



Black Country Healthcare NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

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This breakdown report for Black Country Healthcare 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 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 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

Black Country Healthcare NHS Foundation Trust
2023 NHS Staff Survey



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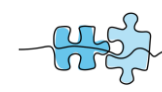
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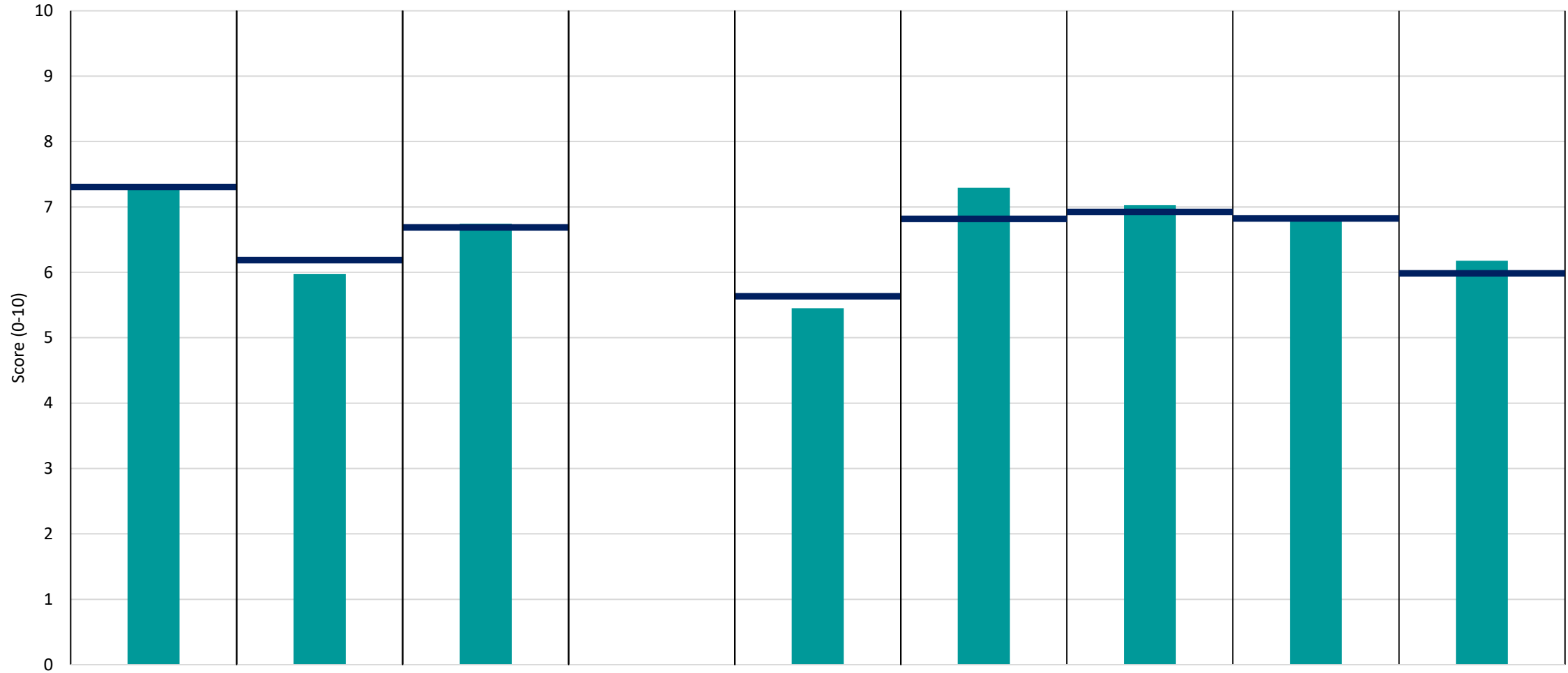
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Staff Engagement

Morale



Breakdown	7.26	5.98	6.74	-	5.45	7.29	7.03	6.83	6.18
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	44	44	44	-	40	44	44	44	44

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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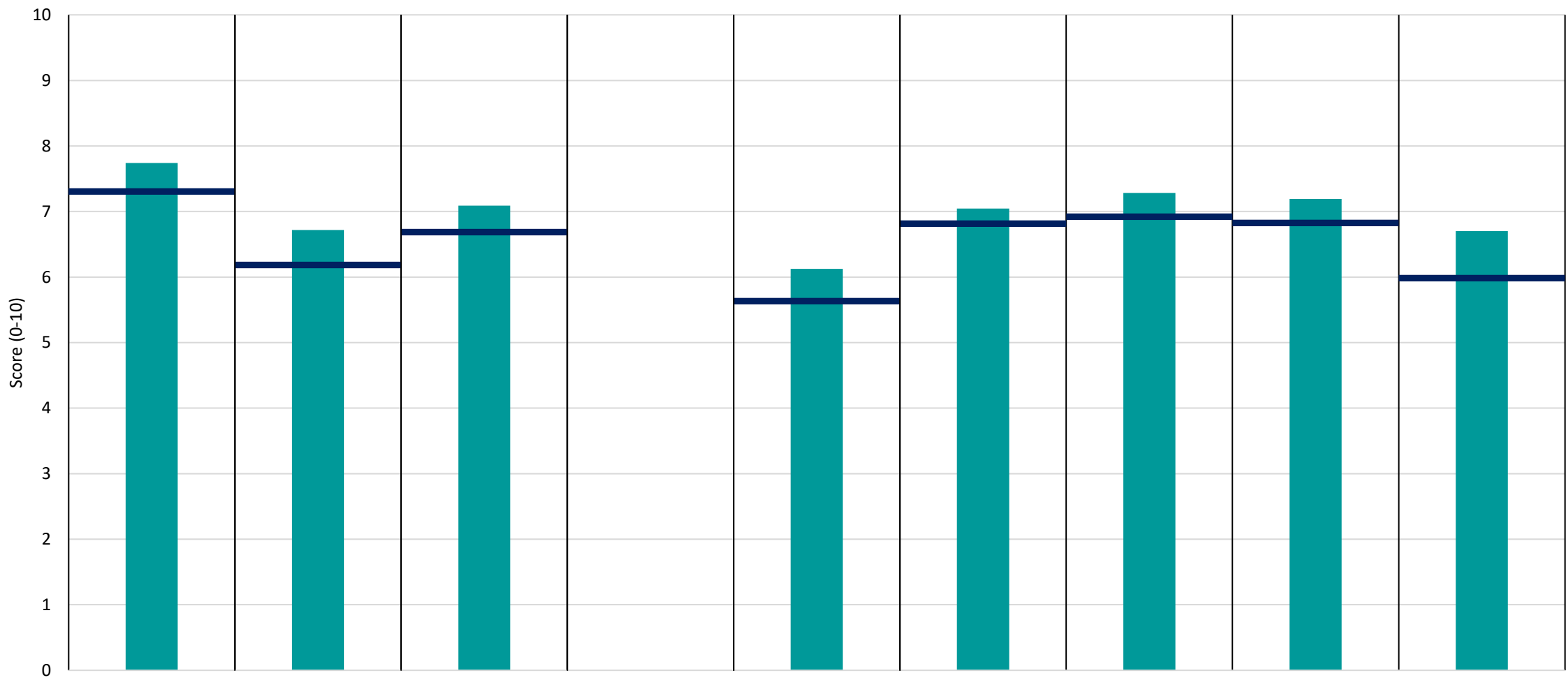
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Staff Engagement

Morale



Breakdown	7.74	6.72	7.09	-	6.13	7.05	7.29	7.19	6.70
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	90	90	89	-	87	90	90	90	90

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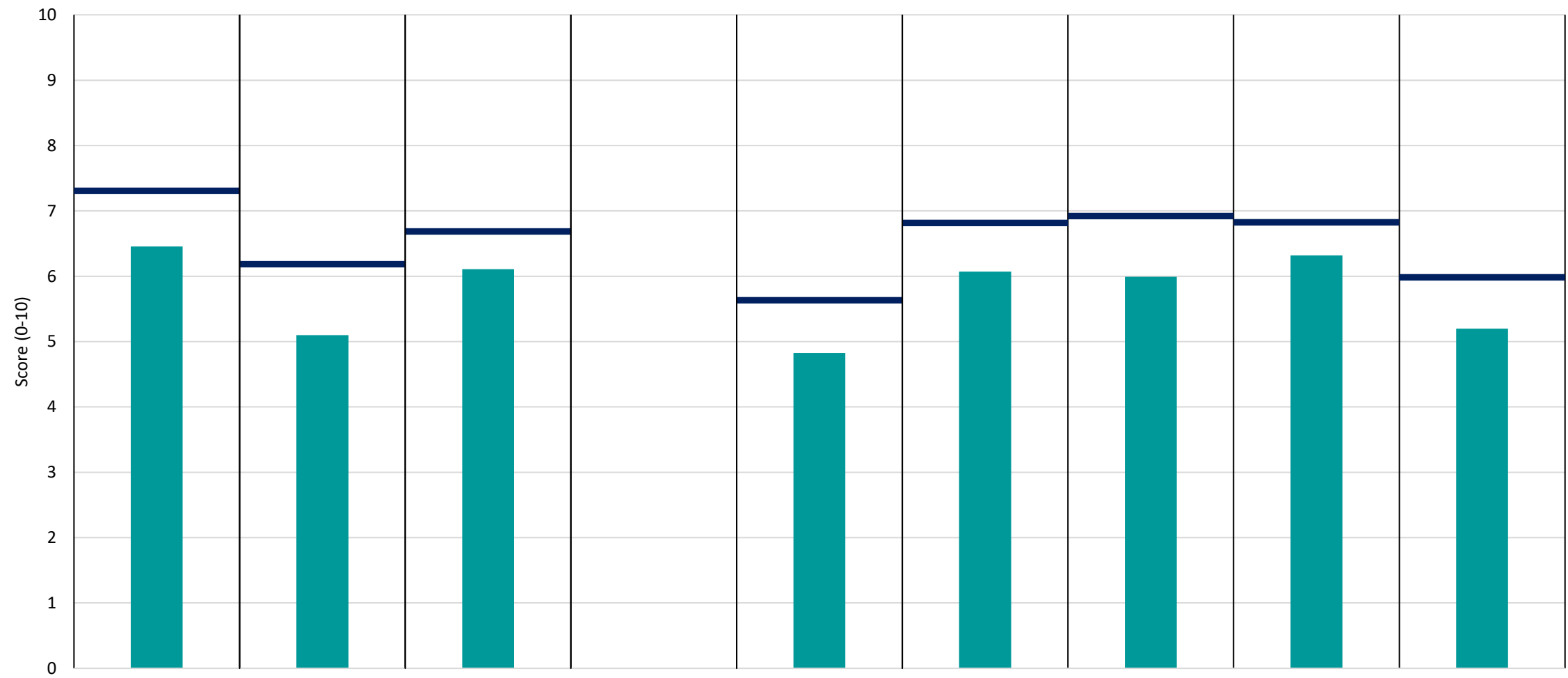
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Staff Engagement

Morale



Breakdown	6.46	5.10	6.11	-	4.83	6.07	5.99	6.32	5.20
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	88	88	88	-	82	88	88	88	88

