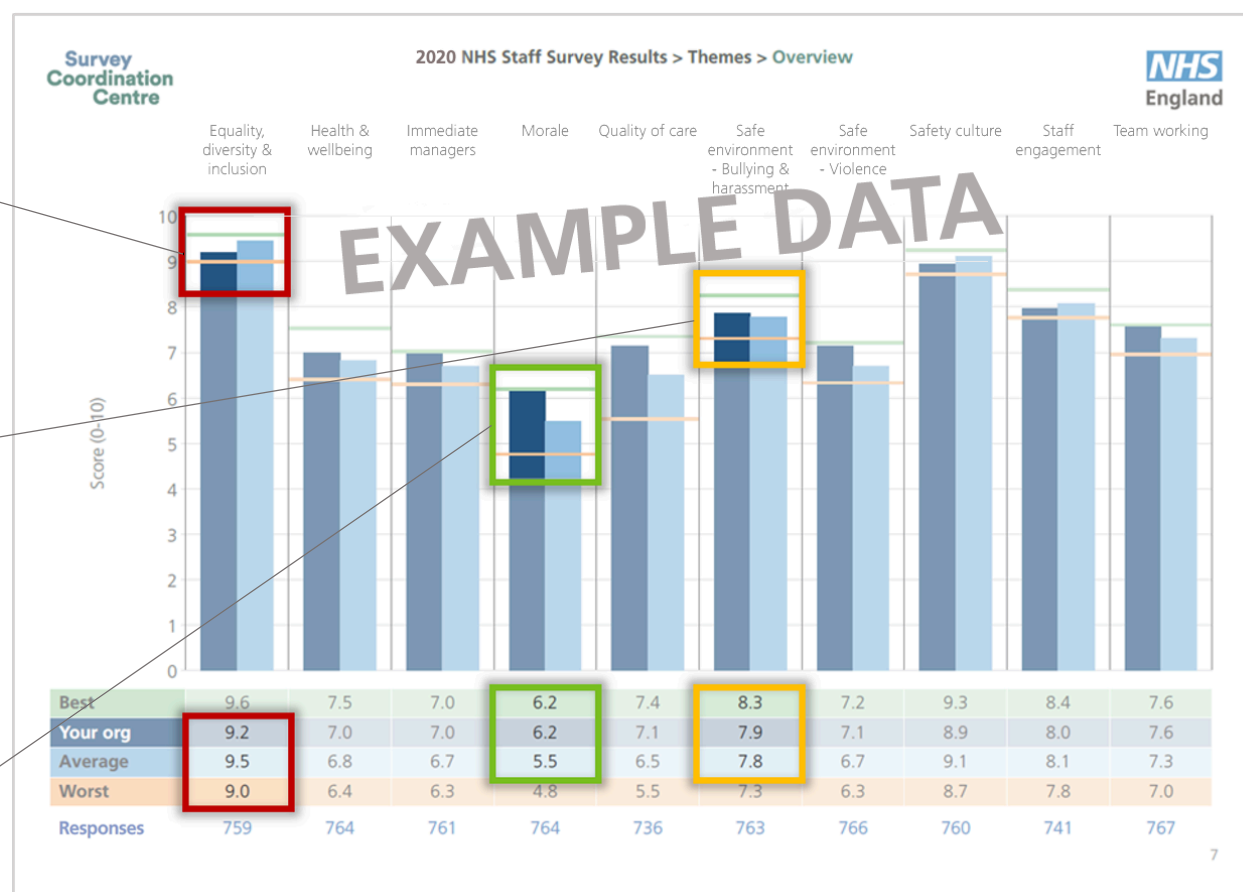
It is important to **consider each theme result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

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.

