



Sandwell and West Birmingham Hospitals NHS Trust

2025 NHS Staff Survey

Breakdown report

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This breakdown report for Sandwell and West Birmingham Hospitals 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.

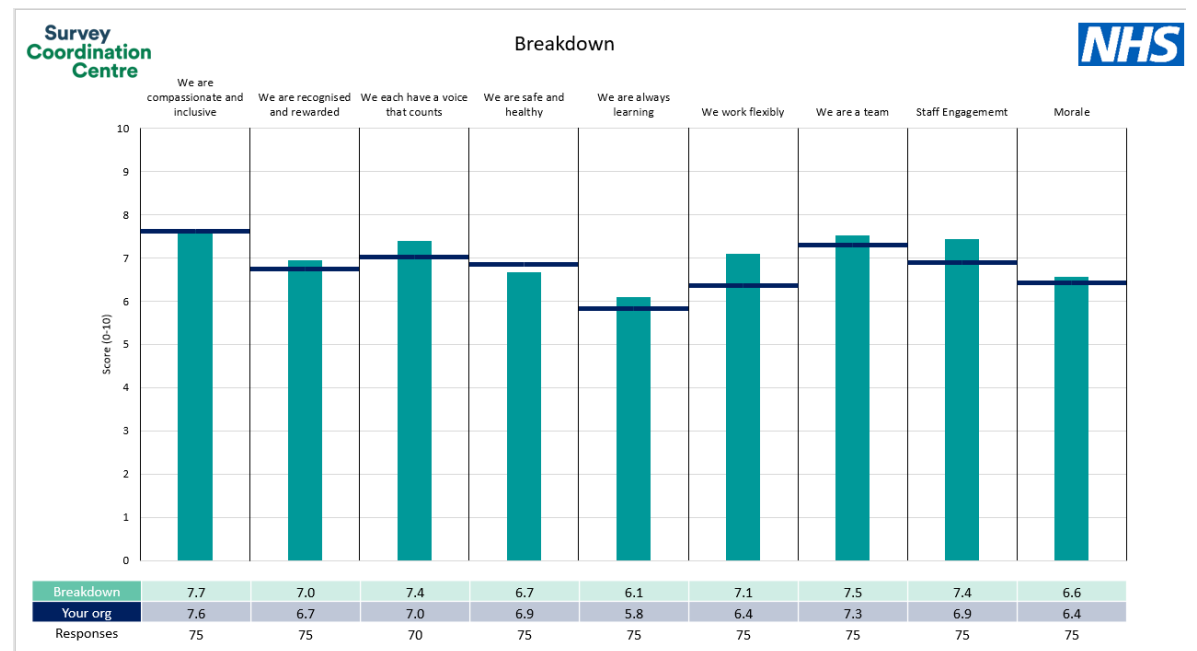
The breakdowns used in this report were provided and defined by Sandwell and West Birmingham Hospitals NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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

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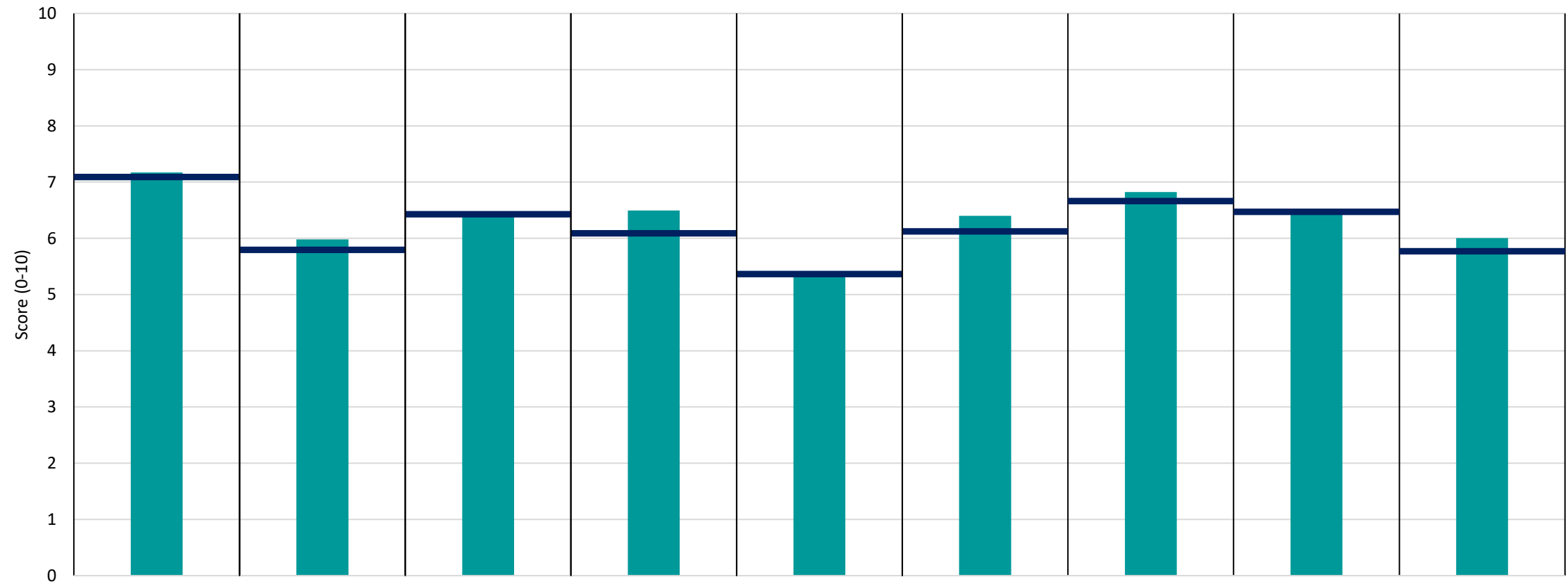
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Staff Engagement



Morale



Breakdown	7.17	5.98	6.47	6.49	5.36	6.40	6.82	6.49	6.01
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	976	979	951	951	876	969	973	979	979



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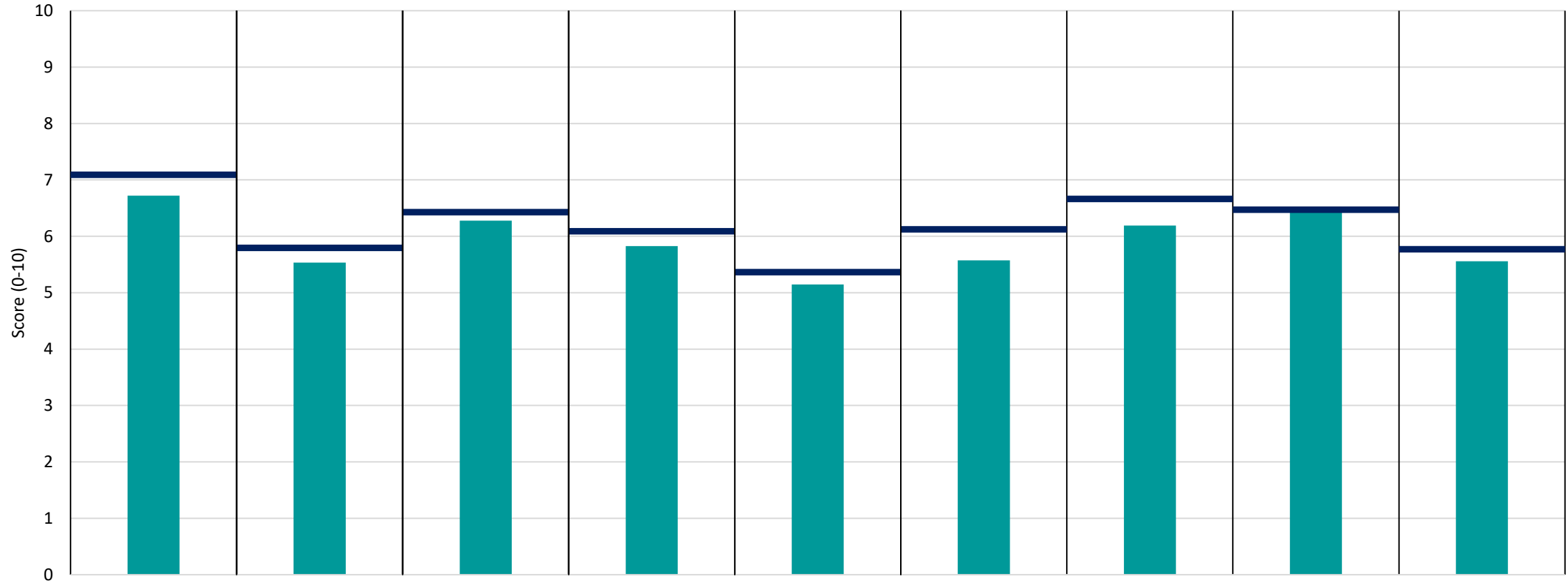
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Staff Engagement



Morale



Breakdown	6.72	5.53	6.28	5.83	5.15	5.57	6.19	6.52	5.56
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	101	101	100	100	94	101	100	101	101



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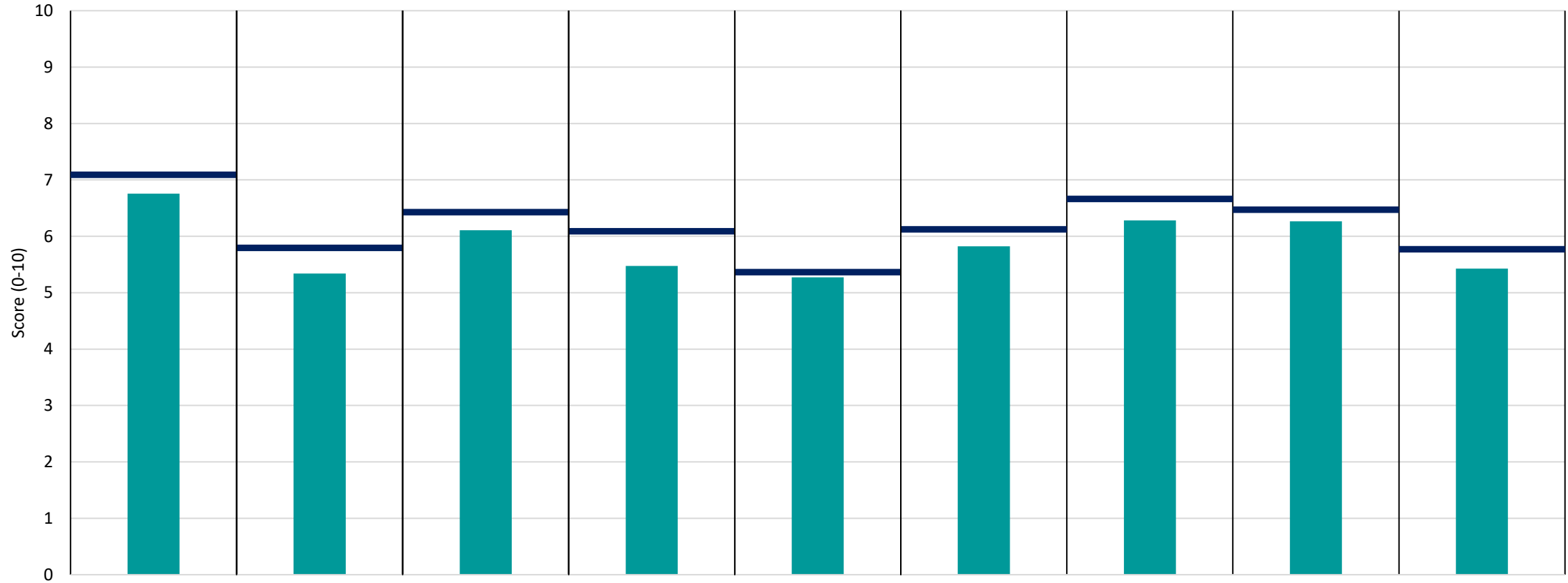
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Staff Engagement



Morale



Breakdown	6.76	5.34	6.11	5.47	5.27	5.82	6.28	6.26	5.43
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	442	441	439	439	423	438	441	443	443



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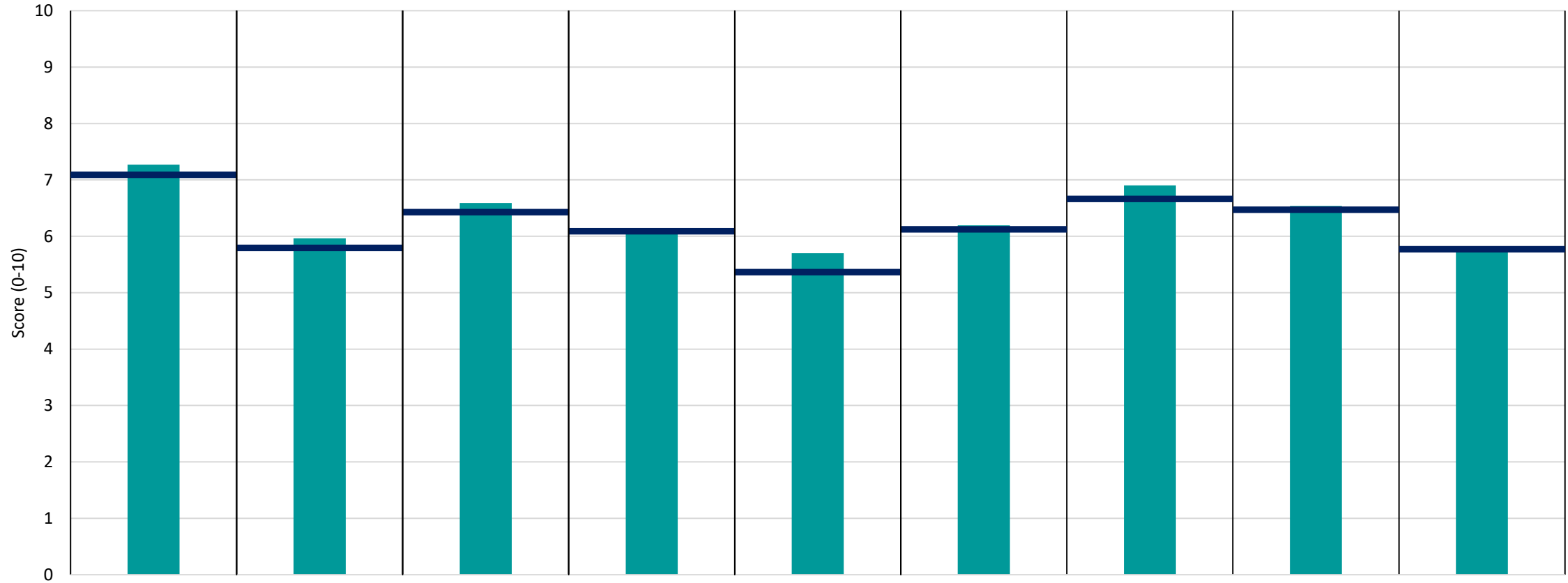
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Morale



