



Lancashire and South Cumbria NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

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This breakdown report for Lancashire and South Cumbria 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.

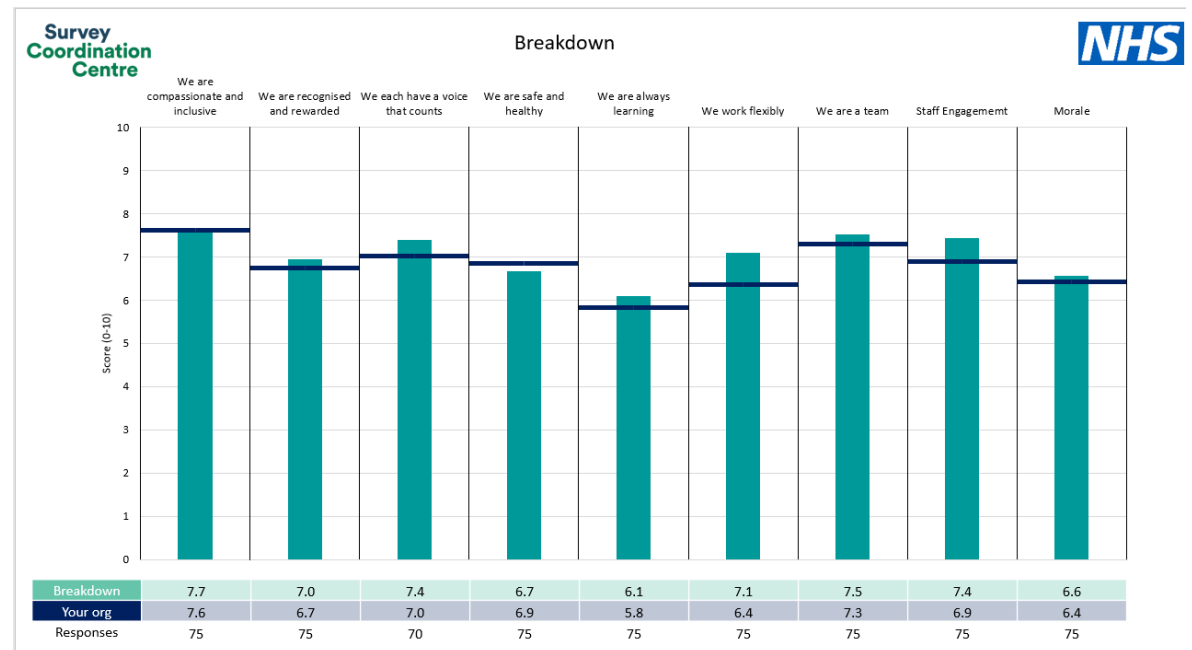
The breakdowns used in this report were provided and defined by Lancashire and South Cumbria NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

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

Lancashire and South Cumbria NHS Foundation Trust
2024 NHS Staff Survey



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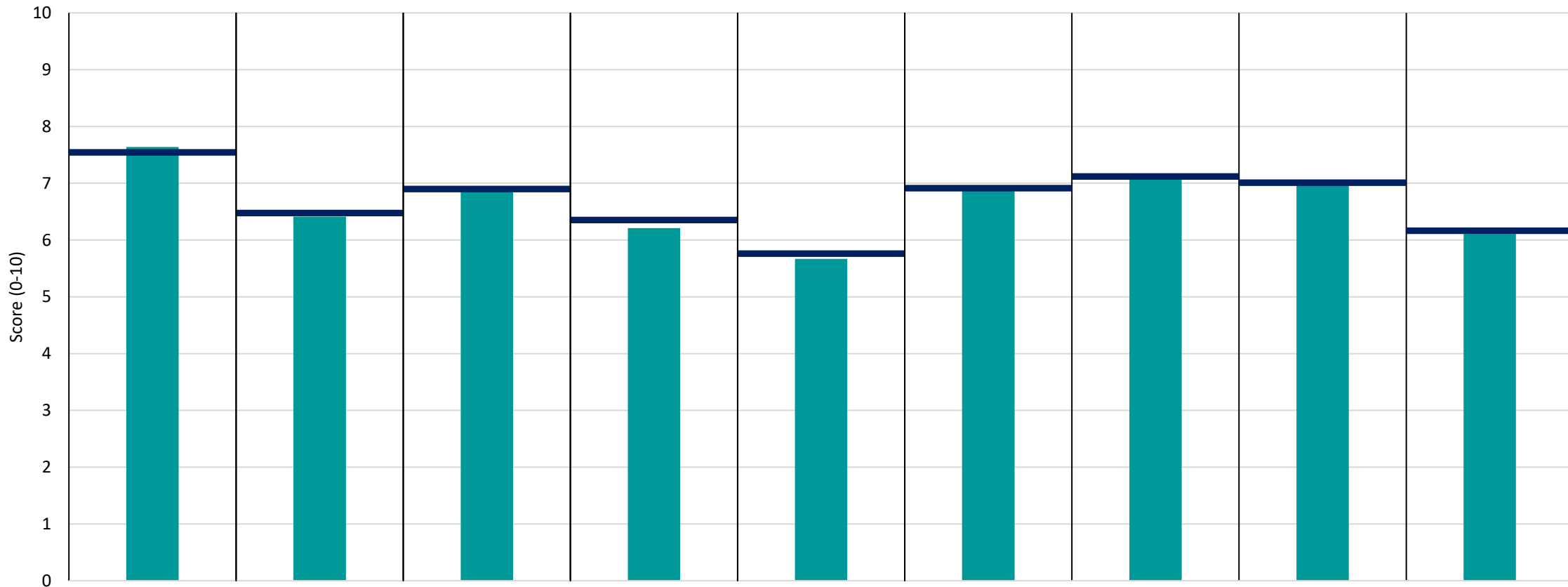
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Staff Engagement



Morale



Breakdown	7.64	6.41	6.95	6.21	5.67	6.87	7.16	7.03	6.11
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	762	765	757	762	743	762	761	766	766



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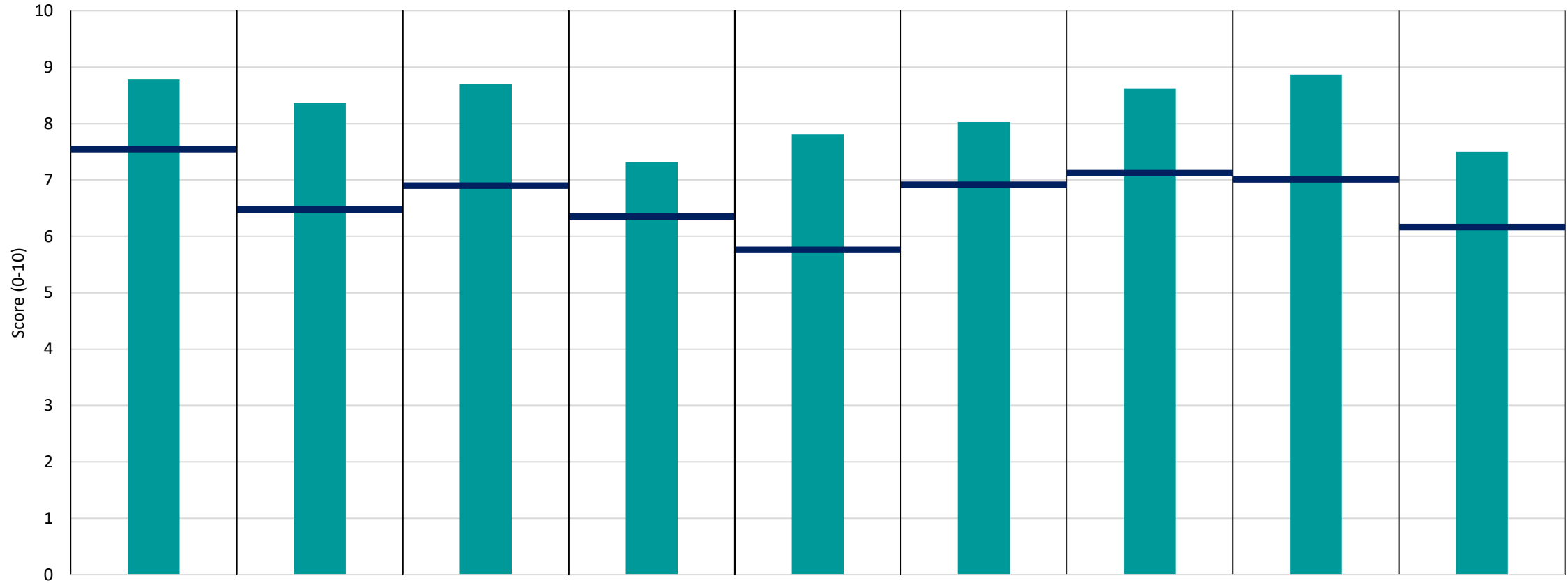
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Staff Engagement



Morale



Breakdown	8.78	8.37	8.70	7.32	7.81	8.03	8.63	8.87	7.49
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	15	15	15	15	15	15	15	15	15



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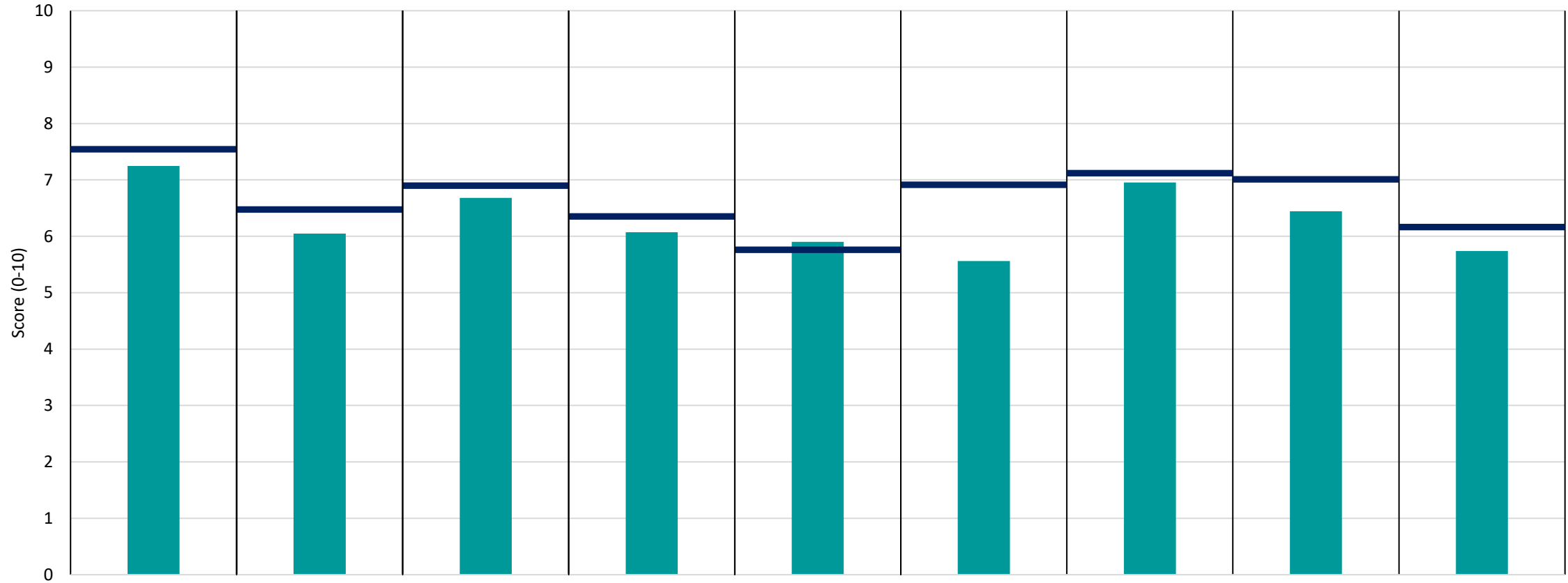
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Staff Engagement



Morale



Breakdown	7.25	6.05	6.68	6.07	5.90	5.56	6.95	6.44	5.74
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	10	10	10	10	10	10	10	10	10



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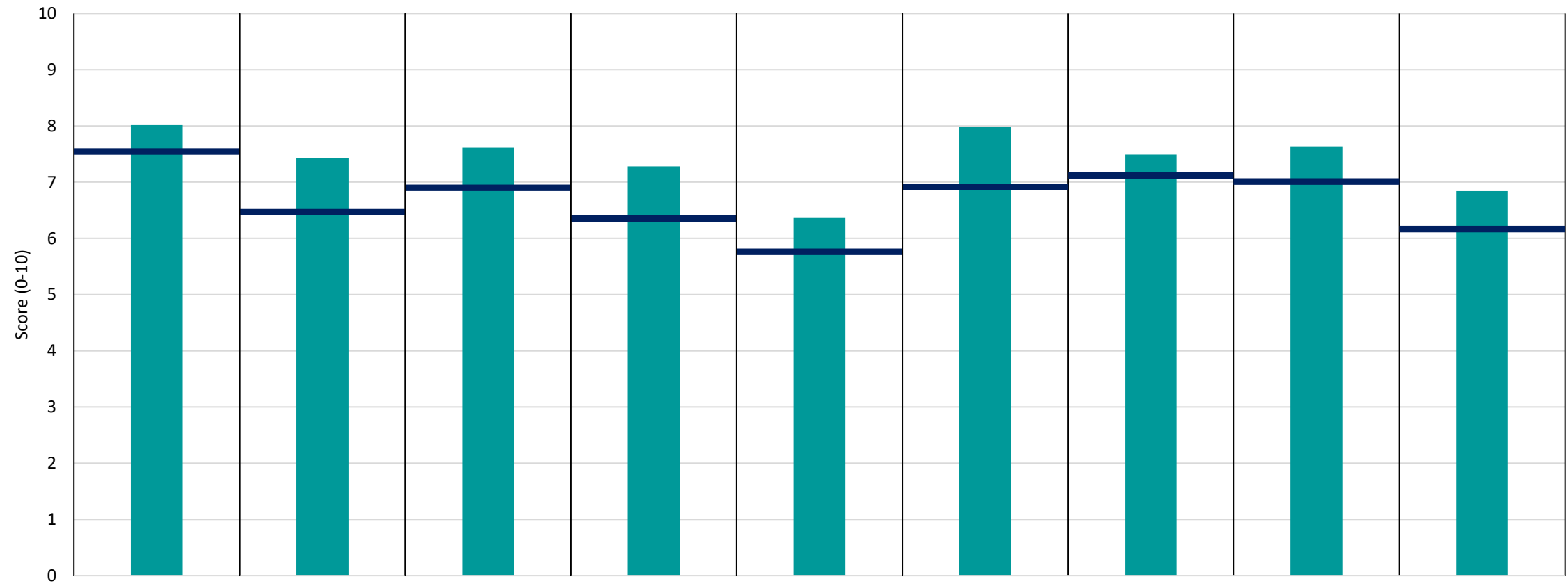
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Staff Engagement



Morale



Breakdown	8.01	7.43	7.61	7.28	6.37	7.98	7.49	7.64	6.84
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	82	82	82	82	82	82	82	82	82



