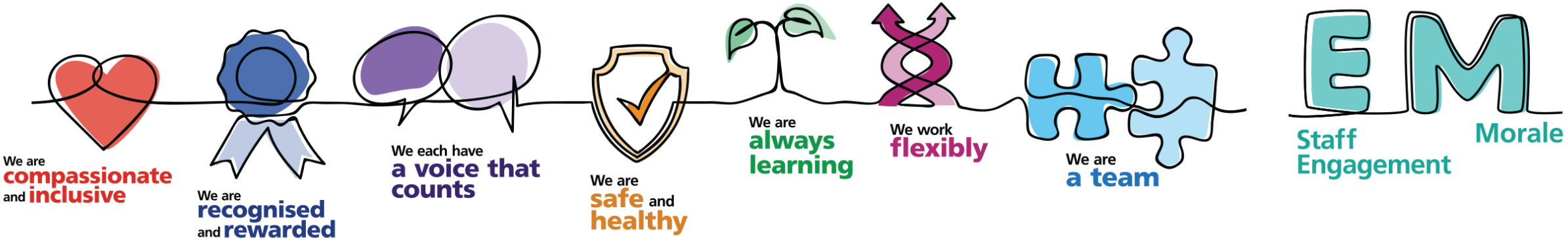
Survey Coordination Centre

NHS



NHS Humber and North Yorkshire ICB

2025 NHS Staff Survey

Breakdown report

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This breakdown report for NHS Humber and North Yorkshire ICB 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.

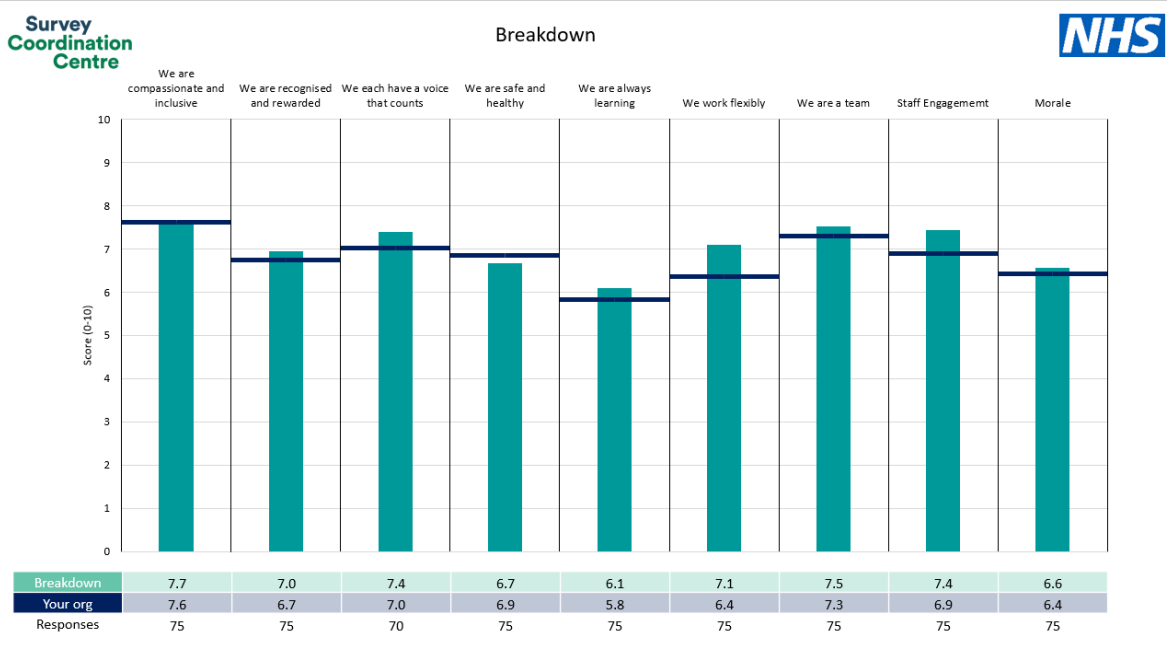
The breakdowns used in this report were provided and defined by NHS Humber and North Yorkshire ICB. Details of how the People Promise element and theme scores were calculated are included in the Technical Guide, available to download from the Staff Survey website.

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.



	We are compassionate and 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 Engagememt	Morale
Breakdown	7.7	7.0	7.4	6.7	6.1	7.1	7.5	7.4	6.6
Your org	7.6	6.7	7.0	6.9	5.8	6.4	7.3	6.9	6.4
Responses	75	75	70	75	75	75	75	75	75

! 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.

