



# Imperial College Healthcare NHS Trust

2024 NHS Staff Survey

Breakdown report

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

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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 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.

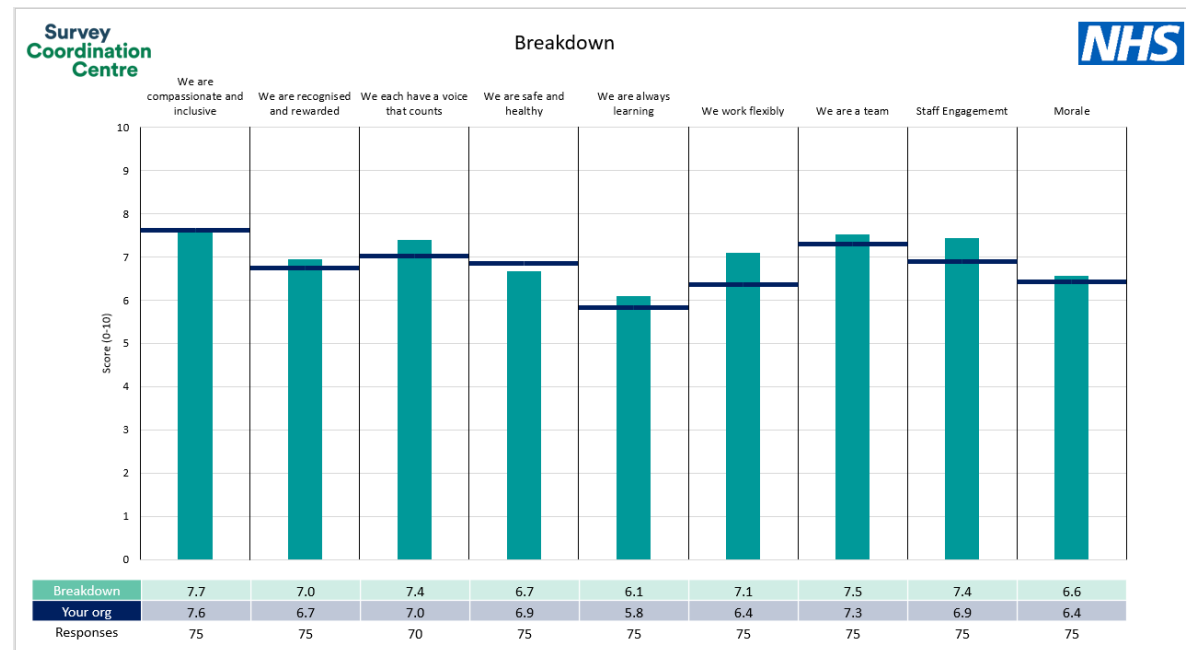
The breakdowns used in this report were provided and defined by Imperial College Healthcare NHS Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

## 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

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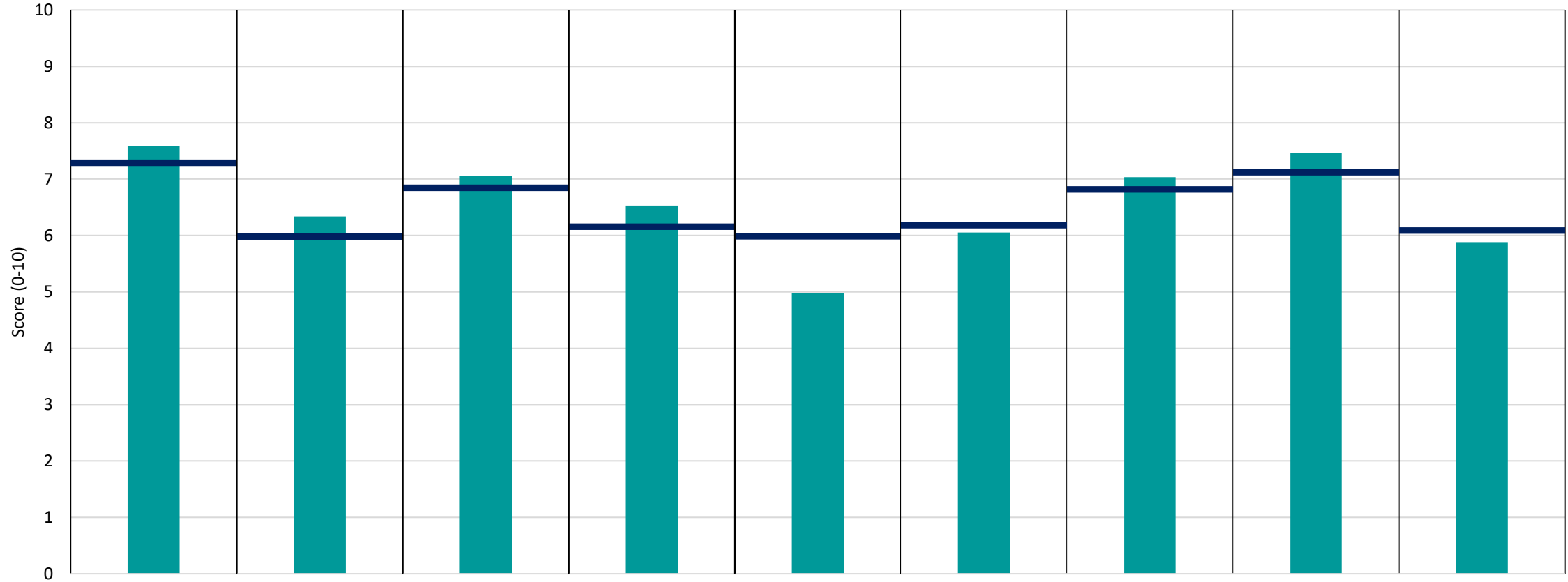
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Staff Engagement



Morale



Breakdown	7.59	6.34	7.06	6.53	4.98	6.05	7.03	7.46	5.88
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	19	19	19	19	19	19	19	19	19



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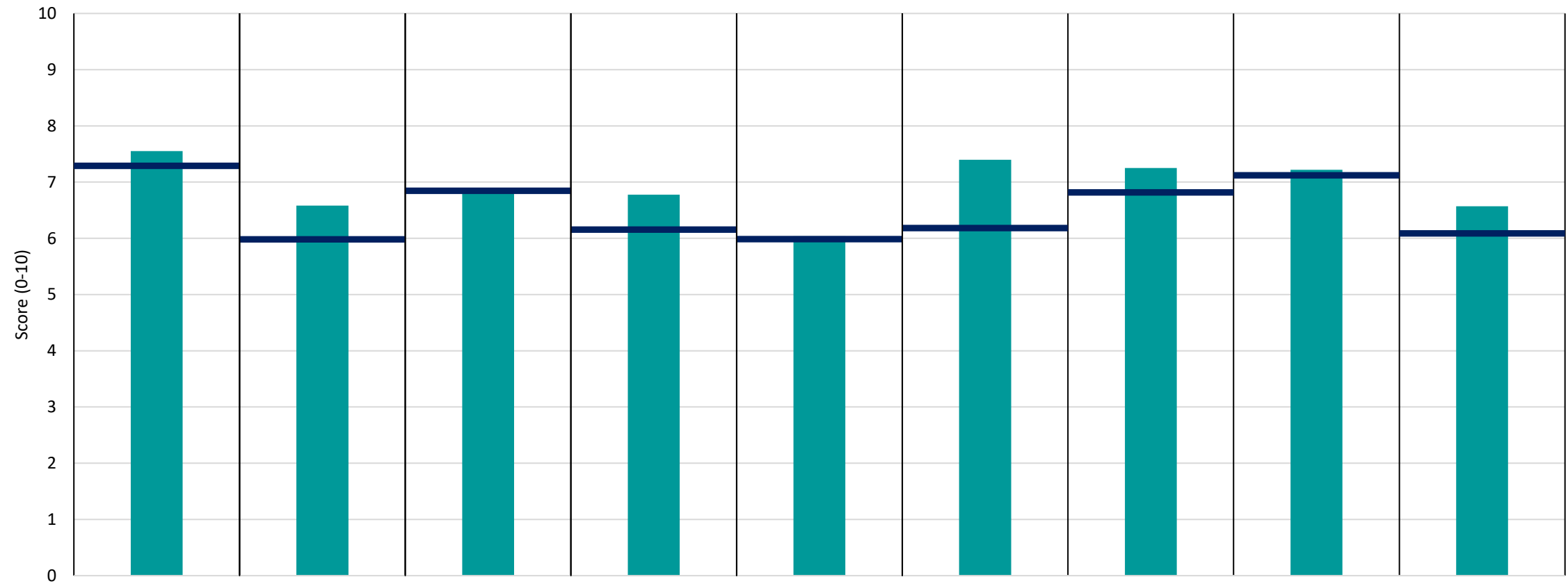
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Staff Engagement



Morale



Breakdown	7.55	6.58	6.80	6.78	6.04	7.40	7.25	7.22	6.57
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	111	112	110	112	107	112	112	112	112





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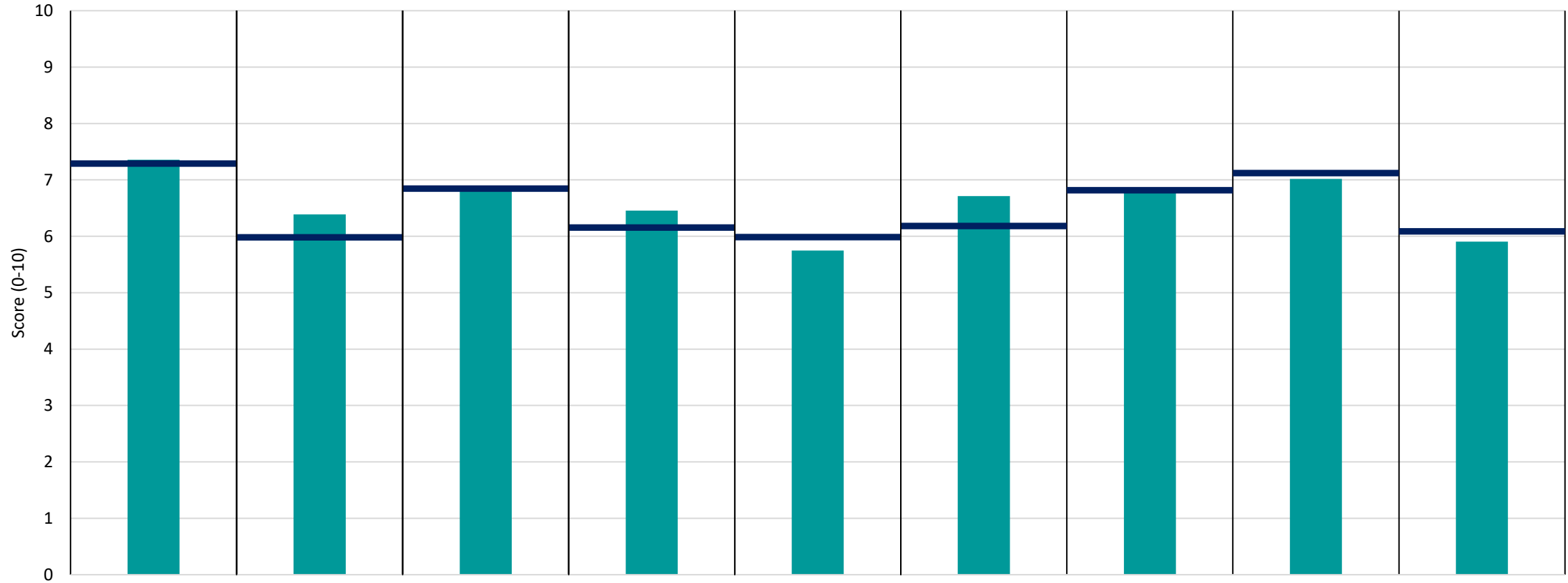
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Staff Engagement



Morale



Breakdown	7.36	6.39	6.84	6.45	5.75	6.71	6.83	7.02	5.91
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	68	68	68	68	65	68	67	68	68



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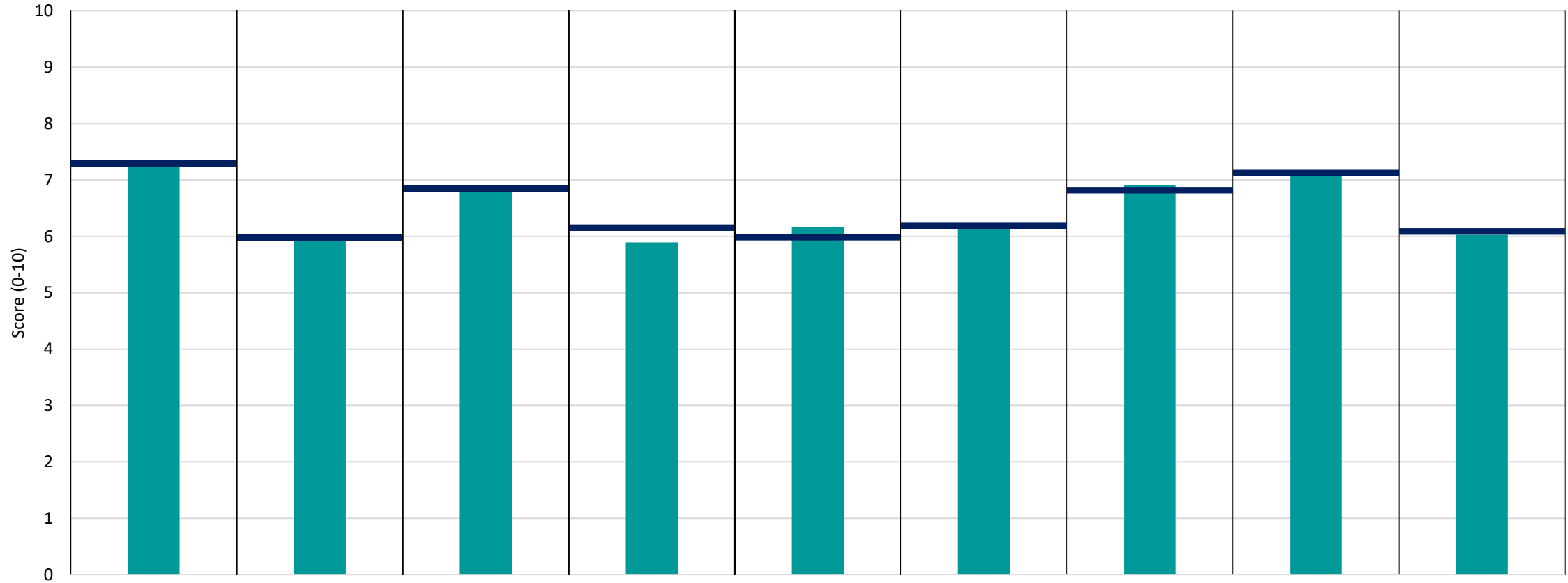
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Breakdown	7.32	5.93	6.84	5.89	6.17	6.22	6.91	7.12	6.03
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	2234	2233	2198	2211	2070	2212	2229	2239	2237



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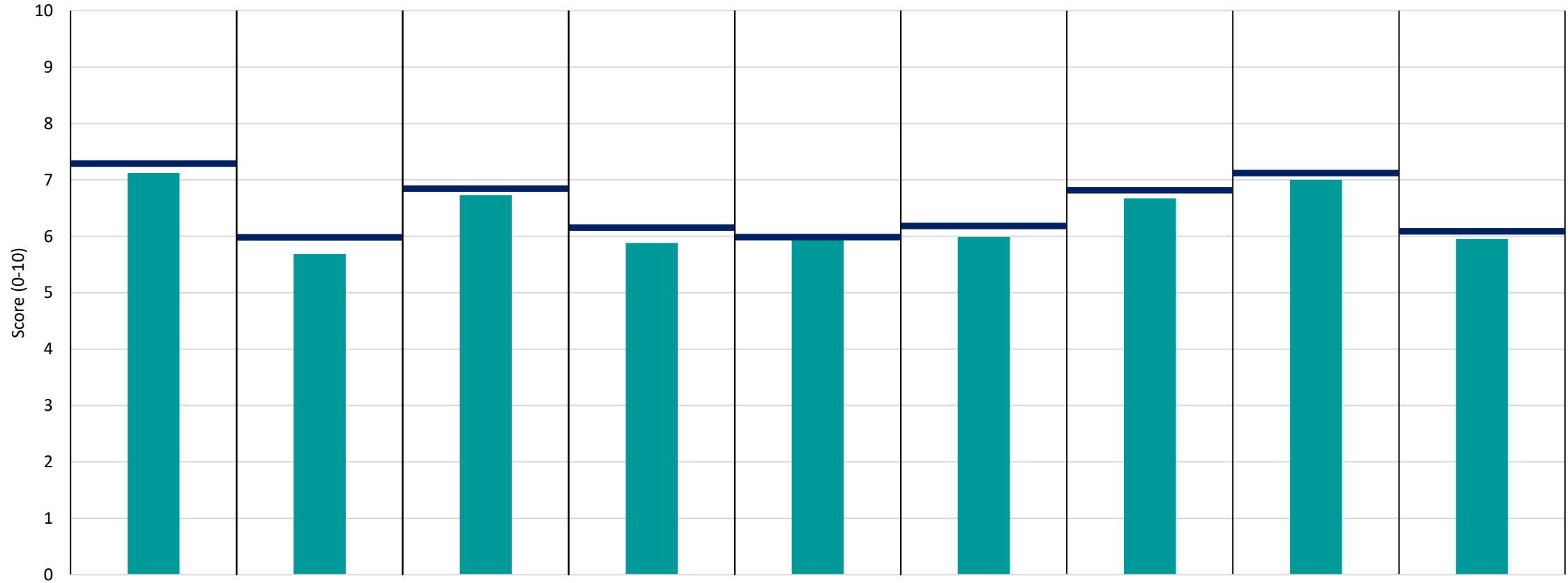
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Breakdown	7.13	5.69	6.73	5.88	5.97	5.99	6.67	7.00	5.95
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	2408	2409	2380	2388	2265	2385	2403	2408	2413



