

Harrogate and District NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

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This breakdown report for Harrogate and District NHS Foundation Trust contains results by breakdown area for the People Promise element and theme results from the 2024 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.

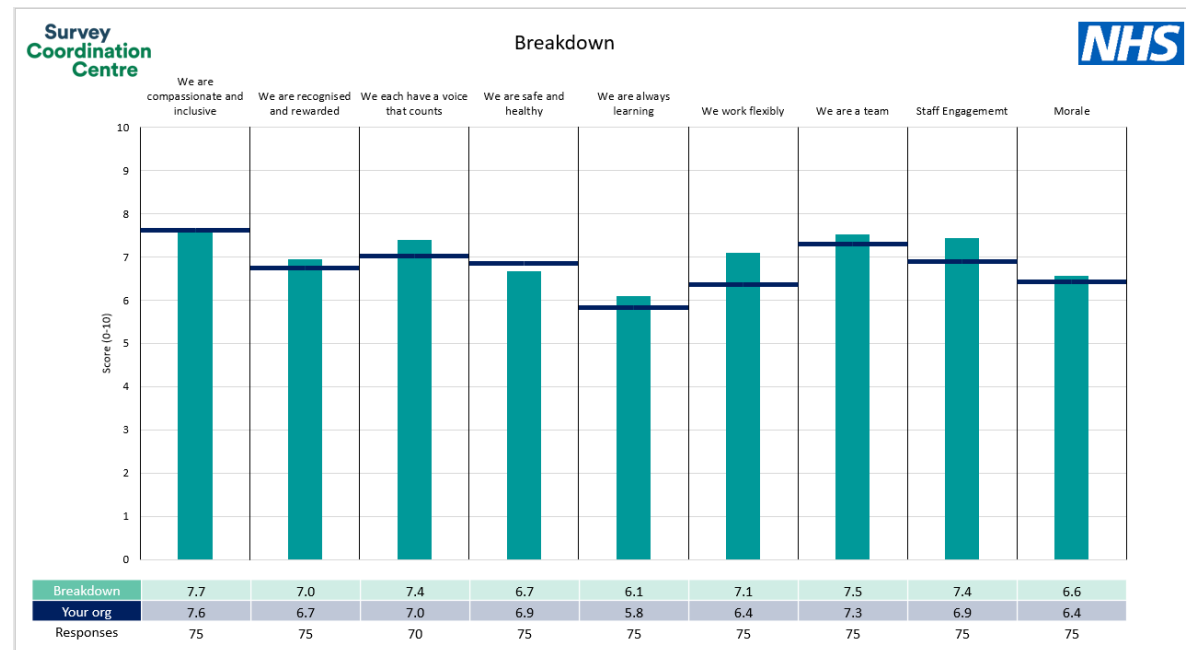
The breakdowns used in this report were provided and defined by Harrogate and District NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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

Harrogate and District NHS Foundation Trust
2024 NHS Staff Survey



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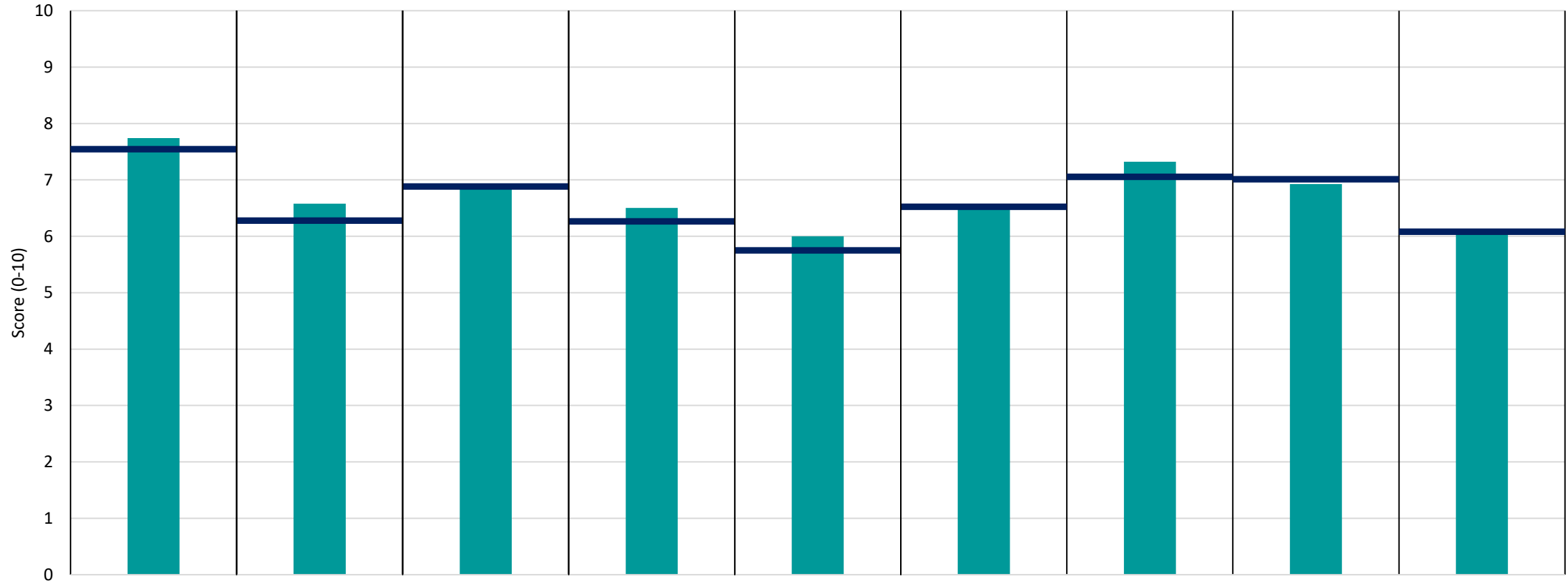
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Staff Engagement



Morale



Breakdown	7.74	6.58	6.92	6.50	6.00	6.48	7.32	6.93	6.13
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	712	712	705	710	698	710	709	713	712



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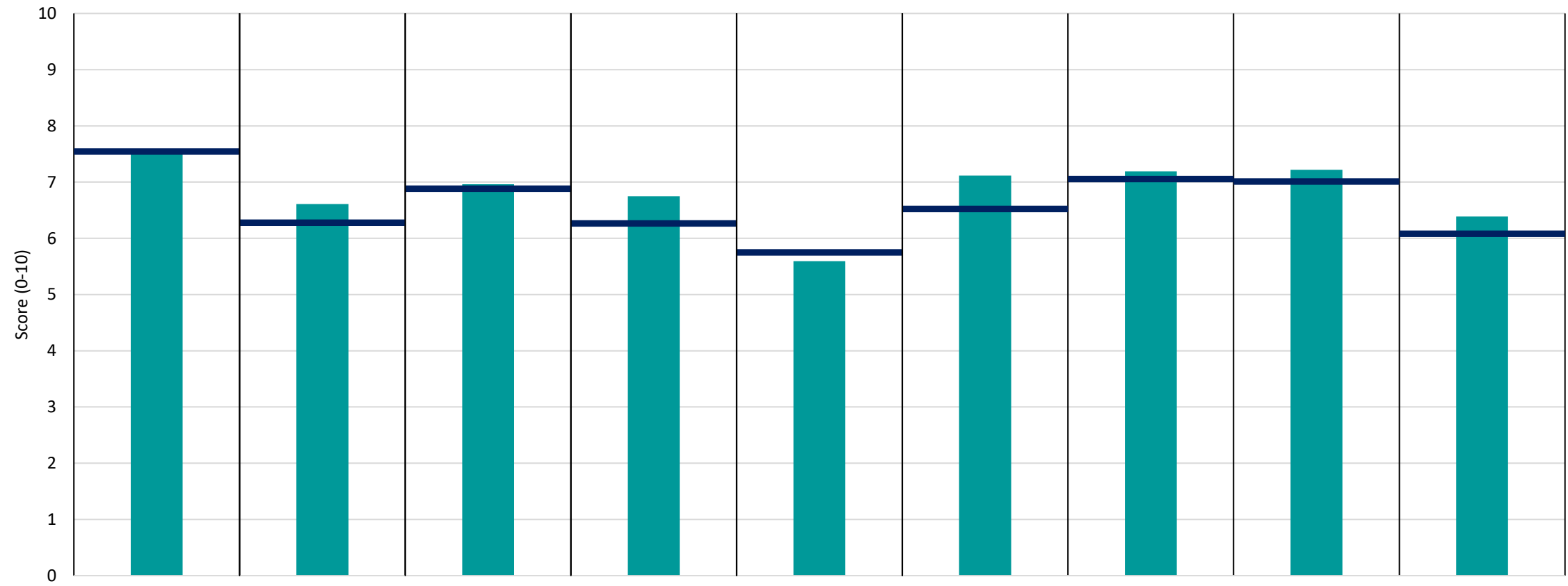
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Staff Engagement



Morale



Breakdown	7.58	6.61	6.96	6.75	5.59	7.12	7.19	7.22	6.39
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	374	374	365	372	358	373	373	374	374



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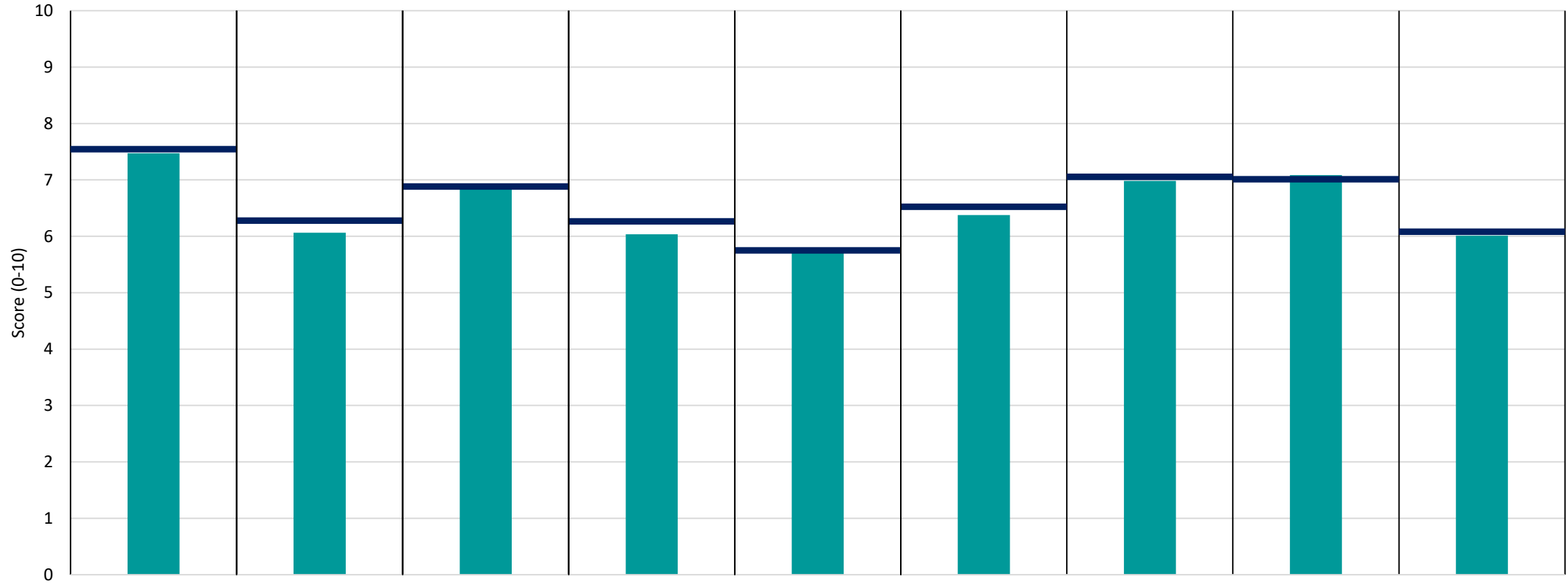
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Staff Engagement



Morale



Breakdown	7.47	6.06	6.93	6.04	5.72	6.38	6.98	7.09	6.01
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	647	648	642	644	617	645	645	647	648



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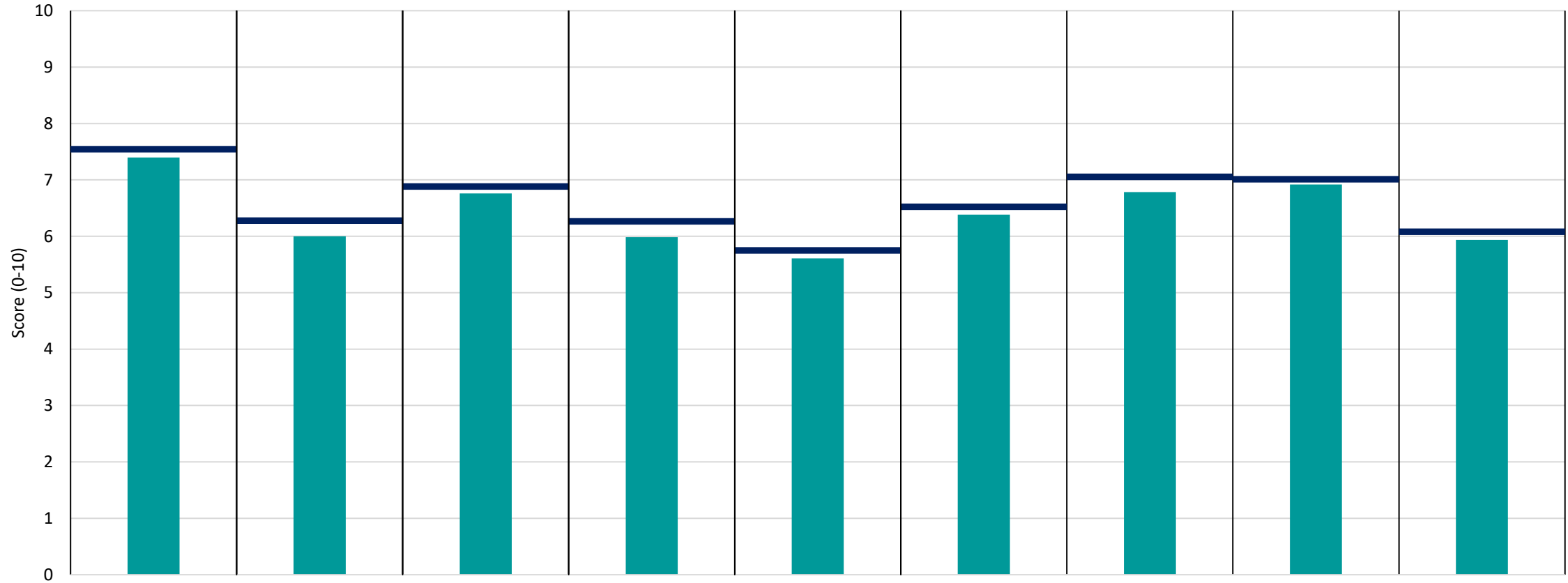
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Staff Engagement



Morale



Breakdown	7.40	6.00	6.76	5.98	5.61	6.39	6.78	6.92	5.94
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	723	722	718	718	696	720	720	723	724

