Essex Partnership University NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Contents (1)

This breakdown report for Essex Partnership University NHS Foundation Trust 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 Essex Partnership University 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 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.

	We are compassionate and inclusive	We are recognised 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 Engagememt	Morale
Breakdown	7.7	7.0	7.4	6.7	6.1	7.1	7.5	7.4	6.6
Your org	7.6	6.7	7.0	6.9	5.8	6.4	7.3	6.9	6.4
Responses	75	75	70	75	75	75	75	75	75

! 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

Essex Partnership University NHS Foundation Trust

2023 NHS Staff Survey

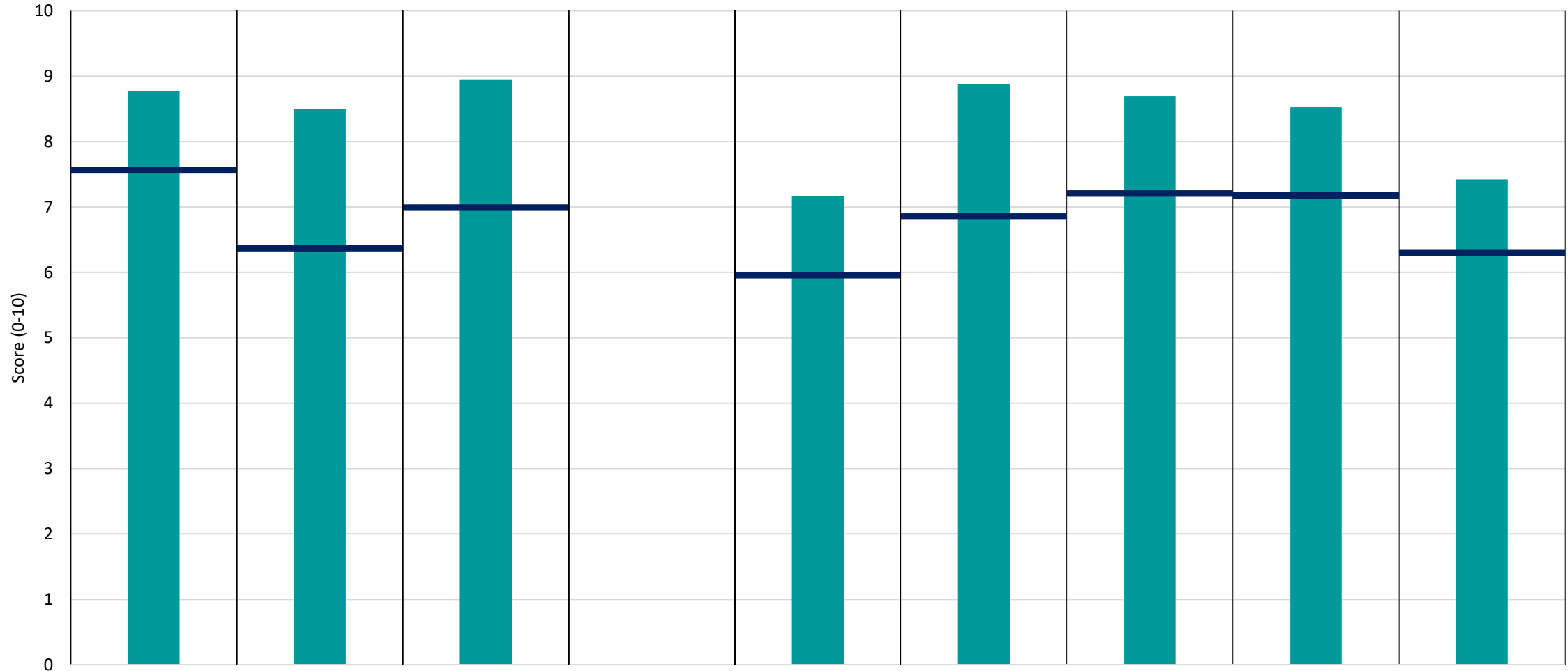|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.77	8.50	8.94	-	7.17	8.88	8.69	8.52	7.42
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	19	19	19	-	19	19	19	19	19

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.

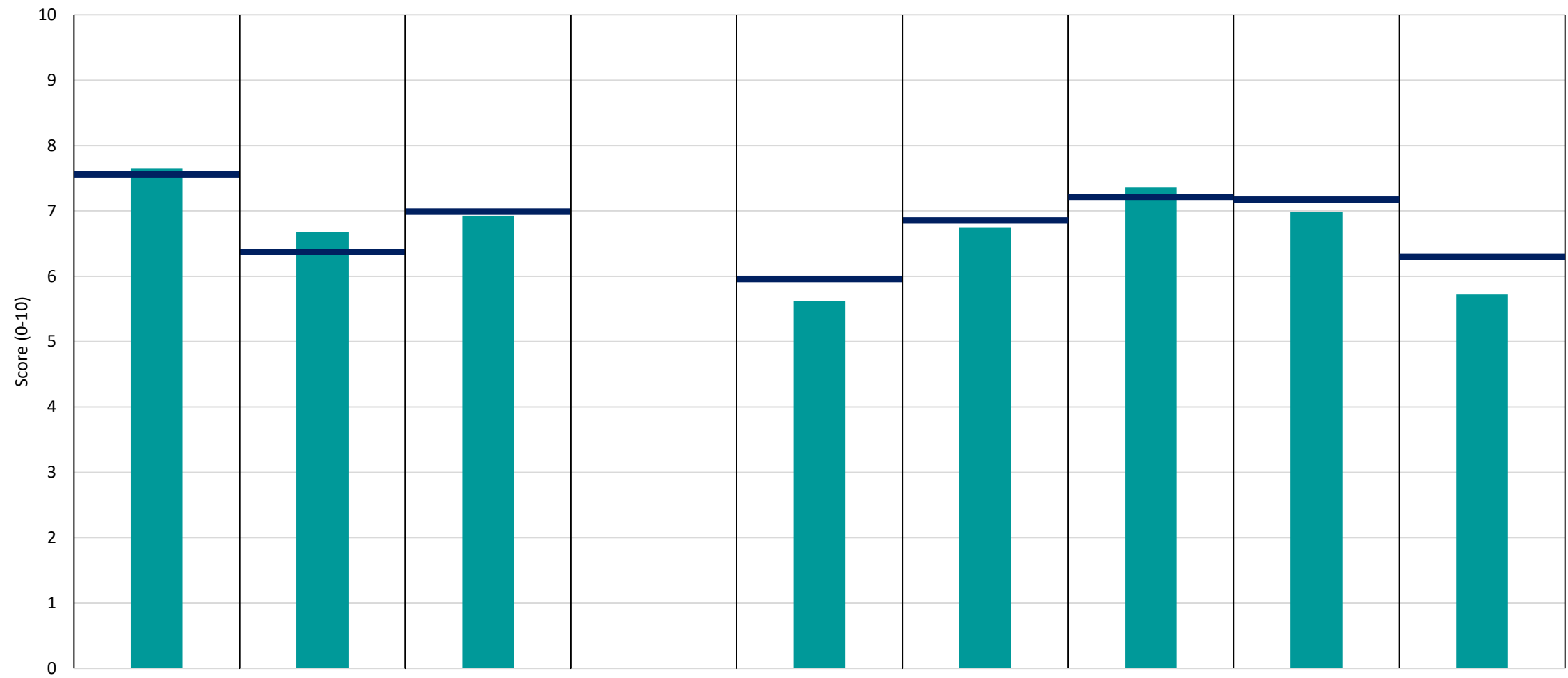|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.65	6.68	6.93	-	5.62	6.75	7.36	6.99	5.72
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	31	31	30	-	29	31	31	31	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.

Digital, Strategy & Transformation

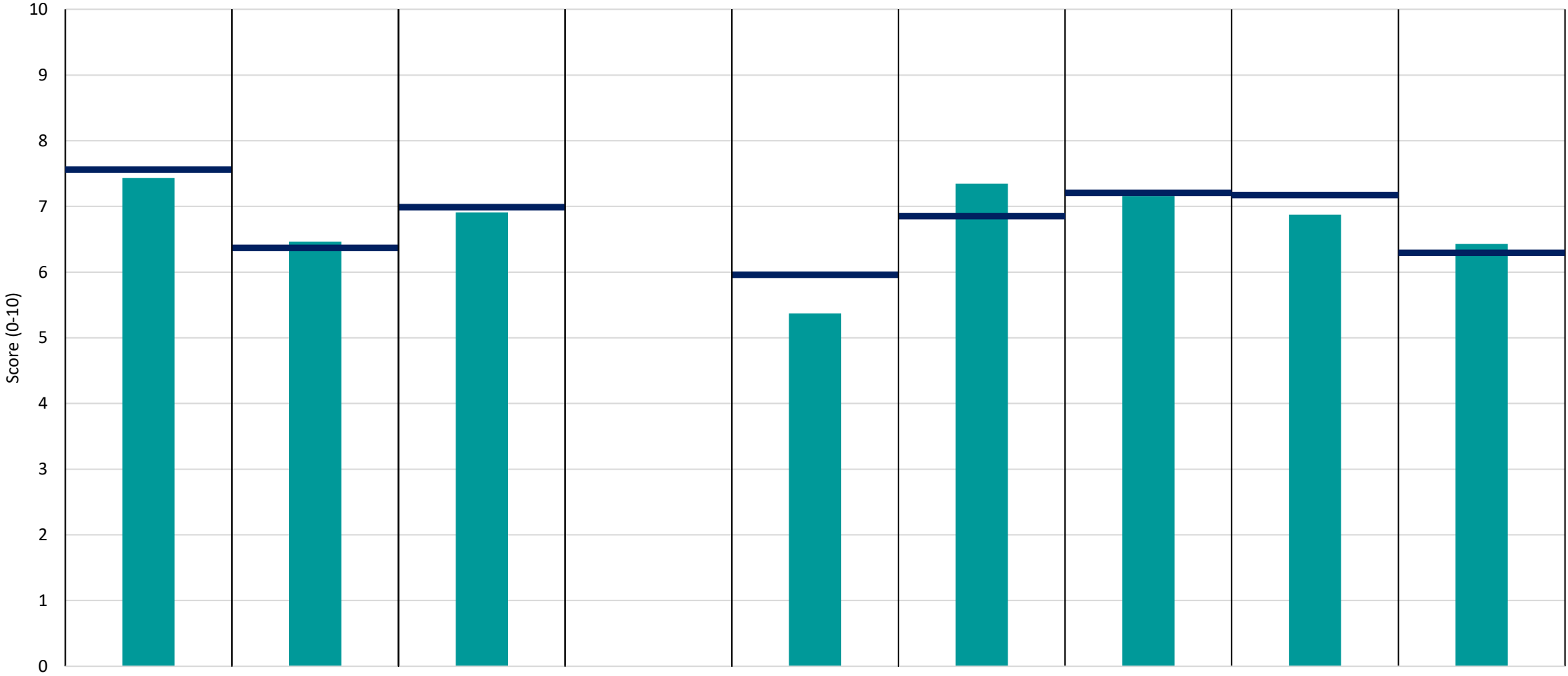|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.43	6.46	6.91	-	5.37	7.35	7.16	6.87	6.43
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	136	136	134	-	130	136	136	135	136

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.

