

Culture of Care survey modified for RePAIR

Introduction to this survey

This questionnaire has been reproduced and adapted (with permission) from the Culture of Care Barometer tool developed by the National Nursing Research Unit at King's College London¹.

The reason for its development was the domination of the 'quick fix' solutions prevalent in the NHS following the Francis Inquiry in 2013.

As the authors identified 'this barometer was developed and validated as an instrument with which to gauge the different attributes of environments in which care [education] is delivered and so help understand the culture of care within organisations such as Trusts [School]'

"The elements which underpin the design of the tool reflect themes identified from previous research as strongly linked with staff commitment, engagement and productivity."

The culture of care barometer has been recognised as adding value to existing tools to stimulate dialogue and reflections on questions of culture and is perceived to be of particular value to the teams.

Please complete this diagnostic tool which has been minimally adapted from the Culture of Care Barometer, which requires the answering of 30m questions followed by completion of some demographic data.



Thank you for your support with this important piece of work, the findings will be used to inform the school plan for 2017/18 and to develop robust engagement and communication strategies.

¹ Rafferty. AM, Philippou. J, Fitzpatrick. JM, and Ball. J (2015) Culture of Care Barometer. A report to NHS England on the development and validation of an instrument to measure 'Culture of Care' in NHS Trusts



Please indicate the extent to which you agree with each of the following statements by ticking on box on each row. This tool is intended to encourage self-reflection, so take your time to consider each statement. When you have finished thinking about the statements, please consider if you need to take any action or talk to anyone.

1. I have all the resources I need to do a good job *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

2. I feel respected by my co-workers *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

3. I have sufficient time to do my job well *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

4. I am proud to work in the School of Nursing and Midwifery *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

5. My line manager treats me with respect *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

6. The School of Nursing and Midwifery values the service we provide

*(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

7. I would recommend this School of Nursing and Midwifery as a good place to work *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

8. I feel well supported by my line manager *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

9. I am able to influence the ways things are done in my team *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

10. I feel part of a well-managed team *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

11. I know who my line manager is *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

12. Unacceptable behaviour is consistently challenged *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

13. There is strong leadership at the highest level in the School of Nursing *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

14. When things get difficult I can rely on my colleagues *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

15. The School of Nursing and Midwifery managers know how things really are *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

16. I feel able to ask for help when I need it *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

17. I know exactly what is expected of me in my job *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

18. I feel supported to develop my potential *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

19. A positive culture is visible where I work *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

19. A positive culture is visible where I work *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

20. The people I work with are friendly *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

21. My line manager gives me constructive feedback *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

22. Staff successes are celebrated by the School of Nursing and Midwifery * (Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

23. The School of Nursing and Midwifery listens to staff views * (Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

24. I get the training and development I need * (Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

25. I am able to influence how things are done in the School of Nursing and Midwifery * (Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

26. The School of Nursing and Midwifery has a positive culture * (Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

27. I am kept well informed about what is going on in our team *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

28. I have positive role models where I work *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

29. I feel well informed about what is happening in the School of Nursing and Midwifery *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

30. My concerns are taken seriously by my line manager *(Answer required)

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

31. What, if any, action needs to be taken to improve the culture of care environment where you work?

32. Which department do you work in?

- Department of Pre-qualifying Health Care Practice
- Department of Child and Young People's Health
- Department of Mental Health and Learning Disabilities Nursing
- Department of Adult Nursing
- Department of Midwifery
- Department of Post-qualifying Health Care Practice

33. How long have you worked in the School of Nursing and Midwifery?

- 0-2 years
- 2-4 years
- 5-9 years
- 10-15 years
- 16-20 years
- 21-25 years
- 26-30 years

34. Are you?

- Male
- Female

35. Do you consider English to be your first or main language?

- Yes
- No

Conclusion



Thank you for taking time to complete this survey. The results will be published at the beginning of September 2017.

Themes will be identified through the analysis of the data and communication and engagement strategies developed to continue to explore our 'culture of care' and improve staff health and well-being.

Many thanks