Breakdowns 2

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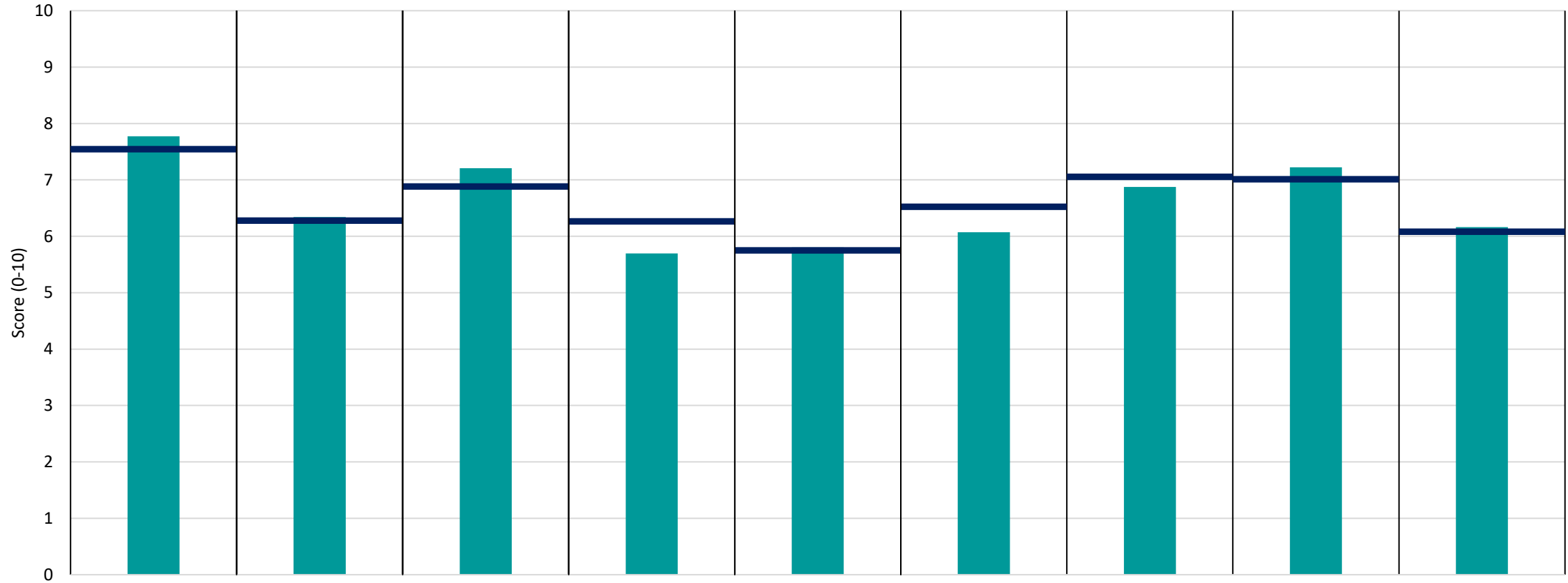
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Staff Engagement



Morale



Breakdown	7.77	6.34	7.21	5.70	5.80	6.07	6.88	7.22	6.16
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	69	68	69	68	68	68	68	69	69



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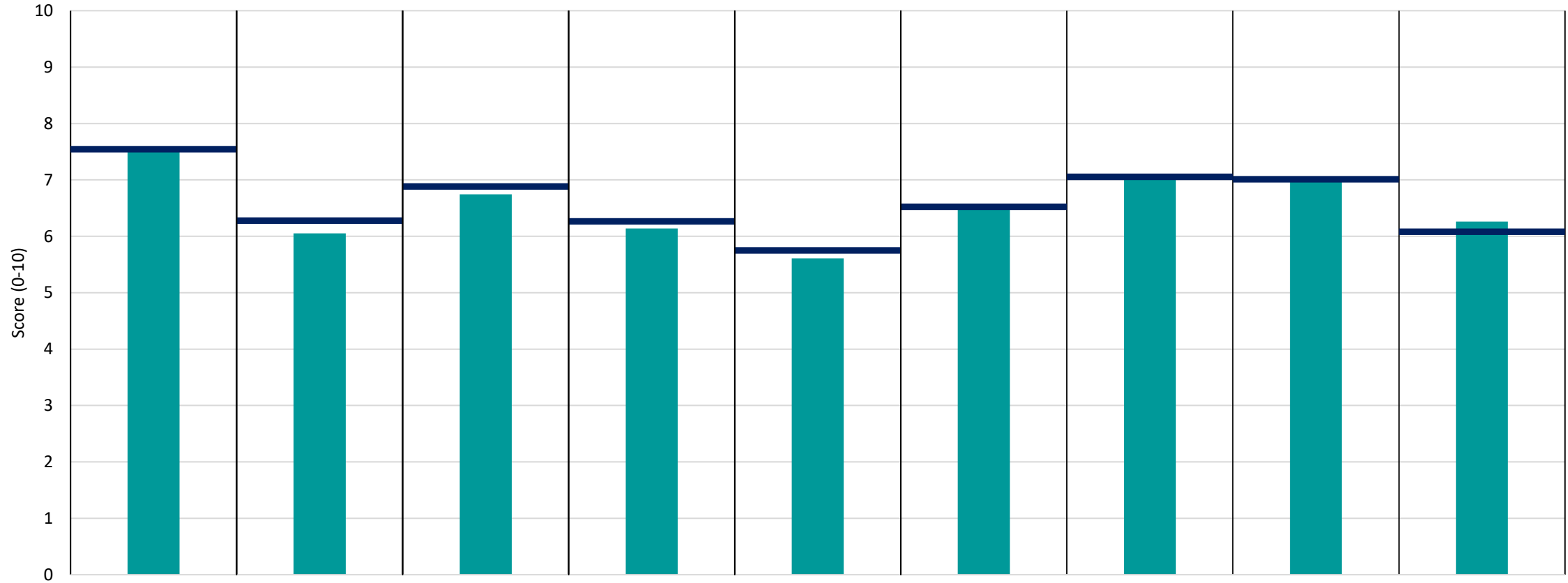
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Staff Engagement



Morale



Breakdown	7.52	6.05	6.74	6.14	5.61	6.55	7.01	6.97	6.26
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	77	77	75	76	68	77	77	77	77



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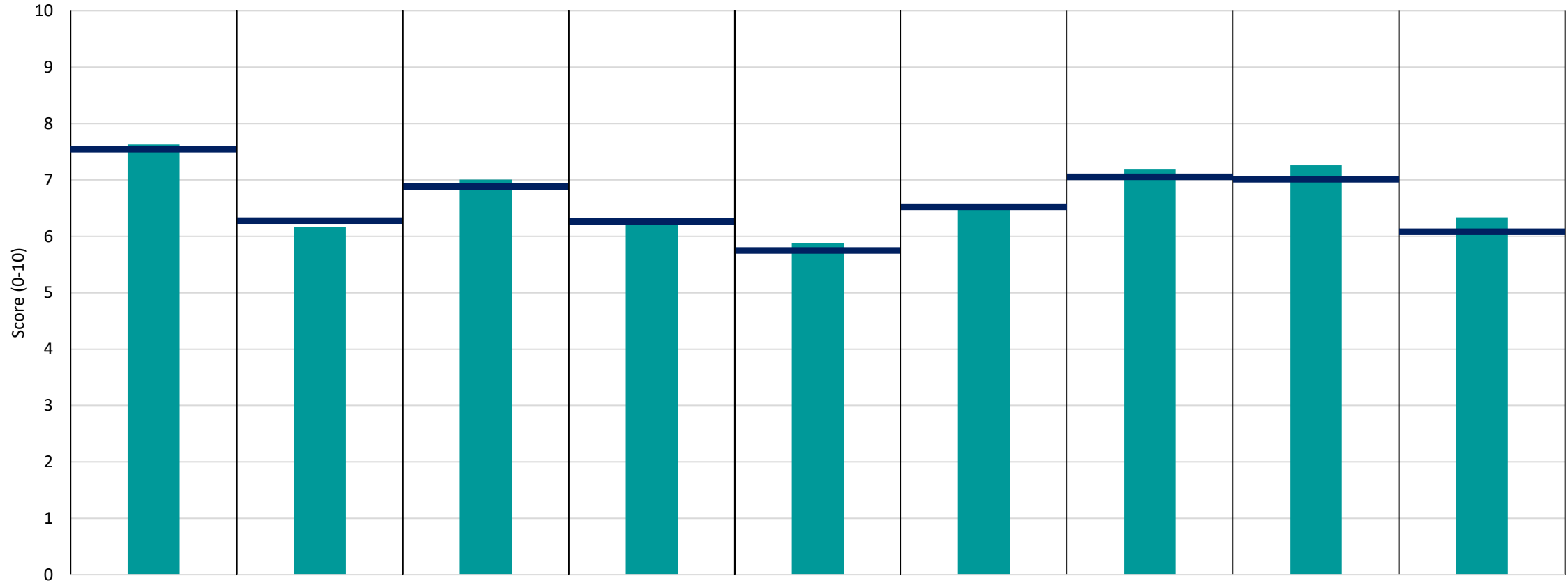
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Morale



Breakdown	7.63	6.16	7.00	6.27	5.88	6.57	7.18	7.26	6.34
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	159	159	158	159	155	158	159	159	159



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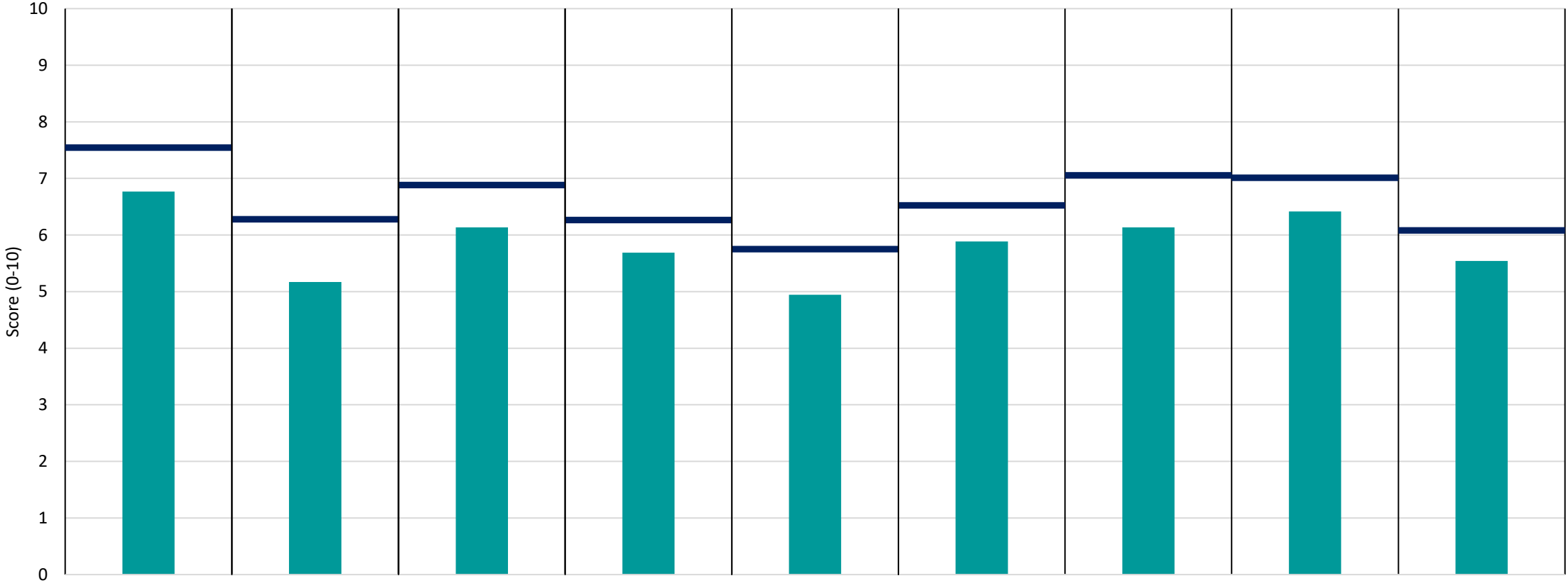
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Morale



Breakdown	6.77	5.17	6.13	5.69	4.94	5.89	6.14	6.42	5.54
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	122	122	122	121	118	122	121	123	123



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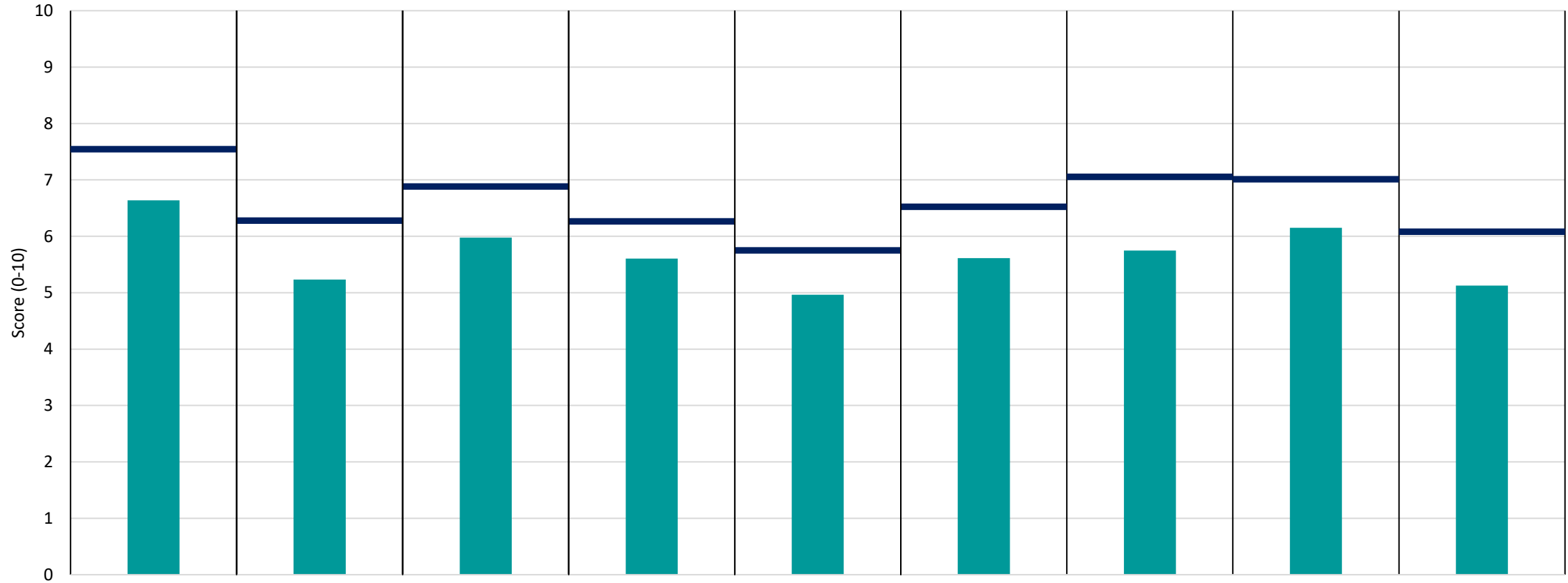
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Morale



Breakdown	6.64	5.23	5.98	5.61	4.97	5.61	5.75	6.15	5.13
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	62	62	61	61	58	61	62	61	62



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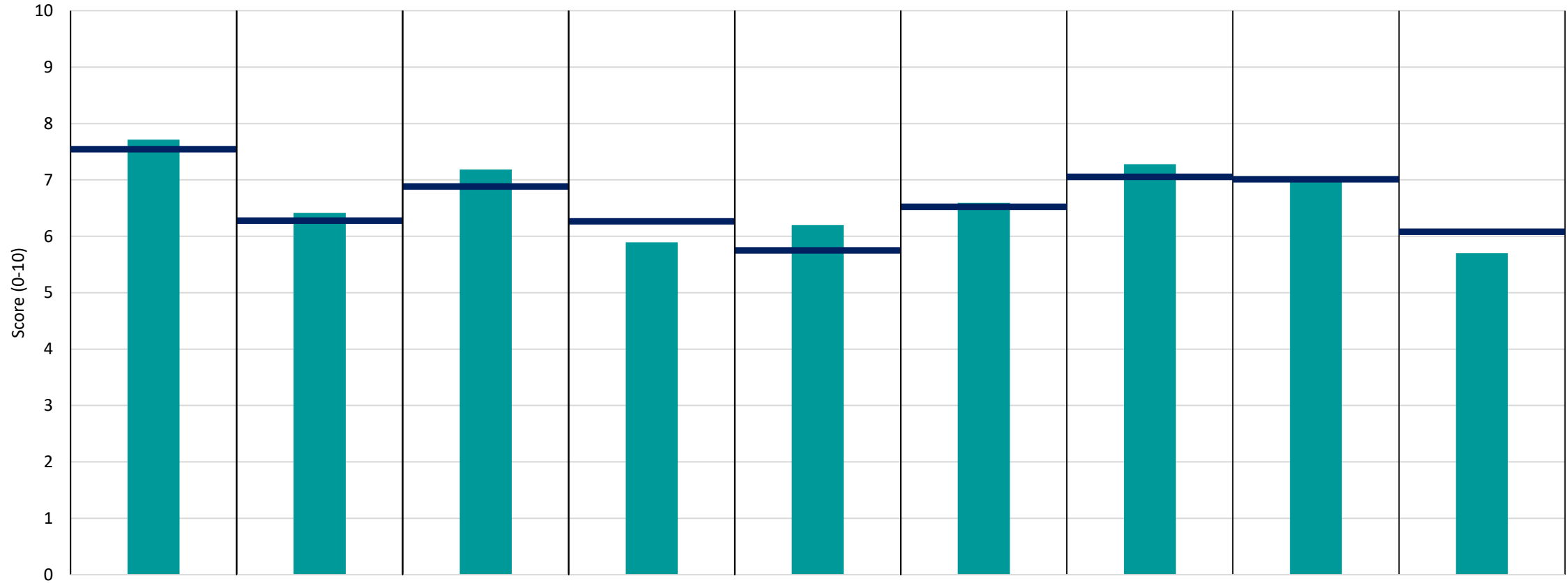
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Breakdown	7.71	6.42	7.18	5.89	6.20	6.59	7.28	7.06	5.70
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	90	90	90	90	88	90	89	90	90



