



NHS Bath and North East Somerset, Swindon and Wiltshire ICB

2023 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Bath and North East Somerset, Swindon and Wiltshire ICB contains results by breakdown area for People Promise element and theme results from the 2023 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 breakdown 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 NHS Bath and North East Somerset, Swindon and Wiltshire ICB. 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 breakdown area 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 breakdown and trust scores.



! Note: when there are less than 10 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

NHS Bath and North East Somerset, Swindon and Wiltshire ICB
2023 NHS Staff Survey



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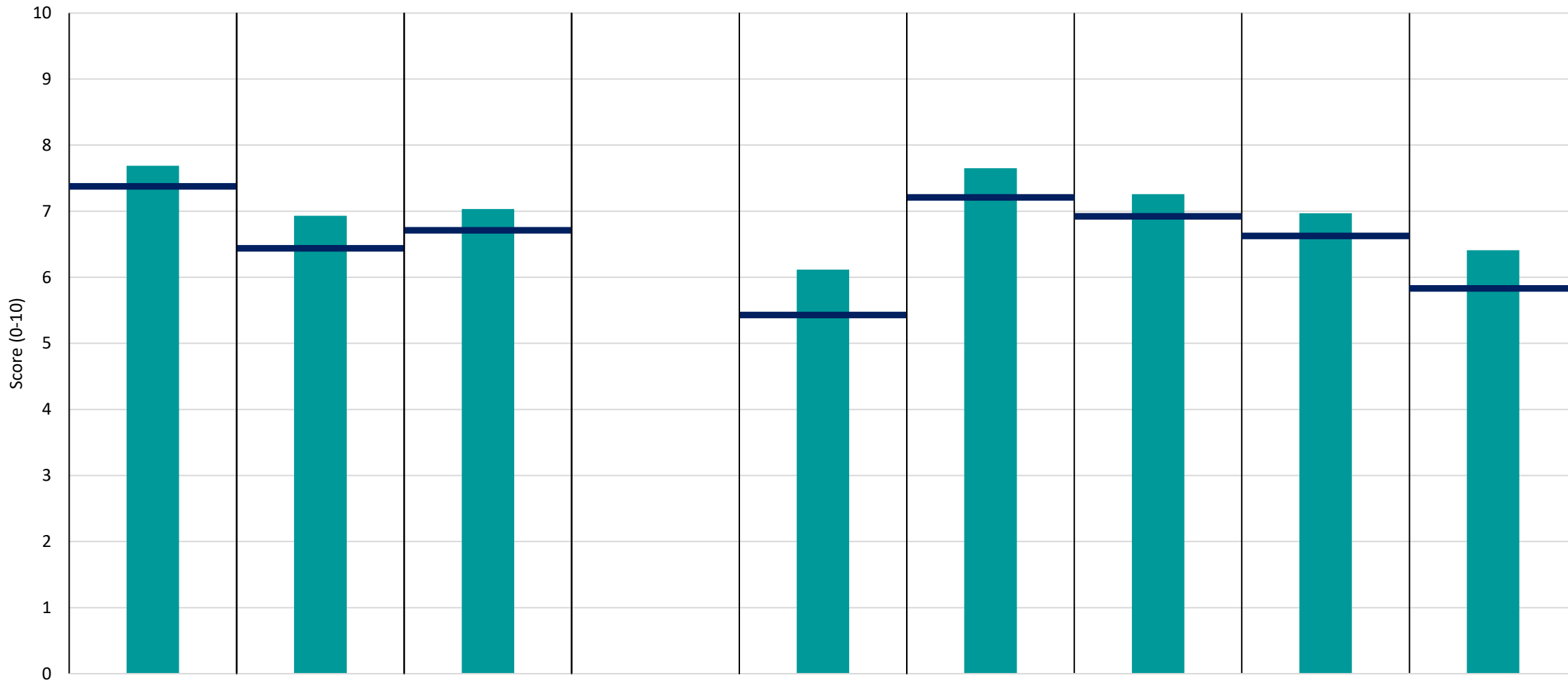
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Staff Engagement

Morale



Breakdown	7.69	6.93	7.03	-	6.12	7.65	7.26	6.97	6.41
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 36 36 36 - 35 36 36 36 36 36 6

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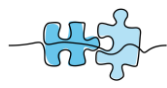
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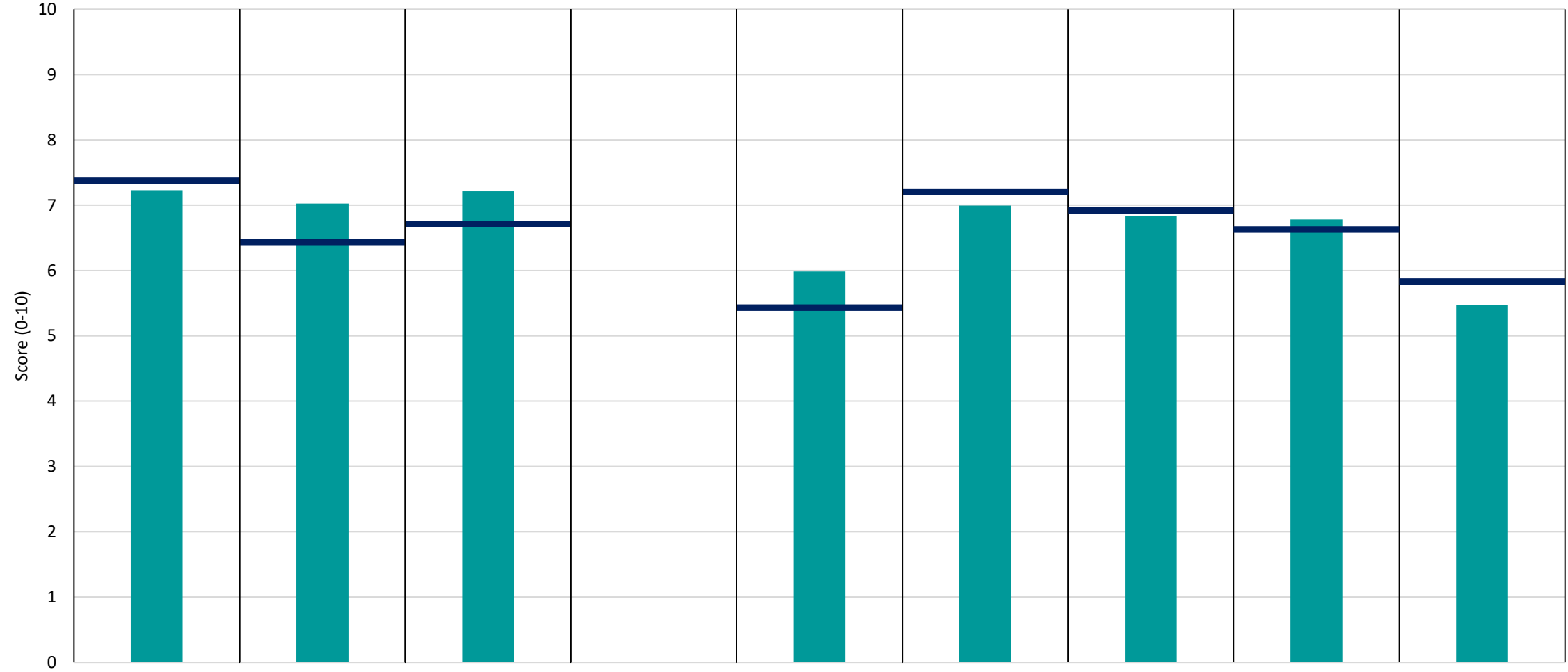
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Staff Engagement

Morale



Breakdown	7.23	7.03	7.21	-	5.99	7.00	6.83	6.78	5.47
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	19	19	19	-	19	19	19	19	19

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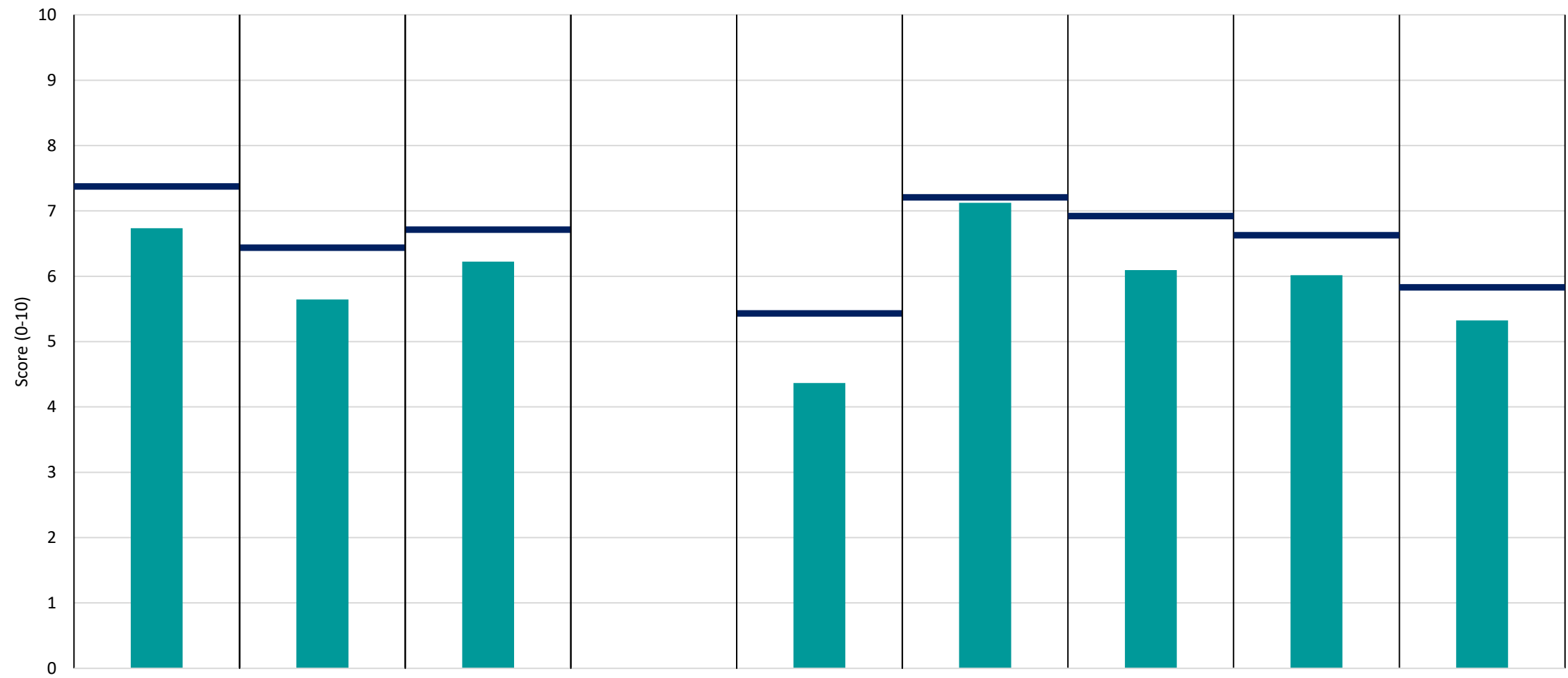
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Staff Engagement

Morale



Breakdown	6.73	5.65	6.22	-	4.37	7.12	6.09	6.02	5.33
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	31	31	30	-	30	31	31	31	31

