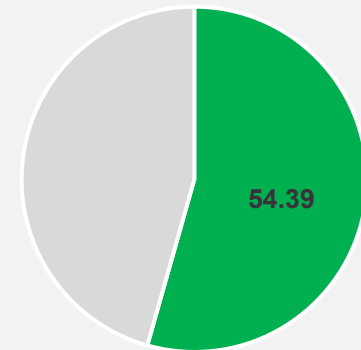


# Our People Survey 2026

## Summary Results – Whole Council

This report provides a summary of the 'Our People Survey 2026' results for this part of the organisation. The purpose of the report is to help the Council identify how it can ensure the overall experience of everyone who works for the Council is as positive and engaging as possible.

### Your 2026 Completion Rate (%)



Change from 2024

**+1.19%**

### eNPS (Employee Net Promoter Score)

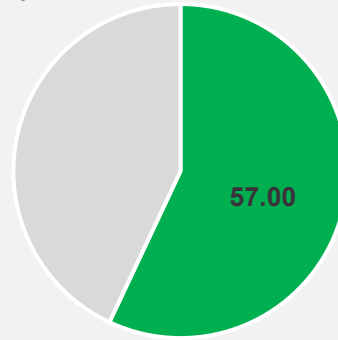
eNPS is intended to provide an overall measure of how engaged people are. It is based on the three questions below that the Council has defined as being important measures of engagement.

- *I feel a sense of pride about my job*
- *I feel valued and recognised for the contribution I make*
- *I would recommend this organisation as a great place to work*

The eNPS score is calculated by taking the overall percentage of people who respond positively to the questions (Very Strongly Agree, Strongly Agree, Agree) **minus** the percentage of people who respond negatively (Disagree, Strongly Disagree, Very Strongly Disagree).

The maximum possible score is 100, the minimum possible is -100. Organisations should aim for an eNPS score of 60 or more.

### Your 2026 eNPS Score (%)



Change from 2024

**+13%**

This table shows the scores for each survey section and question. The columns in the table are:

N = the number of people who responded to each question.

Series 1 Score shows the % of people who responded positively and negatively. The colour coding of the radio button indicates which questions score highly and which could be improved as per the colour coding key below.

Trend shows the change in score from 2024 to 2026. Note that some questions were added for 2026 so there is no comparison with 2024.

Series 2 Score is the score from 2024 (expressed as the % of positive responses).

This table shows the scores for each survey section and question. The columns in the table are:

N = the number of people who responded to each question.

Series 1 Score shows the % of people who responded positively and negatively. The colour coding of the radio button indicates which questions score highly and which could be improved as per the colour coding key below.

Trend shows the change in

>80%

66.66-80%

<66.66%

My work		83%	17	↑ 4	79%
I feel responsible and accountable for my work	840	99%		↑ 2	97%
My work gives me a sense of personal accomplishment	840	93%	7	↑ 3	90%
I feel a sense of pride about my job	841	94%	6	↑ 3	91%
I have the tools and equipment I need to do my job effectively	841	74%	26	↑ 5	68%
I feel confident using the tools and equipment I need to do my job effectively	841	87%	13		
Our processes and systems enable me to do my job effectively	840	64%	36	↑ 9	55%
I am able to balance my work and personal life	841	79%	21	↑ 2	77%
On the whole, my workload is manageable	841	70%	30	↑ 0	70%
I have someone at work that I can turn to when things are tough	841	85%	15	↑ 0	85%

My development		70%	30	↑ 5	66%
Our leadership team is committed to the development of its people	838	70%	30	↑ 8	62%
I am given the opportunity to develop the skills and experience needed in order to do my job well	839	75%	25	↑ 5	70%
I have the opportunity to learn and develop beyond my job role	839	66%	34	↓ -2	68%
The quality of learning and development or training I receive is good	839	70%	30	↑ 8	63%
The organisation makes best use of my knowledge, skills and abilities	839	72%	28	↑ 7	65%
My line manager takes the time to talk to me about my development and career	838	72%	28	↑ 4	68%
I am provided with frequent feedback on how I can develop and improve	839	68%	32	↑ 4	64%
Staff from all backgrounds have equal opportunity to progress	838	79%	21	↑ 3	76%
I can see how my career could progress within the organisation	839	59%	41	↑ 5	54%