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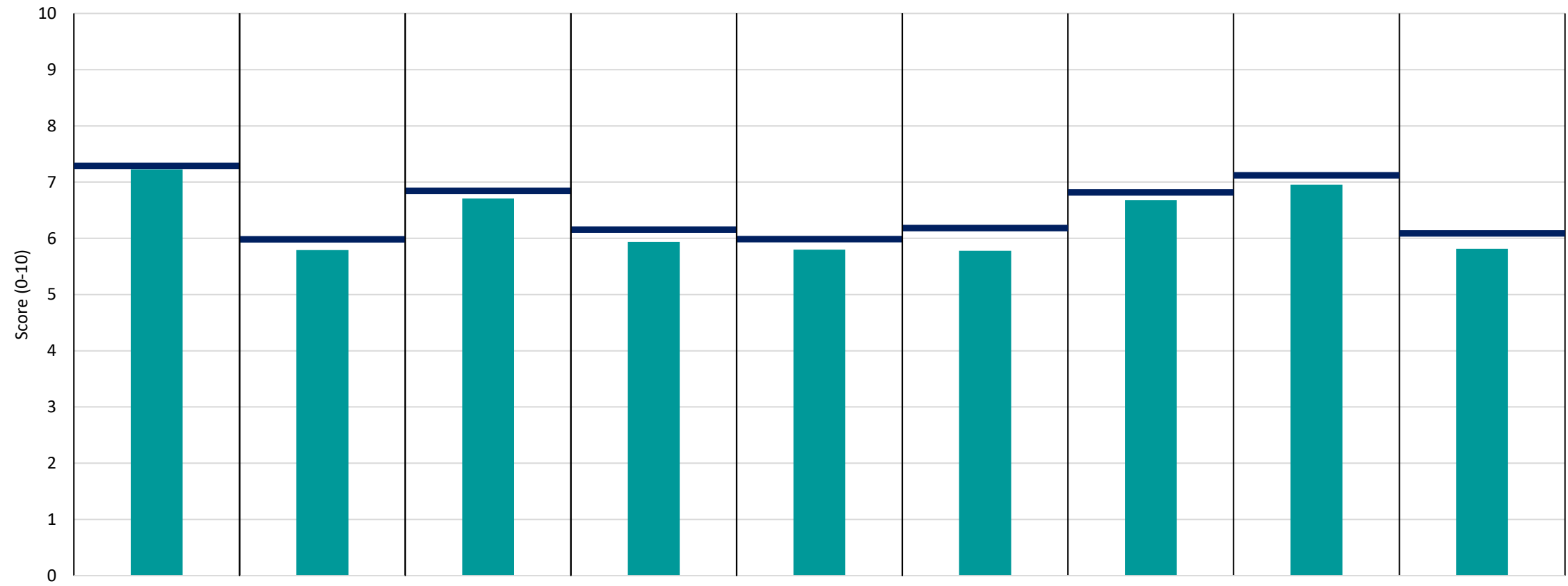
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Breakdown	7.23	5.79	6.71	5.94	5.80	5.78	6.68	6.95	5.81
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	1758	1755	1736	1743	1629	1734	1752	1758	1759



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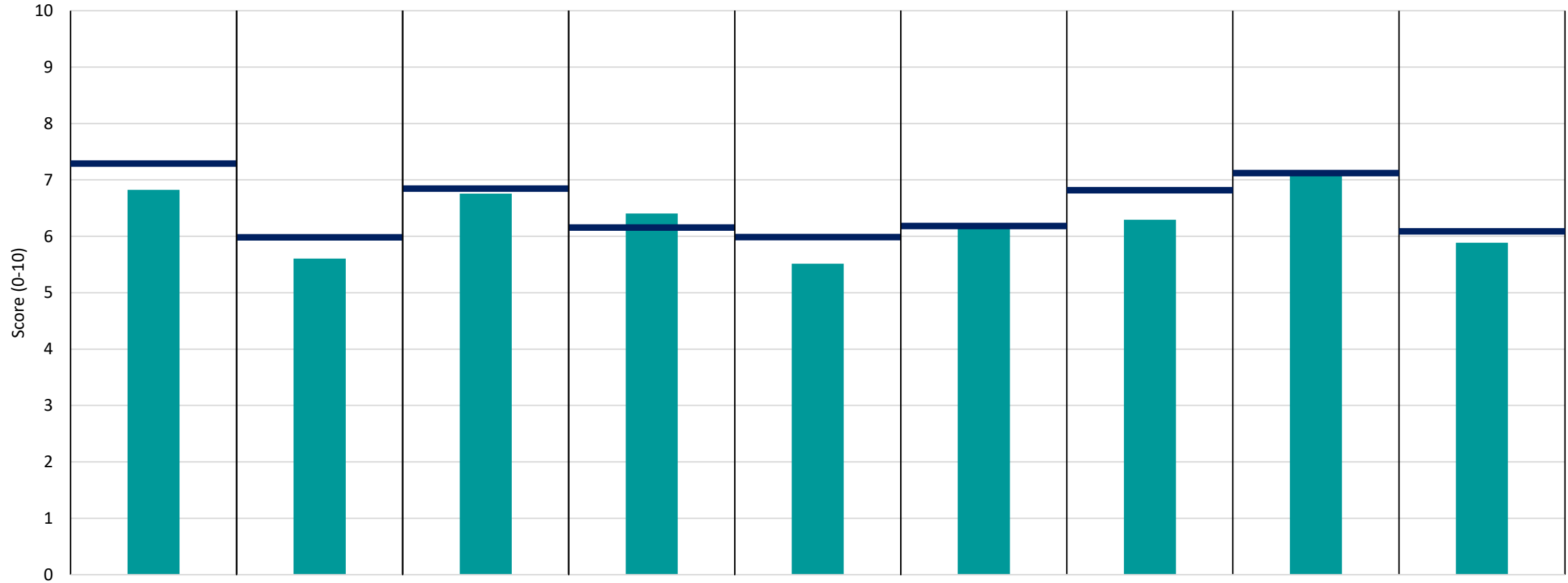
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Breakdown	6.82	5.61	6.76	6.41	5.51	6.21	6.29	7.08	5.89
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	52	53	51	51	51	52	52	52	53



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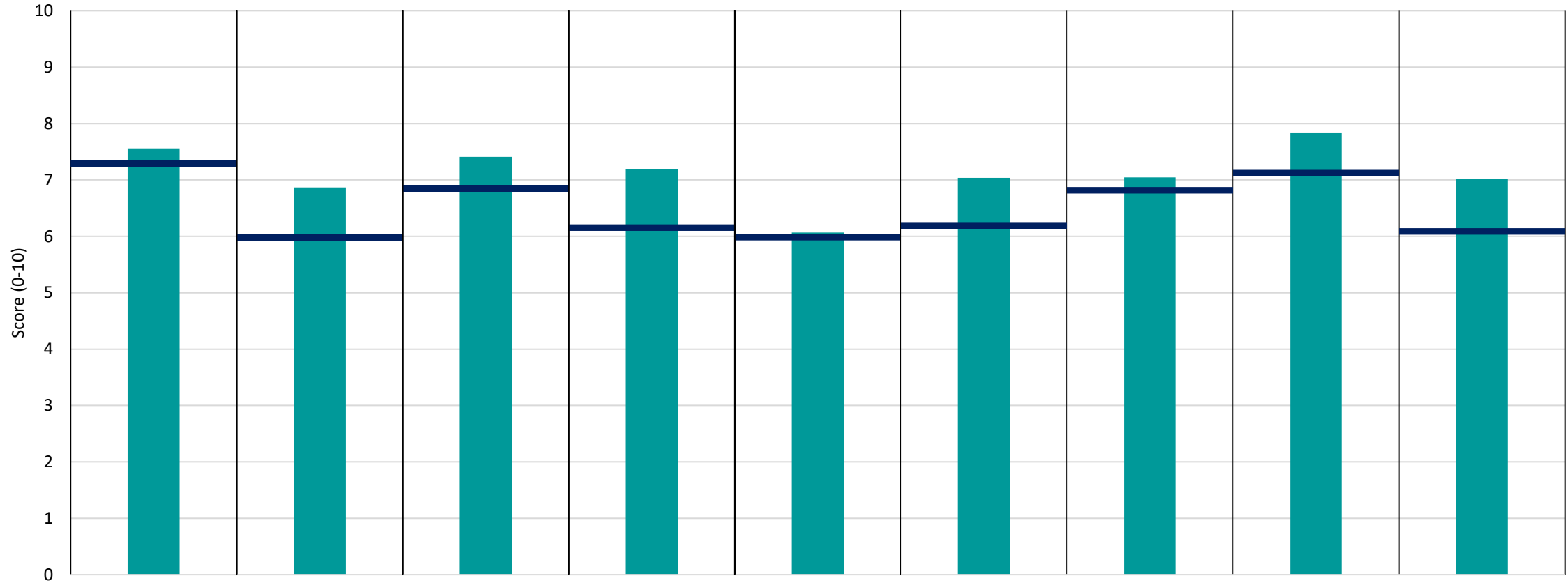
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Breakdown	7.56	6.87	7.41	7.19	6.07	7.04	7.05	7.83	7.02
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	770	781	722	724	564	755	773	769	773



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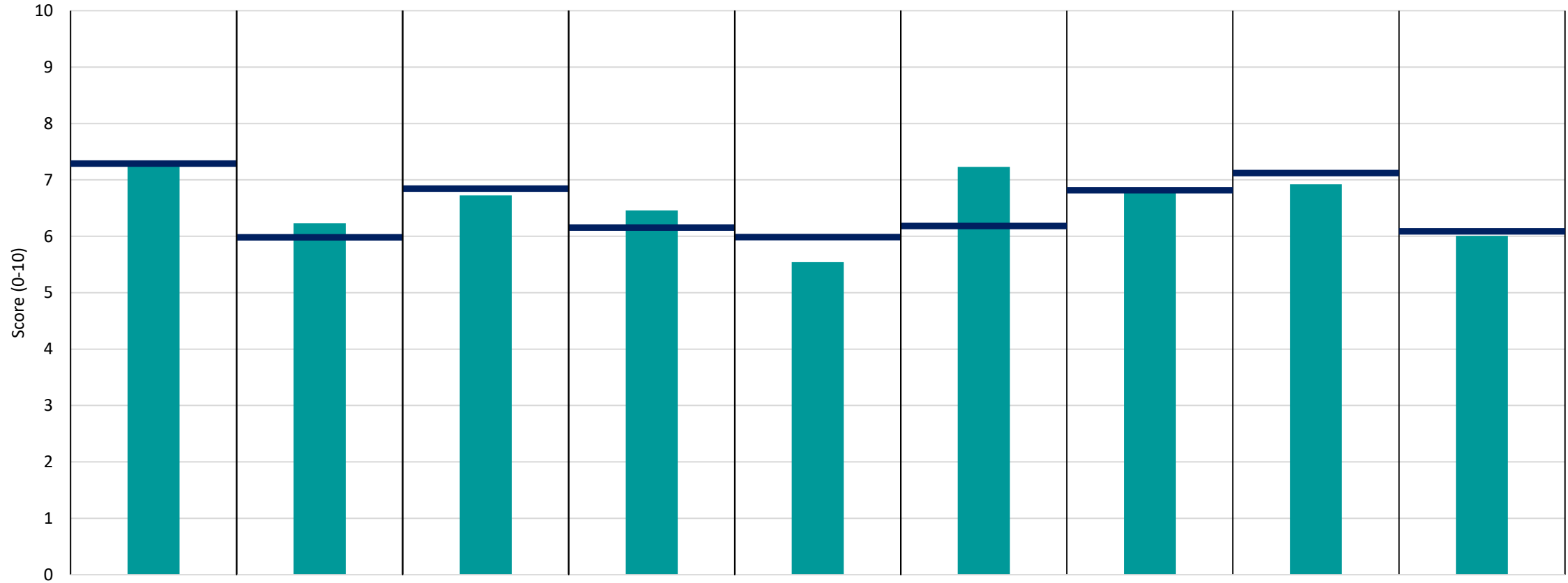
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Breakdown	7.25	6.23	6.72	6.46	5.54	7.23	6.78	6.92	6.01
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	105	105	103	105	96	103	105	105	105



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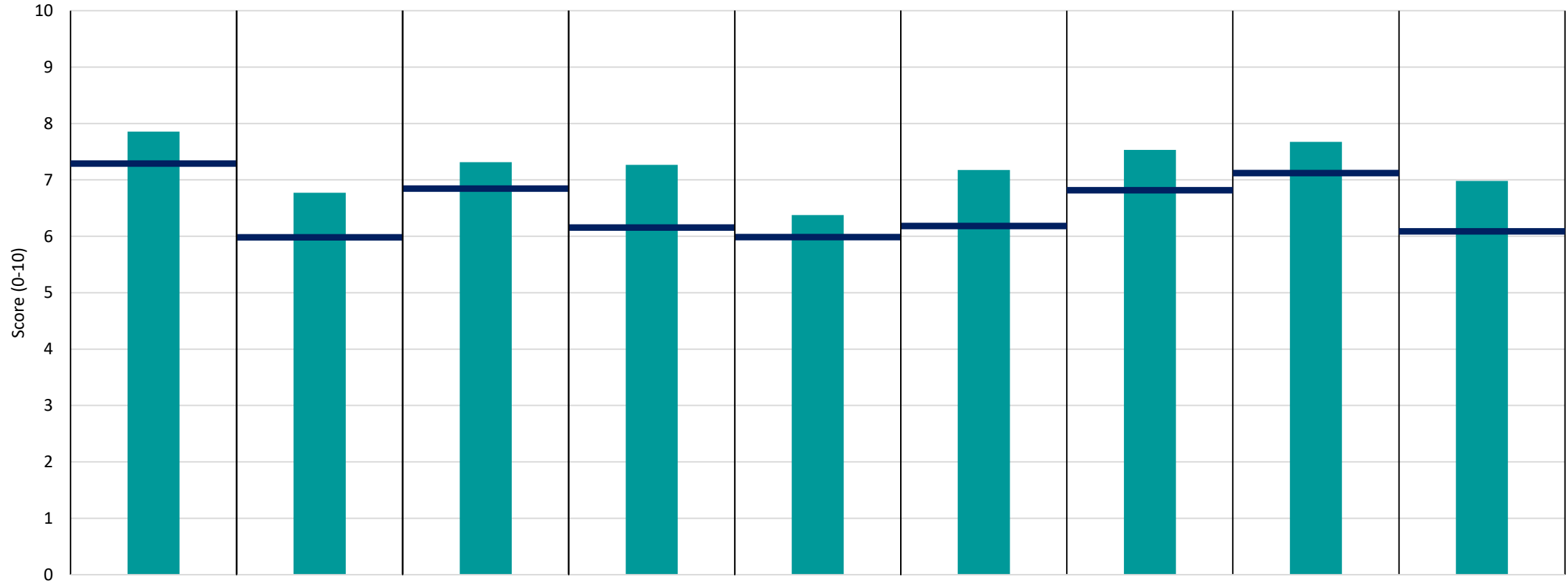
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Breakdown	7.86	6.77	7.31	7.27	6.37	7.18	7.53	7.67	6.98
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	162	161	158	159	155	161	160	162	162





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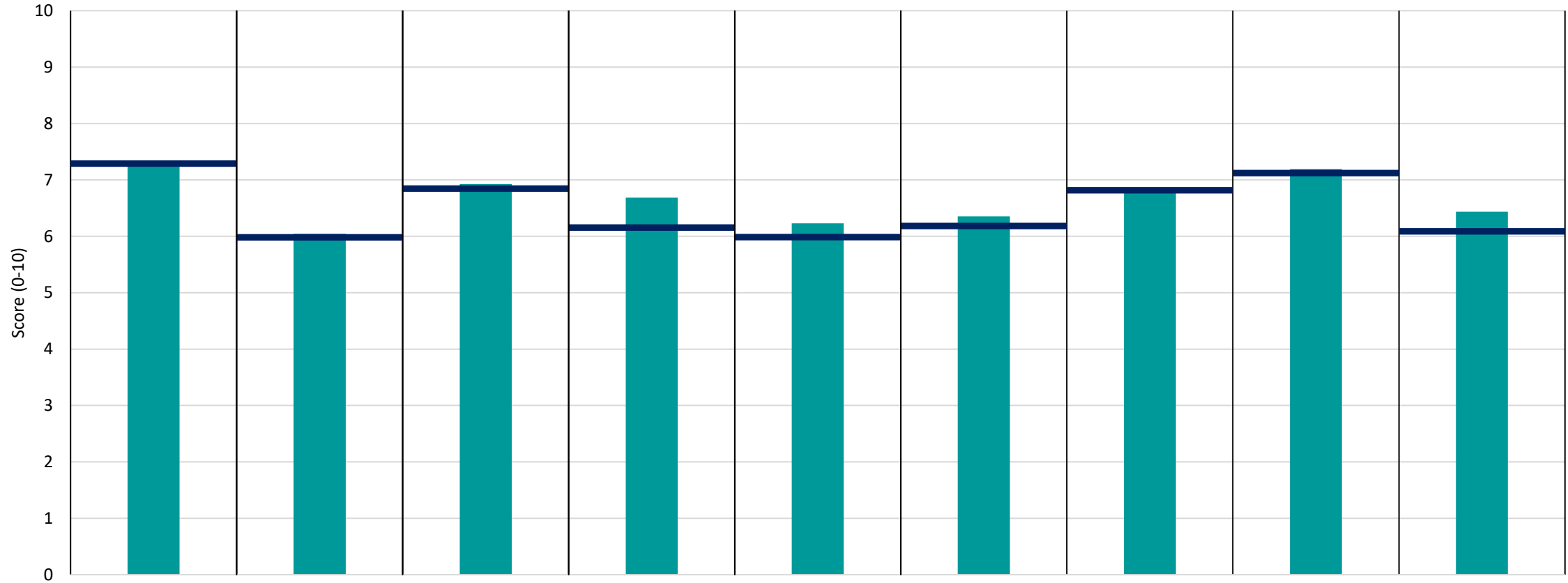
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Breakdown	7.26	6.05	6.93	6.68	6.23	6.35	6.82	7.19	6.44
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	203	203	200	202	183	199	203	203	203



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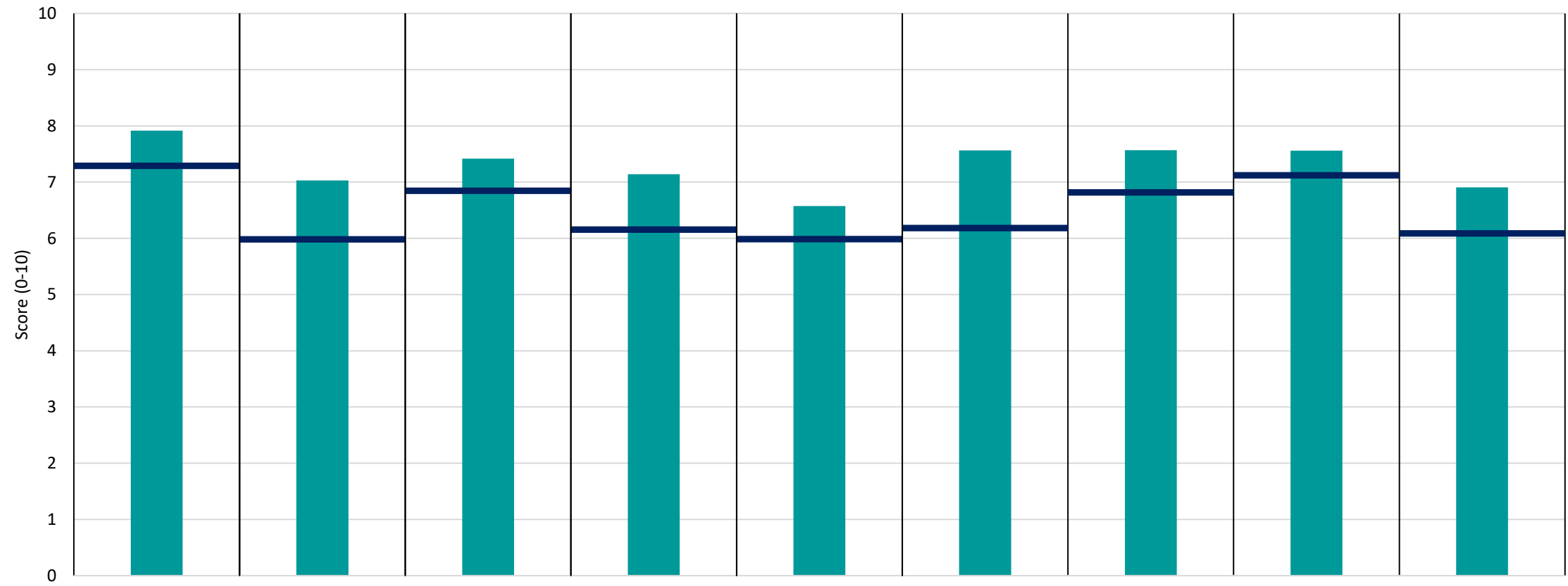
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Breakdown	7.92	7.03	7.42	7.14	6.58	7.56	7.57	7.56	6.91
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	100	100	98	100	97	99	100	100	100



