



# North Tees and Hartlepool NHS Foundation Trust

2025 NHS Staff Survey

Breakdown report

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People Promise element and Theme results – Breakdowns 2 (cont.)

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Workforce Directorate

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This breakdown report for North Tees and Hartlepool 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.

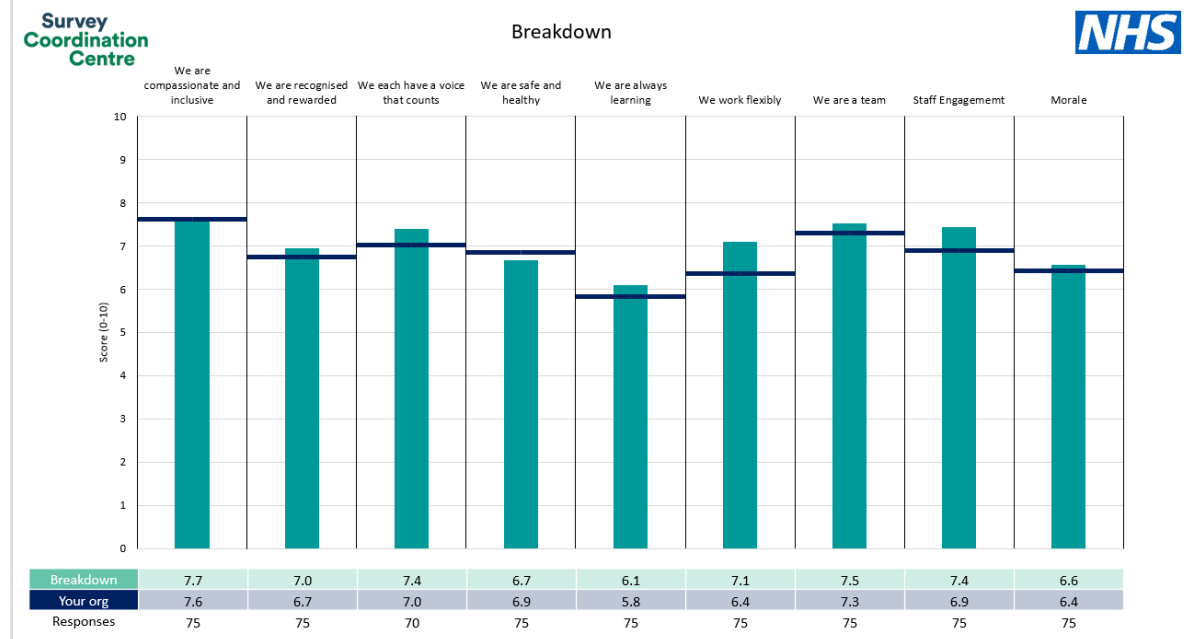
The breakdowns used in this report were provided and defined by North Tees and Hartlepool NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

## 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

North Tees and Hartlepool NHS Foundation Trust  
2025 NHS Staff Survey



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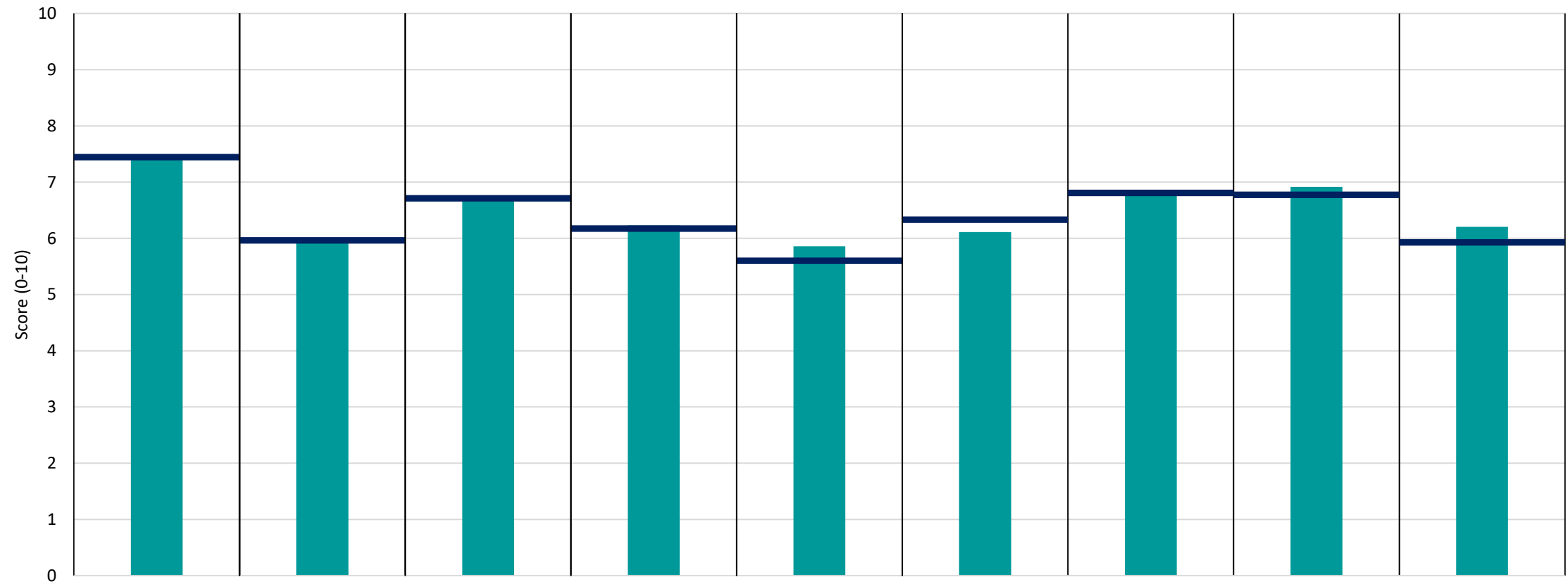
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Staff Engagement



Morale



|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.44 | 5.92 | 6.76 | 6.23 | 5.86 | 6.11 | 6.79 | 6.91 | 6.21 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 353  | 353  | 349  | 349  | 340  | 352  | 351  | 354  | 354  |



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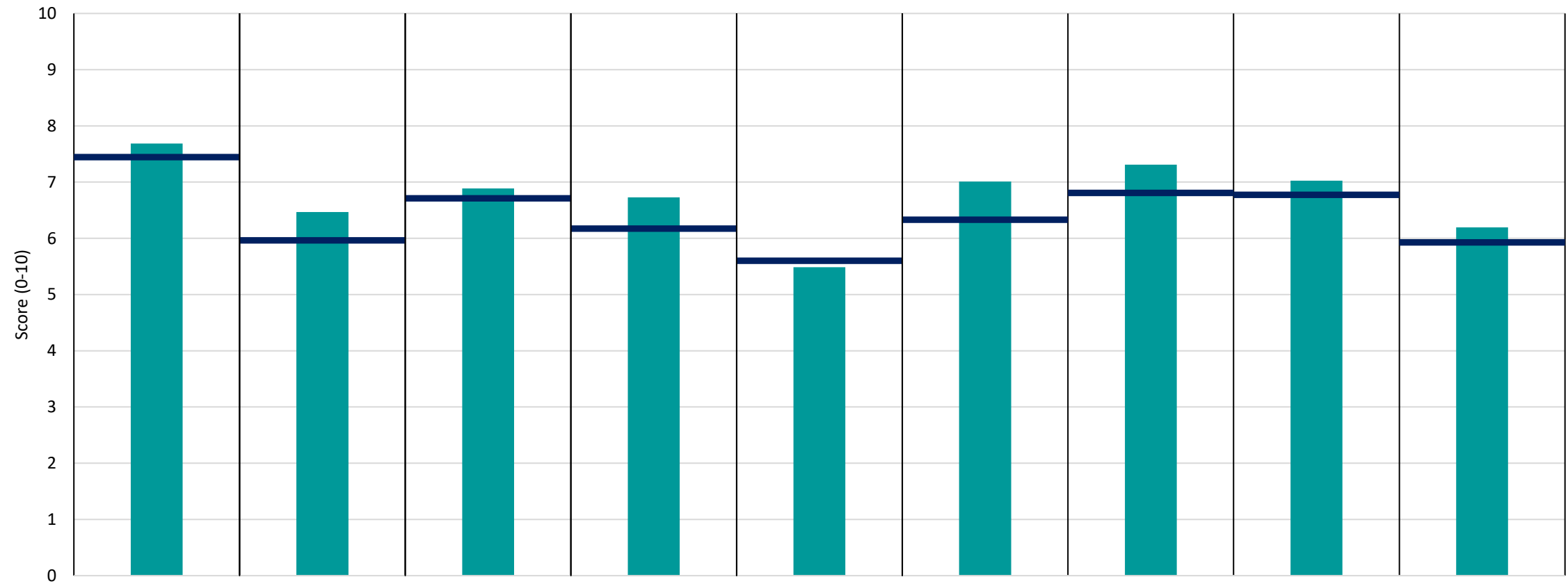
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.69 | 6.47 | 6.89 | 6.73 | 5.48 | 7.01 | 7.31 | 7.03 | 6.20 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 331  | 331  | 328  | 330  | 316  | 327  | 330  | 332  | 332  |



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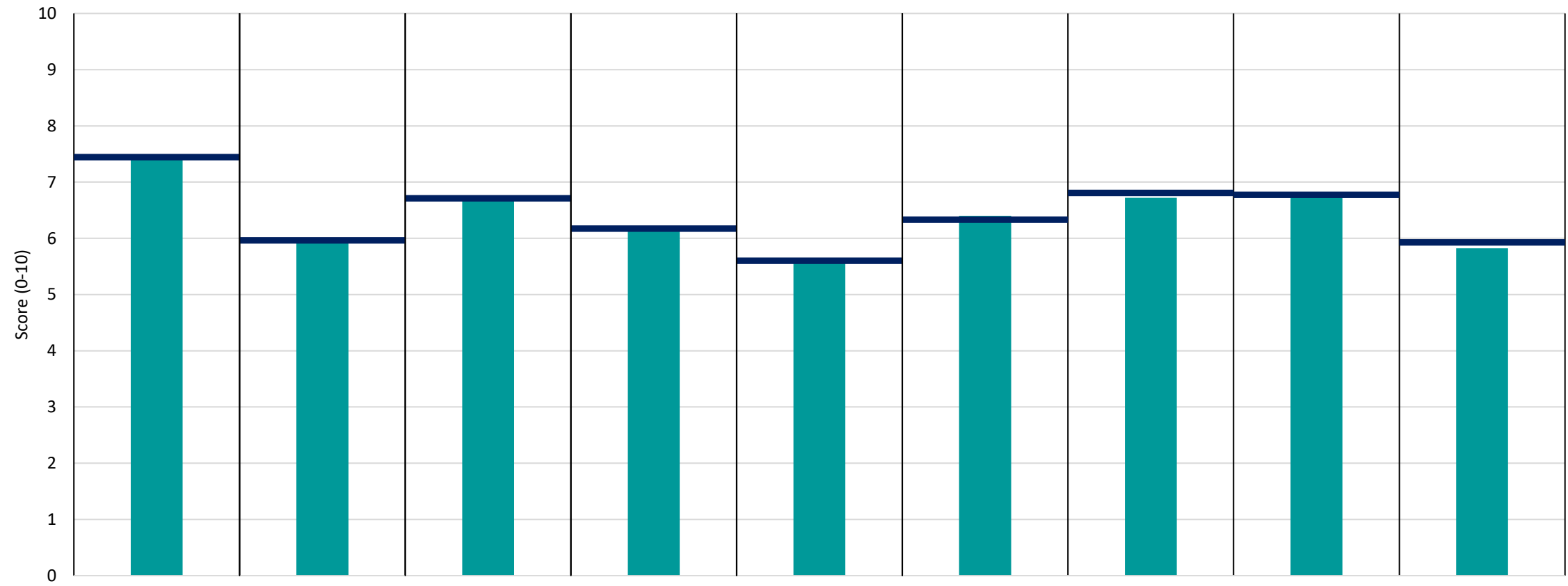
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.47 | 5.92 | 6.74 | 6.19 | 5.59 | 6.40 | 6.72 | 6.73 | 5.82 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 846  | 844  | 836  | 844  | 810  | 838  | 844  | 846  | 846  |