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Breakdowns 1

NHS Humber and North Yorkshire ICB

2025 NHS Staff Survey

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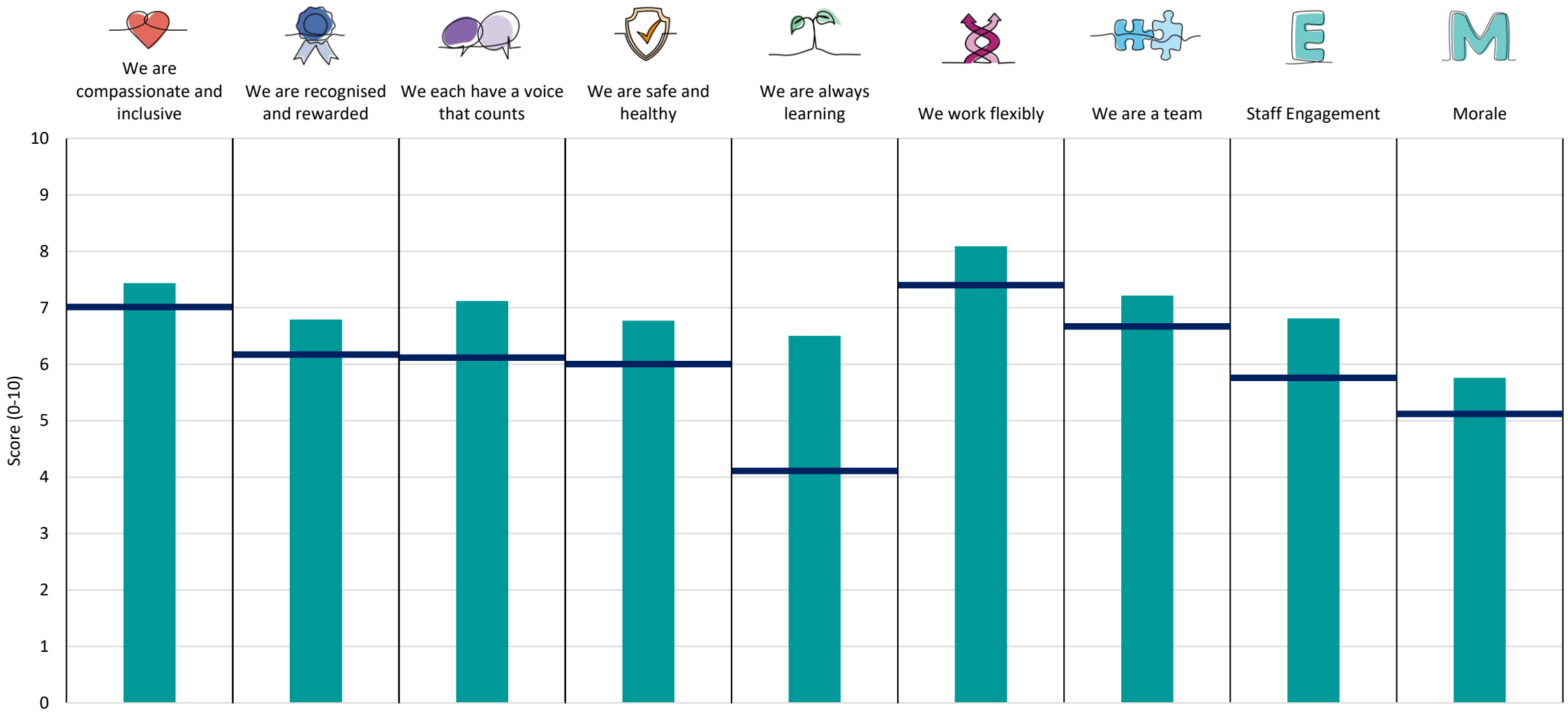
Cancer Alliance

NHS



	We are compassionate and 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	7.44	6.79	7.12	6.77	6.51	8.09	7.22	6.81	5.76
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	17	17	16	17	16	17	17	17	17

