

# make it happen

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## council of the future

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# Falkirk Council Employee Wellbeing Survey Report

## **Executive Summary**

As part of retaining its Gold award for the Healthy Working Lives programme, Falkirk Council undertakes an employee wellbeing survey every three years. All staff are encouraged to complete this survey and the findings are used to inform the Council's wellbeing strategy. This survey was run from December 2018 – January 2019 and the main findings are summarised below:

- 70% of respondents reported that work related stress was a serious or moderate risk to their health. Only 31% of respondents felt supported by Council policies in relation to mental health.
- High work volumes were cited as a major source of pressure on employees. Respondents linked this to the reduction in workforce numbers.
- 81% of respondents do not meet the current recommended physical activity levels.
- Access to changing and showering facilities were identified as something the Council could do to help employees increase their levels of physical activity. The demands for these facilities increased the more physically active respondents were.
- 89% of respondents have either never smoked or are ex-smokers. 9% of respondents identify being exposed to second hand smoke at work.
- 31% of respondents felt that providing food preparation areas or kitchens within Council premises would help them eat more healthily. 70% of respondents do not eat the recommended five or more portions of fruit & vegetables a day.
- Respondents working within Children's Services are more likely to witness or experience occupational violence than other parts of the Council.
- Respondents identified mental health, stress, diet & fitness as the areas they would like the Council to provide more information and support on.

As a result of this survey the Council's wellbeing strategy has been reviewed and an action plan has been submitted to the Council's Corporate Management Team.

# Falkirk Council Employee Wellbeing Survey Report

## Employee Wellbeing Survey Results

We ran a survey, between 4<sup>th</sup> December 2018 and 11<sup>th</sup> January 2019, to ask Council employees for their views on health and wellbeing. The survey received 844 responses and the results will be used to develop a three-year employee wellbeing programme. The results are presented below.

### **The Respondents**

A statistically significant sample size<sup>1</sup> of 365 was calculated using a confidence level of 95%<sup>2</sup> and margin of error of 5%<sup>3</sup>. The survey received 844 responses. The actual margin of error is, therefore, 3.17%. This means that if 40% of respondents, for Falkirk Council employees, between 37% and 43% would have picked that answer 95% of the time.

We asked respondents a number of questions about themselves, job role and work pattern. As can be seen in Figure 1, the majority of respondents are aged between 35-49 (40%) and 50-64 (40%).

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<sup>1</sup> This is the number of people we needed to respond to the survey in order for the results to be representative of the wider population.

<sup>2</sup> **Confidence Level** — This tells you how sure you can be of the margin of error. It is expressed as a percentage and represents how often the true percentage of the population who would pick an answer lies within the margin of error. If you want 95% confidence, this means that 5 out of 100 responses would lie outside of your margin of error.

<sup>3</sup> **Margin of Error** — Margin of error tells you how much you can expect your survey results to reflect the views from the overall population. The smaller the margin of error, the more confidence you may have in your results. The bigger the margin of error, the farther they can stray from the views of the total population. For example, a 60% “yes” response with a margin of error of 4% means that between 56% and 64% of the general population think that the answer is “yes.”

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FIGURE 1: WHAT IS YOUR AGE?