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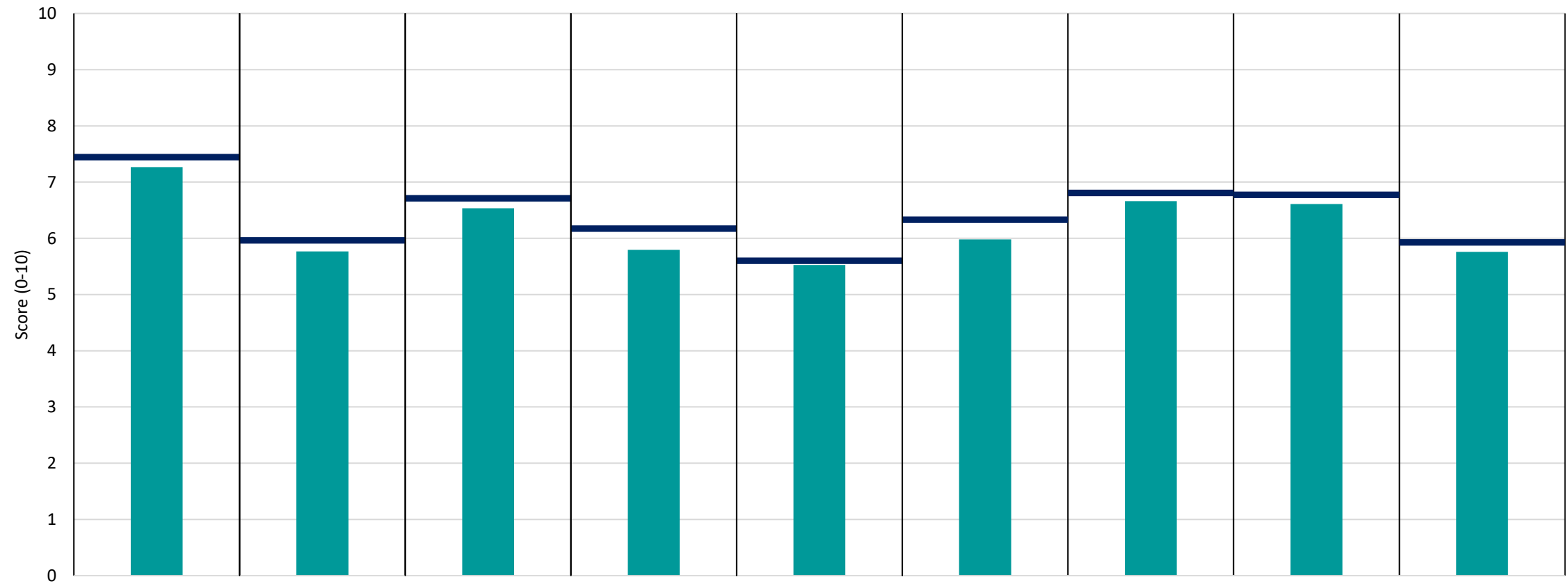
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.27 | 5.77 | 6.54 | 5.80 | 5.53 | 5.98 | 6.66 | 6.61 | 5.76 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 581  | 581  | 573  | 576  | 552  | 578  | 578  | 579  | 581  |

# Breakdowns 2

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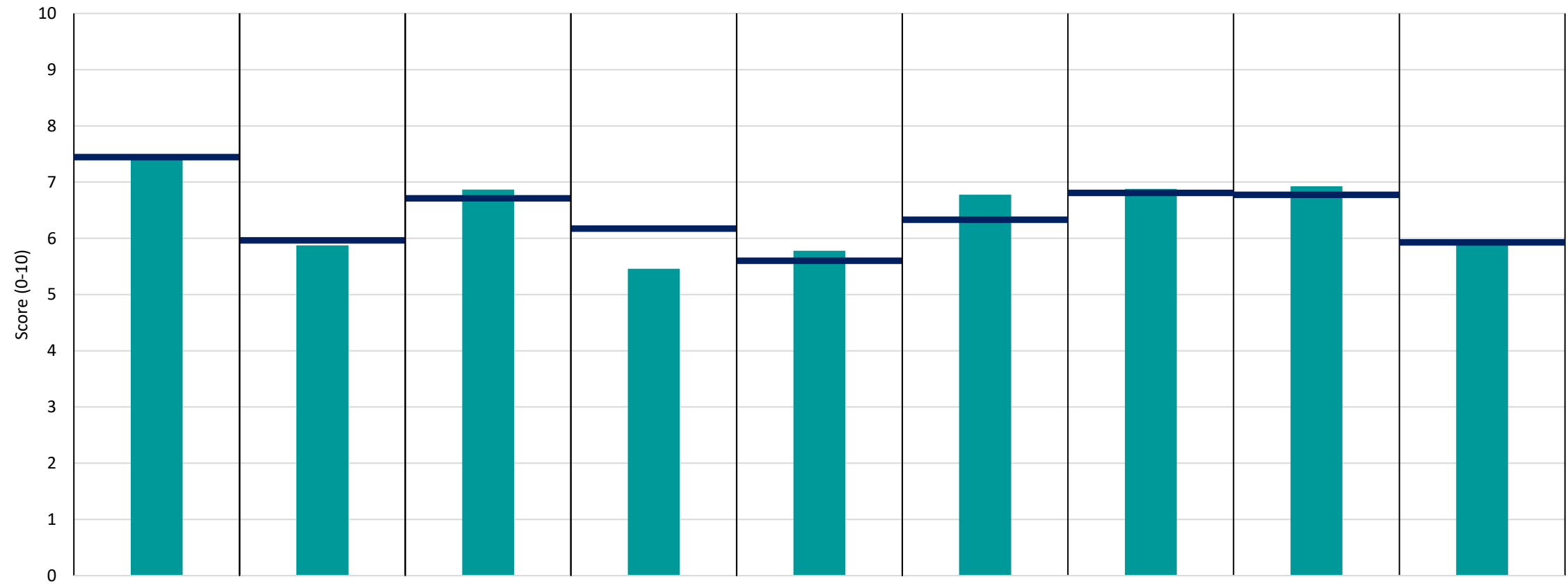
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|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.41 | 5.87 | 6.87 | 5.46 | 5.78 | 6.78 | 6.88 | 6.93 | 5.91 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 60   | 60   | 59   | 60   | 58   | 60   | 60   | 60   | 60   |



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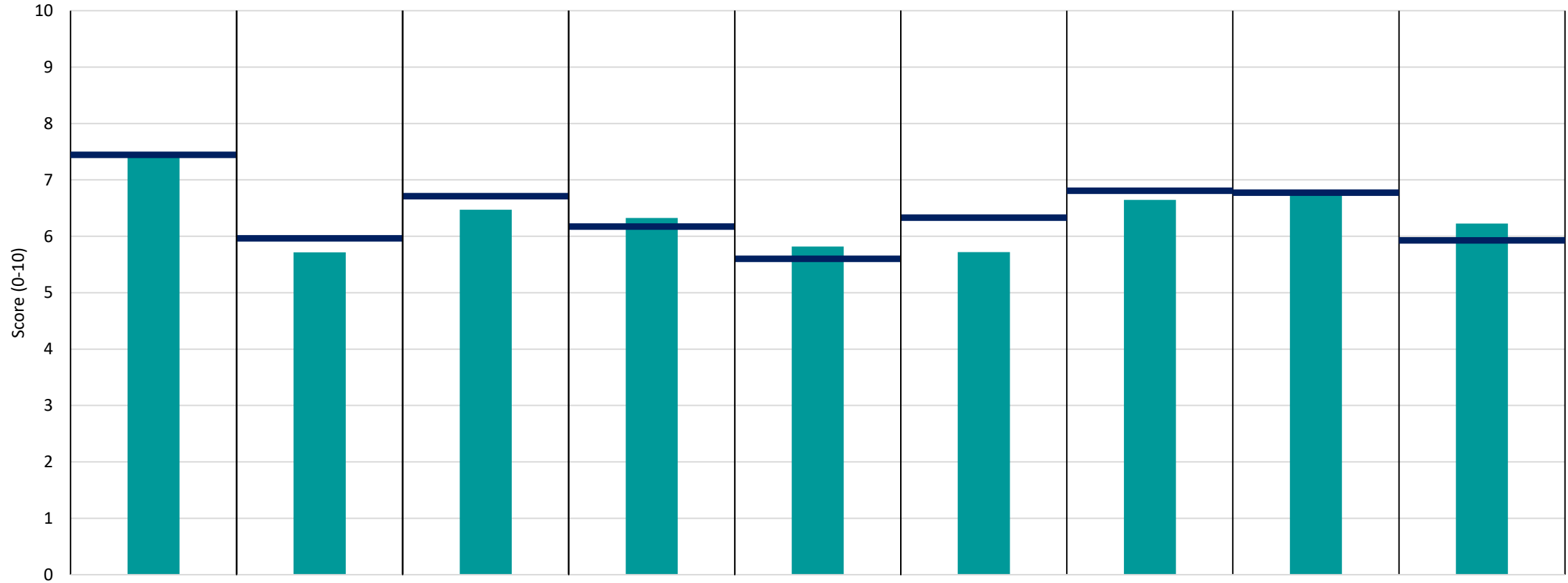
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.44 | 5.72 | 6.47 | 6.33 | 5.82 | 5.72 | 6.65 | 6.74 | 6.23 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 117  | 116  | 117  | 115  | 109  | 115  | 116  | 117  | 117  |



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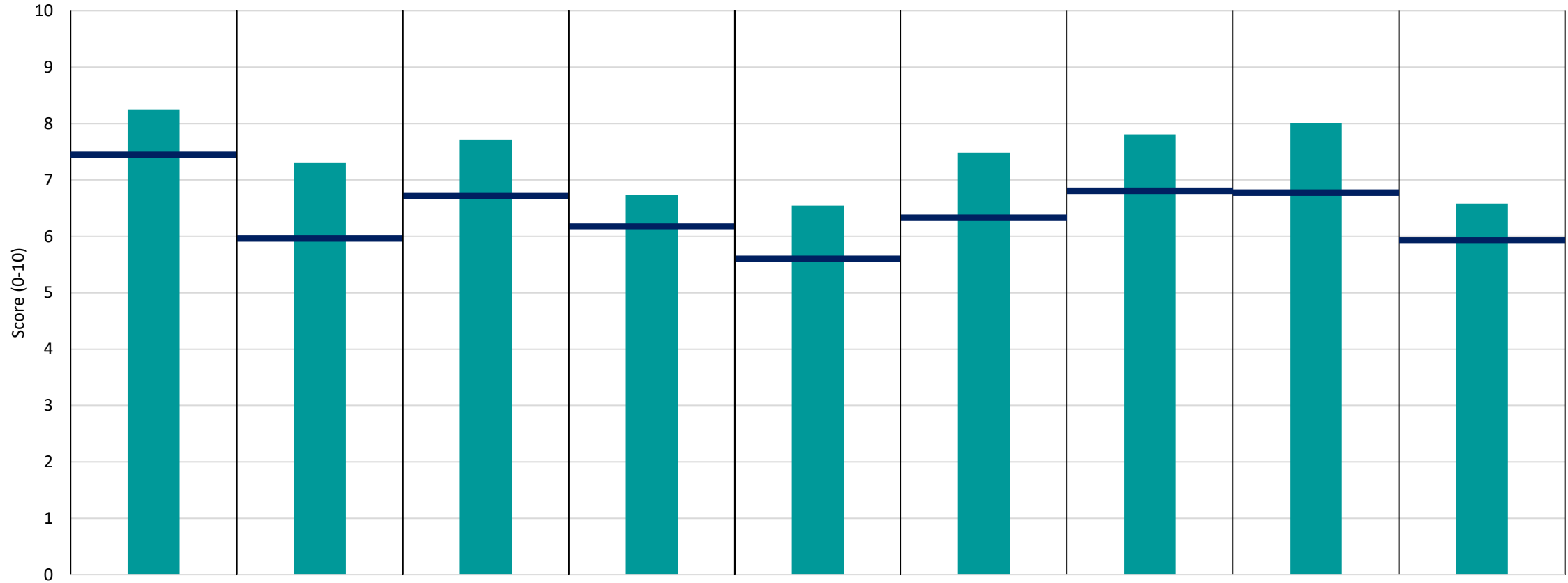
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 8.24 | 7.30 | 7.71 | 6.73 | 6.55 | 7.49 | 7.81 | 8.01 | 6.58 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 28   | 28   | 28   | 28   | 28   | 28   | 28   | 28   | 28   |