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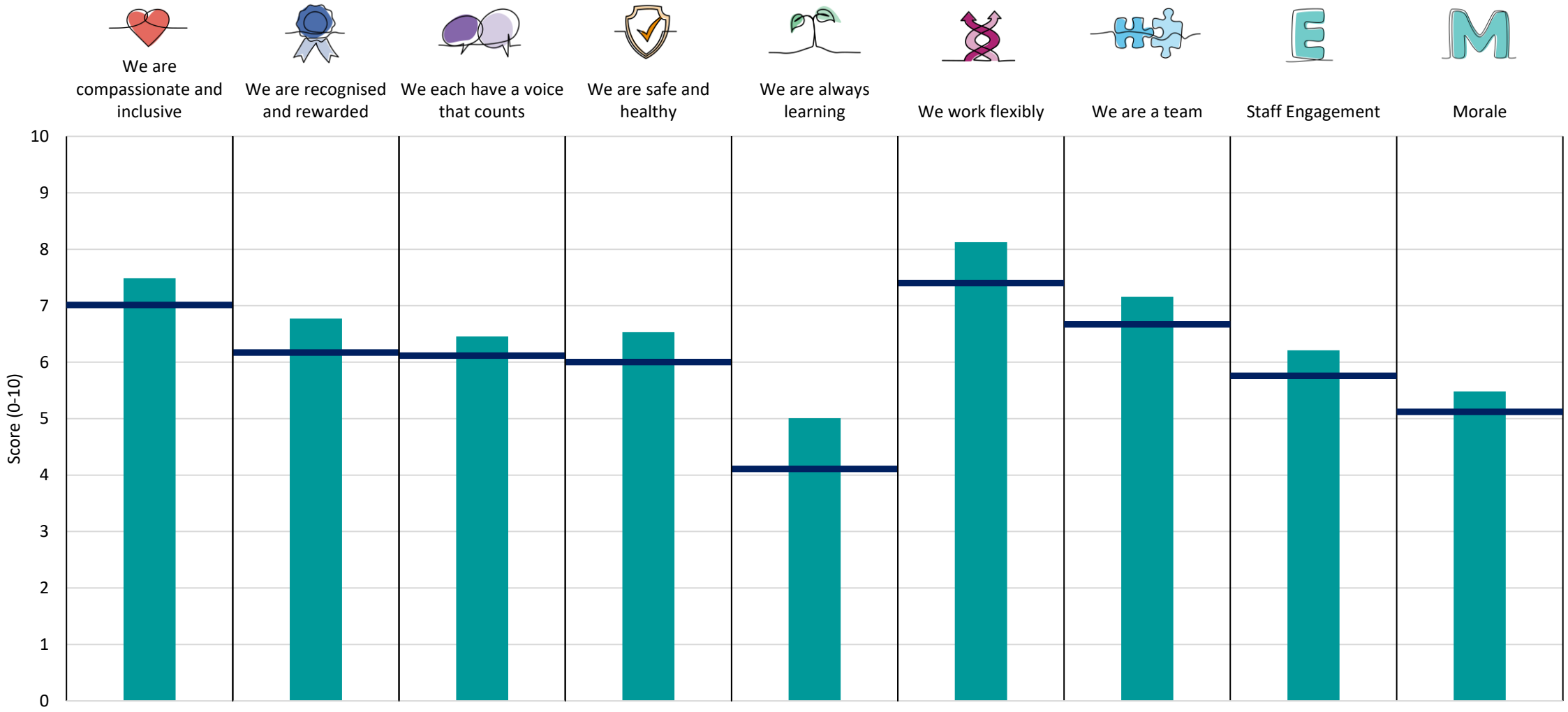
Chief Operating Officer

