



Black Country Healthcare NHS Foundation Trust

2025 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 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.

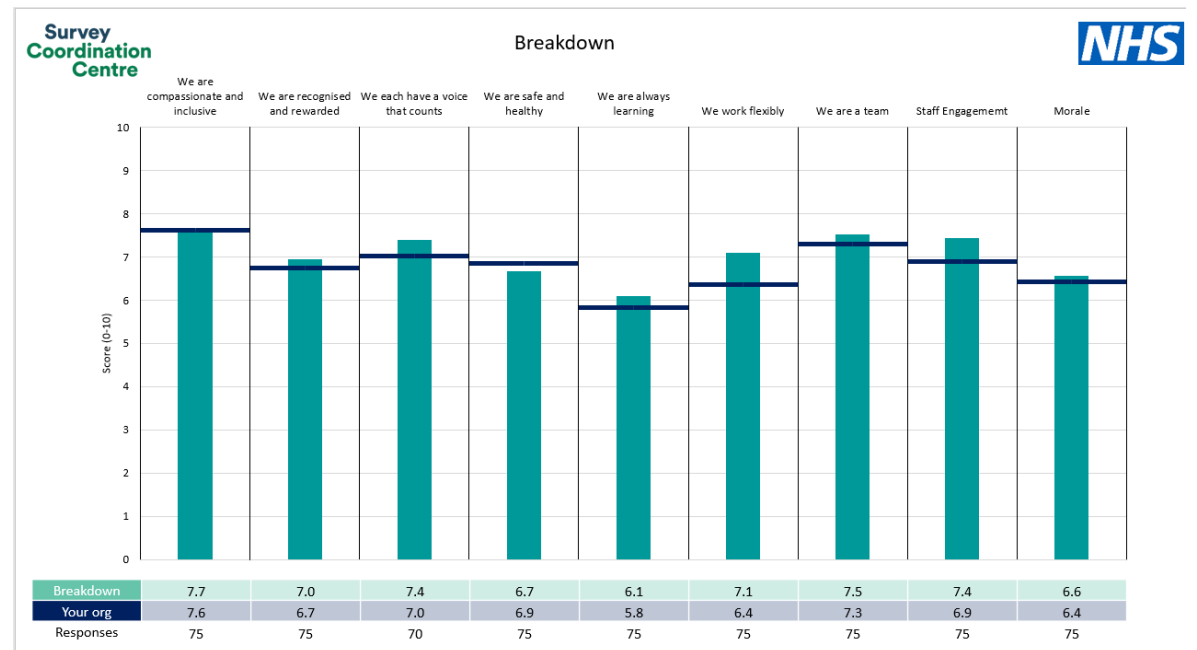
The breakdowns used in this report were provided and defined by Black Country Healthcare NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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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2025 NHS Staff Survey



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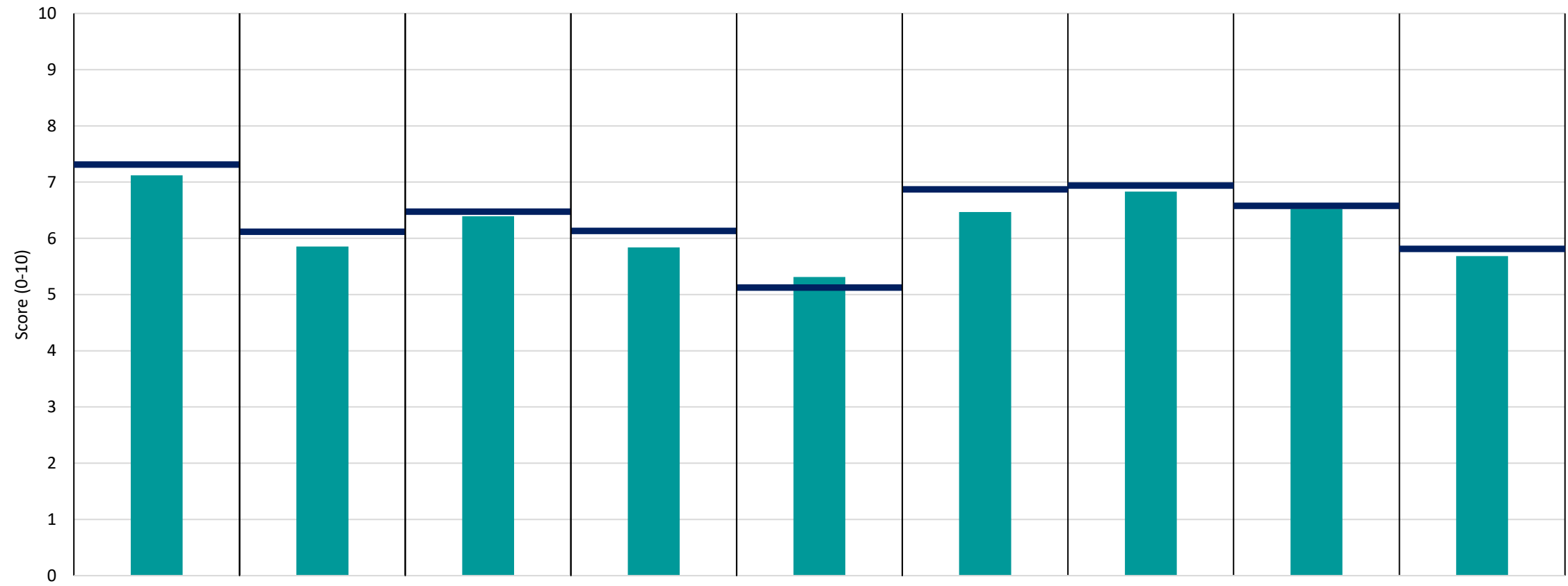
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Staff Engagement



Morale



Breakdown	7.12	5.85	6.39	5.84	5.31	6.47	6.83	6.52	5.68
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	749	746	739	733	679	739	748	748	749



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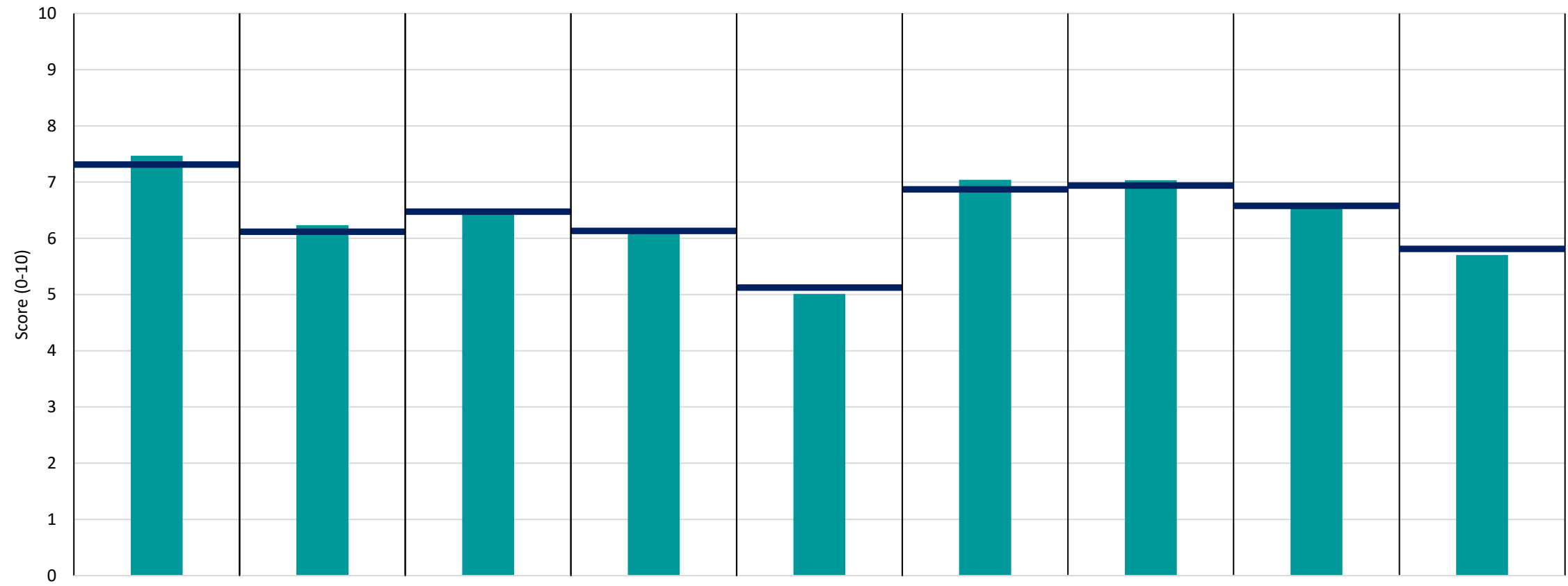
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Staff Engagement



Morale



Breakdown	7.47	6.23	6.46	6.10	5.01	7.04	7.03	6.54	5.70
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	482	482	481	481	417	480	481	482	482



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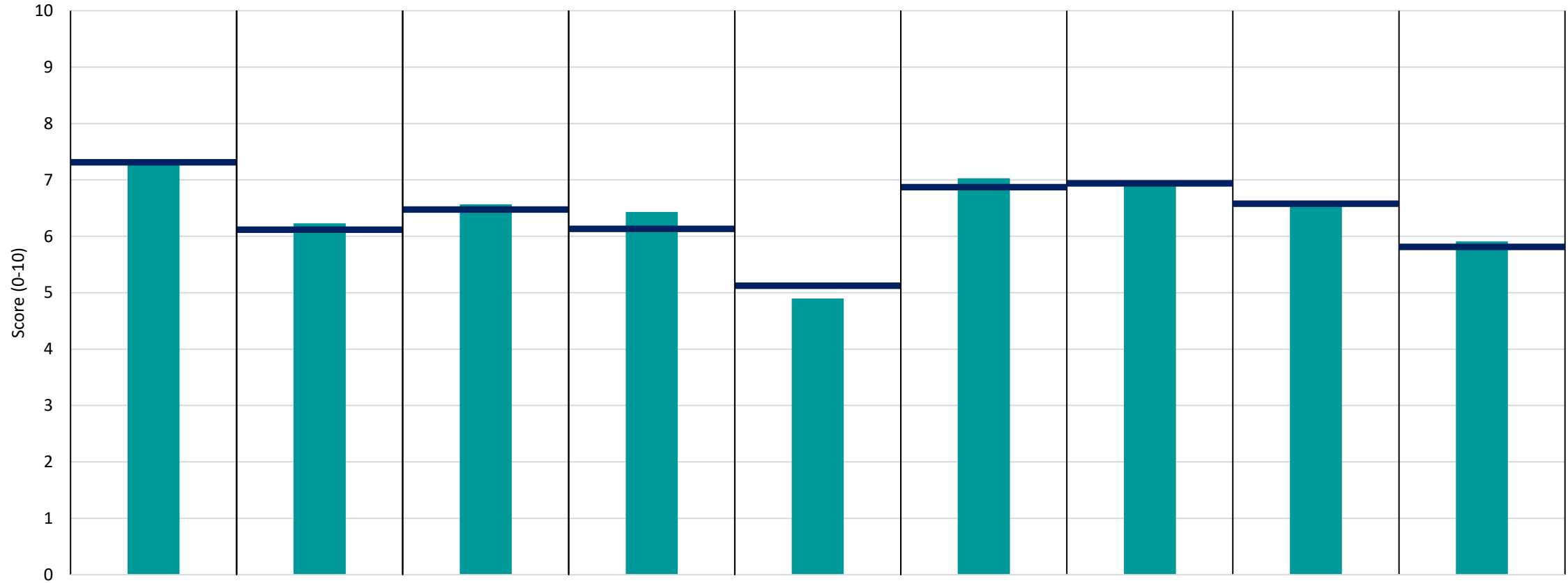
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Staff Engagement



Morale



Breakdown	7.28	6.23	6.57	6.43	4.90	7.03	6.93	6.63	5.91
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	681	680	672	665	602	677	677	680	680



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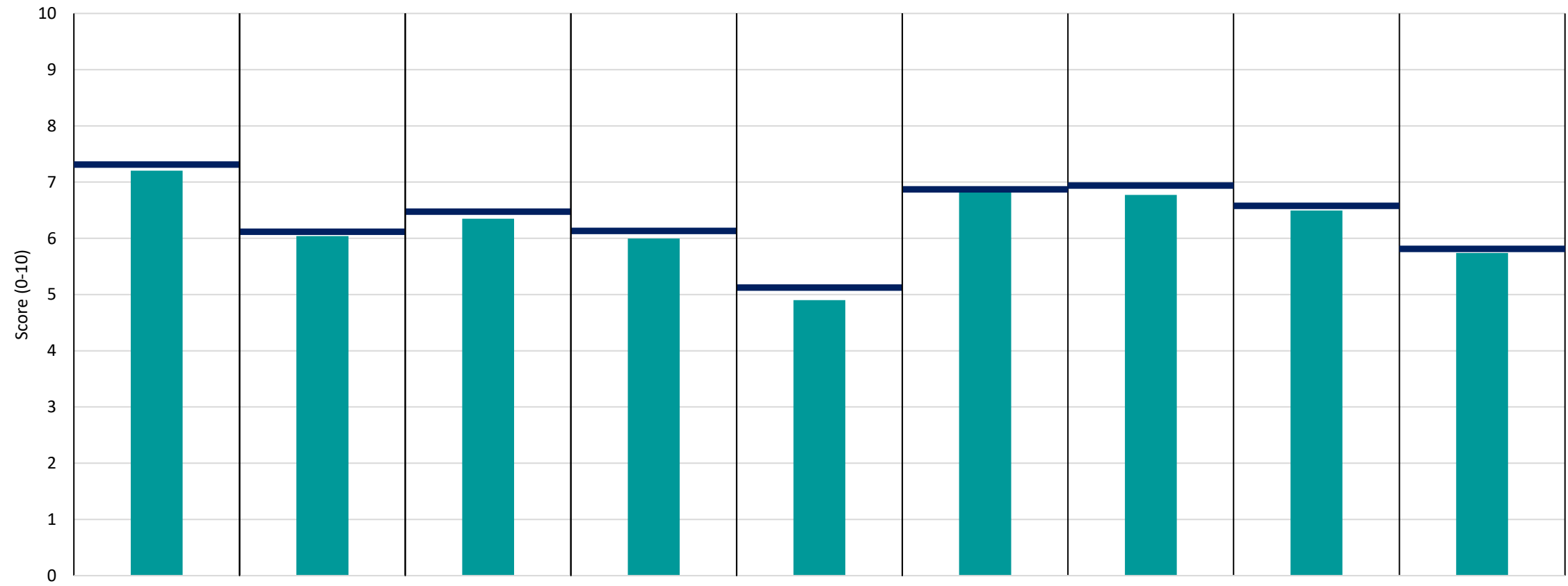
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Morale



Breakdown	7.21	6.04	6.35	6.00	4.90	6.88	6.77	6.50	5.74
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	167	166	164	164	155	165	166	166	166



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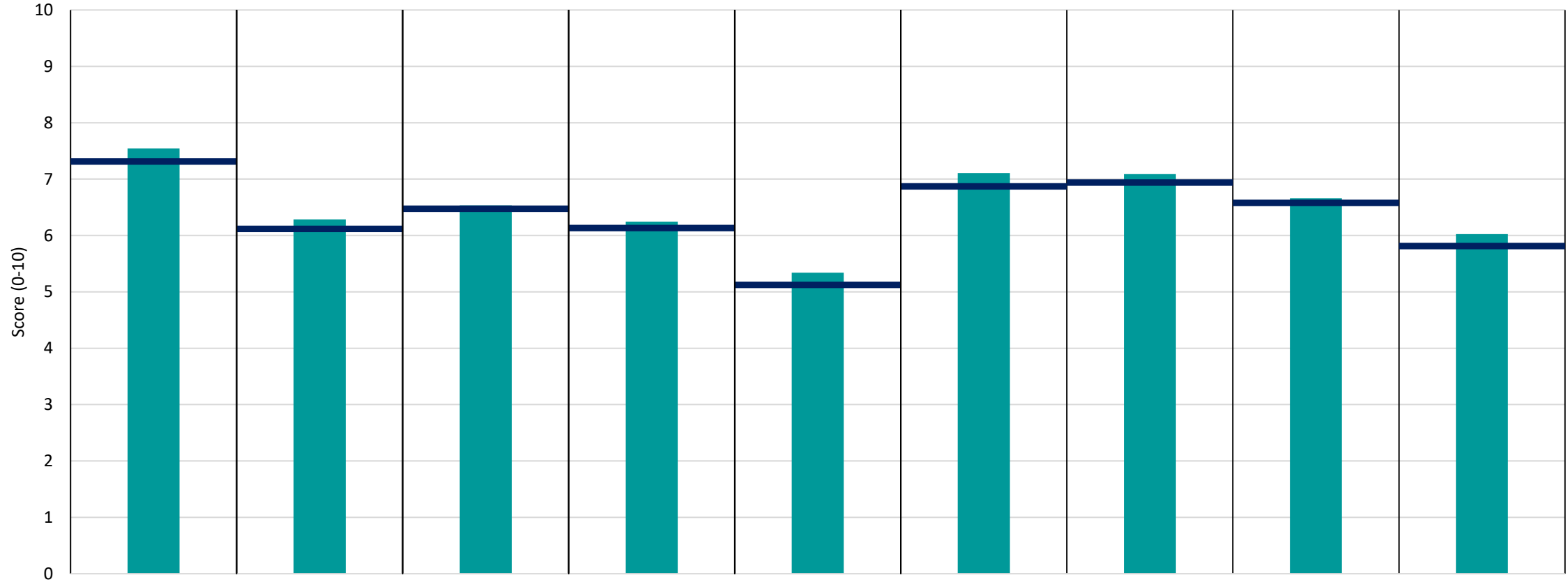
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Breakdown	7.54	6.28	6.54	6.25	5.34	7.11	7.09	6.66	6.02
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	454	454	452	452	420	452	454	454	454