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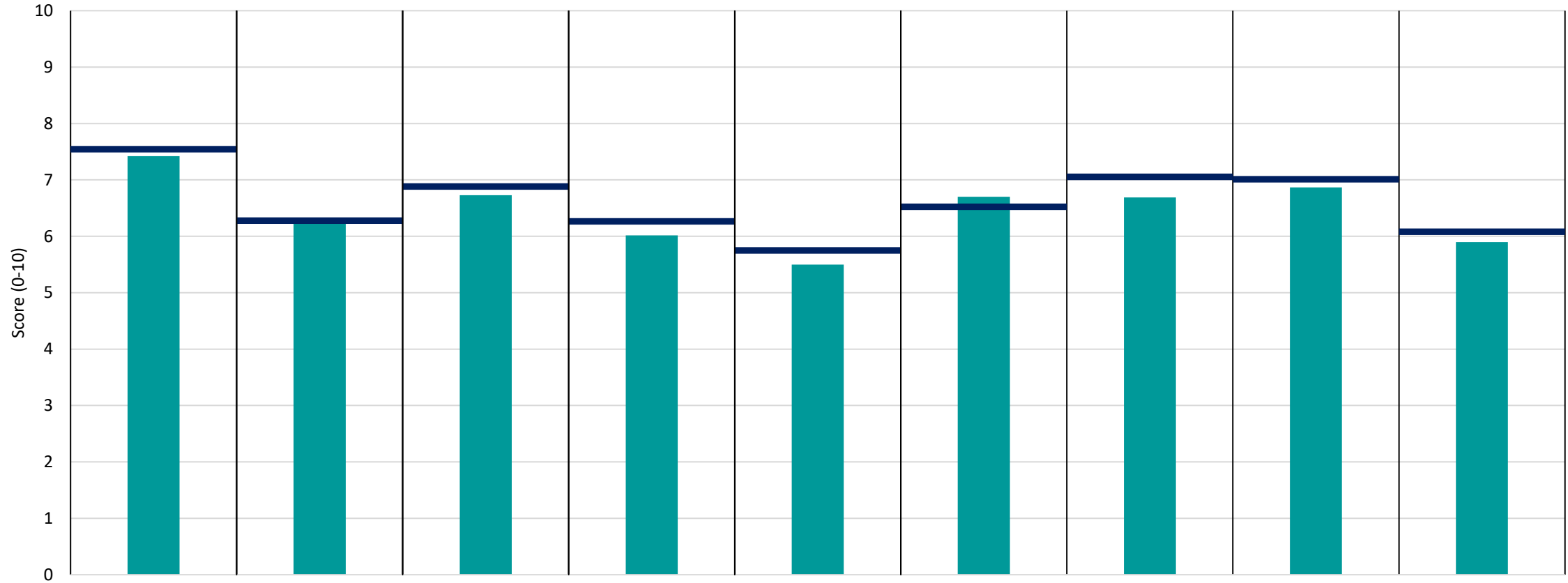
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Morale



Breakdown	7.42	6.23	6.73	6.02	5.50	6.70	6.69	6.87	5.90
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	121	121	121	120	118	121	121	121	121



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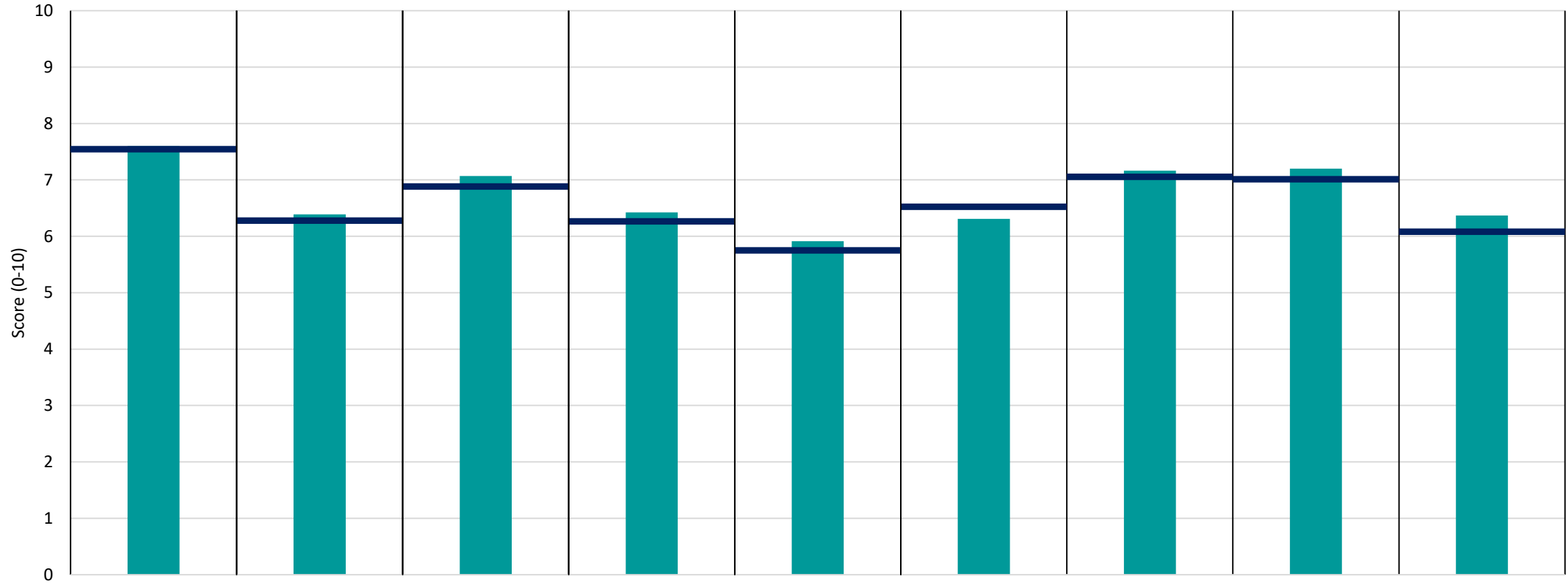
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Breakdown	7.60	6.39	7.07	6.42	5.91	6.31	7.16	7.20	6.37
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	102	102	100	102	95	101	102	102	102



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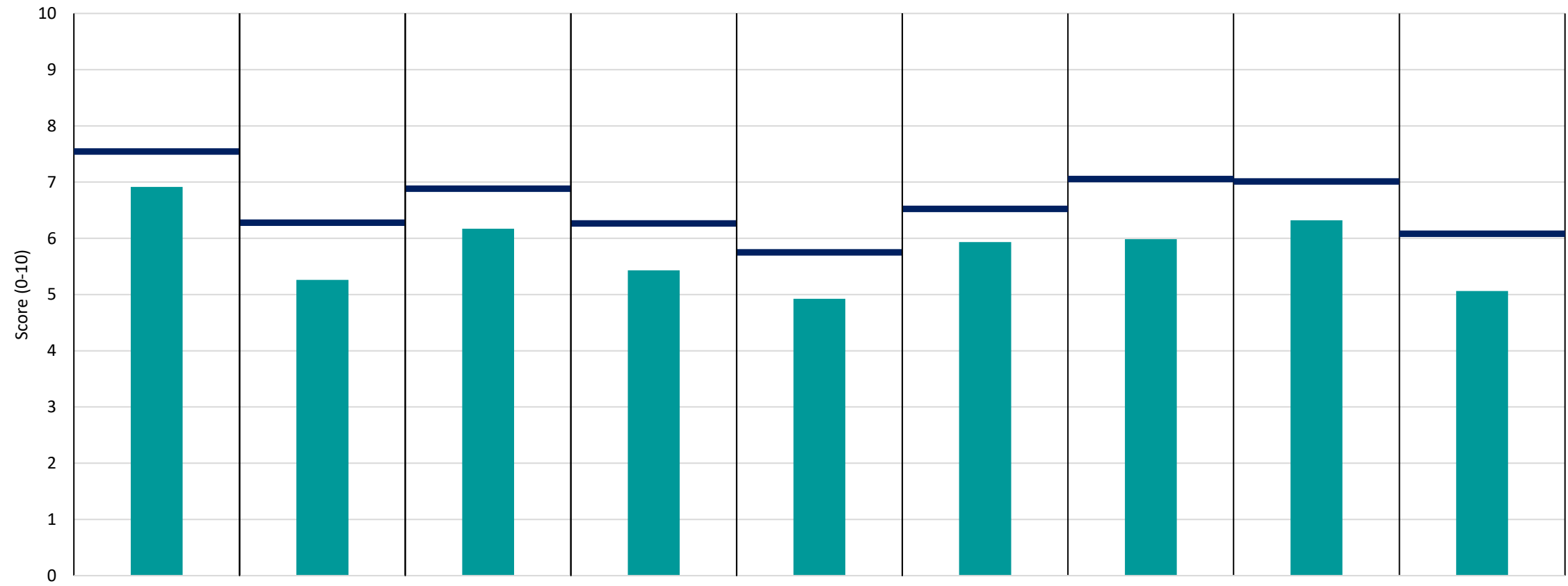
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Breakdown	6.91	5.26	6.17	5.43	4.92	5.93	5.99	6.32	5.06
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	75	75	75	75	73	75	75	75	75



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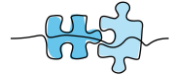
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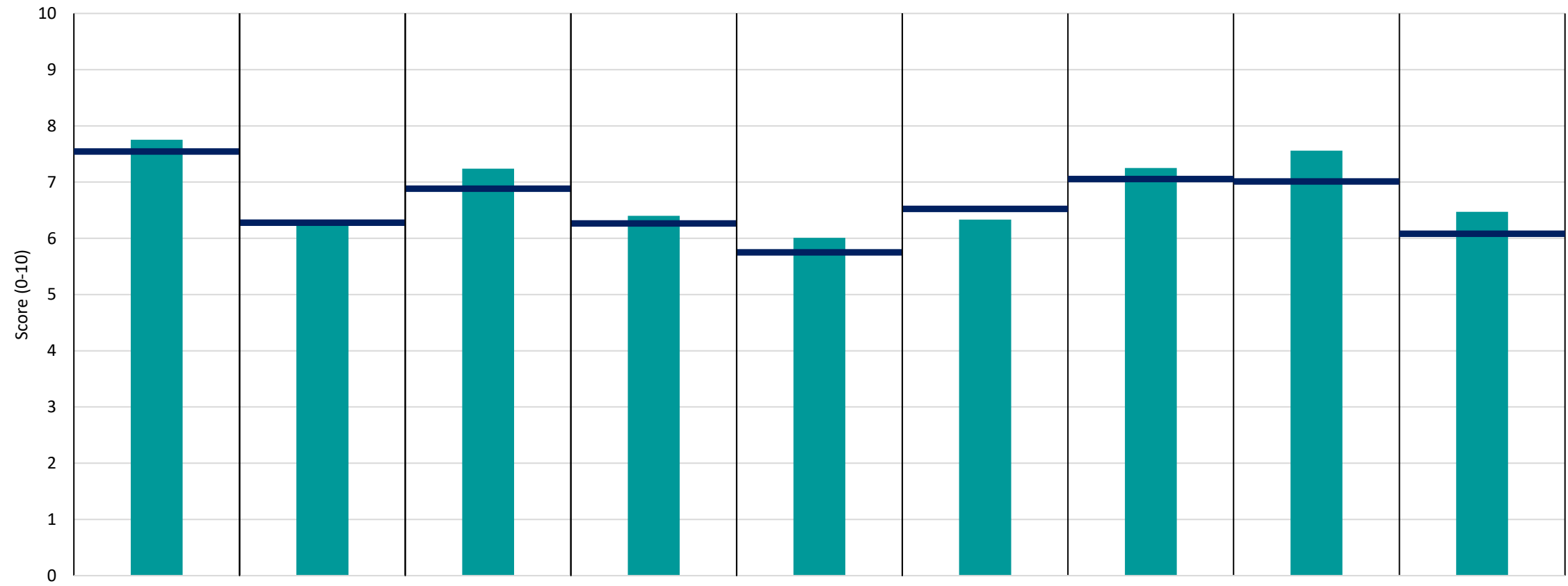
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Breakdown	7.75	6.30	7.24	6.40	6.01	6.33	7.25	7.56	6.47
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	41	41	40	41	40	41	41	41	41



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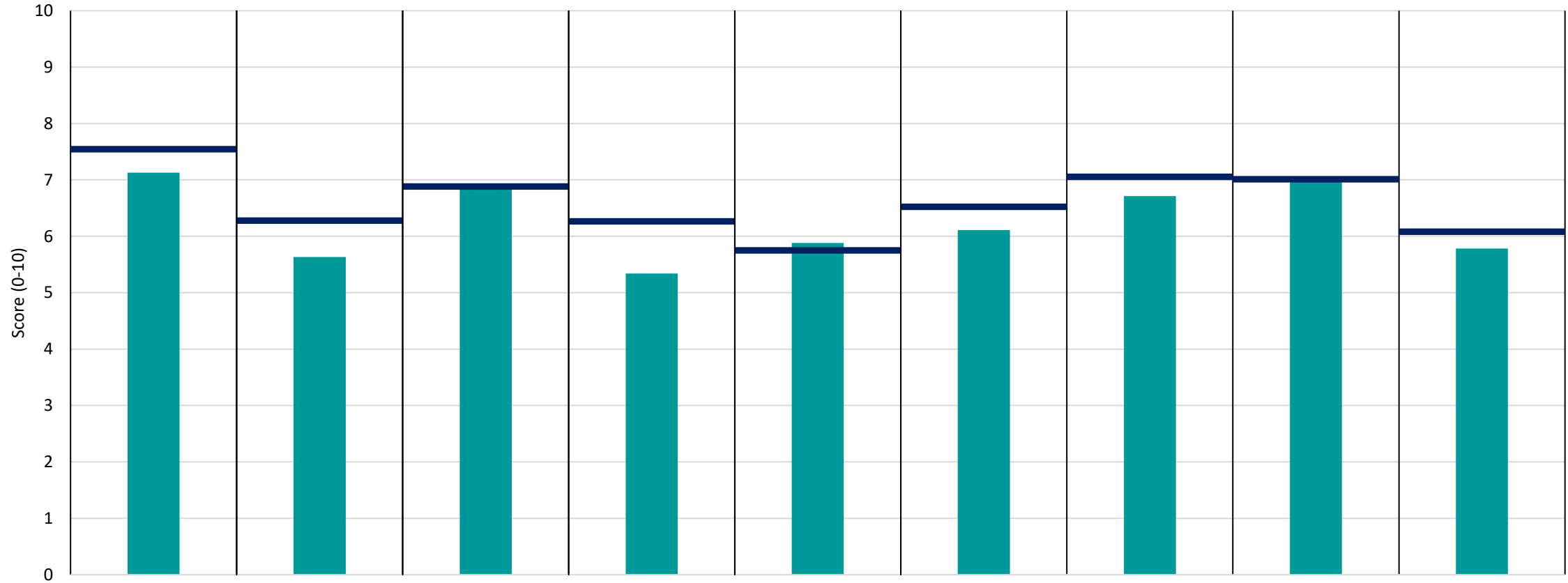
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Morale



Breakdown	7.13	5.63	6.83	5.34	5.88	6.11	6.71	6.99	5.78
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	45	45	45	45	43	45	45	45	45



