

Appendix A – Activity to support staff survey actions

	Staff survey metric	Activity	Evidence	Time
Areas for improvement	Stress at work	<ul style="list-style-type: none"> “Unpacking Your Stress Container” and virtual “Managing Stress” training available. Ongoing Wellbeing campaigns planned throughout the year to promote wellbeing offer to support with stress 	<ul style="list-style-type: none"> Ongoing training and support with Wellbeing intranet page offering advice and support with stress and both face to face and virtually 	Ongoing
			<ul style="list-style-type: none"> Participation in Public Health Leicestershire Workplace Wellbeing Survey 	January 2024
			<ul style="list-style-type: none"> Health, Wellbeing and Safety Team ran Pause to Talk campaign as part of Stress and Wellbeing sessions 	February 2024
	Bullying and harassment	<ul style="list-style-type: none"> Big Conversations around discrimination Additional guidance and support of how to raise concern 	<ul style="list-style-type: none"> Big Conversation around Zero Discrimination as part of Zero Discrimination day 	March 2024
			<ul style="list-style-type: none"> Managers’ Digest on supporting staff to know what to do if they experience hate incidents, what support is available and reminding people on how to speak up 	February 2024
	Perception/disparity for those colleagues with disabilities.	<ul style="list-style-type: none"> Promoting EDI activity relating to colleagues with disabilities 	<ul style="list-style-type: none"> Celebration of disability weeks e.g. Neurodiversity week as part of Equality Diversity and Inclusion work 	Ongoing
<ul style="list-style-type: none"> Applying to renew our Disability Confident at Level 3, Leadership Status 			July 2024	
Communicating and celebrating positive staff survey results	Rating us as a good employer	<ul style="list-style-type: none"> Launched results including: <ul style="list-style-type: none"> News For all, launched the results, 2,437 views of the tableau dashboard that day Managers’ Digest email 477 views Intranet story, 516 views Updated our recruitment website and recruitment literature with staff survey 2023 results. 	<ul style="list-style-type: none"> Tableau dashboards featuring the data have 6,825 views of the survey results in total, as at 15 April 2024 Examples of Recruitment Literature using Staff Survey 2023 data 	September 2023
	Positive perception that we are committed to equality and diversity			
	Positive perception that we trust colleagues to carry out their job effectively			
	Positive perception that we treat people with fairness and respect at work			December 2023
You said, we did Communication/ feedback cycle	Communication on the management of change	<ul style="list-style-type: none"> Localising feedback and action Departmental/service action plans 	<ul style="list-style-type: none"> Supporting departments and services to complete action plans to capture work 	Ongoing
	Departmental/service improvement based on staff survey feedback	<ul style="list-style-type: none"> feedback to employees a year on after publishing as to what departments have done 	<ul style="list-style-type: none"> Further communication planned around what has happened since results were published 	October 2024

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