Breakdowns 2

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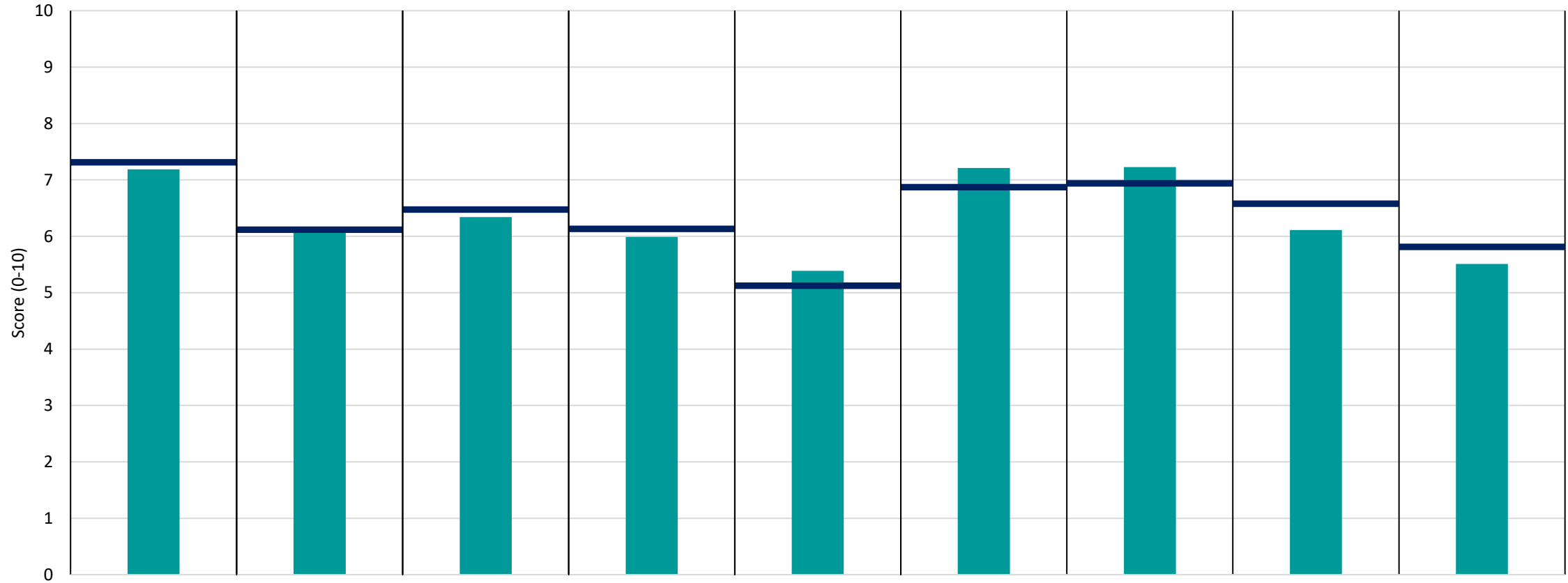
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Breakdown	7.19	6.17	6.34	5.99	5.39	7.21	7.23	6.11	5.51
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	45	45	45	45	44	45	45	45	45



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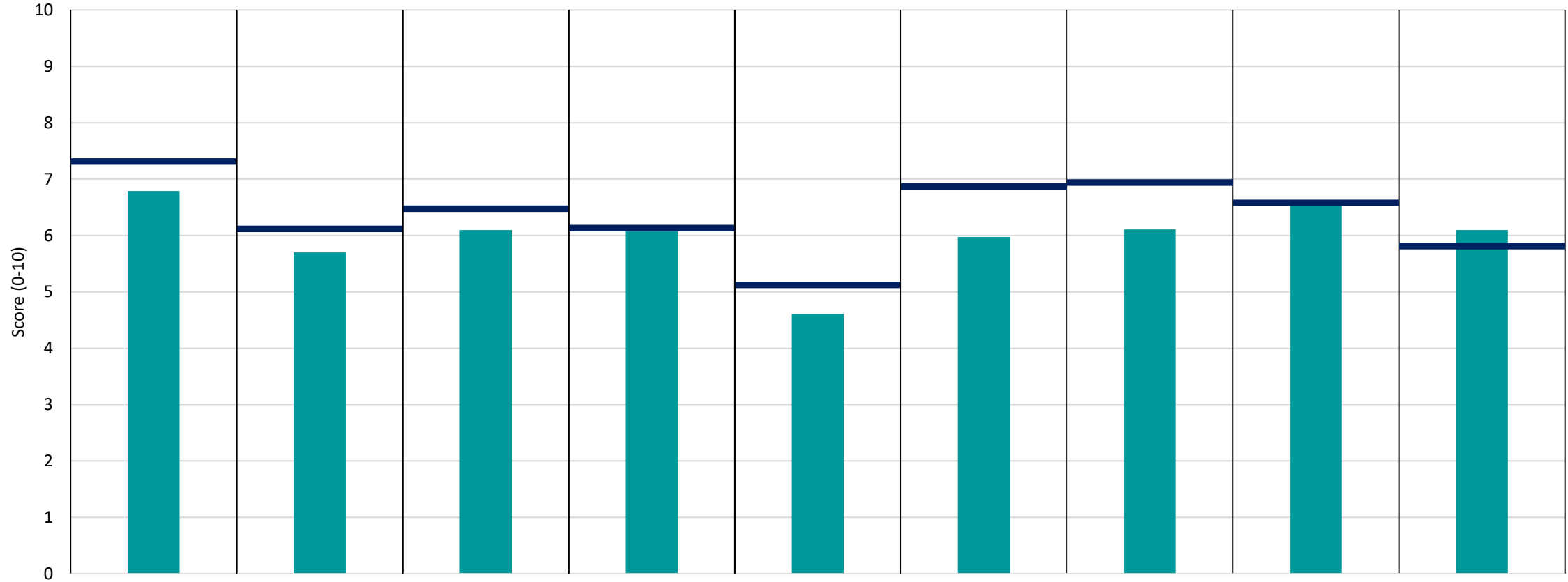
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Breakdown	6.79	5.70	6.10	6.18	4.61	5.97	6.11	6.58	6.10
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	72	72	72	72	67	71	72	72	72



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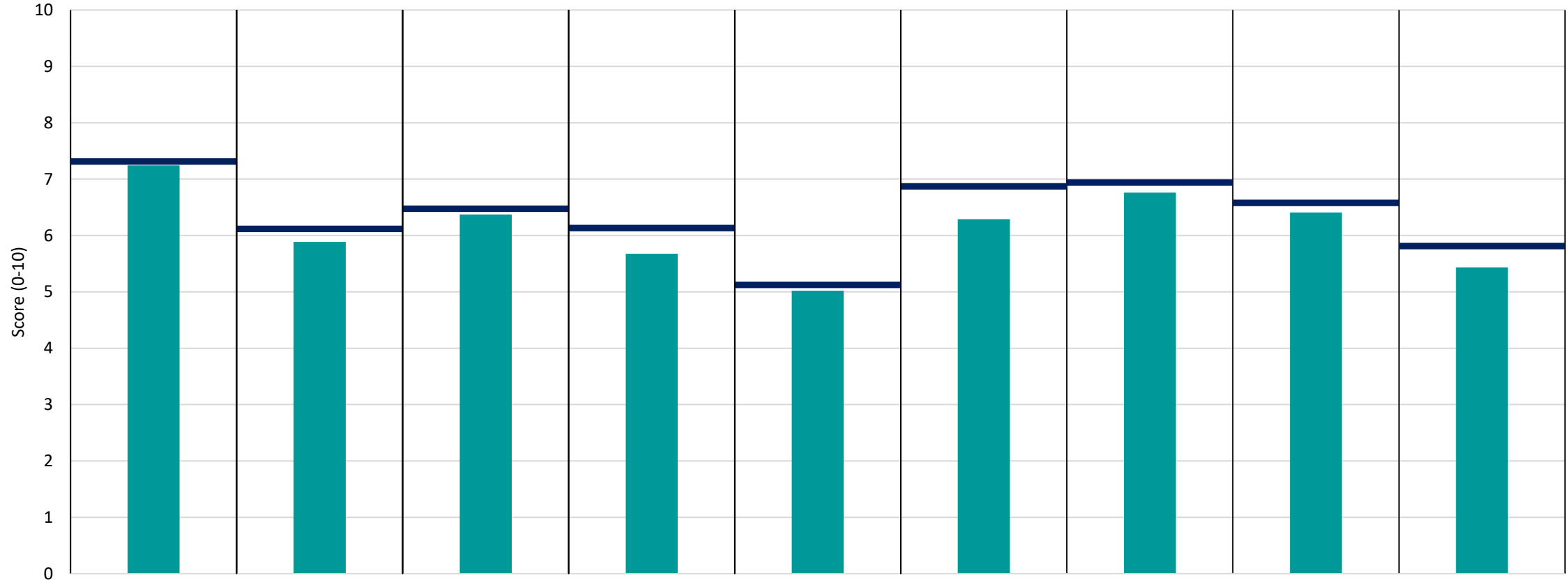
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Breakdown	7.24	5.89	6.37	5.68	5.02	6.29	6.76	6.41	5.44
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	138	136	137	137	126	136	138	138	138



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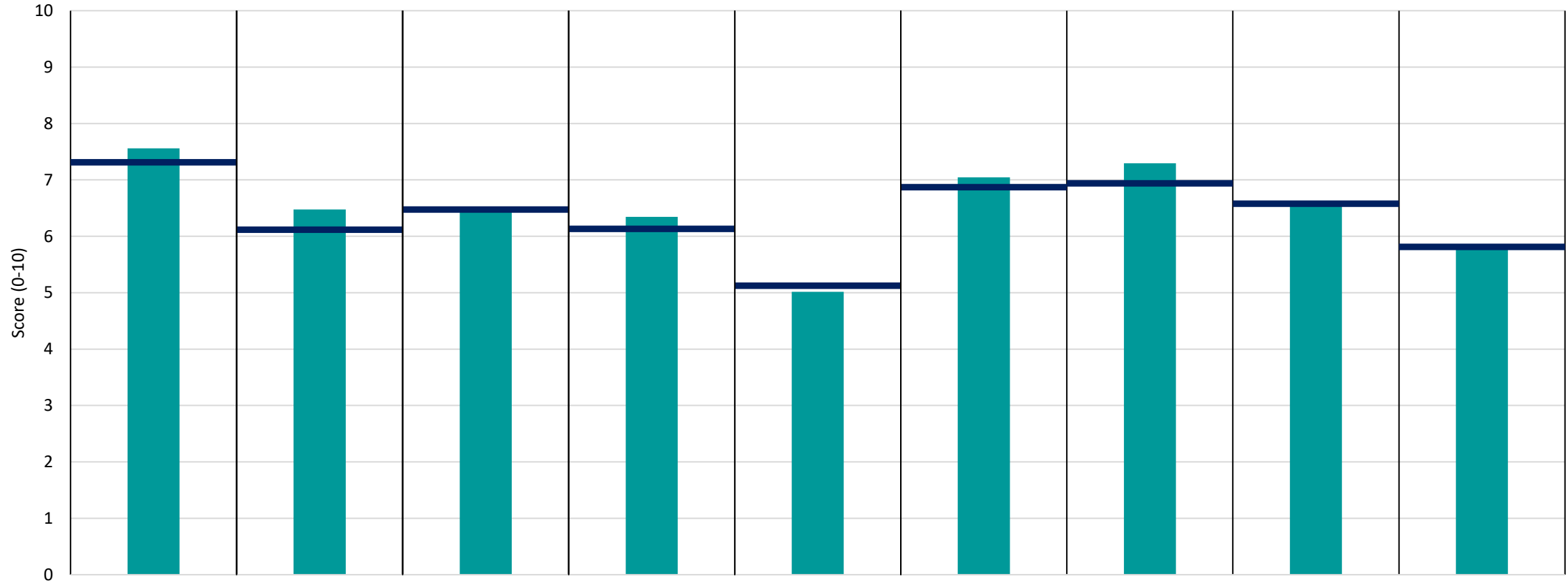
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Breakdown	7.56	6.48	6.45	6.35	5.02	7.04	7.29	6.60	5.86
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	43	43	43	43	38	43	43	43	43



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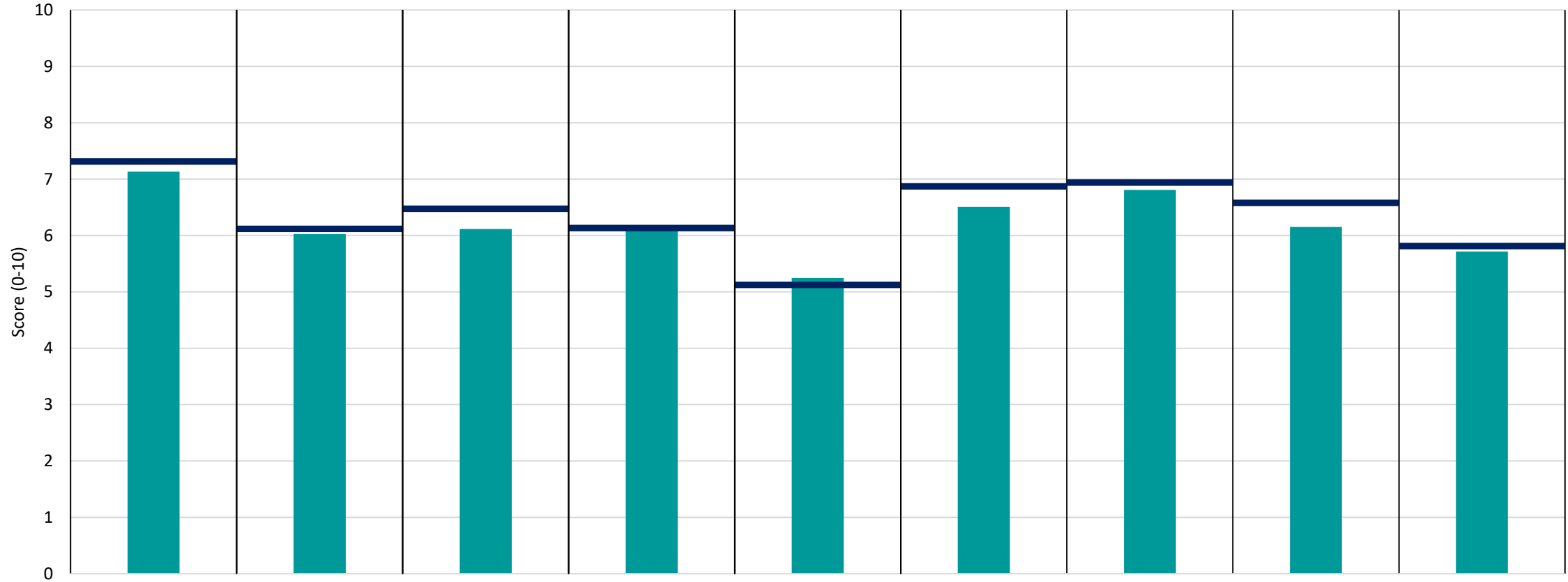
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Breakdown	7.13	6.02	6.11	6.09	5.24	6.51	6.81	6.15	5.72
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	82	83	82	82	80	81	82	82	82



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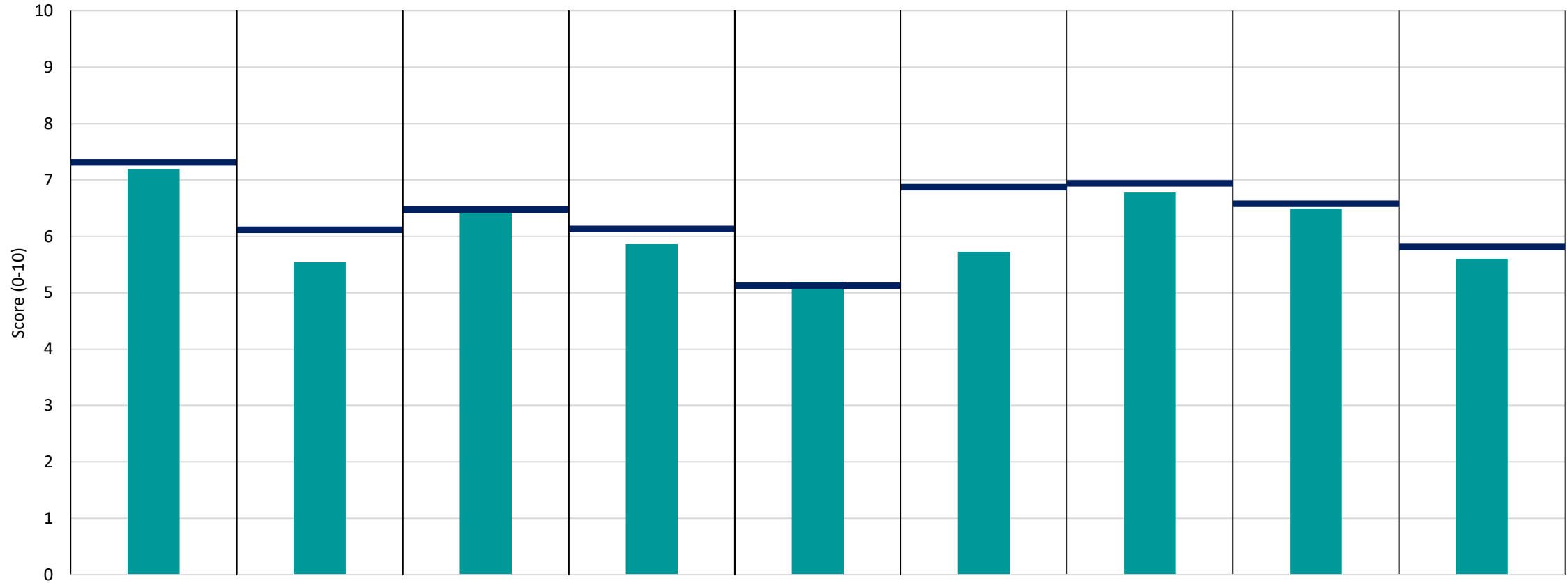
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Breakdown	7.19	5.54	6.43	5.86	5.19	5.72	6.78	6.49	5.60
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	75	75	73	73	69	75	75	75	75



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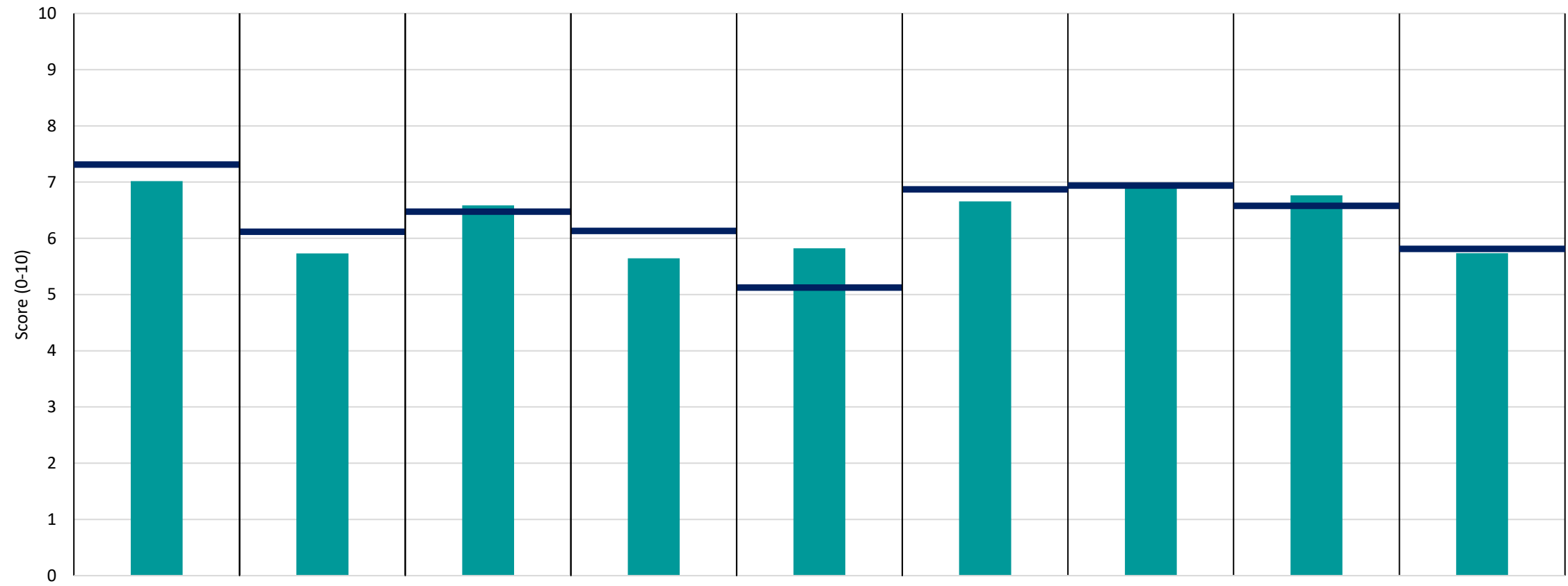
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Breakdown	7.02	5.73	6.59	5.65	5.82	6.66	6.90	6.76	5.74
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	264	262	257	251	228	259	263	263	264



