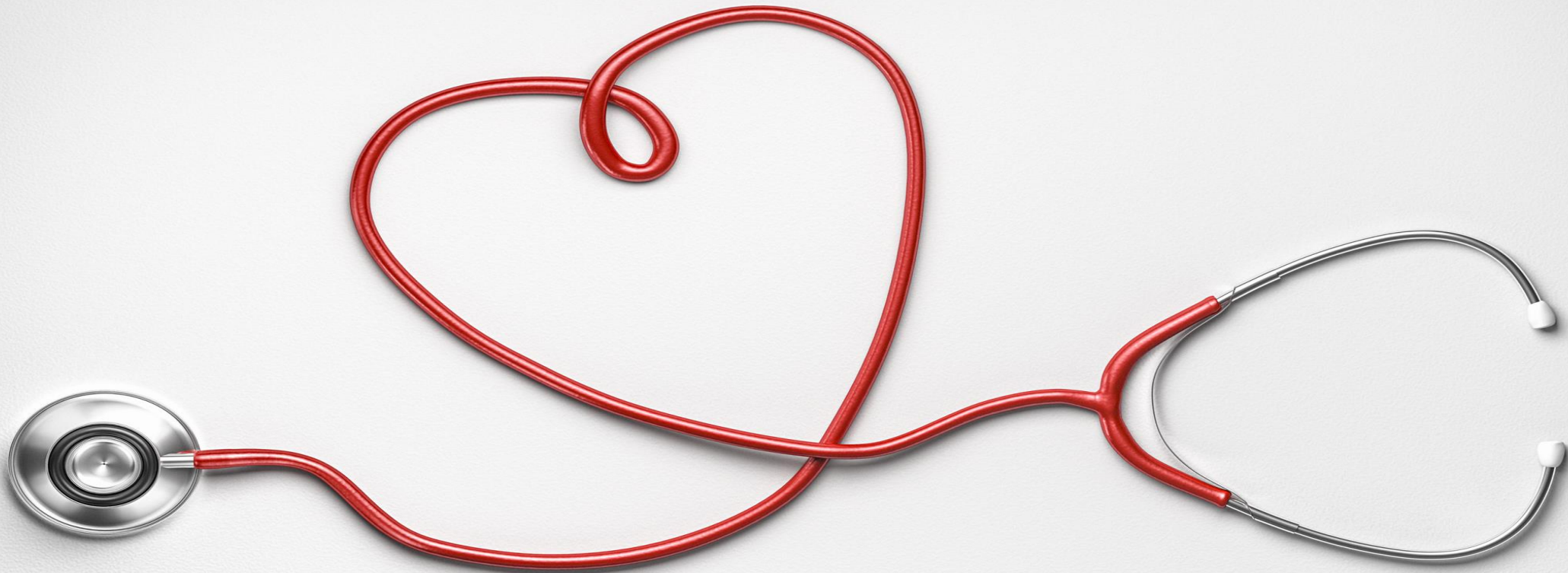


NHS Staff Survey results

October 2022



I love the NHS staff survey!



What is the staff survey?

The NHS Staff Survey provides an opportunity to ask NHS staff about their workplace experiences in a consistent and systematic manner.

NHS organisations in England

Annually

Themed by the 7 elements of the People Promise

Results published on 97 indicators

Survey undertaken in October/November

Results published the following March

"I feel trusted to do my job."

"I look forward to going to work."

"I have realistic time pressures."

I am satisfied with recognition for good work



We care
We respect
We are inclusive

People Promise elements and themes

We are compassionate and inclusive

We are recognised and rewarded

We each have a voice that counts

We are safe and healthy

We are always learning

We work flexibly

We are a team

Staff engagement

Morale

People Promise



We care
We respect
We are inclusive

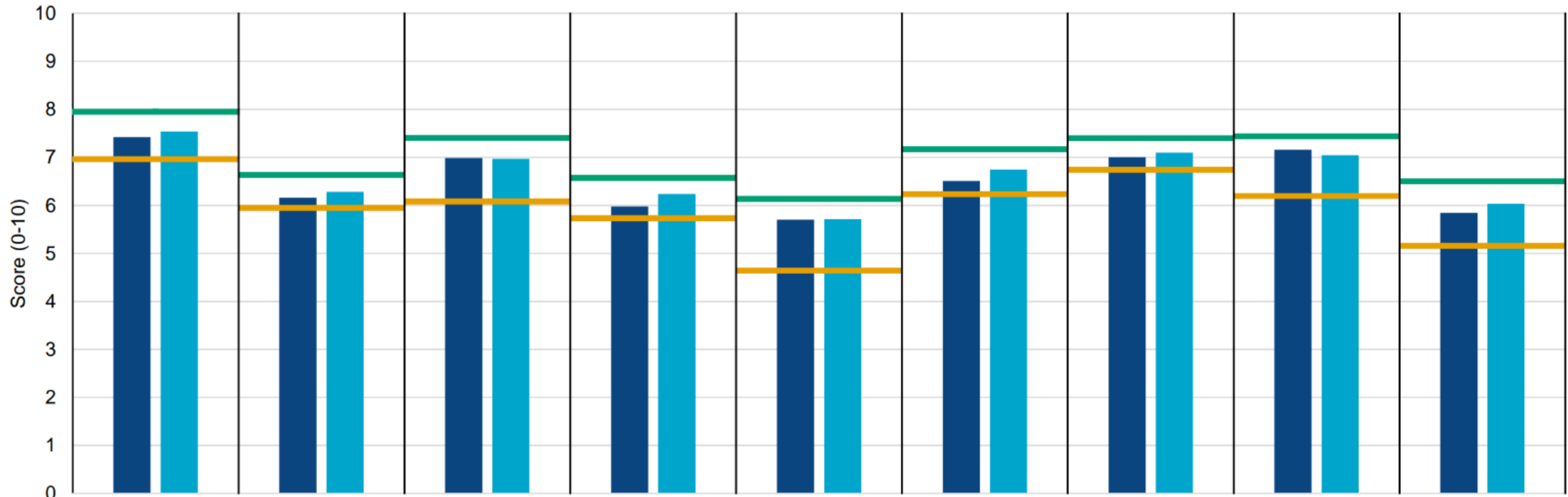
Ask about the
#ELFTPromise

People Promise Elements and Themes: Overview

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



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



Your org	7.4	6.2	7.0	6.0	5.7	6.5	7.0	7.2	5.8
Best	7.9	6.6	7.4	6.6	6.1	7.2	7.4	7.4	6.5
Average	7.5	6.3	7.0	6.2	5.7	6.7	7.1	7.0	6.0
Worst	7.0	5.9	6.1	5.7	4.6	6.2	6.7	6.2	5.2
Responses	1696	1697	1685	1692	1624	1695	1696	1699	1699

Comparison groups

Within ELFT

Trust average

Protected characteristics

Role/ staff group

Location

What it doesn't measure

Threshold – Less than
11 respondents per group

Limited intersectionality info

The staff who don't respond!

