



Cambridge University Hospitals NHS Foundation Trust

2025 NHS Staff Survey

Breakdown report

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This breakdown report for Cambridge University Hospitals 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.

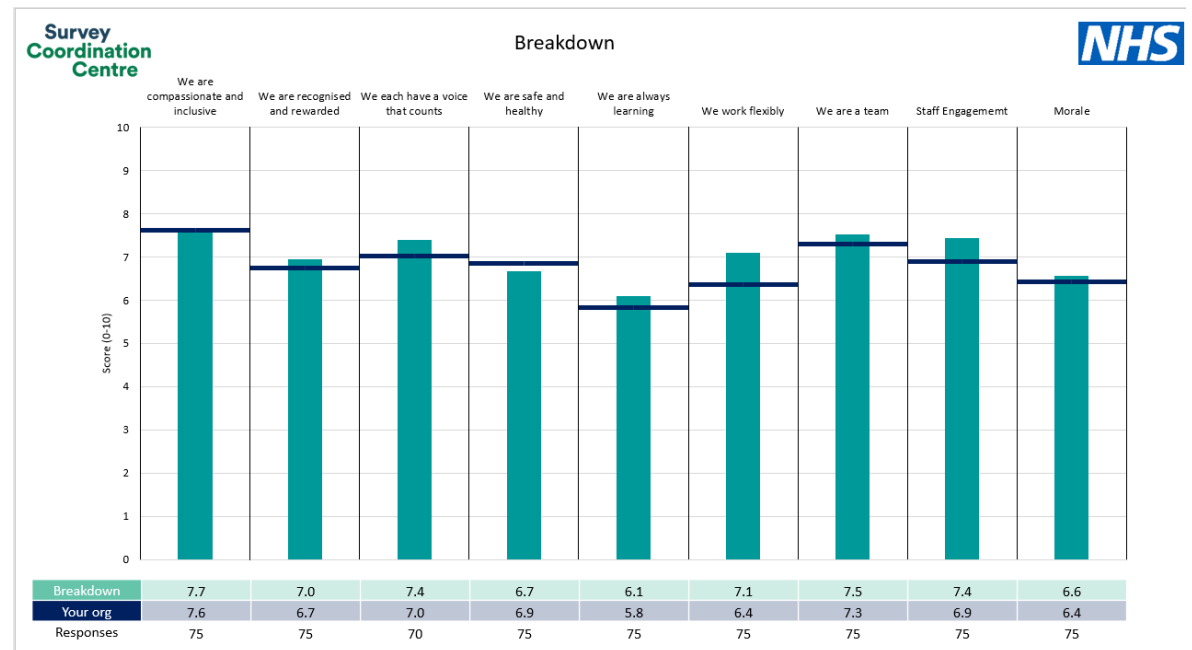
The breakdowns used in this report were provided and defined by Cambridge University Hospitals NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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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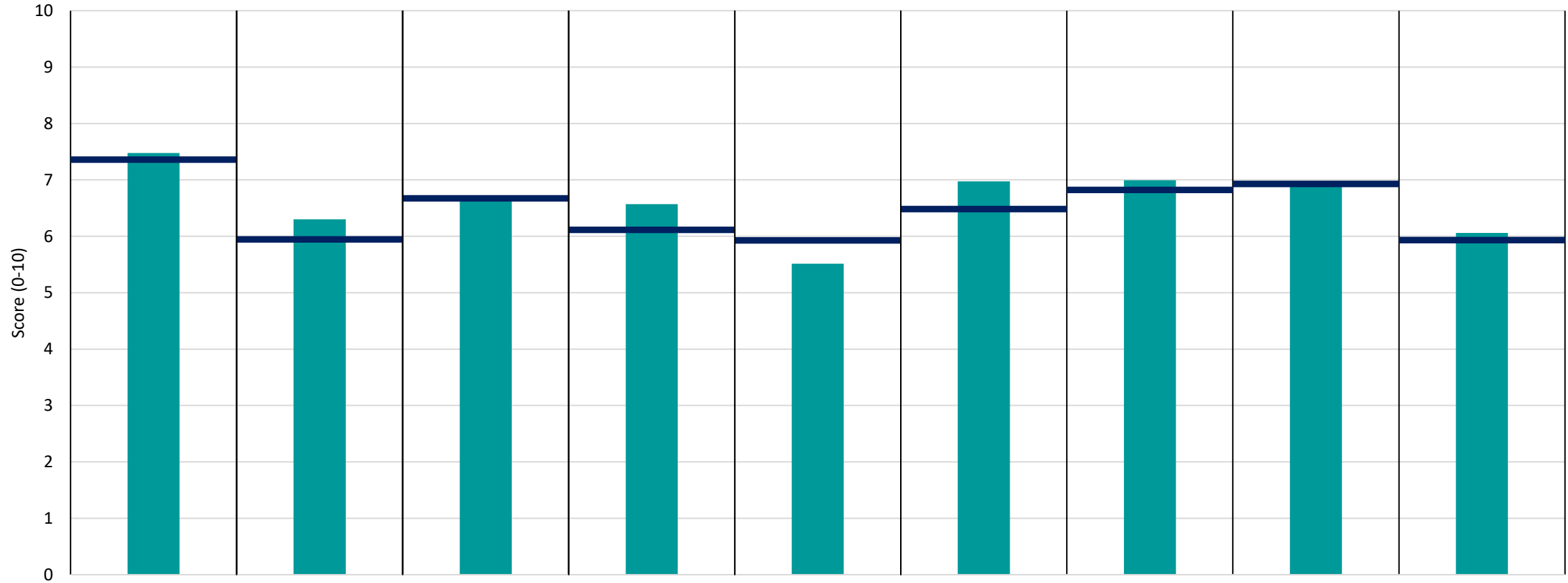
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Staff Engagement



Morale



Breakdown	7.48	6.30	6.64	6.57	5.52	6.97	6.99	6.90	6.06
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	1079	1081	1065	1078	1034	1075	1078	1081	1081



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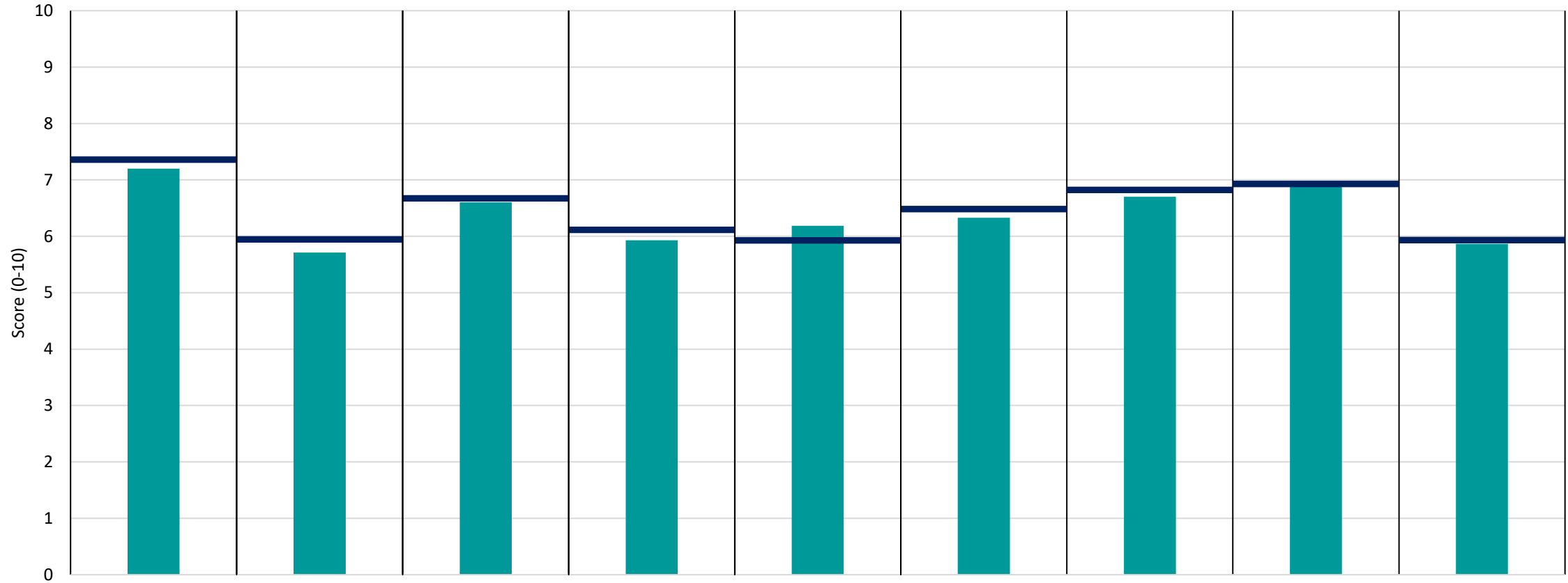
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Staff Engagement



Morale



Breakdown	7.20	5.71	6.60	5.93	6.19	6.33	6.70	6.91	5.86
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	1311	1315	1299	1307	1265	1307	1310	1316	1316



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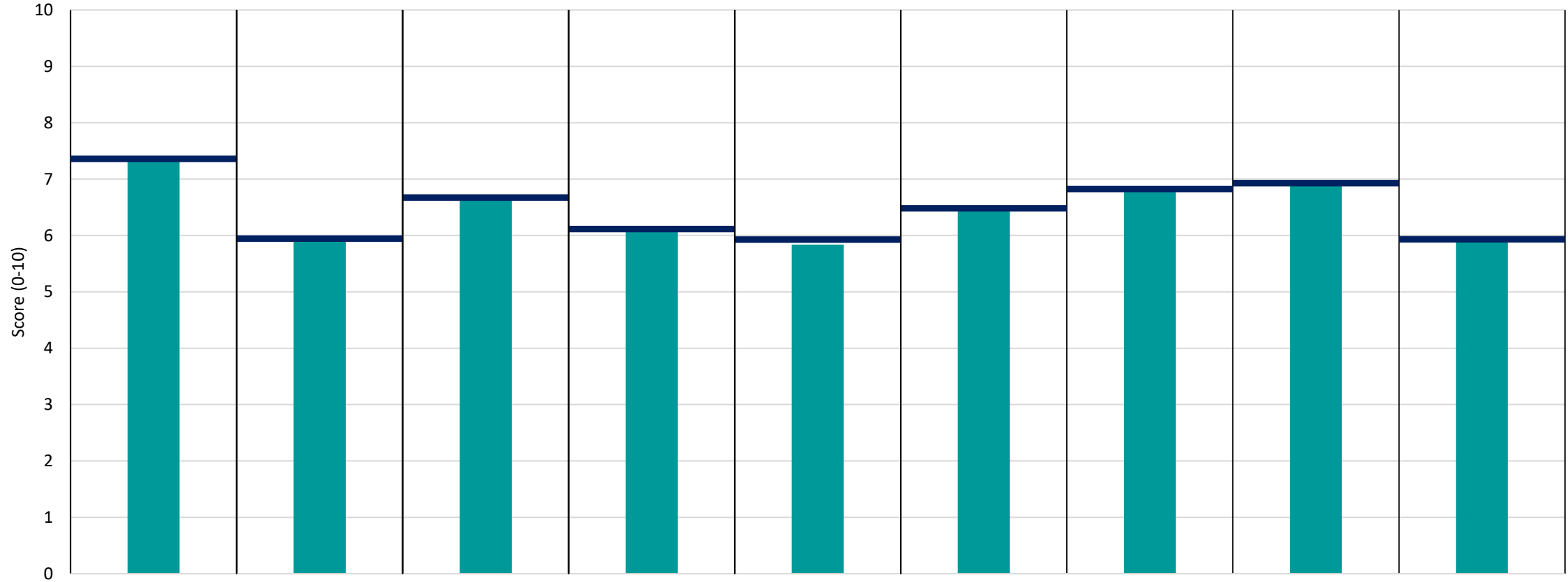
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Staff Engagement



Morale



Breakdown	7.39	5.90	6.69	6.17	5.84	6.50	6.79	6.90	5.92
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	1850	1853	1841	1851	1775	1843	1851	1855	1855



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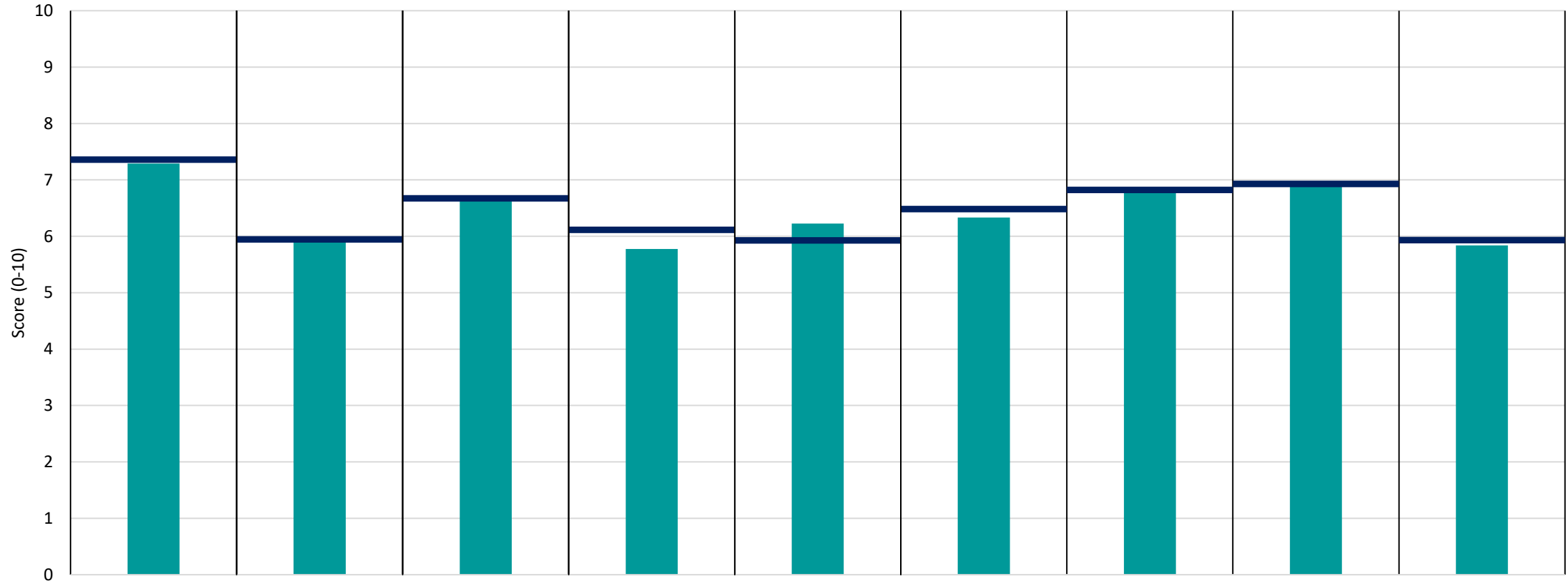
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Staff Engagement



Morale



Breakdown	7.29	5.90	6.65	5.78	6.23	6.33	6.85	6.92	5.84
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	869	869	863	864	853	864	870	872	872



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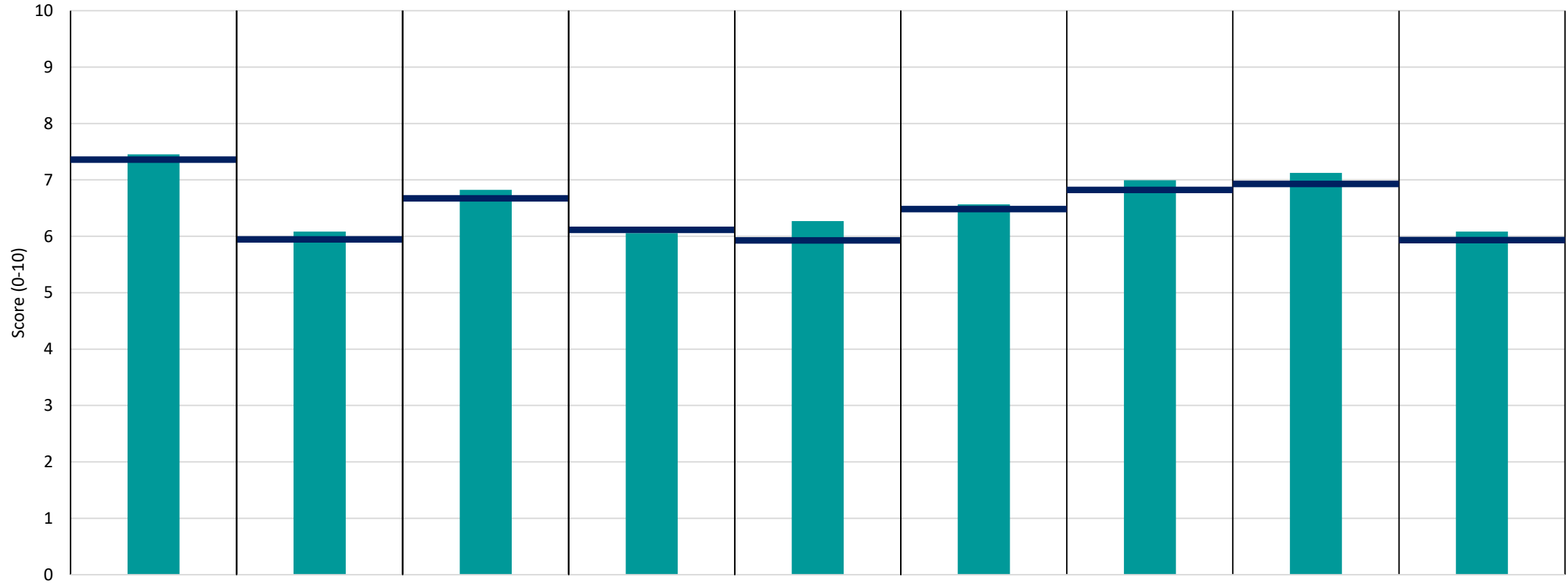
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Morale



Breakdown	7.45	6.08	6.83	6.06	6.27	6.56	7.00	7.12	6.08
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	838	837	832	829	796	832	838	837	838



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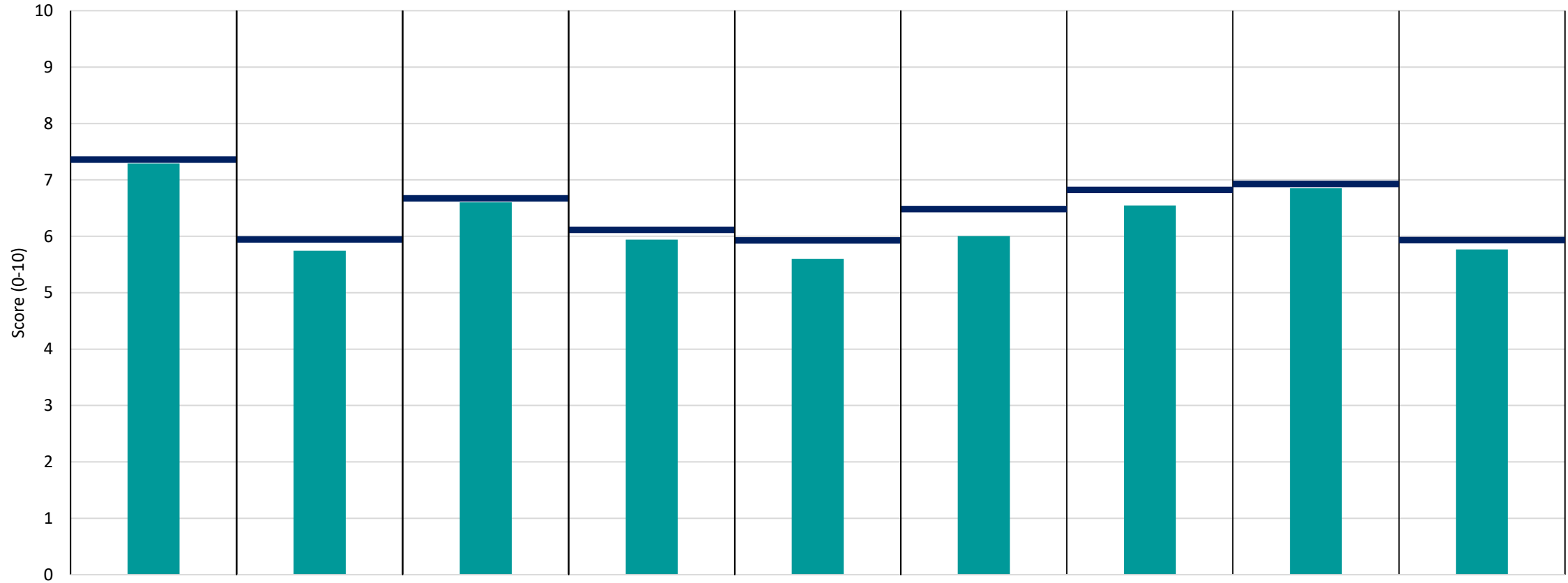
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Morale



Breakdown	7.29	5.74	6.60	5.94	5.60	6.01	6.55	6.85	5.77
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	816	816	807	814	797	811	815	817	817



