



Oxford University Hospitals NHS Foundation Trust

2025 NHS Staff Survey

Breakdown report

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This breakdown report for Oxford 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.

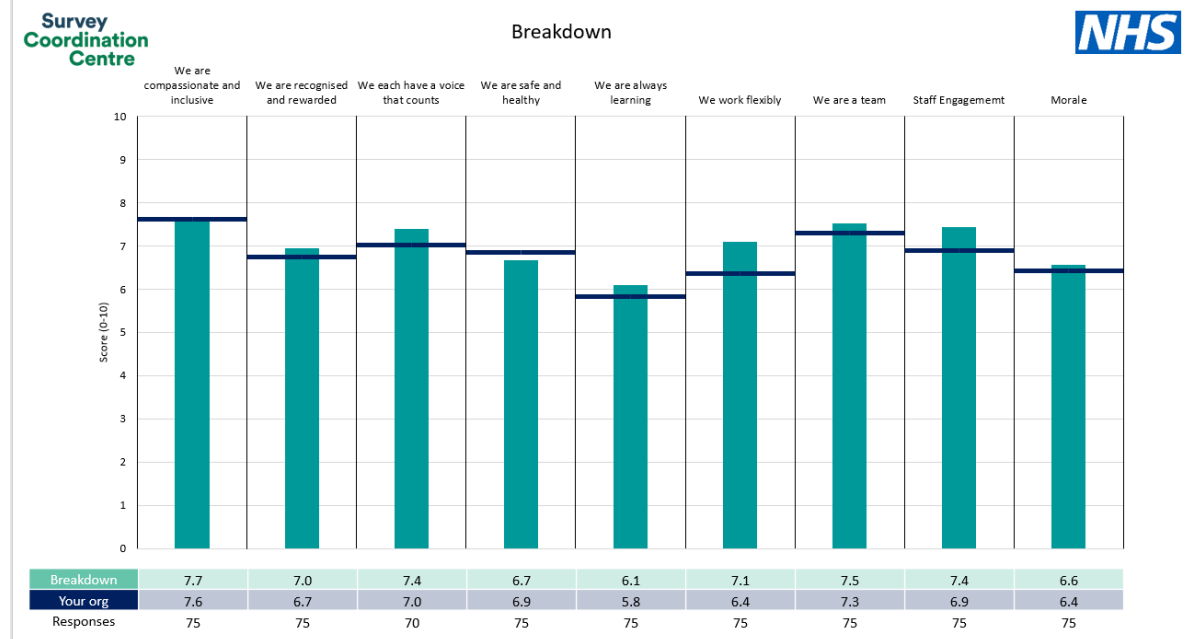
The breakdowns used in this report were provided and defined by Oxford University Hospitals NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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

Oxford University Hospitals NHS Foundation Trust
2025 NHS Staff Survey



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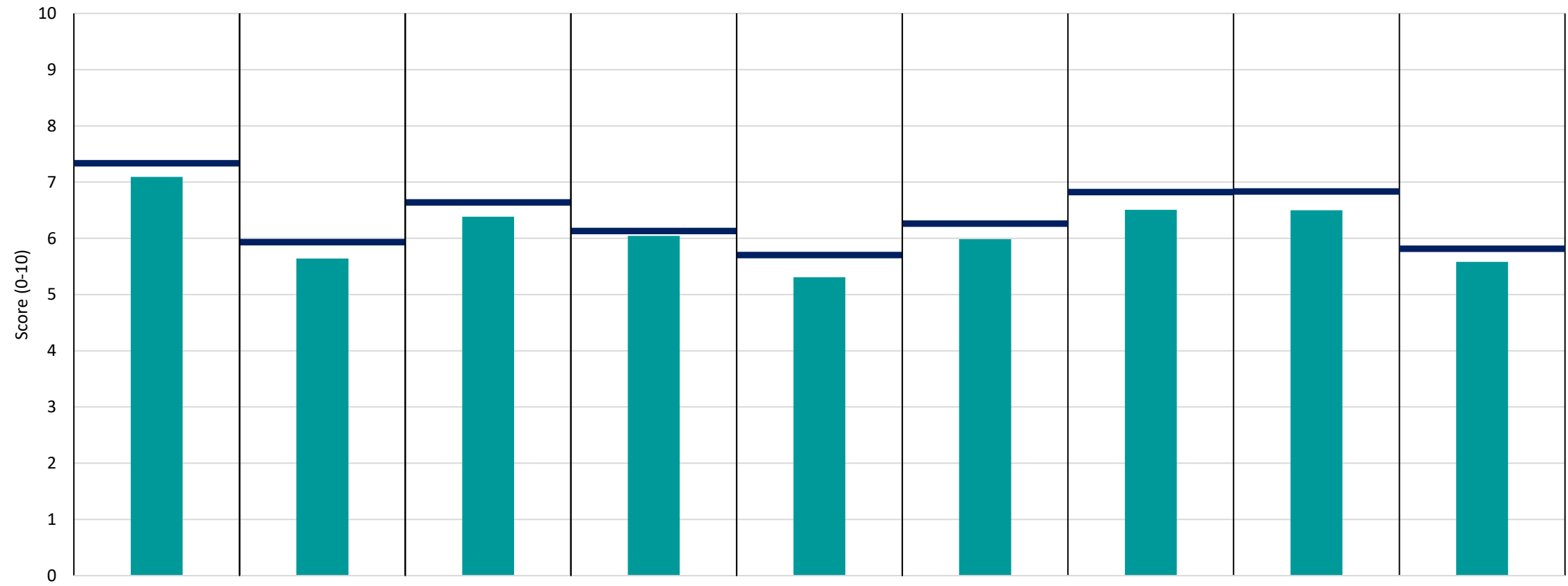
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Staff Engagement



Morale



Breakdown	7.09	5.64	6.38	6.04	5.31	5.98	6.51	6.50	5.58
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	972	971	966	970	948	965	972	974	973



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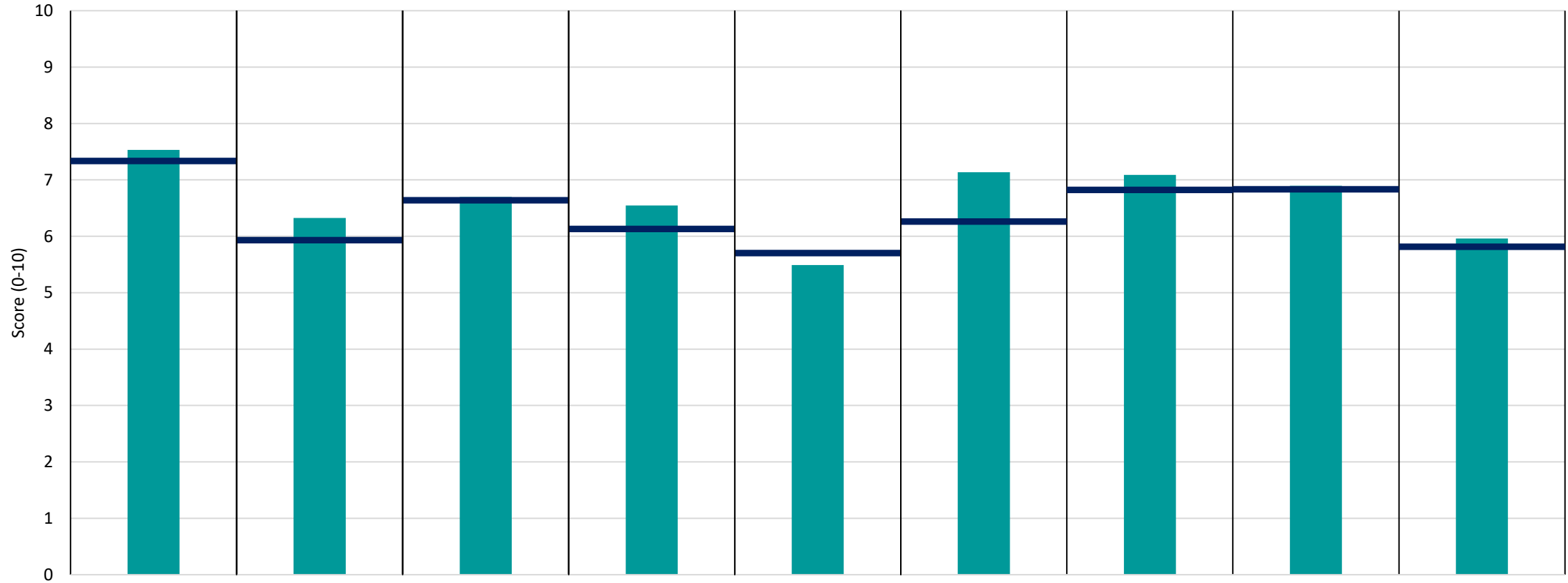
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Staff Engagement



Morale



Breakdown	7.53	6.33	6.70	6.55	5.49	7.14	7.09	6.89	5.96
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	719	718	709	715	703	711	718	719	718



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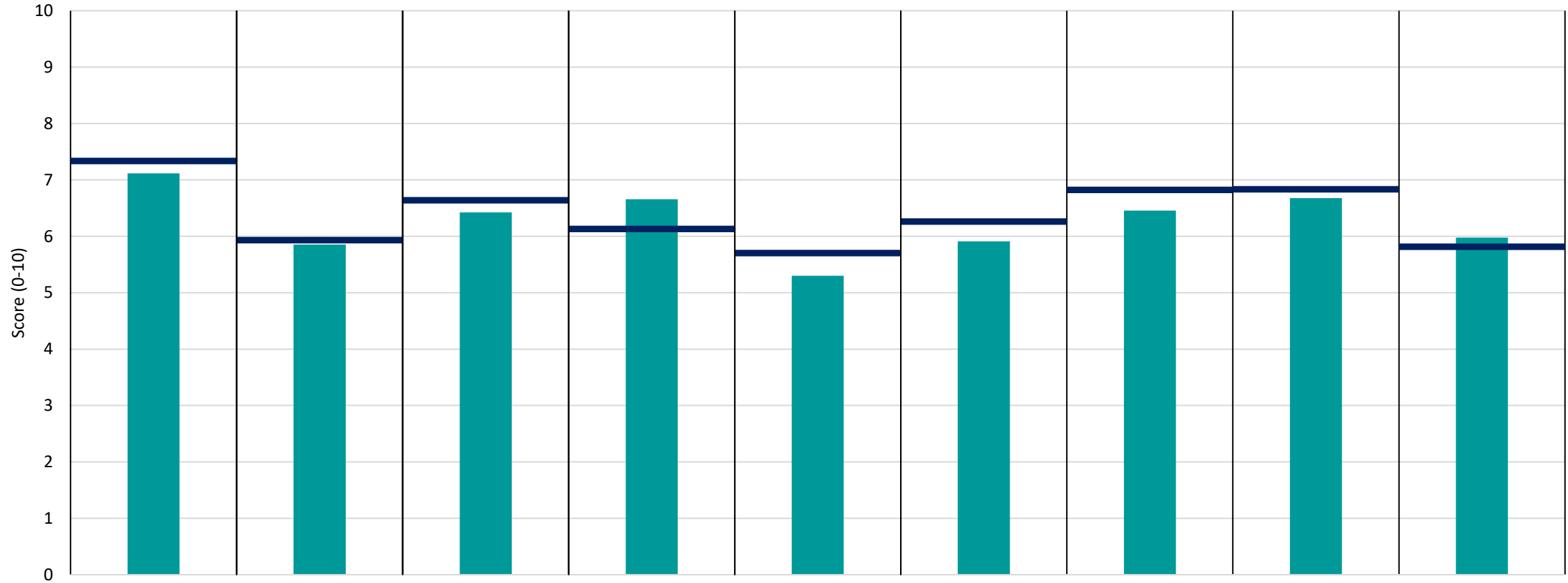
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Staff Engagement



Morale



Breakdown	7.12	5.86	6.43	6.66	5.30	5.91	6.45	6.68	5.98
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	176	176	175	175	164	175	176	175	176



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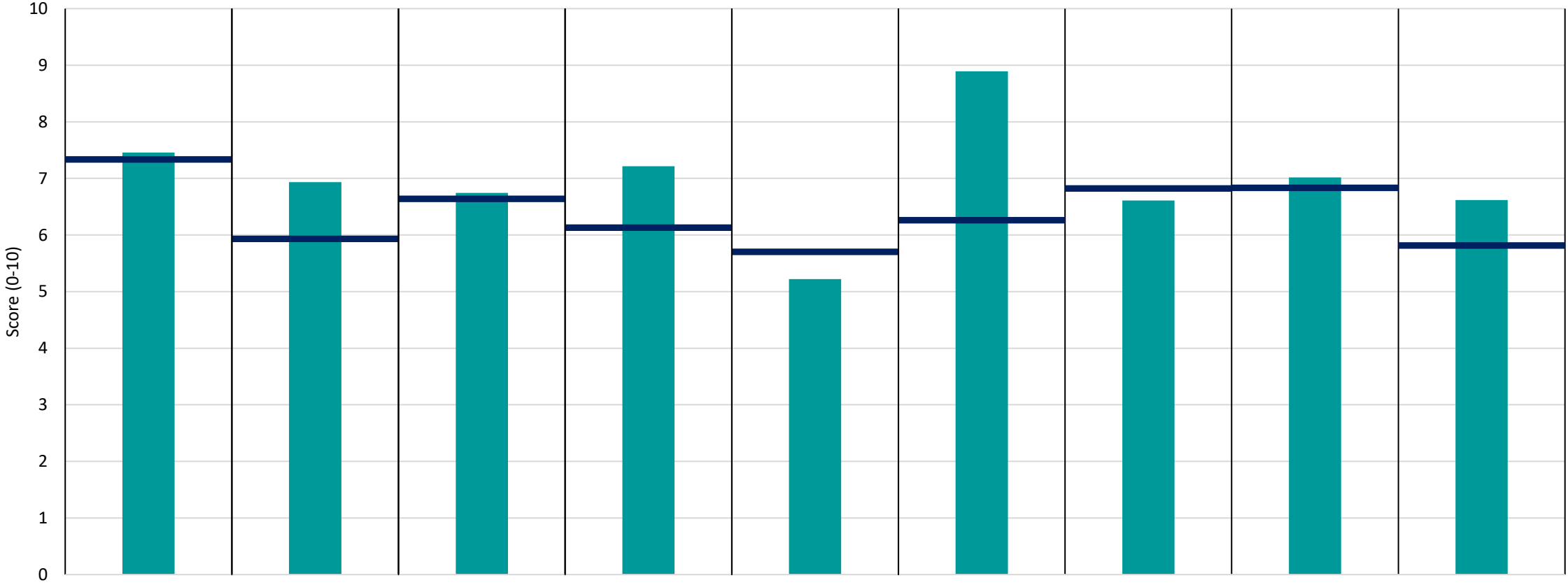
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Staff Engagement



Morale



Breakdown	7.46	6.93	6.74	7.22	5.22	8.89	6.61	7.02	6.62
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	23	23	23	23	22	23	23	23	23



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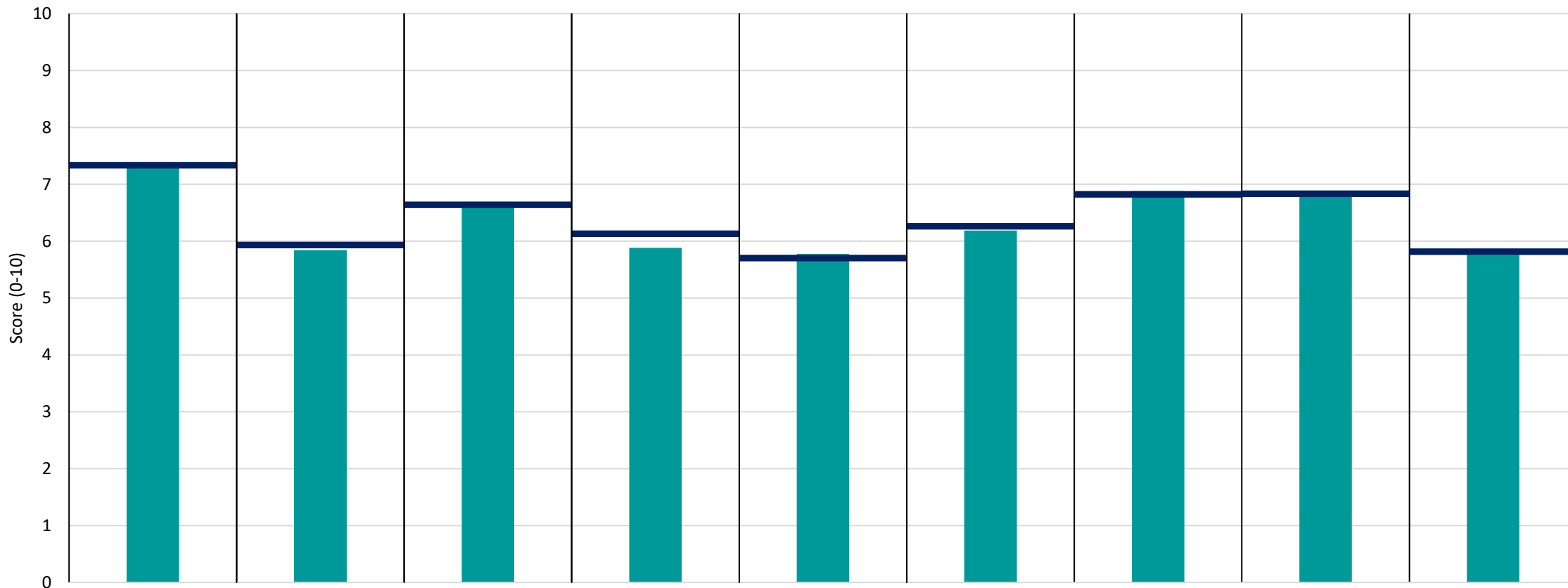
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Breakdown	7.33	5.84	6.62	5.88	5.77	6.19	6.88	6.83	5.76
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	1182	1182	1174	1172	1154	1175	1181	1182	1183