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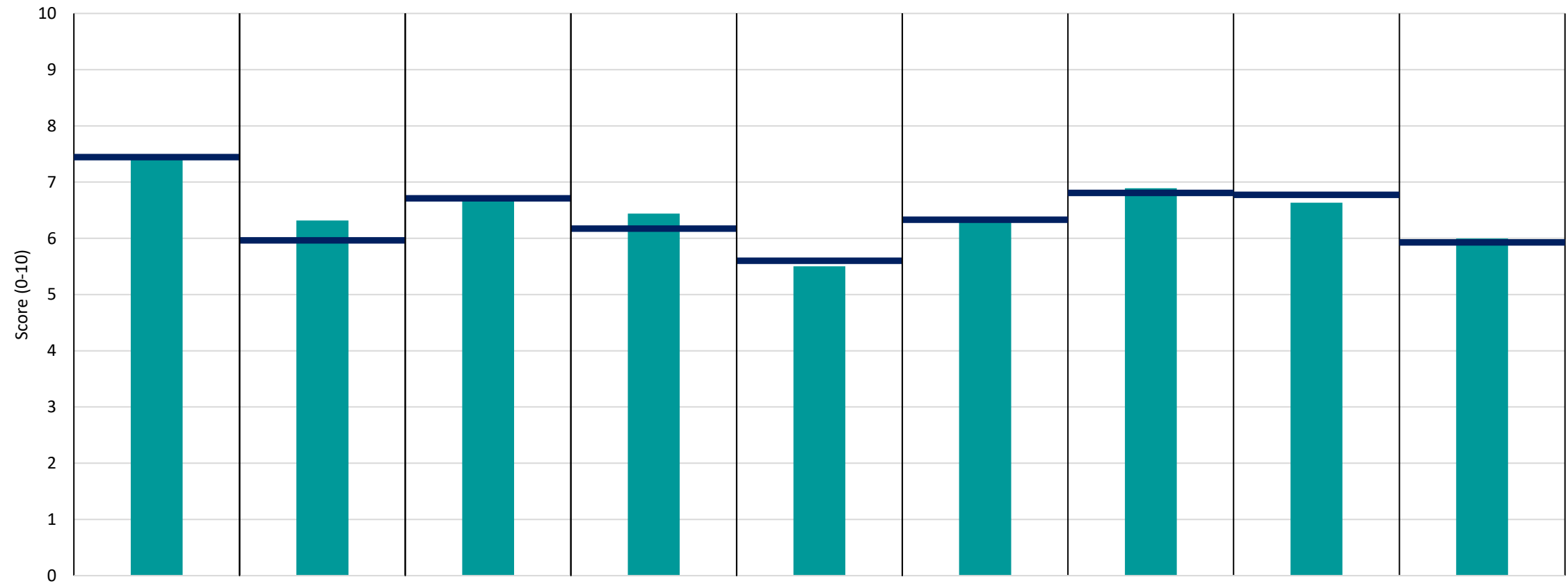
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|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.46 | 6.32 | 6.71 | 6.44 | 5.50 | 6.36 | 6.89 | 6.63 | 6.00 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 96   | 96   | 96   | 96   | 94   | 96   | 96   | 96   | 96   |



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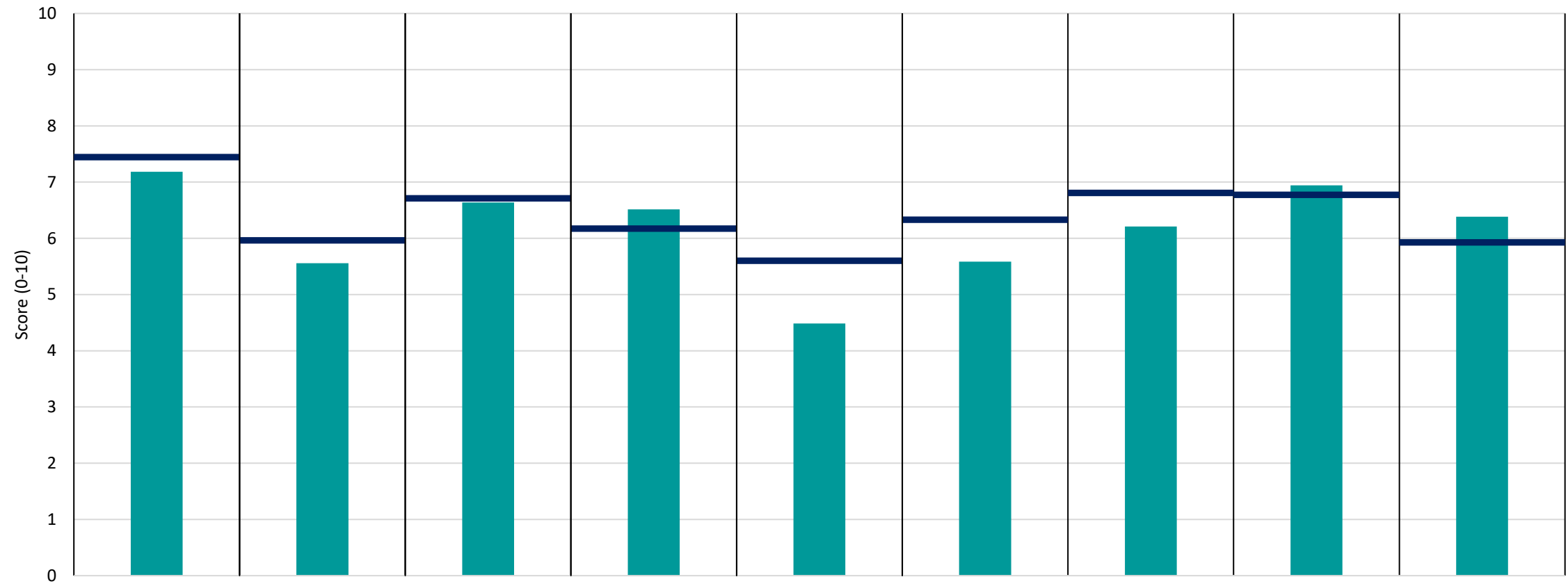
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|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.18 | 5.56 | 6.64 | 6.52 | 4.48 | 5.59 | 6.21 | 6.94 | 6.38 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 44   | 44   | 41   | 43   | 43   | 44   | 44   | 44   | 44   |



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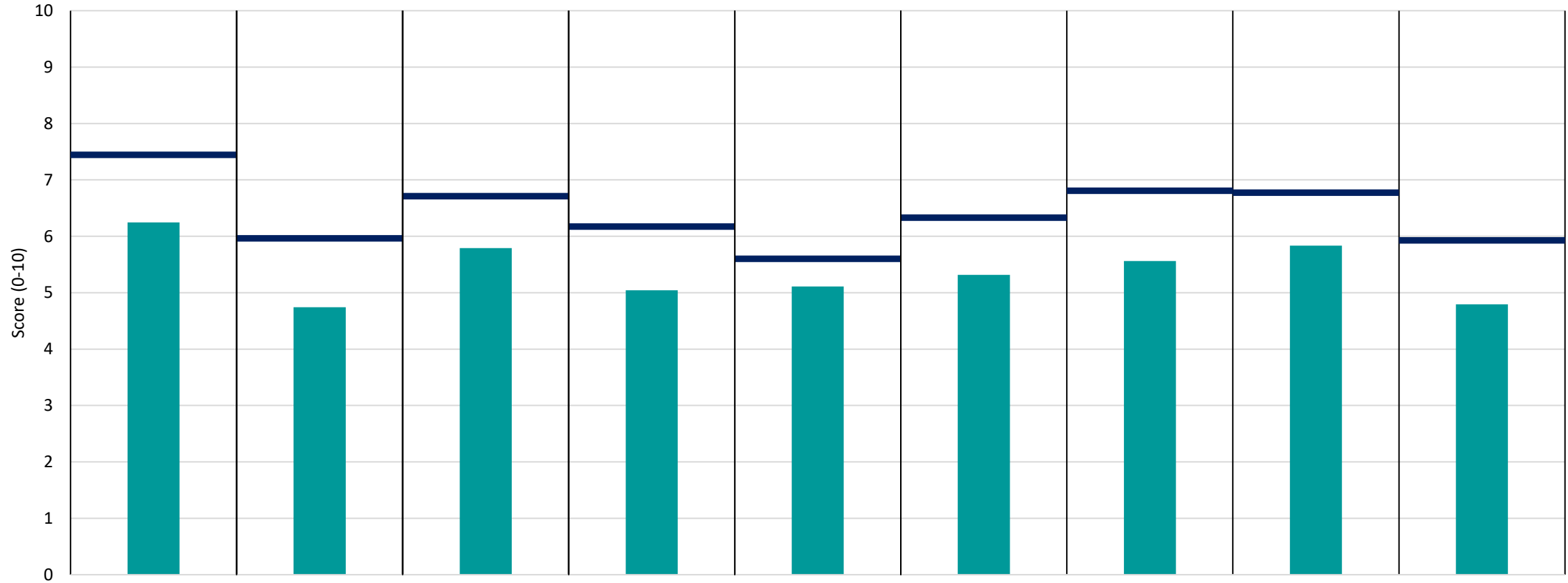
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|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 6.24 | 4.74 | 5.79 | 5.05 | 5.11 | 5.32 | 5.56 | 5.83 | 4.79 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 54   | 54   | 54   | 54   | 49   | 54   | 53   | 54   | 54   |



