



NHS Derby and Derbyshire ICB

2025 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Derby and Derbyshire ICB 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.

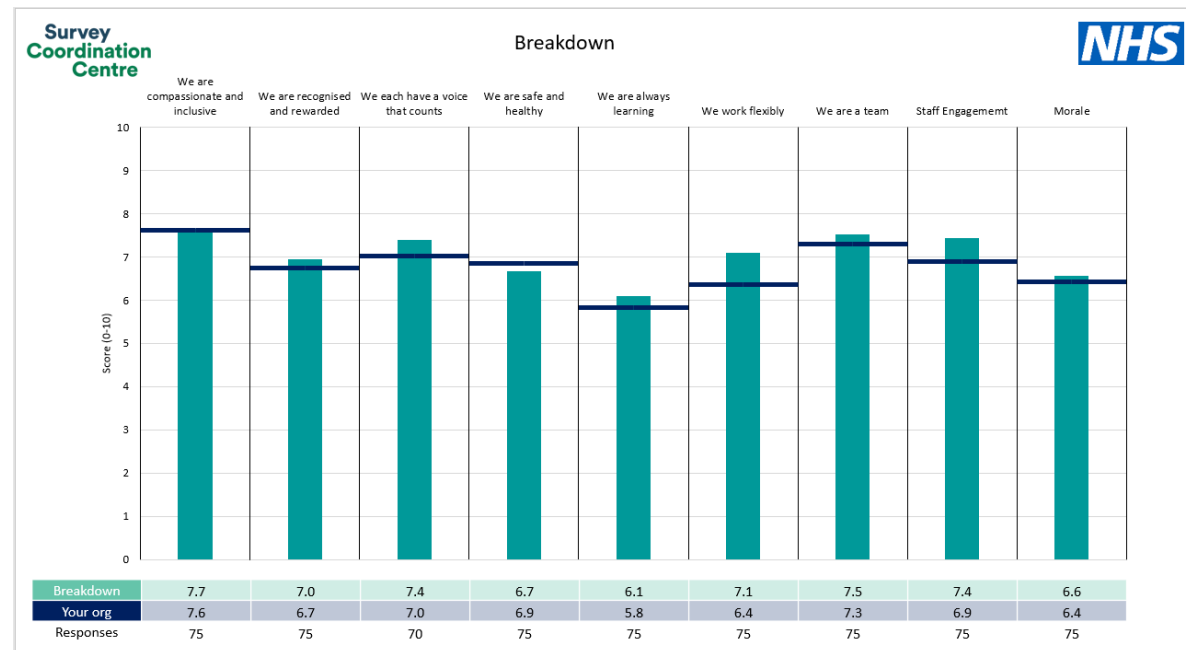
The breakdowns used in this report were provided and defined by NHS Derby and Derbyshire ICB. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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

NHS Derby and Derbyshire ICB
2025 NHS Staff Survey



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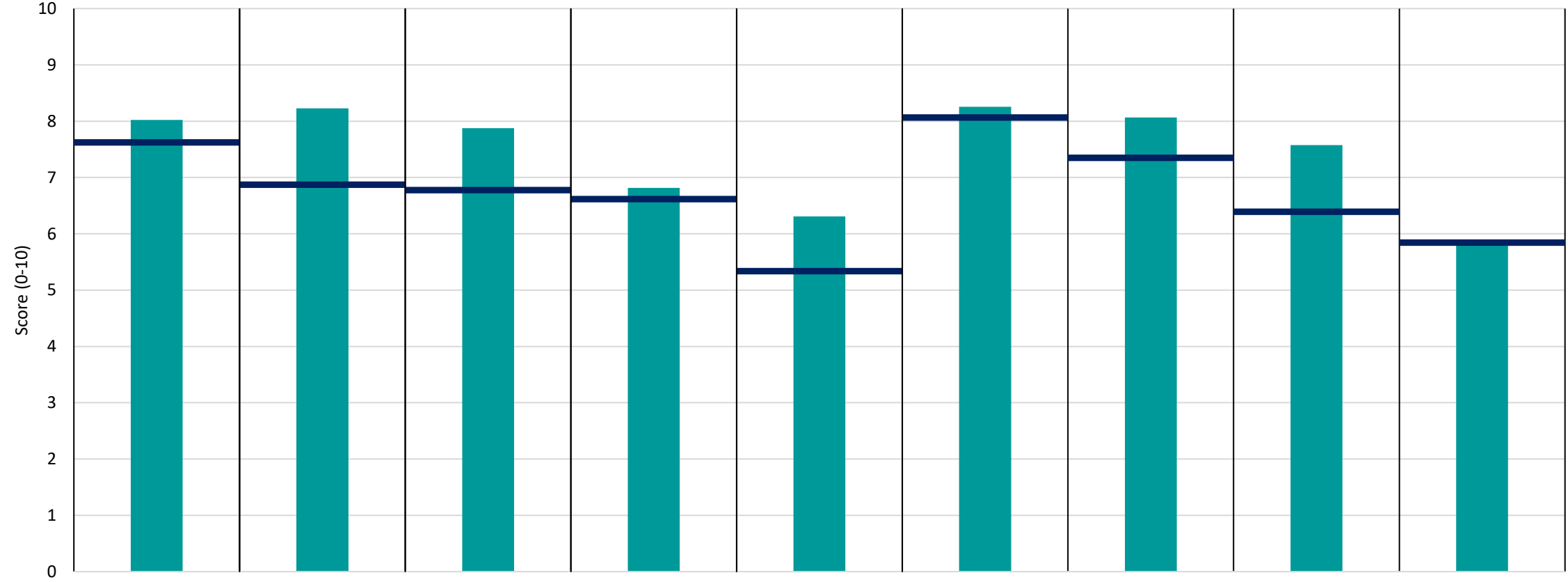
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Staff Engagement



Morale



Breakdown	8.02	8.23	7.88	6.82	6.31	8.26	8.07	7.58	5.80
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	11	11	11	11	10	11	11	11	11



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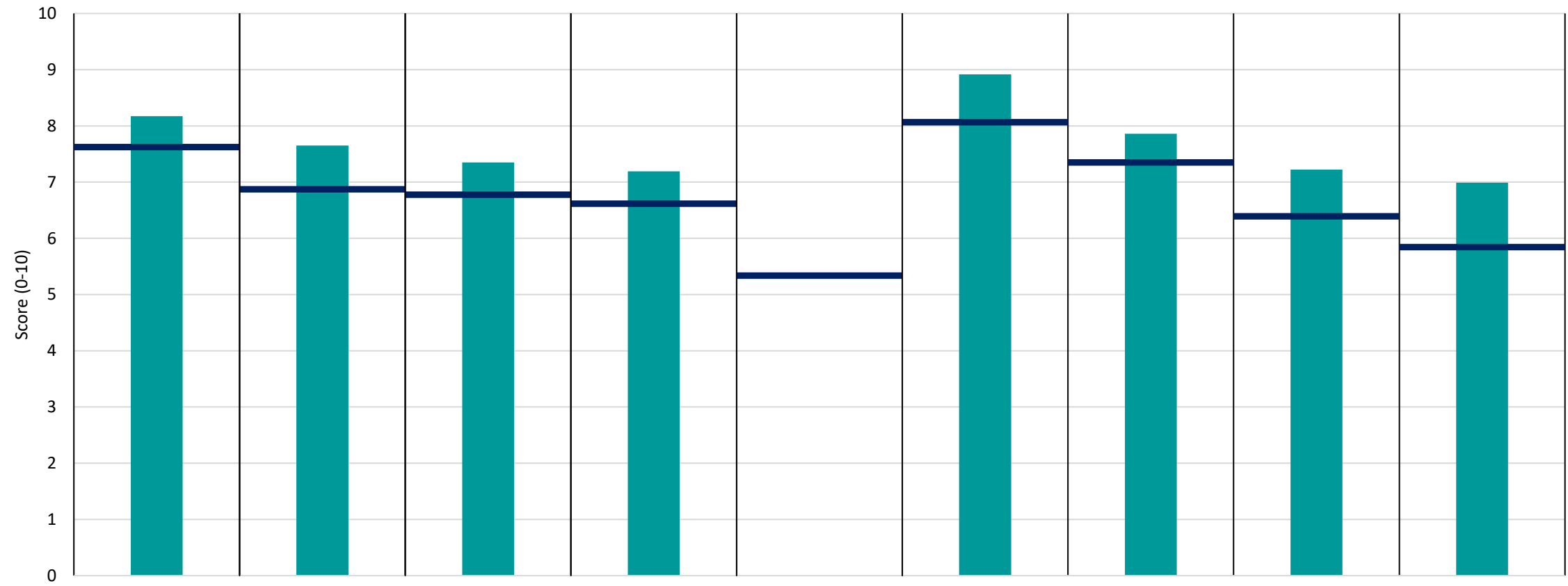
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Staff Engagement



Morale



Breakdown	8.18	7.65	7.35	7.19	-	8.92	7.86	7.22	6.99
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	10	10	10	10	-	10	10	10	10



