The concise NHS HR-EDI survey: Data archive submission addendum

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# NHS HR & EDI Survey

## Survey Design and Dissemination

The National Health Service Human Resources and Equality Diversity and Inclusion survey (NHS HR & EDI Survey) is an online survey of the organisational culture and workforce structure at NHS trusts in England (Einarsóttir et al., 2020; Mumford et al., 2021). The survey required one response per trust from Human Resources (HR) staff and/or Equality, Diversity and Inclusion (EDI) leads working in NHS trust in England.

The survey consists of six blocks and collects information on the respondent’s trust and job role, equality and diversity policies, staff networks, workplace and job characteristics and basic demographic information. The NHS HR & EDI Survey was designed, published and managed by the research team at the University of York using the survey software Qualtrics. The questionnaire and the raw datasets can only be accessed through the University of York’s system, and the data is stored on a secure server.

The survey was piloted before its launch date by academics at the University of York, selected NHS employees and members of the project Advisory Board. Piloting allowed the research team to assess the clarity and purpose of questions. The feedback received during this process was used to modify questions and response categories to ensure relevance for NHS staff. Appendix A provides the HR & EDI survey questions.

The survey was administered in two waves: The first wave took place between 29th October 2018 and 14th February 2019 (the survey remained open during Christmas and New Year 2018), and the second wave was between 24th April and 27th May 2019. In total, the survey was open and accessible via the survey link over 16 weeks.

The main channels of survey dissemination in the first wave were announcements on the NHS Employers’ website and workforce/staff bulletins distributed by NHS’ communication teams. The survey was also promoted using social media on official NHS accounts, particularly on Twitter and LinkedIn. Following the Advisory Board meeting on 8th January 2019, the research team also explored alternative dissemination and promotion channels by approaching regional EDI leads via NHS Employers. An overview of the dissemination methods is presented in **Table** 1.

**Table 1 Timeline for planned promotion of the NHS HR & EDI Survey, the first wave in 2018**

|  |  |
| --- | --- |
| **29 October** | “Latest News” page for NHS Employers website |
| **w/c 5 November** | Email to D&I contacts alerting them to survey and ask them to forward to their HR teams for completion |
| ***5 November*** | Engagement brief (monthly newsletter to HRD network)  400-word article |
| **29 October**  **19 November** | Workforce Bulletin (40-word article) |
| **31 October**  **14 November** | Managers Bulletin (40-word article) |
| **5 November** | Members update – weekly bulletin to chief execs, senior leaders |
| ***w/c 13 November*** | Direct emails to HR Directors by engagement team |
| **October/November** | 5 x Regional HR engagement network meetings  Word of mouth |
| **October/November** | Social media promotion  Twitter - @NHSEmployers @NHSE\_Diversity @NHSE\_Engagement @LGBT\_Networks  LinkedIn – NHS Employers  Facebook – PFD Champions page (ask them to circulate to their HR team) |
| *Notes:* Planned communications of the NHS HR & EDI Survey detailed by the Communication Manager for the NHS at the beginning of survey dissemination. | |

The second wave of data collection took place between 24th April and 27st May 2019. The main dissemination channels were individual emails to HR directors or EDI leads in trust, who were non-respondents in the first wave of data collection. We sent two reminders via our project’s dedicated email address with updated contacts lists. We excluded a trust if we received a response from that trust after a reminder. These dynamic e-mail reminders continued until the 8th of May 2019. In the following weeks leading to the end of the survey, two additional reminders were distributed by regional EDI leads. Only trusts that had not responded to the HR & EDI Survey in the first wave were contacted. Appendix A provides the dissemination method in detail.

The survey did not have any screening questions, trust names and the rate of survey completion were used as post-screening tools to validate the sample.

## Responses to the NHS HR & EDI Survey

Two-hundred and twenty six (226) NHS trusts were operating in England as of 31st August 2018 (NHS Digital, 2018, see Appendix C). As the NHS HR & EDI Survey collected information at the organisational level, it required one response per trust, thus the expected sample size was 226.

Overall, the survey received 396 responses. Around 3 in 5 respondents did not complete the survey, i.e. their response progress was less than 100%. Of these responses, 54 respondents can be categorised as ‘browsers’ as they only saw the first question and left the survey before answering any questions.

The final dataset includes 163 valid responses from 126 NHS trusts located in England. The sample includes multiple responses from 17 trusts. The response rate at trust level is 55.5%. This response rate is aligned with other online surveys’ response rates as discussed in Section 1.5.

**Table 2 Responses to the NHS HR & EDI Survey**

|  |  |
| --- | --- |
|  | **Total** |
| All responses | 396 |
| Incomplete responses | 227 |
| Incomplete information about the trust a | 3 |
| Ineligible due to being “other” organisation b | 3 |
| ***Valid responses*** | 163 |
| *Notes:* aDespite completing the survey, 3 respondents did not provide the name of their organisations.  bRespondents have completed the survey, however, they do work organisations other than NHS trusts, e.g. shared services, social enterprises (community interest company, CIC). Valid responses are those with the NHS trust information and 100% survey completion. | |

From the validated NHS HR & EDI Survey sample, we construct a second dataset by collapsing multiple observations per trusts into a single observation. The resulting ‘trust-level’ dataset includes 126 observations; one observation per trust. The selection rule used is based on the following on guidelines:

**Creating a single observation per trust in the NHS HR & EDI Survey (trust-level sample)**

For 17 trusts with multiple observations, we apply the following rules to reduce the sample with individual-trust as a unit of observation to trust observations:

* If there are no respondents responsible for EDI in the trust, keep the highest-ranking respondent by (derived) job title
* If there are EDI respondents and a single respondent in the trust (among other respondents) is responsible for the EDI, keep the EDI respondent
* If there is more than one respondent who is responsible for EDI, keep the respondent with the highest rank.

There are three trusts to which these rules cannot be applied. This is because these trusts have (i) respondents with the same job title (or the lack thereof) and or (ii) unknown EDI responsibilities. In this case, the observations with the least missing values on other survey items were retained in the sample.

The trust-level sample consists of 126 respondents, 17.5% are Heads of HR, 14.3% are HR Managers and 31% are EDI related staff. There are also 8 respondents with “other” job titles, including HR support, sister, staff network lead, workforce training practitioner and a chairman.

## Potential biases

The first wave of the NHS HR & EDI survey data collection consisted of announcements mostly carried out by NHS Employers on their website and workforce bulletins, and later by the regional EDI leads (see Appendix A for details). Thus, while the survey required only one response from each trust, the research team had no control over who would receive and complete the survey in trusts’ HR team. This is important for two reasons: (i) quality of information (ii) self-selection in survey completion.