NHS

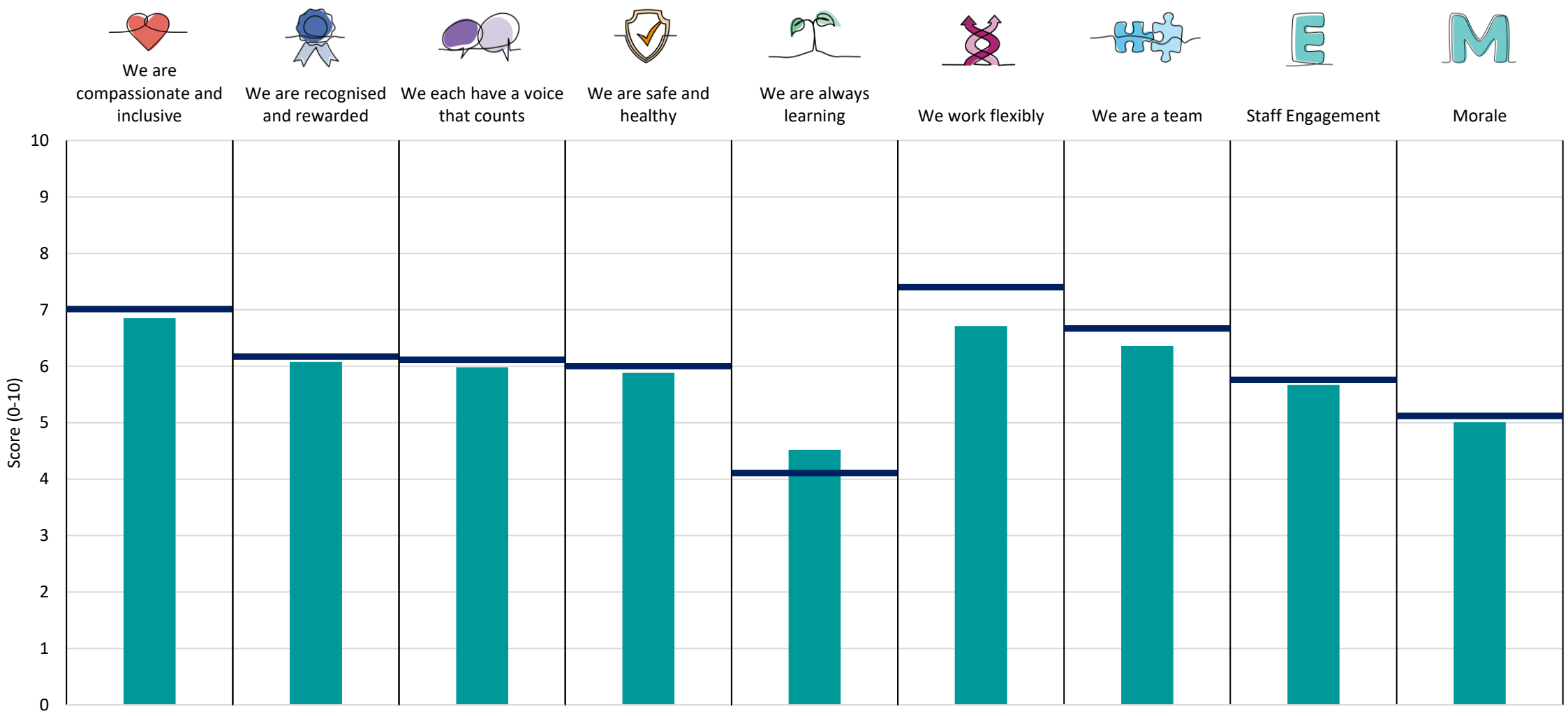


	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.49	6.77	6.46	6.53	5.01	8.13	7.16	6.21	5.48
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	28	28	28	28	27	28	28	28	28

Survey Coordination Centre

Clinical & Prof Services

NHS



	We are compassionate and 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	6.85	6.08	5.98	5.88	4.52	6.71	6.36	5.67	5.01
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	58	58	57	57	54	58	58	57	58

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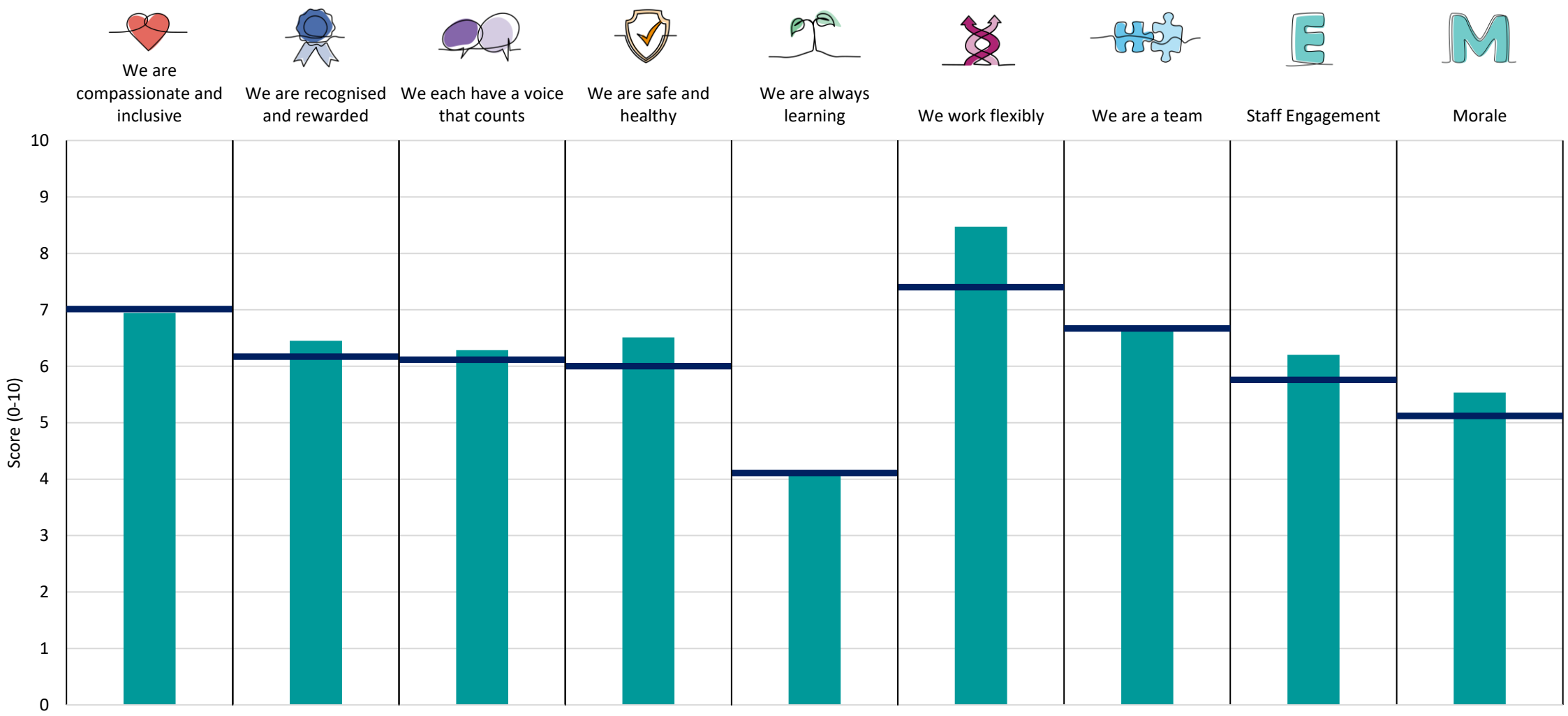
Communications

