

## Annual Staff Survey 2022

### How do you feel at work?

The following statements are about how you feel at work. Please read each statement carefully and decide if you ever feel this way about your job.

If you have never had this feeling, select (Never) after the statement.

If you have had this feeling, indicate how often you feel it by selecting the statement that best describes how frequently you feel that way.

(Never/ A few times a year or less/ Once a month or less/ A few times a month/ Once a week/ A few times a week/ Every day)

- At my work, I feel bursting with energy
- At my job, I feel strong and vigorous
- I am enthusiastic about my job
- My job inspires me
- When I get up in the morning, I feel like going to work
- I feel happy when I am working intensely
- I am proud of the work that I do
- I am immersed in my work
- I get carried away when I'm working

### Working at the County Council

The following questions will help us understand what you think of the County Council, your job and what it's like to work here. If you do not know or would prefer not to answer a particular question, please leave it blank.

#### Strategy, Leadership and Pride

(Agree strongly – Disagree strongly)

- The County Council has a clear vision for the future
- I understand the County Council's vision
- I agree with the County Council's vision
- I understand how my work contributes to the County Council's objectives
- I trust the information I receive from Senior Leaders
- I trust the information I receive from my Line Manager
- I am proud to work for Worcestershire County Council
- I would recommend Worcestershire County Council as an employer to friends and family
- I feel the County Council is an inclusive employer
- I believe the County Council recognises and celebrates diversity

*Please use the box below if you would like to explain or expand on your response:*

#### Your Voice and Involvement

(Agree strongly – Disagree strongly)

- I feel able to make suggestions to improve services
- My opinion is listened to and taken into consideration
- I receive feedback on my ideas and suggestions
- I want to participate in activities to improve my service
- I am involved in decisions which affect my work
- The work environment at the County Council enables me to come up with ideas and to seek solutions beyond traditional approaches
- The culture at the County Council enables me to come up with ideas and to seek solutions beyond traditional approaches
- I feel empowered to act and have freedom within boundaries

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*Please use the box below if you would like to explain or expand on your response:*

### Recognition and Development Opportunities

(Agree strongly – Disagree strongly)

- I feel valued for my contribution to the County Council
- I regularly receive recognition or praise for doing good work
- I am offered constructive feedback on the work I do
- There are opportunities for me to learn and grow at work

*Please use the box below if you would like to explain or expand on your response:*

### Health and Well-being

(Very effectively/ Quite effectively/ Not very effectively/ Not at all effectively)

- How do you feel you are managing your own mental wellbeing at the moment?
- How do you feel you are managing your own social wellbeing at the moment?
- How do you feel you are managing your own physical wellbeing at the moment?
- How do you feel you are managing your own financial wellbeing at the moment?

(Agree strongly – Disagree strongly)

- I am happy with the balance between my home and work life
- My line manager is available, and responds in a timely and positive way when I need support
- I feel I can talk to my manager about my health and well-being
- The work I have to do is manageable I have good working relationships with my colleagues
- I have the tools and resources to do my job well
- I feel I am supported to work effectively by the County Council

*Please use the box below if you would like to explain or expand on your response:*

## What factors were important to you when you joined the County Council and what factors do you stay for?

Thinking about what attracted you to join the Council, please RANK the (3) factors that were most important to you (1 being most important, 2 being the second most important and 3 being the third most important).

- Benefits (inc. holiday and other entitlements)
- Career pathway / opportunities for progression
- Challenging work
- Development and training opportunities
- Flexible working
- I feel that I can make a difference
- Job security
- Location
- Pension
- Salary
- Variety of work
- Other - please describe below:

*Please use the box below if you would like to explain or expand on your response:*

Thinking about why you stay working for the Council, please RANK the (3) factors that are most important to you (1 being most important, 2 being the second most important and 3 being the third most important).

