



# Gateshead Health NHS Foundation Trust

2025 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>297 DIVISION - Chief Executive</u>	<u>6</u>
<u>297 DIVISION - Digital</u>	<u>7</u>
<u>297 DIVISION - Finance</u>	<u>8</u>
<u>297 DIVISION - Medical Director</u>	<u>9</u>
<u>297 DIVISION - Nursing &amp; Midwifery</u>	<u>10</u>
<u>297 DIVISION - People &amp; OD</u>	<u>11</u>
<u>297 DIVISION-Chief Operating Officer</u>	<u>12</u>

<u>297 BUSINESS UNIT - COO</u>	14
<u>297 BUSINESS UNIT - CSS</u>	15
<u>297 BUSINESS UNIT - Chief Executive</u>	16
<u>297 BUSINESS UNIT - Digital</u>	17
<u>297 BUSINESS UNIT - Finance</u>	18
<u>297 BUSINESS UNIT - Medical Director</u>	19
<u>297 BUSINESS UNIT - Medicine &amp; Comm</u>	20
<u>297 BUSINESS UNIT - People &amp; OD</u>	21
<u>297BUSINESS UNIT - Surgical Services</u>	22
<u>297BUSINESS UNIT-Nursing &amp; Midwifery</u>	23

This breakdown report for Gateshead Health 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.

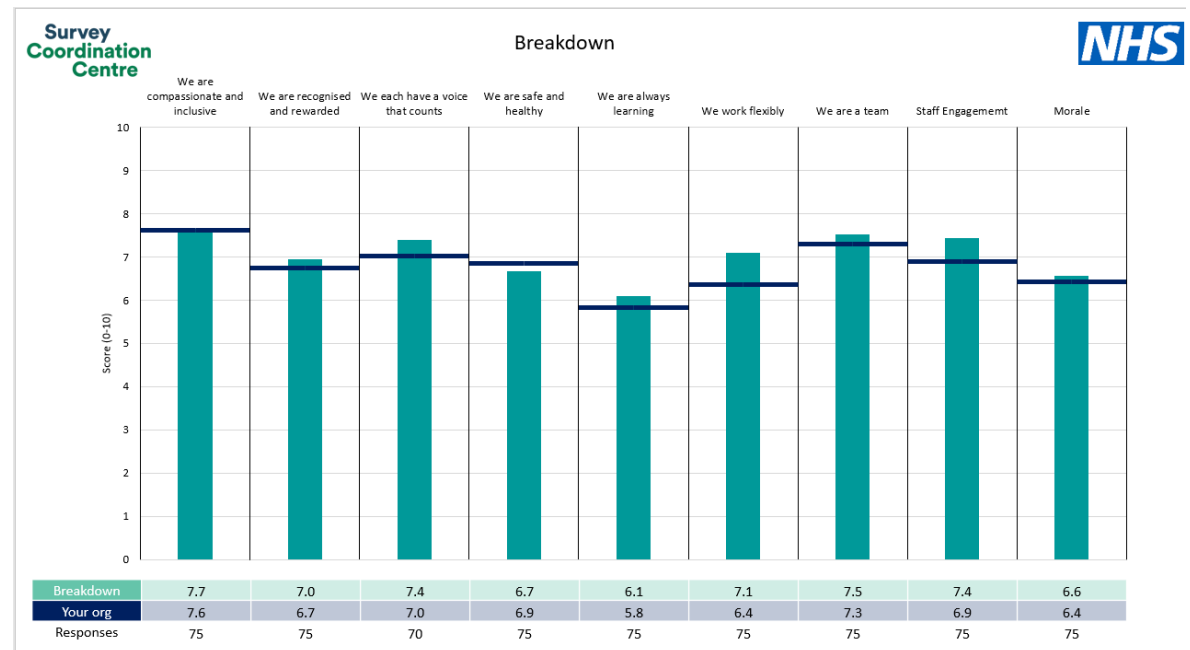
The breakdowns used in this report were provided and defined by Gateshead Health NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

## 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

Gateshead Health 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



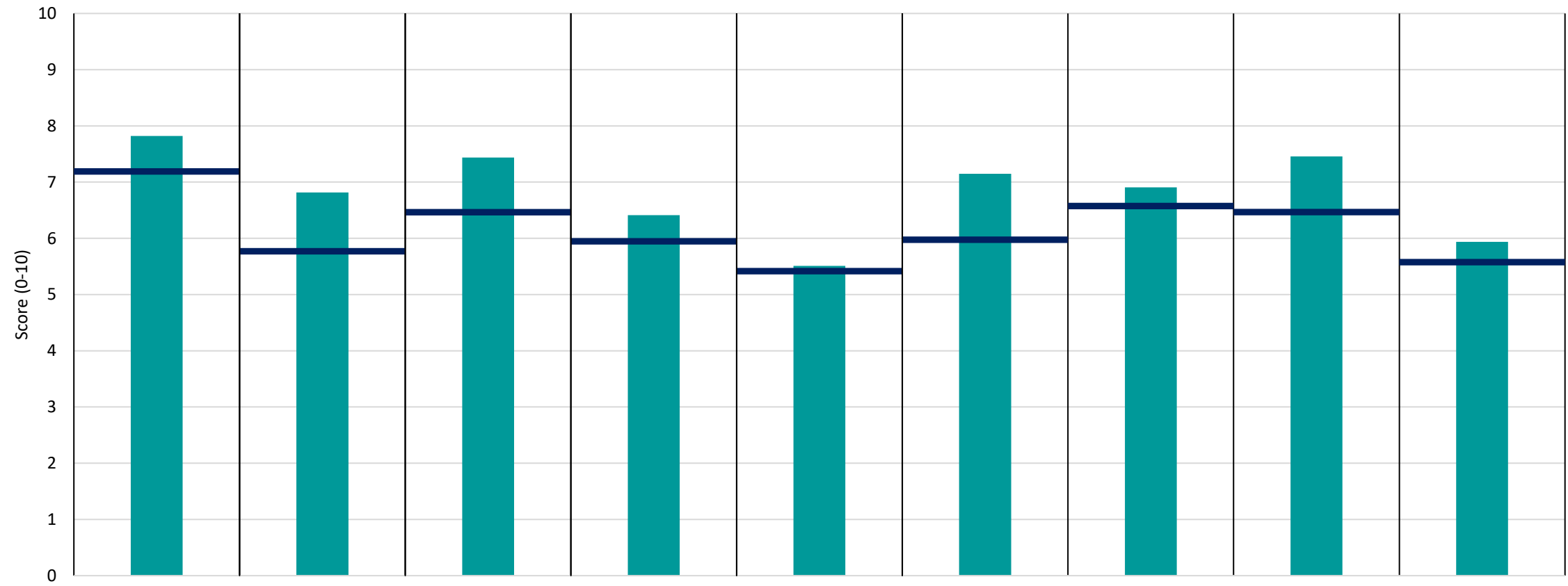
We are a team



Staff Engagement



Morale



Breakdown	7.82	6.82	7.44	6.41	5.51	7.15	6.91	7.46	5.94
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	19	19	19	19	19	19	19	19	19



