

# Devon Partnership NHS Trust

2025 NHS Staff Survey

Breakdown report

Introduction	5
People Promise element and Theme results – Breakdowns 1	6
<u>369 Adult Mental Health Services Directorate</u>	<u>7</u>
<u>369 Children and Families Directorate</u>	<u>8</u>
<u>369 Devon Provider Collaborative</u>	<u>9</u>
<u>369 Headquarters Directorate</u>	<u>10</u>
<u>369 Older Peoples Mental Health Services</u>	<u>11</u>
<u>369 Secure Services Directorate</u>	<u>12</u>
<u>369 South West Provider Collaborative Directorate</u>	<u>13</u>
<u>369 Specialist Services Directorate</u>	<u>14</u>

<u>369 Adult Central</u>	16
<u>369 Adult East and Mid</u>	17
<u>369 Adult Exeter</u>	18
<u>369 Adult HQ</u>	19
<u>369 Adult North</u>	20
<u>369 Adult South and West</u>	21
<u>369 Adult Torbay</u>	22
<u>369 Business Development and Strategy</u>	23
<u>369 Central and Nursing, Professions and Safety</u>	24
<u>369 Children and Family Health Devon</u>	25
<u>369 Compliance and Corporate Development</u>	26
<u>369 Digital</u>	27
<u>369 Estates Facilities Front of House and Premises</u>	28
<u>369 Finance and Contracting</u>	29
<u>369 Gender Services</u>	30
<u>369 Learning Disability</u>	31
<u>369 Medical HQ</u>	32
<u>369 OPMH Bristol</u>	33
<u>369 OPMH Exeter East and Mid</u>	34
<u>369 OPMH HQ</u>	35
<u>369 OPMH North</u>	36
<u>369 OPMH South West and Torbay</u>	37
<u>369 Operations</u>	38
<u>369 People Services</u>	39

<u>369 Psychology and Psychological Therapies</u>	<u>40</u>
<u>369 Research Development</u>	<u>41</u>
<u>369 SWPC Management Costs</u>	<u>42</u>
<u>369 Secure - Central Services</u>	<u>43</u>
<u>369 Secure - Community Forensic Services</u>	<u>44</u>
<u>369 Secure - Inpatient Services</u>	<u>45</u>
<u>369 Specialist Service Other</u>	<u>46</u>
<u>369 Trust Executive</u>	<u>47</u>

This breakdown report for Devon Partnership NHS Trust contains results by breakdown area for the People Promise element and theme results from the 2025 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.

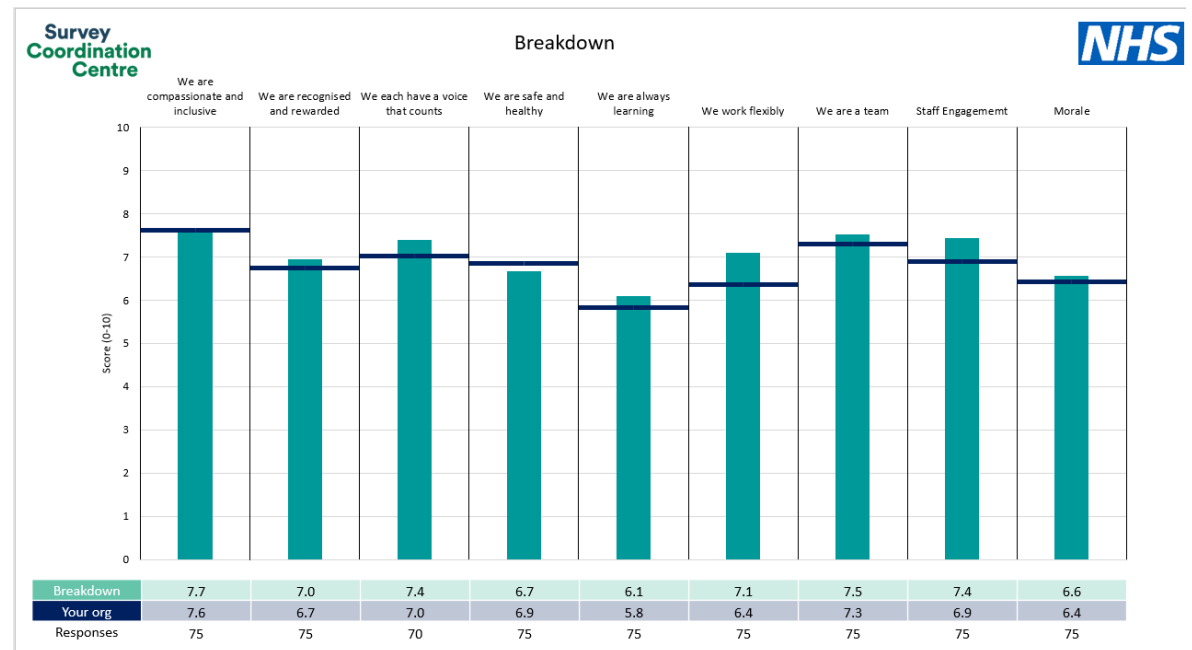
The breakdowns used in this report were provided and defined by Devon Partnership NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

## 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

Devon Partnership NHS Trust  
2025 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



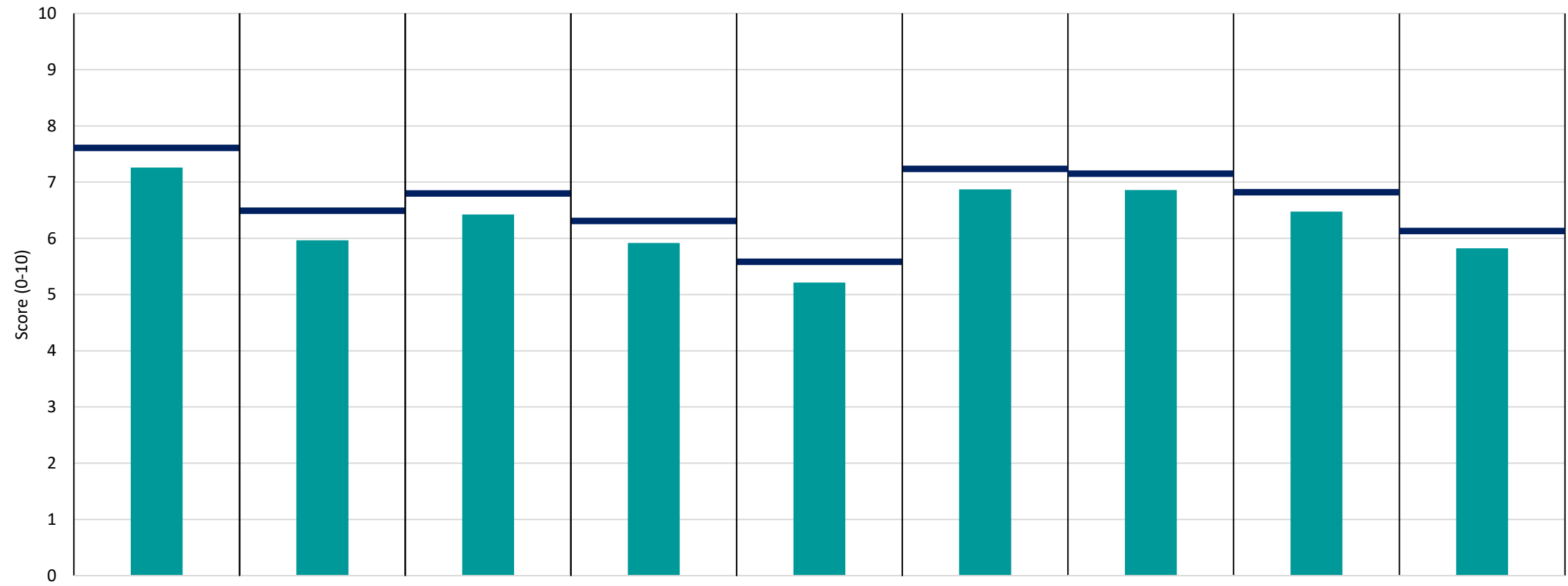
We are a team



Staff Engagement



Morale



Breakdown	7.26	5.97	6.43	5.92	5.21	6.87	6.86	6.48	5.82
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	458	458	456	456	426	457	457	459	458



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



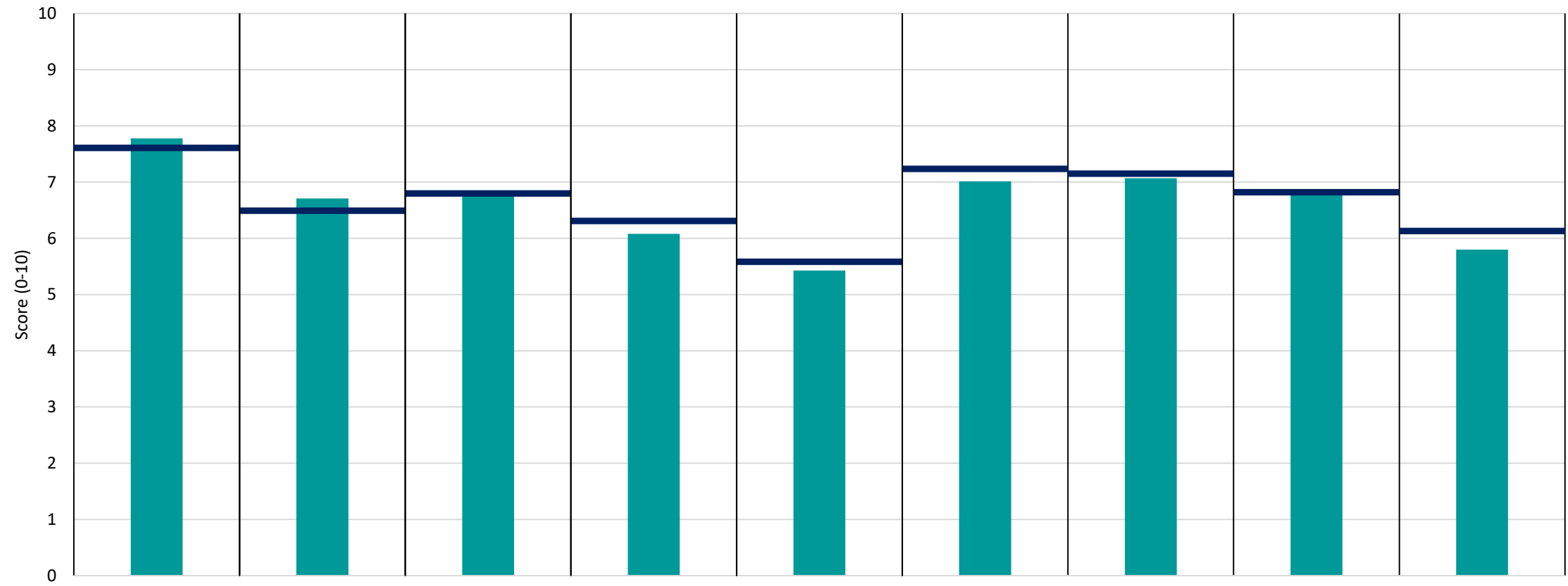
We are a team



Staff Engagement



Morale



Breakdown	7.78	6.71	6.77	6.08	5.43	7.01	7.07	6.80	5.80
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	111	111	110	111	105	111	111	111	111



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



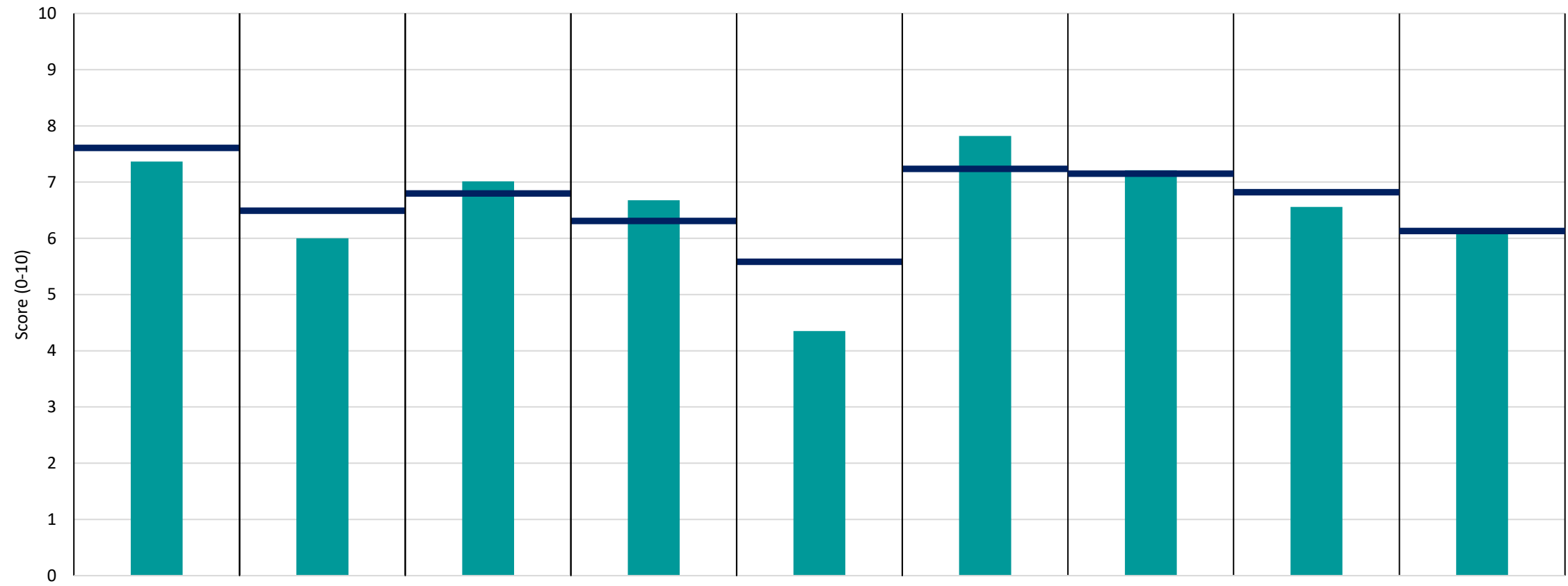
We are a team



Staff Engagement



Morale



Breakdown	7.37	6.00	7.01	6.68	4.35	7.82	7.21	6.56	6.18
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
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



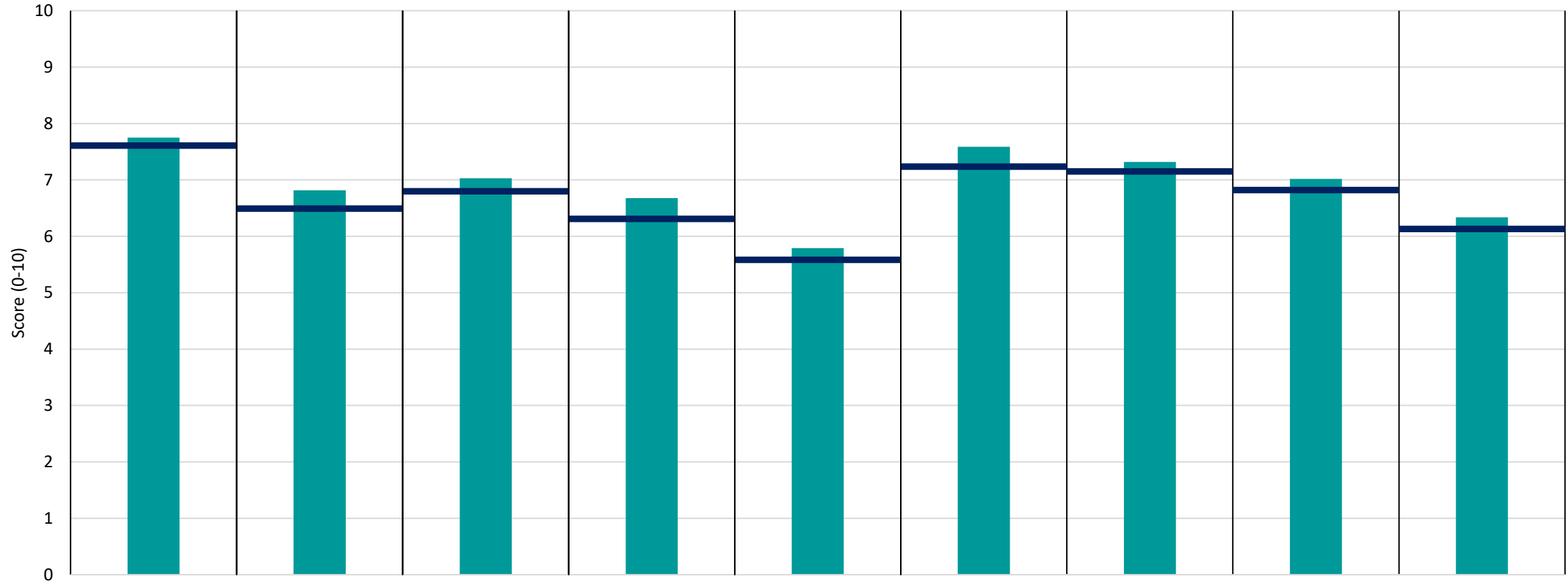
We are a team



Staff Engagement



Morale



Breakdown	7.75	6.81	7.03	6.68	5.79	7.59	7.32	7.02	6.34
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	387	388	387	385	369	386	388	388	388



