



Staff Survey 2021 - Breakdown of Responses

Directorate

All

Service Area

All

Location

All

Age Group

All

Gender

All

Disability

All

Ethnicity

All

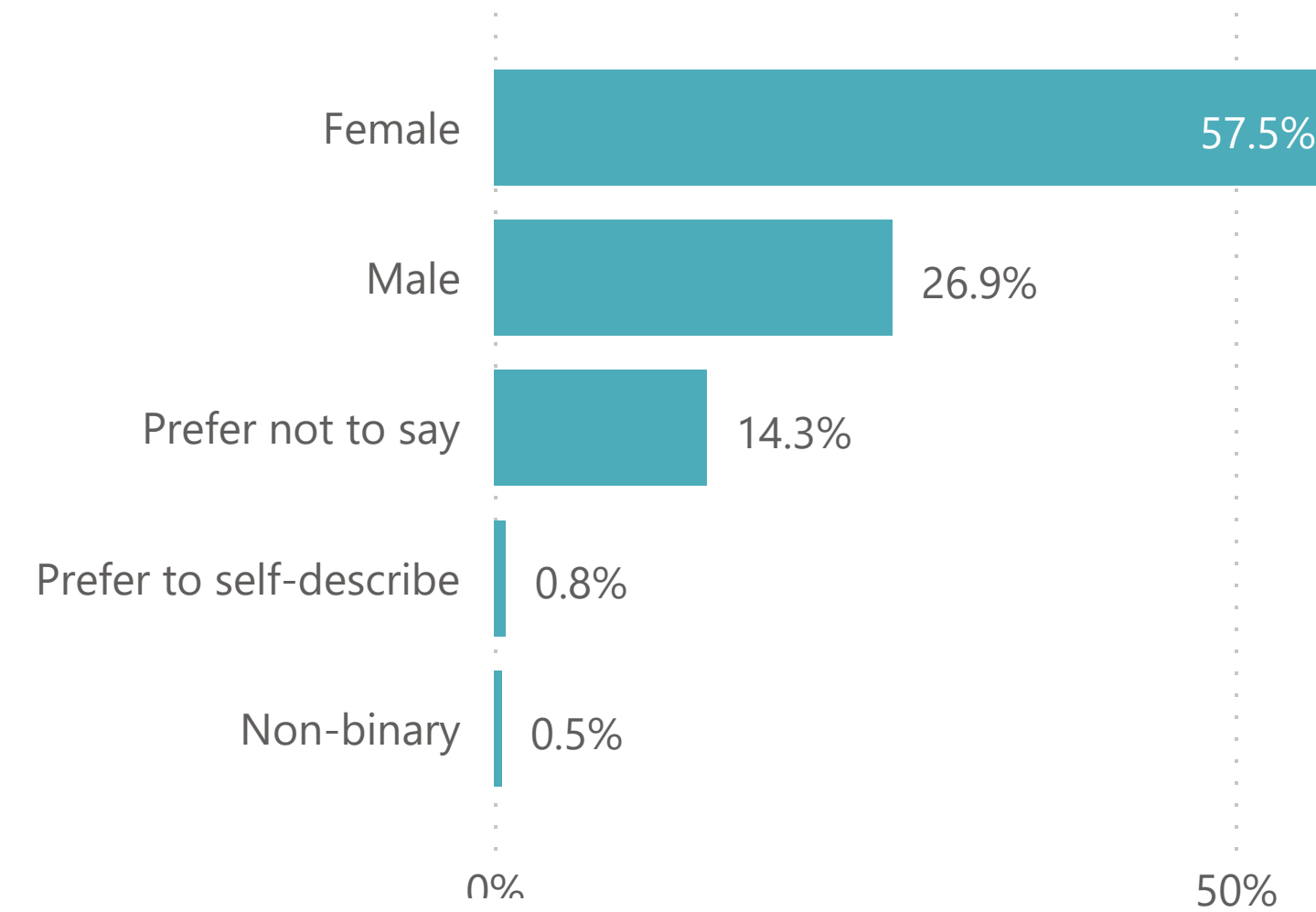
Manage Staff

All

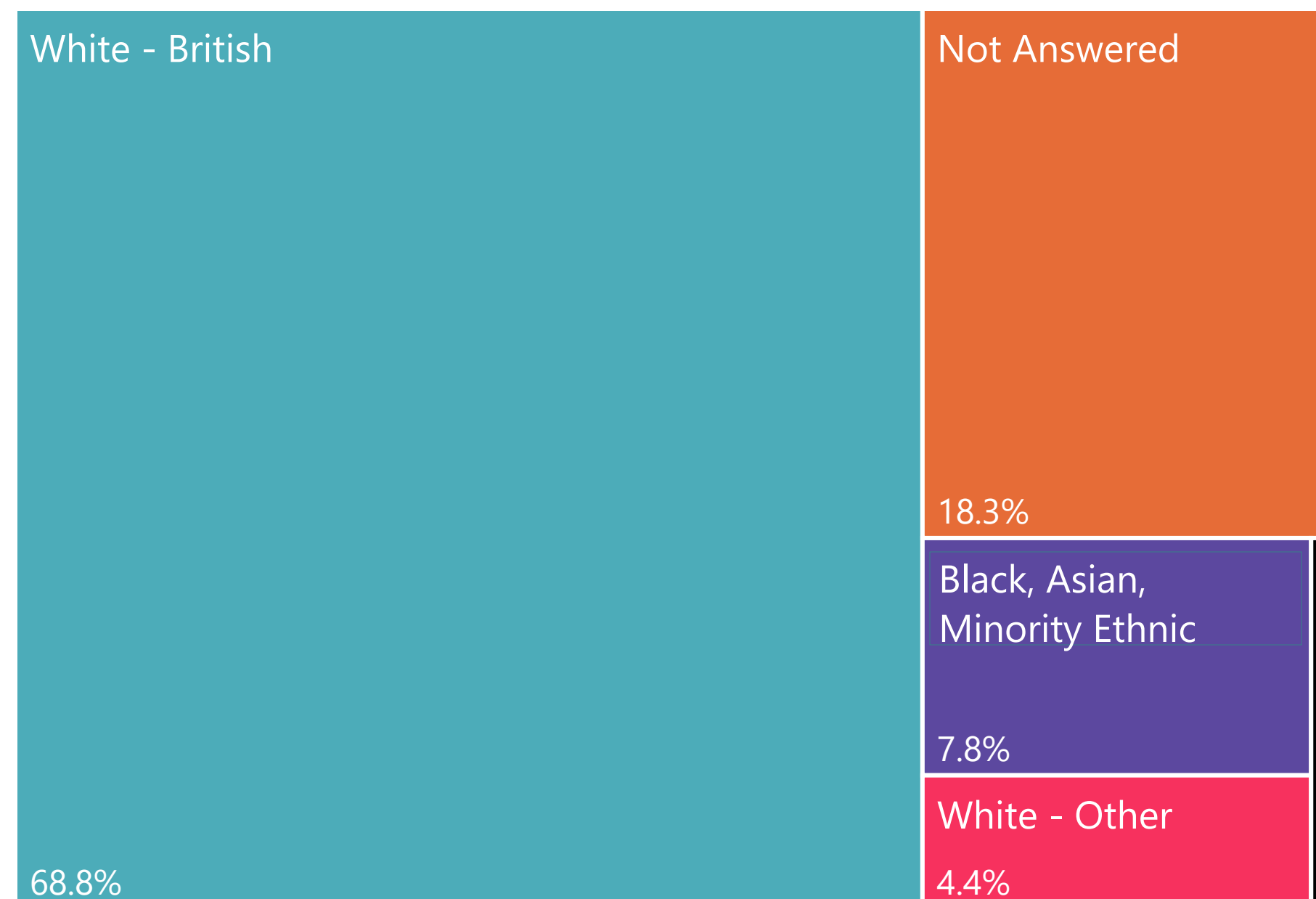
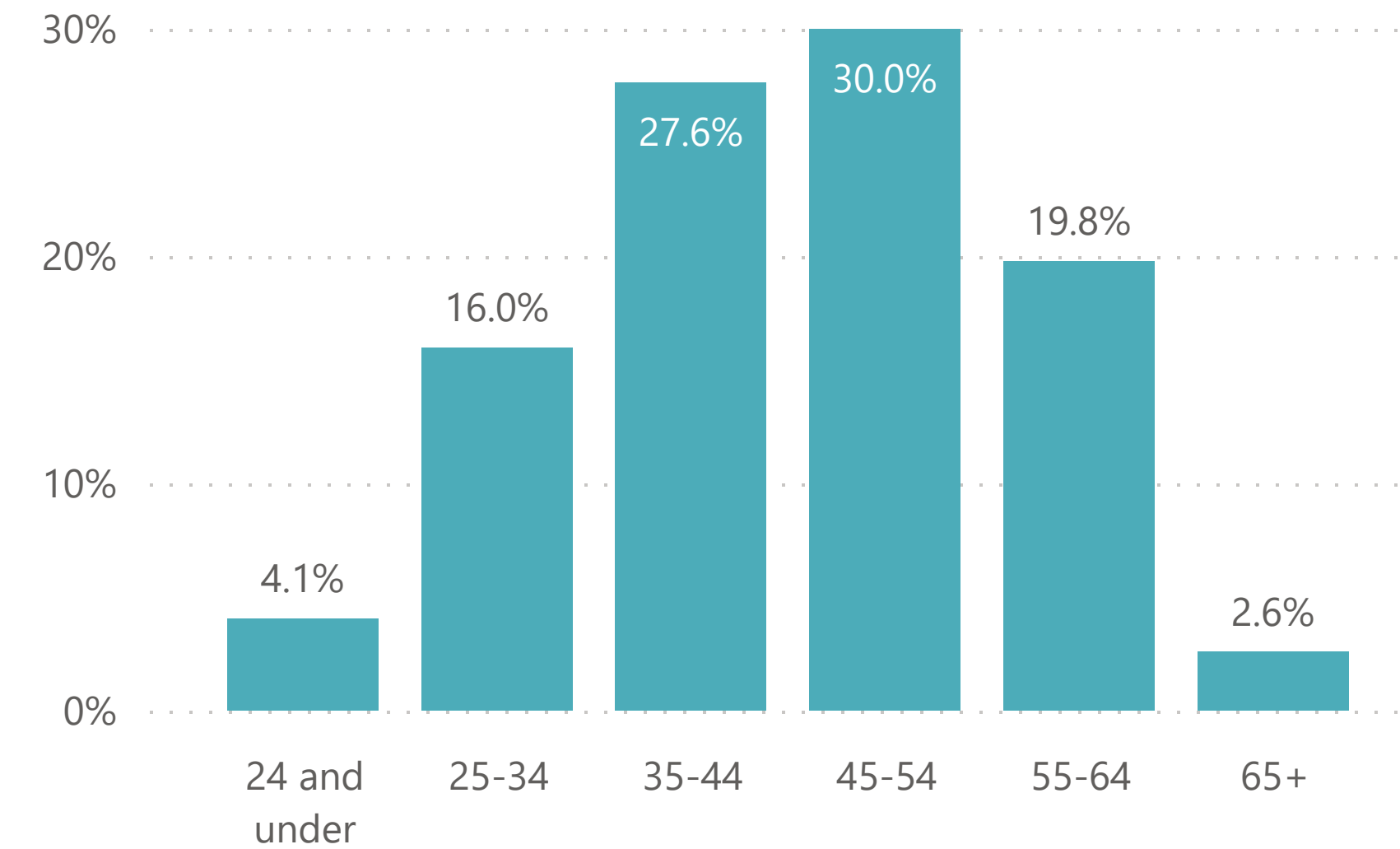
1720
Number of Employees

