



Trust Board People Report

As at 31st March 2026

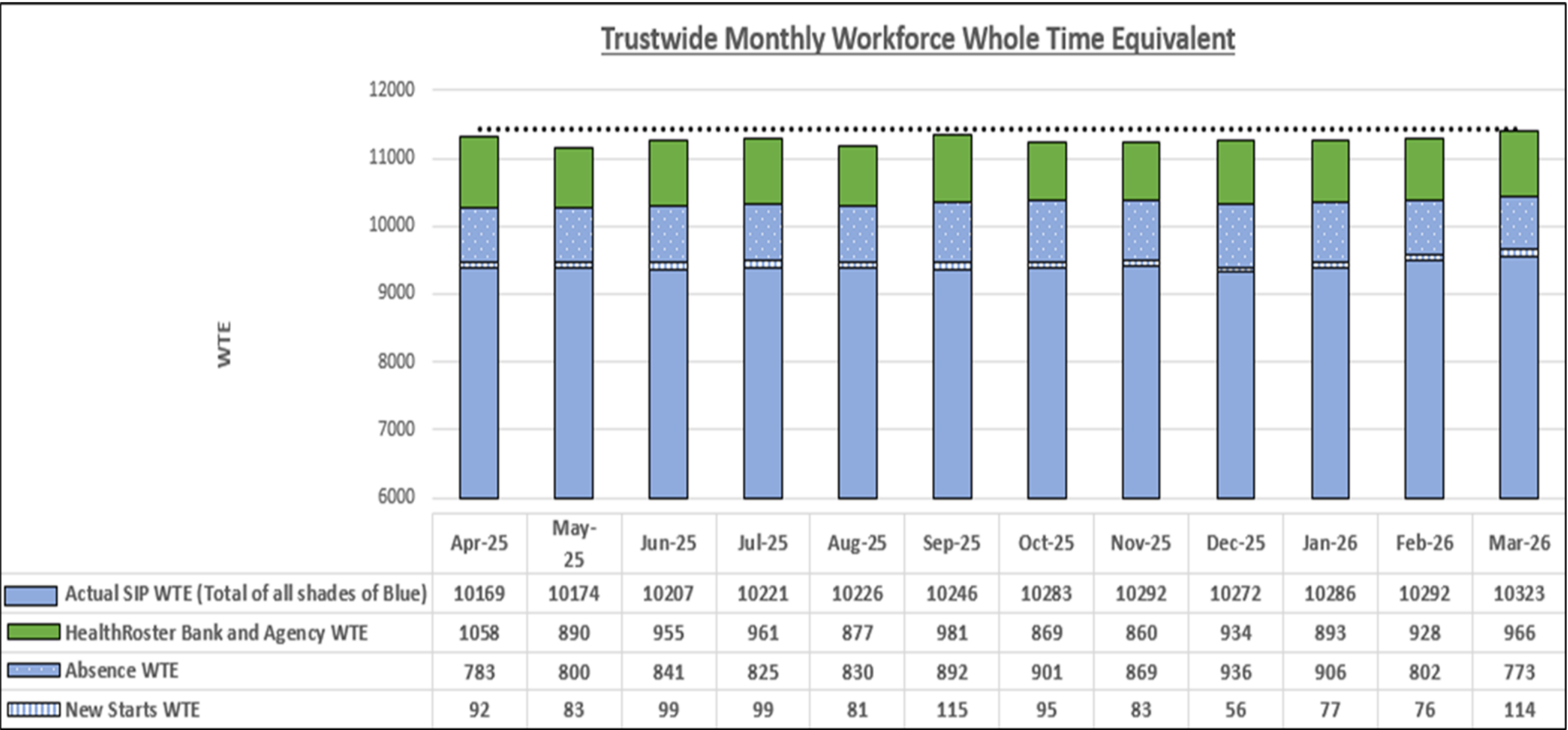
Trust Monthly Workforce WTE

The dotted line represents funded whole time equivalent (WTE) from Finance.

The monthly workforce WTE is shown in shades of blue and is broken down by staff on sick leave absence and new starts.