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



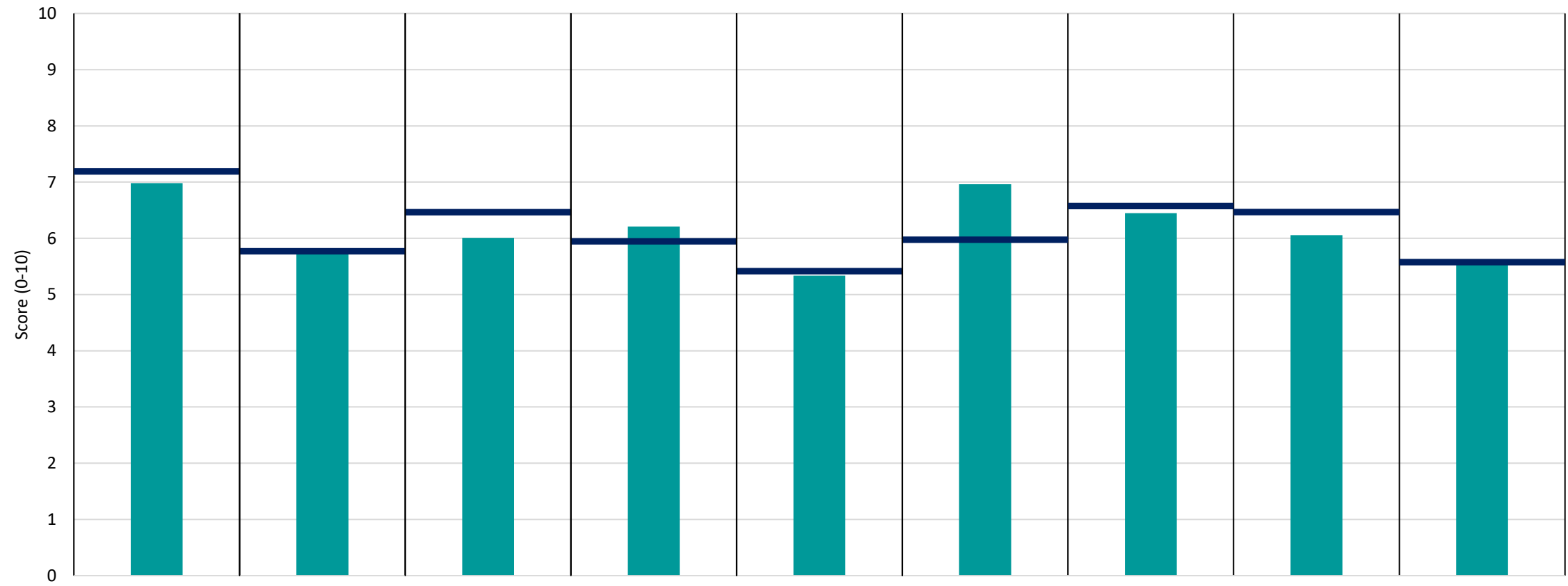
We are a team



Staff Engagement



Morale



Breakdown	6.98	5.73	6.01	6.21	5.34	6.96	6.45	6.05	5.60
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	79	79	79	79	77	79	79	79	79



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



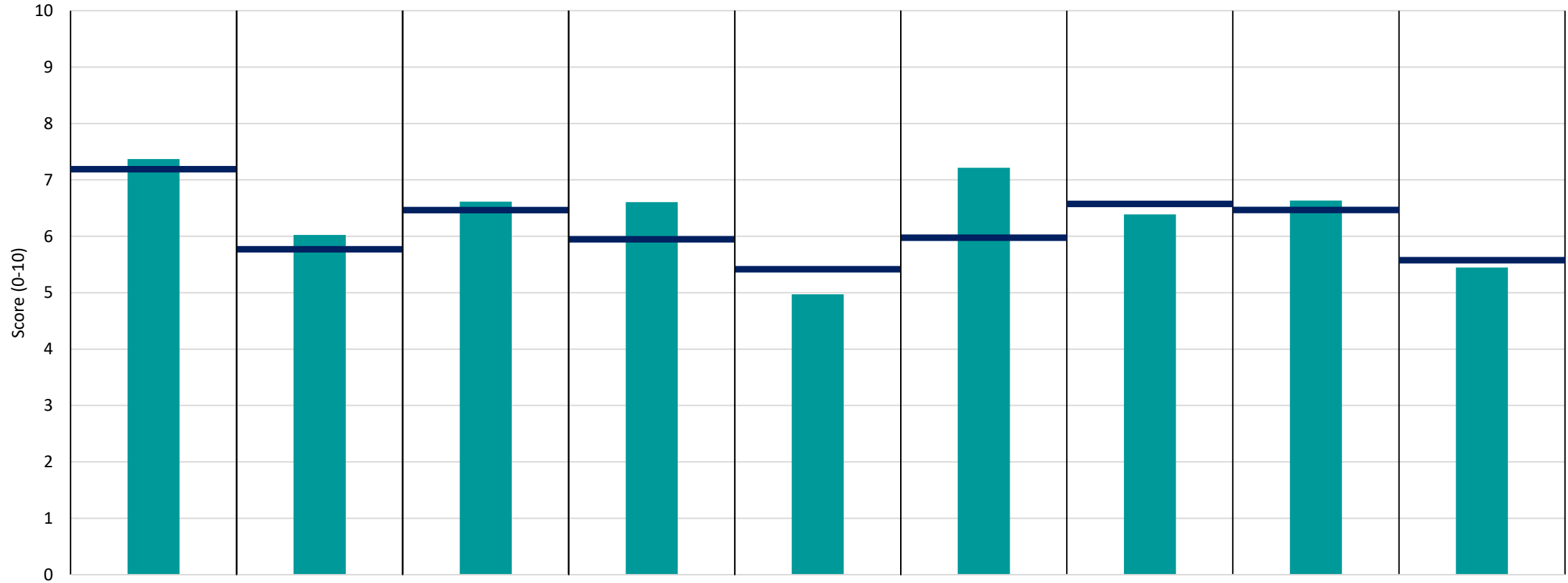
We are a team



Staff Engagement



Morale



Breakdown	7.37	6.02	6.61	6.60	4.97	7.22	6.39	6.63	5.45
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	41	41	41	40	40	41	41	41	41