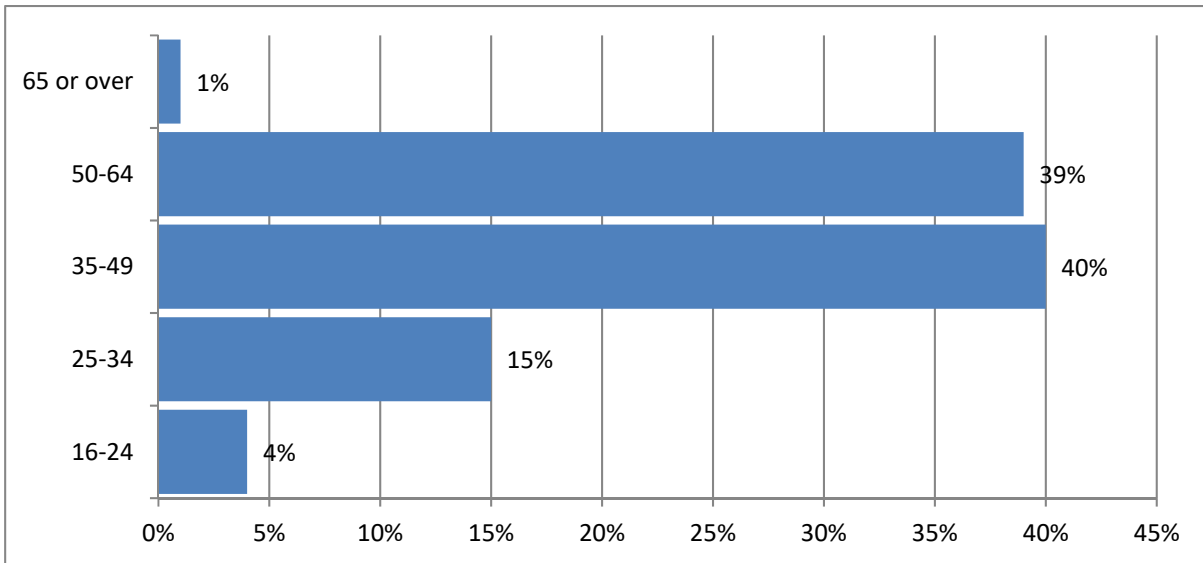
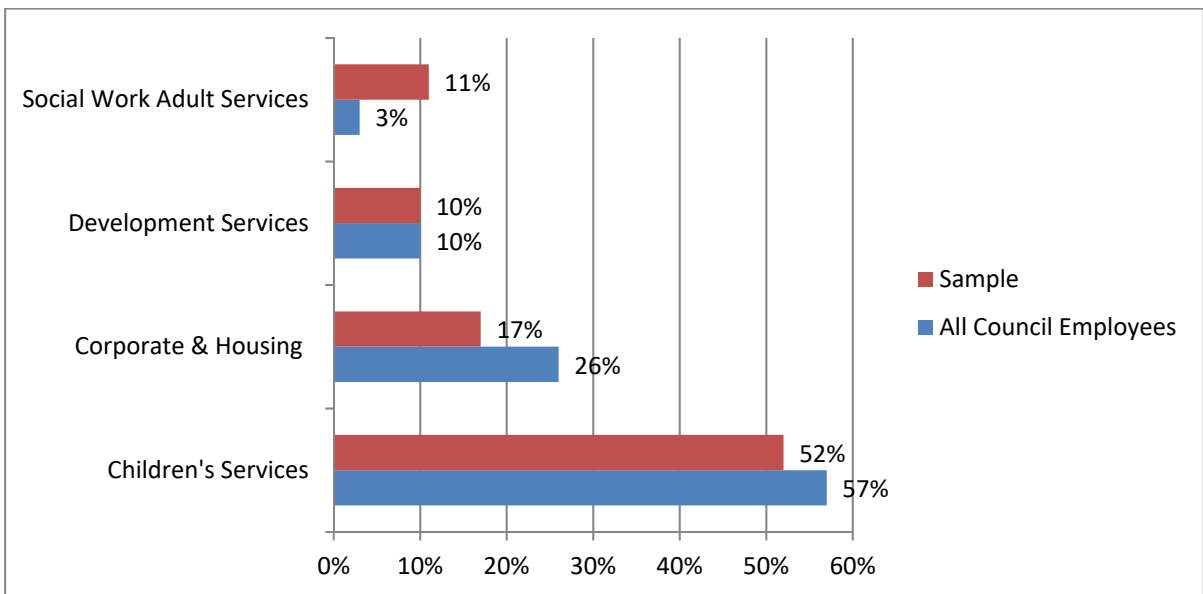


Figure 2 identifies the number of respondents per service. 57% of the respondents are employed by Children’s Services, 26% by Corporate and Housing, 10% by Development Services and 3% by Social Work Adult Services. We can see in Figure 2 that some services are under or over represented to differing extents. 11% of the sample, for example, are from Social Work Adult Services. They make up, however, just 3% of the workforce.