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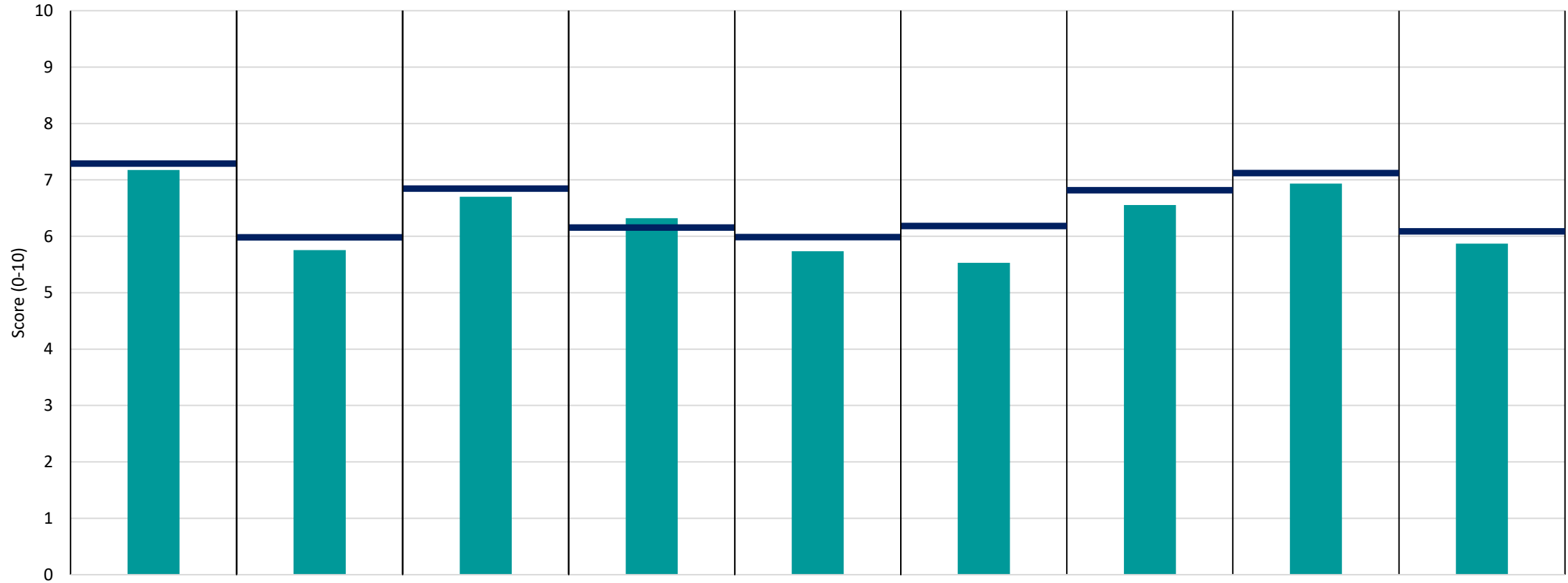
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Breakdown	7.18	5.75	6.70	6.32	5.73	5.53	6.56	6.94	5.87
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	715	714	708	709	673	709	713	716	716



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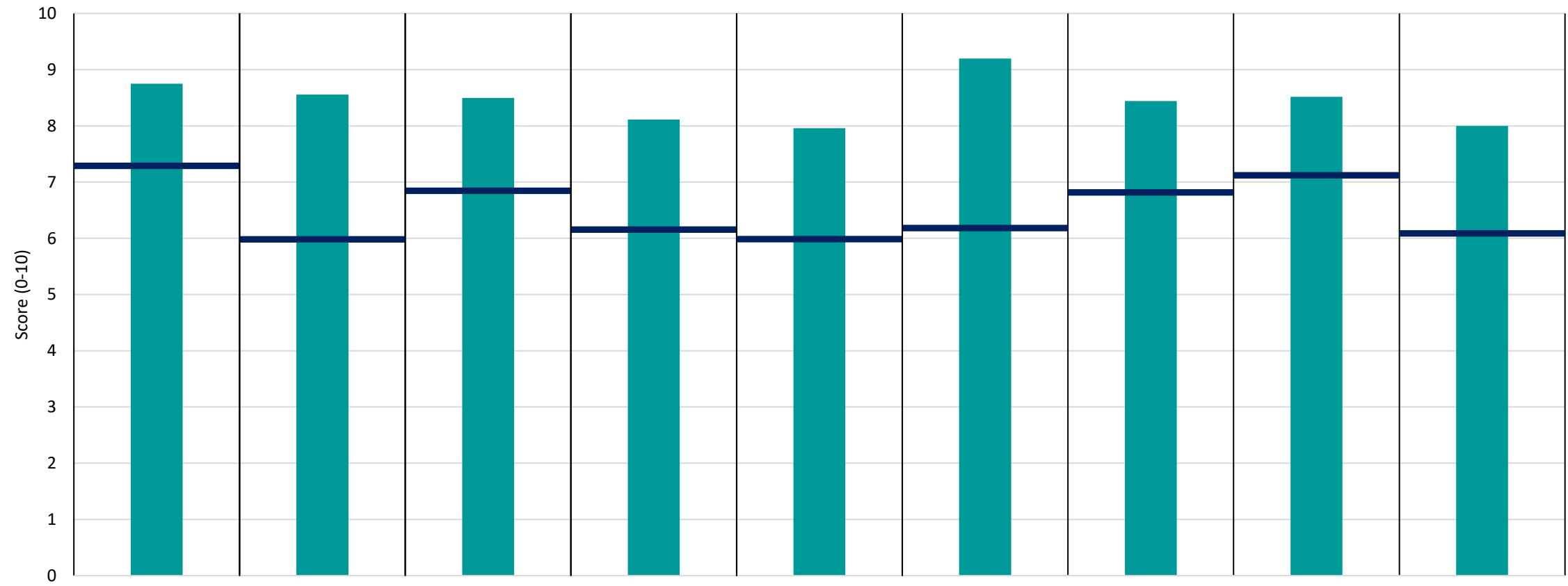
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Breakdown	8.75	8.56	8.50	8.11	7.96	9.20	8.44	8.52	8.00
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	27	27	26	27	26	27	27	27	27



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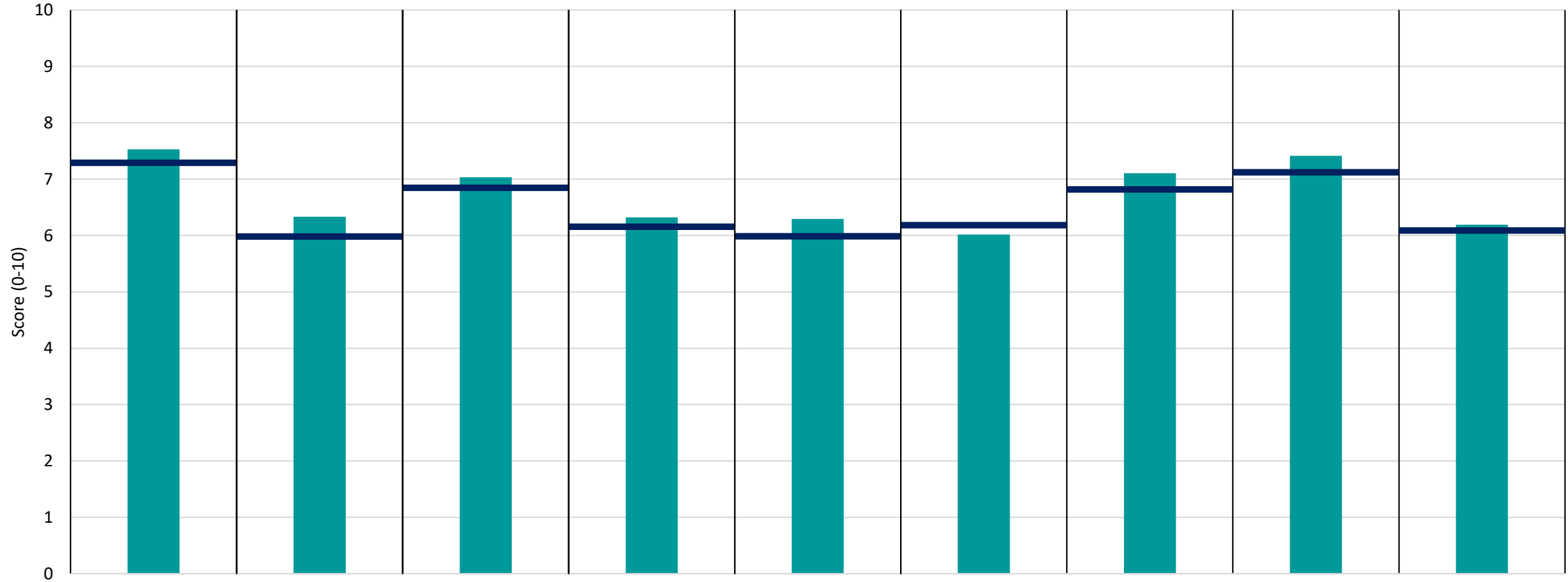
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Breakdown	7.53	6.33	7.03	6.32	6.29	6.02	7.10	7.41	6.19
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	82	81	82	81	80	81	81	82	82



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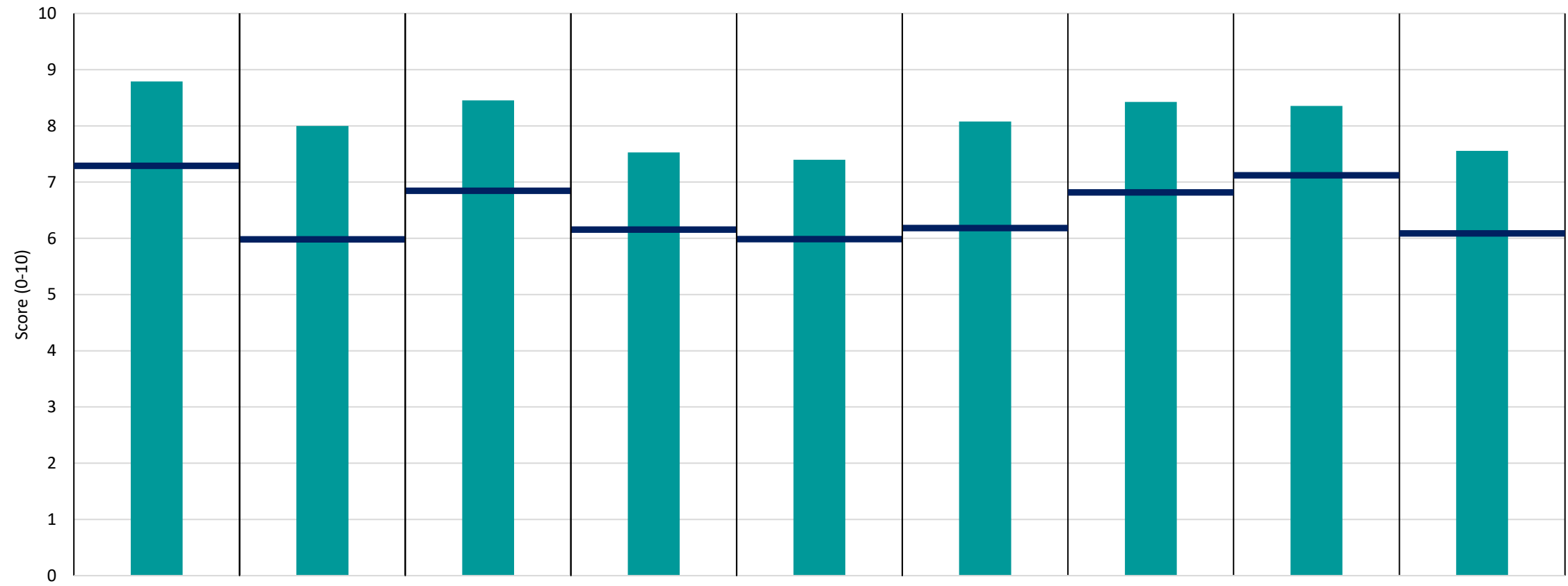
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Breakdown	8.79	8.00	8.45	7.53	7.40	8.08	8.43	8.35	7.55
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	13	13	13	13	13	13	13	13	13



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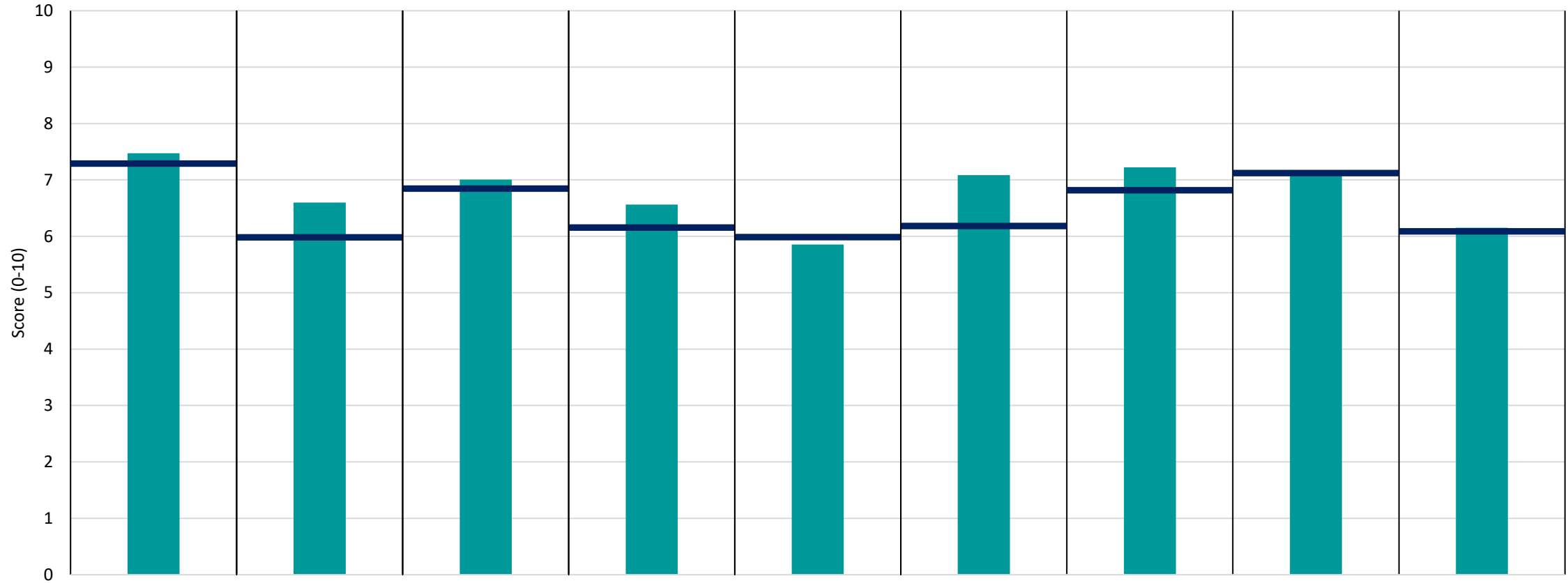
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Breakdown	7.47	6.60	7.01	6.56	5.86	7.09	7.23	7.17	6.15
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	139	138	138	139	132	137	139	139	139



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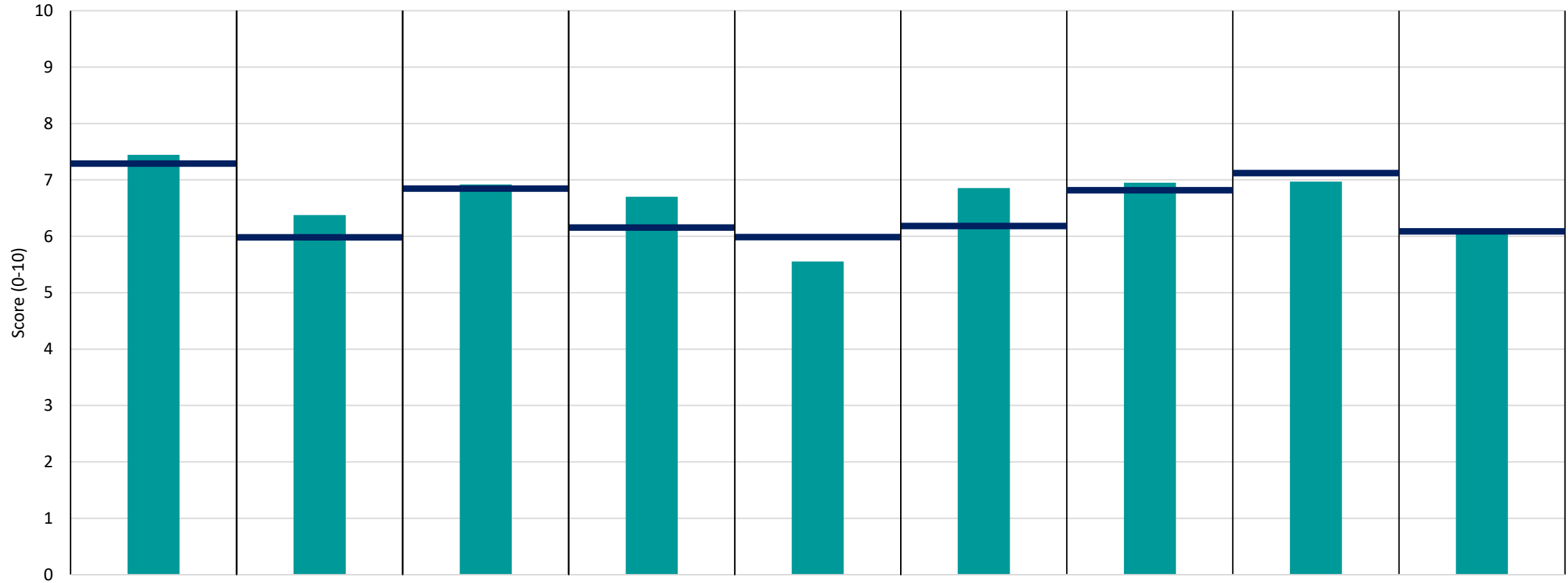
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Breakdown	7.45	6.38	6.92	6.70	5.55	6.86	6.95	6.97	6.09
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	113	111	112	113	111	111	113	113	113