Executive Nurse

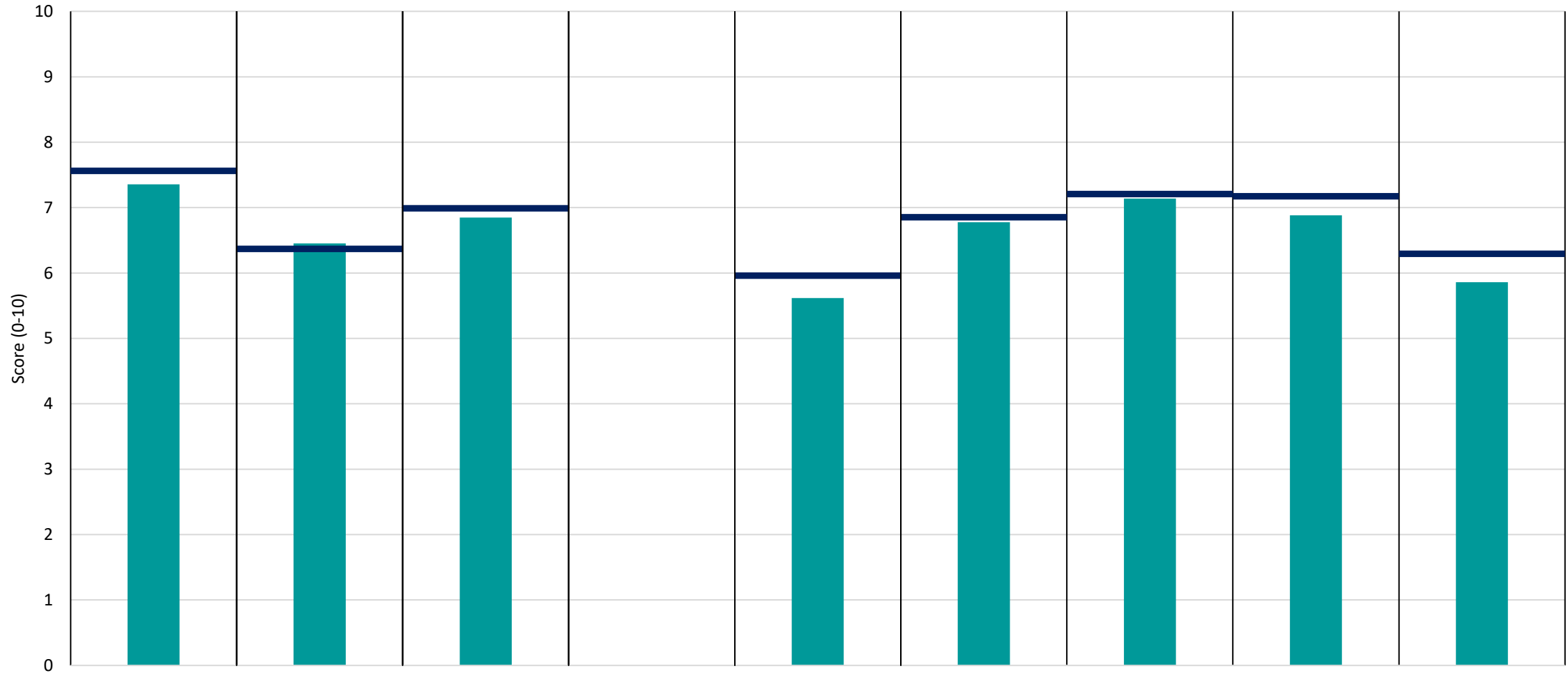|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.35	6.45	6.85	-	5.62	6.78	7.14	6.88	5.86
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	77	76	77	-	75	76	77	77	77

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.

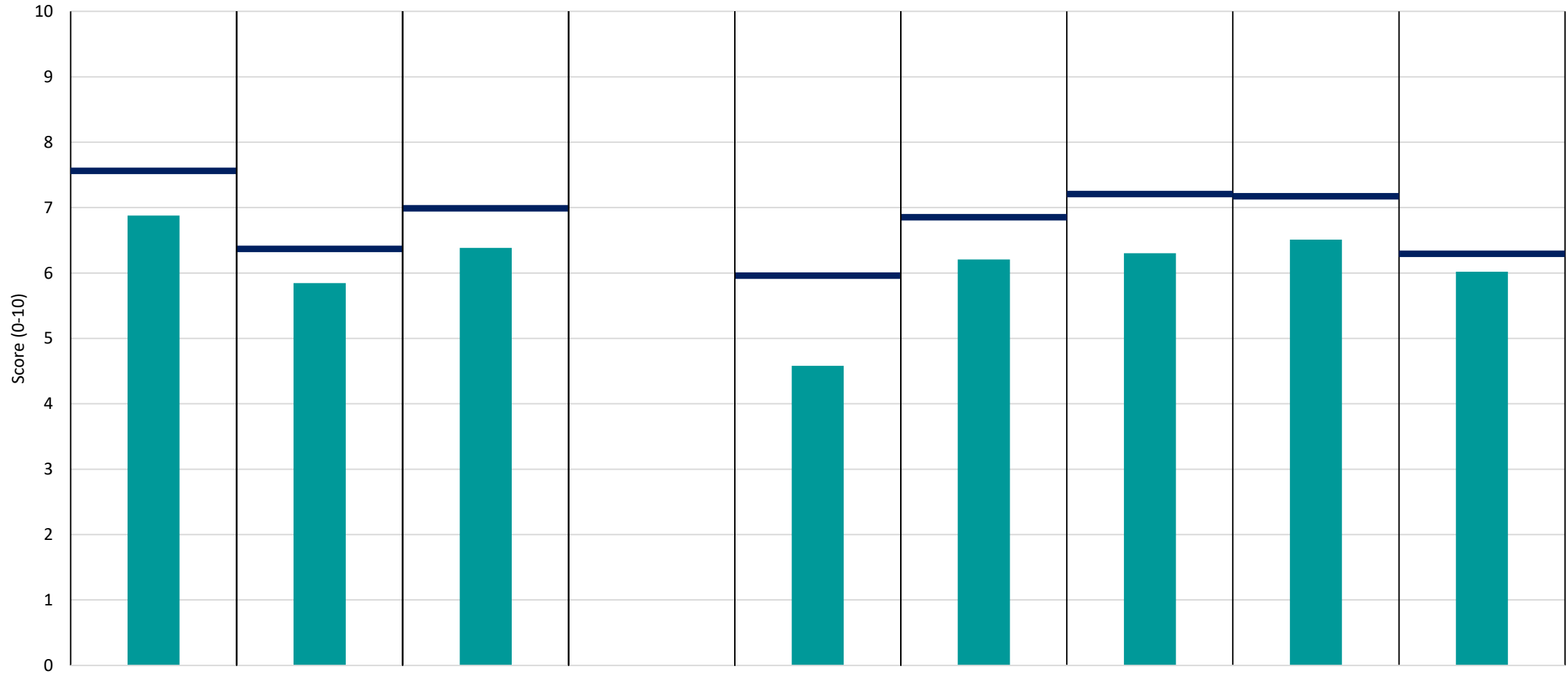|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.88	5.85	6.38	-	4.58	6.21	6.30	6.51	6.02
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	148	149	146	-	127	147	148	148	149

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.

Medical

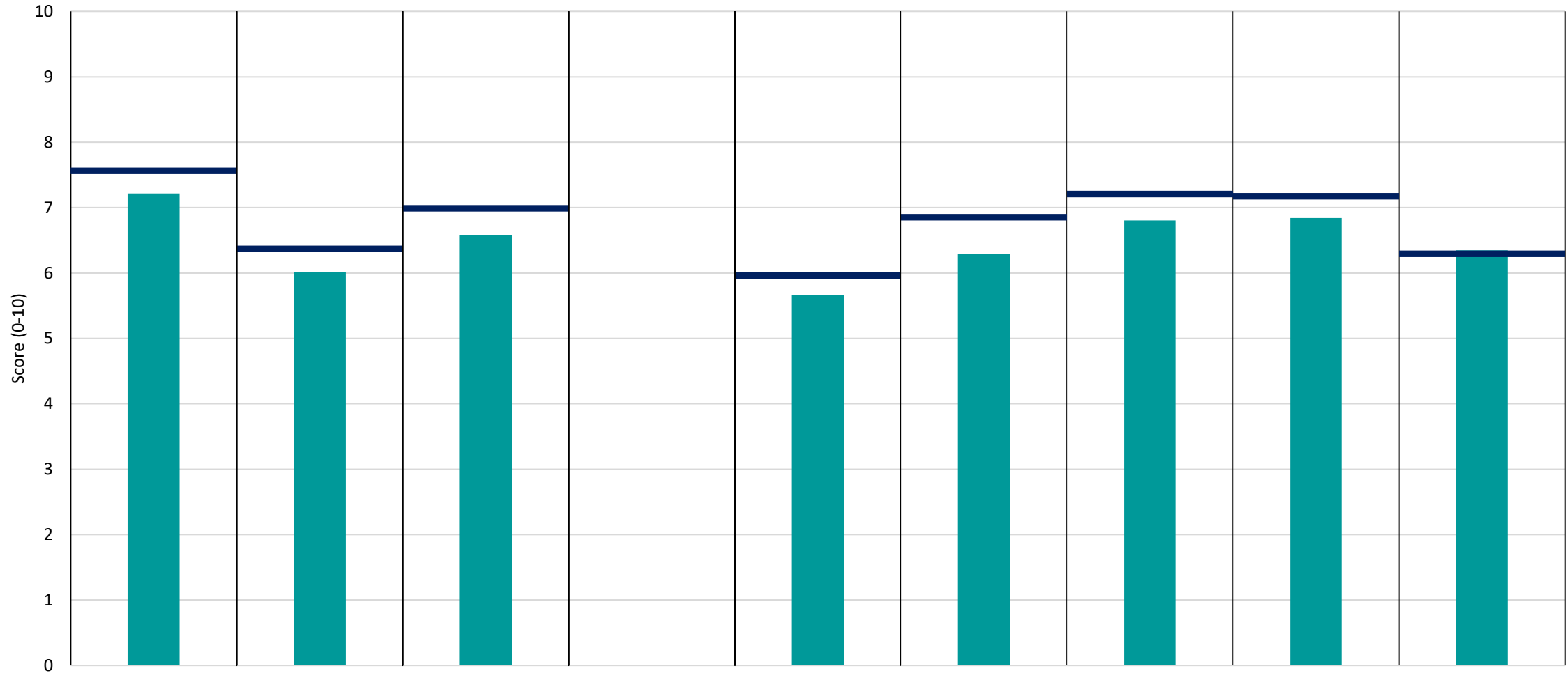|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.22	6.02	6.58	-	5.67	6.30	6.80	6.84	6.35
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	120	120	120	-	117	120	120	120	120

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.

