



Imperial College Healthcare NHS Trust

2025 NHS Staff Survey

Breakdown report

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This breakdown report for Imperial College Healthcare NHS 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.

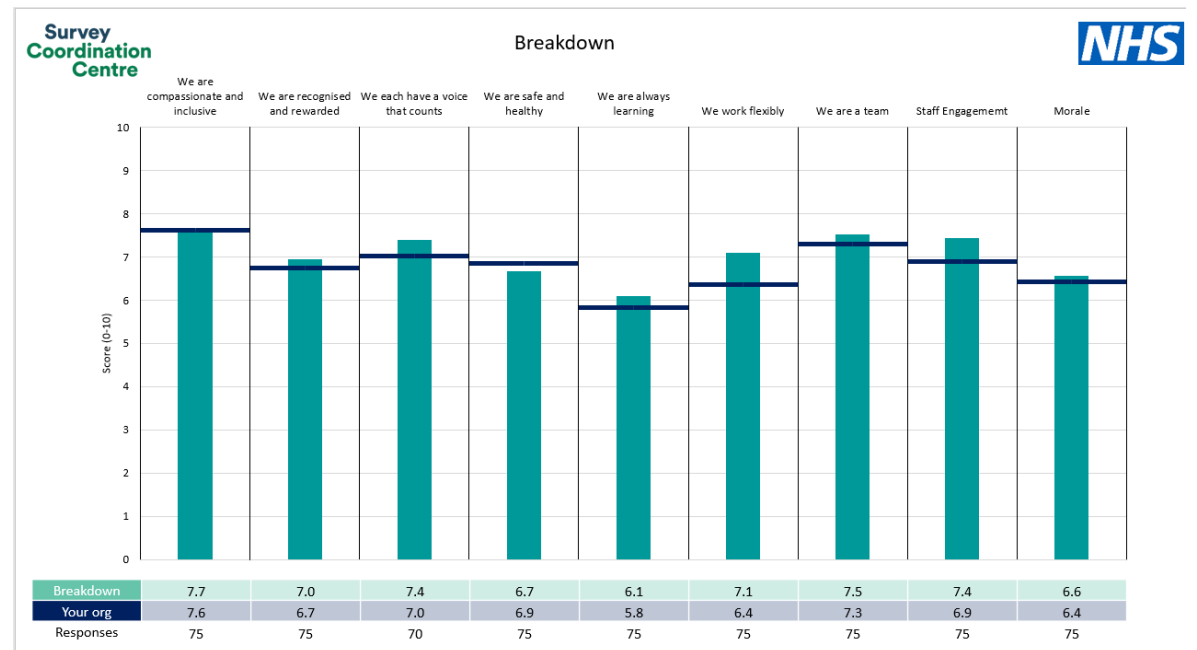
The breakdowns used in this report were provided and defined by Imperial College Healthcare NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the [Staff Survey website](#).

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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2025 NHS Staff Survey



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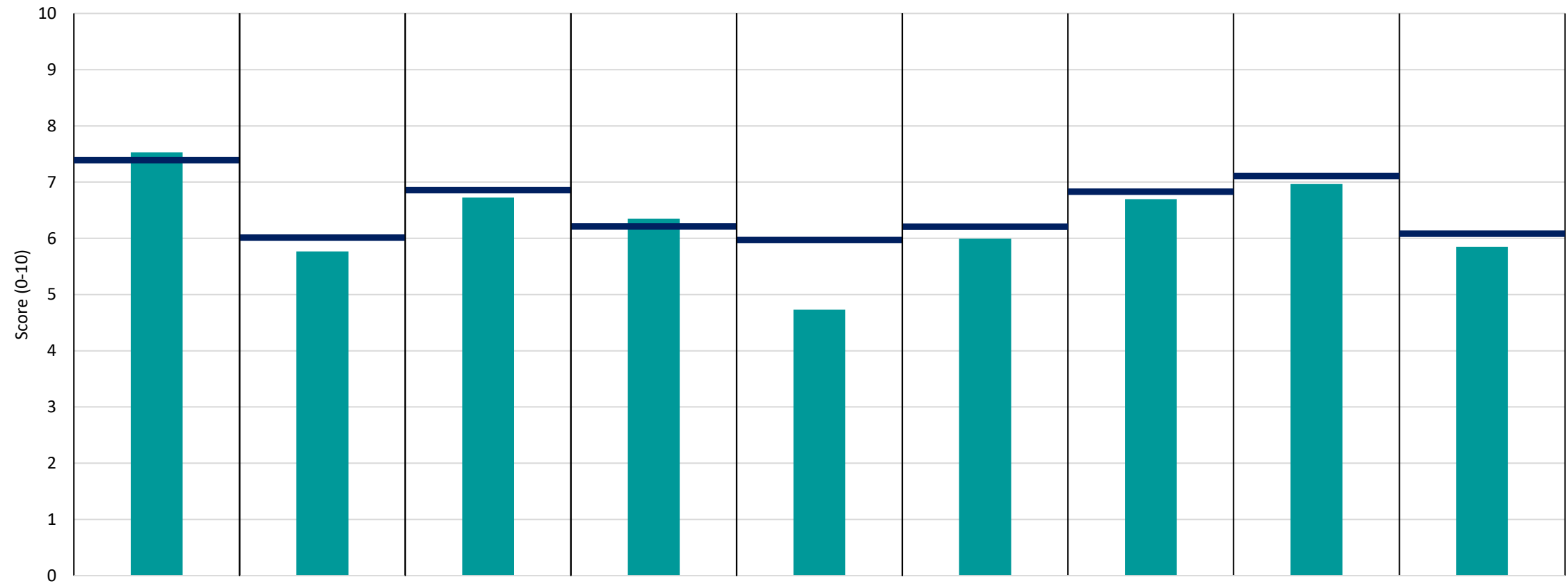
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Staff Engagement



Morale



Breakdown	7.53	5.77	6.73	6.35	4.73	5.99	6.70	6.97	5.85
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	12	13	12	13	13	13	12	13	13



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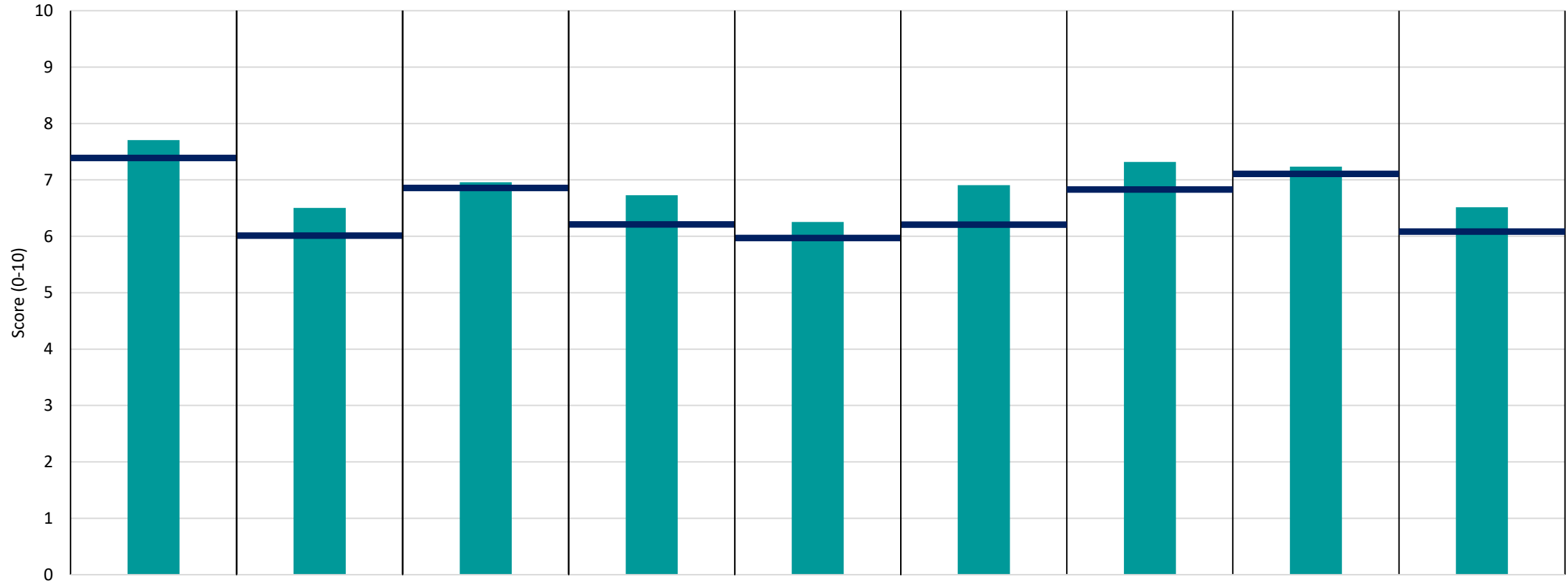
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Staff Engagement



Morale



Breakdown	7.70	6.50	6.96	6.73	6.25	6.91	7.32	7.23	6.52
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	213	213	208	210	204	210	213	212	213



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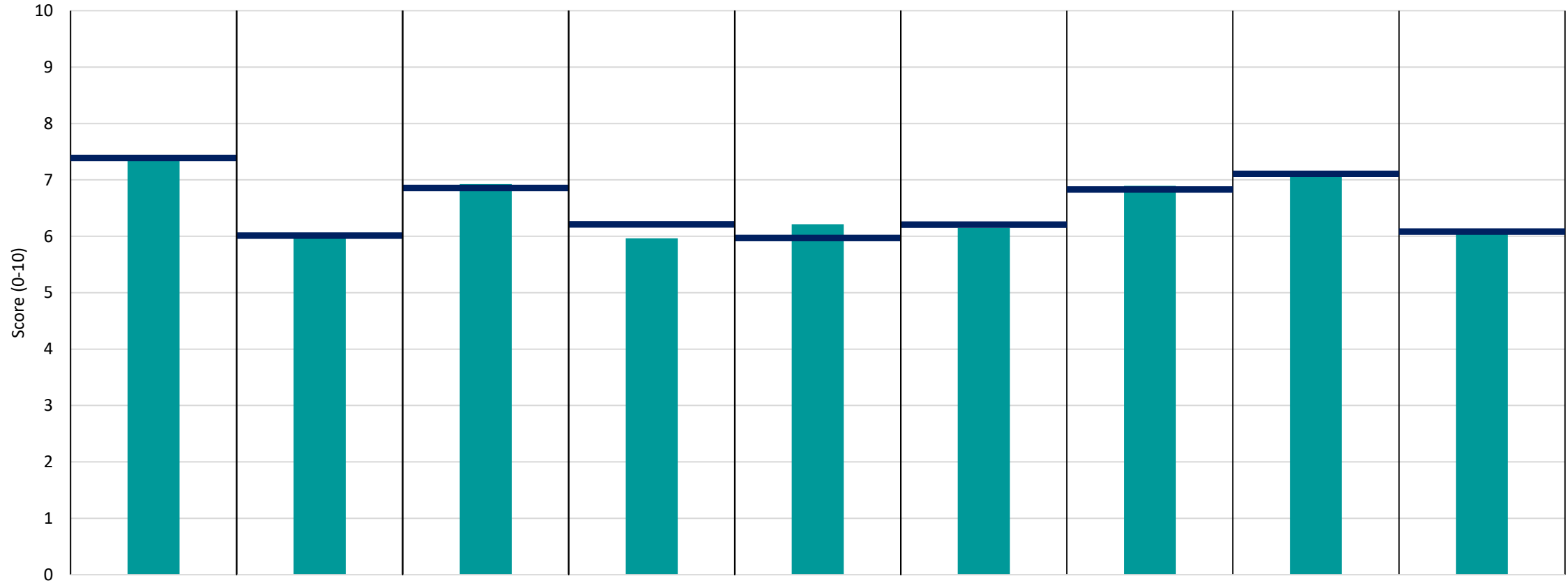
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Staff Engagement



Morale



Breakdown	7.39	5.98	6.93	5.96	6.22	6.15	6.90	7.15	6.07
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	2002	2003	1980	1975	1856	1979	1995	2004	2007



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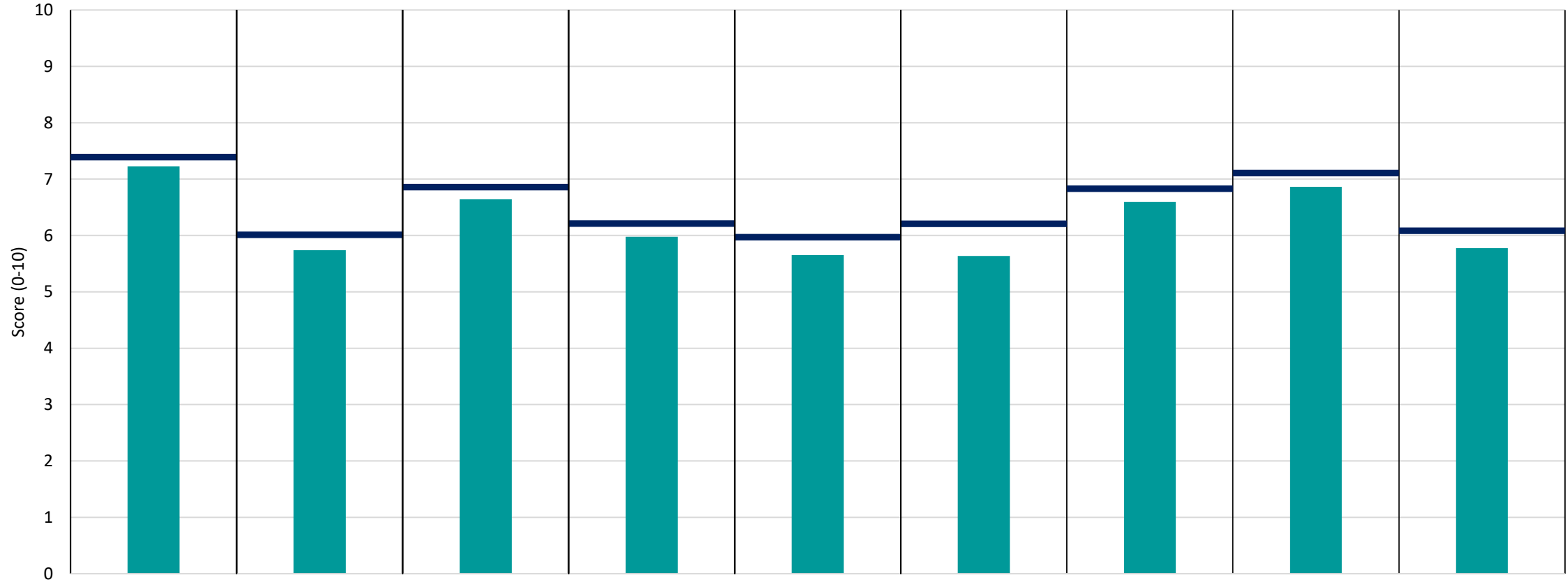
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Breakdown	7.23	5.74	6.64	5.98	5.65	5.64	6.59	6.86	5.78
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	1683	1687	1654	1659	1558	1671	1676	1687	1687



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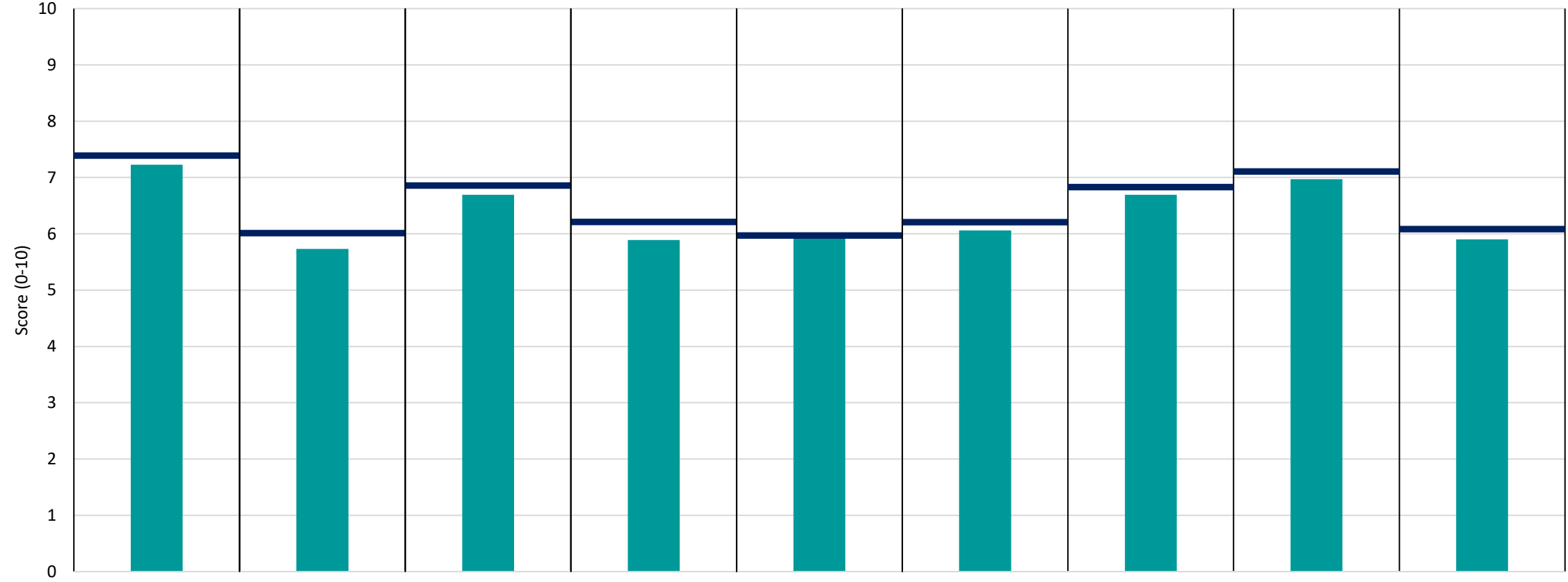
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Breakdown	7.23	5.73	6.69	5.89	5.94	6.06	6.69	6.97	5.90
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	2010	2012	1989	1986	1850	1991	2007	2015	2017



