

Bolton NHS Foundation Trust

2025 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Chief Exec, Board, Strategy & Divisional Management</u>	<u>6</u>
<u>Community Services Division</u>	<u>7</u>
<u>Families and Diagnostics Division</u>	<u>8</u>
<u>Finance and Procurement Directorate</u>	<u>9</u>
<u>Informatics Directorate</u>	<u>10</u>
<u>Medical Education Directorate</u>	<u>11</u>
<u>Medicine Division</u>	<u>12</u>
<u>Patient Safety & Experience Directorate</u>	<u>13</u>
<u>Surgery Division</u>	<u>14</u>
<u>Workforce and OD Directorate</u>	<u>15</u>

<u>Add Prof Scientific and Technic</u>	17
<u>Additional Clinical Services</u>	18
<u>Administrative and Clerical</u>	19
<u>Allied Health Professionals</u>	20
<u>Estates and Ancillary</u>	21
<u>Healthcare Scientists</u>	22
<u>Medical and Dental</u>	23
<u>Nursing and Midwifery Registered</u>	24

This breakdown report for Bolton 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.

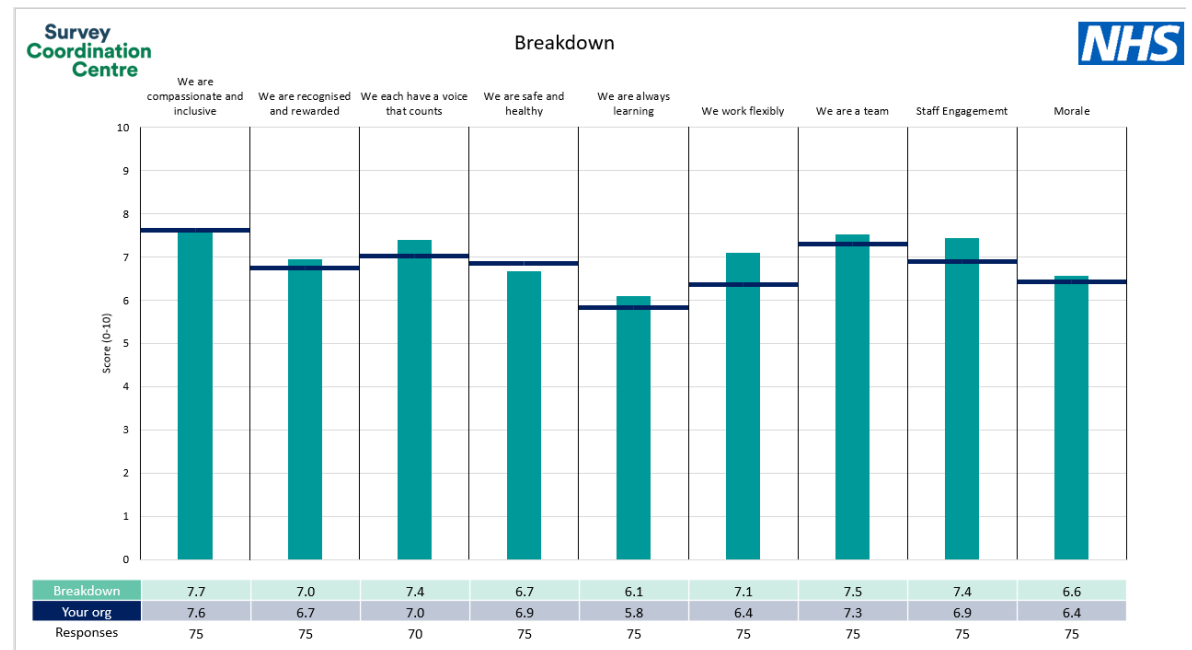
The breakdowns used in this report were provided and defined by Bolton NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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

Bolton NHS Foundation Trust
2025 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



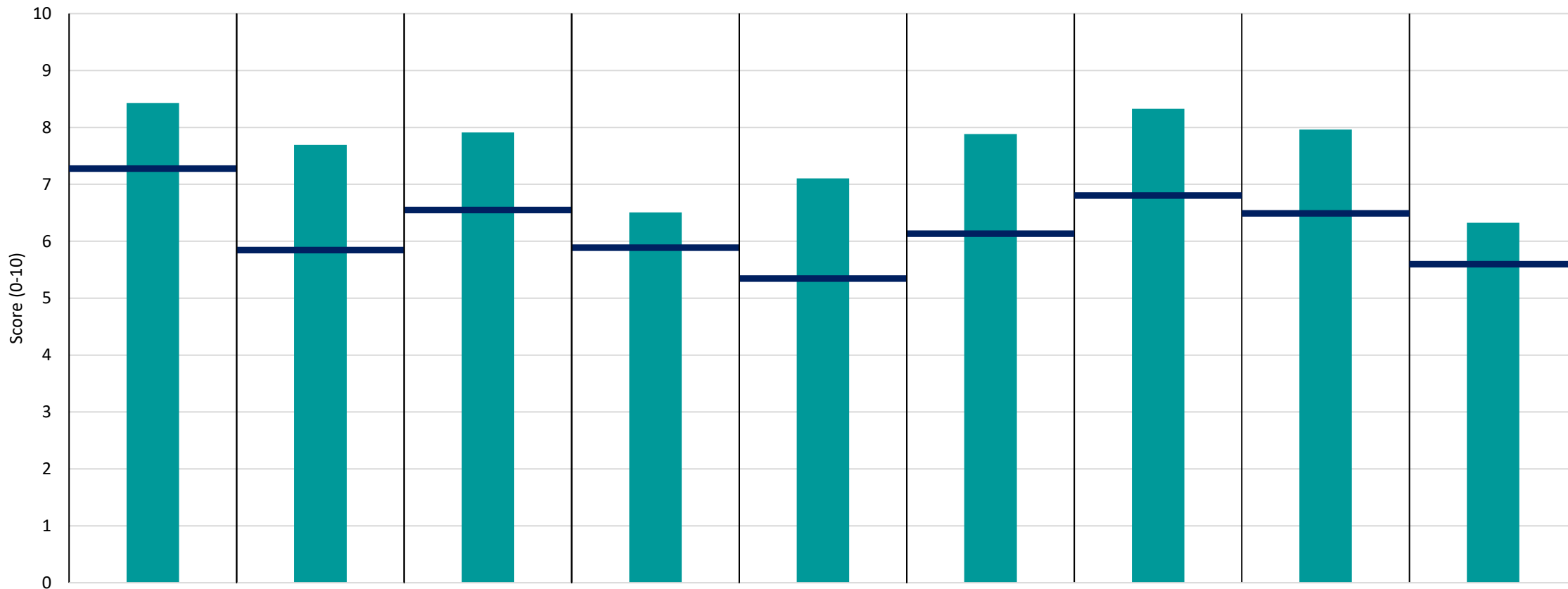
We are a team



Staff Engagement



Morale



Breakdown	8.43	7.69	7.91	6.51	7.10	7.89	8.33	7.96	6.32
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	27	27	27	27	27	27	27	27	27



