

Berkshire Healthcare NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Central Services</u>	<u>6</u>
<u>Children, Family and All Age Services</u>	<u>7</u>
<u>Community Health Services</u>	<u>8</u>
<u>Mental Health Services</u>	<u>9</u>

<u>CAMHS Speciality</u>	11
<u>Chief Executive Speciality</u>	12
<u>Children in Care Speciality</u>	13
<u>Children, Family and Neurodiversity Speciality</u>	14
<u>Community Health Directors Speciality</u>	15
<u>Community Health Scheduled Care Speciality</u>	16
<u>Community Health Urgent Care Speciality</u>	17
<u>Deputy Executive Speciality</u>	18
<u>Finance, Estates & FM Speciality</u>	19
<u>Learning Disabilities Speciality</u>	20
<u>Medical Director Speciality</u>	21
<u>Mental Health Community Speciality</u>	22
<u>Mental Health Inpatient Speciality</u>	23
<u>Mental Health Ops and Business Strategy Speciality</u>	24
<u>Mental Health Urgent Care Speciality</u>	25
<u>Nursing & Governance Speciality</u>	26
<u>Operations Speciality</u>	27
<u>Specialist Children's Services Speciality</u>	28

This breakdown report for Berkshire Healthcare NHS Foundation Trust contains results by breakdown area for the People Promise element and theme results from the 2024 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 Berkshire 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 measure and sub-scores for the **given breakdown** are specified below the table containing the breakdown and trust scores.



! Note: When there are fewer 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

Berkshire Healthcare NHS Foundation Trust
2024 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



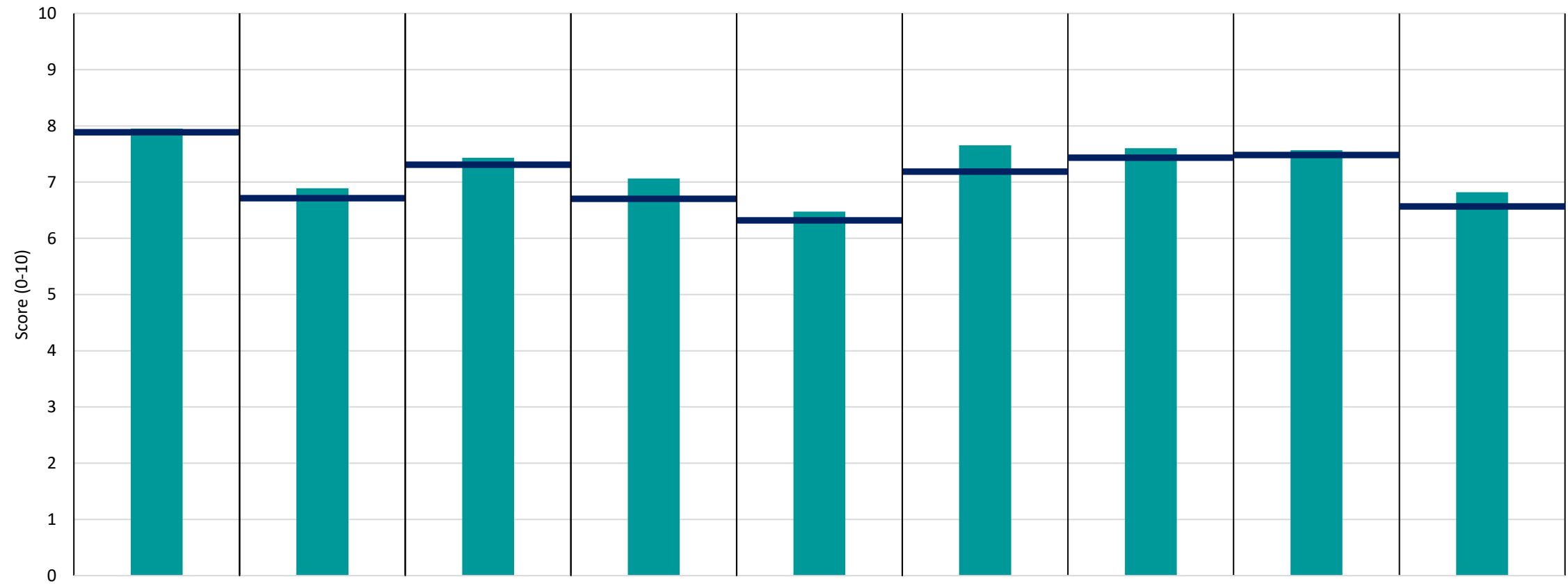
We are a team



Staff Engagement



Morale



Breakdown	7.95	6.89	7.43	7.06	6.48	7.66	7.60	7.57	6.82
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	567	569	559	566	546	566	567	569	569



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



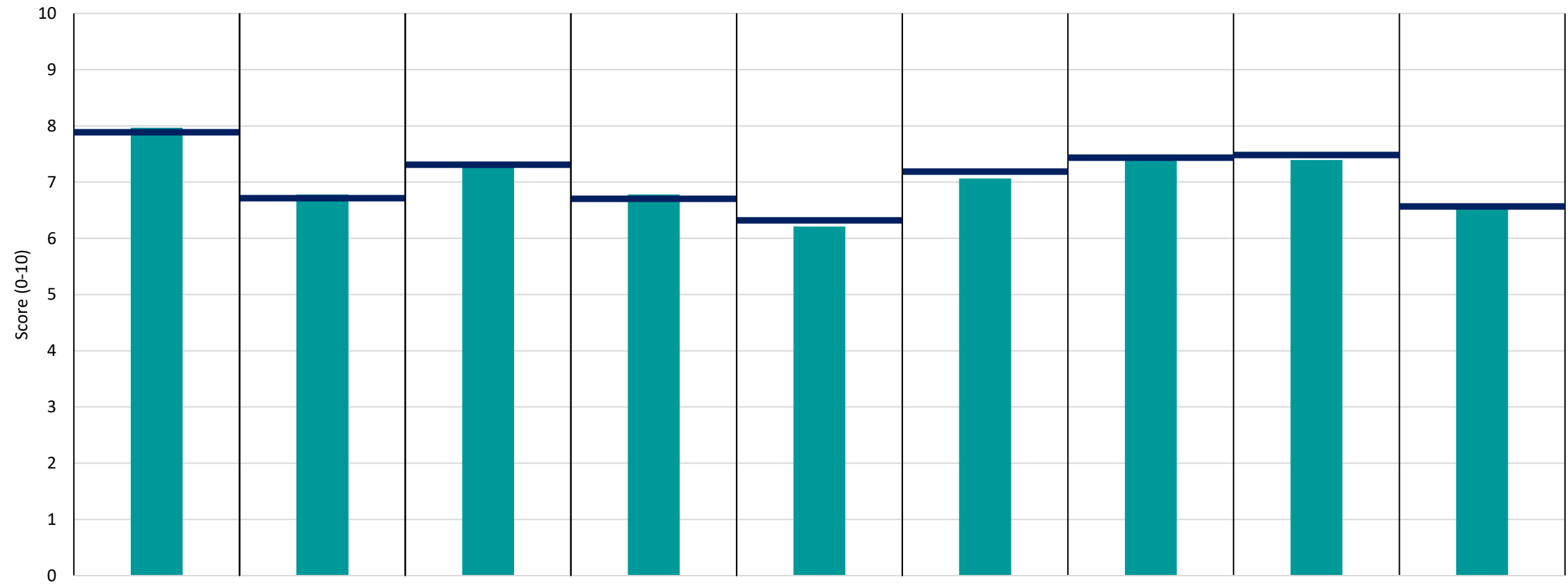
We are a team



Staff Engagement



Morale



Breakdown	7.97	6.78	7.31	6.78	6.21	7.07	7.41	7.39	6.54
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	673	673	673	669	657	672	672	673	673



