

2024 WRES Staff Survey Questions Results

27 March 2025



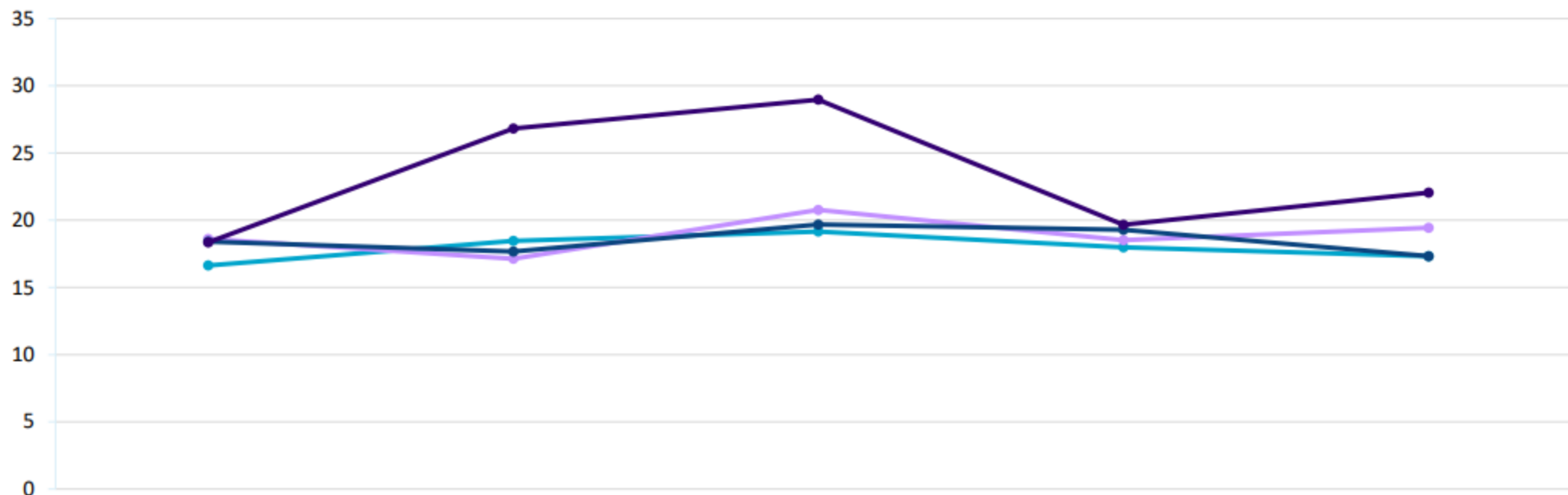
Workforce Race Equality Standard (WRES)

Survey
Coordination
Centre



Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months out of those who answered the question



	2020	2021	2022	2023	2024
White staff: Your org	18.41%	17.66%	19.68%	19.29%	17.33%
All other ethnic groups*: Your org	18.35%	26.83%	28.97%	19.65%	22.05%
White staff: Average	16.63%	18.46%	19.15%	17.99%	17.33%
All other ethnic groups*: Average	18.61%	17.13%	20.77%	18.52%	19.43%
White staff: Responses	1005	1053	940	838	906
All other ethnic groups*: Responses	218	287	252	228	322

*Staff from all other ethnic groups combined



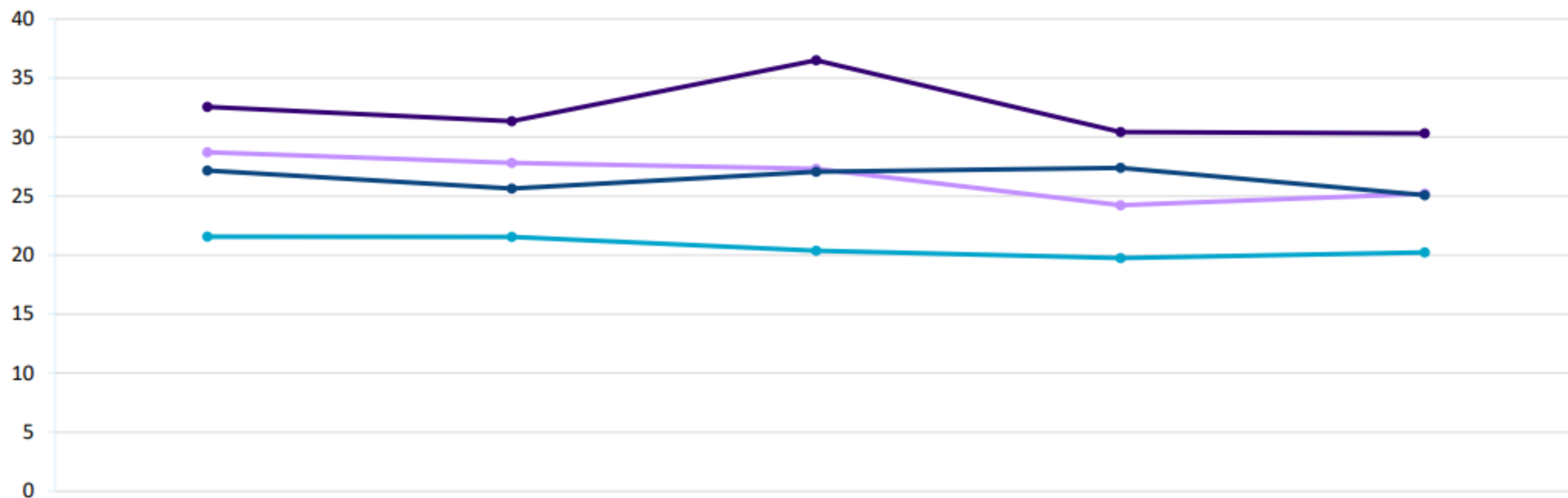
Workforce Race Equality Standard (WRES)