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



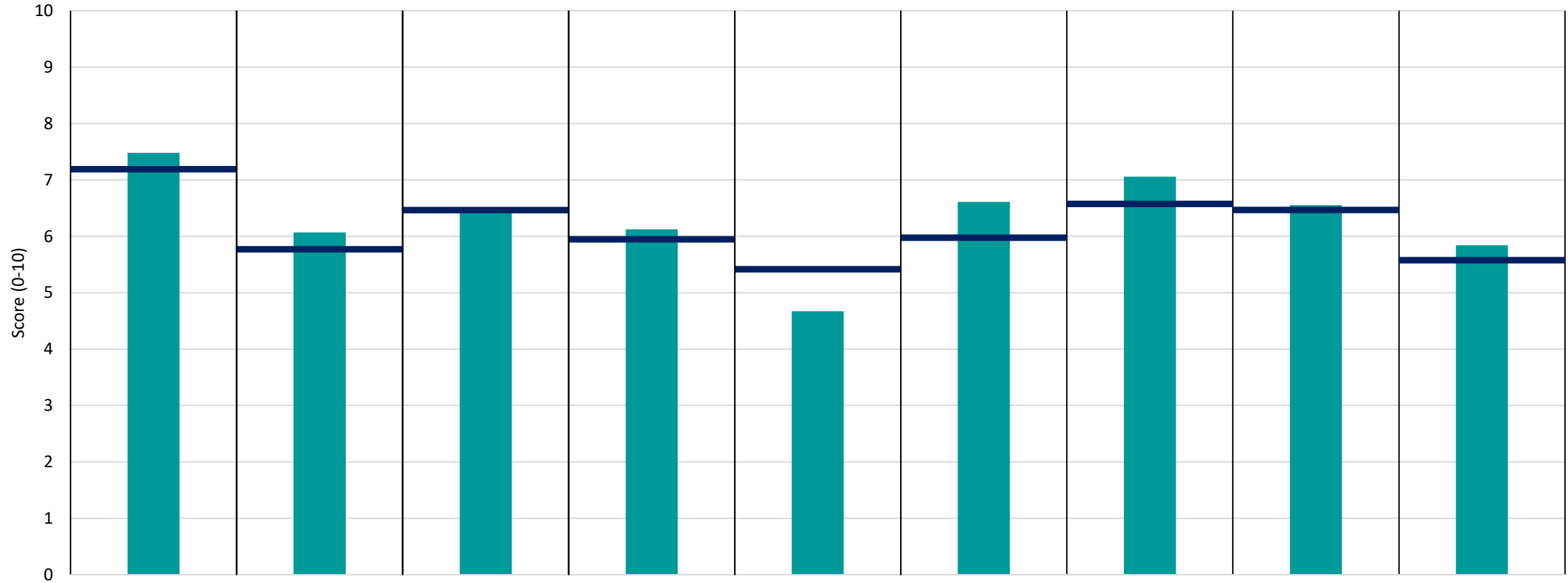
We are a team



Staff Engagement



Morale



Breakdown	7.48	6.07	6.41	6.12	4.67	6.61	7.06	6.55	5.84
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	29	29	29	29	29	29	29	29	29



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



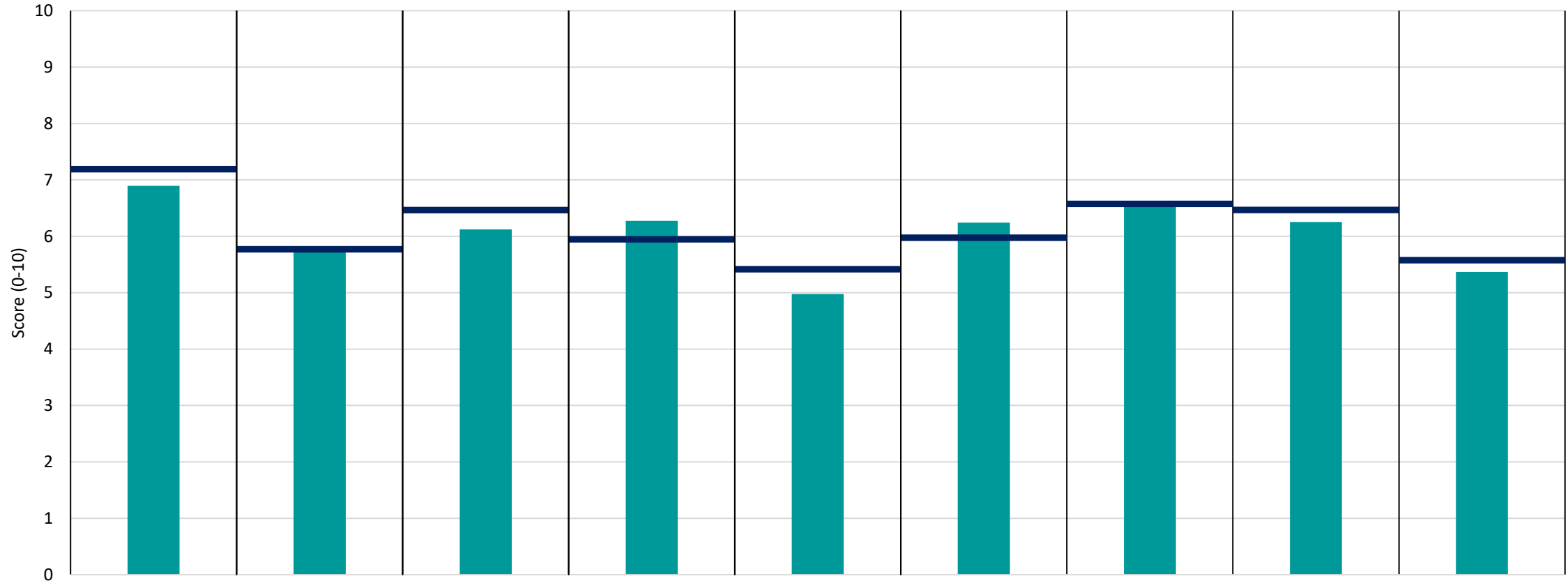
We are a team



Staff Engagement



Morale



Breakdown	6.90	5.76	6.12	6.27	4.98	6.24	6.60	6.25	5.37
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	45	45	45	45	44	45	45	45	45



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



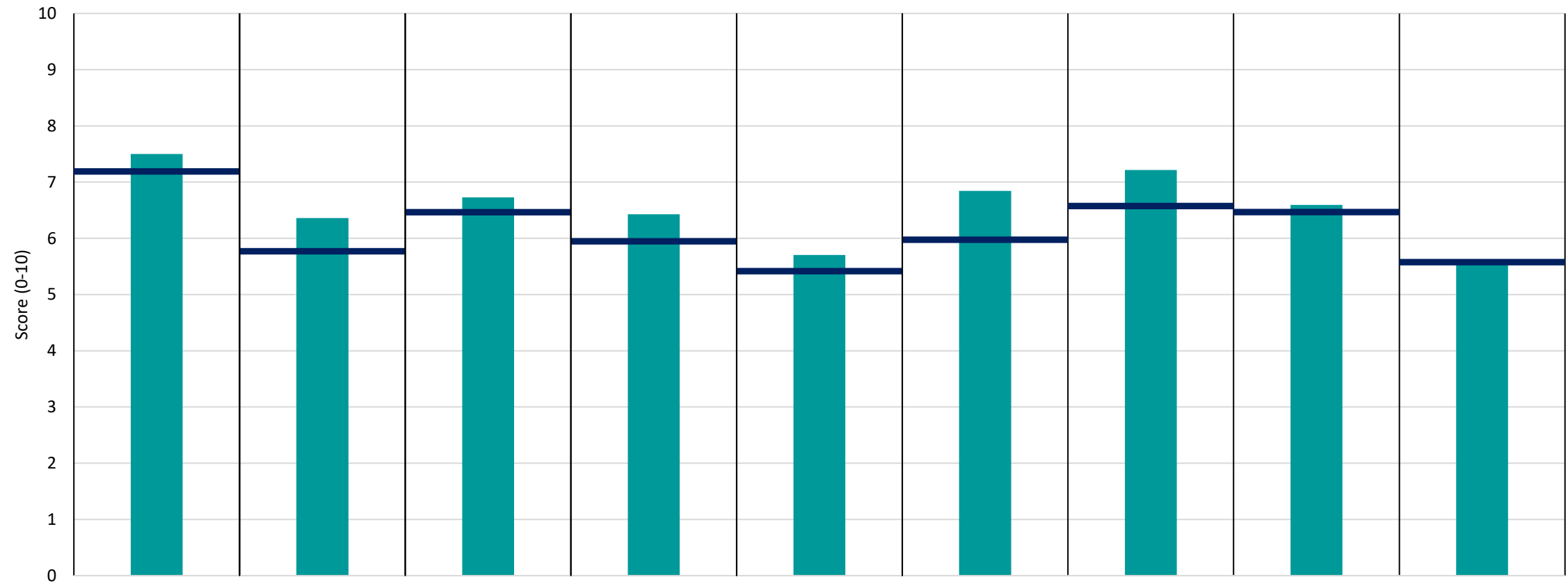
We are a team



Staff Engagement



Morale



Breakdown	7.50	6.36	6.73	6.43	5.71	6.84	7.21	6.59	5.60
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	64	64	64	64	62	64	64	64	64



