



Gloucestershire Health and Care NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Adult Comm Mgmt & Admin</u>	<u>6</u>
<u>Adult Comm Physical Health</u>	<u>7</u>
<u>Adult Community Entry Services</u>	<u>8</u>
<u>Adult Community LD</u>	<u>9</u>
<u>Adult Community Mental Health</u>	<u>10</u>
<u>CW Leadership</u>	<u>11</u>
<u>CW Specialist Services</u>	<u>12</u>
<u>CYPS Management & Admin</u>	<u>13</u>
<u>CYPS Mental Health</u>	<u>14</u>
<u>CYPS Physical Health</u>	<u>15</u>
<u>Dental & Sexual Health Services</u>	<u>16</u>
<u>Executive</u>	<u>17</u>
<u>Finance</u>	<u>18</u>
<u>Finance - BI</u>	<u>19</u>
<u>Finance - Digital Services</u>	<u>20</u>
<u>Finance - Estates & Facilities</u>	<u>21</u>
<u>Human Resources</u>	<u>22</u>
<u>MH Urgent Care & IP</u>	<u>23</u>
<u>Medical and R & D</u>	<u>24</u>
<u>Nursing, Therapies & Quality</u>	<u>25</u>
<u>Operational Management</u>	<u>26</u>
<u>PH Urgent Care & IP</u>	<u>27</u>
<u>Strategy & Partnerships</u>	<u>28</u>
<u>Therapies & Spec Equip</u>	<u>29</u>

<u>Add Prof Scientific and Technic</u>	31
<u>Additional Clinical Services</u>	32
<u>Administrative and Clerical</u>	33
<u>Allied Health Professionals</u>	34
<u>Estates and Ancillary</u>	35
<u>Medical and Dental</u>	36
<u>Nursing and Midwifery Registered</u>	37
<u>Students</u>	38

This breakdown report for Gloucestershire Health and Care 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 Gloucestershire Health and Care 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.



! 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

Gloucestershire Health and Care NHS Foundation Trust
2023 NHS Staff Survey



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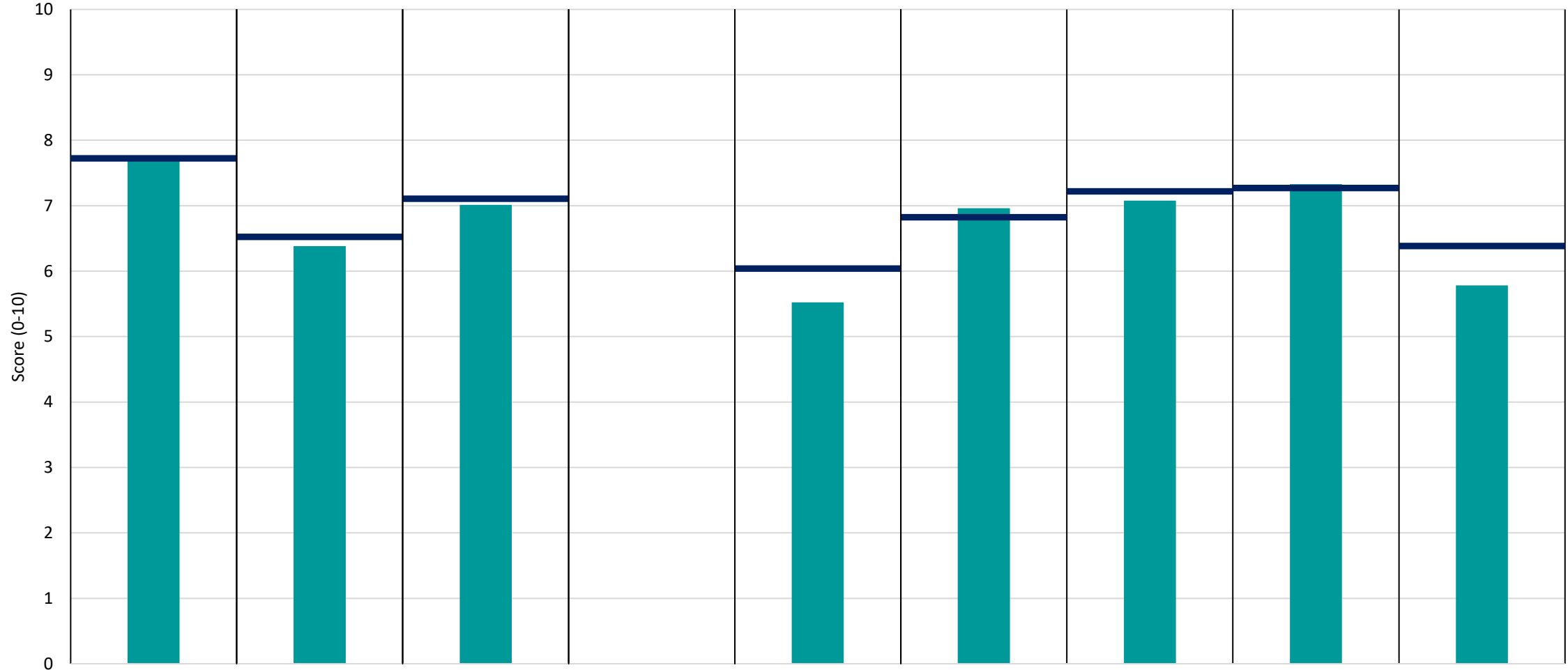
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Staff Engagement

Morale



Breakdown	7.72	6.38	7.01	-	5.52	6.96	7.08	7.33	5.78
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 17 17 17 - 16 17 17 17 17 6

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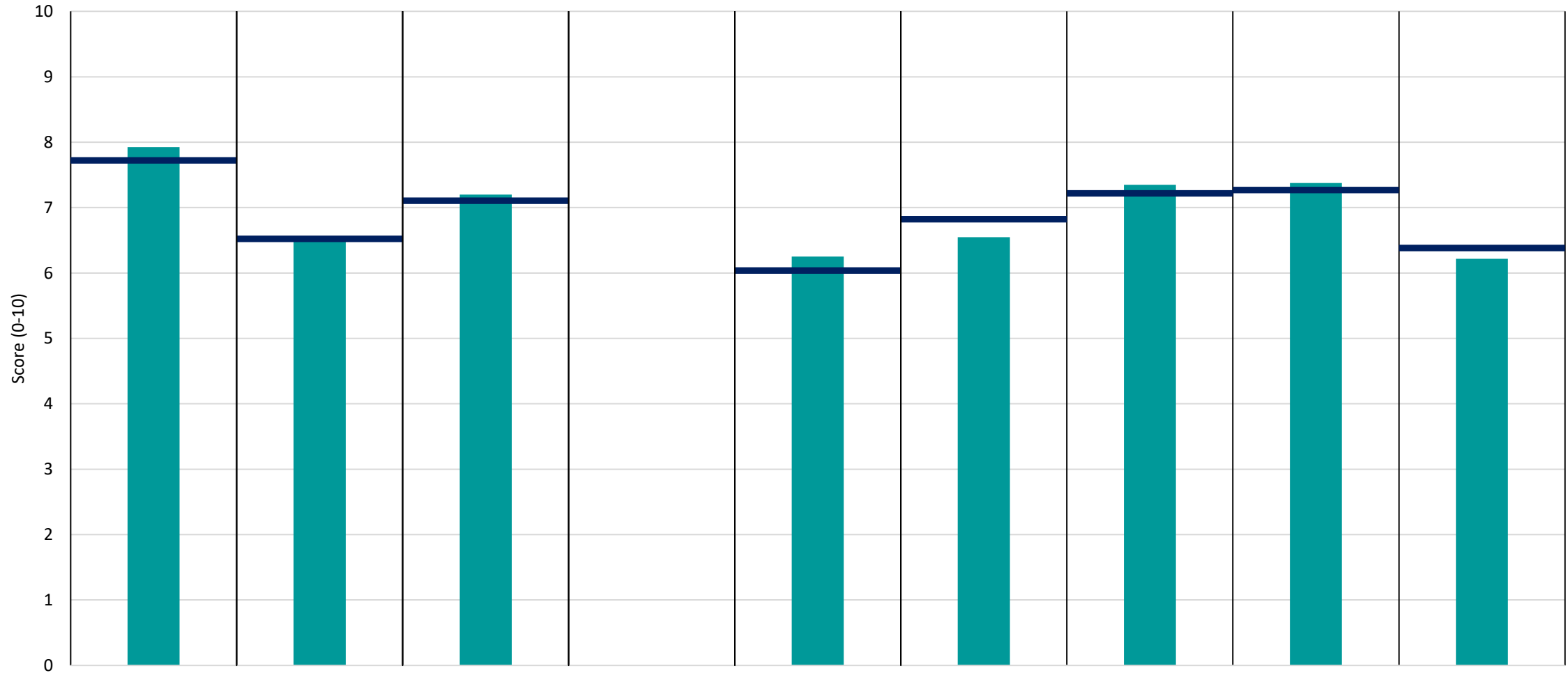
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Staff Engagement

Morale



Breakdown	7.92	6.56	7.20	-	6.25	6.55	7.35	7.38	6.22
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	245	244	244	-	243	244	244	245	245

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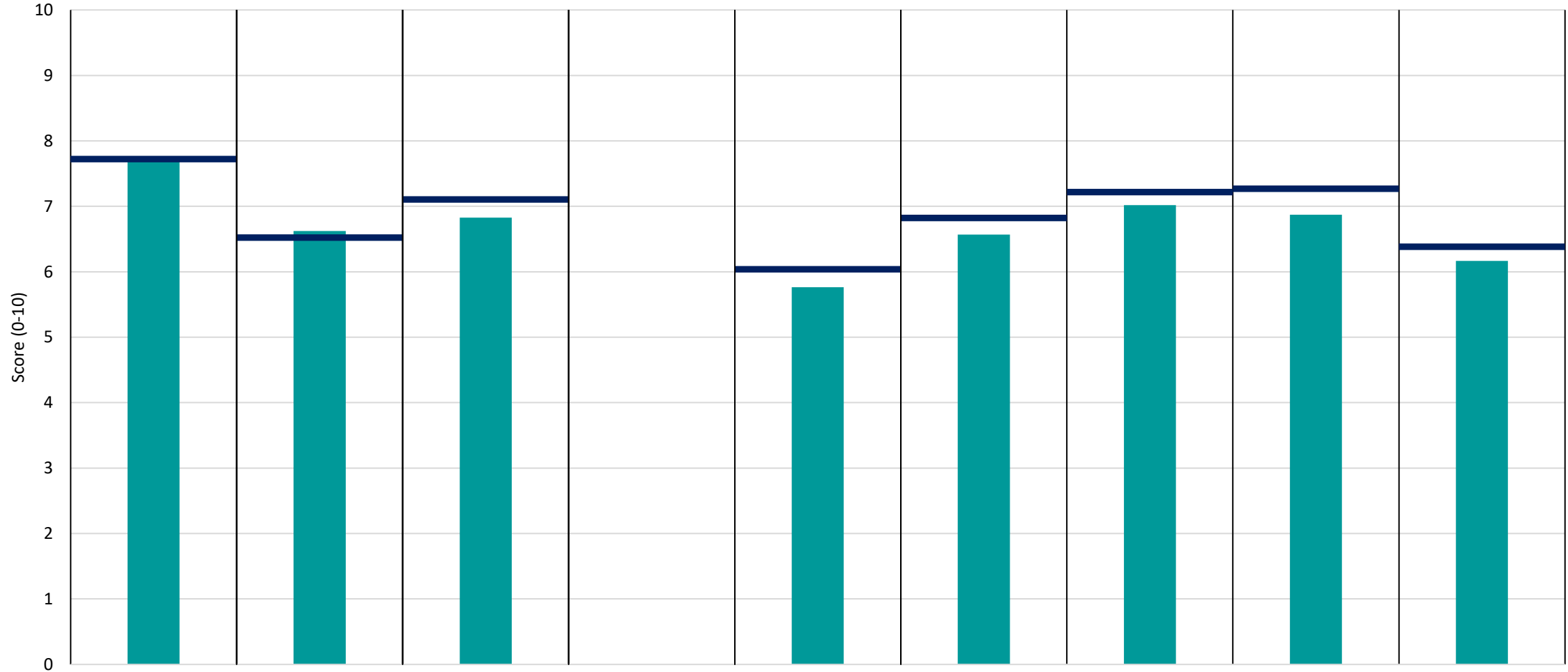
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Staff Engagement

Morale



Breakdown	7.70	6.62	6.83	-	5.76	6.57	7.02	6.87	6.17
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	113	113	113	-	111	113	113	113	113

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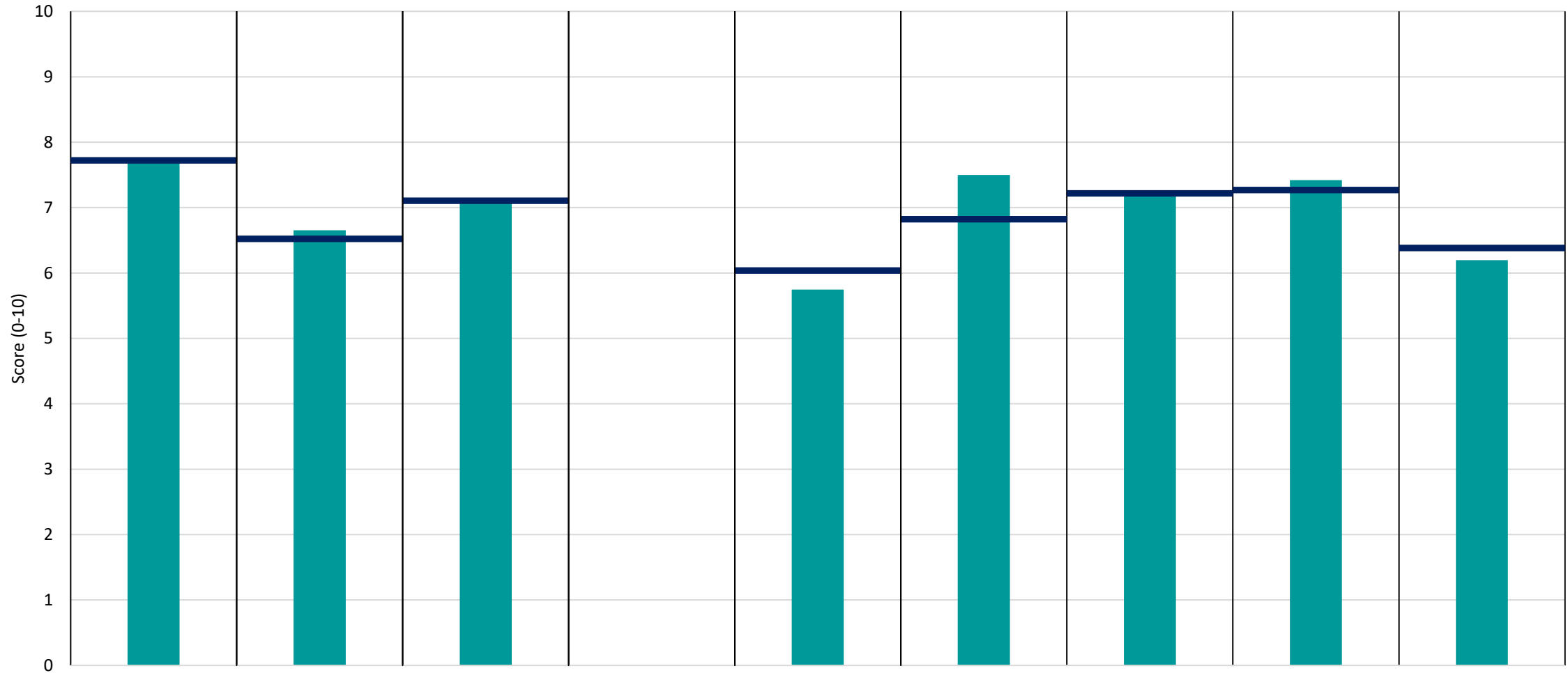
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Staff Engagement