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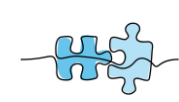
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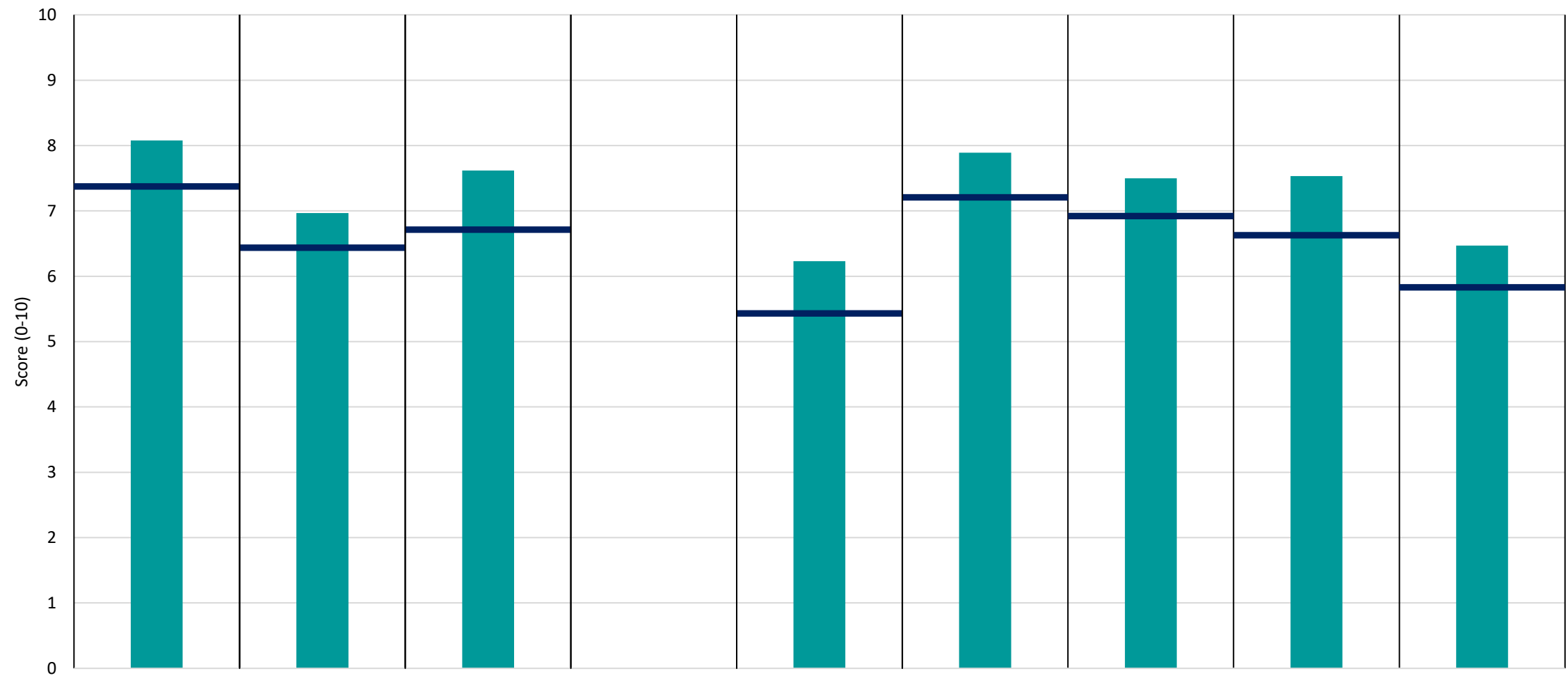
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Staff Engagement

Morale



Breakdown	8.08	6.97	7.62	-	6.23	7.89	7.50	7.53	6.47
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	16	16	16	-	14	16	16	16	16

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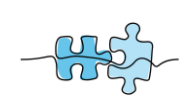
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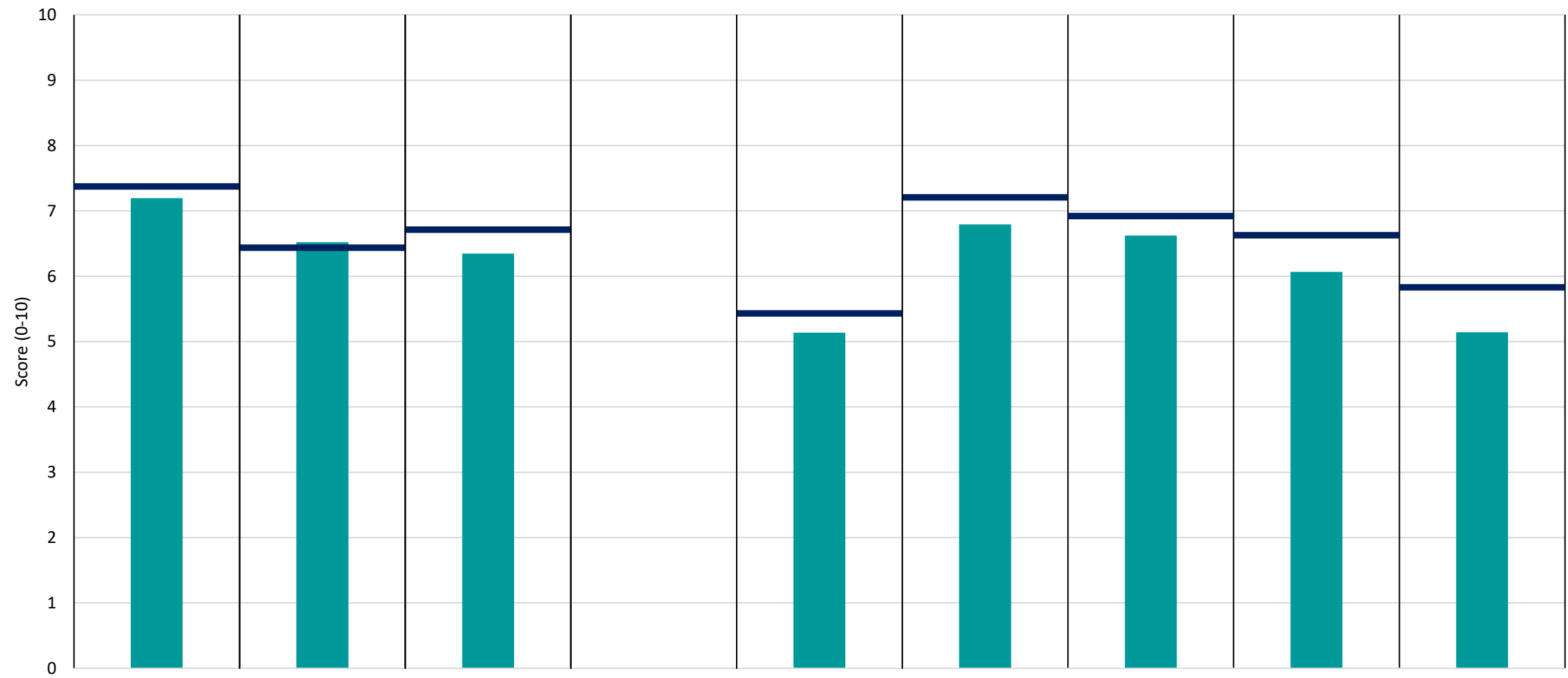
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Staff Engagement

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Breakdown	7.20	6.52	6.35	-	5.14	6.79	6.62	6.07	5.14
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	26	26	26	-	25	26	26	26	26

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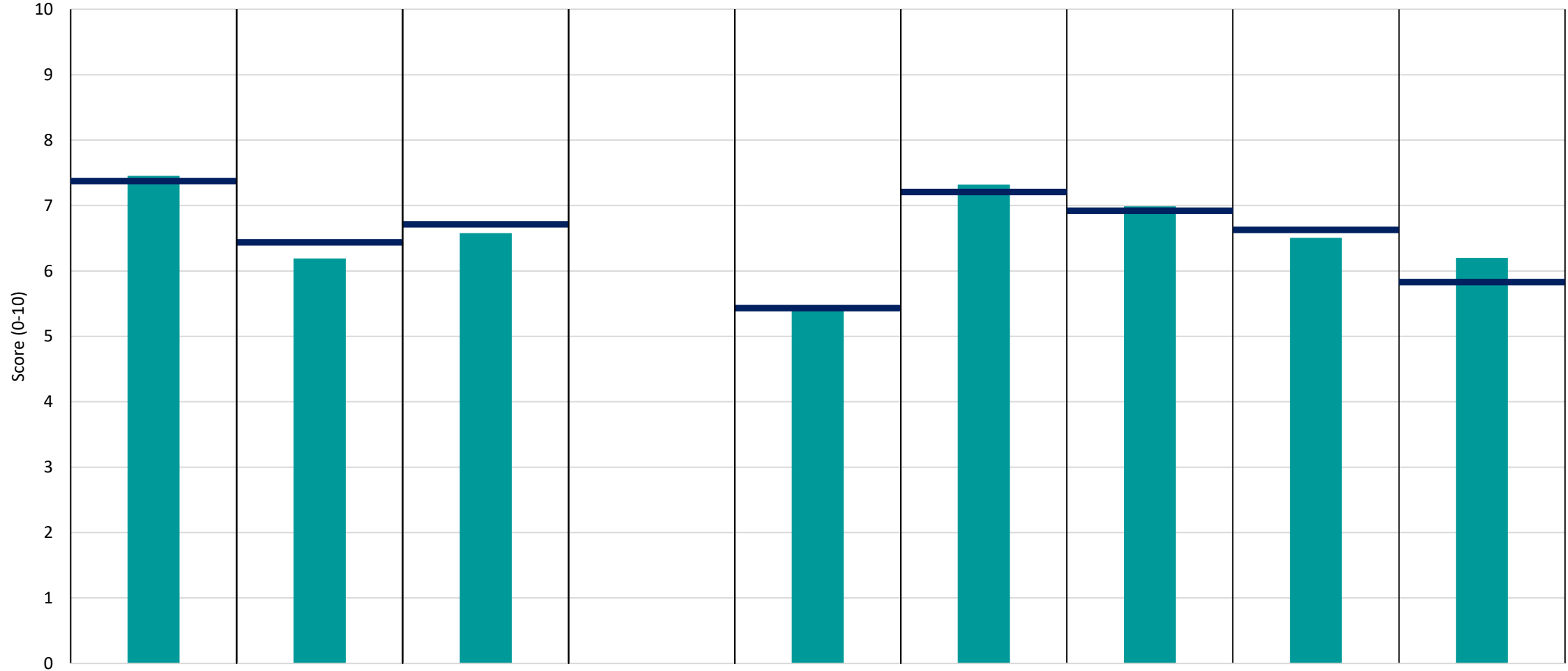
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Staff Engagement

Morale



Breakdown	7.45	6.19	6.58	-	5.46	7.32	6.99	6.51	6.20
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 63 63 63 - 60 63 63 63 63 63 11

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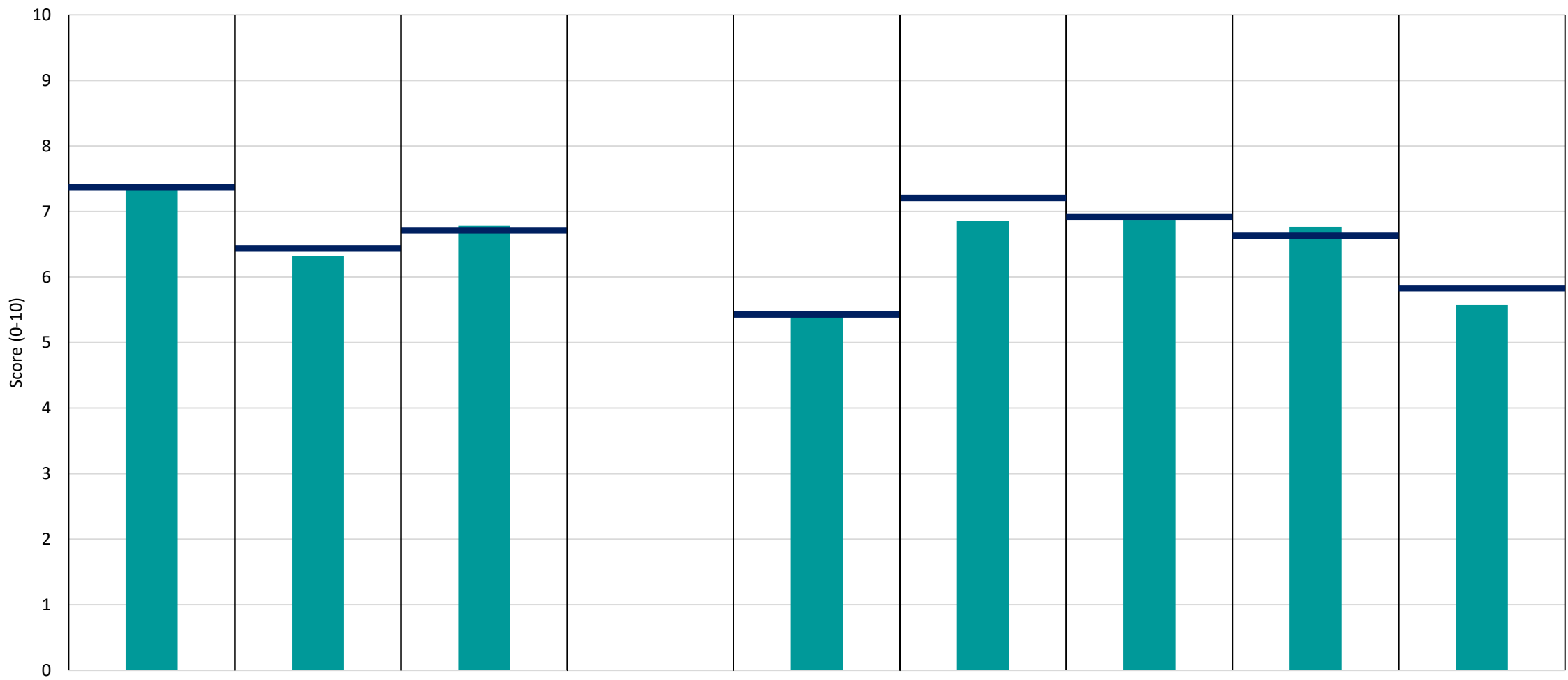
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Staff Engagement