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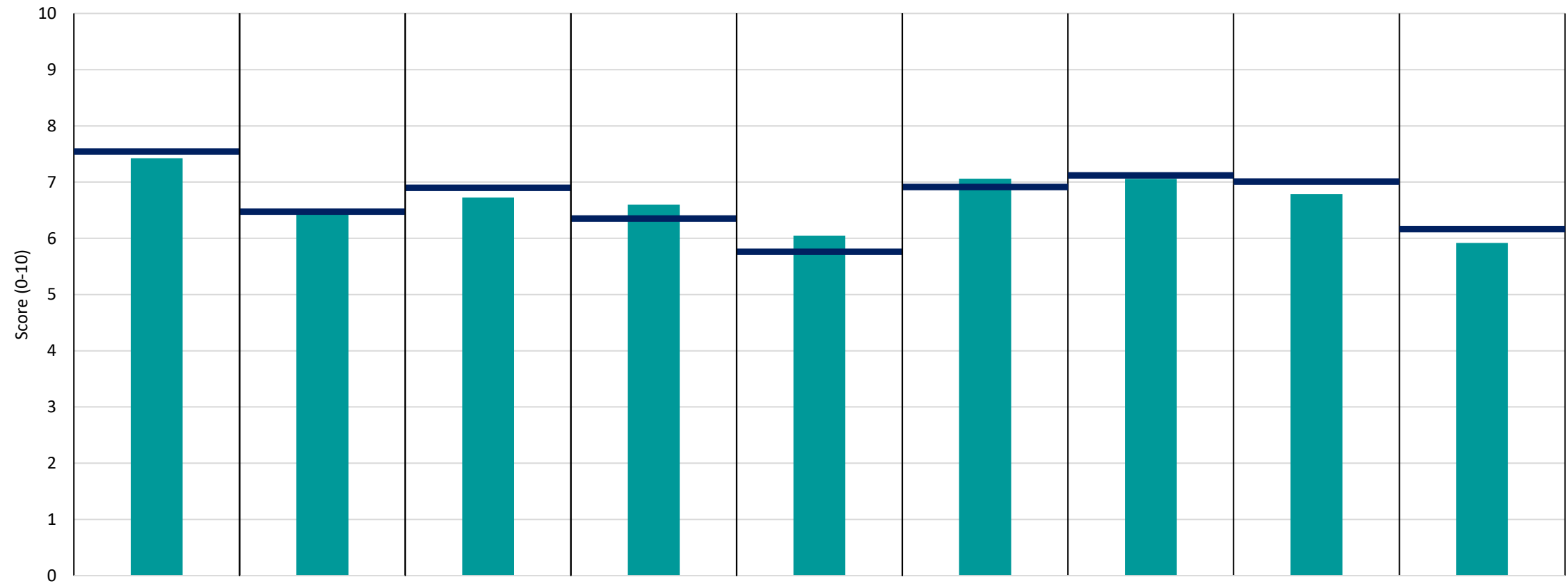
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Staff Engagement



Morale



Breakdown	7.43	6.47	6.73	6.60	6.05	7.06	7.06	6.79	5.92
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	90	90	88	90	90	90	88	90	90



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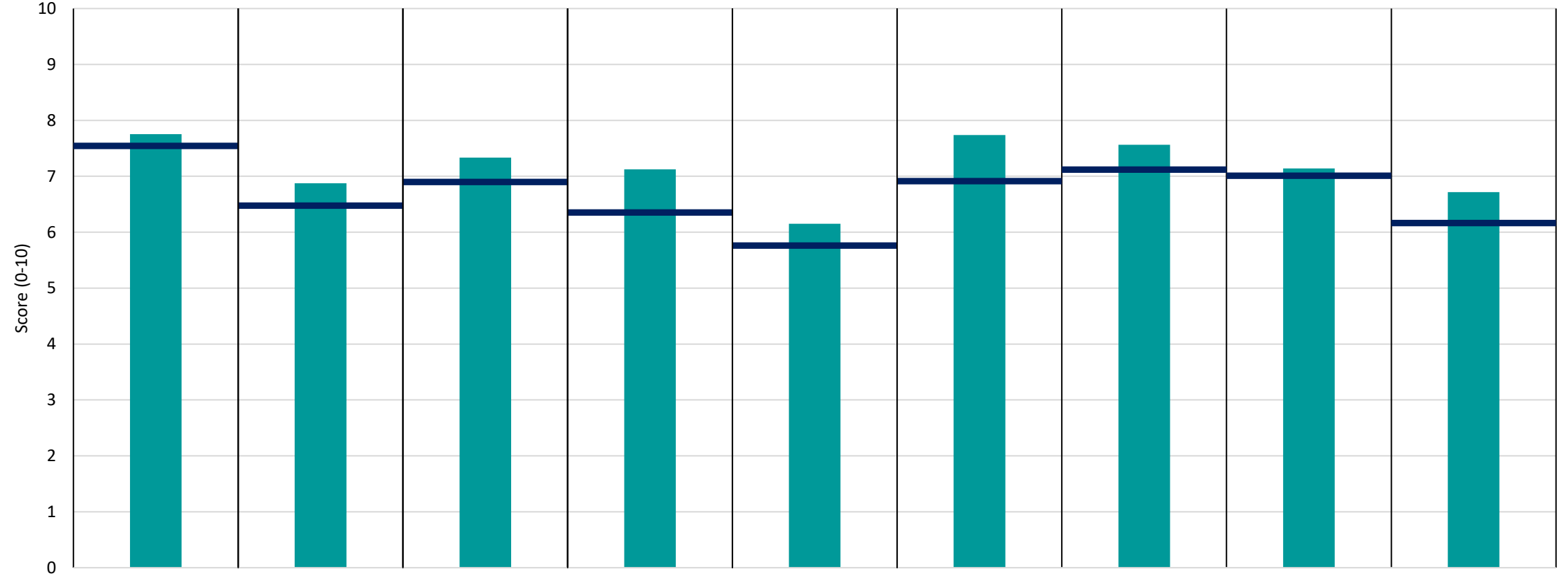
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Breakdown	7.75	6.88	7.34	7.12	6.15	7.74	7.56	7.14	6.72
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	73	73	71	73	71	73	73	73	73



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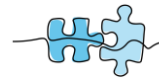
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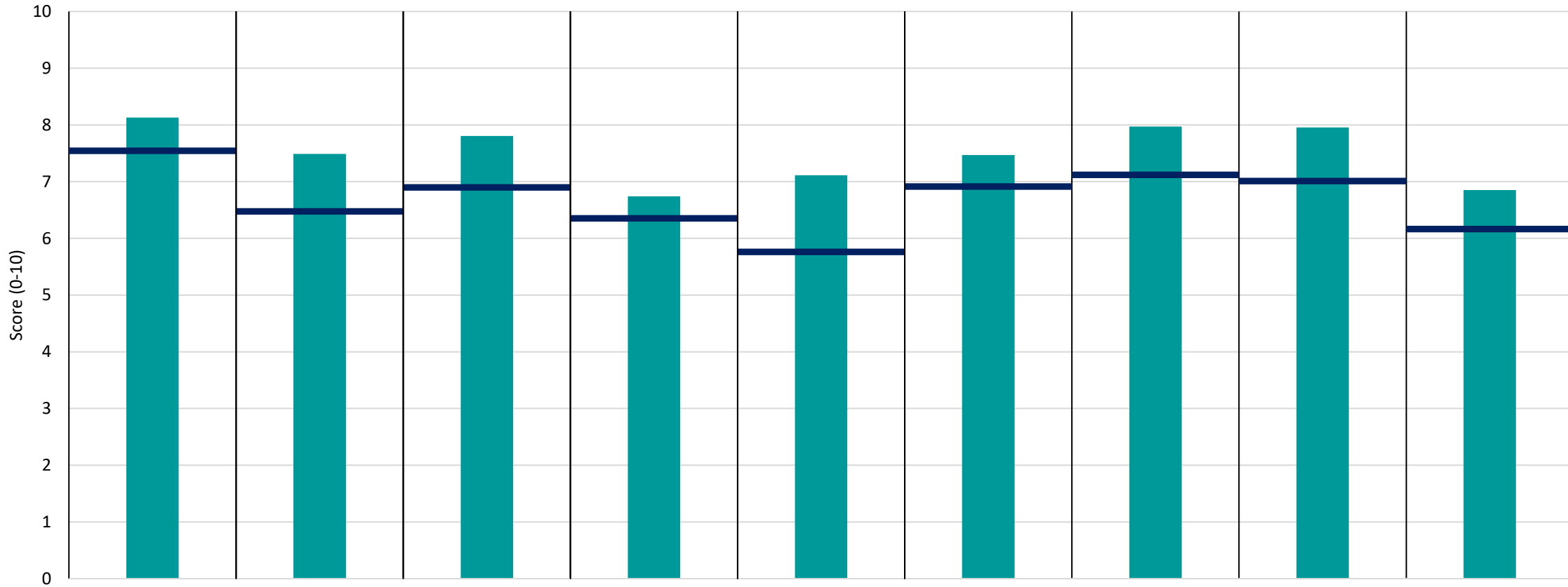
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Breakdown	8.13	7.49	7.81	6.74	7.11	7.47	7.97	7.96	6.85
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	28	28	28	27	27	28	28	28	28



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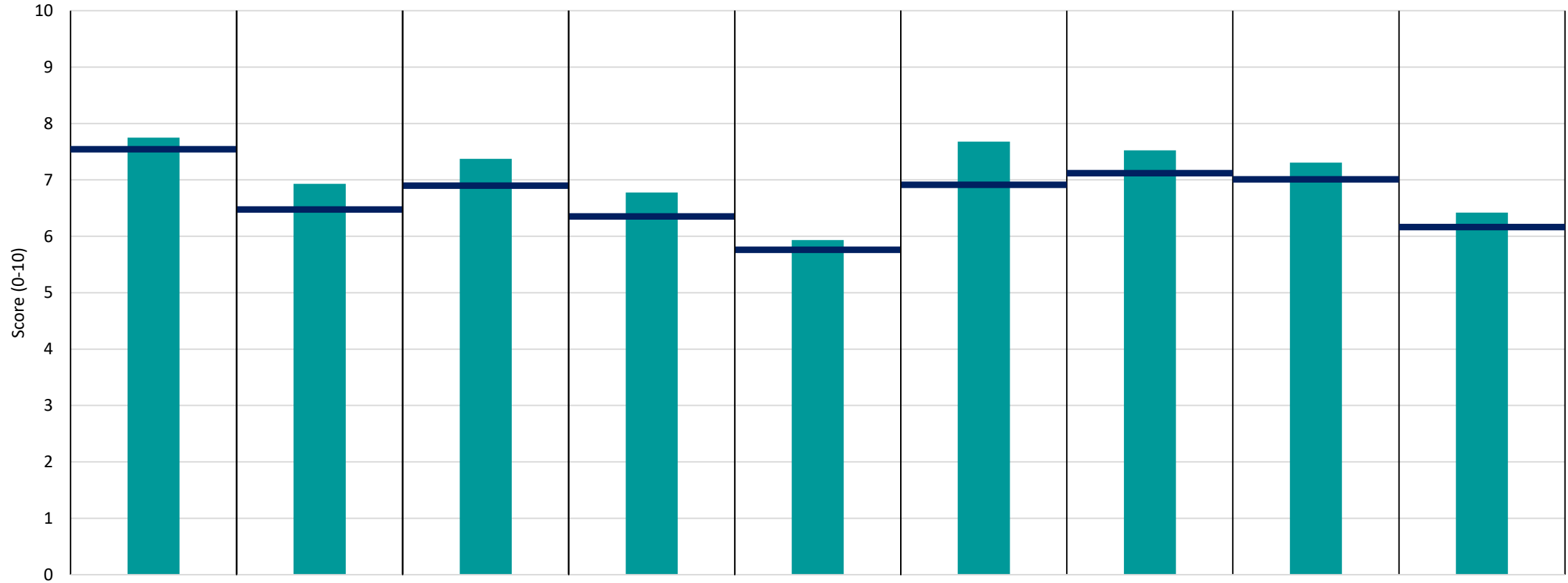
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Breakdown	7.75	6.93	7.37	6.78	5.93	7.68	7.52	7.31	6.42
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	128	128	127	126	126	128	128	128	128



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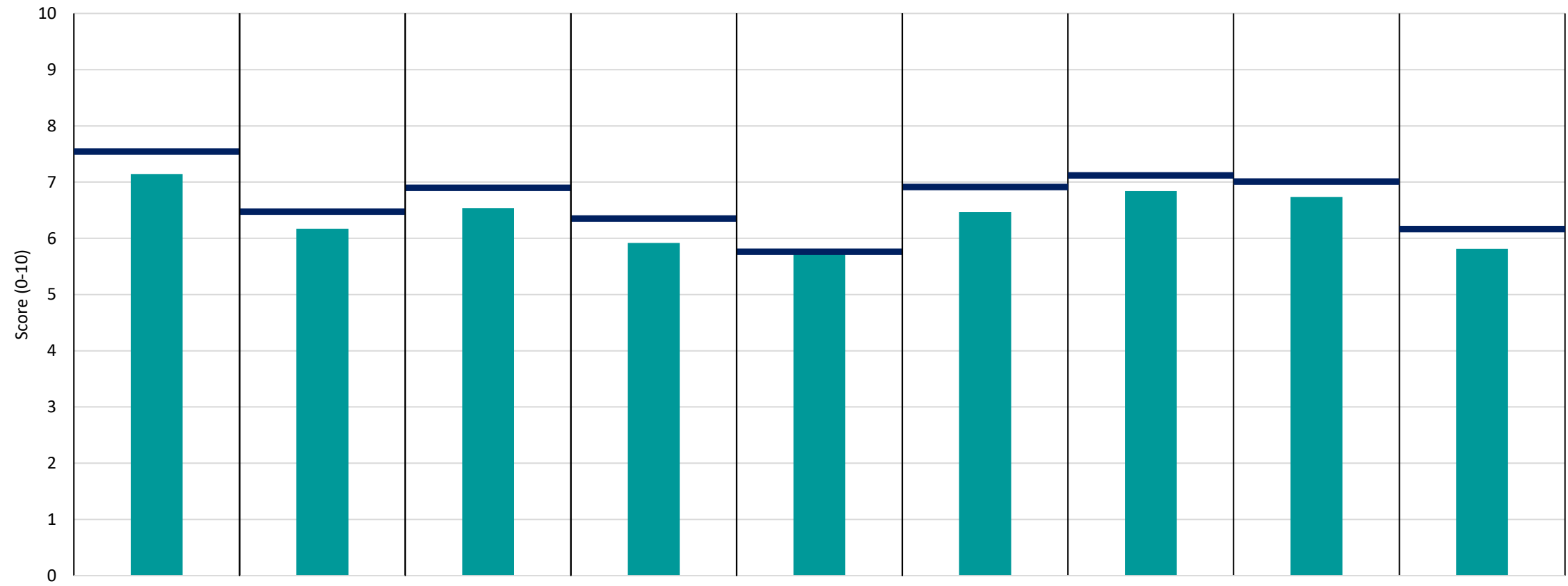
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Breakdown	7.14	6.17	6.54	5.92	5.74	6.47	6.84	6.73	5.82
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	302	303	301	300	281	301	301	303	303



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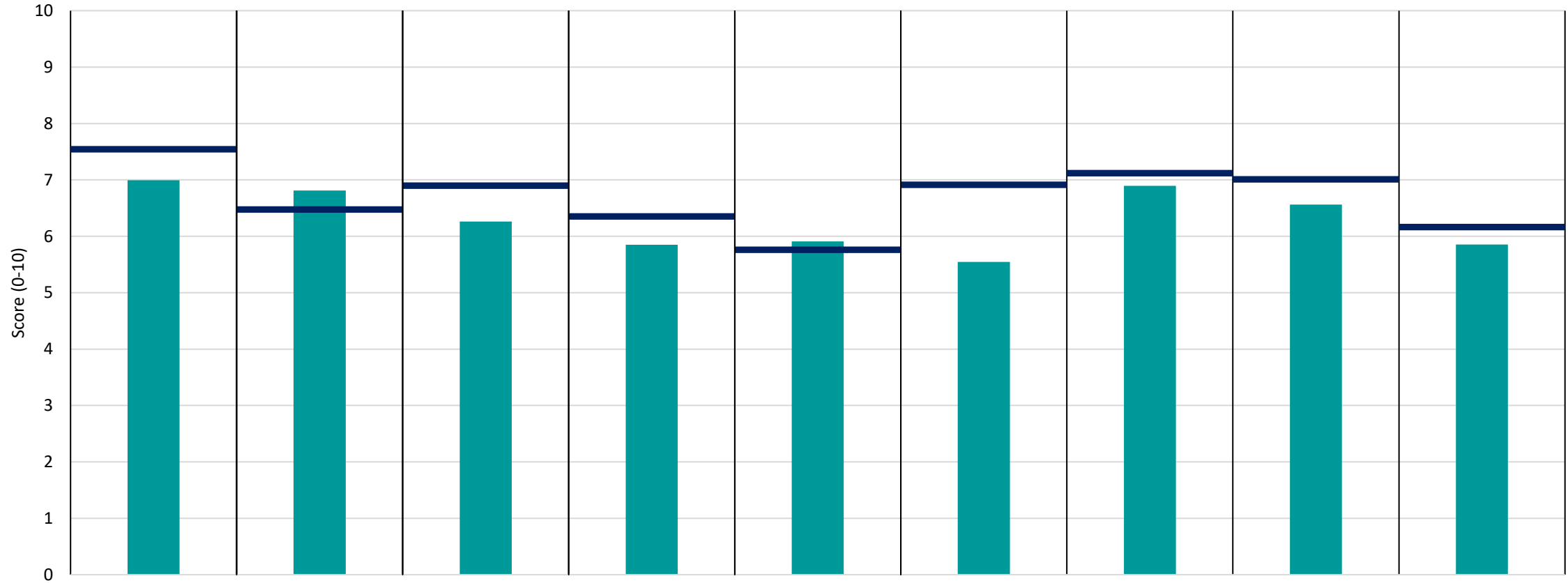
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Breakdown	6.99	6.81	6.26	5.85	5.91	5.55	6.89	6.56	5.86
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	16	16	16	16	14	16	16	16	16