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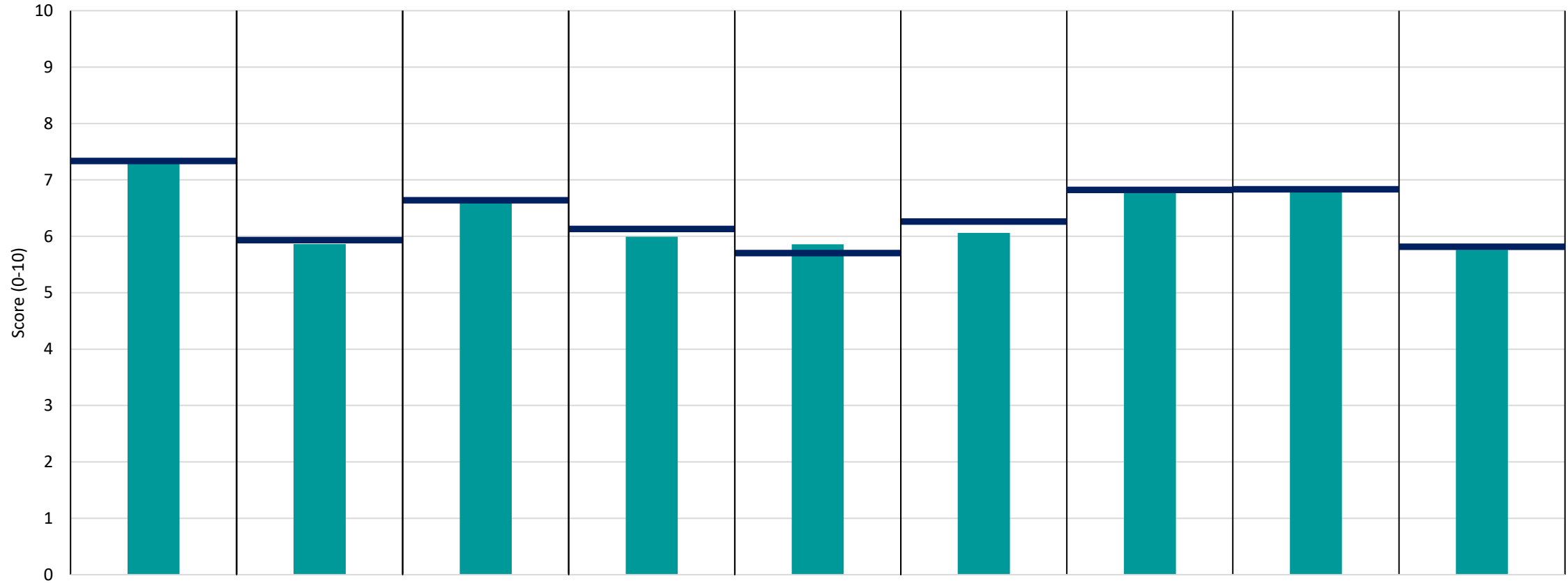
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Breakdown	7.30	5.86	6.68	5.99	5.86	6.06	6.80	6.87	5.76
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	1491	1495	1483	1484	1448	1489	1491	1494	1495



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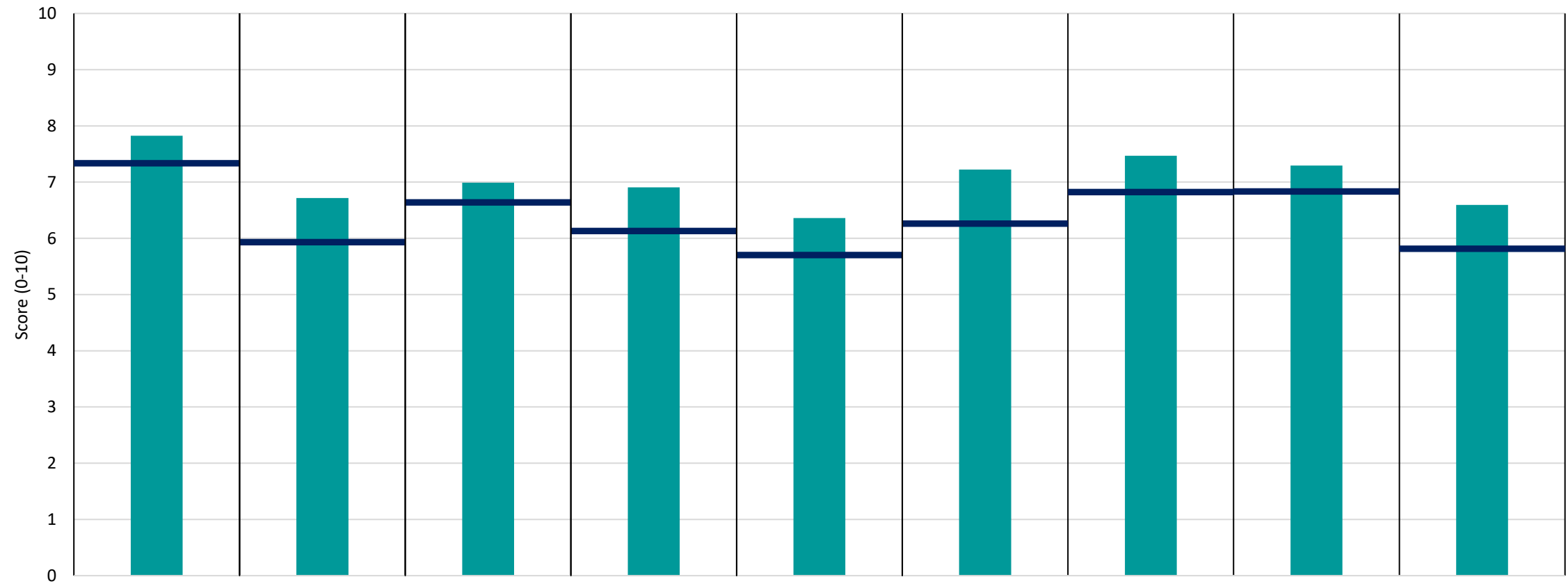
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Breakdown	7.82	6.72	6.99	6.91	6.36	7.23	7.47	7.30	6.59
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	153	153	152	152	151	150	153	152	153



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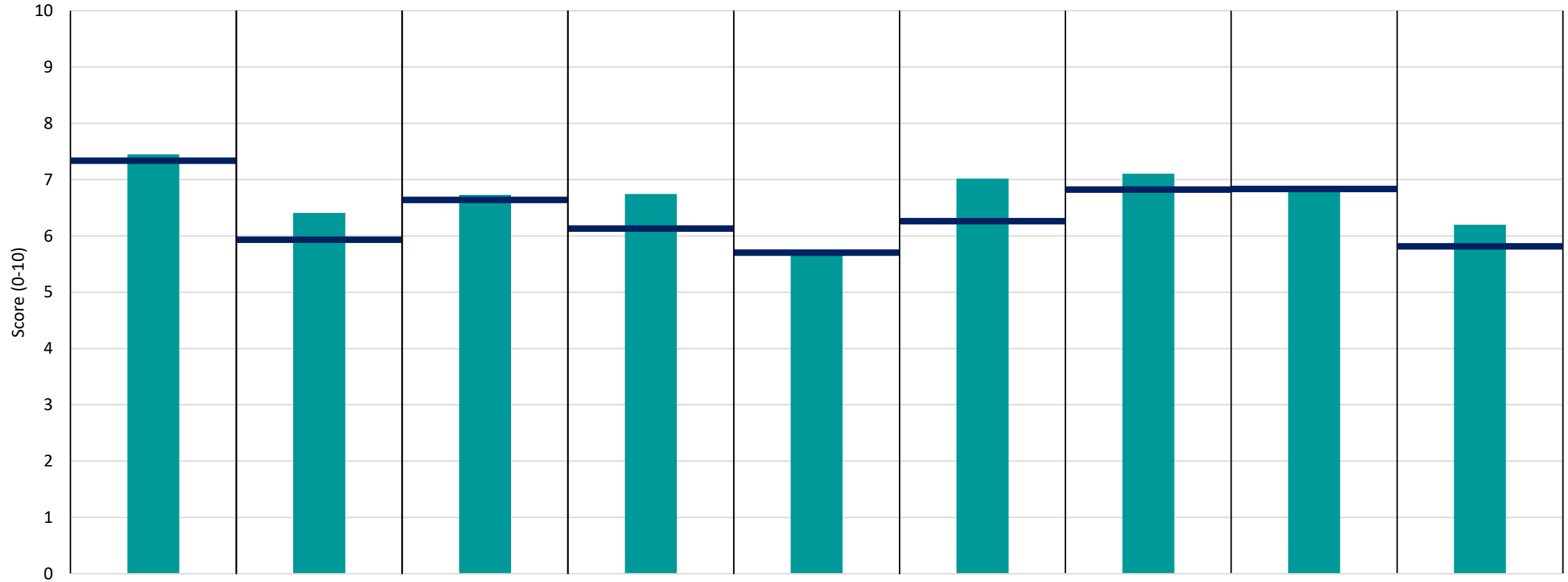
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Breakdown	7.45	6.41	6.73	6.75	5.67	7.02	7.10	6.79	6.20
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	74	74	74	74	73	73	74	74	74



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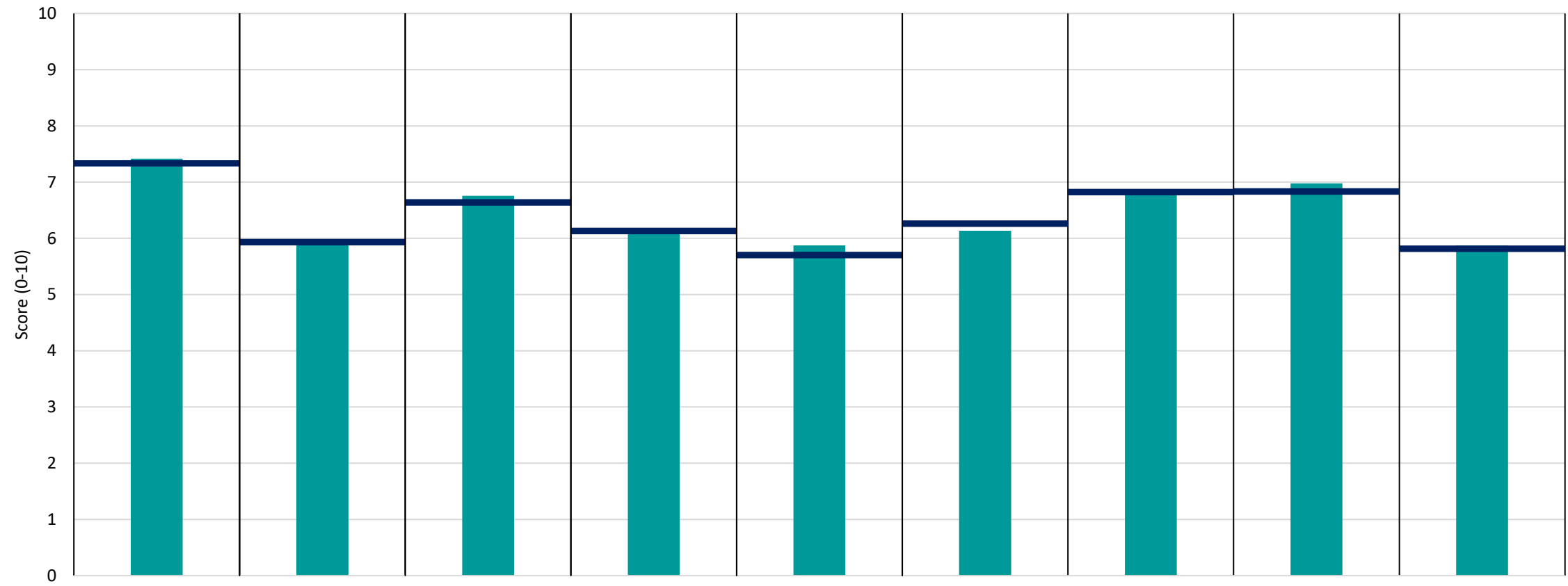
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Breakdown	7.41	5.97	6.76	6.13	5.87	6.13	6.85	6.98	5.87
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	1250	1251	1240	1243	1225	1237	1247	1252	1252

Breakdowns 2

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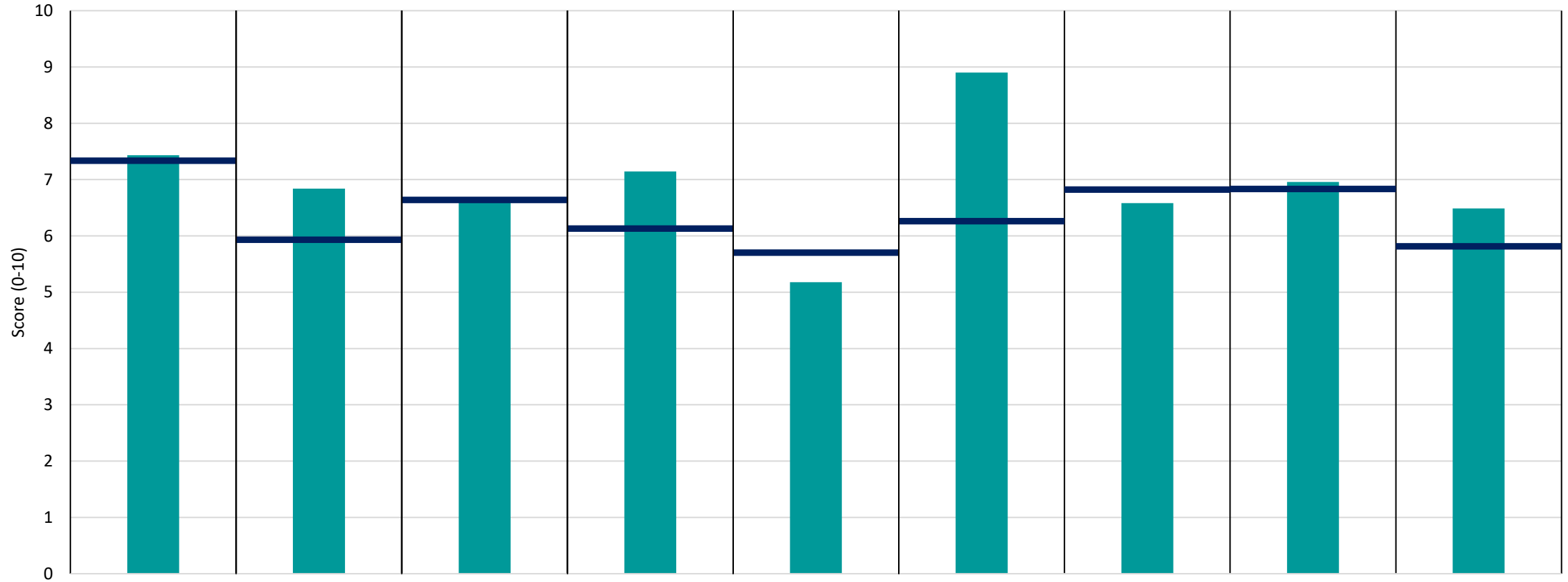
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Morale



Breakdown	7.43	6.84	6.69	7.14	5.18	8.90	6.58	6.96	6.49
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	22	22	22	22	21	22	22	22	22



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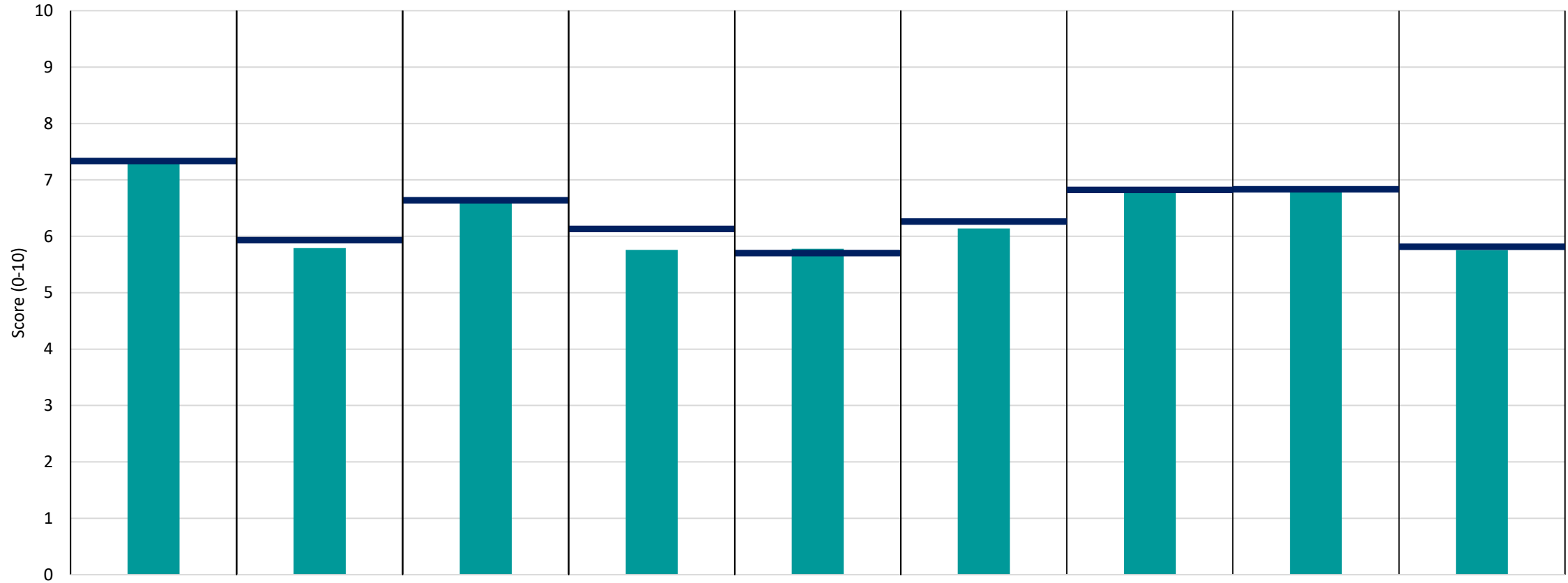
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Breakdown	7.31	5.79	6.64	5.76	5.78	6.14	6.88	6.87	5.76
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	695	695	692	690	682	690	695	695	696



