

2022

# EMPLOYEE SURVEY

Headline Report



Children and Young People

 Herefordshire  
Council



# 1. Survey completion rate

**26%**

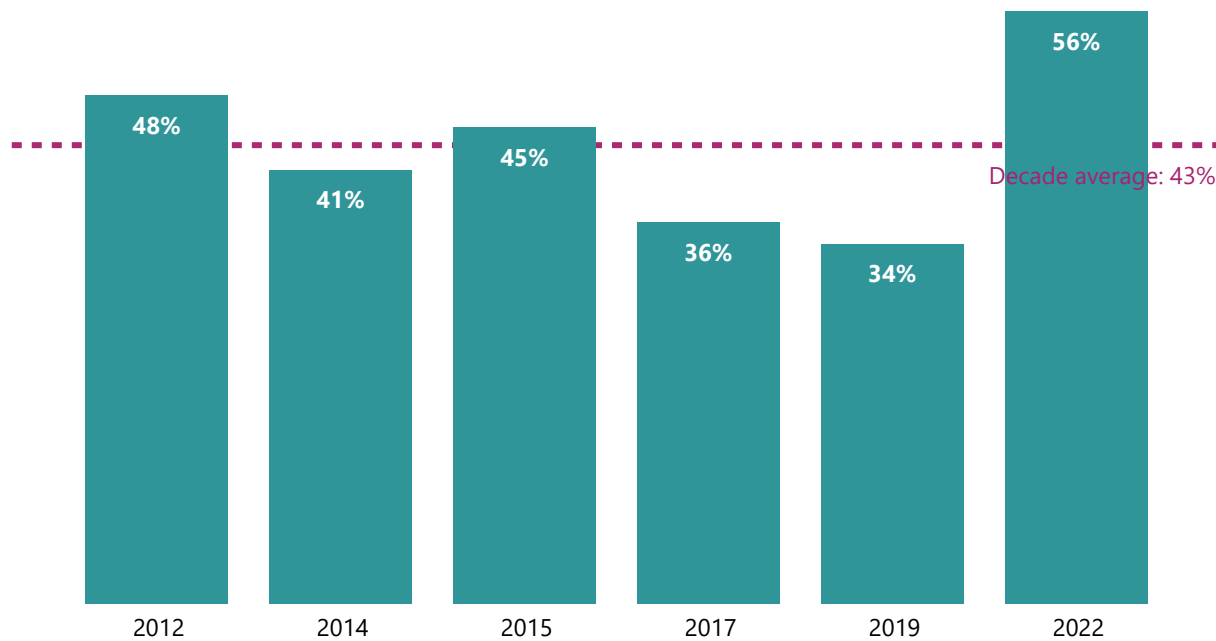
97  
responses  
in 2019

**44%**

218  
responses  
in 2022

▲ **68%**  
on previous survey

Employee survey completion rate trend for previous decade  
(Whole council)



2022 % Response by Directorate



# 2. Employee survey headlines



**Employee Engagement score 3.53 out of 5**

## Things that are working well \*



\* Result based on the percentage of those who answered "Agree" or "Strongly agree"

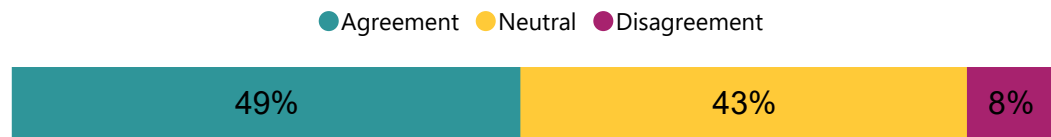
## Top 5

## Things that need improvement \*\*

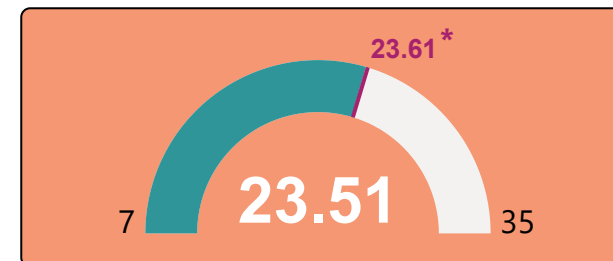


\*\* Result based on the percentage of those who answered "Disagree" or "Strongly disagree"