Working together		83%	17	↑ 3	81%
I have a good working relationship with my colleagues	835	97%		↑ 0	97%
There is a positive atmosphere in my team	835	86%	14	↑ 5	81%
Everyone in my team treats each other with kindness and respect	835	89%	11	↑ 1	88%
There is good co-operation and teamwork within my team	835	90%	10	↑ 2	88%
Learning from best practice is shared across the organisation	835	71%	29	↑ 8	63%
Teams across the organisation work well and co-operate with each other to get the job done	835	63%	37	↑ 4	59%
Communication within my team is good	835	88%	12	↓ -1	89%

Communication		78%	22	↑ 5	73%
I feel well informed about what's going on in the organisation	832	77%	23	↑ 7	70%
I understand the reasons for decisions that the Council has to take	832	72%	28		
I am aware how to express my opinion and give feedback to senior management	832	74%	26		
News and updates about the organisation are easy to find	831	83%	17	↑ 10	72%
Information provided by the organisation is straightforward and clear	832	77%	23	↑ 8	69%
Communication within the organisation is open and transparent	832	67%	33	↑ 6	61%
The communications I receive from the corporate centre are relevant for me	831	73%	27	↑ 8	65%
My line manager regularly communicates with me	832	88%	12	↑ 4	85%
Information shared by my line manager is clear and easy to understand	832	89%	11	↑ 2	87%

Overall engagement		75%	25	↑ 11	65%
I would recommend this organisation as a great place to work	831	70%	30	↑ 10	60%
I am proud to work for this organisation	831	81%	19	↑ 11	70%

score from 2024 to 2026. Note that some questions were added for 2026 so there is no comparison with 2024.

Series 2 Score is the score from 2024 (expressed as the % of positive responses).

### Your 5 Highest Scoring Questions

Section	Question	N	Series 1 Score	Trend	Series 2 Score
My work	I feel responsible and accountable for my work	840	99%	↑ 2	97%
Working together	I have a good working relationship with my colleagues	835	97%	↑ 0	97%
My work	I feel a sense of pride about my job	841	94%	↑ 3	91%
Diversity	I am aware of our employee code of conduct	864	94%	↑ 1	93%
Making a difference	I understand my part in helping to deliver our priorities	851	94%	↑ 4	90%

### Your 5 Lowest Scoring Questions

Section	Question	N	Series 1 Score	Trend	Series 2 Score
My development	I can see how my career could progress within the organisation	839	59%	↑ 5	54%
Vision	The Chief Executive, Executive Directors and Directors are visible and approachable	873	62%	↑ 0	61%
Working together	Teams across the organisation work well and co-operate with each other to get the job done	835	63%	↑ 4	59%
Vision	I know how we are doing against our priorities	874	64%	↑ 8	56%
My work	Our processes and systems enable me to do my job effectively	840	64%	↑ 9	55%

## Your Top 10 Engagement Priorities

This table shows the top 10 questions in descending order that have the strongest statistical link to the question 'I would recommend this organisation as a great place to work'. The colour coding is based on the question score.

### Question

### Score (%)

Impact on  
engagement

I am proud to work for this organisation	81.11
Our leadership team is committed to the development of its people	70.05
I feel valued and recognised for the contribution I make	72.43
I can see how my career could progress within the organisation	59.36
I am given the opportunity to develop the skills and experience needed in order to do my job well	75.21
The organisation makes best use of my knowledge, skills and abilities	72.11
I feel like I belong within the organisation	81.20
I feel safe to speak up, that my voice is heard	72.14
Learning from best practice is shared across the organisation	71.14
Teams across the organisation work well and co-operate with each other to get the job done	63.11



<66.66%  
Priority focus

66.66-80%  
Room for  
improvement

>80%  
Keep doing