NHS

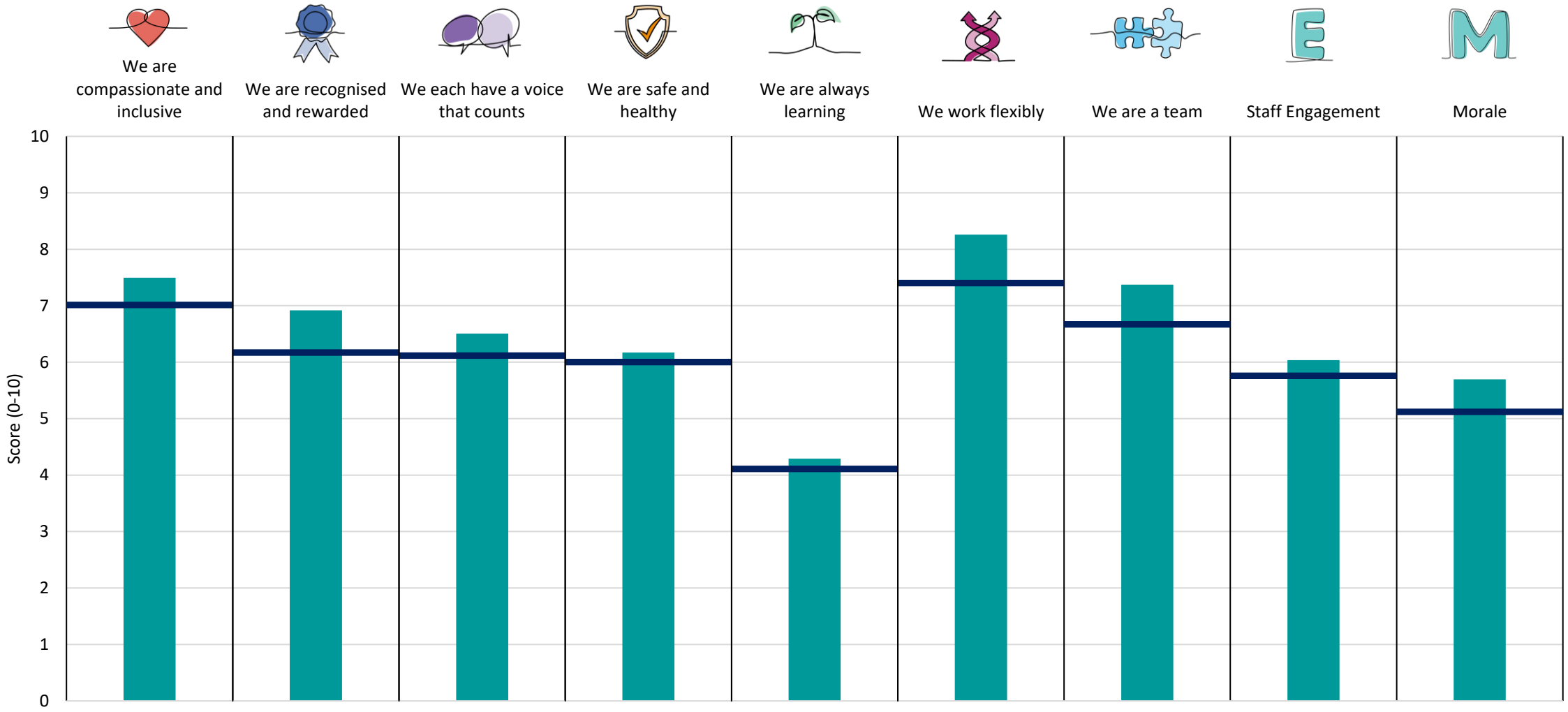


	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.95	6.45	6.28	6.51	4.06	8.47	6.64	6.20	5.53
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	21	21	21	21	20	21	21	21	21

