



Birmingham and Solihull Mental Health NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

Introduction	5
People Promise element and Theme results – Breakdowns 1	6
<u>Acute & Urgent Care Service Locality</u>	<u>7</u>
<u>Corporate Psychology</u>	<u>8</u>
<u>Exec Director - Medical Locality</u>	<u>9</u>
<u>Exec Director - Nursing Locality</u>	<u>10</u>
<u>Exec Director - Resources Locality</u>	<u>11</u>
<u>Exec Director - Strategy People and Partnerships Locality</u>	<u>12</u>
<u>ICCR Locality</u>	<u>13</u>
<u>Secure Services and Offender Health Locality</u>	<u>14</u>
<u>Specialities Locality</u>	<u>15</u>

<u>AOT Area</u>	17
<u>Art/Psych/Bipolar Services Area</u>	18
<u>BSOL Provider Collaborative Area</u>	19
<u>Birmingham Healthy Minds Area</u>	20
<u>Clinical Health Psychology</u>	21
<u>Community Area</u>	22
<u>Directorate Management Team</u>	23
<u>EDI/OD/BD Comms Area</u>	24
<u>Home Treatment Area</u>	25
<u>ICCR Management Section</u>	26
<u>Inpatients Area</u>	27
<u>Learning & Development Area</u>	28
<u>Medical Directorate Area</u>	29
<u>Nursing and Quality Area</u>	30
<u>Offender Health Area</u>	31
<u>Older People Area</u>	32
<u>People and Culture Area</u>	33
<u>Perinatal Community</u>	34
<u>Psych Trainee Psychologists Team</u>	35
<u>Psychology Services</u>	36
<u>RNY and Homeless Area</u>	37
<u>Research & Innovation Area</u>	38
<u>Resources Directorate Area</u>	39
<u>Secure Services Area</u>	40

<u>Solihull Area</u>	41
<u>Specialist Psychotherapies Service</u>	42
<u>Specialties Area</u>	43
<u>Steps to Recovery Area</u>	44
<u>Urgent Care Area</u>	45
<u>Veterans Service Area</u>	46

This breakdown report for Birmingham and Solihull Mental Health 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.

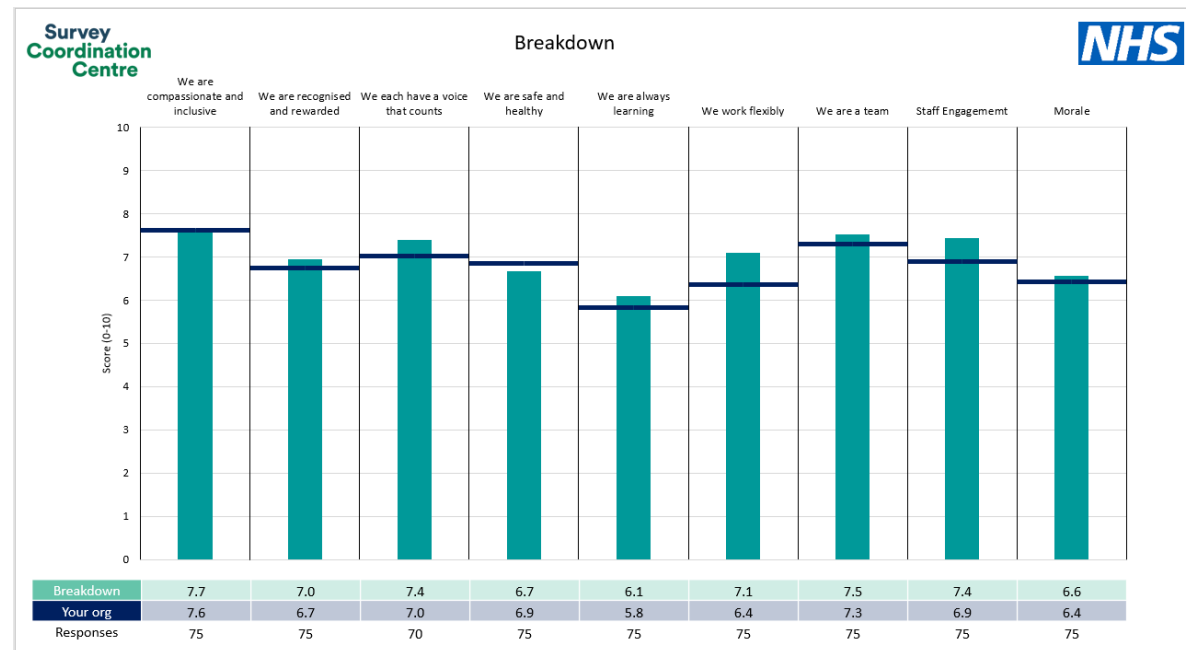
The breakdowns used in this report were provided and defined by Birmingham and Solihull Mental Health NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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 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

Birmingham and Solihull Mental Health 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



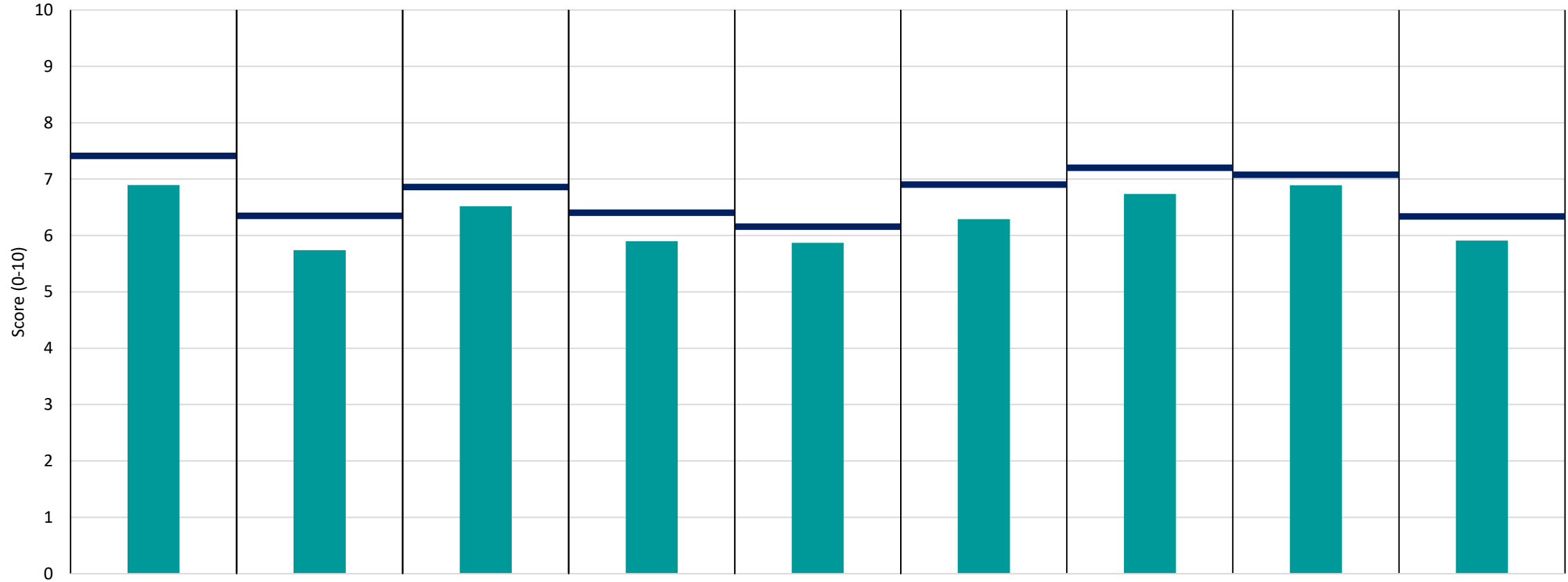
We are a team



Staff Engagement



Morale



Breakdown	6.90	5.74	6.52	5.90	5.87	6.29	6.74	6.89	5.91
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	377	377	370	369	361	376	375	378	378



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



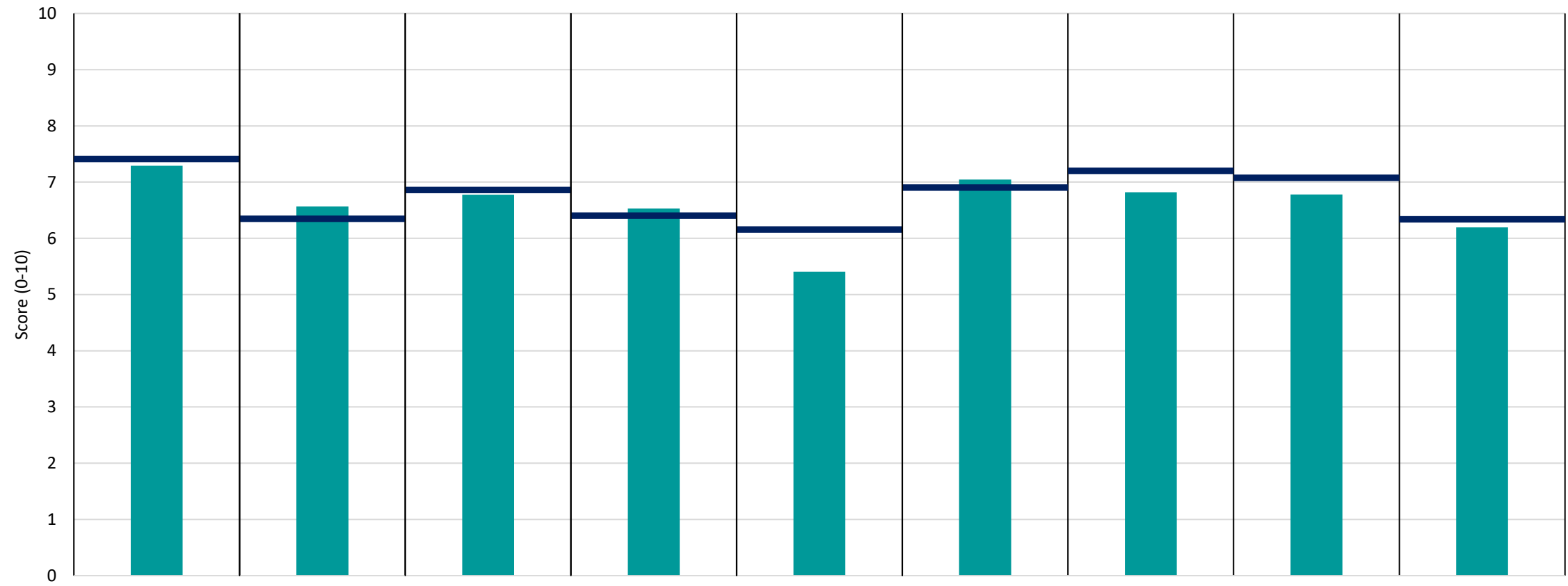
We are a team



Staff Engagement



Morale



Breakdown	7.29	6.57	6.78	6.53	5.41	7.05	6.82	6.78	6.20
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	23	23	23	23	21	23	22	23	23



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



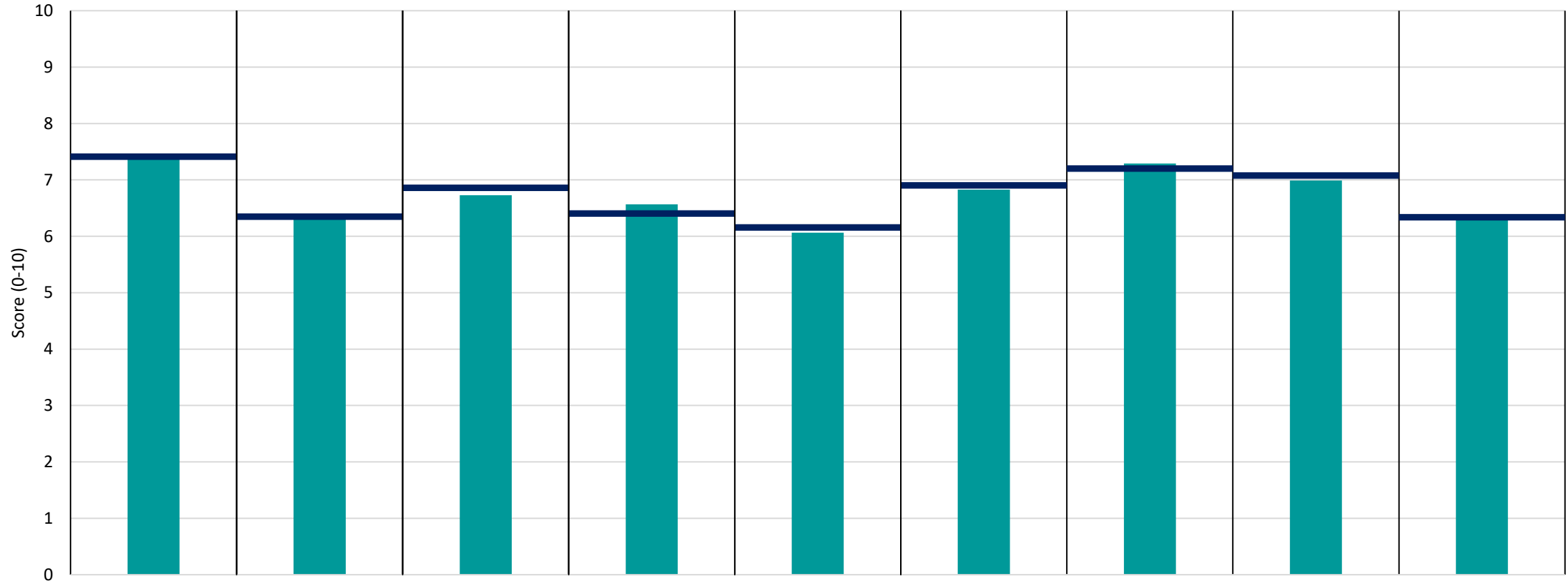
We are a team



Staff Engagement



Morale



Breakdown	7.41	6.38	6.73	6.57	6.06	6.83	7.29	6.99	6.32
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	104	104	103	104	95	104	104	104	104



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



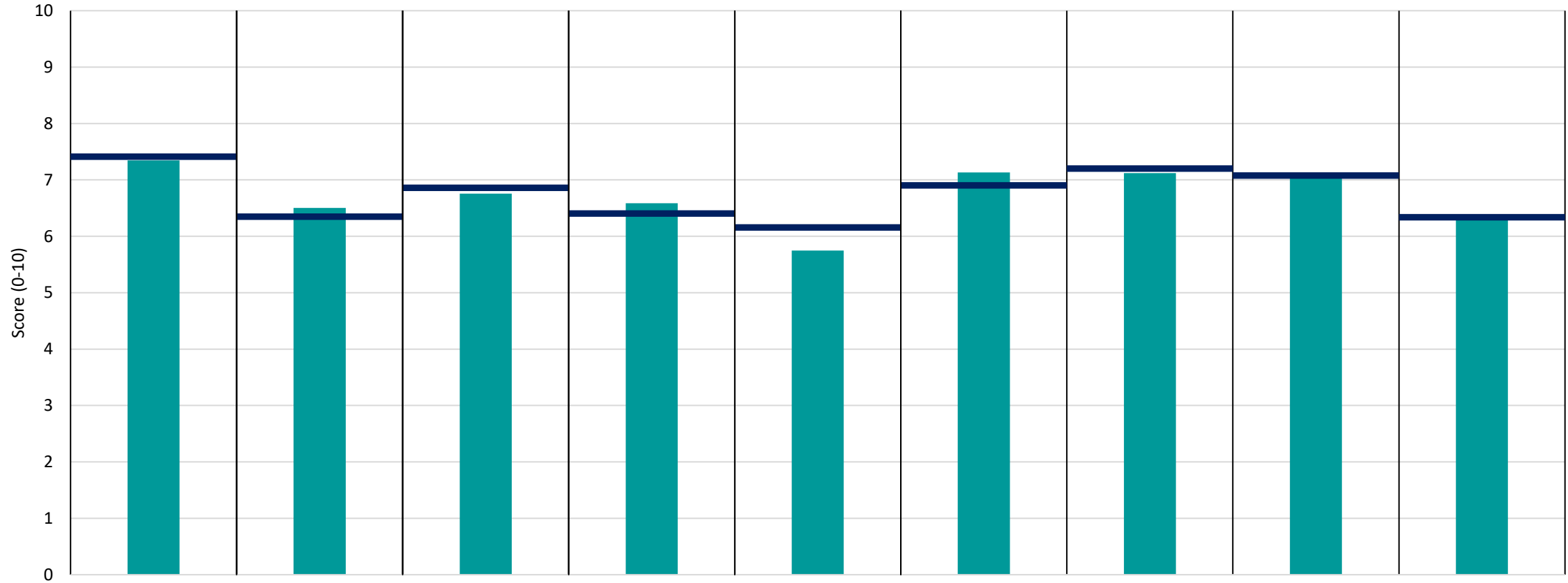
We are a team



Staff Engagement



Morale



Breakdown	7.35	6.50	6.76	6.59	5.75	7.13	7.12	7.07	6.38
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	141	139	140	141	137	139	140	141	141



