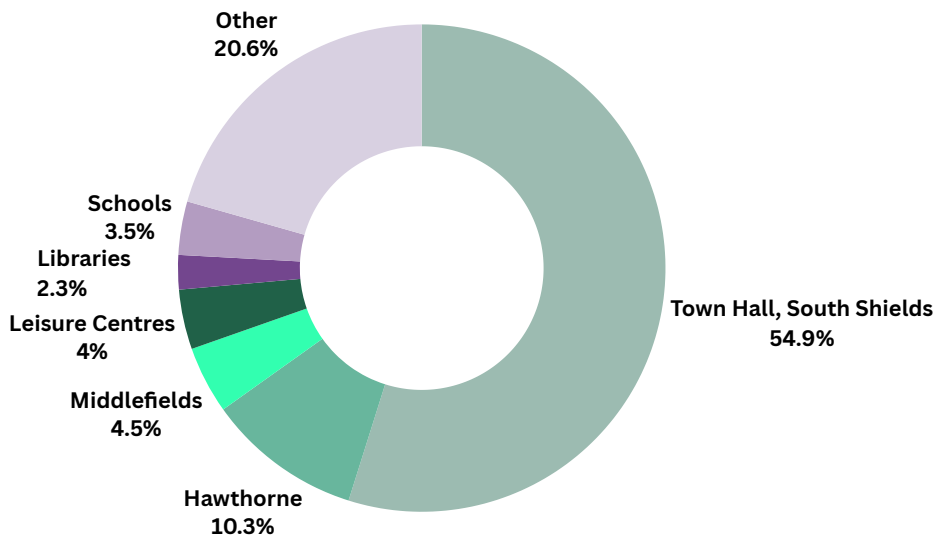


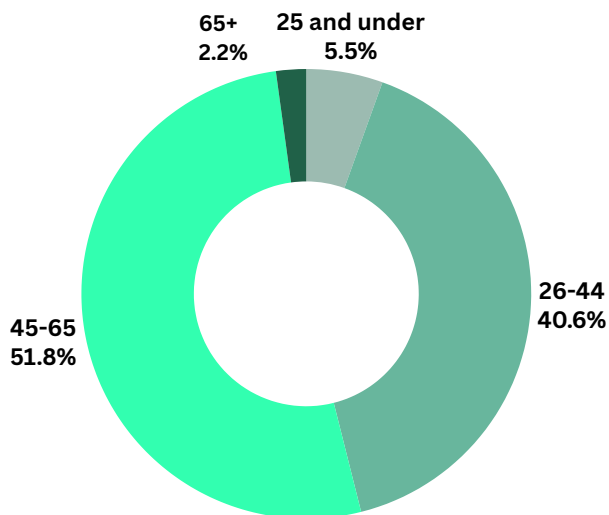


### About you

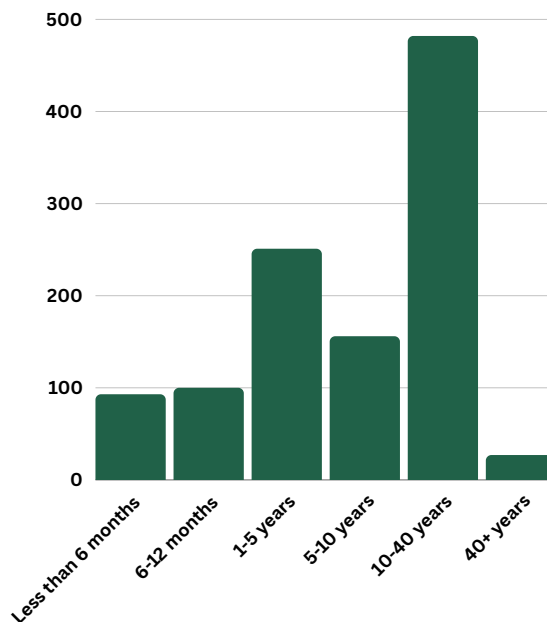
When you work in a Council building, where do you usually work from?



Which category below includes your age?



Which of the below best describes your length of employment at South Tyneside Council?



Do you have a responsibility to recruit into your team?

Yes - 22%  
No - 78%

If yes, have you recruited for your team in the last 6 months?

Yes - 68%  
No - 32%



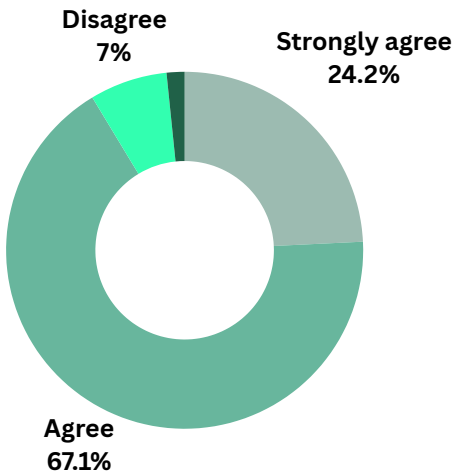
### Culture



The positive result is a combination of strongly agree and agree (or strongly disagree and disagree depending on the question). If the 2023 positive result is **green**, it means that **we have positively increased in our 2023 score**. If the 2023 positive result is **red**, it means **we have declined in positive response in our 2023 score**. If the 2023 positive score is **orange**, it means **the result has not changed since 2022**.

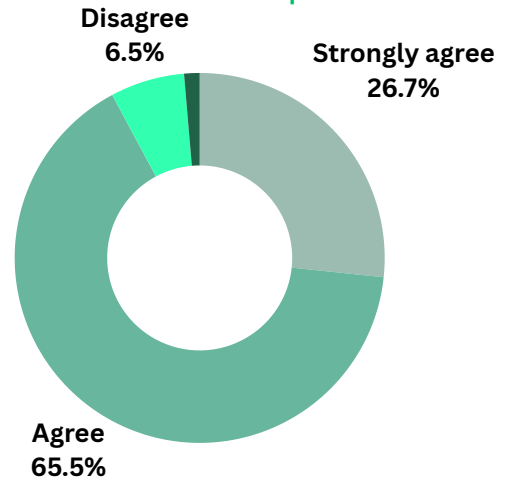
#### I think the Council is a great place to work

2022 positive result - 88%  
 2023 positive result - 91%



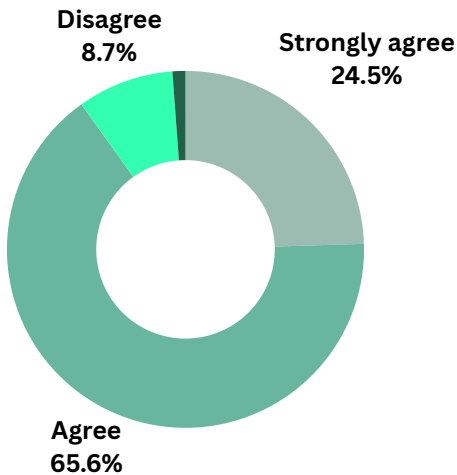
#### I feel proud to work for the Council