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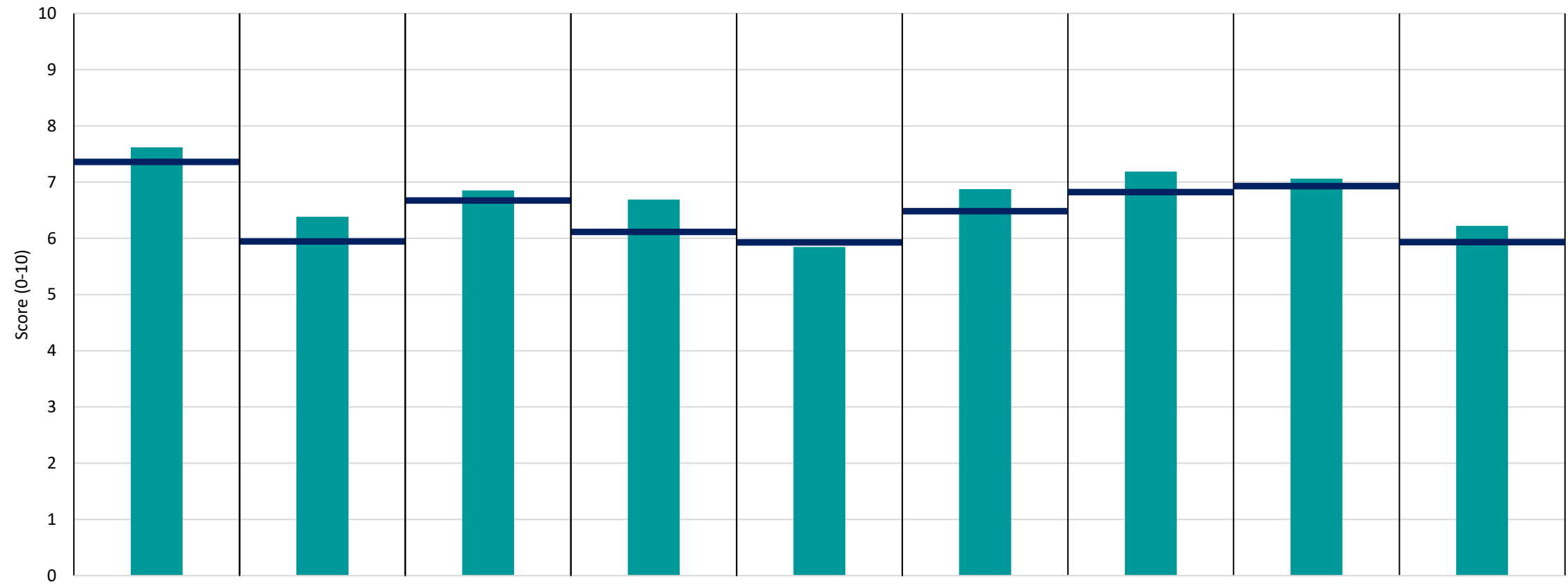
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Breakdown	7.62	6.38	6.85	6.69	5.85	6.88	7.19	7.06	6.22
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	220	220	219	220	217	220	220	220	220

Breakdowns 2

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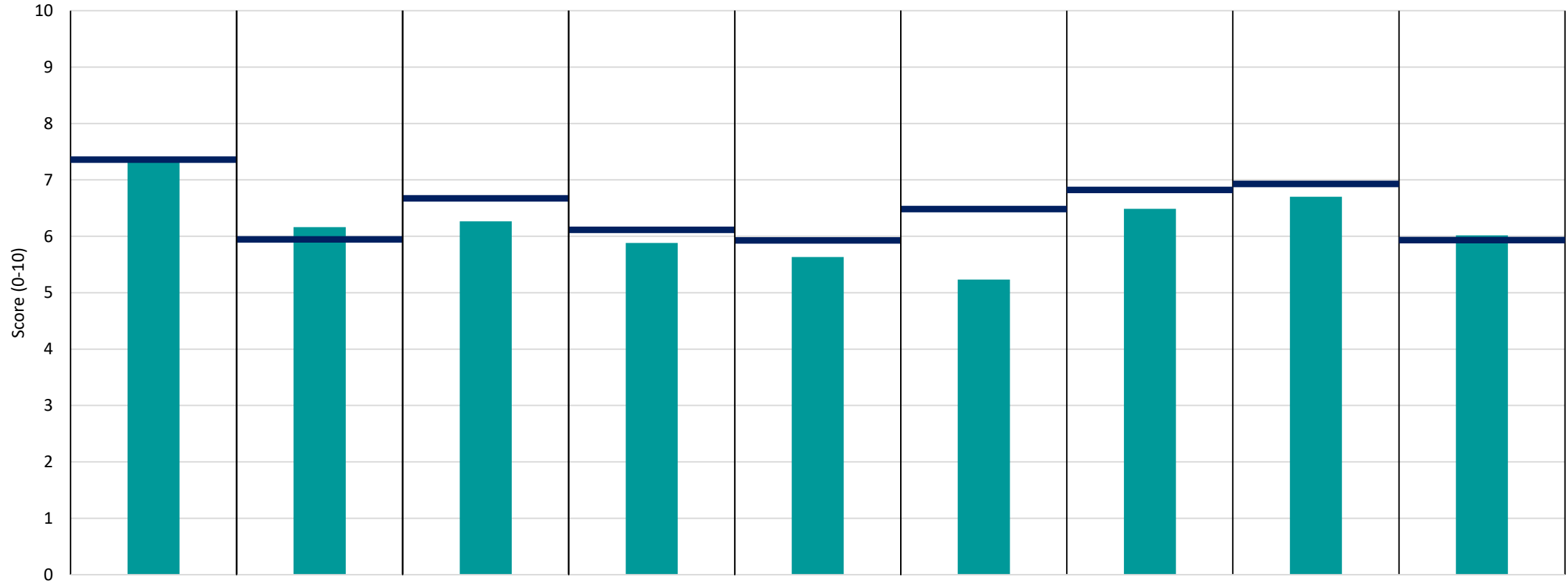
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Staff Engagement



Morale



Breakdown	7.37	6.16	6.27	5.88	5.63	5.23	6.49	6.70	6.02
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	34	34	34	34	34	34	34	34	34



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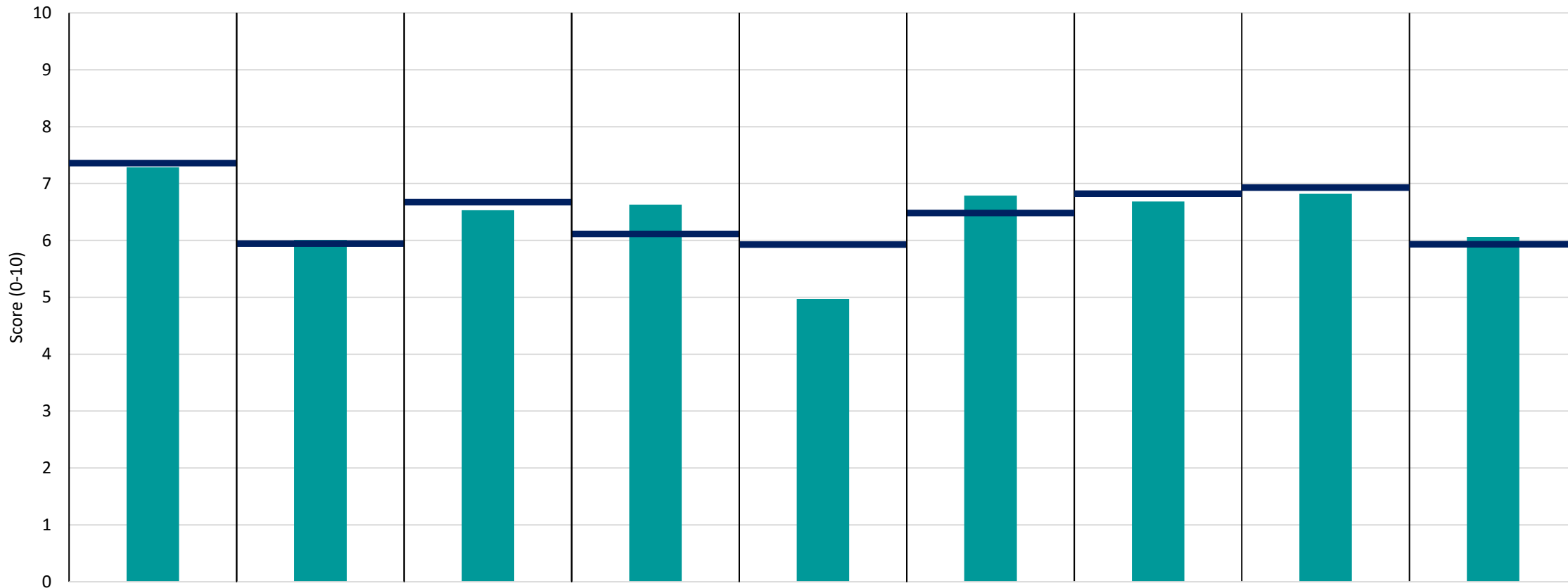
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Staff Engagement



Morale



Breakdown	7.29	6.01	6.53	6.63	4.97	6.79	6.68	6.82	6.06
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	91	92	87	90	88	92	91	92	92



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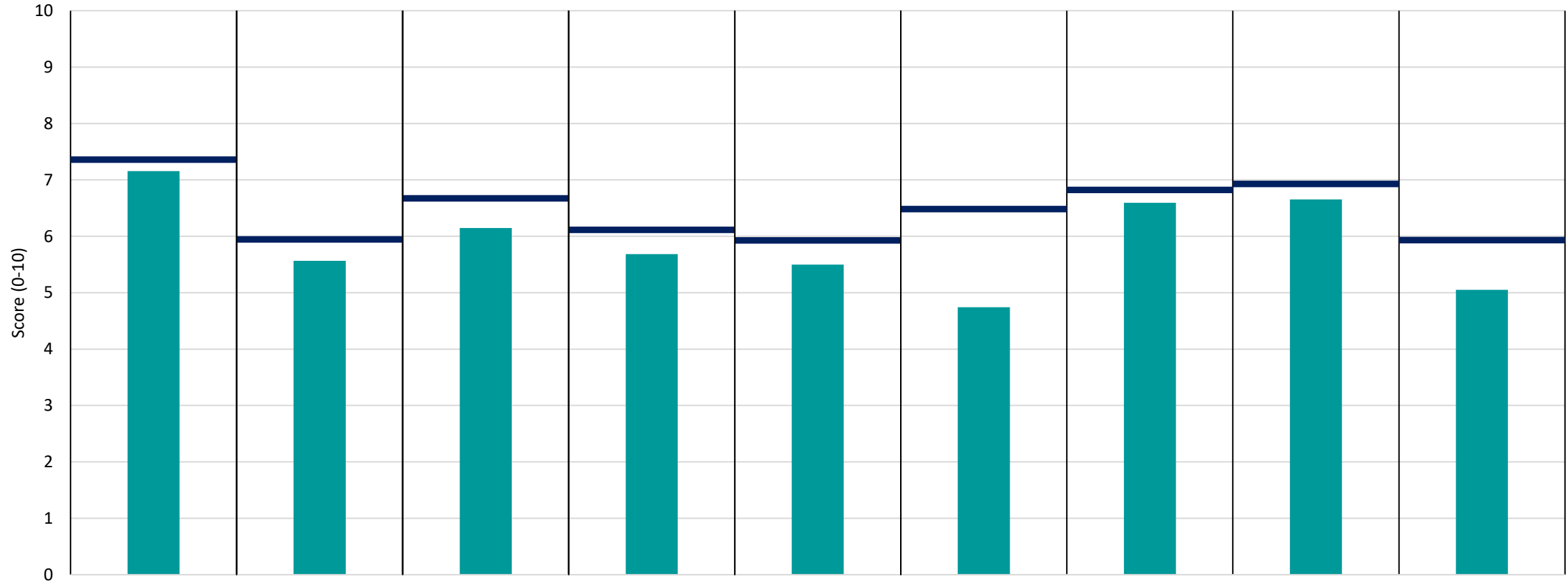
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Breakdown	7.16	5.57	6.15	5.69	5.50	4.74	6.59	6.66	5.05
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	50	50	50	50	51	50	50	50	50



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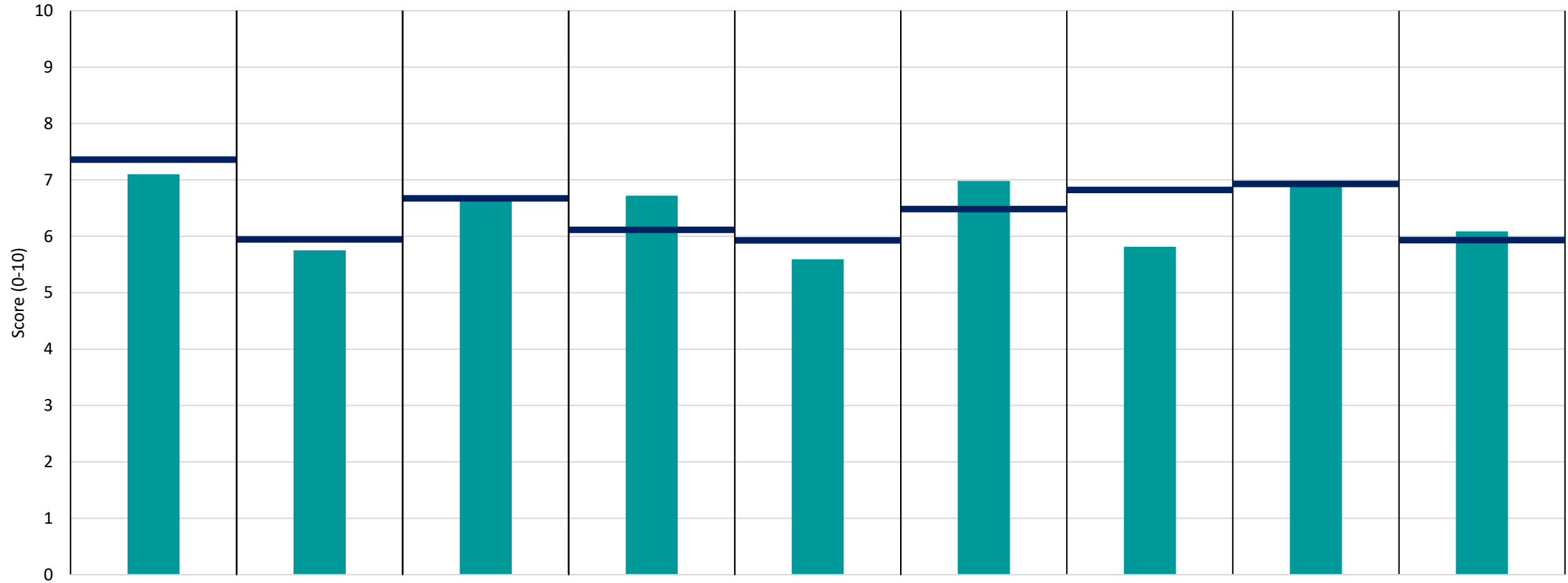
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Breakdown	7.10	5.75	6.67	6.72	5.59	6.98	5.82	6.93	6.09
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	57	58	54	56	51	58	57	58	58



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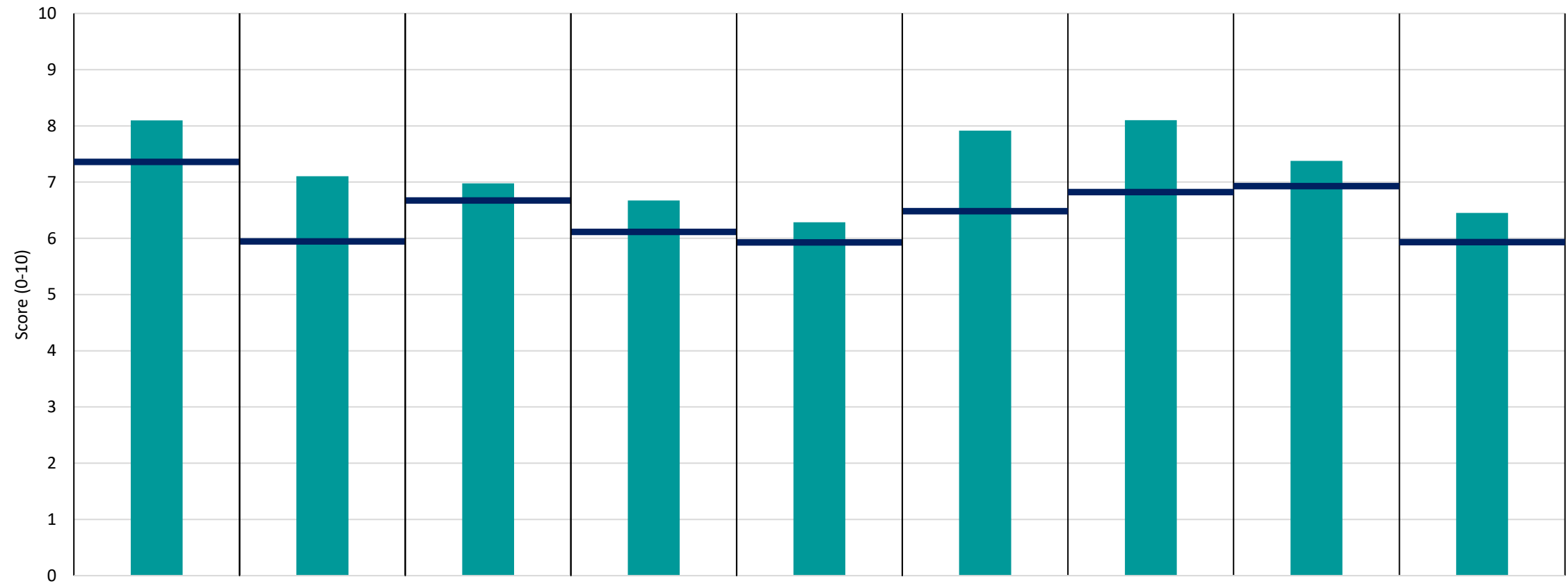
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Breakdown	8.10	7.10	6.98	6.67	6.28	7.92	8.10	7.38	6.45
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	43	43	43	43	41	43	43	43	43



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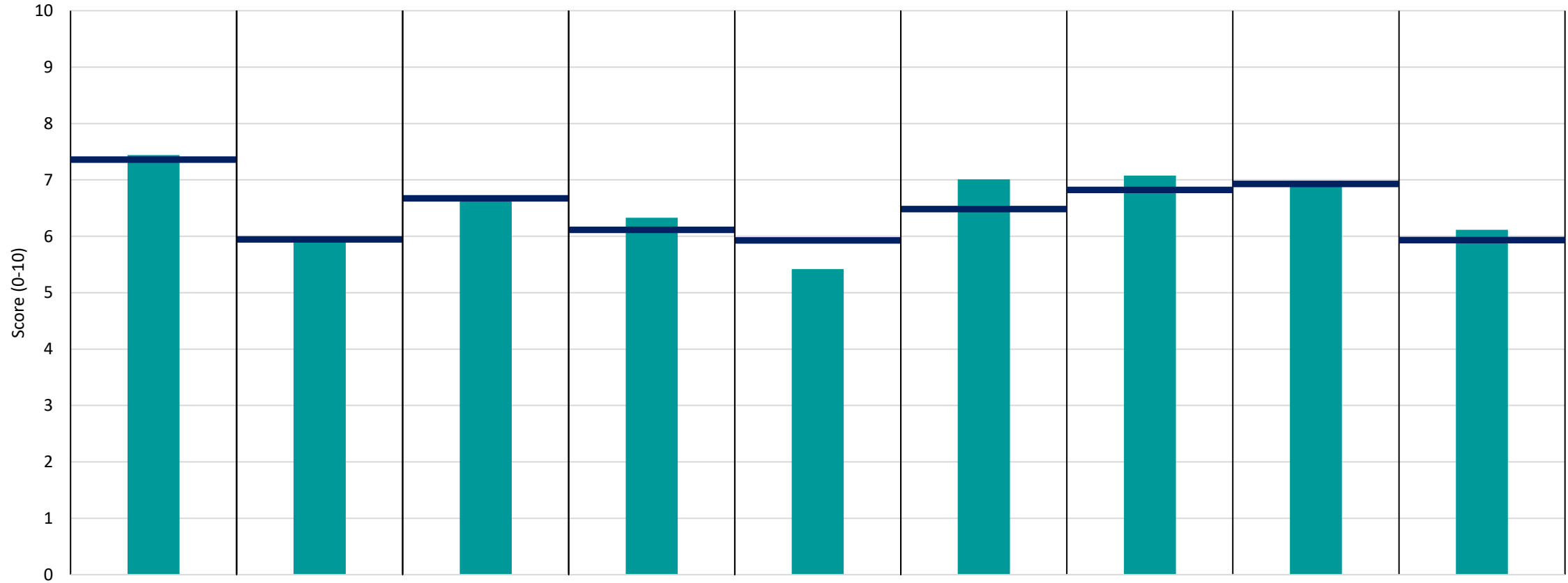
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Breakdown	7.44	5.95	6.72	6.33	5.42	7.01	7.08	6.98	6.12
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	90	91	90	90	84	89	90	91	91



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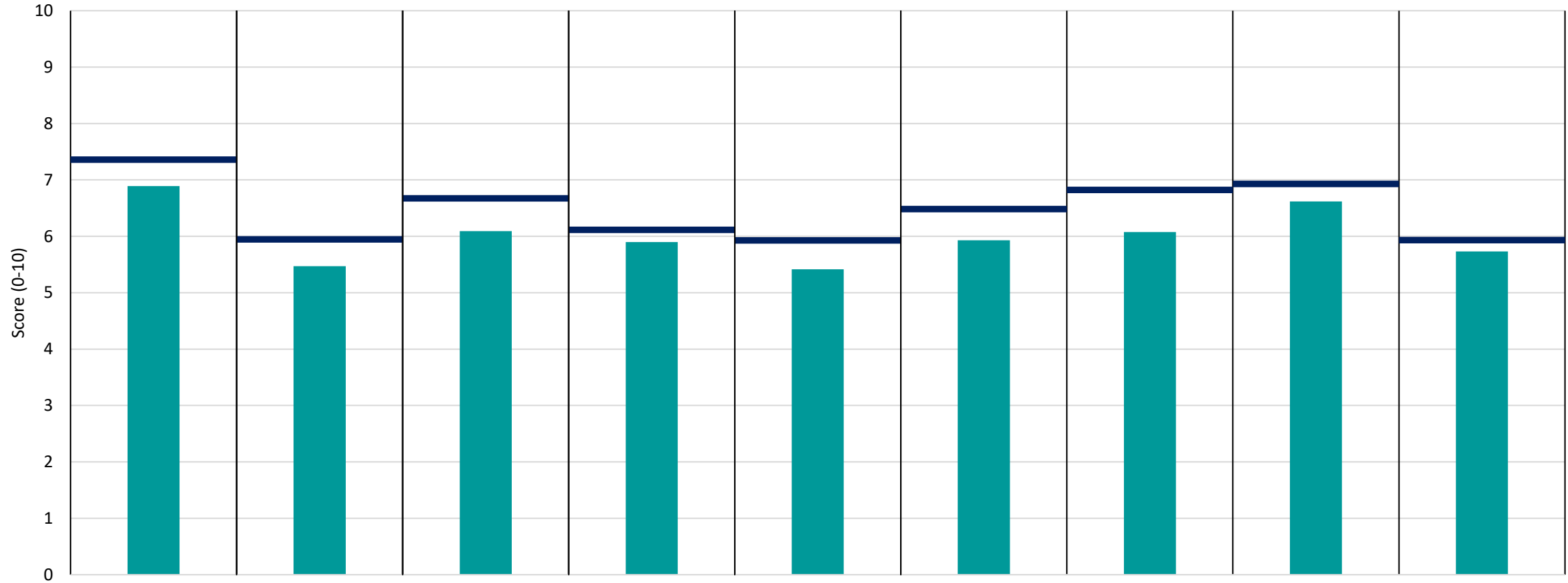
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Breakdown	6.89	5.47	6.09	5.90	5.42	5.93	6.08	6.62	5.73
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	33	34	32	34	29	34	34	34	34