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



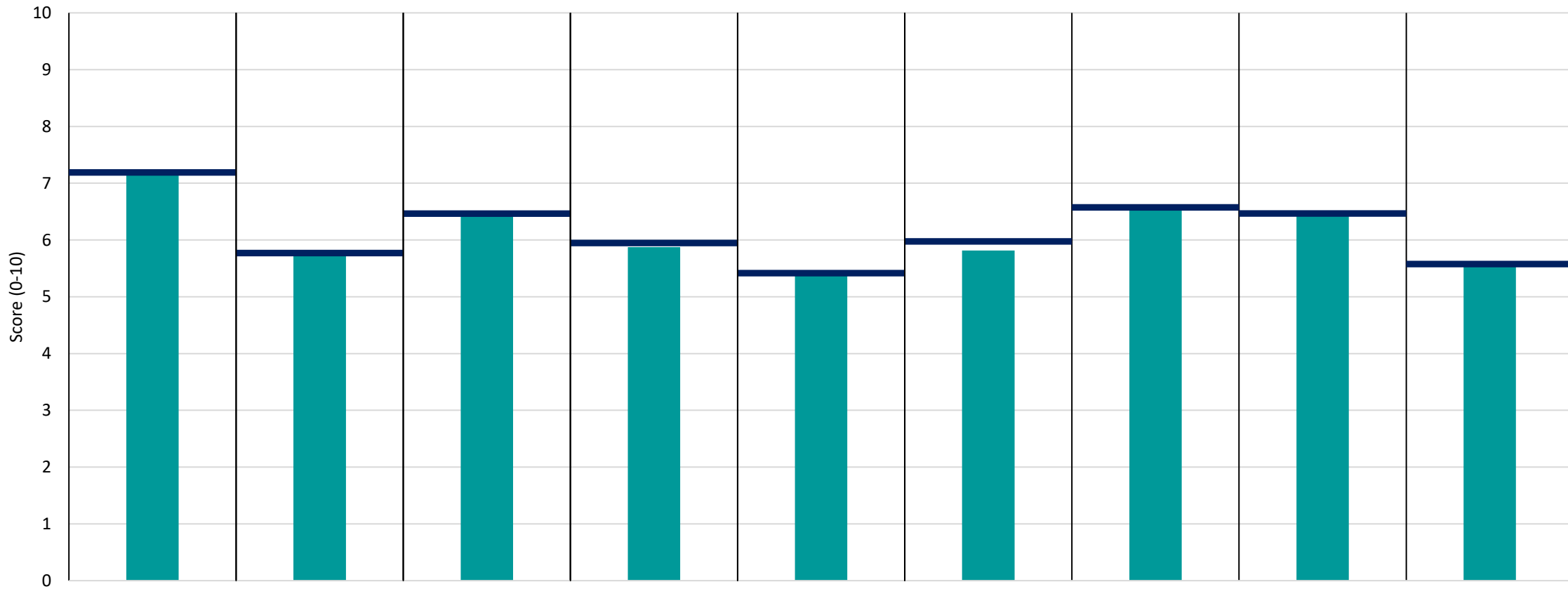
We are a team



Staff Engagement



Morale



Breakdown	7.18	5.72	6.47	5.87	5.45	5.81	6.54	6.47	5.57
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	1474	1475	1464	1470	1426	1469	1473	1475	1475

# Breakdowns 2

Gateshead Health 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



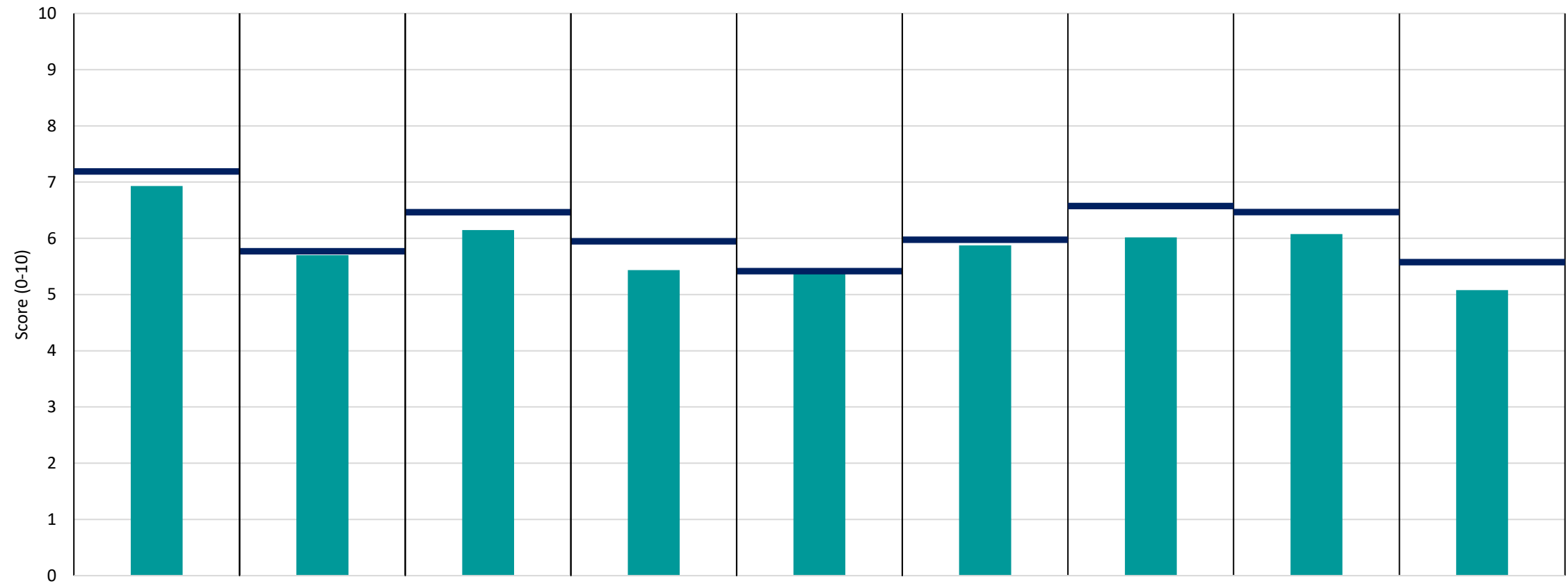
We are a team



Staff Engagement



Morale



Breakdown	6.93	5.70	6.15	5.43	5.46	5.88	6.02	6.07	5.08
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	30	30	30	30	29	30	30	30	30