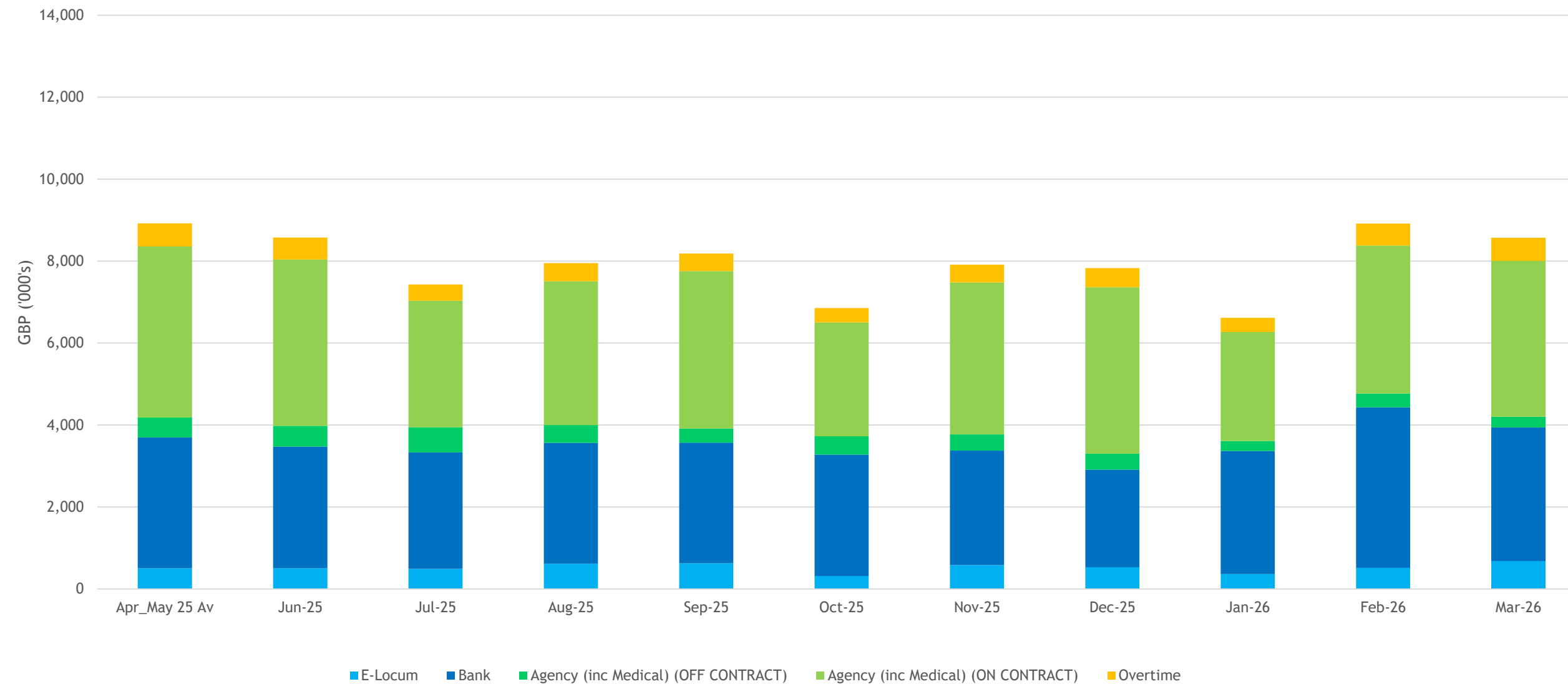
It includes, in green, the WTE of Bank and Agency hours recorded on the HealthRoster system.

Please note that this does not encompass total Bank and Agency hours throughout the Trust.