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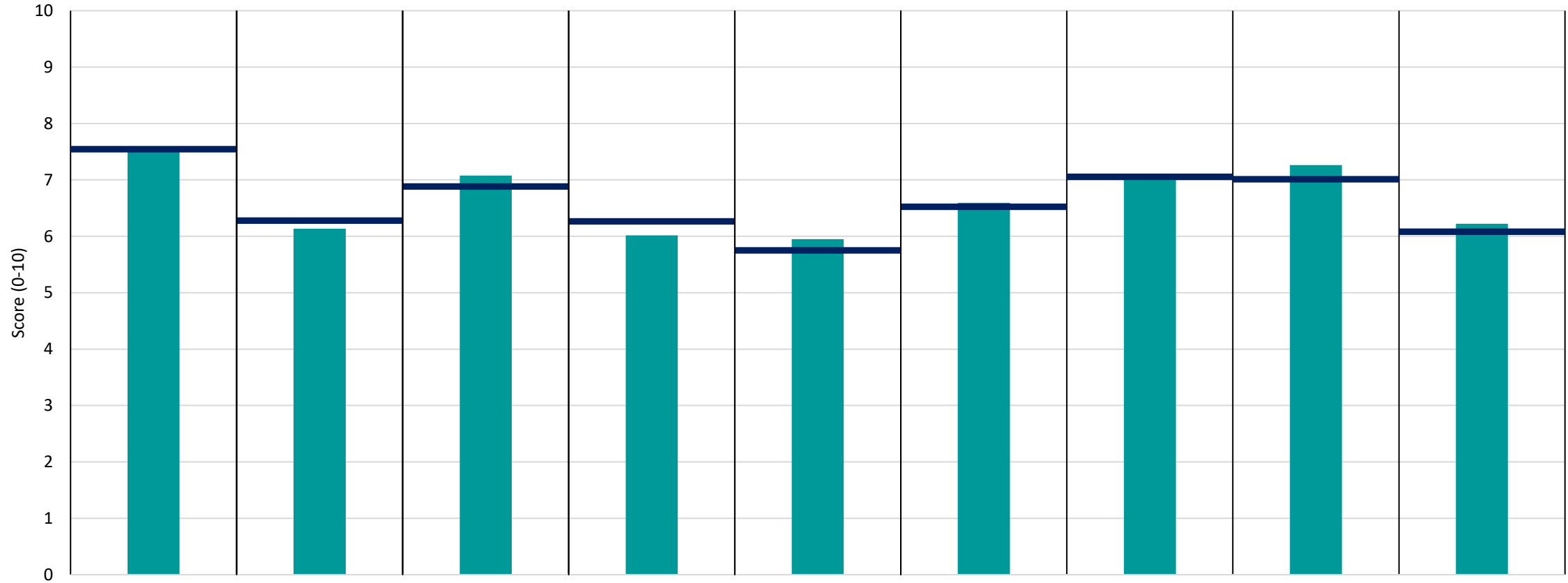
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Morale



Breakdown	7.53	6.14	7.08	6.02	5.95	6.60	7.03	7.26	6.22
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	124	124	123	123	119	124	124	123	125



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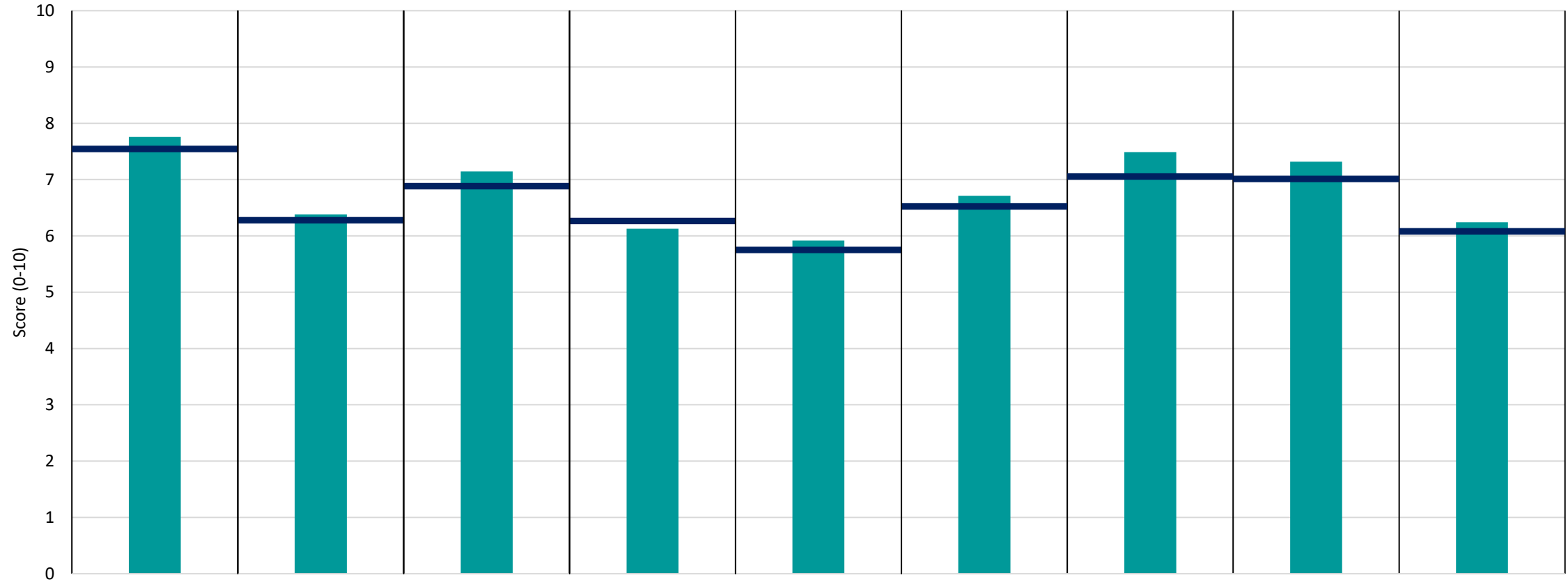
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Breakdown	7.76	6.38	7.15	6.13	5.92	6.71	7.49	7.32	6.24
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	127	128	126	126	120	127	126	128	127



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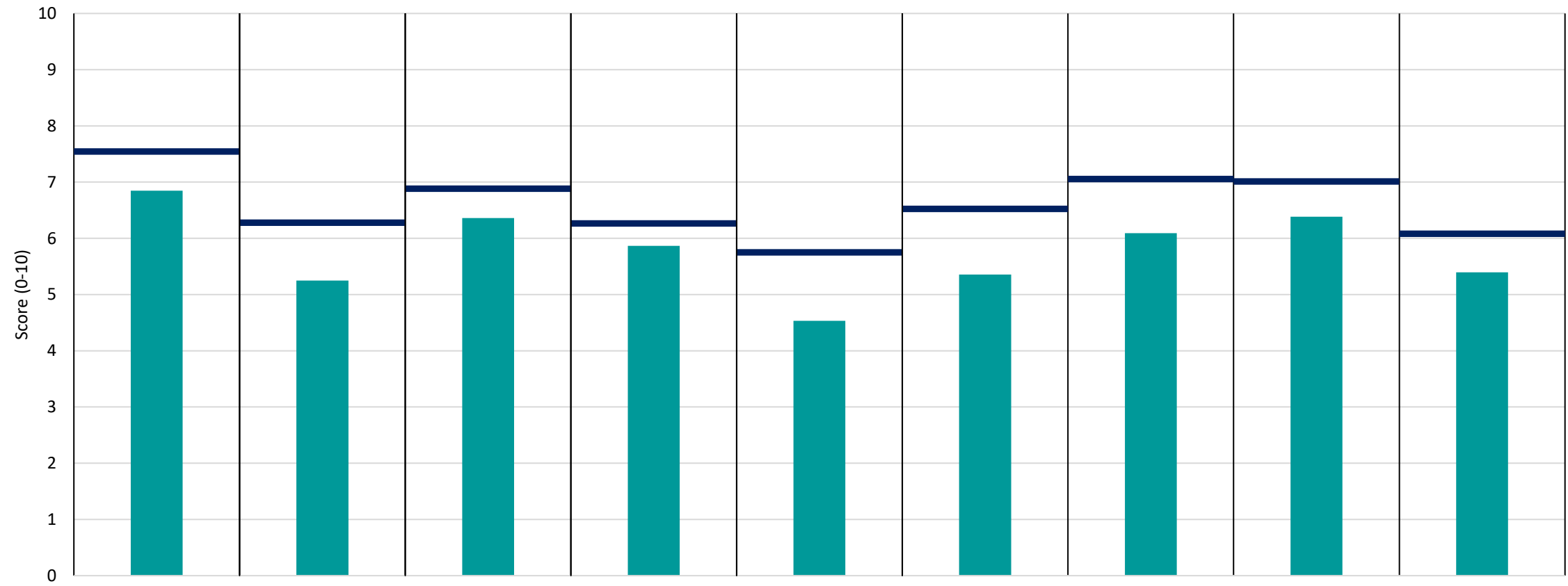
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Breakdown	6.85	5.25	6.36	5.87	4.53	5.35	6.09	6.39	5.40
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	60	60	60	59	57	60	60	60	60



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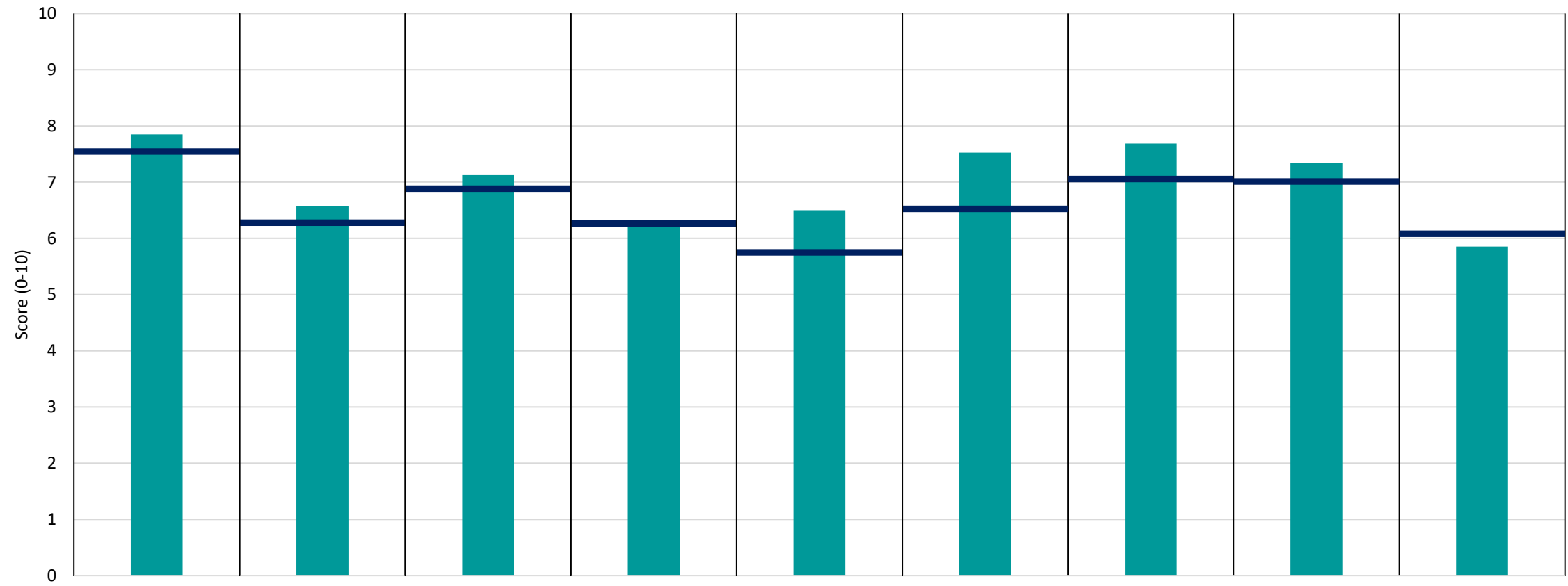
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Breakdown	7.85	6.58	7.12	6.28	6.50	7.52	7.69	7.35	5.86
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	38	38	38	38	37	37	37	38	38



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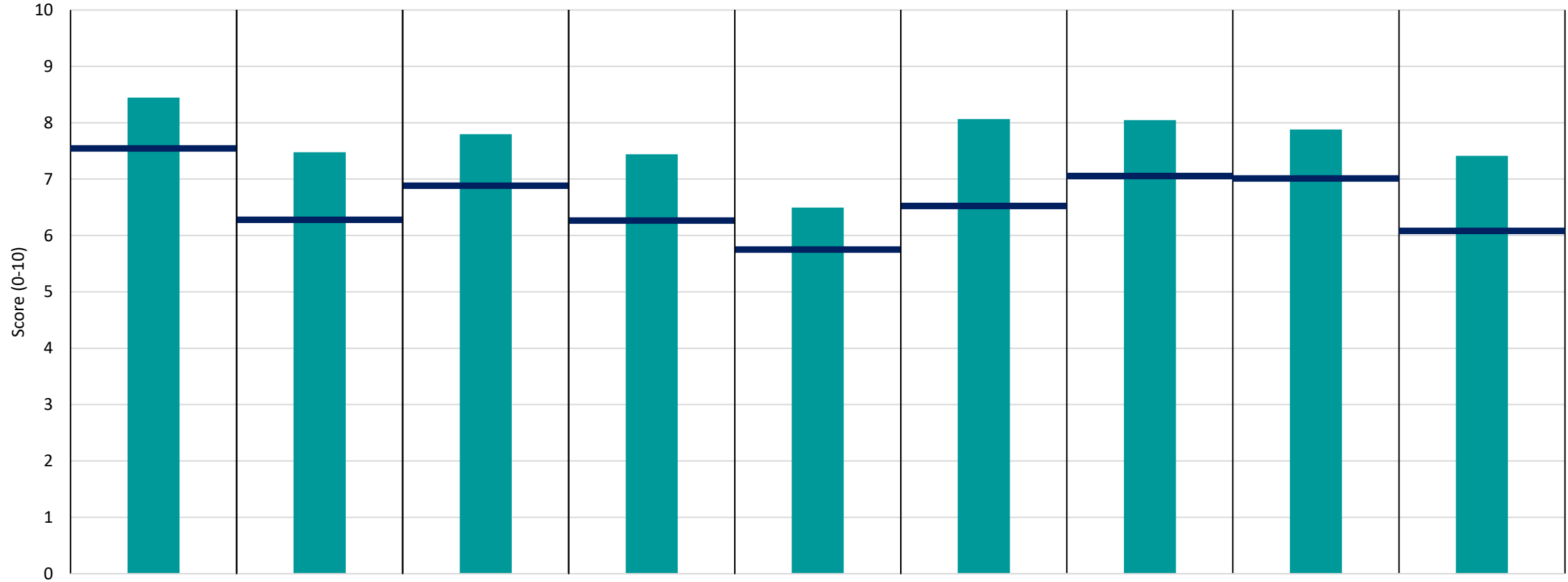
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Breakdown	8.45	7.48	7.80	7.44	6.50	8.07	8.05	7.88	7.41
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	36	36	36	36	36	36	36	36	36



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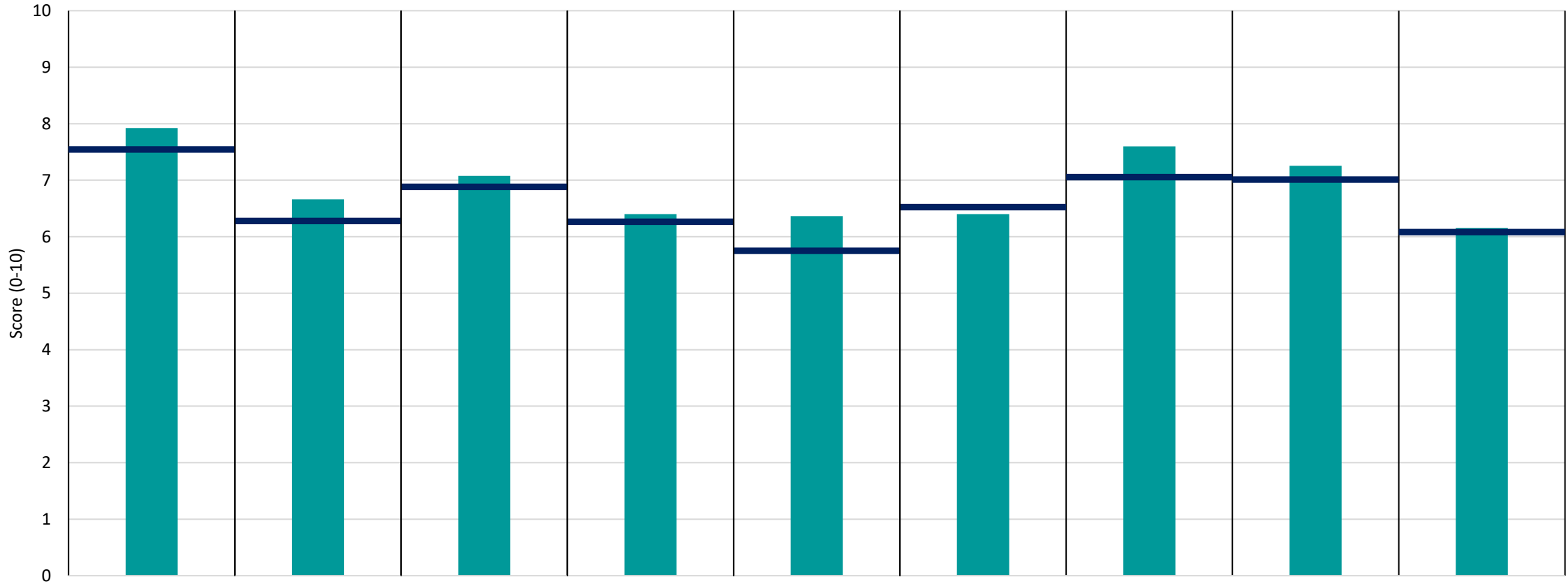
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Morale