FIGURE 2: WHAT IS YOUR SERVICE?



## Falkirk Council Employee Wellbeing Survey Report

This sample is broken down further in Table 2 which shows the percentage of respondents from each division within each service.

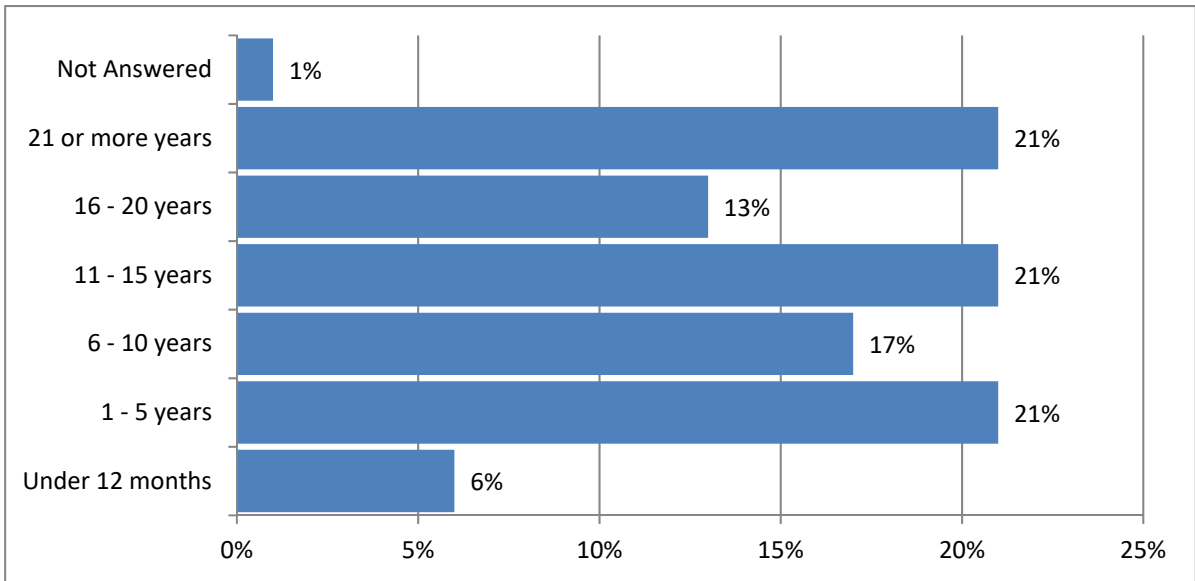
TABLE 1: WHAT IS YOUR DIVISION?

<b>Corporate &amp; Housing</b>	
<b>Option</b>	<b>Percentage</b>
<b>Human Resources &amp; Business Transformation</b>	30%
<b>Housing</b>	21%
<b>Finance</b>	16%
<b>Policy, Technology &amp; Improvement</b>	14%
<b>Procurement &amp; Housing Property</b>	10%
<b>Governance</b>	9%
<b>Development Services</b>	
<b>Design Roads &amp; Transport</b>	41%
<b>Environmental Services</b>	30%
<b>Planning &amp; Economic Development</b>	29%
<b>Emergency Planning</b>	0%
<b>Children's Services</b>	
<b>Planning &amp; Resources</b>	2%
<b>Education</b>	92%
<b>Social Work</b>	6%
<b>Social Work Adult Services</b>	
<b>Community Care 1</b>	8%
<b>Community Care 2</b>	34%
<b>Community Care 3</b>	31%
<b>Community Care 4</b>	0%
<b>Community Care 5</b>	8%
<b>Community Care 6</b>	19%

We asked respondents how long they have been employed by the Council. As can be seen in Figure 3, the respondents make up a good cross section of service lengths.

