



Birmingham and Solihull Mental Health NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Birmingham and Solihull Mental Health 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 Birmingham and Solihull Mental Health 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

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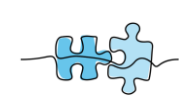
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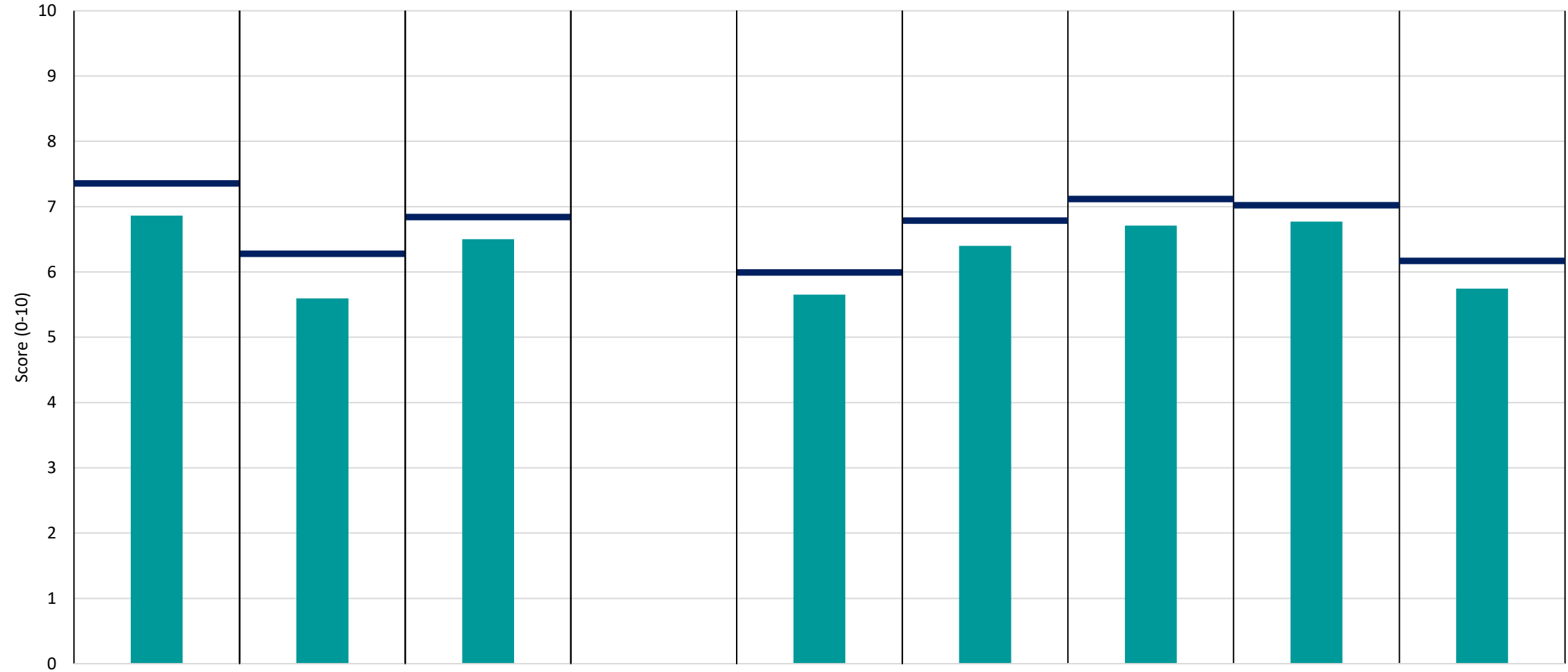
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Staff Engagement

Morale



Breakdown	6.86	5.60	6.50	-	5.65	6.40	6.71	6.77	5.74
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	336	337	336	-	306	337	335	338	338

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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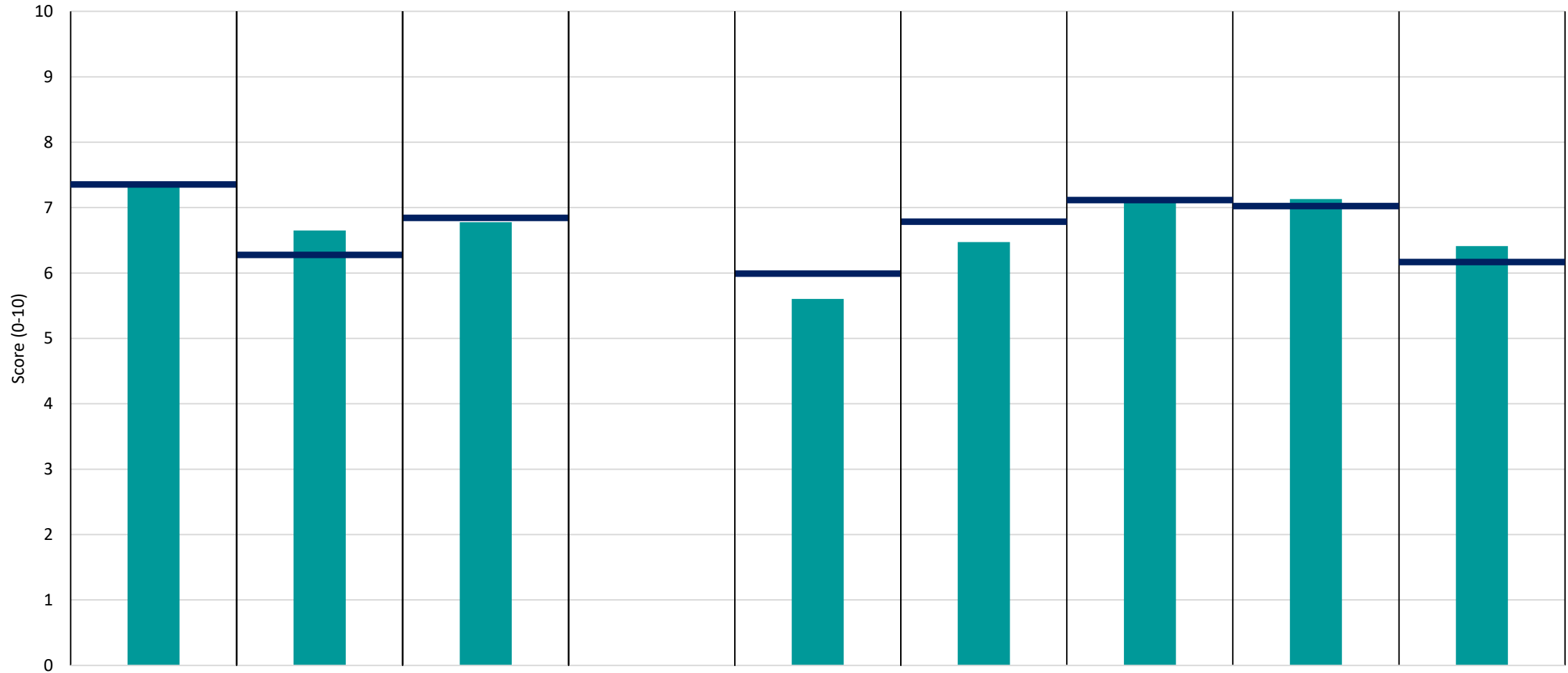
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Staff Engagement

Morale



Breakdown	7.34	6.65	6.78	-	5.60	6.47	7.11	7.13	6.41
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 30 30 30 - 27 30 30 30 30 30 7

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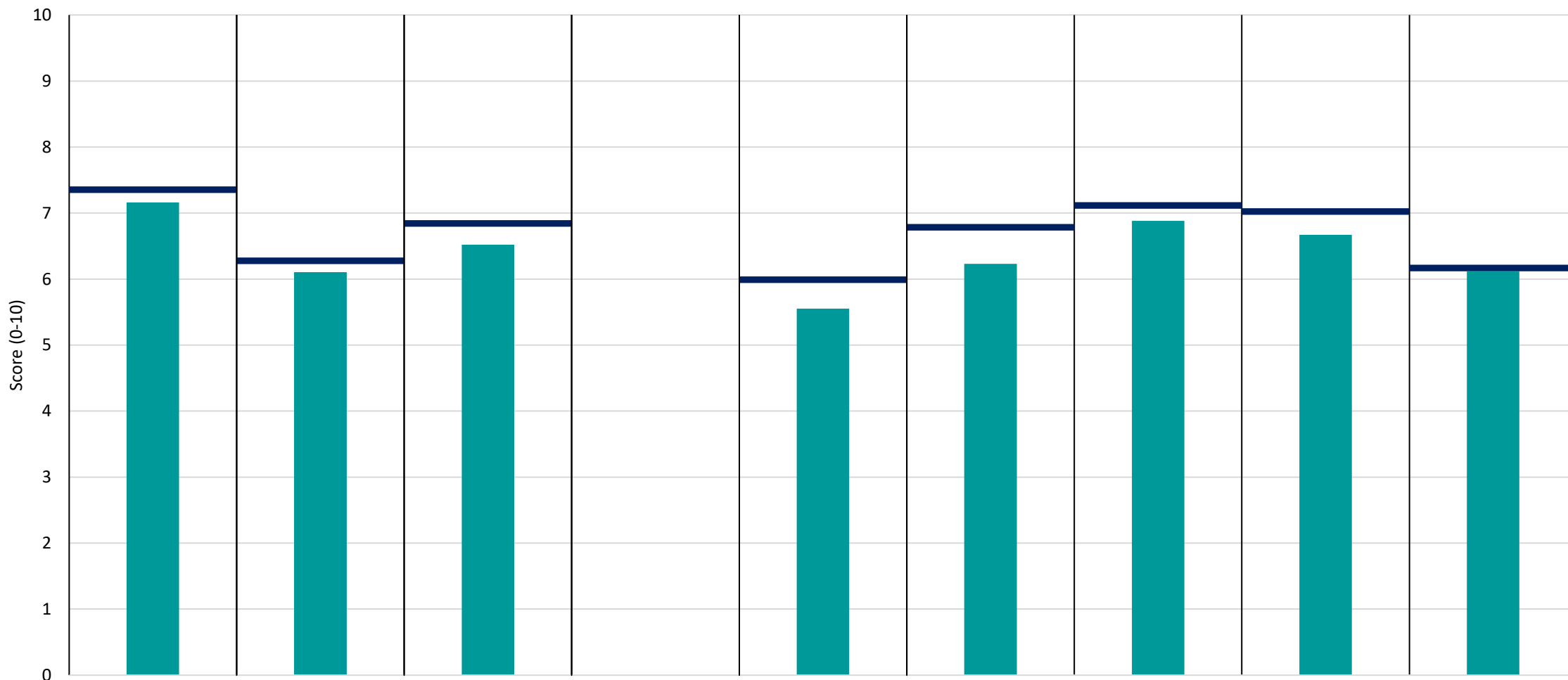
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Staff Engagement

Morale



Breakdown	7.16	6.11	6.52	-	5.55	6.23	6.88	6.67	6.11
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 94 92 94 - 85 92 94 94 94 8

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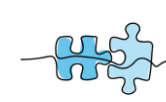
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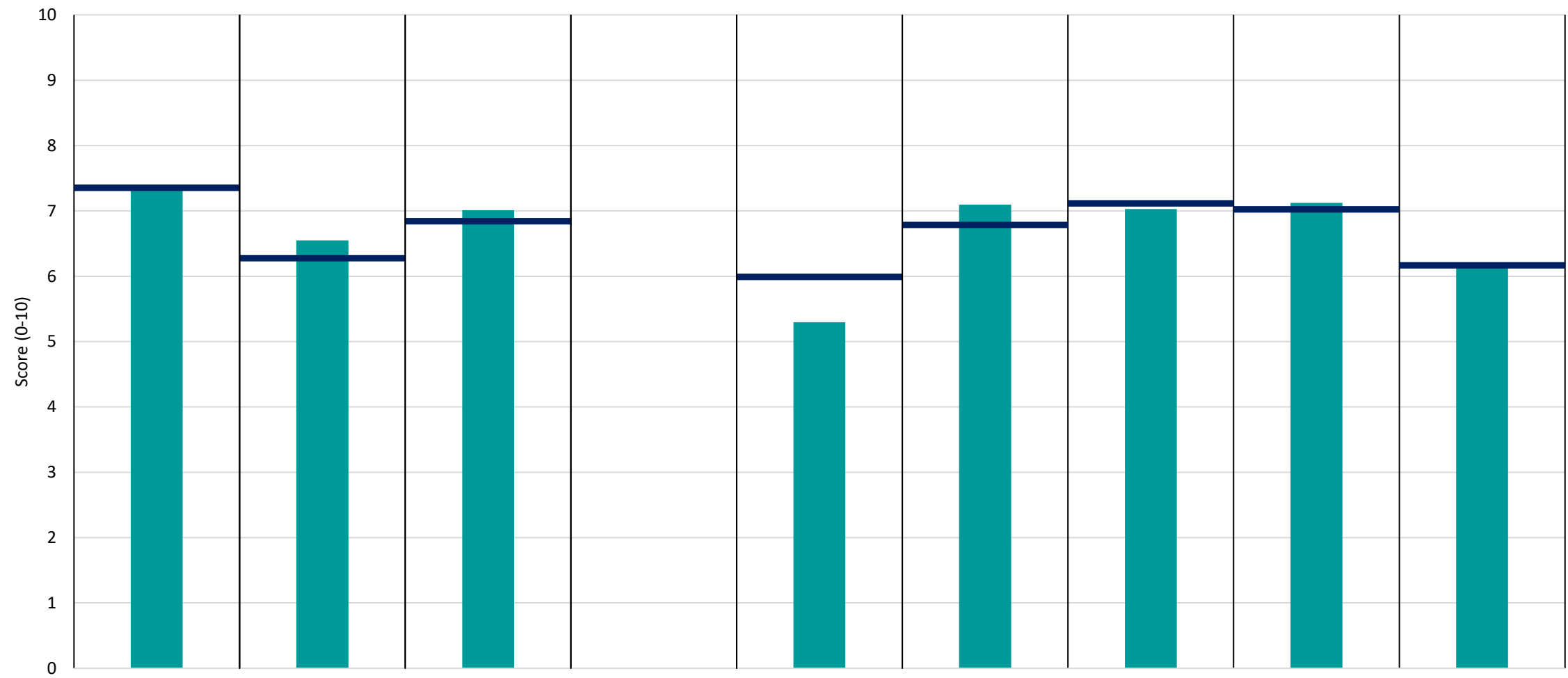
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Staff Engagement

Morale



Breakdown	7.31	6.55	7.01	-	5.30	7.10	7.03	7.12	6.16
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	127	127	125	-	120	127	127	127	127

