



The Robert Jones and Agnes Hunt
Orthopaedic Hospital
NHS Foundation Trust

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Equality Delivery System (EDS) Domain 2: Workforce Health and
Wellbeing 2024-2025 Overall, Domain 2 Rating and Feedback Report

➔ *Improving lives through excellent and innovative care*



Domain 2: Workforce health and wellbeing Organisation Details

Name of Organisation

The Robert Jones & Agnes Hunt Orthopaedic Hospital NHS Foundation Trust

Type of Organisation

Specialist Orthopaedic Hospital NHS Foundation Trust

Senior Responsible Officer (SRO)

Denise Harnin, Chief People & Culture Officer

The EDS is an improvement tool for patients, staff and leaders of the NHS. It supports NHS organisations in England - in active conversations with patients, public, staff, staff networks, community groups and trade unions - to review and develop their approach in addressing health inequalities through three domains: Services, Workforce and Leadership. It is driven by data, evidence, engagement and insight.

The health of our NHS workforce is critical, and NHS organisations are best placed to support healthy living and lifestyles. The EDS recognises that our NHS staff are also our patients, who belong to various community groups; the very same community groups that we serve as the NHS. NHS organisations are now encouraged to monitor the health of their workforce, support self-care and build health literacy among their staff. Domain 2 should be actively tested through structured engagement with staff, staff networks, Chaplaincy staff and trade unions with reference to evidence and insight. These groups should work together to lead and conduct engagement sessions with staff wherever possible.



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The EDI team have engaged with staff members and their representatives by using Communications through posters, updates at staff meetings:

- Managers Cascade
- Question Time
- Staff Networks
- JCG Meeting
- EDI Meeting

The EDI team shared the request for staff to join the scoring panel for Domain 2, to allow a diverse staff perspective, allowing clinical staff and admin staff to be part of the session.

Digital communications were also shared to reach as many areas as possible, utilising Communications, Facebook and the EDI Newsletter.



Engagement started with staff members and their representatives in April 2025, to allow time for staff to request to be released for the scoring event. Evidence was shared with confirmed attendees 6 weeks prior to the event to allow time for review and any questions to be raised with the EDI team.

To allow scoring from a diverse staff group, all staff were approached to engage with. It was aimed to gain representation from the following areas:

- Clinical Staff
- Administration Staff
- Staff Side Representatives
- Volunteers
- Estates and Facilities

It is to be noted that there were 6 staff members who were able to participate in the scoring event.