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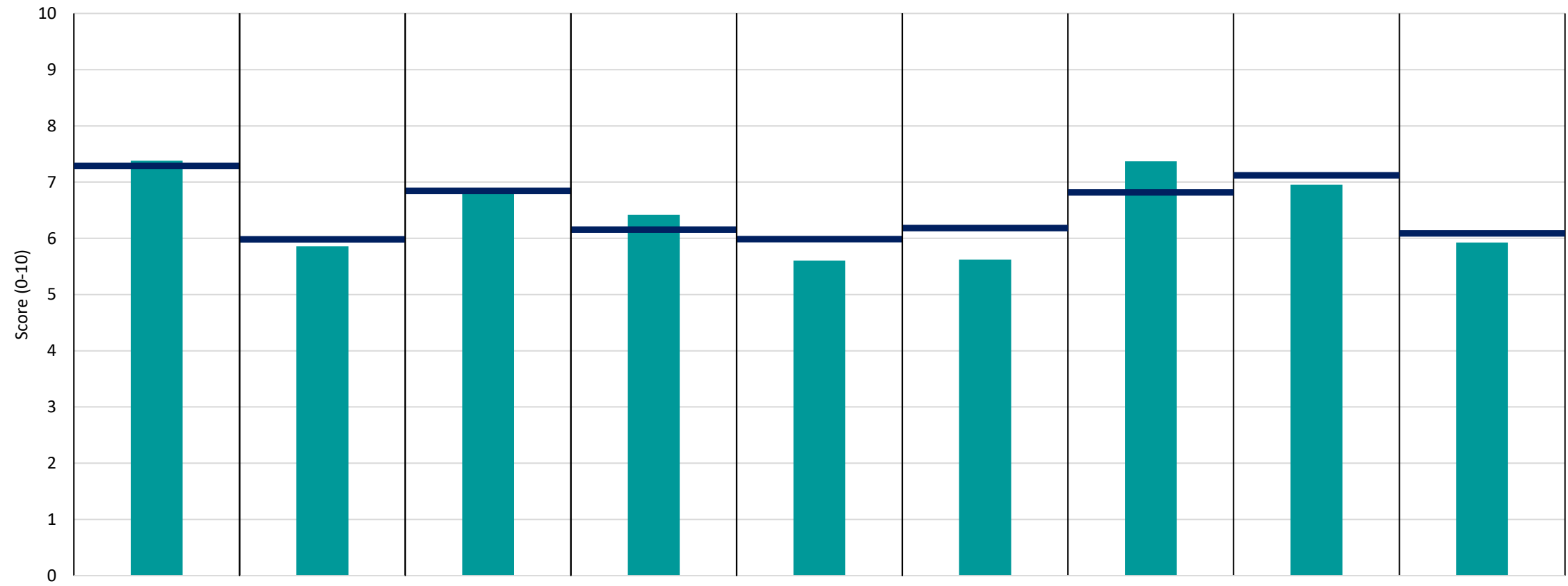
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Breakdown	7.38	5.86	6.89	6.42	5.61	5.62	7.37	6.96	5.93
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	39	39	39	39	38	39	39	39	39



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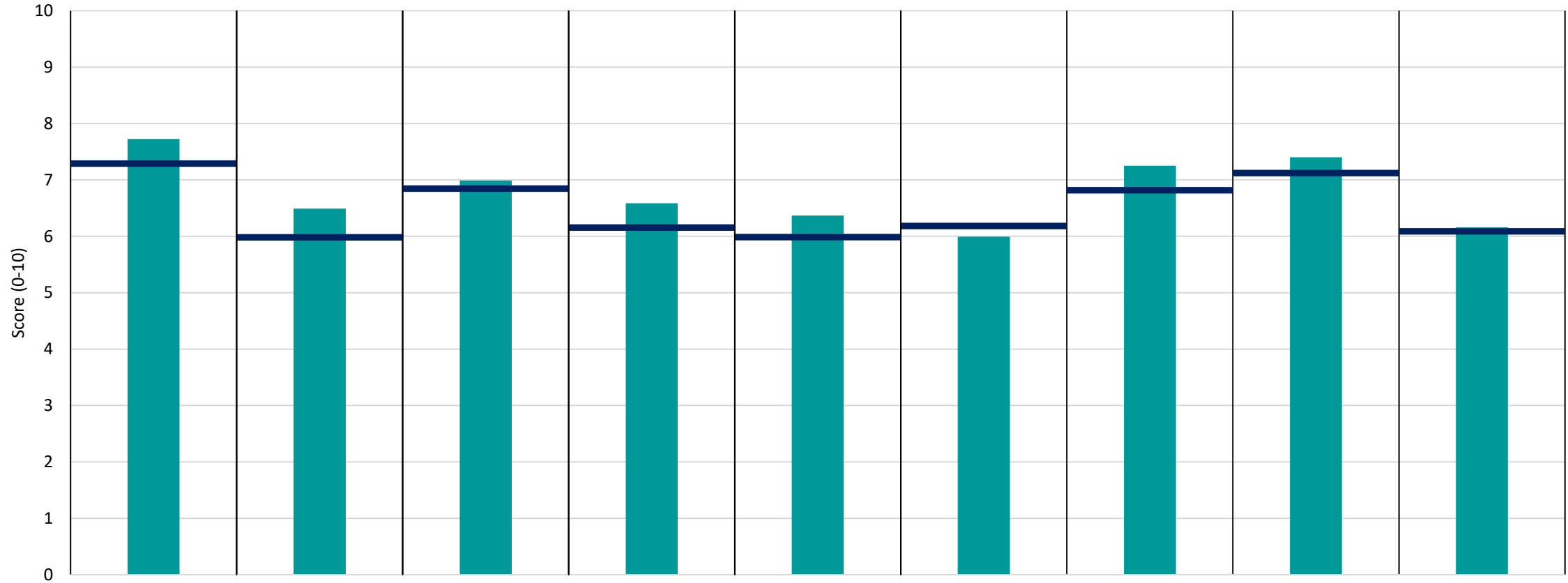
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Breakdown	7.73	6.49	6.99	6.59	6.37	5.99	7.25	7.40	6.16
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	76	76	76	76	73	74	74	76	76



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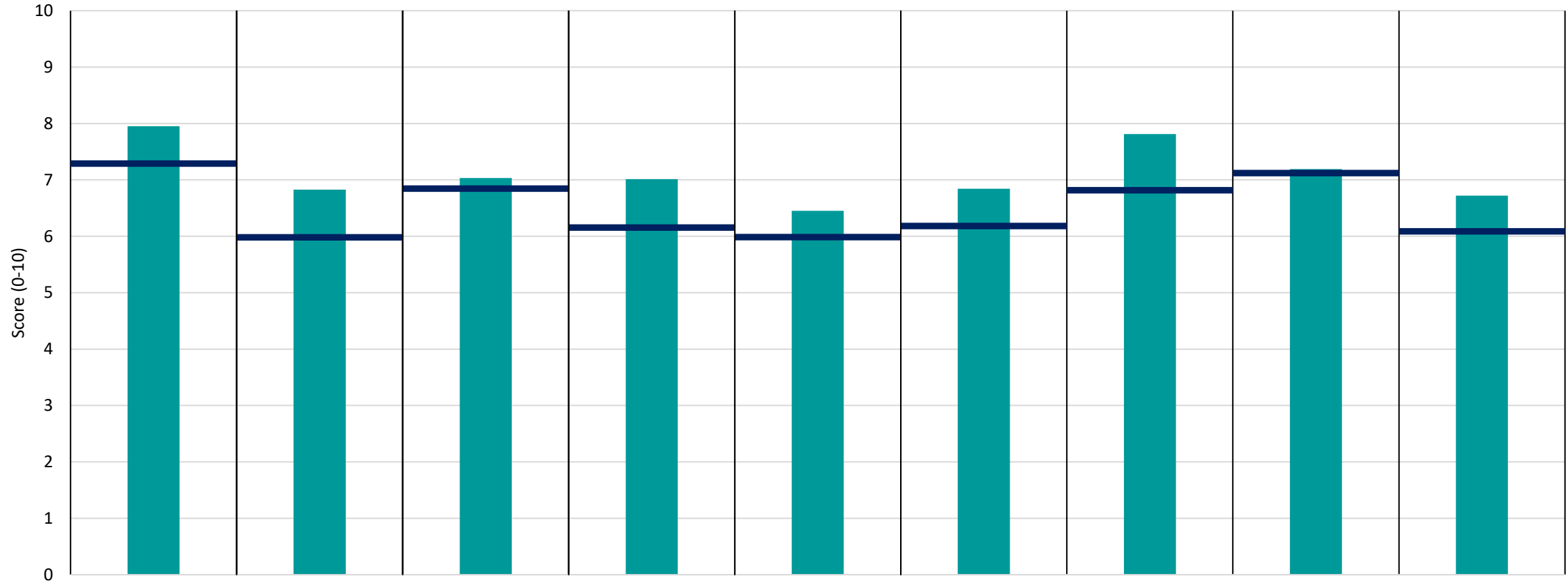
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Breakdown	7.95	6.83	7.04	7.01	6.45	6.84	7.81	7.19	6.72
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	26	26	26	26	26	26	26	26	26



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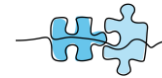
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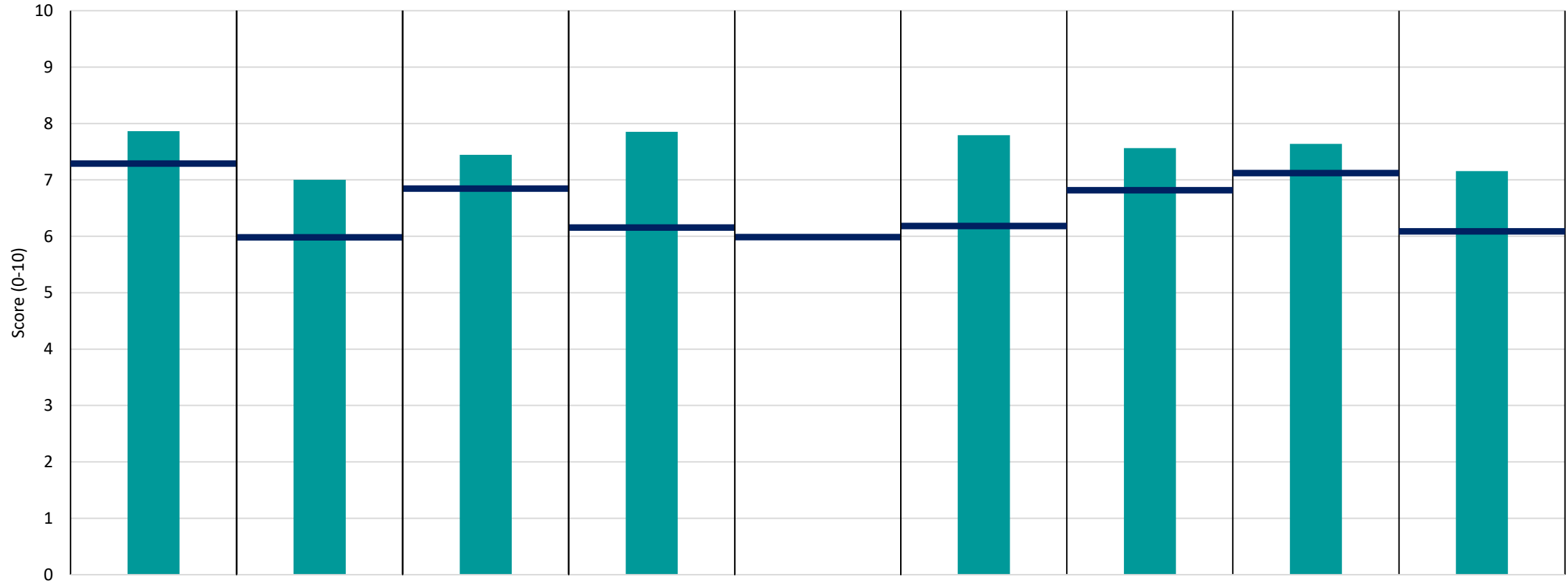
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Breakdown	7.86	7.00	7.45	7.85	-	7.79	7.56	7.64	7.15
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	10	10	10	10	-	10	10	10	10



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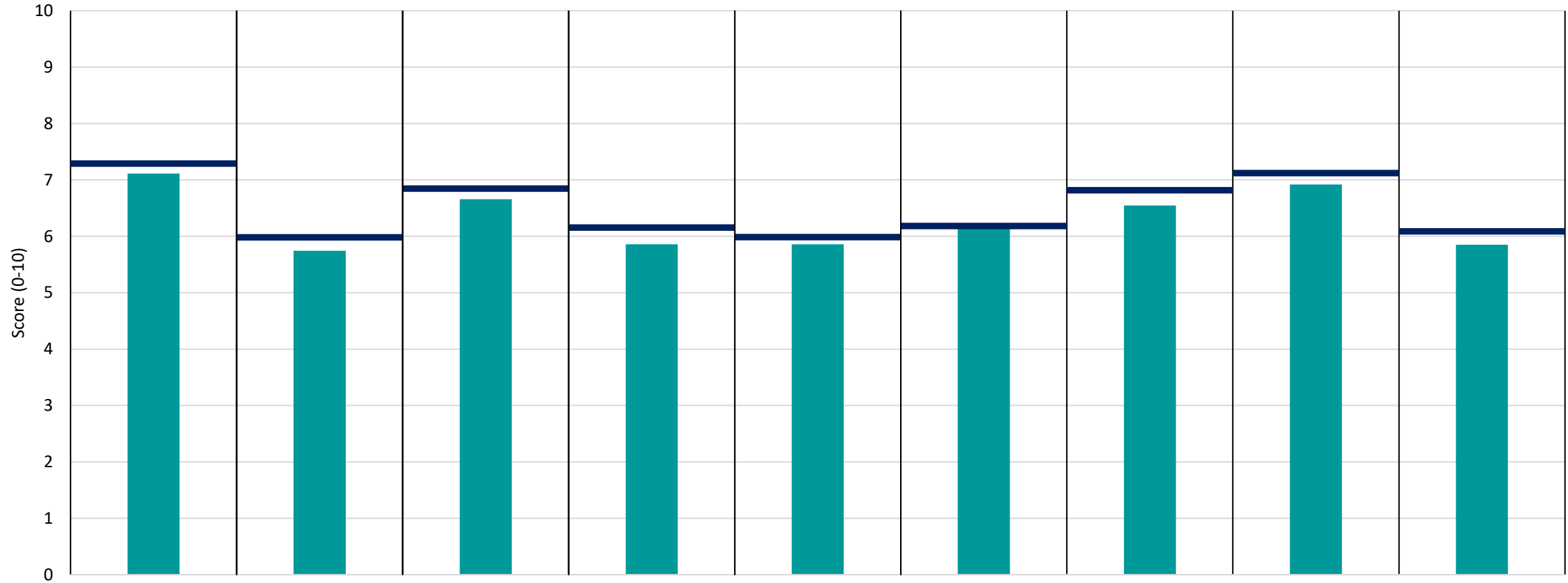
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Breakdown	7.11	5.74	6.66	5.86	5.86	6.14	6.55	6.92	5.85
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	192	192	188	190	184	190	192	191	191

# Breakdowns 2

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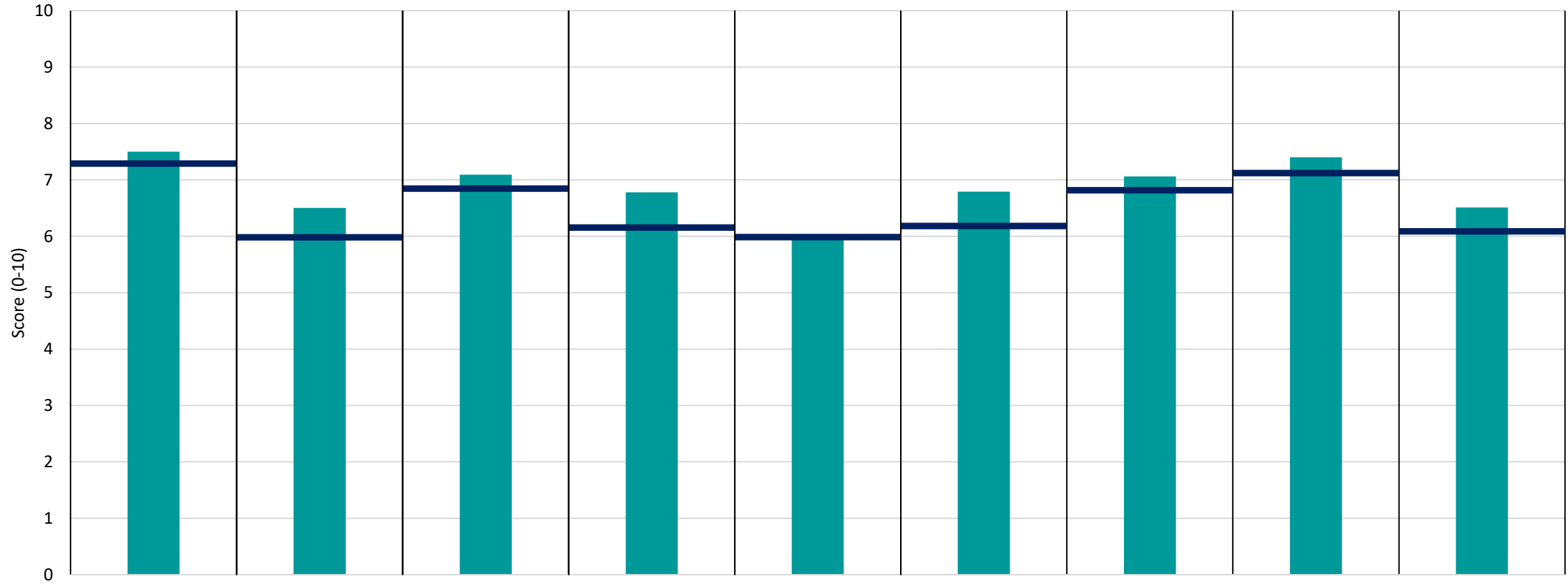
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Breakdown	7.50	6.50	7.09	6.78	6.03	6.79	7.06	7.40	6.51
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	2640	2647	2569	2585	2338	2605	2634	2638	2644