## My Conversation is an improvement over the previous PDP



## SWEMWBS Wellbeing score

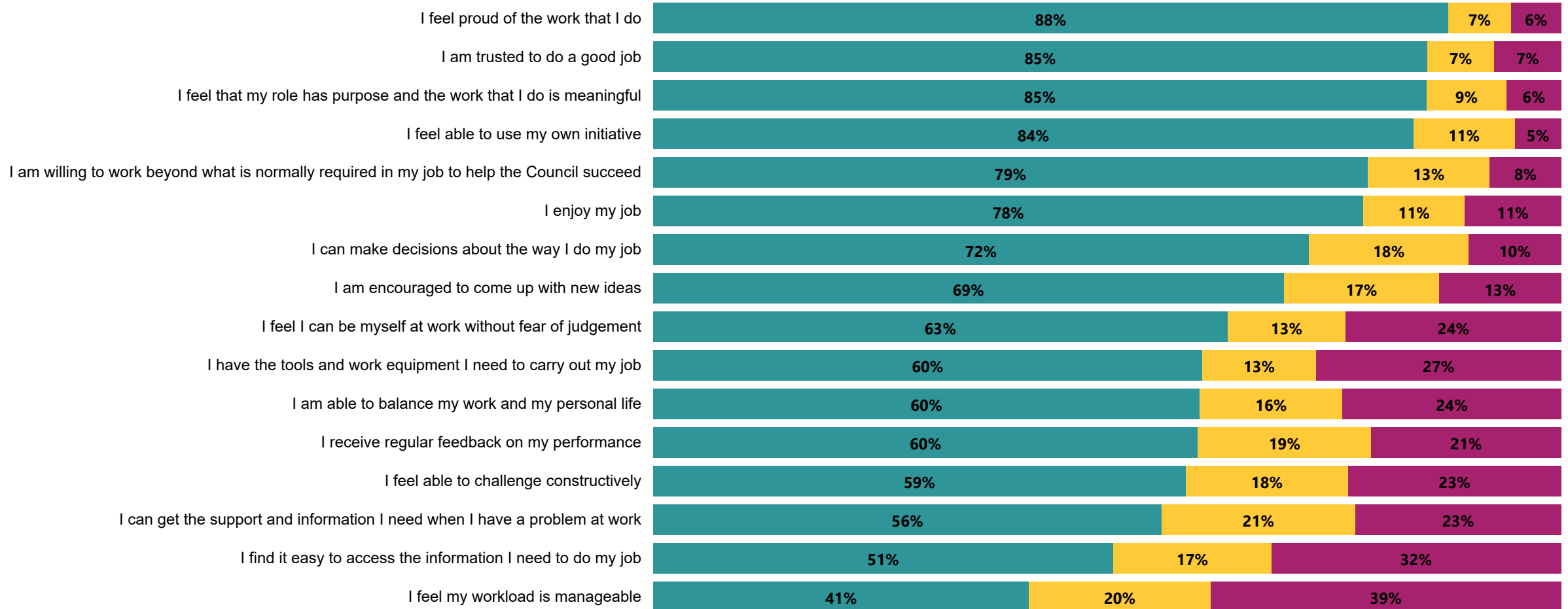


\* Target is the Mean of SWEMWBS Population Norms in Health Survey for England data 2011

