taff Pulse Survey

S&R Committee
18 October 2021

892 Responses (about 45%) ✓

All staff groups and networks represented ✓

A good balance across all directorates and services ✓

Includes questions about wellbeing, connections with colleagues and the Council, and working practices ✓

erally, respondents reported that their wellbeing has ained about the same or improved slightly in the past year

How would you compare your wellbeing now against this time last year?

- ■ Improved significantly
- ■ Improved
- ■ About the same
- ■ Declined
- ■ Declined significantly

40% of respondents said their wellbeing ha improved

However, a significant numbe of respondents (21%) said their wellbeing has declined

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With most lockdown restrictions having come to an end in England on 19 July, how are you currently feeling?

- Good and feeling positive
- OK and hopeful
- Mixed - I'm not sure what to make of the situation
- I'm quite concerned and anxious
- I'm very worried / upset

- The percentage of respondents who said that they were feeling either 'good and positive' o... and hopeful' (54%) was very similar to the to... May 2020 survey.

- There was a significant rise in those who had... mixed feelings and were unsure what to mak... the situation, from 13% in May 2020 to 34%.

- The proportion of respondents reporting that they were either 'concerned' or 'very worried... upset' reduced from 35% in May 2020 to 12%...

...esults for different staff groups were consistent ...verall, with the exception of **staff with disabilities**
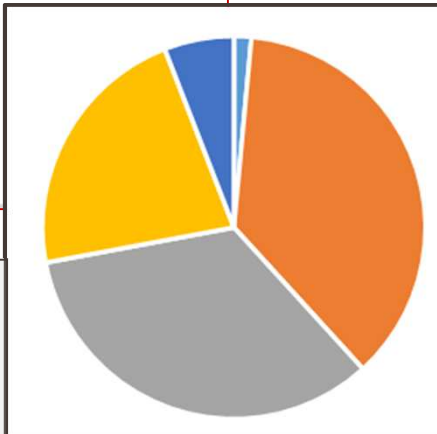
Staff with disabilities are:

- 17 x less likely to feel 'good or posit...

- Twice as likely to feel 'quite concern... and anxious'

- 6 x more likely to feel 'very worried... and upset'

...ple are more likely to turn to external and informal sources ...upport rather than the support provided internally

Which of the following sources of support have you used?

More Details

	Source	Count
🔵	Talking with family or friends	820
🟠	Talking with colleagues	518
🟢	Talking with my manager	374
🔴	Haringey's Employee Assistan...	31
🟣	Intranet resources such as 'Be ...	32
🟤	External professional support	79
🌸	Fuse resources and events	23
⚫	Hays Thrive	6
🟡	Mental Health First Aider	3
🔵	Other	51

We will look at ways to increa... the take-up of our internal wellbeing support, such as the Employee Assistance Programme and Mental Healt... First Aiders

ut a third of respondents would not be confident to speak openly with their
ager if they experienced a negative impact on their wellbeing at work and
st half would not be confident to speak openly with colleagues

Haringey
LONDON

If you have experienced, or were to experience, a negative impact on your mental
wellbeing at work, how confident would you be to speak about it openly?

- I would be confident to speak with my manager and colleagues about it openly
- I would be confident to speak with my manager about it openly, but not my colleagues
- I would be confident to speak with my colleagues about it openly, but not my manager
- I would not be confident to speak about it openly with my manager or colleagues

Ve are exploring what we can do to increase confidence in
peaking openly with managers about mental health and
vellbeing

- 46% of respondents reported that
they would be confident to speak
with their manager and colleagues
openly and 22% of respondents
would be confident to speak openl
with their manager but not their
colleagues, meaning that **68%
overall would be confident to spea
openly with their manager**