Breakdown	7.92	6.66	7.08	6.40	6.36	6.40	7.60	7.26	6.15
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	159	158	158	158	157	157	158	159	159



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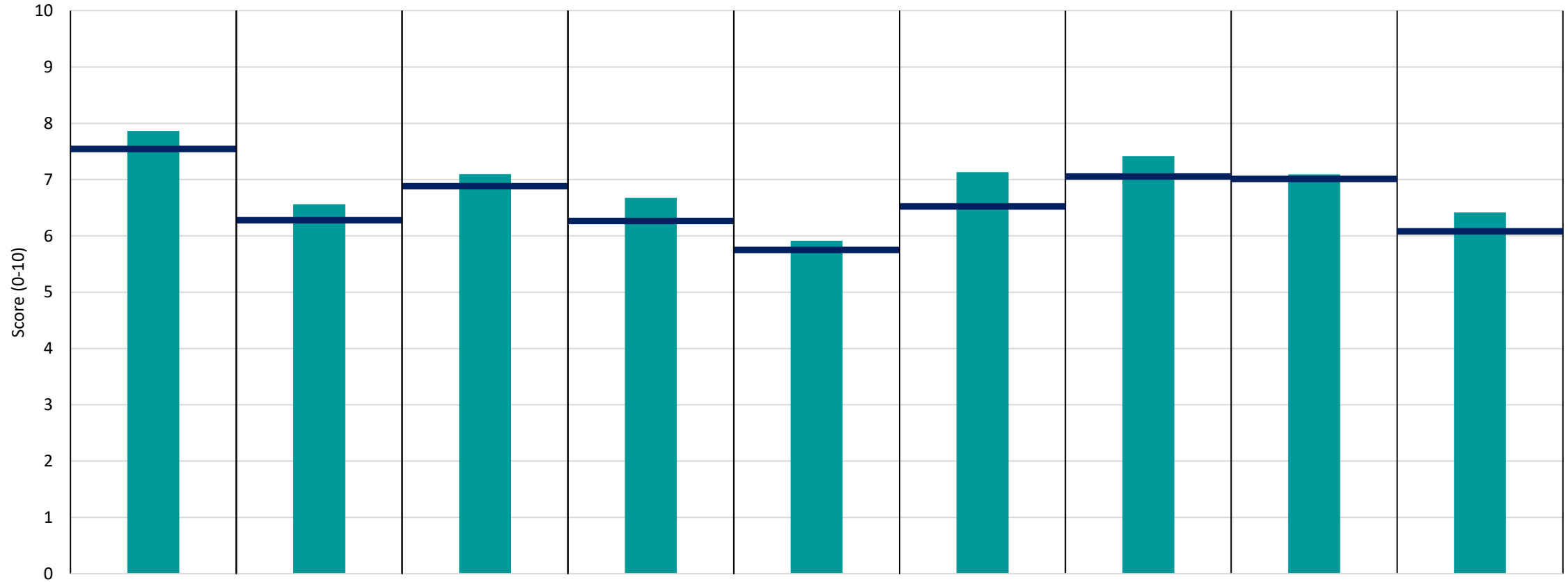
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Morale



Breakdown	7.86	6.56	7.10	6.68	5.92	7.13	7.42	7.09	6.42
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	55	55	55	55	53	55	55	55	55



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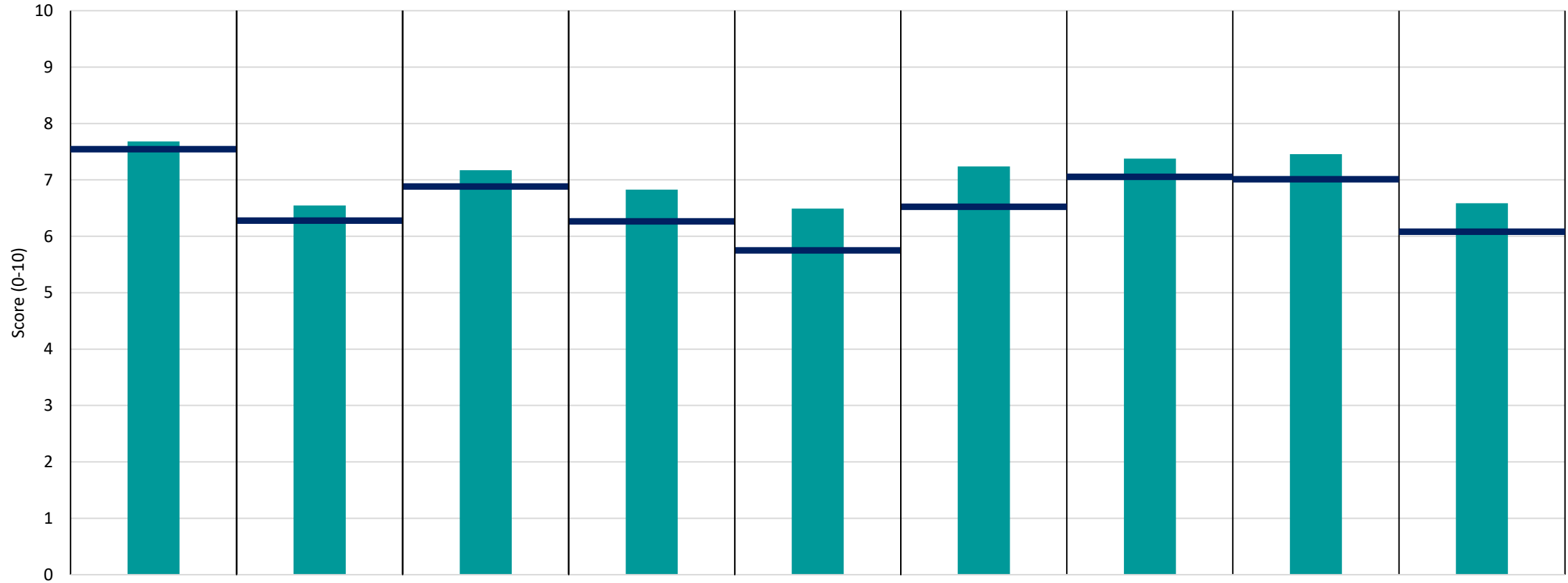
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Staff Engagement



Morale



Breakdown	7.68	6.55	7.17	6.83	6.49	7.24	7.38	7.46	6.59
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	33	33	33	33	32	32	33	33	33



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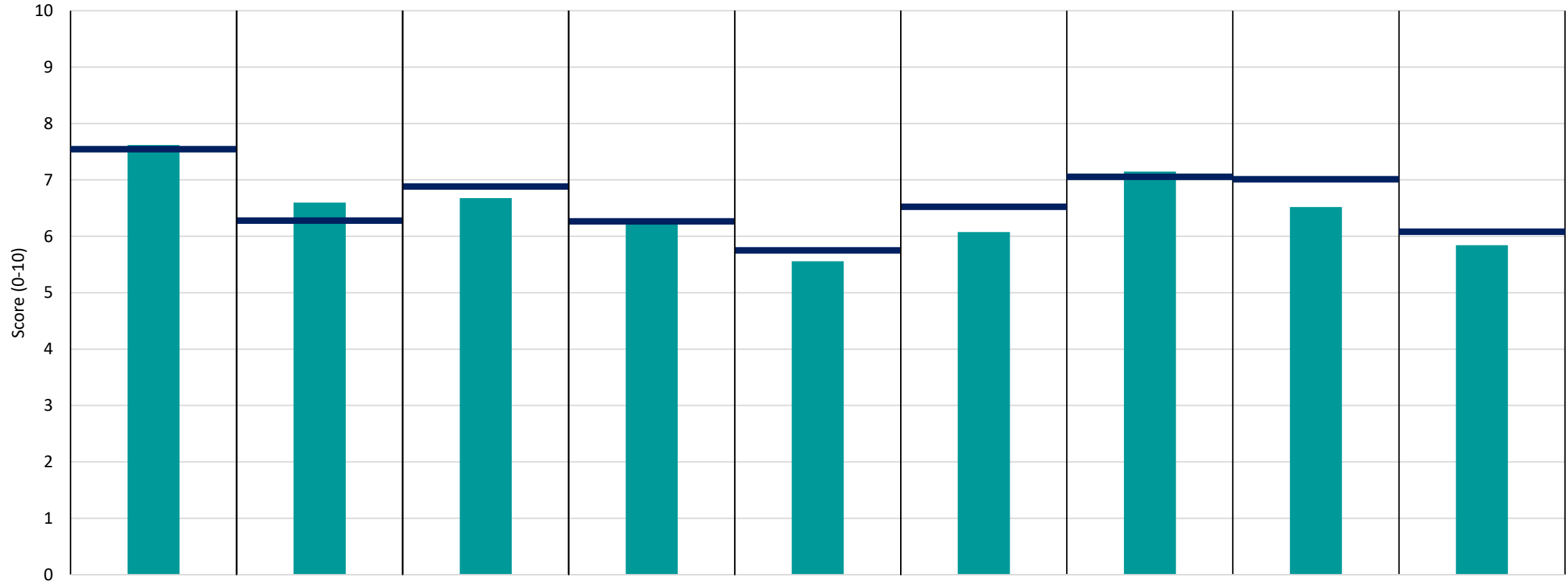
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Morale



Breakdown	7.62	6.60	6.68	6.32	5.56	6.07	7.15	6.52	5.84
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	107	108	104	106	107	108	107	108	107



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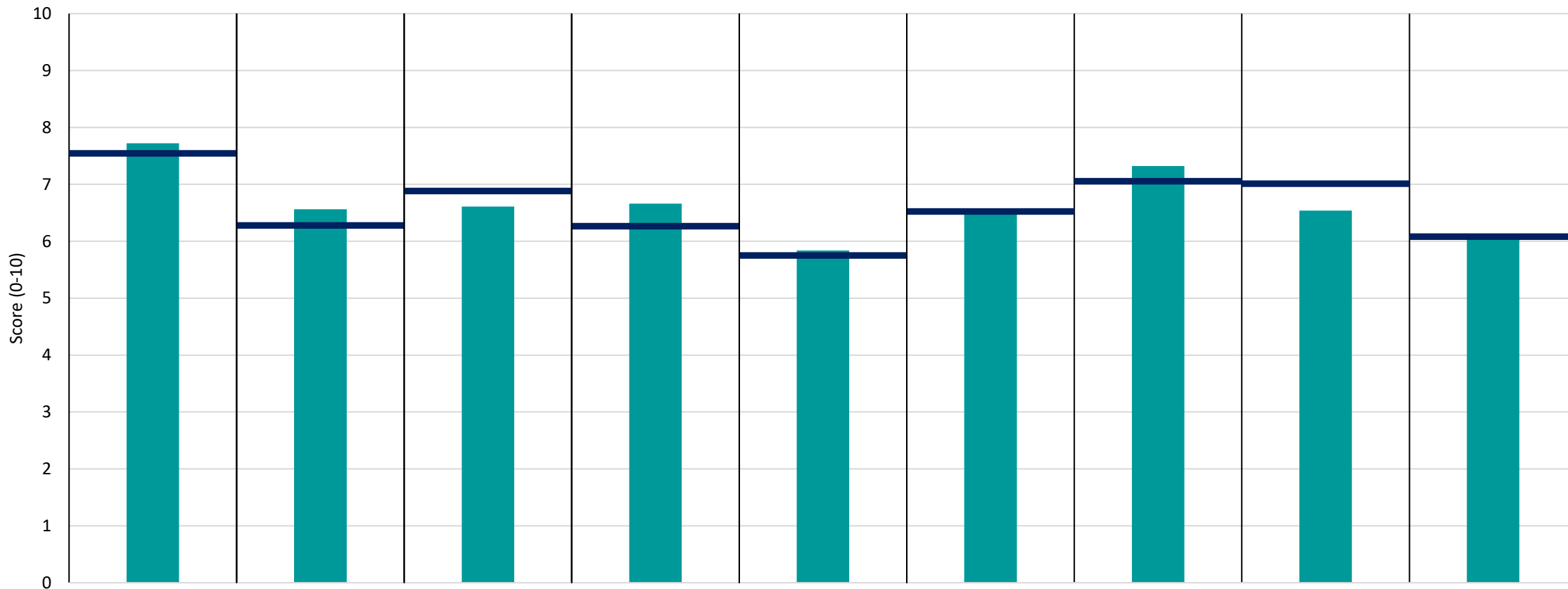
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Breakdown	7.72	6.56	6.61	6.66	5.84	6.48	7.32	6.54	6.05
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	97	97	96	97	93	97	97	97	97



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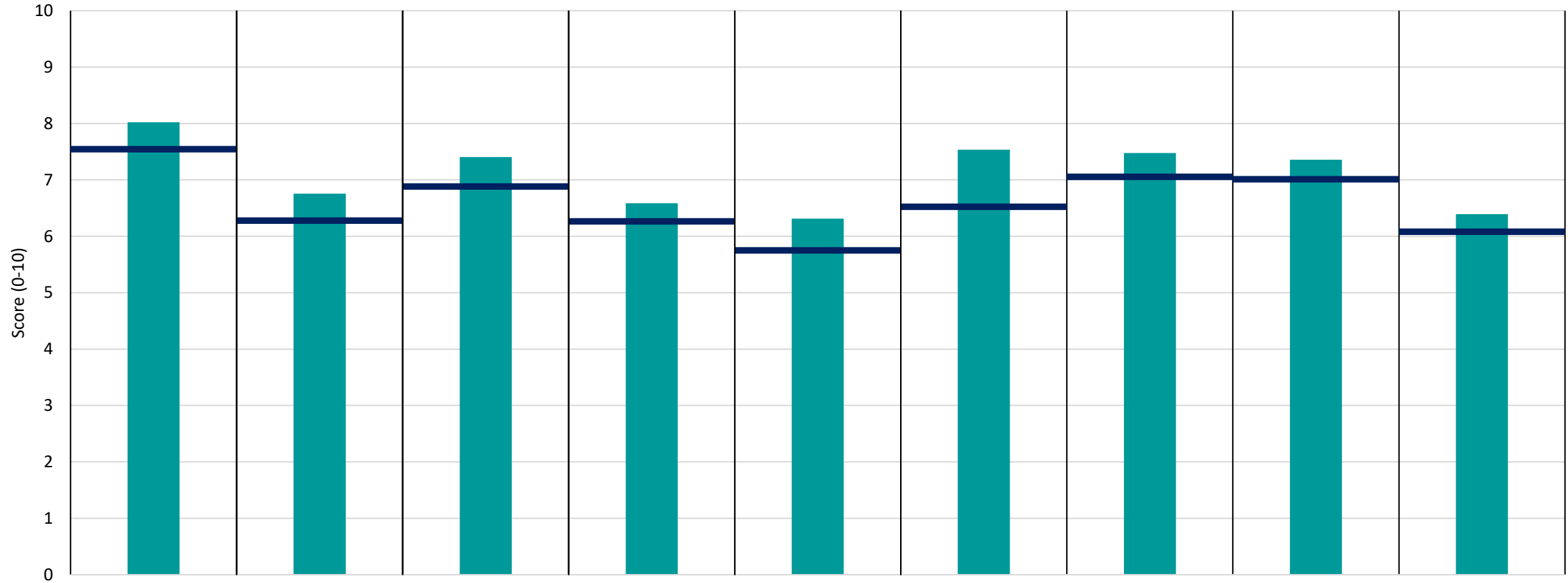
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Breakdown	8.02	6.76	7.41	6.59	6.31	7.54	7.48	7.36	6.39
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	55	55	55	55	53	55	55	55	55



