Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey

Benchmark Report

Contents
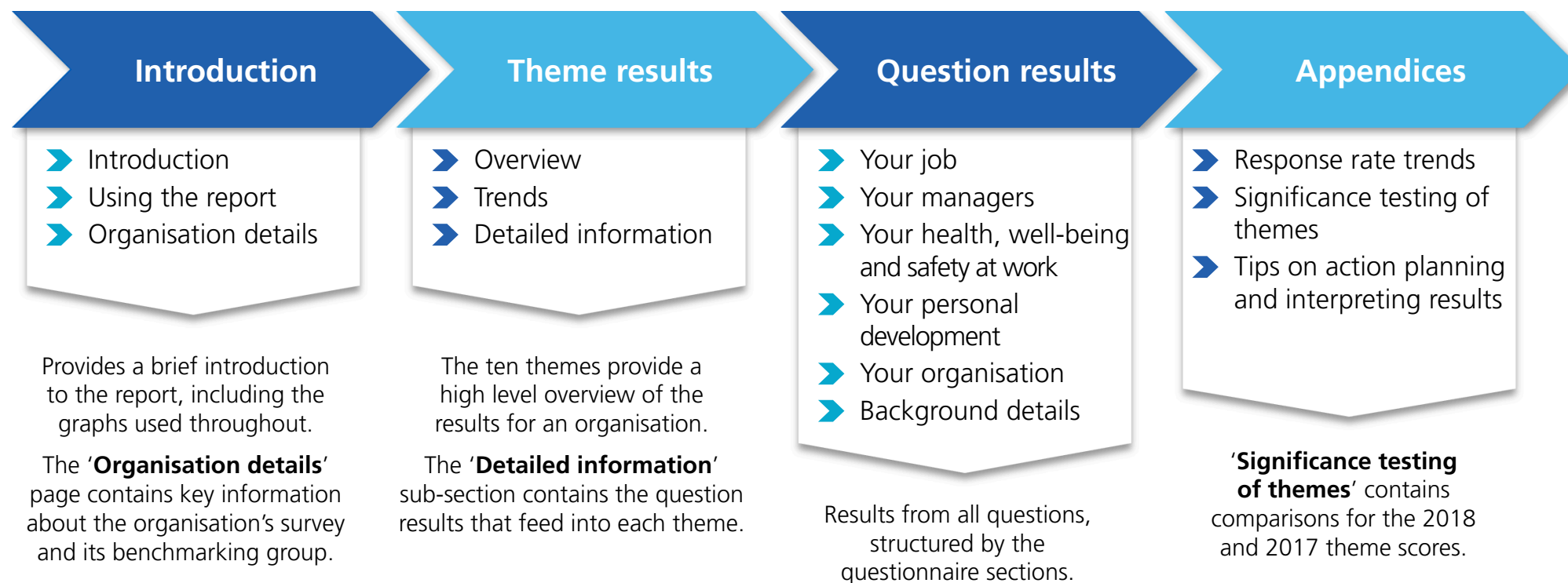
This benchmark report for Hull and East Yorkshire Hospitals NHS Trust contains results for themes and questions from the 2018 NHS Staff Survey, and historical results back to 2014 where possible. These results are presented in the context of the best, average and worst results for similar organisations where appropriate. Data in this report is weighted to allow for fair comparisons between organisations.

Please note: q1, q10a, q19f, q23d-q28a and q29-q31b are not weighted or benchmarked because these questions ask for demographic or factual information.

Full details of how the data is calculated and weighted are included in the Technical Document, available to download from our results website.

The structure of this report

Introduction	Theme results	Question results	Appendices
➤ Introduction ➤ Using the report ➤ Organisation details	➤ Overview ➤ Trends ➤ Detailed information	➤ Your job ➤ Your managers ➤ Your health, well-being and safety at work ➤ Your personal development ➤ Your organisation ➤ Background details	➤ Response rate trends ➤ Significance testing of themes ➤ Tips on action planning and interpreting results

Provides a brief introduction to the report, including the graphs used throughout.

The 'Organisation details' page contains key information about the organisation's survey and its benchmarking group.

The ten themes provide a high level overview of the results for an organisation.

The 'Detailed information' sub-section contains the question results that feed into each theme.

Results from all questions, structured by the questionnaire sections.

'Significance testing of themes' contains comparisons for the 2018 and 2017 theme scores.

Key features

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

Slide headers are **hyperlinked** throughout the document. '2018 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
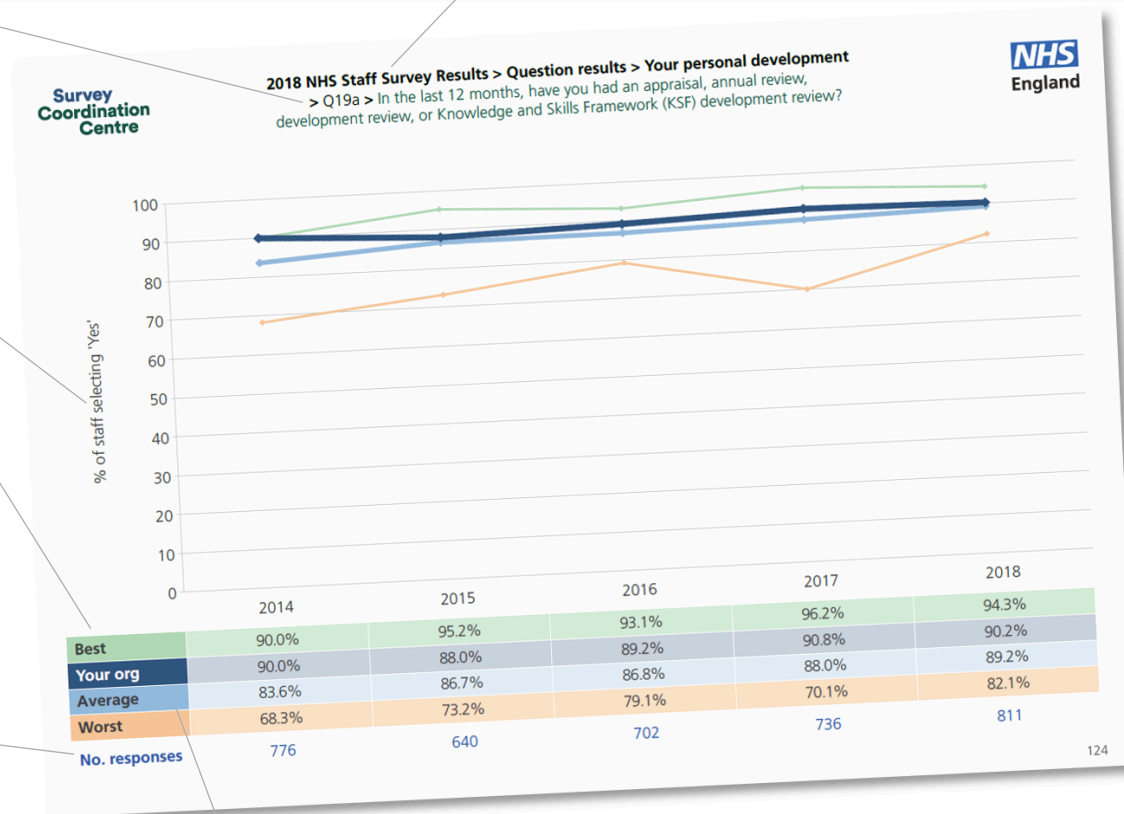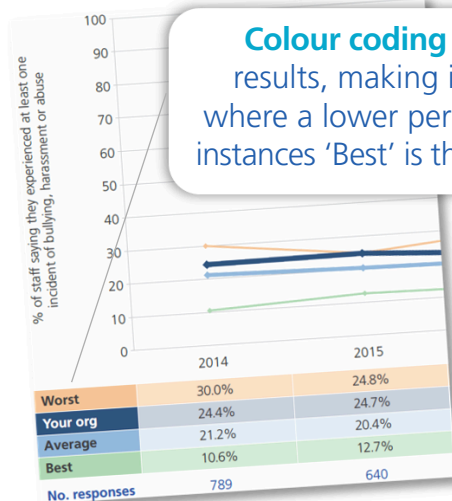
Question-level results are always reported as percentages; the **meaning of the value** is outlined along the axis. Themes are always on a 0-10pt scale where 10 is the best score attainable

Survey Coordination Centre

NHS England

2018 NHS Staff Survey Results > Question results > Your personal development > Q19a > In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?

% of staff selecting 'Yes'

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!

% of staff saying they experienced at least one incident of bullying, harassment or abuse

	2014	2015
Worst	30.0%	24.8%
Your org	24.4%	24.7%
Average	21.2%	20.4%
Best	10.6%	12.7%
No. responses	789	640

Number of responses for the organisation for the given question

	2014	2015	2016	2017	2018
Best	90.0%	95.2%	93.1%	96.2%	94.3%
Your org	90.0%	88.0%	89.2%	90.8%	90.2%
Average	83.6%	86.7%	86.8%	88.0%	89.2%
Worst	68.3%	73.2%	79.1%	70.1%	82.1%
No. responses	776	640	702	736	811

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💡 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**

Survey Coordination Centre

NHS England

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey

Organisation details

| Completed questionnaires | **3,185** |

| 2018 response rate | **39%** |

▸ **See response rate trend for the last 5 years**

Survey details

| Survey mode | **Mixed** |

| Sample type | **Census** |

This organisation is benchmarked against:

Acute Trusts
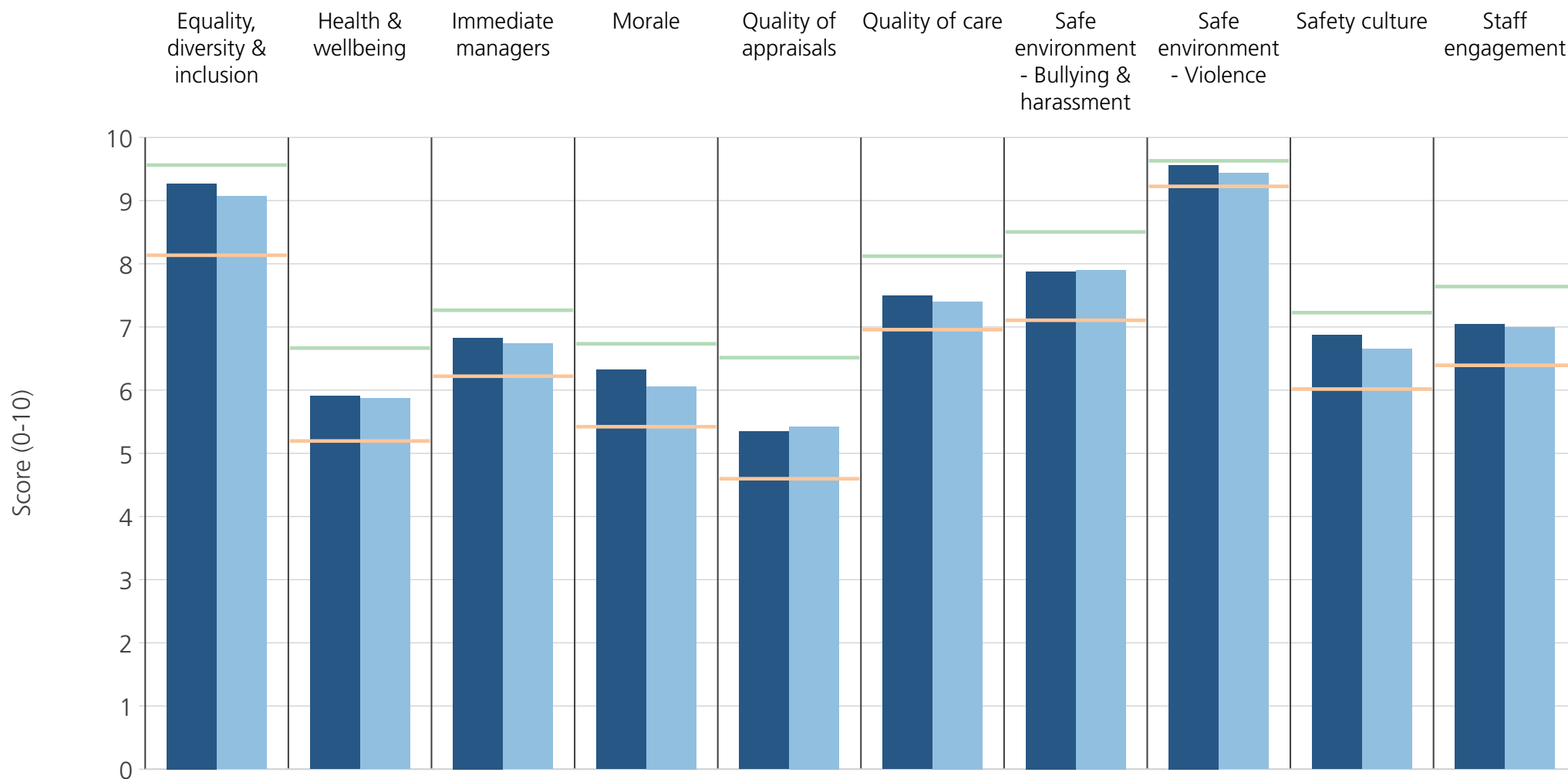
2018 benchmarking group details

Organisations in group: **89**

Average response rate: **44%**

No. of completed questionnaires:

232,401

Theme results

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

Survey Coordination Centre

NHS England

	Equality, diversity & inclusion	Health & wellbeing	Immediate managers	Morale	Quality of appraisals	Quality of care	Safe environment - Bullying & harassment	Safe environment - Violence	Safety culture	Staff engagement
Best	9.6	6.7	7.3	6.7	6.5	8.1	8.5	9.6	7.2	7.6
Your org	9.3	5.9	6.8	6.3	5.3	7.5	7.9	9.6	6.9	7.0
Average	9.1	5.9	6.7	6.1	5.4	7.4	7.9	9.4	6.6	7.0
Worst	8.1	5.2	6.2	5.4	4.6	7.0	7.1	9.2	6.0	6.4
No. responses	3,164	3,184	3,178	3,176	2,765	2,820	3,166	3,174	3,182	3,183

Theme results – Trends

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

Score (0-10)
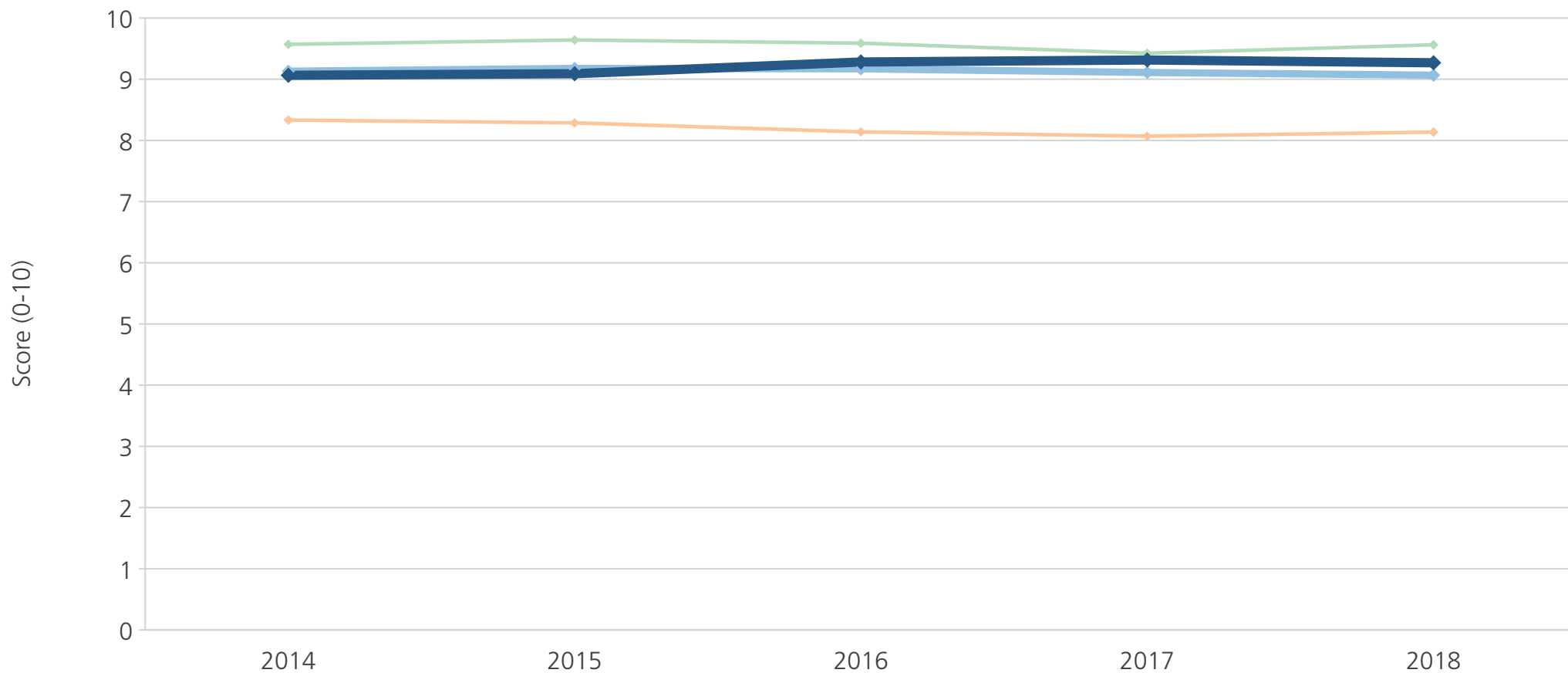
	2014	2015	2016	2017	2018
Best	9.6	9.6	9.6	9.4	9.6
Your org	9.1	9.1	9.3	9.3	9.3
Average	9.1	9.2	9.2	9.1	9.1
Worst	8.3	8.3	8.1	8.1	8.1
No. responses	309	296	3,487	3,430	3,164

Survey Coordination Centre

NHS England
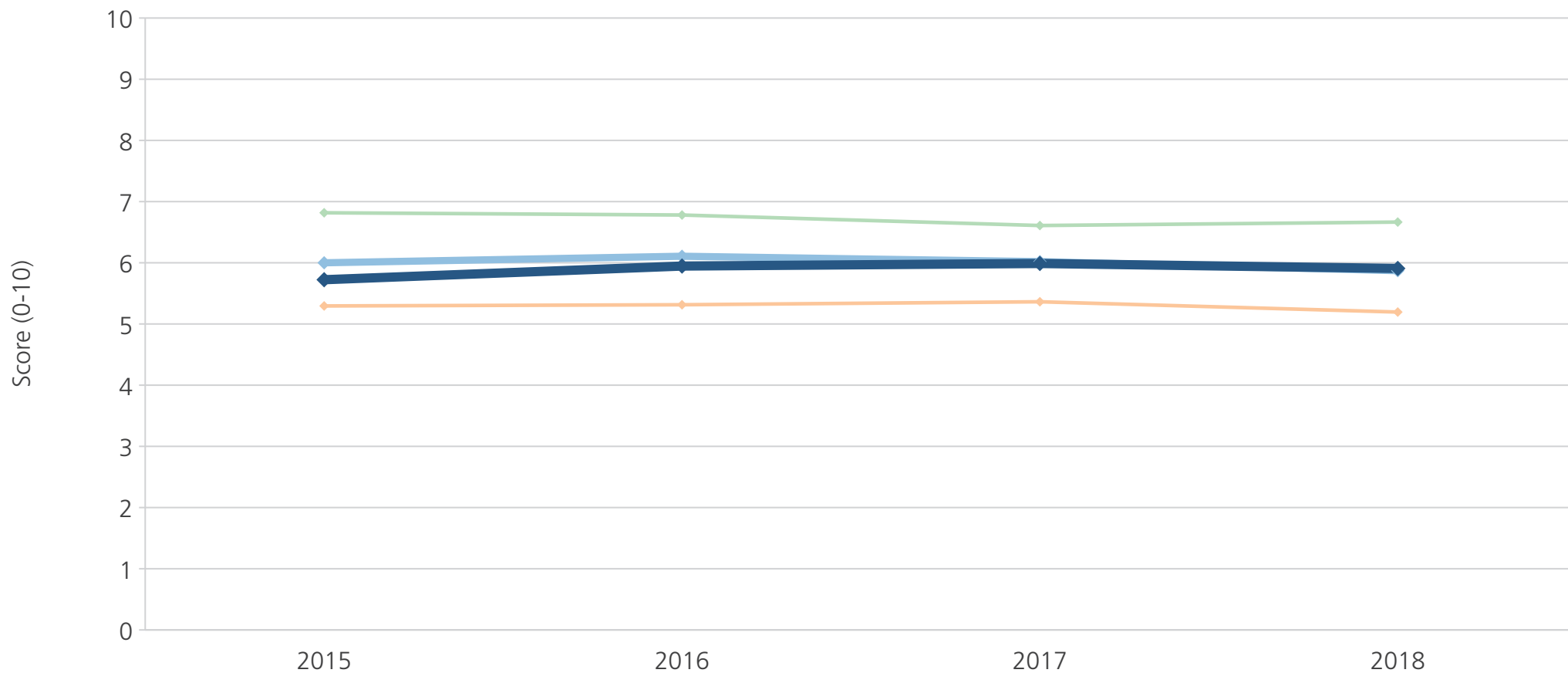
	2015	2016	2017	2018
Best	6.8	6.8	6.6	6.7
Your org	5.7	5.9	6.0	5.9
Average	6.0	6.1	6.0	5.9
Worst	5.3	5.3	5.4	5.2
No. responses	298	3,502	3,439	3,184
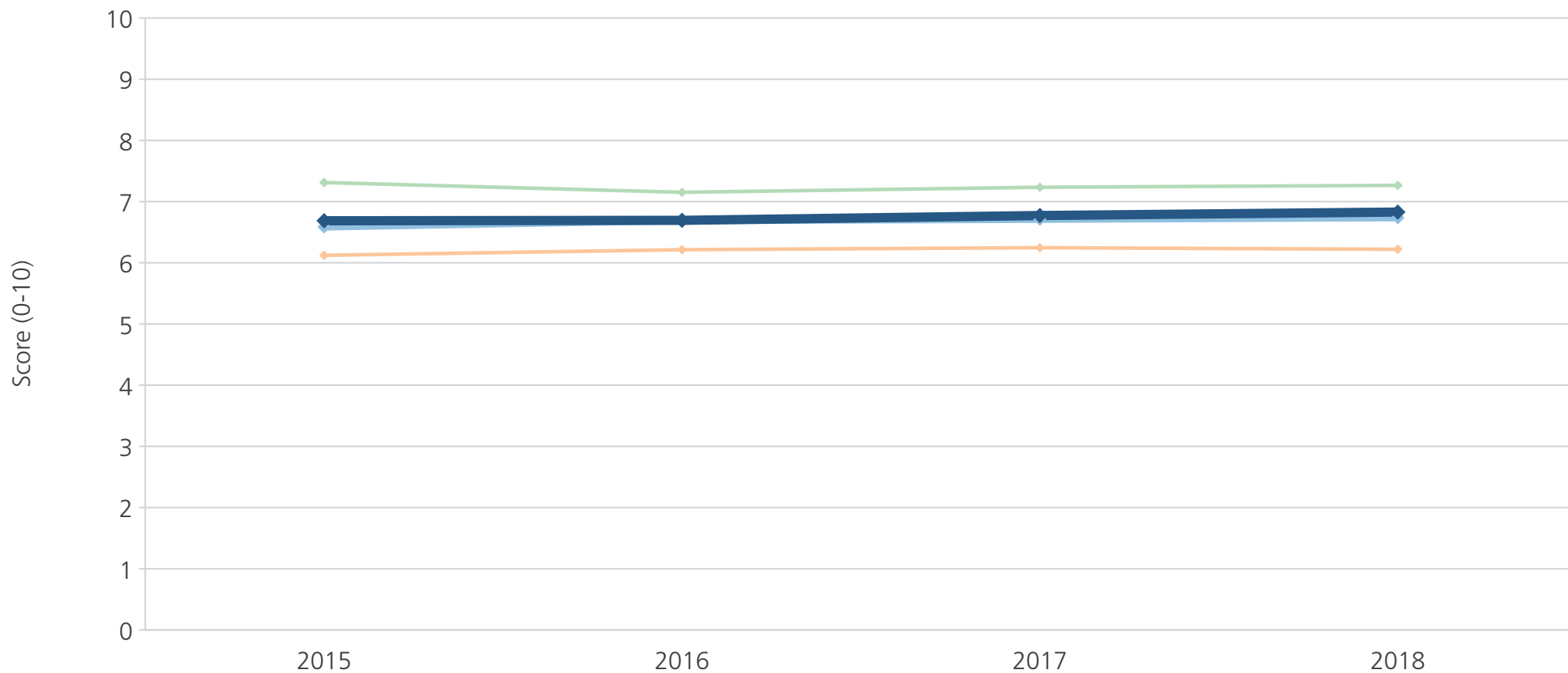
	2015	2016	2017	2018
Best	7.3	7.2	7.2	7.3
Your org	6.7	6.7	6.8	6.8
Average	6.6	6.7	6.7	6.7
Worst	6.1	6.2	6.2	6.2
No. responses	296	3,487	3,436	3,178

Score (0-10)

2018
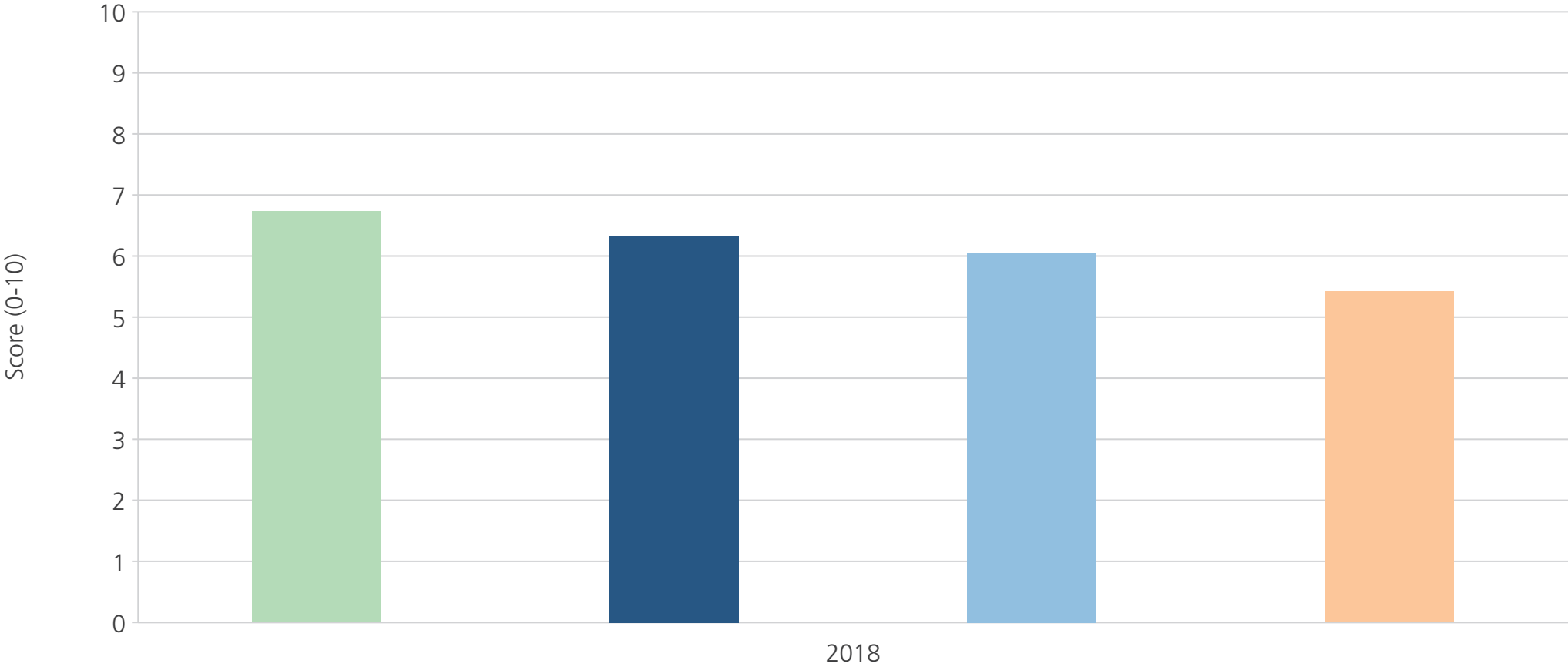
Best	6.7
Your org	6.3
Average	6.1
Worst	5.4

No. responses — 3,176
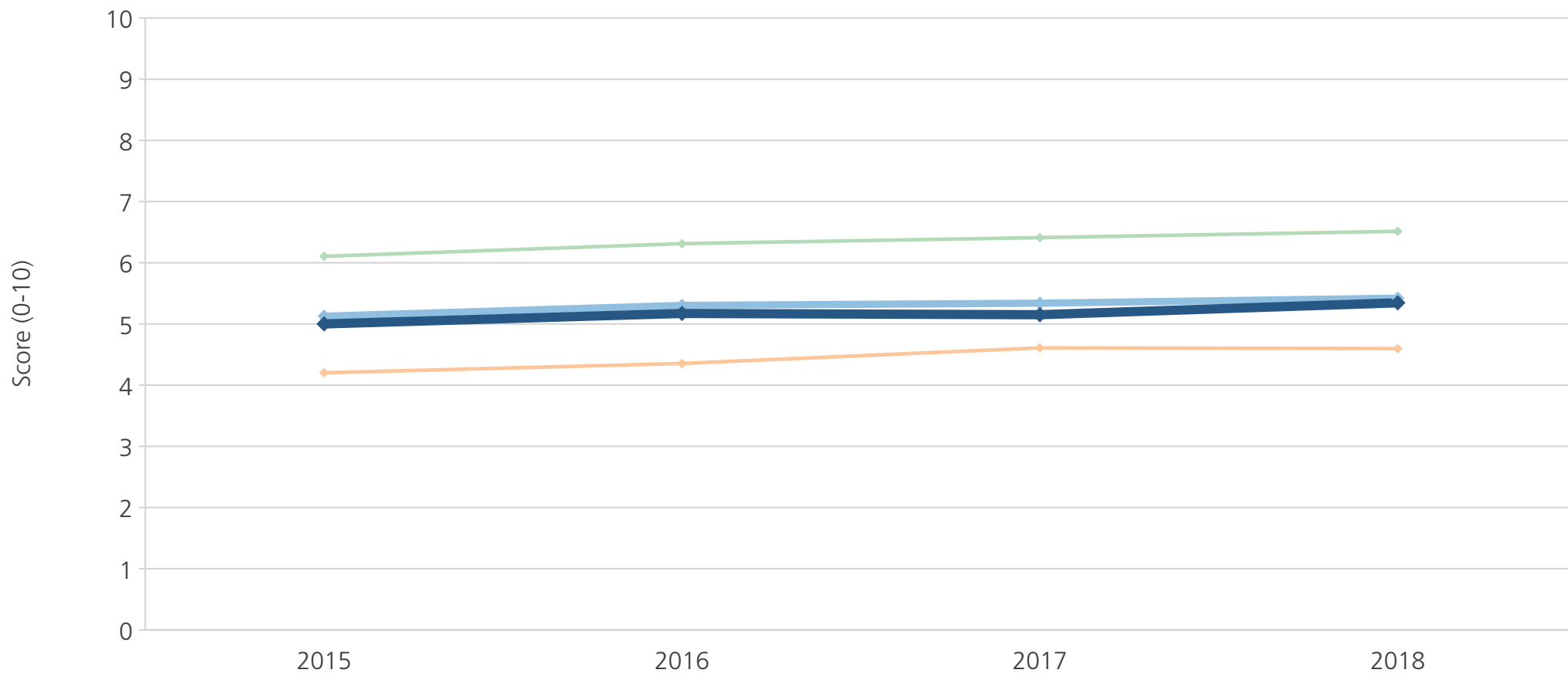
	2015	2016	2017	2018
Best	6.1	6.3	6.4	6.5
Your org	5.0	5.2	5.2	5.3
Average	5.1	5.3	5.3	5.4
Worst	4.2	4.4	4.6	4.6
No. responses	246	2,983	2,906	2,765

Score (0-10)
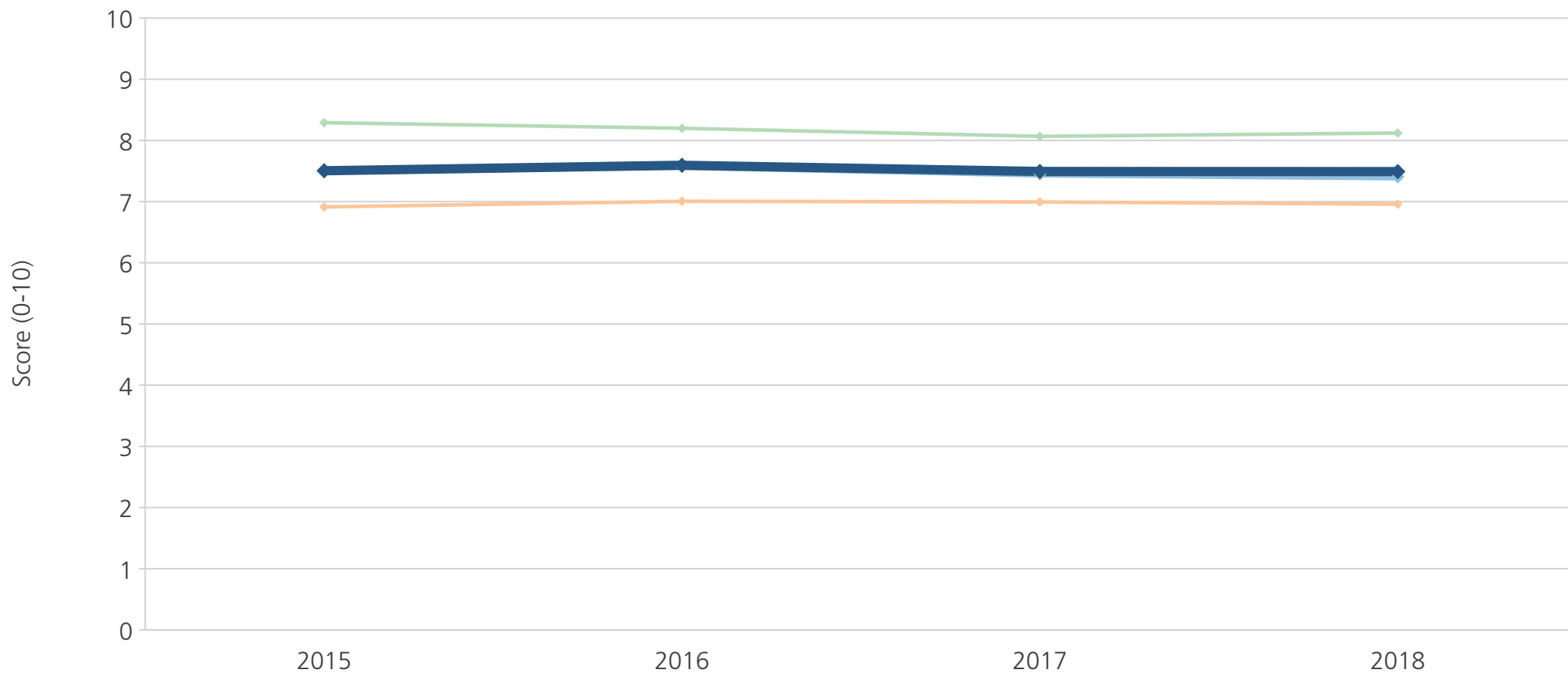
	2015	2016	2017	2018
Best	8.3	8.2	8.1	8.1
Your org	7.5	7.6	7.5	7.5
Average	7.5	7.6	7.5	7.4
Worst	6.9	7.0	7.0	7.0
No. responses	266	3,127	3,077	2,820
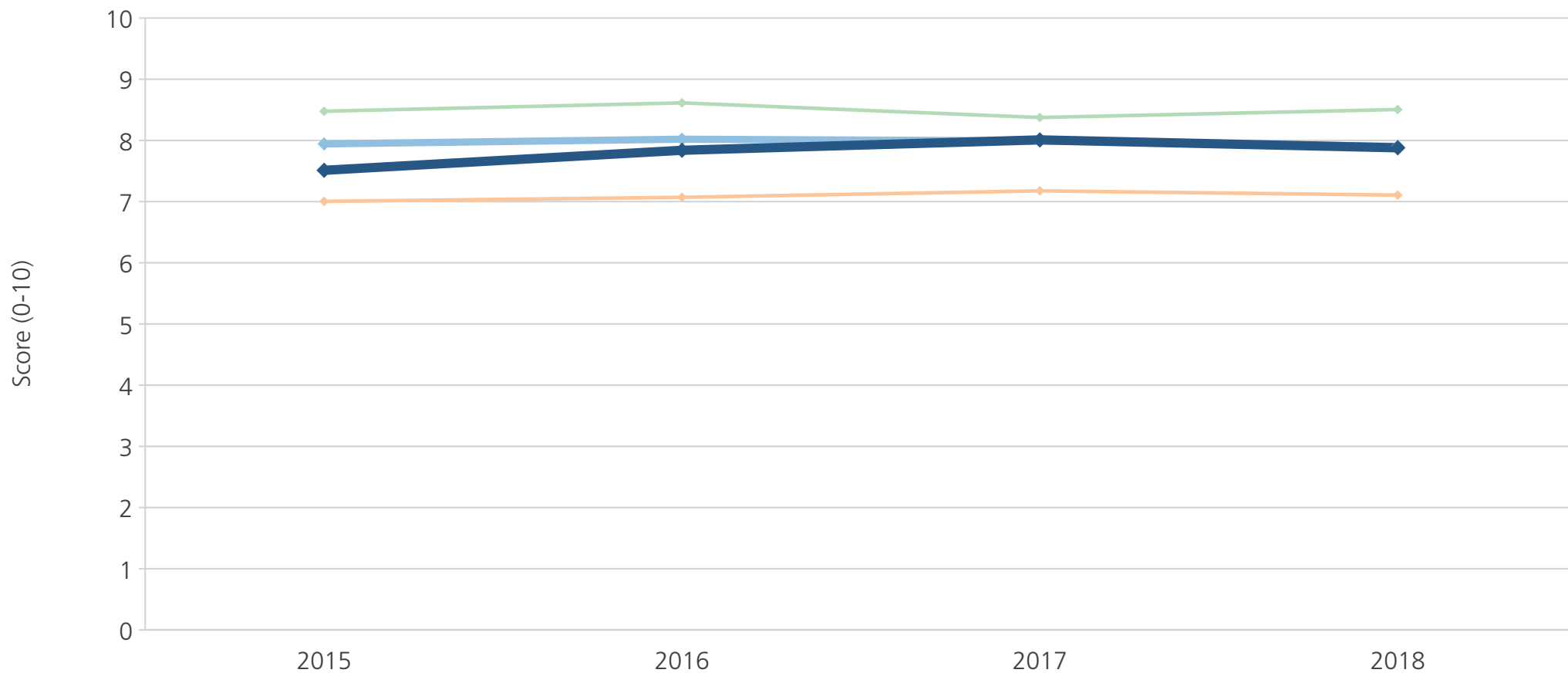
	2015	2016	2017	2018
Best	8.5	8.6	8.4	8.5
Your org	7.5	7.8	8.0	7.9
Average	7.9	8.0	8.0	7.9
Worst	7.0	7.1	7.2	7.1
No. responses	283	3,479	3,413	3,166
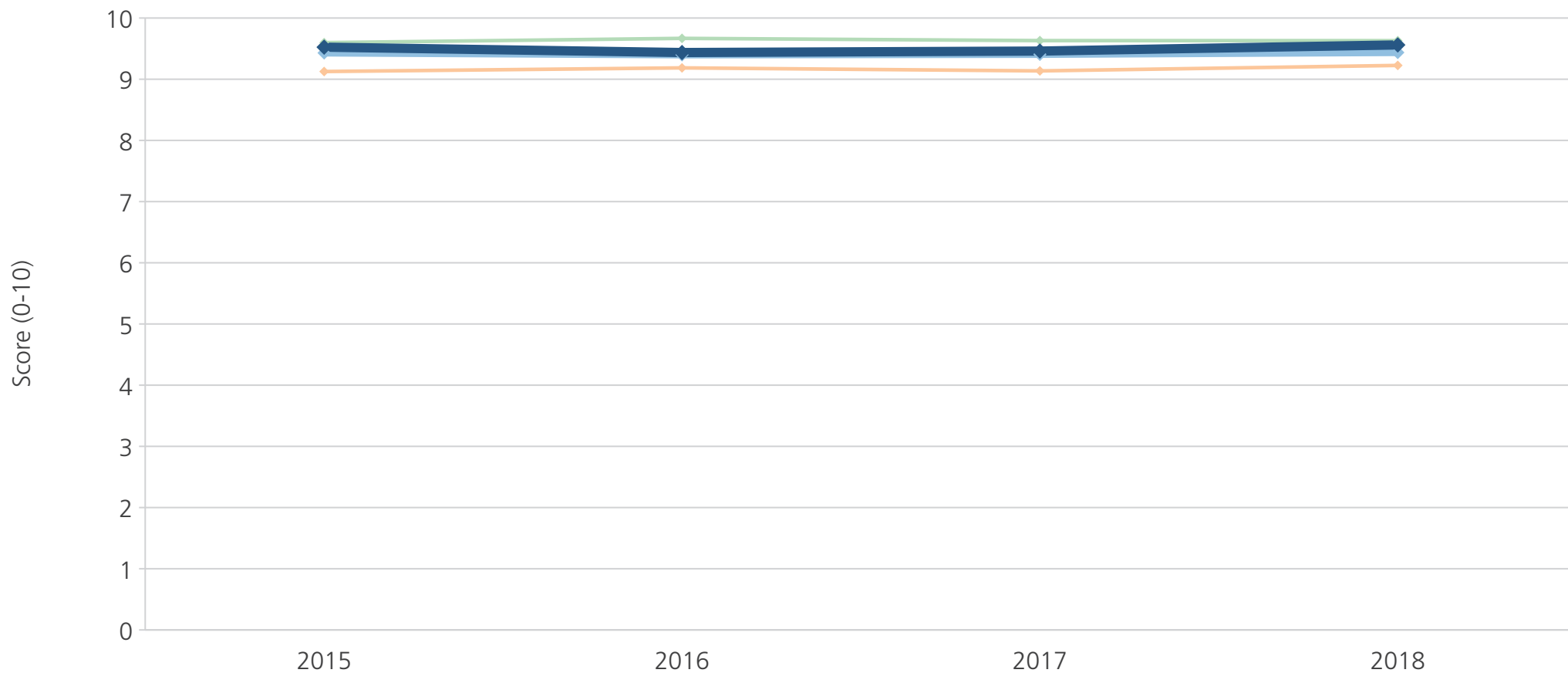
	2015	2016	2017	2018
Best	9.6	9.7	9.6	9.6
Your org	9.5	9.4	9.5	9.6
Average	9.4	9.4	9.4	9.4
Worst	9.1	9.2	9.1	9.2
No. responses	297	3,476	3,419	3,174

Survey
Coordination
Centre

NHS
England

Score (0-10)
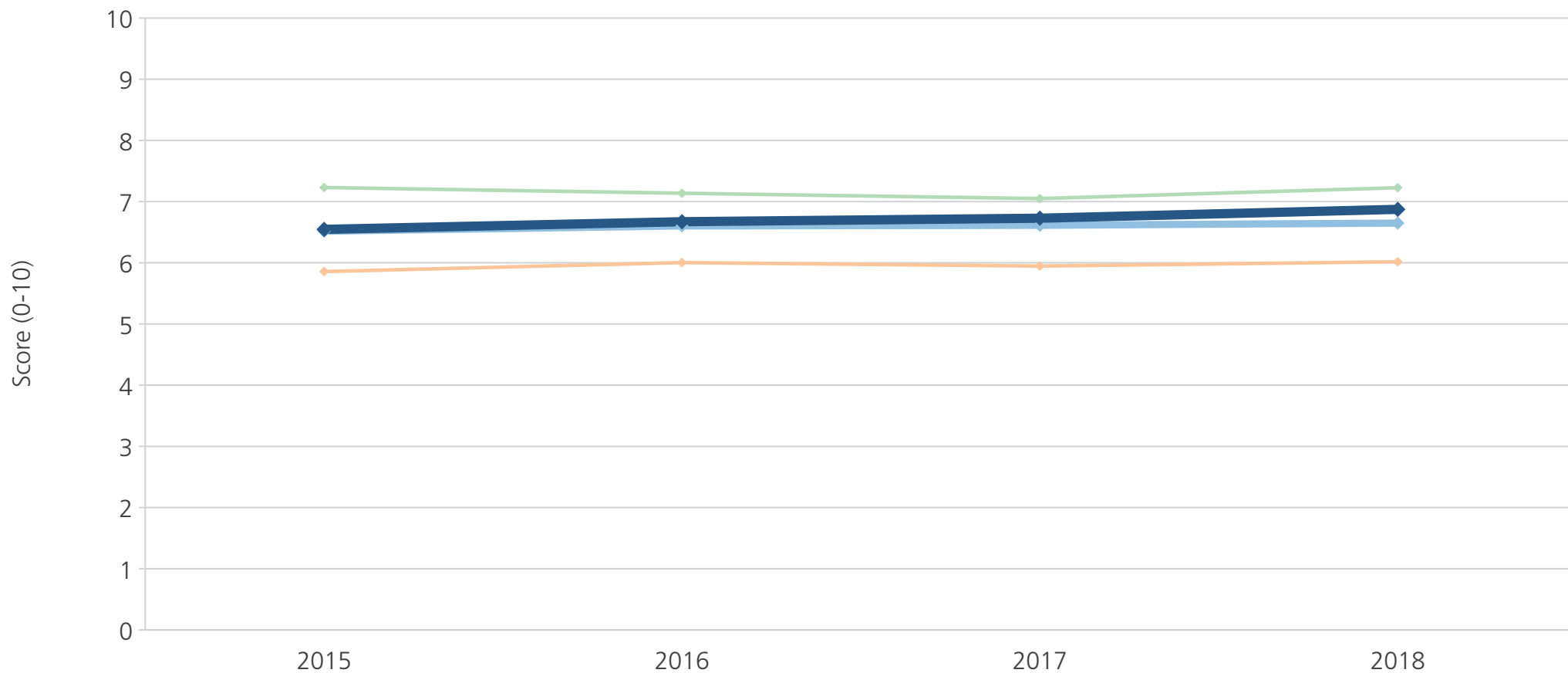
	2015	2016	2017	2018
Best	7.2	7.1	7.0	7.2
Your org	6.5	6.7	6.7	6.9
Average	6.5	6.6	6.6	6.6
Worst	5.9	6.0	5.9	6.0
No. responses	298	3,499	3,442	3,182
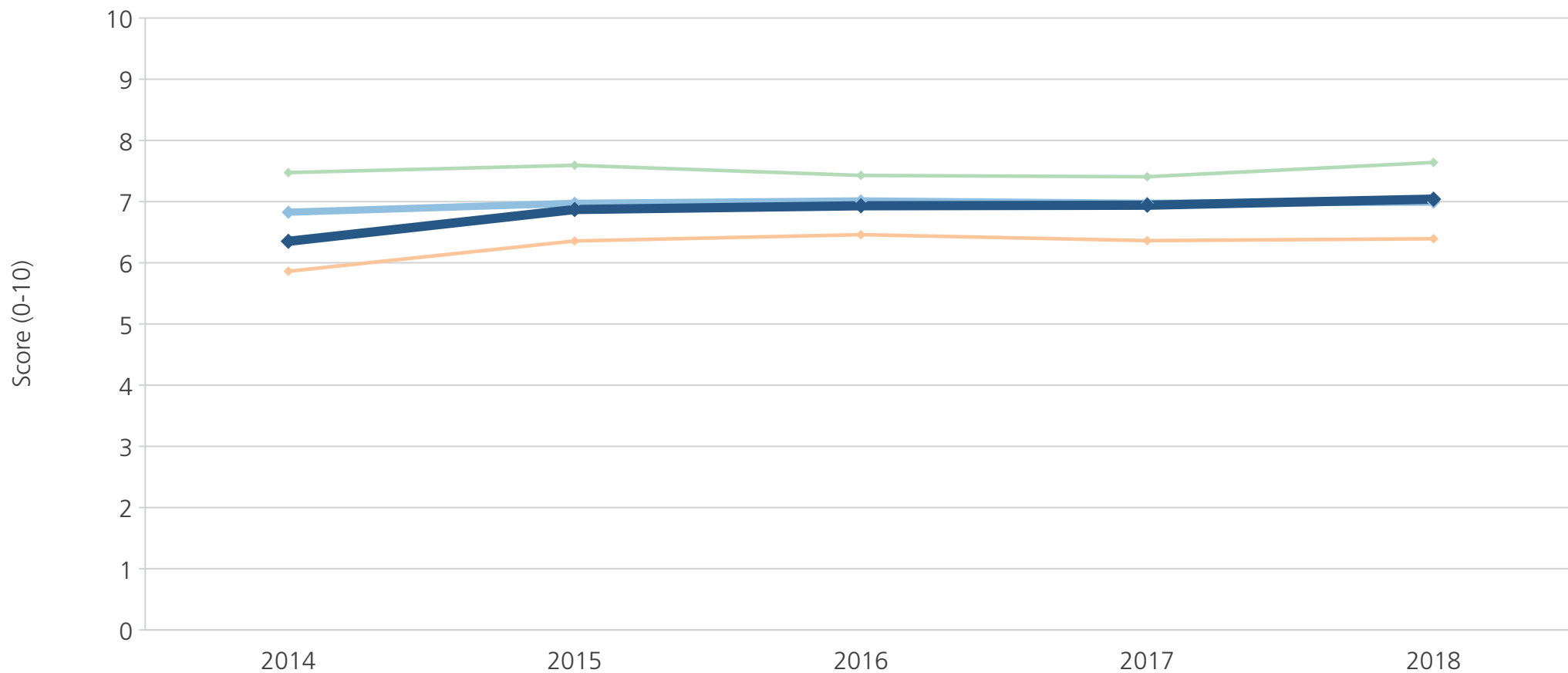
	2014	2015	2016	2017	2018
Best	7.5	7.6	7.4	7.4	7.6
Your org	6.4	6.9	6.9	6.9	7.0
Average	6.8	7.0	7.0	7.0	7.0
Worst	5.9	6.4	6.5	6.4	6.4
No. responses	312	298	3,505	3,450	3,183

Theme results – Detailed information

Hull and East Yorkshire Hospitals NHS Trust

2018 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?
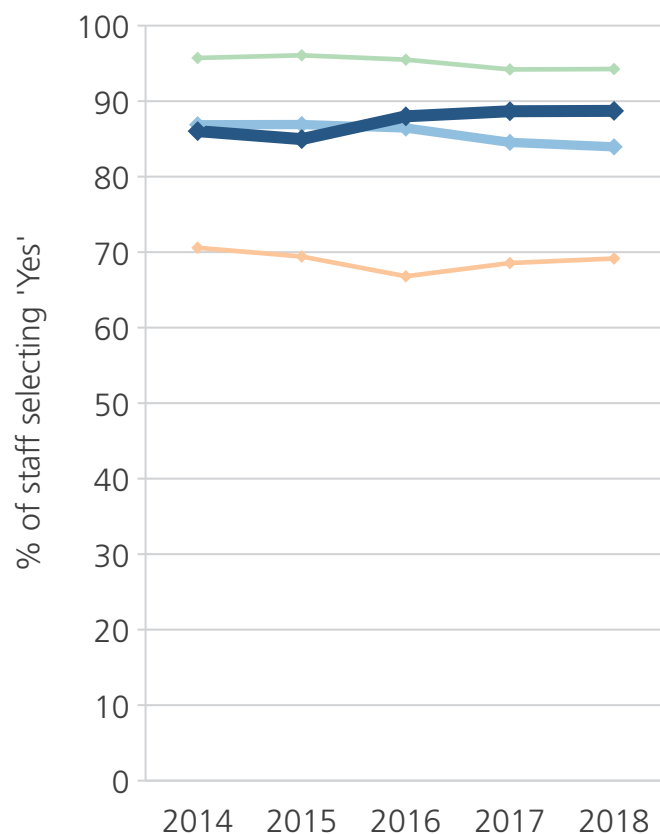
|	2014	2015	2016	2017	2018
Best	95.7%	96.1%	95.5%	94.2%	94.3%
Your org	86.0%	85.0%	88.0%	88.7%	88.7%
Average	86.9%	86.9%	86.4%	84.5%	83.9%
Worst	70.6%	69.4%	66.8%	68.6%	69.2%

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?
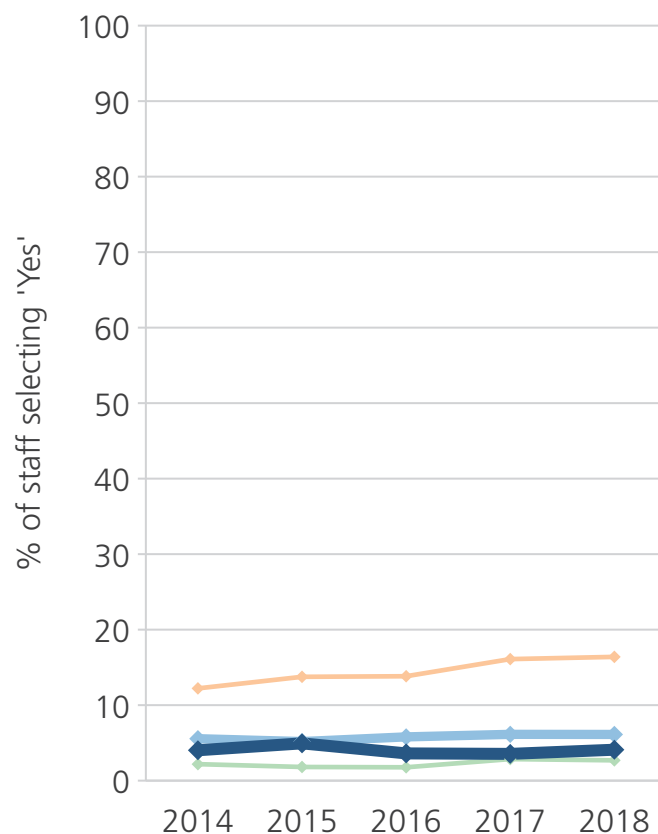
|	2014	2015	2016	2017	2018
Worst	12.2%	13.8%	13.8%	16.1%	16.4%
Your org	4.0%	4.9%	3.6%	3.5%	4.1%
Average	5.6%	5.2%	5.8%	6.1%	6.1%
Best	2.2%	1.8%	1.8%	2.9%	2.7%

Q15b
In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?
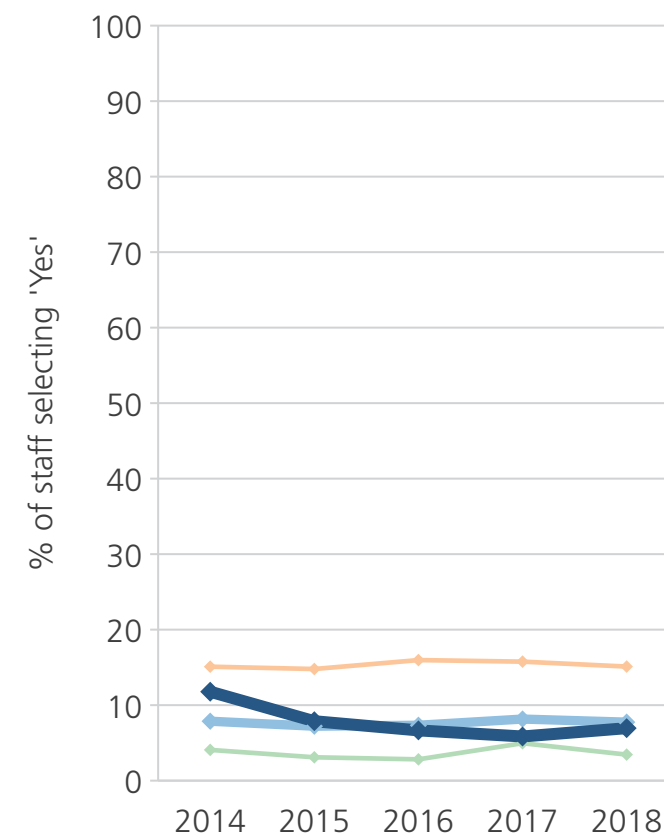
	2014	2015	2016	2017	2018
Worst	15.1%	14.8%	16.0%	15.8%	15.1%
Your org	11.8%	7.9%	6.7%	5.8%	7.0%
Average	7.9%	7.2%	7.3%	8.2%	7.7%
Best	4.1%	3.1%	2.8%	5.0%	3.4%

Q28b
Has your employer made adequate adjustment(s)
to enable you to carry out your work?
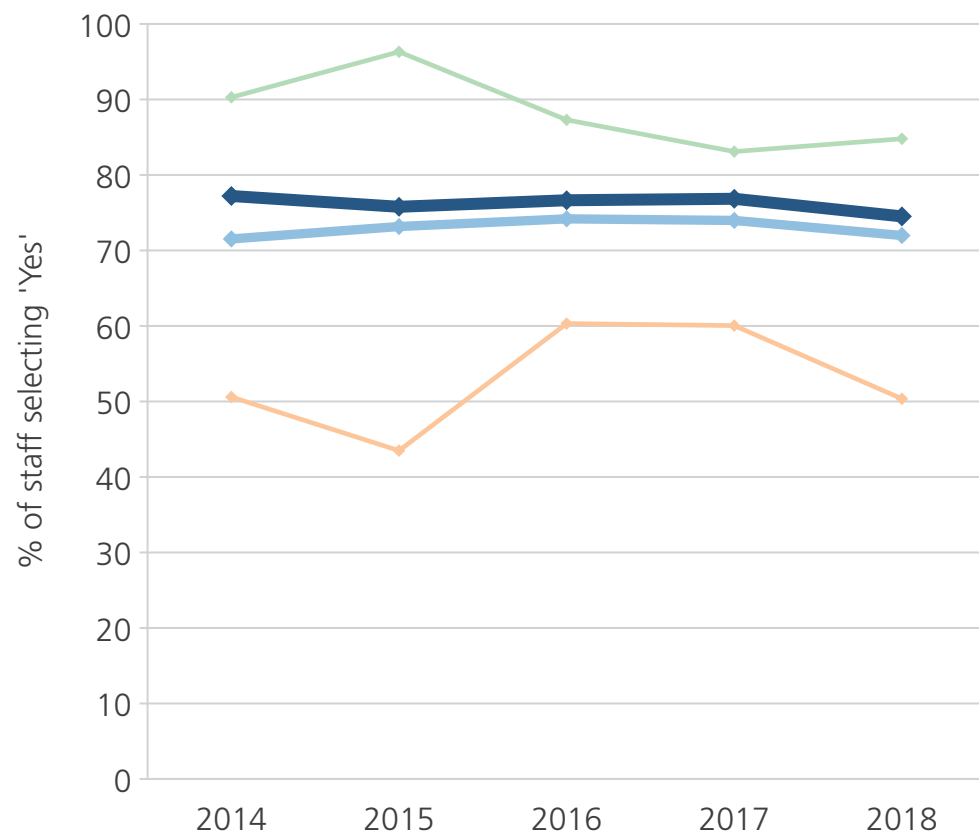
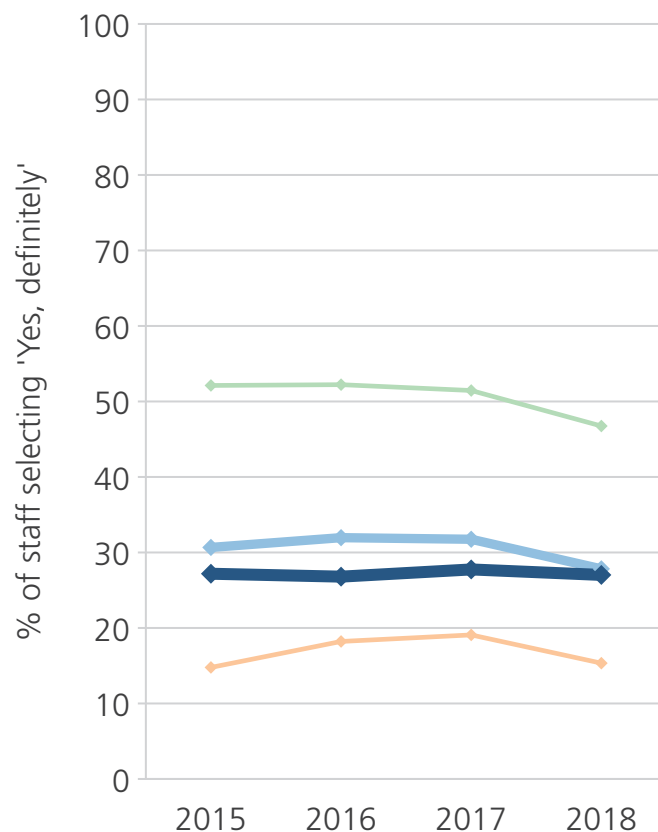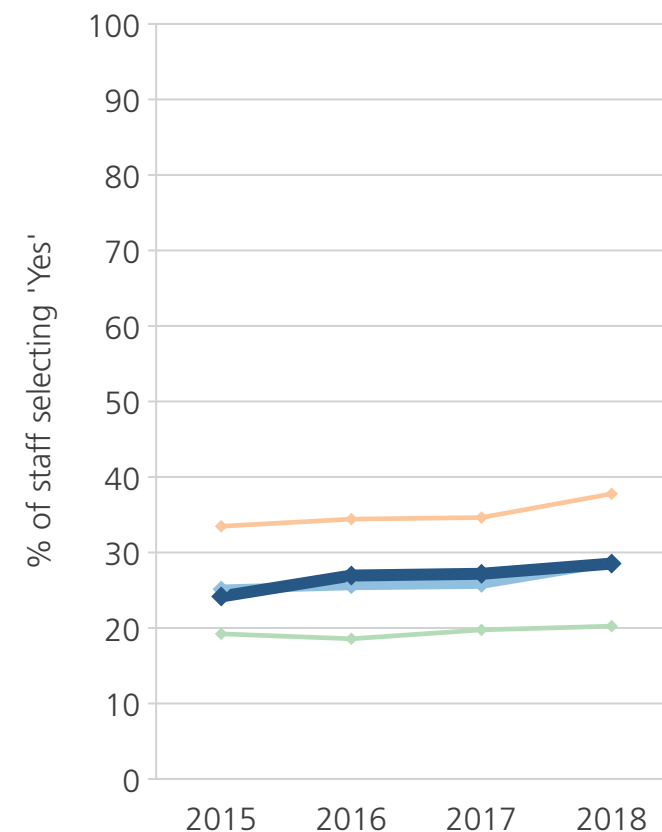|	2014	2015	2016	2017	2018
Best	90.3%	96.3%	87.3%	83.1%	84.8%
Your org	77.2%	75.8%	76.6%	76.8%	74.5%
Average	71.5%	73.2%	74.2%	74.0%	72.0%
Worst	50.6%	43.5%	60.3%	60.0%	50.4%

Q5h
The opportunities for
flexible working patterns
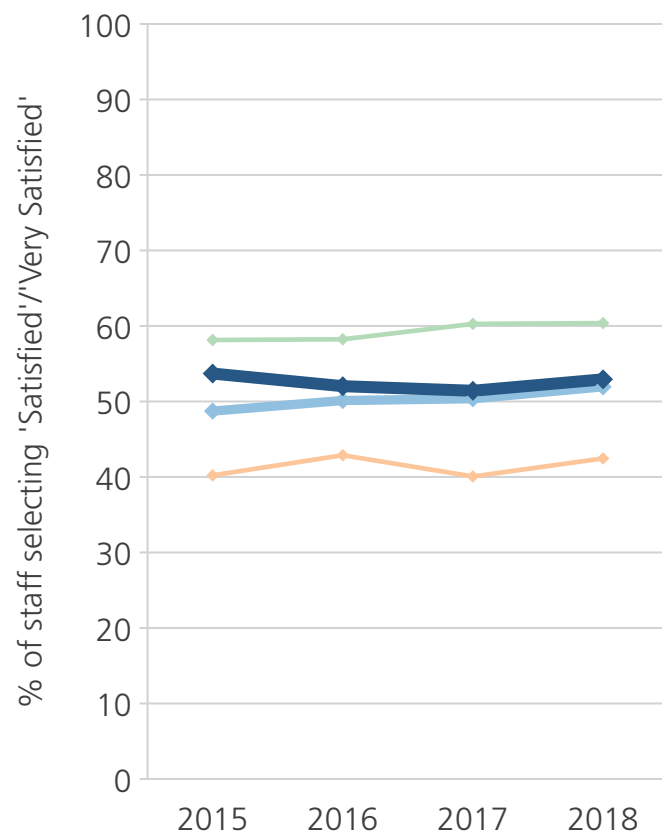
Q11a
Does your organisation take positive
action on health and well-being?

Q11b
In the last 12 months have you
experienced musculoskeletal problems
(MSK) as a result of work activities?