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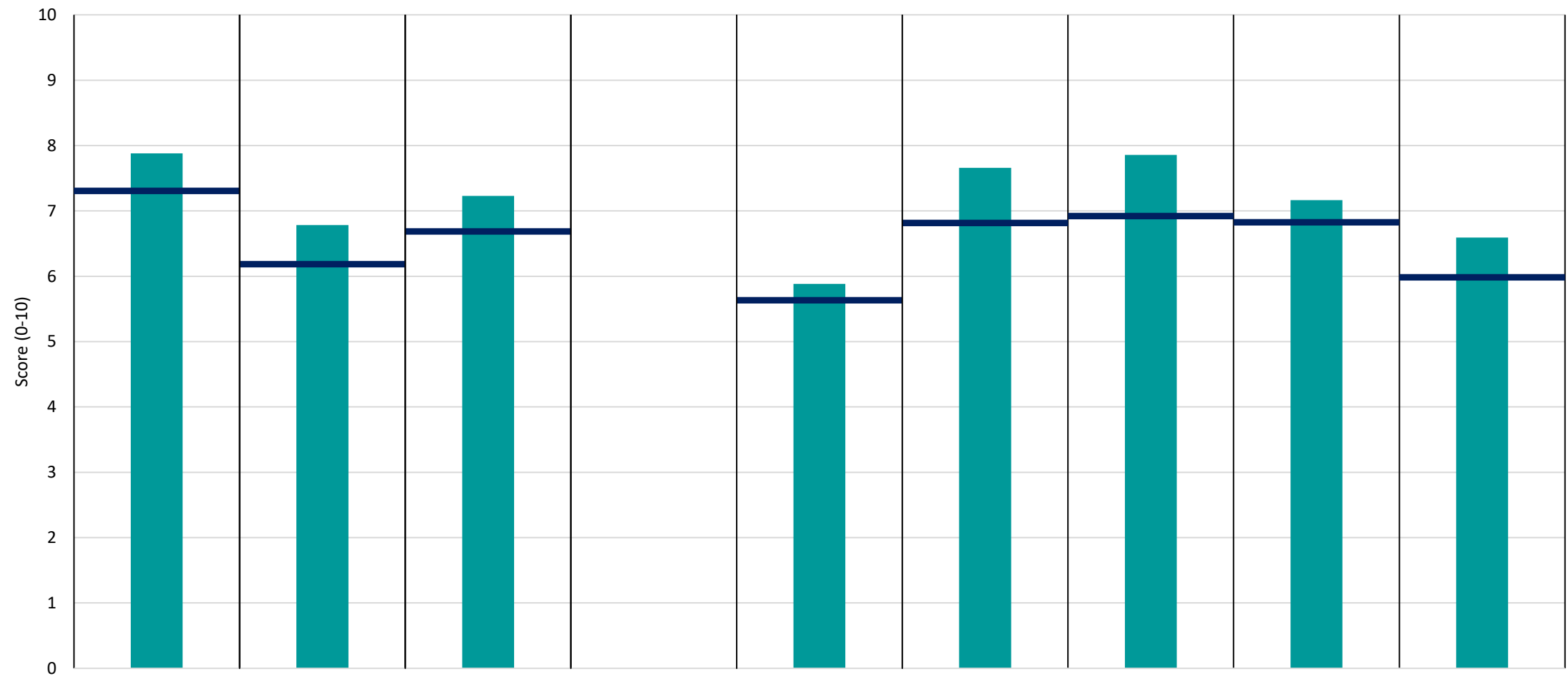
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Staff Engagement

Morale



Breakdown	7.88	6.78	7.23	-	5.88	7.66	7.86	7.17	6.59
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	39	39	39	-	38	39	39	39	39

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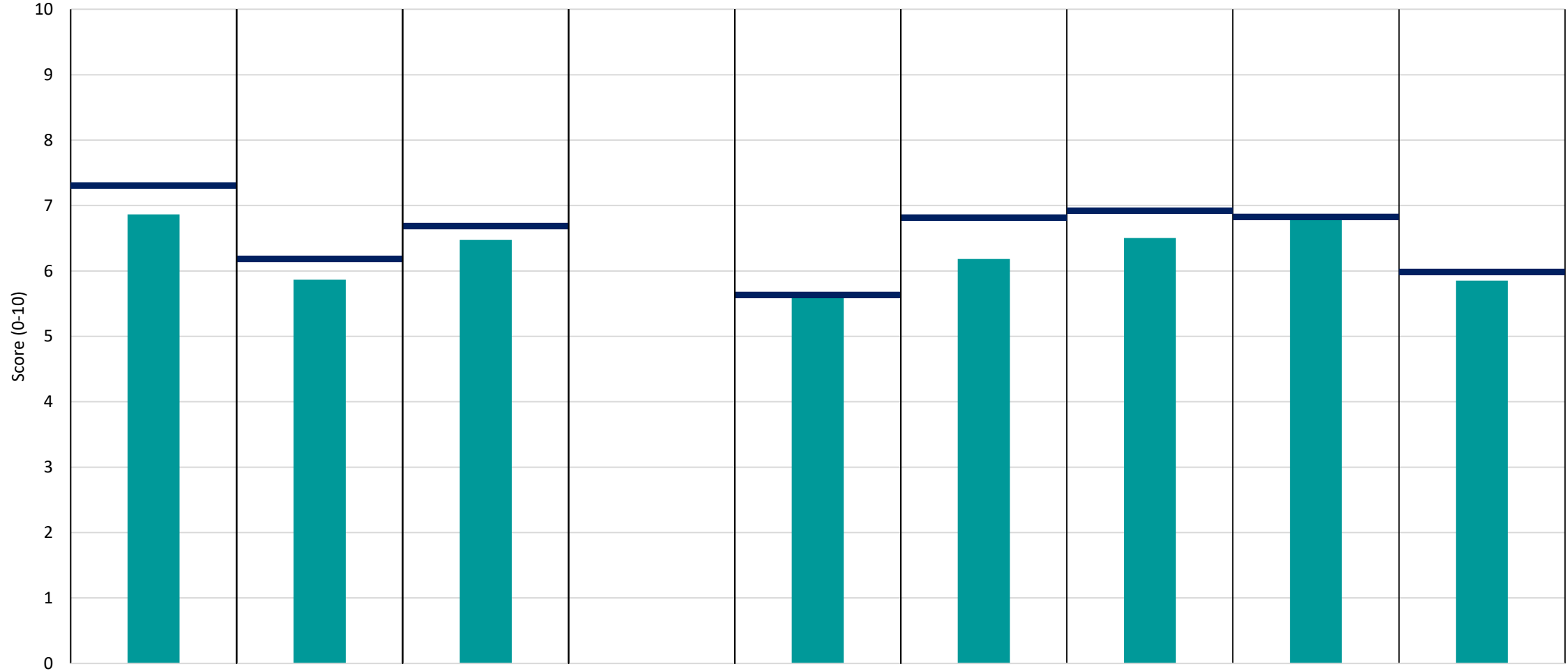
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Staff Engagement

Morale



Breakdown	6.86	5.87	6.48	-	5.60	6.18	6.50	6.79	5.85
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 86 86 86 - 85 86 85 86 86 10

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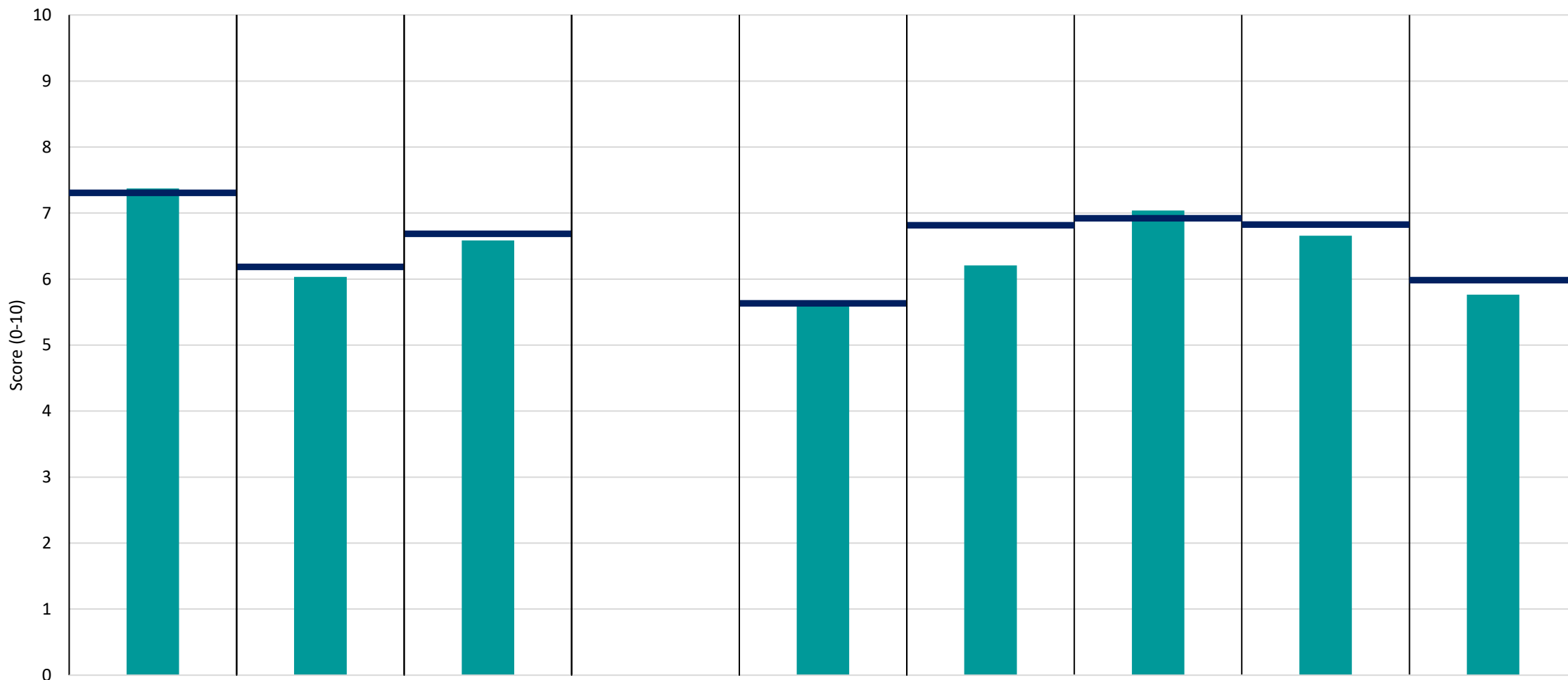
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Staff Engagement

Morale



Breakdown	7.37	6.03	6.58	-	5.59	6.21	7.04	6.66	5.76
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 58 59 57 - 57 57 59 59 59 11

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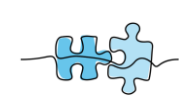
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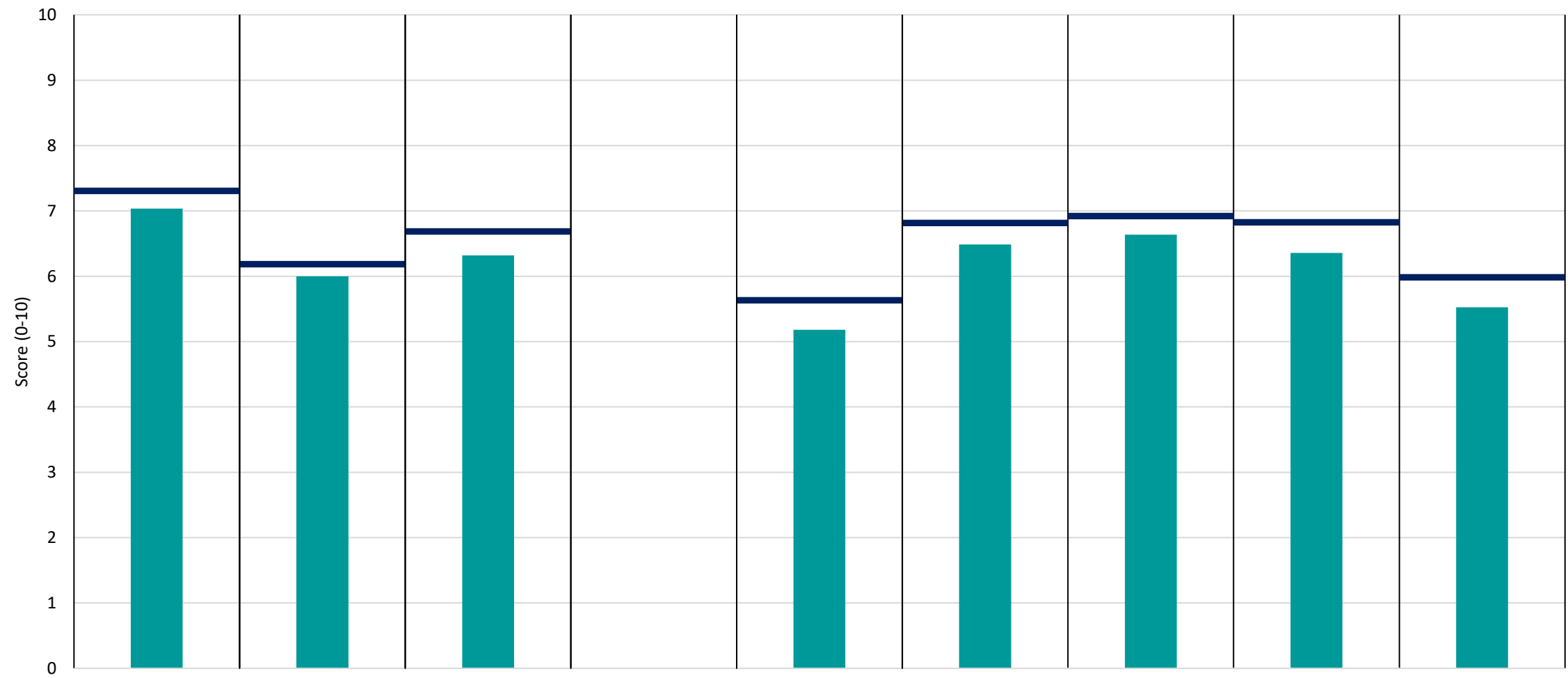
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Staff Engagement

