



Black Country Healthcare NHS Foundation Trust

2022 NHS Staff Survey

Breakdown report

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This directorate report for Black Country Healthcare NHS Foundation Trust contains results by breakdown for People Promise element and theme results from the 2022 NHS Staff Survey. These results are compared to the unweighted average for your organisation.

Please note: It is possible that there are differences between the ‘Your org’ scores reported in this directorate report and those in the benchmark report. This is because the results in the benchmark report are weighted to allow for fair comparisons between organisations of a similar type. However, in this report comparisons are made within your organisation so the unweighted organisation result is a more appropriate point of comparison.

The breakdowns used in this report were provided and defined by Black Country Healthcare NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

Key features

Breakdown type and **breakdown name** are specified in the header.

Breakdown results are presented in the context of the (unweighted) **organisation average ('Your org')**, so it is easy to tell if a directorate is performing better or worse than the organisation average. For all People Promise element and theme results, a higher score is a better result than a lower score

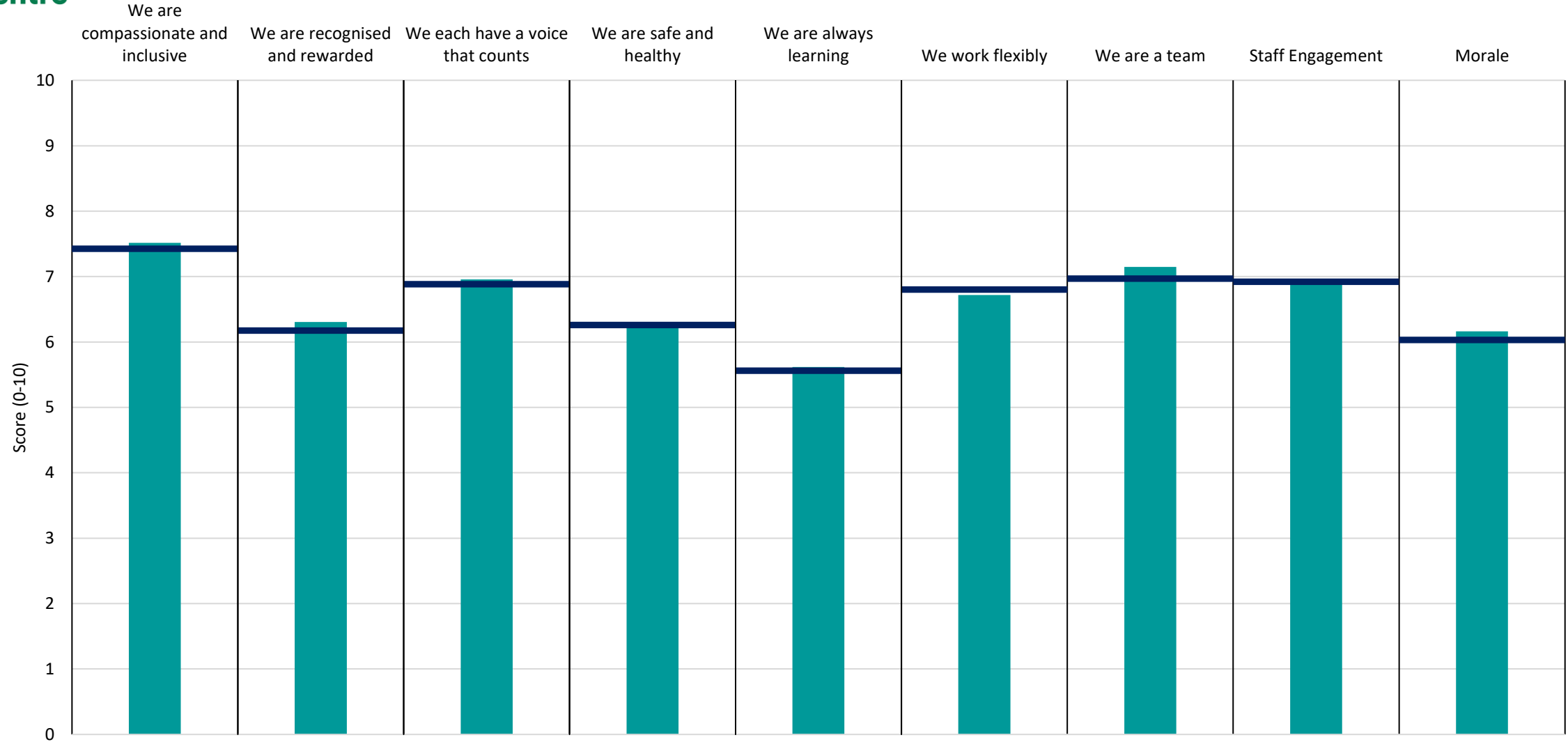
The **number of responses** feeding into each measures and sub-scores for the **given breakdown** is specified below the table containing the directorate and trust scores.



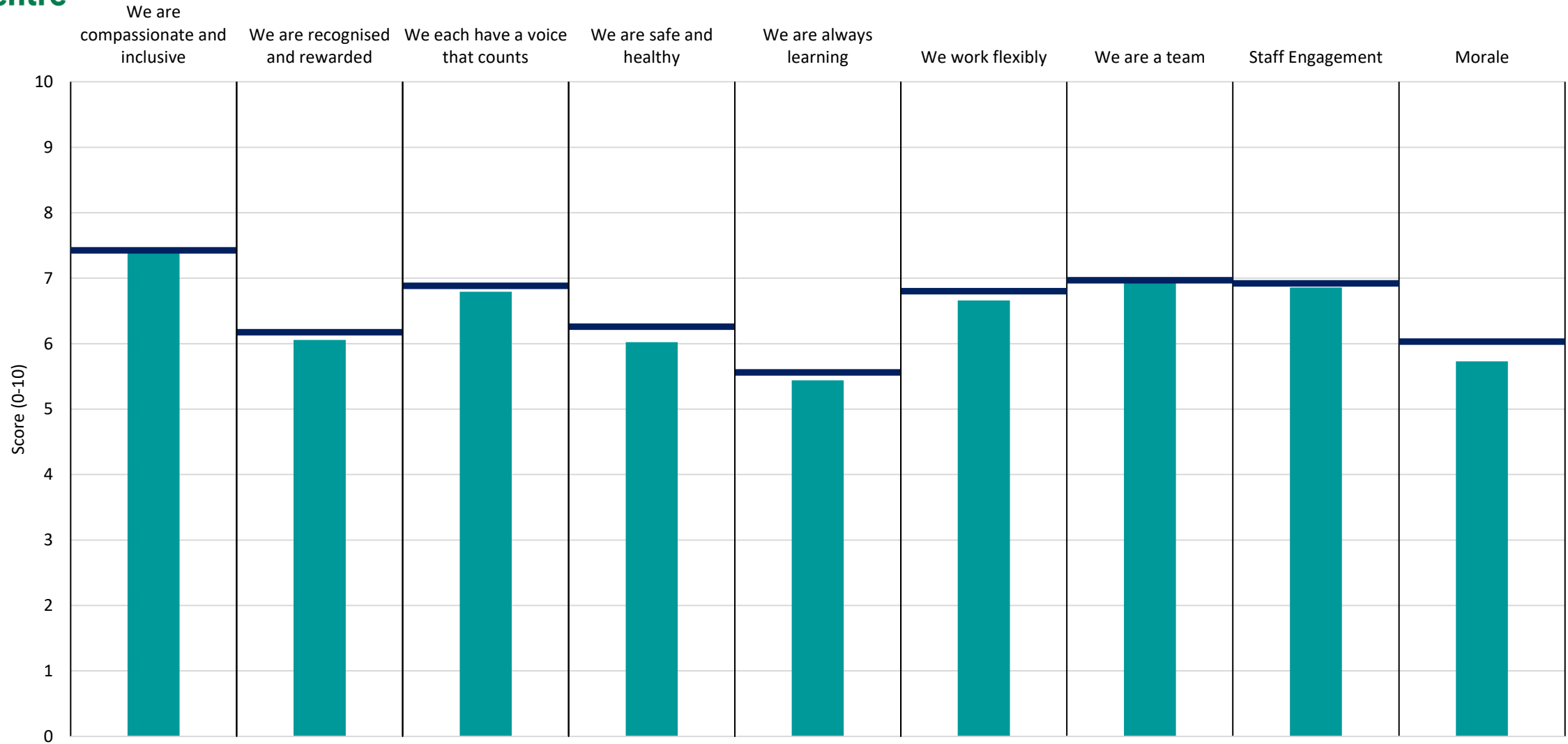
! Note: when there are less than 11 responses in a group, results are suppressed to protect staff confidentiality, for some organisations this could mean that all breakdown results are suppressed.

Breakdowns 1

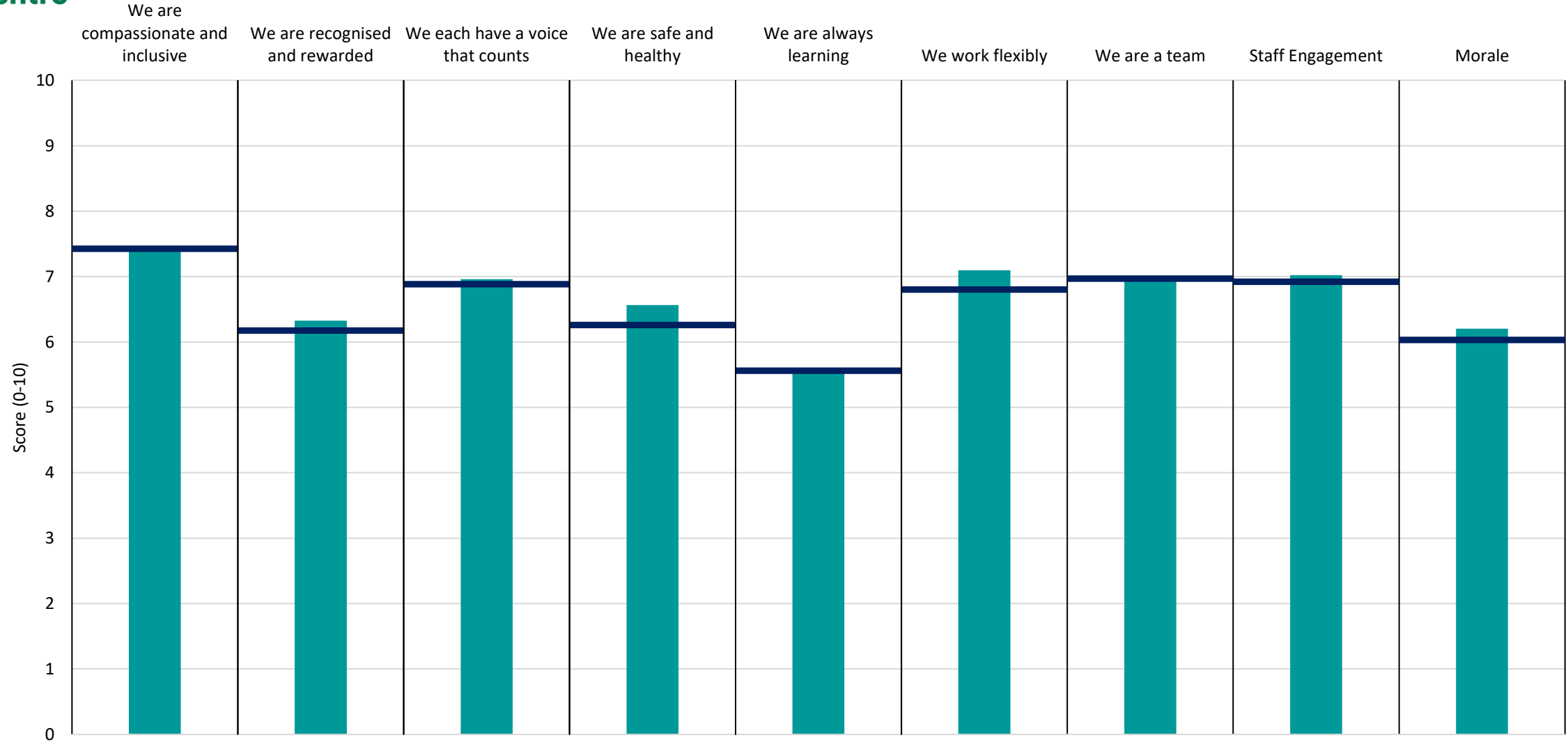
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2022 NHS Staff Survey



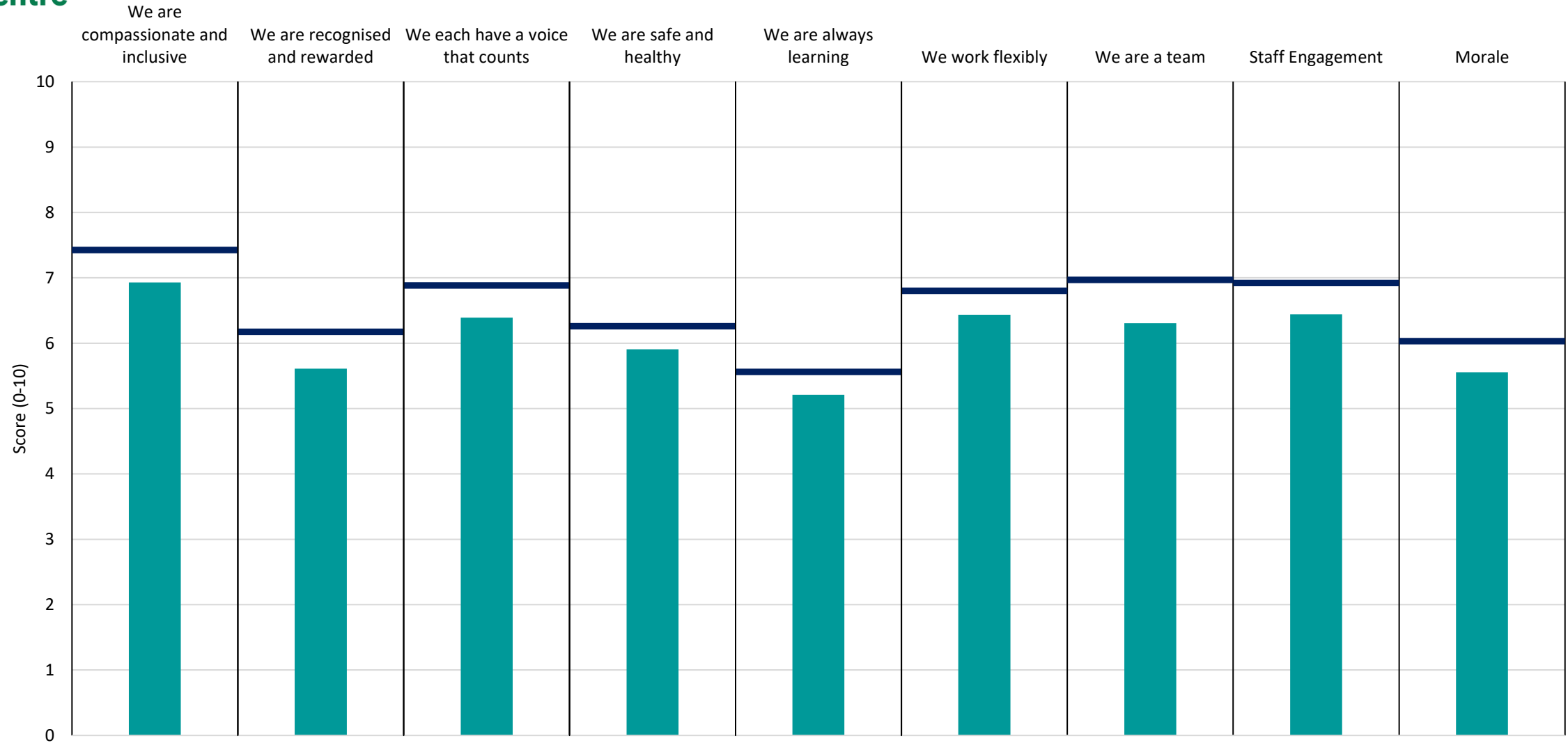
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.5 | 6.3 | 7.0 | 6.2 | 5.6 | 6.7 | 7.1 | 6.9 | 6.2 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 533 | 530 | 526 | 532 | 506 | 529 | 532 | 533 | 533 |