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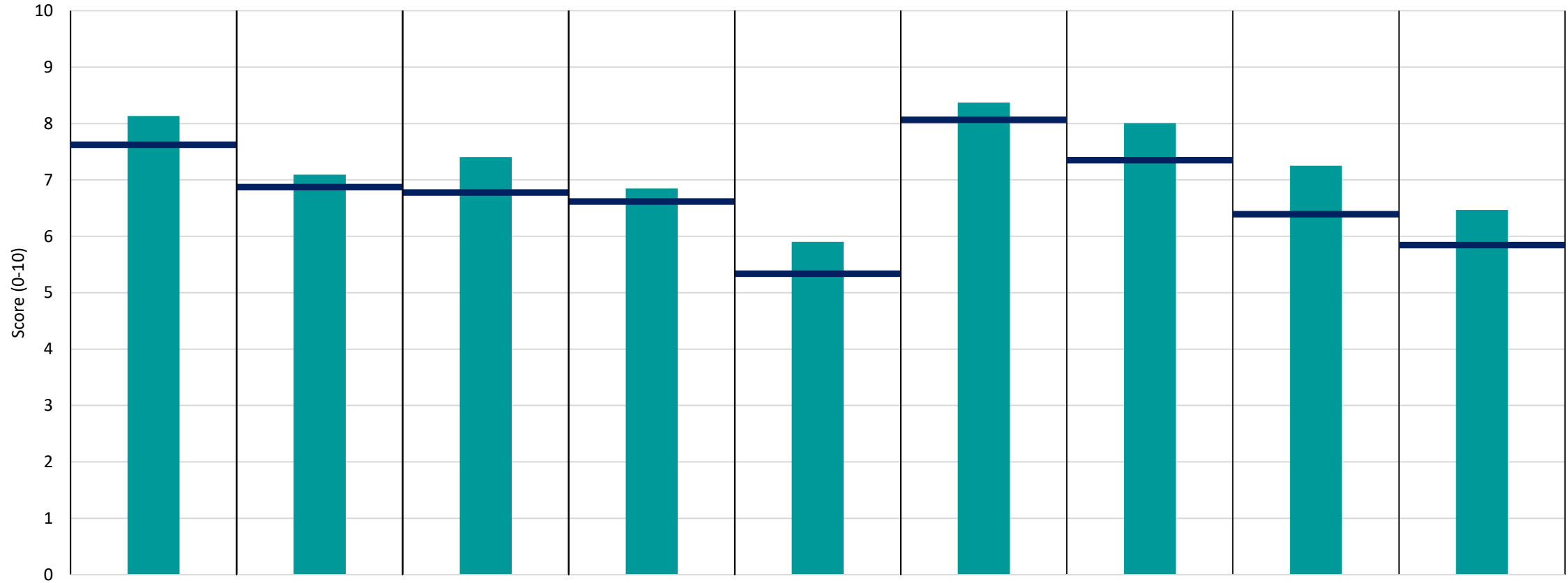
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Staff Engagement



Morale



Breakdown	8.13	7.09	7.41	6.85	5.90	8.37	8.01	7.25	6.47
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	43	43	42	43	42	43	43	43	43



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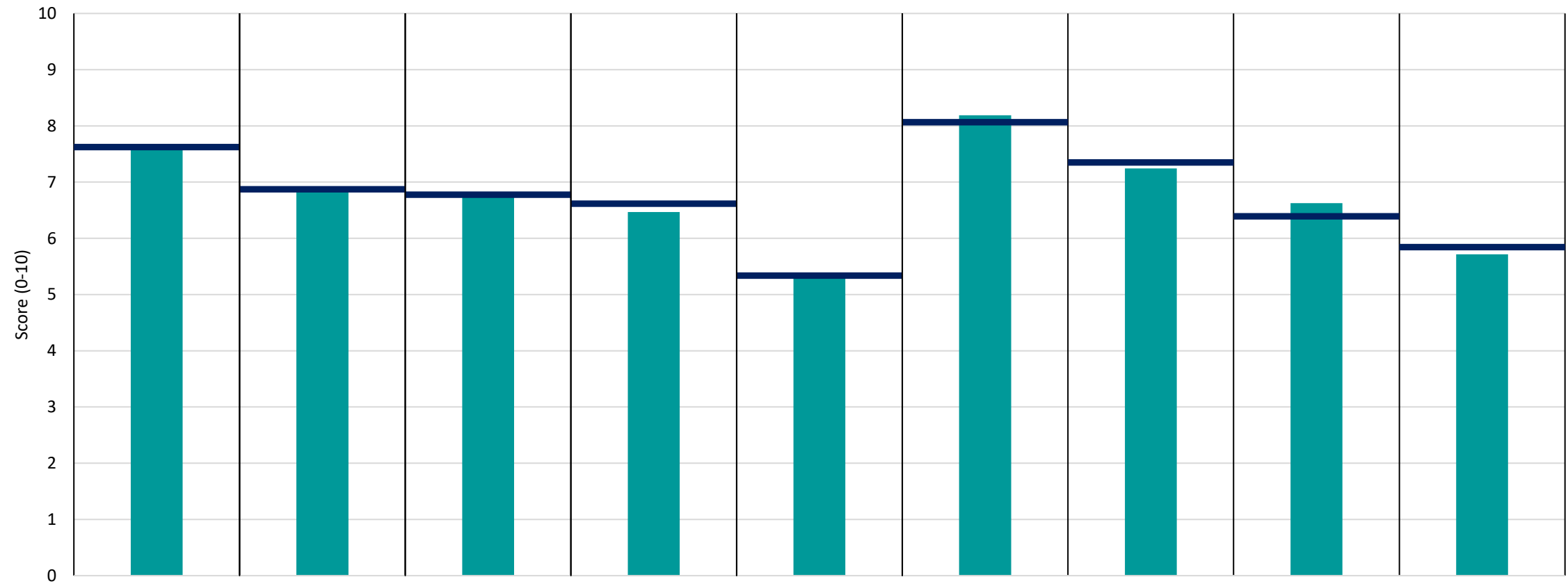
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Staff Engagement



Morale



Breakdown	7.68	6.90	6.81	6.47	5.37	8.19	7.24	6.63	5.71
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	29	29	28	29	29	29	29	29	29



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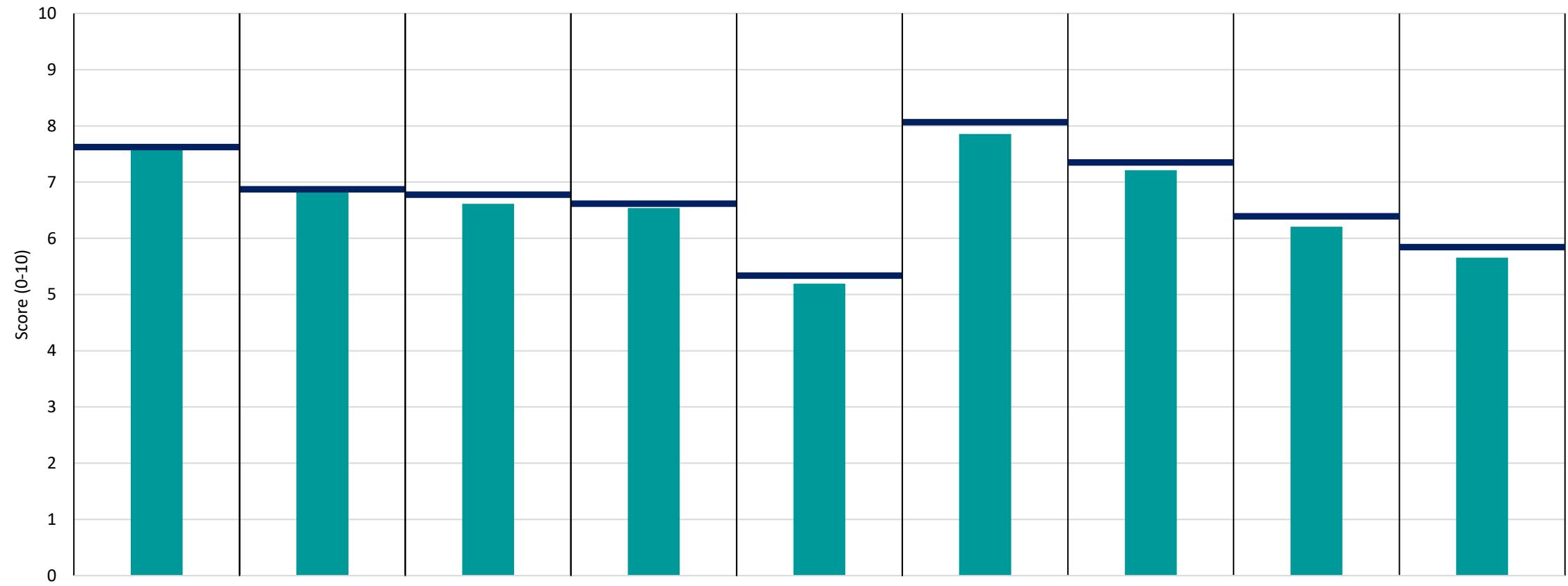
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Breakdown	7.65	6.83	6.61	6.54	5.19	7.86	7.21	6.21	5.66
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	121	121	120	121	118	121	121	121	121