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



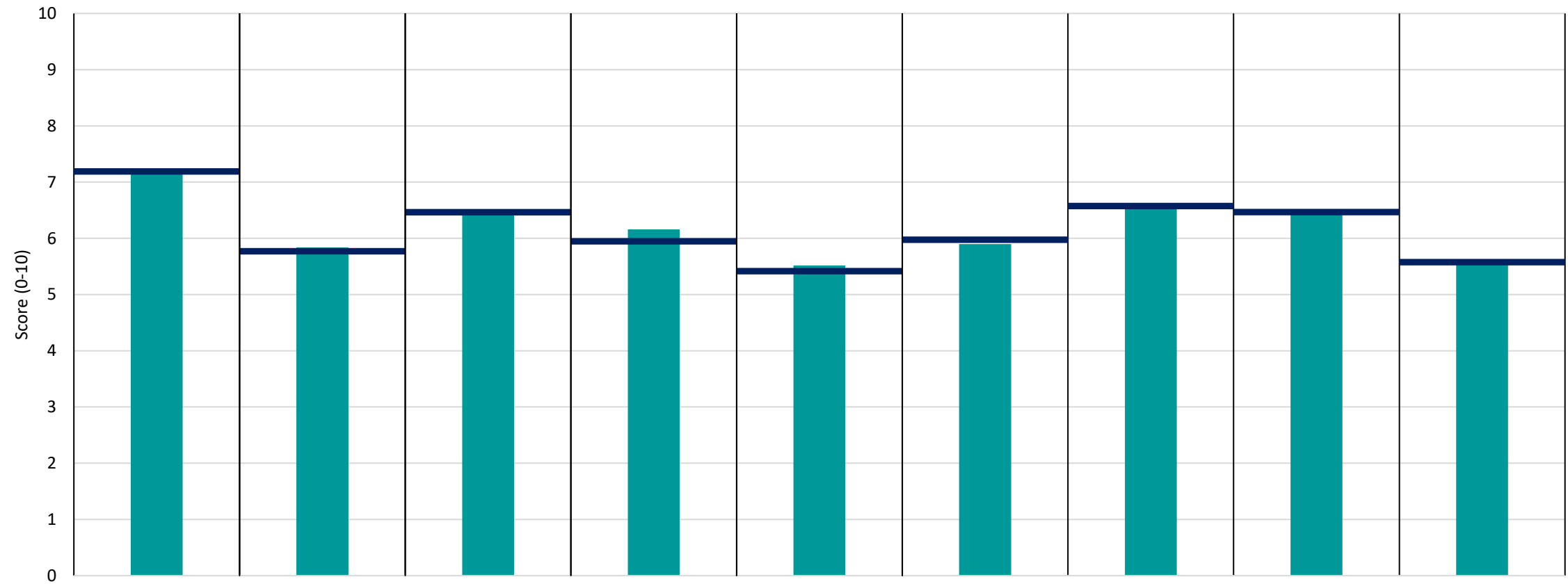
We are a team



Staff Engagement



Morale



Breakdown	7.23	5.84	6.47	6.16	5.52	5.90	6.56	6.46	5.59
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	598	599	594	596	580	597	598	599	599



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



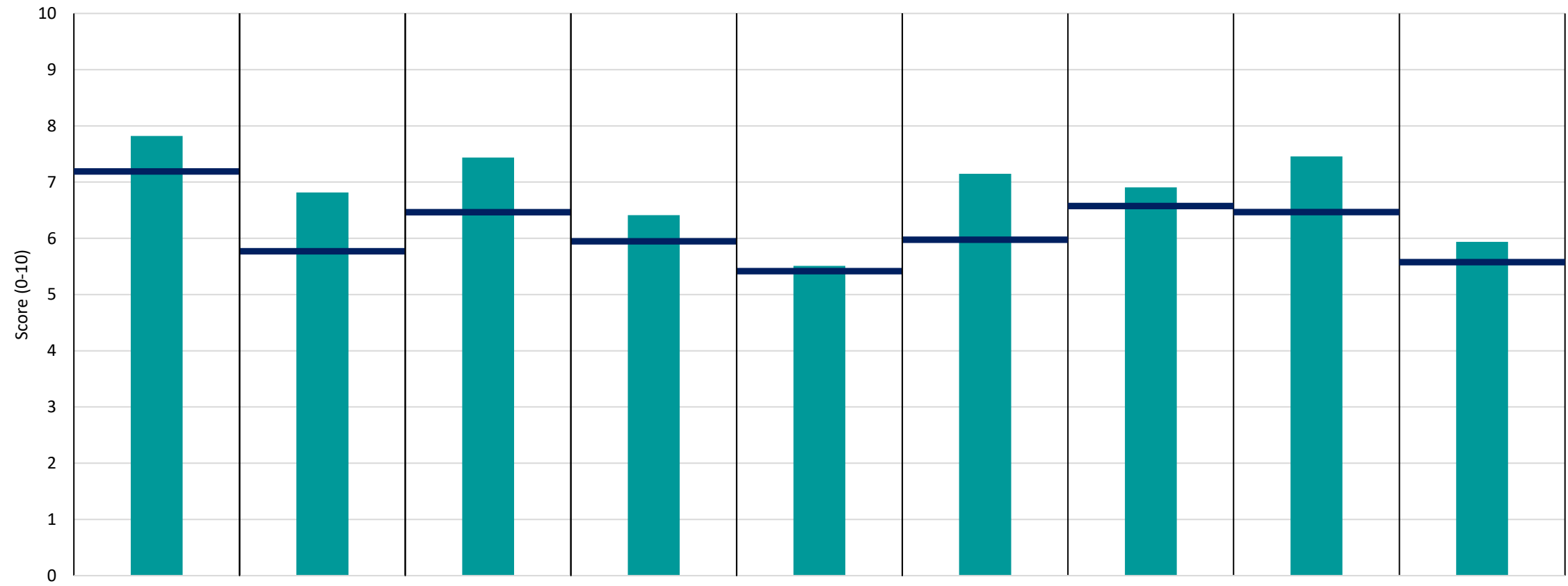
We are a team



Staff Engagement



Morale



Breakdown	7.82	6.82	7.44	6.41	5.51	7.15	6.91	7.46	5.94
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	19	19	19	19	19	19	19	19	19