- 11% of respondents would be
confident to speak openly with the
colleagues but not their manager,
meaning that **57% overall would b
confident to speak openly with the
colleagues**

ost people feel well connected with their mediate work team

5. How connected do you feel with your immediate work team? (1 = not at all connected, 10 = very connected)
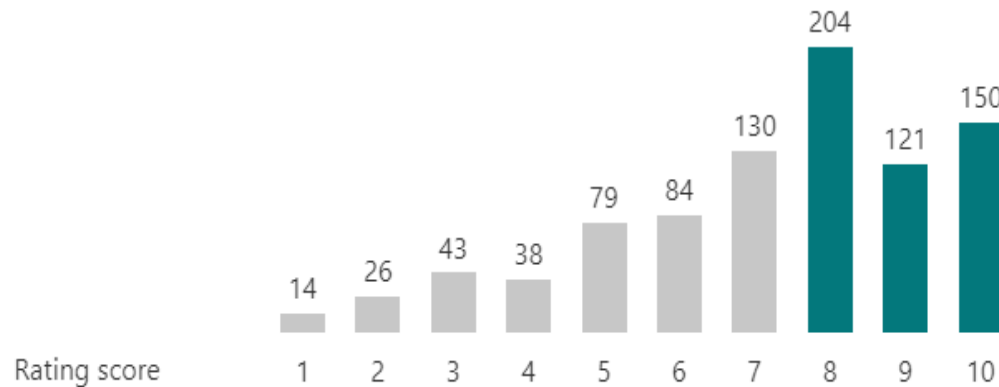
More Details   💡 Insights

892
Responses

7.17
Average Number

(May 2020 average was 7.66)

53% rated between "**8-10**"

Score distribution

Rating score	1	2	3	4	5	6	7	8	9	10
	14	26	43	38	79	84	130	204	121	150

Although the averag score has reduced slightly since the Ma 2020, despite mainly working remotely, people's connection their immediate tea remains high

t they feel less well connected with other teams and rvices

6. How connected do you feel with other teams and services? (1 = not at all connected, 10 = very connected)

More Details   💡 Insights

892
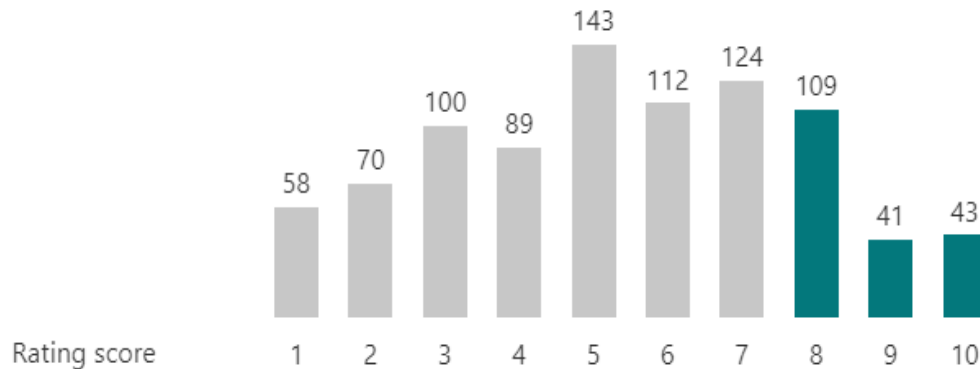Responses

5.38
Average Number

22% rated between "8-10"

Score distribution

| Rating score | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

58, 70, 100, 89, 143, 112, 124, 109, 41, 43

The lower score here reflects wider global research that a high degree of remote working has a potentia to erode relationships across organisations ar reinforce silos

We will discuss with Corporate Management Group, to generate ideas fo encouraging greater collaboration across the Council

Although it has reduced slightly in the past year, people generally feel that they have been kept well informed by the Council during lockdown

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7. I have been kept up-to-date an well informed by the Council during lockdown (1 = very strongly disagree, 10 = very strongly agree)