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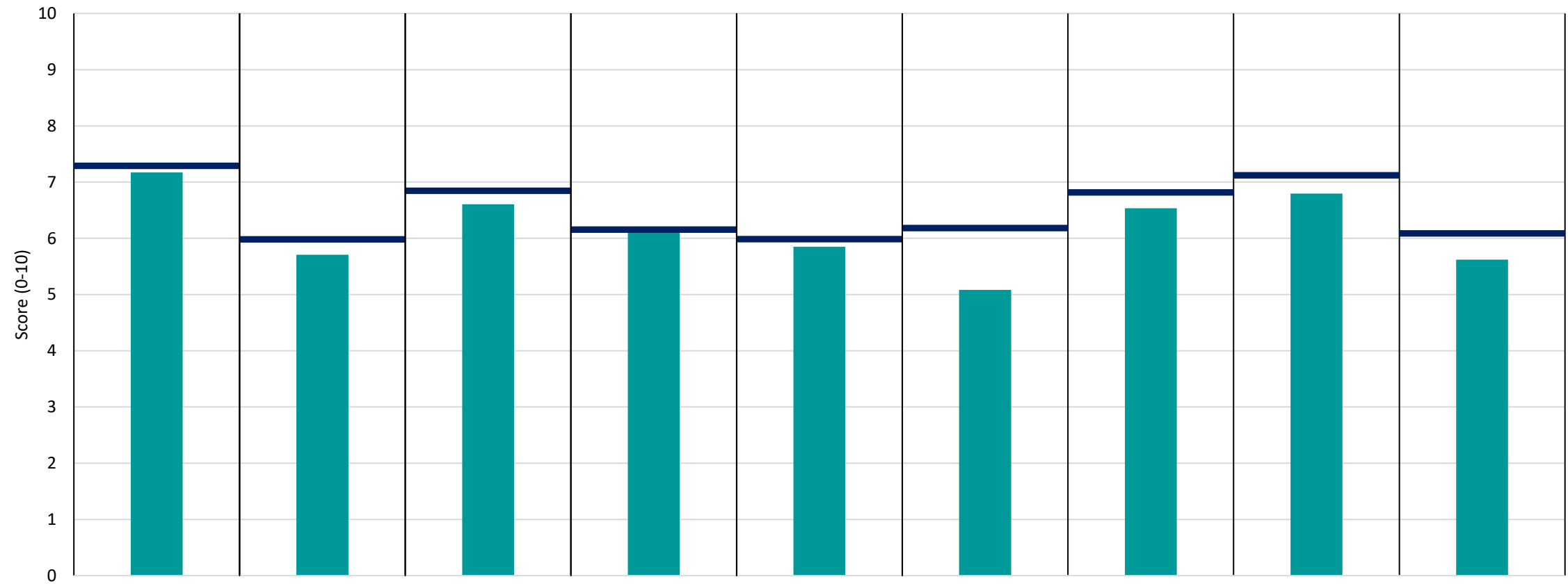
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Breakdown	7.17	5.71	6.60	6.10	5.85	5.08	6.54	6.80	5.62
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	264	264	260	262	253	262	265	265	265





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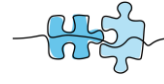
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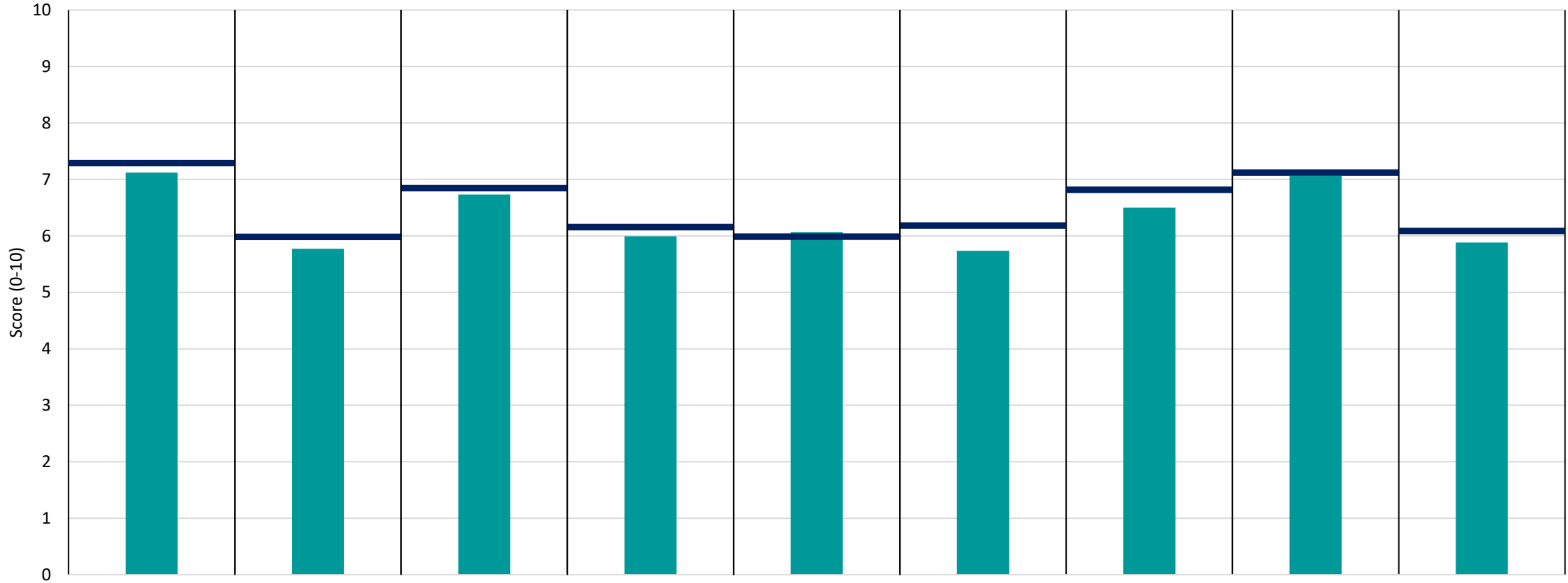
We are a team



Staff Engagement



Morale



Breakdown	7.12	5.77	6.73	5.99	6.07	5.74	6.50	7.06	5.88
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	343	342	338	341	317	339	340	343	343



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compassionate and  
inclusive



We are recognised  
and rewarded



We each have a voice  
that counts



We are safe and  
healthy



We are always  
learning



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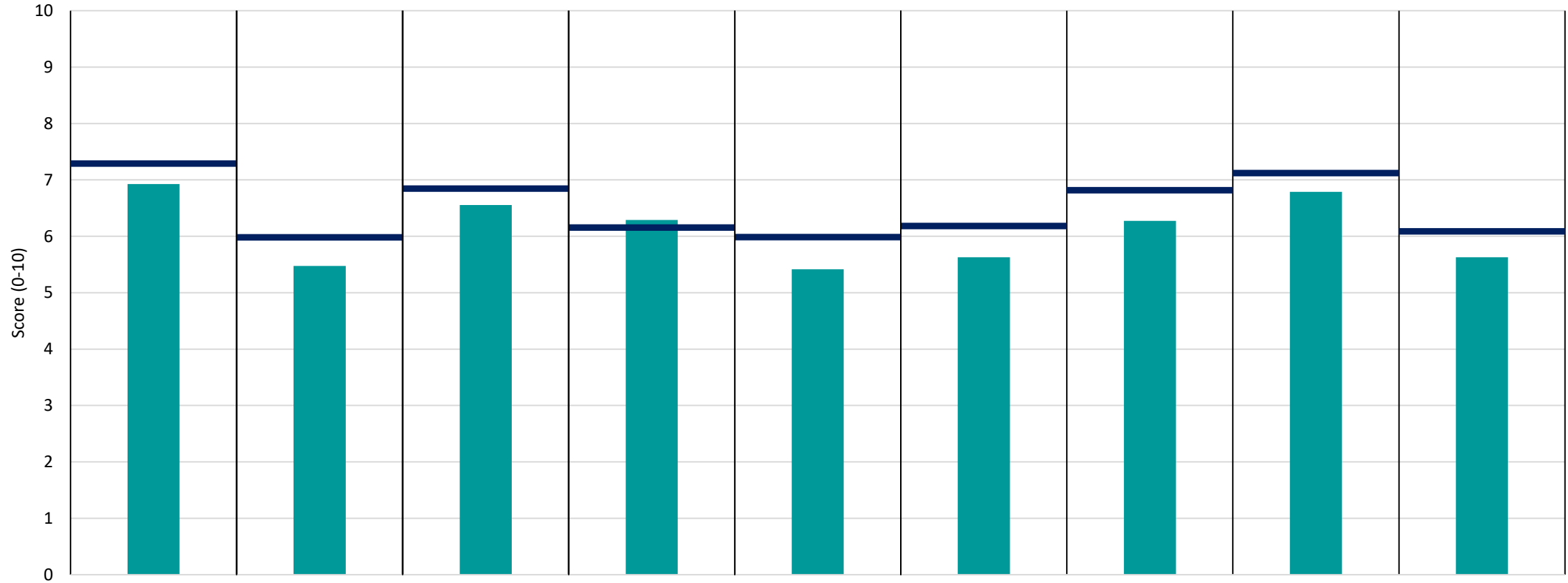
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Staff Engagement



Morale



Breakdown	6.92	5.48	6.55	6.29	5.41	5.63	6.28	6.79	5.63
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	144	143	143	143	136	144	144	144	144



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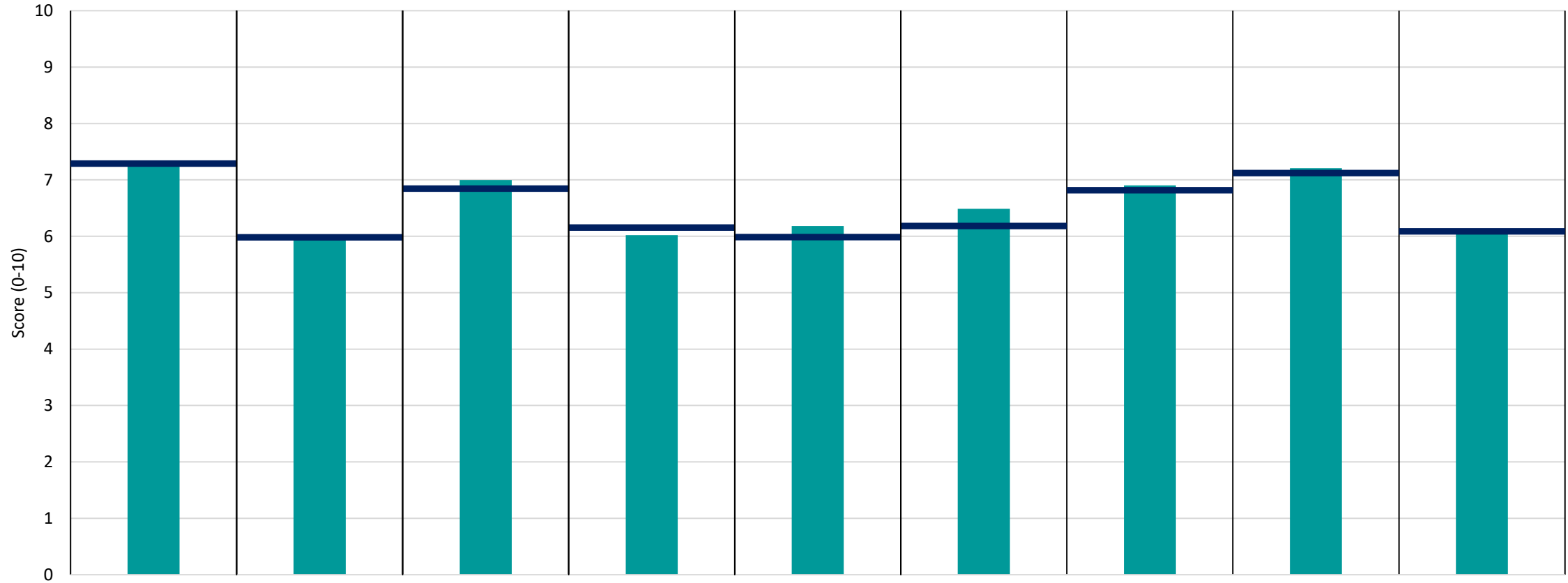
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Staff Engagement



Morale



Breakdown	7.34	6.00	7.00	6.02	6.18	6.49	6.90	7.21	6.05
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	180	180	179	178	172	178	180	180	180



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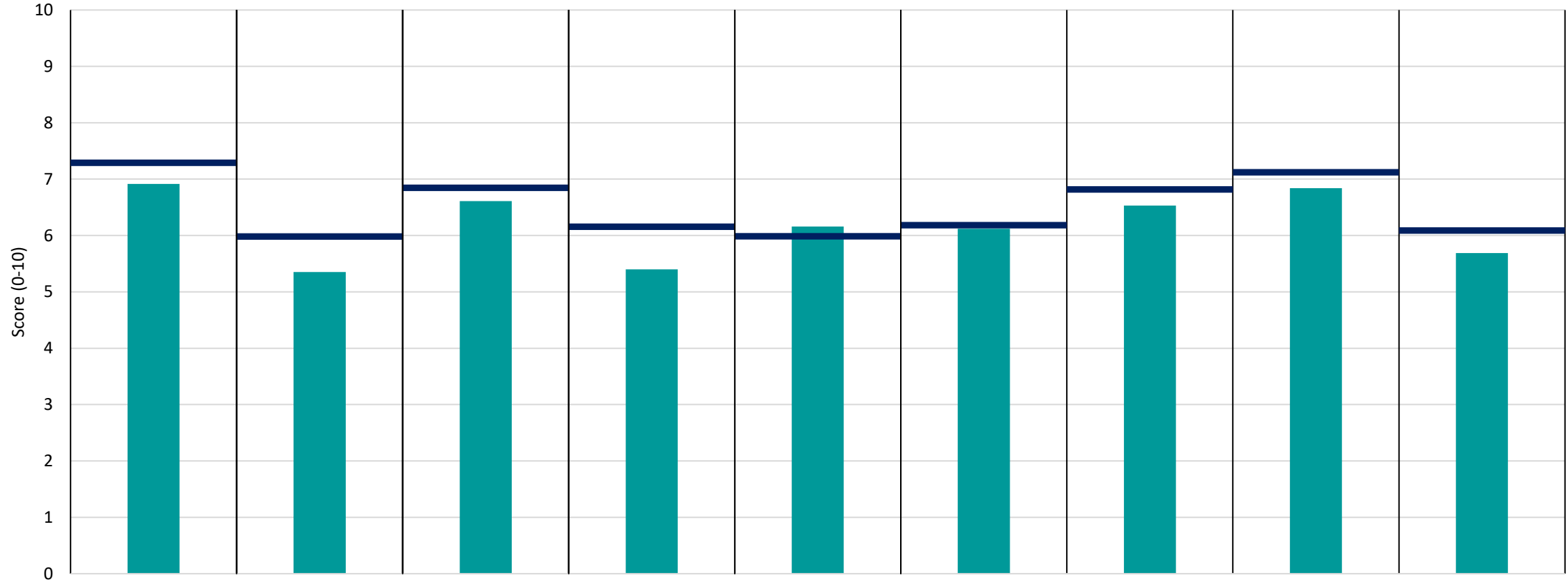
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Staff Engagement



Morale



Breakdown	6.92	5.35	6.61	5.40	6.16	6.12	6.53	6.84	5.69
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	557	557	550	553	517	552	557	557	558



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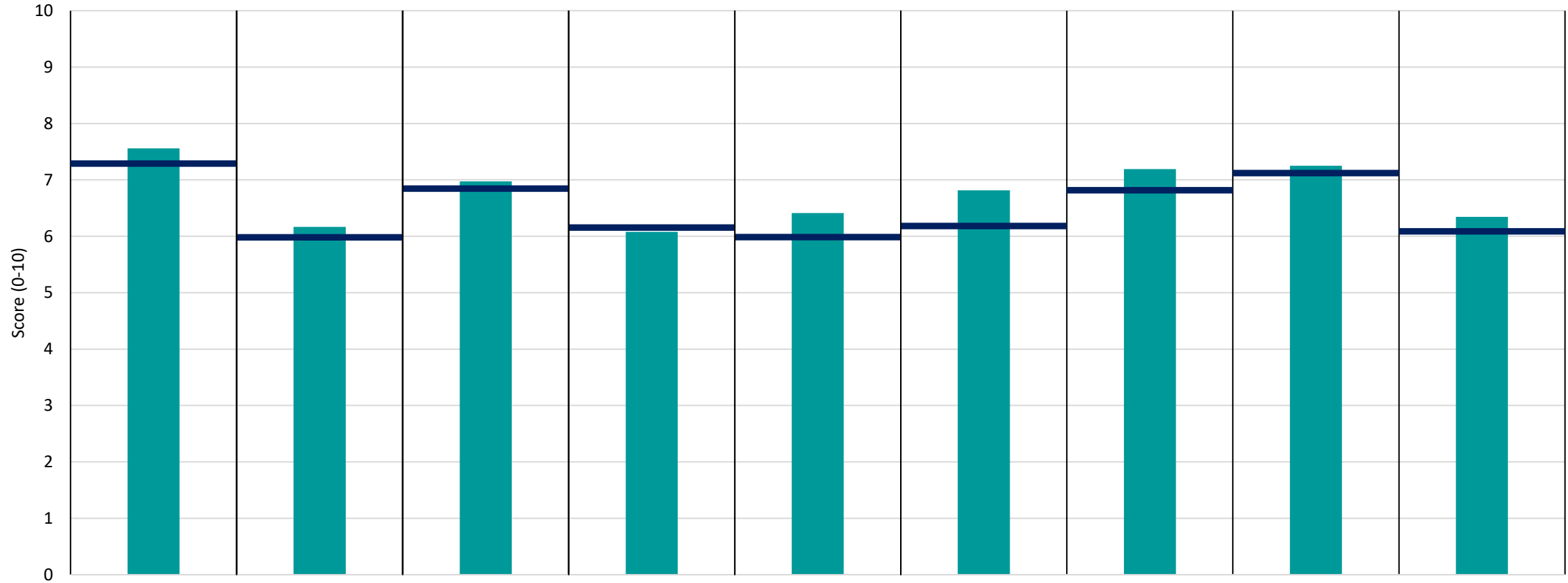
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Staff Engagement



Morale



Breakdown	7.56	6.17	6.97	6.08	6.41	6.82	7.19	7.25	6.35
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	439	441	432	433	407	436	437	441	440