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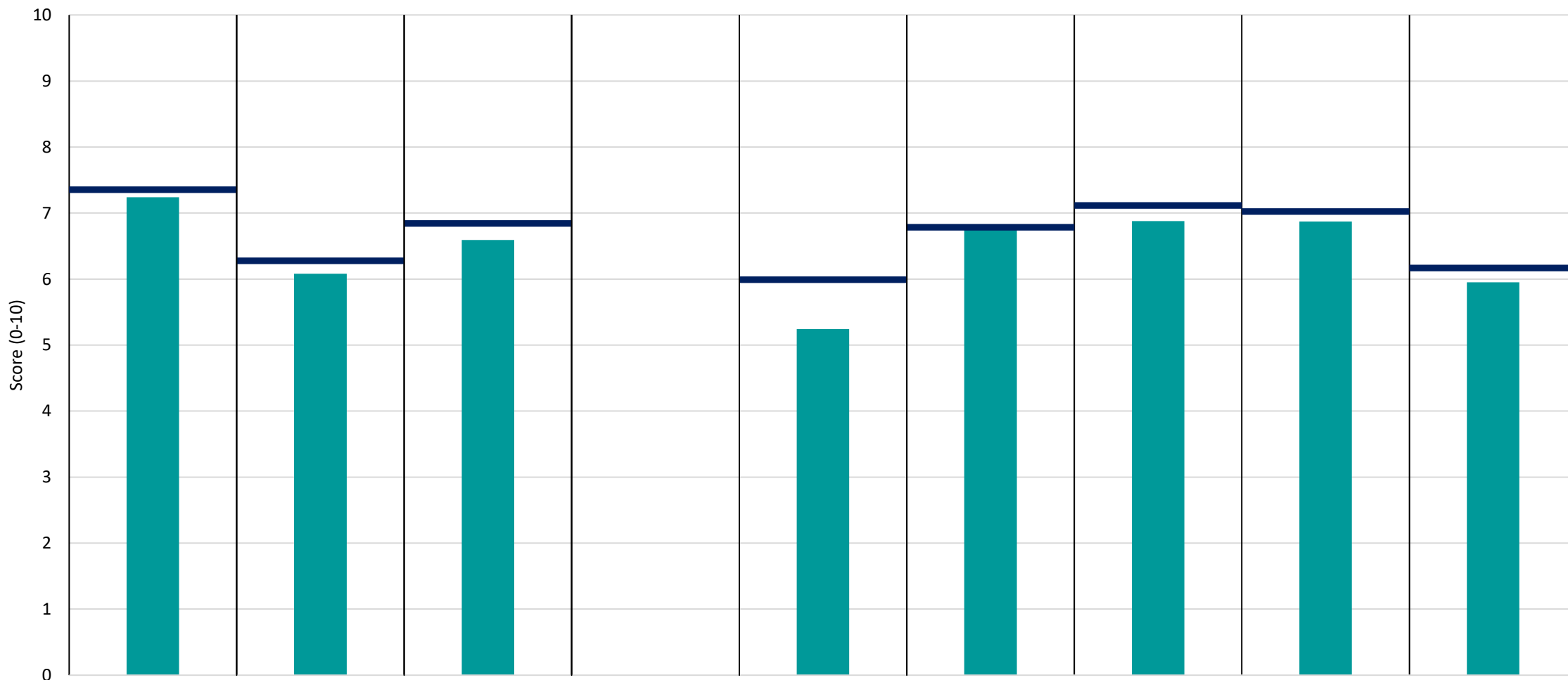
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Staff Engagement

Morale



Breakdown	7.24	6.08	6.59	-	5.24	6.75	6.88	6.87	5.95
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	87	86	86	-	81	86	87	87	87



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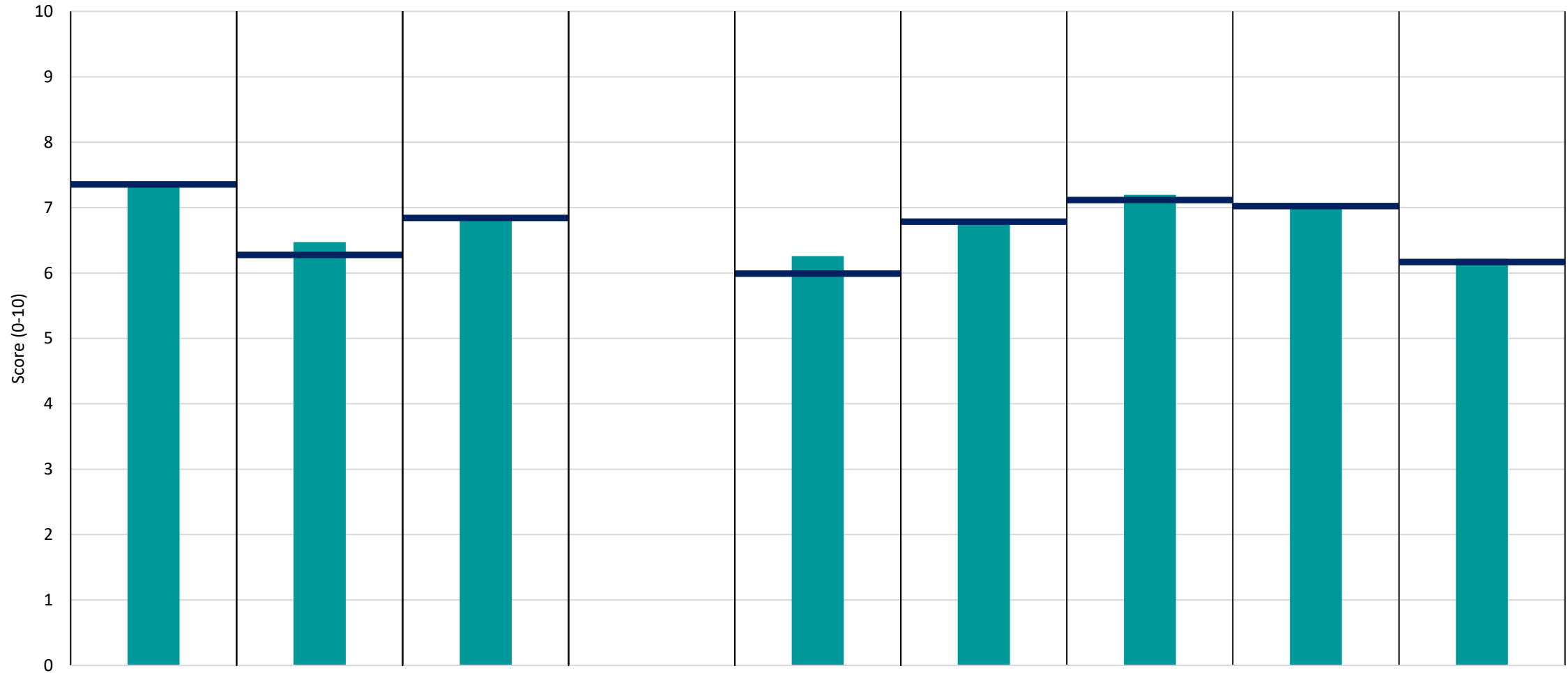
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Staff Engagement

Morale



Breakdown	7.40	6.47	6.85	-	6.26	6.77	7.19	7.02	6.22
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	565	565	559	-	542	561	565	563	564



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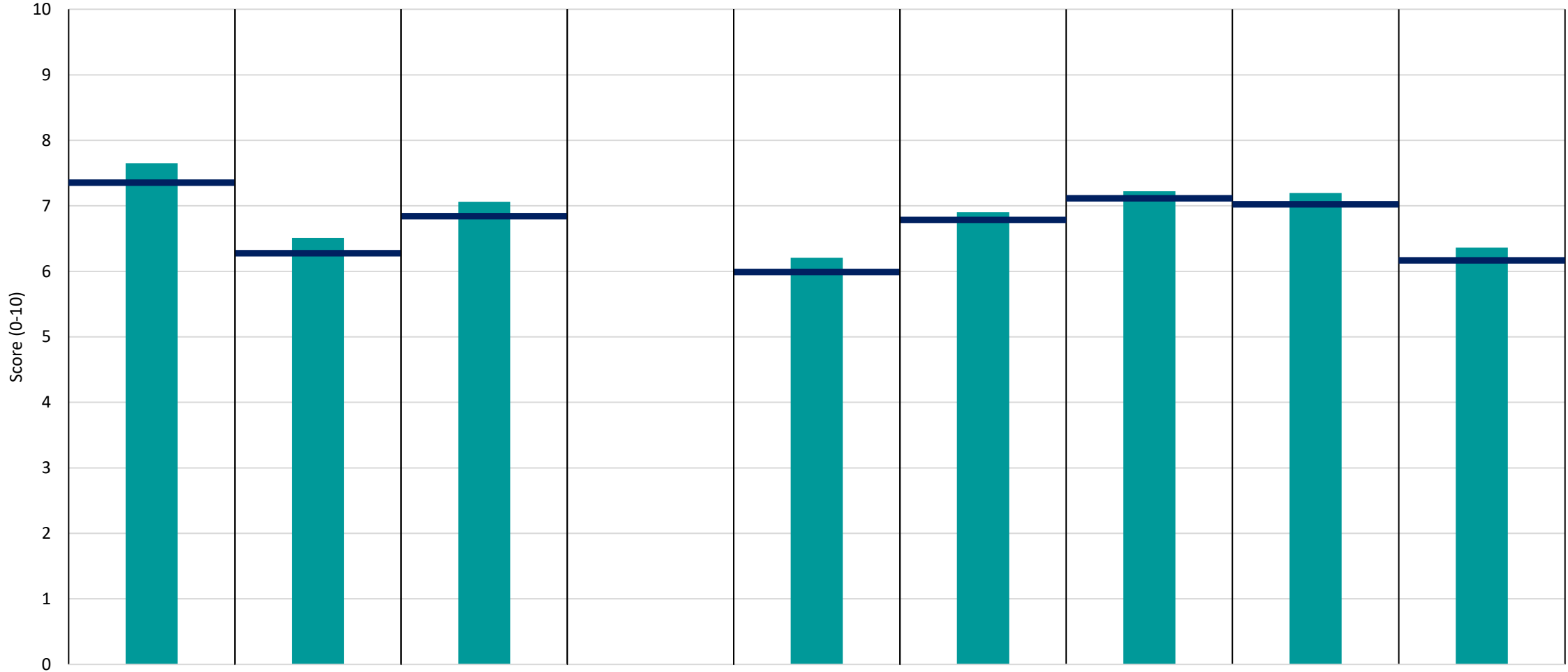
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Staff Engagement

Morale



Breakdown	7.65	6.51	7.06	-	6.21	6.90	7.22	7.20	6.36
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 455 455 452 - 432 455 454 455 455 12

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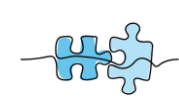
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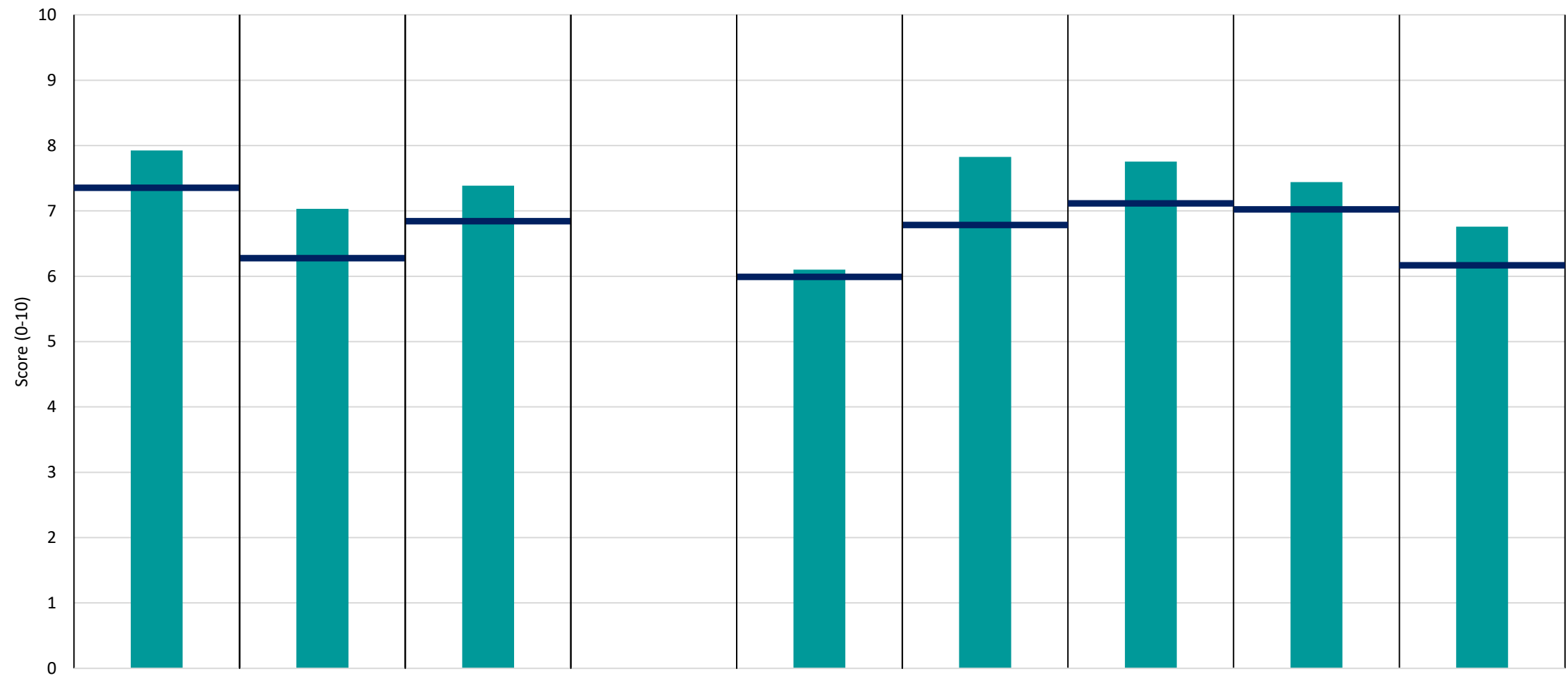
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Staff Engagement

Morale



Breakdown	7.92	7.03	7.39	-	6.10	7.83	7.75	7.44	6.76
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	165	165	165	-	153	164	165	165	165