The quality of the information provided may vary by the respondent’s role in the organisation. For instance, an HR advisor may know more about employee consultation but less about EDI matters, whereas an EDI lead would know more about the diversity policies and staff networks than recruitment. To account for the variation in reporting, the HR & EDI survey gathers information about respondent’s job title and allocation of time at work on certain tasks such as recruitment, training of employees, EDI, performance appraisals etc. Thus, controlling for these characteristics may help to mitigate a potential bias in reporting. Additionally, using alternative aggregate measures on trust level information might produce conflicting reports for the same trust.

As in other online surveys, the HR & EDI Survey sample consists of individuals who self-selected themselves to complete the survey. In the first wave, the composition of the sample may be biased if the staff who frequents NHS Employers website and/or reads the workforce bulletins may differ from other staff in some unobservable way, e.g. through their knowledge about their organisation. Around one-third of all the responses were collected during a second wave of surveying in April-May 2019. In this second wave, a more targeted approach to disseminating the survey was adopted by contacting HR staff and EDI leads directly, which would be expected to lessen any compositional bias.

# References

Einarsóttir, A., Mumford, K., Birks, Y., Aguirre, E., Lockyer, B., and Sayli, M. (2020). *LGBT employee networks within the NHS: Technical report and data addendum*. York: University of York. https://www.researchgate.net/publication/344670897

Mumford, K., Aguirre, E., Einarsóttir, A., Lockyer, B., Sayli, M. and Smith, B. (2021). ‘Pay gaps in the National Health Service: Observability and disclosure’*. IZA Institute of Labor Discussion Paper*, no. 14482.

# Appendix A: The HR&EDI Survey Questionnaire

The complete survey consists of six parts: A. Trust and HR Roles, B. Equality and Diversity, C. Staff Networks, D. Workplace Characteristics, E. Job Characteristics and Job Satisfaction, F. Demographic characteristics questions.

The complete survey contains 57 questions (Einarsóttir et al, 2020), but not all questions are displayed for all respondents. 6 routed questions use the information from previous questions. Routing for these questions is shown in italic in the following section. The majority of the questions are displayed alone in web-browsers.

Survey respondents do not see the question numbers, but for traceability purposes in this appendix, we include question- numbers within survey parts. Dropdown menus include a long list of choice options, whereas responses listed with □ indicates multiple answers and ○ indicates that respondents can select only one answer option. ⊗ means that an answer option is exclusive and respondents cannot select any other answer option for the question and ↳ refers to answer options selected in a previous question and carried forward.

In the concise form of the survey submitted to the data archive XXX questions have been omitted to ensure the repondents remain anonymous, leaving information on XXX questions as listed below.

**HR Survey Introduction**[[1]](#footnote-1)

Welcome!

This survey is a part of a major study into the NHS workforce, employee engagement and staff networks carried out by the University of York and funded by the Economic and Social Research Council. The survey was developed in partnership with NHS Employers and an LGBT+ Networks Advisory Board established for this study. Completing the survey should take less than 15 minutes of your time. Your participation is entirely voluntary, and you may skip questions and leave the survey at any time.

Your views are very important to us and will be kept strictly confidential. Only the named researchers at the University of York will have access to this data. Analysis of the data will be in aggregate form only and will not be presented in any way that allows individuals to be identified. The survey has been approved by the University of York Ethics Committee and is fully GDPR compliant. The results of the study and the final report will be made available on the project's website and circulated via NHS Employers.

If you have any questions about the survey or the study, please contact Dr Anna Einarsdóttir (Principal Investigator) anna.einarsdottir@york.ac.uk or University of York Ethics Committee elmps-ethics-group@york.ac.uk.

* 1. **Trust and HR Roles**

1. ?[[2]](#footnote-2)

▼



\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. ?

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Does your Trust have a lead on Equality, Diversity and Inclusion (EDI)?

* Yes
* No
* I don't know

*If “yes” is selected in A.4, then A.5 is displayed.*










* 1. **Equality and Diversity**

1. Does your Trust have an action plan addressing the Workforce Race Equality Standard (WRES) Report 2017?

* Yes
* No
* I don’t know

1. Does your Trust have an action plan addressing the Gender Pay Gap?

* Yes
* No
* I don’t know

1. Does your Trust have an action plan addressing the Sexual Orientation Monitoring Information Standard (SOM)?

* Yes
* No
* I don’t know

*If “yes” to B.3., then B.4 is displayed.*

1. Does your Trust monitor sexual orientation of patients and/or service users?

* Yes
* No
* I don’t know

1. In the last 5 years, has your Trust taken part in the Stonewall Workplace Index or used other external LGBT+ benchmarking tools?

* Never
* Once
* Twice
* 3-5 times

*If “never” is not selected, then B.6 is displayed.*



|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

1. In your view, what are the 3 most important challenges your Trust face to achieve its Equality, Diversity and Inclusion goals?

* Insufficient number of staff
* Lack of awareness and understanding in the Trust
* Lack of leadership and commitment of senior staff
* Limited data/information on what to do
* Other priorities deemed more important
* Resistance to organisational change
* Complex restructuring
* Limited training opportunities and/or lack of skills
* Limited engagement with the community
* Other

1. In your view, to what extend do the following help to improve Equality, Diversity and Inclusion at your Trust?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all helpful | Slightly helpful | Somewhat helpful | Very helpful | Extremely helpful |
| Written guidelines, briefing and/or templates | ○ | ○ | ○ | ○ | ○ |
| Training materials | ○ | ○ | ○ | ○ | ○ |
| Case studies, best practices and/or shared learning | ○ | ○ | ○ | ○ | ○ |
| Equality, Diversity and Inclusion Seminars | ○ | ○ | ○ | ○ | ○ |
| Engagement with staff networks | ○ | ○ | ○ | ○ | ○ |
| Workforce data and statistics | ○ | ○ | ○ | ○ | ○ |

1. Over the last 12 months, have you been made aware of negative experiences from your workforce on the basis of the following protected characteristics?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never | Rarely | Sometimes | Often | Always |
| Age | ○ | ○ | ○ | ○ | ○ |
| Disability | ○ | ○ | ○ | ○ | ○ |
| Gender reassignment | ○ | ○ | ○ | ○ | ○ |
| Marriage and civil partnership | ○ | ○ | ○ | ○ | ○ |
| Pregnancy and maternity | ○ | ○ | ○ | ○ | ○ |
| Race | ○ | ○ | ○ | ○ | ○ |
| Religion or belief | ○ | ○ | ○ | ○ | ○ |
| Sex | ○ | ○ | ○ | ○ | ○ |
| Sexual orientation | ○ | ○ | ○ | ○ | ○ |