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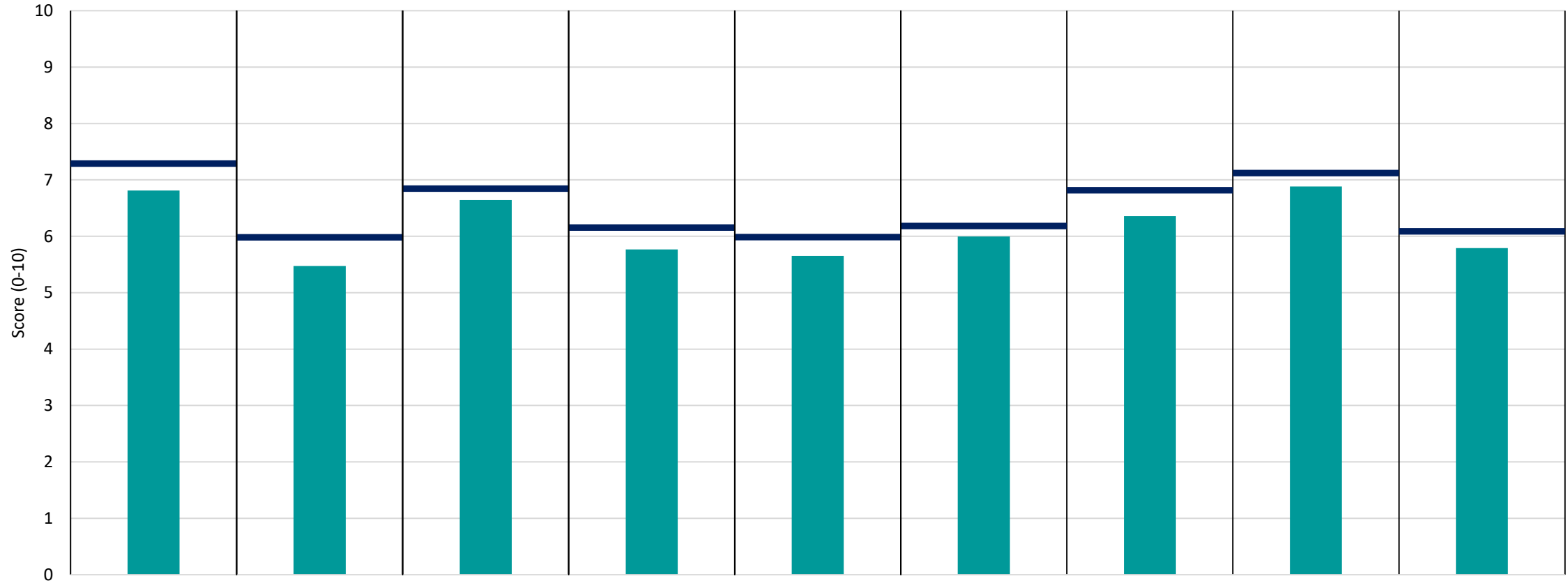
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Staff Engagement



Morale



Breakdown	6.81	5.48	6.64	5.77	5.65	5.99	6.36	6.88	5.79
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	217	217	216	217	208	214	216	217	217



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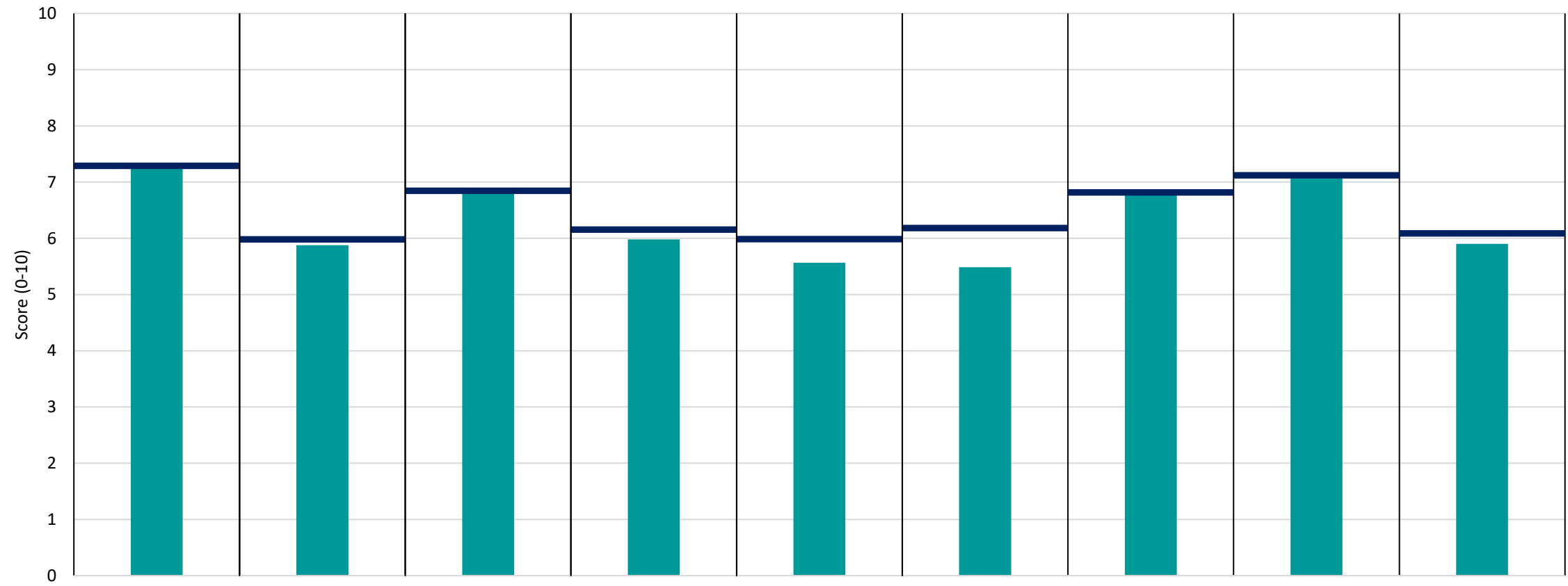
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Staff Engagement



Morale



Breakdown	7.32	5.88	6.81	5.98	5.57	5.48	6.80	7.07	5.90
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	197	196	194	197	181	193	196	197	197



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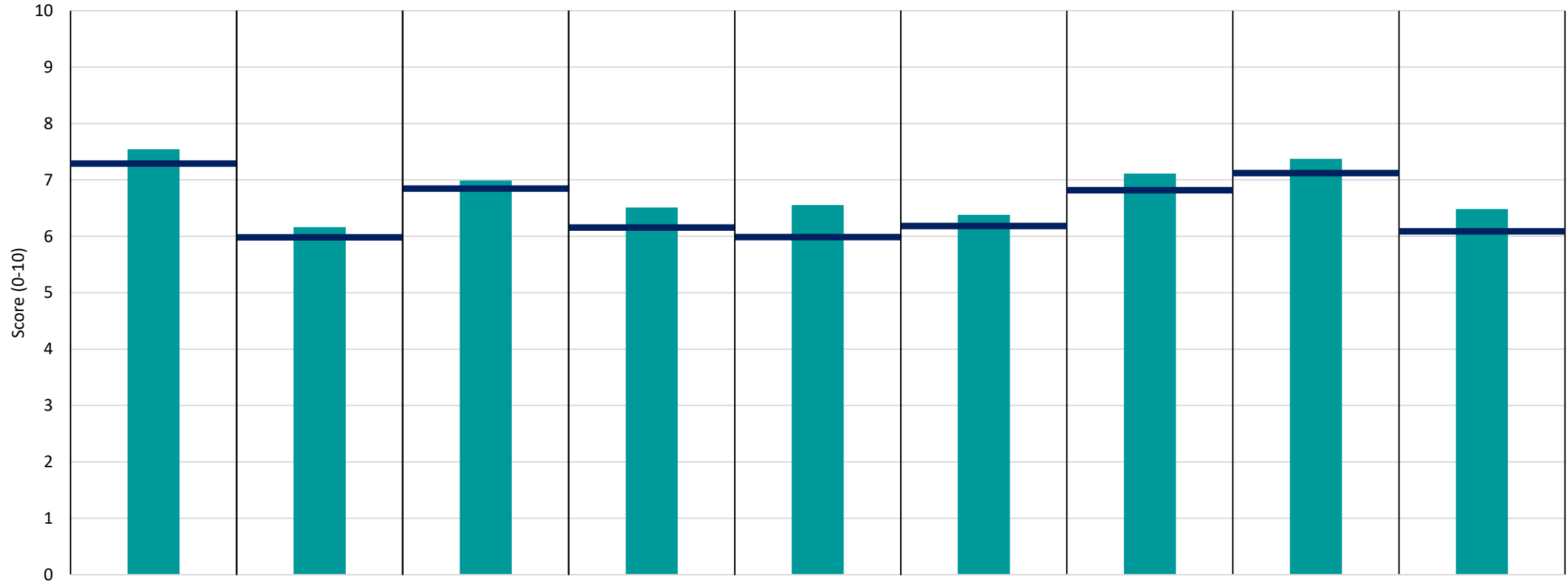
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Staff Engagement



Morale



Breakdown	7.55	6.16	6.99	6.51	6.56	6.38	7.11	7.38	6.48
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	197	197	193	196	182	192	197	199	198





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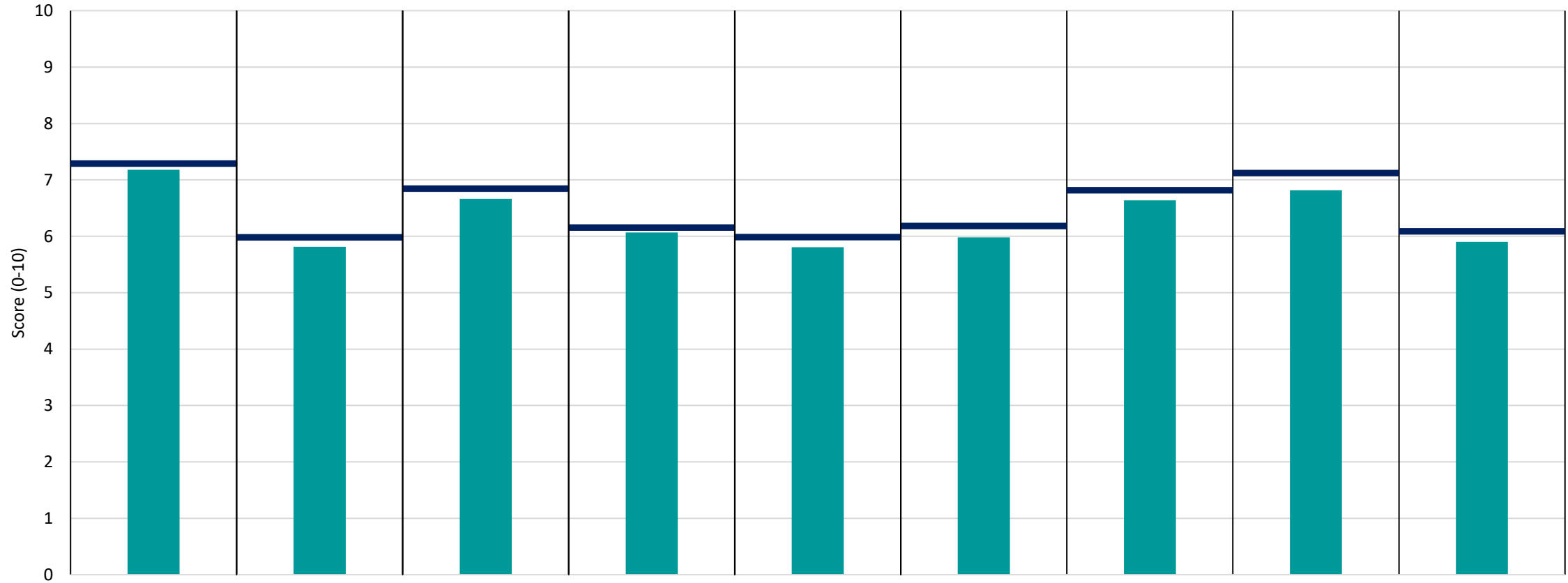
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Staff Engagement



Morale



Breakdown	7.18	5.81	6.67	6.07	5.81	5.98	6.64	6.81	5.90
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	403	402	399	399	375	398	403	403	402



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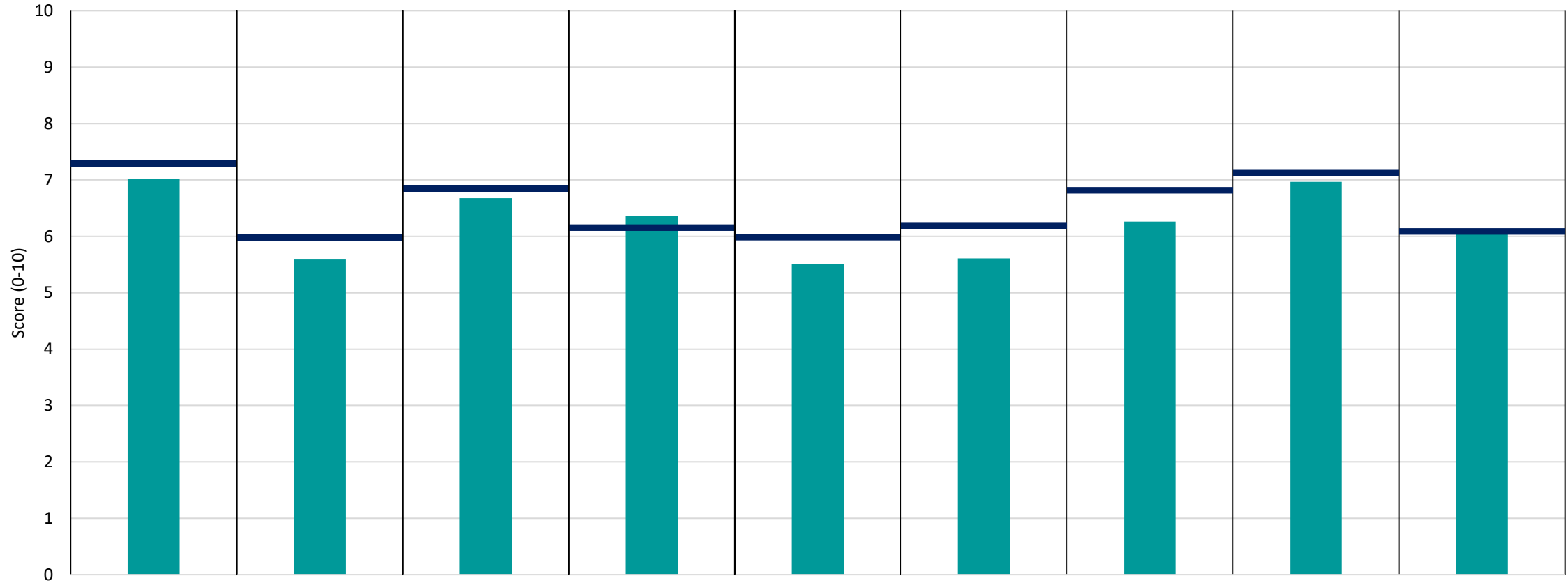
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Staff Engagement



Morale



Breakdown	7.01	5.59	6.68	6.36	5.51	5.61	6.26	6.97	6.09
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	158	159	158	157	152	157	158	159	158



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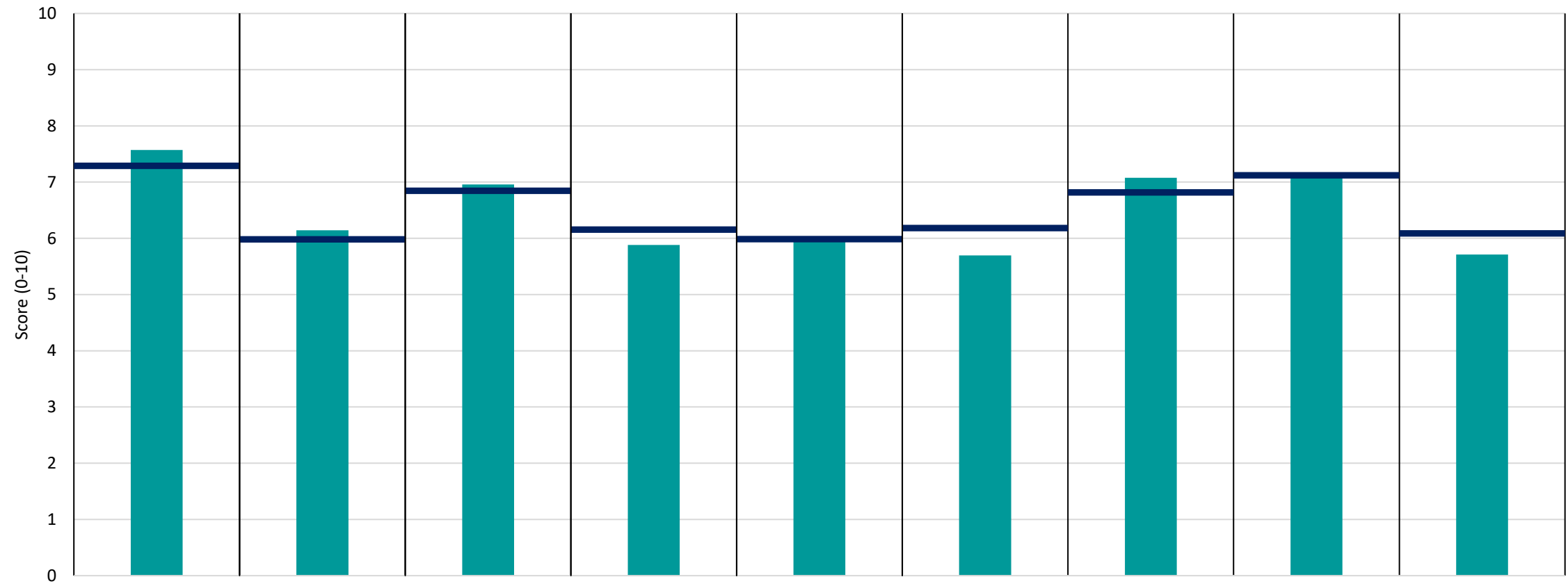
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Staff Engagement



Morale



Breakdown	7.57	6.15	6.96	5.88	5.97	5.70	7.08	7.17	5.71
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	281	279	280	280	273	279	280	282	282



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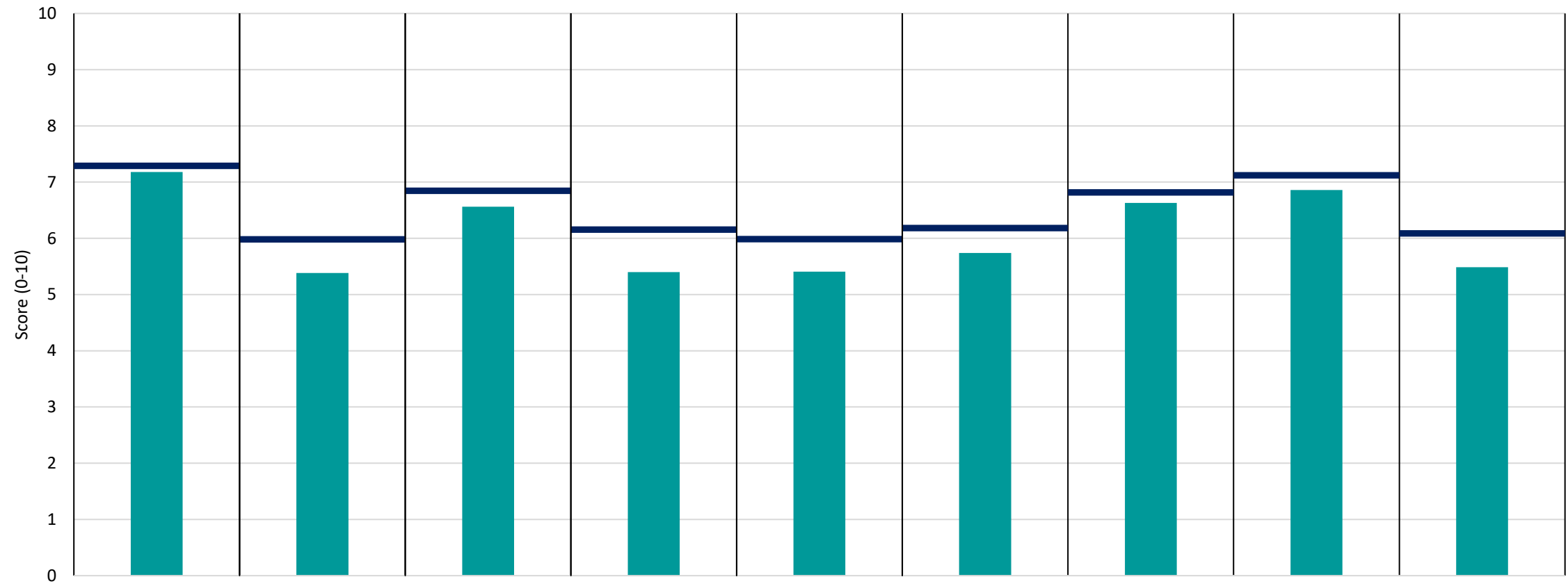
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Staff Engagement