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



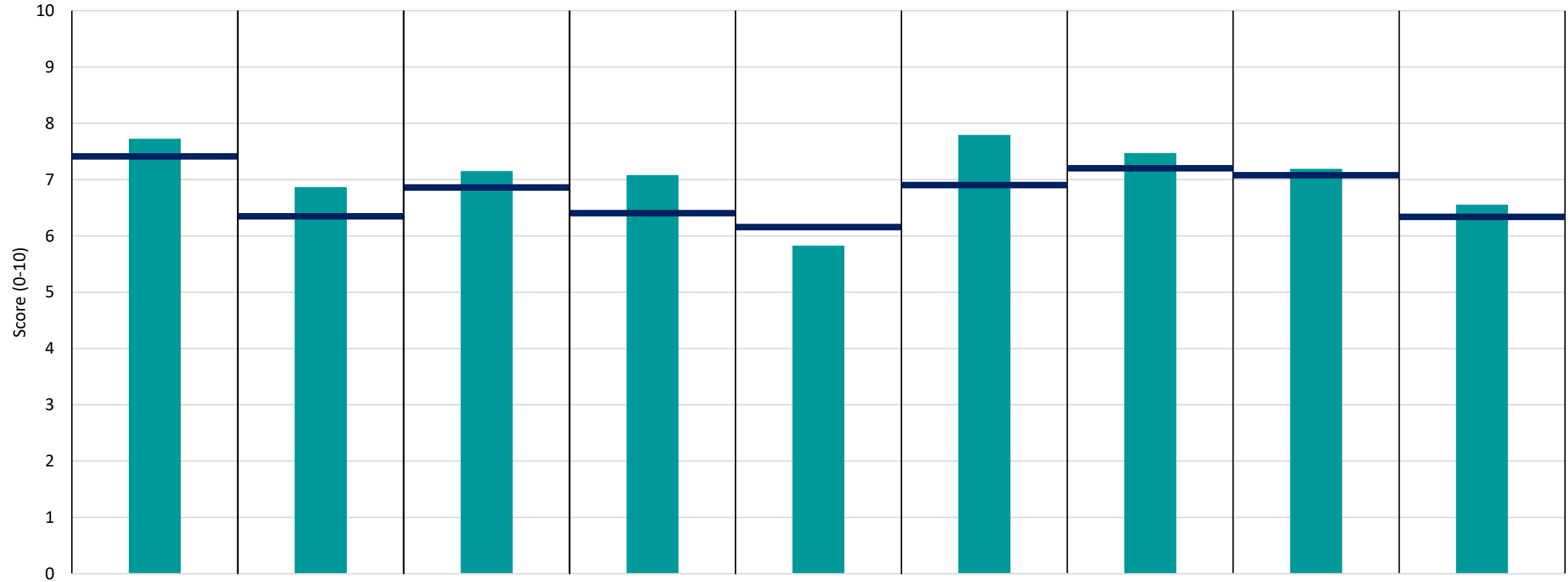
We are a team



Staff Engagement



Morale



Breakdown	7.72	6.87	7.15	7.08	5.83	7.79	7.47	7.19	6.55
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	170	170	169	170	161	168	170	170	170



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



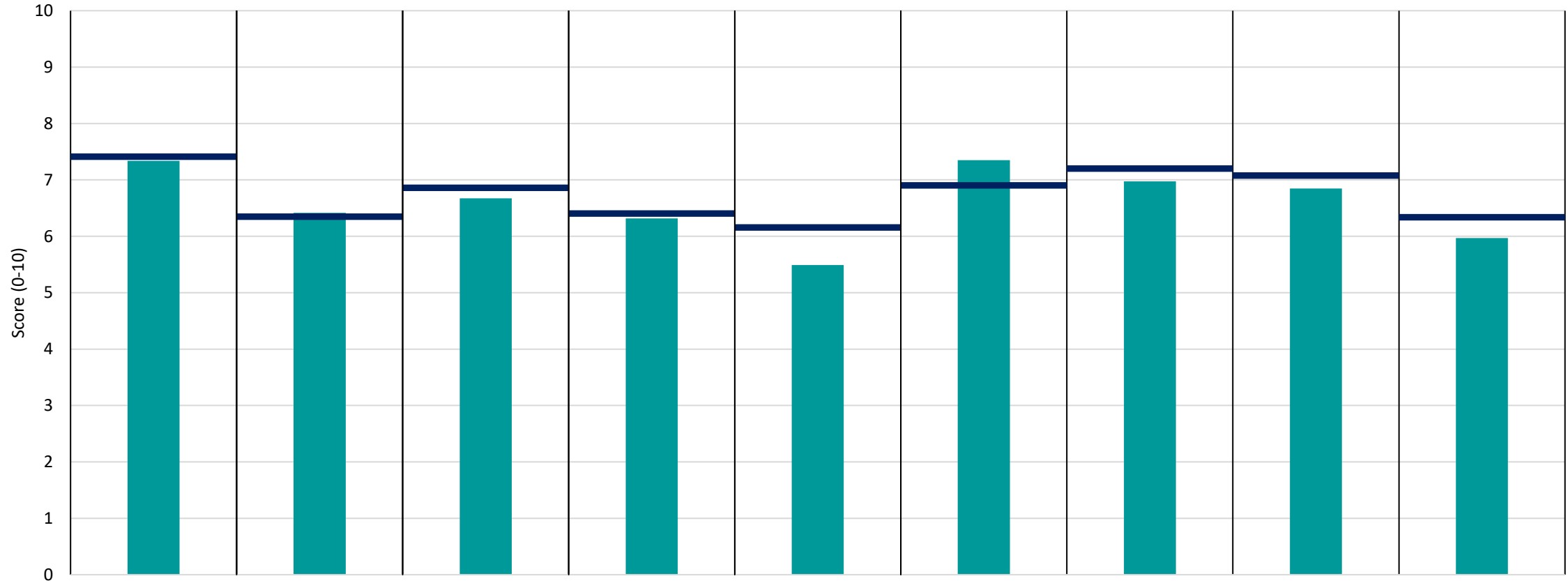
We are a team



Staff Engagement



Morale



Breakdown	7.34	6.42	6.67	6.32	5.49	7.35	6.97	6.85	5.97
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	102	102	102	99	95	102	102	102	102



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



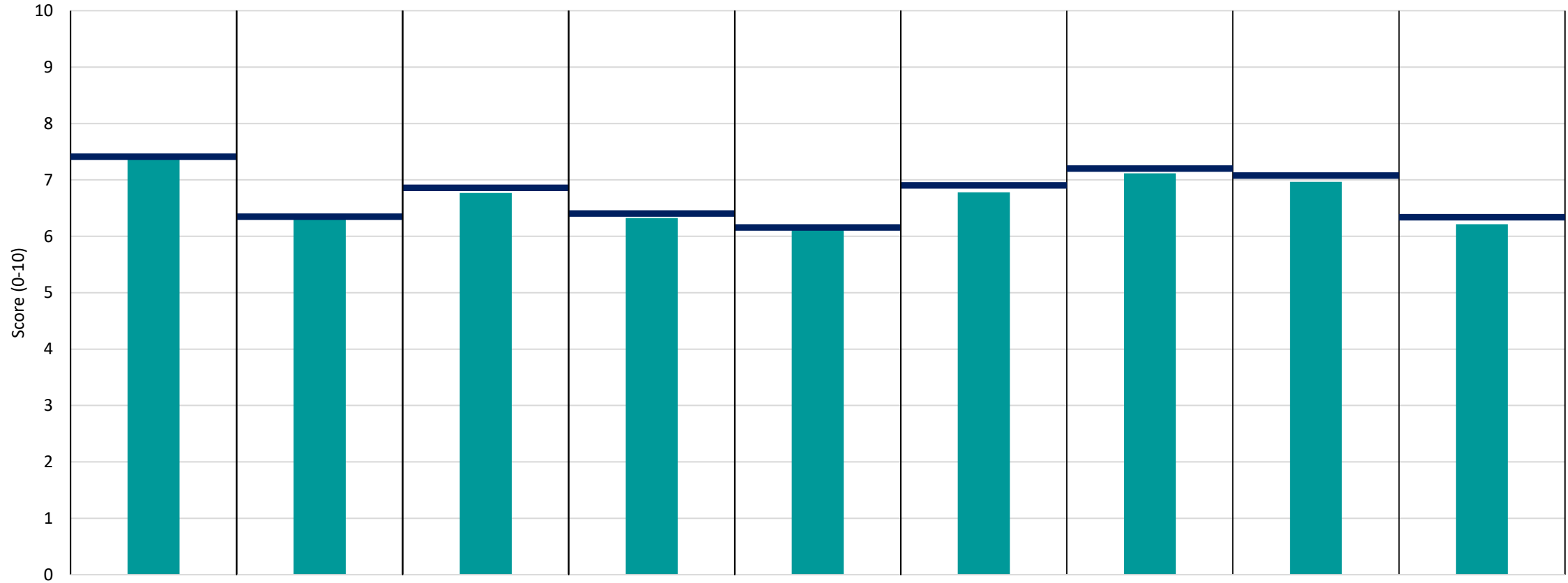
We are a team



Staff Engagement



Morale



Breakdown	7.36	6.40	6.77	6.33	6.14	6.78	7.12	6.97	6.22
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	574	574	570	572	549	568	575	575	575



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



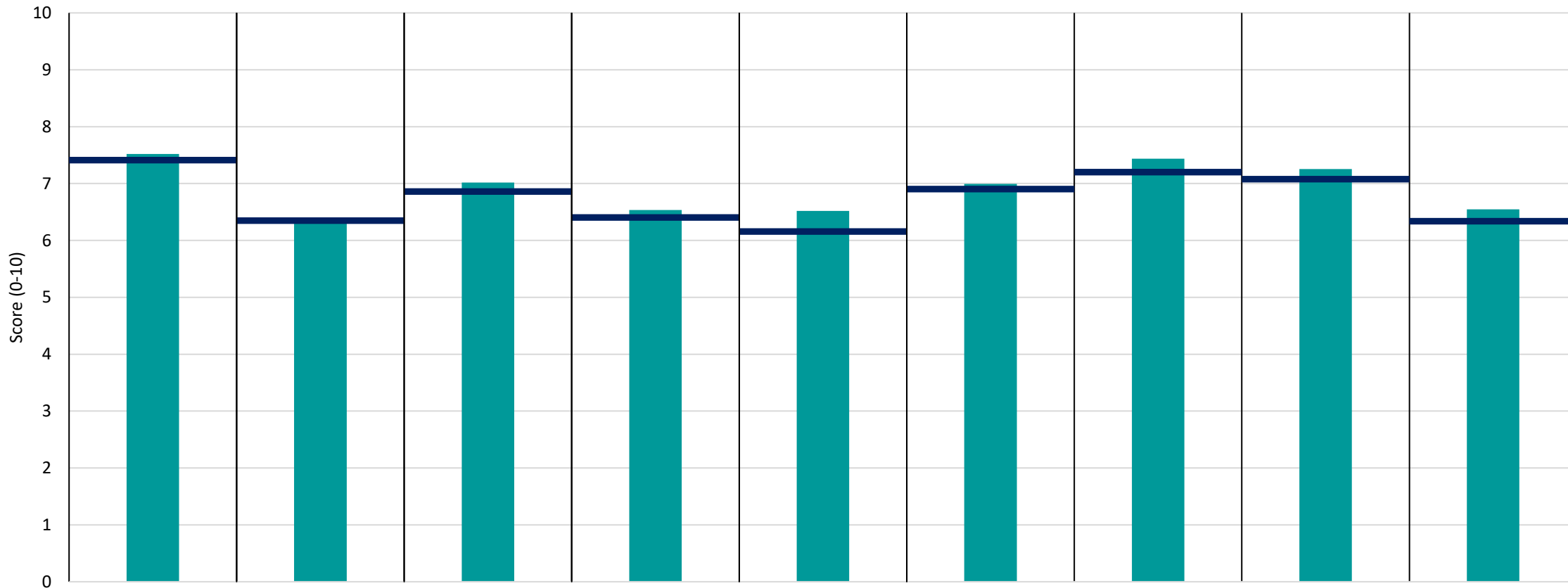
We are a team



Staff Engagement



Morale



Breakdown	7.52	6.34	7.02	6.54	6.52	6.99	7.44	7.26	6.55
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	656	655	644	646	625	647	654	653	655



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



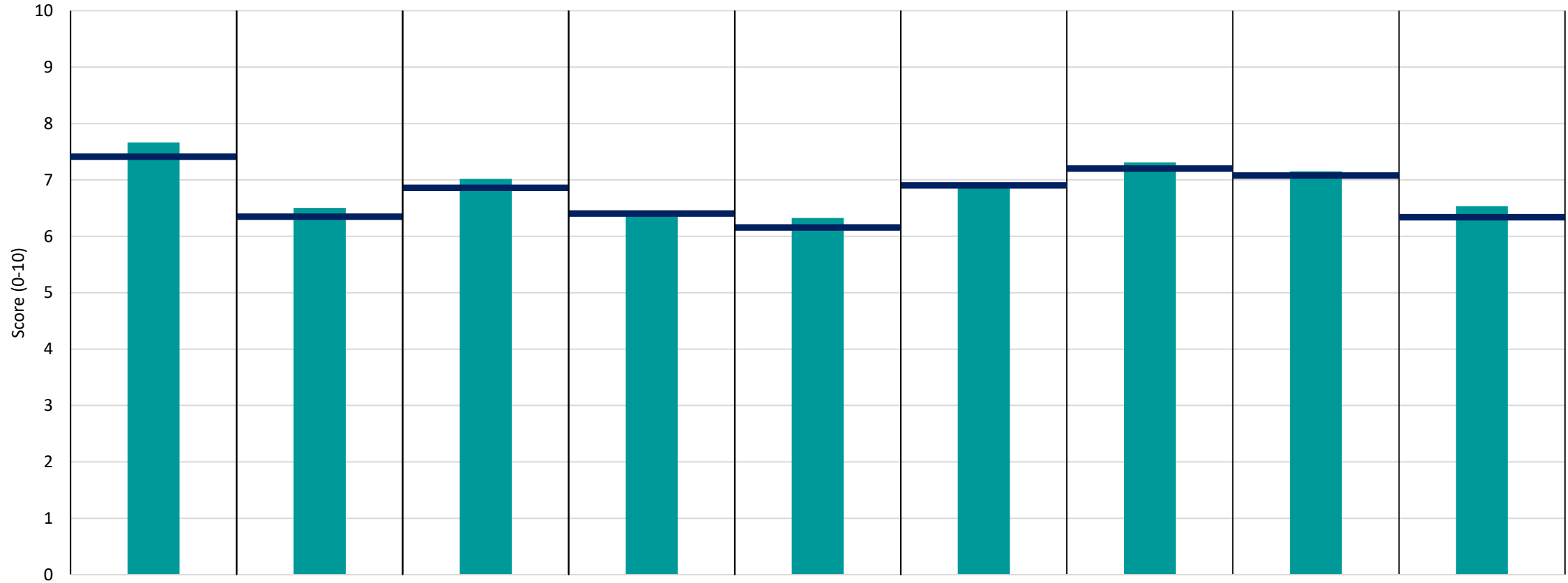
We are a team



Staff Engagement



Morale



Breakdown	7.66	6.50	7.02	6.39	6.33	6.94	7.31	7.15	6.54
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	491	495	487	492	478	493	493	495	495

