Ashford and St. Peter's Hospitals NHS Foundation Trust

Report title:	Staff Survey Results 2025			
Report to:	**Public Council of Governors**			
Date of meeting:	Tuesday, 02 June 2026	**Agenda item:**	7.1	
Report summary:	The attached presentation provides a short summary of the Staff Survey Results for 2025			
Recommendation:	To note			
Report lead:	Jane Dale, Non-Executive Director			
Report author:	Jo Fanning, Chief People Officer			
Purpose of report:	**For Noting** ☒	**For Decision** ☐	**For Assurance** ☐	
Assurance level:	**Significant** ☐ High level of confidence / evidence in delivery	**Acceptable** ☒ General confidence / evidence in delivery	**Partial** ☐ Some confidence / evidence in delivery	**No Assurance** ☐ No confidence / evidence in delivery
Link to Strategic Objectives:	People			
Link to CQC Domains:	SAFE			
Link to BAF risk:	SR7: We do not create a culture where staff feel listened to, included, empowered and valued			
Potential impact on stakeholders:				
Next steps	Programmes of work for people priorities and breakthrough objectives to be progressed.			
Appendices:				

Staff Survey Results 2025
Council of Governors

Organisation details

Survey Coordination Centre NHS

Ashford and St Peter's Hospitals NHS Foundation Trust

2025 NHS Staff Survey

Organisation details

Completed questionnaires	2225
2025 response rate	42%

Survey details

Survey mode	Mixed

This organisation is benchmarked against:

Acute and Acute & Community Trusts

2025 benchmarking group details

Organisations in group: 121

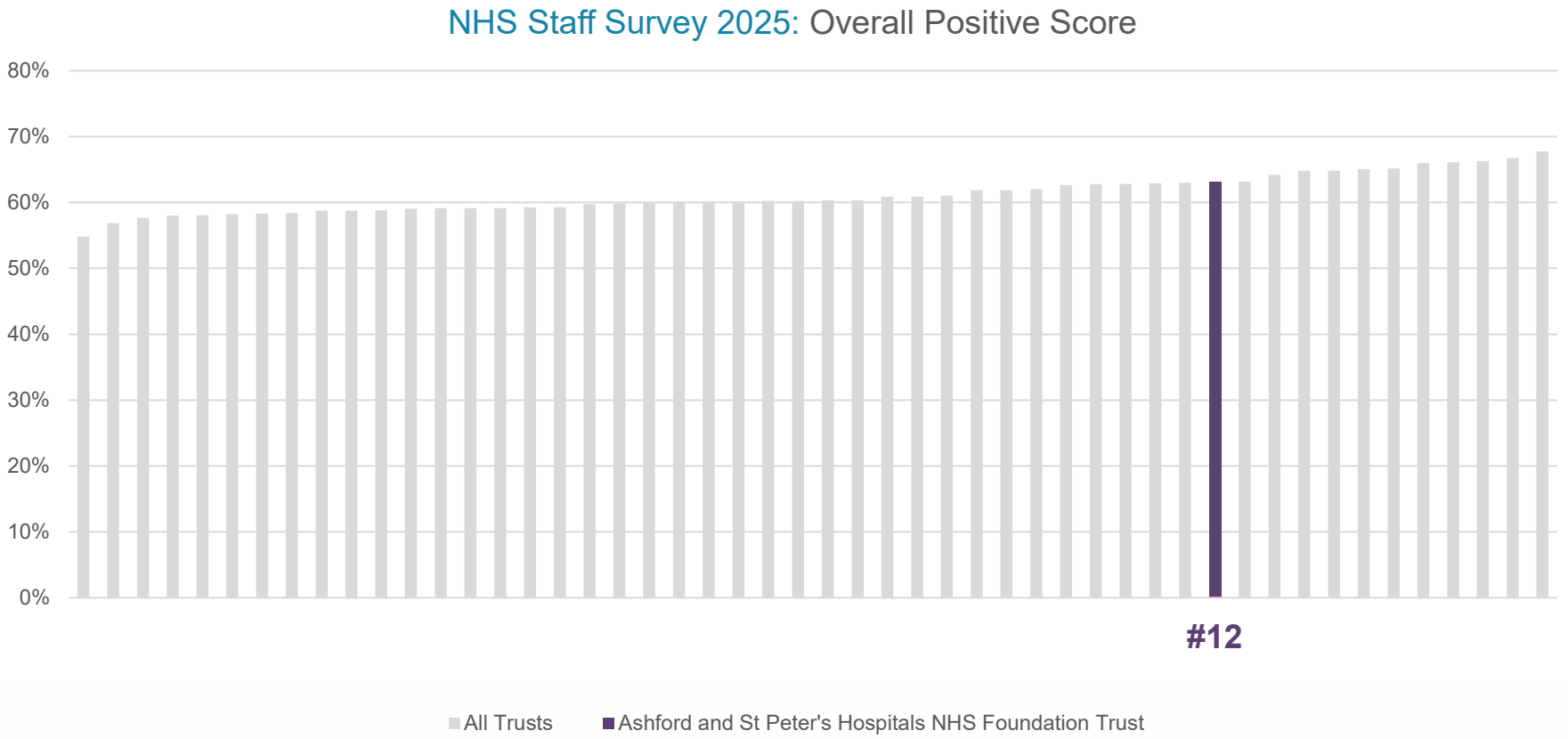
Median response rate: 47%

No. of completed questionnaires: 524528

For more information on benchmarking group definitions please see the Technical Guide.

League table: overall positive score

The league table shows how your overall positive score is ranked in comparison to the overall positive score of every other Acute and Acute Community Trusts organisation that ran the NHS Staff Survey 2025 with Picker. The overall positive score is the average positive score for all positively scored questions in the survey.