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



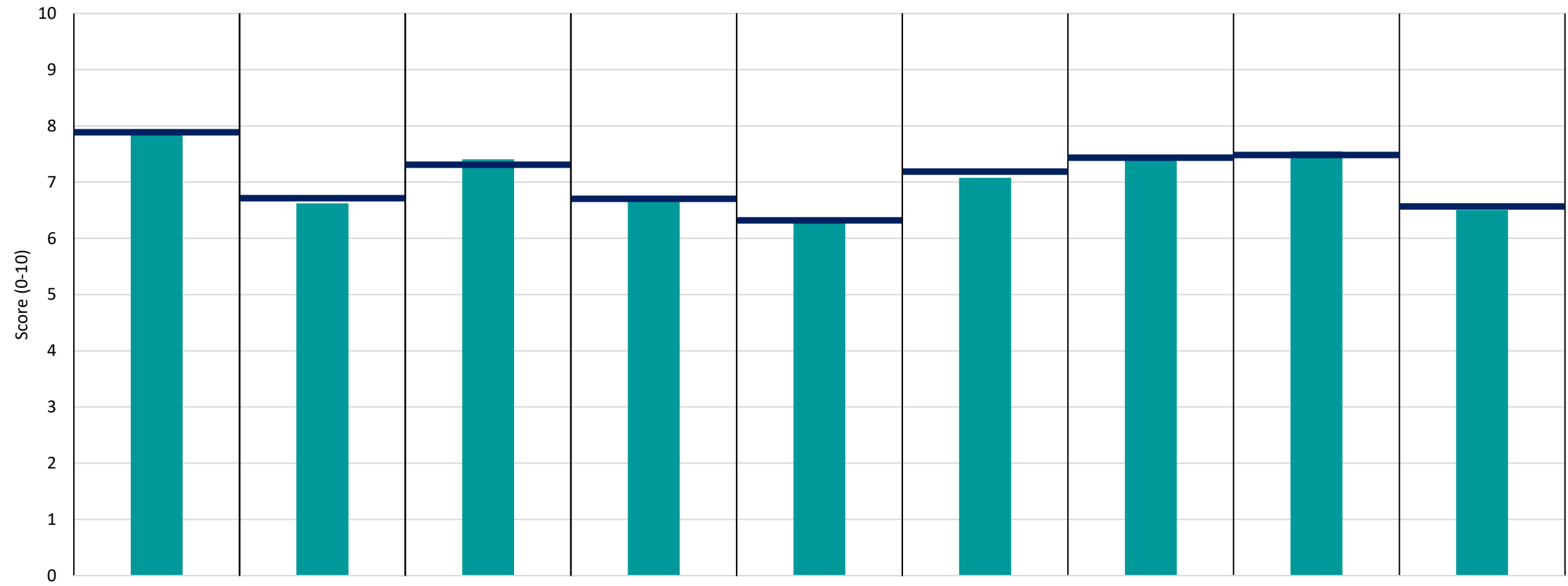
We are a team



Staff Engagement



Morale



Breakdown	7.92	6.62	7.41	6.66	6.30	7.08	7.40	7.55	6.50
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	1068	1068	1060	1061	1031	1063	1066	1067	1068



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



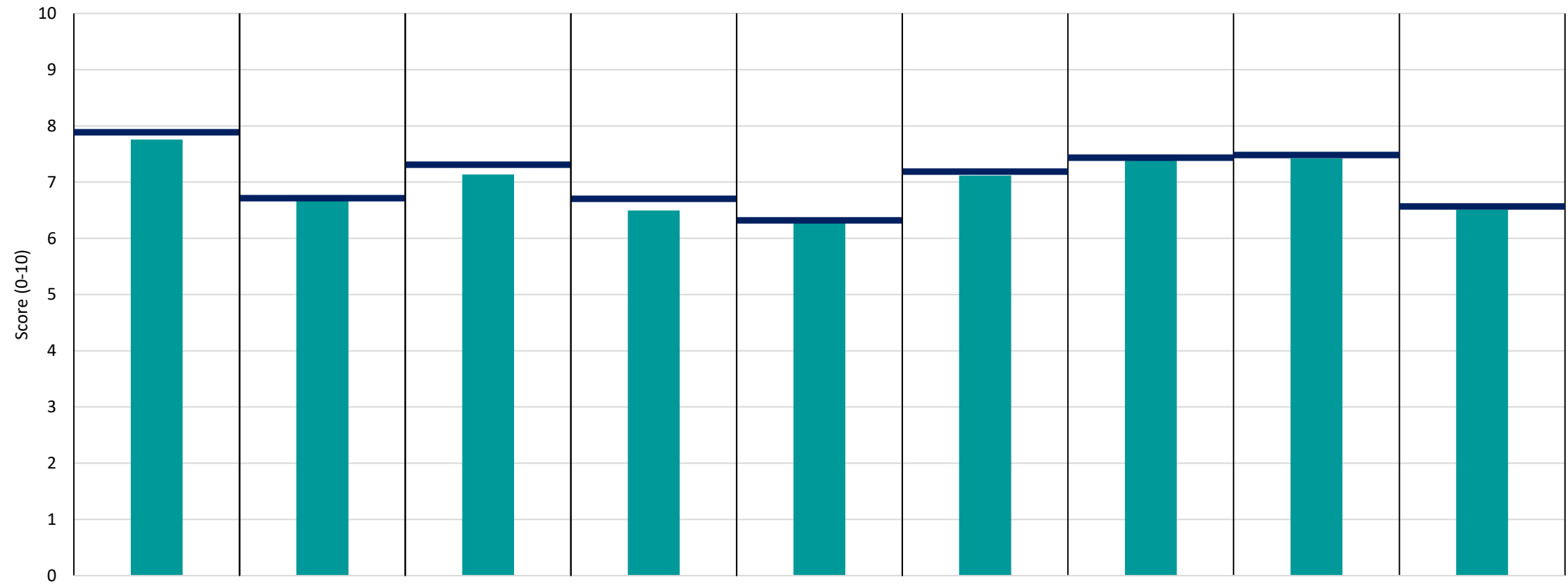
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.67	7.14	6.50	6.33	7.12	7.39	7.42	6.51
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	990	989	978	987	951	988	986	991	990

Breakdowns 2

Berkshire Healthcare NHS Foundation Trust
2024 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



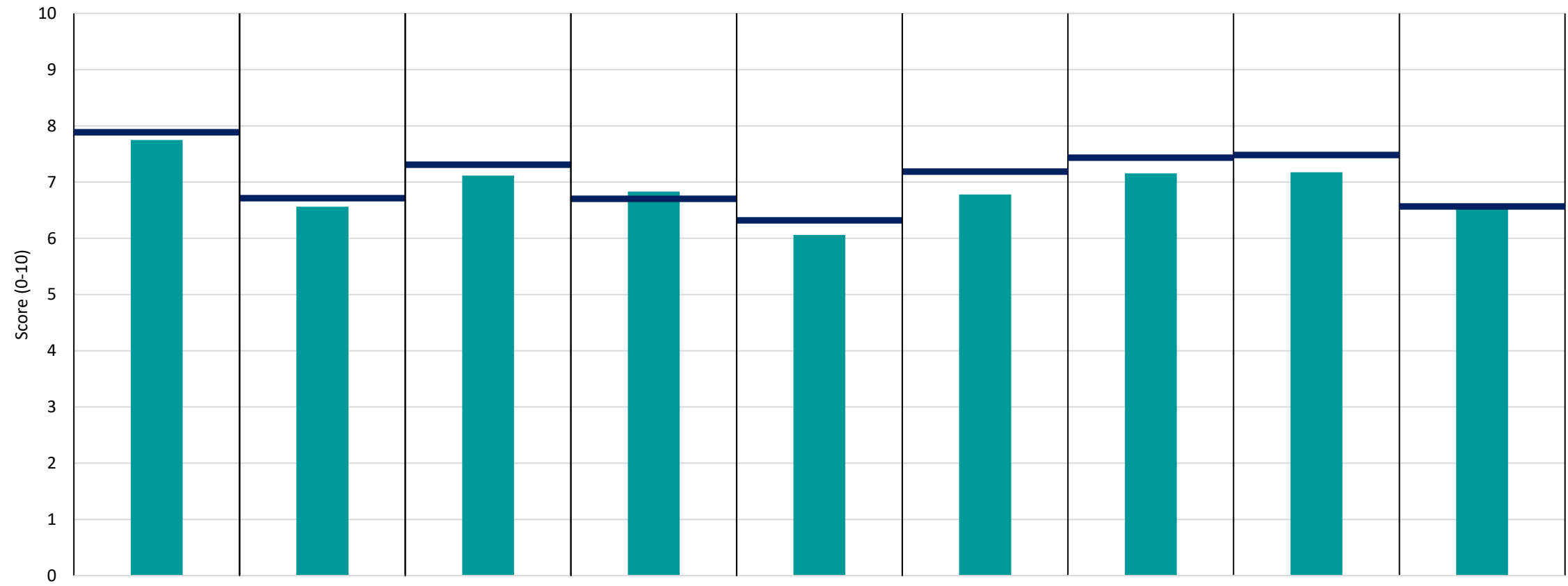
We are a team



Staff Engagement



Morale



Breakdown	7.75	6.56	7.12	6.83	6.06	6.78	7.16	7.18	6.54
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	226	226	226	225	219	226	226	226	226