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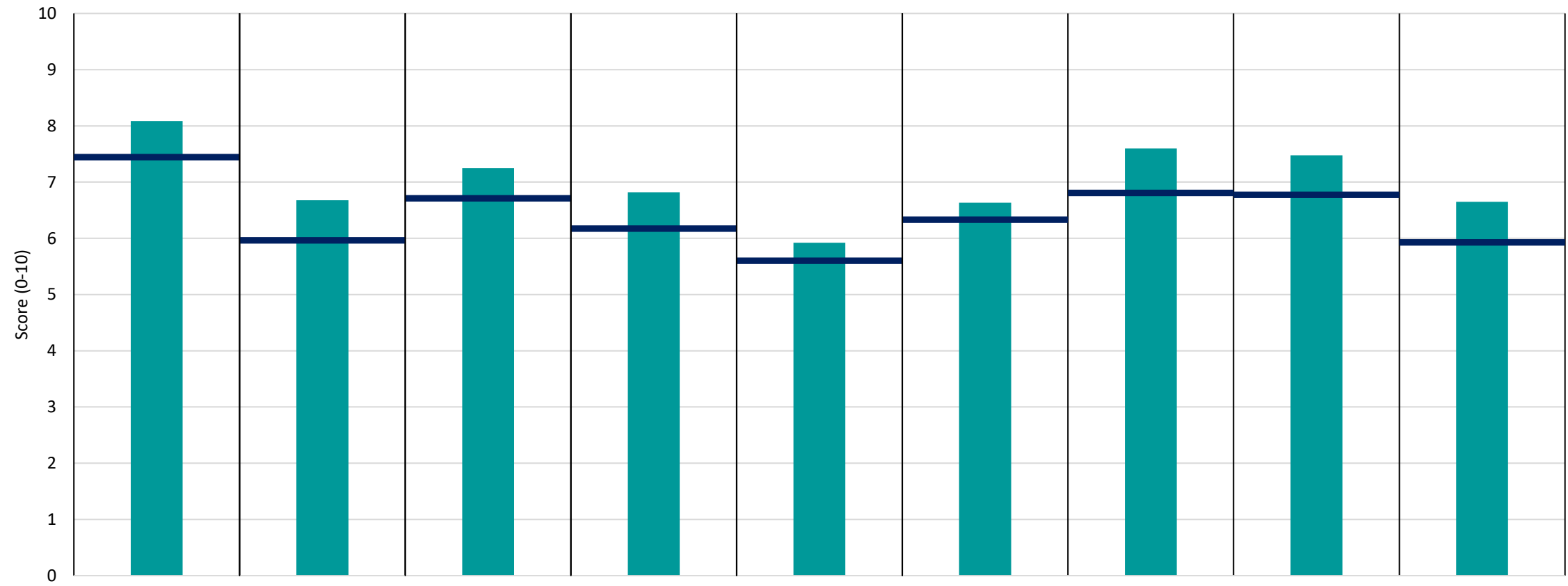
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|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 8.09 | 6.68 | 7.25 | 6.82 | 5.92 | 6.64 | 7.60 | 7.48 | 6.65 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 54   | 54   | 54   | 53   | 53   | 54   | 54   | 54   | 54   |



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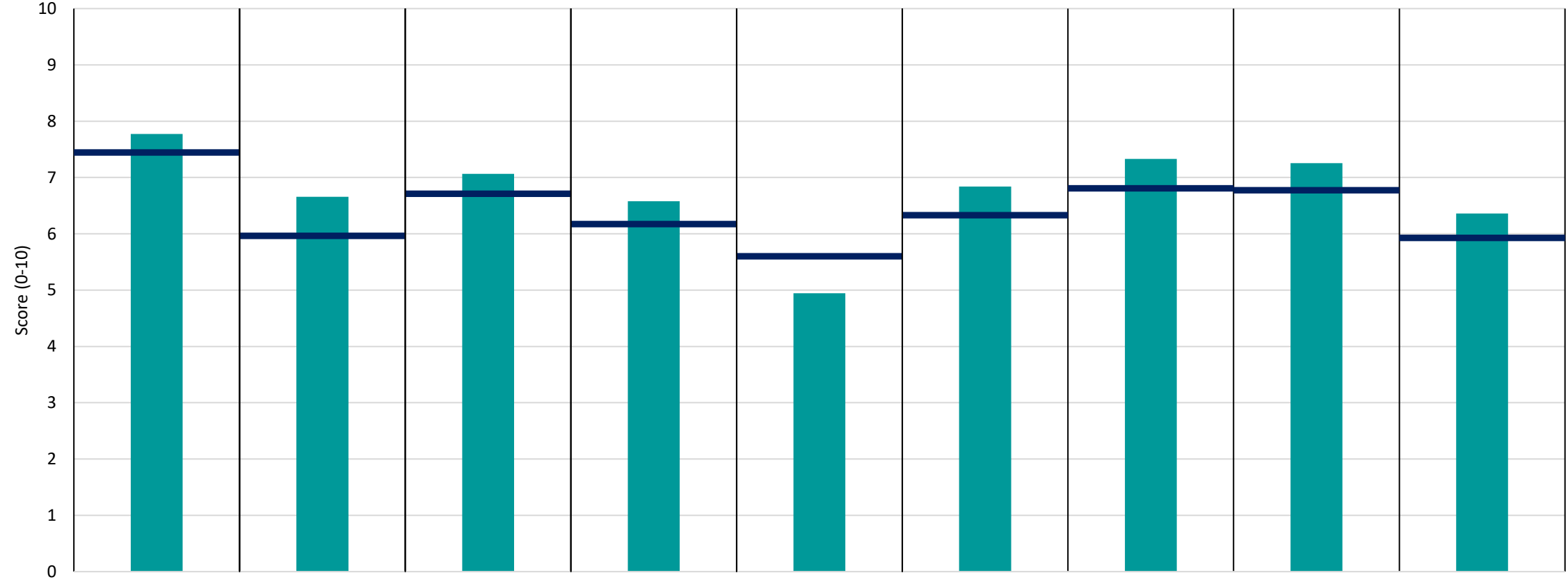
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.77 | 6.66 | 7.06 | 6.58 | 4.94 | 6.84 | 7.33 | 7.25 | 6.36 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 35   | 35   | 34   | 35   | 31   | 34   | 35   | 35   | 35   |



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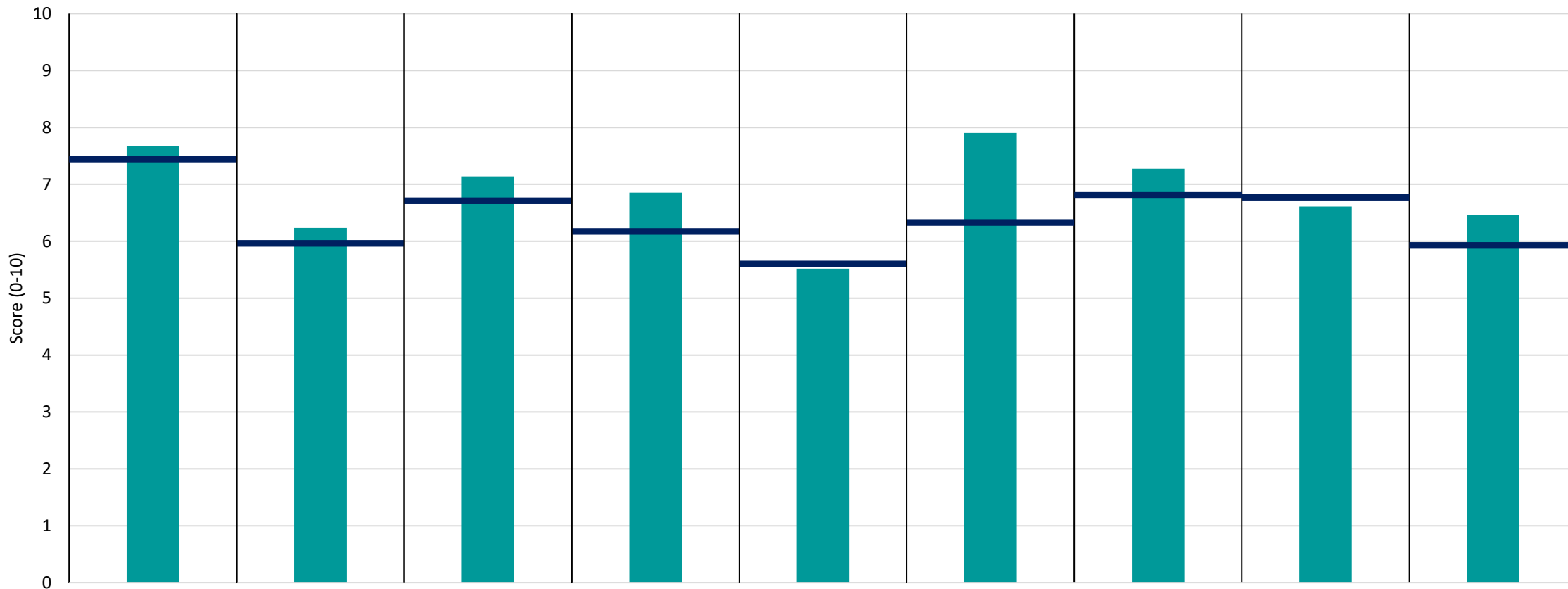
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.68 | 6.24 | 7.14 | 6.85 | 5.52 | 7.90 | 7.27 | 6.61 | 6.45 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 34   | 34   | 34   | 34   | 32   | 34   | 34   | 34   | 34   |



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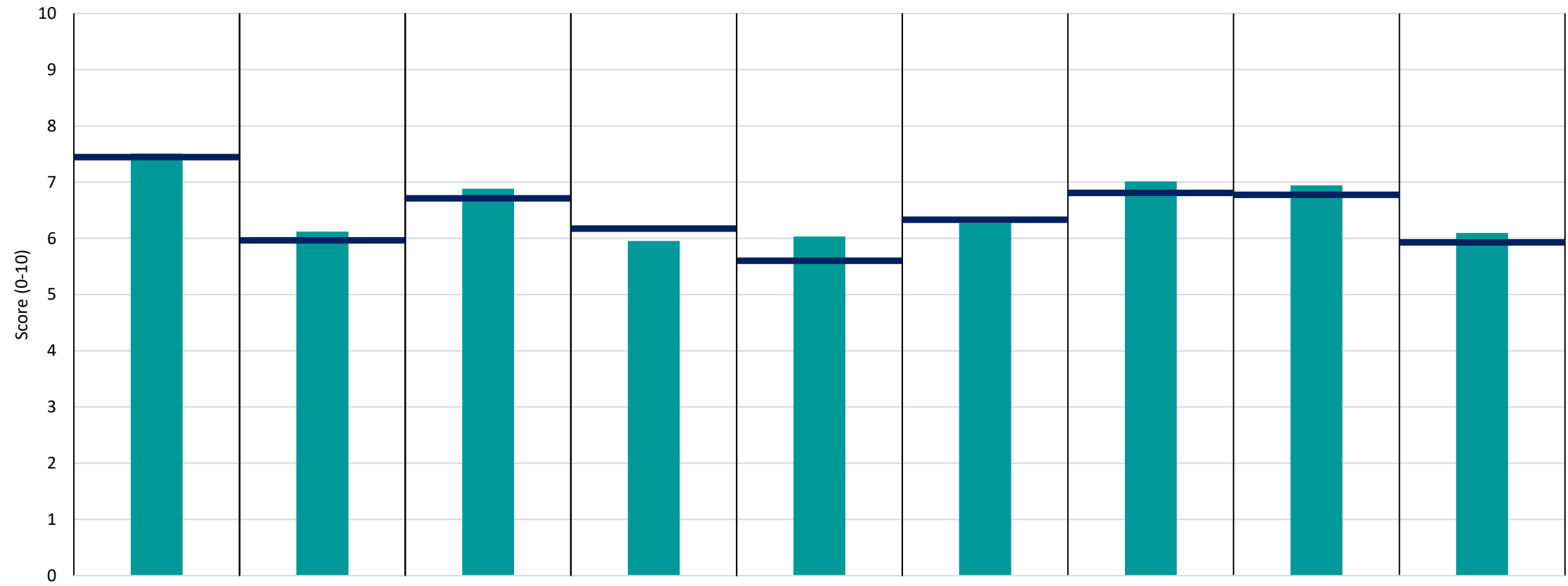
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.51 | 6.12 | 6.88 | 5.95 | 6.03 | 6.27 | 7.01 | 6.94 | 6.09 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 285  | 285  | 279  | 281  | 271  | 283  | 284  | 283  | 285  |