1,004
100.00%
Number of Responses

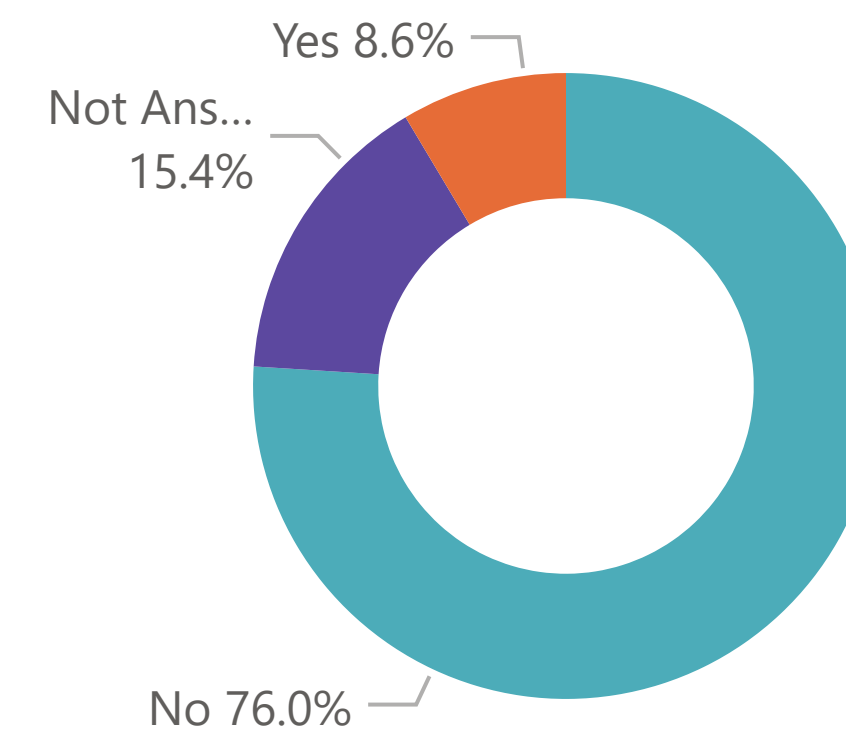
Respondents by Gender



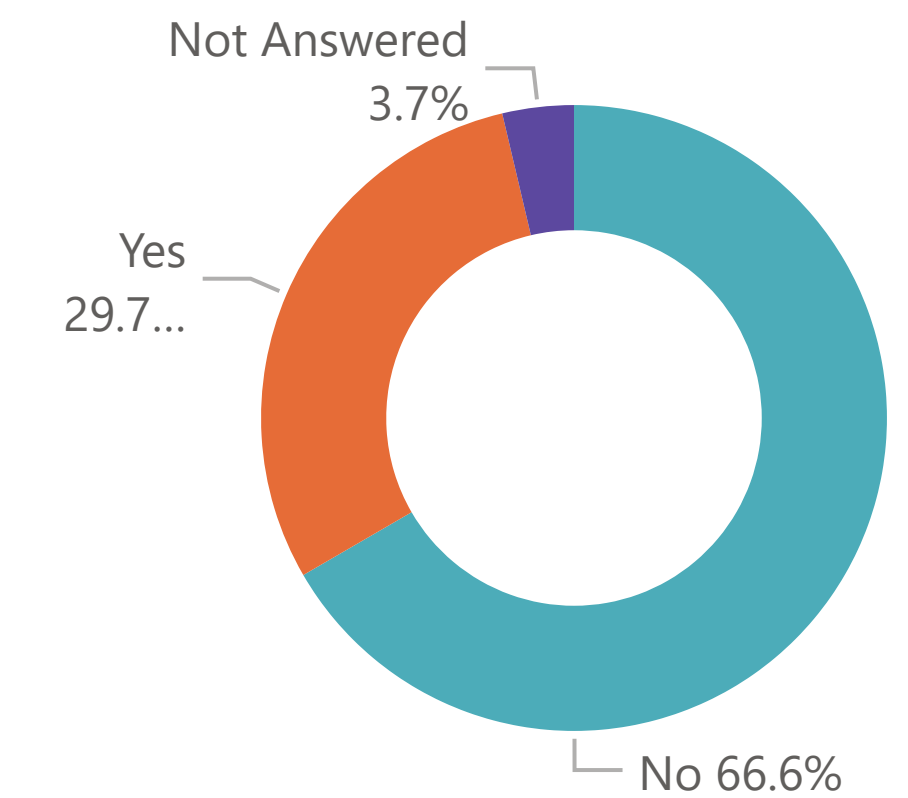
Respondents by Age Group



Disability



Manage Staff





Staff Survey 2021 - Questions Summary (1)

Directorate

All

Service Area

All

Location

All

Age Group

All

Gender

All

Disability

All

Ethnicity

All

Manage Staff

All

Theme	Question	Agree	Disagree
My job	I make a valuable contribution to the success of the council by doing my job	95%	4%
My line management	My line manager is approachable and supportive	89%	9%
My job	I am clear about what I am expected to achieve in my job	89%	10%
My job	My team works well together and supports each other to do their jobs	88%	11%
My wellbeing	I feel that I can discuss my workload with my line manager	87%	12%
My job	I enjoy my job	87%	12%
Leadership	leadership support - My Line Manager	87%	11%
My line management	My line manager demonstrates the Team Reading values	87%	11%
Healthy and ethical workplace	I understand how my role supports the overall council objectives	86%	11%
My line management	My line manager keeps me informed about changes at work and how they may affect me	85%	13%
My wellbeing	My line manager shows genuine interest in my wellbeing	85%	14%
My line management	My line manager gives me clear feedback on my work	84%	15%
Overall	I would still like to be working at the council in a year's time	84%	13%
My line management	I have confidence in my line manager's leadership skills	82%	16%
My line management	My line manager sets clear priorities and objectives for me	81%	17%
Leadership	I know what the organisational values of Team Reading are	81%	12%
My wellbeing	I can access support if and when I need it	80%	18%
My line management	My manager supports me to fulfil my potential	80%	18%
Overall	I feel proud to work for this organisation	80%	16%
Healthy and ethical workplace	My team live the Team Reading values in their work	80%	14%
Healthy and ethical workplace	There are opportunities for me to contribute my ideas	80%	17%
My line management	I have regular 1:1s and annual appraisals	78%	21%
Leadership	leadership support - The Chief Executive	75%	21%
My wellbeing	I feel respected, appreciated and valued for what I do at work	75%	24%
Healthy and ethical workplace	Harassment and bullying - I feel confident to raise issues of bullying and harassment	74%	21%
Overall	The Team Reading values are lived at Reading Borough Council	73%	24%

* Agree - Agree, Strongly Agree, Yes | Disagree - Disagree, Strongly Disagree, No | Not Answered/ Missing not included



Staff Survey 2021 - Questions Summary (2)

