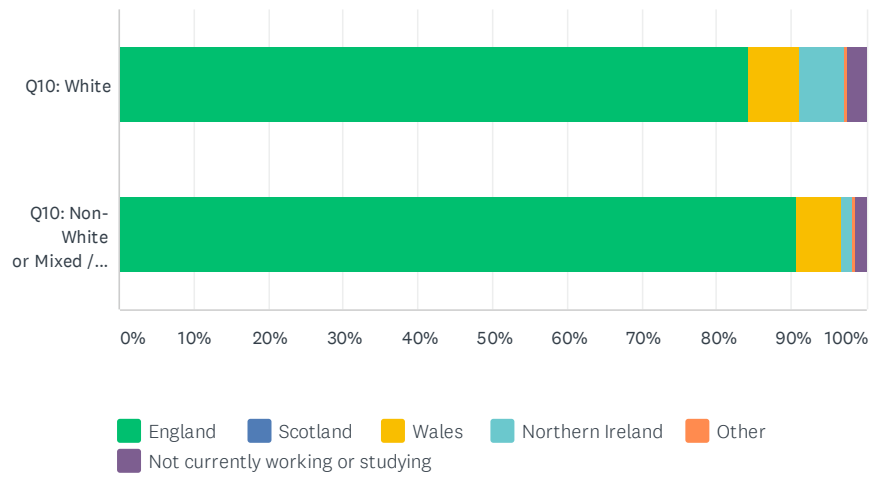


In which country do you mainly work or study?

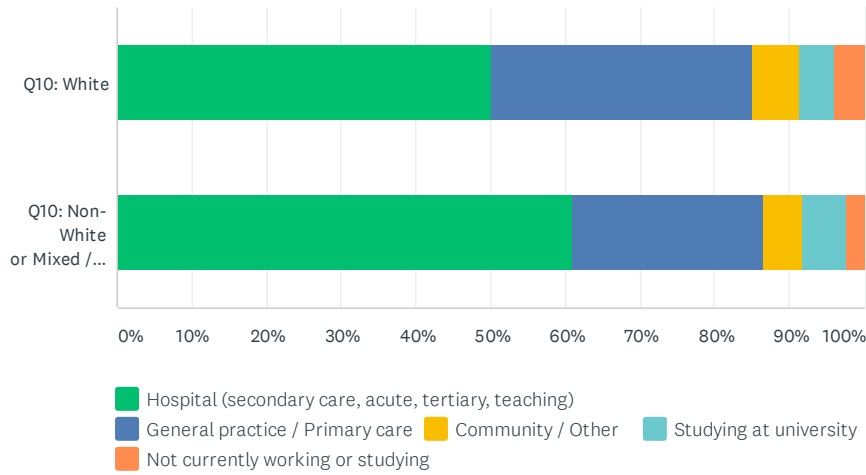
Answered: 7,352



	ENGLAND	SCOTLAND	WALES	NORTHERN IRELAND	OTHER	NOT CURRENTLY WORKING OR STUDYING	TOTAL
Q10: White	84.43% 4,516	0.00% 0	6.69% 358	6.04% 323	0.36% 19	2.49% 133	72.76% 5,349
Q10: Non-White or Mixed / Multiple ethnic groups	90.76% 1,818	0.00% 0	6.09% 122	1.30% 26	0.45% 9	1.40% 28	27.24% 2,003
Total Respondents	6,334	0	480	349	28	161	7,352

In which setting do you currently mainly work or study?

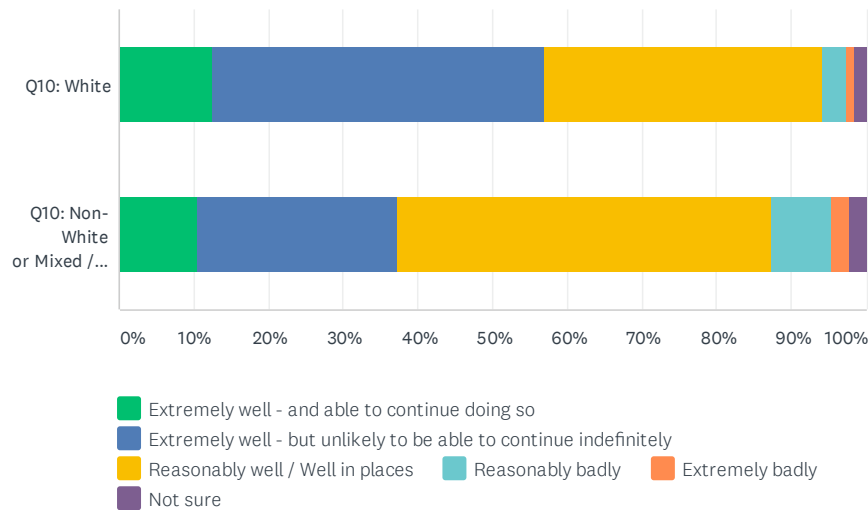
Answered: 7,316



	HOSPITAL (SECONDARY CARE, ACUTE, TERTIARY, TEACHING)	GENERAL PRACTICE / PRIMARY CARE	COMMUNITY / OTHER	STUDYING AT UNIVERSITY	NOT CURRENTLY WORKING OR STUDYING	TOTAL
Q10: White	50.17% 2,673	34.89% 1,859	6.27% 334	4.71% 251	3.96% 211	72.83% 5,328
Q10: Non-White or Mixed / Multiple ethnic groups	61.07% 1,214	25.45% 506	5.33% 106	5.84% 116	2.31% 46	27.17% 1,988
Total Respondents	3,887	2,365	440	367	257	7,316

In the nine months since the beginning of the pandemic, how well do you think you and your colleagues have coped given the enormous impact Covid-19 has had on the health service?

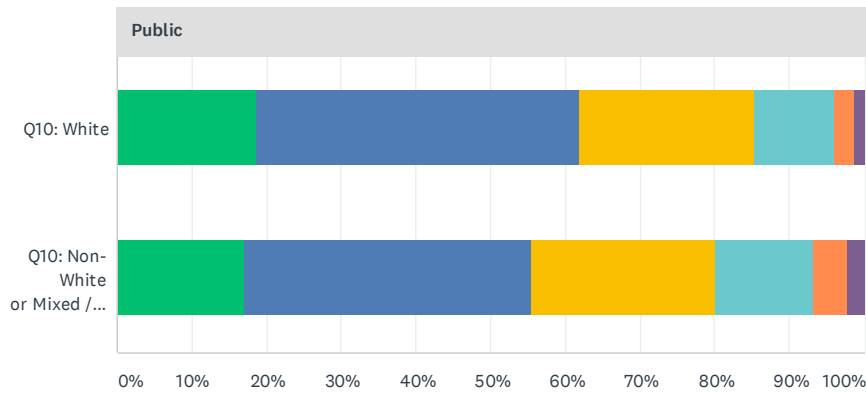
Answered: 7,066



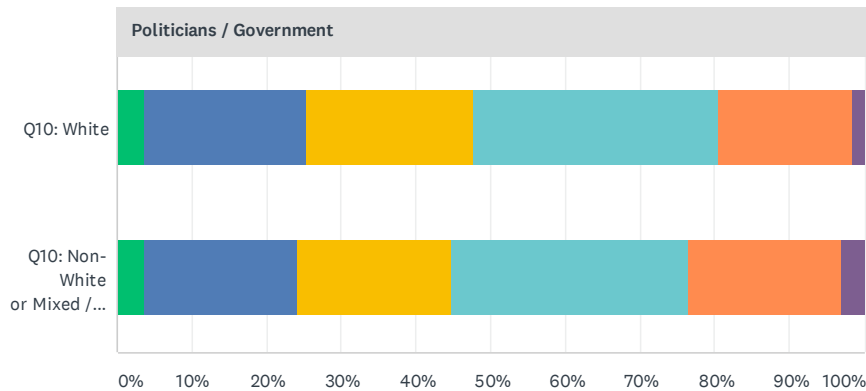
	EXTREMELY WELL - AND ABLE TO CONTINUE DOING SO	EXTREMELY WELL - BUT UNLIKELY TO BE ABLE TO CONTINUE INDEFINITELY	REASONABLY WELL / WELL IN PLACES	REASONABLY BADLY	EXTREMELY BADLY	NOT SURE	TOTAL
Q10: White	12.51% 644	44.44% 2,288	37.13% 1,912	3.32% 171	1.05% 54	1.55% 80	72.87% 5,149
Q10: Non-White or Mixed / Multiple ethnic groups	10.38% 199	26.92% 516	50.08% 960	7.98% 153	2.50% 48	2.14% 41	27.13% 1,917
Total Respondents	843	2,804	2,872	324	102	121	7,066

In the nine months since the beginning of the pandemic, how well do you feel you and your colleagues have been valued by these different groups for the enormous contributions that doctors have made during the Covid-19 pandemic?

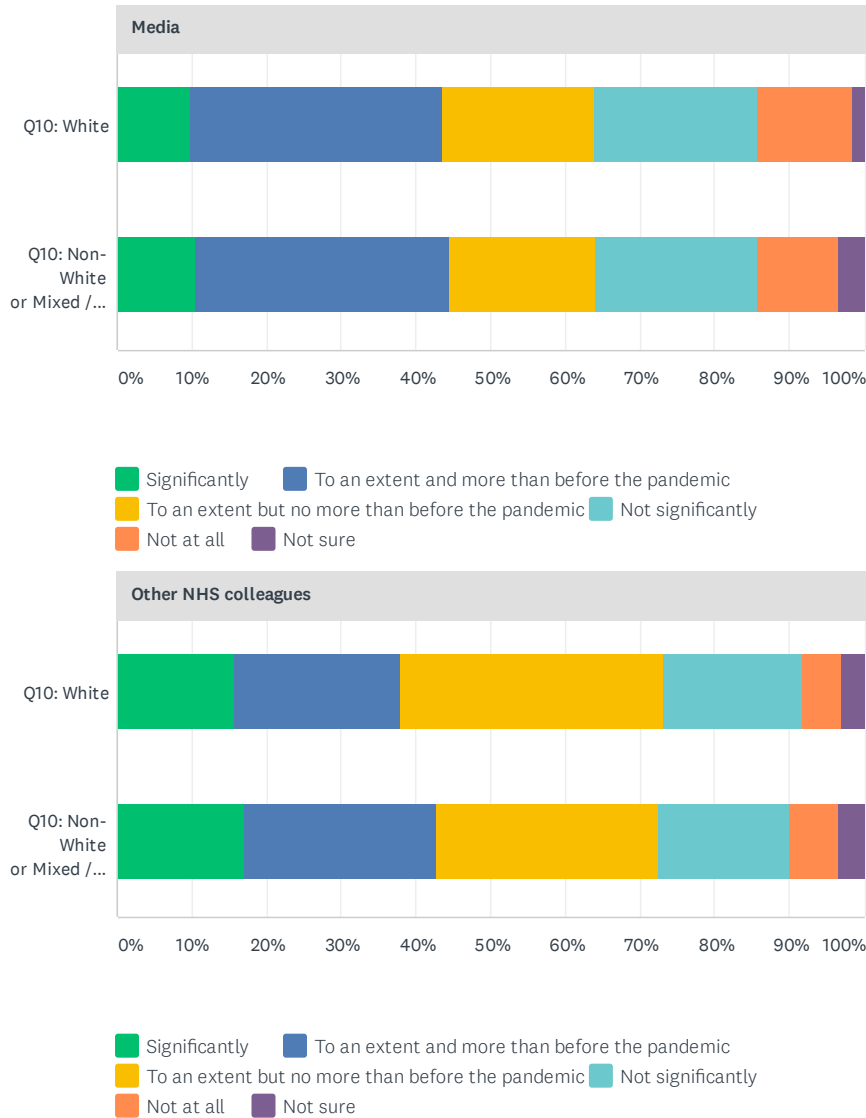
Answered: 7,073



■ Significantly ■ To an extent and more than before the pandemic
■ To an extent but no more than before the pandemic ■ Not significantly
■ Not at all ■ Not sure



■ Significantly ■ To an extent and more than before the pandemic
■ To an extent but no more than before the pandemic ■ Not significantly
■ Not at all ■ Not sure

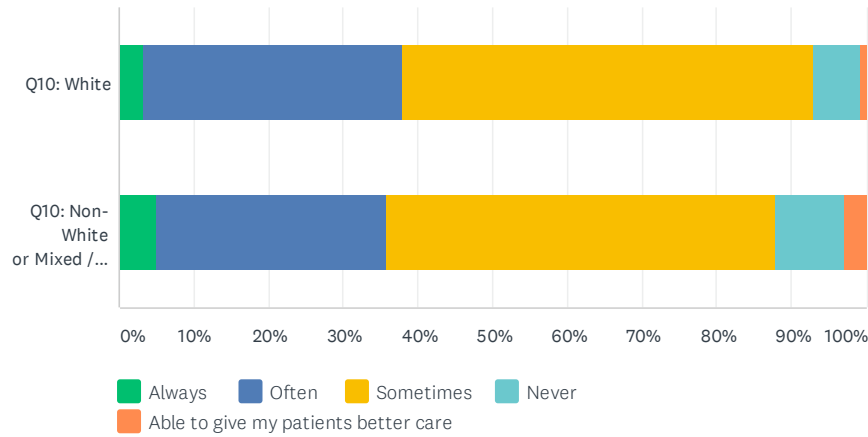


Public							
	SIGNIFICANTLY	TO AN EXTENT AND MORE THAN BEFORE THE PANDEMIC	TO AN EXTENT BUT NO MORE THAN BEFORE THE PANDEMIC	NOT SIGNIFICANTLY	NOT AT ALL	NOT SURE	TOTAL
Q10: White	18.66% 960	43.10% 2,217	23.56% 1,212	10.65% 548	2.82% 145	1.21% 62	72.73% 5,144
Q10: Non-White or Mixed / Multiple ethnic groups	17.07% 327	38.26% 733	24.74% 474	13.10% 251	4.59% 88	2.24% 43	27.09% 1,916
Politicians / Government							
	SIGNIFICANTLY	TO AN EXTENT AND MORE THAN BEFORE THE PANDEMIC	TO AN EXTENT BUT NO MORE THAN BEFORE THE PANDEMIC	NOT SIGNIFICANTLY	NOT AT ALL	NOT SURE	TOTAL
Q10: White	3.59% 185	21.62% 1,113	22.66% 1,167	32.57% 1,677	17.98% 926	1.57% 81	72.80% 5,149
Q10: Non-White or Mixed / Multiple ethnic groups	3.60% 69	20.55% 394	20.61% 395	31.72% 608	20.45% 392	3.08% 59	27.10% 1,917

Media								
	SIGNIFICANTLY	TO AN EXTENT AND MORE THAN BEFORE THE PANDEMIC	TO AN EXTENT BUT NO MORE THAN BEFORE THE PANDEMIC	NOT SIGNIFICANTLY	NOT AT ALL	NOT SURE	TOTAL	
Q10: White	9.74% 501	33.92% 1,744	20.23% 1,040	21.94% 1,128	12.52% 644	1.65% 85	72.70% 5,142	
Q10: Non-White or Mixed / Multiple ethnic groups	10.50% 201	34.10% 653	19.37% 371	21.78% 417	10.76% 206	3.50% 67	27.07% 1,915	
Other NHS colleagues								
	SIGNIFICANTLY	TO AN EXTENT AND MORE THAN BEFORE THE PANDEMIC	TO AN EXTENT BUT NO MORE THAN BEFORE THE PANDEMIC	NOT SIGNIFICANTLY	NOT AT ALL	NOT SURE	TOTAL	
Q10: White	15.75% 811	22.30% 1,148	35.02% 1,803	18.78% 967	5.05% 260	3.11% 160	72.80% 5,149	
Q10: Non-White or Mixed / Multiple ethnic groups	17.01% 326	25.82% 495	29.68% 569	17.42% 334	6.57% 126	3.50% 67	27.10% 1,917	

Please indicate which of the following answers best reflects your experience during the nine months of the pandemic. I have felt unable to give my patients the right care at the right time during the pandemic

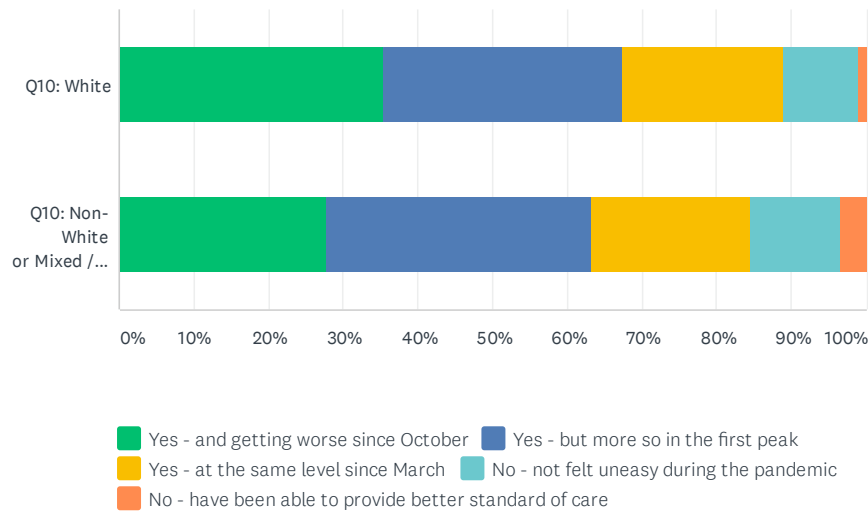
Answered: 6,340



	ALWAYS	OFTEN	SOMETIMES	NEVER	ABLE TO GIVE MY PATIENTS BETTER CARE	TOTAL
Q10: White	3.27% 151	34.64% 1,599	55.05% 2,541	6.17% 285	0.87% 40	72.81% 4,616
Q10: Non-White or Mixed / Multiple ethnic groups	5.10% 88	30.68% 529	52.26% 901	9.16% 158	2.78% 48	27.19% 1,724
Total Respondents	239	2,128	3,442	443	88	6,340

I have felt uneasy that I cannot provide care to the standard I would like during the pandemic

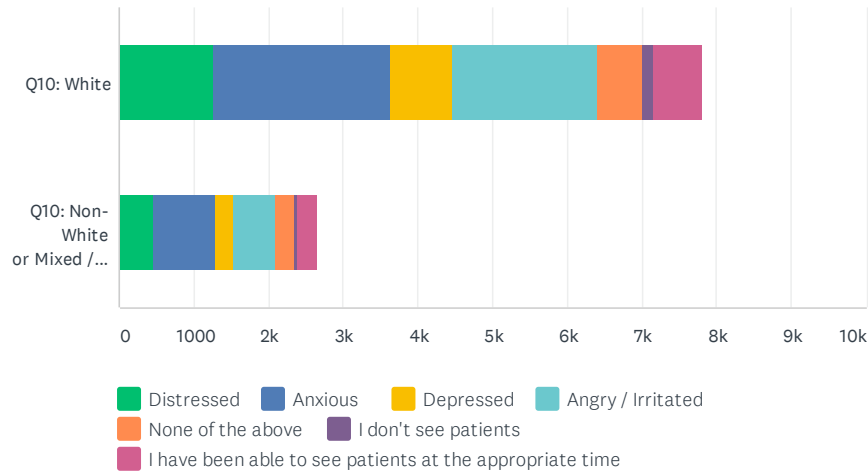
Answered: 6,335



	YES - AND GETTING WORSE SINCE OCTOBER	YES - BUT MORE SO IN THE FIRST PEAK	YES - AT THE SAME LEVEL SINCE MARCH	NO - NOT FELT UNEASY DURING THE PANDEMIC	NO - HAVE BEEN ABLE TO PROVIDE BETTER STANDARD OF CARE	TOTAL
Q10: White	35.26% 1,627	32.21% 1,486	21.41% 988	10.08% 465	1.04% 48	72.83% 4,614
Q10: Non-White or Mixed / Multiple ethnic groups	27.77% 478	35.56% 612	21.15% 364	12.09% 208	3.43% 59	27.17% 1,721
Total Respondents	2,105	2,098	1,352	673	107	6,335

Being unable to see and treat patients at the appropriate time in my clinical setting or for procedures during the pandemic has made me feel these ways (please tick all that apply)

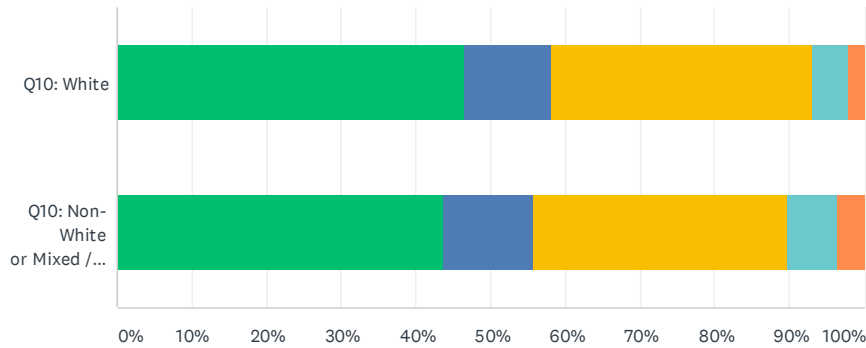
Answered: 6,346



	DISTRESSED	ANXIOUS	DEPRESSED	ANGRY / IRRITATED	NONE OF THE ABOVE	I DON'T SEE PATIENTS	I HAVE BEEN ABLE TO SEE PATIENTS AT THE APPROPRIATE TIME	TOTAL
Q10: White	27.33% 1,263	51.36% 2,374	17.96% 830	42.12% 1,947	12.70% 587	3.01% 139	14.50% 670	123.07% 7,810
Q10: Non-White or Mixed / Multiple ethnic groups	26.51% 457	48.32% 833	13.46% 232	32.60% 562	14.85% 256	2.90% 50	14.73% 254	41.66% 2,644
Total Respondents	1,720	3,207	1,062	2,509	843	189	924	6,346

During this pandemic, do you consider that you are currently suffering from any of depression, anxiety, stress, burnout, emotional distress or other mental health condition relating to or made worse by your work or study?