Breakdown	7.27	5.97	6.59	6.08	5.70	6.19	6.90	6.54	5.79
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	737	738	730	732	677	735	735	738	738



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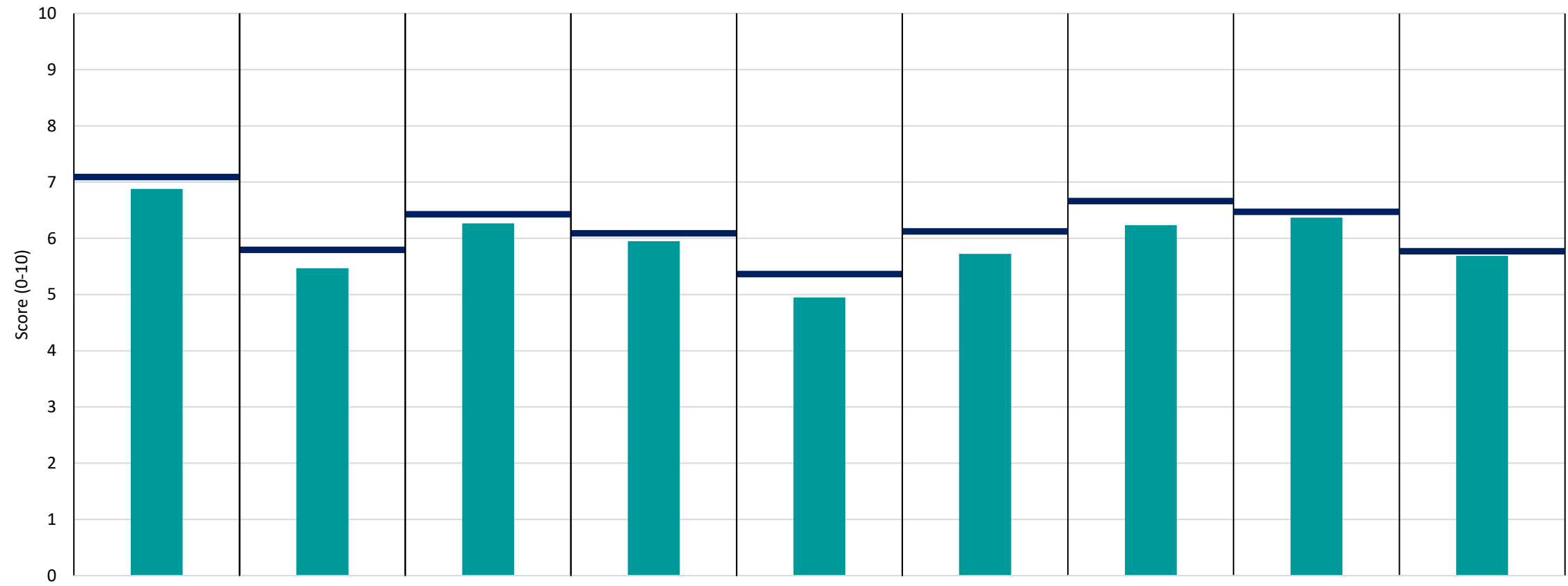
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Breakdown	6.88	5.47	6.27	5.95	4.95	5.72	6.24	6.37	5.69
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	374	373	373	368	351	372	373	374	374



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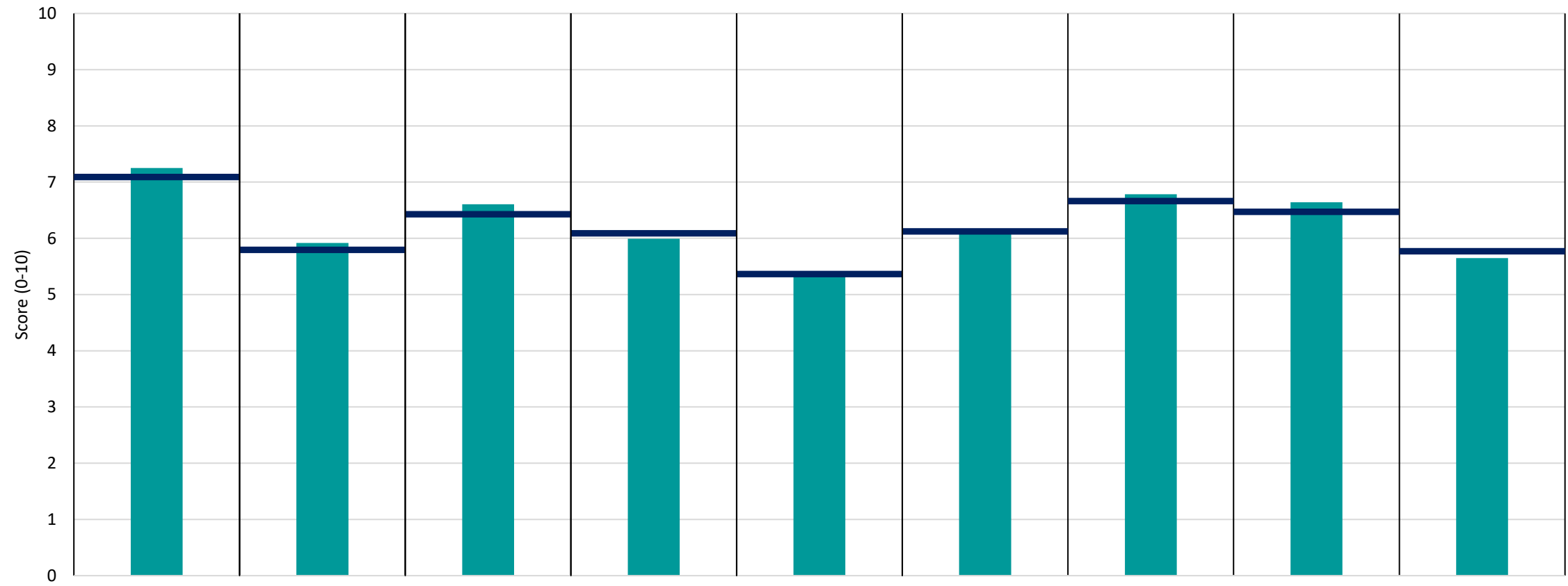
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Breakdown	7.25	5.92	6.61	5.99	5.32	6.17	6.79	6.64	5.65
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	337	338	335	336	321	338	337	337	338

Breakdowns 2

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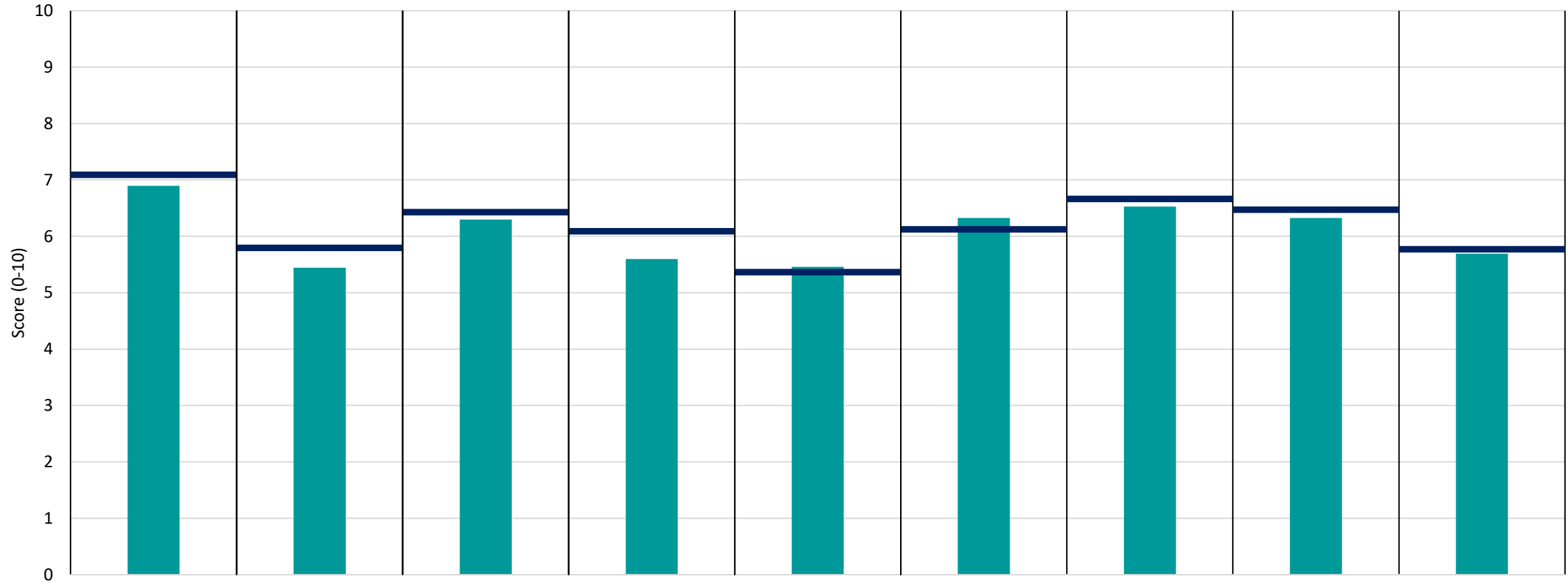
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Morale



Breakdown	6.89	5.44	6.30	5.60	5.46	6.32	6.53	6.32	5.69
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	90	89	88	88	85	89	90	90	90



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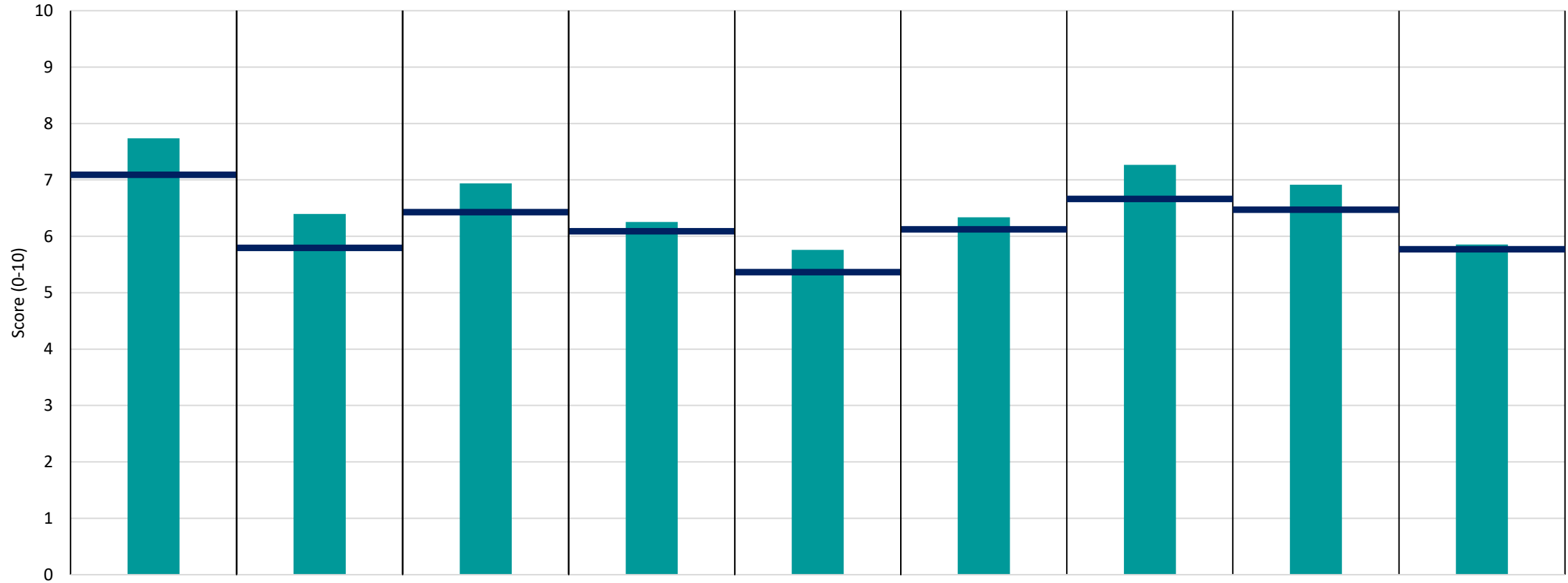
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Breakdown	7.74	6.40	6.94	6.26	5.76	6.34	7.27	6.92	5.85
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	174	174	173	174	170	174	174	174	174