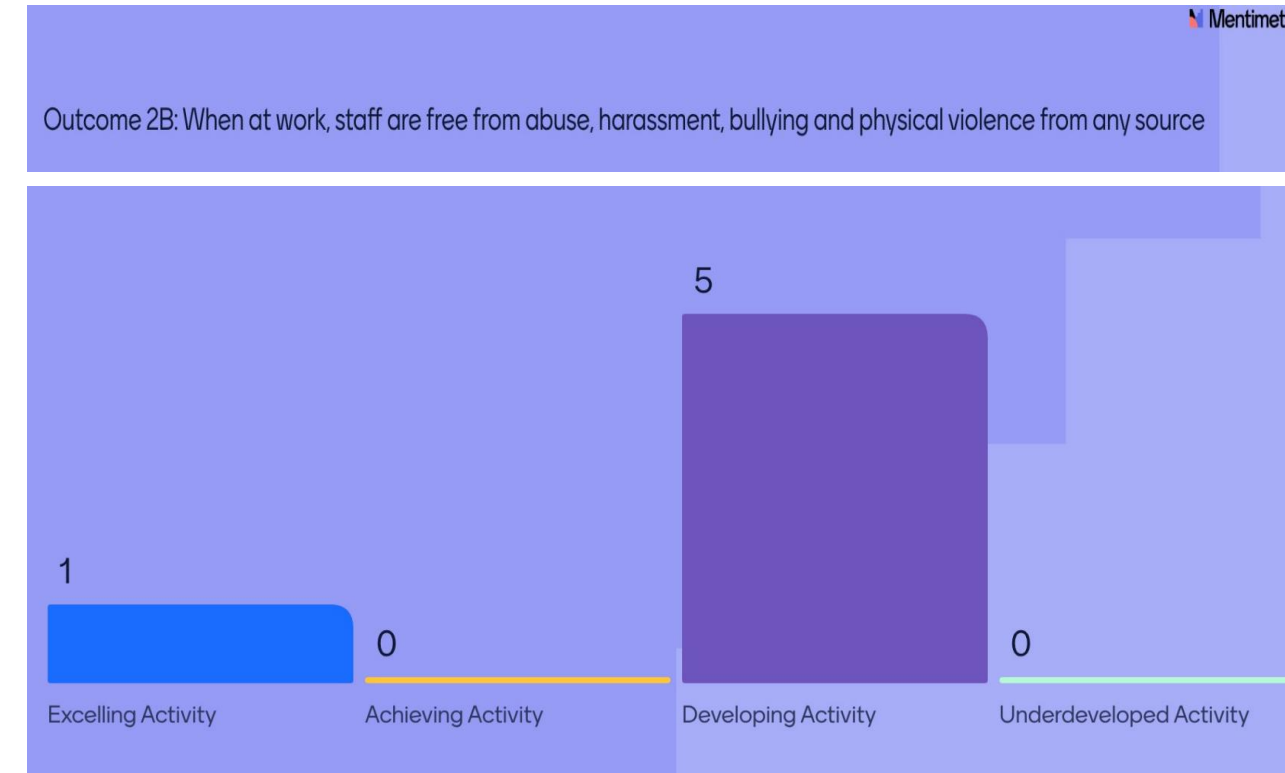
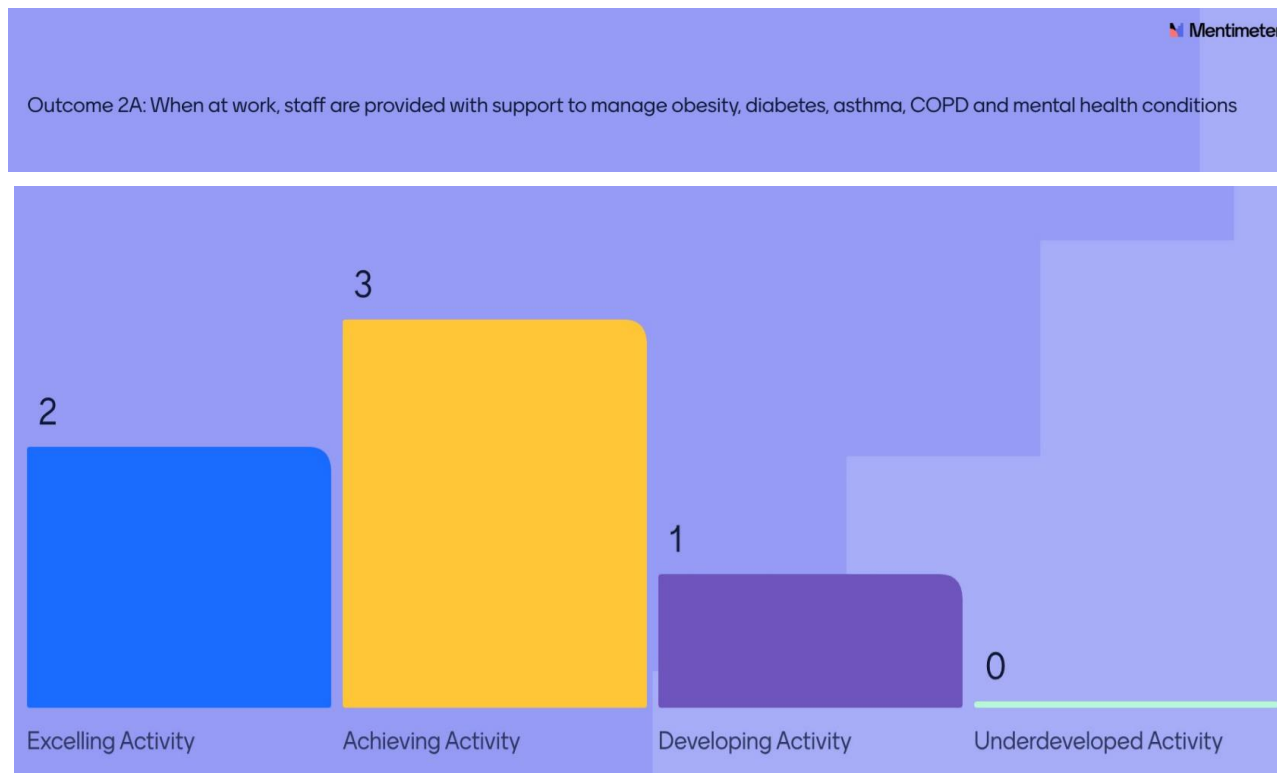
Evidence was collated from a wide variety of sources, to ensure full transparency of the work completed over the last 12 months. Sources included posters, digital communications, action logs, minutes of meetings, links to web pages, legal reports submitted such as the PSED Report, Gender Pay Gap Report & Ethnic Pay Gap Report.