Survey Coordination Centre

Corporate Affairs

NHS

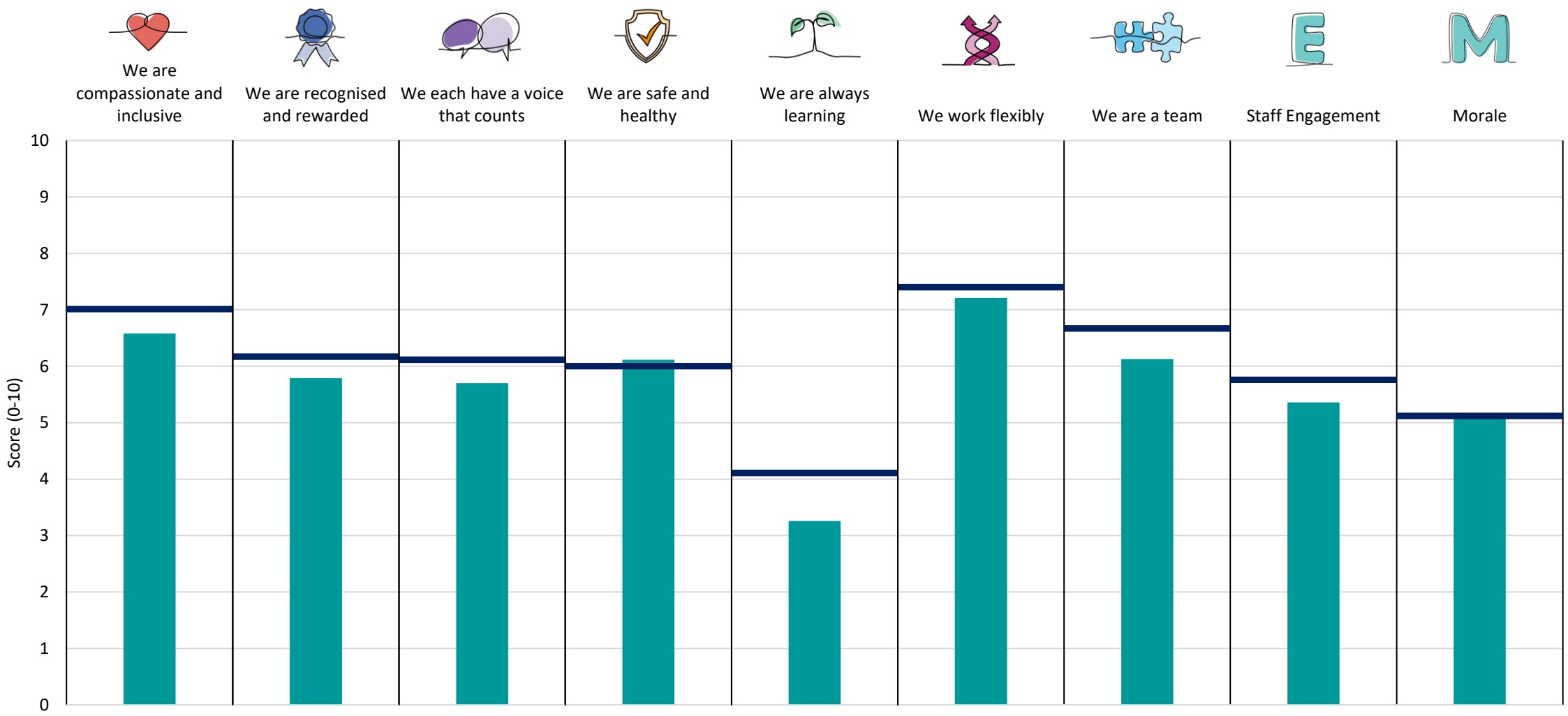


	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.50	6.92	6.51	6.17	4.29	8.26	7.38	6.04	5.70
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	57	57	56	55	47	56	56	57	57