Q5h	2015	2016	2017	2018
Best	58.1%	58.2%	60.3%	60.4%
Your org	53.7%	52.0%	51.4%	52.9%
Average	48.7%	50.1%	50.4%	51.9%
Worst	40.2%	42.9%	40.1%	42.5%

Q11a	2015	2016	2017	2018
Best	52.1%	52.2%	51.5%	46.7%
Your org	27.2%	26.8%	27.8%	27.0%
Average	30.7%	32.0%	31.7%	27.8%
Worst	14.8%	18.2%	19.1%	15.3%

Q11b	2015	2016	2017	2018
Worst	33.5%	34.4%	34.6%	37.8%
Your org	24.2%	26.9%	27.2%	28.5%
Average	25.1%	25.6%	25.8%	28.7%
Best	19.2%	18.6%	19.7%	20.2%

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Q11c
During the last 12 months have you felt
unwell as a result of work related stress?
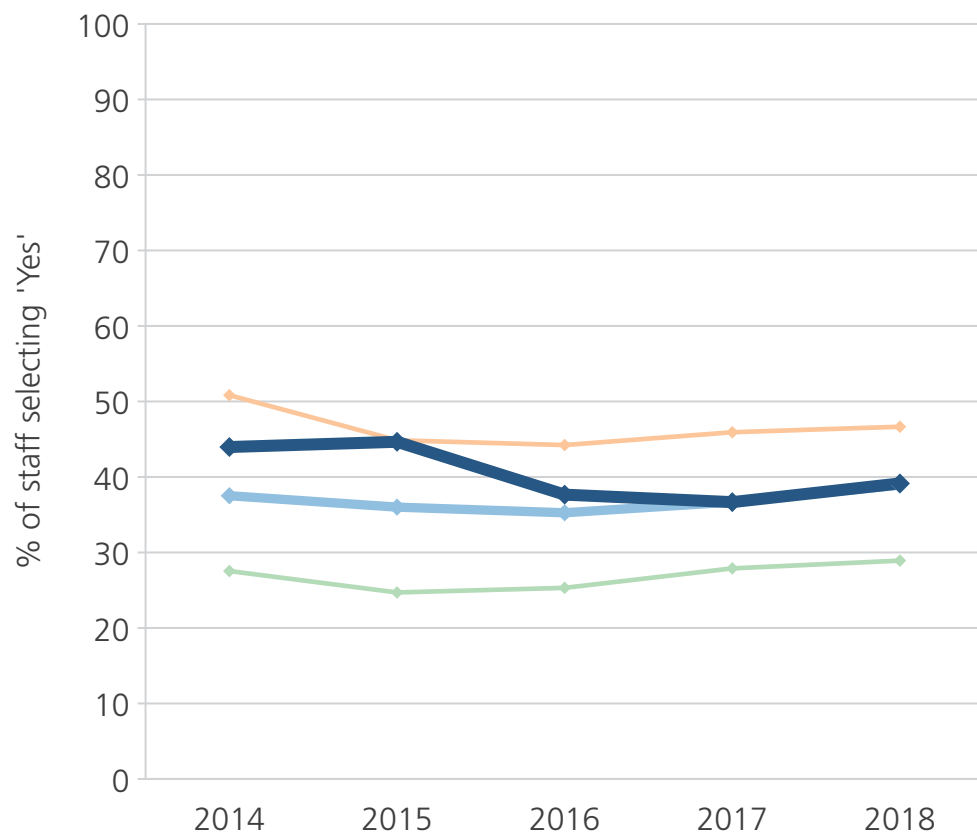
Q11d
In the last three months have you ever come to work
despite not feeling well enough to perform your duties?
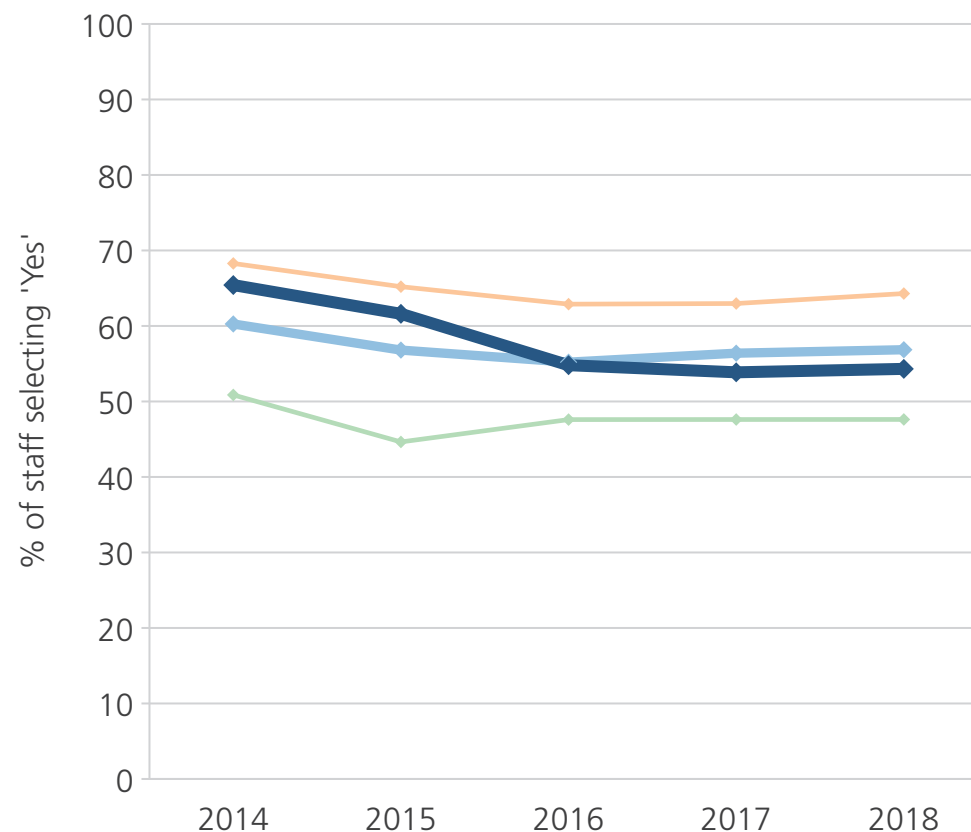
	2014	2015	2016	2017	2018
Worst	50.8%	44.9%	44.2%	45.9%	46.7%
Your org	44.0%	44.7%	37.7%	36.7%	39.1%
Average	37.5%	36.0%	35.3%	36.7%	38.9%
Best	27.5%	24.7%	25.3%	27.9%	28.9%

	2014	2015	2016	2017	2018
Worst	68.3%	65.2%	62.9%	63.0%	64.3%
Your org	65.4%	61.6%	54.8%	53.9%	54.3%
Average	60.3%	56.8%	55.2%	56.4%	56.9%
Best	50.9%	44.6%	47.6%	47.6%	47.6%

Q5b
The support I get from
my immediate manager
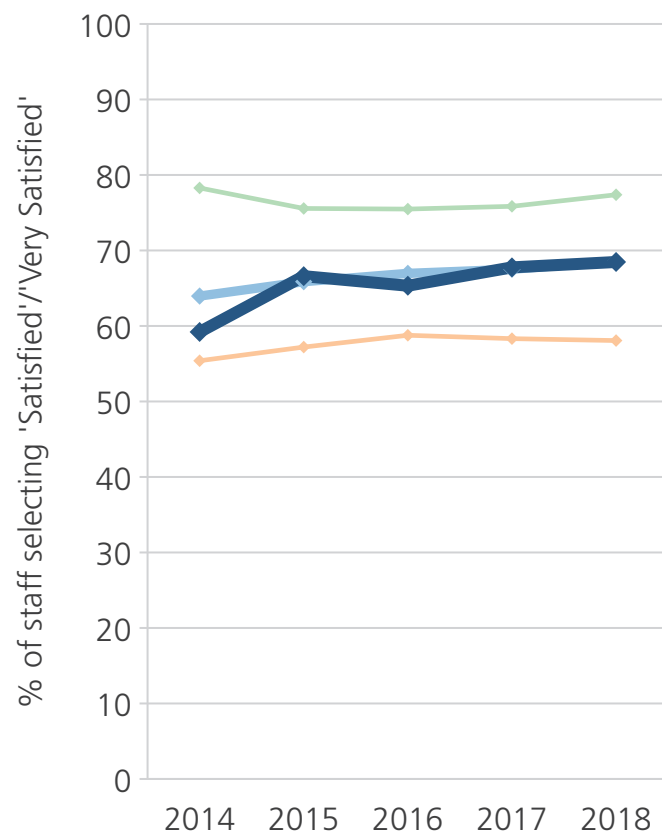
Q8c
My immediate manager gives
me clear feedback on my work
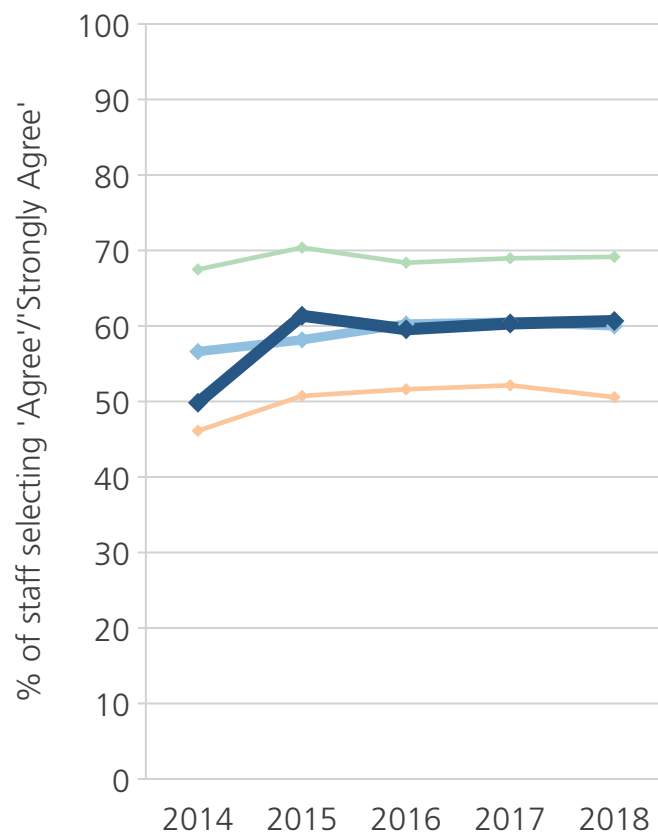
Q8d
My immediate manager asks
for my opinion before making
decisions that affect my work
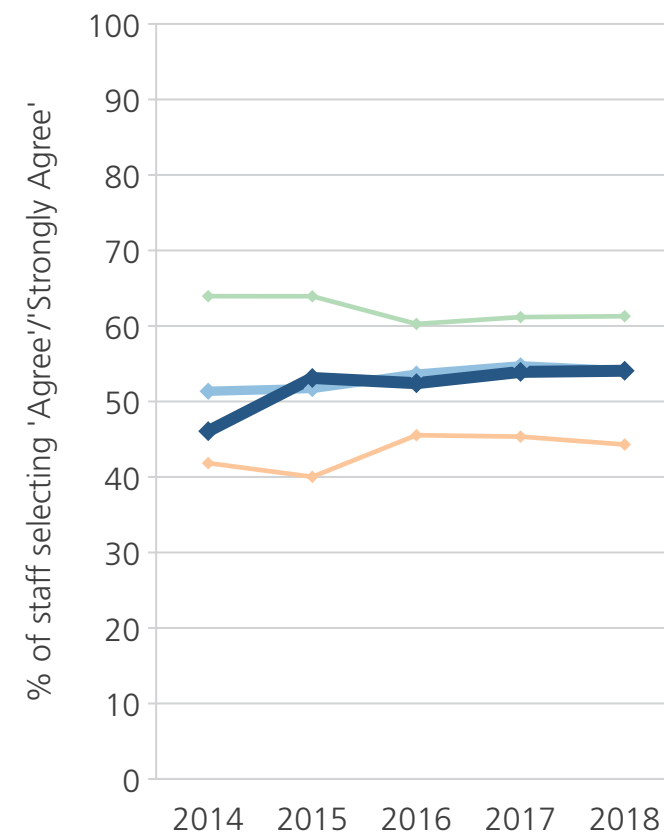
	2014	2015	2016	2017	2018
Best	78.3%	75.6%	75.5%	75.8%	77.4%
Your org	59.2%	66.6%	65.3%	67.8%	68.5%
Average	64.0%	65.9%	67.0%	67.5%	68.6%
Worst	55.4%	57.2%	58.8%	58.3%	58.1%

	2014	2015	2016	2017	2018
Best	67.5%	70.4%	68.4%	69.0%	69.2%
Your org	49.8%	61.4%	59.6%	60.3%	60.7%
Average	56.6%	58.2%	60.3%	60.5%	60.0%
Worst	46.1%	50.7%	51.6%	52.1%	50.6%

	2014	2015	2016	2017	2018
Best	63.9%	63.9%	60.3%	61.2%	61.3%
Your org	46.1%	53.1%	52.4%	53.9%	54.1%
Average	51.4%	51.7%	53.6%	54.7%	54.1%
Worst	41.8%	40.0%	45.5%	45.3%	44.3%

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Q8f
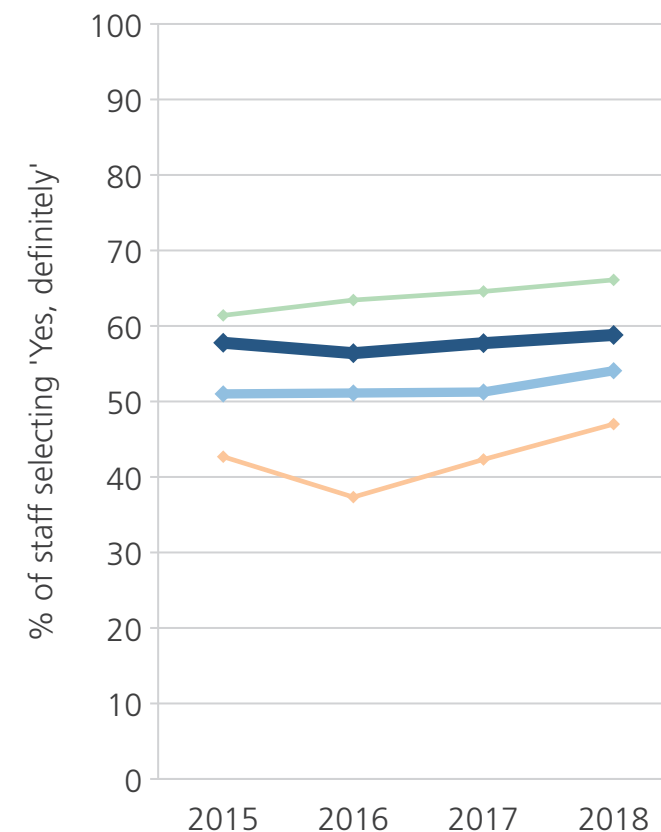My immediate manager takes a positive interest in my health and well-being

	2015	2016	2017	2018
Best	75.1%	73.2%	72.3%	74.0%
Your org	67.8%	65.6%	66.1%	67.4%
Average	64.2%	65.7%	66.9%	67.0%
Worst	58.4%	57.3%	58.9%	57.6%
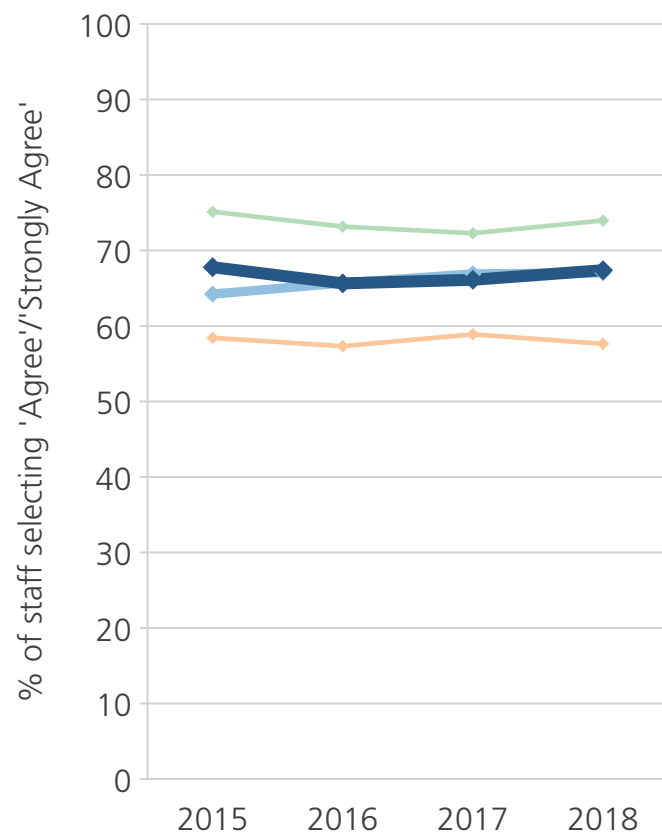
Q8g
My immediate manager values my work

	2015	2016	2017	2018
Best	79.4%	77.0%	77.0%	78.5%
Your org	71.9%	69.2%	70.0%	71.1%
Average	69.2%	70.1%	71.1%	71.1%
Worst	63.4%	64.6%	62.4%	63.6%
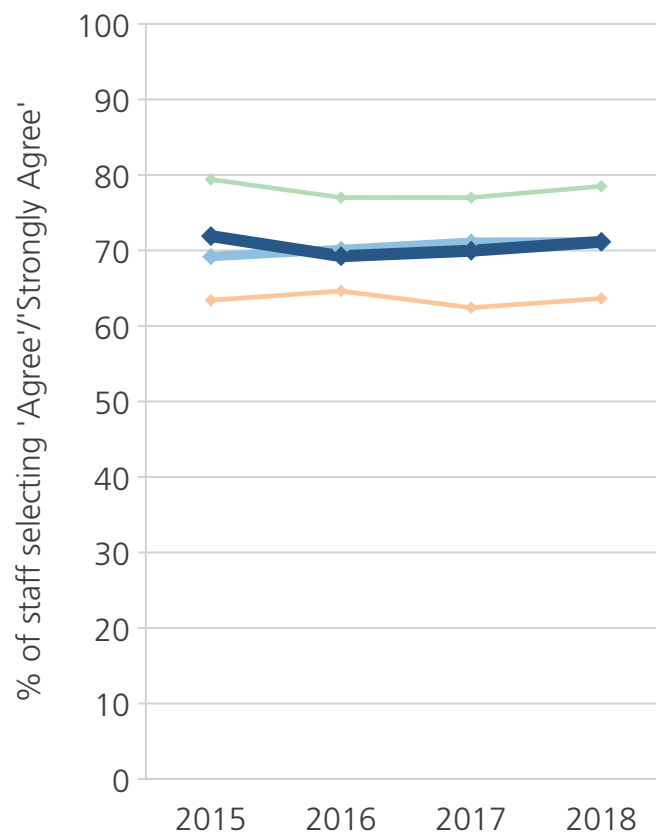
Q19g
My manager supported me to receive this training, learning or development

	2015	2016	2017	2018
Best	61.4%	63.4%	64.6%	66.1%
Your org	57.8%	56.4%	57.7%	58.8%
Average	51.0%	51.1%	51.2%	54.1%
Worst	42.7%	37.3%	42.3%	47.0%

Q4c
I am involved in deciding on changes introduced that affect my work area / team / department
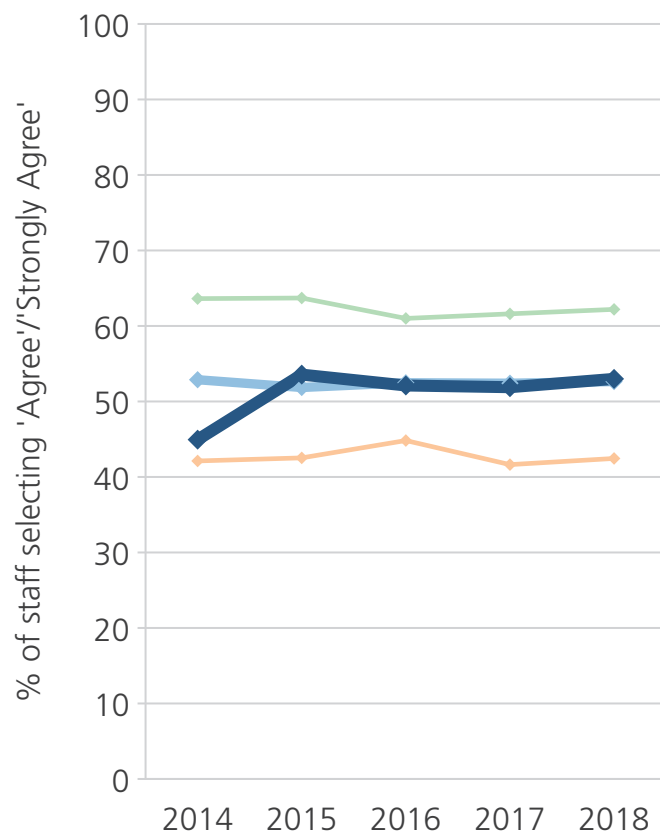
Q4j
I receive the respect I deserve from my colleagues at work
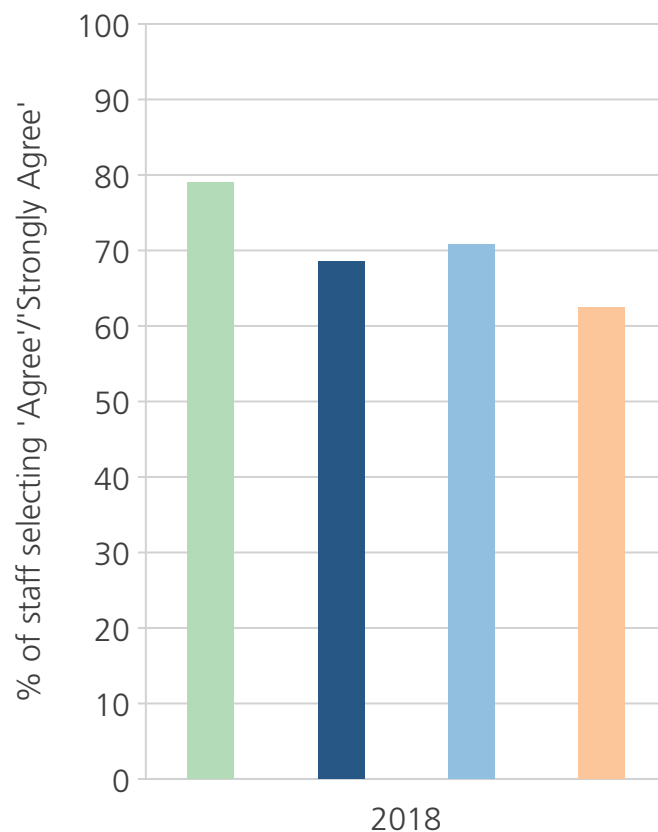
Q6a
I have unrealistic time pressures

	2014	2015	2016	2017	2018
Best	63.6%	63.7%	61.0%	61.6%	62.2%
Your org	44.9%	53.6%	52.1%	51.9%	53.0%
Average	52.9%	51.9%	52.5%	52.4%	52.6%
Worst	42.1%	42.5%	44.8%	41.6%	42.5%

	2018
Best	79.0%
Your org	68.6%
Average	70.9%
Worst	62.5%
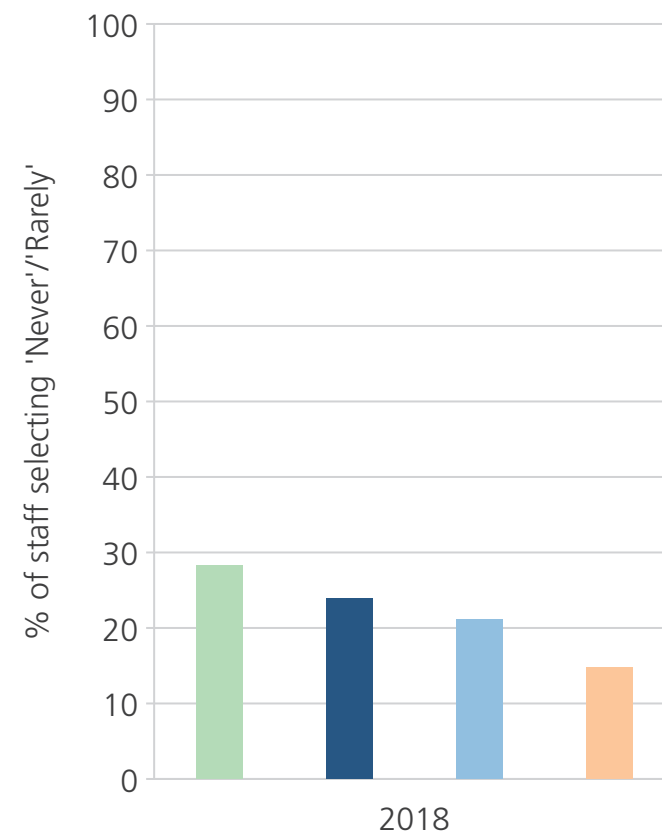
	2018
Best	28.3%
Your org	23.9%
Average	21.1%
Worst	14.7%

Q6b
I have a choice in deciding
how to do my work
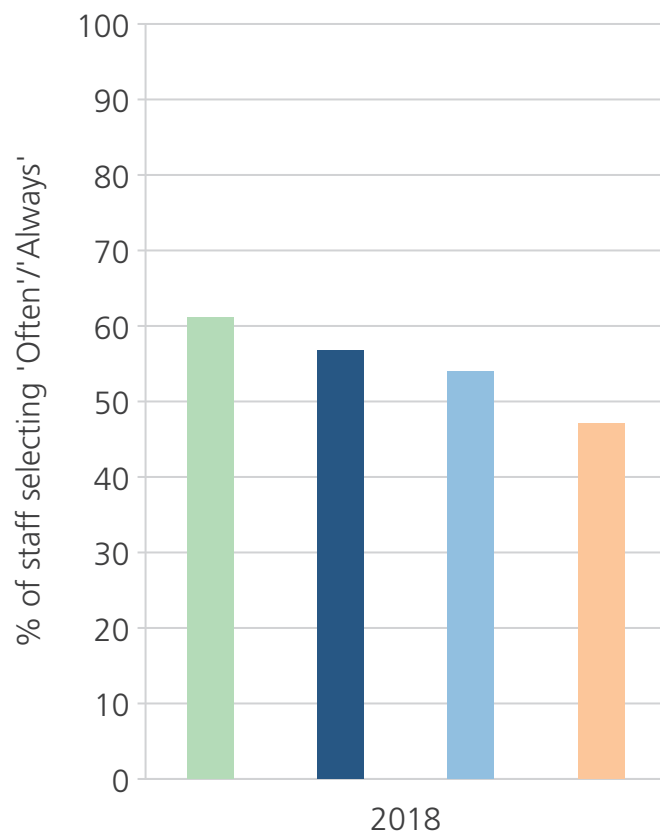
Q6c
Relationships at work are strained
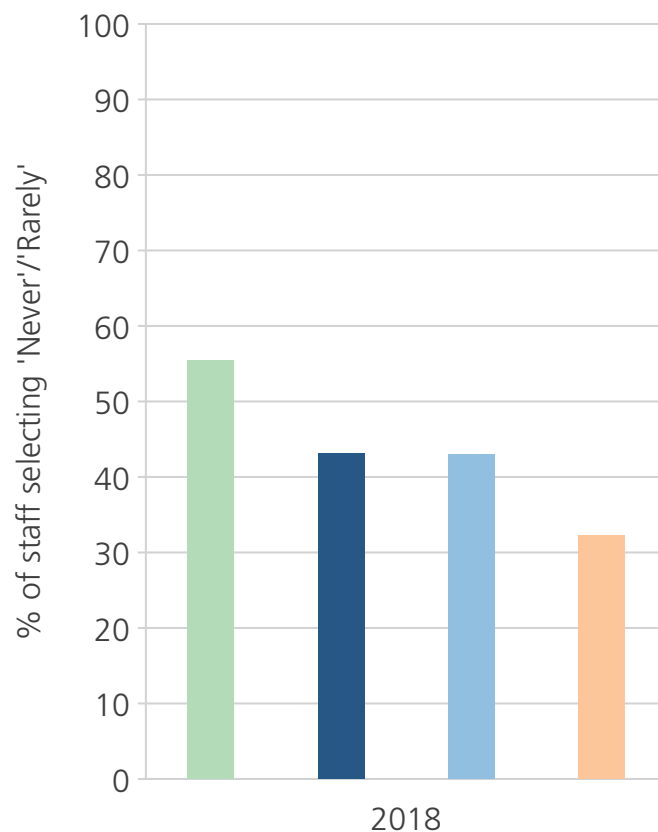
Q8a
My immediate manager
encourages me at work

Best	61.1%
Your org	56.7%
Average	54.0%
Worst	47.0%

Best	55.5%
Your org	43.1%
Average	42.9%
Worst	32.2%
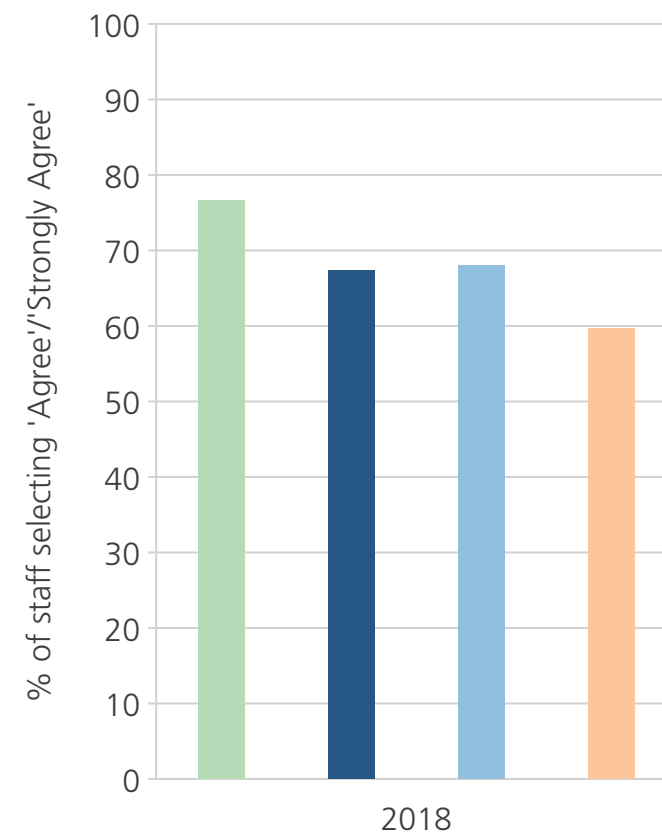
Best	76.7%
Your org	67.4%
Average	68.1%
Worst	59.7%

Q23a
I often think about
leaving this organisation
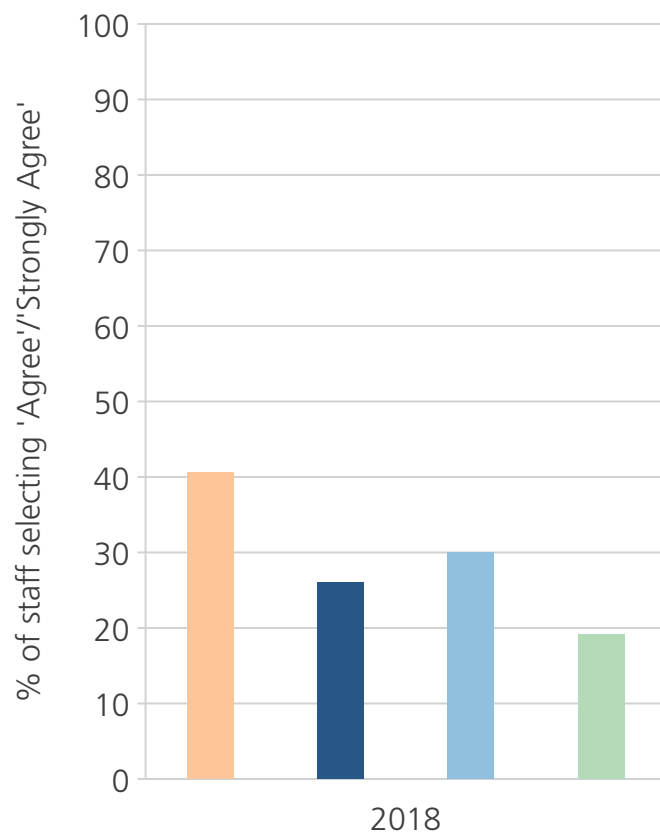
Q23b
I will probably look for a job at a new
organisation in the next 12 months
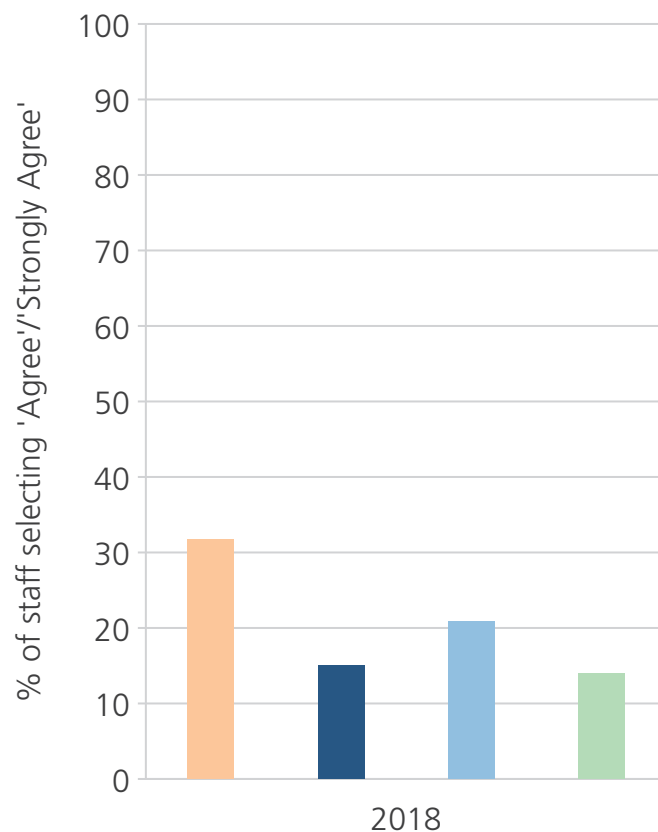
Q23c
As soon as I can find another
job, I will leave this organisation

Worst	40.6%
Your org	26.0%
Average	29.9%
Best	19.1%

Worst	31.7%
Your org	15.0%
Average	20.8%
Best	14.0%
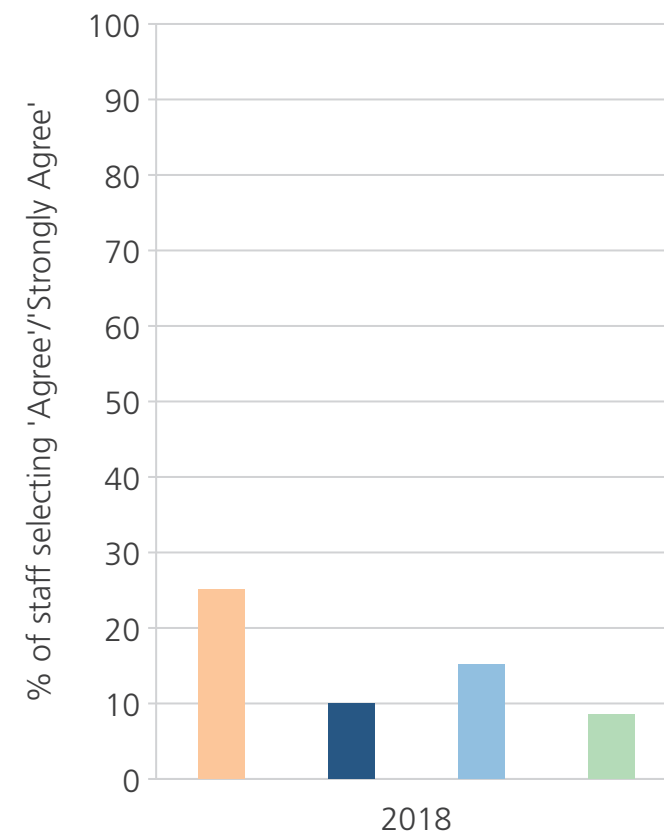
Worst	25.0%
Your org	10.1%
Average	15.1%
Best	8.5%

Q19b
It helped me to improve how I do my job
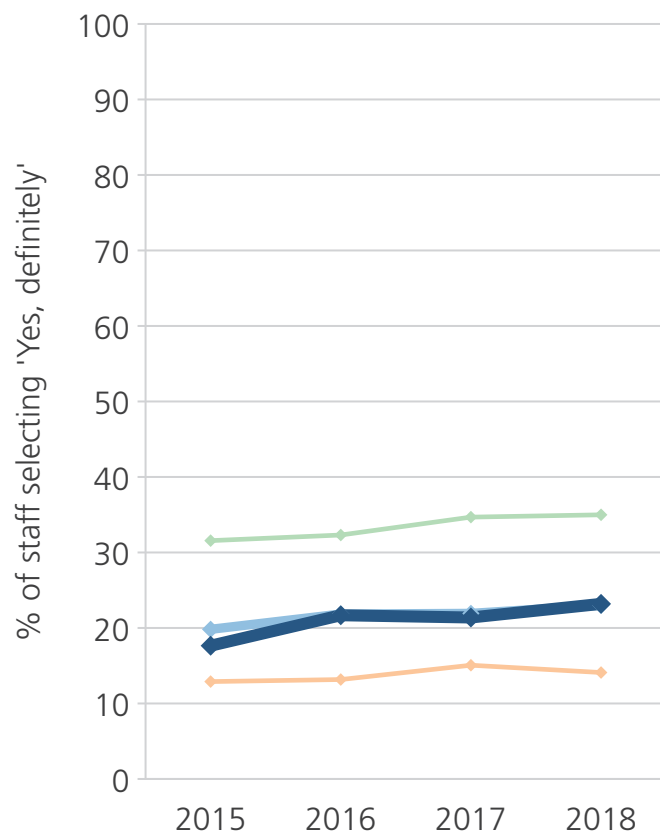
	2015	2016	2017	2018
Best	31.6%	32.3%	34.7%	35.0%
Your org	17.6%	21.7%	21.4%	23.2%
Average	19.8%	21.8%	21.9%	23.0%
Worst	12.9%	13.2%	15.1%	14.1%

Q19c
It helped me agree clear objectives for my work
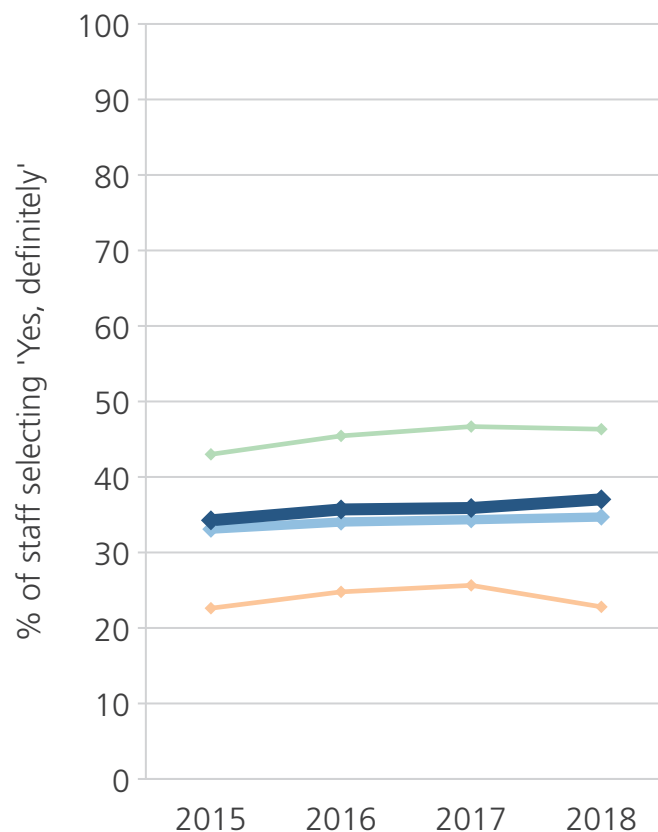
	2015	2016	2017	2018
Best	43.0%	45.4%	46.7%	46.3%
Your org	34.3%	35.7%	35.9%	37.0%
Average	33.1%	34.0%	34.3%	34.7%
Worst	22.6%	24.8%	25.6%	22.8%

Q19d
It left me feeling that my work is valued by my organisation
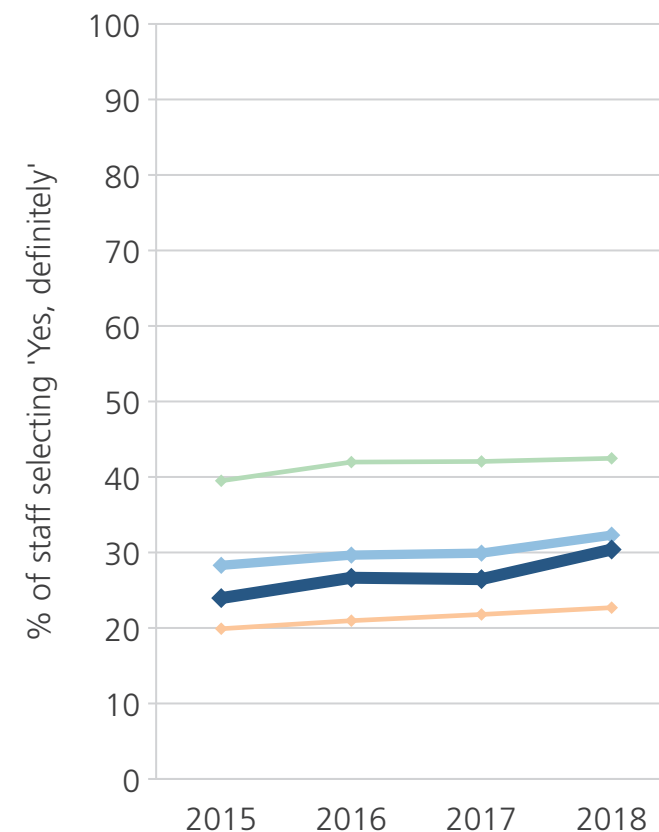
	2015	2016	2017	2018
Best	39.5%	42.0%	42.1%	42.5%
Your org	24.0%	26.7%	26.5%	30.4%
Average	28.3%	29.7%	29.9%	32.3%
Worst	19.9%	21.0%	21.8%	22.7%

Q19e
The values of my organisation were
discussed as part of the appraisal process
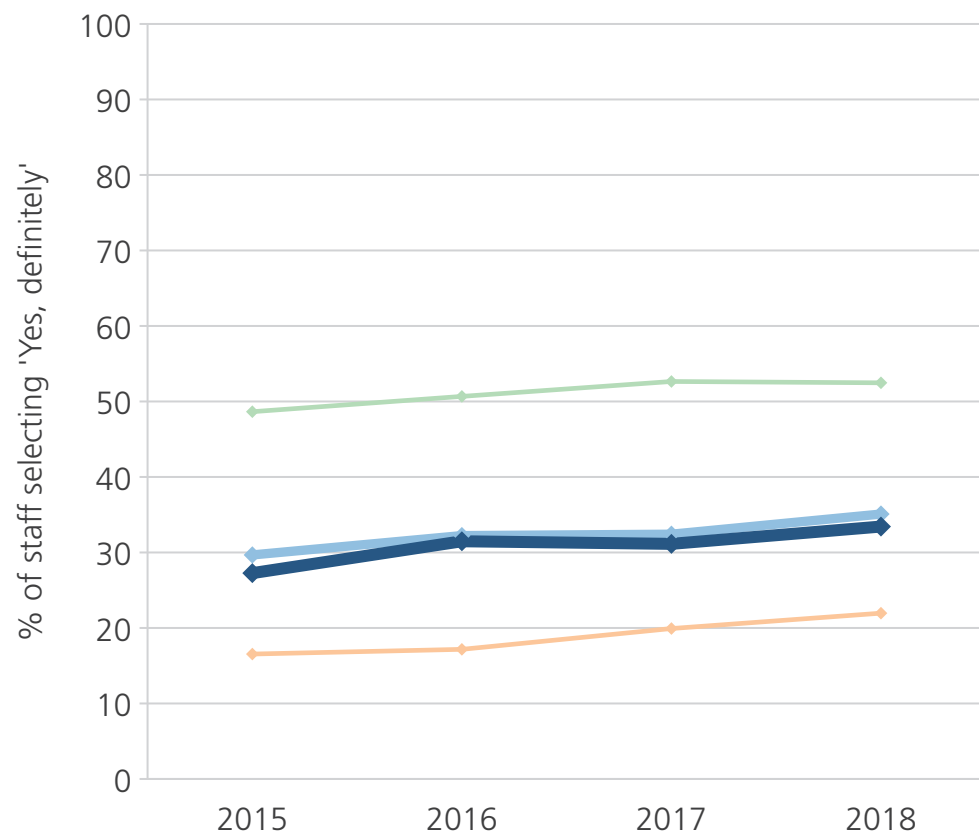
	2015	2016	2017	2018
Best	48.6%	50.7%	52.6%	52.5%
Your org	27.3%	31.5%	31.1%	33.4%
Average	29.7%	32.2%	32.4%	35.1%
Worst	16.5%	17.2%	19.9%	22.0%

Q7a
I am satisfied with the quality of
care I give to patients / service users
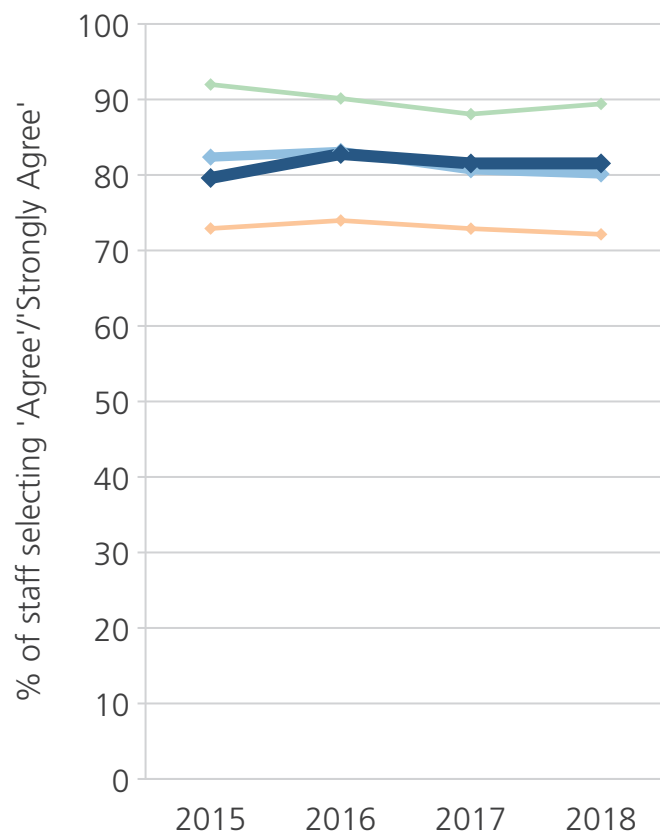
Q7b
I feel that my role makes a
difference to patients / service users

Q7c
I am able to deliver the care I aspire to

Q7a	2015	2016	2017	2018
Best	92.0%	90.1%	88.1%	89.4%
Your org	79.6%	82.8%	81.5%	81.5%
Average	82.4%	83.1%	80.7%	80.1%
Worst	72.9%	74.0%	72.9%	72.1%
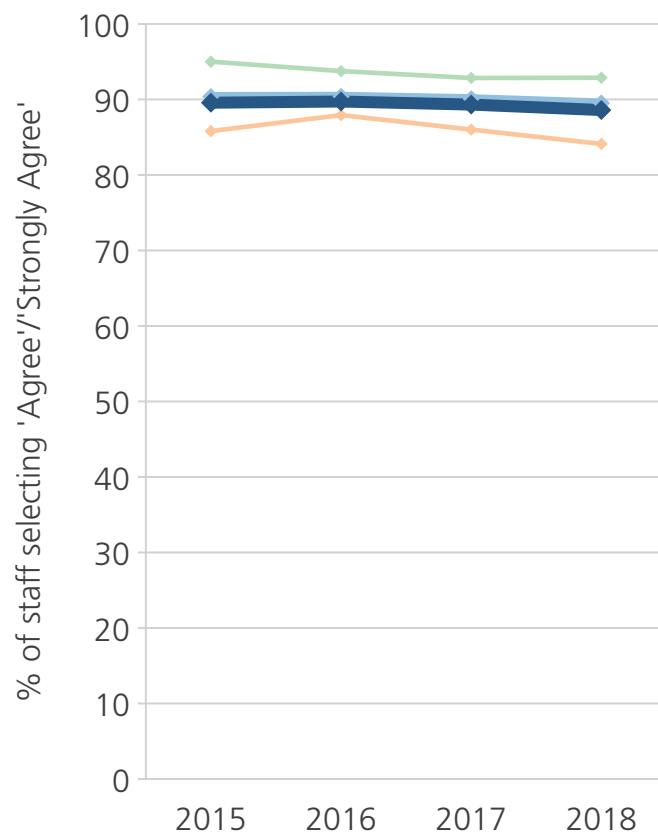
Q7b	2015	2016	2017	2018
Best	95.0%	93.8%	92.8%	92.9%
Your org	89.6%	89.7%	89.3%	88.6%
Average	90.4%	90.4%	90.1%	89.5%
Worst	85.8%	87.9%	86.0%	84.1%
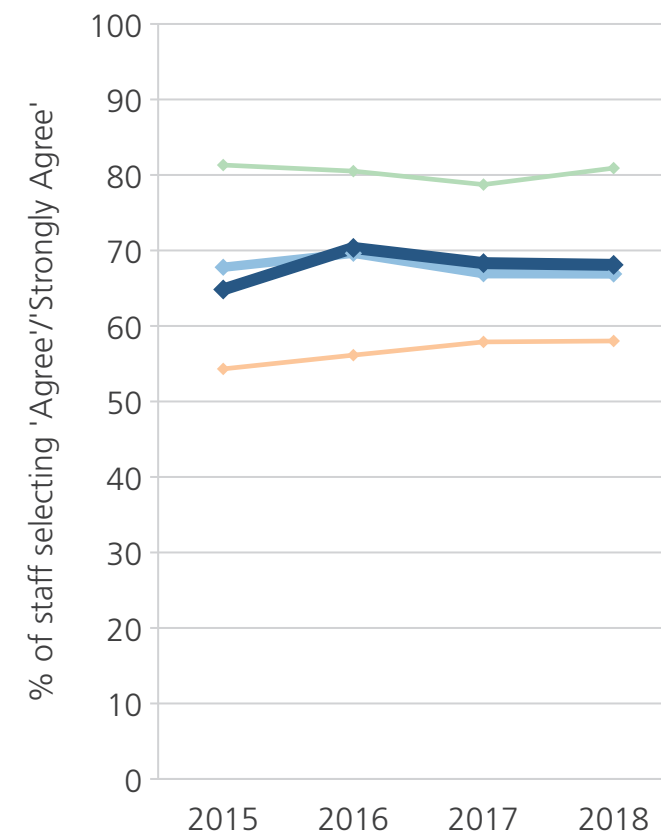
Q7c	2015	2016	2017	2018
Best	81.3%	80.5%	78.7%	80.9%
Your org	64.8%	70.3%	68.3%	68.1%
Average	67.8%	69.6%	66.9%	66.9%
Worst	54.3%	56.1%	57.9%	58.0%

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?

Q13b
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?
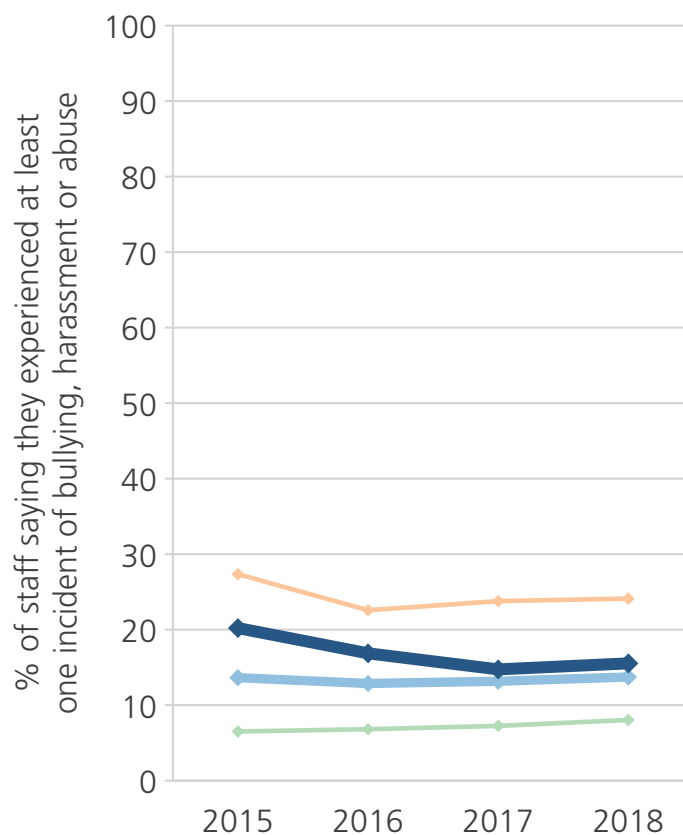
Q13c
In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?

	2014	2015	2016	2017	2018
Worst	37.8%	38.7%	38.1%	35.8%	37.5%
Your org	34.6%	26.0%	25.4%	25.0%	26.3%
Average	29.5%	28.8%	28.2%	28.1%	28.4%
Best	19.2%	20.6%	21.6%	20.3%	22.1%

	2015	2016	2017	2018
Worst	27.3%	22.6%	23.8%	24.1%
Your org	20.2%	16.9%	14.7%	15.5%
Average	13.6%	12.9%	13.2%	13.7%
Best	6.5%	6.8%	7.3%	8.0%
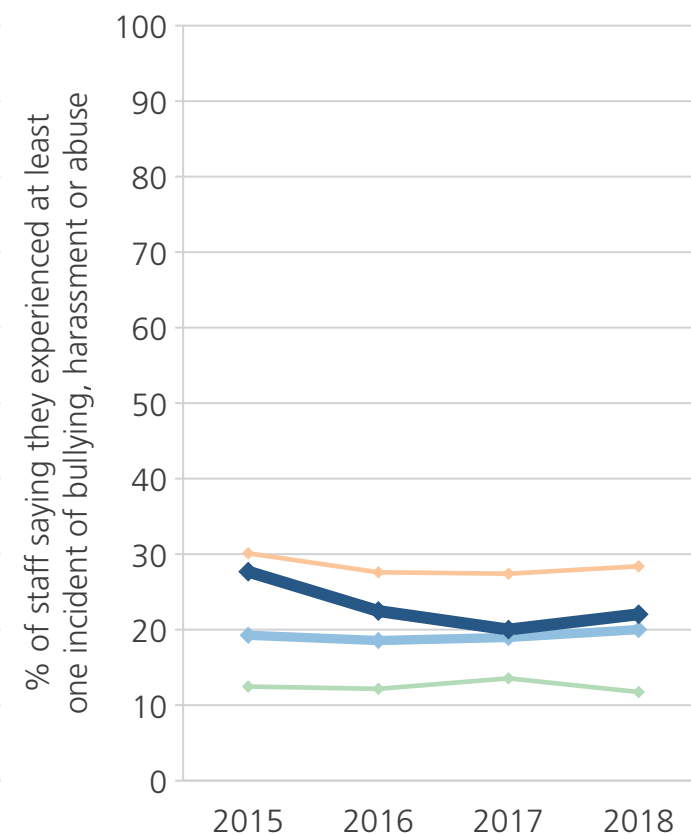
	2015	2016	2017	2018
Worst	30.1%	27.6%	27.4%	28.4%
Your org	27.7%	22.5%	20.0%	22.0%
Average	19.3%	18.6%	19.0%	20.0%
Best	12.5%	12.2%	13.6%	11.7%

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?
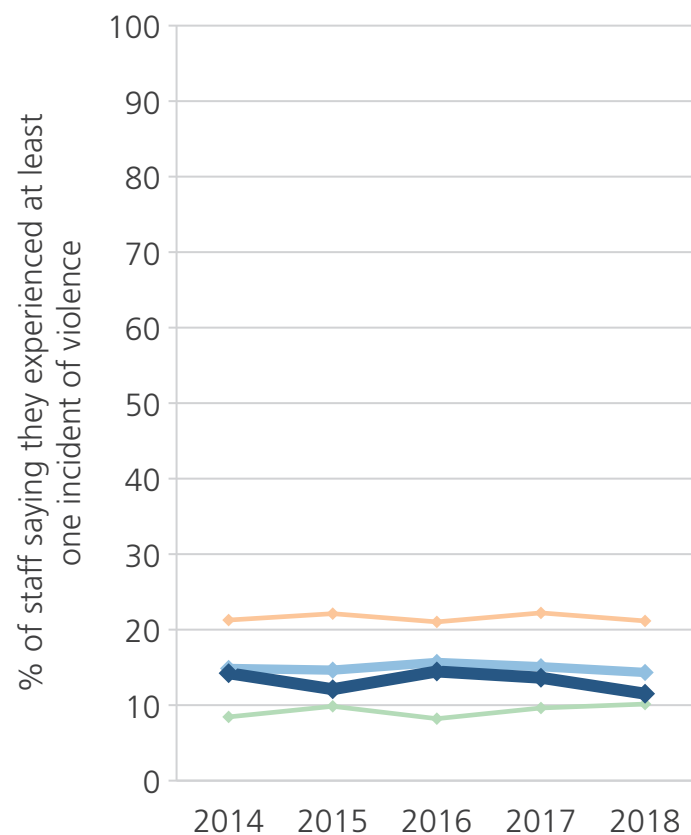
Q12b
In the last 12 months how many times have you personally experienced physical violence at work from managers?
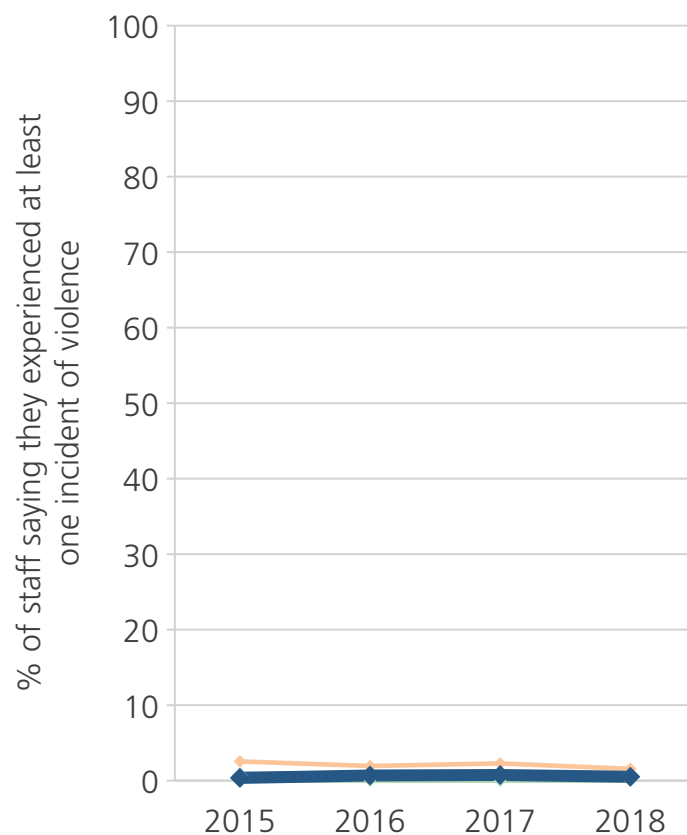
Q12c
In the last 12 months how many times have you personally experienced physical violence at work from other colleagues?

Q12a

|	2014	2015	2016	2017	2018
Worst	21.3%	22.1%	21.0%	22.2%	21.2%
Your org	14.2%	12.1%	14.5%	13.6%	11.5%
Average	14.9%	14.6%	15.7%	15.1%	14.3%
Best	8.4%	9.8%	8.2%	9.6%	10.1%

Q12b

	2015	2016	2017	2018
Worst	2.5%	1.9%	2.3%	1.6%
Your org	0.4%	0.7%	0.7%	0.5%
Average	0.6%	0.6%	0.7%	0.7%
Best	0.0%	0.0%	0.0%	0.0%

Q12c
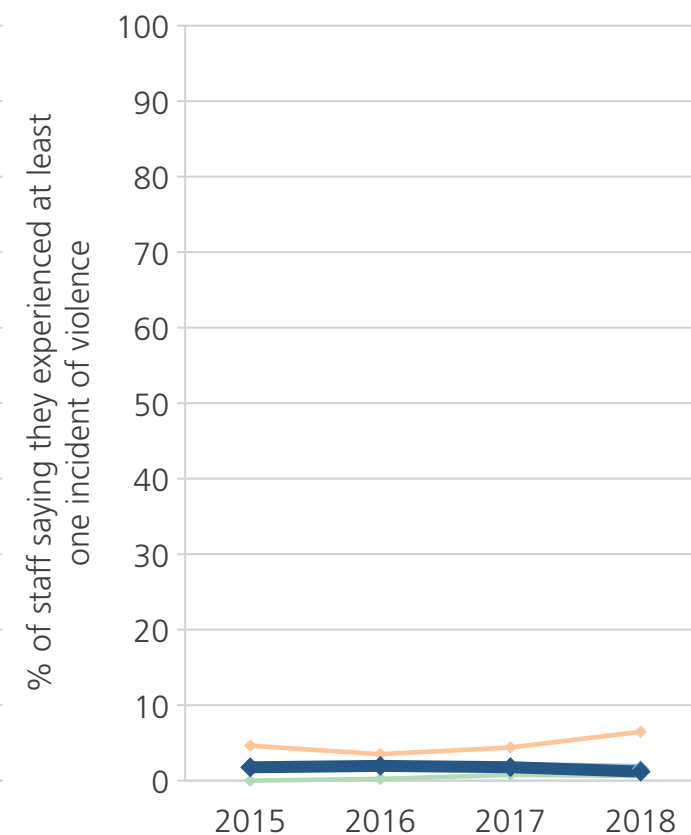
	2015	2016	2017	2018
Worst	4.6%	3.5%	4.4%	6.5%
Your org	1.8%	2.0%	1.8%	1.2%
Average	1.8%	1.9%	1.9%	1.6%
Best	0.0%	0.2%	0.8%	0.6%

Q17a
My organisation treats staff
who are involved in an error,
near miss or incident fairly
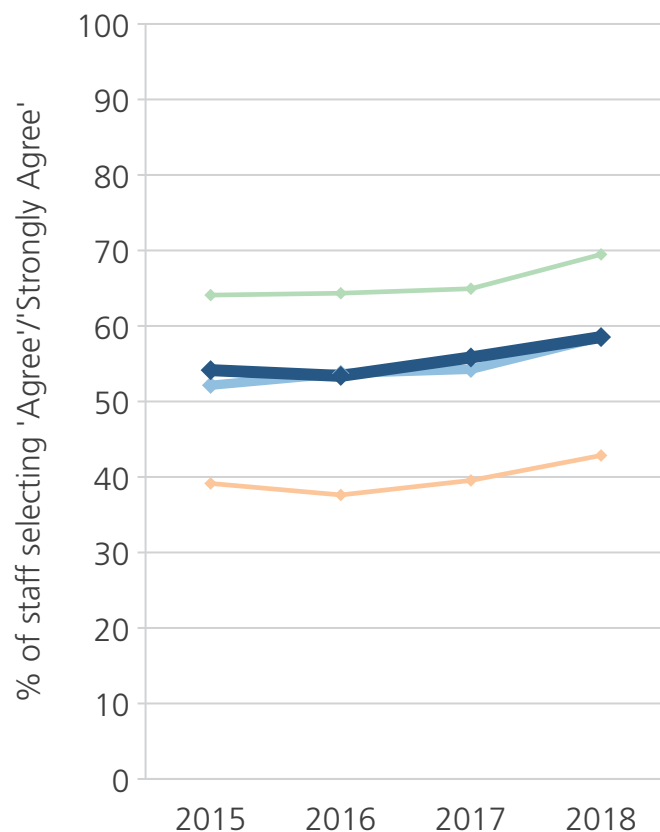
Q17c
When errors, near misses or incidents are
reported, my organisation takes action
to ensure that they do not happen again
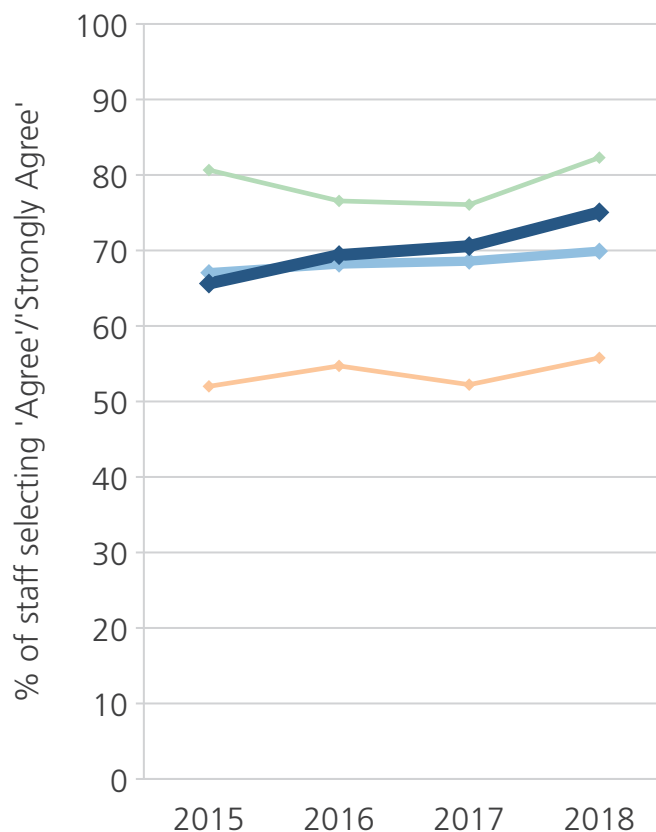
Q17d
We are given feedback about changes
made in response to reported
errors, near misses and incidents

Q17a	2015	2016	2017	2018
Best	64.1%	64.3%	64.9%	69.5%
Your org	54.1%	53.4%	55.8%	58.5%
Average	52.1%	53.7%	54.3%	58.5%
Worst	39.1%	37.6%	39.5%	42.8%

Q17c	2015	2016	2017	2018
Best	80.7%	76.6%	76.1%	82.3%
Your org	65.6%	69.4%	70.6%	75.0%
Average	67.1%	68.2%	68.6%	69.9%
Worst	52.0%	54.7%	52.2%	55.8%
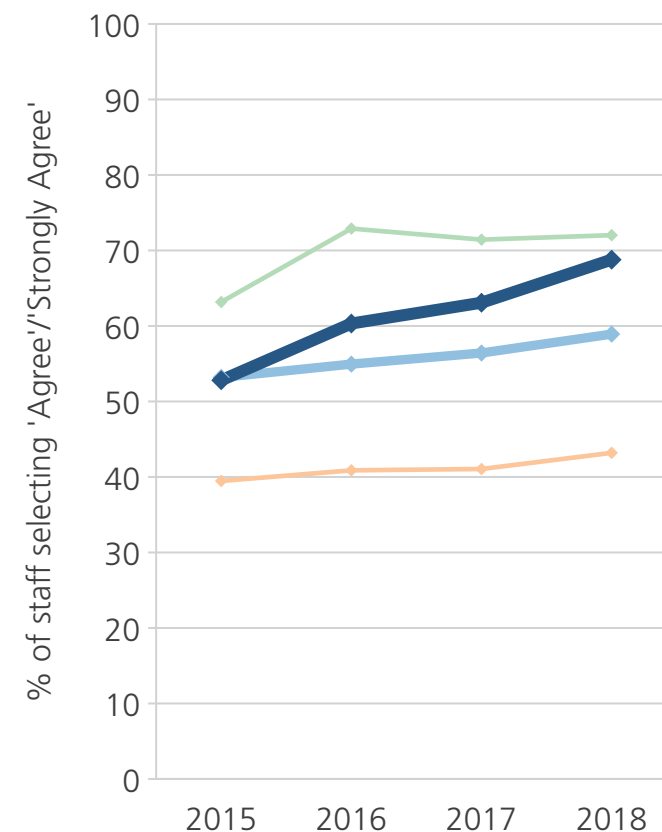
Q17d	2015	2016	2017	2018
Best	63.2%	72.9%	71.4%	72.0%
Your org	52.8%	60.3%	63.1%	68.8%
Average	53.2%	54.9%	56.4%	58.9%
Worst	39.5%	40.9%	41.1%	43.2%

Q18b
I would feel secure raising concerns about unsafe clinical practice
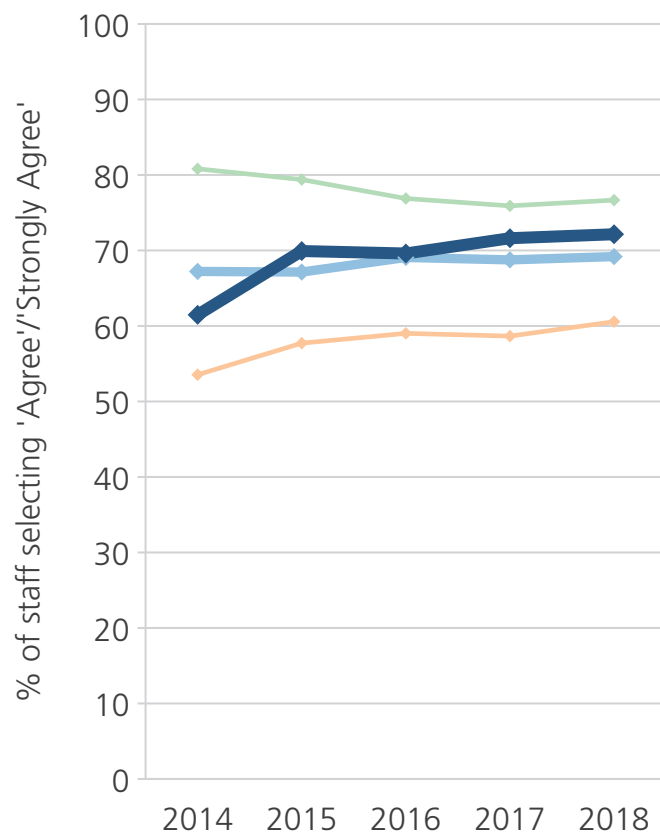
	2014	2015	2016	2017	2018
Best	80.8%	79.4%	76.9%	75.9%	76.7%
Your org	61.5%	69.9%	69.6%	71.6%	72.1%
Average	67.2%	67.1%	69.1%	68.8%	69.2%
Worst	53.5%	57.7%	59.0%	58.7%	60.6%