Morale



Breakdown	7.18	5.38	6.56	5.40	5.41	5.74	6.63	6.86	5.49
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	346	344	344	345	327	341	345	347	347



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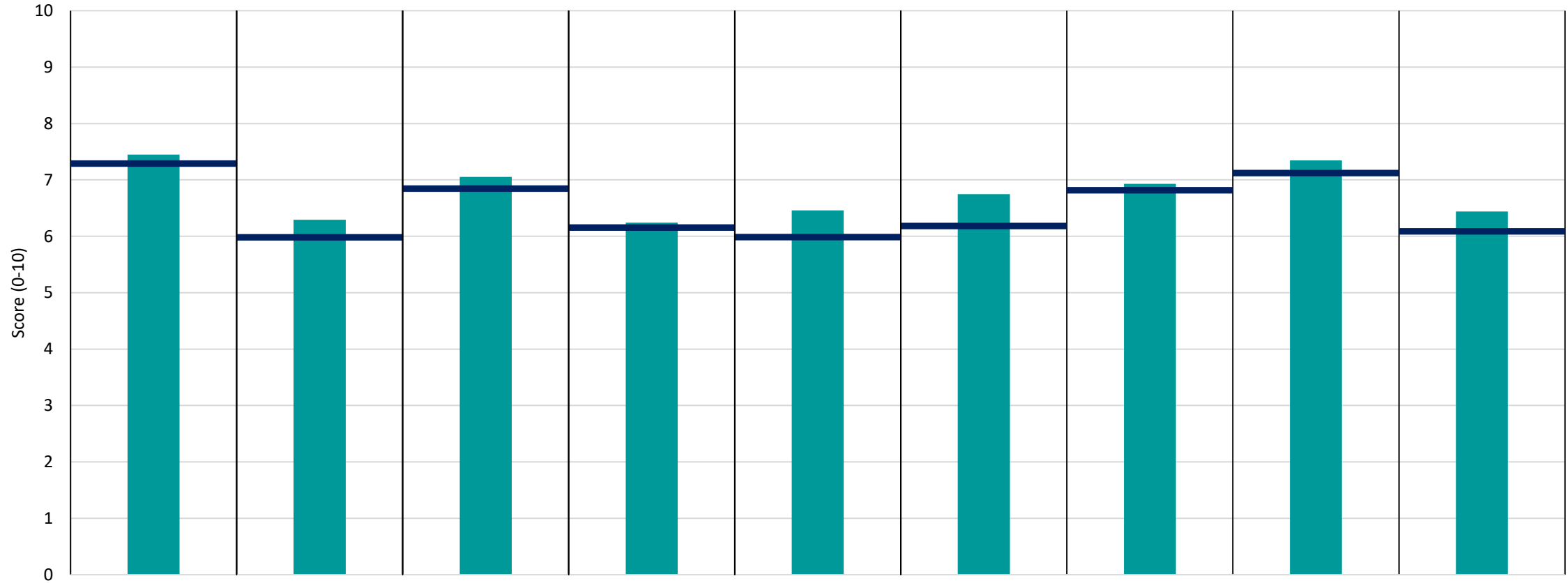
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Staff Engagement



Morale



Breakdown	7.45	6.29	7.05	6.24	6.46	6.75	6.93	7.35	6.44
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	103	104	102	100	97	102	103	103	103



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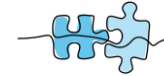
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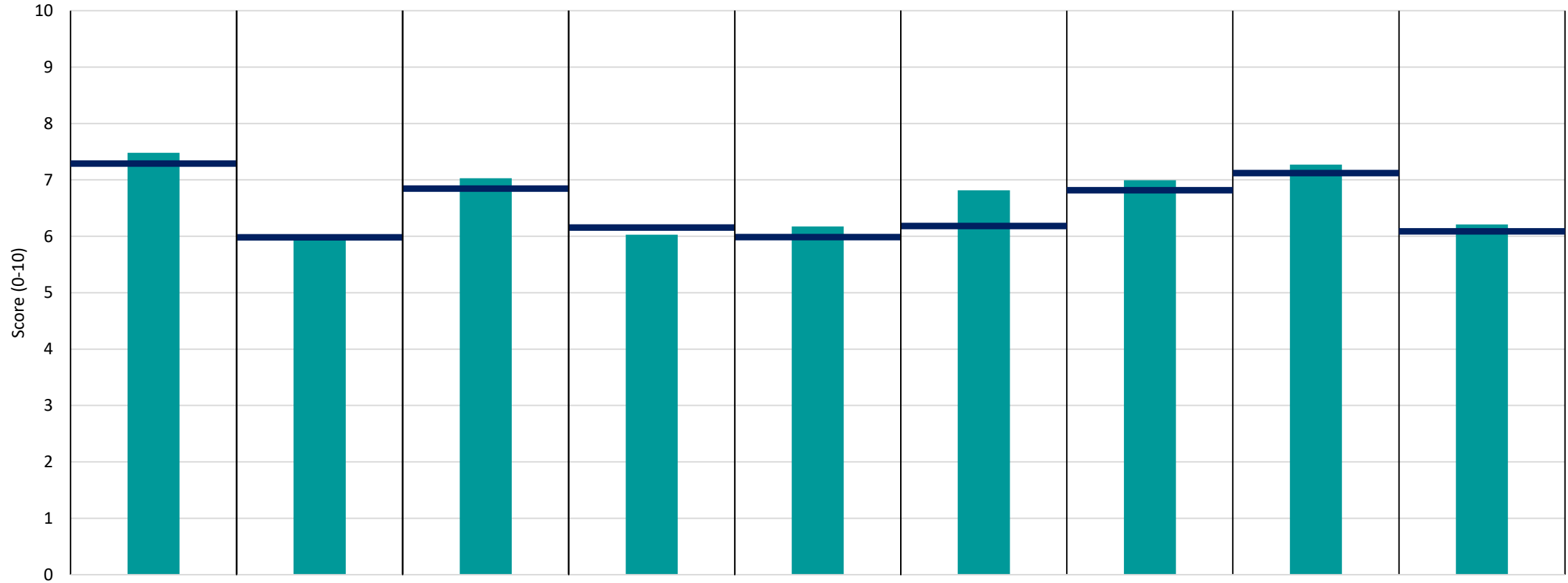
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Staff Engagement



Morale



Breakdown	7.48	6.01	7.03	6.03	6.18	6.81	6.99	7.27	6.21
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	190	189	188	187	176	186	190	190	190



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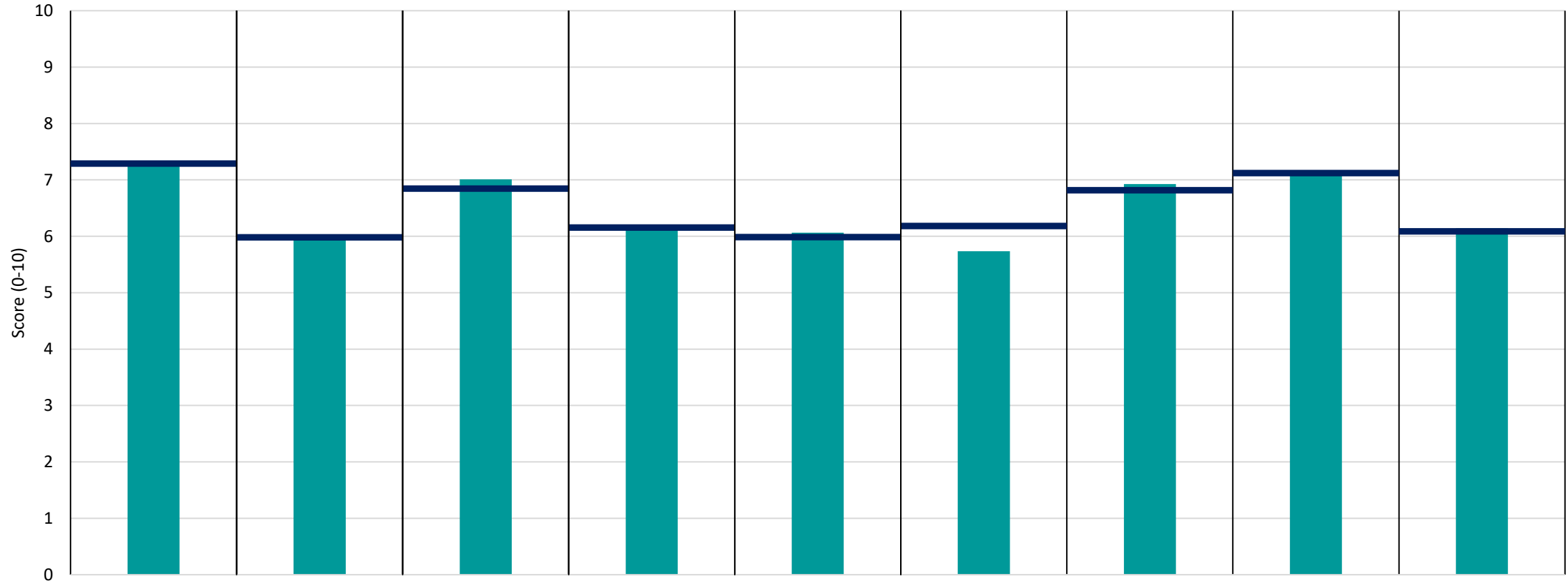
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Morale



Breakdown	7.29	5.96	7.01	6.18	6.06	5.74	6.93	7.09	6.14
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	247	247	244	248	232	245	247	247	248



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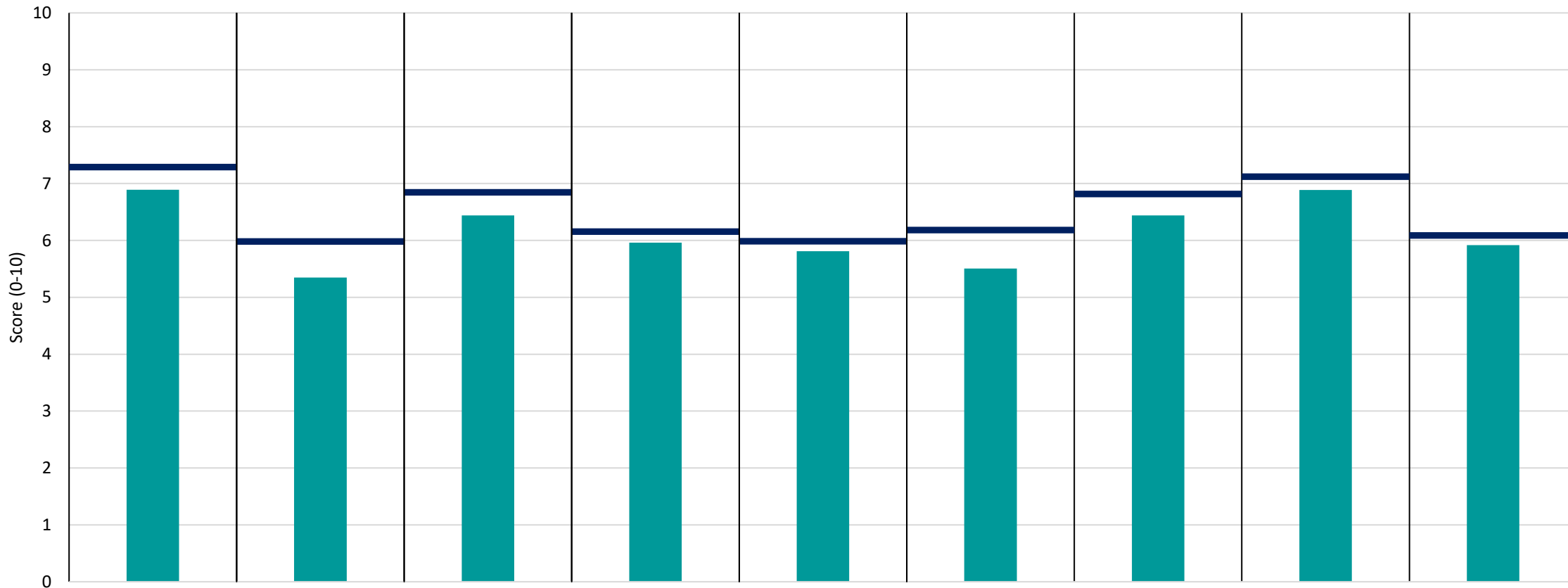
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Staff Engagement



Morale



Breakdown	6.89	5.35	6.44	5.96	5.81	5.51	6.44	6.89	5.92
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	123	124	121	121	116	122	123	124	124





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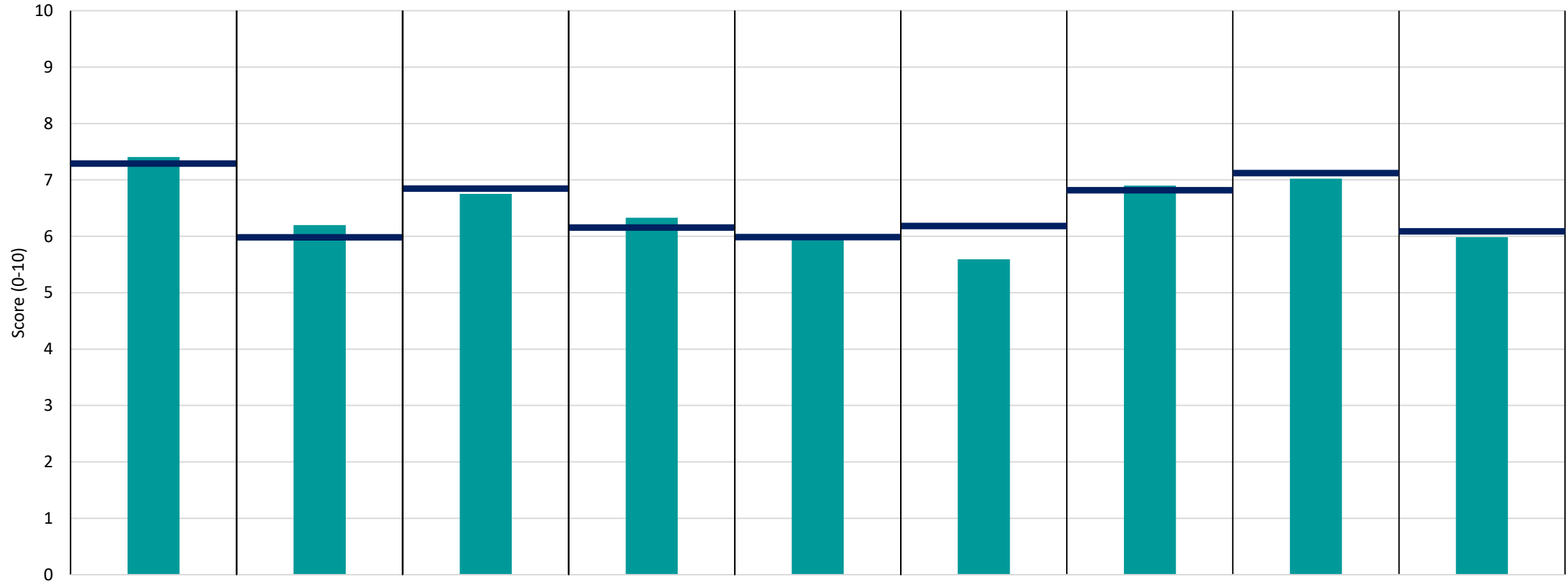
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Morale



Breakdown	7.41	6.20	6.75	6.33	6.02	5.59	6.90	7.02	5.99
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	186	188	181	185	164	184	185	187	187



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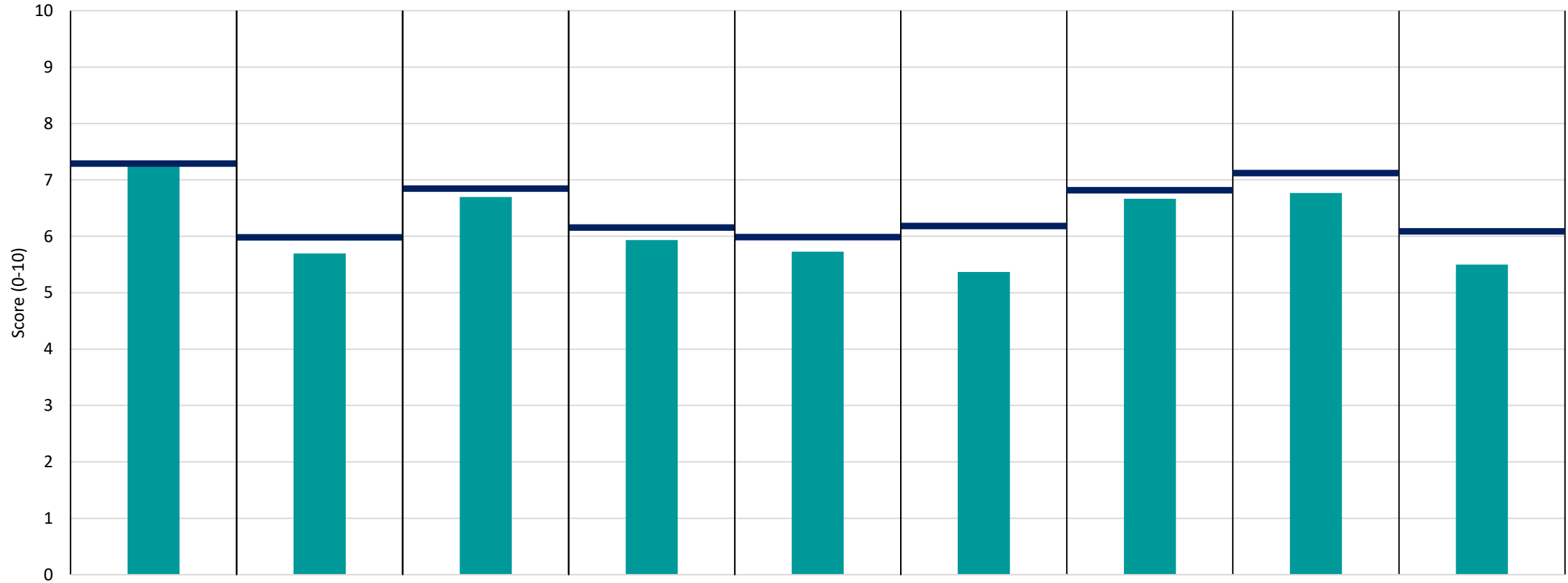
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Morale