More Details   Insights

889
Responses

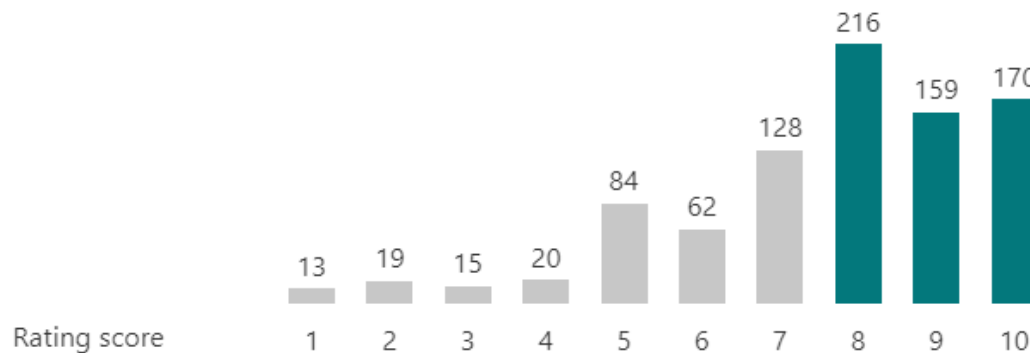**7.59**
Average Number

(May 2020 average was 8.48)

62% rated between "**8-10**"

Score distribution

Rating score: 1 (13), 2 (19), 3 (15), 4 (20), 5 (84), 6 (62), 7 (128), 8 (216), 9 (159), 10 (170)

Most staff are still feeling well informed, which has been helped by remote working technology like MS Teams significantly increasing engagement in events like 'Let's Talk