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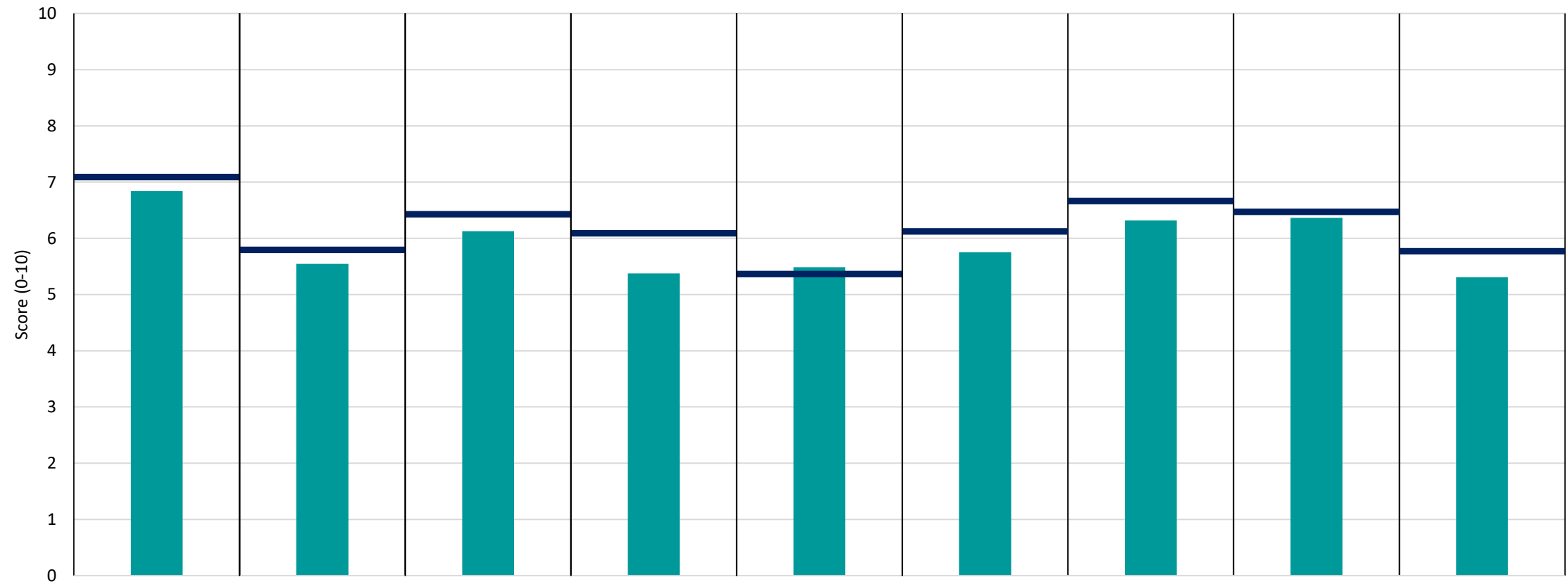
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Breakdown	6.84	5.54	6.13	5.37	5.49	5.75	6.32	6.37	5.31
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	87	87	87	87	84	87	86	87	87



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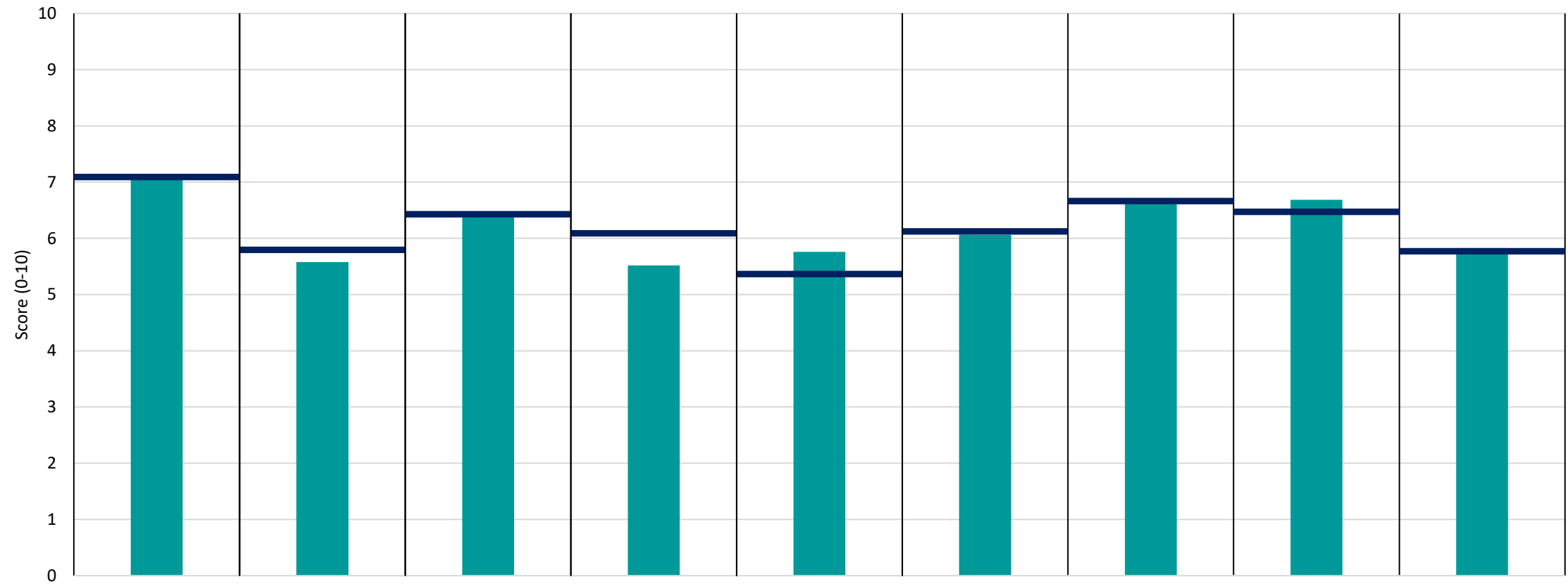
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Breakdown	7.07	5.58	6.46	5.52	5.76	6.06	6.61	6.68	5.83
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	90	89	89	89	87	87	90	90	90



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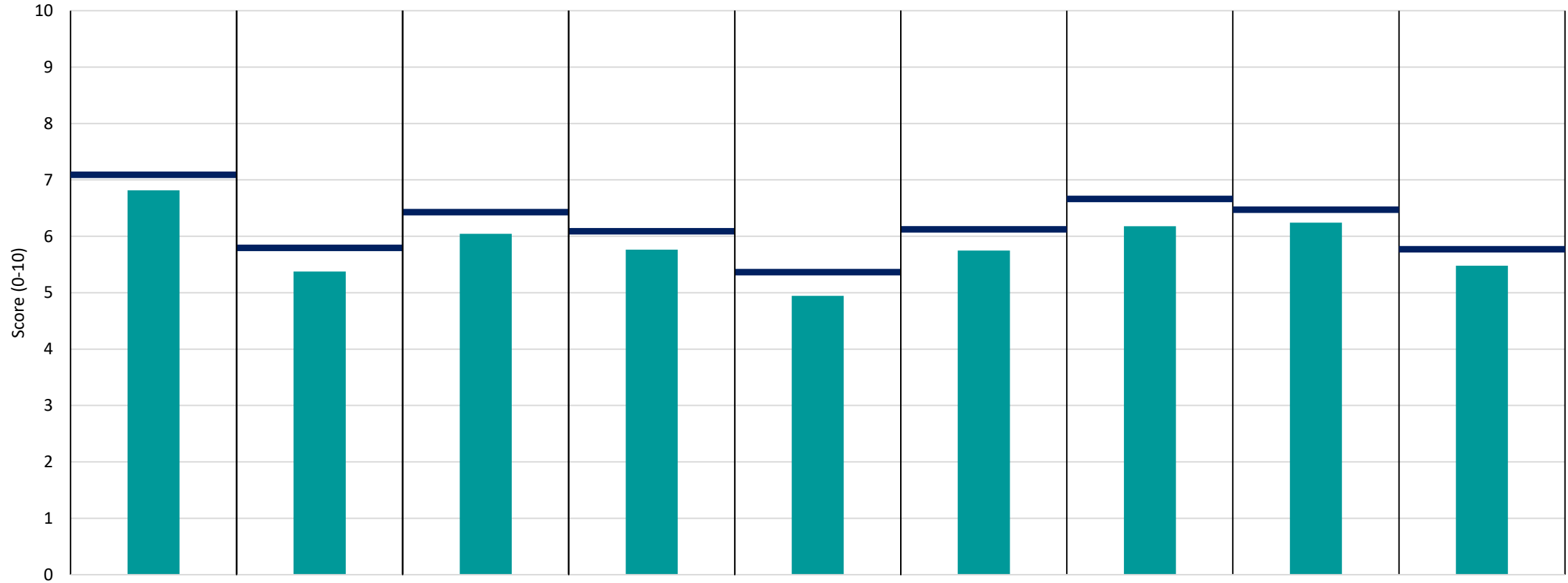
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Breakdown	6.81	5.37	6.05	5.77	4.95	5.75	6.18	6.24	5.48
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	114	114	114	113	108	114	114	114	114



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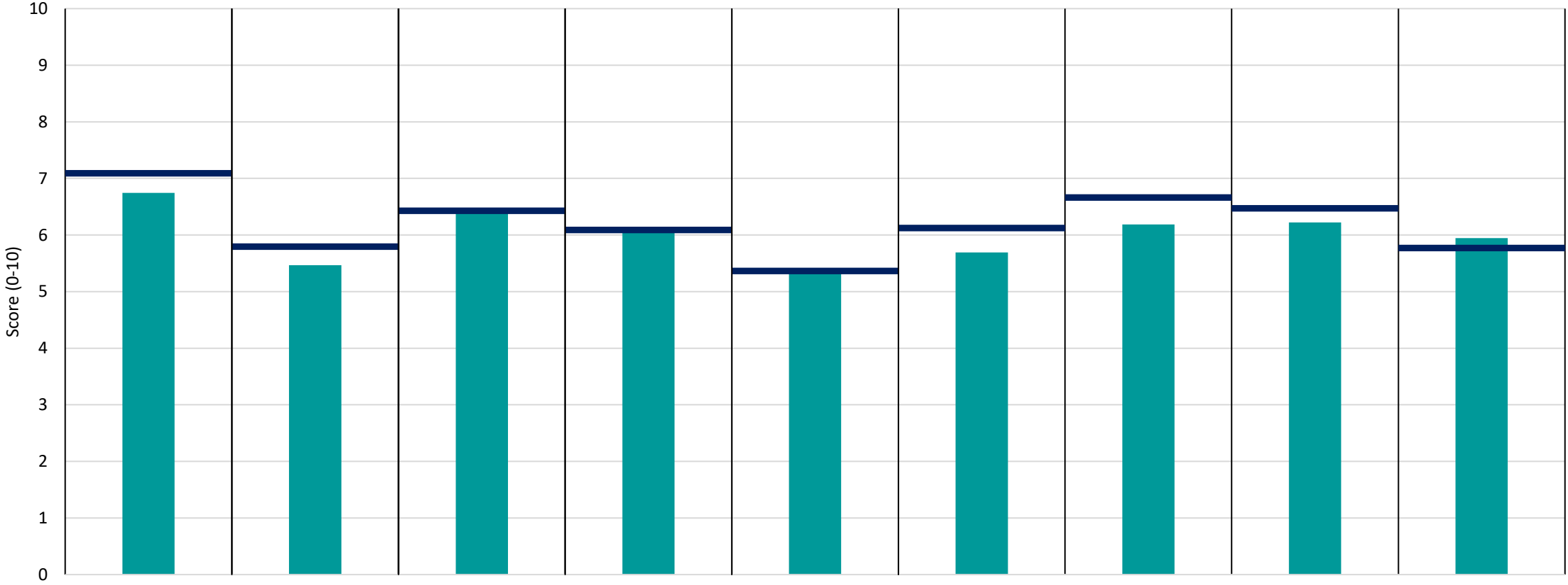
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Breakdown	6.74	5.47	6.41	6.08	5.37	5.69	6.19	6.22	5.94
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	67	67	67	67	63	67	67	67	67



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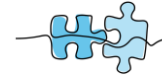
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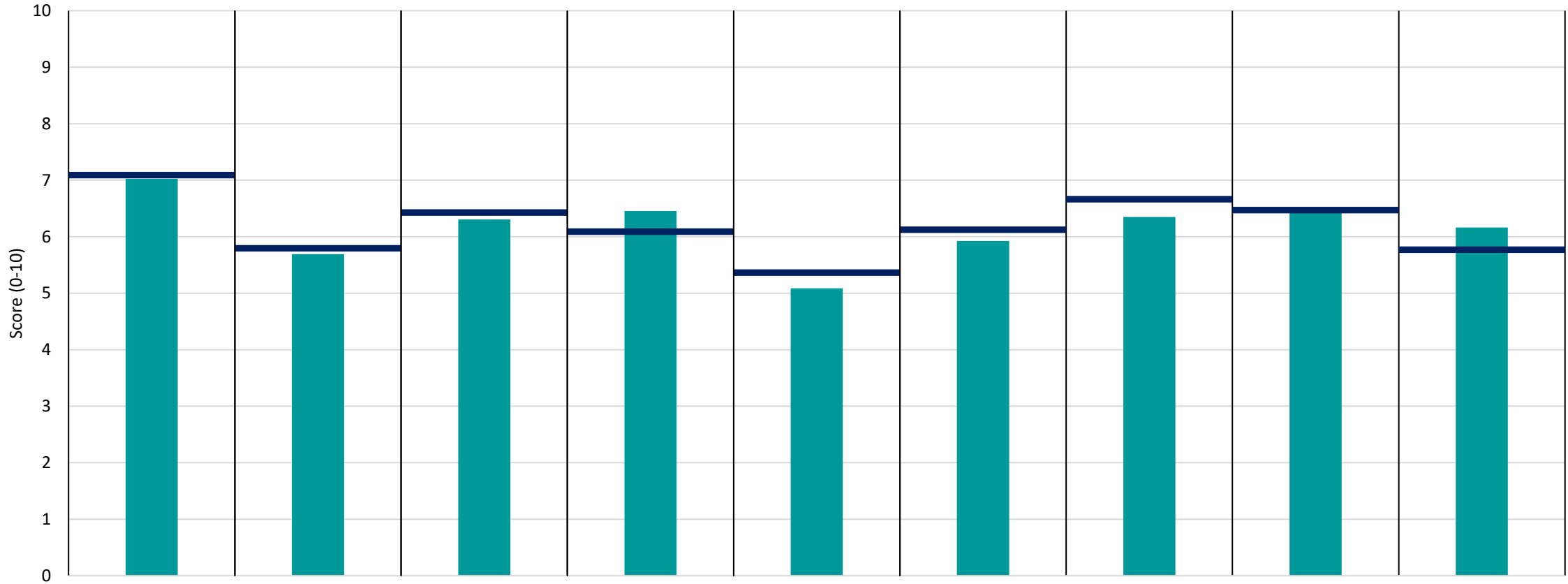
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Breakdown	7.03	5.69	6.31	6.45	5.09	5.92	6.35	6.49	6.16
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	330	333	315	306	277	323	327	332	332