Morale



Breakdown	7.68	6.65	7.10	-	5.75	7.50	7.23	7.42	6.20
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	32	32	32	-	32	32	32	32	32



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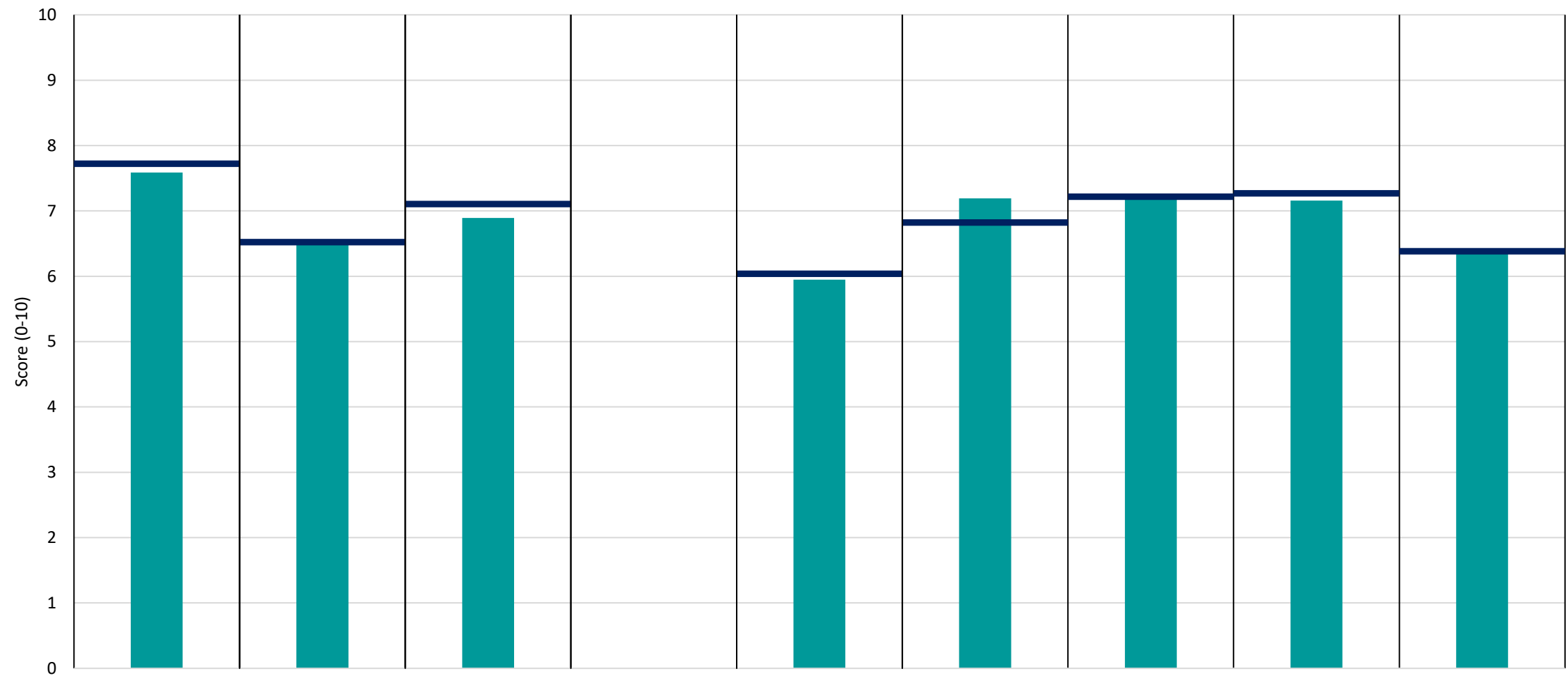
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Staff Engagement

Morale



Breakdown	7.59	6.49	6.89	-	5.95	7.19	7.24	7.16	6.40
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	214	215	212	-	210	215	215	215	215

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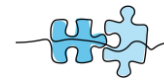
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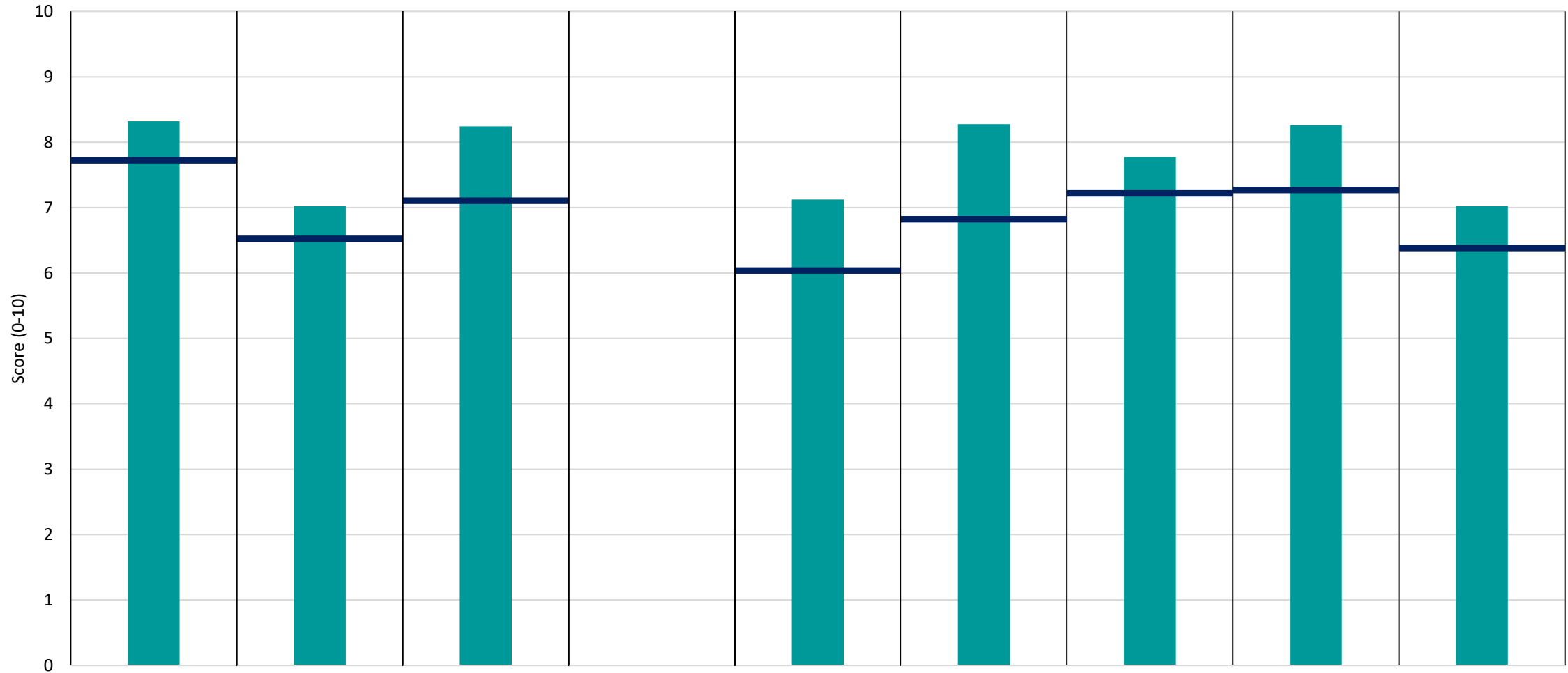
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Staff Engagement

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Breakdown	8.32	7.02	8.24	-	7.13	8.28	7.77	8.26	7.02
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	22	22	22	-	22	22	22	22	22



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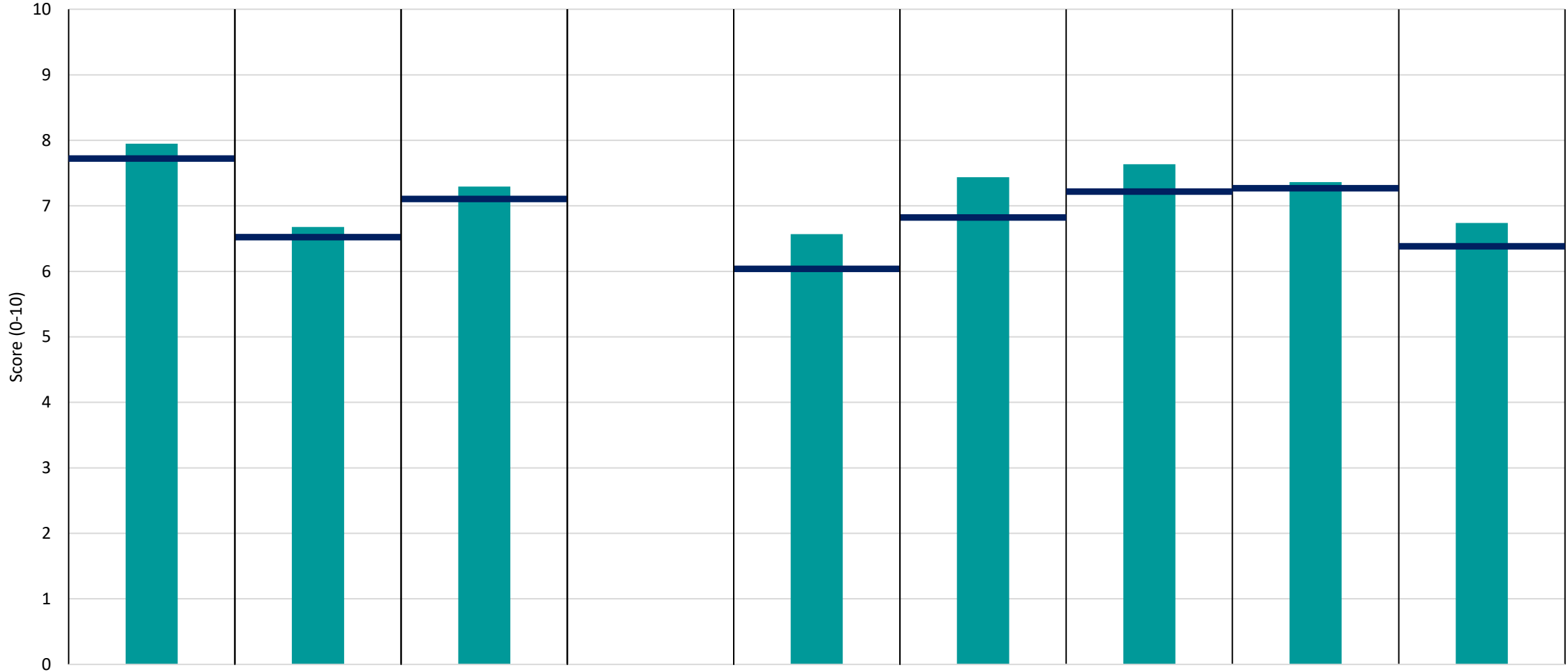
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Breakdown	7.95	6.68	7.30	-	6.57	7.44	7.63	7.36	6.74
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 95 95 95 - 94 95 95 95 95 95 12

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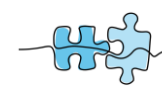
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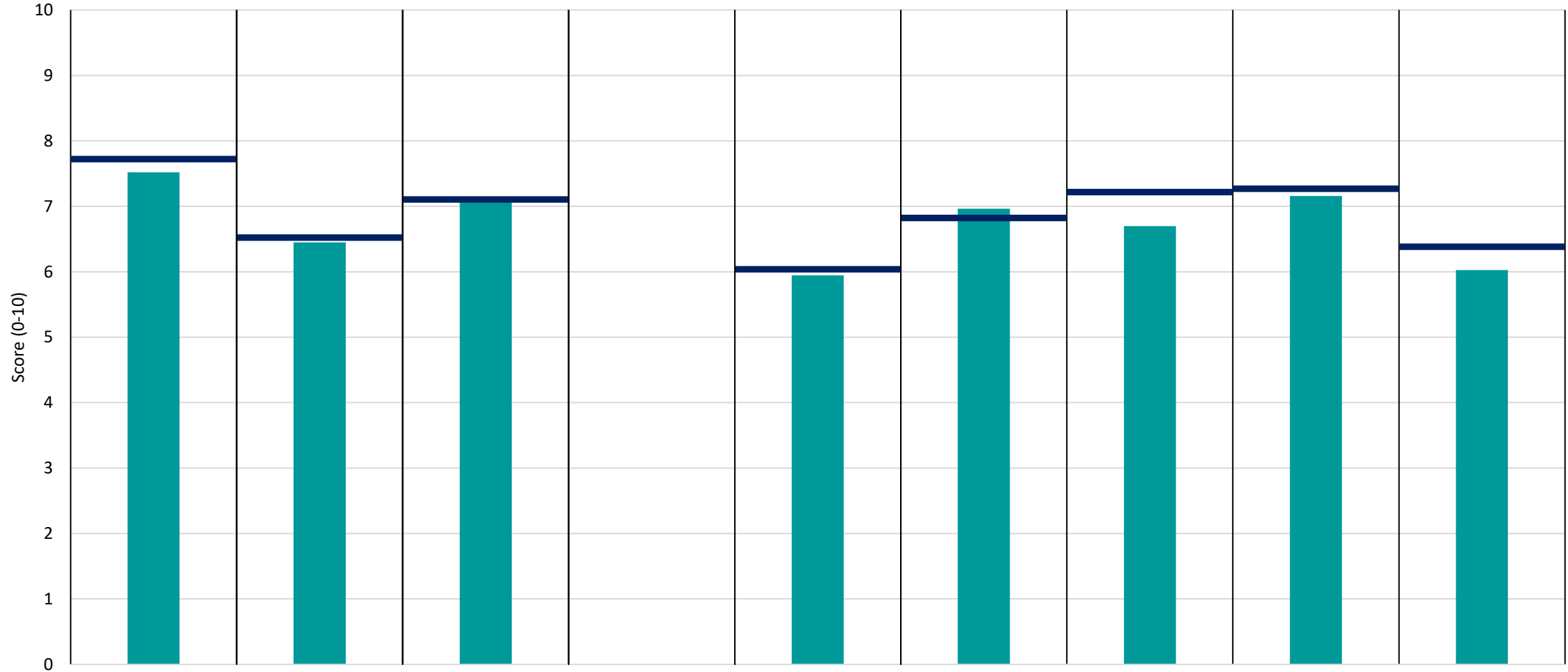
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Staff Engagement