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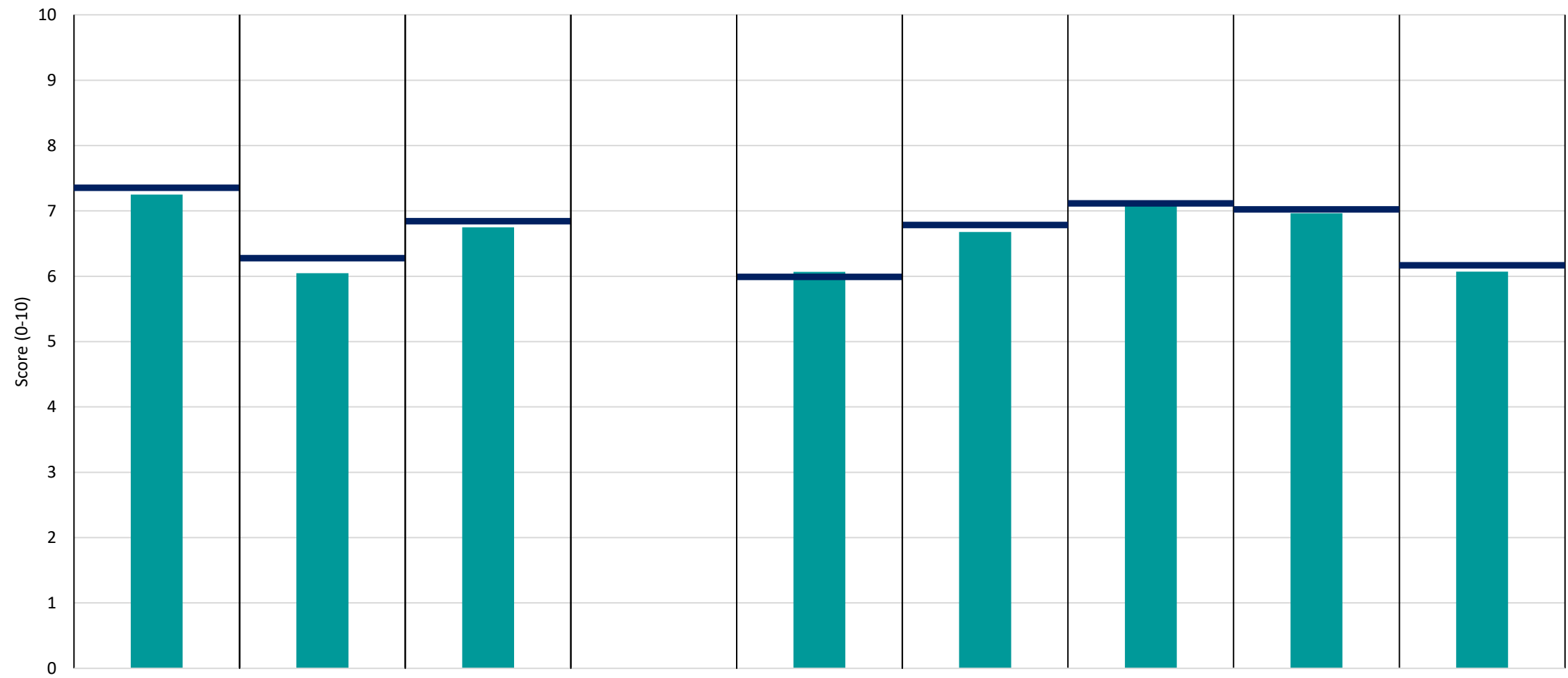
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Staff Engagement

Morale



Breakdown	7.25	6.05	6.75	-	6.07	6.68	7.10	6.96	6.07
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	527	529	521	-	494	526	529	530	530

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Breakdowns 2

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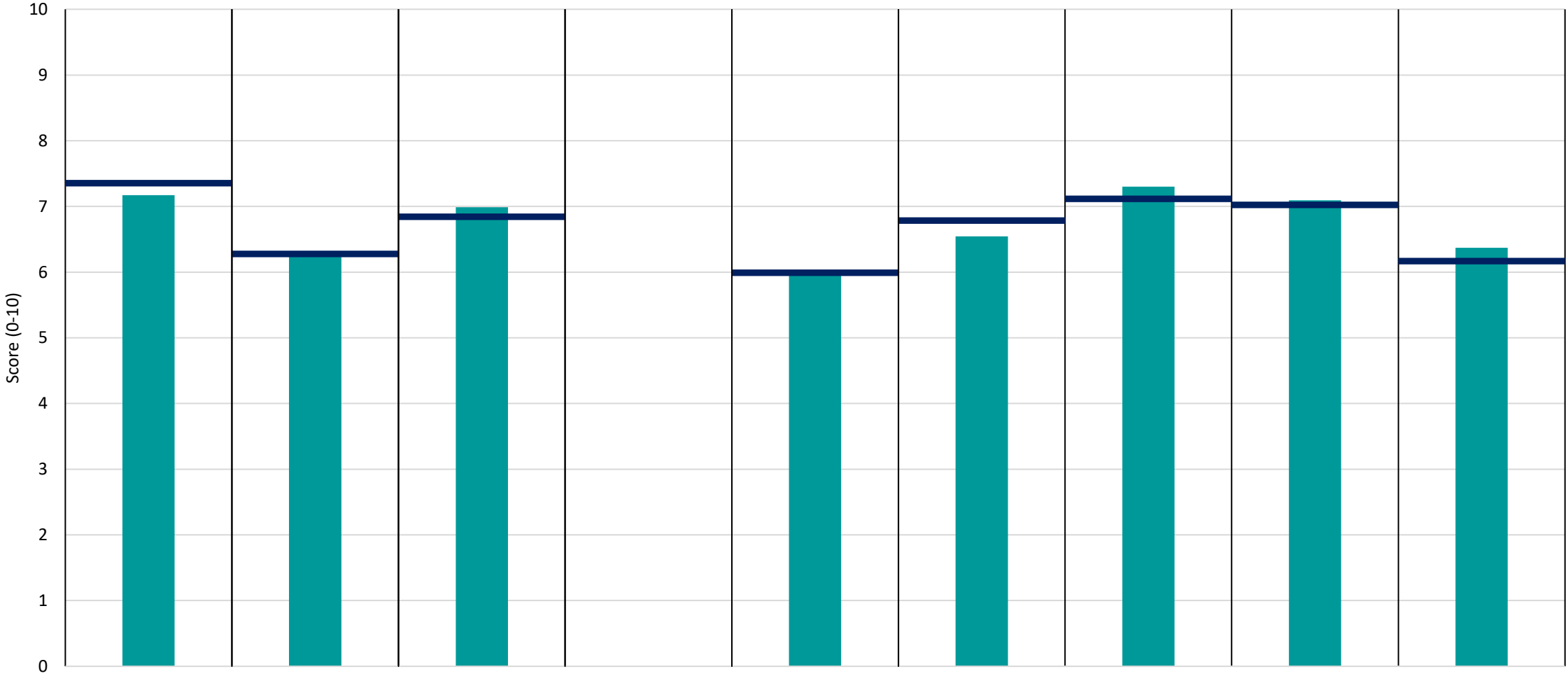
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Staff Engagement

Morale



Breakdown	7.17	6.28	6.99	-	6.00	6.54	7.30	7.09	6.37
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 65 65 64 - 62 65 65 65 65 16

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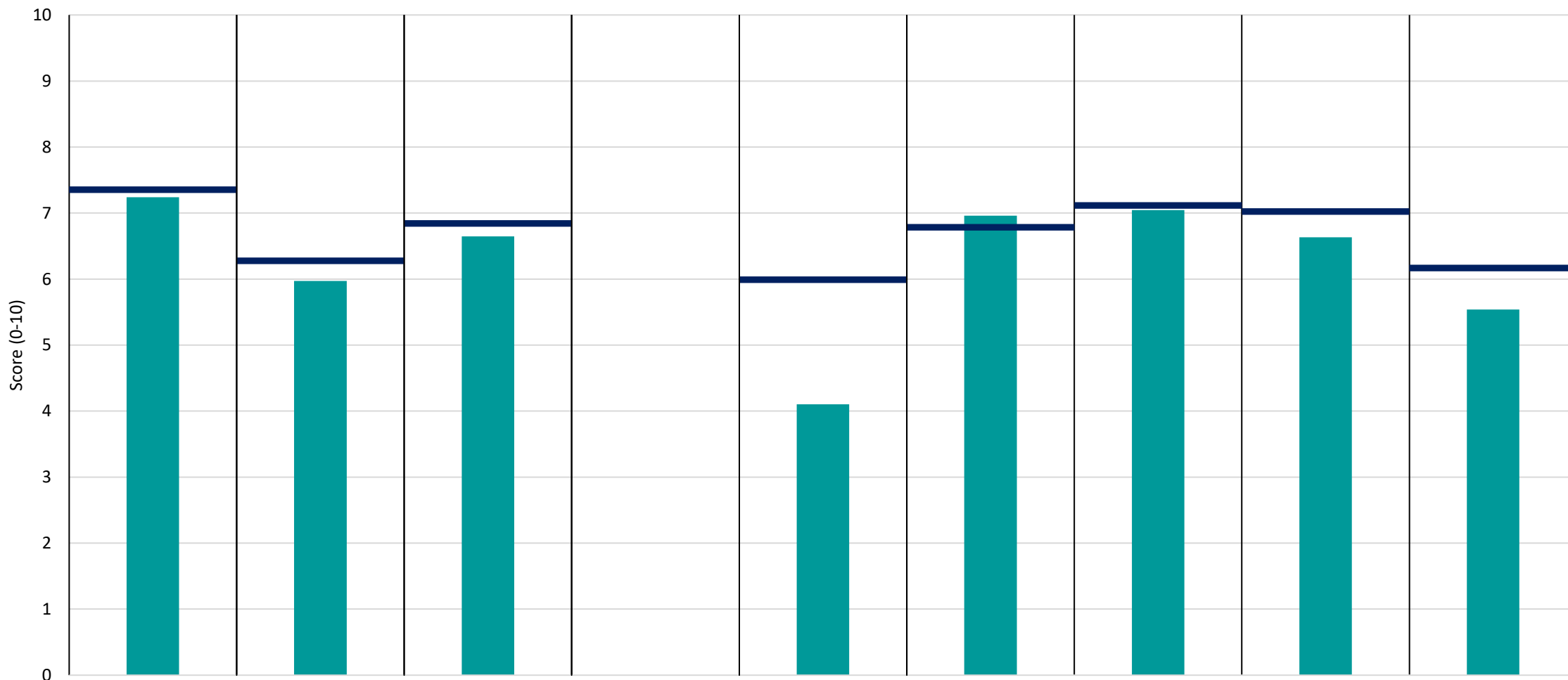
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Staff Engagement

Morale



Breakdown	7.24	5.97	6.65	-	4.10	6.96	7.05	6.63	5.54
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 17 17 17 - 16 17 17 17 17 17 17

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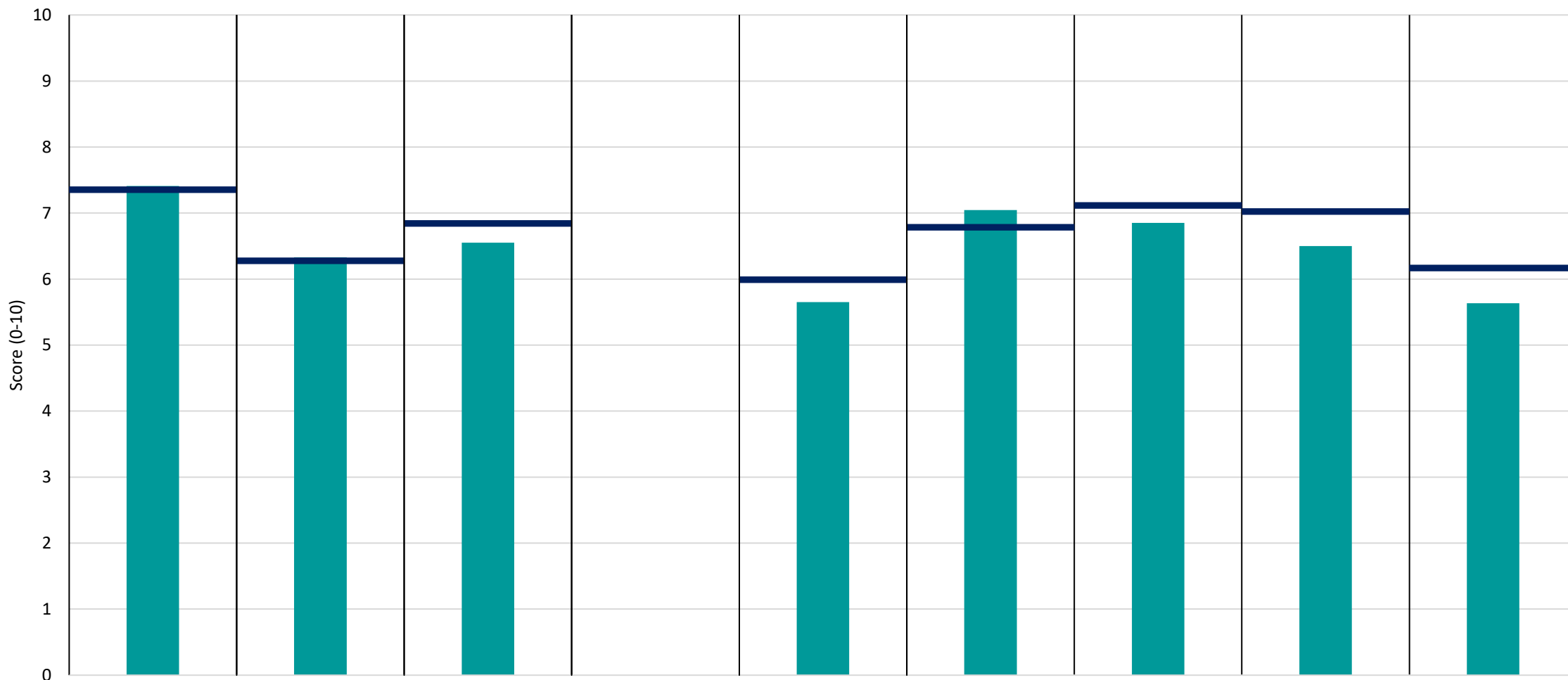
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Staff Engagement

Morale



Breakdown	7.41	6.33	6.55	-	5.65	7.04	6.85	6.50	5.63
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 85 85 85 - 83 85 85 85 85 85 18