Nationally

ELFT score against all other trusts

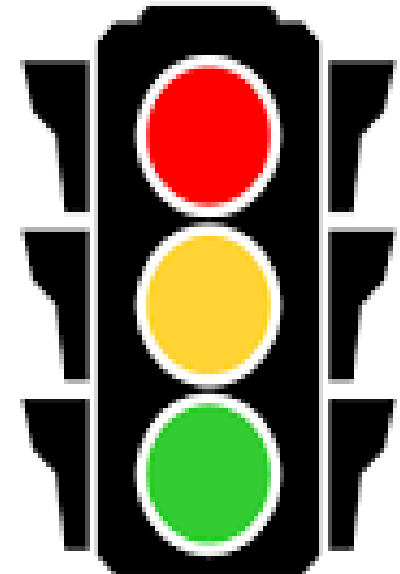
ELFT score against same type of
trust (Benchmark group)

WRES

WDES

What it doesn't measure

Other protected characteristics



We care
We respect
We are inclusive

Ask about the
#ELFTPromise

Headline

Across all indicators, disabled staff have a consistently poorer experience than:

- Non-disabled staff
- Trust average

On the indicators compared nationally, disabled staff have are consistently below the:

- Benchmark group / same type of trust
- other protected characteristics

In many cases we are in the bottom 25% of trusts

This is a systemic problem over a number of years

WDES has started to raise standards across England, but ELFT hasn't moved with that pace



We care
We respect
We are inclusive

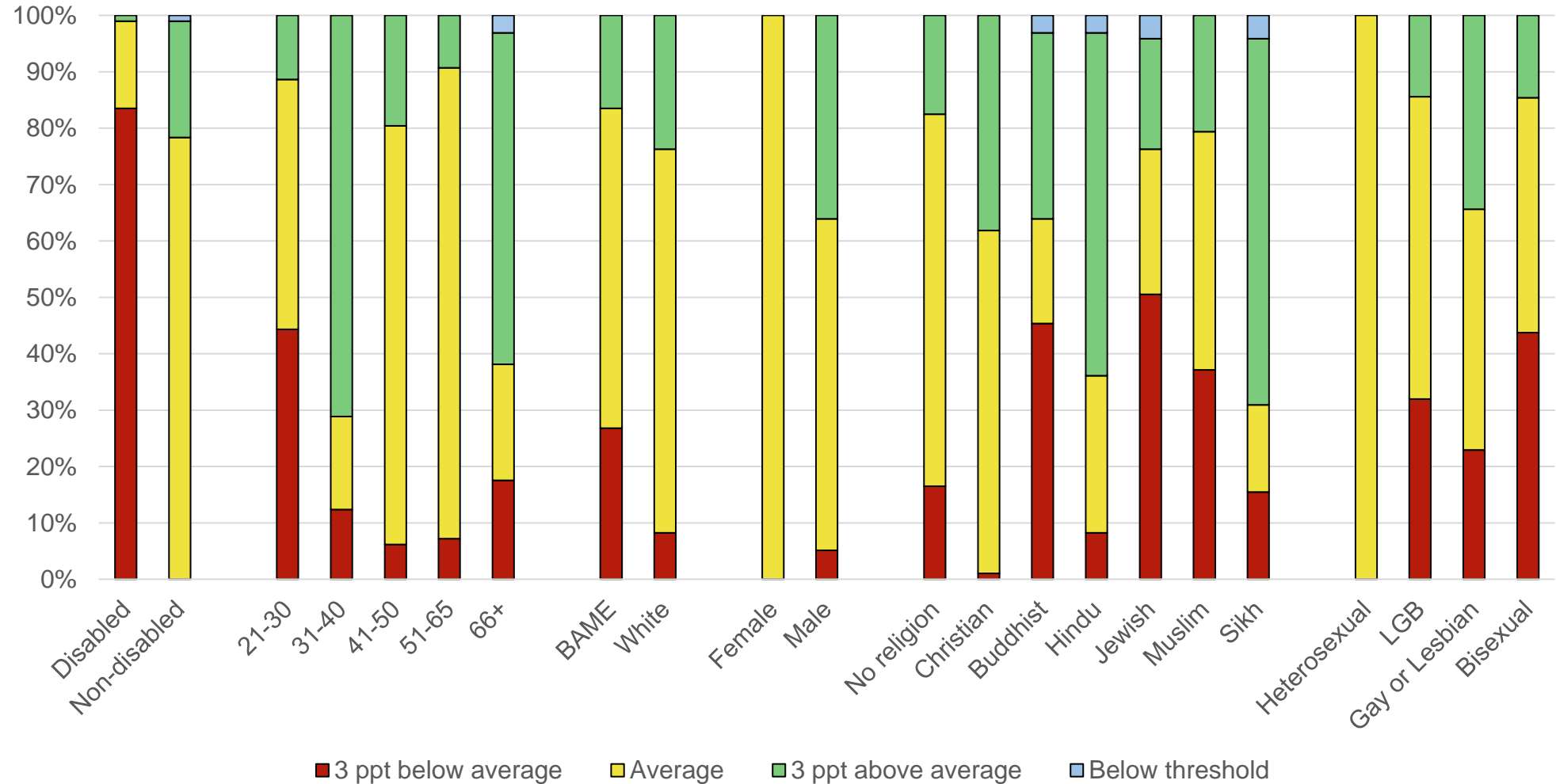
What the staff survey tells us

97 indicators

83.5% were red on RAG rating for disabled staff

47% of indicators the experience of disabled staff declined

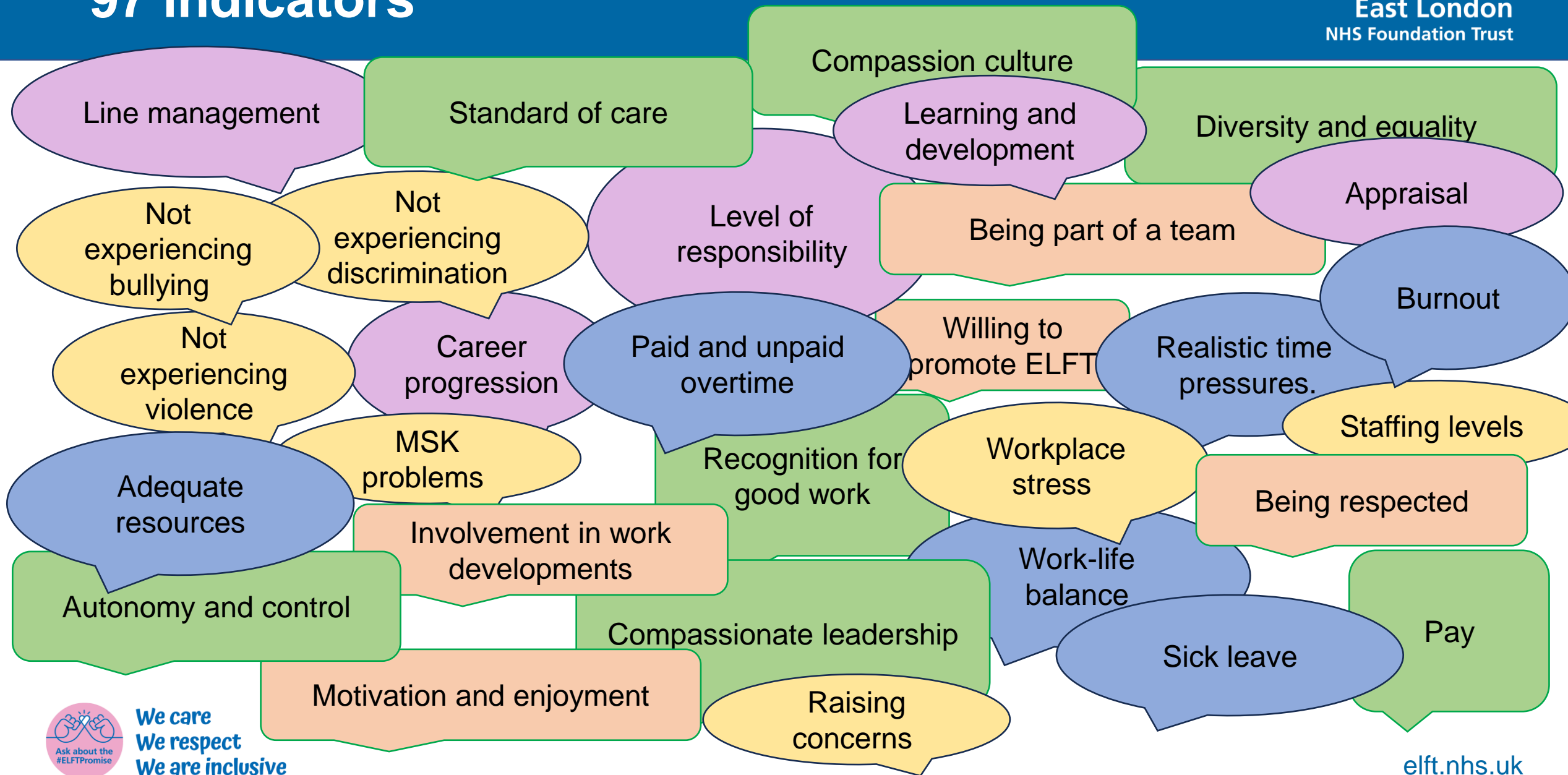
Four indicators the experience of disabled staff improved