Morale



Breakdown	7.04	6.00	6.32	-	5.18	6.48	6.64	6.36	5.53
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	55	55	55	-	53	55	55	55	55

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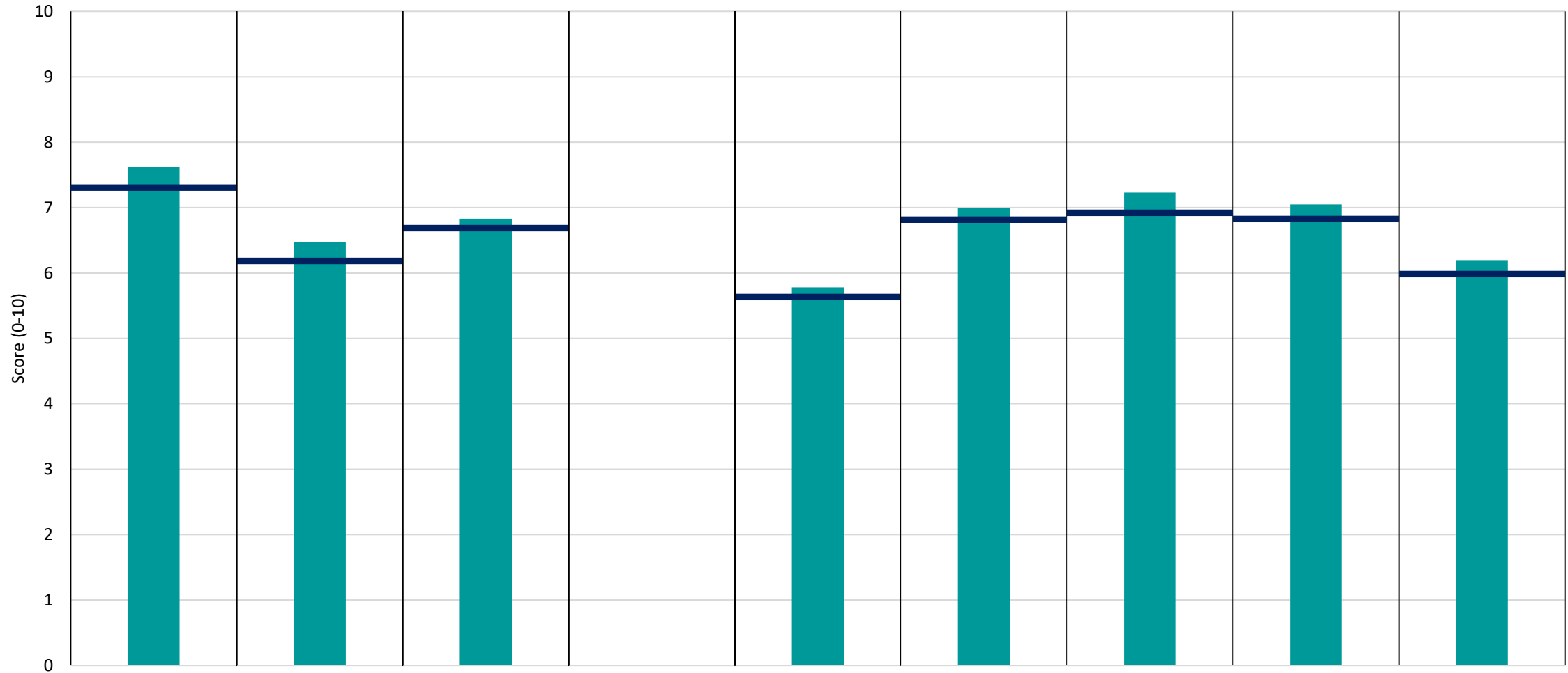
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Staff Engagement

Morale



Breakdown	7.63	6.47	6.83	-	5.78	7.00	7.23	7.05	6.20
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	118	119	117	-	117	118	118	119	119



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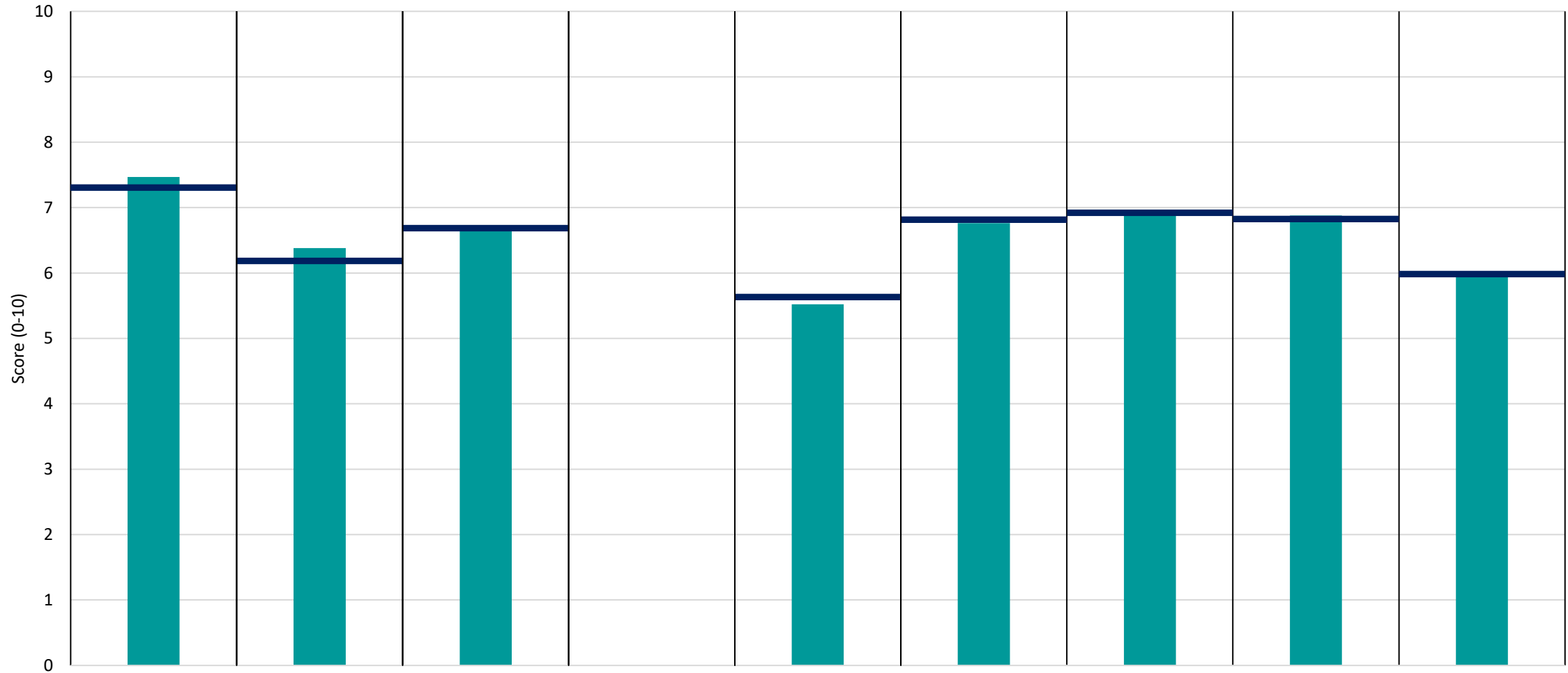
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Staff Engagement

Morale



Breakdown	7.47	6.38	6.73	-	5.52	6.76	6.93	6.88	6.02
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	145	145	145	-	140	145	145	145	145



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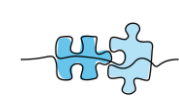
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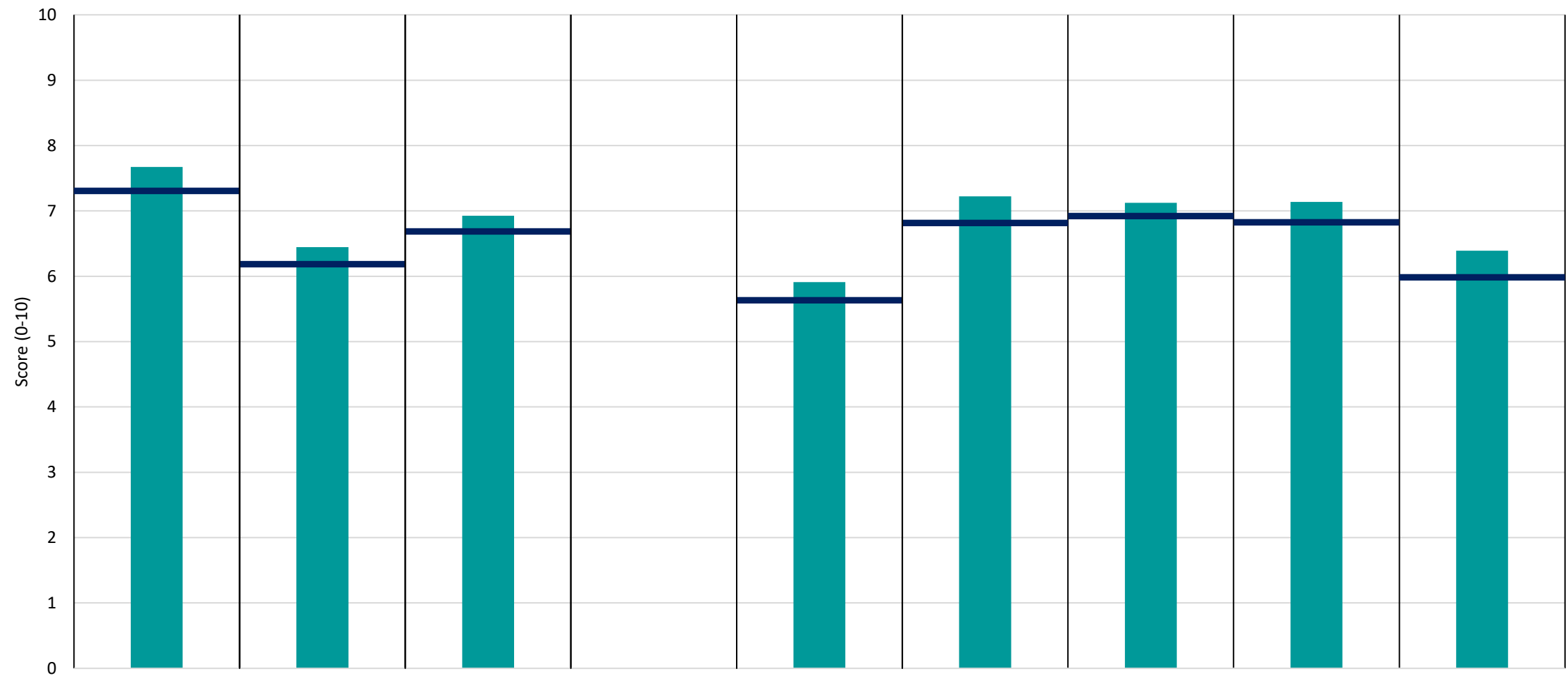
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Staff Engagement

Morale



Breakdown	7.67	6.45	6.93	-	5.91	7.22	7.12	7.14	6.39
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	89	89	88	-	83	89	89	89	89