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



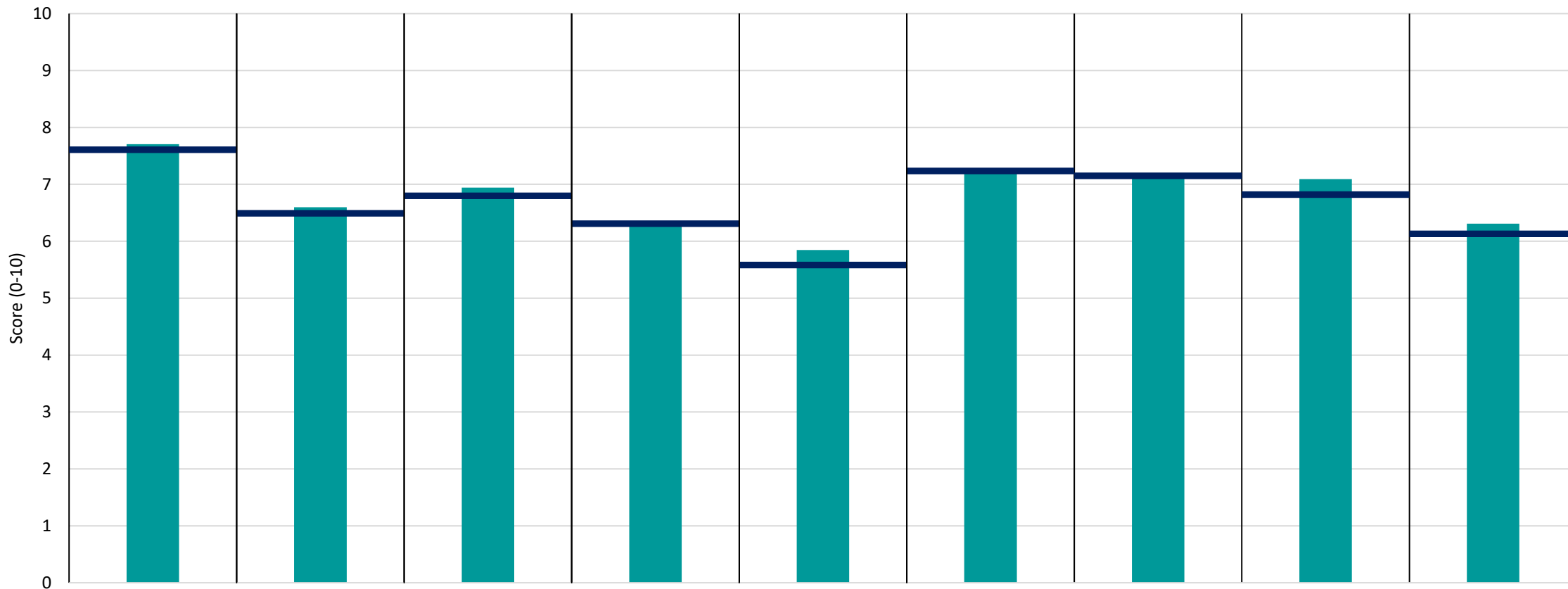
We are a team



Staff Engagement



Morale



Breakdown	7.71	6.60	6.94	6.35	5.85	7.27	7.14	7.09	6.31
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	253	253	251	252	241	253	253	252	253



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



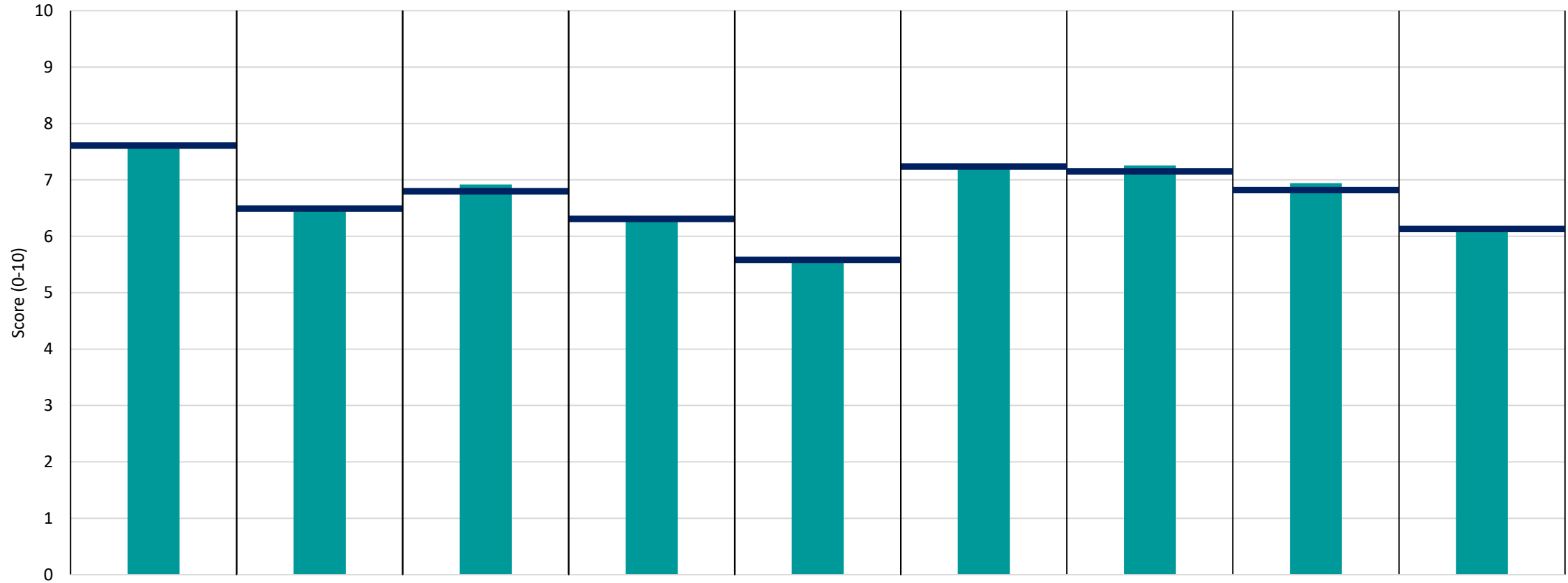
We are a team



Staff Engagement



Morale



Breakdown	7.58	6.51	6.92	6.30	5.62	7.24	7.26	6.94	6.18
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	142	139	141	141	133	139	141	142	142



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



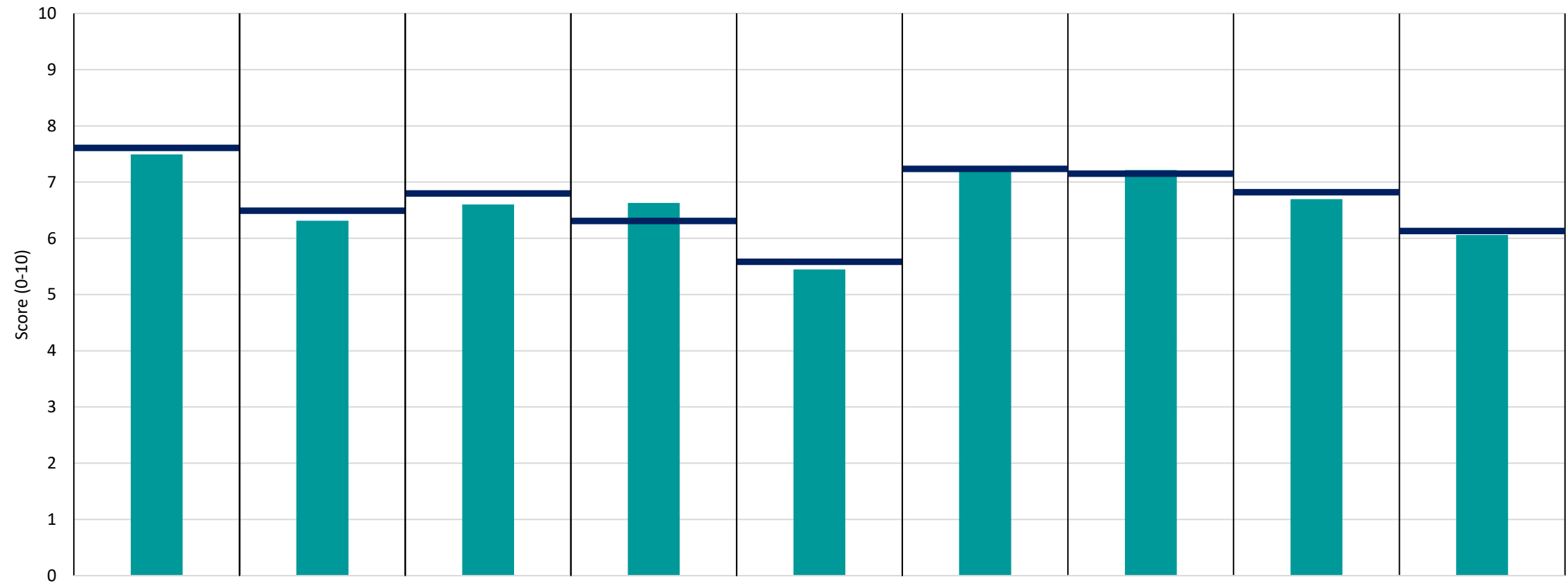
We are a team



Staff Engagement



Morale



Breakdown	7.49	6.31	6.60	6.63	5.45	7.28	7.22	6.70	6.06
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	27	27	27	26	27	27	27	27	27



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



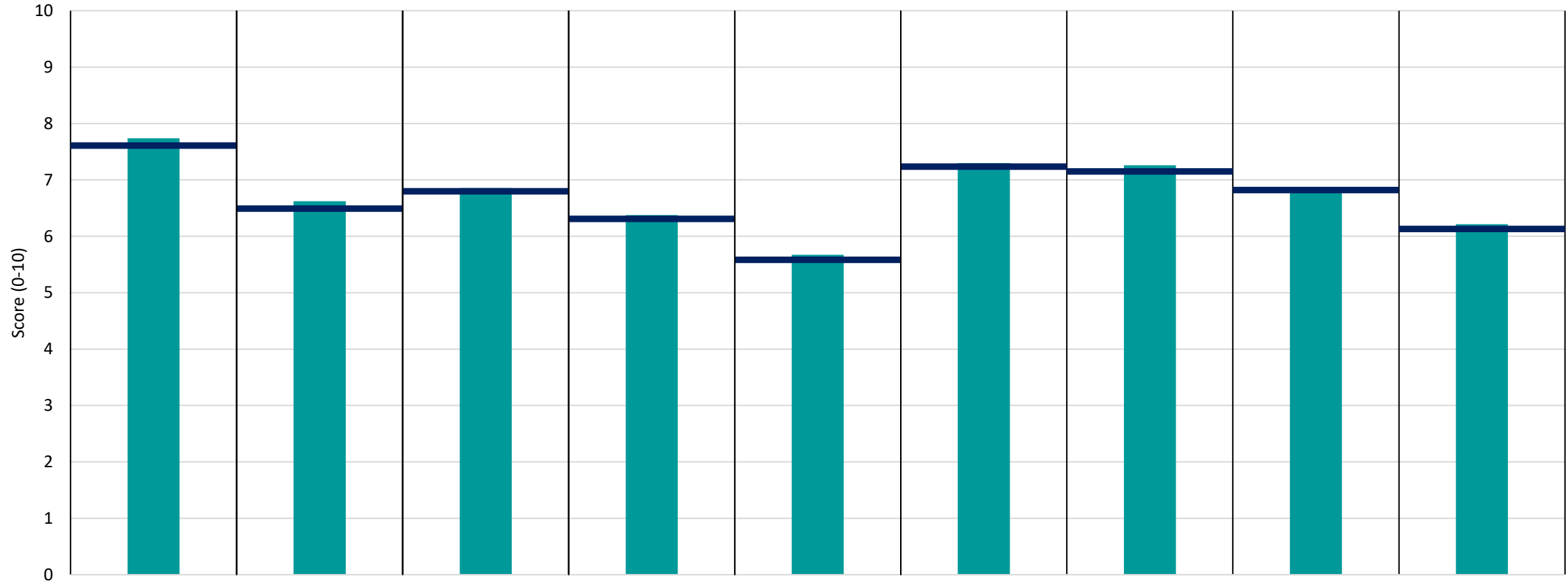
We are a team



Staff Engagement



Morale



Breakdown	7.74	6.62	6.86	6.38	5.67	7.30	7.26	6.83	6.21
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	564	563	564	562	539	563	564	564	564

# Breakdowns 2

Devon Partnership NHS Trust  
2025 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



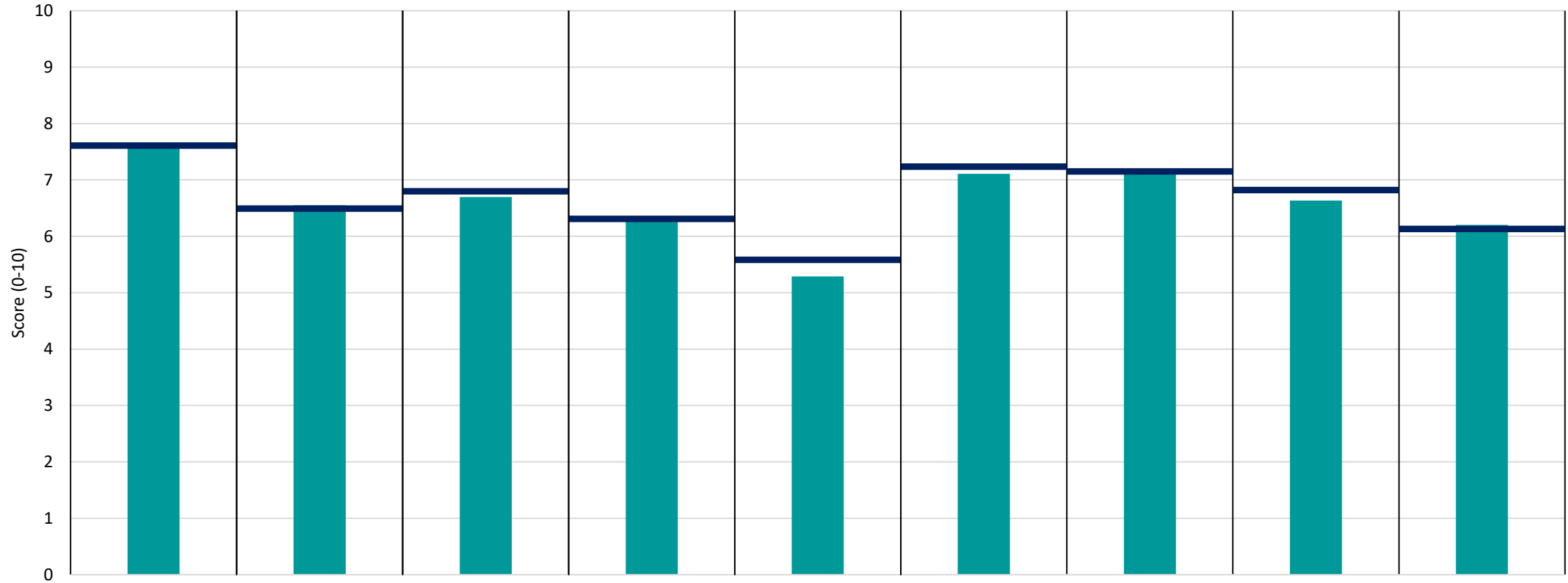
We are a team



Staff Engagement



Morale



Breakdown	7.57	6.55	6.70	6.26	5.29	7.11	7.16	6.63	6.20
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	67	67	65	67	61	67	67	67	67