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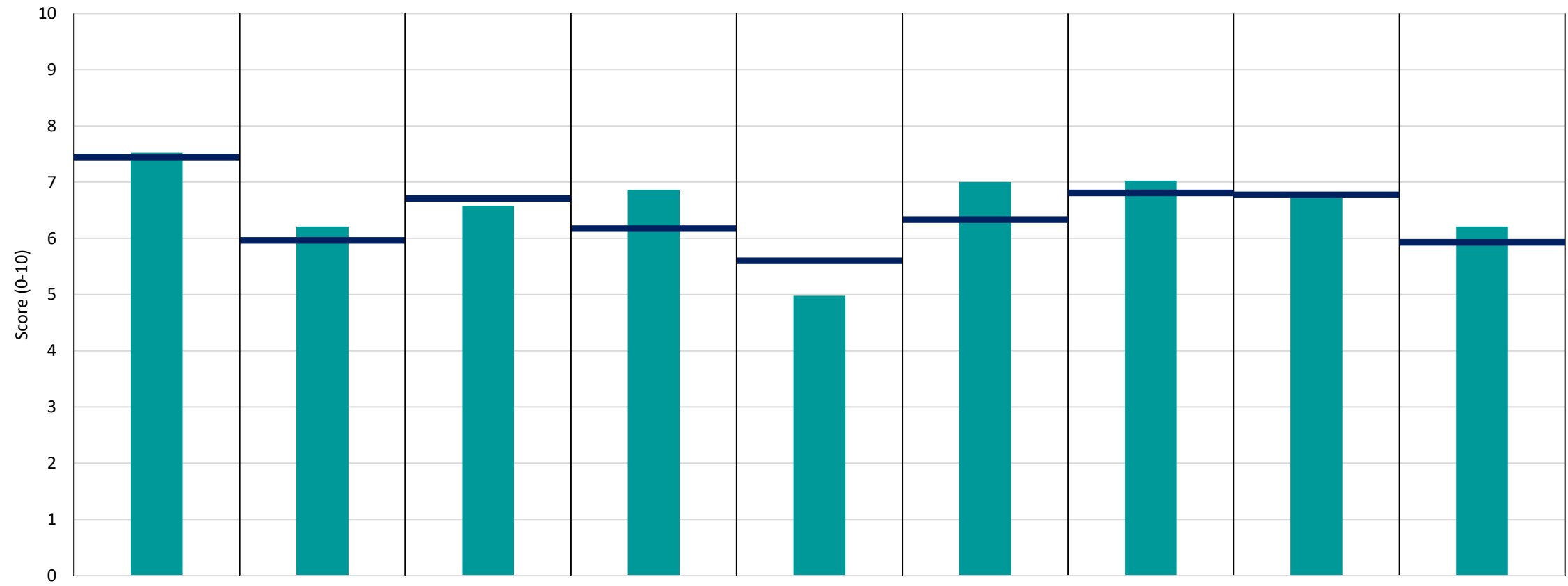
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.52 | 6.21 | 6.58 | 6.86 | 4.98 | 7.00 | 7.03 | 6.82 | 6.21 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 77   | 78   | 76   | 78   | 70   | 77   | 77   | 78   | 78   |



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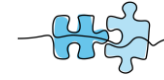
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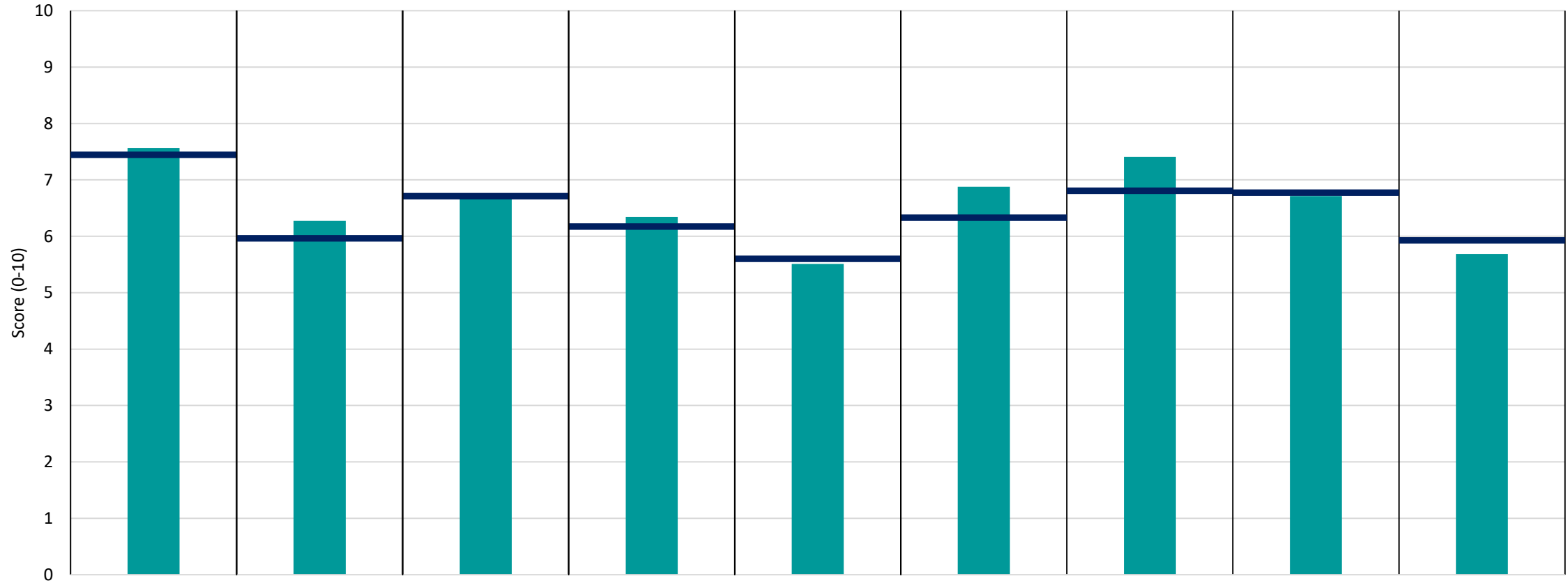
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.57 | 6.28 | 6.68 | 6.34 | 5.51 | 6.88 | 7.41 | 6.71 | 5.69 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 71   | 70   | 71   | 71   | 70   | 70   | 71   | 71   | 71   |



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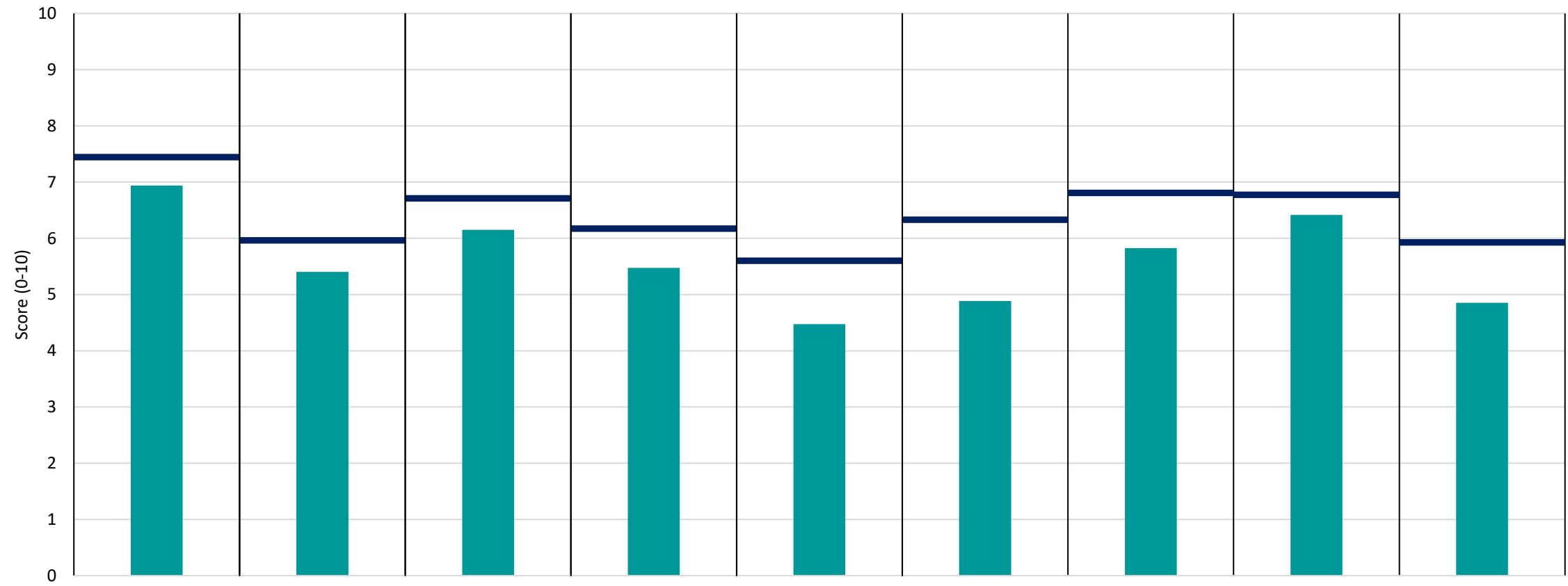
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 6.94 | 5.40 | 6.15 | 5.47 | 4.47 | 4.89 | 5.83 | 6.42 | 4.85 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 75   | 74   | 75   | 75   | 71   | 73   | 74   | 75   | 75   |



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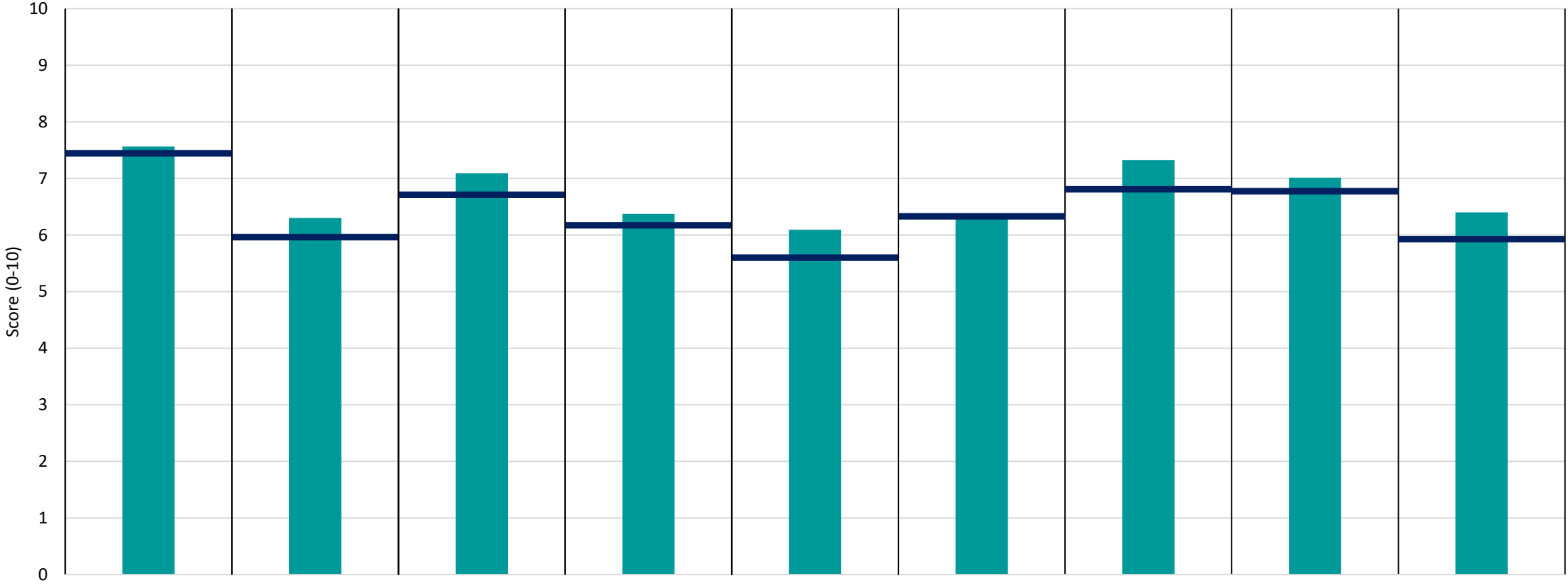
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.57 | 6.30 | 7.09 | 6.37 | 6.09 | 6.37 | 7.32 | 7.01 | 6.40 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 65   | 65   | 65   | 65   | 62   | 65   | 65   | 65   | 65   |