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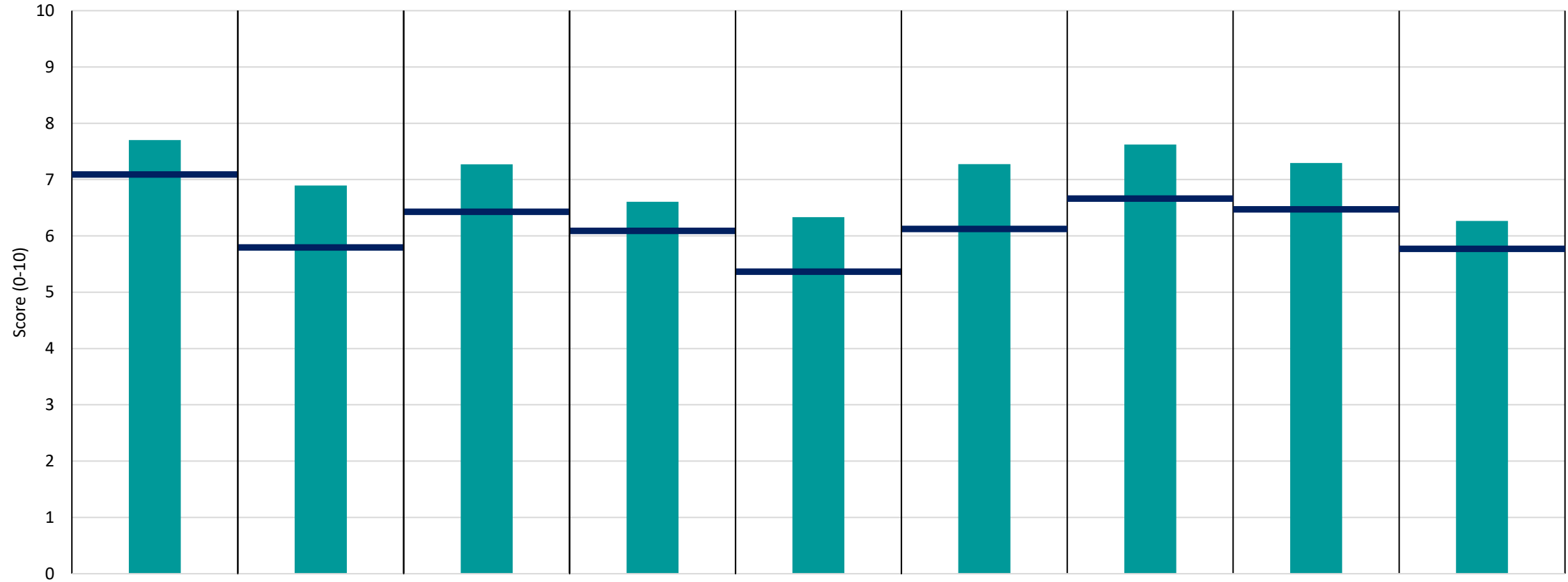
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Breakdown	7.70	6.89	7.27	6.60	6.33	7.27	7.62	7.30	6.27
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	34	34	33	34	30	34	34	34	34



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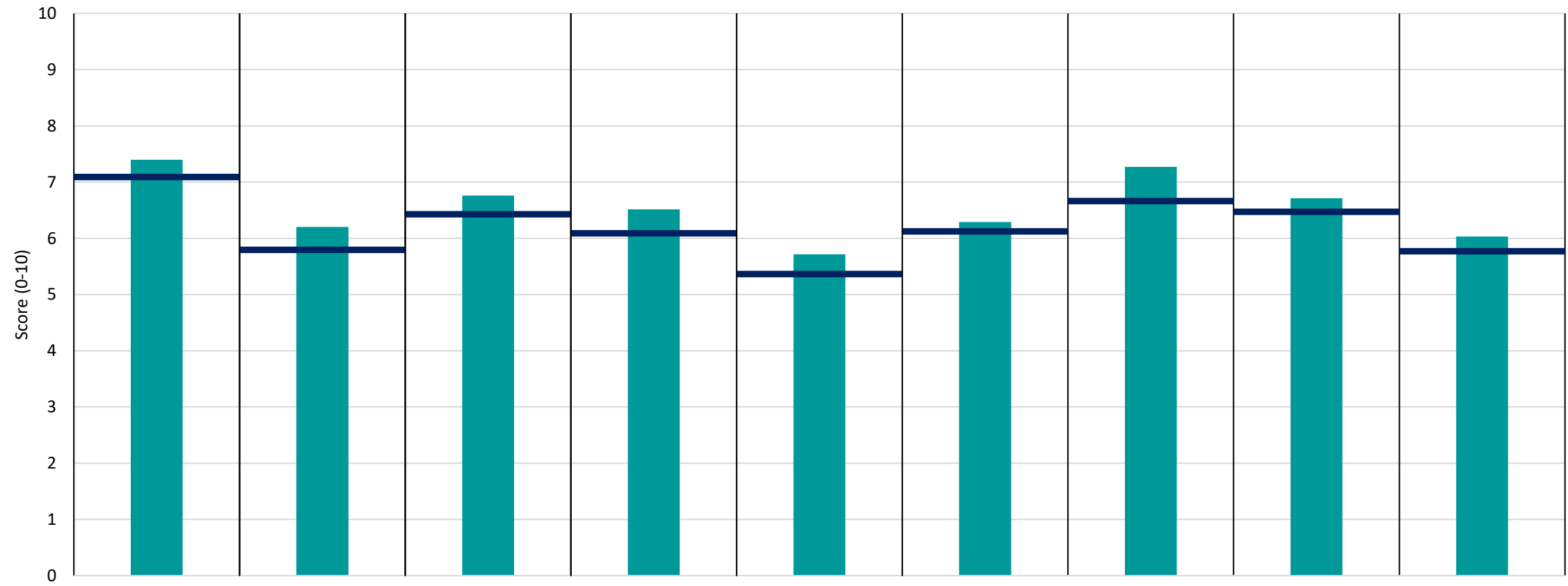
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Breakdown	7.40	6.20	6.76	6.52	5.72	6.29	7.27	6.71	6.03
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	128	128	127	128	120	128	128	128	128



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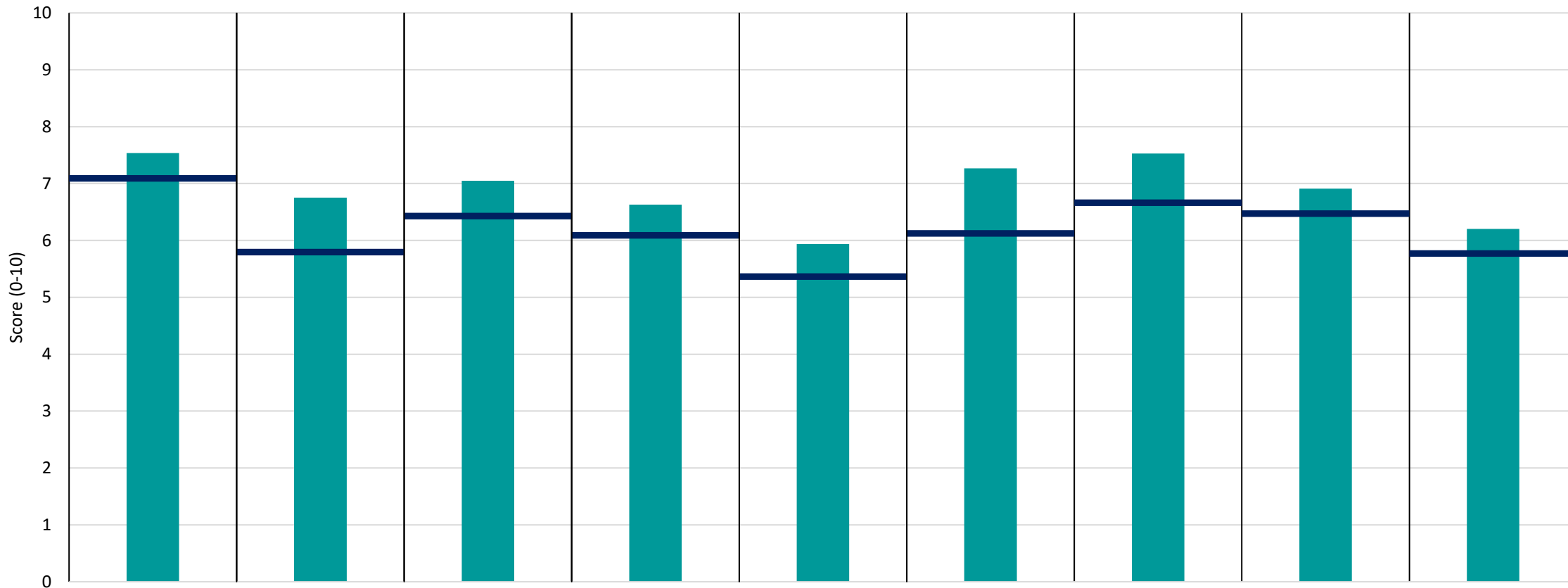
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Breakdown	7.54	6.75	7.05	6.63	5.94	7.27	7.53	6.91	6.20
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	86	86	84	86	85	86	86	86	86



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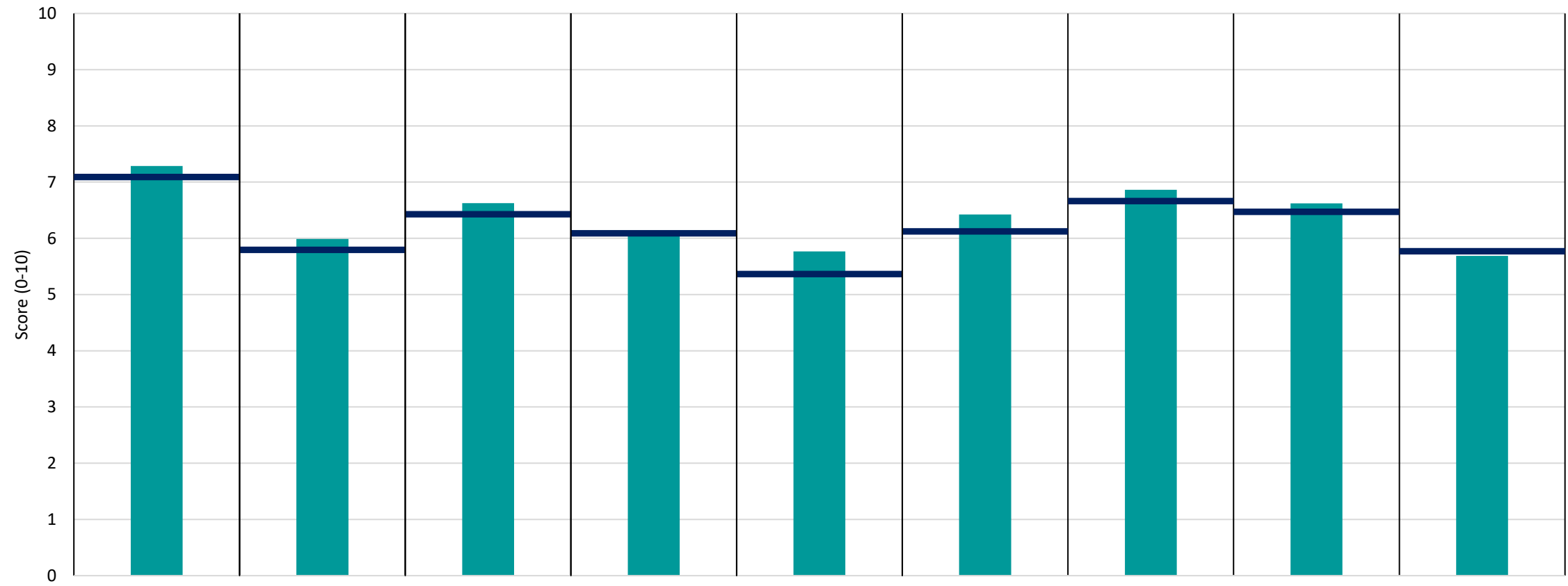
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Breakdown	7.28	5.99	6.63	6.12	5.77	6.42	6.87	6.62	5.69
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	43	43	43	43	41	43	43	43	43