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



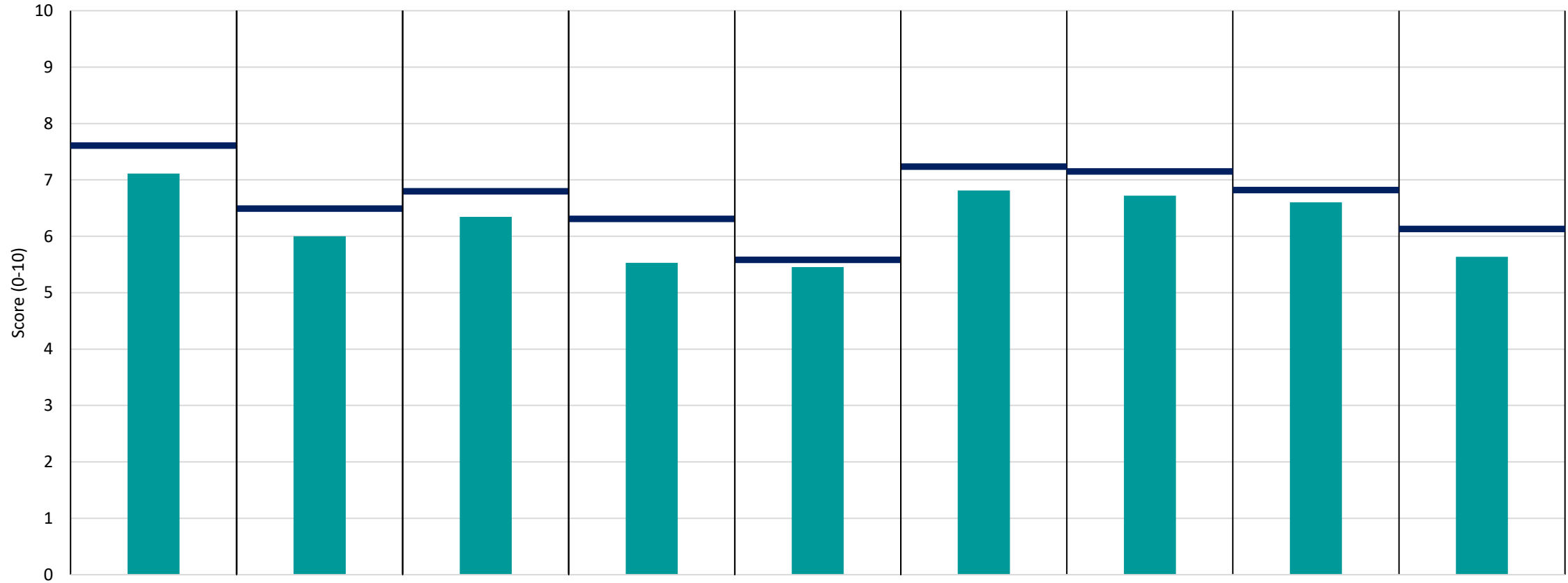
We are a team



Staff Engagement



Morale



Breakdown	7.11	6.00	6.35	5.53	5.45	6.81	6.72	6.60	5.64
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	55	55	55	55	50	55	55	55	55



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



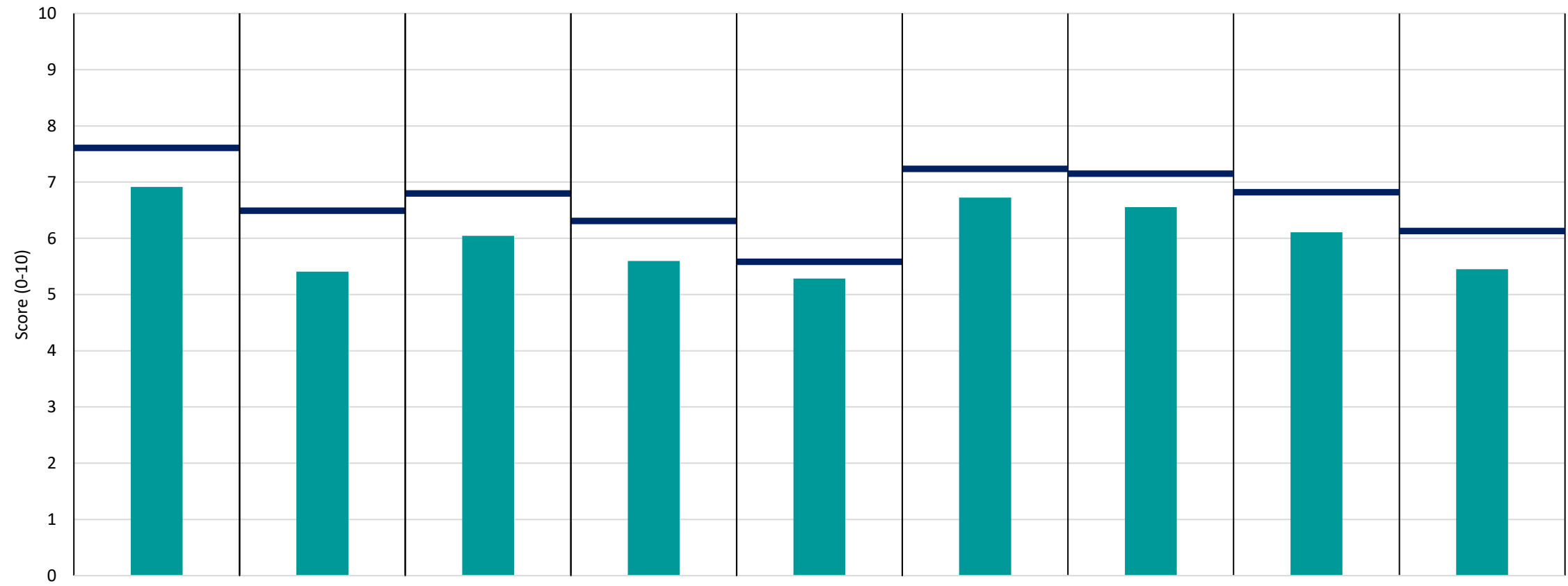
We are a team



Staff Engagement



Morale



Breakdown	6.91	5.41	6.04	5.60	5.28	6.73	6.56	6.11	5.45
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	77	77	77	76	69	77	77	77	77



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



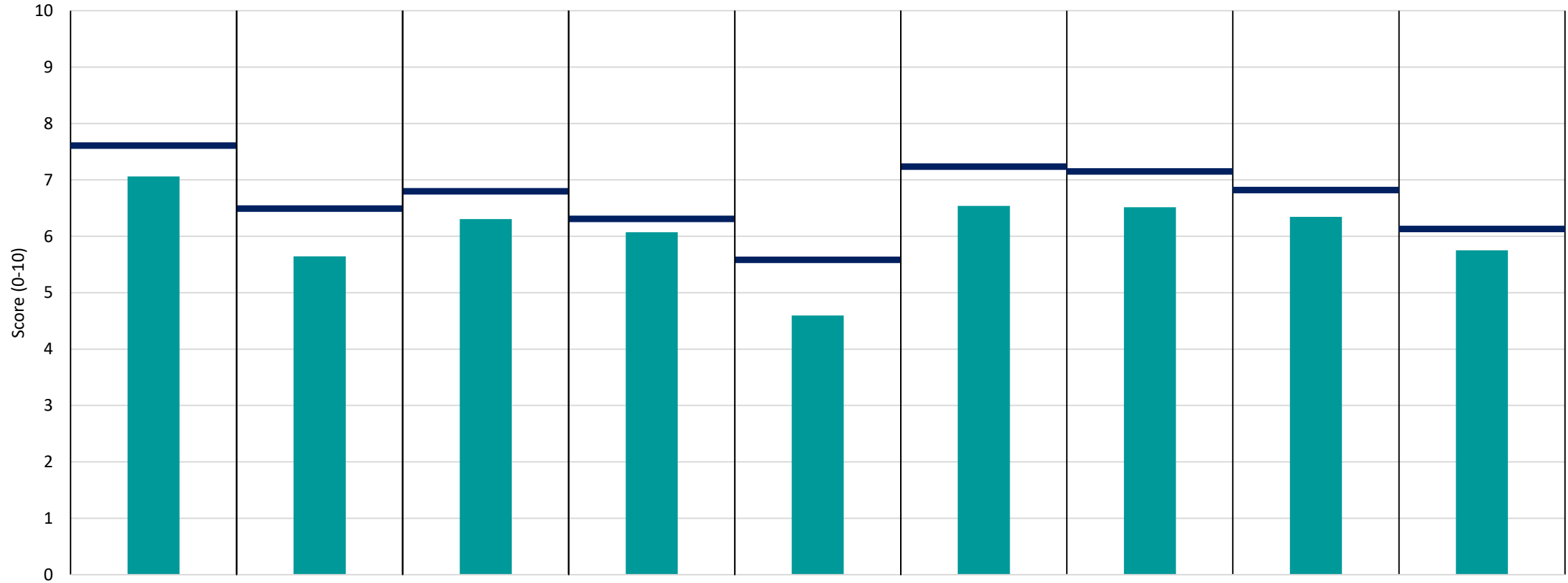
We are a team



Staff Engagement



Morale



Breakdown	7.06	5.64	6.31	6.07	4.60	6.54	6.51	6.35	5.75
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	97	97	97	97	90	97	96	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



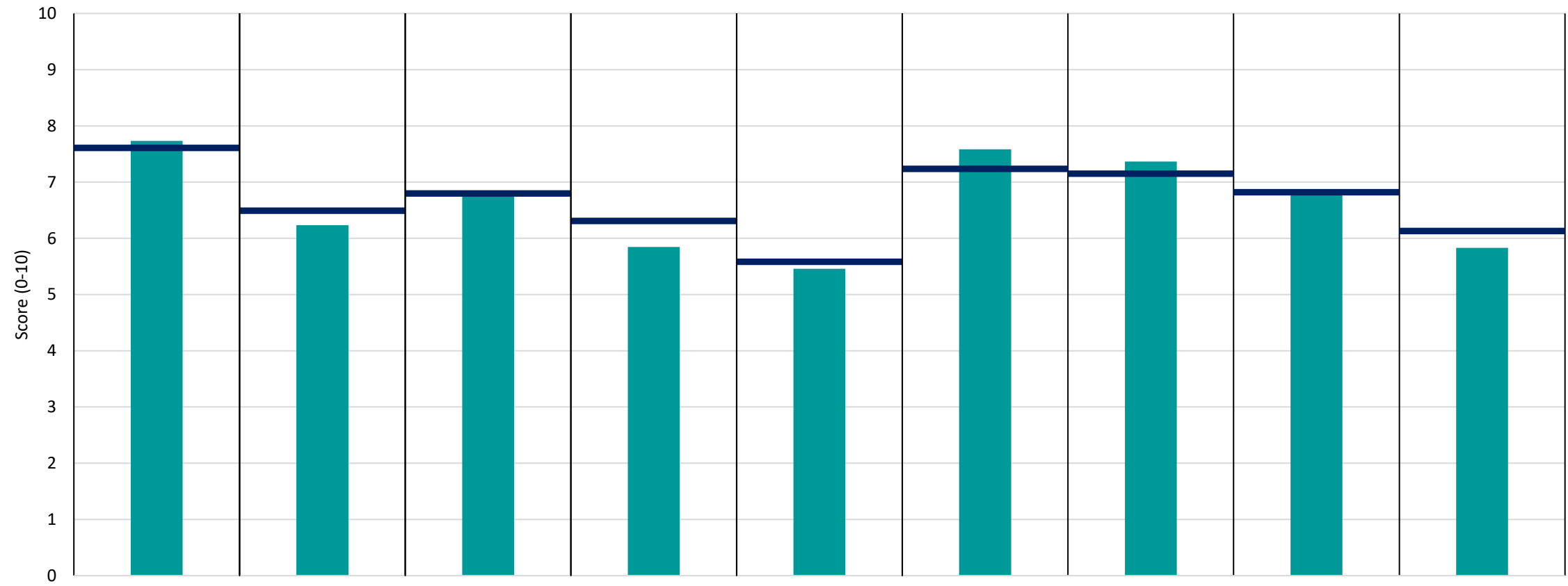
We are a team



Staff Engagement



Morale



Breakdown	7.73	6.24	6.82	5.85	5.46	7.58	7.37	6.82	5.83
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	51	51	51	51	51	50	51	51	51



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



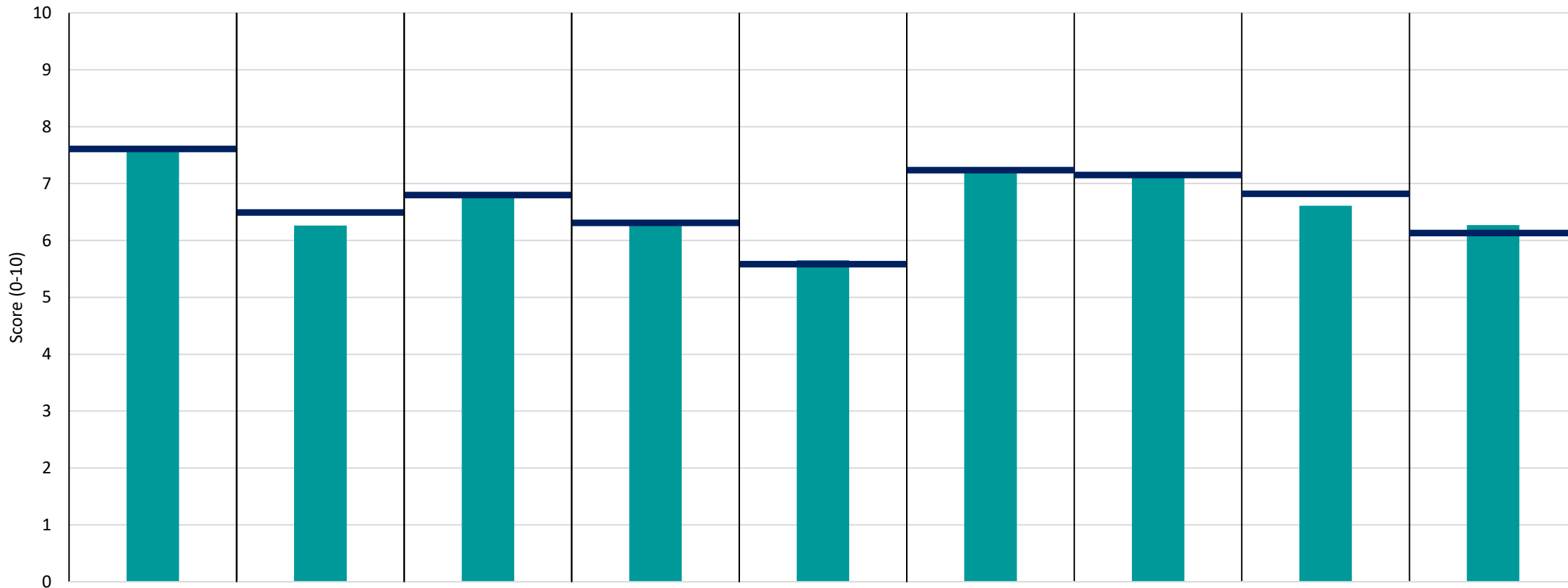
We are a team



Staff Engagement



Morale



Breakdown	7.59	6.26	6.78	6.29	5.65	7.24	7.20	6.61	6.27
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	59	59	59	58	57	59	59	59	59