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Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

Percentage of staff experiencing harassment,
bullying or abuse from staff in the last 12
months out of those who answered the
question



	2020	2021	2022	2023	2024
White staff: Your org	27.16%	25.64%	27.07%	27.39%	25.08%
All other ethnic groups*: Your org	32.57%	31.34%	36.51%	30.42%	30.31%
White staff: Average	21.57%	21.54%	20.38%	19.75%	20.22%
All other ethnic groups*: Average	28.72%	27.81%	27.32%	24.23%	25.20%
White staff: Responses	1005	1061	942	838	905
All other ethnic groups*: Responses	218	284	252	227	320

*Staff from all other ethnic groups combined

Note: 2023 results for WRES indicator 6 (Q14b & Q14c) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

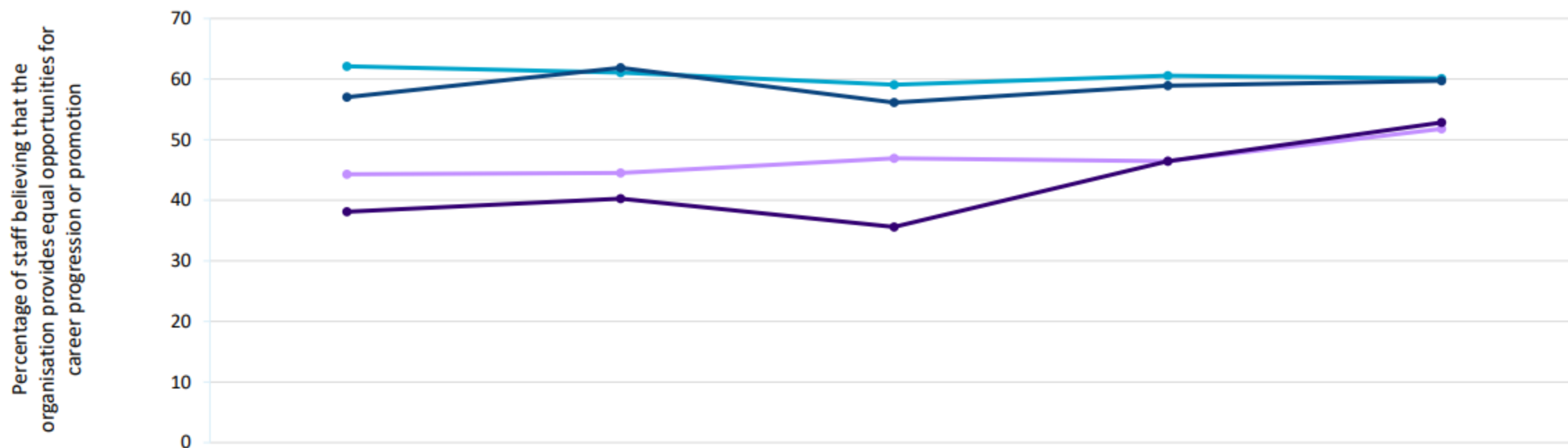


Workforce Race Equality Standard (WRES)

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Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



	2020	2021	2022	2023	2024
White staff: Your org	57.03%	61.87%	56.12%	58.91%	59.73%
All other ethnic groups*: Your org	38.12%	40.27%	35.60%	46.44%	52.83%
White staff: Average	62.11%	61.07%	59.07%	60.55%	60.08%
All other ethnic groups*: Average	44.29%	44.52%	46.92%	46.44%	51.79%
White staff: Responses	1024	1083	939	881	904
All other ethnic groups*: Responses	223	293	250	267	318

*Staff from all other ethnic groups combined

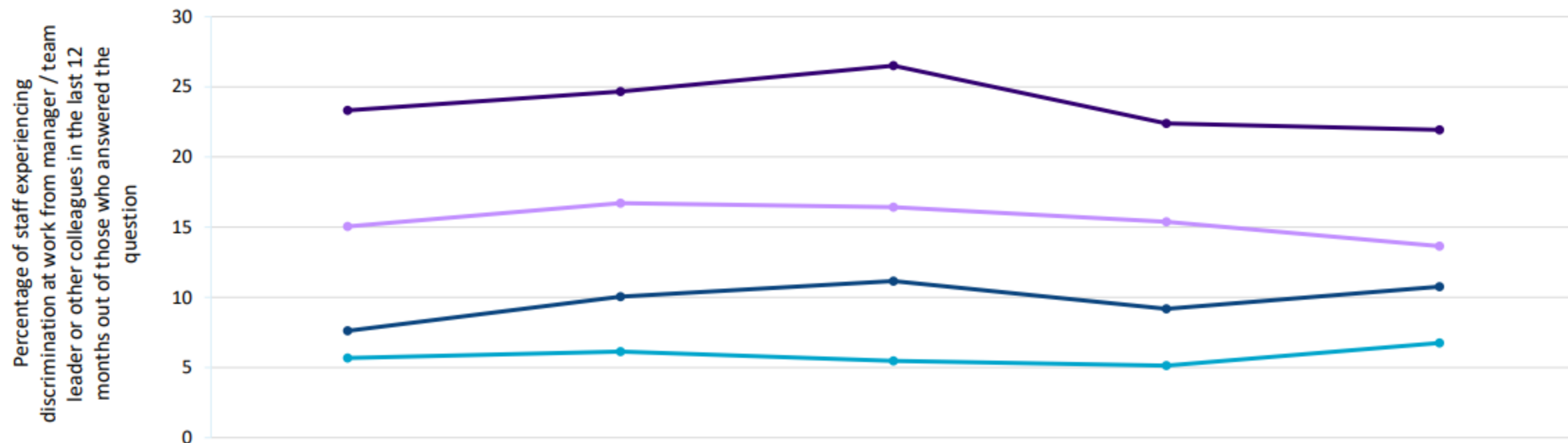


Workforce Race Equality Standard (WRES)