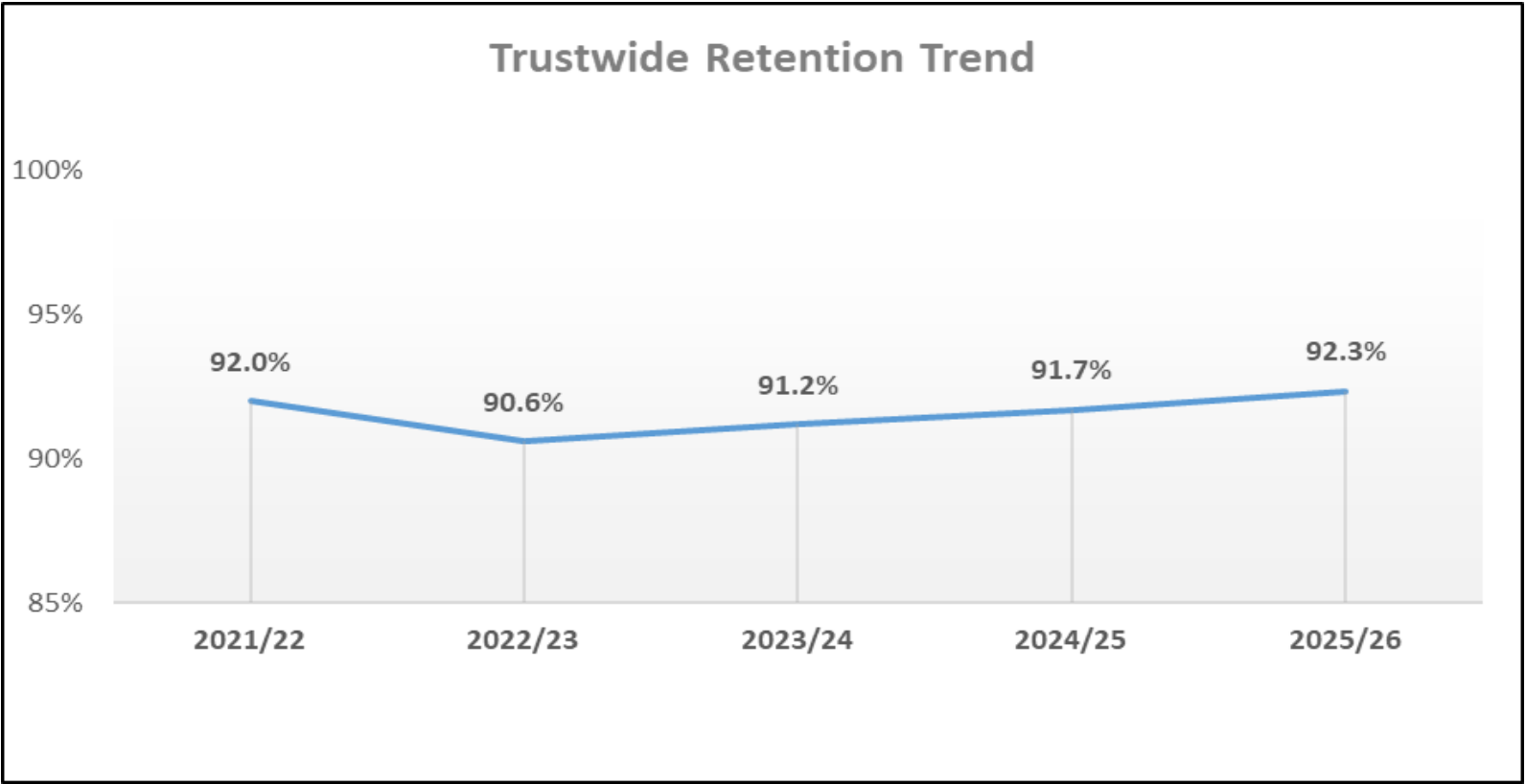


Flexible Staffing Costs 25/26

S&W - Flexible Staffing Costs - Trust 25-26



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%
2025/26	92.6%	91.4%	94.3%	94.1%	90.2%	100.0%	100.0%	91.3%	92.8%	92.3%
Difference	2.0%	-1.7%	6.0%	2.3%	-0.1%	5.5%	7.0%	-0.1%	1.5%	0.6%

Mandatory Training

As at 31st March 2026

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
Complaints	87%	76%	100%	86%	56%	90%	99%	73%	92%	90%	95%	86%	87%	25%
Cyber Security	87%	76%	78%	95%	57%	88%	95%	42%	94%	91%	92%	86%	86%	15%
Equality (All Staff)	84%	74%	89%	79%	55%	84%	81%	64%	82%	91%	90%	80%	82%	14%
Fire	61%	59%	90%	80%	33%	66%	64%*		85%	68%	67%	62%	63%	17%
Health & Safety	71%	64%	56%	83%	30%	87%	71%	43%	82%	75%	79%	74%	74%	-2%
IG Awareness	82%	72%	89%	94%	47%	82%	81%	76%	87%	89%	88%	78%	80%	5%
Manual Handling	74%	63%	78%	75%	42%	77%	74%	52%	82%	84%	79%	73%	73%	10%
Safeguarding Adults Level 1	91%	69%	100%	86%	54%	88%	89%	49%	87%	82%	92%	79%	84%	7%
Safeguarding Children Level 1	72%	72%	89%	62%	47%	70%	53%	49%	82%	65%	77%	64%	69%	7%
Appraisal	43%	31%	56%	60%	42%	33%	53%	69%	61%	49%	44%	24%	41%	-5%

* Fire Compliance figures for Nursing & Midwifery are inclusive of Support Services
Appraisal figures only include AfC grades, Medical & Dental are excluded.