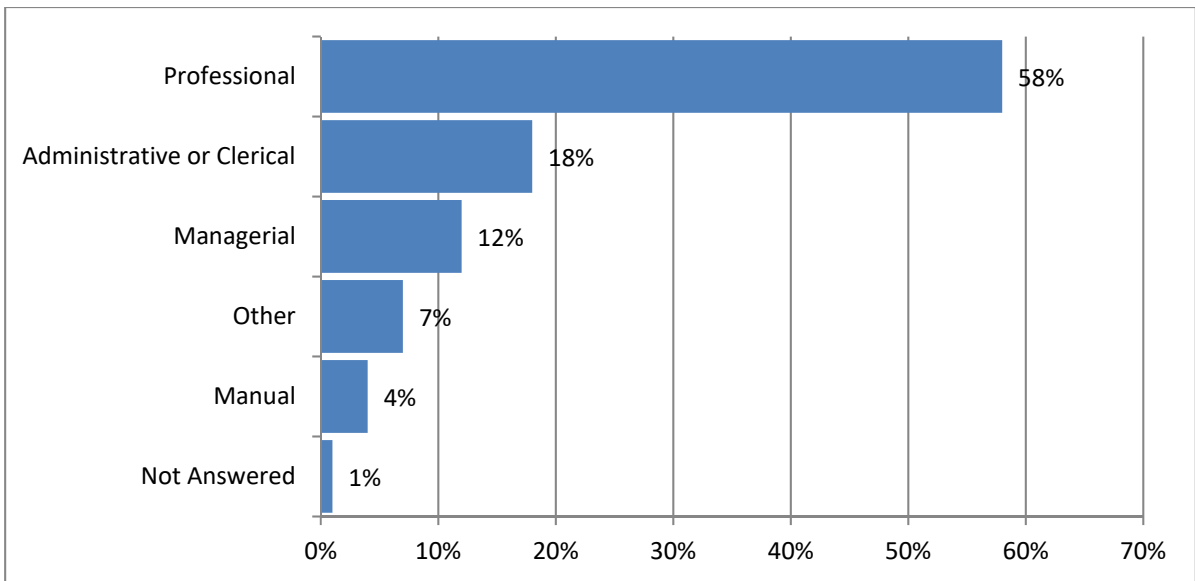
# Falkirk Council Employee Wellbeing Survey Report

**FIGURE 3: HOW LONG HAVE YOU BEEN EMPLOYED BY THE COUNCIL?**



The majority (58%) of respondents described their role as “professional”. The survey received fewest responses (4%) from employees in a manual role (see Figure 4).

**FIGURE 4: WHICH OF THE FOLLOWING BEST DESCRIBES THE TYPE OF WORK YOU DO?**



## Falkirk Council Employee Wellbeing Survey Report

The majority of respondents (91%) hold permanent contracts (see Table 2) and 74% work full-time (see Figure 5). As Table 3 shows, just 4% of respondents work shifts.

TABLE 2: WHAT TYPE OF CONTRACT DO YOU HAVE?

Option	Percentage
Permanent	91%
Temporary	8%
Not Answered	1%
Casual	0%

FIGURE 5: WHAT HOURS DO YOU WORK?

