

Item 8 – Staff Survey & Engagement Report – Appendix 2 – Staff Survey One Page Guide



MY ROLE

AIM – Staff enjoy doing their role, see a long-term future at the WYCA, & are supported to work flexibly in a way that enables them to be responsive & adaptive.



MY TEAM

AIM – Team spirit, communication, support & guidance is good. Staff feel valued & have regular contact with their team and Manager.



LEADERSHIP

AIM – Staff understand the WYCA priorities, understand & have confidence in the decisions made by SMT & local politicians.



OUR ORGANISATION

AIM – Staff understand the vision of the WYCA & feel proud to work there.



OUR CULTURE & IDENTITY

AIM – Staff receive clear, consistent messages, understand how their team fits with others & have opportunities to talk about & adapt to change. The WYCA is fair & inclusive.



OUR VALUES & BEHAVIOURS

AIM – Staff work intelligently with partners to champion the region. Staff work intelligently to continually learn, develop, & improve the way we do things.

← **COLLECT FEEDBACK – ANALYSE – SHARE INSIGHTS – IMPROVE – MEASURE RESULTS** →

WE WILL ...

- *Develop a Learning Strategy & Network to ensure that staff are supported, have development opportunities & pathways for progression.*
- *Implement our improved Terms & Conditions to enable flexible working to support staff with work life balance & productivity.*
- *Seek to attract & retain the best staff, future proofing our workforce & develop a pipeline of future leaders.*

WE WILL ...

- *Support the Employee Engagement Panel in developing a social events programme & involve staff in fundraising for our 2 nominated charities.*
- *Encourage teams to continue to collaborate through a blend of hybrid working & in office presence.*
- *Ensure that all staff receive quality & timely Appraisals, 1-2-1's & Wellbeing Check-in's.*

WE WILL ...

- *Review our decision making processes so that there is reduced duplication & staff have clarity & confidence in the decision making process.*
- *Look at how we clearly communicate our priorities & changes that are happening within the WYCA .*

WE WILL ...

- *Strengthen the way we work to ensure a clear sense of individual & collective purpose & accountability for all staff.*
- *Communicate through Directorate Business Plans & Staff Objectives the role that all staff play in the wider WYCA.*

WE WILL ...

- *Work to ensure that all staff will understand the role they play in the wider WYCA*
- *Create a culture where staff feel empowered to be innovative and bring ideas to life.*
- *Work to further embed Equality, Diversity & Inclusion as the golden thread in the organisation and report on our progress and impact.*

WE WILL ...

- *Develop the skills & culture to enable our staff to work across teams within the CA and externally to get things done for the benefit of the region.*
- *Ensure that staff are feel they can work effectively & efficiently with the technology & processes to support this.*
- *Continue to seek new & innovative ways to work with partners.*