Breakdowns 2

Birmingham and Solihull Mental Health 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



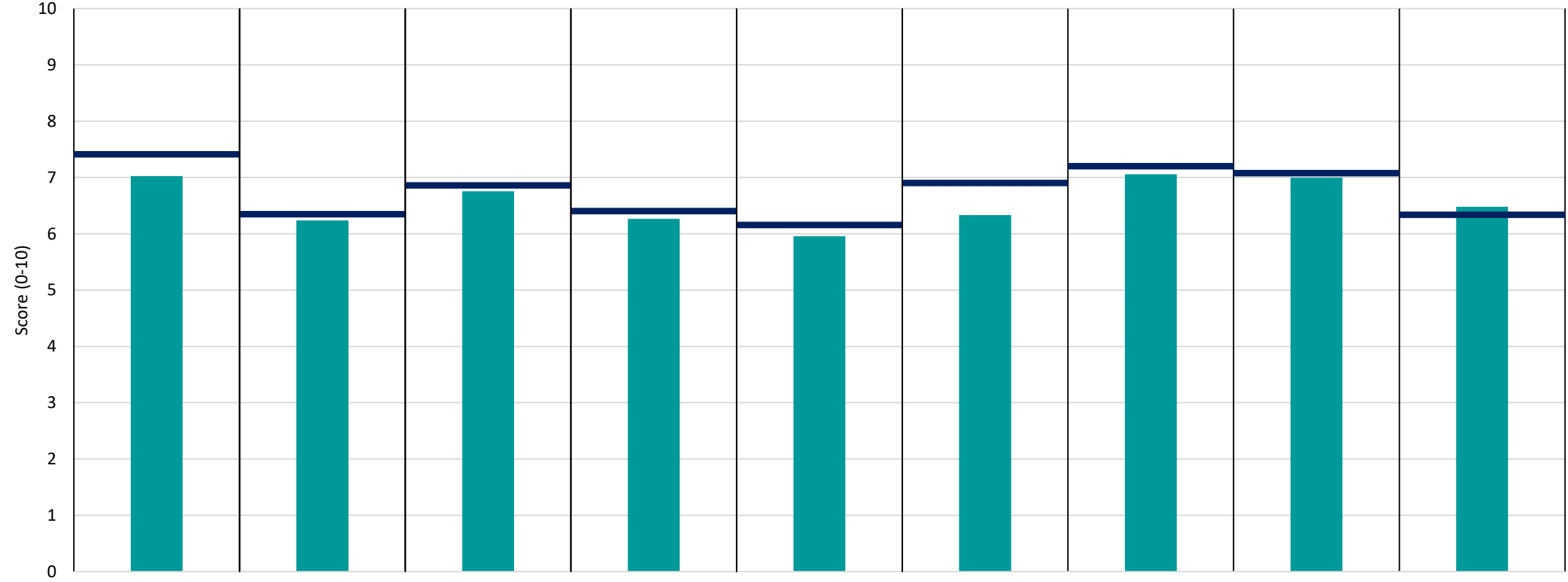
We are a team



Staff Engagement



Morale



Breakdown	7.03	6.24	6.76	6.26	5.96	6.33	7.06	7.00	6.48
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	60	60	60	59	58	59	60	60	60



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



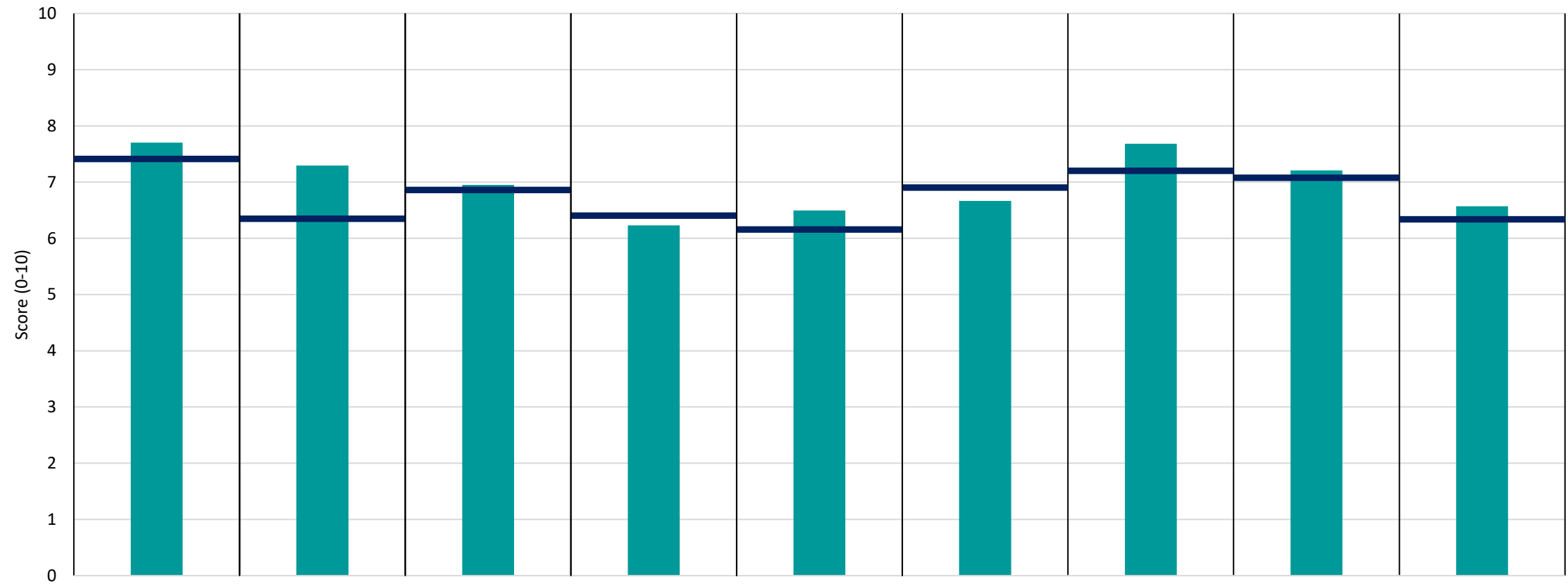
We are a team



Staff Engagement



Morale



Breakdown	7.70	7.29	6.95	6.23	6.50	6.67	7.68	7.21	6.57
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	17	17	17	17	17	17	17	17	17



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



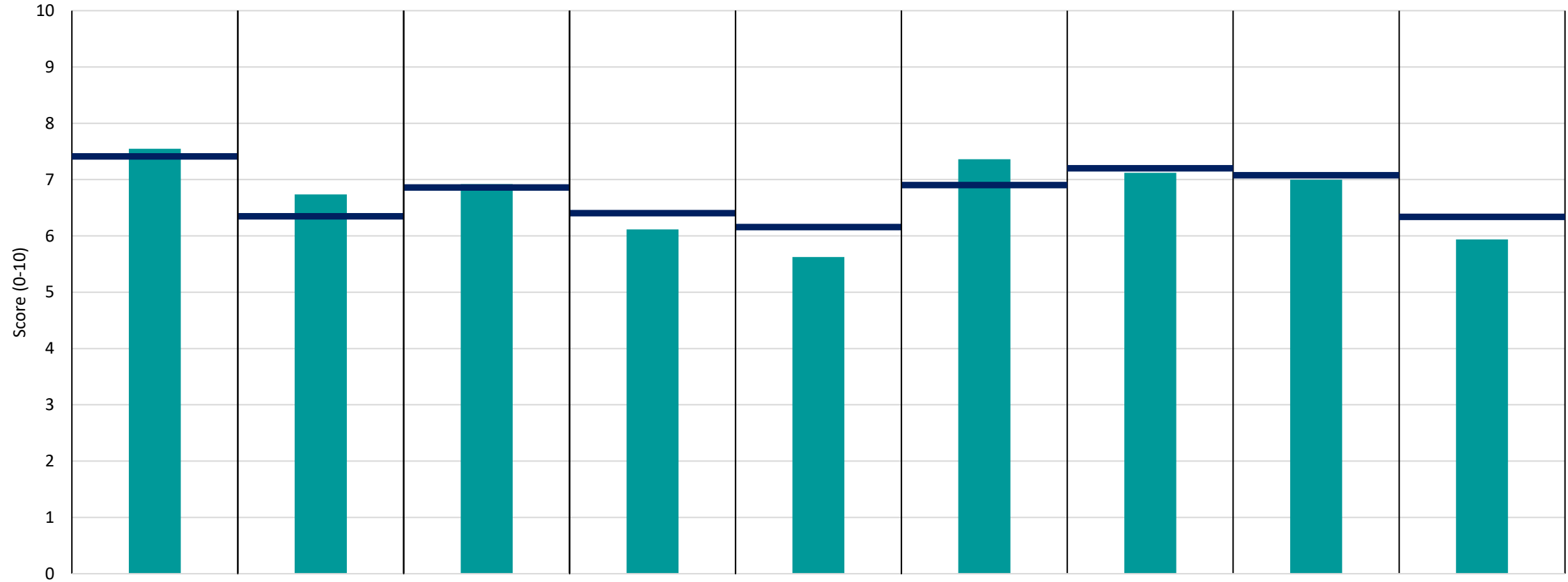
We are a team



Staff Engagement



Morale



Breakdown	7.55	6.73	6.92	6.12	5.63	7.36	7.12	7.00	5.94
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	33	33	33	32	32	33	33	33	33



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



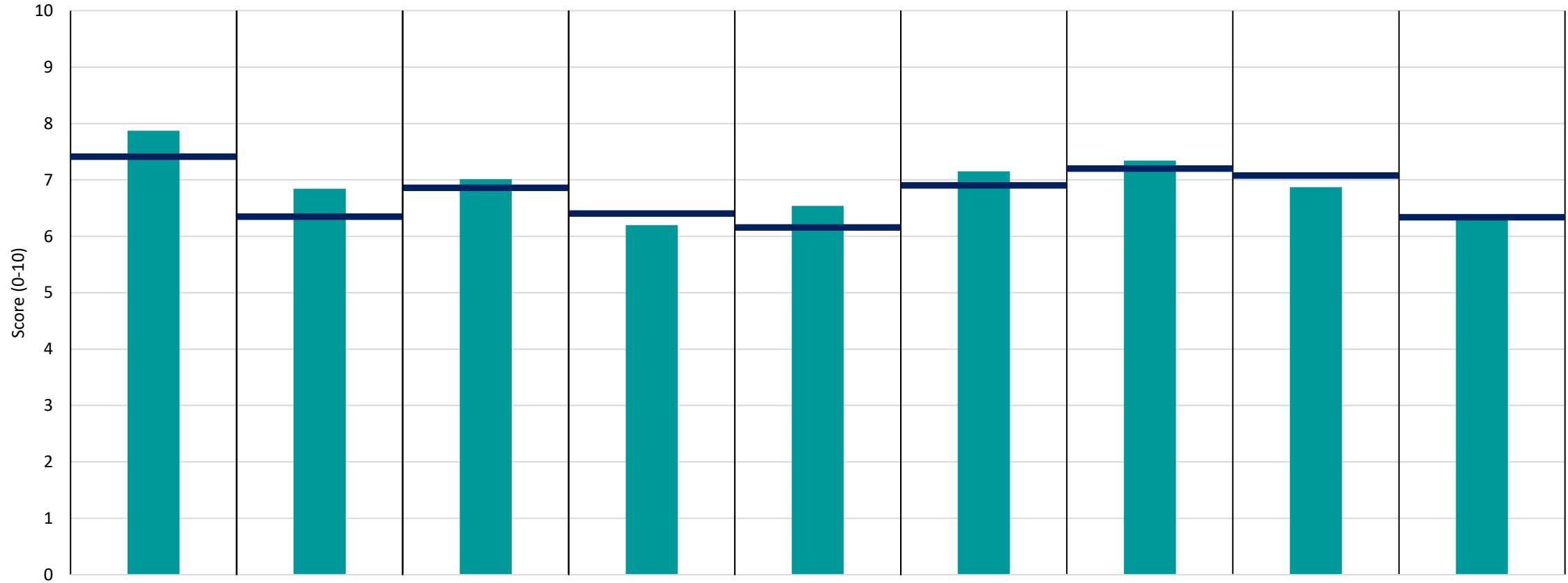
We are a team



Staff Engagement



Morale



Breakdown	7.87	6.84	7.01	6.20	6.54	7.15	7.34	6.87	6.34
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	77	80	77	78	76	80	80	80	80



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



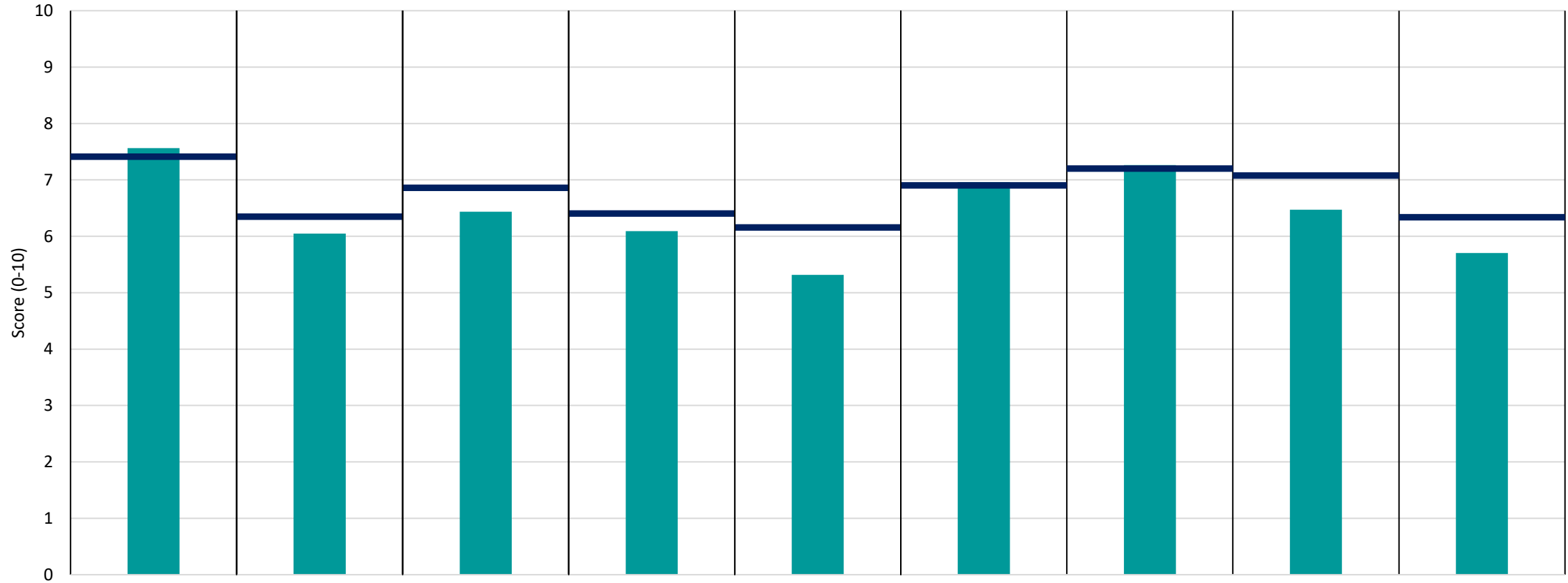
We are a team



Staff Engagement



Morale



Breakdown	7.56	6.05	6.44	6.09	5.32	6.96	7.26	6.47	5.70
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	10	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