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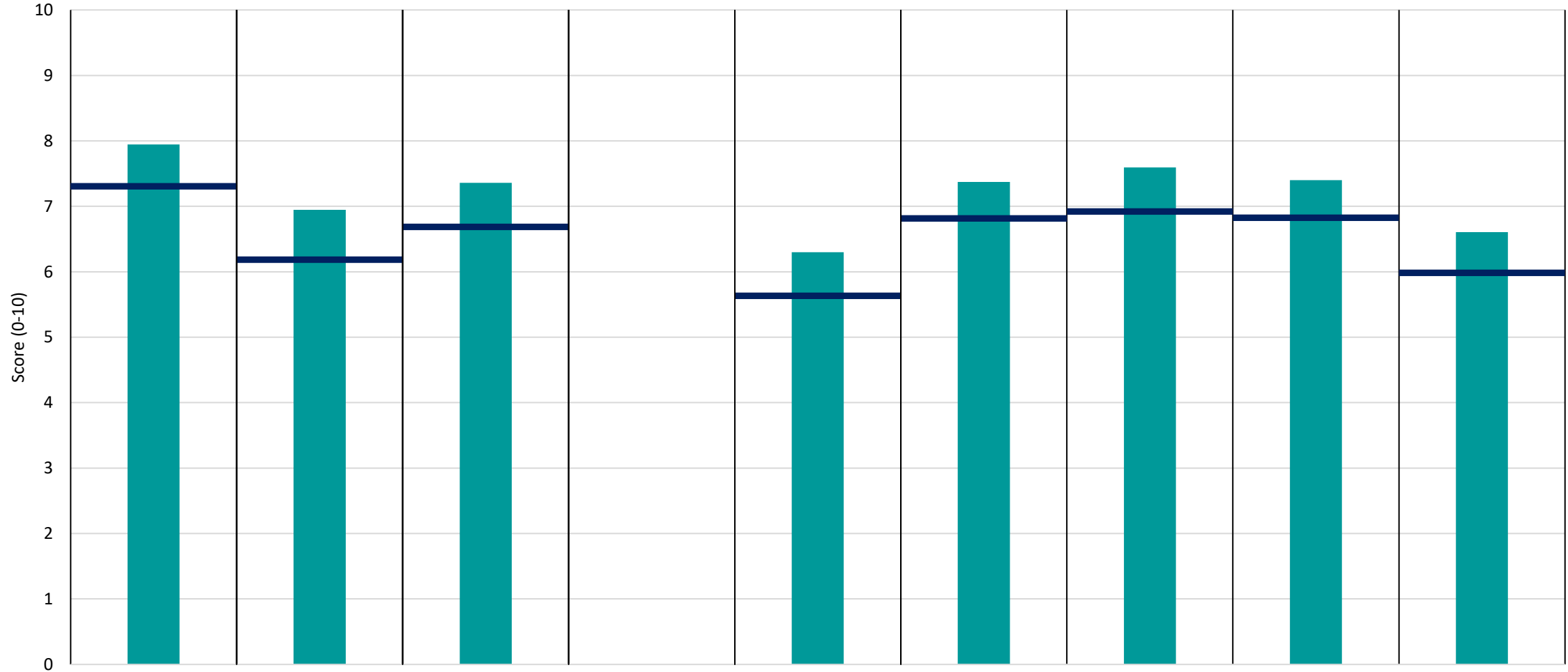
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Staff Engagement

Morale



Breakdown	7.94	6.95	7.36	-	6.30	7.37	7.59	7.40	6.61
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 28 28 28 - 26 28 28 28 28 28 16

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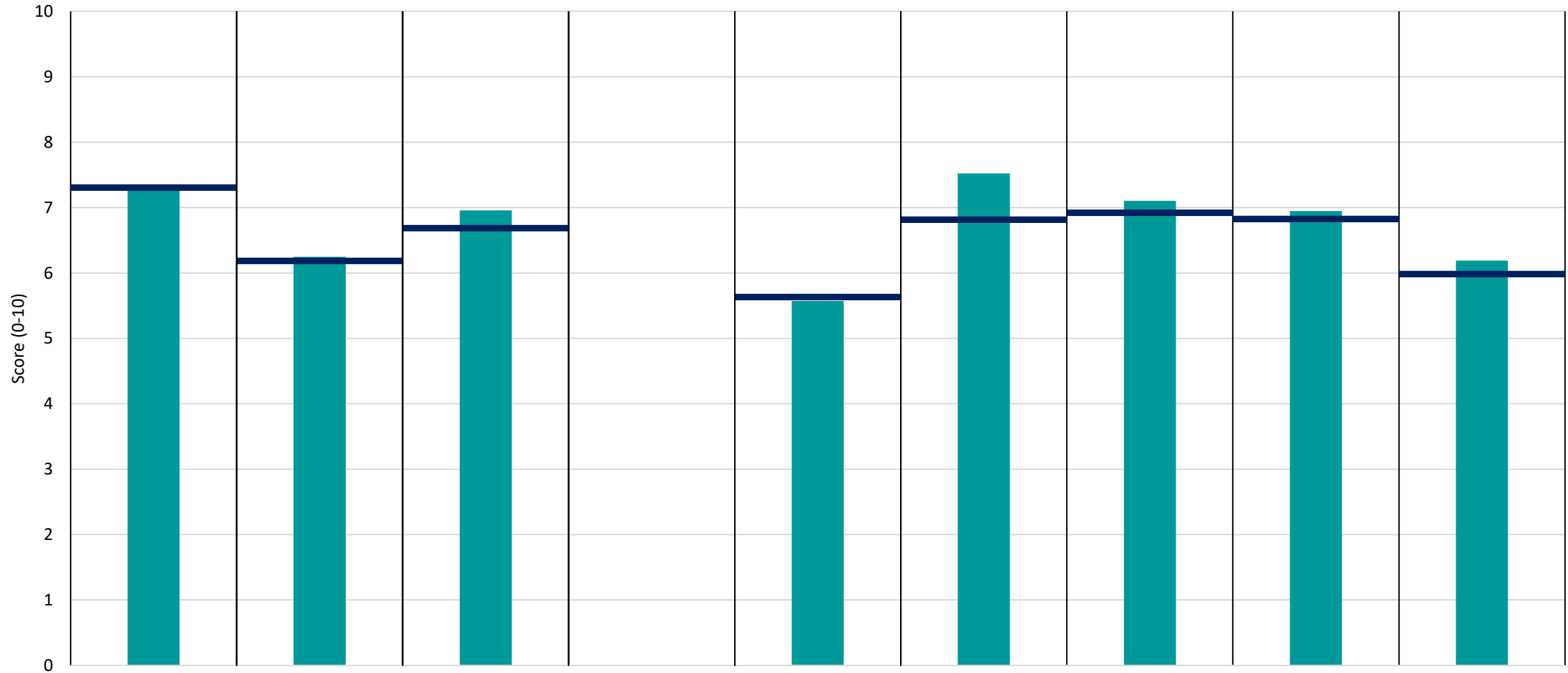
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Staff Engagement

Morale



Breakdown	7.29	6.25	6.96	-	5.57	7.52	7.10	6.95	6.19
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 103 103 102 - 99 102 103 103 103 103 17

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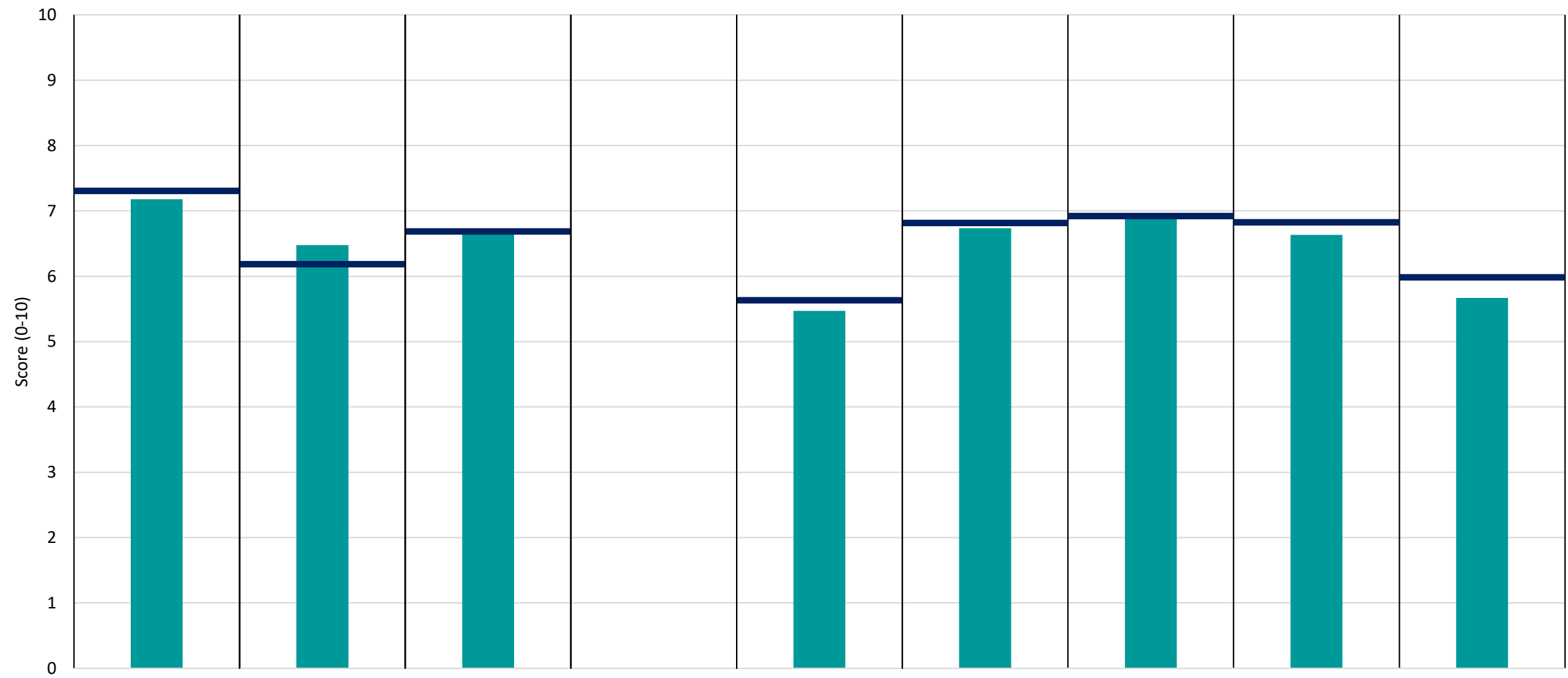
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Staff Engagement

Morale



Breakdown	7.18	6.48	6.71	-	5.47	6.74	6.91	6.63	5.67
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	90	90	89	-	89	90	90	90	90

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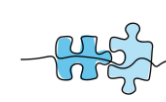
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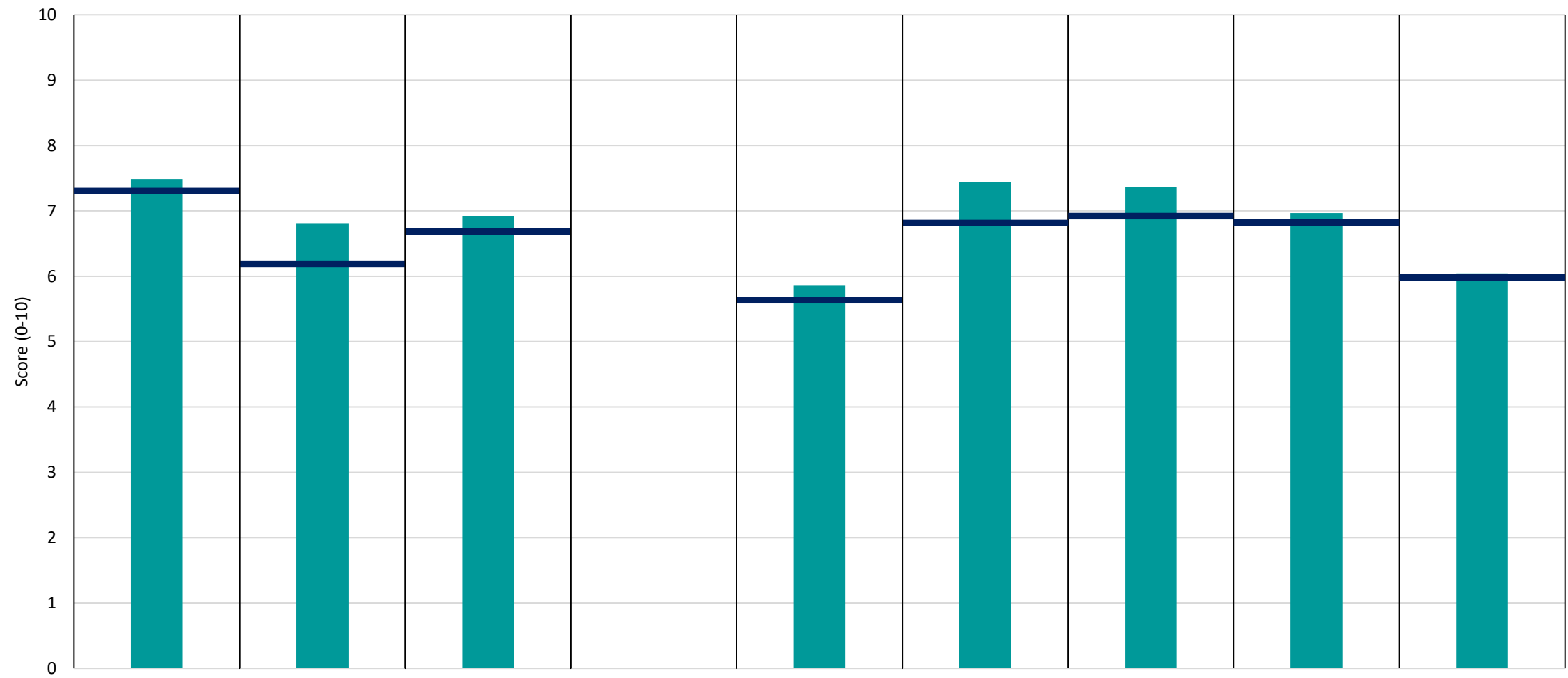
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Staff Engagement