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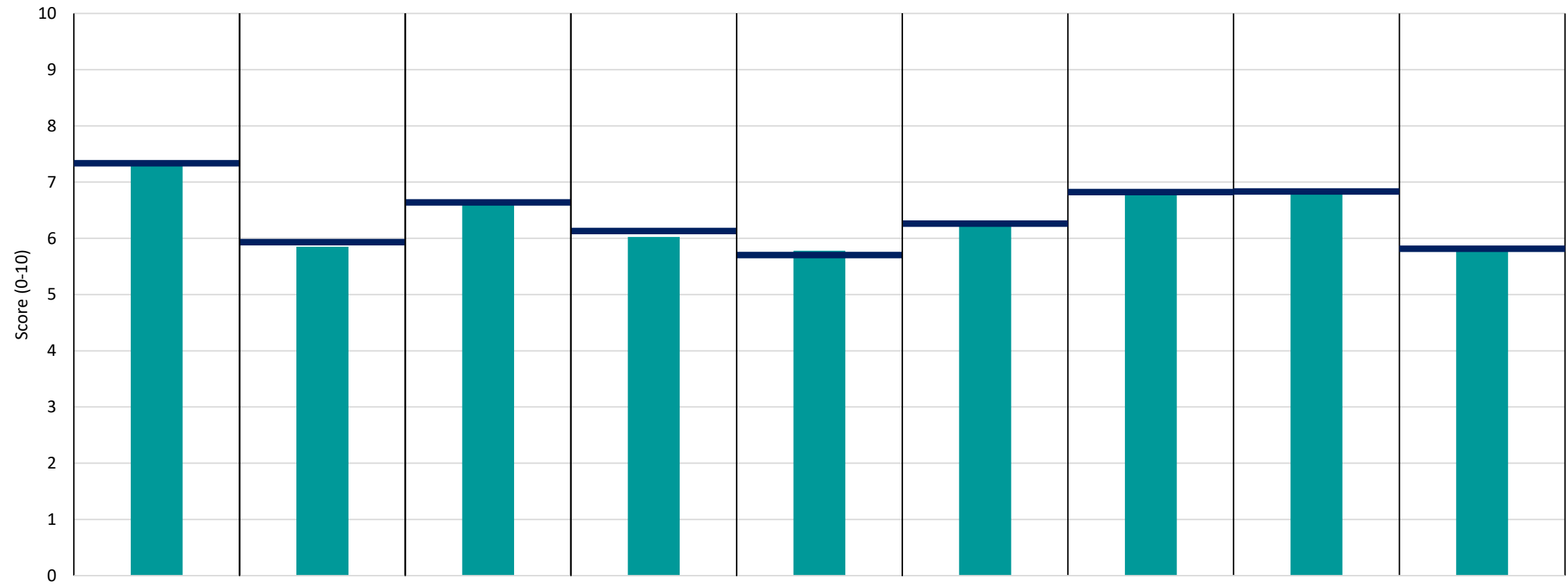
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Breakdown	7.31	5.85	6.59	6.02	5.78	6.24	6.82	6.79	5.77
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	230	230	228	227	222	230	229	230	230



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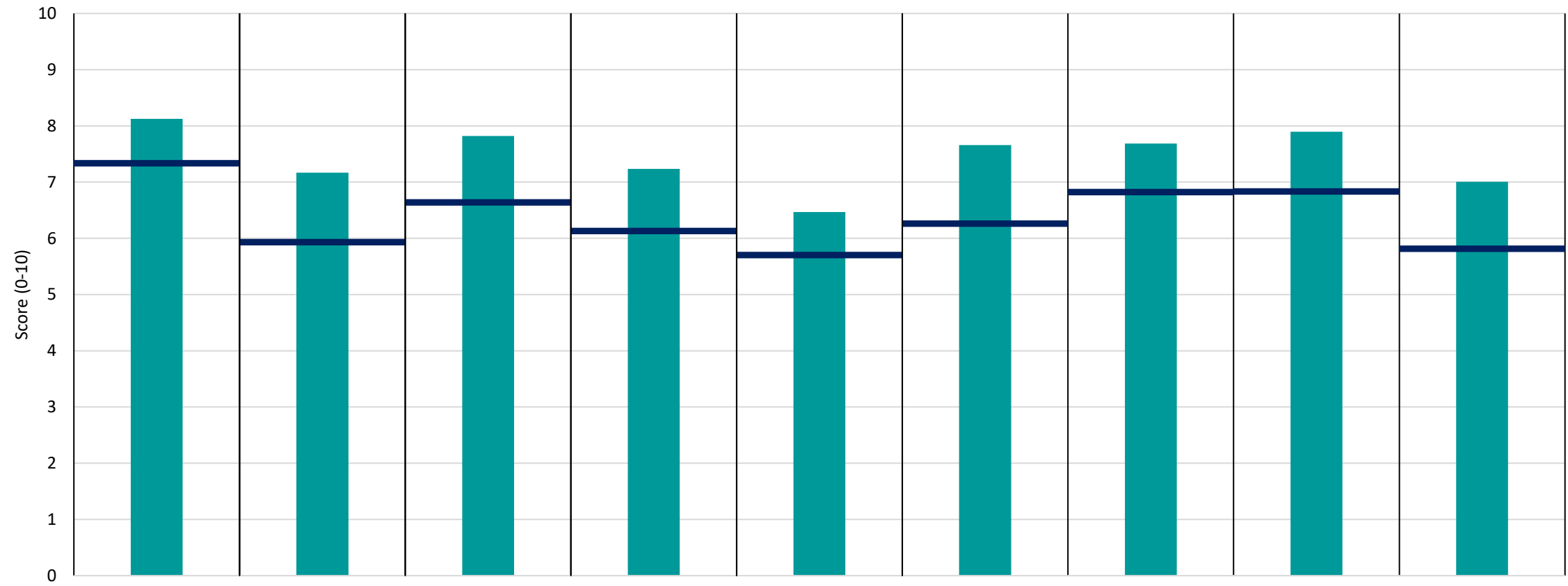
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Breakdown	8.13	7.17	7.82	7.23	6.47	7.66	7.69	7.90	7.00
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	21	21	21	21	20	21	21	21	21



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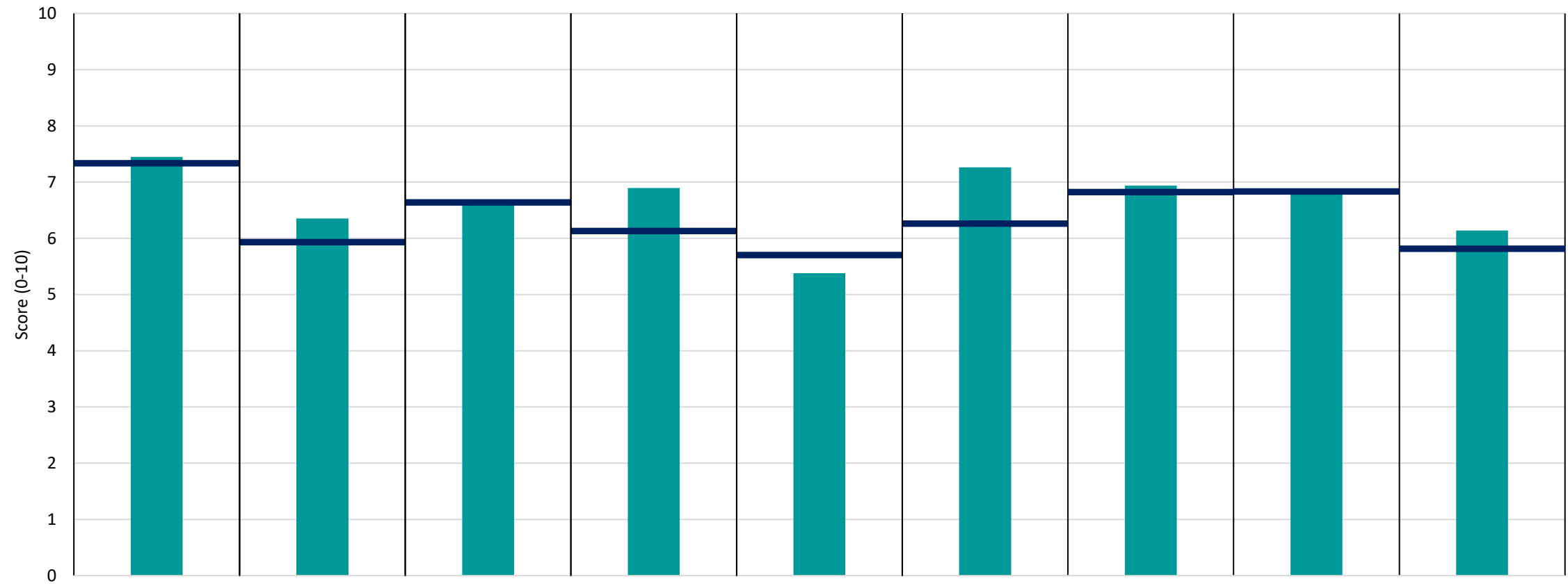
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Breakdown	7.45	6.35	6.65	6.89	5.38	7.26	6.94	6.82	6.14
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	210	211	205	210	205	210	210	212	211



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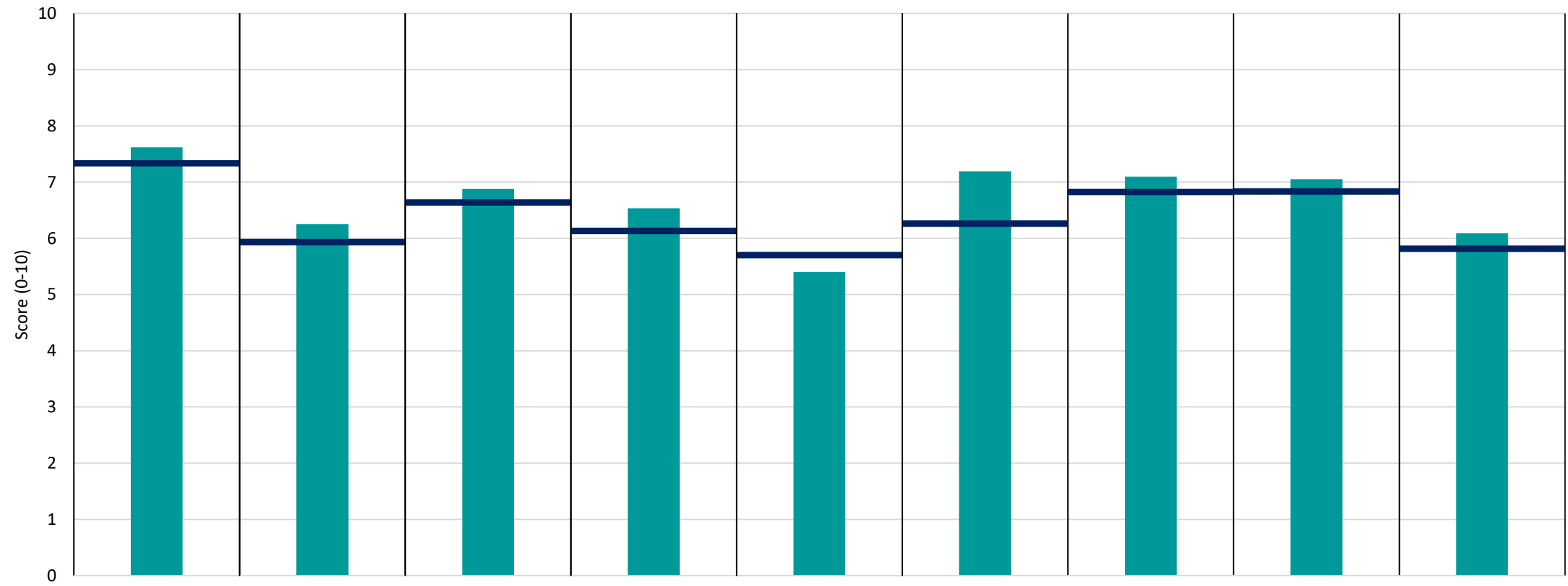
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Breakdown	7.62	6.25	6.88	6.54	5.40	7.19	7.10	7.05	6.09
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	162	161	161	160	159	159	161	162	162



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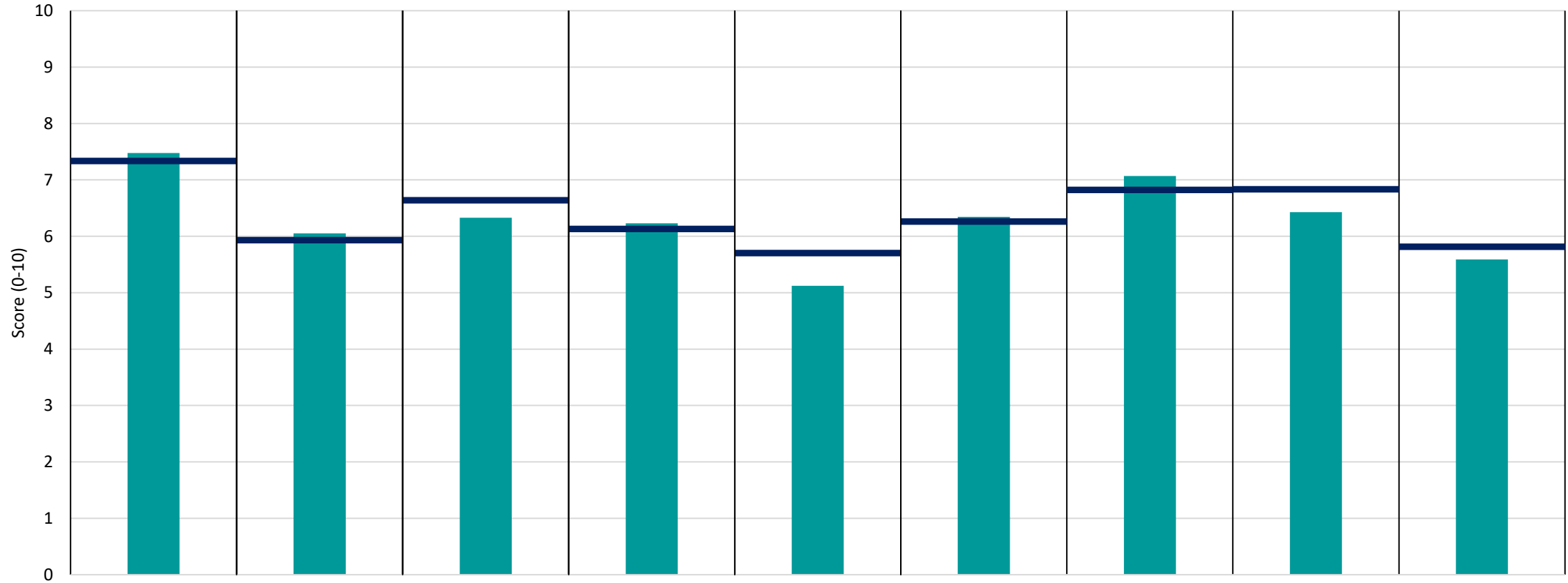
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Breakdown	7.48	6.05	6.33	6.23	5.12	6.35	7.07	6.43	5.59
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	48	48	47	48	48	48	48	48	48