Breakdown	7.24	5.70	6.70	5.93	5.73	5.37	6.66	6.77	5.50
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	168	167	166	164	156	165	168	166	168



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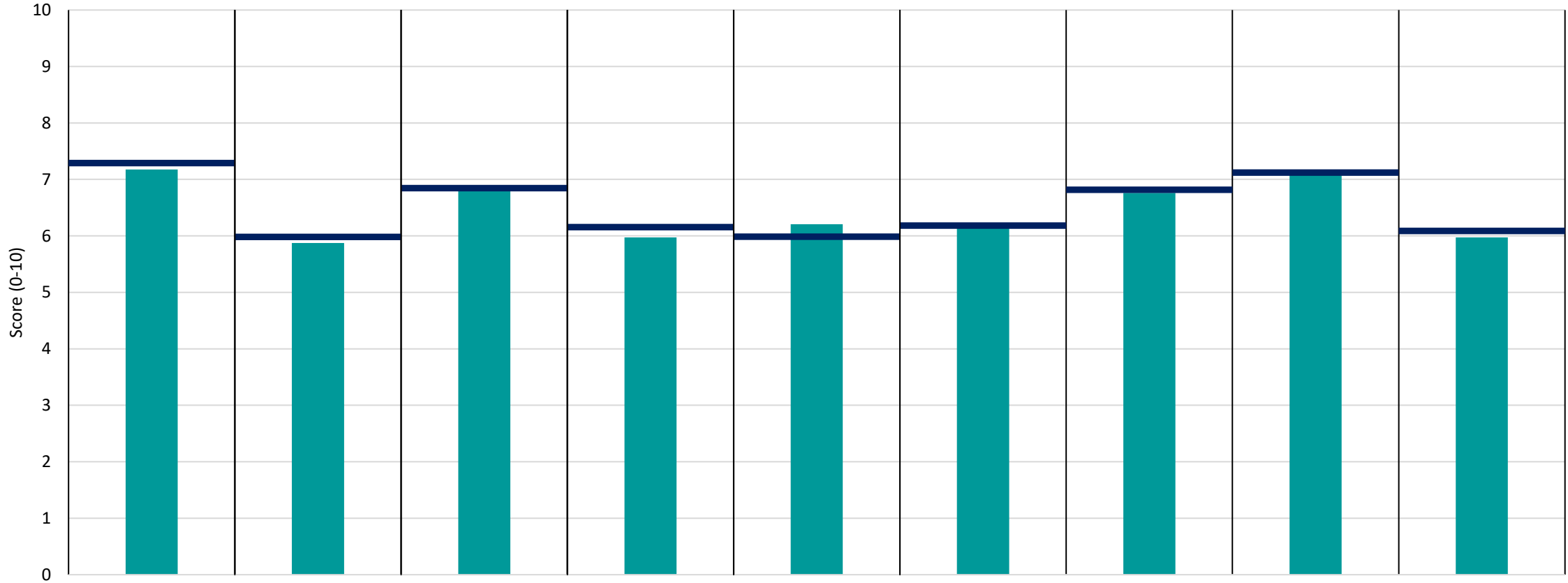
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Staff Engagement



Morale



Breakdown	7.18	5.87	6.80	5.97	6.21	6.15	6.76	7.13	5.97
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	448	450	441	446	420	447	448	450	450



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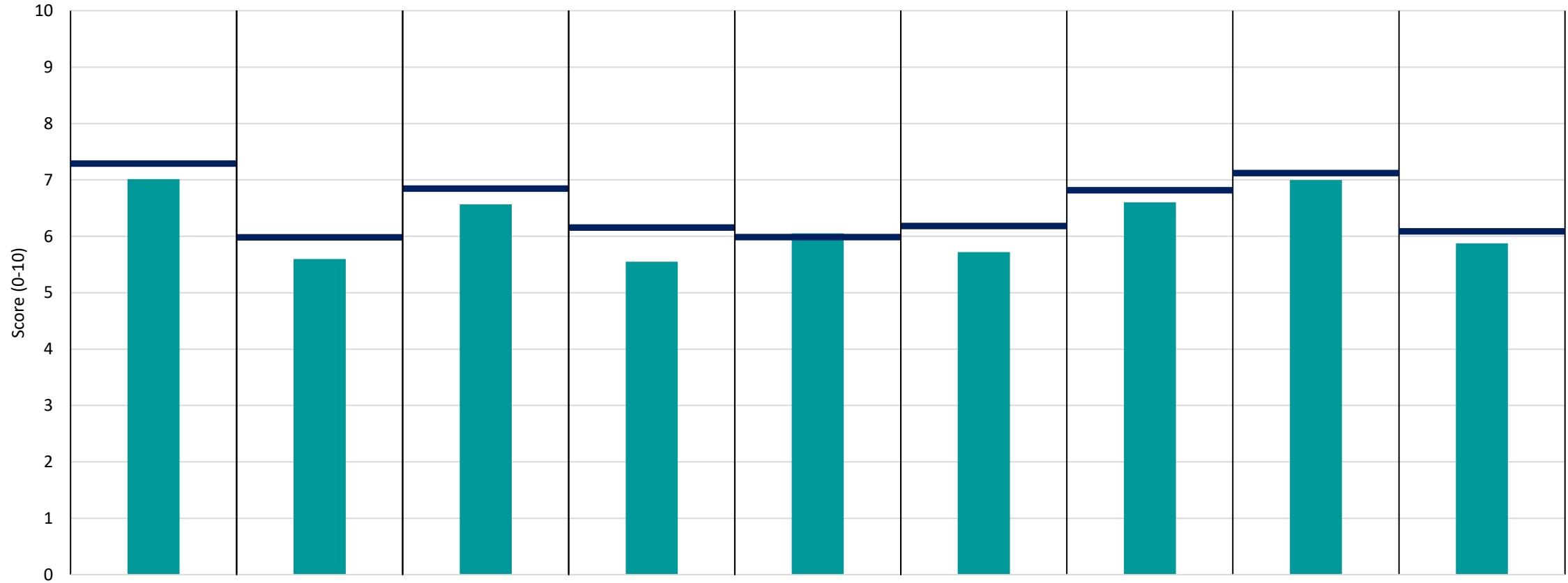
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Staff Engagement



Morale



Breakdown	7.02	5.60	6.57	5.55	6.05	5.72	6.60	7.00	5.88
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	346	344	333	338	299	340	344	344	345



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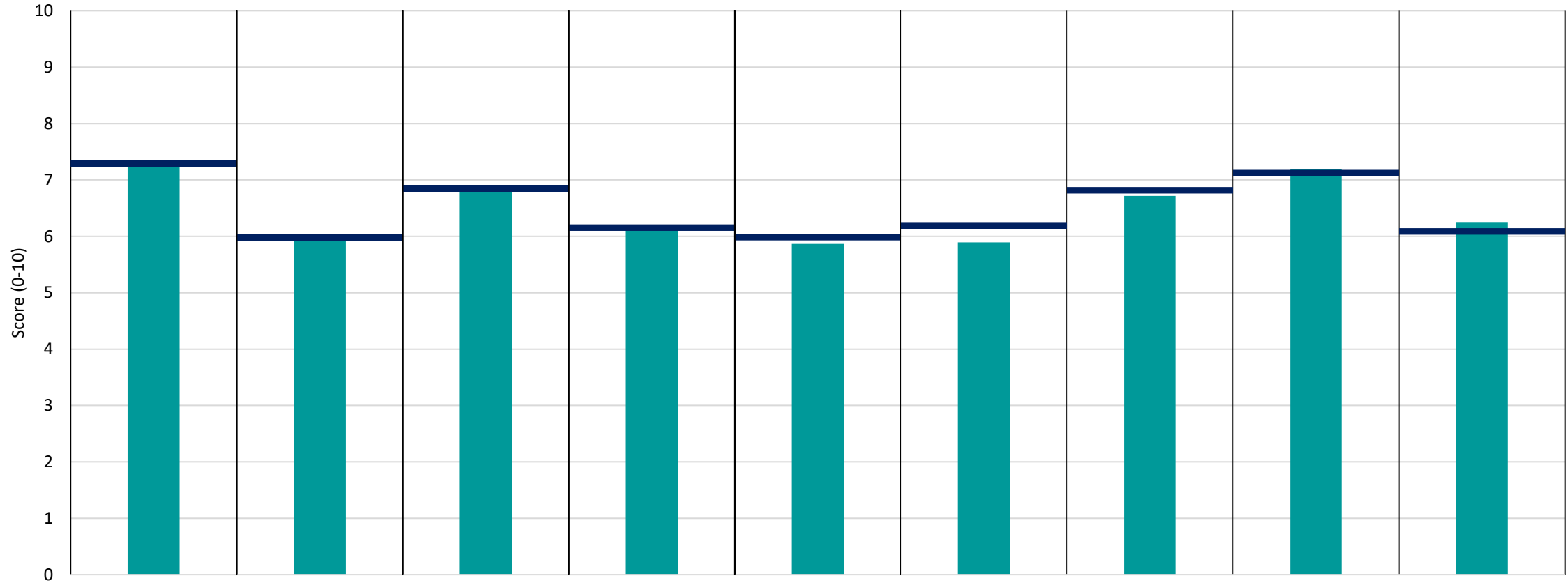
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Staff Engagement



Morale



Breakdown	7.26	5.98	6.86	6.17	5.87	5.89	6.72	7.20	6.24
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	254	253	250	249	238	248	252	253	253



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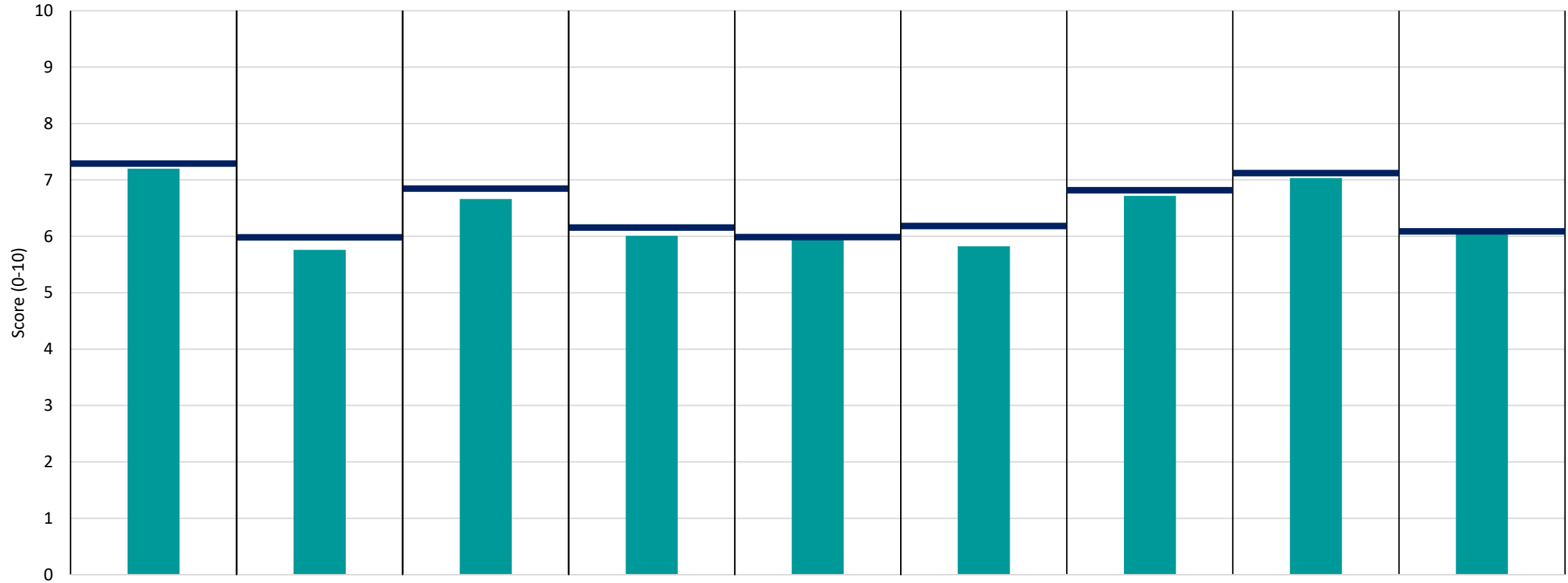
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Morale



Breakdown	7.20	5.76	6.66	6.01	6.00	5.82	6.72	7.03	6.05
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	451	451	445	448	421	447	451	451	452



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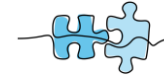
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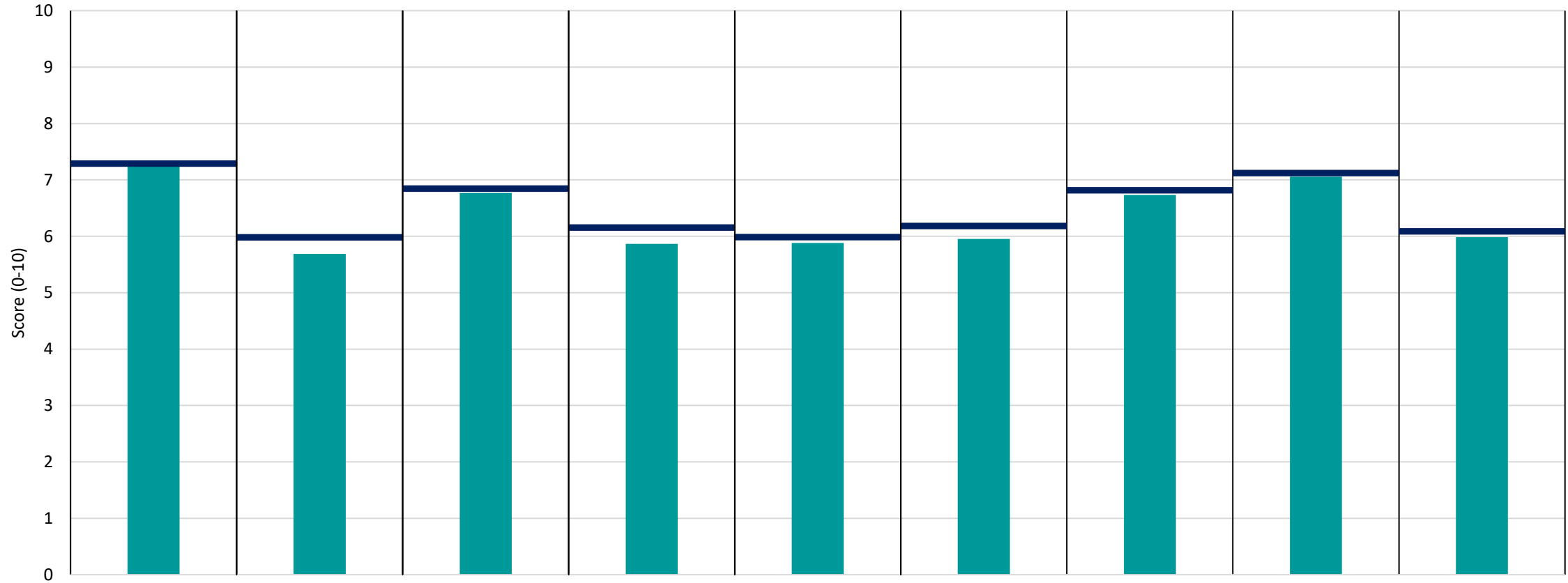
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Staff Engagement



Morale



Breakdown	7.31	5.69	6.77	5.87	5.88	5.95	6.73	7.06	5.98
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	229	230	226	224	217	230	228	229	231



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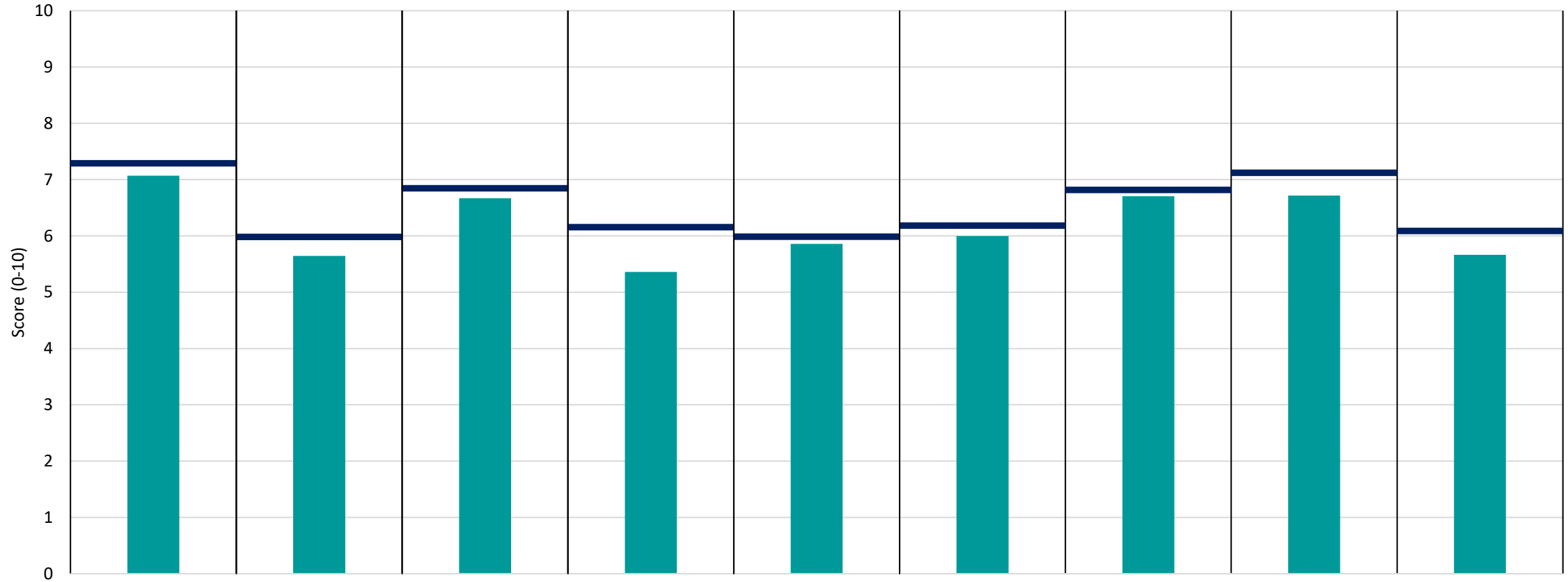
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Staff Engagement



Morale



Breakdown	7.07	5.64	6.67	5.36	5.86	6.00	6.70	6.72	5.66
Your org	7.29	5.98	6.85	6.16	5.99	6.18	6.82	7.12	6.09
Responses	318	318	316	316	299	317	318	318	317