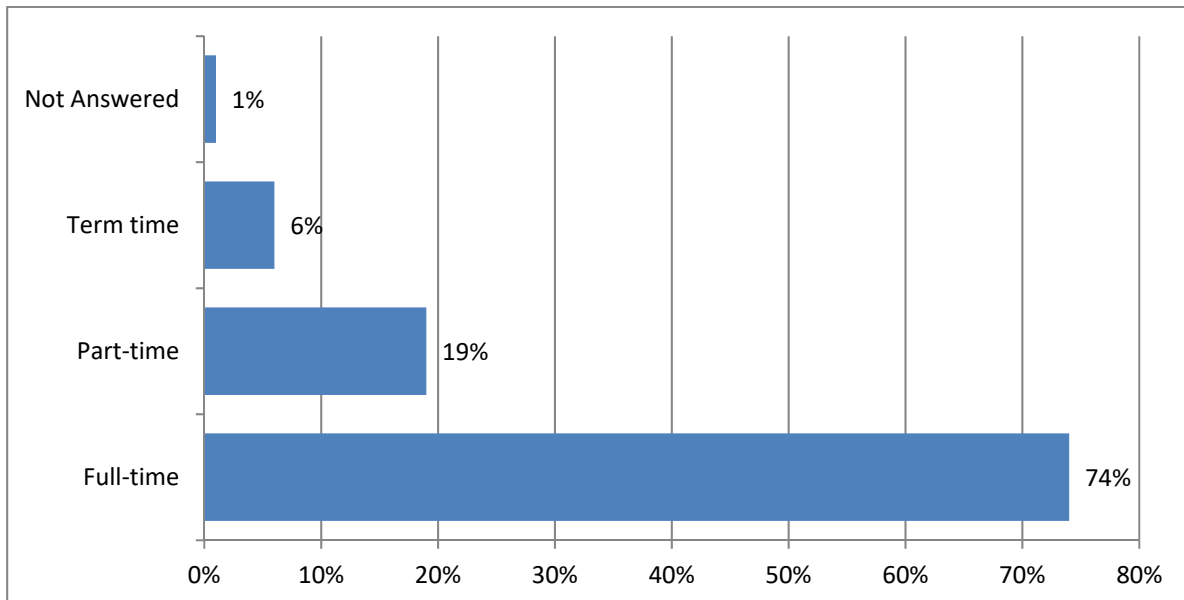


TABLE 3: DO YOU WORK SHIFTS?

Option	Percentage
Yes - including night shifts	1%
Yes - excluding night shifts	3%
No	96%
Not Answered	0%



# Falkirk Council Employee Wellbeing Survey Report

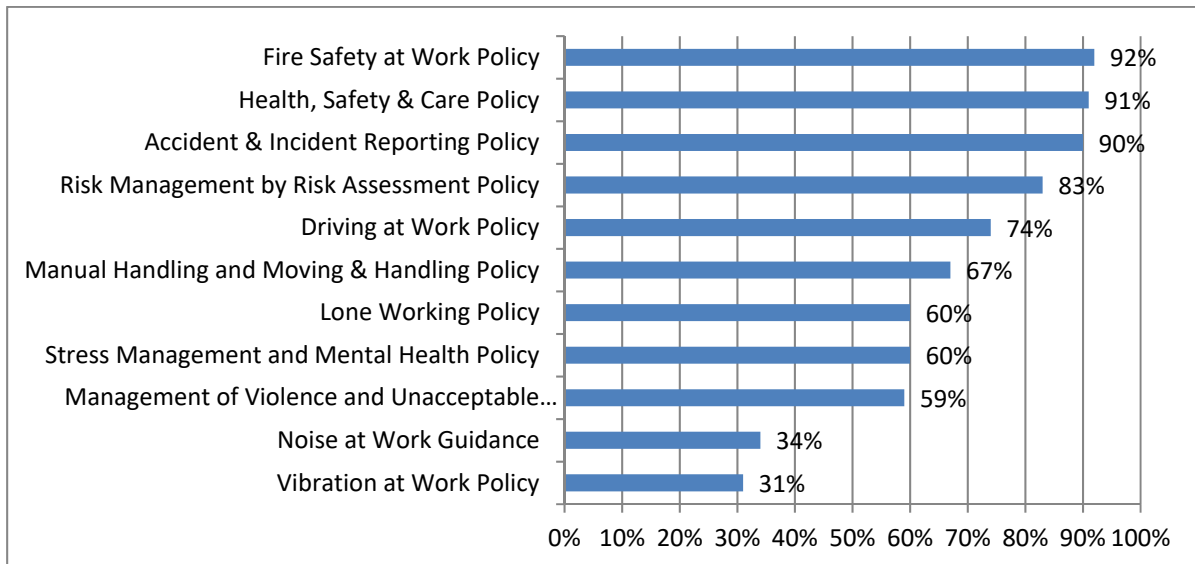
## Workplace Health and Safety

We asked respondents a number of questions about workplace health and safety.

### **Policies, Procedures and Guidance**

Respondents were asked about their knowledge of workplace policies, procedures and guidance. As can be seen in Figure 6, employee awareness is generally high. Awareness is lower for the Noise at Work Guidance (34%) and Vibration at Work Policy (31%), however, these policies are only relevant to a specific percentage of the workforce.