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



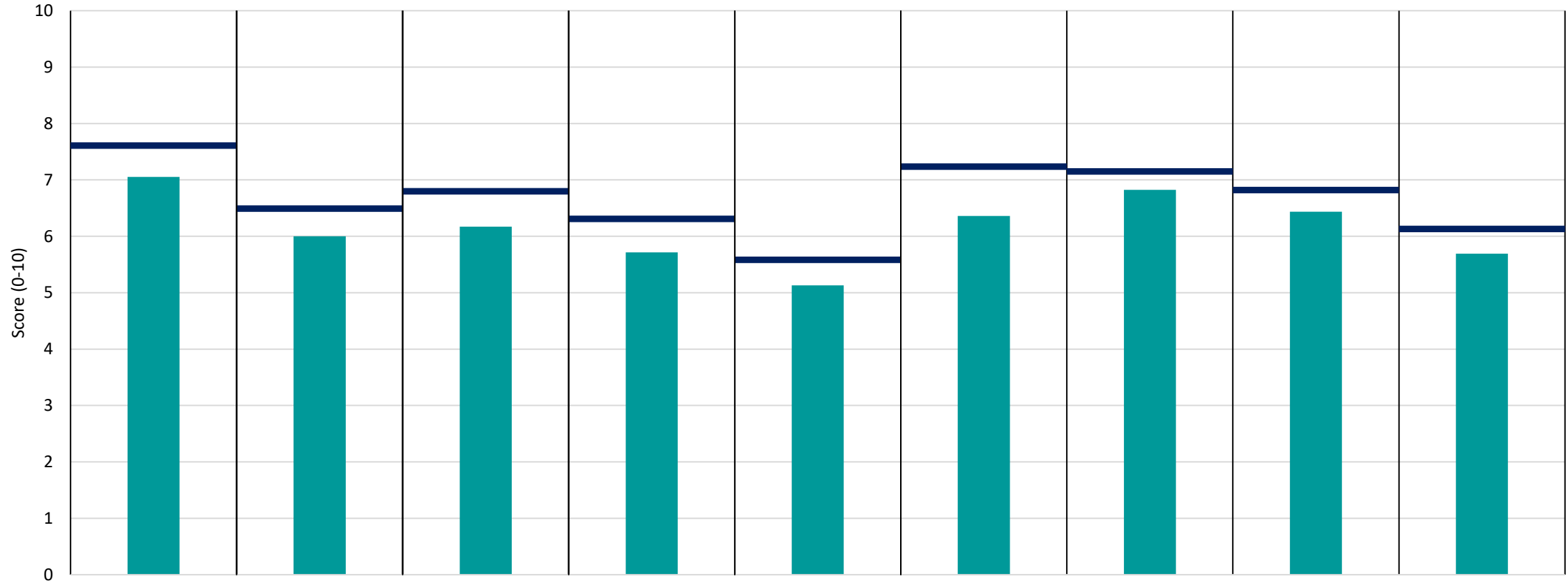
We are a team



Staff Engagement



Morale



Breakdown	7.05	6.00	6.17	5.72	5.13	6.36	6.82	6.44	5.69
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	52	52	52	52	48	52	52	53	52



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



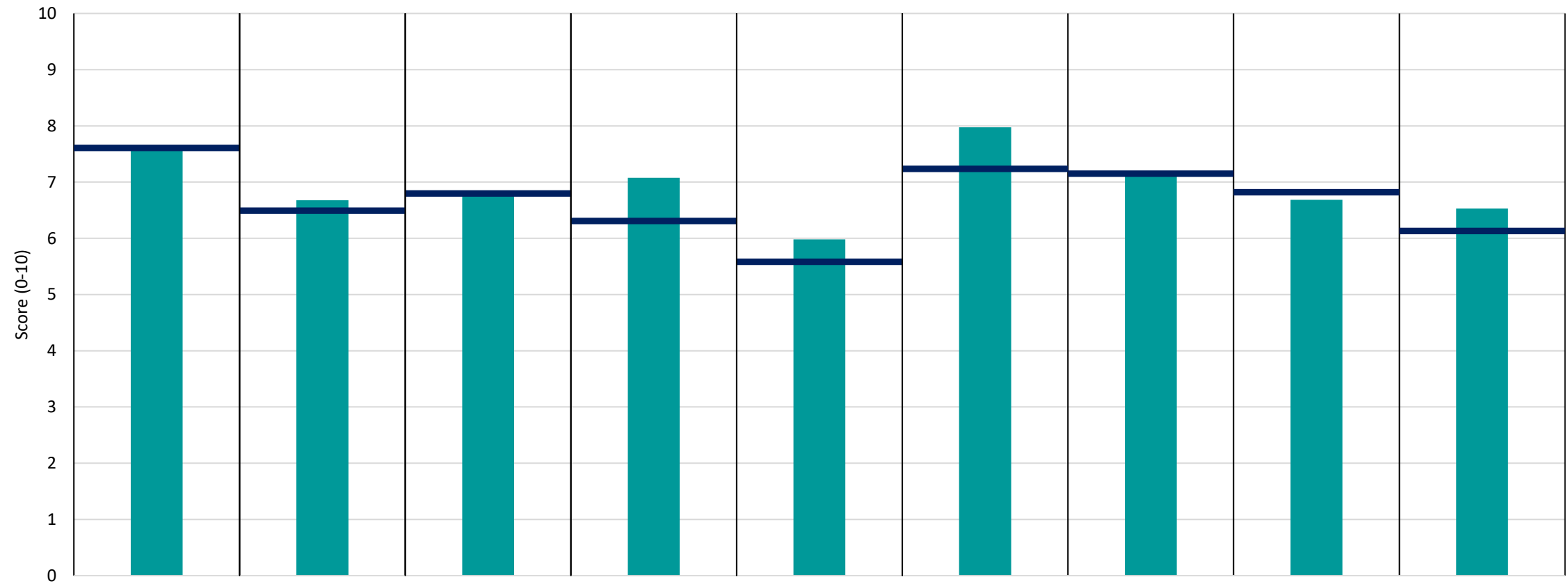
We are a team



Staff Engagement



Morale



Breakdown	7.63	6.68	6.76	7.08	5.98	7.98	7.18	6.69	6.53
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
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



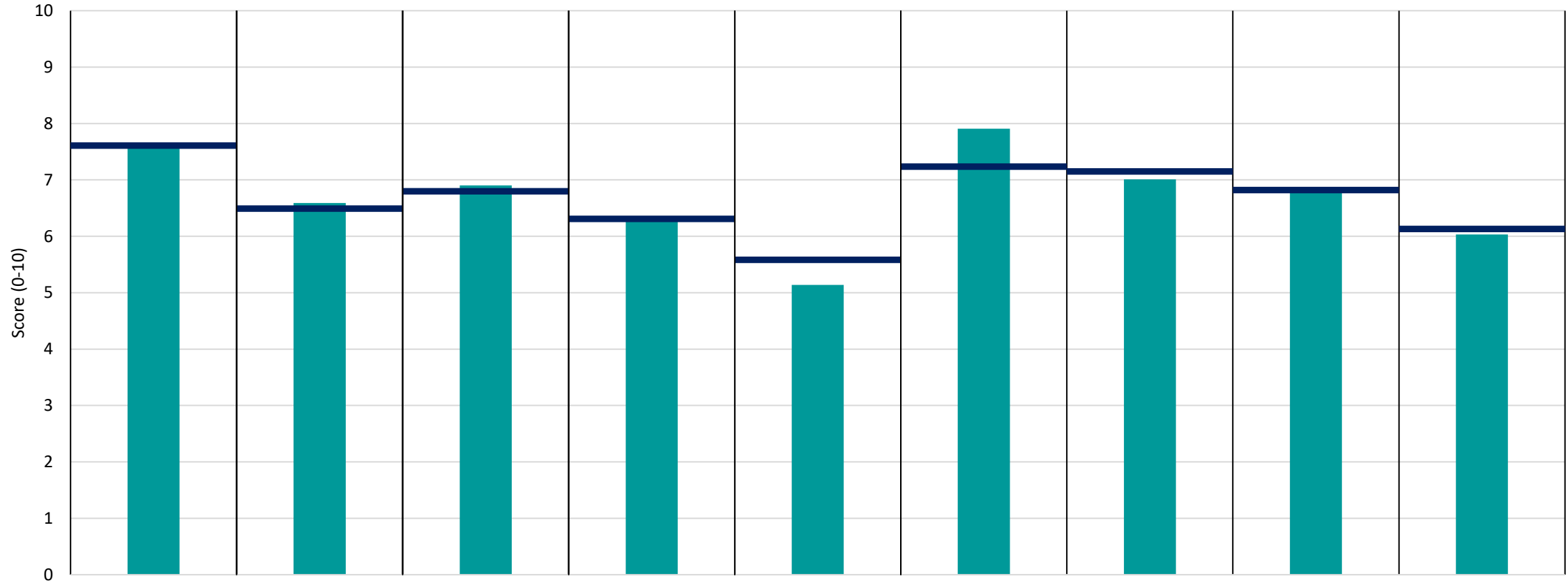
We are a team



Staff Engagement



Morale



Breakdown	7.58	6.59	6.90	6.31	5.14	7.91	7.01	6.79	6.03
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	50	50	50	50	46	50	50	50	50



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



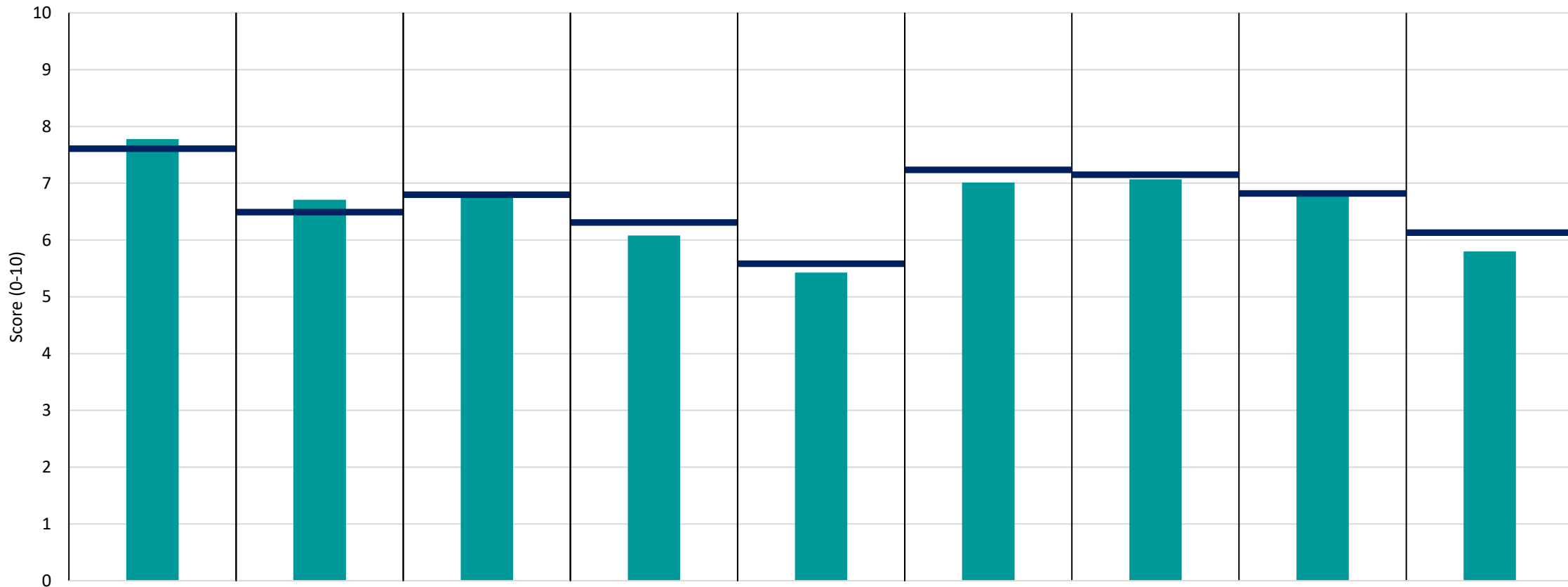
We are a team



Staff Engagement



Morale



Breakdown	7.78	6.71	6.77	6.08	5.43	7.01	7.07	6.80	5.80
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	111	111	110	111	105	111	111	111	111



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



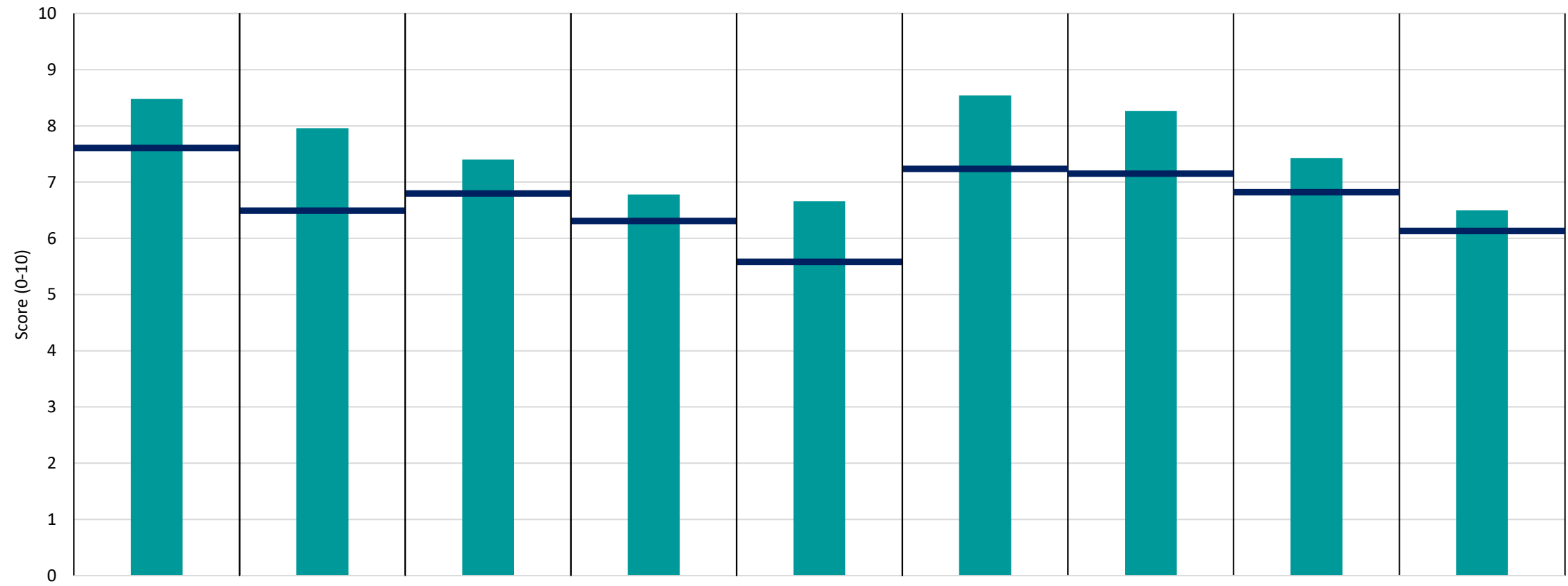
We are a team



Staff Engagement



Morale



Breakdown	8.48	7.96	7.40	6.78	6.66	8.54	8.26	7.43	6.50
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	24	24	24	24	24	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