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



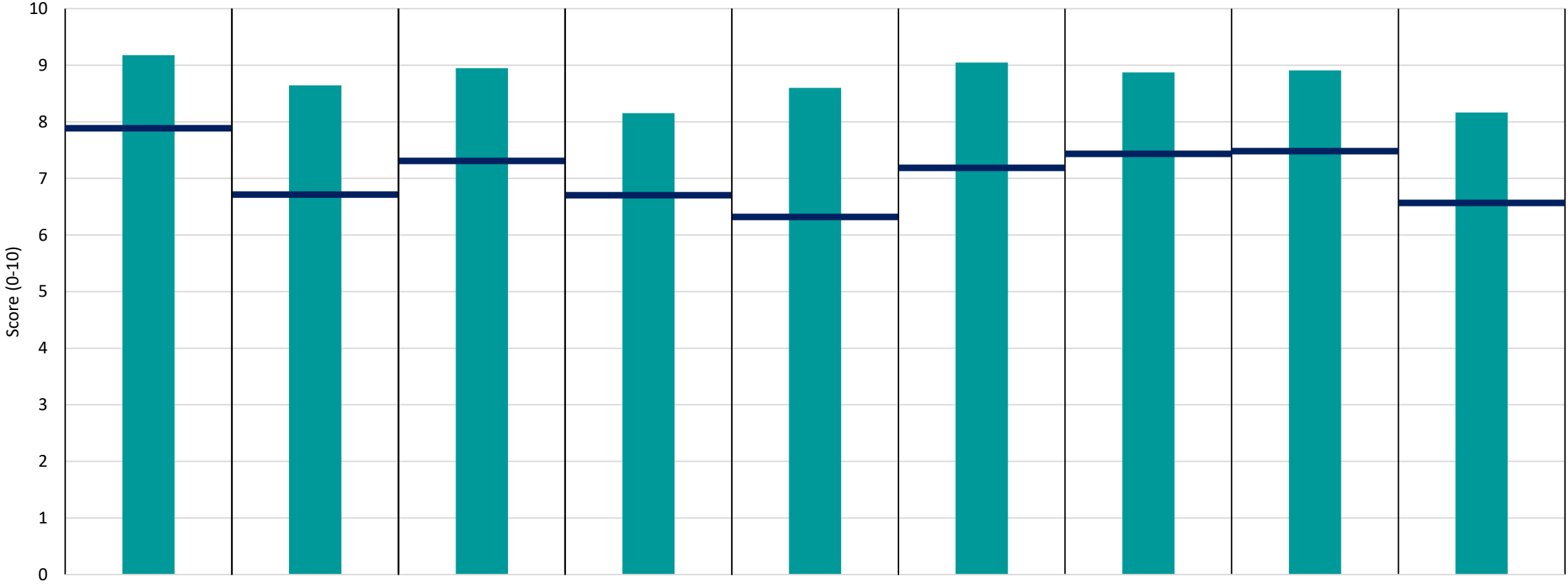
We are a team



Staff Engagement



Morale



Breakdown	9.18	8.64	8.95	8.15	8.60	9.05	8.87	8.91	8.17
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	14	14	14	14	14	14	14	14	14



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



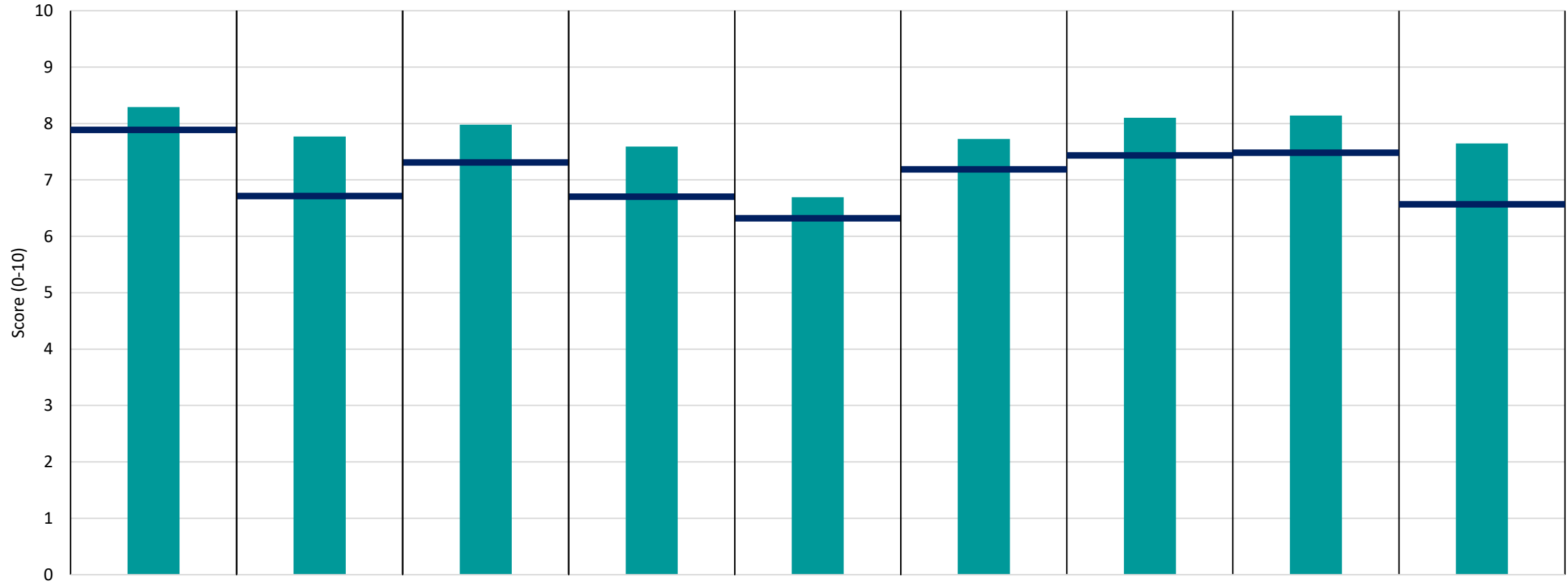
We are a team



Staff Engagement



Morale



Breakdown	8.29	7.77	7.98	7.59	6.69	7.72	8.10	8.14	7.65
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	13	13	13	13	12	13	13	13	13



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



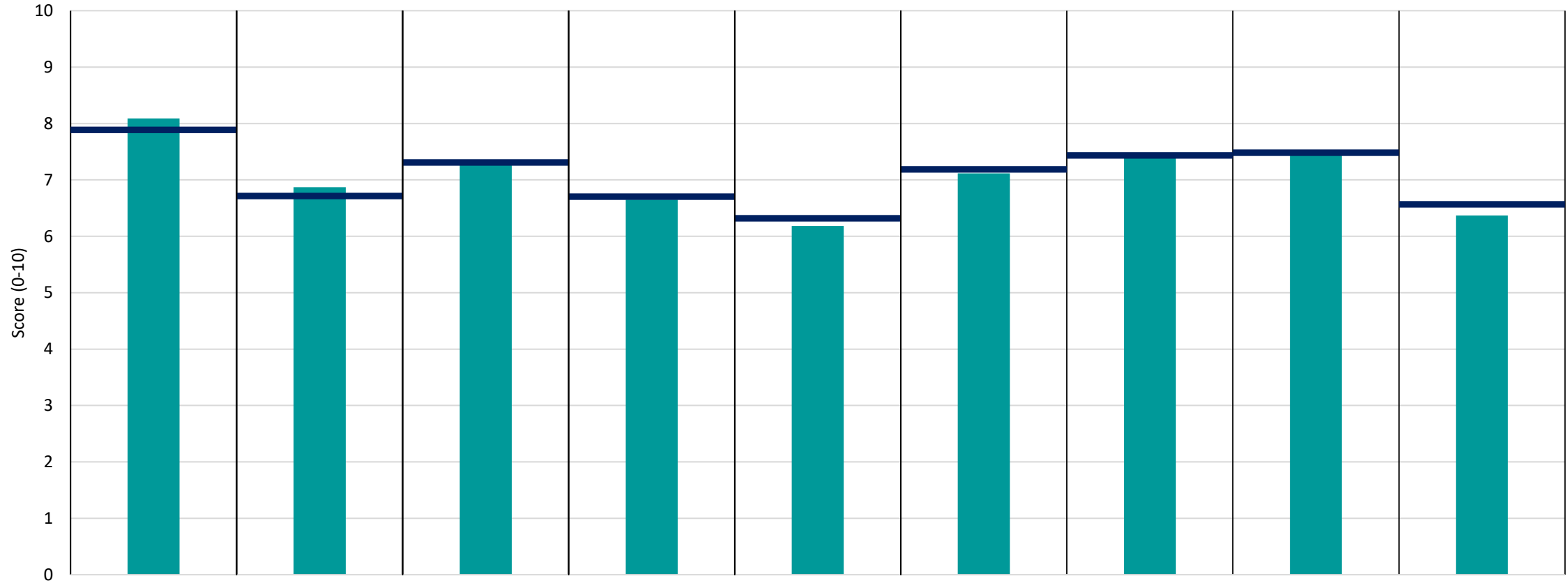
We are a team



Staff Engagement



Morale



Breakdown	8.09	6.87	7.31	6.65	6.18	7.12	7.45	7.46	6.37
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	277	277	277	277	273	277	277	277	277