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Breakdown	7.36	6.32	6.79	-	5.45	6.86	6.87	6.76	5.57
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	75	75	75	-	72	75	75	75	75

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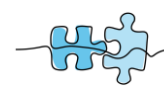
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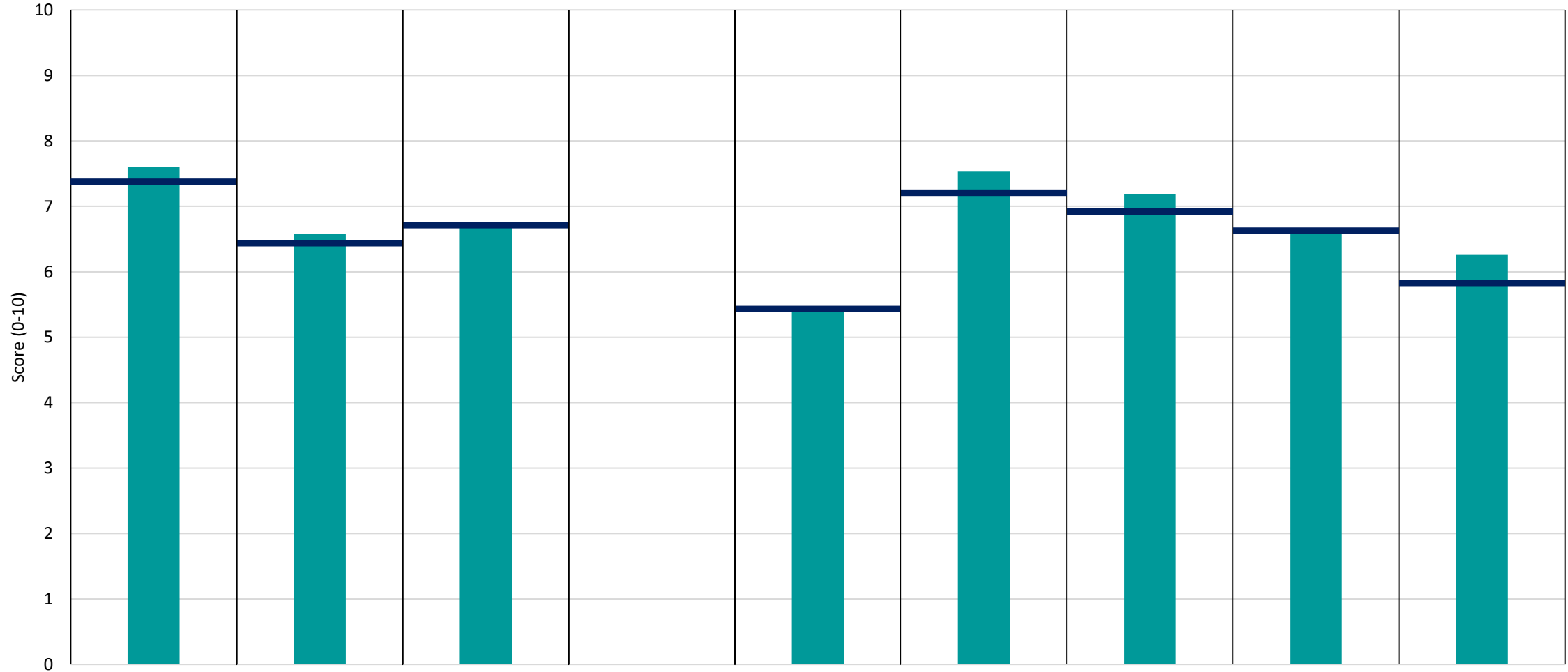
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Staff Engagement

Morale



Breakdown	7.60	6.57	6.70	-	5.44	7.53	7.19	6.60	6.26
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 54 54 53 - 53 54 54 54 54 54 13

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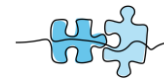
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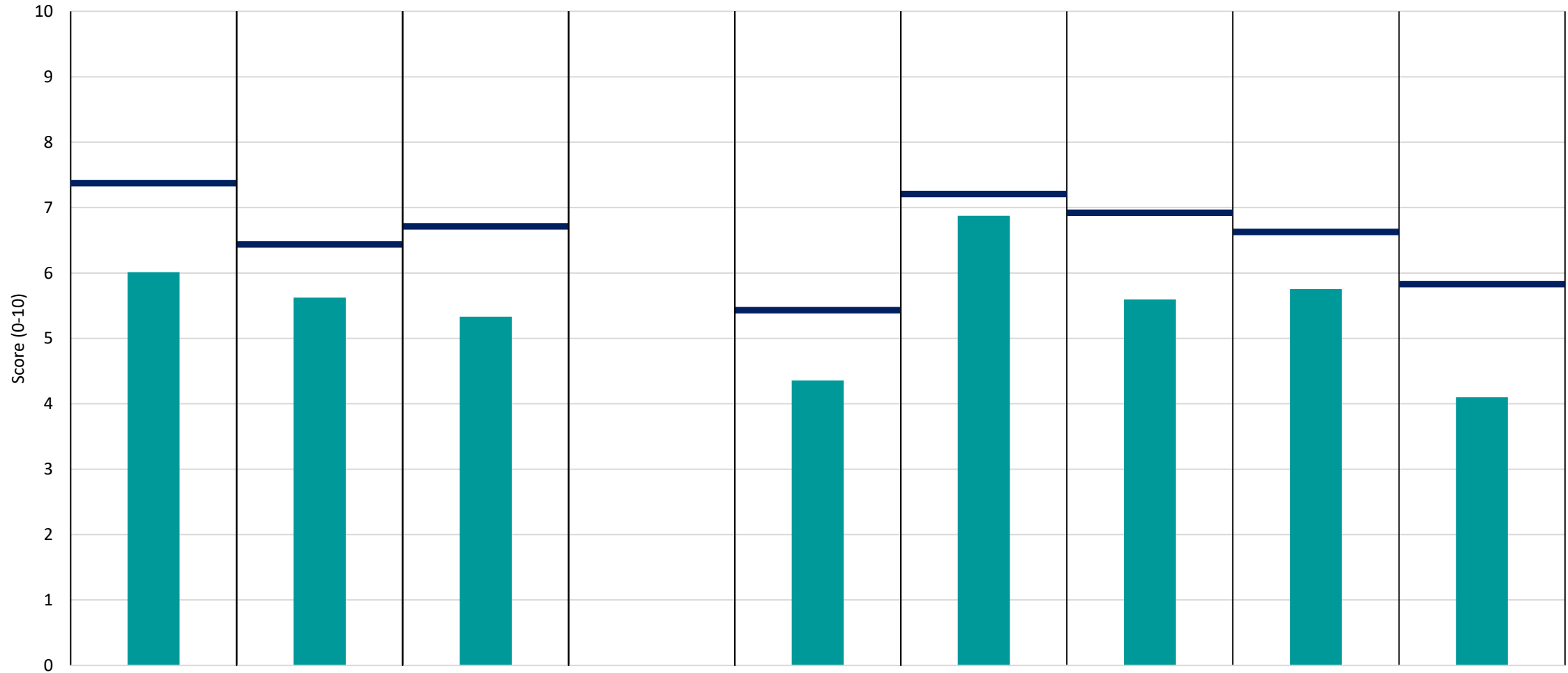
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Staff Engagement

Morale



Breakdown	6.01	5.63	5.33	-	4.35	6.88	5.60	5.75	4.10
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 11 12 12 - 12 12 12 12 12 12 14

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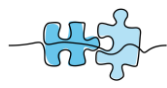
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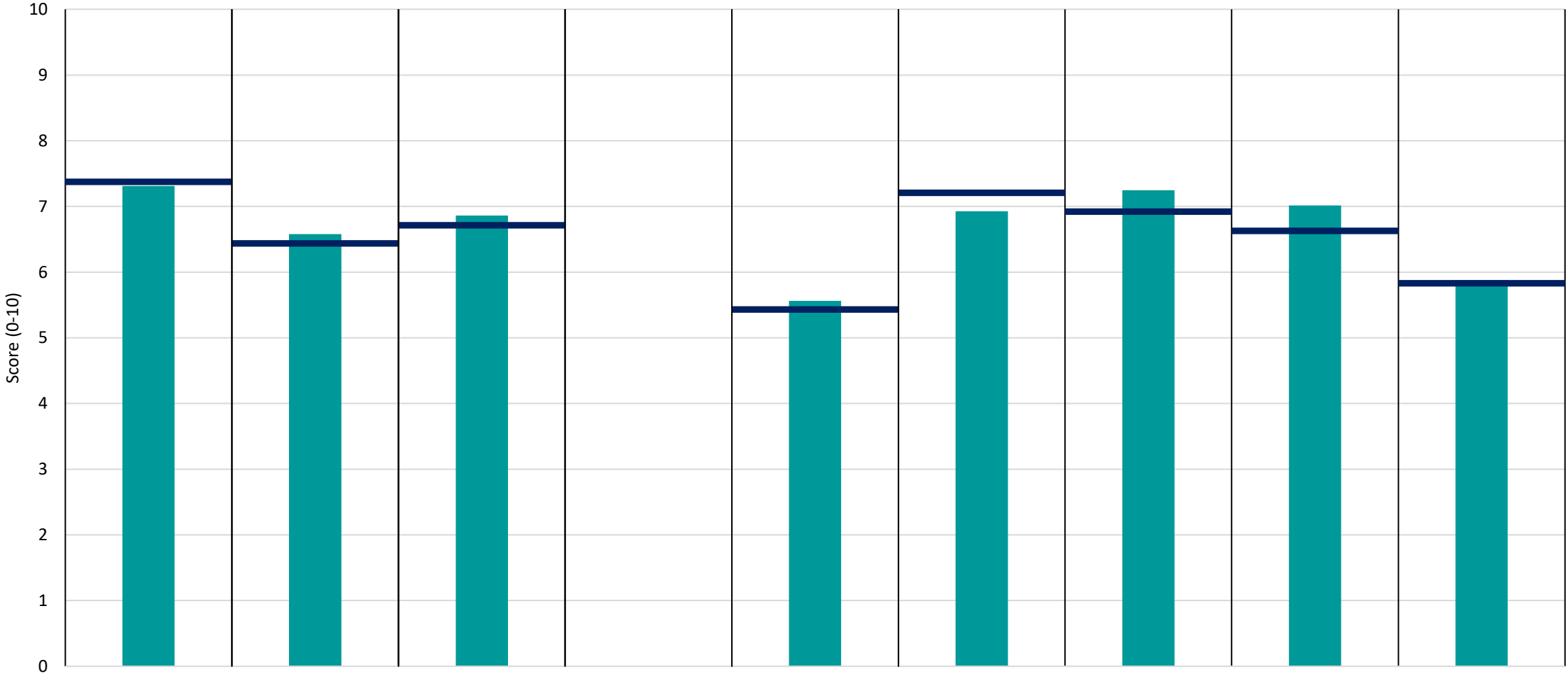
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Staff Engagement

Morale



Breakdown	7.31	6.58	6.86	-	5.56	6.93	7.25	7.01	5.88
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 24 24 24 - 23 24 24 24 24 24 15