Most people don't want an 'either/or' home vs office, but something in between

As we transition out of lockdown, what would your prefered work location be going forward?
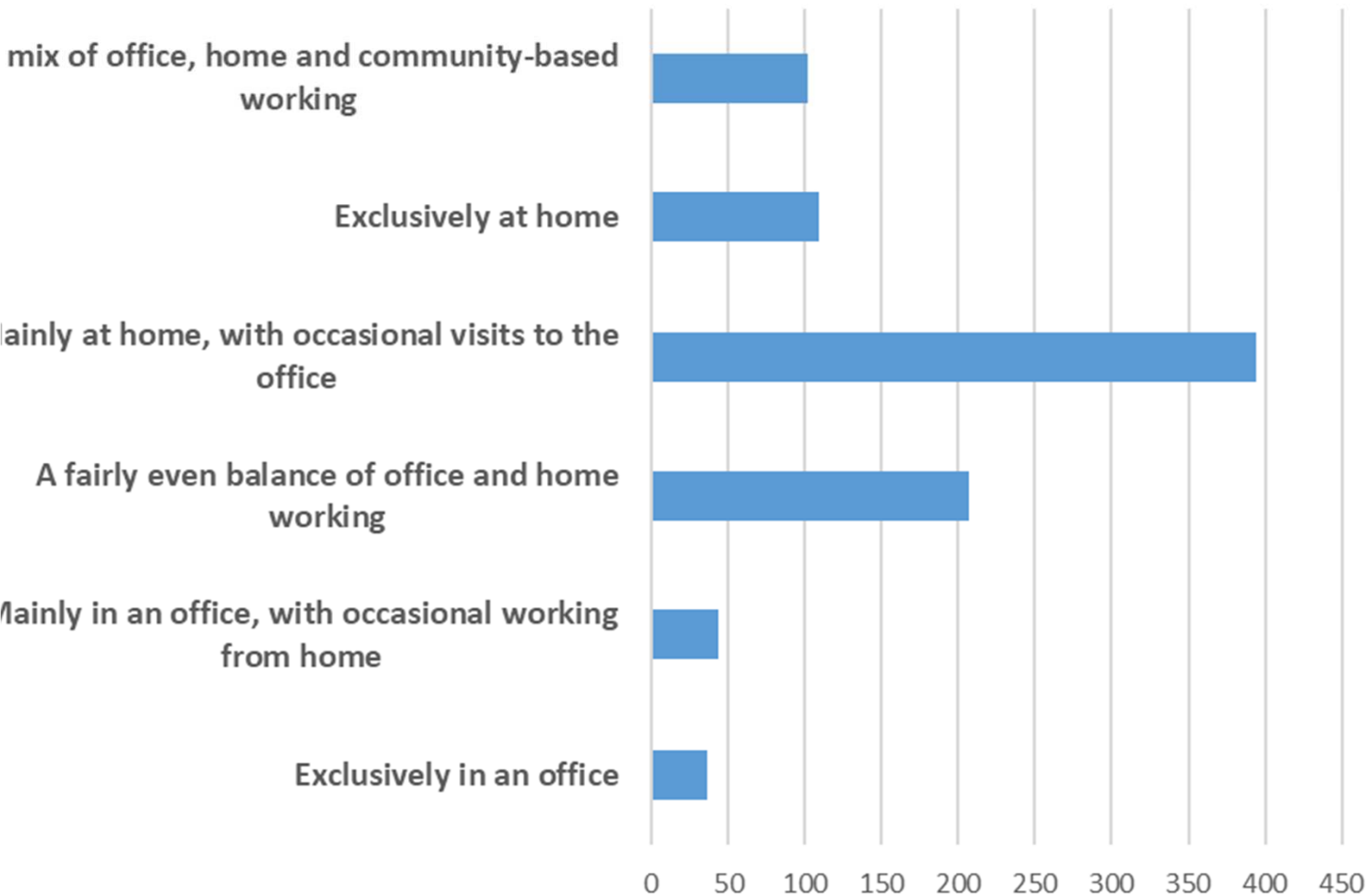
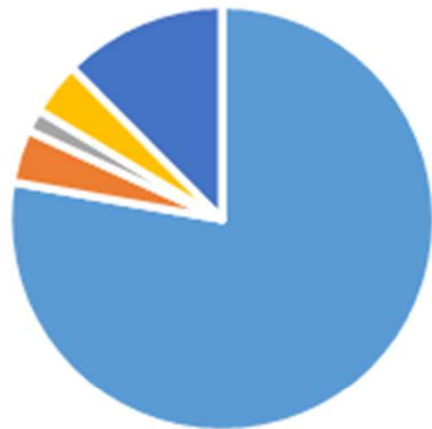Despite its obvious popularity as a work location, only 12% of respondents want to work exclusively from home.