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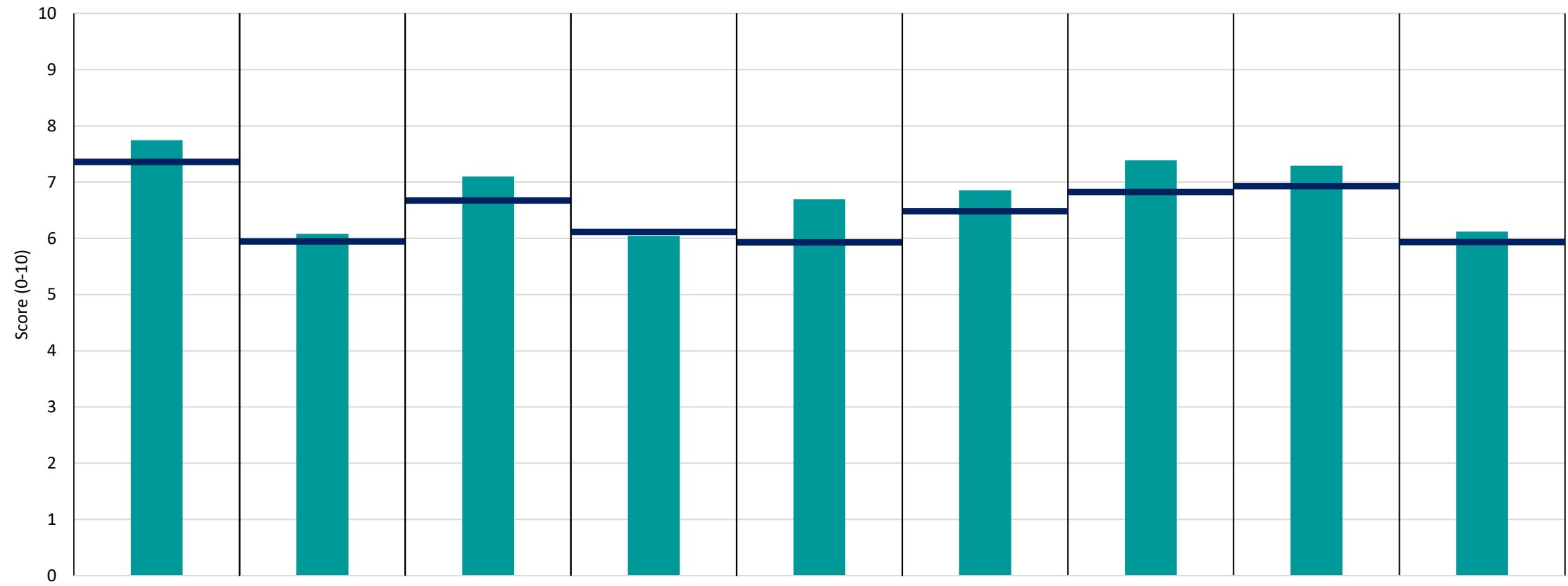
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Breakdown	7.75	6.08	7.10	6.04	6.70	6.86	7.39	7.29	6.12
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	137	137	134	137	129	136	137	137	137



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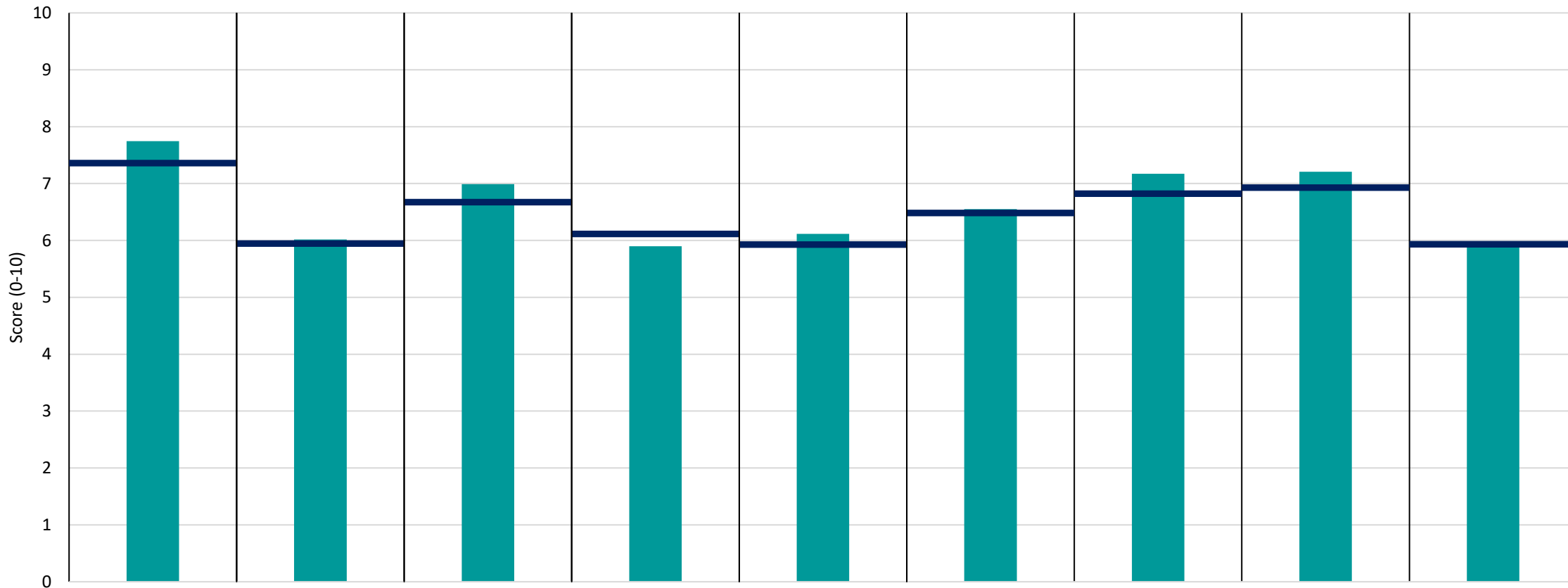
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Breakdown	7.74	6.02	6.99	5.90	6.12	6.55	7.17	7.21	5.93
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	112	110	111	111	105	110	112	112	112



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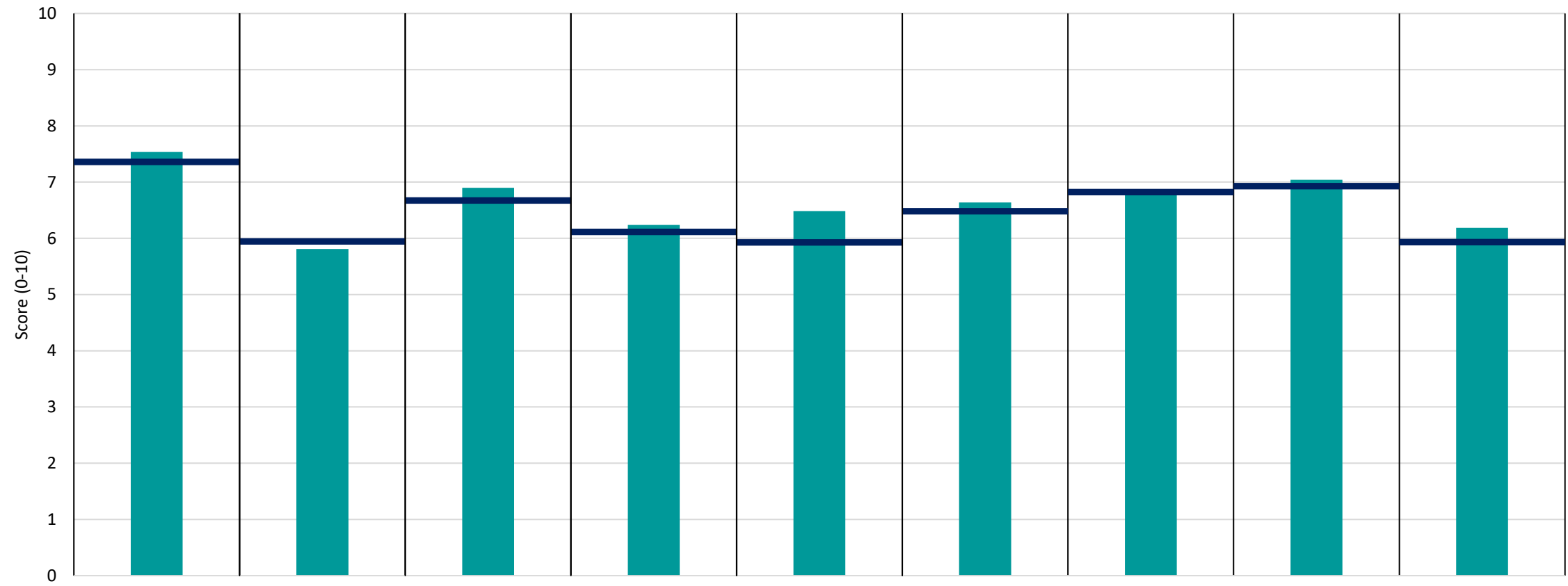
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Breakdown	7.54	5.81	6.90	6.24	6.48	6.64	6.82	7.04	6.19
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	29	29	29	29	29	29	29	29	29



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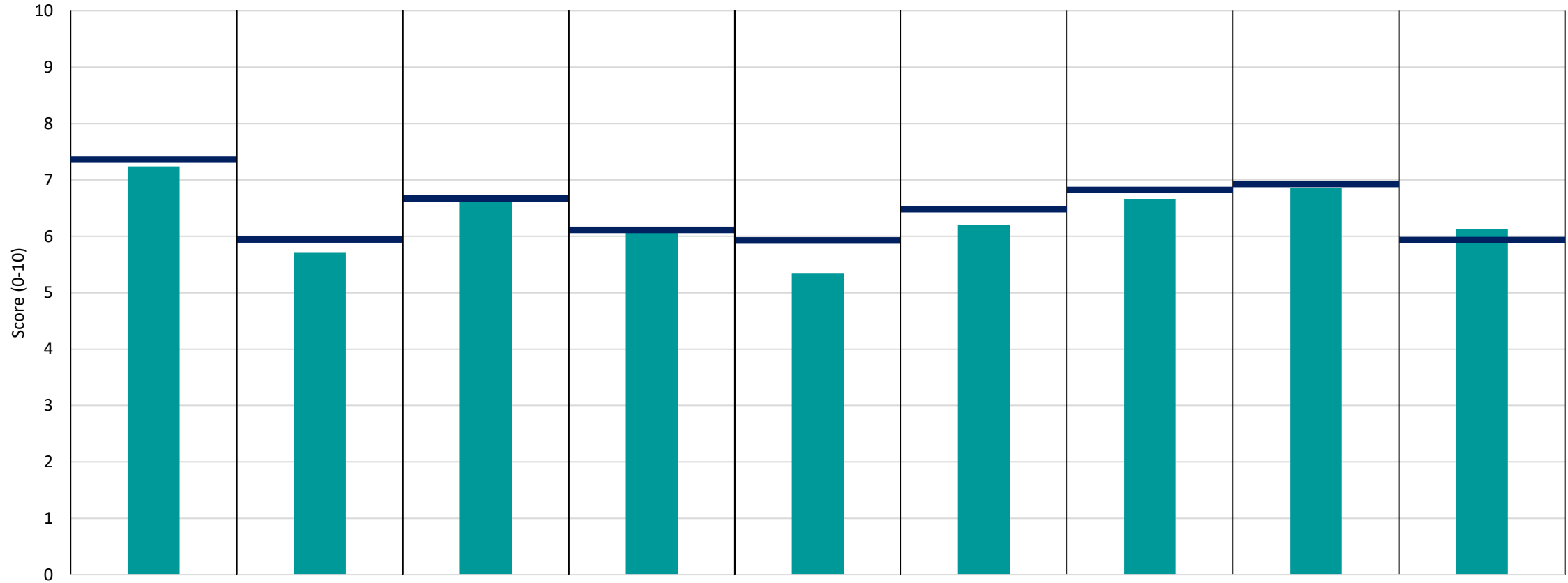
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Breakdown	7.24	5.71	6.68	6.06	5.34	6.20	6.67	6.85	6.13
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	36	36	35	36	33	35	36	36	36



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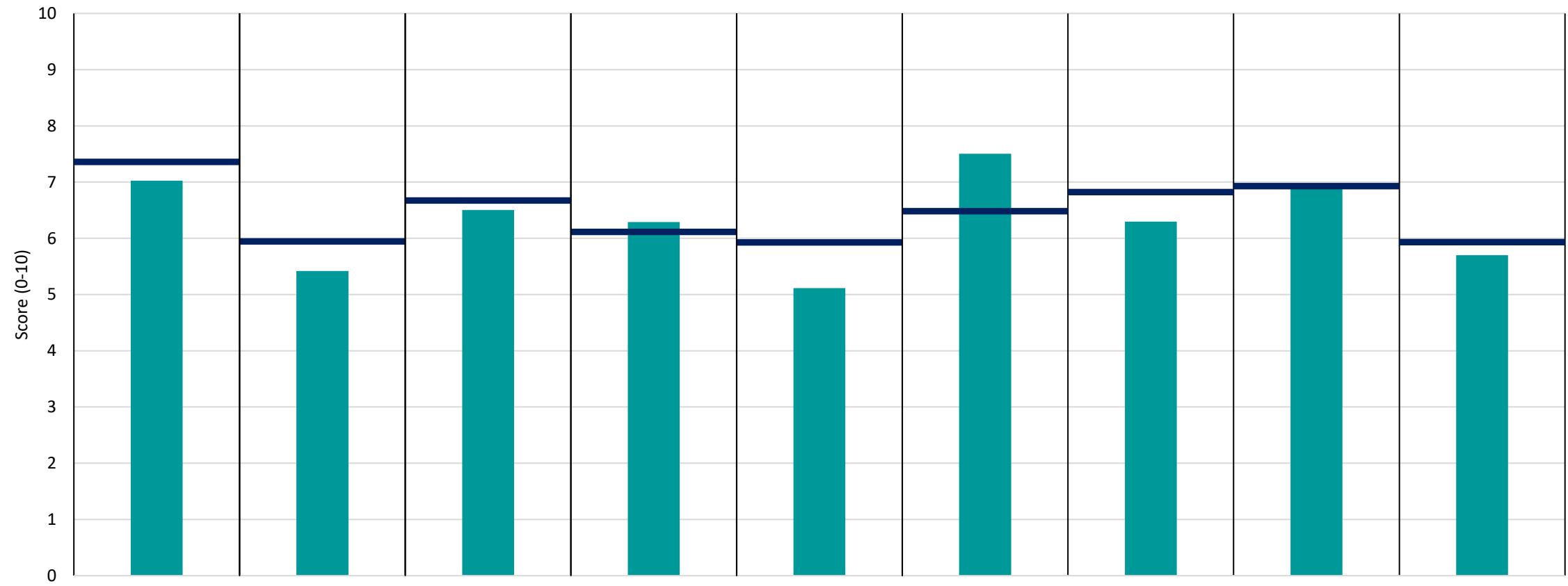
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Breakdown	7.03	5.42	6.50	6.29	5.11	7.50	6.30	6.92	5.70
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	50	50	49	49	50	49	50	50	50



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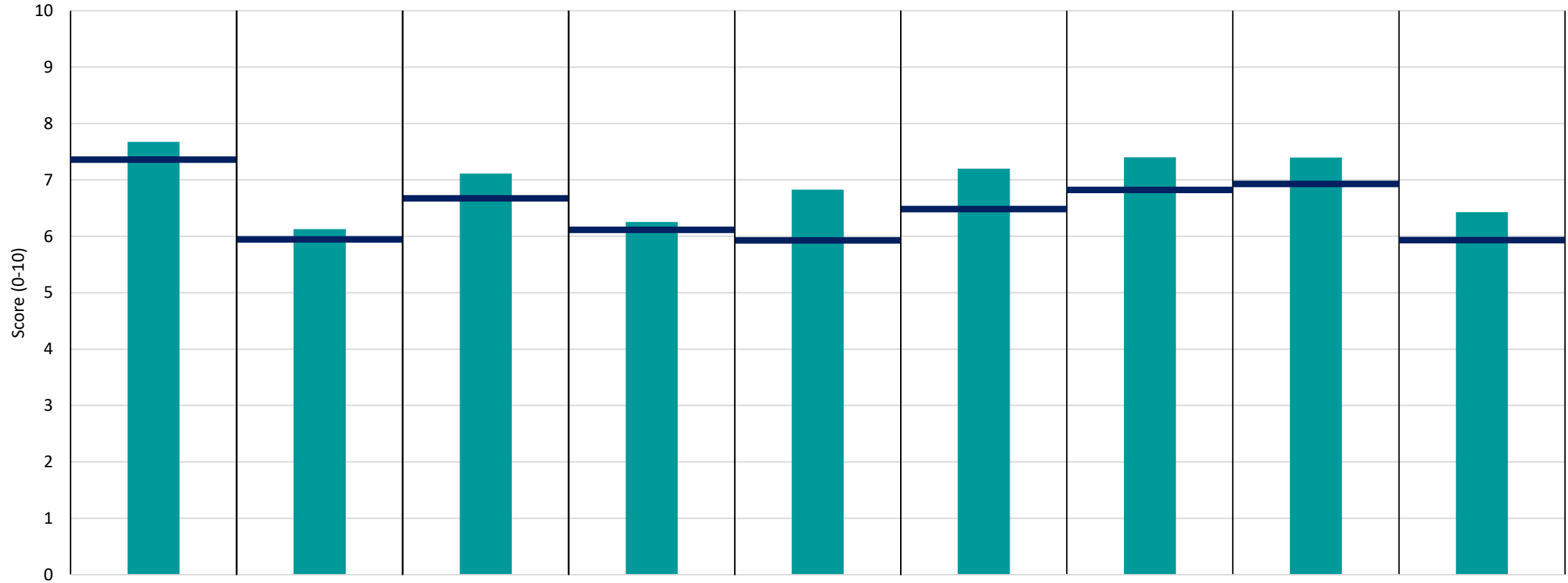
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Breakdown	7.68	6.13	7.11	6.26	6.83	7.20	7.40	7.40	6.43
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	283	283	281	282	277	283	283	283	283



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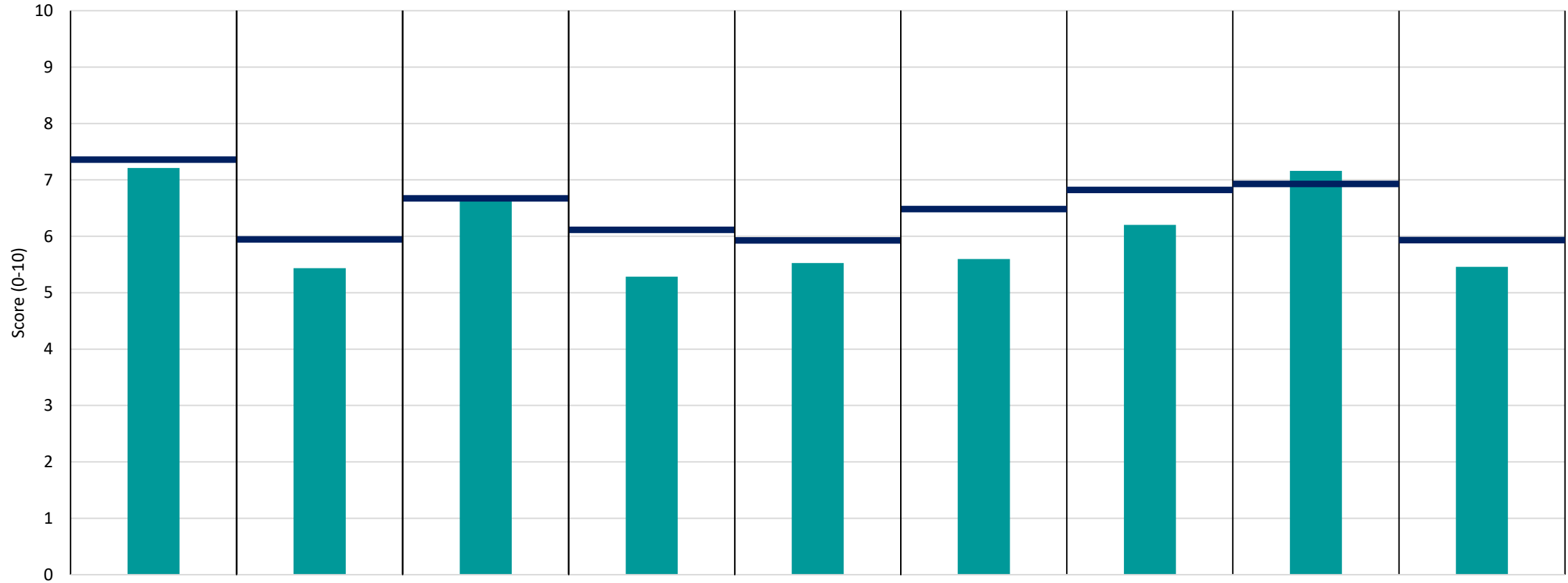
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Breakdown	7.21	5.43	6.69	5.28	5.53	5.60	6.20	7.16	5.46
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	23	23	23	23	23	23	23	23	23