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



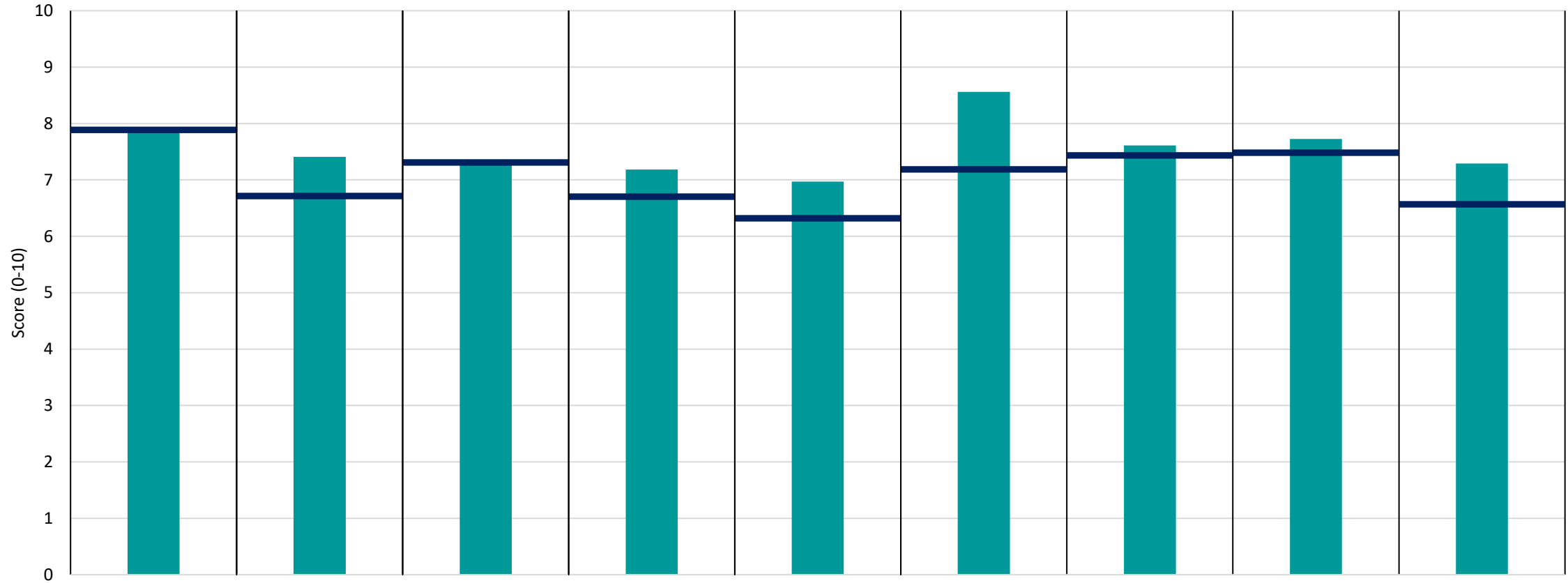
We are a team



Staff Engagement



Morale



Breakdown	7.87	7.41	7.26	7.19	6.97	8.56	7.61	7.73	7.29
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	11	11	11	11	11	11	11	11	11



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



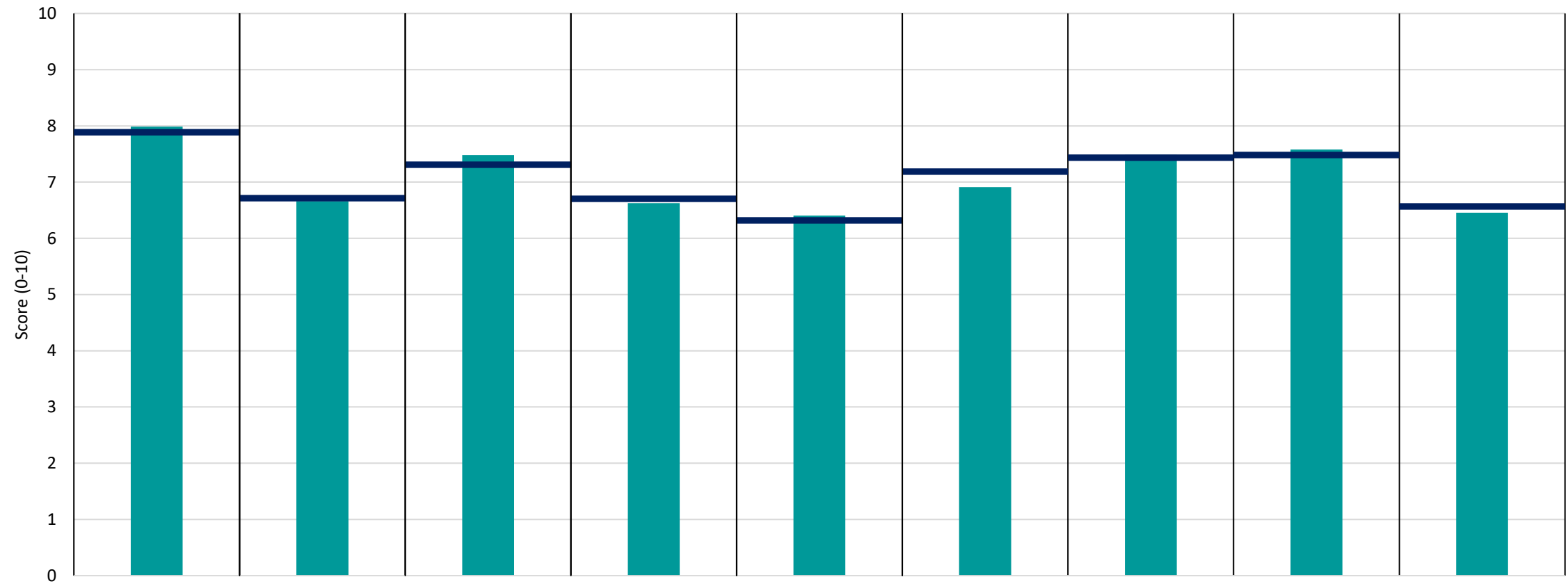
We are a team



Staff Engagement



Morale



Breakdown	7.99	6.66	7.48	6.63	6.41	6.91	7.49	7.58	6.46
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	563	563	561	560	546	562	562	563	563



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



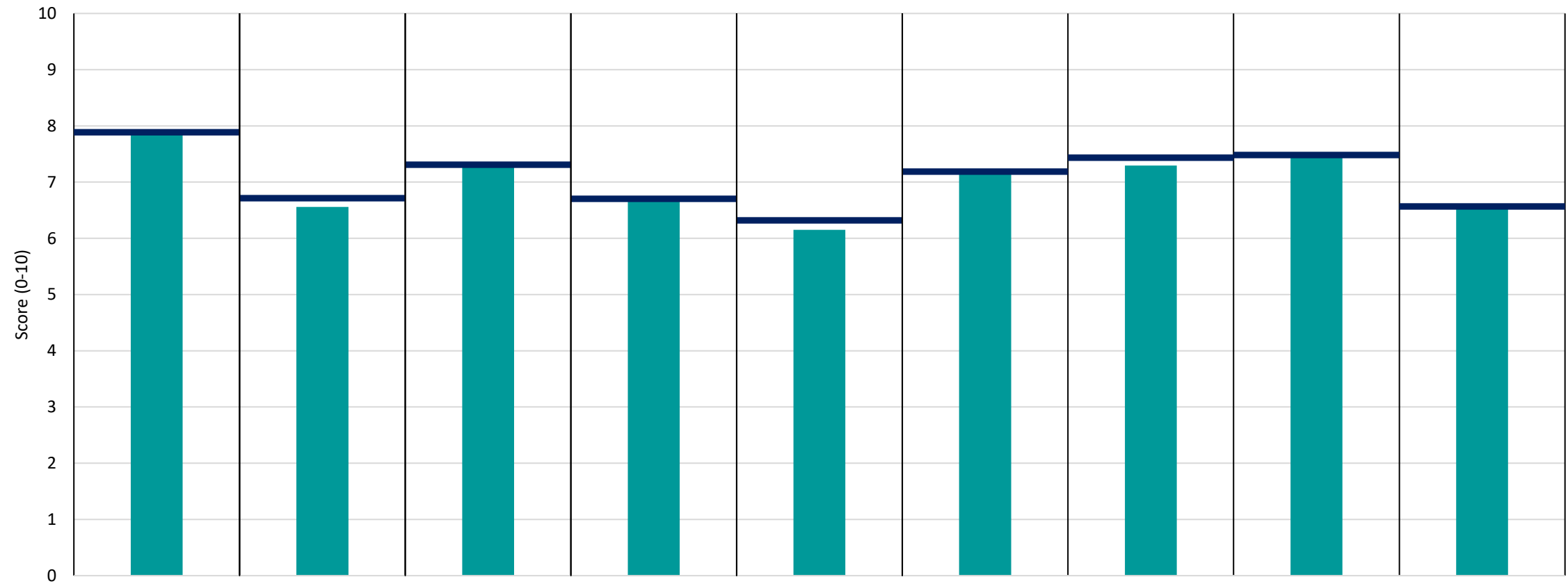
We are a team



Staff Engagement



Morale



Breakdown	7.85	6.56	7.33	6.68	6.15	7.24	7.29	7.51	6.54
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	494	494	488	490	474	490	493	493	494