Operations

Score (0-10)

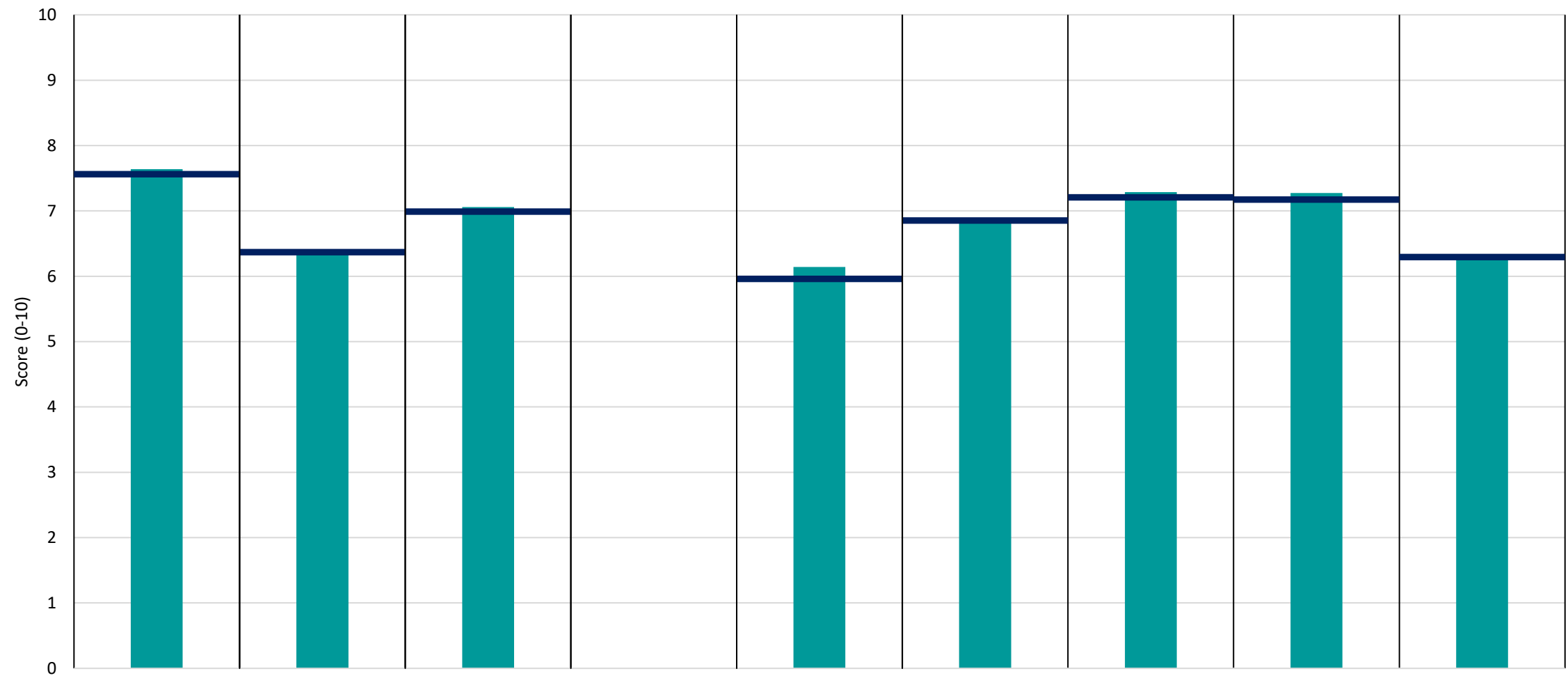|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.64	6.40	7.06	-	6.14	6.84	7.29	7.27	6.33
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	2118	2113	2102	-	1986	2105	2116	2118	2118

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.

Other

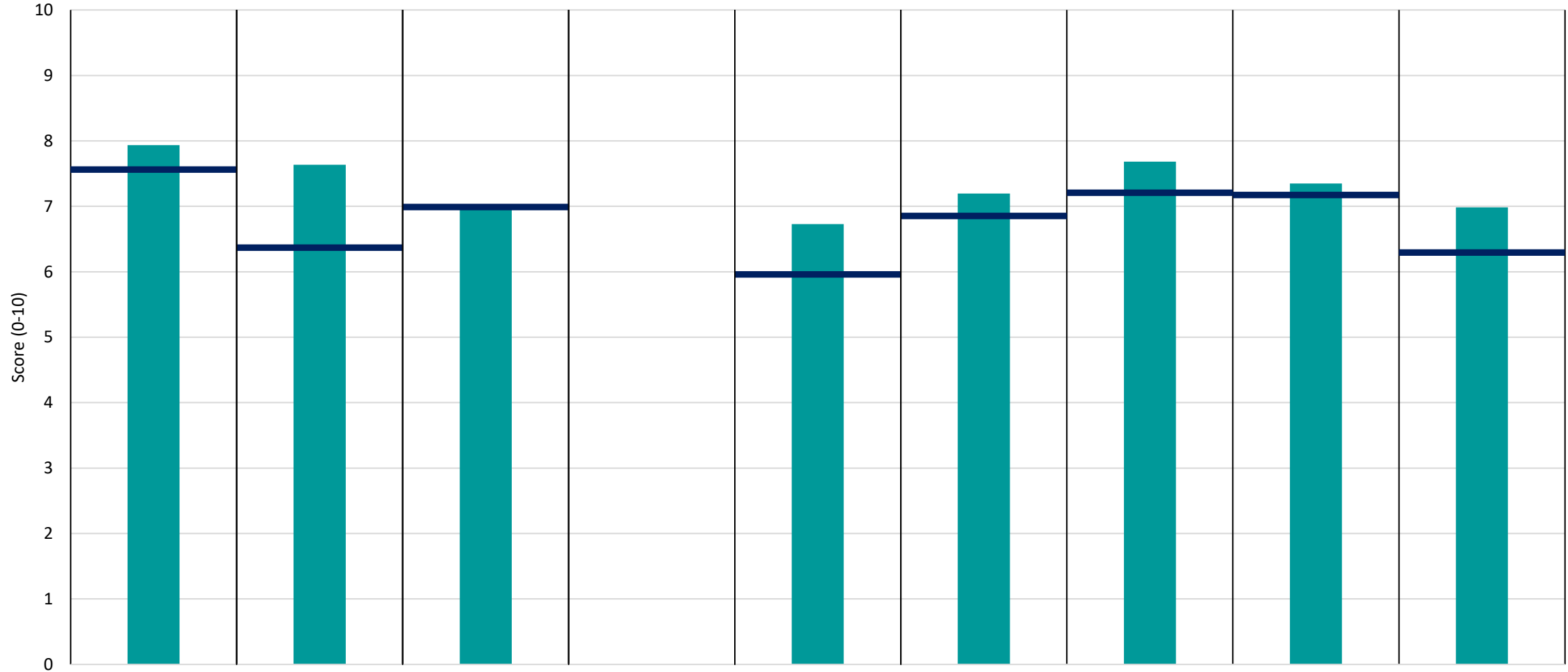|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.93	7.64	6.96	-	6.73	7.20	7.68	7.35	6.98
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	11	11	11	-	11	11	11	11	11

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.

People & Culture

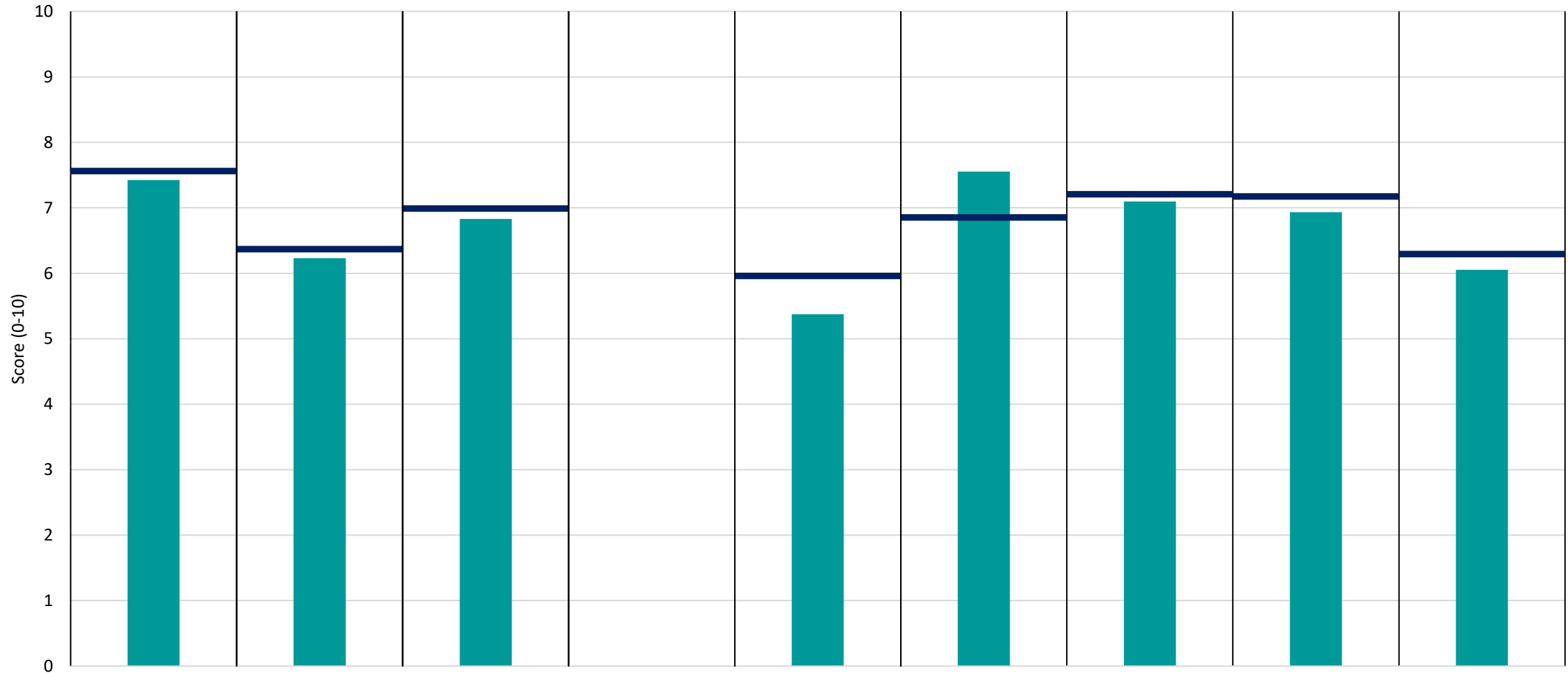|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.42	6.23	6.83	-	5.38	7.55	7.10	6.93	6.05
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	132	132	131	-	129	131	132	132	132

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.