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



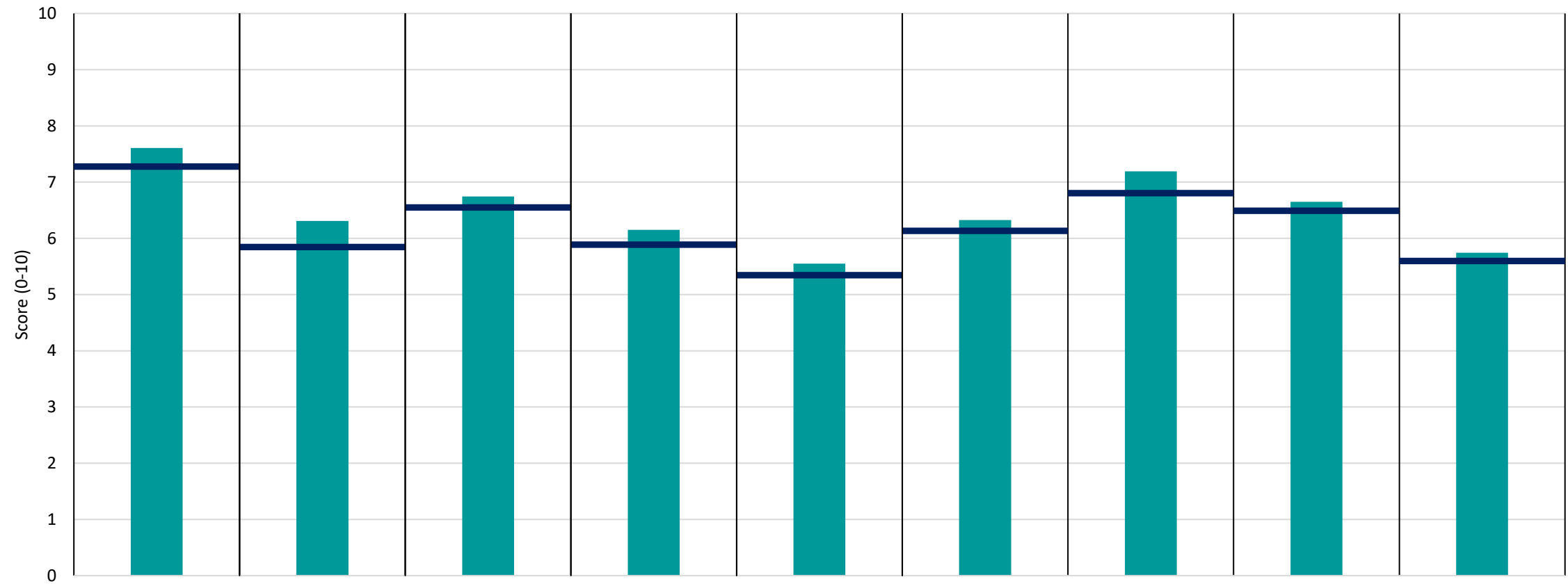
We are a team



Staff Engagement



Morale



Breakdown	7.61	6.31	6.74	6.15	5.55	6.33	7.19	6.65	5.74
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	725	725	715	717	710	721	723	725	726



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



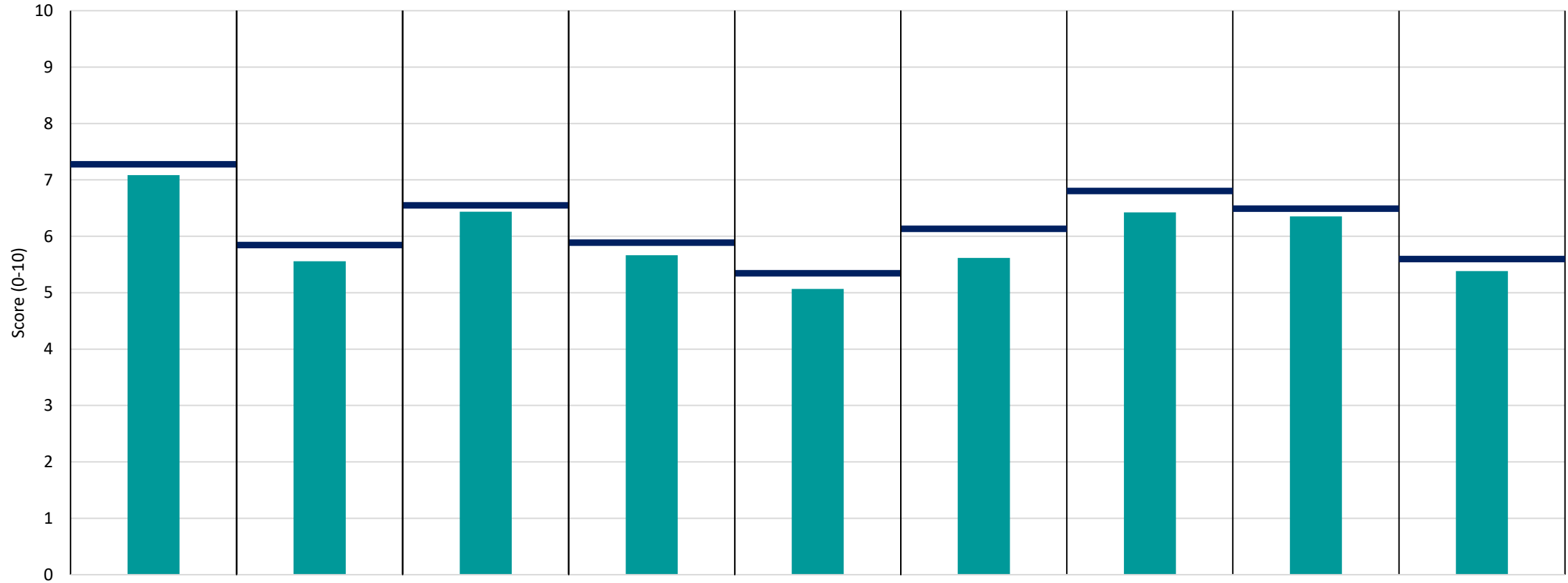
We are a team



Staff Engagement



Morale



Breakdown	7.08	5.56	6.44	5.66	5.07	5.62	6.42	6.35	5.38
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	610	608	604	607	590	606	609	609	609