2022 positive result - 90%  
 2023 positive result - 92%



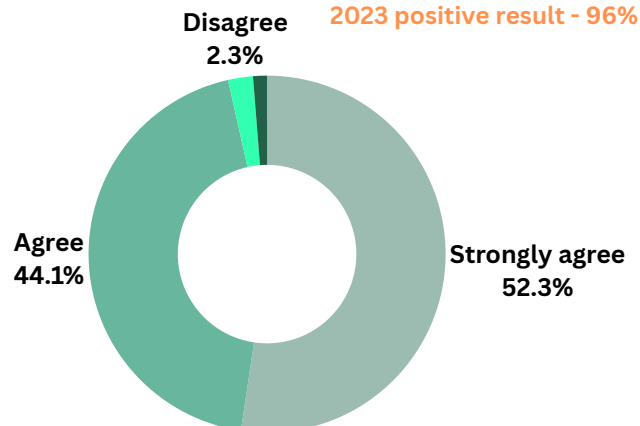
#### I understand the long term aims of the Council

2022 positive result - 87%  
 2023 positive result - 91%



#### I know what is expected of me at work

2022 positive result - 96%  
 2023 positive result - 96%

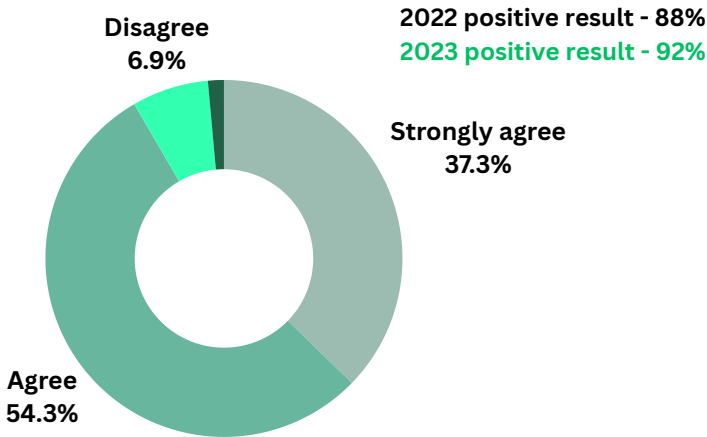




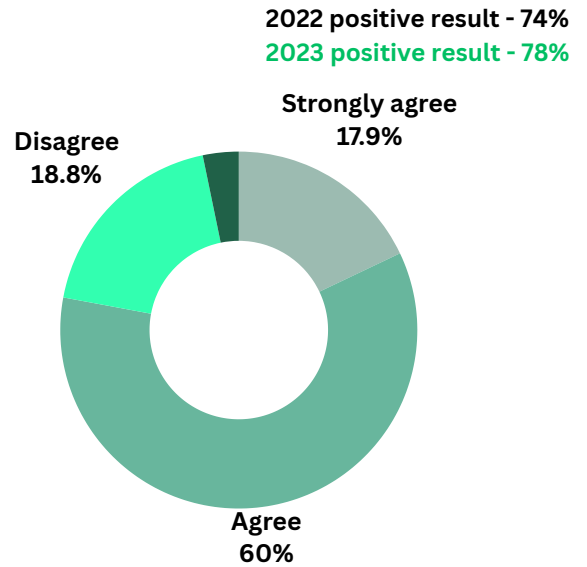
### Culture - Continued



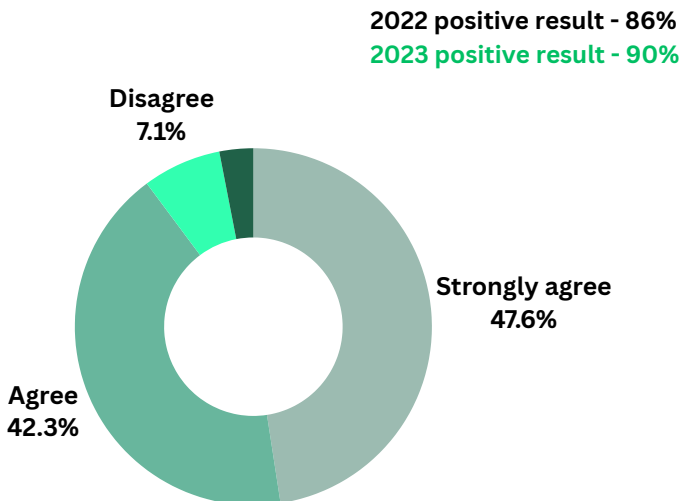
#### I feel a sense of achievement for the work that I do



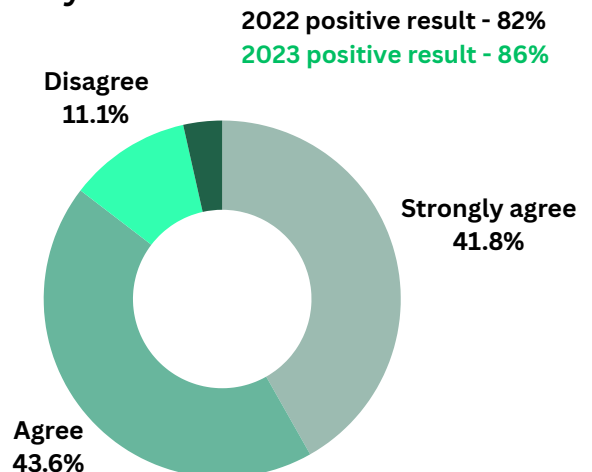
#### I feel that my work is valued by the Council