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



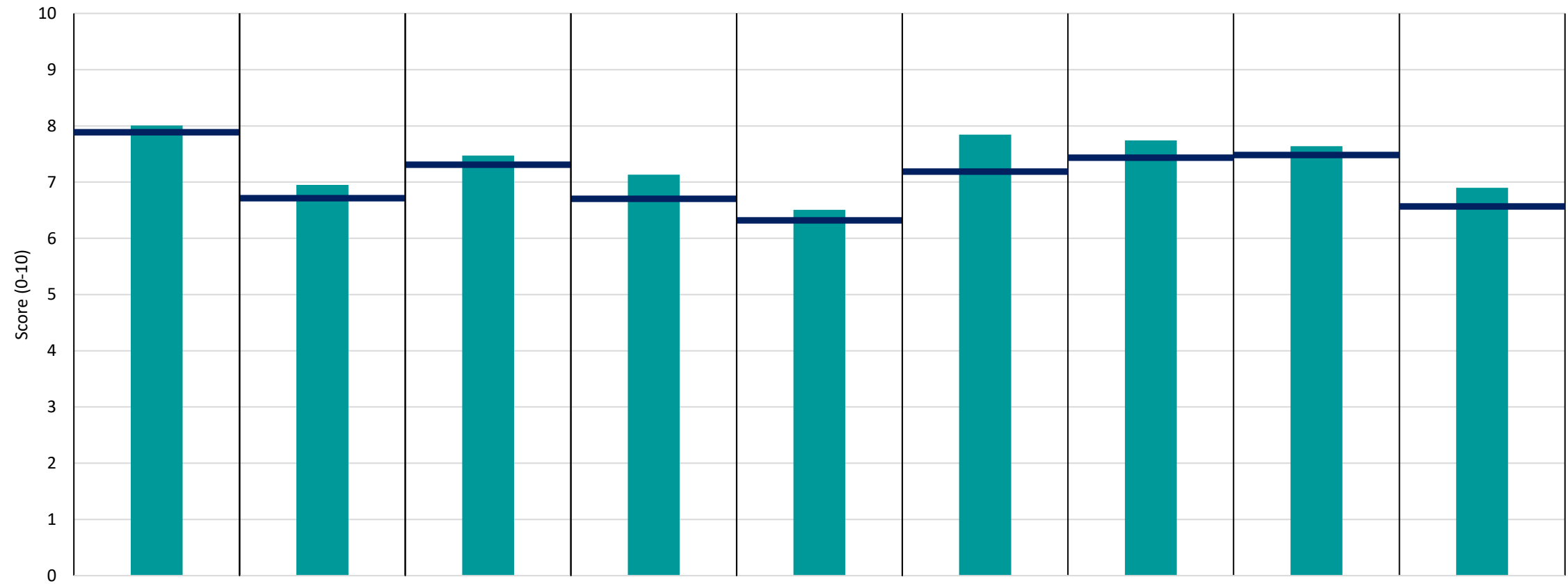
We are a team



Staff Engagement



Morale



Breakdown	8.01	6.95	7.47	7.13	6.51	7.84	7.74	7.64	6.90
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	298	298	294	297	293	296	297	298	298



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



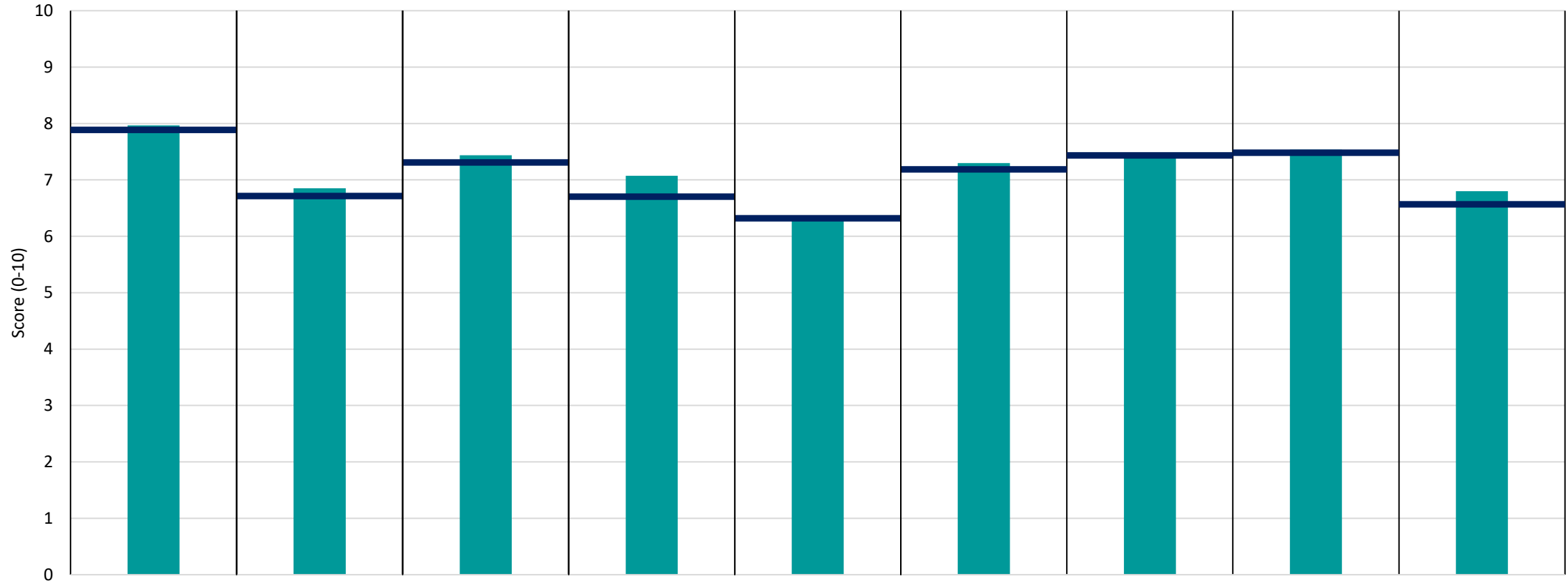
We are a team



Staff Engagement



Morale



Breakdown	7.97	6.85	7.44	7.07	6.34	7.30	7.47	7.54	6.80
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	133	133	129	132	121	132	133	133	133



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



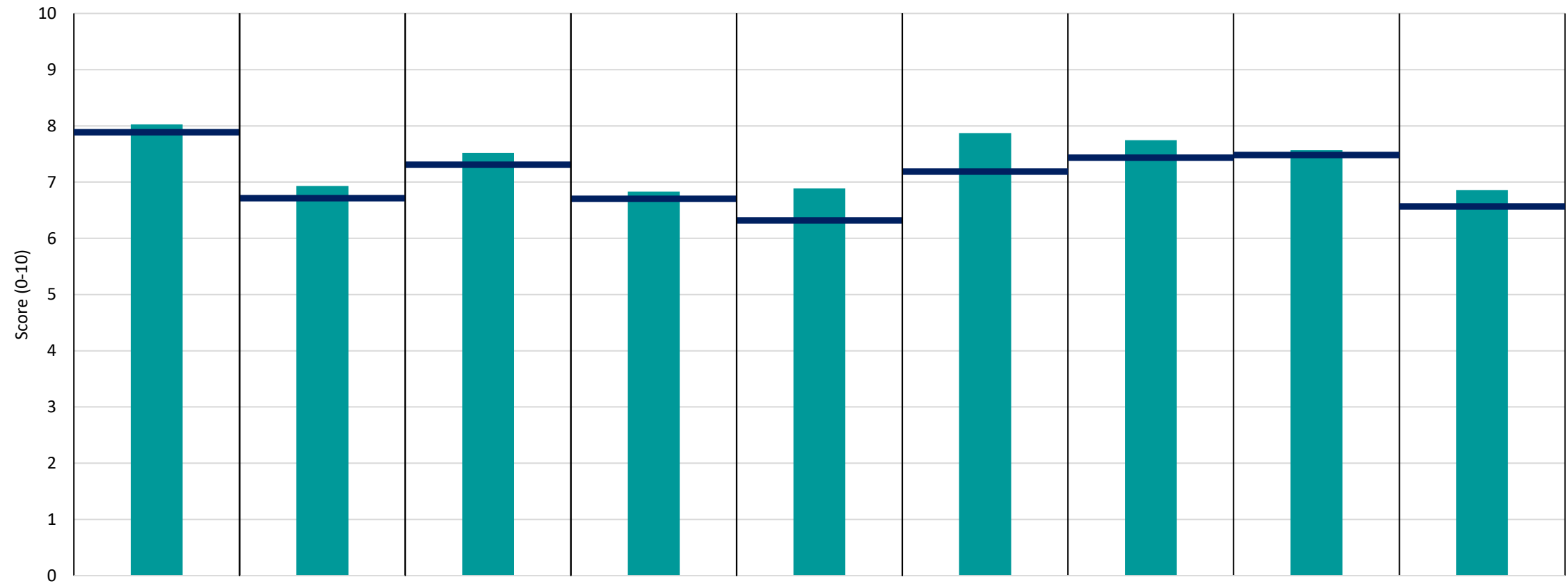
We are a team



Staff Engagement



Morale



Breakdown	8.03	6.93	7.52	6.83	6.89	7.87	7.75	7.57	6.86
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	91	91	91	88	88	91	91	91	91



