

BHSCT Staff Experience Survey - 2026

Welcome to the Belfast Trust Staff Experience Survey. Your feedback is really important. Your responses will help us to better understand what's it is like to work in the Belfast Trust, what is important to you, identify things we are doing well as an organisation and things we could be doing better. We will use this information to promote a positive and inclusive work environment that reflects the needs and voices of all staff. You will also have the opportunity to nominate a colleague to receive a Certificate of Recognition. The survey should take about 10 minutes to complete. You have told us how important confidentiality is to you. We agree, and want to reassure you the responses you provide are completely confidential. Additionally, to protect the anonymity of participants, no reporting will be done on data sets or teams with 10 responses or less. Thank you for taking the time to complete this survey and share your experiences with us.

1. These questions are about your team: *

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
We have a 'we are in it together' attitude	☐	☐	☐	☐	☐
My team shares information well	☐	☐	☐	☐	☐
My team willingly provides support for each other	☐	☐	☐	☐	☐
My team seek opportunities to learn from when mistakes happen	☐	☐	☐	☐	☐
My team regularly meets to review team objectives to improve ways of working	☐	☐	☐	☐	☐
Working in my team gives me a sense of belonging	☐	☐	☐	☐	☐

2. These questions are about how you feel at work: *

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
There are enough staff in my work area / team / department for me to do my job properly	☐	☐	☐	☐	☐
I know how to challenge and raise concerns about a work issue if I need to	☐	☐	☐	☐	☐
I am able to raise concerns in this team without fear of negative consequences	☐	☐	☐	☐	☐
I am able to take sufficient breaks	☐	☐	☐	☐	☐
I am able to make suggestions to improve the work of my team/department	☐	☐	☐	☐	☐
There are frequent opportunities for me to show initiative in my role	☐	☐	☐	☐	☐
I am able to make improvements happen in my area of work	☐	☐	☐	☐	☐
I am able to handle the challenges of my job effectively	☐	☐	☐	☐	☐
I have choice and flexibility over how to do my work	☐	☐	☐	☐	☐
I generally feel happy at work	☐	☐	☐	☐	☐
I feel valued and recognised for my contribution in the team	☐	☐	☐	☐	☐
I usually have the opportunity to use my skills within my team	☐	☐	☐	☐	☐

I have the tools and equipment I need to do my job to the best of my ability	☐	☐	☐	☐	☐
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I have the energy I need to get me through the day at work	☐	☐	☐	☐	☐
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My work enables me to act in accordance with my values	☐	☐	☐	☐	☐
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3. These questions are about your immediate line manager: *

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
My manager is genuinely warm and empathetic	☐	☐	☐	☐	☐
My manager is aware of the areas we need to improve upon	☐	☐	☐	☐	☐
My manager is someone I can trust	☐	☐	☐	☐	☐
My manager encourages me to develop my talent and skills	☐	☐	☐	☐	☐
My manager inspires me to do my best	☐	☐	☐	☐	☐
My manager listens to the complaints of the team and is willing to do something about it	☐	☐	☐	☐	☐

4. These questions are about the organisation: *

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
The Trust supports my health and wellbeing	☐	☐	☐	☐	☐
People I work with treat me with kindness	☐	☐	☐	☐	☐
People I work with treat me with respect	☐	☐	☐	☐	☐
The Belfast Health and Social Care Trust communicates in a clear and effective way with employees	☐	☐	☐	☐	☐
I have a good understanding of the Trust's vision and strategy	☐	☐	☐	☐	☐
I am proud to work for the Belfast Health and Social Care Trust	☐	☐	☐	☐	☐
I am confident that the organisation acts on concerns that are raised	☐	☐	☐	☐	☐
I have experienced physical violence, harassment, bullying or abuse at work in the last 12 months	☐	☐	☐	☐	☐
Care of patients/ service users is my organisation's top priority	☐	☐	☐	☐	☐
I would recommend my organisation as a place to work	☐	☐	☐	☐	☐
If a friend or relative needed treatment, I would be happy with the standard of care provided by this organisation	☐	☐	☐	☐	☐

The following Survey questions address sensitive topics related to unwanted behaviour of a sexual nature in the workplace. If you are not comfortable answering these questions, please feel free to skip to Question number 7 on the next page.