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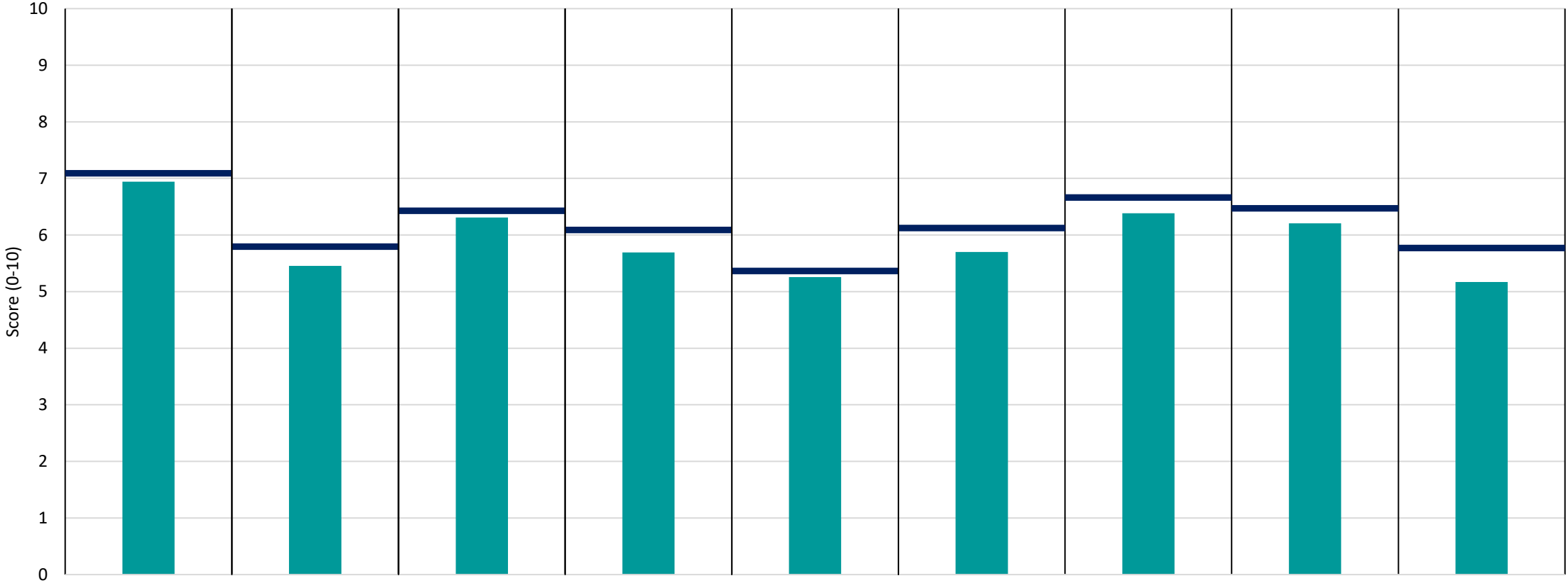
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Breakdown	6.94	5.45	6.31	5.69	5.26	5.70	6.39	6.21	5.17
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	98	98	96	97	94	98	98	98	98



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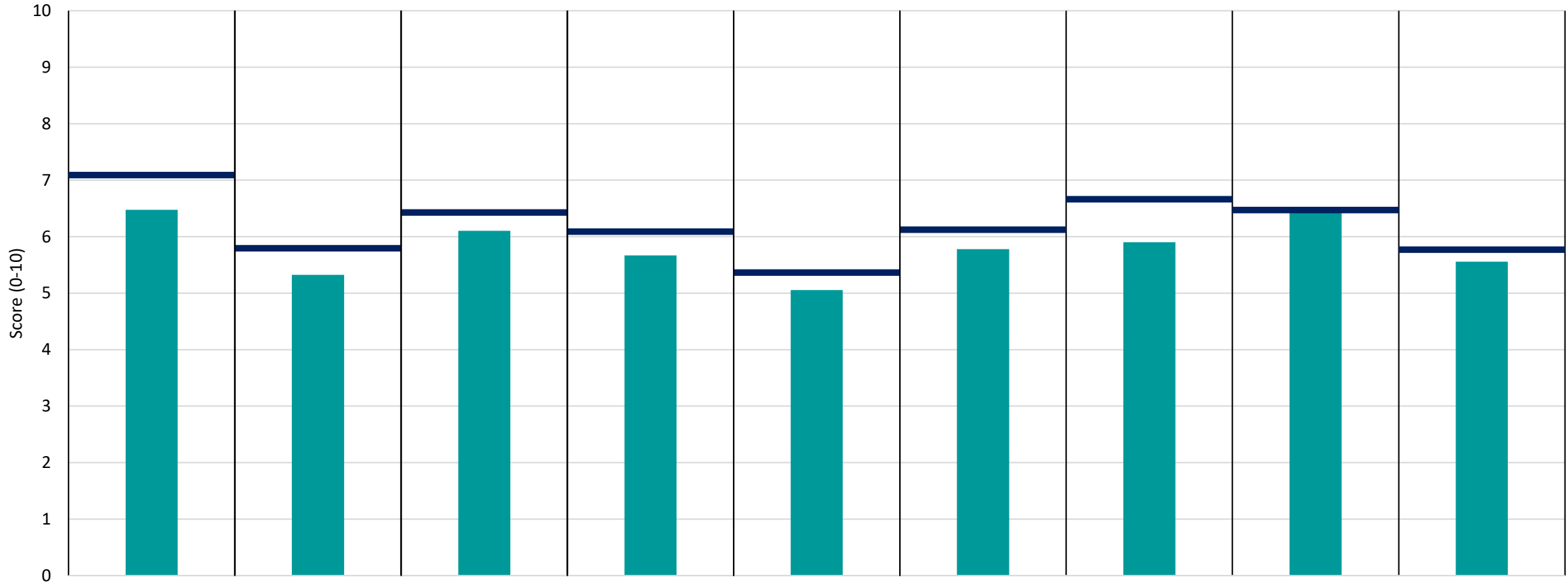
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Breakdown	6.48	5.32	6.10	5.67	5.05	5.78	5.90	6.46	5.56
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	62	62	62	61	57	62	61	62	62



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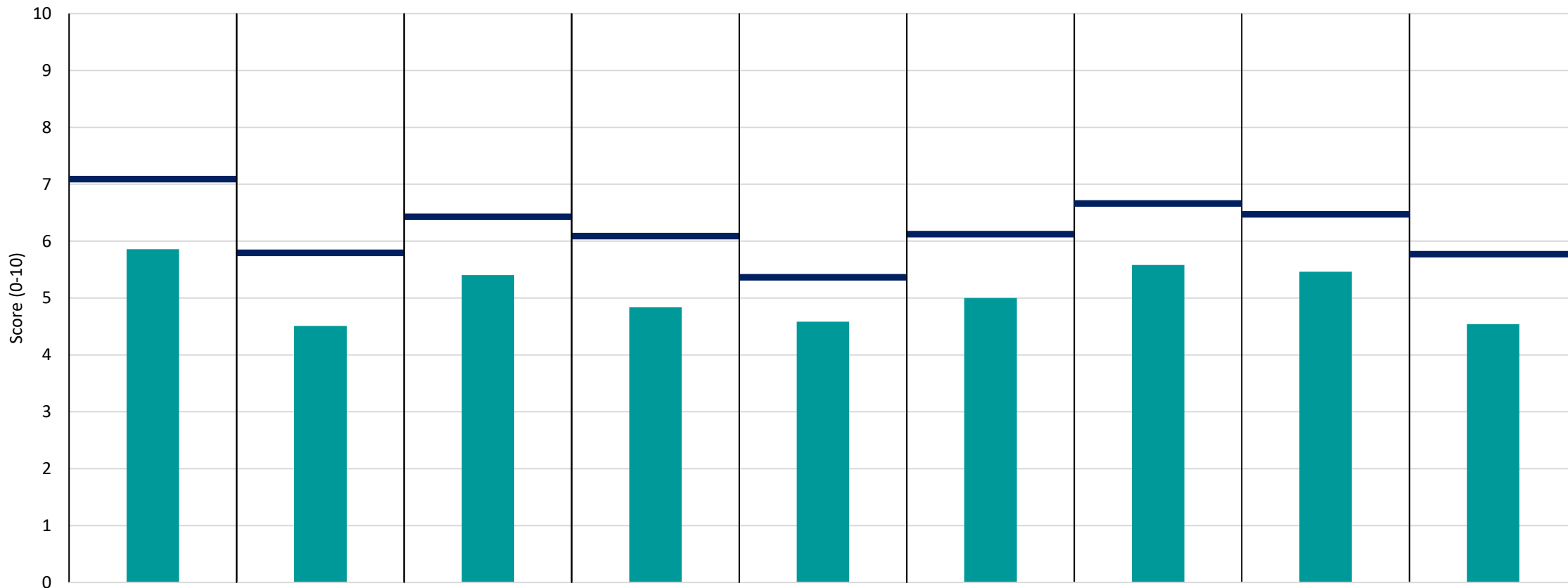
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Breakdown	5.86	4.51	5.40	4.84	4.58	5.00	5.58	5.46	4.54
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	61	62	61	62	59	61	61	62	62



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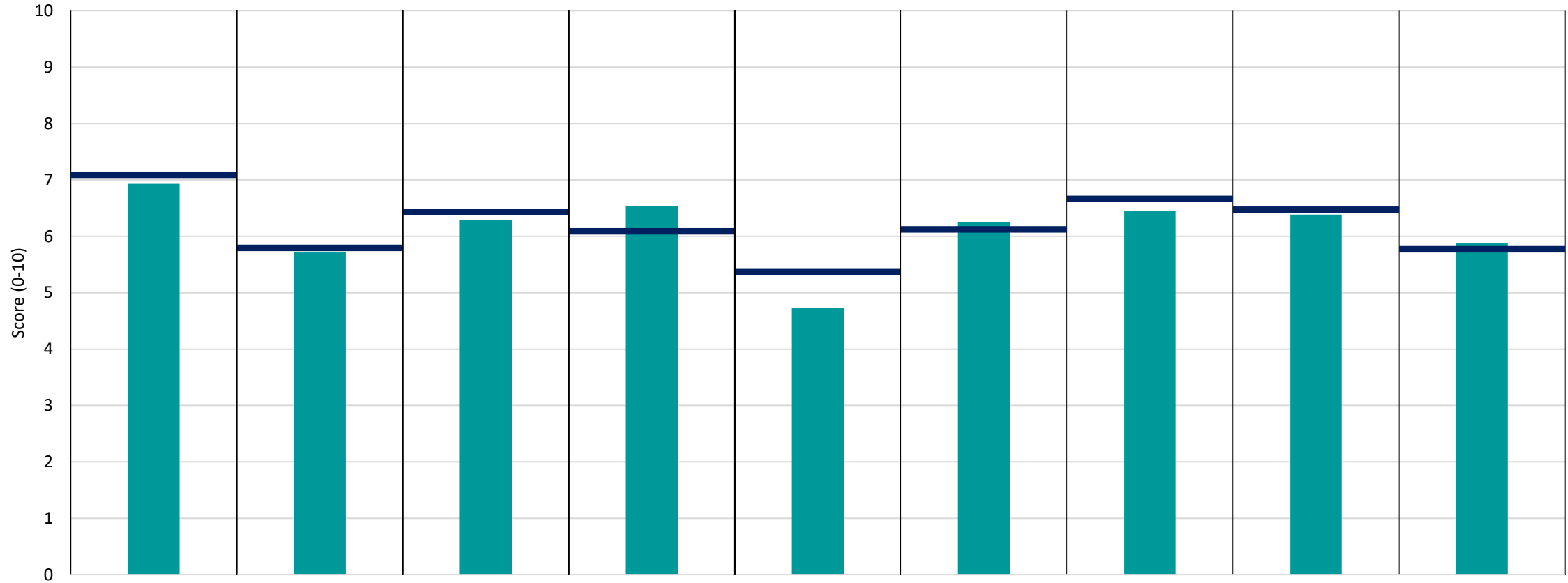
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Breakdown	6.93	5.73	6.30	6.54	4.73	6.26	6.45	6.38	5.88
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	138	139	134	137	117	139	139	139	139



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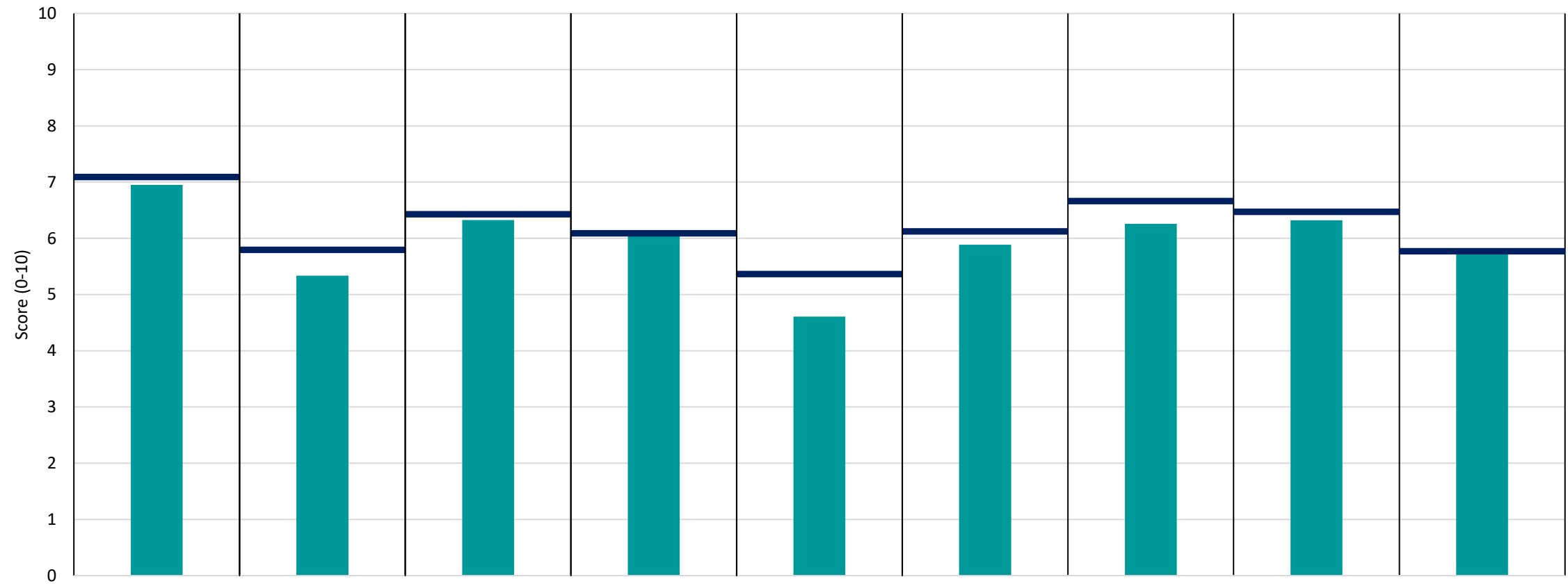
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Breakdown	6.95	5.34	6.33	6.08	4.61	5.88	6.26	6.32	5.77
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	74	74	73	72	71	73	74	74	74