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Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



	2020	2021	2022	2023	2024
White staff: Your org	7.61%	10.05%	11.16%	9.17%	10.75%
All other ethnic groups*: Your org	23.32%	24.66%	26.51%	22.39%	21.94%
White staff: Average	5.68%	6.13%	5.47%	5.13%	6.75%
All other ethnic groups*: Average	15.05%	16.71%	16.42%	15.38%	13.65%
White staff: Responses	1025	1085	941	883	893
All other ethnic groups*: Responses	223	292	249	268	310

*Staff from all other ethnic groups combined

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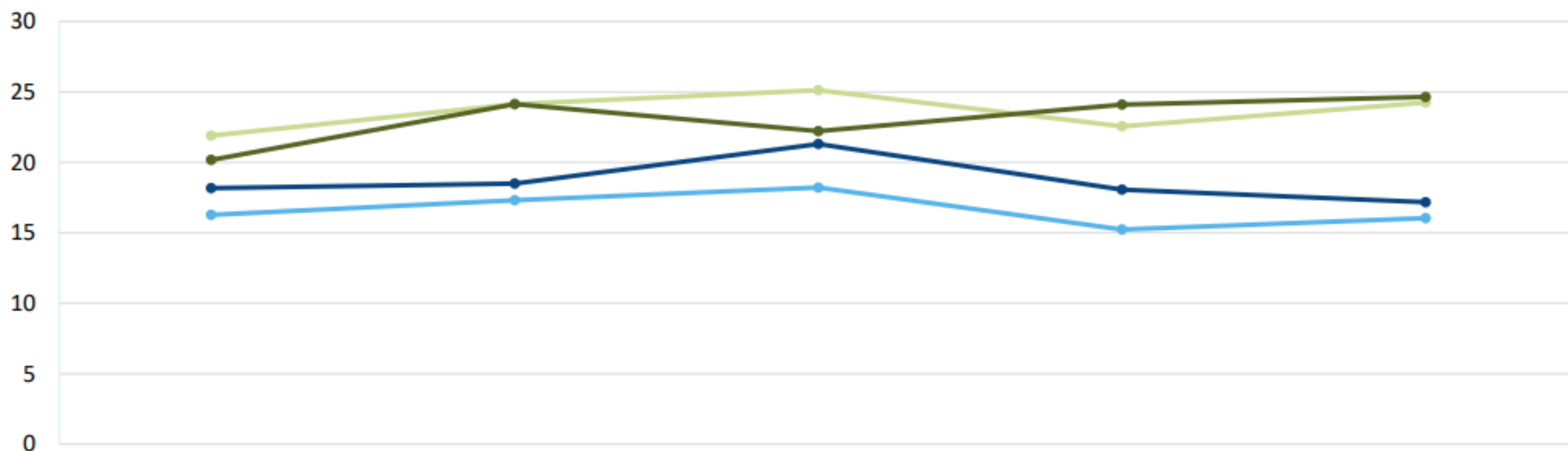
Workforce Disability Equality Standards

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Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	20.17%	24.14%	22.22%	24.10%	24.65%
Staff without a LTC or illness: Your org	18.18%	18.50%	21.31%	18.07%	17.18%
Staff with a LTC or illness: Average	21.90%	24.14%	25.13%	22.56%	24.24%
Staff without a LTC or illness: Average	16.28%	17.31%	18.22%	15.24%	16.05%
Staff with a LTC or illness: Responses	233	290	261	261	284
Staff without a LTC or illness: Responses	1012	1070	934	796	943

Note: 2023 results for WDES metric 4a (Q14a) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