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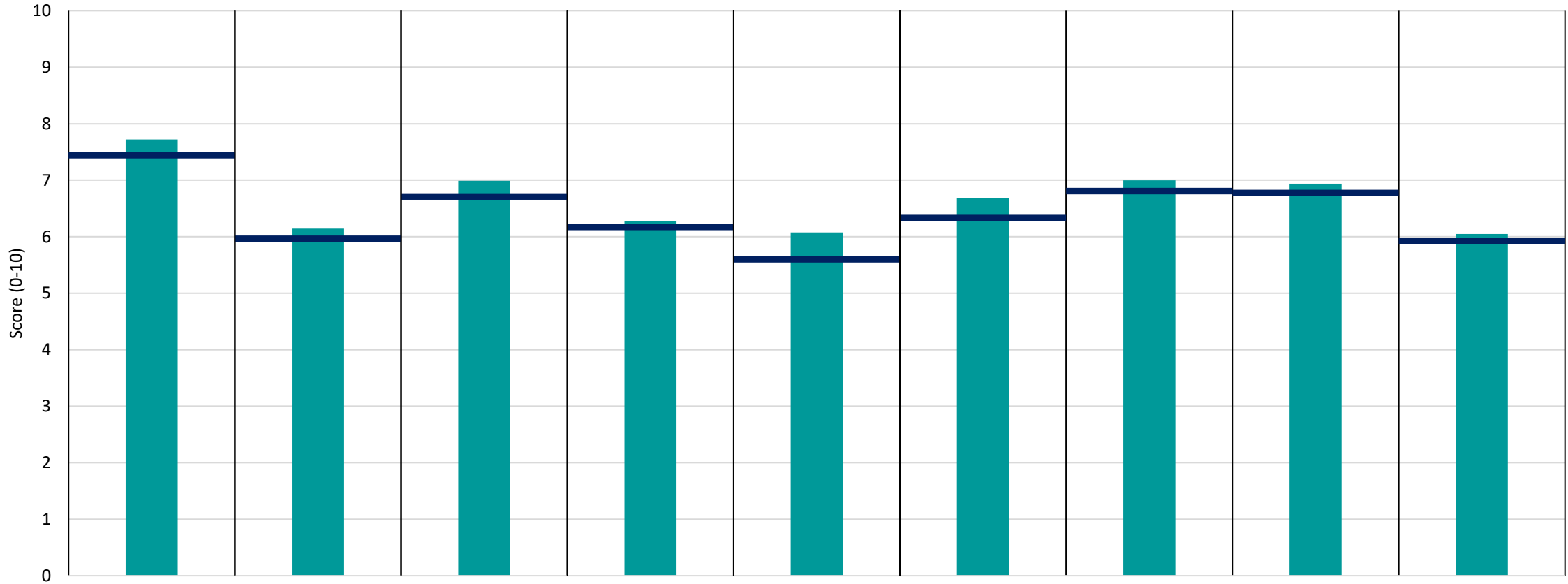
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.72 | 6.14 | 6.99 | 6.28 | 6.08 | 6.69 | 7.00 | 6.94 | 6.05 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 504  | 503  | 495  | 503  | 483  | 498  | 503  | 504  | 504  |



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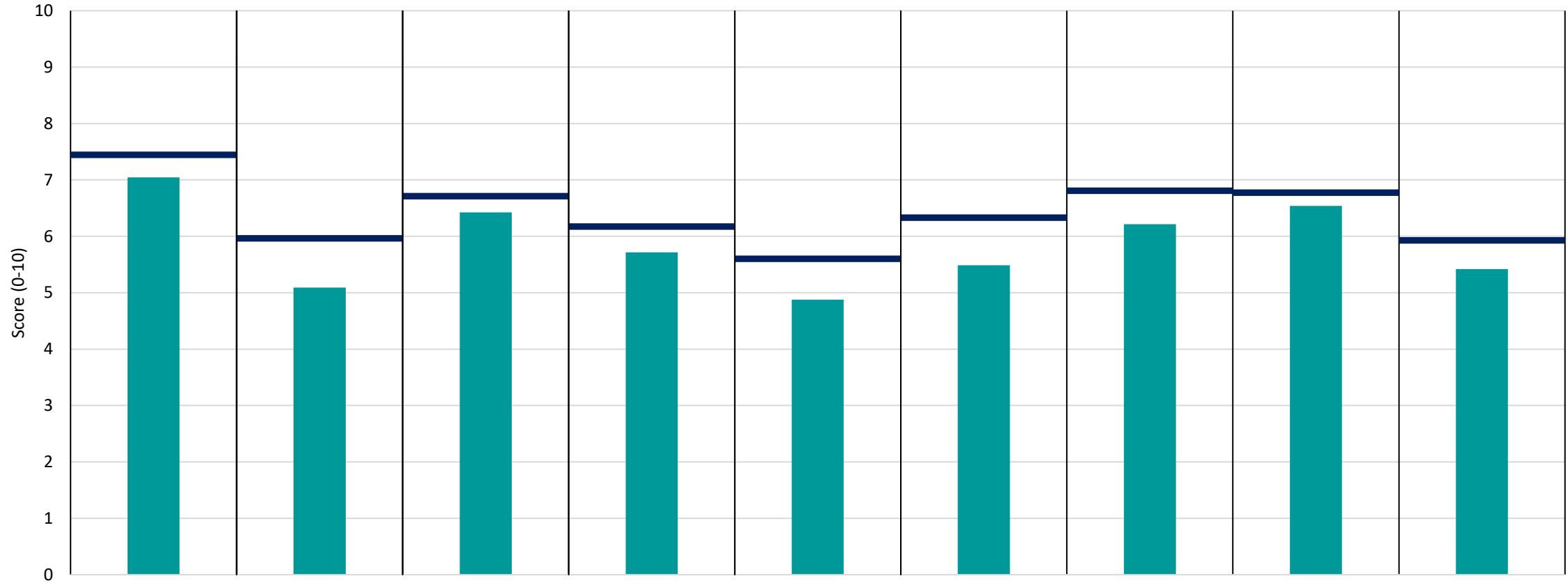
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.05 | 5.09 | 6.42 | 5.72 | 4.88 | 5.49 | 6.21 | 6.54 | 5.42 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 68   | 68   | 68   | 68   | 65   | 68   | 68   | 68   | 68   |



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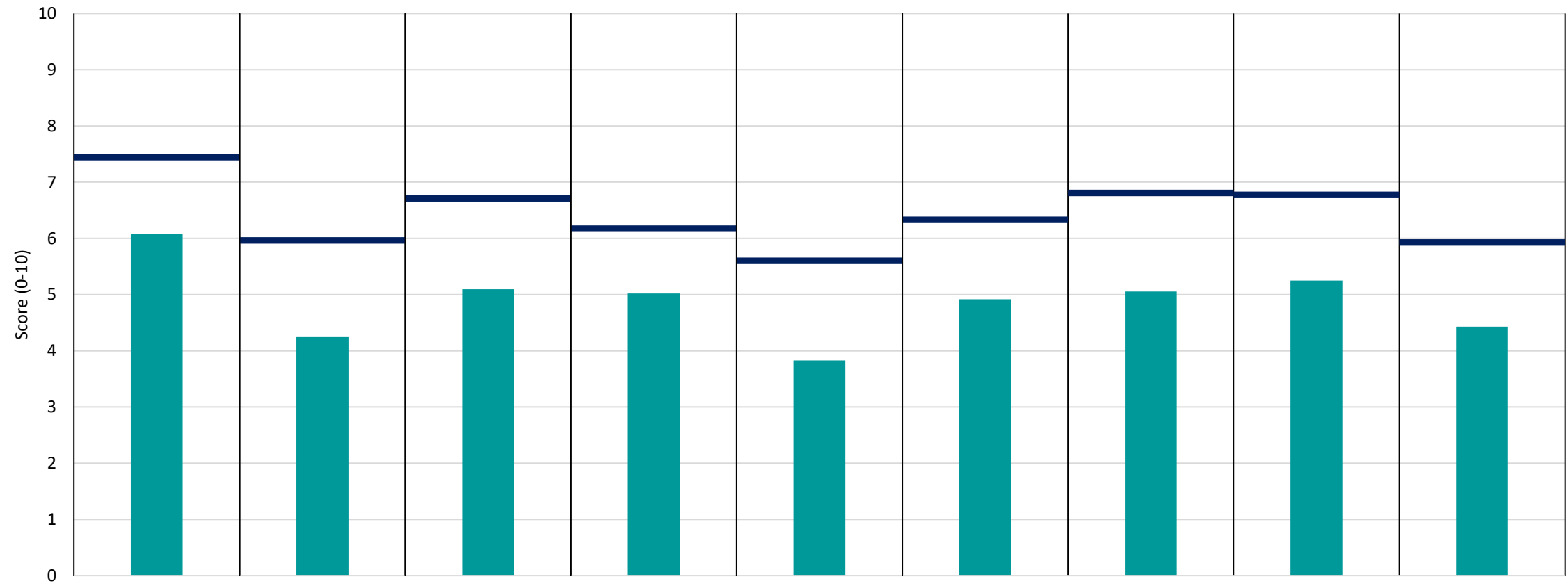
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 6.07 | 4.24 | 5.10 | 5.02 | 3.83 | 4.92 | 5.06 | 5.25 | 4.43 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 55   | 55   | 55   | 55   | 50   | 55   | 55   | 55   | 55   |



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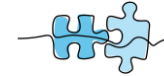
We are safe and  
healthy



We are always  
learning



We work flexibly



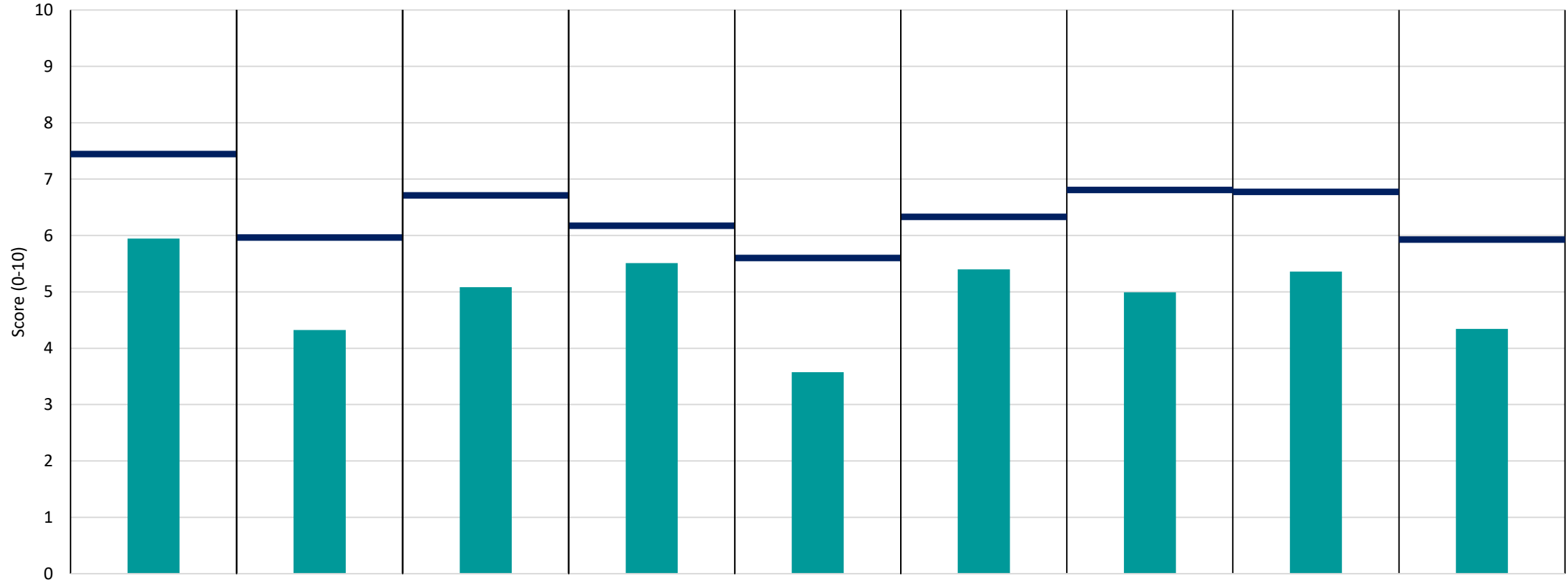
We are a team



Staff Engagement



Morale



|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 5.95 | 4.32 | 5.08 | 5.51 | 3.58 | 5.40 | 4.99 | 5.36 | 4.34 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 50   | 50   | 49   | 49   | 46   | 50   | 50   | 50   | 50   |