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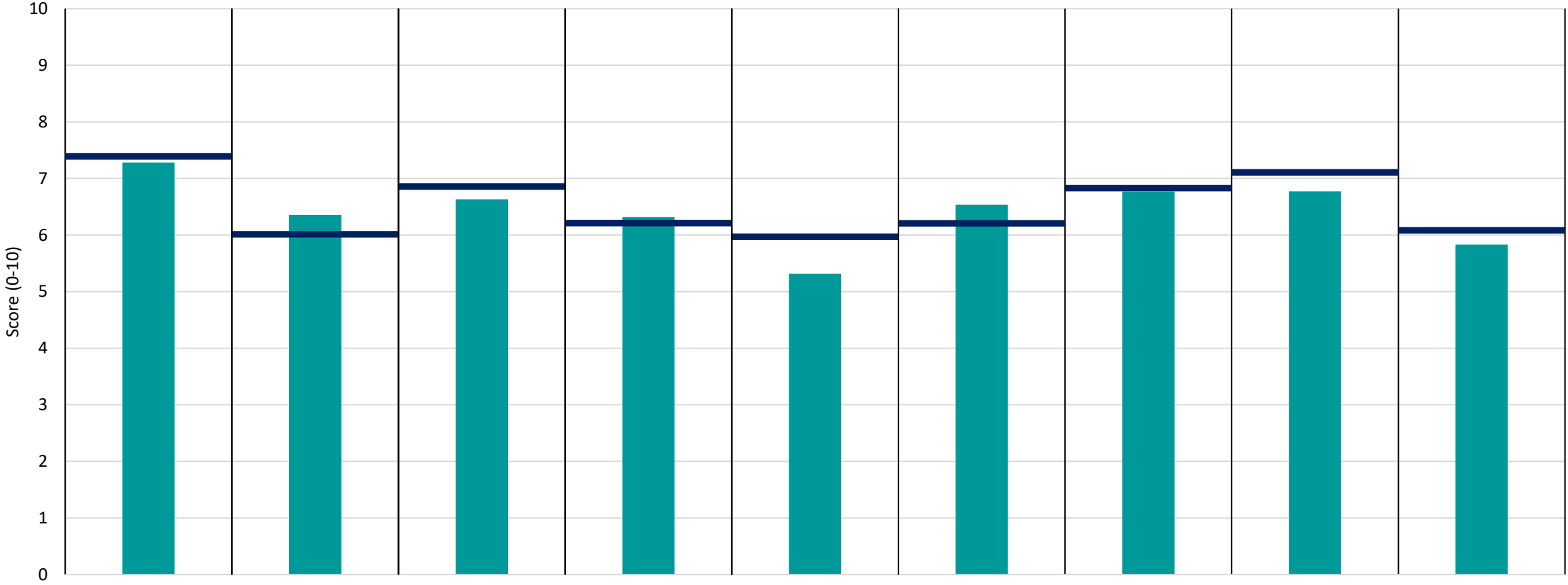
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Breakdown	7.28	6.36	6.63	6.32	5.32	6.54	6.77	6.77	5.83
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	51	51	51	51	51	51	51	51	51



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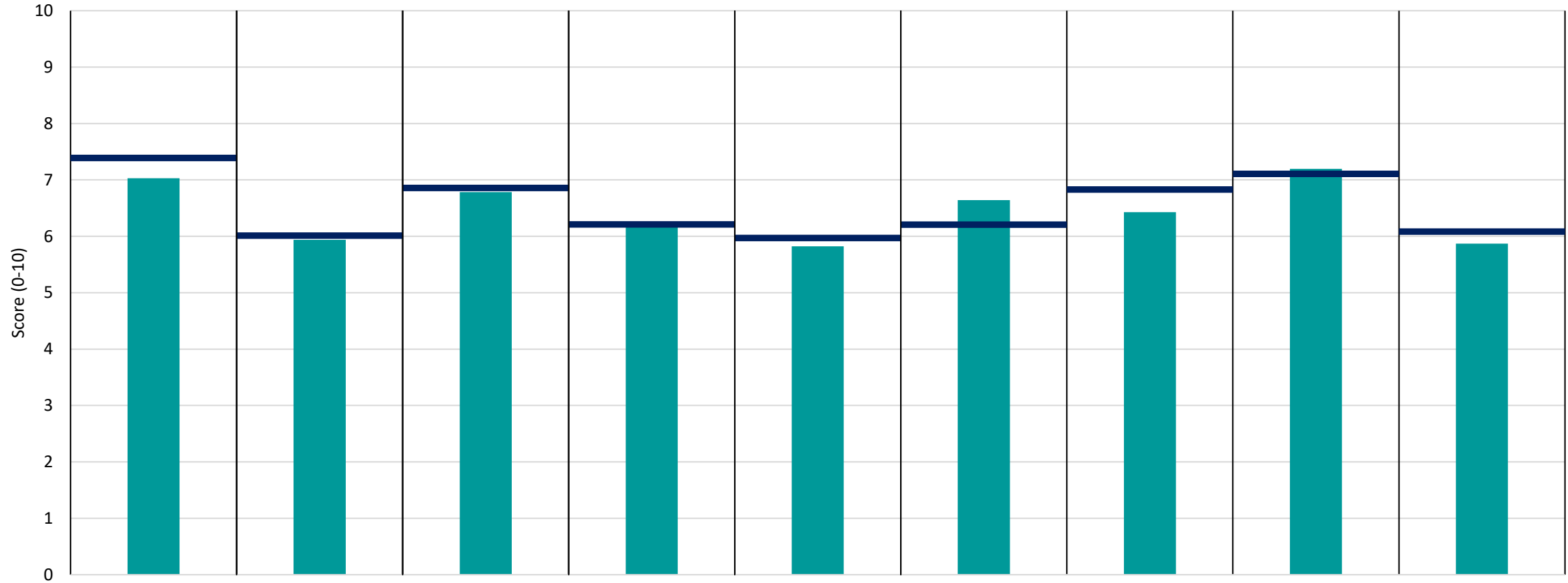
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Breakdown	7.03	5.94	6.78	6.25	5.82	6.64	6.43	7.20	5.87
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	61	61	59	57	59	61	61	60	61



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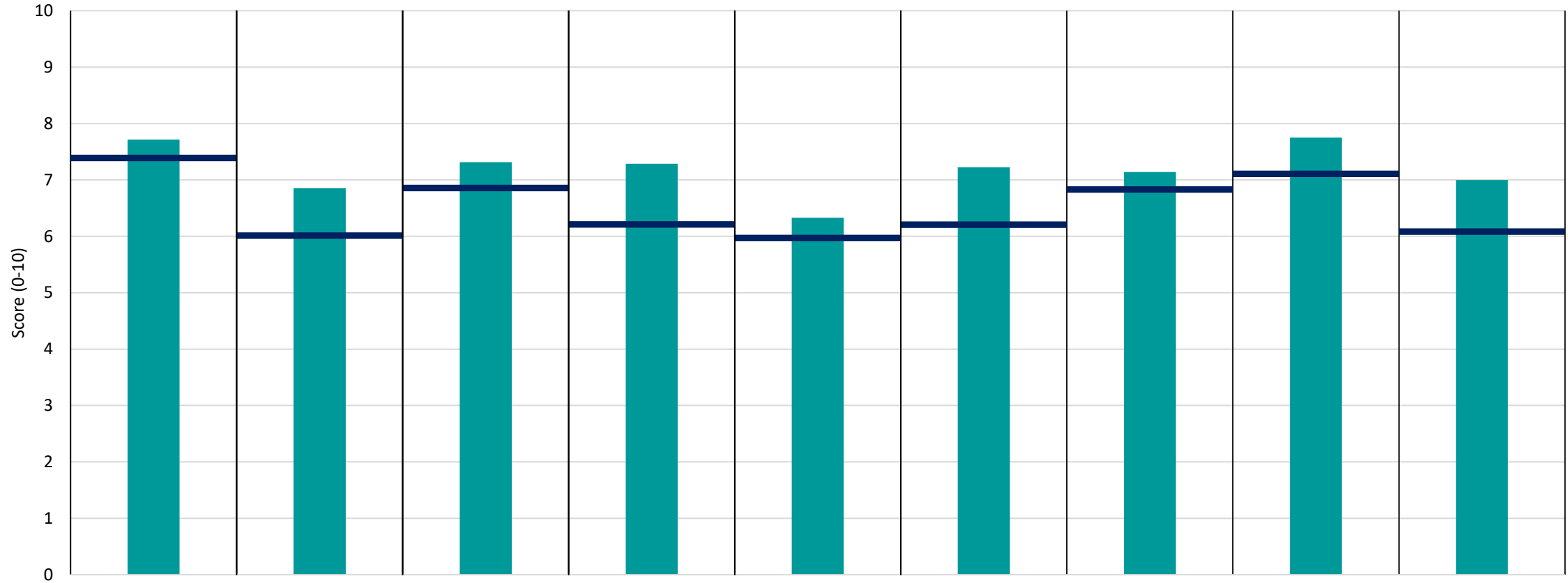
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Breakdown	7.71	6.85	7.31	7.29	6.33	7.22	7.14	7.75	7.00
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	752	760	698	708	561	736	743	751	756



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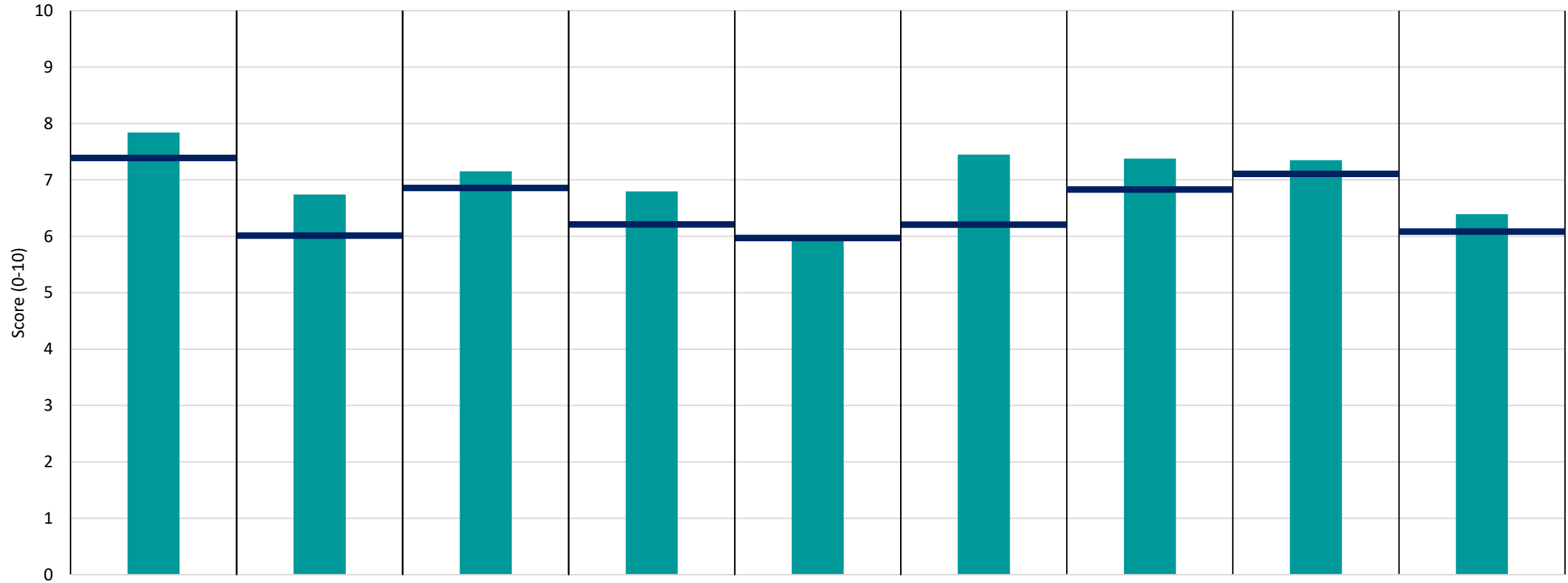
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Breakdown	7.84	6.74	7.15	6.80	5.99	7.45	7.38	7.35	6.39
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	100	100	99	100	97	99	99	101	100



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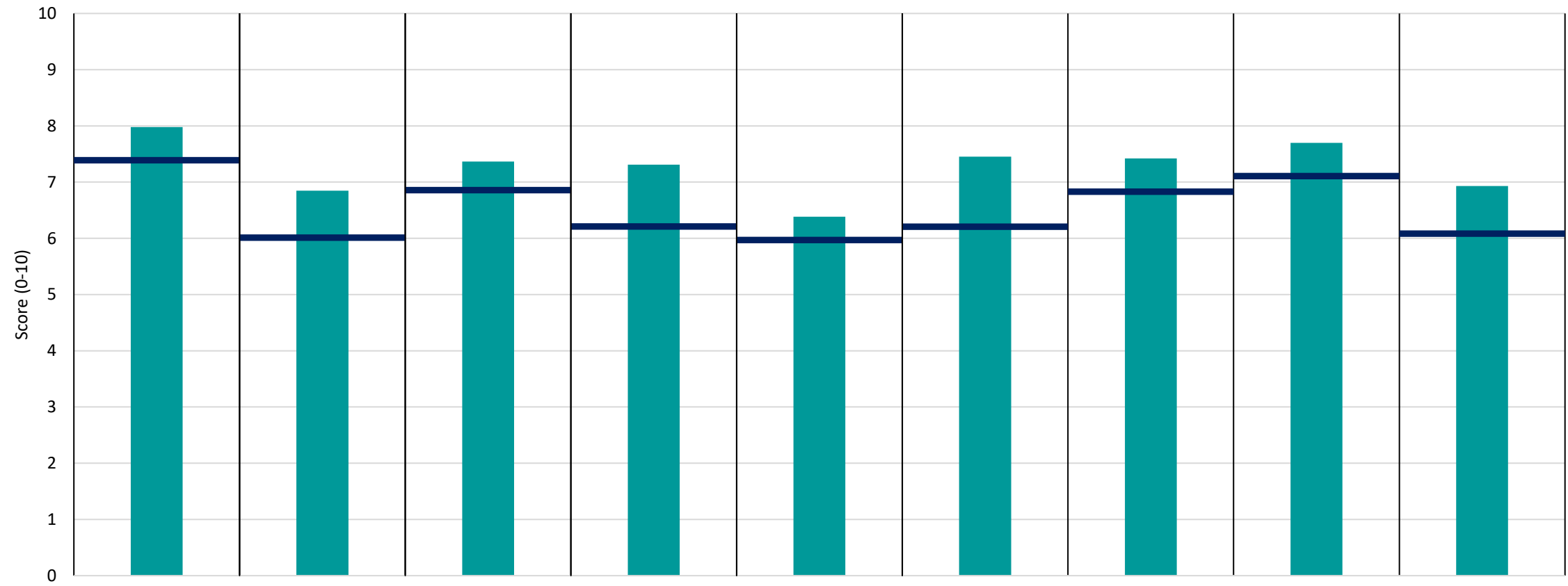
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Breakdown	7.98	6.85	7.37	7.31	6.38	7.45	7.42	7.70	6.93
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	134	134	132	134	128	134	134	134	134



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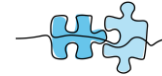
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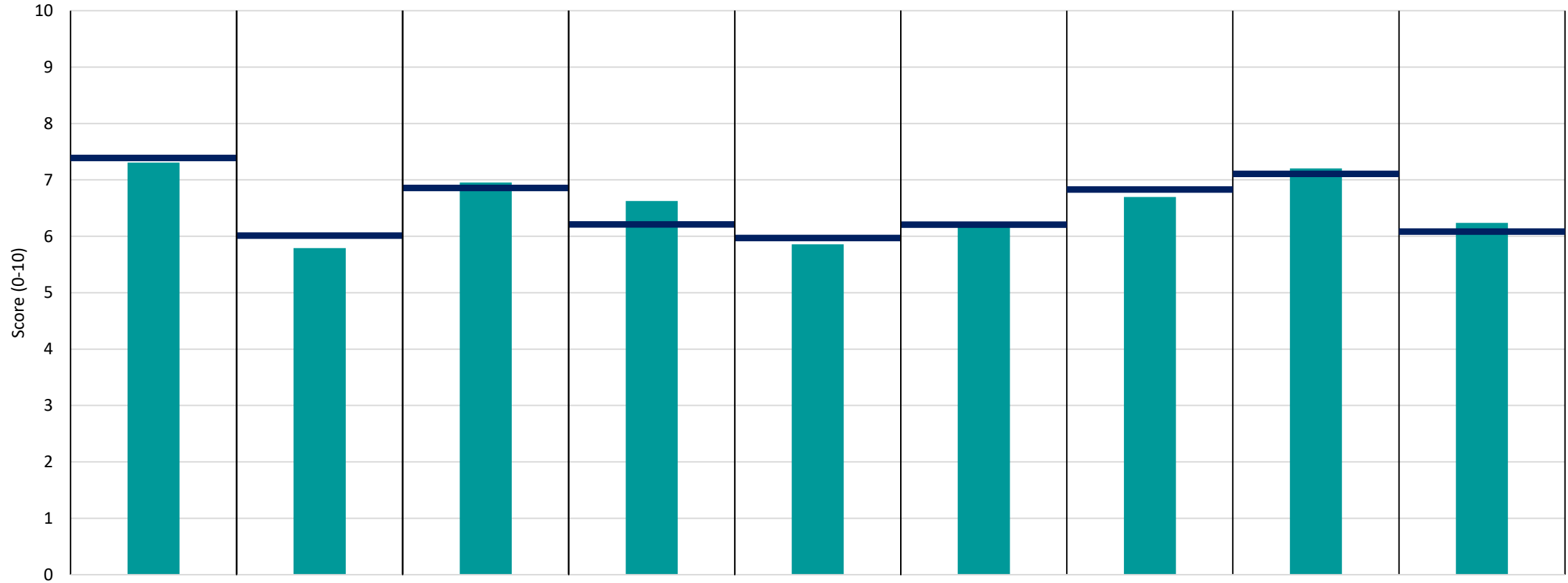
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Breakdown	7.31	5.79	6.95	6.63	5.86	6.19	6.70	7.20	6.24
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	187	186	182	183	171	185	185	185	186



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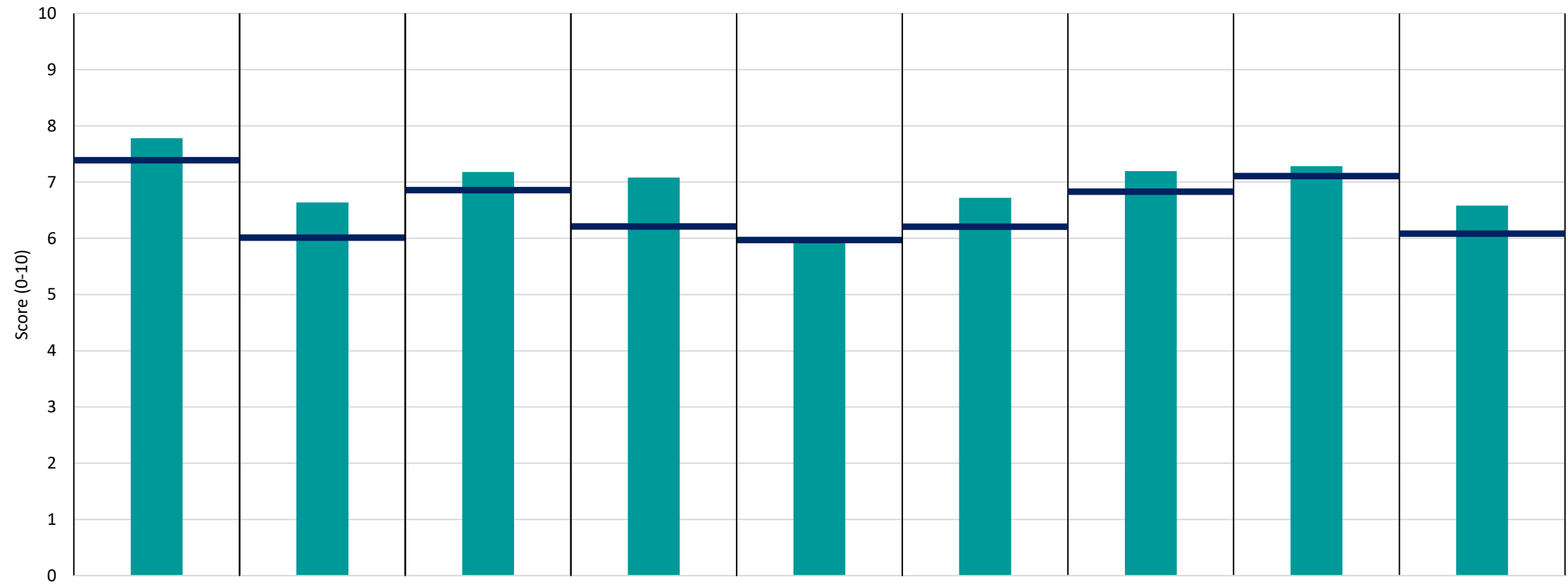
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Breakdown	7.78	6.64	7.18	7.08	5.99	6.72	7.20	7.28	6.58
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	115	115	112	114	111	114	115	115	115



