

**TRUST BOARD**

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Title:	<b>NATIONAL STAFF SURVEY RESULTS – 2021</b>
Action:	<b>FOR DISCUSSION/NOTING</b>
Meeting:	<b>18<sup>th</sup> MAY 2022</b>

**Purpose:**

The Trust achieved a 53% response rate (1417 questionnaires completed) in the 2021 National NHS Staff Survey. Benchmark report can be viewed on line at <https://cms.nhsstaffsurveys.com/app/reports/2021/RVV-benchmark-2021.pdf>.

This time the questions in the NHS Staff Survey were aligned to the [People Promise](#). In the reports, scores relating to the seven elements of the People Promise replace the old theme scores (with the exception of Staff Engagement and Morale).

The seven People Promise elements are:

- 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

The two themes, which were also reported prior to 2021, are:

- Staff engagement
- Morale

Key highlights from the results and next steps are presented in the slide deck attached.

**Recommendation:**

The Board is asked to discuss and note the results.

	Name	Title
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Executive sponsor:	<b>Anita Pisani</b>	Deputy CEO/Director of Workforce

## Trust Objectives

Objective	How the report supports achievement of the Trust objectives:
Provide outstanding care	It is well evidenced that a highly engaged workforce provides better patient care.
Collaborate with others	-
Be an excellent employer	These results provide feedback from our staff on organisational culture, behaviours and practices. This enables Trust leaders to identify improvements in relation to staff experience and helps us to continue to be an excellent employer.
Be a sustainable organisation	-

## Trust risk register

Risk register 3163 and 3164. Staff Morale and Workforce Challenges.

## Legal and Regulatory requirements:

Care Quality Commission – Outcomes and Key Lines of Enquiry  
NHS Constitution and NHS People Promise

## Previous Papers:

Title:	Date Presented:
National Staff Survey – 2020 results	March 2021

## Equality and Diversity implications:

Objective	How the report supports achievement of objectives:
To support the development of a Trust wide Anti-Racism Strategy and Organisational Development Plan.	Results include direct feedback in relation to how the Trust is performing in relation to the workforce race equality standards. Feedback enables targeted improvements to be identified.
To finalise the roll out of reverse mentoring as part of all in house development programmes.	-
We will measure the impact of our virtual clinical platforms, ensuring that they are fully accessible to the diverse communities we serve.	-
We will ensure that the recruitment of our volunteers are from the diverse communities they serve.	-
Are any of the following protected characteristics impacted by items covered in the paper: ALL. Results can be broken down by all protected characteristics which enables the Trust to identify targeted improvements based on the feedback received.	
Age	Disability
<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	Marriage and Civil Partnership
<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	Race
<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion and Belief	Sex
<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	
<input type="checkbox"/>	