Q18c
I am confident that my organisation would address my concern
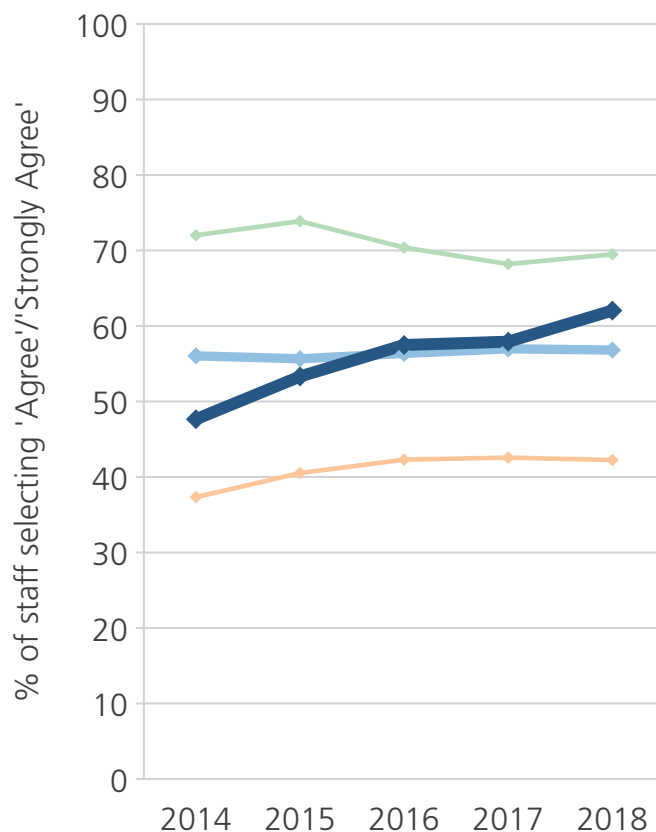
	2014	2015	2016	2017	2018
Best	72.0%	73.9%	70.4%	68.2%	69.5%
Your org	47.7%	53.3%	57.5%	57.9%	62.0%
Average	56.0%	55.7%	56.4%	57.0%	56.8%
Worst	37.3%	40.5%	42.3%	42.6%	42.2%

Q21b
My organisation acts on concerns raised by patients / service users
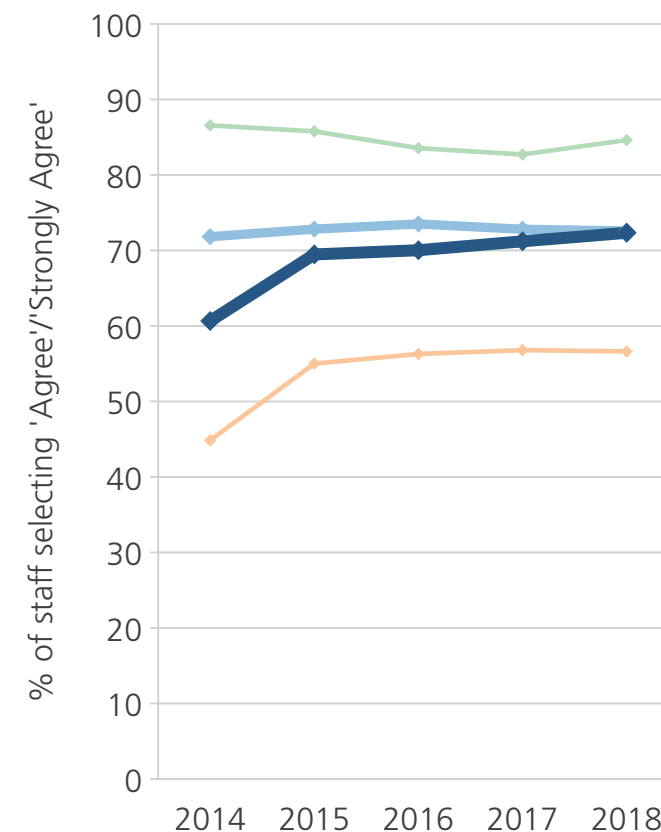
	2014	2015	2016	2017	2018
Best	86.6%	85.8%	83.6%	82.7%	84.6%
Your org	60.7%	69.5%	70.0%	71.2%	72.3%
Average	71.8%	72.8%	73.5%	72.8%	72.6%
Worst	44.9%	55.0%	56.3%	56.8%	56.6%

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Q2a
I look forward to going to work

	2014	2015	2016	2017	2018
Best	66.9%	72.0%	66.1%	66.6%	67.6%
Your org	44.0%	57.0%	59.7%	57.4%	61.1%
Average	53.2%	59.2%	59.8%	58.5%	59.3%
Worst	39.7%	49.8%	51.4%	50.1%	50.6%
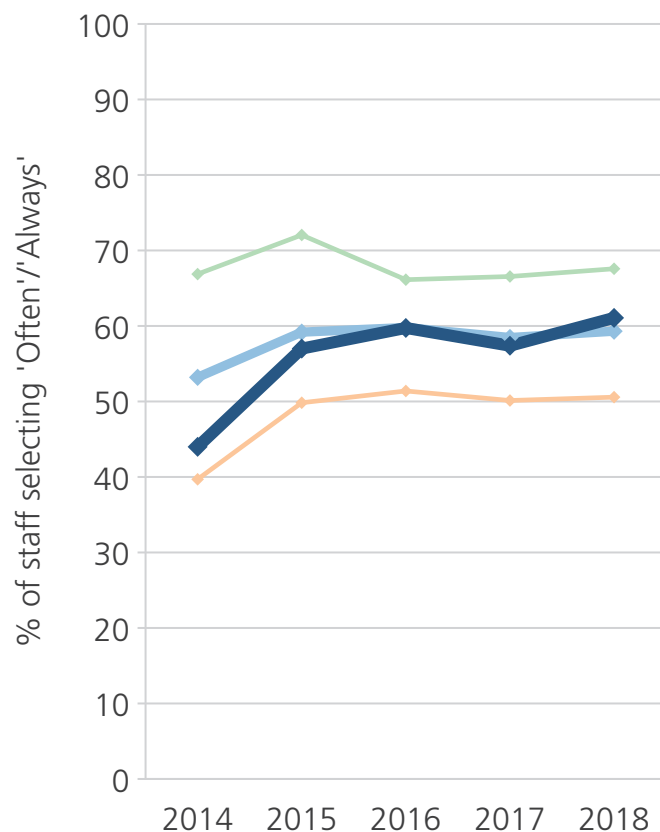
Q2b
I am enthusiastic about my job

	2014	2015	2016	2017	2018
Best	79.6%	85.0%	80.3%	79.2%	81.7%
Your org	62.4%	76.0%	76.5%	73.8%	75.2%
Average	69.4%	75.0%	75.2%	74.1%	74.8%
Worst	58.9%	67.0%	69.7%	67.9%	69.3%
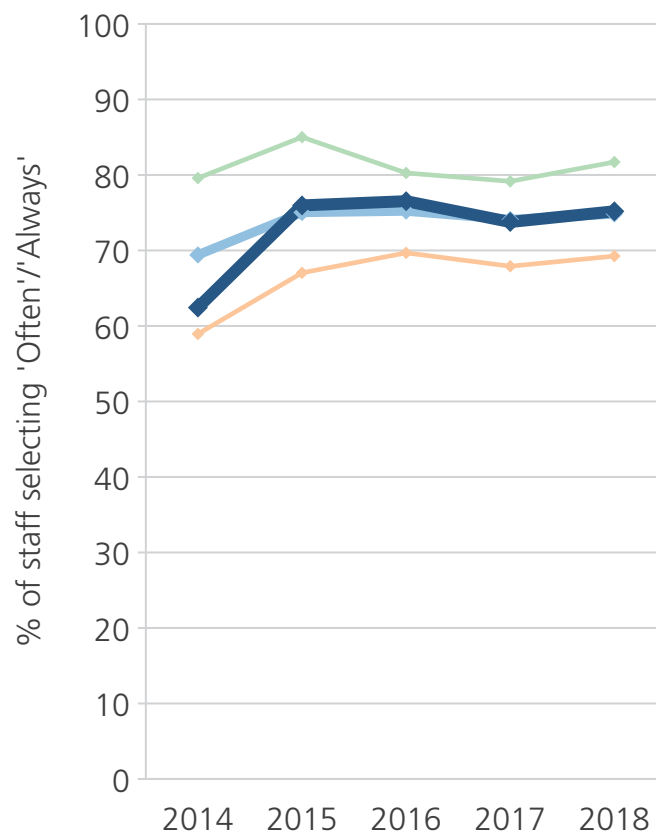
Q2c
Time passes quickly when I am working

	2014	2015	2016	2017	2018
Best	80.9%	83.8%	85.0%	84.0%	83.4%
Your org	74.0%	76.7%	77.2%	76.1%	77.3%
Average	75.9%	78.1%	77.9%	77.2%	76.8%
Worst	65.5%	73.3%	71.6%	72.0%	72.6%

Q4a
There are frequent opportunities
for me to show initiative in my role
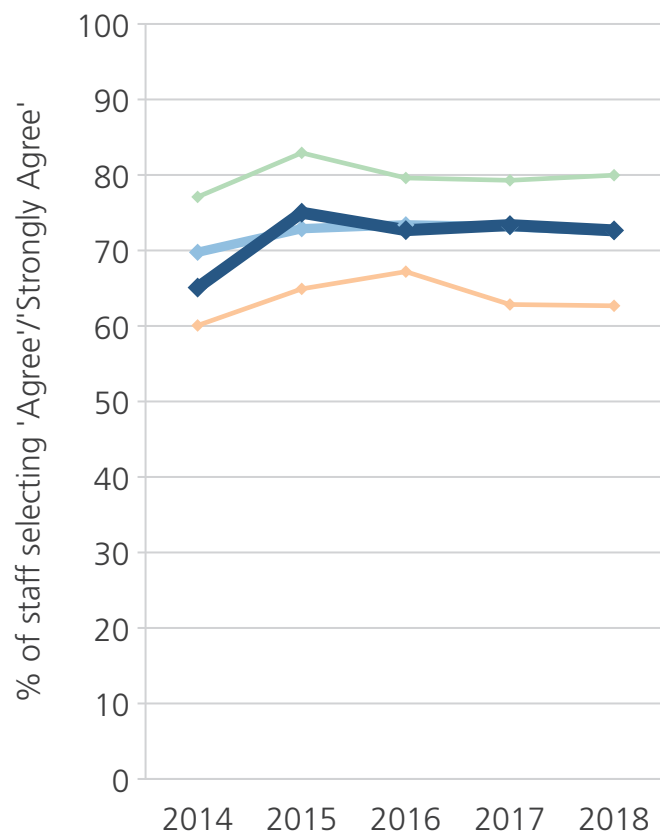
Q4b
I am able to make suggestions
to improve the work of
my team / department
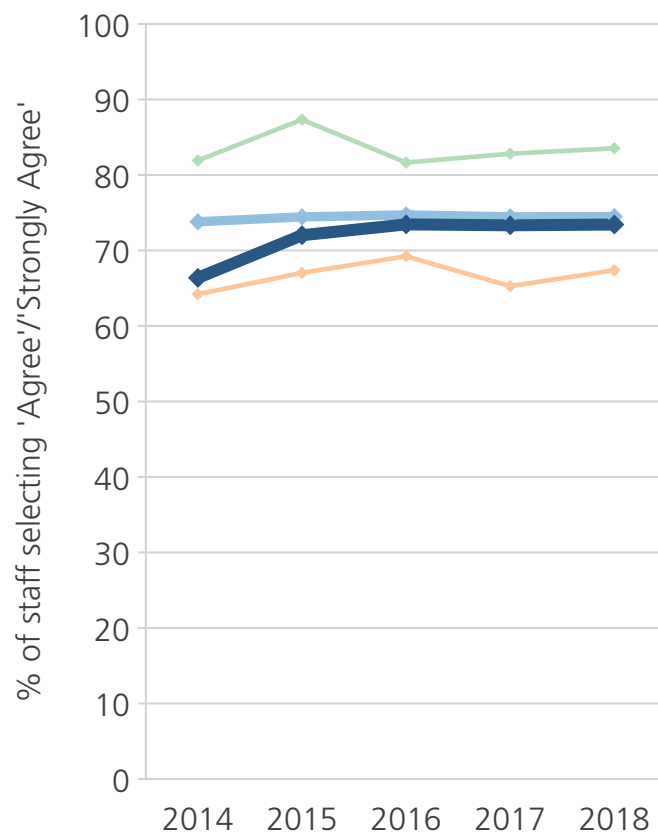
Q4d
I am able to make improvements
happen in my area of work
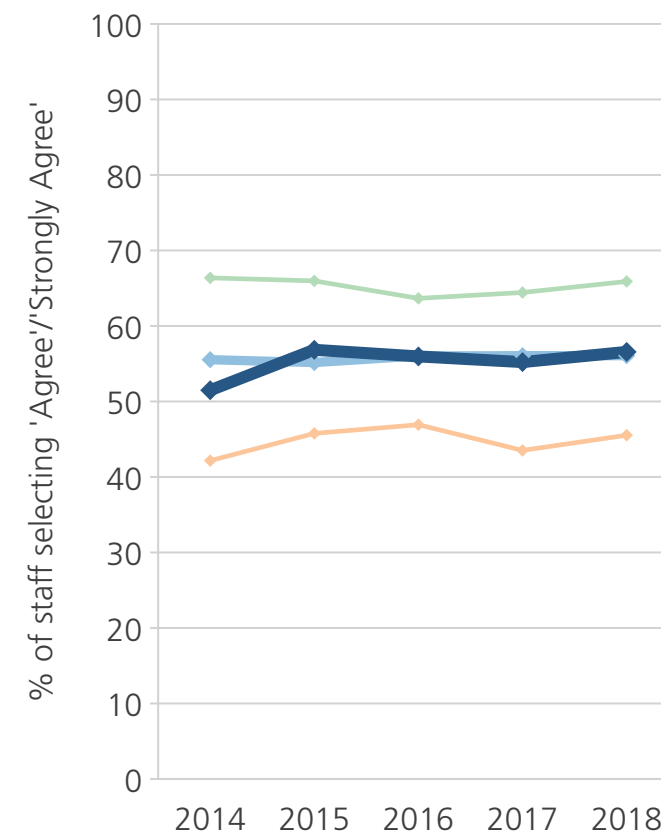
	2014	2015	2016	2017	2018
Best	77.1%	82.9%	79.6%	79.3%	80.0%
Your org	65.1%	75.0%	72.7%	73.4%	72.7%
Average	69.8%	72.9%	73.4%	73.1%	72.5%
Worst	60.1%	64.9%	67.2%	62.8%	62.7%

	2014	2015	2016	2017	2018
Best	81.9%	87.3%	81.6%	82.8%	83.5%
Your org	66.4%	72.0%	73.5%	73.3%	73.4%
Average	73.8%	74.4%	74.7%	74.5%	74.5%
Worst	64.2%	67.0%	69.2%	65.3%	67.4%

	2014	2015	2016	2017	2018
Best	66.4%	66.0%	63.7%	64.4%	65.9%
Your org	51.5%	56.8%	56.0%	55.2%	56.6%
Average	55.5%	55.2%	56.0%	56.1%	56.1%
Worst	42.2%	45.8%	46.9%	43.5%	45.5%

Q21a
Care of patients / service users
is my organisation's top priority
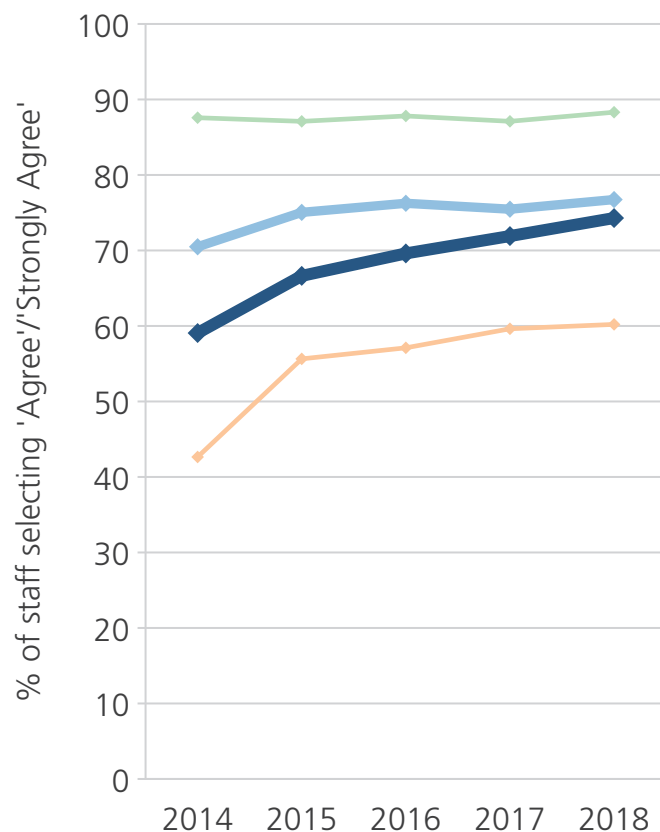
	2014	2015	2016	2017	2018
Best	87.6%	87.1%	87.8%	87.1%	88.3%
Your org	59.1%	66.6%	69.6%	71.9%	74.3%
Average	70.5%	75.0%	76.2%	75.5%	76.7%
Worst	42.6%	55.6%	57.1%	59.6%	60.2%

Q21c
I would recommend my
organisation as a place to work
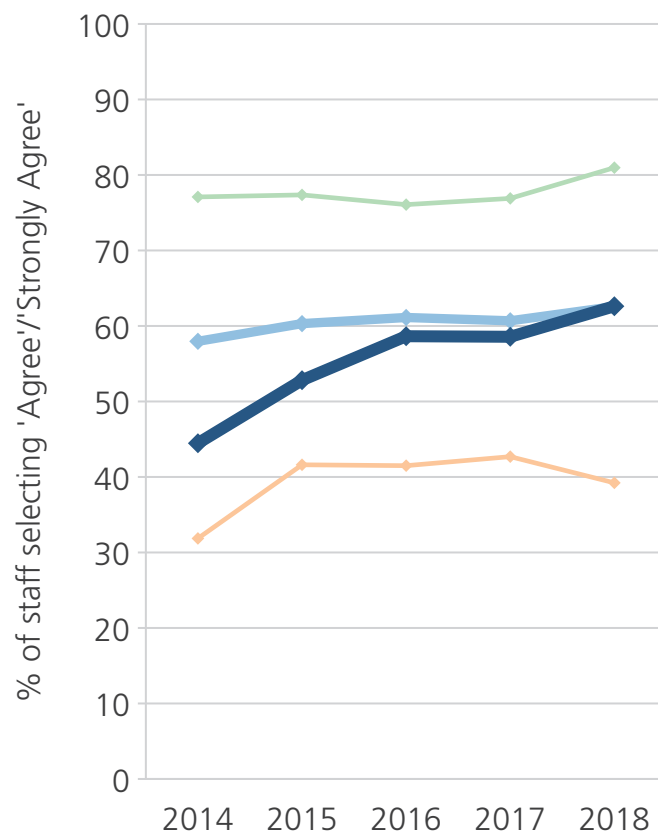
	2014	2015	2016	2017	2018
Best	77.1%	77.4%	76.1%	76.9%	81.0%
Your org	44.5%	52.8%	58.6%	58.6%	62.6%
Average	58.0%	60.3%	61.1%	60.7%	62.6%
Worst	31.9%	41.6%	41.5%	42.7%	39.2%

Q21d
If a friend or relative needed treatment
I would be happy with the standard
of care provided by this organisation
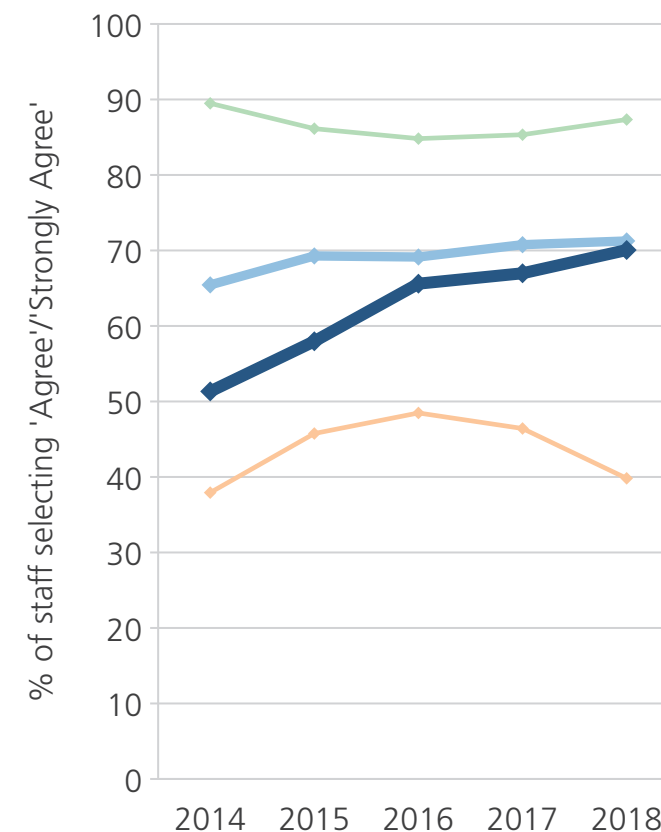
	2014	2015	2016	2017	2018
Best	89.5%	86.1%	84.8%	85.3%	87.3%
Your org	51.3%	58.0%	65.6%	67.0%	70.1%
Average	65.4%	69.3%	69.1%	70.8%	71.3%
Worst	37.9%	45.8%	48.5%	46.4%	39.8%

Question results

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results
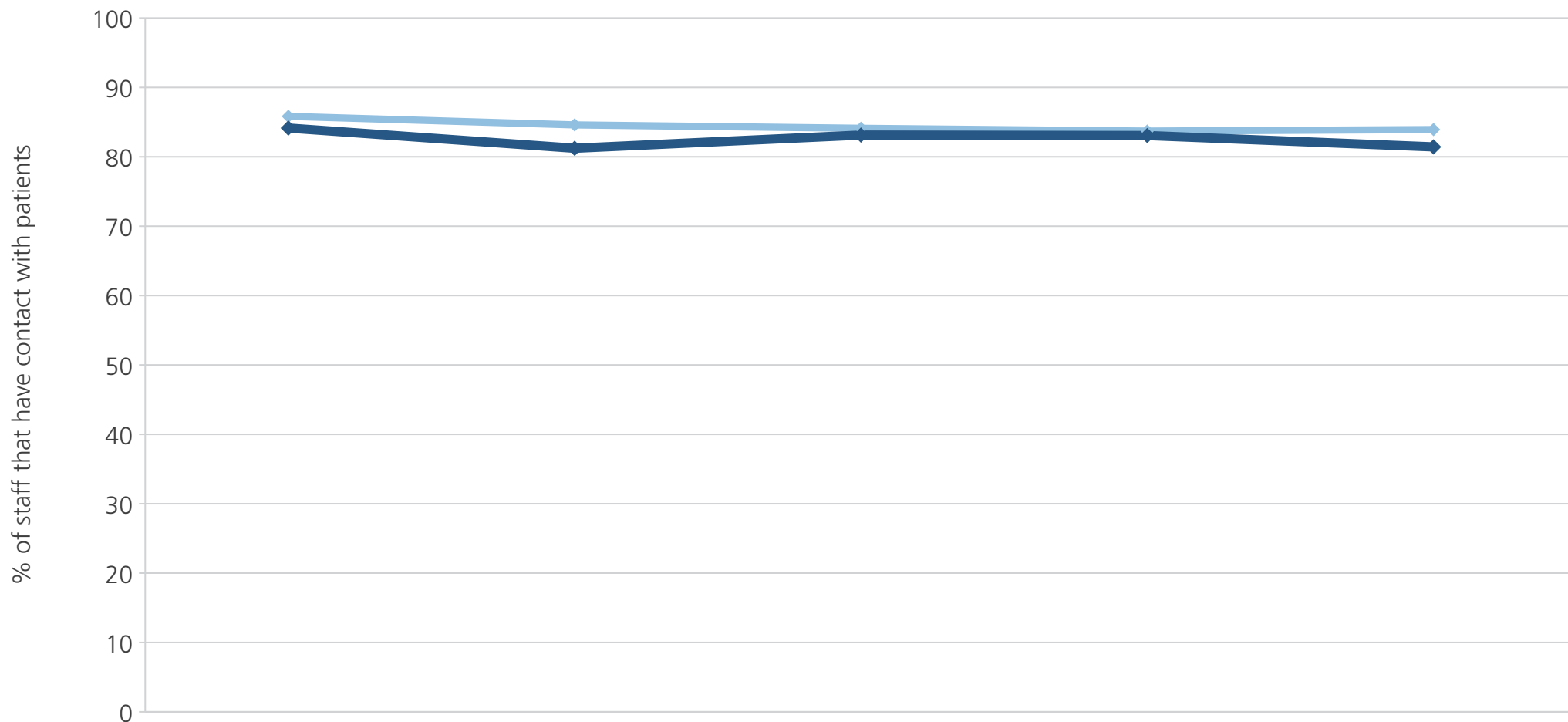
	2014	2015	2016	2017	2018
Your org	84.1%	81.2%	83.1%	83.1%	81.4%
Average	85.8%	84.6%	84.1%	83.7%	83.9%
No. responses	309	293	3,213	3,100	2,918
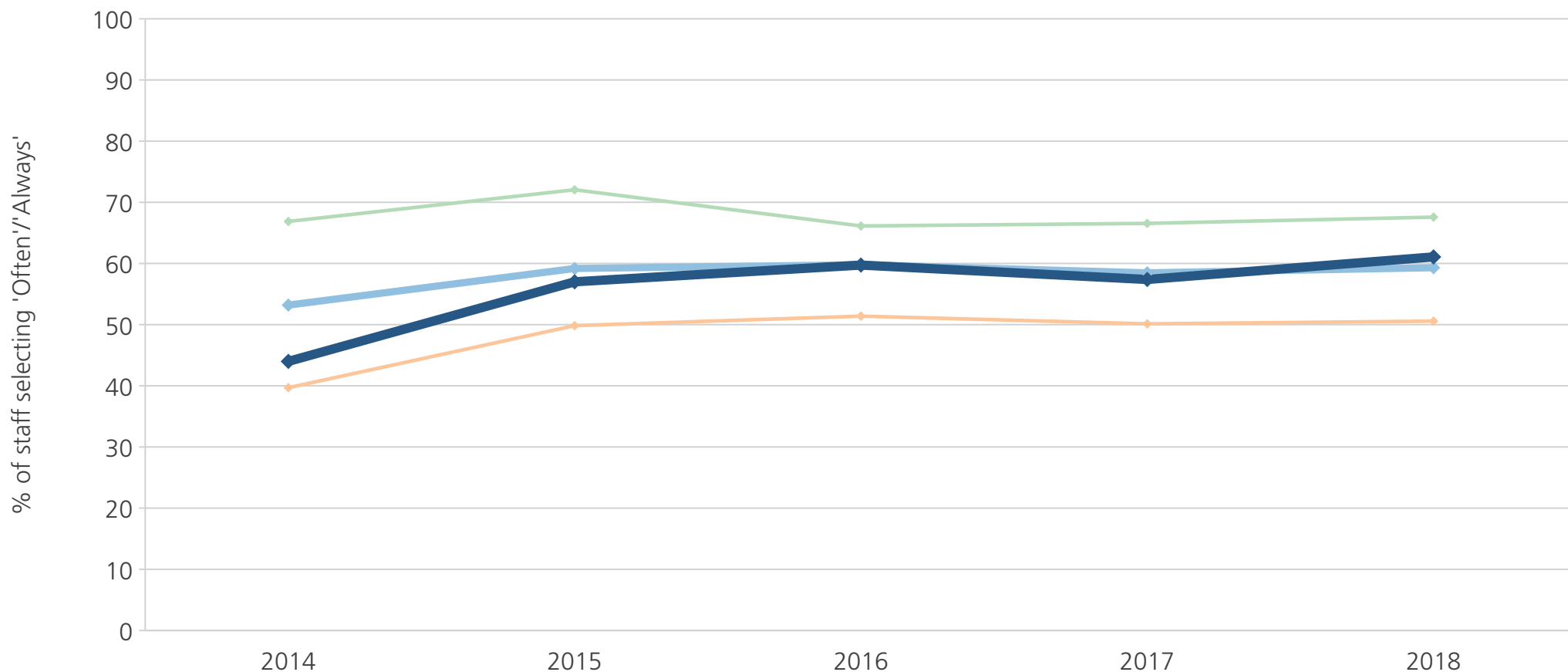
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	2014	2015	2016	2017	2018
Best	66.9%	72.0%	66.1%	66.6%	67.6%
Your org	44.0%	57.0%	59.7%	57.4%	61.1%
Average	53.2%	59.2%	59.8%	58.5%	59.3%
Worst	39.7%	49.8%	51.4%	50.1%	50.6%
No. responses	311	295	3,494	3,433	3,170
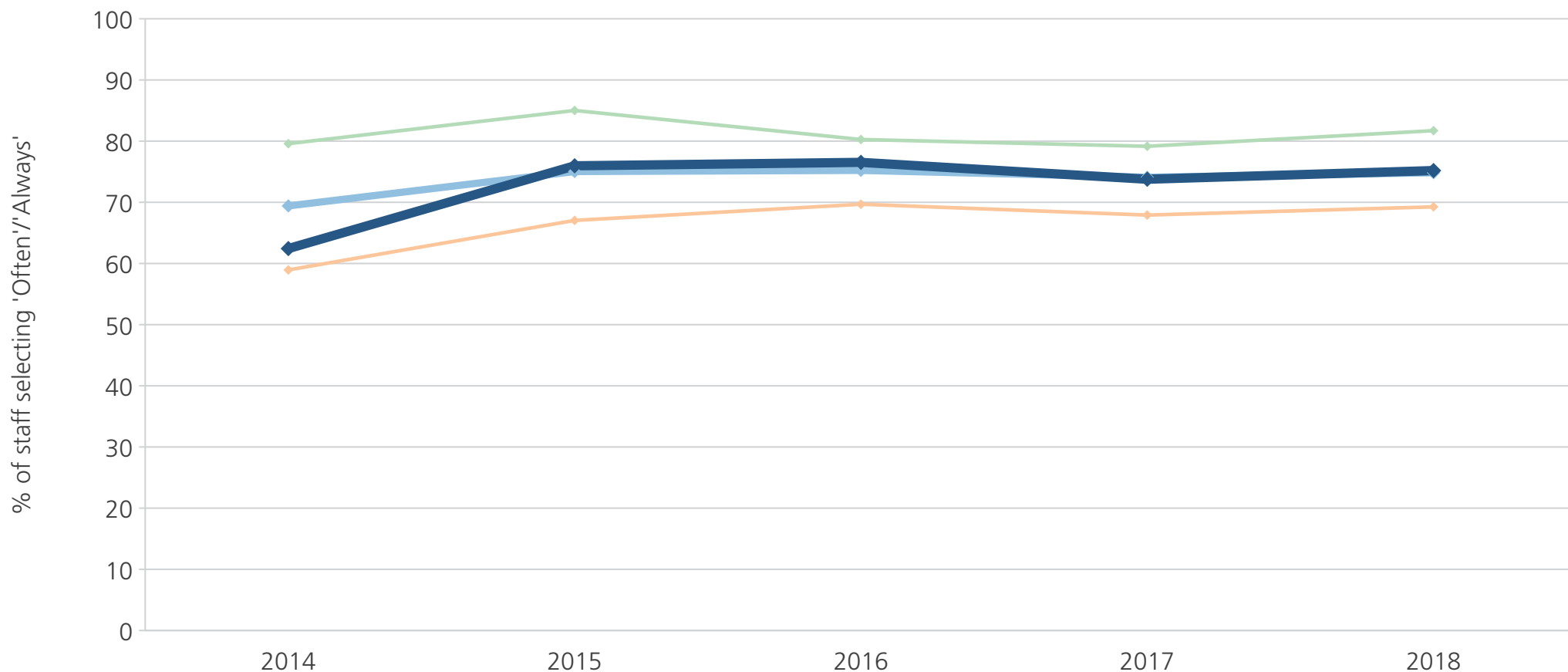
	2014	2015	2016	2017	2018
Best	79.6%	85.0%	80.3%	79.2%	81.7%
Your org	62.4%	76.0%	76.5%	73.8%	75.2%
Average	69.4%	75.0%	75.2%	74.1%	74.8%
Worst	58.9%	67.0%	69.7%	67.9%	69.3%
No. responses	311	294	3,464	3,425	3,142
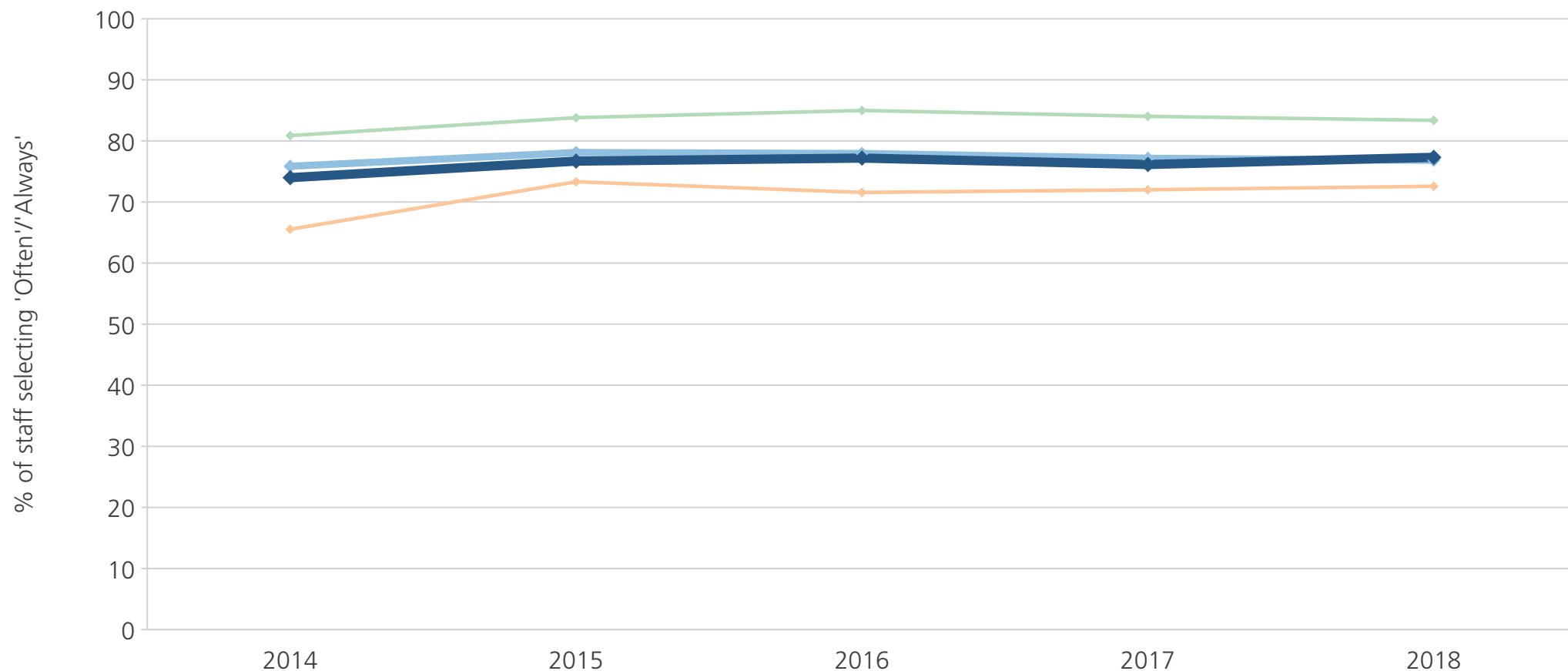
	2014	2015	2016	2017	2018
Best	80.9%	83.8%	85.0%	84.0%	83.4%
Your org	74.0%	76.7%	77.2%	76.1%	77.3%
Average	75.9%	78.1%	77.9%	77.2%	76.8%
Worst	65.5%	73.3%	71.6%	72.0%	72.6%
No. responses	310	294	3,464	3,427	3,147

Survey Coordination Centre

NHS England

% of staff selecting 'Agree'/'Strongly Agree'
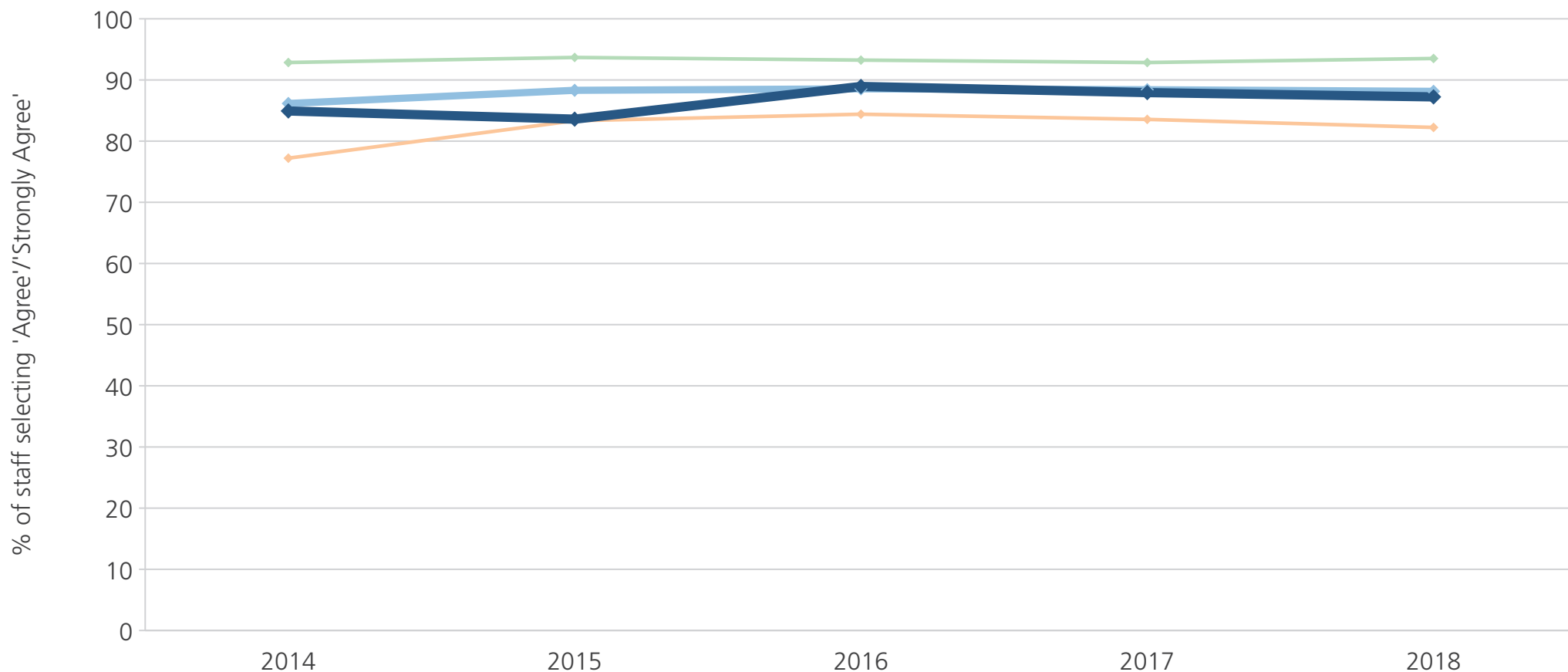
	2014	2015	2016	2017	2018
Best	92.9%	93.7%	93.2%	92.9%	93.5%
Your org	84.9%	83.6%	88.9%	87.9%	87.2%
Average	86.2%	88.3%	88.5%	88.4%	88.1%
Worst	77.2%	83.3%	84.4%	83.6%	82.2%
No. responses	312	296	3,497	3,447	3,175

% of staff selecting 'Agree'/'Strongly Agree'
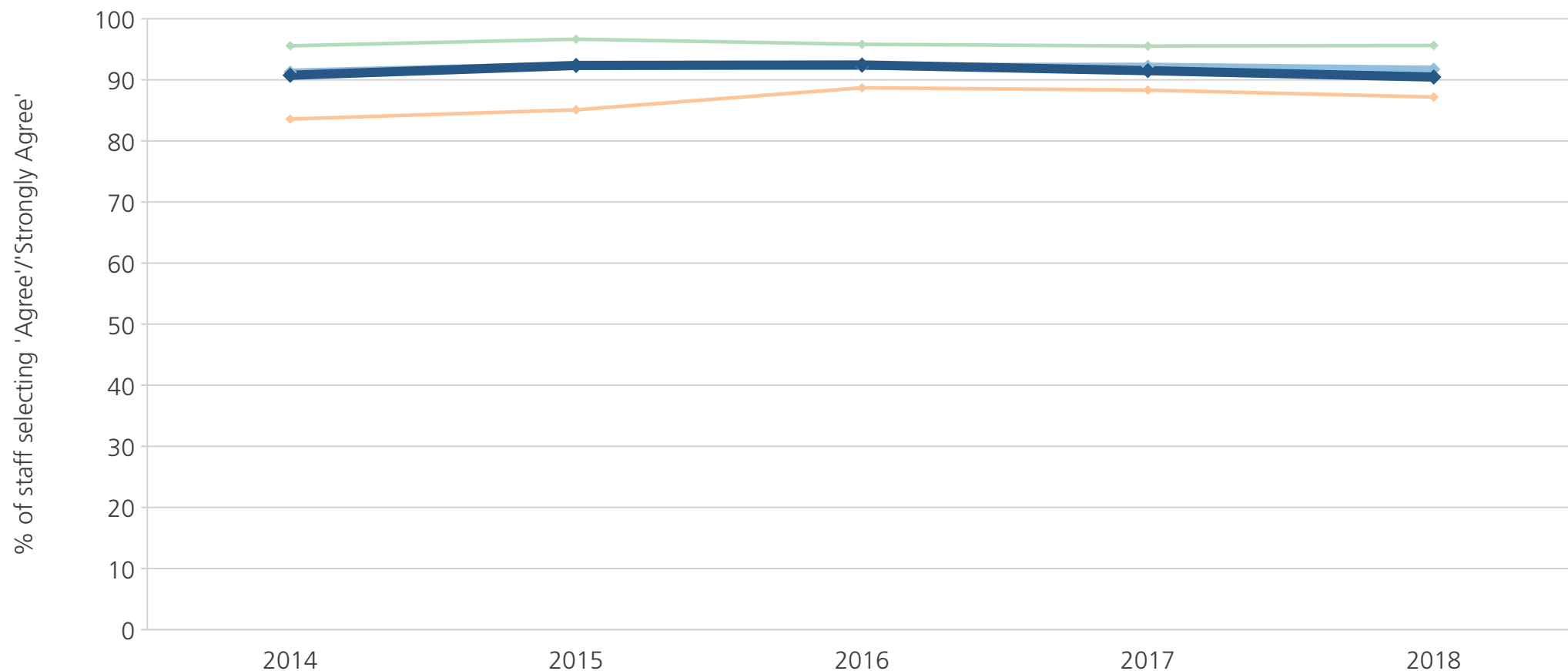
	2014	2015	2016	2017	2018
Best	95.6%	96.7%	95.8%	95.5%	95.6%
Your org	90.7%	92.4%	92.4%	91.5%	90.5%
Average	91.3%	92.4%	92.2%	92.2%	91.7%
Worst	83.6%	85.1%	88.7%	88.3%	87.2%
No. responses	312	292	3,486	3,442	3,164
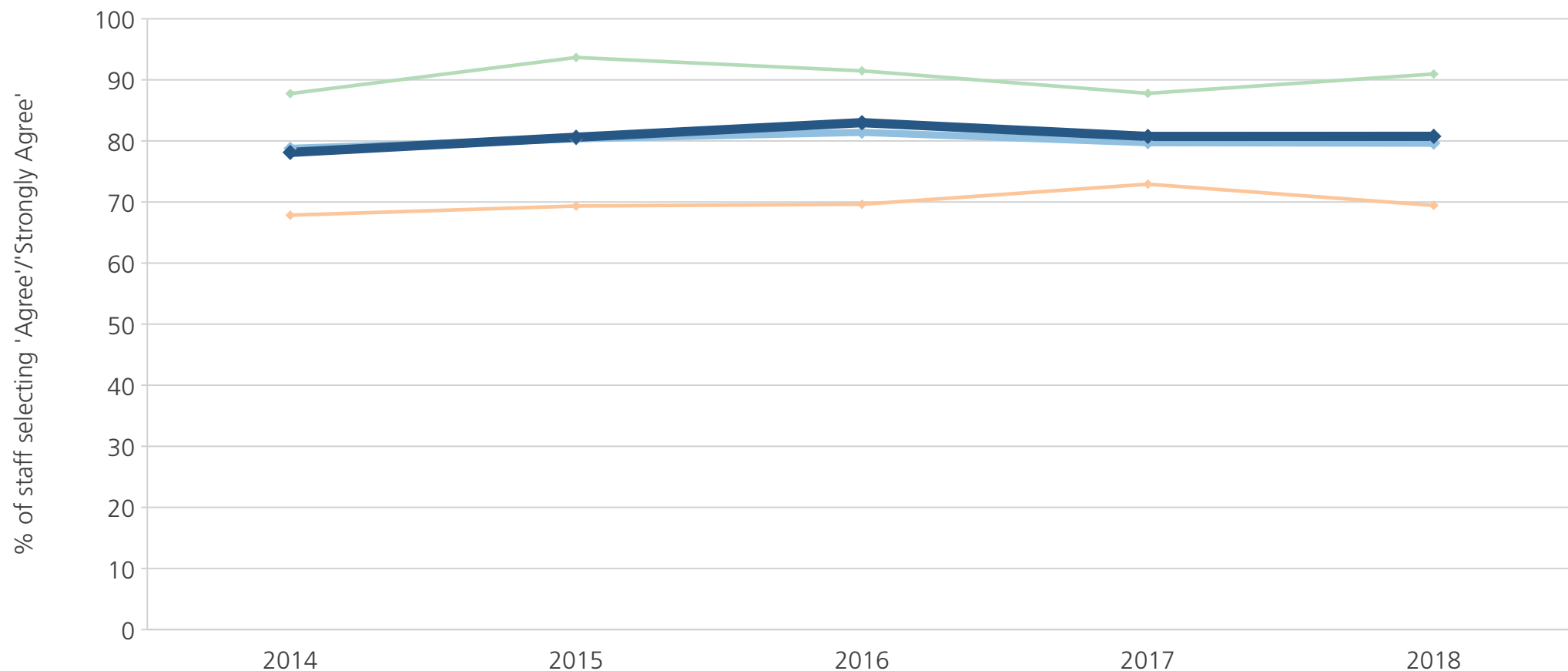
	2014	2015	2016	2017	2018
Best	87.7%	93.7%	91.5%	87.8%	91.0%
Your org	78.1%	80.6%	83.0%	80.7%	80.8%
Average	78.8%	80.3%	81.4%	79.7%	79.6%
Worst	67.8%	69.3%	69.6%	72.9%	69.4%
No. responses	311	293	3,486	3,446	3,168
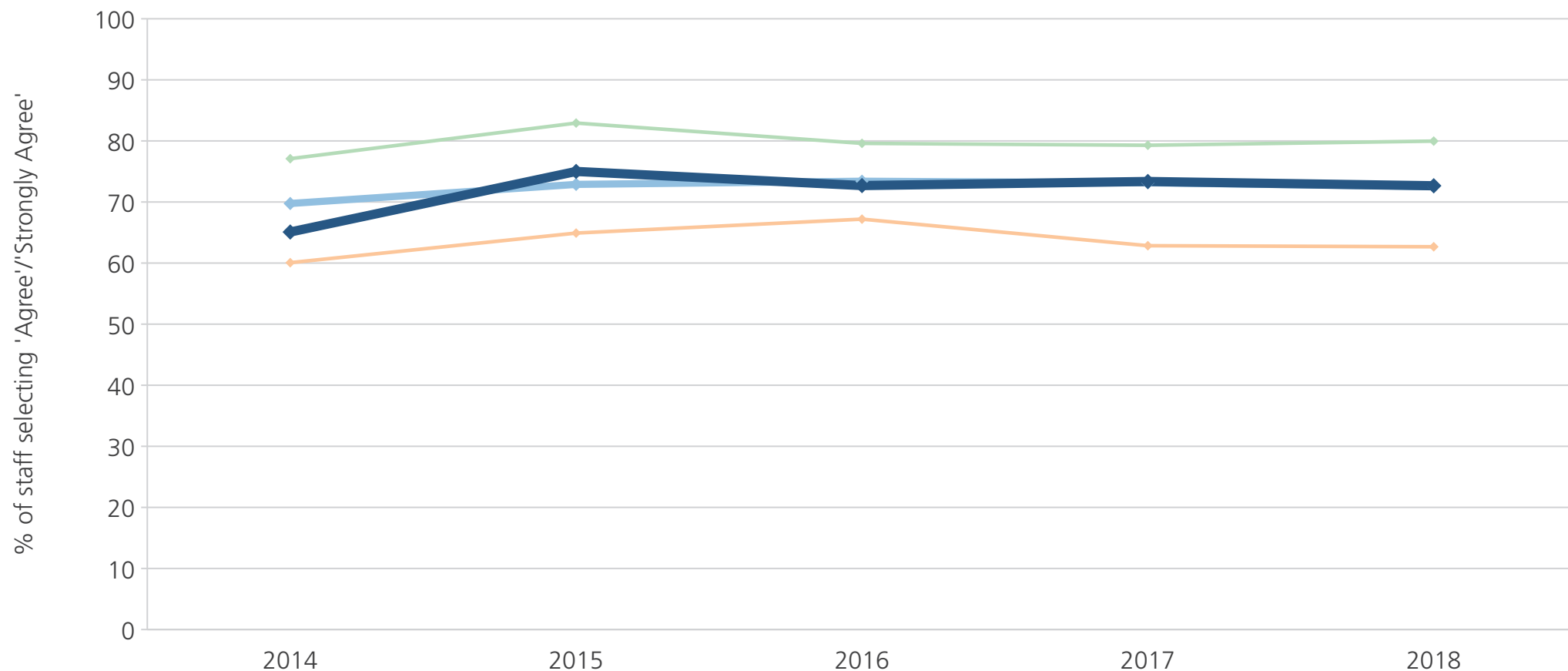
	2014	2015	2016	2017	2018
Best	77.1%	82.9%	79.6%	79.3%	80.0%
Your org	65.1%	75.0%	72.7%	73.4%	72.7%
Average	69.8%	72.9%	73.4%	73.1%	72.5%
Worst	60.1%	64.9%	67.2%	62.8%	62.7%
No. responses	312	297	3,497	3,441	3,182
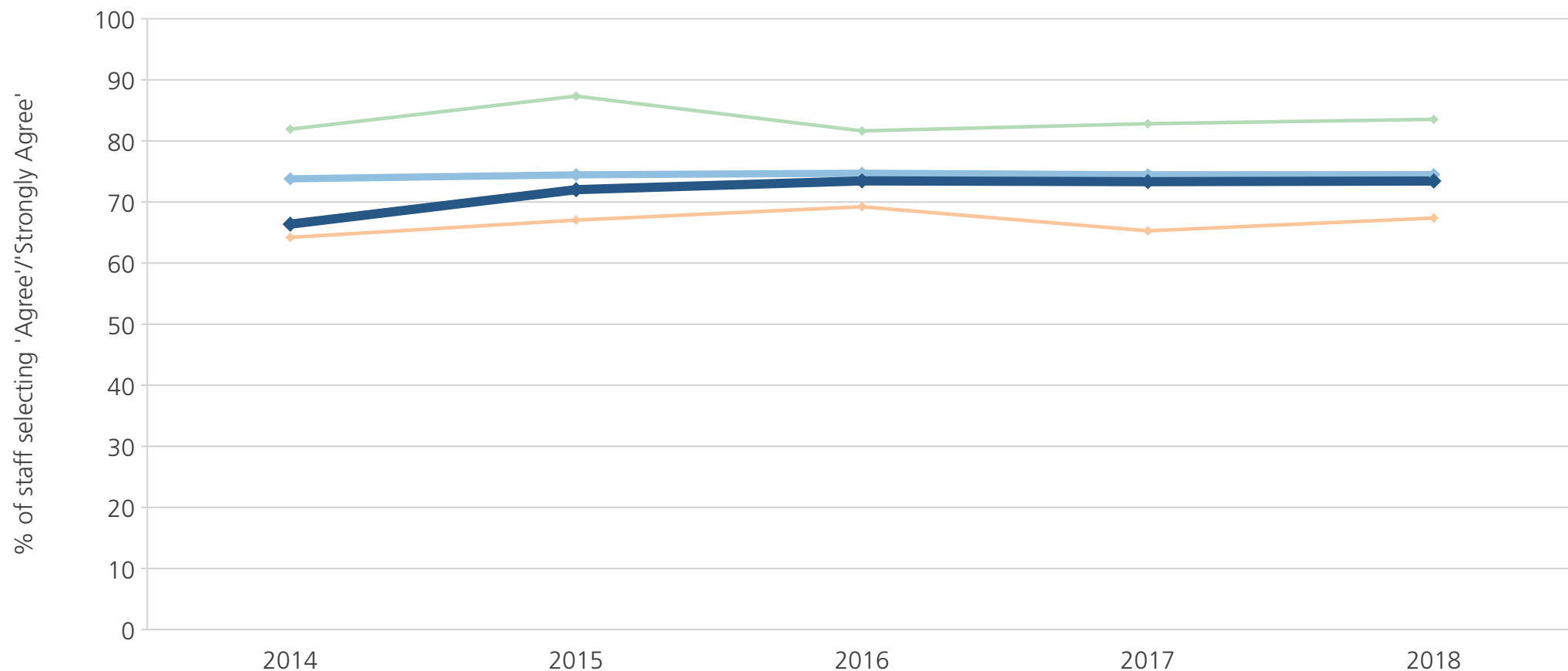
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Survey Coordination Centre

NHS England

% of staff selecting 'Agree'/'Strongly Agree'