We care
We respect
We are inclusive

Ask about the #ELFTPromise

97 indicators





OUR
SURVEY
SAID

WDES: Workplace Disability Equality Standard

About WDES

Historical context

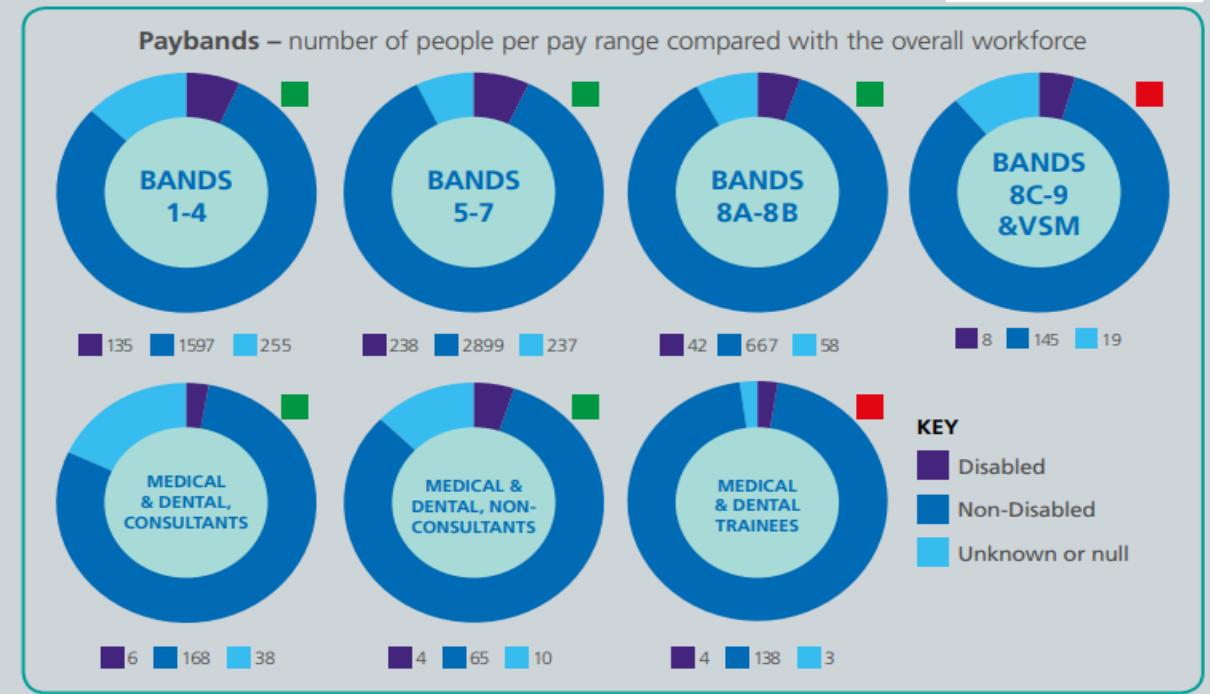
Purpose

Metrics

Reporting

WORKFORCE DISABILITY EQUALITY STANDARD

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (Metrics) that enable NHS organisations to compare the experiences of Disabled and non-disabled staff. East London Foundation Trust will use the Metrics data and local data to develop an action plan that will enable us to demonstrate progress against the indicators of disability equality.