Directorate

All

Service Area

All

Location

All

Age Group

All

Gender

All

Disability

All

Ethnicity

All

Manage Staff

All

Theme	Question	Agree	Disagree
Healthy and ethical workplace	There are opportunities for me to contribute my ideas	80%	17%
My line management	I have regular 1:1s and annual appraisals	78%	21%
Leadership	leadership support - The Chief Executive	75%	21%
My wellbeing	I feel respected, appreciated and valued for what I do at work	75%	24%
Healthy and ethical workplace	Harassment and bullying - I feel confident to raise issues of bullying and harassment	74%	21%
Overall	The Team Reading values are lived at Reading Borough Council	73%	24%
My wellbeing	The organisation supports me to have a healthy work/life balance	73%	26%
My learning and development	I feel confident using the Council's ICT system	72%	26%
My line management	My 1:1s and appraisals are effective	72%	26%
My learning and development	I have learning opportunities to develop and grow in my role	72%	27%
Overall	When making decisions and designing services at RBC, we fully consider the customers' perspective	72%	25%
My job	I would recommend the Council to my family and friends as a great place to work	71%	28%
Leadership	leadership support - My Service Manager, Assistant Director or Deputy Director (Senior Leaders)	70%	26%
My learning and development	I would benefit from training to get the most from our ICT systems and new technology	69%	29%
My wellbeing	I feel the pressure of work is manageable	67%	31%
Healthy and ethical workplace	I am confident that my ideas are taken seriously and heard at the right level	63%	31%
My job	I think the rewards and benefits are fair in my job	63%	35%
Leadership	I have confidence in the leadership skills of Senior Leaders to lead my directorate	62%	23%
Leadership	leadership support - The Executive Directors	62%	33%
My job	I have the ICT resources and equipment to do my job well	61%	38%
Leadership	Leadership by the Senior Leaders is positive and supportive	61%	23%
Overall	I believe action will be taken as a result of this survey	60%	36%
My job	I think my pay is fair given the responsibilities in my job	55%	44%
Healthy and ethical workplace	Reading Borough Council works as one, where teams collaborate for the benefit of our customers	51%	43%
Healthy and ethical workplace	Harassment and bullying - I have experienced or seen bullying or harassment at work.	34%	49%
Healthy and ethical workplace	Harassment and bullying - I felt listened to and my concerns were taken seriously	7%	12%
Healthy and ethical workplace	Harassment and bullying - I felt sufficient action was taken	5%	13%

* Agree - Agree, Strongly Agree, Yes | Disagree - Disagree, Strongly Disagree, No | Not Answered/ Missing not included