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



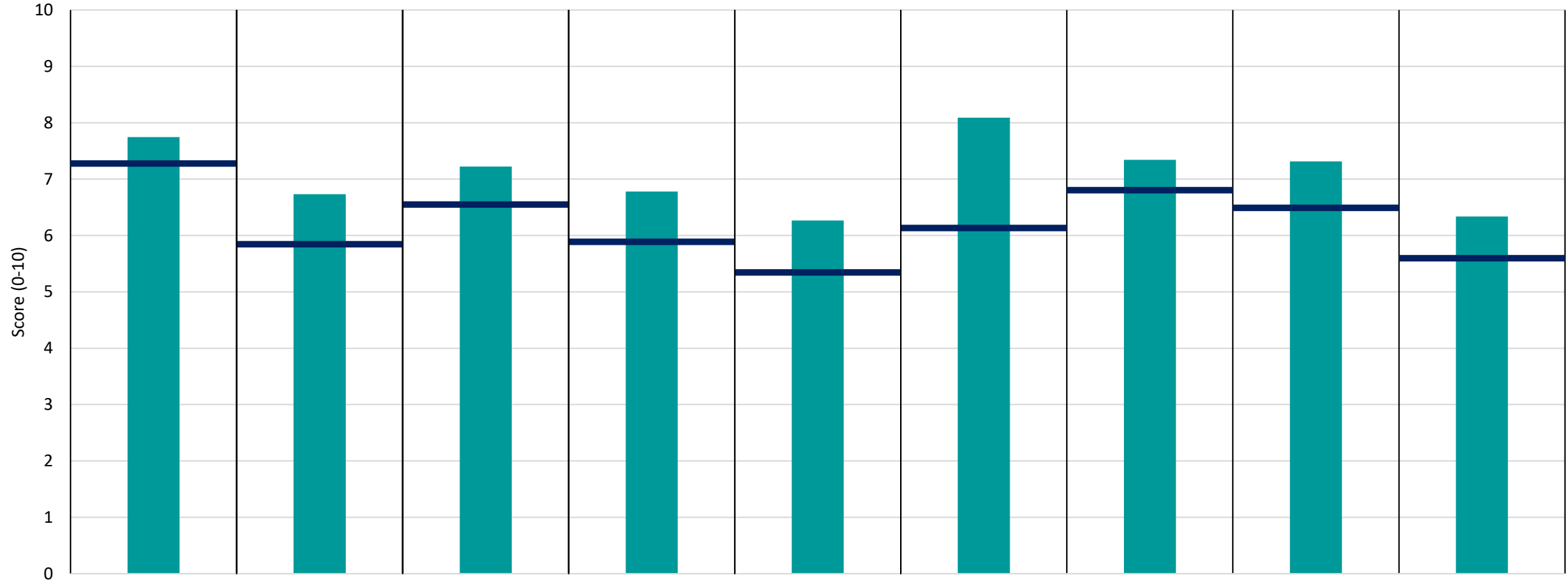
We are a team



Staff Engagement



Morale



Breakdown	7.75	6.73	7.22	6.78	6.26	8.09	7.34	7.32	6.34
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	48	49	48	48	47	48	49	49	49



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



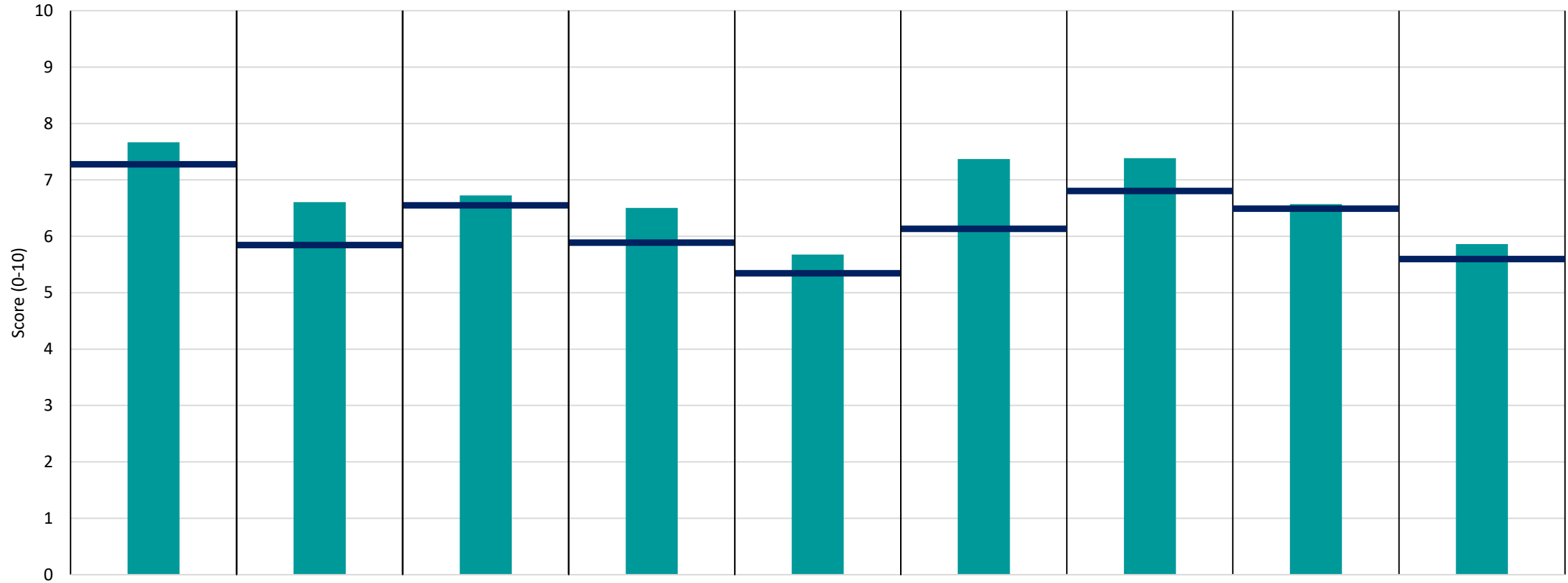
We are a team



Staff Engagement



Morale



Breakdown	7.67	6.61	6.72	6.50	5.68	7.37	7.39	6.57	5.86
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	117	117	117	116	109	116	117	117	117



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



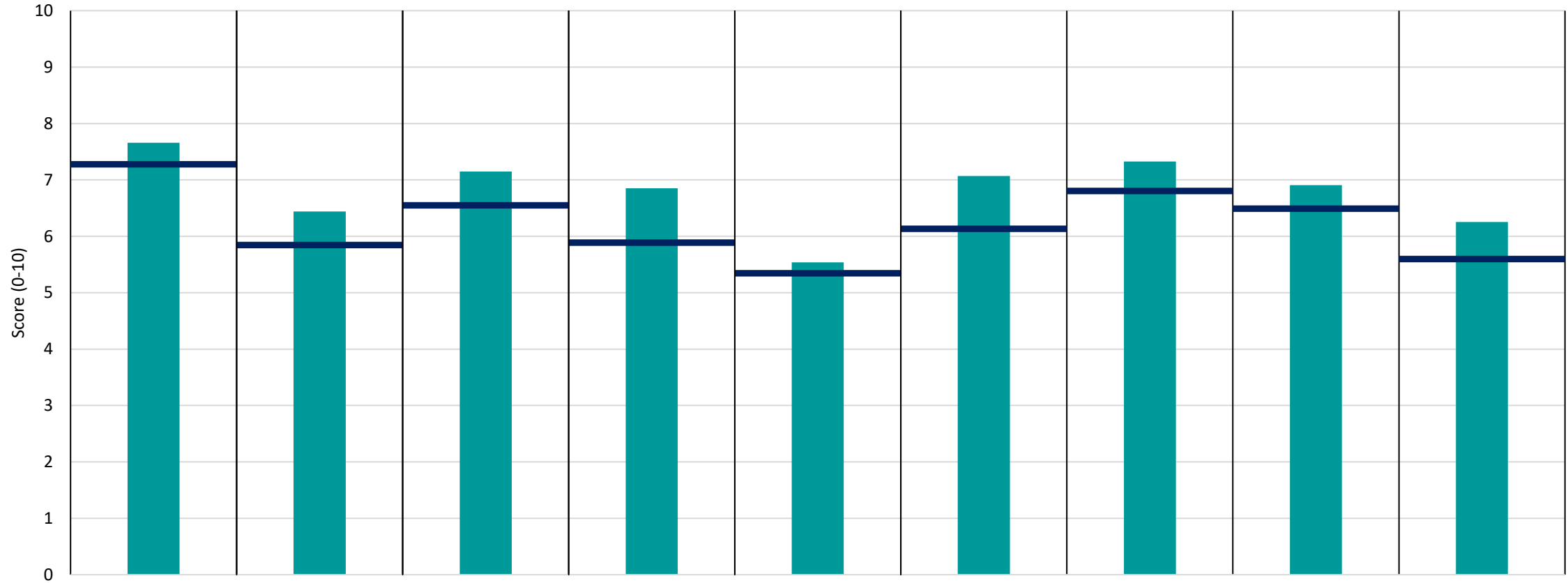
We are a team



Staff Engagement



Morale



Breakdown	7.66	6.44	7.15	6.85	5.54	7.07	7.33	6.91	6.25
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	34	34	34	32	34	34	34	34	34



