Dear Colleagues

Please find attached your **2026 Staff Experience Survey Directorate Report** . These reports provide an overview of staff feedback across key themes and are intended to support discussions within directorates.

Please note the following important points:

- **Mean Rating Scores (MRS)** are provided for each question (excluding the questions on unwanted sexual behaviour). These scores range from **0 to 100** and are **not percentages**. Higher scores indicate more positive responses. This scoring approach also applies to the questions on **harassment and bullying**.
- The **questions on unwanted sexual behaviour** are **presented as percentage scores** in Trust wide and Directorate level reports.

We encourage directorate leadership teams to review the findings and engage with managers, staff and partnership colleagues to identify areas for celebration and opportunities for improvement. To assist with this process, we have also included:

- **Action Planning Template** – to help identify priorities and record agreed actions in response to the survey findings.

- **Understanding your Staff Survey Report: A Practical Guide for Managers** – provides further information on how to interpret scores, benchmark data and report findings.

Please note that **team and service-level reports to follow.**