	2014	2015	2016	2017	2018
Best	81.9%	87.3%	81.6%	82.8%	83.5%
Your org	66.4%	72.0%	73.5%	73.3%	73.4%
Average	73.8%	74.4%	74.7%	74.5%	74.5%
Worst	64.2%	67.0%	69.2%	65.3%	67.4%
No. responses	311	296	3,498	3,441	3,179
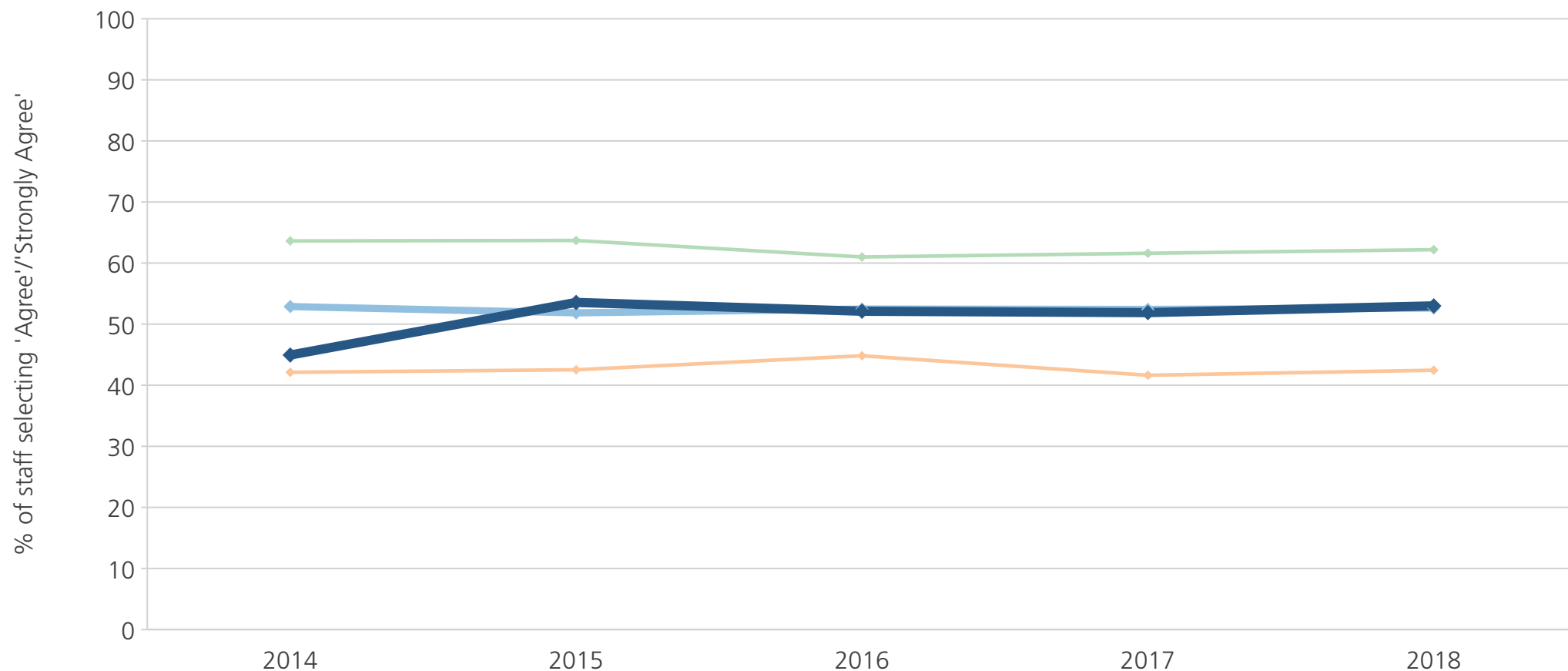
	2014	2015	2016	2017	2018
Best	63.6%	63.7%	61.0%	61.6%	62.2%
Your org	44.9%	53.6%	52.1%	51.9%	53.0%
Average	52.9%	51.9%	52.5%	52.4%	52.6%
Worst	42.1%	42.5%	44.8%	41.6%	42.5%
No. responses	312	295	3,490	3,442	3,178
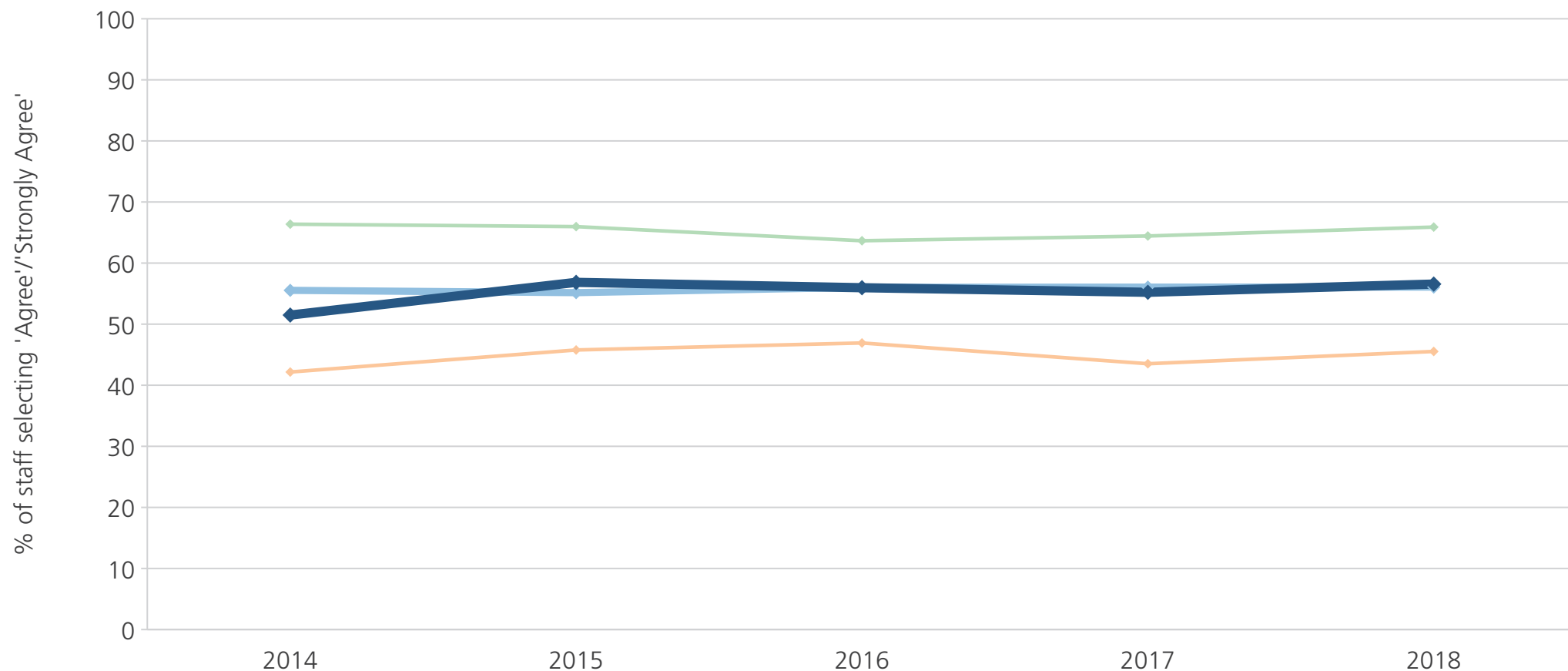
	2014	2015	2016	2017	2018
Best	66.4%	66.0%	63.7%	64.4%	65.9%
Your org	51.5%	56.8%	56.0%	55.2%	56.6%
Average	55.5%	55.2%	56.0%	56.1%	56.1%
Worst	42.2%	45.8%	46.9%	43.5%	45.5%
No. responses	309	295	3,490	3,438	3,170
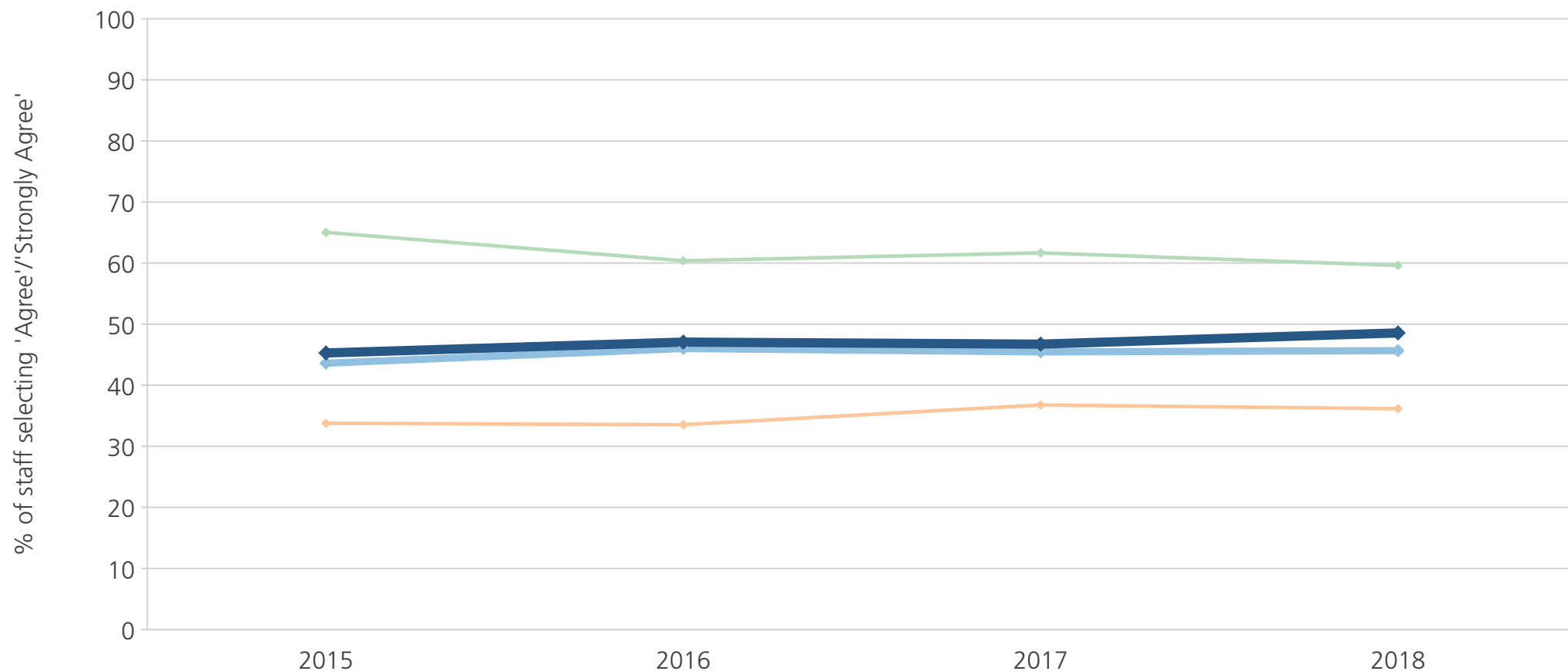
	2015	2016	2017	2018
Best	65.0%	60.4%	61.7%	59.6%
Your org	45.3%	47.1%	46.7%	48.6%
Average	43.6%	46.0%	45.5%	45.7%
Worst	33.8%	33.5%	36.8%	36.2%
No. responses	293	3,493	3,431	3,177
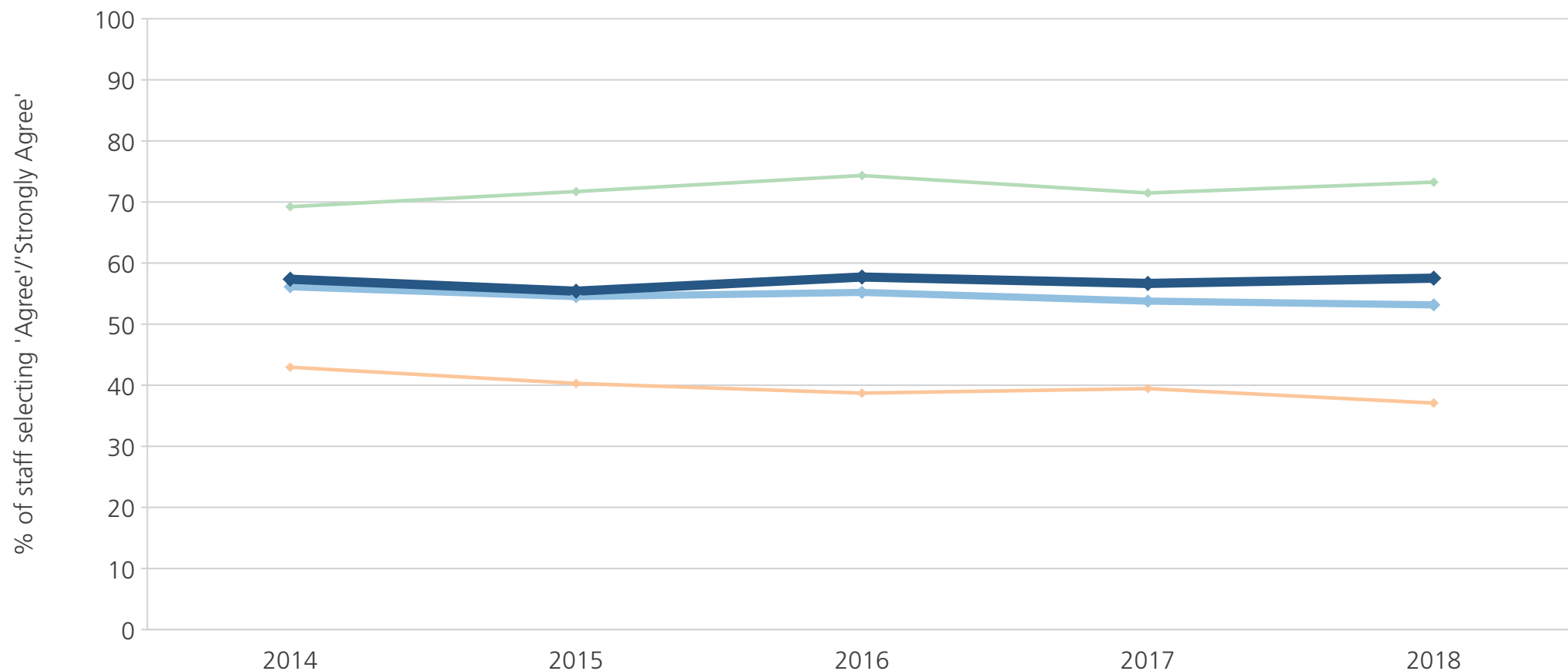
	2014	2015	2016	2017	2018
Best	69.2%	71.7%	74.3%	71.5%	73.2%
Your org	57.4%	55.4%	57.7%	56.7%	57.5%
Average	56.1%	54.5%	55.2%	53.8%	53.2%
Worst	42.9%	40.3%	38.7%	39.4%	37.1%
No. responses	311	295	3,484	3,431	3,169
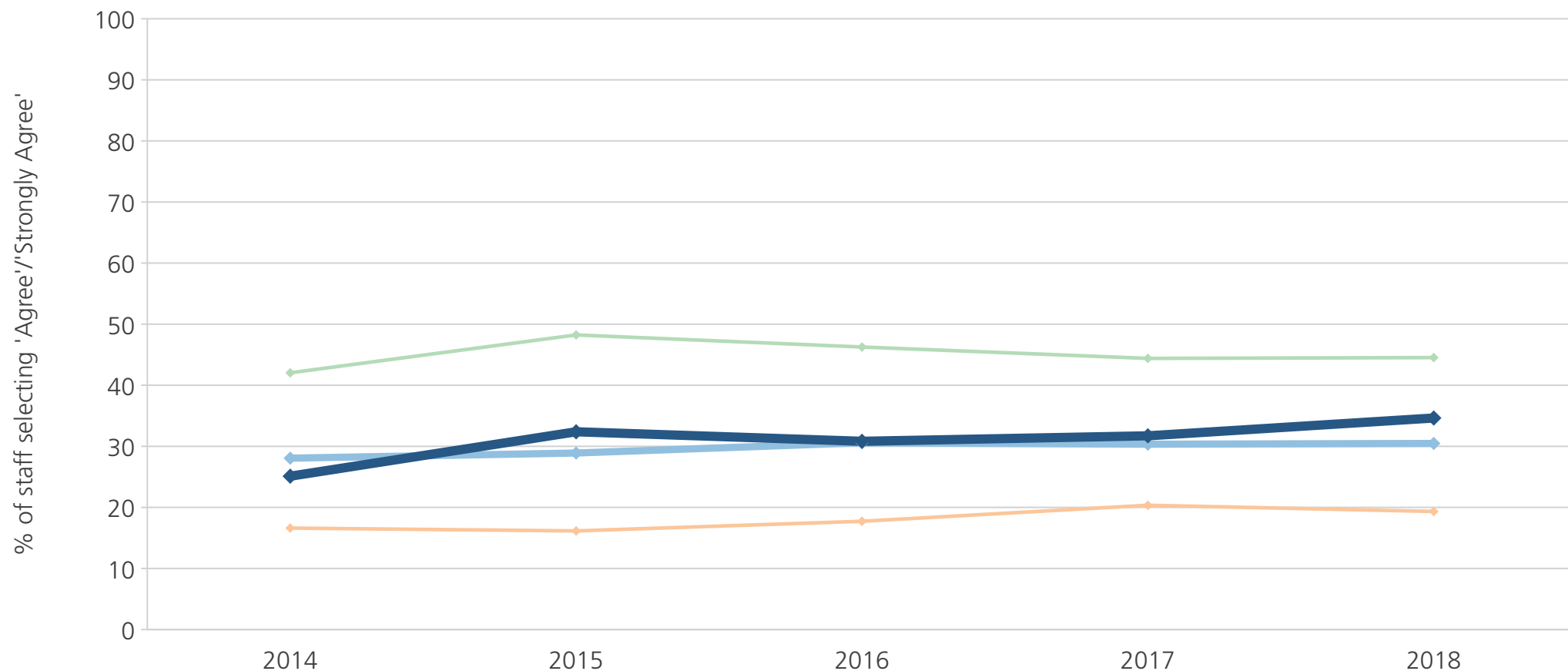
	2014	2015	2016	2017	2018
Best	42.0%	48.2%	46.3%	44.4%	44.5%
Your org	25.1%	32.4%	30.8%	31.7%	34.6%
Average	28.1%	28.9%	30.6%	30.3%	30.5%
Worst	16.6%	16.2%	17.7%	20.4%	19.3%
No. responses	311	294	3,495	3,432	3,170
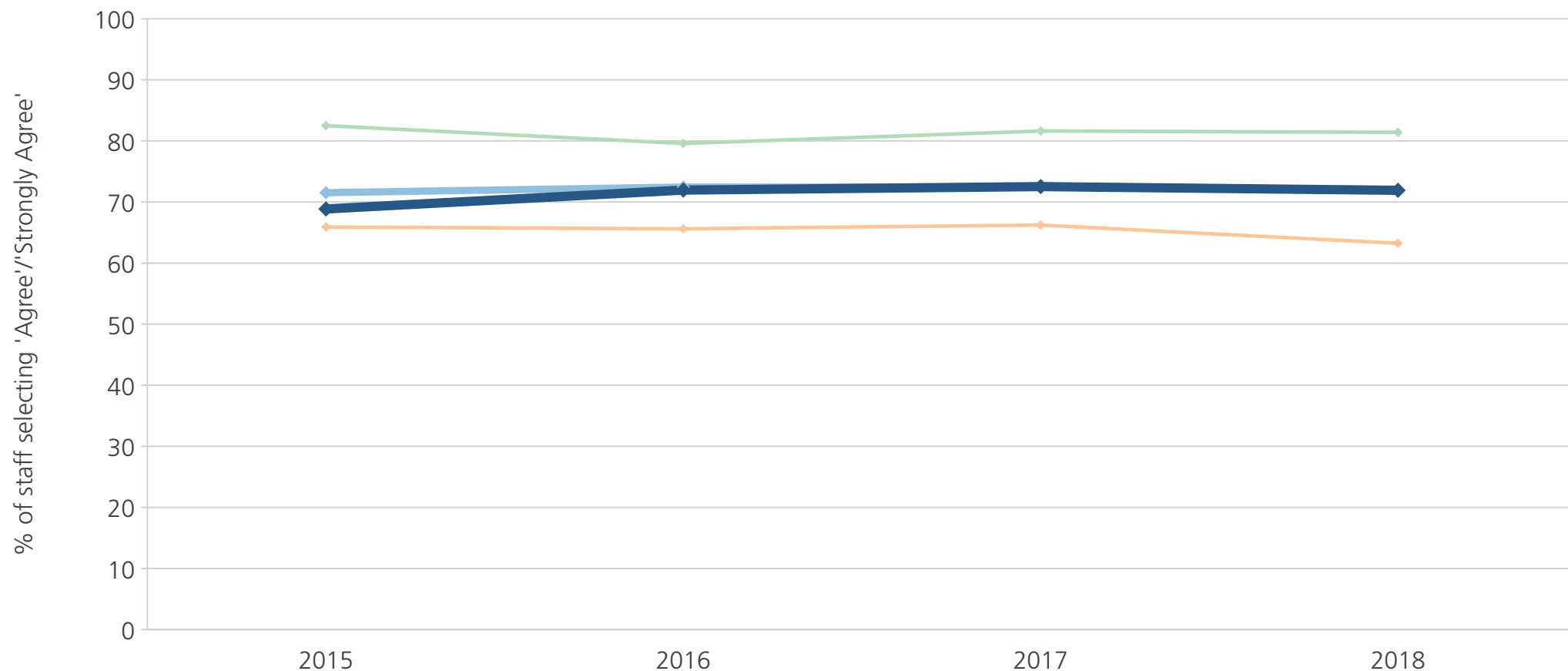
	2015	2016	2017	2018
Best	82.5%	79.6%	81.6%	81.4%
Your org	68.9%	72.0%	72.5%	71.9%
Average	71.5%	72.5%	72.4%	72.0%
Worst	65.9%	65.6%	66.2%	63.2%
No. responses	292	3,487	3,434	3,174
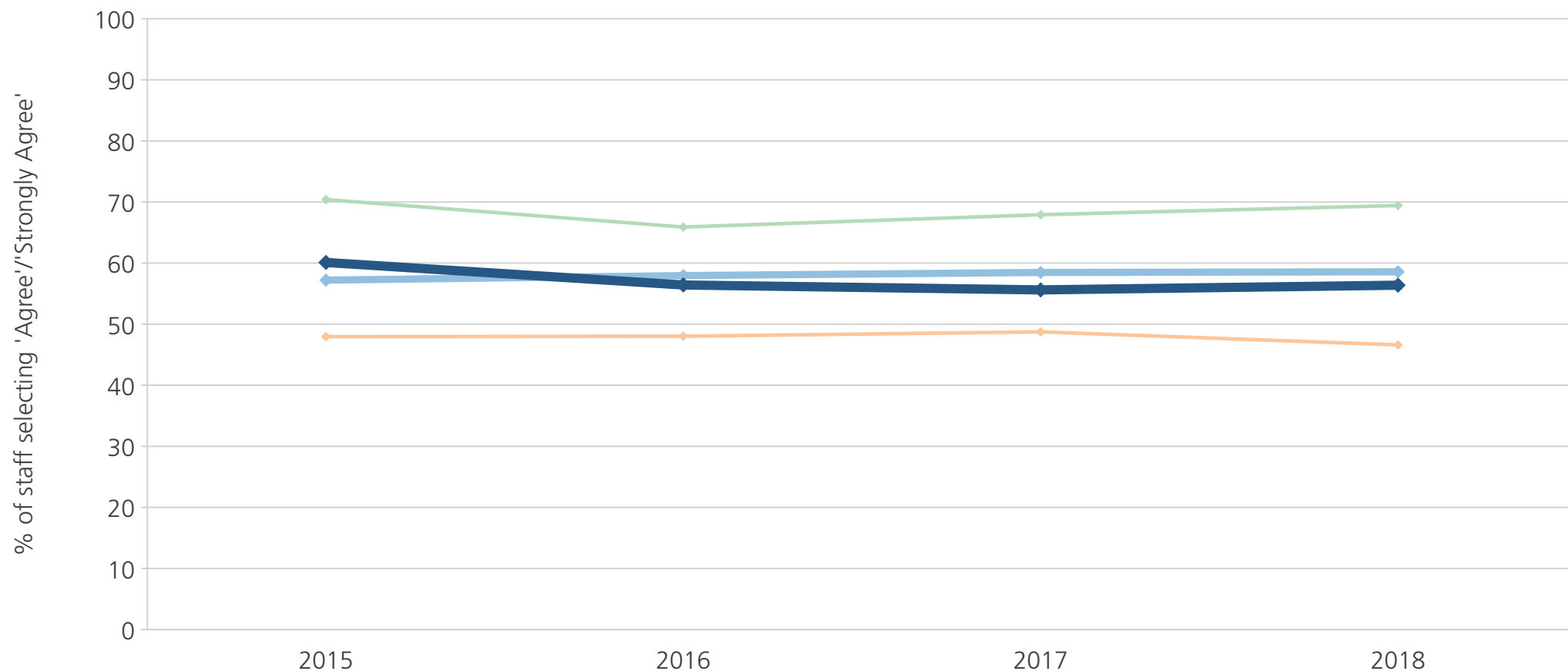
	2015	2016	2017	2018
Best	70.4%	65.9%	67.9%	69.4%
Your org	60.1%	56.4%	55.6%	56.4%
Average	57.2%	57.9%	58.5%	58.6%
Worst	48.0%	48.0%	48.7%	46.6%
No. responses	293	3,486	3,442	3,172
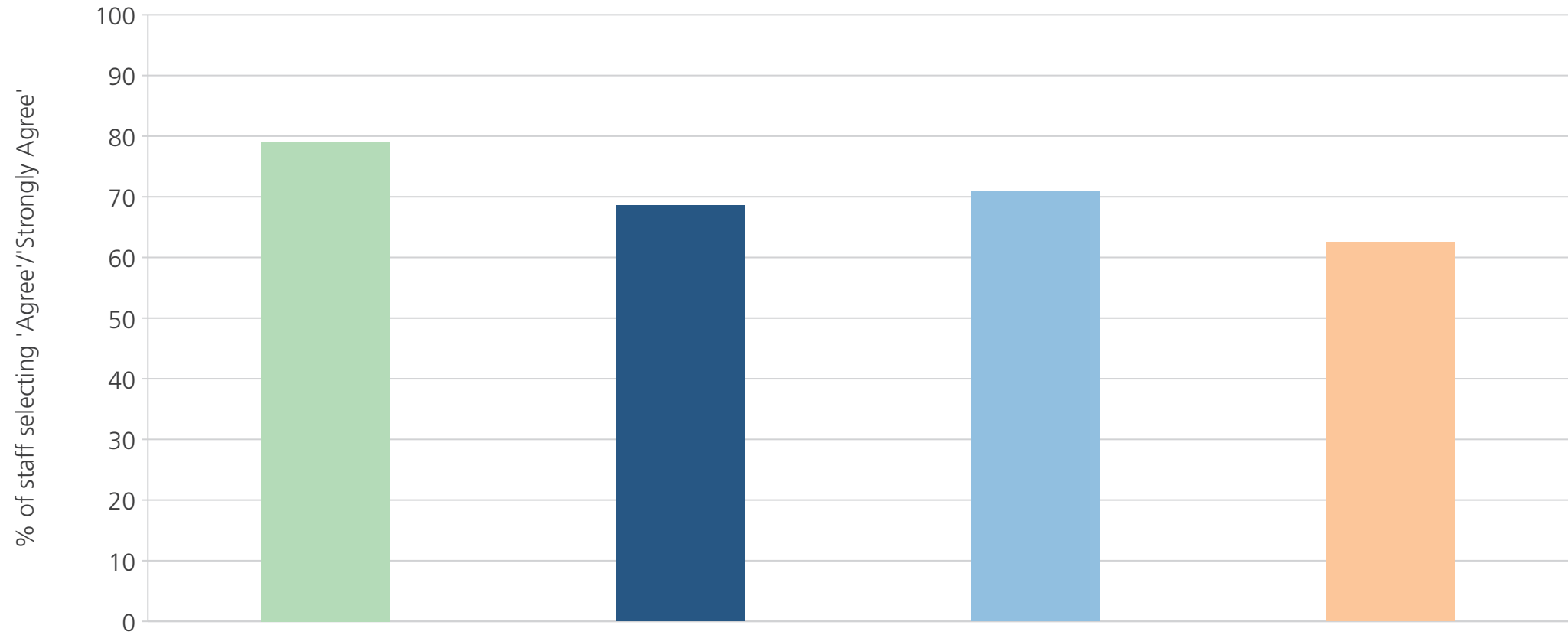
	2018
Best	79.0%
Your org	68.6%
Average	70.9%
Worst	62.5%
No. responses	3,175
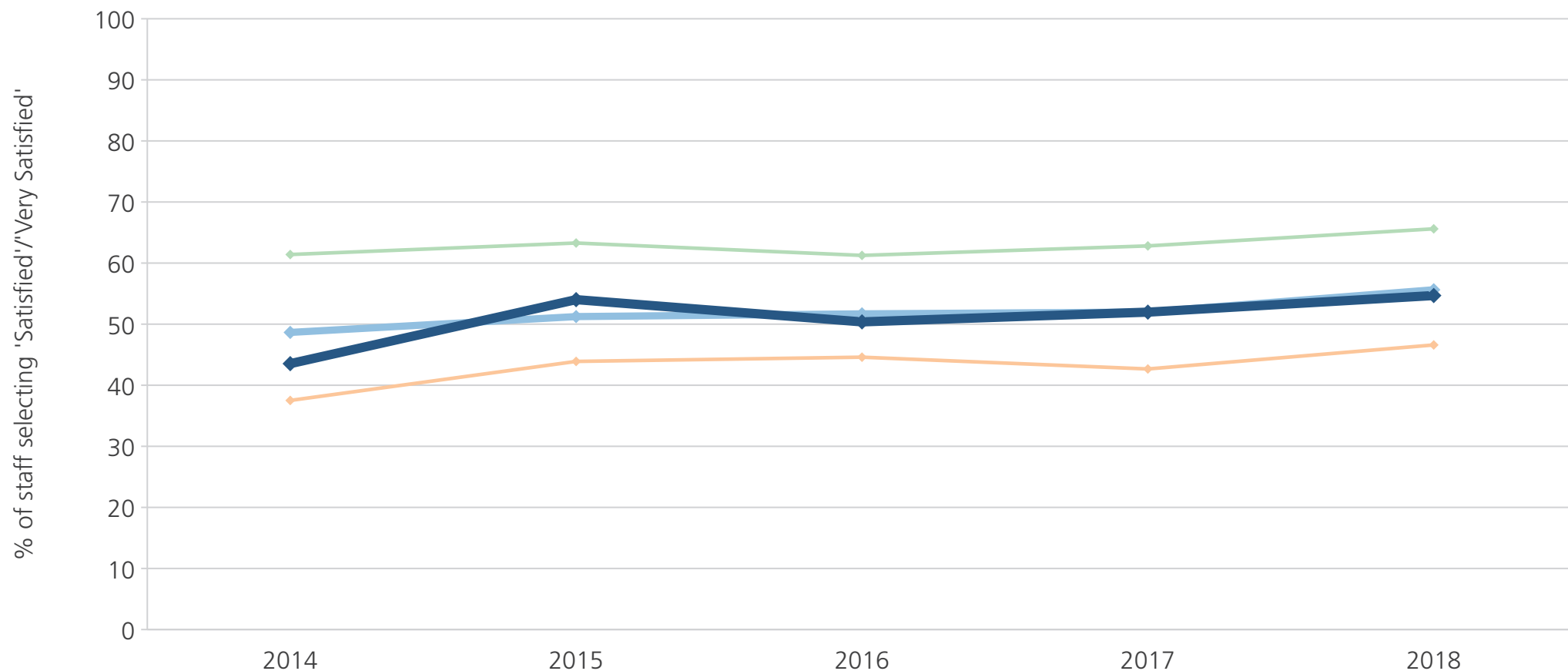
	2014	2015	2016	2017	2018
Best	61.4%	63.3%	61.3%	62.8%	65.6%
Your org	43.5%	54.0%	50.4%	52.0%	54.7%
Average	48.6%	51.2%	51.7%	52.0%	55.6%
Worst	37.5%	43.9%	44.6%	42.7%	46.6%
No. responses	311	297	3,493	3,440	3,178
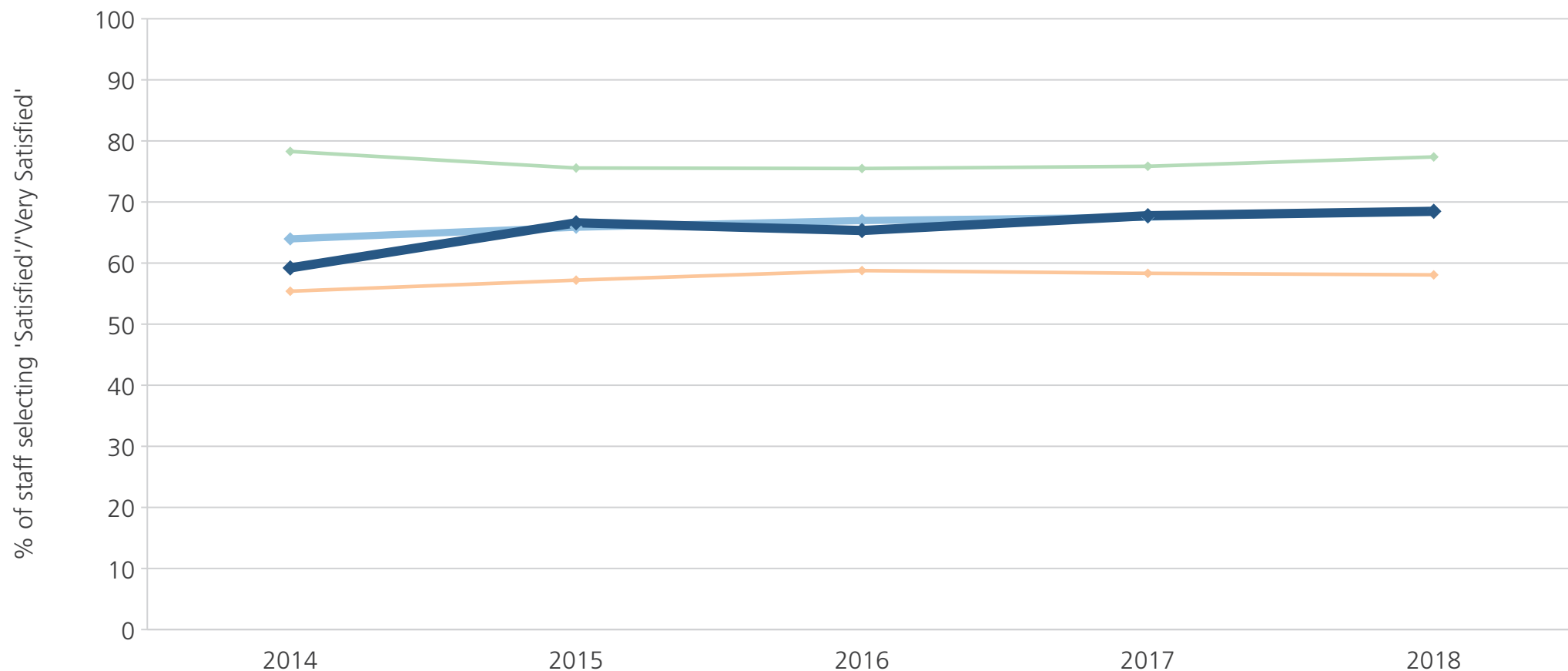
% of staff selecting 'Satisfied'/'Very Satisfied'

	2014	2015	2016	2017	2018
Best	78.3%	75.6%	75.5%	75.8%	77.4%
Your org	59.2%	66.6%	65.3%	67.8%	68.5%
Average	64.0%	65.9%	67.0%	67.5%	68.6%
Worst	55.4%	57.2%	58.8%	58.3%	58.1%
No. responses	312	296	3,495	3,440	3,181
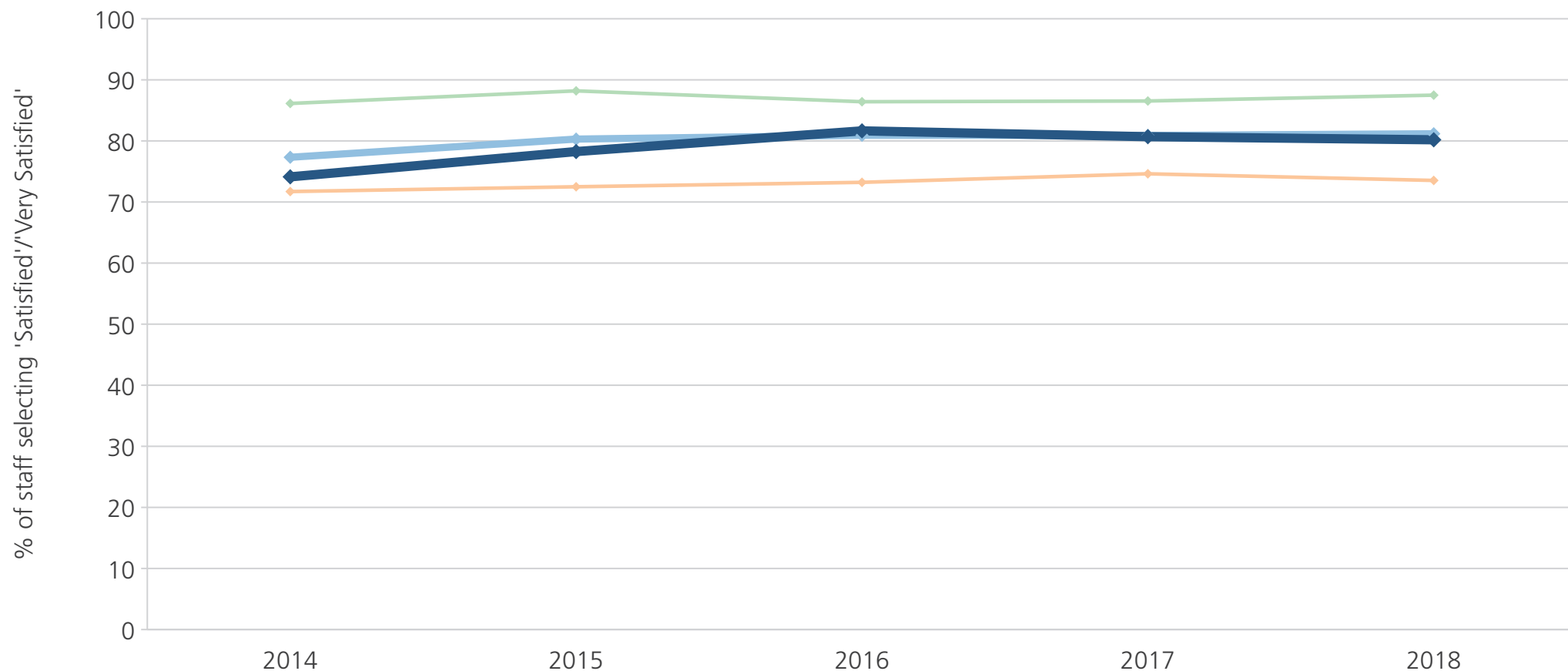
	2014	2015	2016	2017	2018
Best	86.1%	88.2%	86.4%	86.5%	87.5%
Your org	74.1%	78.3%	81.6%	80.7%	80.2%
Average	77.3%	80.3%	80.9%	80.9%	81.2%
Worst	71.7%	72.5%	73.2%	74.6%	73.5%
No. responses	312	293	3,497	3,436	3,171
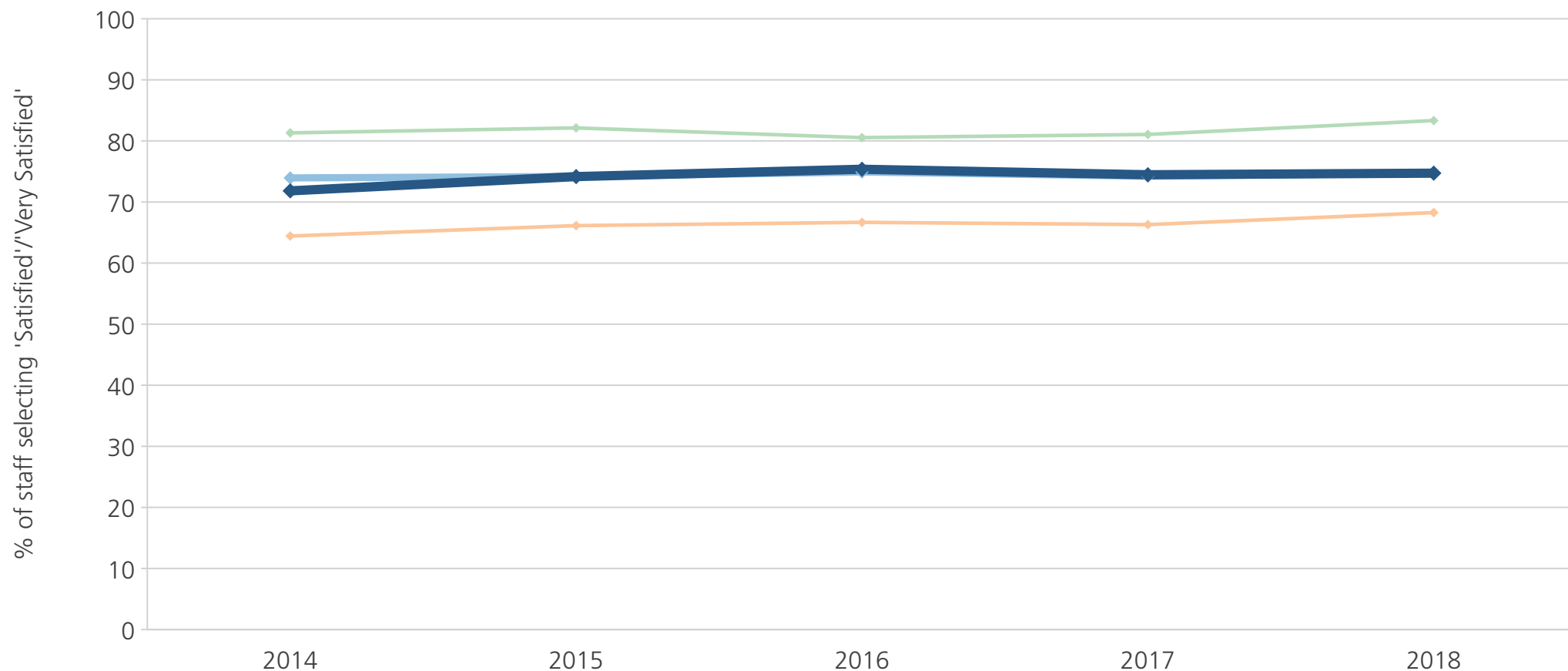
	2014	2015	2016	2017	2018
Best	81.3%	82.1%	80.5%	81.1%	83.3%
Your org	71.8%	74.2%	75.4%	74.5%	74.7%
Average	73.9%	74.2%	74.9%	74.2%	74.7%
Worst	64.4%	66.1%	66.7%	66.3%	68.3%
No. responses	312	295	3,495	3,435	3,171
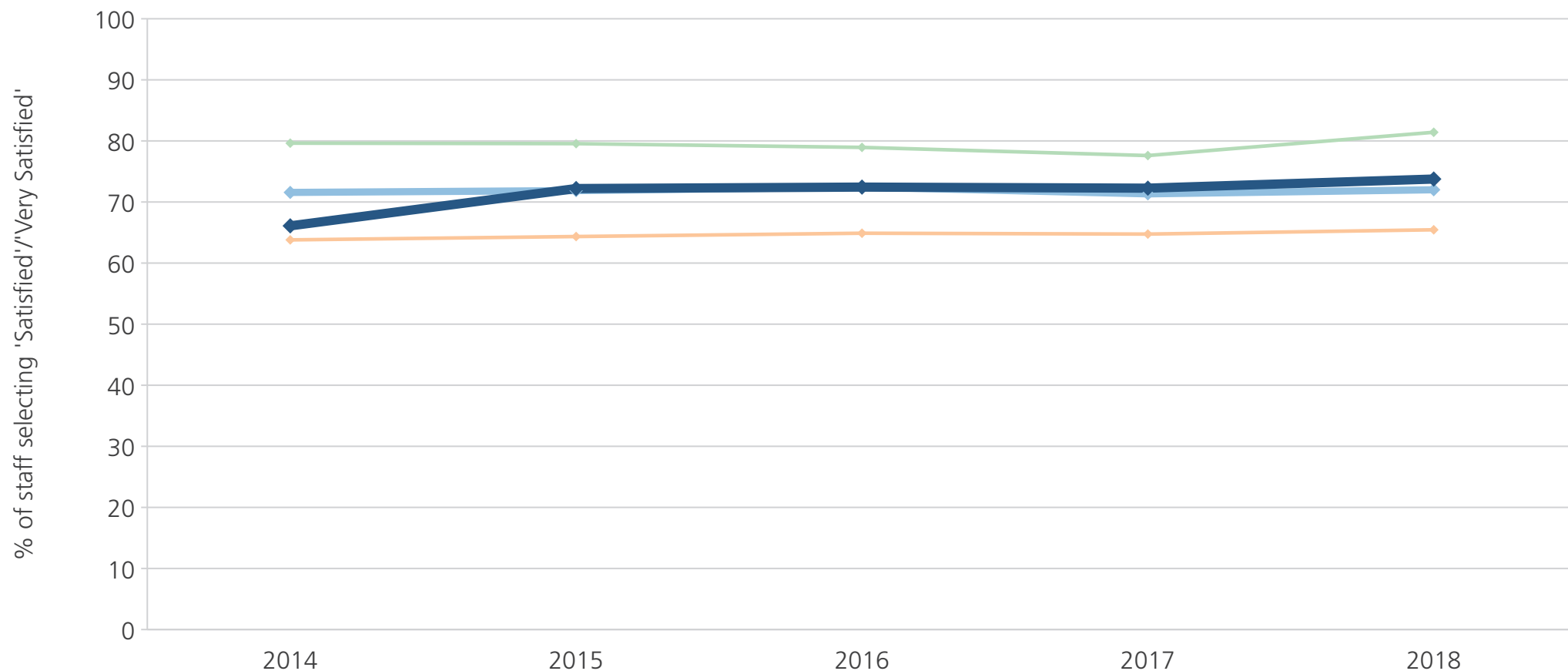
	2014	2015	2016	2017	2018
Best	79.6%	79.6%	78.9%	77.6%	81.4%
Your org	66.1%	72.2%	72.4%	72.3%	73.8%
Average	71.6%	71.9%	72.4%	71.3%	72.0%
Worst	63.8%	64.3%	64.9%	64.7%	65.5%
No. responses	310	295	3,484	3,425	3,172

% of staff selecting 'Satisfied'/'Very Satisfied'
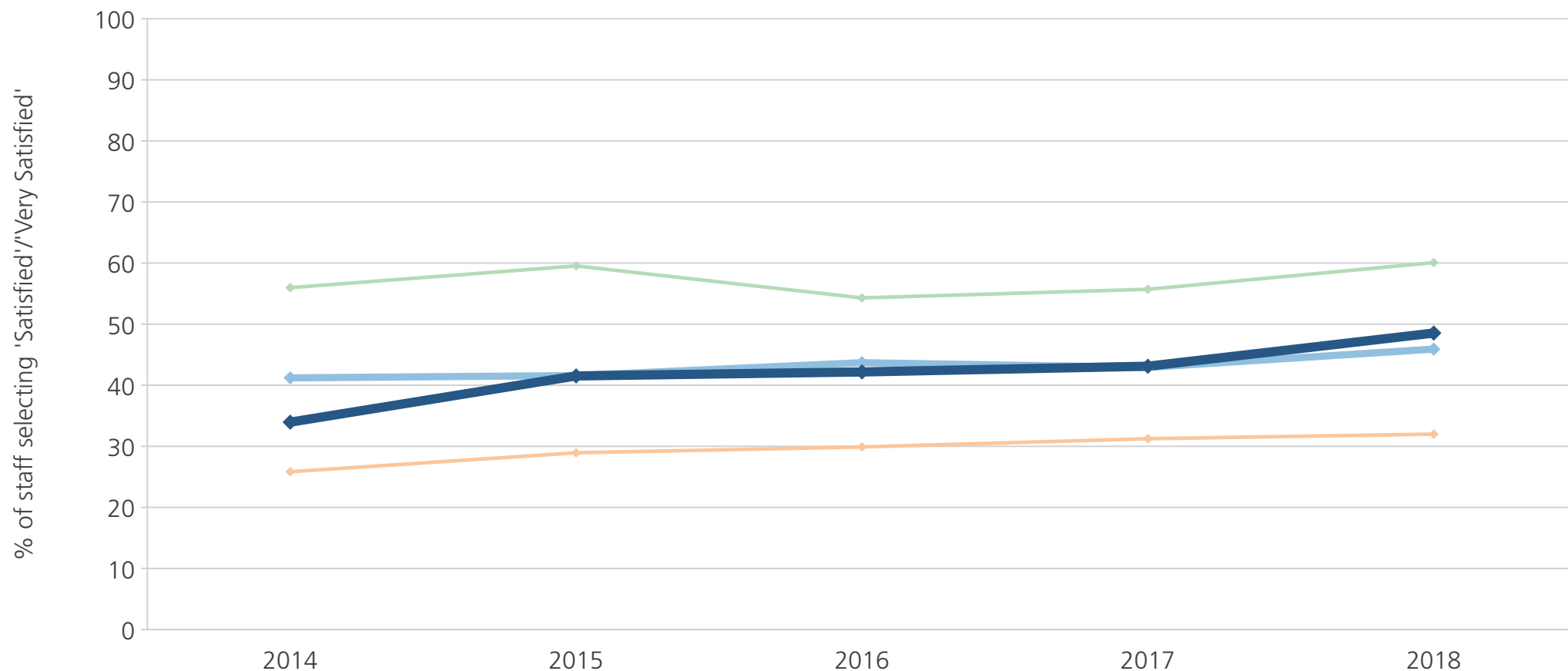
	2014	2015	2016	2017	2018
Best	56.0%	59.5%	54.3%	55.7%	60.1%
Your org	34.0%	41.5%	42.2%	43.1%	48.5%
Average	41.2%	41.6%	43.7%	42.9%	45.9%
Worst	25.8%	28.9%	29.9%	31.2%	32.0%
No. responses	312	294	3,490	3,435	3,174

63
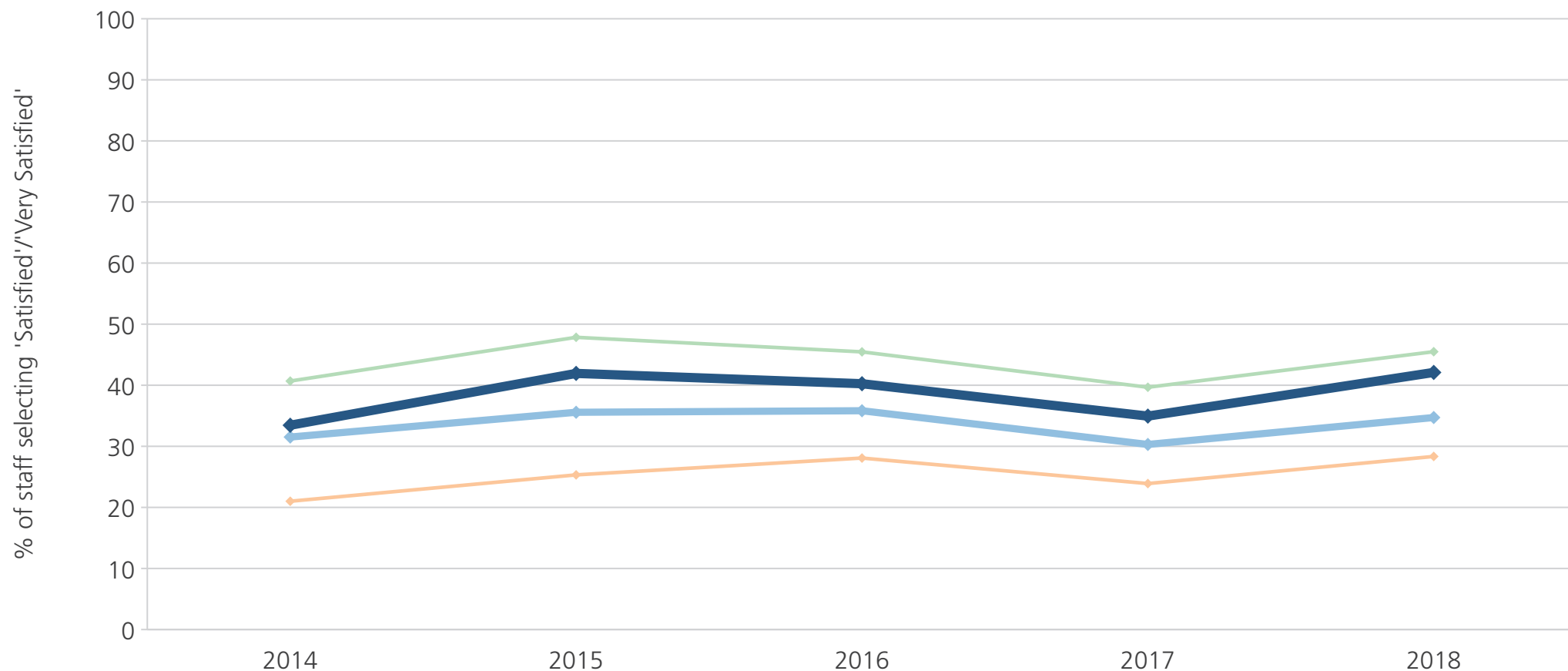
	2014	2015	2016	2017	2018
Best	40.7%	47.8%	45.5%	39.7%	45.5%
Your org	33.4%	41.9%	40.2%	34.9%	42.1%
Average	31.5%	35.6%	35.8%	30.3%	34.7%
Worst	21.0%	25.3%	28.1%	23.9%	28.3%
No. responses	311	296	3,491	3,438	3,169
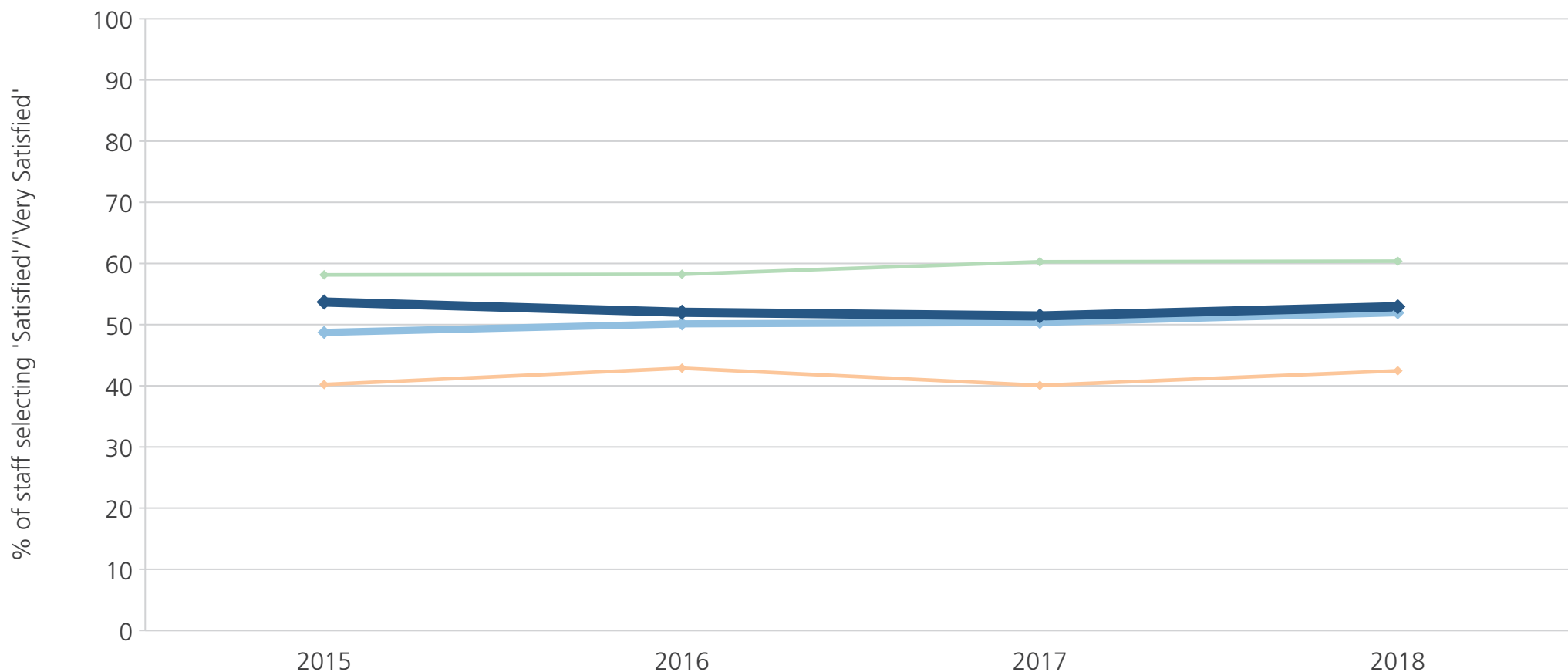
	2015	2016	2017	2018
Best	58.1%	58.2%	60.3%	60.4%
Your org	53.7%	52.0%	51.4%	52.9%
Average	48.7%	50.1%	50.4%	51.9%
Worst	40.2%	42.9%	40.1%	42.5%
No. responses	295	3,485	3,439	3,168

% of staff selecting 'Never'/'Rarely'

	2018
Best	28.3%
Your org	23.9%
Average	21.1%
Worst	14.7%
No. responses	3,181

% of staff selecting 'Often'/'Always'
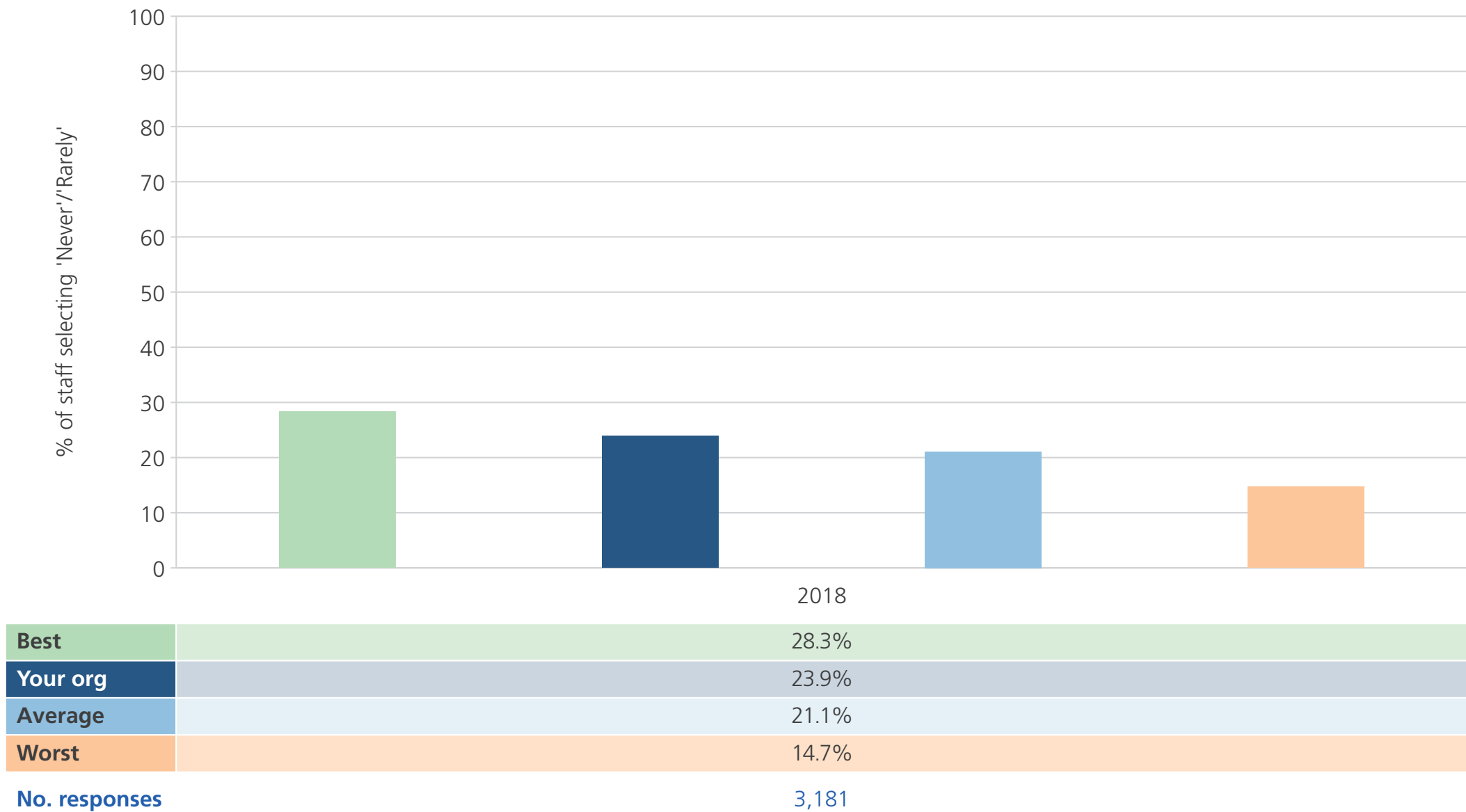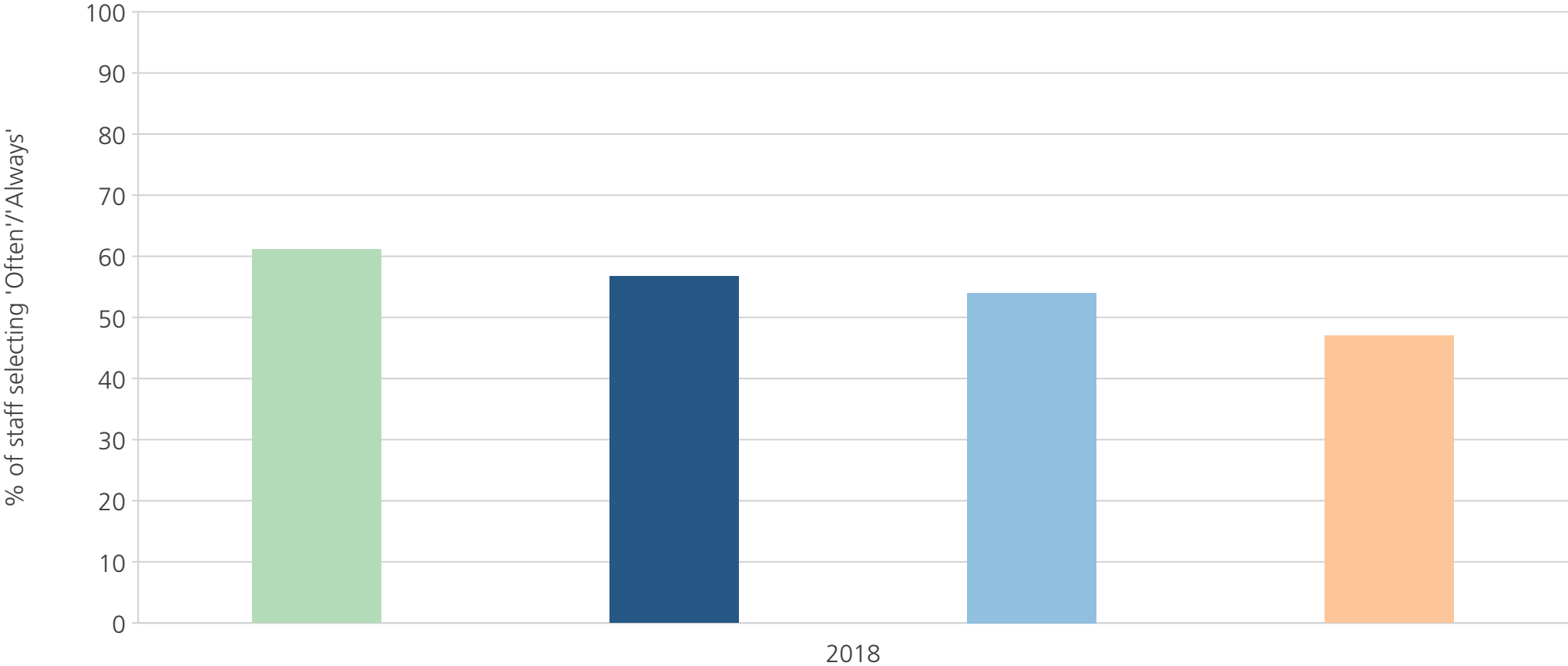
2018

Best	61.1%
Your org	56.7%
Average	54.0%
Worst	47.0%
No. responses	3,175

Best	55.5%
Your org	43.1%
Average	42.9%
Worst	32.2%
No. responses	3,177
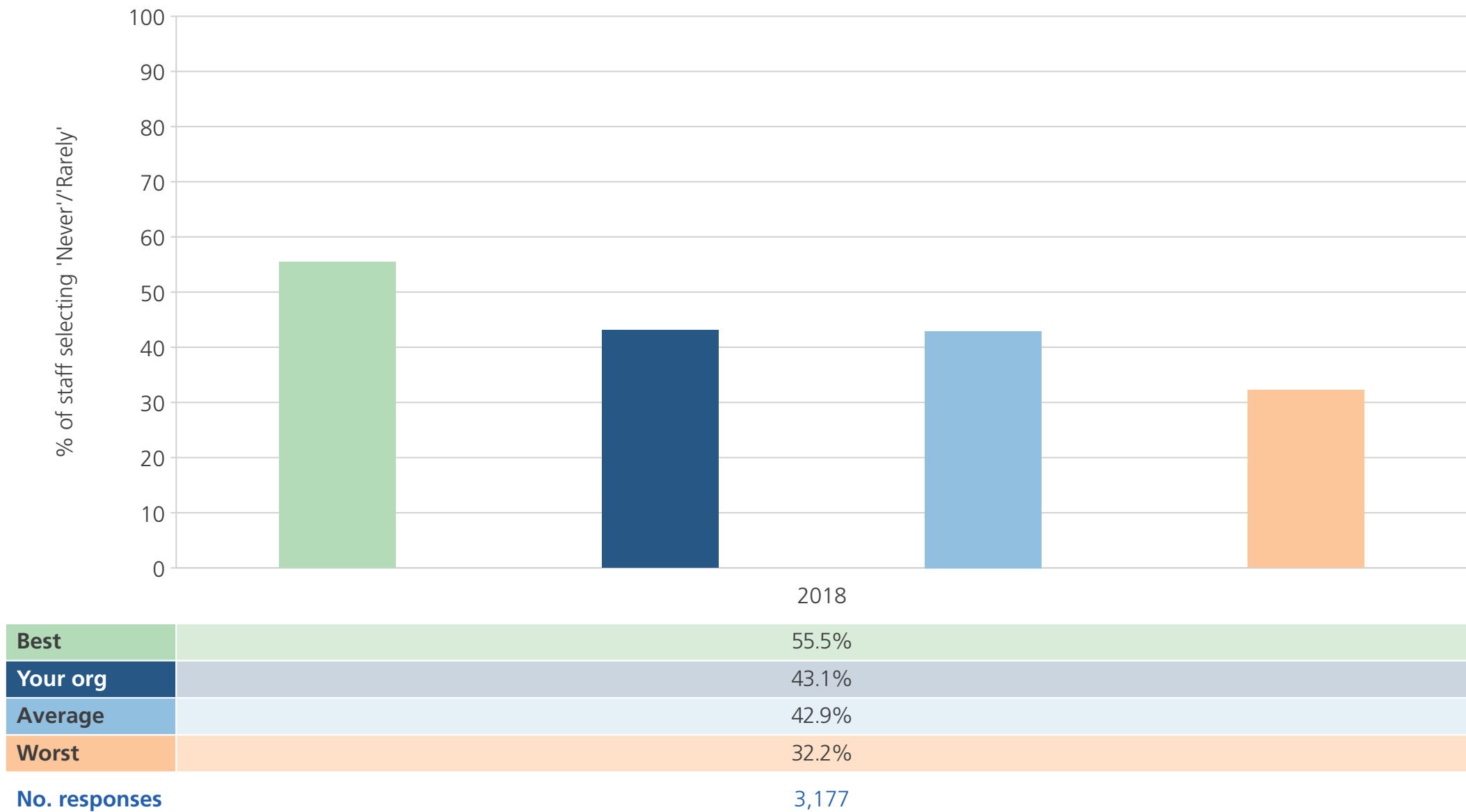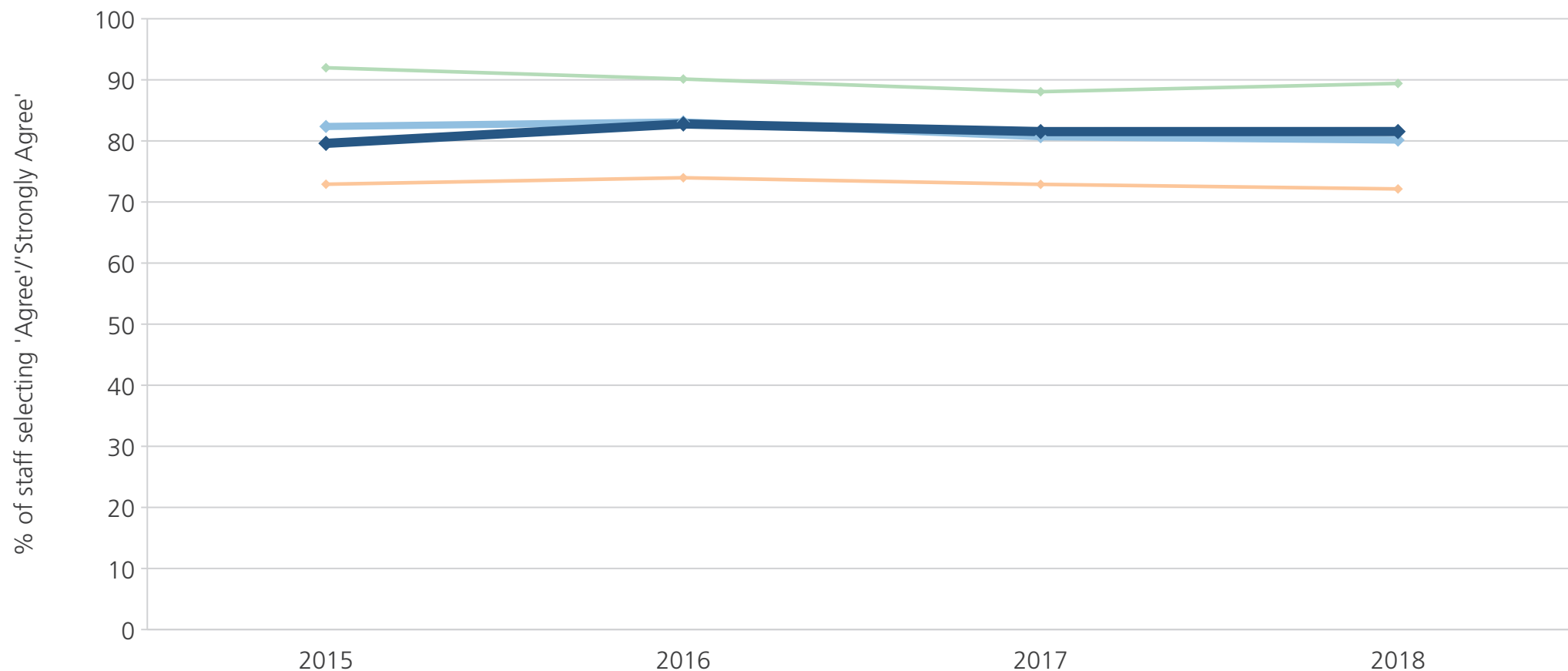
	2015	2016	2017	2018
Best	92.0%	90.1%	88.1%	89.4%
Your org	79.6%	82.8%	81.5%	81.5%
Average	82.4%	83.1%	80.7%	80.1%
Worst	72.9%	74.0%	72.9%	72.1%
No. responses	265	3,102	3,039	2,796
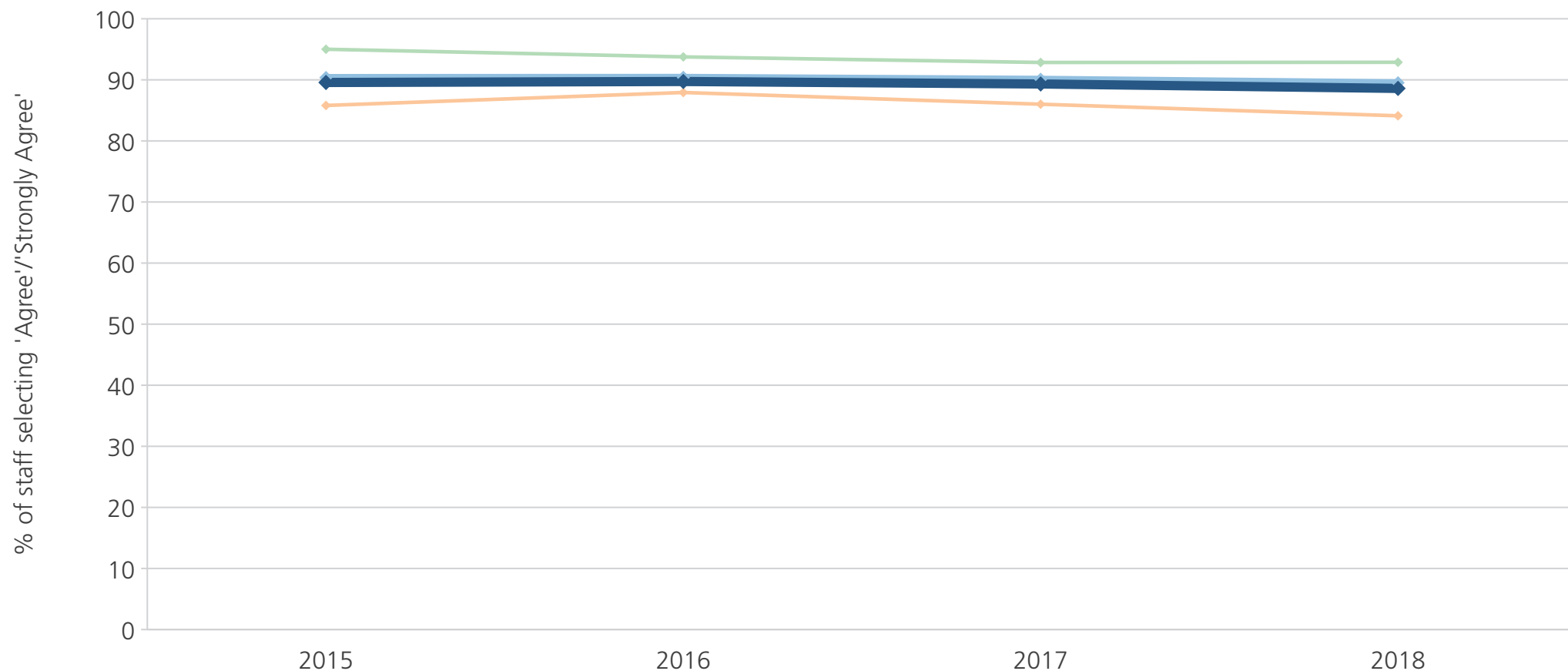
	2015	2016	2017	2018
Best	95.0%	93.8%	92.8%	92.9%
Your org	89.6%	89.7%	89.3%	88.6%
Average	90.4%	90.4%	90.1%	89.5%
Worst	85.8%	87.9%	86.0%	84.1%
No. responses	278	3,279	3,242	2,992
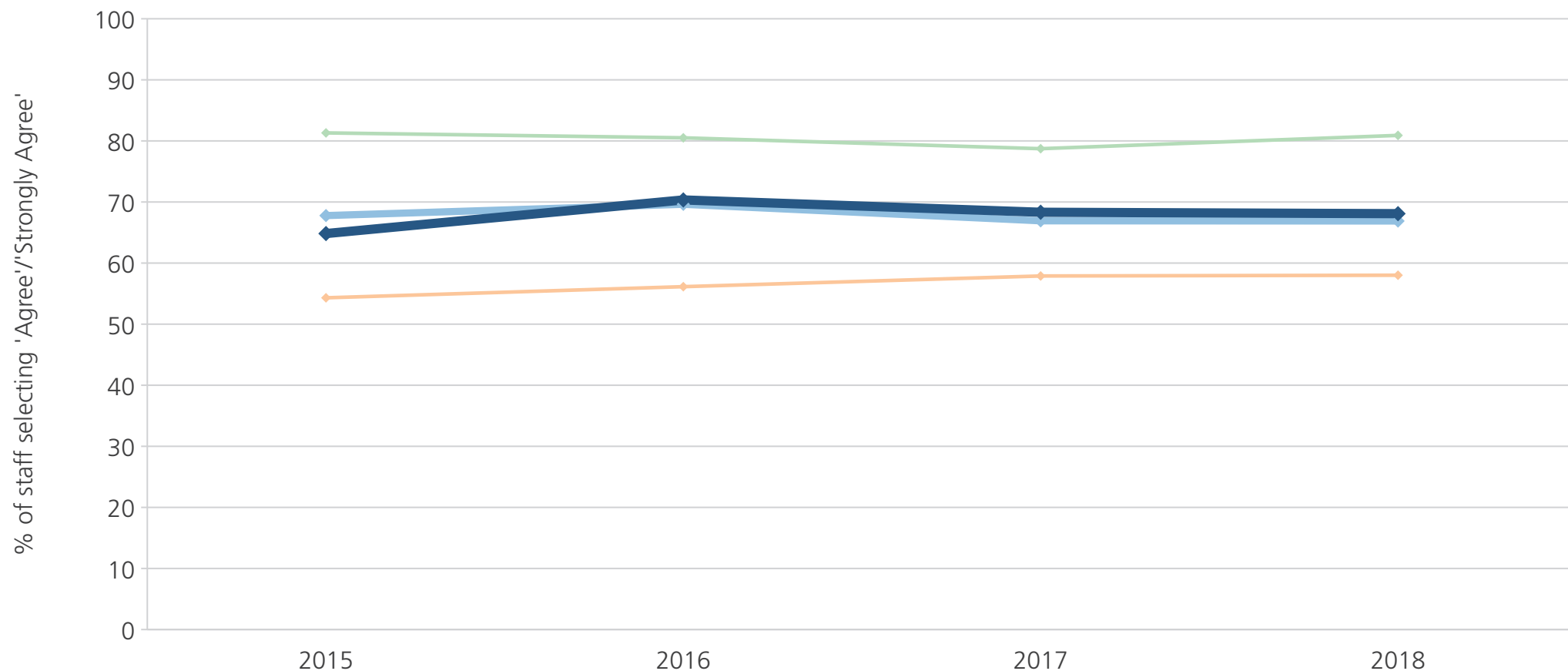
	2015	2016	2017	2018
Best	81.3%	80.5%	78.7%	80.9%
Your org	64.8%	70.3%	68.3%	68.1%
Average	67.8%	69.6%	66.9%	66.9%
Worst	54.3%	56.1%	57.9%	58.0%
No. responses	260	3,069	3,020	2,763

