NHS
Lincolnshire Partnership
NHS Foundation Trust

EDS Domain 2: Appendix A

Evidence & Analysis - 2026



Executive Summary: the story in the data

Lincolnshire Partnership NHS Foundation Trust

LPFT is broadly comparable to peers, but staff experience is an increasing concern and inequality gaps remain visible.

- LPFT is often at or slightly above comparator averages across wellbeing, safety and reporting measures.
- Positive action on health and wellbeing, MSK, work-related stress, speaking up and staff recommendation have all declined since 2024.
- Disabled staff, ethnic minority staff and “prefer not to say” respondents repeatedly report poorer experiences.
- WRES and WDES cuts show higher exposure for ethnic minority and disabled staff in several areas relating to Bullying and Harassment
- Incident reporting has strengthened, while feeling safe to speak up and willingness to recommend LPFT have declined.



Executive Summary: what this means

PRIORITY ACTIONS

- **Target the inequality gaps:** focus action where staff groups consistently score below the Trust average.
- **Prevent harm, not just report it:** reduce work-related stress, MSK harm and abuse/harassment hotspots.
- **Rebuild psychological safety:** make speaking-up routes visible, trusted and followed by feedback.