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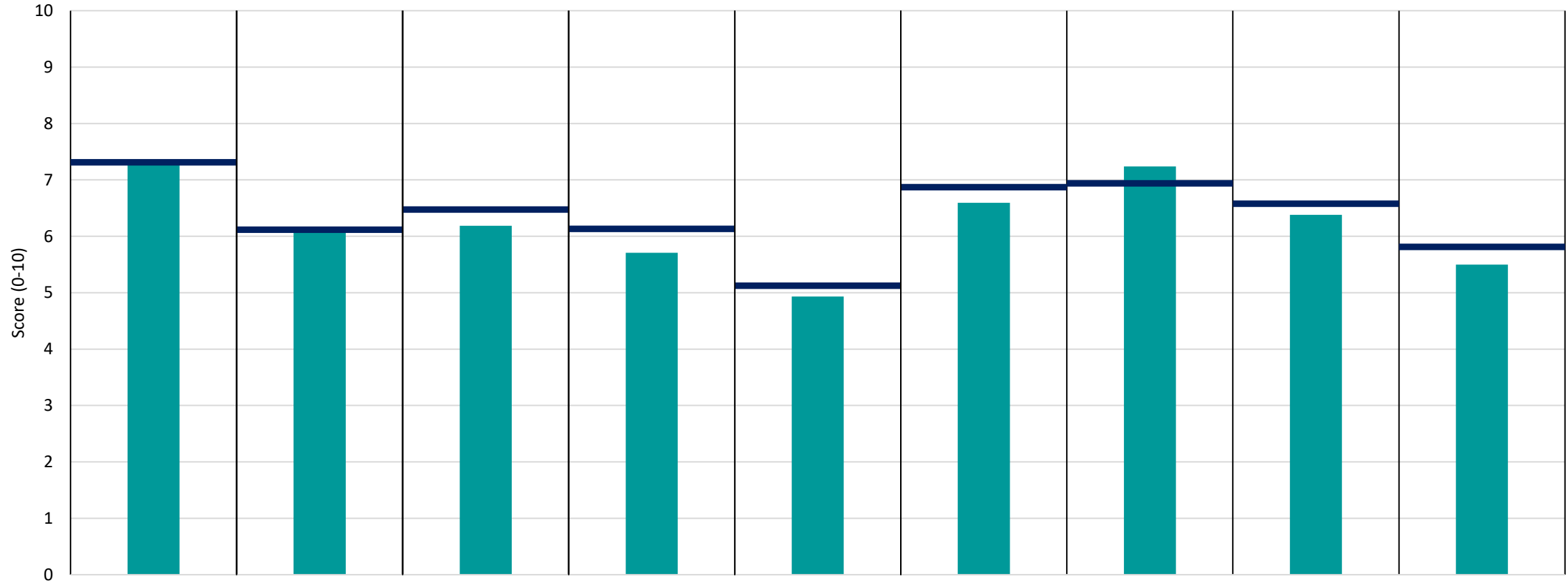
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Breakdown	7.35	6.10	6.19	5.71	4.93	6.59	7.24	6.38	5.50
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	30	30	30	30	27	29	30	30	30



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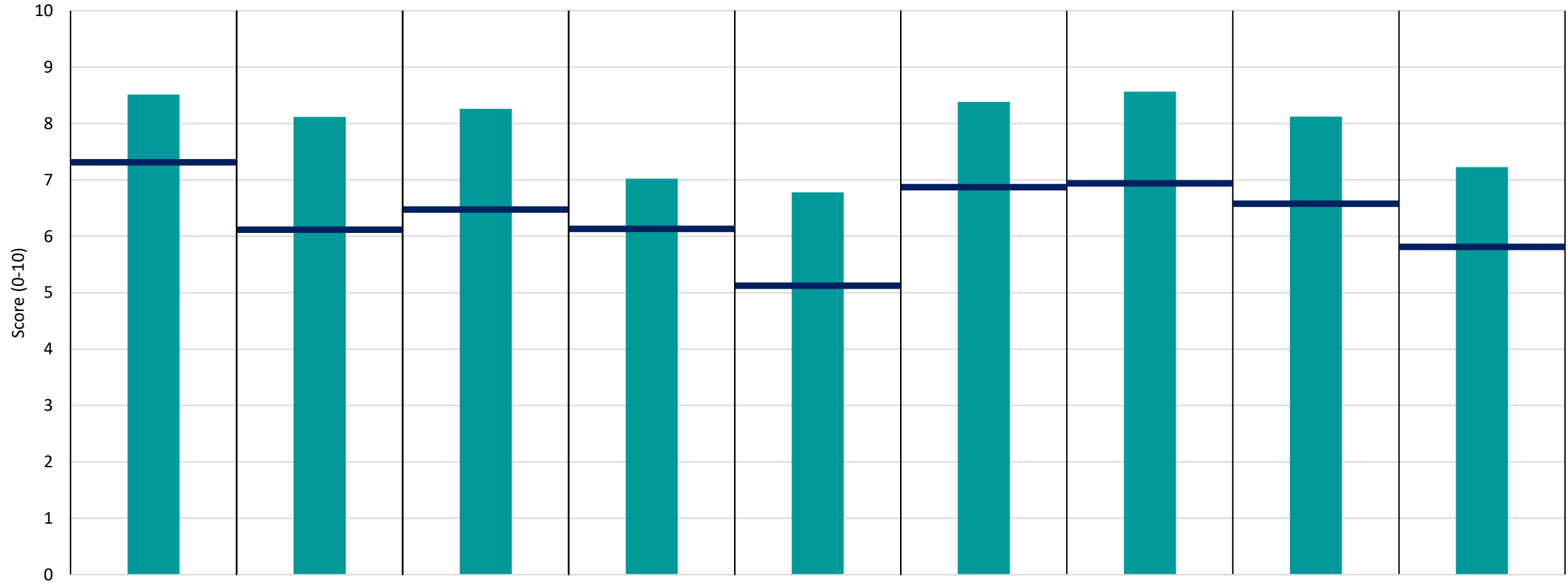
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Breakdown	8.51	8.12	8.26	7.02	6.78	8.38	8.56	8.12	7.23
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	17	17	17	17	16	17	16	17	17



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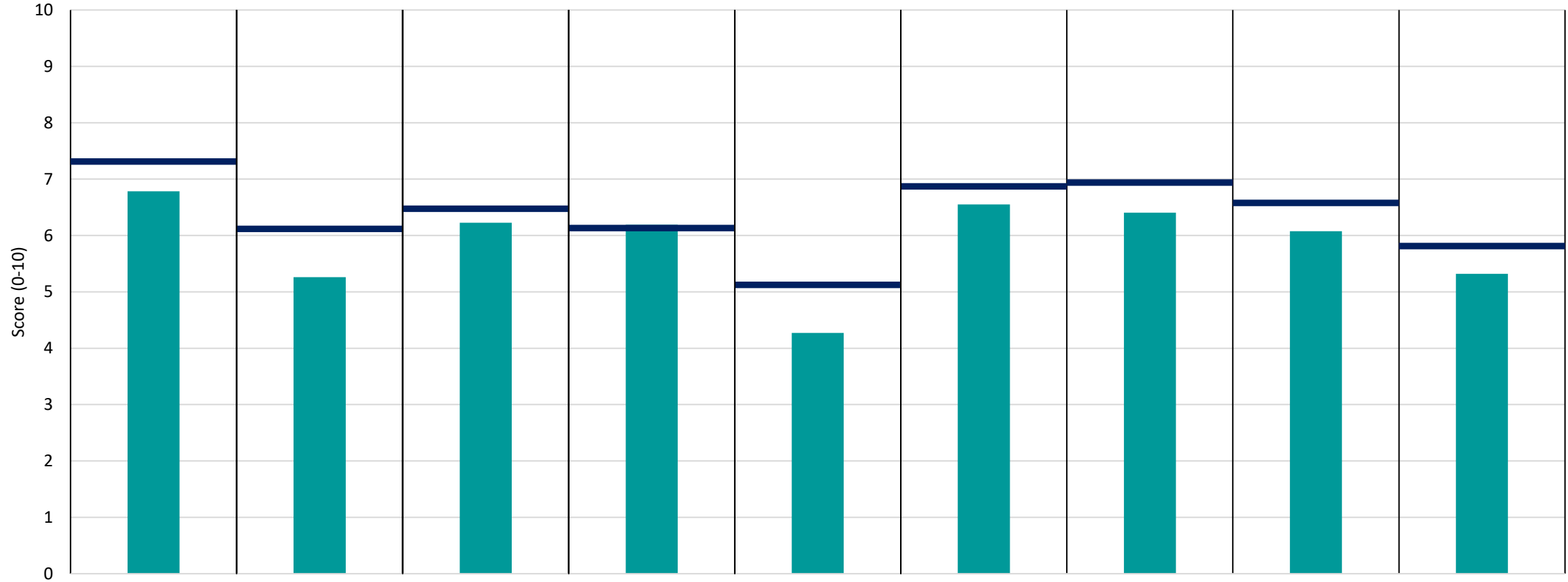
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Breakdown	6.78	5.26	6.23	6.19	4.27	6.55	6.41	6.08	5.32
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	40	40	40	40	35	40	40	40	40



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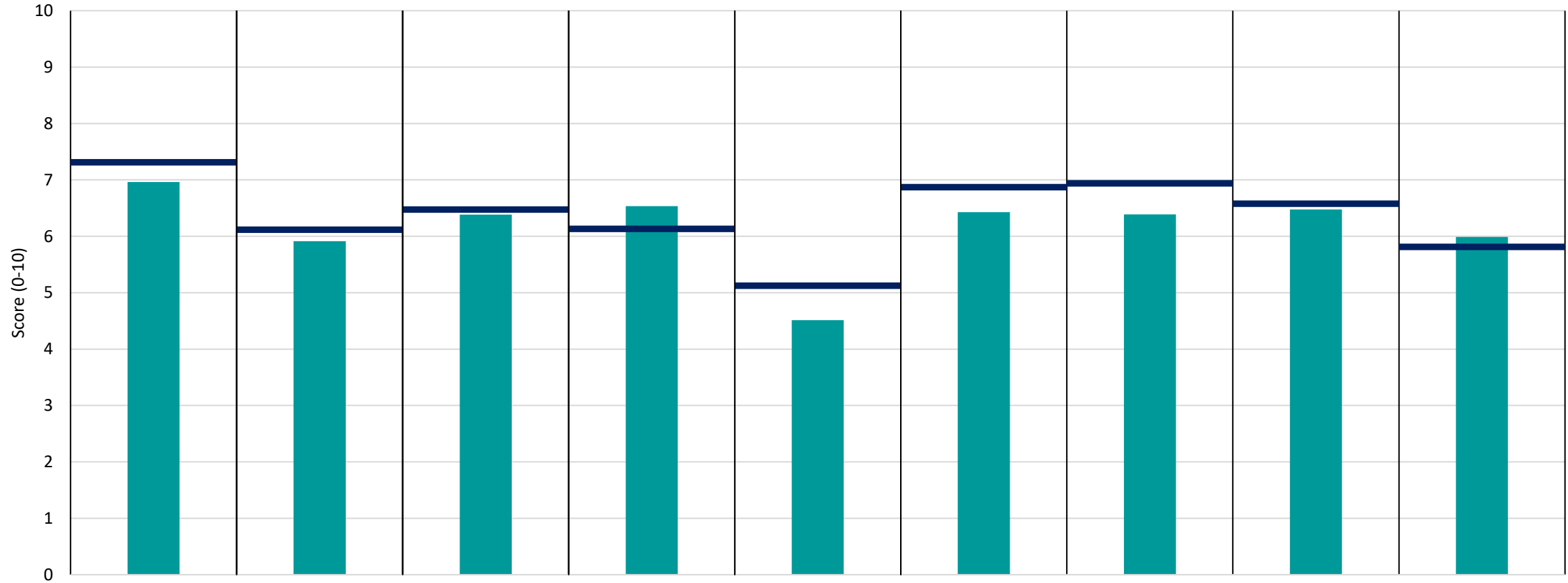
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Breakdown	6.96	5.91	6.38	6.54	4.51	6.43	6.39	6.47	5.99
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	123	122	118	109	96	120	121	122	122



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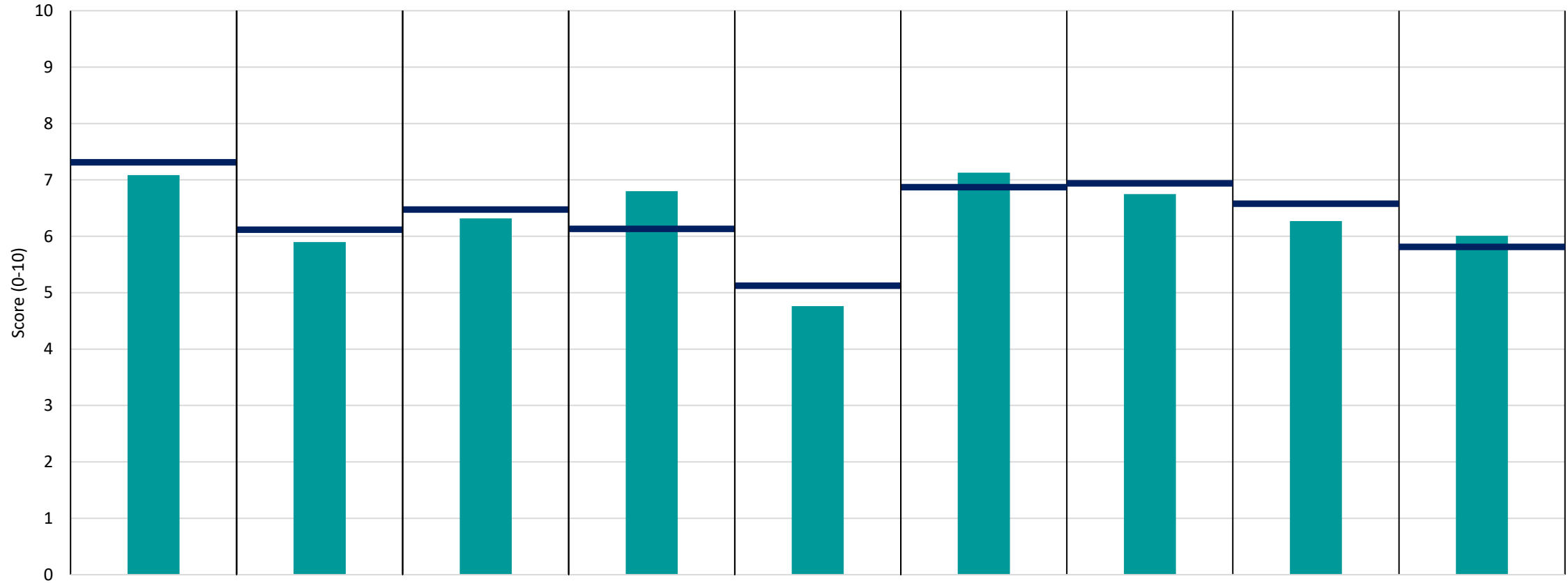
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Breakdown	7.08	5.90	6.32	6.80	4.76	7.13	6.75	6.27	6.01
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	64	64	63	64	58	63	64	64	64



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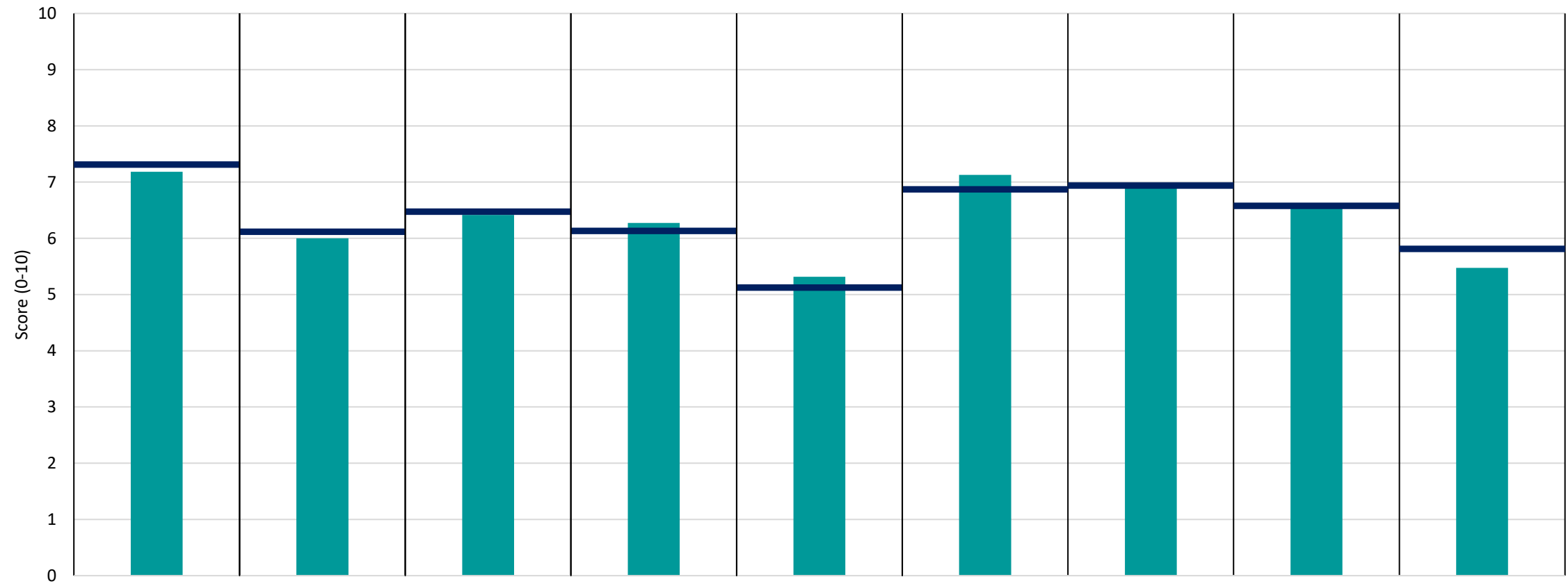
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Breakdown	7.18	6.00	6.42	6.27	5.32	7.13	6.91	6.61	5.48
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	71	71	71	71	64	71	71	71	71