Question results – Your managers

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results
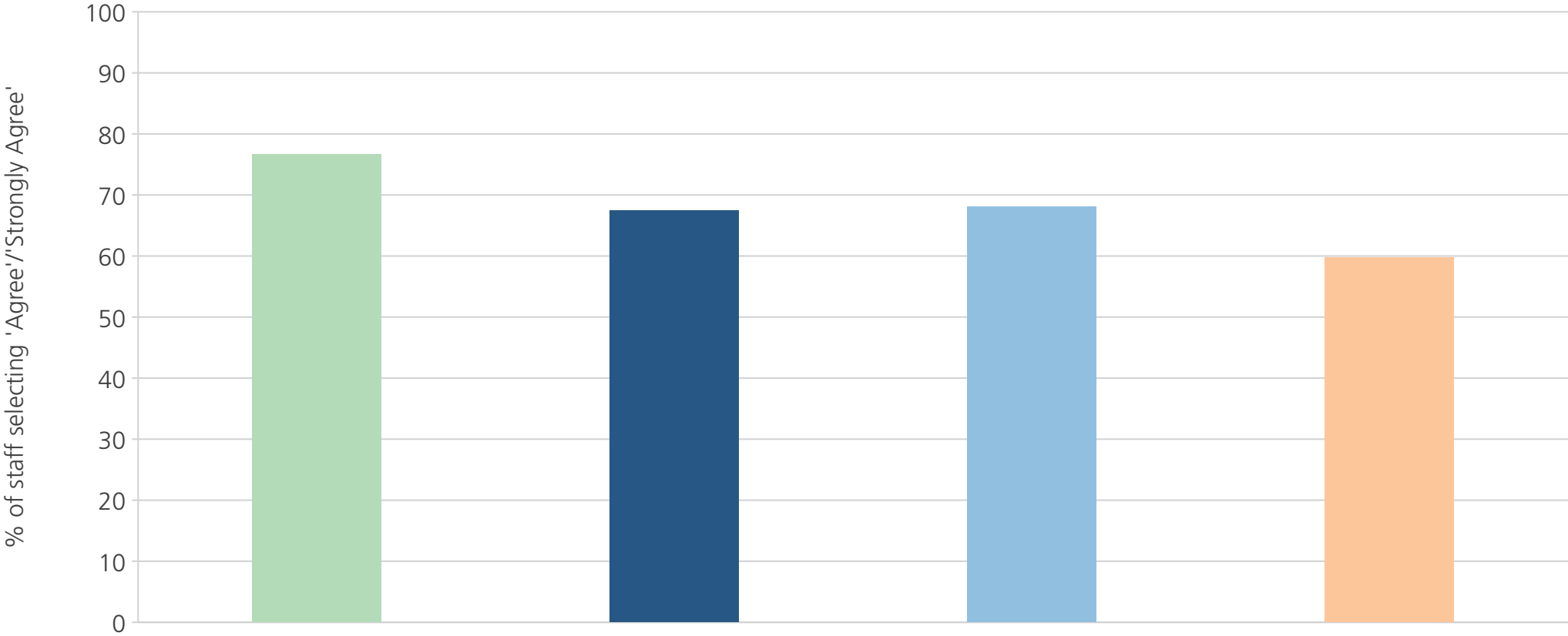
	2018
Best	76.7%
Your org	67.4%
Average	68.1%
Worst	59.7%
No. responses	3,176
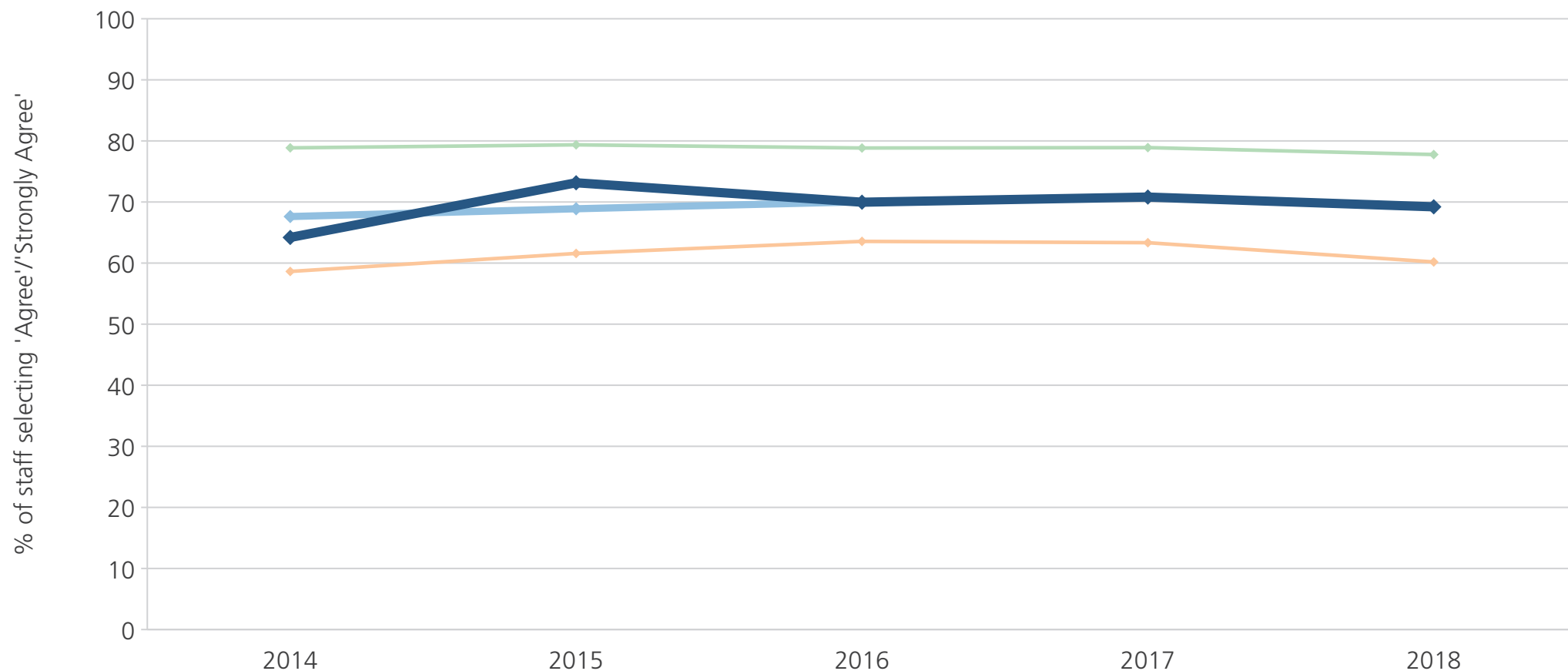
	2014	2015	2016	2017	2018
Best	78.9%	79.4%	78.8%	78.9%	77.8%
Your org	64.2%	73.1%	70.0%	70.8%	69.2%
Average	67.6%	68.9%	70.0%	70.9%	69.3%
Worst	58.6%	61.6%	63.6%	63.3%	60.2%
No. responses	312	296	3,481	3,433	3,171
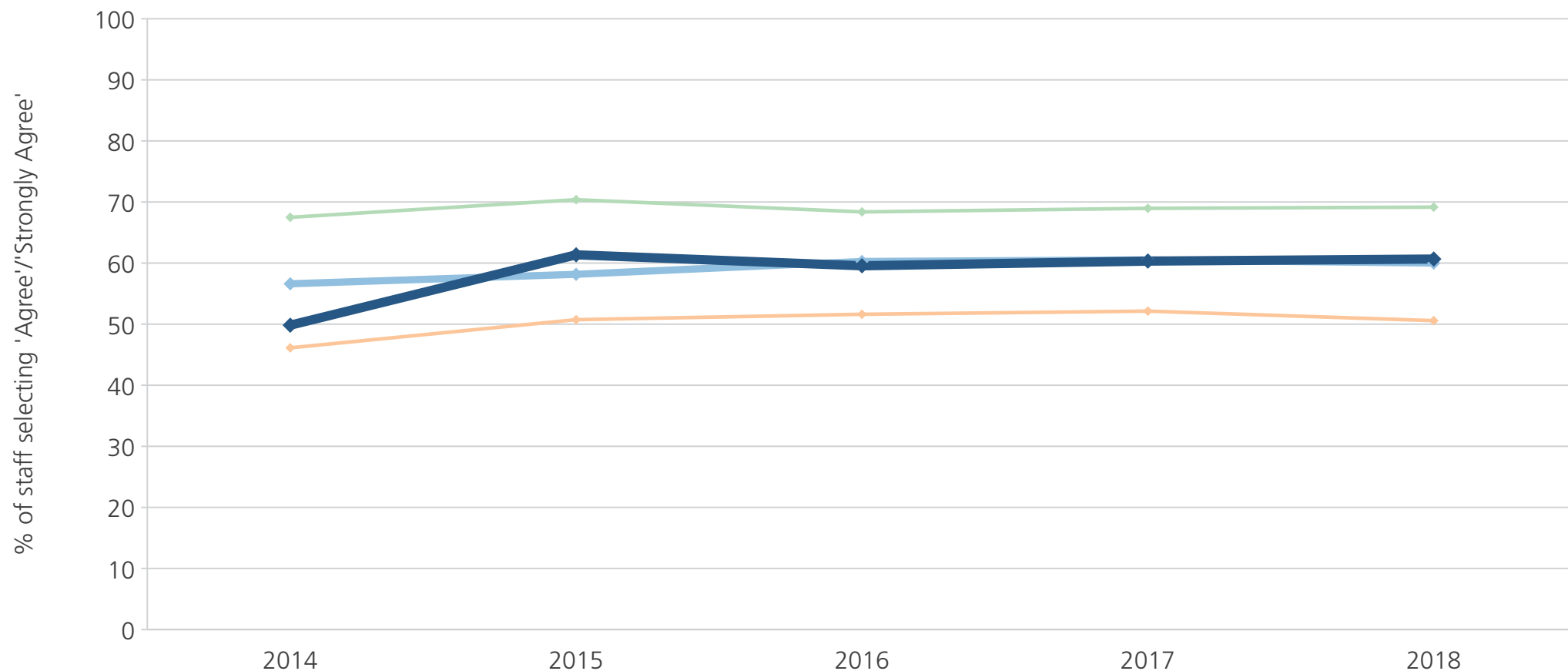
	2014	2015	2016	2017	2018
Best	67.5%	70.4%	68.4%	69.0%	69.2%
Your org	49.8%	61.4%	59.6%	60.3%	60.7%
Average	56.6%	58.2%	60.3%	60.5%	60.0%
Worst	46.1%	50.7%	51.6%	52.1%	50.6%
No. responses	312	295	3,479	3,428	3,166
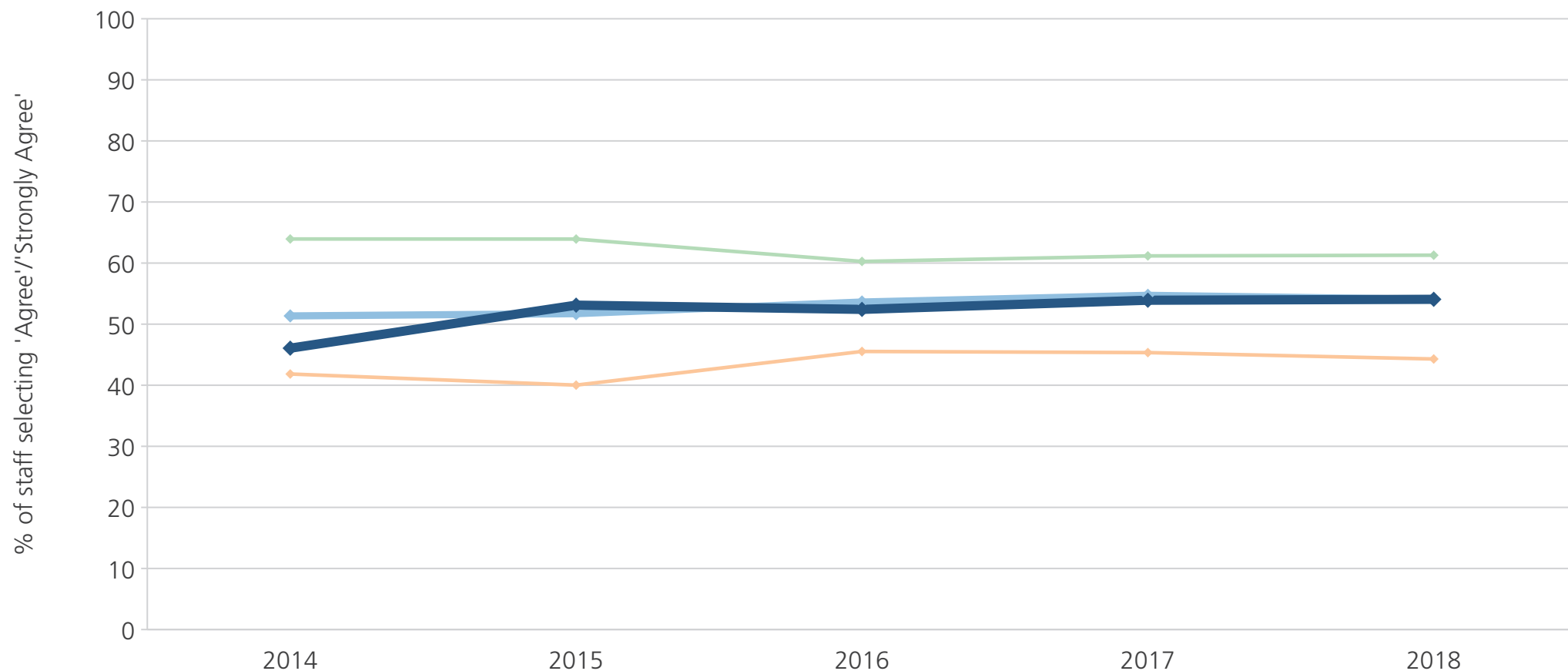
75

	2014	2015	2016	2017	2018
Best	63.9%	63.9%	60.3%	61.2%	61.3%
Your org	46.1%	53.1%	52.4%	53.9%	54.1%
Average	51.4%	51.7%	53.6%	54.7%	54.1%
Worst	41.8%	40.0%	45.5%	45.3%	44.3%
No. responses	312	296	3,478	3,425	3,164

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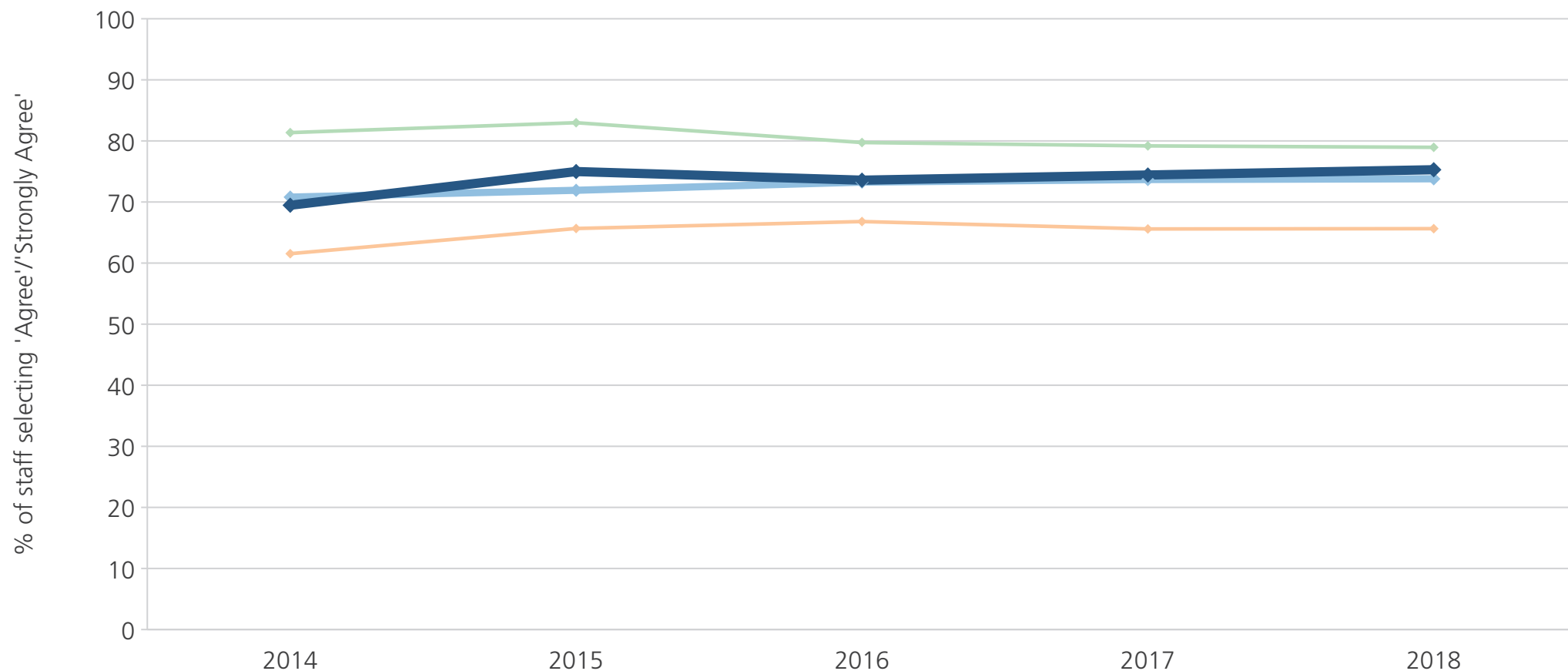
	2014	2015	2016	2017	2018
Best	81.4%	83.0%	79.7%	79.2%	79.0%
Your org	69.5%	75.0%	73.6%	74.4%	75.3%
Average	70.8%	71.9%	73.3%	73.7%	73.8%
Worst	61.5%	65.7%	66.8%	65.6%	65.6%
No. responses	311	295	3,477	3,425	3,170
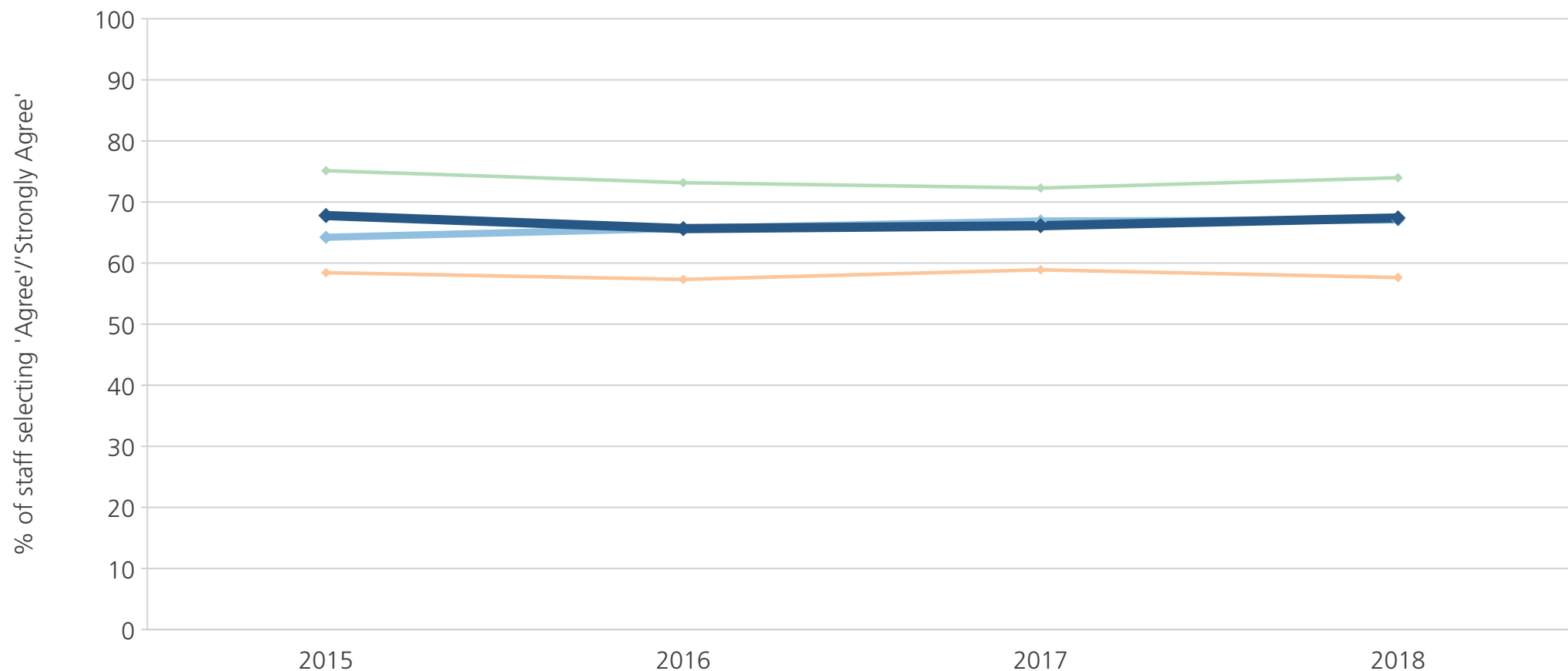
	2015	2016	2017	2018
Best	75.1%	73.2%	72.3%	74.0%
Your org	67.8%	65.6%	66.1%	67.4%
Average	64.2%	65.7%	66.9%	67.0%
Worst	58.4%	57.3%	58.9%	57.6%
No. responses	295	3,480	3,426	3,171
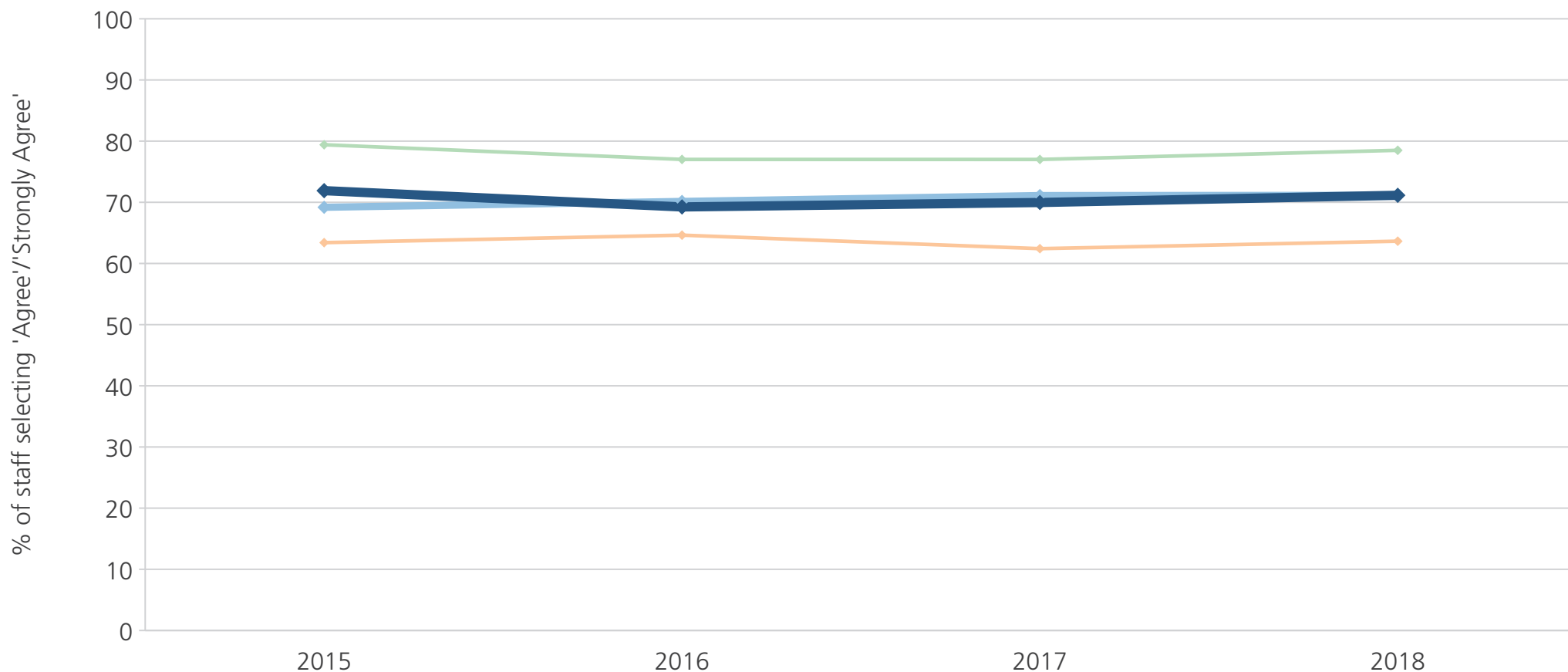
	2015	2016	2017	2018
Best	79.4%	77.0%	77.0%	78.5%
Your org	71.9%	69.2%	70.0%	71.1%
Average	69.2%	70.1%	71.1%	71.1%
Worst	63.4%	64.6%	62.4%	63.6%
No. responses	295	3,478	3,429	3,169
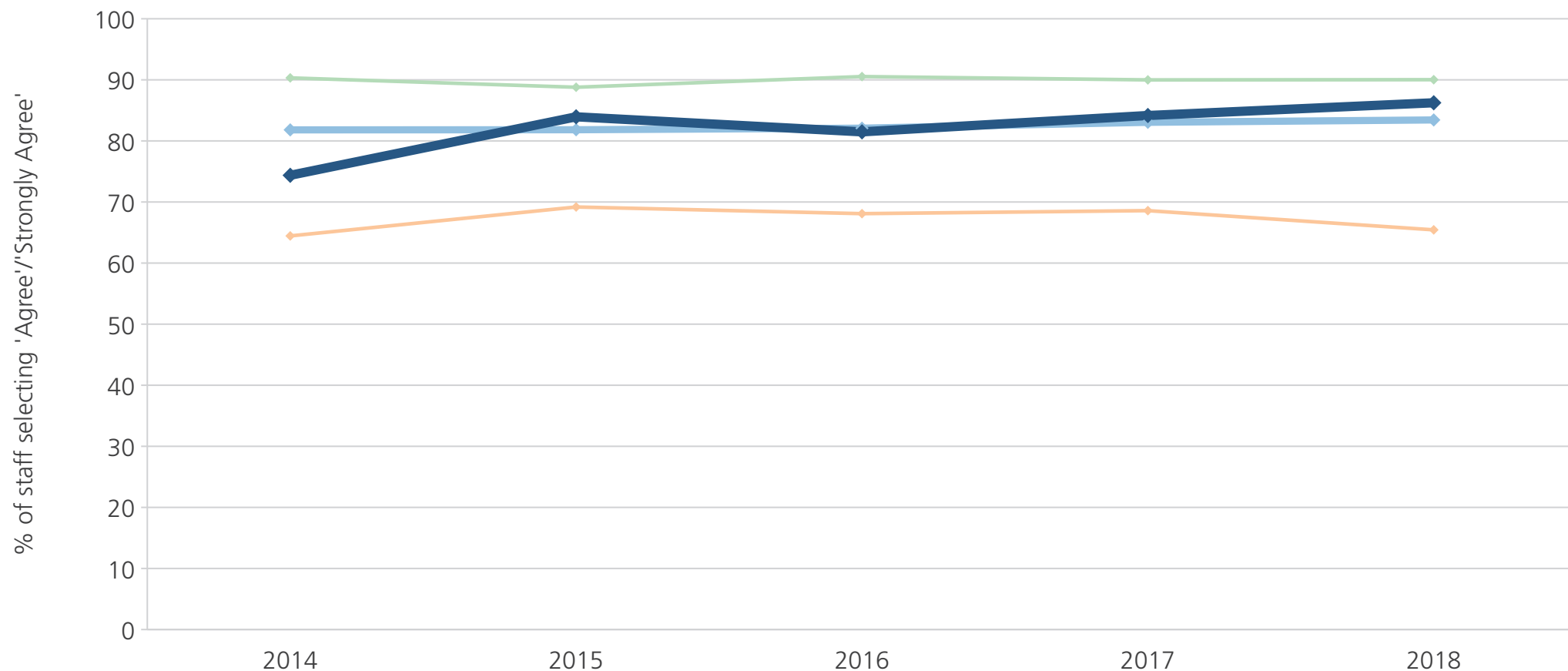
	2014	2015	2016	2017	2018
Best	90.3%	88.8%	90.5%	90.0%	90.0%
Your org	74.4%	83.9%	81.5%	84.2%	86.2%
Average	81.8%	81.8%	82.1%	83.0%	83.4%
Worst	64.4%	69.2%	68.1%	68.6%	65.4%
No. responses	311	298	3,483	3,439	3,179

% of staff selecting 'Agree'/'Strongly Agree'
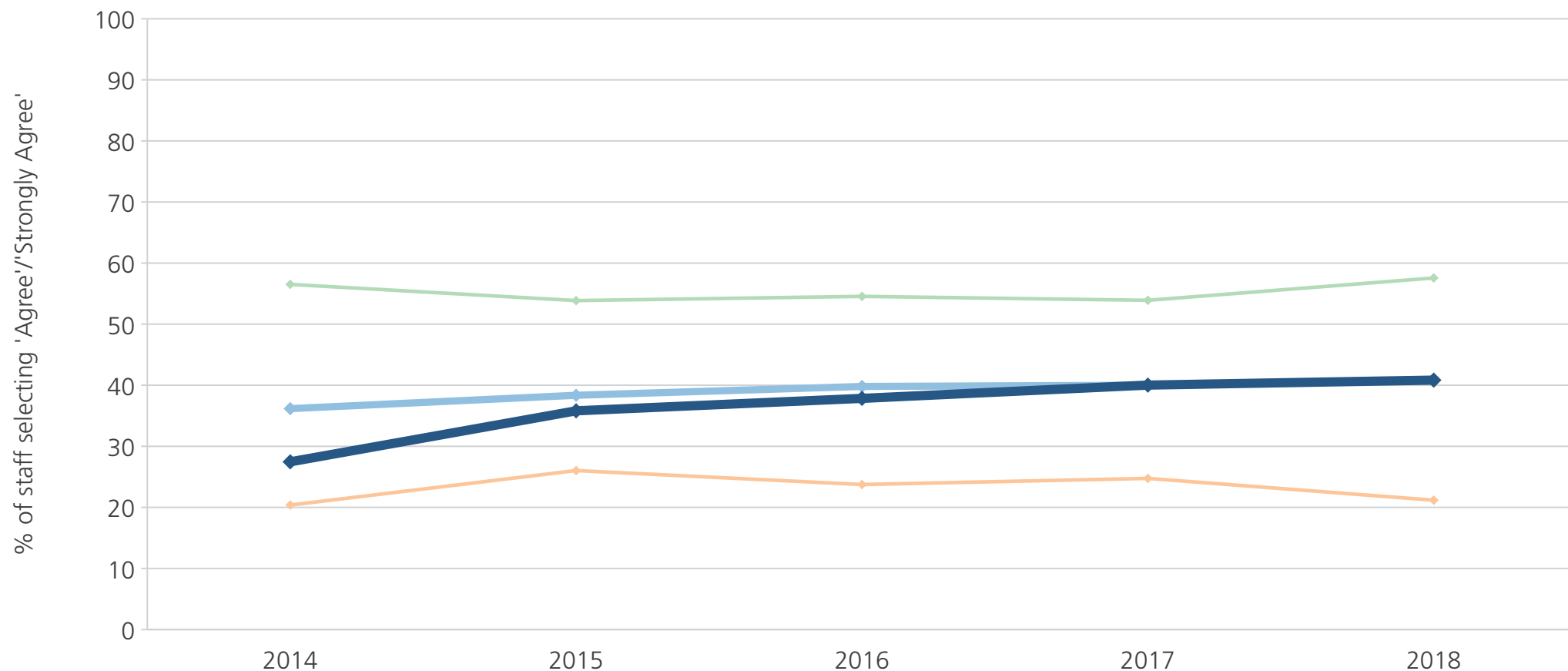
	2014	2015	2016	2017	2018
Best	56.5%	53.9%	54.5%	53.9%	57.6%
Your org	27.5%	35.8%	37.8%	40.0%	40.8%
Average	36.2%	38.4%	39.8%	40.0%	40.8%
Worst	20.4%	26.0%	23.7%	24.7%	21.2%
No. responses	310	296	3,484	3,435	3,177

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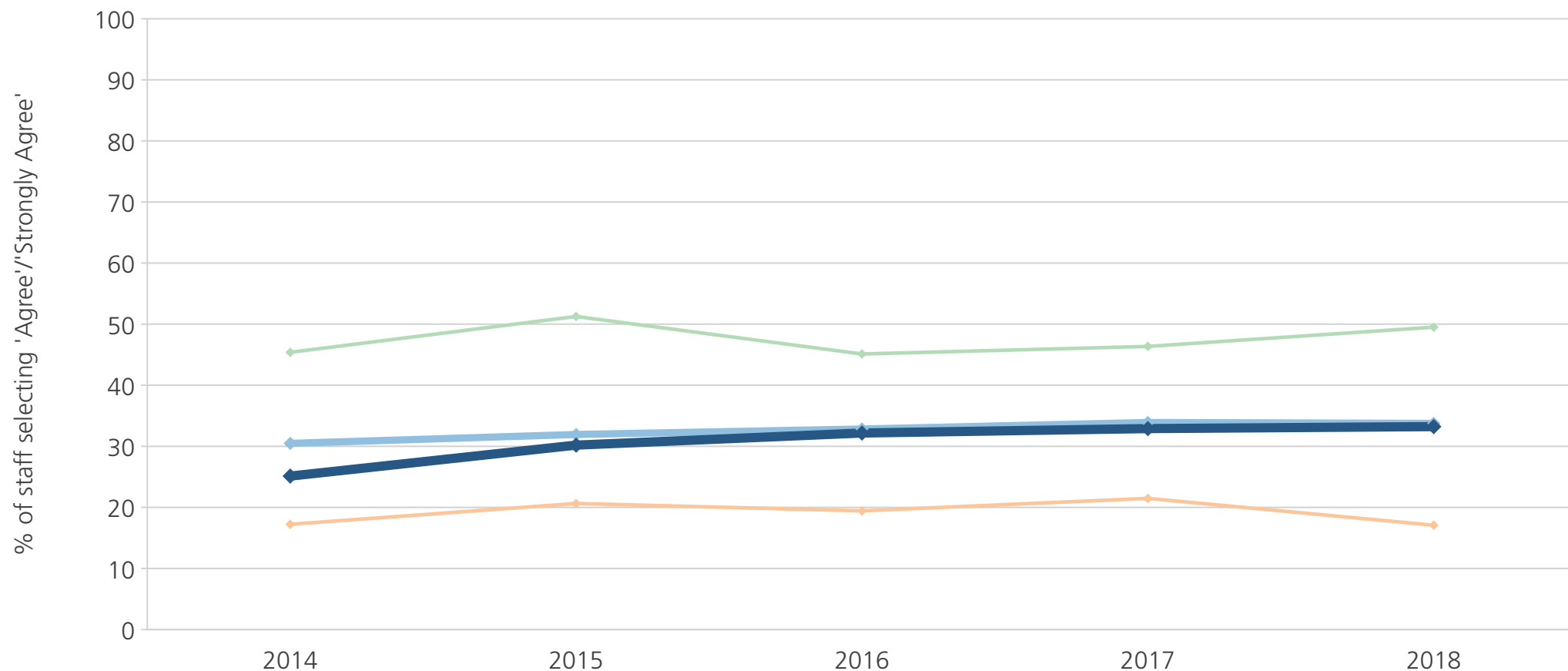
	2014	2015	2016	2017	2018
Best	45.4%	51.3%	45.1%	46.4%	49.5%
Your org	25.1%	30.2%	32.2%	32.9%	33.2%
Average	30.5%	31.9%	32.8%	33.9%	33.8%
Worst	17.2%	20.6%	19.4%	21.5%	17.1%
No. responses	311	295	3,490	3,435	3,179
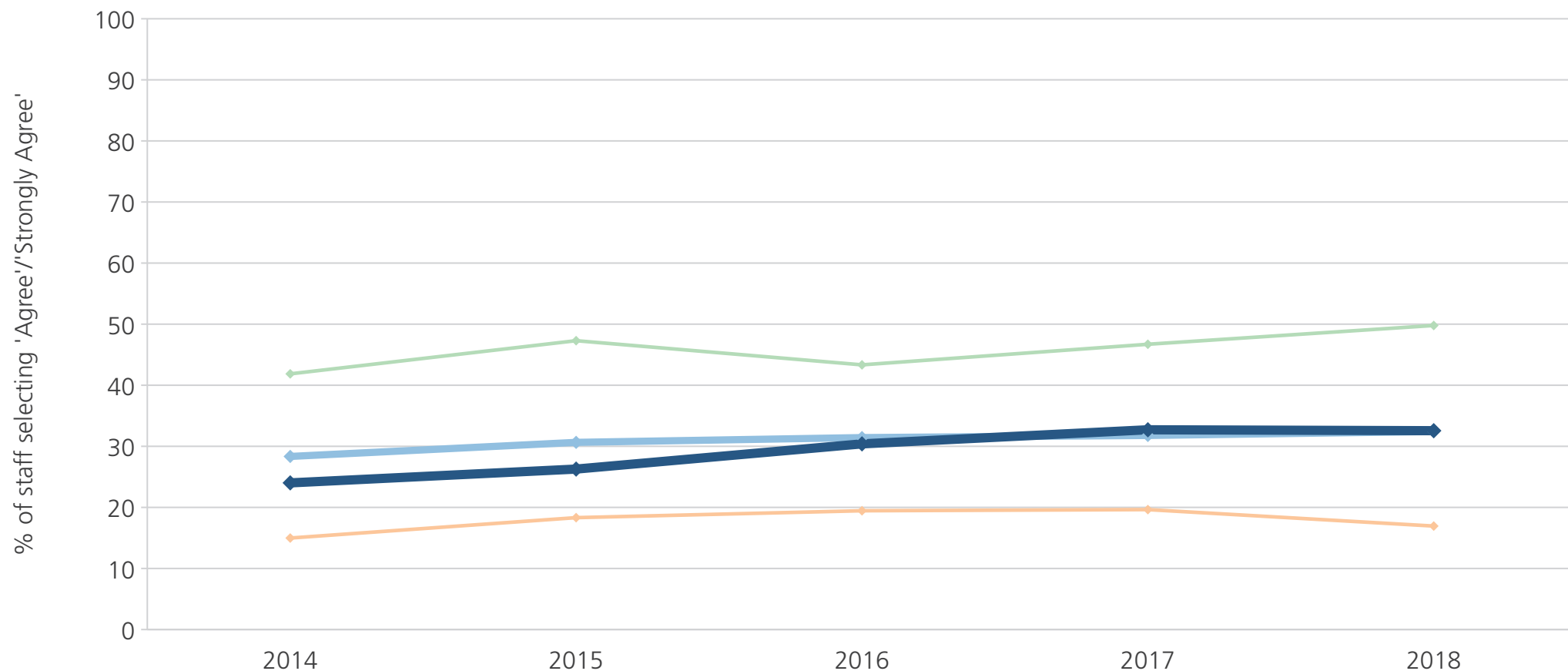
	2014	2015	2016	2017	2018
Best	41.9%	47.3%	43.3%	46.7%	49.8%
Your org	24.0%	26.3%	30.4%	32.7%	32.6%
Average	28.3%	30.6%	31.4%	31.8%	32.4%
Worst	15.0%	18.3%	19.4%	19.6%	16.9%
No. responses	309	296	3,482	3,431	3,167

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

	2014	2015	2016	2017	2018
Your org	20.6%	19.7%	19.5%	18.4%	18.1%
Average	22.1%	21.7%	21.0%	20.0%	20.0%
No. responses	311	294	3,480	3,423	1,963
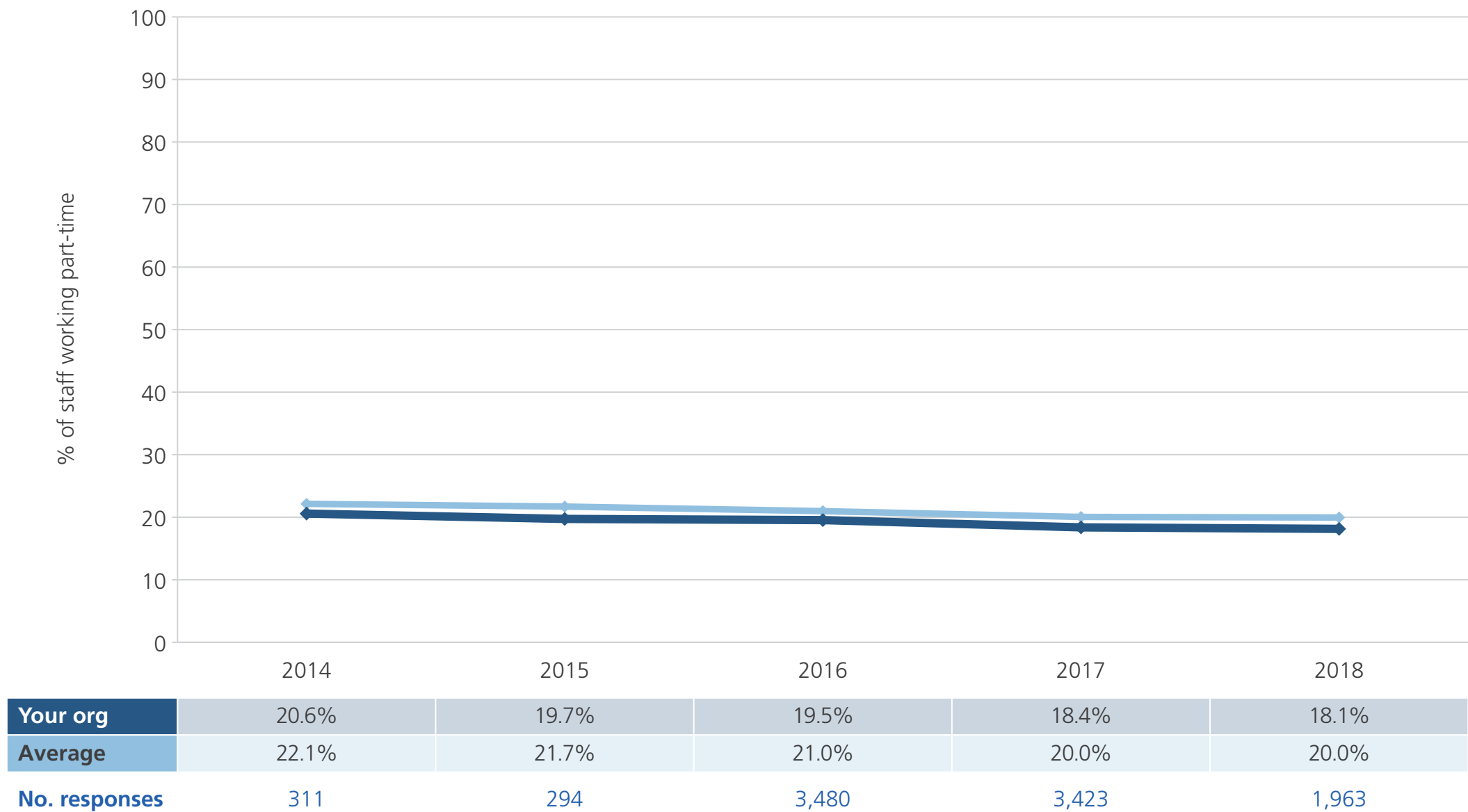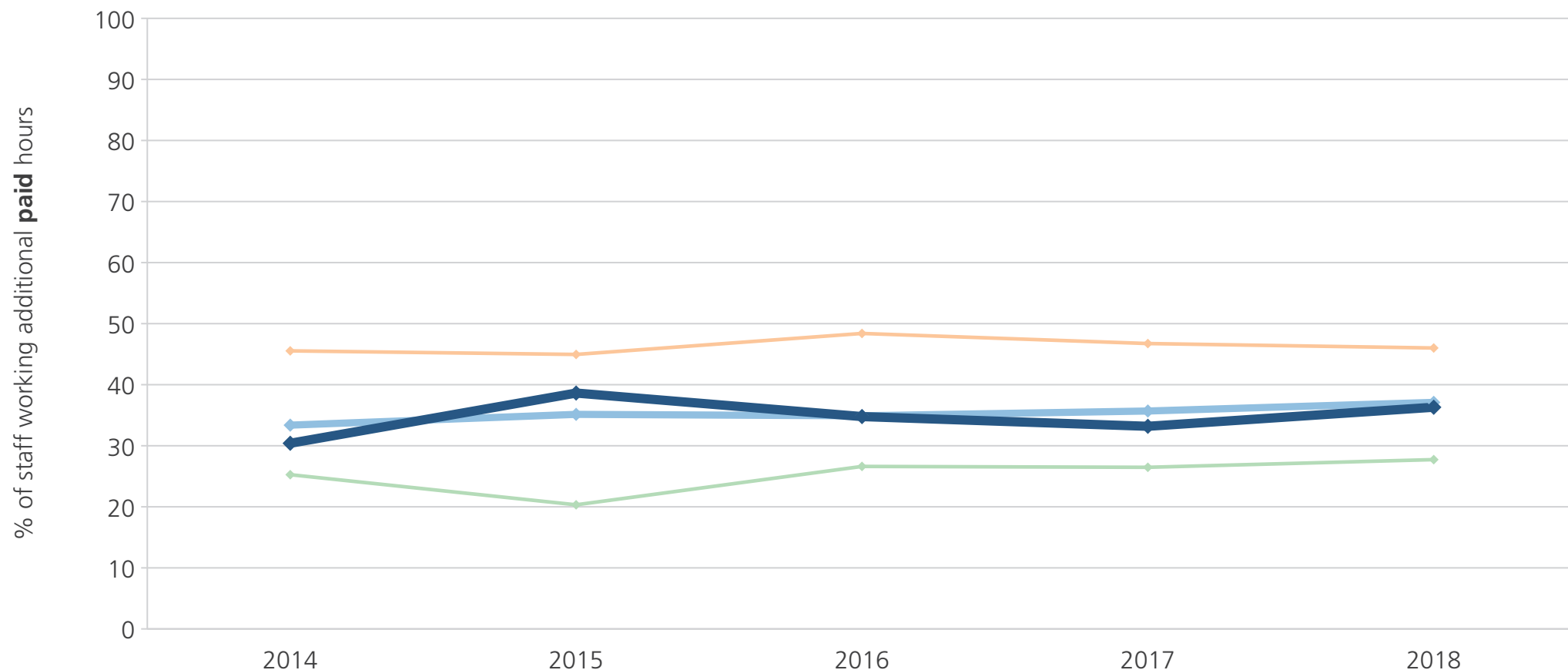
	2014	2015	2016	2017	2018
Worst	45.5%	45.0%	48.4%	46.7%	46.0%
Your org	30.4%	38.6%	34.8%	33.2%	36.3%
Average	33.4%	35.1%	34.9%	35.7%	37.1%
Best	25.3%	20.3%	26.6%	26.5%	27.7%
No. responses	306	289	3,460	3,413	3,091
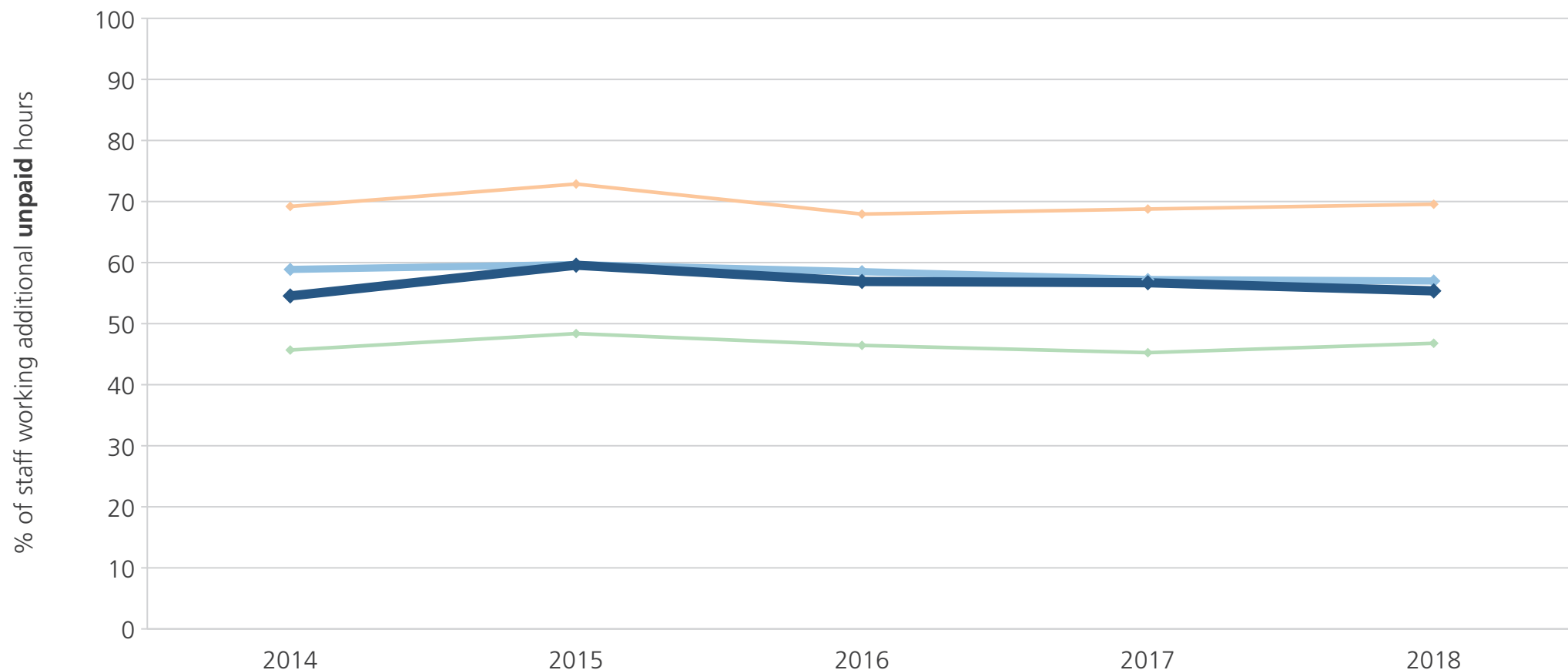
	2014	2015	2016	2017	2018
Worst	69.2%	72.9%	67.9%	68.8%	69.6%
Your org	54.5%	59.6%	56.9%	56.7%	55.4%
Average	58.9%	59.7%	58.5%	57.2%	57.0%
Best	45.7%	48.4%	46.4%	45.2%	46.8%
No. responses	301	293	3,445	3,415	3,098
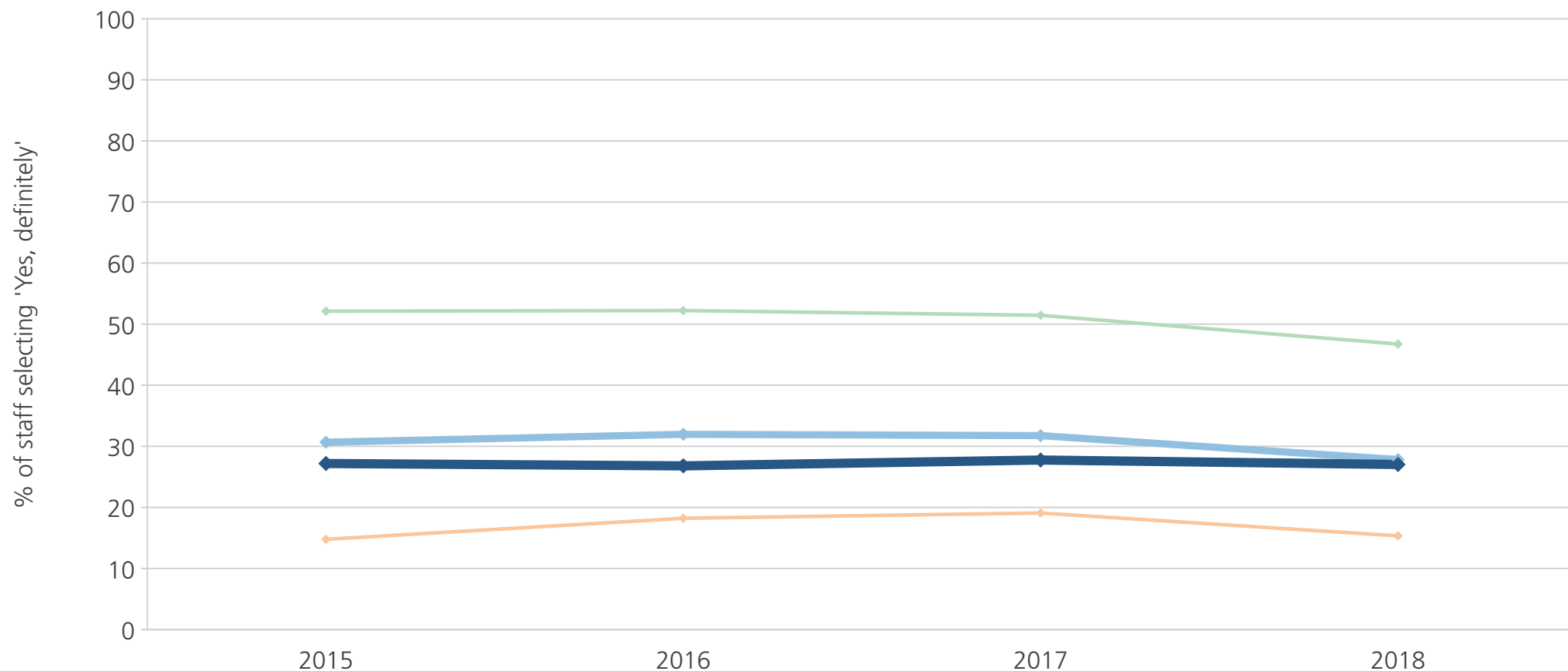
	2015	2016	2017	2018
Best	52.1%	52.2%	51.5%	46.7%
Your org	27.2%	26.8%	27.8%	27.0%
Average	30.7%	32.0%	31.7%	27.8%
Worst	14.8%	18.2%	19.1%	15.3%
No. responses	287	3,424	3,387	3,173
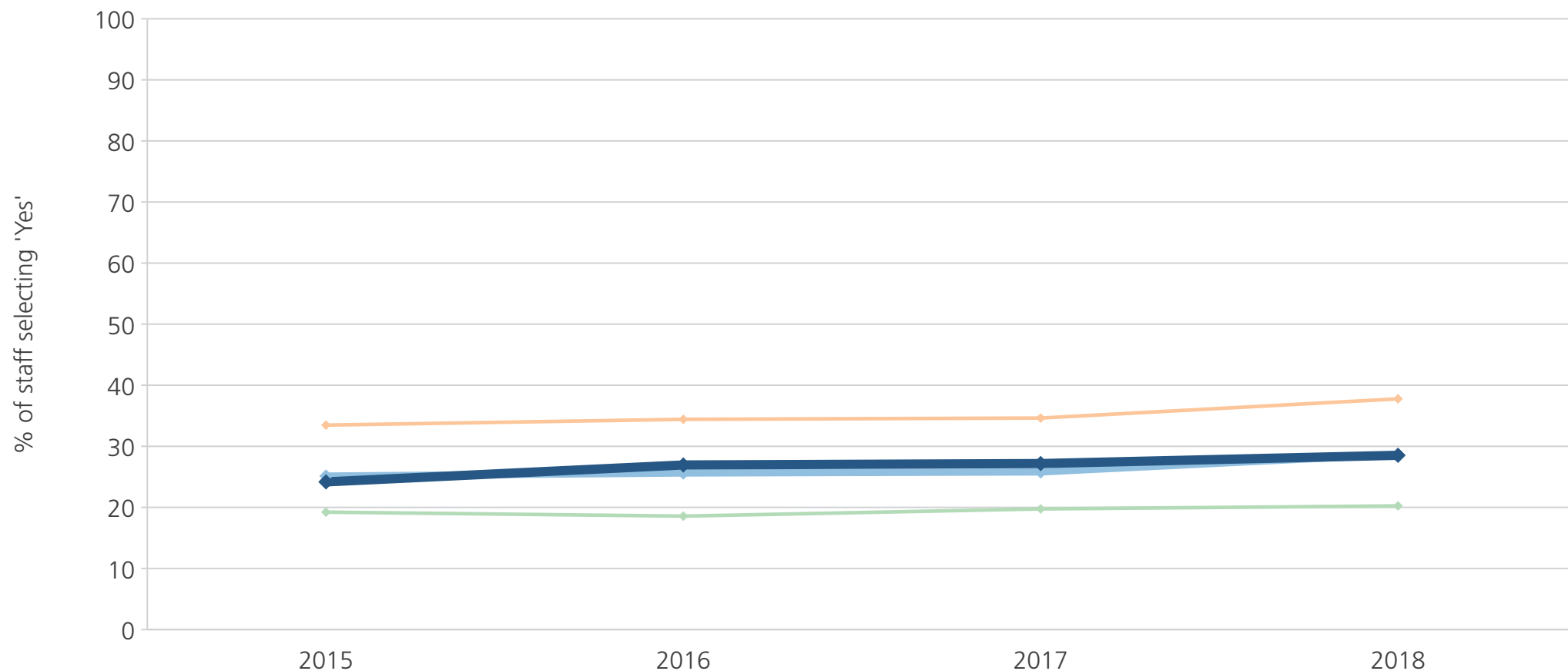
Survey Coordination Centre

NHS England

% of staff selecting 'Yes'

	2015	2016	2017	2018
Worst	33.5%	34.4%	34.6%	37.8%
Your org	24.2%	26.9%	27.2%	28.5%
Average	25.1%	25.6%	25.8%	28.7%
Best	19.2%	18.6%	19.7%	20.2%
No. responses	298	3,487	3,430	3,182
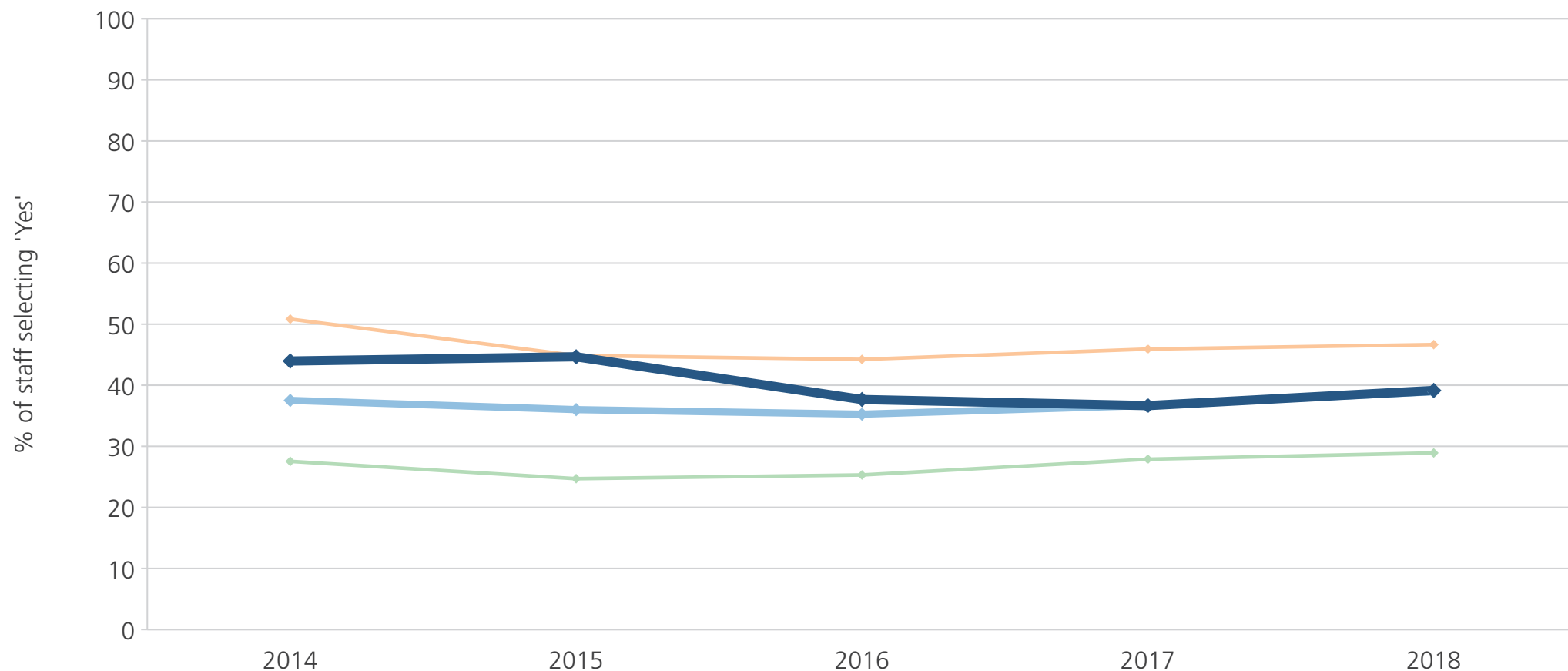
	2014	2015	2016	2017	2018
Worst	50.8%	44.9%	44.2%	45.9%	46.7%
Your org	44.0%	44.7%	37.7%	36.7%	39.1%
Average	37.5%	36.0%	35.3%	36.7%	38.9%
Best	27.5%	24.7%	25.3%	27.9%	28.9%
No. responses	306	296	3,497	3,434	3,179
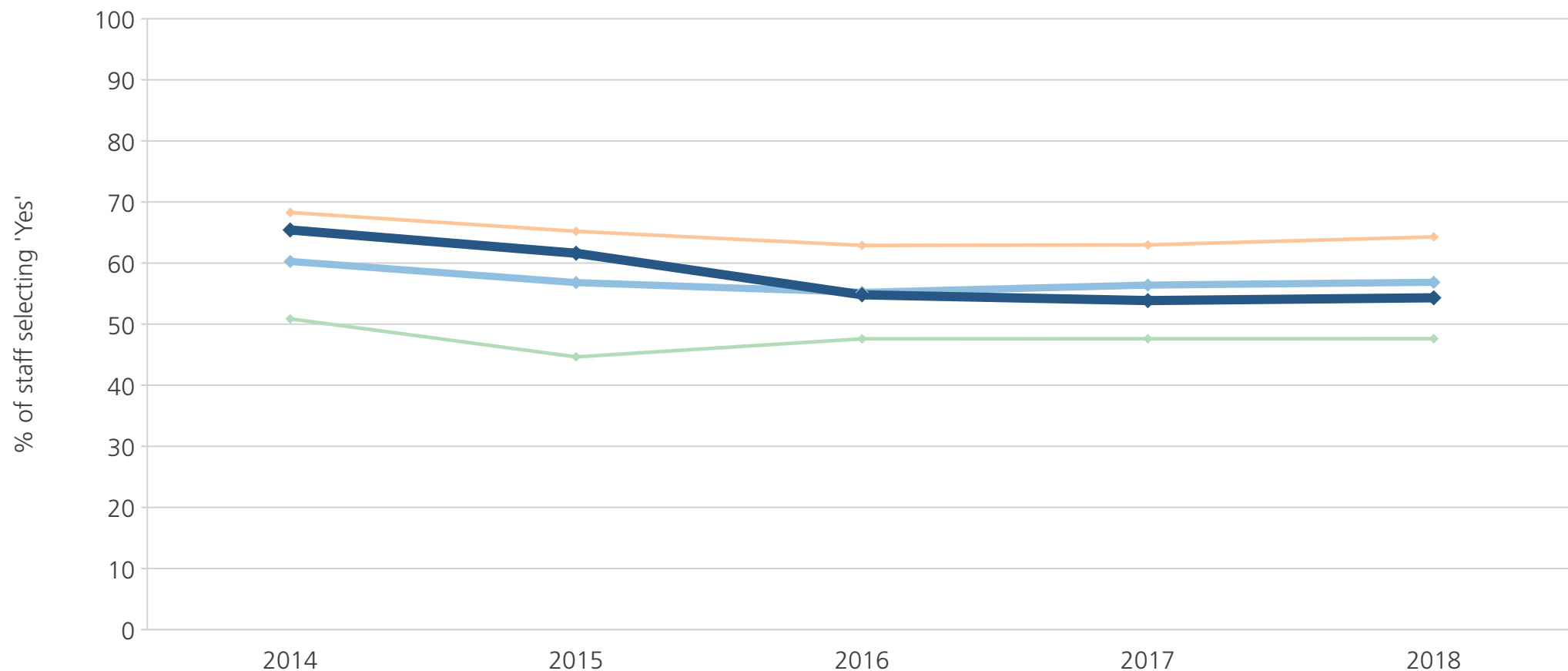
	2014	2015	2016	2017	2018
Worst	68.3%	65.2%	62.9%	63.0%	64.3%
Your org	65.4%	61.6%	54.8%	53.9%	54.3%
Average	60.3%	56.8%	55.2%	56.4%	56.9%
Best	50.9%	44.6%	47.6%	47.6%	47.6%
No. responses	302	298	3,495	3,424	3,180

Note: This question was only answered by staff who selected 'Yes' on q11d.
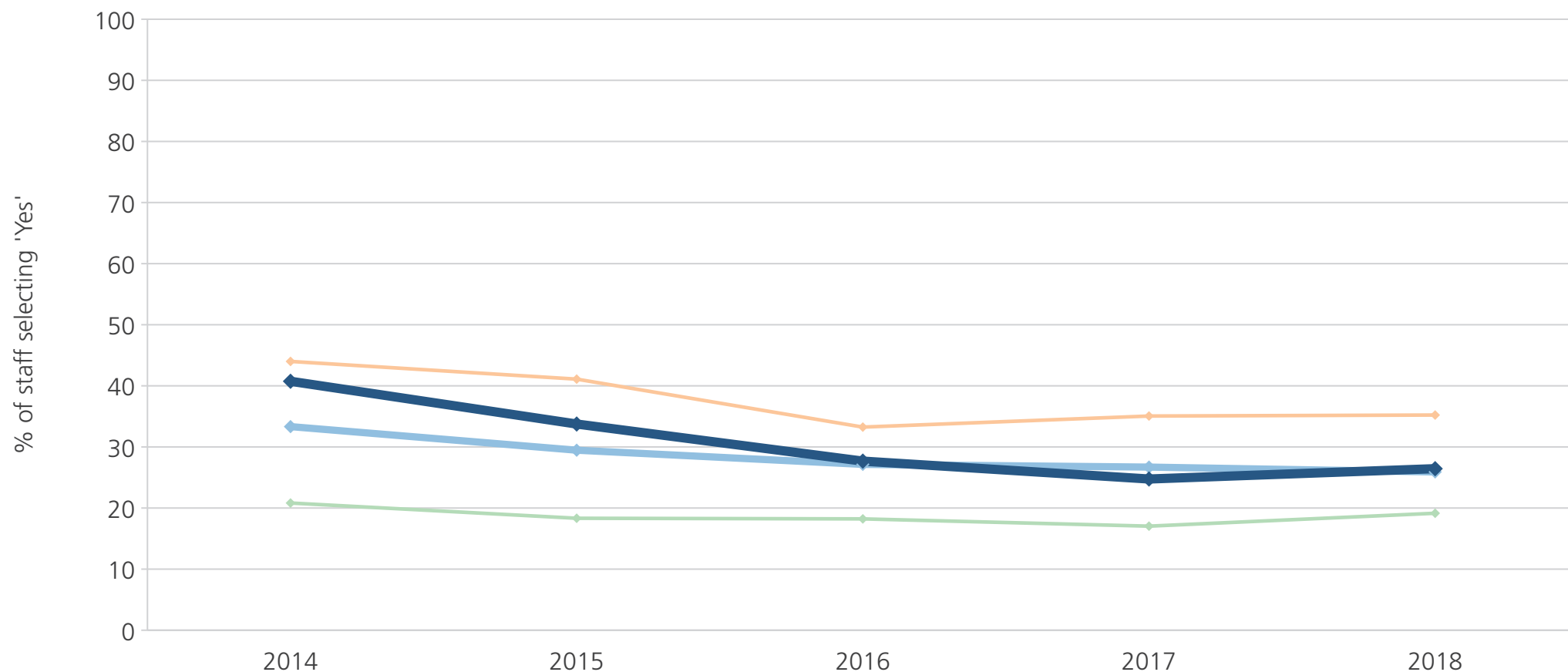
	2014	2015	2016	2017	2018
Worst	44.0%	41.1%	33.2%	35.1%	35.2%
Your org	40.7%	33.7%	27.7%	24.8%	26.4%
Average	33.3%	29.5%	27.1%	26.7%	25.9%
Best	20.8%	18.3%	18.2%	17.0%	19.1%
No. responses	194	178	1,885	1,812	1,690

Note: This question was only answered by staff who selected 'Yes' on q11d.
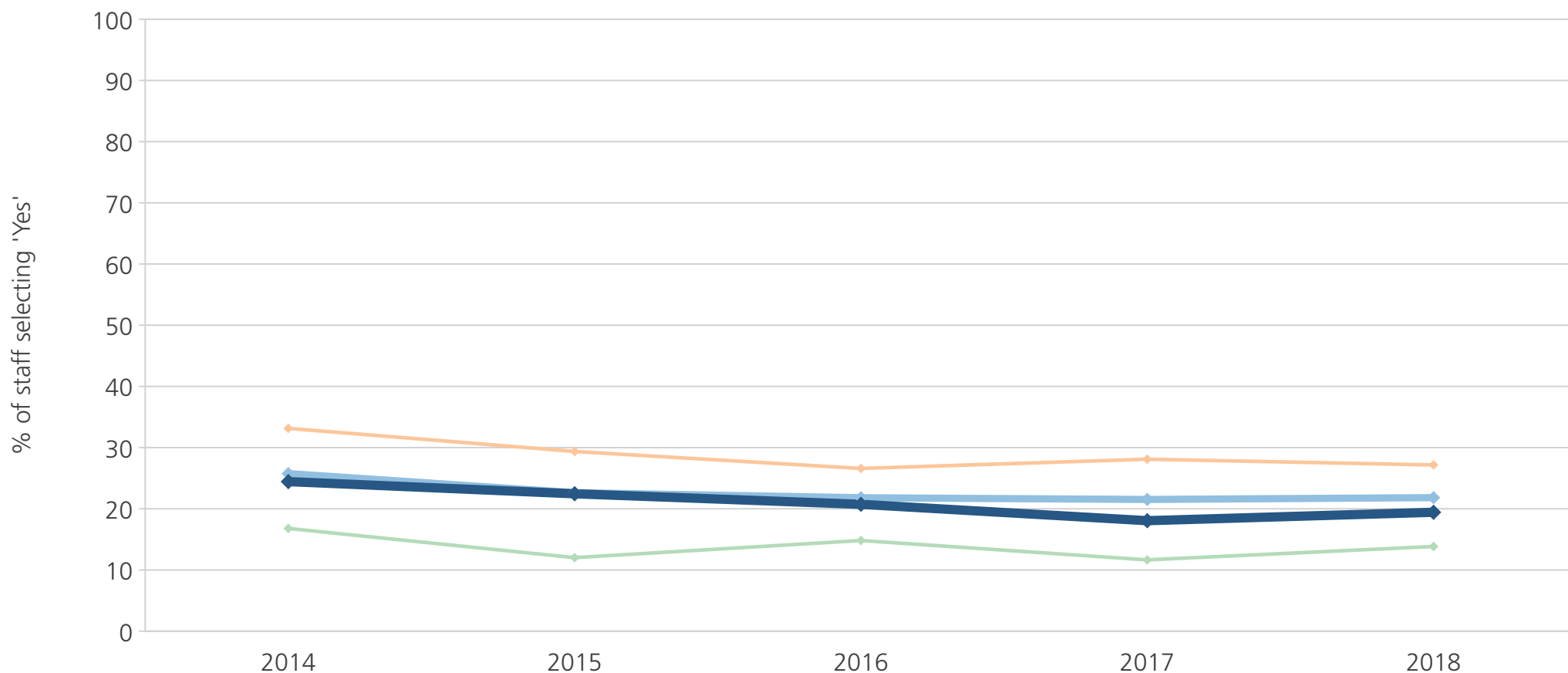
	2014	2015	2016	2017	2018
Worst	33.1%	29.4%	26.6%	28.1%	27.2%
Your org	24.4%	22.5%	20.7%	18.1%	19.4%
Average	25.7%	22.6%	21.8%	21.5%	21.8%
Best	16.8%	12.0%	14.8%	11.7%	13.8%
No. responses	193	178	1,880	1,809	1,688

Note: This question was only answered by staff who selected 'Yes' on q11d.
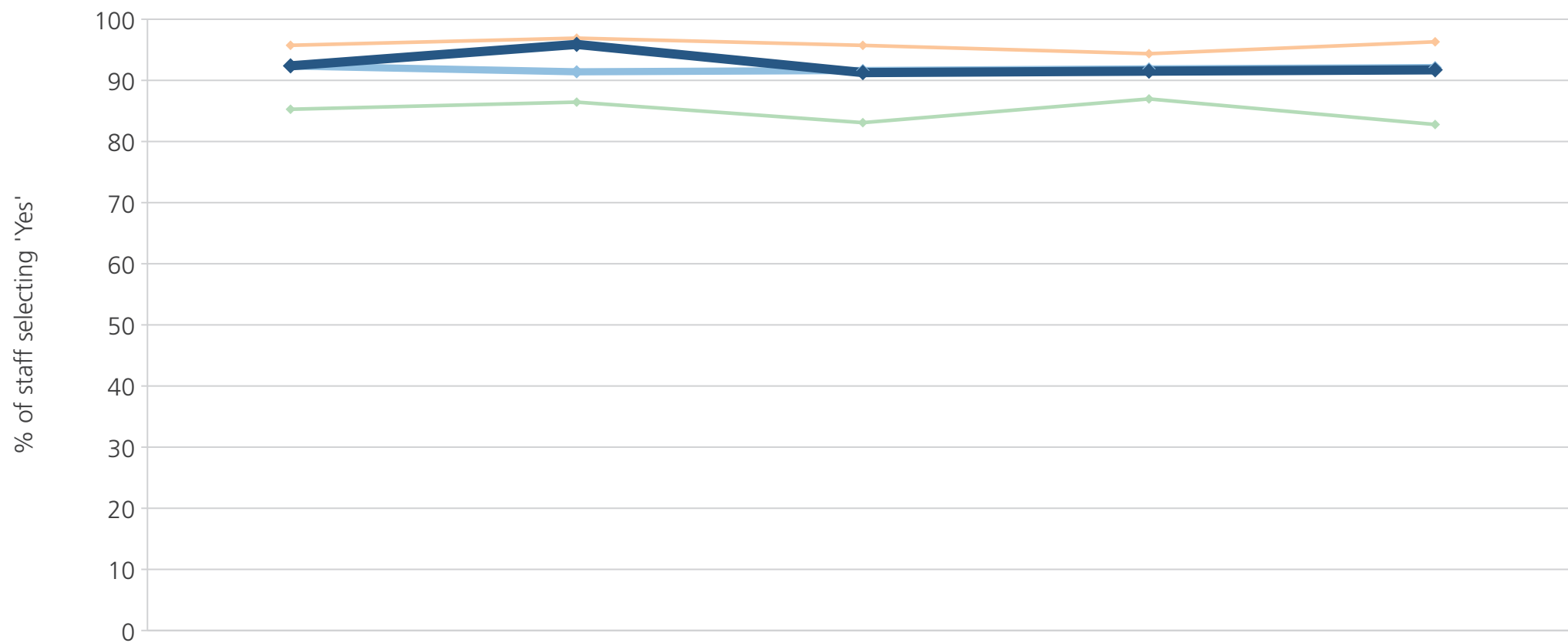
	2014	2015	2016	2017	2018
Worst	95.7%	96.9%	95.7%	94.4%	96.3%
Your org	92.4%	95.9%	91.3%	91.5%	91.7%
Average	92.4%	91.4%	91.6%	91.9%	92.1%
Best	85.3%	86.4%	83.1%	87.0%	82.8%
No. responses	196	178	1,890	1,820	1,697

% of staff saying they experienced at least one incident of violence

	2014	2015	2016	2017	2018
Worst	21.3%	22.1%	21.0%	22.2%	21.2%
Your org	14.2%	12.1%	14.5%	13.6%	11.5%
Average	14.9%	14.6%	15.7%	15.1%	14.3%
Best	8.4%	9.8%	8.2%	9.6%	10.1%
No. responses	307	298	3,475	3,422	3,169

Survey Coordination Centre

NHS England

% of staff saying they experienced at least one incident of violence

	2015	2016	2017	2018
Worst	2.5%	1.9%	2.3%	1.6%
Your org	0.4%	0.7%	0.7%	0.5%
Average	0.6%	0.6%	0.7%	0.7%
Best	0.0%	0.0%	0.0%	0.0%
No. responses	297	3,467	3,407	3,169

	2015	2016	2017	2018
Worst	4.6%	3.5%	4.4%	6.5%
Your org	1.8%	2.0%	1.8%	1.2%
Average	1.8%	1.9%	1.9%	1.6%
Best	0.0%	0.2%	0.8%	0.6%
No. responses	297	3,469	3,403	3,147

Note: This question was only answered by staff who reported experiencing at least one incident of violence in the last 12 months.
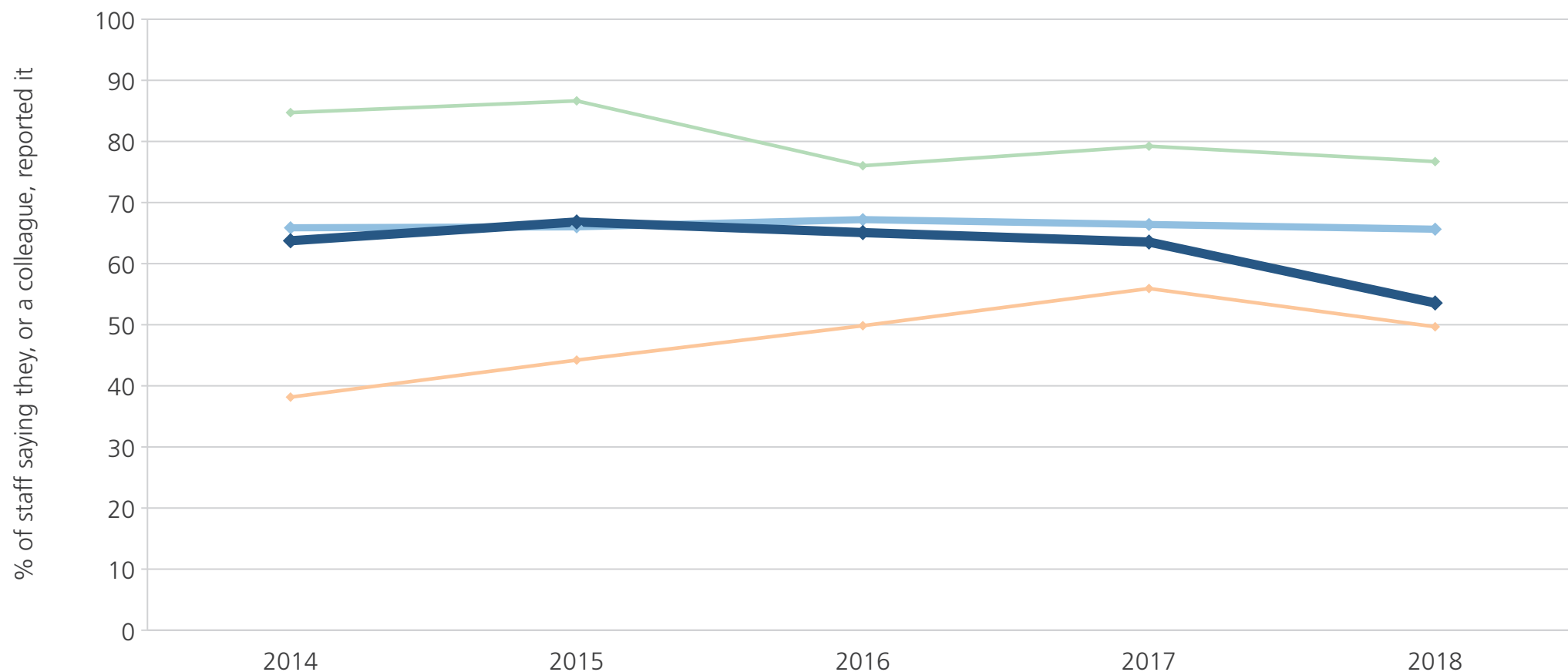
	2014	2015	2016	2017	2018
Best	84.7%	86.6%	76.0%	79.2%	76.7%
Your org	63.7%	66.8%	65.1%	63.5%	53.6%
Average	65.9%	66.0%	67.2%	66.4%	65.6%
Worst	38.2%	44.2%	49.8%	55.9%	49.7%
No. responses	41	31	430	372	276

% of staff saying they experienced at least one incident of bullying, harassment or abuse

	2014	2015	2016	2017	2018
Worst	37.8%	38.7%	38.1%	35.8%	37.5%
Your org	34.6%	26.0%	25.4%	25.0%	26.3%
Average	29.5%	28.8%	28.2%	28.1%	28.4%
Best	19.2%	20.6%	21.6%	20.3%	22.1%
No. responses	310	282	3,481	3,416	3,164

Survey Coordination Centre

2018 NHS Staff Survey Results > Question results > Your health, well-being and safety at work > Q13b > In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?