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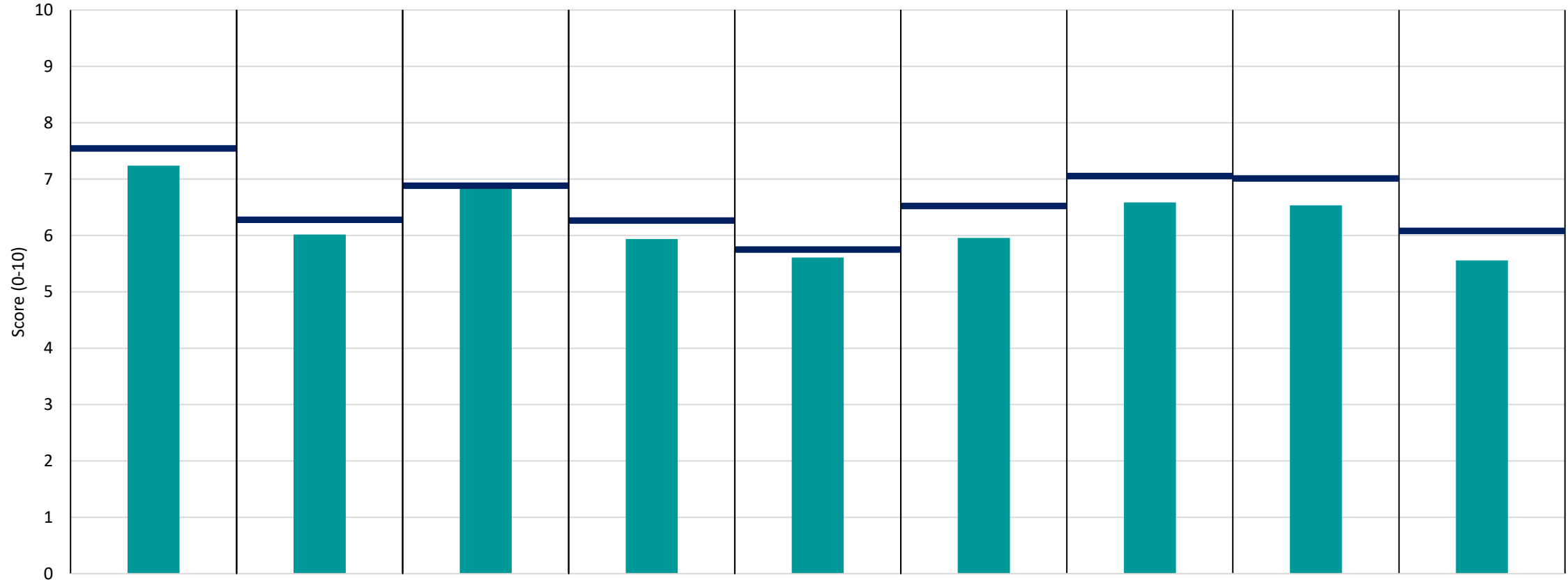
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Breakdown	7.24	6.02	6.83	5.94	5.61	5.96	6.59	6.54	5.56
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	64	64	63	64	62	64	63	64	64



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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



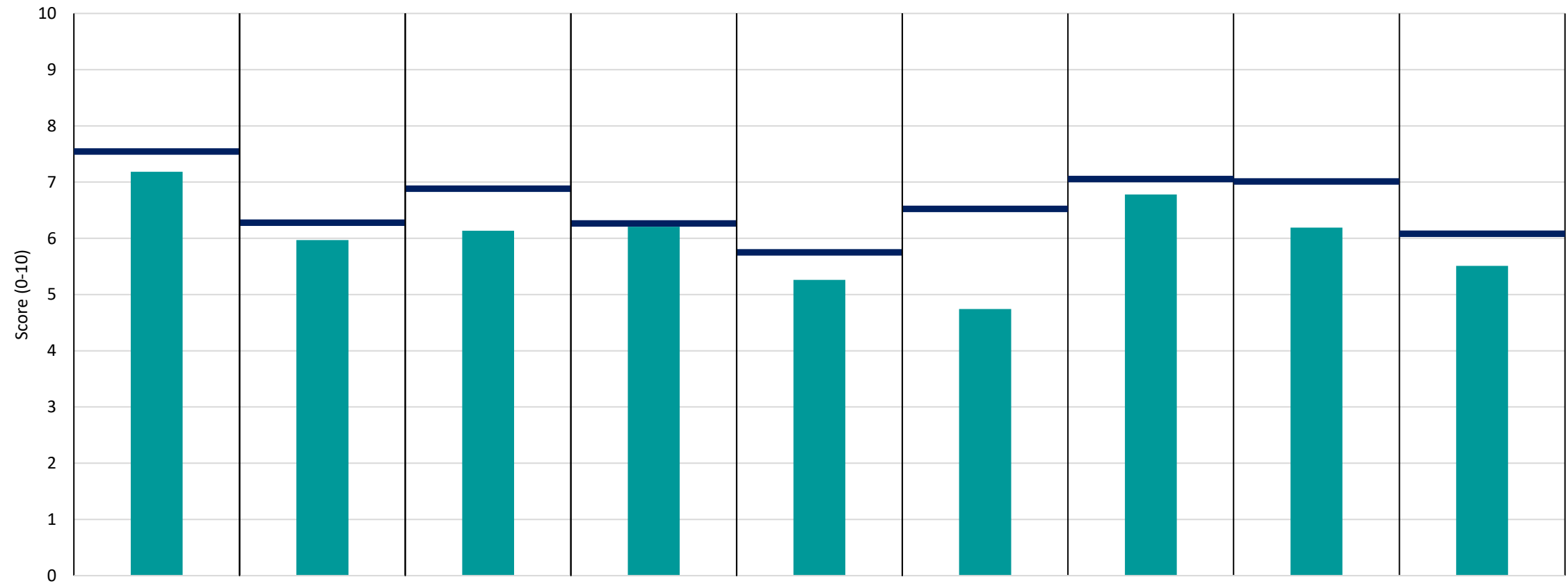
We are a team



Staff Engagement



Morale



Breakdown	7.18	5.97	6.13	6.21	5.26	4.74	6.78	6.19	5.51
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	69	69	69	69	68	69	68	69	69



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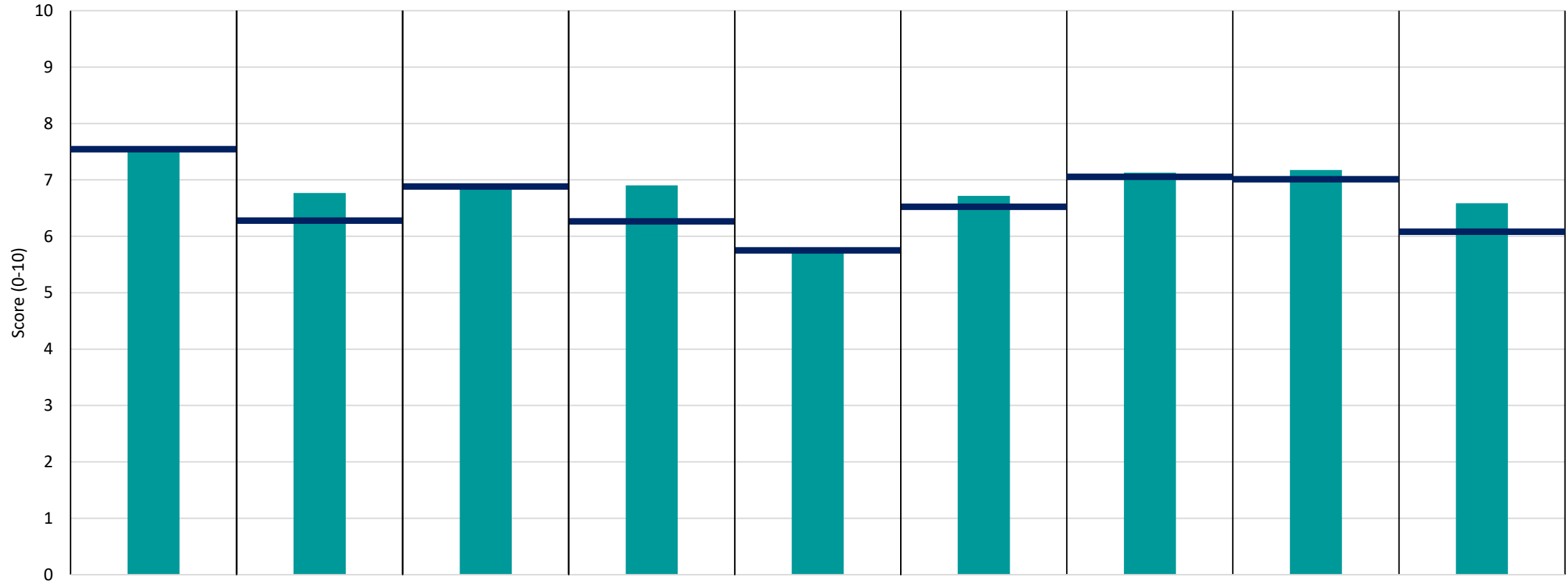
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Staff Engagement



Morale



Breakdown	7.56	6.77	6.88	6.90	5.71	6.72	7.13	7.18	6.59
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	58	58	57	58	56	57	58	58	58



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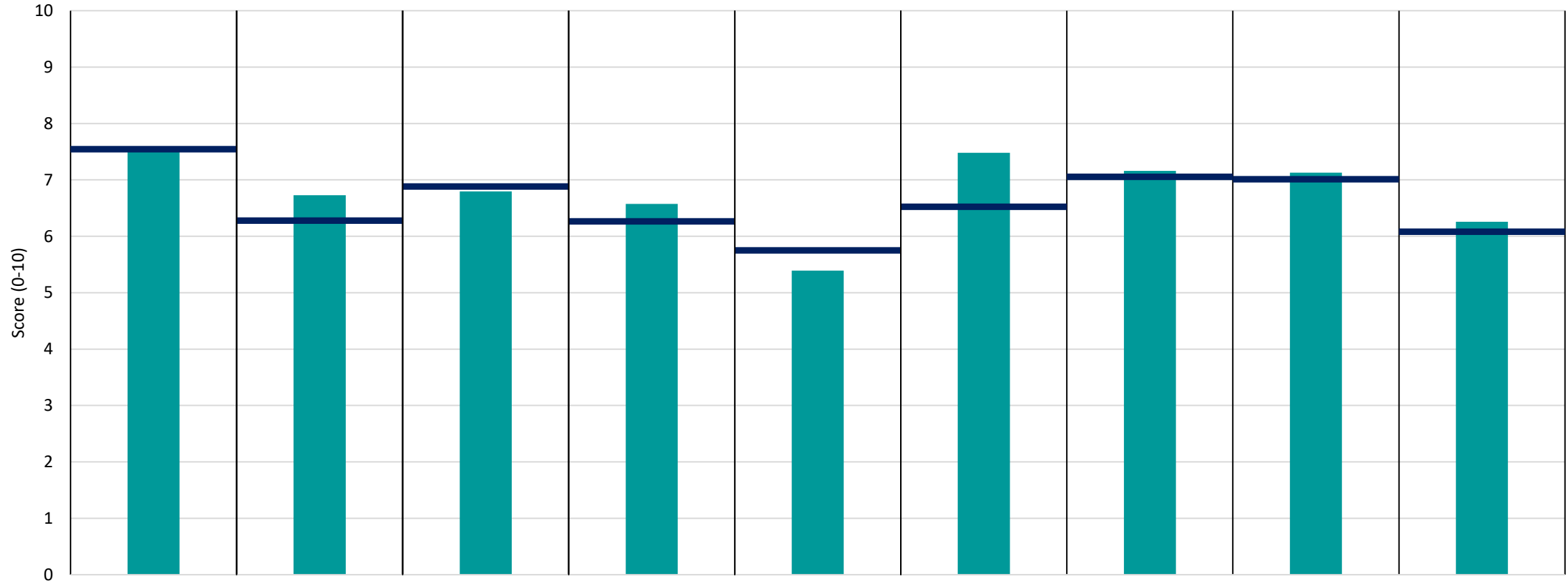
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Staff Engagement



Morale



Breakdown	7.53	6.73	6.80	6.57	5.39	7.48	7.16	7.13	6.26
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	44	44	40	44	39	44	44	44	44



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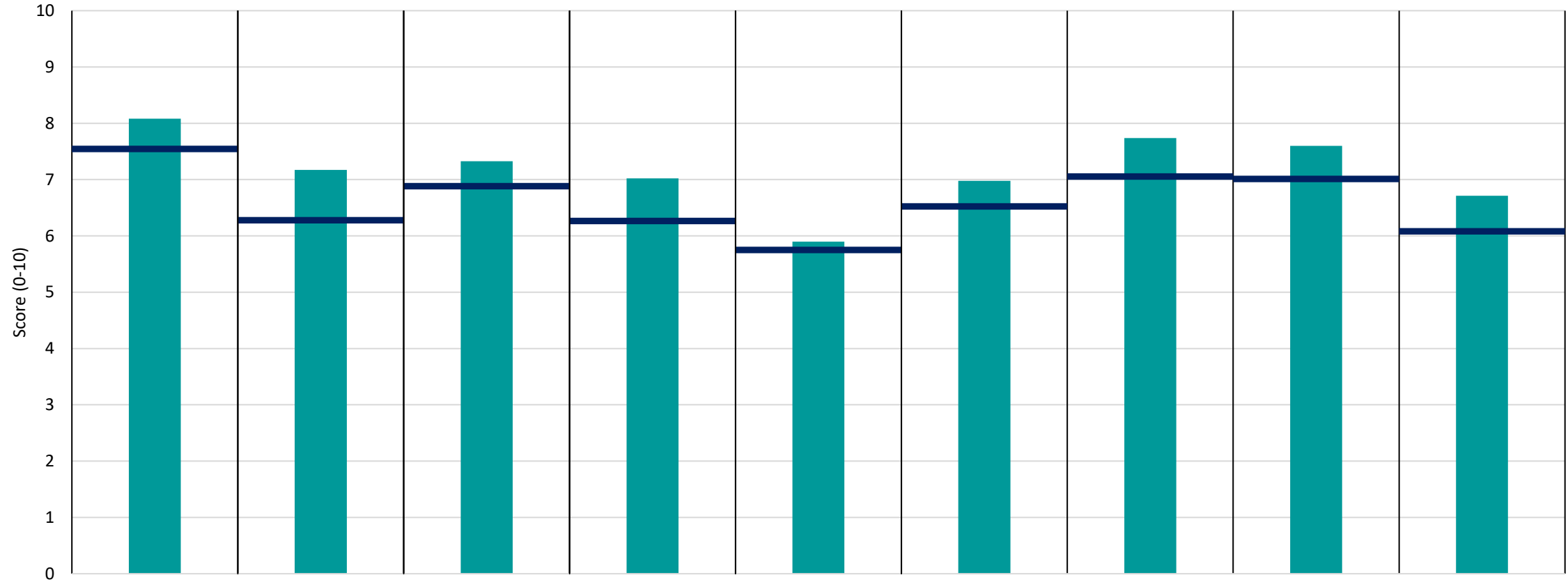
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Staff Engagement



Morale



Breakdown	8.08	7.17	7.33	7.02	5.90	6.98	7.74	7.60	6.71
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	72	72	72	72	70	72	72	72	72