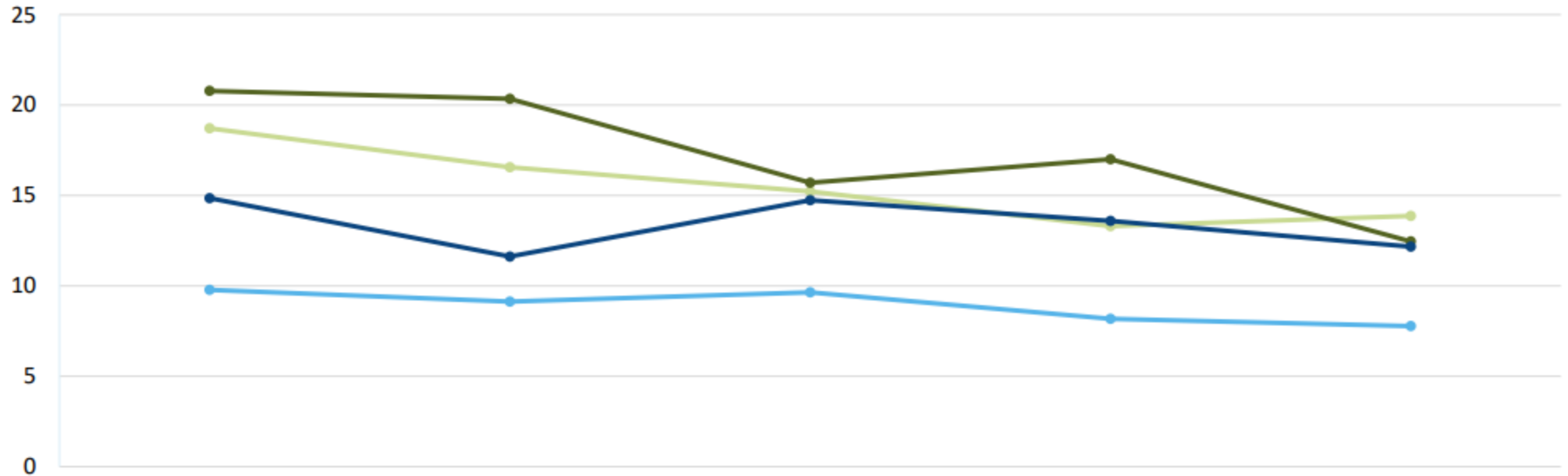
Workforce Disability Equality Standards

Survey
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Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	20.78%	20.34%	15.71%	17.00%	12.46%
Staff without a LTC or illness: Your org	14.85%	11.62%	14.73%	13.59%	12.16%
Staff with a LTC or illness: Average	18.71%	16.56%	15.22%	13.30%	13.87%
Staff without a LTC or illness: Average	9.78%	9.13%	9.64%	8.18%	7.77%
Staff with a LTC or illness: Responses	231	290	261	259	281
Staff without a LTC or illness: Responses	1010	1067	930	794	929

Note: 2023 results for WDES metric 4b (Q14b) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



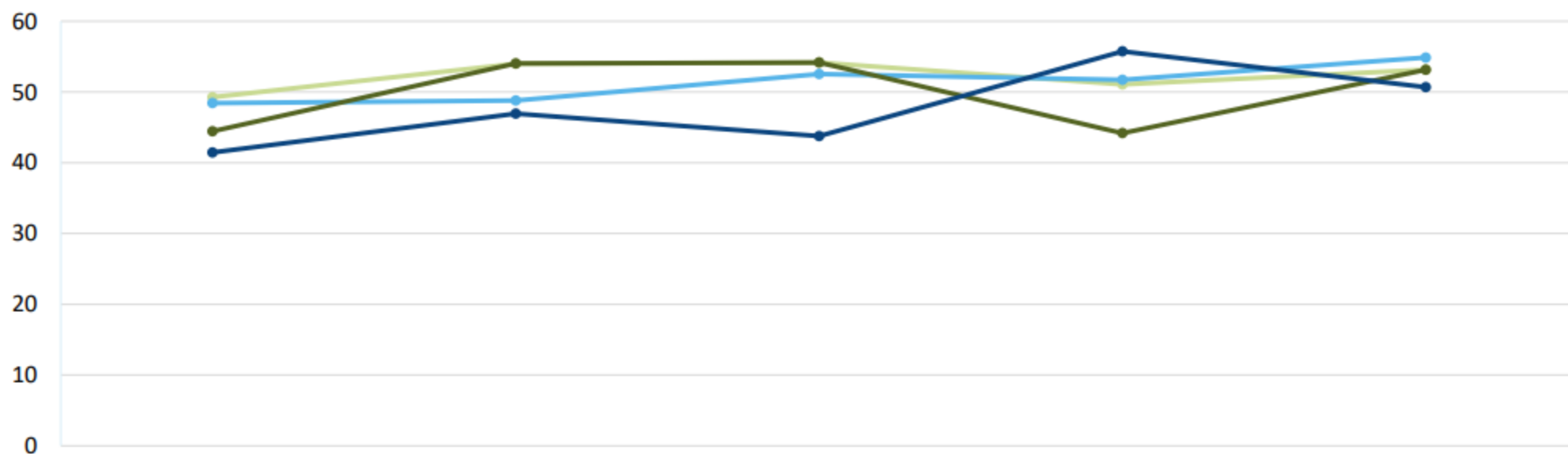
Workforce Disability Equality Standards

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Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



2020

2021

2022

2023

2024

Staff with a LTC or illness: Your org	44.44%	54.03%	54.17%	44.18%	53.15%
Staff without a LTC or illness: Your org	41.46%	46.93%	43.79%	55.75%	50.70%
Staff with a LTC or illness: Average	49.27%	54.00%	54.17%	51.09%	53.15%
Staff without a LTC or illness: Average	48.44%	48.81%	52.53%	51.72%	54.88%
Staff with a LTC or illness: Responses	90	124	96	100	111
Staff without a LTC or illness: Responses	316	326	322	255	284