Answered: 6,833

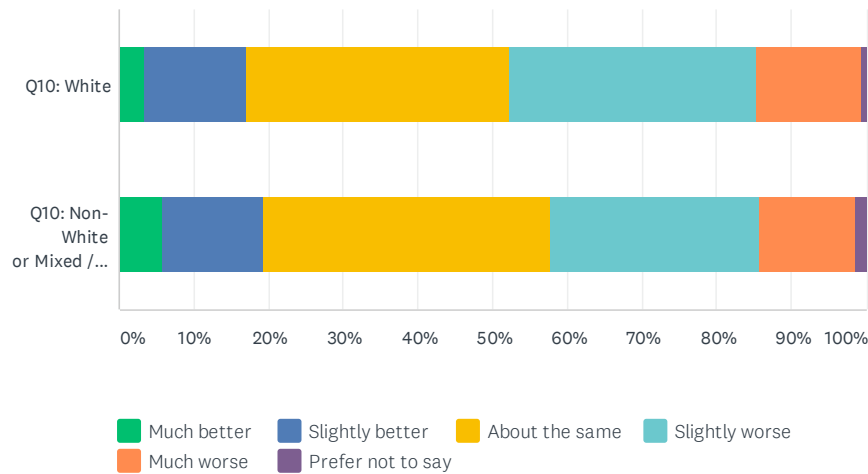


■ Yes - and worse than before the start of the pandemic
■ Yes - but no worse than before the start of the pandemic ■ No ■ Don't know
■ Prefer not to say

	YES - AND WORSE THAN BEFORE THE START OF THE PANDEMIC	YES - BUT NO WORSE THAN BEFORE THE START OF THE PANDEMIC	NO	DON'T KNOW	PREFER NOT TO SAY	TOTAL
Q10: White	46.51% 2,324	11.81% 590	34.88% 1,743	4.78% 239	2.02% 101	73.13% 4,997
Q10: Non-White or Mixed / Multiple ethnic groups	43.74% 803	12.15% 223	33.82% 621	6.70% 123	3.59% 66	26.87% 1,836
Total Respondents	3,127	813	2,364	362	167	6,833

How does your current level of health and wellbeing compare with that during the first wave of the pandemic?

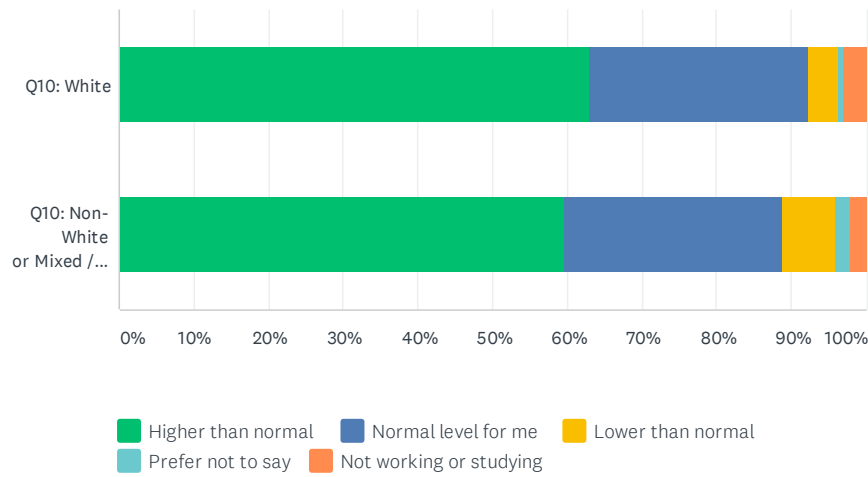
Answered: 6,835



	MUCH BETTER	SLIGHTLY BETTER	ABOUT THE SAME	SLIGHTLY WORSE	MUCH WORSE	PREFER NOT TO SAY	TOTAL
Q10: White	3.48% 174	13.65% 682	35.03% 1,751	33.13% 1,656	14.17% 708	0.54% 27	73.12% 4,998
Q10: Non-White or Mixed / Multiple ethnic groups	5.77% 106	13.50% 248	38.60% 709	27.82% 511	12.85% 236	1.47% 27	26.88% 1,837
Total Respondents	280	930	2,460	2,167	944	54	6,835

How would you describe your current level of fatigue or exhaustion from working or studying during this pandemic?

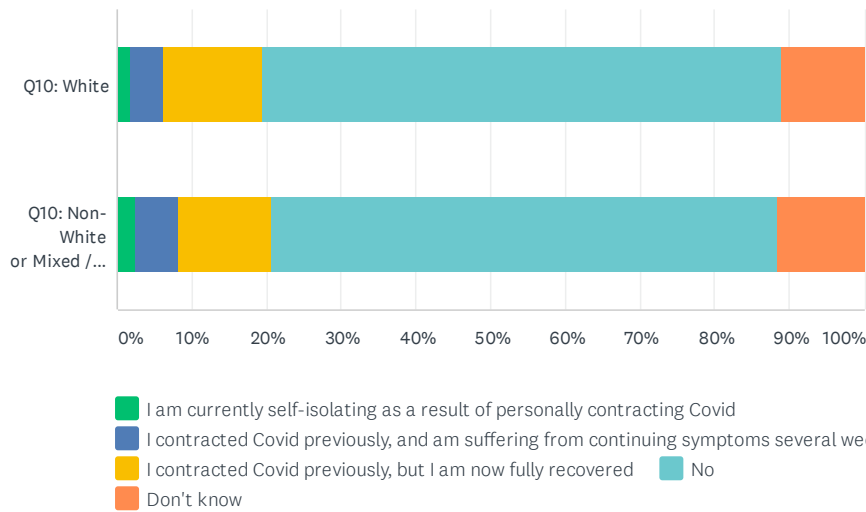
Answered: 6,835



	HIGHER THAN NORMAL	NORMAL LEVEL FOR ME	LOWER THAN NORMAL	PREFER NOT TO SAY	NOT WORKING OR STUDYING	TOTAL
Q10: White	63.08% 3,152	29.28% 1,463	3.94% 197	0.66% 33	3.04% 152	73.11% 4,997
Q10: Non-White or Mixed / Multiple ethnic groups	59.63% 1,096	29.05% 534	7.40% 136	1.96% 36	1.96% 36	26.89% 1,838
Total Respondents	4,248	1,997	333	69	188	6,835

Have you personally contracted Coronavirus?

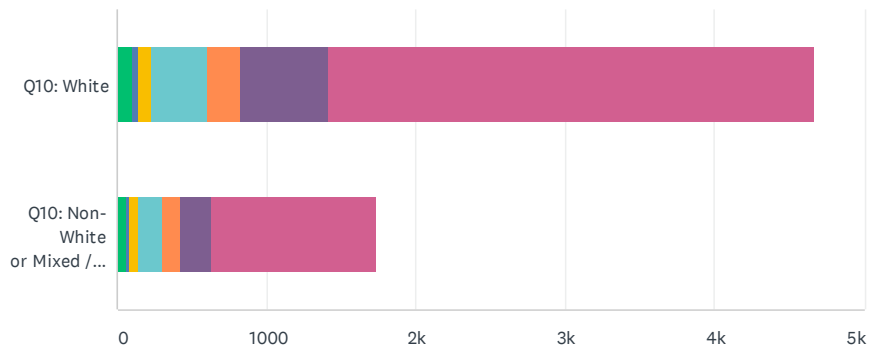
Answered: 6,843



	I AM CURRENTLY SELF-ISOLATING AS A RESULT OF PERSONALLY CONTRACTING COVID	I CONTRACTED COVID PREVIOUSLY, AND AM SUFFERING FROM CONTINUING SYMPTOMS SEVERAL WEEKS AFTER THE START OF MY COVID SYMPTOMS	I CONTRACTED COVID PREVIOUSLY, BUT I AM NOW FULLY RECOVERED	NO	DON'T KNOW	TOTAL
Q10: White	1.88% 94	4.26% 213	13.37% 669	69.53% 3,478	10.96% 548	73.10% 5,002
Q10: Non-White or Mixed / Multiple ethnic groups	2.39% 44	5.81% 107	12.55% 231	67.68% 1,246	11.57% 213	26.90% 1,841
Total Respondents	138	320	900	4,724	761	6,843

Which, if any, problems have you experienced when booking or taking annual leave during the winter months / the second wave of the pandemic (from October)?

Answered: 6,128

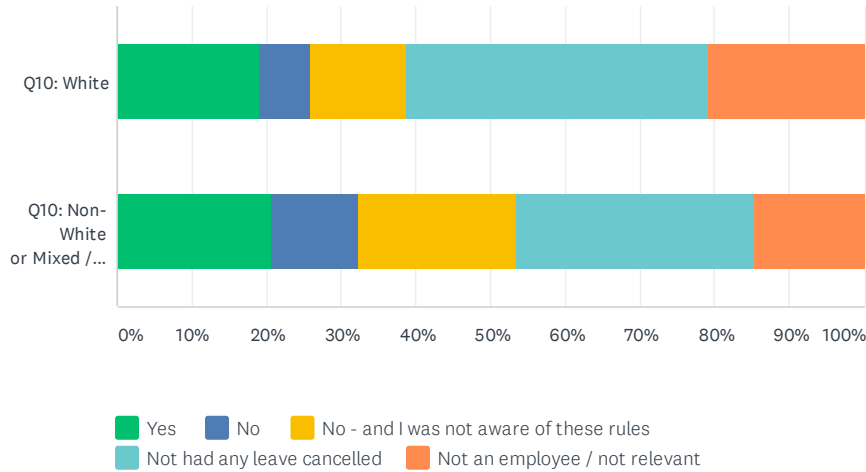


- I have not been allowed to book annual leave from October until the end of the year
- I am not allowed to book annual leave during January to March 2021
- I am not allowed to book any annual leave at the moment
- I have had annual leave cancelled
- I had dates of annual leave allocated at a time not of my choosing
- I had untaken leave at the end of my leave period (e.g. rotation)
- I have had no problems with booking and taking all the leave I wanted

	I HAVE NOT BEEN ALLOWED TO BOOK ANNUAL LEAVE FROM OCTOBER UNTIL THE END OF THE YEAR	I AM NOT ALLOWED TO BOOK ANNUAL LEAVE DURING JANUARY TO MARCH 2021	I AM NOT ALLOWED TO BOOK ANY ANNUAL LEAVE AT THE MOMENT	I HAVE HAD ANNUAL LEAVE CANCELLED	I HAD DATES OF ANNUAL LEAVE ALLOCATED AT A TIME NOT OF MY CHOOSING	I HAD UNTAKEN LEAVE AT THE END OF MY LEAVE PERIOD (E.G. ROTATION)	I HAVE HAD NO PROBLEMS WITH BOOKING AND TAKING ALL THE LEAVE I WANTED	TOTAL
Q10: White	2.30% 103	0.76% 34	2.15% 96	8.34% 373	4.87% 218	13.12% 587	72.82% 3,258	76.19% 4,669
Q10: Non-White or Mixed / Multiple ethnic groups	3.63% 60	1.51% 25	3.45% 57	9.43% 156	7.44% 123	12.64% 209	67.05% 1,109	28.38% 1,739
Total Respondents	163	59	153	529	341	796	4,367	6,128

Temporary statutory rules introduced by the Government mean that employees who were unable to take their annual leave entitlement due to Covid-19, can carry over up to 20 days (pro-rated for part-time staff) of annual leave over a two-year period. If as a result of Covid-19 pressure you had your leave cancelled, has your employer followed these temporary statutory rules which allow you to carry over any untaken leave?

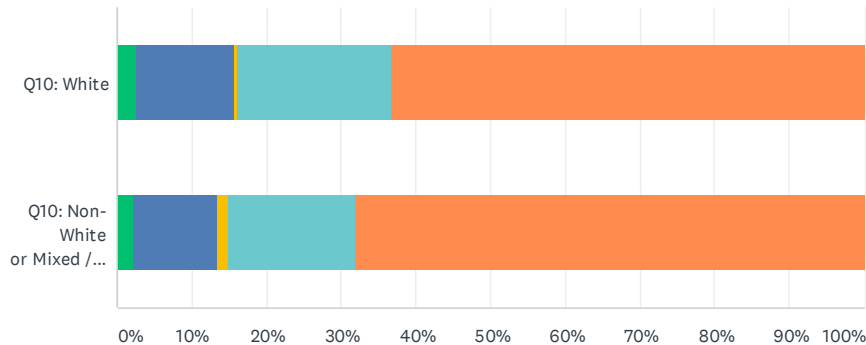
Answered: 6,240



	YES	NO	NO - AND I WAS NOT AWARE OF THESE RULES	NOT HAD ANY LEAVE CANCELLED	NOT AN EMPLOYEE / NOT RELEVANT	TOTAL
Q10: White	19.01% 866	6.98% 318	12.84% 585	40.26% 1,834	20.90% 952	73.00% 4,555
Q10: Non-White or Mixed / Multiple ethnic groups	20.77% 350	11.57% 195	21.13% 356	31.87% 537	14.66% 247	27.00% 1,685
Total Respondents	1,216	513	941	2,371	1,199	6,240

If, as a result of Covid, you have been redeployed into a different role/ location, or had changes to your rotas / working hours within your normal role, please indicate which of the statements best applies to your current situation

Answered: 3,940

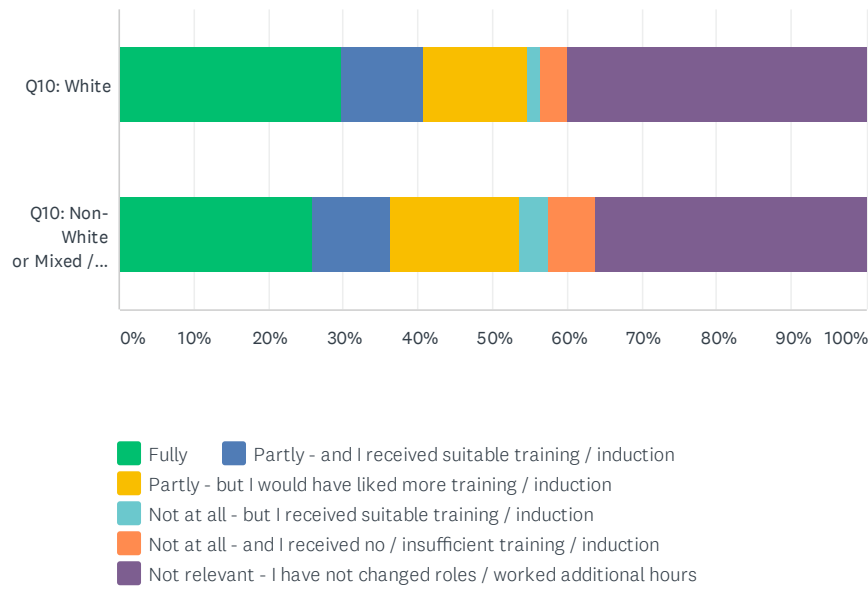


- I am currently redeployed / working changed rotas, with an agreed return date to my normal role
- I am currently redeployed / working changed rotas, but with no agreed end point
- I am currently redeployed / working changed rotas and have had a request to return to my normal role
- I have been redeployed but have now returned to my normal role
- I have not been redeployed / changed my rotas

	I AM CURRENTLY REDEPLOYED / WORKING CHANGED ROTAS, WITH AN AGREED RETURN DATE TO MY NORMAL ROLE	I AM CURRENTLY REDEPLOYED / WORKING CHANGED ROTAS, BUT WITH NO AGREED END POINT	I AM CURRENTLY REDEPLOYED / WORKING CHANGED ROTAS AND HAVE HAD A REQUEST TO RETURN TO MY NORMAL ROLE REFUSED	I HAVE BEEN REDEPLOYED BUT HAVE NOW RETURNED TO MY NORMAL ROLE	I HAVE NOT BEEN REDEPLOYED / CHANGED MY ROTAS	TOTAL
Q10: White	2.62% 72	12.95% 356	0.47% 13	20.77% 571	63.19% 1,737	69.77% 2,749
Q10: Non-White or Mixed / Multiple ethnic groups	2.27% 27	11.17% 133	1.51% 18	17.04% 203	68.01% 810	30.23% 1,191
Total Respondents	99	489	31	774	2,547	3,940

To what extent are your skills and experience relevant in allowing you to deliver any additional / different work safely and effectively?

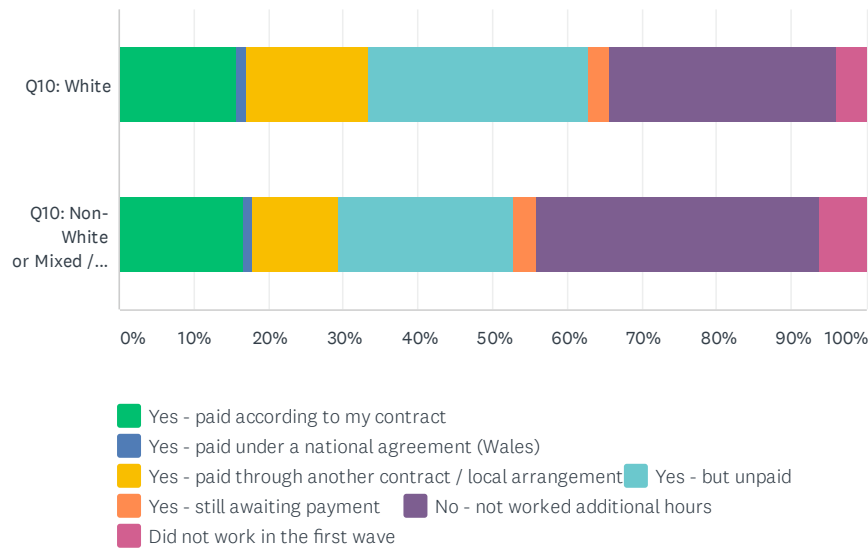
Answered: 3,962



	FULLY	PARTLY - AND I RECEIVED SUITABLE TRAINING / INDUCTION	PARTLY - BUT I WOULD HAVE LIKED MORE TRAINING / INDUCTION	NOT AT ALL - BUT I RECEIVED SUITABLE TRAINING / INDUCTION	NOT AT ALL - AND I RECEIVED NO / INSUFFICIENT TRAINING / INDUCTION	NOT RELEVANT - I HAVE NOT CHANGED ROLES / WORKED ADDITIONAL HOURS	TOTAL
Q10: White	29.77% 822	10.94% 302	13.84% 382	1.92% 53	3.59% 99	39.95% 1,103	69.69% 2,761
Q10: Non-White or Mixed / Multiple ethnic groups	25.81% 310	10.49% 126	17.40% 209	3.75% 45	6.41% 77	36.14% 434	30.31% 1,201
Total Respondents	1,132	428	591	98	176	1,537	3,962

In the first wave of the pandemic (March - September) have you undertaken additional hours' work over and above your contractual requirement as part of the response to Covid?