Morale



Breakdown	7.49	6.80	6.92	-	5.86	7.44	7.37	6.97	6.04
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	137	137	137	-	135	135	137	137	137

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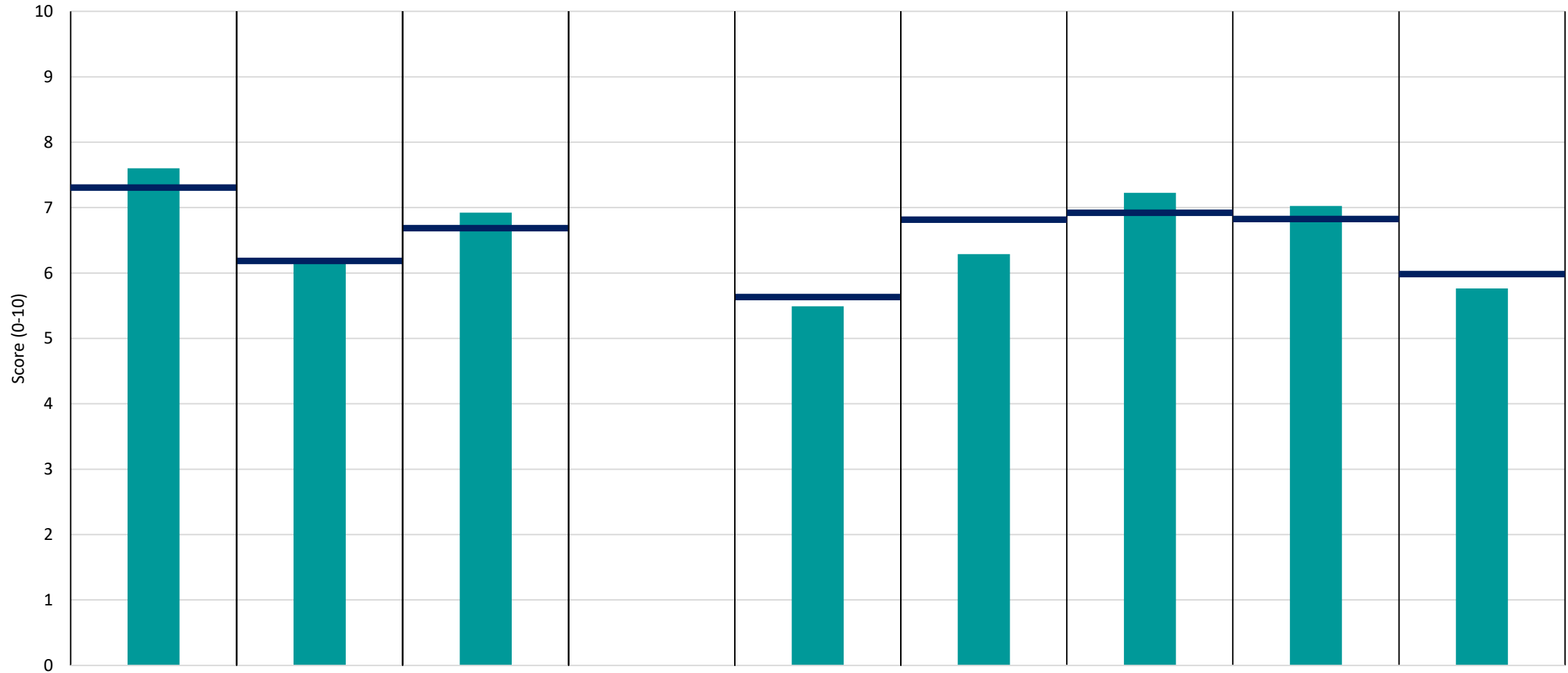
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Staff Engagement

Morale



Breakdown	7.60	6.21	6.92	-	5.49	6.29	7.23	7.03	5.76
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 121 121 120 - 119 121 121 121 121 20

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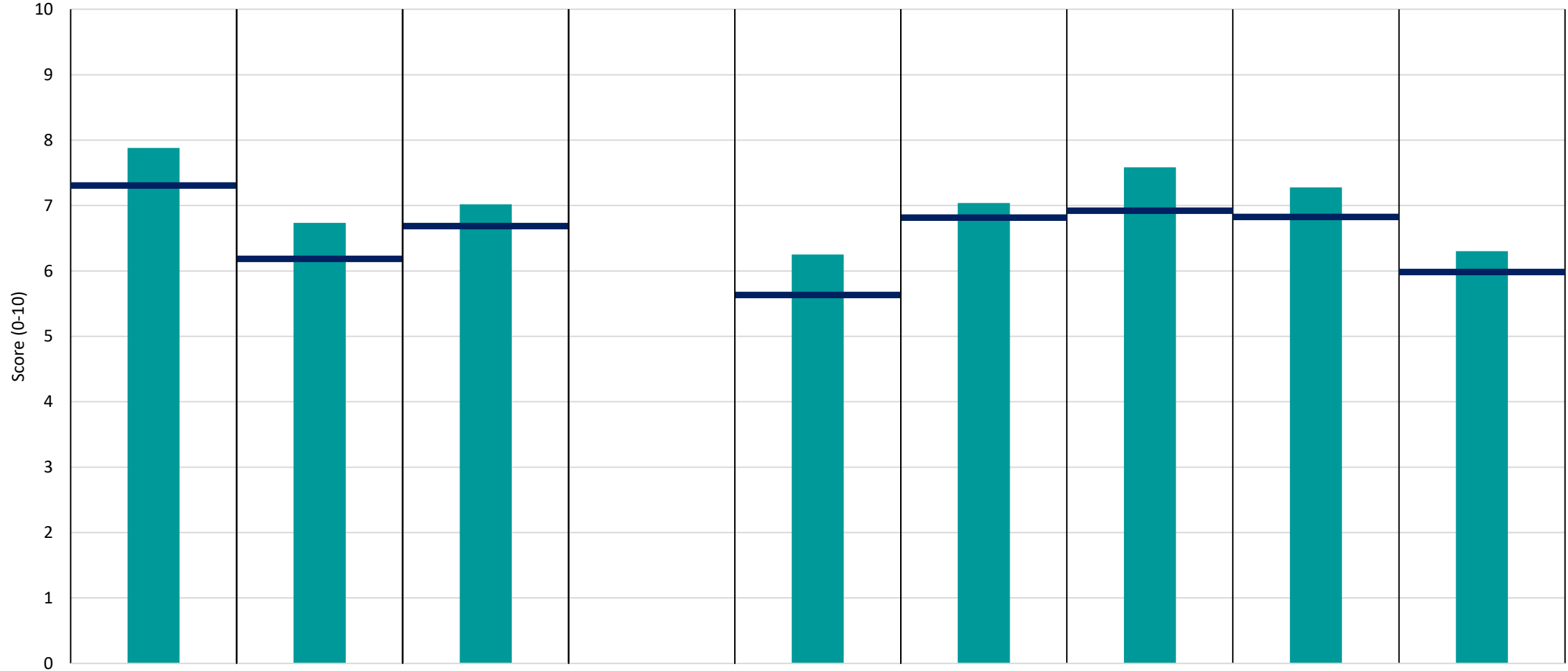
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Staff Engagement

Morale



Breakdown	7.88	6.74	7.02	-	6.25	7.04	7.58	7.28	6.30
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 38 38 38 - 38 38 38 38 38 38 21

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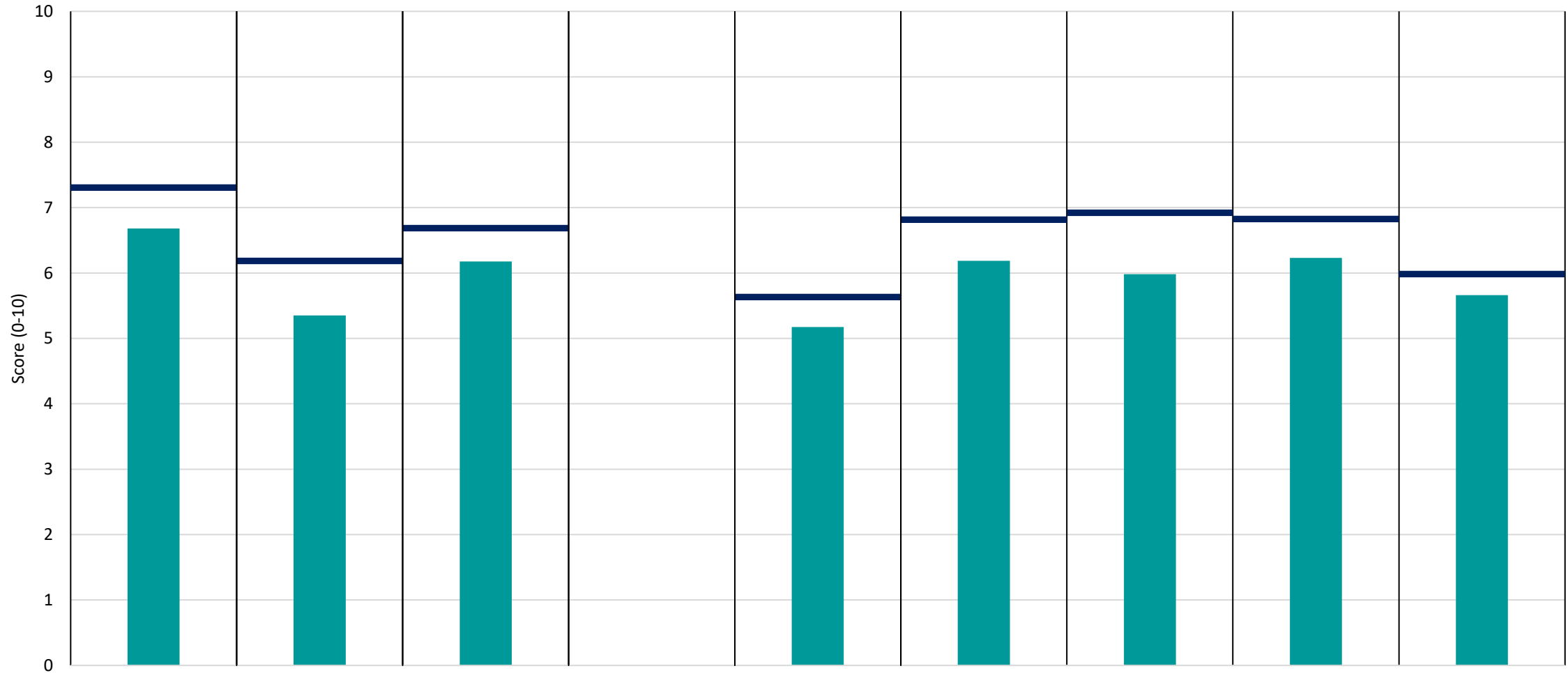
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Staff Engagement

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Breakdown	6.68	5.35	6.18	-	5.17	6.19	5.98	6.23	5.66
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	138	138	138	-	128	135	138	139	139