NHS England

% of staff saying they experienced at least one incident of bullying, harassment or abuse

	2015	2016	2017	2018
Worst	27.3%	22.6%	23.8%	24.1%
Your org	20.2%	16.9%	14.7%	15.5%
Average	13.6%	12.9%	13.2%	13.7%
Best	6.5%	6.8%	7.3%	8.0%
No. responses	281	3,469	3,396	3,149

% of staff saying they experienced at least one incident of bullying, harassment or abuse

	2015	2016	2017	2018
Worst	30.1%	27.6%	27.4%	28.4%
Your org	27.7%	22.5%	20.0%	22.0%
Average	19.3%	18.6%	19.0%	20.0%
Best	12.5%	12.2%	13.6%	11.7%
No. responses	282	3,463	3,404	3,139

Note: This question was only answered by staff who reported experiencing at least one incident of harassment, bullying or abuse in the last 12 months.

	2014	2015	2016	2017	2018
Best	59.7%	58.4%	56.9%	59.1%	54.8%
Your org	37.0%	37.4%	43.3%	42.3%	42.9%
Average	46.6%	42.5%	45.1%	45.0%	44.2%
Worst	26.0%	16.4%	36.5%	36.0%	37.9%
No. responses	98	128	1,294	1,211	1,111
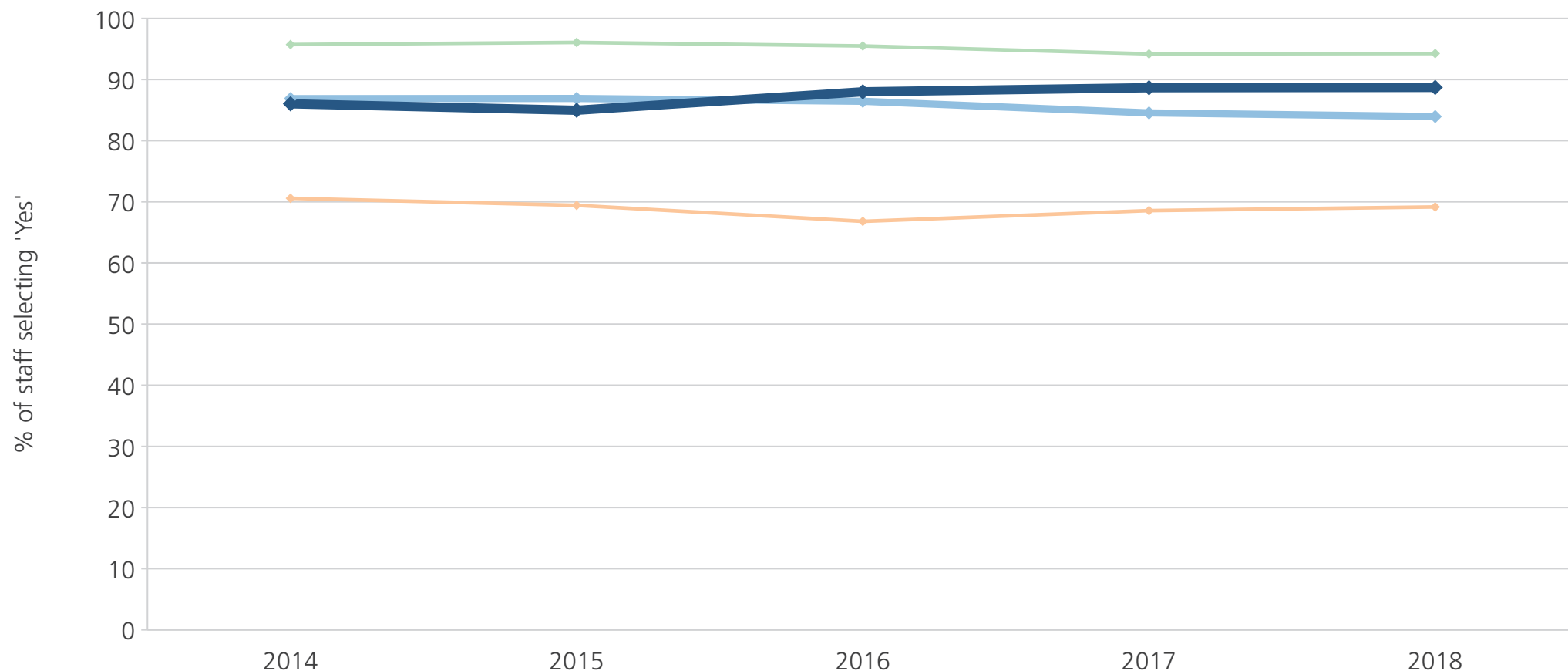
	2014	2015	2016	2017	2018
Best	95.7%	96.1%	95.5%	94.2%	94.3%
Your org	86.0%	85.0%	88.0%	88.7%	88.7%
Average	86.9%	86.9%	86.4%	84.5%	83.9%
Worst	70.6%	69.4%	66.8%	68.6%	69.2%
No. responses	200	216	2,463	2,471	2,231
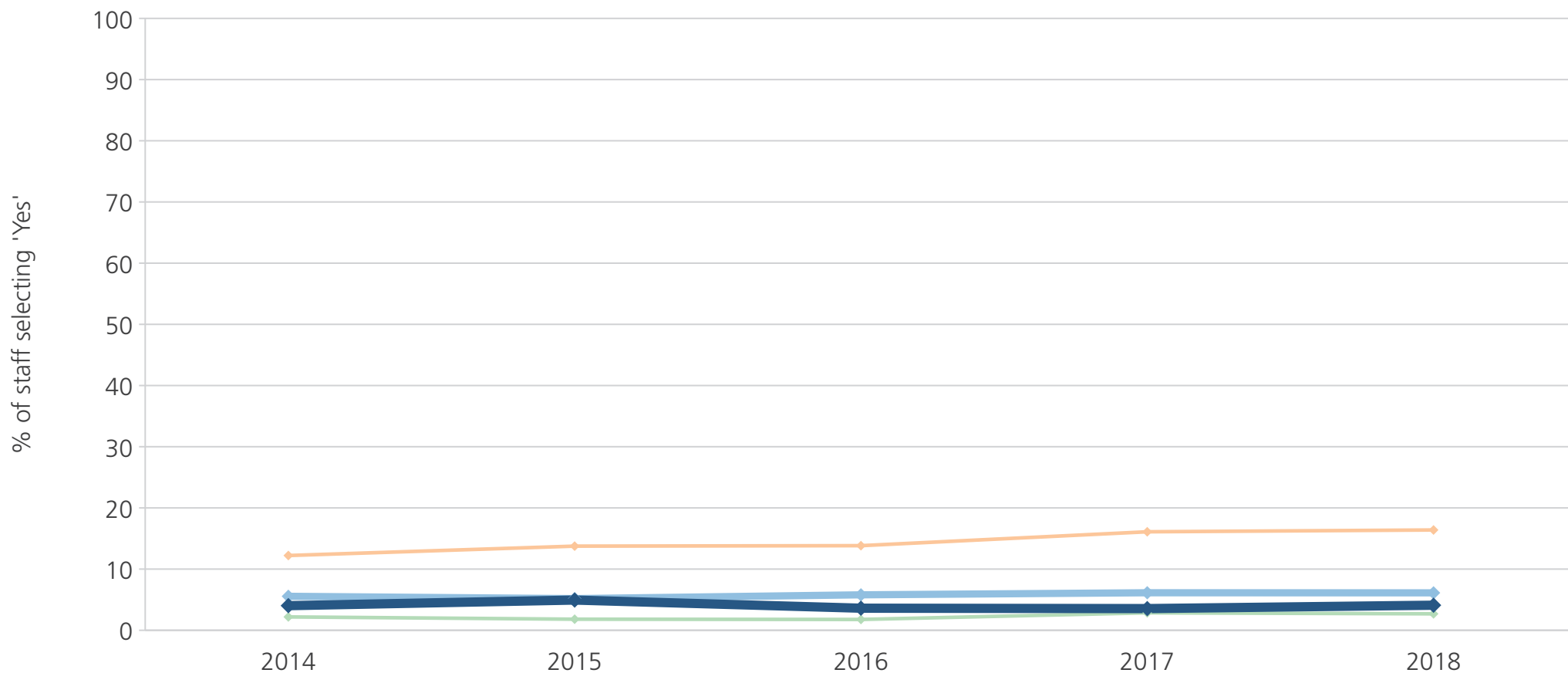
	2014	2015	2016	2017	2018
Worst	12.2%	13.8%	13.8%	16.1%	16.4%
Your org	4.0%	4.9%	3.6%	3.5%	4.1%
Average	5.6%	5.2%	5.8%	6.1%	6.1%
Best	2.2%	1.8%	1.8%	2.9%	2.7%
No. responses	310	296	3,486	3,426	3,167
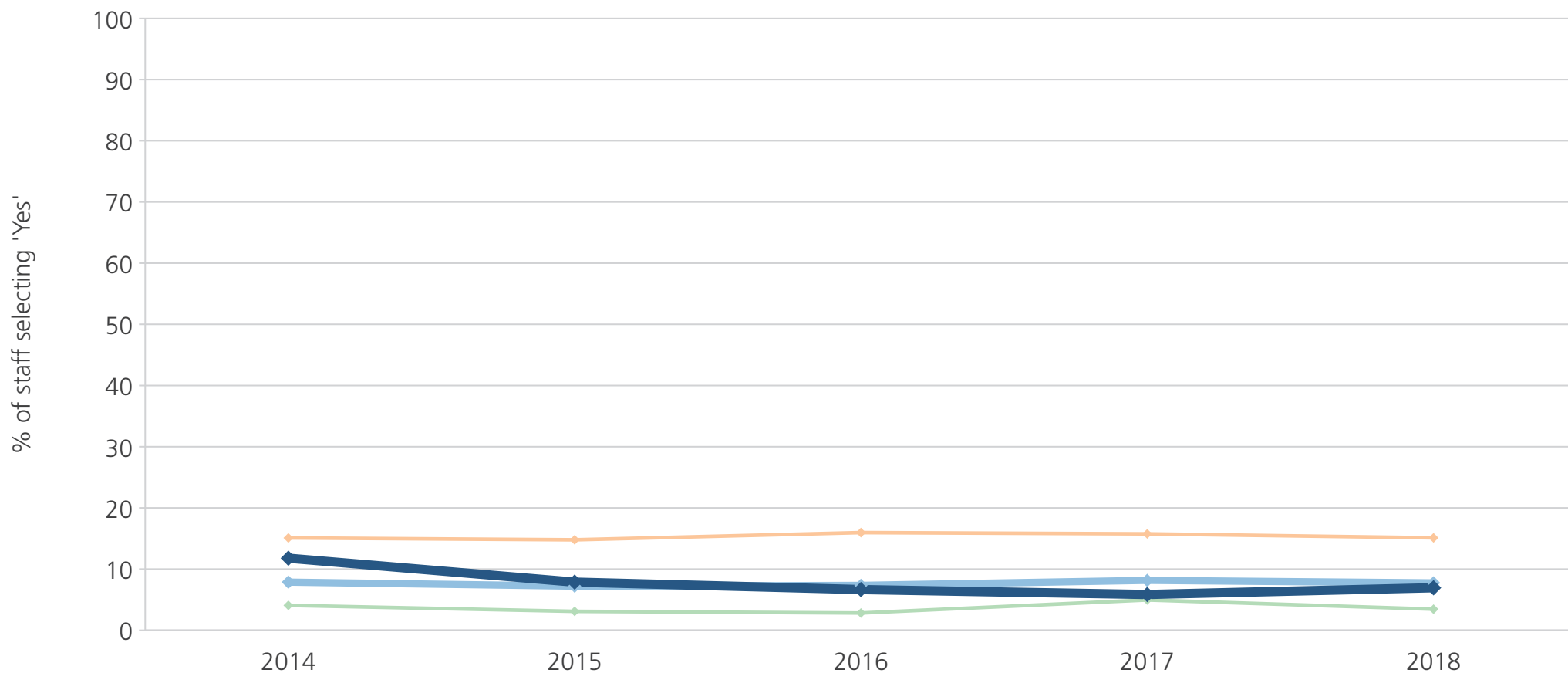
Survey Coordination Centre

2018 NHS Staff Survey Results > Question results > Your health, well-being and safety at work > Q15b > In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?

NHS England

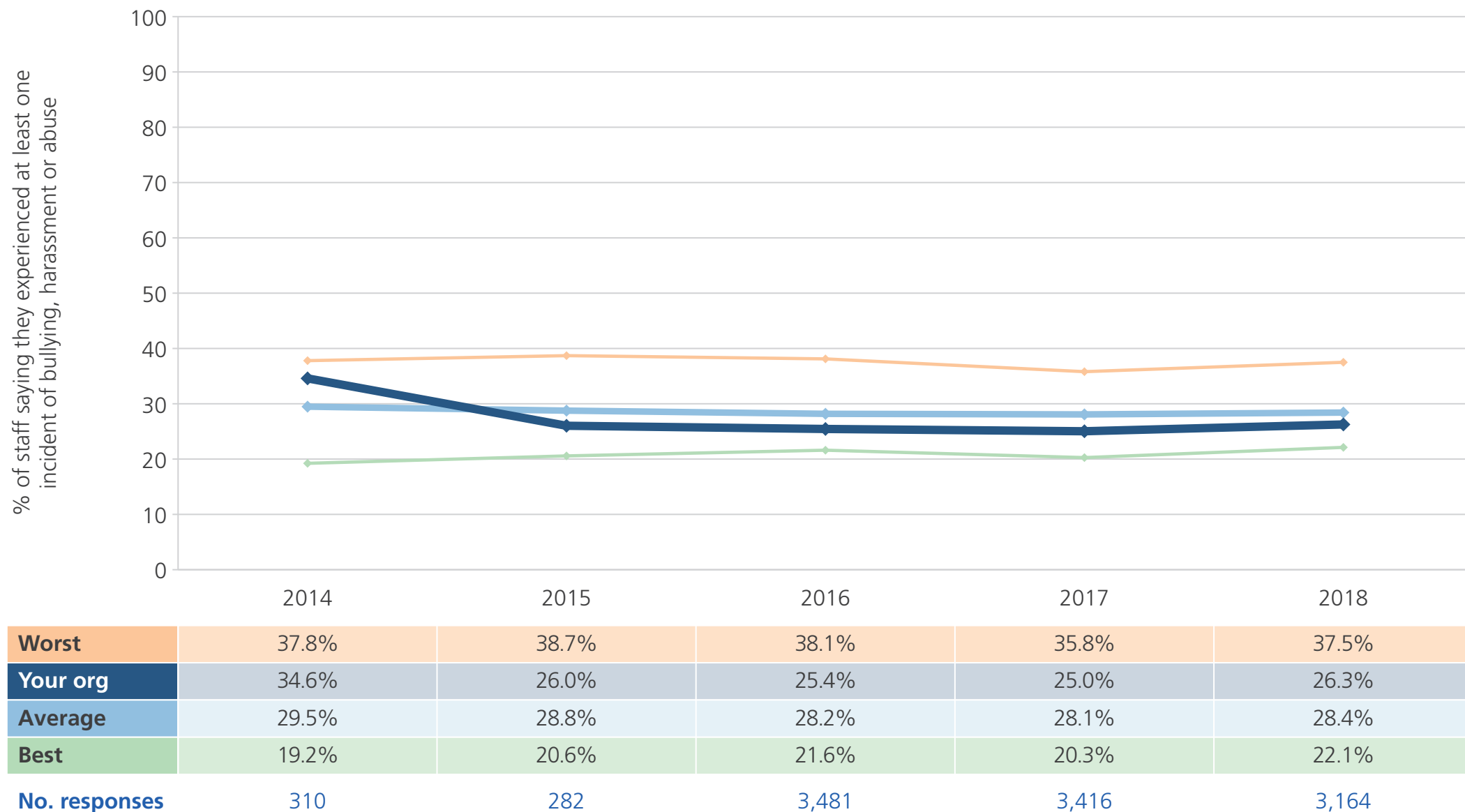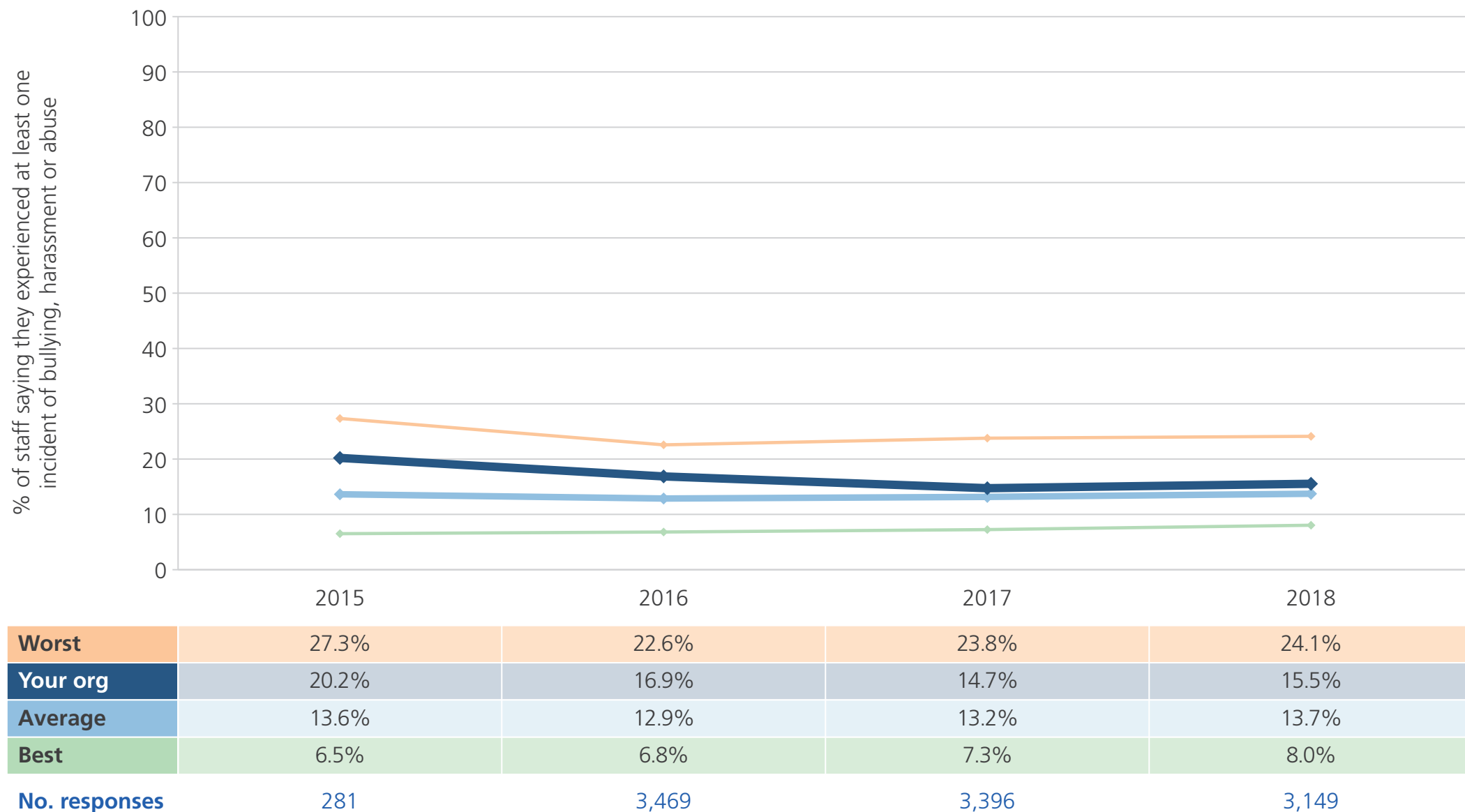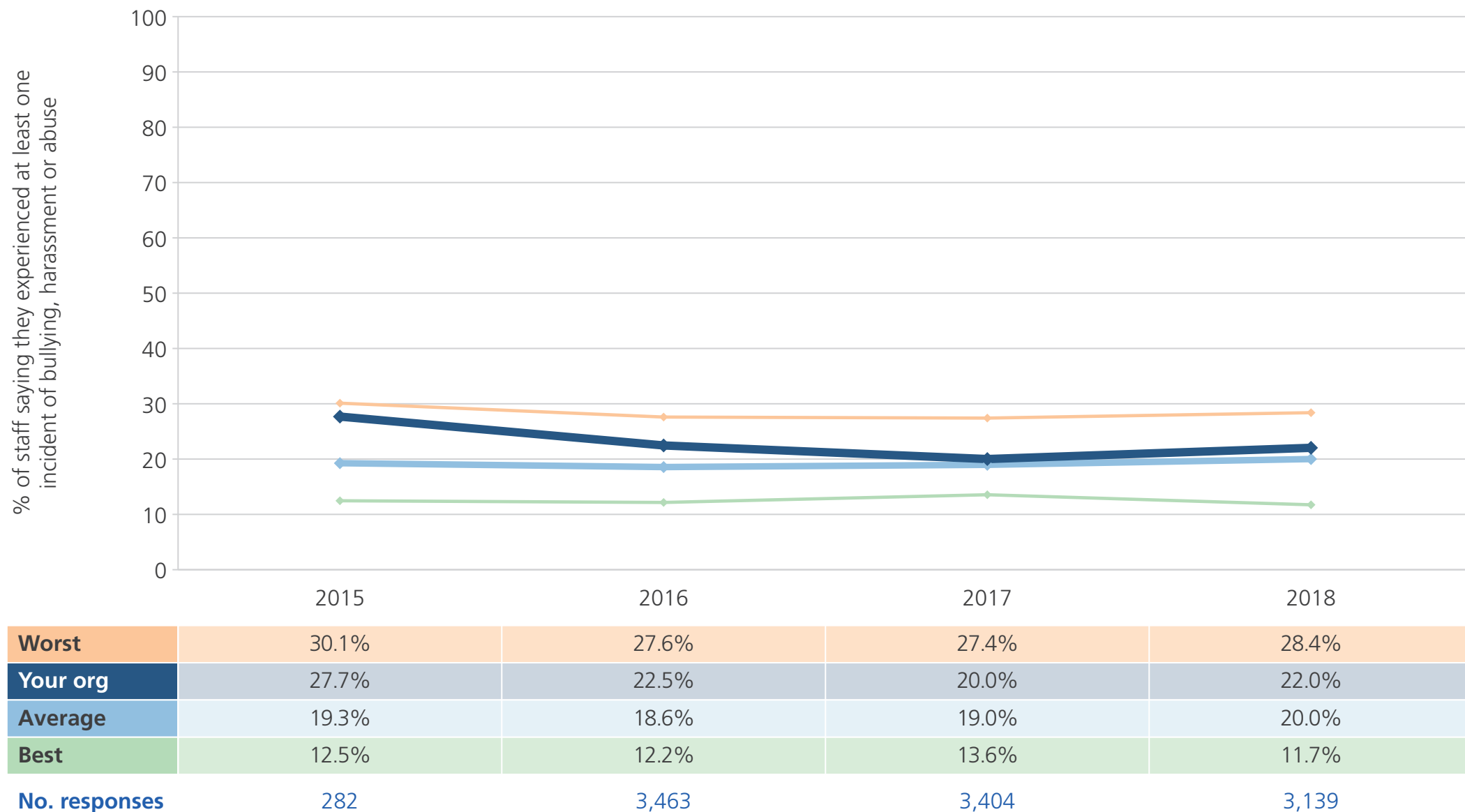|	2014	2015	2016	2017	2018
Worst	15.1%	14.8%	16.0%	15.8%	15.1%
Your org	11.8%	7.9%	6.7%	5.8%	7.0%
Average	7.9%	7.2%	7.3%	8.2%	7.7%
Best	4.1%	3.1%	2.8%	5.0%	3.4%
No. responses	308	296	3,480	3,419	3,133

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

	2014	2015	2016	2017	2018
Worst	66.6%	66.7%	67.7%	68.3%	70.1%
Your org	16.7%	37.2%	21.7%	26.3%	27.5%
Average	38.3%	37.9%	39.5%	40.3%	42.4%
Best	10.1%	16.8%	9.5%	20.0%	5.0%
No. responses	44	35	301	274	291

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

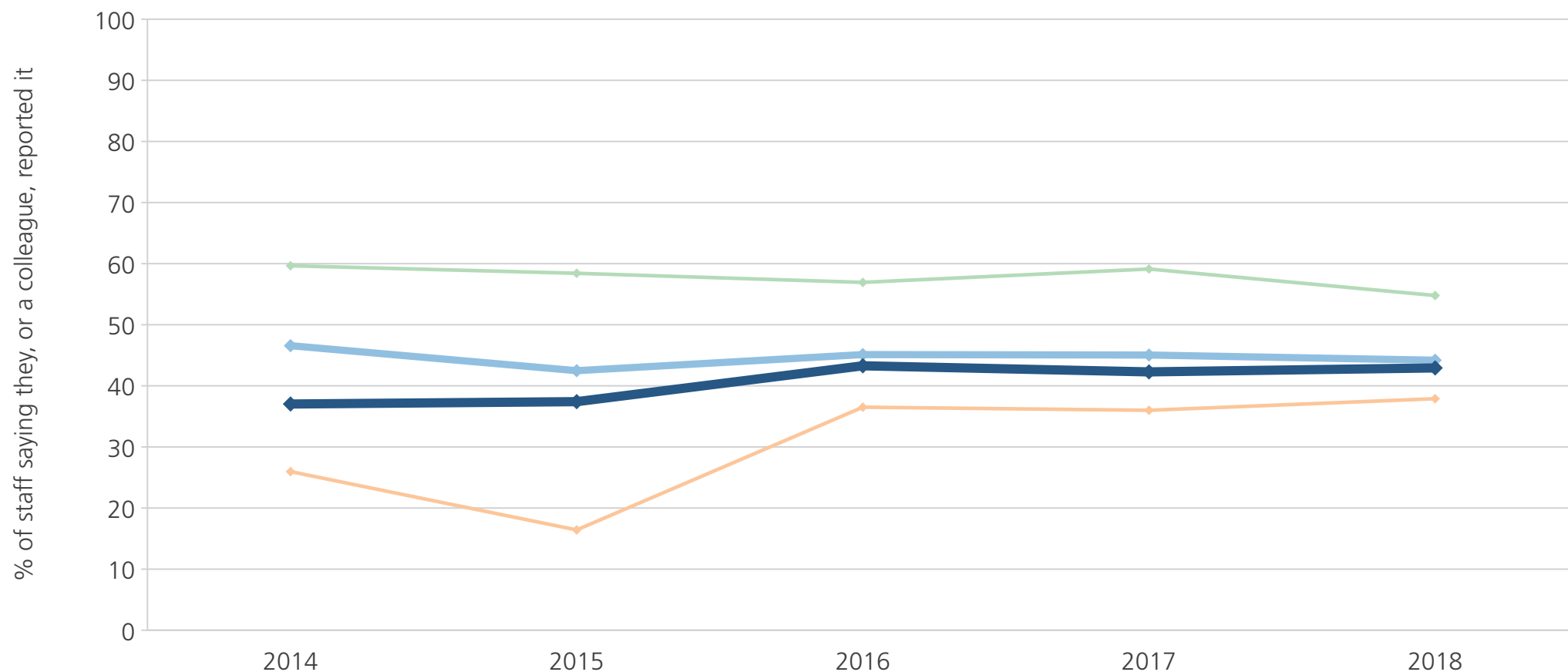|	2014	2015	2016	2017	2018
Worst	34.2%	32.1%	36.8%	32.0%	32.2%
Your org	11.7%	8.9%	16.7%	14.7%	17.4%
Average	16.5%	18.3%	17.5%	18.9%	18.8%
Best	0.0%	0.0%	6.5%	8.5%	5.5%
No. responses	44	35	301	274	291

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

	2014	2015	2016	2017	2018
Worst	11.0%	18.3%	16.2%	13.0%	12.0%
Your org	8.9%	4.9%	2.9%	3.8%	3.4%
Average	3.9%	4.3%	4.1%	4.0%	3.7%
Best	0.0%	0.0%	0.0%	0.0%	0.0%
No. responses	44	35	301	274	291

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

	2014	2015	2016	2017	2018
Worst	15.3%	14.5%	7.6%	13.0%	7.2%
Your org	0.0%	0.0%	7.1%	4.5%	3.0%
Average	3.8%	3.5%	3.4%	3.5%	3.1%
Best	0.0%	0.0%	0.0%	0.0%	0.9%
No. responses	44	35	301	274	291

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

	2014	2015	2016	2017	2018
Worst	19.8%	28.1%	14.1%	16.0%	13.3%
Your org	12.5%	3.2%	11.3%	9.6%	7.3%
Average	6.3%	6.4%	6.8%	7.4%	6.9%
Best	0.0%	0.0%	0.0%	3.2%	1.8%
No. responses	44	35	301	274	291

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Survey Coordination Centre

2018 NHS Staff Survey Results > Question results > Your health, well-being and safety at work > Q15c.6 > On what grounds have you experienced discrimination? - Age
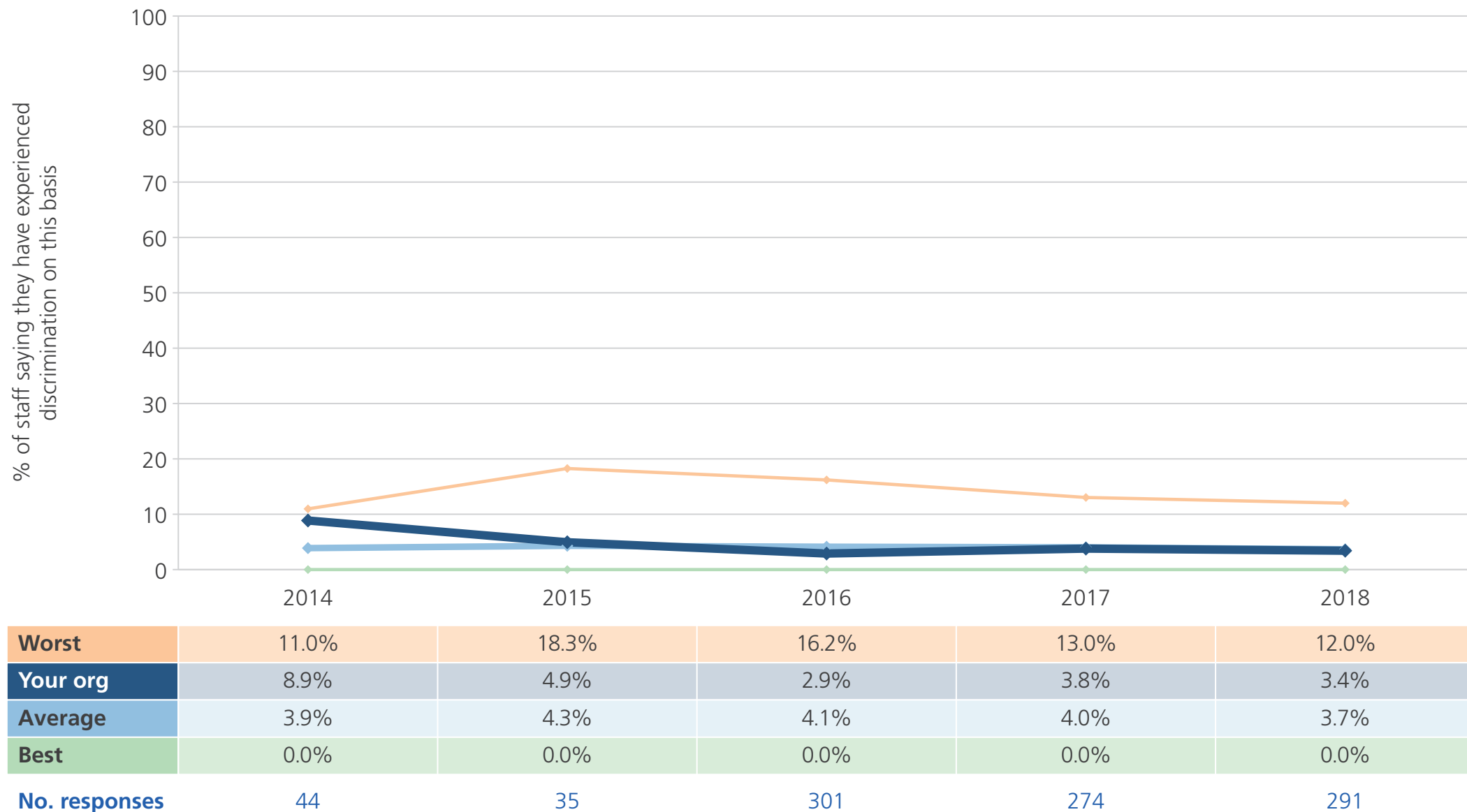
NHS England

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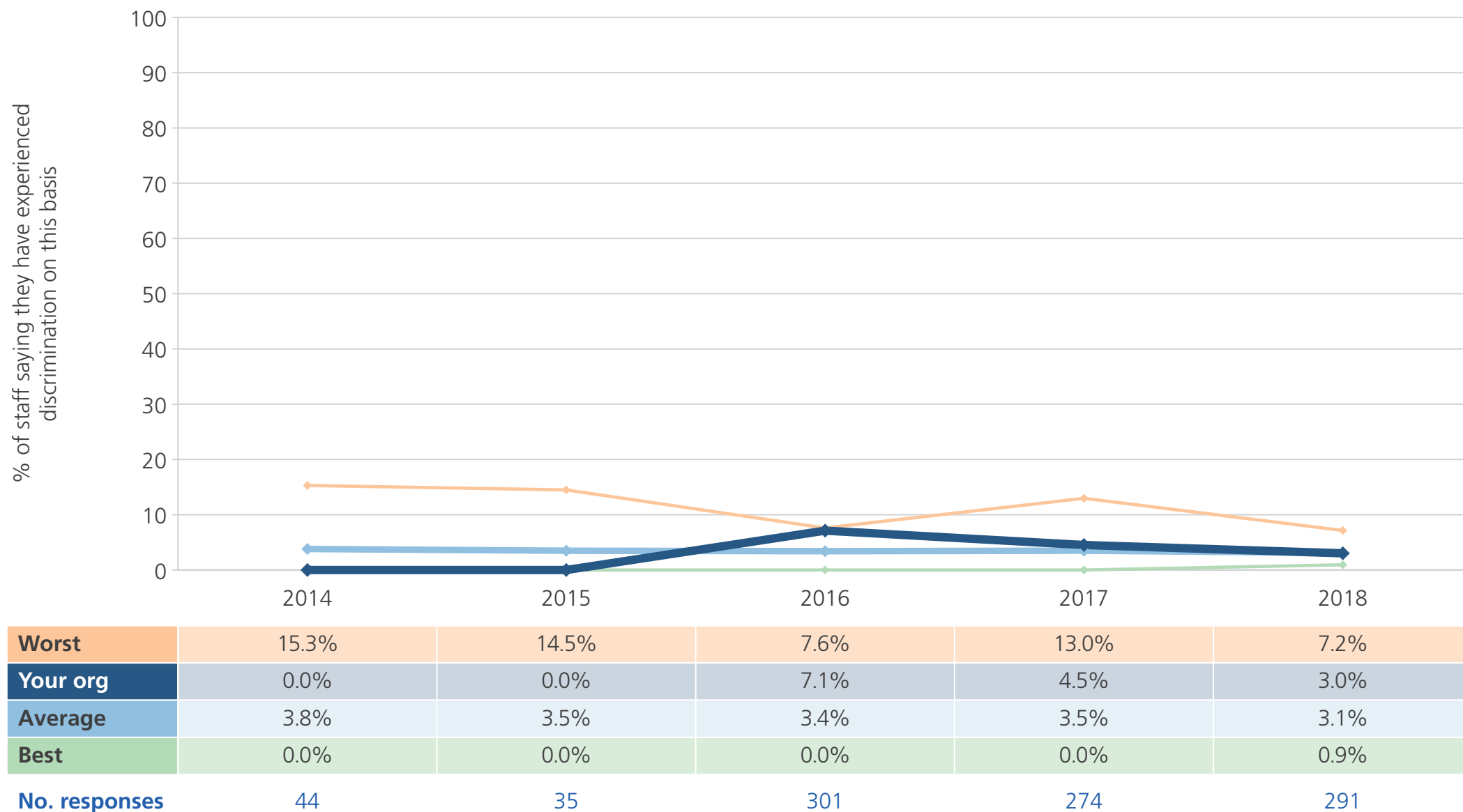

	2014	2015	2016	2017	2018
Worst	33.7%	49.1%	28.2%	25.4%	27.6%
Your org	29.6%	10.3%	16.8%	20.9%	18.4%
Average	18.8%	18.5%	18.1%	18.2%	18.2%
Best	4.9%	5.9%	7.6%	2.2%	9.4%
No. responses	44	35	301	274	291

Survey Coordination Centre

2018 NHS Staff Survey Results > Question results > Your health, well-being and safety at work > Q15c.7 > On what grounds have you experienced discrimination? - Other

NHS England

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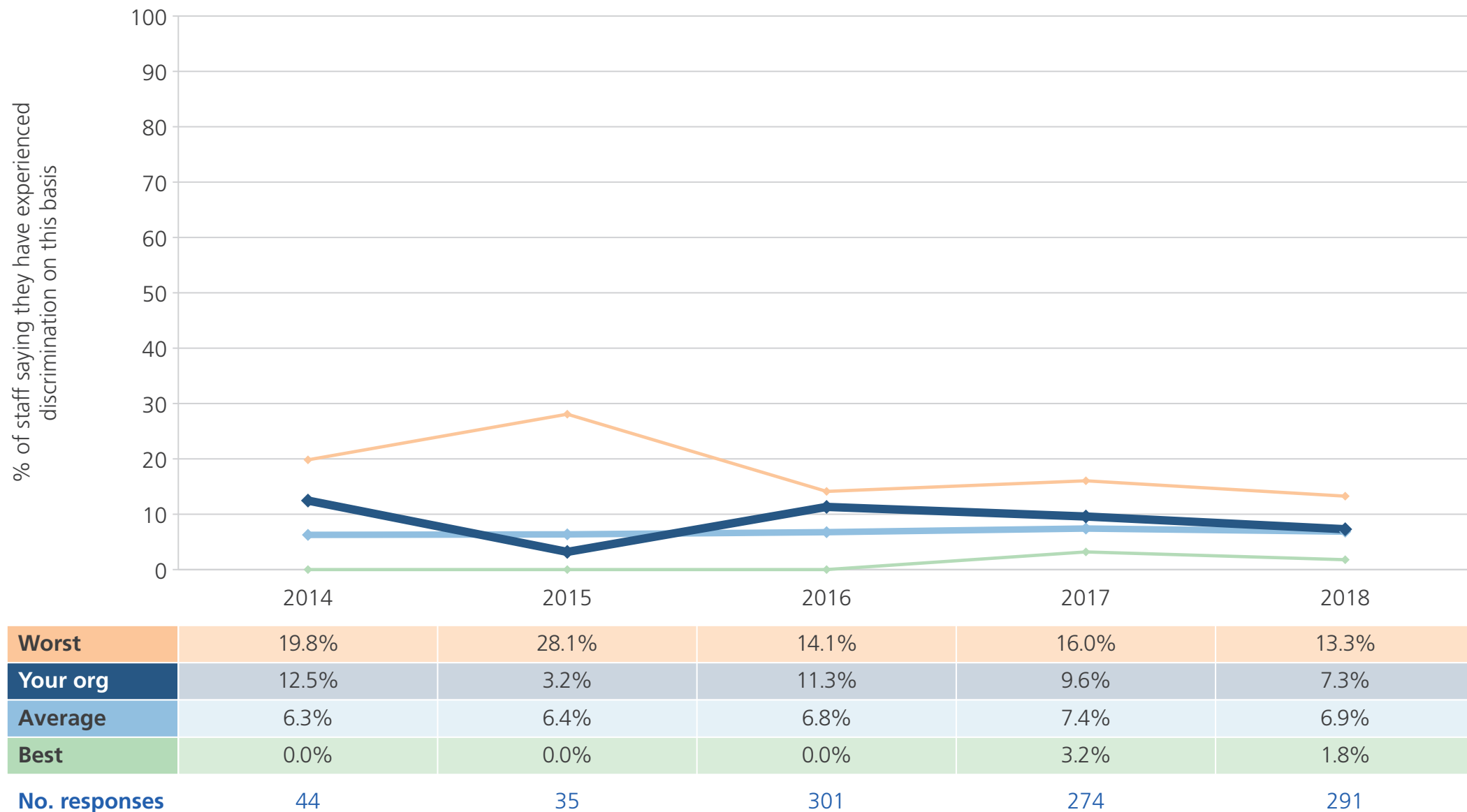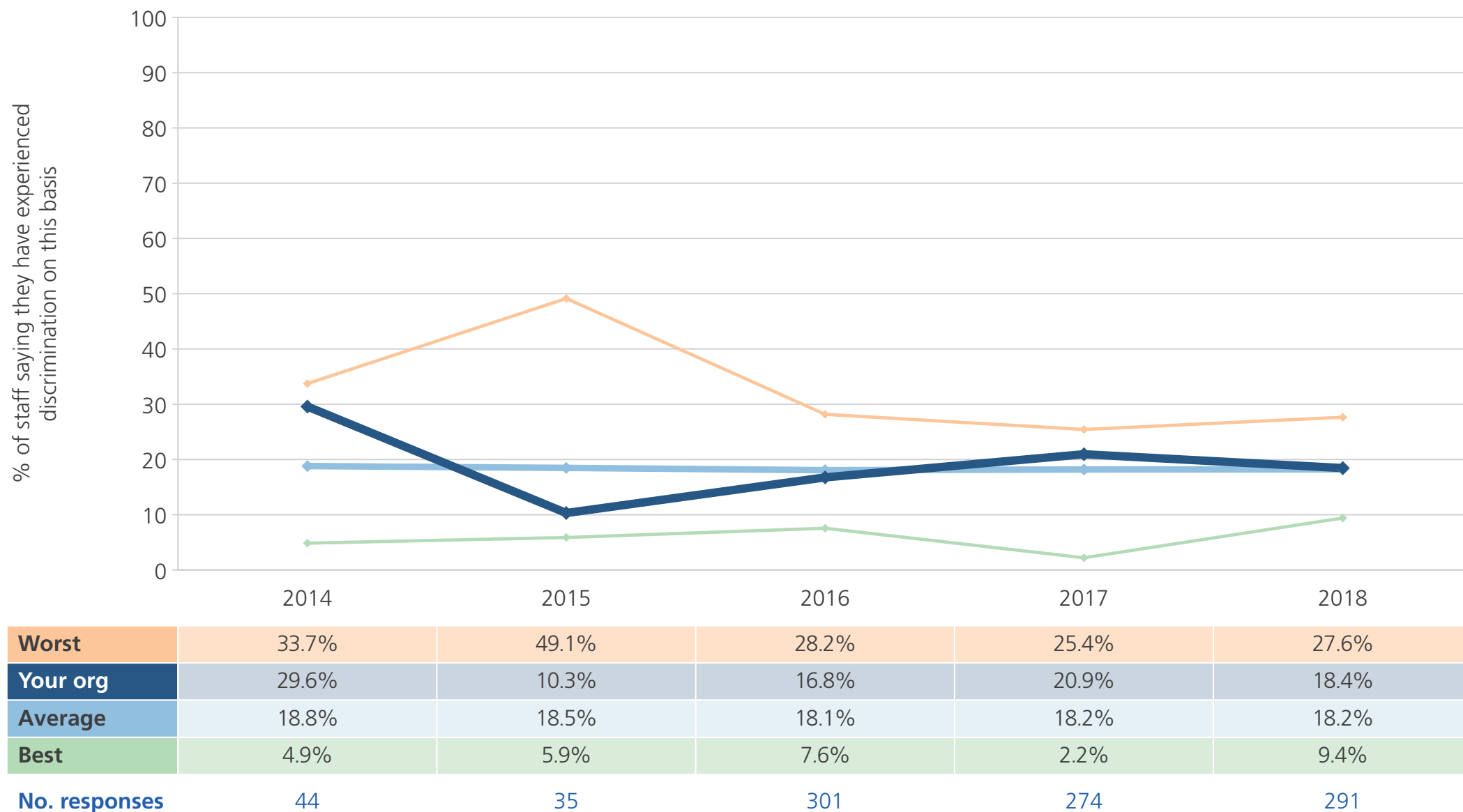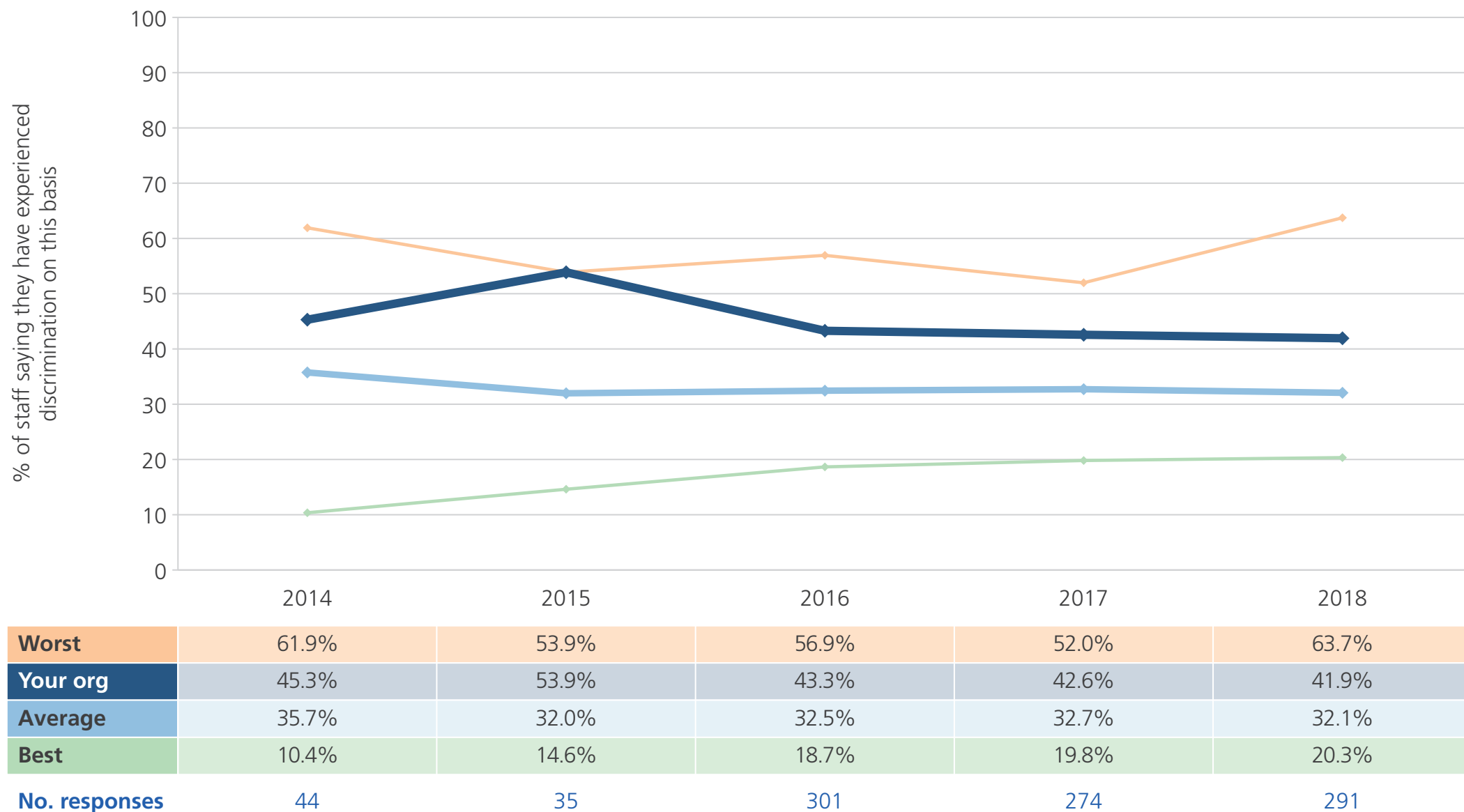

	2014	2015	2016	2017	2018
Worst	61.9%	53.9%	56.9%	52.0%	63.7%
Your org	45.3%	53.9%	43.3%	42.6%	41.9%
Average	35.7%	32.0%	32.5%	32.7%	32.1%
Best	10.4%	14.6%	18.7%	19.8%	20.3%
No. responses	44	35	301	274	291

	2014	2015	2016	2017	2018
Worst	32.3%	23.7%	24.9%	25.6%	25.6%
Your org	21.2%	19.5%	16.4%	15.1%	15.0%
Average	20.4%	17.2%	17.2%	17.3%	18.6%
Best	14.4%	10.8%	12.5%	11.4%	10.7%
No. responses	308	297	3,097	3,035	3,153

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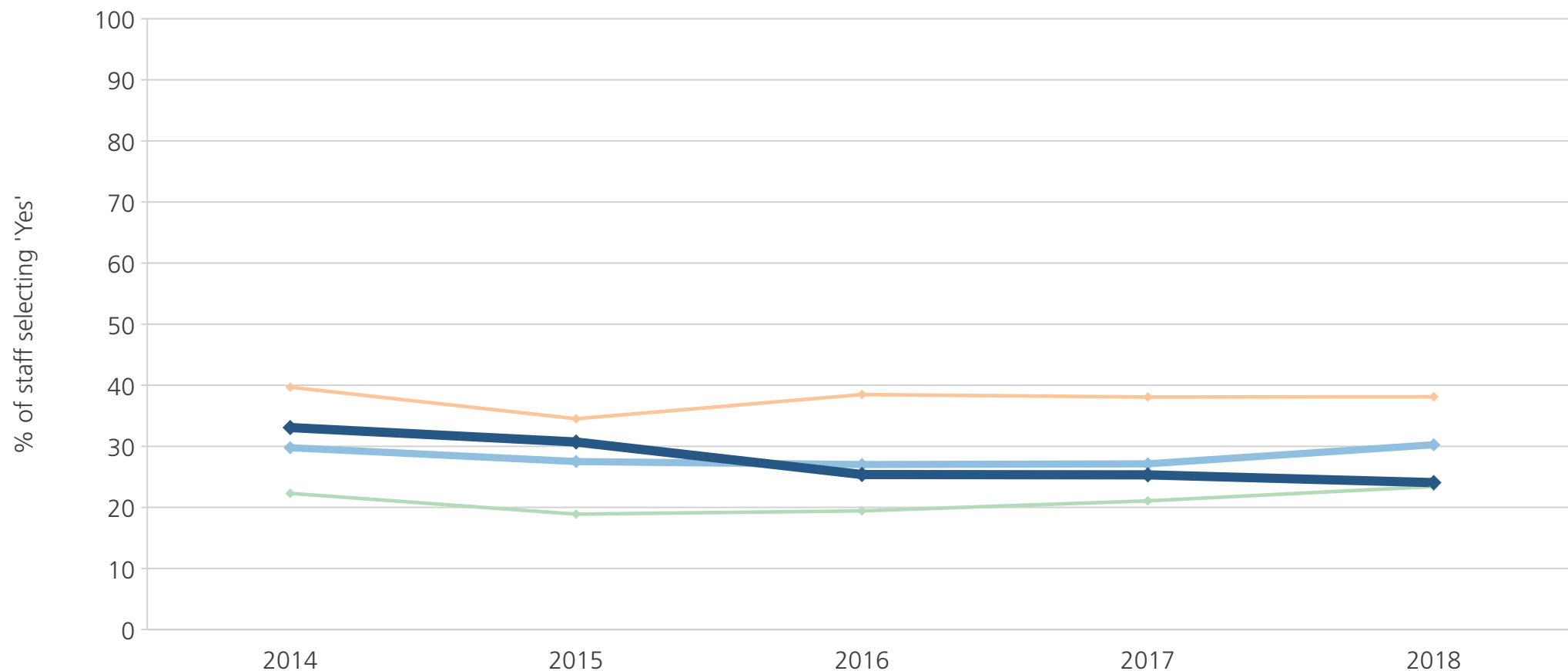
	2014	2015	2016	2017	2018
Worst	39.7%	34.5%	38.5%	38.1%	38.1%
Your org	33.1%	30.7%	25.4%	25.3%	24.1%
Average	29.8%	27.5%	27.0%	27.1%	30.3%
Best	22.3%	18.9%	19.4%	21.1%	23.4%
No. responses	304	295	3,071	2,991	3,156

Note: This question was only answered by staff who reported observing at least one error, near miss or incident in the last month.
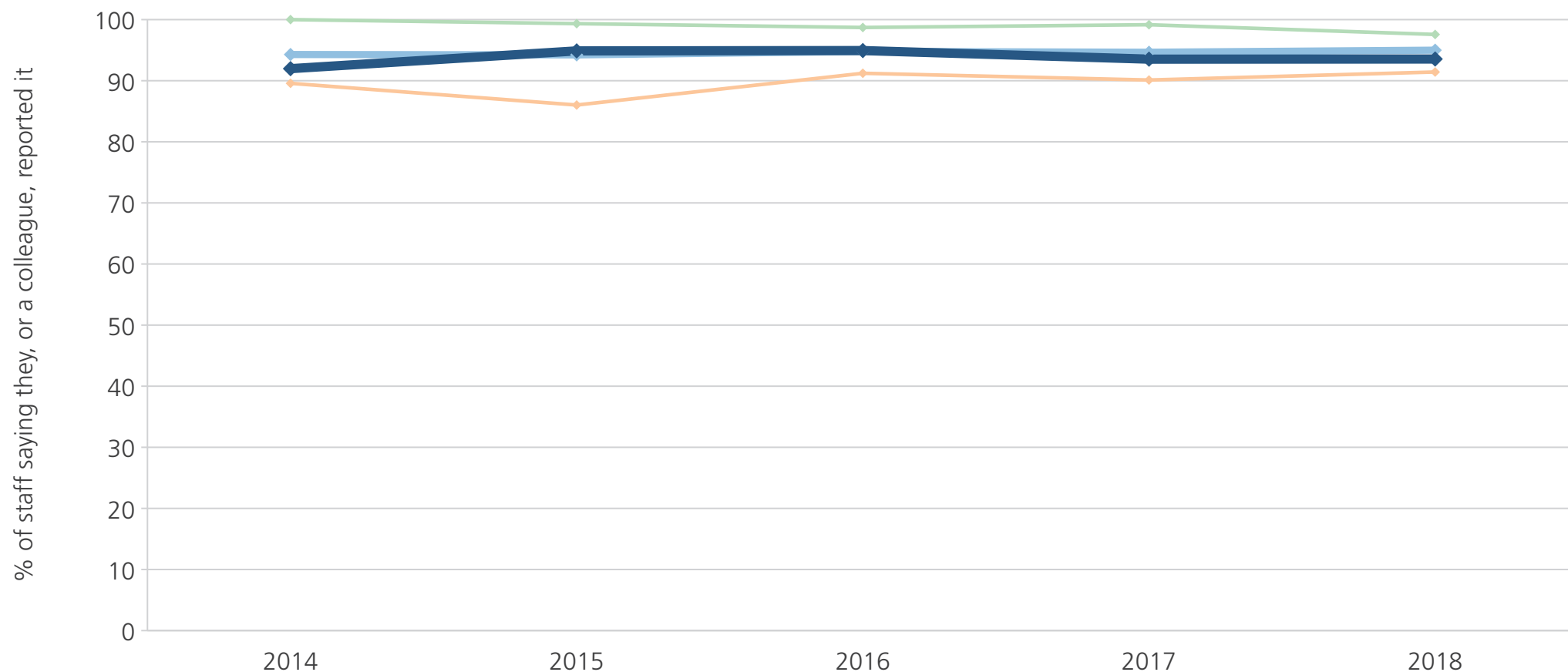
	2014	2015	2016	2017	2018
Best	100.0%	99.3%	98.7%	99.2%	97.6%
Your org	92.0%	94.9%	94.9%	93.5%	93.5%
Average	94.3%	94.2%	94.8%	94.7%	95.0%
Worst	89.6%	86.0%	91.2%	90.1%	91.4%
No. responses	117	99	883	878	835