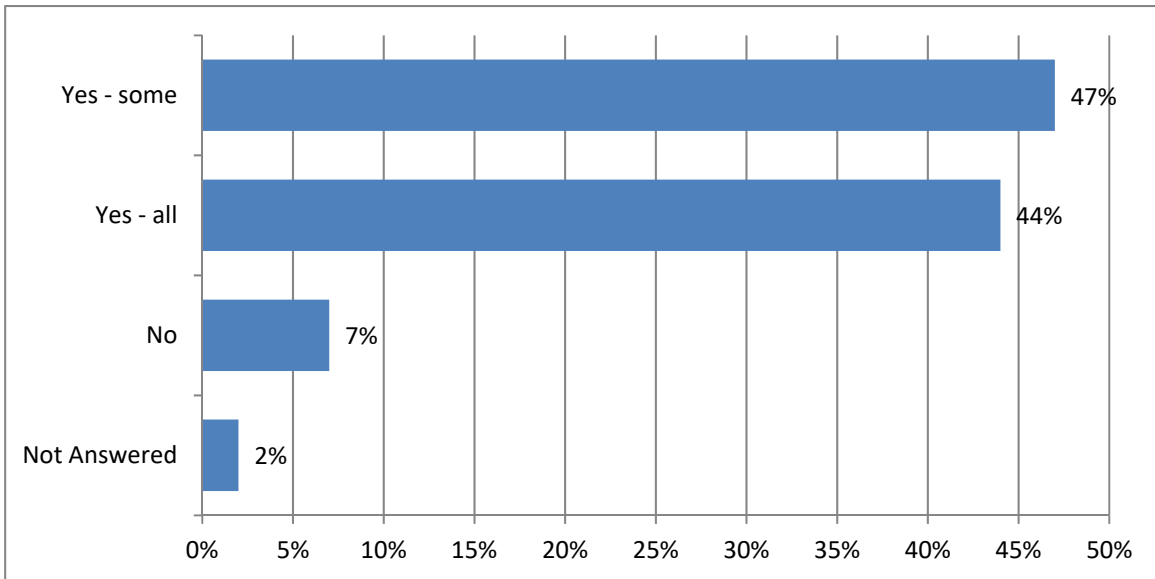
**FIGURE 6: ARE YOU AWARE OF THE FOLLOWING WORKPLACE POLICIES, PROCEDURES AND GUIDANCE?**



We asked respondents if they know where to access workplace policies. Figure 7 shows that just 7% of respondents are unaware of where to find workplace policies. A further 47% of respondents know how to access only *some* workplace policies.

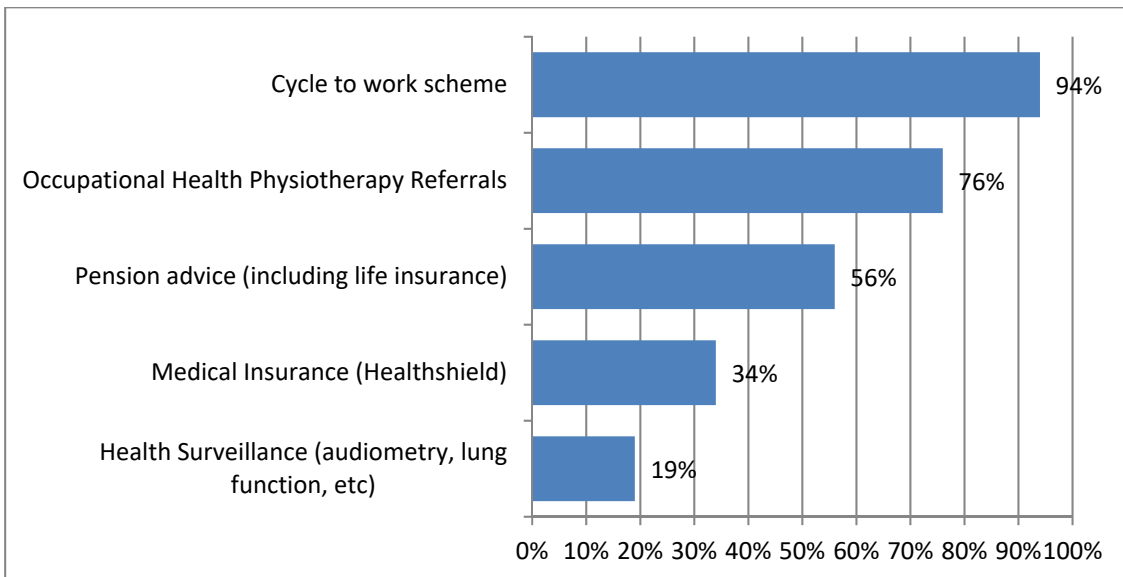
# Falkirk Council Employee Wellbeing Survey Report