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



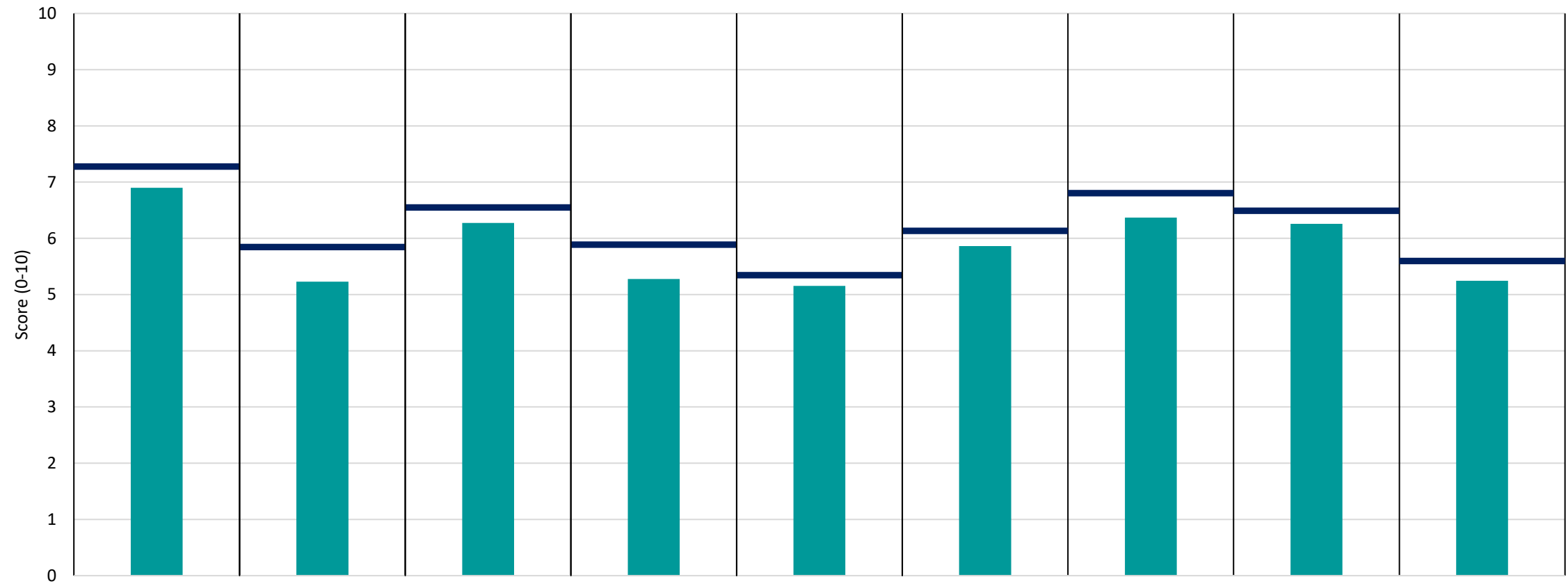
We are a team



Staff Engagement



Morale



Breakdown	6.90	5.23	6.27	5.28	5.15	5.86	6.37	6.26	5.25
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	468	470	460	460	442	467	469	469	470



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



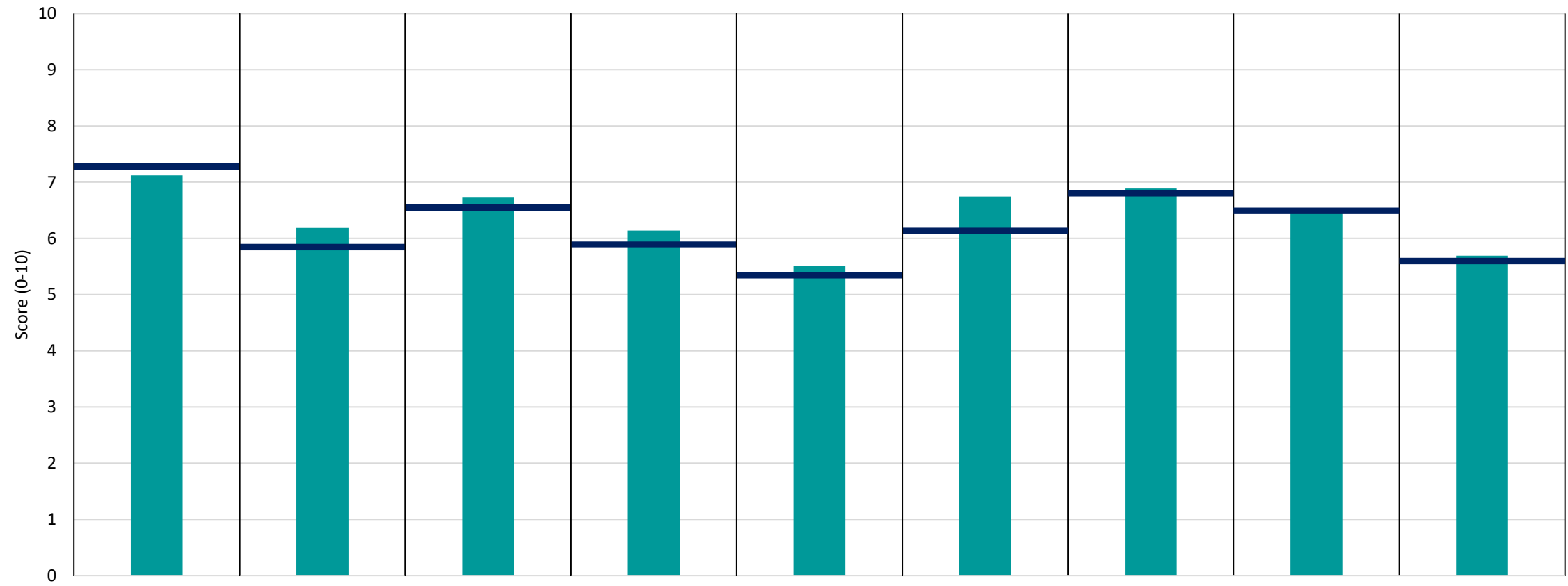
We are a team



Staff Engagement



Morale



Breakdown	7.12	6.19	6.73	6.14	5.51	6.75	6.89	6.45	5.69
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	58	58	58	58	58	58	58	58	58