Staff Survey 2021 - My Job

Directorate

All

Service Area

All

Location

All

Age Group

All

Gender

All

Disability

All

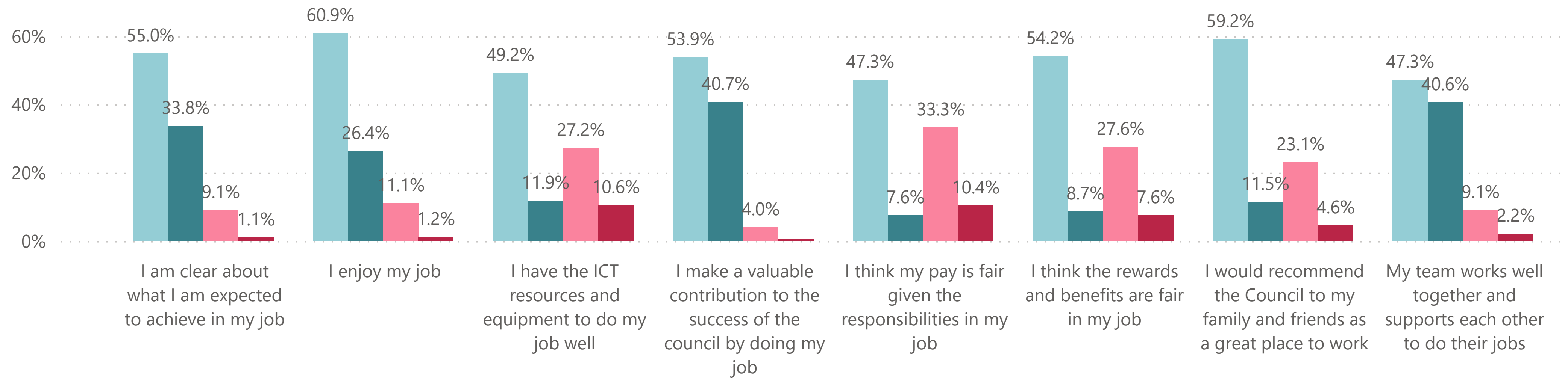
Ethnicity

All

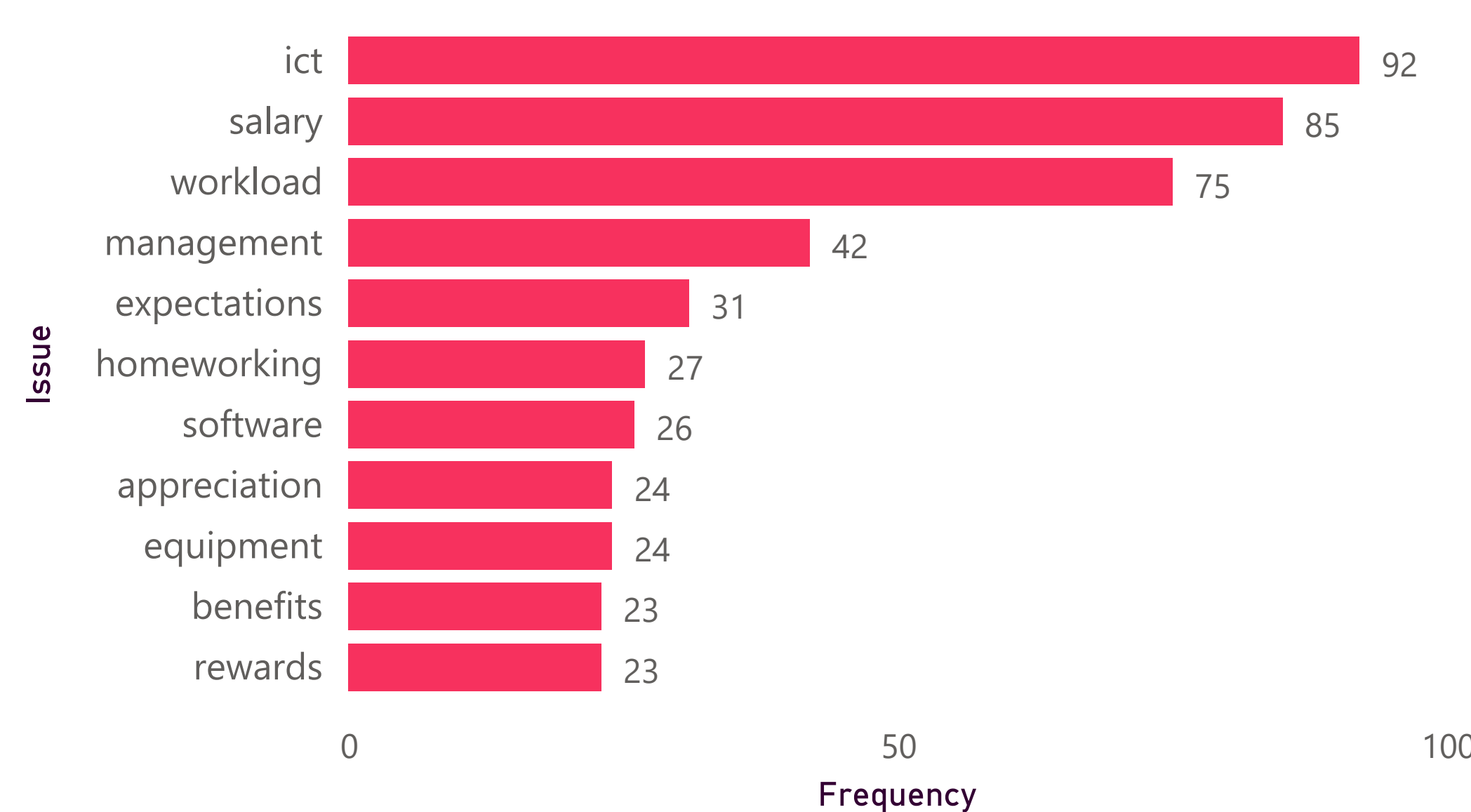
Manage Staff

All

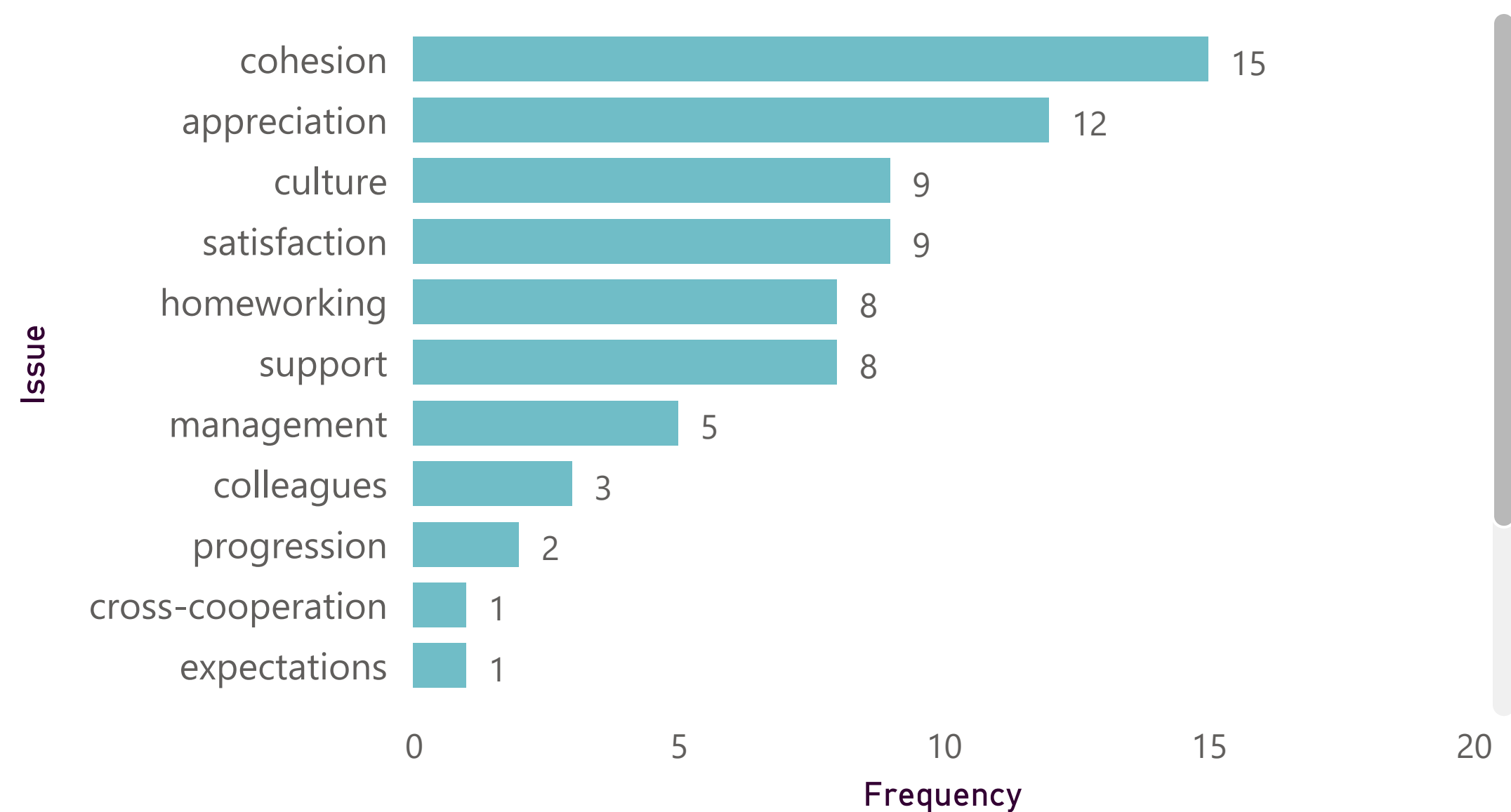
● Agree ● Strongly agree ● Disagree ● Strongly disagree



Comments analysis - Top 10 Negative Issues



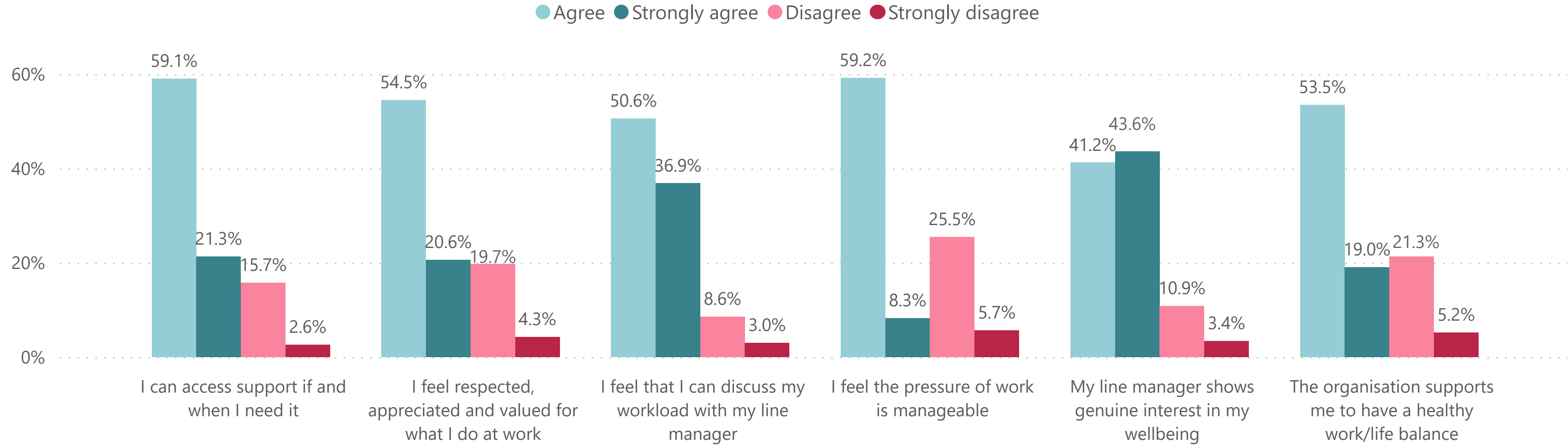
Comments analysis - Top 10 Positive Issues





Staff Survey 2021 - My Wellbeing

- Directorate
All
- Service Area
All
- Location
All
- Age Group
All
- Gender
All
- Disability
All
- Ethnicity
All
- Manage Staff
All