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Breakdown	7.52	6.45	7.07	-	5.94	6.96	6.70	7.16	6.03
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 50 50 49 - 50 50 50 50 50 13

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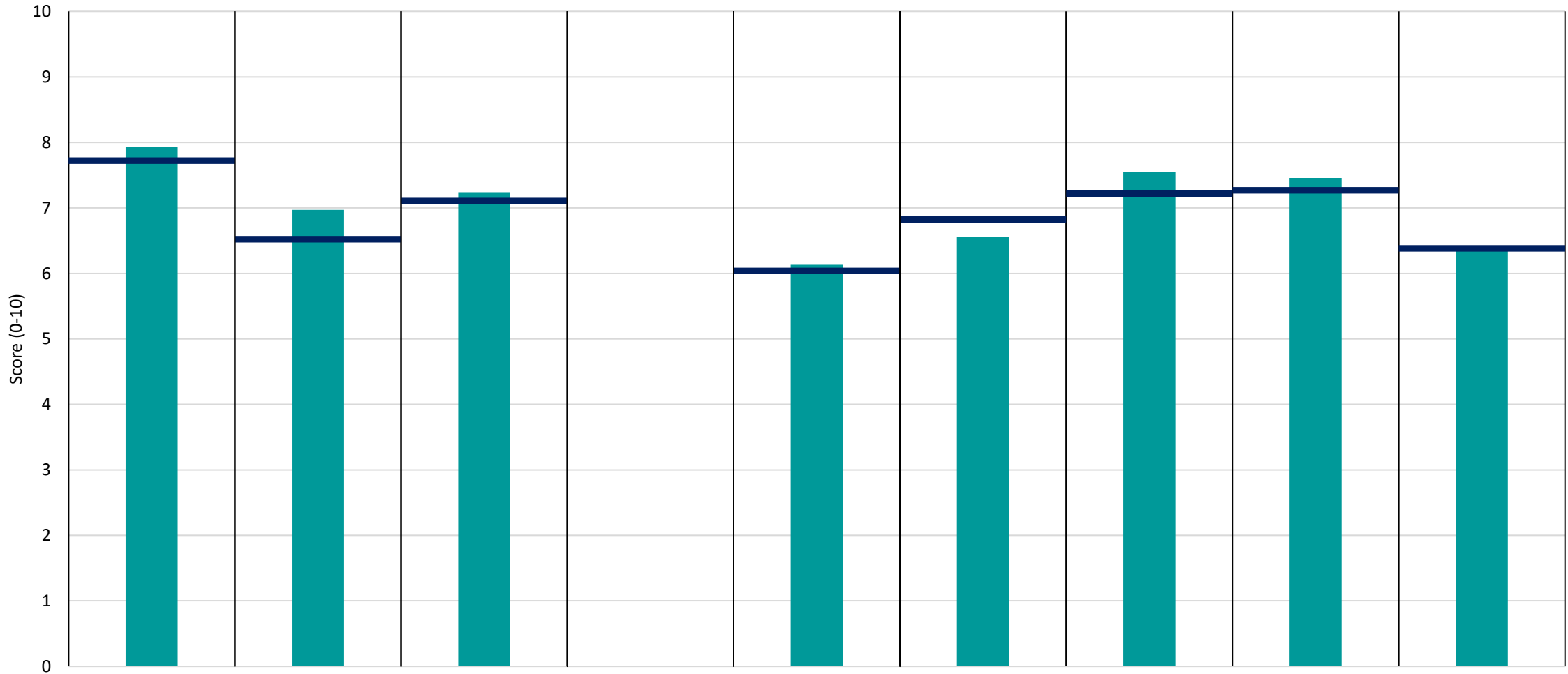
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Staff Engagement

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Breakdown	7.94	6.97	7.24	-	6.13	6.55	7.54	7.46	6.39
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 82 82 82 - 81 82 82 82 82 14

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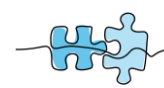
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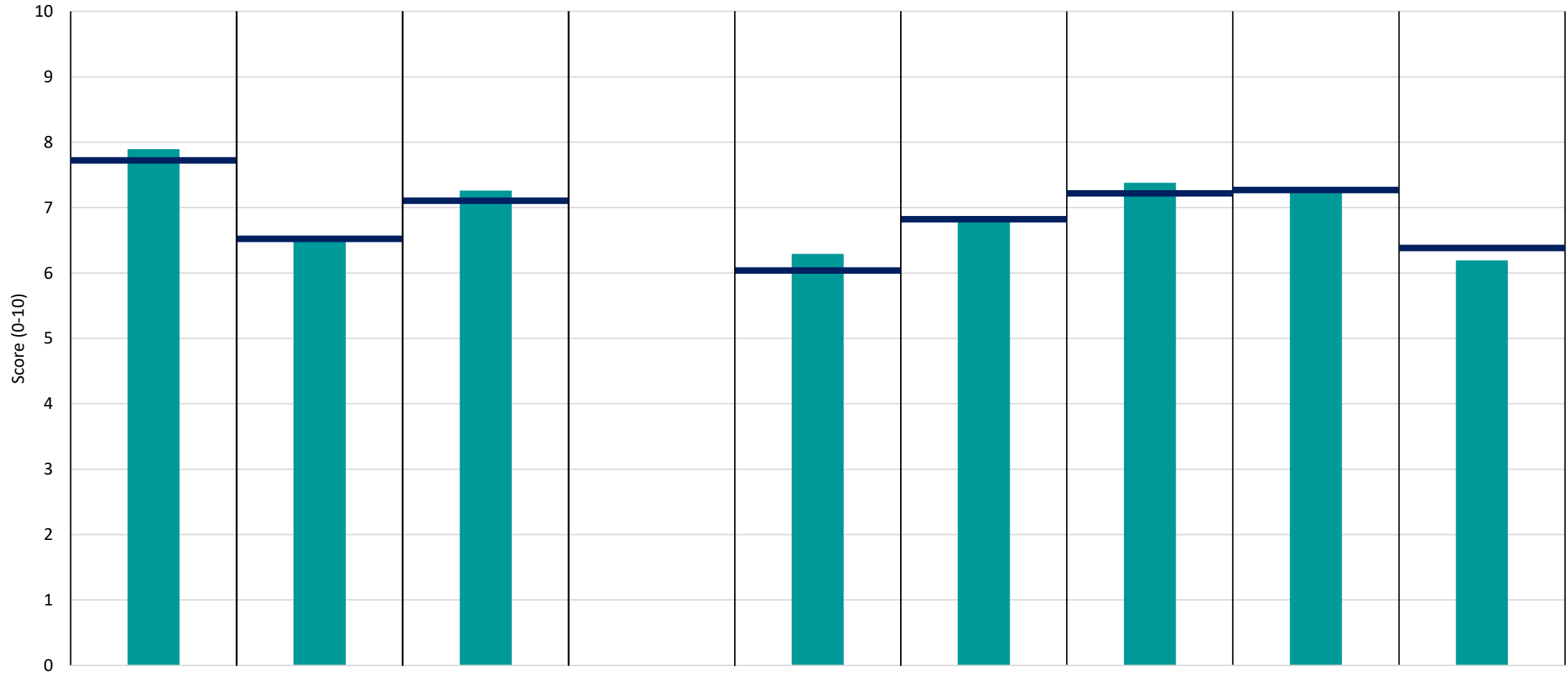
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Staff Engagement

Morale



Breakdown	7.89	6.55	7.26	-	6.29	6.79	7.38	7.26	6.19
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	173	173	172	-	171	173	173	173	173



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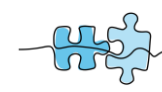
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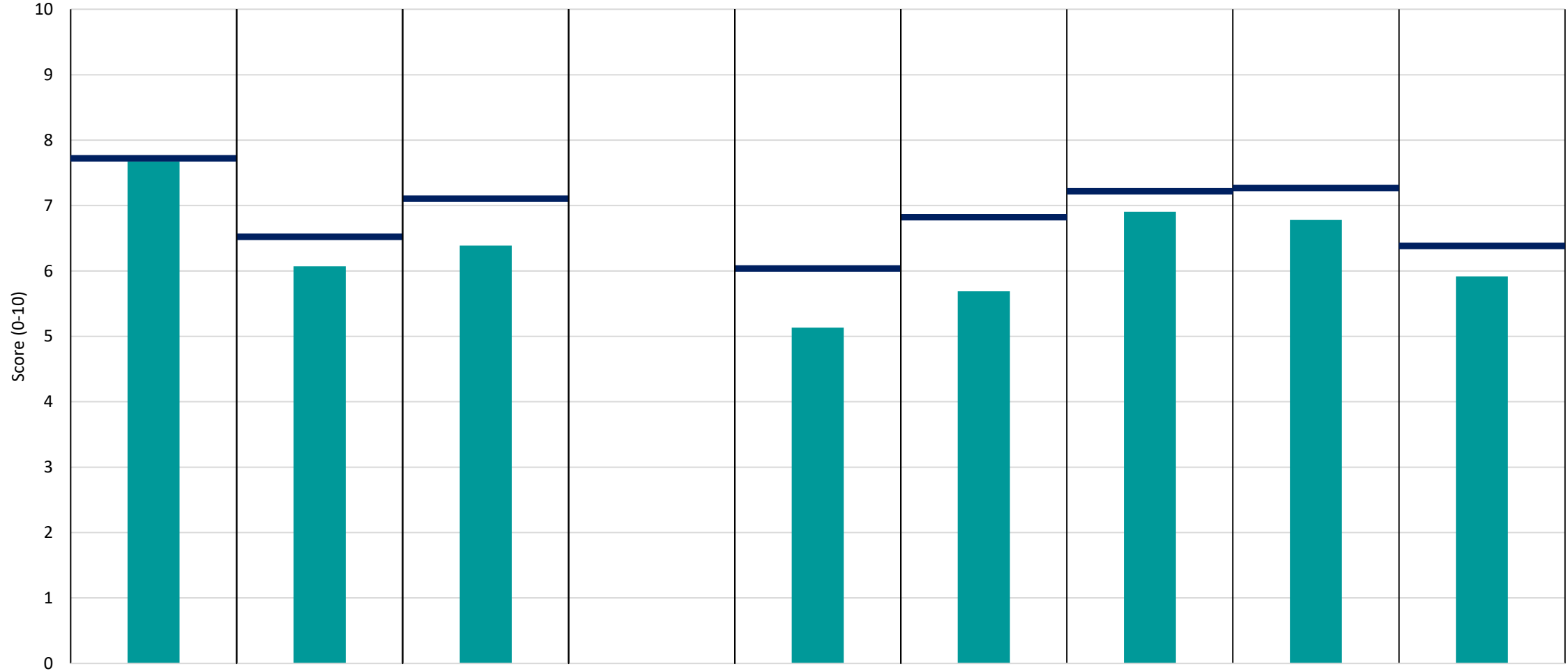
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Staff Engagement

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Breakdown	7.67	6.07	6.39	-	5.13	5.69	6.91	6.78	5.92
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 91 90 91 - 86 90 91 91 91 16

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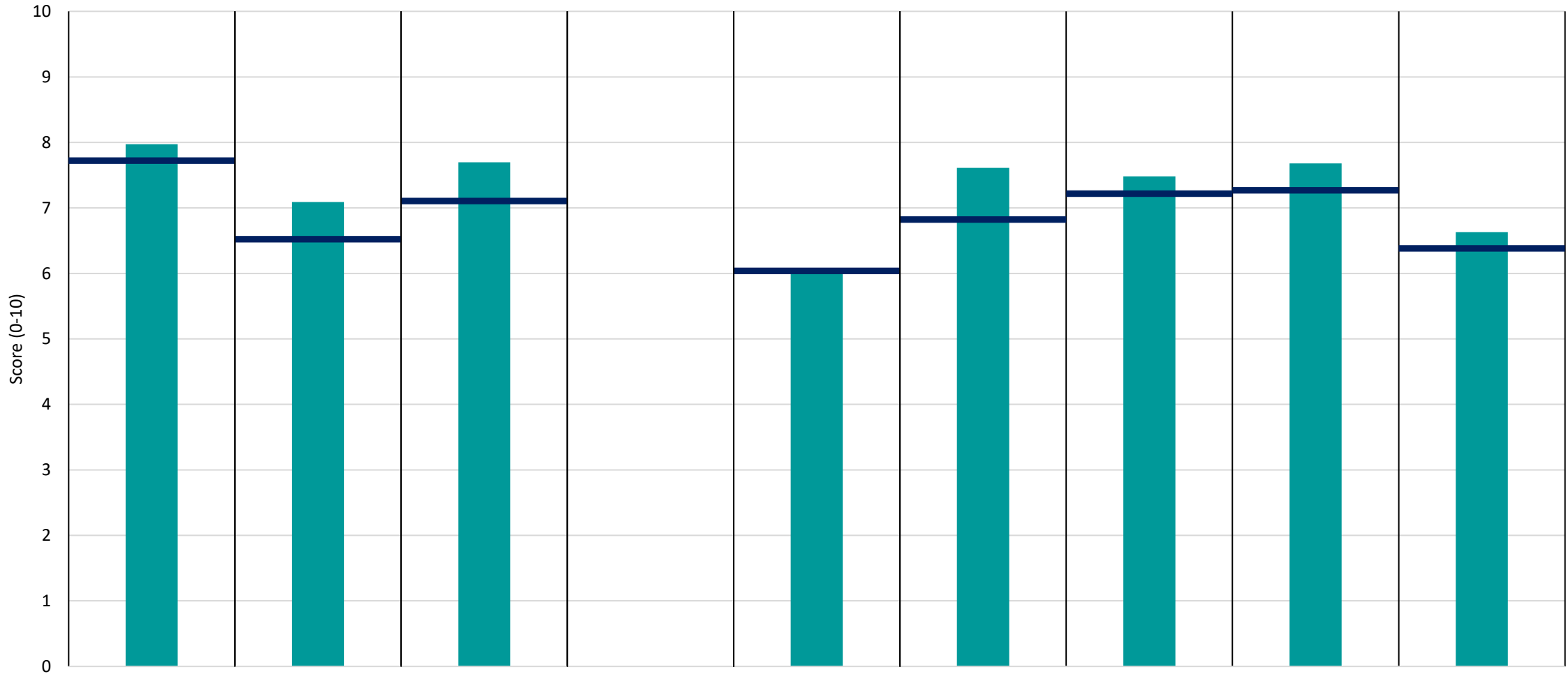
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Staff Engagement