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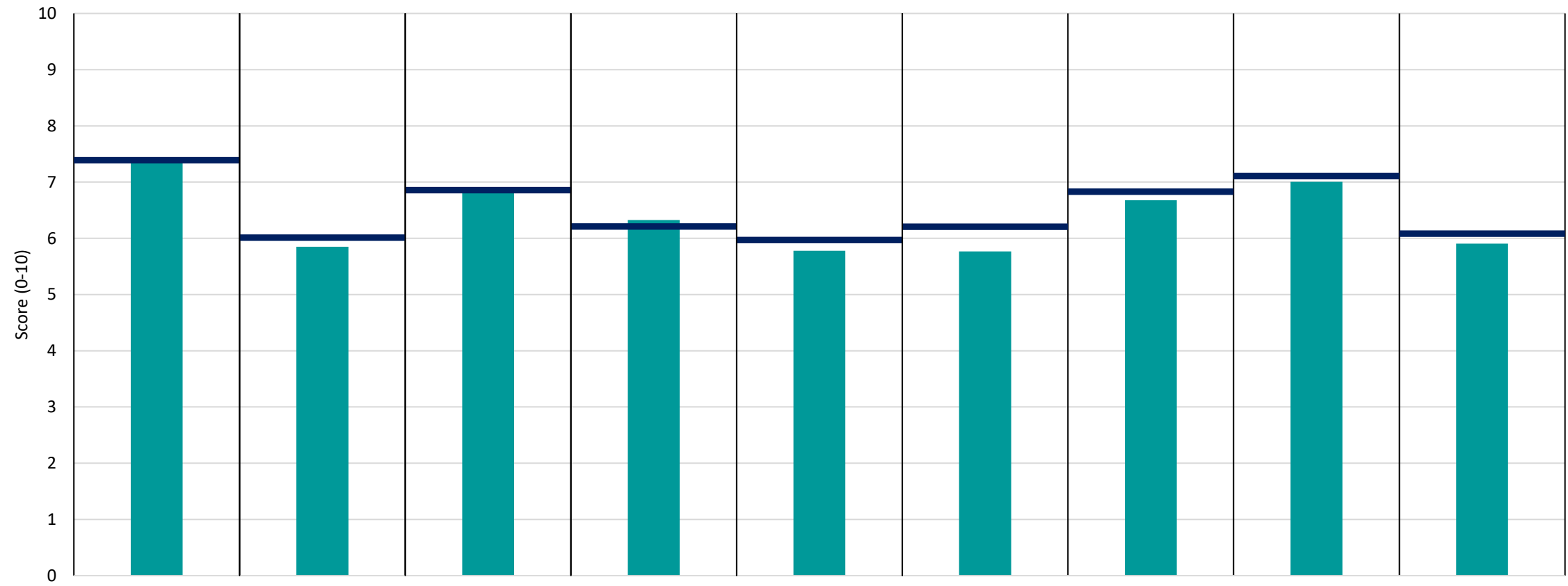
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Breakdown	7.41	5.85	6.84	6.33	5.78	5.77	6.68	7.01	5.91
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	654	654	642	641	602	652	653	652	655



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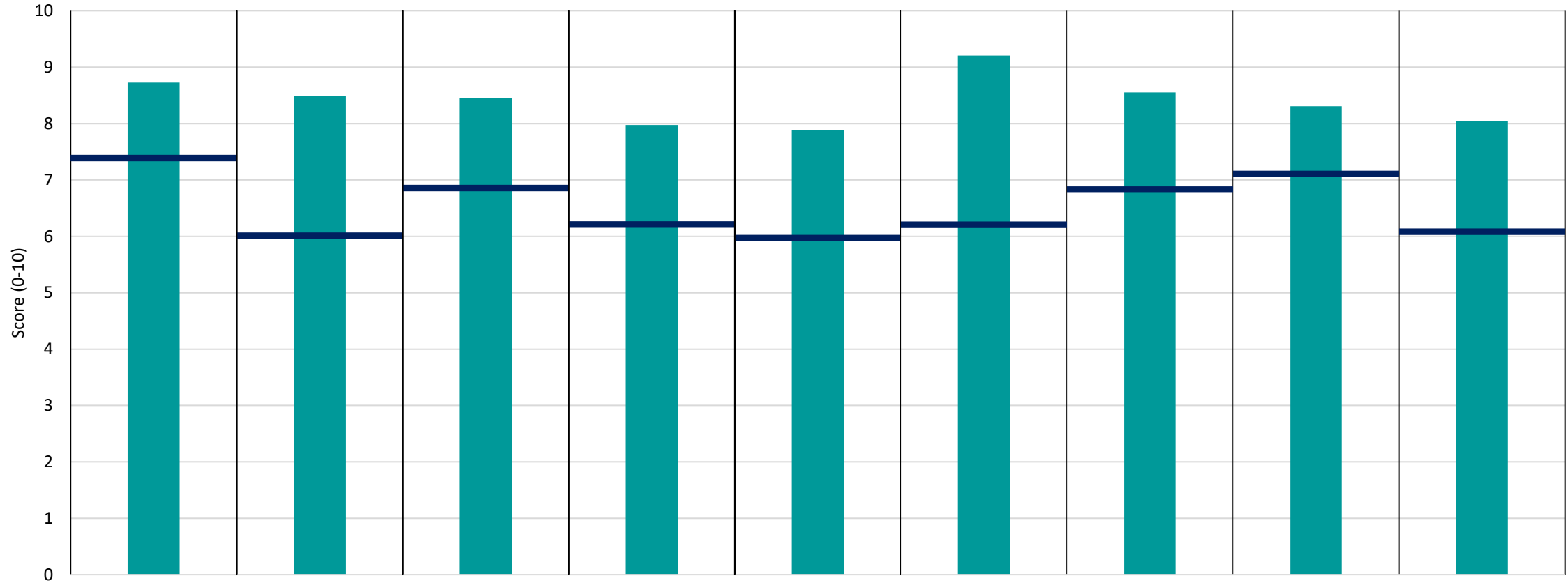
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Breakdown	8.73	8.48	8.45	7.97	7.89	9.21	8.55	8.31	8.04
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	31	31	30	31	31	31	31	31	31



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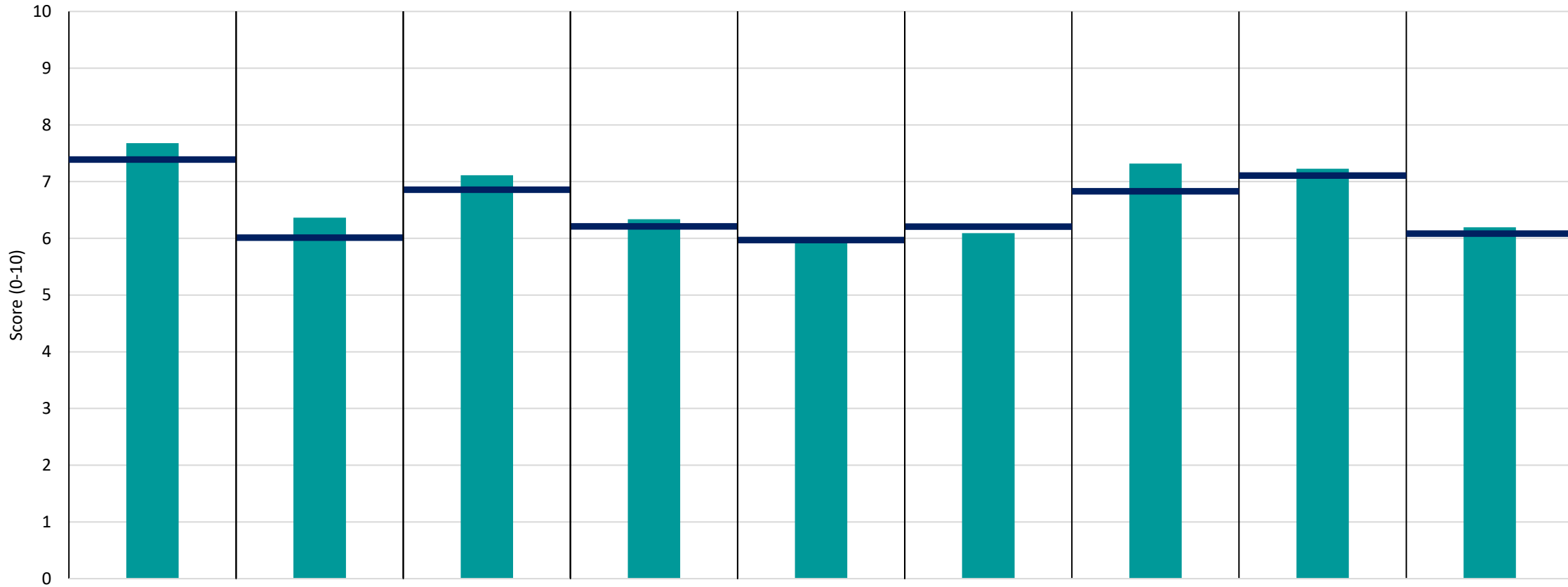
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Breakdown	7.68	6.36	7.11	6.34	5.95	6.09	7.32	7.23	6.20
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	86	85	85	82	85	85	85	85	85



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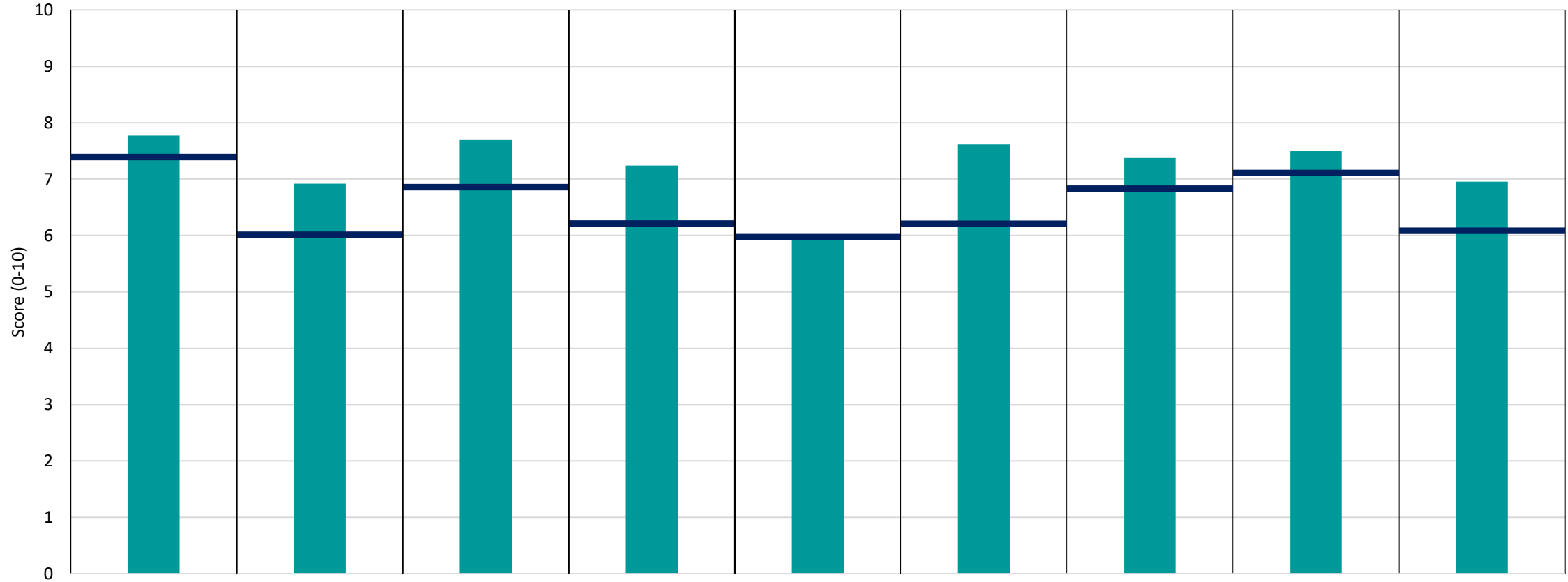
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Breakdown	7.77	6.92	7.69	7.24	6.00	7.61	7.39	7.50	6.96
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	11	11	11	10	11	11	11	11	11



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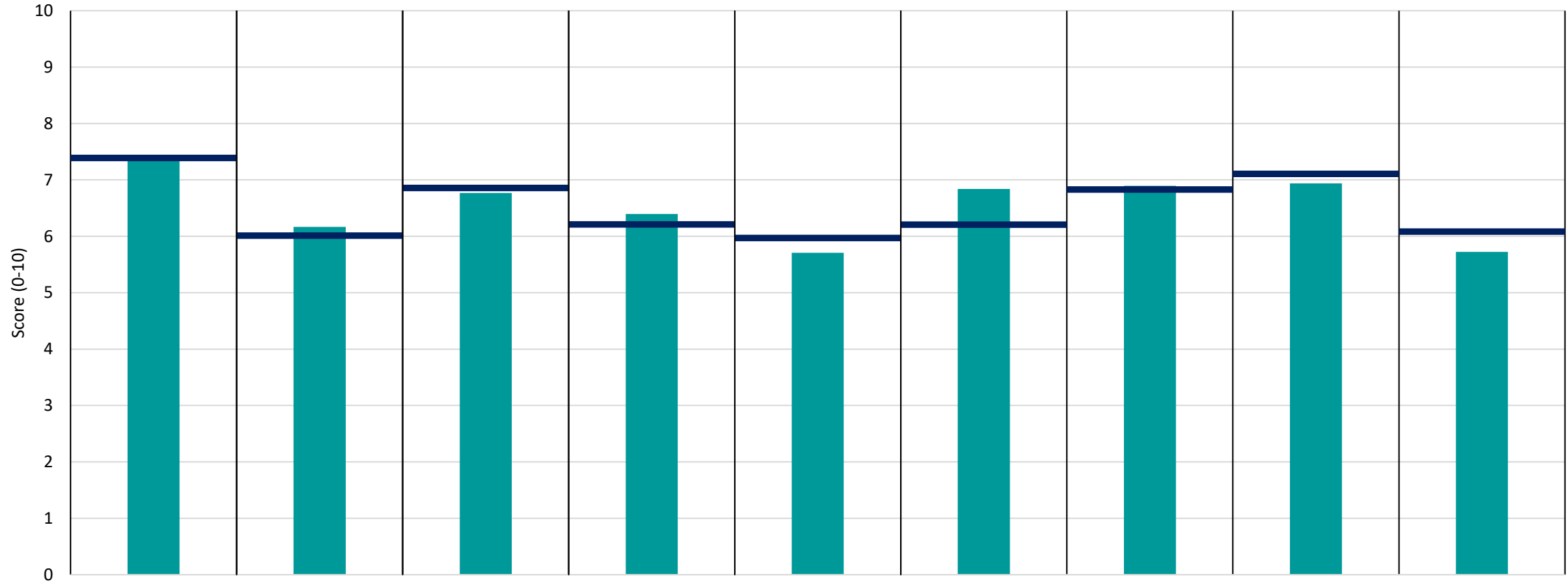
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Breakdown	7.38	6.17	6.77	6.40	5.71	6.84	6.89	6.94	5.73
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	124	124	123	124	118	123	124	124	124



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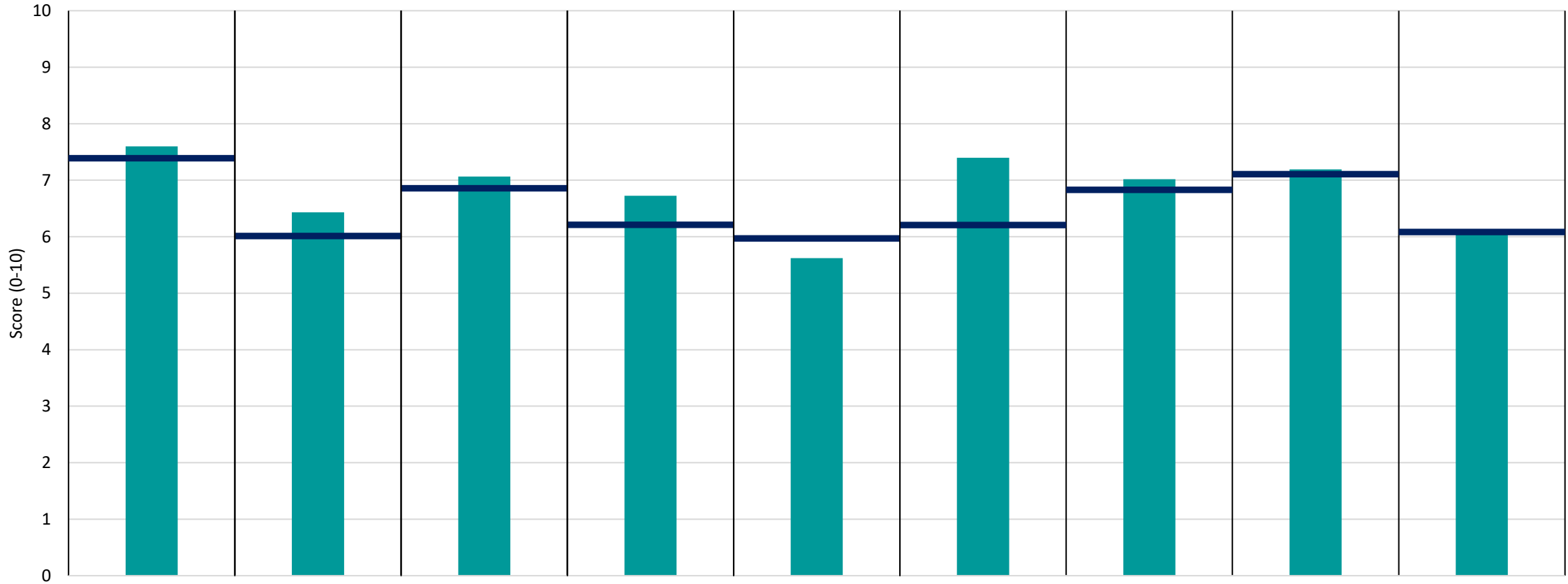
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Breakdown	7.60	6.43	7.06	6.72	5.62	7.40	7.02	7.19	6.06
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	98	98	96	97	96	98	98	98	98



