

REPORT TO: Corporate & Inclusion Policy & Performance Board

DATE: 2 September 2025

REPORTING OFFICER: Interim Chief Executive

PORTFOLIO: Corporate Services

SUBJECT: Staff Survey 2025 – the next steps

WARD(S) Borough wide

1.0 PURPOSE OF THE REPORT

1.1 To provide a summary of the key results of the recent Staff Survey and to outline the next steps.

2.0 RECOMMENDATION: That

- 1) the report be noted; and**
- 2) Corporate PPB endorses the approach outlined.**

3.0 SUPPORTING INFORMATION

3.1 It is worth noting that many different sources state that a good survey response rate, (i.e. above the average), would be anything above 25%. The 2025 Staff Survey attracted 634 responses – over 25% of the workforce.

3.2 Staff Survey Summary:

- Satisfaction levels with overall experience of working for HBC:
 - Very Satisfied: 21%
 - Fairly Satisfied: 57%
- Awareness of the Corporate Plan:
 - Strongly agree: 24%
 - Agree: 52%
- Awareness of the Values Framework:
 - Strongly agree: 33%
 - Agree: 51%
- Behaviours which still require improvement as a council:
 - Listening to and acting on feedback: 59%
 - Building relationships and inclusion to work well together: 48%
 - Trust & Respect: 39%

- Driving positive change: 37%
- Demonstrating strong leadership: 35%
- Acting with integrity and behaving responsibly: 21%
- Proud to work for Halton Borough Council:
 - Strongly agree: 24%
 - Agree: 46%
- Concerns about the future of the organisation:
 - Strongly agree: 21%
 - Agree: 42%
- 81% felt that they can strike a good work/life balance
- Meeting rooms – 44% felt that meeting rooms are readily available when required; whereas 29% disagreed.
- Working with Councillors:
 - 32% felt that Councillors and officers worked well together; whereas over a third (36%) didn't know. (It is likely that this response comes from employees for whom there is no requirement within their role to work with Councillors)
 - 20% felt that Cllrs had a good understanding of the roles and responsibilities of council officers.
- Nearly half (47%) felt that the Council is a place where they can progress.
- Communication - 58% felt that they were well informed on what is going on in the council.
- 82% felt that a culture of equality, diversity & inclusion is encouraged.
- 68% would like to stay working for the Council for the next 3 years.
- 7% want to leave the Council as soon as possible.

Summary Presentation: this is a short presentation, highlighting **some** of the themes from the results:
<https://my.visme.co/view/q6yevp7e-staff-survey-2025>

3.3

Lessons learnt:

Efforts were made to encourage a high survey return, however the Council's Management Team would have liked this to be higher.

Where possible, the reasons that people didn't return the survey will be explored prior to the next survey, to try and obtain an even greater response rate.

3.4 Feedback from Management Team:

This report was presented to the Council's Management Team on August 5th 2025. Observations were as follows:

- In general terms there was an 80% positive response for most questions asked, which was encouraging.
- It is difficult to ascertain whether these are the same respondents in each question, however it could be a useful exercise to try and delve a bit further to see if any conclusions could be drawn.
- A specific breakdown of results for each Directorate would prove useful (this has been completed).
- The summary results are to be shared with all relevant Council Trade Unions.
- The results of other recent staff surveys, such as those within Adult Social Care and Children's Services, should be incorporated into ongoing analysis.
- Survey findings are to be shared with the workforce, together with planned intentions during September.

3.4 Next Steps:

1. Responses provided in the spaces for free text comments within the survey will need to be analysed.
2. The Corporate Workforce Board is to draw up an Action Plan, implement and monitor. This will take place from September 2025 onwards.

4.0 POLICY IMPLICATIONS

- 4.1 Any subsequent plans, policies or procedures which might arise from the Action Plan will support the Corporate Plan going forward.

5.0 FINANCIAL IMPLICATIONS

- 5.1 There may be financial implications in the future, depending on the actions taken as a result of the further analysis and the resulting Action Plan implementation.

6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

The survey has addressed all 6 priorities through the questions posed; however it is unclear at this stage just how many of these

priorities will be impacted purposely until the Action Plan has been agreed and implemented.

6.1 Improving Health, Promoting Wellbeing and Supporting Greater Independence

6.2 Building a Strong, Sustainable Local Economy

6.3 Supporting Children, Young People and Families

6.4 Tackling Inequality and Helping Those Who Are Most In Need

6.5 Working Towards a Greener Future

6.6 Valuing and Appreciating Halton and Our Community

7.0 **RISK ANALYSIS**

7.1 No known risks are associated with this report.

8.0 **EQUALITY AND DIVERSITY ISSUES**

8.1 An Equality Impact Assessment will be conducted if any new policies are required as a result of the Staff Survey findings or actions.

9.0 **CLIMATE CHANGE IMPLICATIONS**

9.1 None at this stage.

10.0 **LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

10.1 None under the meaning of the Act.