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



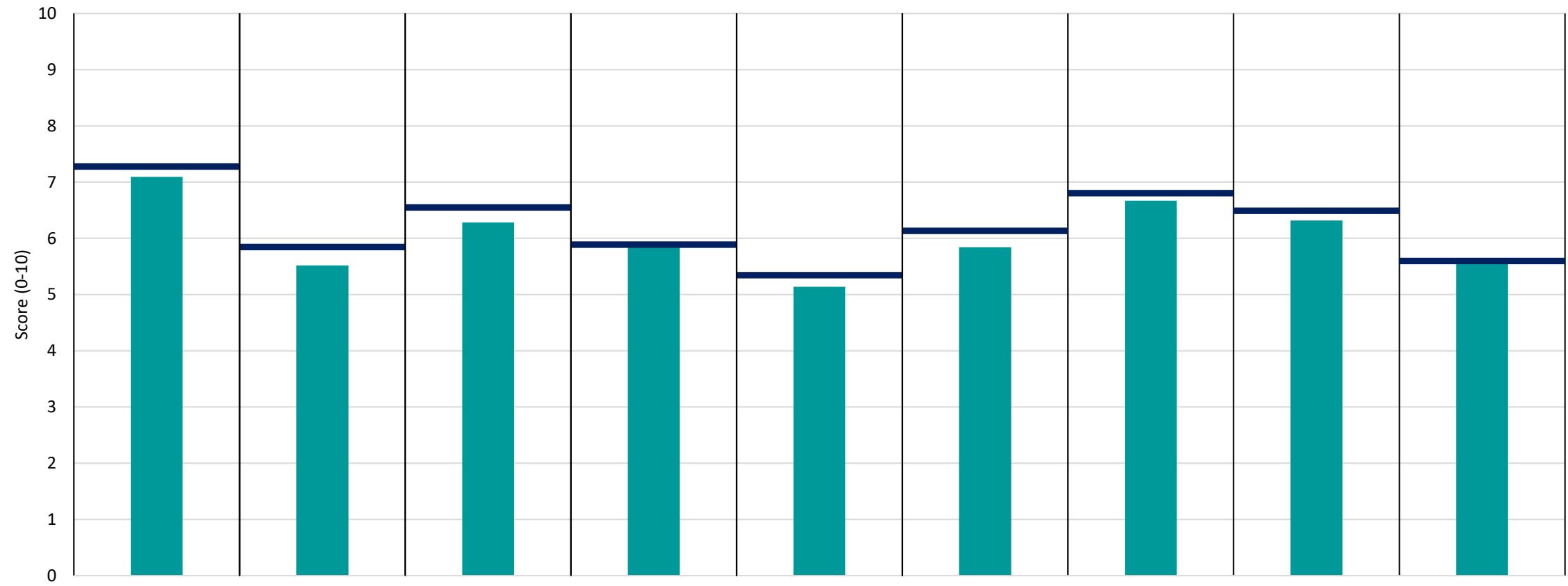
We are a team



Staff Engagement



Morale



Breakdown	7.09	5.52	6.28	5.86	5.14	5.84	6.67	6.32	5.63
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	528	531	521	526	502	527	528	530	530



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



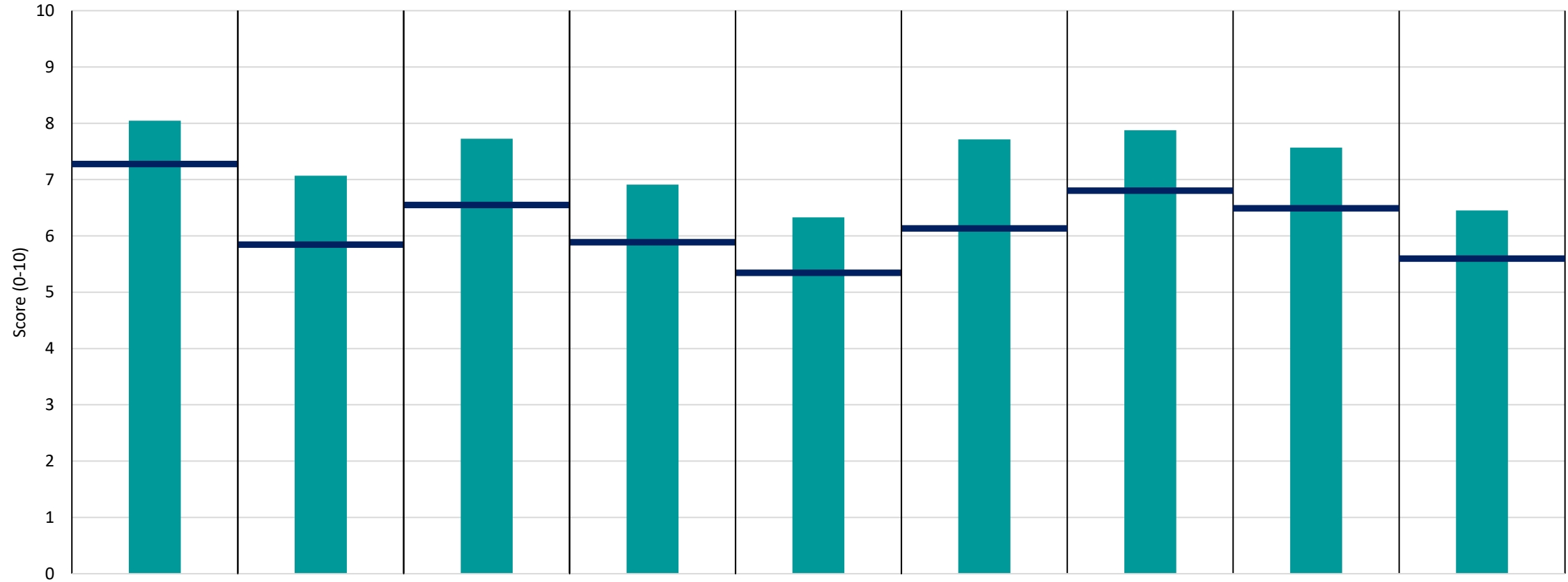
We are a team



Staff Engagement



Morale



Breakdown	8.05	7.07	7.73	6.91	6.33	7.71	7.88	7.57	6.45
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	64	64	64	64	63	64	64	64	64

Breakdowns 2

Bolton NHS Foundation Trust
2025 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



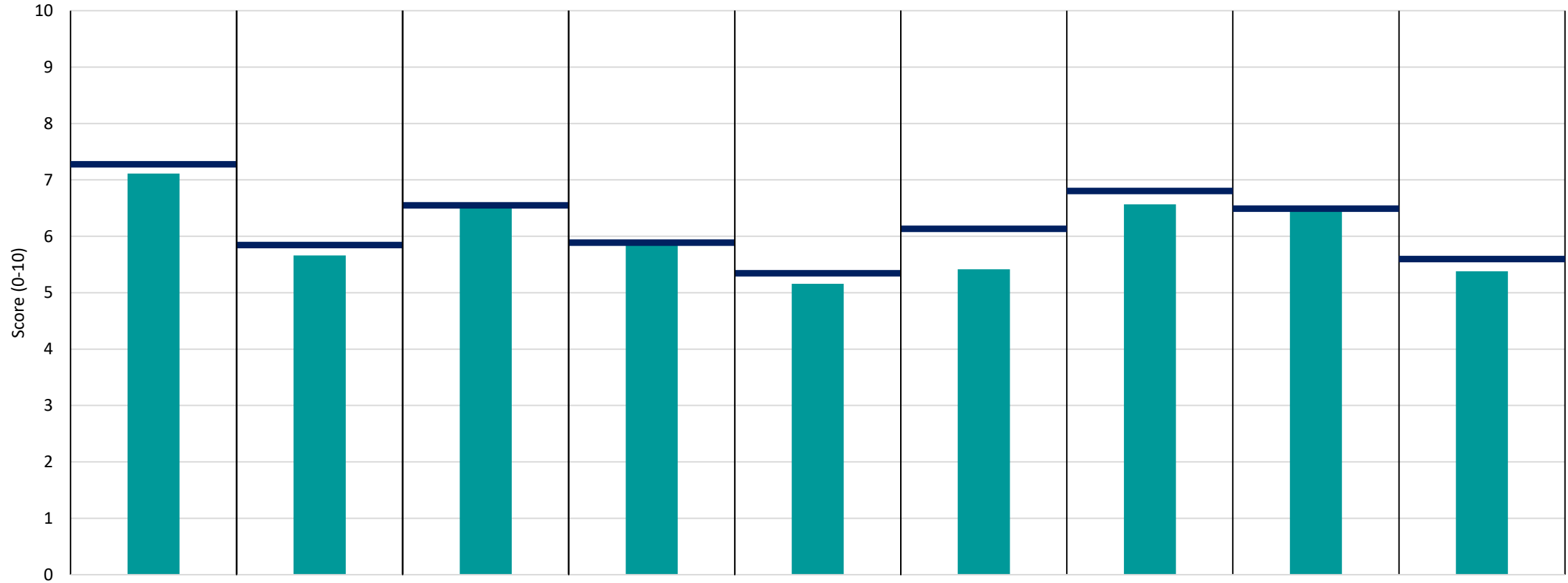
We are a team



Staff Engagement



Morale



Breakdown	7.11	5.66	6.60	5.92	5.16	5.42	6.57	6.48	5.38
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	81	80	80	81	79	80	81	81	81