* 1. **Staff Networks**

1. To what extent do you agree or disagree with the following statements about staff networks?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **“Staff networks …”** | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Not Applicable |
| are taken seriously by management |  |  |  |  |  |  |
| are taken seriously by HR |  |  |  |  |  |  |
| take notice of their members' problems and complaints |  |  |  |  |  |  |
| improve the work climate |  |  |  |  |  |  |
| are an integral part of diversity and inclusion |  |  |  |  |  |  |
| create a positive atmosphere for employees |  |  |  |  |  |  |

1. To what extent do you agree or disagree with the following statements about staff networks?

**“Staff networks …”**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Not applicable |
| reduce staff turnover | ○ | ○ | ○ | ○ | ○ | ○ |
| offer advice on matters concerning LGBT+ staff and/or patients/service users | ○ | ○ | ○ | ○ | ○ | ○ |
| only benefit network members | ○ | ○ | ○ | ○ | ○ | ○ |
| improve working conditions for employees with protected characteristics | ○ | ○ | ○ | ○ | ○ | ○ |
| trigger backlash from non-members | ○ | ○ | ○ | ○ | ○ | ○ |
| improve quality in patient care/service delivery | ○ | ○ | ○ | ○ | ○ | ○ |

1. To what extent do you agree or disagree with the following statements about staff networks?

**“Staff networks …”**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree | Not Applicable |
| help members to find mentors |  |  |  |  |  |  |
| increase employee productivity |  |  |  |  |  |  |
| reduce absenteeism |  |  |  |  |  |  |
| provide personal support |  |  |  |  |  |  |
| facilitate training for employees |  |  |  |  |  |  |
| serve no purpose |  |  |  |  |  |  |

1. Which of the following staff networks are available in your Trust?

|  |  |
| --- | --- |
| * Black, Asian and Minority Ethnic (BAME) network * Lesbian, Gay, Bisexual and Trans+ (LGBT+) network * Disability and long-term health network * Women’s network * Carers’ network | * Mental Health network * Faith Group network * Other * ⊗ None |

*Skip to Part D if “None” is selected or no answer options are selected.*

*If “Other” selected, then C.5. is displayed.*

1. How many other staff networks are available in your Trust?

There are \_\_\_\_\_\_\_ other staff networks in my Trust

*Carry forward selected choices from C.4. in C.6*

1. Are you involved with the following staff network(s)?

|  |  |  |
| --- | --- | --- |
|  | Yes | No |
| ↳ Black, Asian and Minority Ethnic (BAME) network | ○ | ○ |
| ↳ Lesbian, Gay, Bisexual and Trans+ (LGBT+) network | ○ | ○ |
| ↳ Disability and long-term health network | ○ | ○ |
| ↳ Women's network | ○ | ○ |
| ↳ Carers' network | ○ | ○ |
| ↳ Mental Health network | ○ | ○ |
| ↳ Faith group network | ○ | ○ |
| ↳ Other | ○ | ○ |

*If the count of “Yes” in C6 is at least 1, then C.7 is displayed, and answers carried forward to C.7-C.8*



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Attend meetings | Organise events/training/ workshops | Support communication/ promotion | Other |
| Black, Asian and Minority Ethnic (BAME) network |  |  |  |  |
| Lesbian, Gay, Bisexual and Trans+ (LGBT+) network |  |  |  |  |
| Disability and long-term health network |  |  |  |  |
| Women's network |  |  |  |  |
| Carers' network |  |  |  |  |
| Mental Health network |  |  |  |  |
| Faith group network |  |  |  |  |
| Other |  |  |  |  |

1. How do you engage with the listed network(s)?

*If “Lesbian, Gay, Bisexual and Trans+ (LGBT+) network” is selected in C.6, then C.9 is displayed.*

1. Does the LGBT+ network receive support from external organisations (e.g. Stonewall, LGBT Foundation, trade unions)?

* Yes
* No
* I don’t know

1. On average, how many hours in a month do you spend on supporting network activities?

* Zero
* Less than an hour
* 1-3 hours
* 3-5 hours
* 5-10 hours
* 10 hours or more

1. What percentage of employees in your Trust do you think are involved with staff networks?

|  |  |
| --- | --- |
|  | 0 10 20 30 40 50 60 70 80 90 100 |
| Percent (%) |  |

1. Does your Trust provide the following support to staff networks?

* Intranet (e.g. e-mailing lists, web-page, forums)
* Rooms for meetings, workshops, training
* Release from work to attend staff network activities
* Workload allocation to network chairs
* Communication and marketing support
* Funding for materials (e.g. lanyards, posters, mugs, banners etc.)
* Funding to attend external training events and/or conferences
* Other financial support
* ⊗ None of the above

1. Which of the following describes how the Equality, Diversity and Inclusion (EDI) leads and HR representatives engage with staff networks in your Trust?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | EDI leads | HR representatives | ⊗Neither | ⊗I don’t know |
| Set the aims and objectives for the networks |  |  |  |  |
| Keep network informed of important issues within the Trust |  |  |  |  |
| Put pressure on networks (e.g. training or events |  |  |  |  |
| Support network members |  |  |  |  |
| Usually lead network meetings |  |  |  |  |
| Prioritise good scores in external LGBT+ benchmarking tools |  |  |  |  |
| Do not help/support the staff networks |  |  |  |  |

* 1. **Workplace Characteristics**

1. Which of the following actions were taken in your Trust in the last 12 months?

* Freeze on filling vacant posts
* Change in organisation of work
* Postponed workforce expansion
* Voluntary redundancies
* ⊗ No action taken

1. In the last 12 months, which of the following actions have taken place in your Trust?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Decreased | Remained the same | Increased | I don't know |
| Paid overtime | ○ | ○ | ○ | ○ |
| Workload | ○ | ○ | ○ | ○ |
| Training expenditure | ○ | ○ | ○ | ○ |
| Contractual hours | ○ | ○ | ○ | ○ |
| Agency staff | ○ | ○ | ○ | ○ |

1. Which of the following arrangements are available at your Trust?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | All staff | Some staff | No staff | I don't know |
| Flexi-time | ○ | ○ | ○ | ○ |
| Job sharing | ○ | ○ | ○ | ○ |
| Reduced working hours (e.g. from full-time to part-time) | ○ | ○ | ○ | ○ |
| Working the same number of hours per week (month) across fewer days | ○ | ○ | ○ | ○ |
| Paid leave to care for dependents in an emergency | ○ | ○ | ○ | ○ |
| Parental leave | ○ | ○ | ○ | ○ |

1. Which of the following arrangements are actually used by employees in your Trust?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Used by employees | Not used by employees | I don't know |
| Flexi-time | ○ | ○ | ○ |
| Job sharing | ○ | ○ | ○ |
| Reduced working hours (e.g. from full-time to part-time) | ○ | ○ | ○ |
| Working the same number of hours per week (month) across fewer days | ○ | ○ | ○ |
| Paid leave to care for dependents in an emergency | ○ | ○ | ○ |
| Parental leave | ○ | ○ | ○ |

1. Relative to other Trusts, do you think your Trust’s…

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Substantially higher | Somewhat higher | About the same | Somewhat lower | Substantially lower |
| unit costs are | ○ | ○ | ○ | ○ | ○ |
| efficiency in using its labour force is | ○ | ○ | ○ | ○ | ○ |
| quality of patient-care/service use is | ○ | ○ | ○ | ○ | ○ |

1. On a scale from 0 to 10, where 0 is the worst job performance and 10 is of a top employee, how would you rate the usual performance of most employees in your Trust?