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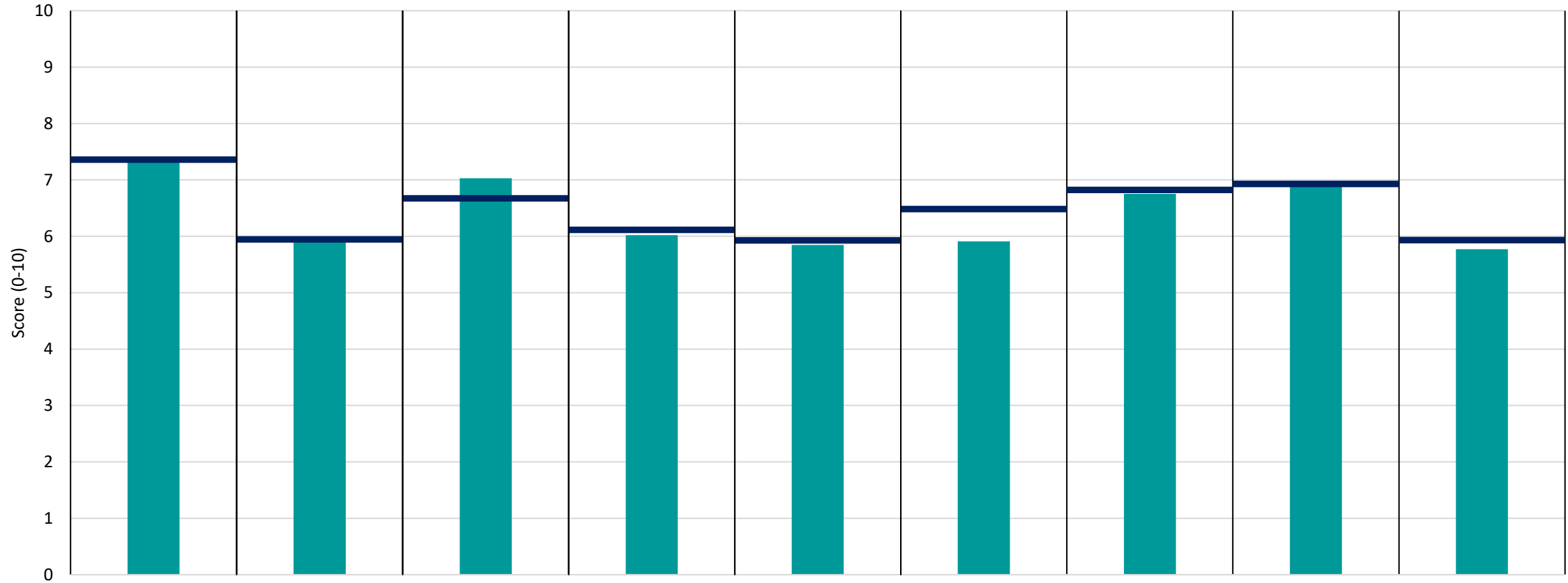
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Breakdown	7.31	5.96	7.03	6.02	5.85	5.91	6.75	6.97	5.77
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	64	64	64	64	62	64	64	64	64



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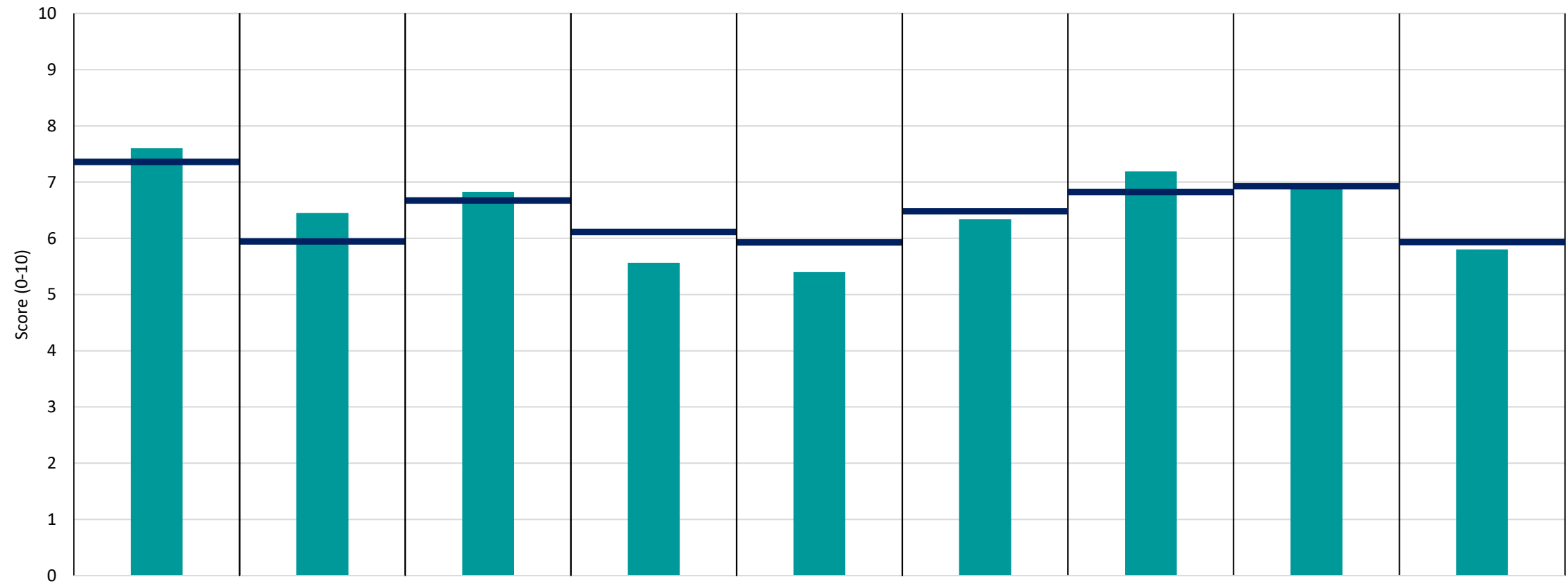
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Breakdown	7.60	6.45	6.83	5.57	5.40	6.34	7.19	6.88	5.80
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	32	32	32	32	32	32	32	32	32



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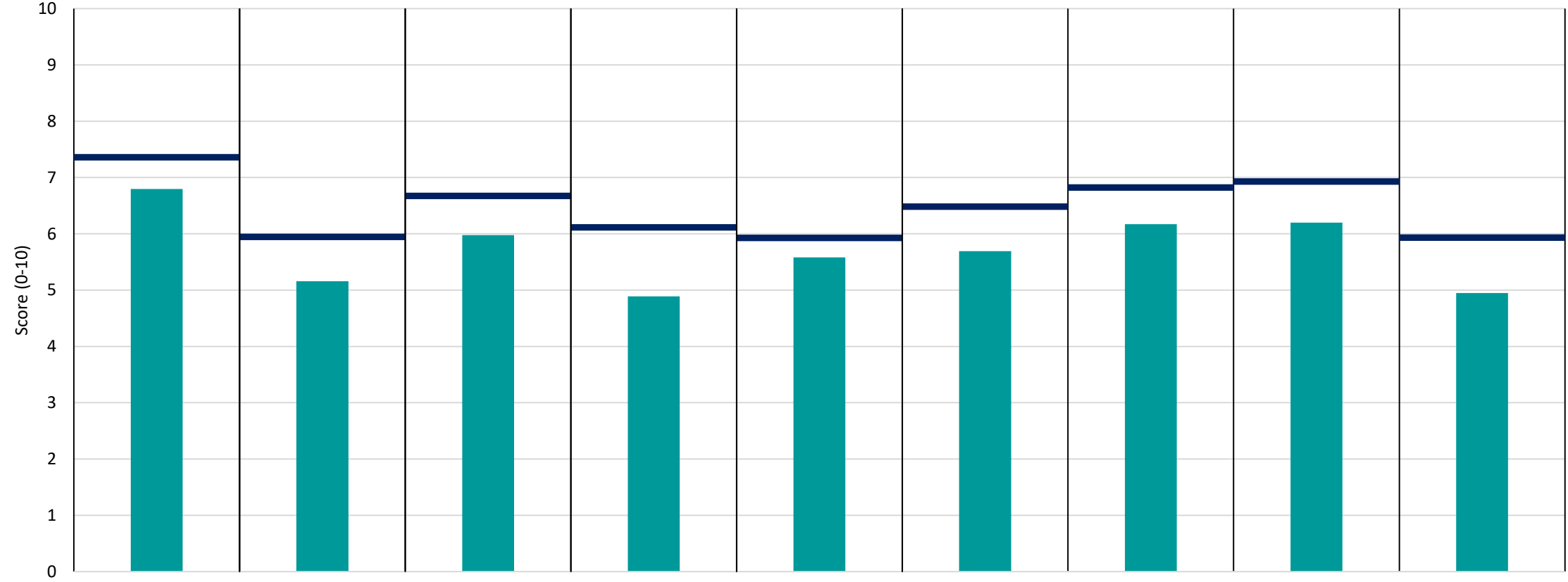
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Breakdown	6.80	5.16	5.98	4.89	5.58	5.69	6.17	6.20	4.95
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	89	89	89	89	86	89	89	89	89



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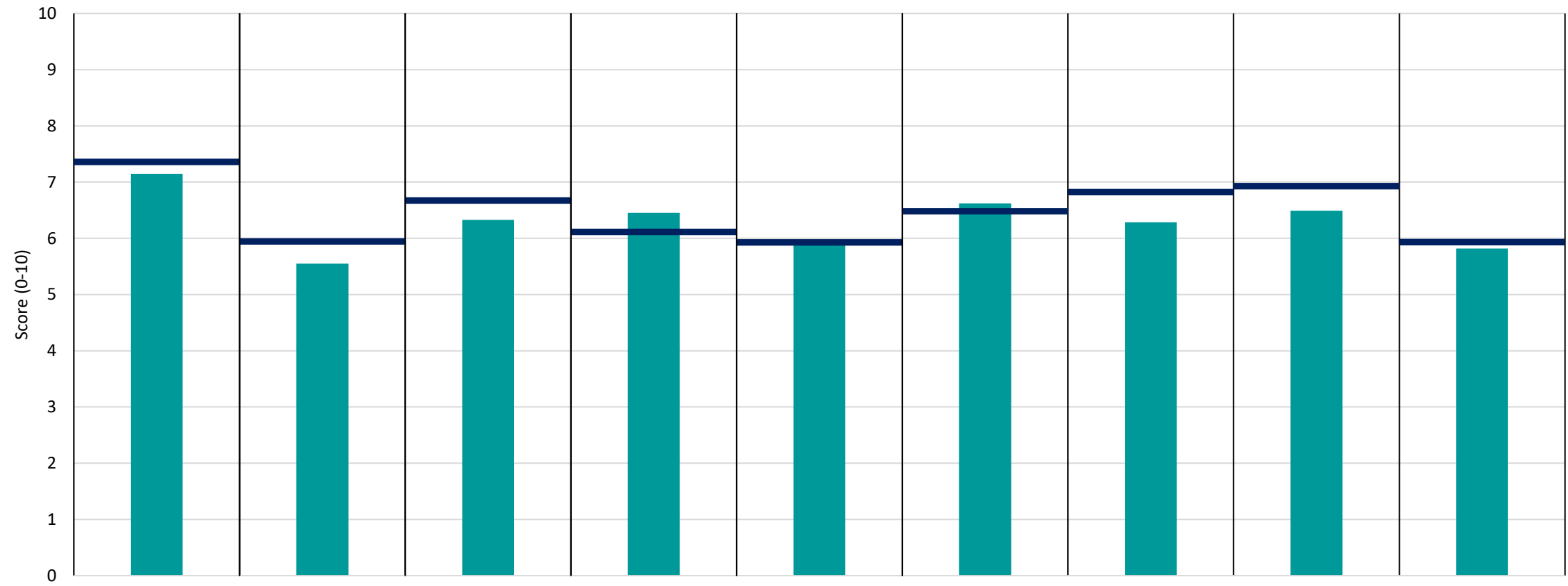
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Breakdown	7.15	5.55	6.33	6.46	5.90	6.62	6.29	6.49	5.82
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	54	55	54	55	51	55	54	55	55



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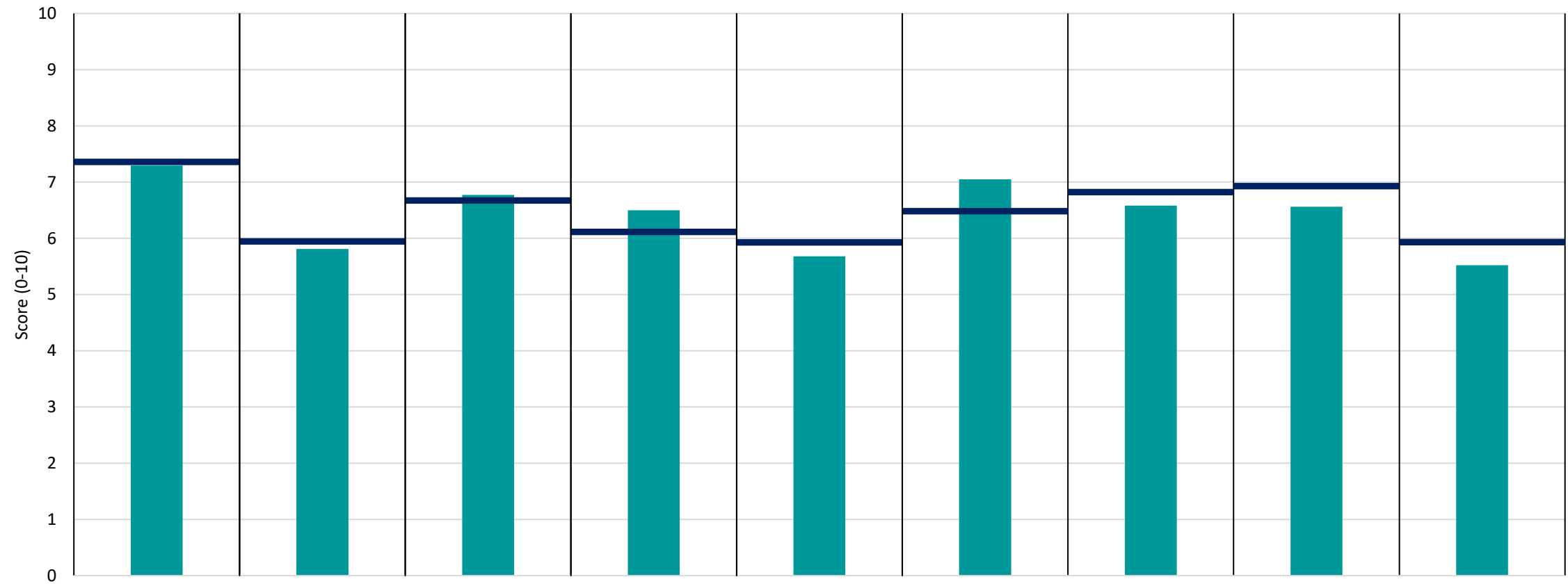
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Staff Engagement



Morale



Breakdown	7.29	5.81	6.77	6.50	5.68	7.05	6.58	6.56	5.52
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	40	40	39	40	39	39	40	40	40



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We work flexibly



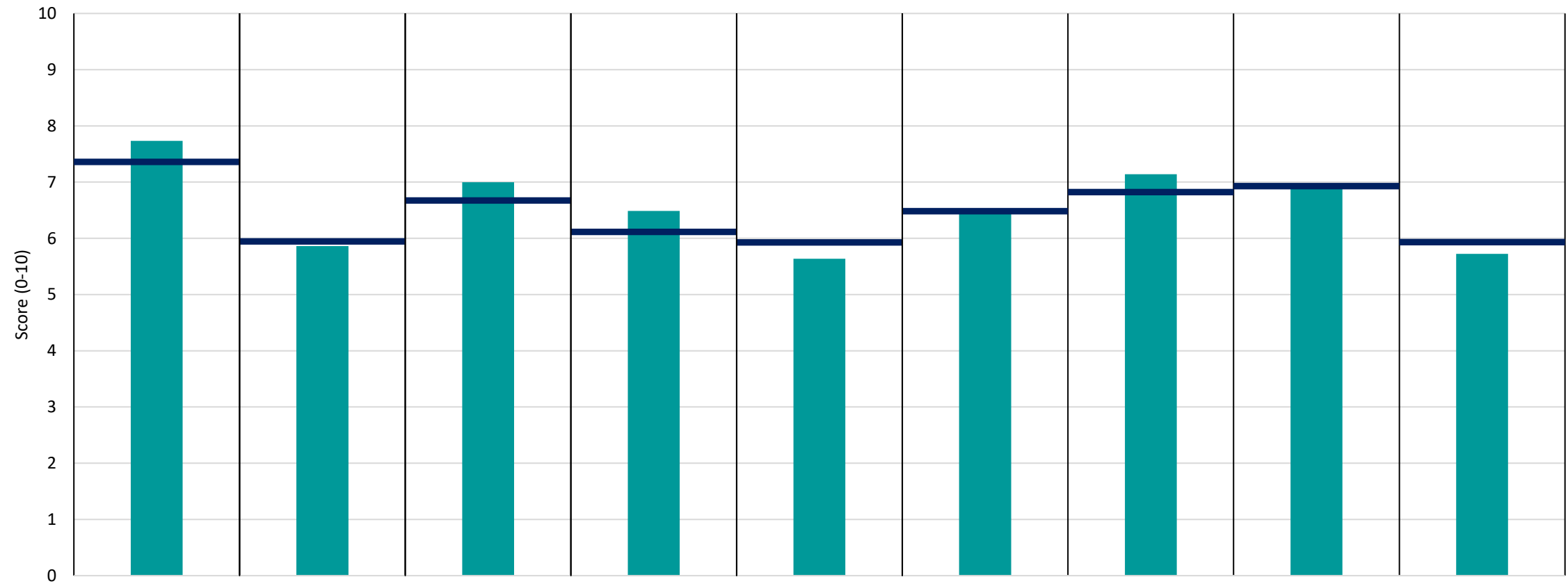
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Staff Engagement



Morale



Breakdown	7.73	5.86	7.00	6.49	5.64	6.47	7.14	6.93	5.72
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	53	53	53	52	49	53	52	53	53



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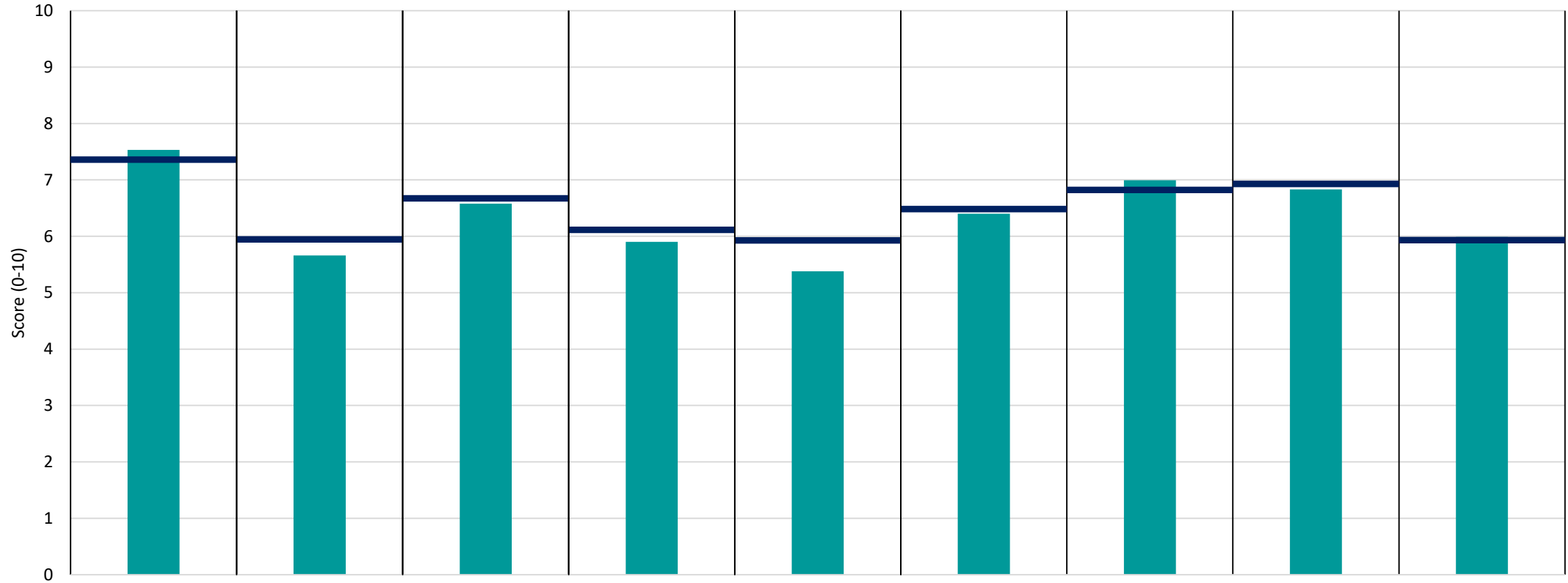
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Staff Engagement



Morale



Breakdown	7.53	5.66	6.58	5.90	5.38	6.40	7.00	6.83	5.99
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	50	50	48	50	48	50	50	50	50