We are  
compassionate and  
inclusive



We are recognised  
and rewarded



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that counts



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We work flexibly



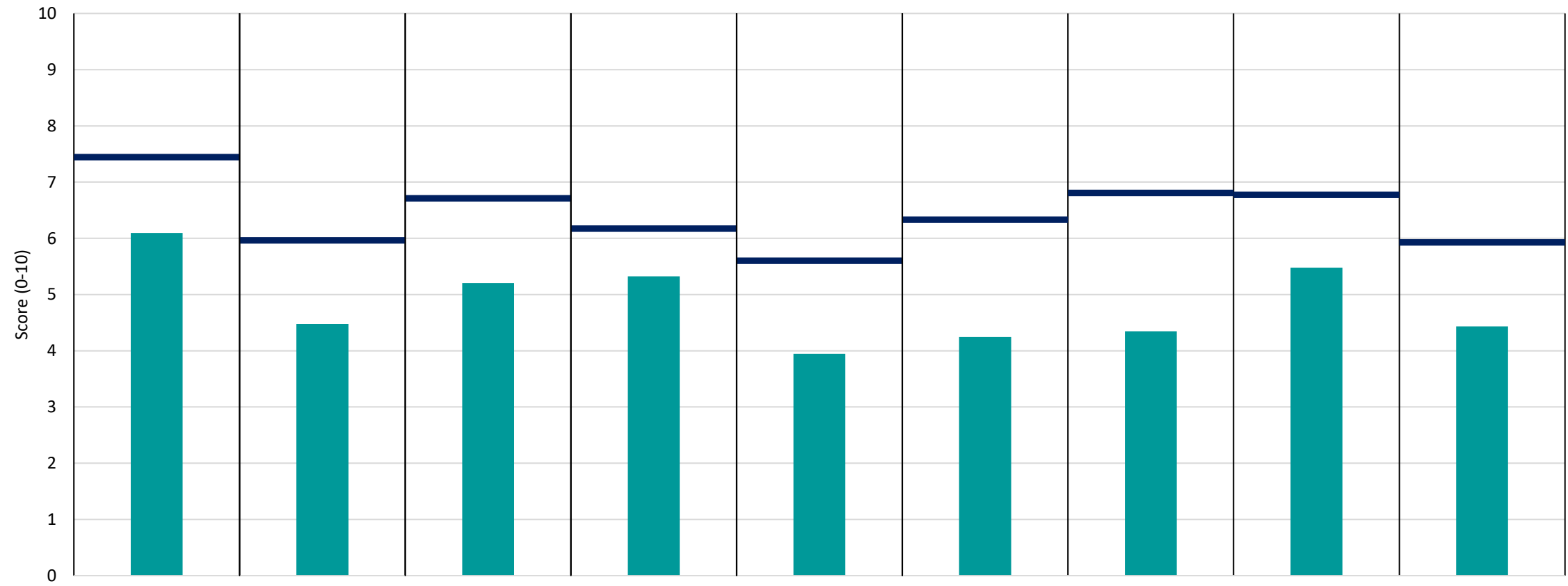
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Staff Engagement



Morale



|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 6.10 | 4.48 | 5.21 | 5.32 | 3.95 | 4.24 | 4.35 | 5.48 | 4.43 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 22   | 22   | 22   | 22   | 22   | 22   | 22   | 22   | 22   |



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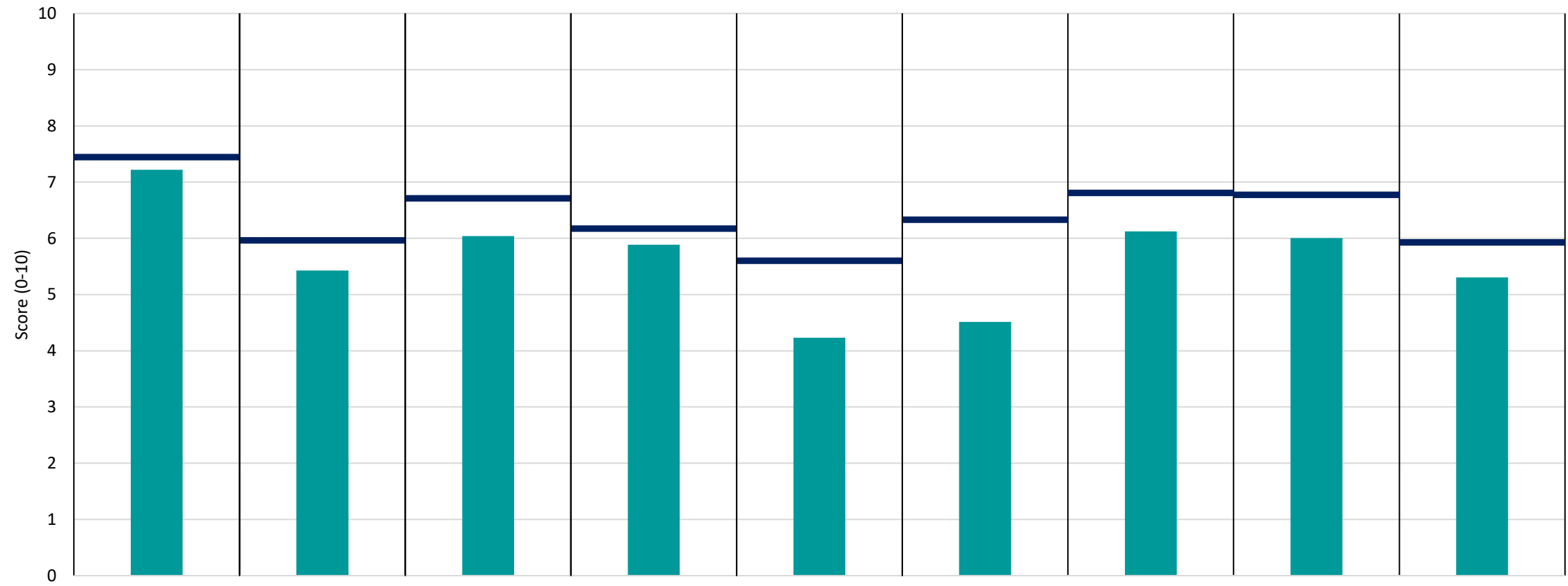
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Staff Engagement



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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.22 | 5.43 | 6.04 | 5.89 | 4.23 | 4.51 | 6.12 | 6.00 | 5.31 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 49   | 49   | 48   | 49   | 48   | 48   | 48   | 49   | 49   |



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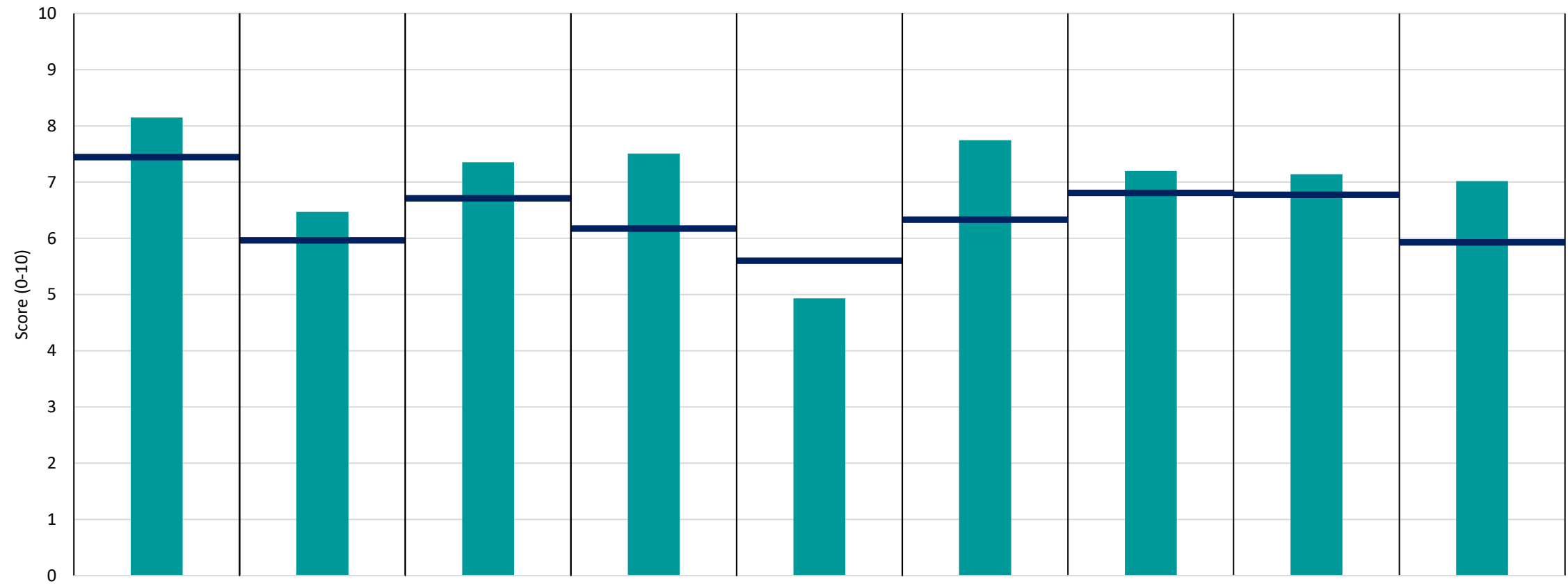
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 8.15 | 6.47 | 7.36 | 7.51 | 4.93 | 7.75 | 7.20 | 7.14 | 7.02 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 17   | 17   | 17   | 17   | 17   | 17   | 17   | 17   | 17   |