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Breakdowns 2

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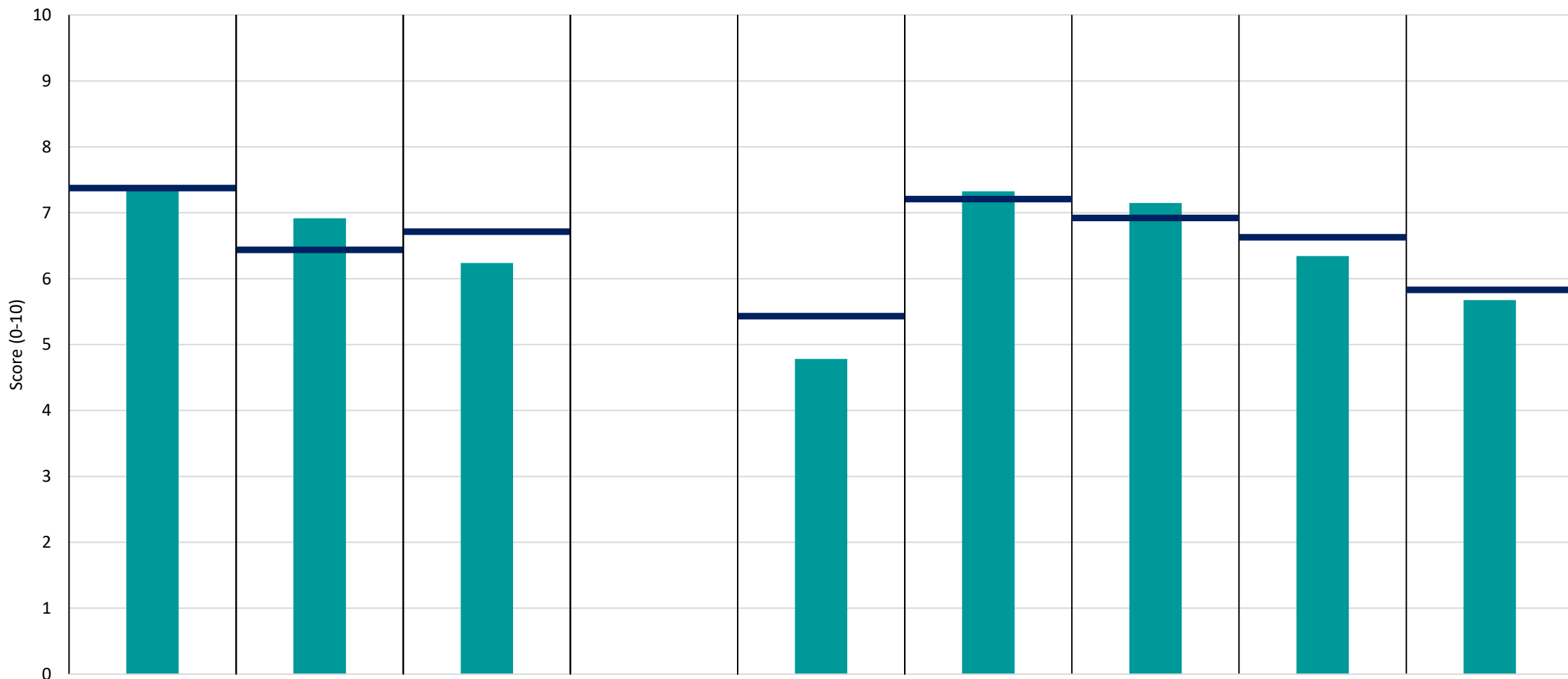
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Staff Engagement

Morale



Breakdown	7.36	6.92	6.24	-	4.78	7.33	7.15	6.34	5.67
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 12 12 11 - 11 12 12 12 12 17

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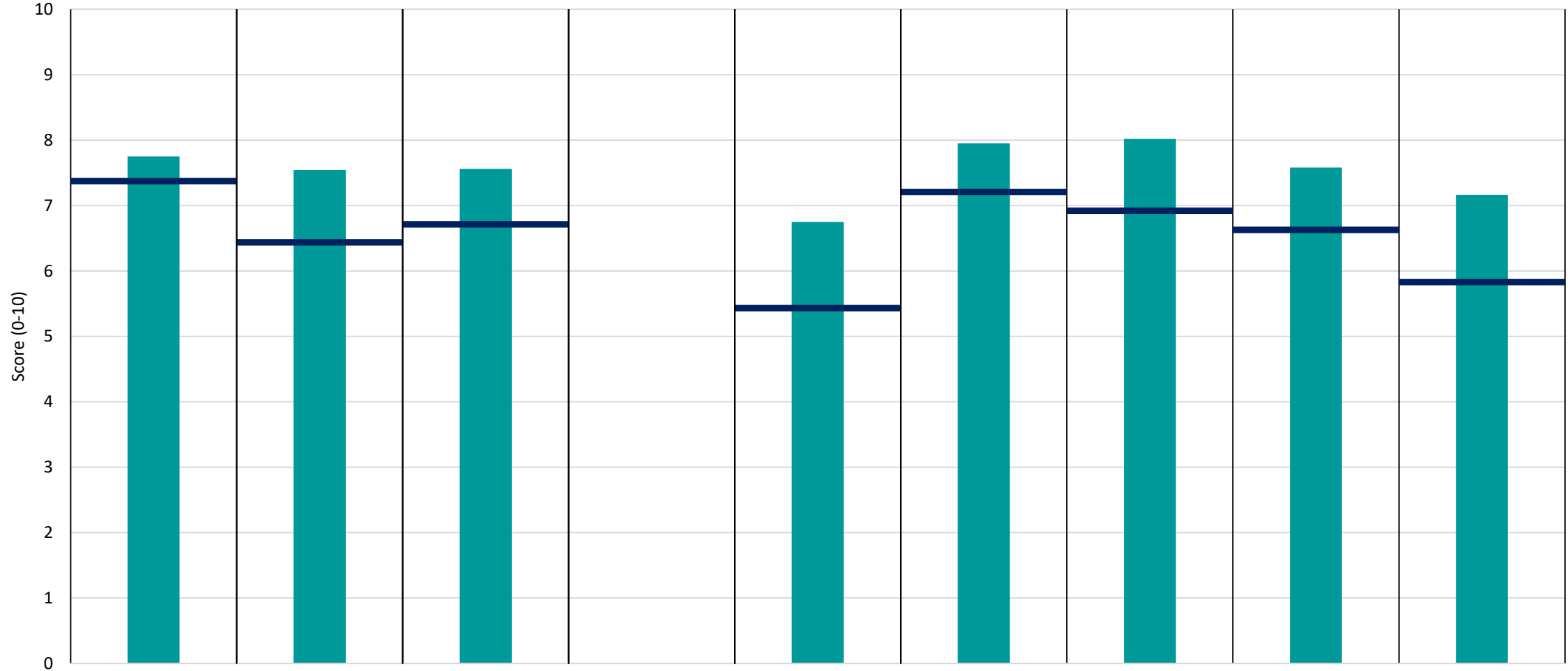
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Staff Engagement

Morale



Breakdown	7.75	7.54	7.56	-	6.75	7.95	8.02	7.58	7.16
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 12 12 12 - 11 12 12 12 12 12 18

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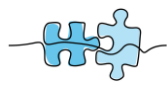
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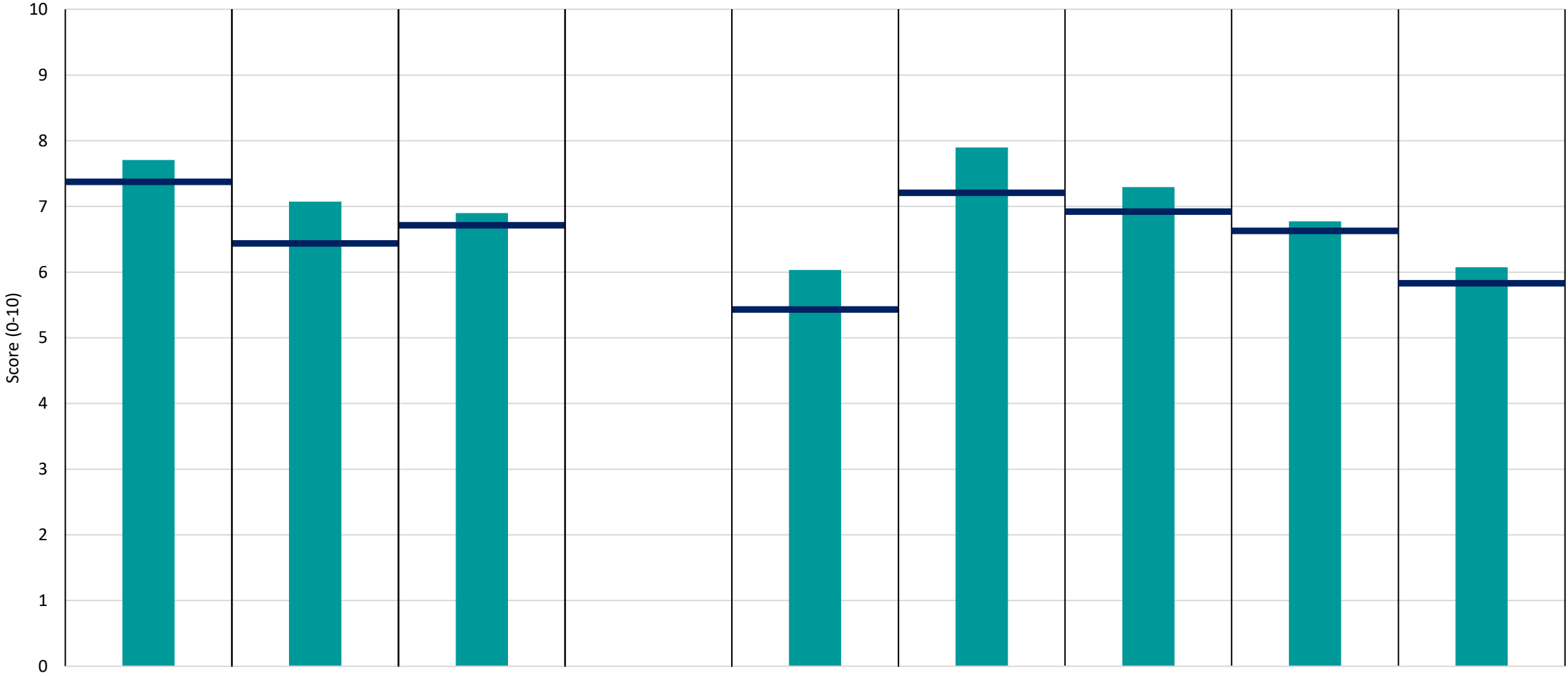
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Staff Engagement

Morale



Breakdown	7.71	7.07	6.90	-	6.03	7.90	7.30	6.77	6.07
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 21 21 21 - 20 21 21 21 21 19

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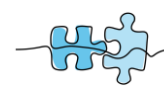
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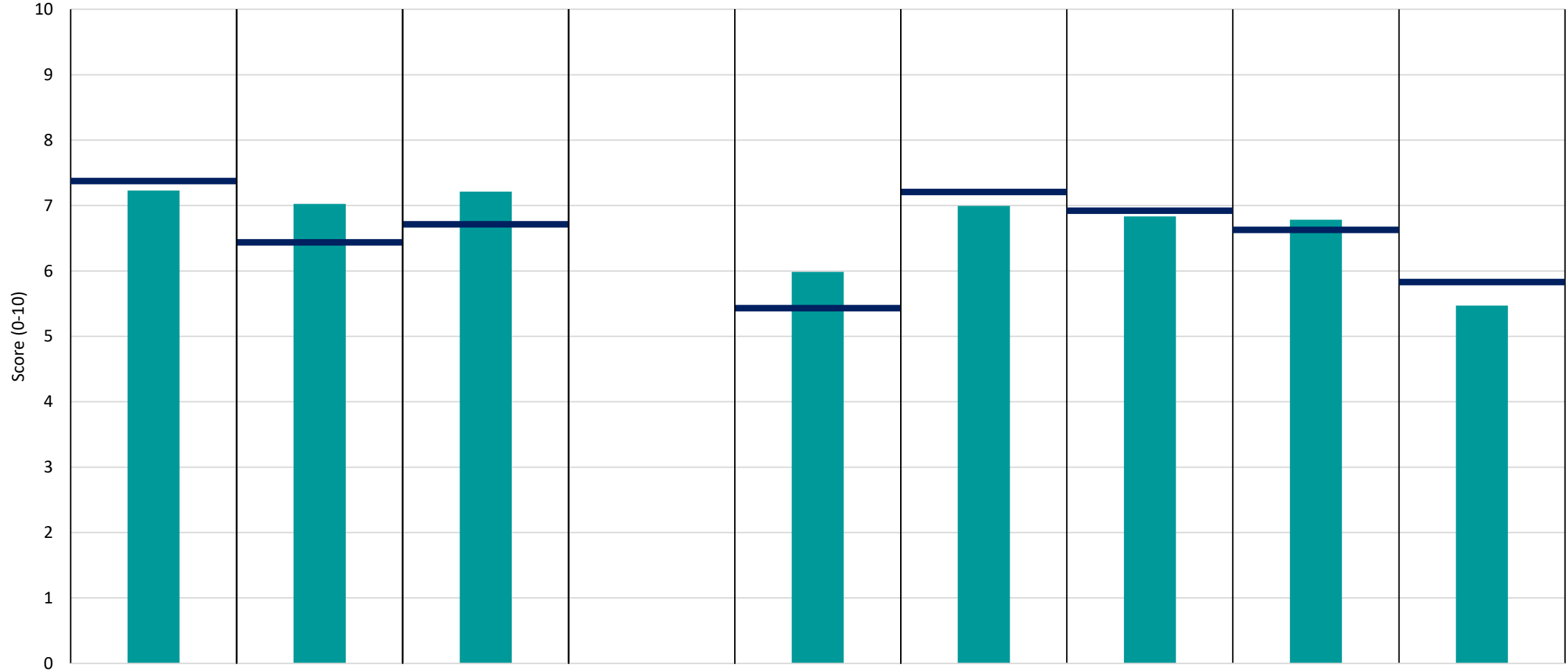
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Staff Engagement