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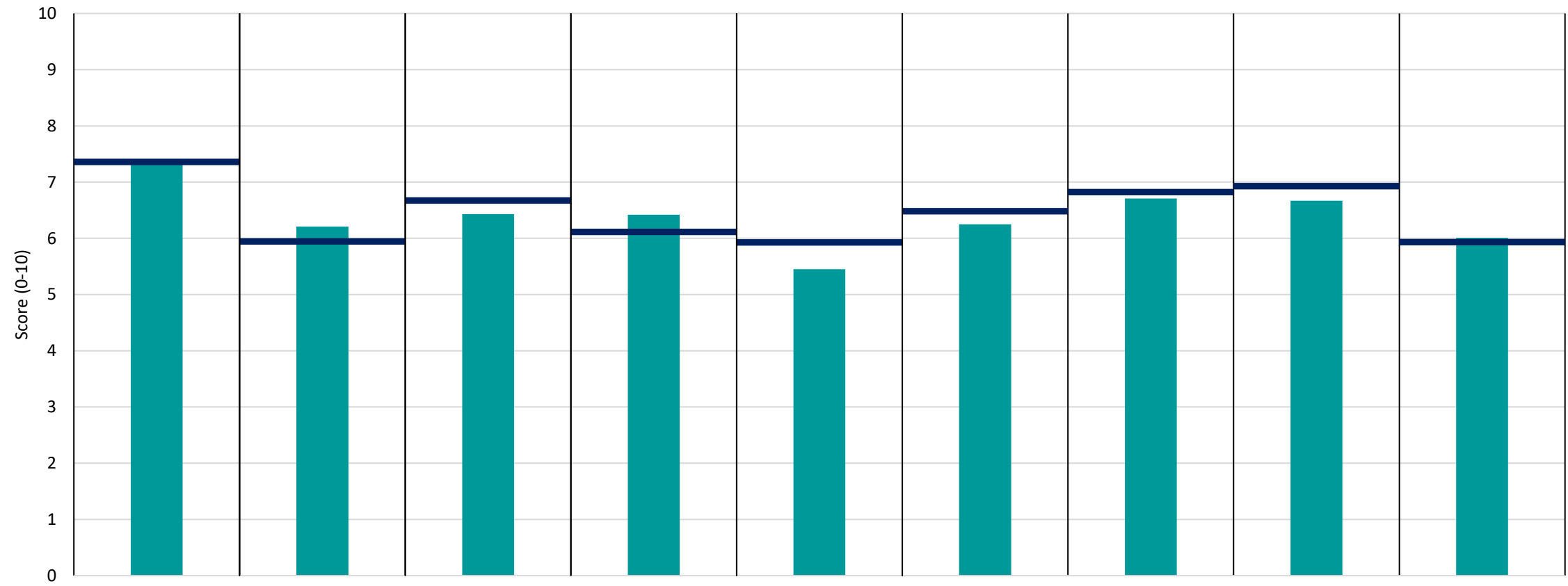
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Staff Engagement



Morale



Breakdown	7.39	6.21	6.43	6.42	5.45	6.25	6.71	6.67	6.01
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	45	45	44	45	44	45	45	45	45



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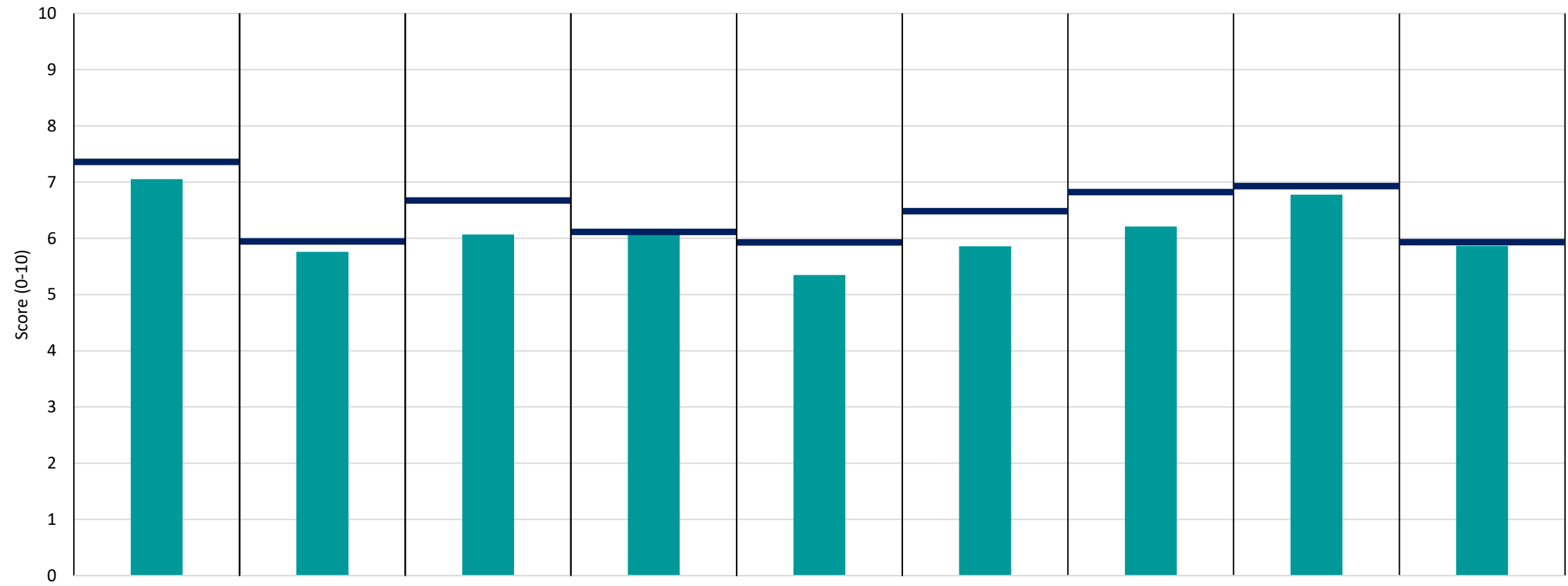
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Staff Engagement



Morale



Breakdown	7.05	5.76	6.07	6.08	5.35	5.86	6.21	6.78	5.87
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	33	33	33	33	31	33	33	33	33



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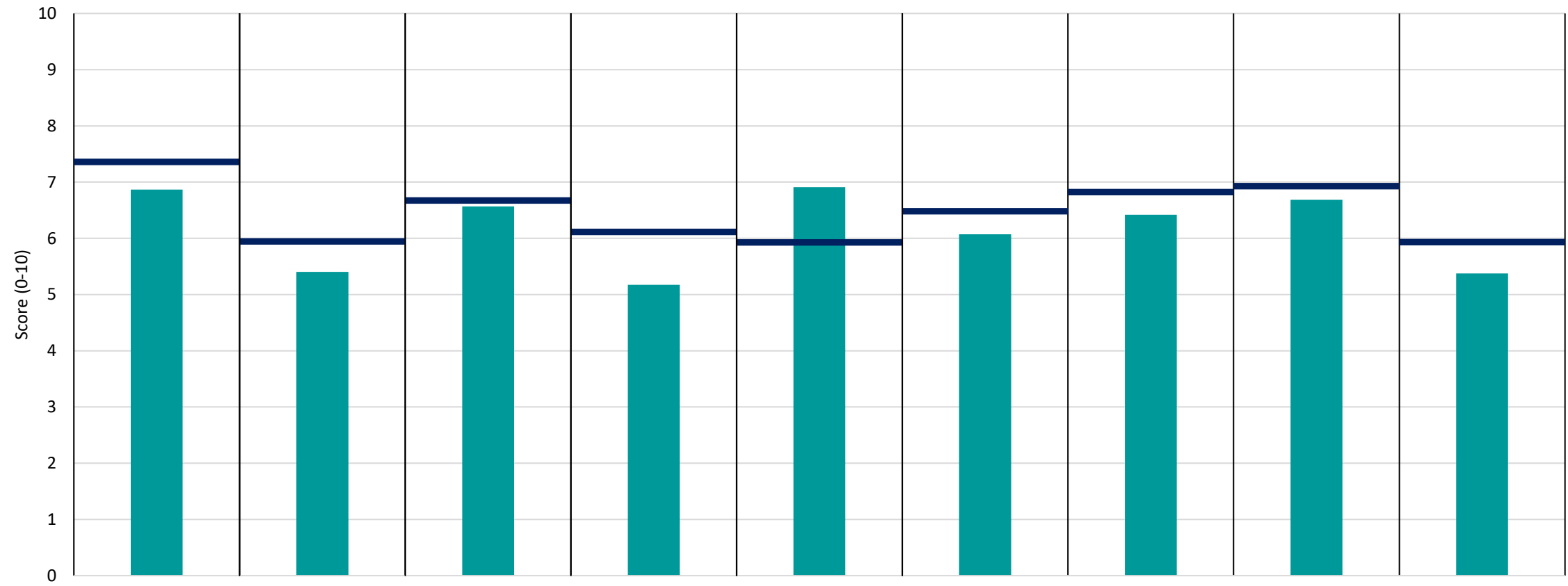
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Staff Engagement



Morale



Breakdown	6.87	5.40	6.57	5.18	6.91	6.07	6.42	6.69	5.38
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	36	35	37	36	37	35	36	37	37



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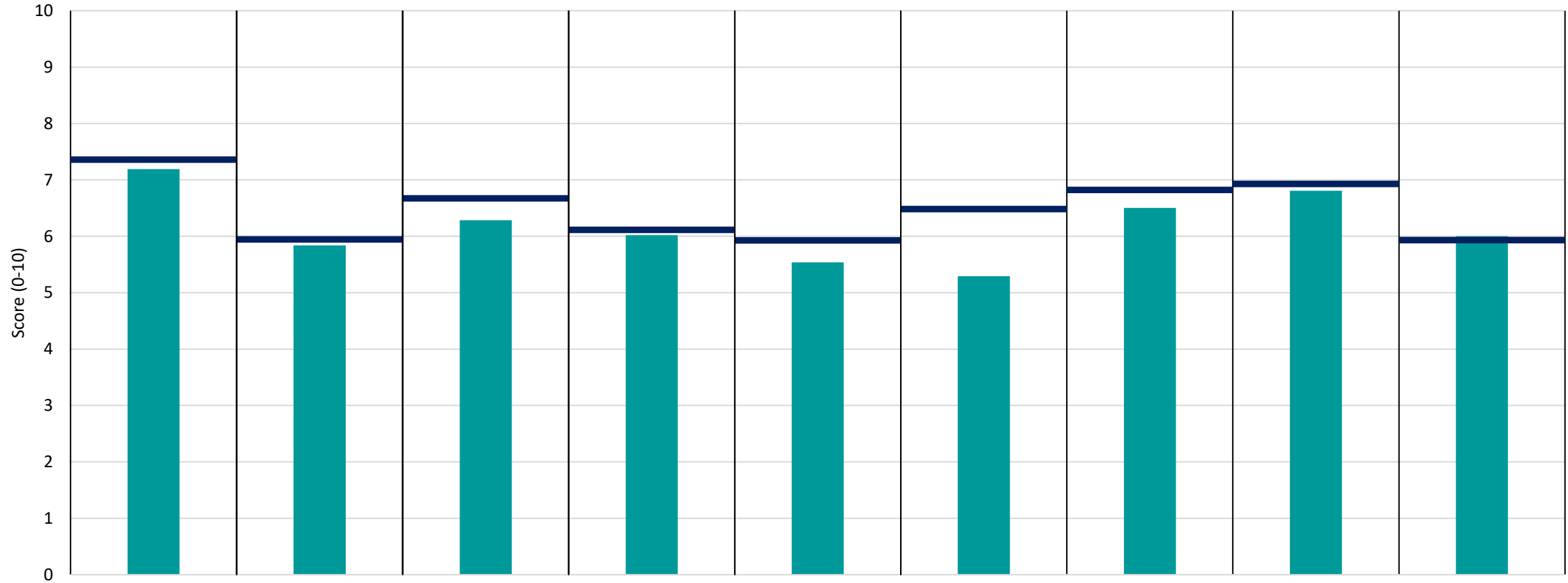
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Staff Engagement



Morale



Breakdown	7.19	5.84	6.29	6.02	5.54	5.29	6.50	6.81	6.00
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	134	135	134	135	132	135	133	135	135



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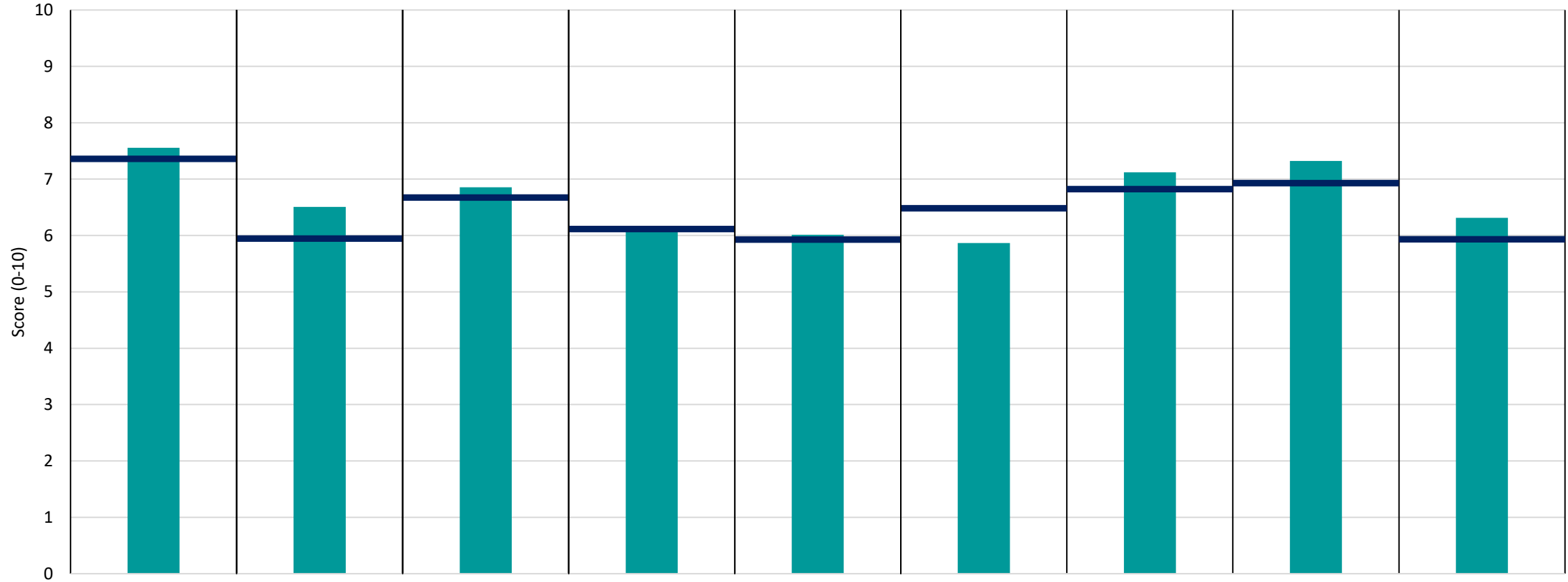
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Staff Engagement



Morale



Breakdown	7.56	6.51	6.85	6.12	6.01	5.86	7.12	7.32	6.31
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	40	40	40	40	40	40	40	40	40



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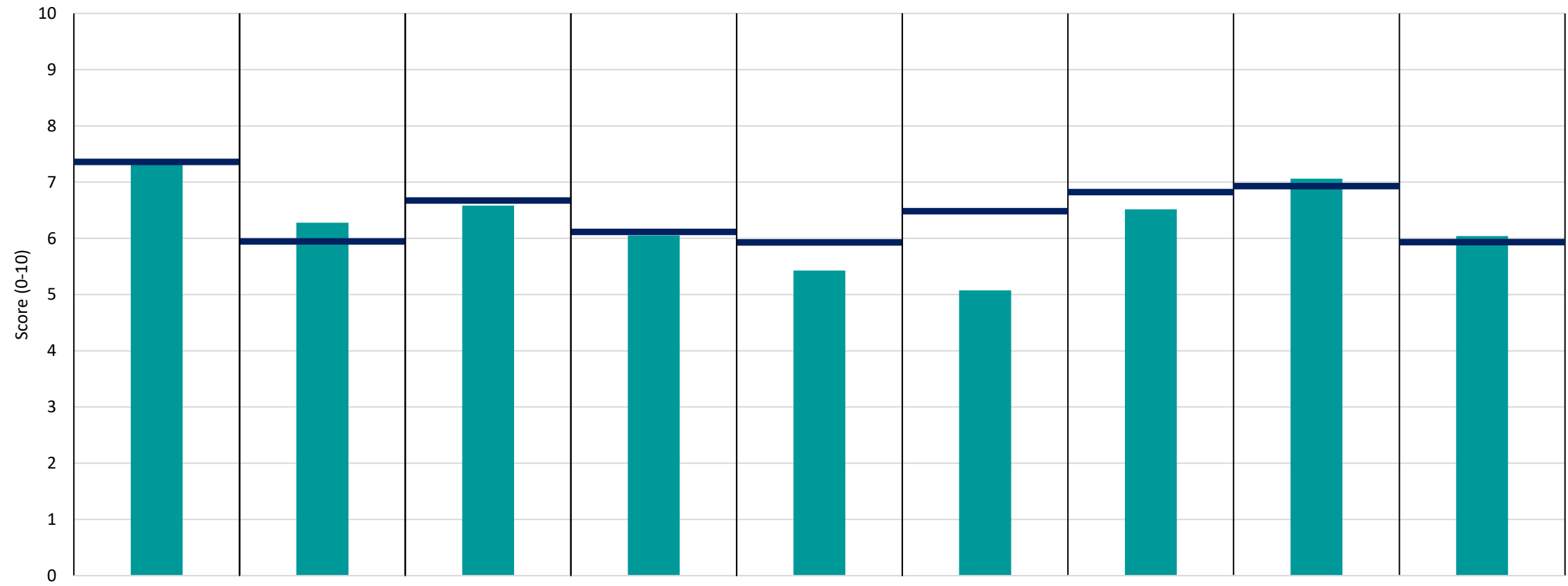
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Staff Engagement



Morale



Breakdown	7.35	6.28	6.58	6.05	5.43	5.08	6.52	7.06	6.04
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	37	38	38	38	38	38	37	38	38



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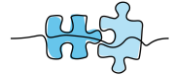
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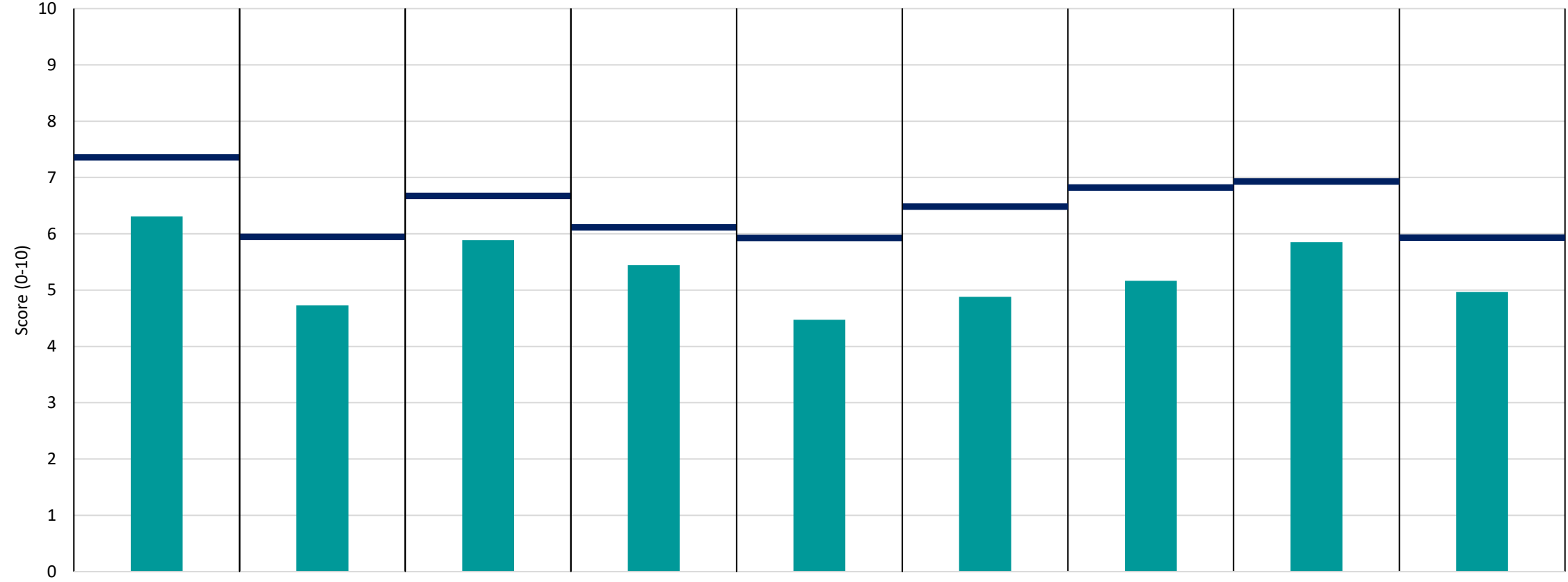
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Morale



Breakdown	6.31	4.73	5.89	5.44	4.47	4.88	5.16	5.85	4.97
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	38	39	37	39	35	39	39	39	39