Morale



Breakdown	7.97	7.09	7.70	-	6.02	7.61	7.48	7.68	6.63
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 39 39 39 - 36 39 39 39 39 39 17

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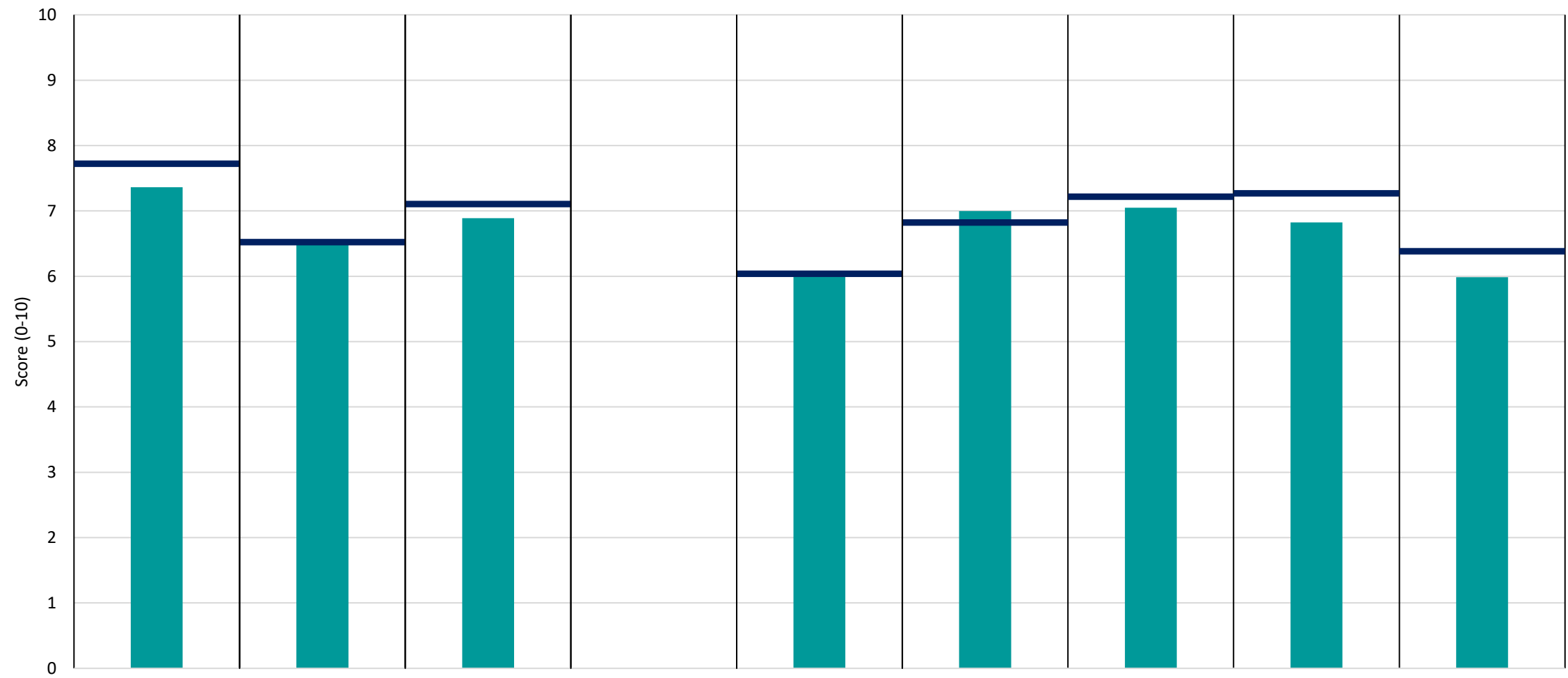
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Staff Engagement

Morale



Breakdown	7.36	6.52	6.89	-	5.99	7.00	7.05	6.82	5.98
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	29	29	29	-	27	29	29	29	29

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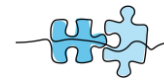
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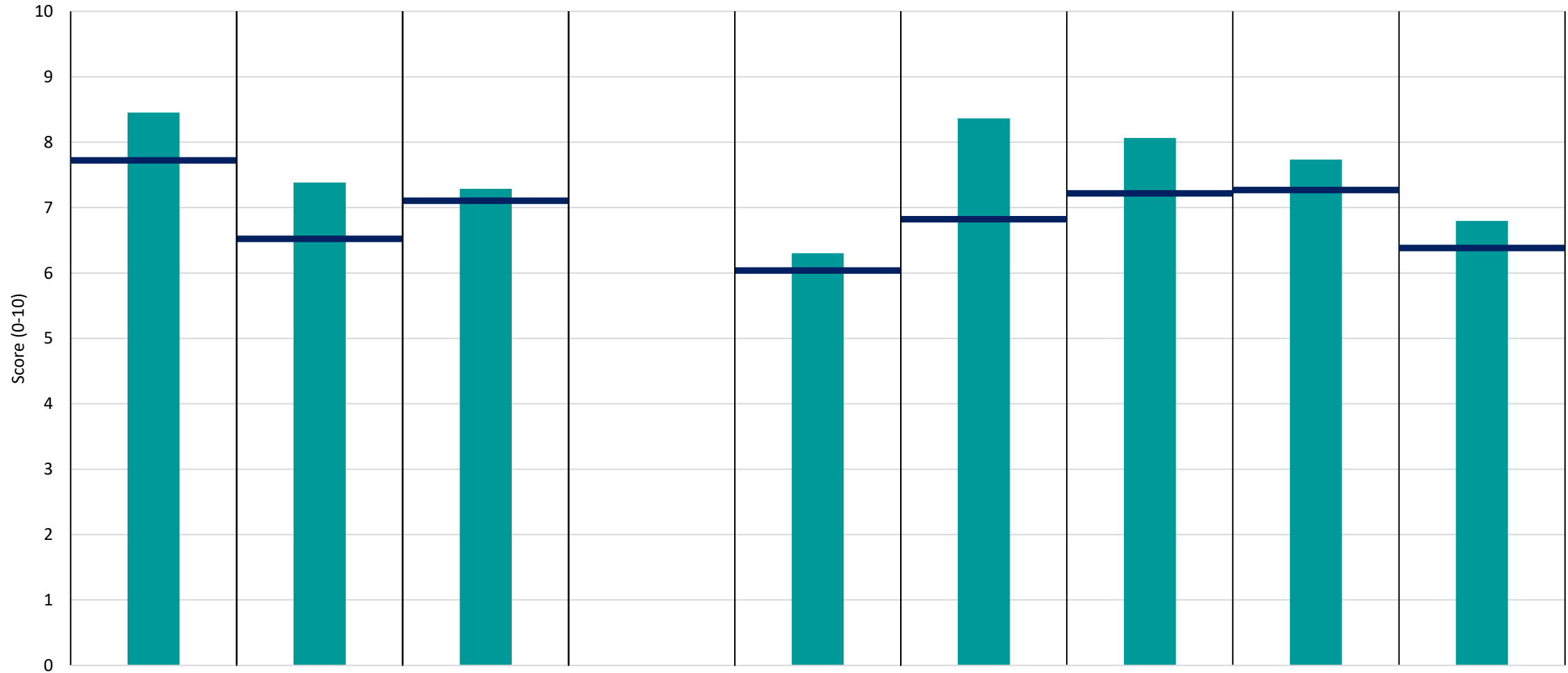
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Staff Engagement

Morale



Breakdown	8.45	7.38	7.29	-	6.30	8.37	8.06	7.74	6.80
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 13 13 13 - 13 13 13 13 13 13 19

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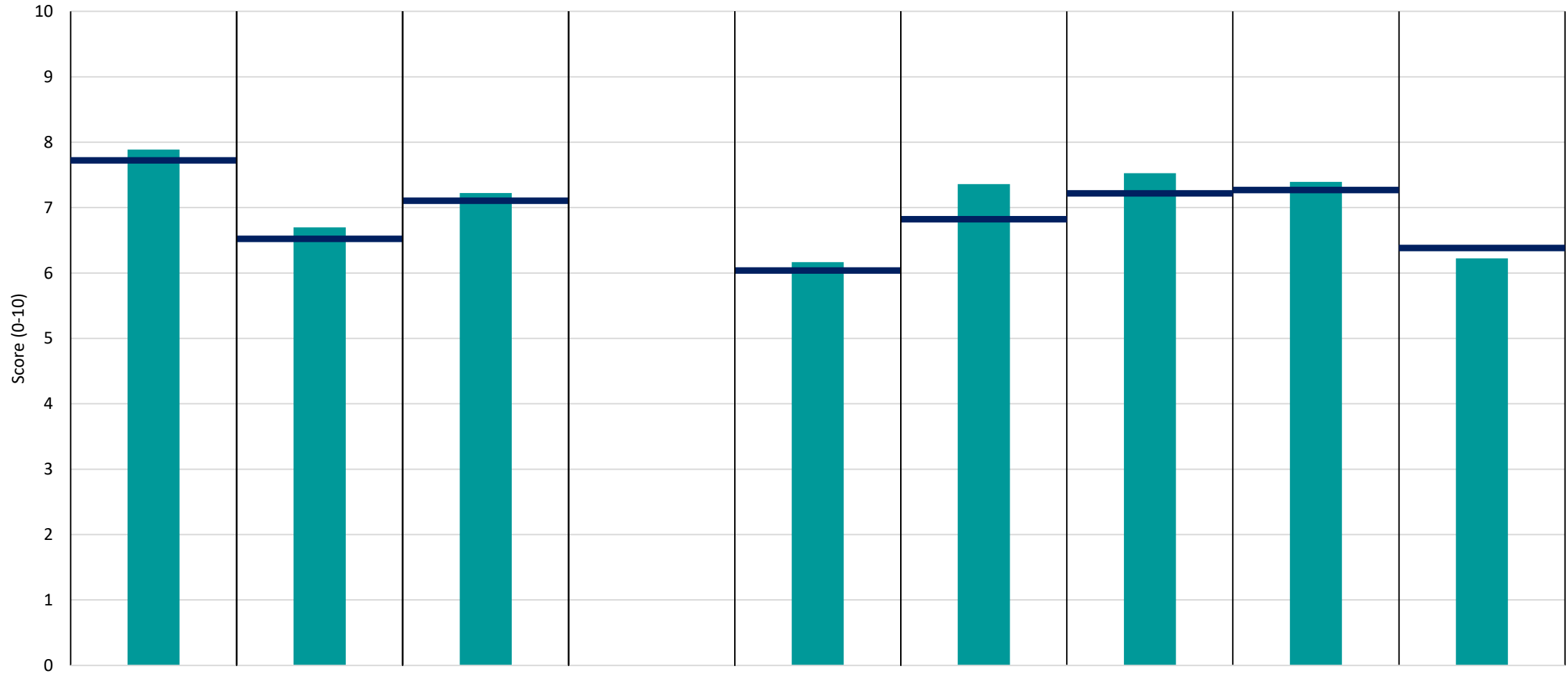
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Staff Engagement

Morale



Breakdown	7.89	6.70	7.22	-	6.17	7.36	7.53	7.39	6.22
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 53 54 53 - 51 53 53 54 54 20

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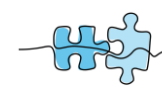
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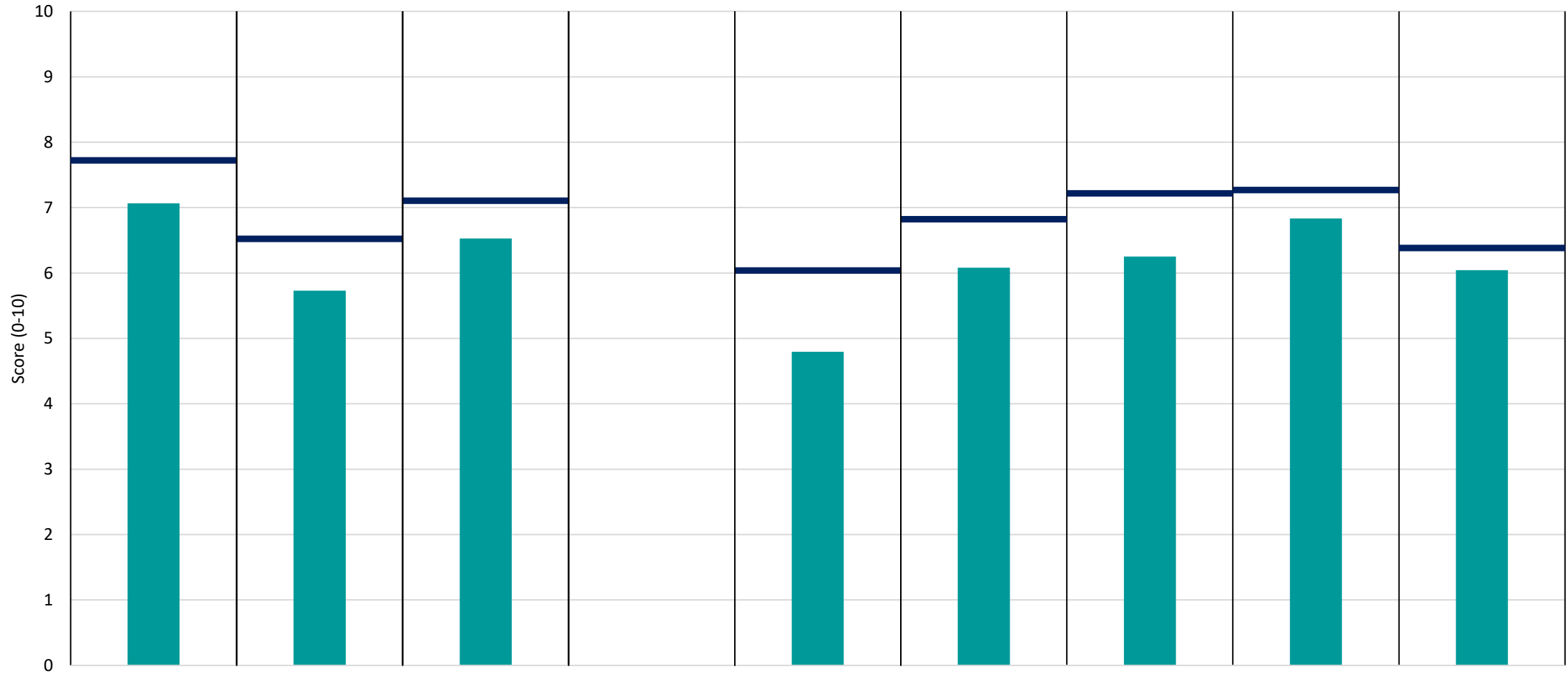
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Staff Engagement