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ | ○ |



*If “I don’t know is selected in D.7, or no answer options selected, then skip to D.9.*

*Selected answer options in D.7 are carried over to D.8.*

1. Approximately what percentage of the staff in your Trust is contracted through…?

\_\_\_\_\_\_\_% Bank

\_\_\_\_\_\_\_% Agency

1. Please indicate the approximate percentage of employees who are non-UK nationals from …

|  |  |
| --- | --- |
|  | 0 10 20 30 40 50 60 70 80 90 100 |
| the European Union and/or the European Economic Area (EEA) |  |
| outside the European Union and/or the EEA |  |

1. On average, how many hours of paid overtime do you think employees at your Trust work in a typical week?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | None | 1 - 3 hours | 3 - 5 hours | 5 - 10 hours | More than 10 hours | Not Applicable |
| Clinical staff | ○ | ○ | ○ | ○ | ○ | ○ |
| Non-clinical staff | ○ | ○ | ○ | ○ | ○ | ○ |

1. On average, how many hours of unpaid overtime do you think employees at your Trust work in a typical week?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | None | 1 - 3 hours | 3 - 5 hours | 5 - 10 hours | More than 10 hours | Not Applicable |
| Clinical staff | ○ | ○ | ○ | ○ | ○ | ○ |
| Non-clinical staff | ○ | ○ | ○ | ○ | ○ | ○ |

1. Over the last 12 months, approximately what percentage of work days was lost through employee sickness or absence in your Trust? (Please exclude authorised leave of absence, employees away on secondment or courses, or days lost through industrial action.)

|  |  |
| --- | --- |
|  | 0 10 20 30 40 50 60 70 80 90 100 |
| Percent (%) |  |

1. What percentage of employees in your Trust do you think are trade union members?

|  |  |
| --- | --- |
|  | 0 10 20 30 40 50 60 70 80 90 100 |
| Percent (%) |  |

* 1. **Job Characteristics and Job Satisfaction**

1. Thinking about your job in the past year, how often has your job made you feel each of the following?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never | Rarely | Sometimes | Often | Always |
| Depressed | ○ | ○ | ○ | ○ | ○ |
| Worried (e.g. not being able meet deadlines) | ○ | ○ | ○ | ○ | ○ |
| Stimulated | ○ | ○ | ○ | ○ | ○ |
| Happy | ○ | ○ | ○ | ○ | ○ |
| Pressured | ○ | ○ | ○ | ○ | ○ |
| Overwhelmed | ○ | ○ | ○ | ○ | ○ |
| Motivated | ○ | ○ | ○ | ○ | ○ |
| In control | ○ | ○ | ○ | ○ | ○ |

2. Overall, how satisfied are you with your job these days?

* Extremely satisfied
* Somewhat satisfied
* Neither satisfied nor dissatisfied
* Somewhat dissatisfied
* Extremely dissatisfied



|  |  |  |
| --- | --- | --- |
|  |  |  |

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 1. **Demographics**



##### **GDPR Compliance Document**



**Participant Information Sheet**

**Background**

The University of York in partnership with NHS Employers would like to invite you to take part in the following research project.

Before agreeing to take part, please read this information sheet carefully and let us know if anything is unclear or you would like further information.

**What is the purpose of the study?**

The study is designed to create a better understanding of the NHS workforce, employee engagement and staff networks.

**Why have I been invited to take part in the survey?**

You have been invited to take part because of your background as HR professional.

**Do I have to take part in the survey?**

No, participation is optional. If you do decide to take part, you should keep a copy of this information sheet for your records and continue to complete the survey. If you change your mind about your participation after completing the survey, please contact the team to remove your data. You do not need to provide a reason for data removal.

**On what basis will you process my data?**

Under the General Data Protection Regulation (GDPR), the University has to identify a legal basis for processing personal data and, where appropriate, an additional condition for processing special category data.

In line with our charter which states that we advance learning and knowledge by teaching and research, the University processes personal data for research purposes under Article 6 (1) (e) of the GDPR:

*Processing is necessary for the performance of a task carried out in the public interest*

Special category data is processed under Article 9 (2) (j):

*Processing is necessary for archiving purposes in the public interest, or scientific and historical research purposes or statistical purposes*

The research will only be undertaken where ethical approval has been obtained, where there is a clear public interest and where appropriate safeguards have been put in place to protect data.

In line with ethical expectations and in order to comply with the common law duty of confidentiality, we will seek your consent to participate where appropriate. This consent will not, however, be our legal basis for processing your data under the GDPR.

**How will you use my data?**

Data will be processed for the purposes outlined in this notice.

**Will you share my data with third parties?**

No. Data will be accessible to the project team at The University of York only. On completion of the research, completely anonymised data will be made available for secondary research purposes as required by the research funder. No NHS Trust level identifier will be present on this dataset.

**How will you keep my data secure?**

The University will put in place appropriate technical and organisational measures to protect your personal data and/or special category data. For the purposes of this project, each NHS Trust will be given a non-identifying numerical code. A separate file containing actual Trust names will be kept in a password protected and encrypted space at the University of York. This file will only be accessible to the named researchers.

Information will be treated as confidential, The University is committed to the principle of data protection by design and default and will collect the minimum amount of data necessary for the project. In addition, we will anonymise all data.

**Will you transfer my data internationally?**

Qualtrics, the online survey tool, stores all responses on their secure system (https//[www.qualtrics.com/privacy-statement/](http://www.qualtrics.com/privacy-statement/)). When the survey is complete, named researchers will download it on to the secure University server. The University’s cloud storage solution is provided by Google which means that data can be located at any of Google’s globally spread data centres. The University has data protection compliant arrangements in place with this provider. For further information see,<https://www.york.ac.uk/it-services/google/policy/privacy/>.