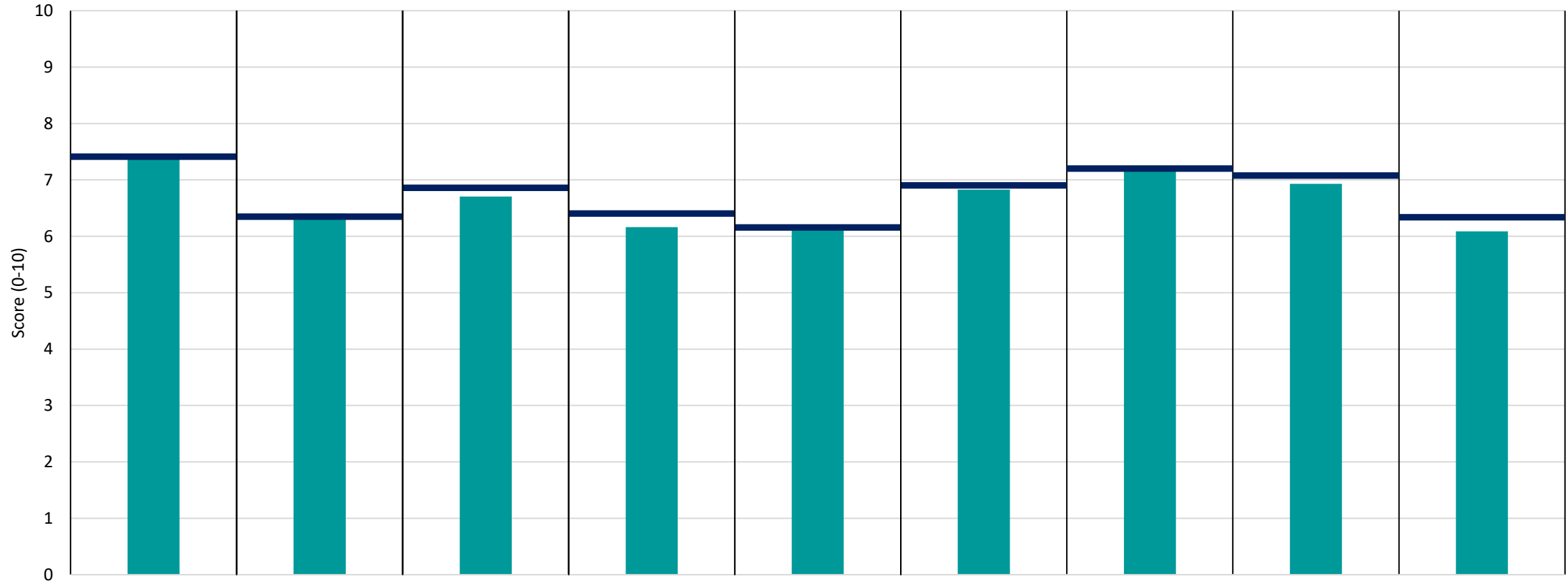
We are a team



Staff Engagement



Morale



Breakdown	7.41	6.41	6.70	6.16	6.20	6.83	7.17	6.93	6.09
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	224	224	222	223	213	223	225	225	225



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



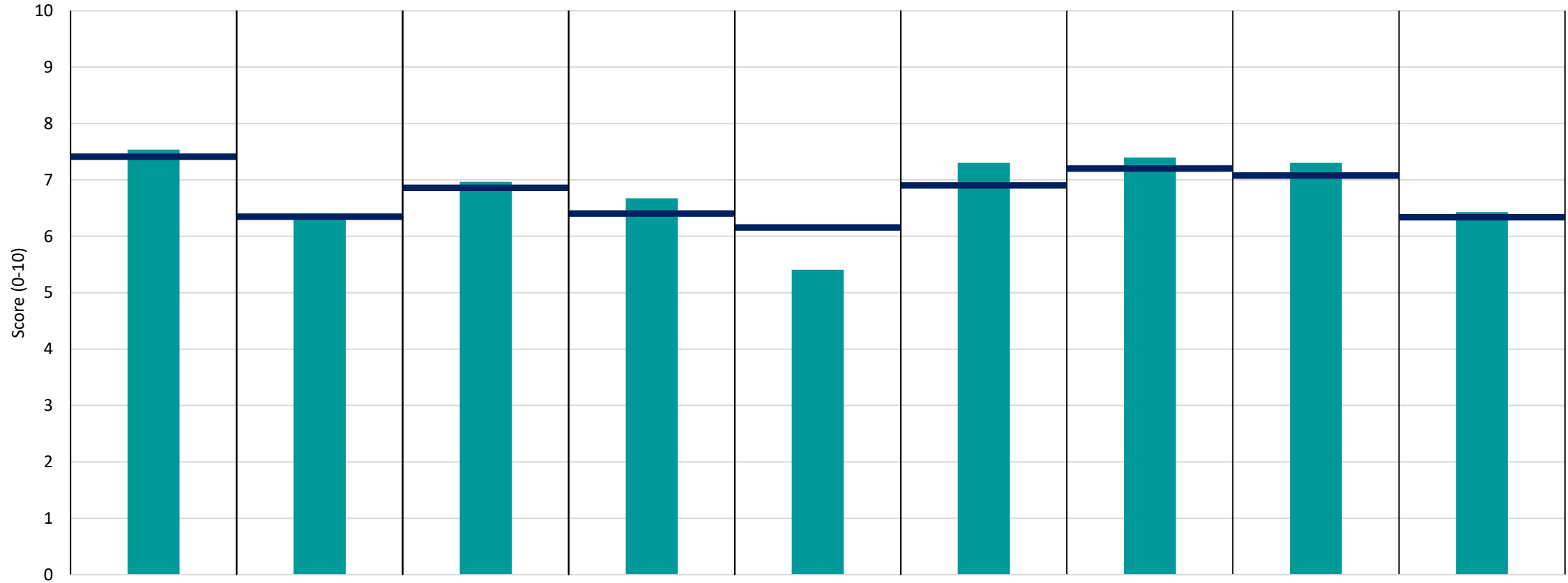
We are a team



Staff Engagement



Morale



Breakdown	7.54	6.35	6.97	6.67	5.41	7.30	7.40	7.30	6.43
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	17	17	17	17	17	17	17	17	17



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



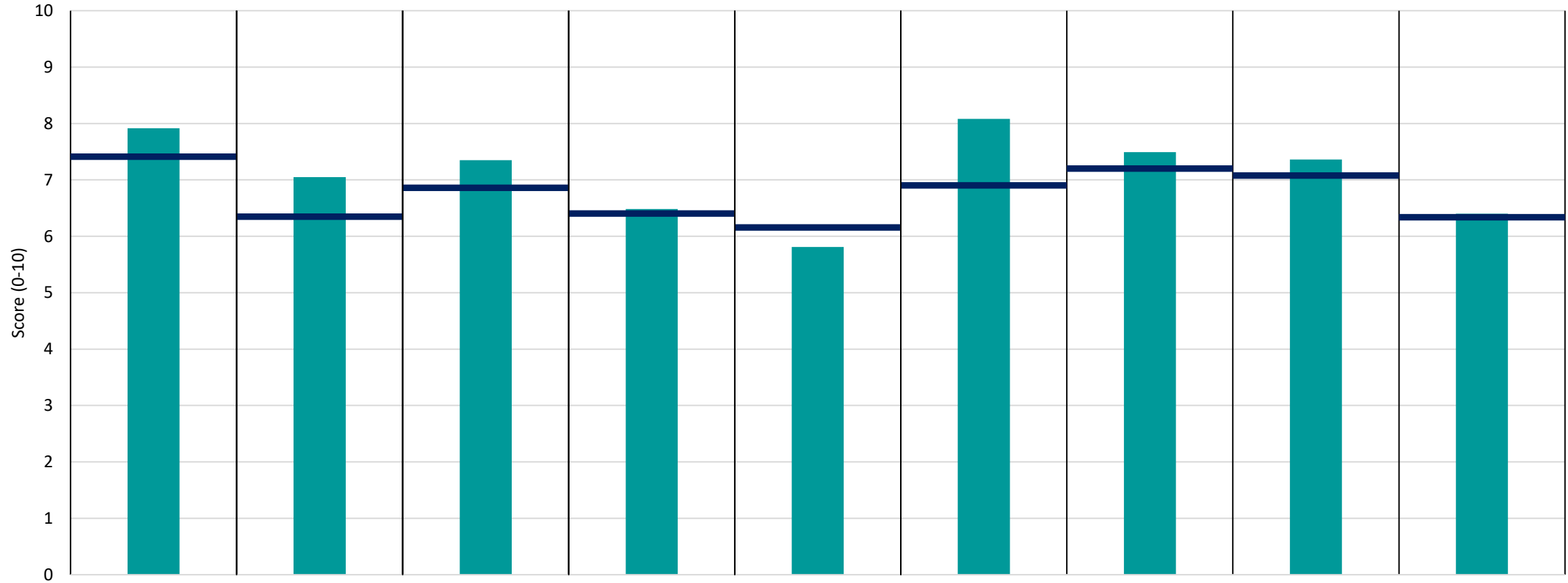
We are a team



Staff Engagement



Morale



Breakdown	7.91	7.05	7.35	6.48	5.81	8.08	7.49	7.36	6.40
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	20	20	20	20	19	20	20	20	20



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



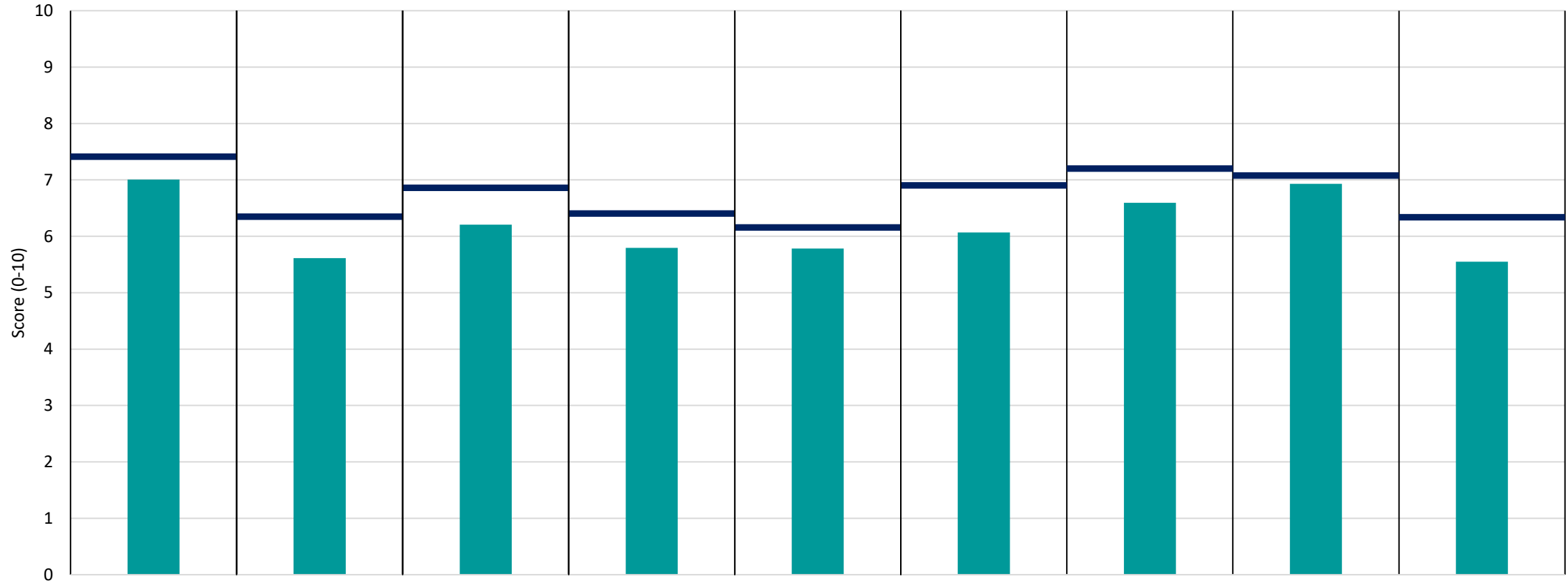
We are a team



Staff Engagement



Morale



Breakdown	7.01	5.61	6.21	5.80	5.78	6.07	6.59	6.93	5.55
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	60	60	59	60	53	60	60	60	60



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



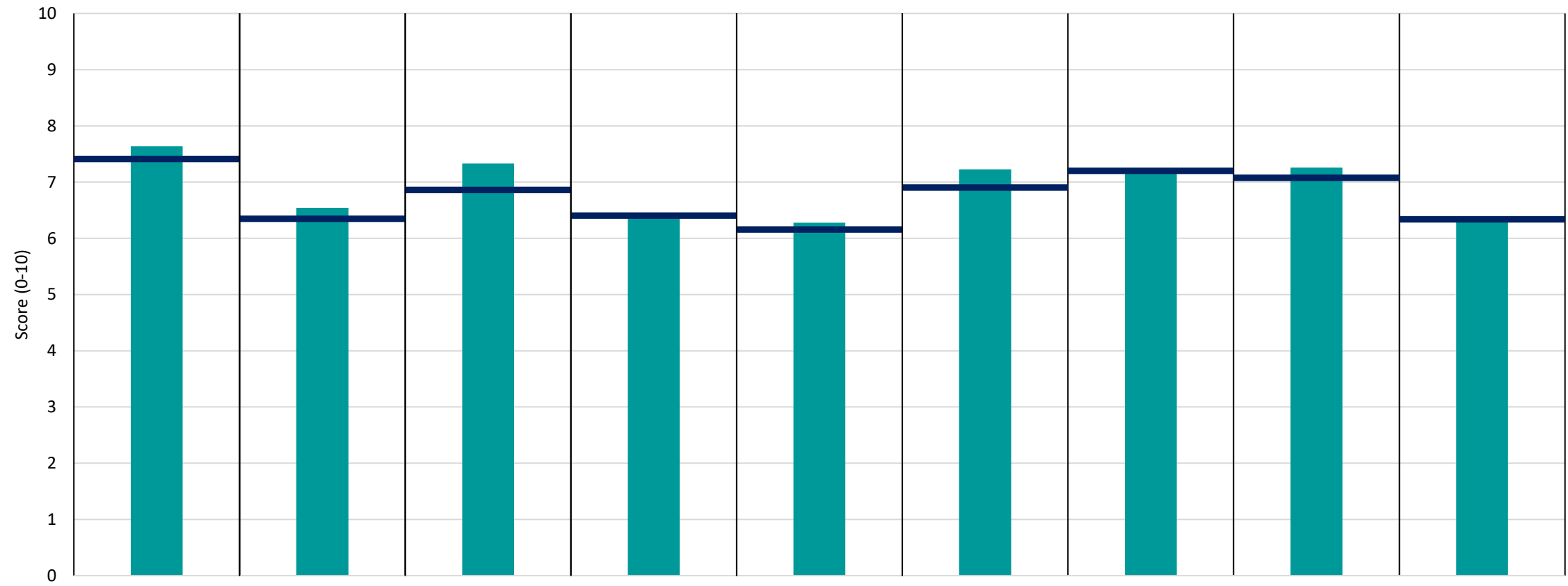
We are a team



Staff Engagement



Morale



Breakdown	7.64	6.54	7.33	6.43	6.28	7.23	7.20	7.26	6.35
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	23	23	23	23	22	23	23	23	23