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Breakdown	7.07	5.73	6.53	-	4.80	6.08	6.25	6.84	6.04
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 181 181 174 - 163 176 176 180 182 ²¹

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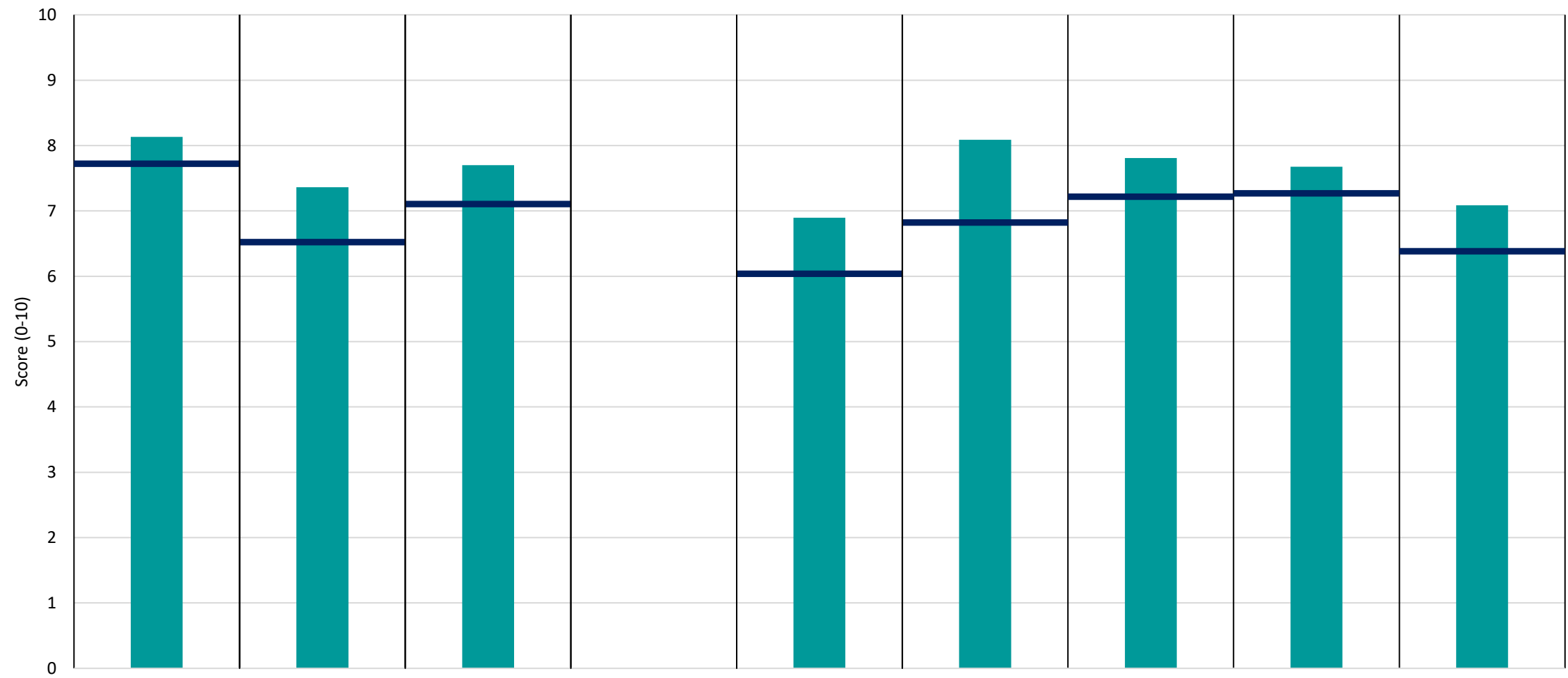
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Staff Engagement

Morale



Breakdown	8.13	7.36	7.70	-	6.90	8.09	7.81	7.68	7.09
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	147	147	144	-	142	147	147	147	147

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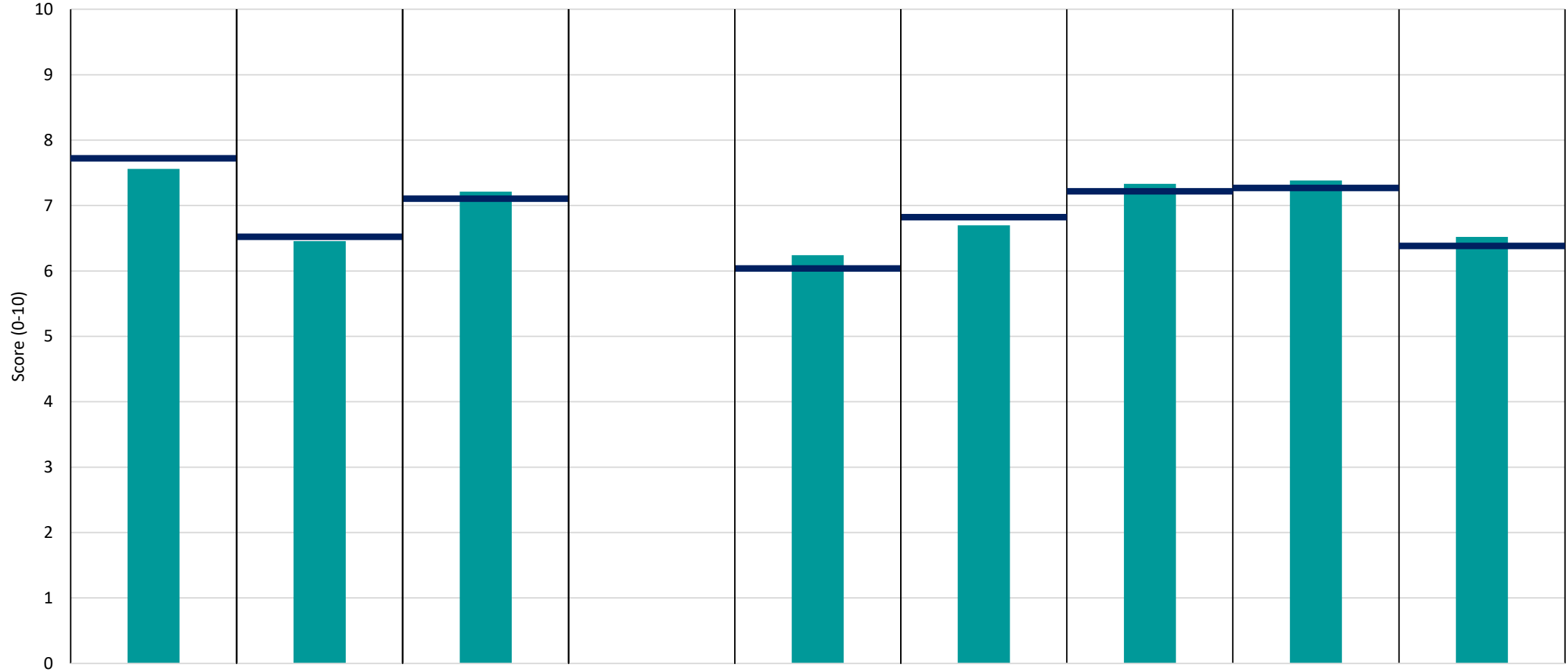
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Staff Engagement

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Breakdown	7.56	6.46	7.21	-	6.24	6.70	7.33	7.38	6.52
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	306	306	303	-	295	304	306	306	306



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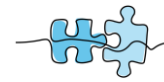
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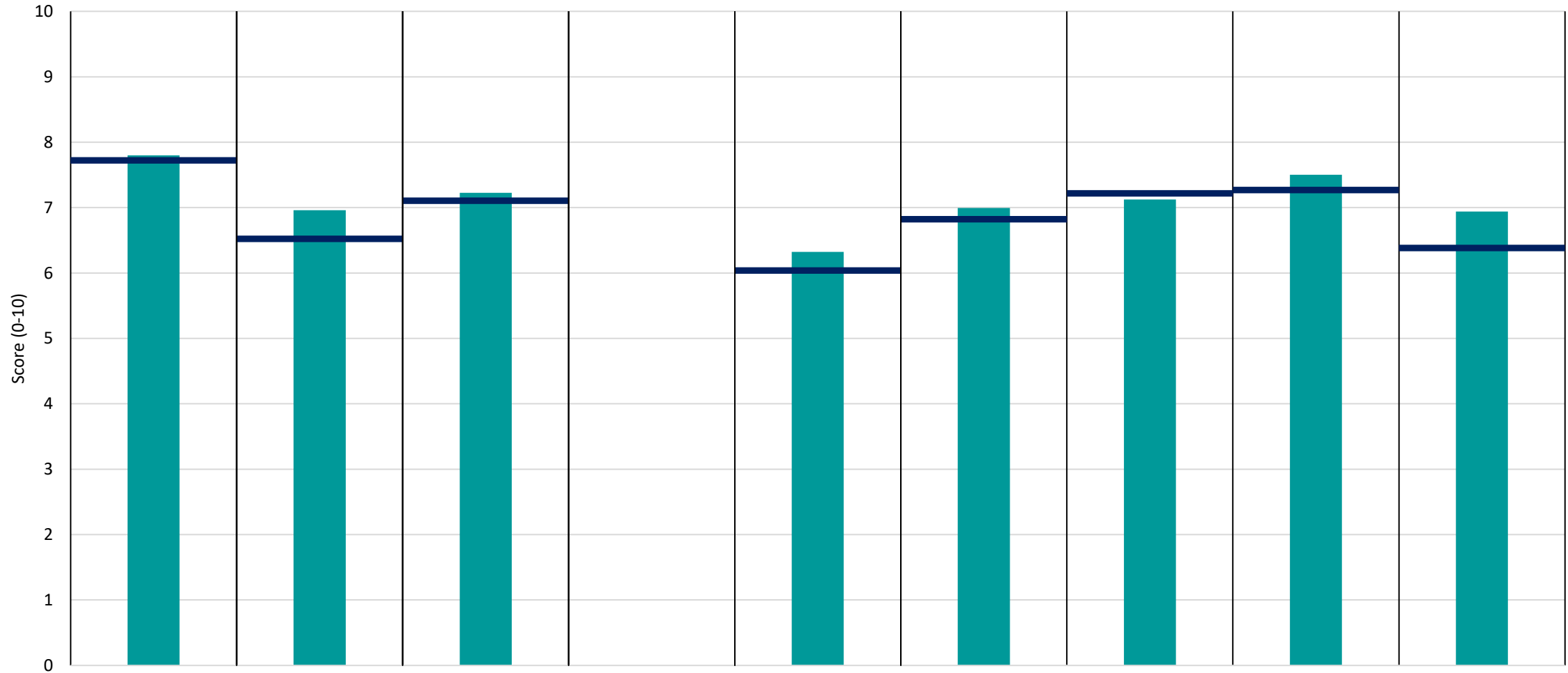
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Staff Engagement

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Breakdown	7.80	6.96	7.23	-	6.32	6.99	7.13	7.50	6.94
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	114	114	113	-	114	113	114	114	114



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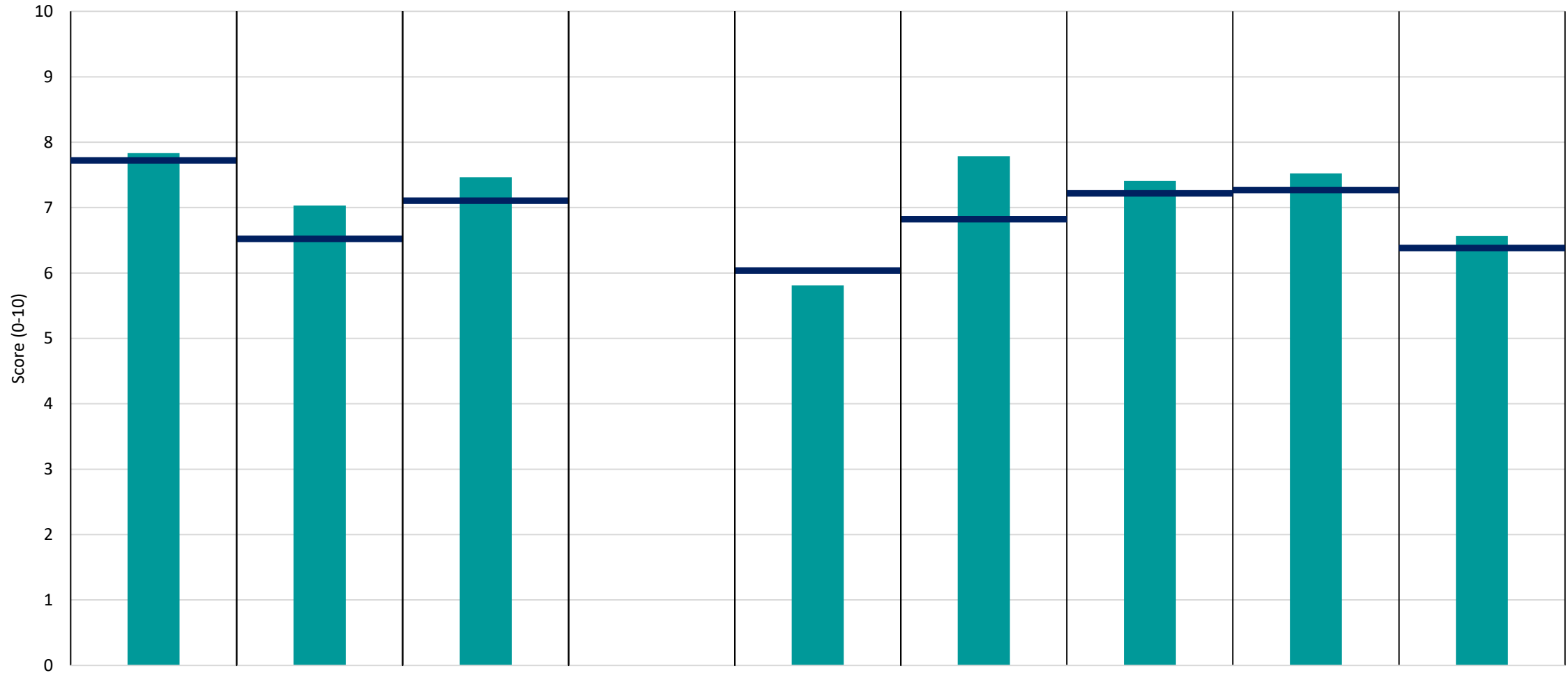
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Breakdown	7.83	7.03	7.47	-	5.81	7.79	7.41	7.52	6.57
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 90 90 89 - 87 90 90 90 90 90 25