Breakdowns 2

Essex Partnership University NHS Foundation Trust

2023 NHS Staff Survey

Chief Executive

Score (0-10)

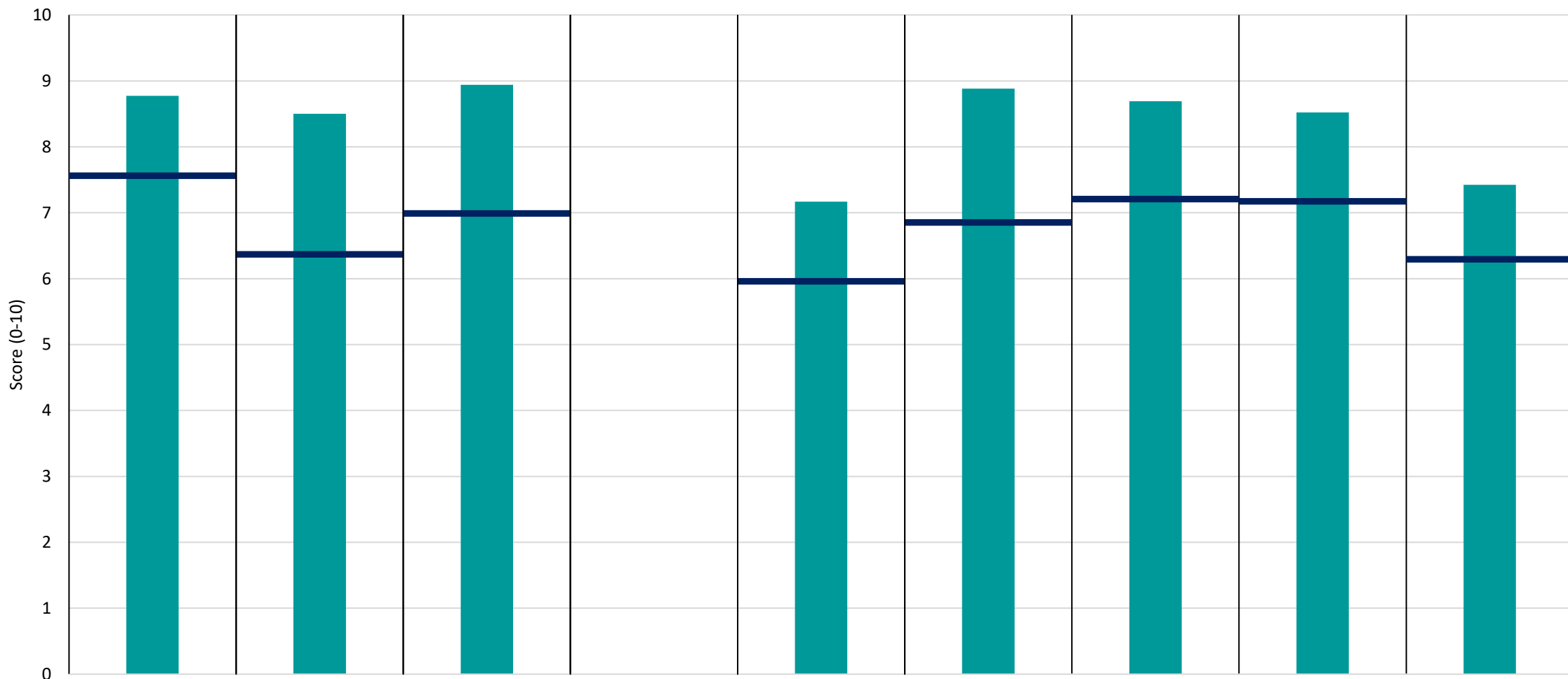|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.77	8.50	8.94	-	7.17	8.88	8.69	8.52	7.42
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	19	19	19	-	19	19	19	19	19

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.

Corporate Governance

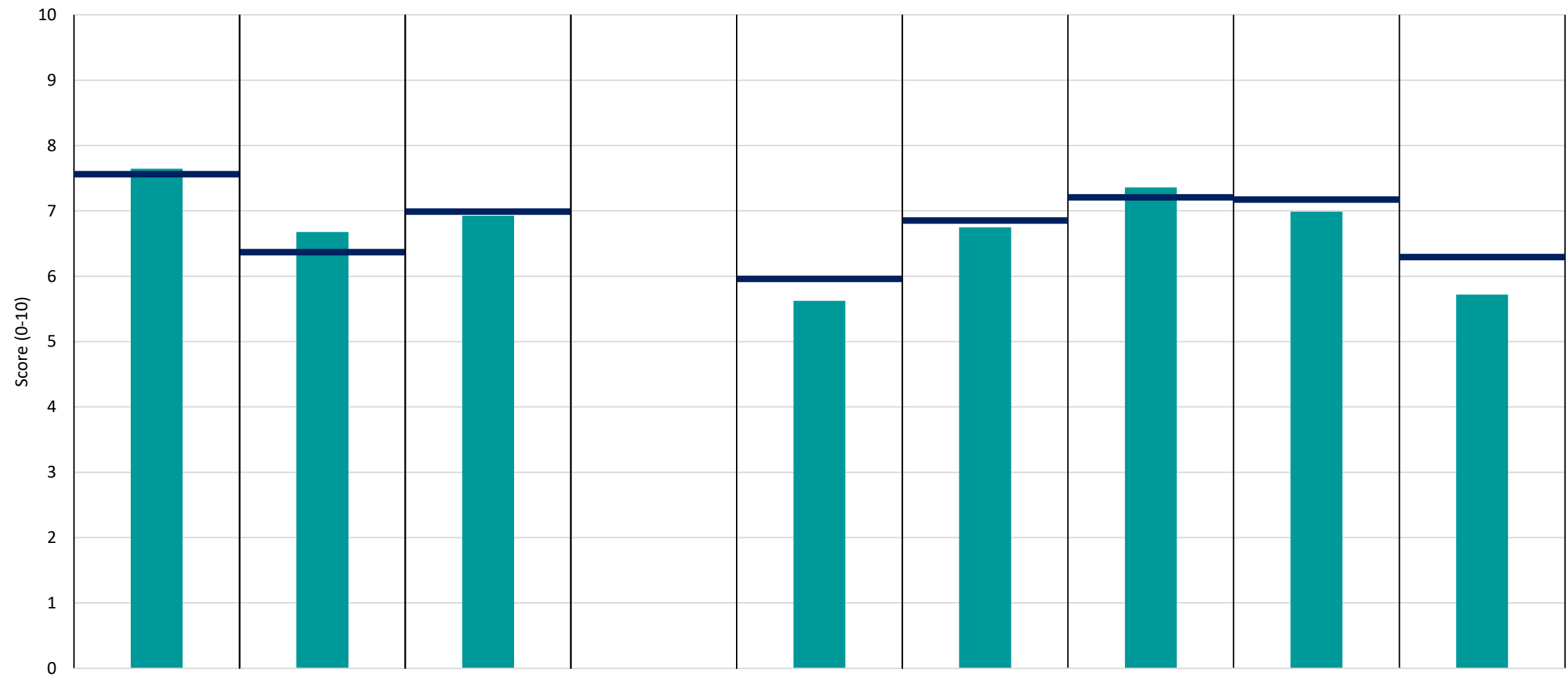|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.65	6.68	6.93	-	5.62	6.75	7.36	6.99	5.72
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	31	31	30	-	29	31	31	31	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.

Digital, Strategy & Transformation

	We are compassionate and inclusive	We are recognised 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	7.43	6.46	6.91	-	5.37	7.35	7.16	6.87	6.43
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	136	136	134	-	130	136	136	135	136

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.

Estates & Facilities

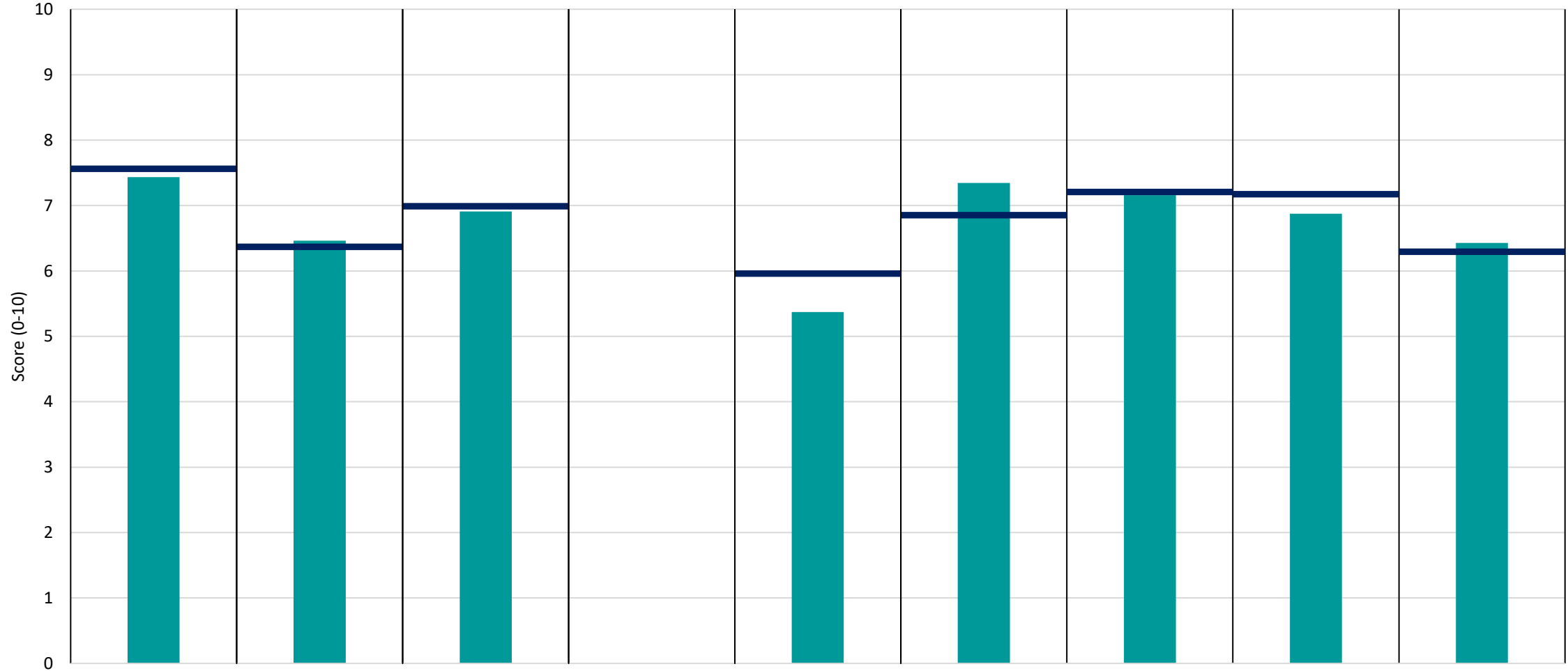|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.57	5.42	6.09	-	4.51	5.76	5.88	6.18	5.65
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	104	105	102	-	89	103	104	104	105

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.