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



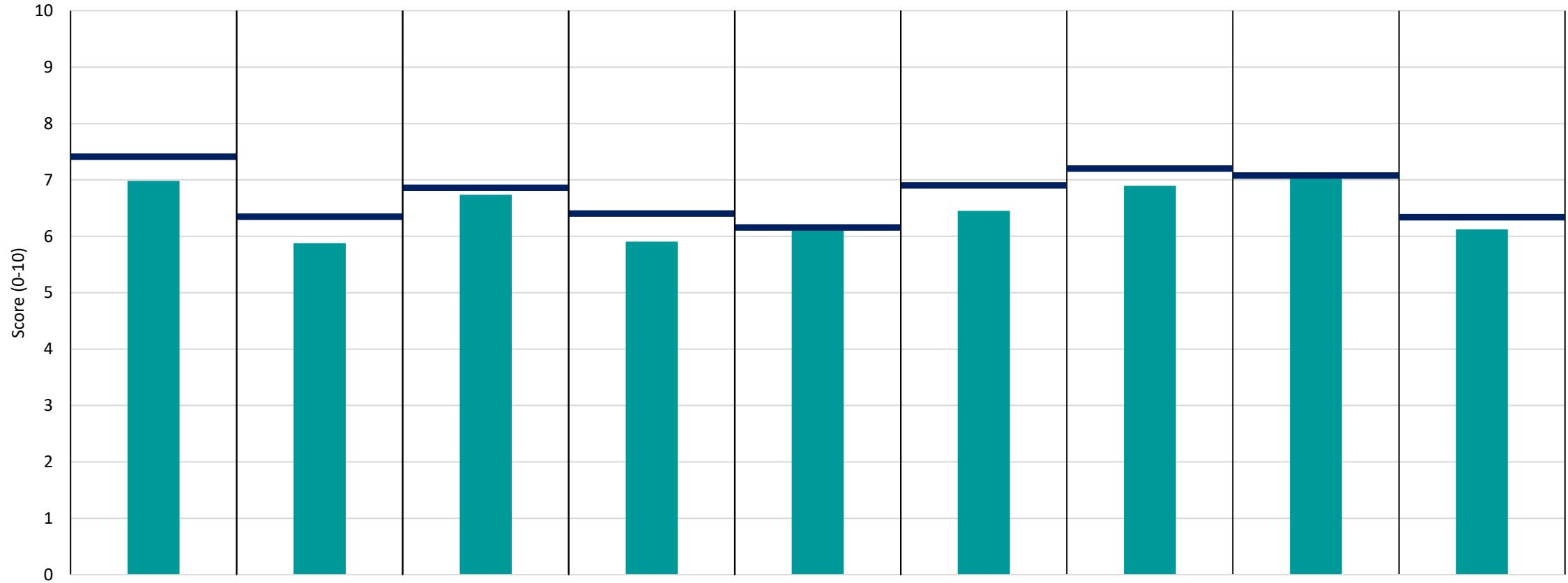
We are a team



Staff Engagement



Morale



Breakdown	6.98	5.88	6.74	5.91	6.16	6.45	6.89	7.04	6.12
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	255	255	250	250	246	254	253	256	256



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



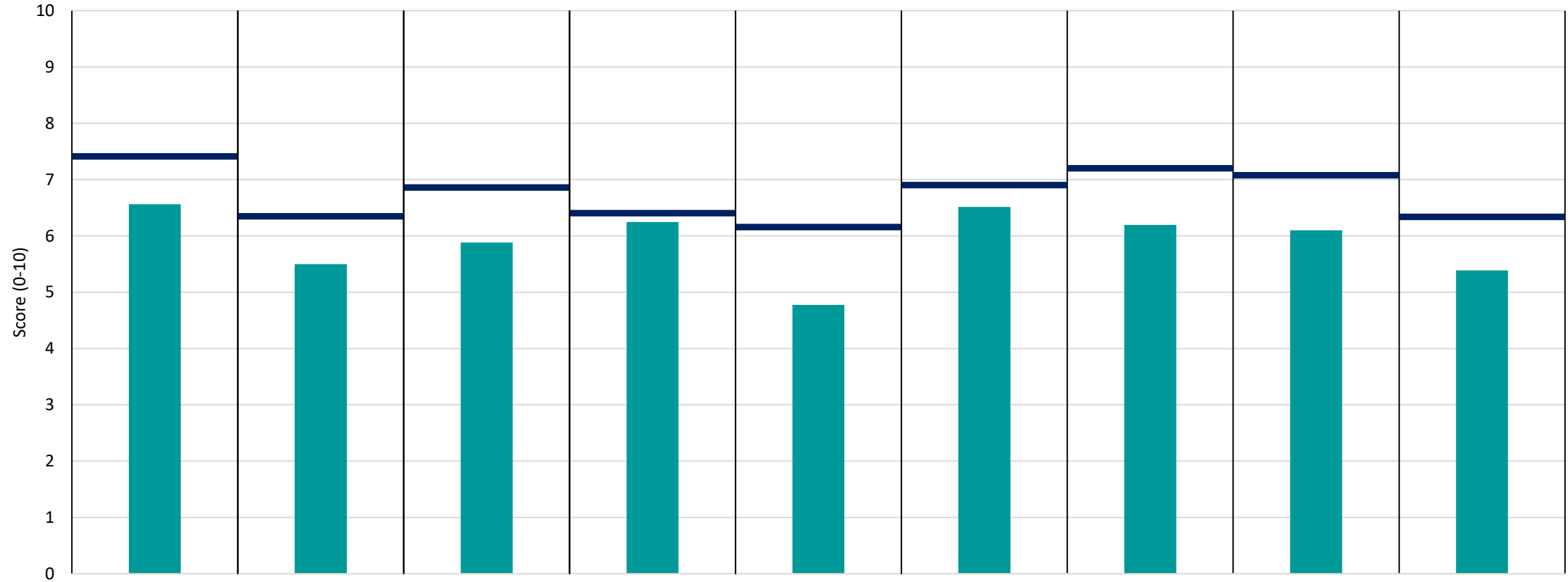
We are a team



Staff Engagement



Morale



Breakdown	6.56	5.50	5.88	6.25	4.77	6.52	6.19	6.10	5.39
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	25	25	25	25	22	25	25	25	25



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



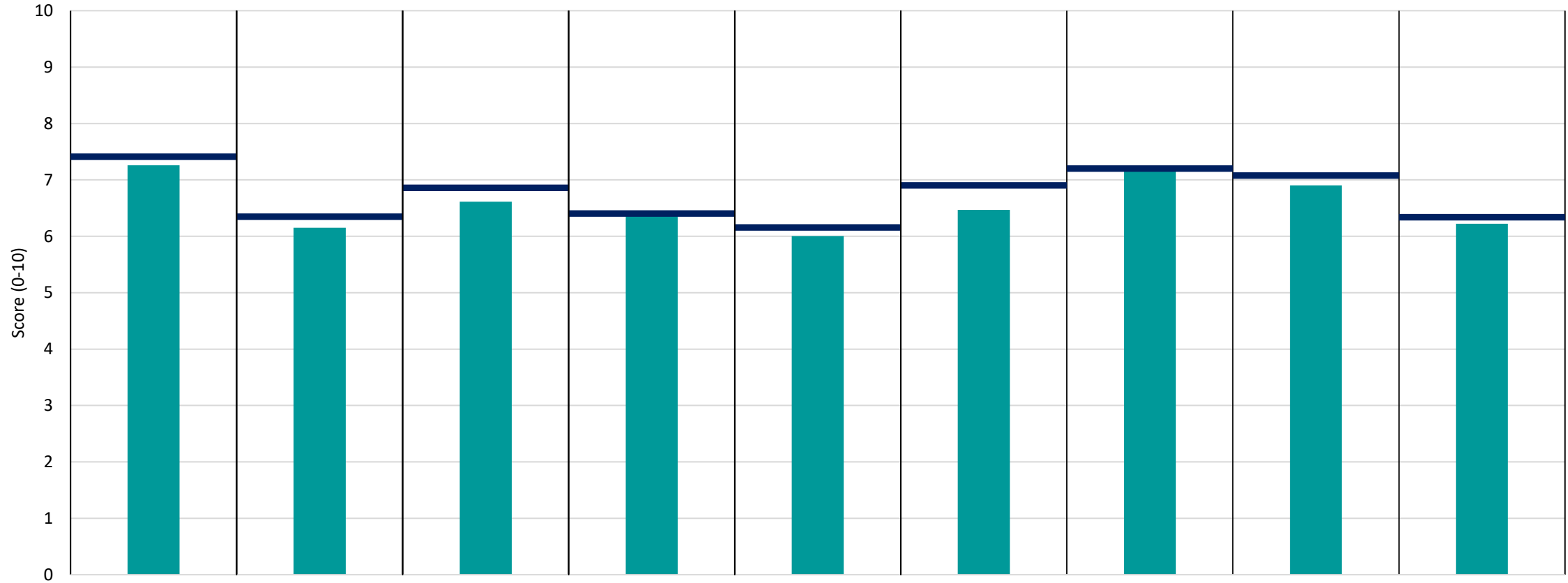
We are a team



Staff Engagement



Morale



Breakdown	7.26	6.15	6.61	6.44	6.01	6.47	7.18	6.90	6.22
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	83	83	83	83	75	83	83	83	83



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



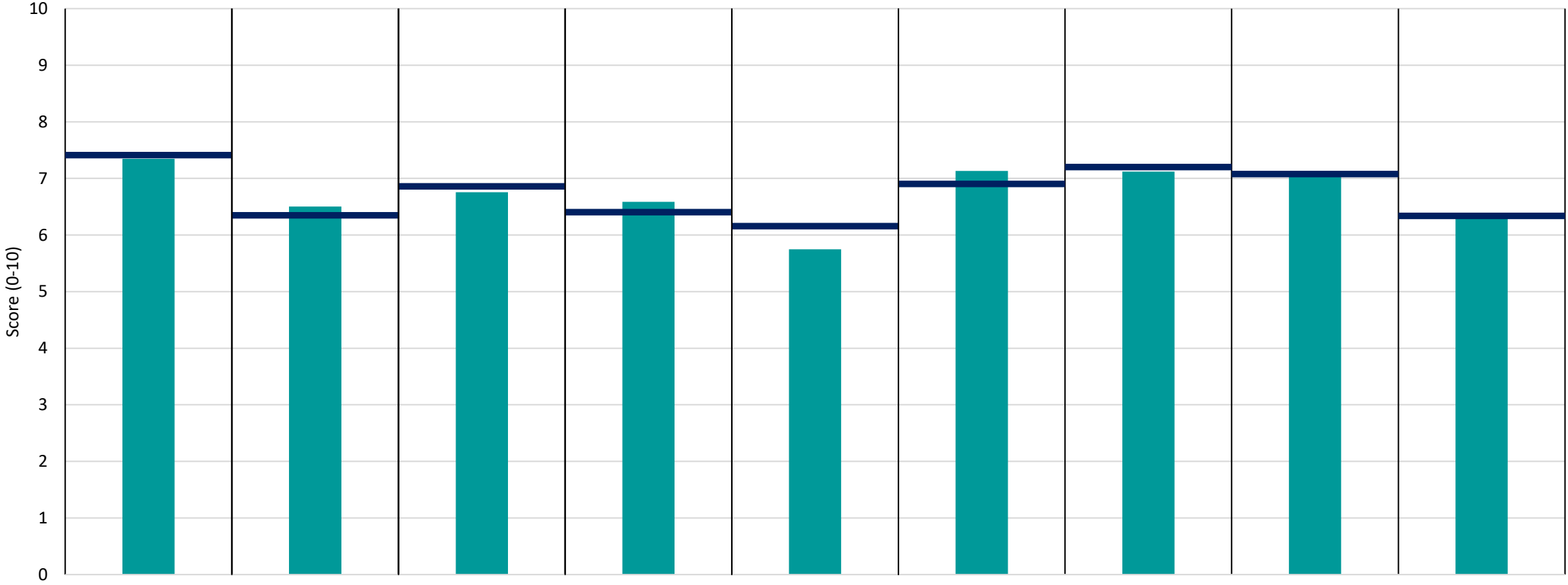
We are a team



Staff Engagement



Morale



Breakdown	7.35	6.50	6.76	6.59	5.75	7.13	7.12	7.07	6.38
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	141	139	140	141	137	139	140	141	141



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



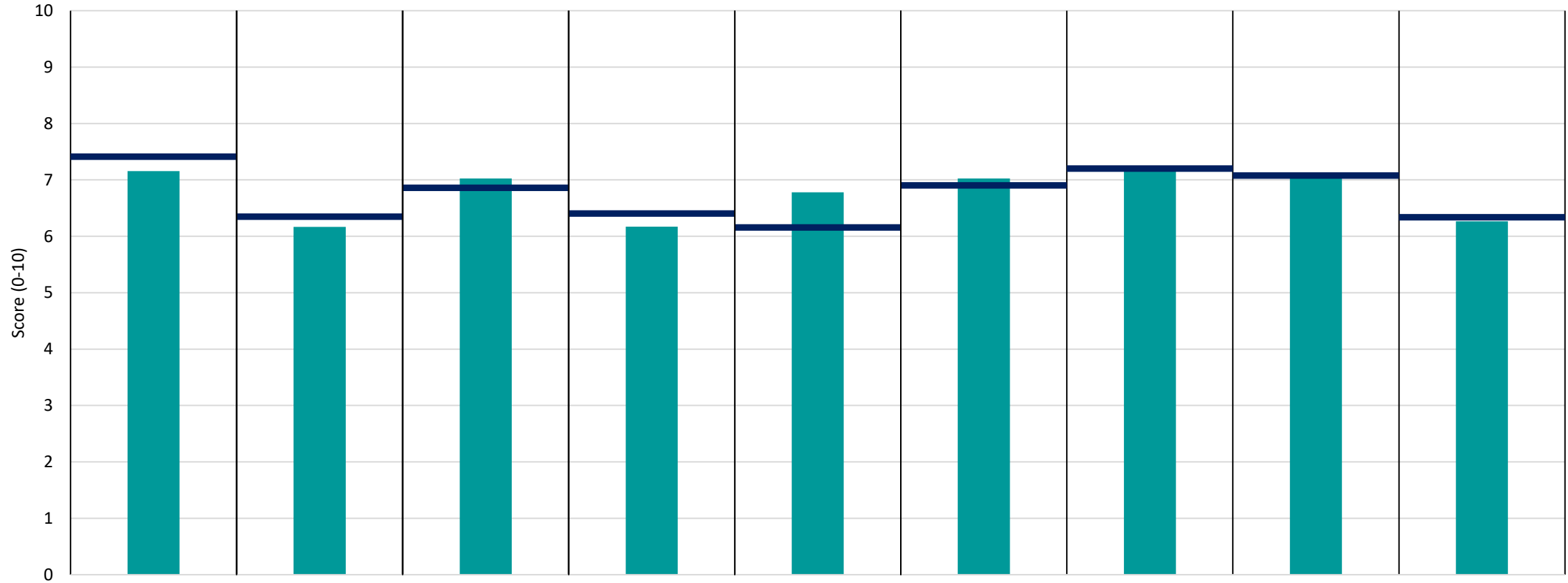
We are a team



Staff Engagement



Morale



Breakdown	7.15	6.17	7.03	6.17	6.78	7.03	7.20	7.04	6.27
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	43	43	42	42	43	43	43	43	43



