

Theme	Question Set	WCC 2022 Result	2021 Comparison
My job & Role	My role gives me a feeling of personal accomplishment	79%	+1
My job & Role	I believe the work I do will help us to deliver a Fairer Westminster	79%	n/a
Westminster Way	In order to meet my objectives, I have the freedom to work in the way that is most productive	76%	+1
My job & Role	I'm trusted to make decisions about things that are my responsibility	82%	0
My job & Role	It is easy to get things done in my service	45%	-1
Westminster Way	I think it's safe to speak up and challenge the way things are done	58%	+4
My job & Role	I feel comfortable sharing my ideas and opinions at work	75%	n/a
My job & Role	I can access the information I need to do my job effectively	70%	n/a
Westminster Way	I have the equipment and resources I need to do my job effectively	73%	-3
Westminster Way	The environment(s) I work in, be it working in an agile way or a council building/in the city, enables me to do my job effectively	81%	0
Teamwork & Collaboration	There is a great sense of collaboration in my team	78%	+3
Westminster Way	Different teams work really well together	55%	+1
Westminster Way	I am treated fairly and with respect by the people I work with	82%	+2
Westminster Way	My People leader encourages me to come up with new and better ways of doing things	74%	+2
Westminster Way	My People leader inspires me to get involved in activities outside of my service	58%	+2
Your Line Mgr/People Leader	My People leader keeps me informed about issues that affect me directly	79%	+3
Westminster Way	My People leader gives me clear and honest feedback that helps me to improve my performance	75%	+2
Westminster Way	I have been having regular one to ones and seasonal conversations with my People leader	75%	+4
Westminster Way	I have had the development support I need to deliver my work	68%	+1
Westminster Way	I am optimistic about my opportunities for career development	49%	+3

Westminster Way	The Council cares about my health and wellbeing	65%	+2
Your Wellbeing	I feel supported in my mental health and wellbeing	62%	+1
Senior Leaders	Senior Leaders are sufficiently visible where I work	68%	+6
Senior Leaders	Senior Leaders understand the challenges facing our service	60%	+6
Senior Leaders	I am kept up to date about important changes along with the reasons for them, and what is happening across the Council	69%	+6
Senior Leaders	I trust and respect Senior Leaders in the Council	60%	+5
When Changes Happen	I feel equipped to deal with changes at work	66%	n/a
The Service we provide	The Council is well prepared to meet the challenges of the future	50%	+3
The Service we provide	The Council is committed to delivering the best outcomes we can for our communities (residents, service users etc.)	76%	+4
The Service we provide	Local people and service users are at the centre of our decision making	66%	+5
The Service we provide	I have the opportunity to improve our services by seeking and using feedback from users	60%	+3
The Service we provide	I am able to make decisions that are best for our communities (residents, service users etc.)	58%	+4
The Service we provide	What is the biggest improvement we can make for our communities?	Open Text	
Westminster Way	I believe I am valued by the Council	60%	+4
Value & Reward	Considering my duties and responsibilities, I think my pay is fair	43%	-3
Value & Reward	I am satisfied with the overall benefits package (e.g. annual leave, pension, season ticket loan, etc.)	63%	0
Respect & Dignity	I can be myself at work	78%	+1
Respect & Dignity	Where I work, different views, backgrounds and approaches are valued	80%	+2
Respect & Dignity	The Council is an inclusive place to work and provides equal opportunities for all staff	72%	+1
Respect & Dignity	During the past 12 months have you personally experienced inappropriate behaviour at work?	Yes (13%), No (78%), PNTS (9%)	Yes (+2), No (n/a), PNTS (n/a)
Respect & Dignity	How could the Council create a more inclusive place to work? In your response, please explain what you think the impact of your suggestion(s) would be:	Open Text	

Engagemen t	I am proud to work for the Council	80%	+3
Engagemen t	I would recommend the Council as a great place to work	71%	+2
Engagemen t	If I was a member of the public contacting the Council, I would be confident of a good service	61%	-1
Engagemen t	I feel a strong sense of belonging to the Council	61%	+2
Engagemen t	I am committed to helping the Council meet its goals and objectives	91%	0
Engagemen t	Working here makes me want to do the best work I can	83%	0
Engagemen t	I care about the future of the Council	90%	+1
Belief in Action	I believe that action will be taken on these survey results that I will be able to get involved in	50%	0