We care
We respect
We are inclusive

Relate to staff survey

Bullying, harassment and abuse

Career progression

Presenteeism

Feeling valued

Workplace adjustments

Staff engagement score

Data

Staff representation

Recruitment

Capability

Board representation



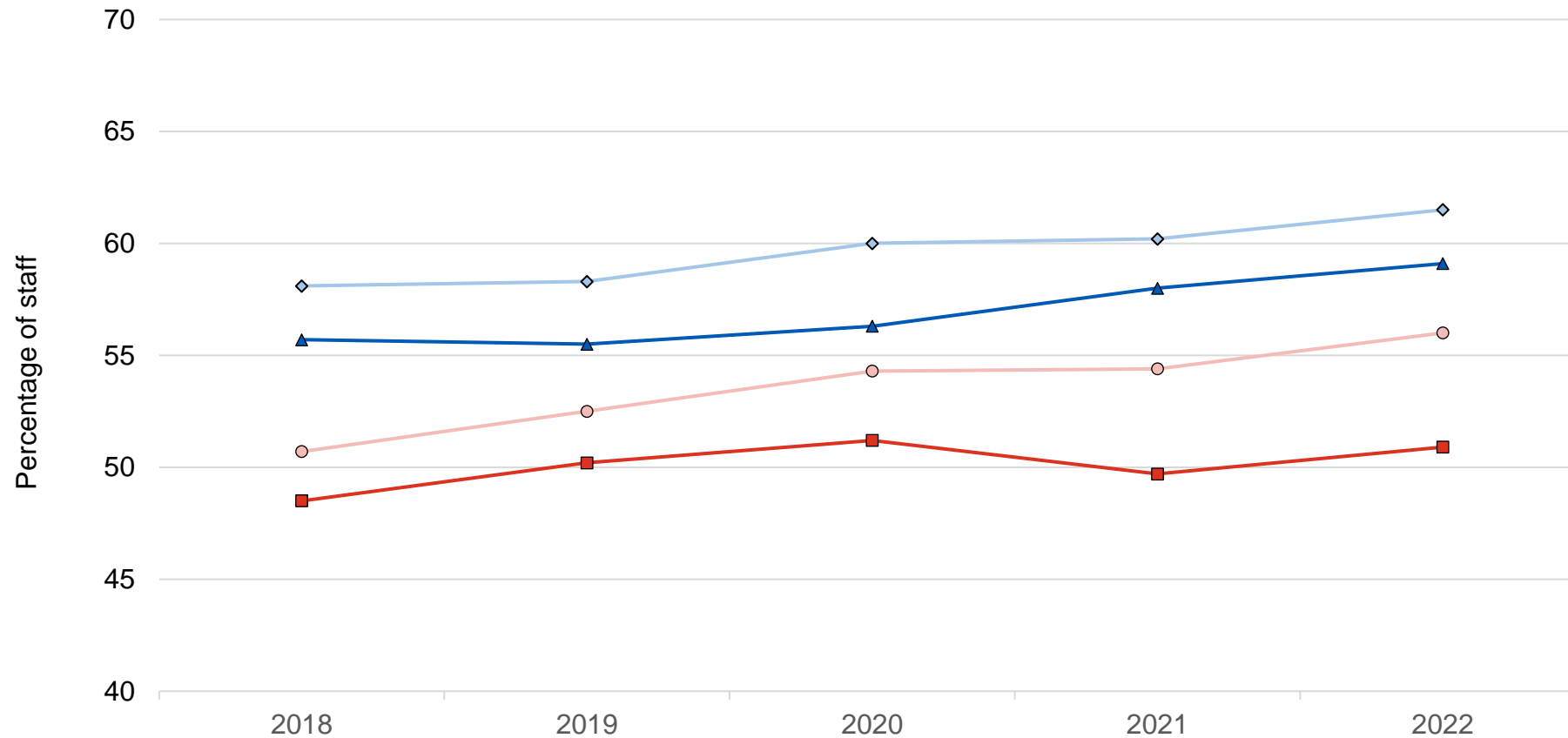
We care
We respect
We are inclusive

Ask about the
#ELFTPromise

		2018	2019	2020	2021	2022
Disabled respondents		44/48	44/48	34/50	40/51	41/51
Harassment, bullying or abuse:	from patients or public	41/48	41/48	41/50	36/51	44/51
	from managers	27/48	40/48	30/50	46/51	49/51
	from colleagues	38/48	24/48	42/50	42/51	48/51
Reporting harassment, bullying or abuse		31/48	14/48	37/50	20/51	47/51
Career progression		32/48	30/48	36/50	43/51	40/51
Presenteeism		3/48	21/48	34/50	40/51	48/51
Feeling valued		5/48	12/48	5/50	13/51	27/51
Workplace adjustments		Not published	Not published	41/51	Not published	50/51
Engagement score		3/48 to 7/48	5/48 to 10/48	8/51	10/51	29/51

Key	
	Top 5%
	Top 25%
	Average range
	Bottom 25%
	Bottom 5%

Career progression



We care
We respect
We are inclusive

- ELFT: Disabled staff
- ▲ ELFT: Non-disabled staff
- Benchmark group: Disabled staff
- ◇ Benchmark group: Non-disabled

Career progression

Does the Trust act fairly with regards to career progression and promotion regardless of protected characteristics?

Disabled staff:

Disabled staff:

Score:

50.9 %

5 year change:

+ 2.4 ppt (stayed the same)

ELFT

ELFT

Gap with non-disabled staff:

8.2ppt

Gap with Trust average:

5.9ppt

Benchmark group

Benchmark group

Position:

40/51

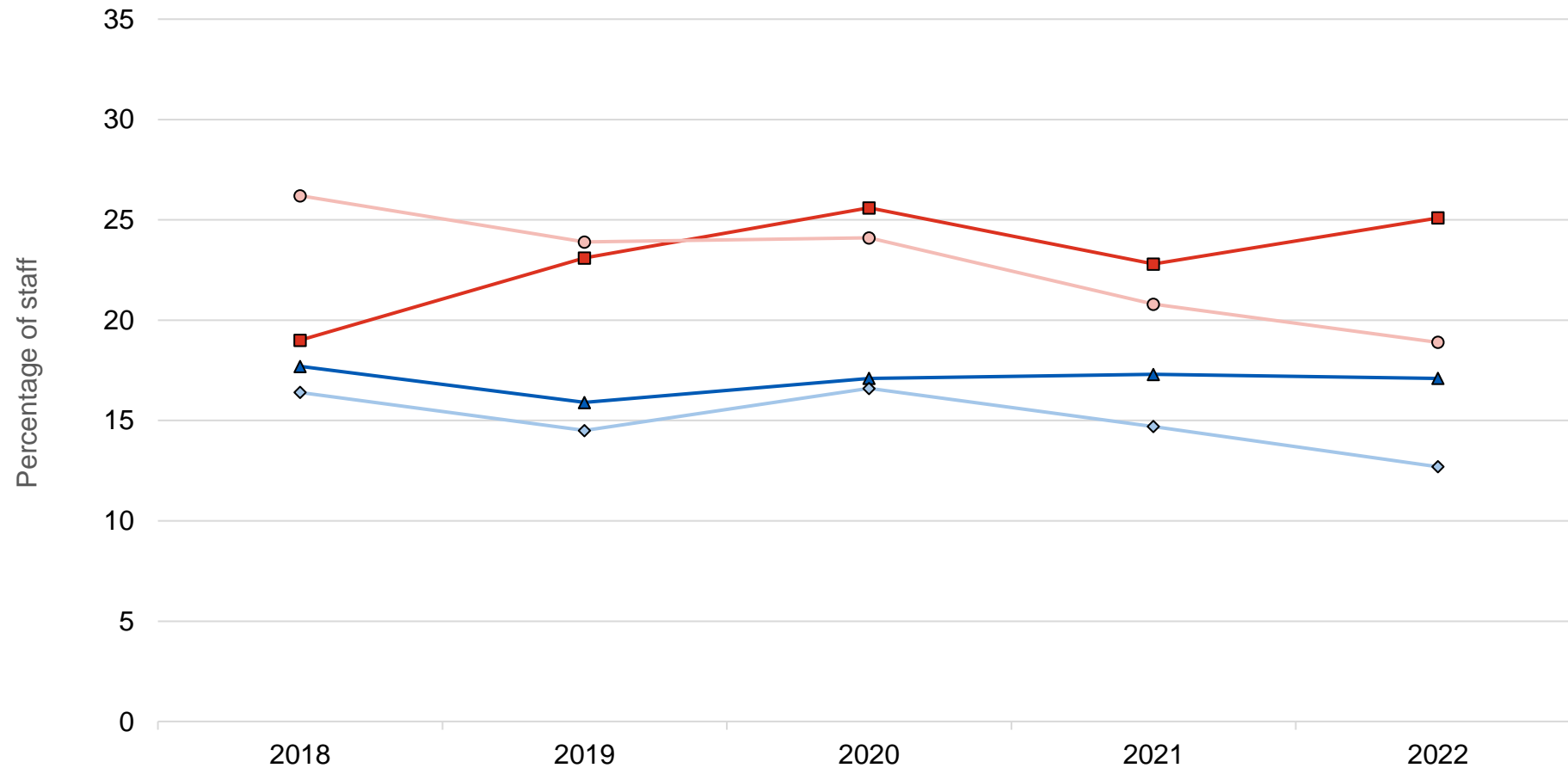
5 year change:

32/48 (amber to red)



**We care
We respect
We are inclusive**

Pressure to come to work



We care
We respect
We are inclusive

■ ELFT: Disabled staff
○ Benchmark group: Disabled staff

▲ ELFT: Non-disabled staff
◇ Benchmark group: Non-disabled

Pressure to come to work

Have you felt pressure from your manager to come to work when not feeling well enough?