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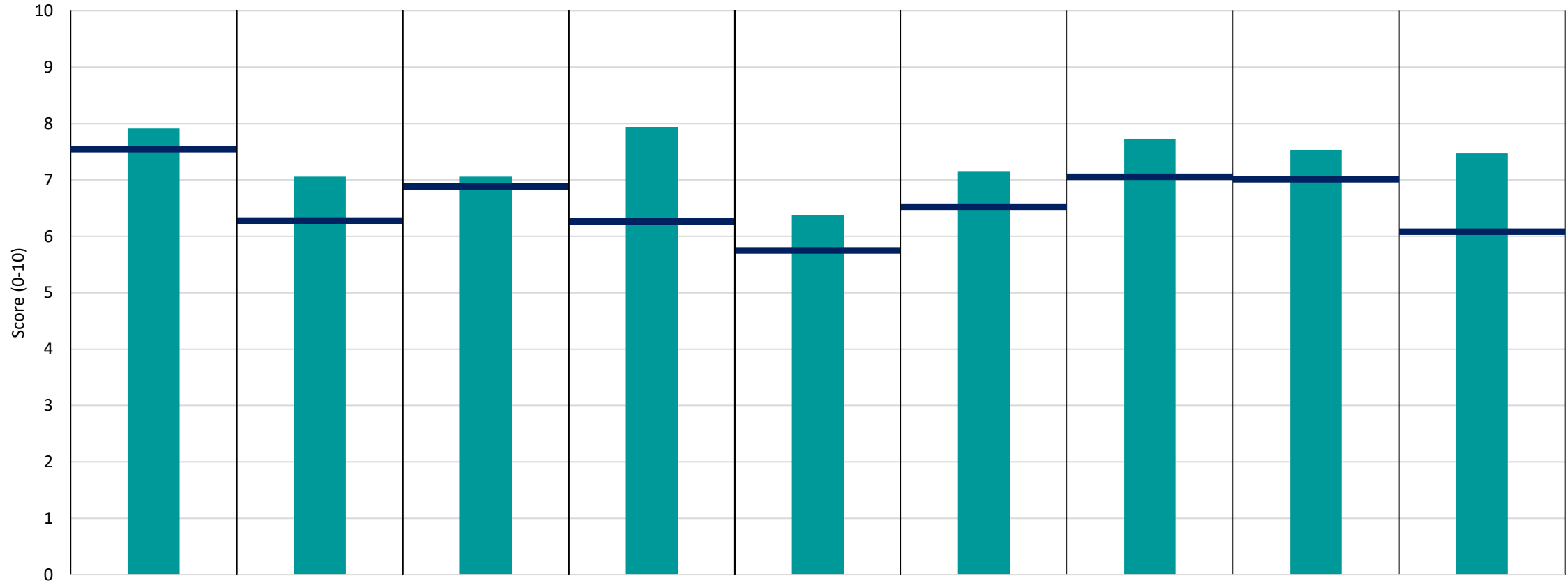
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Staff Engagement



Morale



Breakdown	7.91	7.06	7.06	7.94	6.38	7.16	7.73	7.53	7.47
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	17	17	16	17	17	17	17	17	17



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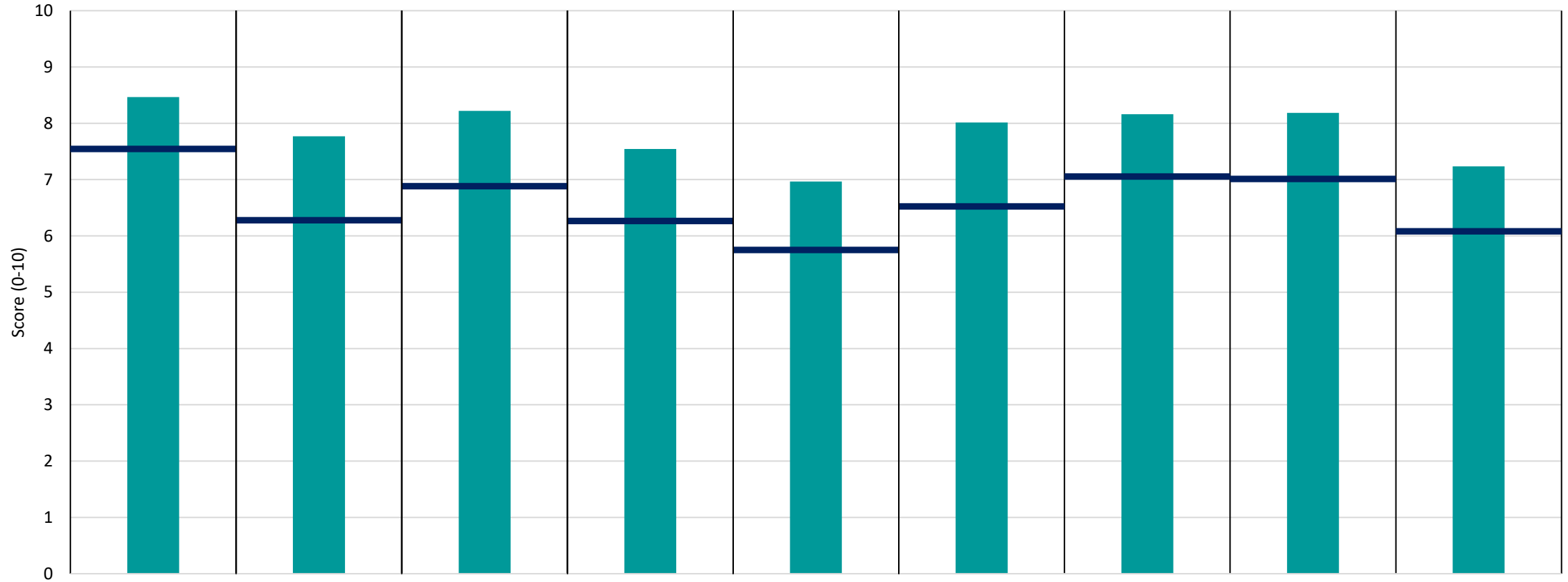
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Staff Engagement



Morale



Breakdown	8.47	7.77	8.22	7.55	6.97	8.01	8.16	8.18	7.23
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	13	13	13	13	13	13	13	13	13



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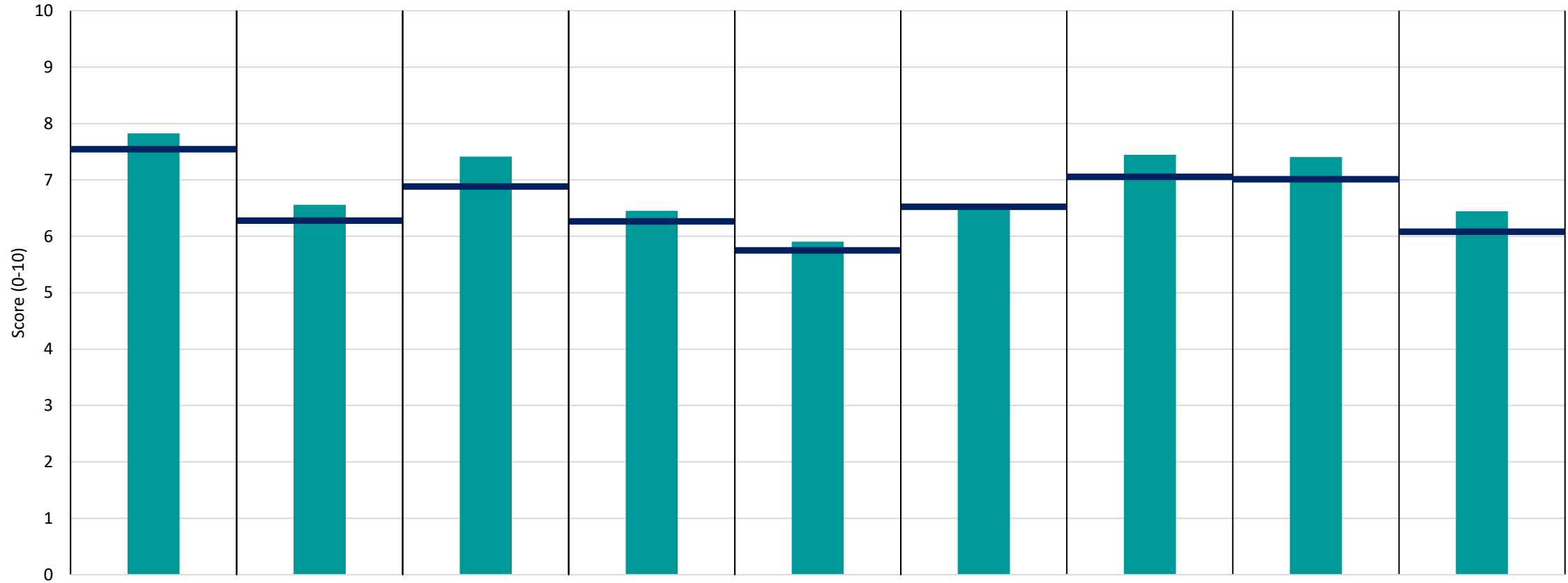
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Staff Engagement



Morale



Breakdown	7.83	6.56	7.41	6.45	5.91	6.49	7.45	7.40	6.45
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	35	35	35	35	33	35	35	35	35



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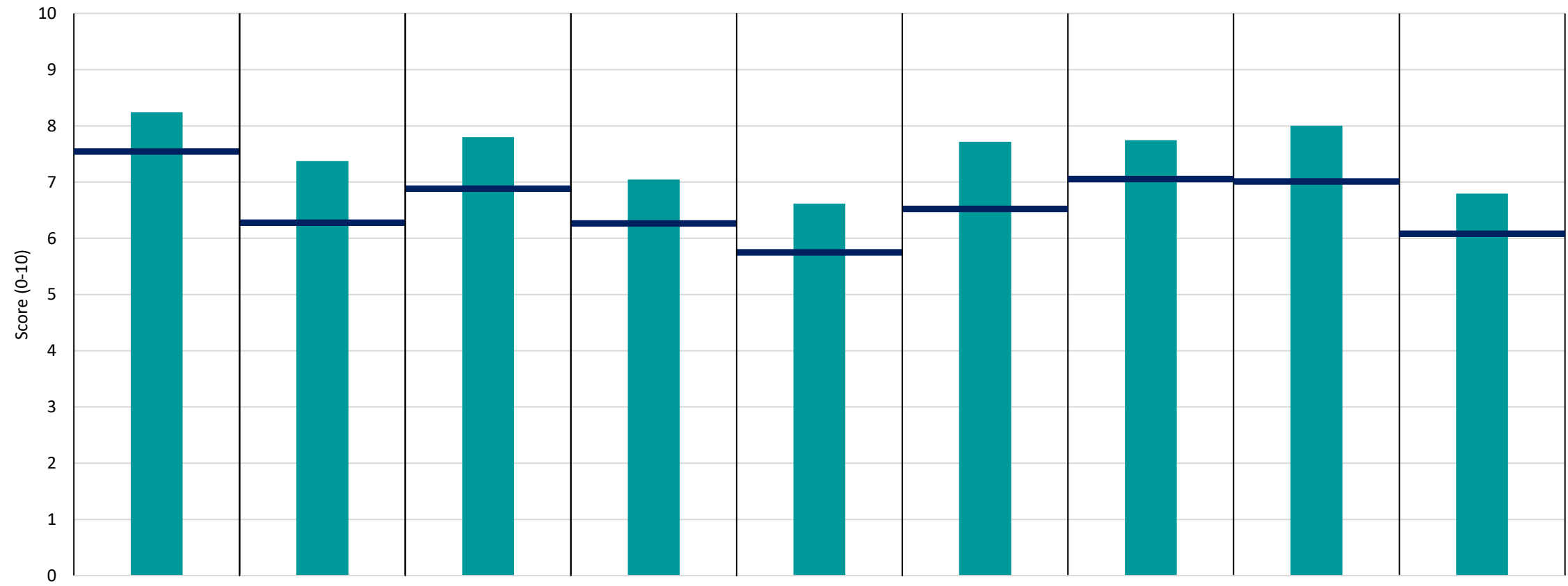
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Staff Engagement



Morale



Breakdown	8.24	7.38	7.80	7.04	6.62	7.72	7.75	8.00	6.79
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	23	23	22	23	23	23	23	23	23



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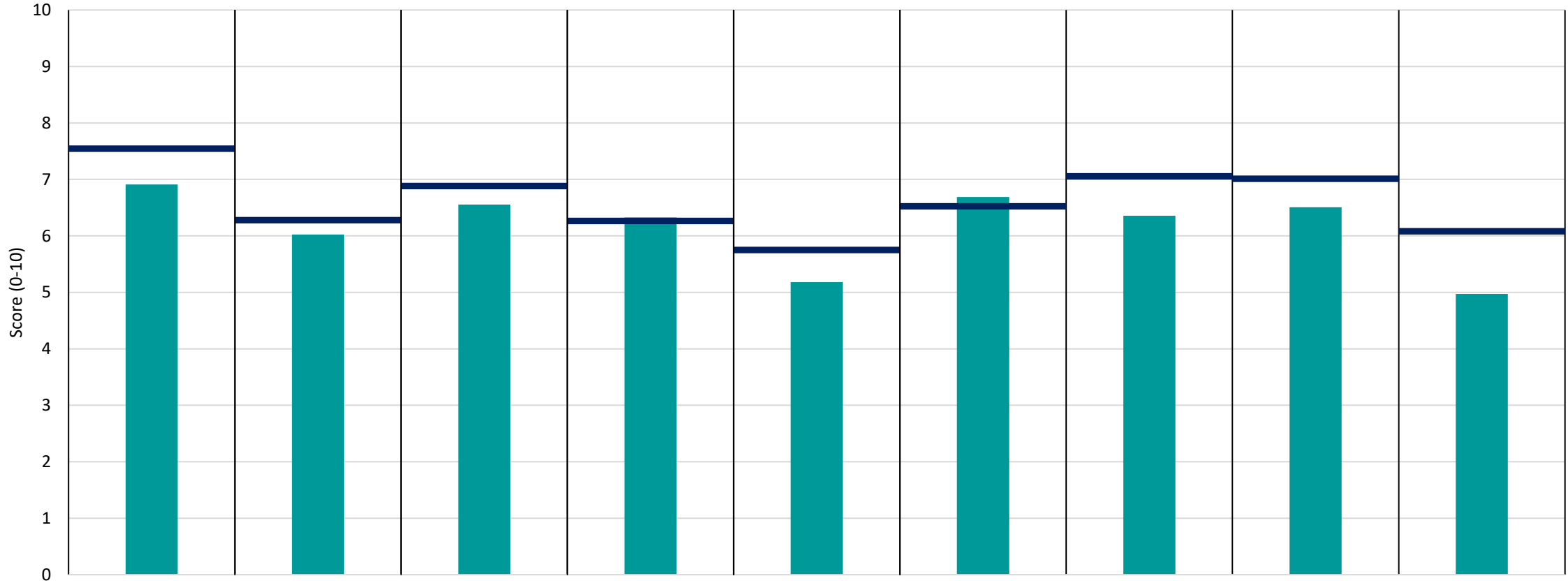
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Staff Engagement



Morale



Breakdown	6.91	6.03	6.56	6.32	5.18	6.69	6.36	6.51	4.97
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	19	19	19	18	18	19	19	19	19



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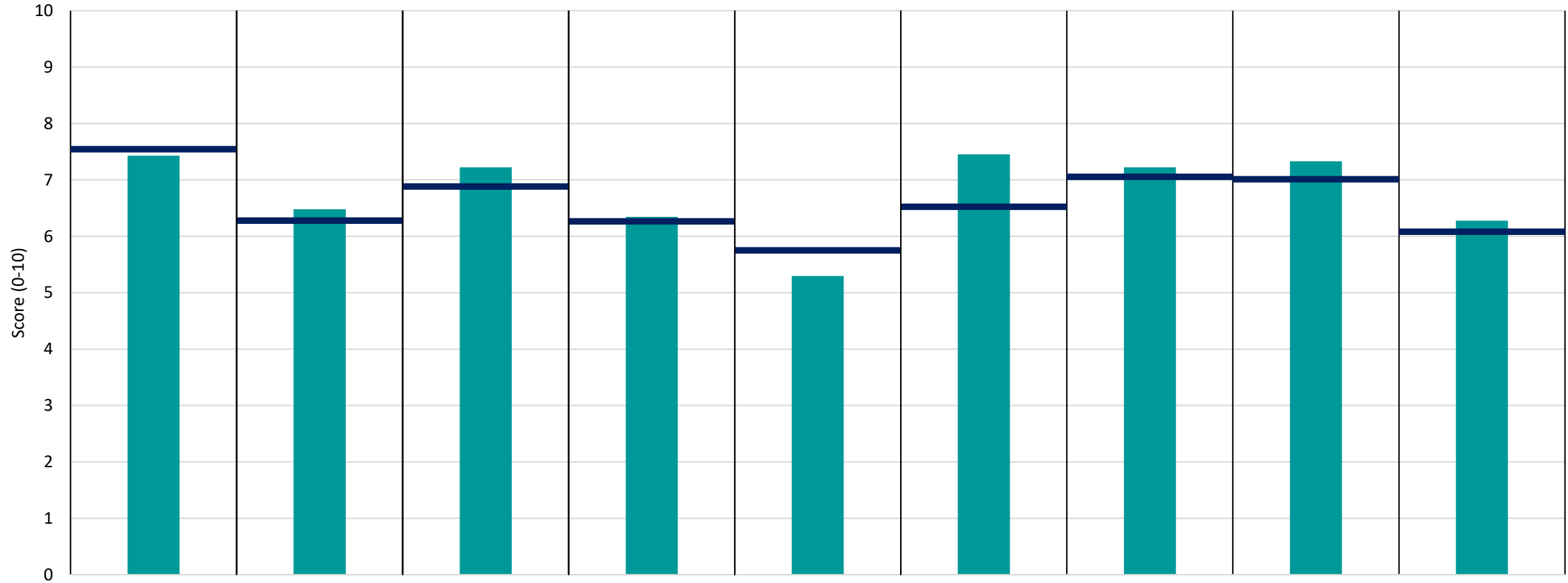
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Staff Engagement