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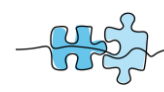
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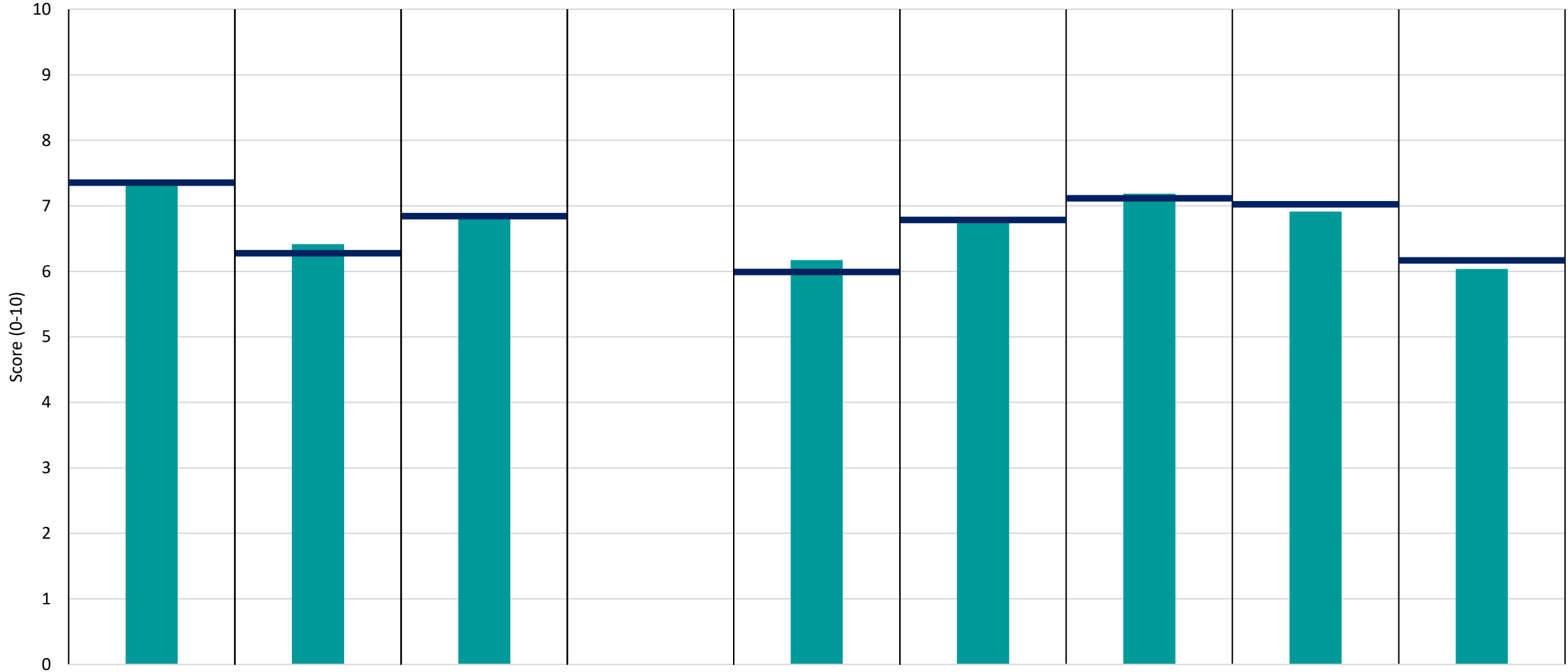
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Staff Engagement

Morale



Breakdown	7.39	6.41	6.81	-	6.17	6.78	7.18	6.91	6.04
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	228	228	225	-	220	228	228	227	228



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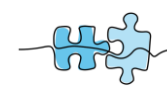
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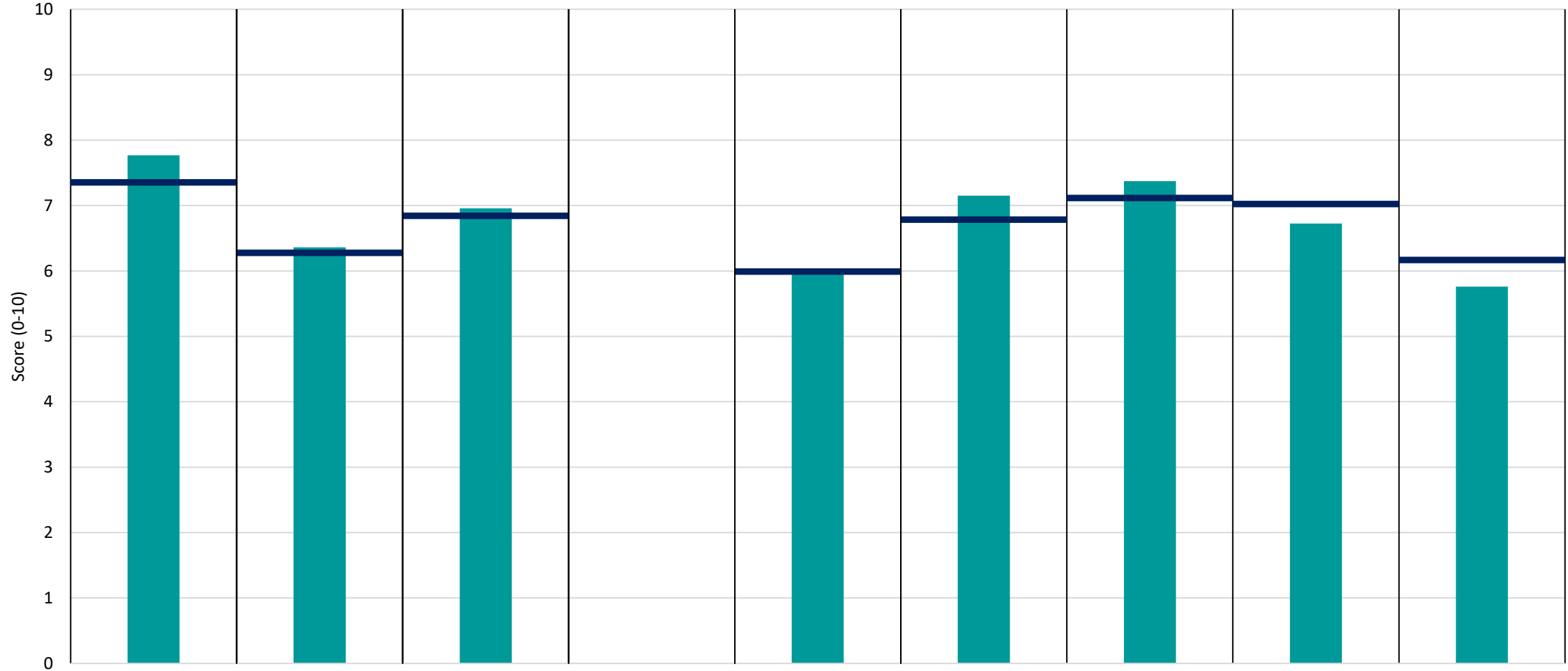
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Staff Engagement

Morale



Breakdown	7.77	6.36	6.96	-	5.98	7.15	7.37	6.72	5.76
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 11 12 10 - 11 12 11 12 12 12 20

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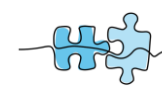
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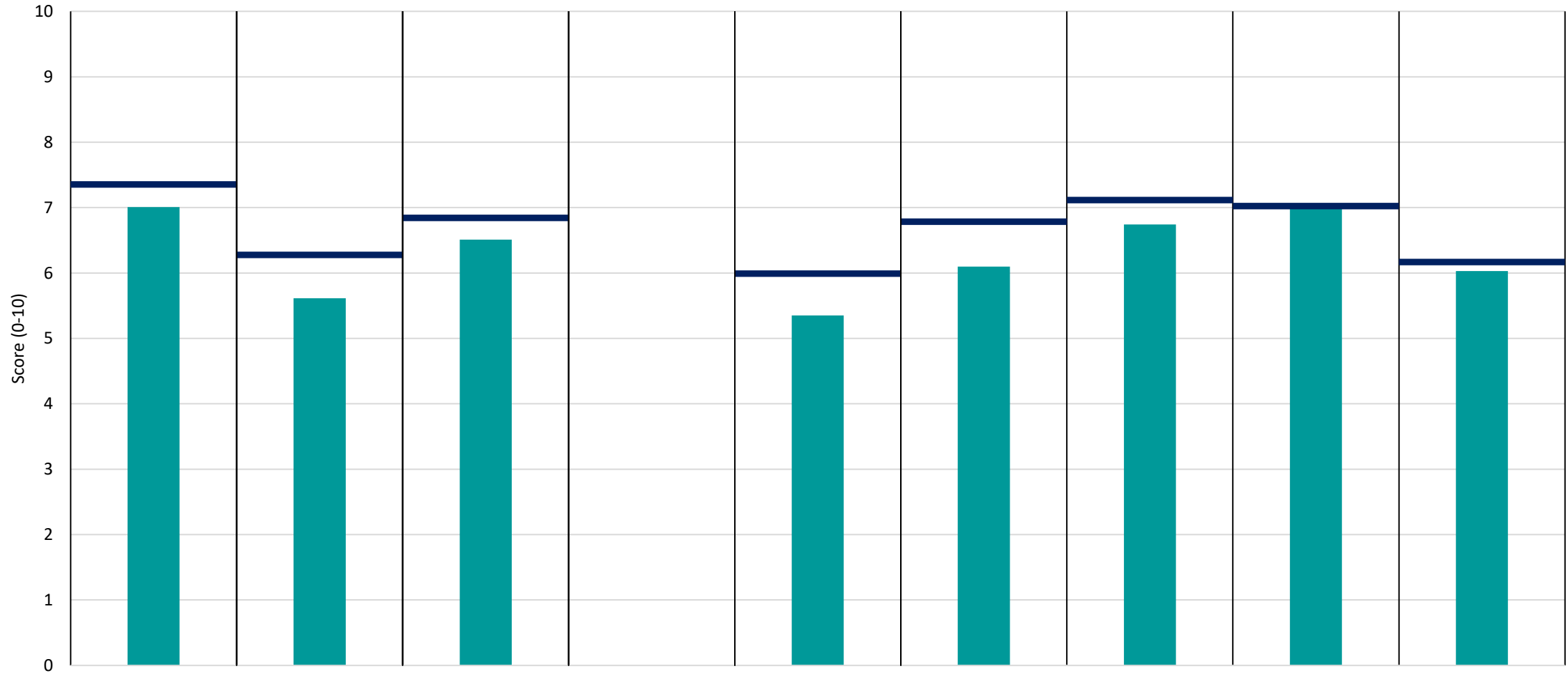
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Staff Engagement

Morale



Breakdown	7.01	5.61	6.51	-	5.35	6.10	6.74	7.04	6.03
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 49 49 49 - 46 49 49 49 49 49 21

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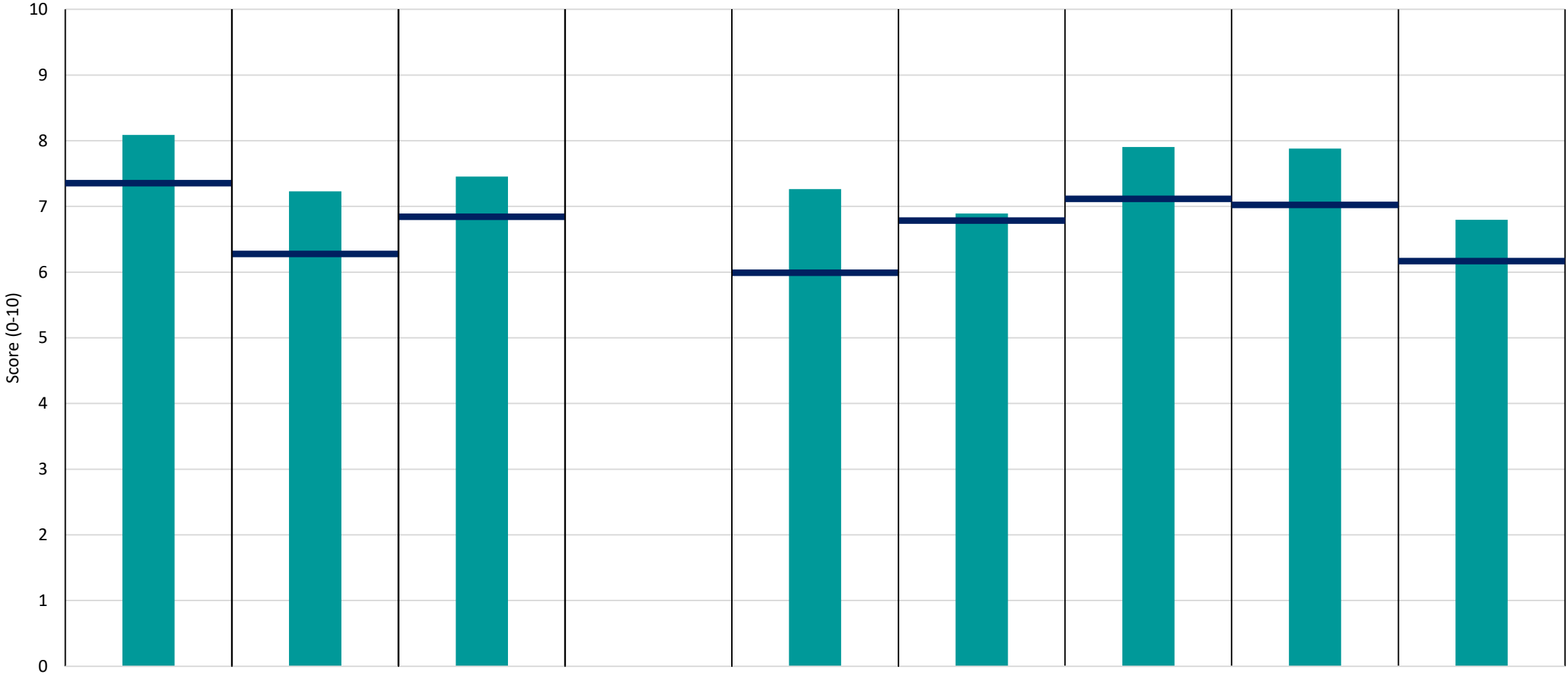
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Staff Engagement

Morale



Breakdown	8.09	7.23	7.45	-	7.26	6.89	7.90	7.88	6.80
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 24 24 24 - 24 24 24 24 24 24 22

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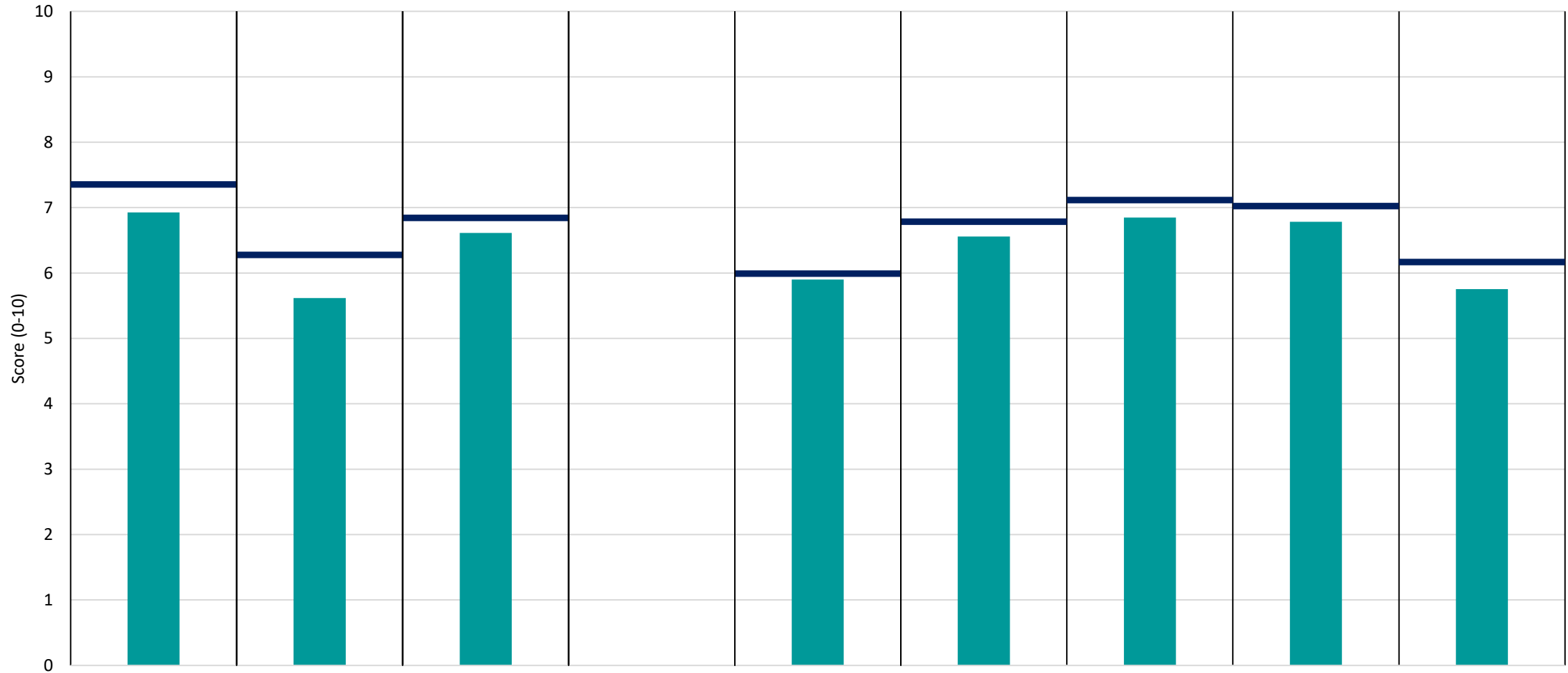
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Staff Engagement