# 3. You and your job



**Net Response** ● Agreement ● Neutral ● Disagreement

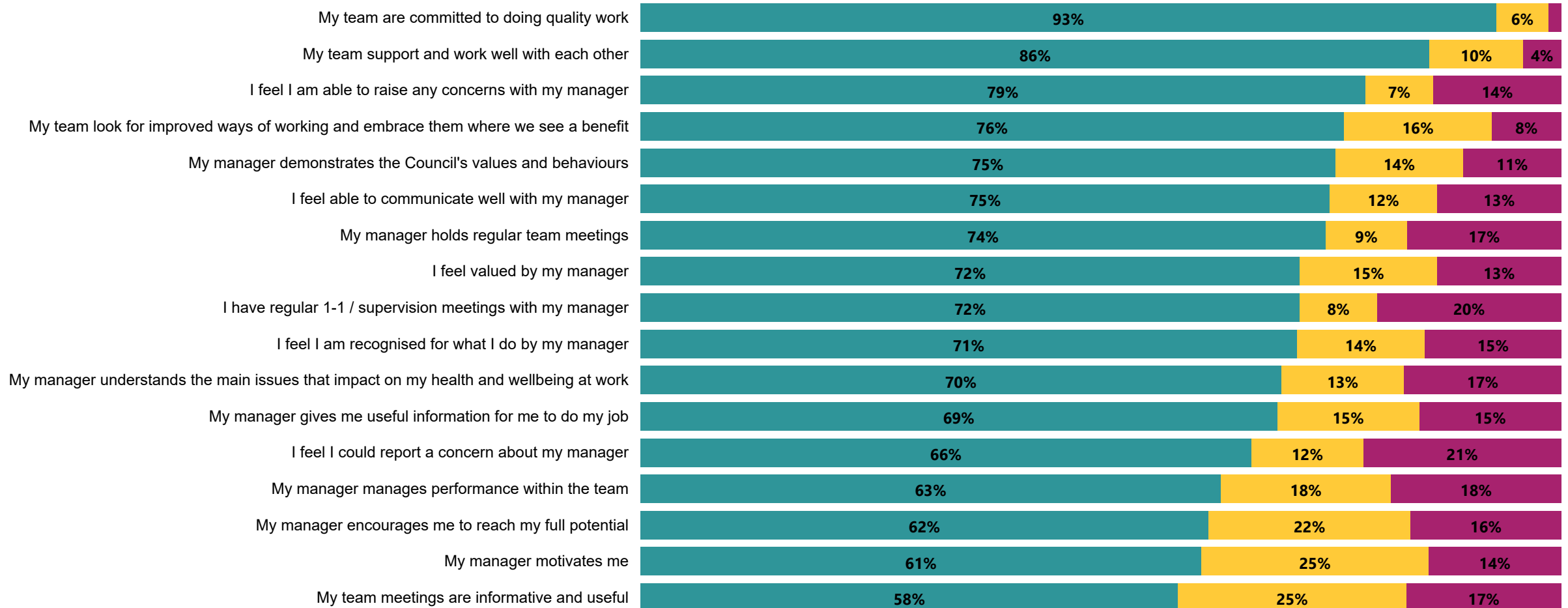


*Figures are presented as Net Response aggregations, where 'Strongly agree' and 'Agree' become 'Agreement' and 'Strongly disagree' and 'Disagree' become 'Disagreement'. 'Neither disagree nor agree' becomes 'Neutral'. Results exclude any instance where the question was left blank.*