Summary of voting for each domain and outcome

overall voting



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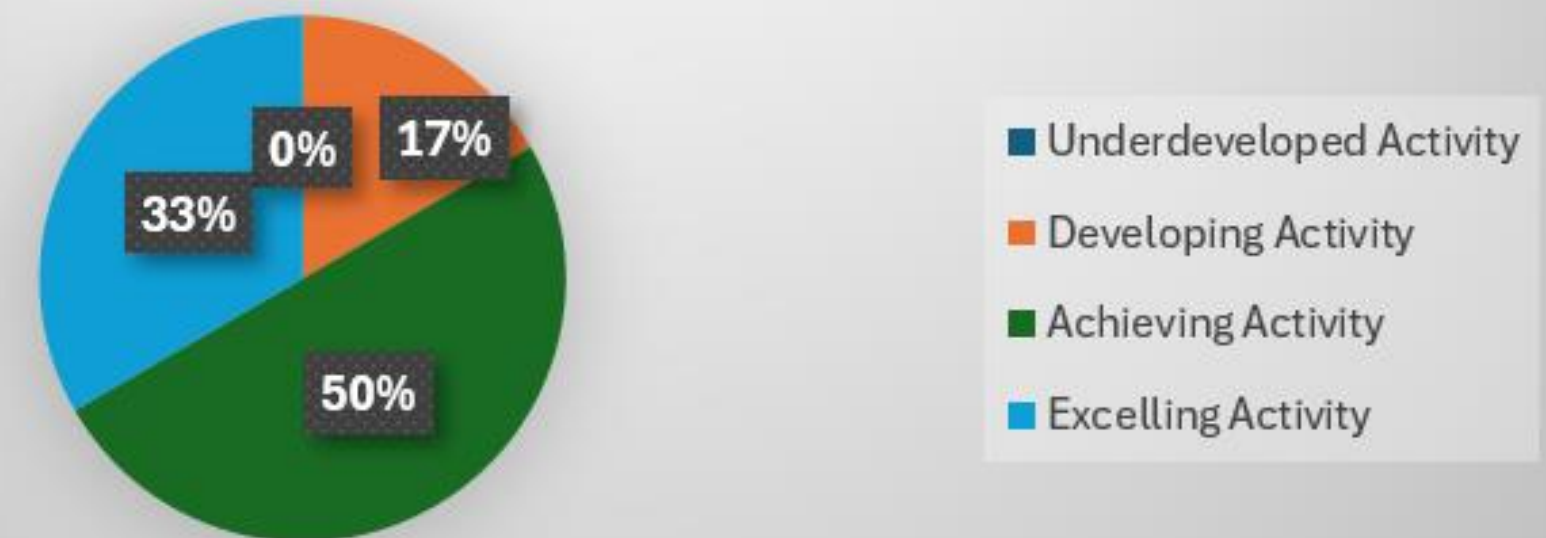


All feedback received for Outcome 2A

When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions.