Morale



Breakdown	6.93	5.62	6.61	-	5.90	6.56	6.85	6.78	5.75
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	229	230	229	-	207	230	228	231	231



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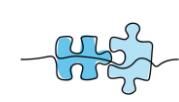
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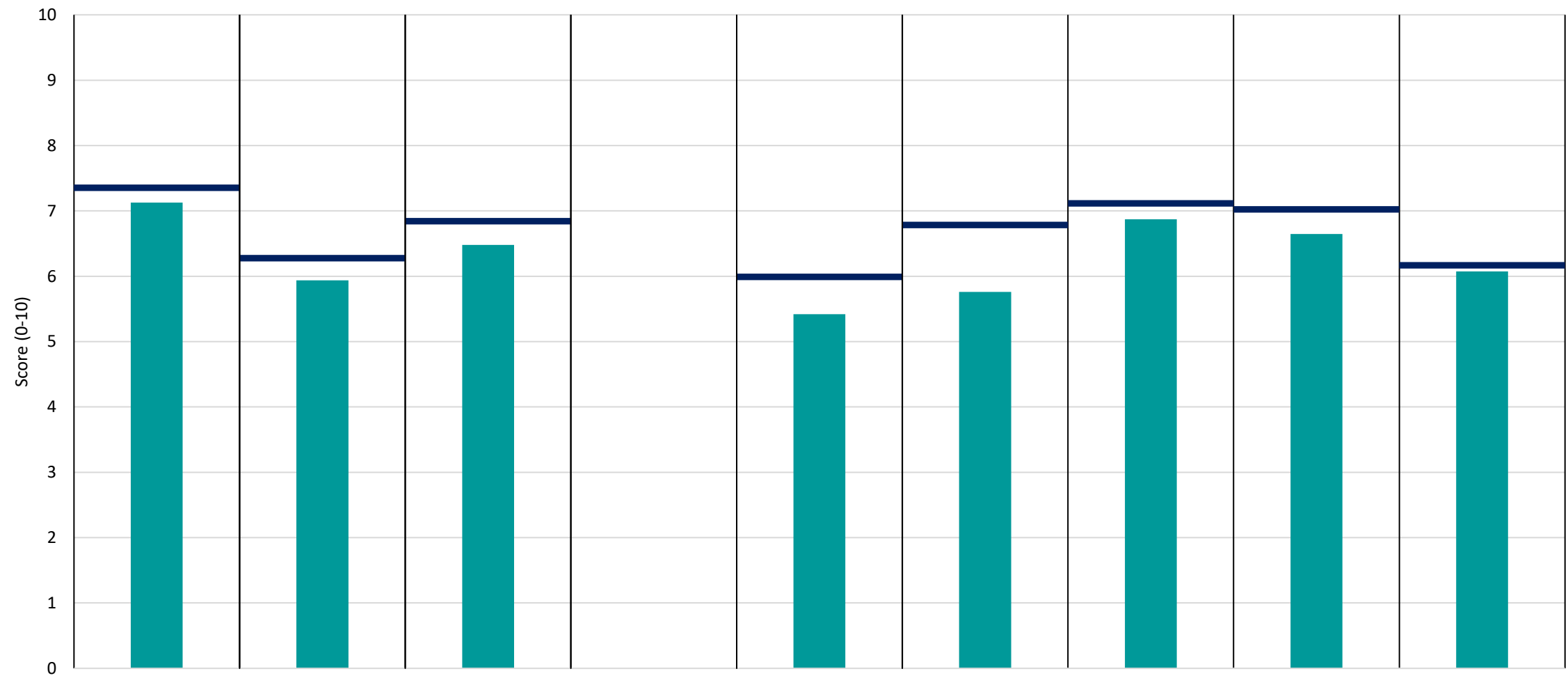
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Breakdown	7.13	5.94	6.48	-	5.42	5.76	6.87	6.65	6.07
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	77	75	77	-	71	75	77	77	77

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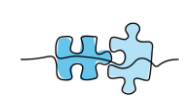
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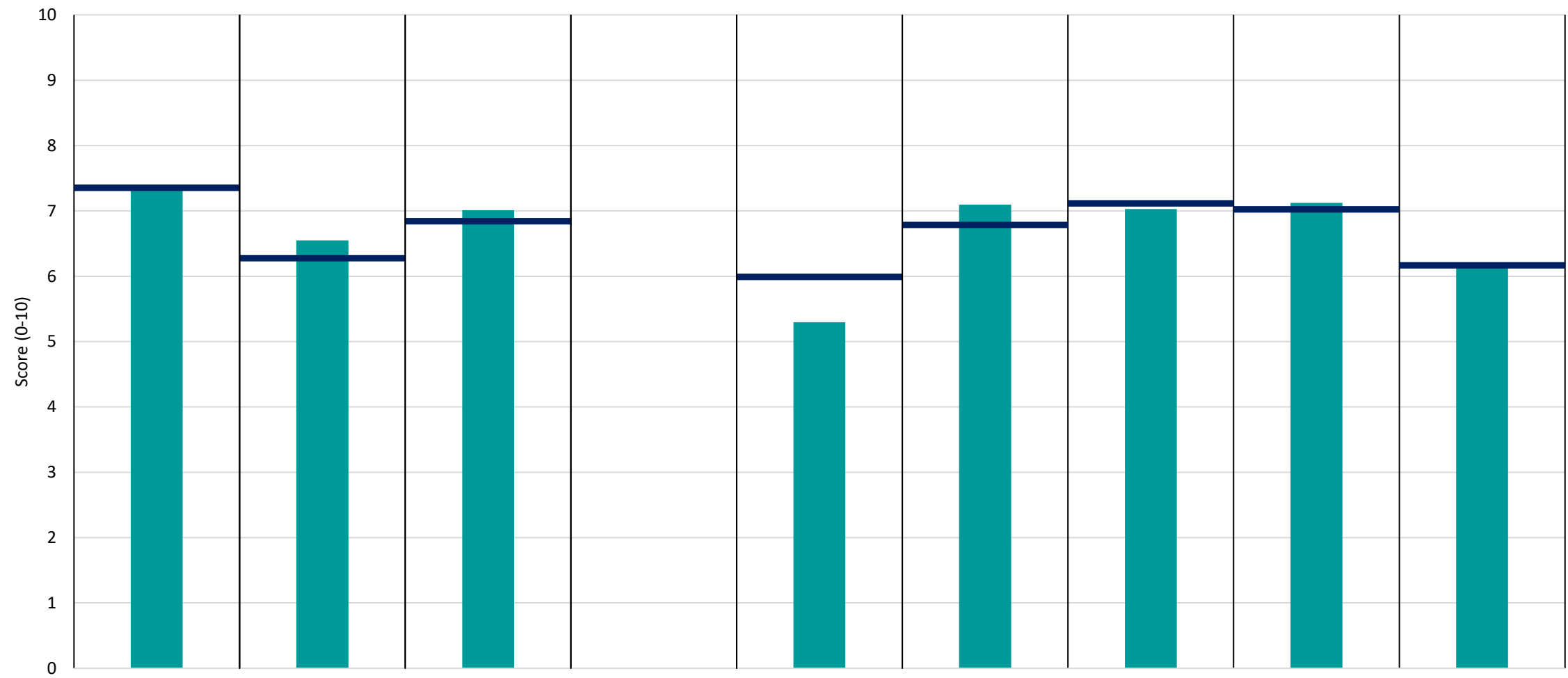
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Staff Engagement

Morale



Breakdown	7.31	6.55	7.01	-	5.30	7.10	7.03	7.12	6.16
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	127	127	125	-	120	127	127	127	127 ²⁵

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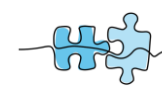
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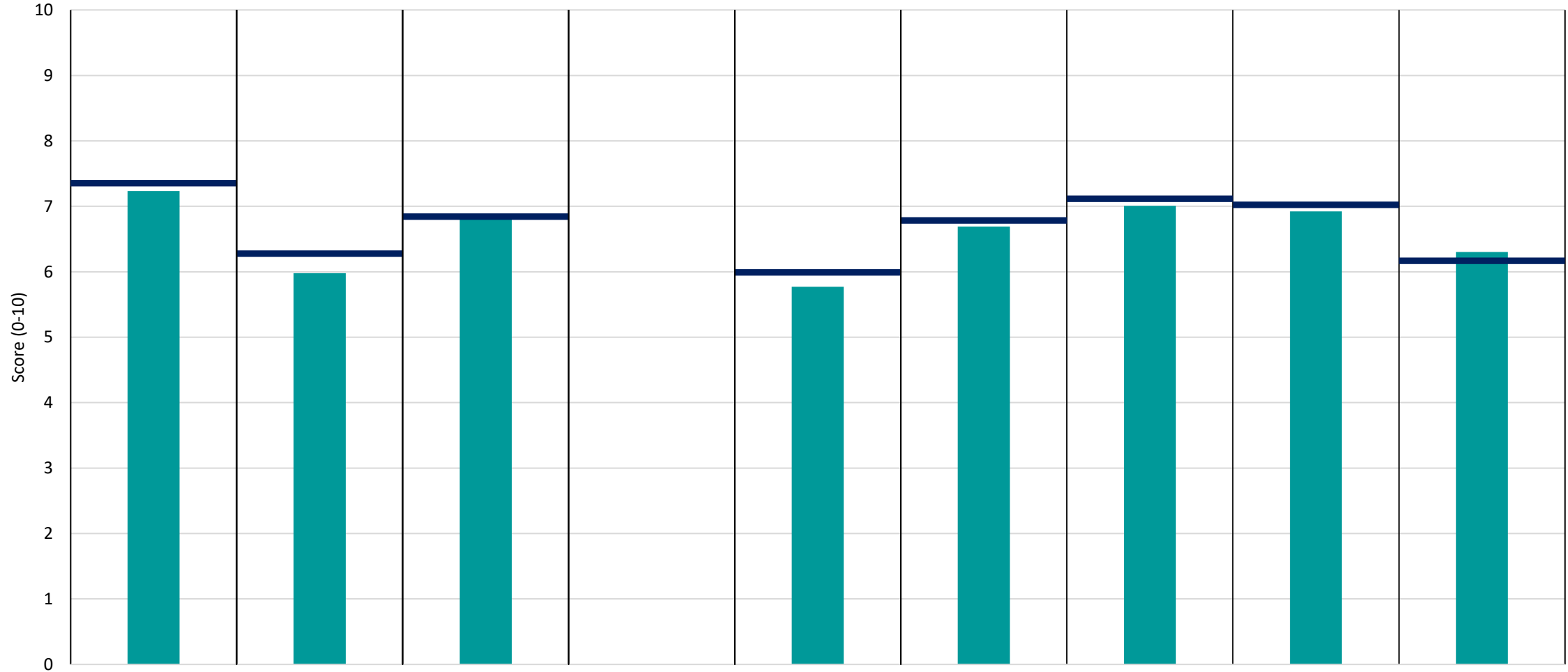
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Staff Engagement

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Breakdown	7.23	5.98	6.81	-	5.77	6.69	7.01	6.92	6.30
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 48 48 46 - 44 48 48 48 48 26

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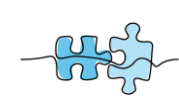
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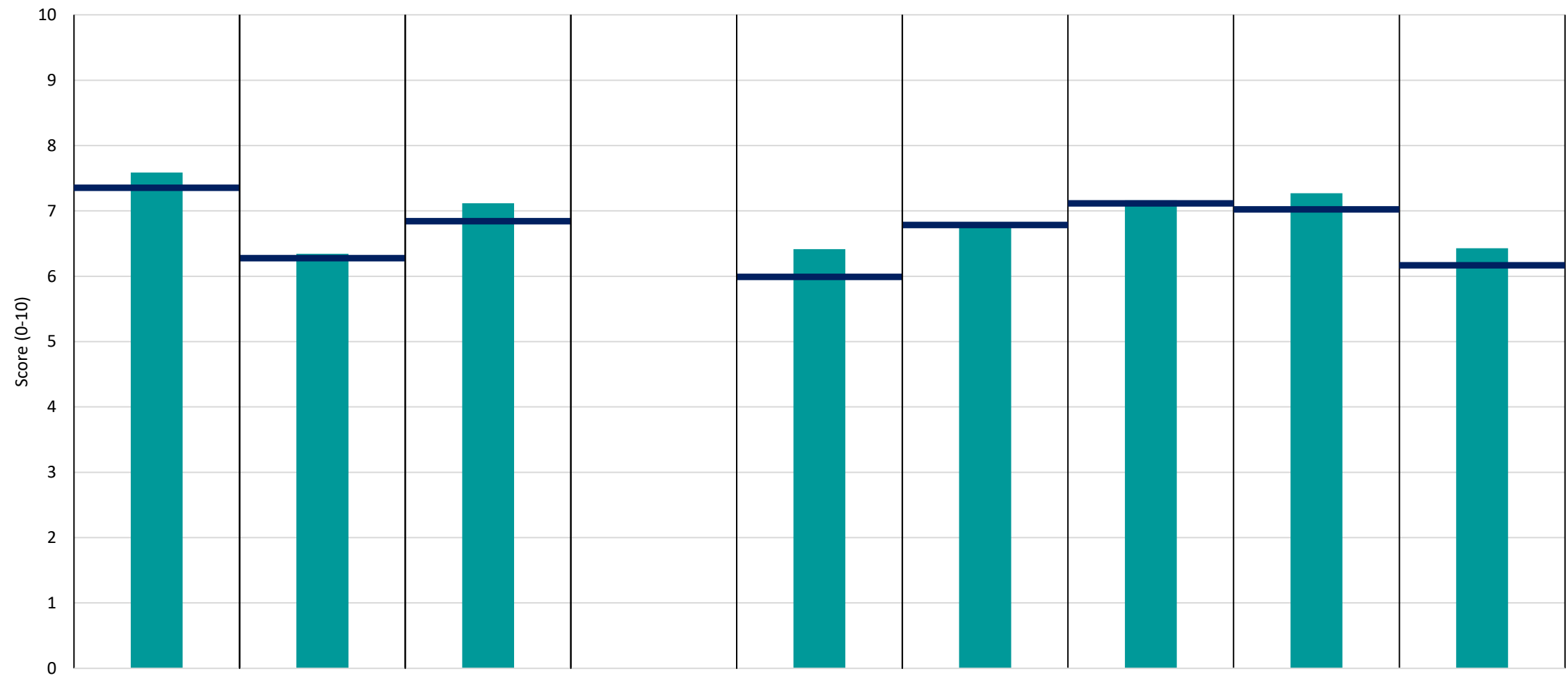
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Breakdown	7.59	6.34	7.12	-	6.42	6.79	7.16	7.27	6.43
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	182	182	181	-	170	182	181	182	182 ²⁷