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



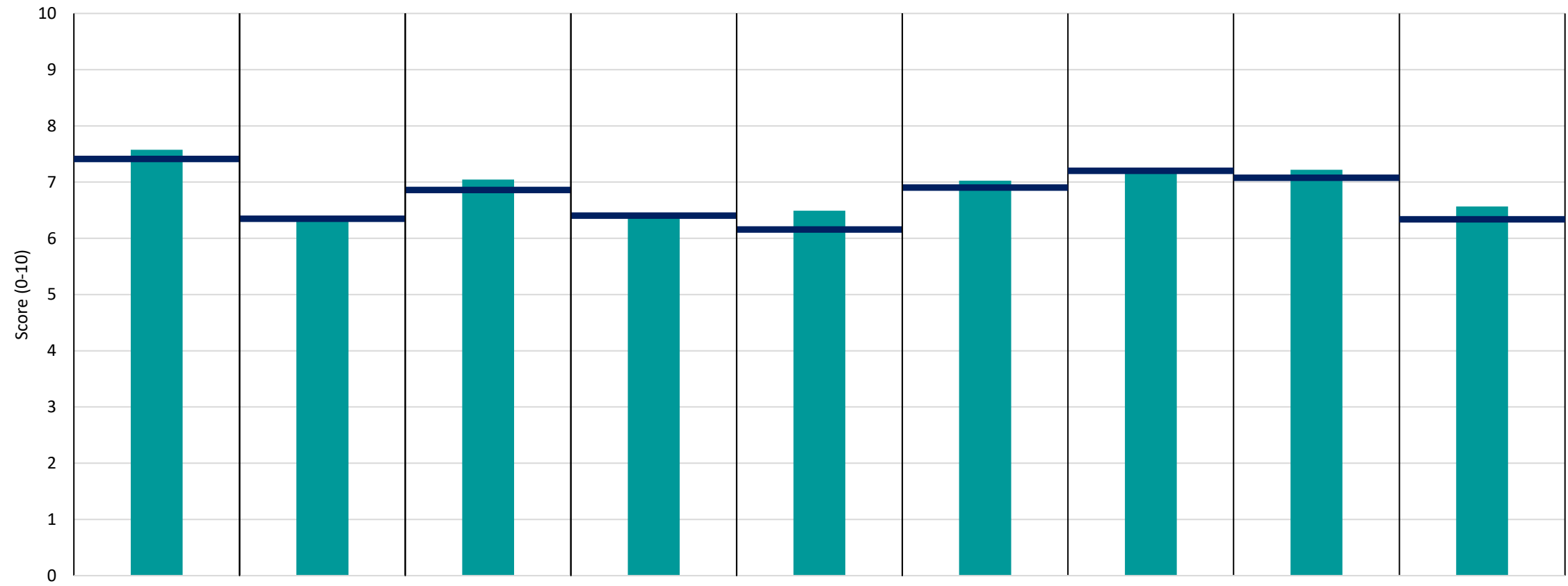
We are a team



Staff Engagement



Morale



Breakdown	7.58	6.35	7.05	6.37	6.49	7.03	7.24	7.22	6.57
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	193	194	191	193	184	193	192	194	194



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



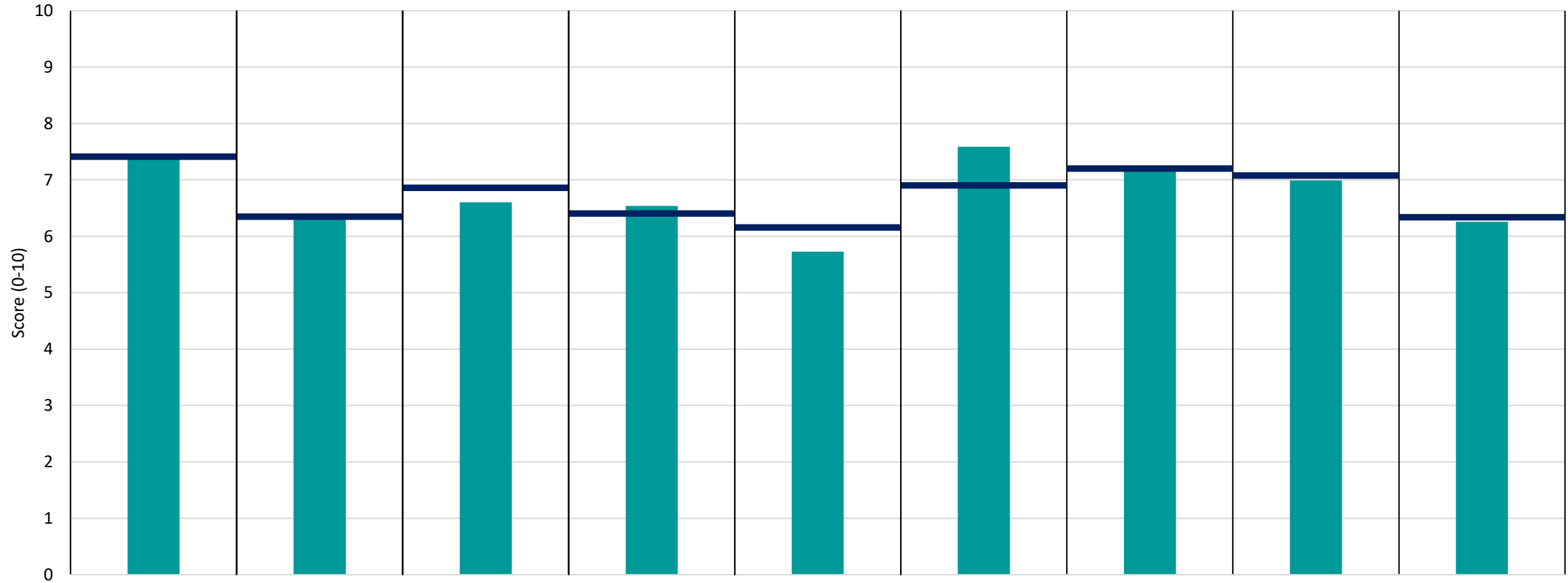
We are a team



Staff Engagement



Morale



Breakdown	7.37	6.41	6.60	6.54	5.73	7.59	7.15	6.99	6.26
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	24	24	24	22	22	24	24	24	24



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



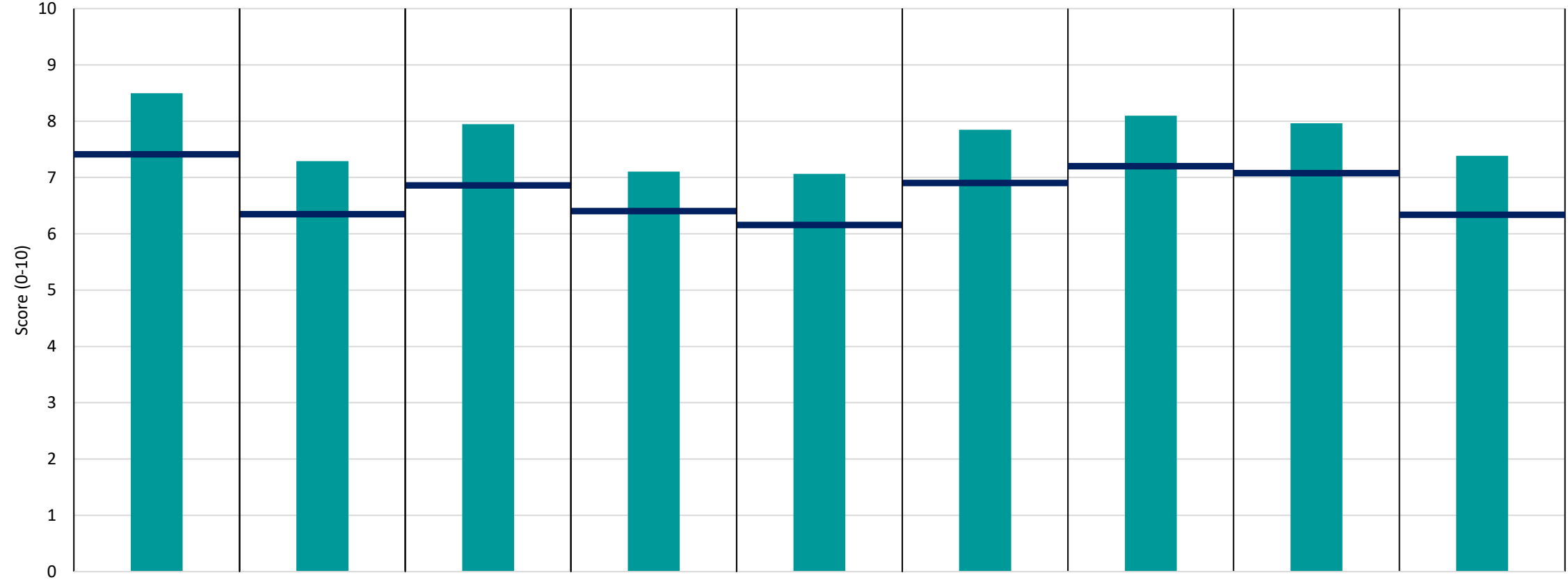
We are a team



Staff Engagement



Morale



Breakdown	8.50	7.29	7.95	7.10	7.06	7.85	8.10	7.96	7.39
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	63	63	63	63	61	63	63	63	63



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



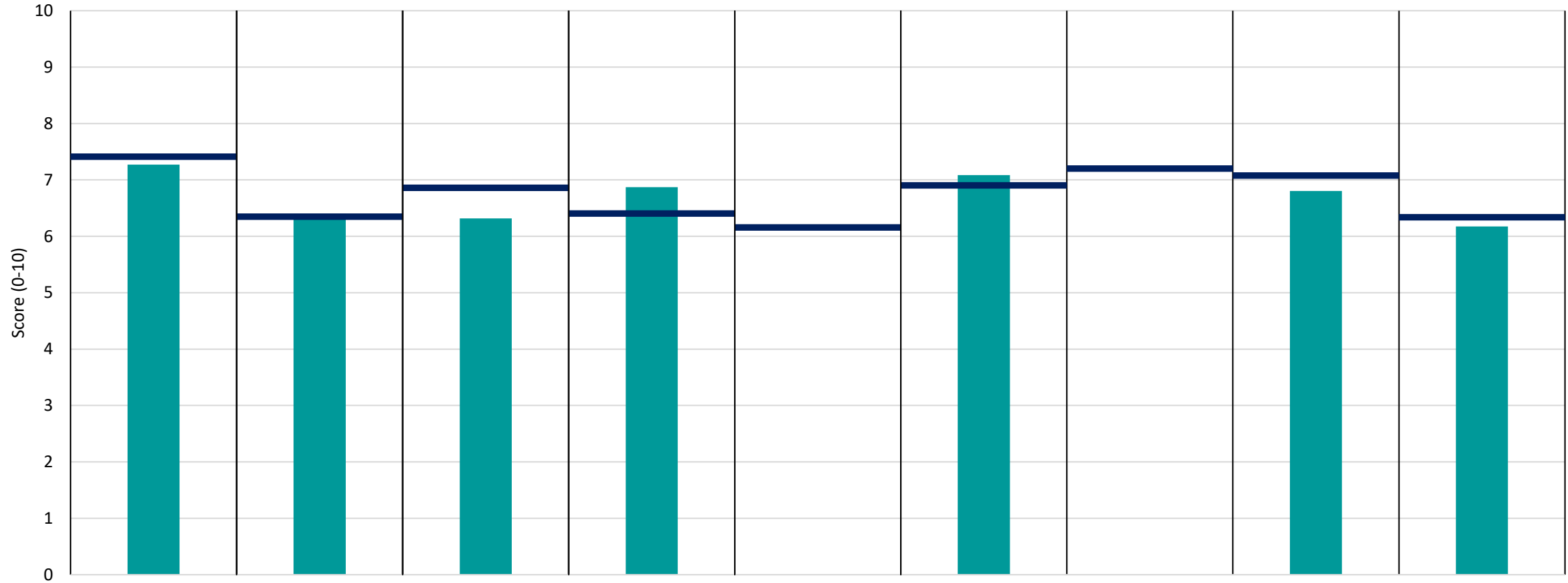
We are a team



Staff Engagement



Morale



Breakdown	7.27	6.40	6.32	6.87	-	7.08	-	6.81	6.17
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	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



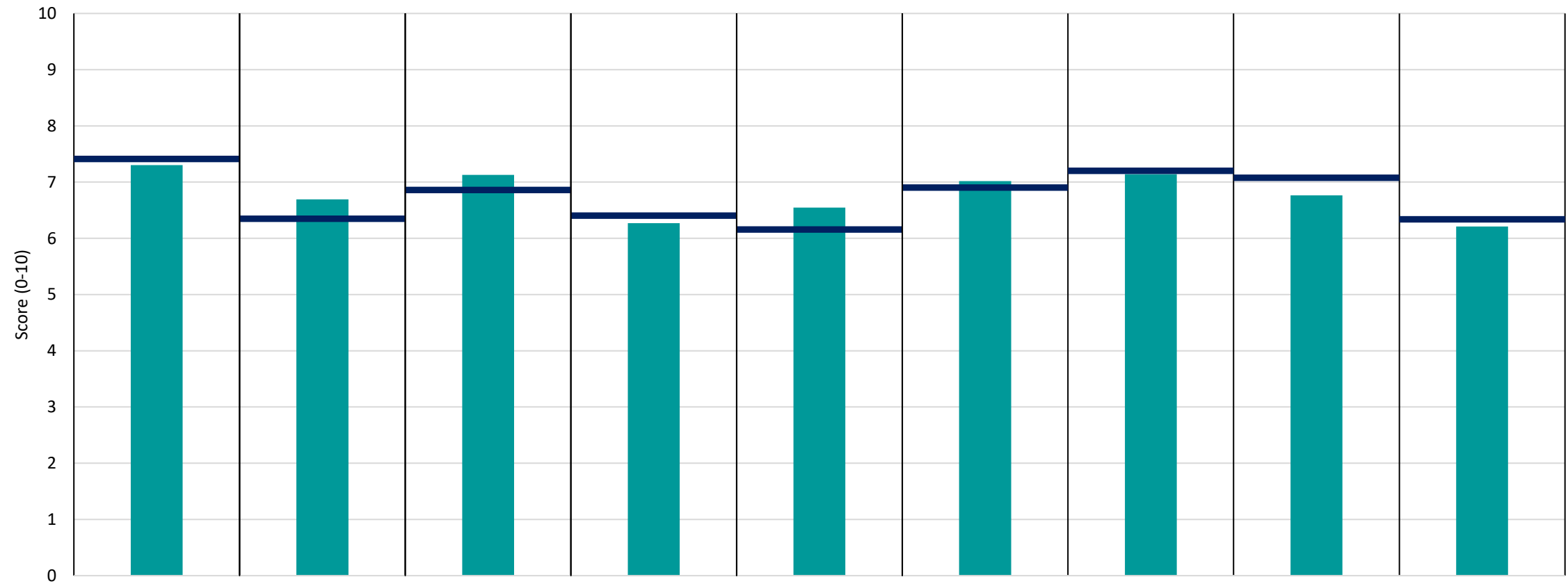
We are a team



Staff Engagement



Morale



Breakdown	7.30	6.69	7.13	6.27	6.54	7.02	7.14	6.76	6.21
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	13	13	13	13	13	13	13	13	13