#### I feel valued for the work that I do by my manager



#### My manager gives me clear feedback on my work



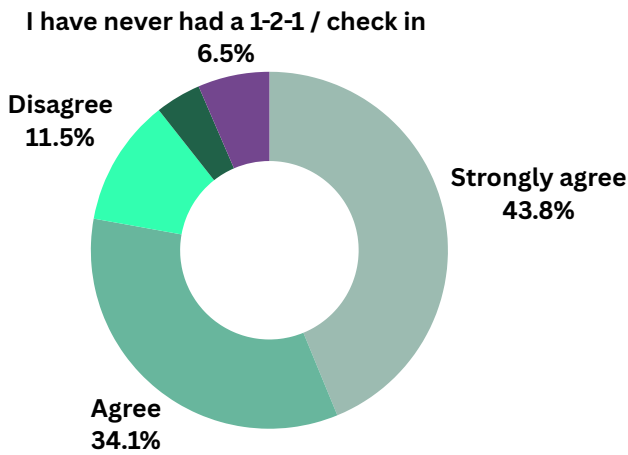


### Culture - Continued



**I have regular (at least every 3 months) 1-2-1 meetings with my manager**

2022 positive result - 61%  
2023 positive result - 78%



**I have had an annual review meeting with my manager in the last 12 months**

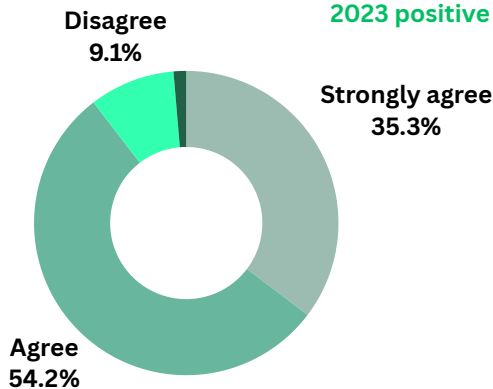
Yes - 60%

No (I have worked in the Council longer than 6 months) - 31%

No (I have worked in the Council less than 6 months) - 9%

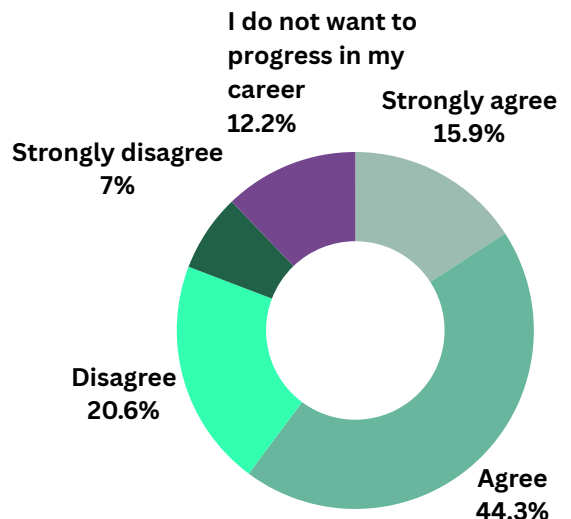
**If yes, how do you agree with the statement 'My annual review made me feel supported to develop my potential'.**

2022 positive result - 53%  
2023 positive result - 89%



**I feel I can progress my career within the Council**

2022 positive result - 60%  
2023 positive result - 60%

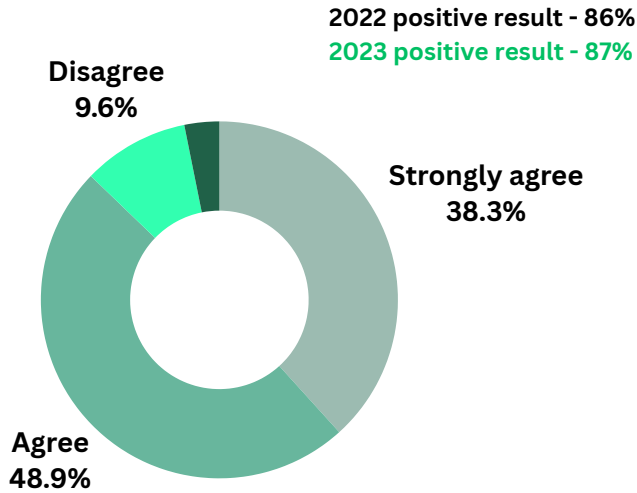




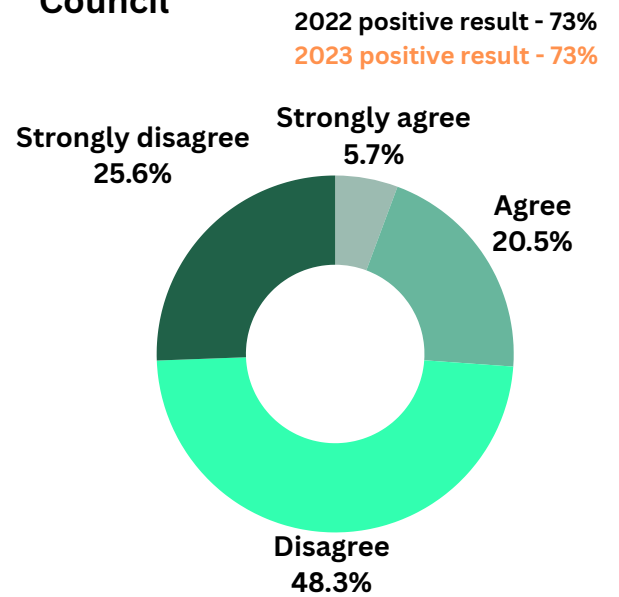
### Culture - Continued



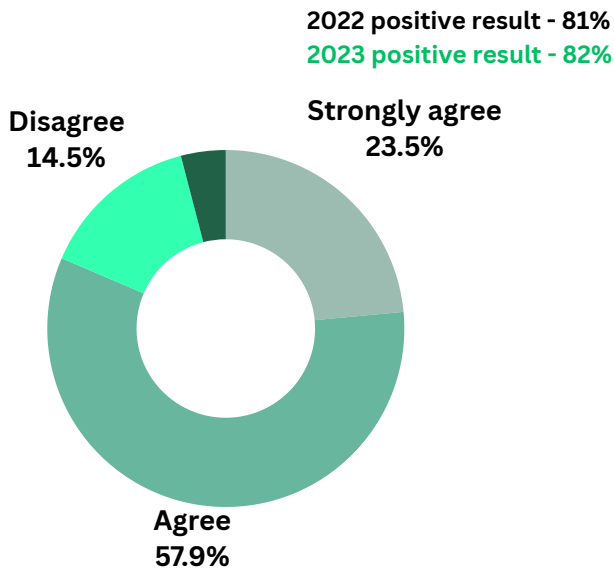
**I see myself working for the Council for the next 2 years or more**



**I often think about leaving the Council**



**I have heard of and understand the 'Our Council Change Programme'**



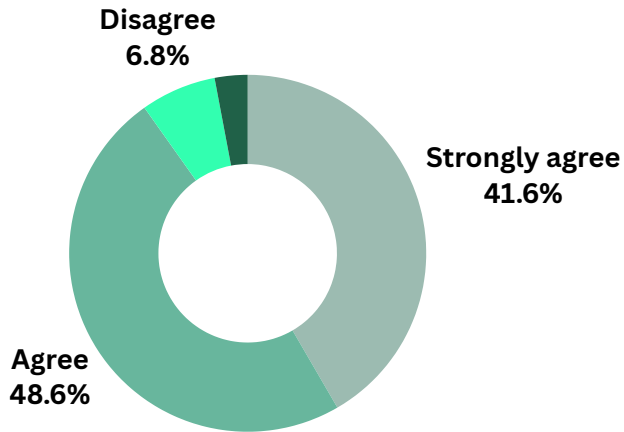


### Culture - Continued



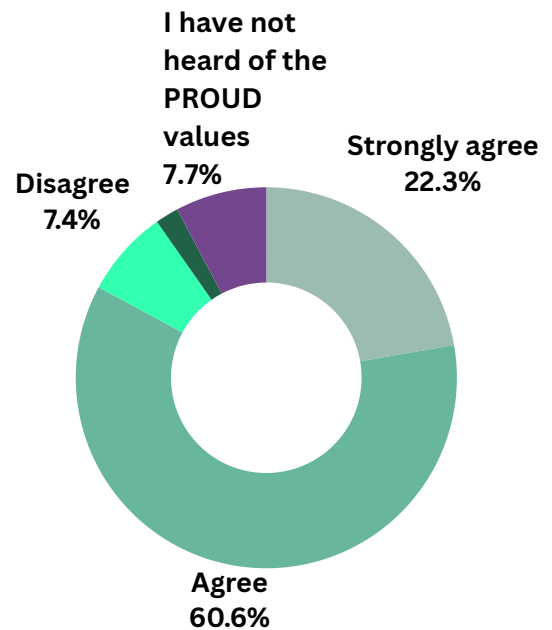
**I have heard of our Council PROUD values**