Management of Violence & Aggression

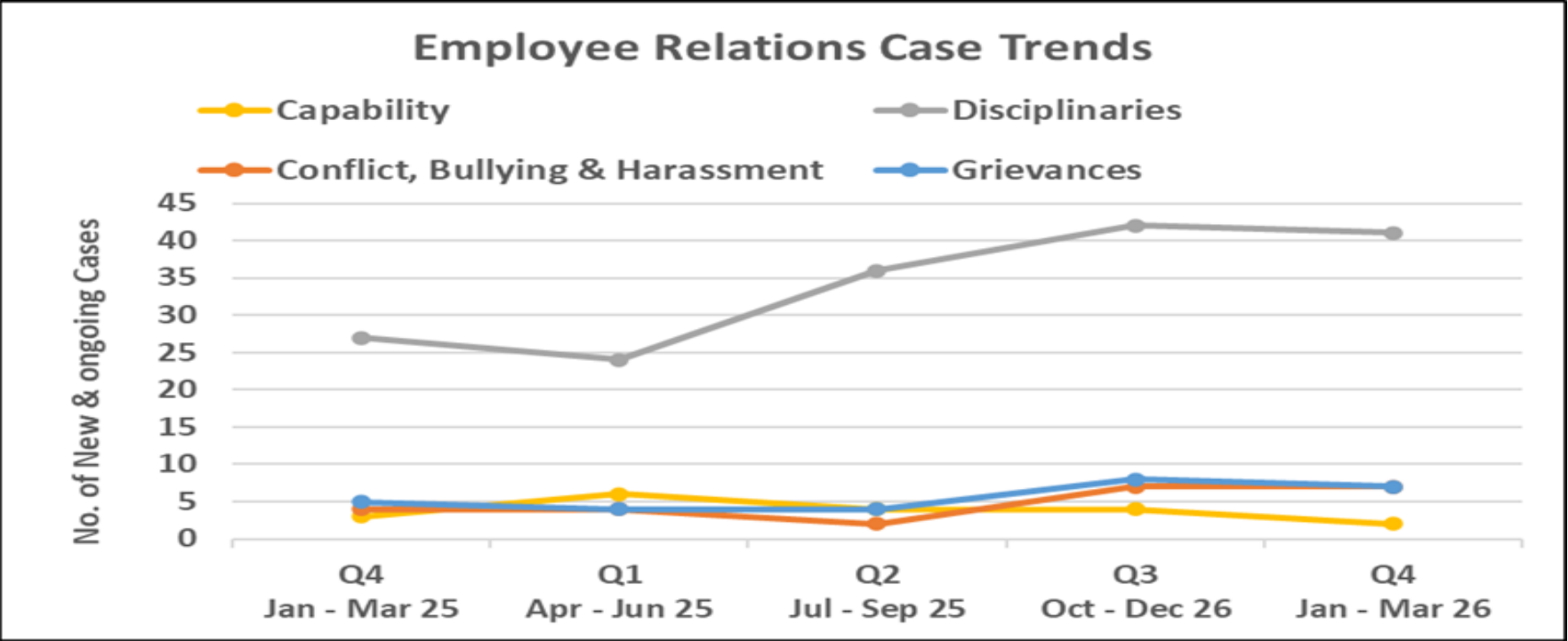
As at 31st March 2026

Incident	2024/25 Total	Q1	Q2	Q3	Q4	2025/26 Total	% of 2024/25
Physical contact (actual assault)	1910	488	454	346	358	1646	86%
Physical threat (no contact)	468	141	137	88	114	480	30%
Verbal Abuse	415	153	122	88	89	452	37%
Sexual (including harassment and indecent exposure)	59	15	8	5	14	42	25%
Verbal abuse with racial content	50	10	13	10	9	42	20%
Psychological abuse (bullying and harassment)	31	4	8	6	4	22	13%
Verbal abuse with gender content	2	0	0	1	1	2	0%
Verbal abuse with disability content	2	0	0	0	0	0	0%
Grand Total	2937	811	742	544	590	2687	91%

Severity of Incident	2024/25 Total	Q1	Q2	Q3	Q4	2025/26 Total	% of 2024/25
Insignificant	1988	633	518	415	460	2026	102%
Minor	941	178	223	123	125	649	69%
Moderate	7	0	1	6	5	12	171%
Major	1	0	0	0	0	0	0%
Grand Total	2937	811	742	544	590	2687	91%

Employee Relations Summary

Figures are reported on a quarterly bases.



	Ongoing Ind. Tribunal & Legal Cases			
	Q1 25/26 Apr - Jun	Q2 25/26 Jul - Sep	Q3 25/26 Oct - Dec	Q4 25/26 Jan - Mar
Total Active Cases	28	35	35	25
Total Closed Cases	0	2	6	3

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