Morale



Breakdown	7.23	7.03	7.21	-	5.99	7.00	6.83	6.78	5.47
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 19 19 19 - 19 19 19 19 19 19 20

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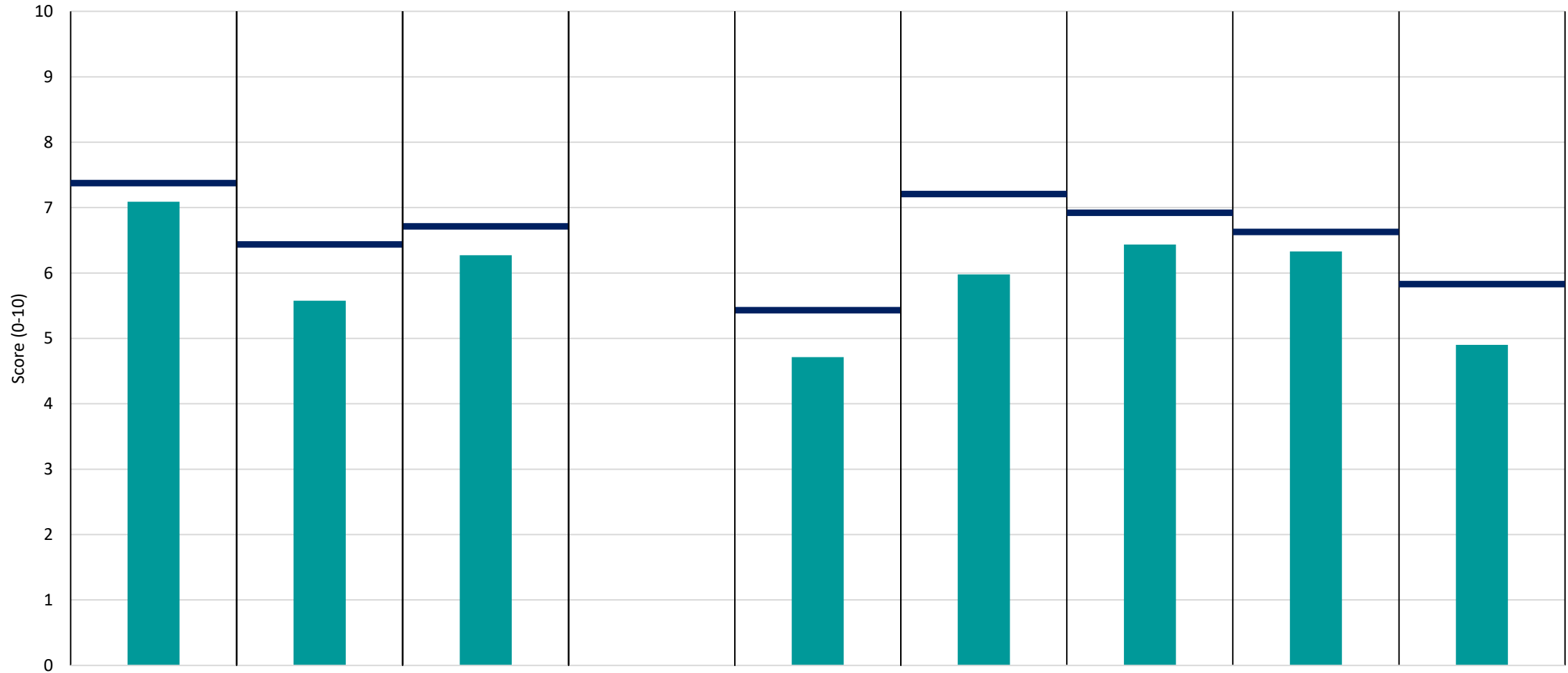
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Staff Engagement

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Breakdown	7.09	5.58	6.27	-	4.71	5.98	6.44	6.33	4.90
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 26 26 26 - 26 26 26 26 26 26 21

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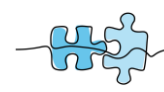
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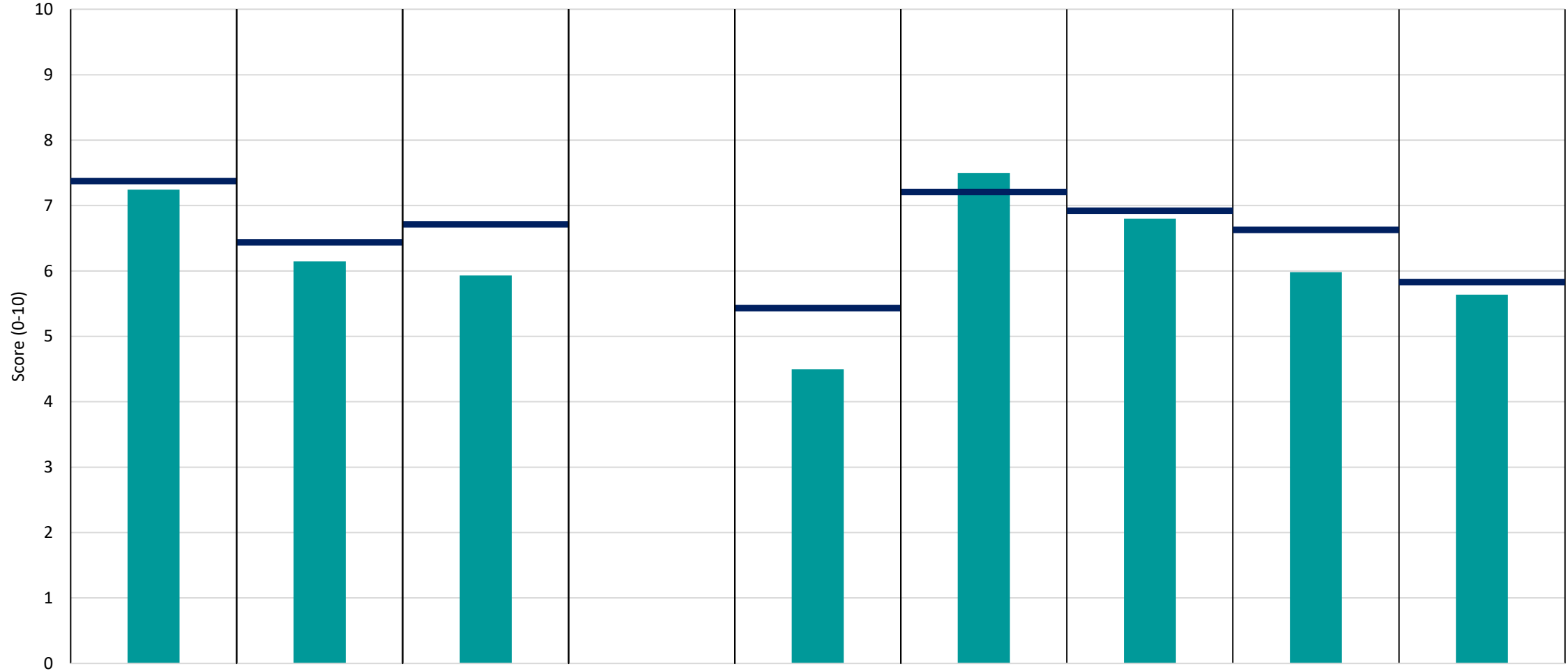
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Staff Engagement

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Breakdown	7.24	6.15	5.93	-	4.50	7.50	6.80	5.98	5.64
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	17	17	17	-	17	17	17	17	17



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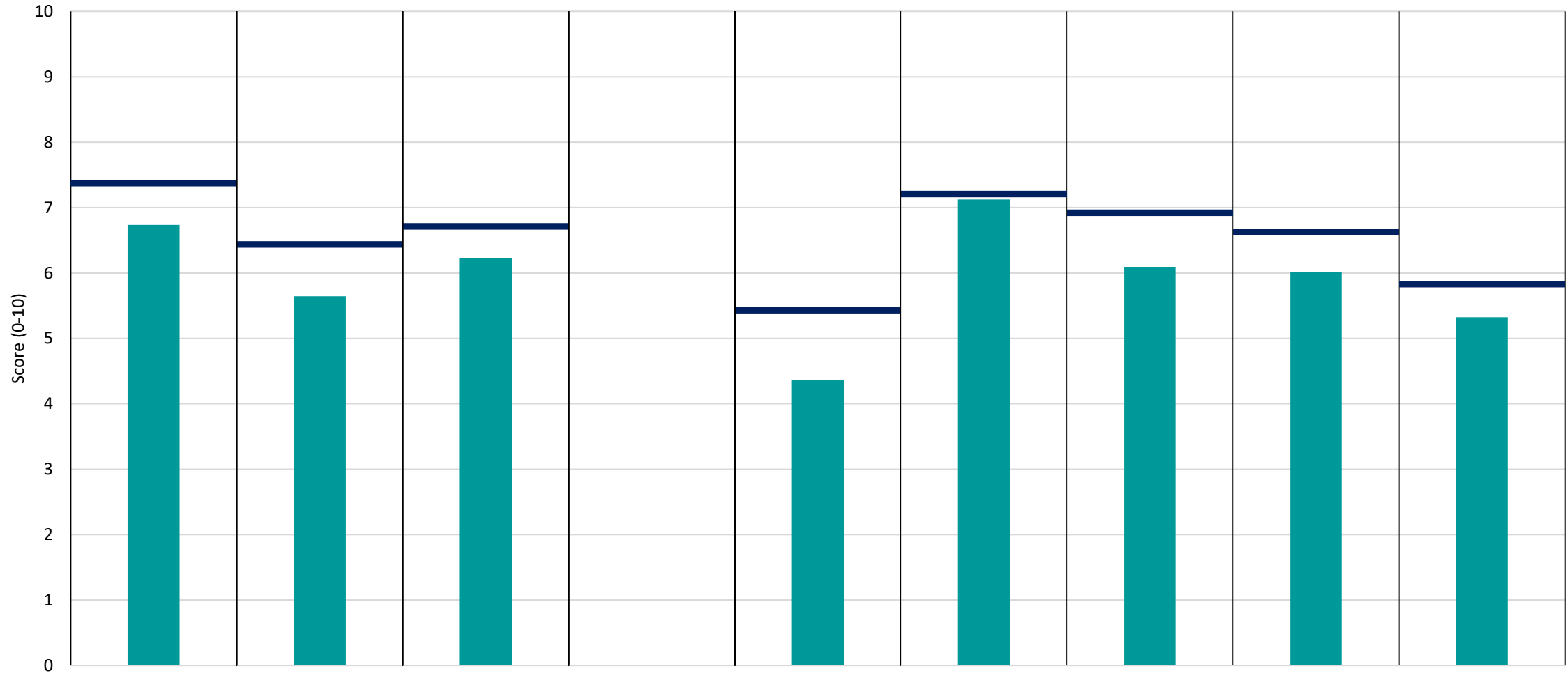
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Staff Engagement

Morale



Breakdown	6.73	5.65	6.22	-	4.37	7.12	6.09	6.02	5.33
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 31 31 30 - 30 31 31 31 31 23