2A: When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD and mental health conditions.


Underdeveloped Activity	0
Developing Activity	1
Achieving Activity	3
Excelling Activity	2



All feedback received for Outcome 2A – FREE TEXT

When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions.

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Lots of information but
due to duties not easy to
access

I have never seen
anything about COPD
or asthma

The Trust offers and widely
promotes a brilliant range of
initiatives that support staff in
managing a wide variety of
physical and mental health
conditions. Couldn't ask for
anything more!

Communication of this
could be better. For
example, managers should
be briefing of options and
help at huddles. Our
manager does not.

Wide range of support
available, the introduction
of optima, support for cost
of living. There are still some
gaps.

Sickness absence
process not always
helpful

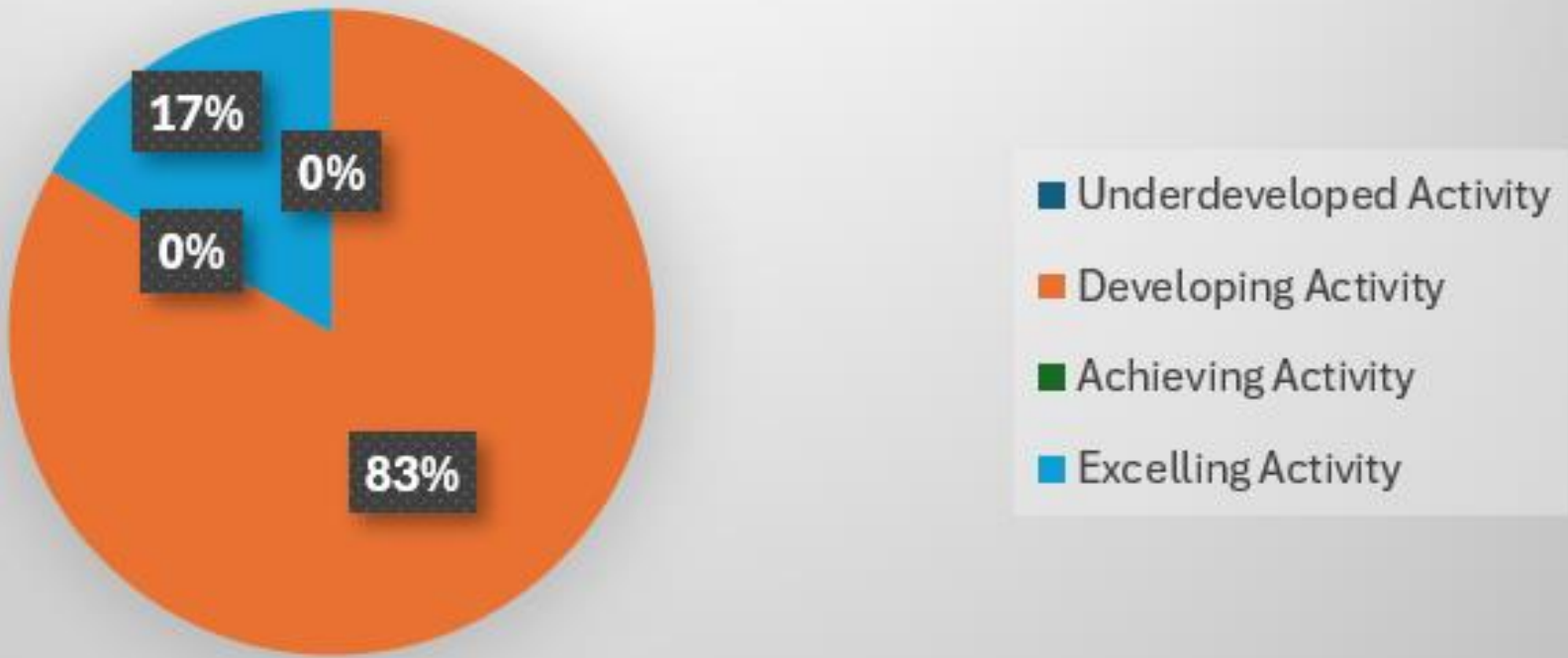
All feedback received for Outcome 2B

When at work, staff are free from abuse, harassment, bullying and physical violence from any source.