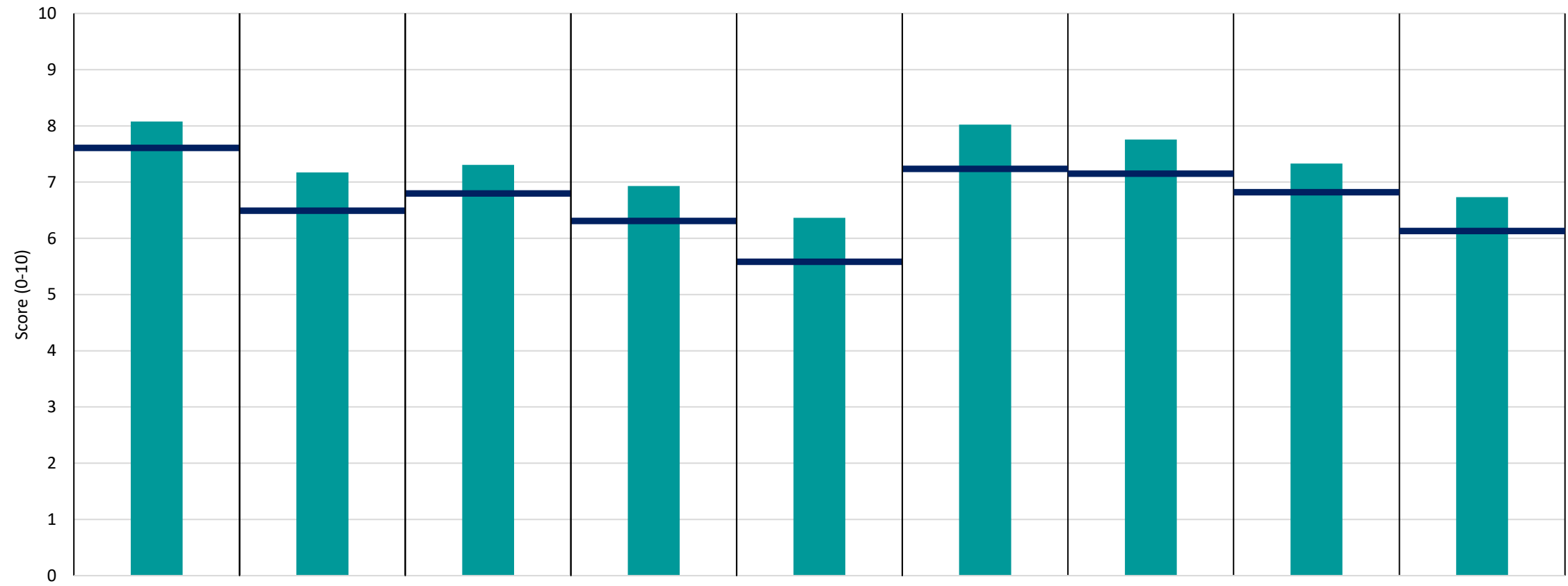
We are a team



Staff Engagement



Morale



Breakdown	8.08	7.17	7.31	6.93	6.36	8.02	7.76	7.33	6.73
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	47	47	47	47	43	47	47	47	47



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



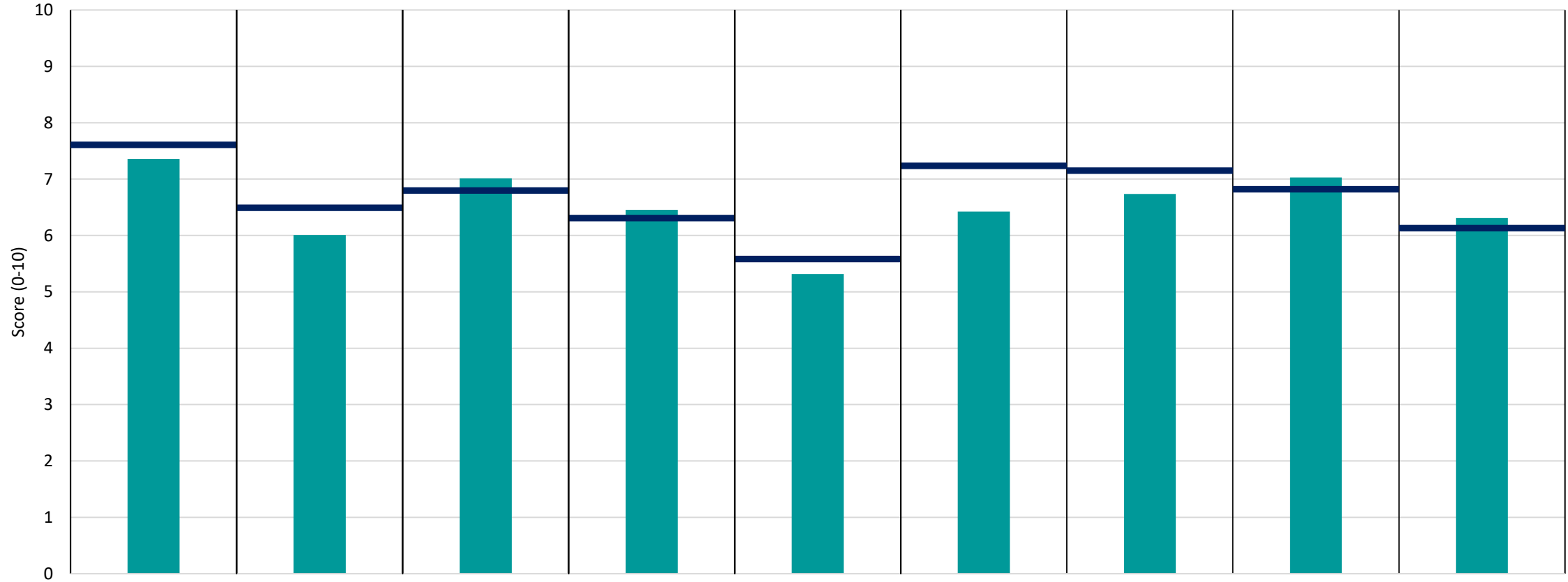
We are a team



Staff Engagement



Morale



Breakdown	7.36	6.01	7.01	6.46	5.32	6.42	6.74	7.03	6.31
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	54	55	54	53	52	55	55	55	55



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



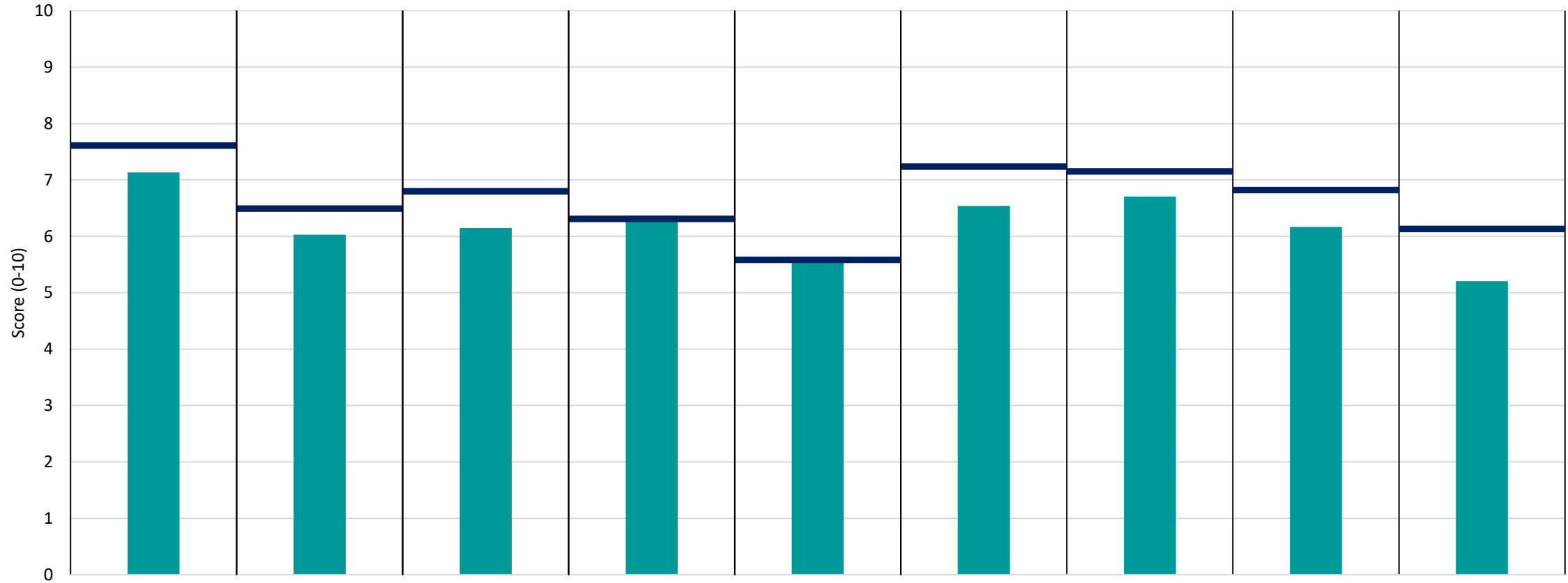
We are a team



Staff Engagement



Morale



Breakdown	7.13	6.03	6.15	6.37	5.54	6.54	6.70	6.17	5.21
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	34	34	34	34	33	33	34	34	34



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



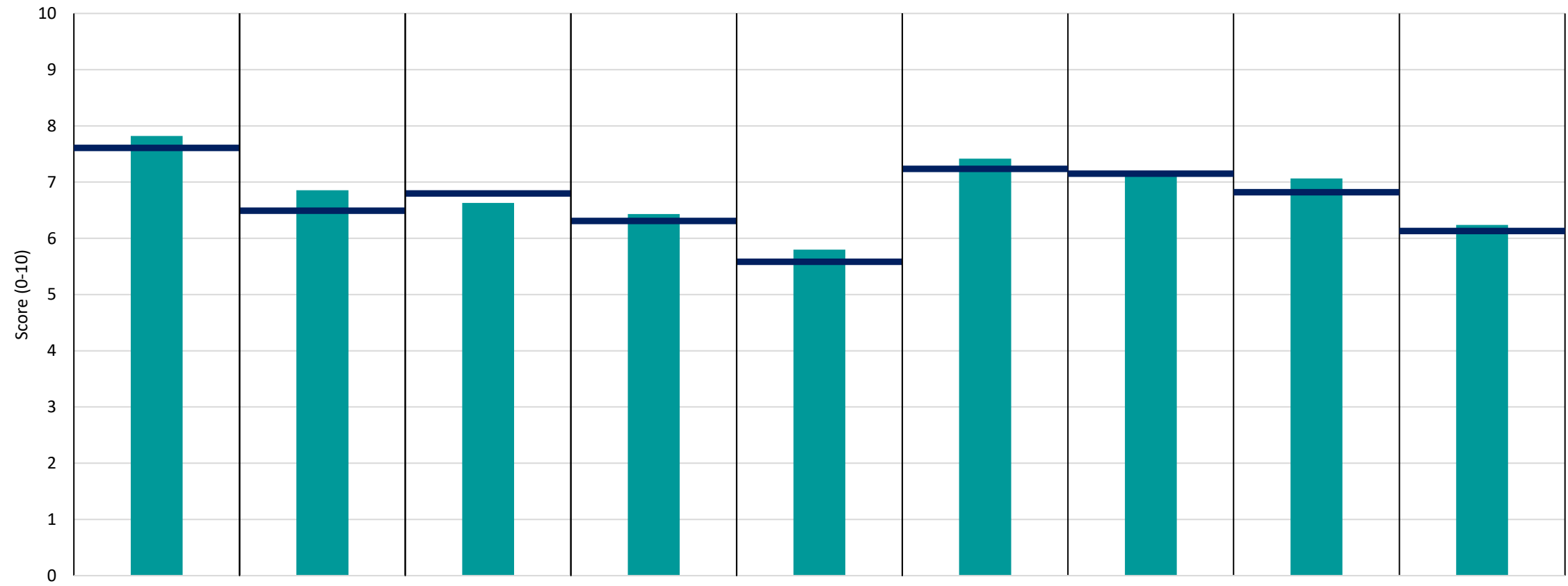
We are a team



Staff Engagement



Morale



Breakdown	7.82	6.86	6.63	6.43	5.80	7.42	7.11	7.07	6.24
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	25	25	25	25	24	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



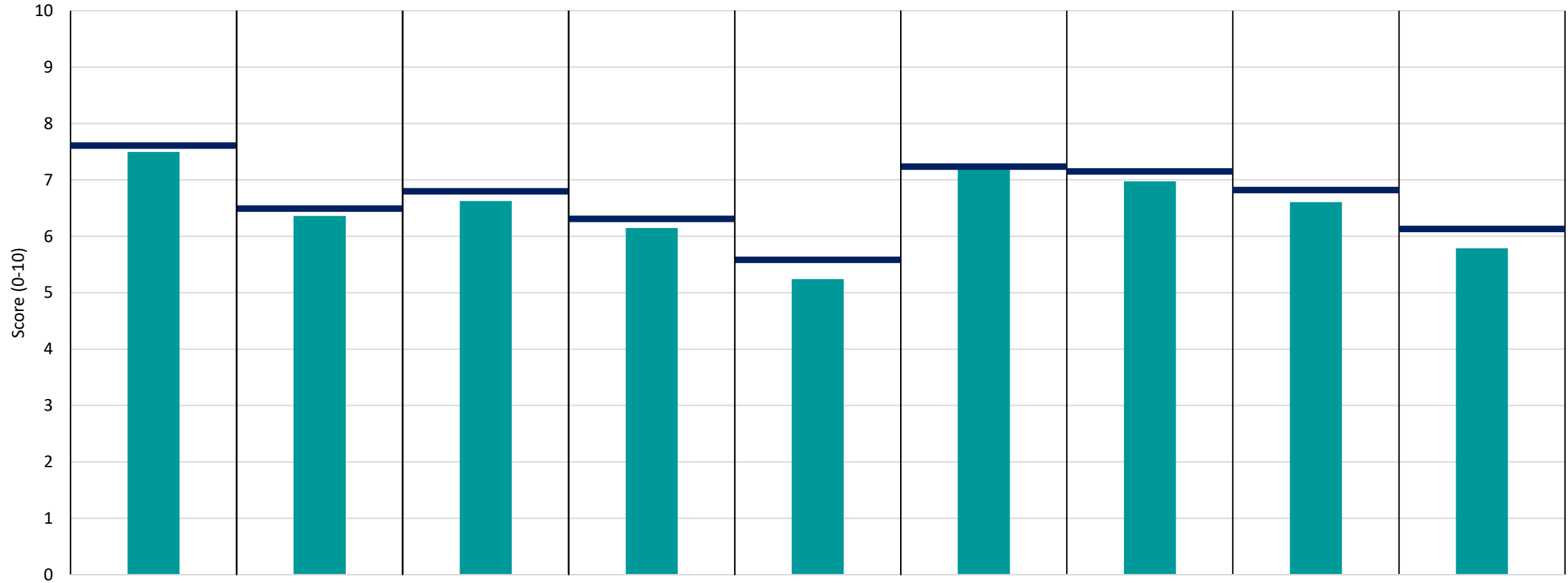
We are a team



Staff Engagement



Morale



Breakdown	7.50	6.36	6.62	6.15	5.24	7.25	6.97	6.61	5.79
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	139	138	139	137	129	138	139	139	139