"I feel the pressure of work is manageable" by Age Group

Answer	24 and under	25-34	35-44	45-54	55-64	65+
Strongly agree	18.2%	13.1%	8.9%	7.0%	5.6%	33.3%
Agree	69.7%	64.6%	64.9%	57.8%	62.1%	47.6%
Disagree	12.1%	17.7%	20.4%	29.1%	28.6%	19.0%
Strongly disagree		4.6%	5.3%	4.1%	2.5%	

"The organisation supports me to have a healthy work/life balance" by Managing Staff

Answer	Managing	Not Managing
Strongly agree	15.4%	21.1%
Agree	47.7%	56.7%
Disagree	29.9%	17.0%
Strongly disagree	6.7%	4.5%



Staff Survey 2021 - Healthy and Ethical Workplace

Directorate
All

Service Area
All

Location
All

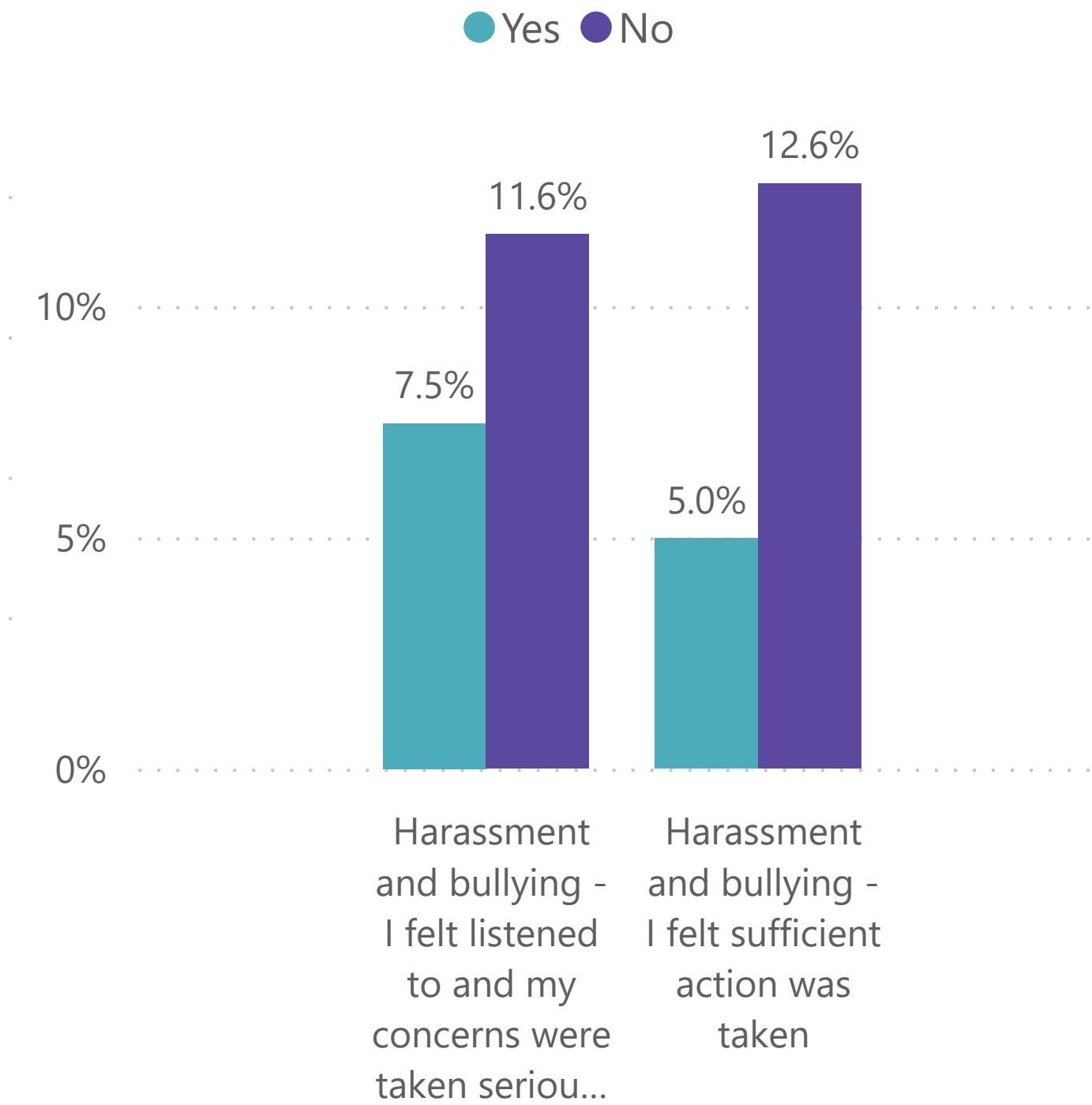
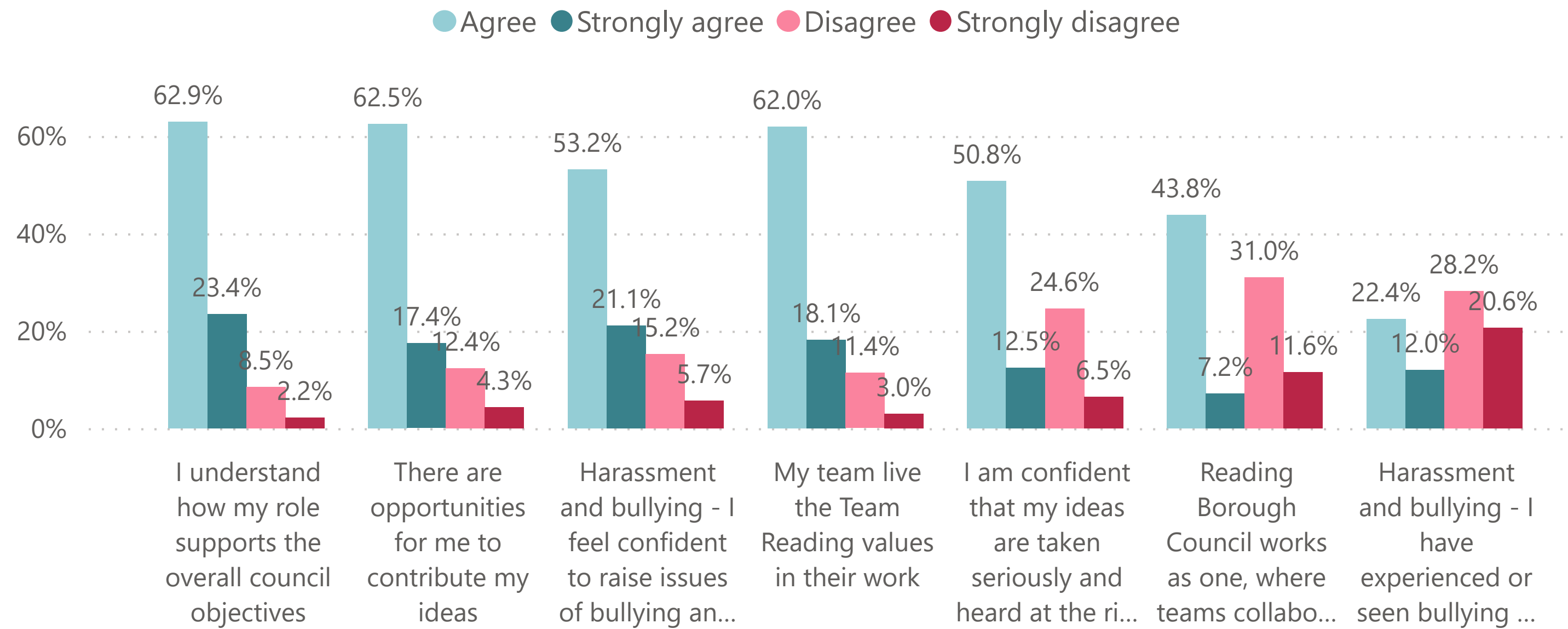
Age Group
All