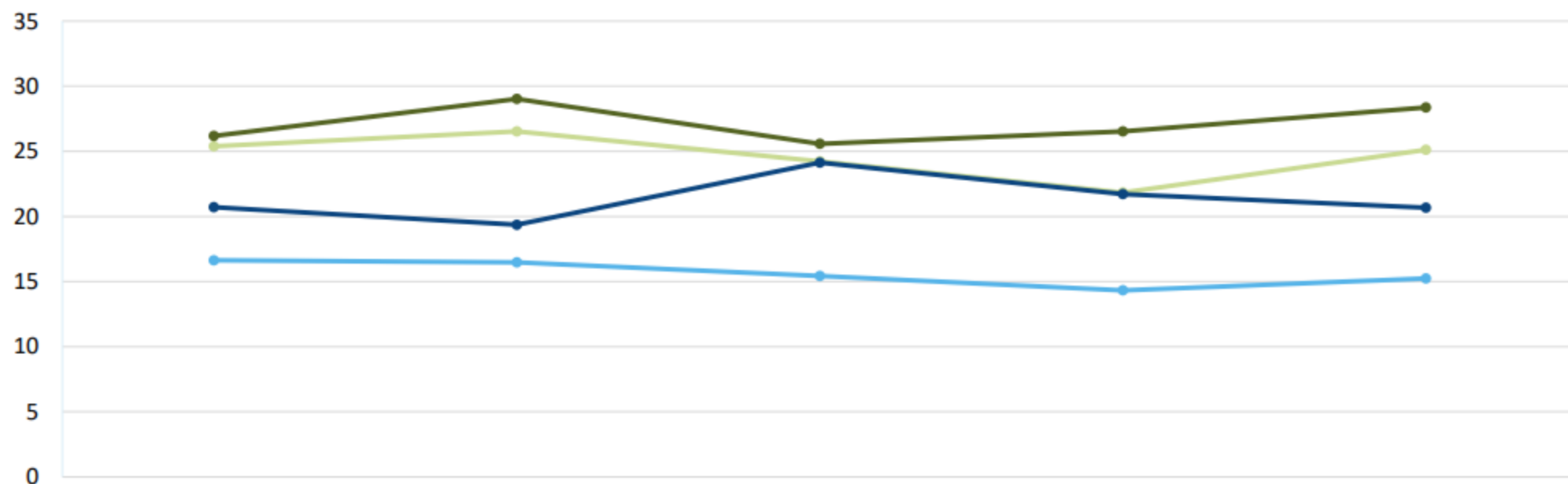
Note: 2023 results for WDES metric 4d (Q14d) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



Workforce Disability Equality Standards

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	26.18%	29.02%	25.57%	26.52%	28.37%
Staff without a LTC or illness: Your org	20.71%	19.36%	24.13%	21.71%	20.66%
Staff with a LTC or illness: Average	25.39%	26.53%	24.22%	21.83%	25.12%
Staff without a LTC or illness: Average	16.63%	16.48%	15.43%	14.32%	15.23%
Staff with a LTC or illness: Responses	233	286	262	259	282
Staff without a LTC or illness: Responses	1009	1069	924	786	934

Note: 2023 results for WDES metric 4c (Q14c) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



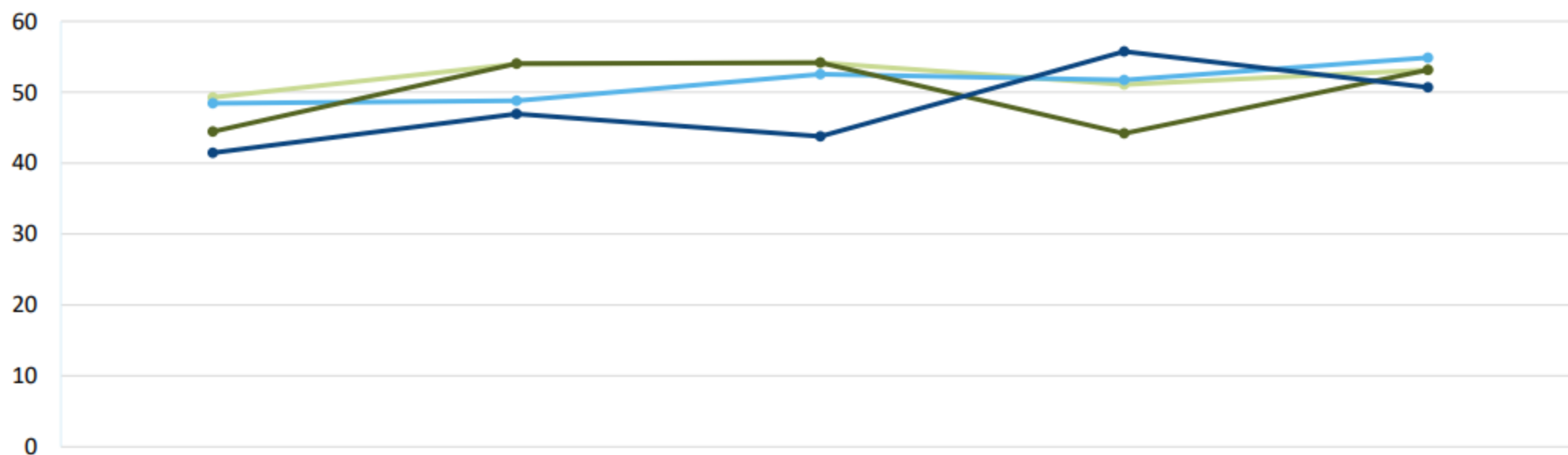
Workforce Disability Equality Standards

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Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it out of those who answered the question

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	44.44%	54.03%	54.17%	44.18%	53.15%
Staff without a LTC or illness: Your org	41.46%	46.93%	43.79%	55.75%	50.70%
Staff with a LTC or illness: Average	49.27%	54.00%	54.17%	51.09%	53.15%
Staff without a LTC or illness: Average	48.44%	48.81%	52.53%	51.72%	54.88%
Staff with a LTC or illness: Responses	90	124	96	100	111
Staff without a LTC or illness: Responses	316	326	322	255	284