# 4. Your team and your line manager



**Net Response** ● Agreement ● Neutral ● Disagreement

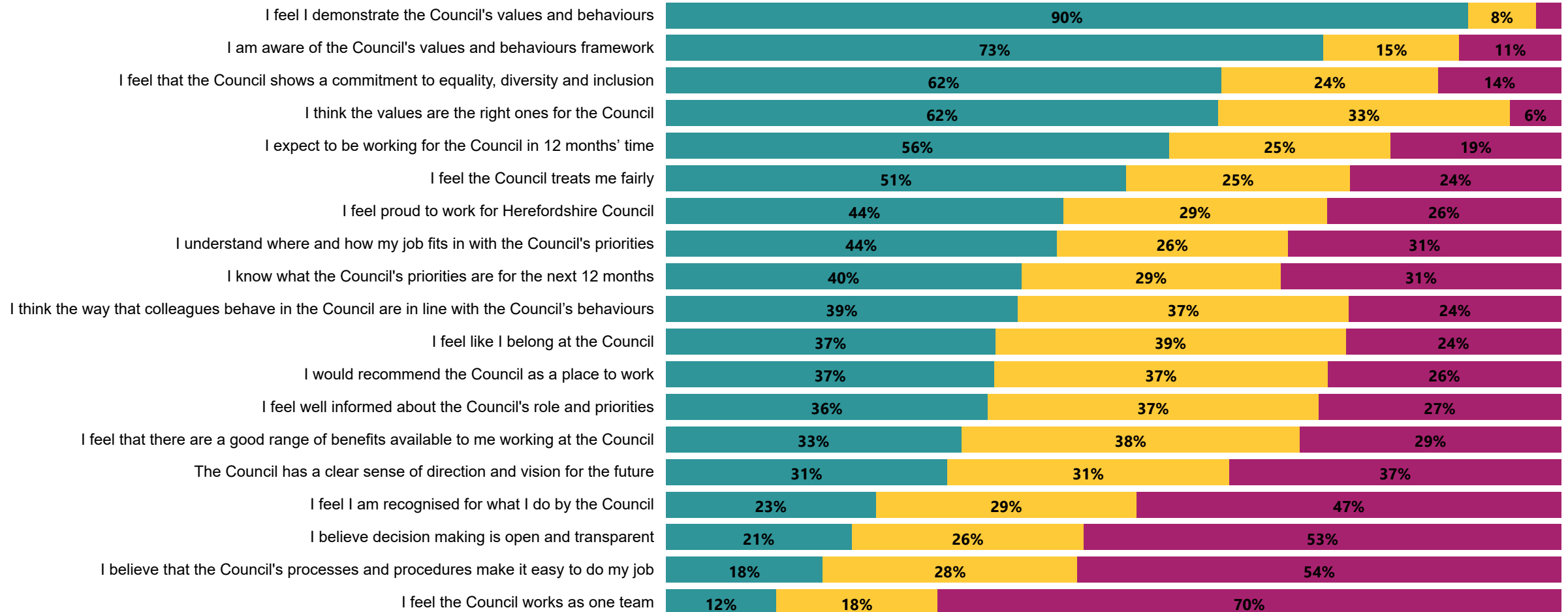


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# 5. Council culture



**Net Response** ● Agreement ● Neutral ● Disagreement

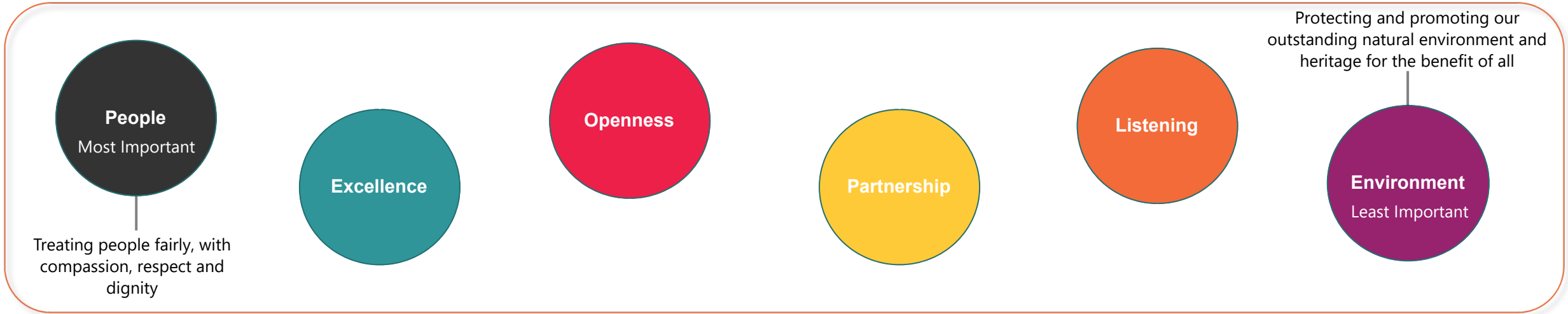


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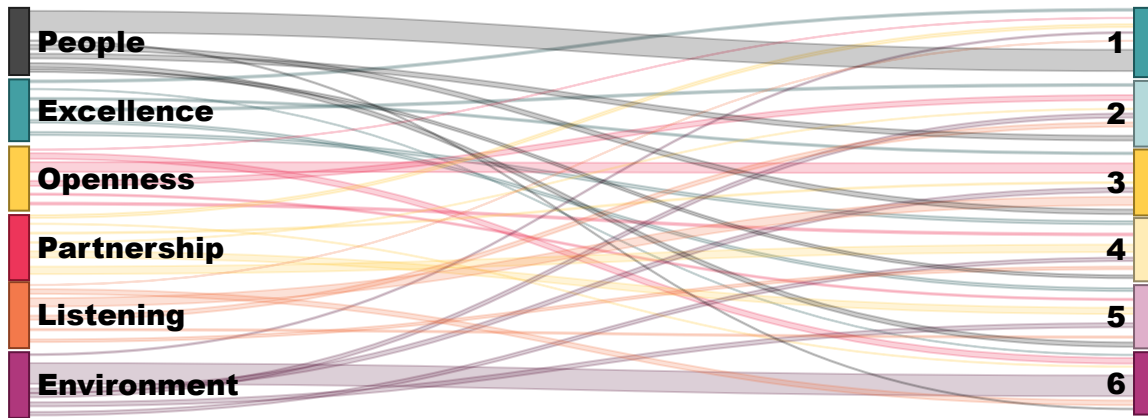
# 6. PEOPLE values



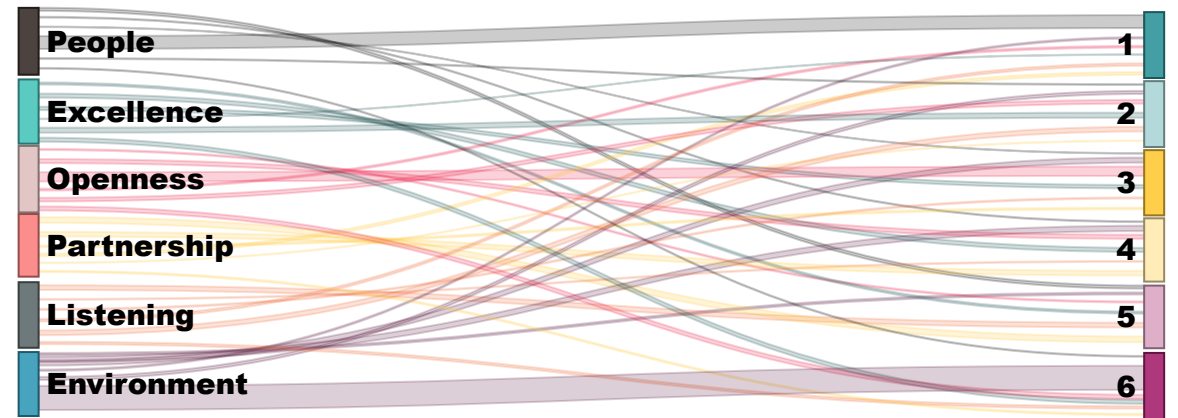
## Your most important and least important PEOPLE values