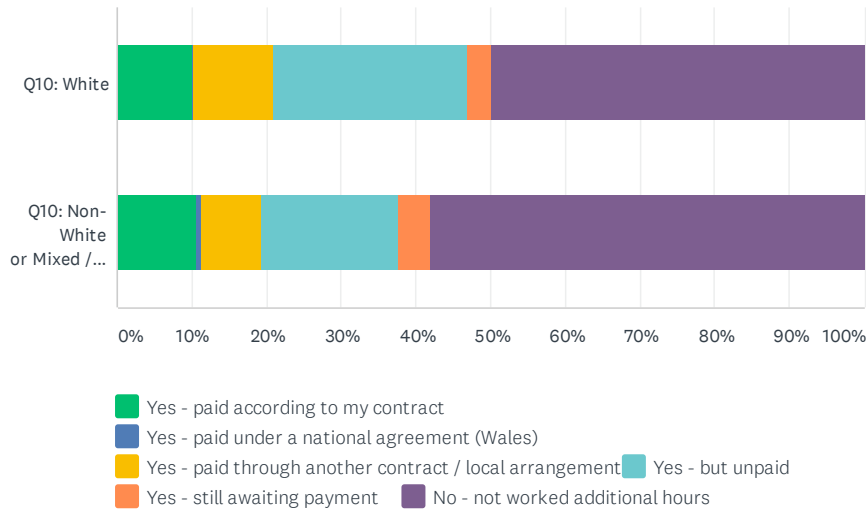
Answered: 6,159



	YES - PAID ACCORDING TO MY CONTRACT	YES - PAID UNDER A NATIONAL AGREEMENT (WALES)	YES - PAID THROUGH ANOTHER CONTRACT / LOCAL ARRANGEMENT	YES - BUT UNPAID	YES - STILL AWAITING PAYMENT	NO - NOT WORKED ADDITIONAL HOURS	DID NOT WORK IN THE FIRST WAVE	TOTAL
Q10: White	15.65% 706	1.35% 61	16.32% 736	29.51% 1,331	2.82% 127	30.27% 1,365	4.08% 184	73.23% 4,510
Q10: Non-White or Mixed / Multiple ethnic groups	16.74% 276	1.15% 19	11.40% 188	23.59% 389	2.97% 49	37.84% 624	6.31% 104	26.77% 1,649
Total Respondents	982	80	924	1,720	176	1,989	288	6,159

In the second wave of the pandemic (from October) / winter season have you undertaken additional hours' work over and above your contractual requirement as part of the response to Covid?

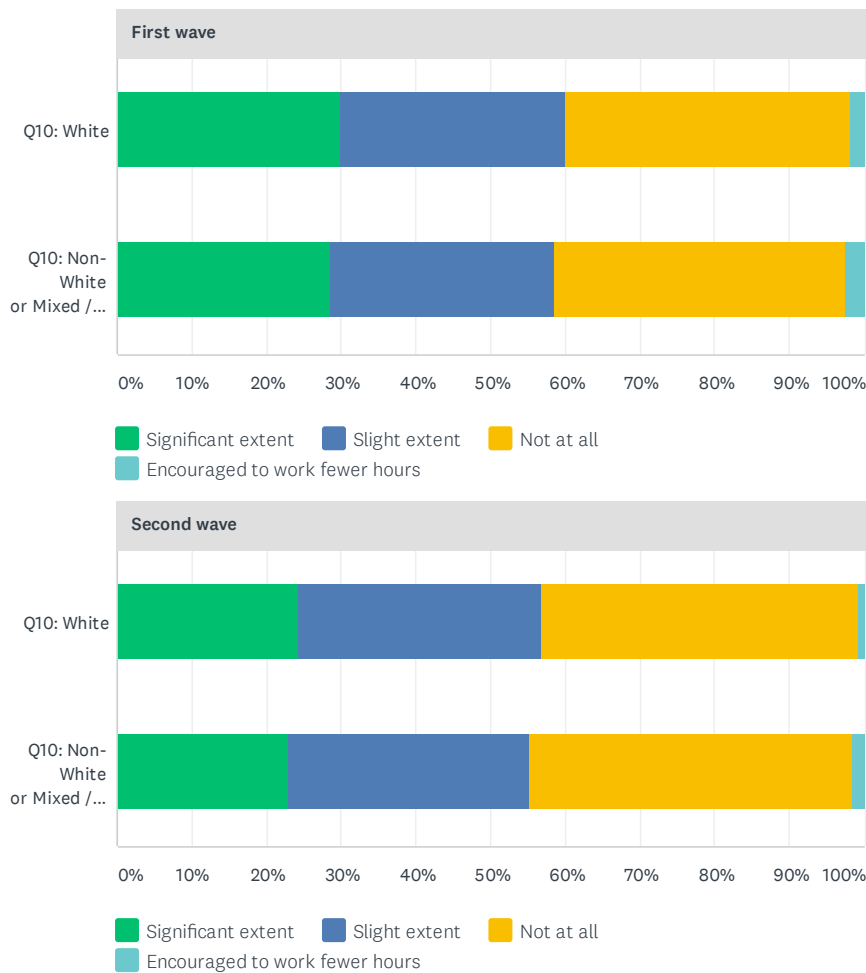
Answered: 6,150



	YES - PAID ACCORDING TO MY CONTRACT	YES - PAID UNDER A NATIONAL AGREEMENT (WALES)	YES - PAID THROUGH ANOTHER CONTRACT / LOCAL ARRANGEMENT	YES - BUT UNPAID	YES - STILL AWAITING PAYMENT	NO - NOT WORKED ADDITIONAL HOURS	TOTAL
Q10: White	9.96% 448	0.38% 17	10.53% 474	26.11% 1,175	3.29% 148	49.73% 2,238	73.17% 4,500
Q10: Non-White or Mixed / Multiple ethnic groups	10.55% 174	0.79% 13	7.88% 130	18.48% 305	4.18% 69	58.12% 959	26.83% 1,650
Total Respondents	622	30	604	1,480	217	3,197	6,150

To what extent have you felt pressured to work additional hours (regardless of whether you actually did so)?

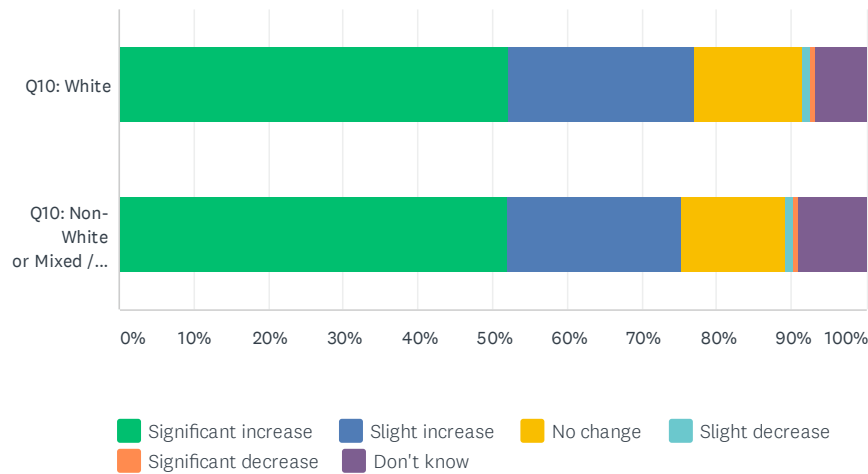
Answered: 6,156



First wave					
	SIGNIFICANT EXTENT	SLIGHT EXTENT	NOT AT ALL	ENCOURAGED TO WORK FEWER HOURS	TOTAL
Q10: White	30.02% 1,330	30.08% 1,333	38.05% 1,686	1.85% 82	71.98% 4,431
Q10: Non-White or Mixed / Multiple ethnic groups	28.48% 458	30.16% 485	38.87% 625	2.49% 40	26.12% 1,608
Second wave					
	SIGNIFICANT EXTENT	SLIGHT EXTENT	NOT AT ALL	ENCOURAGED TO WORK FEWER HOURS	TOTAL
Q10: White	24.25% 1,088	32.54% 1,460	42.34% 1,900	0.87% 39	72.89% 4,487
Q10: Non-White or Mixed / Multiple ethnic groups	22.88% 373	32.39% 528	43.13% 703	1.60% 26	26.48% 1,630

To what extent do you expect your workload to change in the weeks immediately following the Christmas 'relaxation' period as proposed by government?

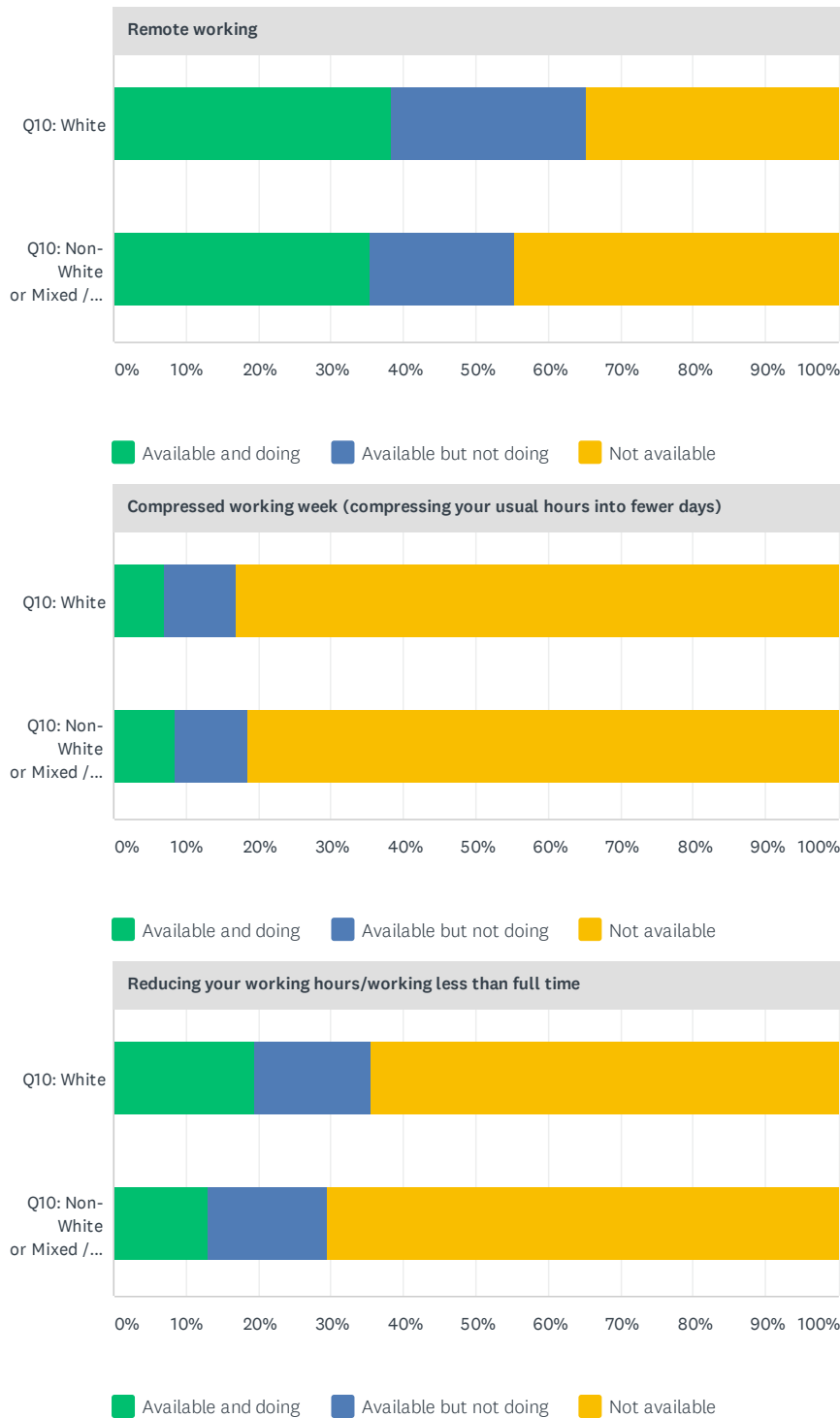
Answered: 6,176

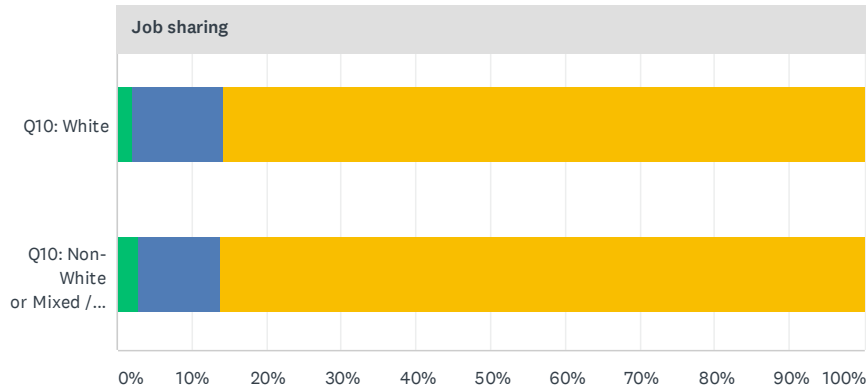


	SIGNIFICANT INCREASE	SLIGHT INCREASE	NO CHANGE	SLIGHT DECREASE	SIGNIFICANT DECREASE	DON'T KNOW	TOTAL
Q10: White	52.28% 2,365	24.73% 1,119	14.52% 657	1.11% 50	0.53% 24	6.83% 309	73.25% 4,524
Q10: Non-White or Mixed / Multiple ethnic groups	52.06% 860	23.24% 384	13.80% 228	1.33% 22	0.48% 8	9.08% 150	26.75% 1,652
Total Respondents	3,225	1,503	885	72	32	459	6,176

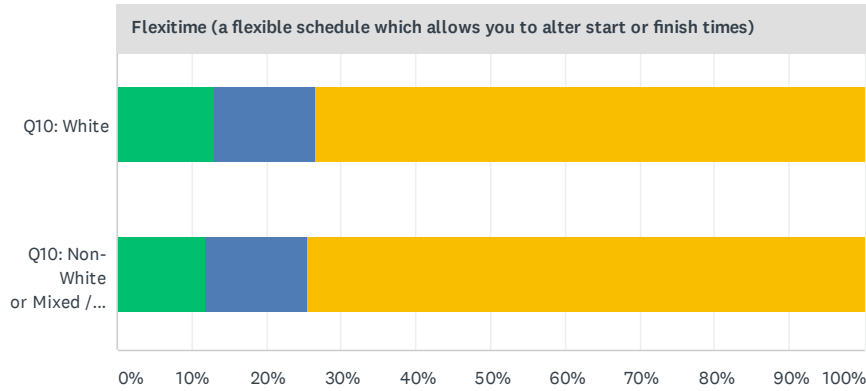
Which, if any, of the following flexible working options are currently available to you?

Answered: 6,110





Available and doing Available but not doing Not available



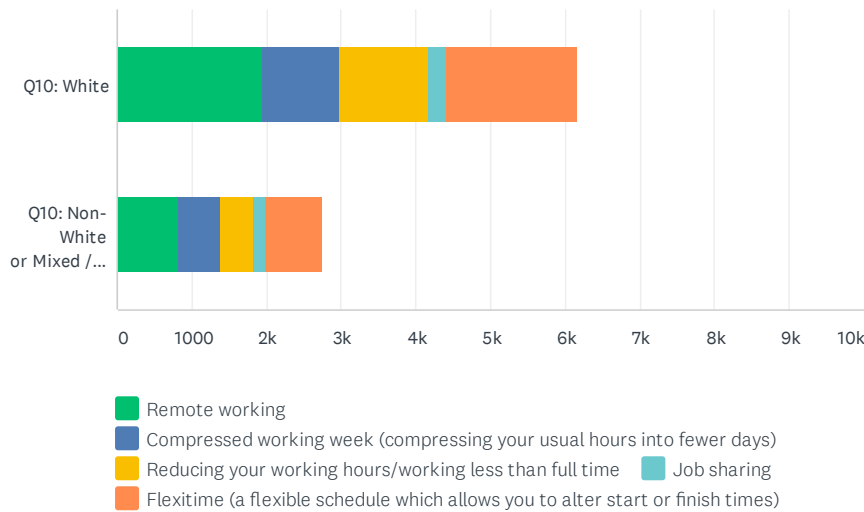
Available and doing Available but not doing Not available

Remote working					
	AVAILABLE AND DOING	AVAILABLE BUT NOT DOING	NOT AVAILABLE	TOTAL	
Q10: White	38.33% 1,707	26.90% 1,198	34.78% 1,549	72.90% 4,454	
Q10: Non-White or Mixed / Multiple ethnic groups	35.28% 569	20.21% 326	44.51% 718	26.40% 1,613	
Compressed working week (compressing your usual hours into fewer days)					
	AVAILABLE AND DOING	AVAILABLE BUT NOT DOING	NOT AVAILABLE	TOTAL	
Q10: White	7.04% 308	9.90% 433	83.06% 3,633	71.59% 4,374	
Q10: Non-White or Mixed / Multiple ethnic groups	8.42% 133	10.13% 160	81.44% 1,286	25.84% 1,579	
Reducing your working hours/working less than full time					
	AVAILABLE AND DOING	AVAILABLE BUT NOT DOING	NOT AVAILABLE	TOTAL	
Q10: White	19.46% 853	16.04% 703	64.51% 2,828	71.75% 4,384	
Q10: Non-White or Mixed / Multiple ethnic groups	13.11% 208	16.32% 259	70.57% 1,120	25.97% 1,587	
Job sharing					
	AVAILABLE AND DOING	AVAILABLE BUT NOT DOING	NOT AVAILABLE	TOTAL	
Q10: White	2.03% 88	12.27% 532	85.70% 3,716	70.97% 4,336	
Q10: Non-White or Mixed / Multiple ethnic groups	2.80% 44	11.07% 174	86.13% 1,354	25.73% 1,572	

Flexitime (a flexible schedule which allows you to alter start or finish times)					
	AVAILABLE AND DOING	AVAILABLE BUT NOT DOING	NOT AVAILABLE	TOTAL	
Q10: White	13.14% 575	13.41% 587	73.45% 3,215	71.64%	4,377
Q10: Non-White or Mixed / Multiple ethnic groups	11.91% 189	13.67% 217	74.42% 1,181	25.97%	1,587

Which, if any, of the following flexible working options would you like to be available to you? Please limit your answers to those you would definitely do.

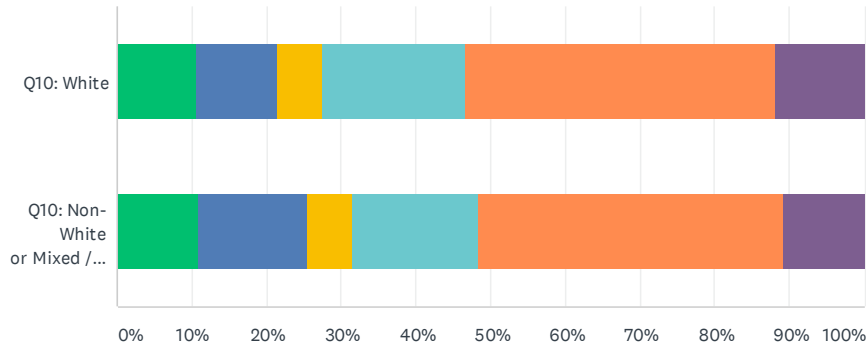
Answered: 4,823



	REMOTE WORKING	COMPRESSED WORKING WEEK (COMPRESSING YOUR USUAL HOURS INTO FEWER DAYS)	REDUCING YOUR WORKING HOURS/WORKING LESS THAN FULL TIME	JOB SHARING	FLEXITIME (A FLEXIBLE SCHEDULE WHICH ALLOWS YOU TO ALTER START OR FINISH TIMES)	TOTAL
Q10: White	57.90% 1,942	30.41% 1,020	36.14% 1,212	7.54% 253	51.76% 1,736	127.78% 6,163
Q10: Non-White or Mixed / Multiple ethnic groups	56.30% 827	38.39% 564	29.54% 434	10.82% 159	52.42% 770	57.10% 2,754
Total Respondents	2,769	1,584	1,646	412	2,506	4,823

From 1st October, NHS organisations and GP appraisers have been asked to use a new simplified appraisal process (Appraisal 2020) and we are interested in your experience of the introduction of this during the pandemic. Have you had an appraisal since 1st October 2020?