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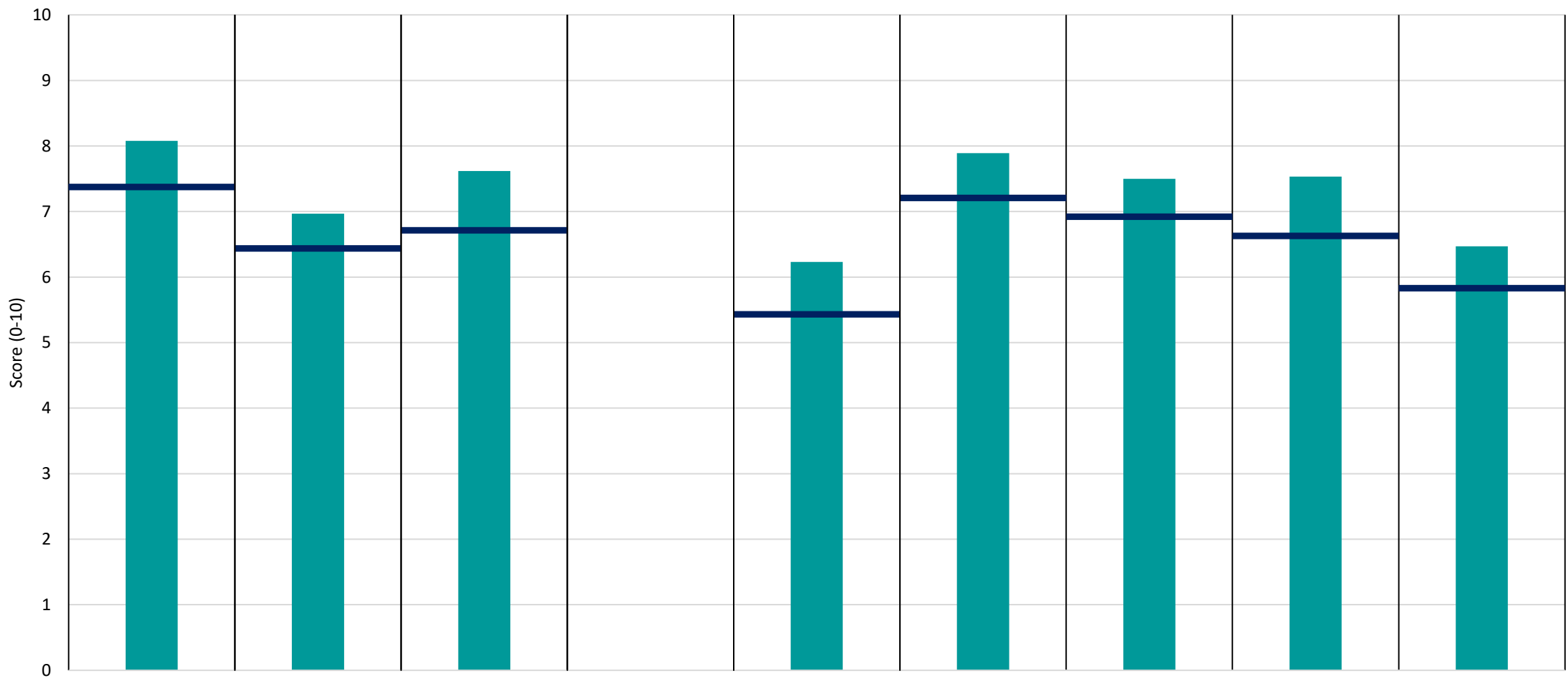
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Staff Engagement

Morale



Breakdown	8.08	6.97	7.62	-	6.23	7.89	7.50	7.53	6.47
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	16	16	16	-	14	16	16	16	16

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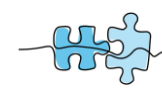
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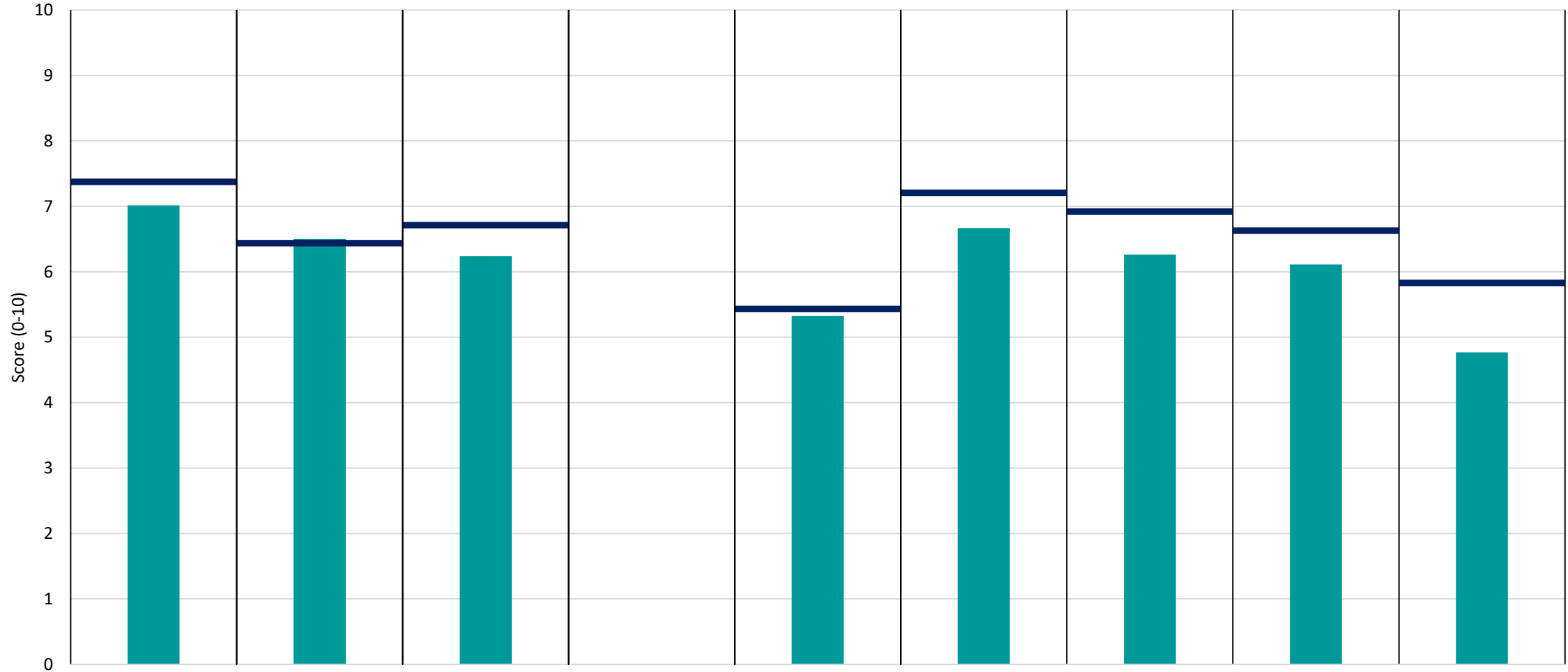
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Staff Engagement

Morale



Breakdown	7.01	6.50	6.24	-	5.33	6.67	6.26	6.11	4.77
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 13 13 13 - 12 13 13 13 13 13 25

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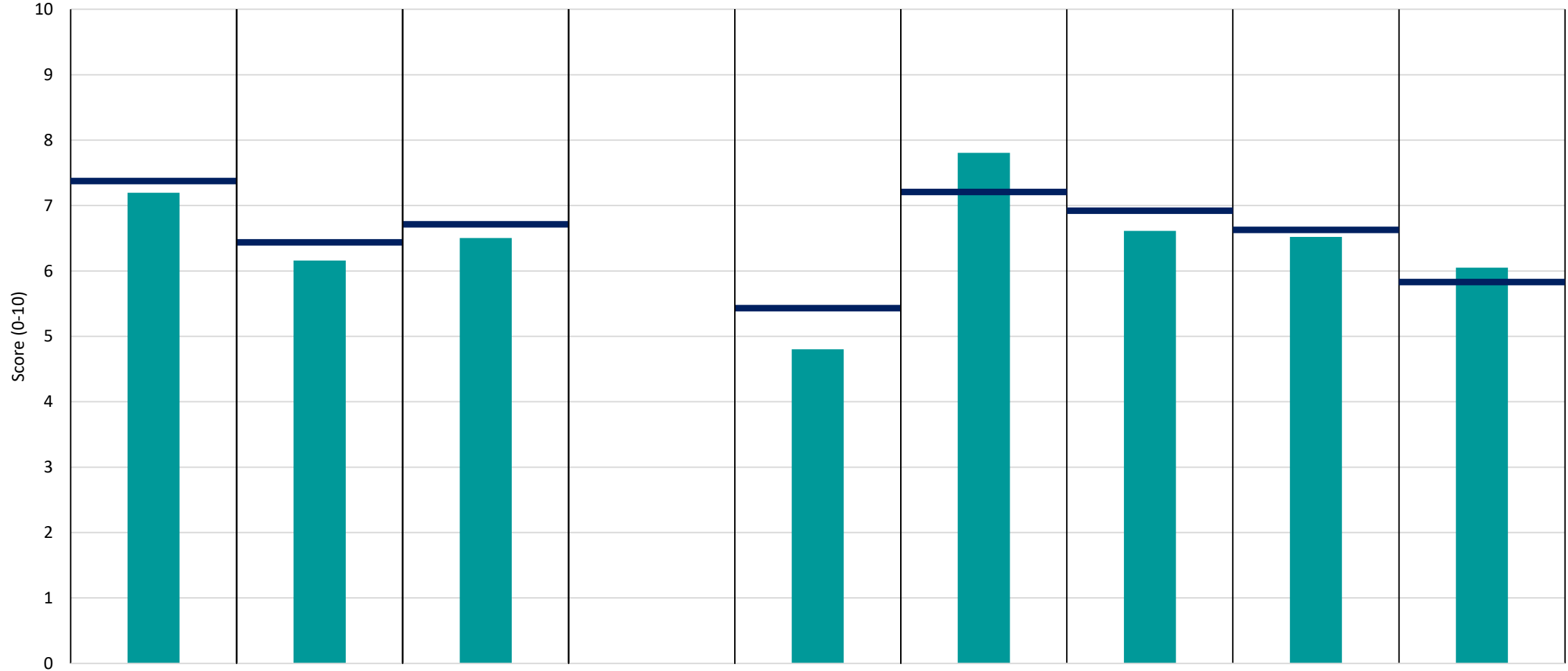
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Breakdown	7.19	6.16	6.50	-	4.80	7.81	6.61	6.52	6.05
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 19 19 19 - 19 19 19 19 19 19 26

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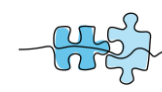
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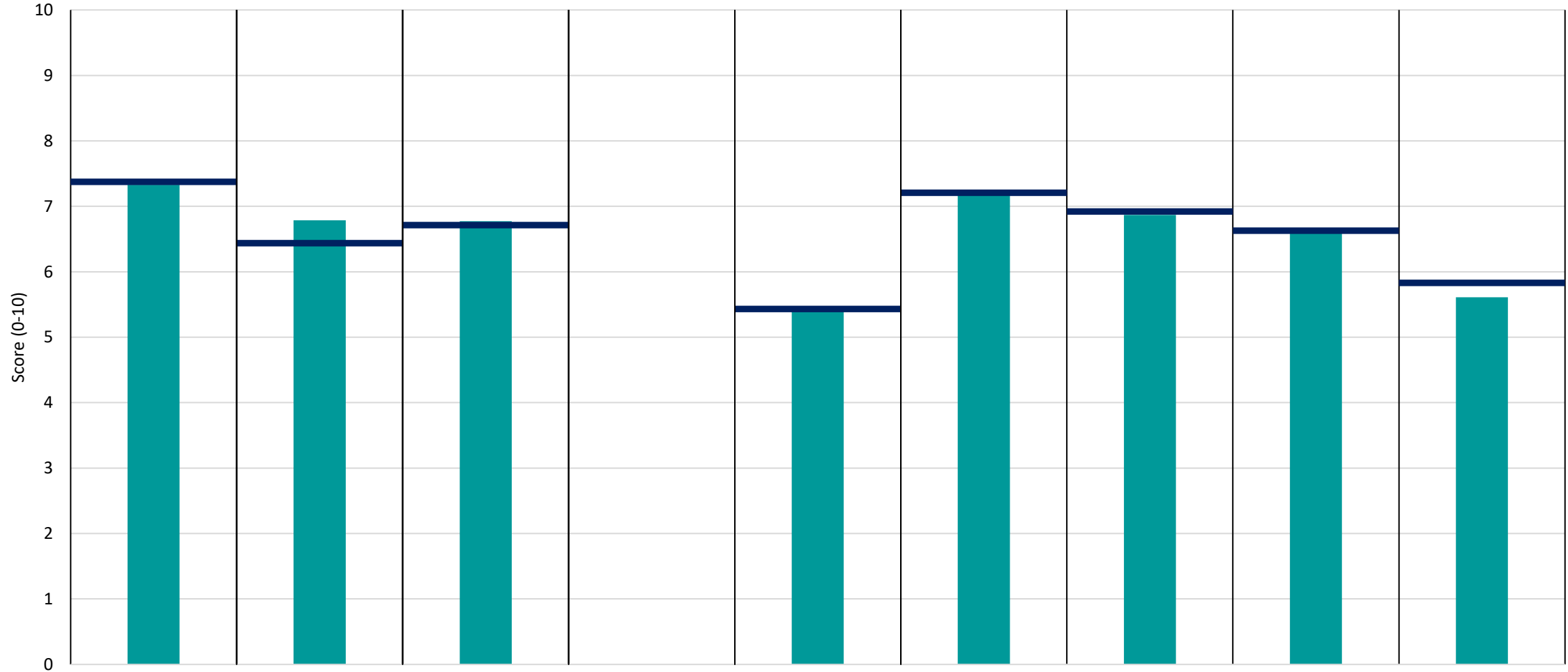
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Staff Engagement