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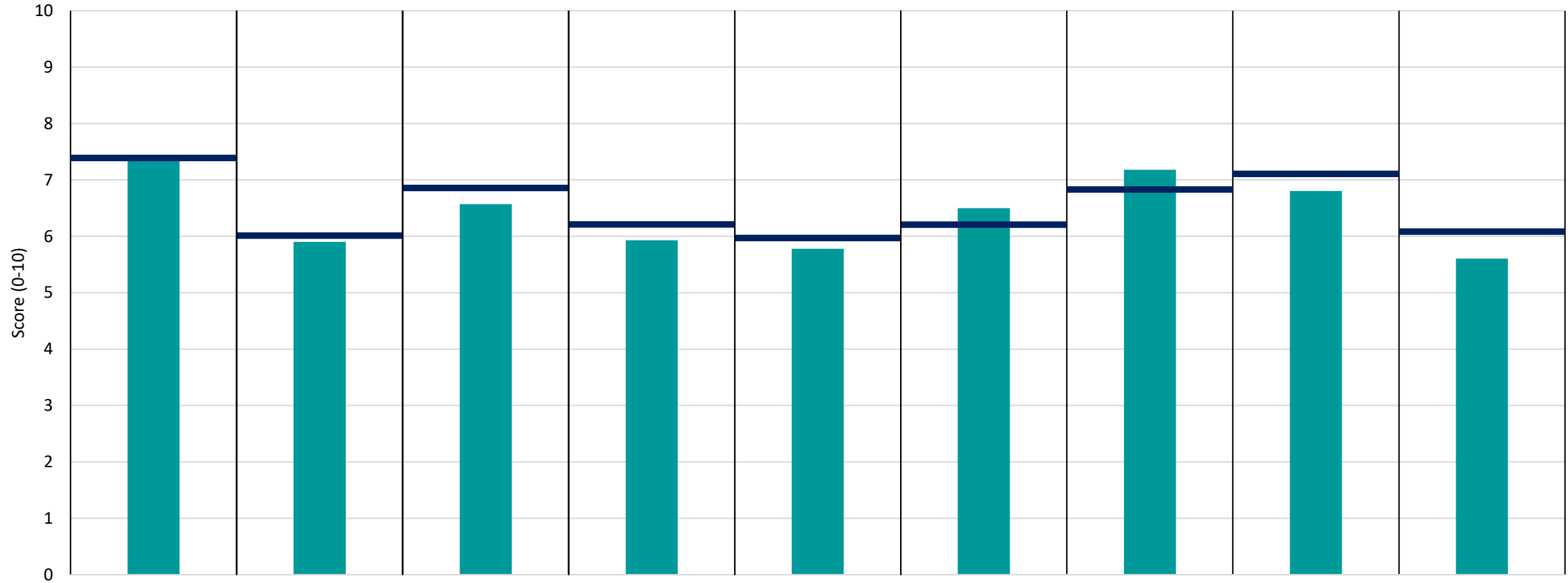
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Breakdown	7.38	5.90	6.57	5.93	5.78	6.50	7.18	6.81	5.60
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	30	30	30	30	29	30	29	30	30



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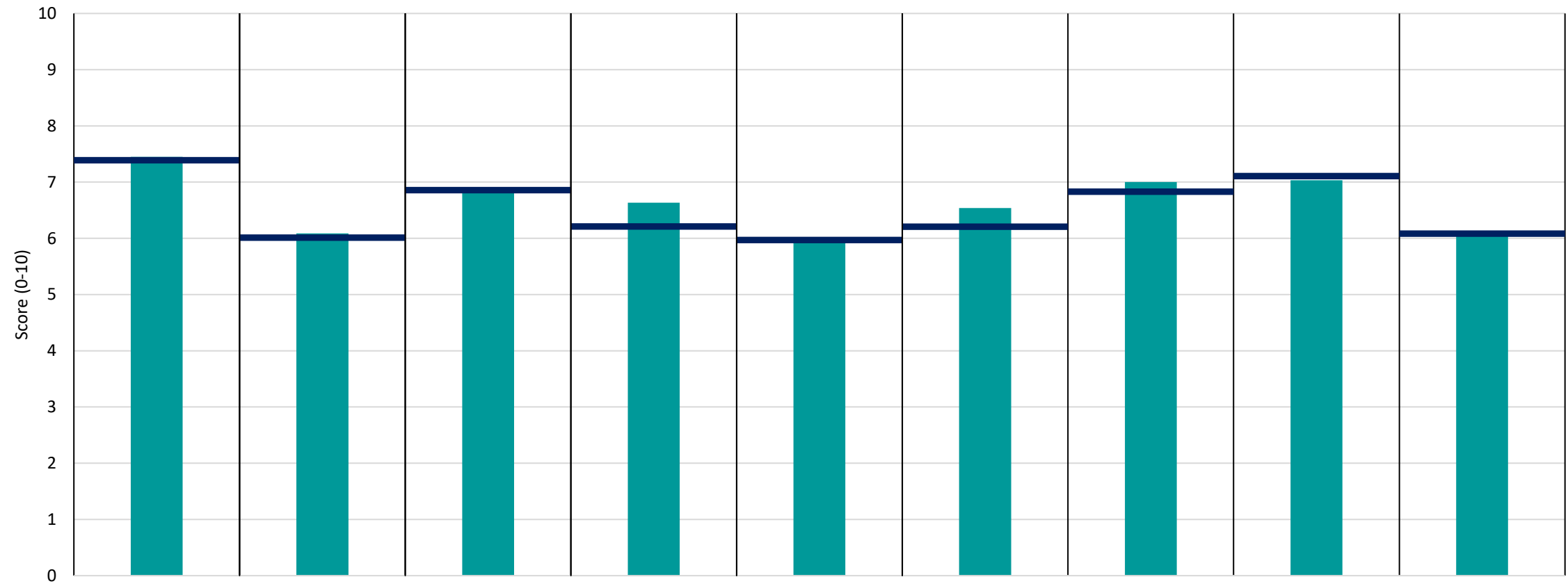
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Breakdown	7.45	6.09	6.86	6.64	5.95	6.54	7.00	7.03	6.06
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	64	64	61	63	64	64	64	64	64



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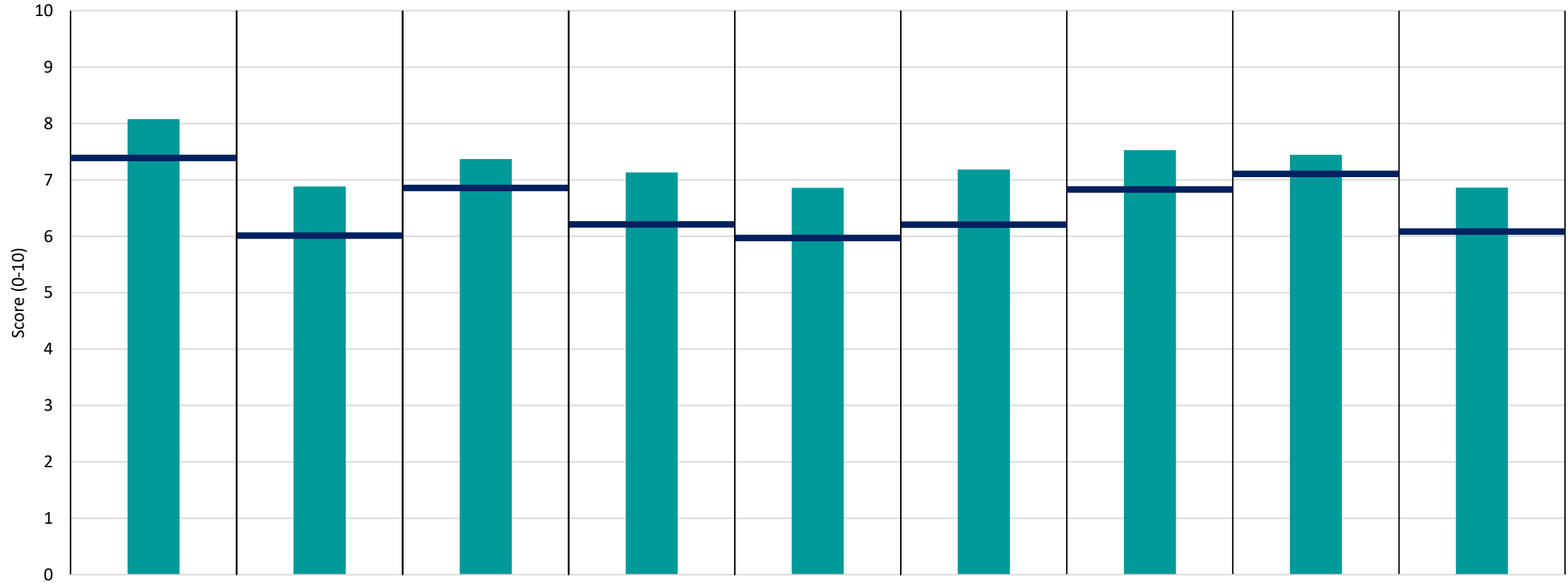
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Breakdown	8.08	6.88	7.37	7.13	6.86	7.18	7.53	7.45	6.86
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	26	26	26	25	25	25	26	26	26



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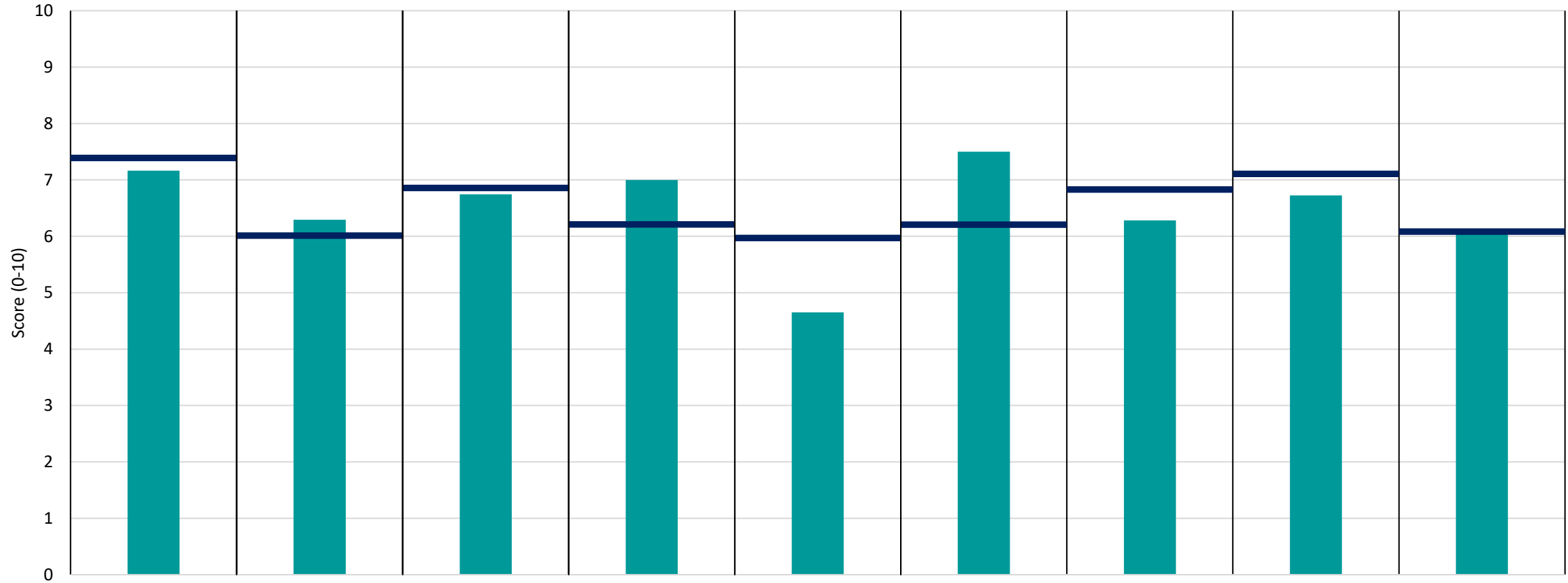
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Breakdown	7.16	6.29	6.75	7.00	4.65	7.50	6.28	6.72	6.13
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	12	12	10	12	12	12	12	12	12



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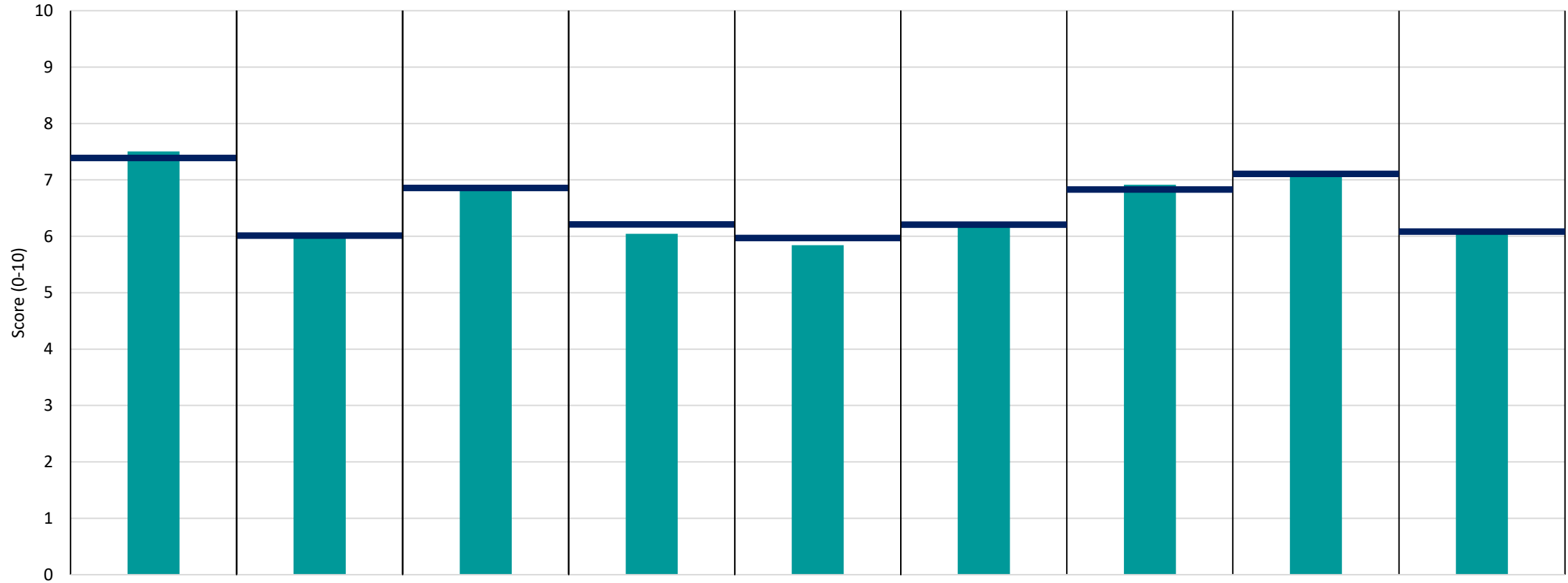
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Breakdown	7.50	6.00	6.84	6.04	5.84	6.17	6.92	7.09	6.06
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	187	186	187	187	180	185	188	188	188

Breakdowns 2

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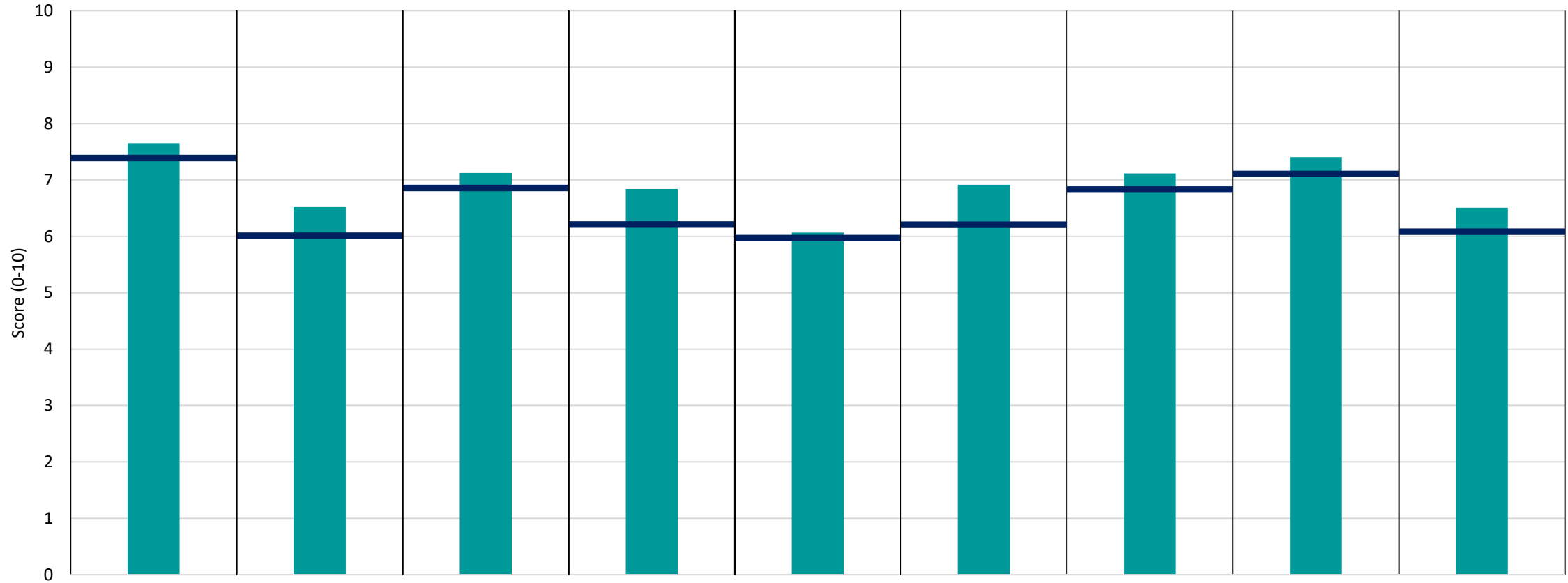
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Breakdown	7.65	6.52	7.12	6.84	6.07	6.91	7.12	7.41	6.51
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	2499	2505	2415	2428	2232	2470	2485	2497	2504