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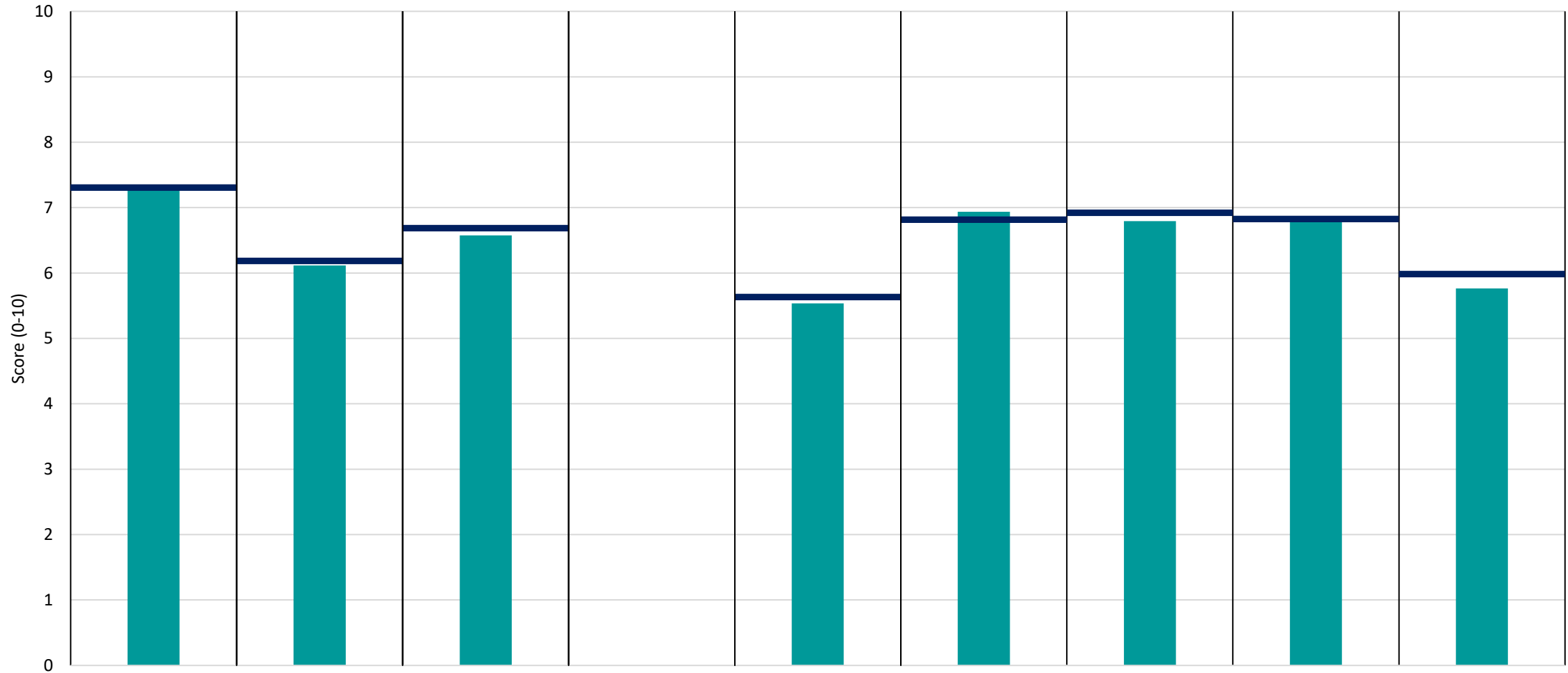
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Staff Engagement

Morale



Breakdown	7.34	6.12	6.58	-	5.54	6.94	6.79	6.86	5.76
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	86	86	86	-	85	86	85	86	86



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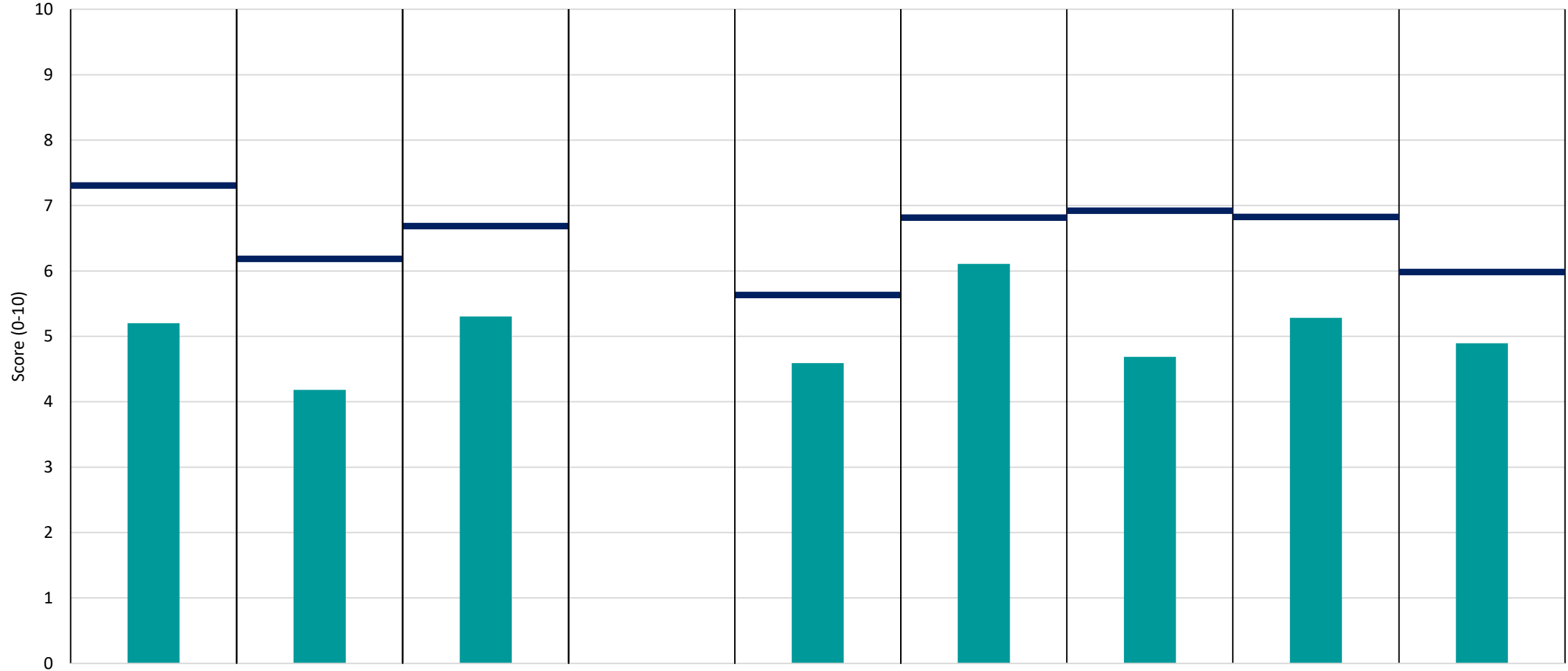
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Staff Engagement

Morale



Breakdown	5.20	4.18	5.30	-	4.59	6.11	4.69	5.28	4.89
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 41 41 40 - 36 41 41 41 41 24

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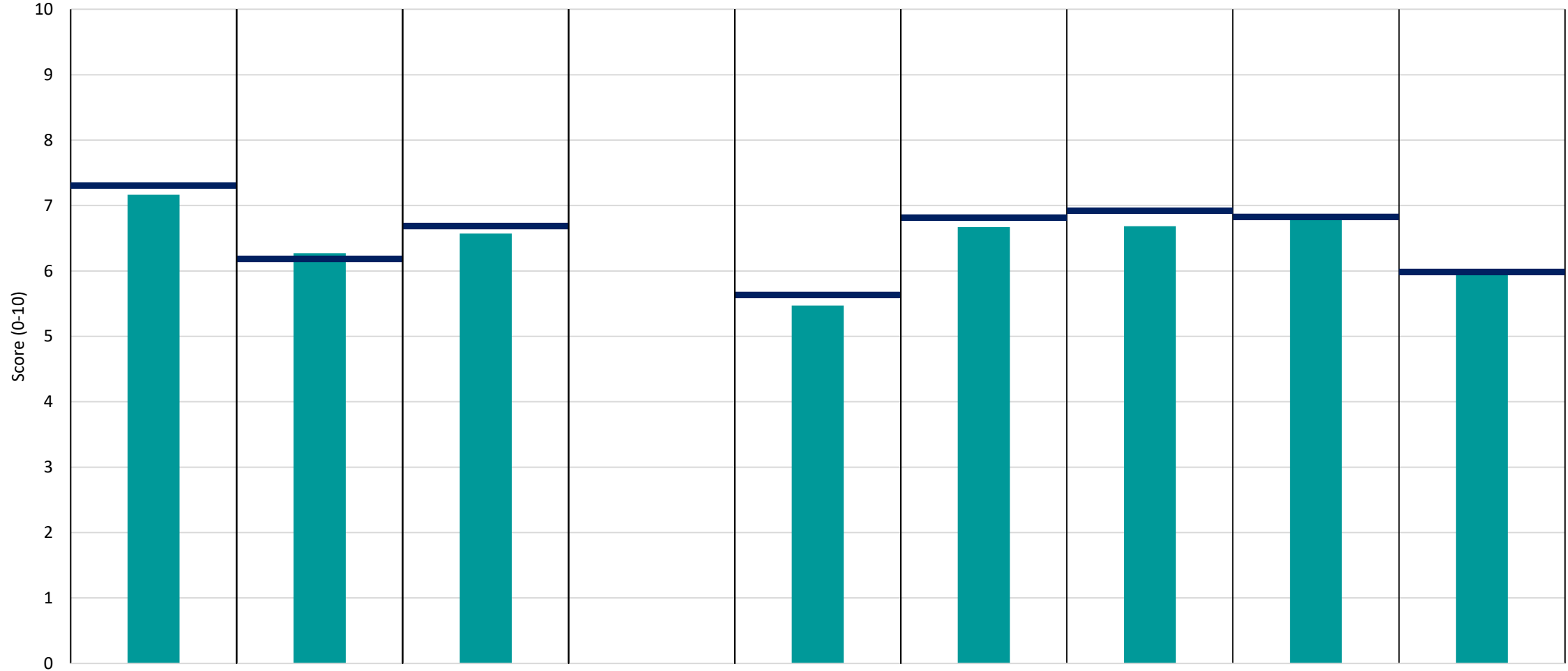
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Staff Engagement

Morale



Breakdown	7.16	6.27	6.57	-	5.47	6.67	6.68	6.83	5.99
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 60 60 60 - 55 58 60 60 60 25

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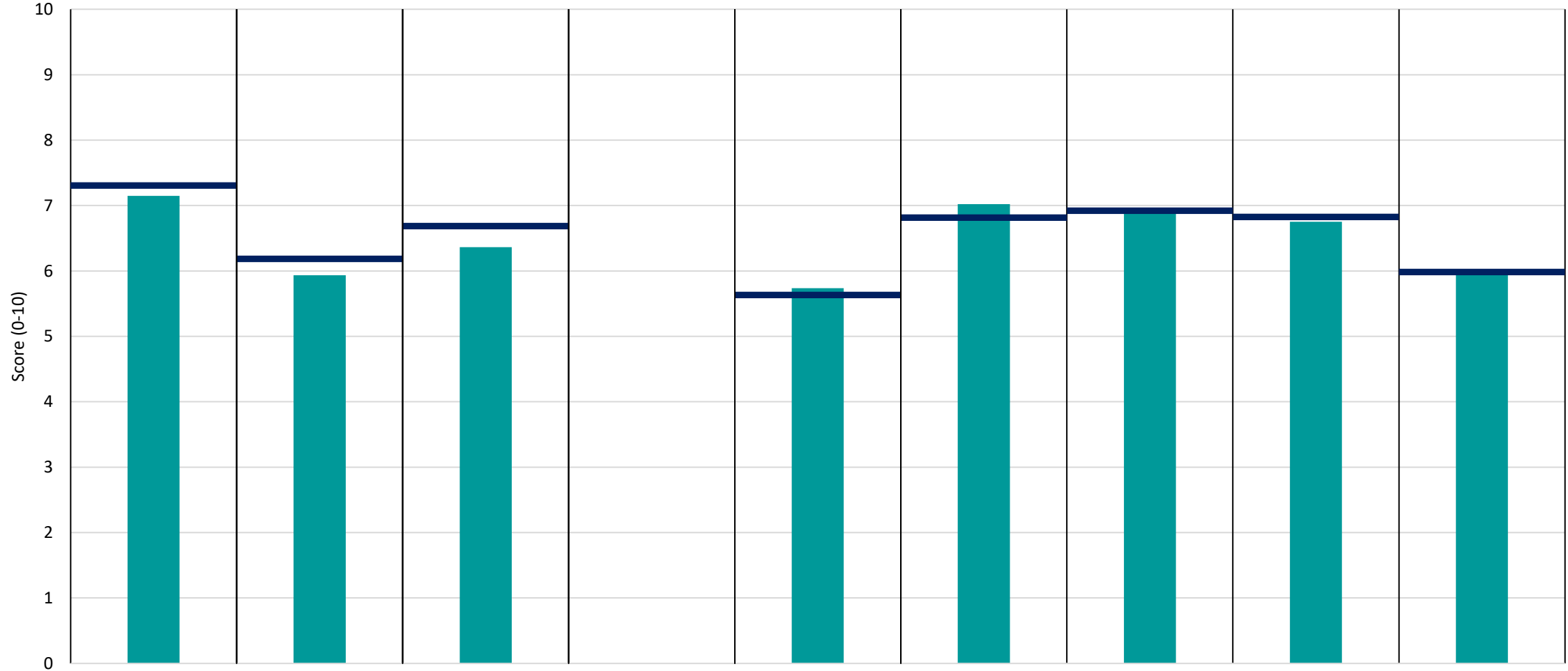
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Staff Engagement

Morale



Breakdown	7.15	5.93	6.36	-	5.74	7.02	6.91	6.75	5.97
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 45 45 45 - 41 45 45 45 45 26