### Your Values



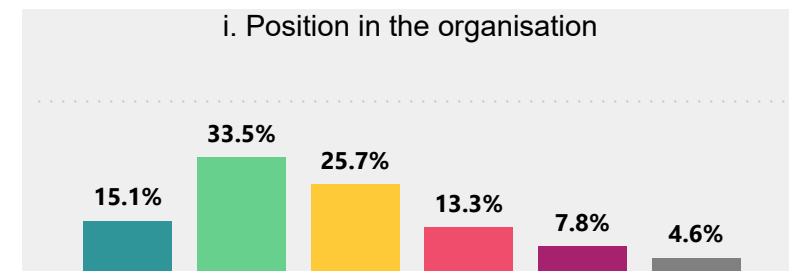
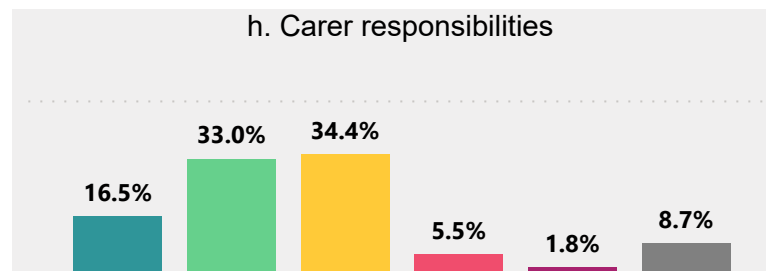
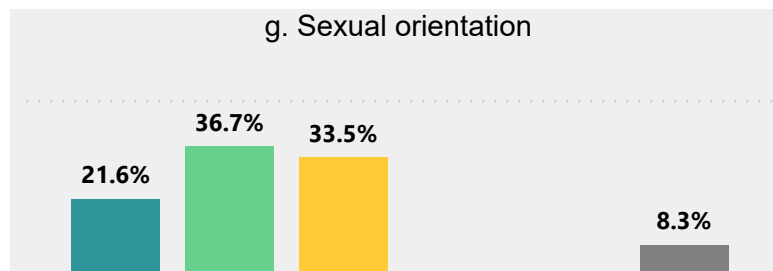
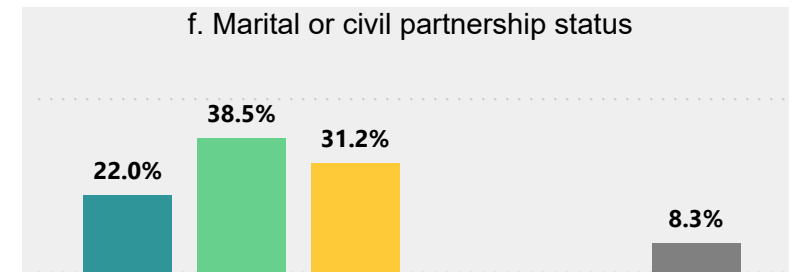
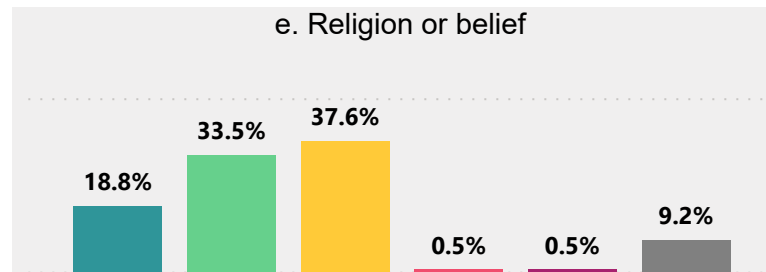
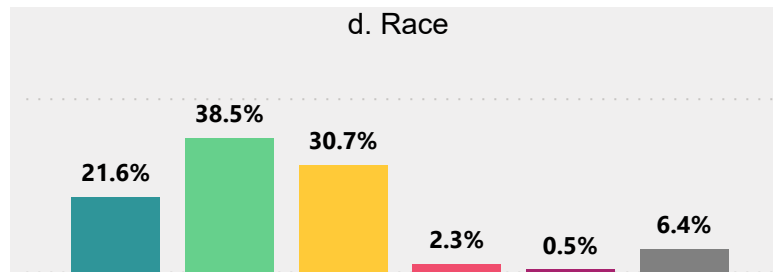
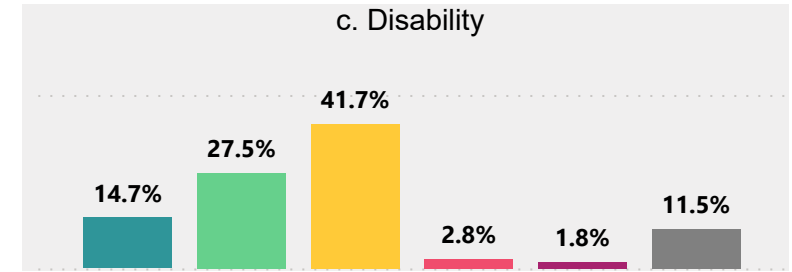
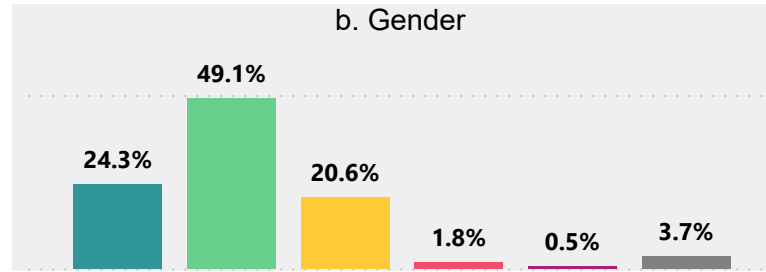
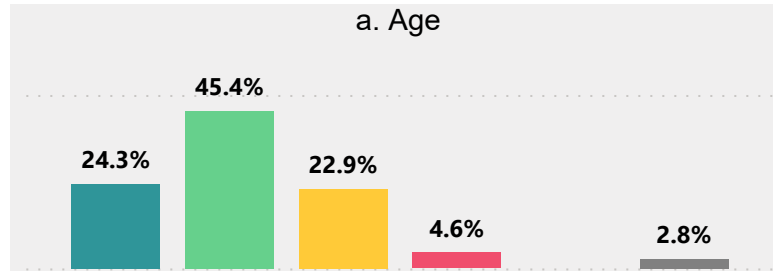
### Values demonstrated by your line manager