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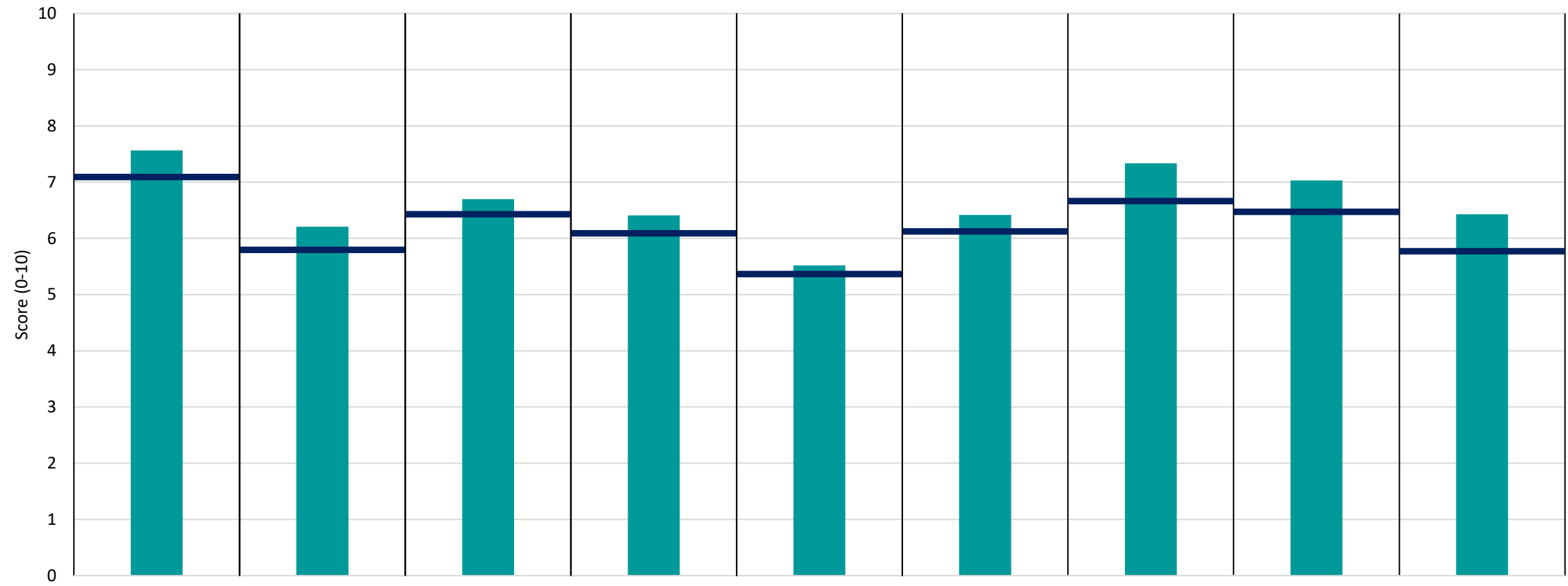
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Morale



Breakdown	7.56	6.21	6.70	6.41	5.52	6.41	7.34	7.03	6.43
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	47	48	46	47	44	48	47	48	48



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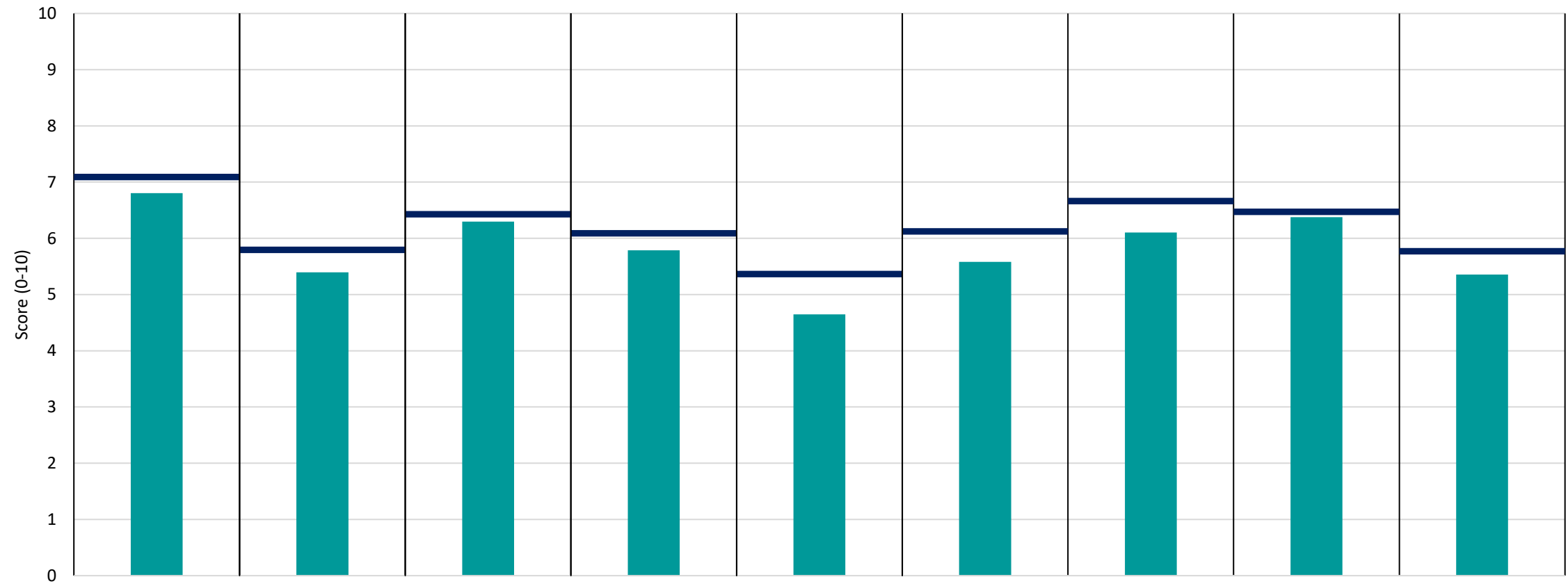
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Breakdown	6.80	5.40	6.30	5.79	4.65	5.58	6.10	6.38	5.35
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	60	60	60	59	58	60	60	60	60



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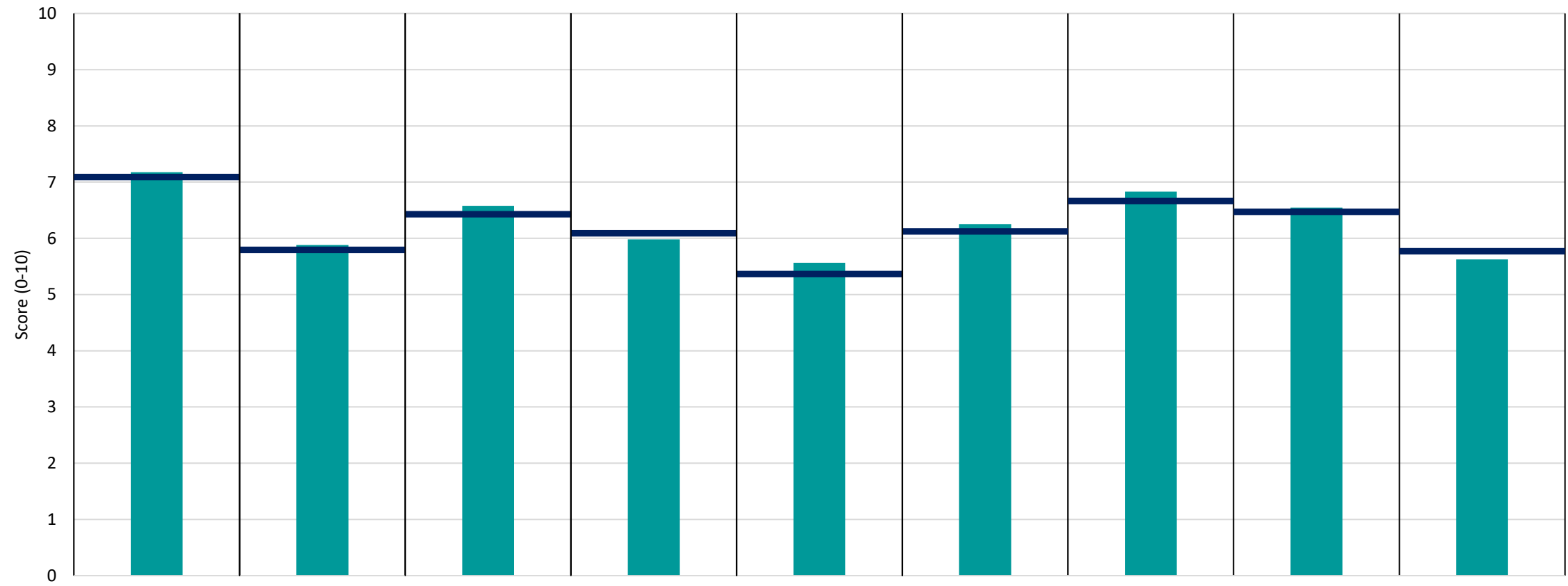
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Breakdown	7.17	5.88	6.58	5.98	5.57	6.25	6.83	6.55	5.63
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	157	157	154	156	145	157	156	157	157



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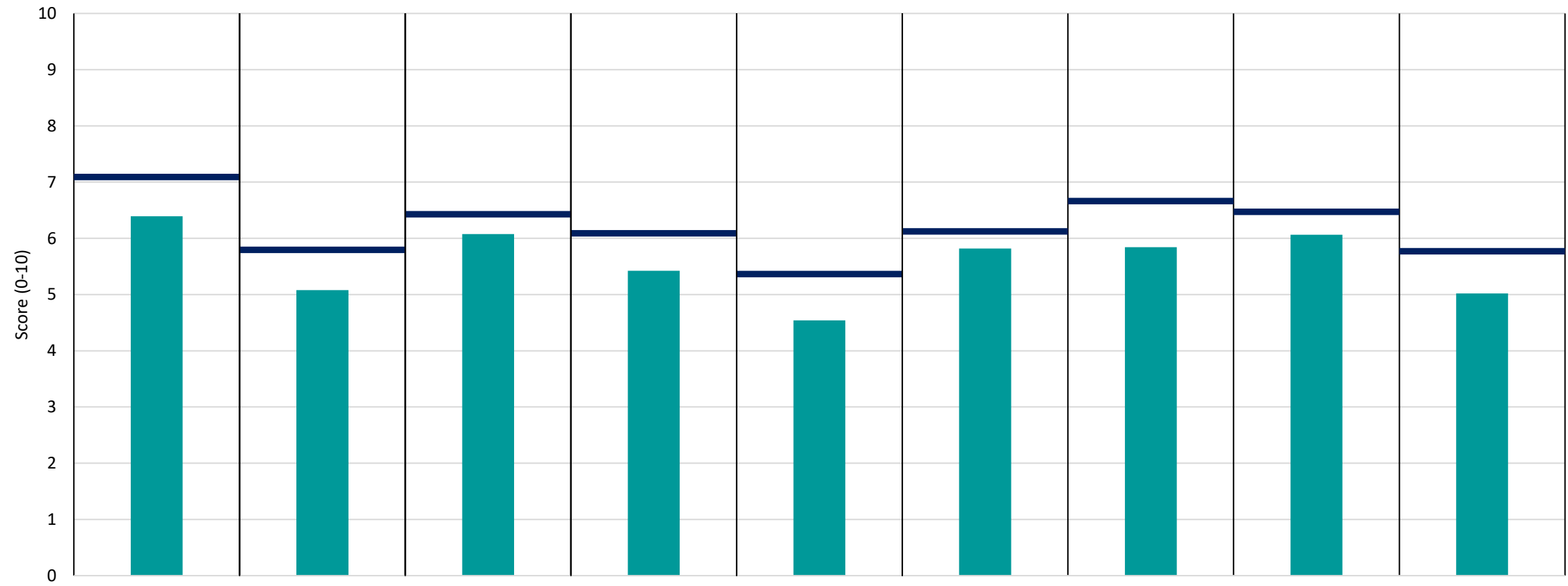
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Breakdown	6.39	5.08	6.08	5.42	4.54	5.82	5.84	6.06	5.02
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	116	116	116	115	107	116	116	115	116