Disabled staff:	Disabled staff:
Score:	74.9%
5 year change:	6.1 ppt decrease

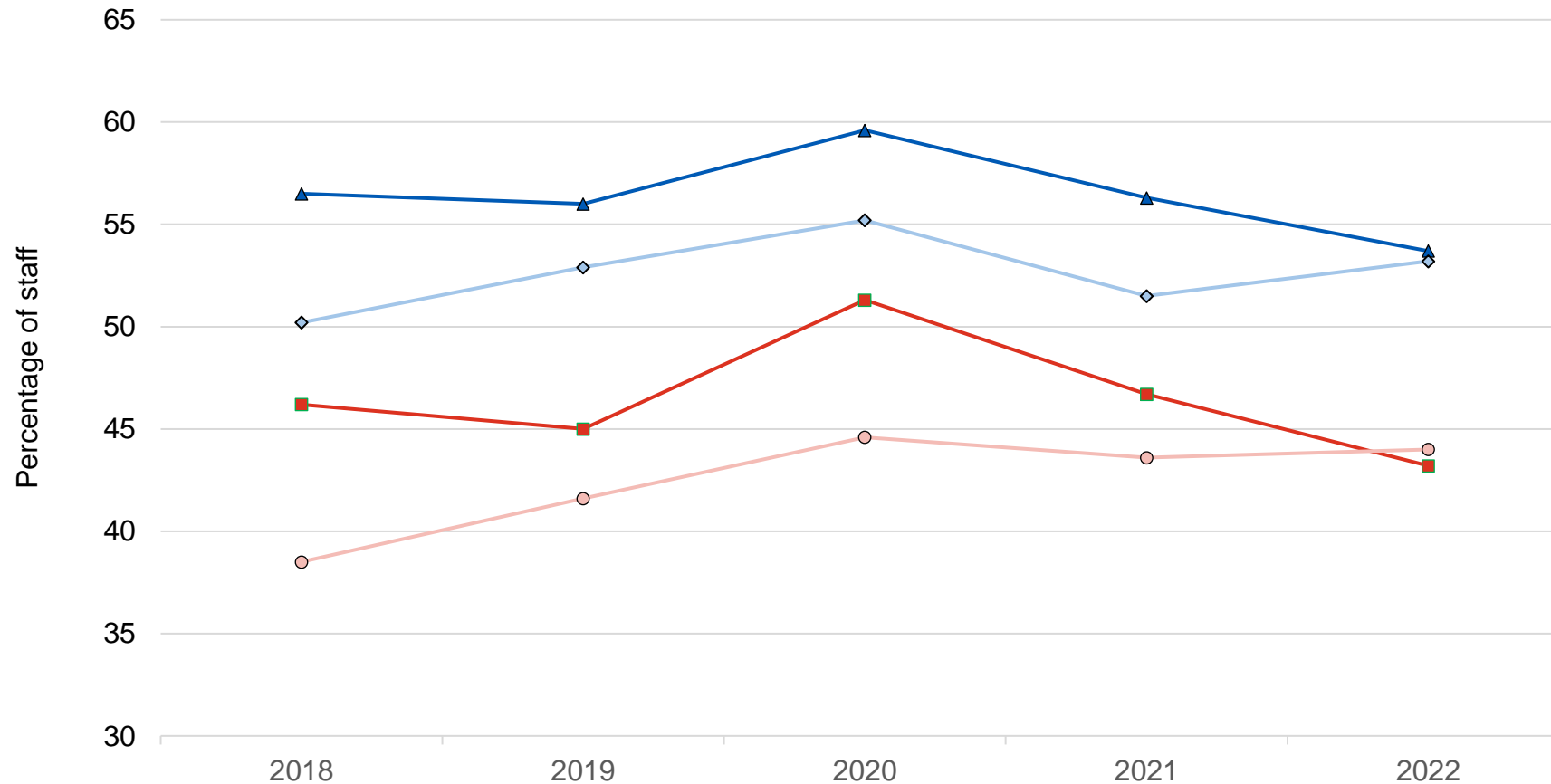
ELFT	ELFT
Gap with non-disabled staff:	8.0 ppt
Gap with Trust average:	5.5 ppt

Benchmark group	Benchmark group
Position:	Position: 48/51
5 year change:	Top three to bottom 4



We care
We respect
We are inclusive

Feeling valued



We care
We respect
We are inclusive

Ask about the
#ELFTPromise

- ELFT: Disabled staff
- ELFT: Non-disabled staff
- Benchmark group: Disabled staff
- ◇ Benchmark group: Non-disabled

Feeling valued

I am satisfied with the extent to which ELFT values my work

Disabled staff:	Disabled staff:
Score:	43.2 %
5 year change:	3 ppt decrease

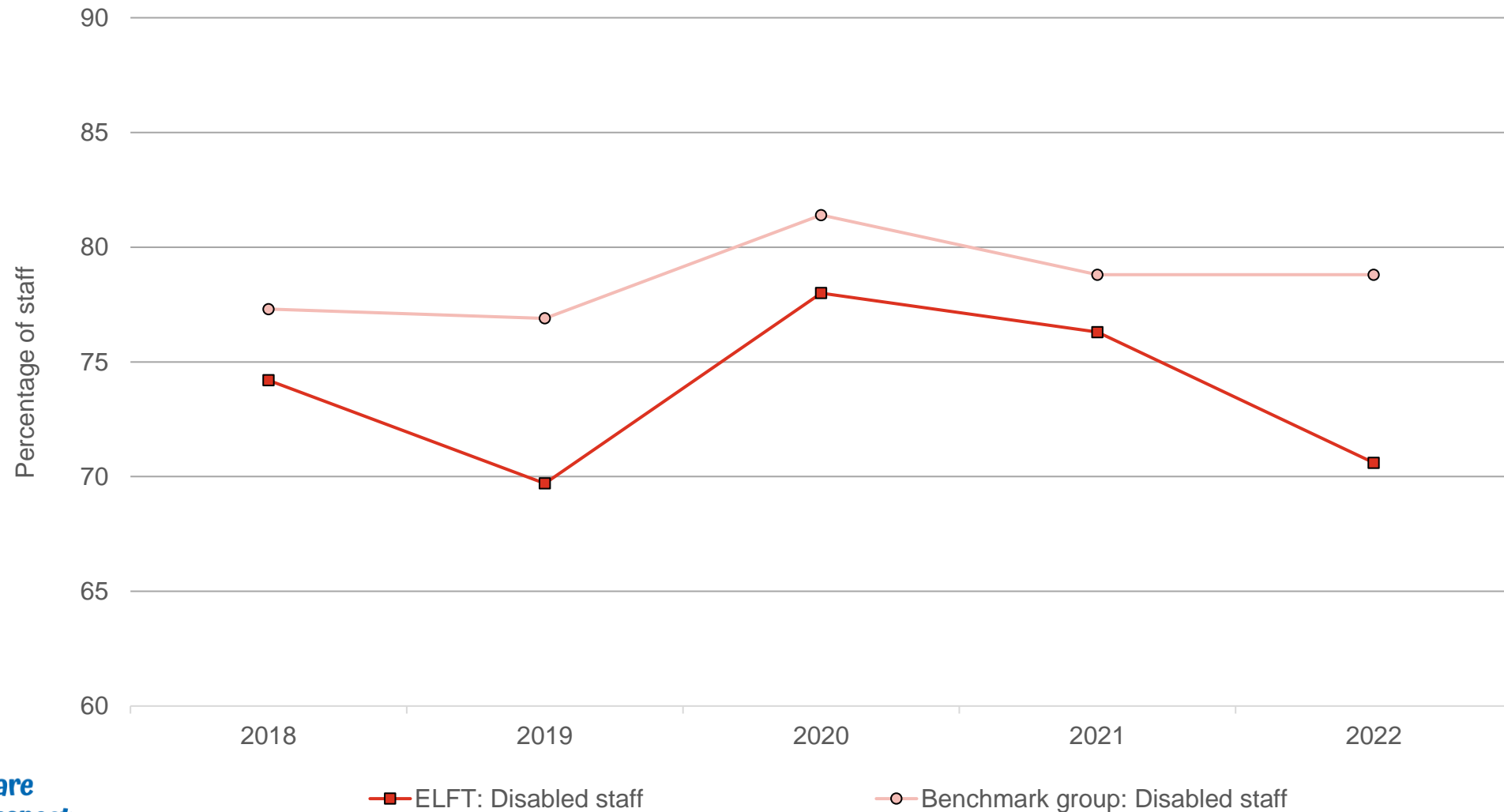
ELFT	ELFT
Gap with non-disabled staff:	10.5 ppt
Gap with Trust average:	7.6 ppt