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Breakdown	7.33	6.79	6.77	-	5.47	7.25	6.87	6.61	5.61
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 28 28 28 - 28 28 28 28 28 28 27

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and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



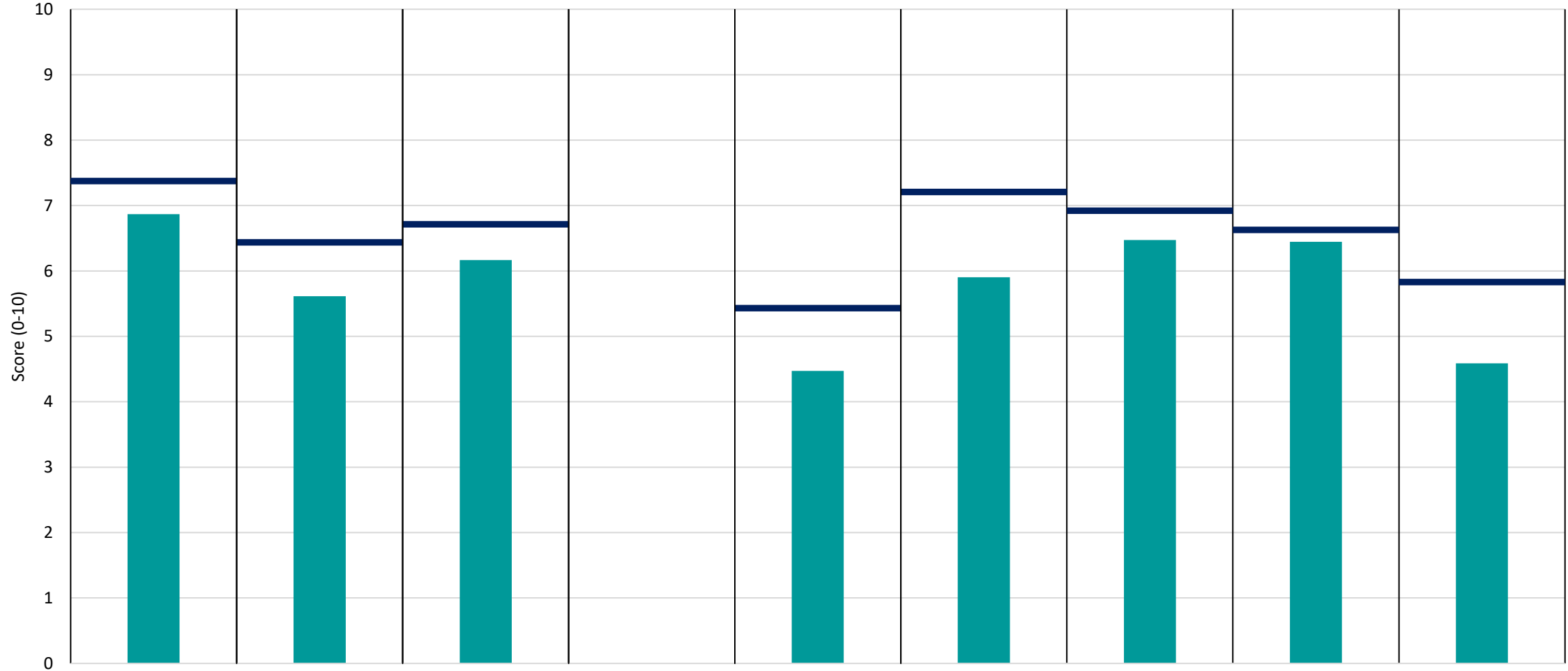
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.87	5.61	6.17	-	4.47	5.90	6.47	6.45	4.59
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	12	12	12	-	12	12	12	12	12



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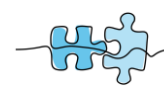
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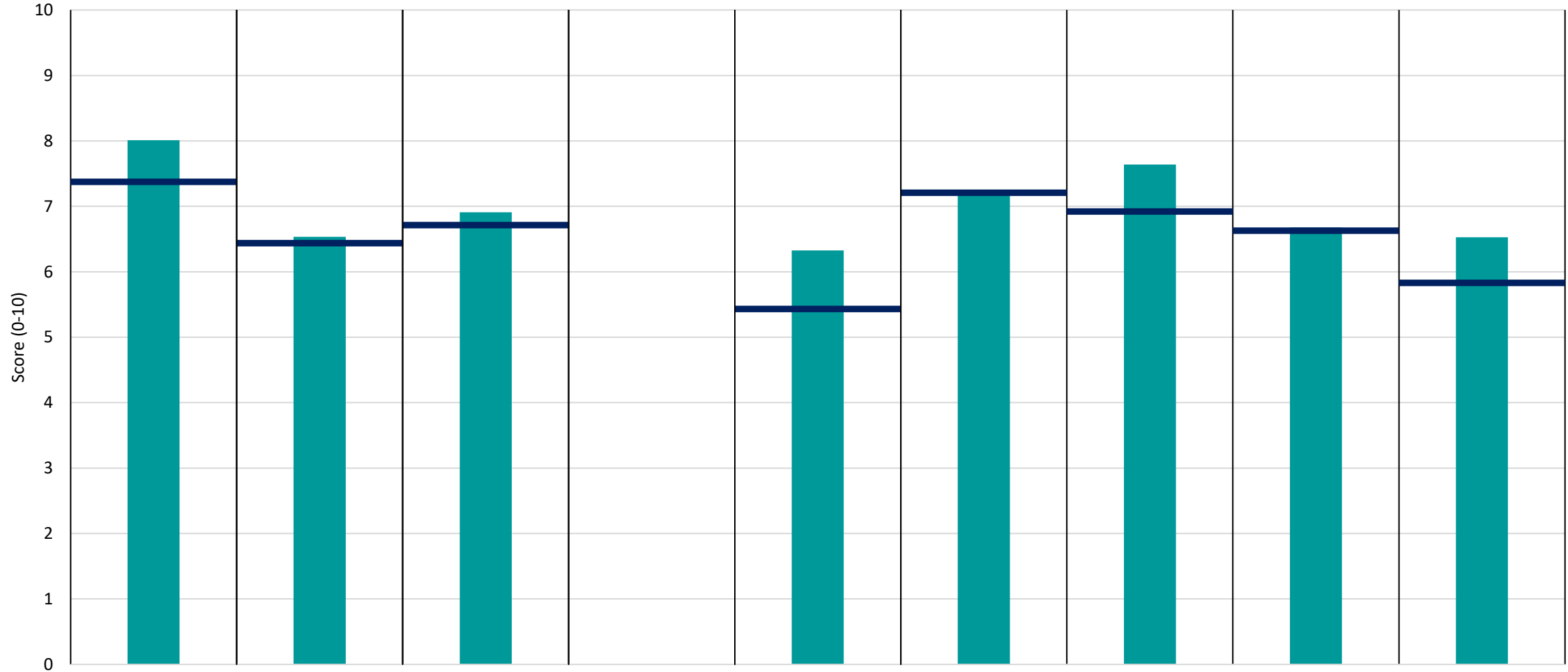
We work flexibly



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Staff Engagement

Morale



Breakdown	8.01	6.53	6.91	-	6.33	7.18	7.64	6.68	6.53
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 29 29 29 - 26 29 29 29 29 29 29

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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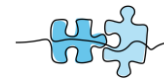
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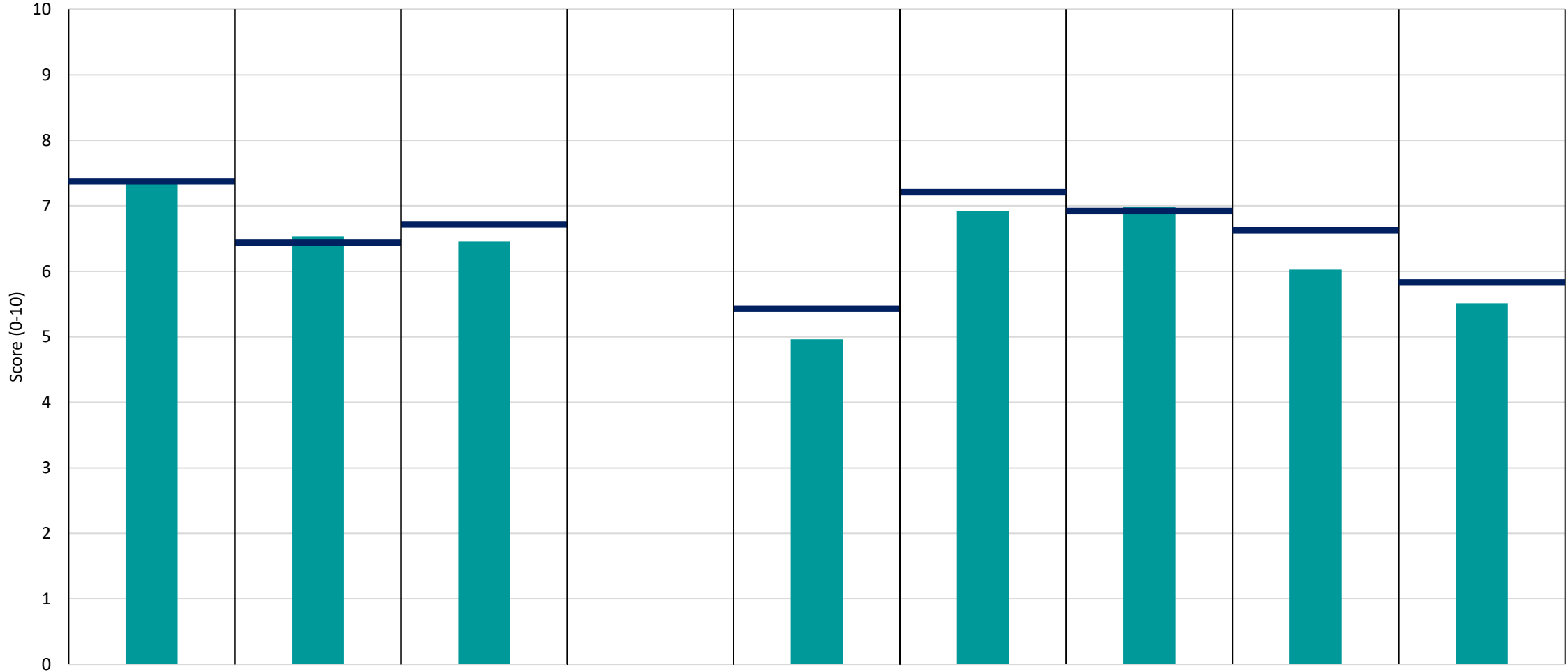
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Staff Engagement

Morale



Breakdown	7.38	6.54	6.45	-	4.96	6.92	6.98	6.03	5.52
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 13 13 13 - 13 13 13 13 13 13 30

