



Your view counts

Dear Colleague,

Welcome to the 2016 Employee Survey and thank you for taking part. Your feedback is very important to us as we face the challenges that are coming up over the next couple of years and concentrate on our transformation programme.

This survey covers everything from your day-to-day work environment to your opinions on the Council and the information you receive.

Therefore we would appreciate you being as honest as possible so that we can address any areas for improvement. Your answers will be treated as confidential and no comments will be attributed back to you as an individual

We have chosen to conduct the survey externally to underline the objectivity and confidentiality of the research. Qa Research, based in York, has extensive experience of working with local authorities and will carry out the survey on our behalf. If you have any queries about the questionnaire please contact Michael Fountain on 01904 632039 or email: Michael.fountain@qaresearch.co.uk

Alternatively you can fill out the questionnaire online by going to the following link:

<http://surveys.qaresearch.co.uk/BolsoverNEDDC.asp>

Trade Unions have been fully involved in the process and have been consulted with on the questions asked in this questionnaire.

You will need to use a unique password to make sure we can process your form – we must stress that this password cannot be used to attribute survey results or comments to any individuals, it is simply to stop a respondent filling in the survey both online and in paper form, which would skew the results. Your password is <<Password>> Please take care to type it in exactly as shown here.

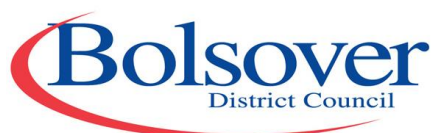
Filling out this survey either in the booklet or online is quick and simple and, most importantly, your views will help shape the way we work in the future so we would urge all of you to make sure you have your say.

All surveys must be returned by **Friday 5th August 2016** direct to Qa Research in the Freepost envelope provided. Full results from the survey will be published to all employees.

Thank you for your support.

A handwritten signature in blue ink, appearing to be "Dan Swaine".

Dan Swaine,
Joint Chief Executive



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Welcome to the 2016 Employee Survey and thank you for taking part. Your feedback is very important to us as we face the challenges that are coming up over the next couple of years and concentrate on our improvement plan.

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You and your job

Q1a. Do you work in a joint post?

Please tick ✓ one box only

Yes	No
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂

Q1b. Who is your employer?

PLEASE THINK ABOUT YOUR EMPLOYER WHEN ANSWERING THE REST OF THIS QUESTIONNAIRE.

Please tick ✓ one box only

Bolsover District Council	North East Derbyshire District Council
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂

Q1c. Where are you predominantly based?

If you work in multiple locations, please choose the one you feel most comfortable answering about

Please tick ✓ one box only

The Arc (Clowne)	<input type="checkbox"/> ₁
Mill Lane	<input type="checkbox"/> ₂
Leisure Centre	<input type="checkbox"/> ₃
Depot (Eckington/Riverside site)	<input type="checkbox"/> ₄
Outside Offices	<input type="checkbox"/> ₅

Q2. How long have you worked for Bolsover or North East Derbyshire District Council?

Please tick ✓ one box only

Less than 6 months	7 months – 2 years	3 – 5 years	6 – 11 years	12 – 20 years	Over 20 years	Don't know
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇

Q3. Do you manage or supervise any other Council employees? Please tick ✓ one box only

Yes	No
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂

Q4. How strongly do you agree with the following statements? Please tick ✓ one box per row

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
I enjoy working for the Council	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I would rather work for the Council than most other employers	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I feel that I am paid fairly for the job I do	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council is a good employer to work for	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council as an employer makes allowances for my home/life demands	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I have received adequate training and development to do my job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I have recently received recognition or praise for doing good work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council makes sure employees don't suffer discrimination or harassment	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council is an equal opportunities employer	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council supports me in dealing with violent or aggressive service users	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The different service areas/sections of the Council work well together	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I know what we have to do in my service area to be a high performing Council	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q5. Do you feel that the Council values the work you do? Please tick ✓ one box only

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q6. Overall, how satisfied are you with your present job? Please tick ✓ one box only

Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q7a. To what extent do you agree with the following statements? **Please tick ✓ one box per row**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
My work environment is safe	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My work environment is clean	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My work environment is healthy	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My job is not particularly stressful	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My work environment helps me do my job well	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
Morale is good where I work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q7b. I work for the Council for the following reasons: **Please tick ✓ all that apply**

Good pay and conditions	<input type="checkbox"/> ₁
To serve the public	<input type="checkbox"/> ₂
I like the people I work with	<input type="checkbox"/> ₃
I can work close to home	<input type="checkbox"/> ₄
Flexible working	<input type="checkbox"/> ₅
I enjoy the job I do	<input type="checkbox"/> ₆
Other (please tick ✓ and write in the box below)	<input type="checkbox"/> ₇

