

Section 2 - Change

How much do you agree or disagree with the following statements?

- Q2 Wiltshire Council manages change effectively**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q3 I am able to make decisions without fear of being blamed if things go wrong**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q4 I am aware of the council's vision and aims**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q5 My line manager is open to my ideas and suggestions for change**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q6 I understand why changes are made**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 3 - Your role

- Q7 My line manager has made it clear about what I am expected to achieve in my role/job**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q8 I have had an appraisal in the last 12 months**
 Yes No I have not finished my probationary period
- Q8a If you answered yes to question 8 was this appraisal:**
 Online (through grow) Offline (recorded outside grow or on paper) Informal (not recorded)
- Q8b The appraisal process is a useful tool in aiding personal development and/or improving performance**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q9 I receive regular and constructive feedback from my line manager which helps me to focus on improving my performance**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

- Q10 My work load is about right for the time that I have**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q11 My job makes good use of my skills and abilities**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q12 I am able to strike the right balance between my work and home life**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q13 I understand how my work contributes to the success of the organisation**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q14 I have enough time to do my job effectively**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q15 I can meet the requirements of my job without regularly working excessive hours**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 4 - Culture, wellbeing and safety

- Q16 Where I work I have the resources I need to do my job effectively**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q17 I am satisfied with my working conditions (e.g. noise, light, decoration, cleanliness, temperature and space)**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q18 I am treated with fairness and respect at Wiltshire Council**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q19 The council has made it clear about how I am expected to behave**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q20 Health and Safety is taken seriously in this organisation**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q21 In the last year, I have personally experienced bullying or harassment whilst at work. By bullying or harassment, we mean someone threatening, intimidating, frightening you or creating a hostile, humiliating or offensive environment**
 Yes No

- Q21a** **If you answered yes to question 21, was the person whose inappropriate behaviour lead to the bullying or harassment you personally experienced:**
- Another member of staff (including managers)
 - A third party (including customers, clients, visitors, contractors, elected members etc)
- Q21b** **If you answered yes to question 21, was the bullying or harassment in regard to you: (please tick all that apply)**
- Disability
 - Sex (male/female)
 - Ethnic origin
 - Gender identity
 - Religion or belief
 - Caring for an elderly or disabled person
 - Age
 - Sexual orientation
 - Pregnancy or maternity
 - Marriage or Civil Partnership
 - Other
- Q22** **In the last year, I have personally experienced discrimination whilst at work. By discrimination, we mean someone treating you unfairly or differently to other people because of who you are**
- Yes No
- Q22a** **If you answered yes to question 22, was the discrimination in regard to you: (please tick all that apply)**
- Disability
 - Sex (male/female)
 - Ethnic origin
 - Gender identity
 - Religion or belief
 - Caring for an elderly or disabled person
 - Age
 - Sexual orientation
 - Pregnancy or maternity
 - Marriage or Civil Partnership
 - Other
- Q23** **I would feel able to report bullying/harassment or discrimination without worrying that I would be treated in a negative way**
- Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 5 - Reward and recognition

- Q24** **My line manager recognises and acknowledges when I have done my job well**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q25** **I feel valued and recognised for the work I do**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q26** **I think that corporate awards are a good way to value and recognise staff for the work that they do**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q27** **I am aware of the Wiltshire Rewards staff benefits scheme**
 Yes No
- Q27a** **If you answered yes to question 27, do you think that the Wiltshire Rewards scheme enhances the council's benefits package?**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q28** **Considering my duties and responsibilities, I am satisfied with the total benefits package (e.g. Pension, salary, flexible working) that I receive**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 6 - Communication

- Q29** **I am satisfied that the information I receive from management within my service on what is going on in Wiltshire Council enables me to do my job effectively.**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q30** **Senior Management (Head of service and above) are open and honest in their communication with staff**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q32** **The information contained in the Electric Wire (weekly email newsletter) is useful and informative**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q33** **I use "The Wire" (intranet) regularly to obtain information?**
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q34** **Did you attend one of the recent staff forums**
 Yes No

Q34a If yes: I found the staff forum useful and informative
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Q34b If no: Please explain why:

Q35 Are you aware of the following Wiltshire Council social media channels

	Yes, I contribute to these	Yes, I follow / like these	Yes but don't follow / like	Not aware
Twitter (@wiltscouncil)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facebook (Our Wiltshire)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wiltshire Council LinkedIn	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 7 - Management and leadership

Q34 I am confident that on important matters my thoughts are communicated upwards by my line manager
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Q35 My line manager motivates and inspires me to be more effective in my job
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Q36 My line manager trusts me to take responsibility for my work
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Q37 Our leaders (associate directors and corporate directors) are sufficiently visible
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Q38 I have confidence in our leaders (associate directors and corporate directors)
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Q39 Poor performance is dealt with effectively where I work
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 8 - Learning and development

- Q40** There are sufficient opportunities for me to receive training and development to improve my skills in my current job
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q41** The learning and development I have received is helping to develop my career
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q42** I am aware of the opportunity to request coaching to support my own learning and development?
 Yes No

If Yes: I believe that a coaching culture benefits my development at work.

- Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

If No: I am likely to seek further information about coaching via The Wire in the next 12 months

- Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 9 - Employee engagement

- Q42** I am proud to work for Wiltshire Council
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q43** I would recommend Wiltshire Council as a great place to work
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q44** I feel committed to the organisation's goals
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q45** I feel a strong sense of belonging to this organisation
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q46** Working for Wiltshire Council makes me want to do the best job I can
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q47** Wiltshire Council motivates me to contribute more than is normally required in my work
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 10 - Team work

- Q48** There is good co-operation between teams I work with
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q49** I am clear how the objectives of my role link to my team's/service's objectives
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q50** The people in my team co-operate to get the work done
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q51** Where I work we have effective team meetings
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 11 - Customers

- Q52** Where I work we get feedback on how satisfied our customers are with our work
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q53** We act on the feedback we receive from customers
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q54** My team regularly looks for ways of improving services to our customers
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q55** I believe my job makes a difference to the community
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree
- Q56** In my opinion the council is committed to customer satisfaction
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 13 - Action

- Q58** Did you complete a staff survey last time?
 Yes No
- Q59** I believe that action will be taken on problems identified in this survey
 Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

Section 14 - About you

It is important that we can identify similarities and differences in responses between groups of employees in the council to inform the actions we may need to take as a result of the survey.

To help us understand any differences that may exist please could you take some time to answer the following questions.

Please be assured that your details will be kept strictly confidential and secure at all times.

Your responses will remain anonymous; we will not analyse or present the information you give in such a way that you can be identified individually.

The council supports 3 staff forums which provide mutual peer support, help raise awareness of equality issues and provide a consultative voice. See the [Wiltshire website](#) to join or find out more.

Q60 Do you have line managerial responsibilities?

- Yes No

Q61 Are you?

- Male Female Prefer not to say

Q62 Is your gender identity the same as the sex you were assigned at birth?

- Yes No Prefer not to say

Q63 Do you consider your sexual orientation to be

- Heterosexual (attraction towards person of the opposite sex).
 Lesbian/Gay woman
 Gay man
 Bisexual
 Other
 Prefer not to say

Q64 How old are you?

- | | |
|--------------------------------|--|
| <input type="checkbox"/> 16-19 | <input type="checkbox"/> 45-49 |
| <input type="checkbox"/> 20-24 | <input type="checkbox"/> 50-54 |
| <input type="checkbox"/> 25-29 | <input type="checkbox"/> 55-59 |
| <input type="checkbox"/> 30-34 | <input type="checkbox"/> 60-64 |
| <input type="checkbox"/> 35-39 | <input type="checkbox"/> 65+ |
| <input type="checkbox"/> 40-44 | <input type="checkbox"/> Prefer not to say |

Q65 I would describe my ethnic origin as:

- | | |
|--|--|
| <input type="checkbox"/> White | <input type="checkbox"/> White English/Welsh/Scottish/Northern Irish/British |
| | <input type="checkbox"/> White Irish |
| | <input type="checkbox"/> White Gypsy/Irish Traveller |
| | <input type="checkbox"/> Other white background |
| <input type="checkbox"/> Mixed background | <input type="checkbox"/> White and black Caribbean |
| | <input type="checkbox"/> White and black African |
| | <input type="checkbox"/> White and Asian |
| | <input type="checkbox"/> Other mixed/multiple ethnic background |
| <input type="checkbox"/> Asian or Asian British | <input type="checkbox"/> Indian |
| | <input type="checkbox"/> Pakistani |
| | <input type="checkbox"/> Bangladeshi |
| | <input type="checkbox"/> Chinese |
| | <input type="checkbox"/> Other Asian background |
| <input type="checkbox"/> Black or black British | <input type="checkbox"/> Caribbean |
| | <input type="checkbox"/> African |
| | <input type="checkbox"/> Any other black/African/Caribbean background |
| <input type="checkbox"/> Other ethnic group | <input type="checkbox"/> Arab |
| | <input type="checkbox"/> Any other background |
| <input type="checkbox"/> Prefer not to say | |

Q66 Do you consider yourself to be disabled?

- Yes No Prefer not to say

Q66a If you answered yes to question 66, please select the definition/s from the list below that best describes your impairment:

- Physical or mobility impairment
- Sensory Impairment
- Mental health condition
- Learning disability / difficulty
- Long standing illness or health (e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy)
- Other
- Prefer not to say

Q67 To which of the following religions, bodies or belief systems, if any, do you belong or affiliate with?

- Buddhist
- Hindu
- Jewish
- Christian
- Muslim
- Sikh
- Other
- Prefer not to say

Q68 Do you give help or support to family members, friends, neighbours or others because of a long-term physical or mental health or disability, or problems related to old age? (do not count anything you do as part of paid employment)

- Yes
 No
 Prefer not to say

Q69 Any further comments on any aspect of this survey:

Q70 If you would like to participate in the prize draw for ADD PRIZE please enter your email address or telephone number here. This will only be used to contact you if you are a winner and you can be assured that your survey answers will remain anonymous.

Thank you for taking part in the 2016 Wiltshire Council staff survey.

Please return your survey form by xxxxxx to Wymann Dillon in the pre-paid envelope provided.