Note: 2023 results for WDES metric 4d (Q14d) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



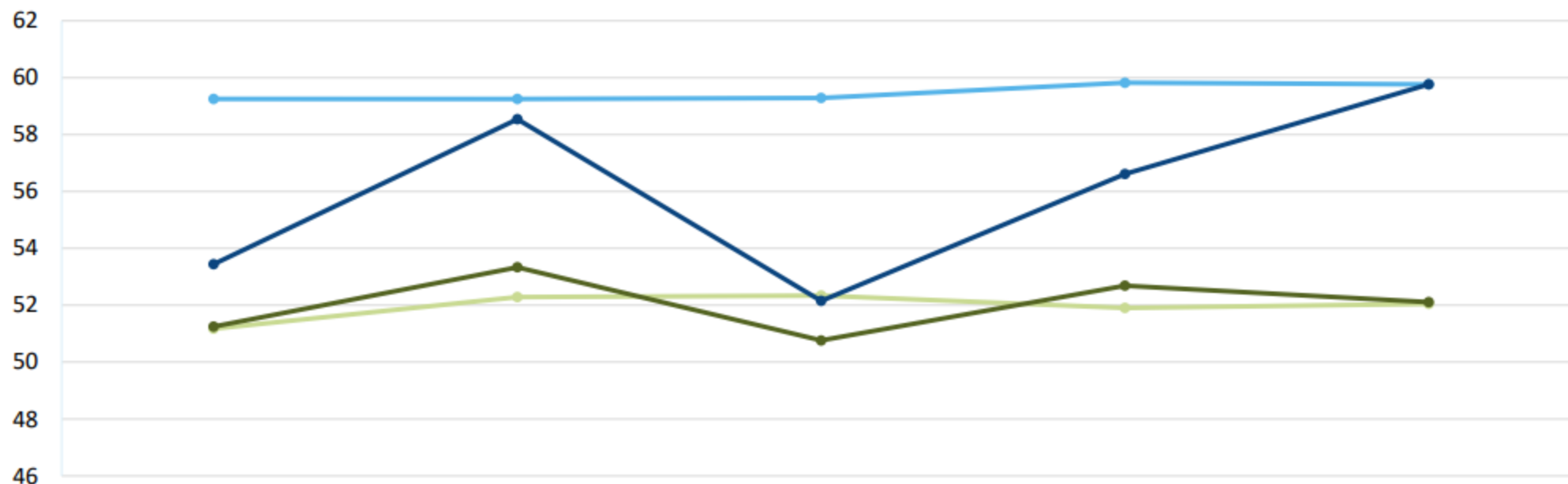
Workforce Disability Equality Standards

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Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion out of those who answered the question

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	51.25%	53.33%	50.76%	52.69%	52.11%
Staff without a LTC or illness: Your org	53.44%	58.54%	52.15%	56.61%	59.77%
Staff with a LTC or illness: Average	51.17%	52.29%	52.34%	51.90%	52.05%
Staff without a LTC or illness: Average	59.25%	59.25%	59.28%	59.82%	59.77%
Staff with a LTC or illness: Responses	240	300	262	279	284
Staff without a LTC or illness: Responses	1031	1095	930	862	937



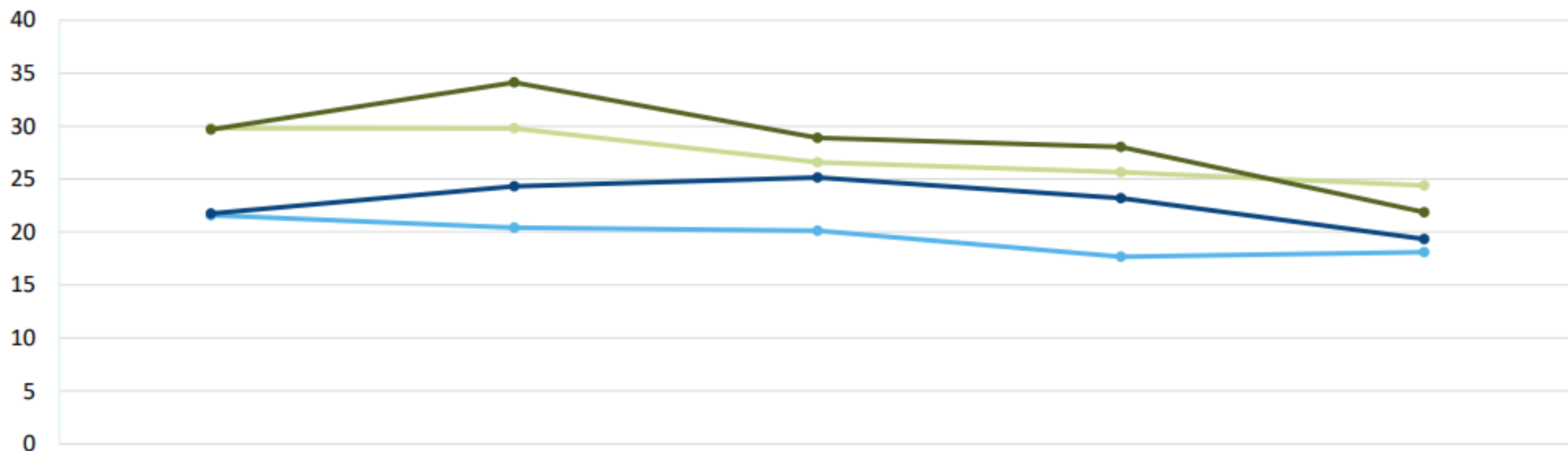
Workforce Disability Equality Standards

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Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties out of those who answered the question