Learning and development

Q8. Have you participated / been offered any formal or informal training and / or personal development in the last 12 months? (this includes mentoring, job shadowing, structured developmental support from your line manager) **Please tick ✓ one box per row**

	Yes	No	Don't know
Participated in any formal or informal training / personal development in the last 12 months?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Offered any formal or informal training / personal development in the last 12 months?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

Q9. To what extent do you agree with the following statements? **Please tick ✓ one box per row**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	N/A
The induction training I received on joining the Council was effective	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
The induction training I received on changing jobs was effective	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
There are opportunities for my personal training and development at the Council	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
I have enough opportunities to discuss my personal development with my manager	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇
I feel that my learning and development activities have improved my performance	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆	<input type="checkbox"/> ₇

Q10. Have you met with your manager for an appraisal within the last 12 months? **Please tick ✓ one box only**

Yes	No	Don't know
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

Leadership and communication

Q11. To what extent do you agree with the following statements? **Please tick ✓ one box per row**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
My manager ensures I get the training and development I need to do my job well	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My manager checks with me to make sure the training and development I get helps me in my job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I have received adequate training and development to do my job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My manager deals with poor performance	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My manager is good at helping me to learn from my mistakes	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
My manager gives me regular and helpful feedback about my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I trust and respect my manager	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q12. The statements below relate to the management style of your Line Manager or Supervisor.
To what extent do you agree that my manager.....? **Please tick ✓ one box per row**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
...explains how my work helps my service area achieve all its objectives	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...gives me the information I need to do my job well	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...involves me in decisions that affect my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...encourages me to express my opinions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...encourages me to discuss work problems and issues	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...would support me in a crisis	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...is approachable to talk to when I need them	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...encourages me and my team to work as a team	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...encourages me and my team to improve the way we work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...usually responds positively to ideas and suggestions I put forward	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...takes my health and safety seriously	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
...encourages me to consider the environmental implications of my work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q13. Do you have team meetings (supervisor toolbox talks in Streetscene) on a regular basis (e.g. every 1 or 2 months)? **Please tick ✓ one box only**

Yes	No	Don't know
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

Q14. To what extent do you agree with the following statements? **Please tick ✓ one box per row**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Communication between teams or sections in my service area is good	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
In my team we know what other service areas expect from us	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I understand what other service areas in the Council do	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q15. a) How do you receive information about Council issues now?

Q15 b) Do you find these methods helpful or not helpful?

Please tick ✓ all that apply in the first column and then either helpful or not helpful for those that you choose

	a) You use	b) Helpful	b) Not helpful
Email	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Midweek bulletin	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Noticeboards (posters / memos)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
In-House	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
One-off newsletters	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Intranet	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Regular team meetings with line manager (supervisor toolbox talks in Streetscene)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Appraisal	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Rumour / grapevine	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Roadshow events	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Local Press	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Information attached to pay slip	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Highlight Reel	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
Other	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
None of the above	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

Q16. To what extent do you feel that the Council keeps you informed? **Please tick ✓ one box only**

Very well informed	Fairly well informed	Not well informed	Not well informed at all	Don't know
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Q17. Are there any other ways in which the Council could keep you better informed?

Please write in the box below

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Q18. To what extent do you agree with the following statements? Please tick ✓ one box per row

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
The Council is always trying to improve the way we do things	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I am treated with fairness and respect by elected members	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I am treated with fairness and respect by the senior management team	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I am treated with fairness and respect by other employees	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I am treated with fairness and respect by my manager	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

How the Council deals with change

Q19. To what extent do you agree with the following statements? Please tick ✓ one box per row

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
The Council involves staff in budget review and ideas for efficiency work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I understand the reasons why the Council needs to make efficiency savings	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council has effectively managed budget pressures	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council keeps me up-to-date on the ongoing budget and efficiency work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council involves staff in planning/future work programmes (e.g. service planning/service reviews)	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The national situation affecting local government (spending review) has affected my resource and motivation within the Council	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

The Council overall

Q20. To what extent do you agree with the following statements? Please tick ✓ one box per row

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
The Council has communicated a clear vision of the Council's future direction and priorities to me	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council has a good reputation within the Community	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
The Council is committed to providing high quality services to our citizens	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I think we all work together as one Council	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆
I believe the core values are at the heart of the way the Council operates	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q21. To what extent do you agree with the following statements about the Strategic Alliance Management Team? (The Strategic Alliance Management Team consists of the Chief Exec, Directors and Assistant Directors)

Please tick ✓ one box per row

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The Strategic Alliance Management Team as a whole is visible	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
The Strategic Alliance Management Team as a whole is accessible	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
The Strategic Alliance Management Team as a whole provides clear direction and leadership	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

Q22. Is there anything else you would like to add that has not been covered above? Do you have any suggestions for improvement? Please write in the box below

About you

The following questions are optional – you don't have to fill them in if you do not want to. However, providing this information will help us understand how these demographic factors affect employees' experience of working for the Council. Your responses are strictly confidential, and will help us identify the areas which we need to improve in the future.