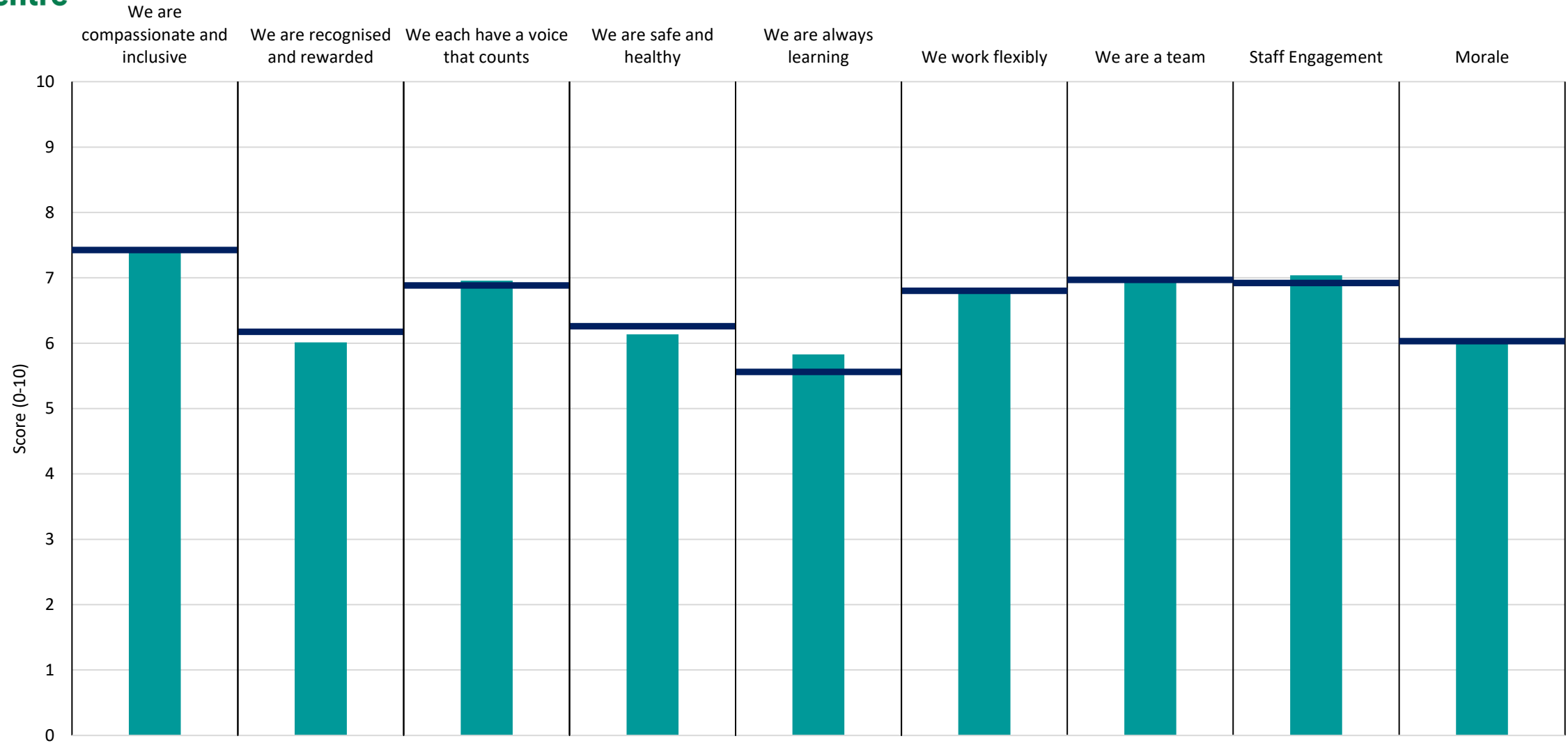
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.5 | 6.1 | 6.8 | 6.0 | 5.4 | 6.7 | 6.9 | 6.9 | 5.7 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 275 | 276 | 270 | 276 | 268 | 276 | 274 | 277 | 277 |



| | | | | | | | | | |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.4 | 6.3 | 7.0 | 6.6 | 5.5 | 7.1 | 7.0 | 7.0 | 6.2 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 491 | 486 | 478 | 484 | 467 | 481 | 490 | 492 | 490 |



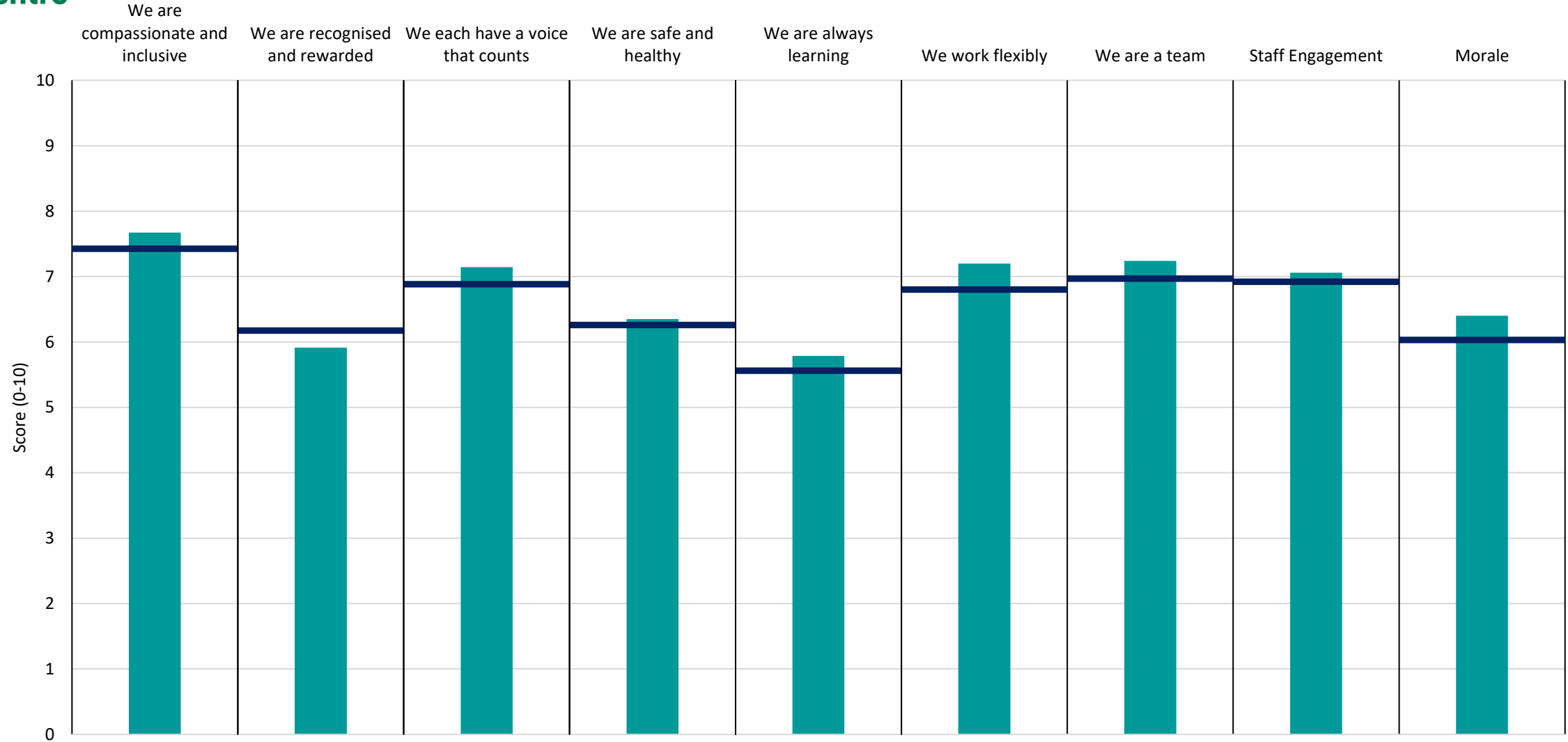
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 6.9 | 5.6 | 6.4 | 5.9 | 5.2 | 6.4 | 6.3 | 6.4 | 5.6 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 136 | 137 | 136 | 135 | 134 | 136 | 137 | 137 | 137 |



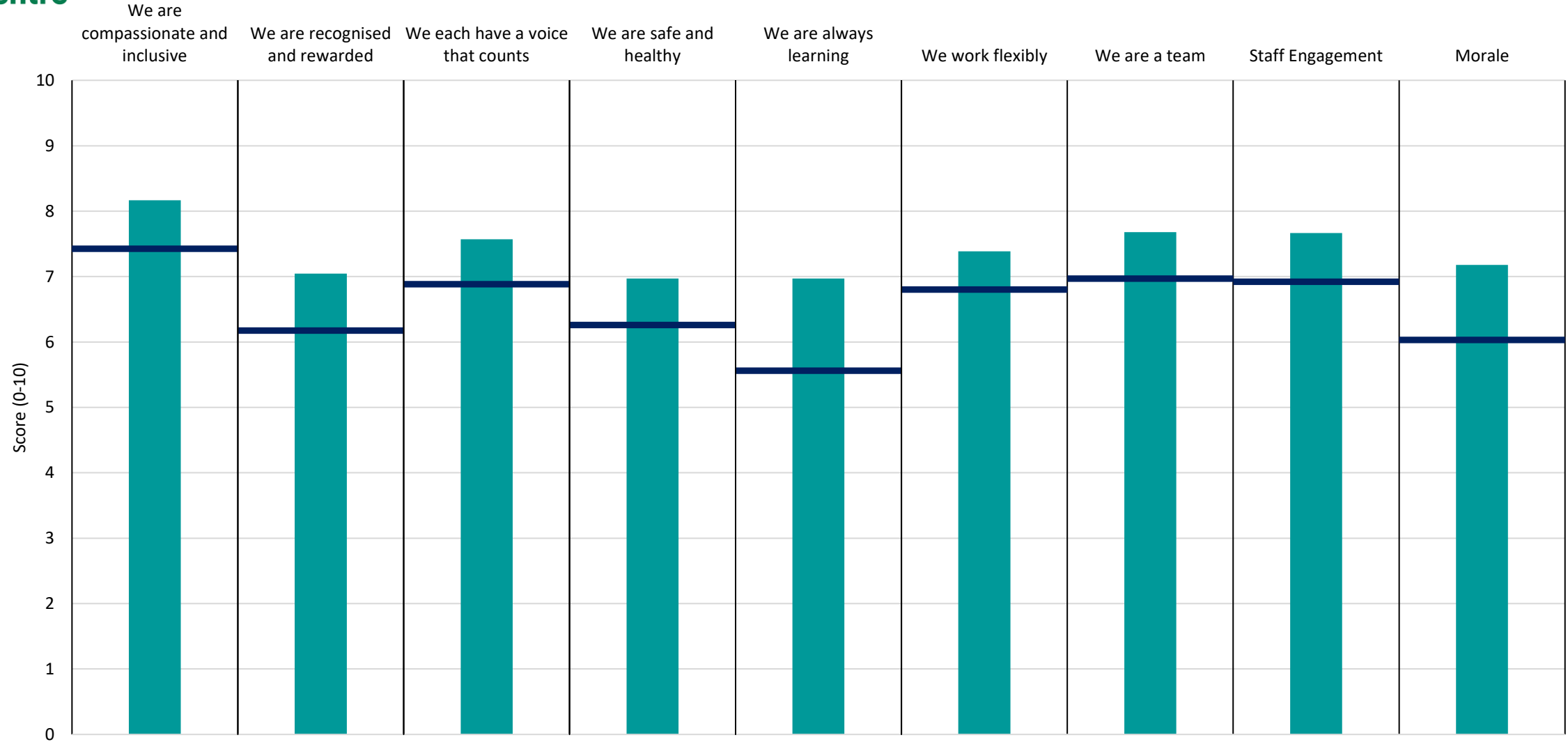
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.4 | 6.0 | 7.0 | 6.1 | 5.8 | 6.8 | 7.0 | 7.0 | 6.0 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 219 | 219 | 217 | 214 | 208 | 216 | 219 | 218 | 219 |