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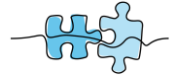
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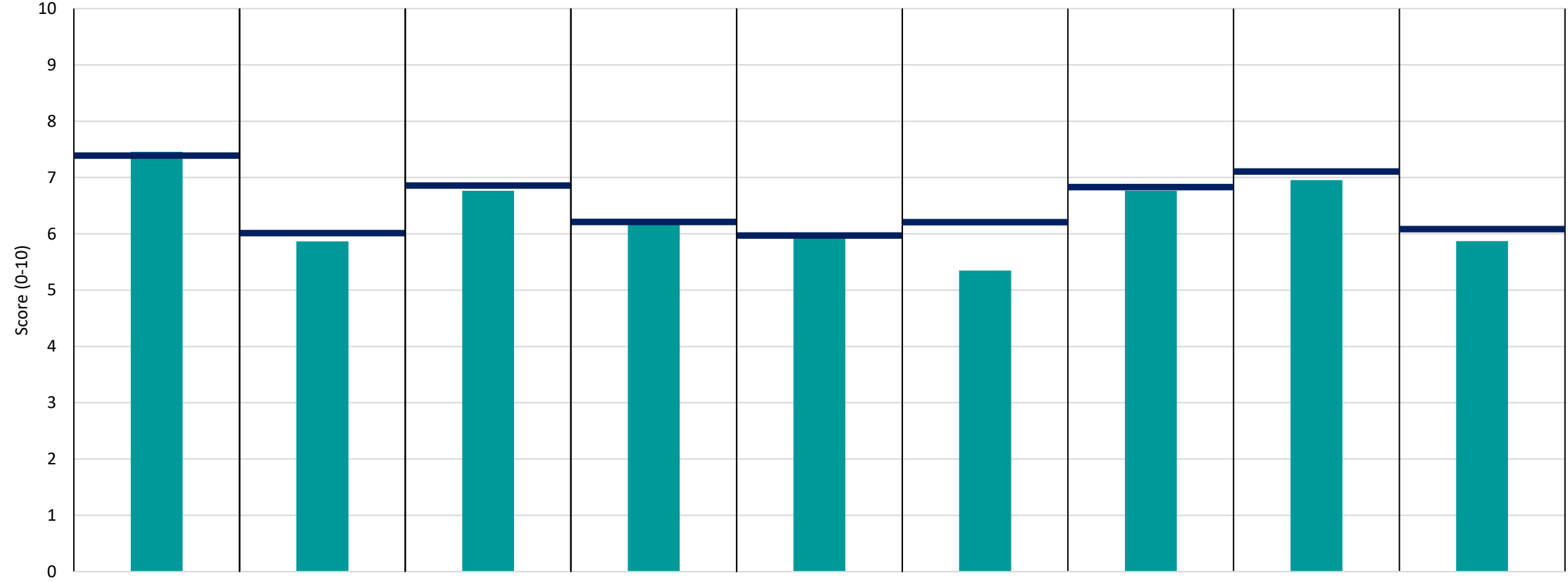
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Breakdown	7.46	5.87	6.77	6.21	5.99	5.35	6.77	6.95	5.87
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	244	245	238	238	226	244	244	242	245



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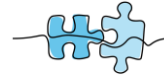
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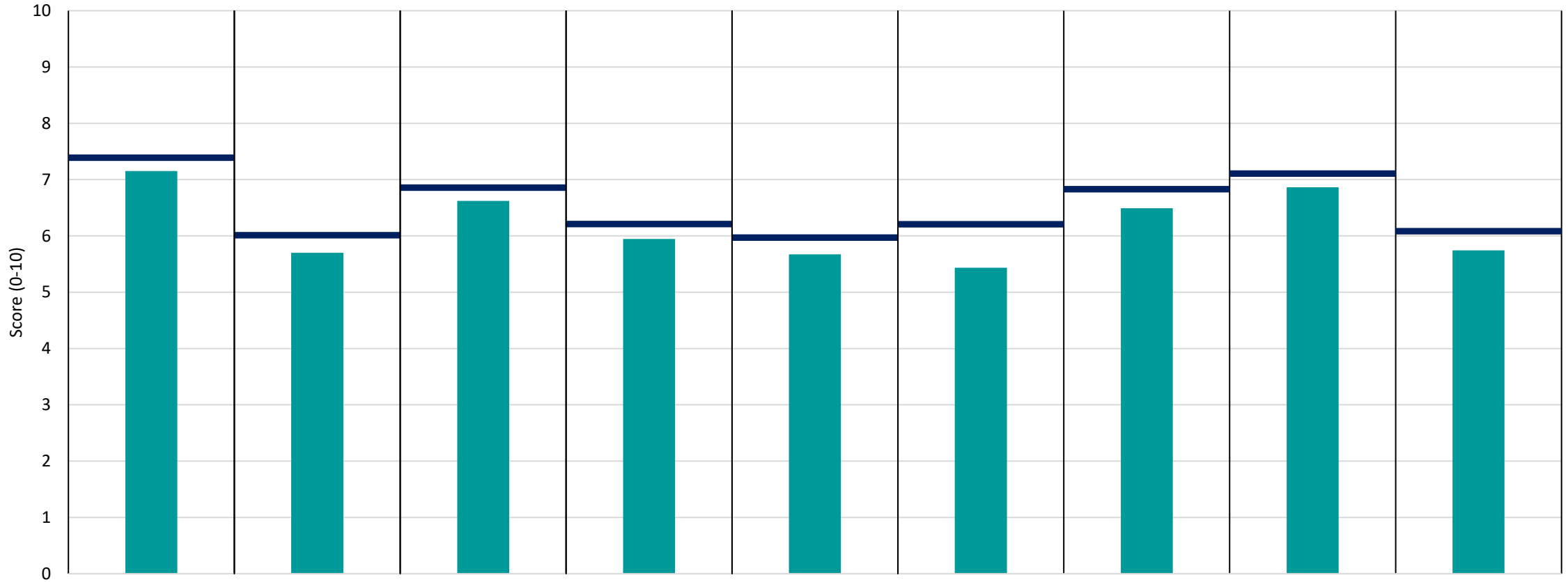
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Breakdown	7.15	5.70	6.62	5.94	5.67	5.43	6.49	6.86	5.74
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	321	322	317	316	301	319	320	322	322



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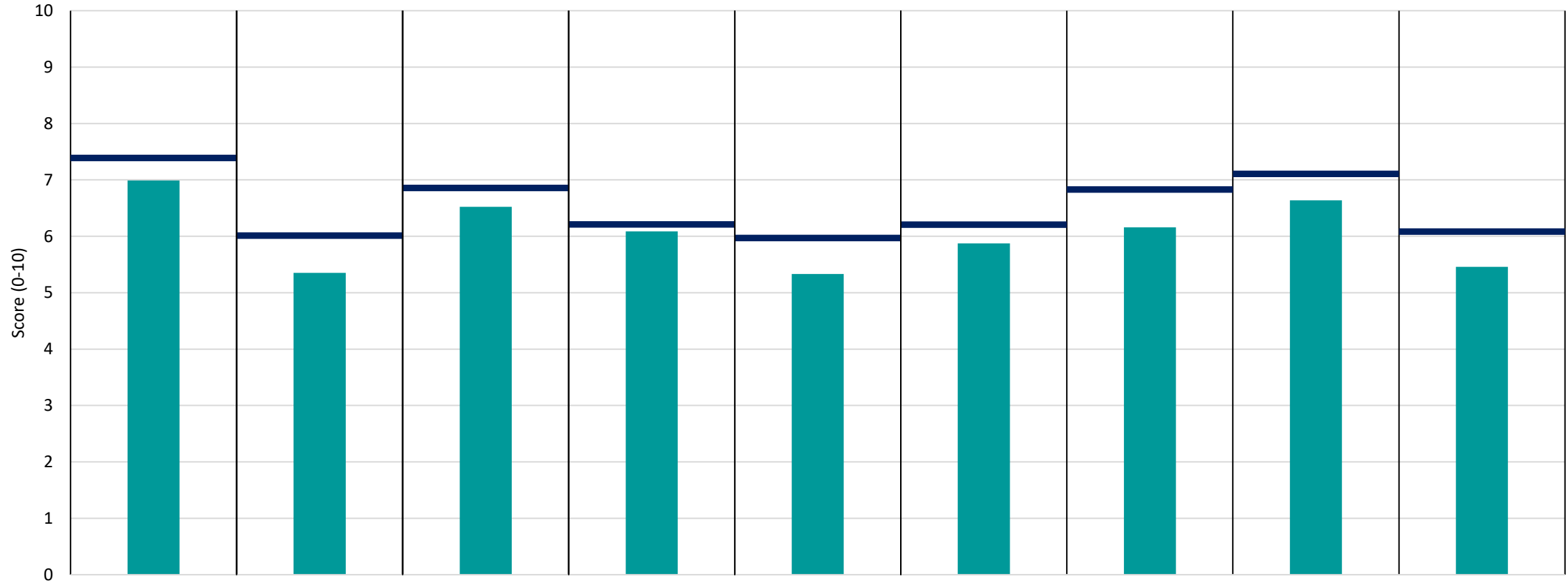
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Staff Engagement



Morale



Breakdown	6.99	5.35	6.52	6.09	5.33	5.87	6.16	6.64	5.46
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	122	122	120	122	115	122	122	122	122



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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



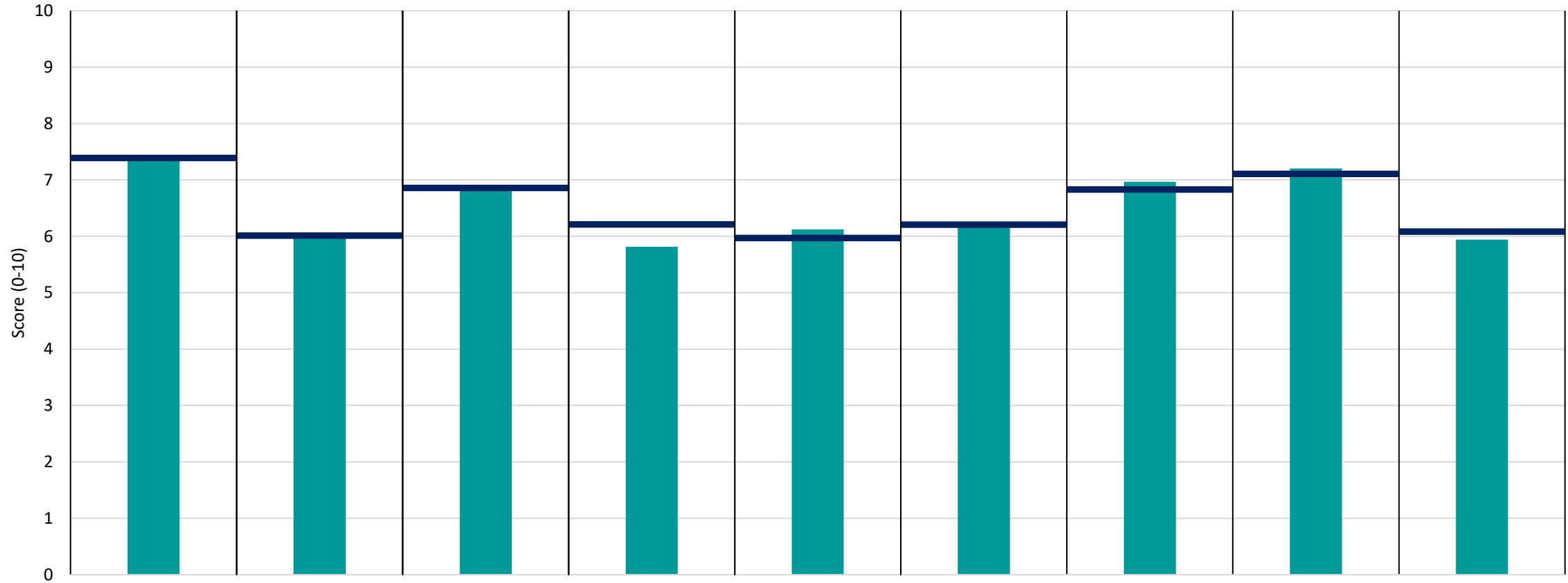
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Staff Engagement



Morale



Breakdown	7.44	6.00	6.87	5.81	6.12	6.19	6.97	7.20	5.94
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	165	164	163	162	148	162	165	164	165



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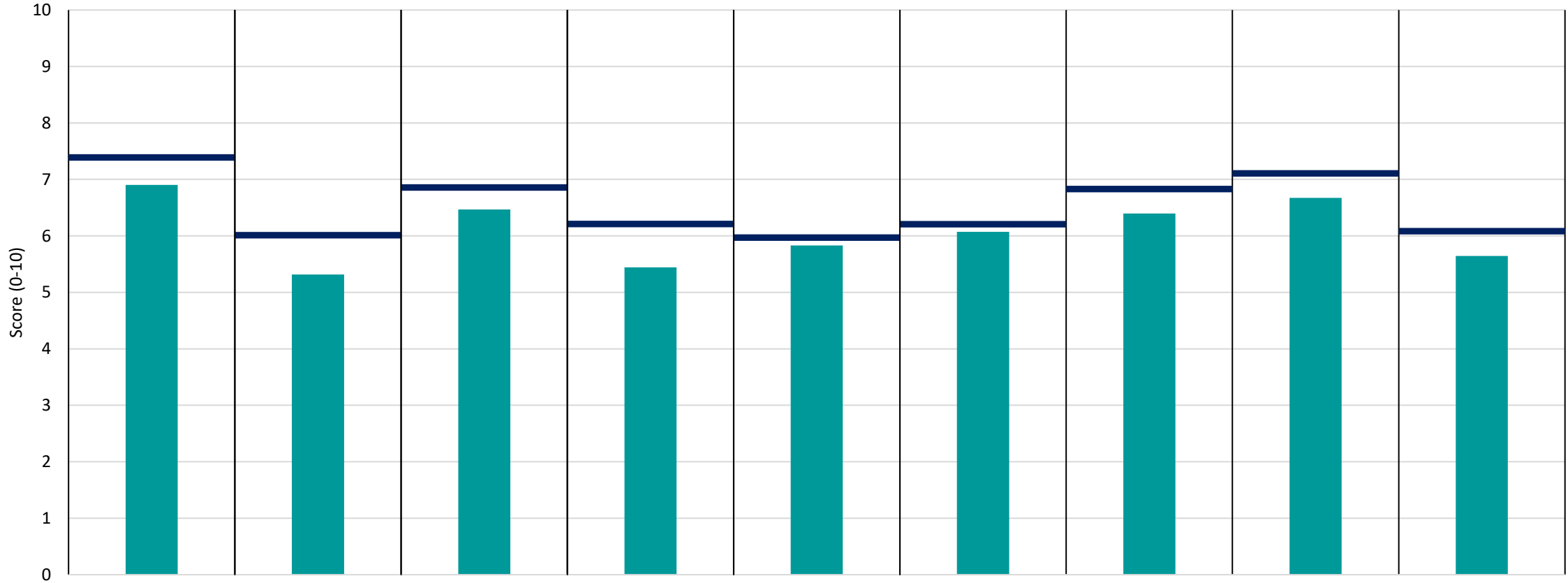
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Staff Engagement



Morale



Breakdown	6.90	5.32	6.47	5.44	5.83	6.07	6.40	6.67	5.64
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	373	371	370	369	344	370	372	373	373



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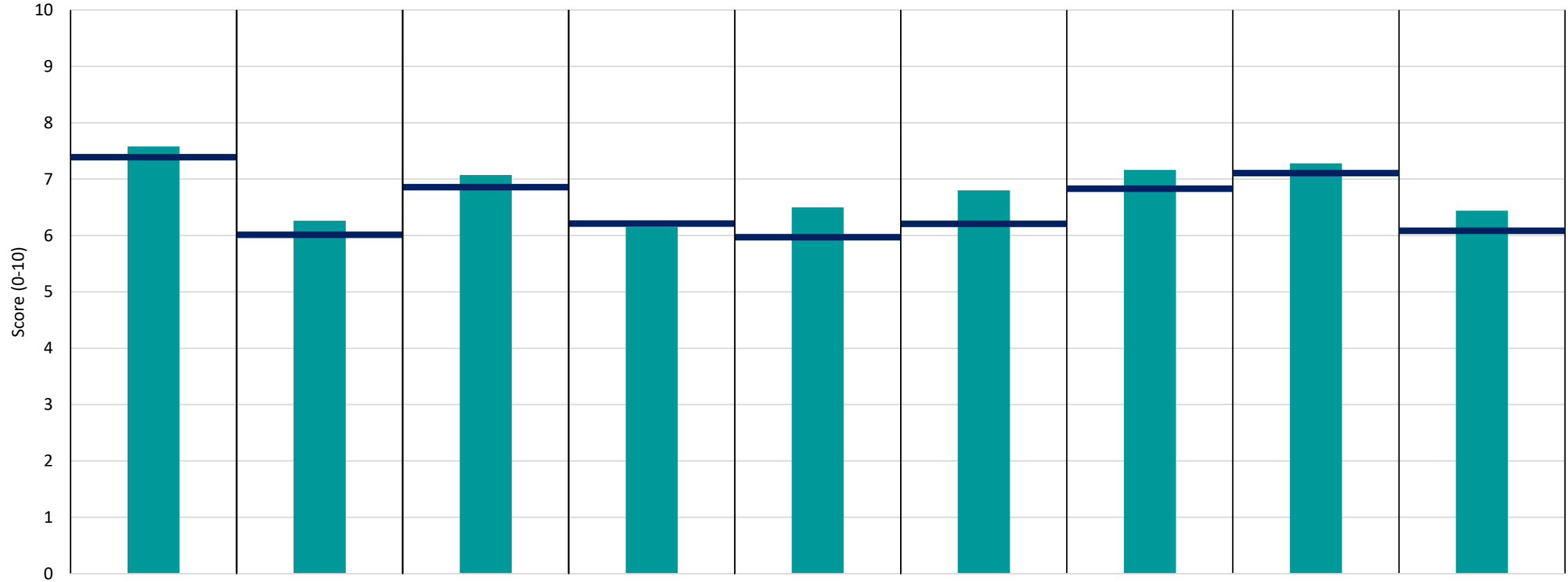
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Staff Engagement



Morale



Breakdown	7.58	6.26	7.07	6.15	6.50	6.80	7.16	7.28	6.44
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	431	433	424	427	397	425	427	430	433



