

Our culture and values, and what our staff think about working for us

Our ways of working values

Trust
Pride
Listening to people
Transparency
Positive relationships

Comments from our 2020 and 2021 employee surveys

"The support on offer is amazing and listening to friends and family, such a strong focus on wellbeing isn't a priority in other workplaces. I am really proud to work for such a supportive organisation."

"The workforce and wellbeing support is excellent. Flexible working arrangements are really appreciated."

"The employment environment and culture is very positive and it's clear that management genuinely care about the welfare of staff."

"I think this local authority is quite unique and the culture of caring and having time for others is filtered down to the teams we work in."

What three words best describe the council as an employer?

Flexible
 was mentioned 63 times

Supportive
 was mentioned 31 times

Friendly
 was mentioned 21 times

Our equality and inclusion values

#EveryoneCounts

The Equality Act 2010 is not a legal tick box.

Where possible we will try to exceed statutory obligations, particularly where this makes a difference to our communities.

As a public sector provider, we have a responsibility to give people a voice. We can best do this by talking to people to find out what they want and then delivering inclusive services that are as flexible and diverse as the communities we serve.

We must also reflect inwardly as an employer because we know that a workforce that represents the make-up of our district is better placed to deliver equitable services that are sensitive to different needs and perspectives.



Would you recommend South Staffordshire Council as a place to work?

93.5%
 of respondents said
yes

Sample of other words mentioned to describe the council as an employer:

Progressive Forward thinking
 Inclusive Innovative
 Positive **Focused**
 Ambitious Trusting
 Transparent Dynamic
Modern

Our approach to staff wellbeing

We have a comprehensive wellbeing strategy and wellbeing resource hub to support our staff and encourage self-care to ensure

- Everyone is part of a health and wellbeing conscious and supportive culture at work by increasing awareness of healthy wellness habits.
- Individuals can make positive wellbeing choices that benefit themselves, their families, and others around them.
- It is acknowledged that it's okay 'not to be okay' at times and that it is healthy to have conversations about mental health at work and to offer and receive help.
- We are kind, observant and reach out if a colleague is struggling.

Plus an occupational health, counselling & physiotherapy service and new employee benefits platform to support financial wellbeing.

On a scale of 0-10 do you feel valued and part of the council?
 (0= not all 10 = definitely)

81%
 scored 7-10

What our staff said in our 2020 and 2021 employee surveys

How would you rate the flexibility and support you receive from work?

87% Nov 2020
92% April 2021
87% Dec 2021

Were **satisfied, very satisfied** or **extremely satisfied** with the support and flexibility received at work.

What do you like best about working for South Staffordshire Council?

Our 2022 employee survey:

66 responses mentioned flexibility providing examples of hybrid working, flexi time or flexibility with working arrangements to support personal and professional commitments.

61 responses mentioned a happy working environment including examples of positive relationships, great colleagues and teams and a positive, friendly supportive culture and atmosphere.

23 responses mentioned employee benefits including conditions of employment, pension, annual leave, free car parking, wellbeing services/support or training opportunities.

Responses also mentioned: our modern new Community Hub facilities, good communication, interesting work and projects.