Morale



Breakdown	7.43	6.48	7.23	6.34	5.30	7.45	7.22	7.33	6.28
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	54	54	53	54	53	54	53	54	54



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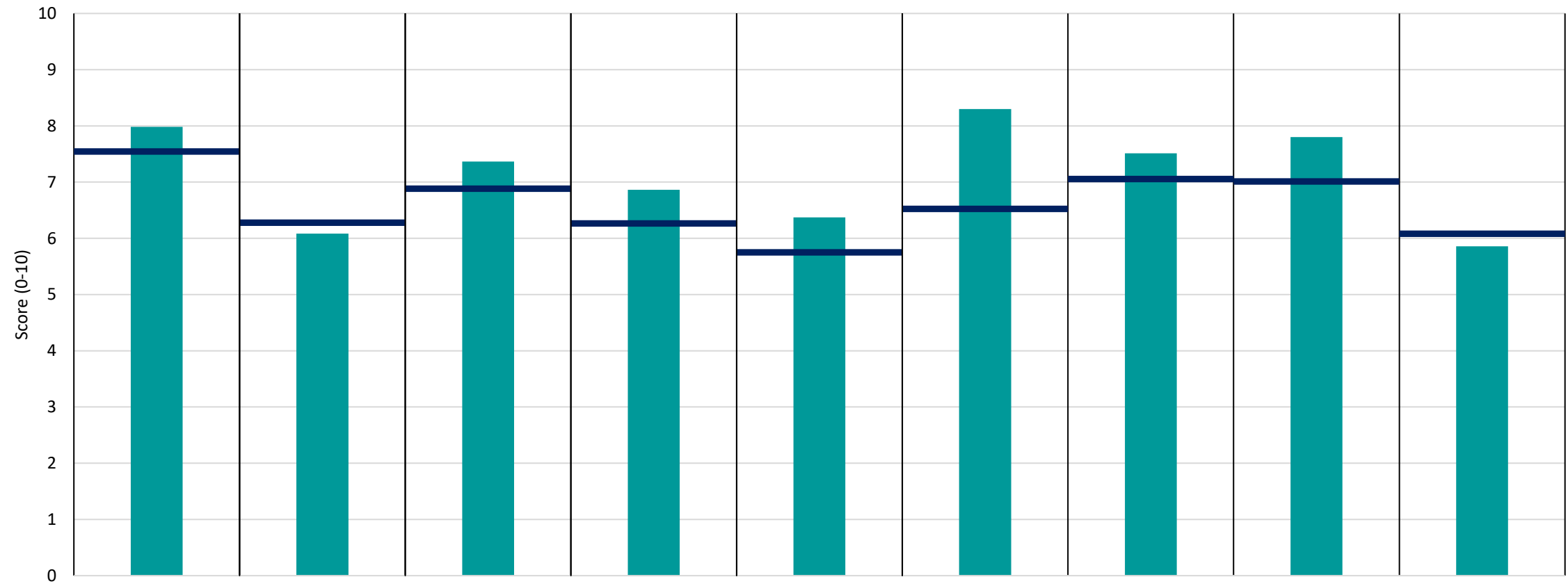
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Staff Engagement



Morale



Breakdown	7.98	6.08	7.37	6.86	6.37	8.30	7.51	7.80	5.86
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	12	12	12	11	11	12	12	12	12



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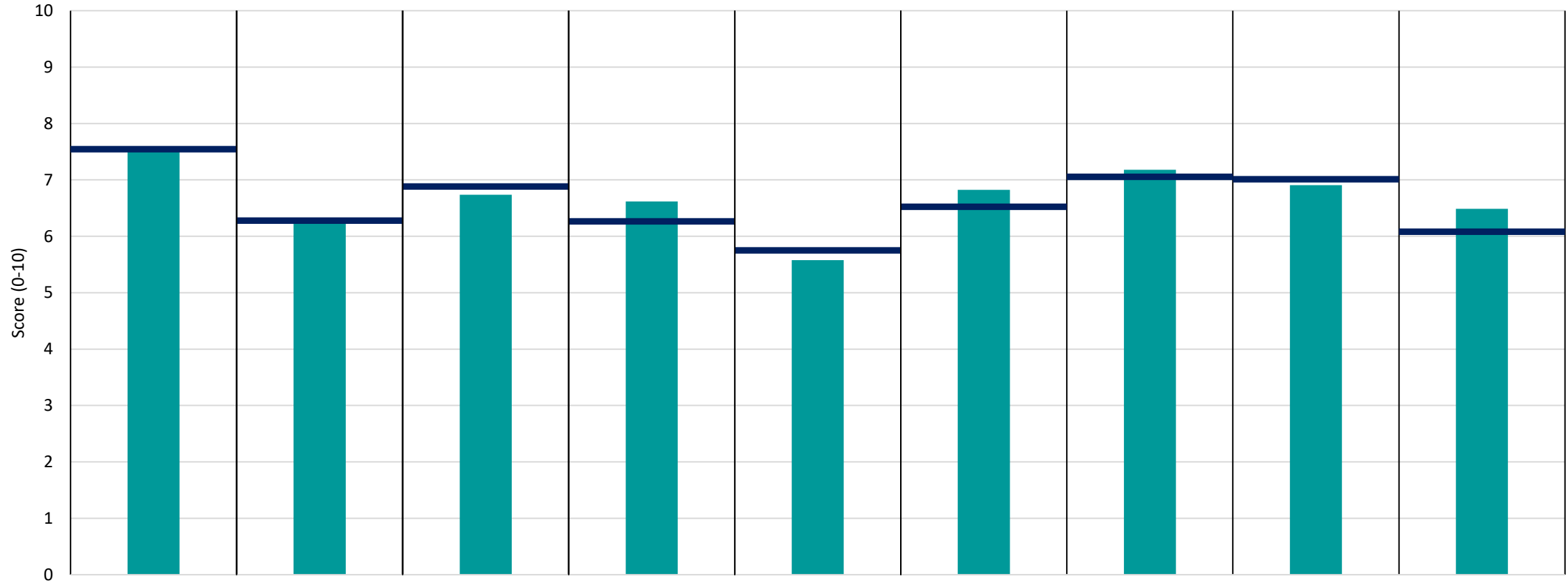
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Staff Engagement



Morale



Breakdown	7.52	6.26	6.74	6.62	5.58	6.82	7.18	6.91	6.49
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	52	52	51	52	52	52	52	52	52



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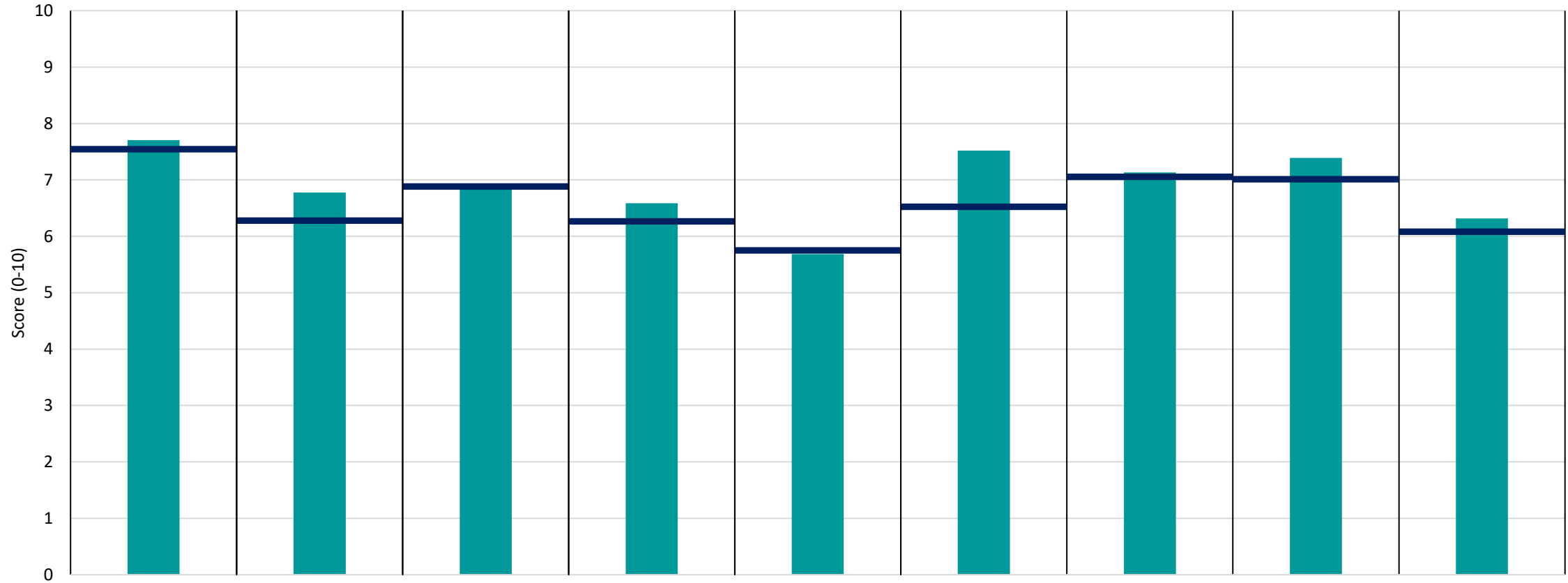
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Staff Engagement



Morale



Breakdown	7.71	6.78	6.90	6.59	5.68	7.52	7.13	7.39	6.32
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	20	20	20	20	19	20	20	20	20



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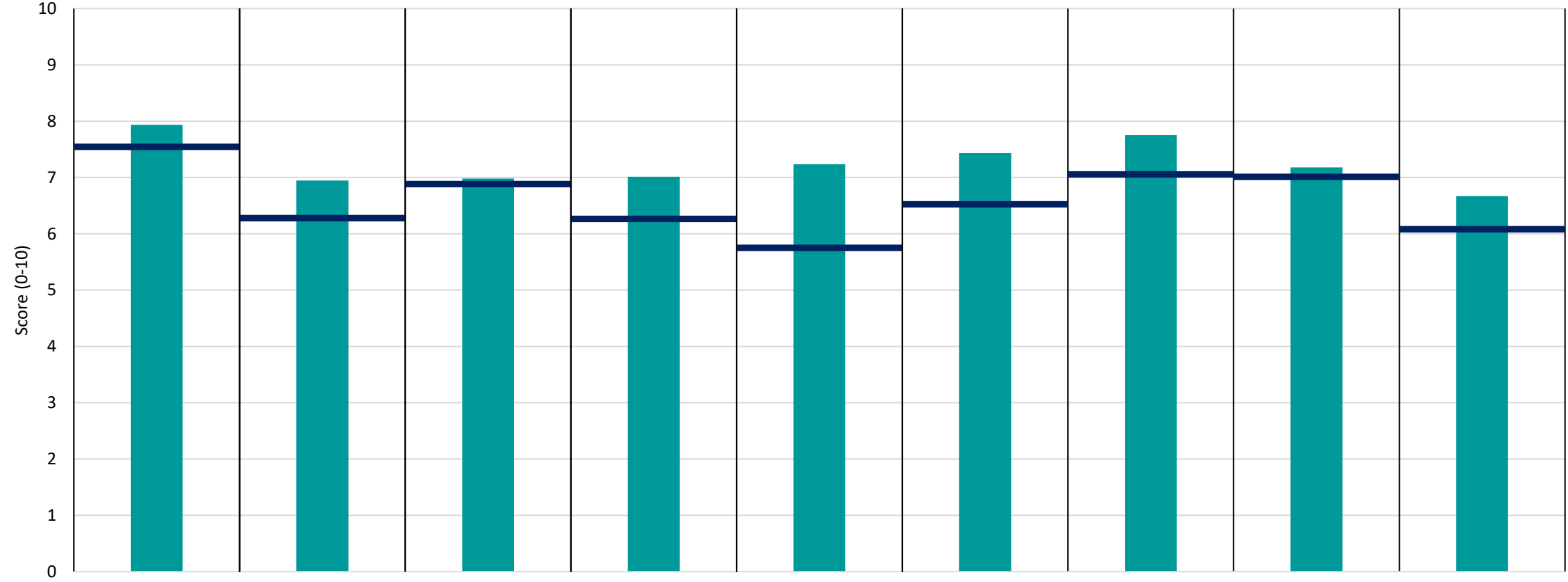
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Staff Engagement



Morale



Breakdown	7.94	6.95	6.98	7.01	7.24	7.43	7.75	7.18	6.67
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	19	19	19	19	19	19	19	19	19



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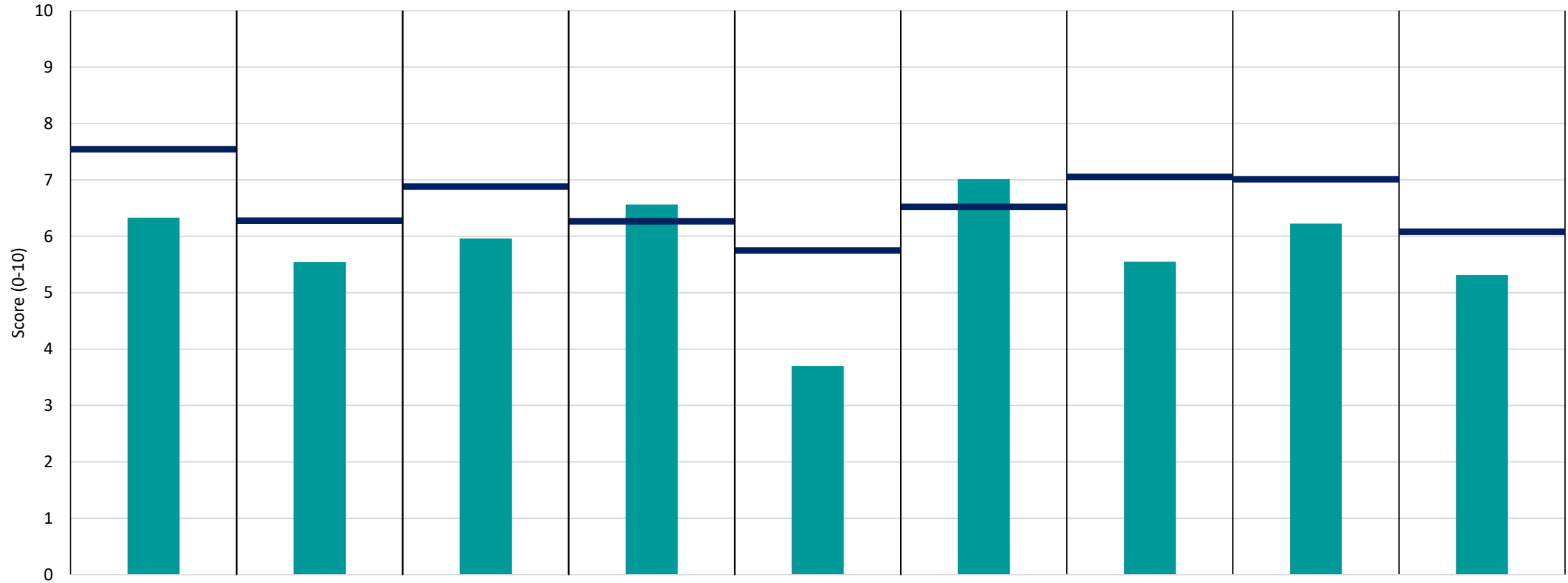
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Staff Engagement



Morale



Breakdown	6.33	5.54	5.96	6.56	3.70	7.01	5.55	6.23	5.32
Your org	7.54	6.28	6.88	6.26	5.75	6.52	7.06	7.01	6.08
Responses	12	12	12	12	11	12	12	12	12