5. In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace from patients / service users, their relatives or other members of the public? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault.

- ☐ Never
- ☐ 1-2
- ☐ 3-5
- ☐ 6-10
- ☐ More than 10



6. In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace from staff / colleagues? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault.

- ☐ Never
- ☐ 1-2
- ☐ 3-5
- ☐ 6-10
- ☐ More than 10

7. Please indicate how strongly you feel about the following statements: *

	Never	Rarely	Sometimes	Often	Always
I look forward to going to work	☐	☐	☐	☐	☐
I am enthusiastic about my job	☐	☐	☐	☐	☐
Time passes quickly when I am working	☐	☐	☐	☐	☐



8. Do you have any comments or feedback about your experience working at Belfast Trust?

The questions in this section aim to collect demographic information, such as gender and ethnic origin to help us understand trends and experiences of our staff within the organisation. For each one, you have the option to choose 'prefer not to say' if you're not comfortable disclosing. Your responses are completely anonymous.

9. What of the following best describes you? (Choose only one option)

- ☐ Female
- ☐ Male
- ☐ Non-Binary
- ☐ Prefer to self-describe
- ☐ Prefer not to say

10. If you selected 'Prefer to self describe' please specify:

11. To which of these ethnic groups do you consider you belong? (choose only one option)

- ☐ White
- ☐ Black African
- ☐ Filipino
- ☐ Indian
- ☐ Chinese
- ☐ Mixed Ethnic Group
- ☐ Irish Traveller
- ☐ Pakistani
- ☐ Bangladeshi
- ☐ Black Caribbean
- ☐ Black Other
- ☐ Any Other Ethnic Group
- ☐ I would prefer not to say

12. Which of the following best describes how you think of yourself? (choose only one option)

- ☐ Heterosexual (straight)
- ☐ Gay Woman (lesbian)
- ☐ Gay Man
- ☐ Bisexual
- ☐ Prefer to self describe
- ☐ I would prefer not to say

13. If you selected 'Prefer to self describe' please specify:

14. Do you consider yourself as having a disability? The Disability Discrimination Act 1995 defines disability as a physical or mental impairment which has a substantial and long-term effect on a person's ability to carry out normal day-to-day activities. "Normal day-to-day activities" listed in the Act are mobility; manual dexterity; physical co-ordination; continence; ability to lift, carry or otherwise move everyday objects; speech, hearing or eyesight; memory or ability to concentrate, learn or understand; or perception of the risk of physical danger. (If you take medication, treatment or have a prosthesis to manage your condition, would you consider that you had a disability if you were without these? If so, you should answer 'yes' below.) Having read this definition, do you consider yourself as having a disability?

- ☐ Yes
- ☐ No
- ☐ I would prefer not to say

15. Do you have caring responsibilities for: (tick each that applies to your circumstances)

- ☐ a child (or children)
- ☐ a dependent older person
- ☐ a person(s) with a disability
- ☐ none of the above
- ☐ I would prefer not to say

16. Do you wish to recognise a Colleague who has gone the extra mile?

- ☐ Yes
- ☐ No

17. Please give the full name of the person you like to recognise.

18. What is the job role of the person you would like to recognise?
19. Please tell us the location/site this person main works.
20. Please provide this persons email address.
21. Why do you wish to nominate this person for recognition certificate?(The wording you provide will be mentioned in the certificate exactly as you have written. Please use upto a maximum of 40 words.

Responses to the following questions will be used to generate Directorate, Service, Team and Professional Group level reports. Individual responses are NOT identifiable and reports are only generated for areas that receive 10 or more responses.

22. Please select a category that best describes your Job Role?

- Admin and Clerical
- Allied Health Professionals
- Estates
- Graduate Interns
- Medical and Dental
- Nursing and Midwifery
- Professional and Technical
- Social Care
- Social Work
- Support Services

23. Which Directorate do you work within?

24. Which service area do you work within?

25. Which team do you work for?