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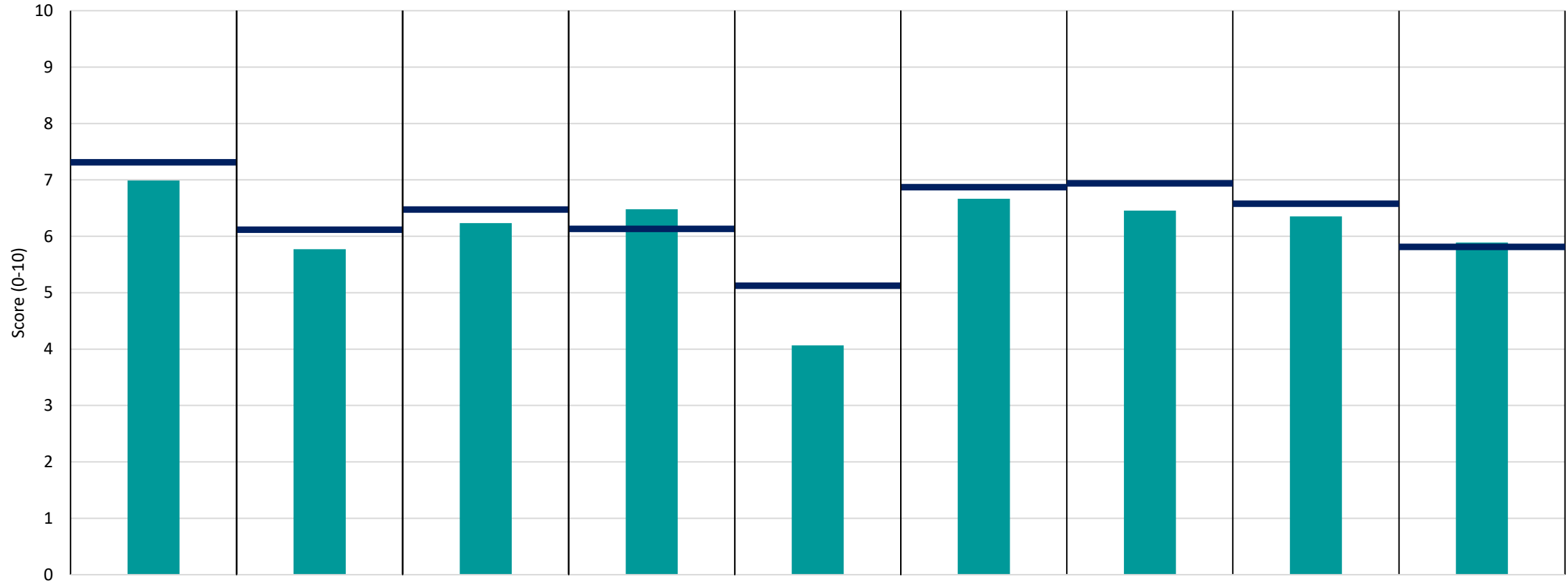
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Breakdown	6.99	5.77	6.23	6.48	4.07	6.67	6.46	6.35	5.89
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	55	55	54	55	50	55	55	55	55



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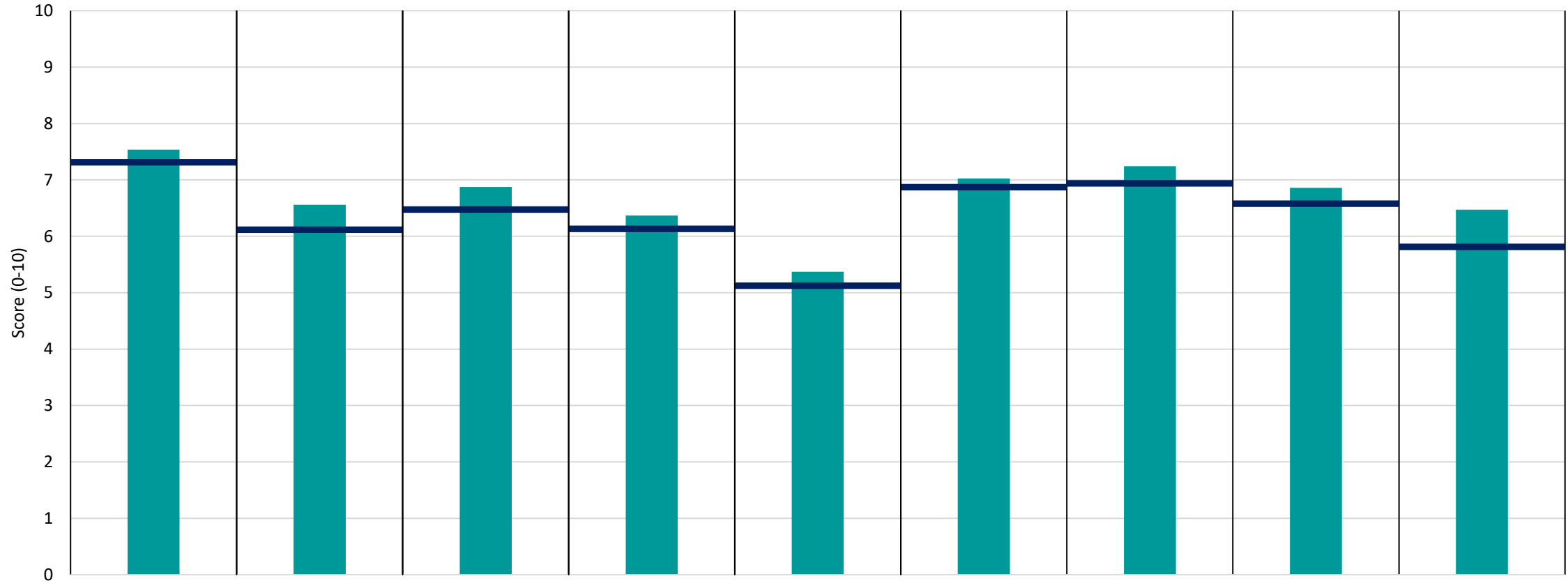
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Breakdown	7.54	6.56	6.87	6.37	5.37	7.03	7.24	6.86	6.47
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	25	25	25	25	23	25	25	25	25



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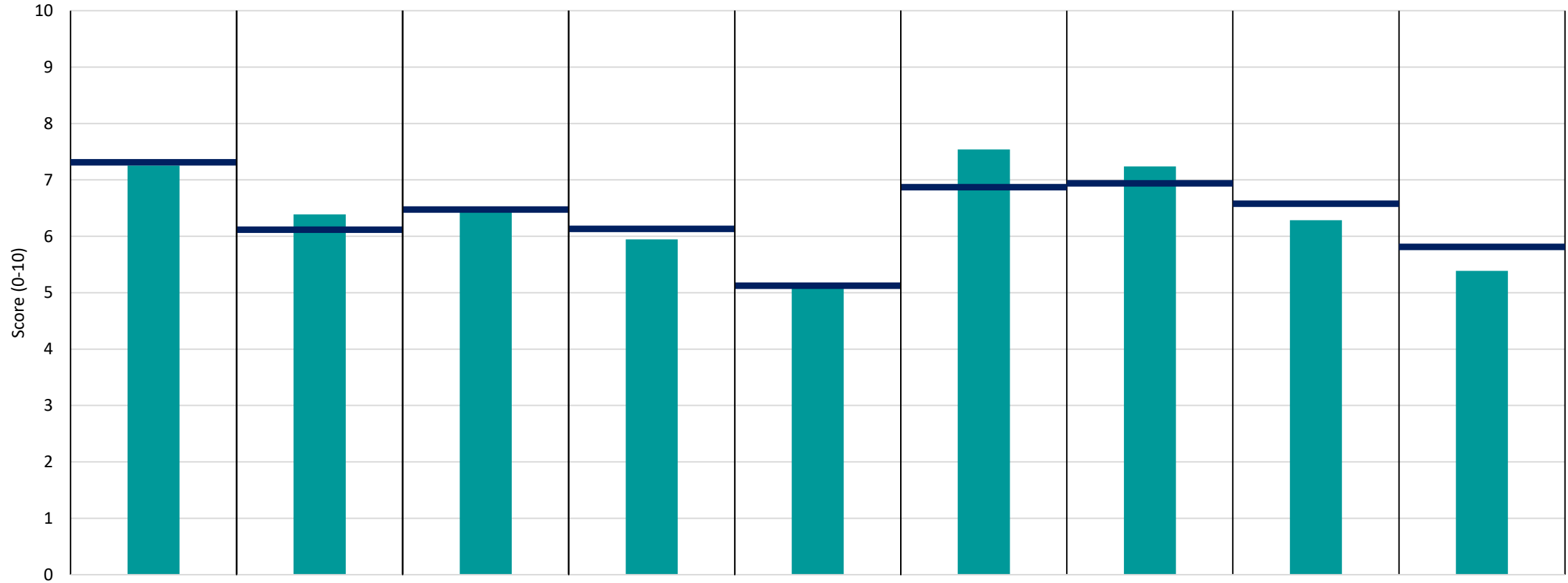
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Breakdown	7.26	6.39	6.43	5.95	5.09	7.54	7.24	6.28	5.39
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	40	40	39	40	36	40	40	40	40



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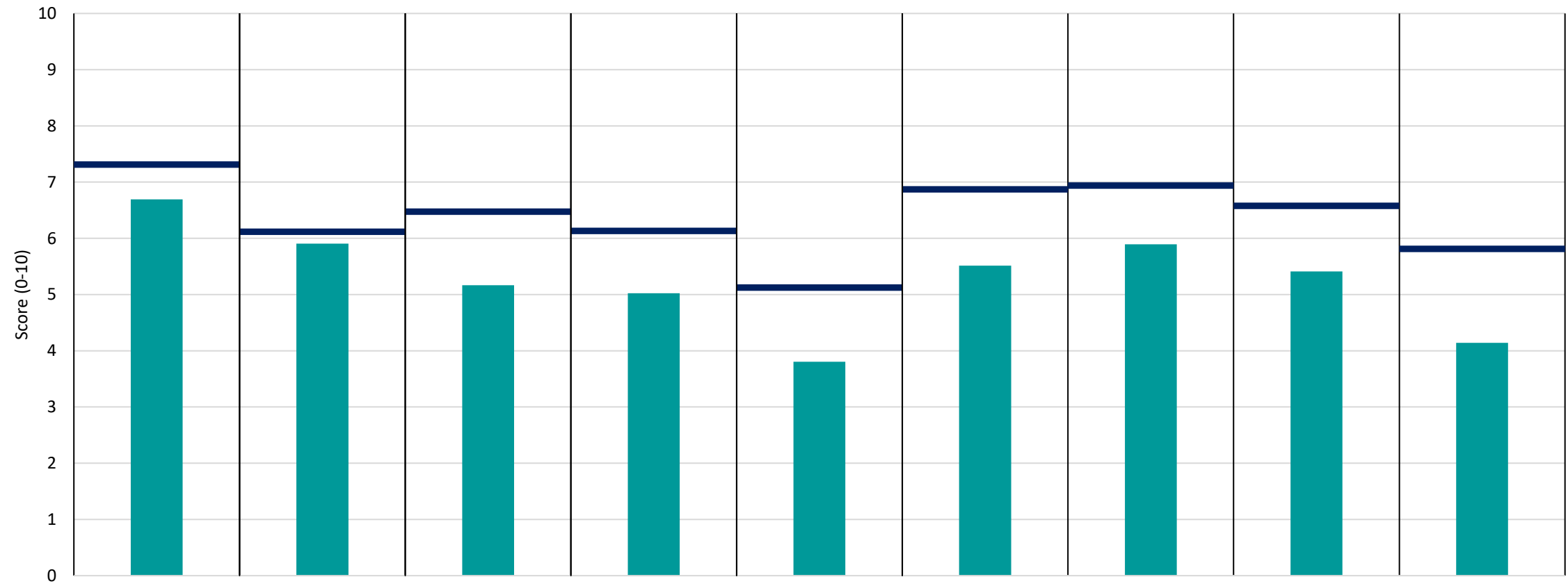
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Breakdown	6.69	5.90	5.17	5.02	3.81	5.52	5.89	5.41	4.14
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	21	21	21	20	15	21	21	21	21



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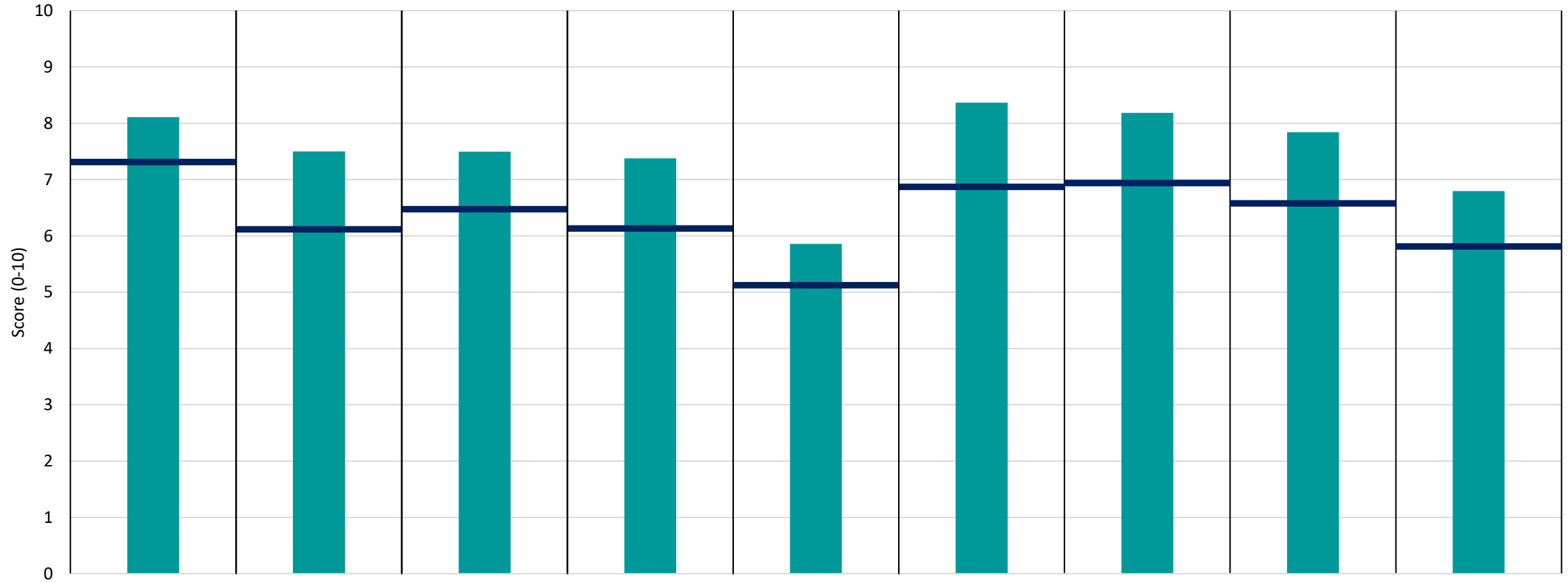
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Breakdown	8.11	7.50	7.50	7.38	5.86	8.37	8.19	7.84	6.80
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	13	13	13	13	10	13	13	13	13



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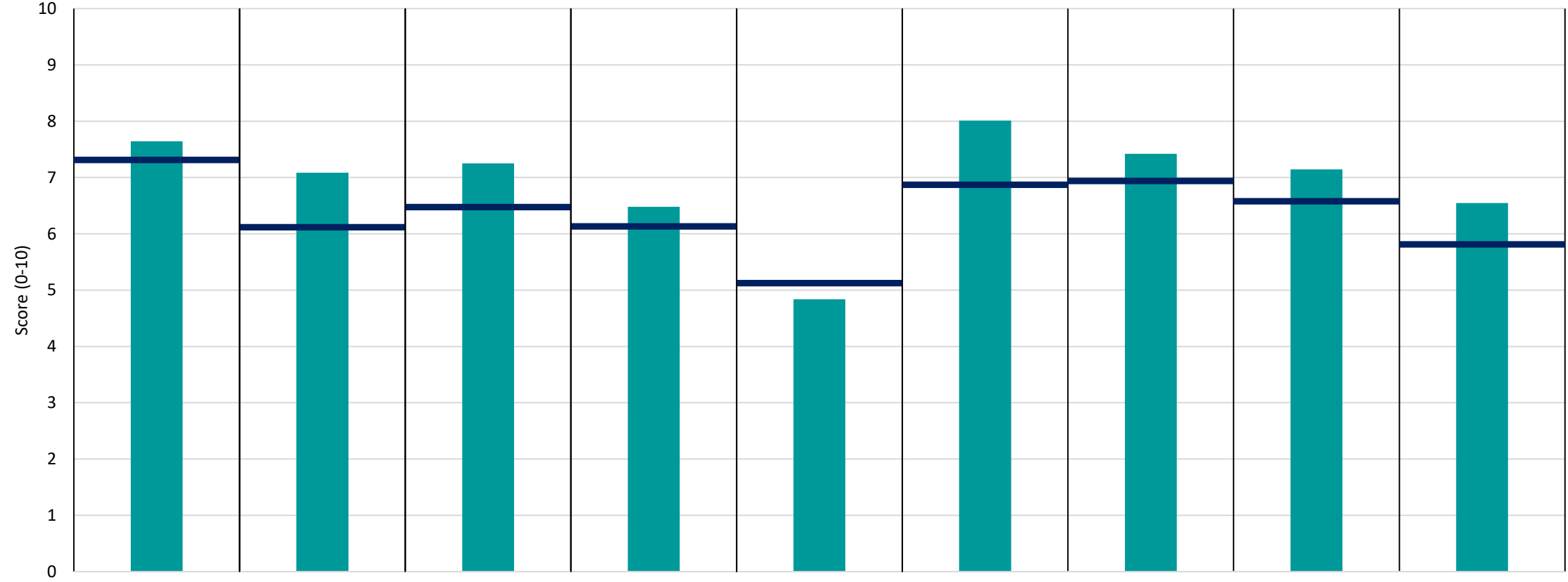
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Breakdown	7.64	7.08	7.25	6.48	4.84	8.01	7.42	7.15	6.55
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	18	18	18	18	18	18	18	18	18