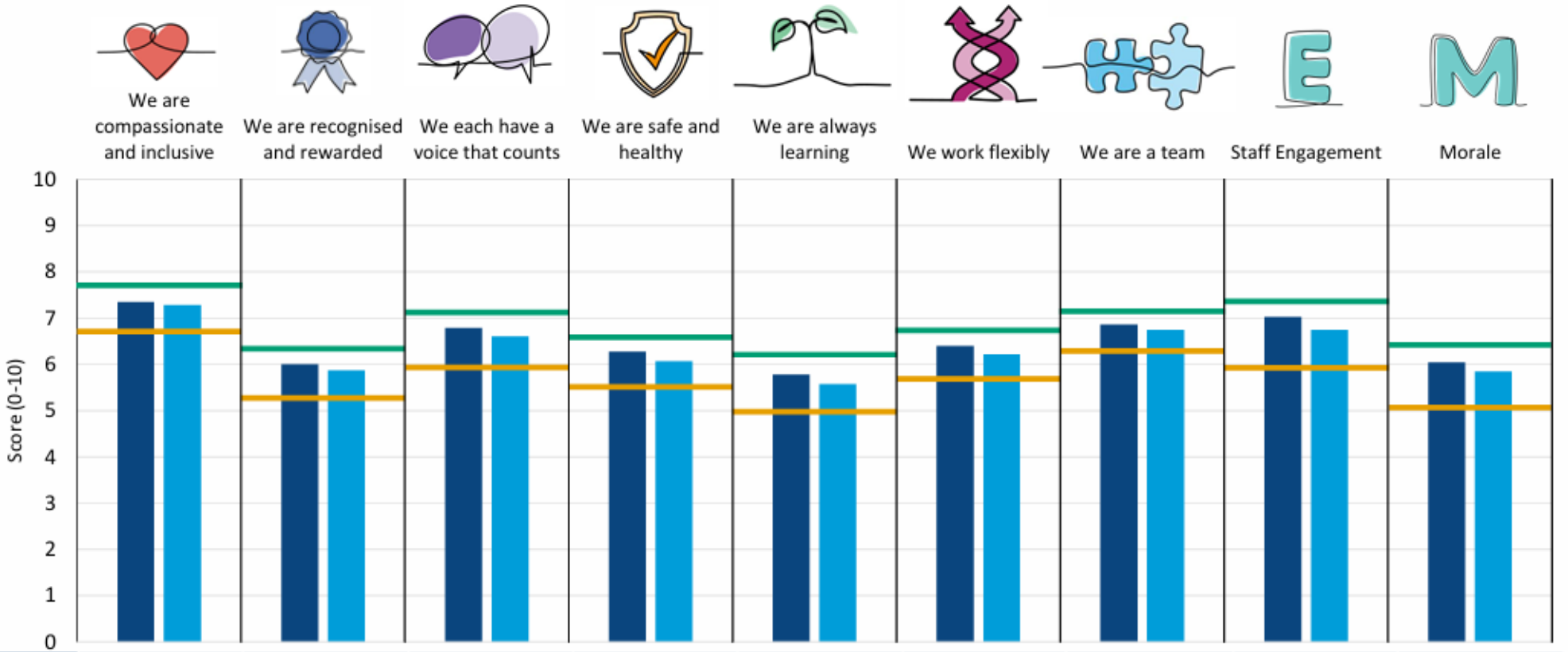


People Promise elements and themes: Overview

Survey Coordination Centre

NHS

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



	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Your org	7.35	6.00	6.79	6.27	5.78	6.39	6.86	7.02	6.04
Best result	7.71	6.34	7.12	6.58	6.21	6.74	7.14	7.36	6.42
Average result	7.28	5.87	6.60	6.07	5.57	6.22	6.75	6.74	5.84
Worst result	6.71	5.27	5.93	5.51	4.98	5.69	6.29	5.92	5.06
Responses	2217	2219	2194	2192	2054	2204	2217	2217	2221

Question Summary

Top 5 scores vs Organisation Average	Org	Picker Avg
q23b. Appraisal helped me improve how I do my job	38%	26%
q23c. Appraisal helped me agree clear objectives for my work	45%	35%
q2a. Often/always look forward to going to work	60%	52%
q23d. Appraisal left me feeling organisation values my work	41%	33%
q7b. Team members often meet to discuss the team's effectiveness	69%	62%

Bottom 5 scores vs Organisation Average	Org	Picker Avg
q23a. Received appraisal in the past 12 months	81%	88%
q31b. Disability: organisation made reasonable adjustment(s) to enable me to carry out work	67%	73%
q10b. Don't work any additional paid hours per week for this organisation, over and above contracted hours	63%	67%
q4c. Satisfied with level of pay	29%	32%
q10c. Don't work any additional unpaid hours per week for this organisation, over and above contracted hours	49%	52%

Most improved scores	Org 2025	Org 2024
q13d. Last experience of physical violence reported	77%	67%
q10b. Don't work any additional paid hours per week for this organisation, over and above contracted hours	63%	57%
q14d. Last experience of harassment/bullying/abuse reported	55%	51%
q7b. Team members often meet to discuss the team's effectiveness	69%	65%
q23a. Received appraisal in the past 12 months	81%	77%

Most declined scores	Org 2025	Org 2024
q31b. Disability: organisation made reasonable adjustment(s) to enable me to carry out work	67%	73%
q3h. Have adequate materials, supplies and equipment to do my work	57%	61%
q24b. There are opportunities for me to develop my career in this organisation	51%	55%
q22. I can eat nutritious and affordable food at work	62%	65%
q12a. Never/rarely find work emotionally exhausting	23%	25%

Picker