Answered: 4,367

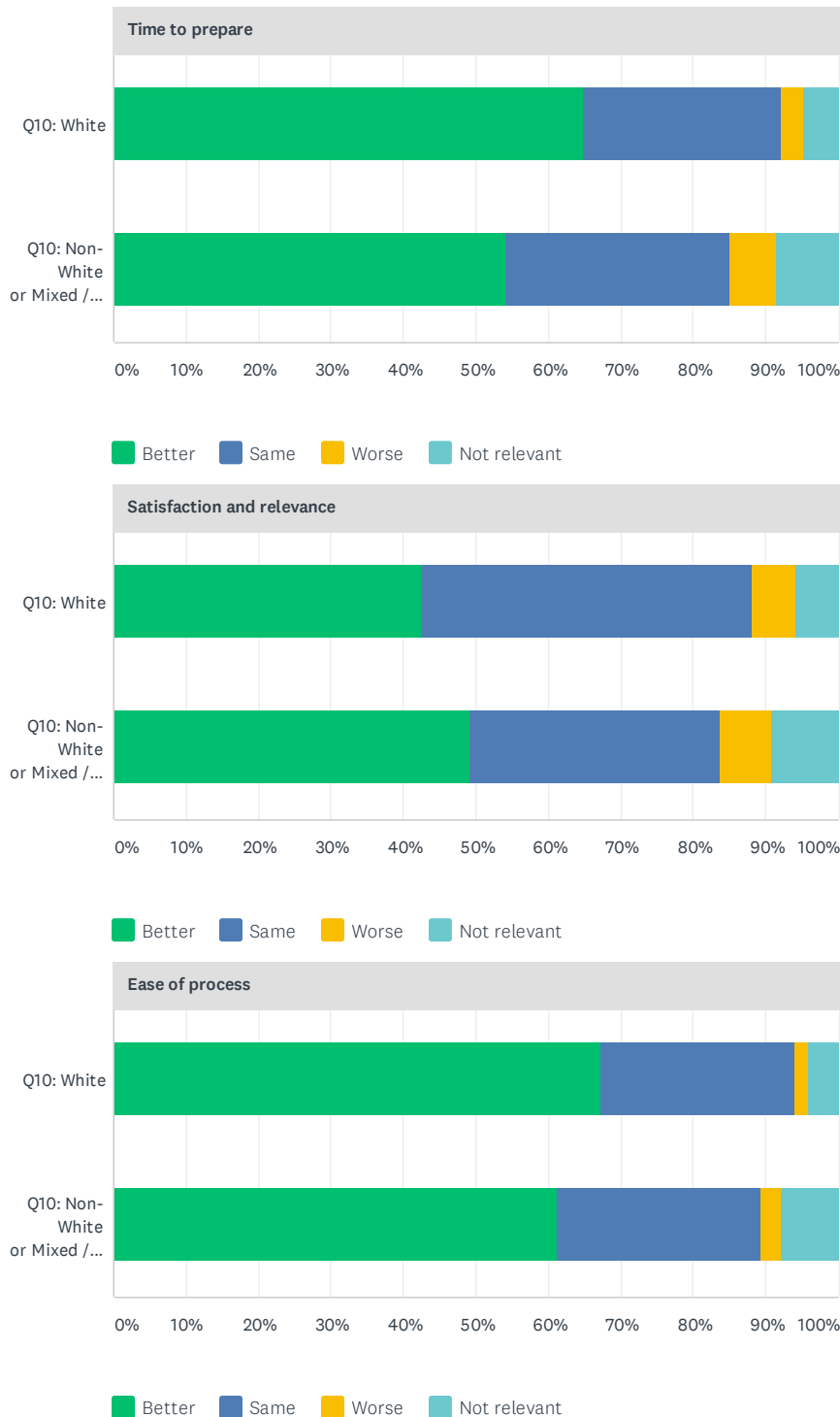


- Yes - following the new simplified Appraisal 2020 format
- Yes - using previous appraisal format
- No - I asked to defer
- No - I should have had an appraisal but not scheduled
- No - my appraisal is not due
- Not applicable

	YES - FOLLOWING THE NEW SIMPLIFIED APPRAISAL 2020 FORMAT	YES - USING PREVIOUS APPRAISAL FORMAT	NO - I ASKED TO DEFER	NO - I SHOULD HAVE HAD AN APPRAISAL BUT NOT SCHEDULED	NO - MY APPRAISAL IS NOT DUE	NOT APPLICABLE	TOTAL
Q10: White	10.69% 328	10.75% 330	6.03% 185	19.03% 584	41.71% 1,280	11.80% 362	70.28% 3,069
Q10: Non-White or Mixed / Multiple ethnic groups	10.94% 142	14.56% 189	6.09% 79	16.87% 219	40.76% 529	10.79% 140	29.72% 1,298
Total Respondents	470	519	264	803	1,809	502	4,367

Compared to previous appraisals, was the new format better or worse in terms of?

Answered: 470

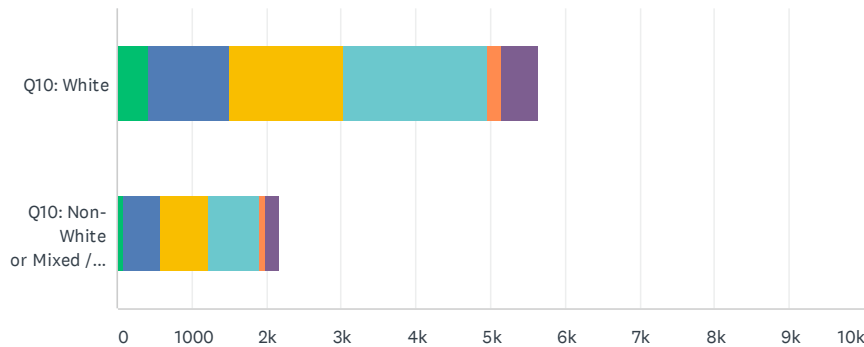


Time to prepare					
	BETTER	SAME	WORSE	NOT RELEVANT	TOTAL
Q10: White	64.94% 213	27.13% 89	3.05% 10	4.88% 16	69.79% 328
Q10: Non-White or Mixed / Multiple ethnic groups	54.23% 77	30.99% 44	6.34% 9	8.45% 12	30.21% 142

Satisfaction and relevance					
	BETTER	SAME	WORSE	NOT RELEVANT	TOTAL
Q10: White	42.51% 139	45.57% 149	6.12% 20	5.81% 19	69.57% 327
Q10: Non-White or Mixed / Multiple ethnic groups	49.30% 70	34.51% 49	7.04% 10	9.15% 13	30.21% 142
Ease of process					
	BETTER	SAME	WORSE	NOT RELEVANT	TOTAL
Q10: White	67.28% 220	26.61% 87	2.14% 7	3.98% 13	69.57% 327
Q10: Non-White or Mixed / Multiple ethnic groups	61.27% 87	28.17% 40	2.82% 4	7.75% 11	30.21% 142

The Chancellor announced a partial public sector pay freeze in his Autumn spending review statement last month, but said this will not apply to NHS doctors and nurses who will still get some pay rise in 2021. The amount of any increase will not be known until early summer 2021. In the context of doctors' contributions during the Coronavirus pandemic, what are your feelings regarding the Chancellor's 2021 public sector (as yet unknown) pay offer? Please tick all that apply

Answered: 6,576

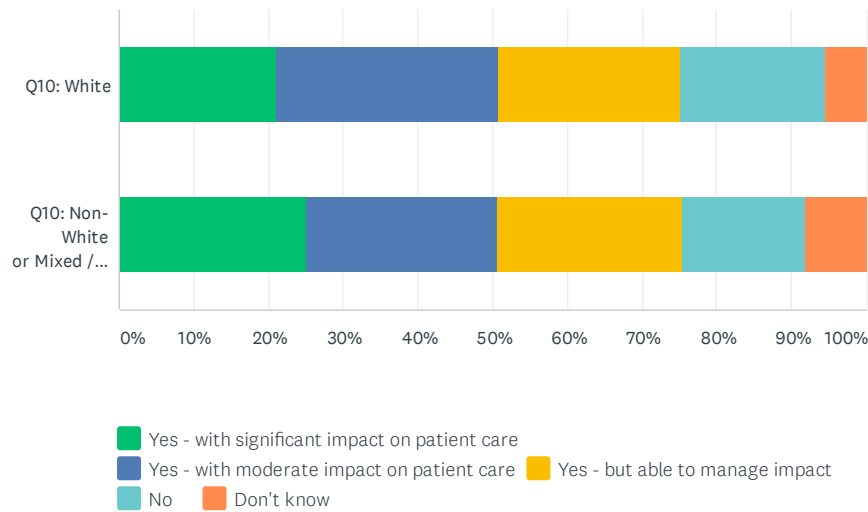


- NHS clinicians should also have a pay freeze like other public sector workers
- This would be acceptable so long as increase is at or above inflation
- Would need to see details of pay rise first
- All public sector workers should get a pay rise
- This would be acceptable even if increase was below inflation
- Don't know

	NHS CLINICIANS SHOULD ALSO HAVE A PAY FREEZE LIKE OTHER PUBLIC SECTOR WORKERS	THIS WOULD BE ACCEPTABLE SO LONG AS INCREASE IS AT OR ABOVE INFLATION	WOULD NEED TO SEE DETAILS OF PAY RISE FIRST	ALL PUBLIC SECTOR WORKERS SHOULD GET A PAY RISE	THIS WOULD BE ACCEPTABLE EVEN IF INCREASE WAS BELOW INFLATION	DON'T KNOW	TOTAL
Q10: White	8.62% 417	22.66% 1,096	31.24% 1,511	39.97% 1,933	3.74% 181	10.44% 505	85.81% 5,643
Q10: Non-White or Mixed / Multiple ethnic groups	5.06% 88	28.68% 499	36.38% 633	39.89% 694	3.97% 69	10.29% 179	32.88% 2,162
Total Respondents	505	1,595	2,144	2,627	250	684	6,576

Have any clinical colleagues in your department / team / practice been on sick leave or are self-isolating within the last two weeks?

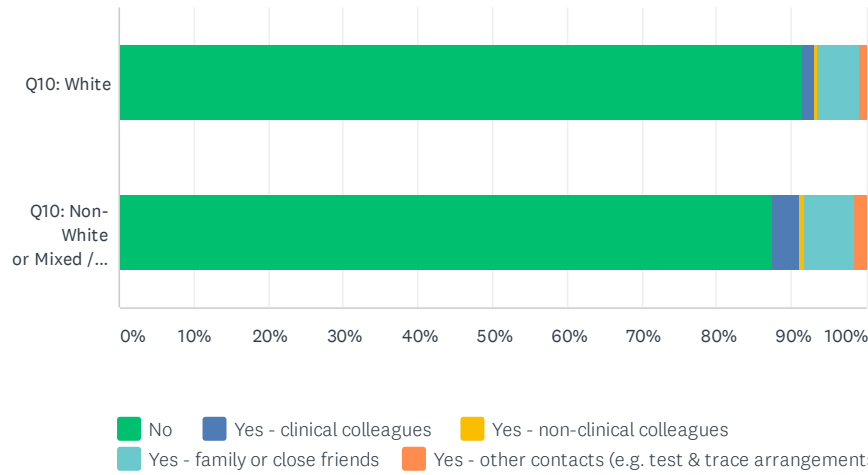
Answered: 6,044



	YES - WITH SIGNIFICANT IMPACT ON PATIENT CARE	YES - WITH MODERATE IMPACT ON PATIENT CARE	YES - BUT ABLE TO MANAGE IMPACT	NO	DON'T KNOW	TOTAL
Q10: White	21.18% 940	29.67% 1,317	24.28% 1,078	19.51% 866	5.36% 238	73.44% 4,439
Q10: Non-White or Mixed / Multiple ethnic groups	25.11% 403	25.55% 410	24.80% 398	16.51% 265	8.04% 129	26.56% 1,605
Total Respondents	1,343	1,727	1,476	1,131	367	6,044

Within the last two weeks, have you personally had to remove and self-isolate yourself from work as a result of colleagues, family or contacts having had Covid symptoms / positive test?

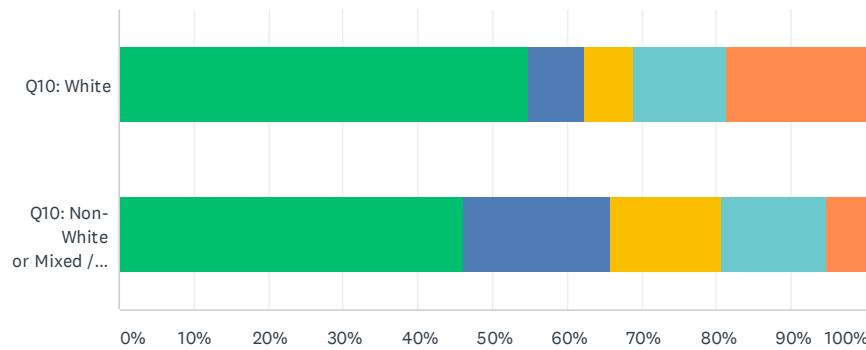
Answered: 6,051



	NO	YES - CLINICAL COLLEAGUES	YES - NON-CLINICAL COLLEAGUES	YES - FAMILY OR CLOSE FRIENDS	YES - OTHER CONTACTS (E.G. TEST & TRACE ARRANGEMENTS)	TOTAL
Q10: White	91.50% 4,070	1.71% 76	0.34% 15	5.55% 247	0.90% 40	73.51% 4,448
Q10: Non-White or Mixed / Multiple ethnic groups	87.52% 1,403	3.68% 59	0.62% 10	6.61% 106	1.56% 25	26.49% 1,603
Total Respondents	5,473	135	25	353	65	6,051

Do you feel you need to be risk-assessed and need adjustments to be made to your role to be safe during the second wave of the pandemic / winter season?

Answered: 3,792

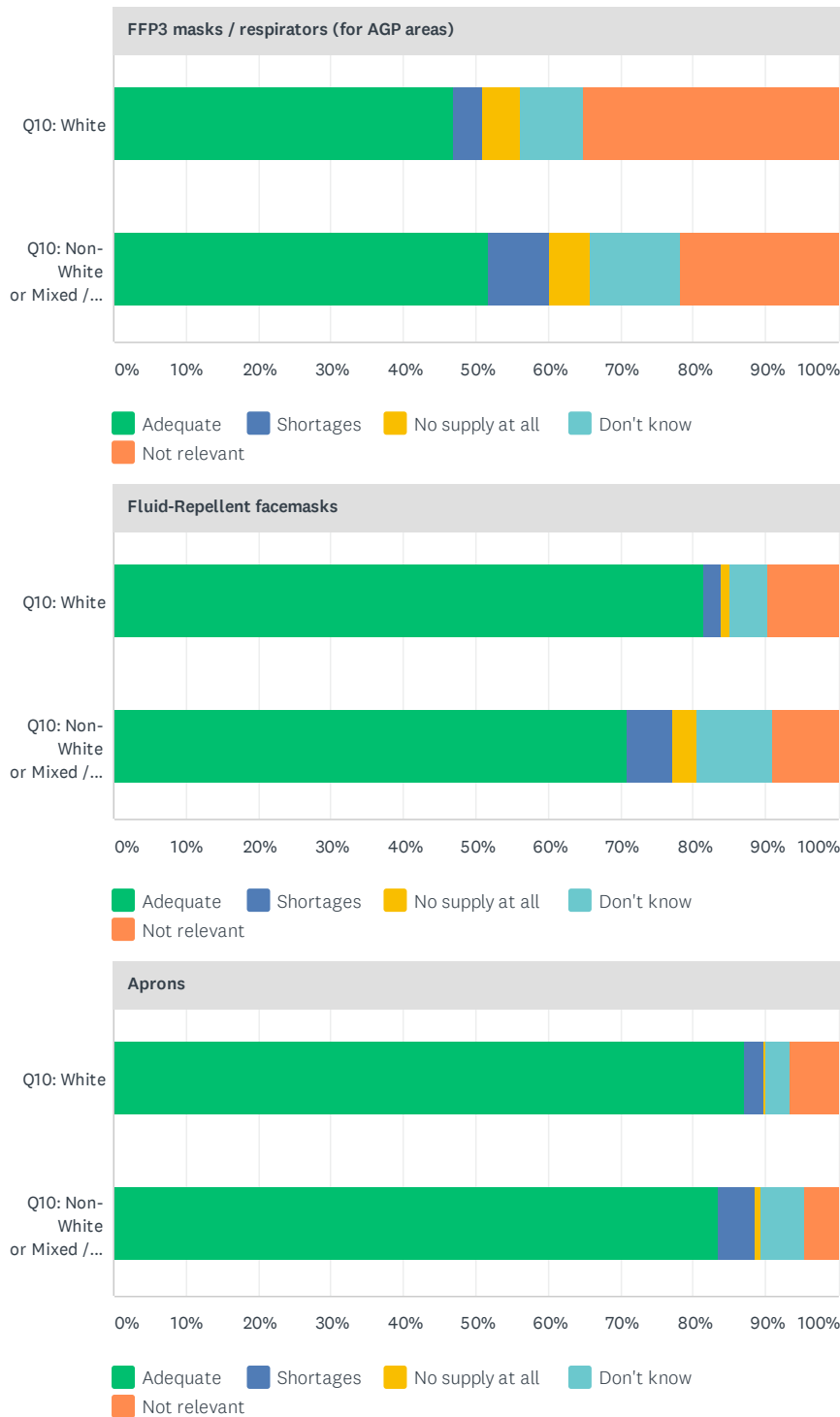


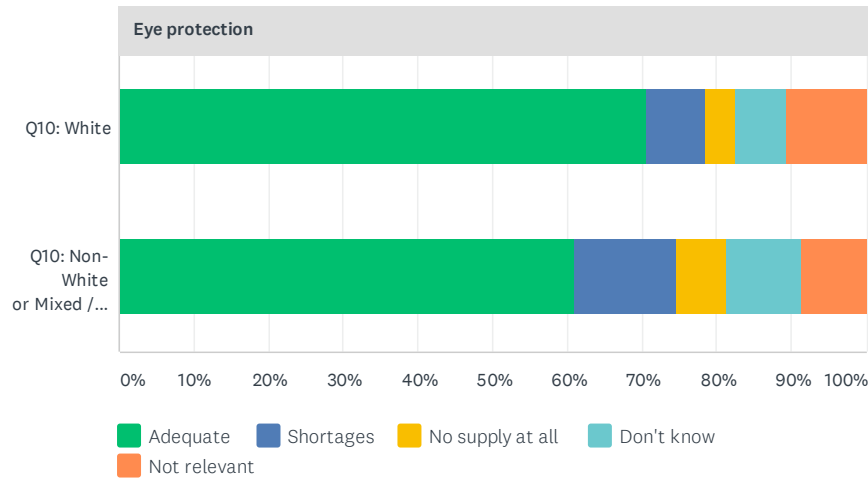
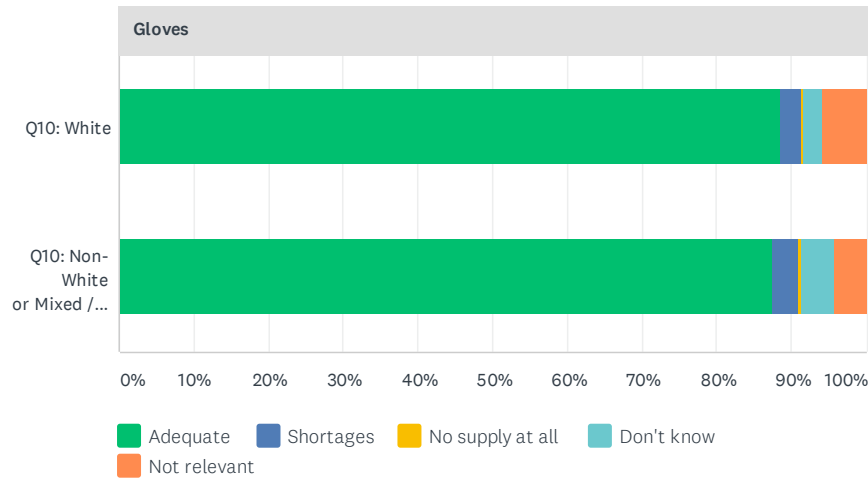
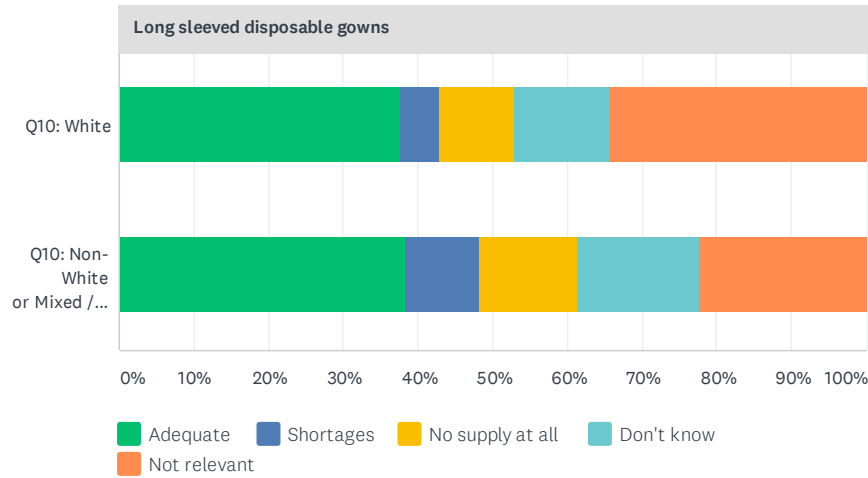
- I have been risk-assessed and feel confident that appropriate adjustments have been made
- I have been risk-assessed but feel that appropriate adjustments have not been made
- I have been risk-assessed but feel the assessment now needs updating
- I have not been risk-assessed, but now feel I need to be and appropriate adjustments
- I am not in a role that needs risk-assessment or adjustments to be made