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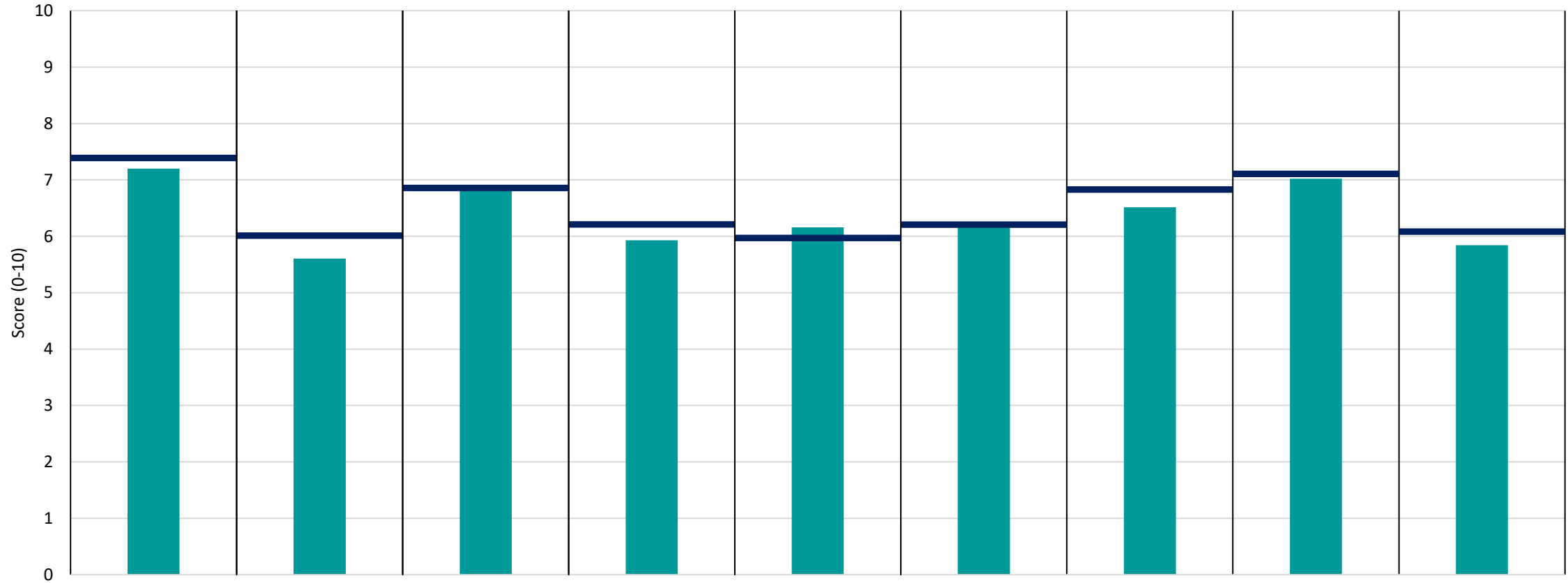
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Staff Engagement



Morale



Breakdown	7.20	5.61	6.83	5.93	6.16	6.21	6.52	7.02	5.84
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	223	223	220	220	203	222	221	223	224



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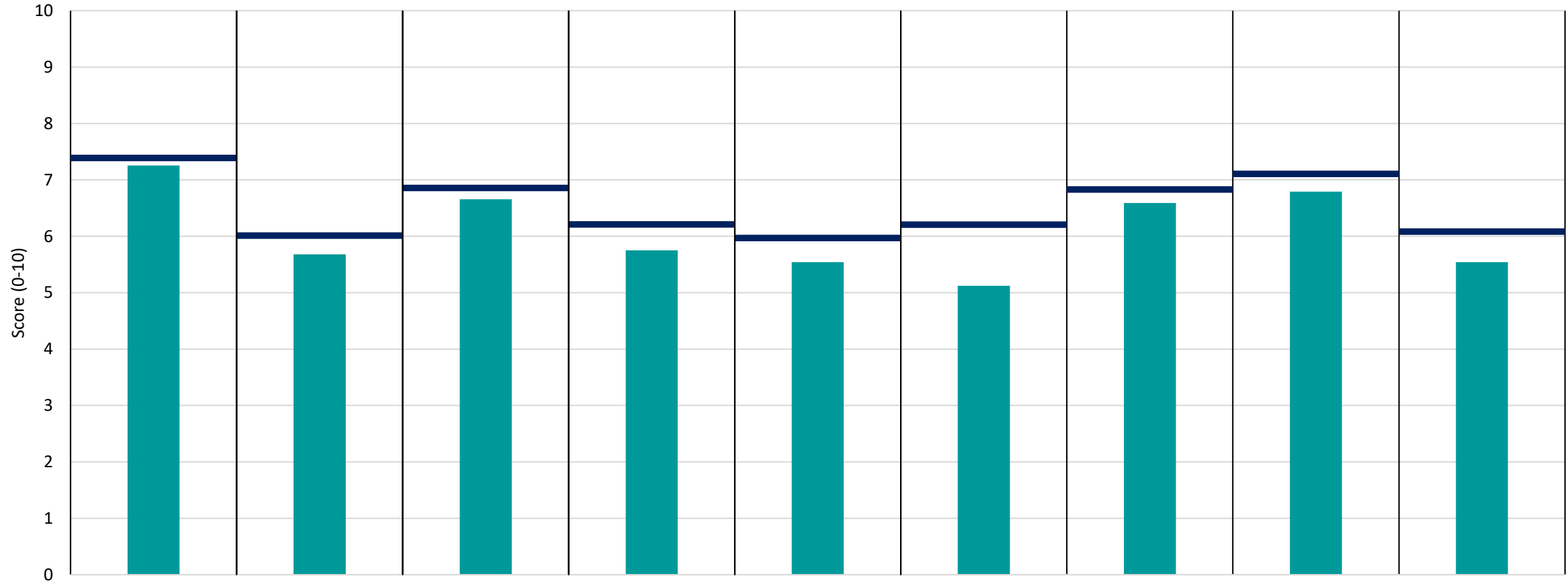
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Staff Engagement



Morale



Breakdown	7.26	5.68	6.66	5.75	5.54	5.12	6.59	6.79	5.54
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	186	186	180	183	167	183	186	186	186



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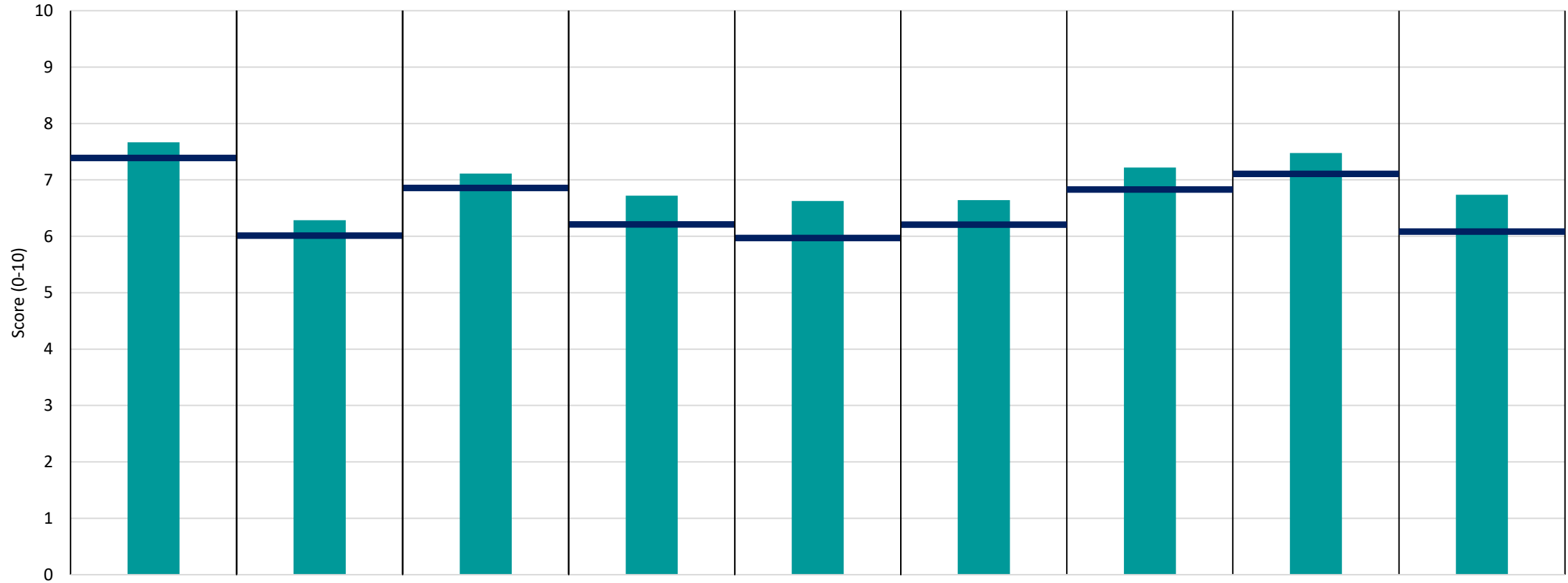
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Staff Engagement



Morale



Breakdown	7.67	6.29	7.11	6.72	6.63	6.64	7.22	7.48	6.74
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	167	166	167	167	157	164	166	167	167



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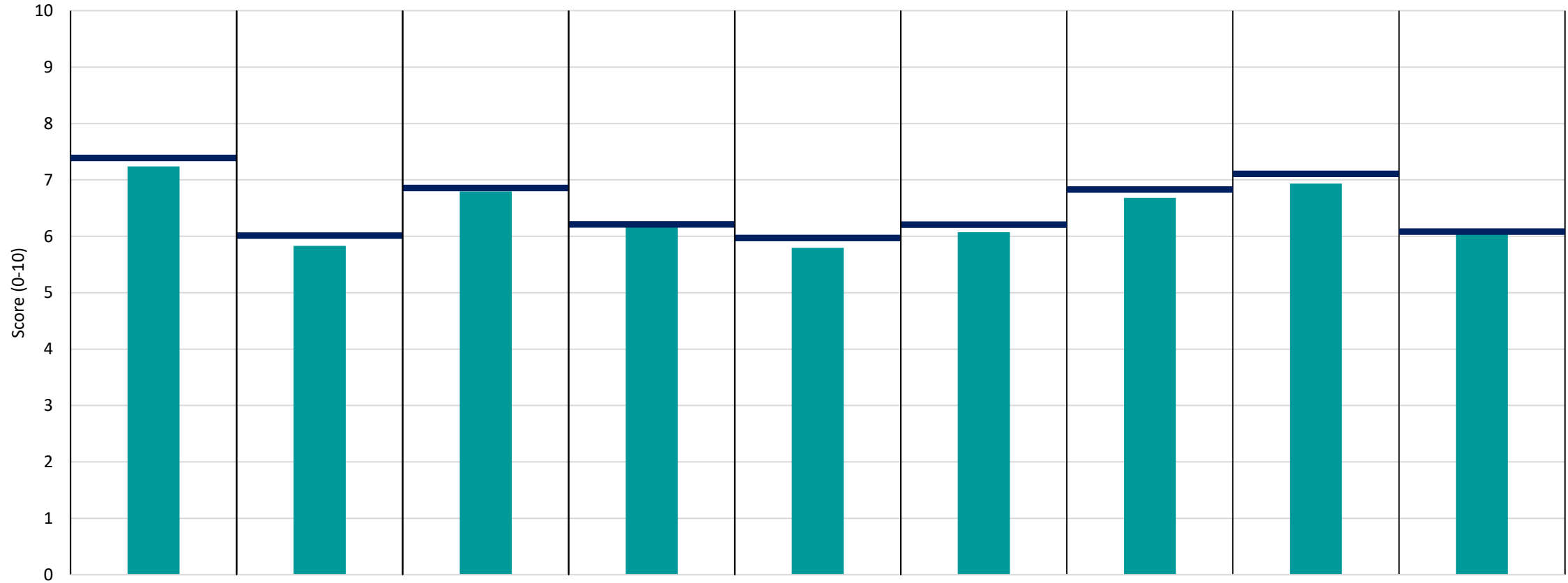
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Staff Engagement



Morale



Breakdown	7.24	5.83	6.80	6.18	5.80	6.07	6.68	6.93	6.04
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	369	370	368	365	345	369	368	370	370



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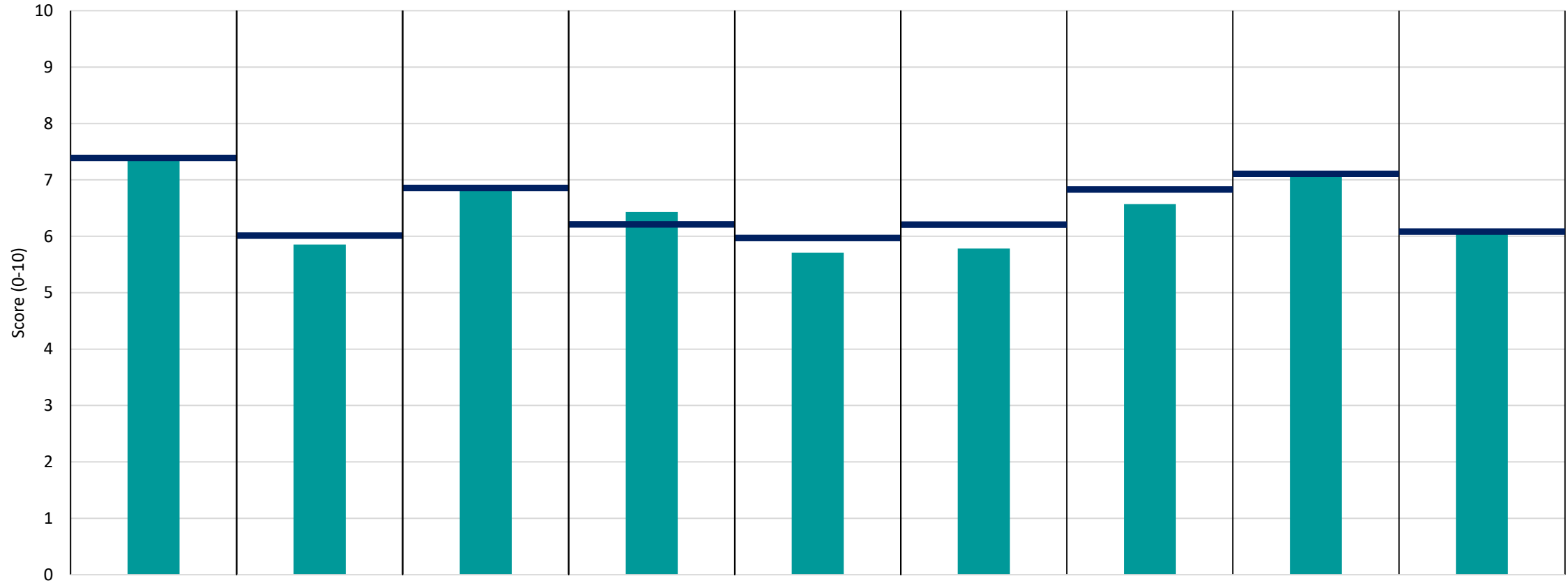
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Staff Engagement



Morale



Breakdown	7.44	5.86	6.90	6.43	5.71	5.78	6.57	7.05	6.09
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	150	150	148	150	141	150	150	150	150



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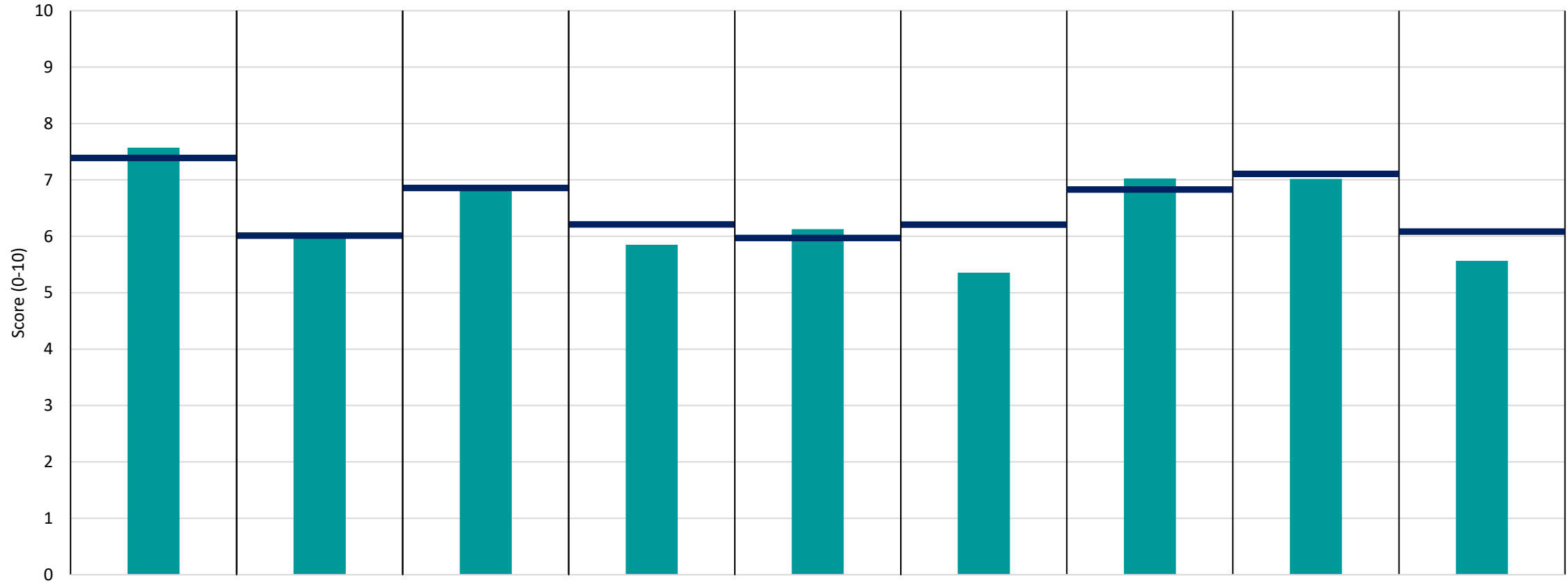
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Staff Engagement



Morale



Breakdown	7.57	6.00	6.82	5.85	6.13	5.35	7.03	7.02	5.57
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	281	282	280	279	278	279	281	283	281



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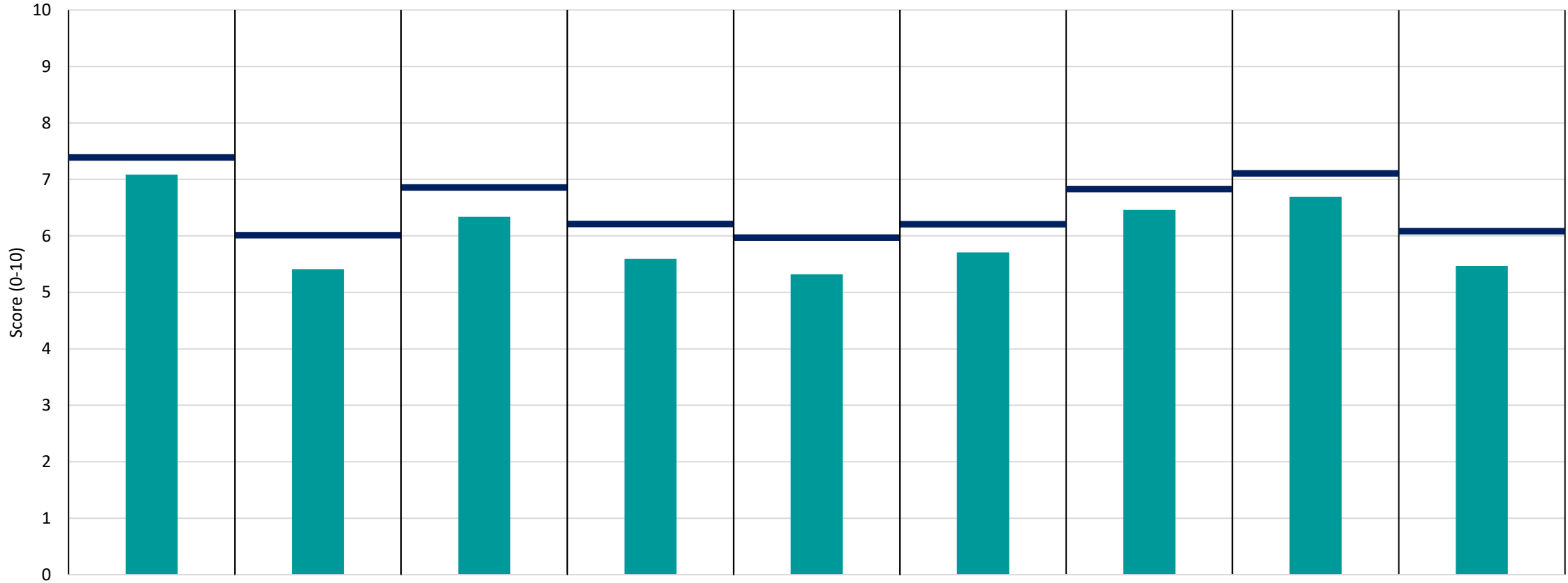
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Staff Engagement