Finance & Resources

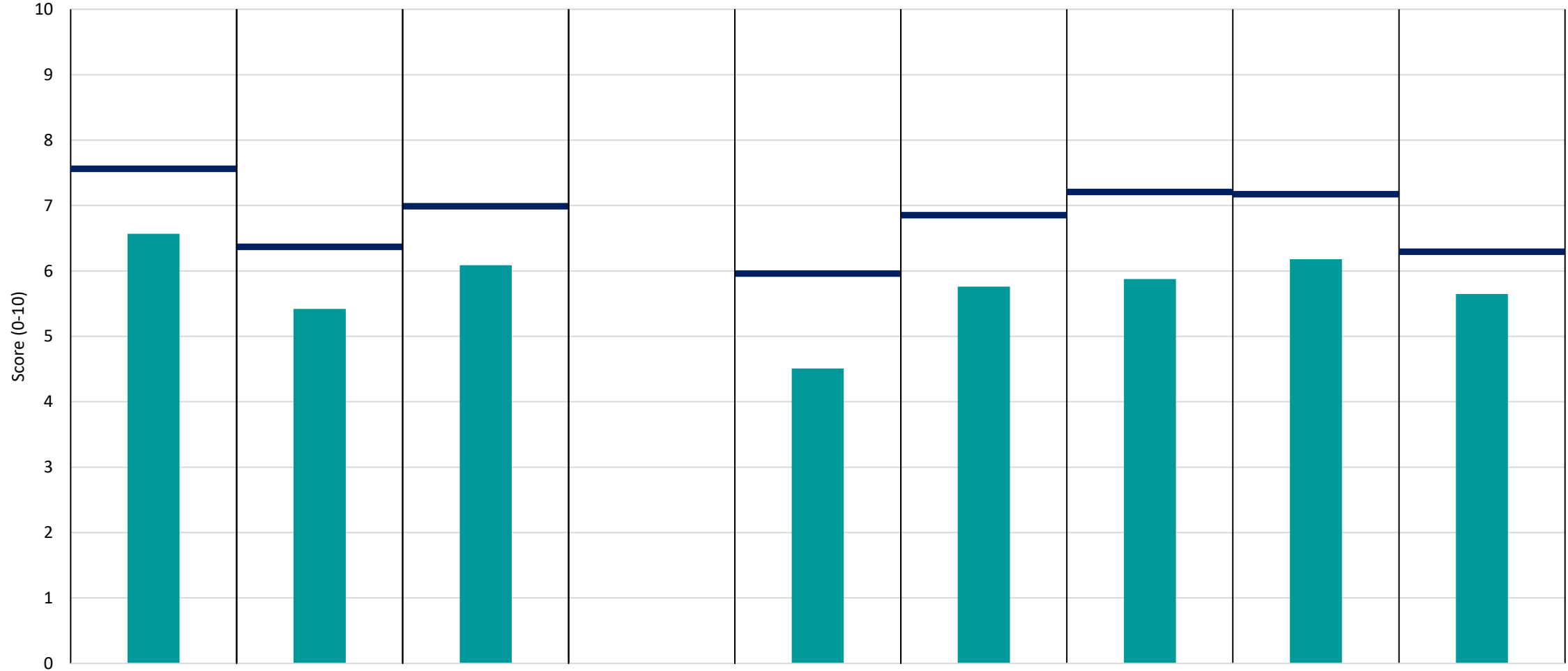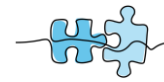|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.59	6.87	7.08	-	4.62	7.06	7.29	7.25	6.96
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	35	35	35	-	30	35	35	35	35

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.

Inpatient Services

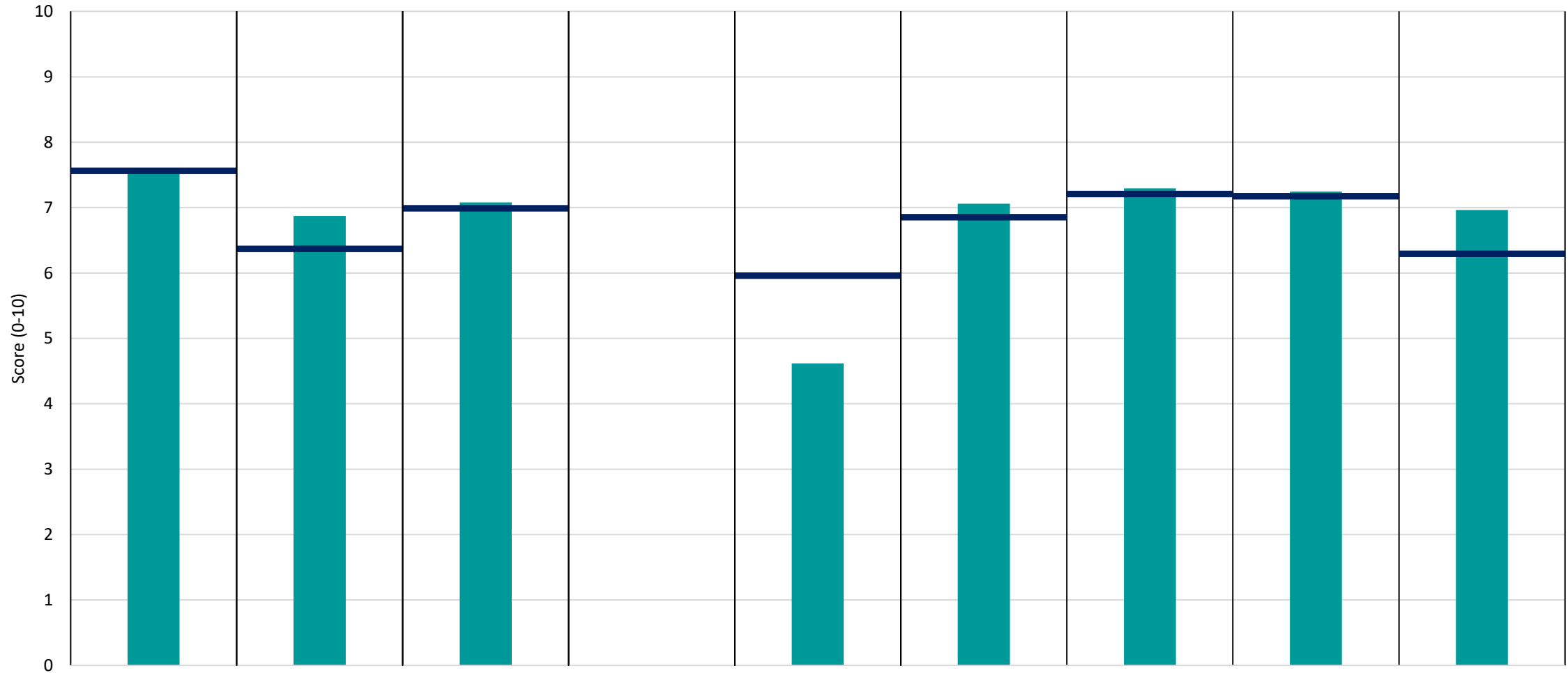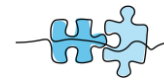|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.21	5.93	6.84	-	6.00	6.50	6.93	7.15	6.09
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	355	352	354	-	328	350	353	355	354

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.

Medical

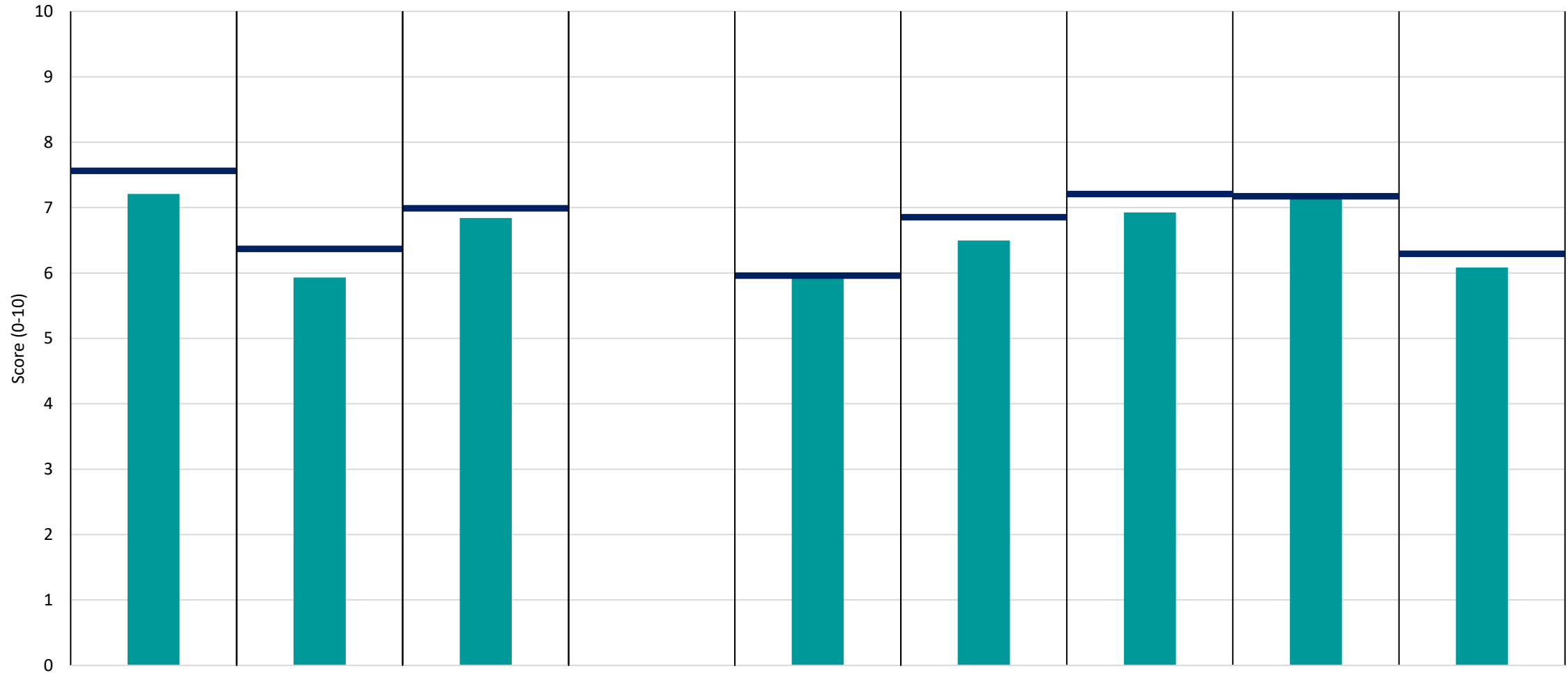|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.22	6.02	6.58	-	5.67	6.30	6.80	6.84	6.35
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	120	120	120	-	117	120	120	120	120

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.

Mental Health Management

Score (0-10)