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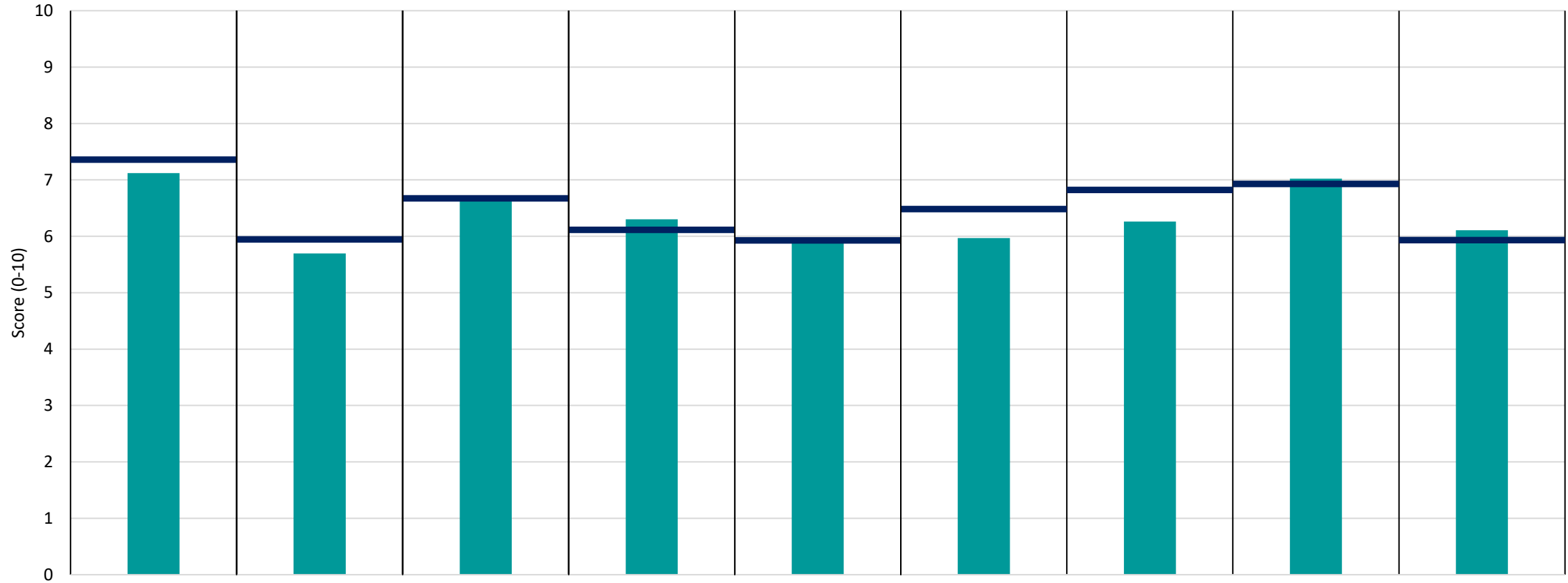
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Staff Engagement



Morale



Breakdown	7.12	5.69	6.65	6.30	5.94	5.97	6.26	7.02	6.11
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	91	90	91	91	90	89	91	91	91



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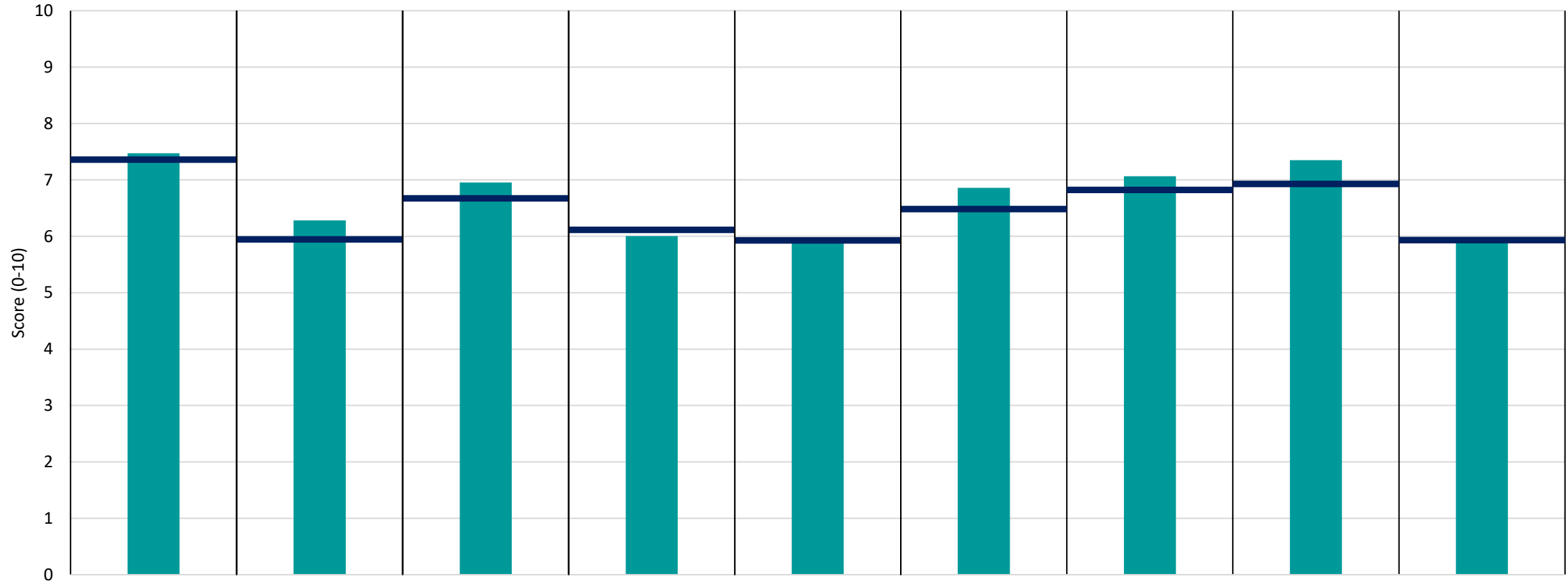
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Morale



Breakdown	7.47	6.28	6.96	6.01	5.94	6.86	7.06	7.35	5.97
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	39	39	39	39	39	39	39	39	39



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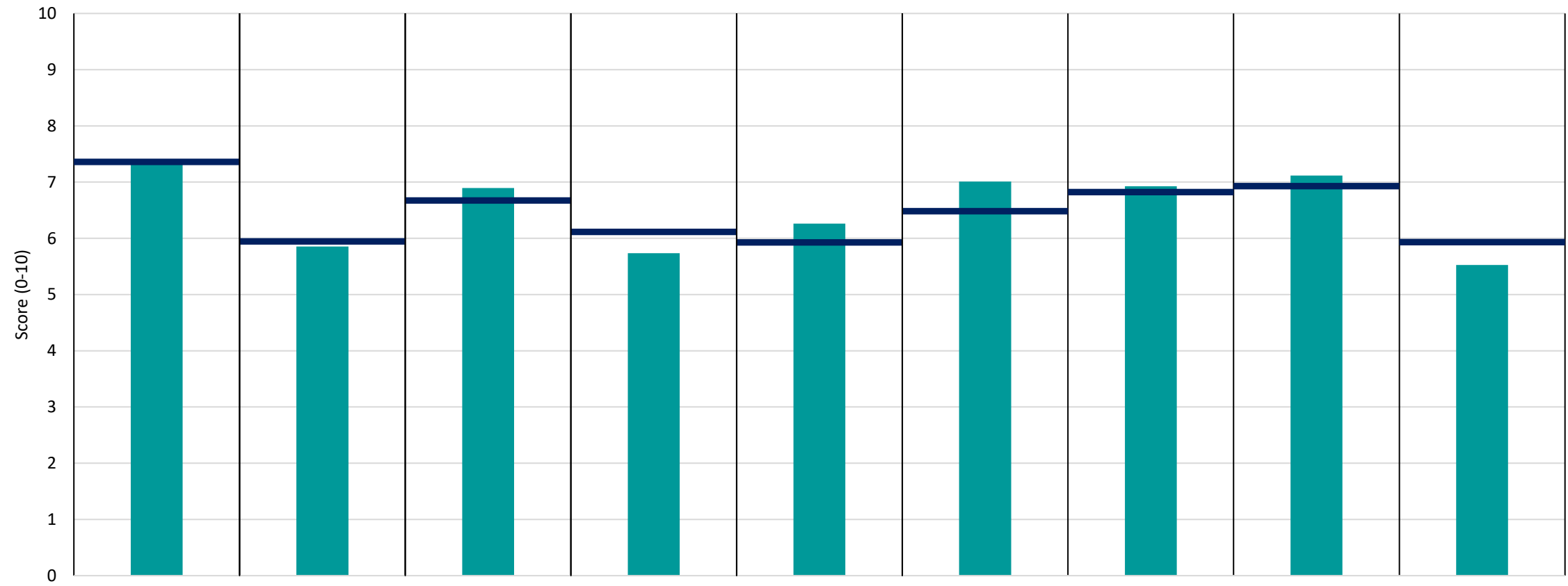
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Breakdown	7.34	5.85	6.90	5.74	6.26	7.01	6.93	7.12	5.53
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	61	61	61	61	58	61	61	61	61



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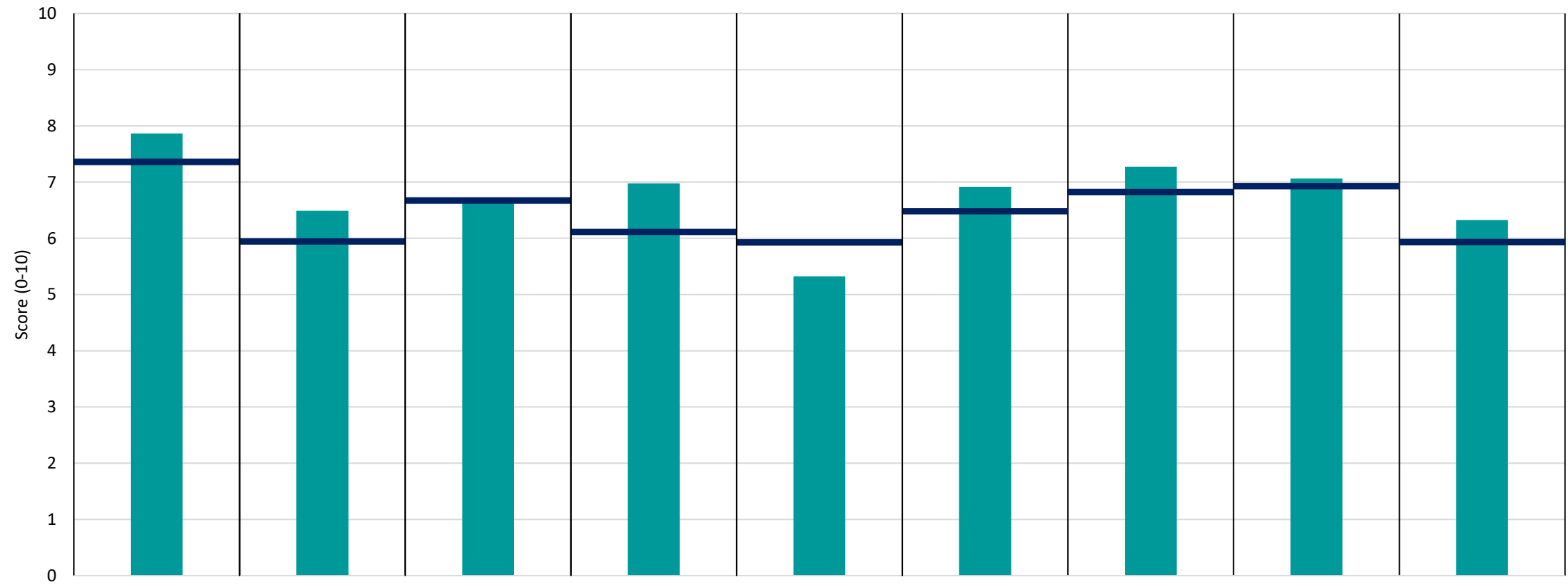
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Morale



Breakdown	7.86	6.49	6.63	6.98	5.32	6.92	7.27	7.06	6.32
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	58	58	56	58	56	57	58	58	58



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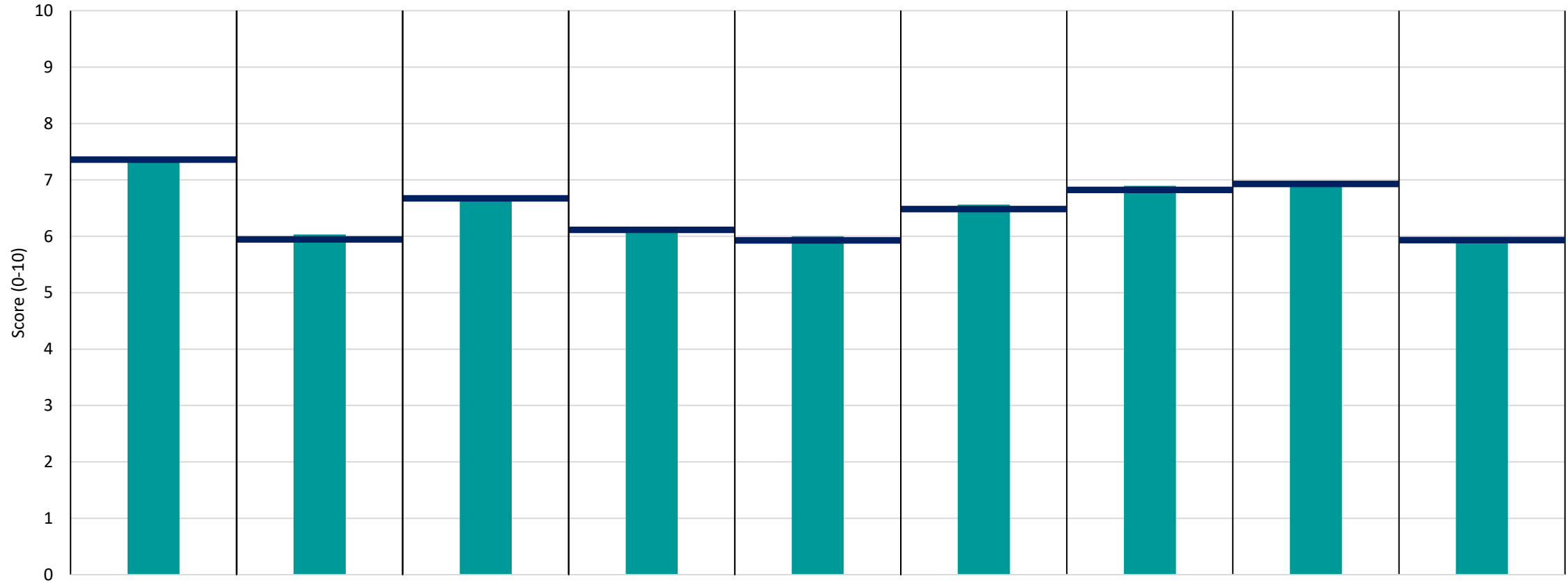
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Morale



Breakdown	7.39	6.03	6.70	6.14	6.00	6.56	6.89	6.95	5.96
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	3920	3924	3890	3904	3784	3900	3920	3926	3926



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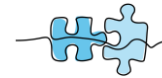
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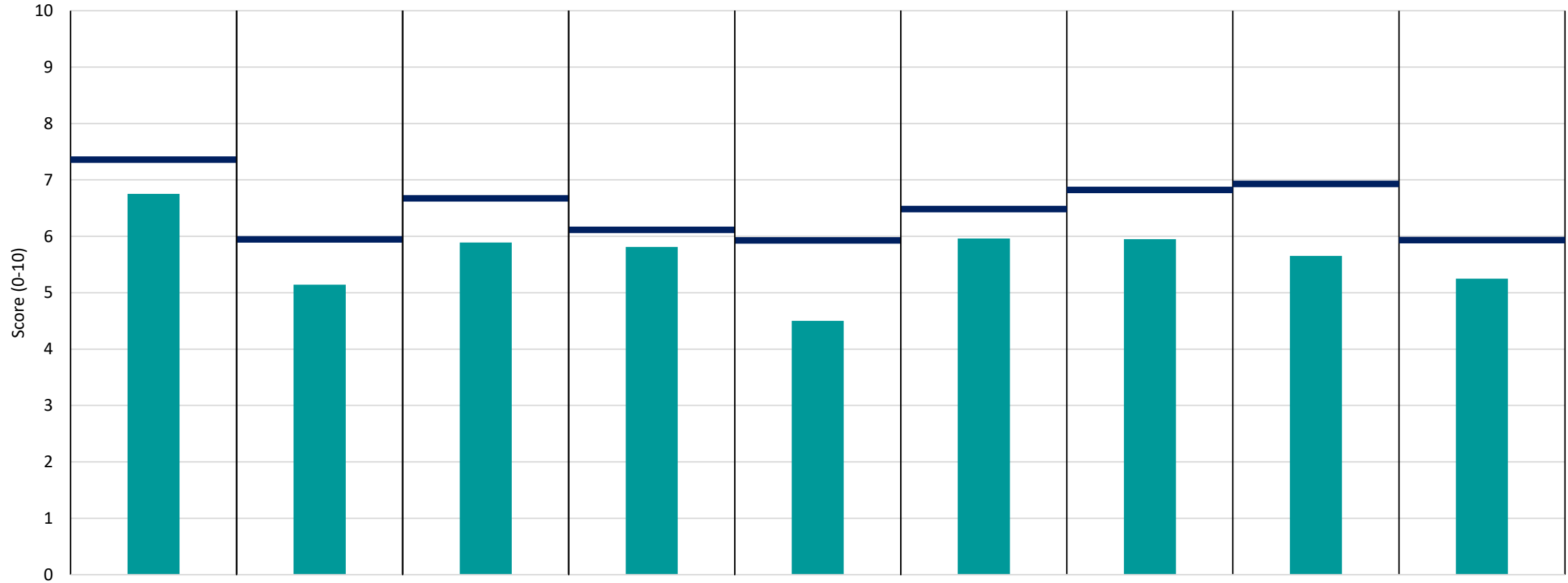
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Morale



Breakdown	6.75	5.14	5.89	5.81	4.50	5.96	5.95	5.65	5.25
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	46	46	45	46	43	46	46	46	46



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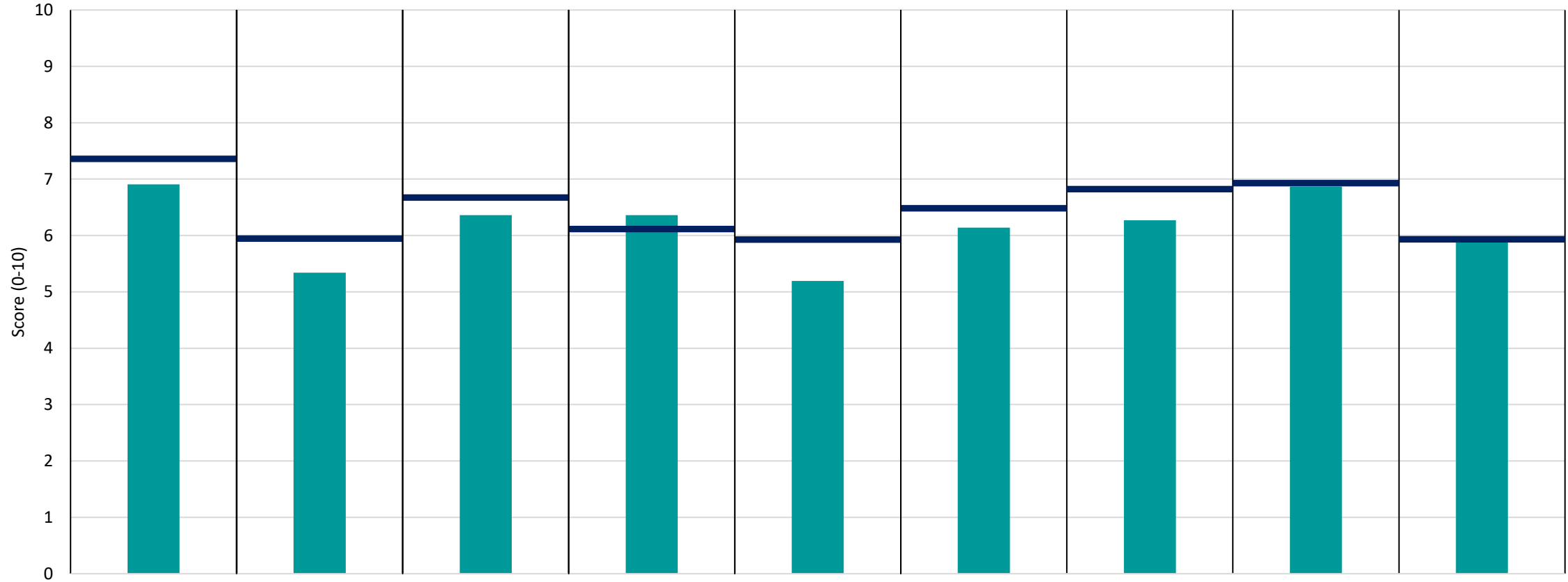
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Morale



Breakdown	6.91	5.34	6.36	6.36	5.19	6.14	6.27	6.87	5.88
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	60	60	60	60	57	60	60	60	60



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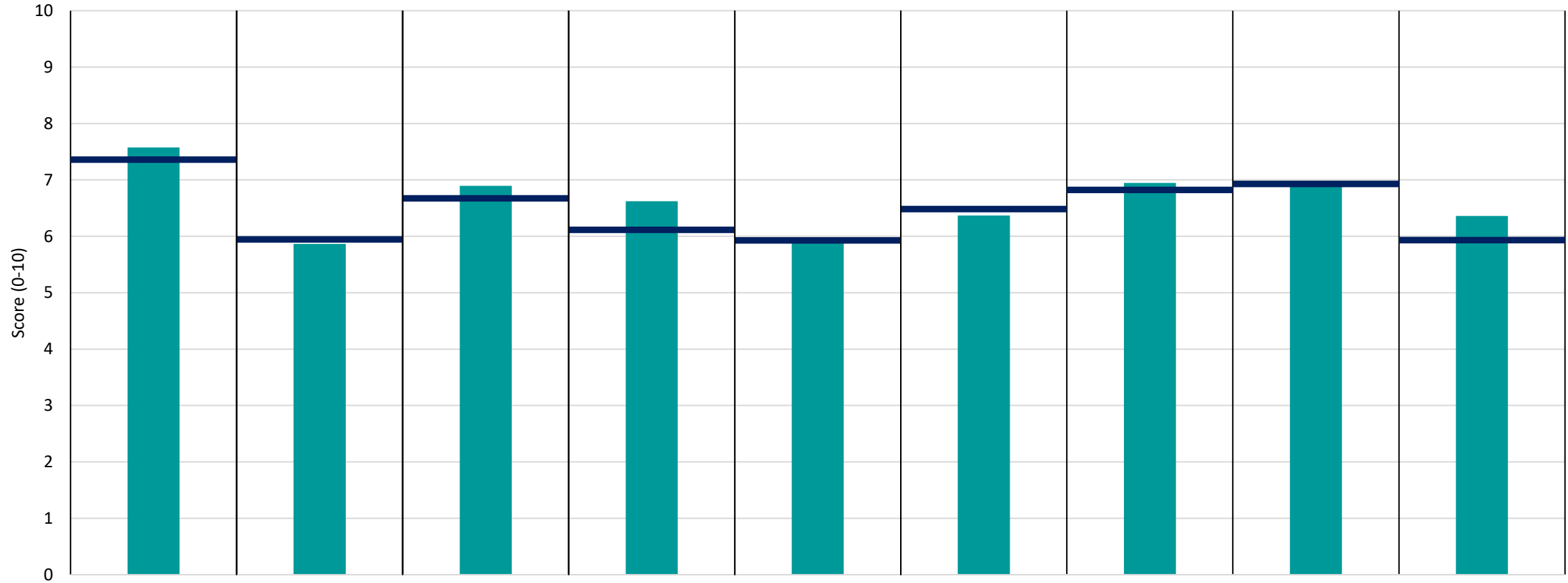
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Morale



