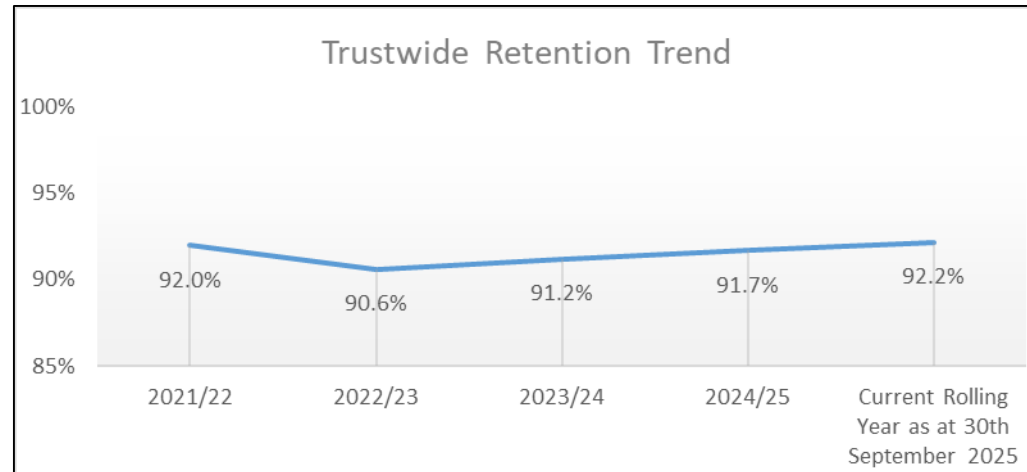




People and Culture Committee Dashboard

September 2025

Staff Retention



Reporting Period	Adult Services	Childrens Services & Social Work	Finance & Estates	Medicine, Unscheduled Care & Cancer	Nursing, Midwifery & Support Services	People & Organisation Development	Planning, Performance & Informatics	Primary Care & Older People	Surgery & Elective, Maternity & Paediatrics	Trustwide
2024/25	90.6%	93.1%	88.3%	91.8%	90.3%	94.5%	93.0%	91.4%	91.3%	91.7%
Current Rolling Year as at 30th September 2025	92.2%	92.1%	91.8%	89.9%	90.2%	94.7%	95.3%	91.7%	89.9%	92.2%
Difference	1.6%	-1.0%	3.5%	-1.9%	-0.1%	0.2%	2.3%	0.3%	-1.4%	0.5%

Mandatory Training as at 30th September 2025

Directorate	Adult Services	Childrens Services & Social Work	Communications	Finance & Estates	Medical Specialties	Medicine, Unscheduled Care & Cancer	Nursing & Midwifery (Exc. Support Services)	Support Services	People & Organisational Development	Planning, Performance & Informatics	Primary Care & Older People Service	Surgery & Elective, Mat & Paediatrics	Trust Total	Difference from March 2025
Cyber Security	87%	70%	80%	94%	55%	86%	93%	24%	97%	93%	92%	85%	85%	9%
IG Awareness	81%	66%	90%	91%	45%	78%	80%	77%	91%	85%	88%	76%	78%	1%
Equality (All Staff)	84%	68%	90%	87%	53%	83%	78%	62%	86%	90%	88%	78%	80%	9%
Manual Handling	70%	56%	70%	68%	32%	74%	69%	49%	80%	69%	78%	68%	69%	1%
Safeguarding Adults Level 1	92%	66%	90%	85%	52%	88%	83%	40%	71%	83%	91%	76%	82%	7%
Safeguarding Children Level 1	74%	71%	80%	67%	43%	70%	60%	32%	82%	68%	76%	61%	69%	7%
Health & Safety	70%	57%	50%	83%	28%	84%	70%	34%	82%	73%	75%	71%	71%	9%
Complaints	80%	63%	50%	76%	29%	84%	83%	77%	84%	77%	89%	76%	78%	2%
Fire	57%	51%	70%	78%	28%	63%	63% *	N/A	83%	78%	64%	61%	60%	-3%
Appraisal	41%	32%	50%	32%	51%	27%	47%	79%	63%	48%	42%	22%	39%	-7%