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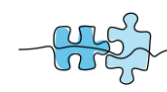
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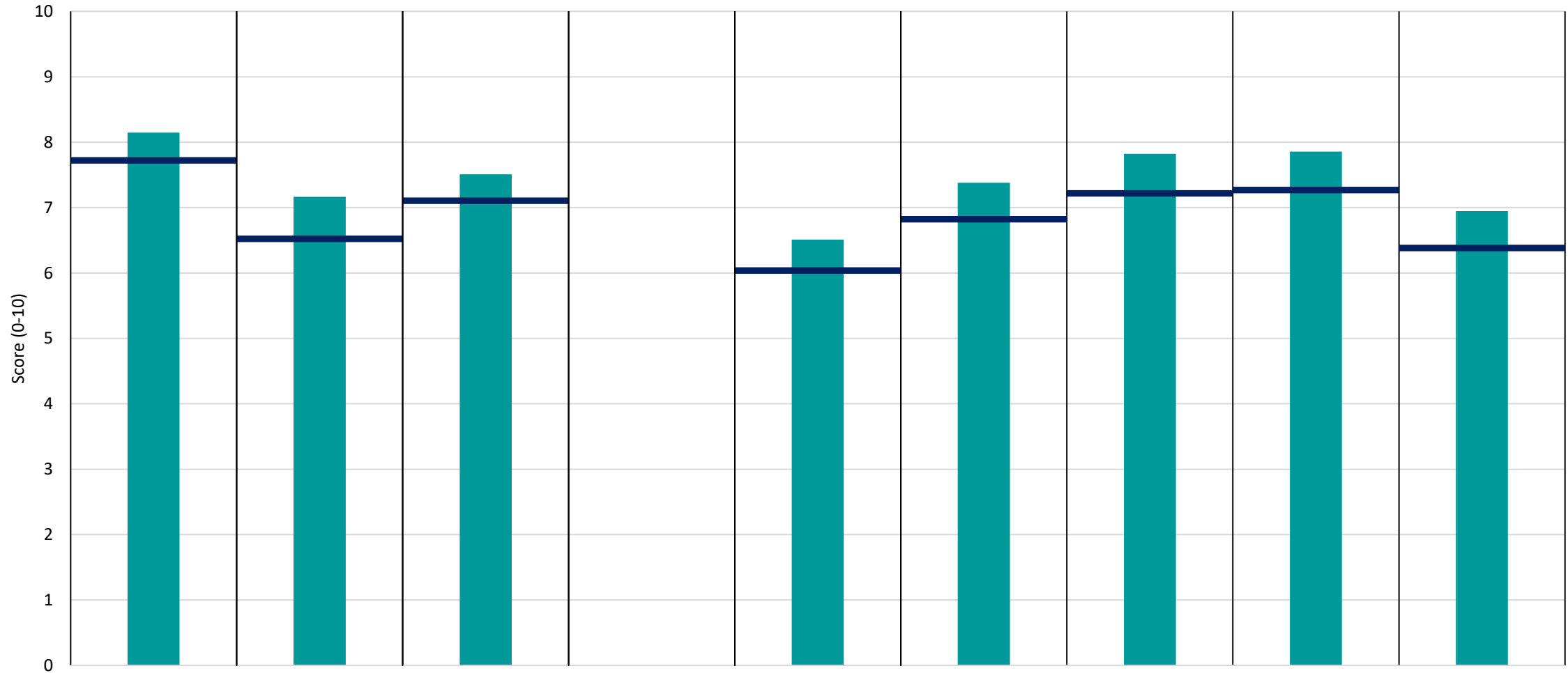
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Breakdown	8.15	7.17	7.51	-	6.51	7.38	7.82	7.86	6.95
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 31 31 31 - 30 31 31 31 31 31 26

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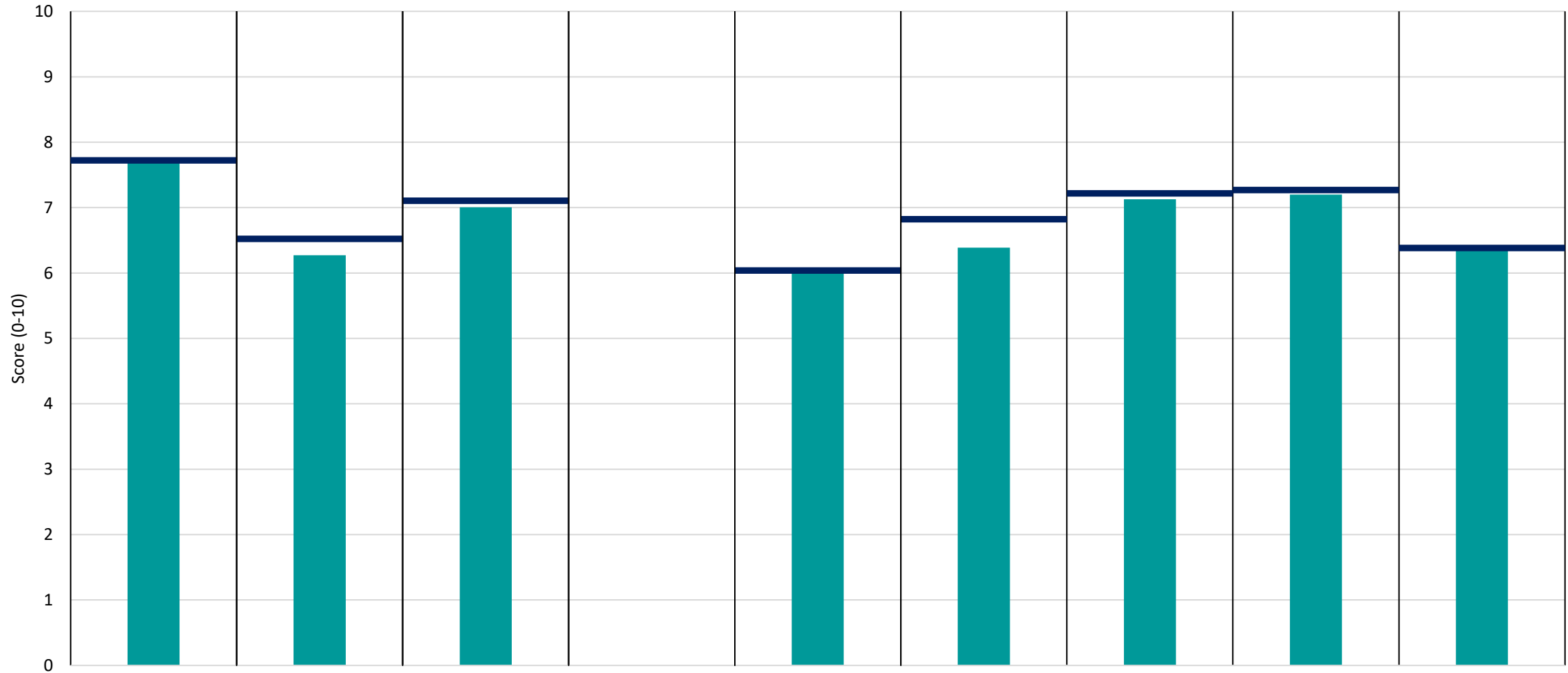
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Staff Engagement

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Breakdown	7.70	6.27	7.01	-	6.02	6.39	7.13	7.20	6.41
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	467	468	461	-	461	467	467	467	468



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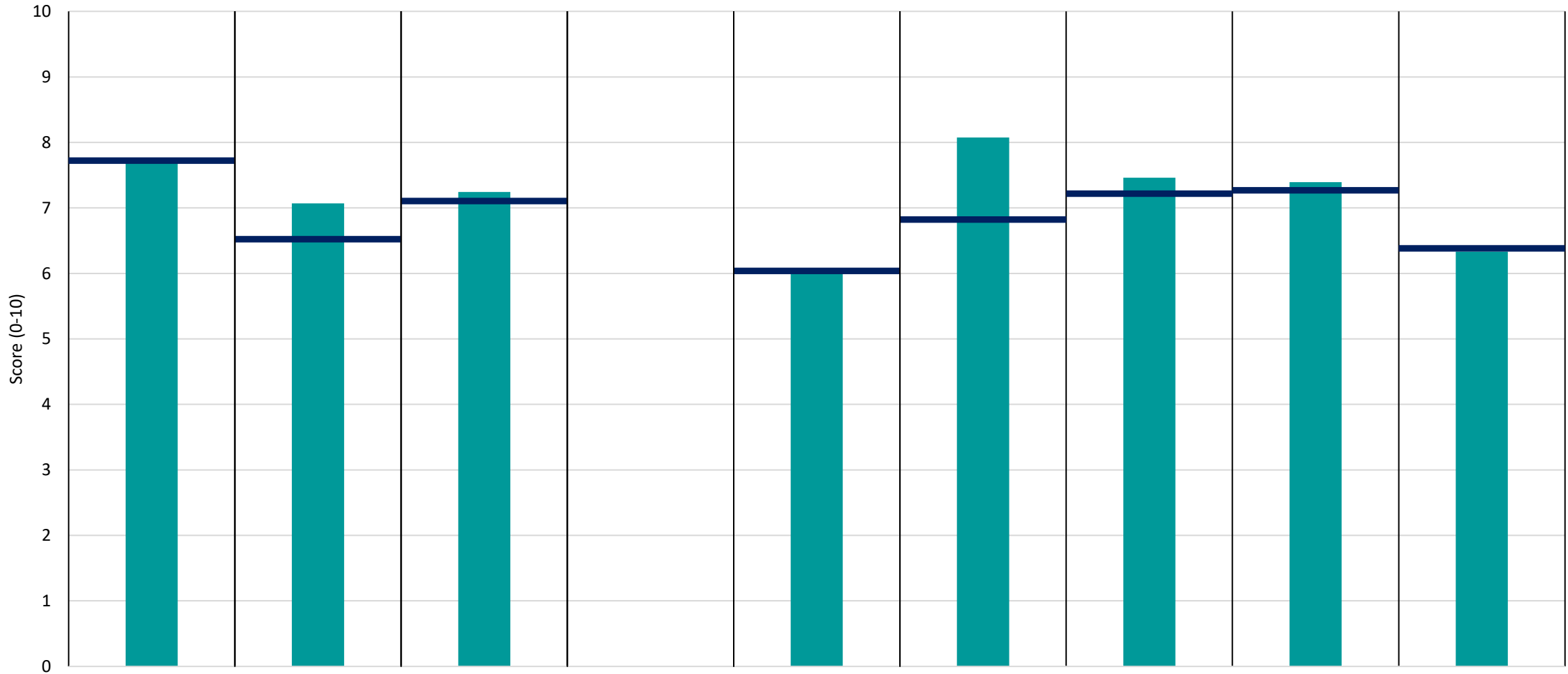
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.74	7.07	7.24	-	6.08	8.07	7.46	7.39	6.33
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 29 29 29 - 29 29 29 29 29 29 28

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
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We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
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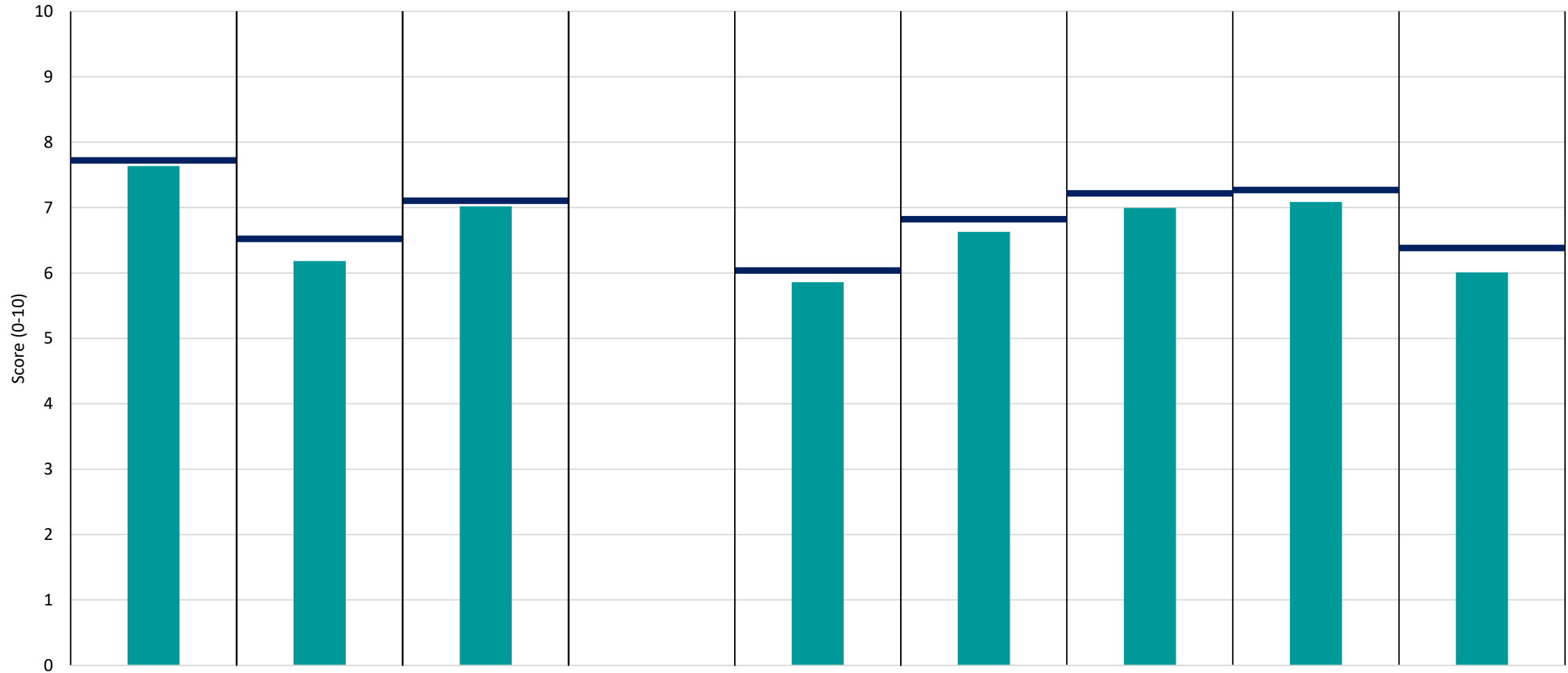
We work flexibly