**Will I be identified in any research outputs?**

No. Analysis of the data will be in aggregate form only and will not be presented in any way that allows individuals to be identified.

**How long will you keep my data?**

Data will be retained in line with legal requirements or where there is a business need. Retention timeframes will be determined in line with the University’s Records Retention Schedule.

**What rights do I have in relation to my data?**

Under the GDPR, you have a general right of access to your data, a right to rectification, erasure, restriction, objection or portability. You also have a right to withdrawal. Please note, not all rights apply where data is processed purely for research purposes. For further information see, <https://www.york.ac.uk/records-management/generaldataprotectionregulation/individualsrights/>.

**Questions or concerns**

If you have any questions about this participant information sheet or concerns about how your data is being processed, please contact Dr Anna Einarsdóttir ([anna.einarsdottir@york.ac.uk](mailto:anna.einarsdottir@york.ac.uk)), Principal Investigator, in the first instance. If you are still dissatisfied, please contact the University’s Data Protection officer at dataprotection@york.ac.uk.

**Right to complain**

If you are unhappy with the way in which the University has handled your personal data, you have a right to complain to the Information Commissioner’s office. For information on reporting a concern to the Information Commissioner’s office, see [www.ico.org.uk/concerns](http://www.ico.org.uk/concerns).

# Appendix B: The NHS HR&EDI Survey Dissemination

**Survey dissemination in the first wave, 29 October 2018 – 14 February 2019**

On October 29, 2018, the NHS HR & EDI Survey was launched and announced via Workforce bulletin with the following introduction:

“The University of York is undertaking research into the NHS workforce to help the NHS understand the role and impact of staff networks and their potential to shape future strategic direction of their organisation; culture and behaviours. Take the survey at *<<* link *>>*”

The survey is publicised through News Article and Engagement Brief. The survey brief distributed was as follows:

“A survey has been launched to help the NHS understand the value of staff networks, how they operate, and their potential to shape the future strategic direction of their organisation; culture and behaviours. In additions, the survey will also gather insights on equality and diversity challenges and key workforce data.

The survey is part of a major study into the NHS workforce, its employee engagement and staff networks carried out by the University of York and funded by the Economic and Social Research Council. It has been developed in partnership with NHS Employers and an LGBT+ Networks Advisory Board. A wider survey aimed at NHS staff of all levels will be launched in early 2019.   
  
Paul Deemer, head of diversity and inclusion at NHS Employers said: ‘This project is an important piece of work and the findings will assist NHS organisations to develop policies which will help staff networks become a driving force for staff support, and also enable change. It will help us better understand how networks can develop relationships between colleagues, and ultimately, improve the wellbeing of staff’

HR directors and their teams are encouraged to complete the survey *<<* link *>>* as soon as possible as the first round of surveying will be closing on November 30th. The results of the study and final report will be published in April 2020.   
Earlier this year, the University of York launched an online LGBT+ Networks forum which is open to staff and students currently training with the NHS. The forum provides an opportunity to discuss what is going on locally and the challenges you may be facing, to find out how other networks are doing, and to connect NHS staff across the UK. Find out more information visit LGBT+ Networks Forum.”

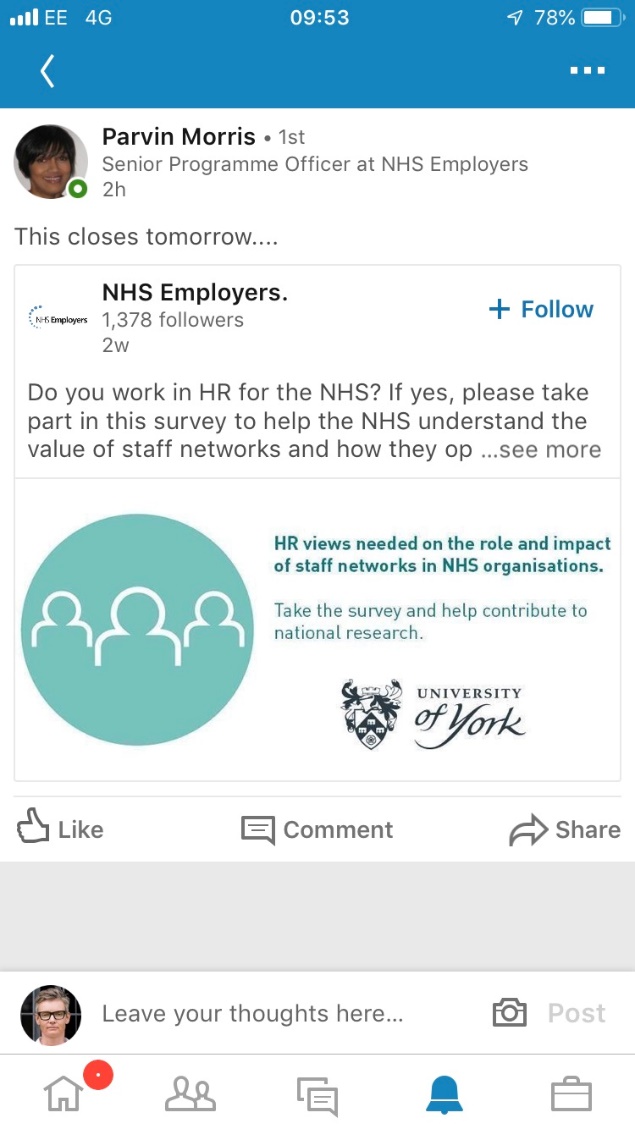
On November 12, 2018, a reminder sent to trusts via email. Our first reminder was as follows:

“This survey was launched earlier this month to help the NHS understand the value of staff networks, how they operate and their potential to shape the future strategic direction of their organisation; culture and behaviours. In addition, the survey will also gather insights on equality and diversity challenges and key workforce data.   
  
This survey is part of a major study into the NHS workforce, its employee engagement and staff networks carried out by the University of York and funded by the Economic and Social Research Council. It has been developed in partnership with NHS Employers and an LGBT+ Networks Advisory Board. A wider survey aimed at NHS staff of all levels will be launched in early 2019.  
  
Paul Deemer, head of diversity at inclusion at NHS Employers said: ‘This project is an important piece of work and the findings will assist NHS organisations to develop policies which will help staff networks become a driving force for staff support, and also enable change. It will help us better understand how networks can develop relationships between colleagues, and ultimately, improve the wellbeing of staff.’

HR directors and their teams are encouraged to complete the survey *<<* link *>>* as soon as possible please as the first round of surveying will be closing on November 30th. The results of the study and final report will be published in April 2020.”