Gender
All

Disability
All

Ethnicity
All

Manage Staff
All



Reading Borough Council works as one, where teams collaborate for the benefit of our customers - Top 4 Negative Service Areas

Service Area	Disagree
Commissioning and Improvement	66.67%
Planning, Transport and Regulatory Services	60.71%
Housing and Community Services	57.14%
Customer Services and Corporate Improvement	54.41%

Top 4 Positive Service Areas

Service Area	Agree
Climate Strategy	80.00%
Business Support Team	77.78%
Regeneration and Assets	76.47%
Procurement and Contracts	75.00%

Harassment and bullying - I have experienced or seen bullying or harassment at work.

Gender	Bullied or Harrased	Responders	% of Responders
Female	182	577	31.5%
Male	83	270	30.7%
Non-binary	4	5	80.0%
Prefer not to say	69	144	47.9%
Prefer to self-describe	7	8	87.5%
Total	345		34.4%



Staff Survey 2021 - My Line Manager

Directorate

All

Service Area

All

Location

All

Age Group

All

Gender

All

Disability

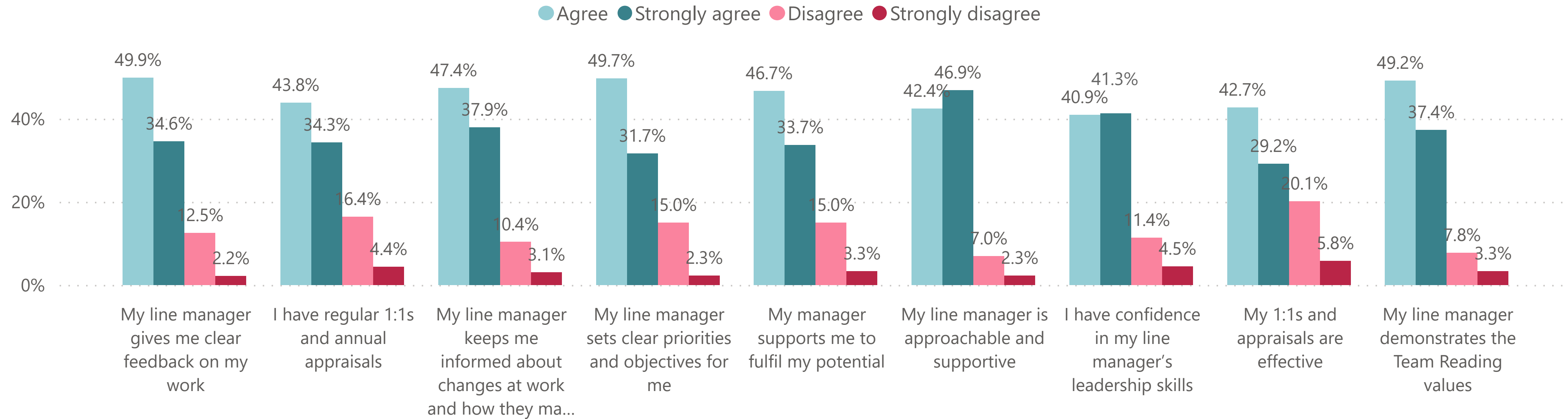
All

Ethnicity

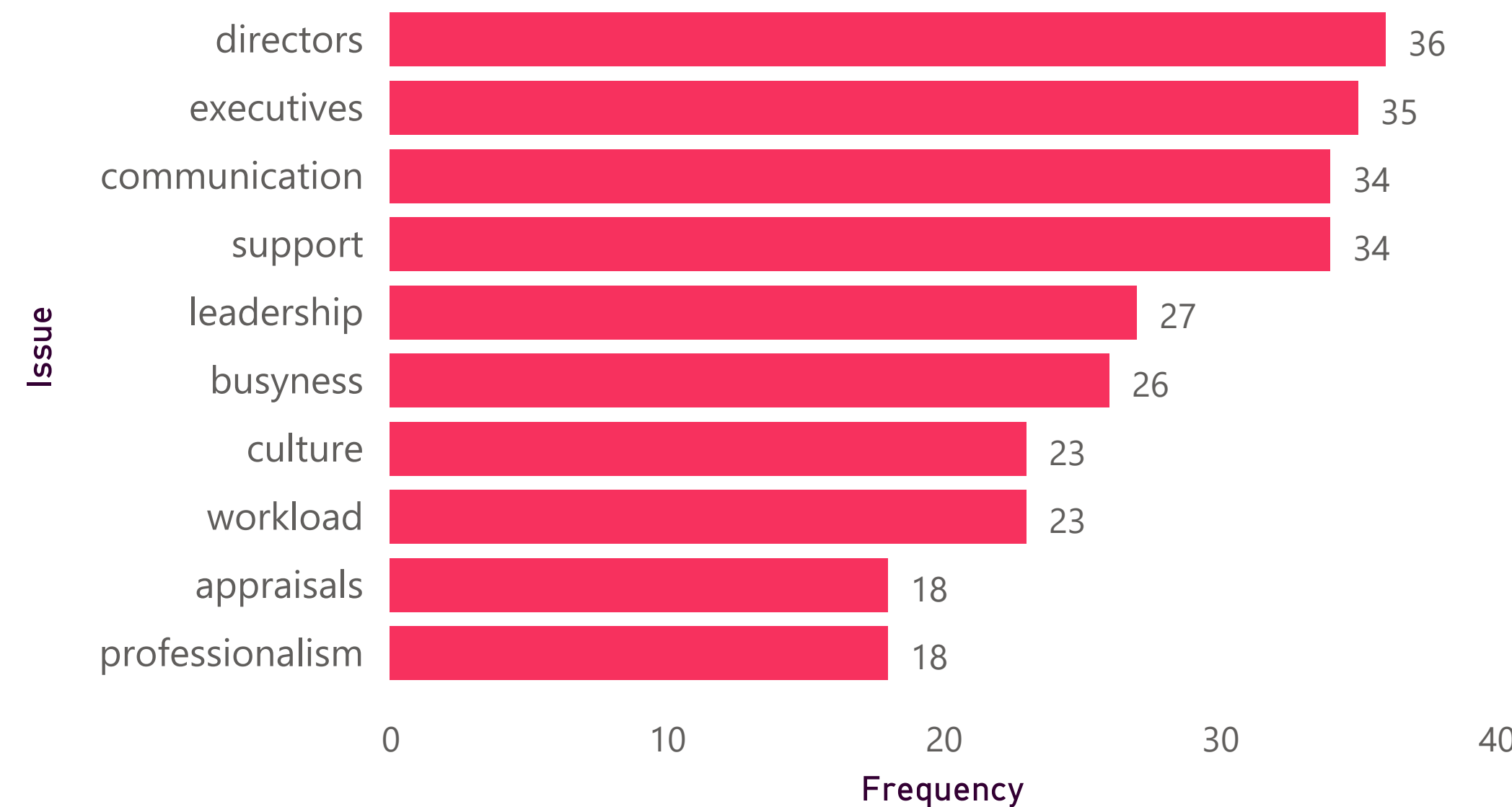
All

Manage Staff

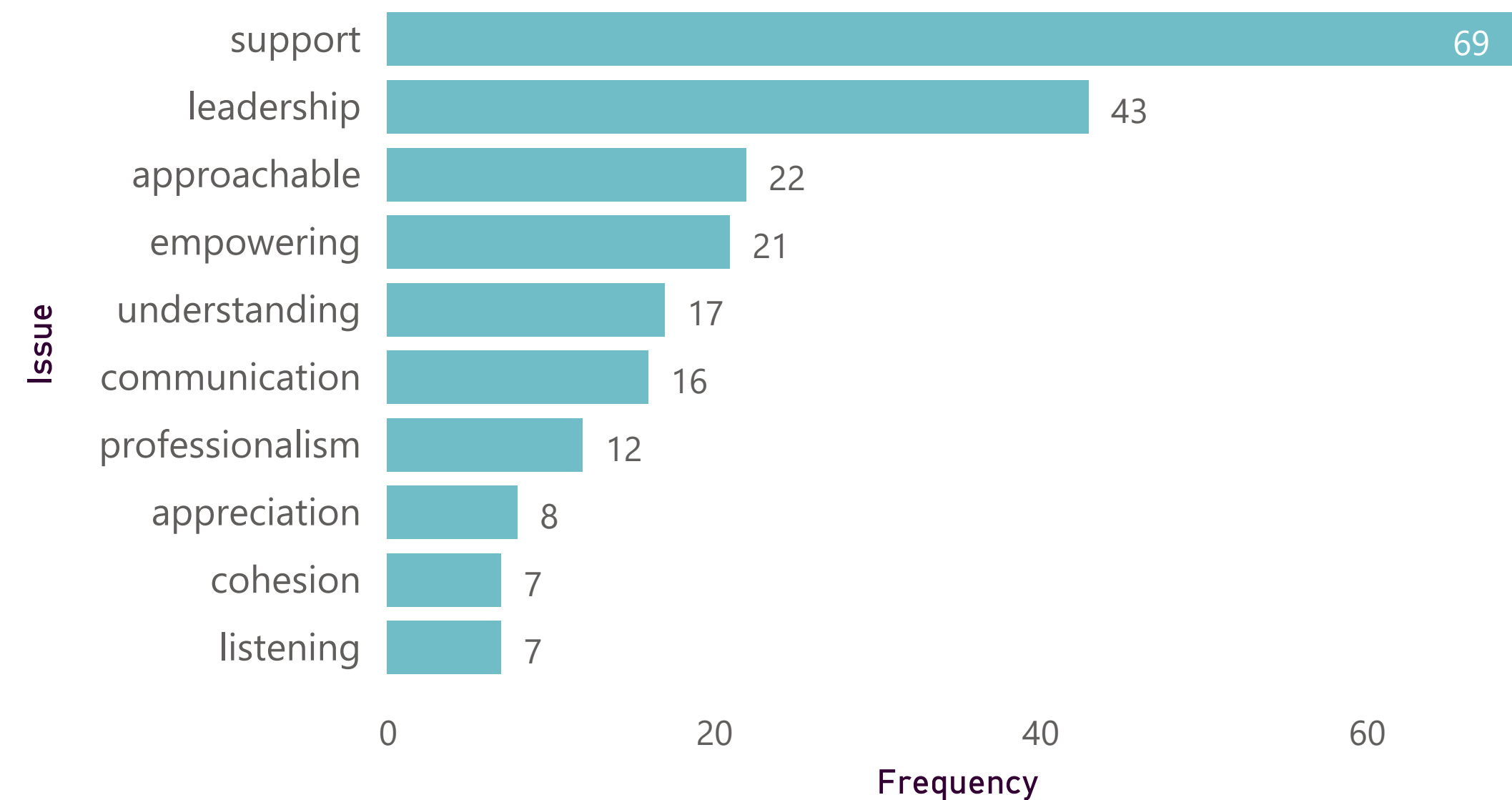
All



Comments analysis - Top 10 Negative Issues



Comments analysis - Top 10 Positive Issues





Staff Survey 2021 - Leadership

Directorate
All

Service Area
All

Location
All

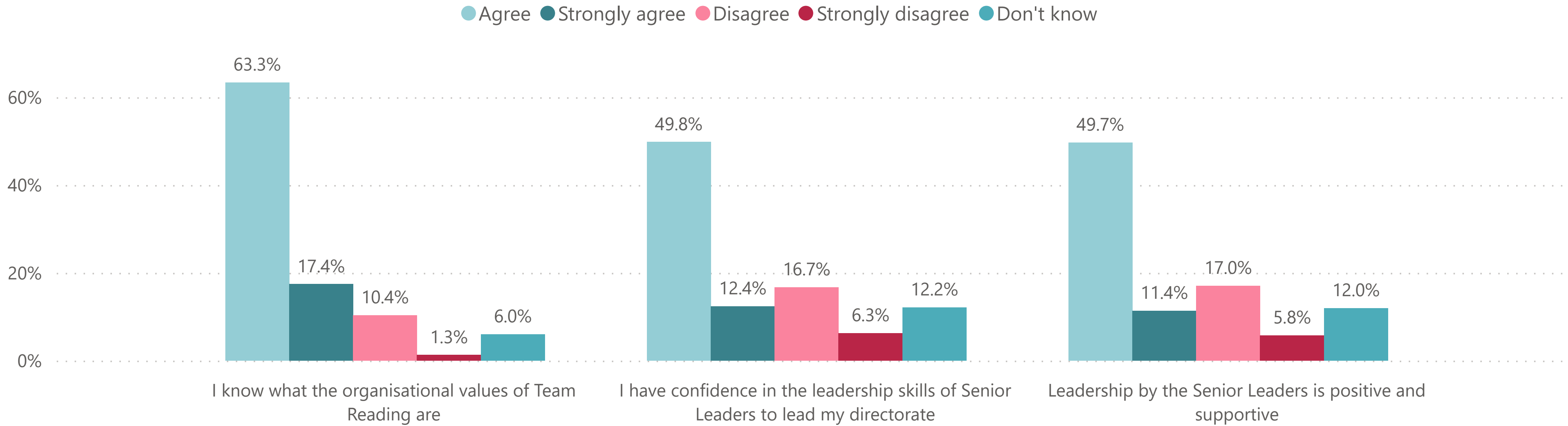
Age Group
All

Gender
All

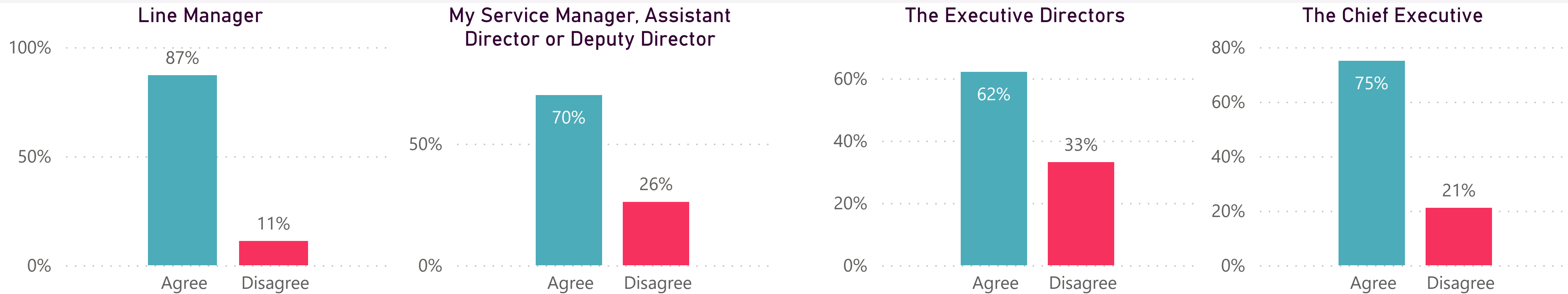
Disability
All

Ethnicity
All

Manage Staff
All



Support



* Agree - Agree, Strongly Agree, Yes | Disagree - Disagree, Strongly Disagree, No | Not Answered/ Missing not included