Underdeveloped Activity	0
Developing Activity	5
Achieving Activity	0
Excelling Activity	1

2B: When at work, staff are free from abuse, harassment, bullying and physical violence from any source



All feedback received for Outcome 2B – FREE TEXT

When at work, staff are free from abuse, harassment, bullying and physical violence from any source.



More work around bullying.
Pockets within trust where
toxic environments exist

Support is offered and various
policies are in place but it isn't
actually completed in practice.
More work needed around this
to get managers to be more
aware.

Managers need more
support how to deal with
ongoing bullying.

Bullying and harrasment is still
something staff both
experience and fear. There
seems like little accountability
for "higher level" staff when
these issues arise without union
intervention.

Staff issues with other
'higher ranked' staff are not
equally dealt with.
Feedback/support to staff
after issues are not
sufficient.

The Trust works hard to foster a
safe, inclusive working
environment. There are clear,
well-promoted processes in
place and the Trust uses formal
and informal data. The
message is clear

The trust continue to work
towards no V & A at work
however, patients can be
challenging at times

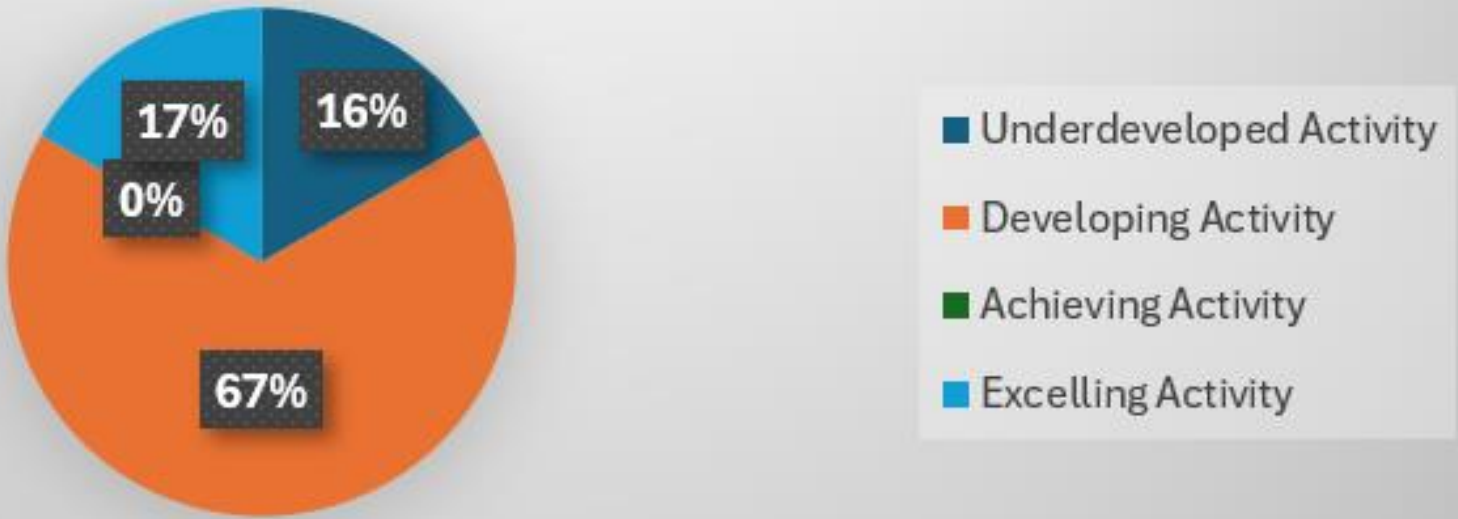
All feedback received for Outcome 2C

Staff have access to independent support and advice when suffering from abuse, bullying harassment and physical violence from any source



Underdeveloped Activity	1
Developing Activity	4
Achieving Activity	0
Excelling Activity	1

2C: Staff have support and advice from stress, abuse, bullying and harassment and physical violence from any source.