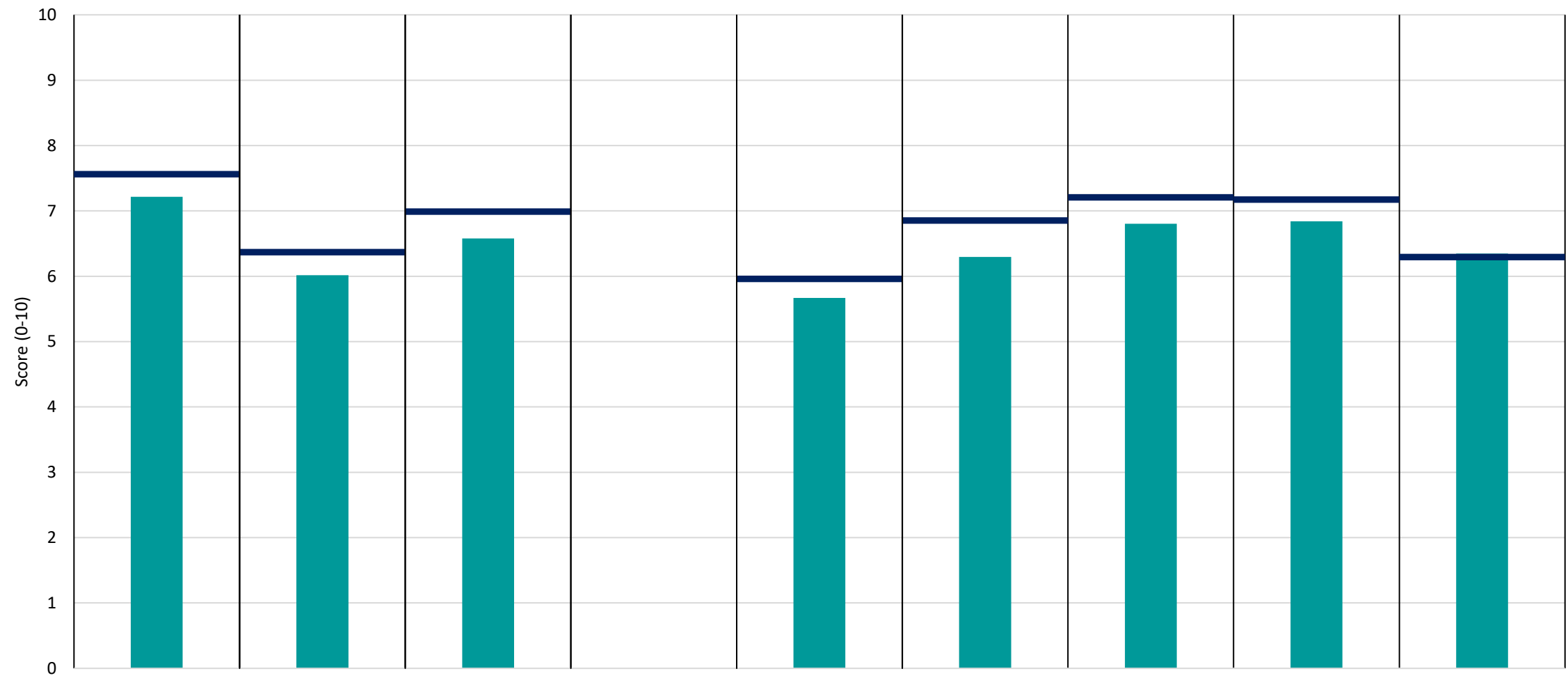|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	8.10	7.63	8.35	-	6.80	7.95	8.15	7.97	6.99
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	12	12	12	-	11	12	12	12	12

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.

Mid & South

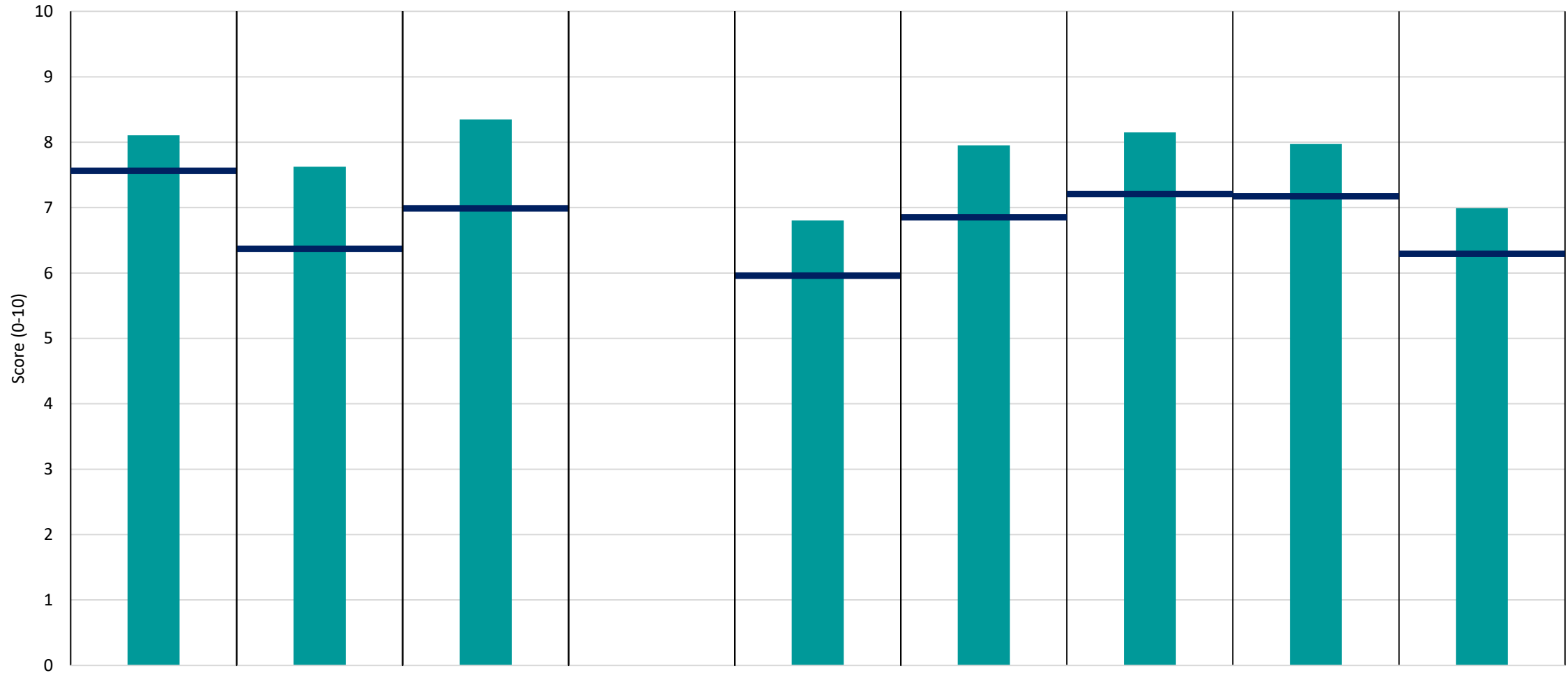|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.79	6.47	7.16	-	6.16	6.86	7.36	7.43	6.54
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	662	663	656	-	629	660	662	663	663

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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North Essex

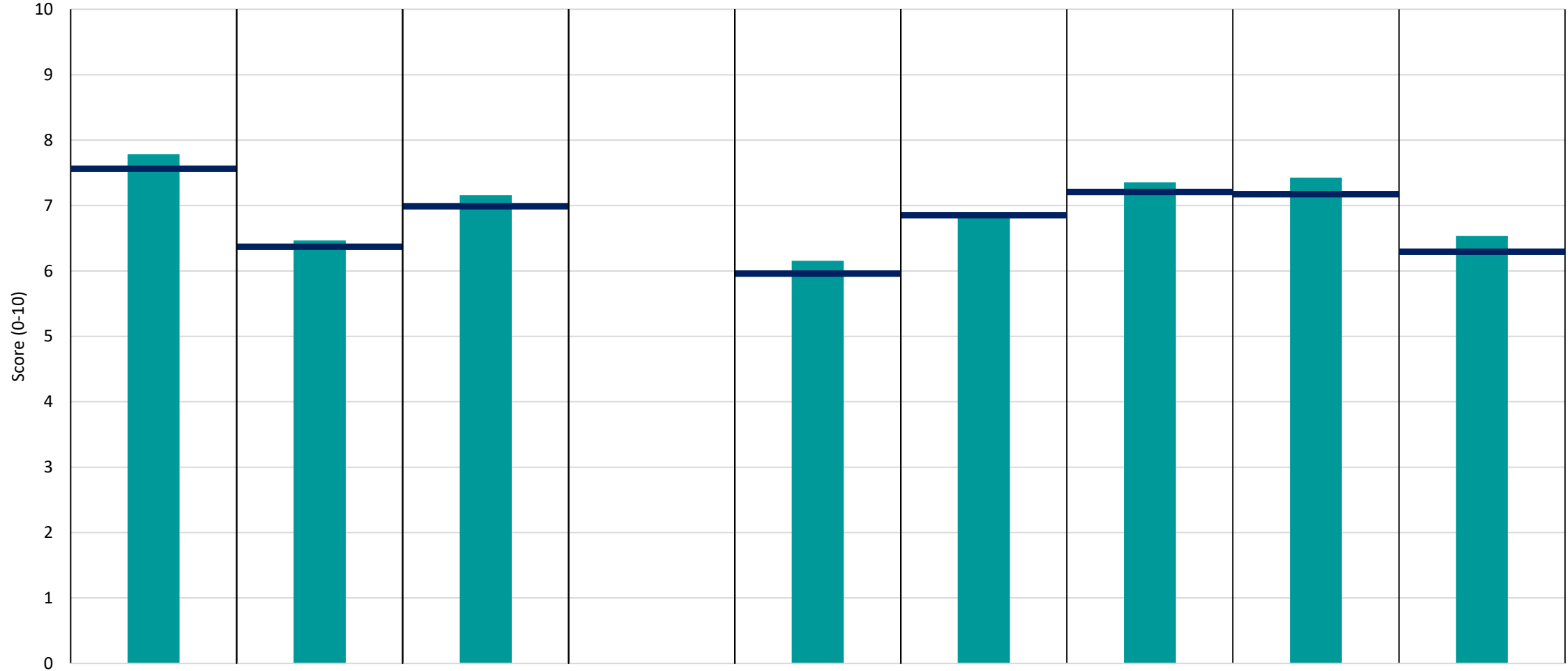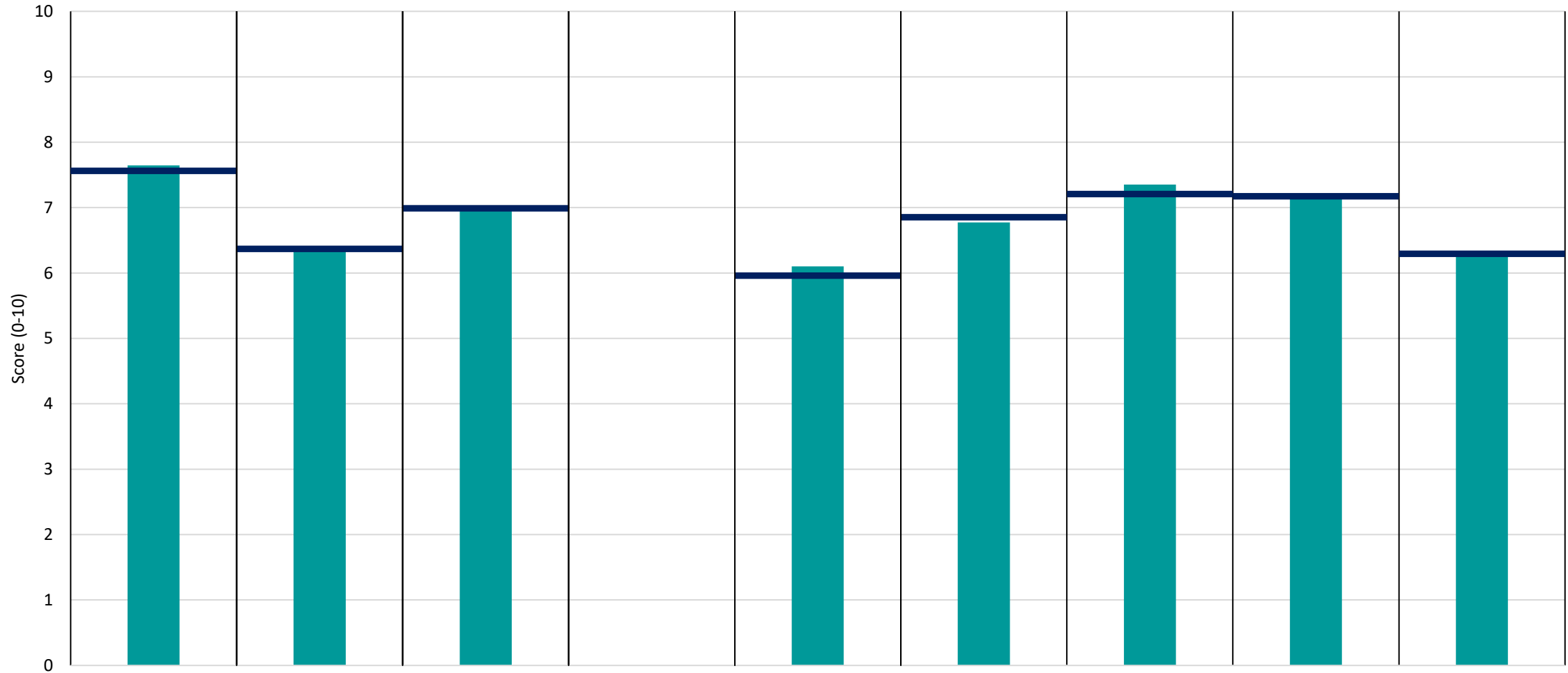|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.64	6.36	6.96	-	6.10	6.77	7.35	7.15	6.26
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	169	168	168	-	156	168	169	169	169

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.