Breakdowns 2

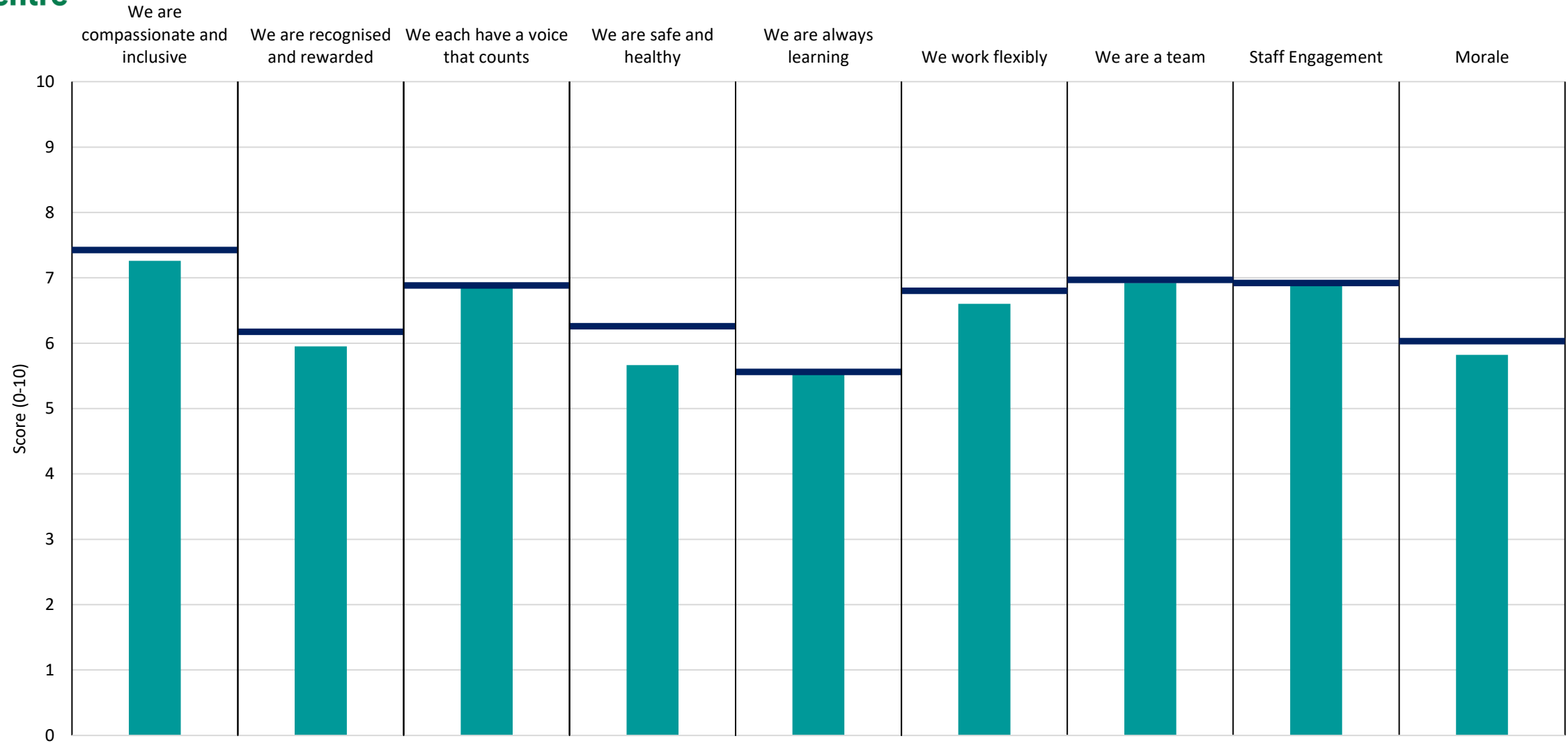
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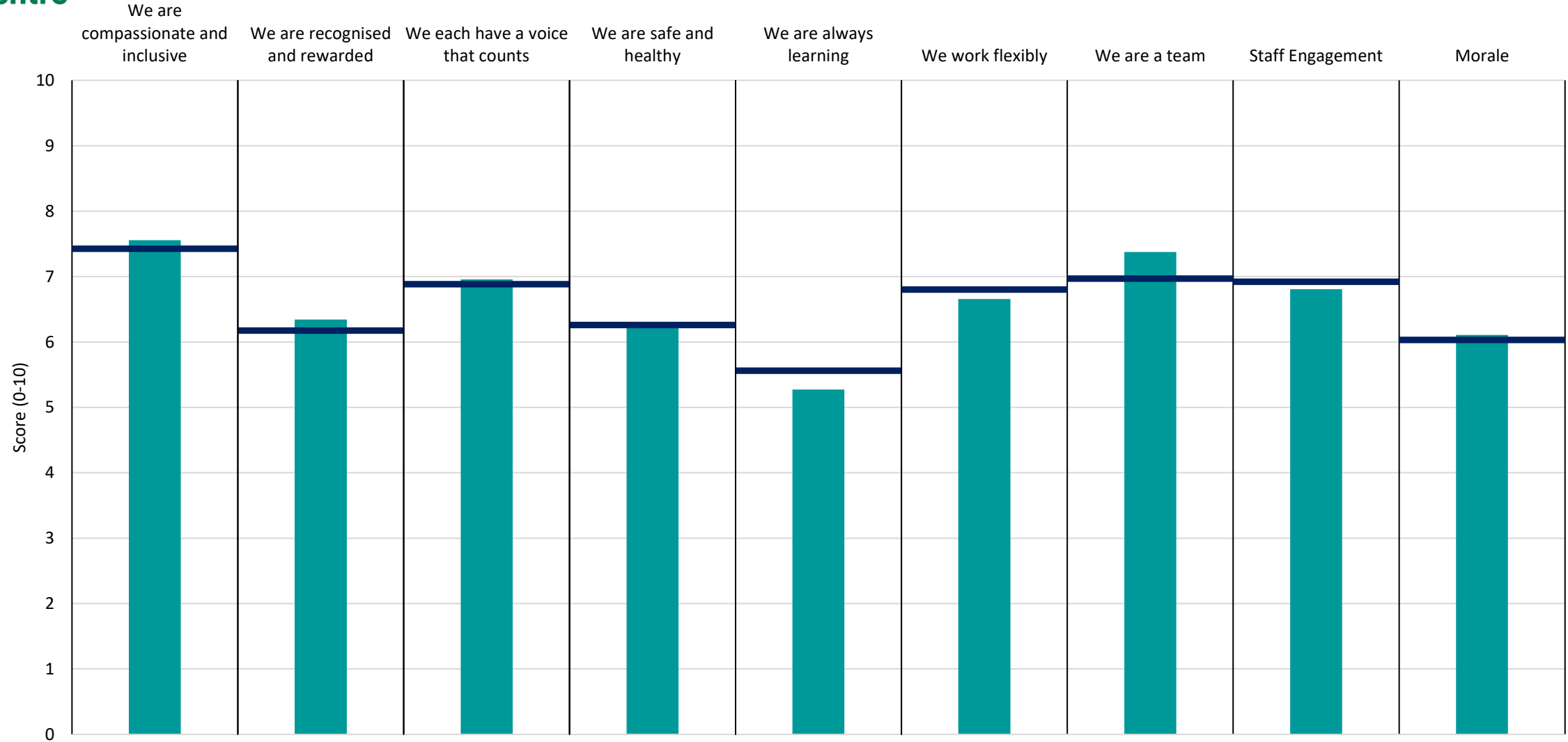
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.7 | 5.9 | 7.1 | 6.3 | 5.8 | 7.2 | 7.2 | 7.1 | 6.4 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 40 | 40 | 40 | 40 | 37 | 40 | 40 | 40 | 40 |



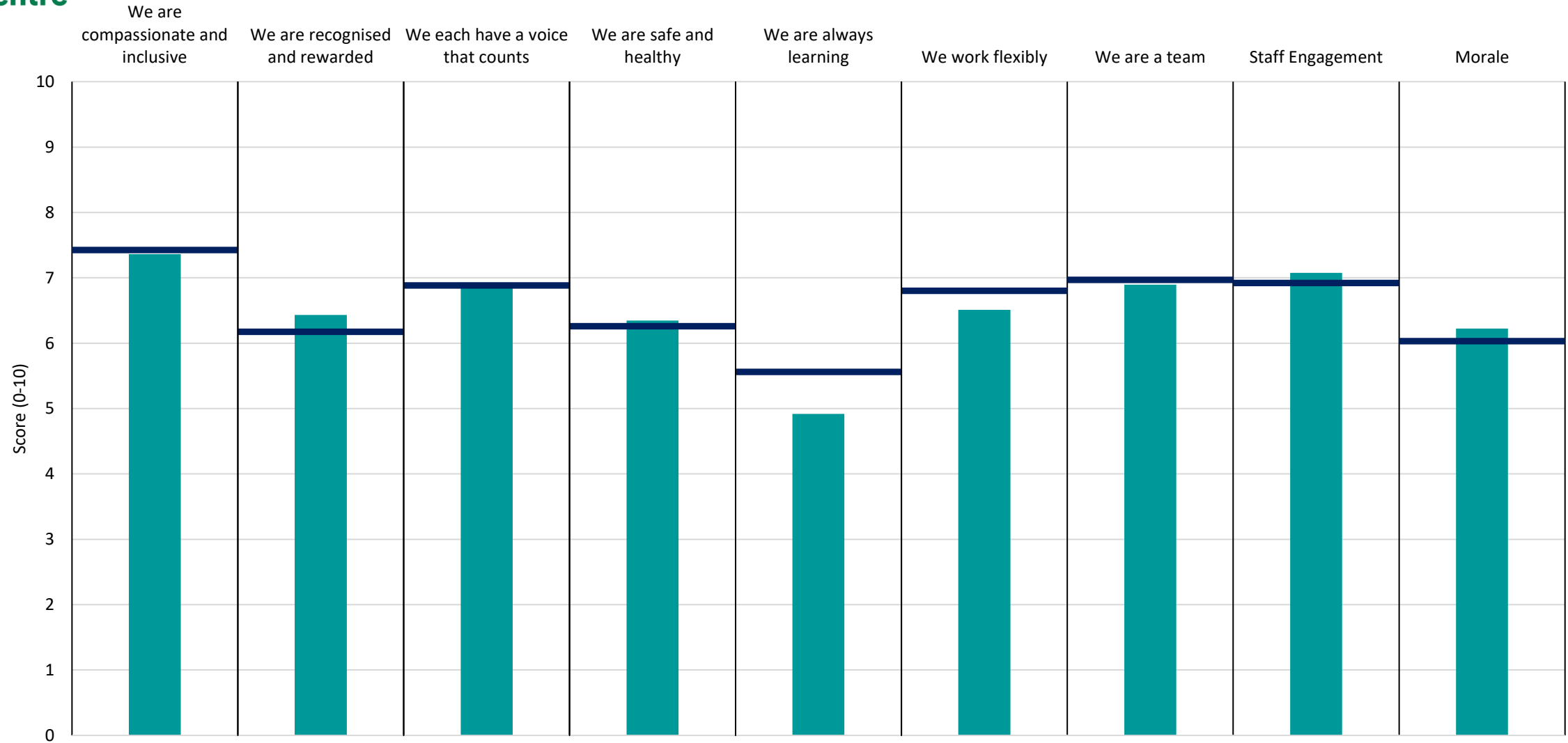
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 8.2 | 7.0 | 7.6 | 7.0 | 7.0 | 7.4 | 7.7 | 7.7 | 7.2 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 71 | 71 | 70 | 71 | 68 | 71 | 71 | 71 | 71 |



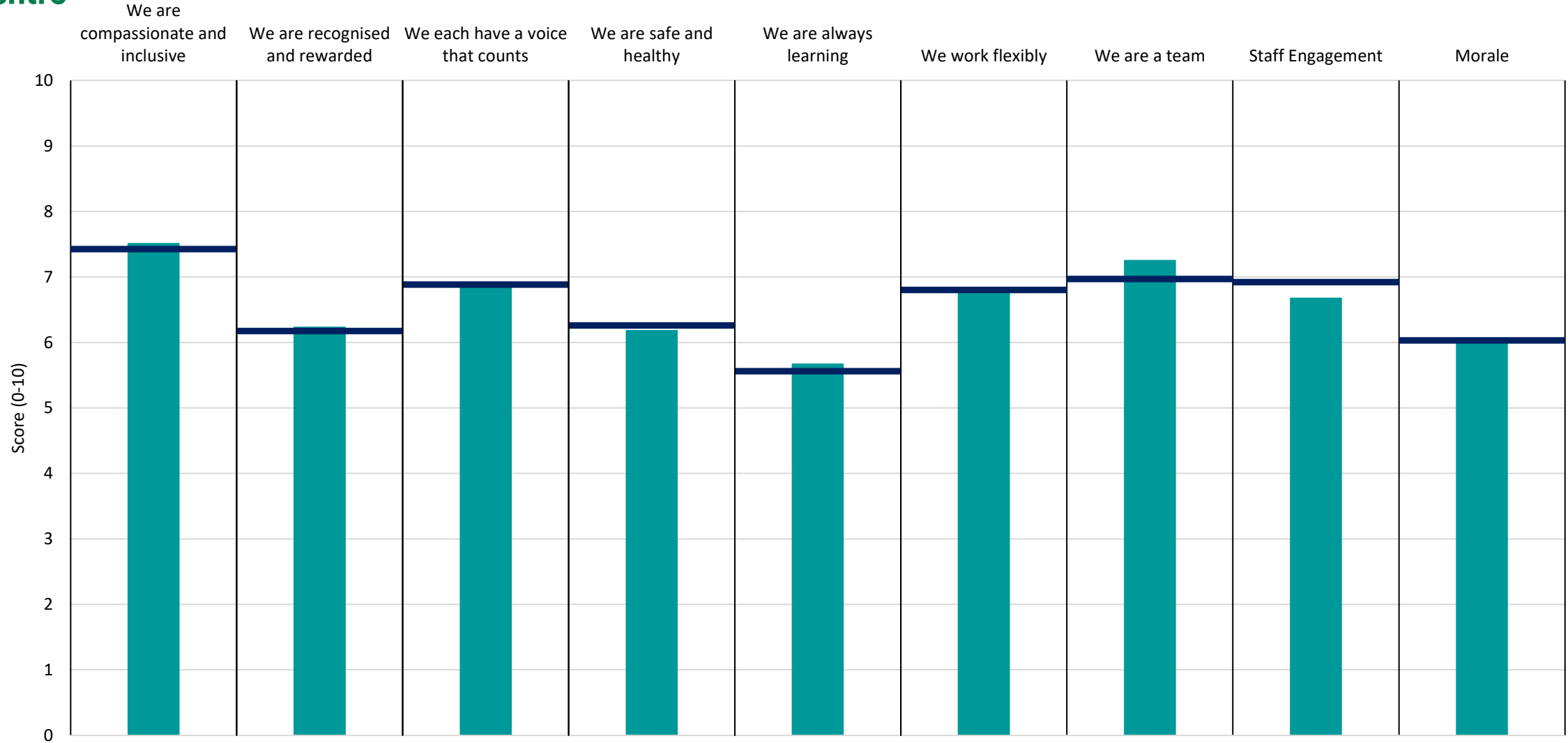
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.3 | 6.0 | 6.9 | 5.7 | 5.6 | 6.6 | 6.9 | 6.9 | 5.8 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 71 | 71 | 68 | 70 | 62 | 71 | 71 | 71 | 71 |