Staff Survey 2021 - L&D

Directorate
All

Service Area
All

Location
All

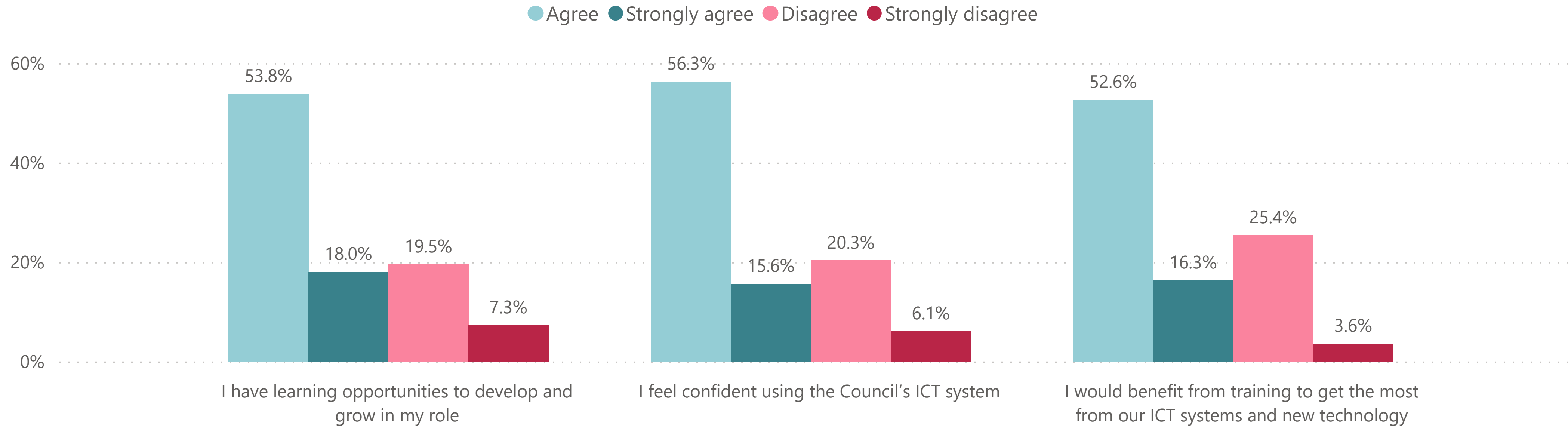
Age Group
All

Gender
All

Disability
All

Ethnicity
All

Manage Staff
All



Apprenticeship - Impacts

29.0%

Time

20.9%

Knowledge of apprenticeship courses available to me

16.7%

Information on how apprenticeships can support longer term career/development goals

6.2%

Other



Staff Survey 2021 - Overall

Directorate

All

Service Area

All

Location

All

Age Group

All

Gender

All

Disability

All

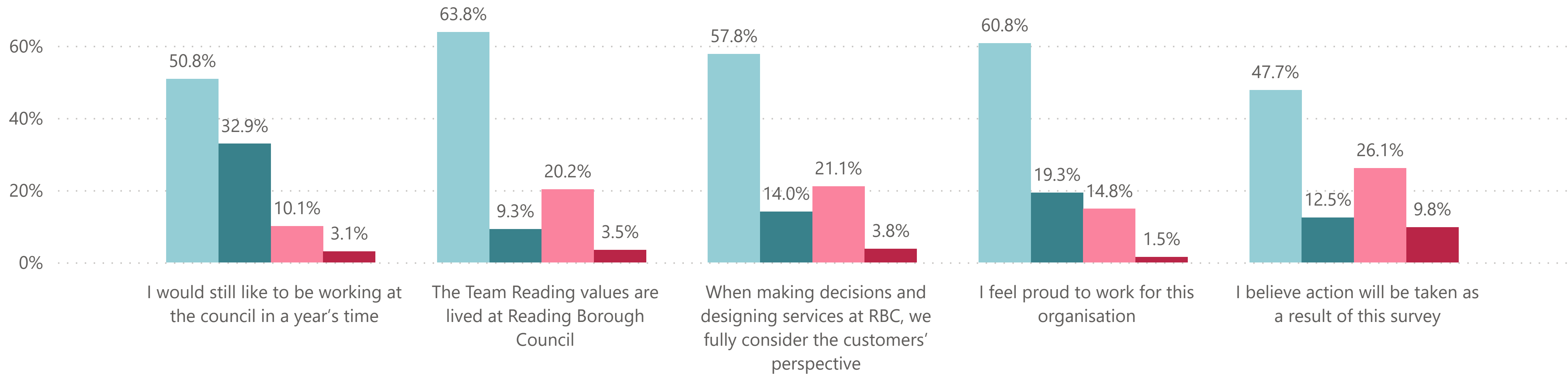
Ethnicity

All

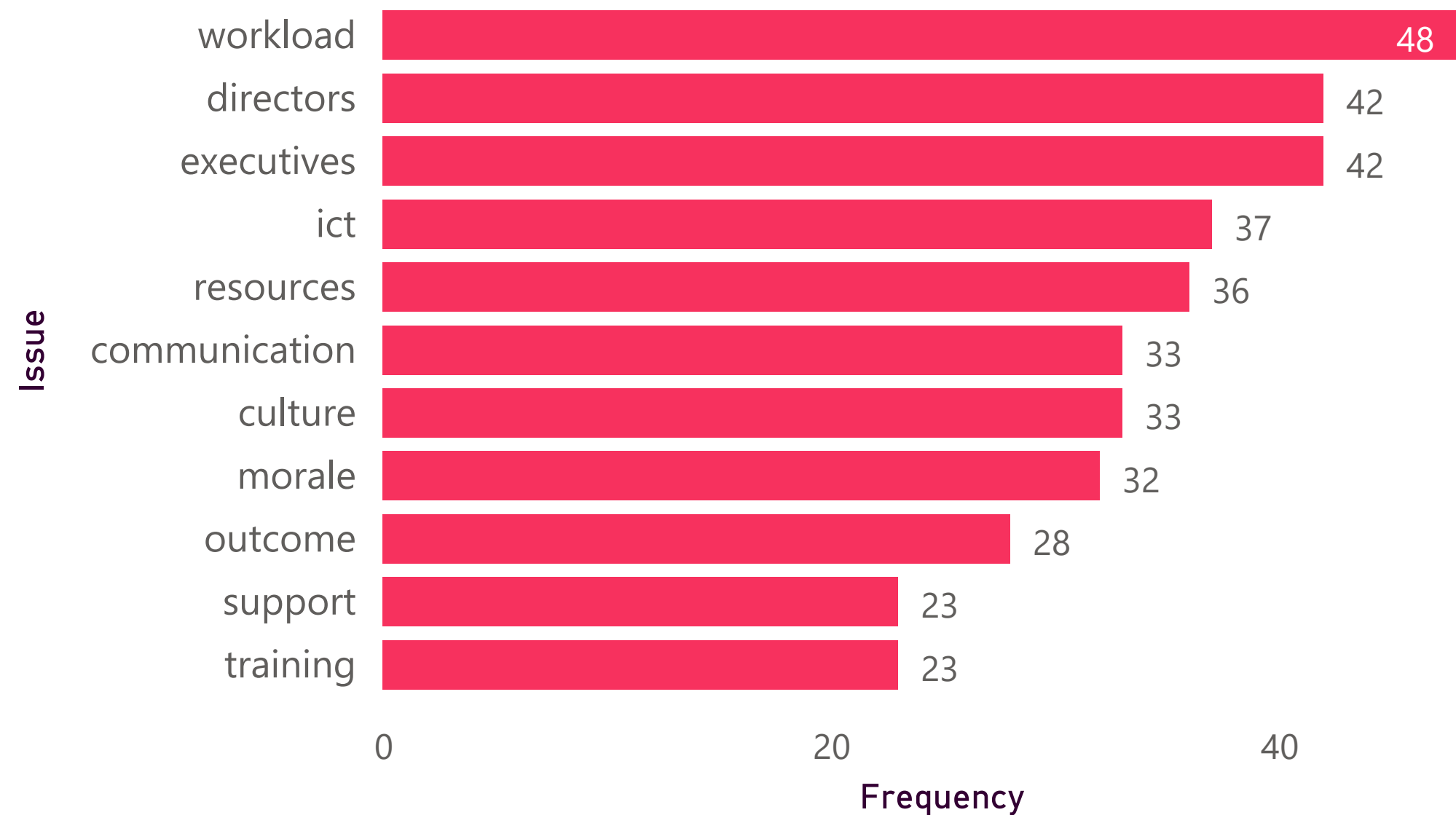
Manage Staff

All

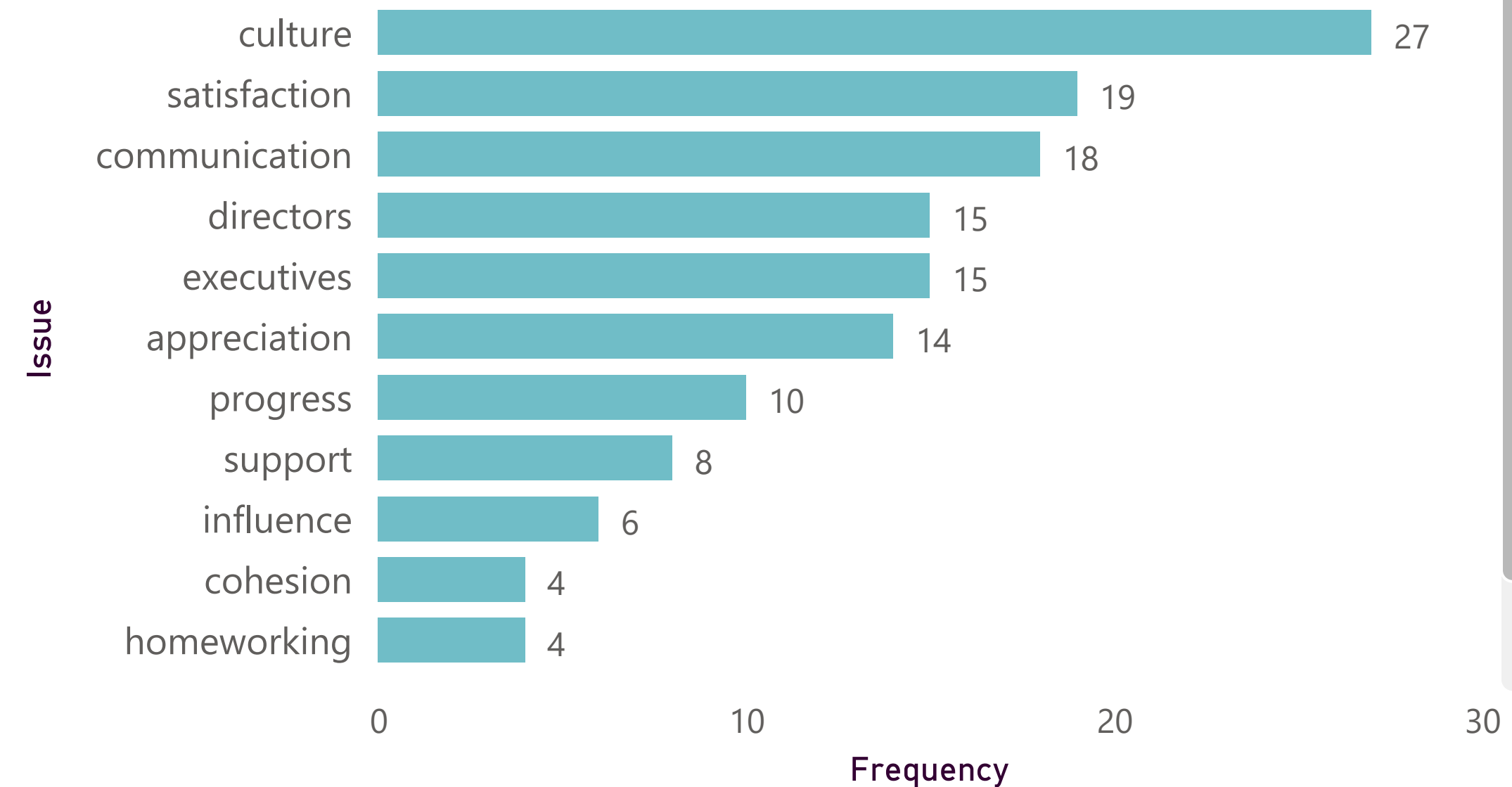
Agree Strongly agree Disagree Strongly disagree