- Benefits (inc. holiday and other entitlements)
- Career pathway / opportunities for progression
- Challenging work

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- Development and training opportunities
- Flexible working
- I feel that I can make a difference
- Job security
- Location
- Pension
- Salary
- Variety of work
- Other - please describe below:

*Please use the box below if you would like to explain or expand on your response:*

**Thinking ahead, 2 years from now, please RANK the (3) factors that will be most important to keeping you motivated to work for the Council**

**(1 being most important, 2 being the second most important and 3 being the third most important).**

- Benefits (inc. holiday and other entitlements)
- Career pathway / opportunities for progression
- Challenging work
- Development and training opportunities
- Flexible working
- I feel that I can make a difference
- Job security
- Location
- Pension
- Salary
- Variety of work
- Other - please describe below:

*Please use the box below if you would like to explain or expand on your response:*

## Demographic Questions

Concerned about confidentiality? We are too. All survey responses are anonymous. Individual responses are never looked at in isolation; it's the summary of responses that are analysed to give us the most robust data and to help us to understand the pattern of responses. Questions that refer to personal information would only be used at corporate or directorate level and never in relation to a specific team or wider team, or to identify a particular individual.

We would be grateful if you provide an answer for as many questions as possible to help us ensure that we are getting a representative picture of staff views and that we can identify areas which may be of concern to particular groups of staff.

If there is any question you feel uncomfortable with, you may select 'Prefer not to say' as your response.

All information provided will be treated as private and confidential and held in accordance with the relevant data protection regulations.

### Gender

What best describes your gender?

- Female
- Male
- Prefer not to say
- Prefer to self-describe
- If you prefer to self-describe, please use the box below

### Age

What is your age?

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- 16 - 24 years old
- 25 - 34 years old
- 35 - 44 years old
- 45 - 54 years old
- 55 - 64 years old
- 65 years old or more
- Prefer not to say

### How long have you been working for Worcestershire County Council (full years)?

- Less than a year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 10 or more years
- Prefer not to say

### How long have you been working in your current role (full years)?

- Less than a year
- 1 - 3 years
- 4 - 6 years
- 7 - 10 years
- 10 or more years
- Prefer not to say

### How many hours are you contracted to work per week?

- 20 hours or less
- 21 - 34 hours
- 35 or more hours
- Prefer not to say

### Long-standing Health Condition or Disability

Do you have any long-standing health condition or disability? (Long-standing means anything that has affected or could affect you over a period of at least 12 months)

- Yes
- No
- Prefer not to say

### Sexual Orientation

What is your sexual orientation?

- Bisexual
- Gay / Lesbian
- Heterosexual / Straight
- Prefer not to say
- Prefer to self-describe
- If you prefer to self-describe, please use the box below

### Ethnic Origin

I would describe my ethnic origin as: (please note that this question does not refer to your nationality/ country of origin)

- White: English / Welsh / Scottish / Northern Irish / British
- Any other White Background

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- Mixed or Multiple ethnic groups
- Asian or Asian British
- Black, African, Caribbean or Black British
- Arab
- Prefer not to say
- Any other ethnic group
- Please describe below

### Are you working for the County Council as a Social Worker?

- Yes
- No
- Prefer not to say

## Finally...

### What motivated you to complete the survey? Please tick all that apply

- I believe that every member of staff should complete the survey
- I believe the survey is important
- If we do not speak up, no change will be made
- It was easy to complete the survey
- I wanted to offer my ideas and suggestions
- I wanted to offer my feedback on issues that need attention
- I was provided with time or practical support to complete the survey
- I was sent many reminders
- My colleagues encouraged me to participate
- My manager instructed me to participate
- My team or myself were praised for participating
- Taking part in the survey shows commitment
- The findings might help improve my way of working
- The findings might help my team
- The findings might help other teams or the County Council as a whole
- The survey was communicated in a creative/ fun way
- The survey was communicated in a very clear way
- Other - please describe below

**Thank you very much for completing this survey. Please click the 'submit' button below.**