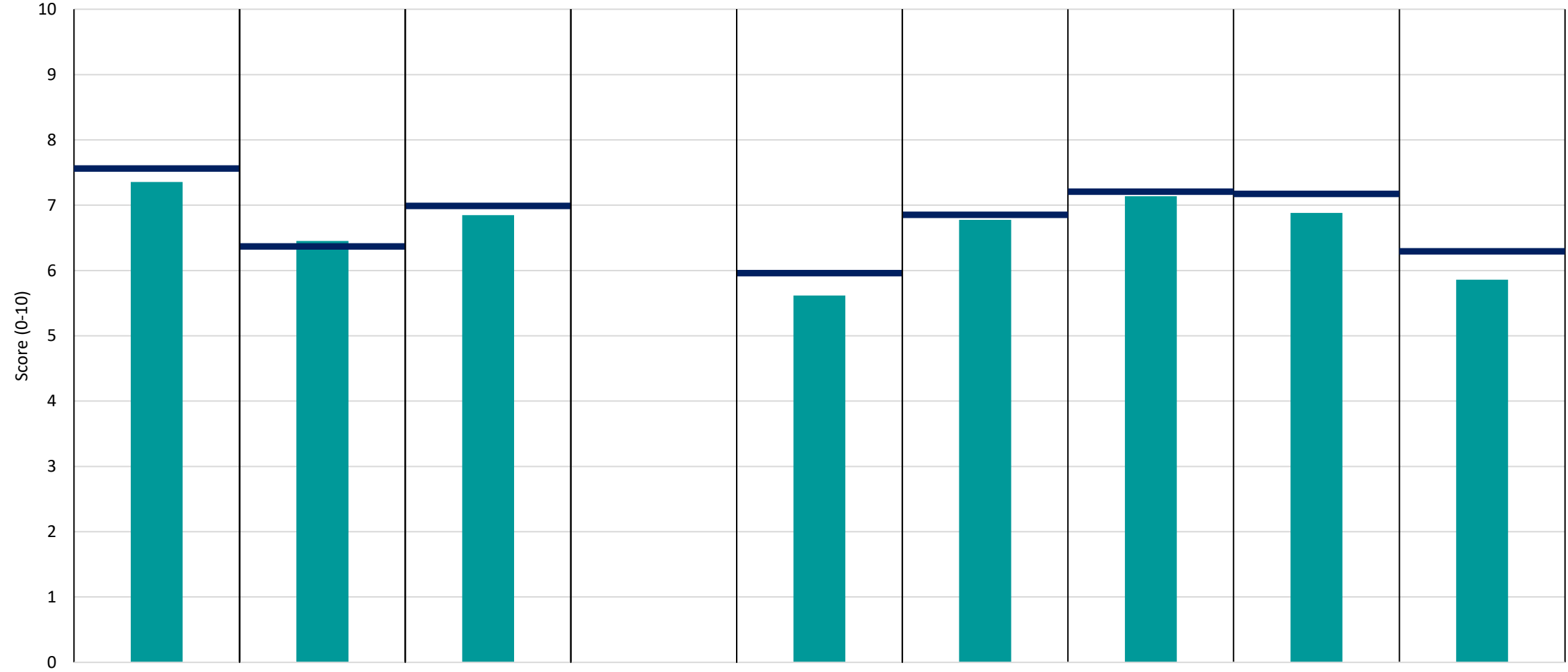|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.35	6.45	6.85	-	5.62	6.78	7.14	6.88	5.86
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	77	76	77	-	75	76	77	77	77

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.

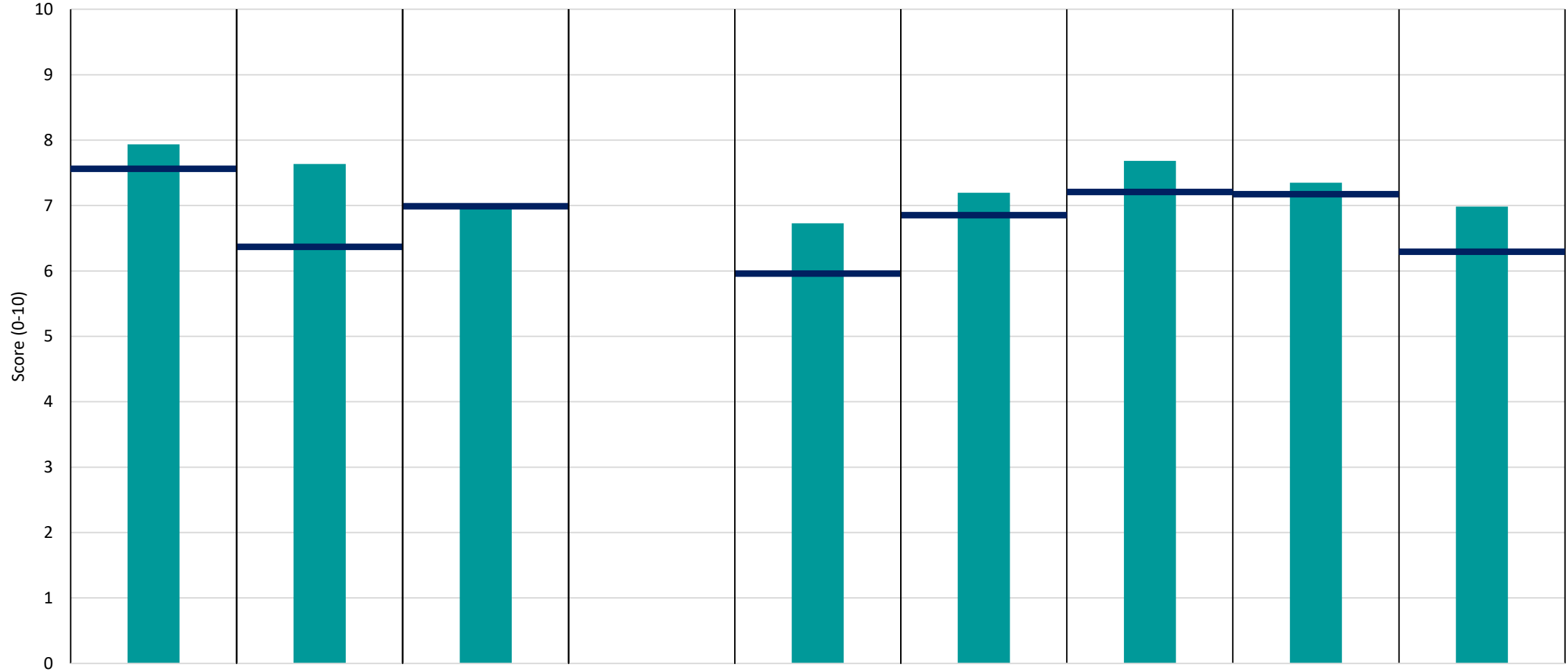|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.93	7.64	6.96	-	6.73	7.20	7.68	7.35	6.98
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	11	11	11	-	11	11	11	11	11

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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People & Culture

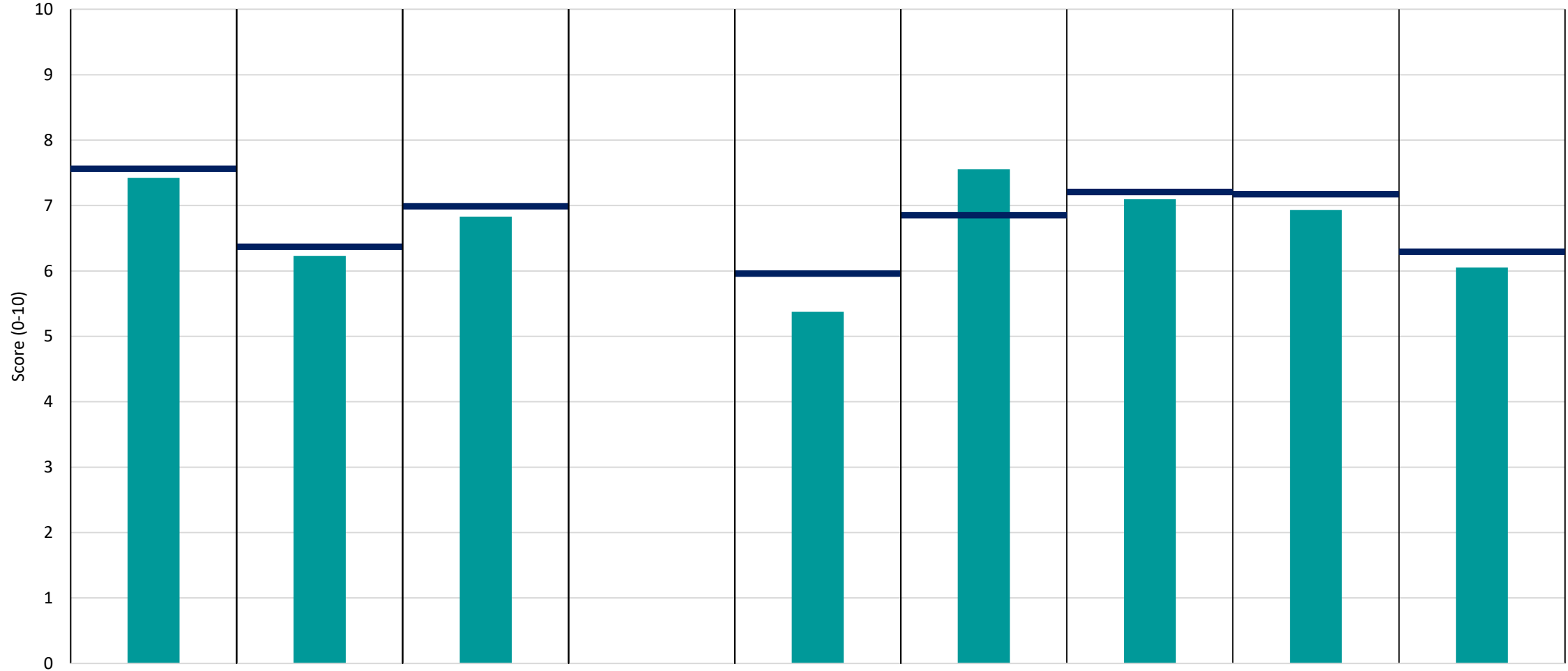|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.42	6.23	6.83	-	5.38	7.55	7.10	6.93	6.05
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	132	132	131	-	129	131	132	132	132

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.