All feedback received for Outcome 2C – FREE TEXT

Staff have access to independent support and advice when suffering from abuse, bullying harassment and physical violence from any source

As per previous statement

Lack of support as management don't know how to deal with it

FTSU, MHFA in place but awareness of them still not great especially in clinical areas.

There is not a culture of encouraging/ enabling staff to attend staff network meetings. The work still needs to be done and staffing doesn't cover

Great to see the staff networks growing and becoming integral to some key areas

There's easy access to support & advice via a wide range of channels, in and outside of the management structure. I've never worked anywhere with as much support, provision & feedback as at RJAH

Staff are told to approach their managers and directors, but a lot of bullying etc. comes from them. I personally would not approach mine. There is little accountability for them.

Ignoring how important the issues are, Unless someone is at the point of resigning or going off sick

All feedback received for Outcome 2D

Staff recommend the organisation as a place to work

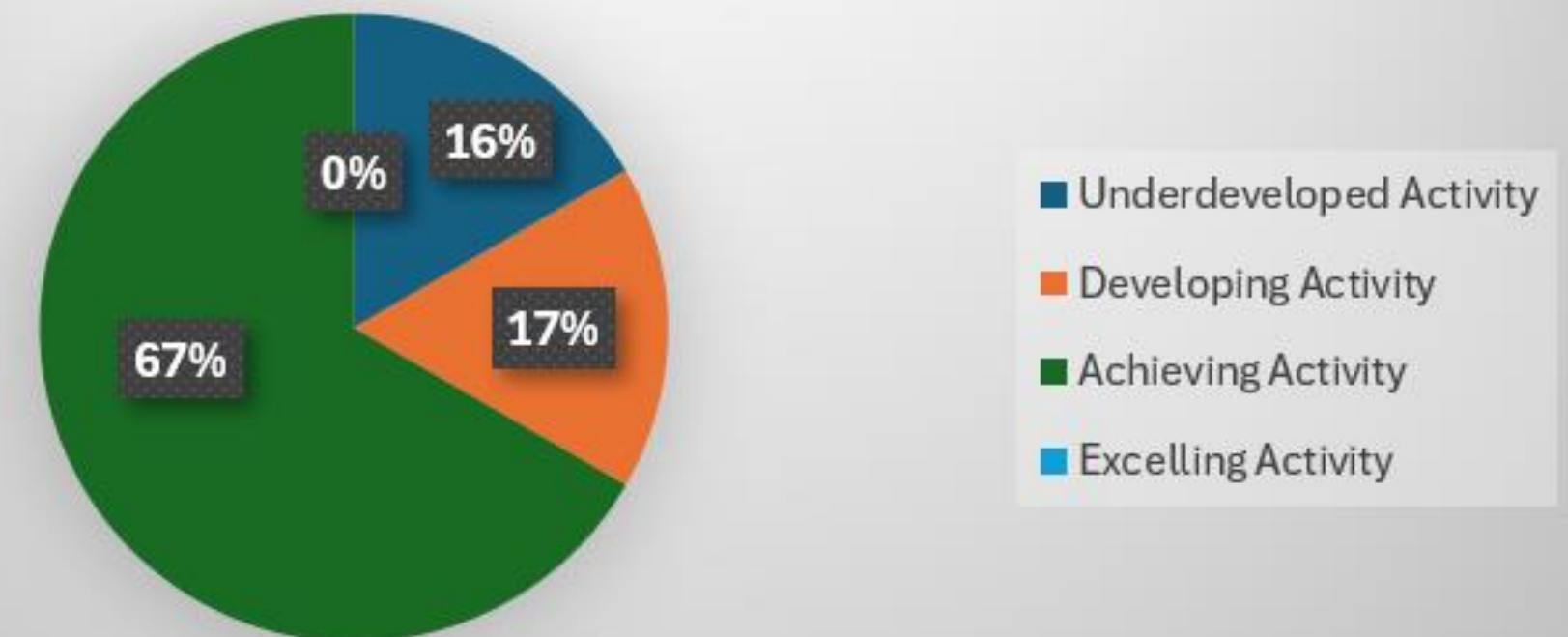


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Underdeveloped Activity	1
Developing Activity	1
Achieving Activity	4
Excelling Activity	0

2D: Staff recommend the organisation
as a place to work and receive
treatment.