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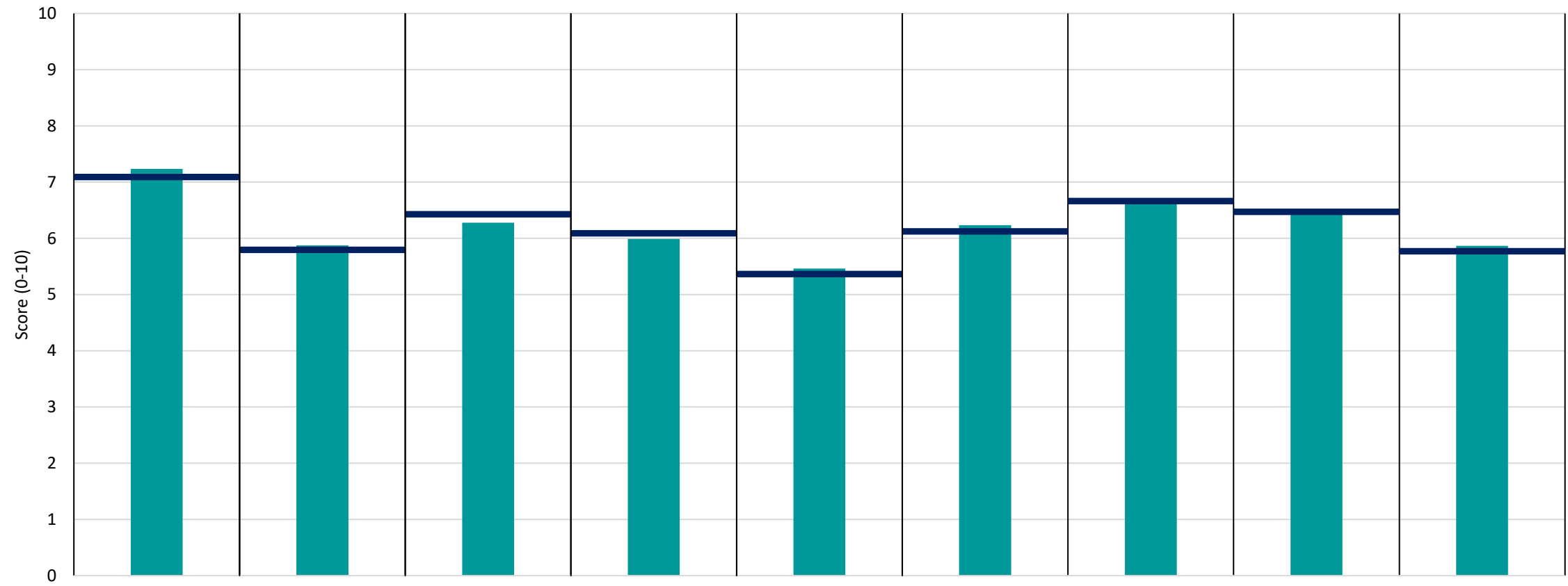
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Breakdown	7.24	5.87	6.28	5.99	5.46	6.23	6.70	6.51	5.87
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	72	72	72	72	68	72	71	72	72



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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



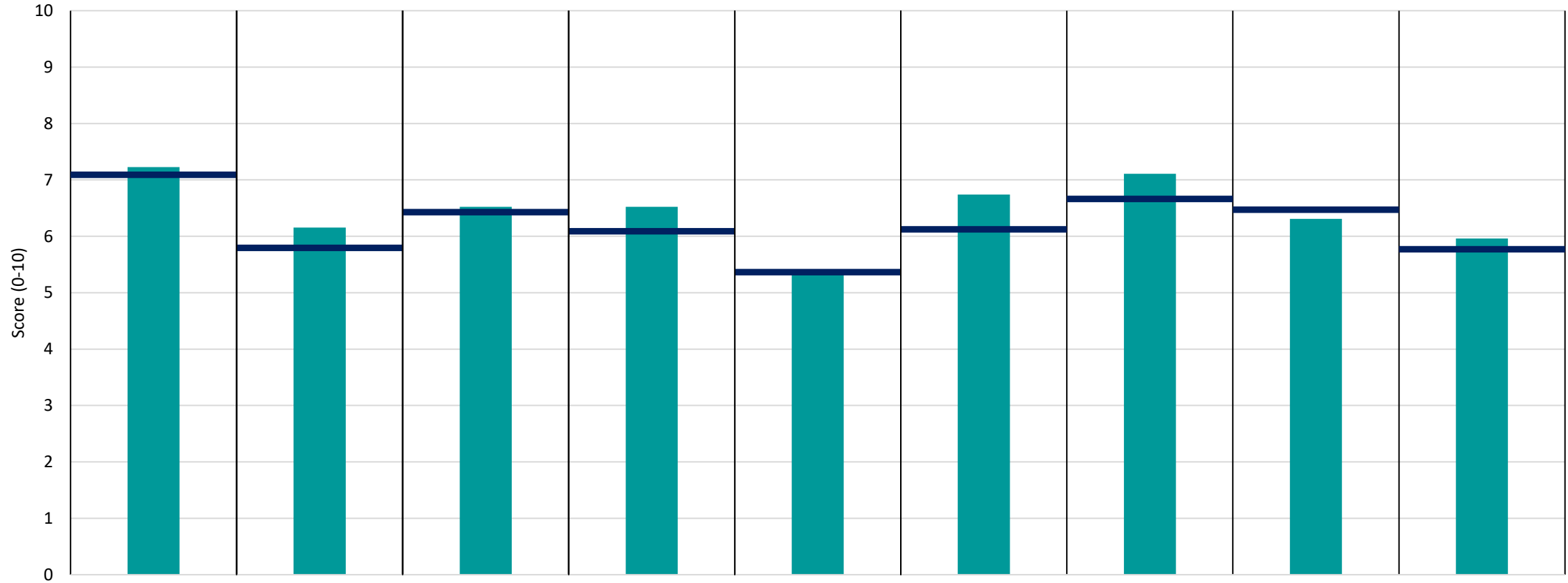
We are a team



Staff Engagement



Morale



Breakdown	7.23	6.16	6.52	6.52	5.41	6.74	7.11	6.31	5.96
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	102	102	101	102	94	102	102	102	102



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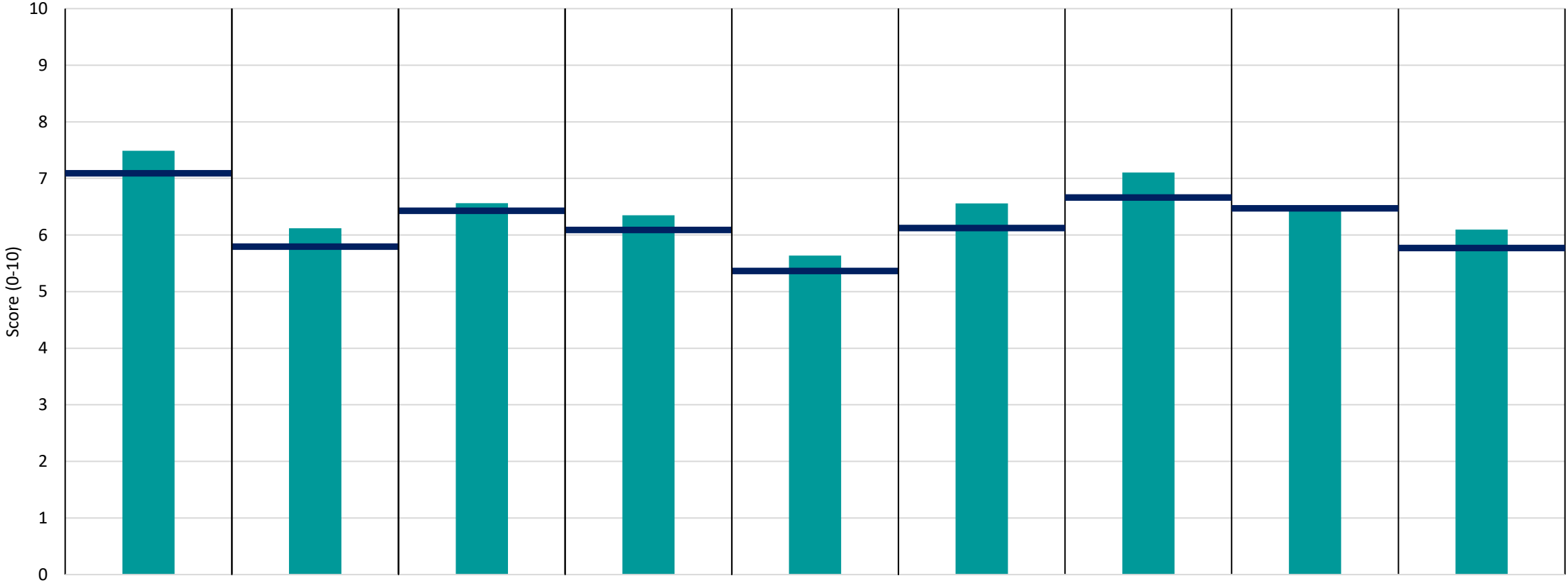
We are a team



Staff Engagement



Morale



Breakdown	7.49	6.12	6.56	6.35	5.64	6.56	7.10	6.49	6.10
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	124	125	123	124	113	125	124	125	125



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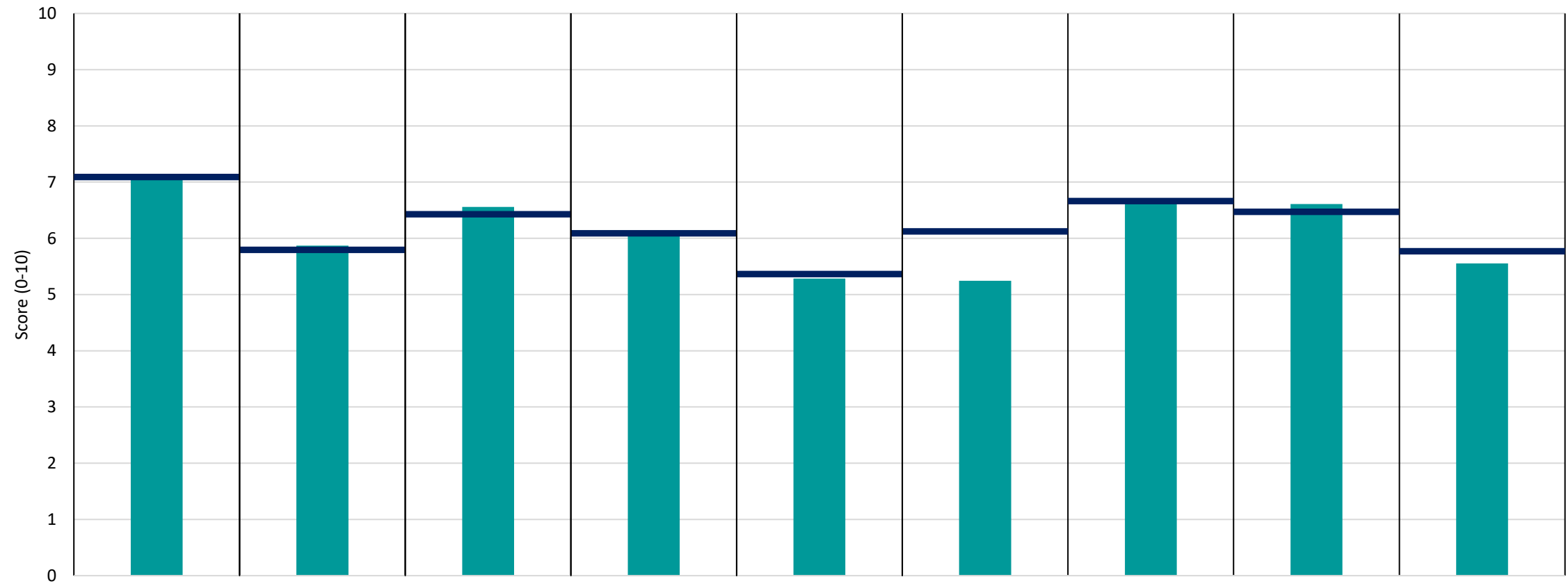
We are a team



Staff Engagement



Morale



Breakdown	7.11	5.87	6.56	6.08	5.29	5.25	6.64	6.61	5.55
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	39	39	38	39	37	39	39	39	39



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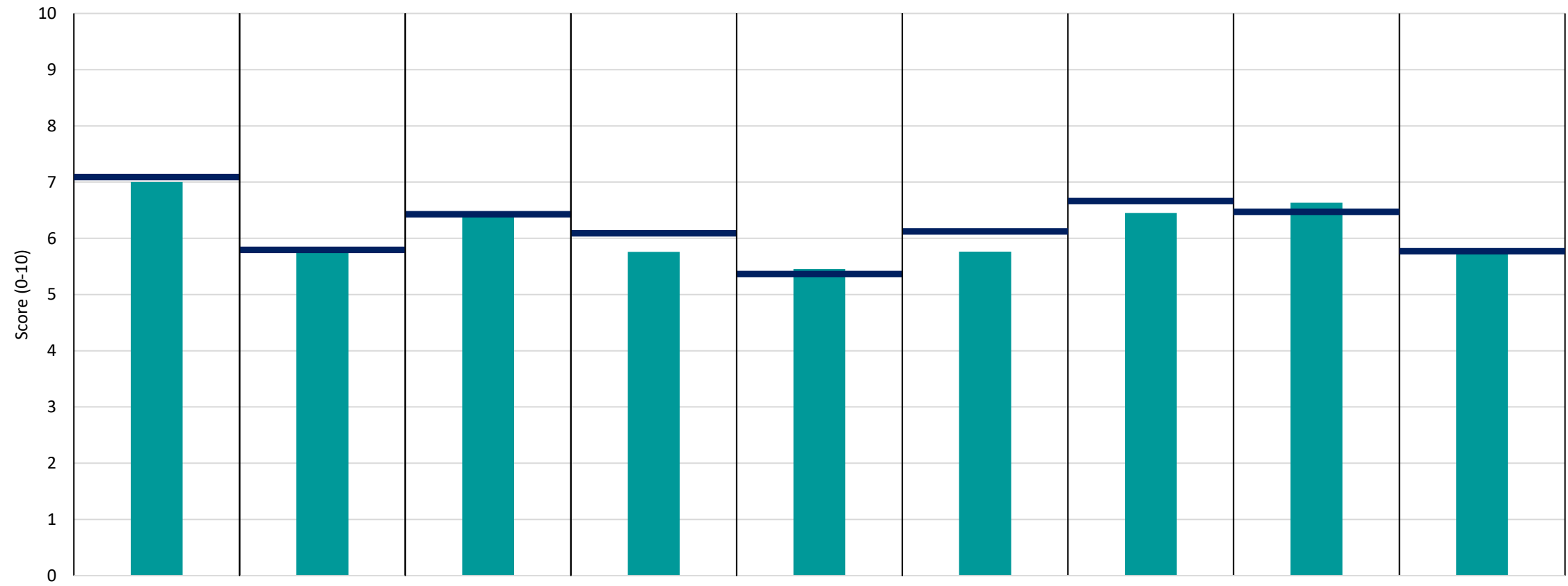
We are a team