The social media dissemination included platforms such as Twitter and LinkedIn. For Twitter, the accounts the survey was promoted were @NHSEmployers,  @NHSE\_Diversity, @NHSE\_Engagement, and the project account, @LGBT\_Networks. NHS Employers promoted the survey in LinkedIn using their accounts.

On November 23, 2018, NHS Employers shared the following tweet to increase participation from HR staff. The tweet was shared by others.



On November 29, 2018, the survey was shared on LinkedIn before the first round of dissemination has ended.

In the second round of the dissemination, to increase the response rate to our NHS HR & EDI Survey, we shared the following brief with NHS Employers, which is then cascaded to regional EDI leads. We also attached a list of non-responding trusts.

“Following the limited response to our online survey into the NHS Workforce, employee engagement and staff networks in October, we have now opened the survey for a second round. With your support, we would like to encourage Trusts, who have not yet completed the survey, to do so. We only need ONE response from each Trust.

Please complete the survey yourself and share the [link](https://york.qualtrics.com/jfe/form/SV_6gsAo9jRS1WU0F7) with other Equality, Diversity and Inclusion Leads and/or HR teams for the Trust list attached. Each survey completion is important as it means that Trusts can be included in further analysis of NHS employees in the project.

This survey is a part of a major research carried out by the University of York, funded by the Economic and Social Research Council. It has been developed in partnership with NHS Employers and an LGBT+ Networks Advisory Board. A wider survey aimed at NHS staff of all levels will be launched later this month. Paul Deemer, Head of Diversity at inclusion at NHS Employers said: “This project is an important piece of work and the findings will assist NHS organisations to develop policies which will help staff networks become a driving force for staff support, and also enable change. It will help us better understand how networks can develop relationships between colleagues, and ultimately, improve the wellbeing of staff.”

The study and final report will be published in April 2020.”

On 21st January 2019, the following communication is shared with the Regional Equality and Diversity (EDI) leads through NHS Employers (Parvin Morris, Senior Programme Officer) along with a list of Trusts that have not responded to the survey by 18th January.

Dear

**NHS HR Survey**

I wondered if you could offer some support to help promote a survey which is focussed around the NHS Workforce, employee engagement and staff networks. The survey has been developed in partnership withNHS Employers, an LGBT+ Networks Advisory Board and is part of a major research project being carried out by the University of York.

The survey opened in October 2018 with the aim of receiving one response from every NHS trust. At present 28 per cent of trusts have completed the survey, we are therefore calling on your help to increase the response rate. I would be grateful if you could encourage trusts within your region to complete the survey, if they haven’t already.

**Why complete the survey?**

The findings from the survey will assist NHS organisations to develop policies which will help staff networks become a driving force for staff support, and also enable change. It will help us better understand how networks can develop relationships between colleagues, and ultimately, improve the wellbeing of staff.

**Who should complete the survey?**

Firstly, we would appreciate if all of our regional leads could complete the survey. If you could also circulate the survey [link](https://york.qualtrics.com/jfe/form/SV_6gsAo9jRS1WU0F7) to the Equality, Diversity and Inclusion Leads and/or HR teams from organisations who have not yet completed the survey, these are detailed on the attached list.

A wider survey aimed at NHS staff of all levels will be launched later this month, it’s important trusts complete the current HR survey in order to be included in future analysis which links to the wider NHS all staff survey. The final report will be published in April 2020.

Thank you for your support, should you have any questions are the survey please contact the project lead, Dr Anna Einarsdóttir, on anna.einarsdottir@[york.ac.uk](http://york.ac.uk/)

On 1st February 2019, a reminder was sent to the regional EDI leads along with an updated list of trusts that have not responded to the HR & EDI Survey.

On 7th February 2019, Ambulance Service NHS trusts were contacted separately to complete the HR & EDI Survey

**Survey dissemination in the second wave, 24 April – 27 May 2019**

The second wave of data collection took place between 24th April and 27st May 2019. The main dissemination channels were via direct emails to HR staff and/or EDI leads. Only trusts that have not responded to the NHS HR & EDI Survey in the first wave were contacted. We also followed-up with reminders to our contacts in trusts, from which we have not received any response. We use a dedicated email address to disseminate our survey. The first set of emails sent on 24th April 2019 were as follows with the subject title “Second wave of the NHS HR & EDI Survey launched”. The emails were personalised for each non-responding trust and included the logos of the University of York, ESRC and the NHS Employers.

|  |  |  |
| --- | --- | --- |
|  |  |  |

Dear Colleagues,  
  
We are writing to thank you and all at <<trust name>> for your support and engagement with our NHS Employee Engagement Survey.

As a part of your project, we would like to link some trust-level information with our NHS Employee Engagement Survey. We kindly ask you, as an HR representative and/or Equality, Diversity and Inclusion (EDI) lead to complete our survey here.

This is the second wave of our survey with the HR/EDI leads. We only need one response per trust. We are contacting you as we have not received any responses from your trust in our first wave, which was launched on 29th October 2018. The second wave of the survey closes on Monday **13th May 2019**.

The HR/EDI survey includes questions about your trust, your role, staff networks, and workplace characteristics. Most of the questions are multiple choice. Some questions ask for numerical responses for which we do not need you to check the numbers formally as the survey asks for an approximation.

The survey takes less than 15 minutes to complete. The responses to our surveys are completely anonymous, and they will not be published in any way to identify any individuals.

We know you have many competing demands on your time, and we really are grateful for all the support to date. We would be very appreciative of any assistance with our HR/EDI survey.

With very best wishes

Research team at University of York

On 1st May 2019, a reminders with updated contact list are sent with the same brief above preceded by the following message:

“\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

Dear Colleagues,

This is a gentle reminder of the HR & EDI Survey that we are conducting as a part of the ESRC funded research project at the University of York. Unfortunately, we haven’t received any responses from your trust for our HR & EDI Survey. We require only one response per trust. The survey is open until Monday **13th May 2019**.

Thank you very much for your help.

Kind regards,

Research team at University of York

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*”

In the following week, we circulated the same reminder emails to non-respondent trusts with a new opening brief,

“\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

Dear Colleagues,

We would like to take this opportunity to gently remind you that the closing date of the Human Resources (HR) & Equality, Diversity and Inclusion (EDI) Survey is approaching. The survey is a part of the ESRC funded research project at the University of York that looks into the NHS workforce, staff network and equality issues. Unfortunately, we haven’t received a response from your trust to our HR & EDI Survey, and we would like to highlight that we need only one response from your trust.

We understand that you have many competing demands on your time, and we deeply appreciate taking the time to complete the HR&EDI Survey. The survey is open until Monday **13th May 2019**.