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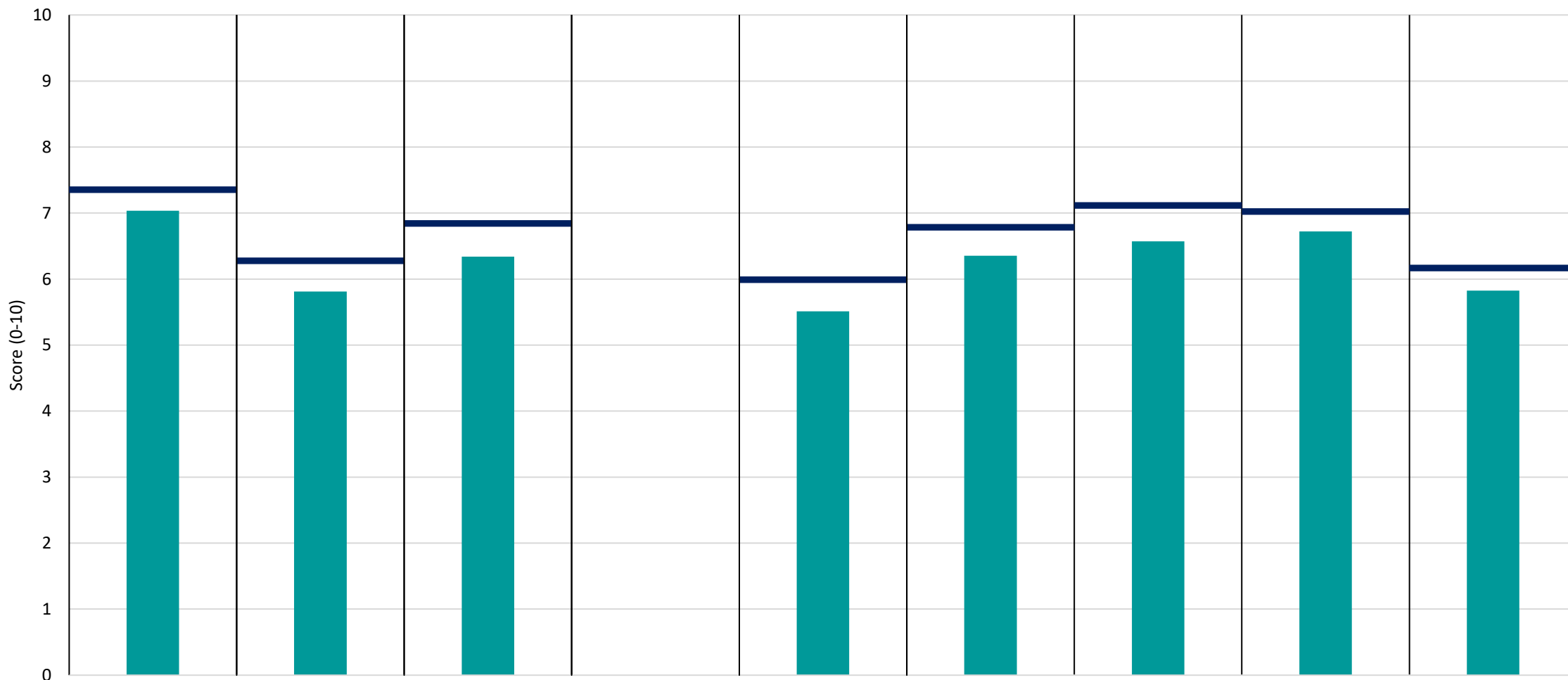
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Staff Engagement

Morale



Breakdown	7.04	5.81	6.34	-	5.51	6.35	6.57	6.72	5.82
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 54 53 53 - 50 53 54 54 54 28

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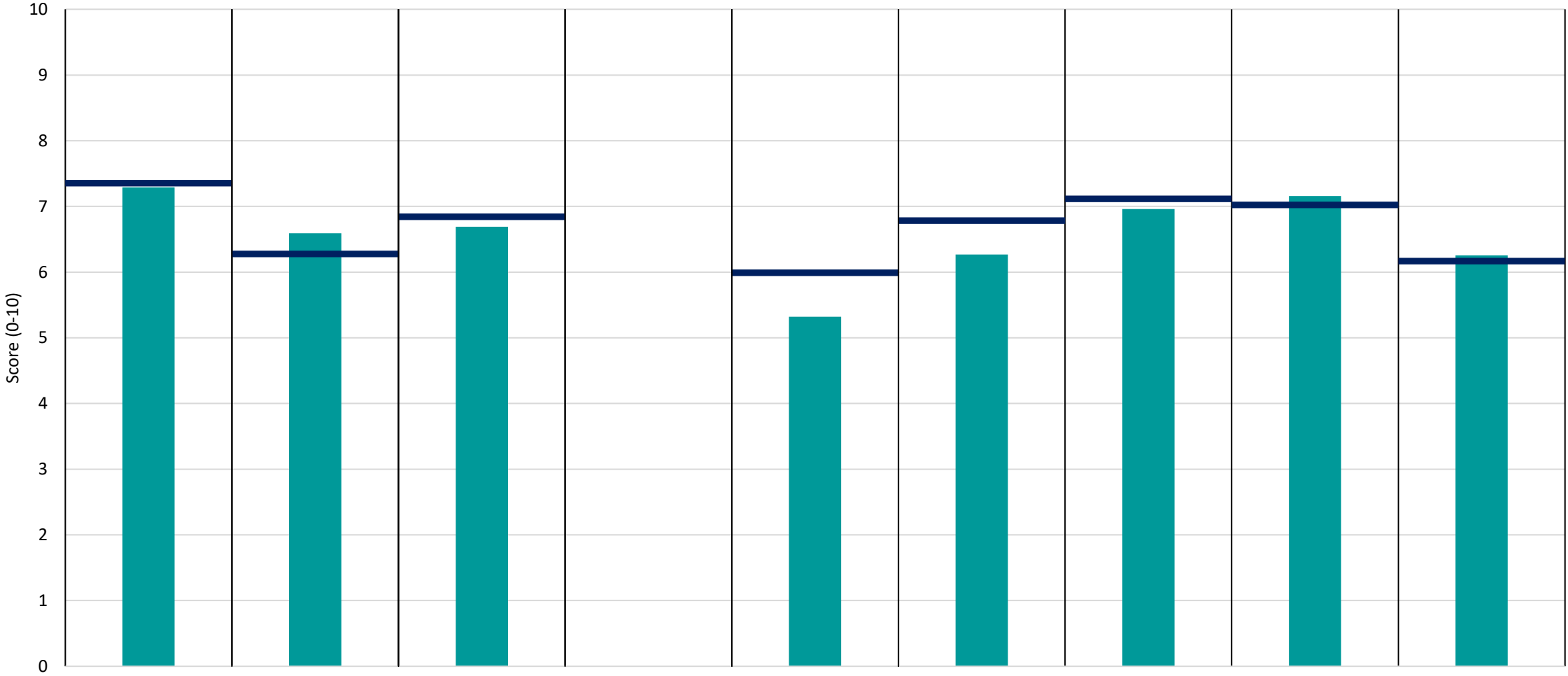
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.29	6.59	6.69	-	5.32	6.27	6.96	7.16	6.25
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 22 22 22 - 20 22 22 22 22 22 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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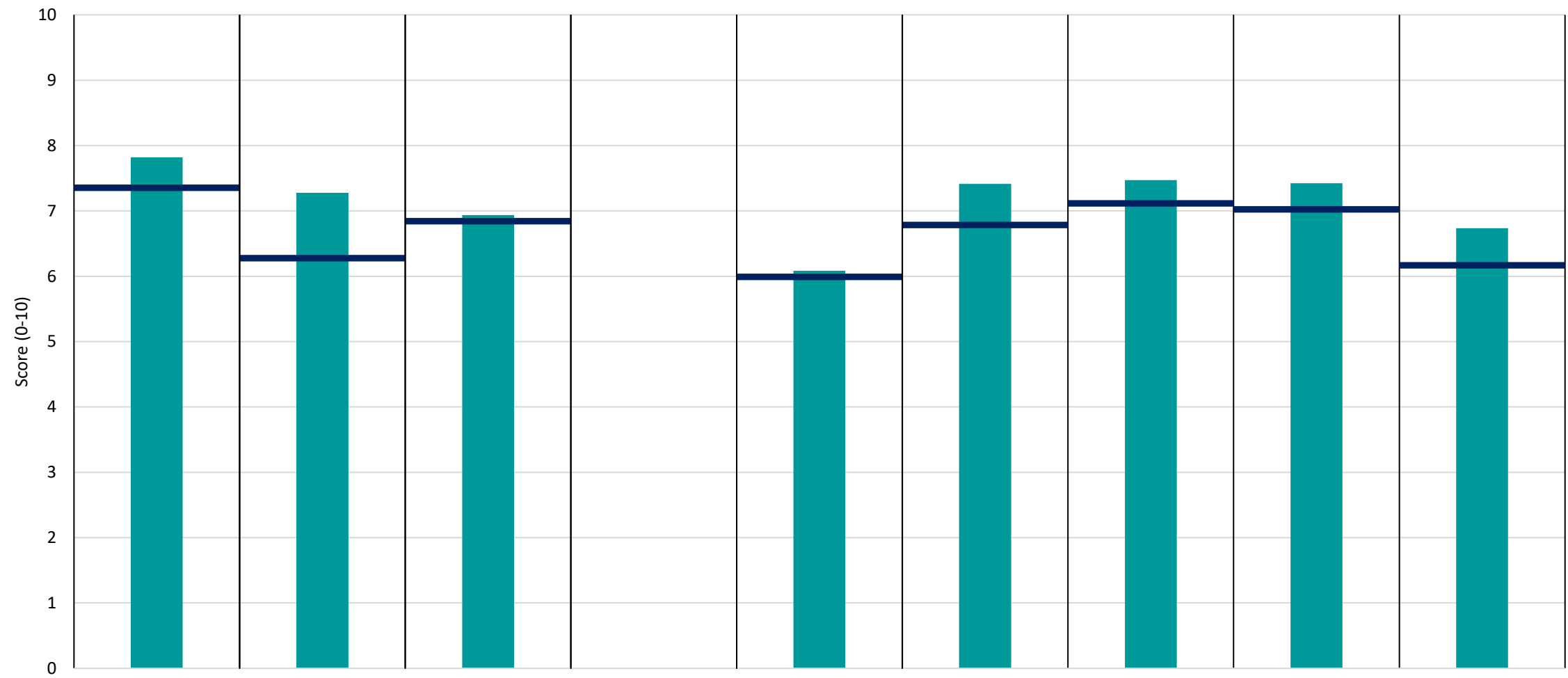
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Staff Engagement

Morale



Breakdown	7.82	7.28	6.94	-	6.08	7.41	7.47	7.42	6.74
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	29	29	29	-	28	29	29	29	29

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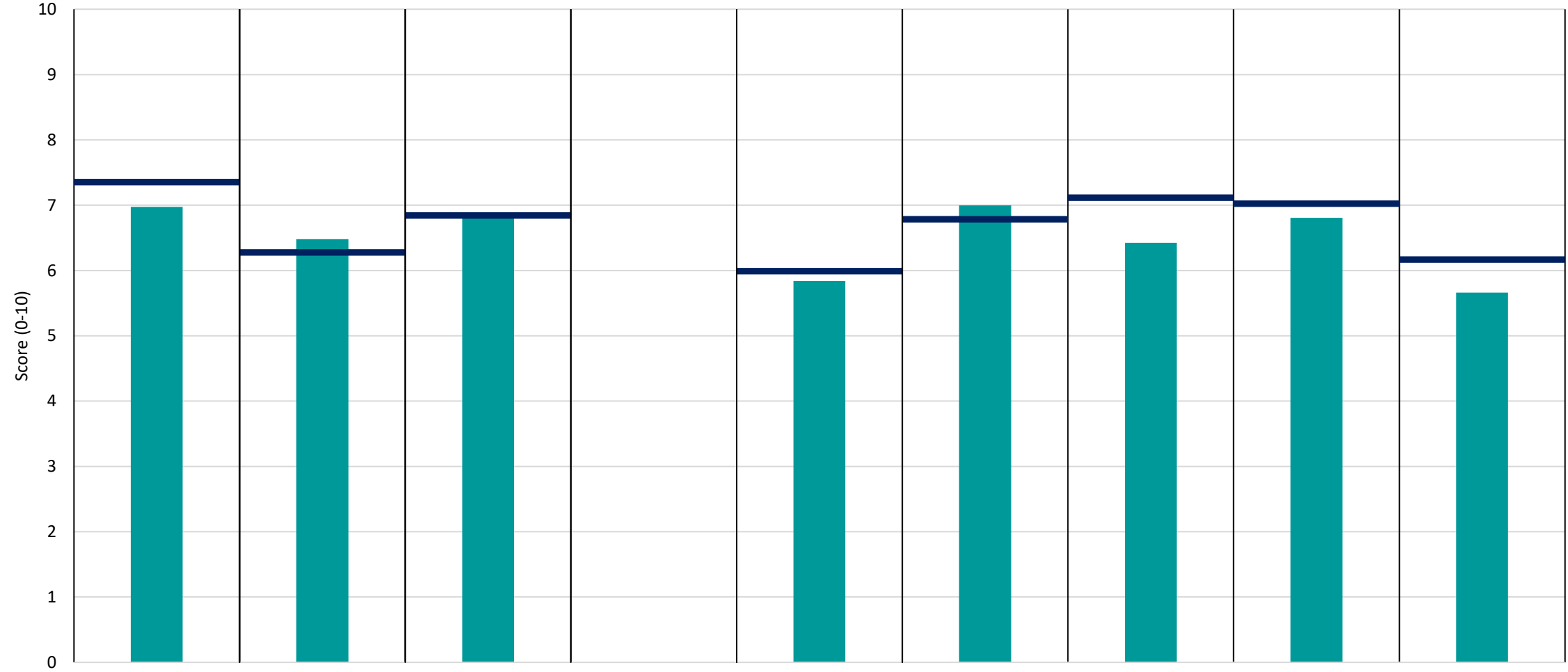
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Staff Engagement