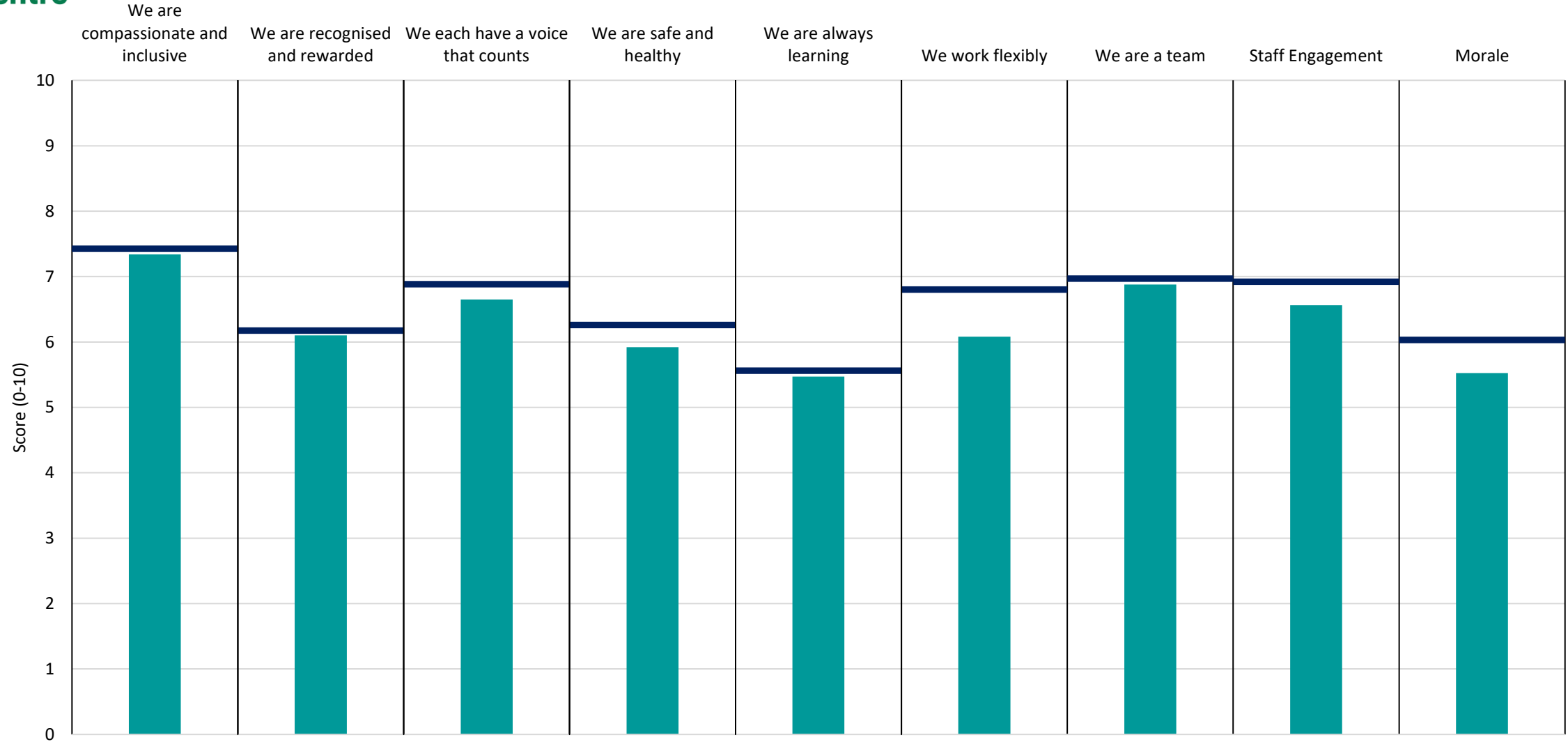
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.6 | 6.3 | 7.0 | 6.2 | 5.3 | 6.7 | 7.4 | 6.8 | 6.1 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 46 | 45 | 45 | 46 | 43 | 45 | 45 | 46 | 46 |



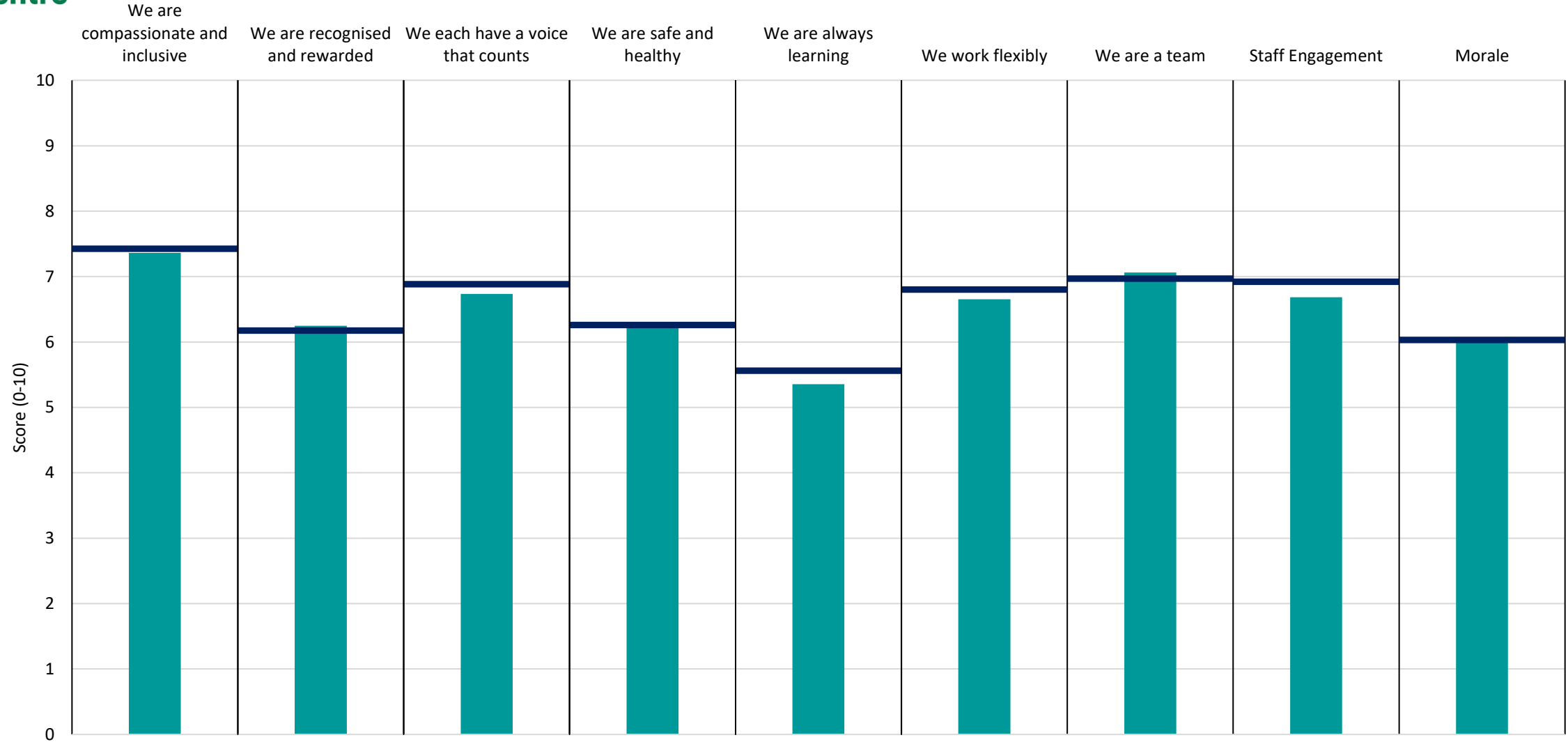
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.4 | 6.4 | 6.9 | 6.3 | 4.9 | 6.5 | 6.9 | 7.1 | 6.2 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 80 | 78 | 80 | 80 | 78 | 78 | 80 | 80 | 80 |



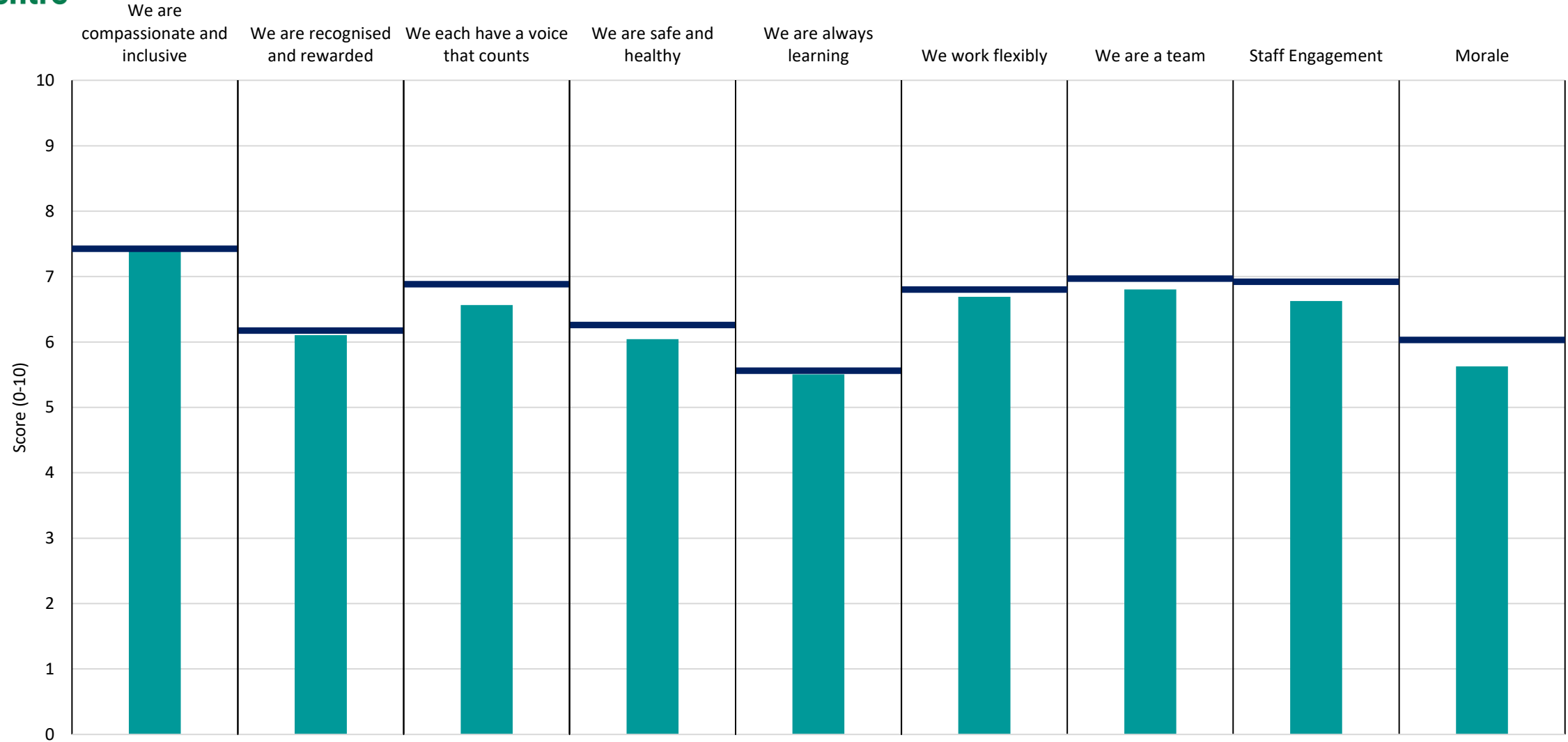
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.5 | 6.2 | 6.9 | 6.2 | 5.7 | 6.8 | 7.3 | 6.7 | 6.0 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 77 | 77 | 76 | 77 | 77 | 77 | 77 | 77 | 77 |



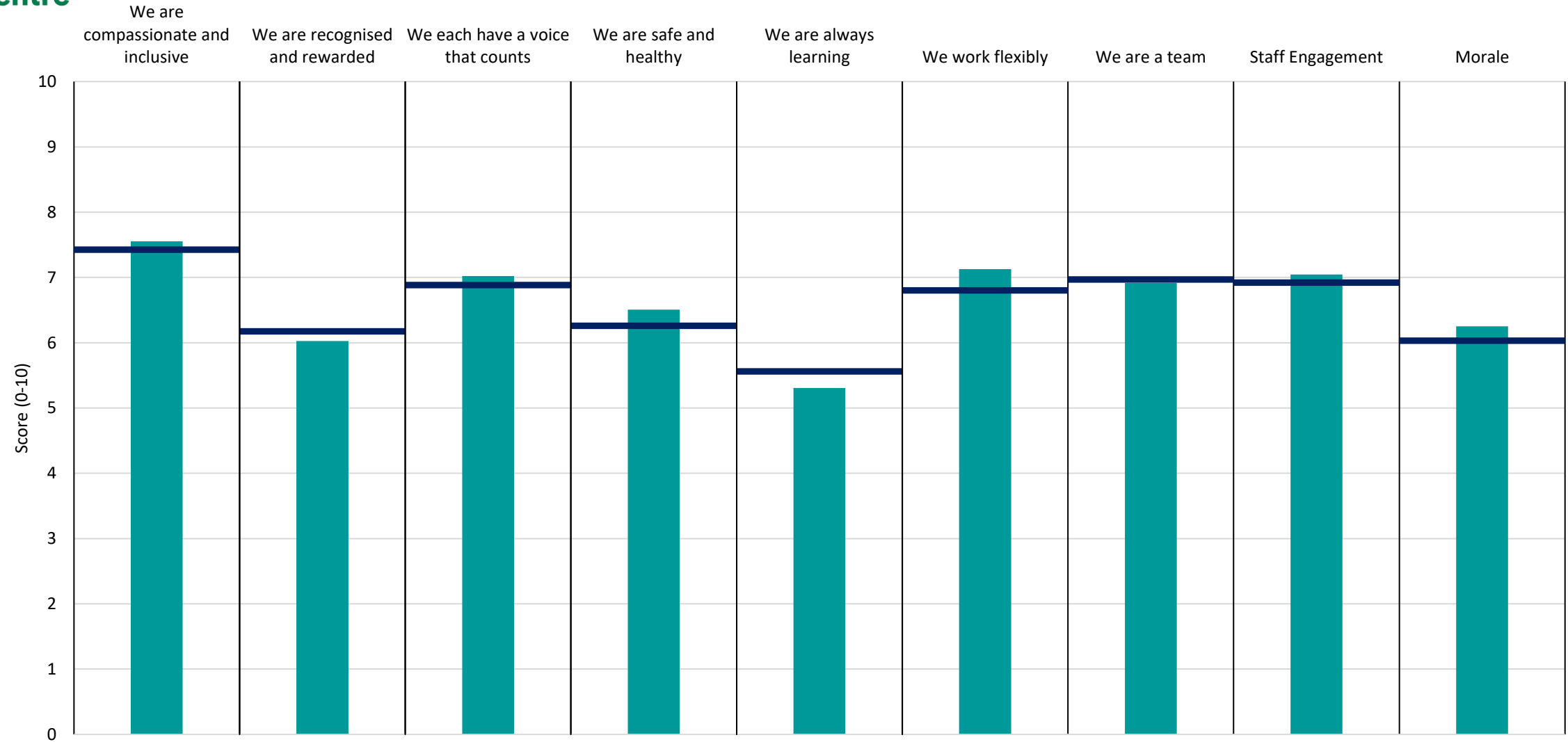
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.3 | 6.1 | 6.7 | 5.9 | 5.5 | 6.1 | 6.9 | 6.6 | 5.5 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 62 | 62 | 62 | 62 | 59 | 61 | 62 | 62 | 62 |