Thank you very much.

Kind regards,

Research team at University of York

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*”

Following the Advisory Board Meeting on 8th May 2019, the survey deadline is extended to promote the survey via regional EDI leads, who are contacted by the NHS Employers. The regional EDI leads were provided with the list of trusts that have not yet responded to the survey by region.

On 13th May, the regional EDI leads are reminded about the second wave of the HR & EDI Survey with the following email distributed by the NHS Employers:

“Dear E&D regional colleagues

Please see the attached documents to include:

1) The list of trusts that did not respond to HR/EDI survey (by NHS regions)

2) The list of trusts that did not respond to NHS Employee Engagement Survey

3) The letter to HR/EDI leads we circulated for the second wave of the HR/EDI survey

Could you kindly forward to the relevant trusts in your area requesting that they complete the survey as per the link within the letter in last document.

The deadline has been extended to the 27th May.”

A week before the survey closure, a second reminder by the NHS Employers was sent on 24th May 2019 with an updated list of non-respondent trusts. On the final week, we also contacted 3 of the case study trusts that have not responded to the survey and encouraged their participation.

# Appendix C: List of NHS Trusts in England at time of surveying.

The list of trusts that are included in the dropdown menus in the NHS EDI-HR survey comes from the NHS Digital website (NHS Digital, 2018). The electronic trust record (ETR) file is obtained from NHS Digital website in September 2018, and the data is from 31 August 2018, which was the latest release of trust information at the time we designed our first online survey (the HR Survey). There are 234 trusts in the ETR. The trusts with a non-missing closure date in the dataset are dropped. Also, three trusts in Wales are excluded as the quantitative aspect of the LGBT+ Networks project focuses on the NHS trusts located in England. The remaining trusts are listed below in alphabetical order.