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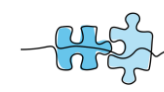
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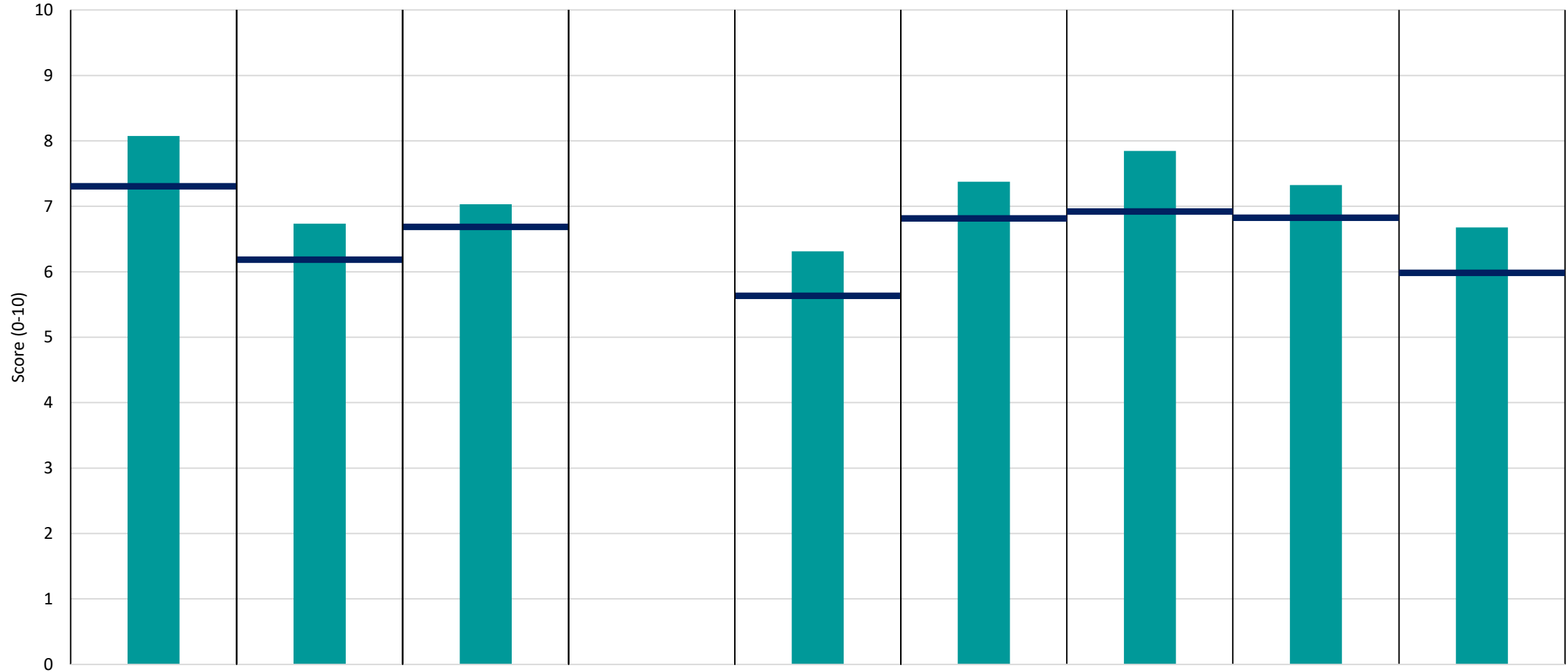
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Staff Engagement

Morale



Breakdown	8.08	6.74	7.03	-	6.31	7.38	7.85	7.32	6.68
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 99 100 99 - 100 100 99 100 100 27

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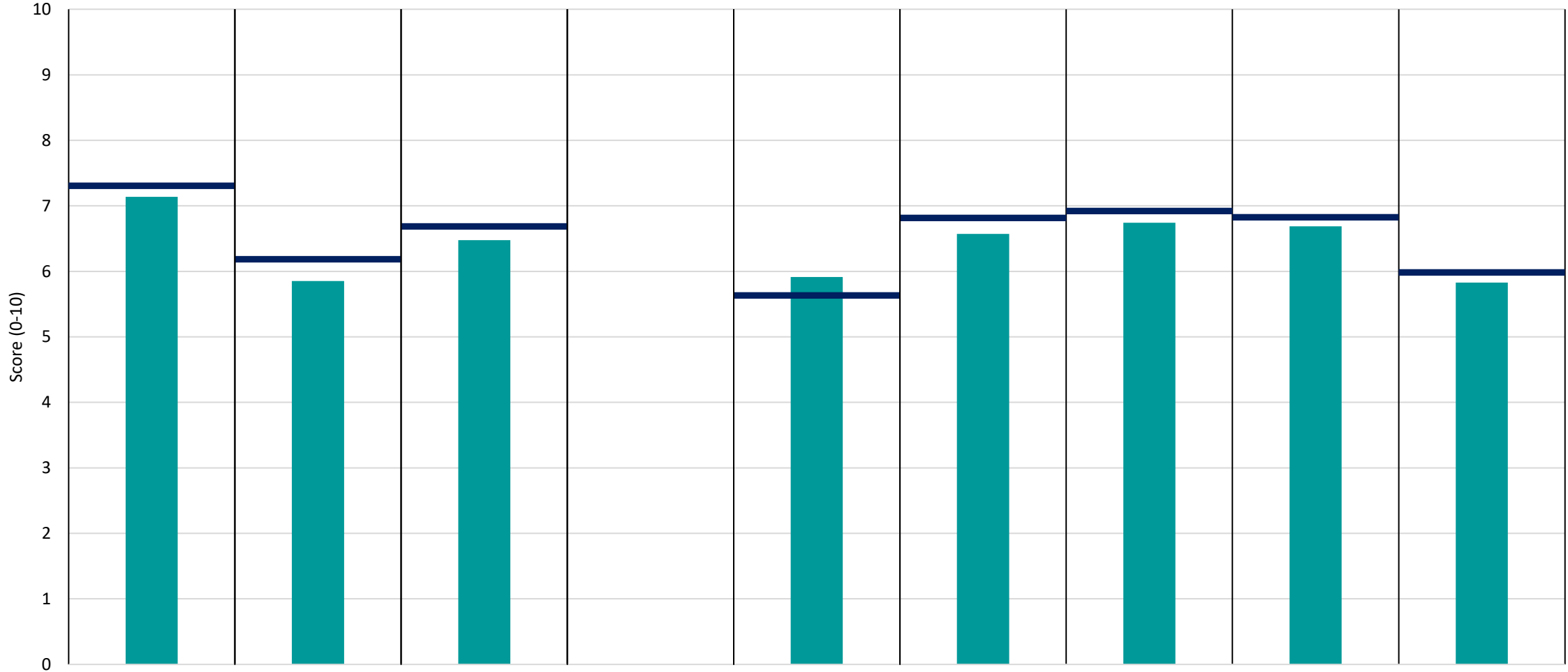
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Staff Engagement

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Breakdown	7.14	5.85	6.48	-	5.91	6.57	6.74	6.69	5.83
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 77 77 77 - 71 76 77 77 77 28

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Breakdowns 2

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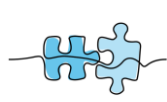
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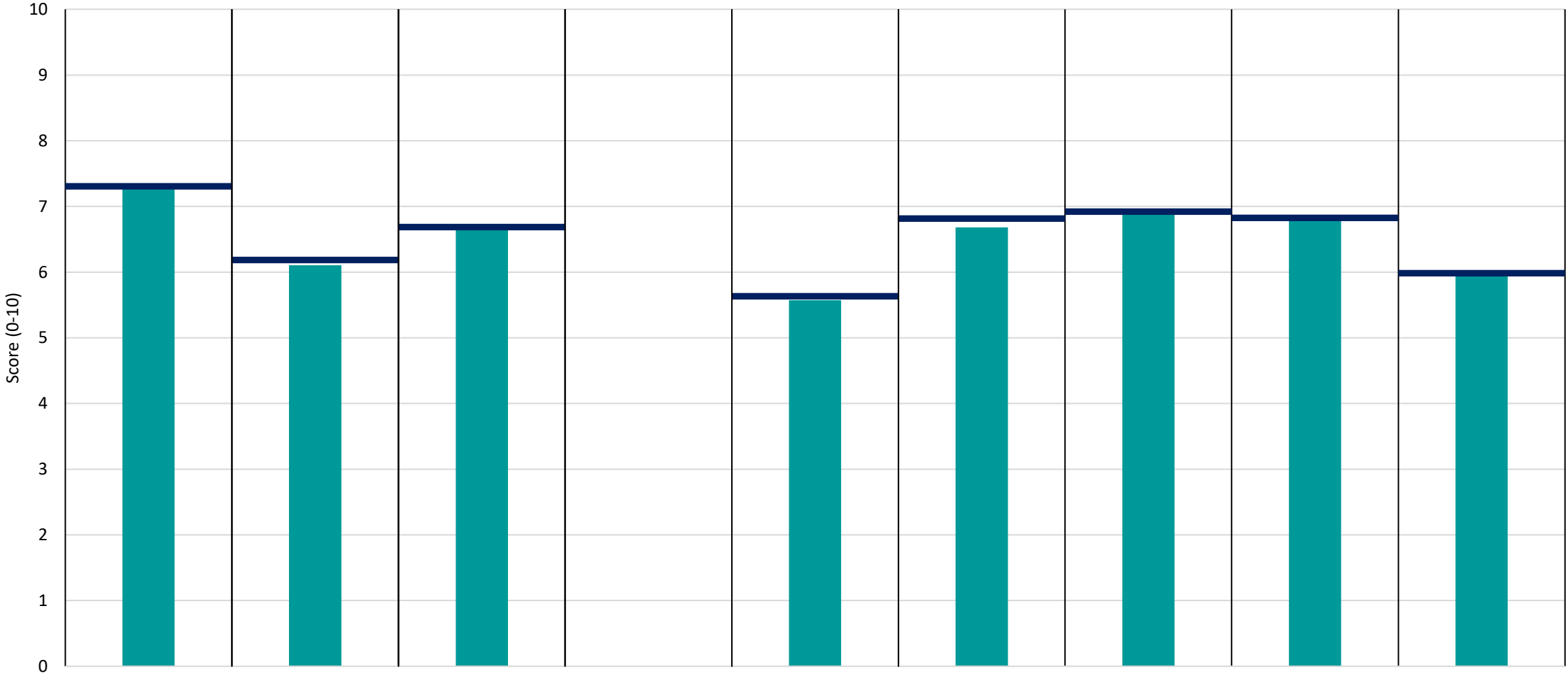
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.26	6.11	6.65	-	5.57	6.68	6.89	6.81	5.99
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98