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



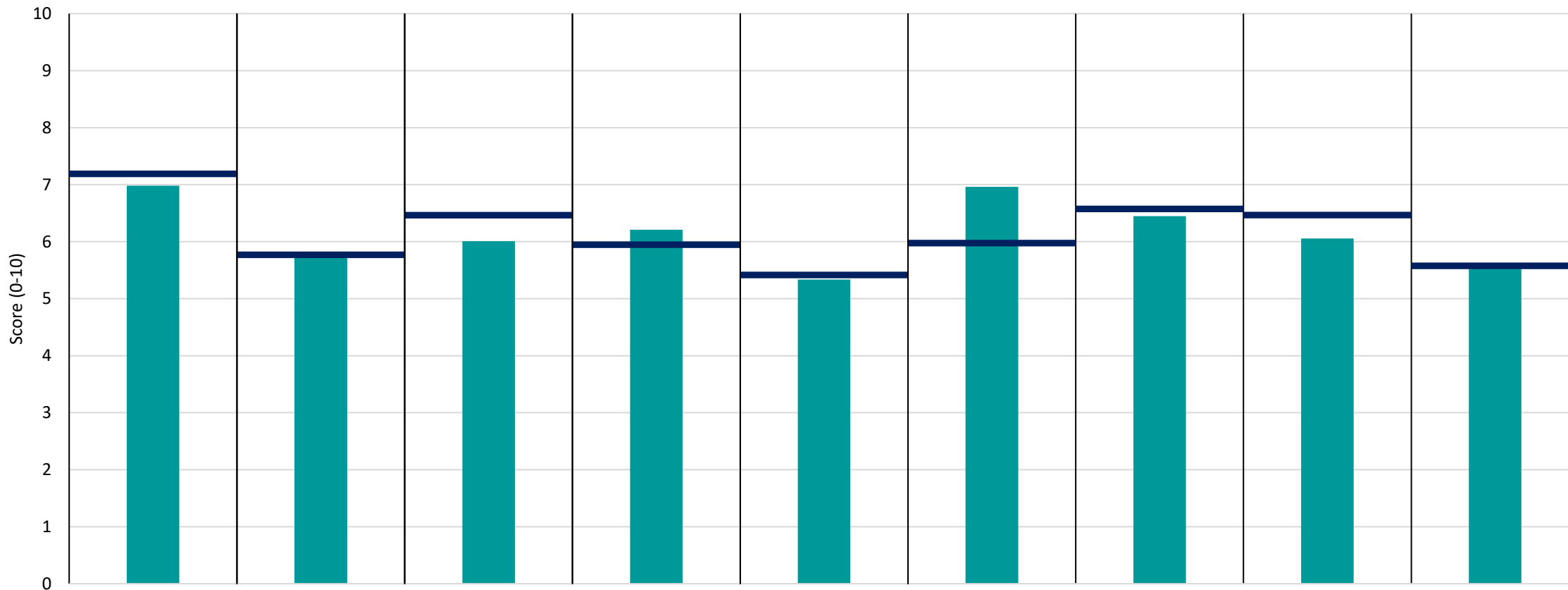
We are a team



Staff Engagement



Morale



Breakdown	6.98	5.73	6.01	6.21	5.34	6.96	6.45	6.05	5.60
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	79	79	79	79	77	79	79	79	79



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



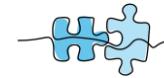
We are safe and  
healthy



We are always  
learning



We work flexibly



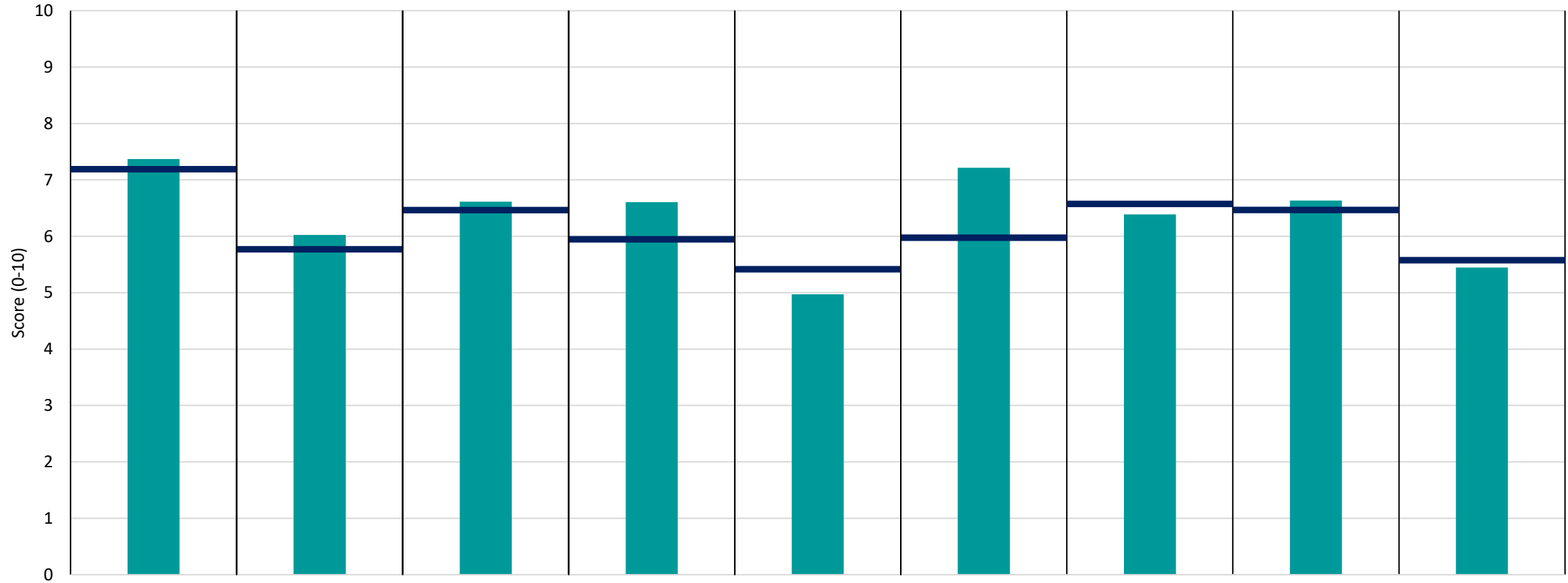
We are a team



Staff Engagement



Morale



Breakdown	7.37	6.02	6.61	6.60	4.97	7.22	6.39	6.63	5.45
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	41	41	41	40	40	41	41	41	41