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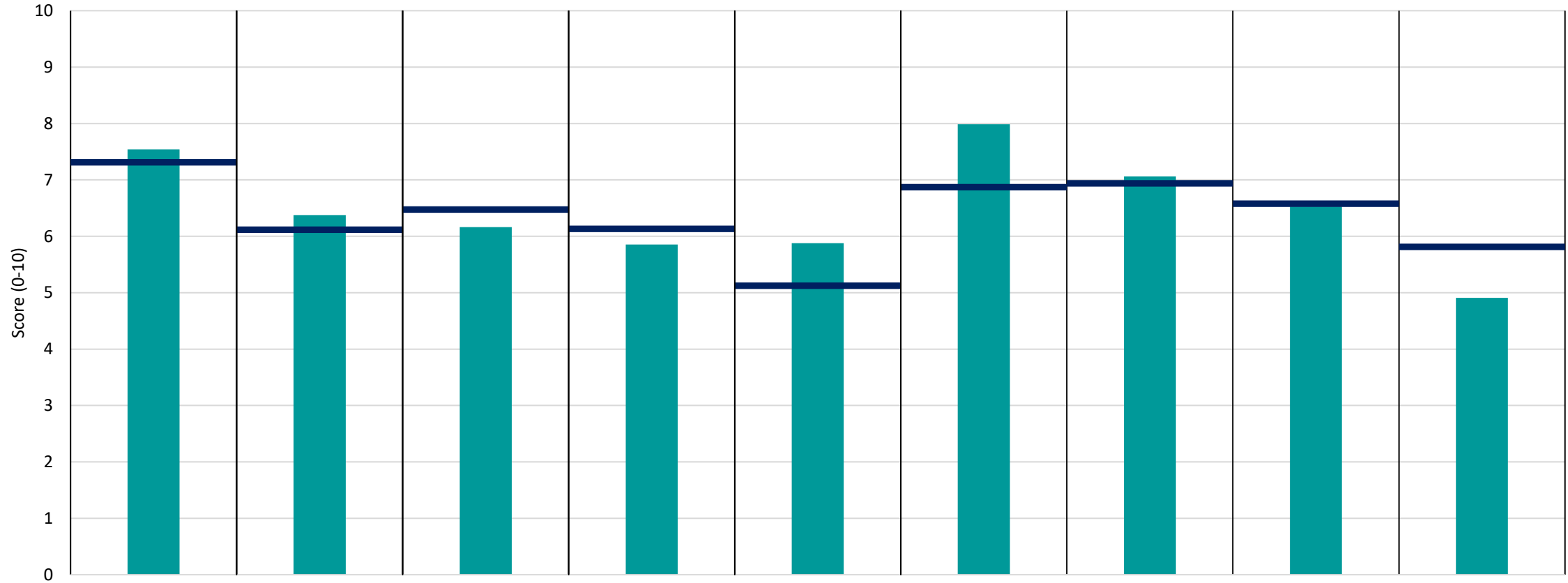
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Breakdown	7.54	6.38	6.16	5.85	5.88	7.99	7.06	6.53	4.91
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	12	12	12	12	11	12	11	12	12



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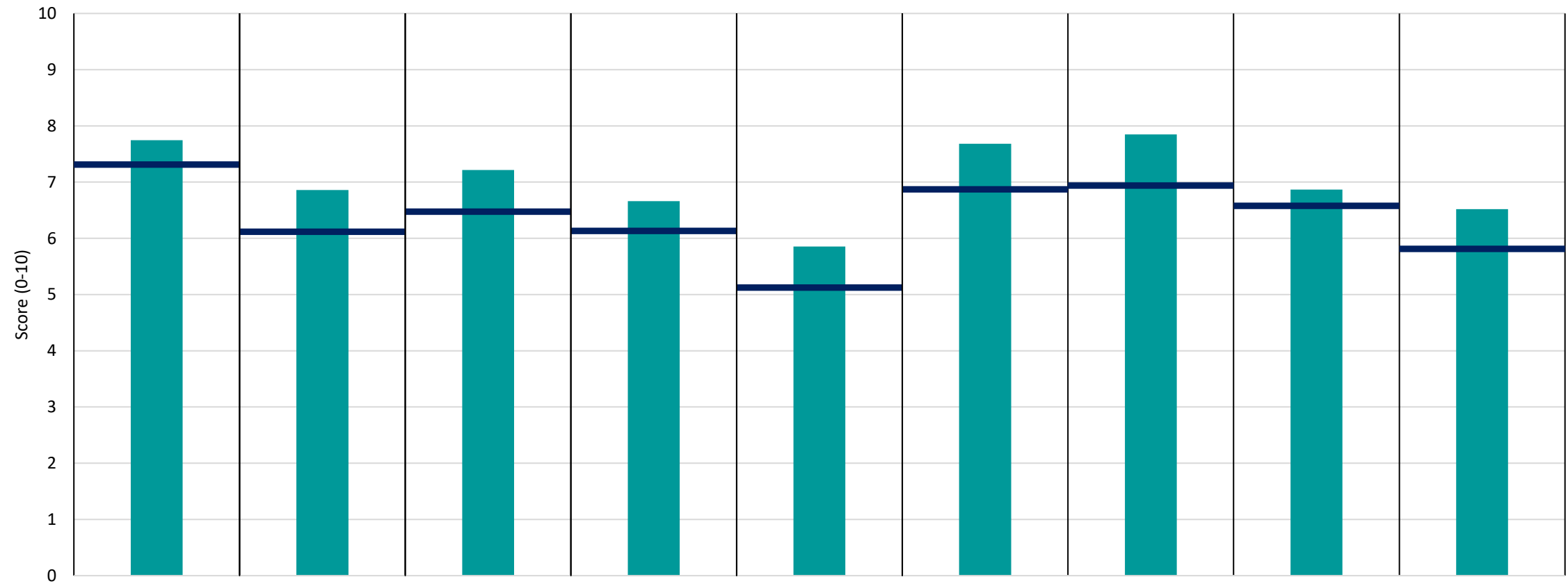
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Breakdown	7.75	6.86	7.21	6.66	5.86	7.68	7.85	6.87	6.52
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	25	25	25	25	22	25	25	25	25



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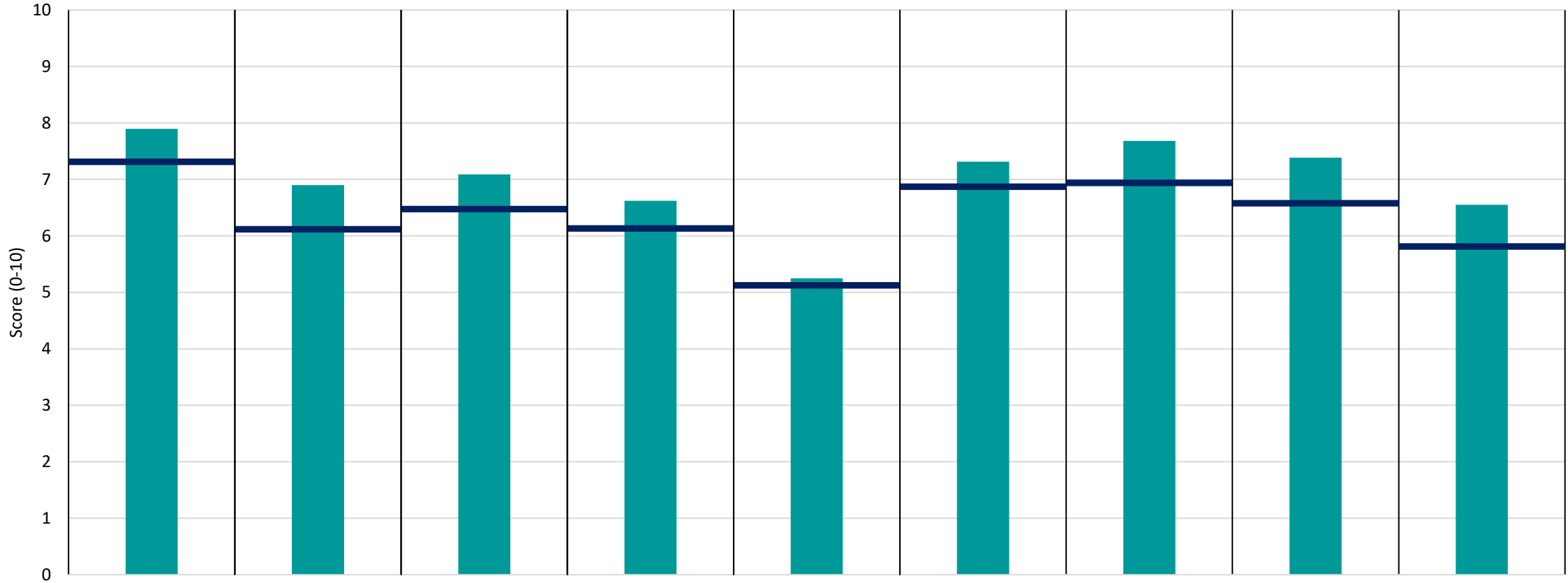
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Breakdown	7.90	6.90	7.09	6.62	5.25	7.31	7.68	7.39	6.55
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	107	107	106	106	101	107	107	107	107



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that counts



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We are always
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We work flexibly



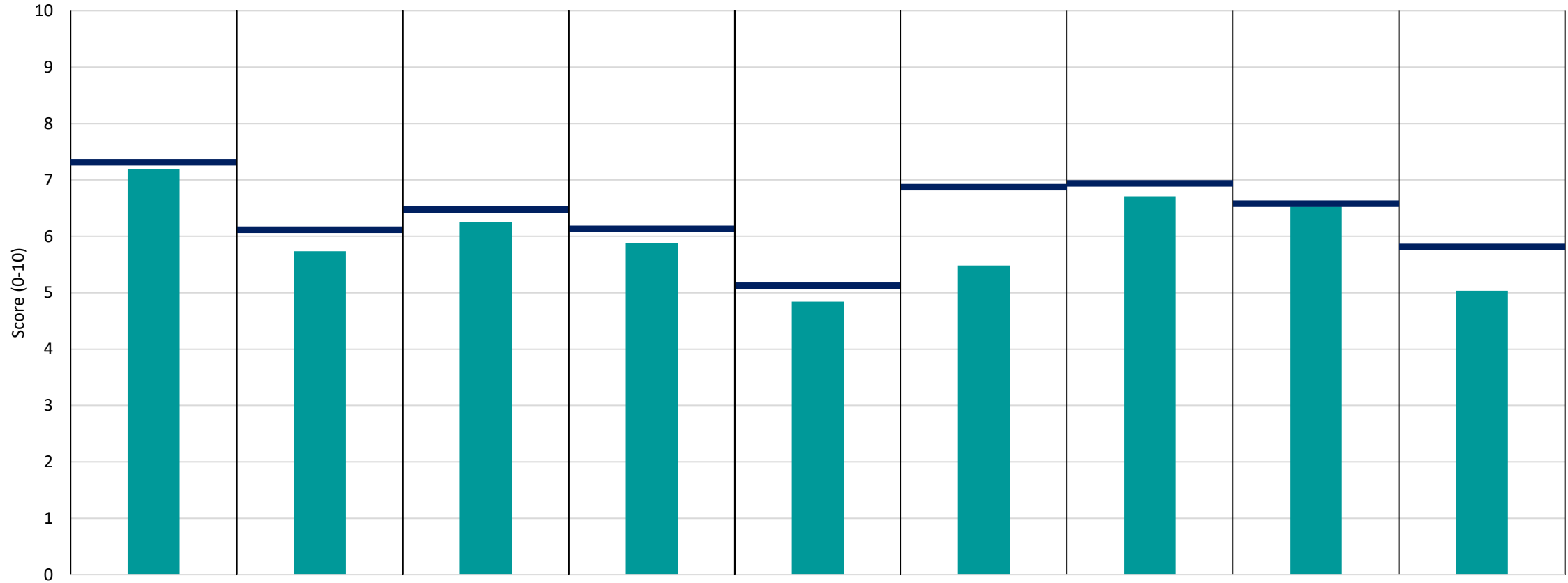
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Staff Engagement



Morale



Breakdown	7.19	5.74	6.25	5.89	4.84	5.48	6.71	6.53	5.03
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	19	19	19	19	17	19	19	19	19



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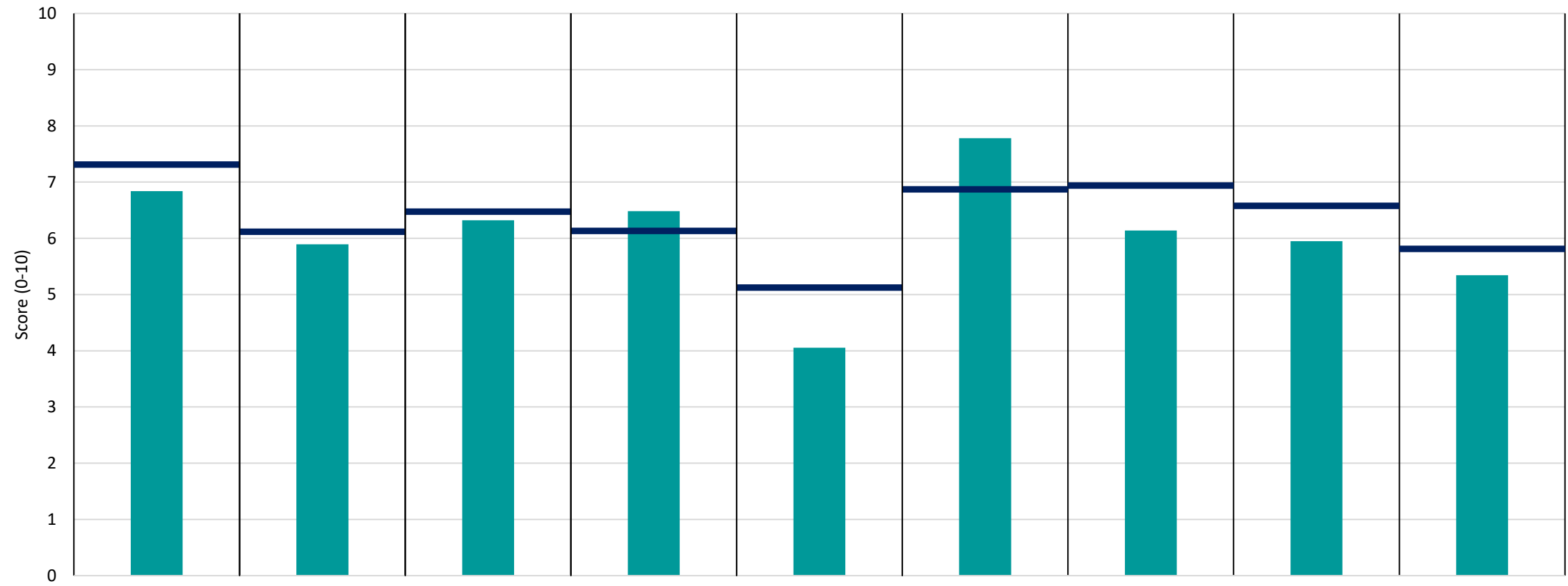
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Staff Engagement



Morale



Breakdown	6.84	5.90	6.32	6.48	4.06	7.78	6.14	5.95	5.34
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	31	31	31	31	30	31	31	31	31



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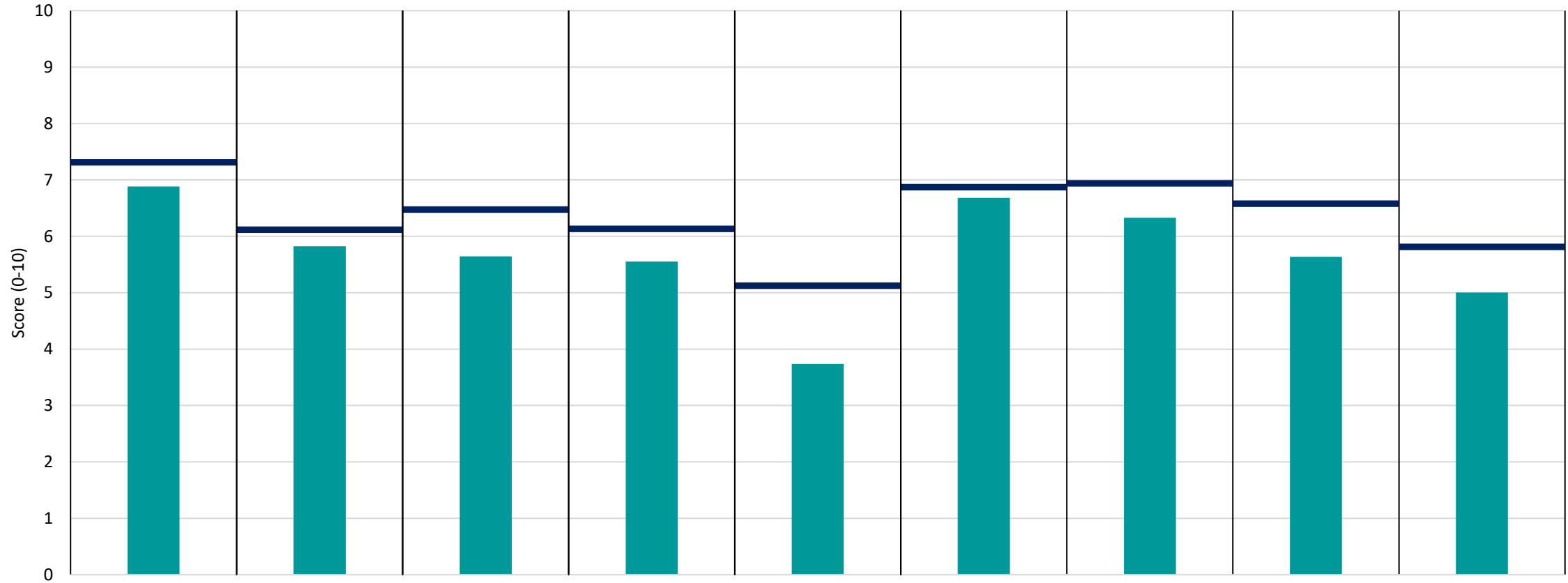
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Staff Engagement



Morale



Breakdown	6.88	5.82	5.64	5.56	3.74	6.68	6.33	5.64	5.00
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	90	90	90	90	73	90	90	90	90