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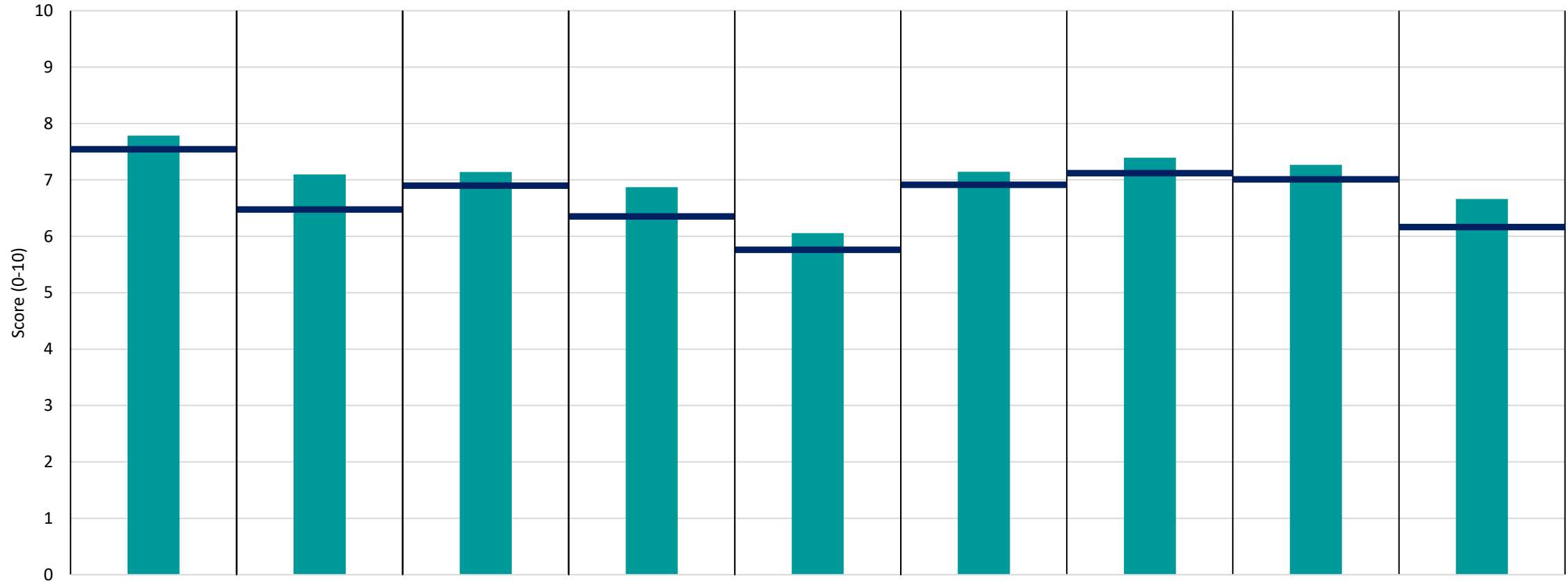
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Breakdown	7.78	7.10	7.14	6.87	6.06	7.15	7.39	7.27	6.66
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	114	114	114	114	113	114	114	114	114



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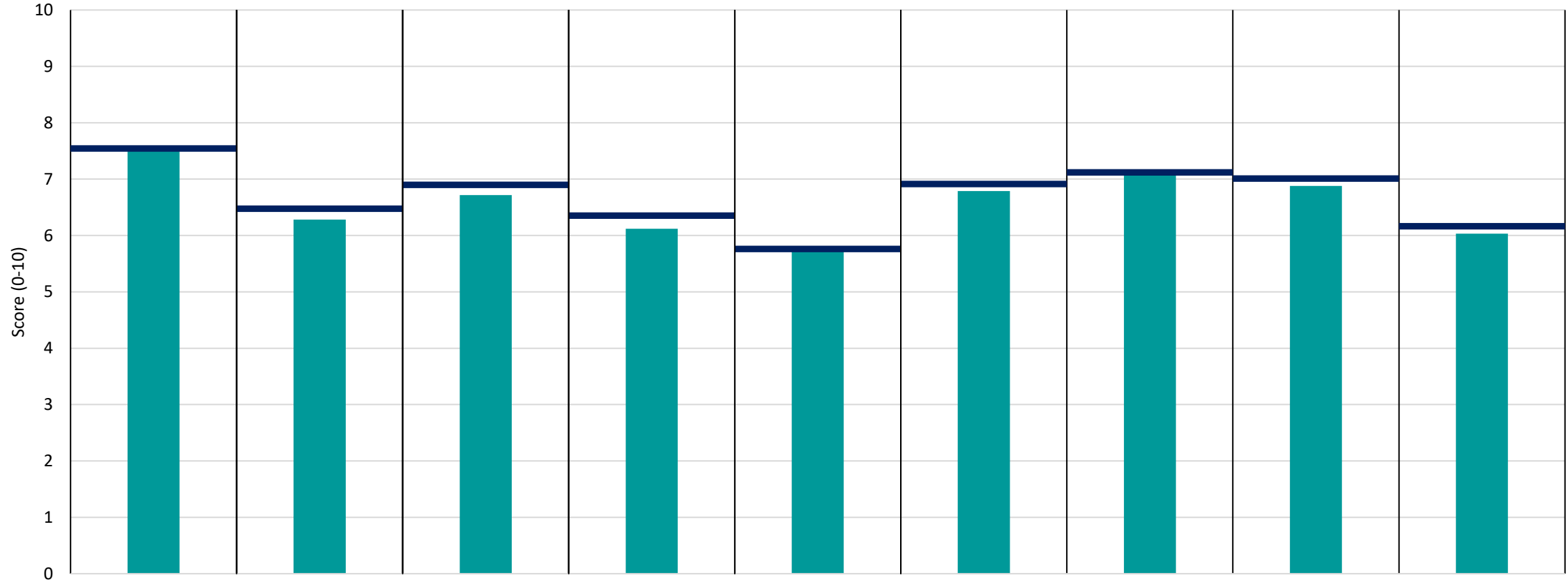
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Breakdown	7.50	6.28	6.72	6.12	5.79	6.79	7.09	6.88	6.03
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	435	436	435	434	416	435	433	437	437



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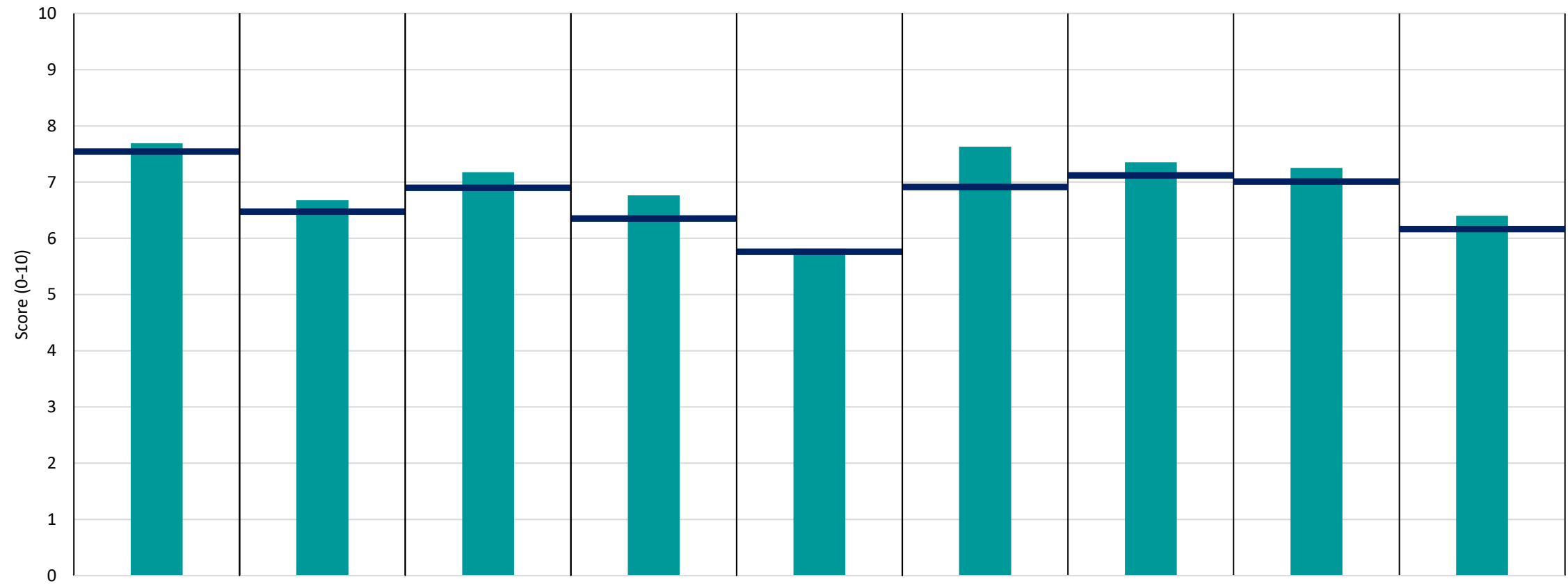
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Breakdown	7.69	6.68	7.18	6.77	5.81	7.63	7.35	7.25	6.40
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	80	80	80	80	77	80	80	80	80



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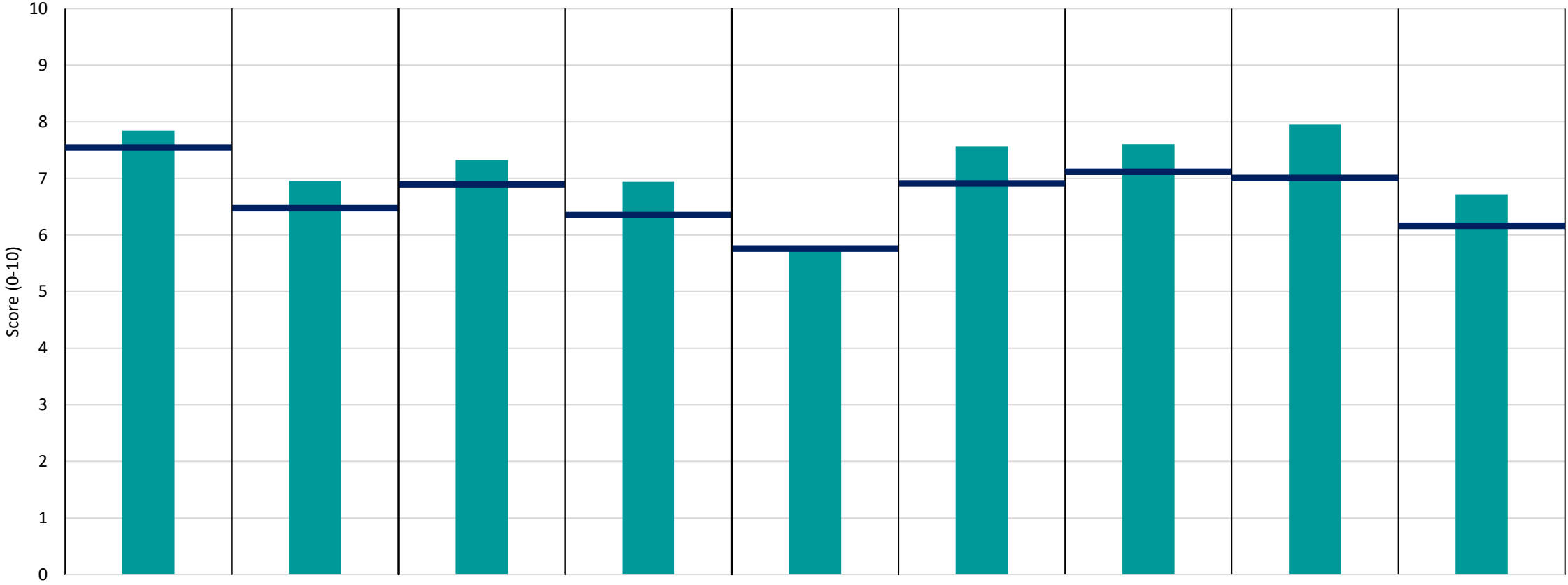
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Staff Engagement



Morale



Breakdown	7.84	6.96	7.33	6.94	5.78	7.56	7.60	7.96	6.72
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	13	13	13	13	12	13	13	13	13



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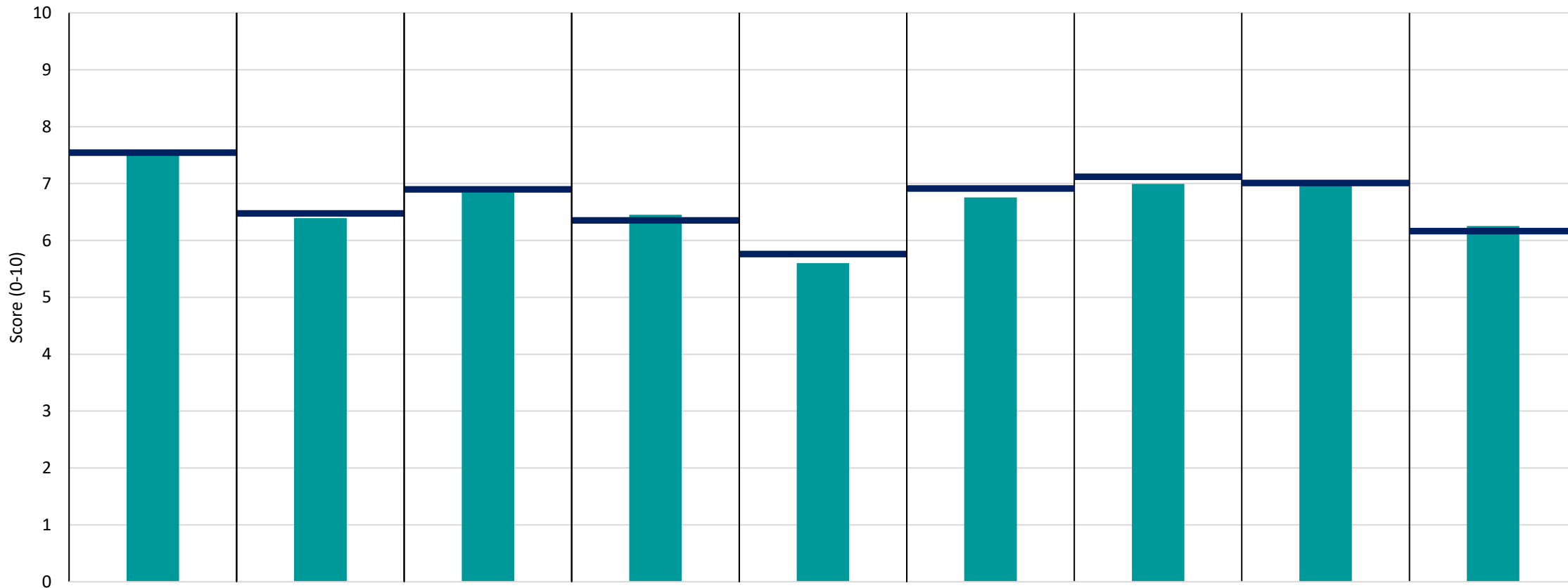
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Morale



Breakdown	7.50	6.39	6.84	6.45	5.60	6.76	6.99	7.01	6.25
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	791	789	789	789	773	783	790	791	791