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



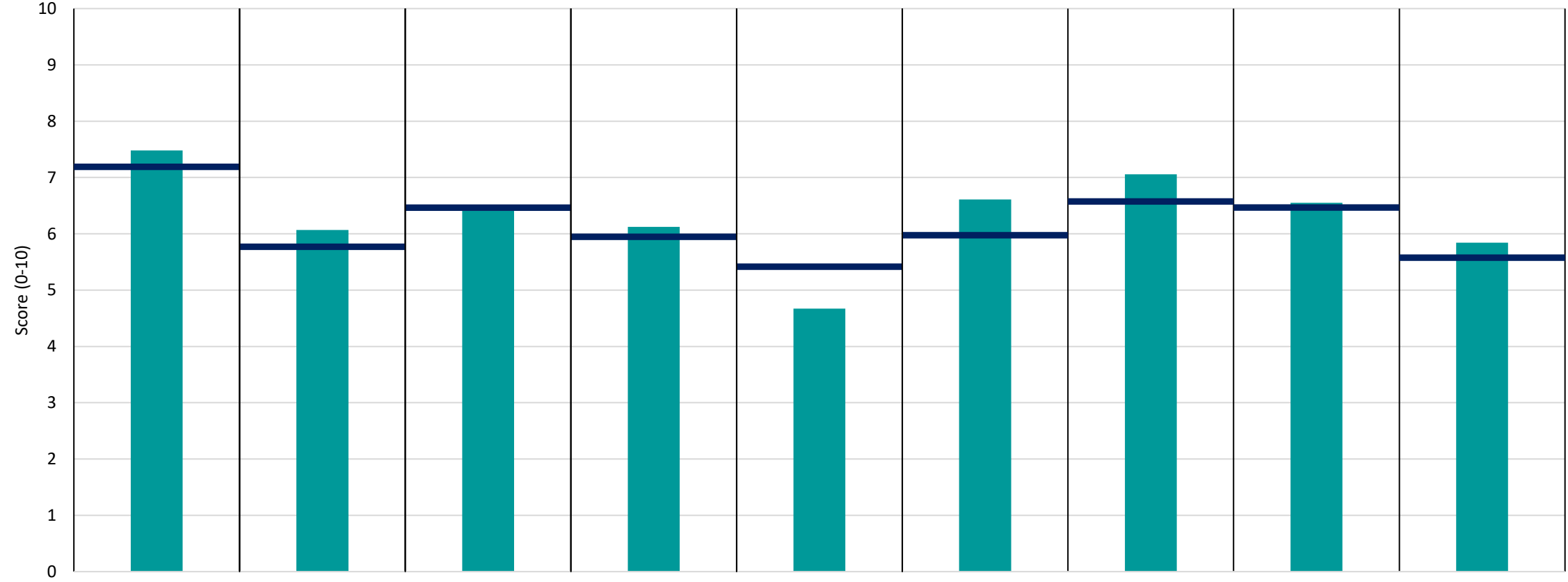
We are a team



Staff Engagement



Morale



Breakdown	7.48	6.07	6.41	6.12	4.67	6.61	7.06	6.55	5.84
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	29	29	29	29	29	29	29	29	29



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



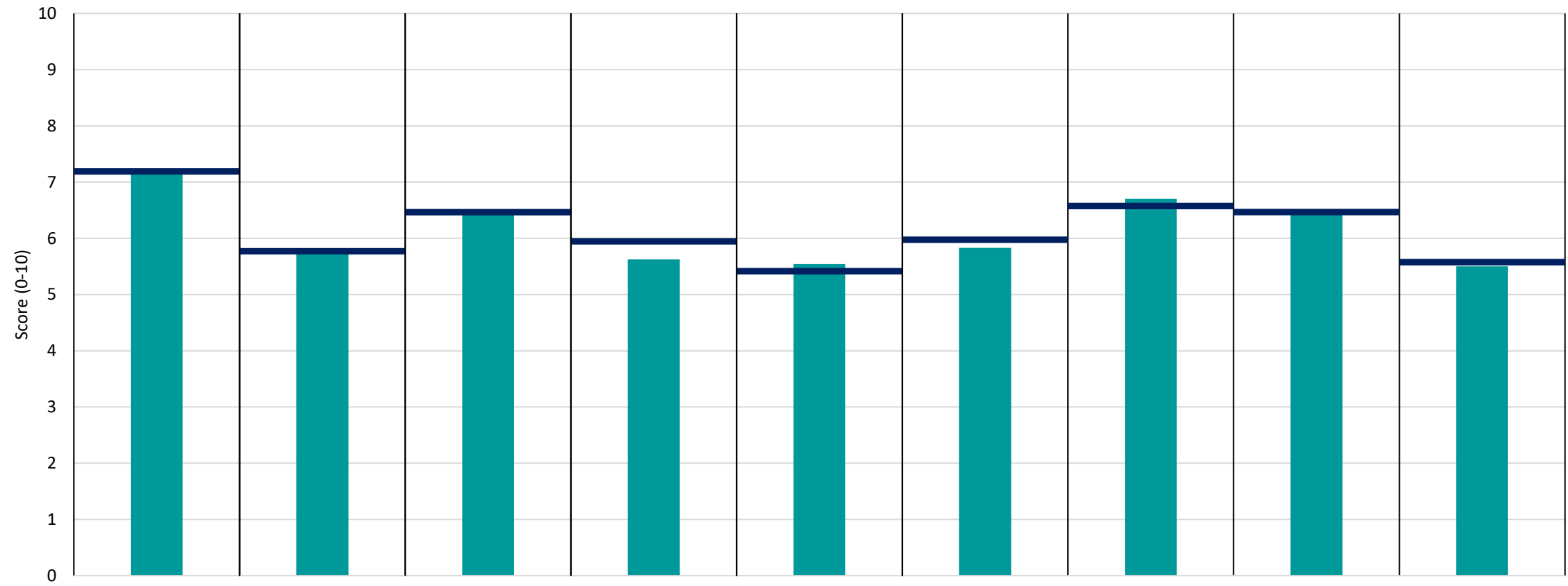
We are a team



Staff Engagement



Morale



Breakdown	7.22	5.79	6.48	5.62	5.54	5.83	6.71	6.45	5.50
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	474	474	469	473	458	472	474	474	474



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



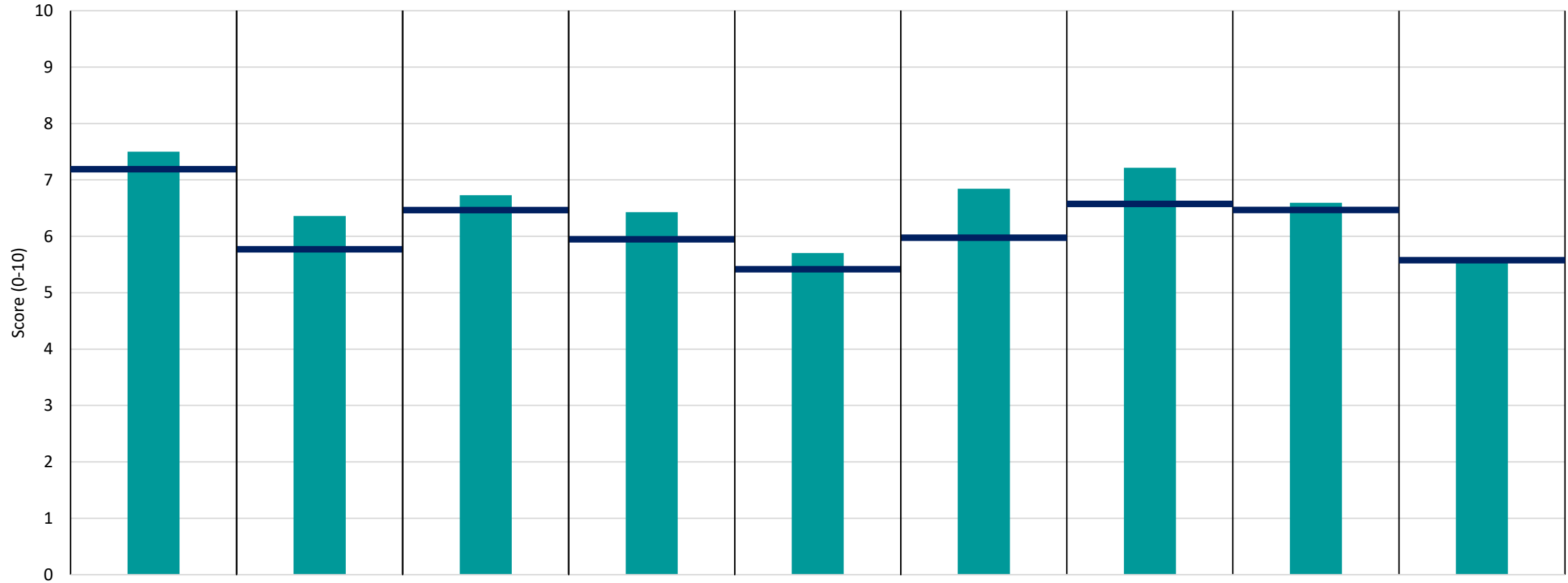
We are a team



Staff Engagement



Morale



Breakdown	7.50	6.36	6.73	6.43	5.71	6.84	7.21	6.59	5.60
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	64	64	64	64	62	64	64	64	64