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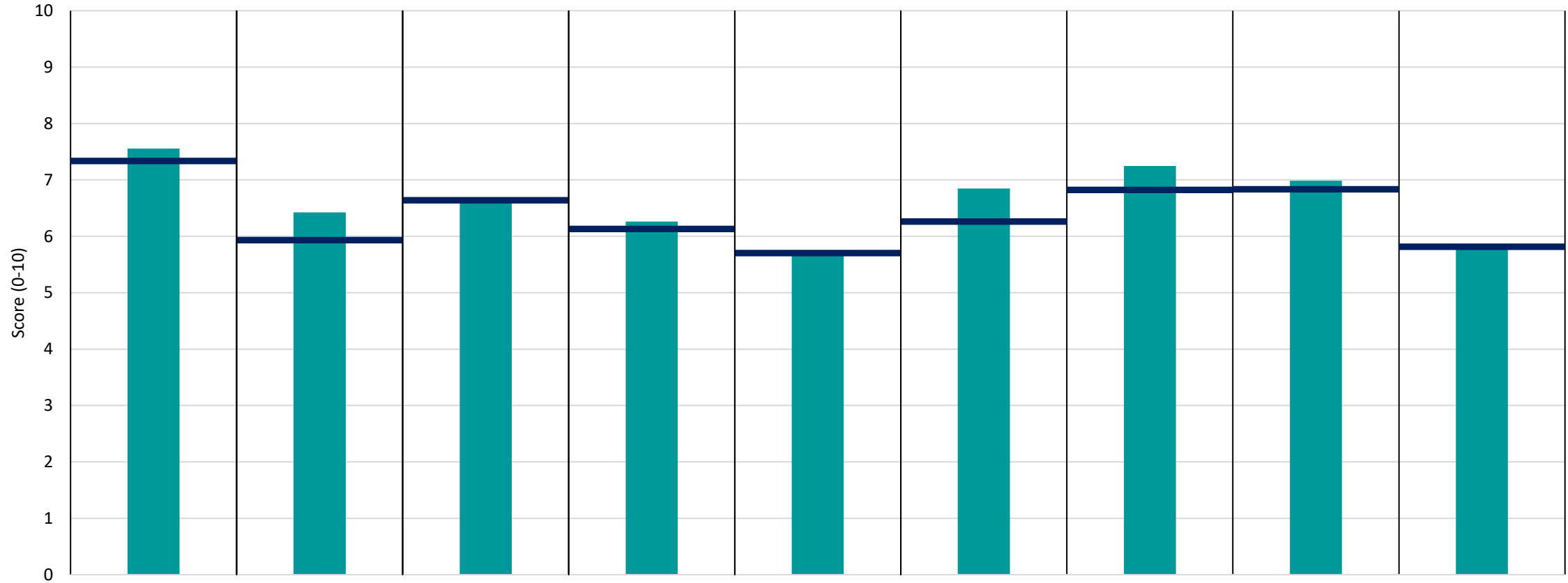
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Breakdown	7.56	6.43	6.66	6.26	5.70	6.85	7.25	6.99	5.84
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	116	116	115	115	114	114	116	115	115



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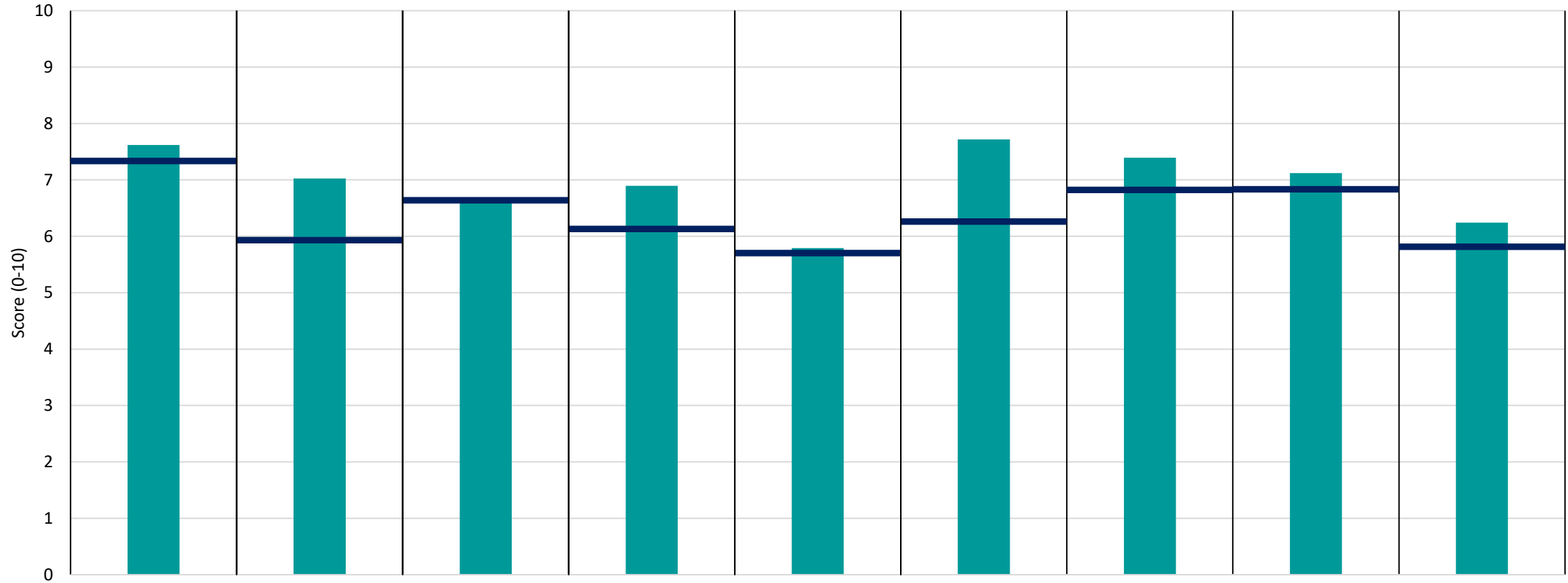
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Breakdown	7.62	7.03	6.60	6.89	5.79	7.72	7.39	7.12	6.24
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	19	19	19	19	19	19	19	19	19



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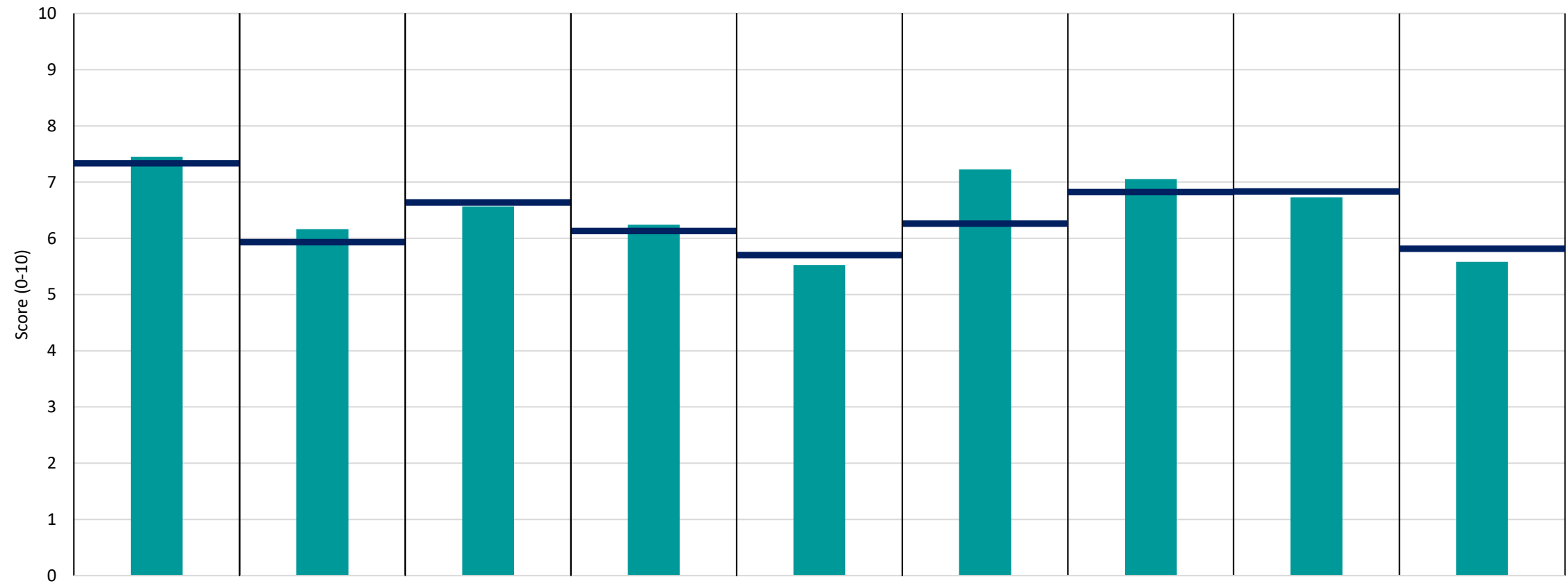
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Breakdown	7.45	6.16	6.57	6.24	5.53	7.23	7.05	6.73	5.58
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	143	142	141	142	138	140	143	142	142



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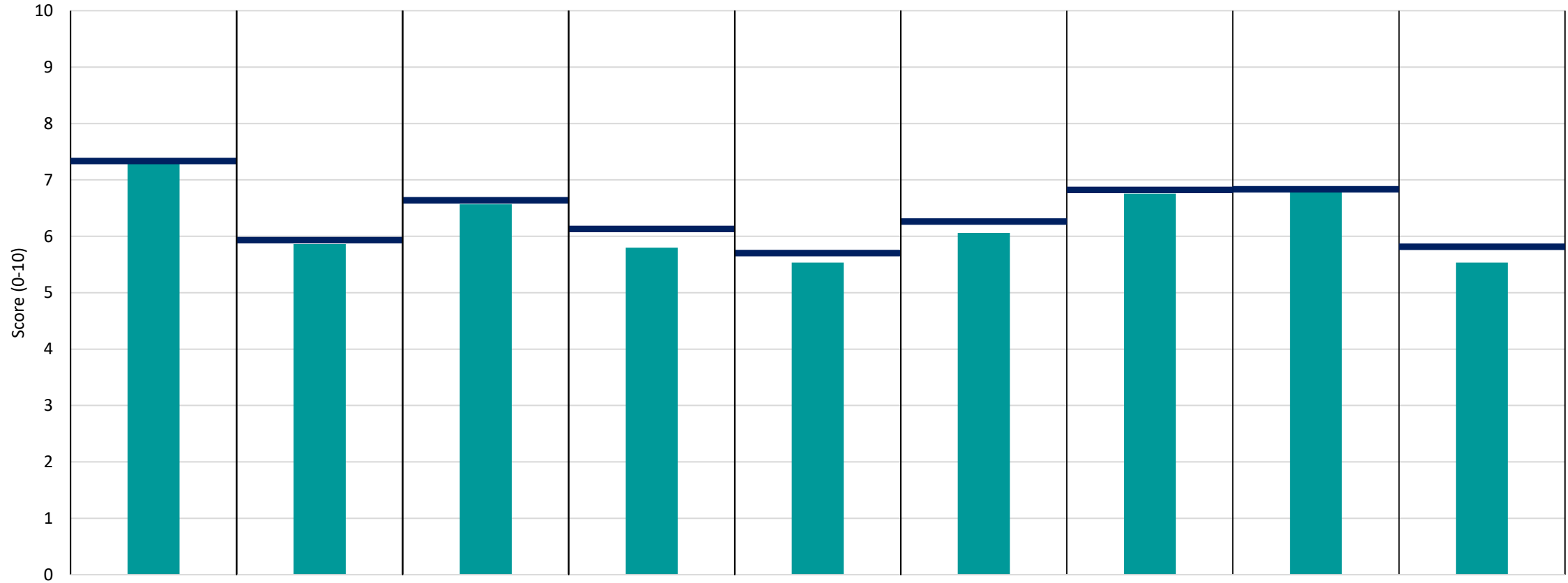
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Breakdown	7.33	5.86	6.57	5.80	5.53	6.06	6.75	6.84	5.54
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	397	398	398	395	391	395	397	398	398



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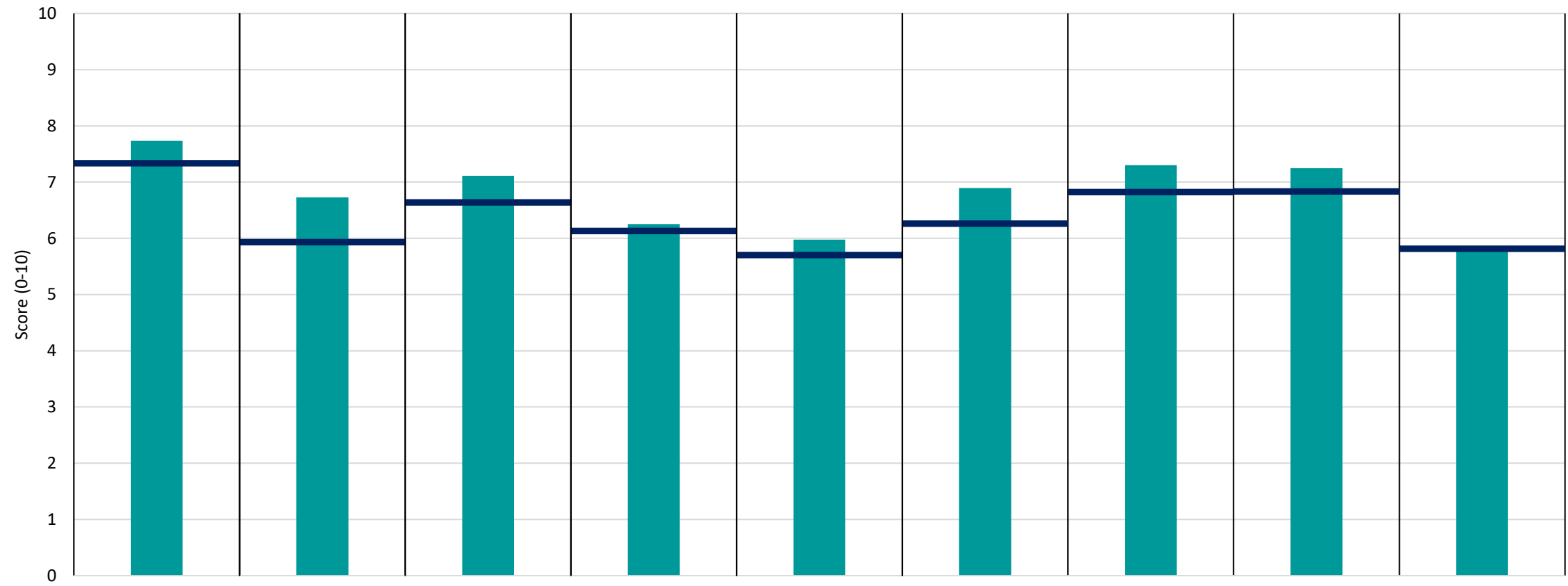
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Breakdown	7.73	6.73	7.11	6.26	5.98	6.89	7.30	7.25	5.80
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	11	11	11	11	11	11	11	11	11



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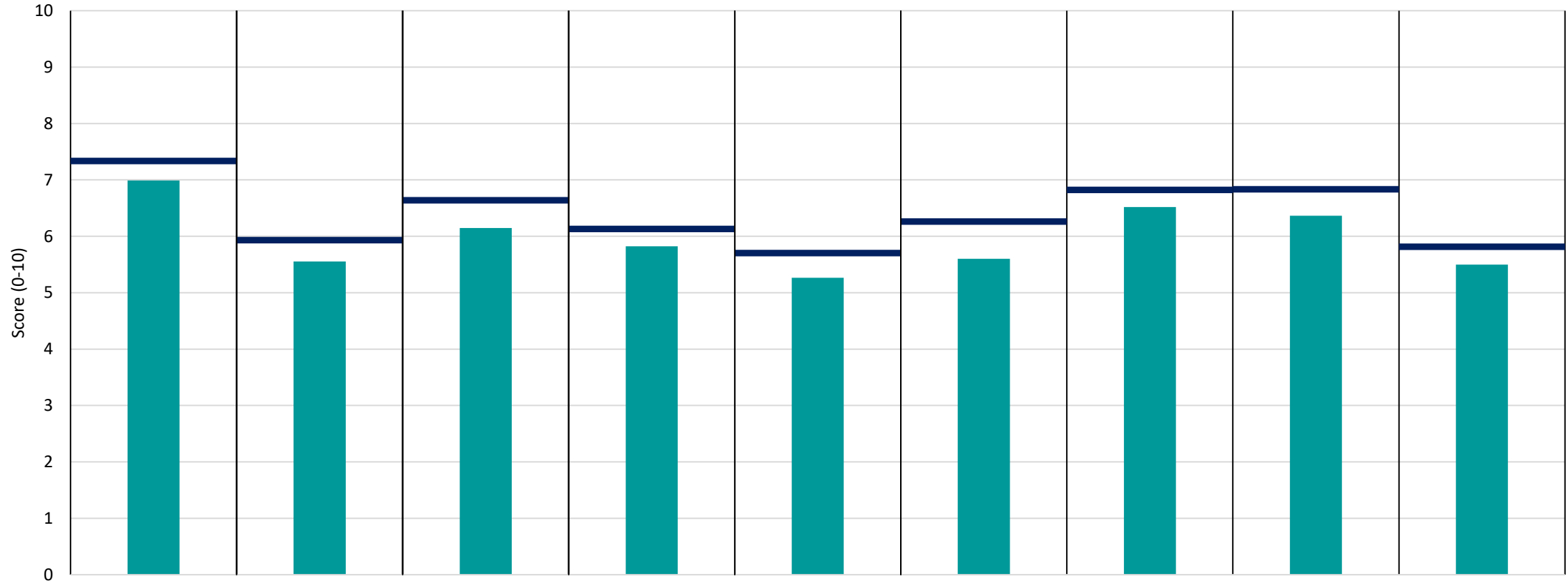
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Breakdown	6.99	5.55	6.15	5.82	5.27	5.60	6.52	6.36	5.50
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	204	204	203	204	199	204	204	204	204