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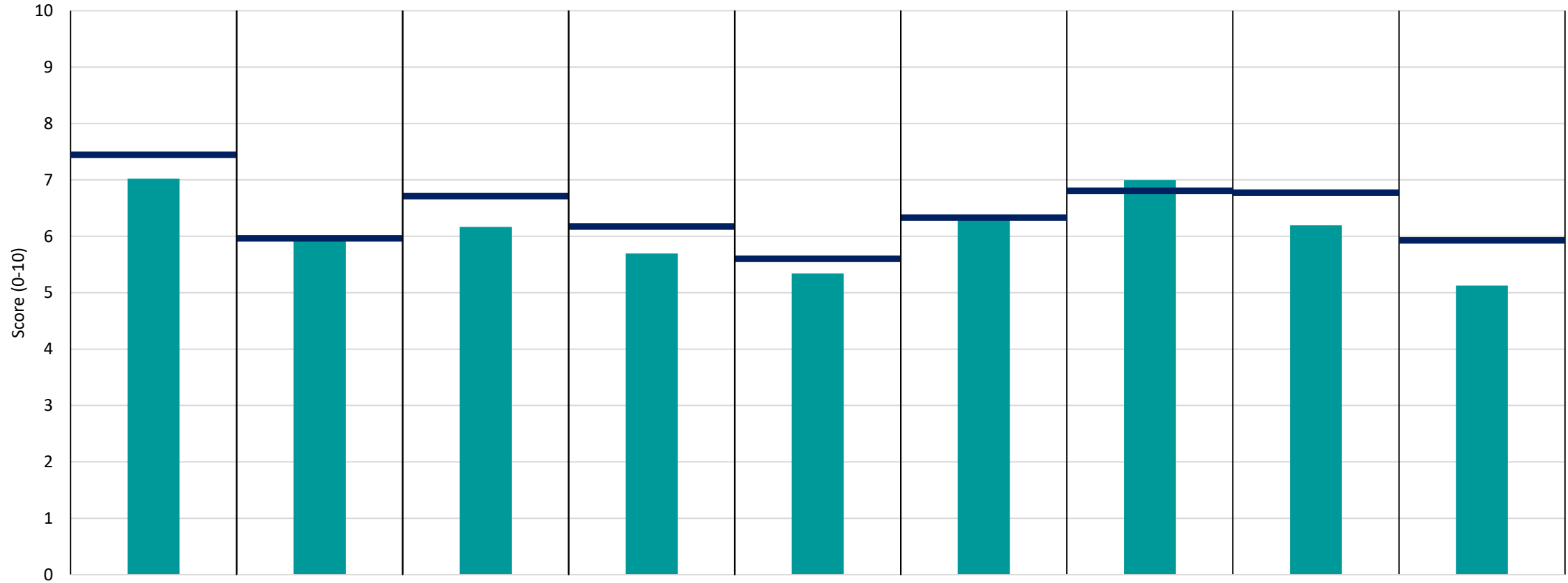
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.02 | 5.92 | 6.17 | 5.70 | 5.34 | 6.31 | 7.00 | 6.20 | 5.13 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 32   | 33   | 32   | 31   | 32   | 33   | 32   | 33   | 33   |



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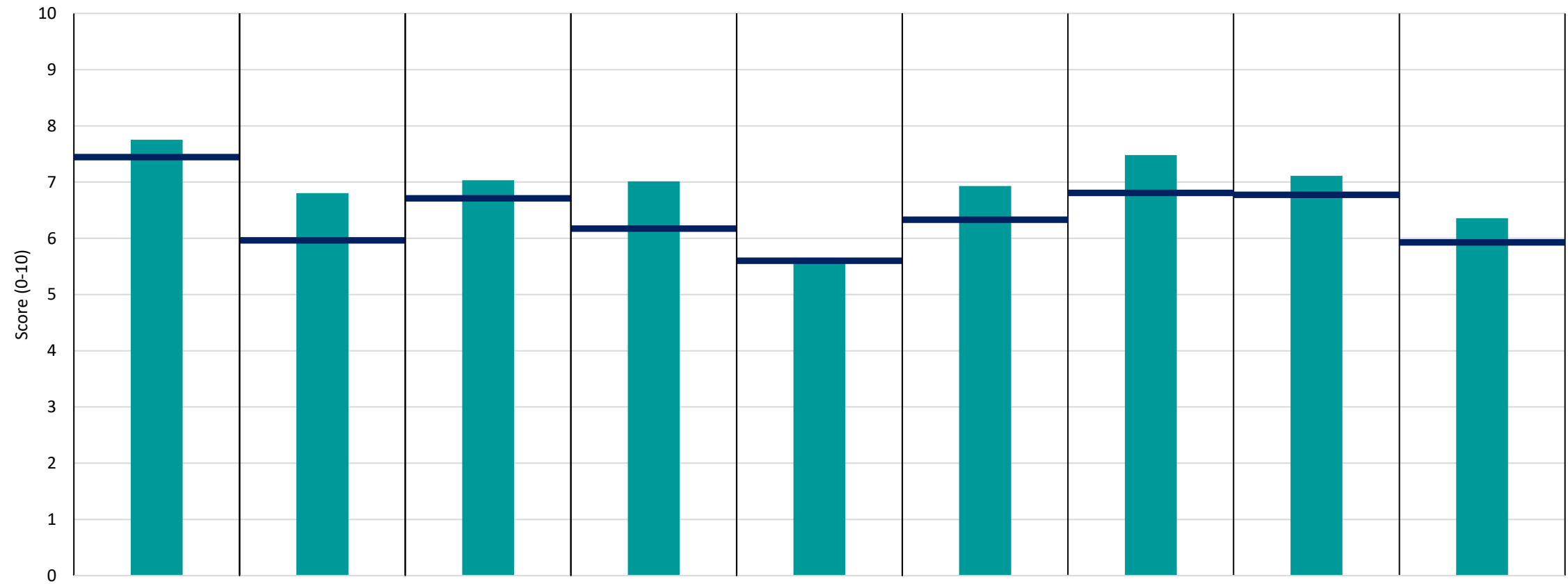
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.75 | 6.80 | 7.03 | 7.02 | 5.60 | 6.93 | 7.48 | 7.11 | 6.36 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 52   | 52   | 51   | 50   | 50   | 52   | 51   | 52   | 52   |



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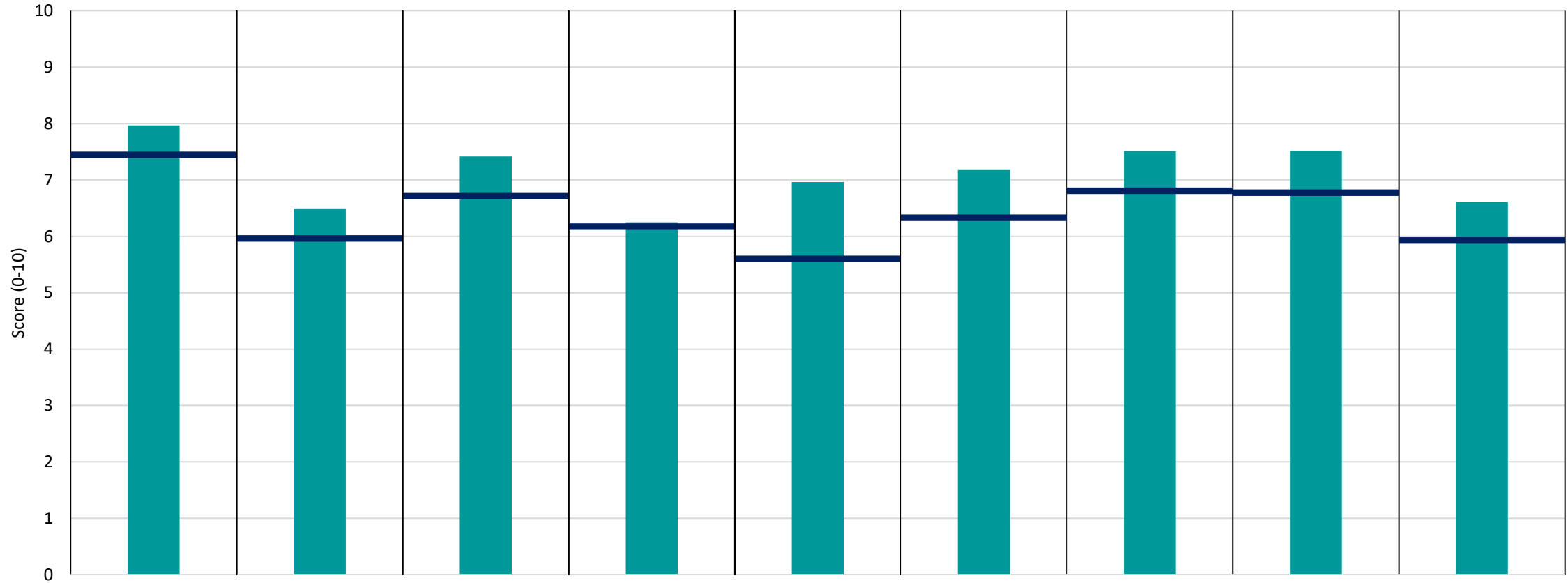
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.97 | 6.49 | 7.42 | 6.24 | 6.96 | 7.18 | 7.51 | 7.52 | 6.61 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 92   | 92   | 91   | 92   | 91   | 92   | 91   | 92   | 92   |



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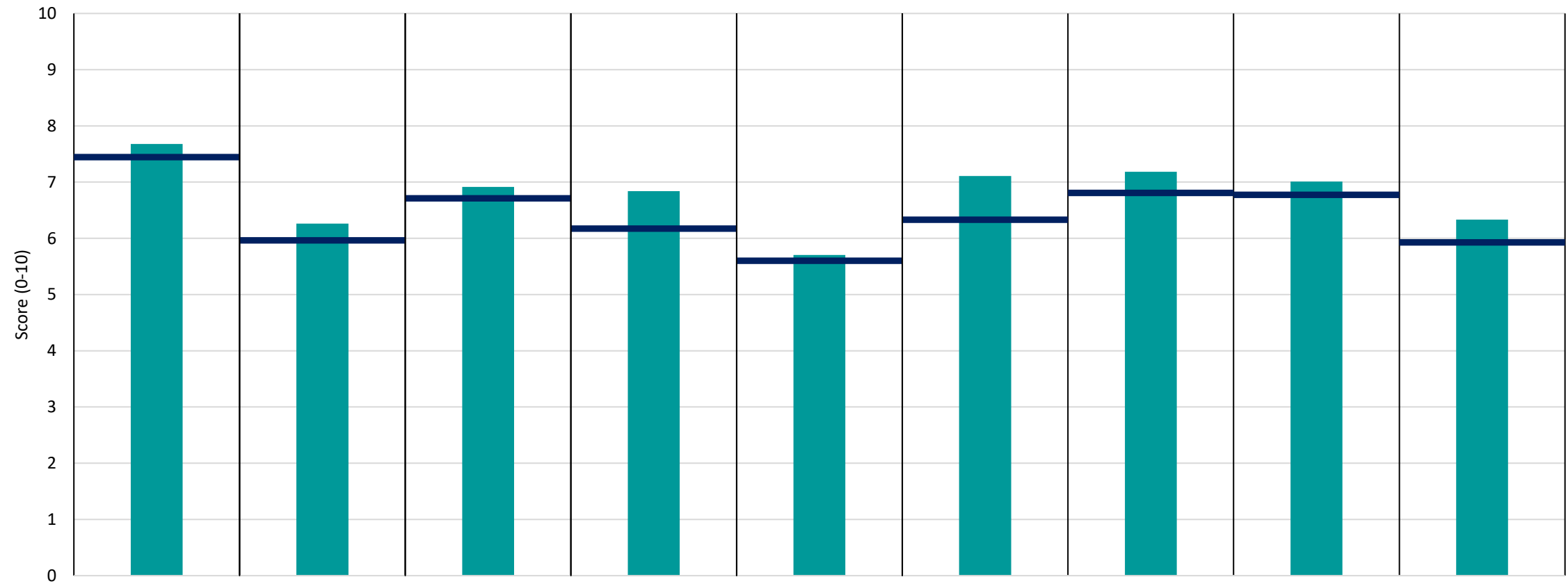
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|           |      |      |      |      |      |      |      |      |      |
|-----------|------|------|------|------|------|------|------|------|------|
| Breakdown | 7.68 | 6.26 | 6.92 | 6.84 | 5.70 | 7.11 | 7.19 | 7.01 | 6.33 |
| Your org  | 7.44 | 5.96 | 6.71 | 6.17 | 5.60 | 6.33 | 6.81 | 6.77 | 5.93 |
| Responses | 68   | 68   | 68   | 68   | 67   | 66   | 68   | 68   | 68   |