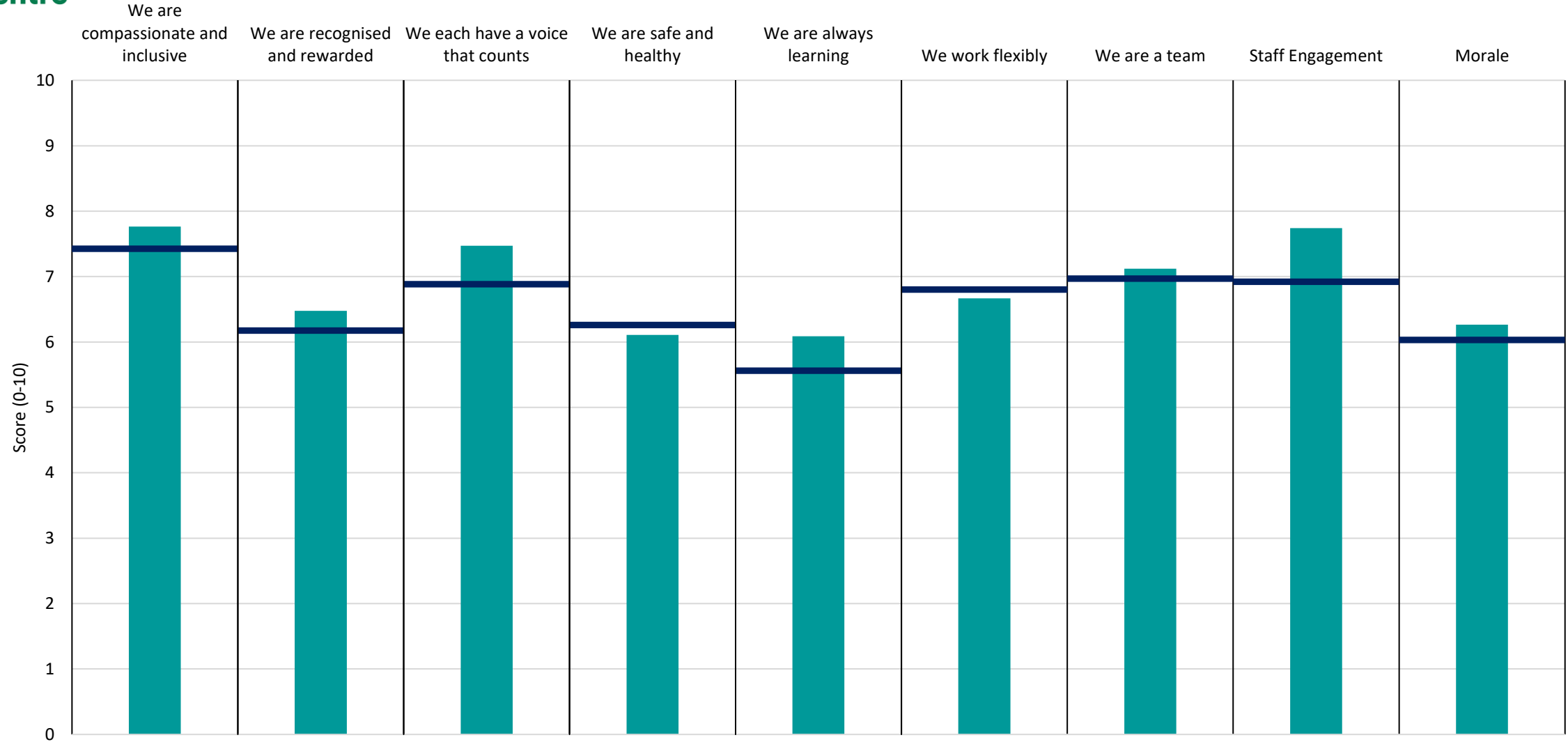
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.4 | 6.2 | 6.7 | 6.3 | 5.4 | 6.7 | 7.1 | 6.7 | 6.0 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 86 | 86 | 85 | 86 | 82 | 86 | 86 | 86 | 86 |



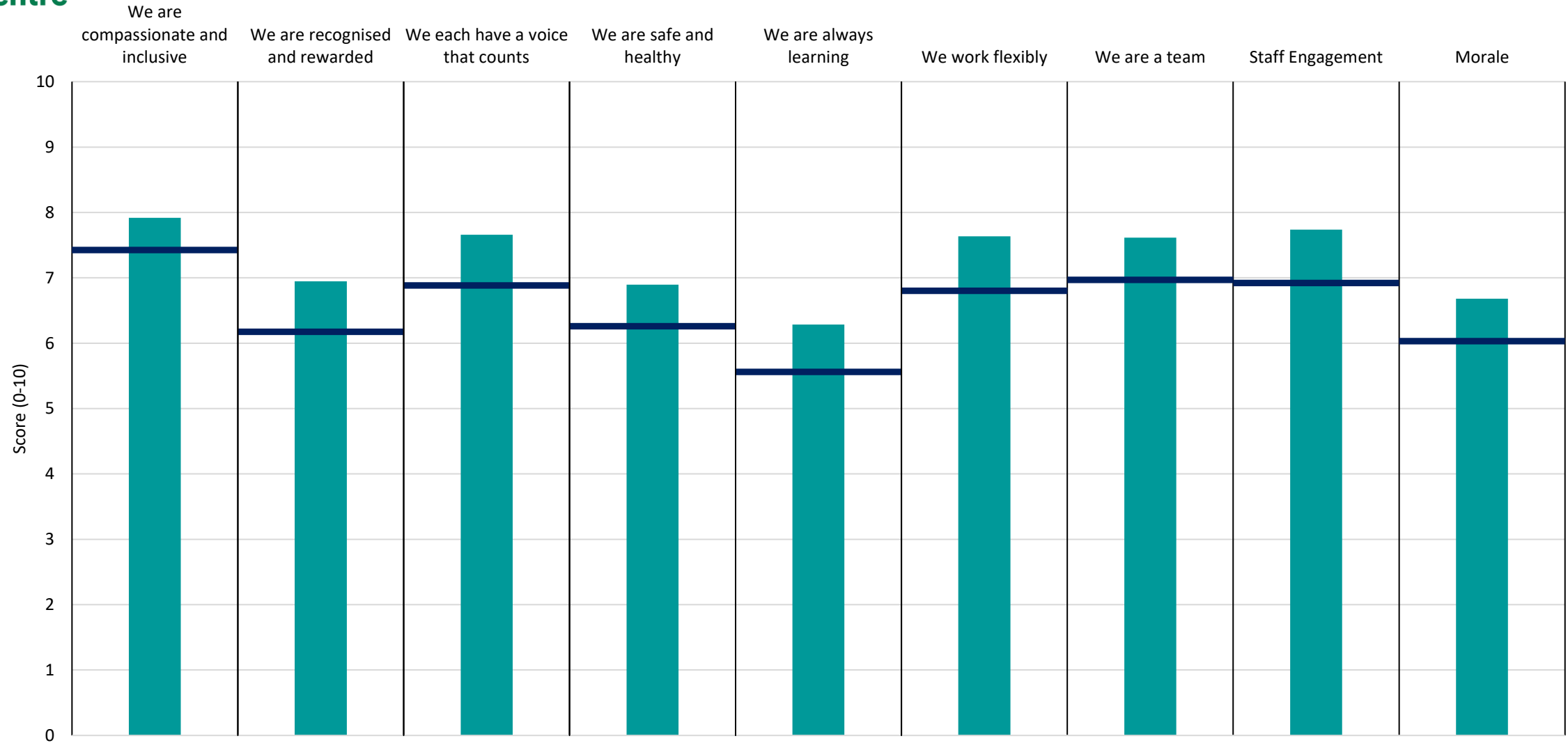
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.4 | 6.1 | 6.6 | 6.0 | 5.5 | 6.7 | 6.8 | 6.6 | 5.6 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 96 | 97 | 94 | 97 | 94 | 97 | 96 | 97 | 97 |



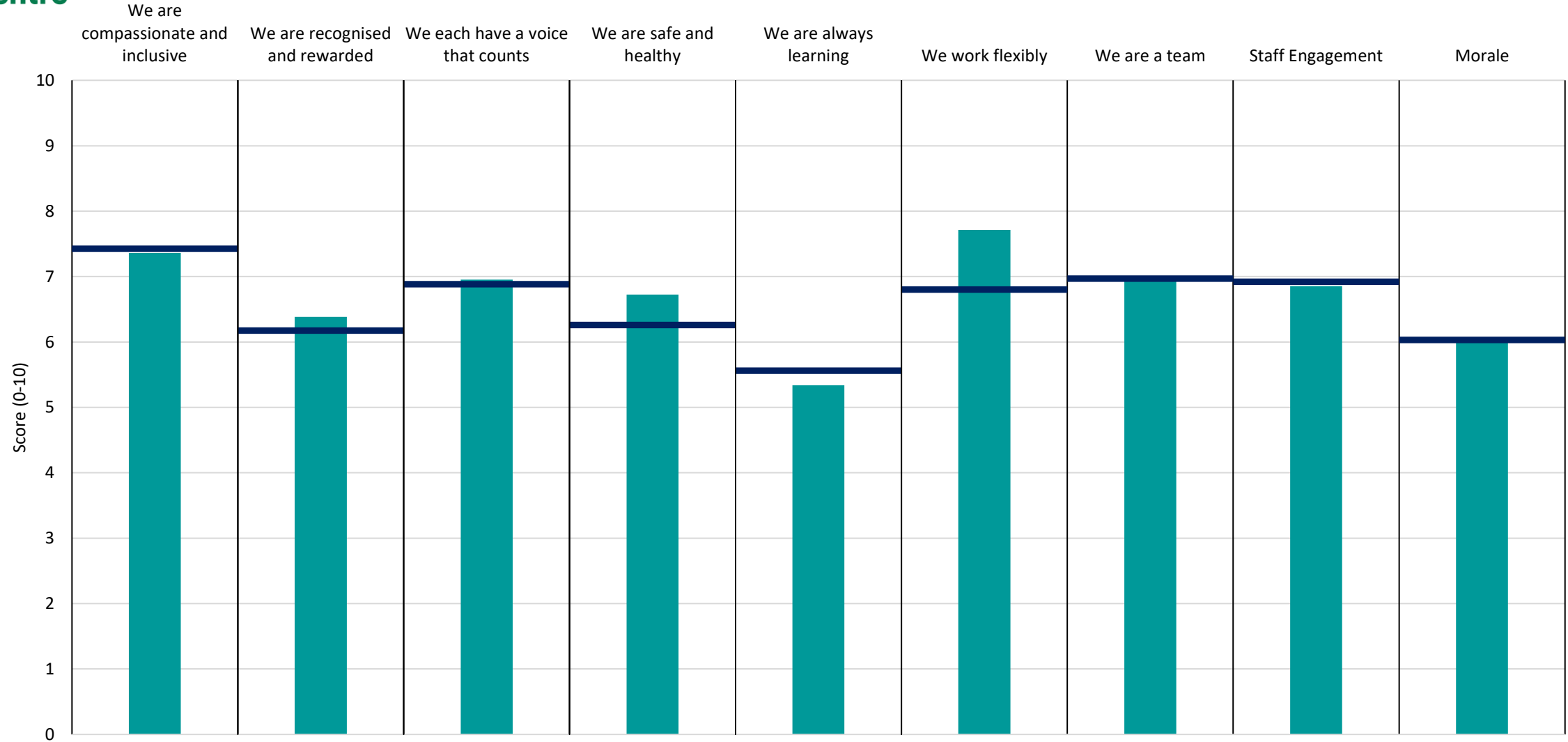
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.6 | 6.0 | 7.0 | 6.5 | 5.3 | 7.1 | 6.9 | 7.0 | 6.3 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 56 | 56 | 55 | 56 | 54 | 56 | 56 | 56 | 56 |