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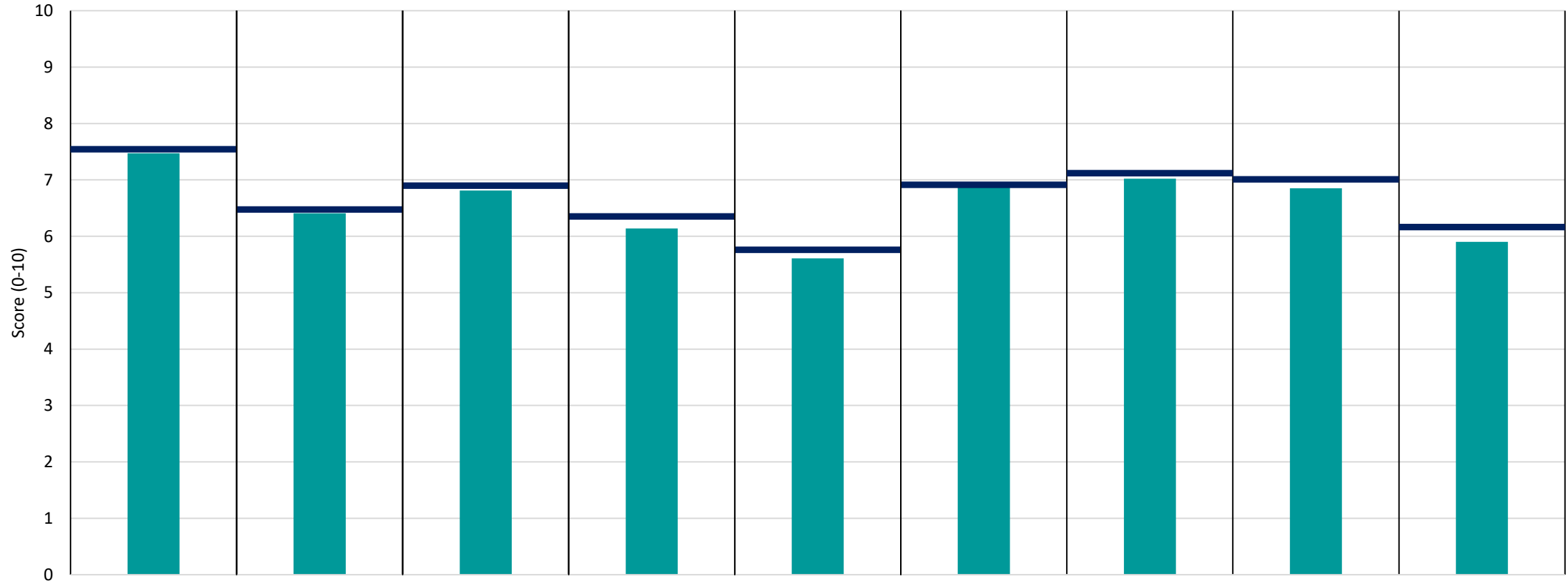
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Staff Engagement



Morale



Breakdown	7.47	6.41	6.81	6.14	5.61	6.88	7.02	6.85	5.90
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	296	298	295	295	290	297	296	298	298



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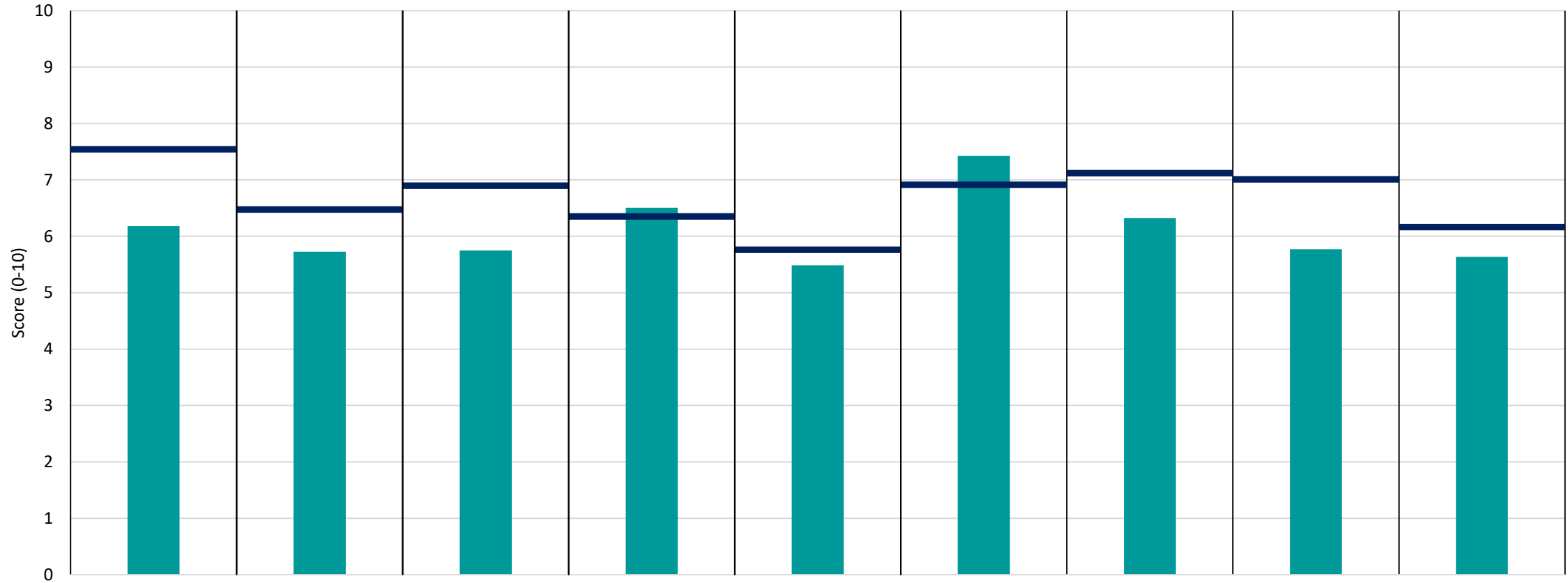
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Staff Engagement



Morale



Breakdown	6.18	5.73	5.75	6.51	5.48	7.42	6.32	5.77	5.63
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	11	11	11	11	11	11	11	11	11

Breakdowns 2

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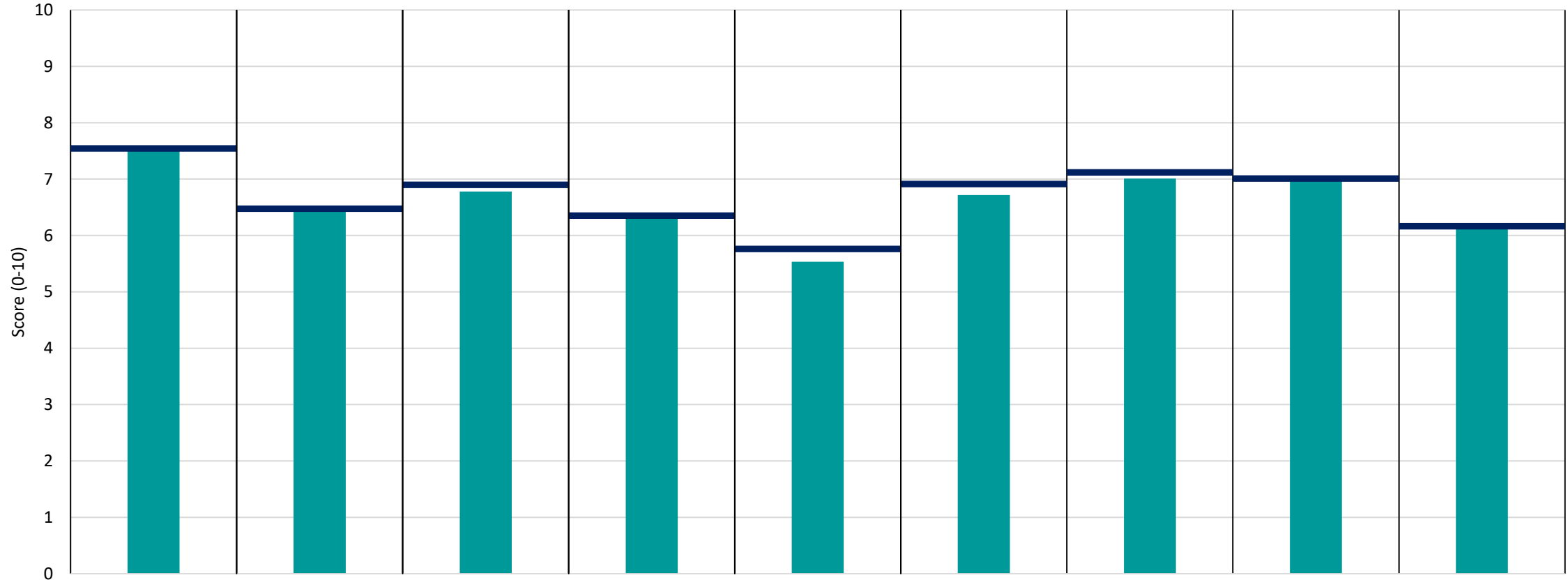
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Staff Engagement



Morale



Breakdown	7.56	6.46	6.78	6.40	5.53	6.72	7.01	6.97	6.19
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	242	241	242	242	237	240	242	242	242



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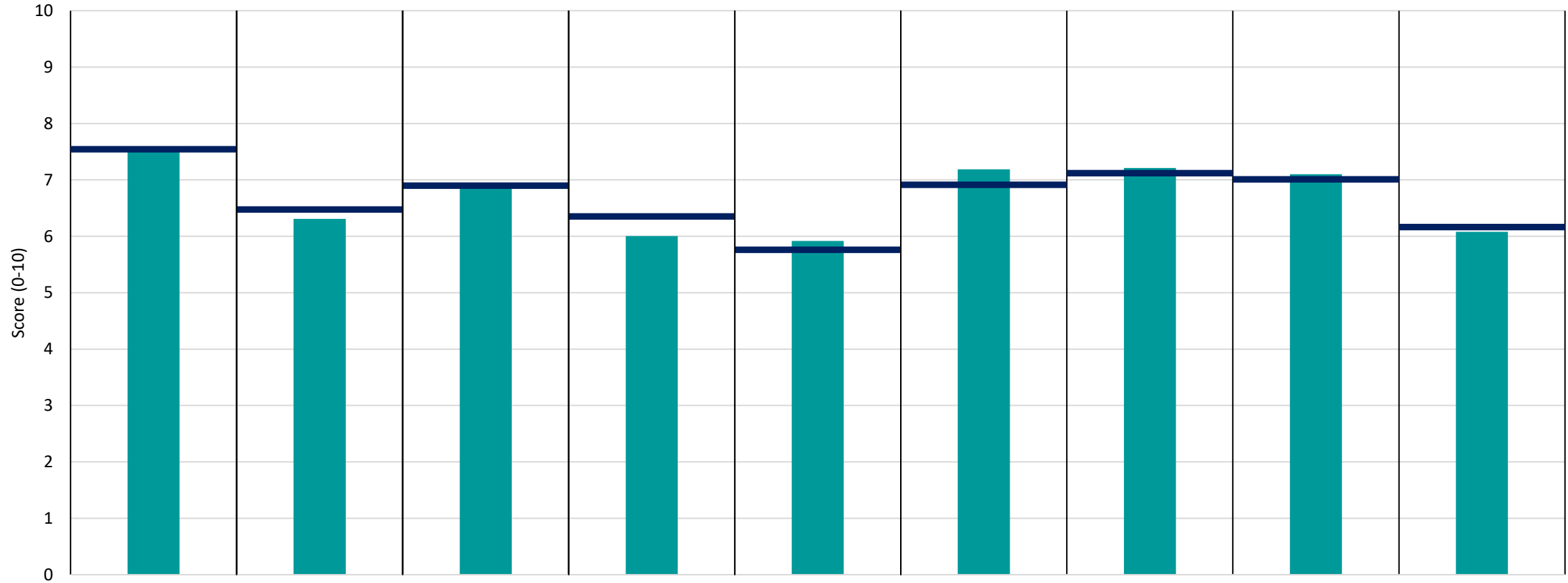
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Staff Engagement



Morale



Breakdown	7.51	6.31	6.92	6.01	5.92	7.19	7.21	7.10	6.08
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	115	116	113	115	111	116	114	116	116



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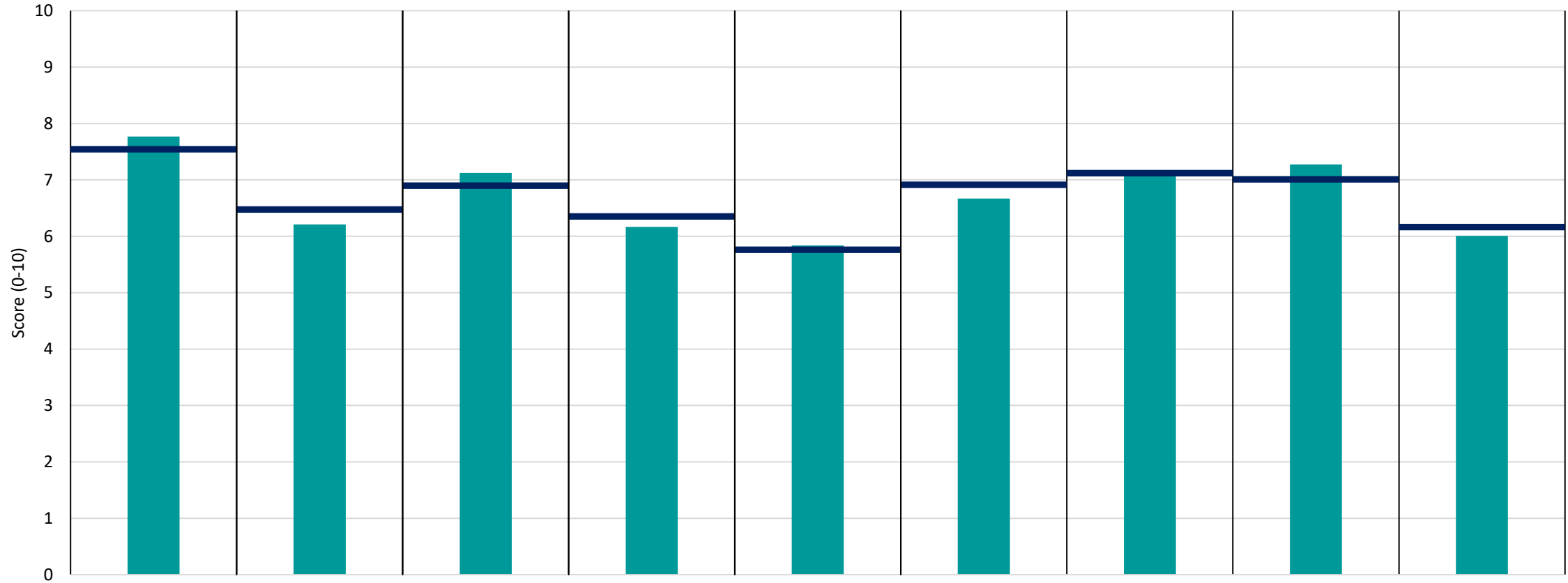
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Staff Engagement



Morale



Breakdown	7.77	6.21	7.13	6.17	5.84	6.67	7.16	7.28	6.01
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	133	133	132	133	129	132	133	134	134



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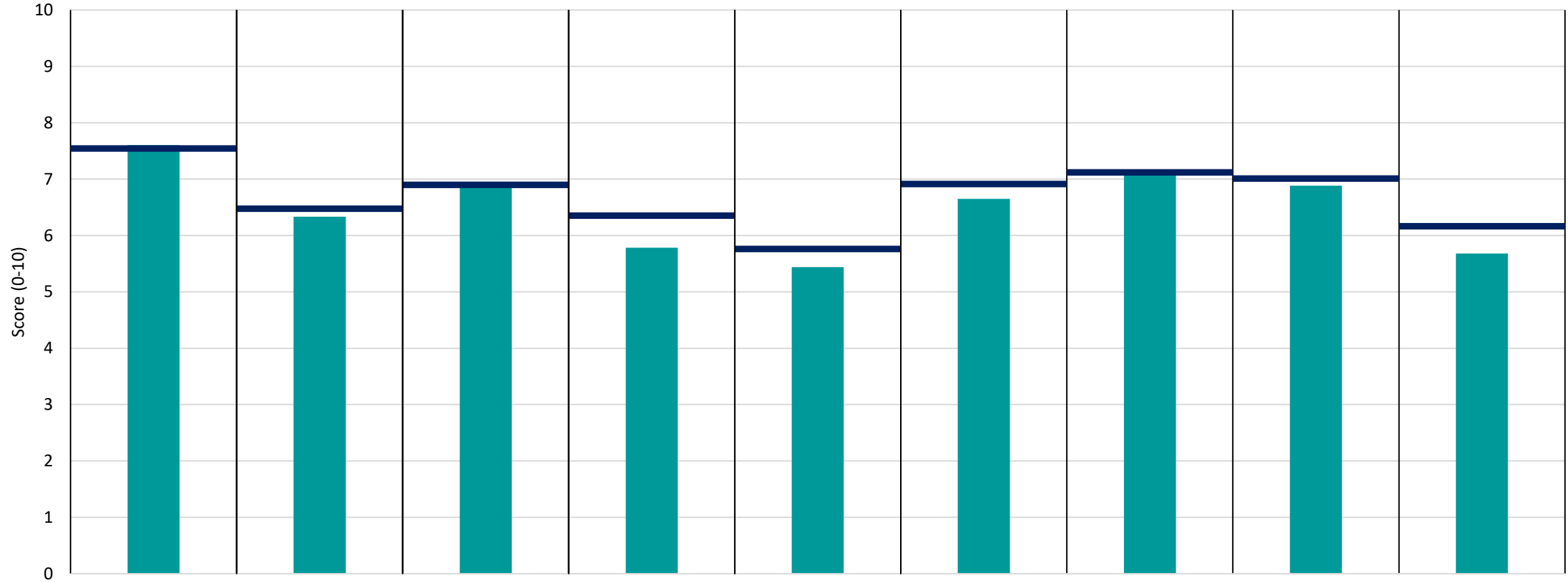
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Staff Engagement