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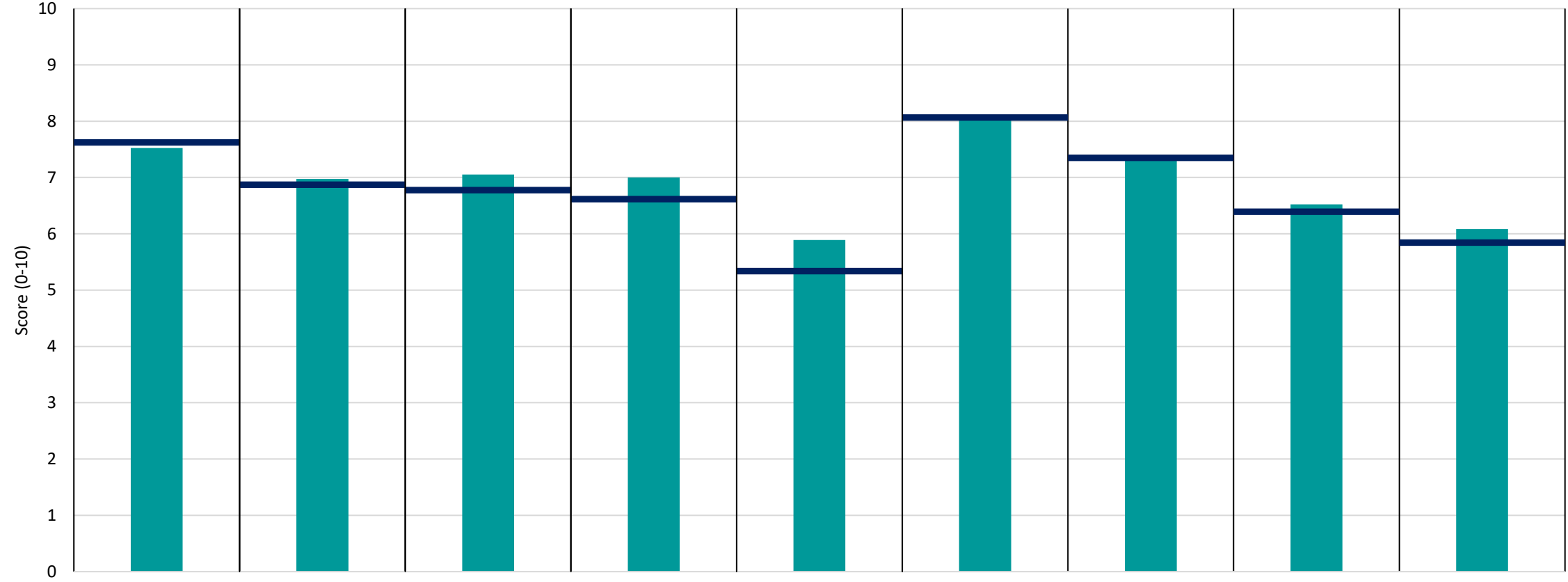
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Breakdown	7.52	6.98	7.05	7.00	5.89	8.04	7.38	6.52	6.08
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	41	40	41	41	39	40	41	41	41



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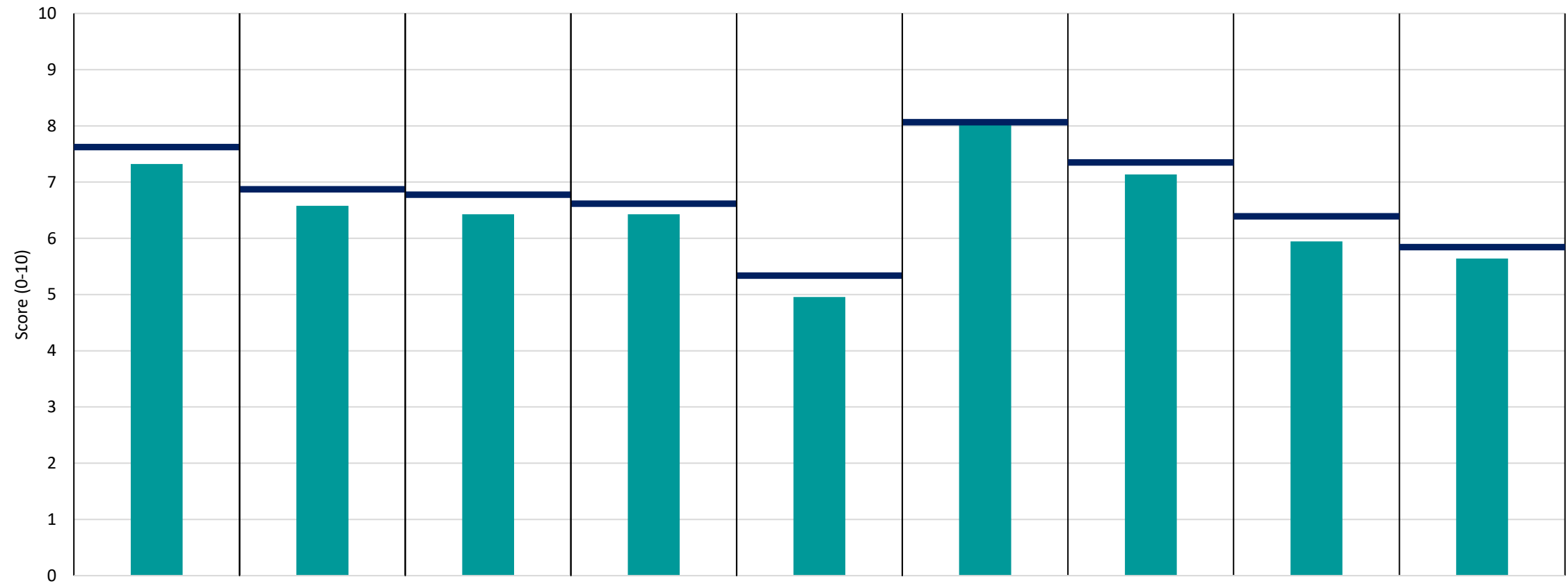
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Breakdown	7.32	6.58	6.43	6.43	4.96	8.05	7.13	5.94	5.64
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	107	107	106	106	105	107	107	107	107

Breakdowns 2

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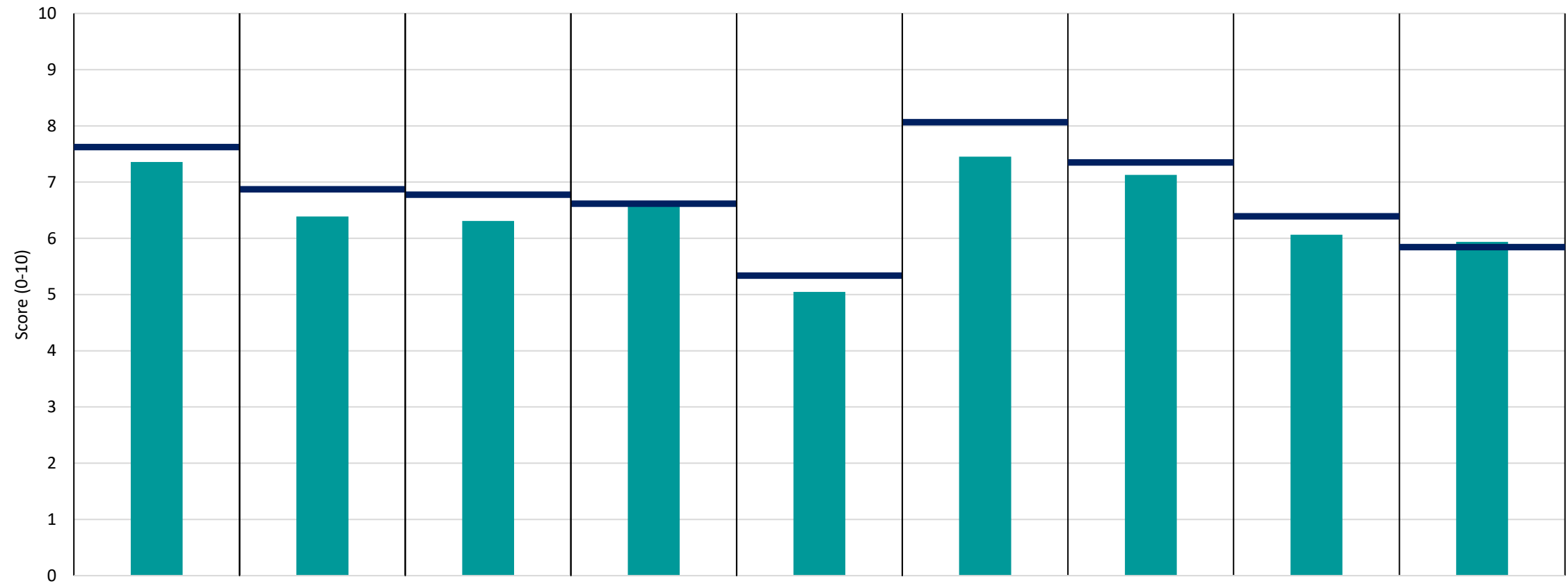
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Staff Engagement



Morale



Breakdown	7.36	6.39	6.31	6.62	5.05	7.45	7.13	6.06	5.94
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	18	18	18	18	18	18	18	18	18