Benchmark group	Benchmark group
Position:	27/51
5 year change:	5/48 Green to Amber



We care
We respect
We are inclusive

Workplace adjustments



We care
We respect
We are inclusive

Ask about the
#ELFTPromise

Workplace adjustments

ELFT has made reasonable adjustment(s) to enable me to carry out work

Disabled staff:	Disabled staff:
Score:	70.6%
5 year change:	3.6 ppt decrease

ELFT	ELFT
Gap with non-disabled staff:	Disabled staff only
Gap with Trust average:	70.6%

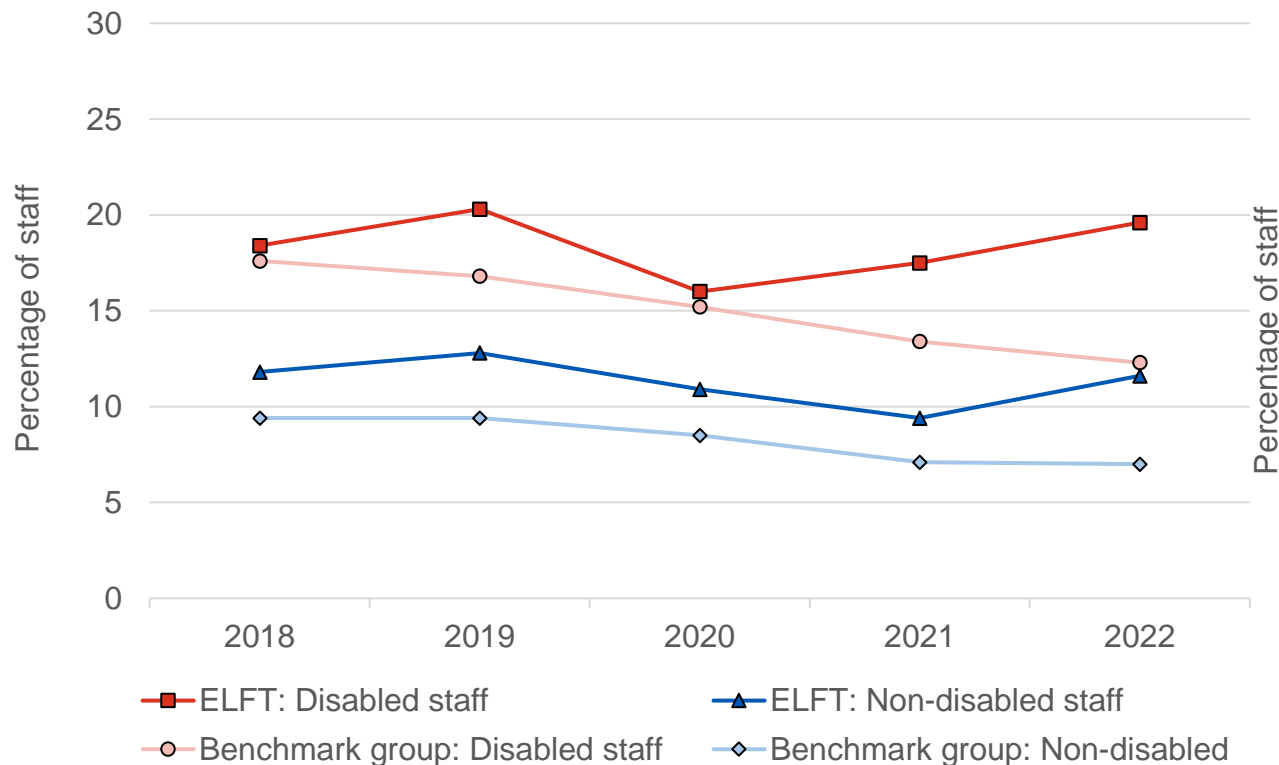
Benchmark group	Benchmark group
Position:	Bottom 2
5 year change:	Data not available



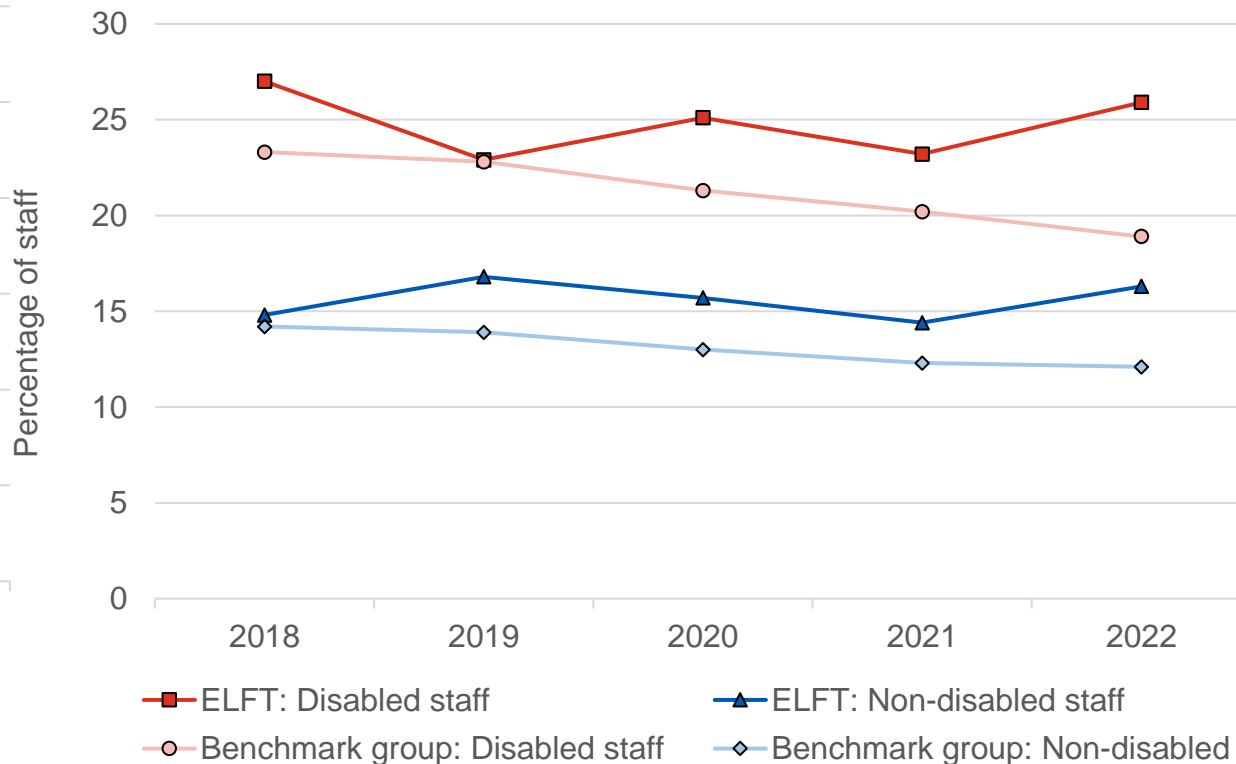
We care
We respect
We are inclusive

Harassment, bullying or abuse

From managers



From colleagues



We care
We respect
We are inclusive

Ask about the #ELFTPromise

Harassment, bullying or abuse (manager)