	I HAVE BEEN RISK-ASSESSSED AND FEEL CONFIDENT THAT APPROPRIATE ADJUSTMENTS HAVE BEEN MADE	I HAVE BEEN RISK-ASSESSSED BUT FEEL THAT APPROPRIATE ADJUSTMENTS HAVE NOT BEEN MADE	I HAVE BEEN RISK-ASSESSSED BUT FEEL THE ASSESSMENT NOW NEEDS UPDATING	I HAVE NOT BEEN RISK-ASSESSSED, BUT NOW FEEL I NEED TO BE AND APPROPRIATE ADJUSTMENTS MADE AS A RESULT	I AM NOT IN A ROLE THAT NEEDS RISK-ASSESSMENT OR ADJUSTMENTS TO BE MADE	TOTAL
Q10: White	54.85% 1,452	7.44% 197	6.57% 174	12.54% 332	18.59% 492	69.80% 2,647
Q10: Non-White or Mixed / Multiple ethnic groups	46.11% 528	19.65% 225	15.02% 172	13.97% 160	5.24% 60	30.20% 1,145
Total Respondents	1,980	422	346	492	552	3,792

Over the last two weeks, have you had adequate NHS supplies or shortages of the following PPE?

Answered: 6,008



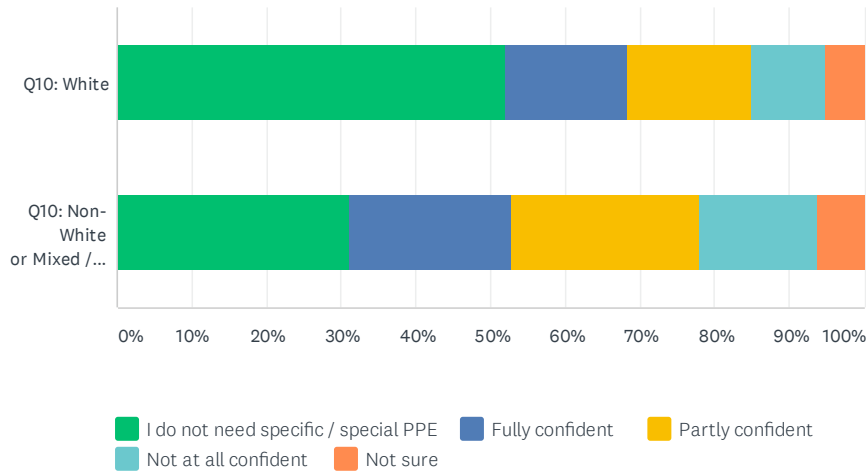


FFP3 masks / respirators (for AGP areas)						
	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
Q10: White	46.89% 2,068	4.17% 184	5.19% 229	8.68% 383	35.06% 1,546	73.40% 4,410
Q10: Non-White or Mixed / Multiple ethnic groups	51.71% 815	8.50% 134	5.58% 88	12.44% 196	21.76% 343	26.23% 1,576

Fluid-Repellent facemasks						
	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
Q10: White	81.47% 3,600	2.56% 113	1.20% 53	5.20% 230	9.57% 423	73.55% 4,419
Q10: Non-White or Mixed / Multiple ethnic groups	70.92% 1,117	6.22% 98	3.37% 53	10.48% 165	9.02% 142	26.22% 1,575
Aprons						
	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
Q10: White	87.13% 3,847	2.67% 118	0.20% 9	3.35% 148	6.64% 293	73.49% 4,415
Q10: Non-White or Mixed / Multiple ethnic groups	83.60% 1,315	4.96% 78	0.76% 12	5.98% 94	4.70% 74	26.18% 1,573
Long sleeved disposable gowns						
	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
Q10: White	37.77% 1,666	5.17% 228	9.98% 440	12.81% 565	34.28% 1,512	73.42% 4,411
Q10: Non-White or Mixed / Multiple ethnic groups	38.39% 605	9.71% 153	13.39% 211	16.31% 257	22.21% 350	26.23% 1,576
Gloves						
	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
Q10: White	88.51% 3,914	2.85% 126	0.11% 5	2.71% 120	5.81% 257	73.60% 4,422
Q10: Non-White or Mixed / Multiple ethnic groups	87.63% 1,381	3.30% 52	0.51% 8	4.44% 70	4.12% 65	26.23% 1,576
Eye protection						
	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
Q10: White	70.73% 3,129	7.80% 345	3.98% 176	6.83% 302	10.67% 472	73.64% 4,424
Q10: Non-White or Mixed / Multiple ethnic groups	61.02% 961	13.59% 214	6.67% 105	10.16% 160	8.57% 135	26.22% 1,575

If you have specific / special needs for personal equipment, how confident are you that you will have sufficient fully fit-tested and adjusted PPE during the second wave of the pandemic / Winter season?

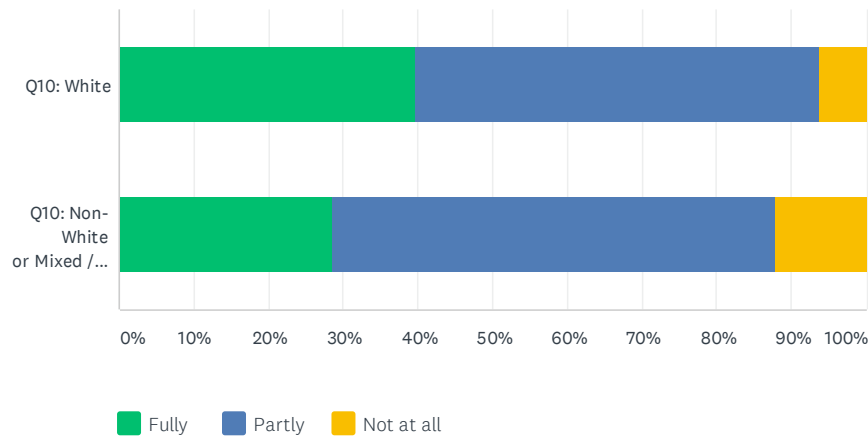
Answered: 5,984



	I DO NOT NEED SPECIFIC / SPECIAL PPE	FULLY CONFIDENT	PARTLY CONFIDENT	NOT AT ALL CONFIDENT	NOT SURE	TOTAL
Q10: White	52.02% 2,294	16.21% 715	16.78% 740	9.84% 434	5.15% 227	73.70% 4,410
Q10: Non-White or Mixed / Multiple ethnic groups	31.19% 491	21.66% 341	24.97% 393	15.95% 251	6.23% 98	26.30% 1,574
Total Respondents	2,785	1,056	1,133	685	325	5,984

Taking everything into account, do you feel safely protected from coronavirus infection in your place of work?

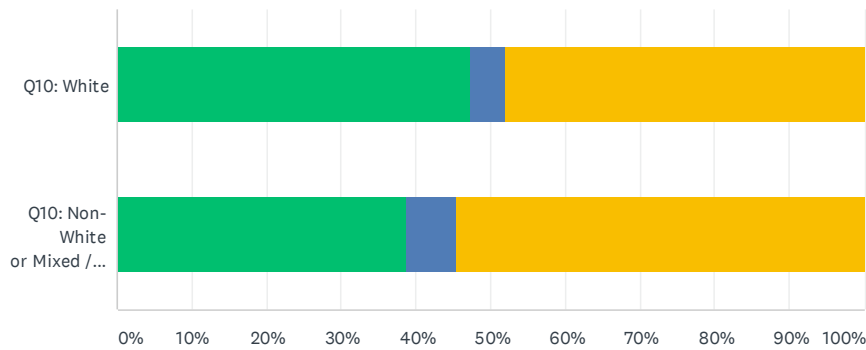
Answered: 5,998



	FULLY	PARTLY	NOT AT ALL	TOTAL
Q10: White	39.85% 1,761	53.97% 2,385	6.18% 273	73.67% 4,419
Q10: Non-White or Mixed / Multiple ethnic groups	28.44% 449	59.59% 941	11.97% 189	26.33% 1,579
Total Respondents	2,210	3,326	462	5,998

Are you being offered access to routine asymptomatic testing in your place of work?

Answered: 6,010

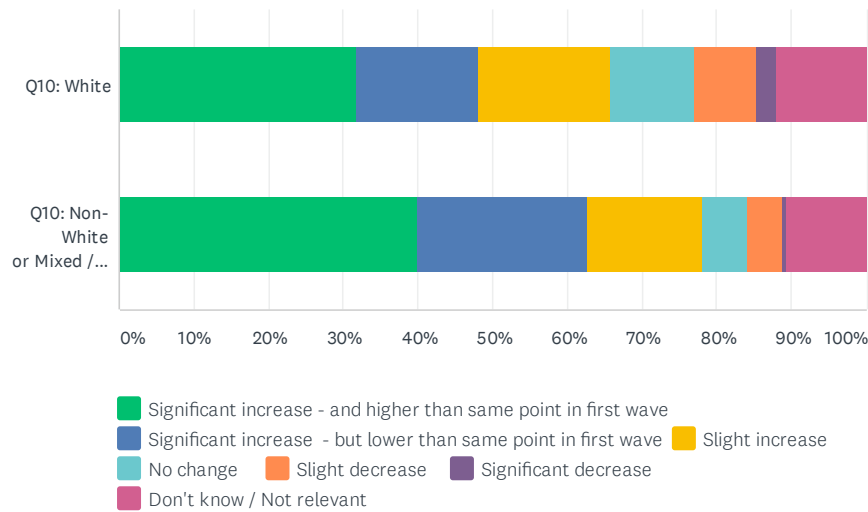


■ No
 ■ Not required / relevant
 ■ Yes (please specify how frequently e.g. daily, weekly, on request)

	NO	NOT REQUIRED / RELEVANT	YES (PLEASE SPECIFY HOW FREQUENTLY E.G. DAILY, WEEKLY, ON REQUEST)	TOTAL
Q10: White	47.36% 2,098	4.74% 210	47.90% 2,122	73.71% 4,430
Q10: Non-White or Mixed / Multiple ethnic groups	38.73% 612	6.71% 106	54.56% 862	26.29% 1,580
Total Respondents	2,710	316	2,984	6,010

Within the last two weeks, have you seen any change in the number of Covid cases during the Winter season / second wave of the pandemic?

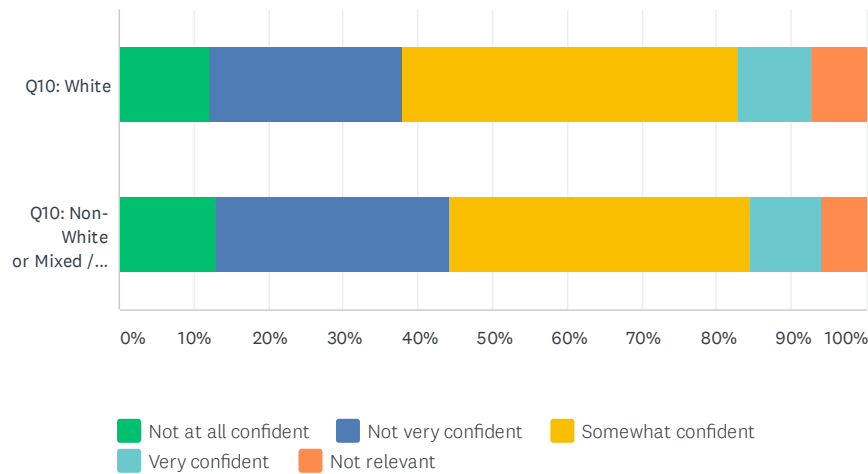
Answered: 5,950



	SIGNIFICANT INCREASE - AND HIGHER THAN SAME POINT IN FIRST WAVE	SIGNIFICANT INCREASE - BUT LOWER THAN SAME POINT IN FIRST WAVE	SLIGHT INCREASE	NO CHANGE	SLIGHT DECREASE	SIGNIFICANT DECREASE	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	31.70% 1,394	16.46% 724	17.76% 781	11.26% 495	8.14% 358	2.59% 114	12.10% 532	73.92% 4,398
Q10: Non-White or Mixed / Multiple ethnic groups	39.95% 620	22.68% 352	15.40% 239	6.12% 95	4.57% 71	0.64% 10	10.63% 165	26.08% 1,552
Total Respondents	2,014	1,076	1,020	590	429	124	697	5,950

How confident are you about your department / practice's ability to manage demand from patients with Covid symptoms during the winter season / second wave of the pandemic?

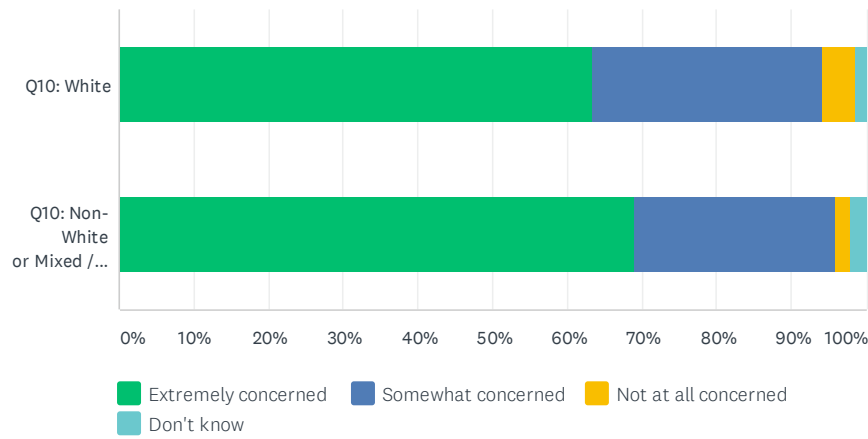
Answered: 5,952



	NOT AT ALL CONFIDENT	NOT VERY CONFIDENT	SOMEWHAT CONFIDENT	VERY CONFIDENT	NOT RELEVANT	TOTAL
Q10: White	11.98% 527	25.96% 1,142	45.03% 1,981	9.84% 433	7.18% 316	73.91% 4,399
Q10: Non-White or Mixed / Multiple ethnic groups	13.07% 203	31.10% 483	40.37% 627	9.34% 145	6.12% 95	26.09% 1,553
Total Respondents	730	1,625	2,608	578	411	5,952

How concerned are you about the potential for an increase in the level of Covid-related demand on the healthcare system as a result of Christmas 'relaxation' period?

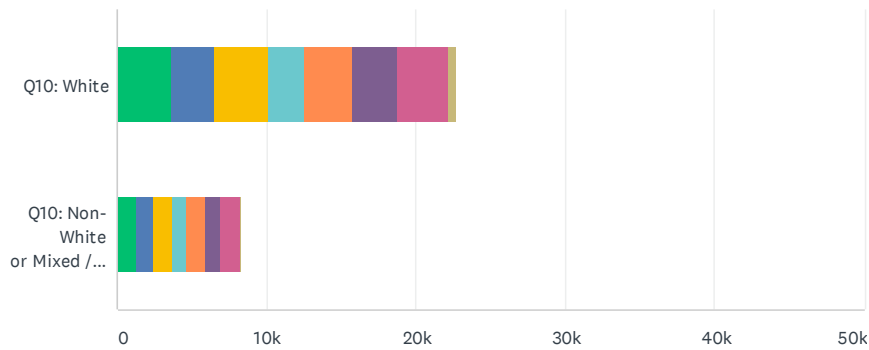
Answered: 5,954



	EXTREMELY CONCERNED	SOMEWHAT CONCERNED	NOT AT ALL CONCERNED	DON'T KNOW	TOTAL
Q10: White	63.37% 2,790	30.84% 1,358	4.29% 189	1.50% 66	73.95% 4,403
Q10: Non-White or Mixed / Multiple ethnic groups	68.99% 1,070	26.95% 418	2.06% 32	2.00% 31	26.05% 1,551
Total Respondents	3,860	1,776	221	97	5,954

Which of the following recommendations do you think people should follow over the Christmas 'relaxation' period? Please tick all that apply.

Answered: 5,935

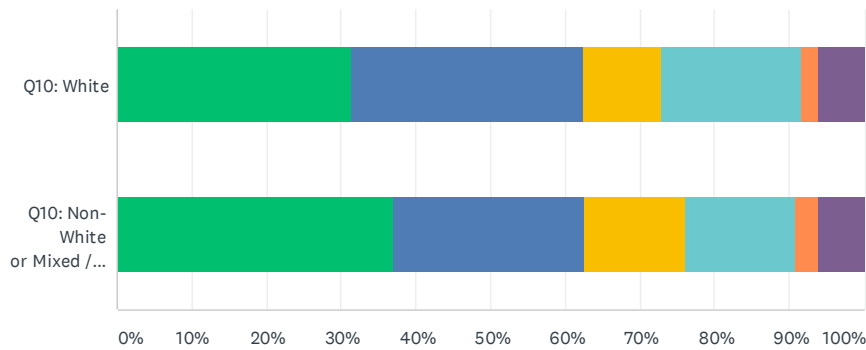


- Maintain social distancing / Wear facemasks where not possible
- Follow rules around 'Xmas family bubbles' strictly
- Mix with absolute minimum number of family
- Do not undertake long-distance travel
- Do not visit pubs, restaurants, or sporting events
- Limit physical shopping trips
- Do not visit clinically vulnerable people
- Other (please specify)

	MAINTAIN SOCIAL DISTANCING / WEAR FACEMASKS WHERE NOT POSSIBLE	FOLLOW RULES AROUND 'XMAS FAMILY BUBBLES' STRICTLY	MIX WITH ABSOLUTE MINIMUM NUMBER OF FAMILY	DO NOT UNDERTAKE LONG-DISTANCE TRAVEL	DO NOT VISIT PUBS, RESTAURANTS, OR SPORTING EVENTS	LIMIT PHYSICAL SHOPPING TRIPS	DO NOT VISIT CLINICALLY VULNERABLE PEOPLE	OTHER (PLEASE SPECIFY)	TOTAL
Q10: White	83.44% 3,657	64.84% 2,842	82.25% 3,605	55.60% 2,437	74.58% 3,269	68.33% 2,995	77.55% 3,399	10.56% 463	381.92% 22,667
Q10: Non-White or Mixed / Multiple ethnic groups	87.31% 1,355	67.78% 1,052	81.70% 1,268	63.53% 986	79.51% 1,234	69.65% 1,081	79.32% 1,231	9.47% 147	140.76% 8,354
Total Respondents	5,012	3,894	4,873	3,423	4,503	4,076	4,630	610	5,935

Within the last two weeks, what change, if any, have you experienced in the level of demand for non-Covid patient care?