Morale



Breakdown	6.97	6.48	6.80	-	5.84	7.00	6.43	6.81	5.66
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	24	24	24	-	22	24	24	24	24

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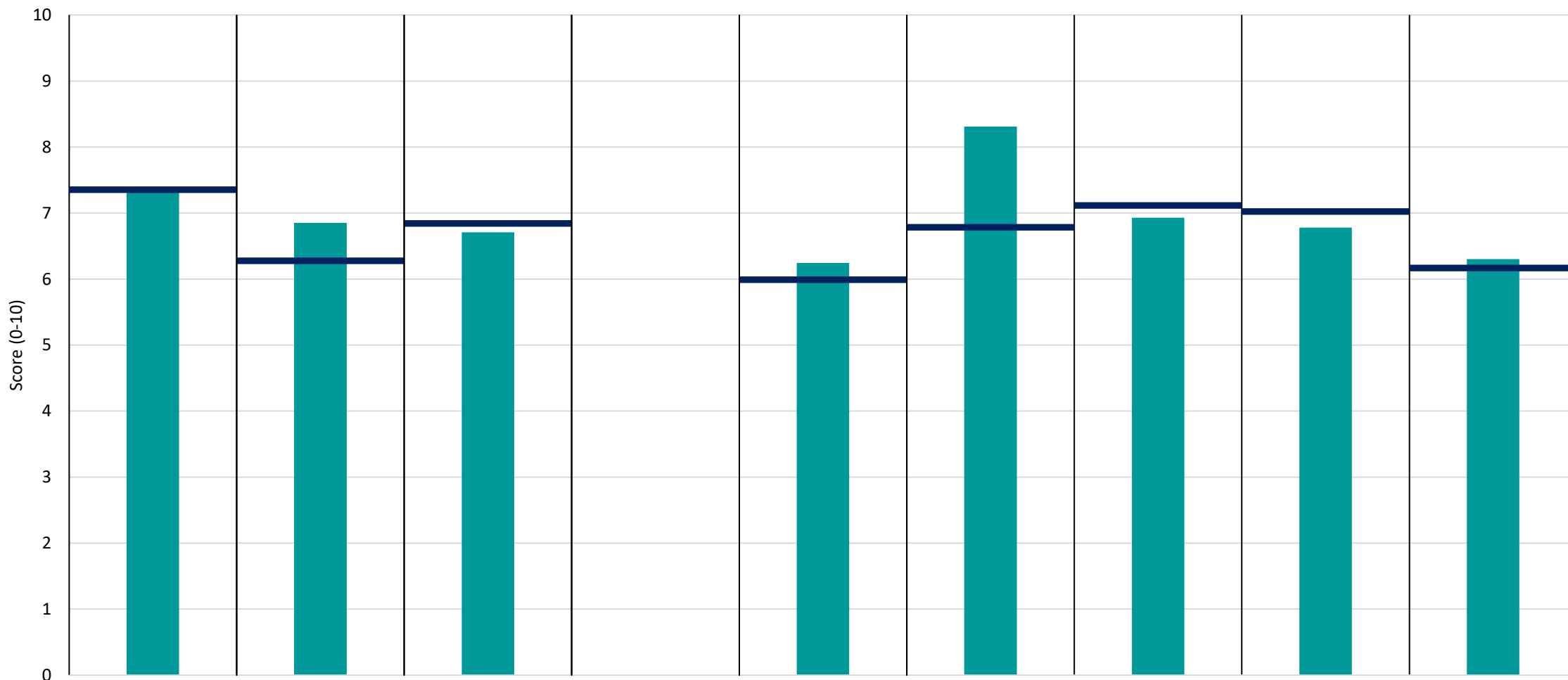
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Staff Engagement

Morale



Breakdown	7.32	6.85	6.71	-	6.24	8.31	6.93	6.78	6.30
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17

Responses 17 17 17 - 14 17 17 17 17 17 32

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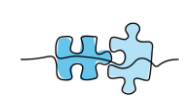
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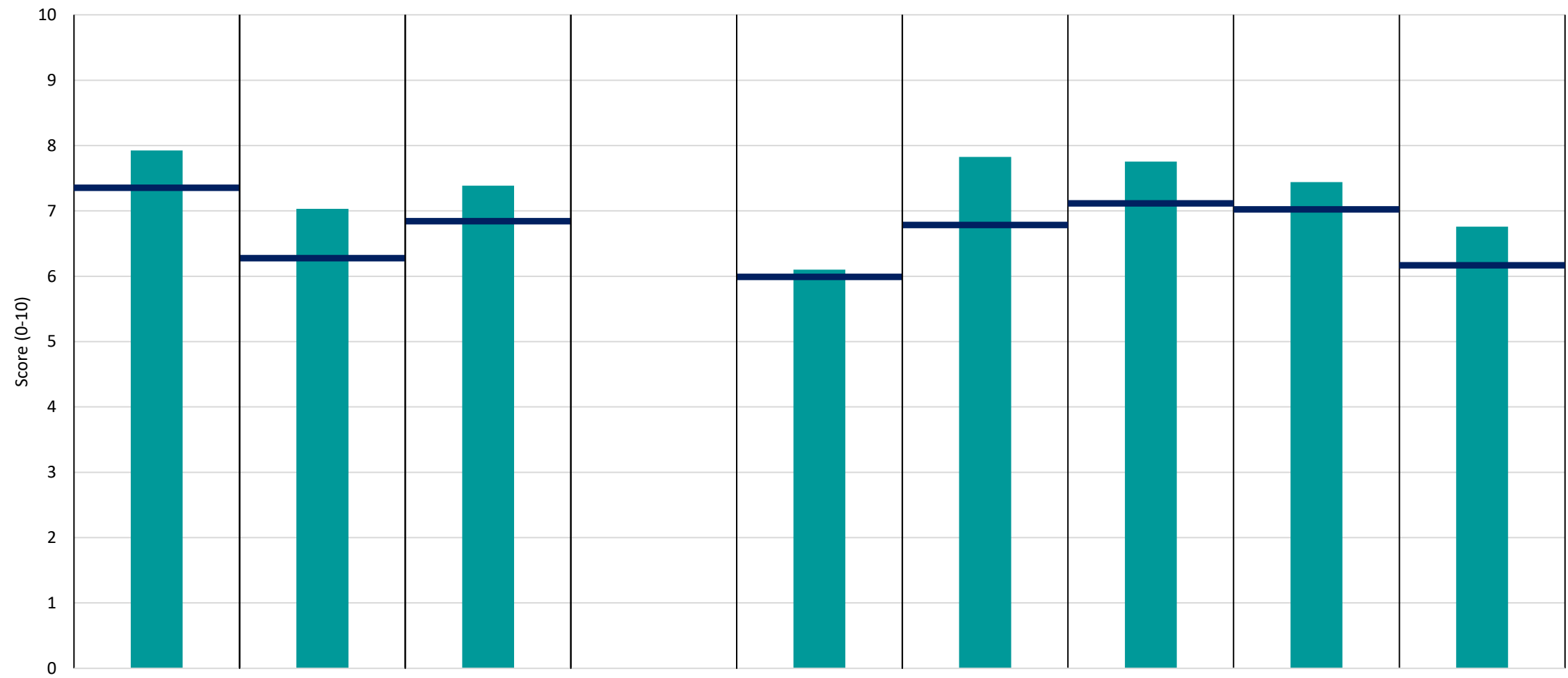
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Staff Engagement

Morale



Breakdown	7.92	7.03	7.39	-	6.10	7.83	7.75	7.44	6.76
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	165	165	165	-	153	164	165	165	165 ³³

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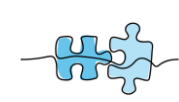
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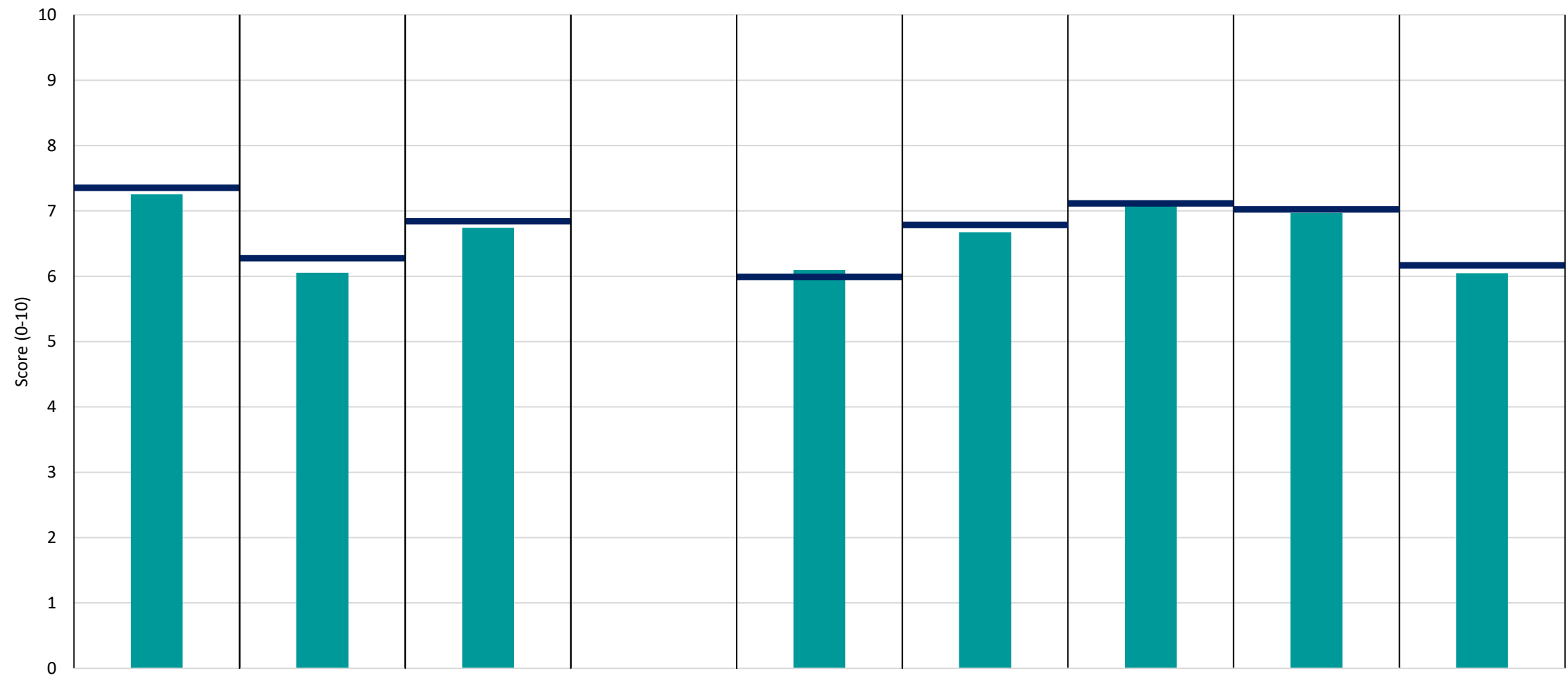
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Staff Engagement

Morale



Breakdown	7.25	6.05	6.74	-	6.10	6.67	7.11	6.97	6.05
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	479	481	475	-	450	478	481	482	482

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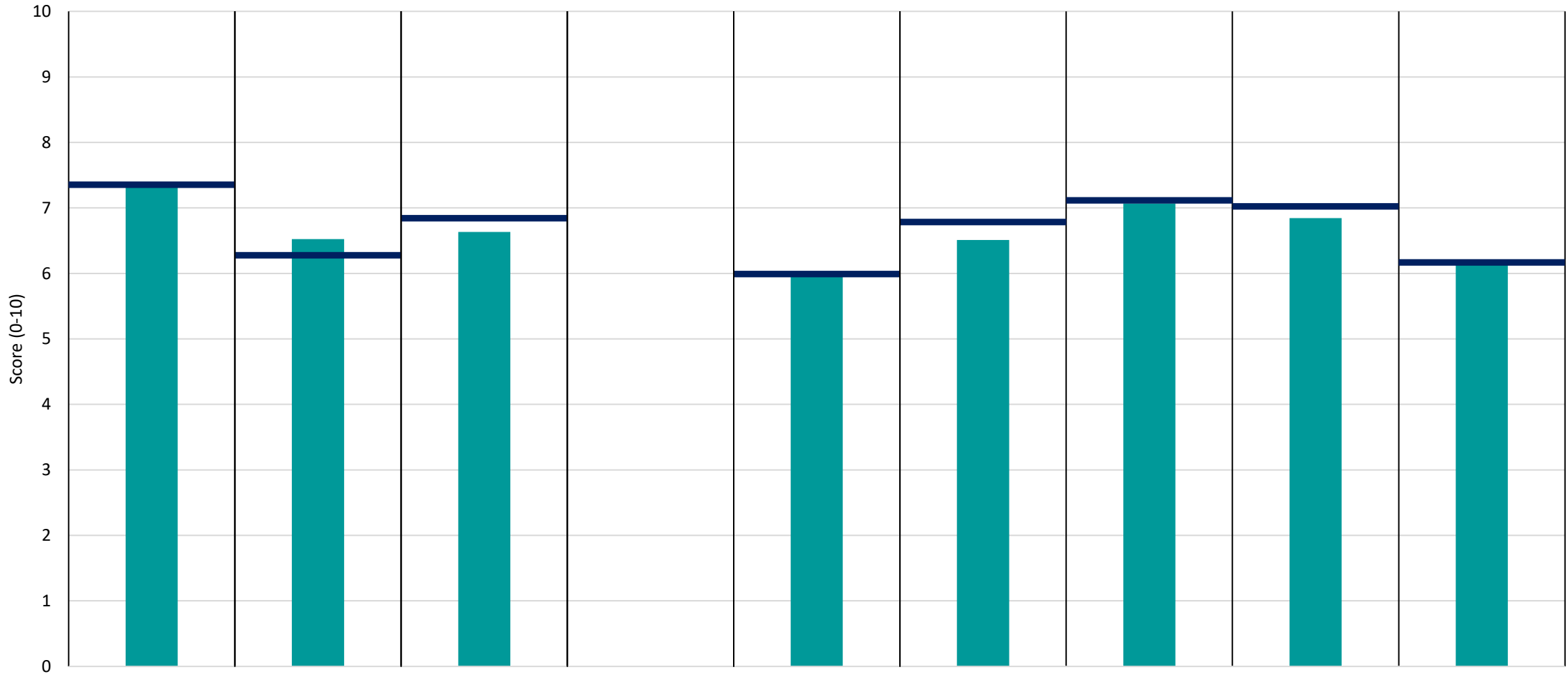
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Staff Engagement