Rank is 1 - 6 where 1 is the most important and 6 the least important. Responses that were blank have been excluded.

The thickness of the connecting line shows the proportionality between Value and rank, i.e. the thicker the line the more staff connected the Value to the associated rank.

# 7. Treated fairly by characteristic



Strongly agree    Agree    Neither disagree nor agree    Disagree    Strongly disagree    No Response

Strongly agree    Agree    Neither disagree nor agree    Disagree    Strongly disagree    No Response

Strongly agree    Agree    Neither disagree nor agree    Disagree    Strongly disagree    No Response



# 8. Information and communication



**Net Response** ● Agreement ● Neutral ● Disagreement

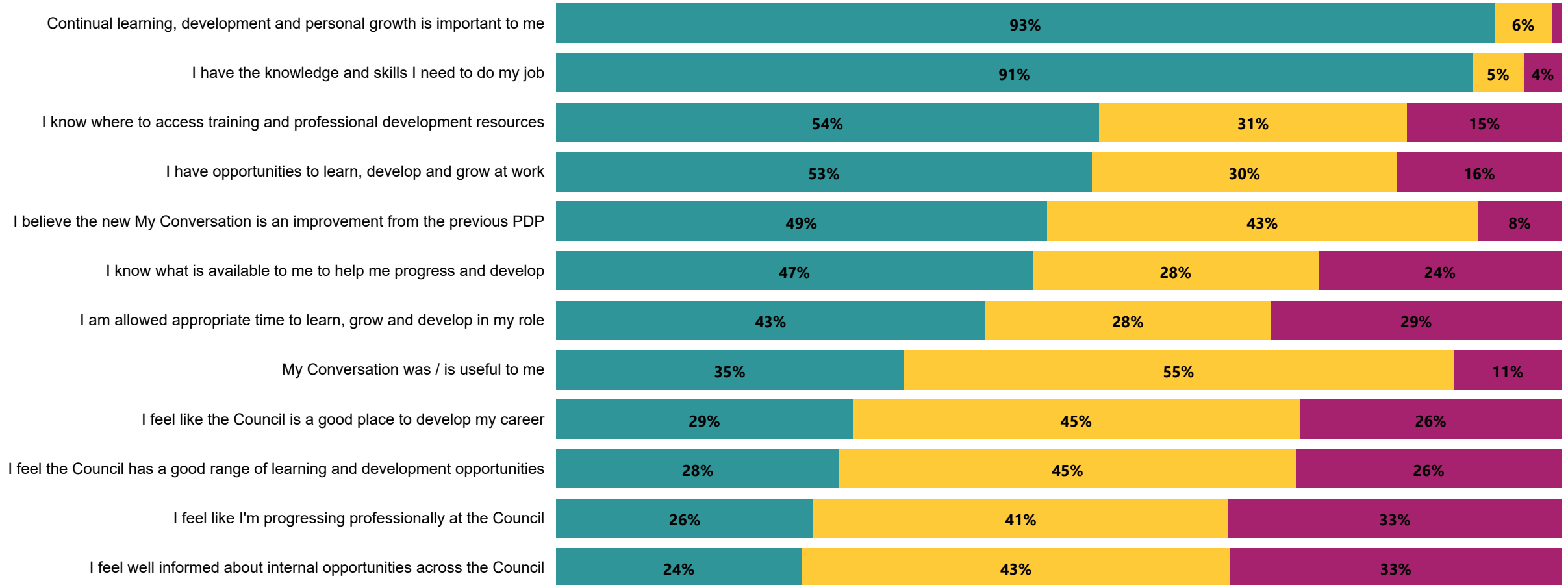


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# 9. Your learning, career and development