2023 positive result - 90%



**The PROUD values are relevant to me and will help improve the Council**

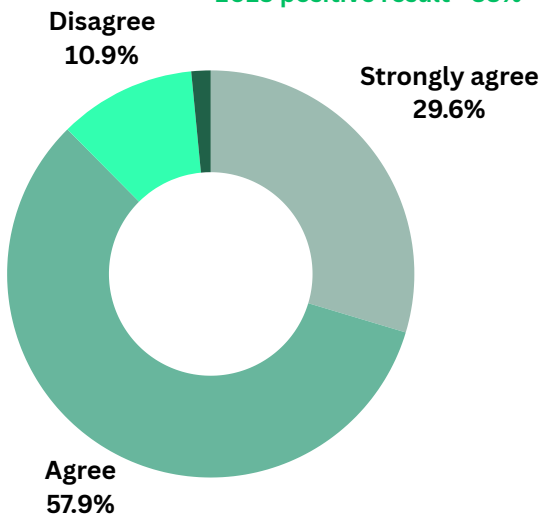
2023 positive result - 83%



**I have undertaken sufficient training/development to enable me to do my job effectively**

2022 positive result - 76%

2023 positive result - 88%



## Culture - Continued

What ONE thing do you think the Council does well?



1. Positive Culture



2. Flexible Working



3. Supporting residents



4. Wellbeing



5. Engagement and communication



6. Progression



7. Good management



8. Equipment

1. **Positive Culture** - high comments around good shift in culture, working more collaboratively with other teams, feeling valued, celebrates diversity, living our PROUD values and recognising our people.
2. **Flexible working** - allows for good worklife balance, positive comments about changes made to hours.
3. **Supporting residents** - included everything ranging from events we put on, listening to residents, how we compare to other regions and LA's in supporting out residents.
4. **Wellbeing** - lots of wellbeing comments around good worklife balance, lots of initiatives and benefits.
5. **Engagement and communication** - listening to employees, asking for employees opinions, feeling involved in decision making, lots of engagement with chief executive.
6. **Progression** - increased offering in progression and training and development opportunities.
7. **Good management** - Feeling valued by managers, increased engagement with managers.
8. **Equipment** - Becoming a modern workplace, new IT systems, updating leisure centres.

What ONE thing do you think the Council could do better?

1. Communications and listening to employees
2. Pay
3. Improve facilities
4. Improve internal systems
5. More development opportunities
6. Better resourcing incl. more employees
7. Work more collaboratively with different teams / departments / services
8. Improve processes and policies
9. Reward and recognise employees
10. Improve recruitment processes
11. Have better benefits
12. Address poor behaviour
13. Make decisions quicker
14. Ensure managers allow employees to access benefits available
15. Recognise those who aren't based in Town Hall

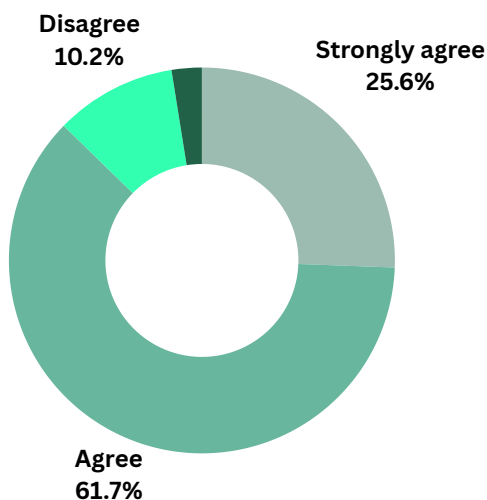


### Wellbeing



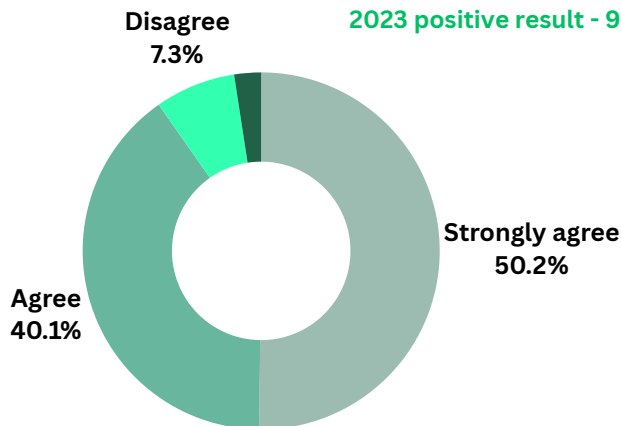
#### I think the Council supports employee wellbeing

2022 positive result - 86%  
2023 positive result - 87%



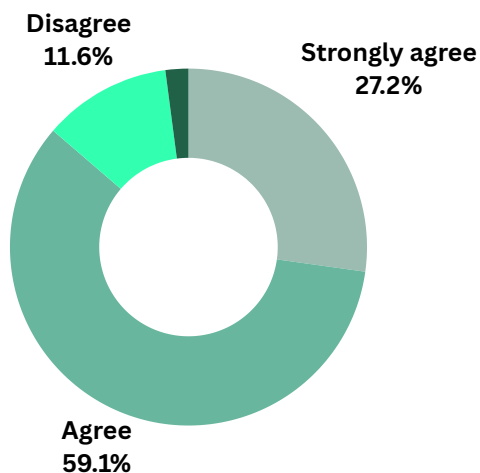
#### I think my manager supports my wellbeing

2022 positive result - 88%  
2023 positive result - 90%



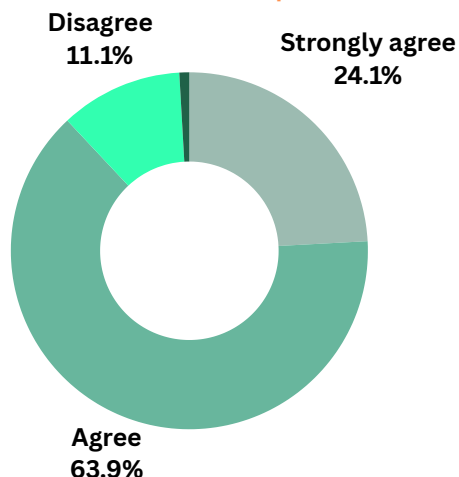
#### I think I have good mental wellbeing