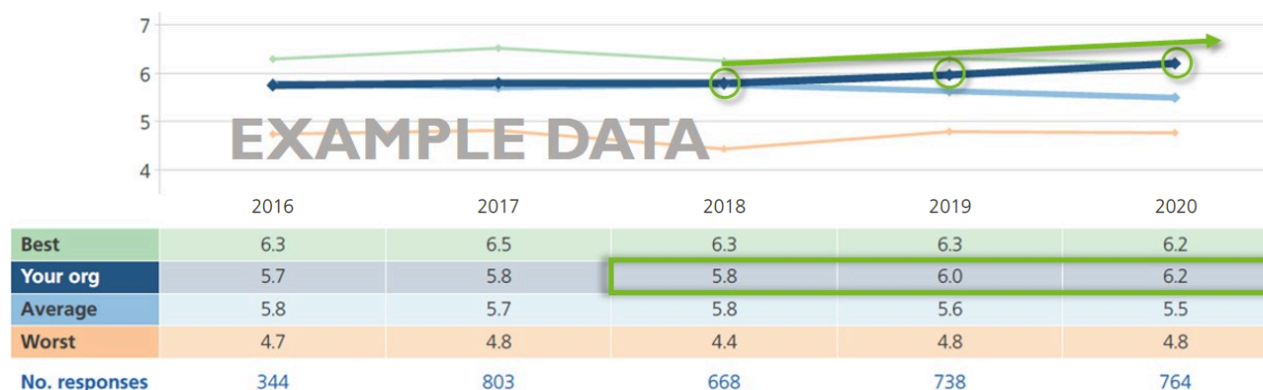


Only one example is highlighted for each point

- 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.

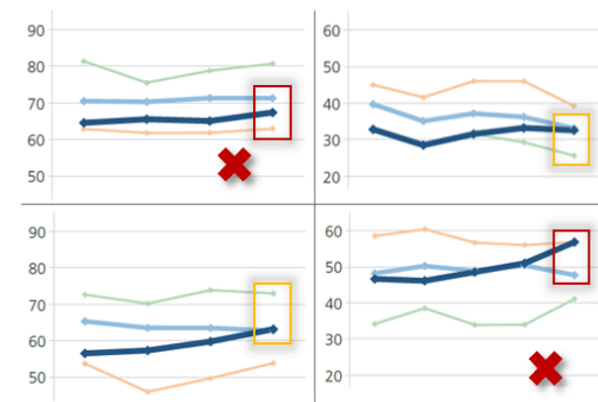


Benchmarked trend data also allows you to review local changes and benchmark comparisons at the same time, allowing for various types of questions to be considered: e.g. how have the results for my organisation changed over time? Is my organisation improving faster than our peers?

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

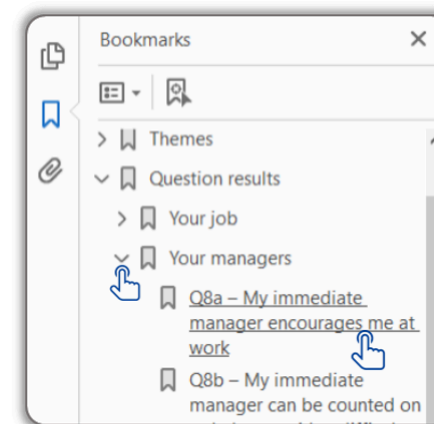
This benchmark report displays results for all questions in the questionnaire, including benchmarked trend data wherever available. While this a key feature of the report, at first glance the amount of information contained on more than 180 pages might appear daunting. The below suggestions aim to provide 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

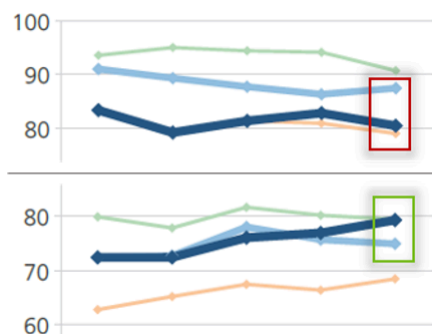
- Most organisations will have questions which have traditionally been a focus for them. Questions which have been targeted with internal policies or programmes, or whose results are of heightened importance due to organisation values or because they are considered a proxy for key issues. Outcomes for 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




North Bristol NHS 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 North Bristol NHS 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.