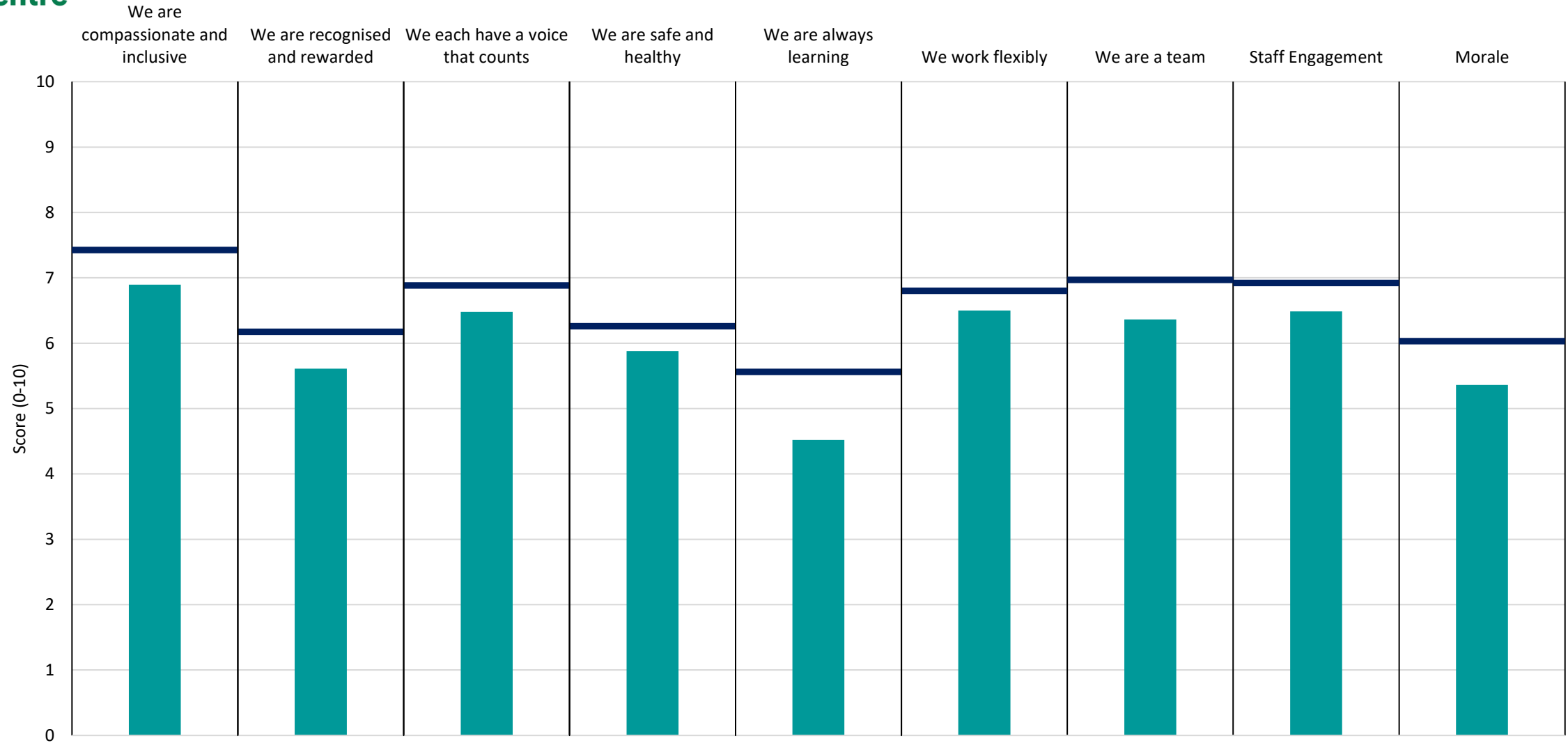
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| Breakdown | 7.8 | 6.5 | 7.5 | 6.1 | 6.1 | 6.7 | 7.1 | 7.7 | 6.3 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 22 | 22 | 21 | 22 | 22 | 22 | 21 | 22 | 22 |



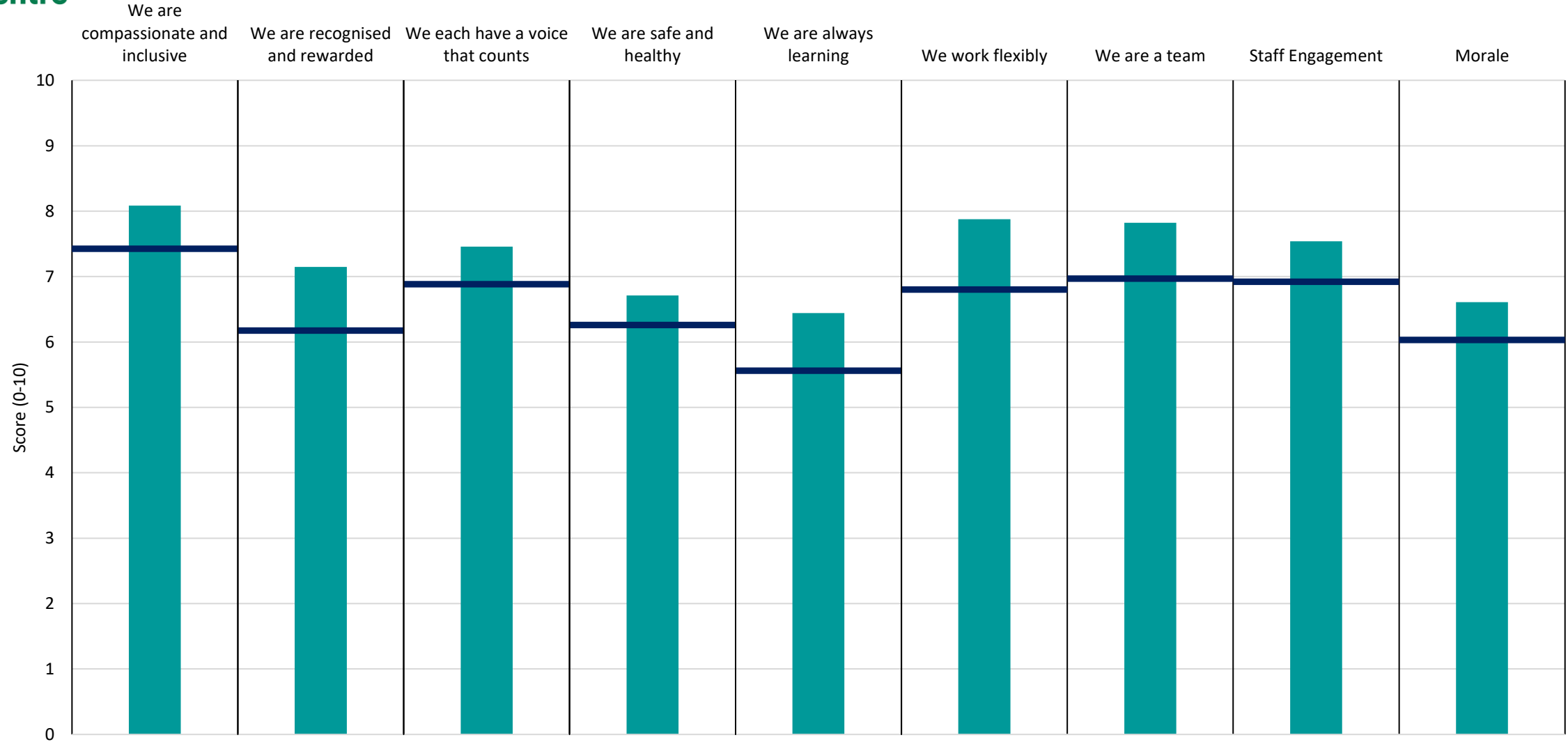
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.9 | 6.9 | 7.7 | 6.9 | 6.3 | 7.6 | 7.6 | 7.7 | 6.7 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 46 | 46 | 45 | 46 | 45 | 46 | 46 | 46 | 46 |



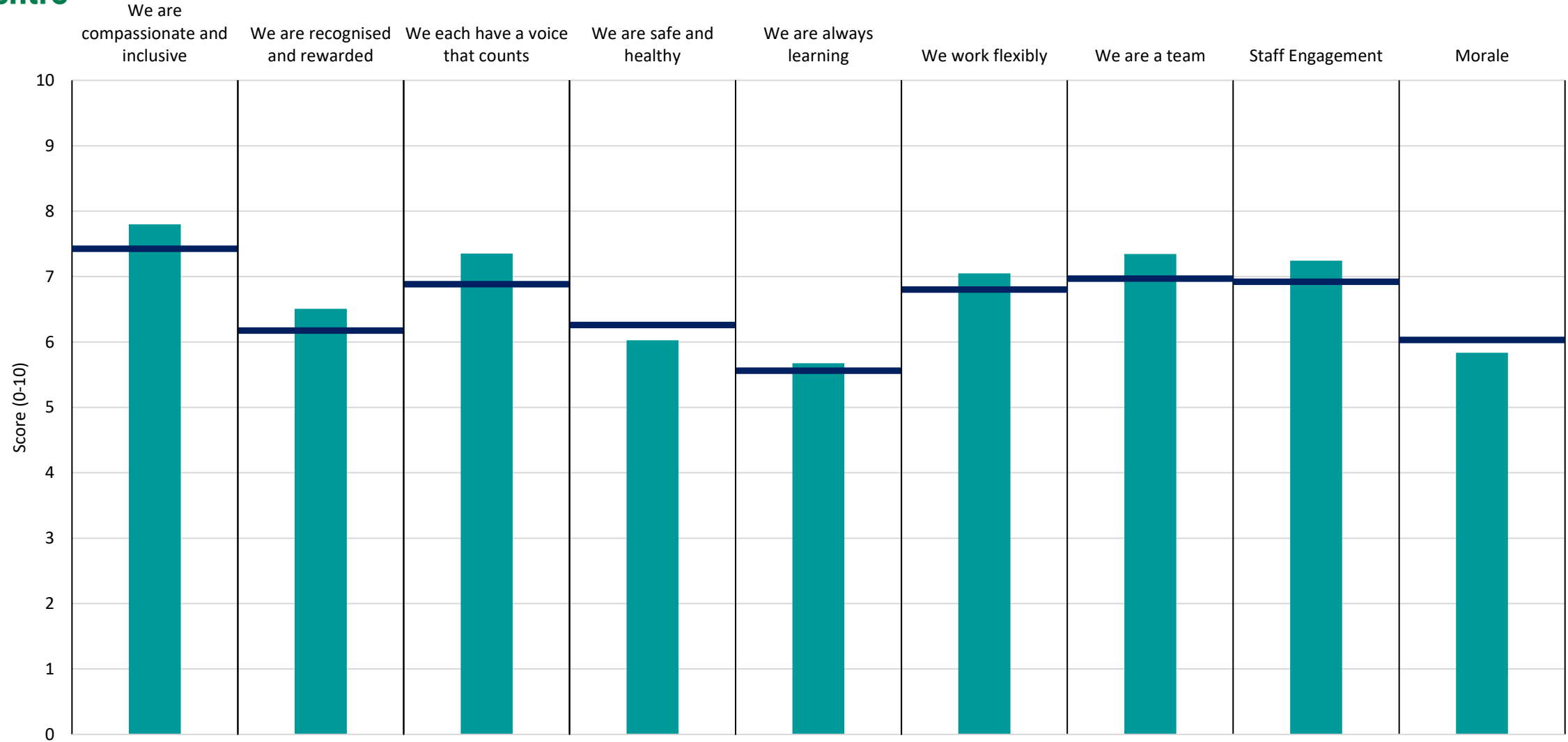
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.4 | 6.4 | 7.0 | 6.7 | 5.3 | 7.7 | 7.0 | 6.9 | 6.0 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 80 | 78 | 80 | 80 | 79 | 78 | 80 | 80 | 80 |



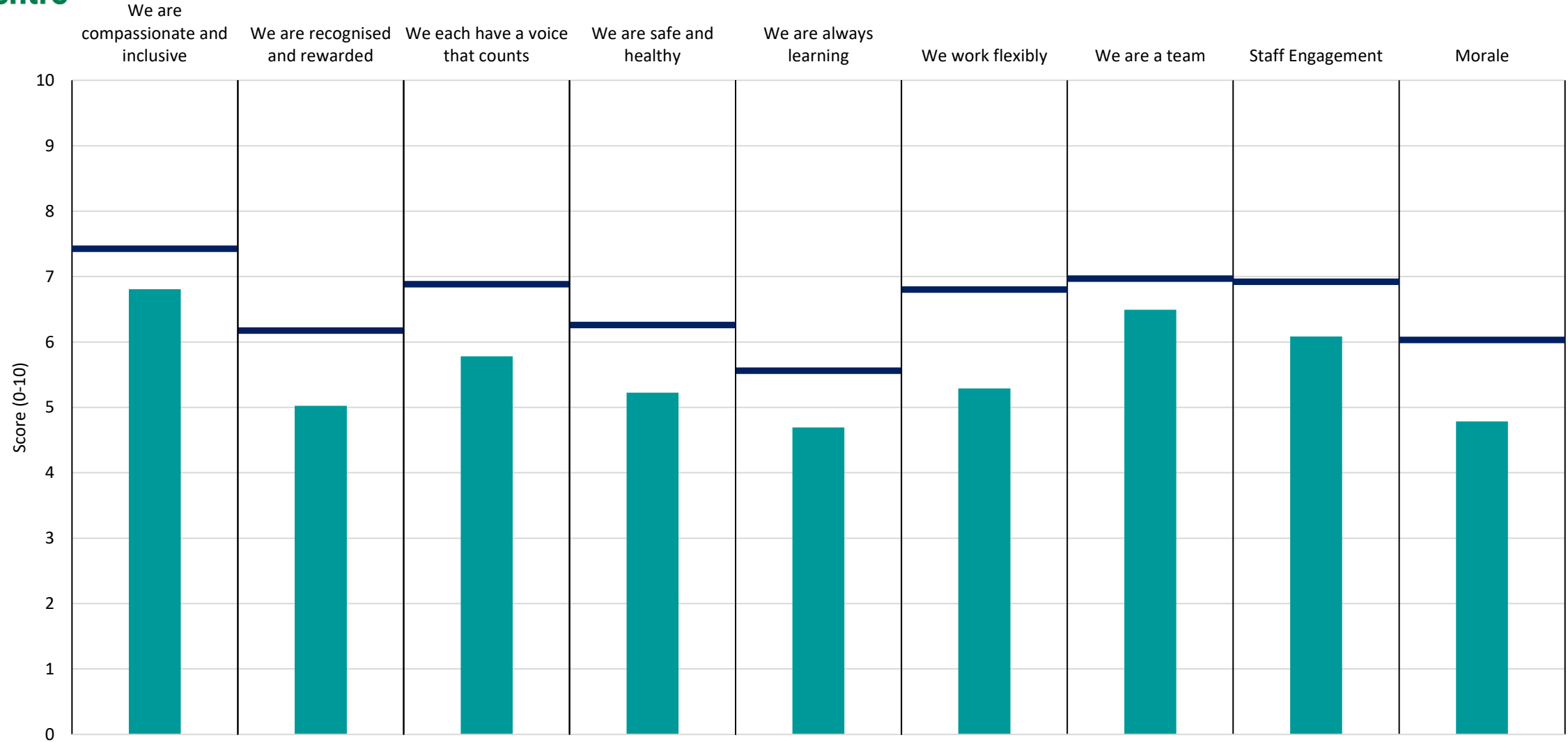
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 6.9 | 5.6 | 6.5 | 5.9 | 4.5 | 6.5 | 6.4 | 6.5 | 5.4 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 78 | 77 | 77 | 78 | 75 | 77 | 78 | 78 | 78 |