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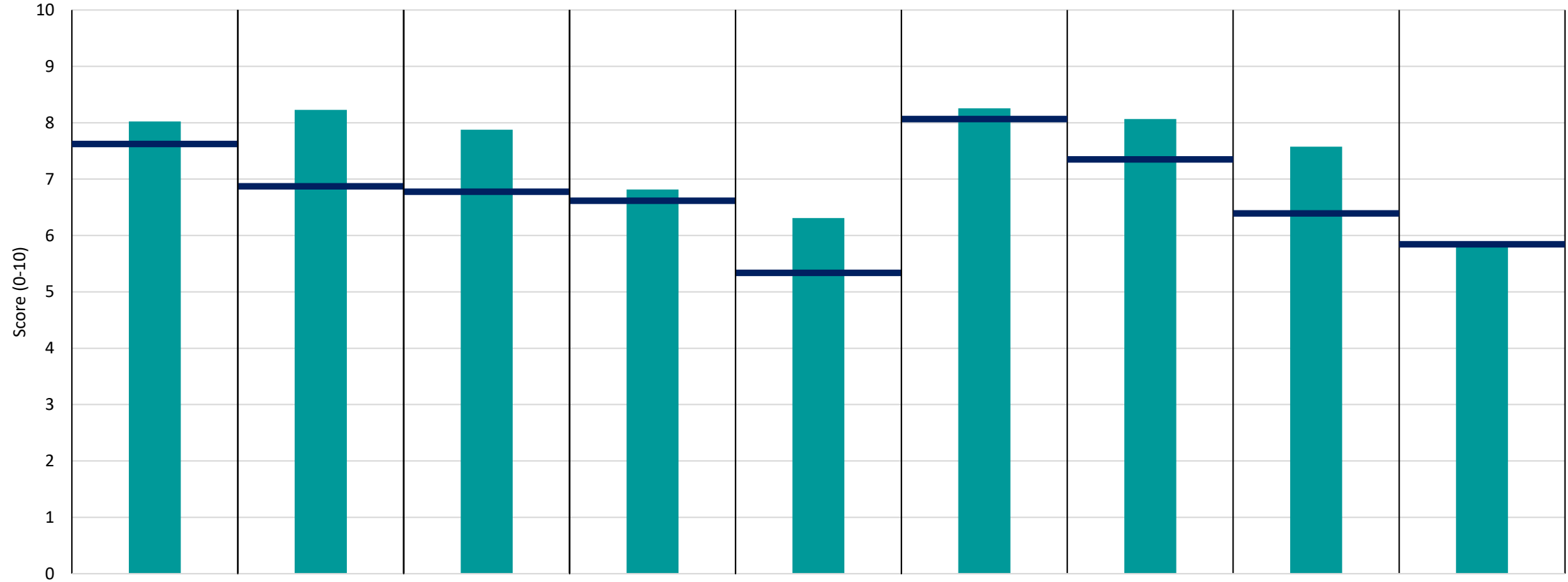
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Staff Engagement



Morale



Breakdown	8.02	8.23	7.88	6.82	6.31	8.26	8.07	7.58	5.80
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	11	11	11	11	10	11	11	11	11



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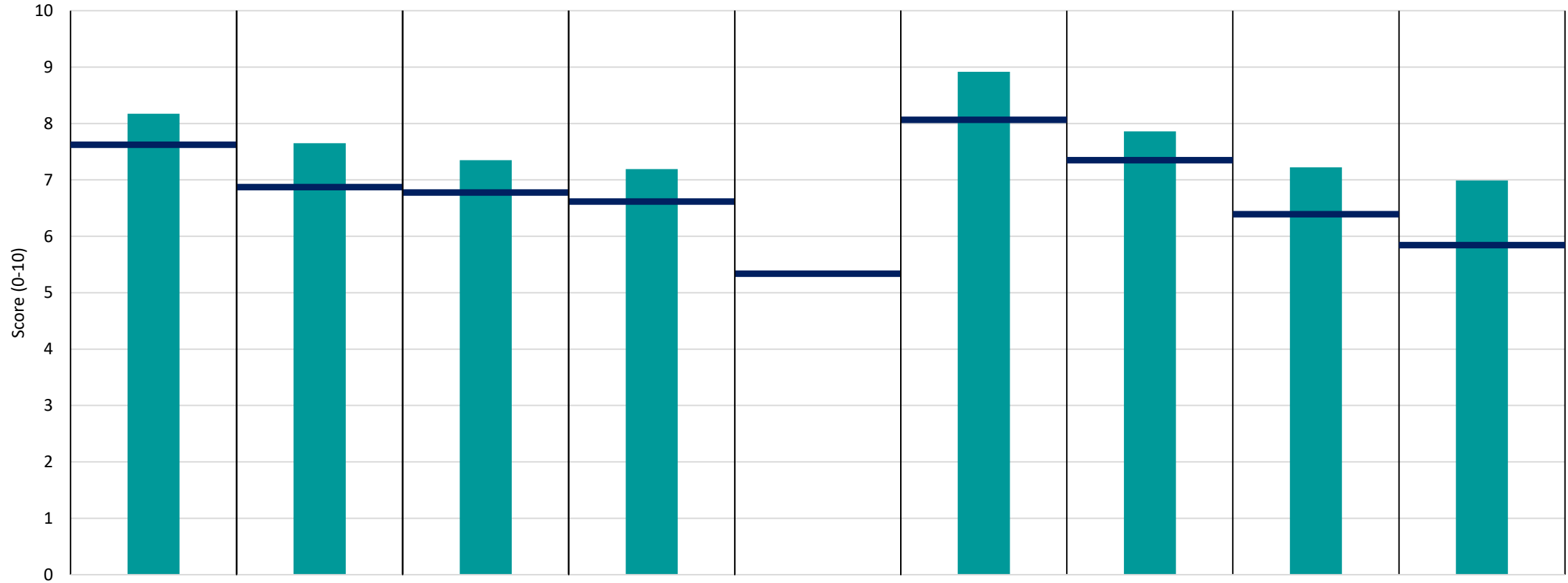
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Staff Engagement



Morale



Breakdown	8.18	7.65	7.35	7.19	-	8.92	7.86	7.22	6.99
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	10	10	10	10	-	10	10	10	10



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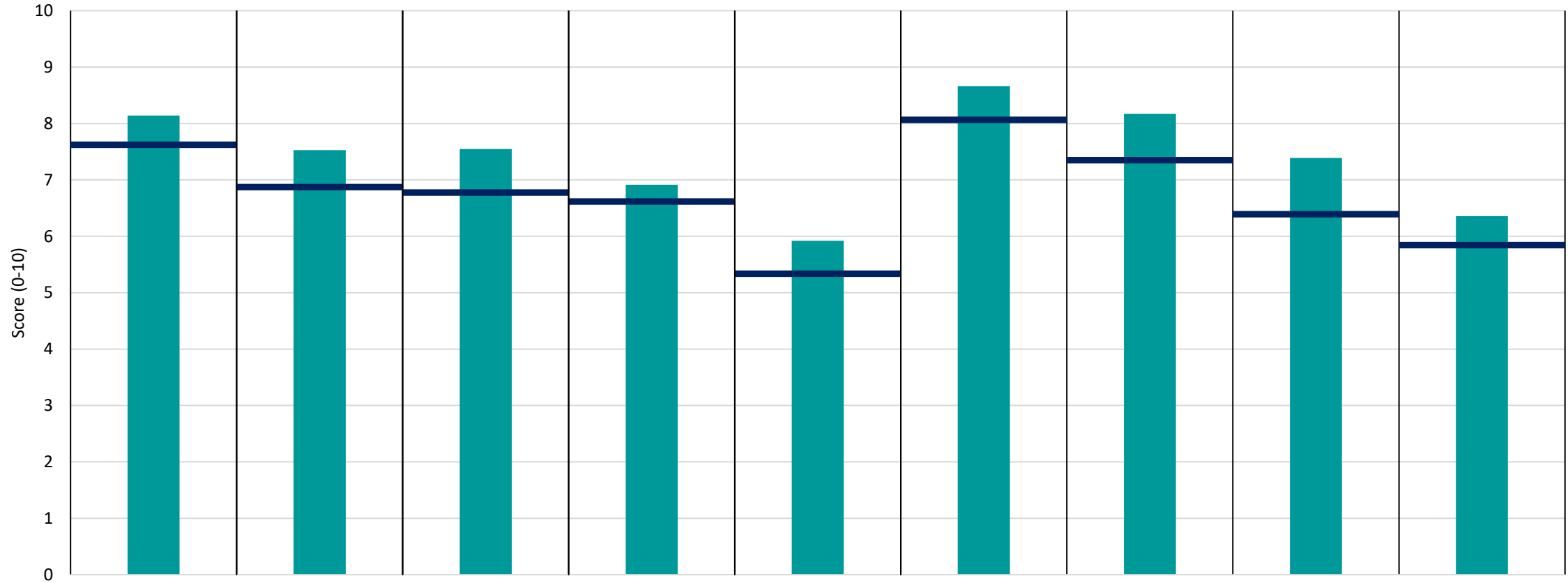
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Breakdown	8.14	7.53	7.55	6.92	5.92	8.66	8.17	7.39	6.36
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	19	19	18	19	19	19	19	19	19



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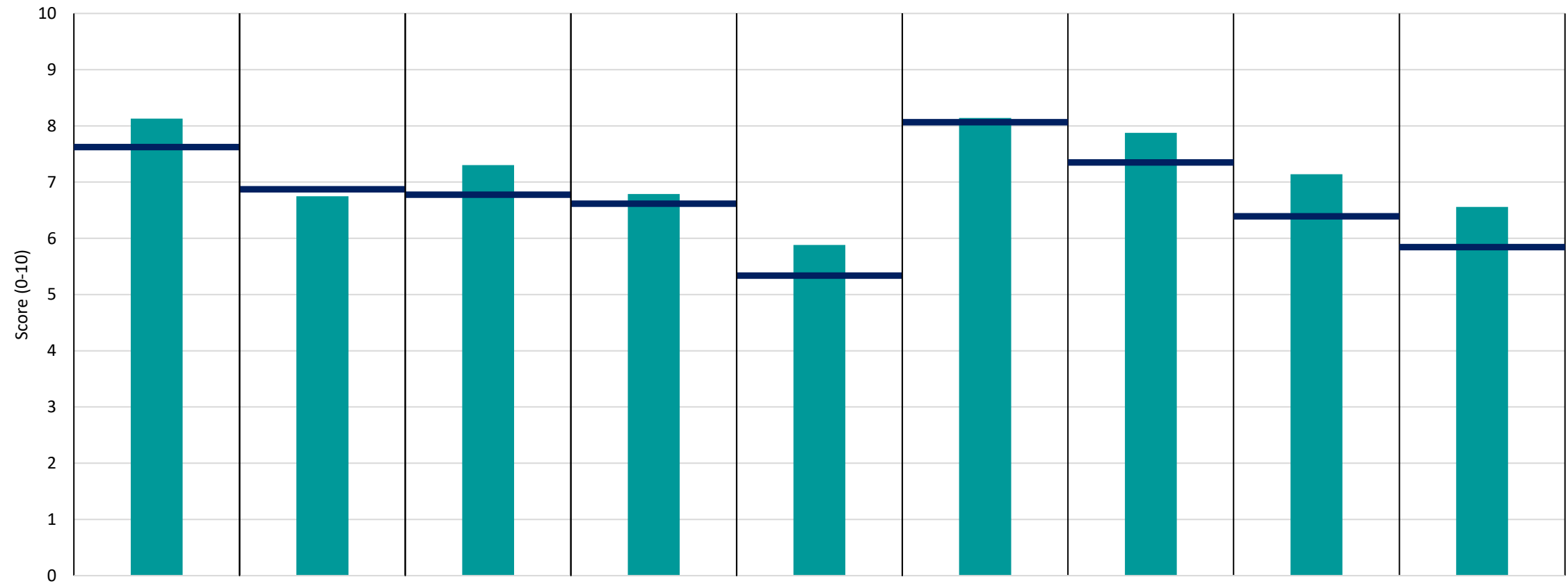
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Breakdown	8.13	6.75	7.30	6.79	5.88	8.14	7.88	7.14	6.56
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	24	24	24	24	23	24	24	24	24