Morale



Breakdown	7.60	6.33	6.89	5.78	5.44	6.65	7.14	6.88	5.68
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	136	137	137	136	134	137	136	137	137



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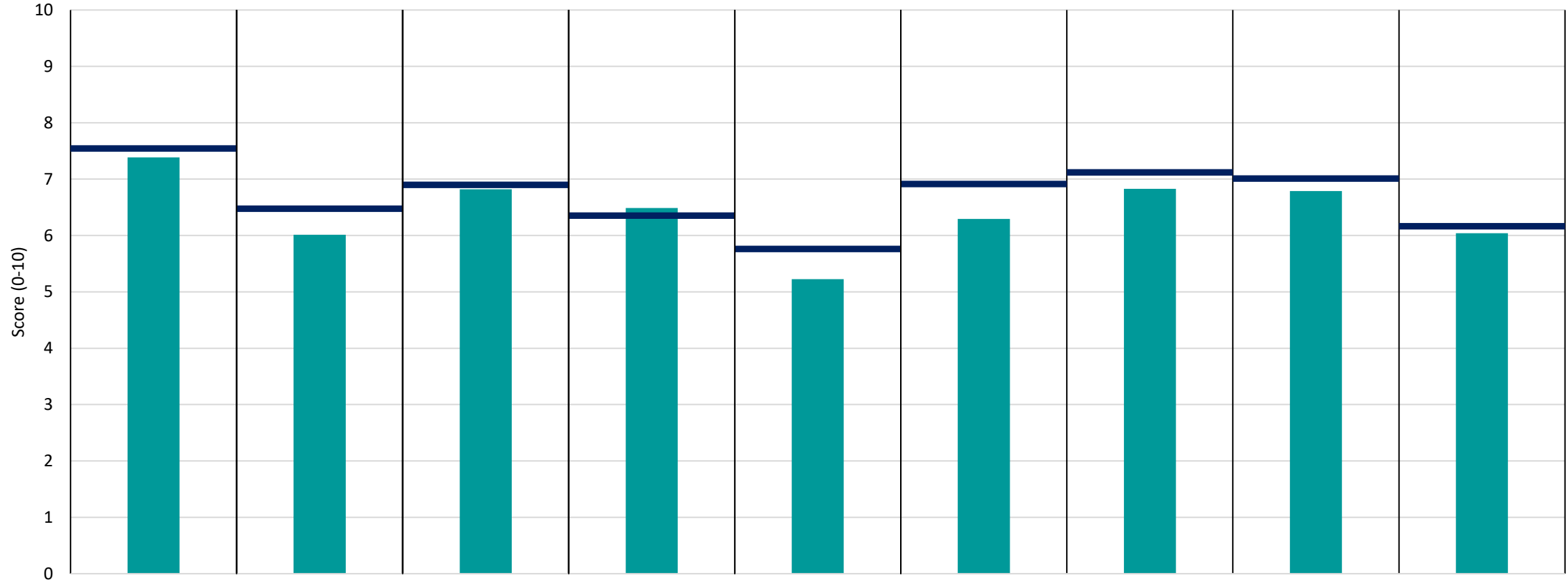
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Staff Engagement



Morale



Breakdown	7.38	6.01	6.82	6.49	5.22	6.29	6.83	6.79	6.04
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	122	123	120	122	122	121	122	123	123



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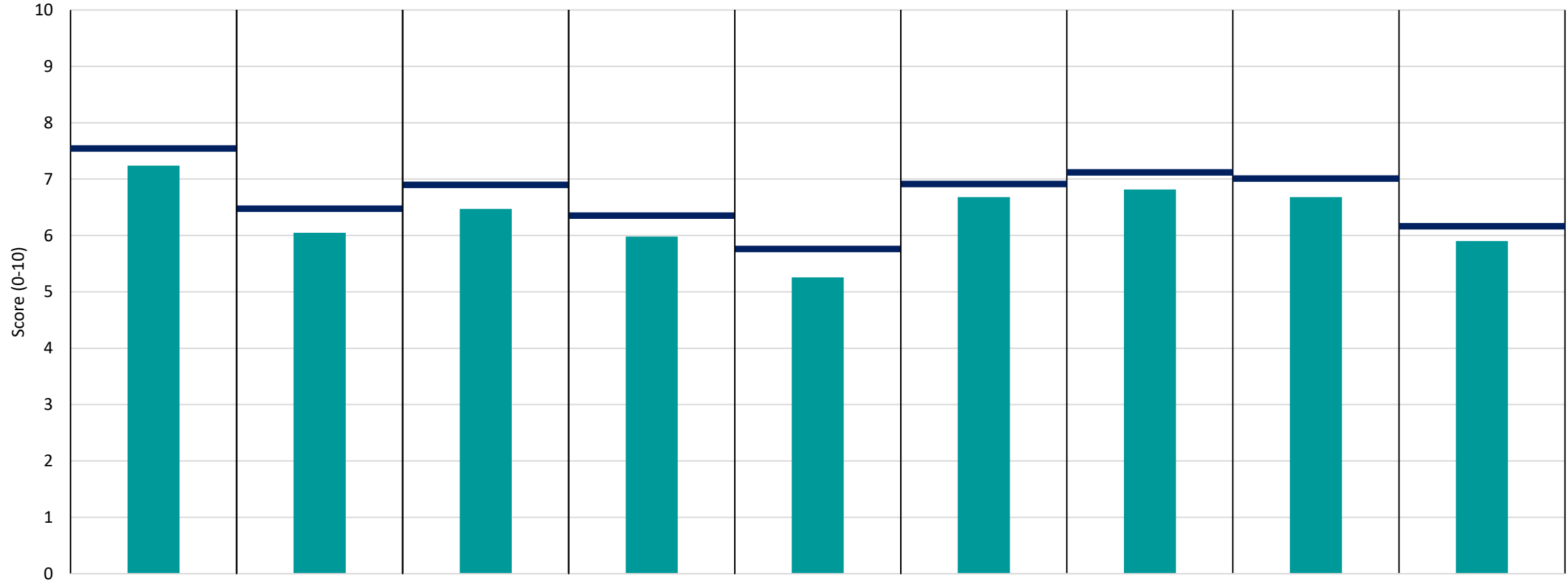
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Staff Engagement



Morale



Breakdown	7.24	6.05	6.47	5.98	5.26	6.68	6.82	6.68	5.90
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	76	76	75	76	72	76	76	76	76



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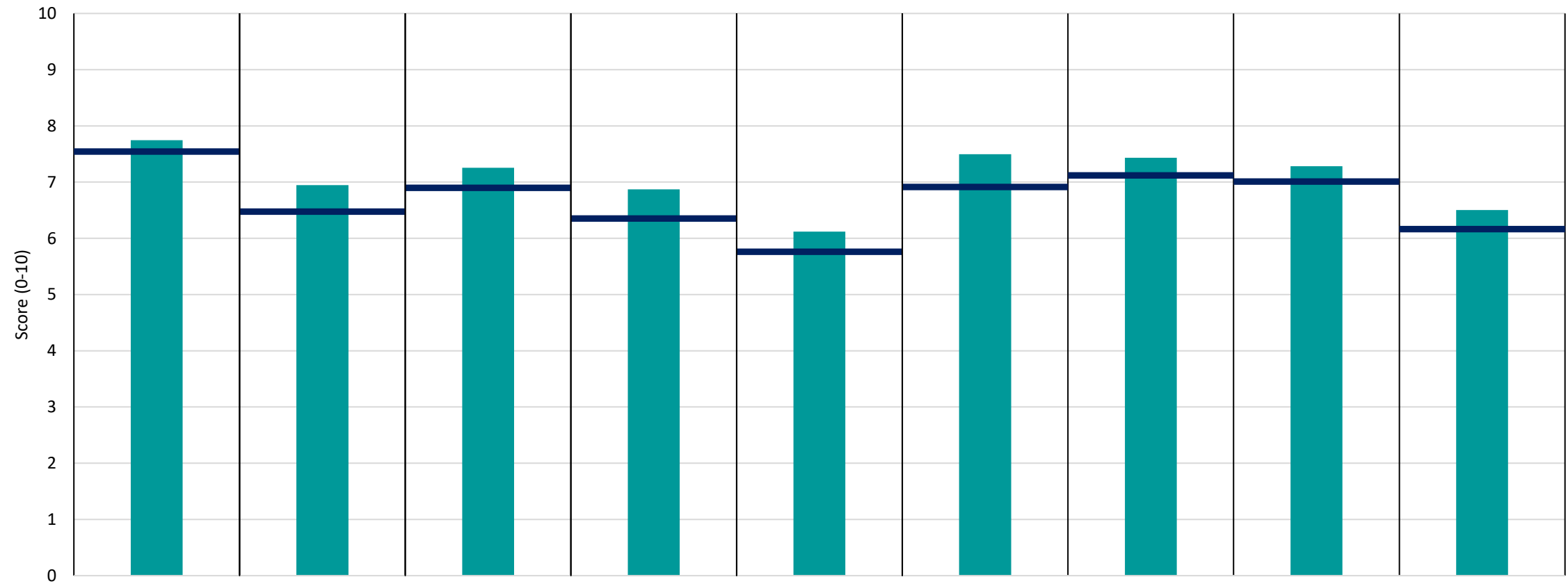
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Staff Engagement



Morale



Breakdown	7.75	6.95	7.25	6.87	6.12	7.50	7.43	7.28	6.50
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	644	644	639	641	634	644	642	644	644



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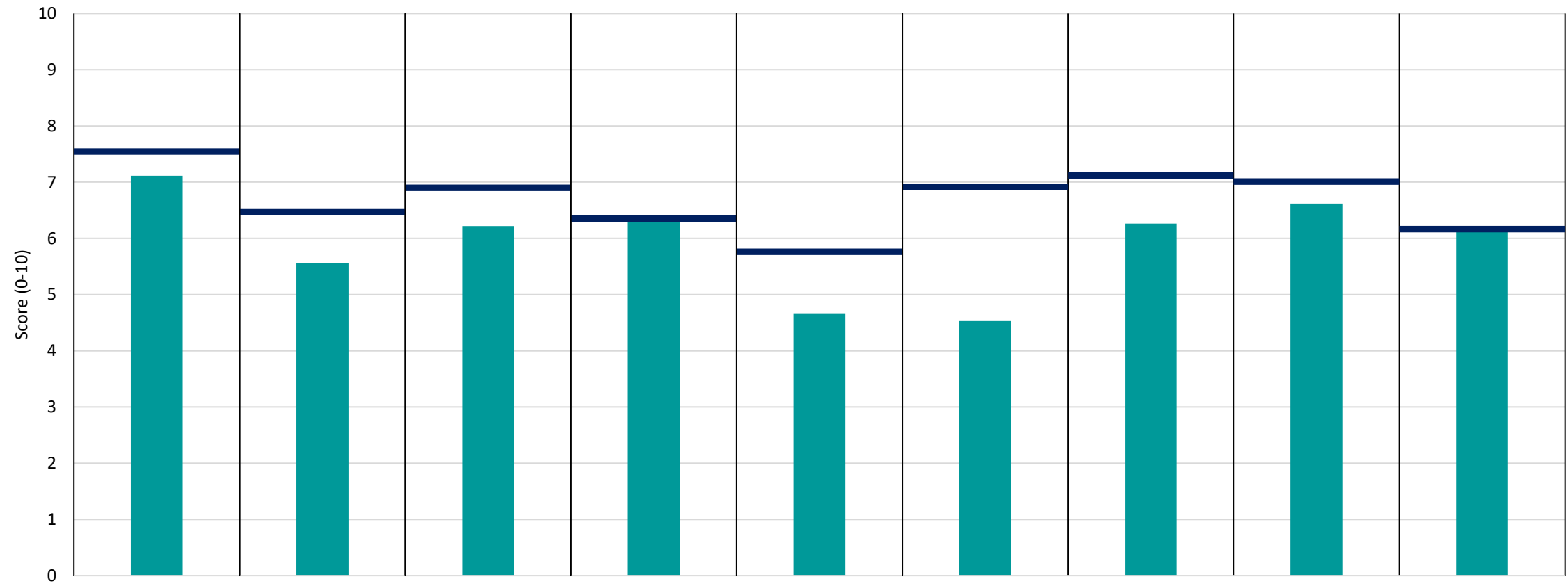
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Staff Engagement



Morale



Breakdown	7.11	5.56	6.22	6.34	4.67	4.53	6.26	6.62	6.19
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	53	53	53	53	53	53	53	53	53



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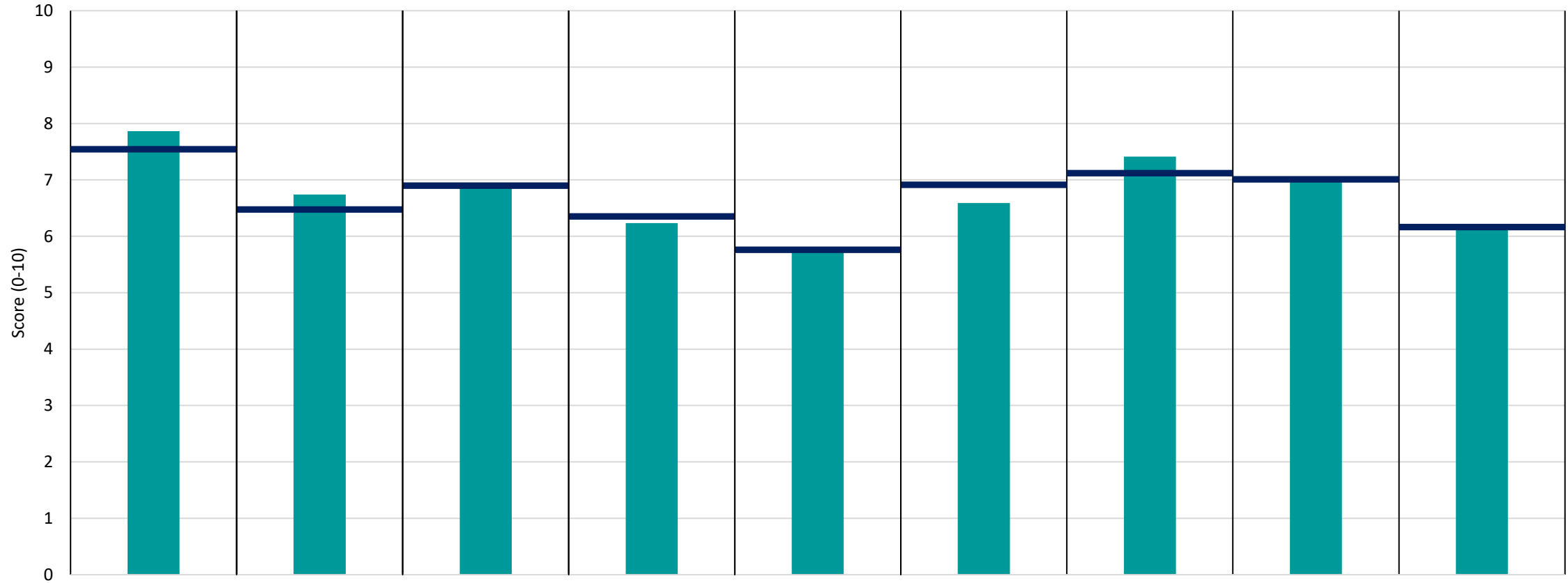
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Staff Engagement