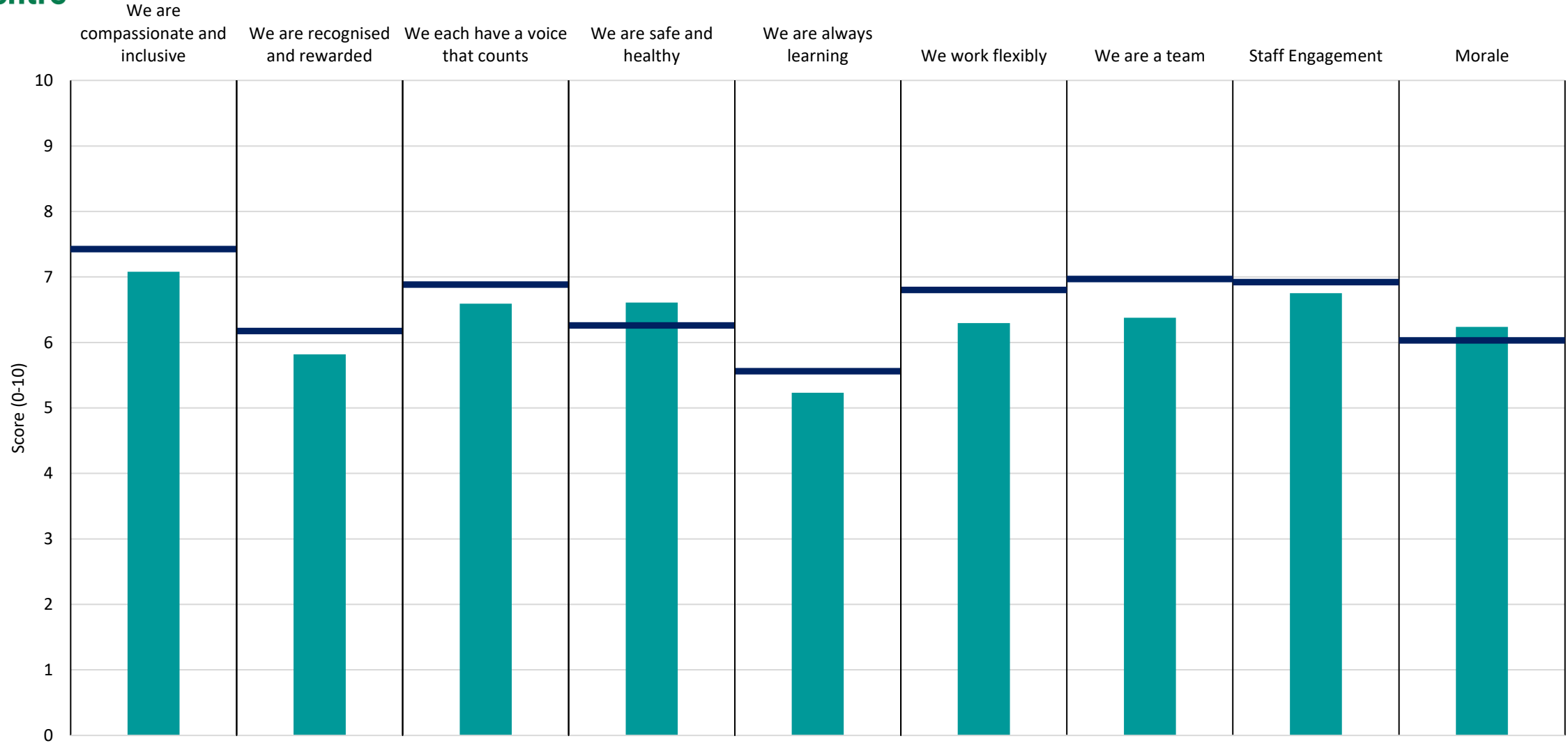
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 8.1 | 7.1 | 7.5 | 6.7 | 6.4 | 7.9 | 7.8 | 7.5 | 6.6 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 126 | 125 | 125 | 126 | 120 | 125 | 126 | 126 | 126 |



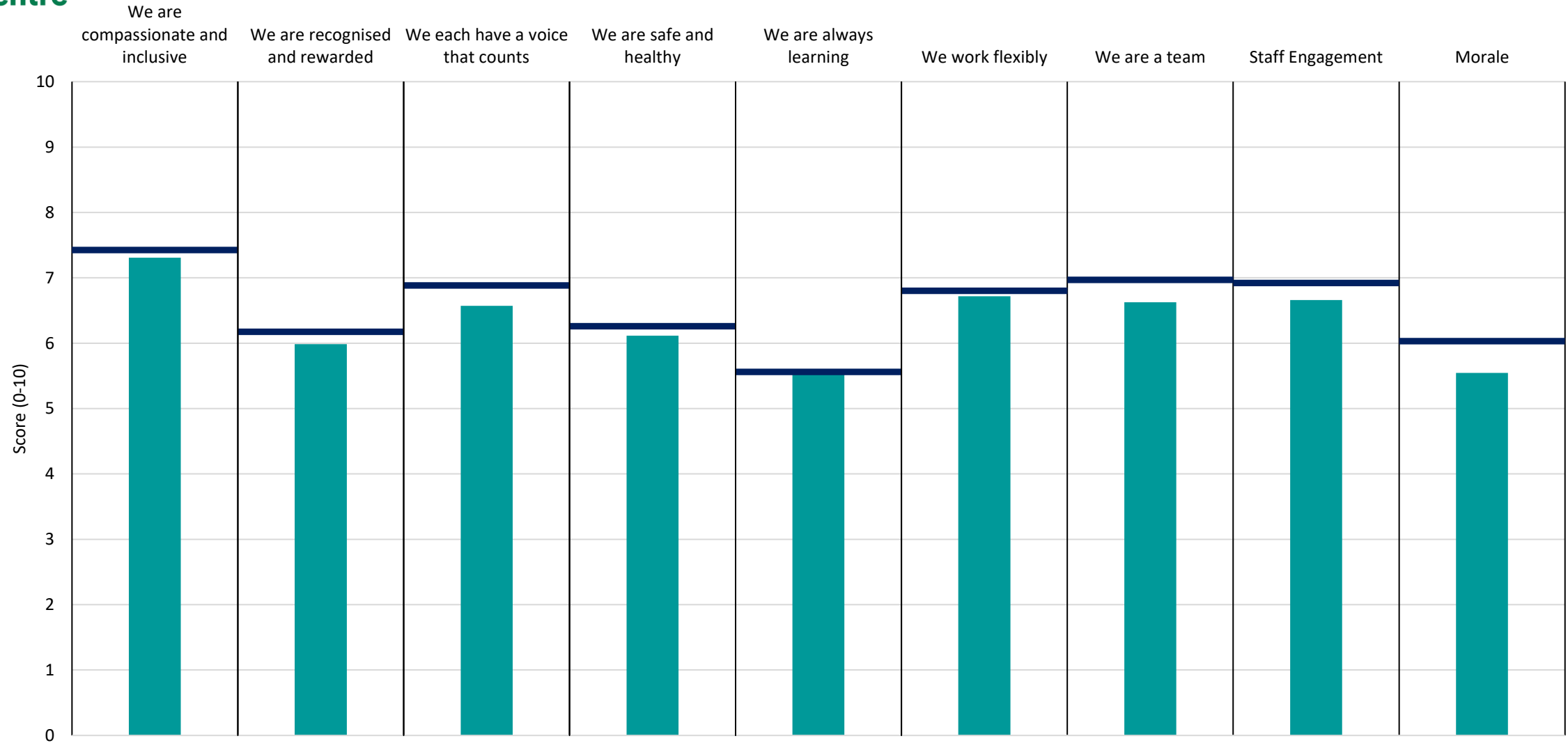
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.8 | 6.5 | 7.4 | 6.0 | 5.7 | 7.0 | 7.3 | 7.2 | 5.8 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 62 | 62 | 61 | 62 | 61 | 62 | 62 | 62 | 62 |



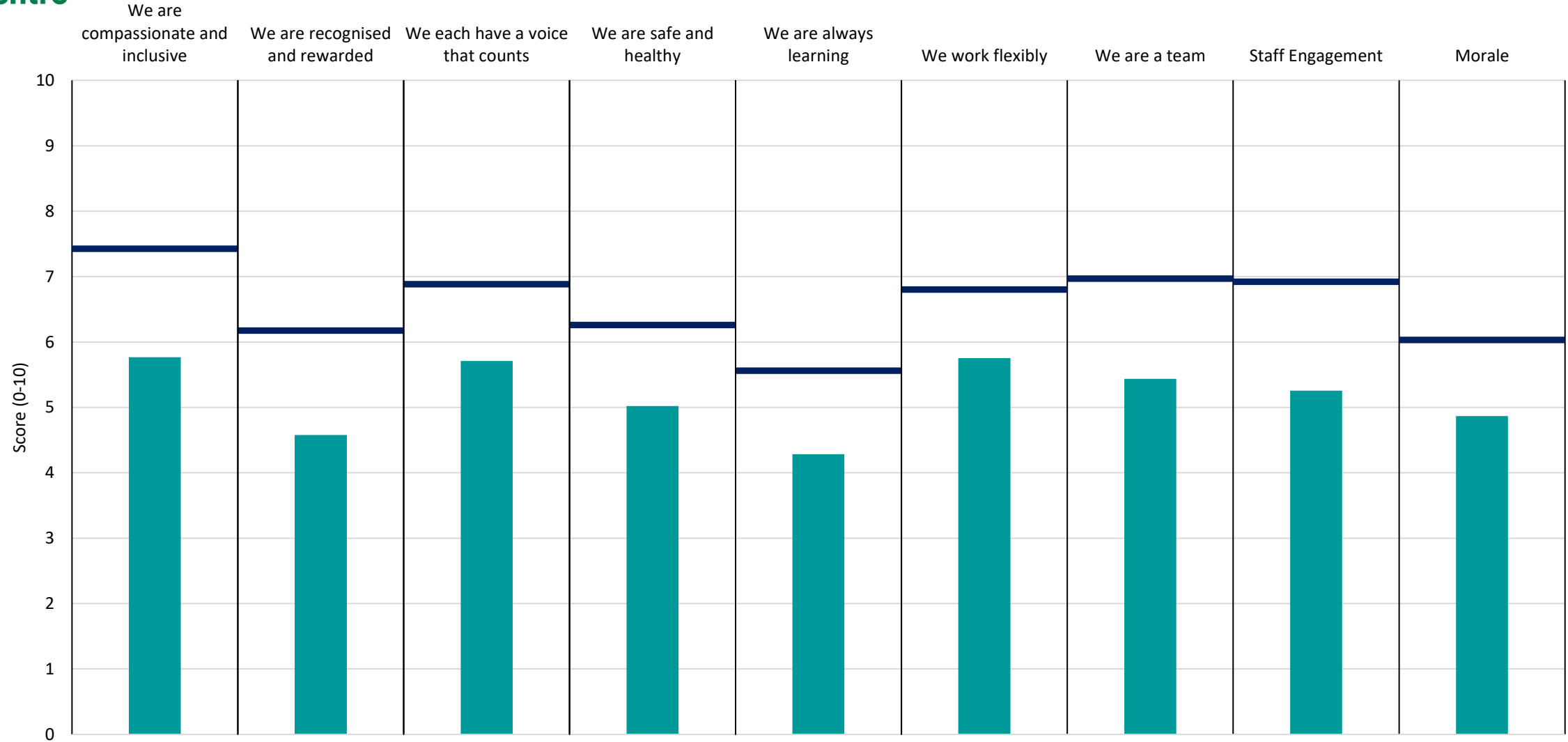
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 6.8 | 5.0 | 5.8 | 5.2 | 4.7 | 5.3 | 6.5 | 6.1 | 4.8 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 39 | 39 | 39 | 39 | 37 | 39 | 39 | 40 | 40 |



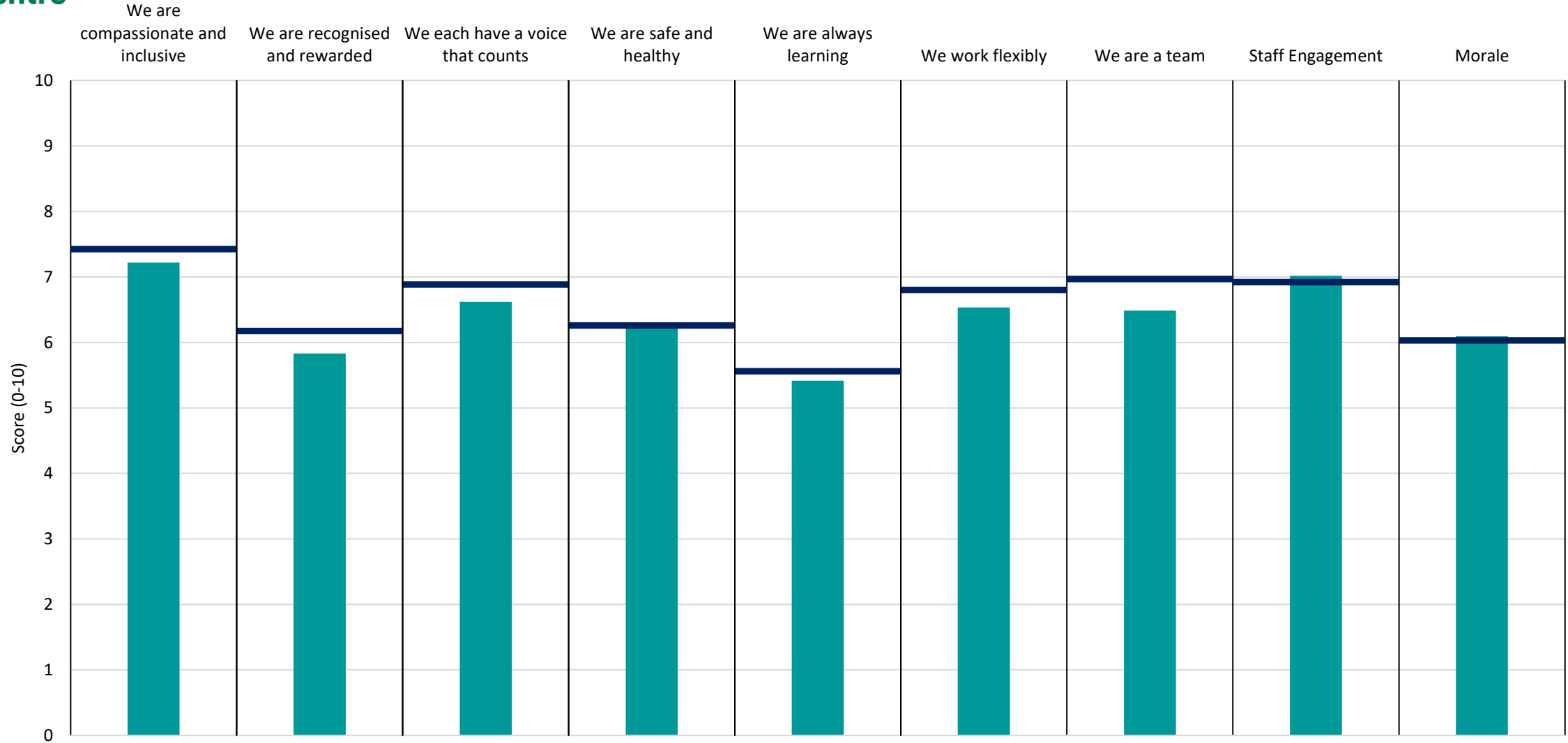
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.1 | 5.8 | 6.6 | 6.6 | 5.2 | 6.3 | 6.4 | 6.8 | 6.2 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 161 | 160 | 151 | 154 | 148 | 155 | 160 | 162 | 160 |