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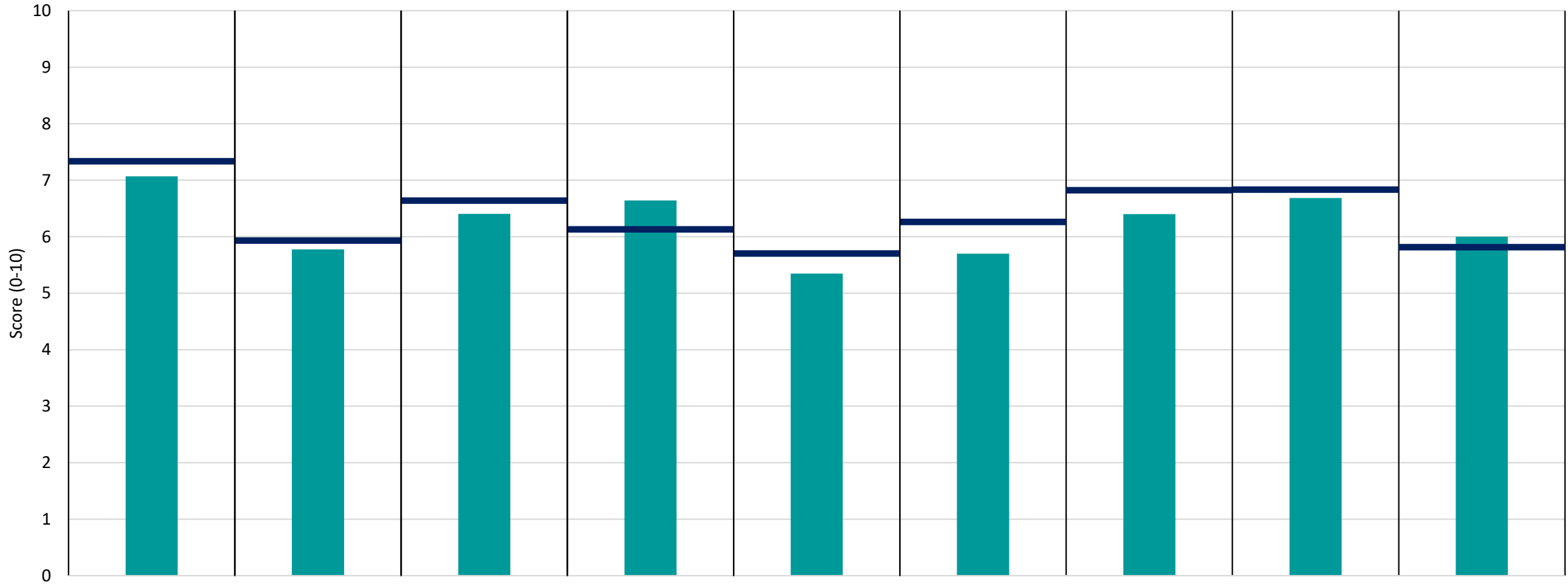
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Breakdown	7.07	5.77	6.41	6.64	5.35	5.70	6.40	6.69	6.00
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	155	155	154	154	145	154	155	154	155



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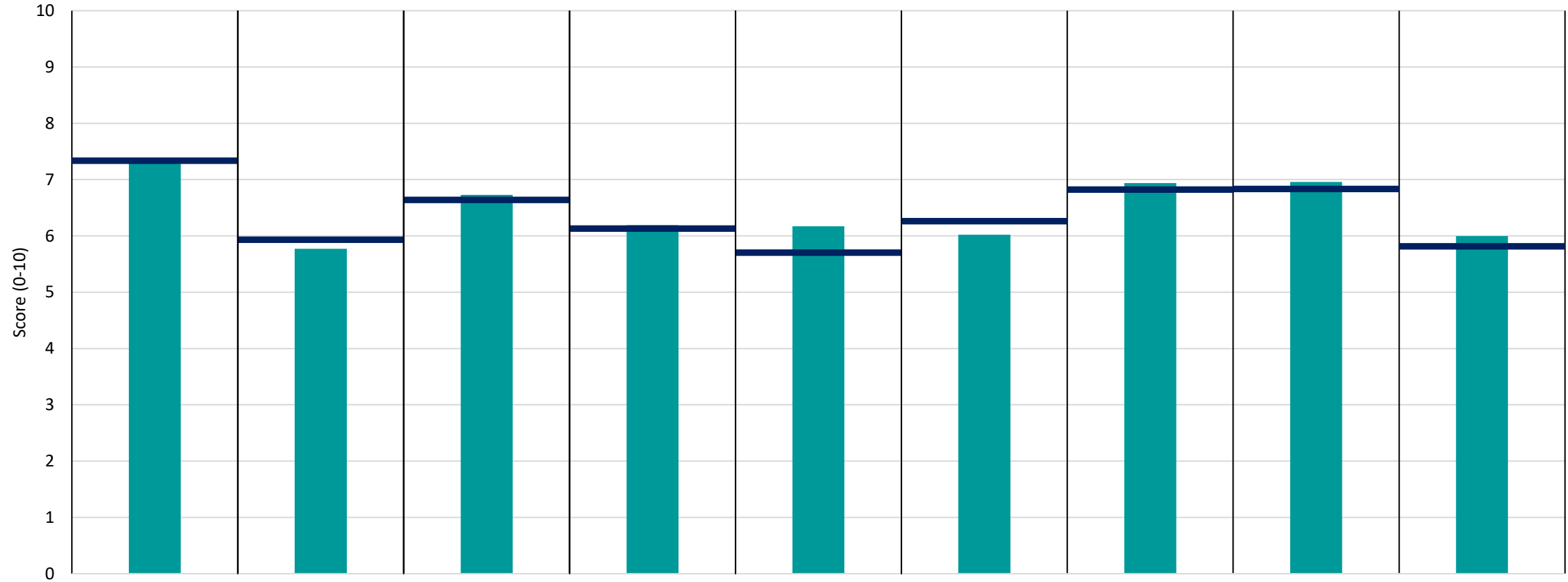
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Breakdown	7.32	5.77	6.73	6.19	6.17	6.02	6.94	6.96	6.00
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	196	196	196	195	191	194	196	197	197



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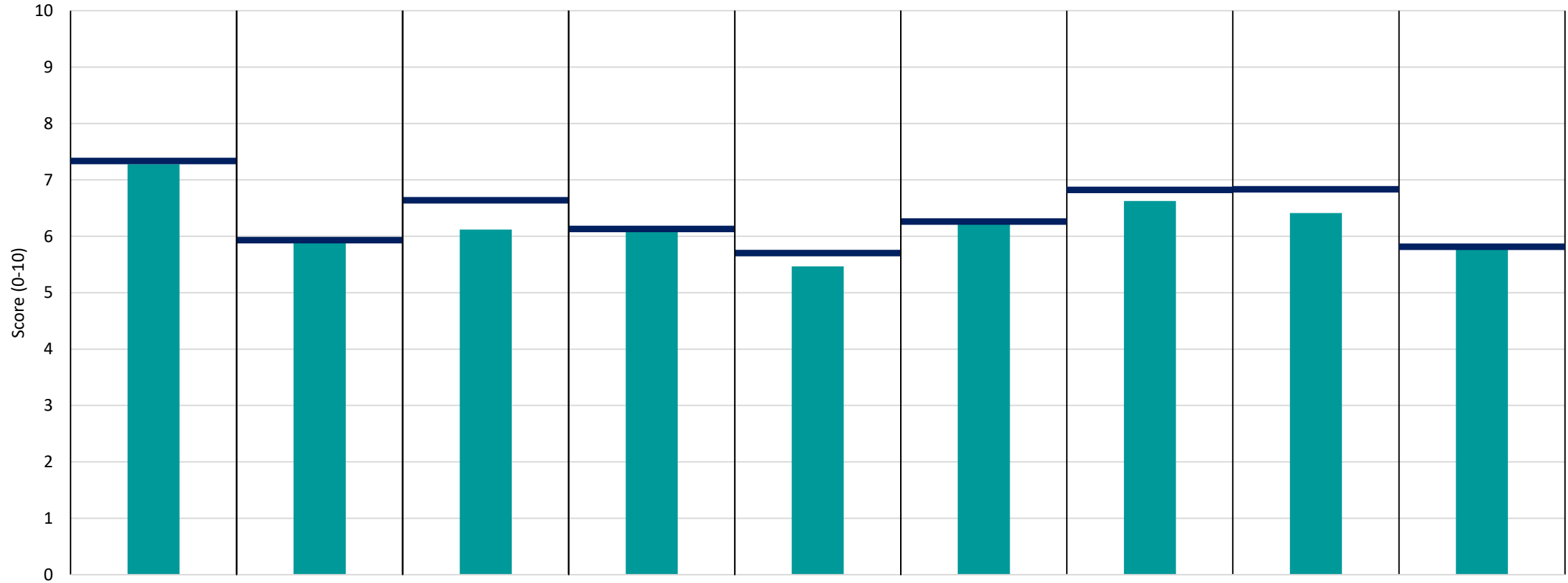
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Breakdown	7.28	5.93	6.12	6.12	5.47	6.23	6.63	6.41	5.80
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	55	55	55	54	55	54	54	55	55



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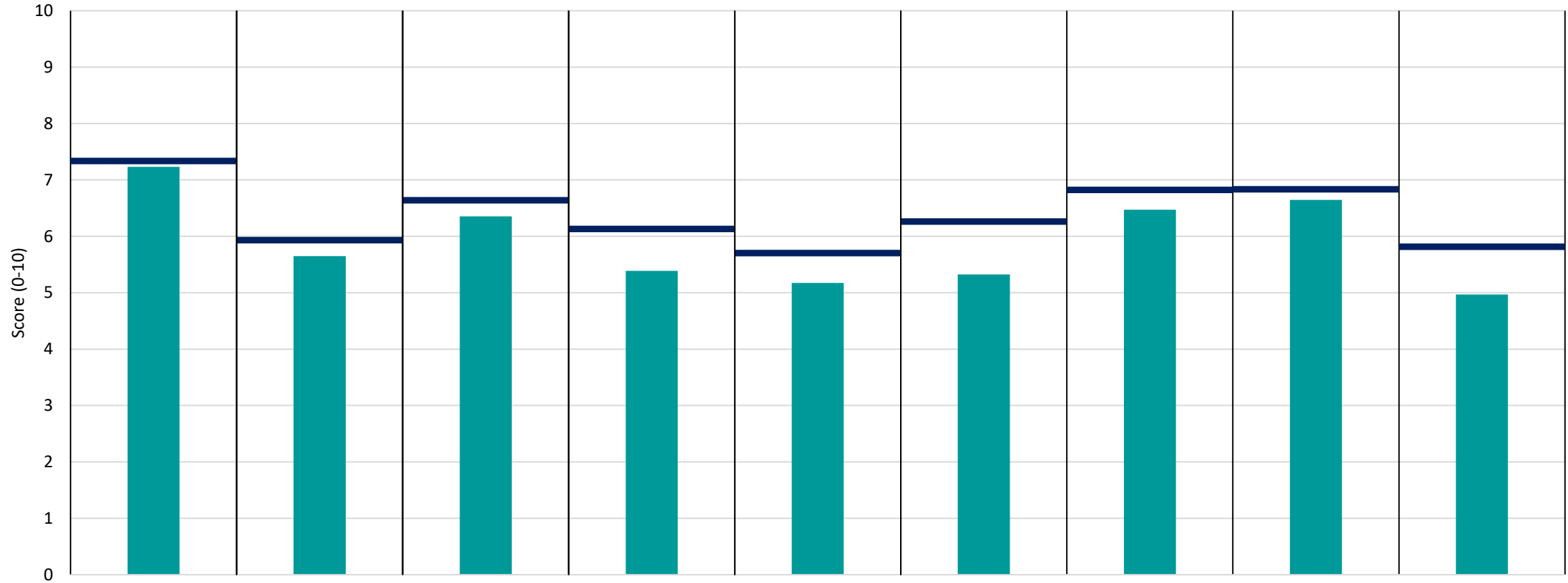
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Breakdown	7.23	5.65	6.35	5.39	5.18	5.32	6.47	6.64	4.97
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	150	150	149	150	149	148	150	150	150



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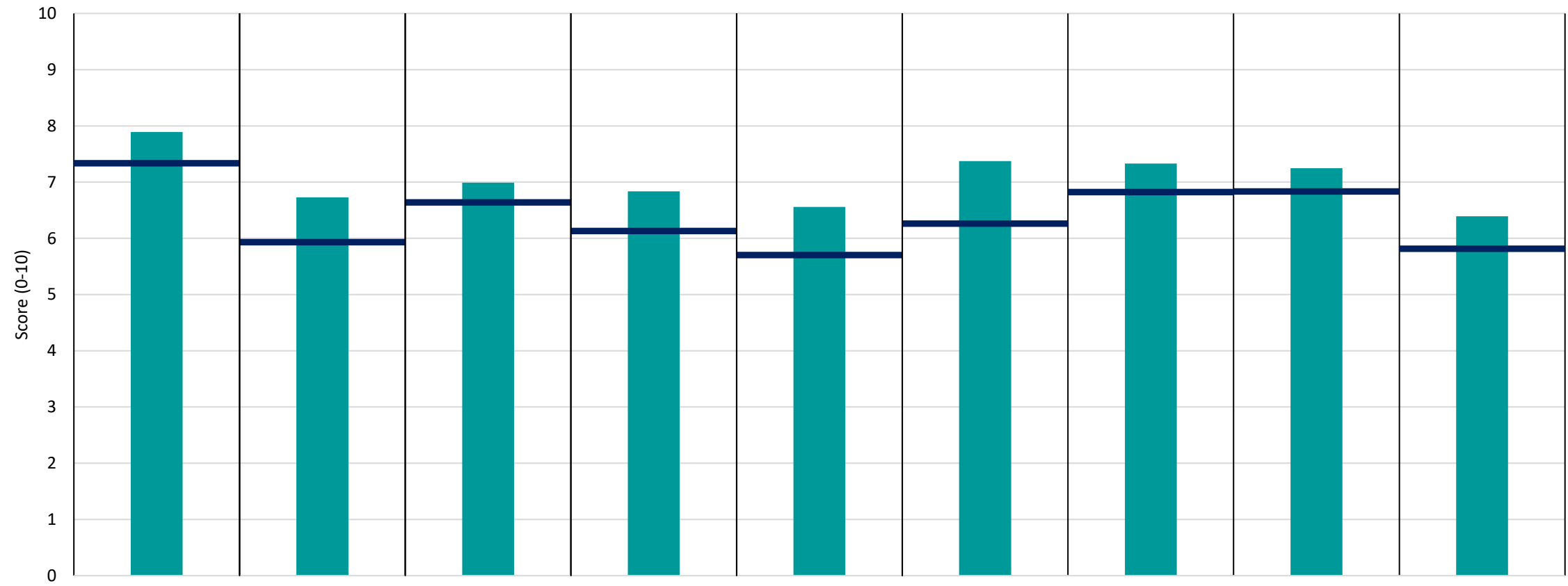
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Morale



Breakdown	7.89	6.73	6.99	6.84	6.56	7.38	7.33	7.25	6.39
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	11	11	11	11	11	10	11	11	11



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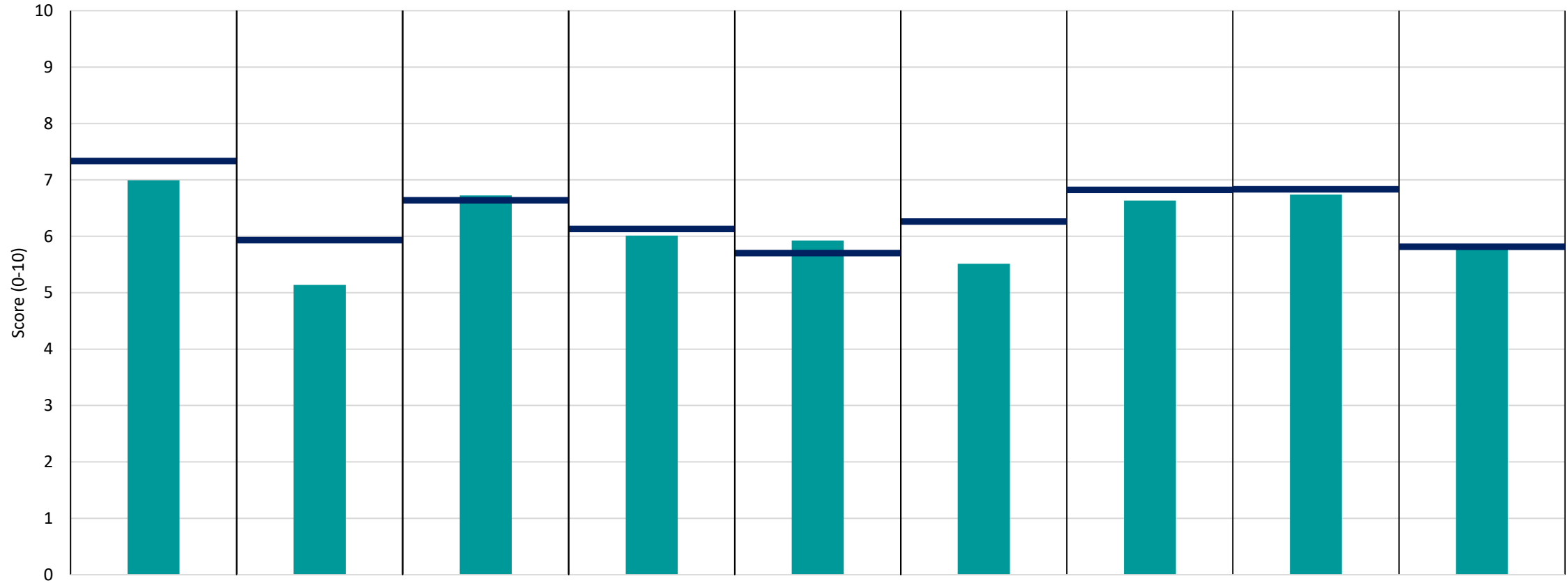
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Staff Engagement