2022 positive result - 86%  
2023 positive result - 86%



#### I think I have good physical health

2022 positive result - 88%  
2023 positive result - 88%





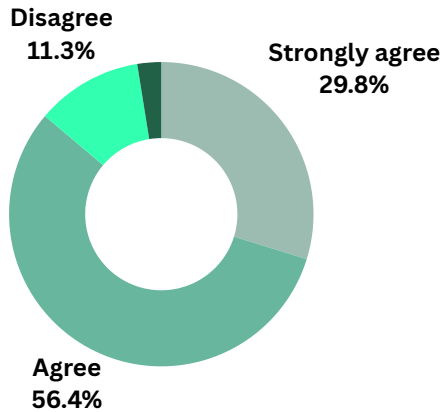


## Wellbeing - Continued



### I feel like I can balance my work and home responsibilities

2022 positive result - 87%  
2023 positive result - 87%



### What ONE thing could the Council do / change to improve your wellbeing?



1. Flexible Working



2. Resources



3. Communication and engagement



4. Facilities



5. Wellbeing initiatives



6. Internal improvements



7. Work/life balance



8. Salary

- 1. Flexible working** - increase flexible working offer
- 2. Resources** - more staff
- 3. Communication and engagement** - more contact from manager, wellbeing check ins, communicate about updates
- 4. Facilities** - more chairs, clean desks, more space for private conversations
- 5. Wellbeing initiatives** - health MOTs, celebrating weeks e.g. menopause, more social activities
- 6. Internal improvements** - HR to improve systems, suggestions to improve internal processes
- 7. Work/life balance** - being able to attend networking events, too many meetings not enough breaks.
- 8. Salary** - provide updates on salary / pay rises.

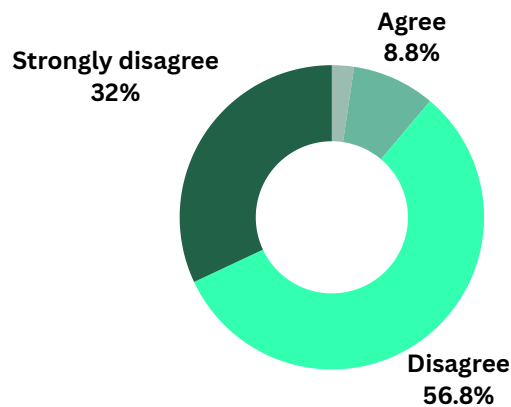


### Wellbeing - Continued



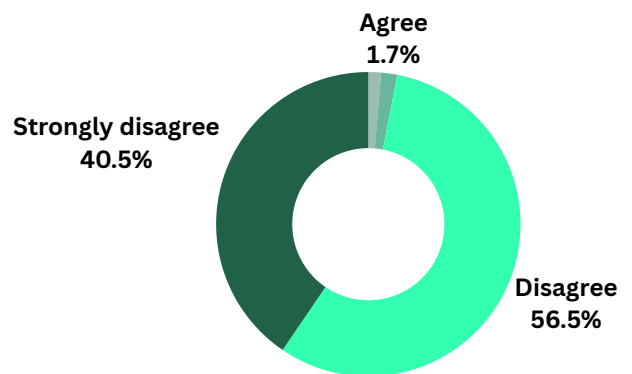
**My working arrangements make me feel socially isolated from my team/colleagues**

2022 positive result - 88%  
2023 positive result - 89%



**My social circumstances outside of work make me feel lonely and/or isolated from others**

2022 positive result - 93%  
2023 positive result - 97%



**What ONE thing could the Council do to improve your interactions or relationships with your colleagues and across the wider teams?**

1. Increased team engagement
2. Cross team or service communication / engagement
3. Council wide engagement
4. Communication improvement suggestions
5. Facilities/locations
6. Increase face to face interactions
7. Better communication from managers and leaders

## Wellbeing - Continued



**1 in 4** employees stated they were an unpaid carer.

No significant difference to 2022

**For those who declared they were an unpaid carer, when they were asked if they have spoken to their manager about their caring responsibilities, this is what they said:**

Yes, I have, and it has made a difference	<b>35%</b> (2022 - 27%)
Yes, I have, and it has made no difference	<b>7%</b> (2022 - 6%)
No, I have not because I do not think anything is available to support me	<b>10%</b> (2022 - 9%)
No, I have not, as I do not know how to raise the subject	<b>3%</b> (2022 - 3%)
No, I have not because I am managing fine	<b>45%</b> (2022 - 55%)

What could the Council do to raise awareness about carers and the support available?