Answered: 5,854

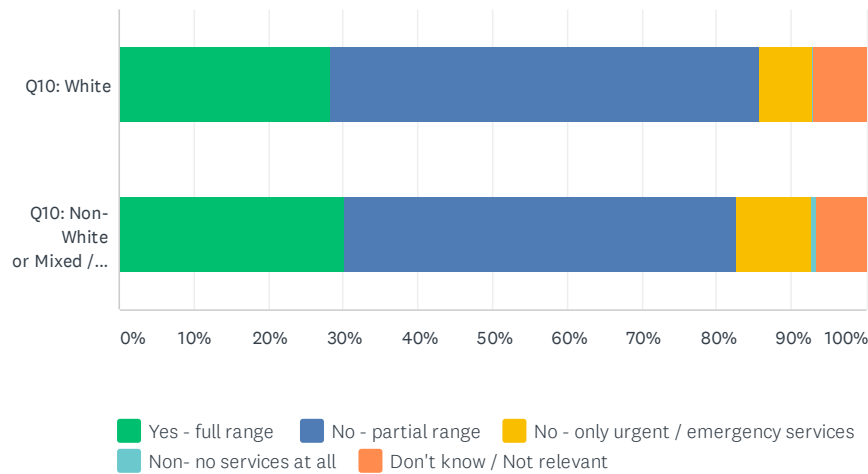


- Level increased, now considerably higher than pre-Covid
- Level increased, back to pre-Covid level
- Level increased, but still at lower level than pre-Covid
- No change in level
- Level decreased
- Don't know / only work in Covid areas

	LEVEL INCREASED, NOW CONSIDERABLY HIGHER THAN PRE-COVID	LEVEL INCREASED, BACK TO PRE-COVID LEVEL	LEVEL INCREASED, BUT STILL AT LOWER LEVEL THAN PRE-COVID	NO CHANGE IN LEVEL	LEVEL DECREASED	DON'T KNOW / ONLY WORK IN COVID AREAS	TOTAL
Q10: White	31.35% 1,357	31.12% 1,347	10.33% 447	18.67% 808	2.47% 107	6.05% 262	73.93% 4,328
Q10: Non-White or Mixed / Multiple ethnic groups	36.89% 563	25.75% 393	13.43% 205	14.74% 225	3.21% 49	5.96% 91	26.07% 1,526
Total Respondents	1,920	1,740	652	1,033	156	353	5,854

Have you been able to provide a full range of services to your non-Covid patients over the last two weeks?

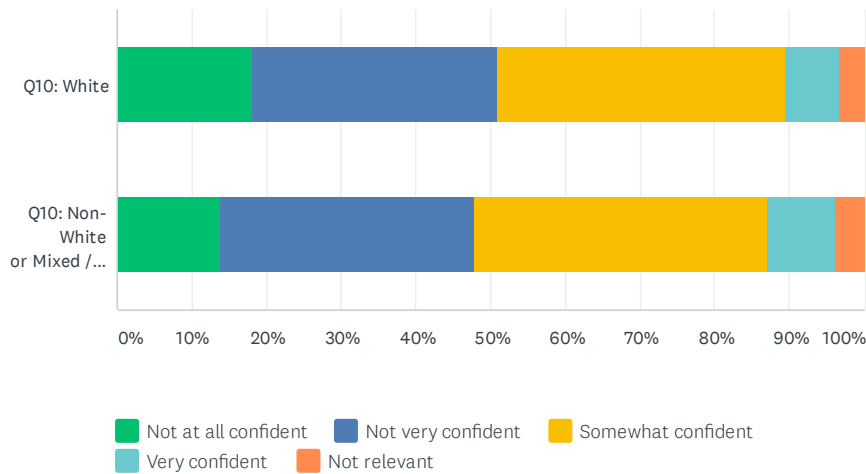
Answered: 5,872



	YES - FULL RANGE	NO - PARTIAL RANGE	NO - ONLY URGENT / EMERGENCY SERVICES	NON- NO SERVICES AT ALL	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	28.30% 1,229	57.37% 2,491	7.02% 305	0.28% 12	7.02% 305	73.94% 4,342
Q10: Non-White or Mixed / Multiple ethnic groups	30.07% 460	52.68% 806	10.00% 153	0.59% 9	6.67% 102	26.06% 1,530
Total Respondents	1,689	3,297	458	21	407	5,872

How confident are you about your department / practice's ability to manage demand from non-Covid patients during the winter season / second wave of the pandemic?

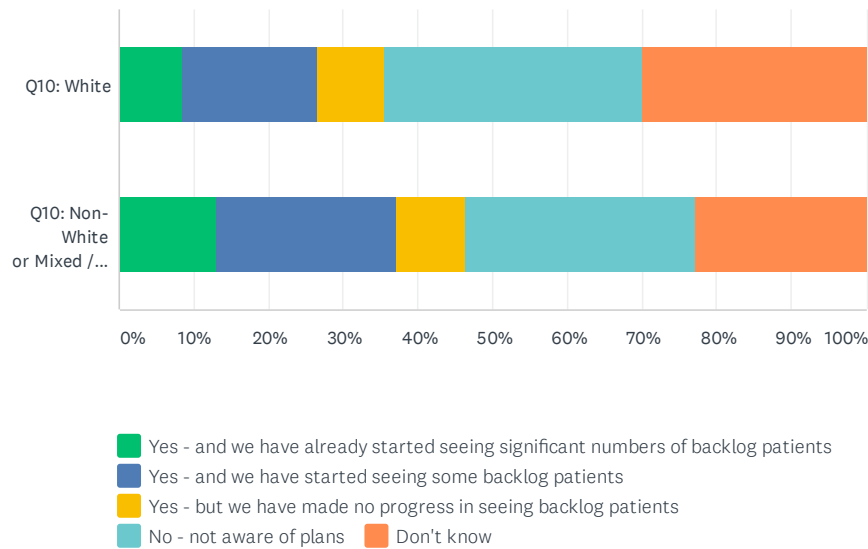
Answered: 5,877



	NOT AT ALL CONFIDENT	NOT VERY CONFIDENT	SOMEWHAT CONFIDENT	VERY CONFIDENT	NOT RELEVANT	TOTAL
Q10: White	18.05% 785	32.96% 1,433	38.59% 1,678	7.18% 312	3.22% 140	73.98% 4,348
Q10: Non-White or Mixed / Multiple ethnic groups	13.93% 213	33.81% 517	39.50% 604	8.89% 136	3.86% 59	26.02% 1,529
Total Respondents	998	1,950	2,282	448	199	5,877

Does your local health system have plans in place to be able to make progress in prioritising, seeing and treating all the waiting 'backlog' patients whose care has been cancelled, delayed or otherwise disrupted due to Covid-19?

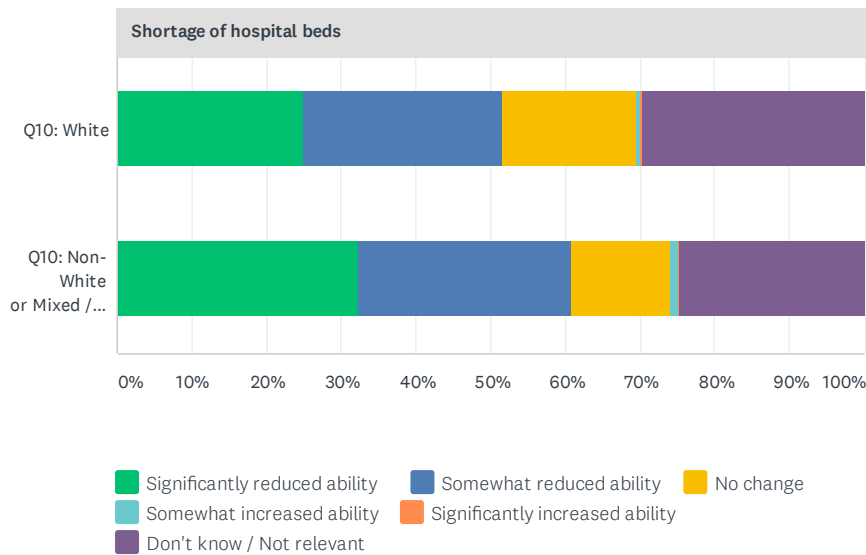
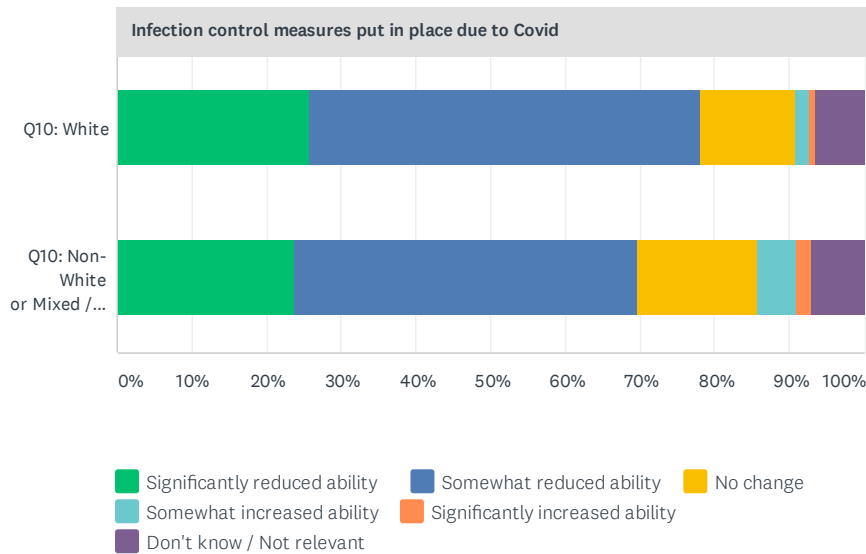
Answered: 5,872

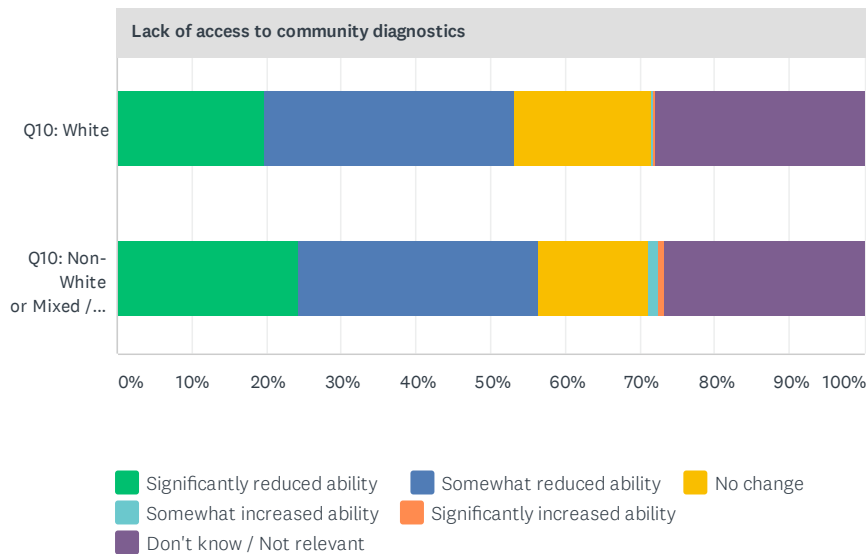
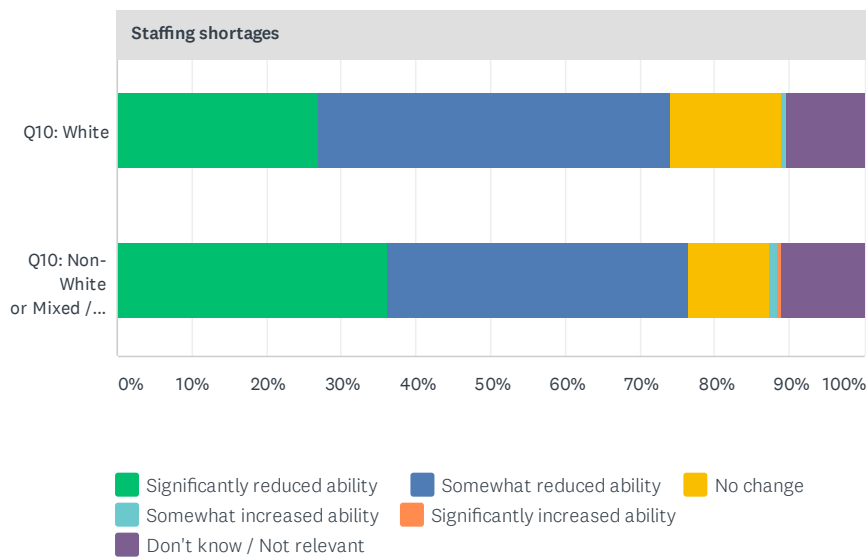
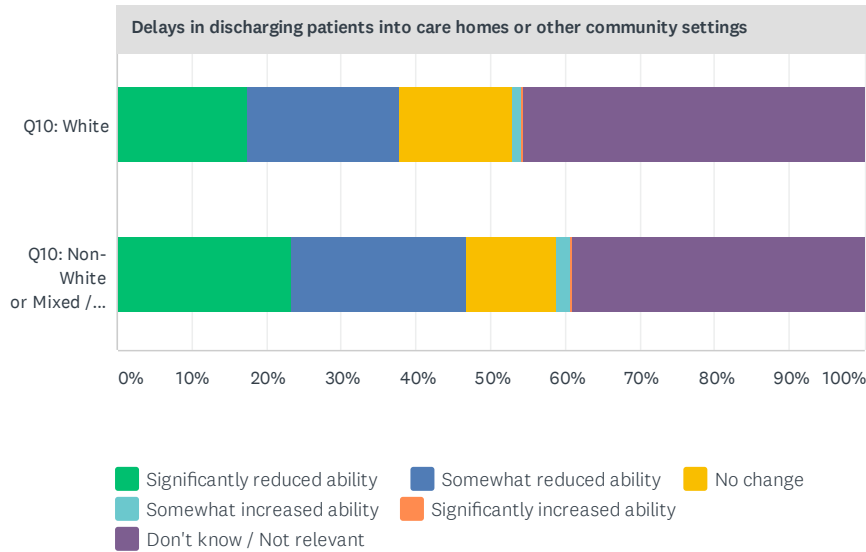


	YES - AND WE HAVE ALREADY STARTED SEEING SIGNIFICANT NUMBERS OF BACKLOG PATIENTS	YES - AND WE HAVE STARTED SEEING SOME BACKLOG PATIENTS	YES - BUT WE HAVE MADE NO PROGRESS IN SEEING BACKLOG PATIENTS	NO - NOT AWARE OF PLANS	DON'T KNOW	TOTAL
Q10: White	8.34% 362	18.18% 789	8.94% 388	34.70% 1,506	29.84% 1,295	73.91% 4,340
Q10: Non-White or Mixed / Multiple ethnic groups	12.99% 199	24.09% 369	9.33% 143	30.74% 471	22.85% 350	26.09% 1,532
Total Respondents	561	1,158	531	1,977	1,645	5,872

What change, if any, has there been in your ability to see and treat patients in a timely and efficient way, as a result of the following factors?

Answered: 5,687





England/Wales/Northern Ireland

Infection control measures put in place due to Covid

	SIGNIFICANTLY REDUCED ABILITY	SOMEWHAT REDUCED ABILITY	NO CHANGE	SOMEWHAT INCREASED ABILITY	SIGNIFICANTLY INCREASED ABILITY	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	25.66% 1,086	52.42% 2,219	12.62% 534	2.17% 92	0.78% 33	6.35% 269	74.43% 4,233
Q10: Non-White or Mixed / Multiple ethnic groups	23.70% 343	46.03% 666	15.96% 231	5.25% 76	1.94% 28	7.12% 103	25.44% 1,447

Shortage of hospital beds

	SIGNIFICANTLY REDUCED ABILITY	SOMEWHAT REDUCED ABILITY	NO CHANGE	SOMEWHAT INCREASED ABILITY	SIGNIFICANTLY INCREASED ABILITY	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	24.85% 1,050	26.86% 1,135	17.77% 751	0.62% 26	0.21% 9	29.70% 1,255	74.31% 4,226
Q10: Non-White or Mixed / Multiple ethnic groups	32.36% 467	28.48% 411	13.31% 192	1.04% 15	0.21% 3	24.60% 355	25.37% 1,443

Delays in discharging patients into care homes or other community settings

	SIGNIFICANTLY REDUCED ABILITY	SOMEWHAT REDUCED ABILITY	NO CHANGE	SOMEWHAT INCREASED ABILITY	SIGNIFICANTLY INCREASED ABILITY	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	17.37% 733	20.31% 857	15.29% 645	1.19% 50	0.24% 10	45.60% 1,924	74.19% 4,219
Q10: Non-White or Mixed / Multiple ethnic groups	23.22% 333	23.64% 339	11.92% 171	1.88% 27	0.42% 6	38.91% 558	25.22% 1,434

Staffing shortages

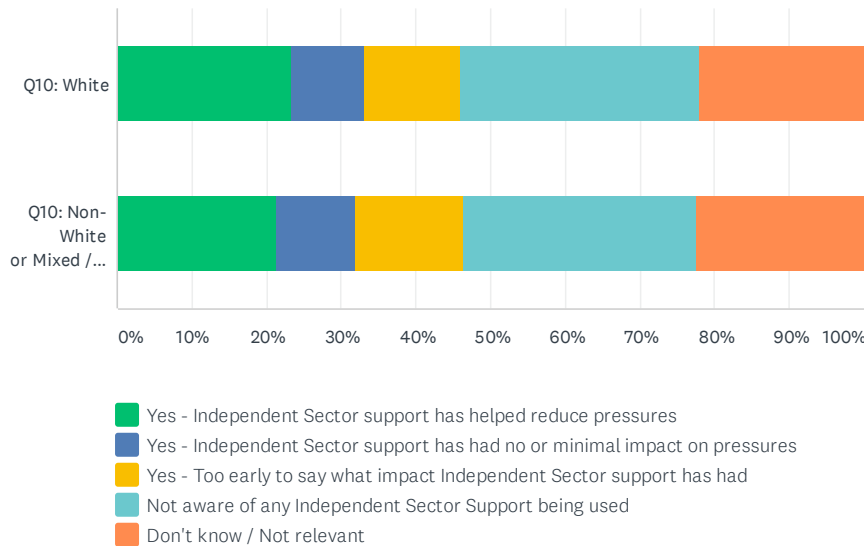
	SIGNIFICANTLY REDUCED ABILITY	SOMEWHAT REDUCED ABILITY	NO CHANGE	SOMEWHAT INCREASED ABILITY	SIGNIFICANTLY INCREASED ABILITY	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	26.97% 1,139	47.15% 1,991	14.89% 629	0.47% 20	0.17% 7	10.35% 437	74.26% 4,223
Q10: Non-White or Mixed / Multiple ethnic groups	36.16% 521	40.39% 582	10.76% 155	1.04% 15	0.56% 8	11.10% 160	25.34% 1,441

Lack of access to community diagnostics

	SIGNIFICANTLY REDUCED ABILITY	SOMEWHAT REDUCED ABILITY	NO CHANGE	SOMEWHAT INCREASED ABILITY	SIGNIFICANTLY INCREASED ABILITY	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	19.64% 829	33.57% 1,417	18.22% 769	0.50% 21	0.14% 6	27.93% 1,179	74.22% 4,221
Q10: Non-White or Mixed / Multiple ethnic groups	24.36% 350	32.01% 460	14.75% 212	1.39% 20	0.84% 12	26.65% 383	25.27% 1,437

As part of its response to the Covid-19 pandemic the Government has put in place measures to enable the NHS to make use of Independent Sector capacity (potentially including use of both staff and facilities from private hospitals and other non-NHS providers). Are you aware of the NHS making use of such capacity in your local area, and what has been the impact of this on pressures?