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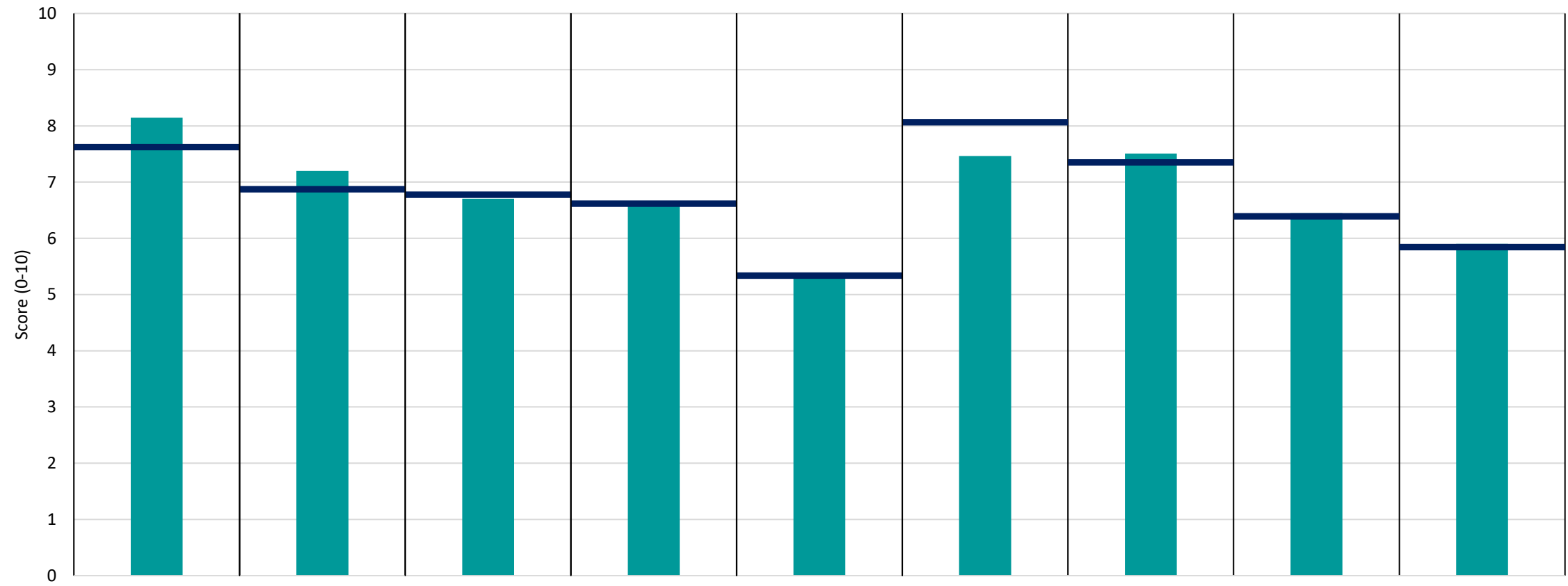
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Breakdown	8.15	7.20	6.71	6.63	5.39	7.47	7.51	6.45	5.90
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	48	48	48	48	46	48	48	48	48



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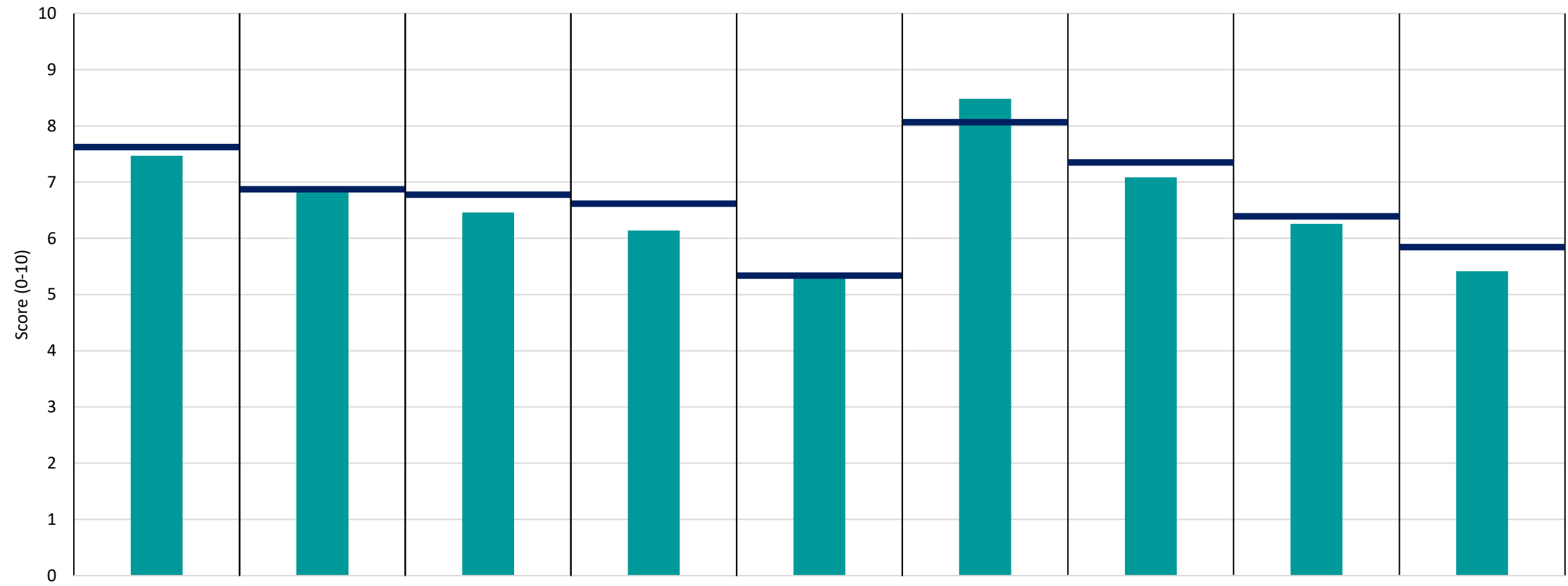
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Breakdown	7.47	6.91	6.46	6.14	5.39	8.48	7.09	6.26	5.42
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	17	17	17	17	17	17	17	17	17



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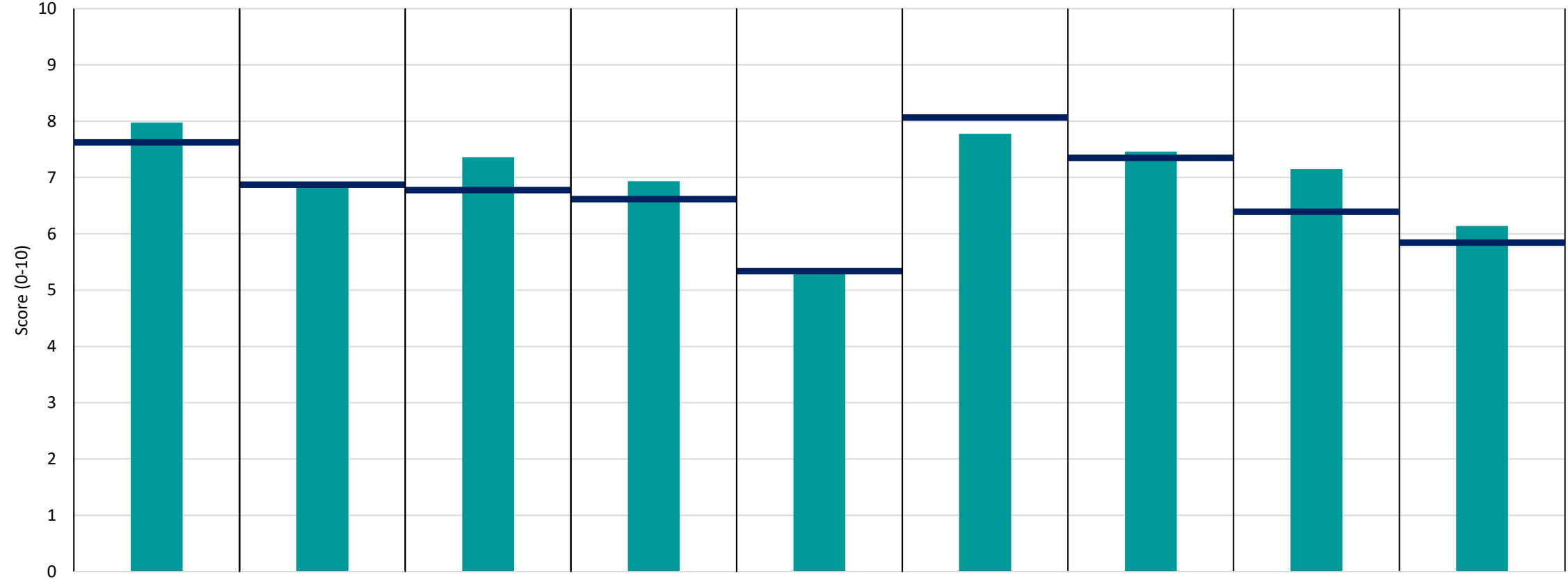
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Breakdown	7.98	6.88	7.36	6.93	5.35	7.78	7.46	7.15	6.14
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	12	12	11	12	12	12	12	12	12