Morale



Breakdown	7.09	5.41	6.34	5.59	5.32	5.71	6.46	6.69	5.47
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	328	328	318	323	298	326	325	328	328



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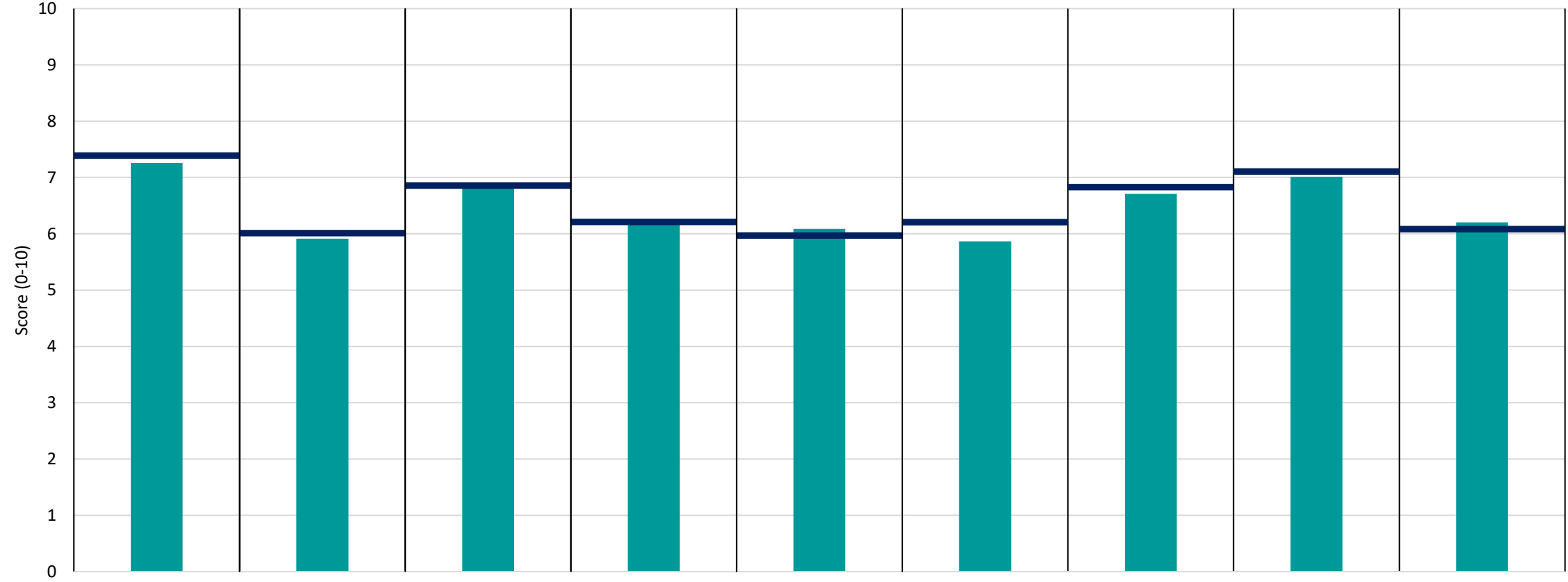
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Staff Engagement



Morale



Breakdown	7.26	5.91	6.83	6.19	6.09	5.87	6.71	7.01	6.20
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	102	104	100	102	100	103	102	104	104



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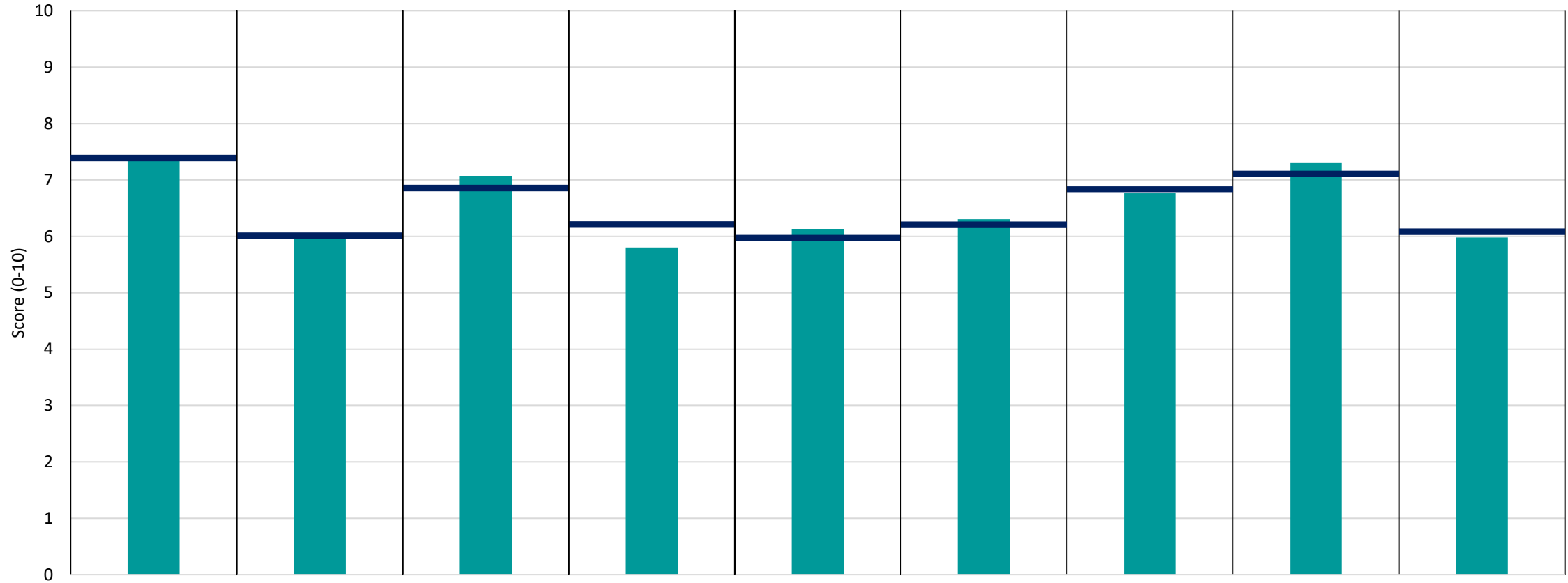
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Staff Engagement



Morale



Breakdown	7.39	6.03	7.07	5.80	6.13	6.31	6.77	7.30	5.98
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	171	170	168	168	143	166	170	170	171



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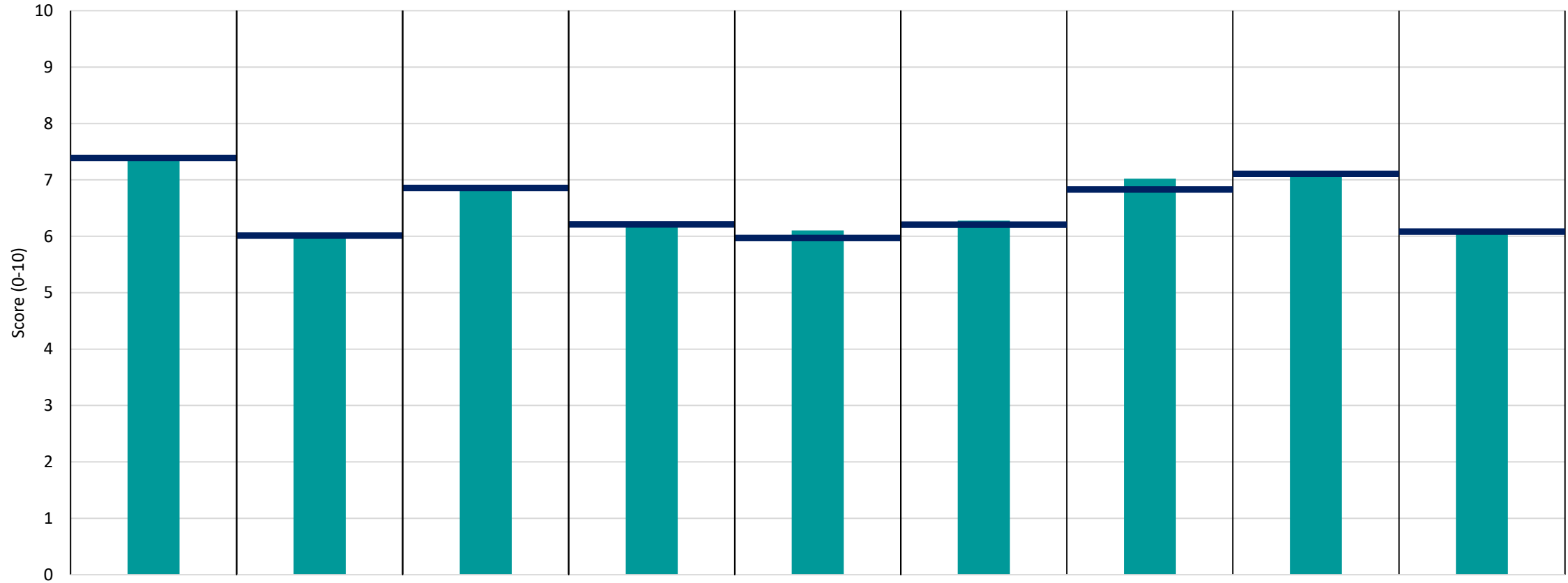
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Staff Engagement



Morale



Breakdown	7.44	6.05	6.88	6.24	6.10	6.28	7.02	7.08	6.07
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	223	225	221	220	211	221	225	226	226



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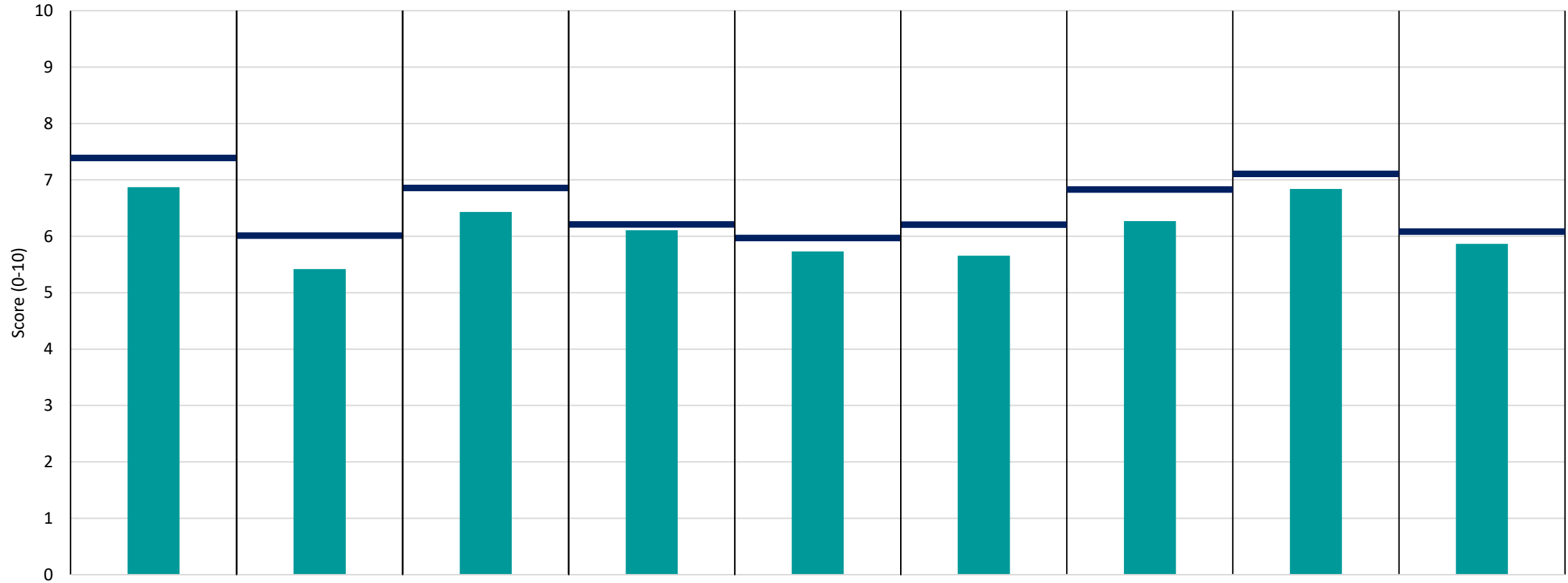
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Staff Engagement



Morale



Breakdown	6.87	5.42	6.43	6.11	5.73	5.66	6.27	6.84	5.87
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	105	105	105	104	101	103	105	105	105



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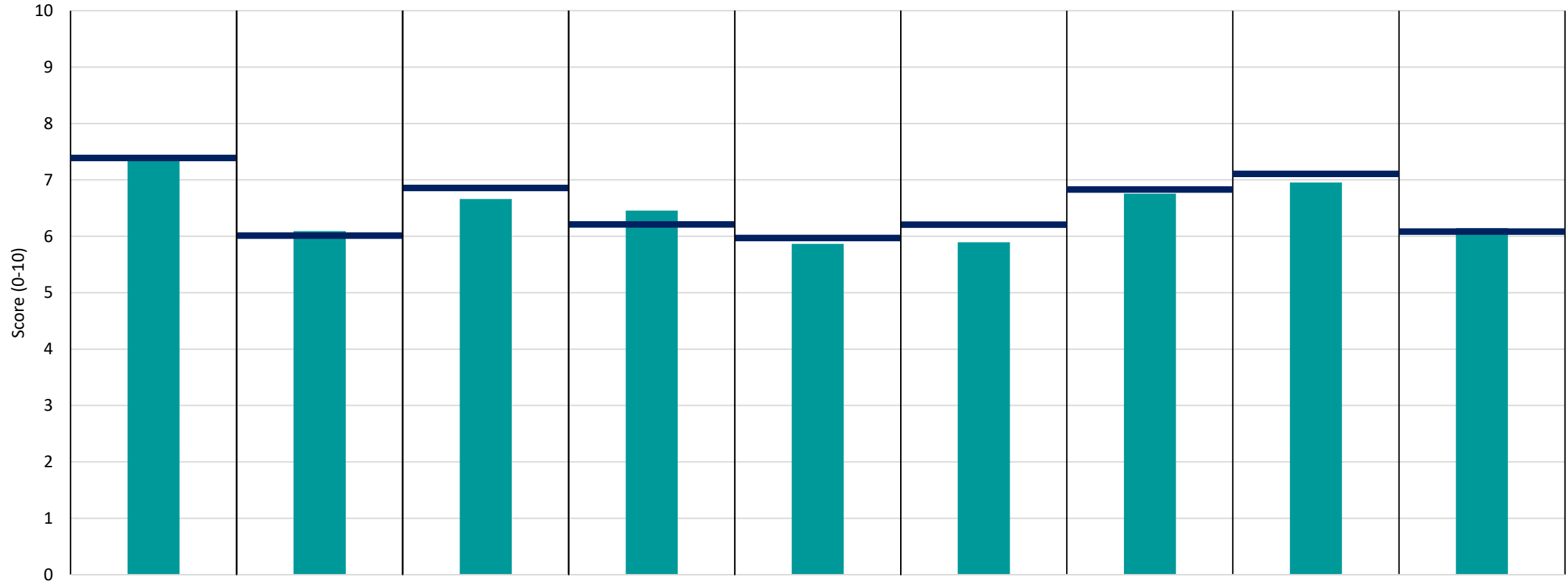
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Staff Engagement



Morale



Breakdown	7.43	6.09	6.66	6.46	5.87	5.89	6.76	6.95	6.15
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	199	199	195	193	177	194	198	199	199



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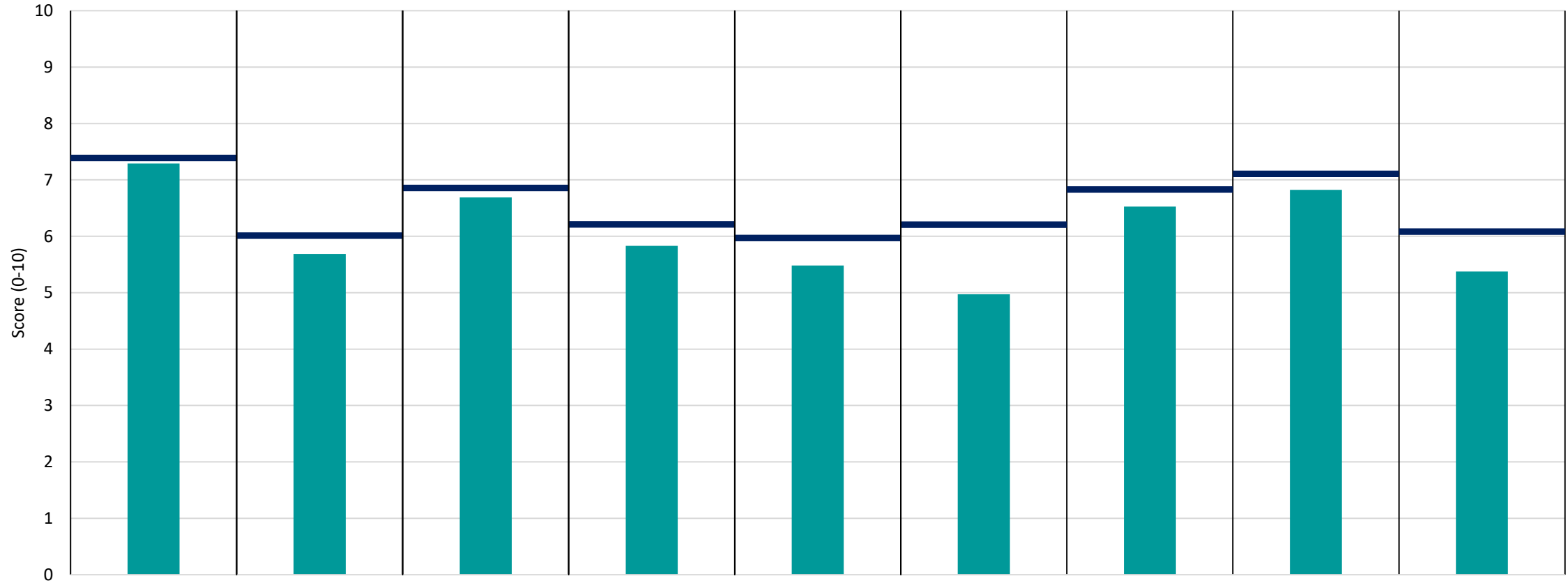
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Staff Engagement