Staff Engagement



Morale



Breakdown	7.00	5.85	6.43	5.76	5.45	5.76	6.45	6.63	5.72
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	42	42	42	40	37	42	42	42	42



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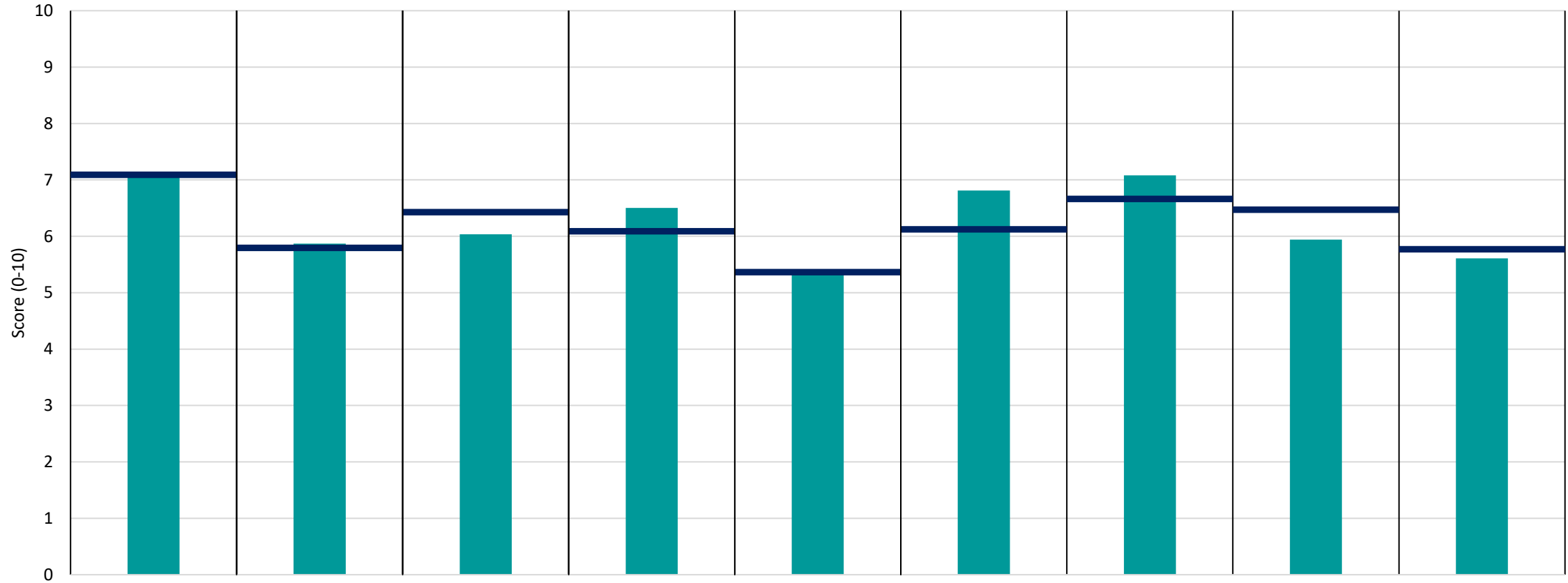
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Staff Engagement



Morale



Breakdown	7.11	5.87	6.04	6.50	5.39	6.81	7.08	5.94	5.61
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	115	114	114	115	112	114	114	115	115



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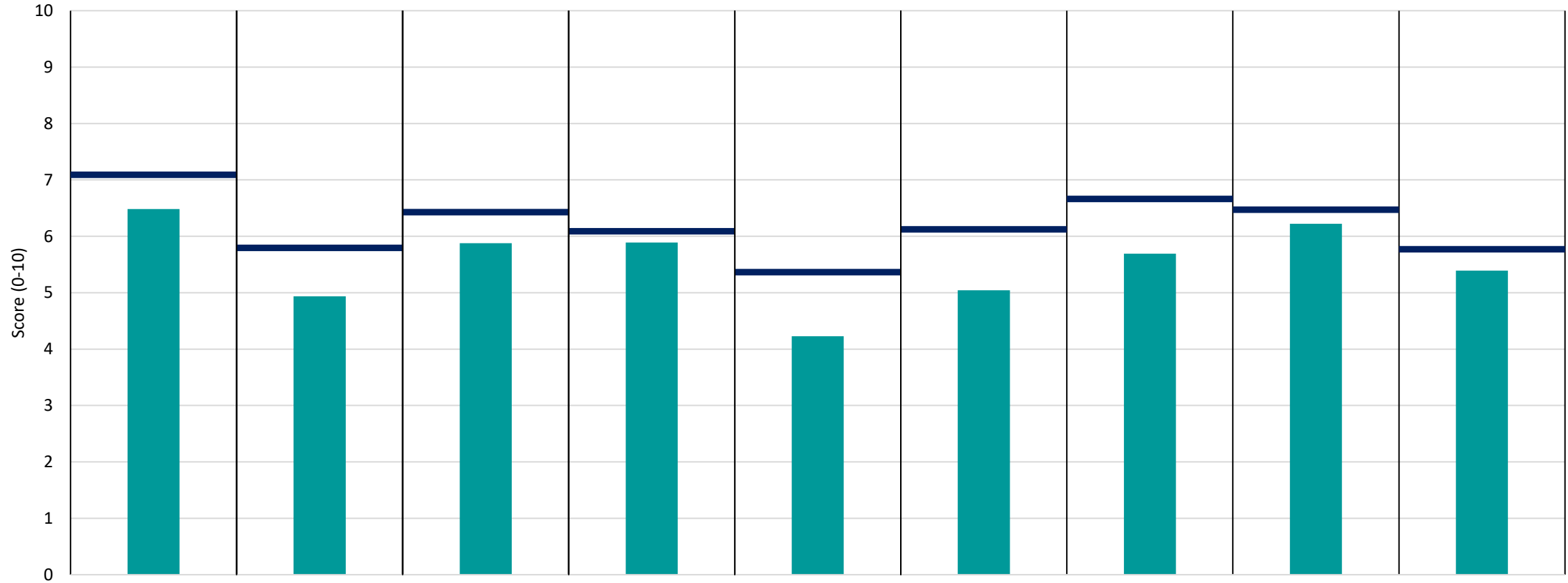
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Staff Engagement



Morale



Breakdown	6.48	4.94	5.88	5.89	4.23	5.04	5.69	6.22	5.39
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	59	58	59	58	54	58	59	59	59



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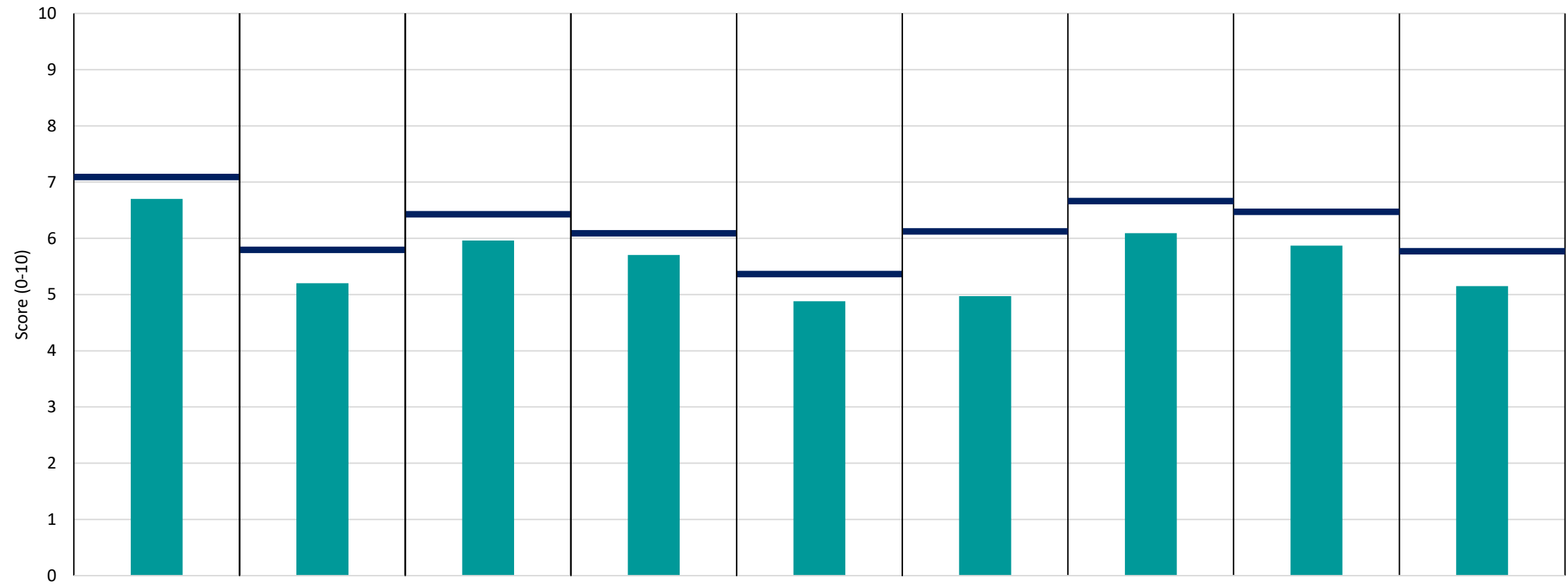
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Staff Engagement



Morale



Breakdown	6.70	5.20	5.96	5.70	4.88	4.97	6.09	5.87	5.15
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	110	110	109	108	103	110	110	110	110



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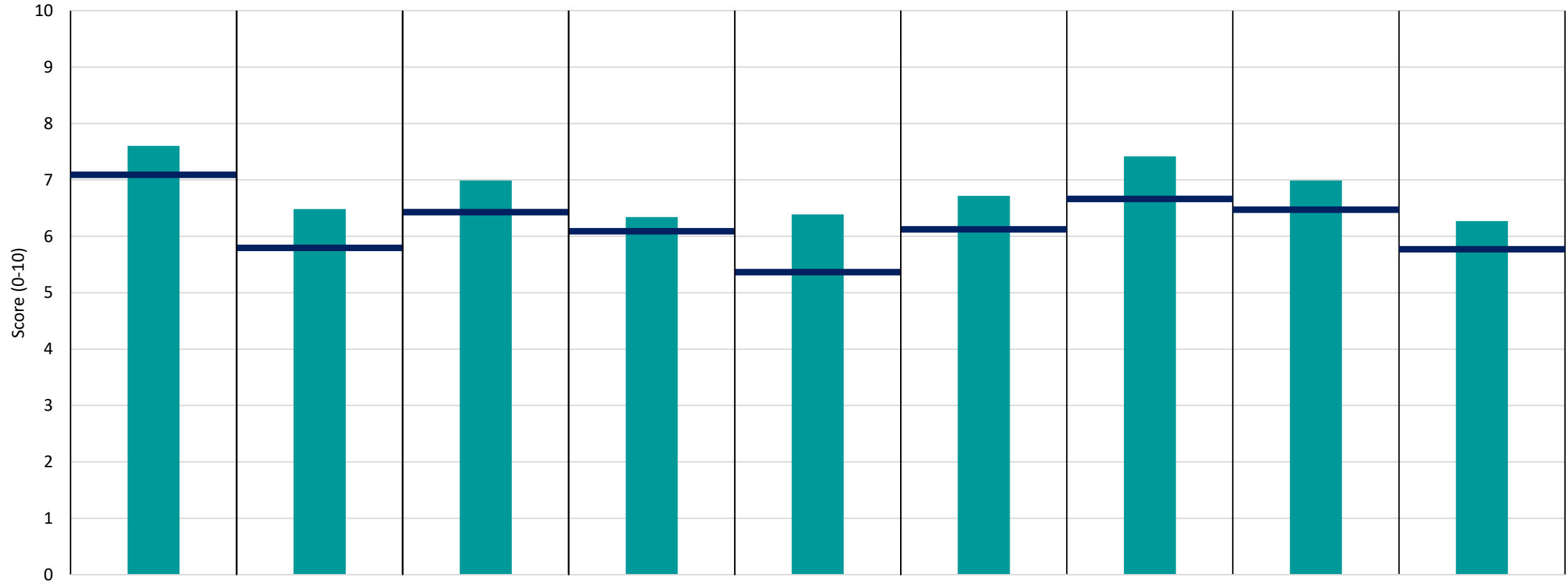
We are a team



Staff Engagement



Morale



Breakdown	7.60	6.48	6.99	6.34	6.39	6.72	7.42	6.99	6.27
Your org	7.09	5.80	6.43	6.09	5.36	6.12	6.66	6.47	5.77
Responses	248	248	248	247	222	245	247	248	248