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



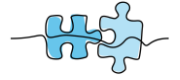
We are safe and
healthy



We are always
learning



We work flexibly



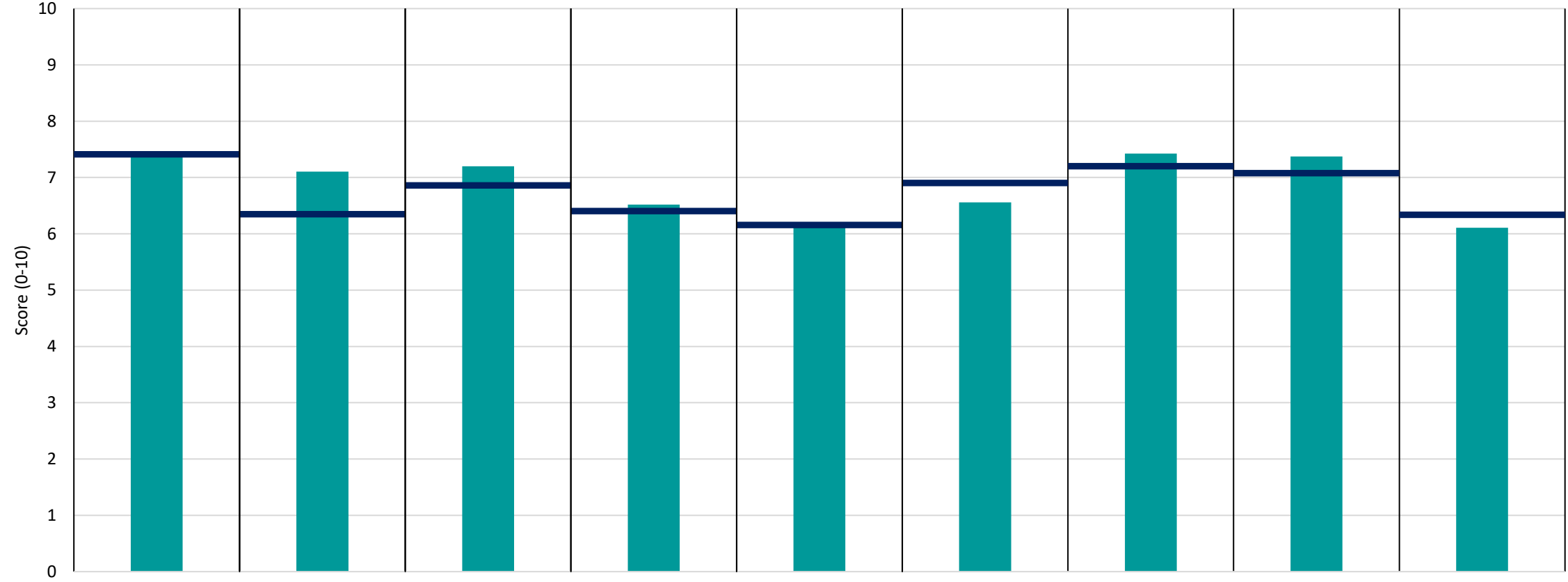
We are a team



Staff Engagement



Morale



Breakdown	7.43	7.11	7.20	6.52	6.11	6.56	7.43	7.38	6.11
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	19	19	19	19	18	19	19	19	19



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



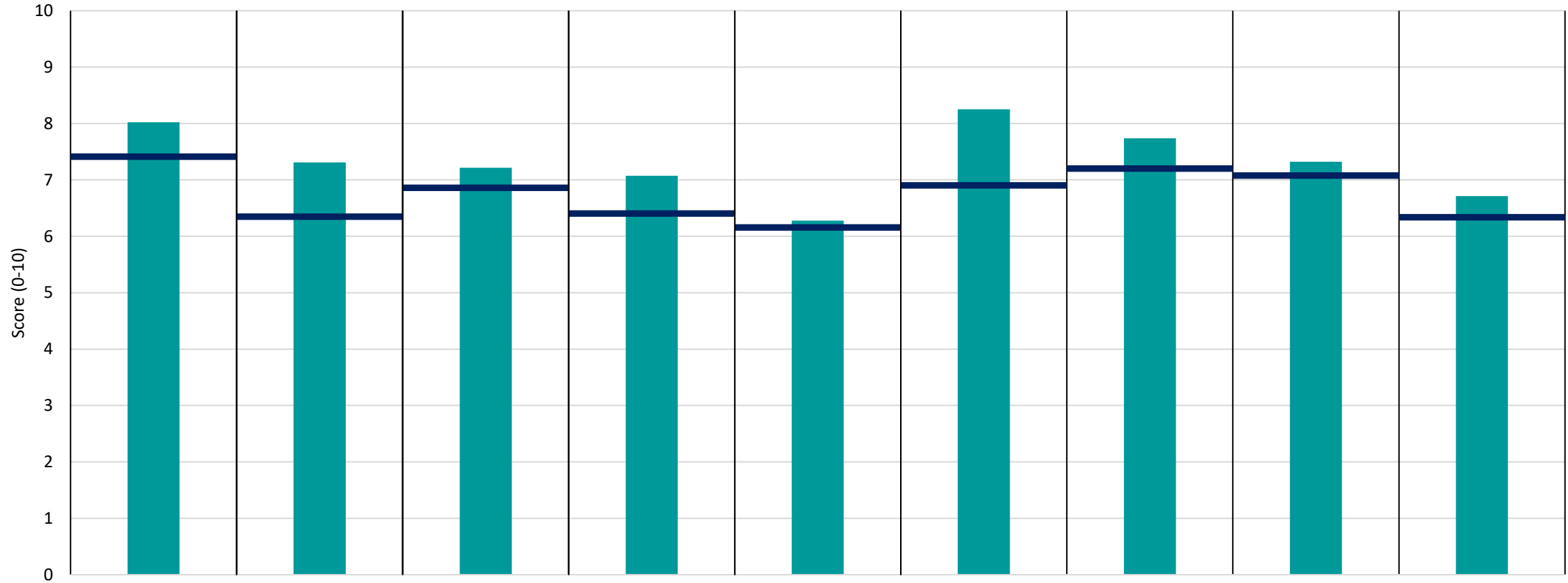
We are a team



Staff Engagement



Morale



Breakdown	8.02	7.31	7.21	7.07	6.28	8.25	7.74	7.32	6.71
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	21	21	20	21	20	21	21	21	21



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



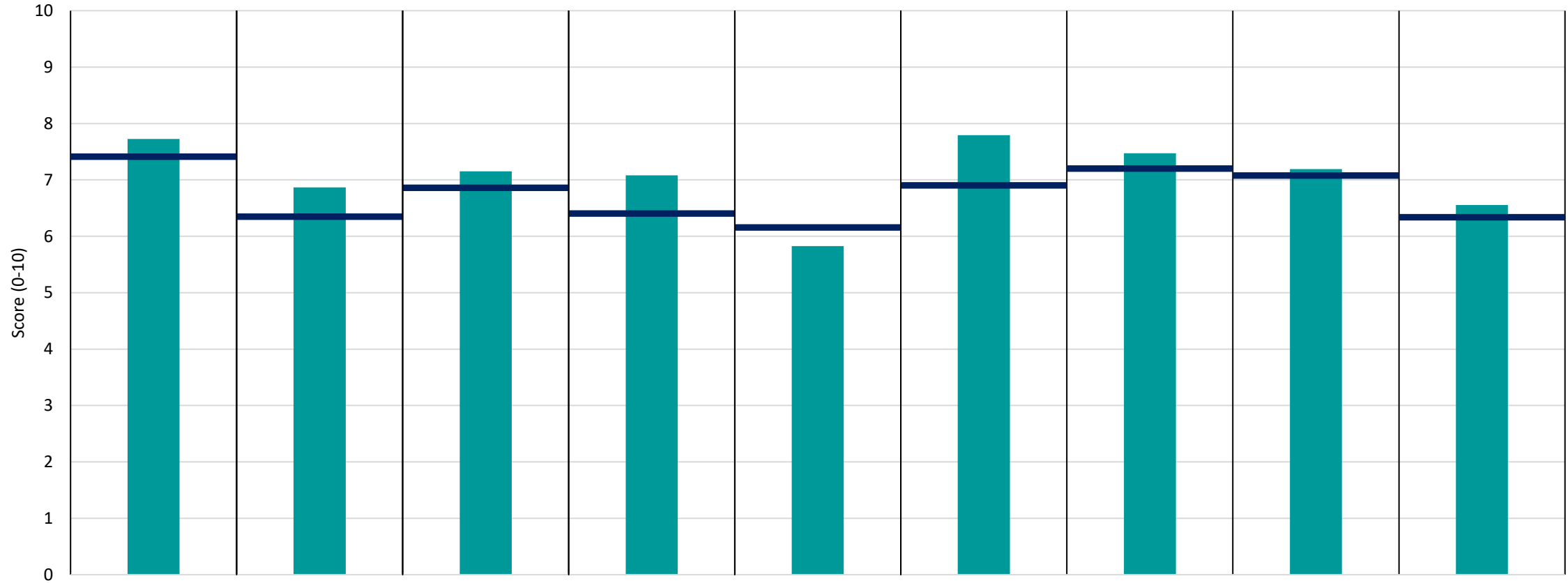
We are a team



Staff Engagement



Morale



Breakdown	7.72	6.87	7.15	7.08	5.83	7.79	7.47	7.19	6.55
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	170	170	169	170	161	168	170	170	170



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



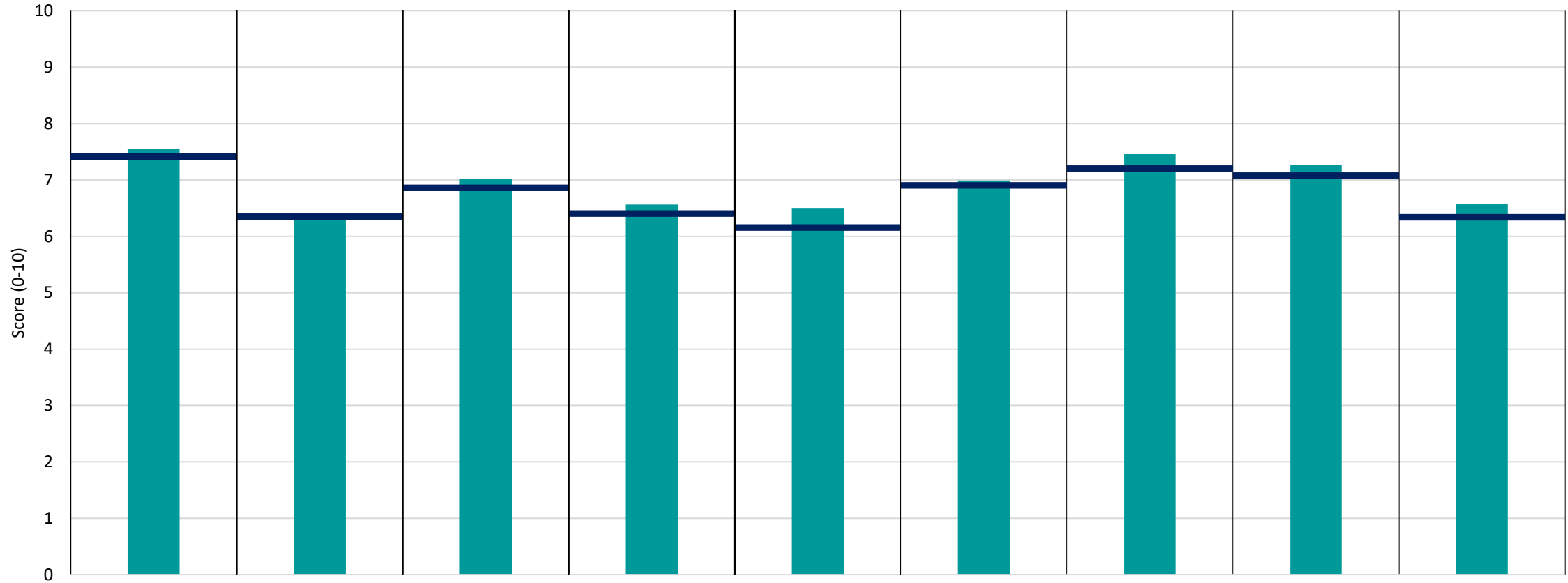
We are a team



Staff Engagement



Morale



Breakdown	7.55	6.36	7.02	6.56	6.50	6.99	7.46	7.27	6.57
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	613	612	602	604	582	604	611	610	612



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



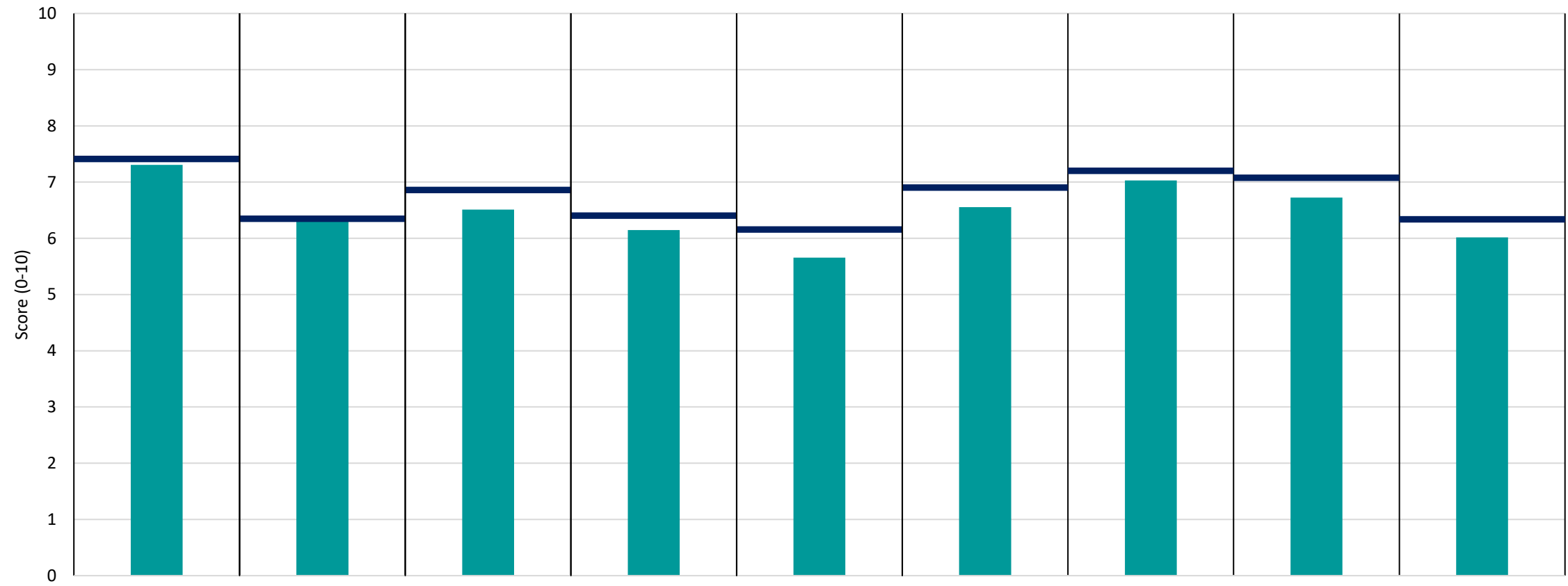
We are a team



Staff Engagement



Morale



Breakdown	7.31	6.37	6.51	6.15	5.66	6.55	7.03	6.72	6.02
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	109	109	109	109	105	108	109	109	109