2gether NHS Foundation Trust

Aintree University Hospital NHS Foundation Trust

Airedale NHS Foundation Trust

Alder Hey Children's NHS Foundation Trust

Ashford and St Peter's Hospitals NHS Foundation Trust

Avon and Wiltshire Mental Health Partnership NHS Trust

Barking, Havering and Redbridge University Hospitals NHS Trust

Barnet, Enfield and Haringey Mental Health NHS Trust

Barnsley Hospital NHS Foundation Trust

Barts Health NHS Trust

Basildon and Thurrock University Hospitals NHS Foundation Trust

Bedford Hospital NHS Trust

Berkshire Healthcare NHS Foundation Trust

Birmingham and Solihull Mental Health NHS Foundation Trust

Birmingham Community Healthcare NHS Foundation Trust

Birmingham Women's and Children's NHS Foundation Trust

Blackpool Teaching Hospitals NHS Foundation Trust

Bolton NHS Foundation Trust

Bradford Teaching Hospitals NHS Foundation Trust

Bridgewater Community Healthcare NHS Foundation Trust

Brighton and Sussex University Hospitals NHS Trust

Buckinghamshire Healthcare NHS Trust

Calderdale and Huddersfield NHS Foundation Trust

Cambridge University Hospitals NHS Foundation Trust

Cambridgeshire and Peterborough NHS Foundation Trust

Cambridgeshire Community Services NHS Trust

Central and North West London NHS Foundation Trust

Central London Community Healthcare NHS Trust

Chelsea and Westminster Hospital NHS Foundation Trust

Cheshire and Wirral Partnership NHS Foundation Trust

Chesterfield Royal Hospital NHS Foundation Trust

City Hospitals Sunderland NHS Foundation Trust

Cornwall Partnership NHS Foundation Trust

Countess of Chester Hospital NHS Foundation Trust

County Durham and Darlington NHS Foundation Trust

Coventry and Warwickshire Partnership NHS Trust

Croydon Health Services NHS Trust

Cumbria Partnership NHS Foundation Trust

Dartford and Gravesham NHS Trust

Derbyshire Community Health Services NHS Foundation Trust

Derbyshire Healthcare NHS Foundation Trust

Devon Partnership NHS Trust

Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust

Dorset County Hospital NHS Foundation Trust

Dorset Healthcare University NHS Foundation Trust

Dudley and Walsall Mental Health Partnership NHS Trust

East and North Hertfordshire NHS Trust

East Cheshire NHS Trust

East Kent Hospitals University NHS Foundation Trust

East Lancashire Hospitals NHS Trust

East London NHS Foundation Trust

East Midlands Ambulance Service NHS Trust

East of England Ambulance Service NHS Trust

East Suffolk and North Essex NHS Foundation Trust

East Sussex Healthcare NHS Trust

Epsom and St Helier University Hospitals NHS Trust

Essex Partnership University NHS Foundation Trust

Frimley Health NHS Foundation Trust

Gateshead Health NHS Foundation Trust

George Eliot Hospital NHS Trust

Gloucestershire Care Services NHS Trust

Gloucestershire Hospitals NHS Foundation Trust

Great Ormond Street Hospital for Children NHS Foundation Trust

Great Western Hospitals NHS Foundation Trust

Greater Manchester Mental Health NHS Foundation Trust

Guy's and St Thomas' NHS Foundation Trust

Hampshire Hospitals NHS Foundation Trust

Harrogate and District NHS Foundation Trust

Hertfordshire Community NHS Trust

Hertfordshire Partnership University NHS Foundation Trust

Homerton University Hospital NHS Foundation Trust

Hounslow and Richmond Community Healthcare NHS Trust

Hull and East Yorkshire Hospitals NHS Trust

Humber Teaching NHS Foundation Trust

Imperial College Healthcare NHS Trust

Isle of Wight NHS Trust

James Paget University Hospitals NHS Foundation Trust

Kent and Medway NHS and Social Care Partnership Trust

Kent Community Health NHS Foundation Trust

Kettering General Hospital NHS Foundation Trust

King's College Hospital NHS Foundation Trust

Kingston Hospital NHS Foundation Trust

Lancashire Care NHS Foundation Trust

Lancashire Teaching Hospitals NHS Foundation Trust

Leeds and York Partnership NHS Foundation Trust

Leeds Community Healthcare NHS Trust

Leeds Teaching Hospitals NHS Trust

Leicestershire Partnership NHS Trust

Lewisham and Greenwich NHS Trust

Lincolnshire Community Health Services NHS Trust

Lincolnshire Partnership NHS Foundation Trust

Liverpool Community Health NHS Trust

Liverpool Heart and Chest Hospital NHS Foundation Trust

Liverpool Women's NHS Foundation Trust

London Ambulance Service NHS Trust

London North West University Healthcare NHS Trust

Luton and Dunstable University Hospital NHS Foundation Trust

Maidstone and Tunbridge Wells NHS Trust

Manchester University NHS Foundation Trust

Medway NHS Foundation Trust

Mersey Care NHS Foundation Trust

Mid Cheshire Hospitals NHS Foundation Trust

Mid Essex Hospital Services NHS Trust

Mid Staffordshire NHS Foundation Trust

Mid Yorkshire Hospitals NHS Trust

Midlands Partnership NHS Foundation Trust

Milton Keynes University Hospital NHS Foundation Trust

Moorfields Eye Hospital NHS Foundation Trust

Norfolk and Norwich University Hospitals NHS Foundation Trust

Norfolk and Suffolk NHS Foundation Trust

Norfolk Community Health and Care NHS Trust

North Bristol NHS Trust

North Cumbria University Hospitals NHS Trust

North East Ambulance Service NHS Foundation Trust

North East London NHS Foundation Trust

North Middlesex University Hospital NHS Trust

North Staffordshire Combined Healthcare NHS Trust

North Tees and Hartlepool NHS Foundation Trust

North West Ambulance Service NHS Trust

North West Anglia NHS Foundation Trust

North West Boroughs Healthcare NHS Foundation Trust

Northampton General Hospital NHS Trust

Northamptonshire Healthcare NHS Foundation Trust

Northern Devon Healthcare NHS Trust

Northern Lincolnshire and Goole NHS Foundation Trust

Northumberland, Tyne and Wear NHS Foundation Trust

Northumbria Healthcare NHS Foundation Trust

Nottingham University Hospitals NHS Trust

Nottinghamshire Healthcare NHS Foundation Trust

Oxford Health NHS Foundation Trust

Oxford University Hospitals NHS Foundation Trust

Oxleas NHS Foundation Trust

Pennine Acute Hospitals NHS Trust

Pennine Care NHS Foundation Trust

Poole Hospital NHS Foundation Trust

Portsmouth Hospitals NHS Trust

Queen Victoria Hospital NHS Foundation Trust

Rotherham Doncaster and South Humber NHS Foundation Trust

Royal Berkshire NHS Foundation Trust

Royal Brompton & Harefield NHS Foundation Trust

Royal Cornwall Hospitals NHS Trust

Royal Devon and Exeter NHS Foundation Trust

Royal Free London NHS Foundation Trust

Royal Liverpool and Broadgreen University Hospitals NHS Trust

Royal National Orthopaedic Hospital NHS Trust

Royal Papworth Hospital NHS Foundation Trust

Royal Surrey County Hospital NHS Foundation Trust

Royal United Hospitals Bath NHS Foundation Trust

Salford Royal NHS Foundation Trust

Salisbury NHS Foundation Trust

Sandwell and West Birmingham Hospitals NHS Trust

Sheffield Children's NHS Foundation Trust

Sheffield Teaching Hospitals NHS Foundation Trust

Sherwood Forest Hospitals NHS Foundation Trust

Shrewsbury and Telford Hospital NHS Trust

Shropshire Community Health NHS Trust

Solent NHS Trust

Somerset Partnership NHS Foundation Trust

South Central Ambulance Service NHS Foundation Trust

South East Coast Ambulance Service NHS Foundation Trust

South London and Maudsley NHS Foundation Trust

South Tees Hospitals NHS Foundation Trust

South Tyneside NHS Foundation Trust

South Warwickshire NHS Foundation Trust

South West London and St George's Mental Health NHS Trust

South West Yorkshire Partnership NHS Foundation Trust

South Western Ambulance Service NHS Foundation Trust

Southend University Hospital NHS Foundation Trust

Southern Health NHS Foundation Trust

Southport and Ormskirk Hospital NHS Trust

St George's University Hospitals NHS Foundation Trust

St Helens and Knowsley Hospital Services NHS Trust

Staffordshire and Stoke On Trent Partnership NHS Trust

Stockport NHS Foundation Trust

Surrey and Borders Partnership NHS Foundation Trust

Surrey and Sussex Healthcare NHS Trust

Sussex Community NHS Foundation Trust

Sussex Partnership NHS Foundation Trust

Tameside and Glossop Integrated Care NHS Foundation Trust

Taunton and Somerset NHS Foundation Trust

Tavistock and Portman NHS Foundation Trust

Tees, Esk and Wear Valleys NHS Foundation Trust

The Christie NHS Foundation Trust

The Clatterbridge Cancer Centre NHS Foundation Trust

The Dudley Group NHS Foundation Trust

The Hillingdon Hospitals NHS Foundation Trust

The Newcastle Upon Tyne Hospitals NHS Foundation Trust

The Princess Alexandra Hospital NHS Trust

The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust

The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust

The Rotherham NHS Foundation Trust

The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust

The Royal Marsden NHS Foundation Trust

The Royal Orthopaedic Hospital NHS Foundation Trust

The Royal Wolverhampton NHS Trust

The Walton Centre NHS Foundation Trust

Torbay and South Devon NHS Foundation Trust

United Lincolnshire Hospitals NHS Trust

University College London Hospitals NHS Foundation Trust

University Hospital Southampton NHS Foundation Trust

University Hospitals Birmingham NHS Foundation Trust

University Hospitals Bristol NHS Foundation Trust

University Hospitals Coventry and Warwickshire NHS Trust

University Hospitals of Derby and Burton NHS Foundation Trust

University Hospitals of Leicester NHS Trust

University Hospitals of Morecambe Bay NHS Foundation Trust

University Hospitals of North Midlands NHS Trust

University Hospitals Plymouth NHS Trust

Walsall Healthcare NHS Trust

Warrington and Halton Hospitals NHS Foundation Trust

West Hertfordshire Hospitals NHS Trust

West London Mental Health NHS Trust

West Midlands Ambulance Service NHS Foundation Trust

West Suffolk NHS Foundation Trust

Western Sussex Hospitals NHS Foundation Trust

Weston Area Health NHS Trust

Whittington Health NHS Trust

Wirral Community NHS Foundation Trust

Wirral University Teaching Hospital NHS Foundation Trust

Worcestershire Acute Hospitals NHS Trust

Worcestershire Health and Care NHS Trust

Wrightington, Wigan and Leigh NHS Foundation Trust

Wye Valley NHS Trust

Yeovil District Hospital NHS Foundation Trust

York Teaching Hospital NHS Foundation Trust

Yorkshire Ambulance Service NHS Trust

1. The GDPR compliance is satisfied through a Participant Information Sheet, which was hyperlinked to GDPR compliance term in the text. The Participant Information Sheet can be found in at the end of this appendix. [↑](#footnote-ref-1)
2. A list of NHS trusts in the drop-down menu can be found in Section I.1.2 [↑](#footnote-ref-2)