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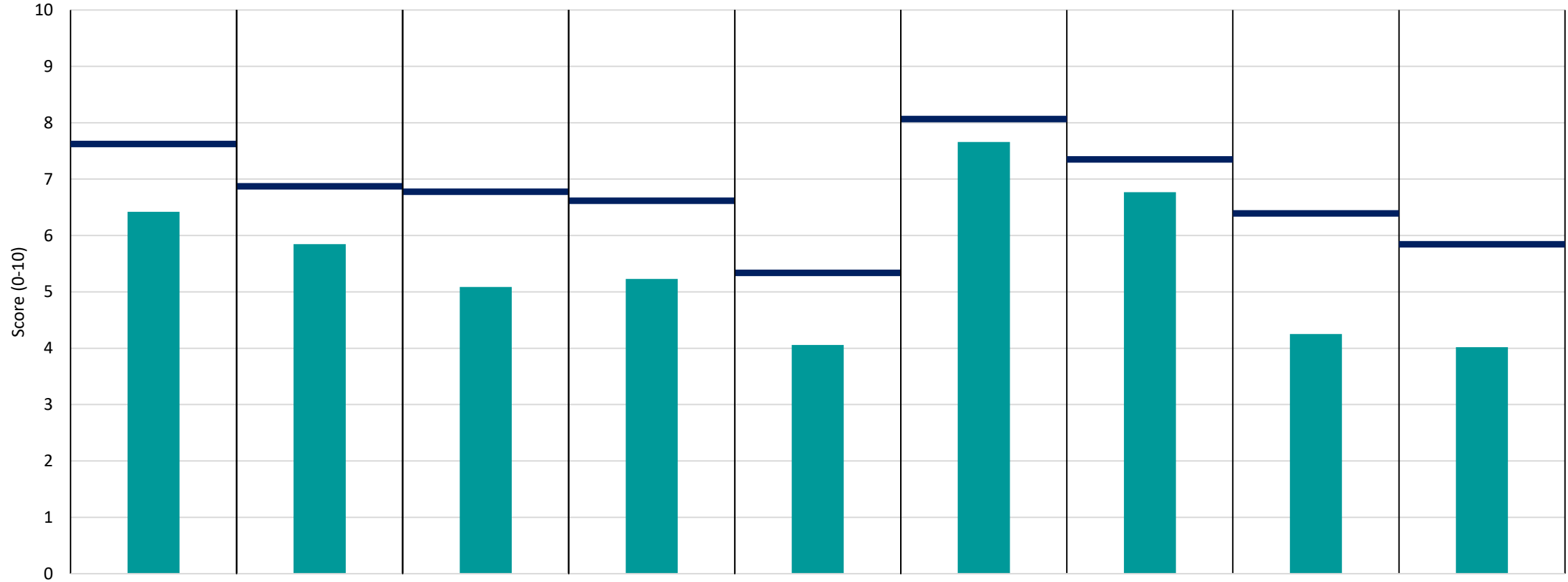
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Breakdown	6.42	5.85	5.09	5.23	4.06	7.66	6.77	4.25	4.02
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	13	13	13	13	13	13	13	13	13



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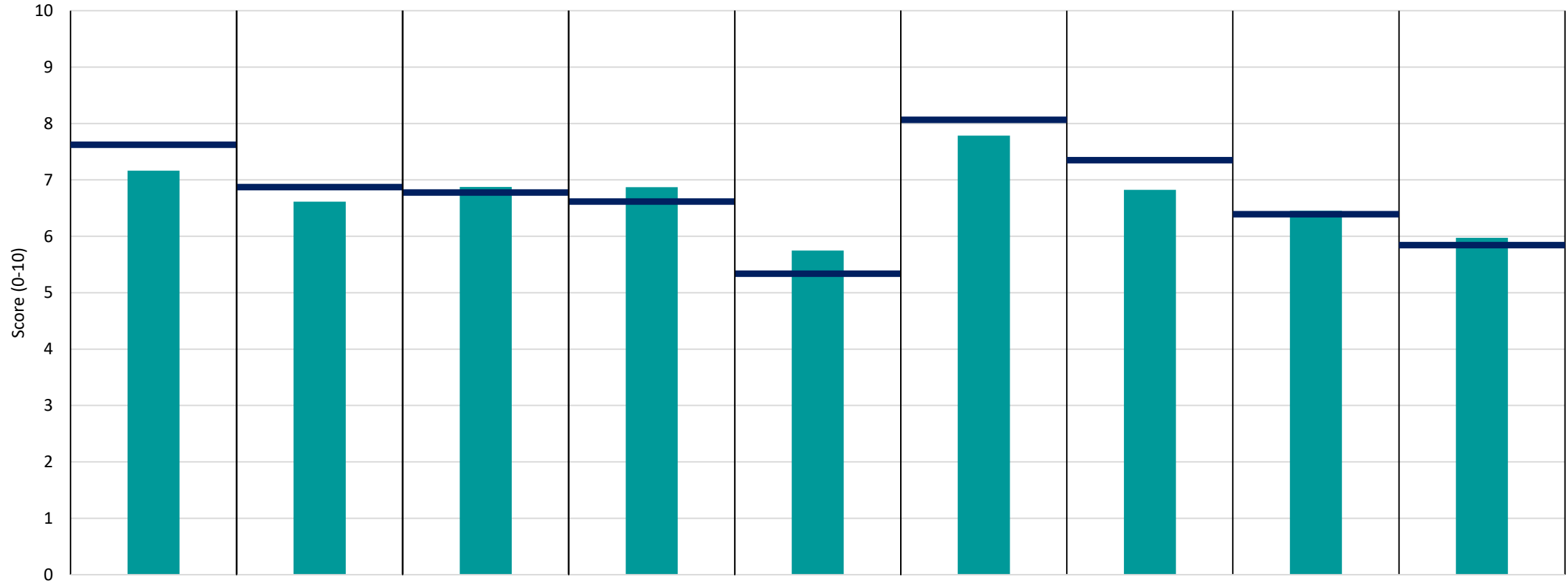
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Breakdown	7.17	6.61	6.88	6.87	5.75	7.78	6.83	6.45	5.97
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	22	22	22	22	20	22	22	22	22



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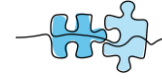
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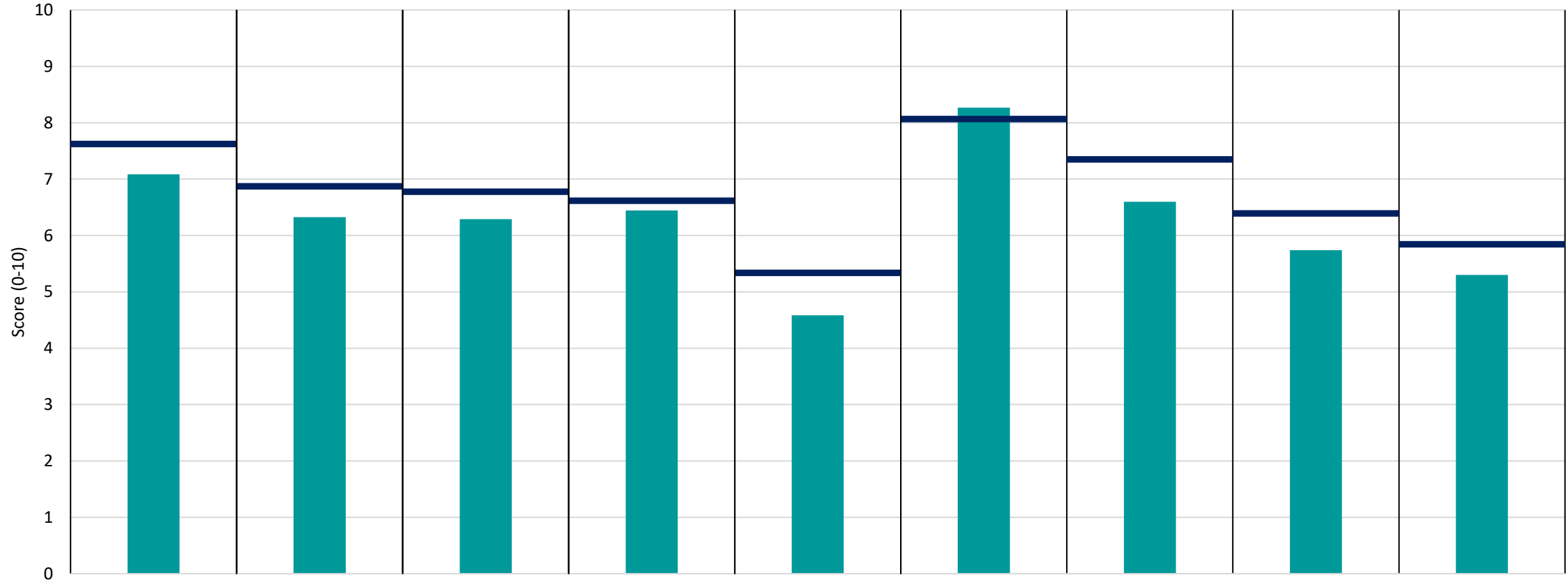
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Breakdown	7.08	6.33	6.29	6.45	4.59	8.27	6.60	5.74	5.30
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	46	46	45	46	45	46	46	46	46