**Net Response** ● Agreement ● Neutral ● Disagreement



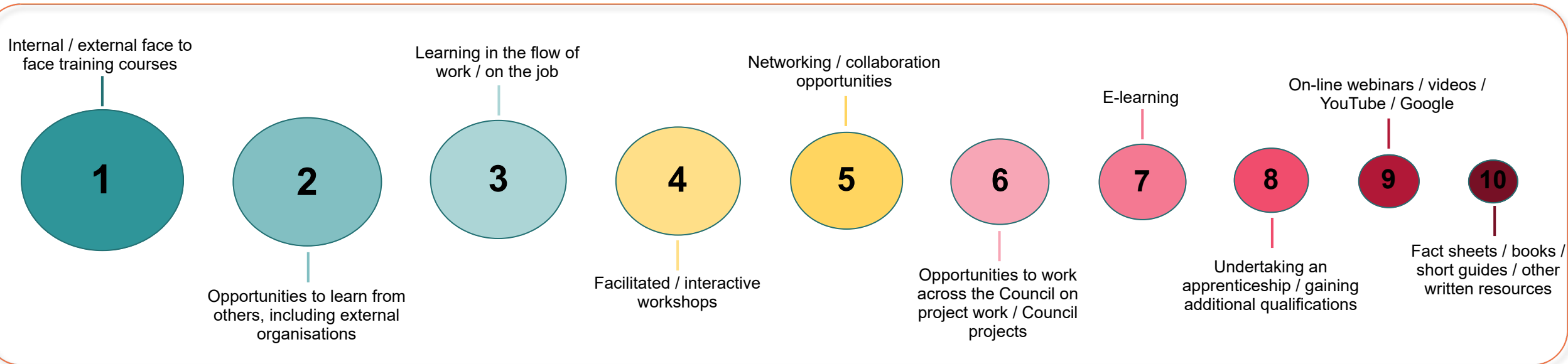
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# 10. Preferred learning type and areas of development

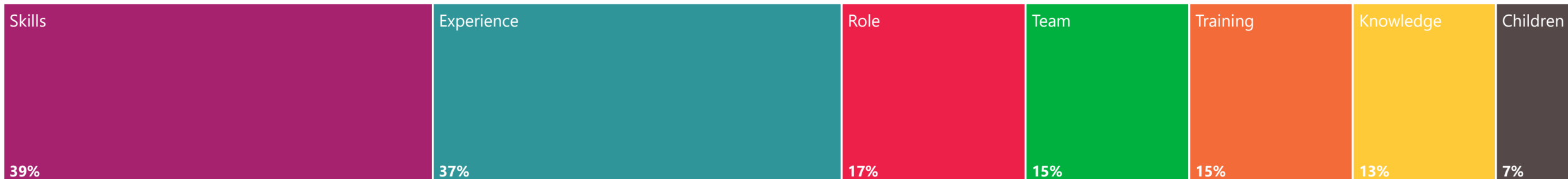


## Learning and Development preference

from 1 (most preferred) to 10 (least preferred)



## Areas of development for next 12 months (by % of staff who mention area)



Further analysis to be undertaken on the dataset

# 11. My Conversation



**72%**

of staff who responded to the Employee Survey were aware of the new My Conversation framework

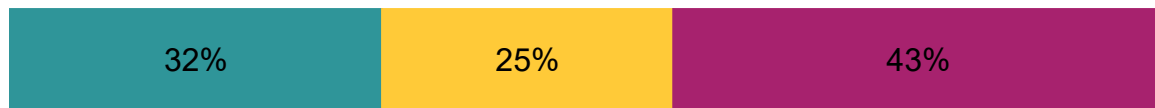
My Conversation is an improvement over the previous PDP