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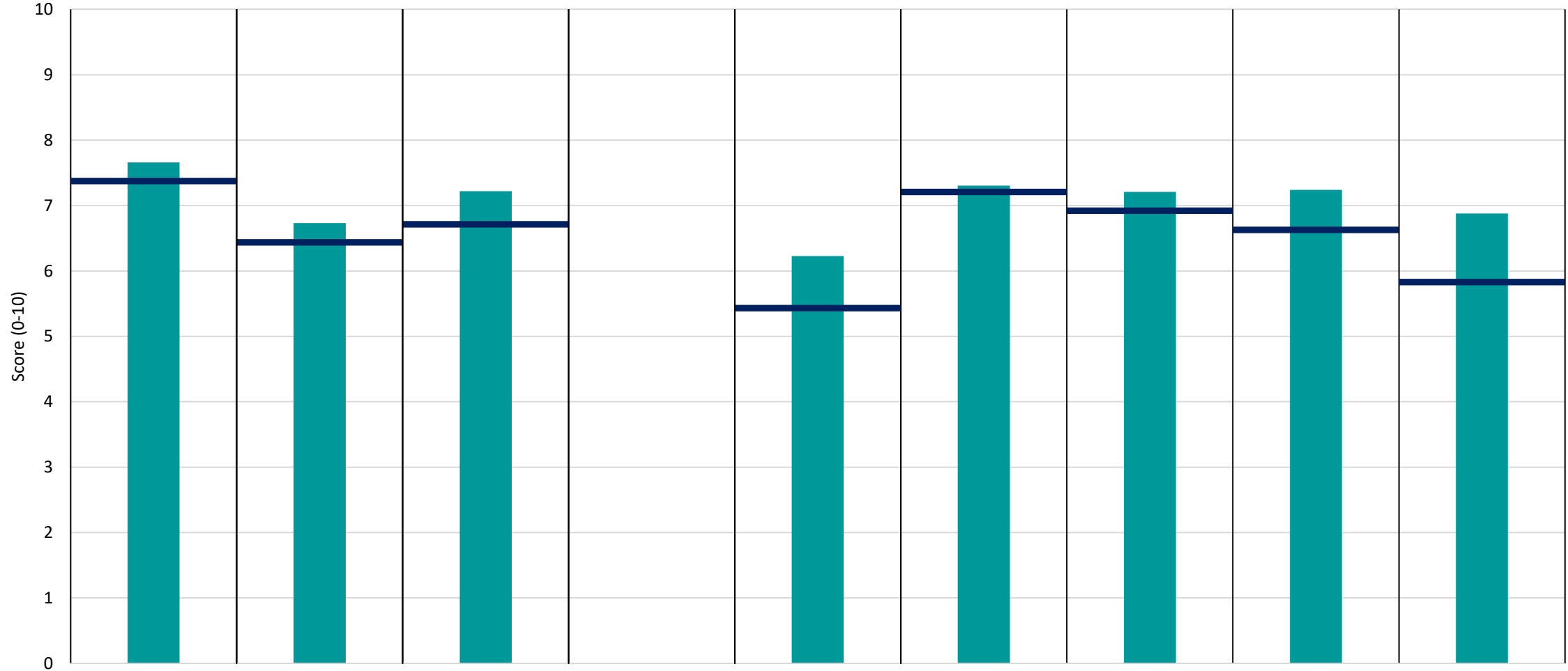
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.66	6.73	7.22	-	6.23	7.31	7.21	7.24	6.88
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 15 15 15 - 15 15 15 15 15 15 31

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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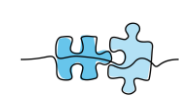
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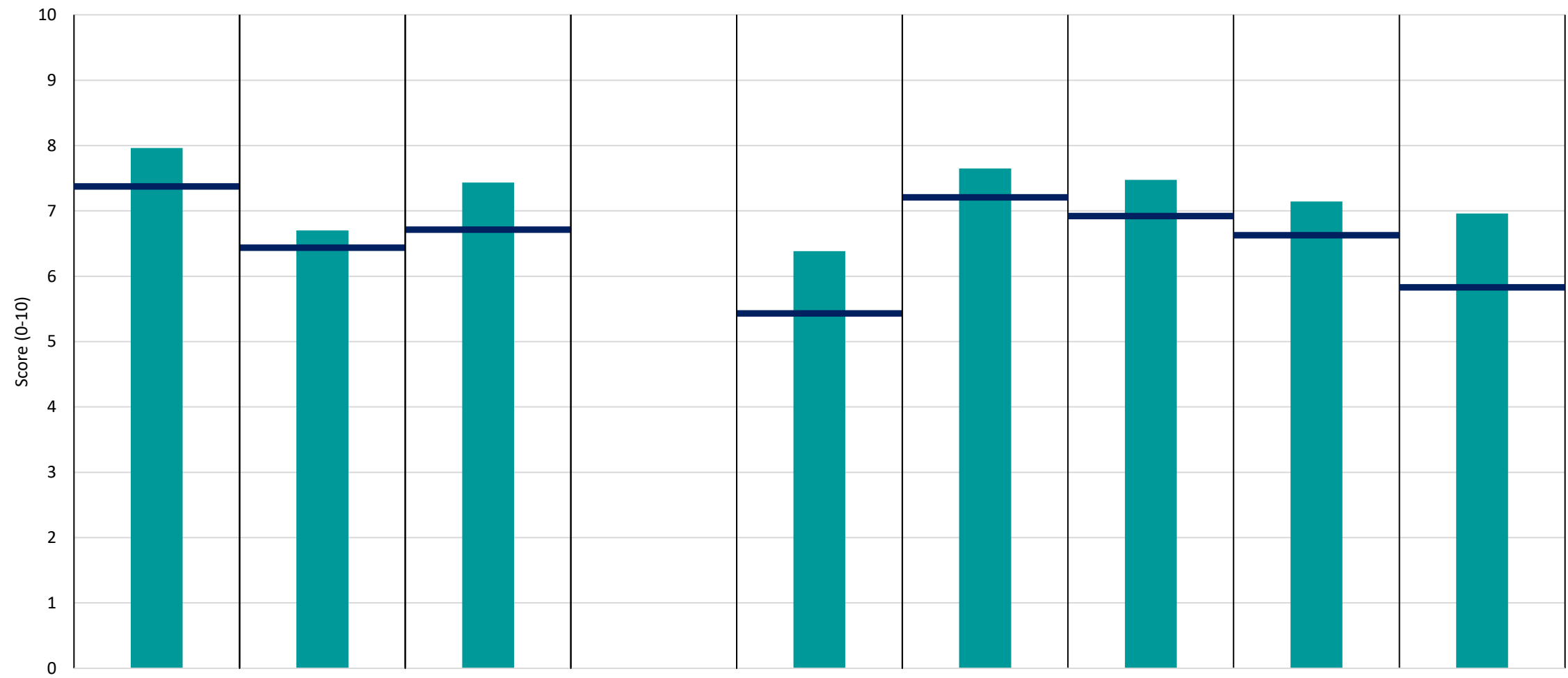
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.96	6.70	7.44	-	6.38	7.65	7.48	7.14	6.96
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 25 25 25 - 25 25 25 25 25 25 32

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

Safeguarding



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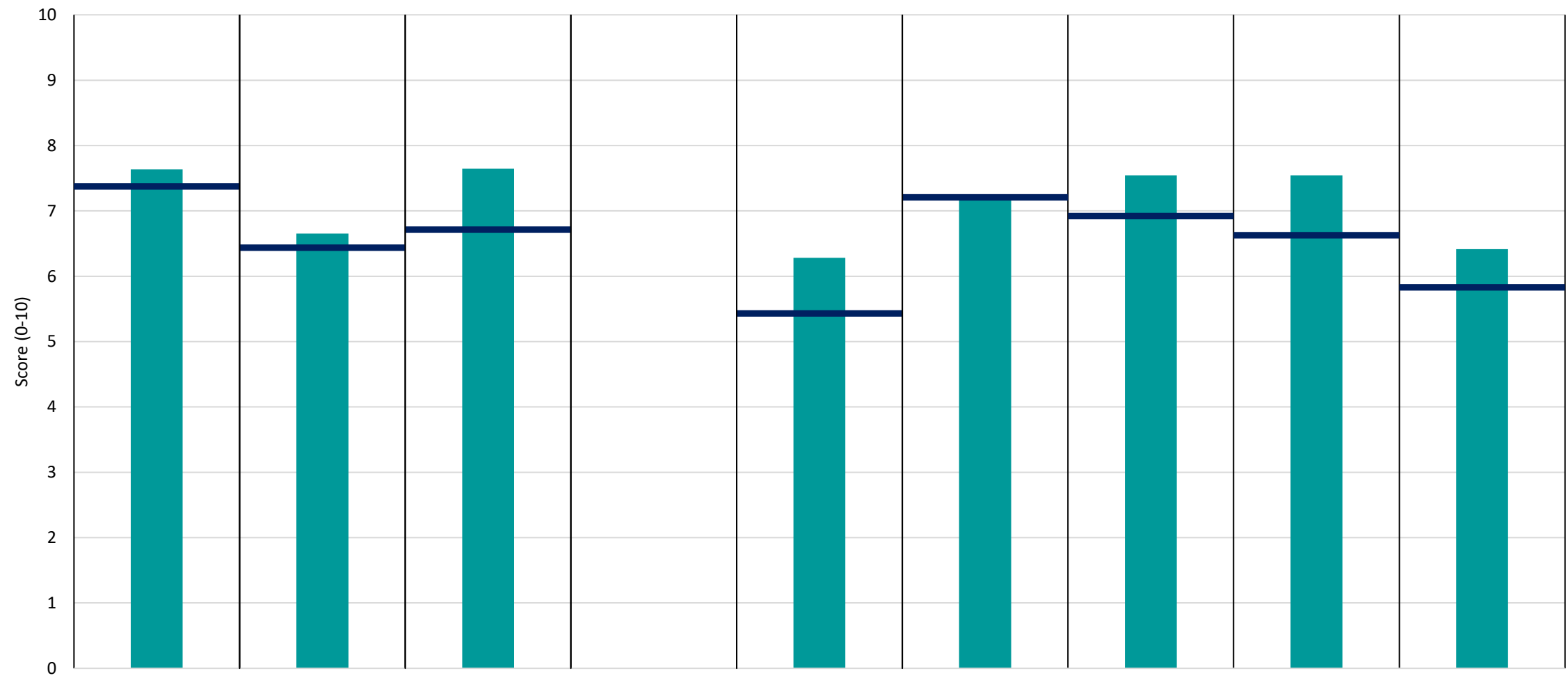
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.63	6.65	7.64	-	6.28	7.21	7.54	7.54	6.42
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83
Responses	13	13	13	-	11	13	13	13	13

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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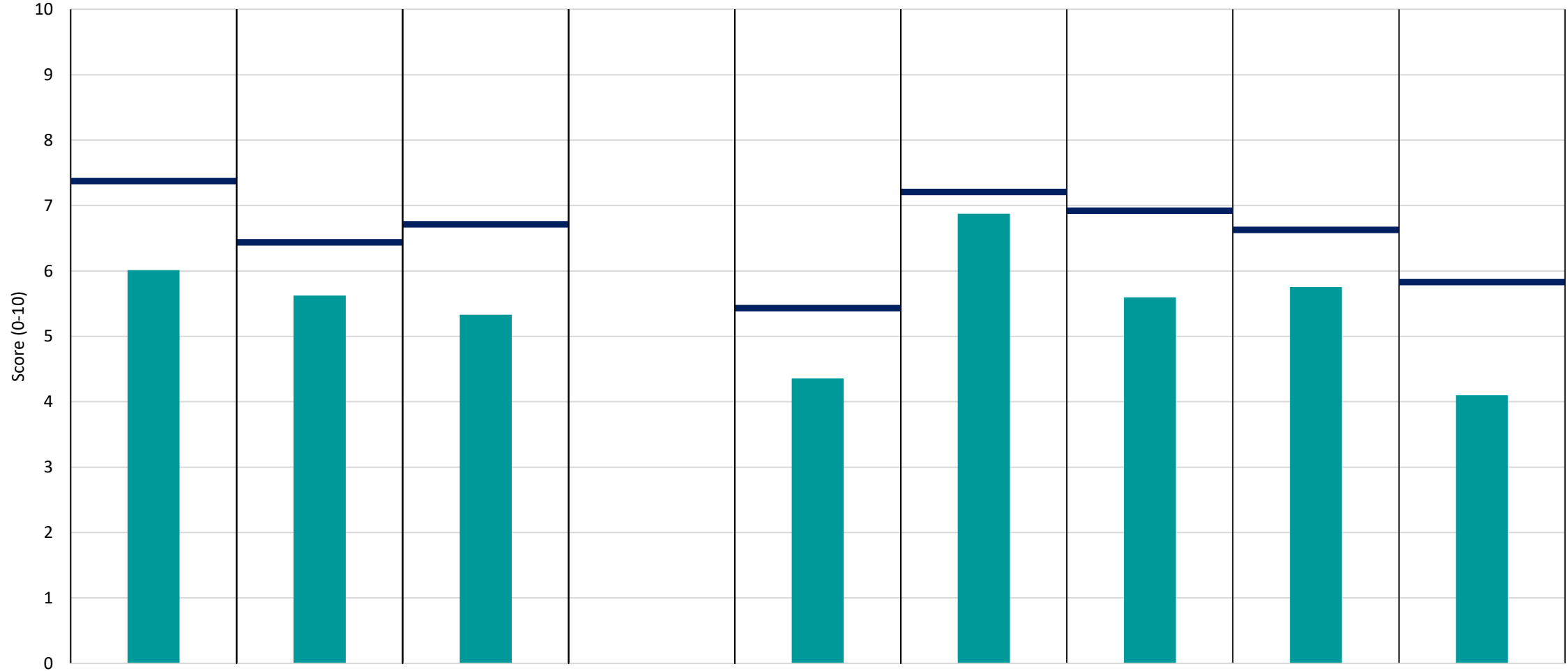
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.01	5.63	5.33	-	4.35	6.88	5.60	5.75	4.10
Your org	7.37	6.44	6.71	-	5.43	7.21	6.92	6.63	5.83

Responses 11 12 12 - 12 12 12 12 12 12 34

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.