Survey Coordination Centre

Finance

NHS

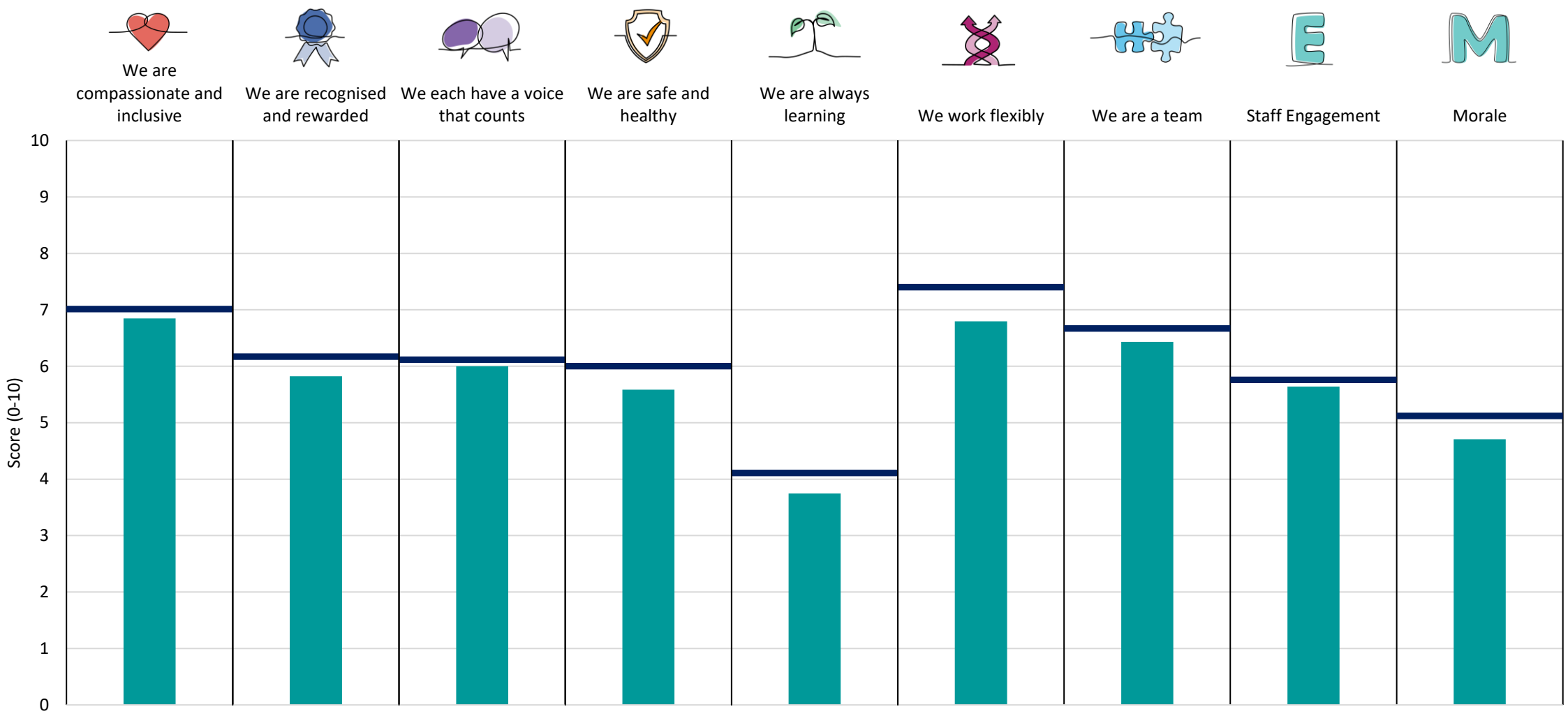


	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	6.58	5.79	5.70	6.12	3.26	7.21	6.13	5.36	5.13
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	65	65	65	65	64	65	65	65	65

Survey Coordination Centre

Nursing & Quality

NHS



	We are compassionate and 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	6.85	5.82	6.00	5.59	3.74	6.80	6.43	5.64	4.71
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	154	154	154	154	144	154	153	154	154

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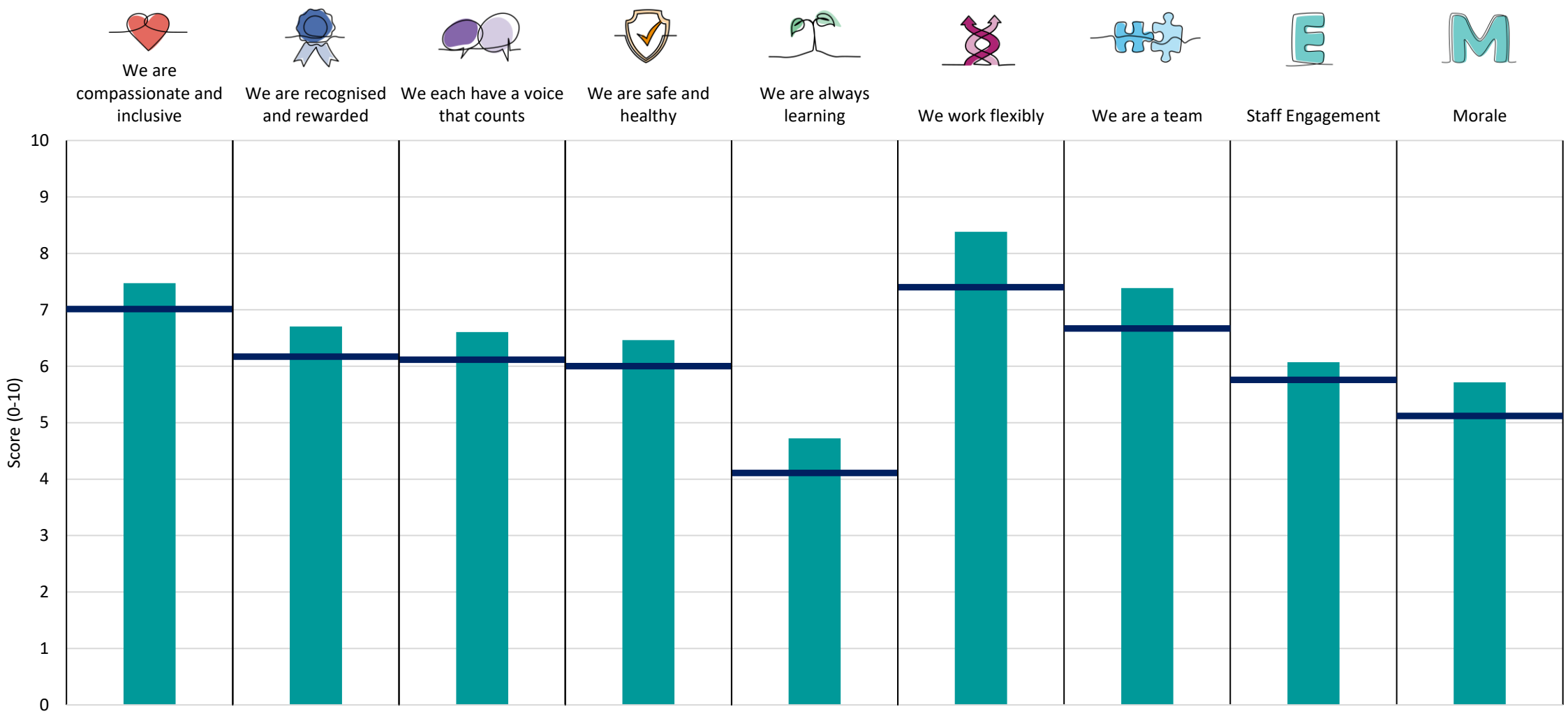
People Function