Morale



Breakdown	7.36	6.53	6.63	-	6.02	6.51	7.07	6.85	6.18
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	105	105	104	-	97	105	105	105	105



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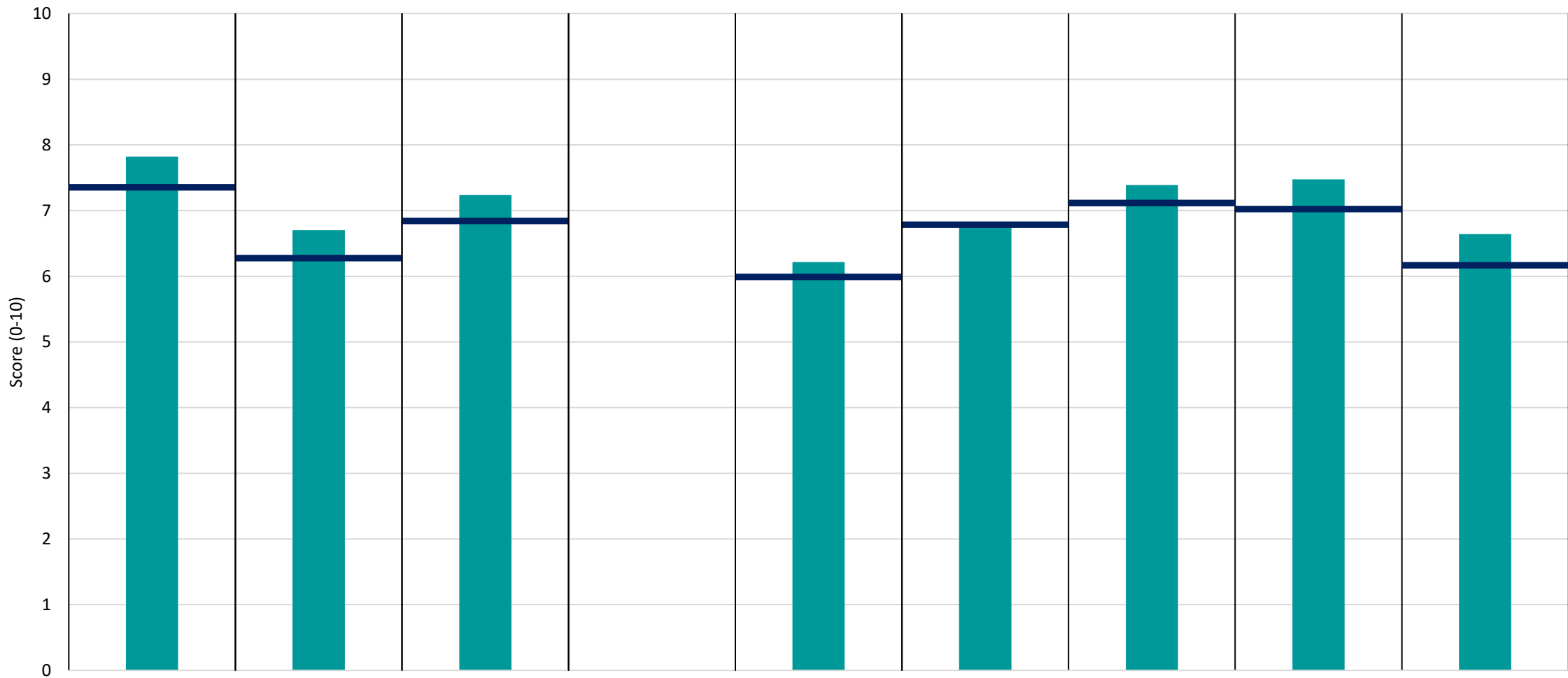
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Staff Engagement

Morale



Breakdown	7.82	6.70	7.24	-	6.22	6.77	7.39	7.47	6.64
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	139	138	138	-	132	138	139	138	138

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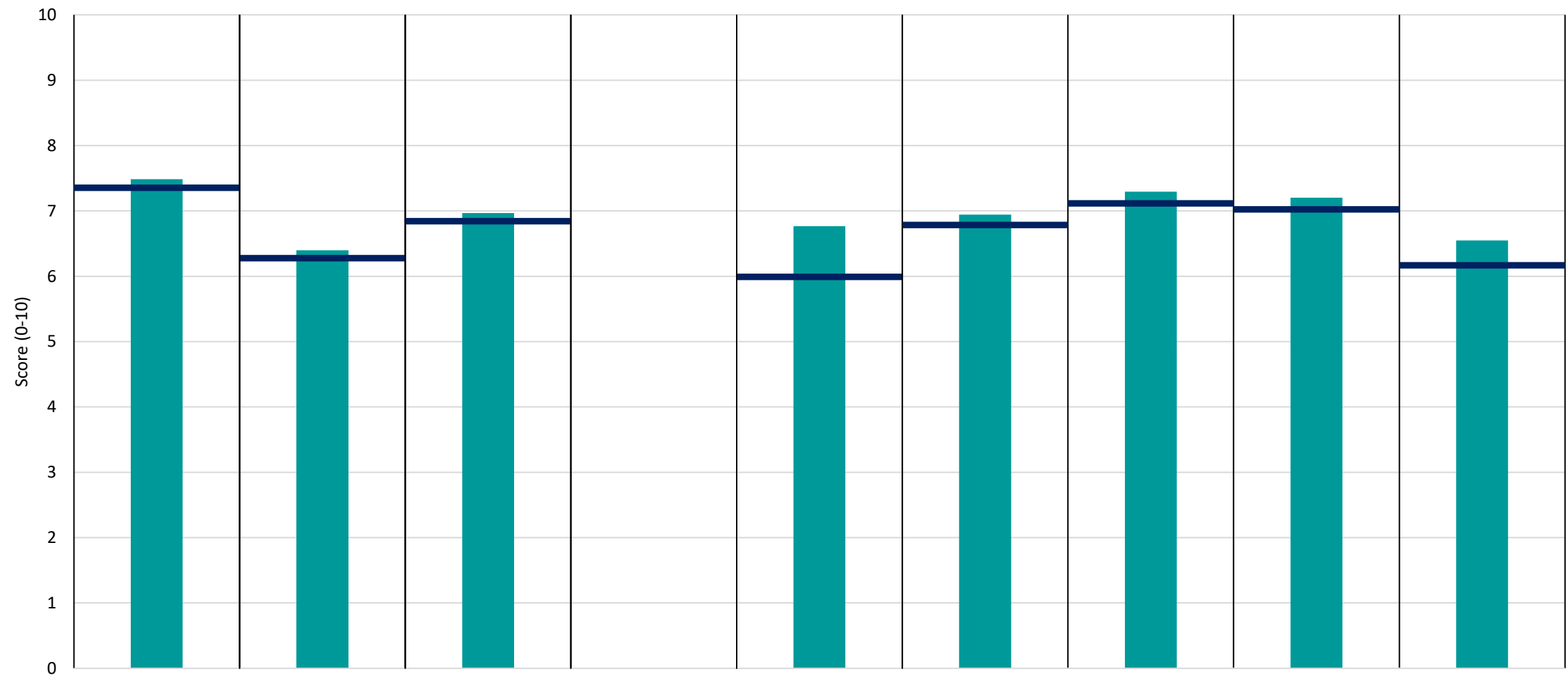
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Staff Engagement

Morale



Breakdown	7.48	6.40	6.97	-	6.77	6.94	7.29	7.20	6.55
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	105	105	104	-	103	101	105	104	104 ³⁷

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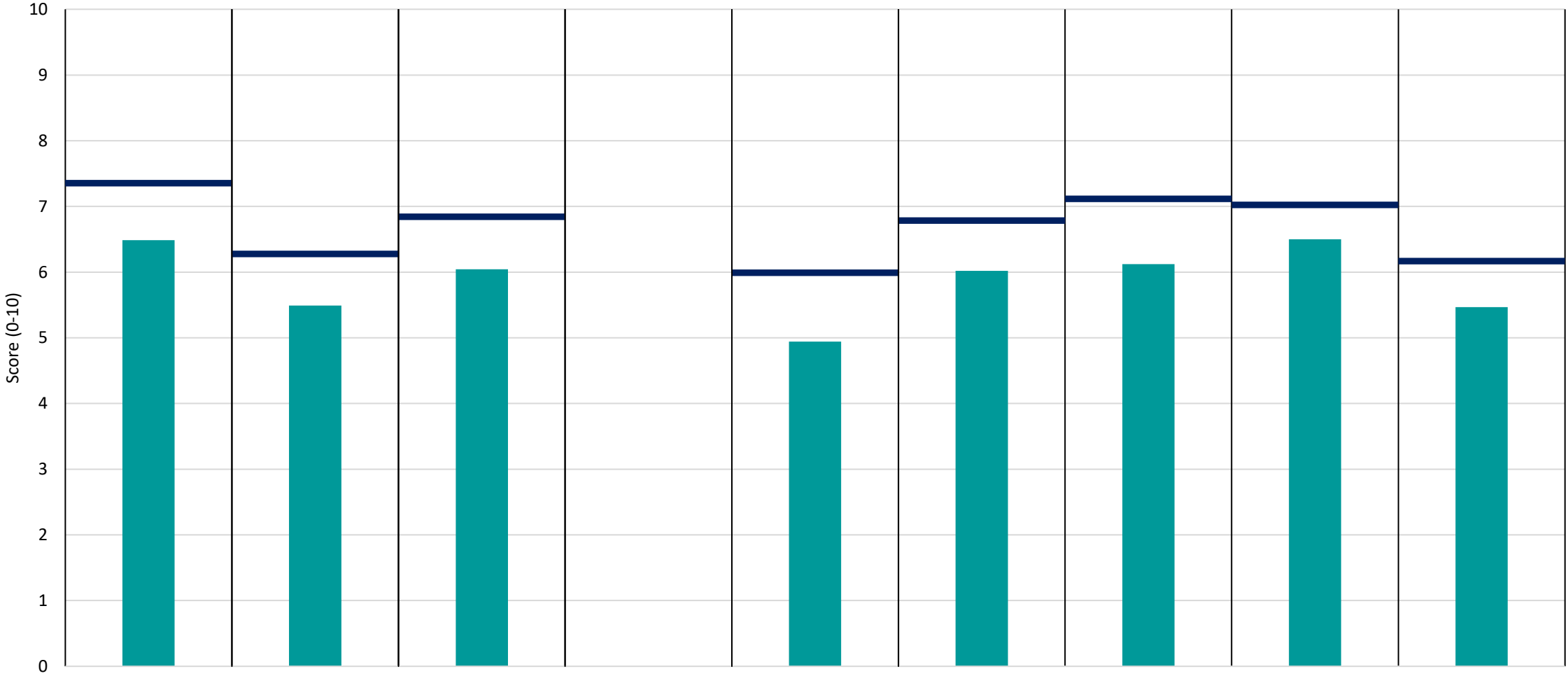
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Staff Engagement

Morale



Breakdown	6.49	5.49	6.04	-	4.94	6.02	6.12	6.50	5.47
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	58	58	58	-	53	58	58	58	58

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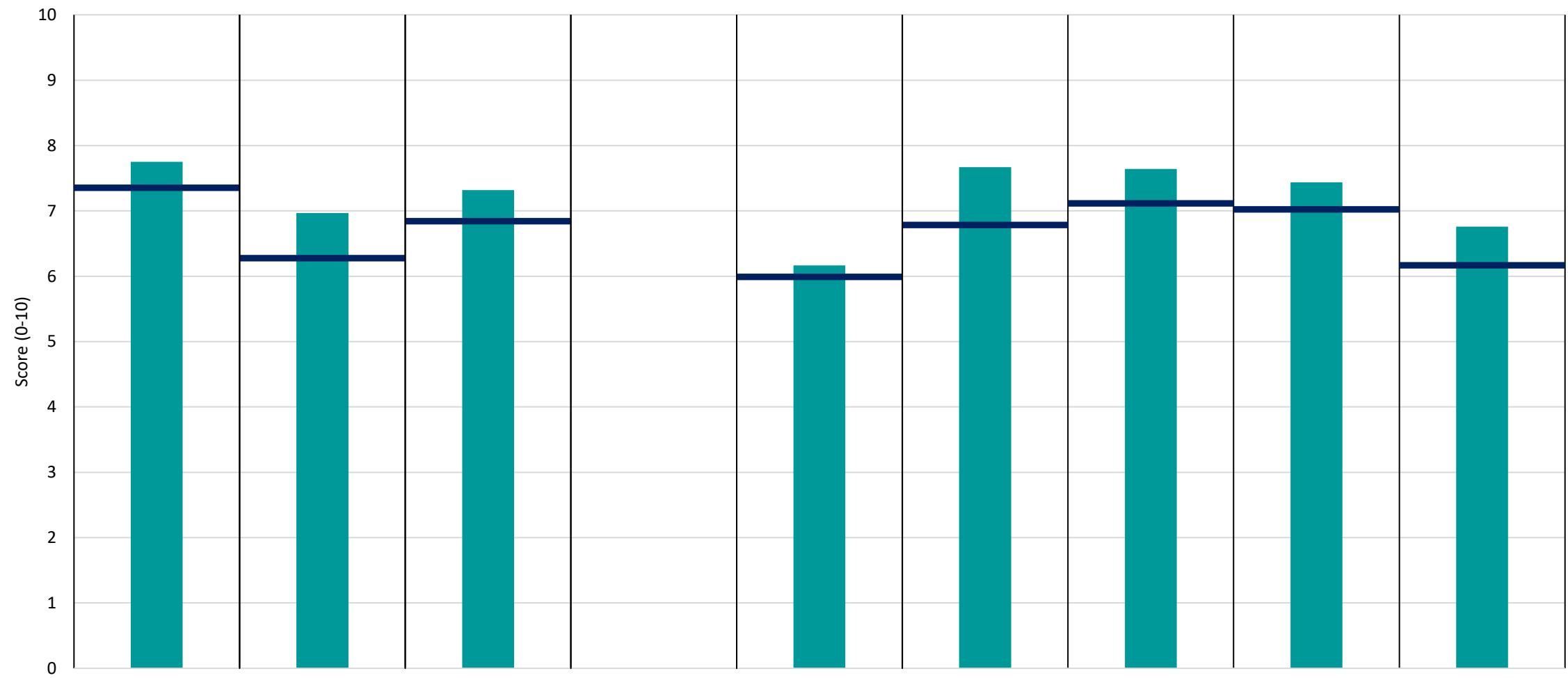
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Staff Engagement

Morale



Breakdown	7.75	6.97	7.32	-	6.16	7.67	7.64	7.44	6.76
Your org	7.35	6.28	6.84	-	5.99	6.79	7.11	7.02	6.17
Responses	47	47	47	-	44	47	47	47	47

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