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



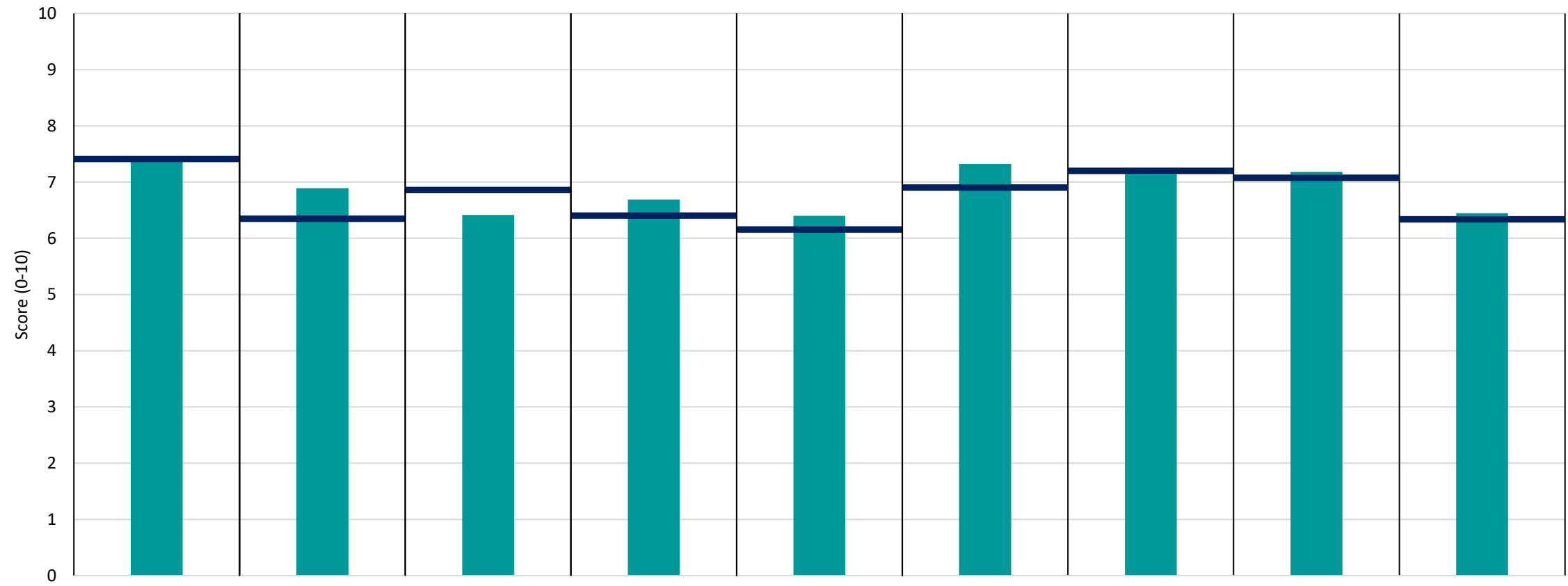
We are a team



Staff Engagement



Morale



Breakdown	7.47	6.89	6.42	6.69	6.40	7.32	7.14	7.18	6.45
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
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



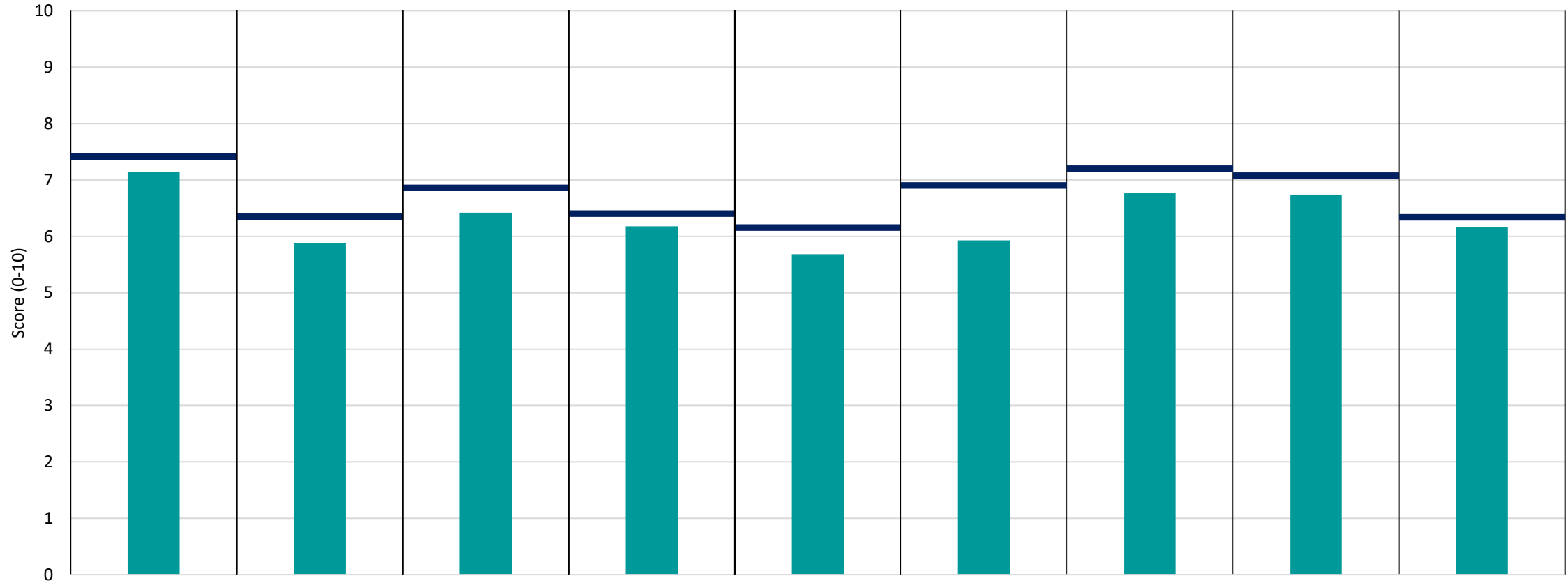
We are a team



Staff Engagement



Morale



Breakdown	7.14	5.88	6.42	6.18	5.68	5.93	6.76	6.74	6.16
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	97	97	95	97	97	96	97	97	97



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



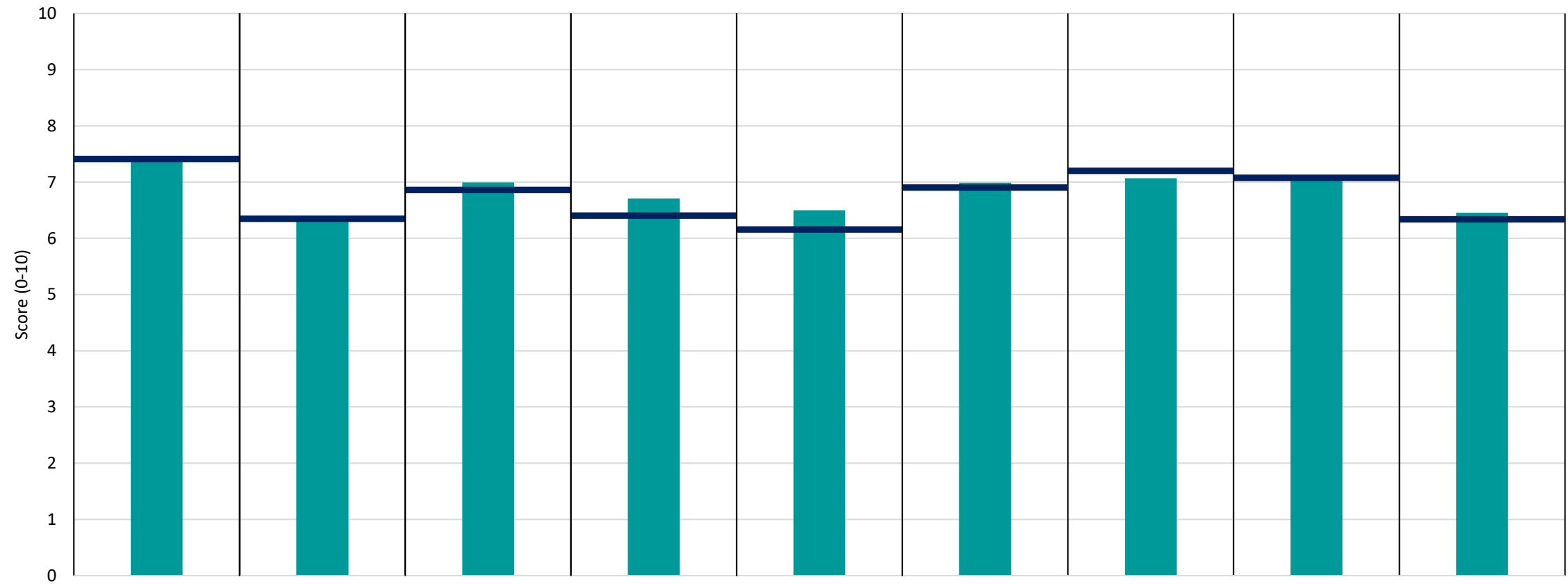
We are a team



Staff Engagement



Morale



Breakdown	7.39	6.30	6.99	6.71	6.50	6.99	7.07	7.10	6.46
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	125	125	123	125	119	122	125	125	125



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



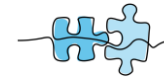
We are safe and
healthy



We are always
learning



We work flexibly



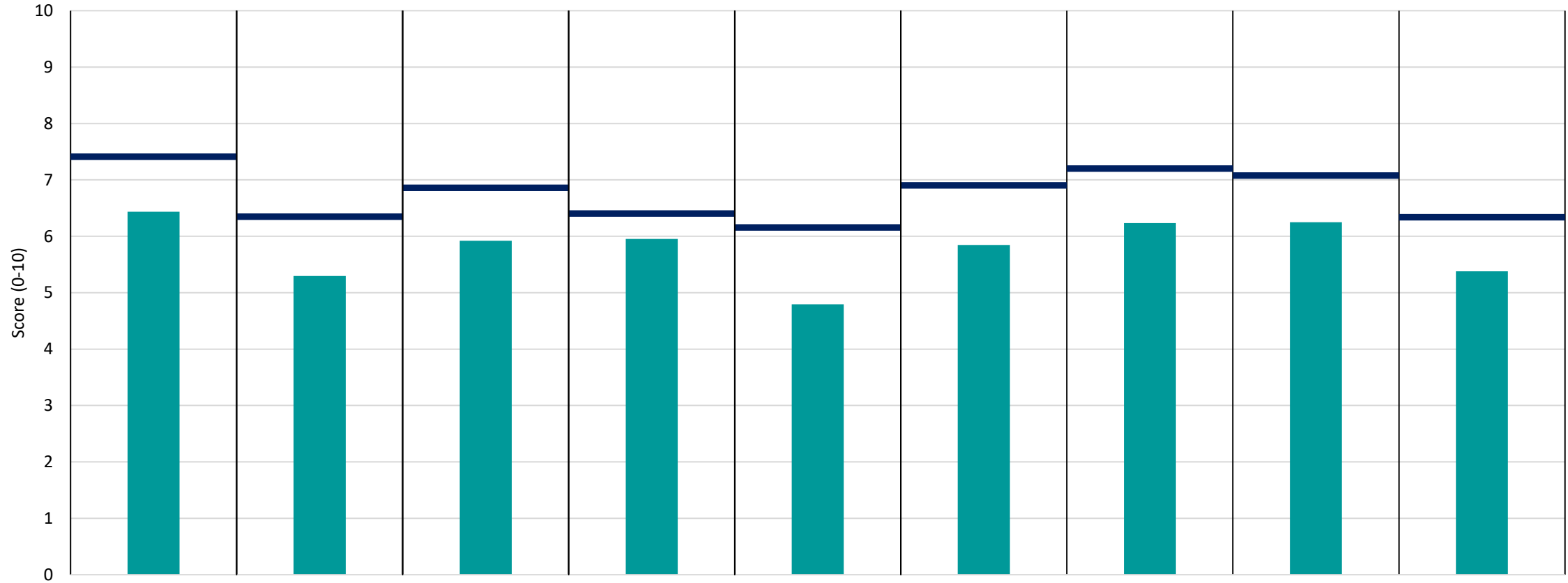
We are a team



Staff Engagement



Morale



Breakdown	6.43	5.30	5.92	5.95	4.79	5.85	6.23	6.25	5.38
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	62	62	61	59	62	62	62	62	62



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



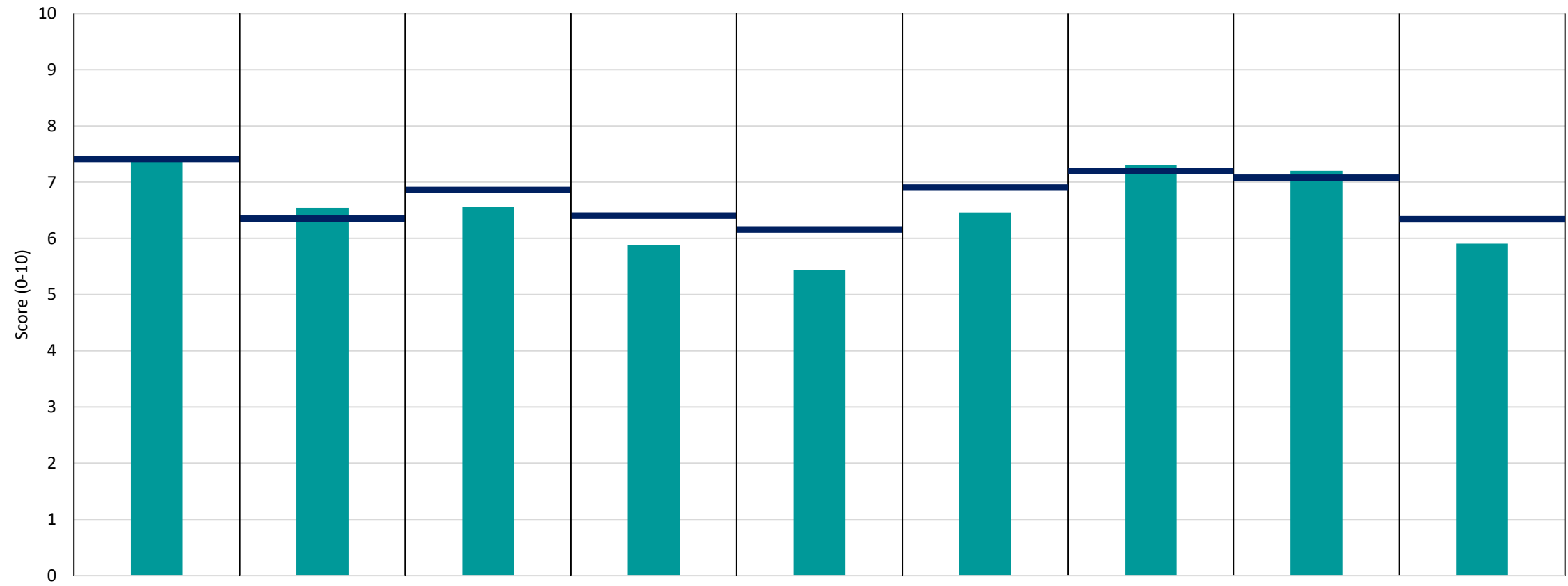
We are a team



Staff Engagement



Morale



Breakdown	7.37	6.54	6.56	5.88	5.44	6.46	7.30	7.20	5.91
Your org	7.41	6.35	6.86	6.40	6.16	6.90	7.20	7.08	6.34
Responses	12	12	12	12	11	12	12	12	12