NHS

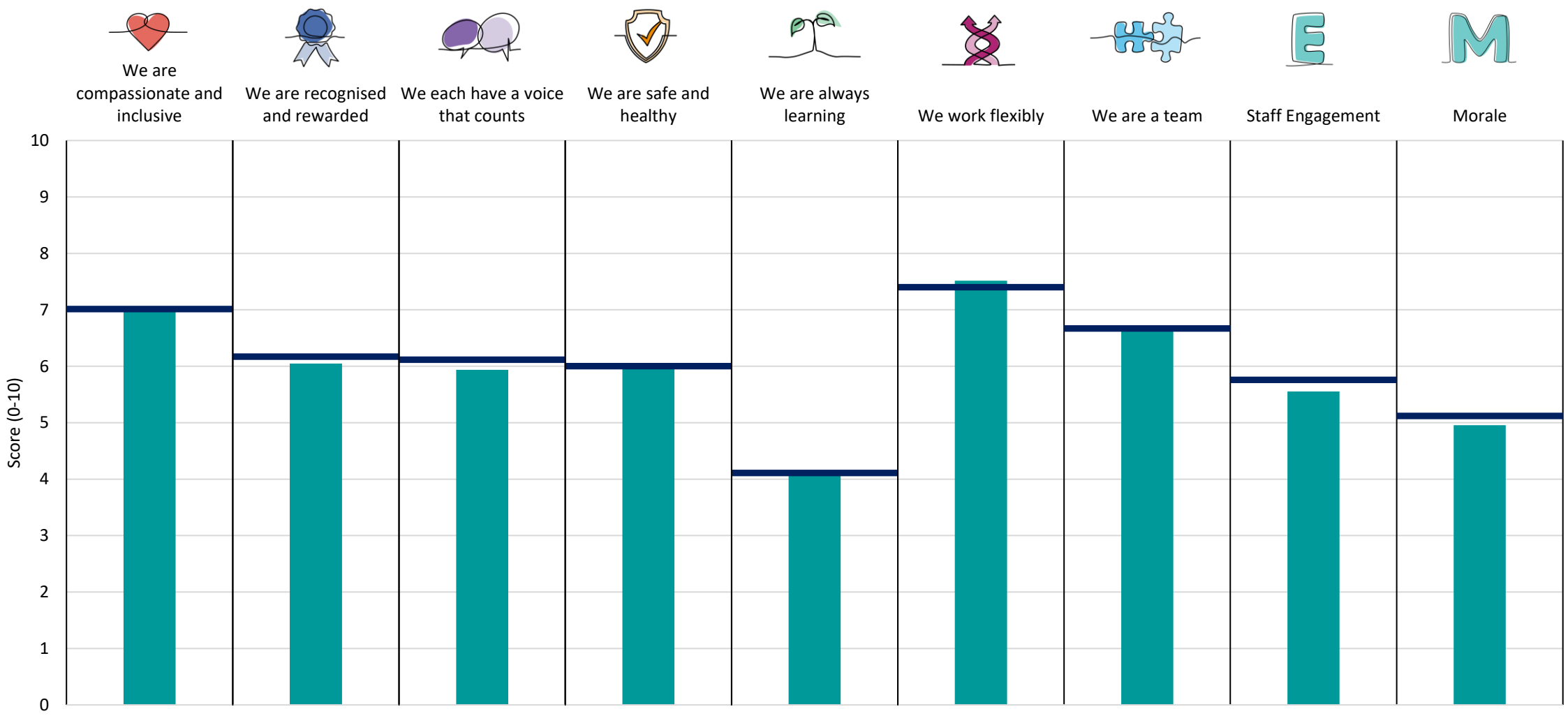


	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
Breakdown	7.47	6.71	6.61	6.46	4.72	8.38	7.39	6.07	5.72
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	34	34	34	34	31	34	34	34	34

Survey Coordination Centre

Place

NHS



	We are compassionate and 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	7.02	6.05	5.94	6.00	4.06	7.51	6.71	5.56	4.96
Your org	7.01	6.17	6.12	6.00	4.11	7.40	6.67	5.76	5.12
Responses	84	84	82	83	81	84	84	84	84