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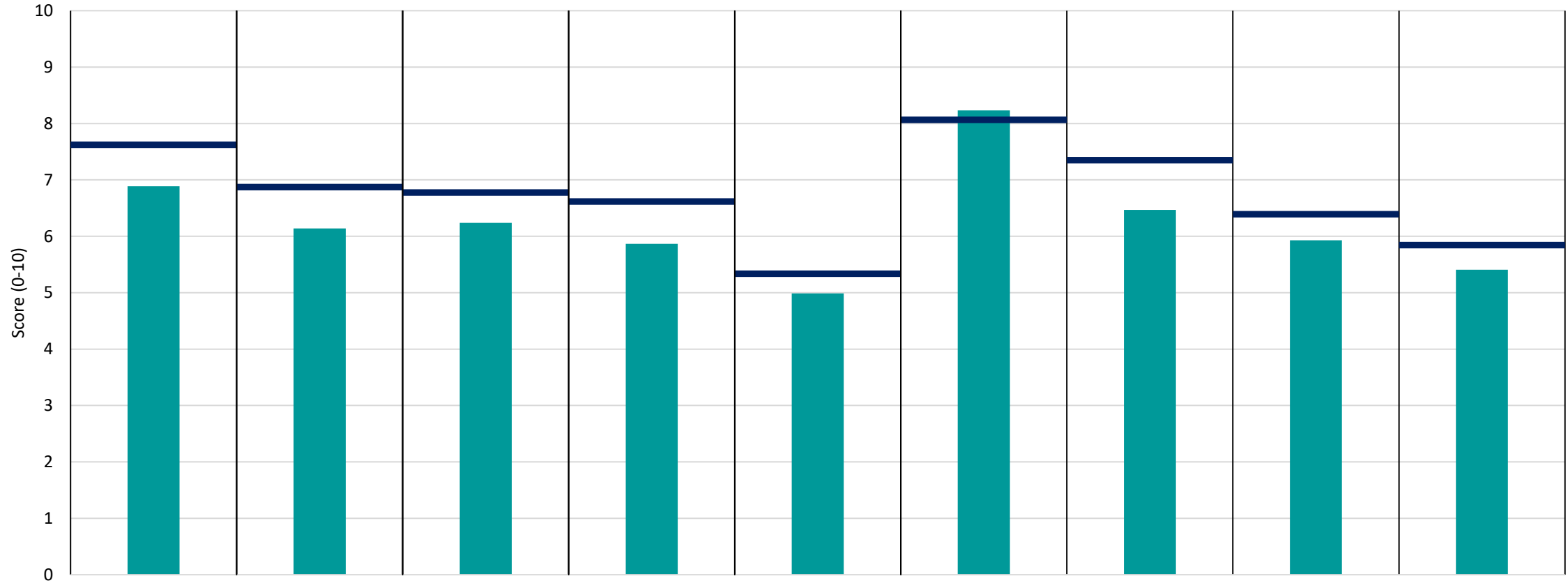
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Breakdown	6.89	6.14	6.24	5.86	4.99	8.23	6.47	5.93	5.41
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	25	25	25	25	24	25	25	25	25



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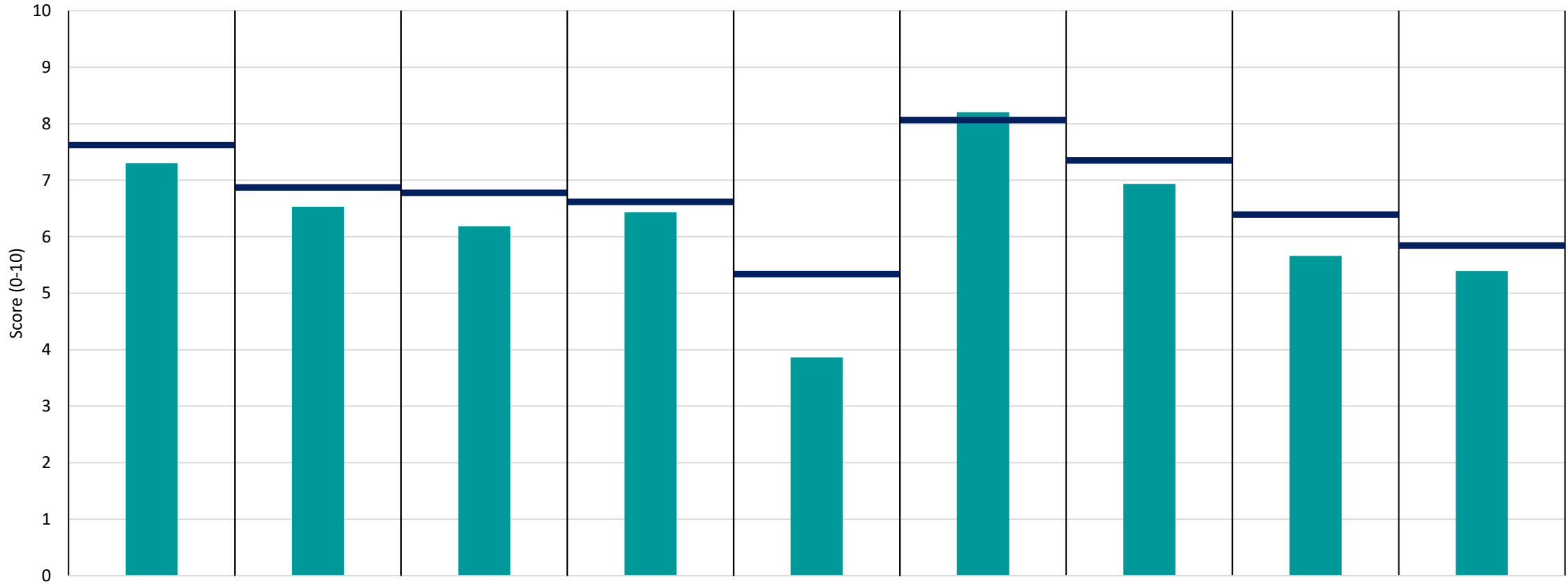
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Breakdown	7.30	6.53	6.18	6.43	3.86	8.20	6.93	5.66	5.39
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	16	16	15	15	16	16	16	16	16



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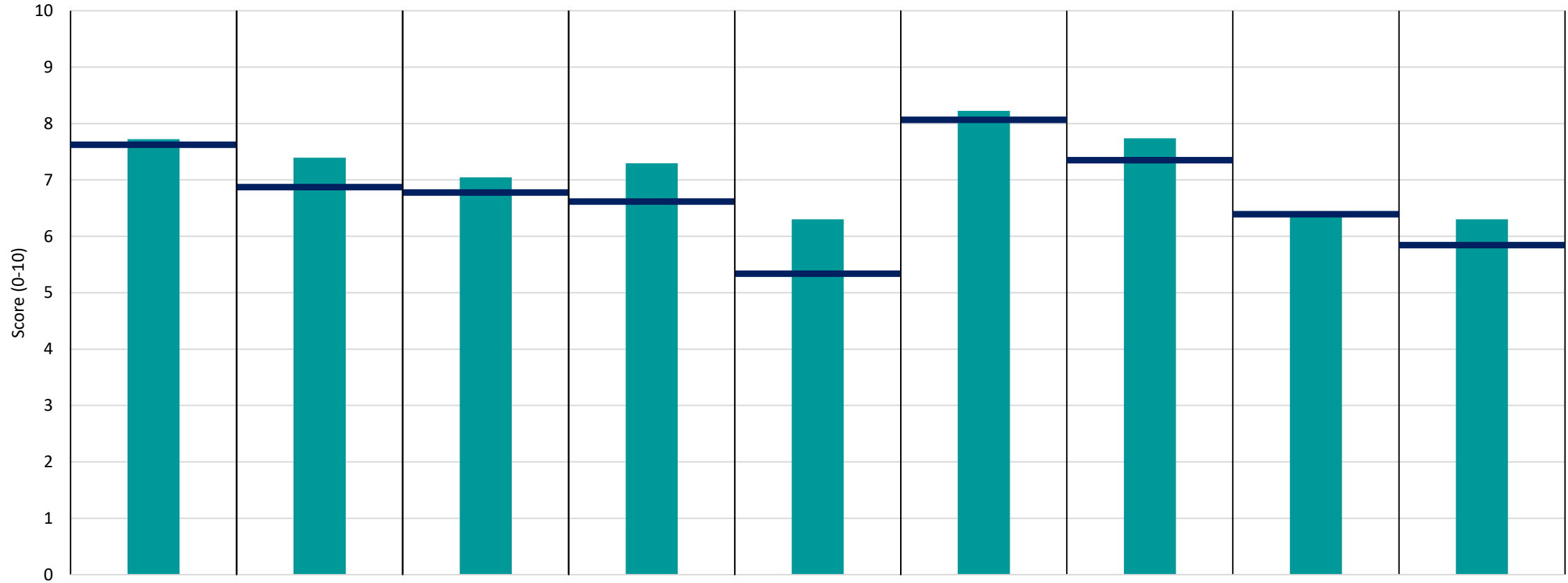
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Breakdown	7.72	7.39	7.05	7.29	6.30	8.22	7.74	6.42	6.30
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	19	19	19	19	18	19	19	19	19