Not experienced harassment, bullying or abuse

Disabled staff:

Score:

5 year change:

Disabled staff:

80.44 %

1.1 ppt (same to the same)

ELFT

Gap with non-disabled staff:

Gap with Trust average:

ELFT

7.9 ppt

6.0 ppt

Benchmark group

Position:

5 year change:

Benchmark group

Bottom 3

27/48

Amber to Black



We care
We respect
We are inclusive

Harassment, bullying or abuse (colleagues)

Not experienced harassment, bullying or abuse

Disabled staff:

Score:

5 year change:

Disabled staff:

80.4%

+ 1.1 ppt

ELFT

Gap with non-disabled staff:

Gap with Trust average:

ELFT

7.9 ppt

6.0 ppt

Benchmark group

Position:

5 year change:

Benchmark group

Position: Bottom 4

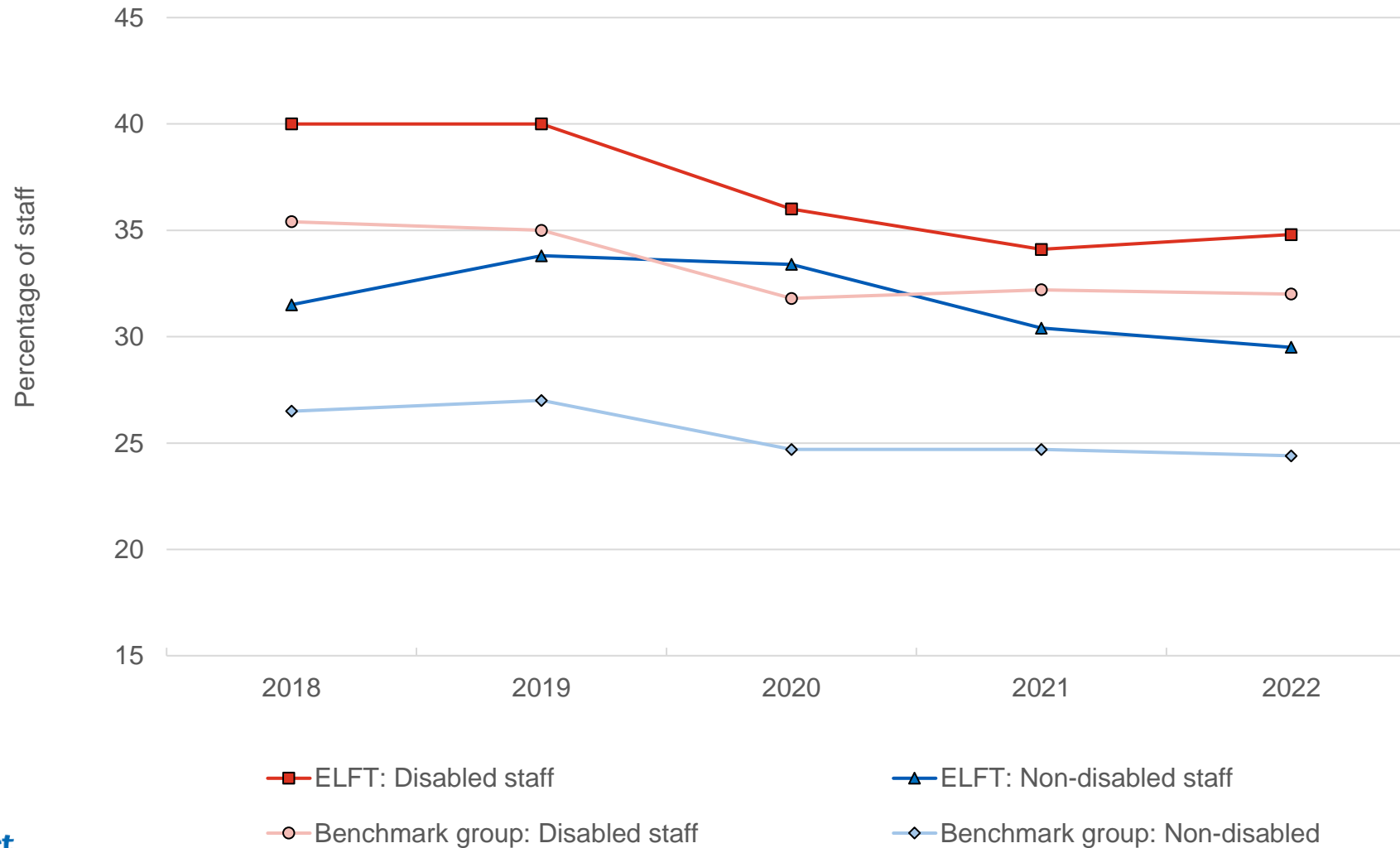
5 year change: 27/48 to 48/51

Amber to black



We care
We respect
We are inclusive

Harassment, bullying or abuse (patients)



We care
We respect
We are inclusive

Harassment, bullying or abuse (patients)

Not experienced harassment, bullying or abuse

Disabled staff:

Score:

5 year change:

Disabled staff:

65.2 %

+ 5.3 ppt improvement

ELFT

Gap with non-disabled staff: 5.3 ppt

Gap with Trust average: 4.1 ppt

ELFT

Position: Bottom 7

5 year change: 41/48

Benchmark group

Position:

5 year change:

