

### Staff survey results

- We asked a more comprehensive set of questions, including sections on:
  - Wellbeing
  - Inclusion and diversity
  - Development
  - Leadership and change
  - Organisational reputation
- The **response rate** has increased from 22% in 2016 to **28% this time**.
- The **summaries below** show key findings for each section, with comparisons back to previous results where we've asked a question before.
  - Most Qs were asked on a 5 point scale from strongly agree to strongly disagree.
  - Percentages show overall agreement: the sum of strongly agree + agree responses.

### Wellbeing

- ↑ Employees agreeing they are **happy** in their job has increased to **69%** from 60%.
- ↑ Those feeling their **skills and behaviours are recognised** has increased to **71%** from 67%.
- ✓ **82%** felt they know who to speak to at work for **personal support**.
- ✓ Two thirds (**67%**) agreed they feel supported in having a healthy **work-life balance**.
- Feeling supported at work with ...mental health – **60%** agreement.  
...physical health – **59%** agreement.

### Inclusion and diversity

- ✓ **80%** agreed **their team** values employees from different backgrounds (with only 5% disagreeing).
- ✓ **88%** agreed with a **diverse workforce** ('a workforce with different life experiences, backgrounds and perspectives') – just 3% disagreed.
- Employees were slightly less sure we should have a workforce that reflects **all communities** living in Kirklees (**84%** agreement, 5% disagreement).
- ↑ This time around, **more employees feel part of their team** (positive response of **83%**, up from 80%). This is asked on a scale from 1-6, with slightly fewer now feeling like an unaccepted outsider, and slightly more feeling included and part of their team.
  - 'The behaviour of people in my team' was the main reason given for feeling excluded.

### Development

- On **appraisals**...
  - ↓ **16%** told us they have not had an appraisal in the last 12 months (was 10% in 2016).
  - ↔ A steady **70%** agreed they discuss their development needs.

- **58%** agreed they are **getting the development they need** to be the best they can be.
- ↑ Employees are feeling **much more encouraged** to come up with new and better ways of doing things – **65%** agreed this time, up from 42% in 2015 and 46% in 2016.
- ✓ Three quarters (**76%**) are **clear what's expected** of them in their role.
- ✓ **84%** understand how their work contributes to the success of their service.
- ↔ While **1 in 5** told us they are going to **look for a new job** outside KC in the next 12 months, this figure has remained the same the few times we've measured it, starting in 2010.
  - ✓ Positively, for those thinking of moving on, the reasons have shifted. 'Too much uncertainty here' was reason #1 in 2016. This time it's about wanting more job satisfaction, more money, and job development.

## Leadership and change

- Thinking about **senior management** (specified as strategic directors, service directors and heads of service):
  - ↔ **43%** agreed clear and consistent messages about change are given.
  - ↑ **39%** agreed SMs are doing a good job of leading the changes (36% in 2016).
- Thinking about **middle management** (their manager/supervisor):
  - ✓ **61%** agreed clear and consistent messages about change are given.
  - ✓ **60%** agreed they are doing a good job of leading the changes.
  - ✓ **57%** agreed they help the employee understand what the council's way forward means for their team.
  - ✓ **58%** agreed their manager feeds back info from senior meetings like CMG+.
- Around half (**47%**) told us they **feel informed** about what's going on in the council.
- ✓ **65%** agreed they understand how the Kirklees Outcomes relate to their role.
- ↑ Many more employees now feel confident that Kirklees Council is a **good place to work** (**54%**, up from 33% in 2015 and 36% in 2016).
- ↑ There's been general improvement in feelings about leadership styles, with a shift towards feeling it is **empowering and supportive**, and fewer saying it's controlling and uncaring (positive response now **59%**, up from 47% in 2016).

## Reputation

- ↑ **54%** are **proud** to tell people they work for Kirklees Council – up from 51% in 2015.
- Half (**49%**) feel they understand how the **role of local councillors** contributes to our work.
- **28%** think Kirklees Council has a **good reputation**. This is the only question where 'neither agree nor disagree' received the greatest response (42%).

## Getting better?

- ✓ Yes - in 2018 we have achieved our best ever result for this overall measure!
- ↑ **16%** told us this time that compared to 6 months ago, KC feels like a **better place to work**. This measure has always hovered around 10% previously.
  - Holding steady at 58% feeling things feel about the same to them
  - 10% decrease in employees feeling it's worse than 6 months ago (from 36% last year to 26% now).