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	29.68%	34.12%	28.89%	28.04%	21.88%
Staff without a LTC or illness: Your org	21.74%	24.32%	25.15%	23.19%	19.34%
Staff with a LTC or illness: Average	29.79%	29.79%	26.57%	25.66%	24.40%
Staff without a LTC or illness: Average	21.59%	20.42%	20.13%	17.67%	18.10%
Staff with a LTC or illness: Responses	155	211	180	189	192
Staff without a LTC or illness: Responses	437	518	501	414	424



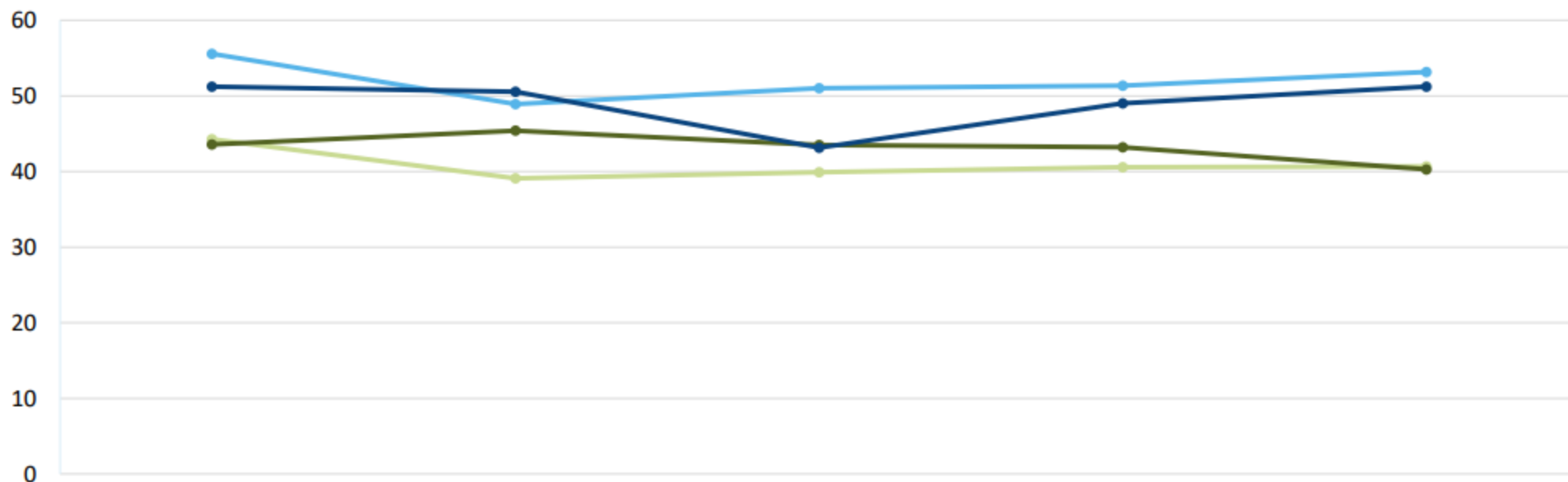
Workforce Disability Equality Standards

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Percentage of staff satisfied with the extent to which
their organisation values their work out of those who
answered the question

Percentage of staff satisfied with the extent to which their organisation values their work.



	2020	2021	2022	2023	2024
Staff with a LTC or illness: Your org	43.57%	45.39%	43.51%	43.21%	40.28%
Staff without a LTC or illness: Your org	51.21%	50.55%	43.15%	49.02%	51.22%
Staff with a LTC or illness: Average	44.27%	39.09%	39.91%	40.56%	40.67%
Staff without a LTC or illness: Average	55.58%	48.92%	51.03%	51.34%	53.17%
Staff with a LTC or illness: Responses	241	304	262	280	283
Staff without a LTC or illness: Responses	1029	1098	934	865	941



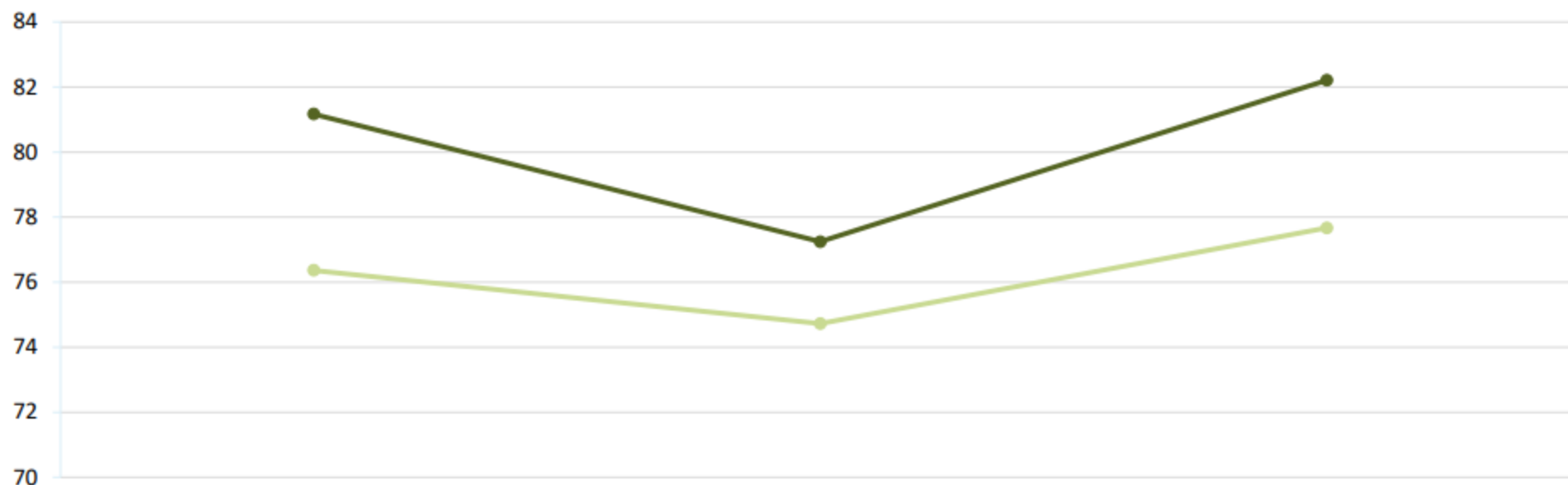
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Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.