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



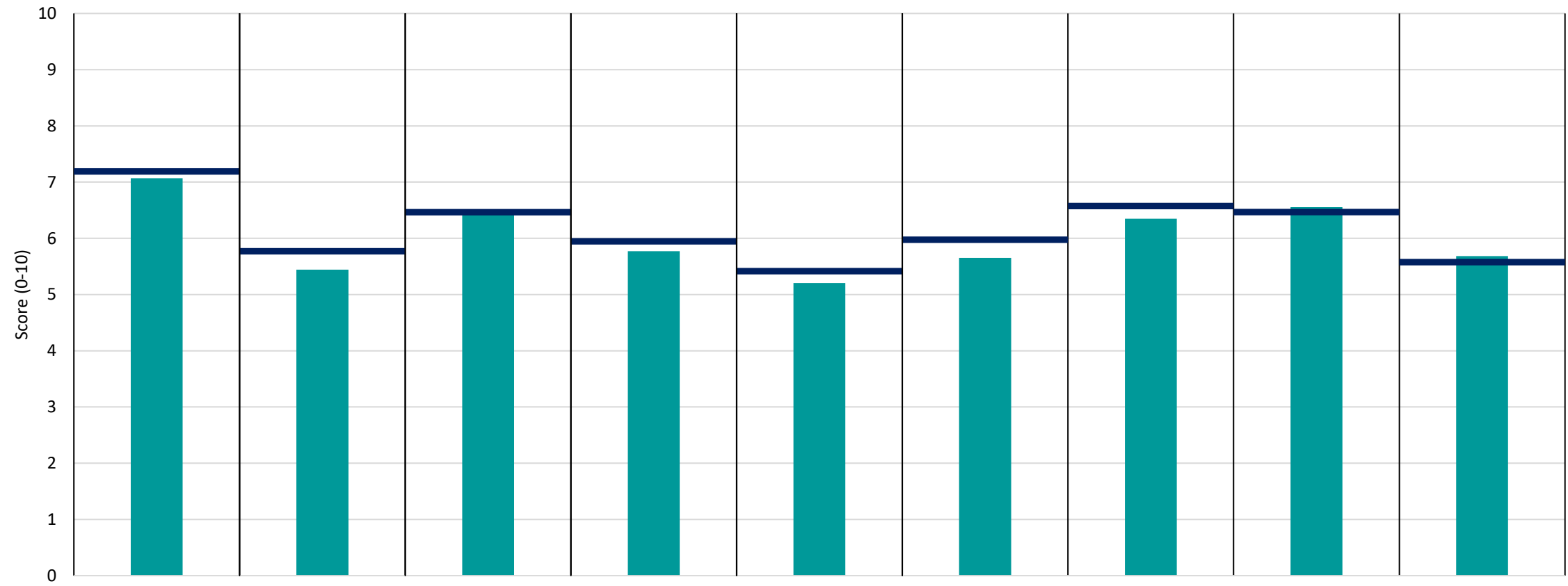
We are a team



Staff Engagement



Morale



Breakdown	7.07	5.44	6.49	5.77	5.21	5.65	6.35	6.55	5.68
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	373	373	372	372	360	371	372	373	373



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



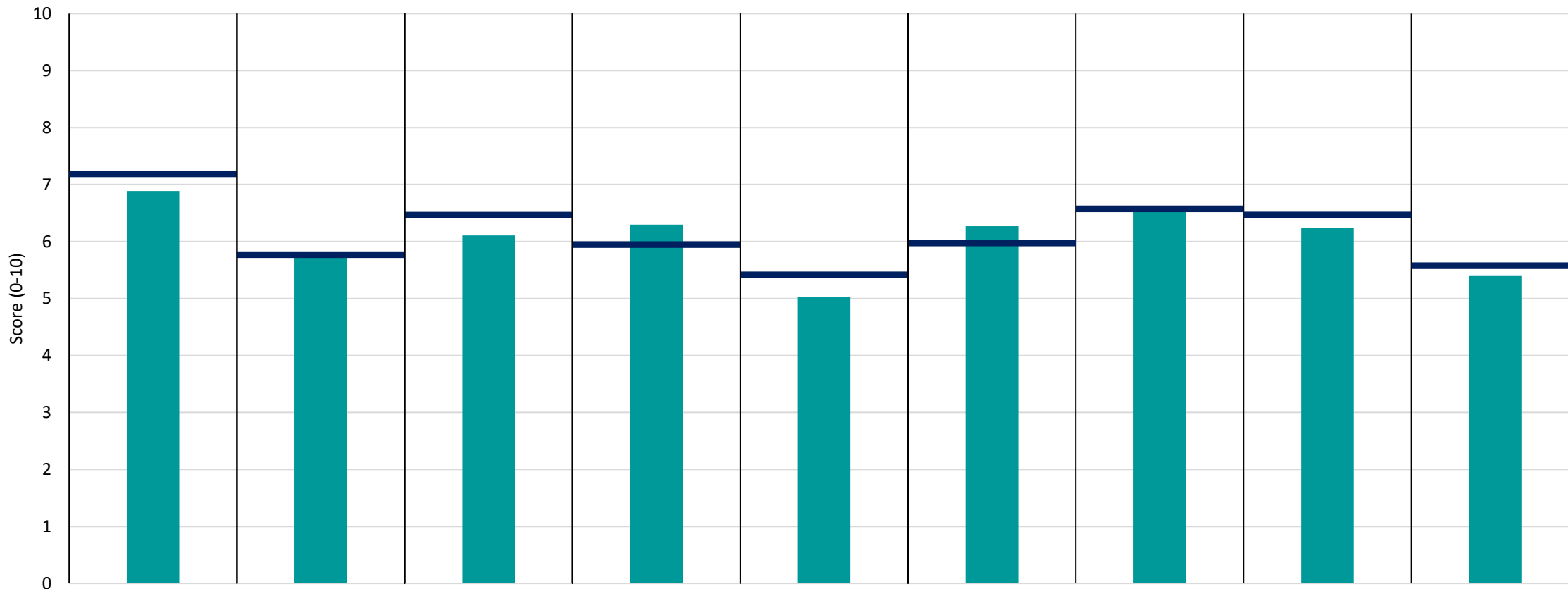
We are a team



Staff Engagement



Morale



Breakdown	6.89	5.76	6.11	6.30	5.03	6.27	6.59	6.24	5.39
Your org	7.19	5.77	6.46	5.95	5.42	5.97	6.57	6.47	5.58
Responses	44	44	44	44	43	44	44	44	44