Comments analysis - Top 10 Negative Issues



Comments analysis - Top 10 Positive Issues



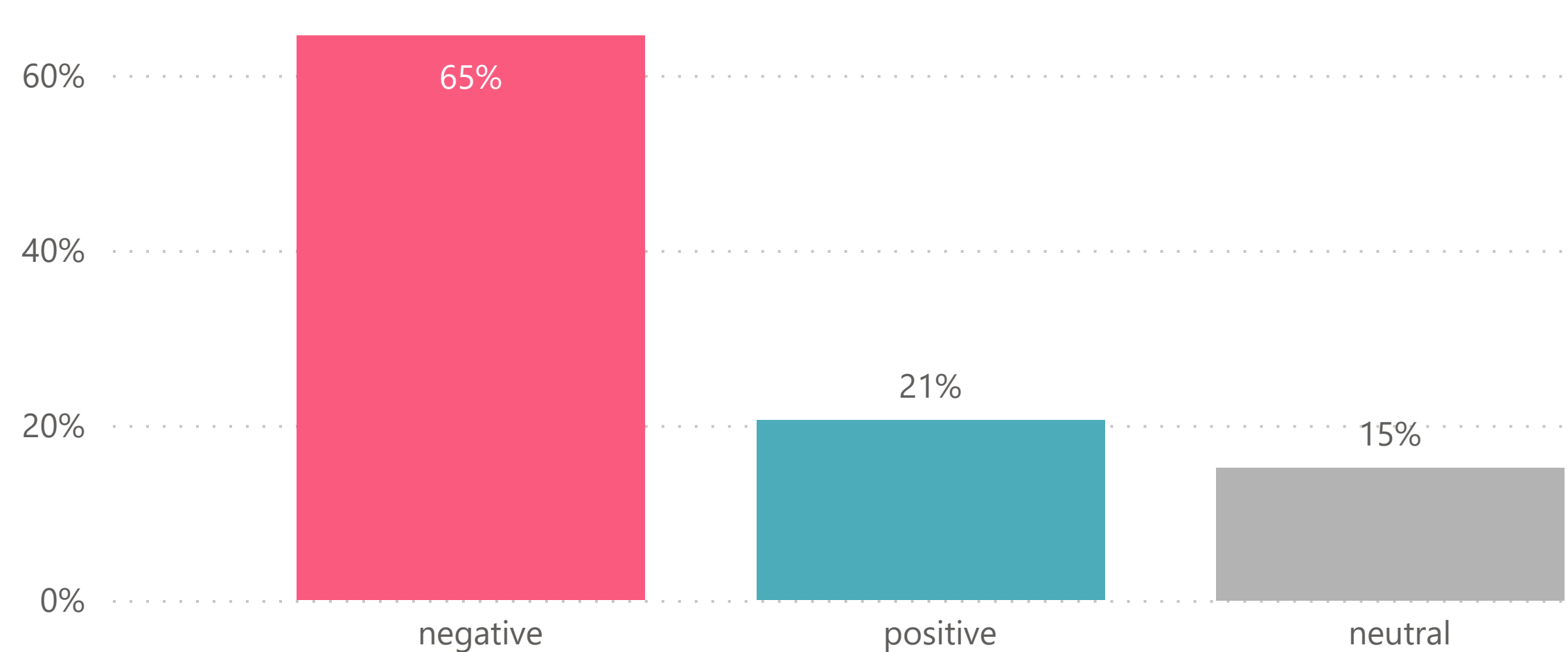


Comments - Total (all sections combined)

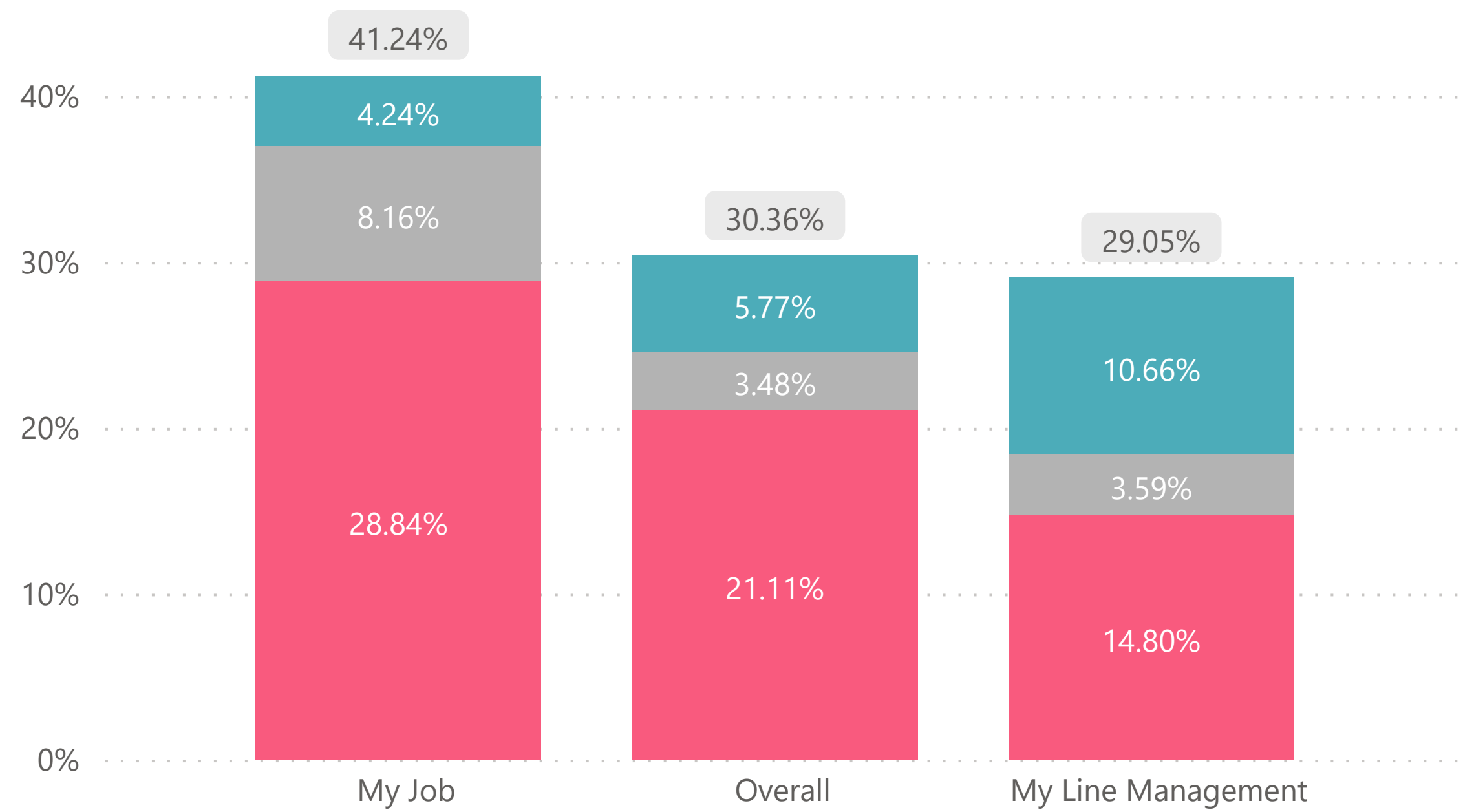
Number of Comments by Issue



Number of Comments by Category in %



% of Comments as Part of Total of Combined Comments



- Question**
- My Job
 - My Line Management
 - Overall
- Category**
- negative
 - neutral
 - positive
- Issue**
- Admin
 - Appraisals
 - Appreciation
 - Apprenticeship
 - Approachable
 - Bullying
 - Busyness
 - Career progresson
 - Cohesion
 - Colleagues
 - Communication
 - Community
 - Confidence
 - Consultants
 - Cross-cooperation
 - Culture
 - Customer-focused
 - Diversity
 - Empowering
 - Fairnment