Q23. Are you male or female?
Please tick ✓ one box only

Male	Female
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂

Q24. What age are you?
Please tick ✓ one box only

16 – 24	25 – 34	35 – 44	45 – 54	55 – 59	60 or over
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Q25. Which of these groups do you consider you belong to? Please tick ✓ one box only

White		Black or Black British	
British/English/Welsh/Scottish/Northern Irish	<input type="checkbox"/> ₁	Caribbean	<input type="checkbox"/> ₁₀
Irish	<input type="checkbox"/> ₂	African	<input type="checkbox"/> ₁₁
Gypsy or Irish Traveller	<input type="checkbox"/> ₃	Any other Black background (✓ and write below)	<input type="checkbox"/> ₁₂
Any other White background (✓ and write below)	<input type="checkbox"/> ₄		
		Asian or Asian British	
Mixed		Indian	<input type="checkbox"/> ₁₃
White & Black Caribbean	<input type="checkbox"/> ₅	Pakistani	<input type="checkbox"/> ₁₄
White & Black African	<input type="checkbox"/> ₆	Bangladeshi	<input type="checkbox"/> ₁₅
White & Asian	<input type="checkbox"/> ₇	Chinese	<input type="checkbox"/> ₁₆
Any other Mixed background (✓ and write below)	<input type="checkbox"/> ₈	Other Asian background (✓ and write in below)	<input type="checkbox"/> ₁₇
Other ethnic groups		Any other ethnic group (✓ and write in below)	
Arab	<input type="checkbox"/> ₉		

- Q26. Do you consider yourself to have a disability? This is defined as ‘A physical or mental impairment, which has a substantial and long term adverse effect on a person’s ability to carry out normal day to day activities’
Please tick ✓ one box only

Yes	No	Don’t know
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

- Q27. What is your employment status?
Please tick ✓ one box only

Full time	Part time
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂

- Q28. What religion do you consider yourself to belong to? Please tick ✓ one box only

Buddhist	<input type="checkbox"/> ₁	Jewish	<input type="checkbox"/> ₄	Any other religion	<input type="checkbox"/> ₇
Christian	<input type="checkbox"/> ₂	Muslim	<input type="checkbox"/> ₅	No religion	<input type="checkbox"/> ₈
Hindu	<input type="checkbox"/> ₃	Sikh	<input type="checkbox"/> ₆	Prefer not to say	<input type="checkbox"/> ₉

- Q29. What sexual orientation do you consider yourself to be? Please tick ✓ one box only

Heterosexual	Gay	Lesbian	Bisexual	Don’t know	Prefer not to say
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₆

Your service area – this question must be completed

- Q30. Which service area do you work in? Please tick ✓ one box only

Bolsover Housing	<input type="checkbox"/> ₁	Strategic Alliance Management Team and Joint Chief Executives Office including Strategic Partnership Team	<input type="checkbox"/> ₁₀
Customer Services	<input type="checkbox"/> ₂		<input type="checkbox"/> ₁₁
Leisure and Culture including Active and Healthy Lifestyles and Emergency Planning	<input type="checkbox"/> ₃	Legal (BDC and NEDDC) and Land Charges (BDC)	<input type="checkbox"/> ₁₂
Finance including Procurement	<input type="checkbox"/> ₄	Neighbourhoods including Street Scene and Community Safety	<input type="checkbox"/> ₁₃
Economic Development and Strategic Housing	<input type="checkbox"/> ₅	Planning (BDC and NEDDC) and Land Charges (NEDDC)	<input type="checkbox"/> ₁₄
Estates including Asset Management	<input type="checkbox"/> ₆	Environmental Services	<input type="checkbox"/> ₁₅
Revenues and Benefits	<input type="checkbox"/> ₇	HR and Payroll including Health and Safety	<input type="checkbox"/> ₁₆
Democratic Services and Governance	<input type="checkbox"/> ₈	Improvement and Communications	<input type="checkbox"/> ₁₇
ICT	<input type="checkbox"/> ₉		

Thank you very much for filling out this survey. All of your answers will be treated in the strictest of confidence and you will not be able to be identified by the information given above.

Please return this survey in the Freepost envelope provided. Full results will be published on the Council Intranet and copies will be circulated to managers, supervisors and trade union representatives.

If you have any queries you can contact any of the people involved in this project listed below.

Qa Research

Michael Fountain and Miles Crosby (01904) 632039

Union contacts

Your trade union rep.

Council contact

Clare Ashton, HR Manager (01246) 217592
Janice Barltrop, HR Advisor (01246) 217013