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



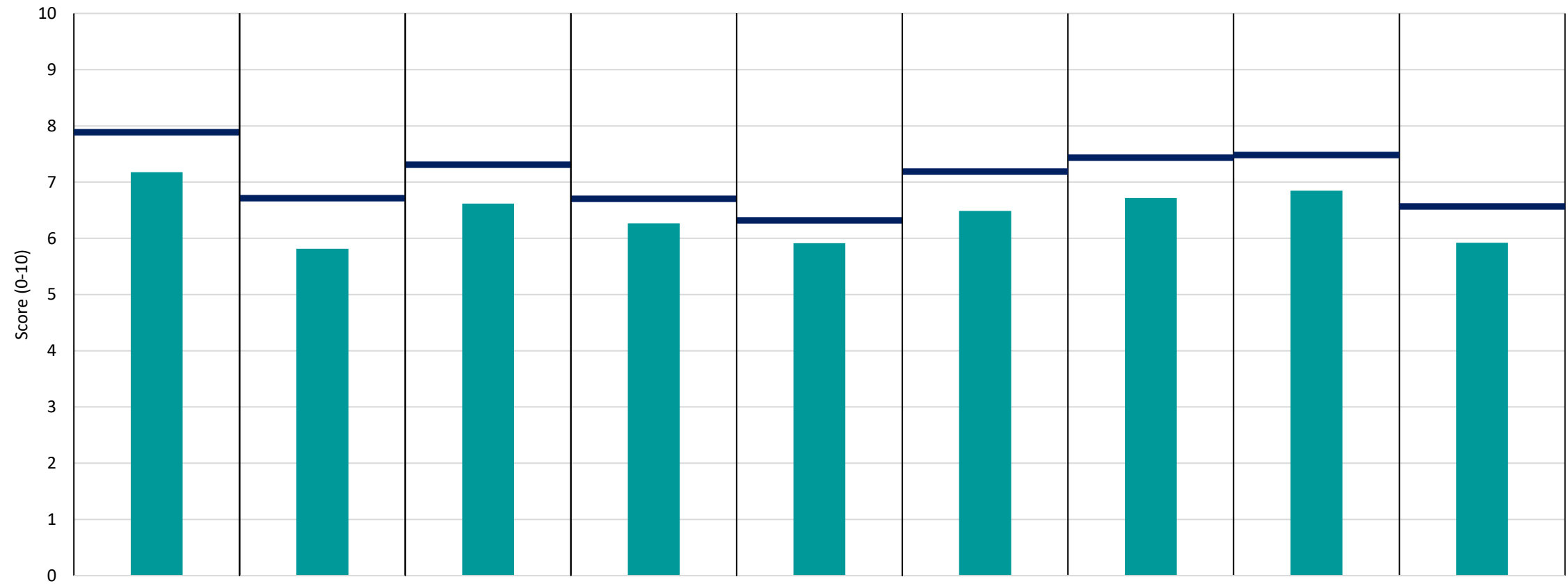
We are a team



Staff Engagement



Morale



Breakdown	7.18	5.81	6.62	6.27	5.91	6.49	6.72	6.85	5.92
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	60	61	60	60	57	61	60	61	61



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



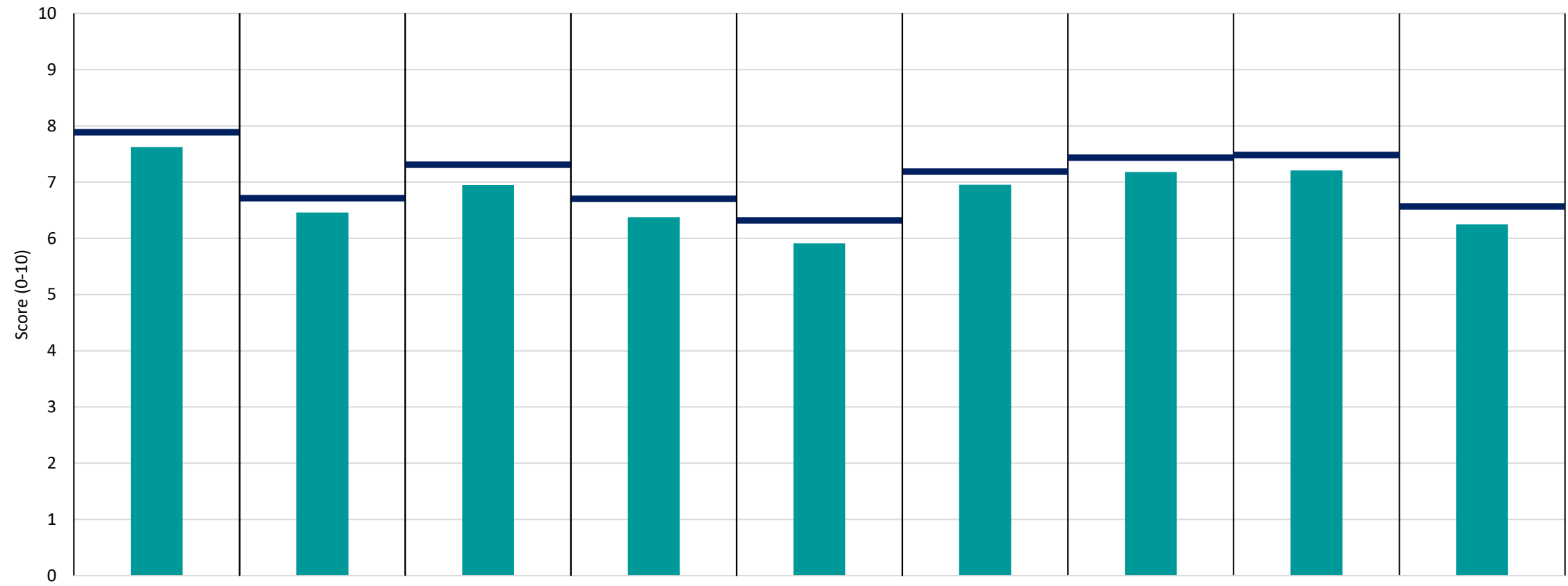
We are a team



Staff Engagement



Morale



Breakdown	7.62	6.46	6.95	6.38	5.91	6.96	7.18	7.21	6.25
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	271	271	269	270	259	271	270	271	271