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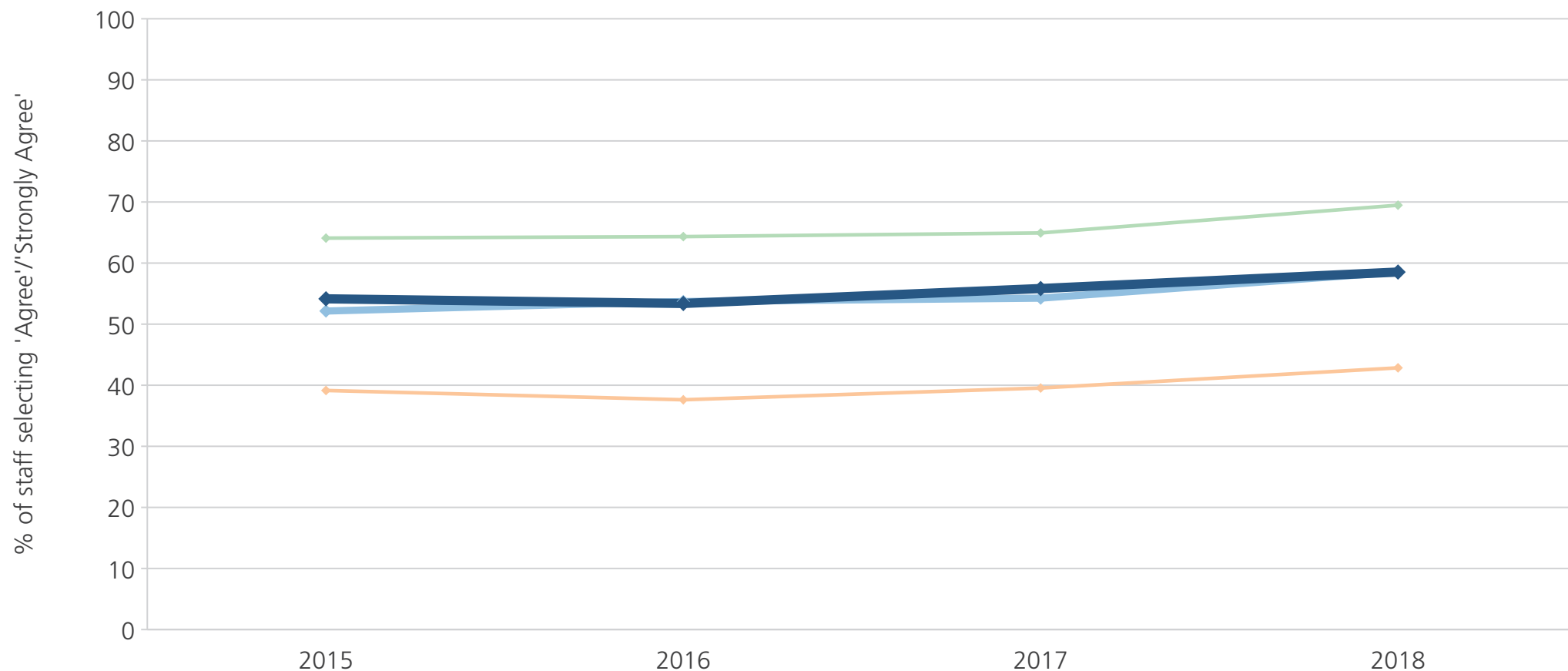
	2015	2016	2017	2018
Best	64.1%	64.3%	64.9%	69.5%
Your org	54.1%	53.4%	55.8%	58.5%
Average	52.1%	53.7%	54.3%	58.5%
Worst	39.1%	37.6%	39.5%	42.8%
No. responses	244	2,929	2,858	2,428
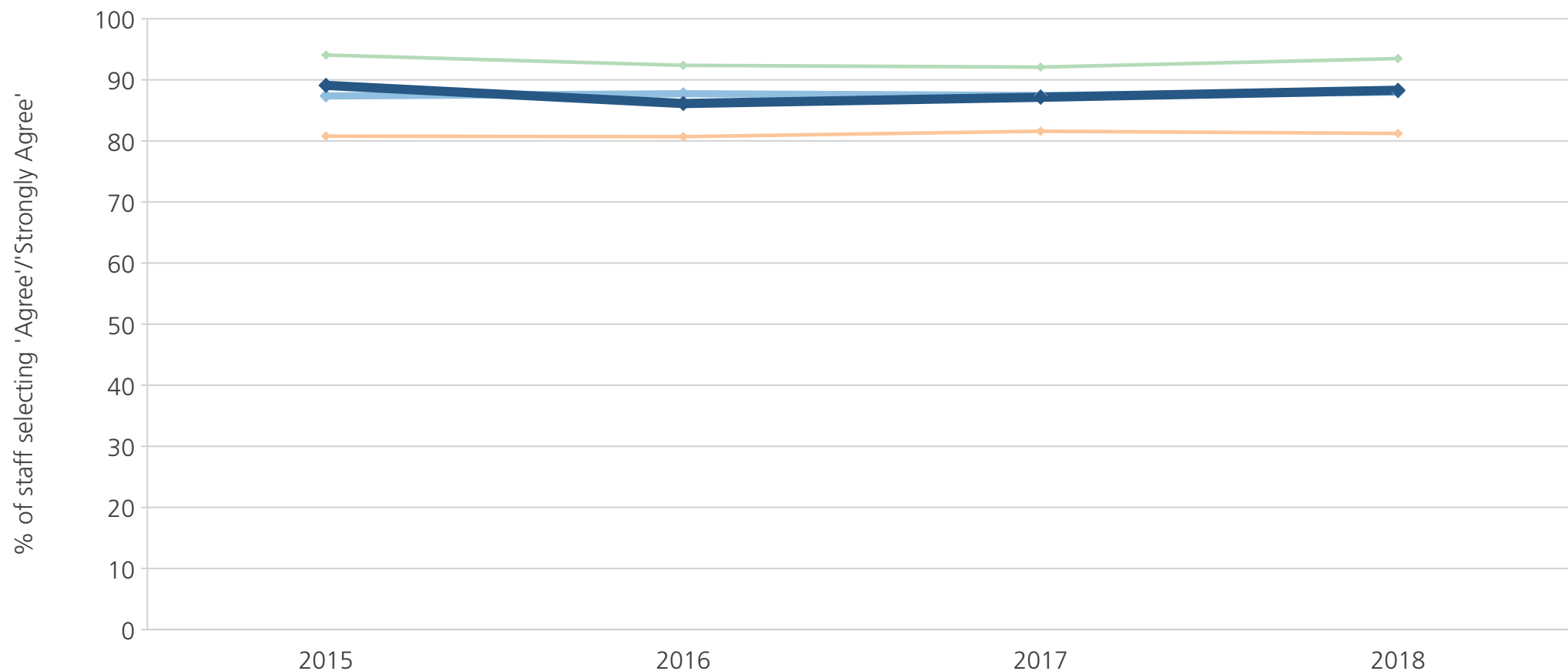
	2015	2016	2017	2018
Best	94.1%	92.4%	92.1%	93.5%
Your org	89.1%	86.1%	87.1%	88.3%
Average	87.4%	87.7%	87.4%	88.0%
Worst	80.8%	80.7%	81.6%	81.2%
No. responses	286	3,407	3,378	3,088
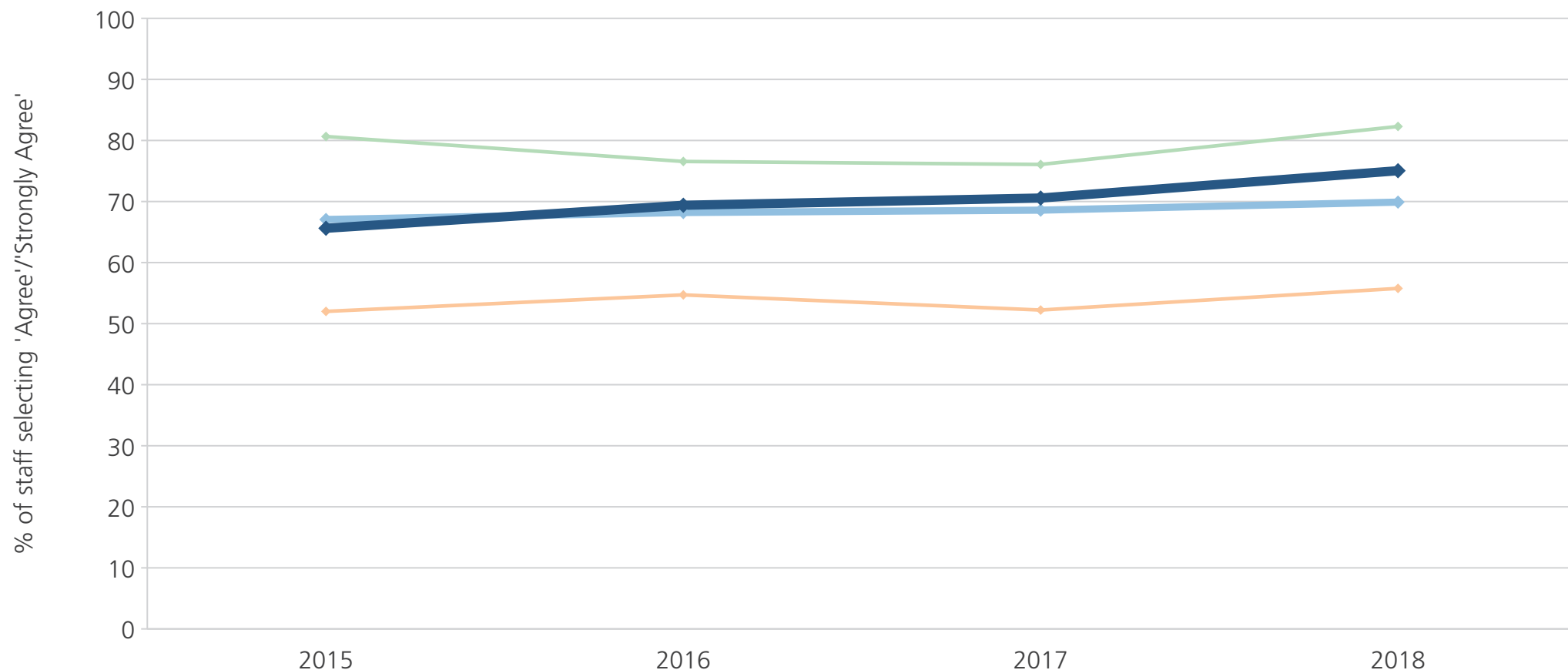
	2015	2016	2017	2018
Best	80.7%	76.6%	76.1%	82.3%
Your org	65.6%	69.4%	70.6%	75.0%
Average	67.1%	68.2%	68.6%	69.9%
Worst	52.0%	54.7%	52.2%	55.8%
No. responses	274	3,255	3,199	2,891
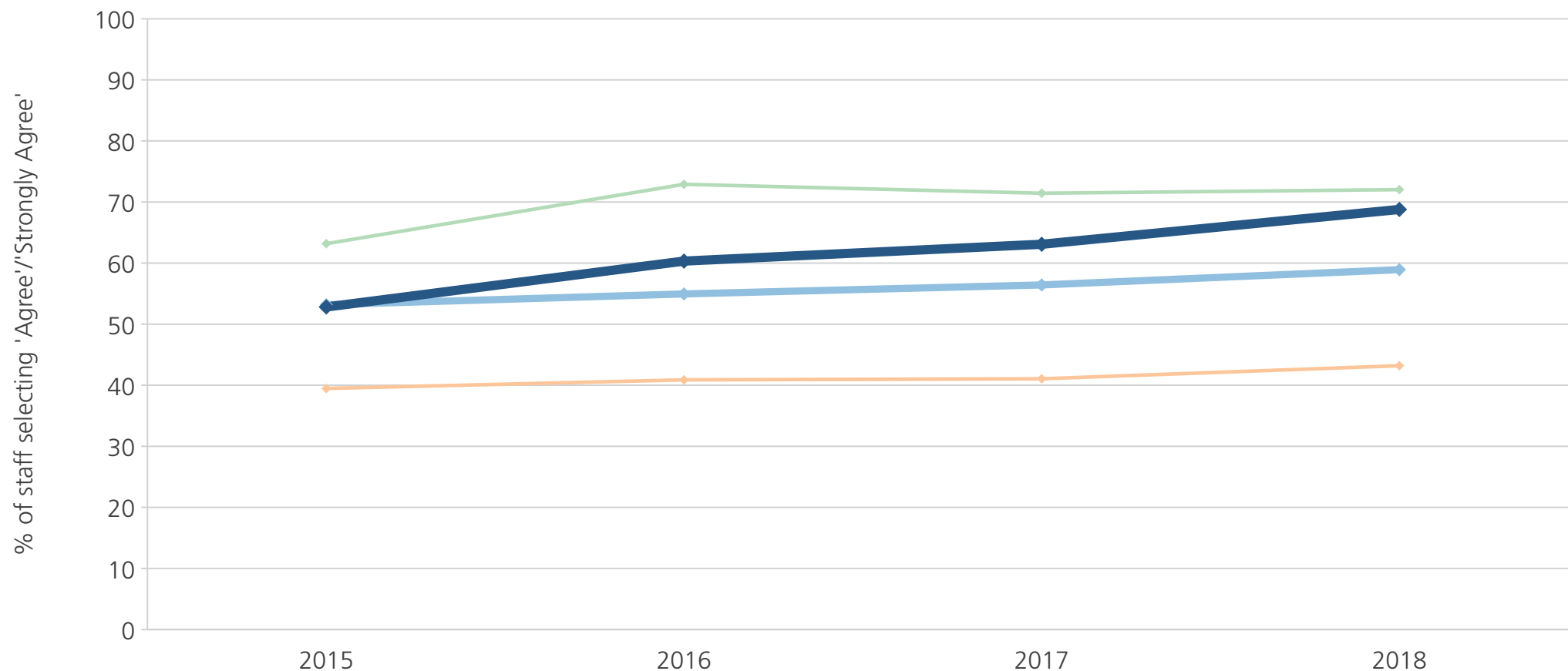
	2015	2016	2017	2018
Best	63.2%	72.9%	71.4%	72.0%
Your org	52.8%	60.3%	63.1%	68.8%
Average	53.2%	54.9%	56.4%	58.9%
Worst	39.5%	40.9%	41.1%	43.2%
No. responses	275	3,259	3,219	2,915
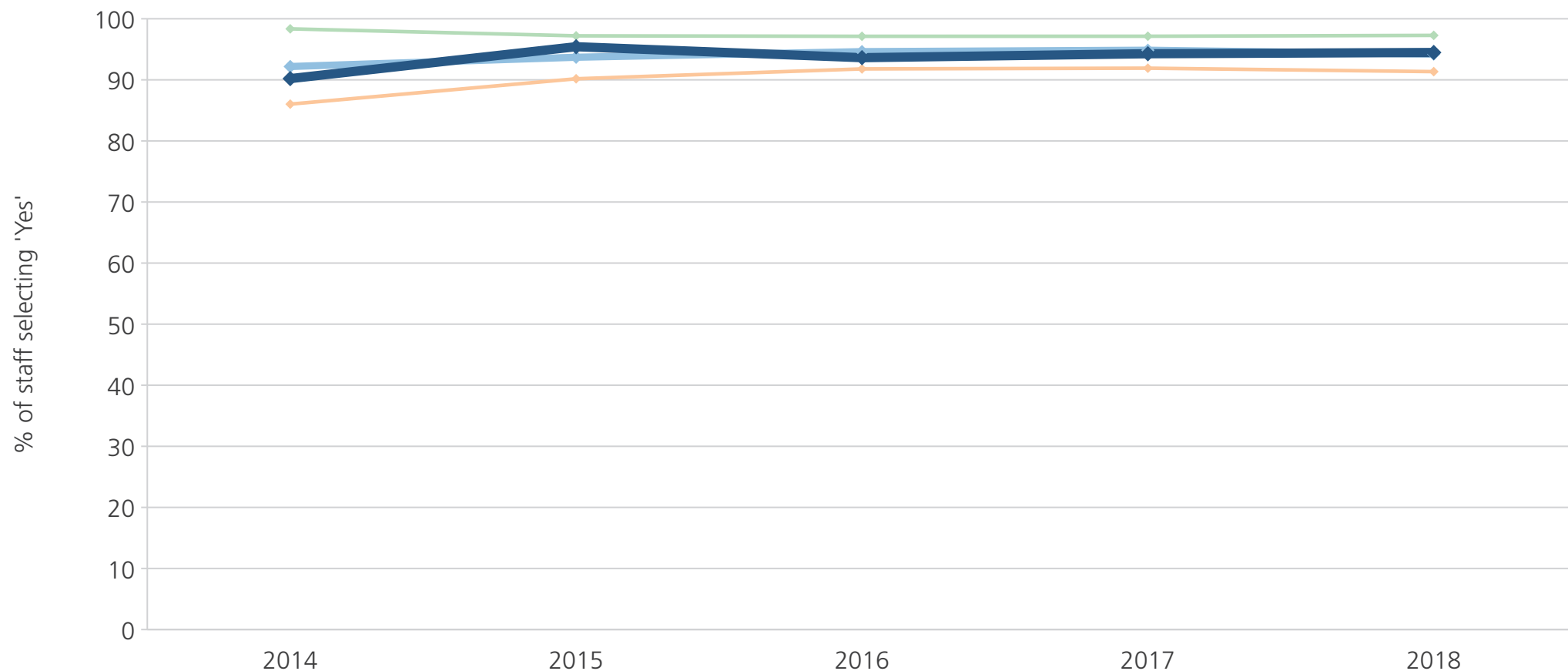
	2014	2015	2016	2017	2018
Best	98.3%	97.2%	97.1%	97.1%	97.3%
Your org	90.2%	95.4%	93.6%	94.3%	94.5%
Average	92.2%	93.7%	94.6%	94.8%	94.2%
Worst	86.0%	90.2%	91.8%	91.9%	91.3%
No. responses	269	269	3,168	3,165	2,854
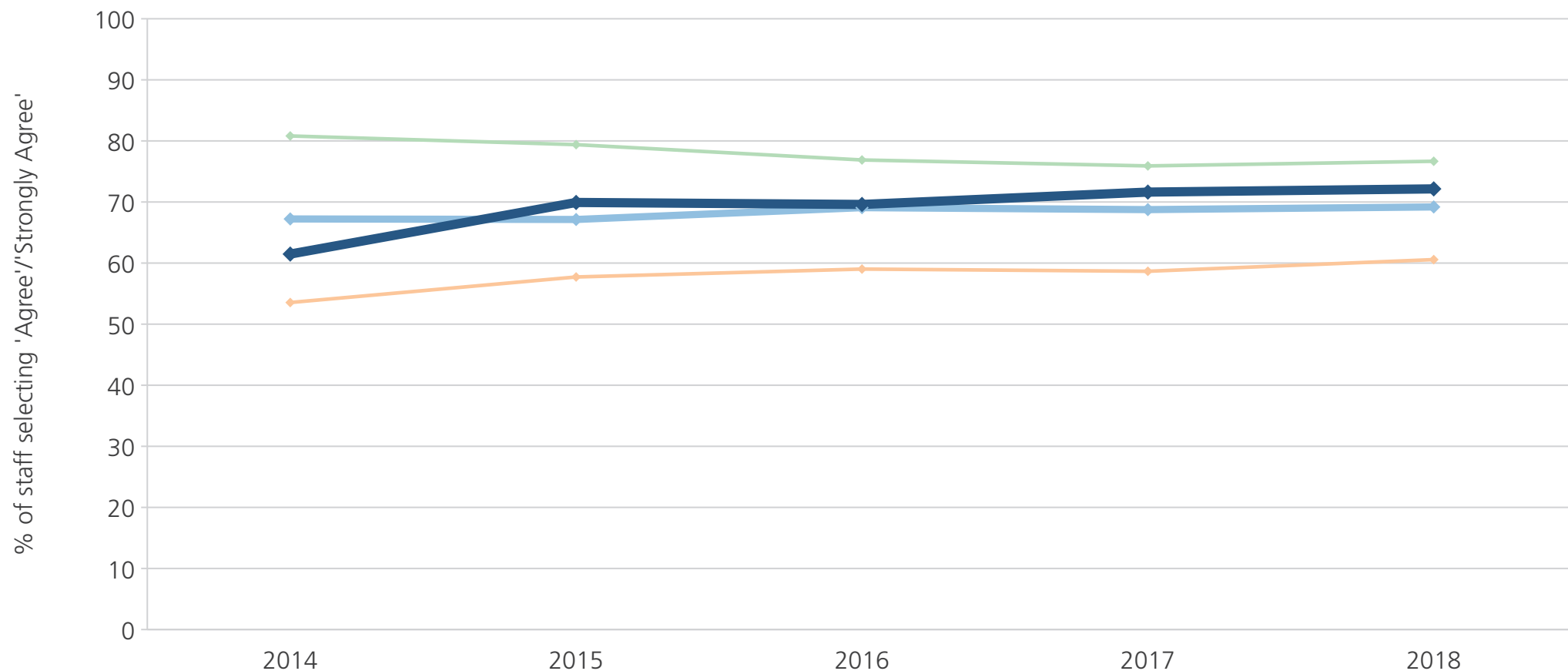
	2014	2015	2016	2017	2018
Best	80.8%	79.4%	76.9%	75.9%	76.7%
Your org	61.5%	69.9%	69.6%	71.6%	72.1%
Average	67.2%	67.1%	69.1%	68.8%	69.2%
Worst	53.5%	57.7%	59.0%	58.7%	60.6%
No. responses	307	297	3,489	3,438	3,173
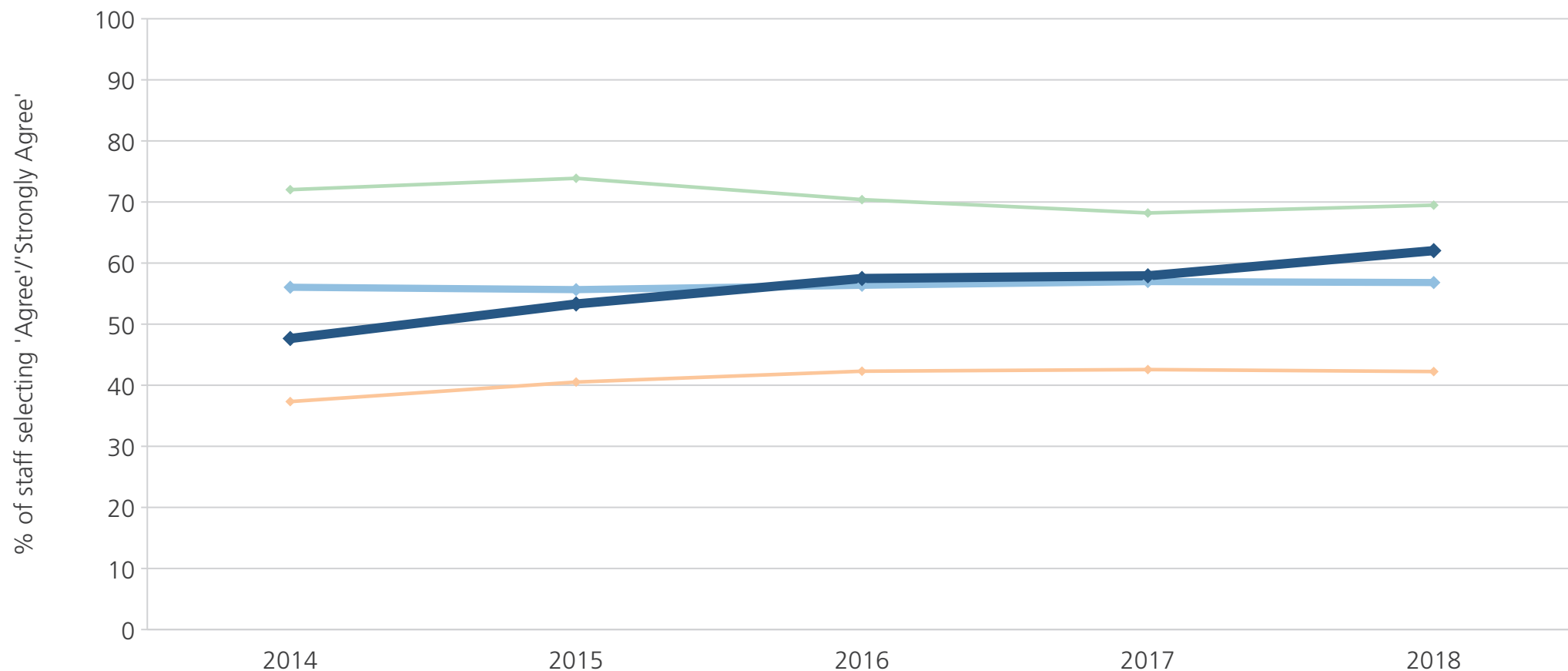
	2014	2015	2016	2017	2018
Best	72.0%	73.9%	70.4%	68.2%	69.5%
Your org	47.7%	53.3%	57.5%	57.9%	62.0%
Average	56.0%	55.7%	56.4%	57.0%	56.8%
Worst	37.3%	40.5%	42.3%	42.6%	42.2%
No. responses	303	297	3,479	3,426	3,165

Question results – Your personal development

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

2018 NHS Staff Survey Results > Question results > Your personal development
> Q19a > In the last 12 months, have you had an appraisal, annual review,
development review, or Knowledge and Skills Framework (KSF) development review?
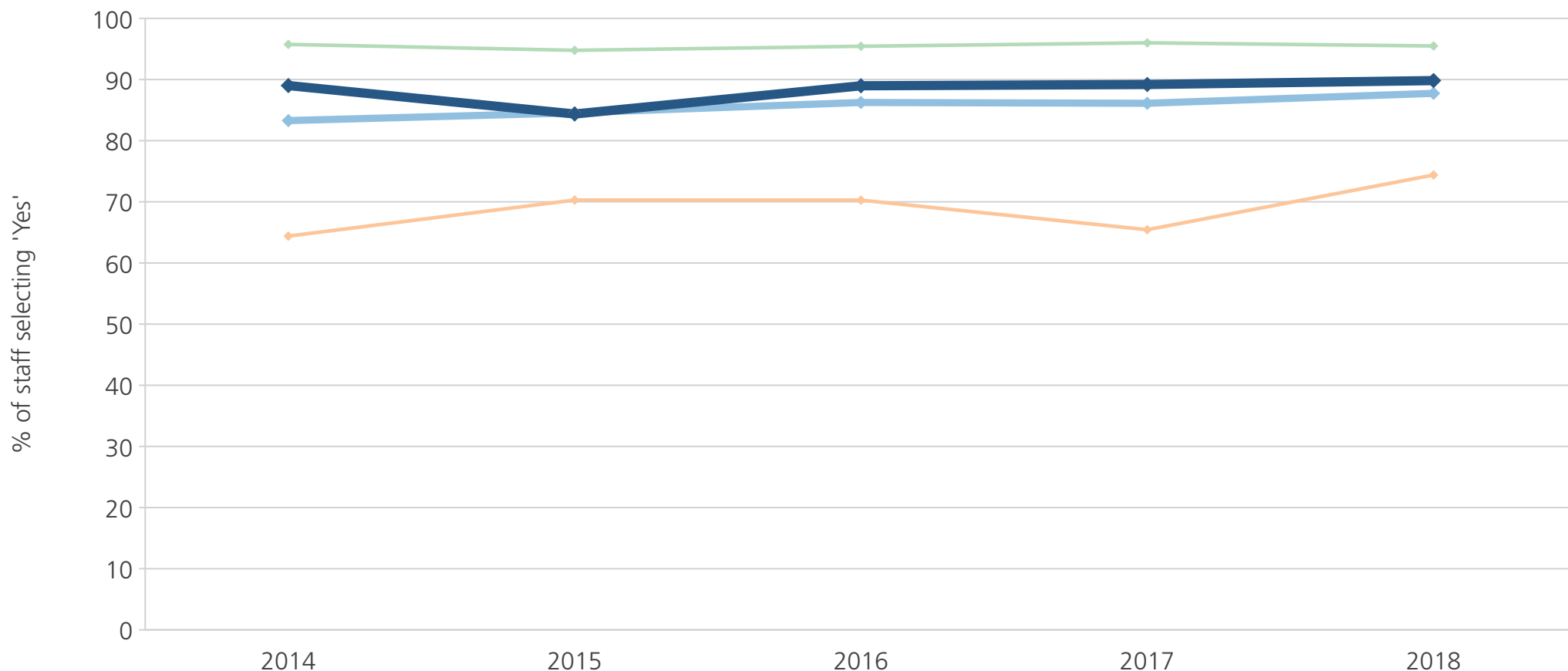
	2014	2015	2016	2017	2018
Best	95.7%	94.8%	95.4%	96.0%	95.5%
Your org	89.0%	84.4%	89.0%	89.2%	89.8%
Average	83.3%	84.6%	86.2%	86.1%	87.7%
Worst	64.4%	70.3%	70.3%	65.4%	74.4%
No. responses	301	293	3,359	3,274	3,085

Note: This question was only answered by staff who selected 'Yes' on q19a.
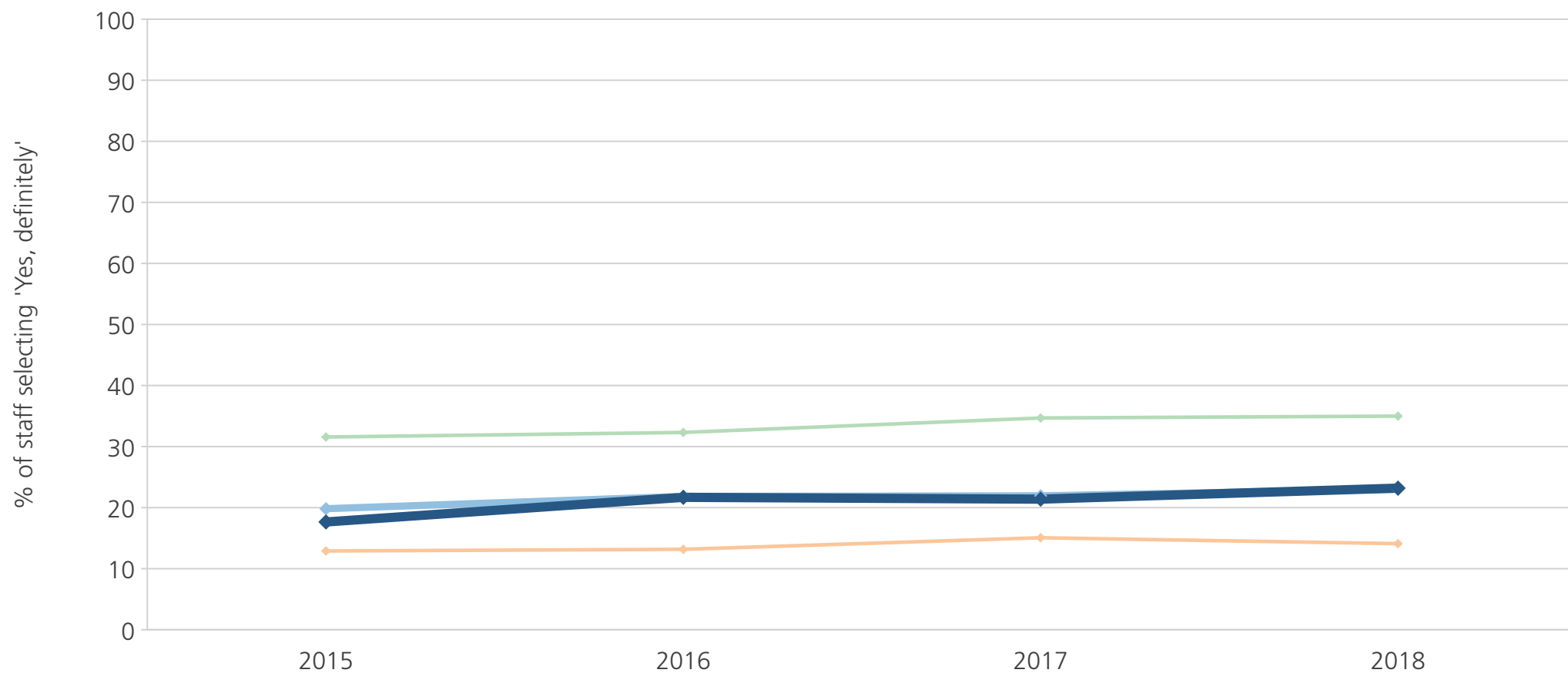
	2015	2016	2017	2018
Best	31.6%	32.3%	34.7%	35.0%
Your org	17.6%	21.7%	21.4%	23.2%
Average	19.8%	21.8%	21.9%	23.0%
Worst	12.9%	13.2%	15.1%	14.1%
No. responses	245	2,981	2,905	2,761

125

Note: This question was only answered by staff who selected 'Yes' on q19a.
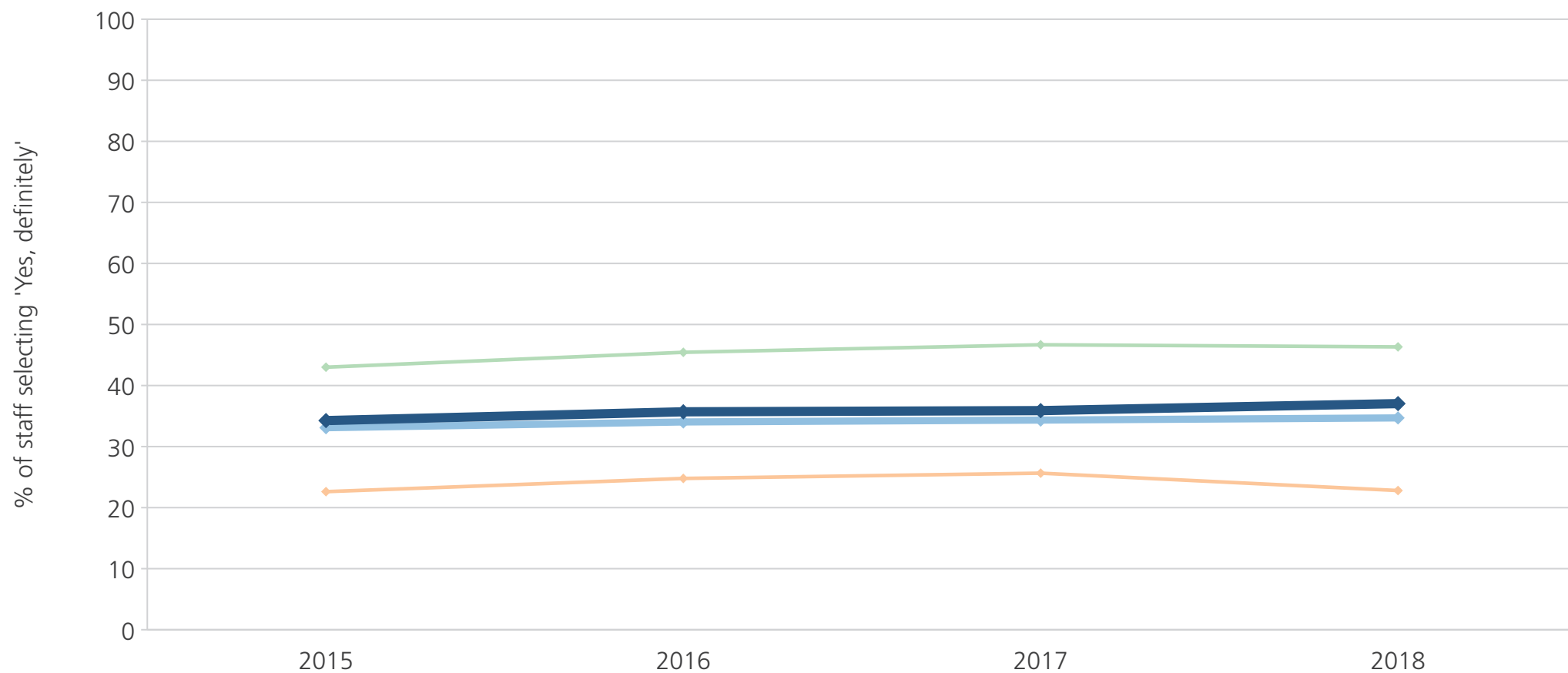
	2015	2016	2017	2018
Best	43.0%	45.4%	46.7%	46.3%
Your org	34.3%	35.7%	35.9%	37.0%
Average	33.1%	34.0%	34.3%	34.7%
Worst	22.6%	24.8%	25.6%	22.8%
No. responses	245	2,977	2,900	2,757

Note: This question was only answered by staff who selected 'Yes' on q19a.
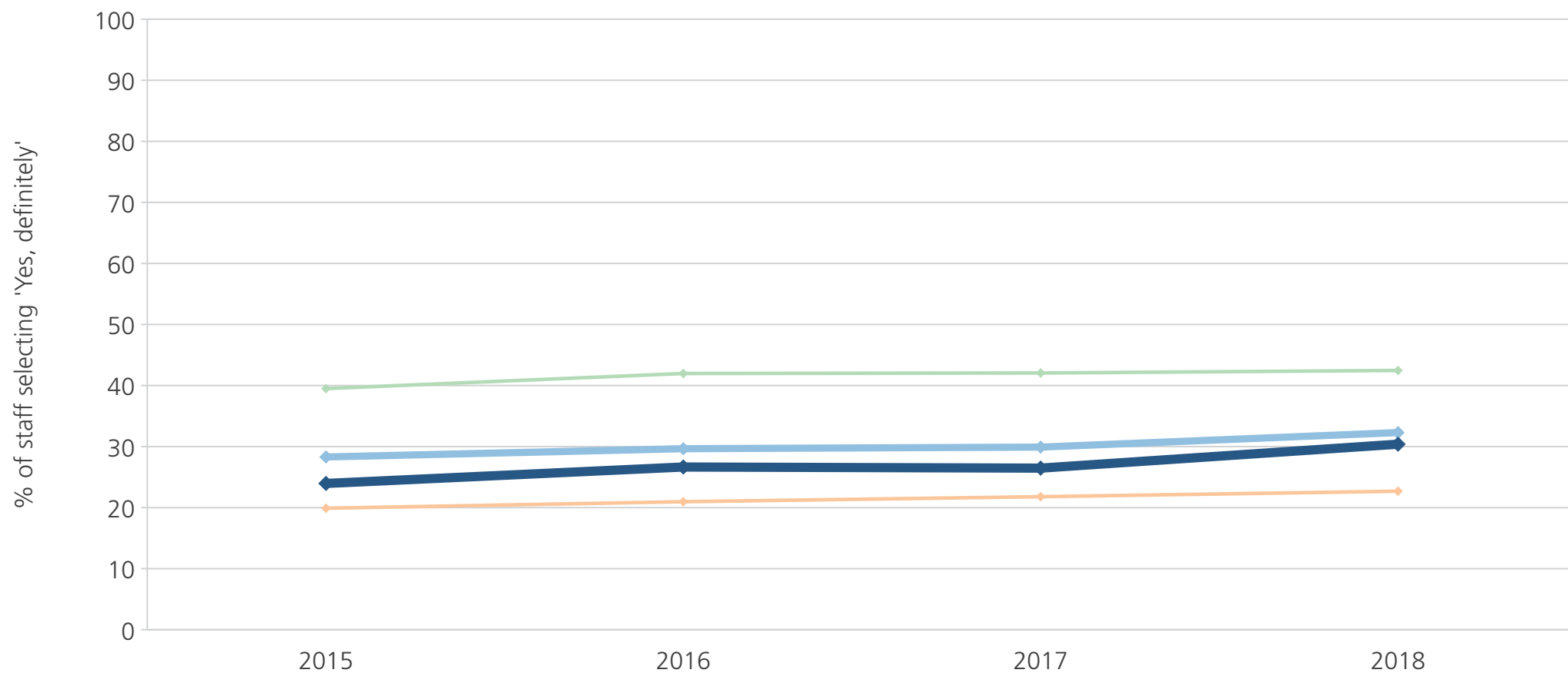
	2015	2016	2017	2018
Best	39.5%	42.0%	42.1%	42.5%
Your org	24.0%	26.7%	26.5%	30.4%
Average	28.3%	29.7%	29.9%	32.3%
Worst	19.9%	21.0%	21.8%	22.7%
No. responses	246	2,970	2,898	2,758

Note: This question was only answered by staff who selected 'Yes' on q19a.

% of staff selecting 'Yes, definitely'
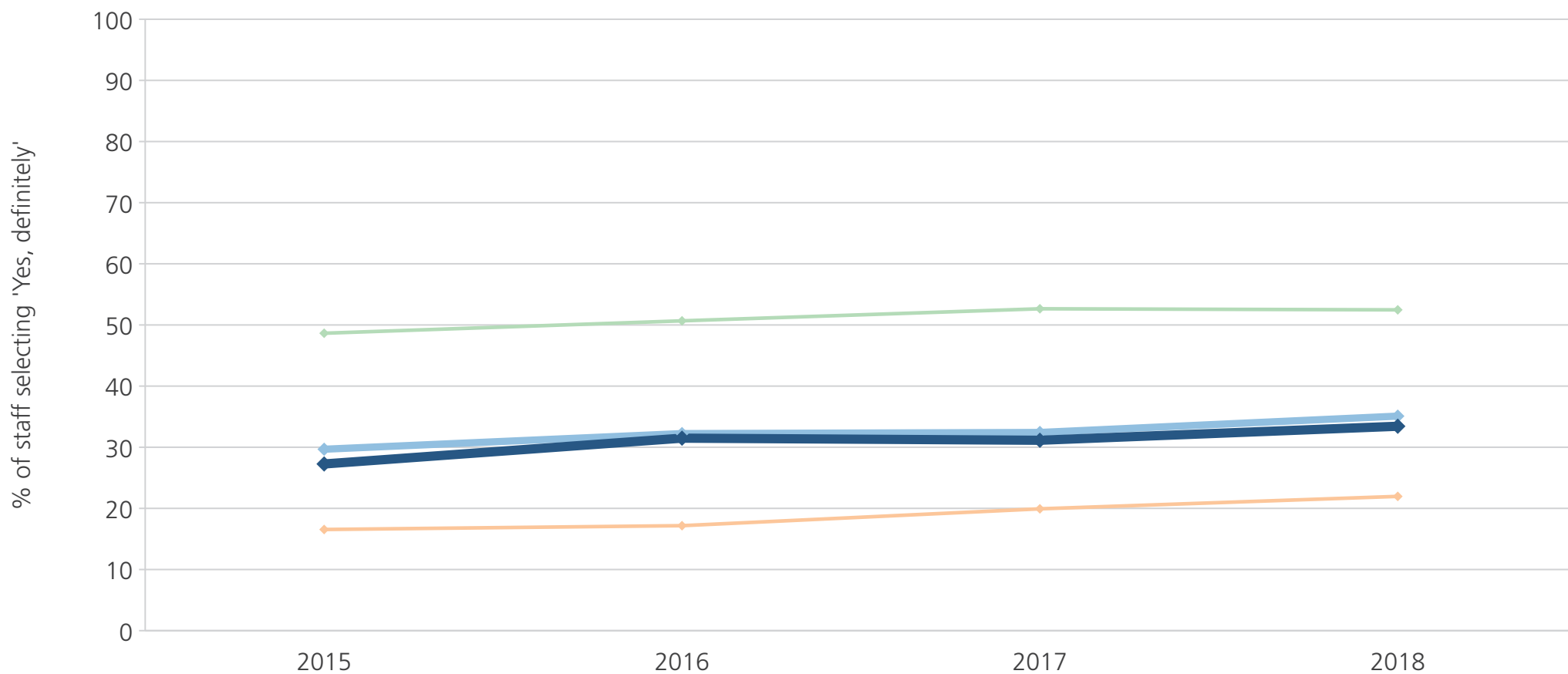
	2015	2016	2017	2018
Best	48.6%	50.7%	52.6%	52.5%
Your org	27.3%	31.5%	31.1%	33.4%
Average	29.7%	32.2%	32.4%	35.1%
Worst	16.5%	17.2%	19.9%	22.0%
No. responses	245	2,960	2,885	2,756
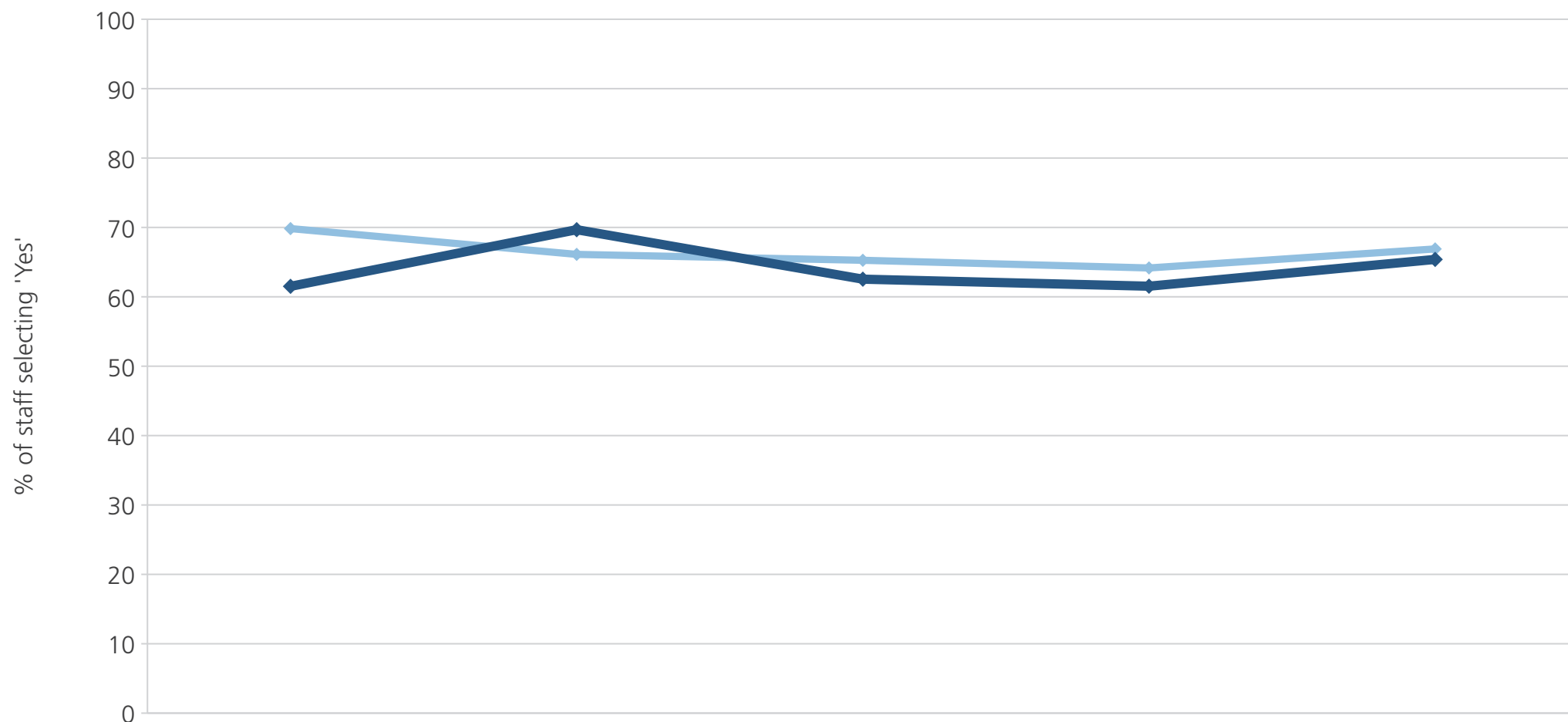
Note: This question was only answered by staff who selected 'Yes' on q19f.
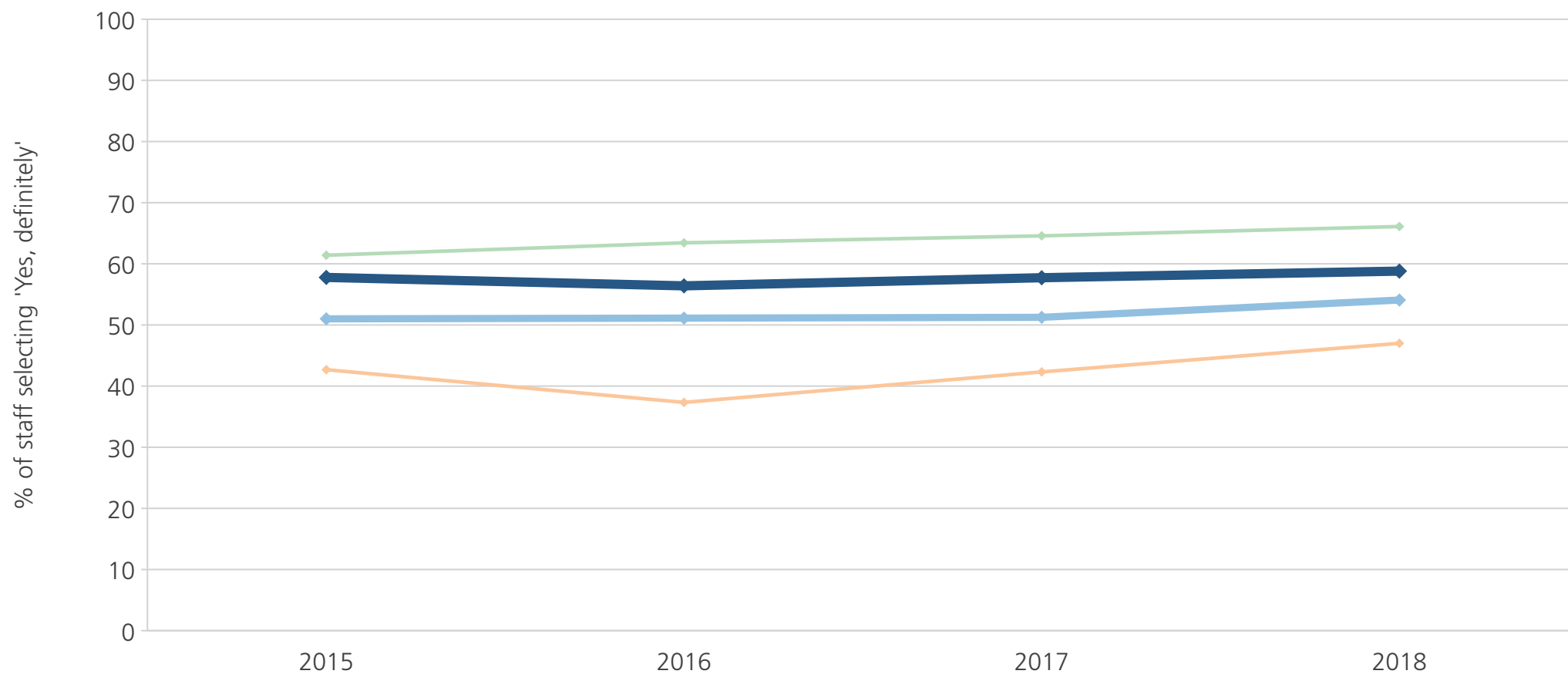
	2015	2016	2017	2018
Best	61.4%	63.4%	64.6%	66.1%
Your org	57.8%	56.4%	57.7%	58.8%
Average	51.0%	51.1%	51.2%	54.1%
Worst	42.7%	37.3%	42.3%	47.0%
No. responses	169	1,828	1,768	1,760

130
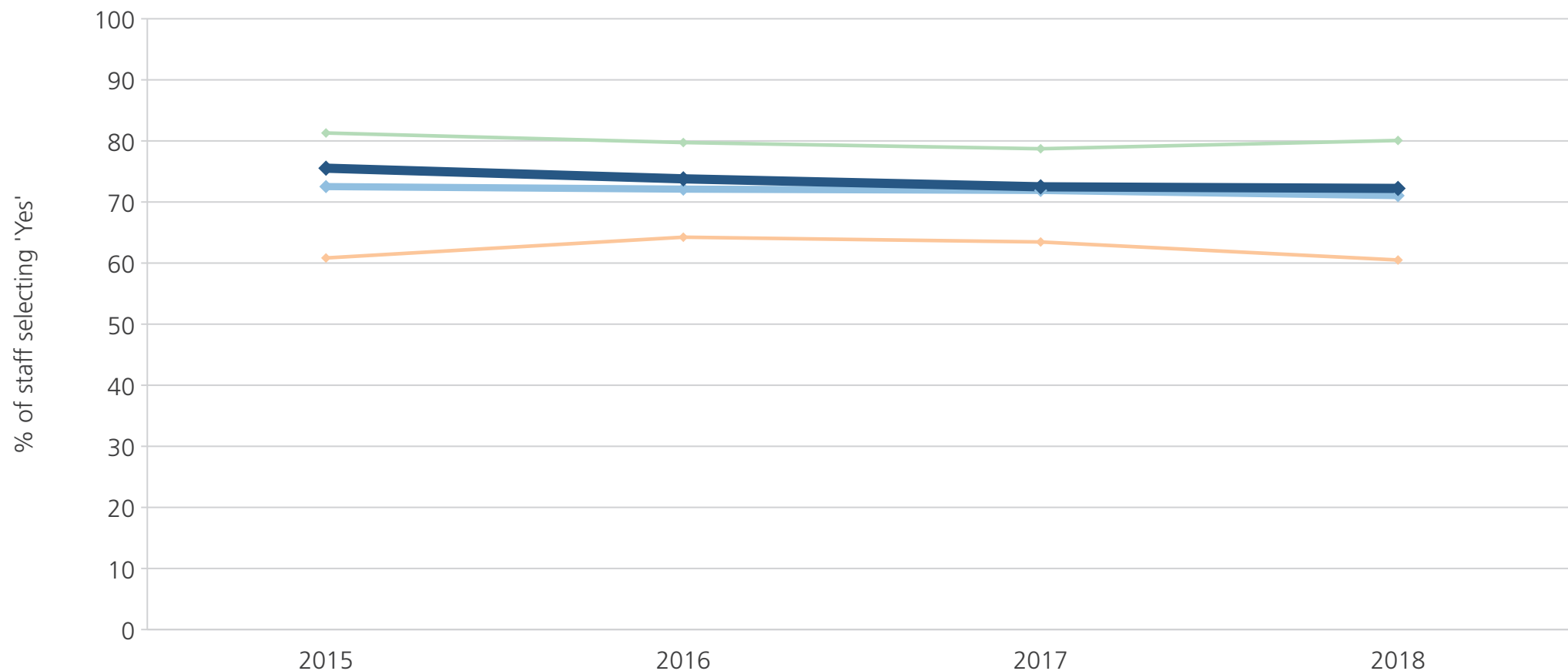
	2015	2016	2017	2018
Best	81.3%	79.7%	78.7%	80.1%
Your org	75.5%	73.8%	72.5%	72.2%
Average	72.5%	72.1%	71.9%	71.0%
Worst	60.8%	64.2%	63.5%	60.5%
No. responses	293	3,334	3,268	3,078

Question results – Your organisation

Hull and East Yorkshire Hospitals NHS Trust
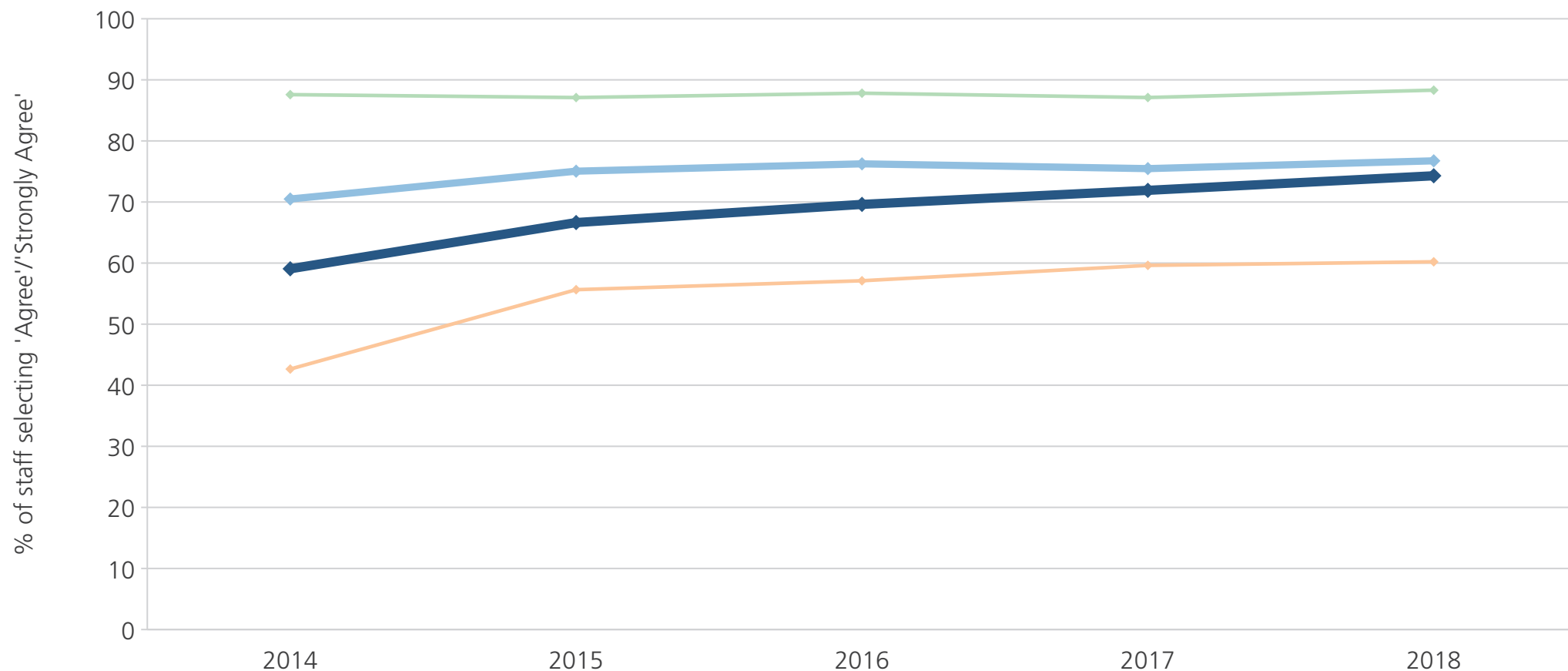
2018 NHS Staff Survey Results

	2014	2015	2016	2017	2018
Best	87.6%	87.1%	87.8%	87.1%	88.3%
Your org	59.1%	66.6%	69.6%	71.9%	74.3%
Average	70.5%	75.0%	76.2%	75.5%	76.7%
Worst	42.6%	55.6%	57.1%	59.6%	60.2%
No. responses	310	298	3,475	3,435	3,167
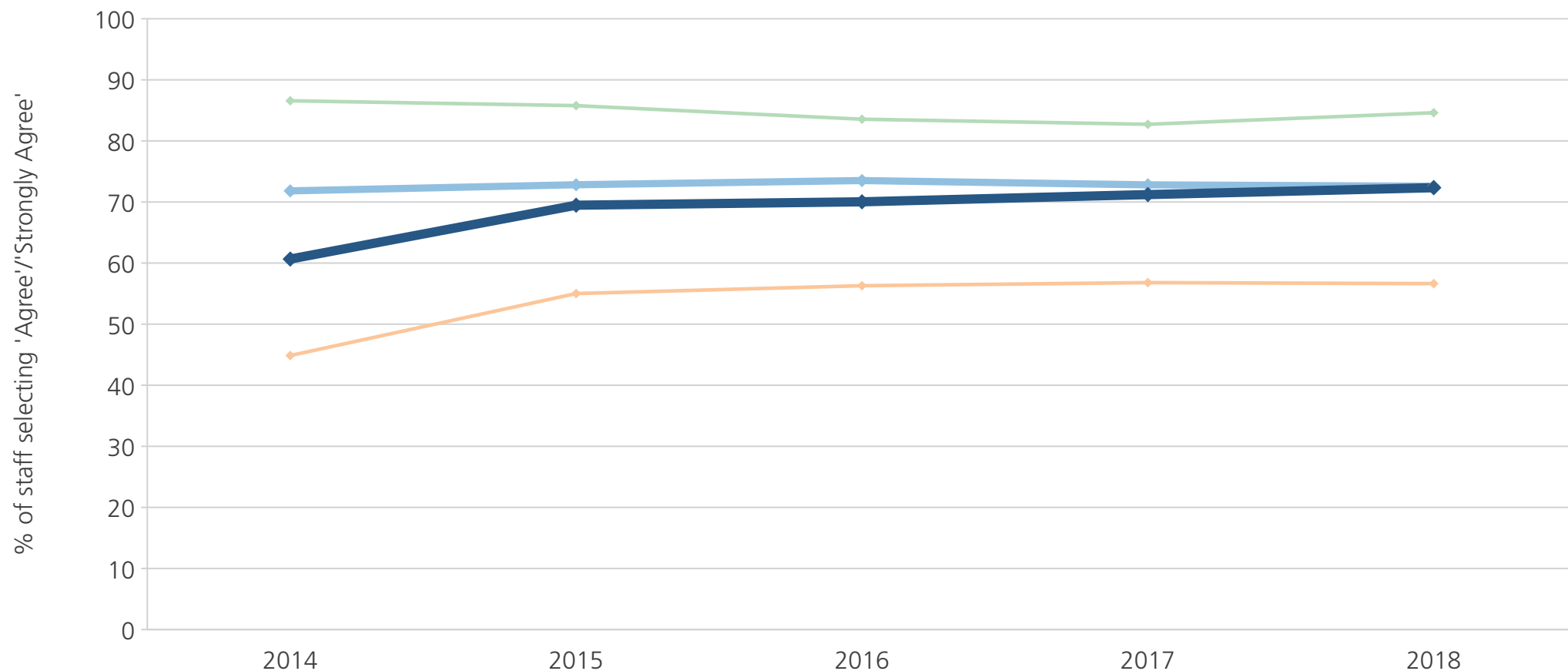
	2014	2015	2016	2017	2018
Best	86.6%	85.8%	83.6%	82.7%	84.6%
Your org	60.7%	69.5%	70.0%	71.2%	72.3%
Average	71.8%	72.8%	73.5%	72.8%	72.6%
Worst	44.9%	55.0%	56.3%	56.8%	56.6%
No. responses	309	297	3,472	3,425	3,158
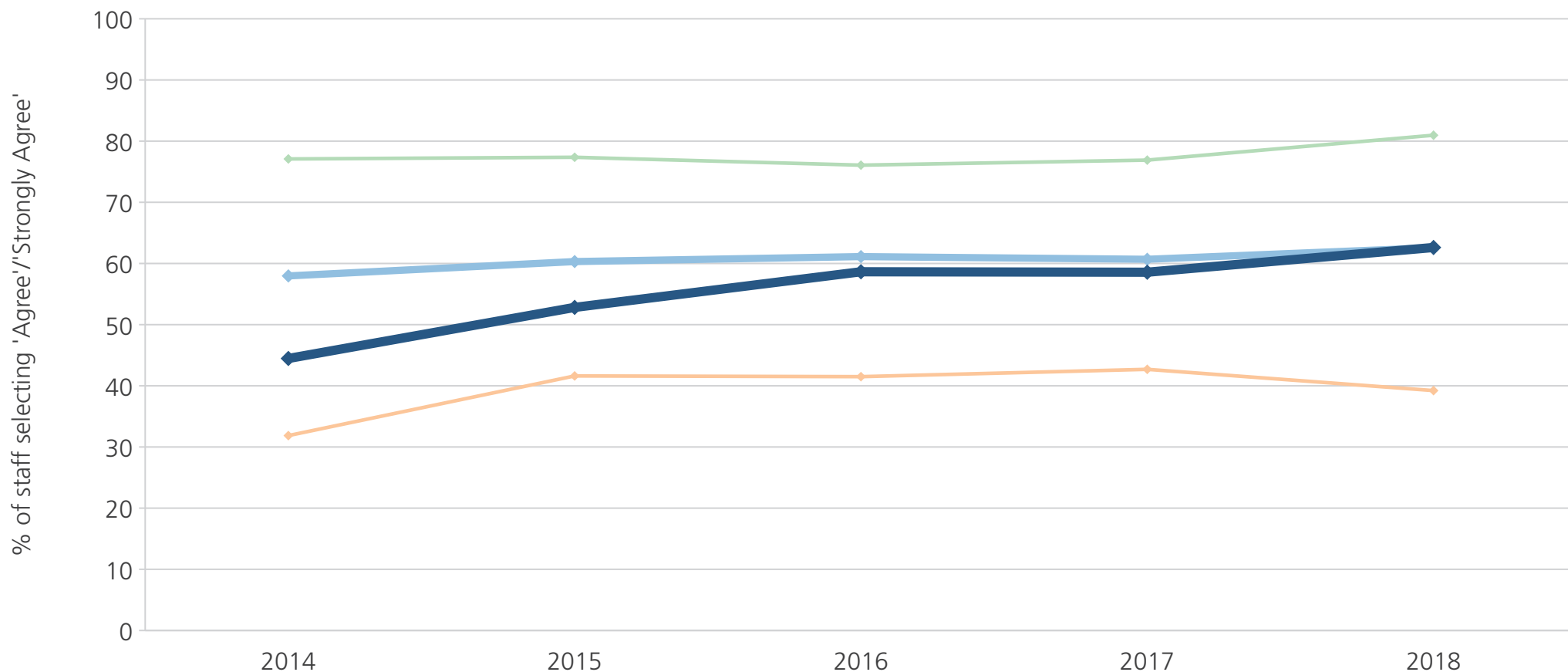
	2014	2015	2016	2017	2018
Best	77.1%	77.4%	76.1%	76.9%	81.0%
Your org	44.5%	52.8%	58.6%	58.6%	62.6%
Average	58.0%	60.3%	61.1%	60.7%	62.6%
Worst	31.9%	41.6%	41.5%	42.7%	39.2%
No. responses	310	296	3,474	3,430	3,161
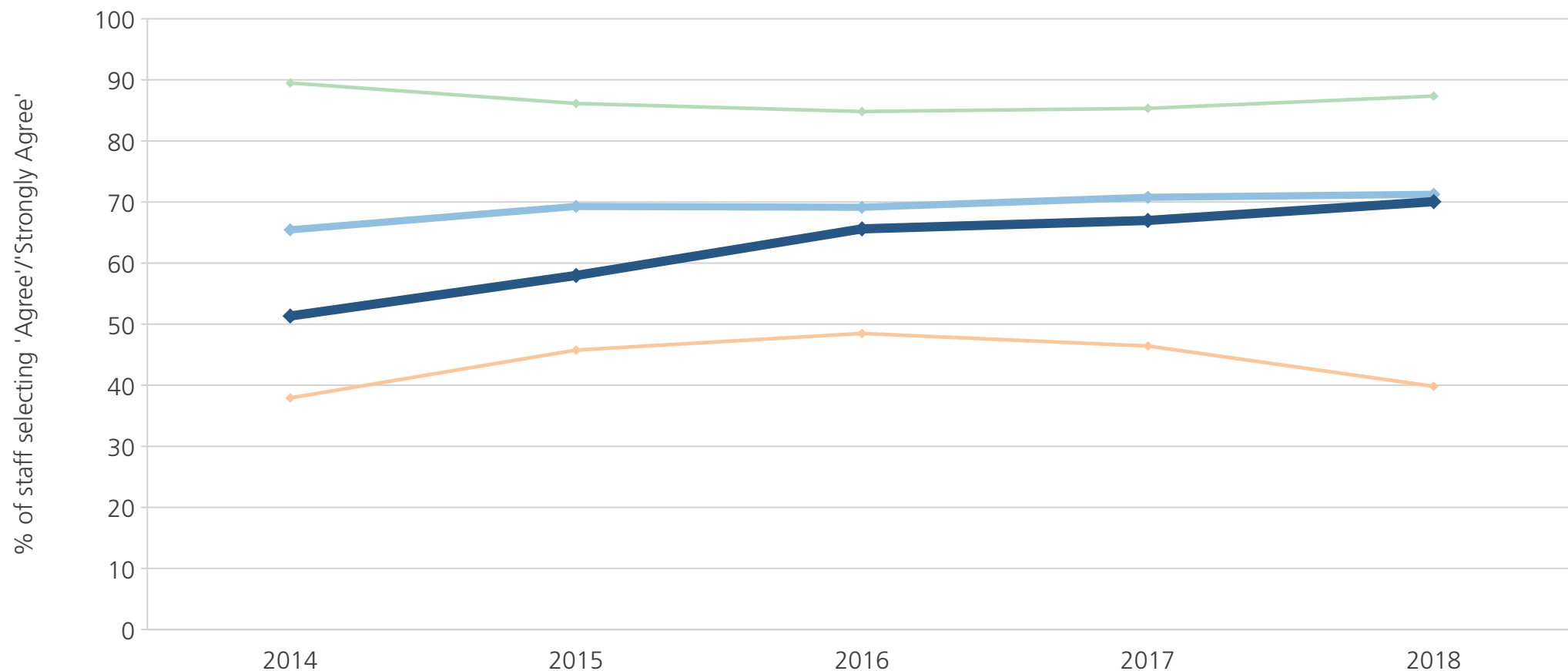
135

	2014	2015	2016	2017	2018
Best	89.5%	86.1%	84.8%	85.3%	87.3%
Your org	51.3%	58.0%	65.6%	67.0%	70.1%
Average	65.4%	69.3%	69.1%	70.8%	71.3%
Worst	37.9%	45.8%	48.5%	46.4%	39.8%
No. responses	309	297	3,474	3,421	3,153
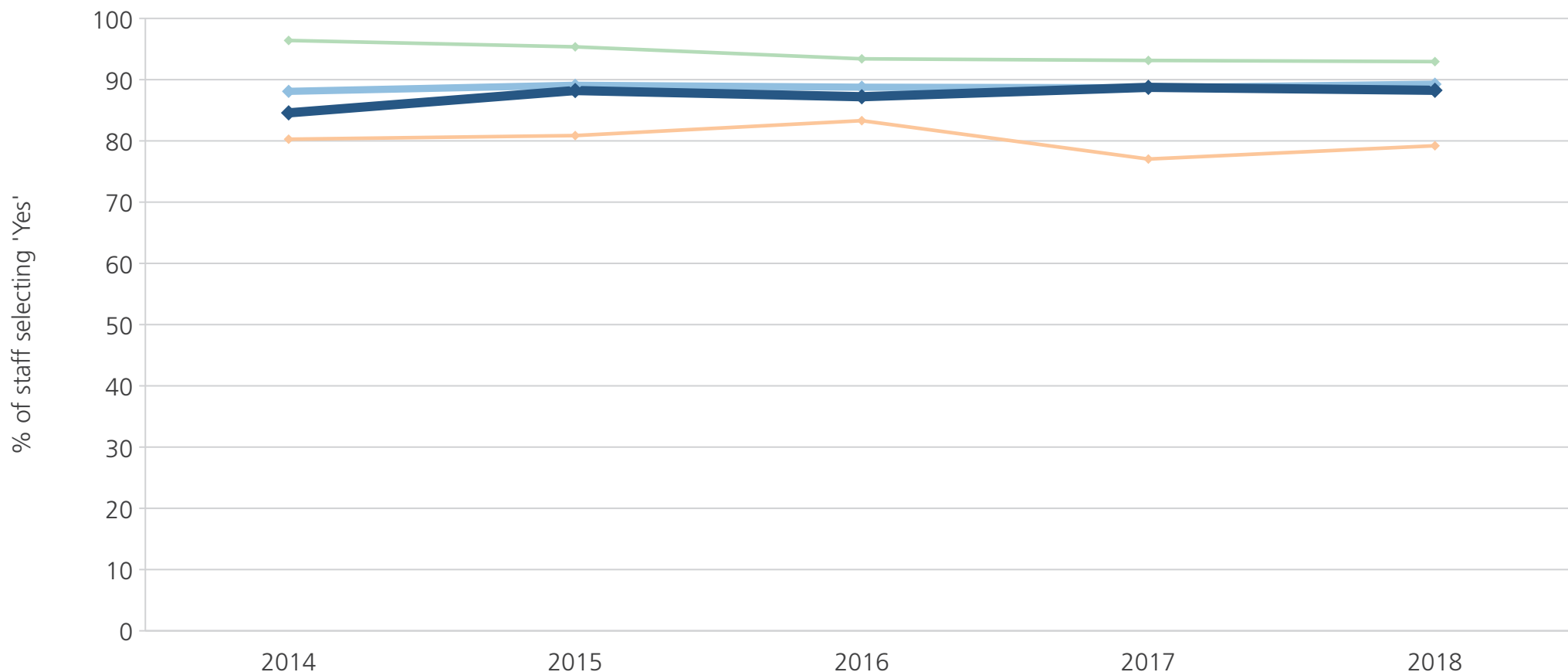
	2014	2015	2016	2017	2018
Best	96.4%	95.4%	93.4%	93.1%	92.9%
Your org	84.6%	88.2%	87.2%	88.7%	88.3%
Average	88.1%	89.1%	88.8%	88.7%	89.3%
Worst	80.3%	80.9%	83.3%	77.0%	79.2%
No. responses	214	210	2,418	2,369	2,164