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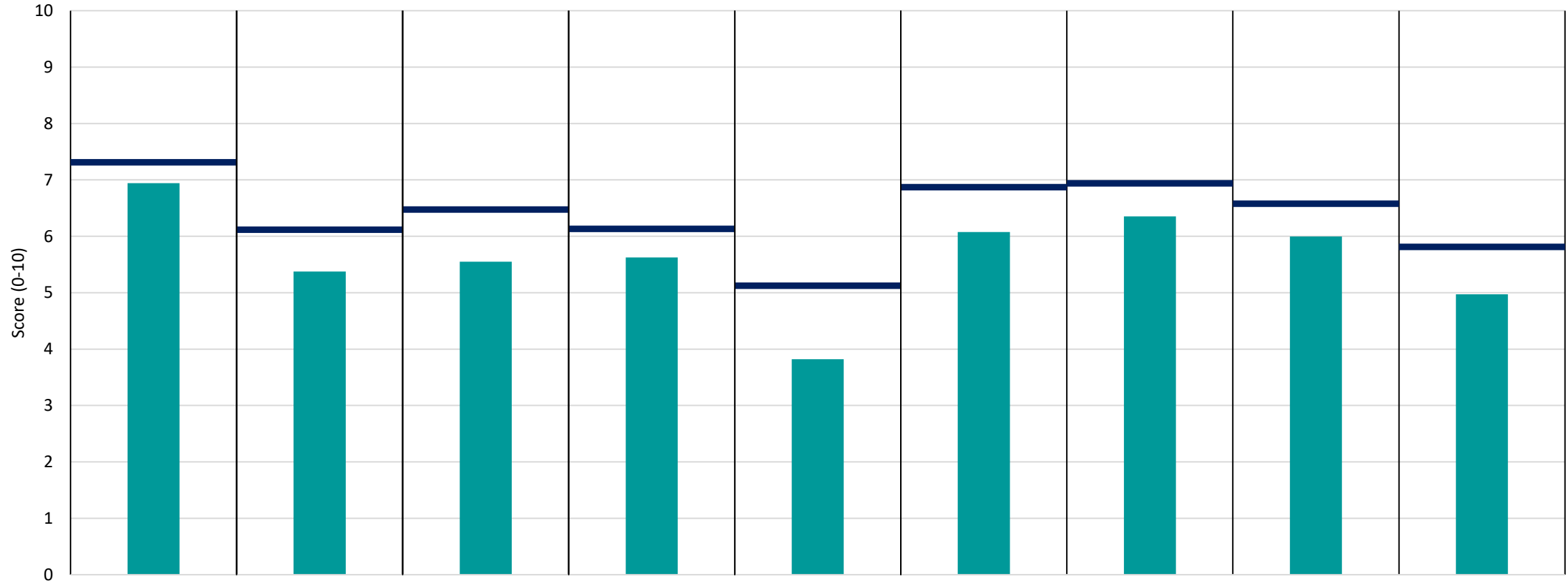
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Staff Engagement



Morale



Breakdown	6.94	5.38	5.55	5.63	3.82	6.08	6.35	6.00	4.97
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	24	24	24	24	20	24	24	24	24



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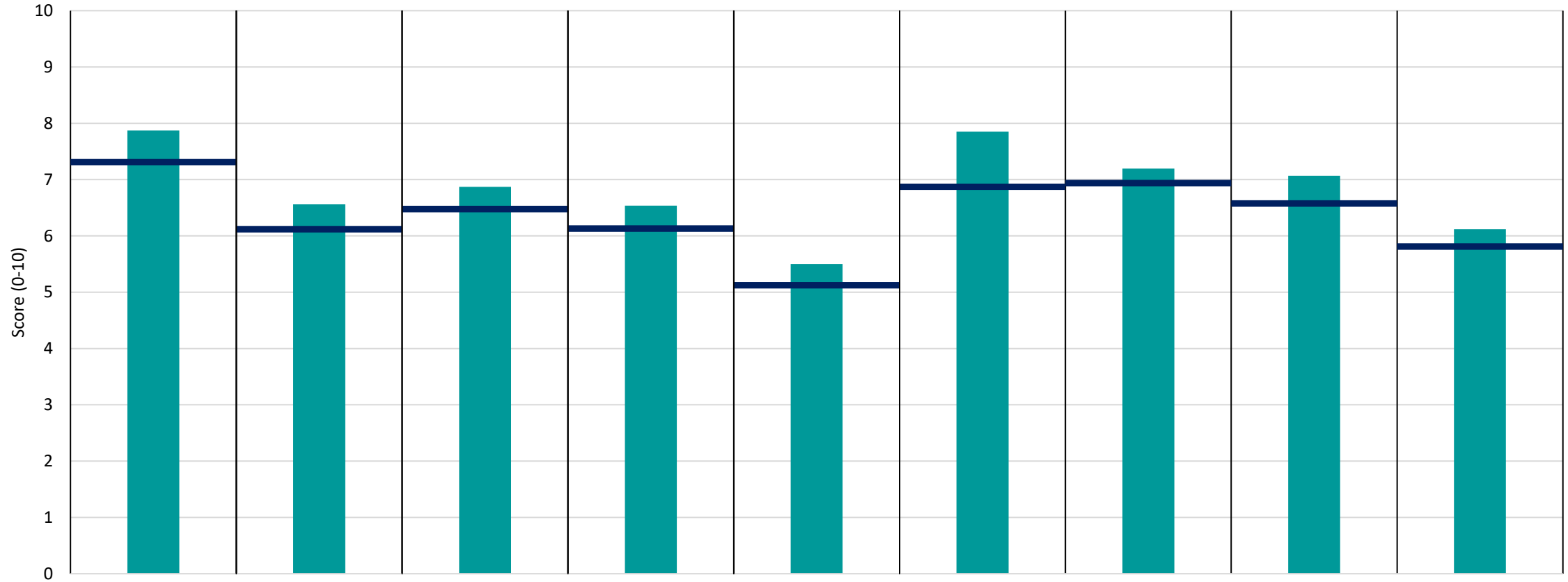
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Staff Engagement



Morale



Breakdown	7.87	6.56	6.87	6.54	5.50	7.85	7.19	7.07	6.12
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	71	71	71	71	61	70	71	71	71



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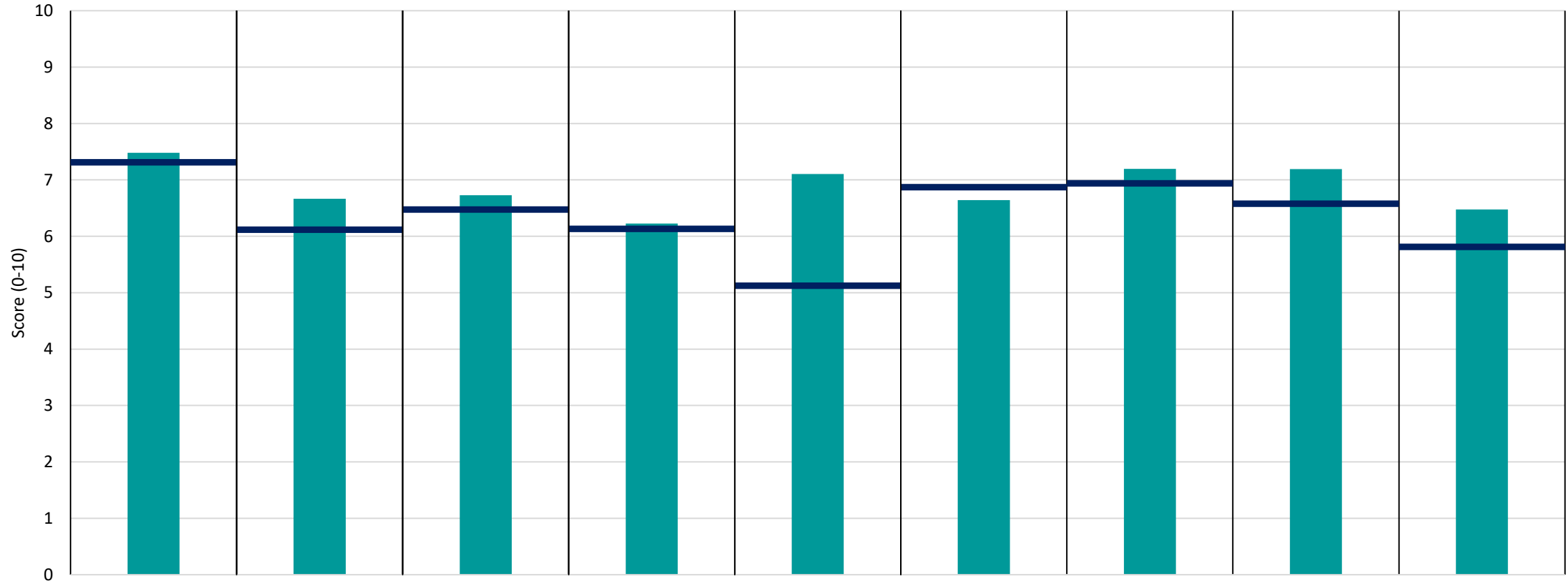
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Staff Engagement



Morale



Breakdown	7.48	6.67	6.73	6.23	7.10	6.64	7.20	7.19	6.48
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	18	18	18	17	17	18	18	18	18



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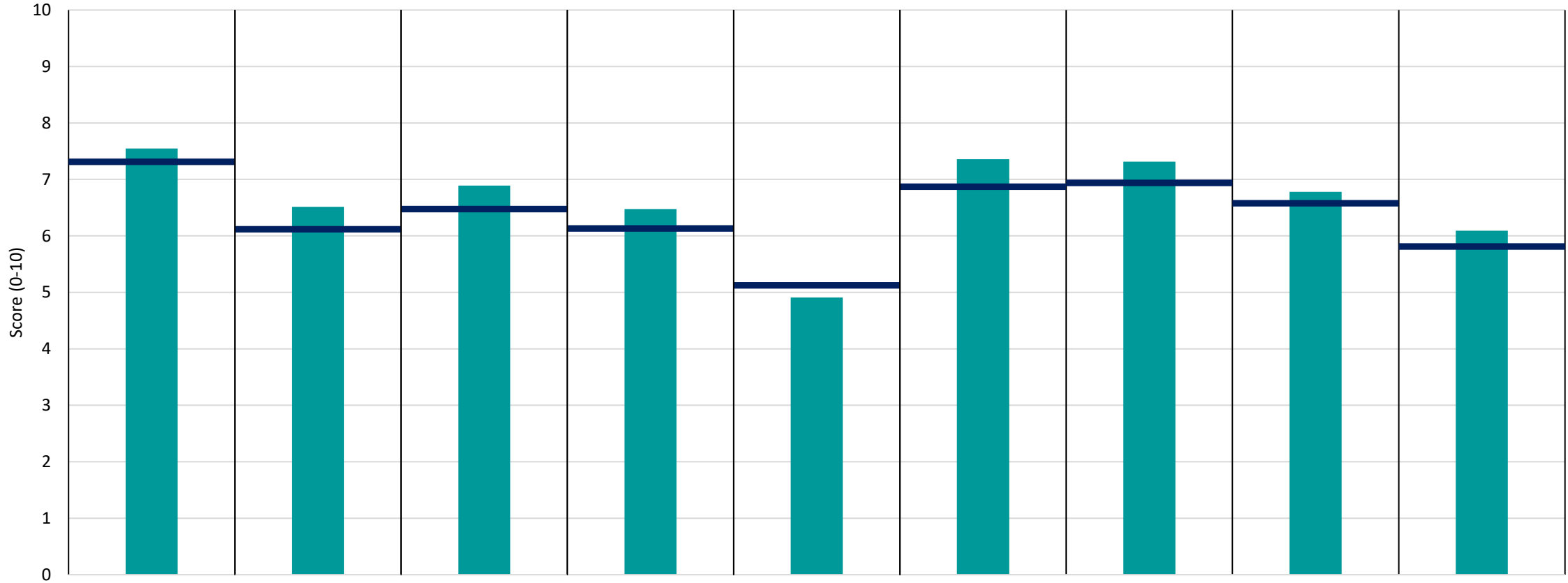
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Staff Engagement



Morale



Breakdown	7.55	6.51	6.89	6.47	4.91	7.36	7.32	6.78	6.09
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	34	34	34	34	26	34	33	34	34



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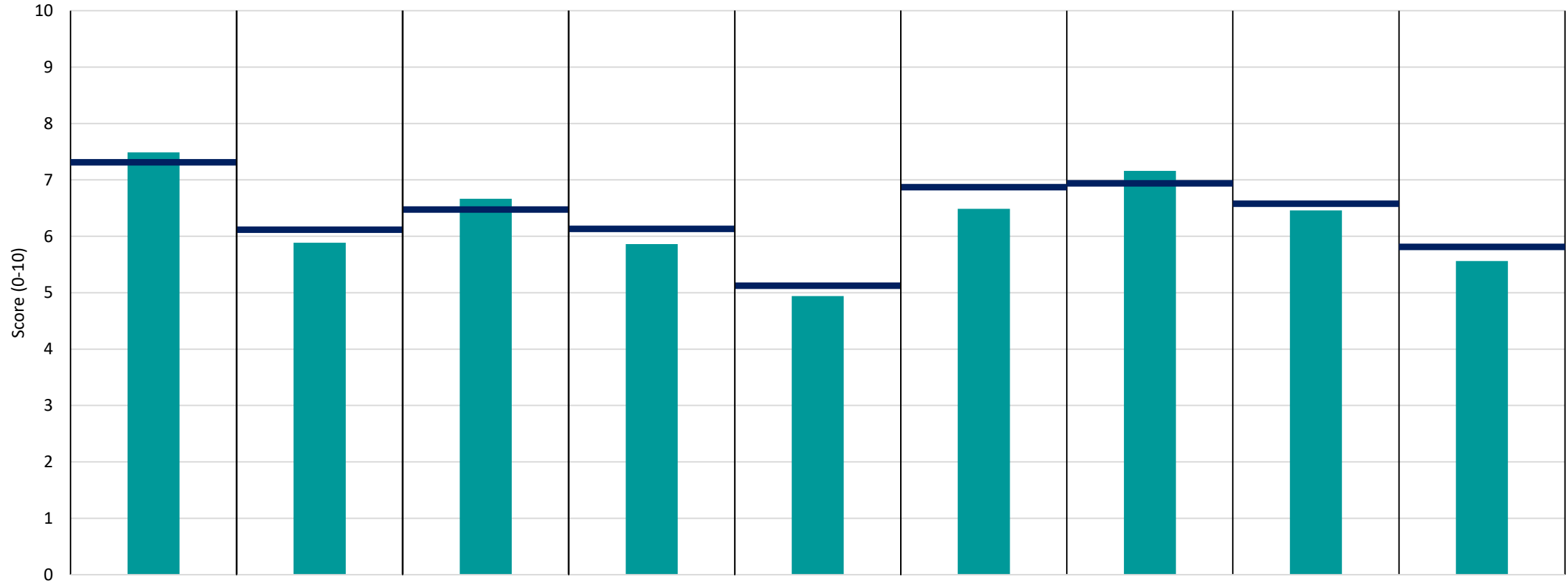
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Staff Engagement



Morale



Breakdown	7.49	5.89	6.67	5.86	4.94	6.49	7.16	6.46	5.56
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	61	61	61	61	57	61	61	61	61



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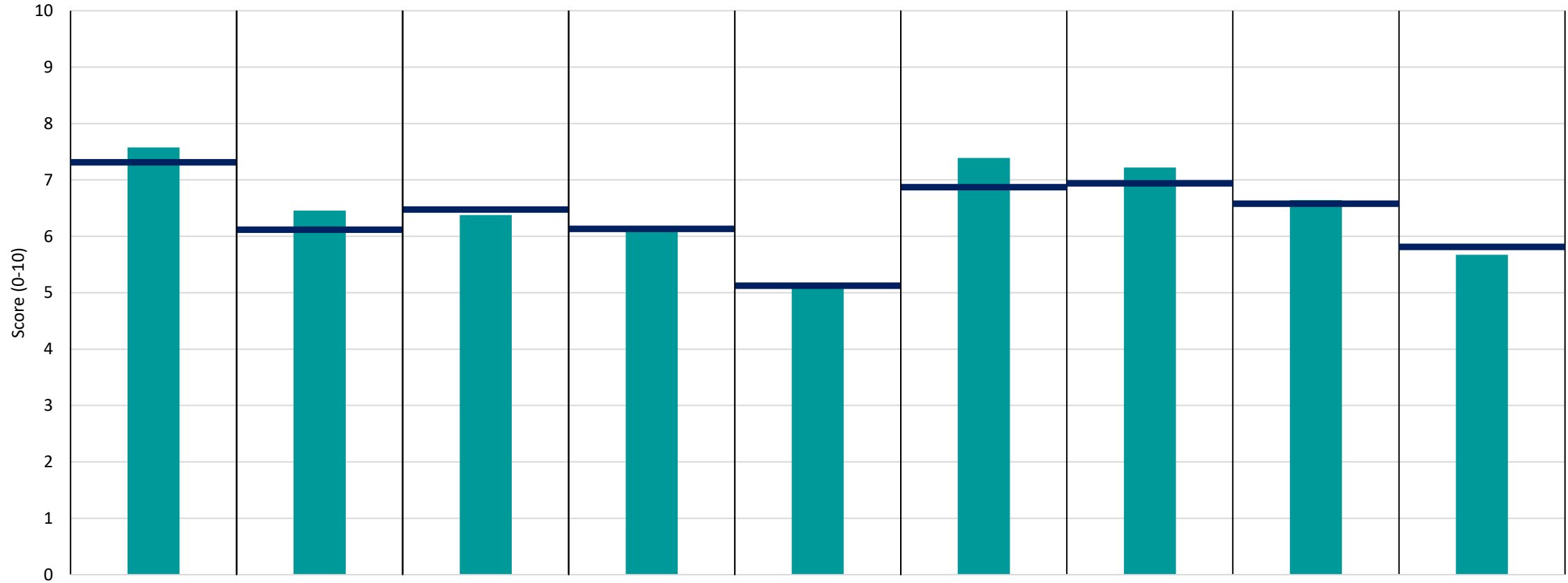
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Staff Engagement



Morale



Breakdown	7.58	6.46	6.38	6.10	5.10	7.39	7.22	6.64	5.67
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	34	34	34	34	32	34	34	34	34



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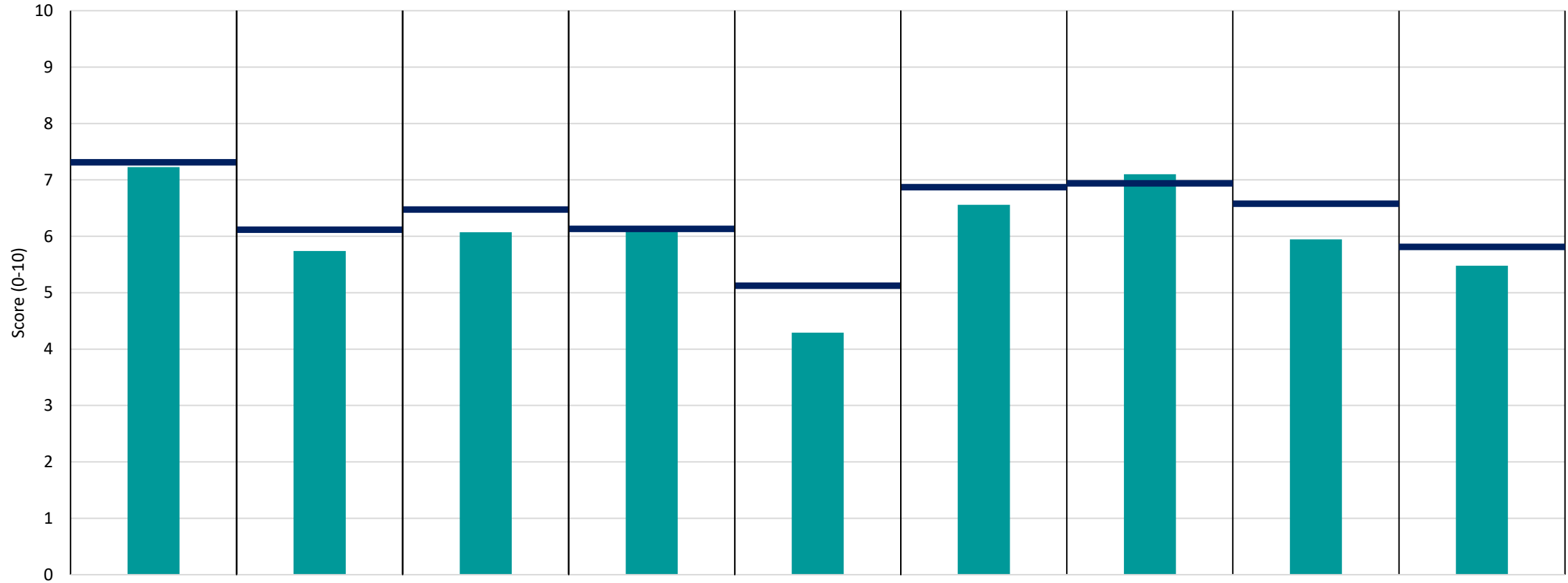
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Staff Engagement