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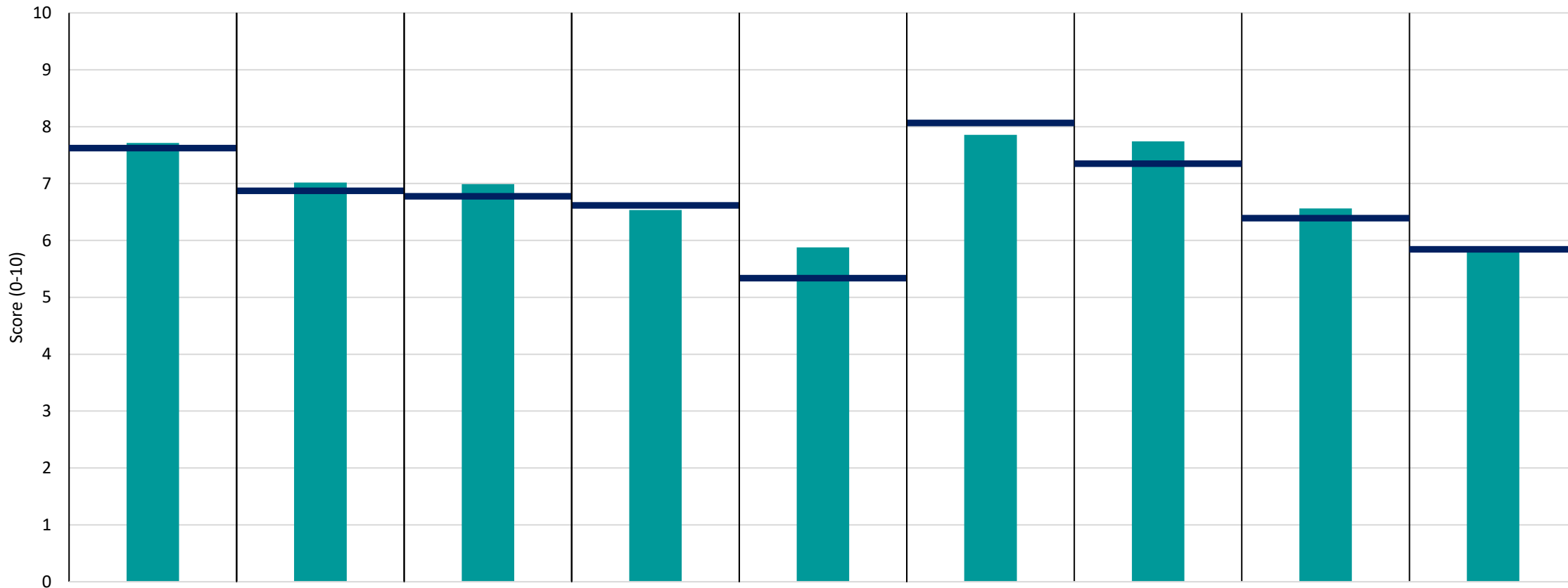
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Breakdown	7.71	7.02	6.99	6.53	5.88	7.85	7.74	6.56	5.83
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	27	27	27	27	27	27	27	27	27



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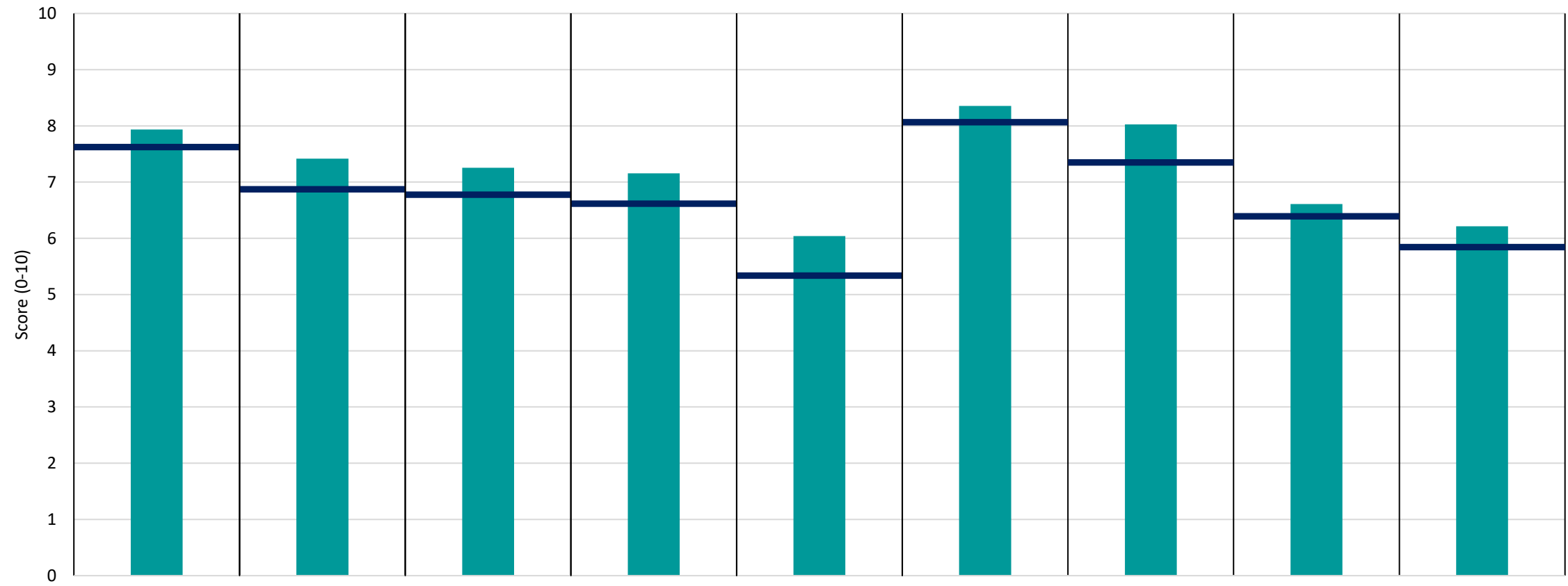
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Staff Engagement



Morale



Breakdown	7.94	7.42	7.26	7.16	6.04	8.36	8.03	6.61	6.22
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	19	18	19	19	19	18	19	19	19



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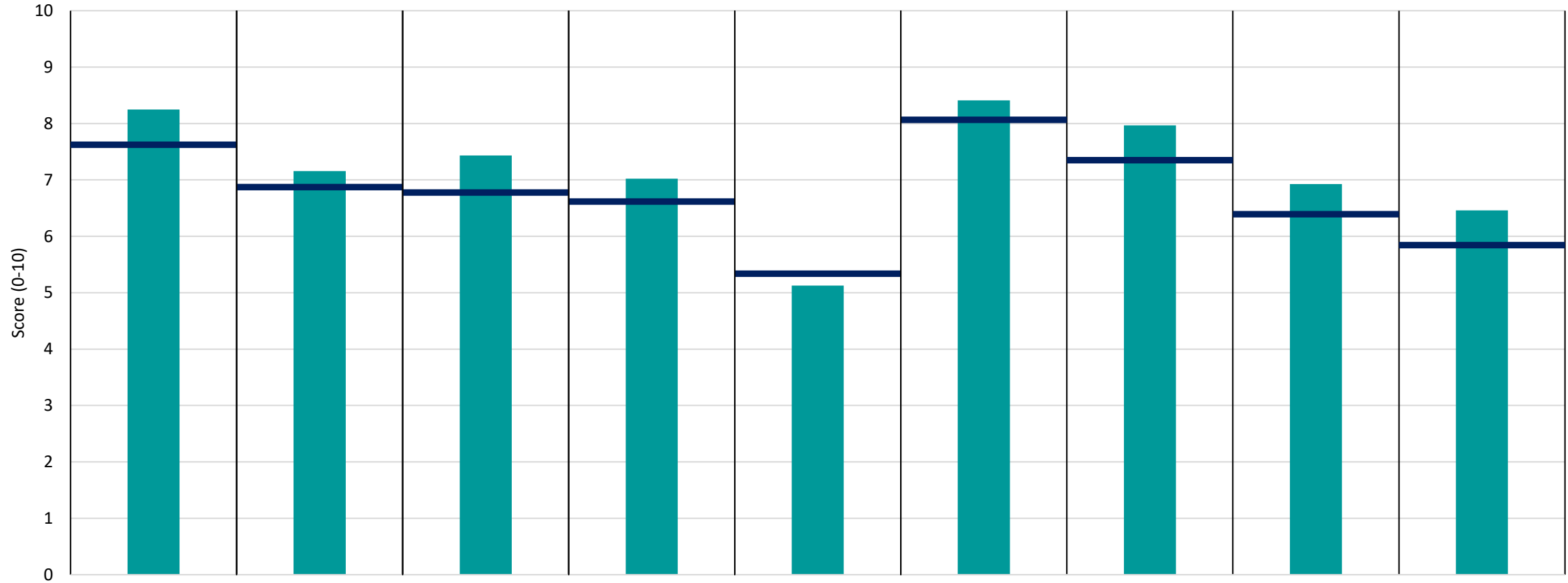
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Breakdown	8.25	7.16	7.43	7.02	5.13	8.41	7.97	6.93	6.46
Your org	7.62	6.87	6.78	6.62	5.34	8.07	7.35	6.39	5.84
Responses	16	16	16	16	16	16	16	16	16