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Breakdown	7.87	6.74	6.91	6.24	5.78	6.59	7.41	7.05	6.12
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	27	27	27	27	27	27	27	27	27



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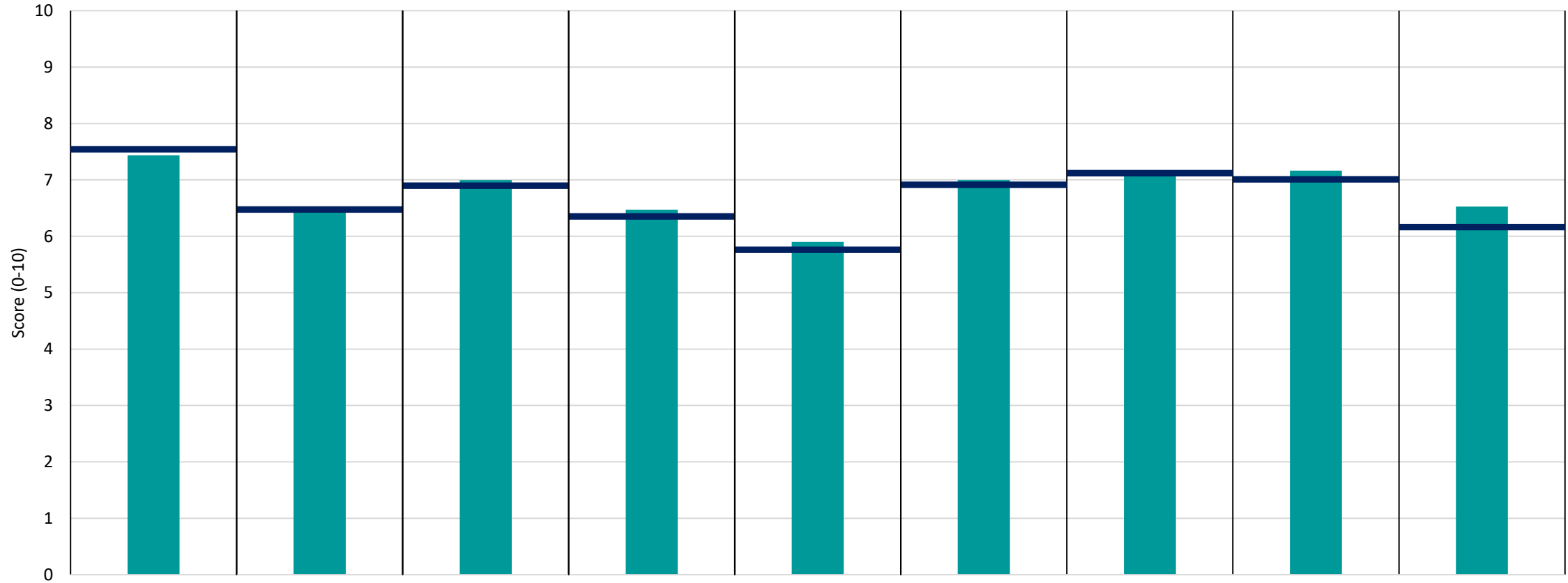
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Staff Engagement



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Breakdown	7.44	6.43	7.00	6.47	5.90	7.00	7.12	7.16	6.53
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	194	194	192	192	188	192	194	194	194



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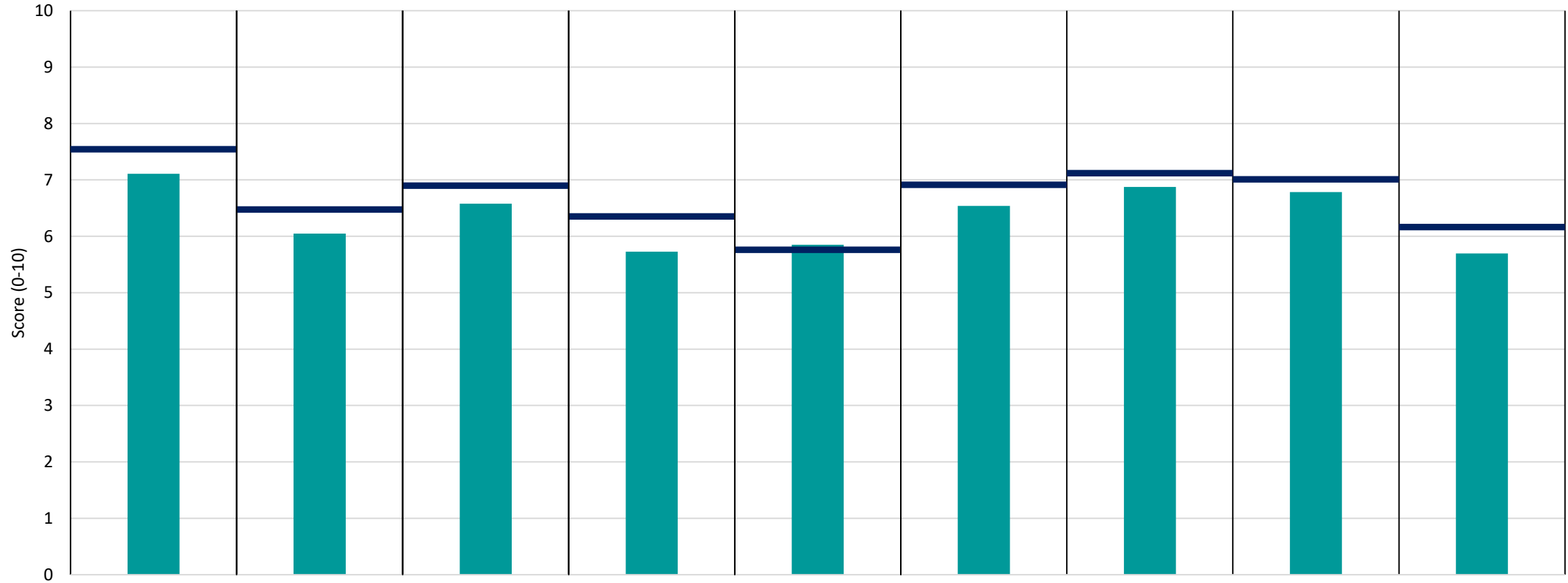
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Staff Engagement



Morale



Breakdown	7.11	6.05	6.58	5.73	5.85	6.54	6.87	6.78	5.70
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	165	166	165	163	150	164	164	166	166



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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



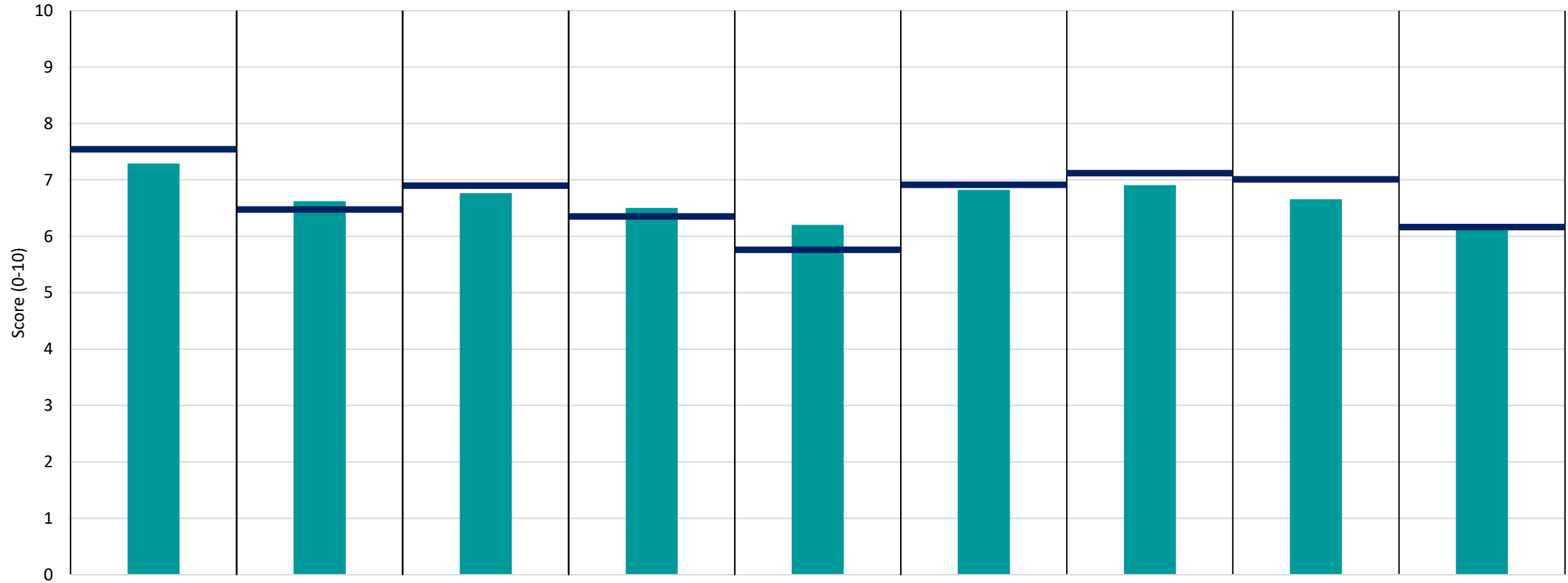
We are a team



Staff Engagement



Morale



Breakdown	7.29	6.62	6.76	6.50	6.20	6.82	6.91	6.66	6.14
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	51	51	51	51	51	51	51	51	51



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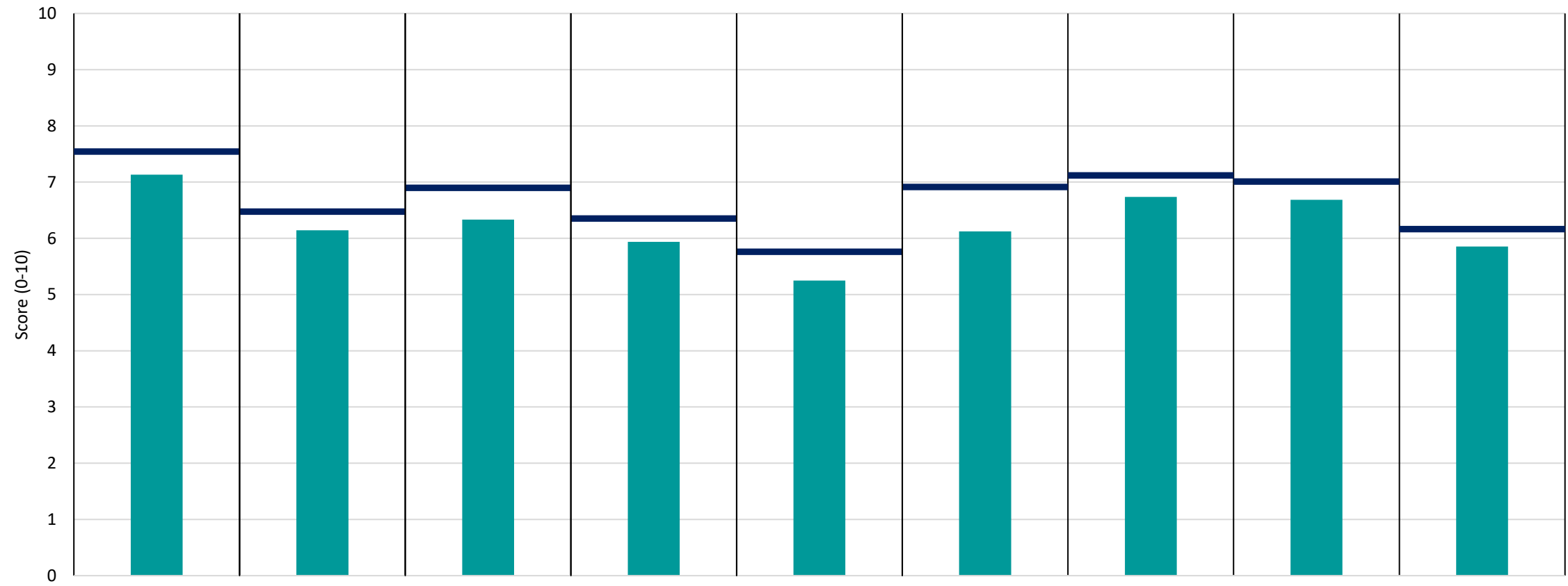
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Staff Engagement



Morale



Breakdown	7.13	6.14	6.33	5.94	5.25	6.12	6.74	6.69	5.86
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	86	86	85	86	80	86	86	86	86



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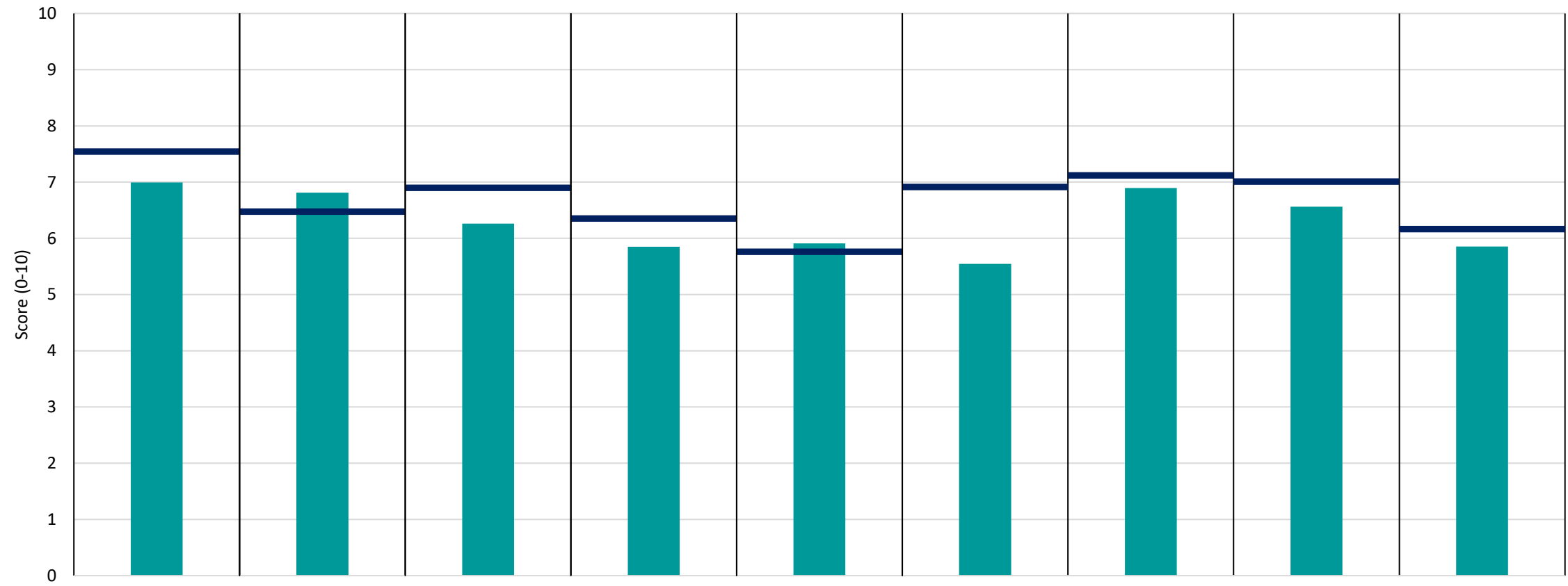
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Staff Engagement



Morale



Breakdown	6.99	6.81	6.26	5.85	5.91	5.55	6.89	6.56	5.86
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	16	16	16	16	14	16	16	16	16