Morale



Breakdown	7.23	5.74	6.07	6.12	4.29	6.56	7.10	5.95	5.48
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	27	27	26	27	23	27	27	27	27



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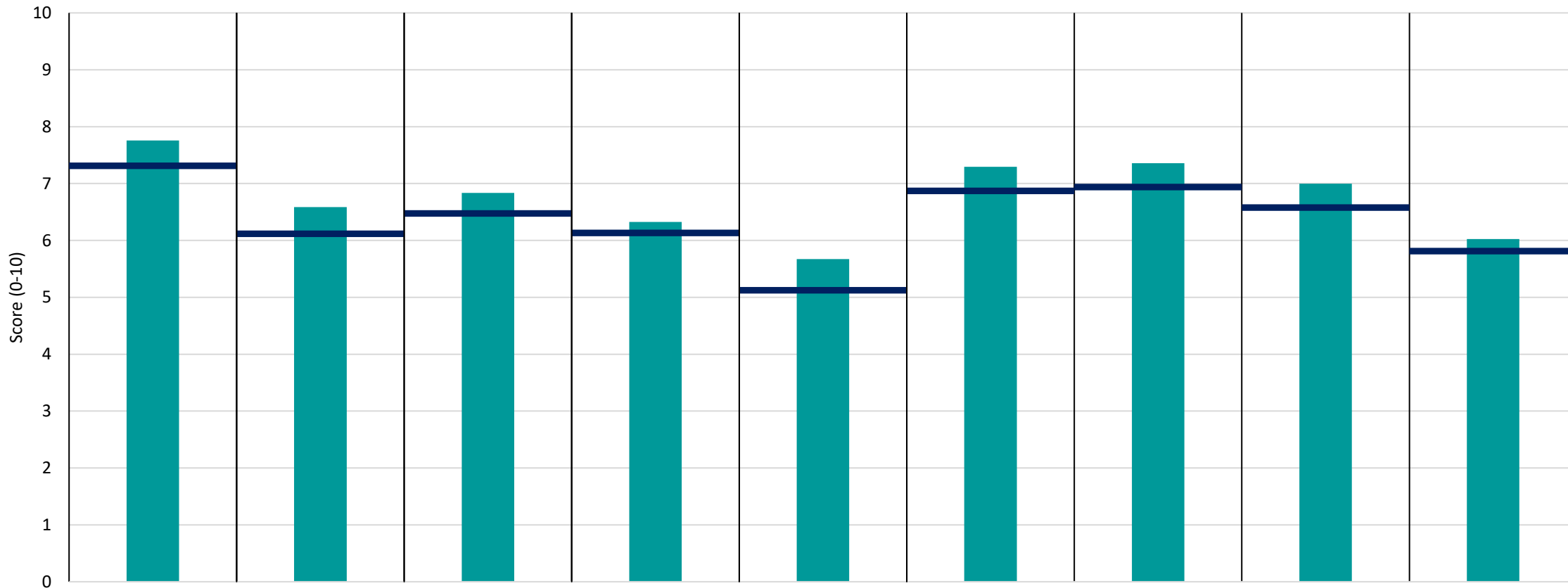
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Staff Engagement



Morale



Breakdown	7.76	6.59	6.84	6.32	5.67	7.30	7.36	7.00	6.02
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	123	123	123	123	108	122	123	123	123



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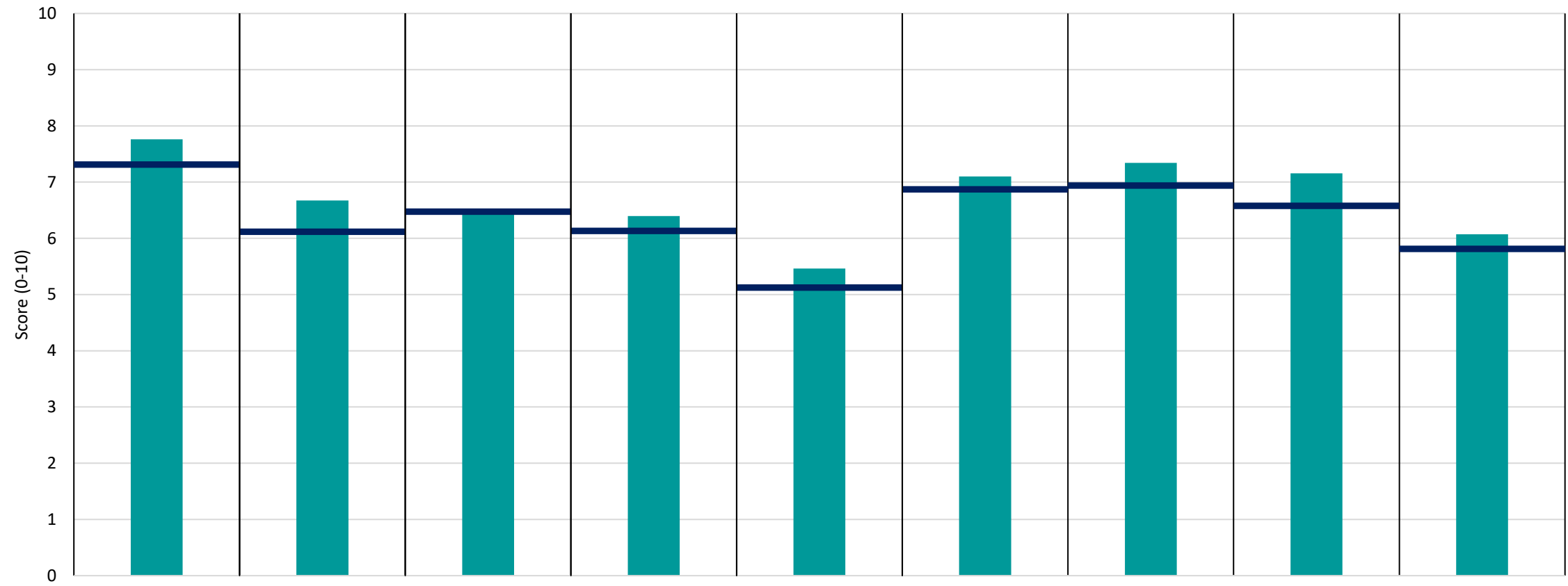
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Morale



Breakdown	7.76	6.67	6.48	6.40	5.46	7.10	7.34	7.16	6.07
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	23	23	23	23	22	23	23	23	23



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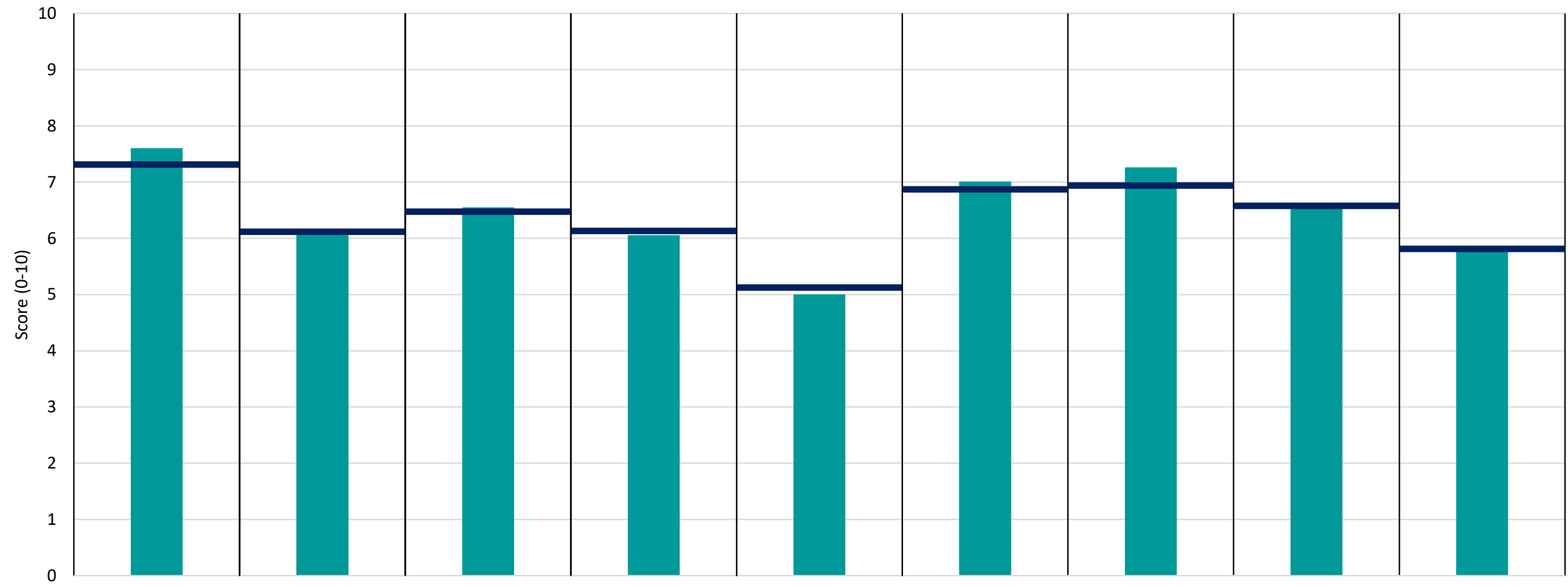
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Staff Engagement



Morale



Breakdown	7.60	6.06	6.55	6.06	5.00	7.01	7.26	6.58	5.85
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	62	62	62	61	58	62	61	62	62



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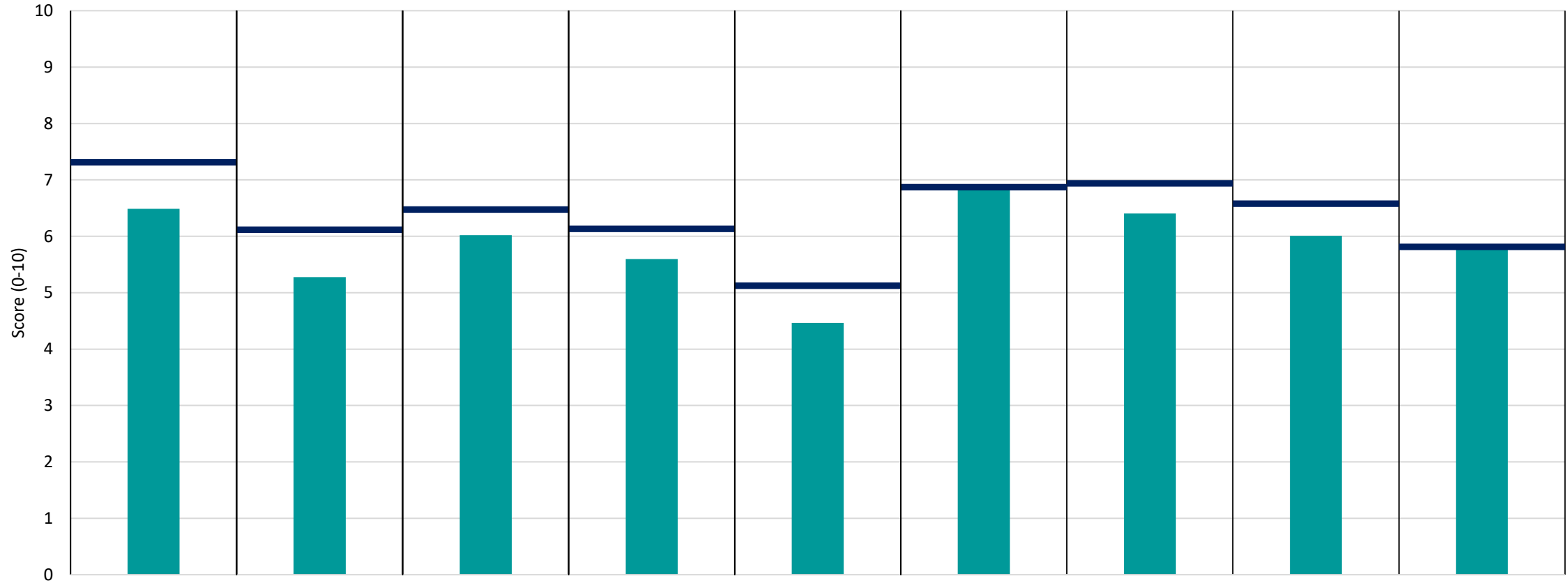
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Staff Engagement



Morale



Breakdown	6.49	5.28	6.02	5.60	4.46	6.86	6.41	6.01	5.81
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	15	15	14	14	14	15	15	15	15



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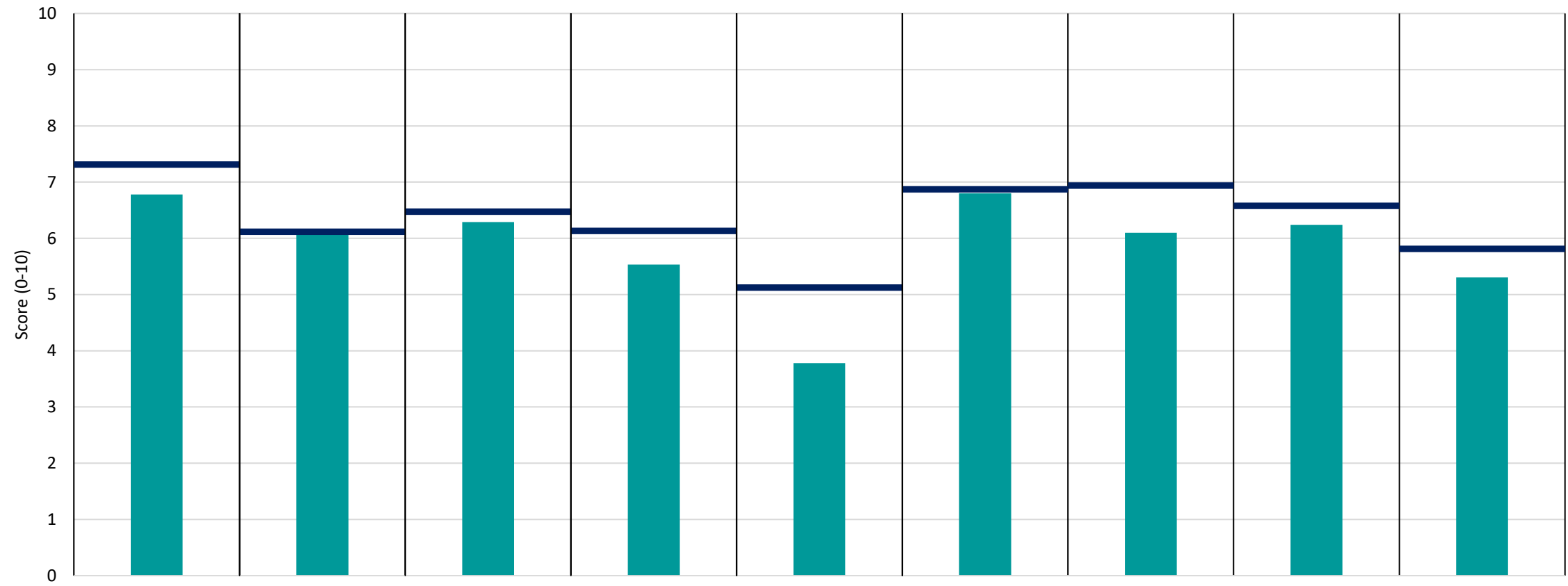
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Staff Engagement



Morale



Breakdown	6.78	6.13	6.29	5.53	3.78	6.80	6.10	6.24	5.30
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	27	26	25	26	23	25	27	26	26



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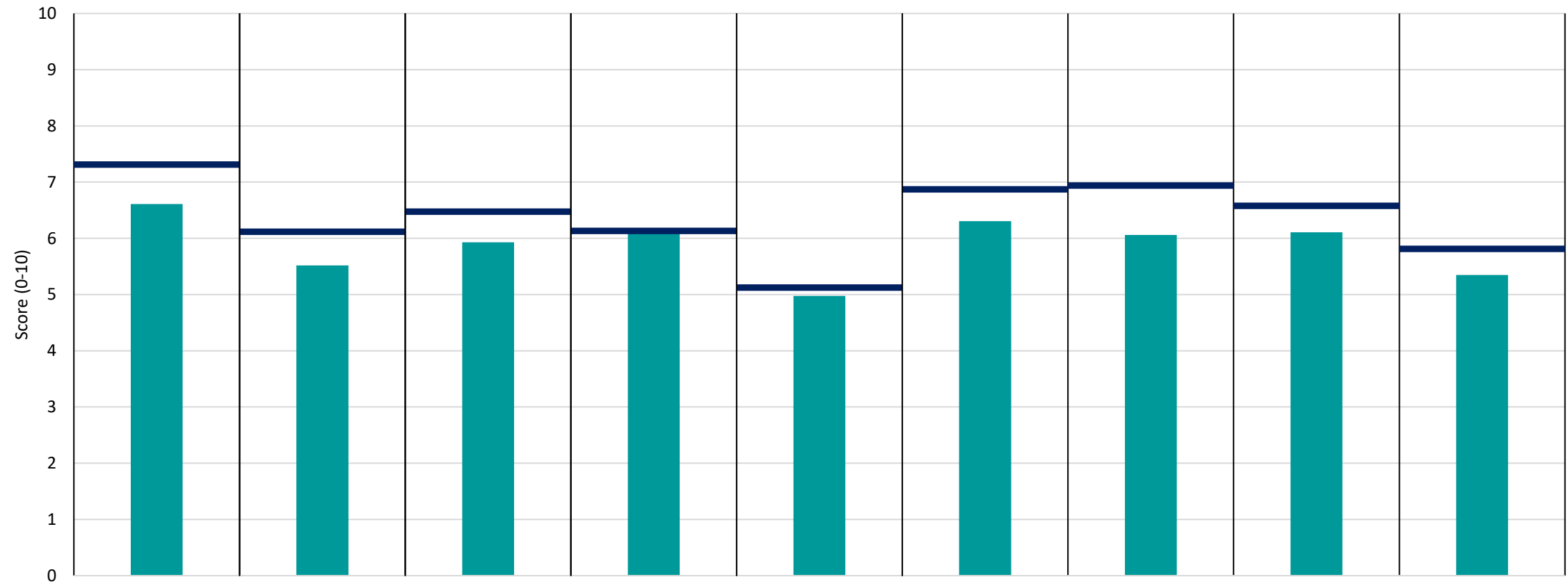
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Morale