Breakdown	7.58	5.86	6.89	6.62	5.89	6.37	6.95	6.89	6.36
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	47	47	46	46	46	46	46	47	47



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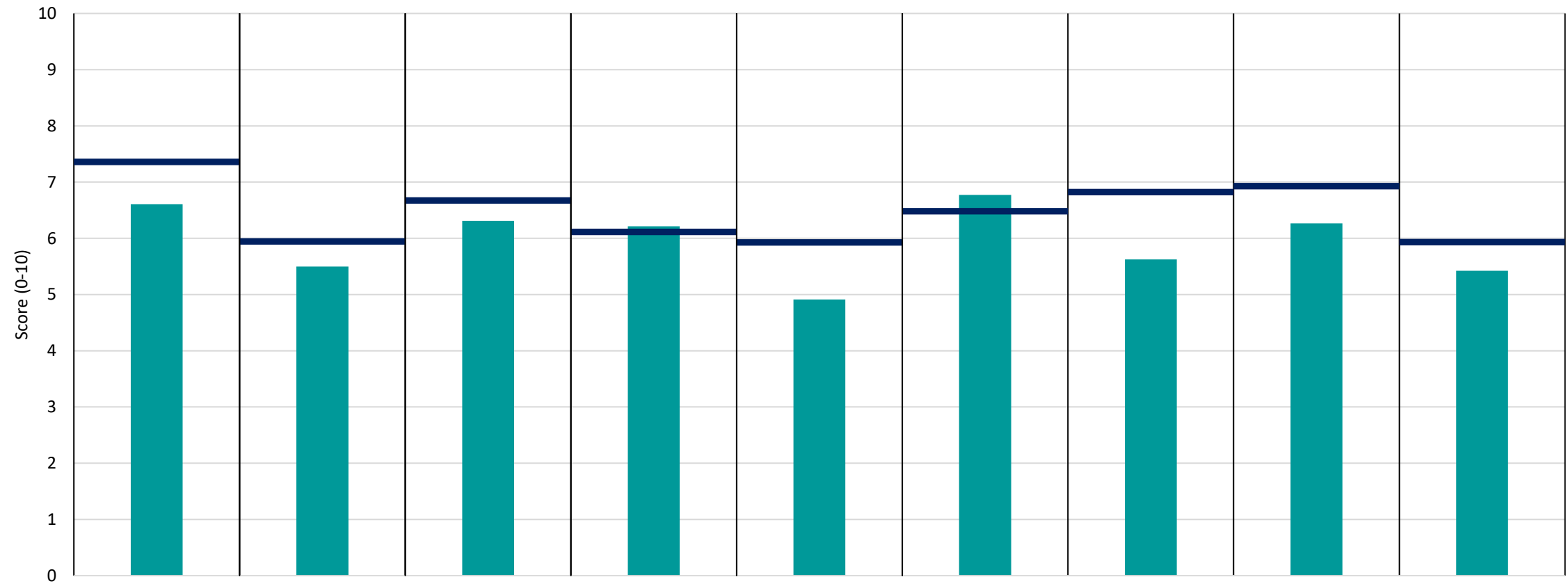
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Staff Engagement



Morale



Breakdown	6.61	5.50	6.31	6.21	4.91	6.77	5.63	6.27	5.42
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	16	16	16	16	15	16	16	16	16



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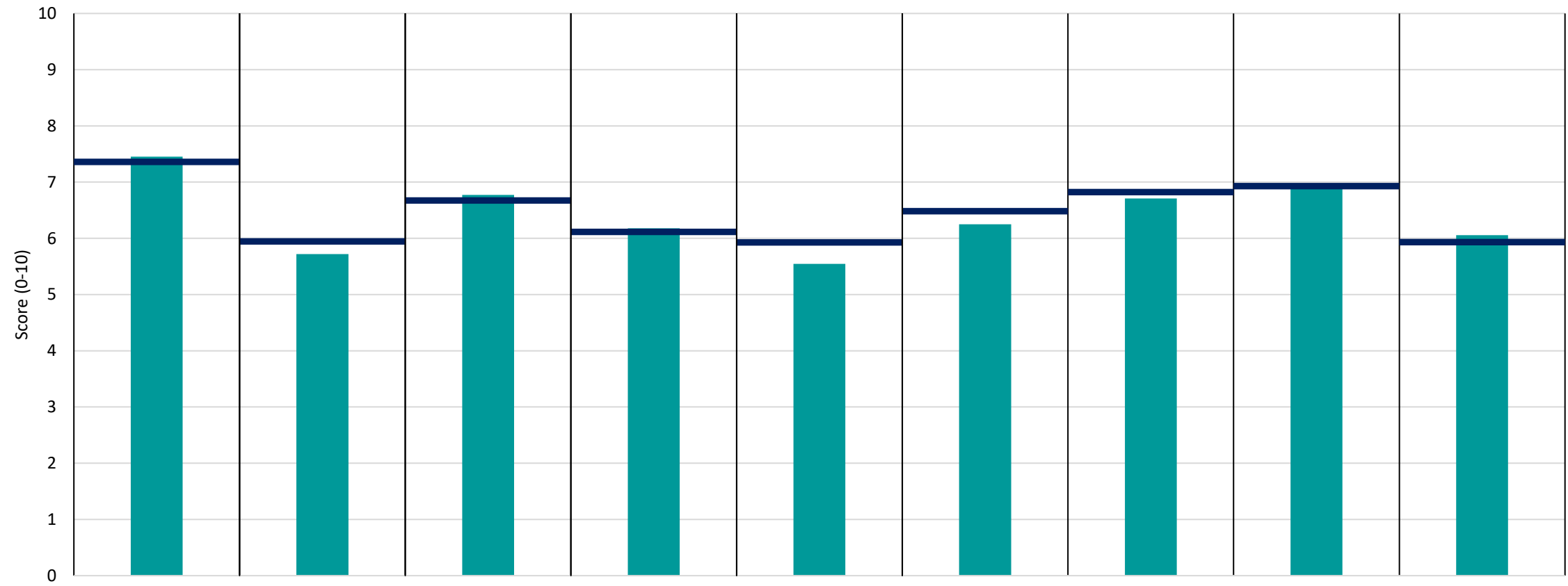
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Morale



Breakdown	7.45	5.72	6.77	6.18	5.55	6.25	6.71	6.96	6.06
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	59	59	59	59	53	59	59	59	59



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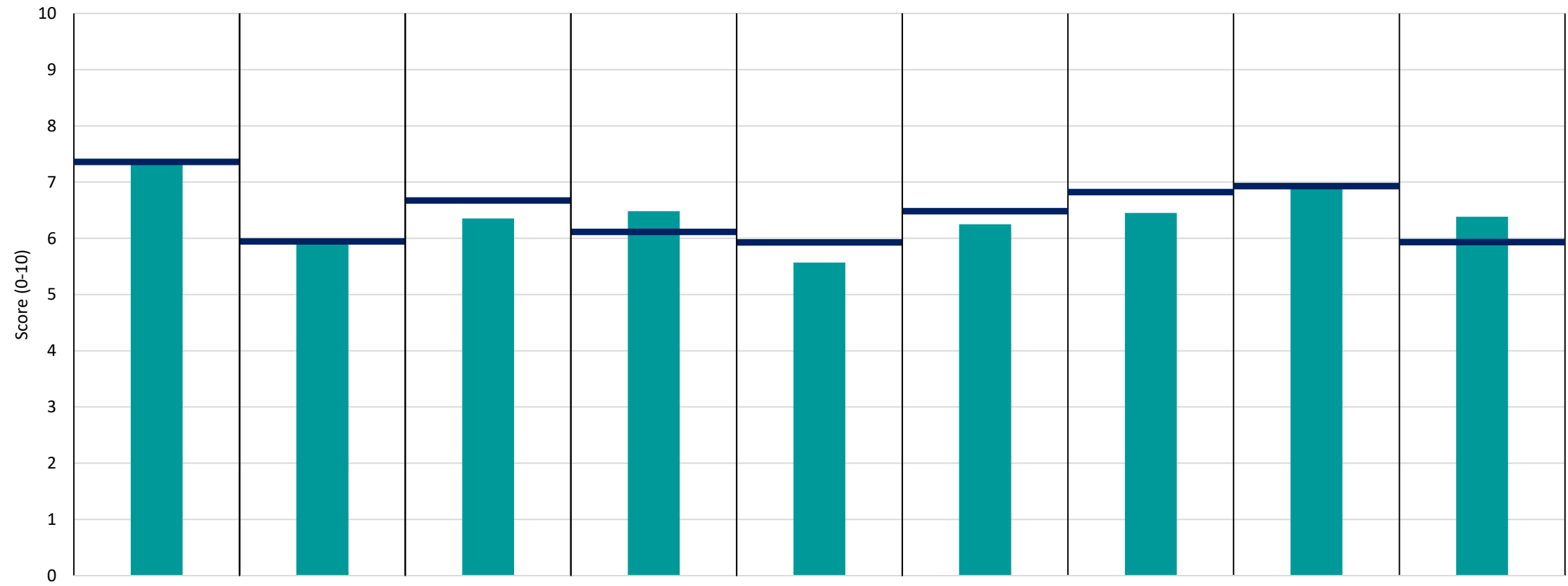
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Morale



Breakdown	7.40	5.99	6.35	6.49	5.57	6.25	6.45	6.95	6.38
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	40	40	40	40	38	40	40	40	40



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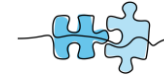
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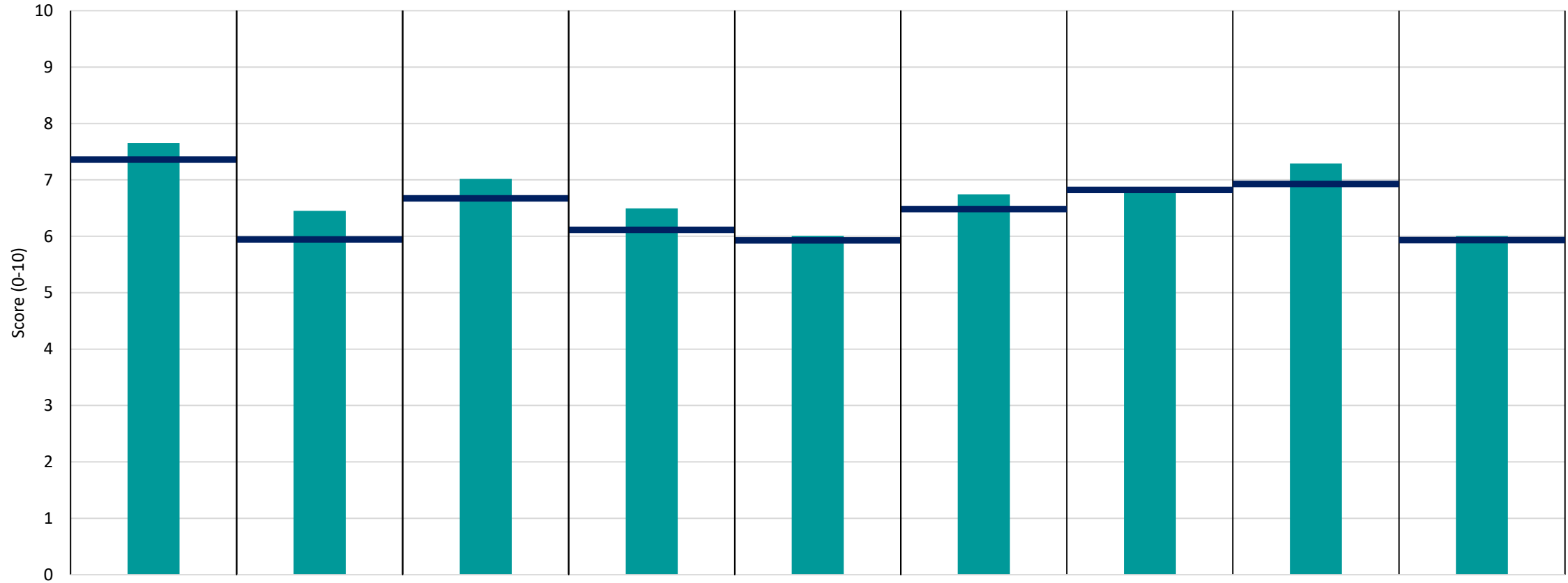
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Morale



Breakdown	7.66	6.45	7.02	6.49	6.01	6.74	6.81	7.29	6.01
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	54	54	54	54	53	54	54	54	54



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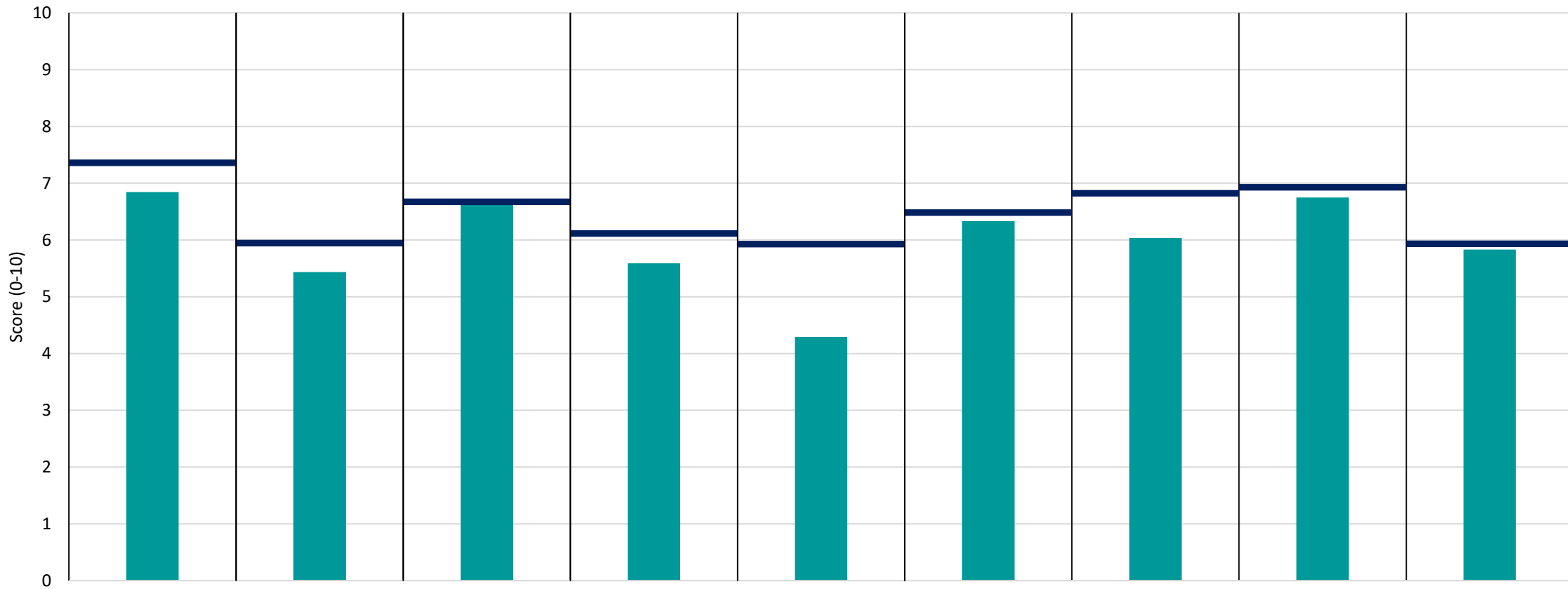
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Staff Engagement



Morale



Breakdown	6.84	5.43	6.72	5.59	4.29	6.33	6.04	6.75	5.83
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	30	30	30	30	29	30	30	30	30



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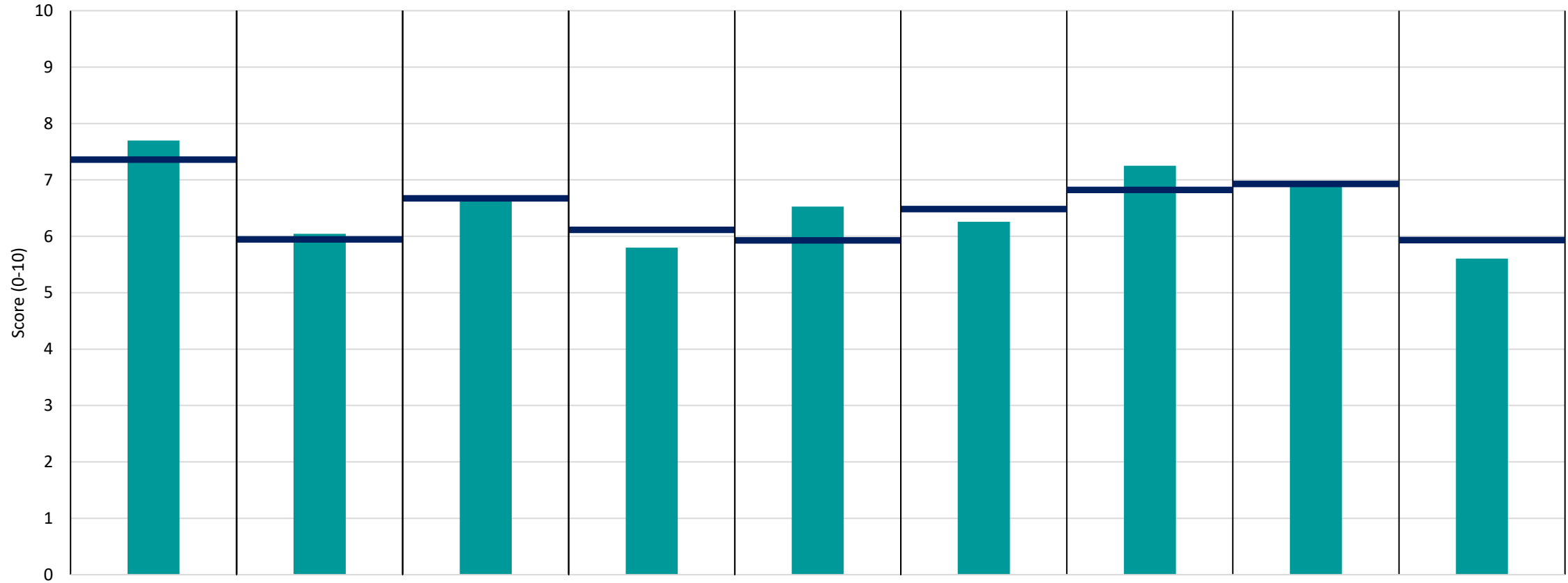
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Staff Engagement



Morale



Breakdown	7.70	6.04	6.71	5.80	6.53	6.26	7.25	6.94	5.61
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	124	124	124	124	123	123	124	124	124



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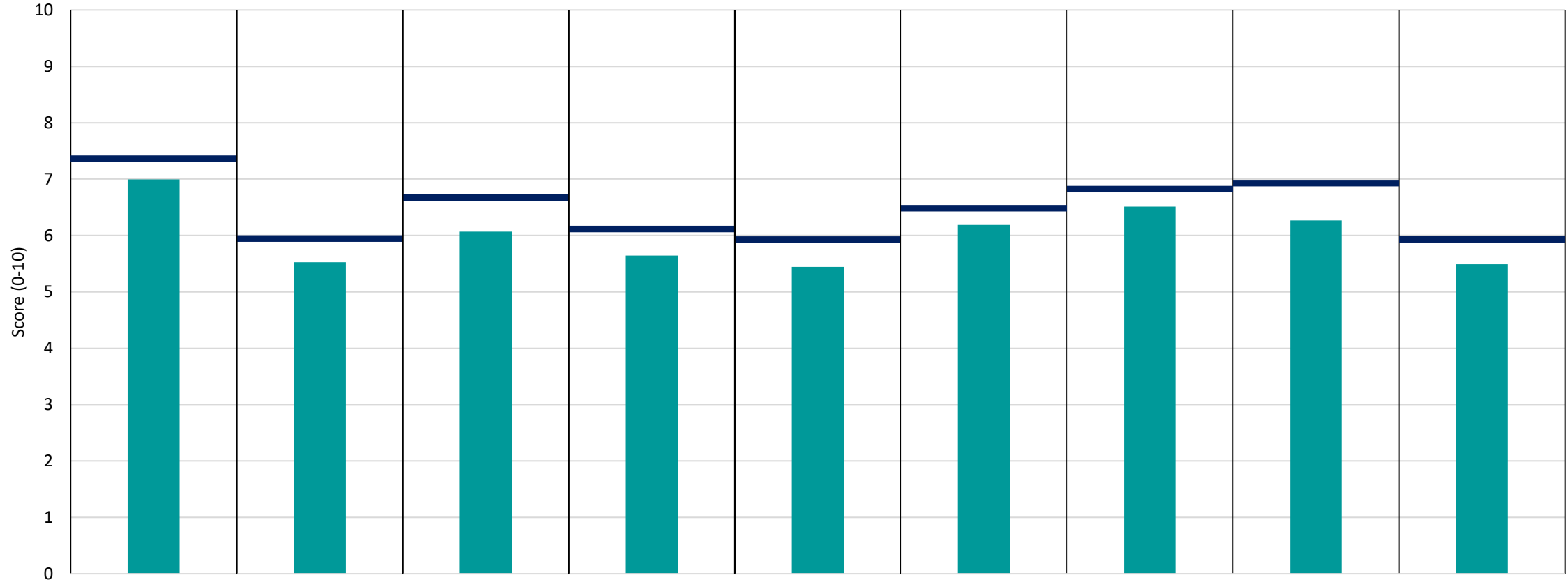
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Morale