Morale



Breakdown	6.99	5.14	6.72	6.01	5.93	5.51	6.63	6.74	5.84
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	99	100	98	99	99	100	99	100	100



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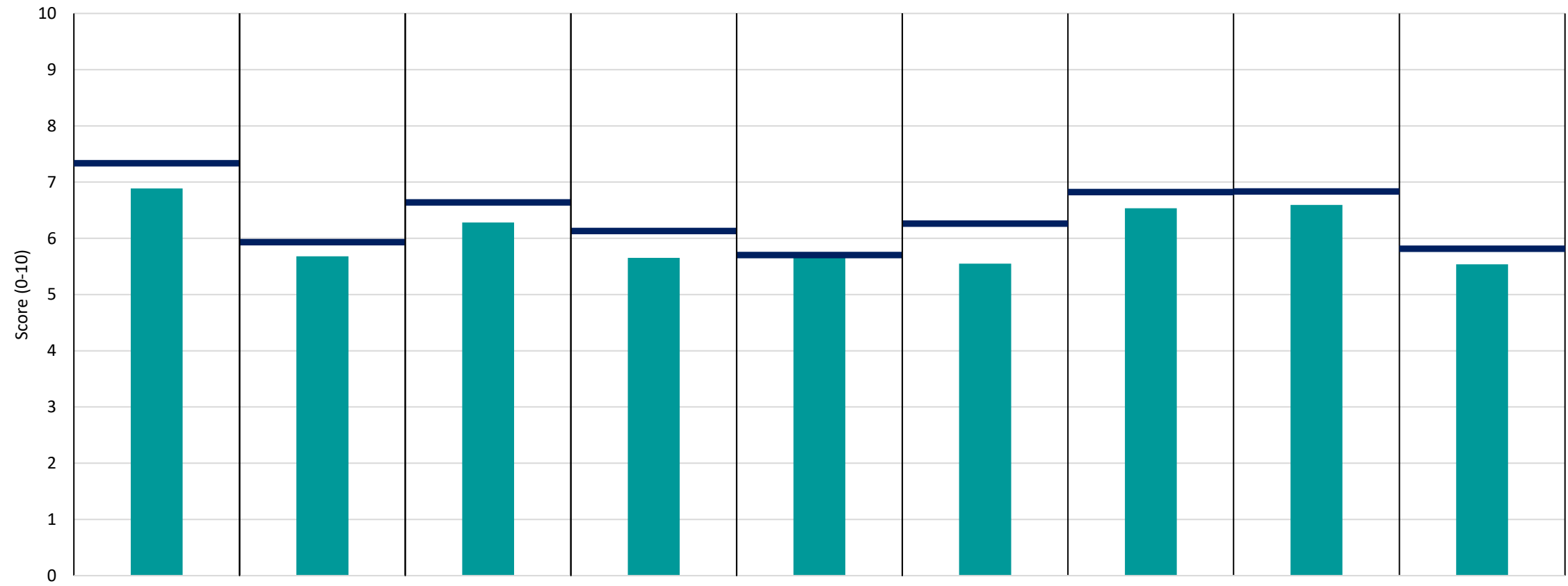
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Staff Engagement



Morale



Breakdown	6.89	5.68	6.28	5.65	5.74	5.55	6.53	6.60	5.54
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	206	206	206	204	201	206	205	206	206



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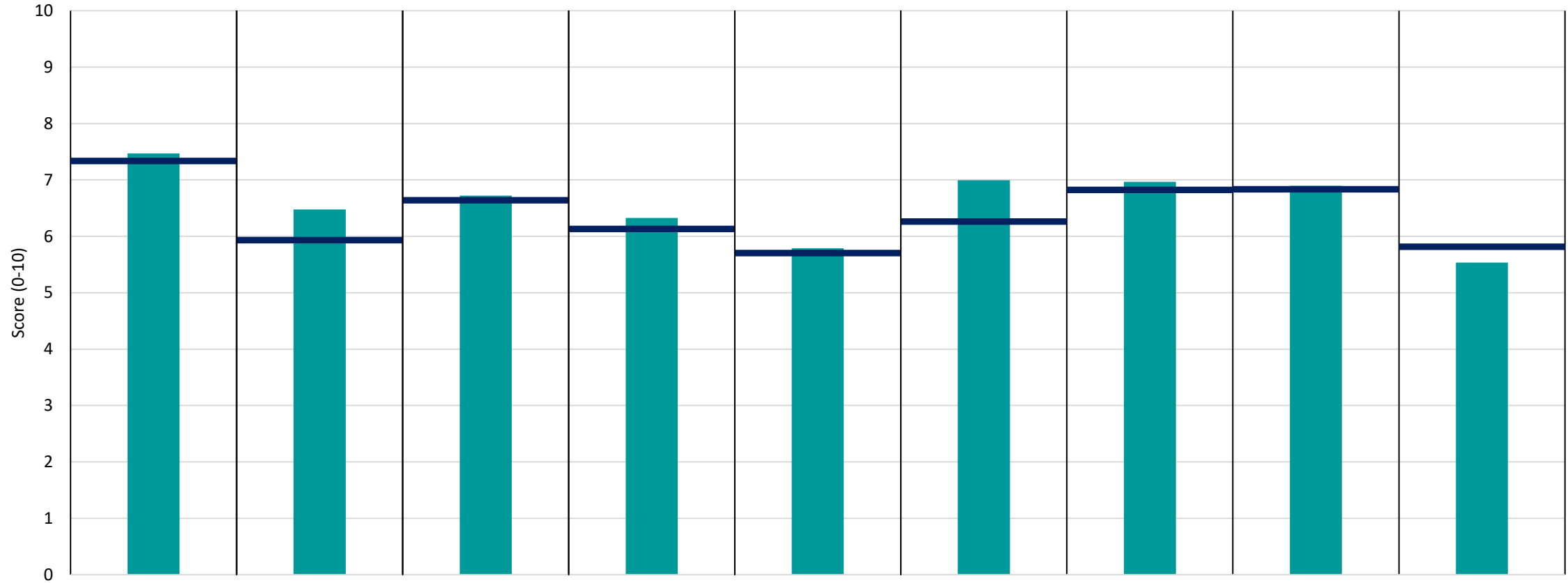
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Staff Engagement



Morale



Breakdown	7.47	6.47	6.72	6.32	5.79	7.00	6.96	6.89	5.54
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	38	38	37	38	38	38	38	38	38



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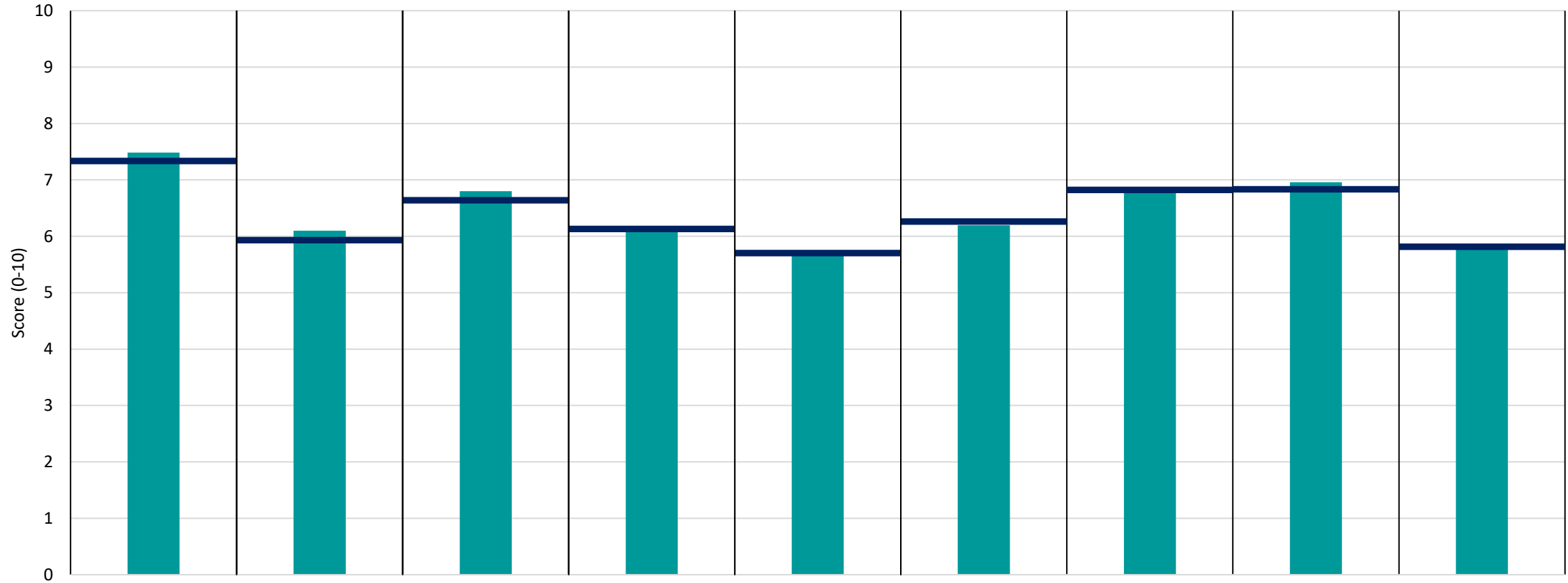
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Staff Engagement



Morale



Breakdown	7.48	6.10	6.80	6.14	5.71	6.19	6.87	6.96	5.83
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	474	475	470	470	469	472	472	475	475



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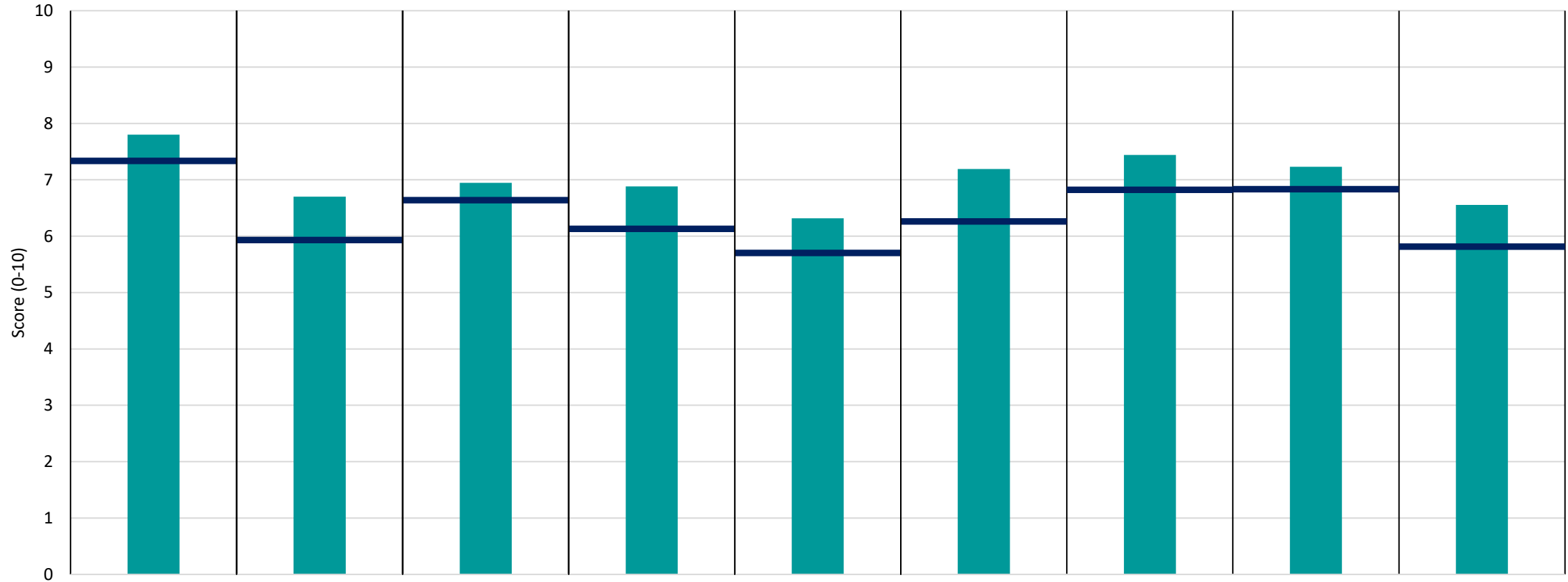
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Staff Engagement



Morale



Breakdown	7.80	6.70	6.94	6.88	6.32	7.19	7.44	7.23	6.56
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	146	146	145	145	144	143	146	145	146



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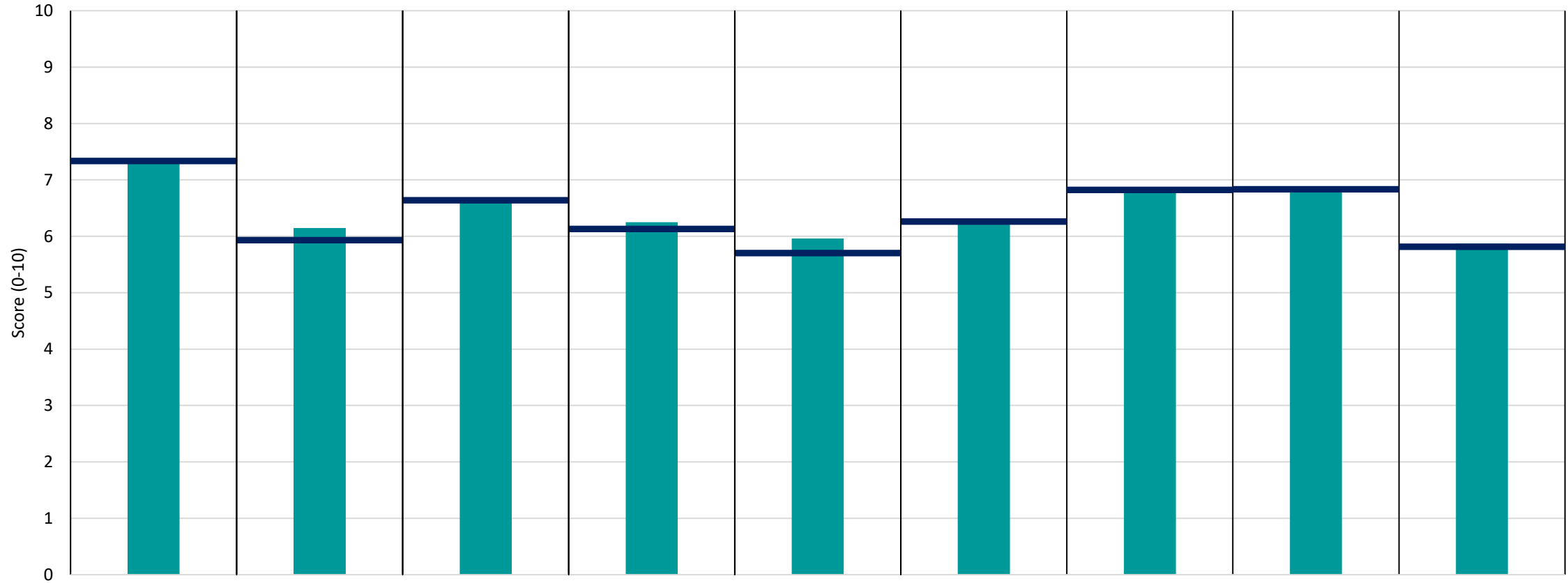
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Staff Engagement



Morale



Breakdown	7.38	6.15	6.65	6.25	5.96	6.24	6.85	6.78	5.87
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	132	132	131	131	128	132	132	133	132



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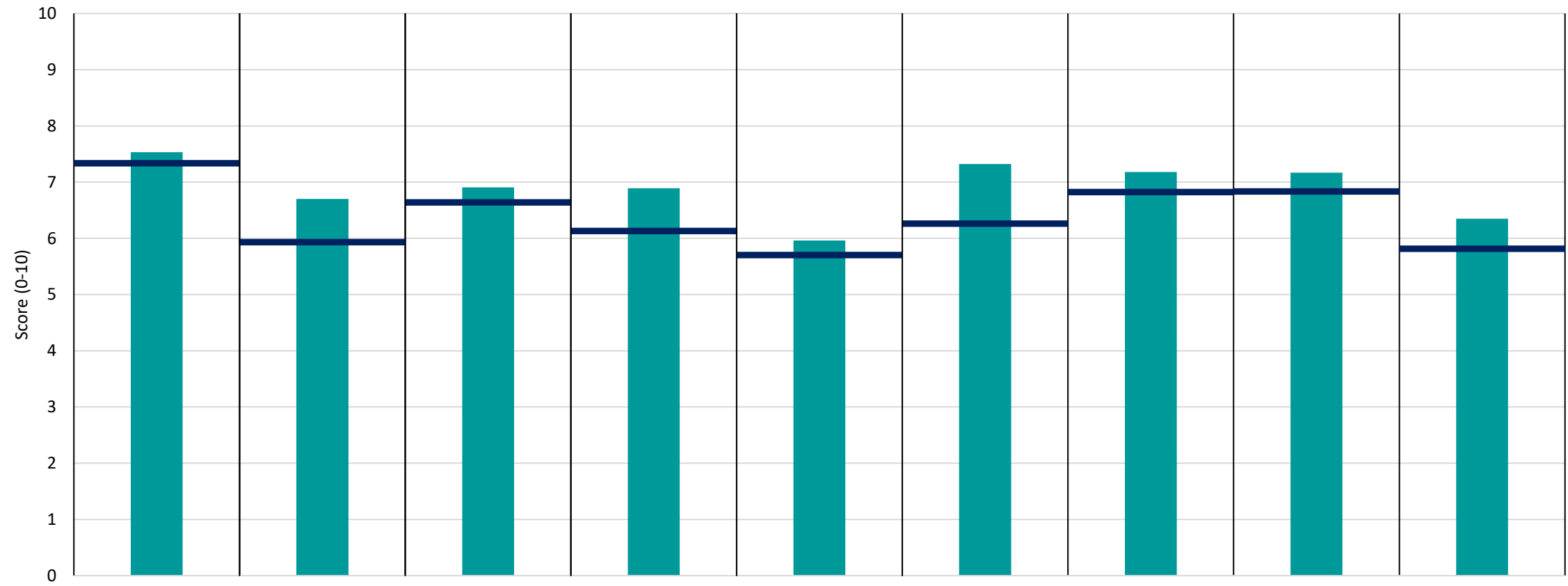
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Staff Engagement