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



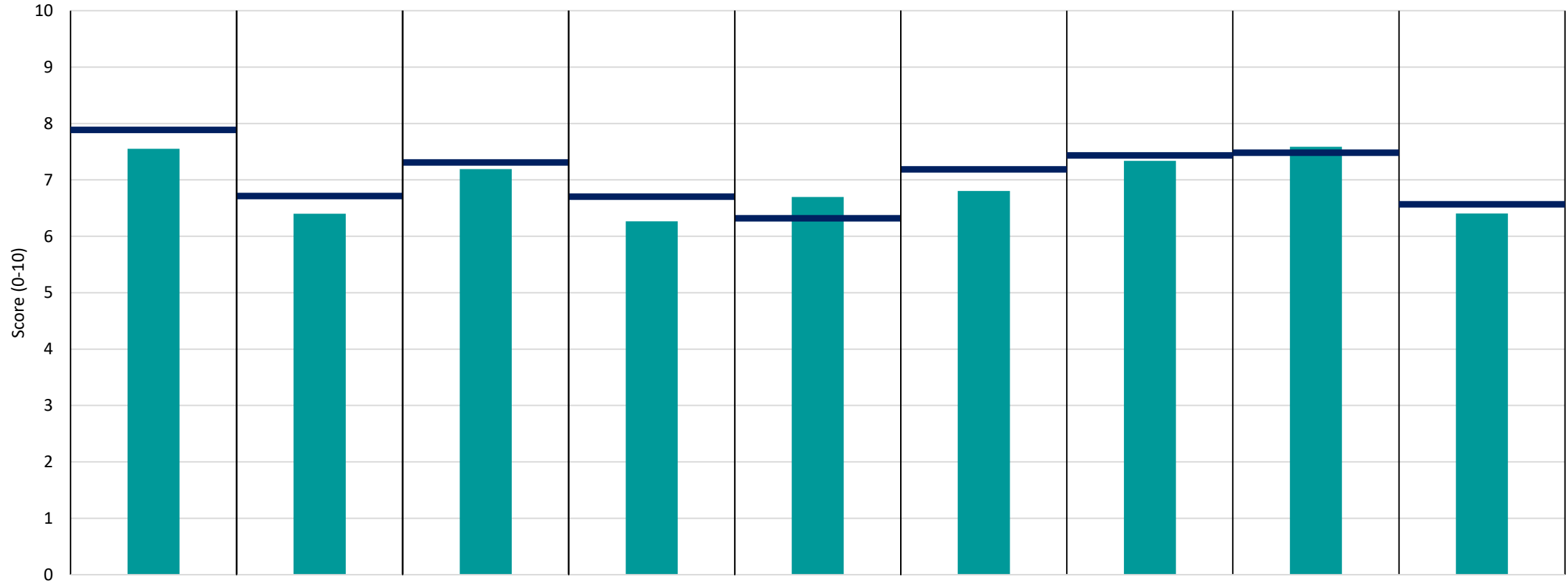
We are a team



Staff Engagement



Morale



Breakdown	7.55	6.40	7.19	6.27	6.70	6.80	7.34	7.59	6.41
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	229	228	221	226	213	227	227	229	228



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



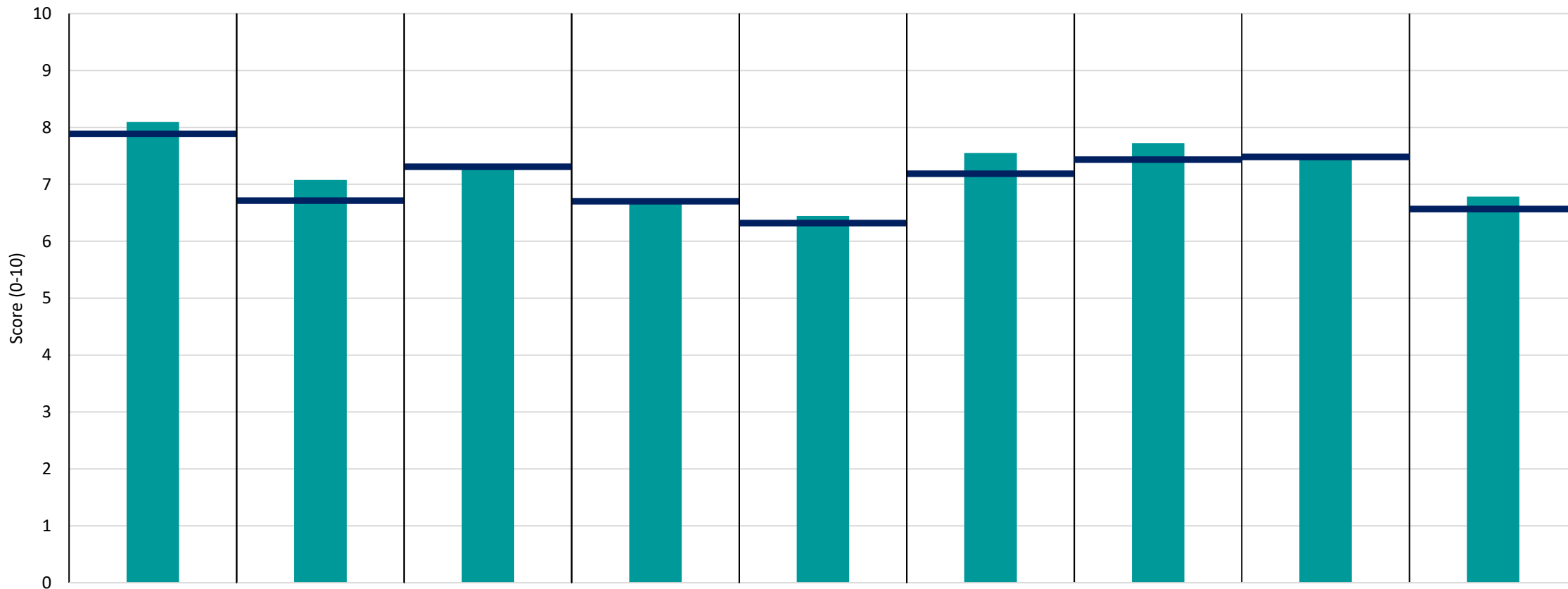
We are a team



Staff Engagement



Morale



Breakdown	8.10	7.08	7.34	6.68	6.44	7.55	7.73	7.48	6.79
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	396	396	395	396	386	395	395	396	396



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



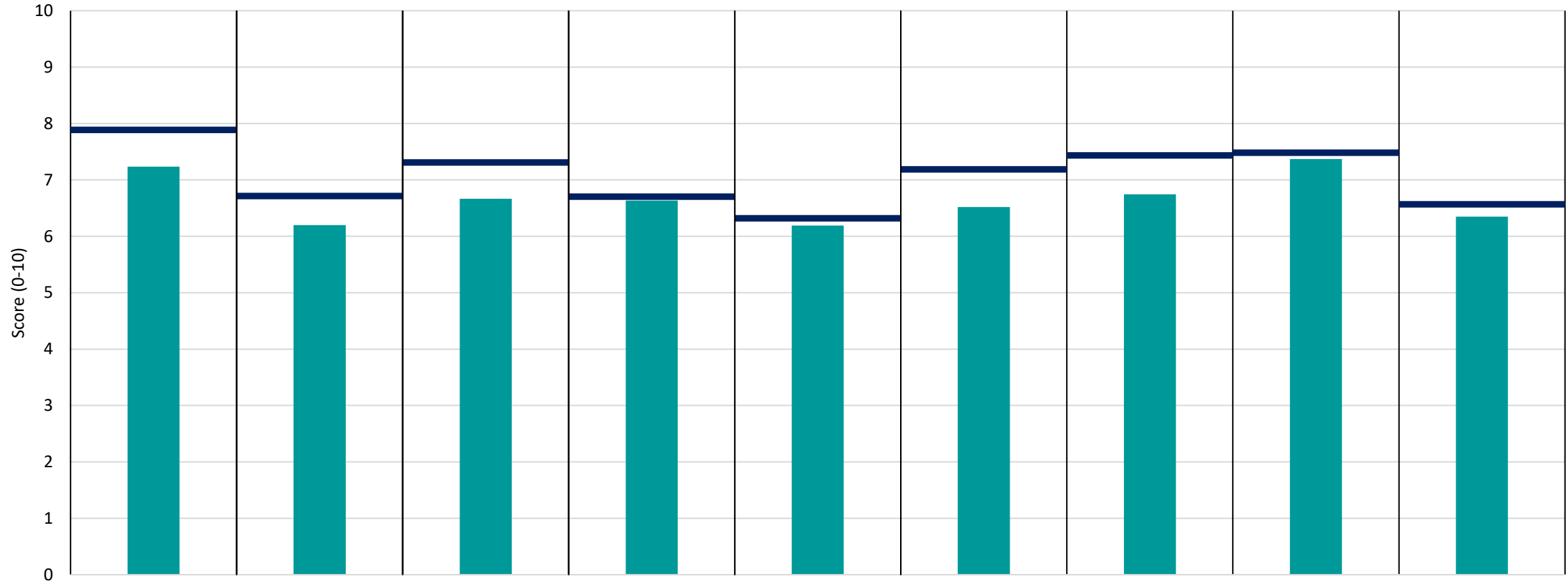
We are a team



Staff Engagement



Morale



Breakdown	7.23	6.20	6.67	6.63	6.19	6.52	6.75	7.37	6.35
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	94	94	93	95	93	95	94	95	95