● Agreement ● Neutral ● Disagreement

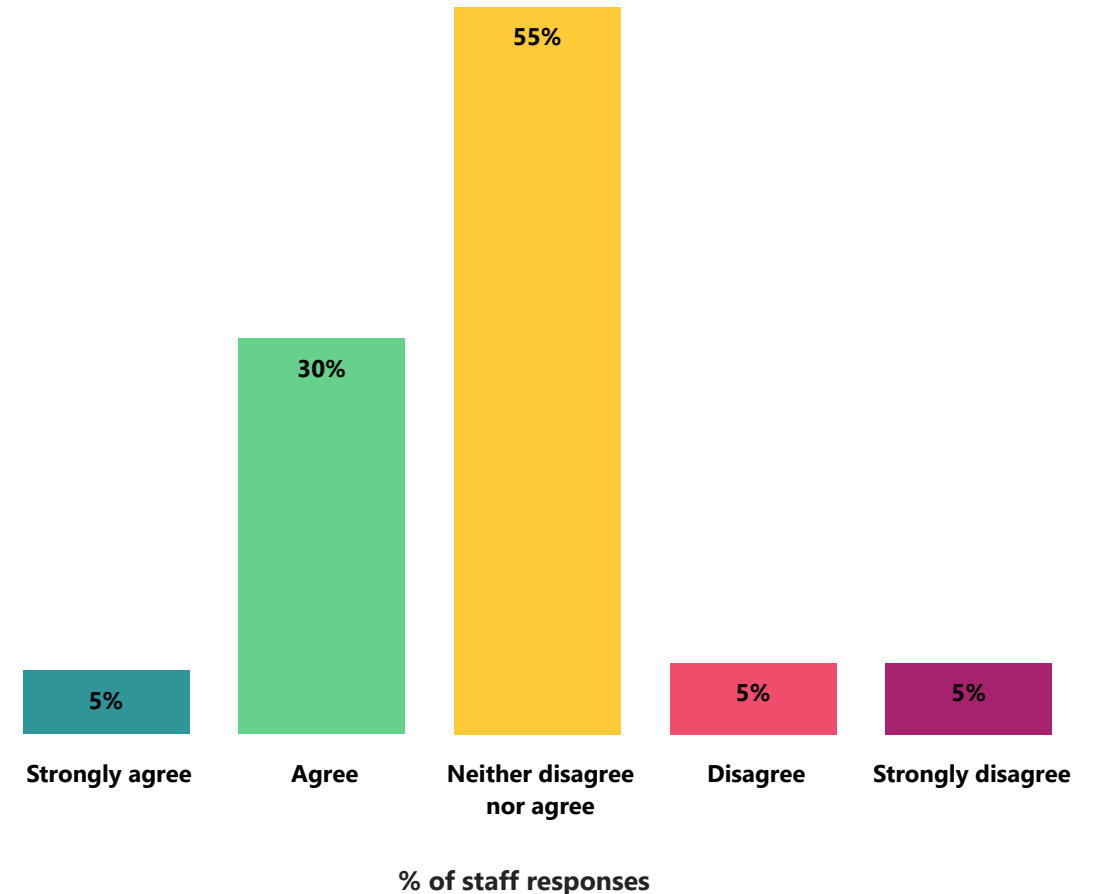


Had a 2022 My Conversation with their line manager

● Yes ● Planned ● No



My Conversation was useful to me





# 13. The Spirit of Herefordshire, a place to thrive



19%

of staff are aware of  
The Spirit of  
Herefordshire

19%

of staff understand  
what this means

## Top 10 Interpretations of The Spirit of Herefordshire

1. Community - a sense of "togetherness"

2. A great place to live, work and visit

3. Pride in the County - it's natural environment and landscape, it's vibrant towns and rich heritage

4. Being proud to work for Herefordshire Council - passionate and committed workforce who want the best for Herefordshire

5. One Council - working together in a professional, inclusive and friendly environment to achieve the same goals

6. Council culture - a sense of belonging to a caring and inclusive employer including the way we do things

7. A great employer - a place where you can bring yourself to work and are supported, enabled, empowered in doing your job to achieve your potential

8. Thriving economy - economic and social growth where people living, working and visiting are enjoying and contributing to all that Herefordshire has to offer

9. The love of being from and living in Herefordshire

10. Progression and future focused - for the Council and the County

## Employee quotes

*"A forward-looking, progressive county rich in biodiversity, that values its whole community - human and beyond"*

*"Being proud of Hereford and working hard for everyone who lives here or visits here"*

*"Creating an environment where people choose to stay, they see career progression, they feel valued and can work flexibly"*

*"Hereford as a place of opportunity, culture, inclusivity and beautiful countryside"*

*"It means to explore and bring out the best of what we have available in Herefordshire in order to support our community and be a fantastic place to live and work"*



# 15. Service area and other response rates



## Children and Young People

Service Area	No. of Staff	No. of Responses	% Respondents
Education, Skills and Learning	99	55	56%
Safeguarding and Family Support	150	146	97%
Safeguarding, Quality Assurance and Improvement	246	9	4%
Unknown	0	8	0%

## Community Wellbeing

Service Area	No. of Staff	No. of Responses	% Respondents

## Economy and Environment

Service Area	No. of Staff	No. of Responses	% Respondents

## Corporate Services

Service Area	No. of Staff	No. of Responses	% Respondents

## Contract Type

Contract	No. of Responses	% Respondents
Agency / Locum worker	12	1%
Fixed Term Contract	15	2%
No Response	5	1%
Permanent	185	21%
Temporary Contract	1	0%

% Line Managers who completed survey

**16%**