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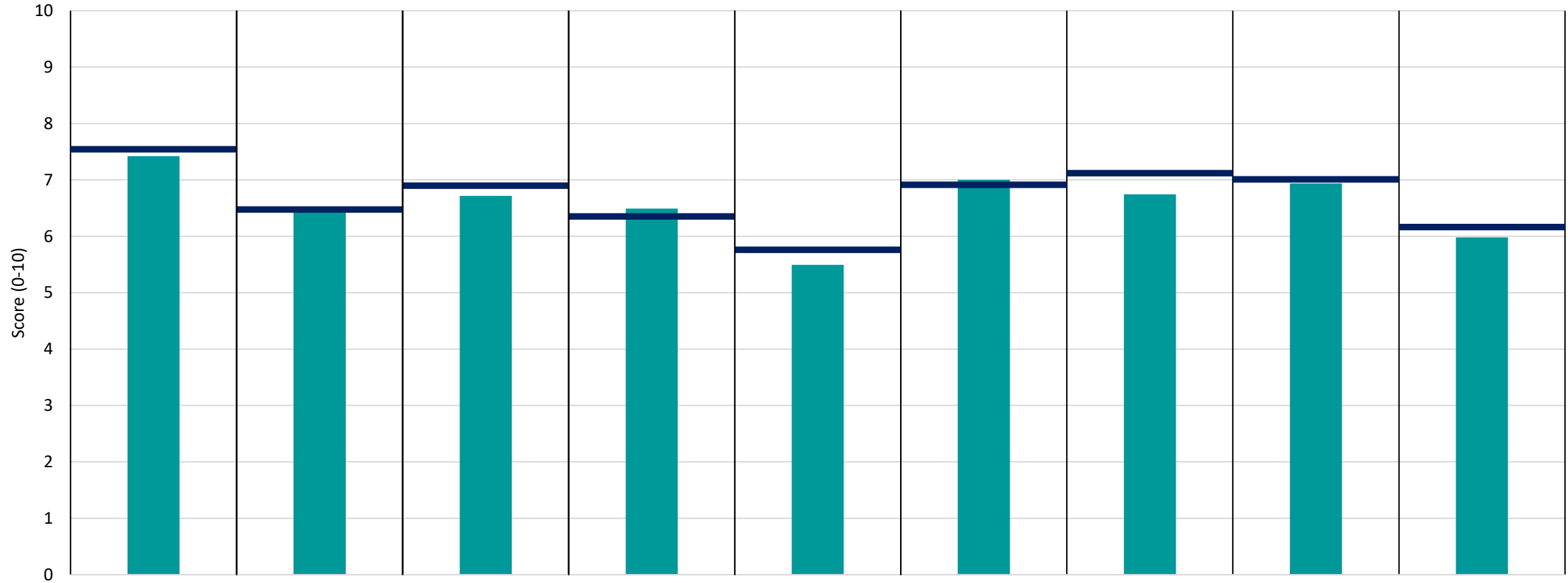
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Staff Engagement



Morale



Breakdown	7.42	6.43	6.72	6.49	5.50	7.00	6.74	6.94	5.98
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	140	139	140	140	136	138	139	140	140



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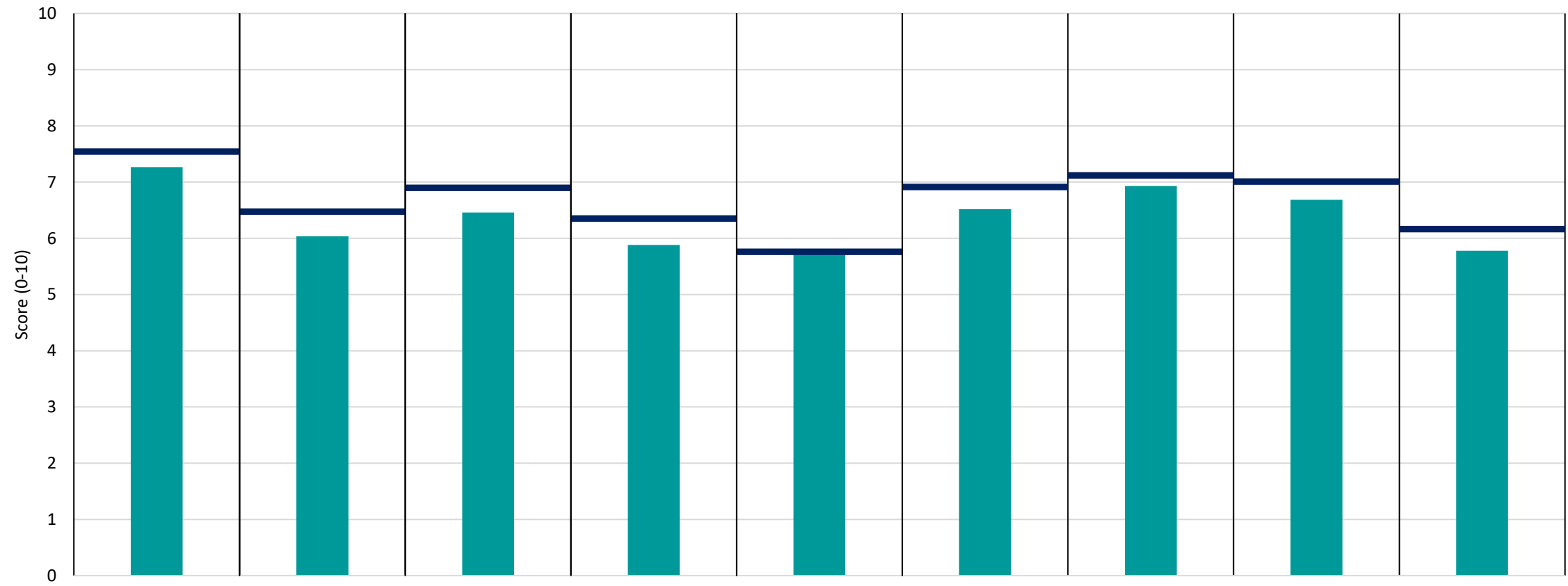
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Staff Engagement



Morale



Breakdown	7.27	6.04	6.46	5.88	5.74	6.52	6.93	6.68	5.78
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	212	212	212	210	199	211	211	213	213



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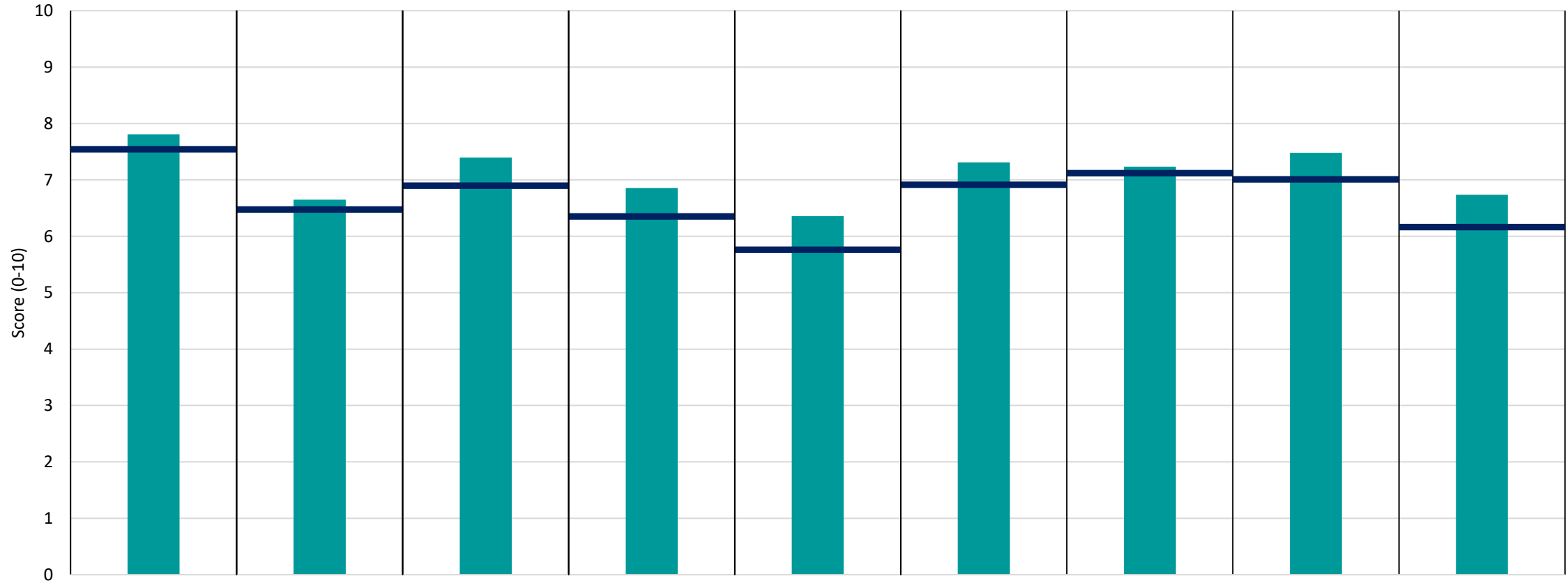
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Staff Engagement



Morale



Breakdown	7.81	6.65	7.40	6.86	6.36	7.31	7.24	7.48	6.74
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	71	71	70	71	69	71	70	71	71



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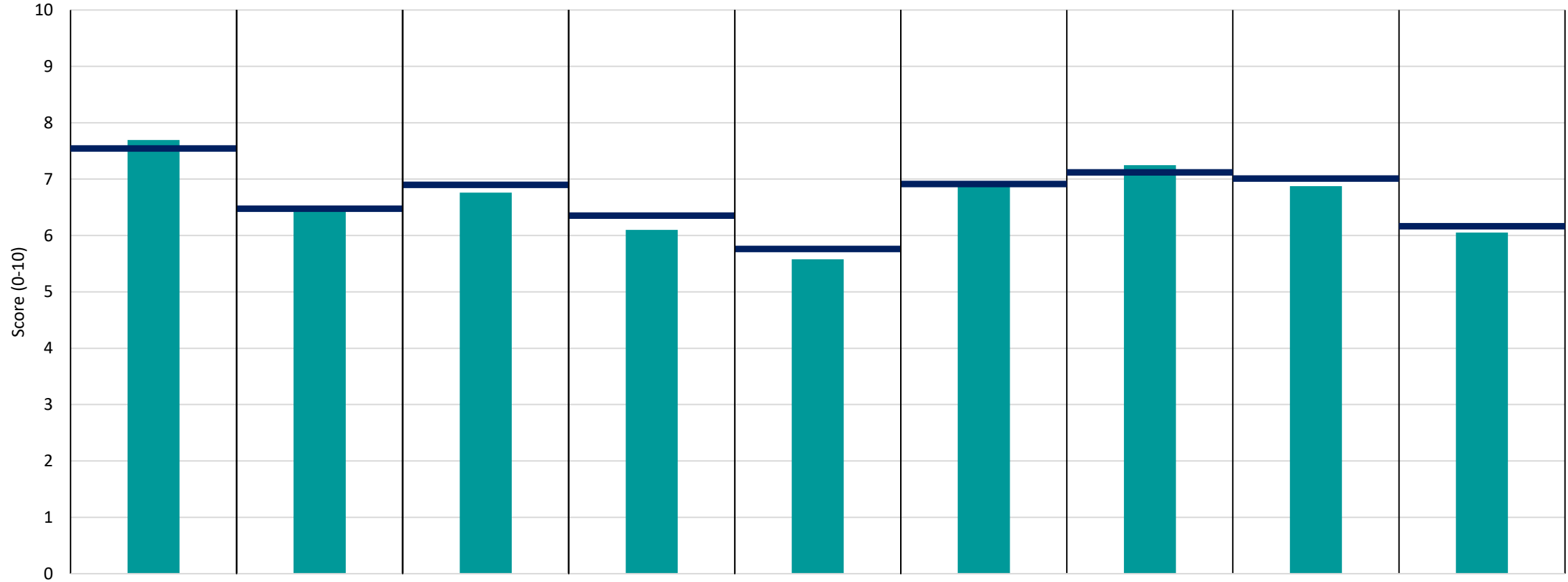
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Staff Engagement



Morale



Breakdown	7.69	6.45	6.76	6.10	5.58	6.92	7.25	6.87	6.05
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	152	153	153	153	148	153	152	153	153



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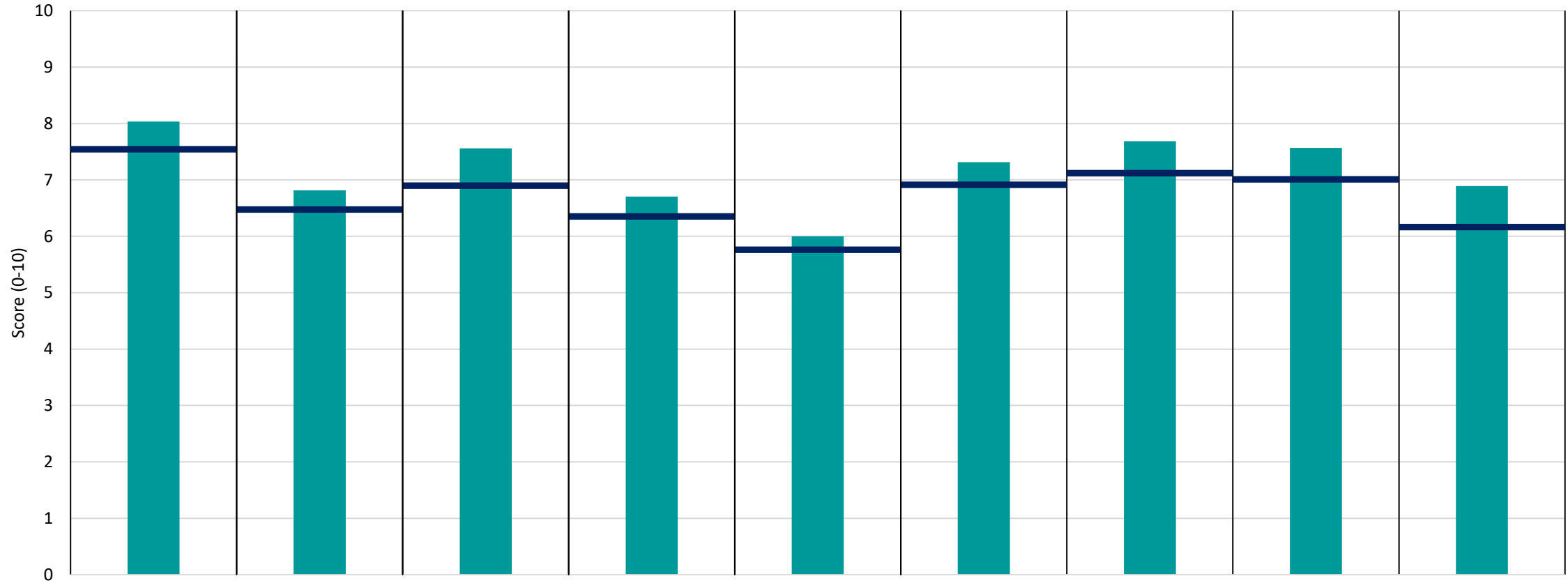
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Staff Engagement



Morale



Breakdown	8.03	6.82	7.56	6.71	6.00	7.31	7.69	7.57	6.89
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	63	63	63	63	61	63	63	63	63



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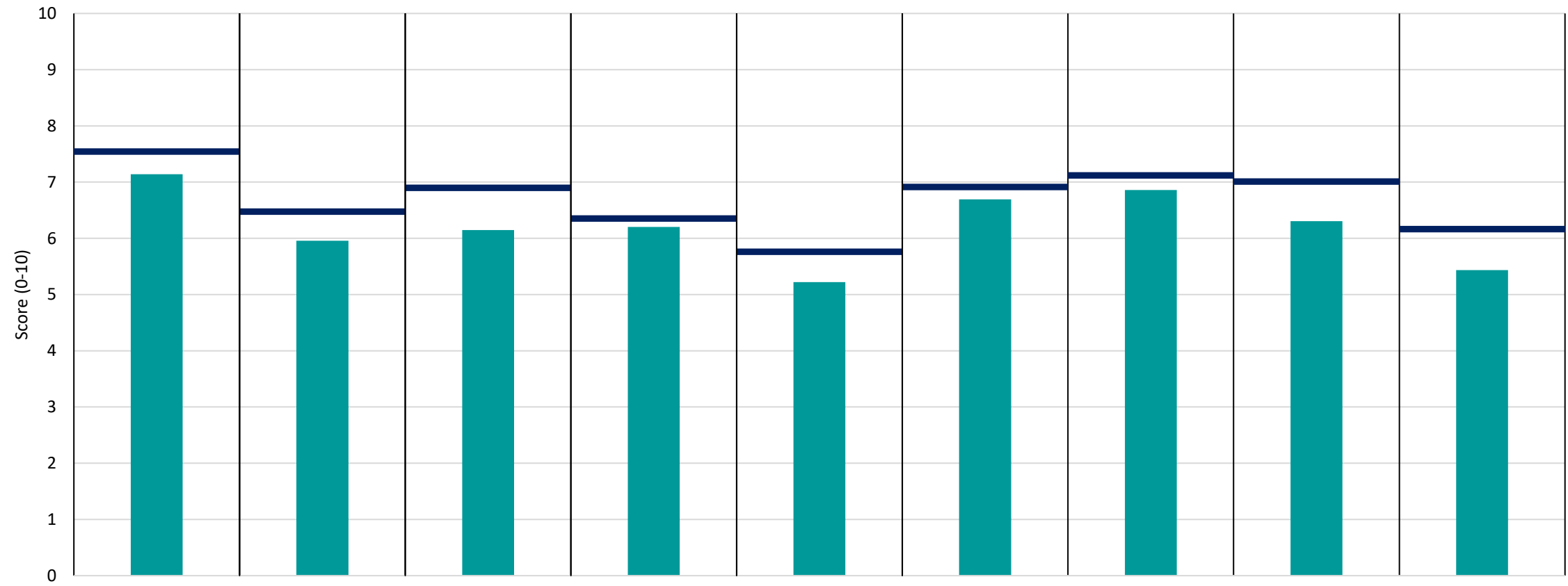
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Staff Engagement