Breakdown	6.61	5.52	5.93	6.09	4.98	6.30	6.06	6.11	5.35
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	31	31	31	31	29	31	31	31	31



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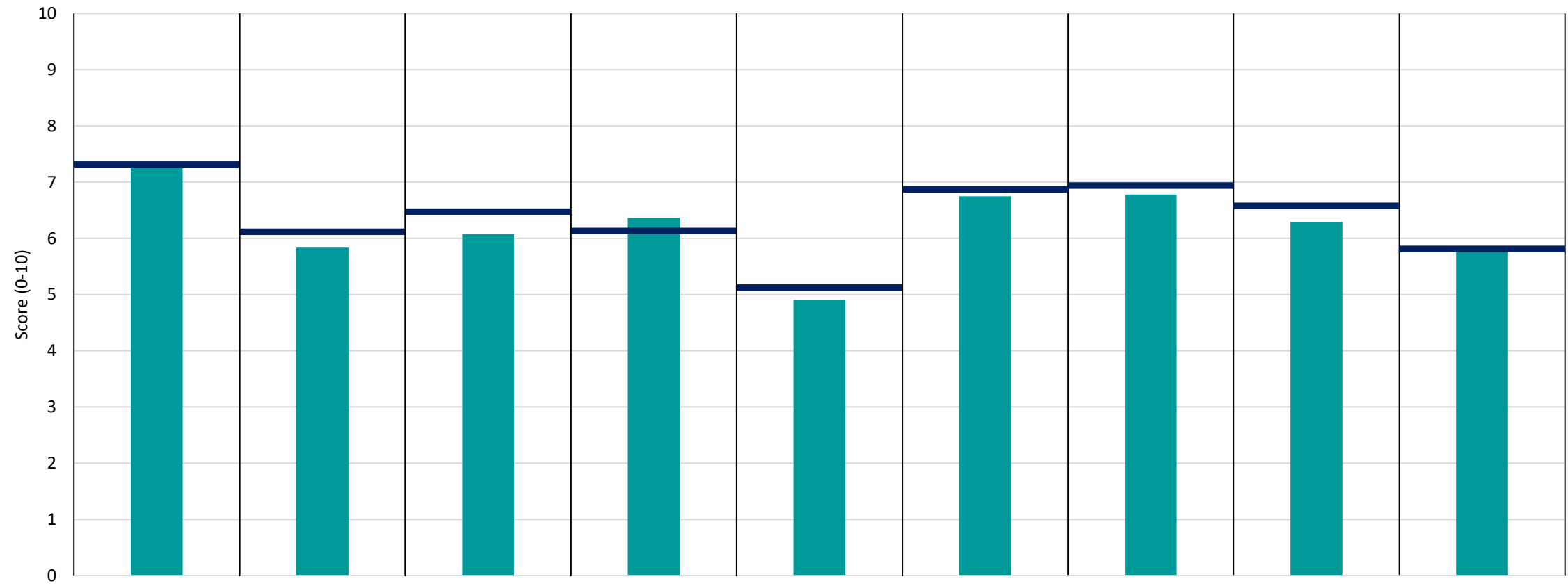
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Morale



Breakdown	7.25	5.84	6.08	6.37	4.90	6.75	6.78	6.29	5.78
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	85	85	85	85	83	85	85	85	85



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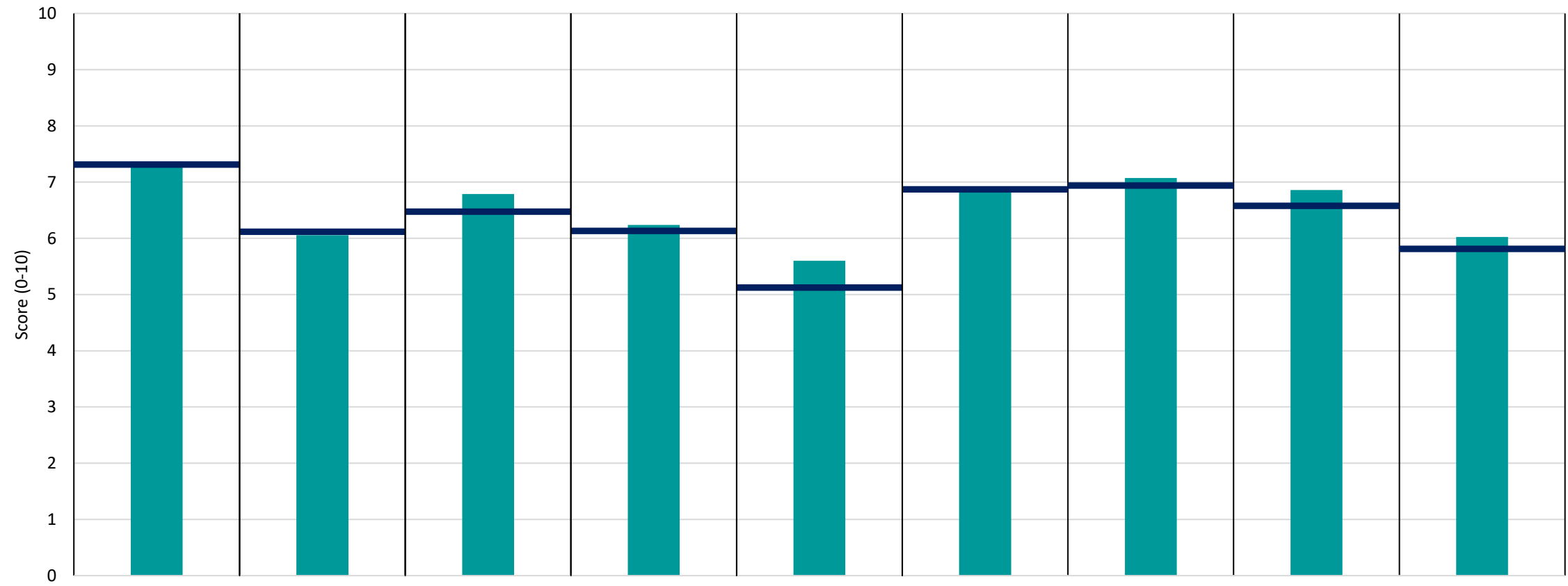
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Morale



Breakdown	7.36	6.06	6.79	6.24	5.60	6.88	7.07	6.86	6.02
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	85	85	84	83	81	83	85	85	85



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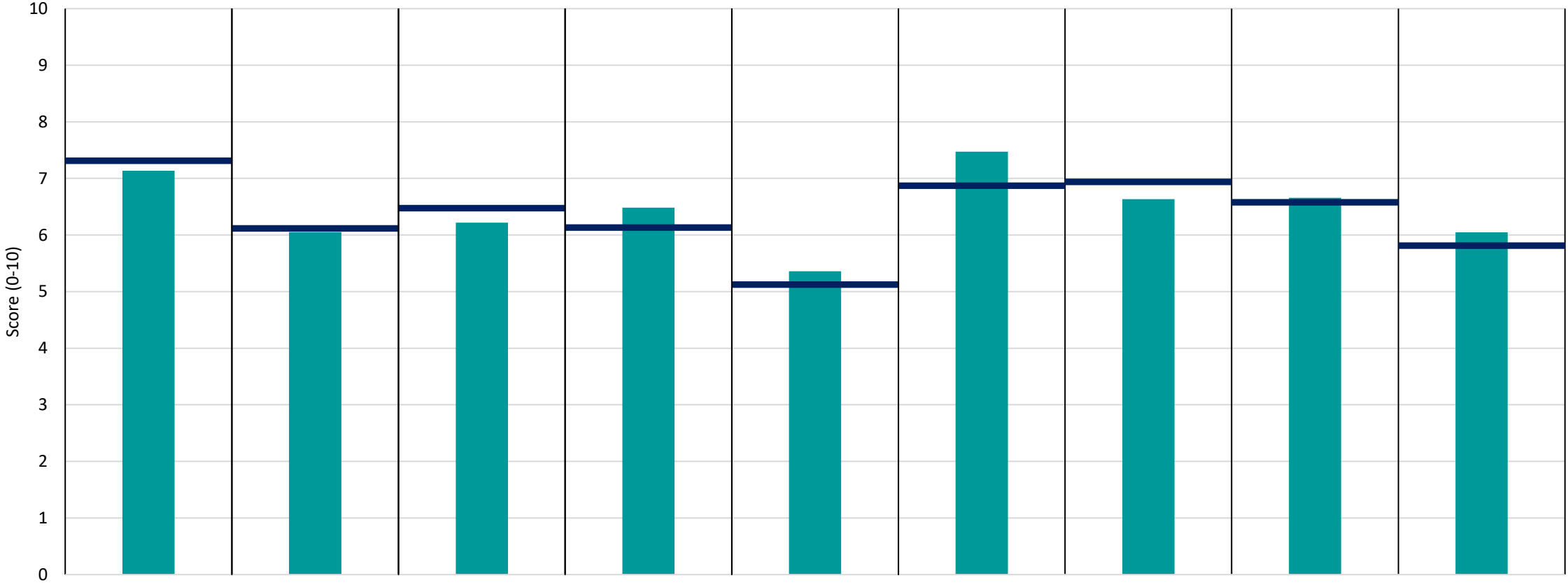
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Morale



Breakdown	7.13	6.05	6.22	6.48	5.36	7.47	6.63	6.66	6.05
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	29	29	29	29	27	29	29	29	29



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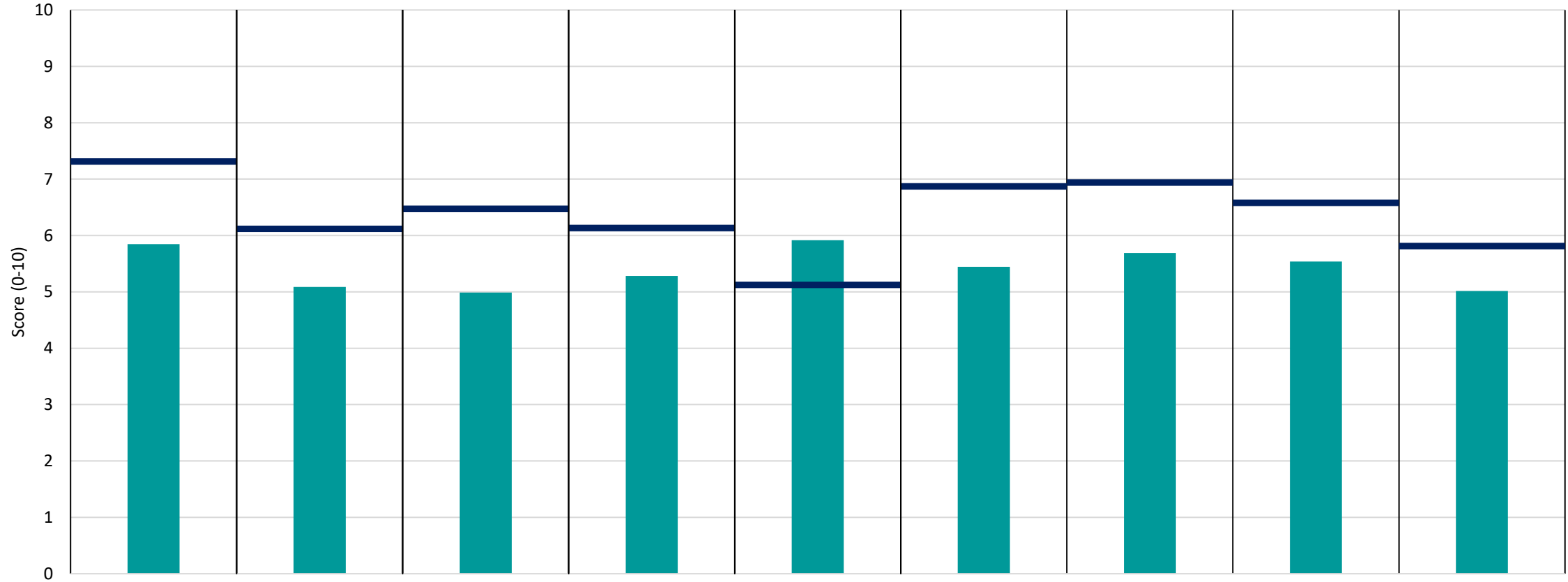
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Morale



Breakdown	5.84	5.09	4.99	5.28	5.92	5.44	5.69	5.54	5.01
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	17	17	16	17	17	17	17	17	17



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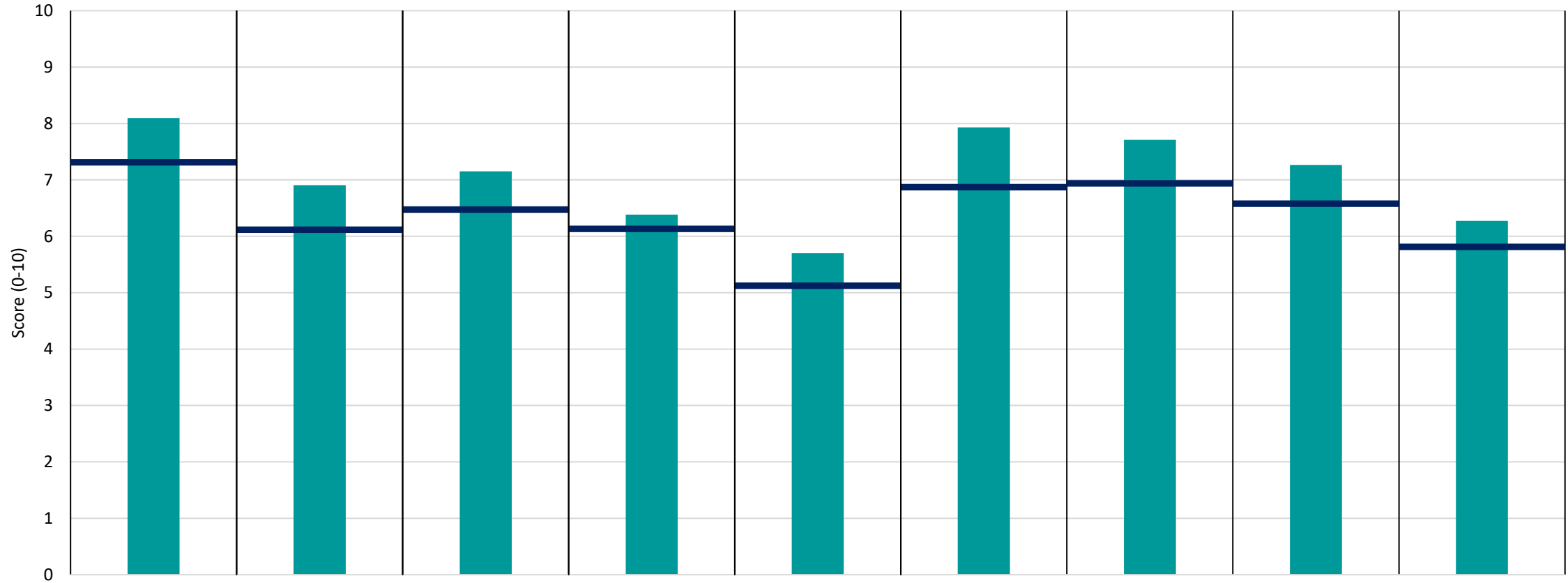
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Morale



Breakdown	8.10	6.91	7.15	6.38	5.70	7.93	7.71	7.26	6.27
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	54	54	54	54	50	54	54	54	54



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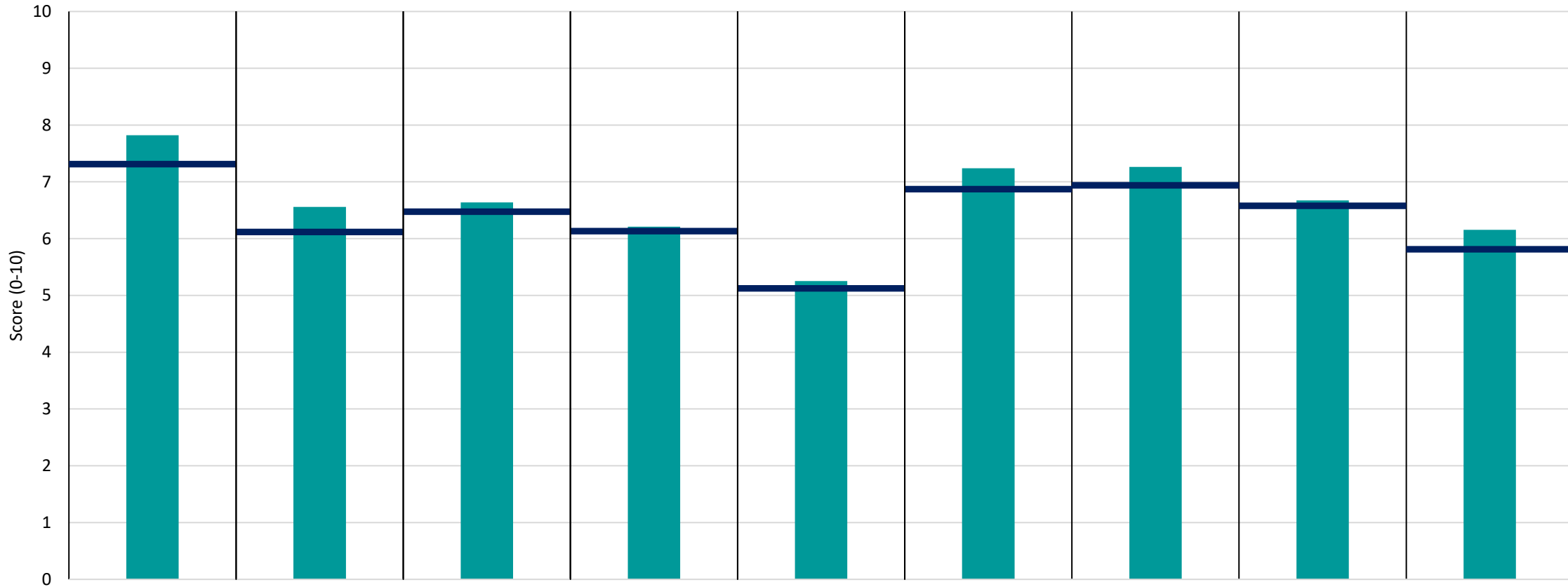
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Staff Engagement



Morale



Breakdown	7.82	6.56	6.64	6.21	5.25	7.24	7.26	6.67	6.15
Your org	7.31	6.12	6.47	6.13	5.12	6.87	6.94	6.58	5.81
Responses	184	184	184	184	162	184	184	184	184