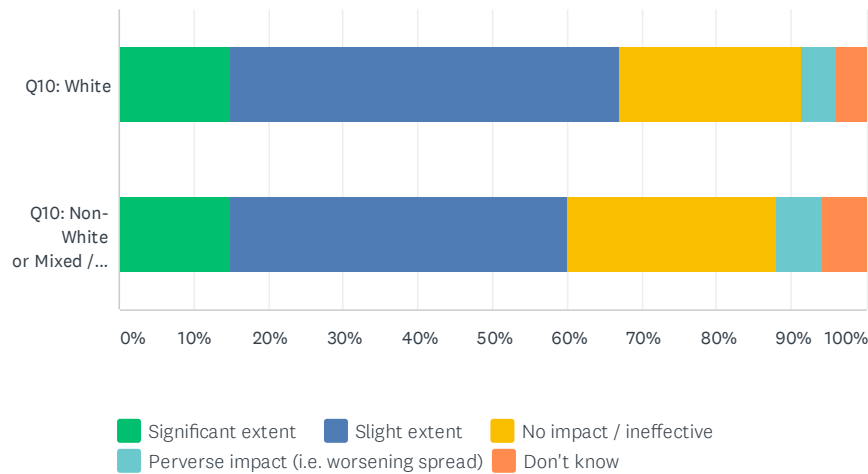
Answered: 5,680



	YES - INDEPENDENT SECTOR SUPPORT HAS HELPED REDUCE PRESSURES	YES - INDEPENDENT SECTOR SUPPORT HAS HAD NO OR MINIMAL IMPACT ON PRESSURES	YES - TOO EARLY TO SAY WHAT IMPACT INDEPENDENT SECTOR SUPPORT HAS HAD	NOT AWARE OF ANY INDEPENDENT SECTOR SUPPORT BEING USED	DON'T KNOW / NOT RELEVANT	TOTAL
Q10: White	23.35% 989	9.80% 415	12.82% 543	32.01% 1,356	22.03% 933	74.58% 4,236
Q10: Non-White or Mixed / Multiple ethnic groups	21.26% 307	10.66% 154	14.47% 209	31.02% 448	22.58% 326	25.42% 1,444
Total Respondents	1,296	569	752	1,804	1,259	5,680

To what extent do you believe that the current rules for lockdowns / tiering in your area / nation have been effective in containing the spread of Coronavirus?

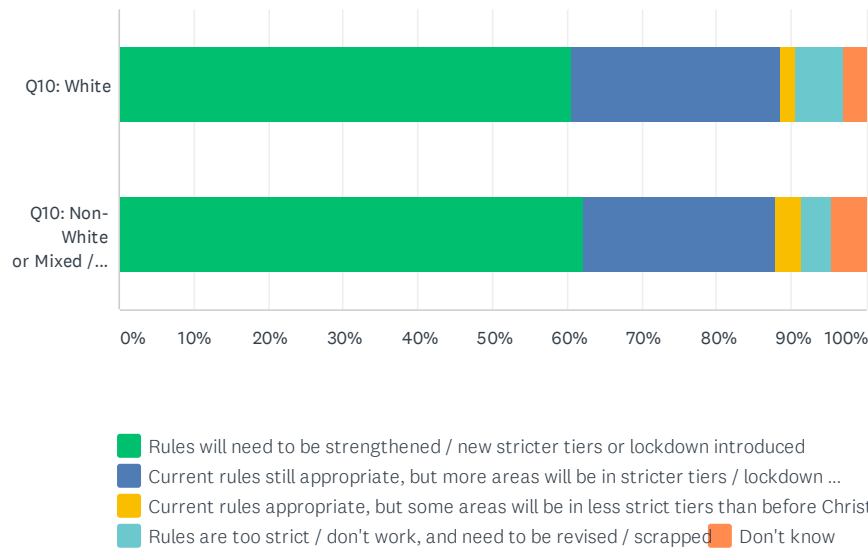
Answered: 6,166



	SIGNIFICANT EXTENT	SLIGHT EXTENT	NO IMPACT / INEFFECTIVE	PERVERSE IMPACT (I.E. WORSENING SPREAD)	DON'T KNOW	TOTAL
Q10: White	14.84% 683	52.25% 2,404	24.32% 1,119	4.61% 212	3.98% 183	74.62% 4,601
Q10: Non-White or Mixed / Multiple ethnic groups	14.89% 233	45.18% 707	27.80% 435	6.33% 99	5.81% 91	25.38% 1,565
Total Respondents	916	3,111	1,554	311	274	6,166

To what extent do you believe that the current rules for lockdowns / tiering in your area / nation will continue to be needed following the relaxation over the Christmas period?

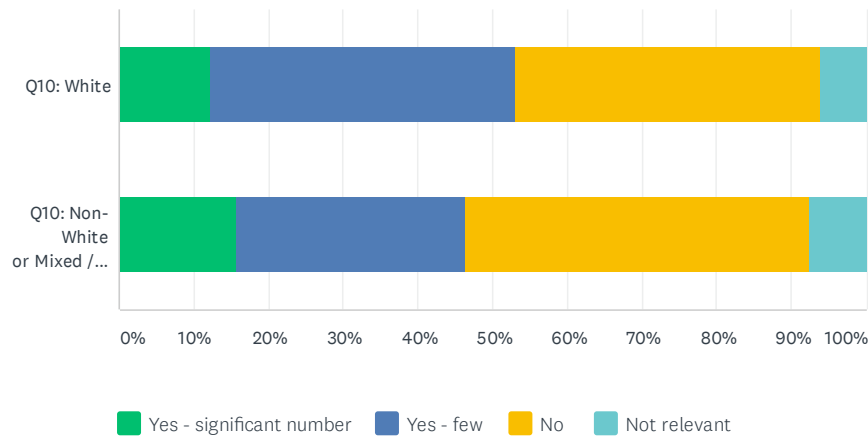
Answered: 6,168



	RULES WILL NEED TO BE STRENGTHENED / NEW STRICTER TIERS OR LOCKDOWN INTRODUCED	CURRENT RULES STILL APPROPRIATE, BUT MORE AREAS WILL BE IN STRICTER TIERS / LOCKDOWN THAN BEFORE CHRISTMAS	CURRENT RULES APPROPRIATE, BUT SOME AREAS WILL BE IN LESS STRICT TIERS THAN BEFORE CHRISTMAS	RULES ARE TOO STRICT / DON'T WORK, AND NEED TO BE REVISED / SCRAPPED	DON'T KNOW	TOTAL
Q10: White	60.68% 2,793	27.79% 1,279	2.06% 95	6.47% 298	3.00% 138	74.63% 4,603
Q10: Non-White or Mixed / Multiple ethnic groups	62.24% 974	25.81% 404	3.26% 51	4.15% 65	4.54% 71	25.37% 1,565
Total Respondents	3,767	1,683	146	363	209	6,168

Have you encountered or received any concerns from patients over the Covid-19 vaccination?

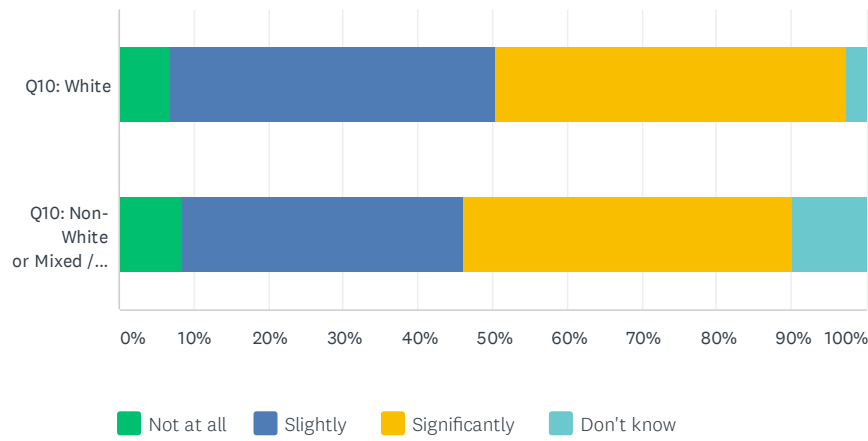
Answered: 5,657



	YES - SIGNIFICANT NUMBER	YES - FEW	NO	NOT RELEVANT	TOTAL
Q10: White	12.27% 518	40.70% 1,718	40.91% 1,727	6.11% 258	74.62% 4,221
Q10: Non-White or Mixed / Multiple ethnic groups	15.67% 225	30.78% 442	45.89% 659	7.66% 110	25.38% 1,436
Total Respondents	743	2,160	2,386	368	5,657

How concerned, if at all, are you about the impact of anti-vaccination messaging impacting the uptake of the vaccine?

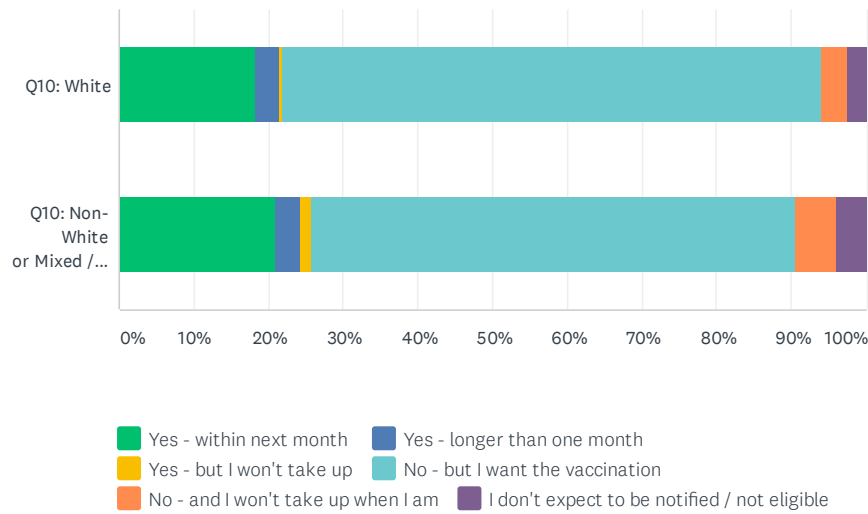
Answered: 5,659



	NOT AT ALL	SLIGHTLY	SIGNIFICANTLY	DON'T KNOW	TOTAL
Q10: White	6.75% 285	43.75% 1,848	46.80% 1,977	2.70% 114	74.64% 4,224
Q10: Non-White or Mixed / Multiple ethnic groups	8.43% 121	37.70% 541	44.04% 632	9.83% 141	25.36% 1,435
Total Respondents	406	2,389	2,609	255	5,659

Have you personally been notified about when you will receive a Covid-19 vaccination?

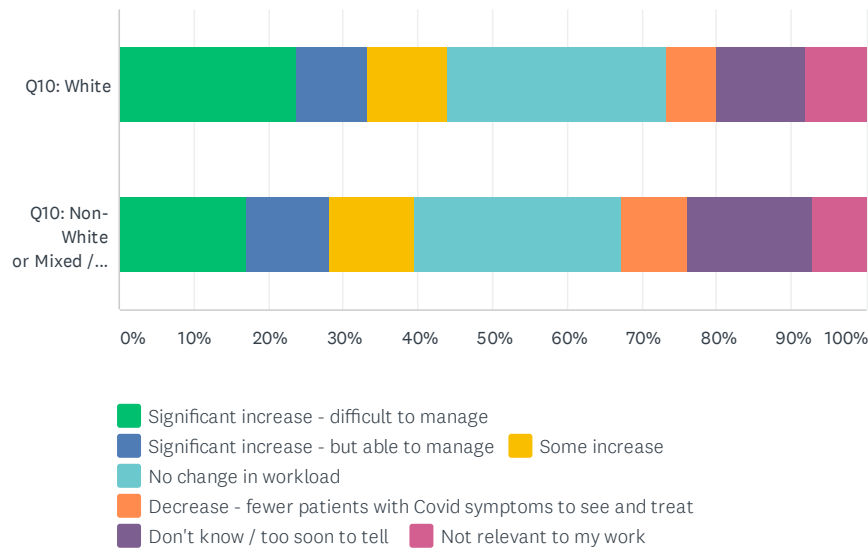
Answered: 5,656



	YES - WITHIN NEXT MONTH	YES - LONGER THAN ONE MONTH	YES - BUT I WON'T TAKE UP	NO - BUT I WANT THE VACCINATION	NO - AND I WON'T TAKE UP WHEN I AM	I DON'T EXPECT TO BE NOTIFIED / NOT ELIGIBLE	TOTAL
Q10: White	18.32% 773	3.11% 131	0.55% 23	71.94% 3,035	3.60% 152	2.49% 105	74.59% 4,219
Q10: Non-White or Mixed / Multiple ethnic groups	20.88% 300	3.34% 48	1.53% 22	64.72% 930	5.43% 78	4.11% 59	25.41% 1,437
Total Respondents	1,073	179	45	3,965	230	164	5,656

To what extent, if at all, do you expect the vaccination programme will increase or decrease your workload over the next few months?

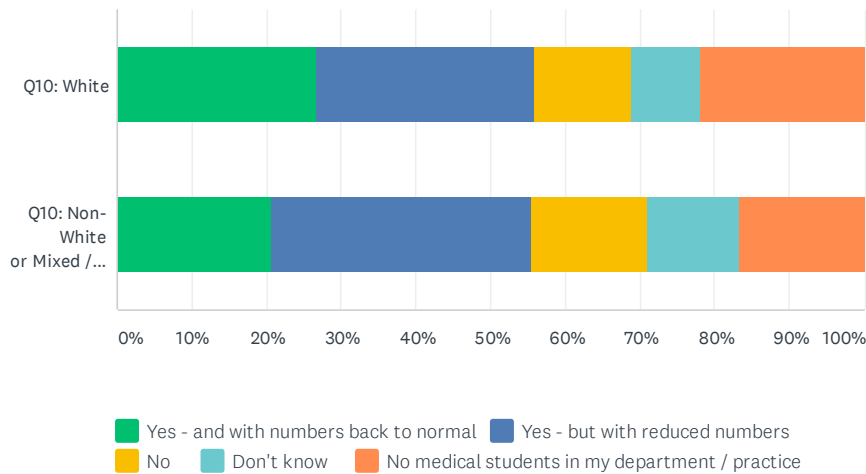
Answered: 5,663



	SIGNIFICANT INCREASE - DIFFICULT TO MANAGE	SIGNIFICANT INCREASE - BUT ABLE TO MANAGE	SOME INCREASE	NO CHANGE IN WORKLOAD	DECREASE - FEWER PATIENTS WITH COVID SYMPTOMS TO SEE AND TREAT	DON'T KNOW / TOO SOON TO TELL	NOT RELEVANT TO MY WORK	TOTAL
Q10: White	23.72% 1,002	9.54% 403	10.70% 452	29.33% 1,239	6.72% 284	12.02% 508	7.98% 337	74.61% 4,225
Q10: Non-White or Mixed / Multiple ethnic groups	16.97% 244	11.20% 161	11.40% 164	27.61% 397	8.83% 127	16.76% 241	7.23% 104	25.39% 1,438
Total Respondents	1,246	564	616	1,636	411	749	441	5,663

Have you been able to restart clinical placements for medical students in your department / practice?

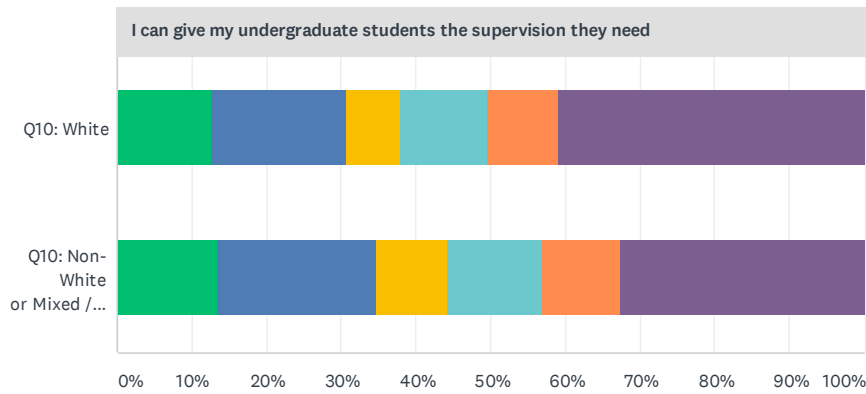
Answered: 5,616



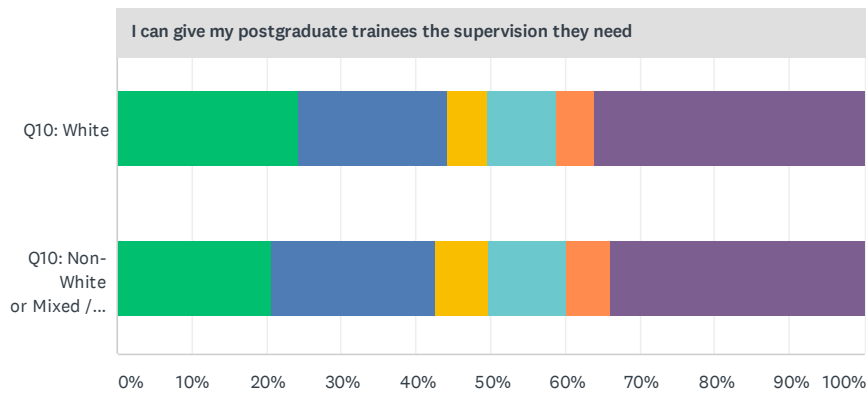
	YES - AND WITH NUMBERS BACK TO NORMAL	YES - BUT WITH REDUCED NUMBERS	NO	DON'T KNOW	NO MEDICAL STUDENTS IN MY DEPARTMENT / PRACTICE	TOTAL
Q10: White	26.80% 1,123	28.94% 1,213	13.12% 550	9.16% 384	21.98% 921	74.63% 4,191
Q10: Non-White or Mixed / Multiple ethnic groups	20.77% 296	34.60% 493	15.65% 223	12.35% 176	16.63% 237	25.37% 1,425
Total Respondents	1,419	1,706	773	560	1,158	5,616

To what extent do you agree or disagree with the following statements?