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Staff Engagement

Morale



Breakdown	7.64	6.18	7.02	-	5.86	6.63	6.99	7.09	6.01
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	166	166	166	-	161	166	166	166	166

Breakdowns 2

Gloucestershire Health and Care NHS Foundation Trust
2023 NHS Staff Survey



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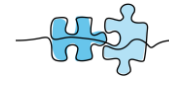
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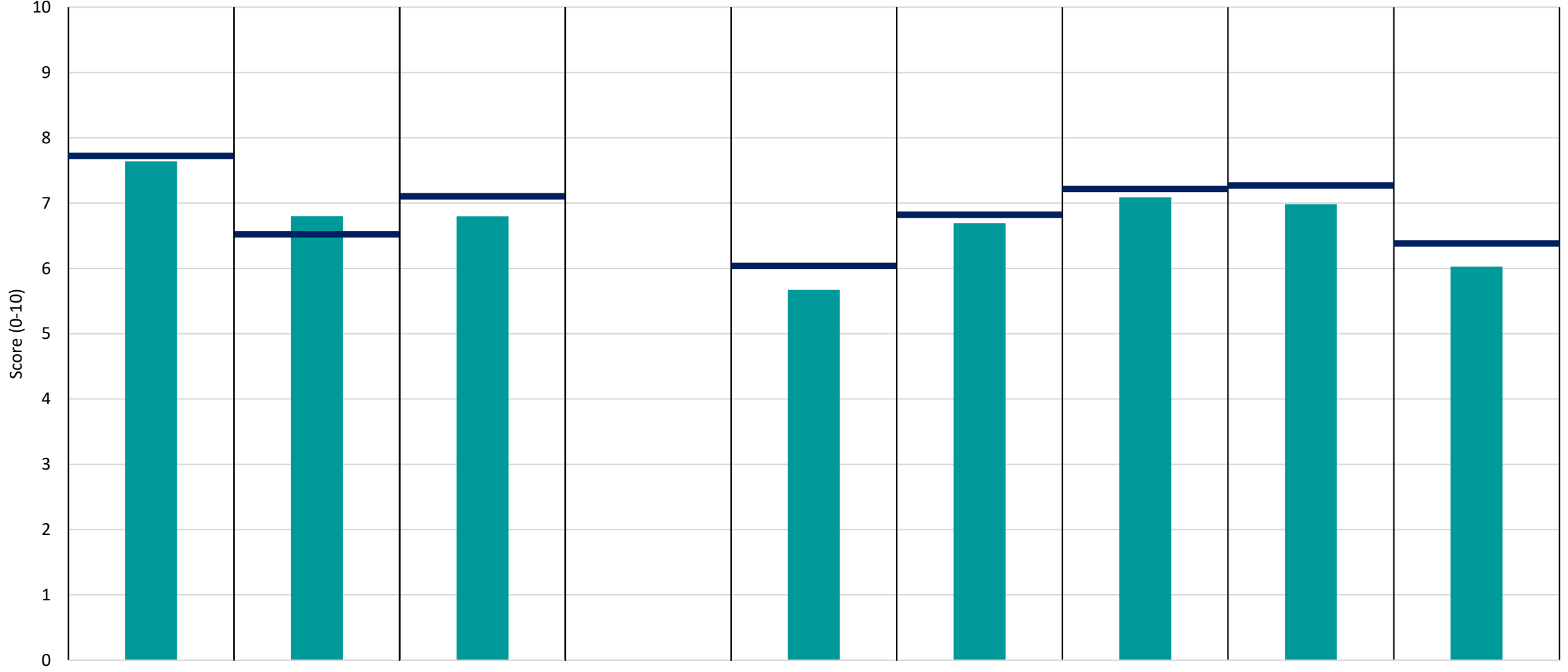
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Staff Engagement

Morale



Breakdown	7.64	6.80	6.80	-	5.67	6.69	7.09	6.98	6.03
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	118	118	118	-	117	118	118	118	118 ³¹

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Additional Clinical Services



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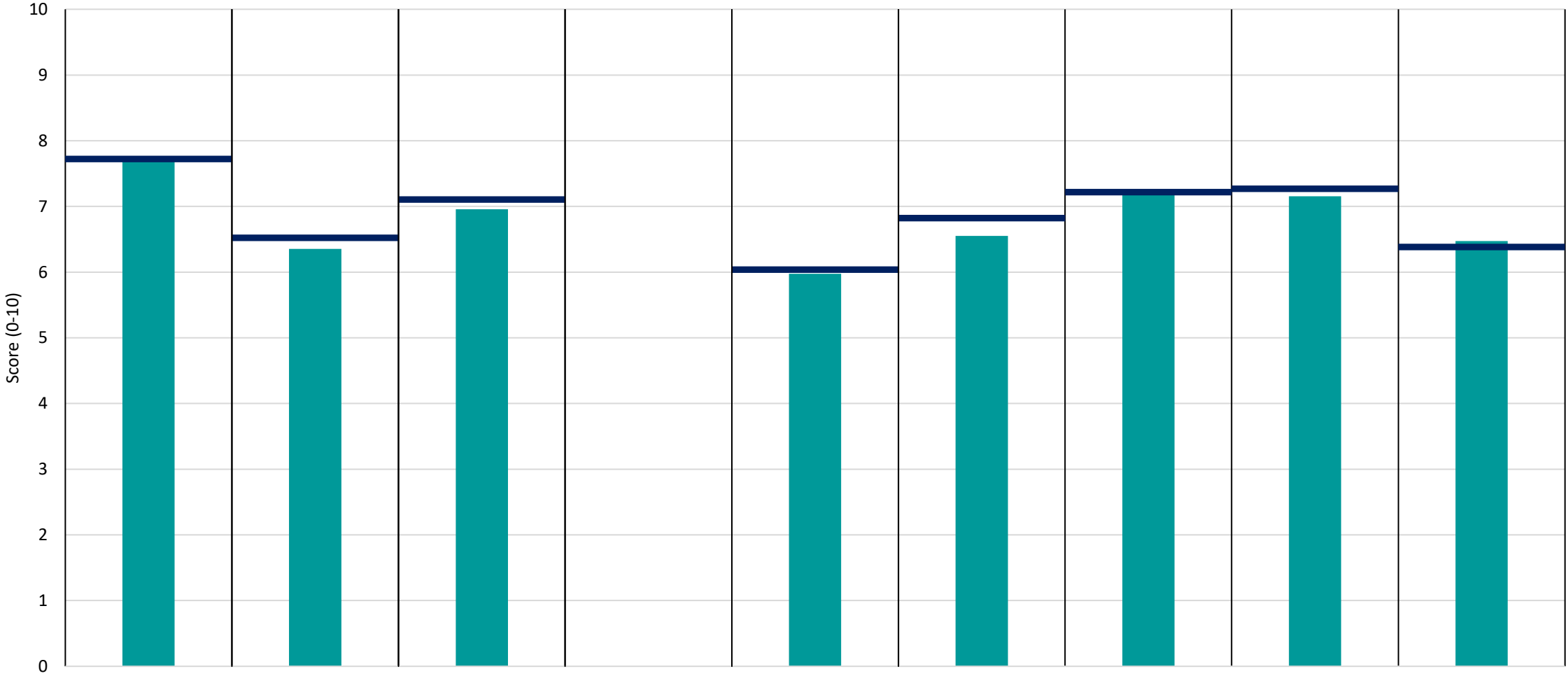
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Staff Engagement

Morale



Breakdown	7.74	6.35	6.96	-	5.97	6.55	7.21	7.15	6.47
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 504 501 500 - 485 499 502 503 503 ³²

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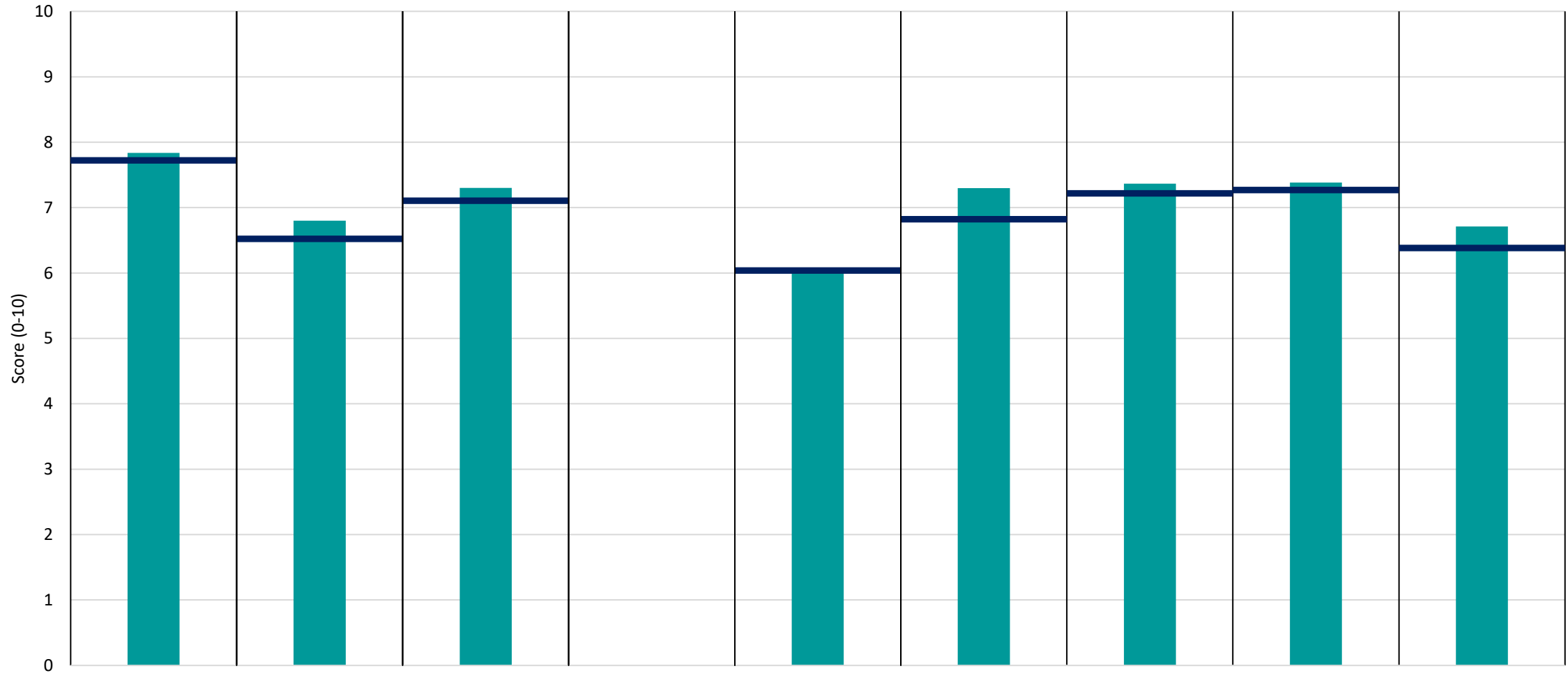
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Staff Engagement

Morale



Breakdown	7.84	6.80	7.30	-	5.99	7.30	7.37	7.38	6.71
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	756	757	749	-	741	756	756	757	757



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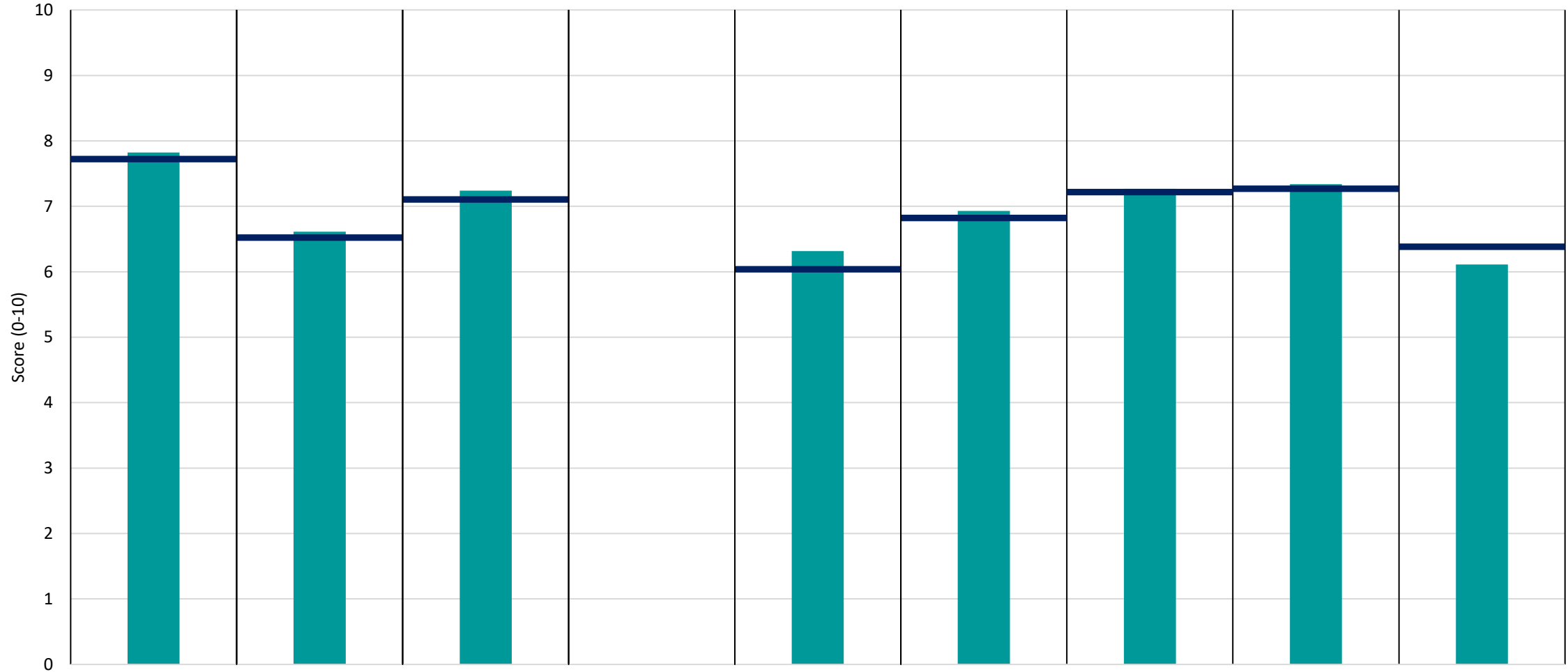
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Staff Engagement