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



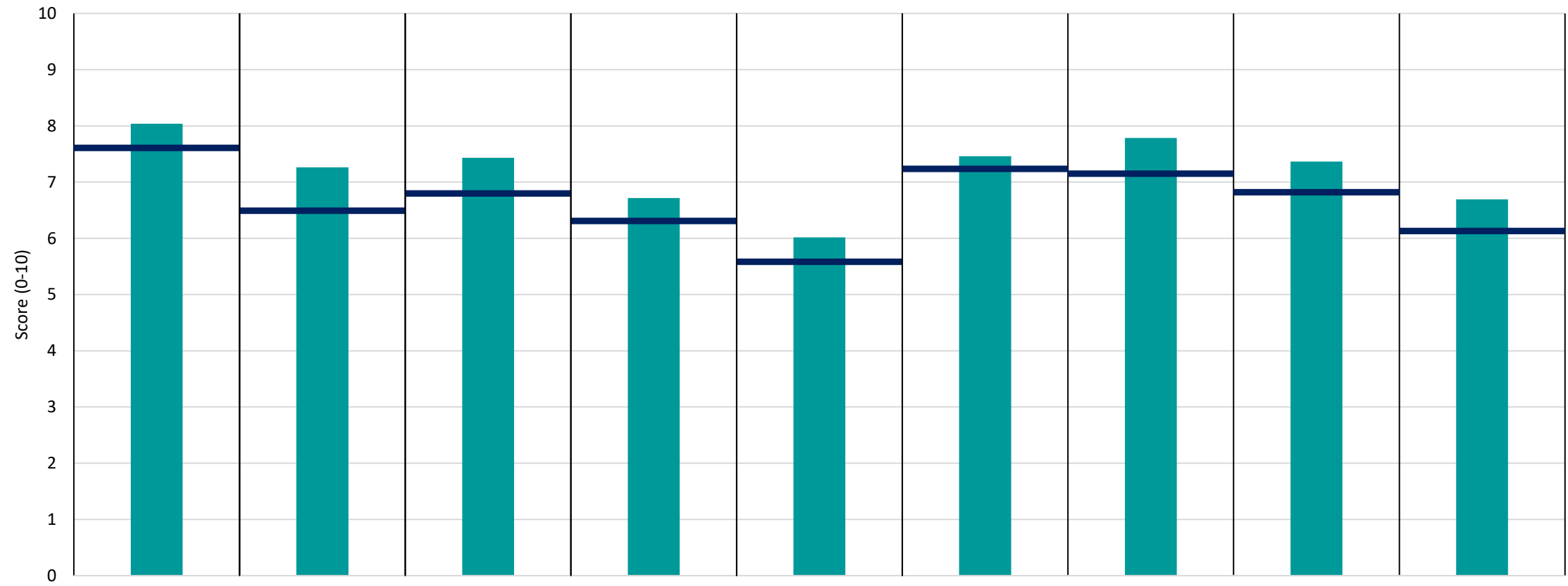
We are a team



Staff Engagement



Morale



Breakdown	8.04	7.26	7.43	6.72	6.02	7.46	7.79	7.37	6.69
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	42	42	42	42	41	42	42	42	42



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



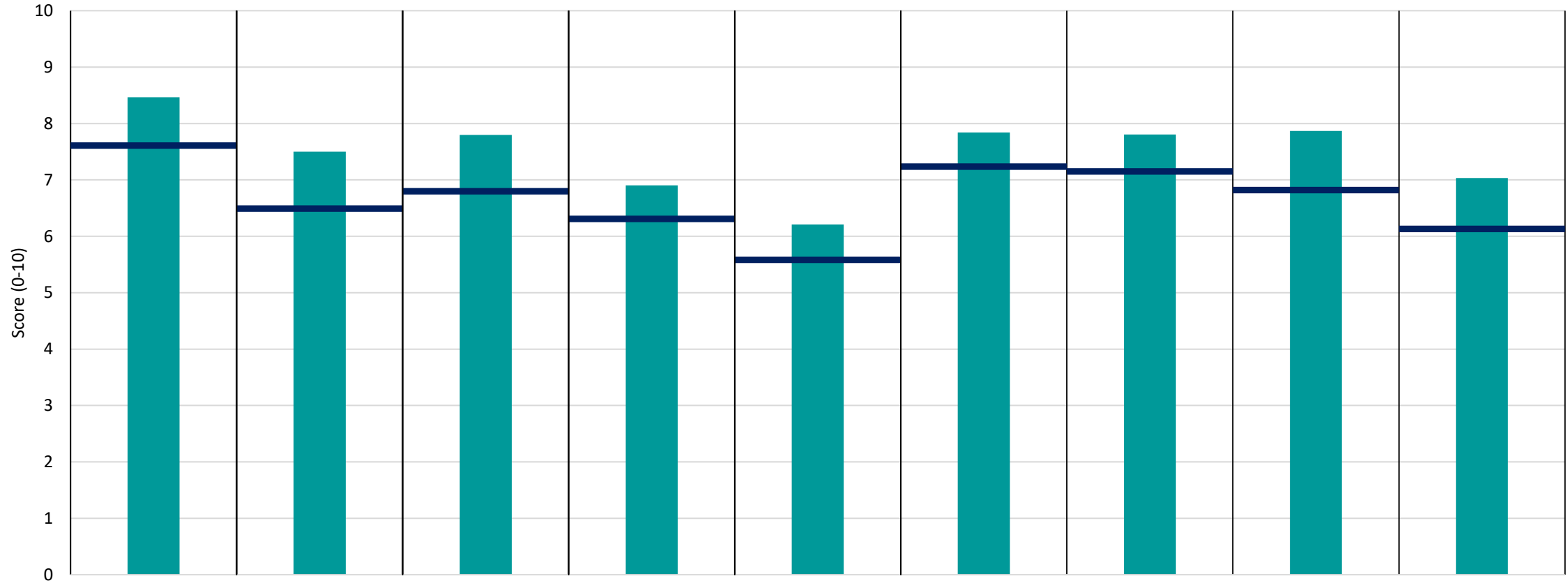
We are a team



Staff Engagement



Morale



Breakdown	8.47	7.50	7.80	6.90	6.21	7.84	7.81	7.87	7.04
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	49	49	48	48	47	49	49	48	49



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



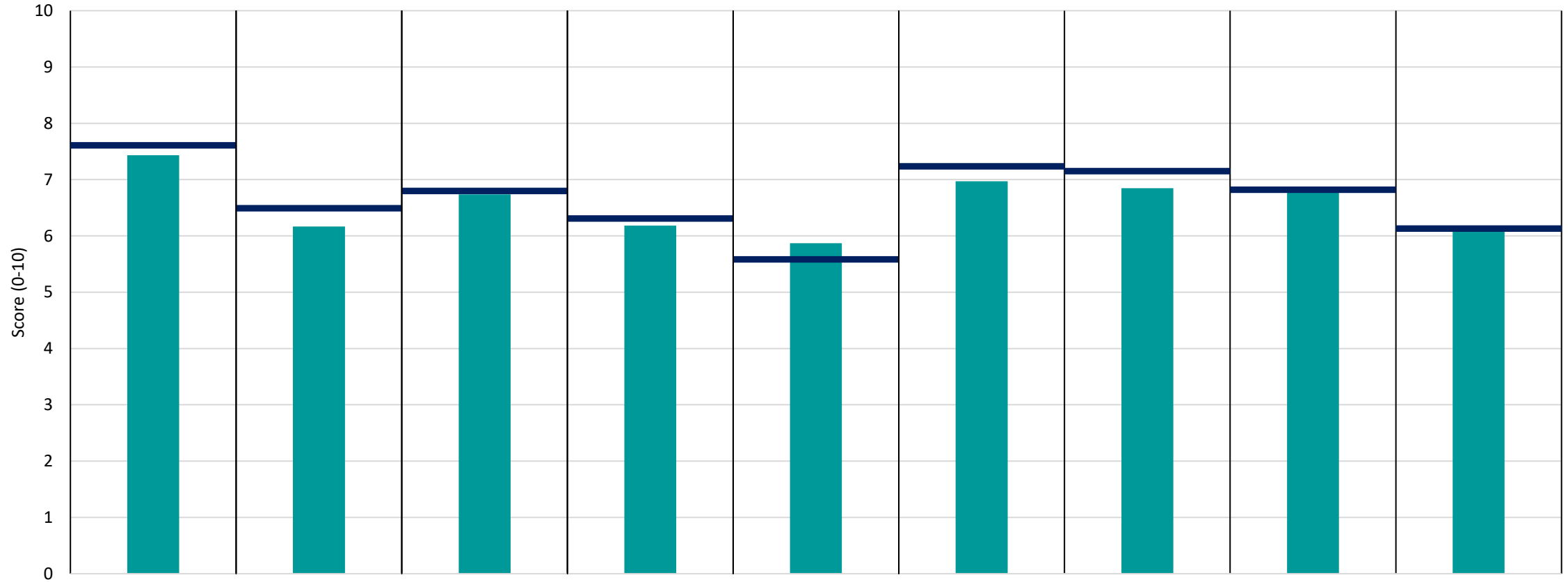
We are a team



Staff Engagement



Morale



Breakdown	7.43	6.17	6.74	6.18	5.87	6.97	6.85	6.85	6.17
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	78	78	78	78	75	78	78	78	78



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



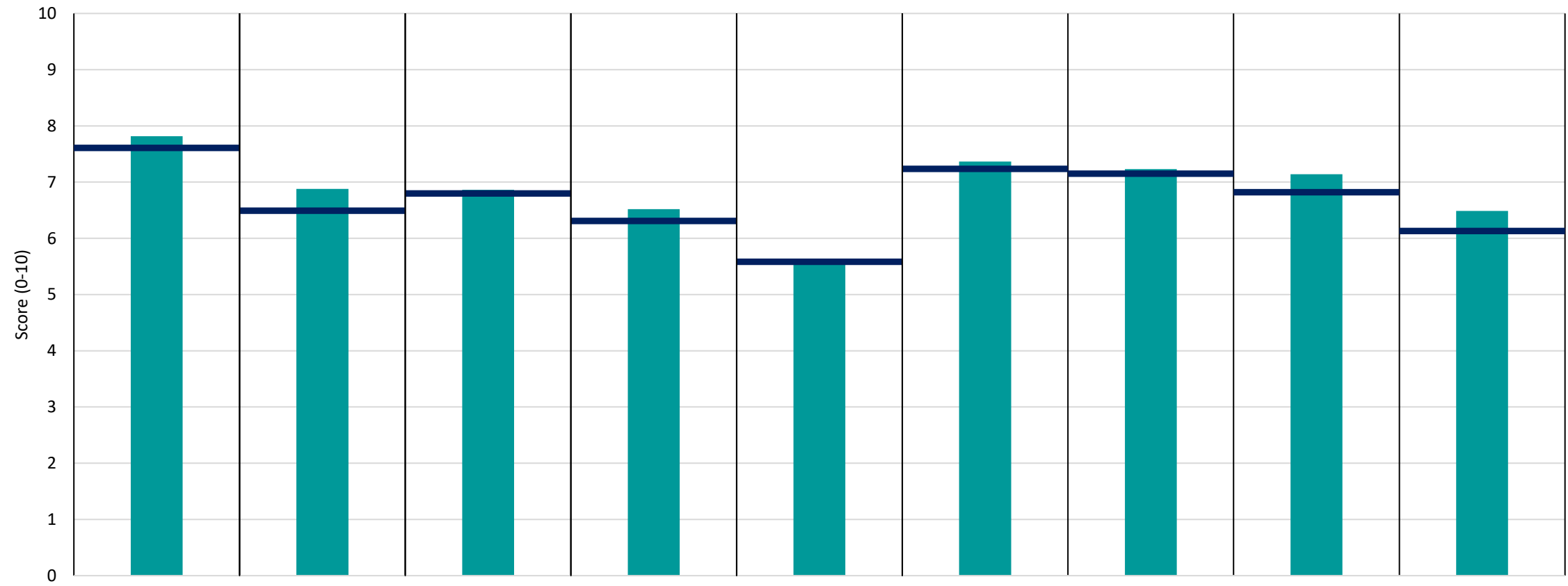
We are a team



Staff Engagement



Morale



Breakdown	7.82	6.88	6.86	6.52	5.59	7.36	7.23	7.14	6.49
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	49	49	49	49	47	49	49	49	49



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



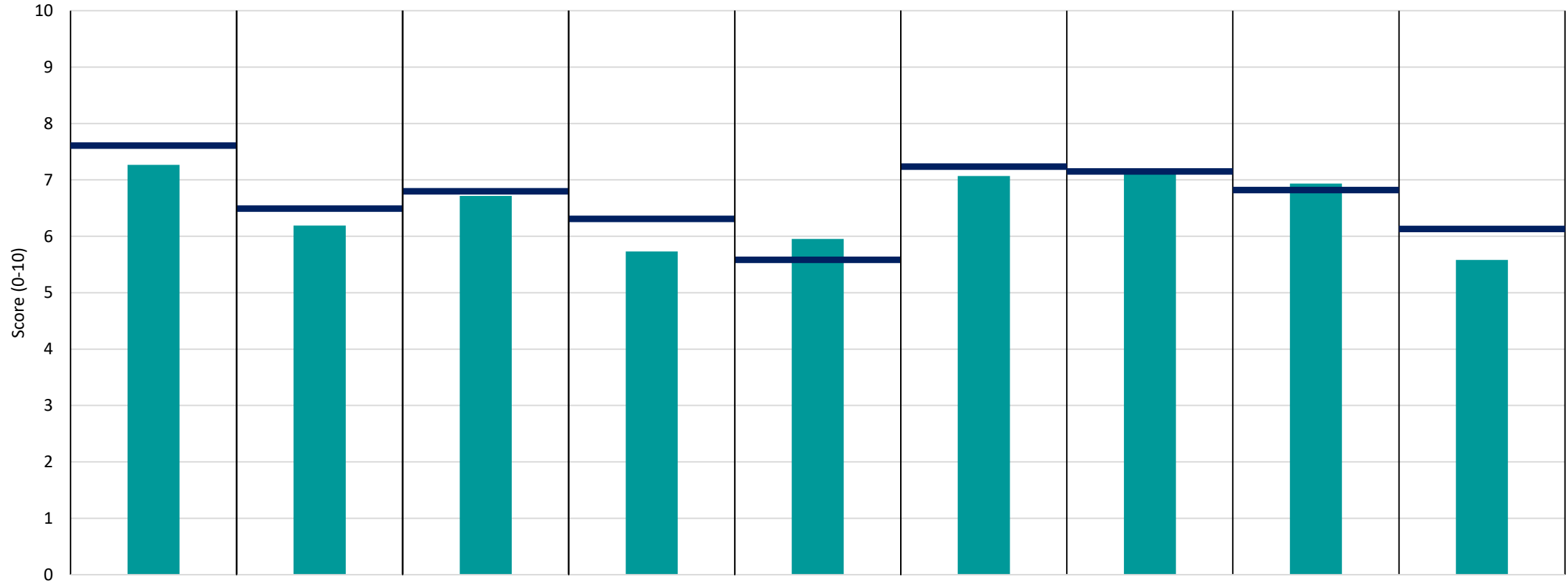
We are a team



Staff Engagement



Morale



Breakdown	7.27	6.19	6.72	5.73	5.95	7.07	7.13	6.93	5.58
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	26	26	26	26	23	26	26	26	26



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



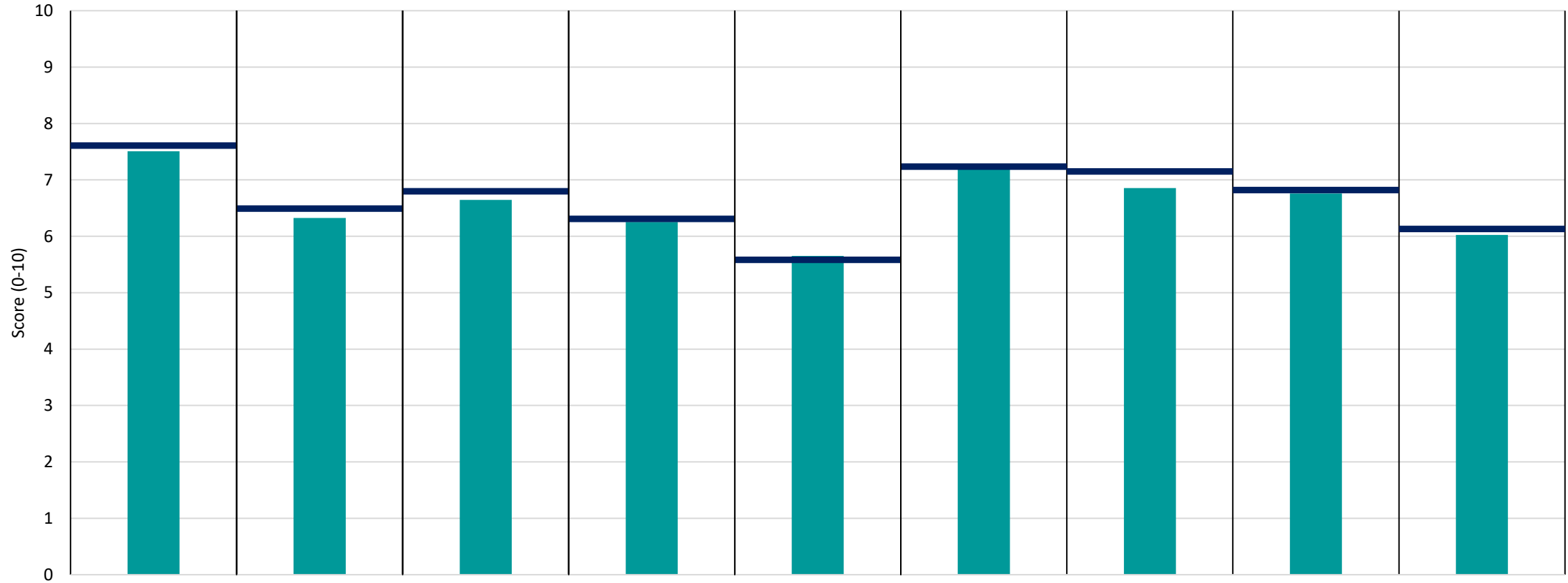
We are a team



Staff Engagement



Morale



Breakdown	7.51	6.32	6.64	6.25	5.65	7.21	6.86	6.76	6.03
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	51	51	50	51	49	51	51	51	51