Responses 578 580 575 - 559 577 578 580 580 ³⁰

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



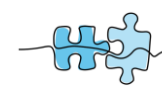
We are safe and
healthy



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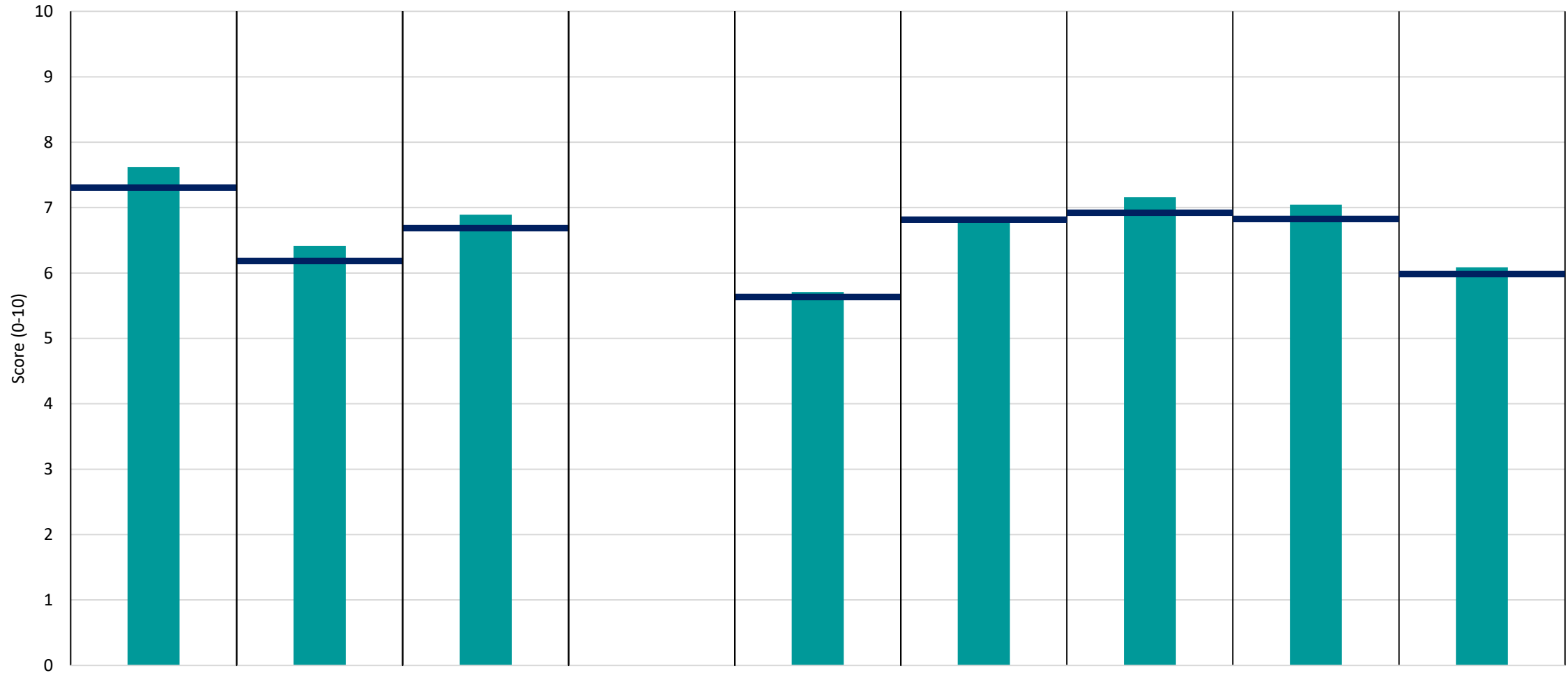
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.62	6.42	6.89	-	5.71	6.79	7.16	7.05	6.09
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	421	421	419	-	406	421	421	421	421 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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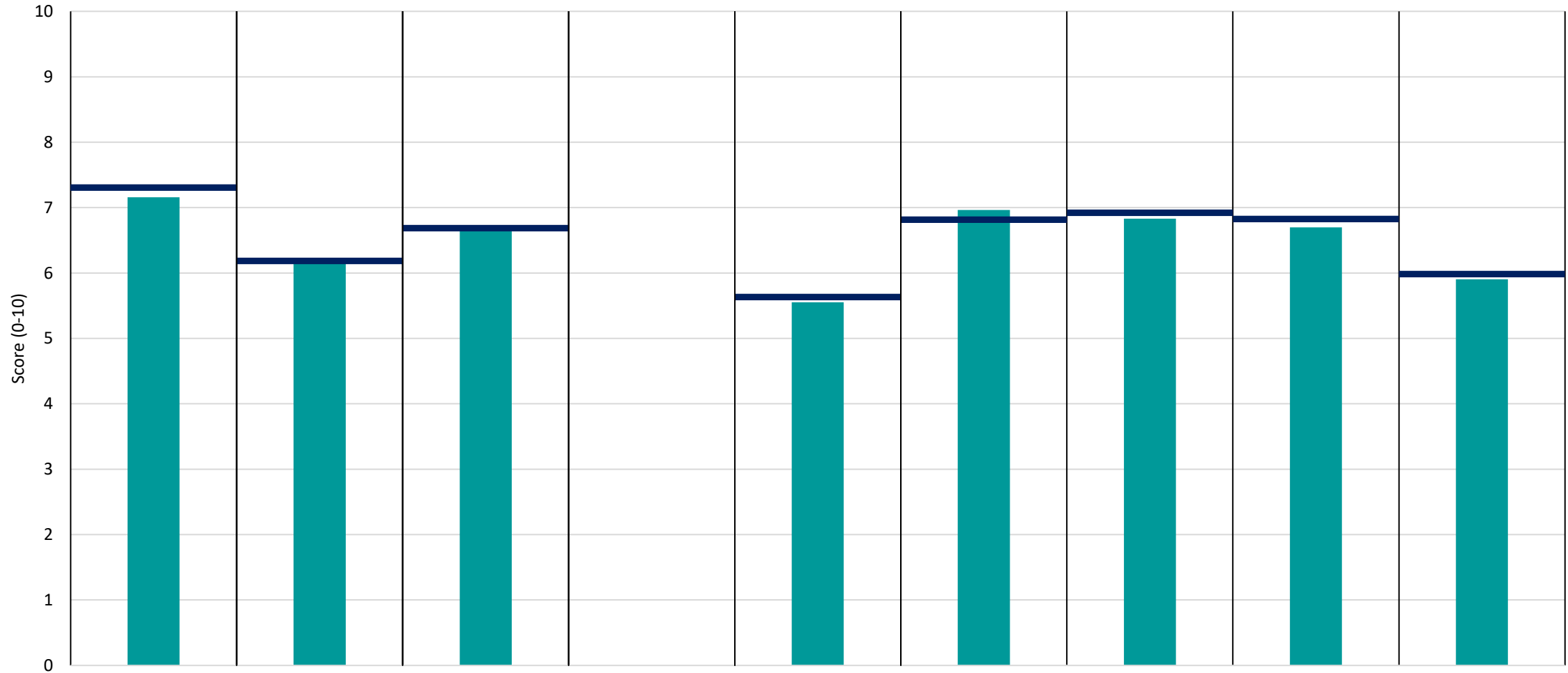
We work flexibly



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Staff Engagement

Morale



Breakdown	7.16	6.21	6.69	-	5.55	6.96	6.83	6.70	5.90
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	475	475	473	-	458	469	475	476	476



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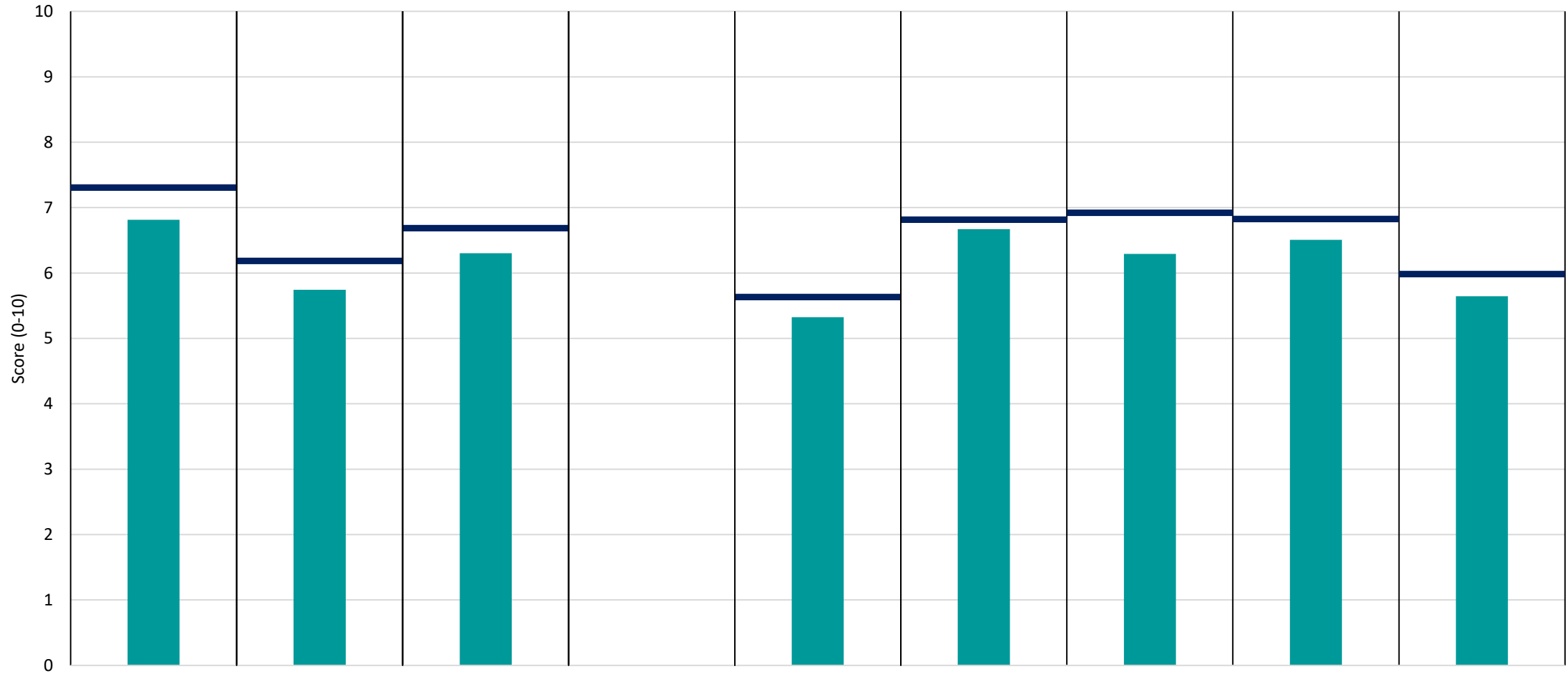
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	6.81	5.74	6.30	-	5.32	6.67	6.29	6.51	5.64
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	187	187	186	-	176	185	186	187	187



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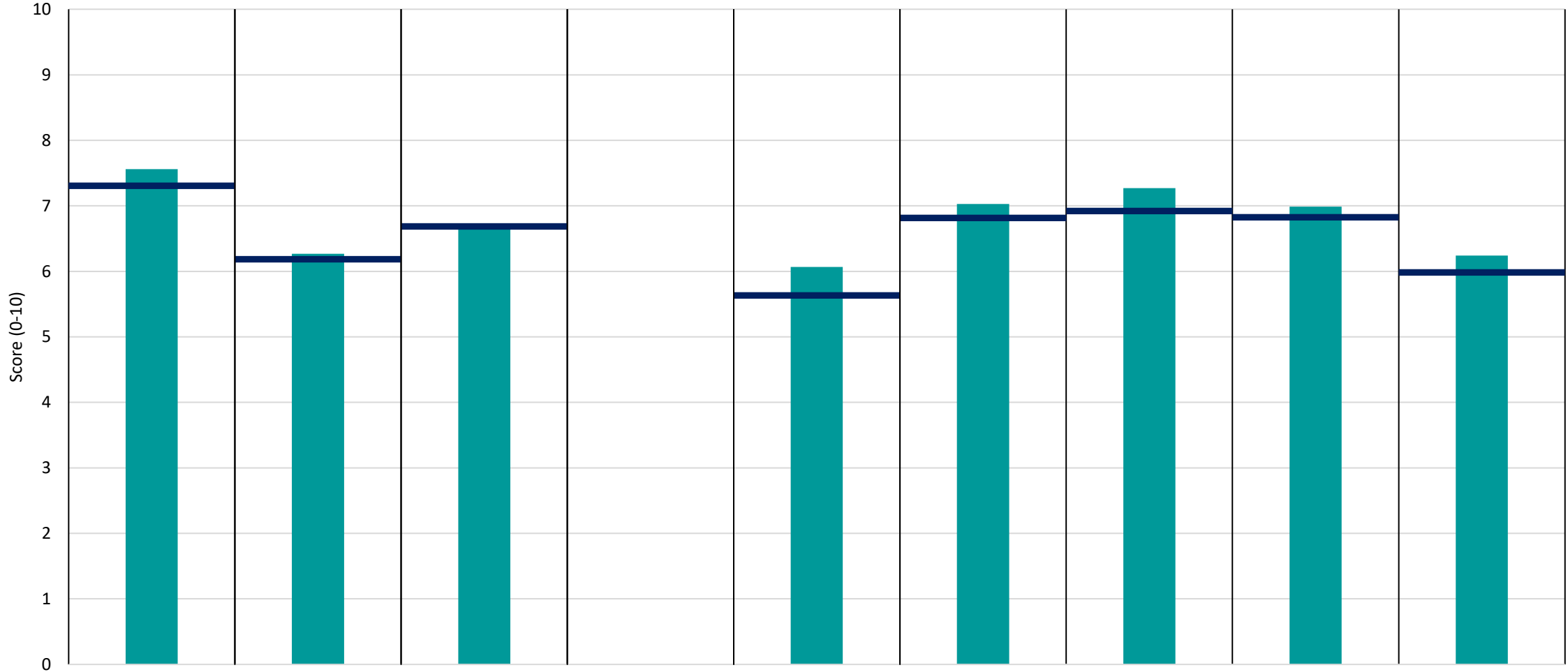
We work flexibly



We are a team

Staff Engagement

Morale



Breakdown	7.56	6.27	6.70	-	6.07	7.03	7.27	6.99	6.24
Your org	7.31	6.18	6.69	-	5.63	6.82	6.92	6.82	5.98
Responses	221	222	221	-	212	221	221	222	222