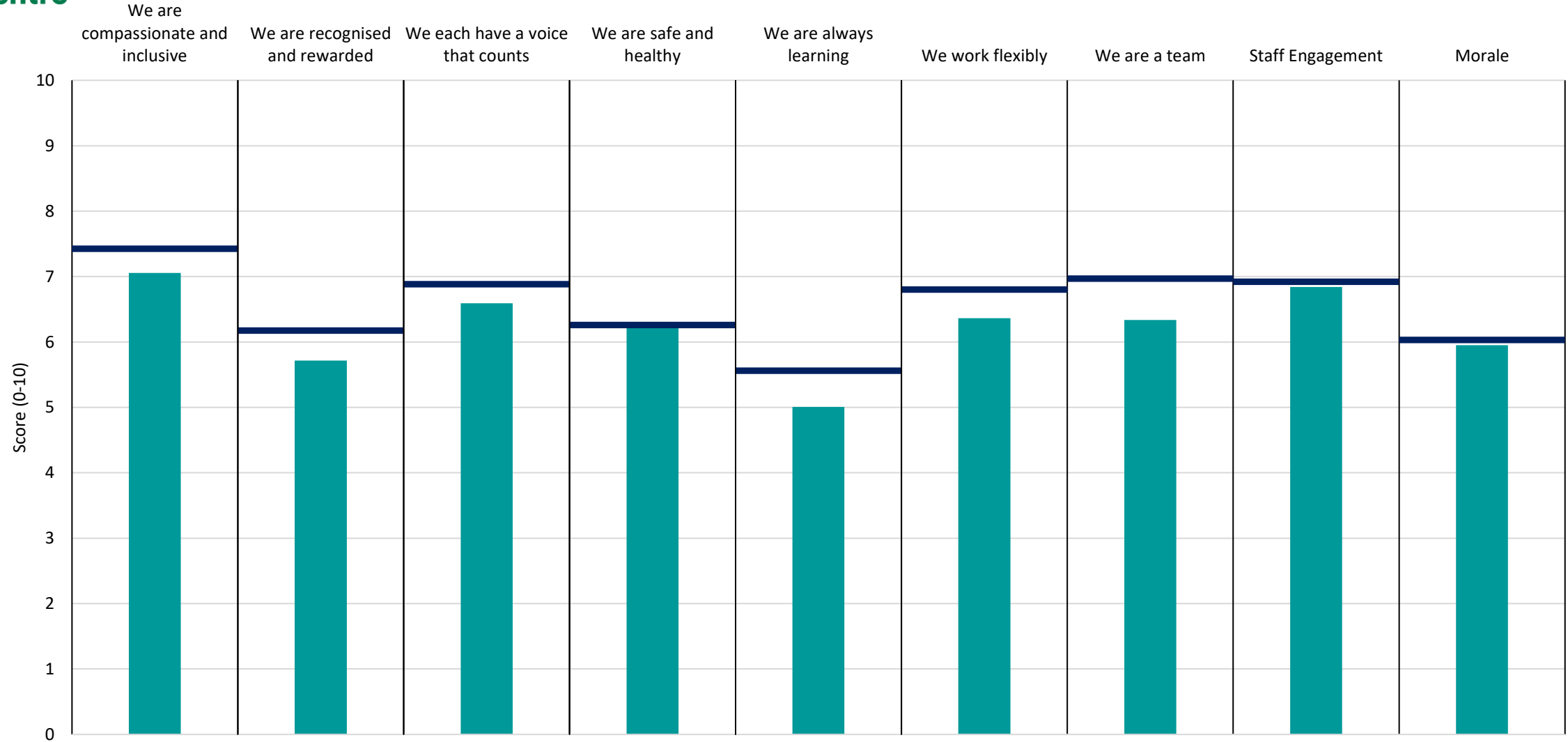
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.3 | 6.0 | 6.6 | 6.1 | 5.6 | 6.7 | 6.6 | 6.7 | 5.5 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 63 | 63 | 63 | 63 | 61 | 63 | 63 | 63 | 63 |



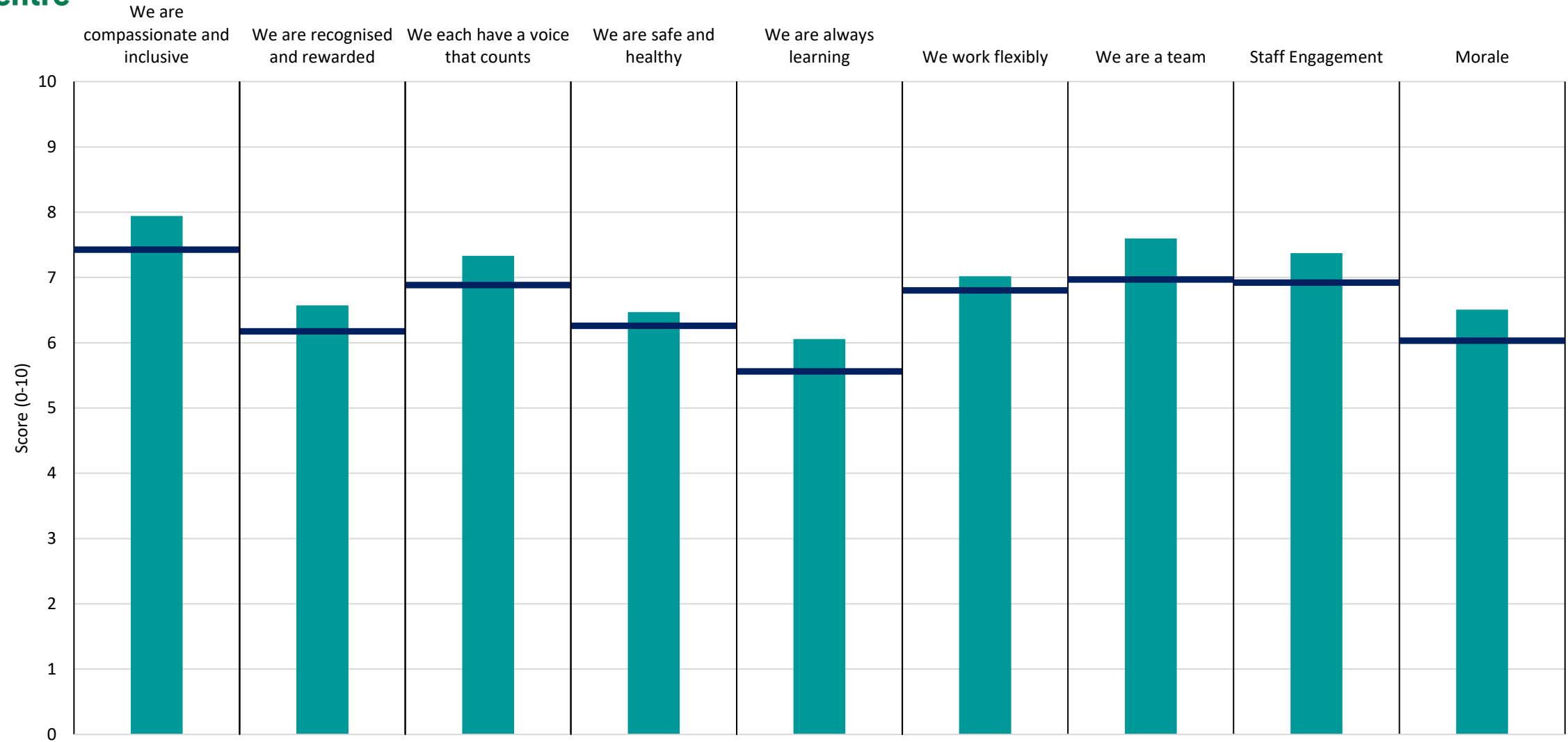
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 5.8 | 4.6 | 5.7 | 5.0 | 4.3 | 5.8 | 5.4 | 5.3 | 4.9 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 31 | 32 | 31 | 30 | 32 | 32 | 32 | 32 | 32 |



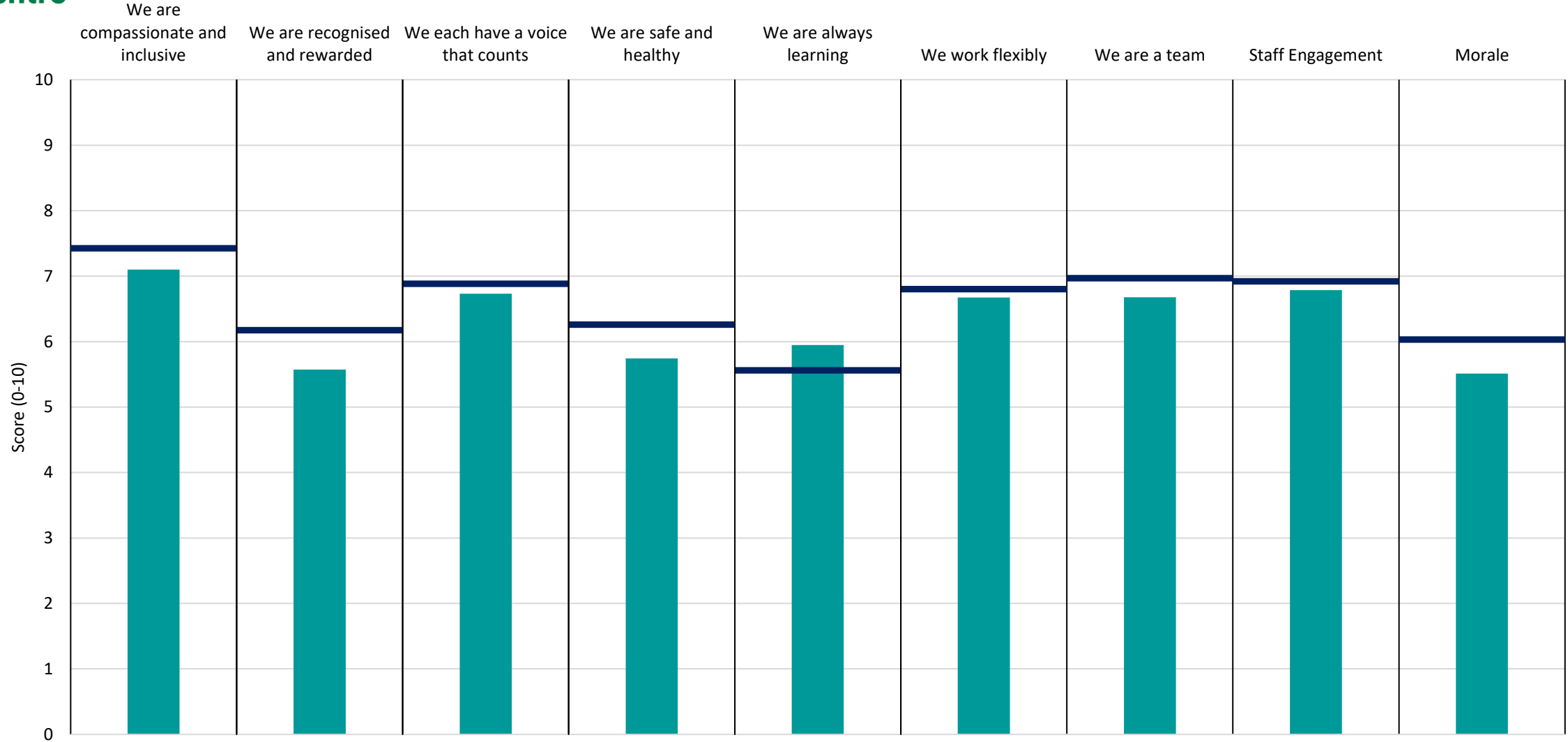
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|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.2 | 5.8 | 6.6 | 6.2 | 5.4 | 6.5 | 6.5 | 7.0 | 6.1 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 42 | 42 | 42 | 42 | 41 | 41 | 42 | 42 | 42 |



| | | | | | | | | | |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.1 | 5.7 | 6.6 | 6.2 | 5.0 | 6.4 | 6.3 | 6.8 | 6.0 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 37 | 37 | 37 | 37 | 36 | 37 | 37 | 37 | 37 |



| | | | | | | | | | |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.9 | 6.6 | 7.3 | 6.5 | 6.1 | 7.0 | 7.6 | 7.4 | 6.5 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 91 | 91 | 90 | 90 | 85 | 91 | 91 | 91 | 91 |



| | | | | | | | | | |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Breakdown | 7.1 | 5.6 | 6.7 | 5.7 | 5.9 | 6.7 | 6.7 | 6.8 | 5.5 |
| Your org | 7.4 | 6.2 | 6.9 | 6.3 | 5.6 | 6.8 | 7.0 | 6.9 | 6.0 |
| Responses | 91 | 91 | 90 | 87 | 87 | 88 | 91 | 90 | 91 |