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



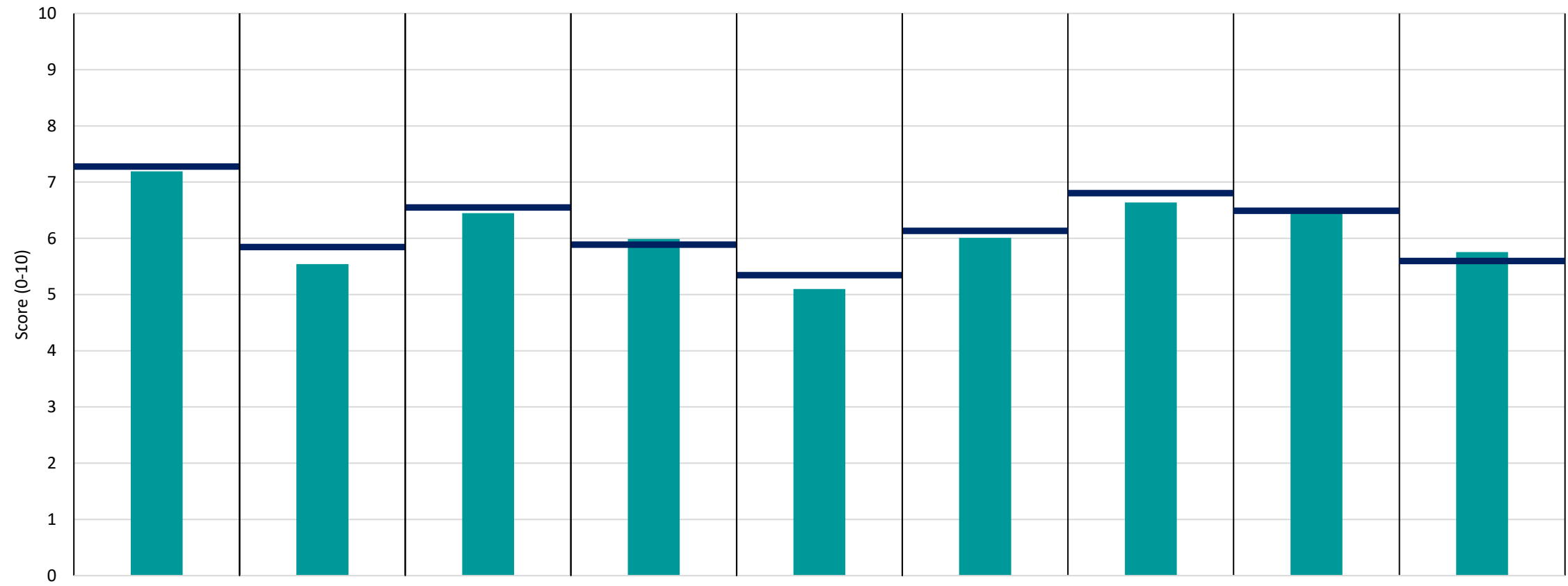
We are a team



Staff Engagement



Morale



Breakdown	7.19	5.54	6.45	5.99	5.10	6.01	6.64	6.51	5.76
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	514	516	512	505	483	510	513	515	515



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



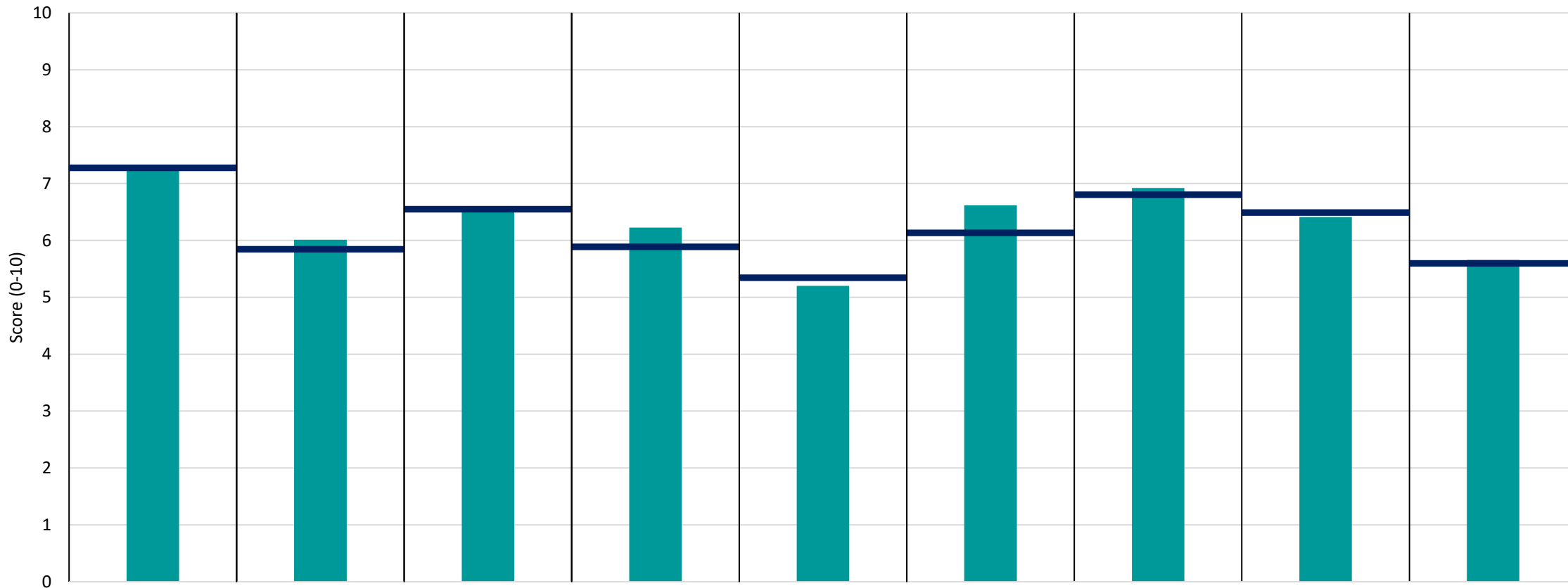
We are a team



Staff Engagement



Morale



Breakdown	7.33	6.01	6.58	6.23	5.20	6.62	6.92	6.41	5.66
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	672	673	660	667	647	669	675	673	674