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



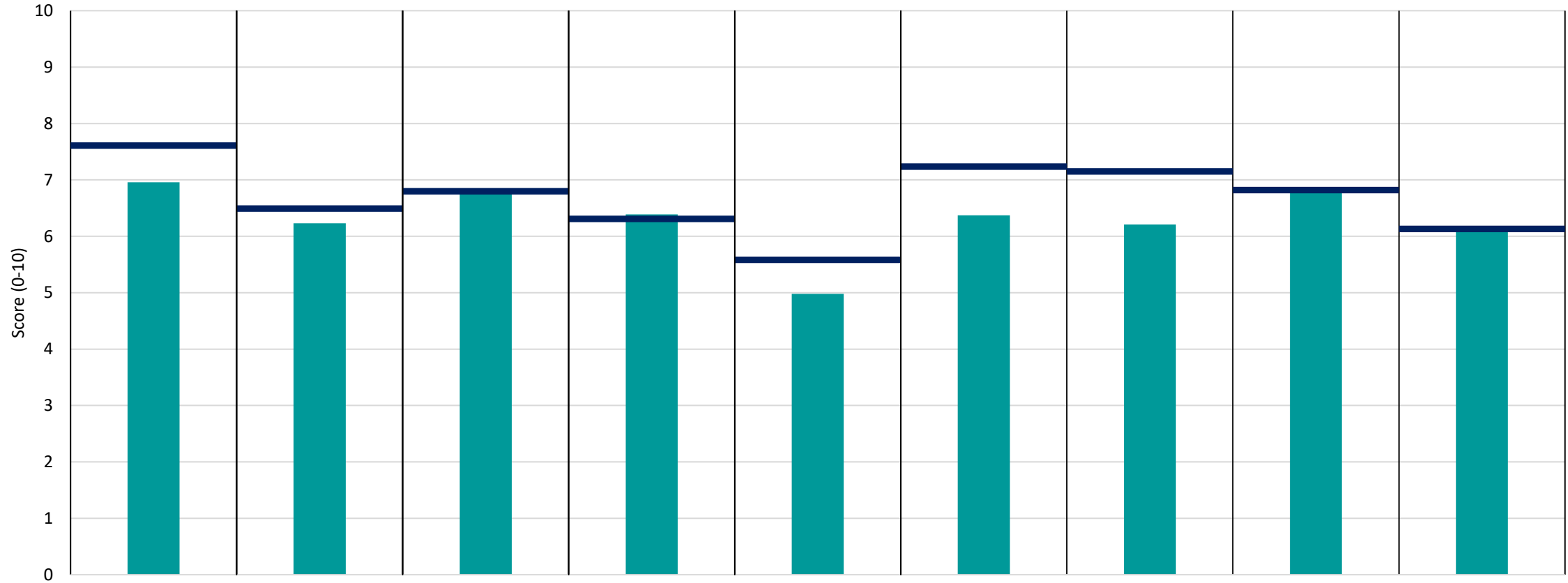
We are a team



Staff Engagement



Morale



Breakdown	6.96	6.23	6.80	6.39	4.98	6.37	6.21	6.81	6.08
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	24	24	24	23	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



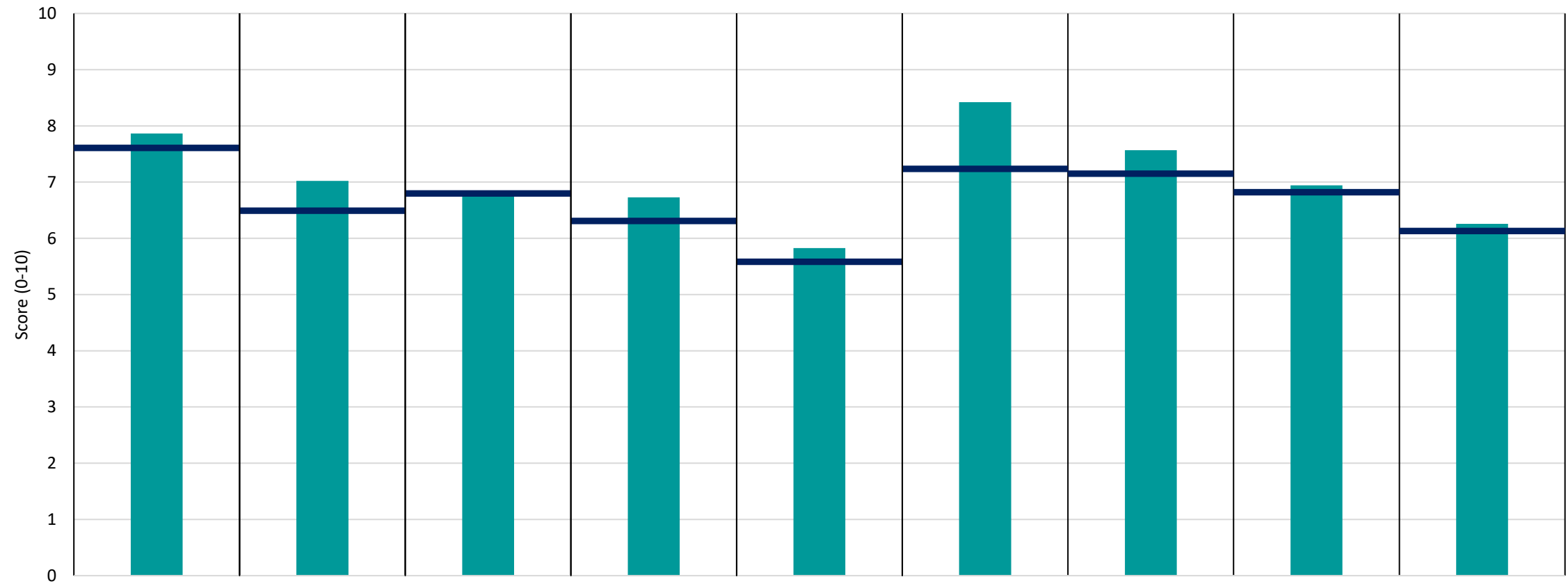
We are a team



Staff Engagement



Morale



Breakdown	7.86	7.02	6.82	6.73	5.83	8.42	7.57	6.94	6.26
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	67	67	67	67	64	66	67	67	67



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



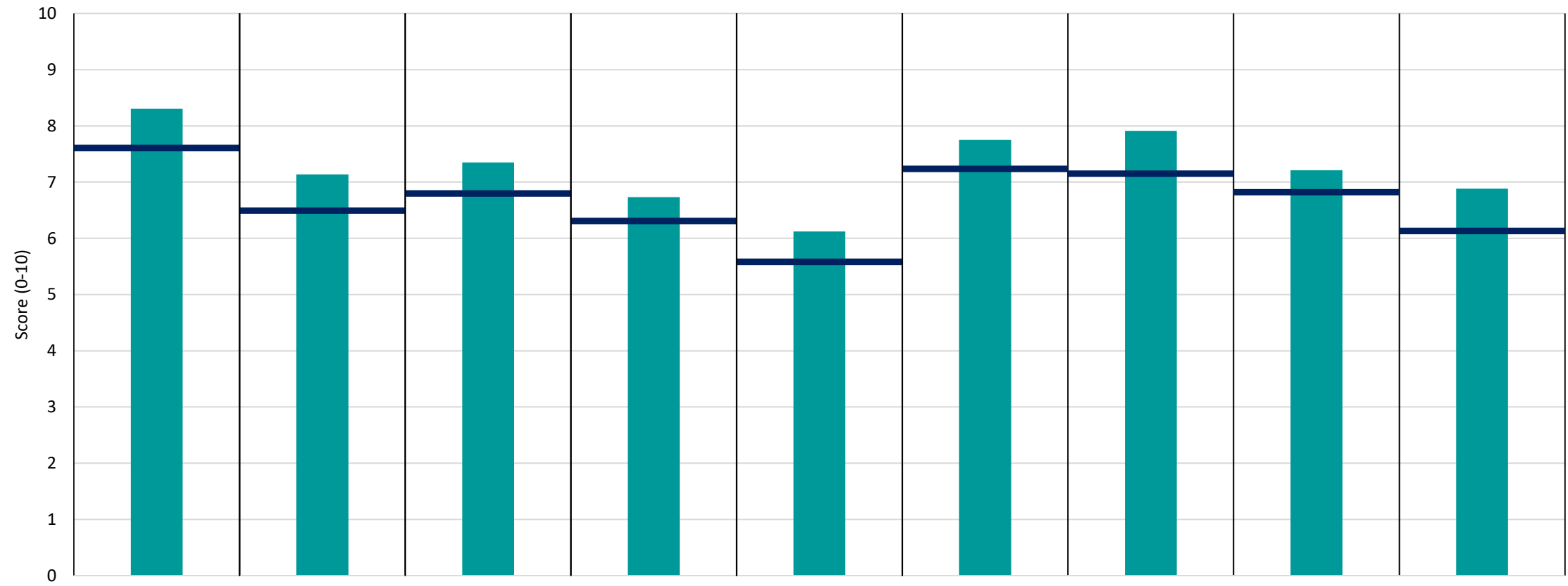
We are a team



Staff Engagement



Morale



Breakdown	8.31	7.13	7.35	6.73	6.12	7.75	7.91	7.21	6.88
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	208	208	208	208	201	208	208	208	208



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



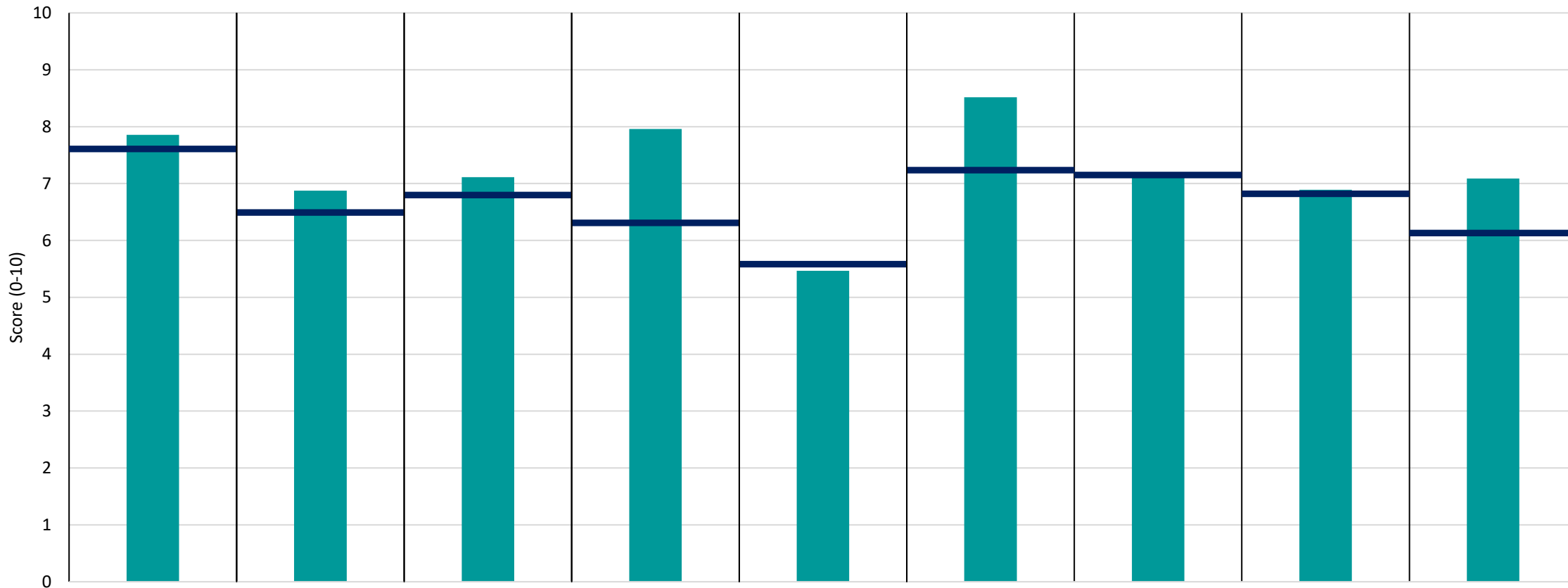
We are a team



Staff Engagement



Morale



Breakdown	7.85	6.88	7.11	7.96	5.47	8.52	7.13	6.89	7.09
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	16	16	16	16	15	16	16	16	16



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



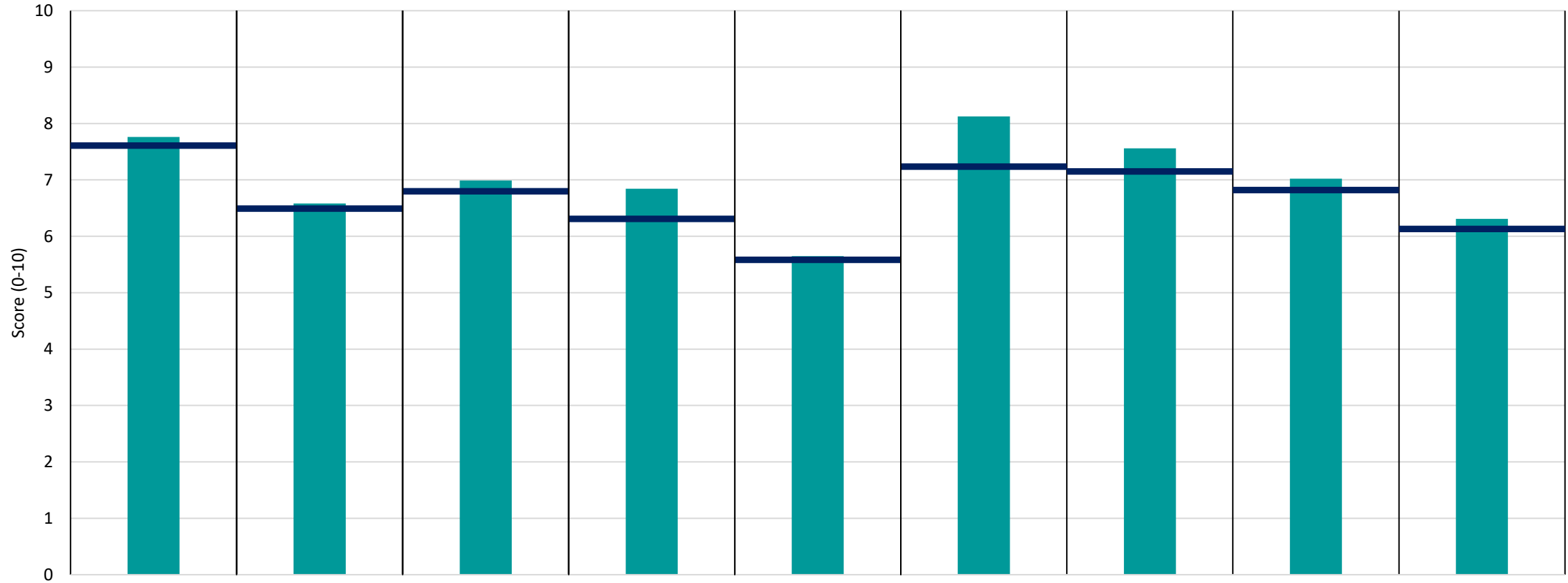
We are a team



Staff Engagement



Morale



Breakdown	7.76	6.58	6.99	6.84	5.65	8.13	7.56	7.02	6.31
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	18	18	18	17	18	18	18	18	18



