



SOUTH
KESTEVEN
DISTRICT
COUNCIL



Committee/Council


Date 18 January 2023

Report of Councillor Annie Mason,
Cabinet Member for People & Safer
Communities

Pulse Surveys – Wellbeing and Staff Socials

Report Author

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Purpose of Report

This report details the results of two recent pulse surveys. The first set out questions relating to colleague's wellbeing and the second survey asked about staff socials.

Recommendations

- 1. Employment Committee is asked to note the results of the two pulse surveys and comment accordingly on the findings.**

Decision Information

Does the report contain any exempt or confidential information not for publication?

No

What are the relevant corporate priorities?

High performing Council

Which wards are impacted?

All

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 Wellbeing activities are planned in line with the wellbeing budget which was allocated by Full Council for the 22/23 financial year.

Richard Wyles Chief Finance Officer

Legal and Governance

- 1.2 From an employment law perspective, the work on mental health and wellbeing are in line with the Council's legal obligations to look after the health and welfare of our employees.

Graham Watts, Assistant Director of Governance and Deputy Monitoring Officer

Mental Health and Emotional Wellbeing

- 1.3 Wellbeing is the cornerstone of South Kesteven District Council and it is vital we have a good understanding from our people about how they are and what factors positively contribute to employee wellbeing. This underpins the Council's organisational success and it is therefore important we regularly ask and build actions in response to the insights.

2. Background to the wellbeing pulse survey

- 2.1 At SKDC, we have a holistic approach to wellbeing which includes; mental health first aiders, an employee and members assistance programme, colleague networks and leading numerous wellbeing initiatives which recently have included:

- White Ribbon domestic violence awareness involving a staff football game and pledge tree.
- Various mental health awareness activities including Men's Mental Health Week with a mental health workshop open to all colleagues.
- Financial wellbeing support for Talk Money Week.

- 2.3 A priority for us has also been initiating ways of bringing our people together more. This was a key action from our 2021 Engagement Survey and subsequent focus groups. Over the past year we have therefore focused on bring people together from across the Council through:
- Wellbeing networks which support colleagues on topics that are important to them including our Menopause Café and Parents Forum.
 - Holding our first staff social since pre-pandemic. We did this by holding a #TeamSK Awards night.

3. Wellbeing Survey Results Overview

- 3.1 The Wellbeing Survey was cascaded to all staff in November 2022 and received 85 responses. The full results are shown in the presentation in Appendix A. Some key highlights are as follows:

- When asked to rate their mental wellbeing, 46% said good or very good. This has increased from 37% in 2021.
- A further 41% rated their mental wellbeing as 'okay' meaning 87% of respondents answer 'okay' or higher.
- 85% said they felt the Council currently provides enough support for their mental wellbeing which was a 25% increase on the 2021 score.
- 95% said they would know where to go to get support for mental wellbeing issues and 91% said they are aware of our Employee Assistance Programme.
- 25% said their state of wellbeing had been negatively affected by the current financial crisis and a further 20% said it had been somewhat affected.
- 40% said they had made use of our wellbeing initiatives over the last year.
- 71% felt the Council provides enough support for their physical wellbeing (an increase from 57% in 2021).

- 3.2 Suggestions from the survey have been built into an action plan which includes:

- Physical wellbeing month taking place this month (January 2023) including a team steps challenge and working with Leisure SK to give staff more access to activities. The steps challenge is already a big success with 20 teams of 6 taking part.
- Standing desks at the new office.
- More networks opportunities for colleagues to come together on topics of interest.
- Scheduled workshops and seminars to raise awareness of wellbeing topics.
- Mental health focus at the Depot for the waste team, bringing in the expertise of a local charity; Dom Brister from Don't Lose Hope.

4. Background to the Staff Socials Feedback Survey

4.1 On 1st December 2022, we held a #TeamSK Awards and Staff Celebration evening in the Guildhall. More than 100 colleagues attended the event which included the presentation of employee awards for the categories outlined below, followed by a buffet and disco.

4.2 The awards presented were:

Award	Shortlist	Winner
Outstanding Team of the Year	Housing Homes for Ukraine Customer Services London Bridge People Panel Environmental Health Commercial Team	Homes for Ukraine
Outstanding Achievement	Andre Ford Hamilton (Housing) Debbie Mewes (Legal) Rachel Cartwright (Communications) Debbie Nicholls (Communications) Kirsten Janey (Revenues) Laura Short (Arts)	Debbie Nicholls (Communications)
Making a Difference in our Community	Kati Conway (Neighbourhoods) Dave Munnary (Street Cleansing) Rachael Bradley (Housing) Peter Harrison (Public Protection) Pauline Abbess (Change4Lincs) Stella Darker (Housing Support)	Rachael Bradley (Housing)
Pillar of Support	Christian Polzin (Environmental Health) Alice Atkins (Corporate Projects) Drew Palmer (Housing) Amber Wakling (Corporate Projects) Kevin Taylor (CCTV) Carolyn Baker (Corporate Property Services)	Amber Wakling (Corporate Projects)
Rising Star	Ayeisha Kirkham (Public Protection) Joshua Mann (Housing Options) Carrie Polzin (Licencing) Dean Allan (Environmental Health) Mieke Alcock (HR) Tanya Scofield (Fleet Services)	Ayeisha Kirkham (Public Protection)
Deputy Chief Executive award	Not applicable	Sarah Downs
Director's award – Growth and Culture	Not applicable	Eli Barrett

Director's award – Finance	Not applicable	Debbie Gorely
Director's award - Housing	Not applicable	Katie Askew
Chief Executive's award	Not applicable	Phil Swinton Fran Beckitt

5. Staff Socials Feedback Survey Overview

- 5.1 The Staff Socials Survey was cascaded to all staff in December 2022. There were two sets of questions; one for those who attended the event on 1st December and another set of questions for those that did not attend.
- 5.2 142 colleagues completed the survey. 65 of these went to the event and gave feedback on evening and 77 responded who did not attend. The latter gave feedback on their reasons for not attending and any views on future social events they may like to be involved in.
- 5.3 The full results of this survey are shown in Appendix B. Some of the key highlights are as follows:

Of the 62 colleagues who provided feedback having attended the event:

- When asked to rate the evening out of 5, 97% rated it either 4 or 5.
- 98% said they would be likely/very likely to attend a future social event.
- Feedback about the awards, recognition, room décor, social opportunity and atmosphere were overwhelmingly positive.
- Suggestions for improving the event included a bigger venue and having it on a Friday night.

Of the 77 colleagues who responded to the survey having not attended the event on 1st December, their feedback included:

- The main reason for not attending was due to other commitments on the date of the event. Other reasons included childcare, illness and not living close by.
- 66% would be likely/very likely to attend a future social event.

Suggestions from all the survey responses on what they would like to see for future events included a BBQ, bowling, quiz night, sport activities and team challenges. These are being review and built into a plan for 2023.

6. Consultation

- 6.1 The results have been shared with our Trade Union Representatives and the Senior Leadership Team. A communication to all staff is to be cascaded.

7. Appendices

- 7.1 Appendix A – Wellbeing Survey results Nov 2022
Appendix B - Staff Socials Survey results