Morale



Breakdown	7.14	5.96	6.15	6.20	5.22	6.69	6.86	6.31	5.43
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	45	45	45	45	44	45	45	45	45



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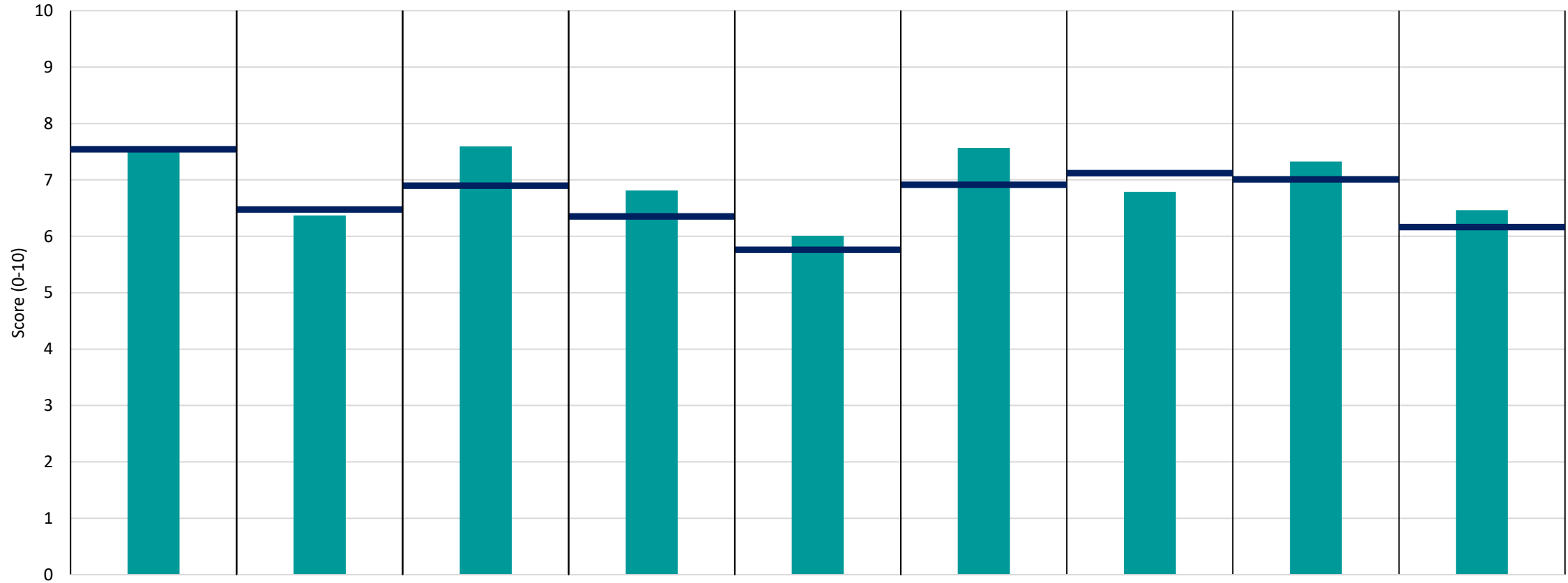
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Staff Engagement



Morale



Breakdown	7.51	6.37	7.60	6.81	6.01	7.57	6.79	7.33	6.46
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	27	27	27	27	27	25	27	27	27



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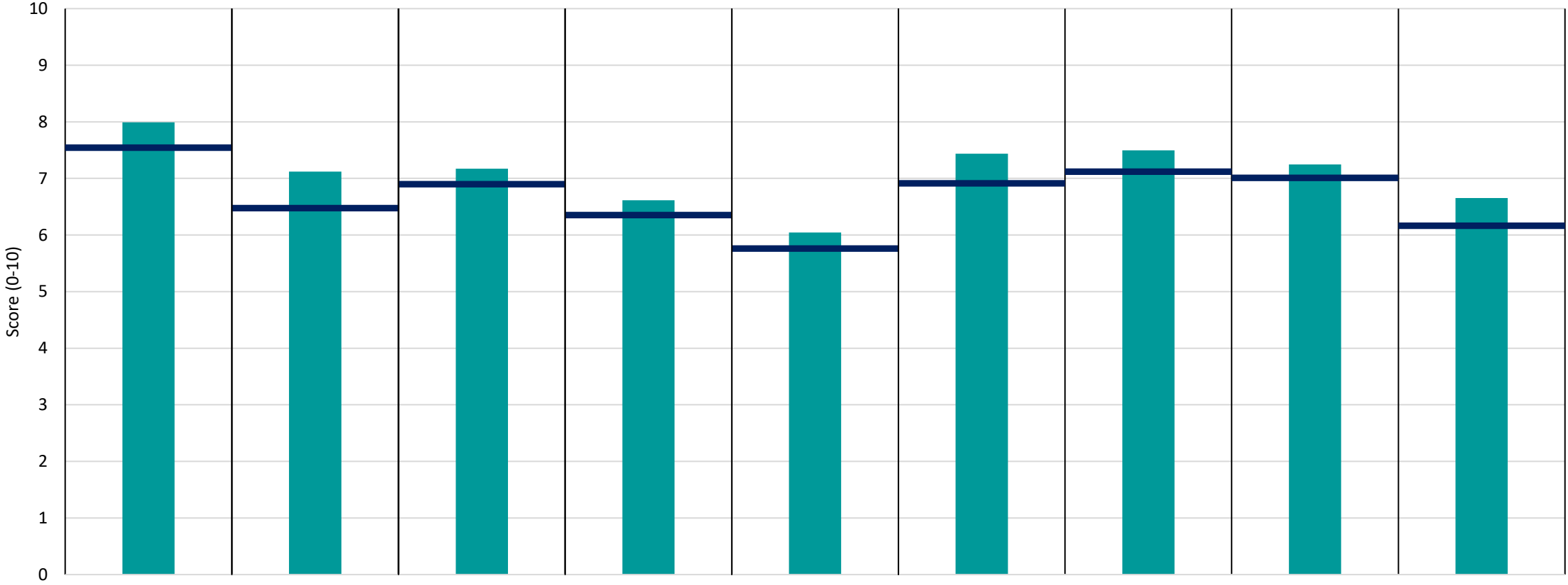
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Staff Engagement



Morale



Breakdown	7.99	7.12	7.17	6.61	6.04	7.44	7.50	7.25	6.65
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	180	180	180	180	175	180	180	180	180



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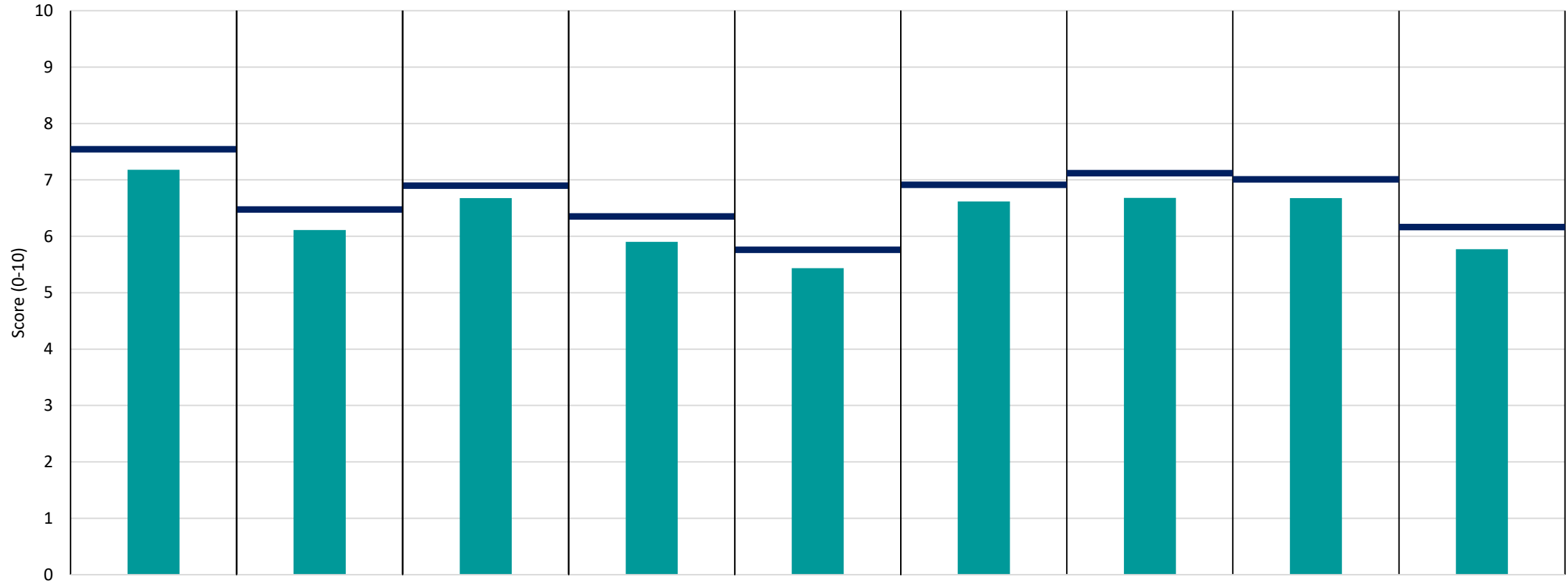
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Staff Engagement



Morale



Breakdown	7.18	6.11	6.68	5.90	5.43	6.62	6.68	6.68	5.77
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	113	114	112	112	109	113	113	114	114



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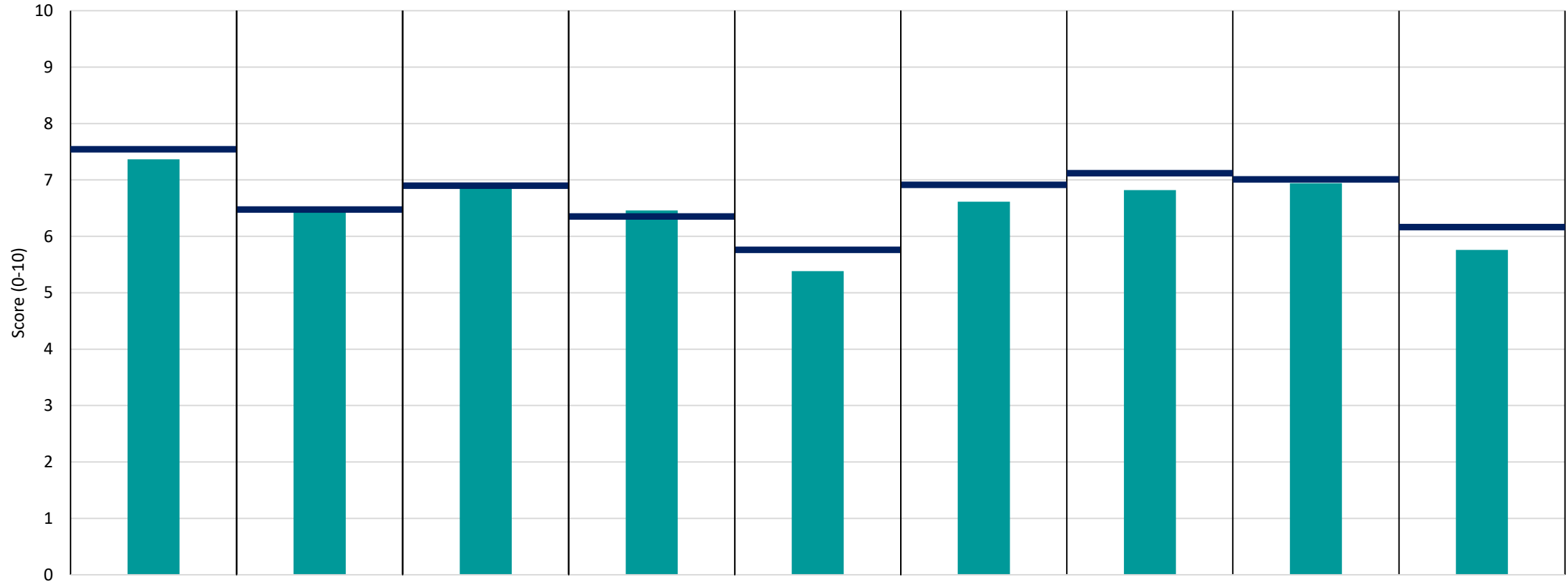
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Staff Engagement



Morale



Breakdown	7.36	6.46	6.92	6.46	5.38	6.61	6.82	6.94	5.76
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	55	55	54	54	53	55	55	55	55



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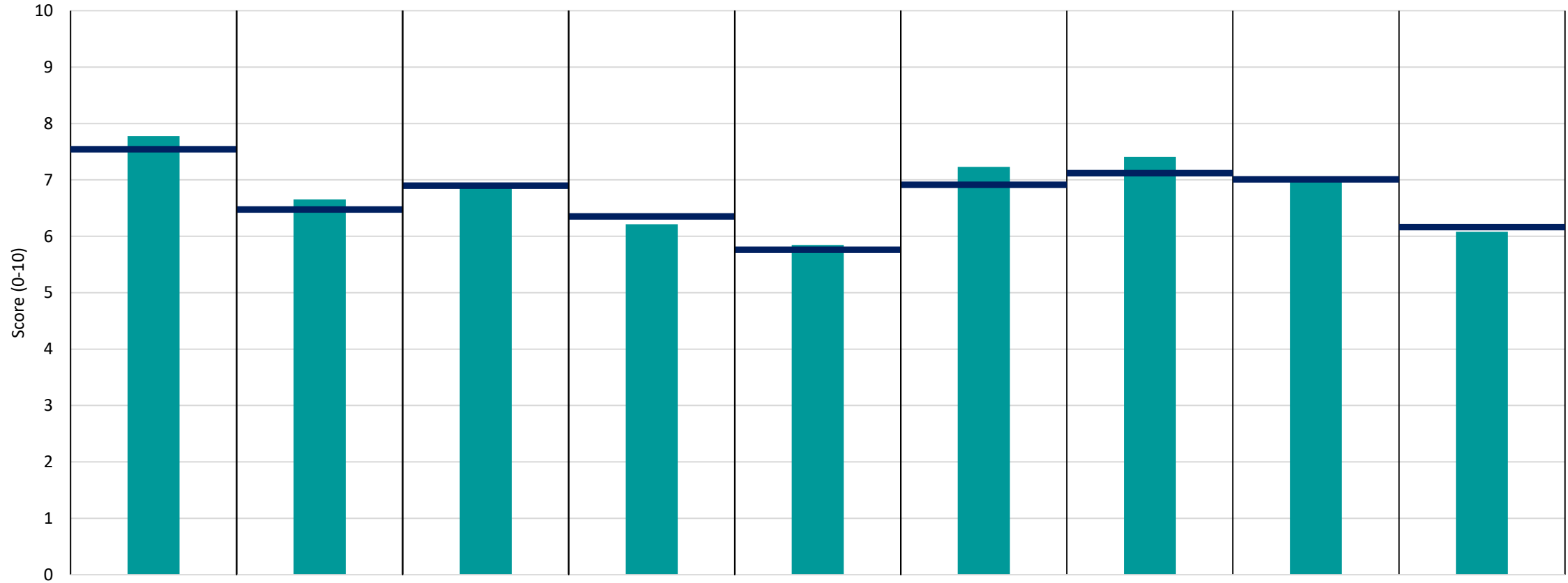
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Staff Engagement



Morale



Breakdown	7.78	6.66	6.88	6.21	5.85	7.23	7.41	6.96	6.08
Your org	7.54	6.48	6.90	6.35	5.76	6.91	7.12	7.01	6.16
Responses	128	129	129	129	128	129	128	129	129