Psychological Services

Score (0-10)

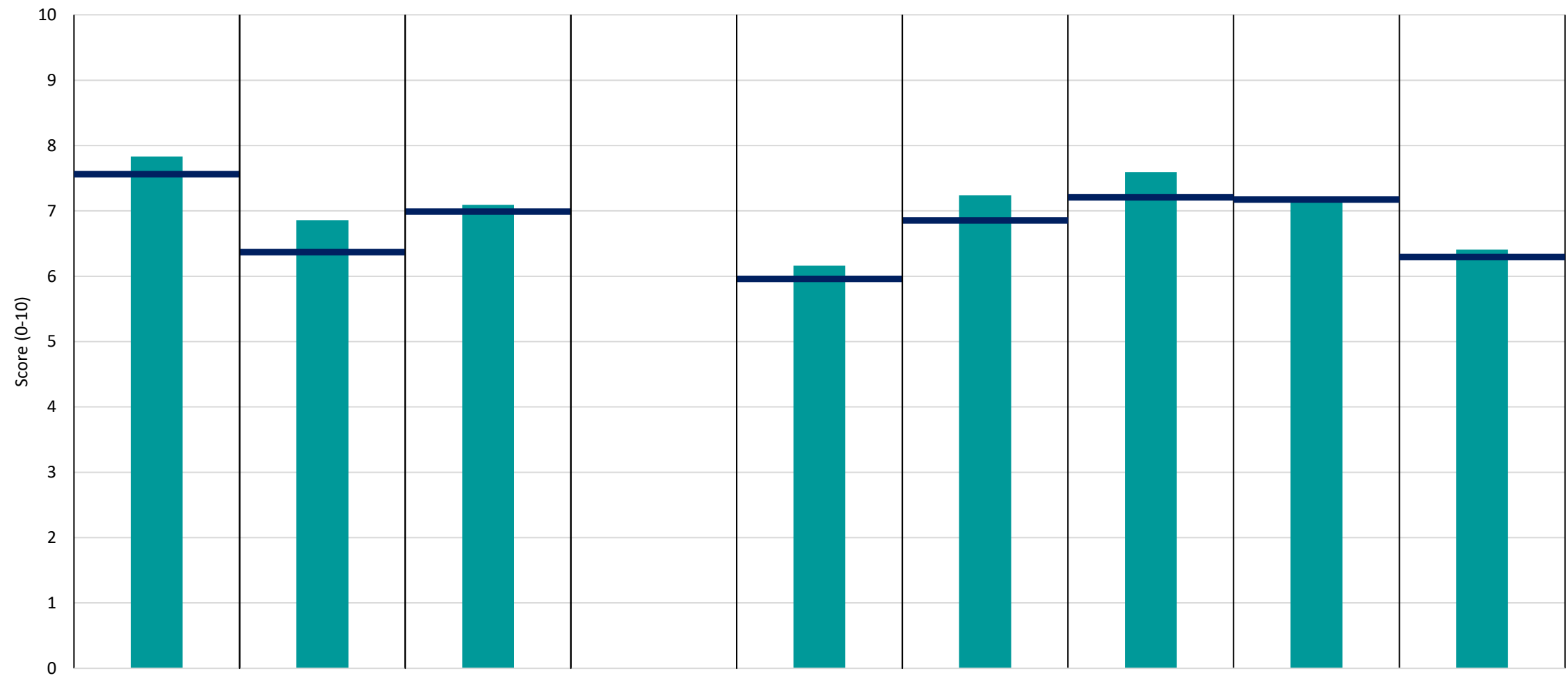|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.83	6.86	7.09	-	6.16	7.24	7.59	7.20	6.41
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	349	349	349	-	333	348	349	349	349

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.

Specialist
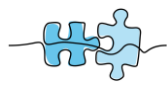
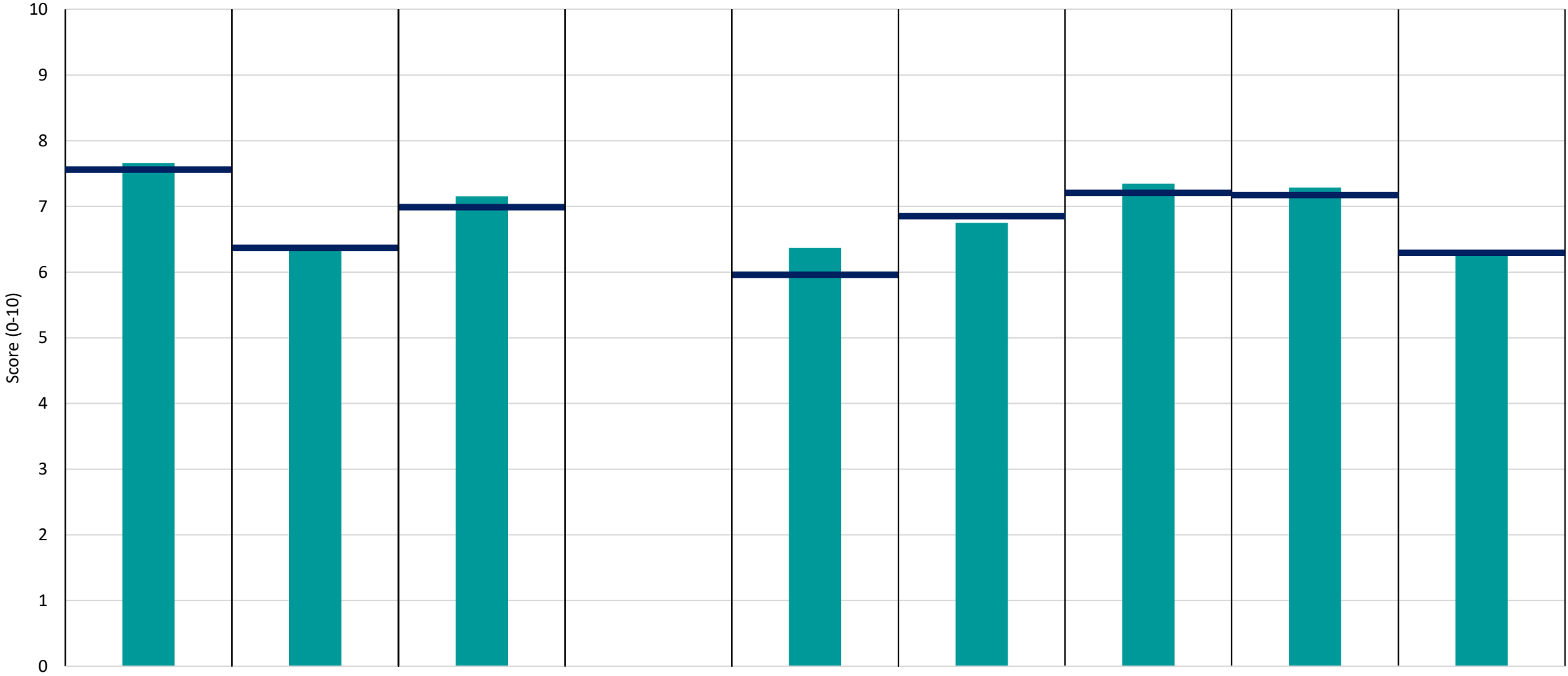|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.66	6.39	7.15	-	6.37	6.75	7.35	7.29	6.31
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	301	299	297	-	276	299	301	300	301

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.

West Essex

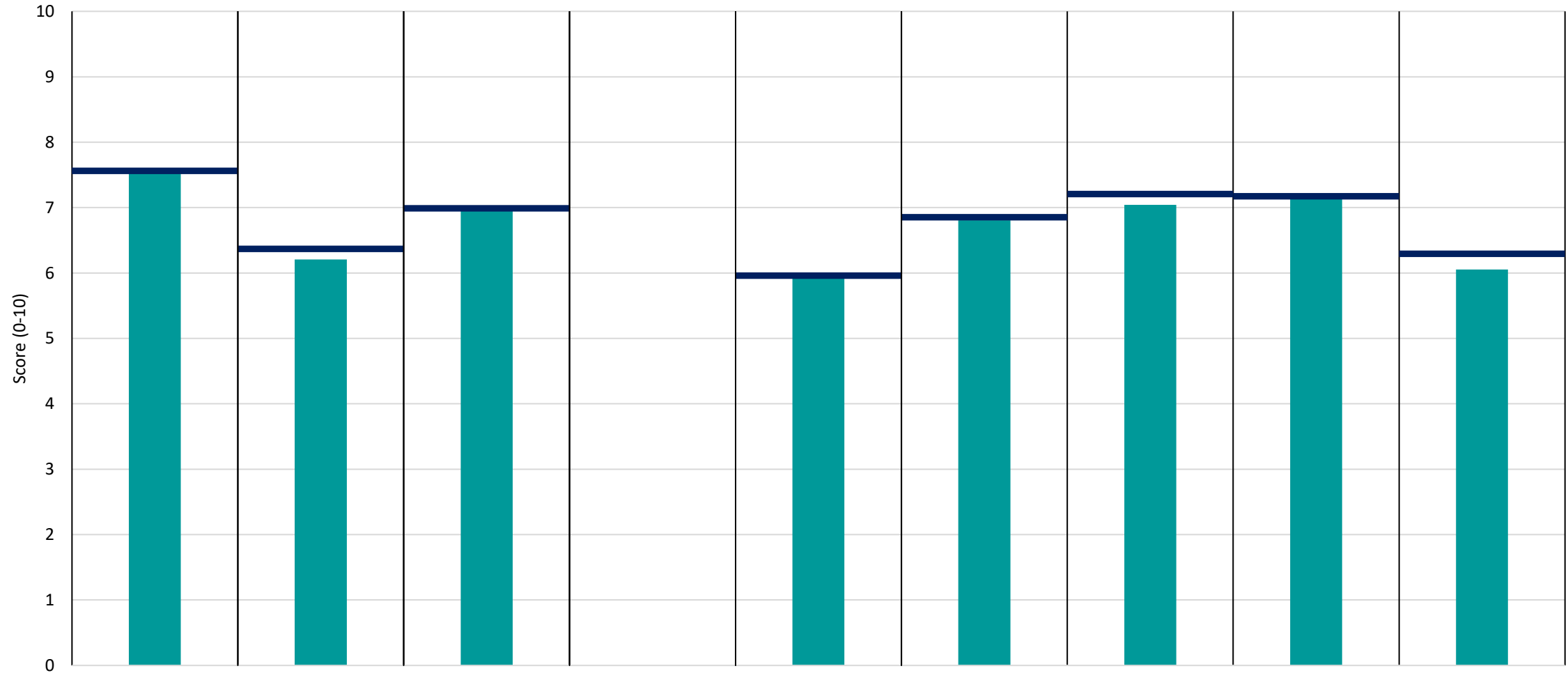|	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.54	6.21	6.96	-	6.00	6.81	7.04	7.20	6.05
Your org	7.56	6.37	6.99	-	5.96	6.85	7.21	7.17	6.29
Responses	270	270	266	-	253	268	270	270	270

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.