2018 NHS Staff Survey Results > Question results > Your organisation >
Q22b > I receive regular updates on patient / service user experience feedback in
my directorate / department (e.g. via line managers or communications teams)

Note: This question was only answered by staff who selected 'Yes' on q22a.
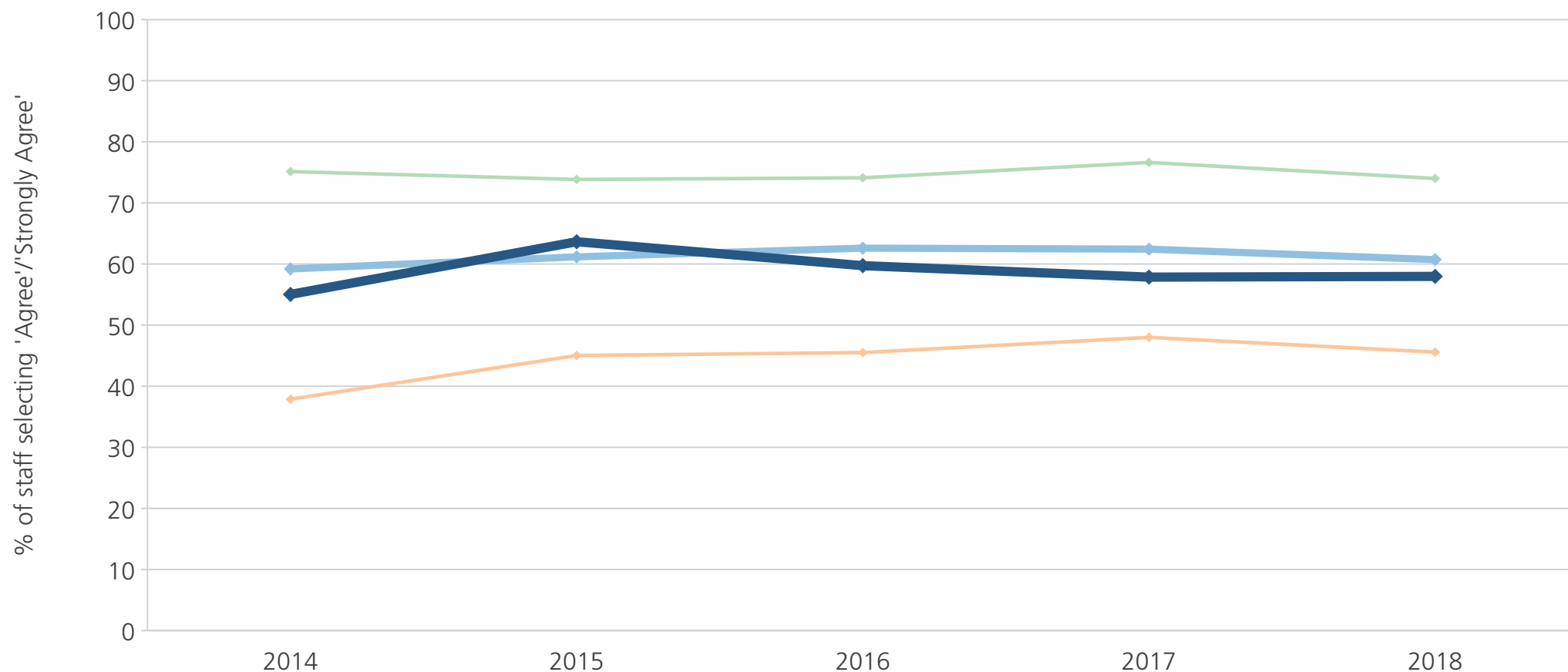
	2014	2015	2016	2017	2018
Best	75.1%	73.8%	74.1%	76.6%	74.0%
Your org	55.0%	63.6%	59.7%	57.9%	58.0%
Average	59.2%	61.2%	62.6%	62.4%	60.7%
Worst	37.9%	45.0%	45.5%	48.0%	45.6%
No. responses	173	182	2,015	2,019	1,808

Note: This question was only answered by staff who selected 'Yes' on q22a.
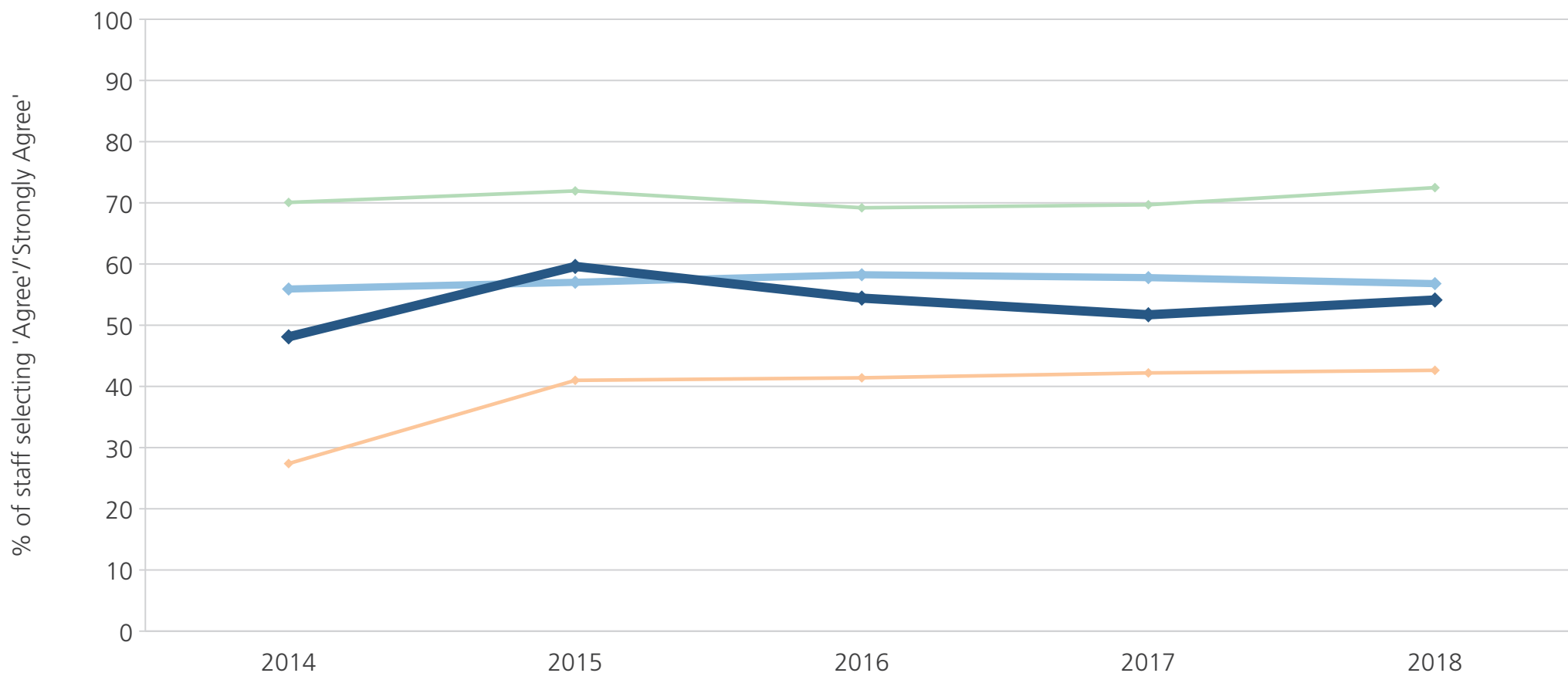
	2014	2015	2016	2017	2018
Best	70.1%	71.9%	69.2%	69.7%	72.5%
Your org	48.1%	59.6%	54.4%	51.7%	54.1%
Average	55.9%	57.0%	58.2%	57.8%	56.8%
Worst	27.4%	41.0%	41.4%	42.2%	42.6%
No. responses	162	170	1,830	1,834	1,660

Survey Coordination Centre

NHS England

% of staff selecting 'Agree'/'Strongly Agree'
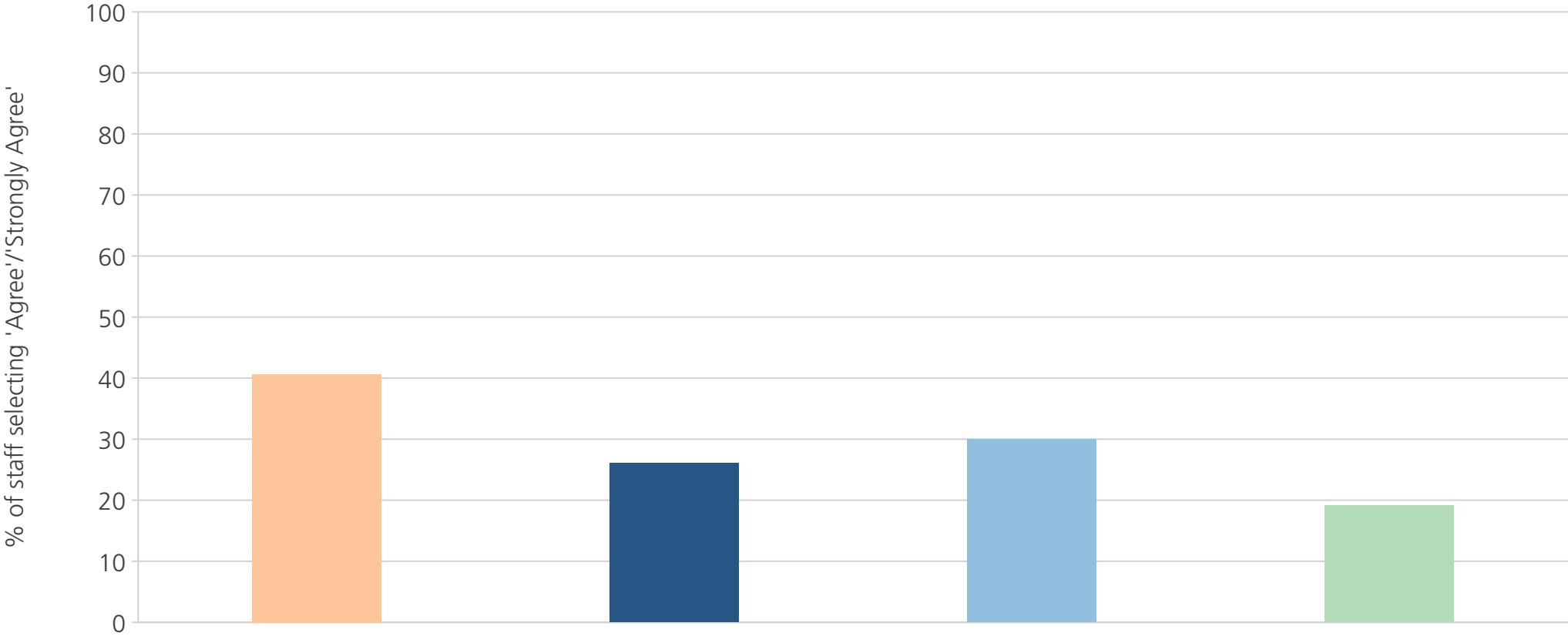
	2018
Worst	40.6%
Your org	26.0%
Average	29.9%
Best	19.1%
No. responses	3,179

NHS
England

Survey
Coordination
Centre
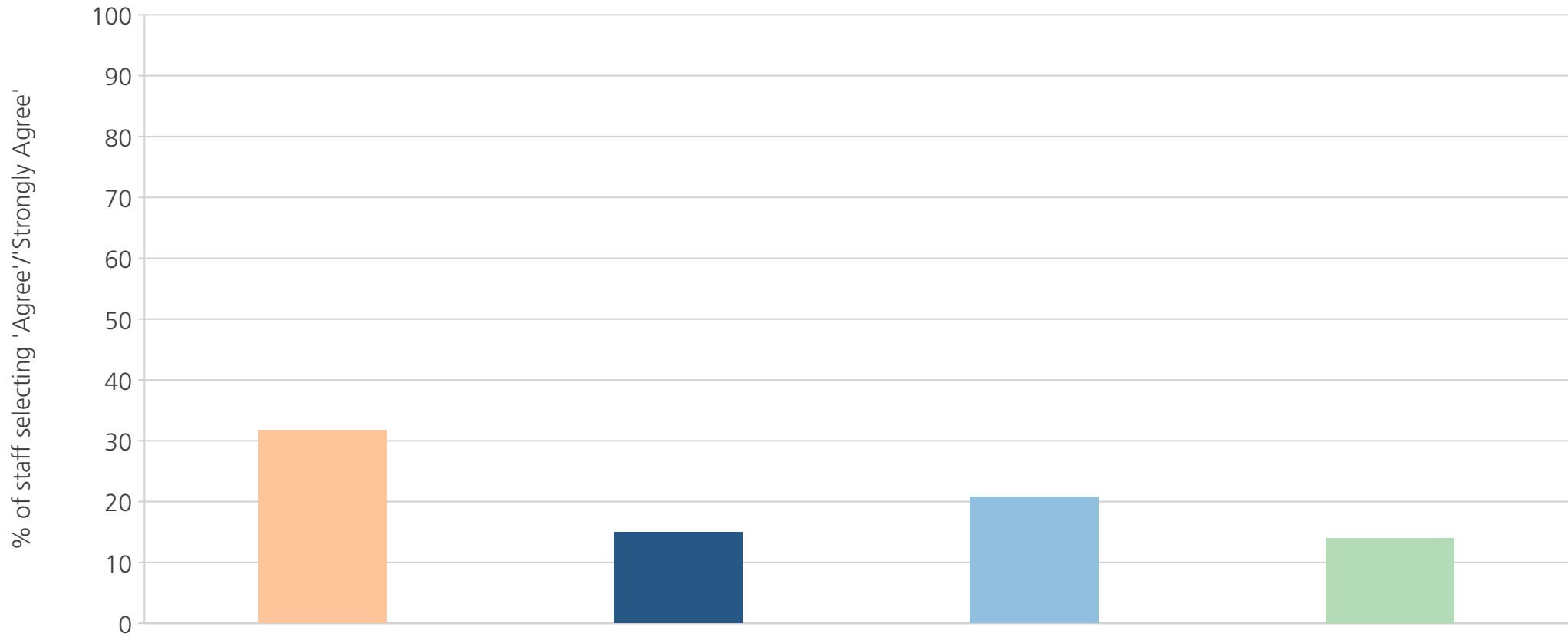
	2018
Worst	31.7%
Your org	15.0%
Average	20.8%
Best	14.0%
No. responses	3,173

% of staff selecting 'Agree'/'Strongly Agree'

100
90
80
70
60
50
40
30
20
10
0

2018

	2018
Worst	25.0%
Your org	10.1%
Average	15.1%
Best	8.5%
No. responses	3,154
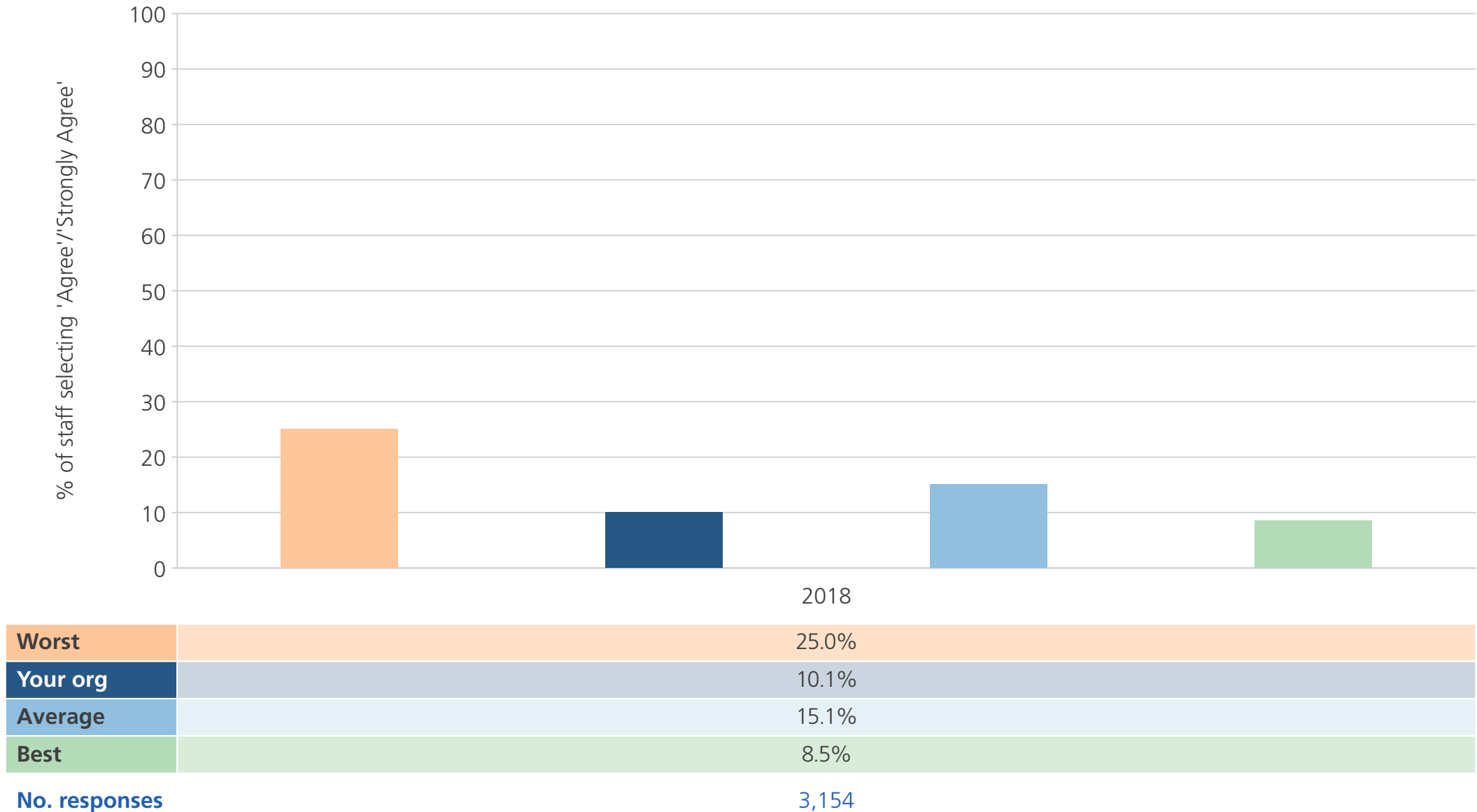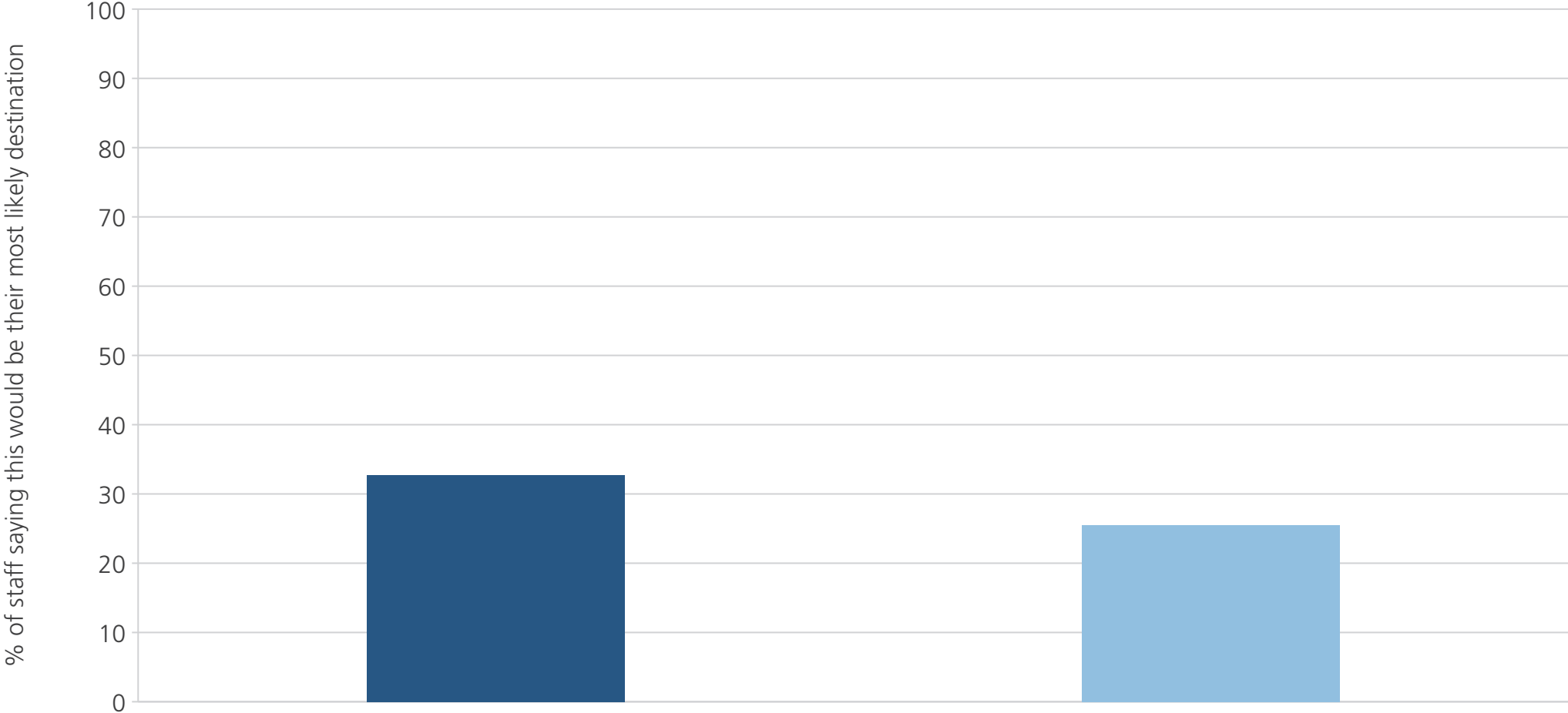
	2018
Your org	32.7%
Average	25.5%
No. responses	1,289

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England

% of staff saying this would be their most likely destination

2018

	2018
Your org	22.0%
Average	30.5%
No. responses	1,289

> If you are considering leaving your current job, what would be your most likely destination? - I would want to move to a job in healthcare, but outside the NHS

	2018
Your org	9.2%
Average	8.6%
No. responses	1,289

2018 NHS Staff Survey Results > Question results > Your organisation >
Q23d.4 > If you are considering leaving your current job, what would be your
most likely destination? - I would want to move to a job outside healthcare

	2018
Your org	16.7%
Average	15.3%
No. responses	1,289

% of staff saying this would be their most likely destination

	2018
Your org	19.3%
Average	18.7%
No. responses	1,289
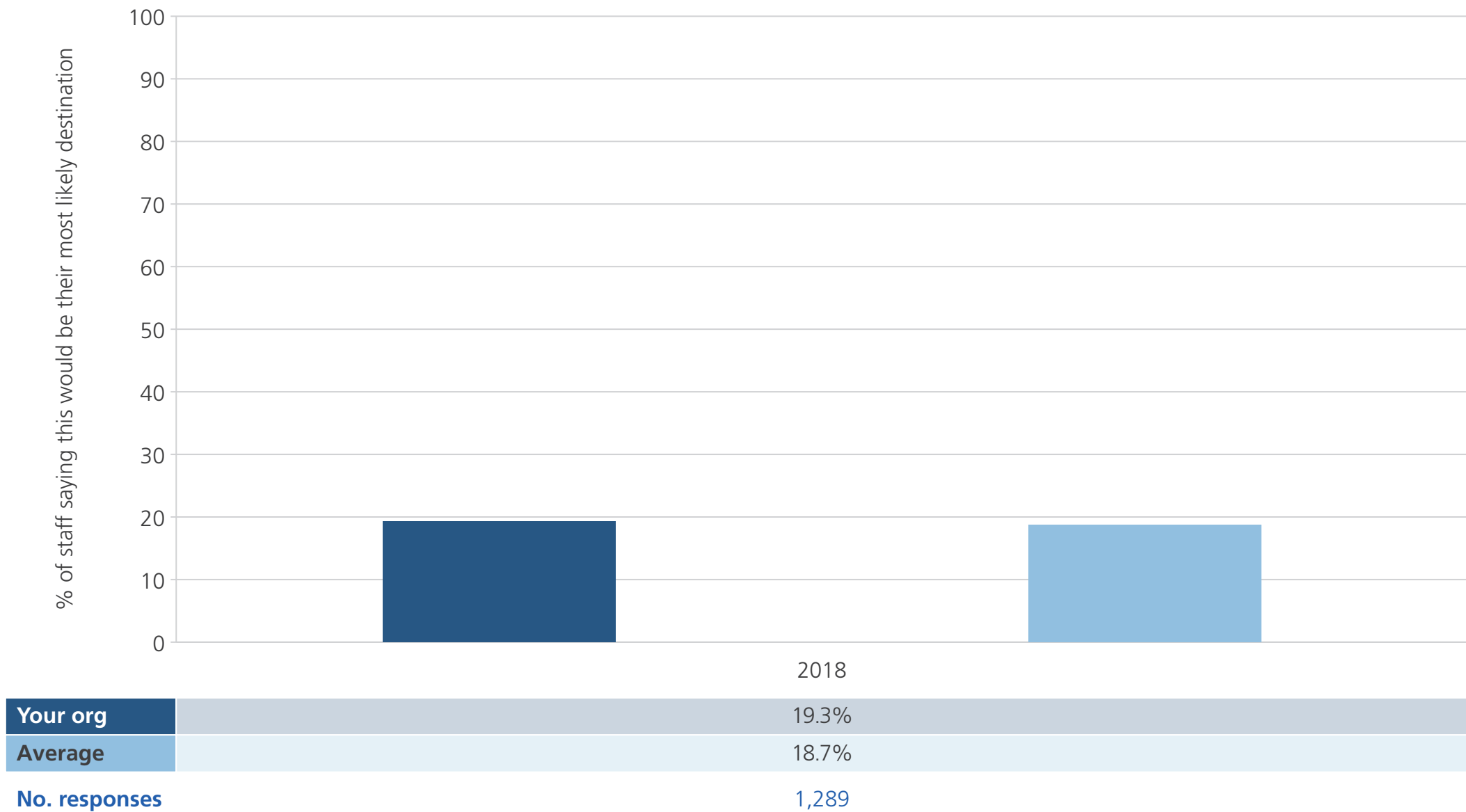
Question results – Background details

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

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	Male	Female	Prefer to self-describe	Prefer not to say
Your org	24.0%	74.0%	0.1%	1.9%
Average	19.9%	78.1%	0.2%	1.9%
No. responses	3,122	3,122	3,122	3,122

% of staff

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England

% of staff

	16-20	21-30	31-40	41-50	51-65	66+
Your org	0.9%	17.1%	21.8%	27.0%	32.1%	1.0%
Average	0.7%	15.7%	21.4%	27.0%	33.1%	1.4%
No. responses	3,131	3,131	3,131	3,131	3,131	3,131

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	White	Mixed	Asian/Asian British	Black/Black British	Chinese	Other
Your org	90.6%	1.0%	6.3%	1.1%	0.3%	0.7%
Average	87.2%	1.5%	8.0%	2.0%	0.5%	1.3%
No. responses	3,146	3,146	3,146	3,146	3,146	3,146

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	Heterosexual	Gay man	Gay woman (lesbian)	Bisexual	Other	Prefer not to say
Your org	90.5%	1.2%	0.9%	0.7%	0.4%	6.2%
Average	90.7%	0.9%	0.7%	0.8%	0.4%	6.2%
No. responses	3,125	3,125	3,125	3,125	3,125	3,125

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England

% of staff

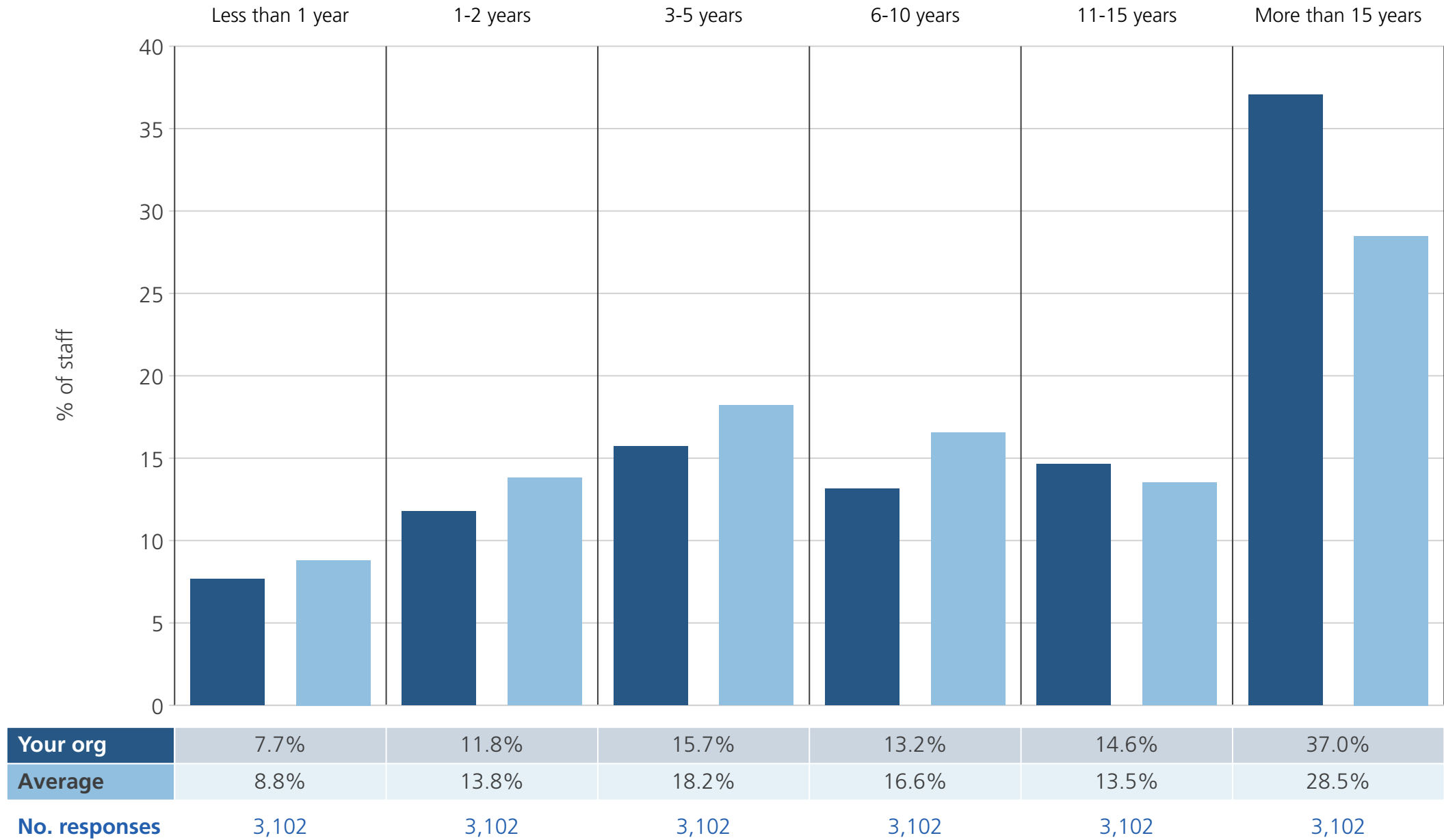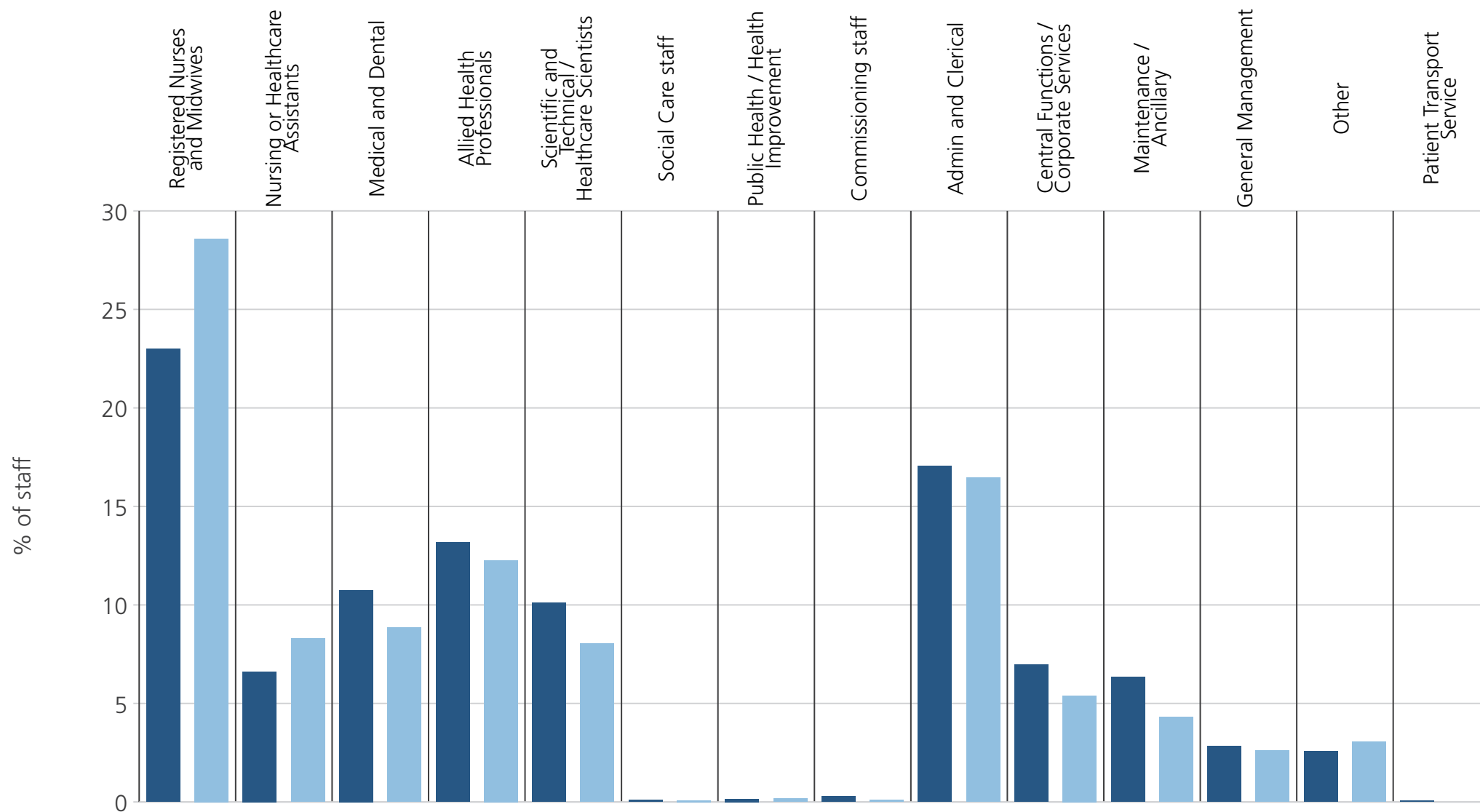|	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	Prefer not to say
Your org	44.5%	44.9%	0.5%	1.6%	0.1%	2.1%	0.1%	1.2%	5.0%
Average	35.3%	51.9%	0.6%	1.6%	0.2%	1.9%	0.2%	1.4%	5.3%
No. responses	3,118	3,118	3,118	3,118	3,118	3,118	3,118	3,118	3,118
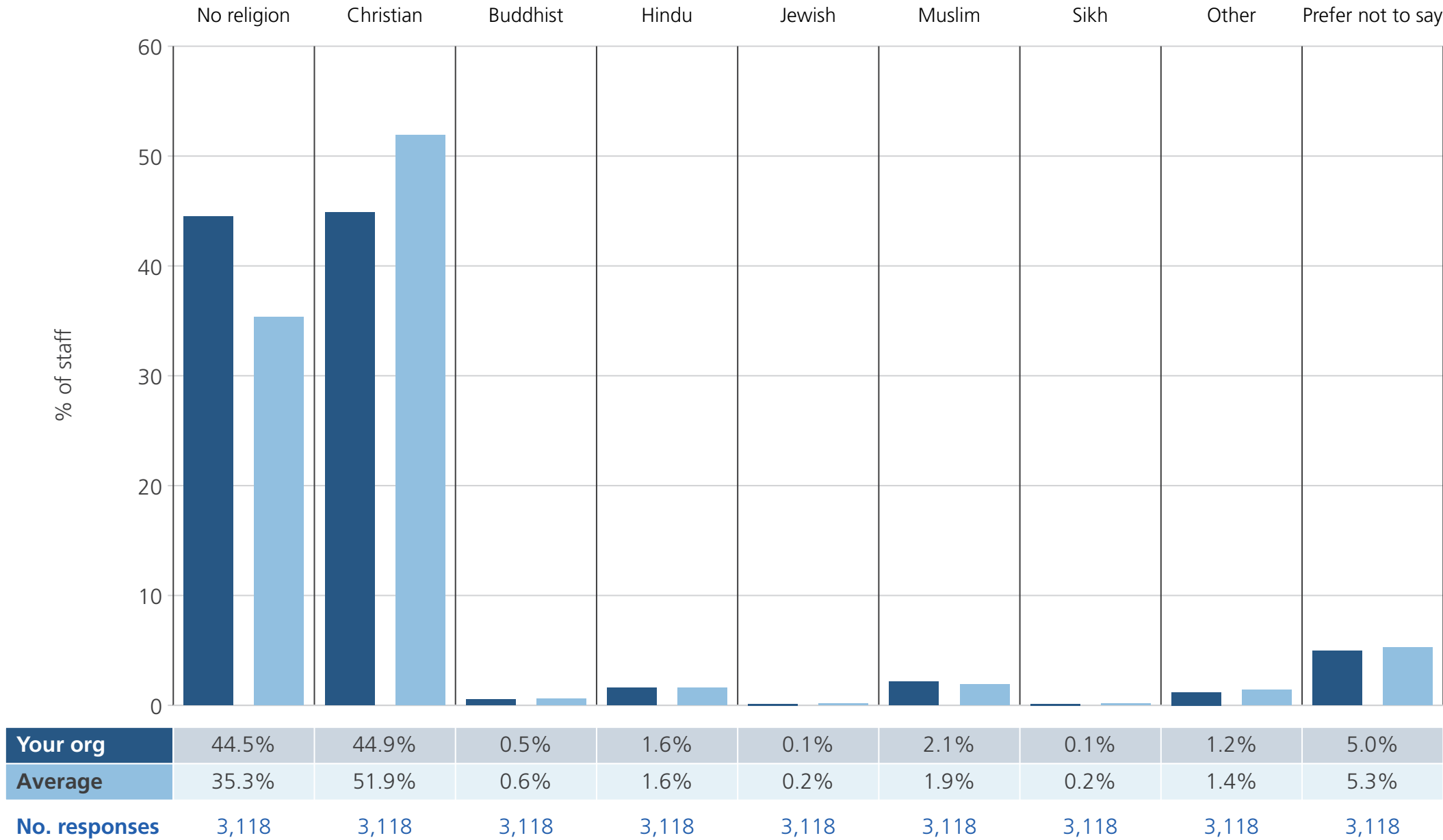
Do you have any physical or mental health conditions, disabilities or illnesses that have lasted or are expected to last for 12 months or more?

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

% of staff selecting 'Yes'
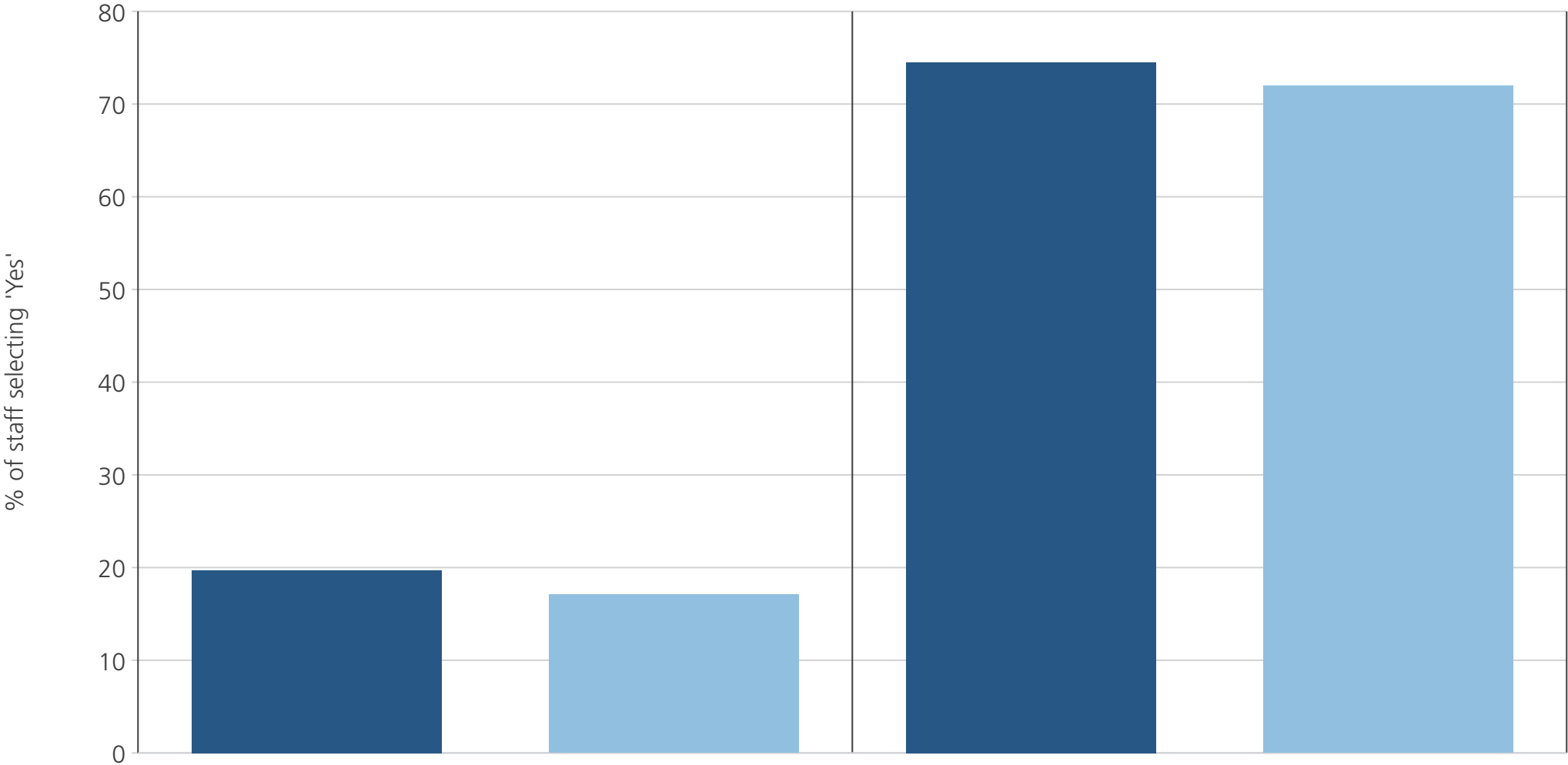
	Do you have any physical or mental health conditions...	Has your employer made adequate adjustment(s)...
Your org	19.7%	74.5%
Average	17.1%	72.0%
No. responses	2,356	272

% of staff

	Less than 1 year	1-2 years	3-5 years	6-10 years	11-15 years	More than 15 years
Your org	7.7%	11.8%	15.7%	13.2%	14.6%	37.0%
Average	8.8%	13.8%	18.2%	16.6%	13.5%	28.5%
No. responses	3,102	3,102	3,102	3,102	3,102	3,102

% of staff

	Registered Nurses and Midwives	Nursing or Healthcare Assistants	Medical and Dental	Allied Health Professionals	Scientific and Technical / Healthcare Scientists	Social Care staff	Public Health / Health Improvement	Commissioning staff	Admin and Clerical	Central Functions / Corporate Services	Maintenance / Ancillary	General Management	Other	Patient Transport Service
Your org	23.0%	6.6%	10.8%	13.2%	10.1%	0.1%	0.2%	0.3%	17.0%	7.0%	6.3%	2.8%	2.6%	0.1%
Average	28.6%	8.3%	8.8%	12.3%	8.0%	0.1%	0.2%	0.1%	16.5%	5.4%	4.3%	2.6%	3.0%	0.0%
No. responses	3,144	3,144	3,144	3,144	3,144	3,144	3,144	3,144	3,144	3,144	3,144	3,144	3,144	3,144

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England

Do you work in a team?
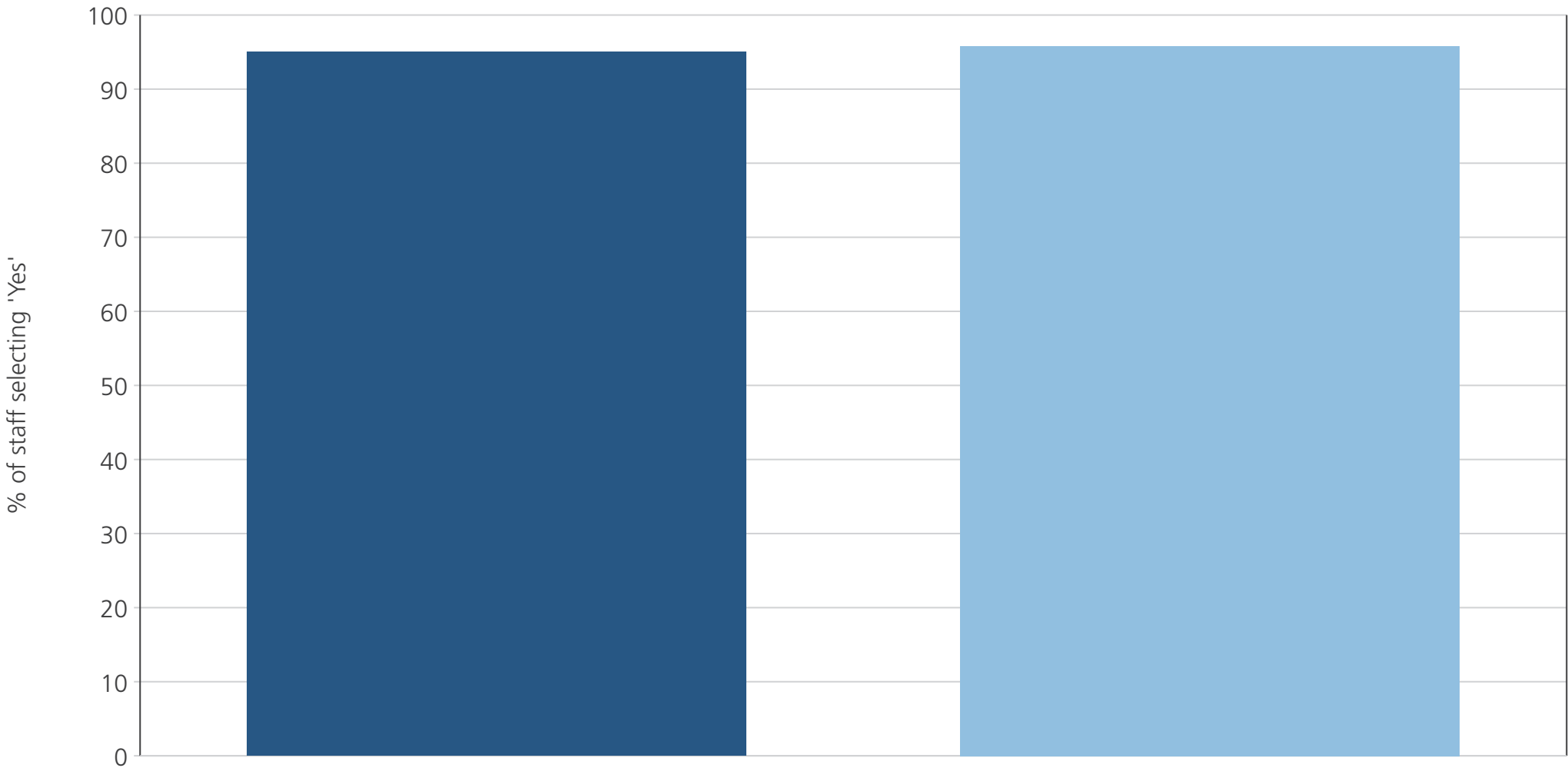
Your org	95.1%	
Average	95.8%	
No. responses	3,177	

	2-5	6-9	10-15	More than 15
Your org	23.9%	19.8%	16.9%	39.4%
Average	21.1%	20.4%	18.3%	39.6%
No. responses	3,009	3,009	3,009	3,009

Appendices

Survey Coordination Centre

NHS England
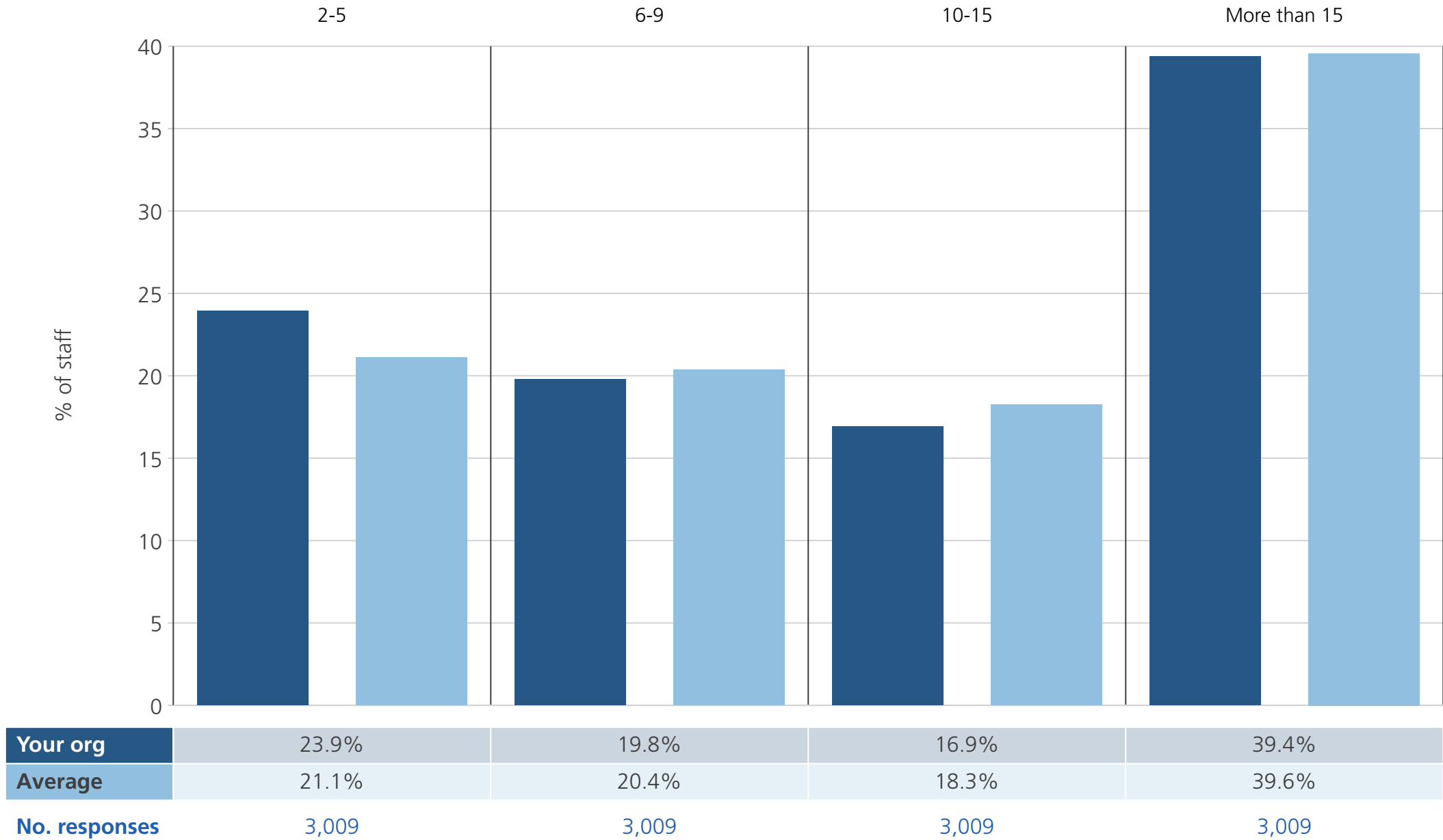
Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

Appendix A: Response rate

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results
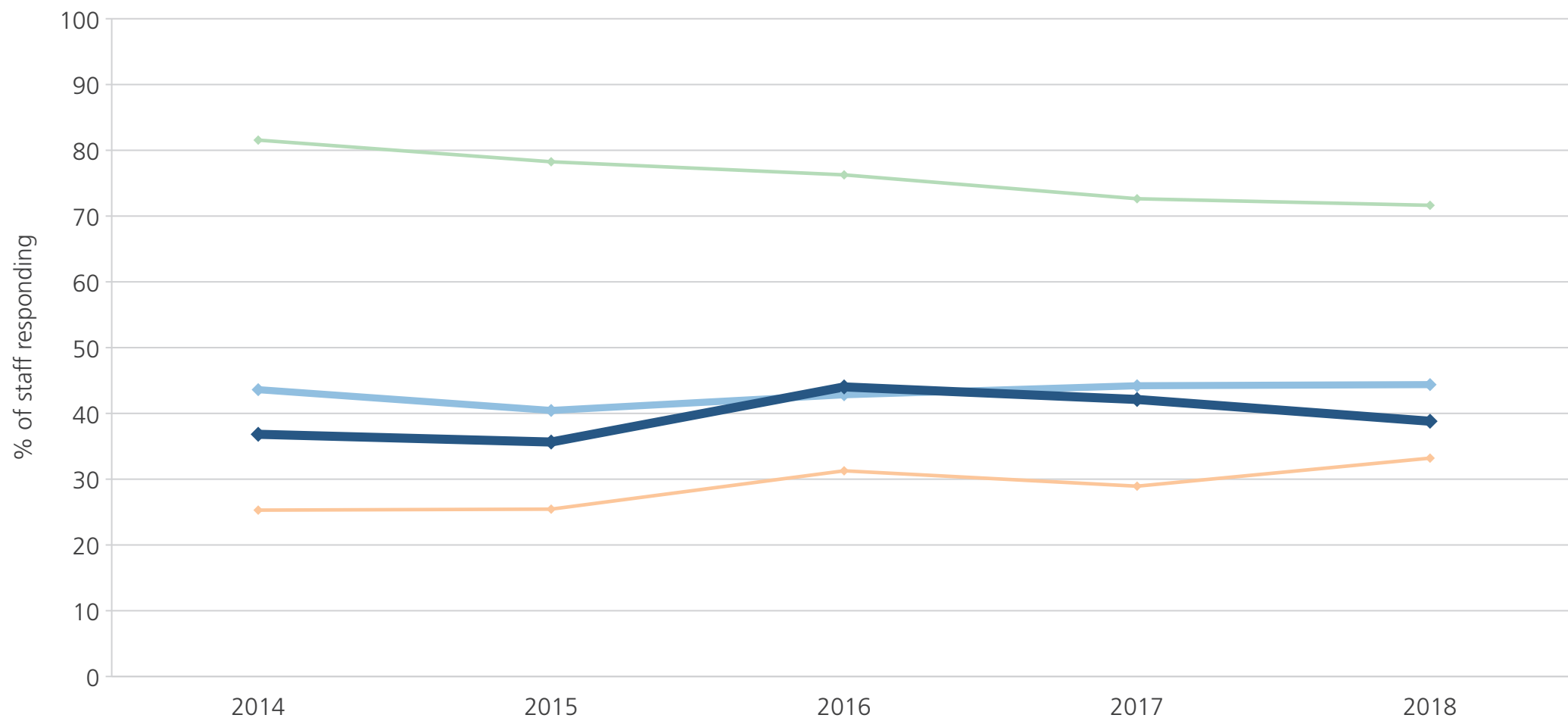
	2014	2015	2016	2017	2018
Best	81.5%	78.3%	76.3%	72.6%	71.6%
Your org	36.8%	35.6%	44.0%	42.1%	38.8%
Average	43.6%	40.4%	42.8%	44.2%	44.4%
Worst	25.3%	25.4%	31.3%	28.9%	33.2%

Appendix B: Significance testing - 2017 v 2018 theme results

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

The table below presents the results of significance testing conducted on this year's theme scores and those from last year*. It details the organisation's theme scores for both years and the number of responses each of these are based on.

The final column contains the outcome of the significance testing: ⬆ indicates that the 2018 score is significantly higher than last year's, whereas ⬇ indicates that the 2018 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	2017 score	2017 respondents	2018 score	2018 respondents	Statistically significant change?
Equality, diversity & inclusion	9.3	3430	9.3	3164	Not significant
Health & wellbeing	6.0	3439	5.9	3184	Not significant
Immediate managers	6.8	3436	6.8	3178	Not significant
Morale		0	6.3	3176	N/A
Quality of appraisals	5.2	2906	5.3	2765	⬆
Quality of care	7.5	3077	7.5	2820	Not significant
Safe environment - Bullying & harassment	8.0	3413	7.9	3166	Not significant
Safe environment - Violence	9.5	3419	9.6	3174	⬆
Safety culture	6.7	3442	6.9	3182	⬆
Staff engagement	6.9	3450	7.0	3183	⬆

* Statistical significance is tested using a two-tailed t-test with a 95% level of confidence.

Appendix C: Tips on using your benchmark report

Survey Coordination Centre

NHS England

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

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 changes to note

There are a number of differences in this benchmark report compared to the old style of benchmark reports, that was used prior to the 2018 survey, which are worth noting

➤ Key Findings have been replaced by themes. 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. **Please note that you cannot directly compare Key Finding results to theme results.**

➤ A key feature of the new 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.
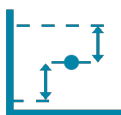
➤ **Question results are now benchmarked** so that organisations can make comparisons to their peers on specific areas of staff experience. Question results provide organisations with more granular data that will help them to identify particular areas of concern. This benchmarking has been extended to the trend data that is available 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.

Survey Coordination Centre

NHS England

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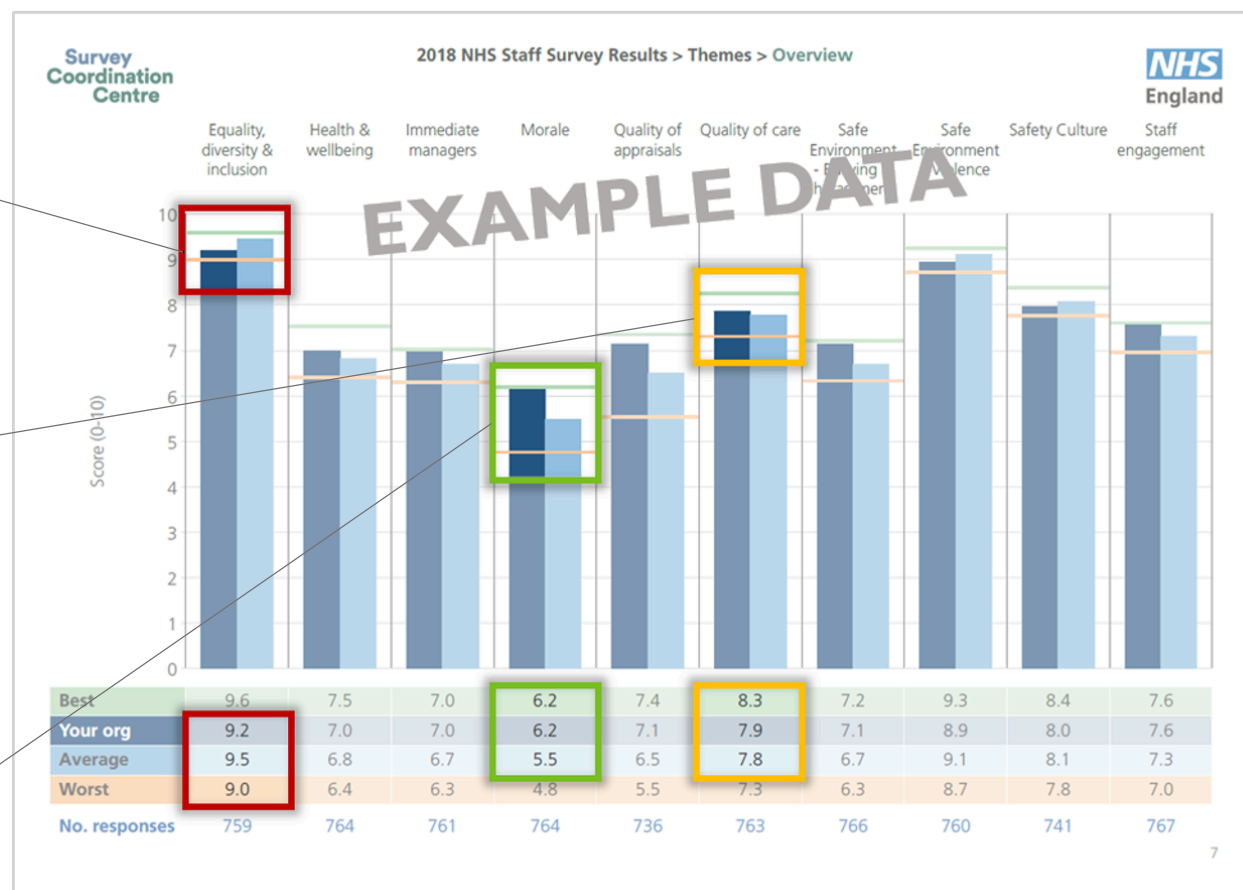
It is important to **consider each theme result within the range of its benchmarking group 'Best' and 'Worst' scores**, rather than comparing theme scores to one another. Comparing organisation scores to the benchmarking group average is another important point of reference.

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.
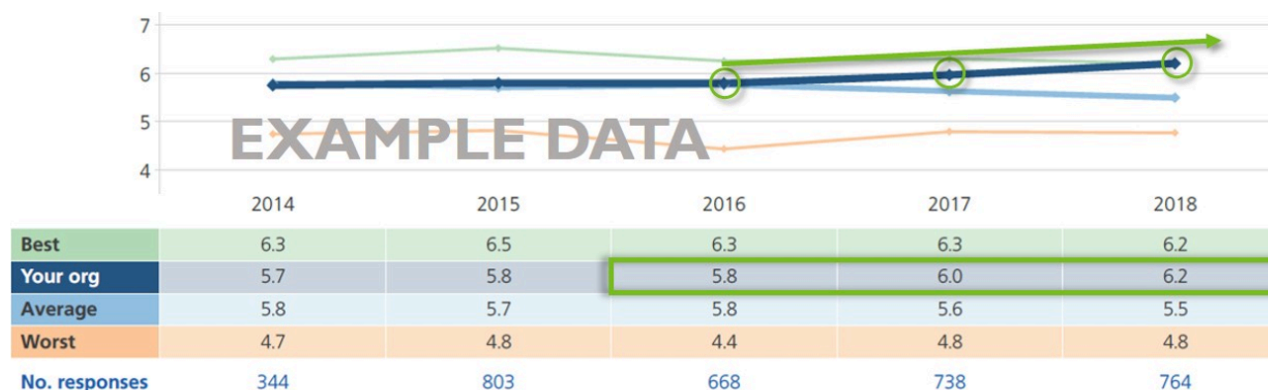

Survey Coordination Centre — 2018 NHS Staff Survey Results > Themes > Overview — **NHS England**

EXAMPLE DATA

	Equality, diversity & inclusion	Health & wellbeing	Immediate managers	Morale	Quality of appraisals	Quality of care	Safe Environment - Bullying harassment	Safe Environment Violence	Safety Culture	Staff engagement
Best	9.6	7.5	7.0	6.2	7.4	8.3	7.2	9.3	8.4	7.6
Your org	9.2	7.0	7.0	6.2	7.1	7.9	7.1	8.9	8.0	7.6
Average	9.5	6.8	6.7	5.5	6.5	7.8	6.7	9.1	8.1	7.3
Worst	9.0	6.4	6.3	4.8	5.5	7.3	6.3	8.7	7.8	7.0
No. responses	759	764	761	764	736	763	766	760	741	767

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.


	2014	2015	2016	2017	2018
Best	6.3	6.5	6.3	6.3	6.2
Your org	5.7	5.8	5.8	6.0	6.2
Average	5.8	5.7	5.8	5.6	5.5
Worst	4.7	4.8	4.4	4.8	4.8
No. responses	344	803	668	738	764

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.
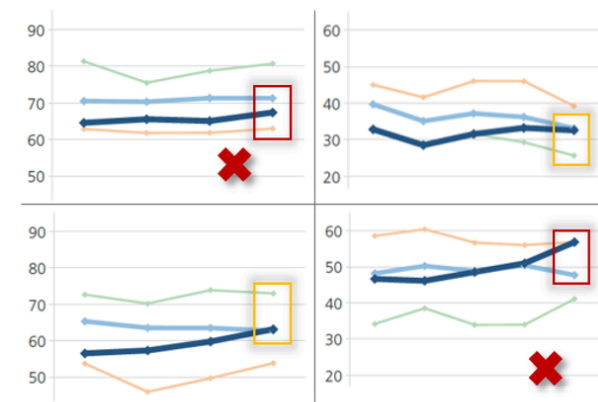
✖ = Negative driver, org result falls between average & worst benchmarking group result for question
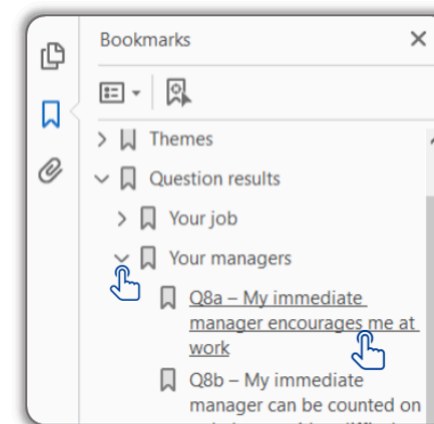
This benchmark report displays results for all questions in the questionnaire, including benchmarked trend data wherever available. While this a key feature of the report, at first glance the amount of information contained on more than 110 pages might appear daunting. The below suggestions aim to provide some guidance on how to get started with navigating through this set of data.

Identifying questions of interest

Use the bookmarks bar to navigate directly to 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.

- **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).
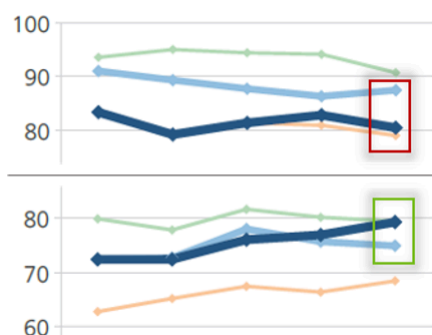
- **To identify areas of concern**: look for questions where the organisation value falls between the benchmarking group average and the worst score, particularly questions where your organisation result is very close to the worst score. Review changes in the trend data to establish if there has been 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

Hull and East Yorkshire Hospitals NHS Trust

2018 NHS Staff Survey Results

Survey Coordination Centre

NHS England

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/KF calculations, historical comparability of organisations and questions in the survey.

Other local results

Key Finding results spreadsheet: Response rate & KF results for every organisation (2017 & 2018). The results are compared and the difference between years is tested for statistical significance.

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 Hull and East Yorkshire Hospitals NHS Trust.

National results

National Trend Data and **National Breakdowns**: Dashboards containing national results – data available for five years where possible.