Percentage of staff with a long lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work out of those who answered the question



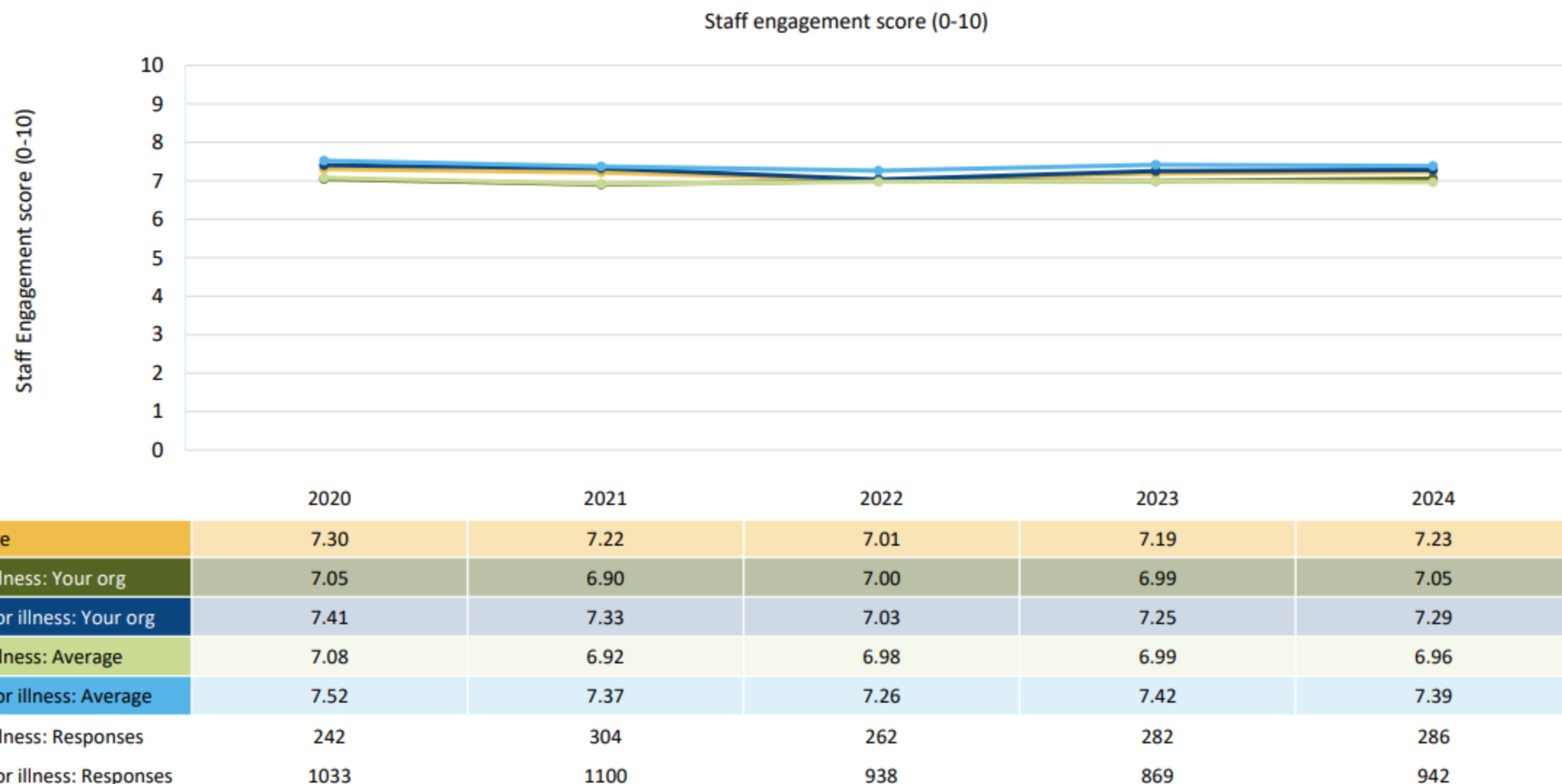
	2022	2023	2024
Staff with a LTC or illness: Your org	81.17%	77.25%	82.21%
Staff with a LTC or illness: Average	76.36%	74.73%	77.67%

Staff with a LTC or illness:
Responses

154

167

163



Note: Data shown in this chart are unweighted therefore will not match weighted staff engagement scores in other outputs.