Benchmark group

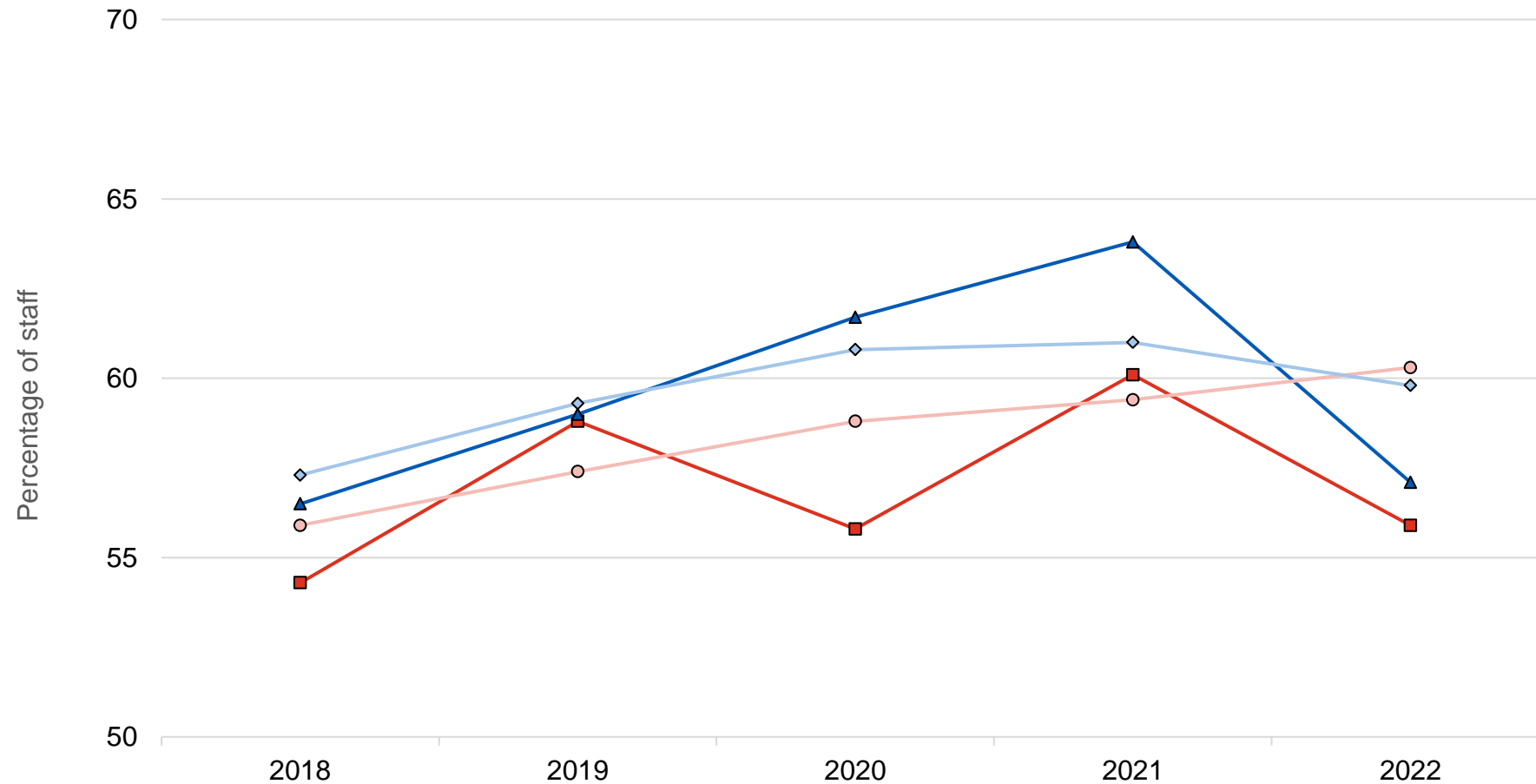
Position: Bottom 7

5 year change: 41/48



**We care
We respect
We are inclusive**

Reporting harassment, bullying or abuse



We care
We respect
We are inclusive

■ ELFT: Disabled staff
○ Benchmark group: Disabled staff

▲ ELFT: Non-disabled staff
◇ Benchmark group: Non-disabled

Reporting harassment, bullying or abuse

Last experience of harassment/bullying/abuse reported

Disabled staff:	Disabled staff:
Score:	54.4 %
5 year change:	+ 0.1 ppt (stayed the same)

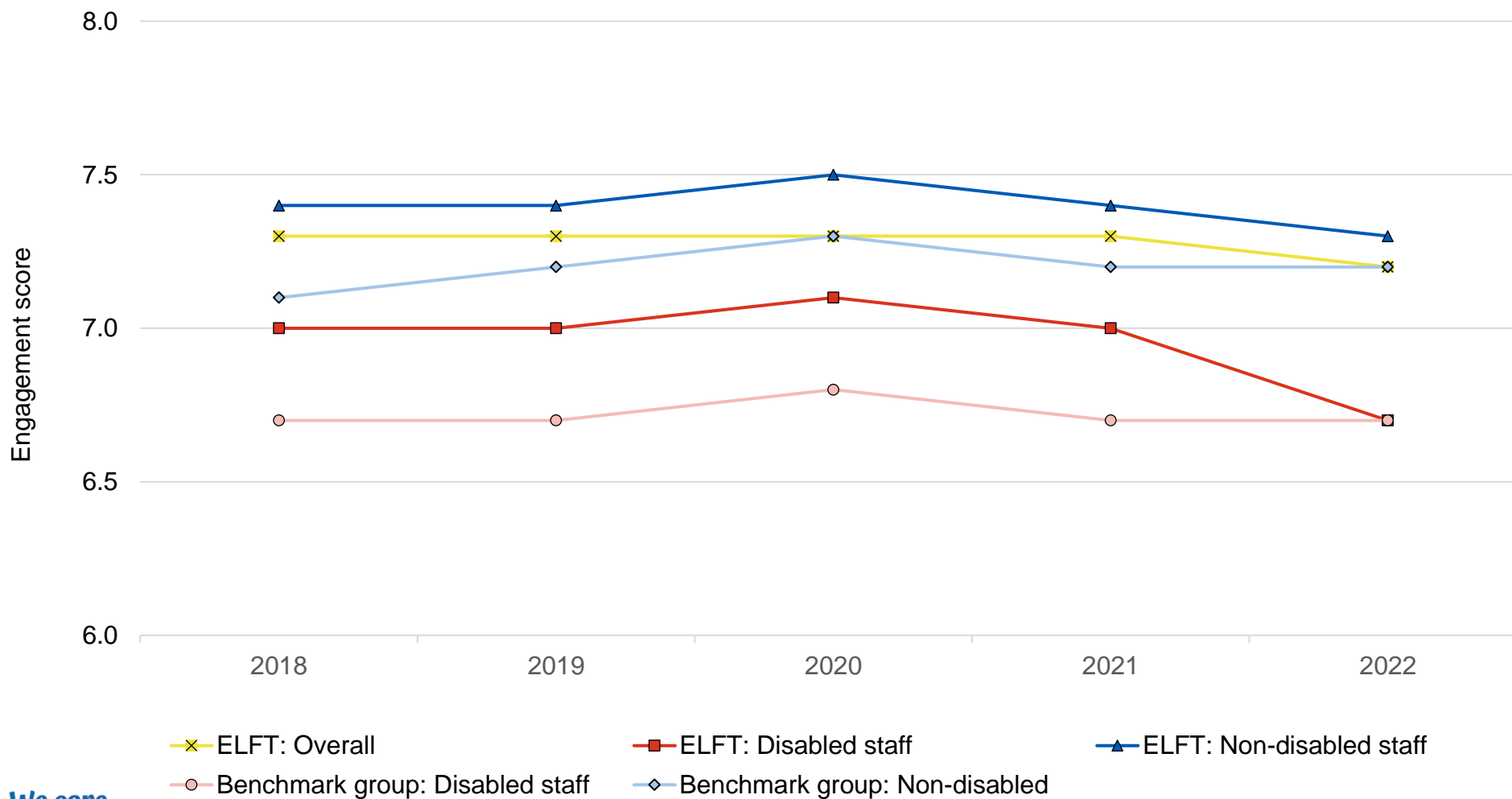
ELFT	ELFT
Gap with non-disabled staff:	0.8 ppt (no gap)
Gap with Trust average:	0.3 ppt (no gap)

Benchmark group	Benchmark group
Position:	Bottom 7
5 year change:	31/48
	Amber to red



We care
We respect
We are inclusive

Engagement score



We care
We respect
We are inclusive

Ask about the #ELFTPromise

Engagement score

Disabled staff:

Score:

5 year change:

Disabled staff:

6.7

0.3 decrease

Note, 0.1 is approx. 4%

ELFT

Gap with non-disabled staff: 0.6

Gap with Trust average: 0.5

ELFT

Benchmark group

Benchmark group

Position:

29/51 just below average

5 year change:

Decrease from top 7



We care
We respect
We are inclusive

Cross grouping

Intersectionality

Location

Role



Ask about the
#ELFTPromise

We care
We respect
We are inclusive

Knowledge is power

WDES action plan priorities

1. Accessibility first
2. Breaking down workplace barriers
3. Changing attitudes



We care
We respect
We are inclusive

Contact us

East London NHS Foundation Trust
Robert Dolan House
Trust Headquarters
9 Alie Street
London E1 8DE

Tel: 020 8548 5550

Email: elft.communications@nhs.net

Web: elft.nhs.uk

 [NHS_ELFT](https://twitter.com/NHS_ELFT)

 [EastLondonNHSFoundationTrust](https://www.facebook.com/EastLondonNHSFoundationTrust)

 [NHSELFT](https://www.youtube.com/NHSELFT)



We care
We respect
We are inclusive