Morale



Breakdown	7.82	6.61	7.24	-	6.32	6.93	7.27	7.34	6.11
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	381	382	378	-	374	382	382	381	382



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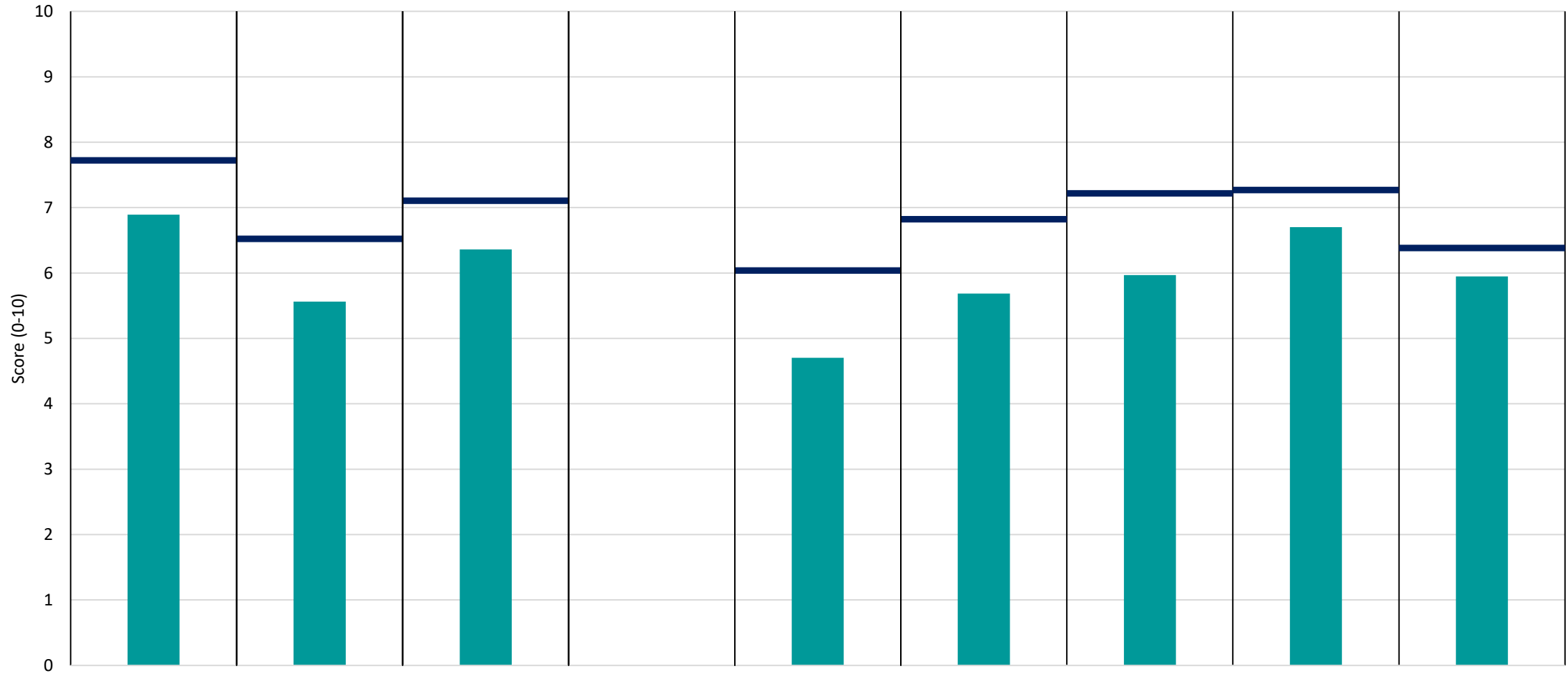
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Staff Engagement

Morale



Breakdown	6.89	5.56	6.36	-	4.70	5.69	5.97	6.70	5.95
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 136 136 129 - 119 131 131 135 137 35

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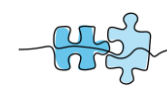
We are safe and healthy



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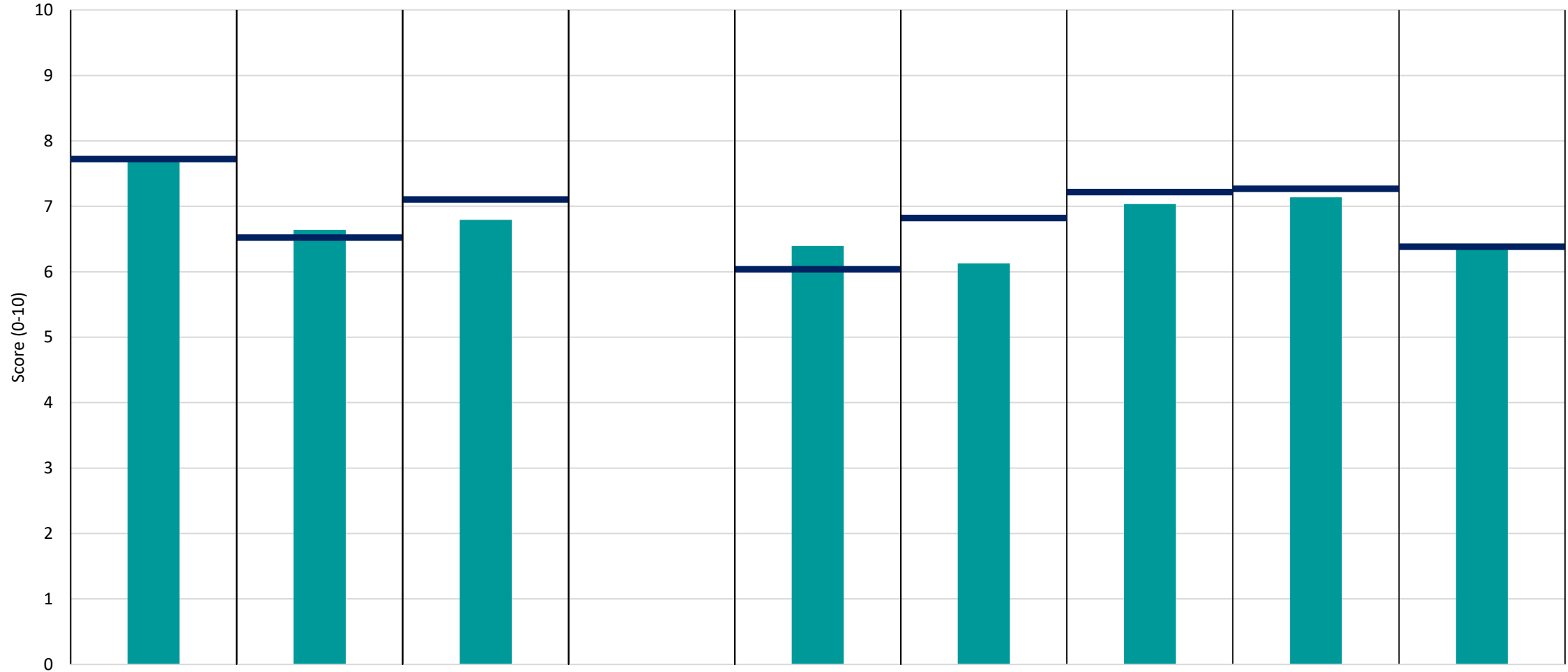
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Staff Engagement

Morale



Breakdown	7.70	6.64	6.79	-	6.39	6.13	7.04	7.14	6.41
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38

Responses 85 85 85 - 85 85 85 85 85 85 36

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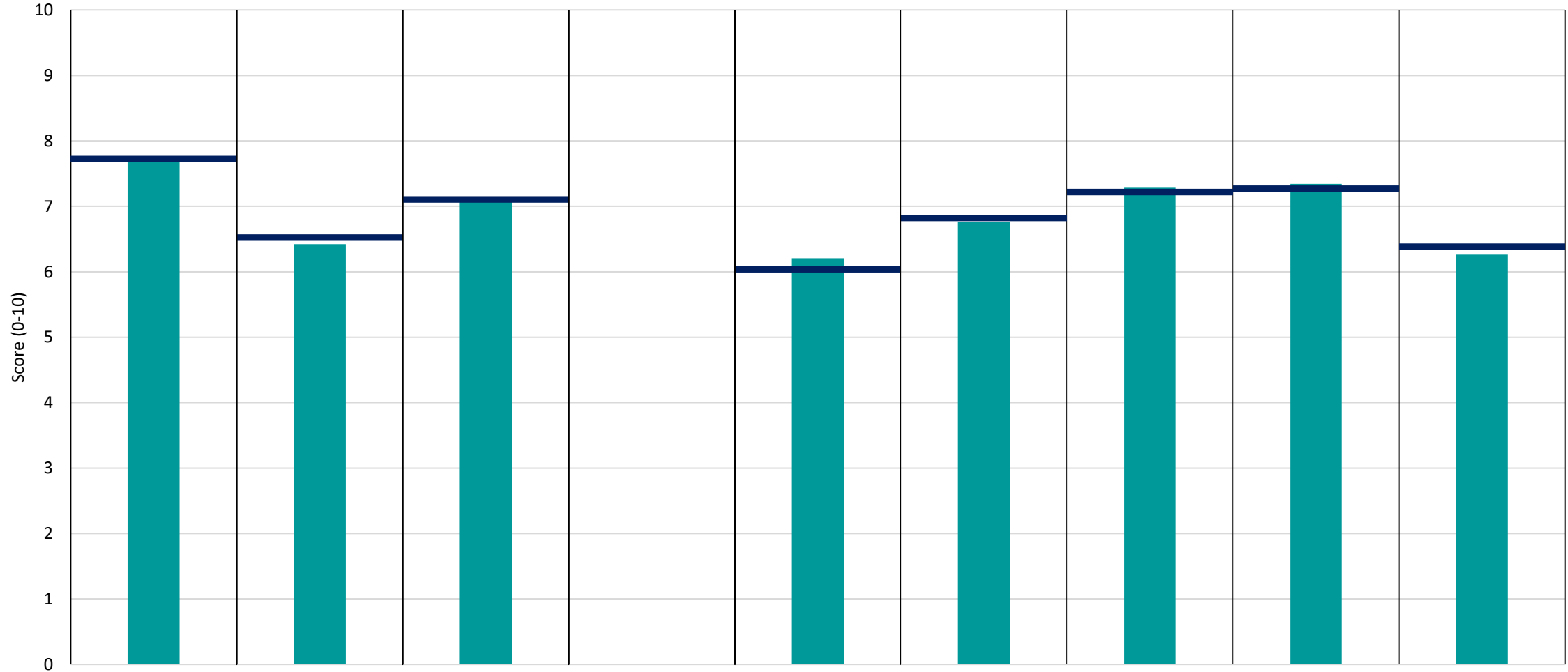
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Staff Engagement

Morale



Breakdown	7.71	6.42	7.15	-	6.21	6.77	7.29	7.34	6.26
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	809	811	804	-	795	809	810	811	811 ³⁷

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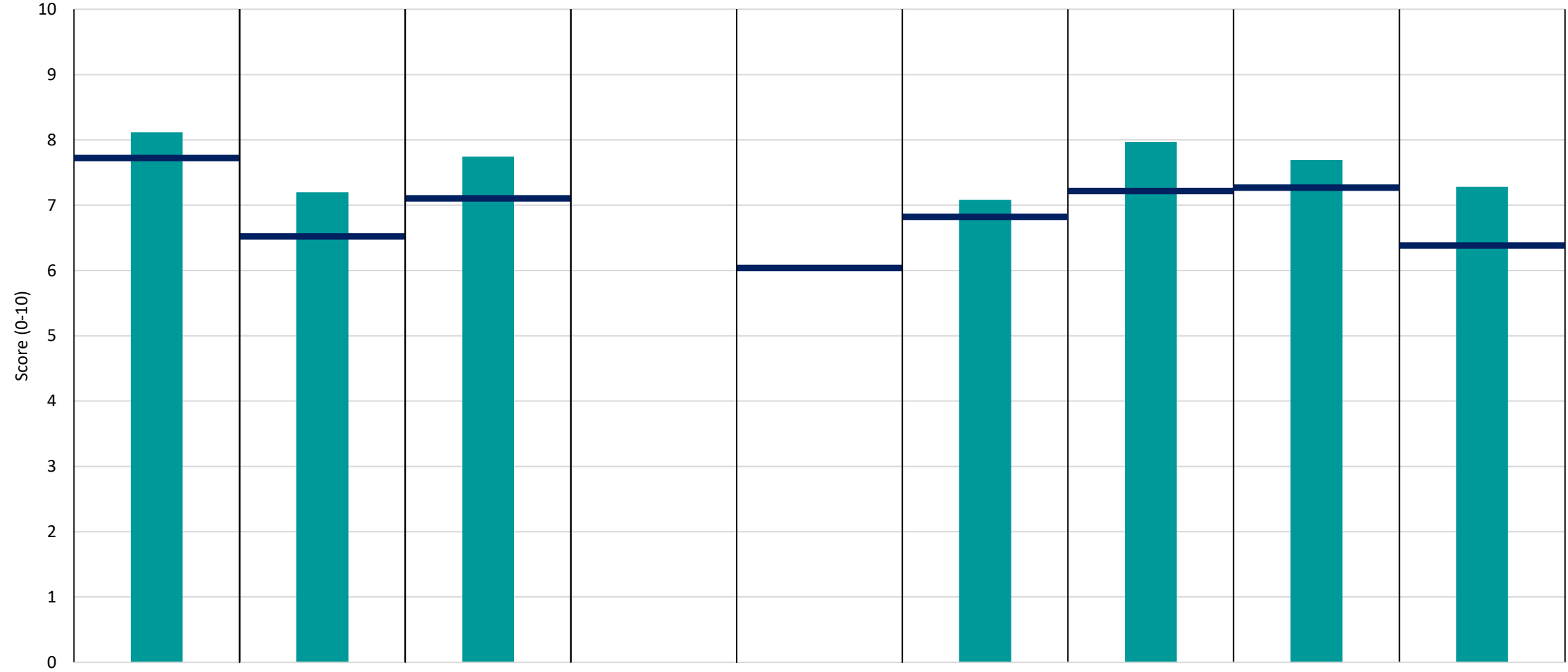
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Staff Engagement

Morale



Breakdown	8.12	7.20	7.75	-	-	7.08	7.97	7.69	7.28
Your org	7.72	6.52	7.11	-	6.04	6.82	7.22	7.27	6.38
Responses	10	10	10	-	-	10	10	10	10

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