Breakdown	6.99	5.53	6.07	5.64	5.44	6.19	6.51	6.26	5.49
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	40	40	39	39	39	39	40	39	40



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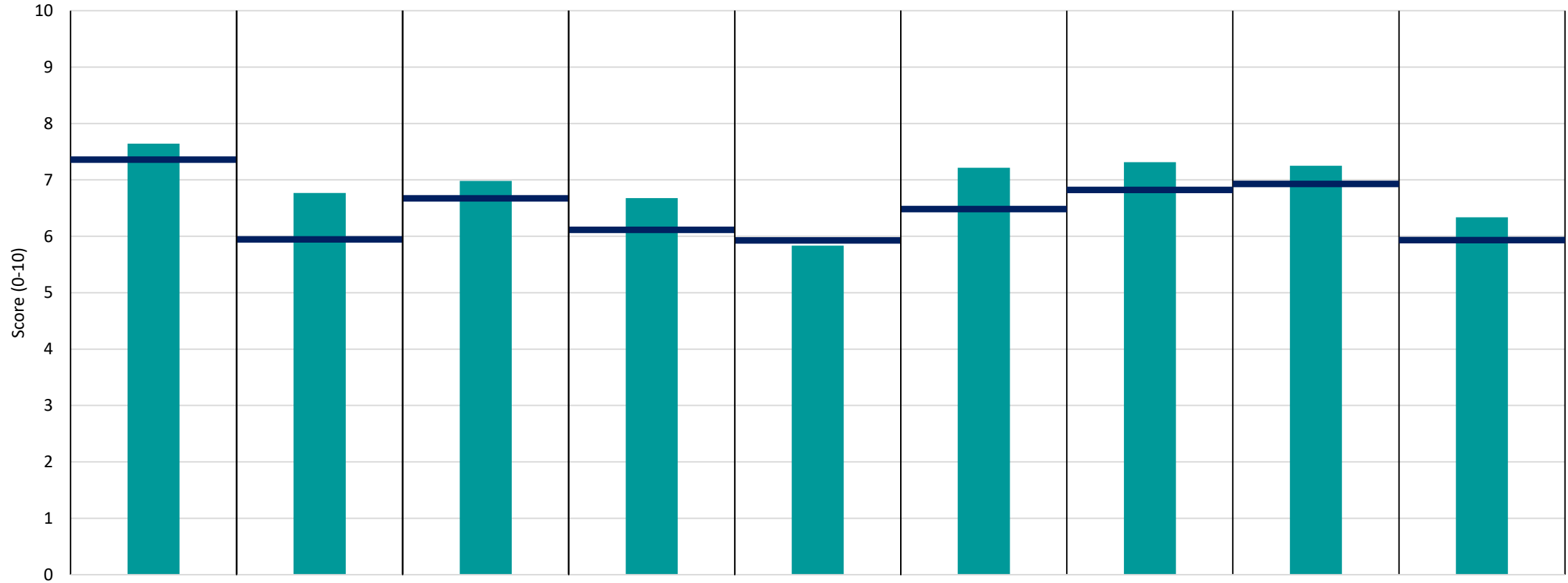
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Morale



Breakdown	7.64	6.77	6.98	6.68	5.84	7.22	7.31	7.25	6.34
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	41	41	41	41	40	41	41	41	41



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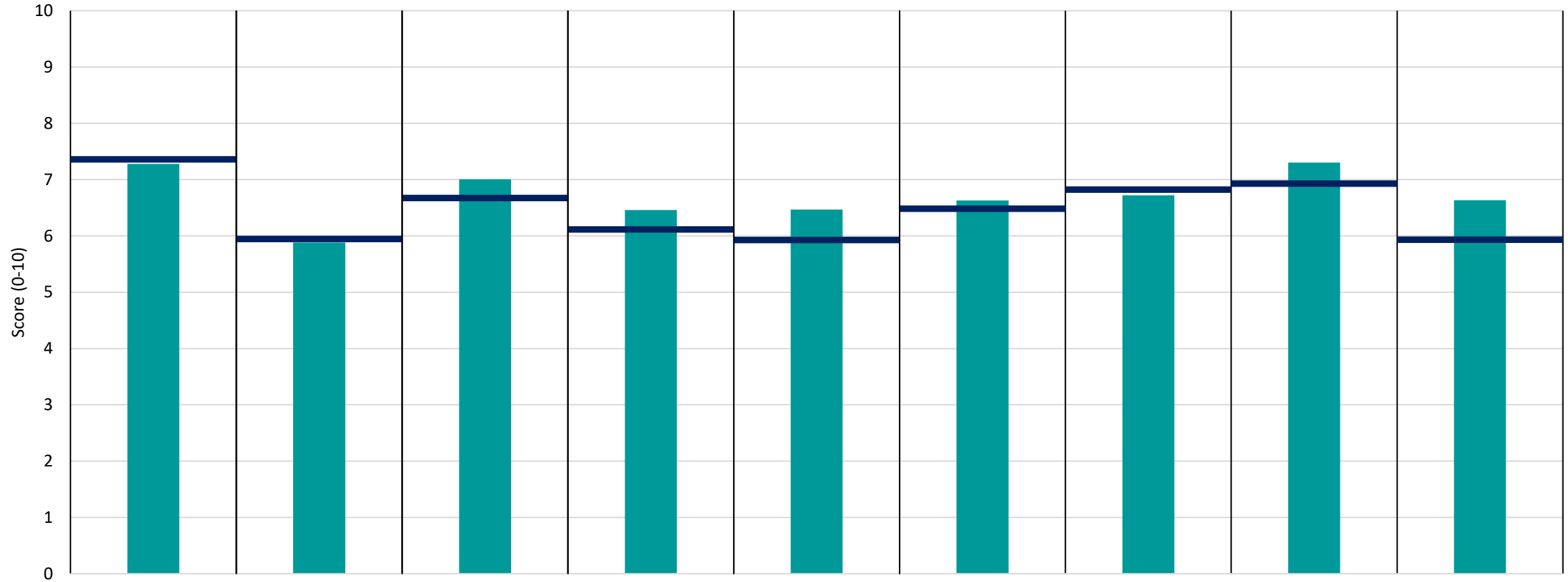
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Morale



Breakdown	7.28	5.88	7.01	6.46	6.47	6.63	6.72	7.30	6.63
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	103	102	102	103	99	101	103	103	103



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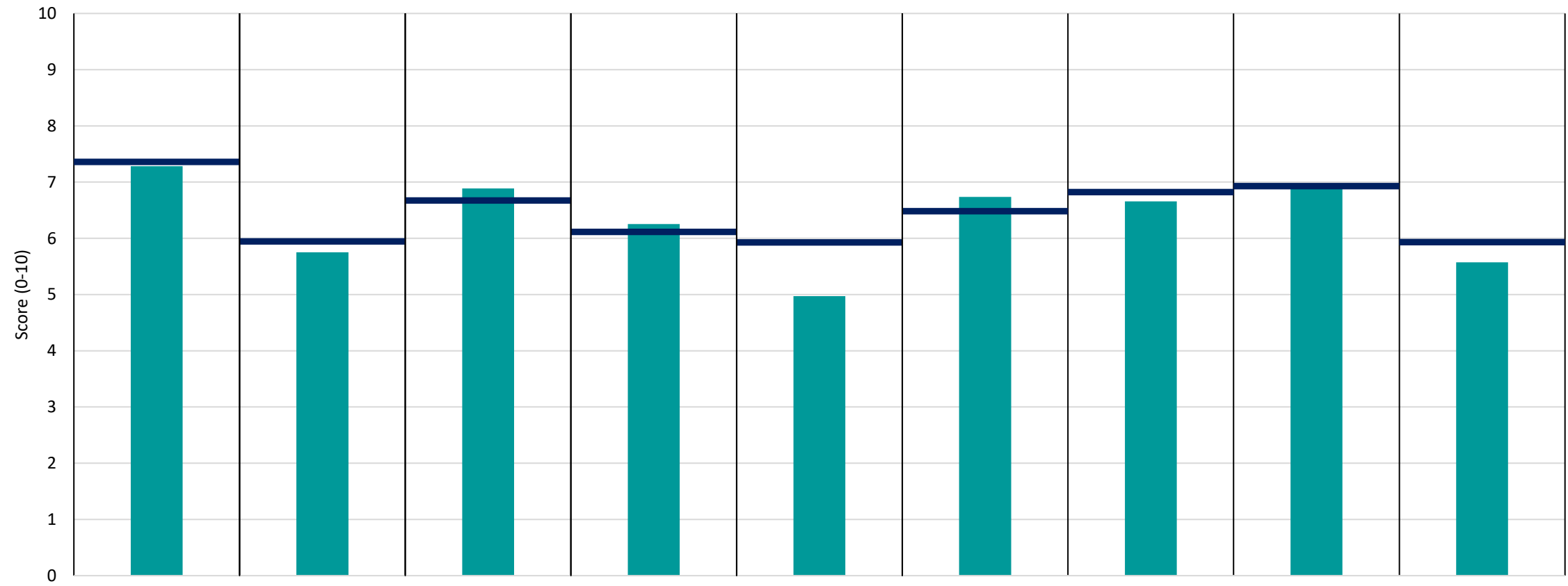
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Morale



Breakdown	7.28	5.75	6.89	6.25	4.97	6.74	6.66	6.97	5.57
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	36	36	36	36	34	36	36	36	36



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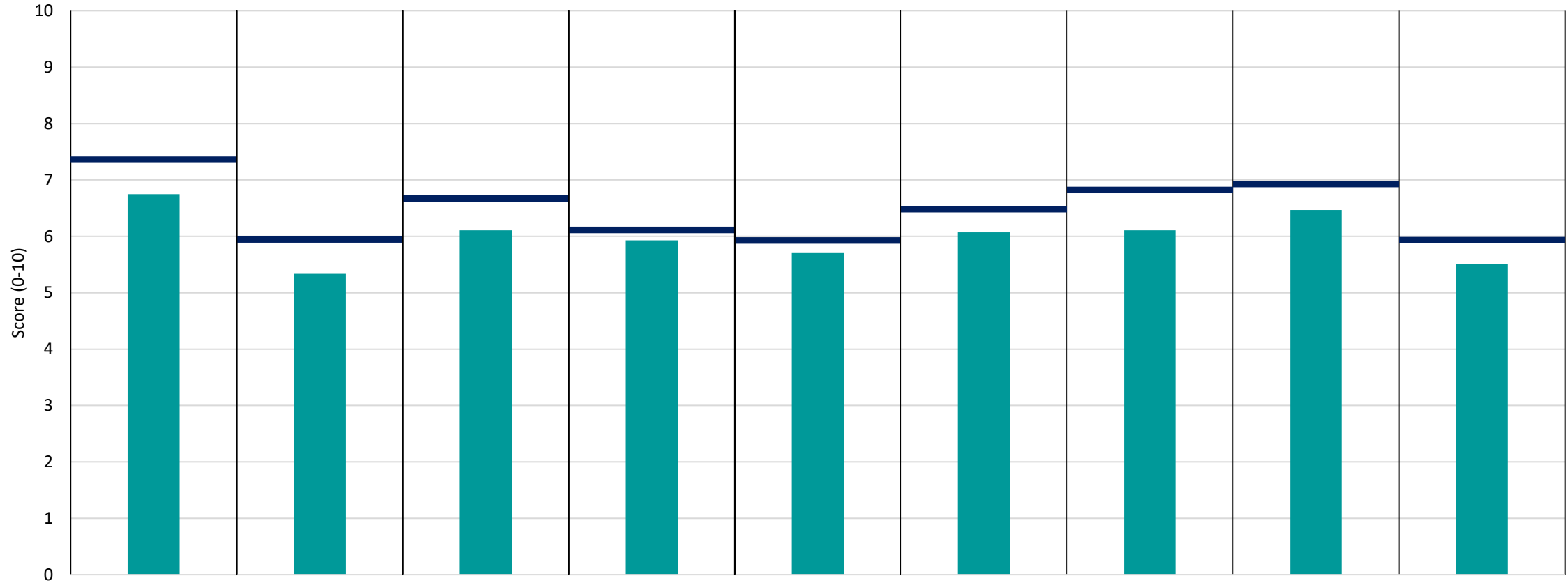
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Breakdown	6.75	5.34	6.11	5.93	5.70	6.07	6.11	6.47	5.51
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	130	130	129	129	125	129	130	130	130



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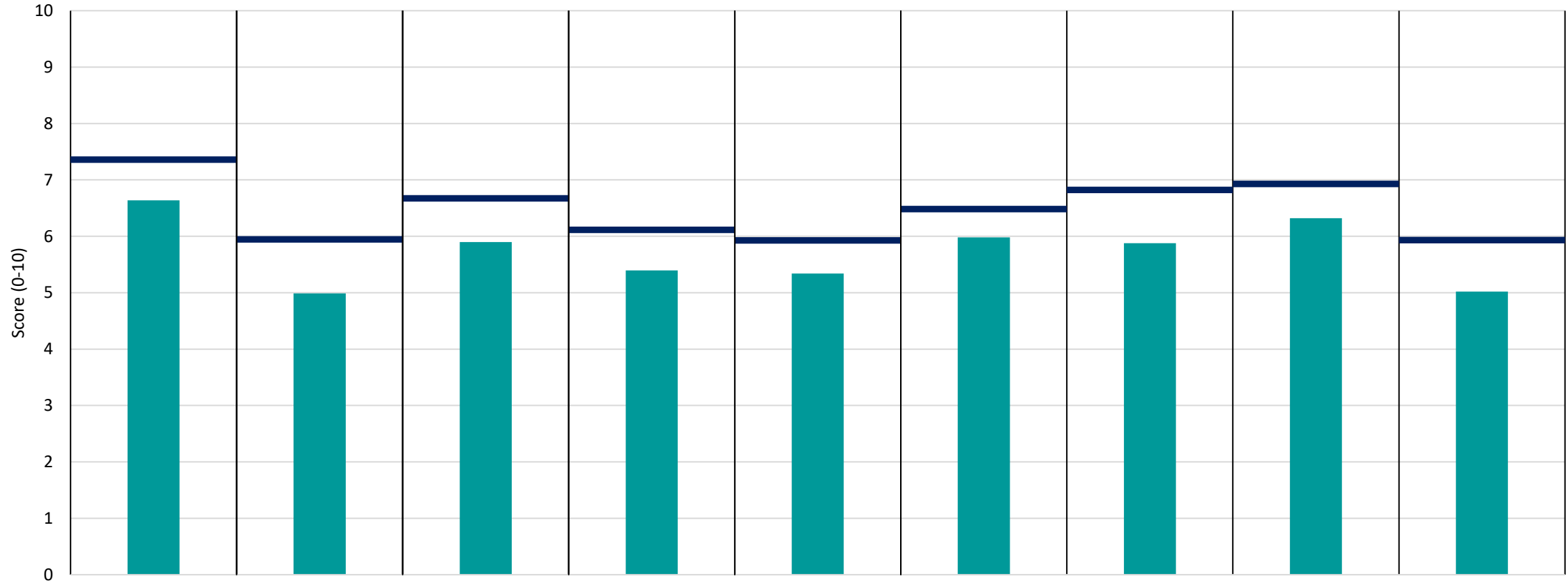
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Breakdown	6.64	4.99	5.90	5.40	5.34	5.98	5.88	6.32	5.02
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	101	102	101	101	96	100	101	102	102



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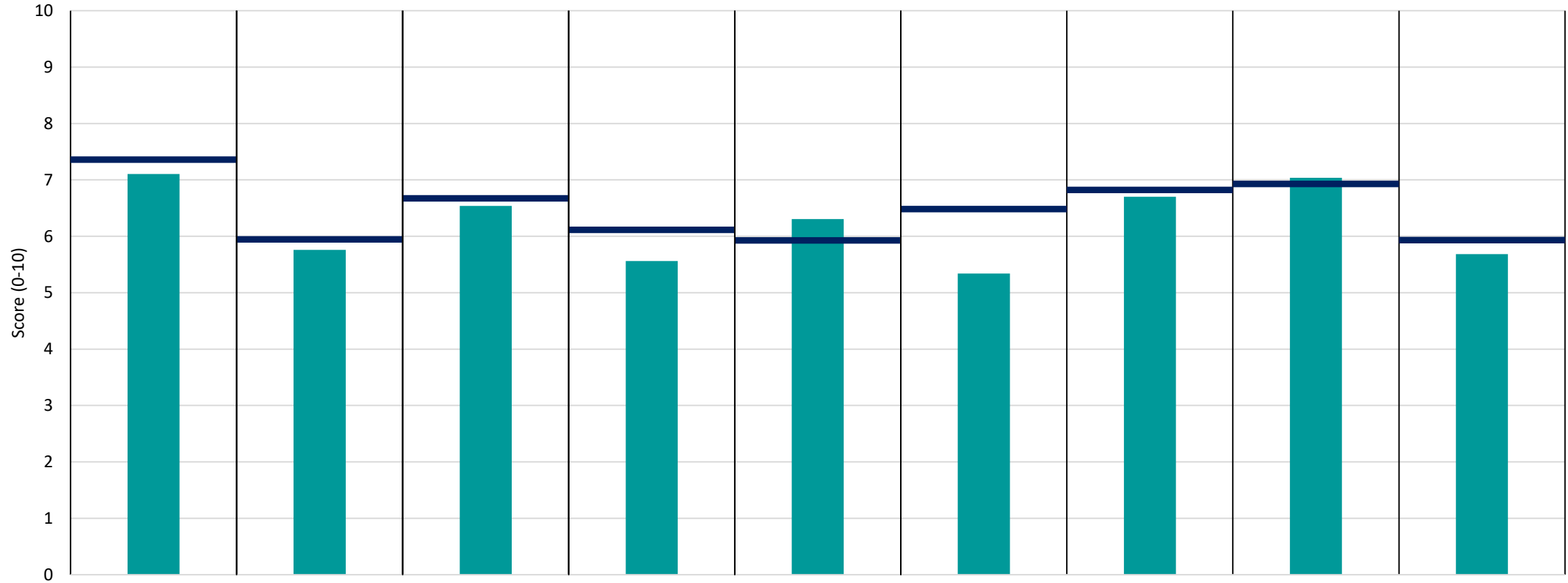
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Morale



Breakdown	7.11	5.76	6.54	5.56	6.31	5.34	6.70	7.04	5.68
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	33	33	32	33	32	33	33	33	33



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and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



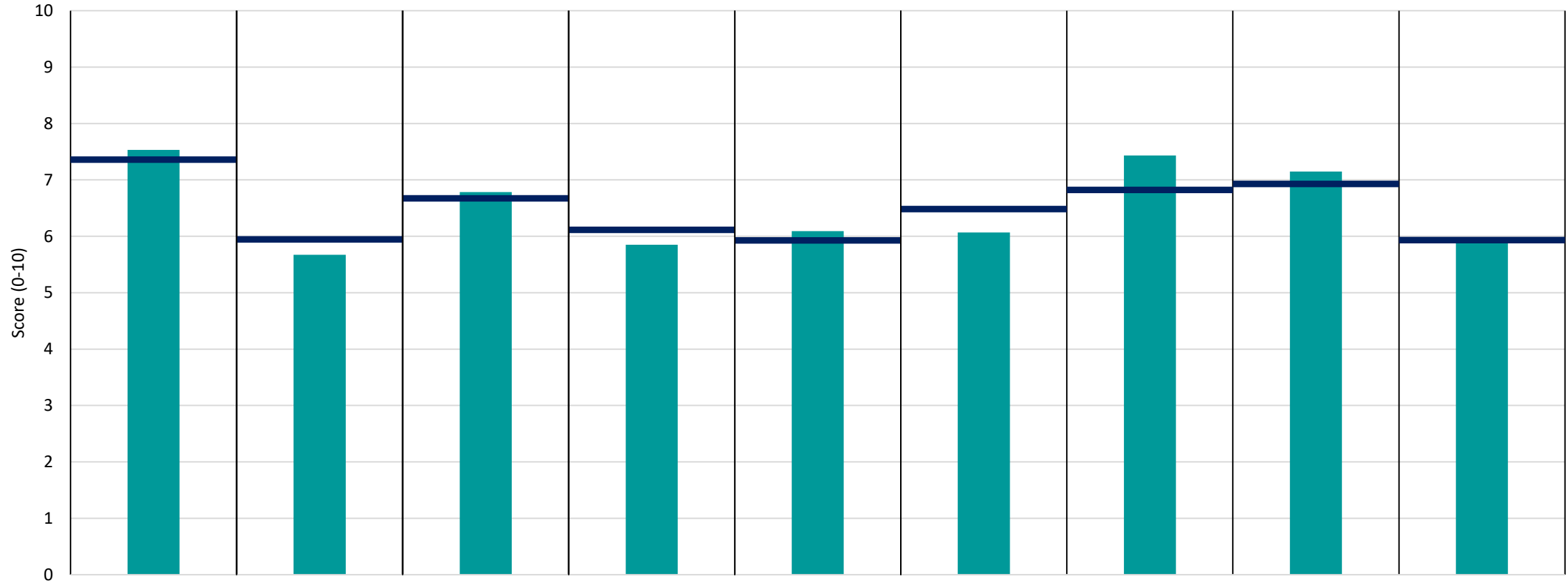
We are a team



Staff Engagement



Morale



Breakdown	7.53	5.67	6.79	5.85	6.09	6.07	7.43	7.15	5.94
Your org	7.36	5.95	6.67	6.11	5.93	6.48	6.82	6.93	5.93
Responses	41	41	41	41	40	41	41	41	41