Morale



Breakdown	7.29	5.69	6.69	5.83	5.48	4.97	6.53	6.82	5.37
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	166	166	164	165	158	165	165	166	166



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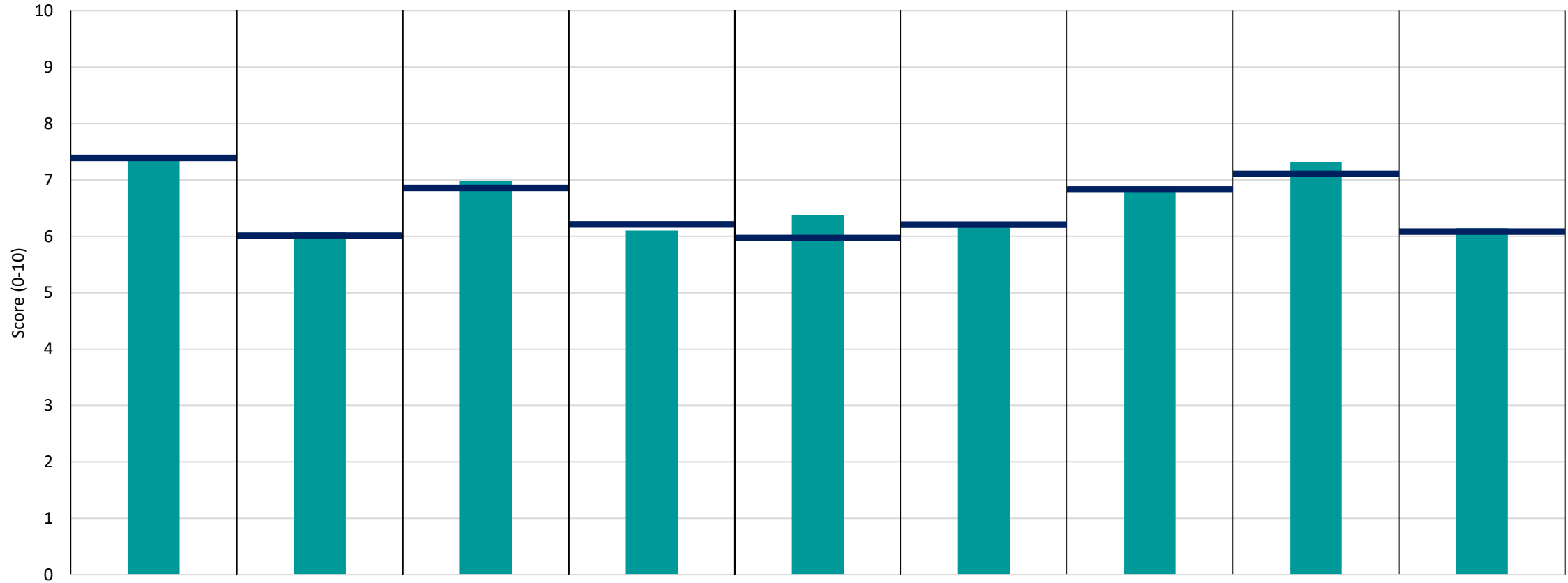
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Staff Engagement



Morale



Breakdown	7.36	6.08	6.98	6.10	6.37	6.15	6.88	7.32	6.14
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	406	404	397	398	370	401	405	406	406



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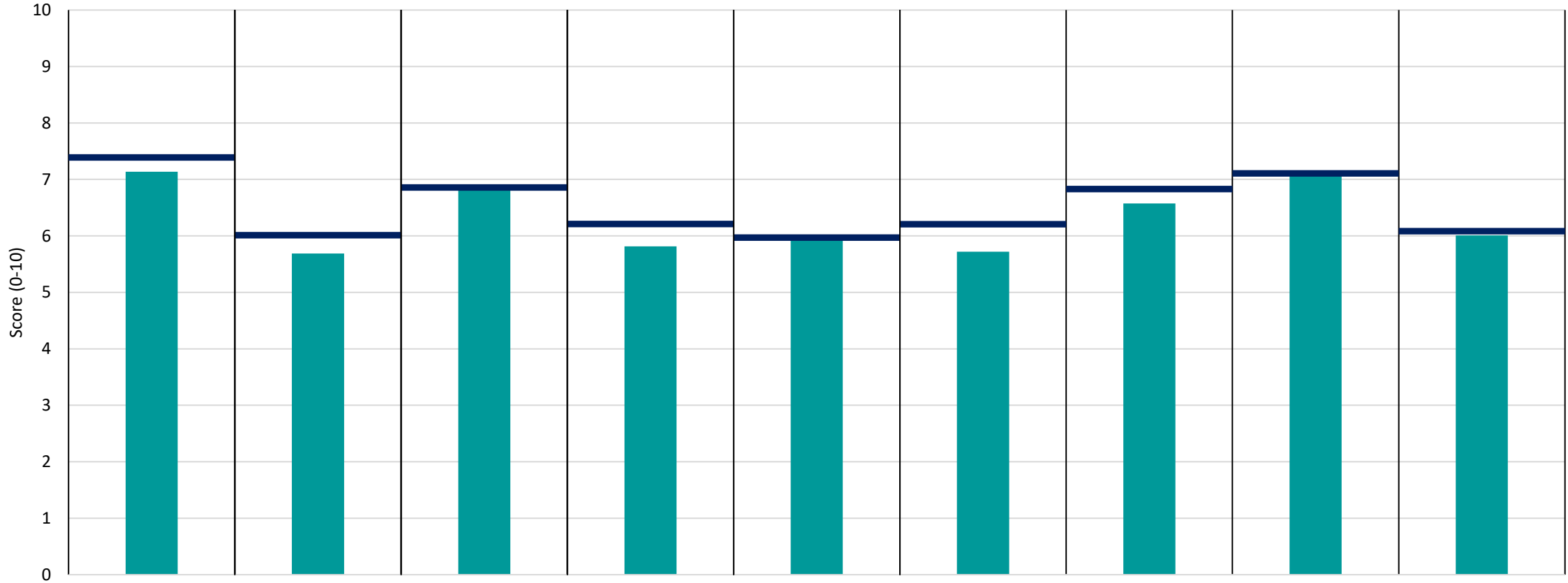
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Staff Engagement



Morale



Breakdown	7.14	5.69	6.83	5.82	5.98	5.72	6.57	7.07	6.01
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	274	275	274	267	251	274	275	276	276



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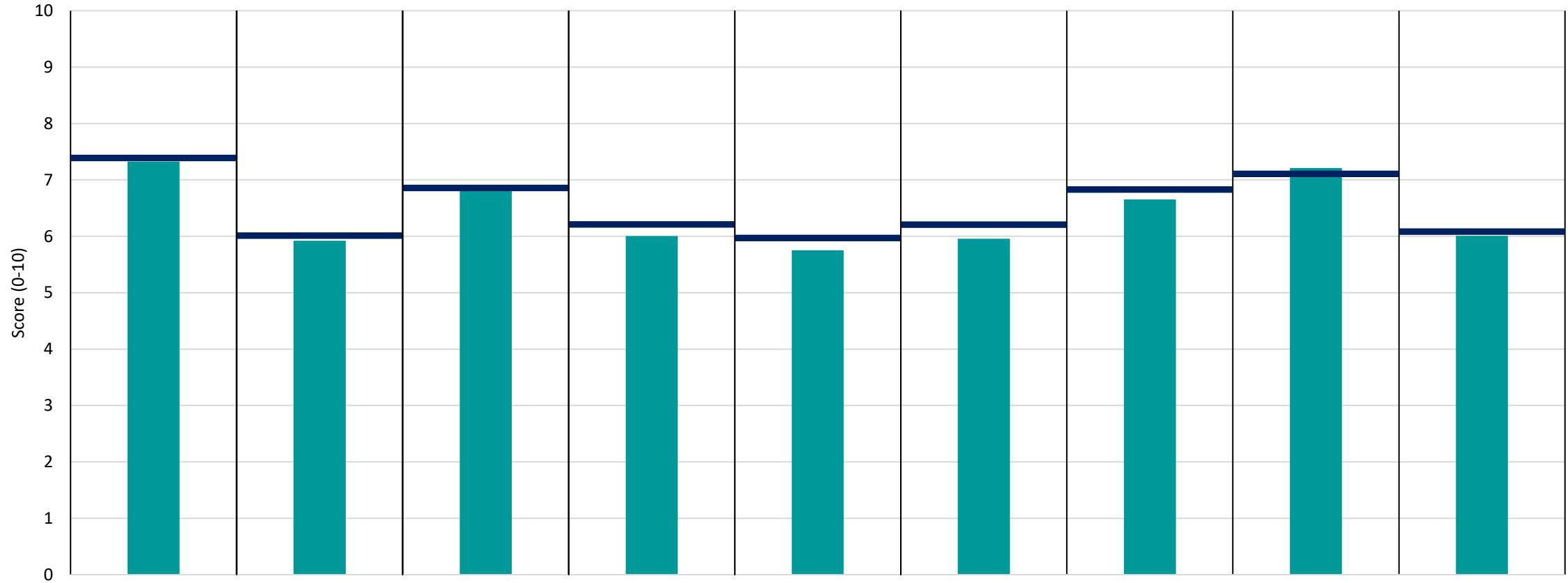
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Staff Engagement



Morale



Breakdown	7.33	5.92	6.84	6.01	5.75	5.96	6.65	7.21	6.01
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	204	205	201	202	184	202	203	205	205



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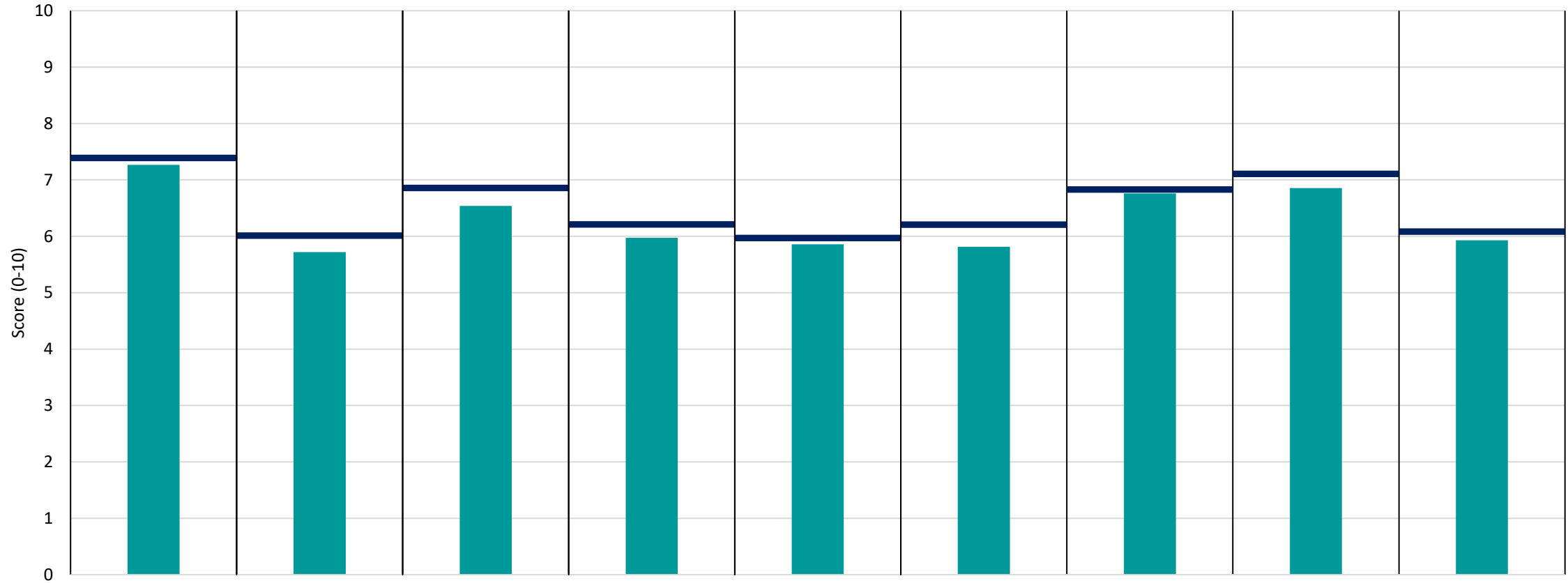
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Staff Engagement



Morale



Breakdown	7.27	5.72	6.54	5.97	5.86	5.81	6.76	6.85	5.93
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	474	475	469	470	436	469	472	475	475



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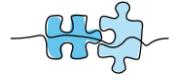
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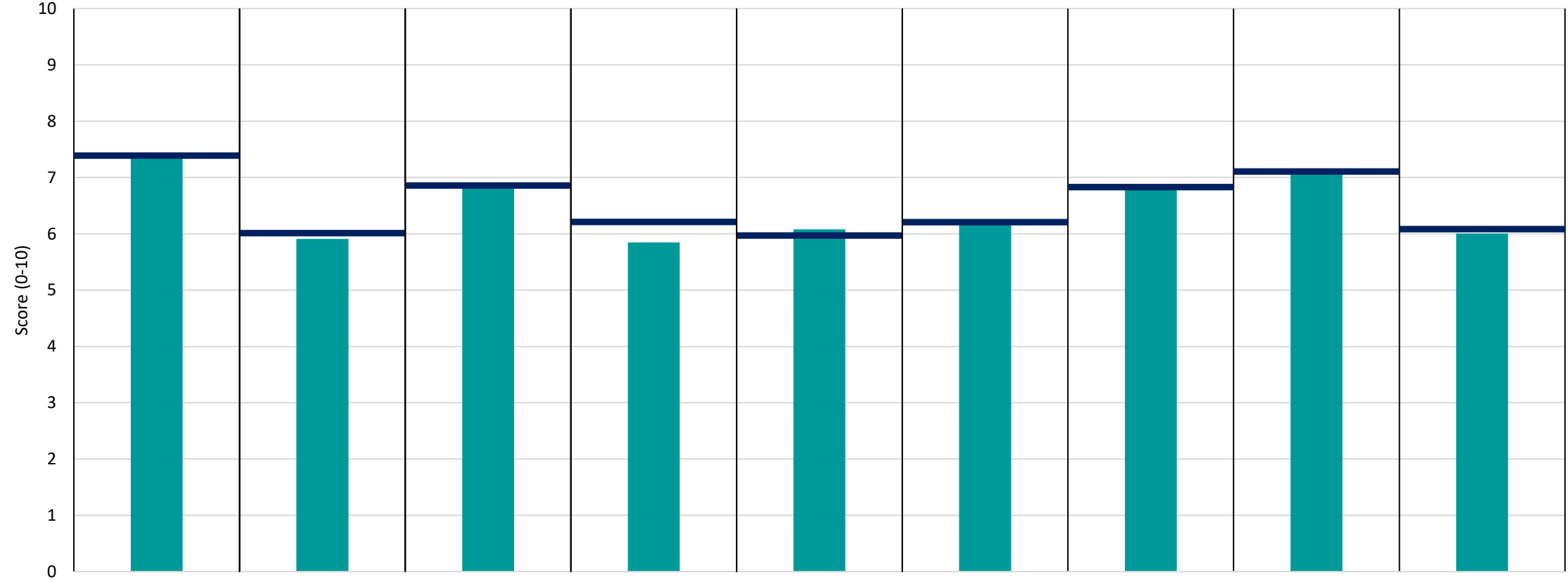
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Staff Engagement



Morale



Breakdown	7.33	5.91	6.85	5.85	6.08	6.19	6.85	7.08	6.00
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	207	208	204	204	188	206	208	208	208



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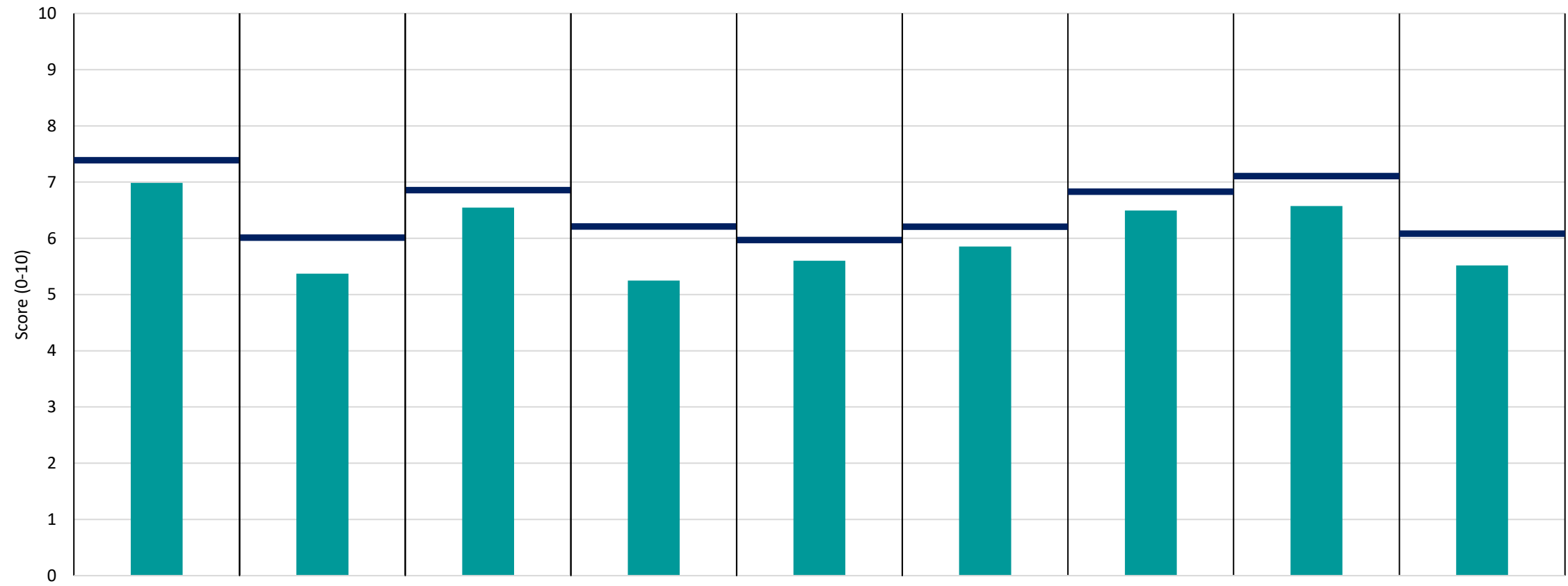
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Staff Engagement



Morale



Breakdown	6.99	5.37	6.55	5.25	5.60	5.85	6.49	6.57	5.52
Your org	7.39	6.01	6.86	6.21	5.97	6.21	6.83	7.11	6.08
Responses	261	261	259	258	249	259	260	260	261