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



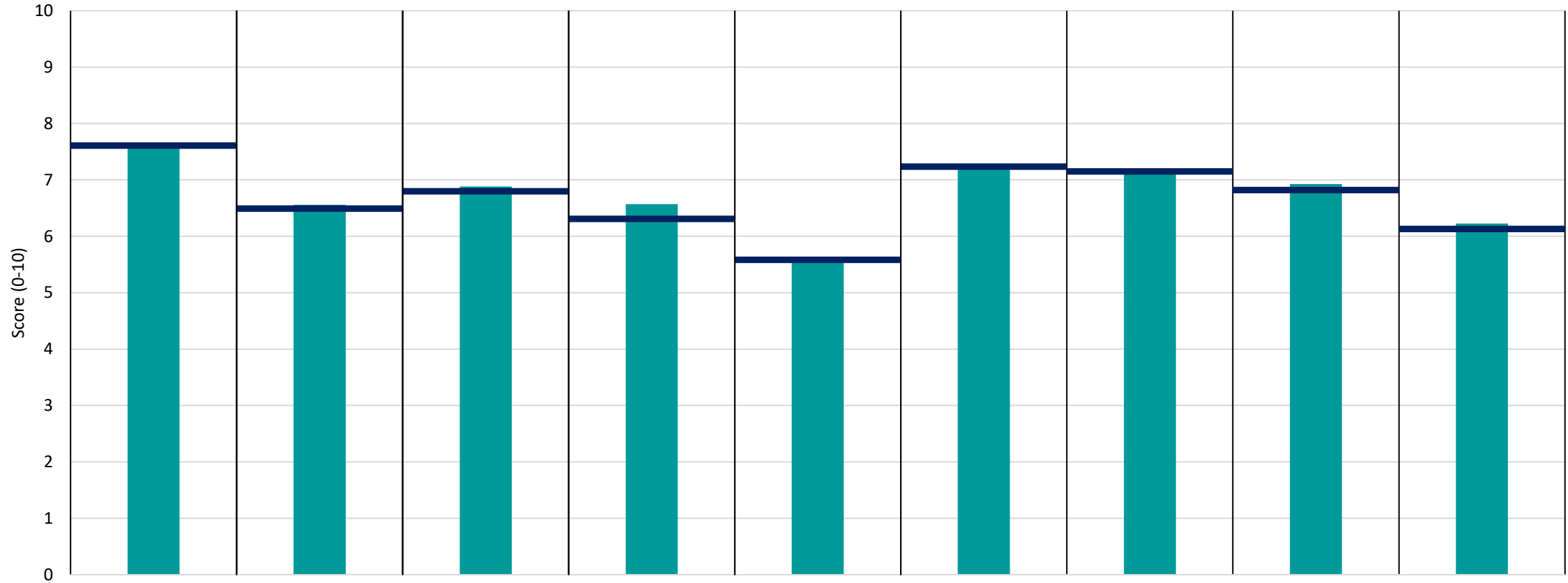
We are a team



Staff Engagement



Morale



Breakdown	7.63	6.56	6.88	6.57	5.60	7.26	7.20	6.92	6.22
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	60	60	60	59	57	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



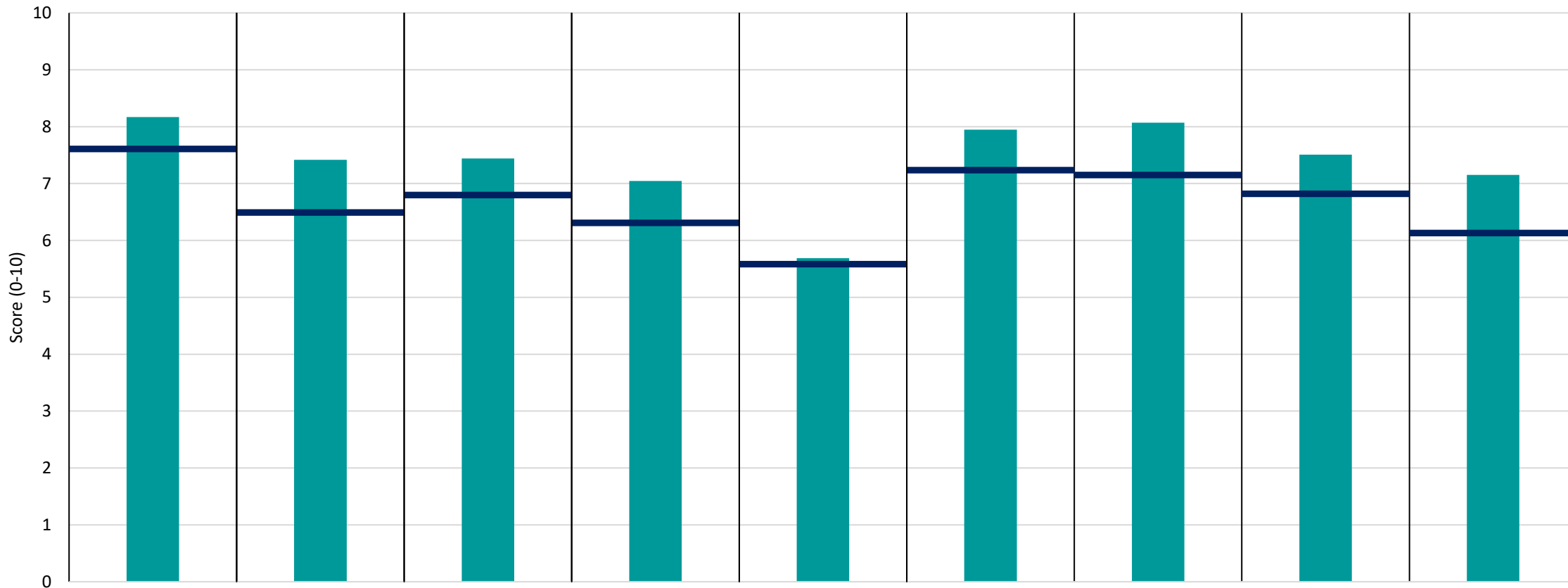
We are a team



Staff Engagement



Morale



Breakdown	8.17	7.42	7.44	7.05	5.69	7.95	8.07	7.51	7.15
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	42	42	42	42	41	42	42	42	42



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



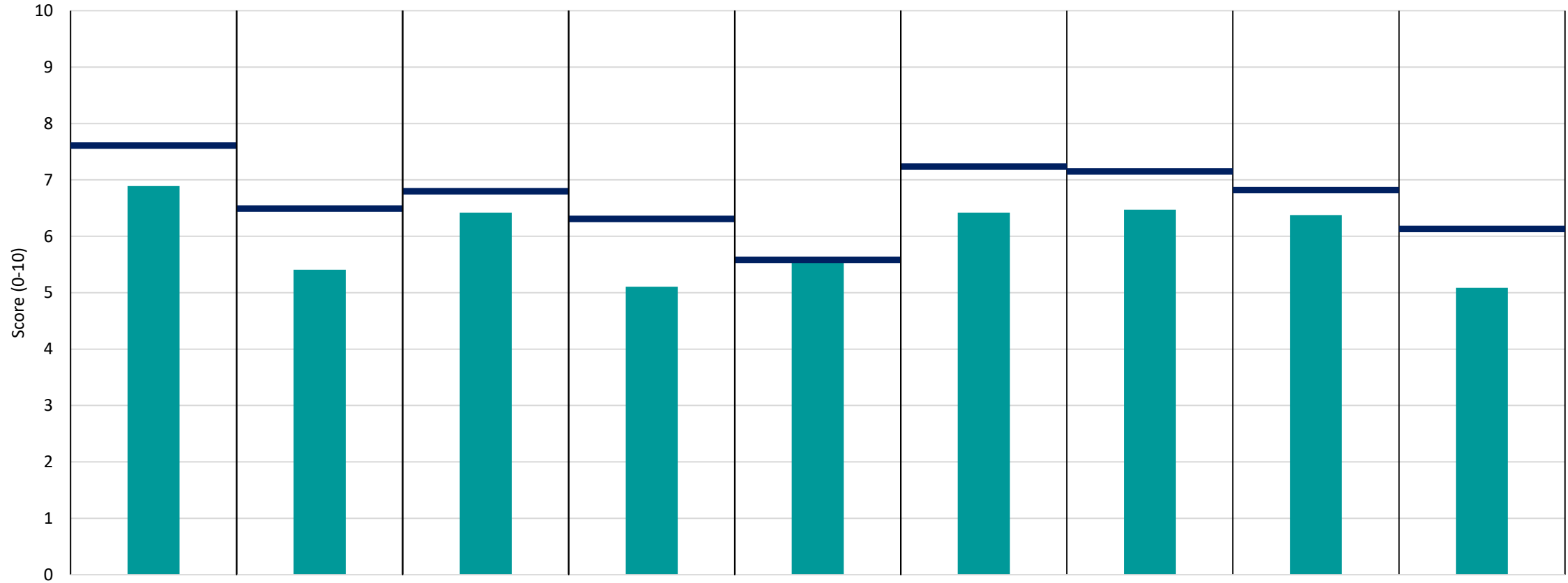
We are a team



Staff Engagement



Morale



Breakdown	6.89	5.41	6.42	5.11	5.60	6.42	6.47	6.38	5.09
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	40	37	39	40	35	37	39	40	40



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



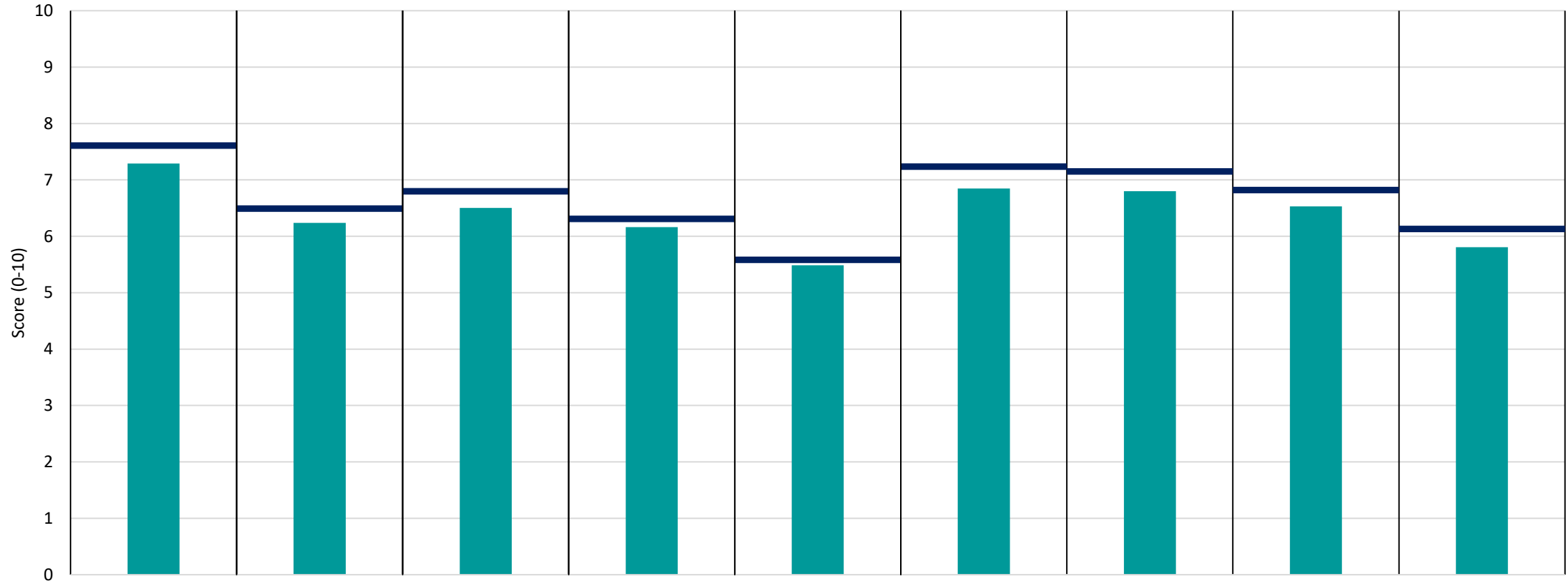
We are a team



Staff Engagement



Morale



Breakdown	7.29	6.24	6.50	6.16	5.49	6.85	6.80	6.53	5.81
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	190	190	190	190	183	190	190	190	190



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



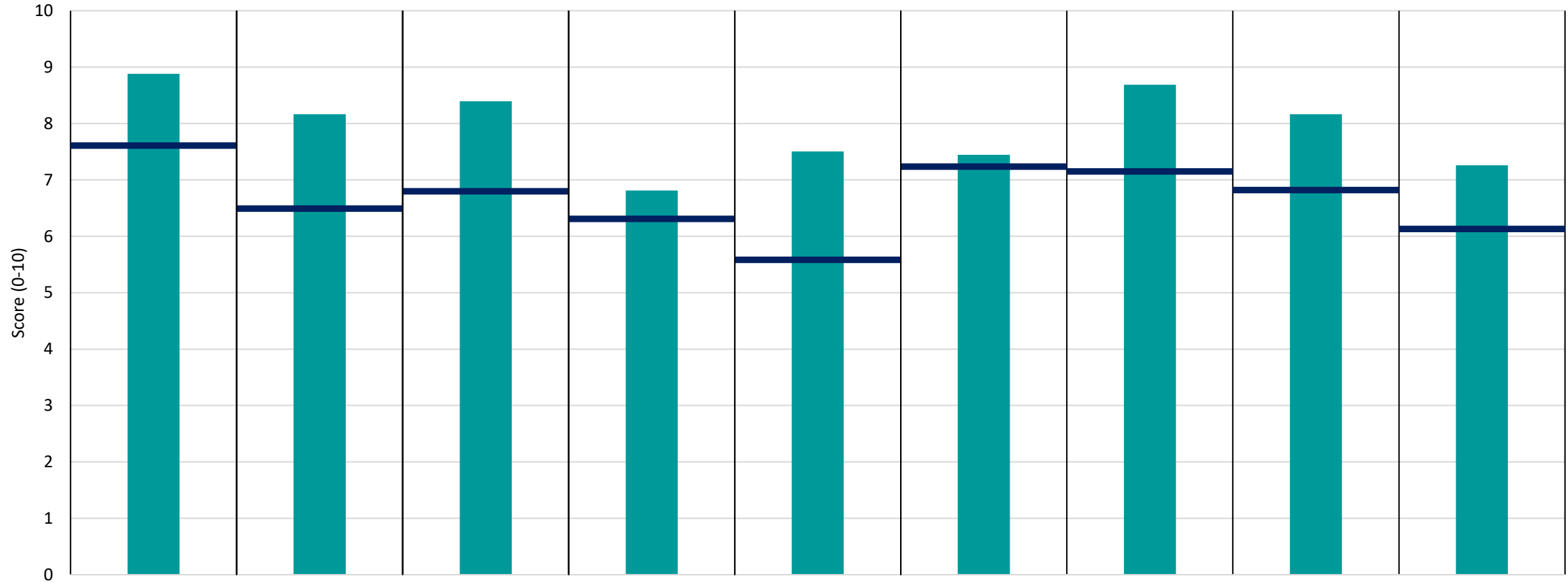
We are a team



Staff Engagement



Morale



Breakdown	8.88	8.17	8.39	6.81	7.51	7.44	8.69	8.17	7.26
Your org	7.61	6.49	6.80	6.31	5.58	7.24	7.15	6.82	6.13
Responses	15	15	15	15	15	15	15	15	15