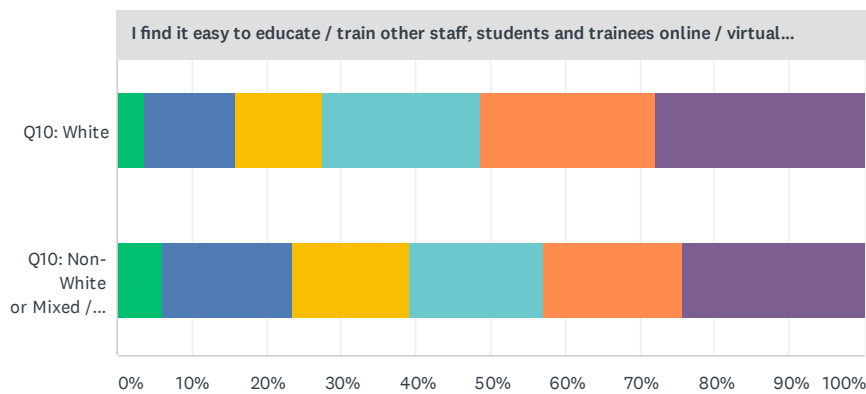
Answered: 5,605



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
■ Slightly disagree
 ■ Strongly disagree
 ■ Not relevant



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
■ Slightly disagree
 ■ Strongly disagree
 ■ Not relevant



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
■ Slightly disagree
 ■ Strongly disagree
 ■ Not relevant

		they need						
I can give my undergraduate students the supervision		STRONGLY AGREE	SLIGHTLY AGREE	NEITHER AGREE NOR DISAGREE	SLIGHTLY DISAGREE	STRONGLY DISAGREE	NOT RELEVANT	TOTAL
Q10: White		12.72%	17.93%	7.22%	11.71%	9.47%	40.95%	74.63%
		532	750	302	490	396	1,713	4,183
Q10: Non-White or Mixed / Multiple ethnic groups		13.55%	21.17%	9.46%	12.84%	10.44%	32.53%	25.28%
		192	300	134	182	148	461	1,417
I can give my postgraduate trainees the supervision		STRONGLY AGREE	SLIGHTLY AGREE	NEITHER AGREE NOR DISAGREE	SLIGHTLY DISAGREE	STRONGLY DISAGREE	NOT RELEVANT	TOTAL
Q10: White		24.35%	19.76%	5.41%	9.24%	5.12%	36.11%	74.50%
		1,017	825	226	386	214	1,508	4,176
Q10: Non-White or Mixed / Multiple ethnic groups		20.72%	21.85%	7.26%	10.36%	5.92%	33.90%	25.32%
		294	310	103	147	84	481	1,419
I find it easy to educate / train other staff, students and trainees online / virtually rather than in person		STRONGLY AGREE	SLIGHTLY AGREE	NEITHER AGREE NOR DISAGREE	SLIGHTLY DISAGREE	STRONGLY DISAGREE	NOT RELEVANT	TOTAL
Q10: White		3.56%	12.29%	11.72%	21.07%	23.39%	27.96%	74.59%
		149	514	490	881	978	1,169	4,181
Q10: Non-White or Mixed / Multiple ethnic groups		6.06%	17.42%	15.73%	17.91%	18.62%	24.26%	25.30%
		86	247	223	254	264	344	1,418

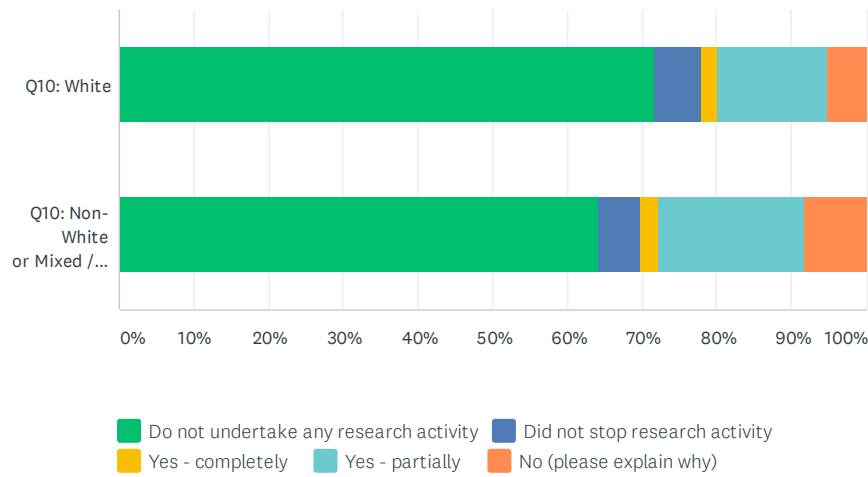
If you have any comments about your experience of education / training / supervision, please enter them in this box. Please limit your response to around 300 words, and do not include any personal information.

Answered: 1,277

	IF YOU HAVE ANY COMMENTS ABOUT YOUR EXPERIENCE OF EDUCATION / TRAINING / SUPERVISION, PLEASE ENTER THEM IN THIS BOX. PLEASE LIMIT YOUR RESPONSE TO AROUND 300 WORDS, AND DO NOT INCLUDE ANY PERSONAL INFORMATION.	TOTAL
Q10: White	100.00% 900	70.48% 900
Q10: Non-White or Mixed / Multiple ethnic groups	100.00% 377	29.52% 377
Total Respondents	1,277	1,277

Have you been able to restart any research activity that ceased with the first wave of Covid-19?

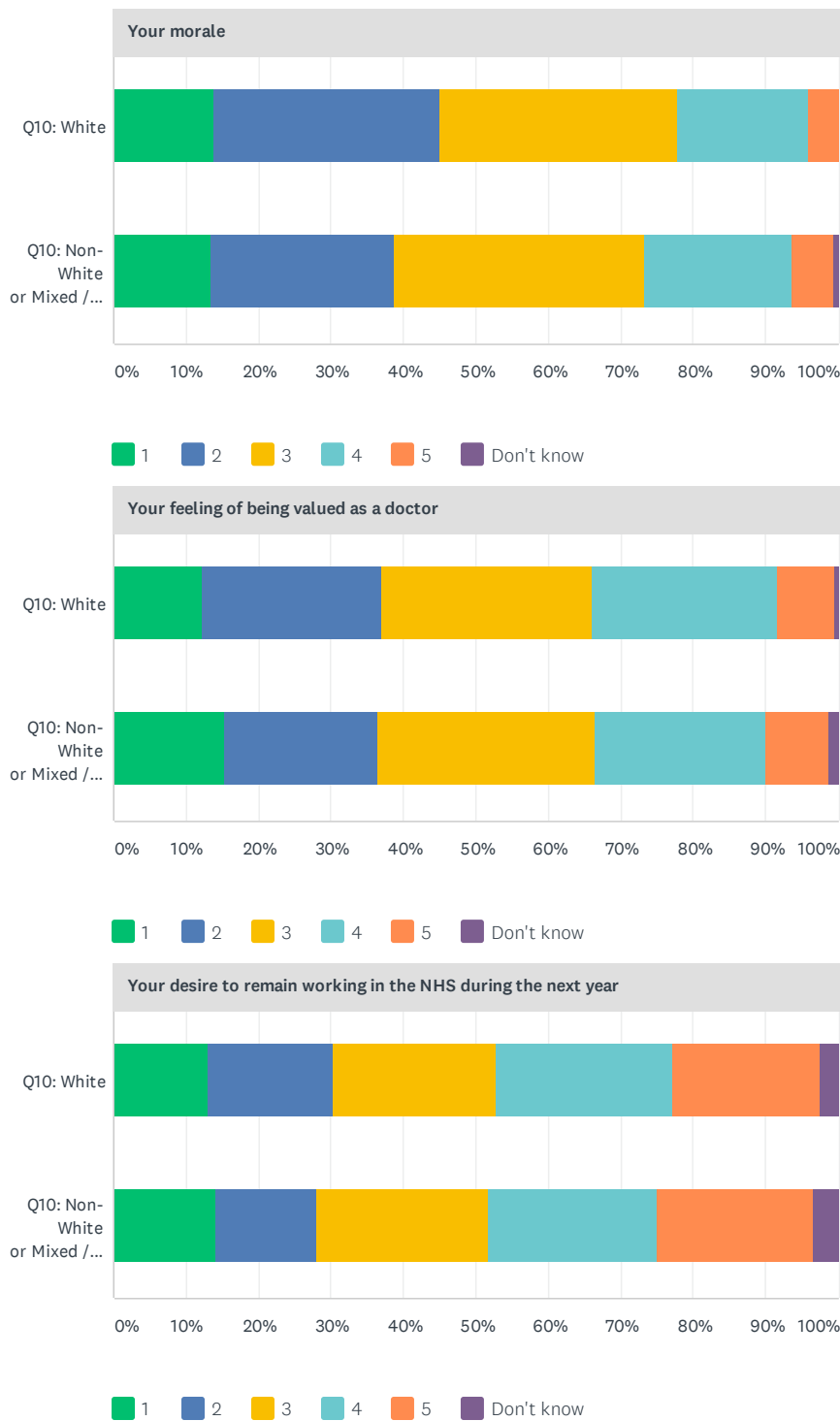
Answered: 5,526



	DO NOT UNDERTAKE ANY RESEARCH ACTIVITY	DID NOT STOP RESEARCH ACTIVITY	YES - COMPLETELY	YES - PARTIALLY	NO (PLEASE EXPLAIN WHY)	TOTAL
Q10: White	71.69% 2,960	6.20% 256	2.28% 94	14.58% 602	5.26% 217	74.72% 4,129
Q10: Non-White or Mixed / Multiple ethnic groups	64.28% 898	5.51% 77	2.58% 36	19.40% 271	8.23% 115	25.28% 1,397
Total Respondents	3,858	333	130	873	332	5,526

On a scale of one to five, where 1 equals very low / negative, and 5 equals very high / positive, how would you describe the current level of:

Answered: 5,591



Your morale

	1	2	3	4	5	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q10: White	13.76%	31.14%	32.92%	18.17%	3.92%	0.10%	74.33%	
	572	1,294	1,368	755	163	4	4,156	2.67
Q10: Non-White or Mixed / Multiple ethnic groups	13.51%	25.32%	34.44%	20.30%	5.80%	0.64%	25.29%	
	191	358	487	287	82	9	1,414	2.79

Your feeling of being valued as a doctor

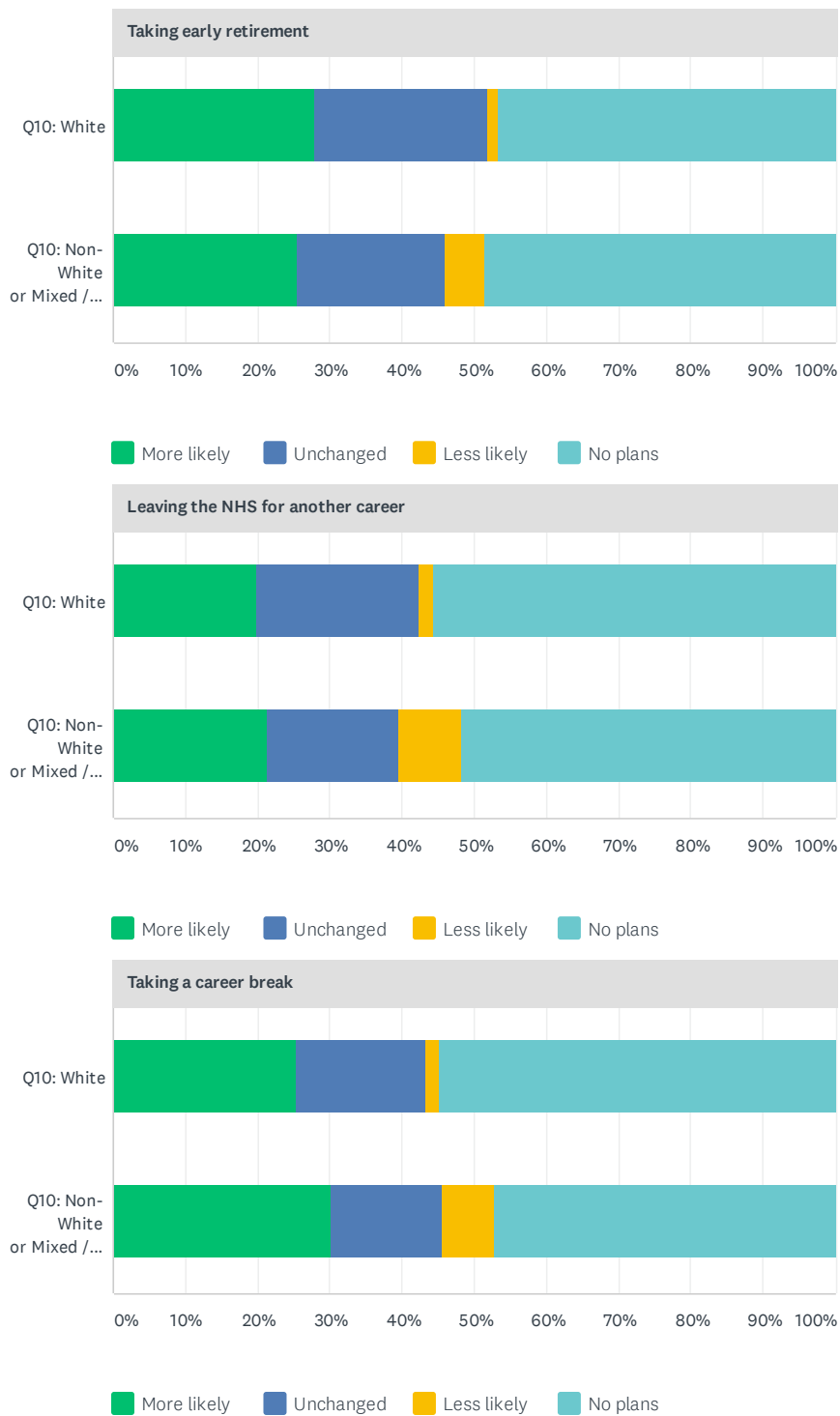
	1	2	3	4	5	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q10: White	12.17%	24.75%	29.14%	25.49%	8.11%	0.34%	74.51%	
	507	1,031	1,214	1,062	338	14	4,166	2.93
Q10: Non-White or Mixed / Multiple ethnic groups	15.16%	21.44%	29.90%	23.48%	8.74%	1.27%	25.36%	
	215	304	424	333	124	18	1,418	2.89

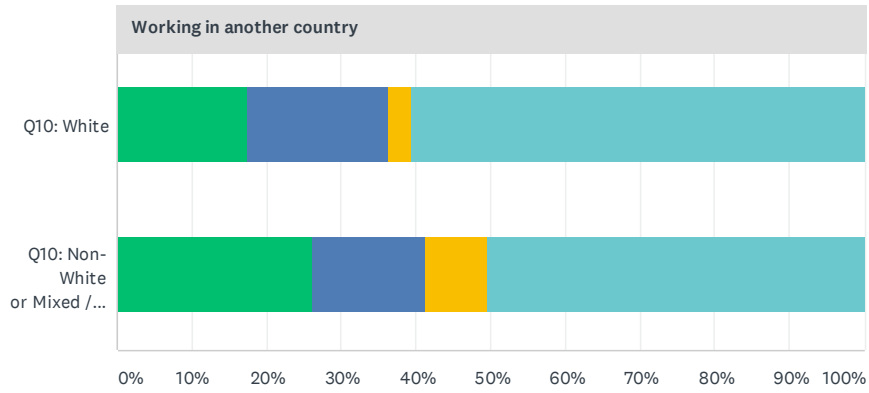
Your desire to remain working in the NHS during the next year

	1	2	3	4	5	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q10: White	13.00%	17.35%	22.37%	24.32%	20.57%	2.40%	74.44%	
	541	722	931	1,012	856	100	4,162	3.23
Q10: Non-White or Mixed / Multiple ethnic groups	14.05%	13.98%	23.87%	23.23%	21.40%	3.46%	25.33%	
	199	198	338	329	303	49	1,416	3.25

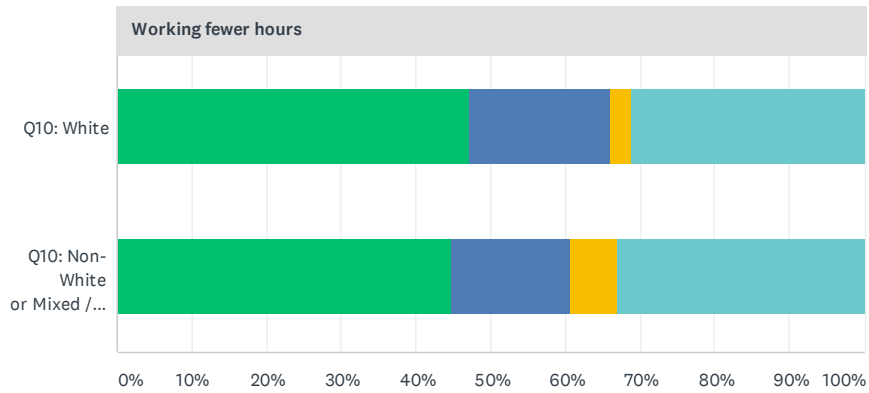
How, if at all, have you changed your career plans for the next year in the following areas?

Answered: 5,584

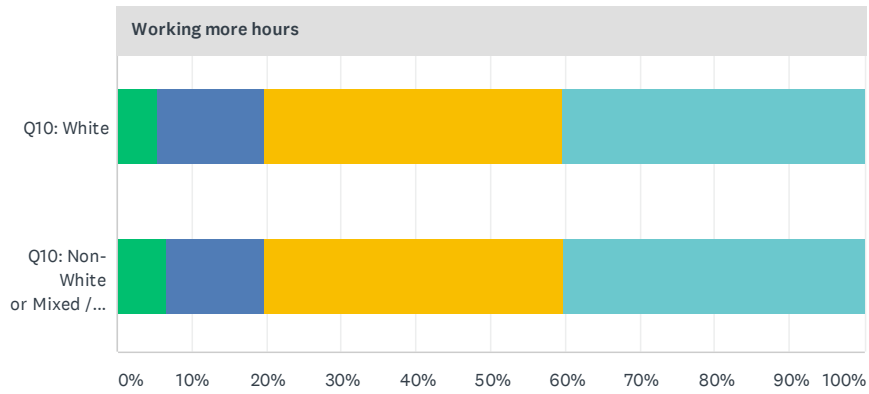




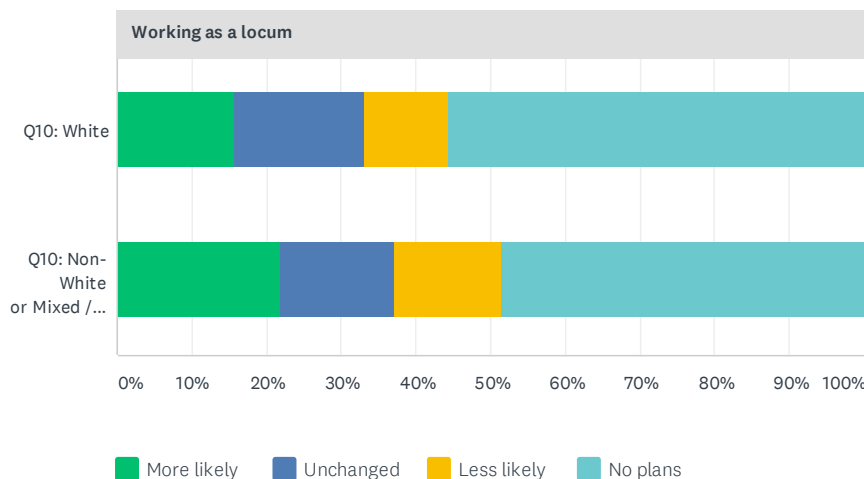
More likely Unchanged Less likely No plans



More likely Unchanged Less likely No plans



More likely Unchanged Less likely No plans



Taking early retirement						
	MORE LIKELY	UNCHANGED	LESS LIKELY	NO PLANS	TOTAL	
Q10: White	27.89% 1,158	23.92% 993	1.69% 70	46.51% 1,931	74.36%	4,152
Q10: Non-White or Mixed / Multiple ethnic groups	25.41% 359	20.67% 292	5.31% 75	48.62% 687	25.30%	1,413
Leaving the NHS for another career						
	MORE LIKELY	UNCHANGED	LESS LIKELY	NO PLANS	TOTAL	
Q10: White	19.95% 826	22.41% 928	2.00% 83	55.64% 2,304	74.16%	4,141
Q10: Non-White or Mixed / Multiple ethnic groups	21.22% 299	18.31% 258	8.59% 121	51.88% 731	25.23%	1,409
Taking a career break						
	MORE LIKELY	UNCHANGED	LESS LIKELY	NO PLANS	TOTAL	
Q10: White	25.23% 1,045	18.08% 749	1.93% 80	54.76% 2,268	74.18%	4,142
Q10: Non-White or Mixed / Multiple ethnic groups	30.21% 426	15.32% 216	7.30% 103	47.16% 665	25.25%	1,410
Working in another country						
	MORE LIKELY	UNCHANGED	LESS LIKELY	NO PLANS	TOTAL	
Q10: White	17.48% 724	18.84% 780	3.12% 129	60.57% 2,508	74.16%	4,141
Q10: Non-White or Mixed / Multiple ethnic groups	26.08% 367	15.35% 216	8.24% 116	50.32% 708	25.20%	1,407
Working fewer hours						
	MORE LIKELY	UNCHANGED	LESS LIKELY	NO PLANS	TOTAL	
Q10: White	47.19% 1,956	18.96% 786	2.73% 113	31.12% 1,290	74.23%	4,145
Q10: Non-White or Mixed / Multiple ethnic groups	44.69% 631	15.86% 224	6.44% 91	33.00% 466	25.29%	1,412
Working more hours						
	MORE LIKELY	UNCHANGED	LESS LIKELY	NO PLANS	TOTAL	
Q10: White	5.33% 220	14.42% 595	39.88% 1,645	40.36% 1,665	73.87%	4,125
Q10: Non-White or Mixed / Multiple ethnic groups	6.57% 92	13.20% 185	39.97% 560	40.26% 564	25.09%	1,401

Working as a locum

	MORE LIKELY	UNCHANGED	LESS LIKELY	NO PLANS	TOTAL
Q10: White	15.66% 649	17.52% 726	11.10% 460	55.72% 2,309	74.21% 4,144
Q10: Non-White or Mixed / Multiple ethnic groups	21.86% 308	15.26% 215	14.27% 201	48.62% 685	25.23% 1,409