Morale



Breakdown	7.53	6.70	6.91	6.89	5.96	7.32	7.18	7.17	6.35
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	28	28	28	28	27	28	28	28	28



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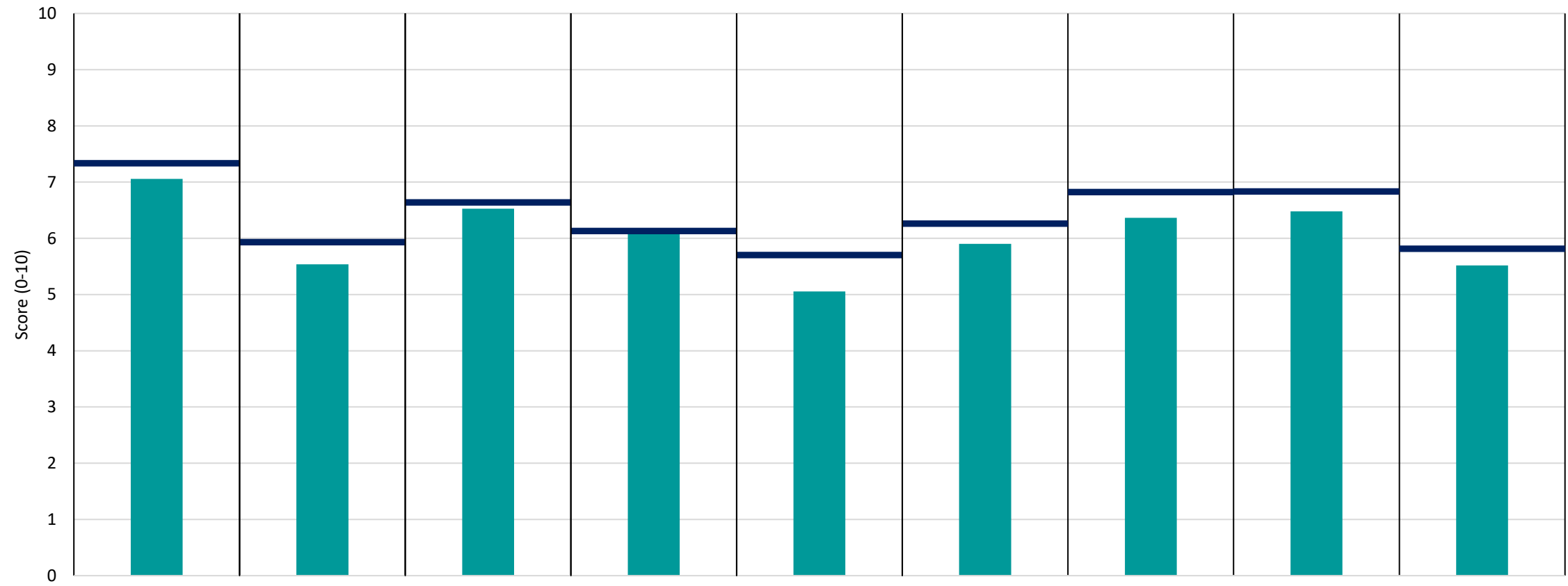
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Staff Engagement



Morale



Breakdown	7.06	5.54	6.53	6.11	5.06	5.90	6.36	6.48	5.52
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	293	292	290	292	287	290	292	294	293



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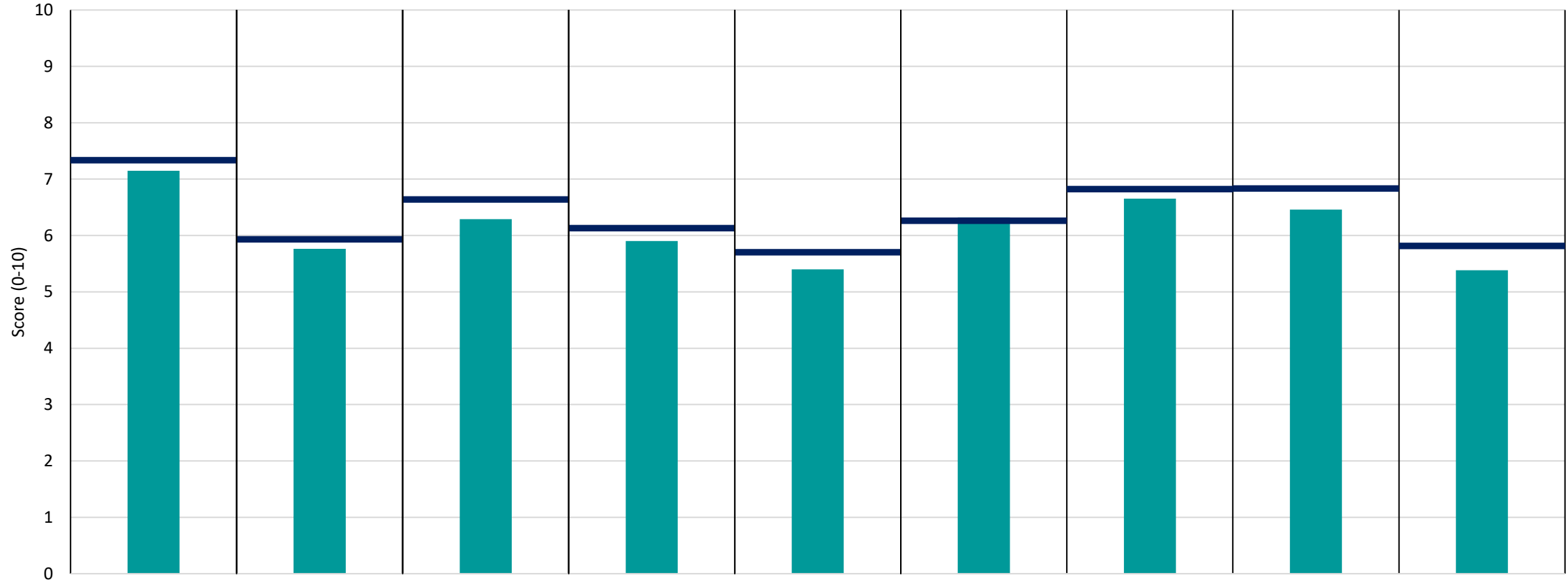
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Staff Engagement



Morale



Breakdown	7.15	5.76	6.29	5.90	5.40	6.32	6.66	6.46	5.39
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	212	212	211	212	209	210	213	213	213



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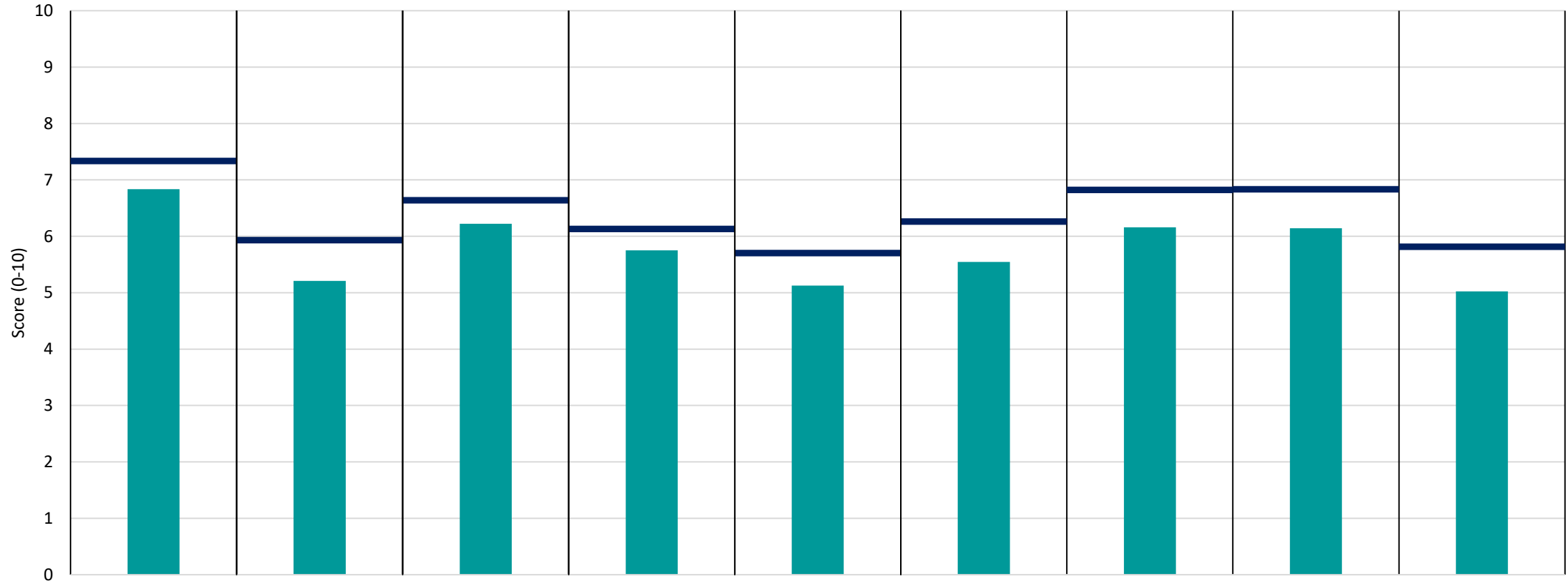
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Staff Engagement



Morale



Breakdown	6.83	5.21	6.22	5.75	5.13	5.54	6.16	6.14	5.03
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	18	18	18	18	18	18	18	18	18



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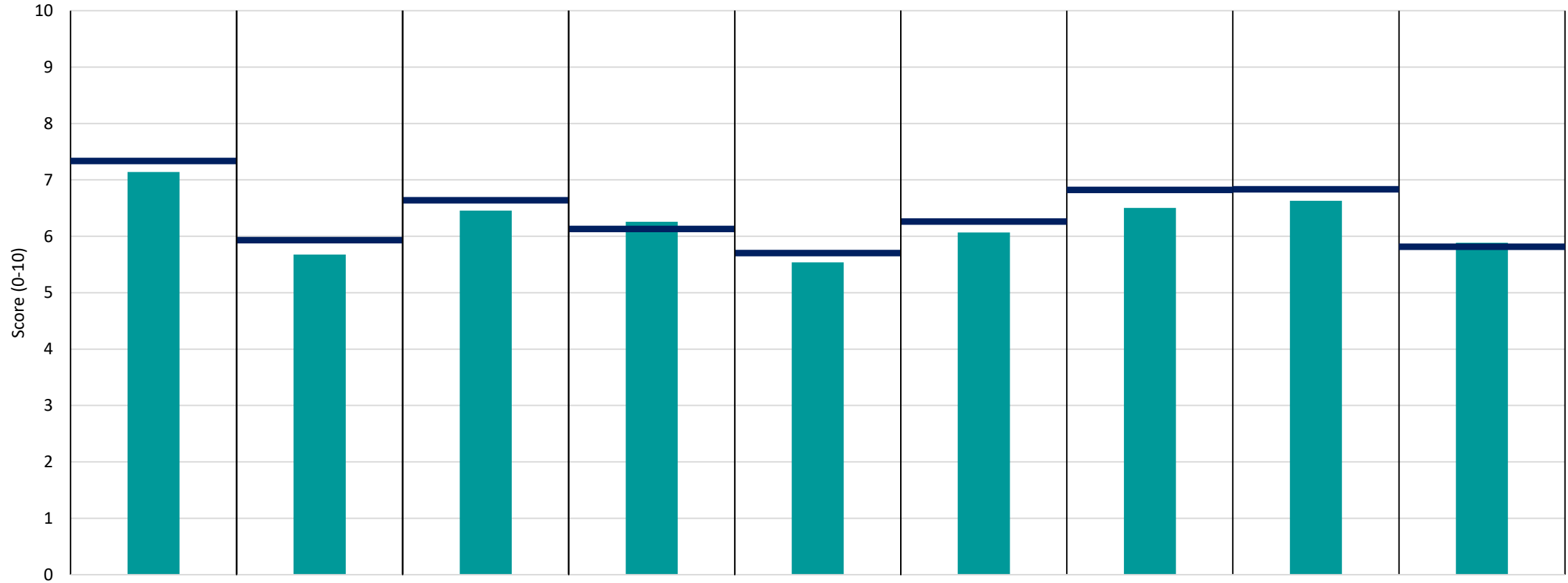
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Staff Engagement



Morale



Breakdown	7.14	5.68	6.46	6.26	5.54	6.07	6.50	6.63	5.89
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	252	252	251	251	242	250	252	252	252



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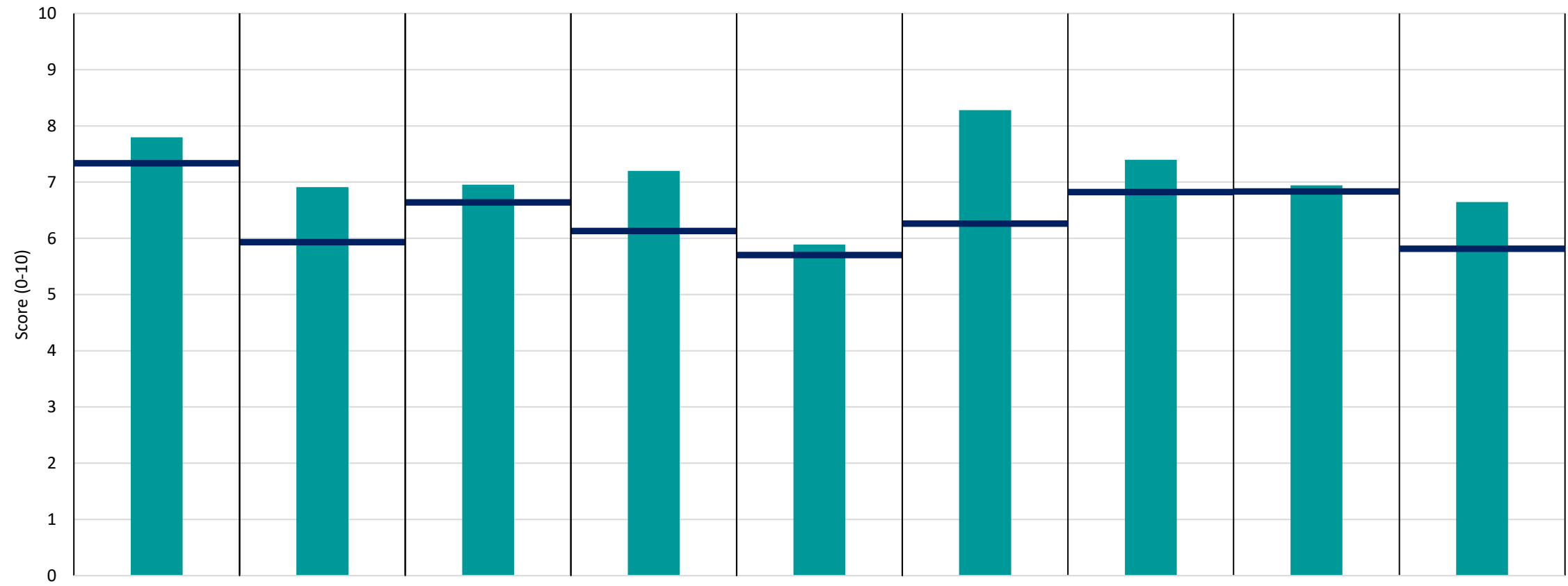
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Staff Engagement



Morale



Breakdown	7.80	6.91	6.95	7.20	5.89	8.28	7.40	6.94	6.65
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	39	39	39	39	39	38	39	39	39