**28%** Awareness raising about unpaid caring and how carers can be supported



**10%** Peer support groups



**25%** Information and advice about organisations in South Tyneside that support unpaid carers



**12%** Opportunity to speak to my manager about my caring responsibilities



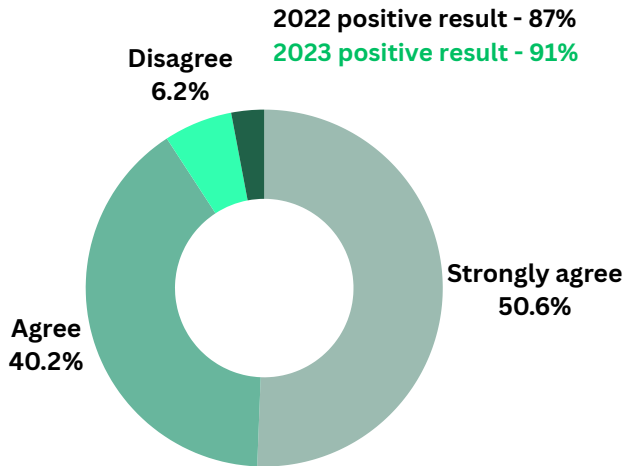
**25%** Carer specific policies



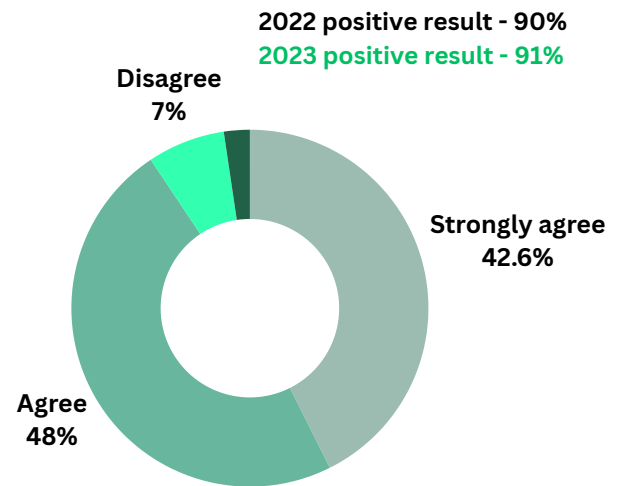
### Relationships



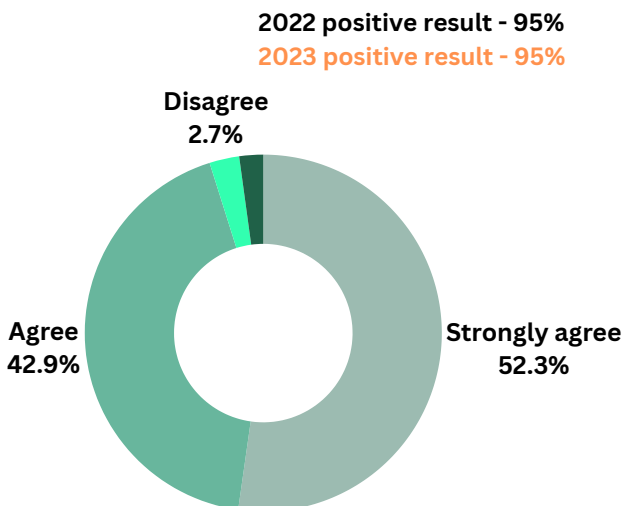
#### I feel supported by my manager



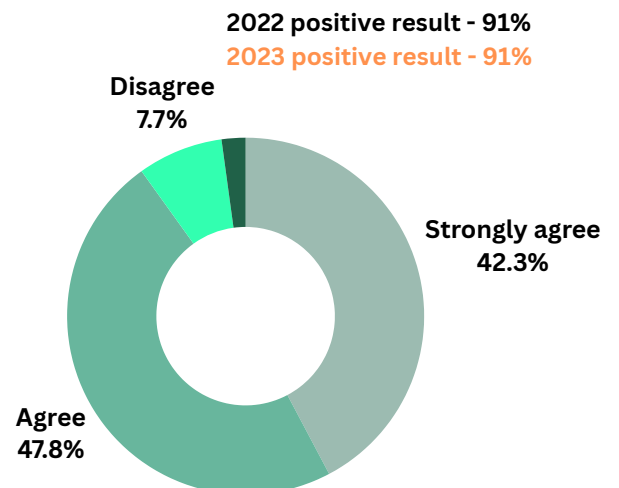
#### I feel a sense of belonging to my team



#### I feel trusted to do my job



#### I am given opportunities to make decisions relating to my job



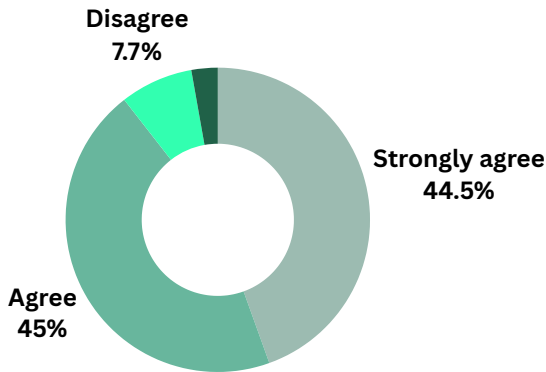


### Relationships - Continued



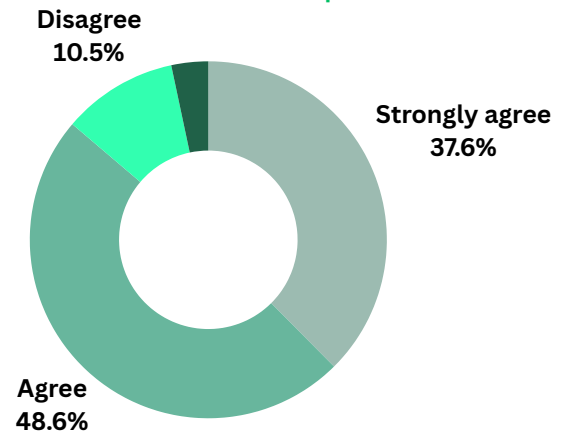
**I feel that my opinions are genuinely listened to by my manager**

2022 positive result - 86%  
2023 positive result - 90%



**I have received recognition or praise for doing good work**

2022 positive result - 83%  
2023 positive result - 86%

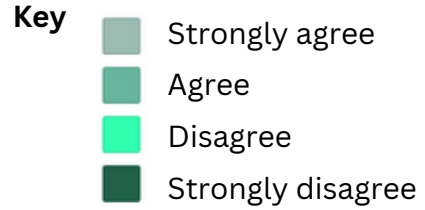


**What is your ONE main work-related concern right now?**

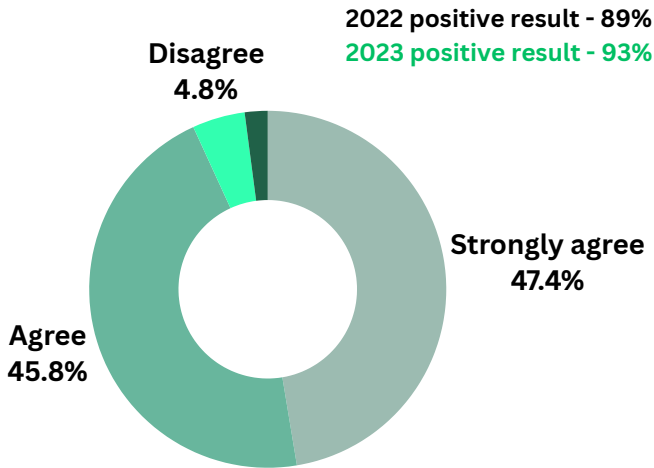
What is your ONE main work-related concern right now?
1. Workload (51%)
2. Attraction, Recruitment and Retention (15%)
3. Communication problems (10%)
4. Progression opportunities (7%)
5. Inappropriate behaviours (4%)
6. Budget concerns (4%)
7. Feeling undervalued or unappreciated (4%)
8. IT issues (3%)
9. Facilities (2%)



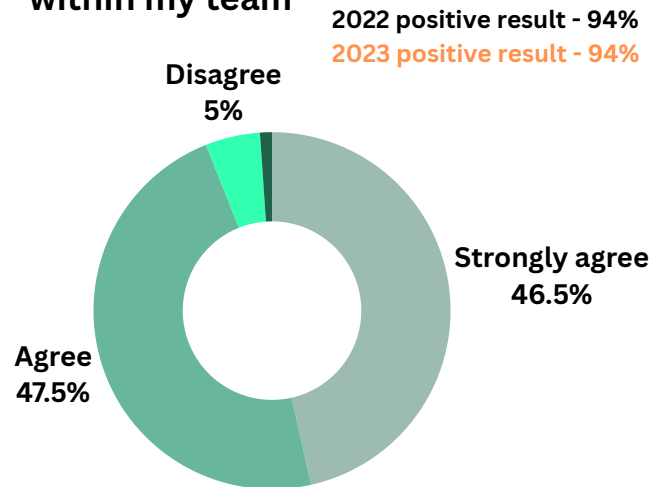
### Communication



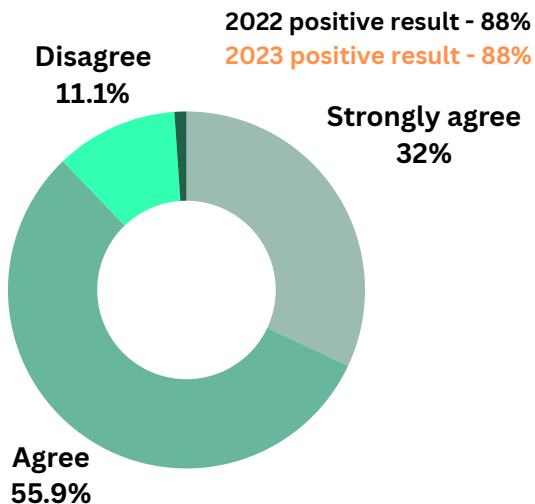
#### I have enough contact with my manager