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



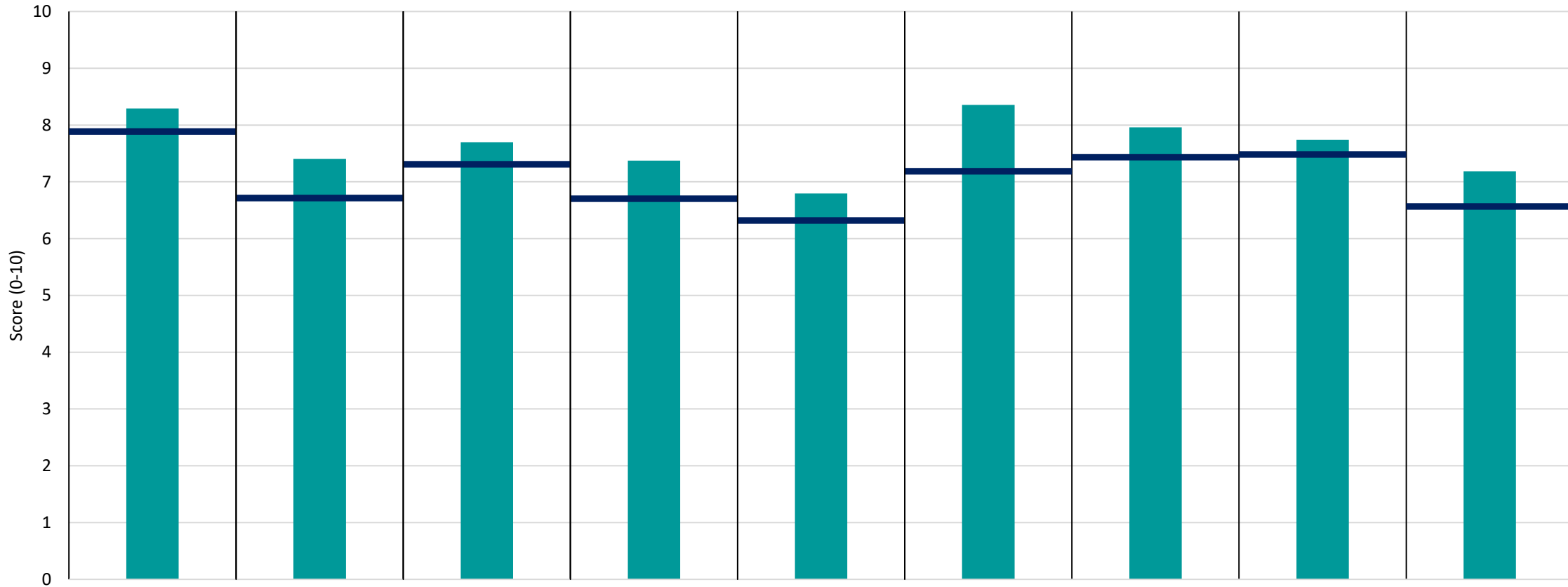
We are a team



Staff Engagement



Morale



Breakdown	8.29	7.41	7.70	7.37	6.80	8.36	7.96	7.74	7.18
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	52	53	52	53	52	53	53	53	53



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



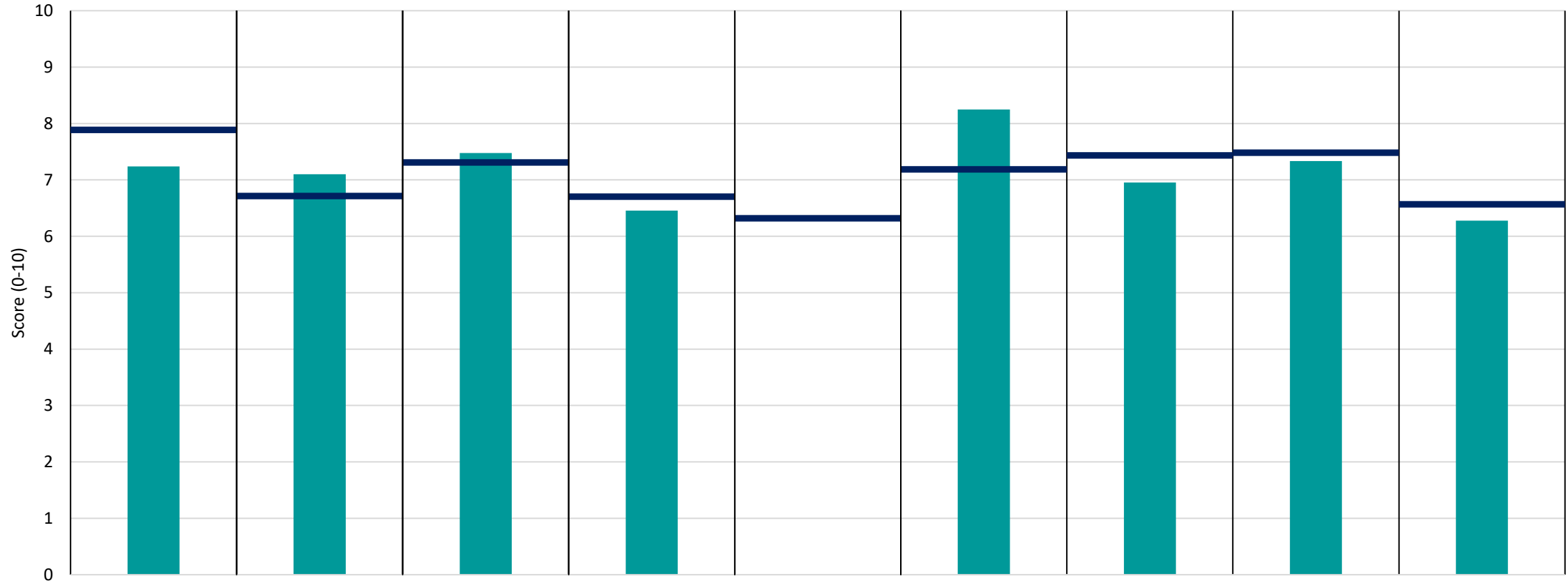
We are a team



Staff Engagement



Morale



Breakdown	7.24	7.10	7.48	6.45	-	8.25	6.95	7.33	6.28
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	10	10	10	10	-	10	10	10	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



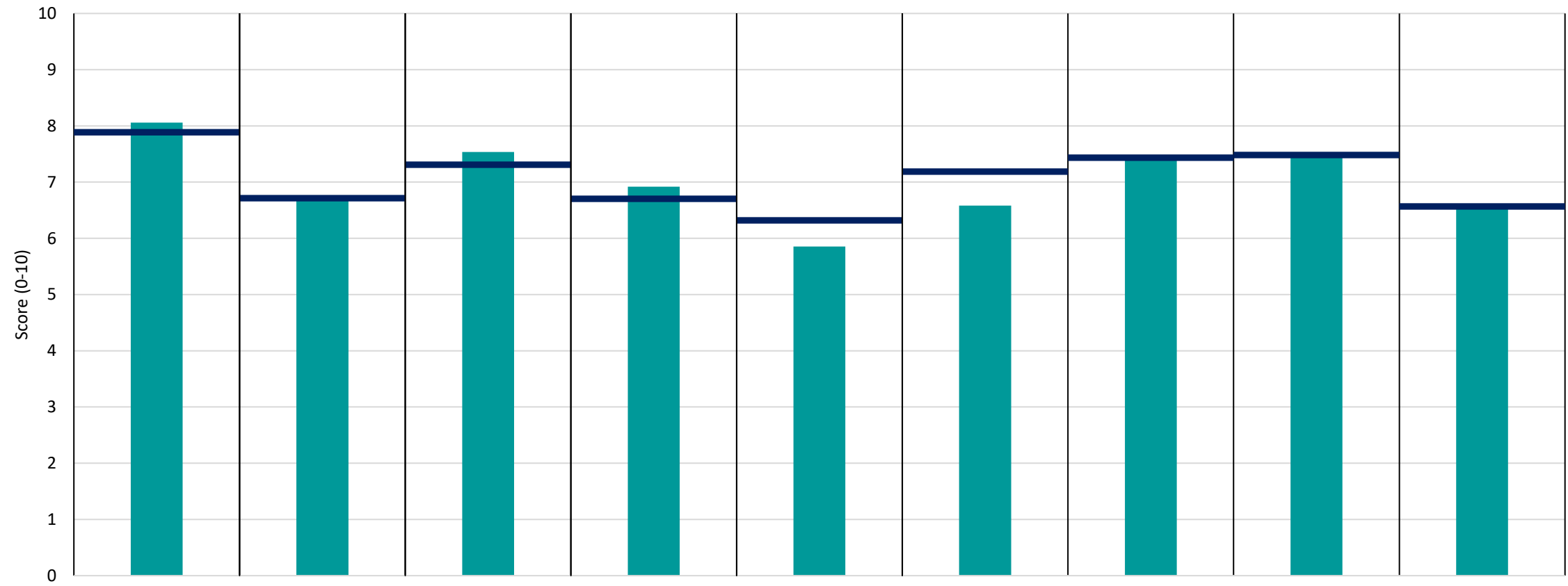
We are a team



Staff Engagement



Morale



Breakdown	8.06	6.74	7.54	6.92	5.85	6.58	7.48	7.47	6.60
Your org	7.89	6.71	7.31	6.70	6.32	7.19	7.43	7.48	6.57
Responses	66	66	66	66	65	65	65	66	66