All feedback received for Outcome 2D – FREE TEXT

Staff recommend the organisation as a place to work



Moral very low

Staff not filling in staff surveys as moral very low . Not sure how this is improved but impacting mental health and staff stress

Score was over 70% but sickness process needs to be more supportive rather than a tickbox only engaged when someone actually goes off sick.

The 30 year service certificate says it all

Longterm sickness caused/exacerbated by stress in the workplace doesn't seem to be addressed

The hospital is an excellent for a patient but a stressful place for staff. Very little actual tangible support despite signposting. A real culture of fear exists that is not recognised.

People on long term sick not supported, rather almost bullied to come back when not ready

Unhappy people more likely to complete surveys so not necessarily representative. In terms of the individuals and teams I work with, the satisfaction figure would be much higher than 74%

All feedback received for Outcome 2D – FREE TEXT

Staff recommend the organisation as a place to work



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sickness policy needs
reviewing desperately



Overall rating

The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust achieved a Domain 2 rating of **Developing Activity** for the reporting time frame, July 2024 – March 2025.

Outcome 2A When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions.

Outcome 2B When at work, staff are free from abuse, harassment, bullying and physical violence from any source.

Outcome 2C Staff have access to independent support and advice when suffering from stress, abuse, bullying harassment and physical violence from any source.

Outcome 2D Staff recommend the organisation as a place to work

RJAH Equality Delivery System (EDS)

Domain 2: Workforce Health and Wellbeing 2024-2025 Overall, Domain 2 Rating :

DEVELOPING ACTIVITY



Actions from feedback

The following actions will be included within the main EDI action plan, taken from the feedback received following the EDS2 Domain 2 scoring event.

2A	When at work, staff are provided with support to manage obesity, diabetes, asthma, COPD, and mental health conditions.
	More promotion of Ourspace and MHFA through regular comms or drop-in sessions
	Add Ourspace to job adverts to promote to potential applicants
	Ask Optima Health to do drop-in sessions, for advice and support on all long-term conditions
	Review of Sickness Absence Policy linked to long term conditions
2B	When at work, staff are free from abuse, harassment, bullying and physical violence from any source.
	Support for staff highlighted as a feedback issue.
	Just Culture Training and roll out.
	Zero tolerance - more regular communications to staff and patients.
	Clear statement of intent/action on zero tolerance
2C	Staff have access to independent support and advice when suffering from abuse, bullying harassment and physical violence from any source
	Drop-in sessions for staff and managers
	Promotion and Comms on polices available.
	FTSU, MHFA - more comms/walkabouts needed to make awareness of their presence specifically in clinical areas
	Briefing sessions on policies (line managers)
	Promotion of staff networks for peer support
2D	Staff recommend the organisation as a place to work
	Add to adverts that 73.67% of staff in the NHS Staff Survey 2024 recommend the Trust as a place to work
	Use of Improvewell App to ask/survey what could be better/improved
	Promotion of the value of exit interviews / Staff leaving the Trust and staff moving departments within the Trust
	Review Exit interview data / feedback
	Review of Sickness Absence Policy noted



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2A Optima Health Sessions provided in Feb/March 2025 with Bereavement session booked for June 2025. Menopause group extended to wider networking with ICS/SaTH.

2B Human Factors training commenced.

2C More promotion of different ways to raise concerns.

2D Staff Survey 2024 – Recommend a place to work = 73.67%

To note: Improvewell locally launched within Theatres, Therapies, Estate & Facilities, Alice Ward and further wards to follow.

If any further evidence is required, please request via the following email, rjah.edi.od@nhs.net.