#### I have good communications with / within my team



#### I feel that I have enough social interaction with my colleagues



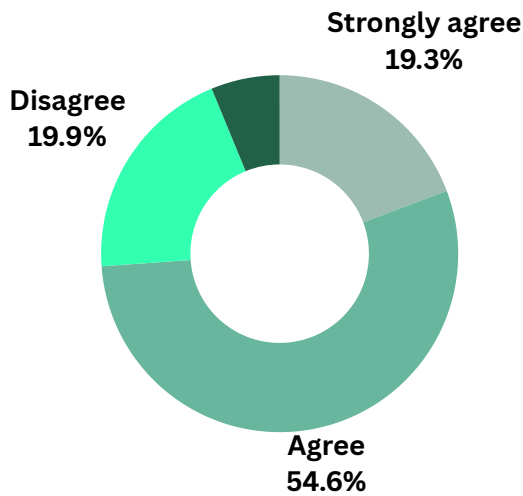


### Communication



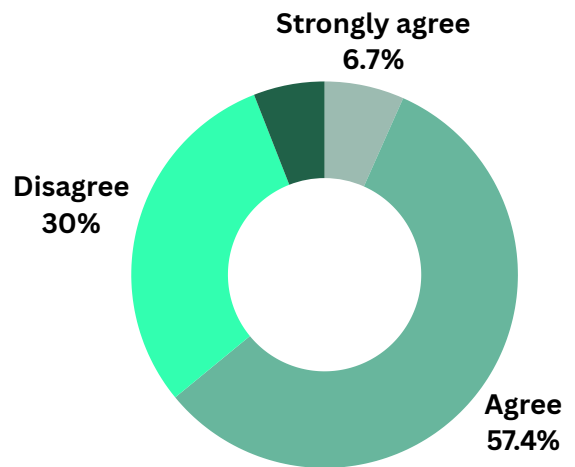
#### I regularly read the weekly 'Staff Briefing' update

2022 positive result - 76%  
2023 positive result - 74%



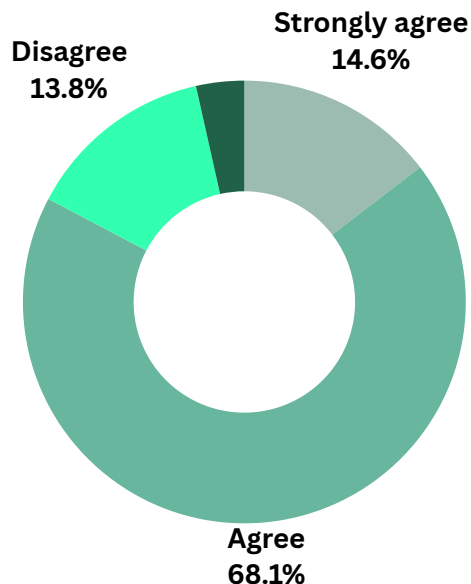
#### The content of the 'Staff Briefing' is relevant to me

2022 positive result - 69%  
2023 positive result - 64%



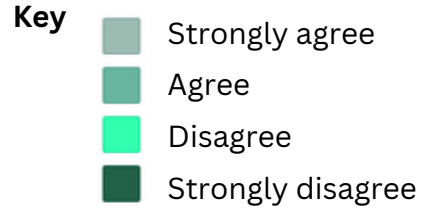
#### I am kept informed about Council issues which are relevant to me

2022 positive result - 84%  
2023 positive result - 83%

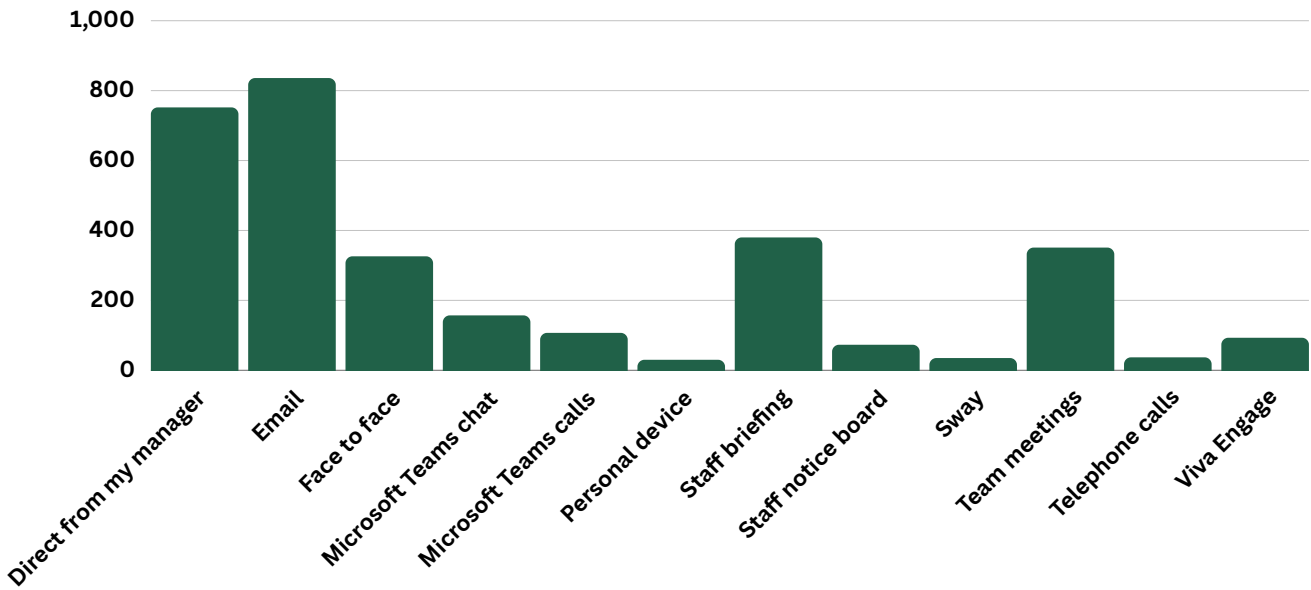




### Communication - Continued



Please choose your top 3 preferred styles of 'All Staff' communication



What ONE thing could the Council do to improve communication with you as an employee?