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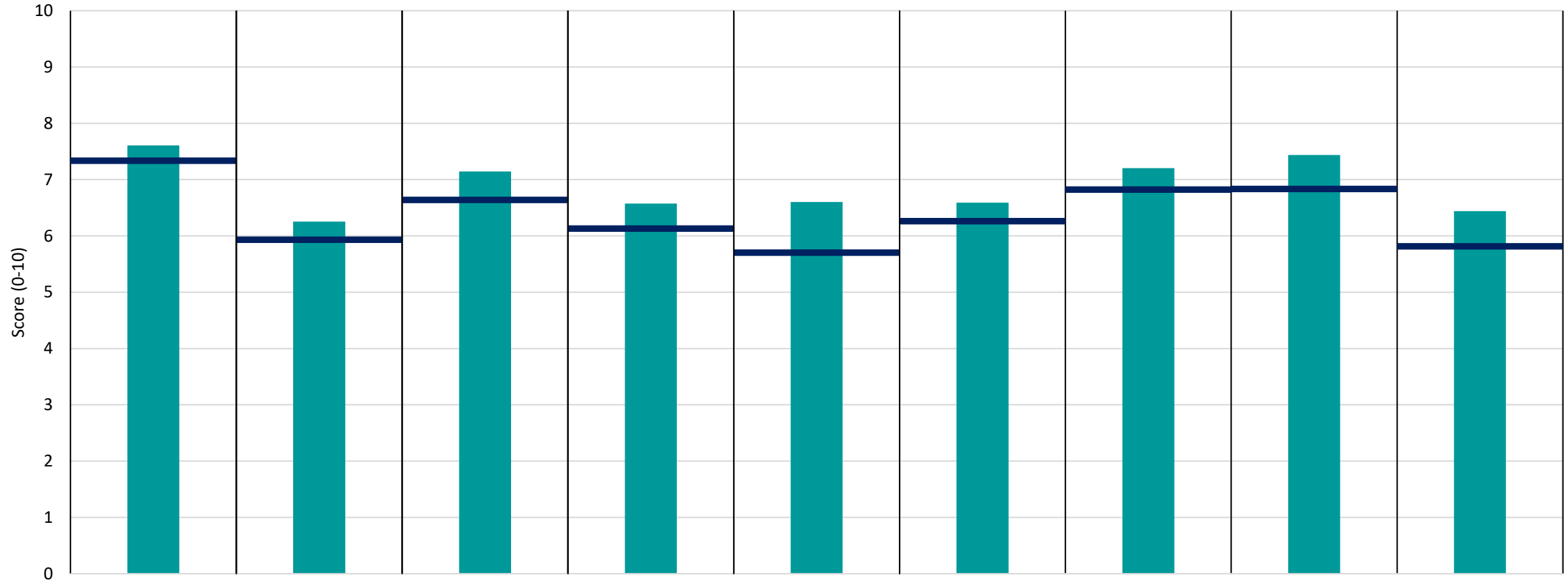
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Morale



Breakdown	7.61	6.25	7.14	6.57	6.60	6.59	7.20	7.44	6.44
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	242	242	240	242	232	238	242	242	242



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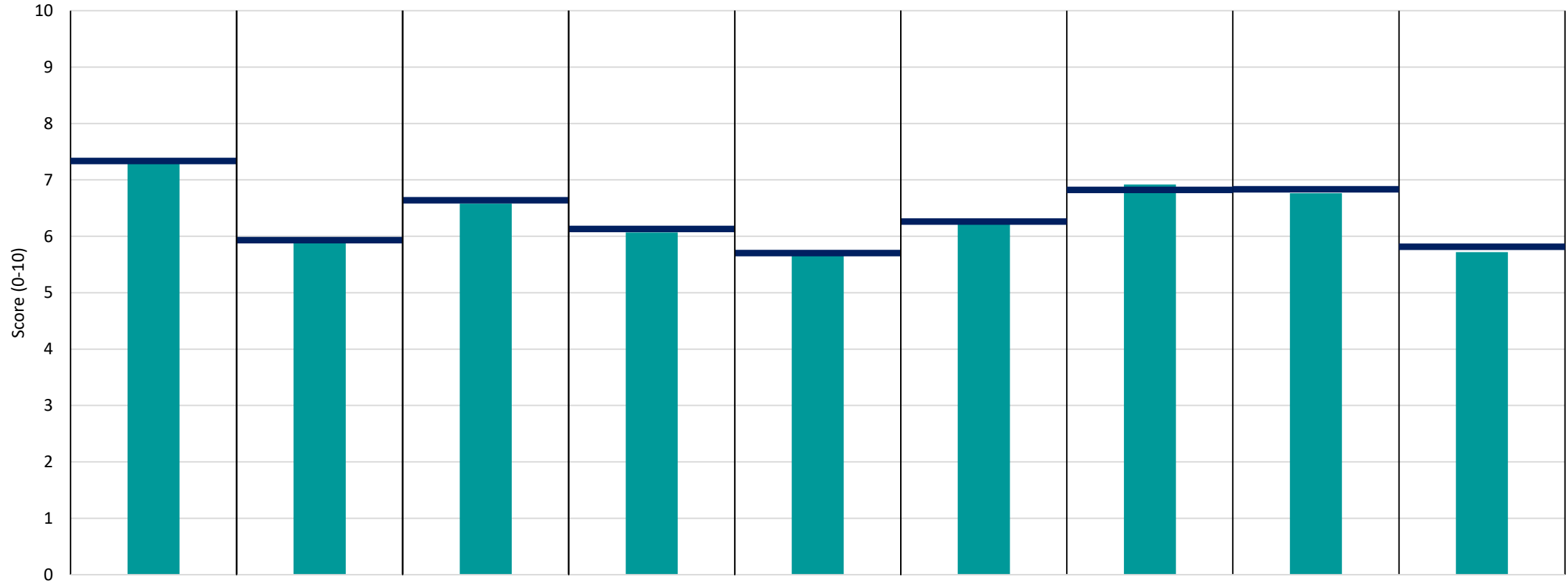
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Morale



Breakdown	7.38	5.95	6.58	6.07	5.72	6.23	6.92	6.76	5.72
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	246	246	243	244	239	245	246	246	246



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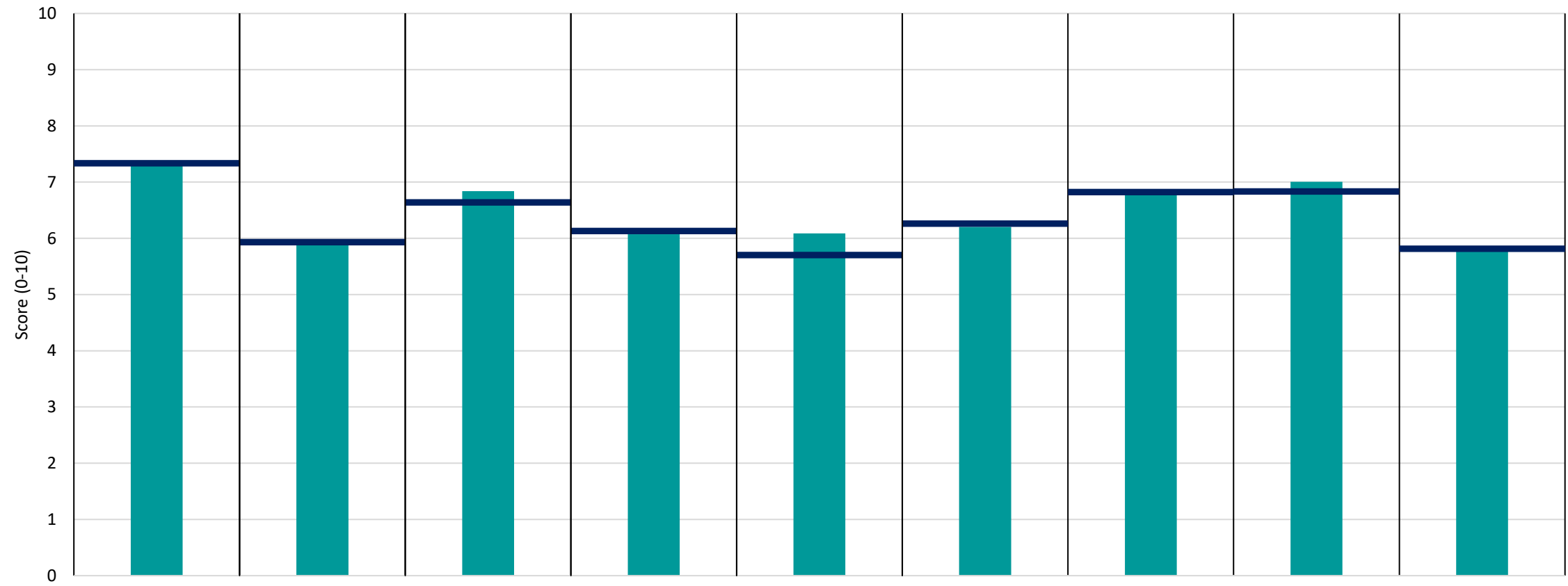
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Morale



Breakdown	7.35	5.96	6.84	6.07	6.09	6.20	6.82	7.00	5.85
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	236	236	235	234	225	235	236	235	236



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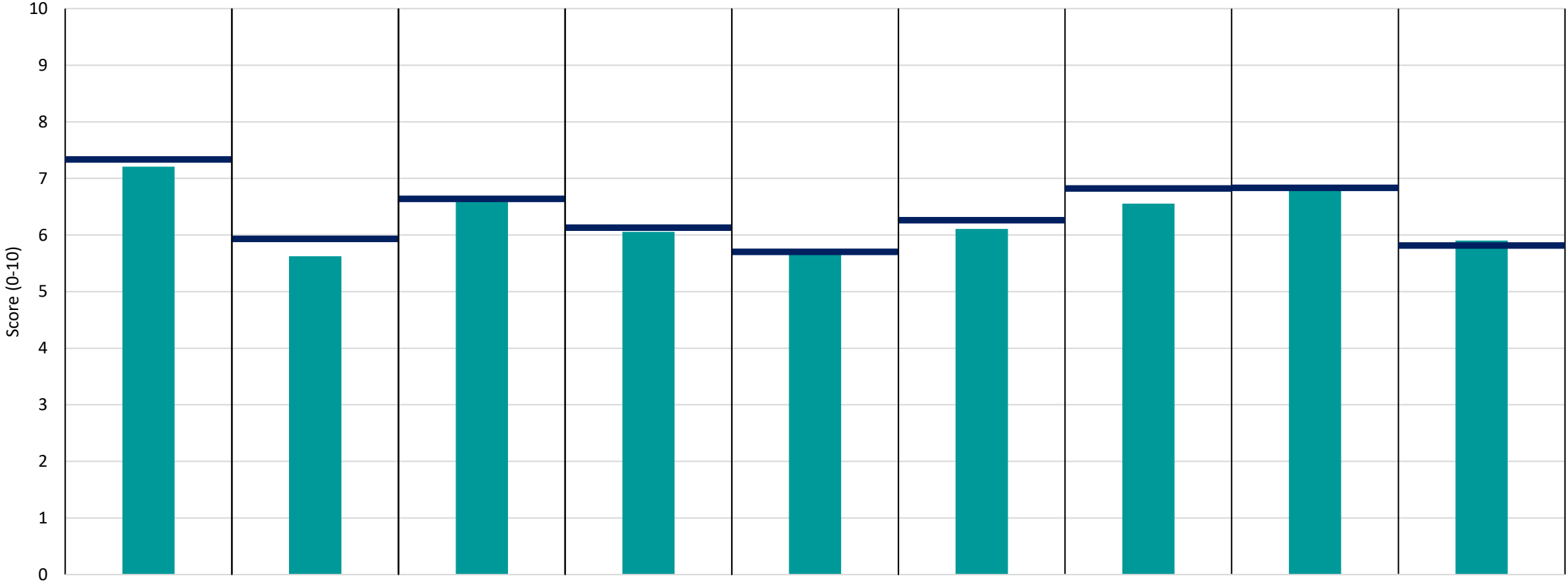
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Morale



Breakdown	7.21	5.63	6.64	6.06	5.73	6.11	6.55	6.87	5.90
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	116	116	113	115	113	114	116	116	116



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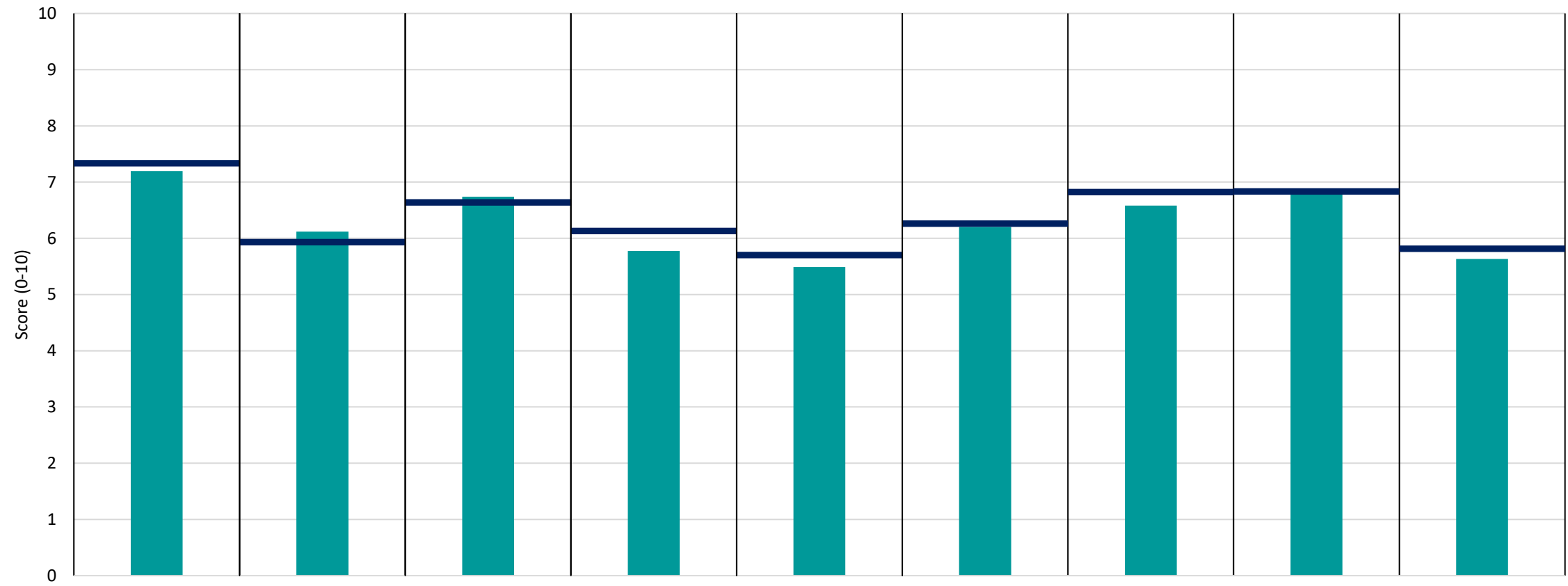
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Morale



Breakdown	7.20	6.12	6.74	5.77	5.49	6.20	6.58	6.88	5.63
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	17	17	17	17	16	17	17	17	17



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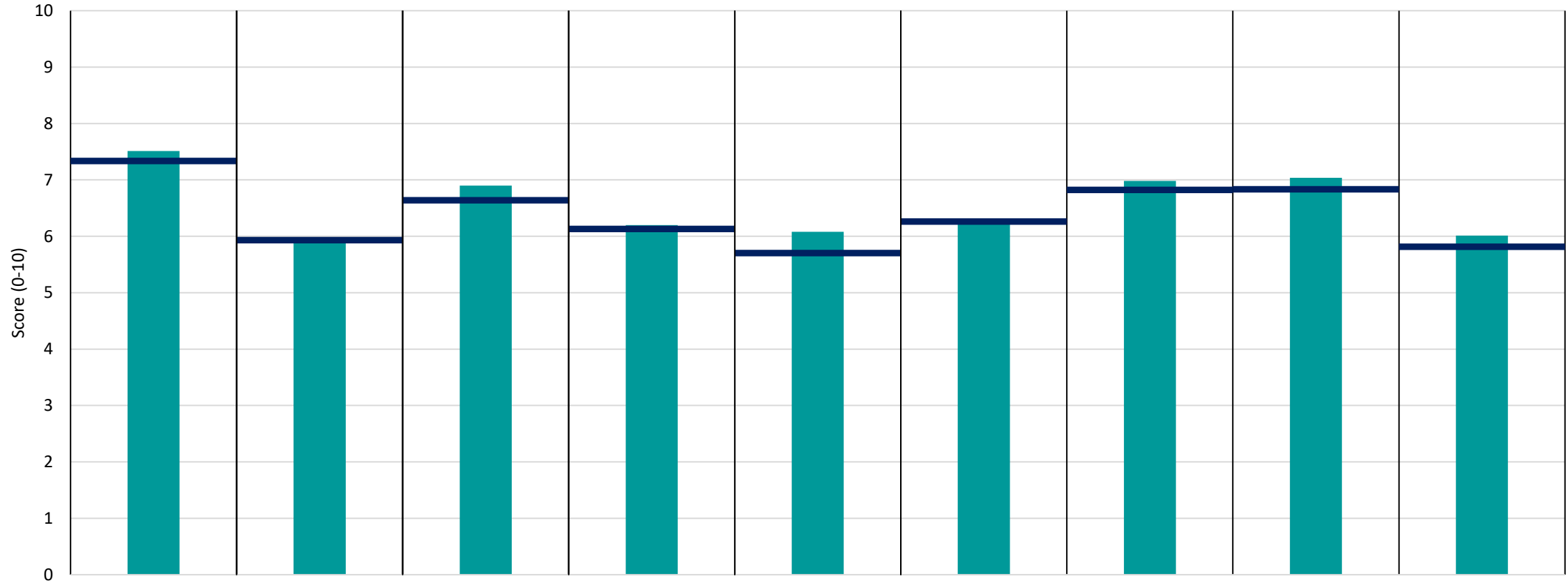
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Breakdown	7.51	5.93	6.90	6.20	6.08	6.24	6.98	7.04	6.01
Your org	7.34	5.93	6.64	6.13	5.70	6.26	6.82	6.83	5.81
Responses	383	385	378	383	366	383	384	384	385