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



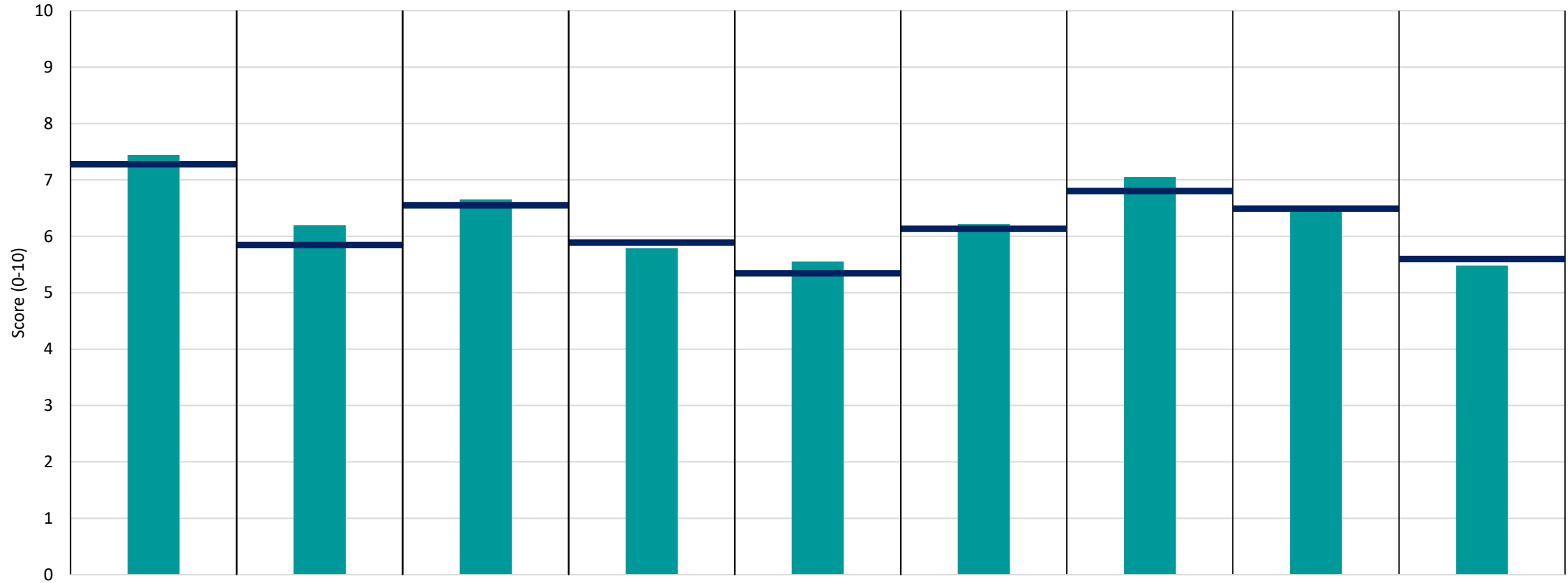
We are a team



Staff Engagement



Morale



Breakdown	7.44	6.19	6.65	5.79	5.55	6.22	7.05	6.50	5.48
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	270	270	266	266	267	269	269	270	270



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



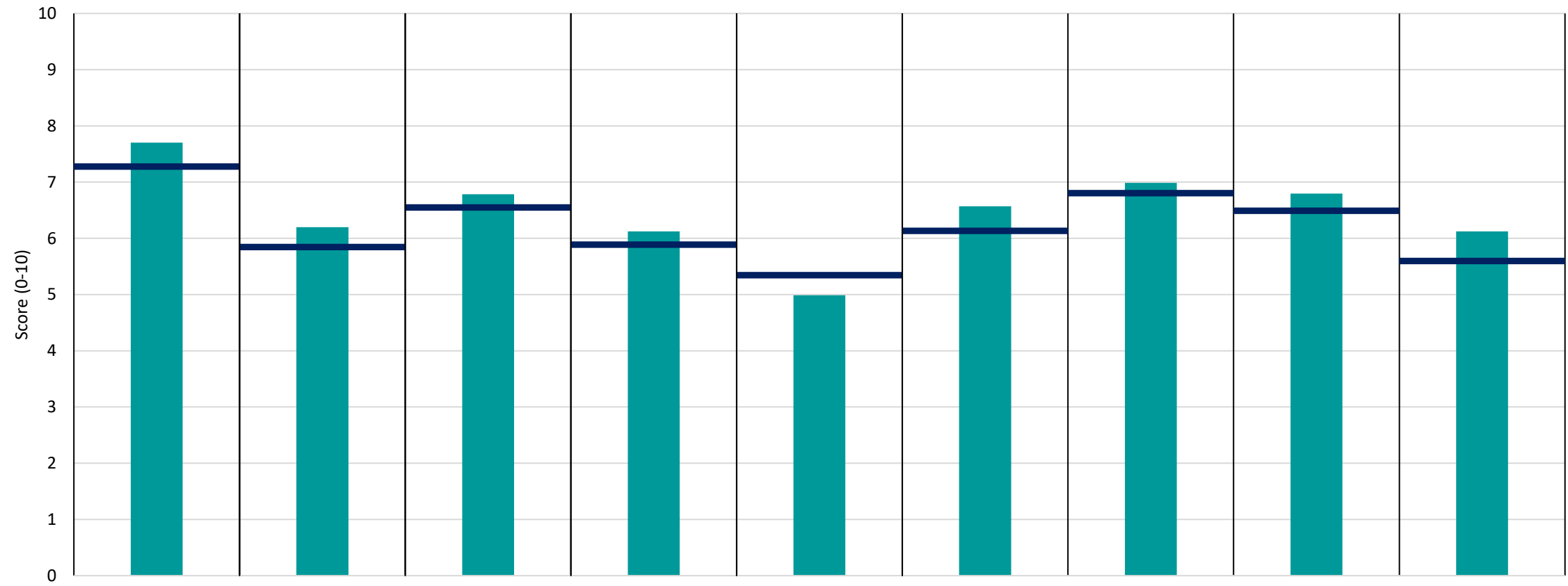
We are a team



Staff Engagement



Morale



Breakdown	7.70	6.20	6.79	6.12	4.99	6.57	6.99	6.80	6.12
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	15	15	15	14	14	15	15	15	15