1. Relevant comms



2. More interactive ways to communicate



3. Reduce email comms



4. Use fewer channels



5. Easier to read content



6. Allow use of personal device



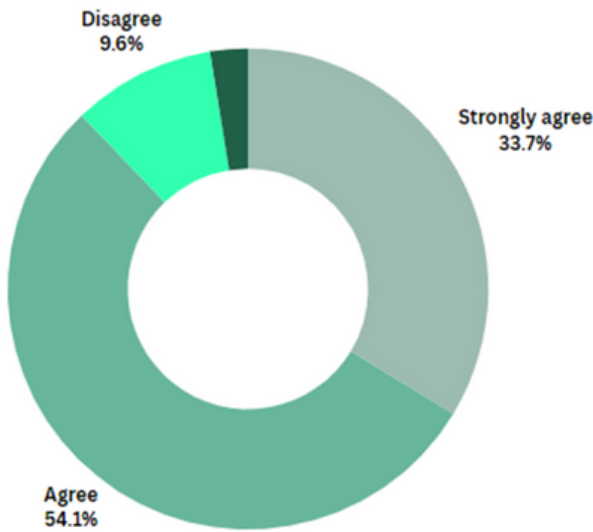


## Environment and Equipment



**I have the appropriate equipment and materials needed to work effectively**

2022 positive result - 90%  
2023 positive result - 88%



**I have requested equipment needed to do my job, but it has not been provided**

Yes, the equipment I have requested <b>has not</b> been provided	11%
No, the equipment I have requested <b>has</b> been provided	35%
I have not requested equipment	54%

**What ONE thing could the Council do to improve your working environment?**

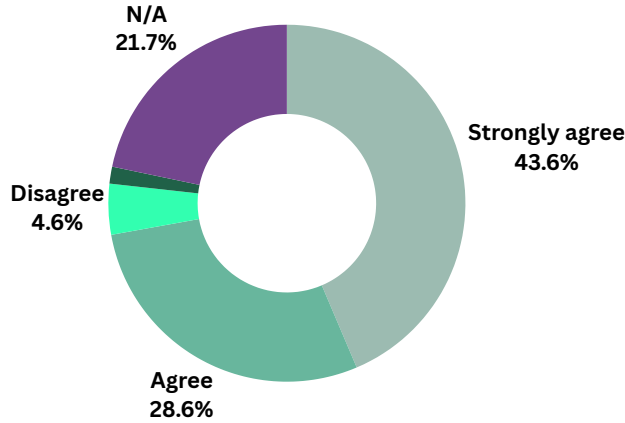
What ONE thing could the Council do to improve your working environment?
1. Working environment
2. Improve IT
3. Facilities
4. Home working
5. Safety at work



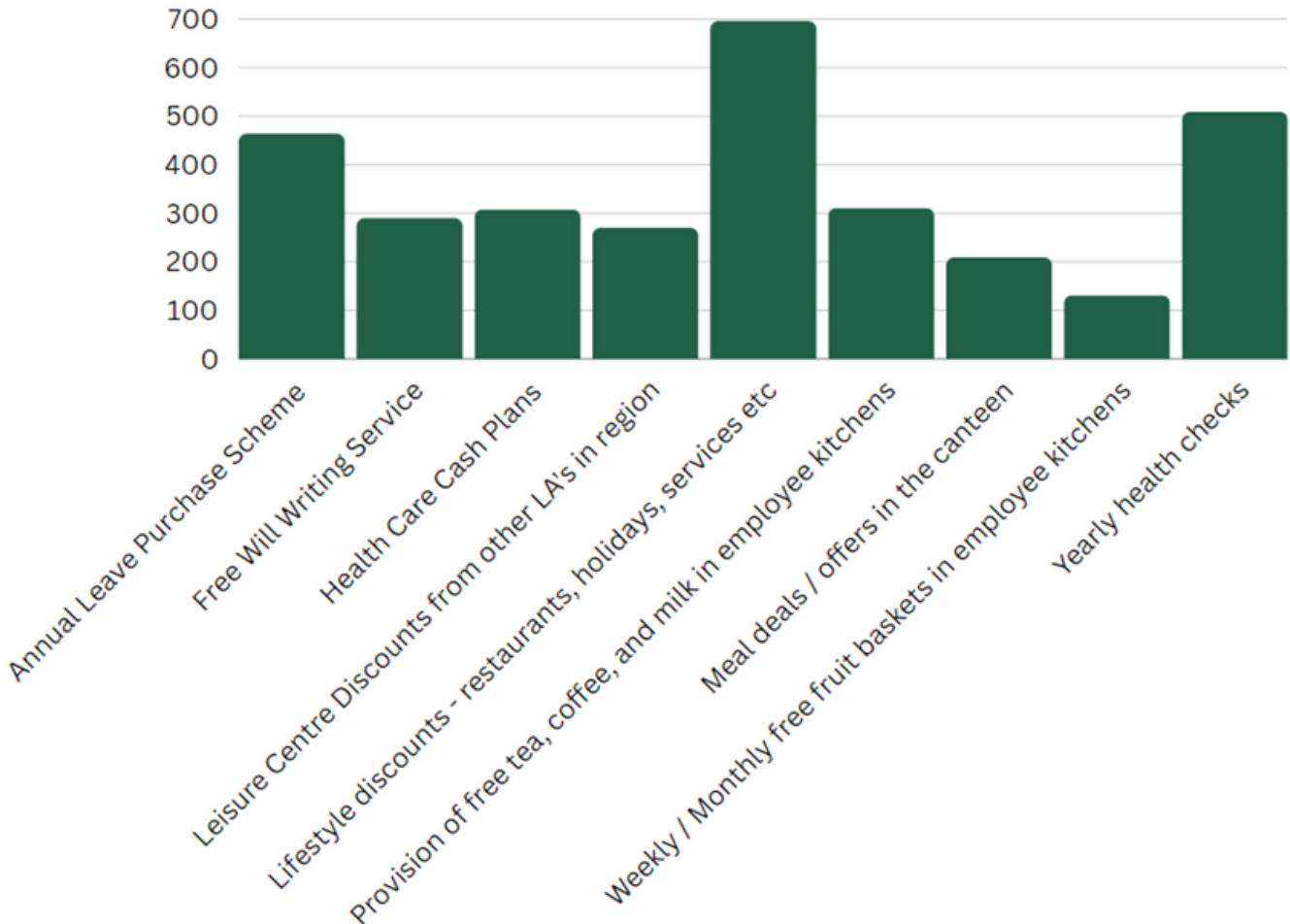
### Your experiences



#### Working in a hybrid way has had a positive impact on my wellbeing



#### Select the top 3 benefits you would like to receive from the below list:





## Your experiences - Continued

What ONE benefit and/or offering would you value that hasn't been mentioned above?