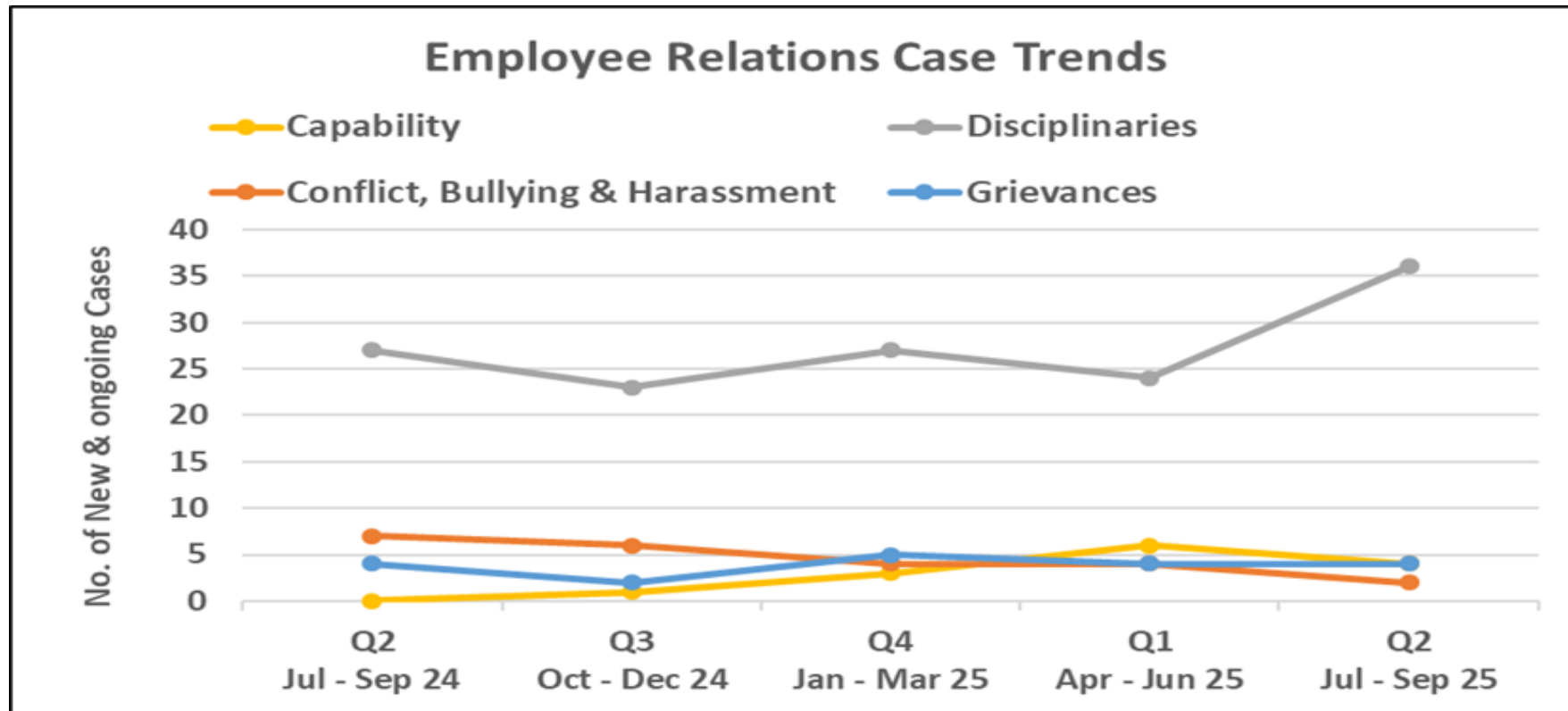
*Fire Compliance figures for Nursing & Midwifery are inclusive of Support Services

Management of Violence & Aggression

Incident	2024/25 Total	Q1	Q2	2025/26 Total	% of 2024/25
Physical contact (actual assault)	1910	467	391	858	45%
Physical threat (no contact)	468	131	119	250	53%
Verbal Abuse	415	135	104	239	58%
Sexual (including harassment and indecent exposure)	59	15	7	22	37%
Verbal abuse with racial content	50	8	13	21	42%
Psychological abuse (bullying and harassment)	31	6	6	12	39%
Verbal abuse with disability content	2	0	0	0	0%
Verbal abuse with gender content	2	0	0	0	0%
Total	2937	762	640	1402	48%

Severity of Incident	2024/25 Total	Q1	Q2	2025/26 Total	% of 2024/25
Insignificant	1988	591	460	1051	53%
Minor	941	170	177	347	37%
Moderate	7	1	3	4	57%
Major	1	0	0	0	0%
Total	2937	762	640	1402	48%

Employee Relations Summary



	Ongoing Industrial Tribunal & Legal Cases			
	Q3 24/25 Oct - Dec	Q4 24/25 Jan - Mar	Q1 25/26 Apr - Jun	Q2 25/26 Jul - Sep
Total Active Cases	18	23	28	35
Total Closed Cases	0	1	0	2

The above figures include cases which are being addressed regionally across Trusts