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



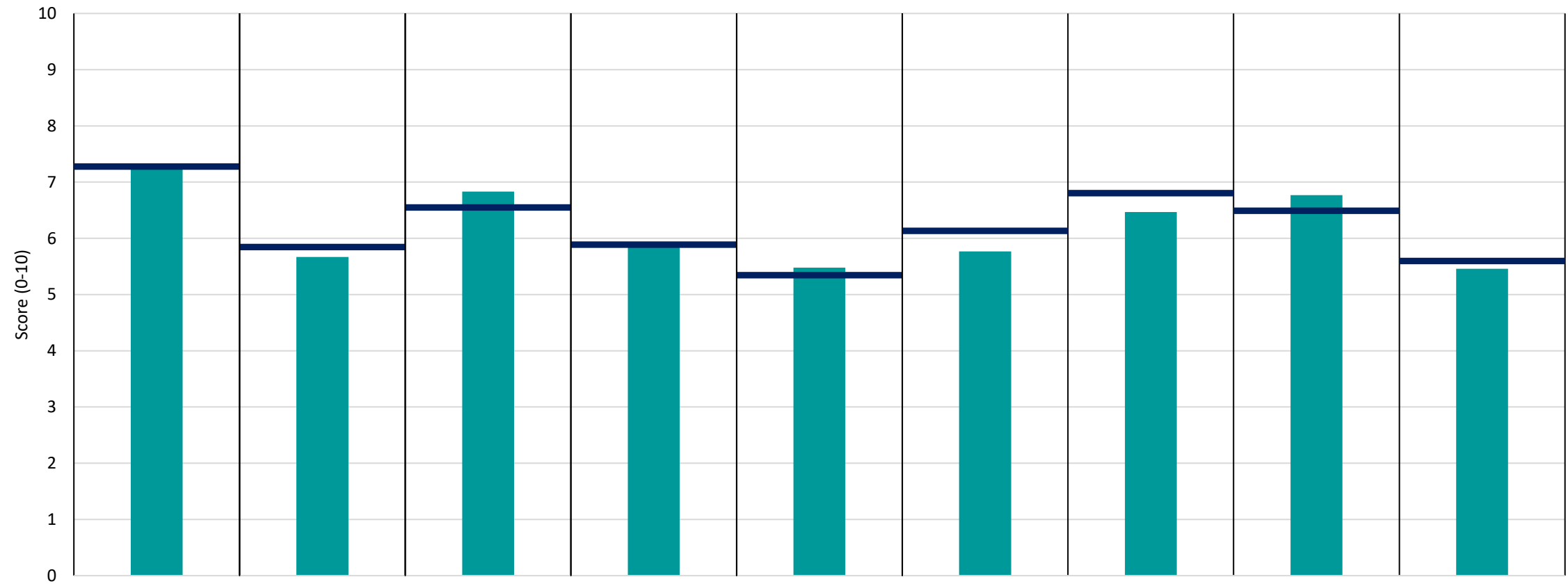
We are a team



Staff Engagement



Morale



Breakdown	7.28	5.67	6.83	5.88	5.48	5.77	6.47	6.77	5.46
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	63	63	62	63	62	63	63	63	63



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



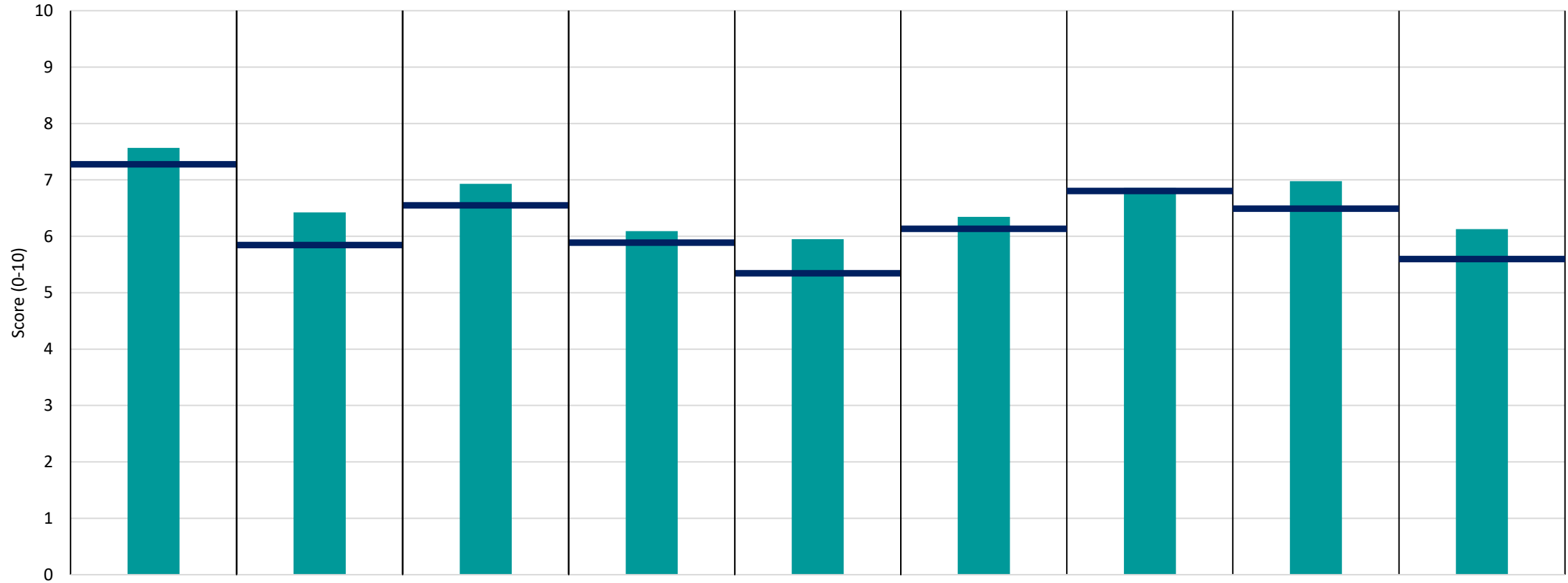
We are a team



Staff Engagement



Morale



Breakdown	7.57	6.42	6.93	6.09	5.95	6.34	6.86	6.98	6.13
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	158	158	156	157	156	156	158	157	158



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



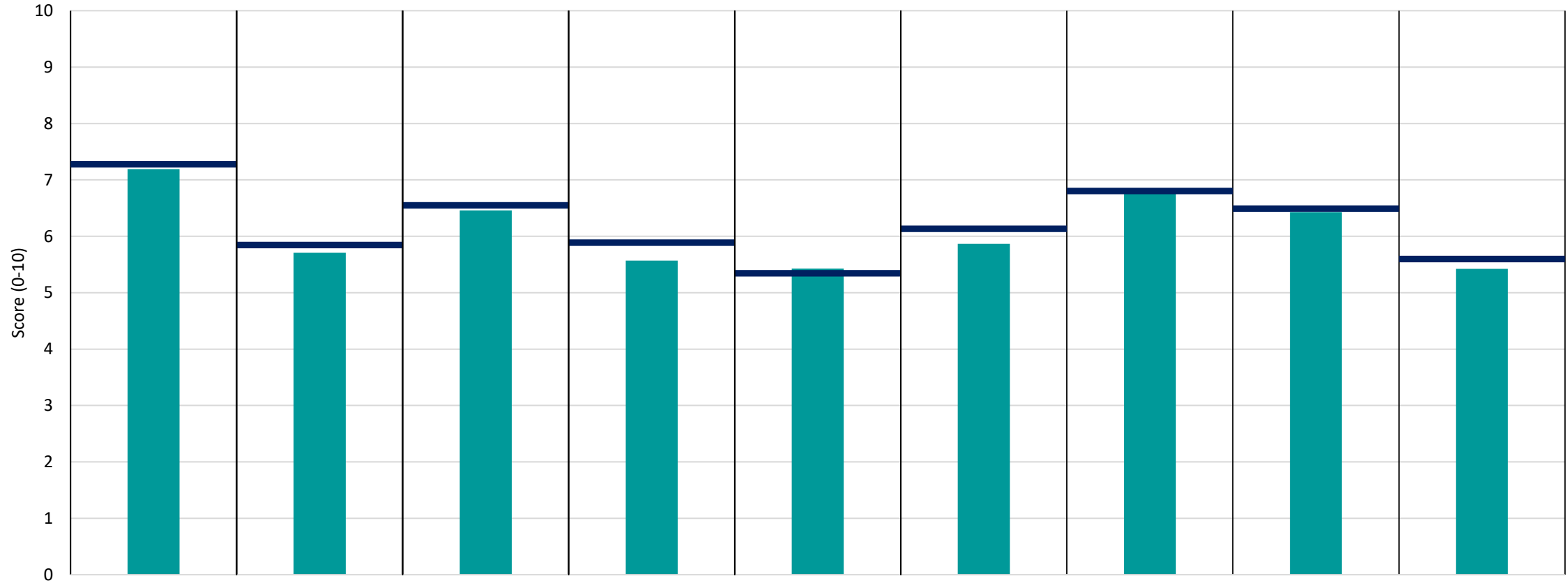
We are a team



Staff Engagement



Morale



Breakdown	7.19	5.71	6.46	5.57	5.43	5.87	6.77	6.43	5.42
Your org	7.28	5.85	6.55	5.89	5.34	6.13	6.80	6.49	5.60
Responses	906	908	897	902	874	906	904	908	908