Only 4% want to work exclusively in the office.

What the majority want is a balance

Returning to a balance between office and home each week will be the best of both worlds for me.

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What is your current vaccination status?

- I've had both jabs
- I've had a single jab
- I haven't been vaccinated yet, but intend to
- I haven't been vaccinated yet, and don't intend to
- I would prefer not to indicate my vaccination status

Vaccination status remains a sensitive issue, with 12% preferring not to indicate their status.

I am concerned that some people have chosen not to be jabbed. I feel this is going to be a huge hindrance when people start coming back together over the Autumn/Winter period.

Concerns over colleagues not being vaccinated came up several times in t open-ended survey question.

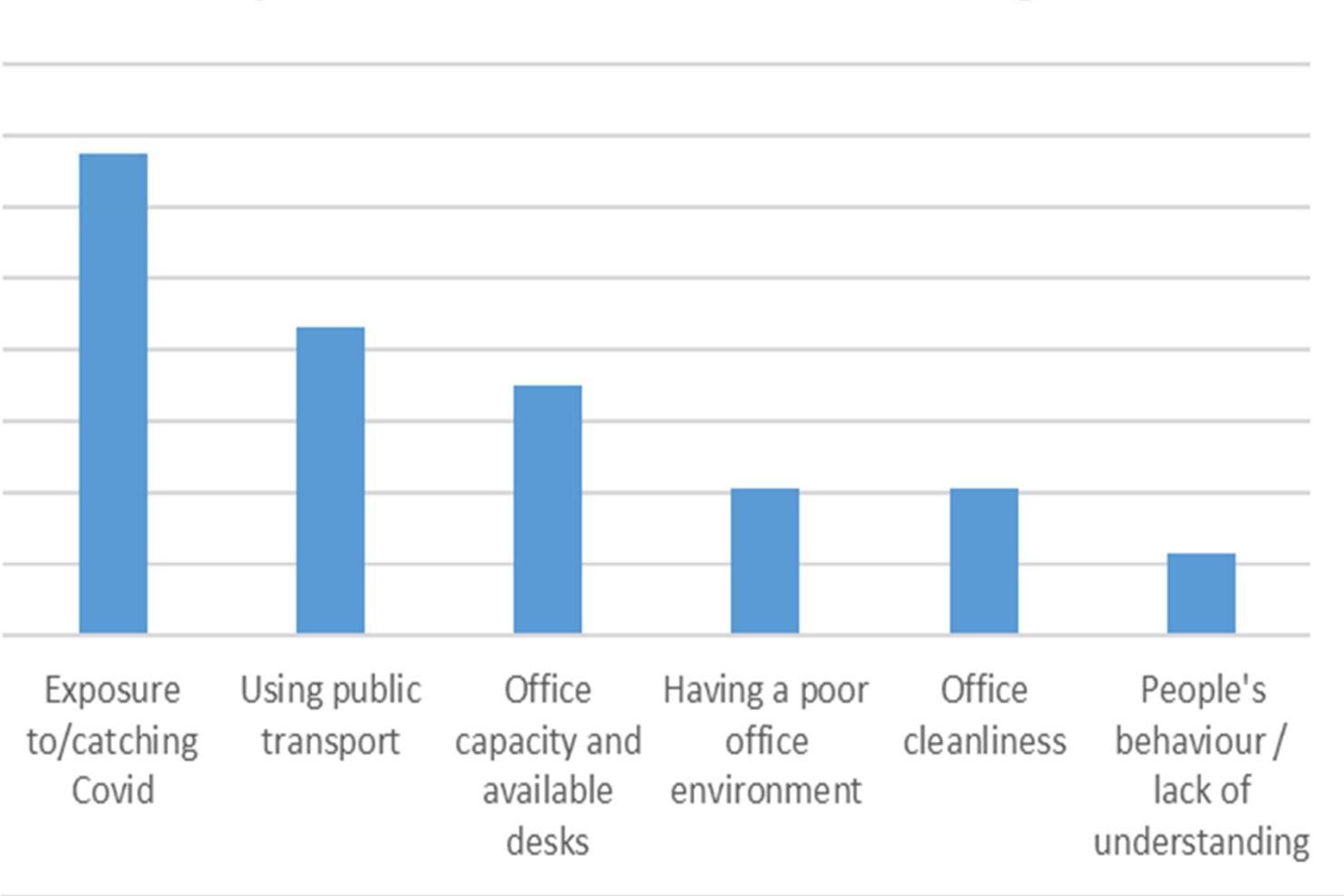## How do you currently feel about using public transport to get to a work location?

- I'm pretty relaxed about it
- I've got slight concerns
- I've got strong concerns
- I'm not prepared to use public transport at the moment

3 in 4 respondents have concerns about using public transport to get to work, with 19% not prepared to use it at all

posure to Covid is still the main concern*

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Top 6 concerns about office working

Exposure to/catching Covid | Using public transport | Office capacity and available desks | Having a poor office environment | Office cleanliness | People's behaviour / lack of understanding

I am more concerned about travel to work than actually being in the office

I'm concerned about other people's behaviours, thought and understanding when you are part of an at risk group a part of an extended family w vulnerable members

I'm concerned about what th return to the office logicall looks like; how do we ensure the is a workspace waiting fo us after a long commute?

ed on an analysis of 649 answers to the open-ended survey question

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t many people are looking forward to seeing leagues in person again

Top 6 general comments

Chart values (approximate axis labels): 60, 40, 20, 00, 80, 60, 40, 20, 0

Categories:
- I am looking forward to seeing my colleagues in person again
- I am just as / more productive when I work from home
- I don't want to commute every day
- We need to balance working at home, in the office, (and in the community)
- Working from home has improved my health and wellbeing
- We should come into the office when there is a purpose

Based on an analysis of 649 answers to the open-ended survey question

We have employed so ma new people in the team during lockdown it was wonderful to meet up wit them at the Team Day

I am keen to meet and mix wit colleagues, particularly those outside my team that I feel my connections is not as strong these days.

I need a reason to be in th office i.e. not just to do th same work I do from hom or have Microsoft Teams meetings in an office environment

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