FIGURE 7: DO YOU KNOW WHERE TO ACCESS WORKPLACE POLICIES?



We asked respondents whether they were aware of available workplace support. As Figure 8 shows, awareness is high for support such as the Cycle to Work Scheme (94%) and Occupational Health physiotherapy referrals (76%). There is less awareness, however, of medical insurance (34%) and health surveillance (19%).

FIGURE 8: DO YOU KNOW ABOUT THE FOLLOWING AVAILABLE WORKPLACE SUPPORT?

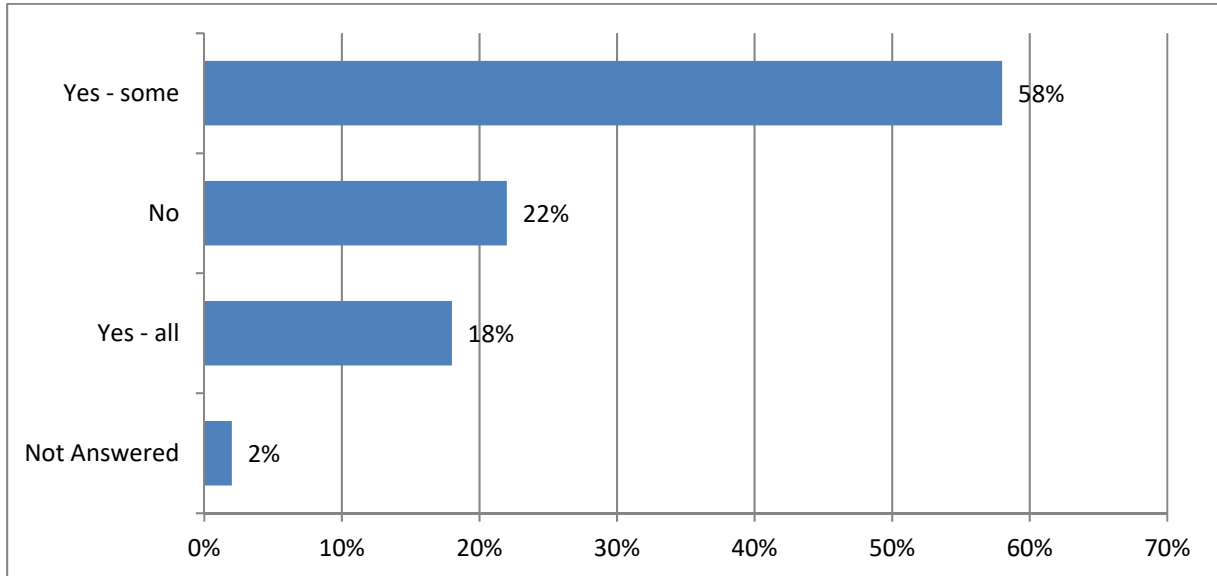


Respondents were asked whether they knew how to access workplace support. As can be seen in Figure 9, just 18% of respondents know how to access all workplace

## Falkirk Council Employee Wellbeing Survey Report

support. 58% of respondents, however, know how to access at least some of the workplace support on offer.

FIGURE 9: DO YOU KNOW HOW TO ACCESS AVAILABLE WORKPLACE SUPPORT?



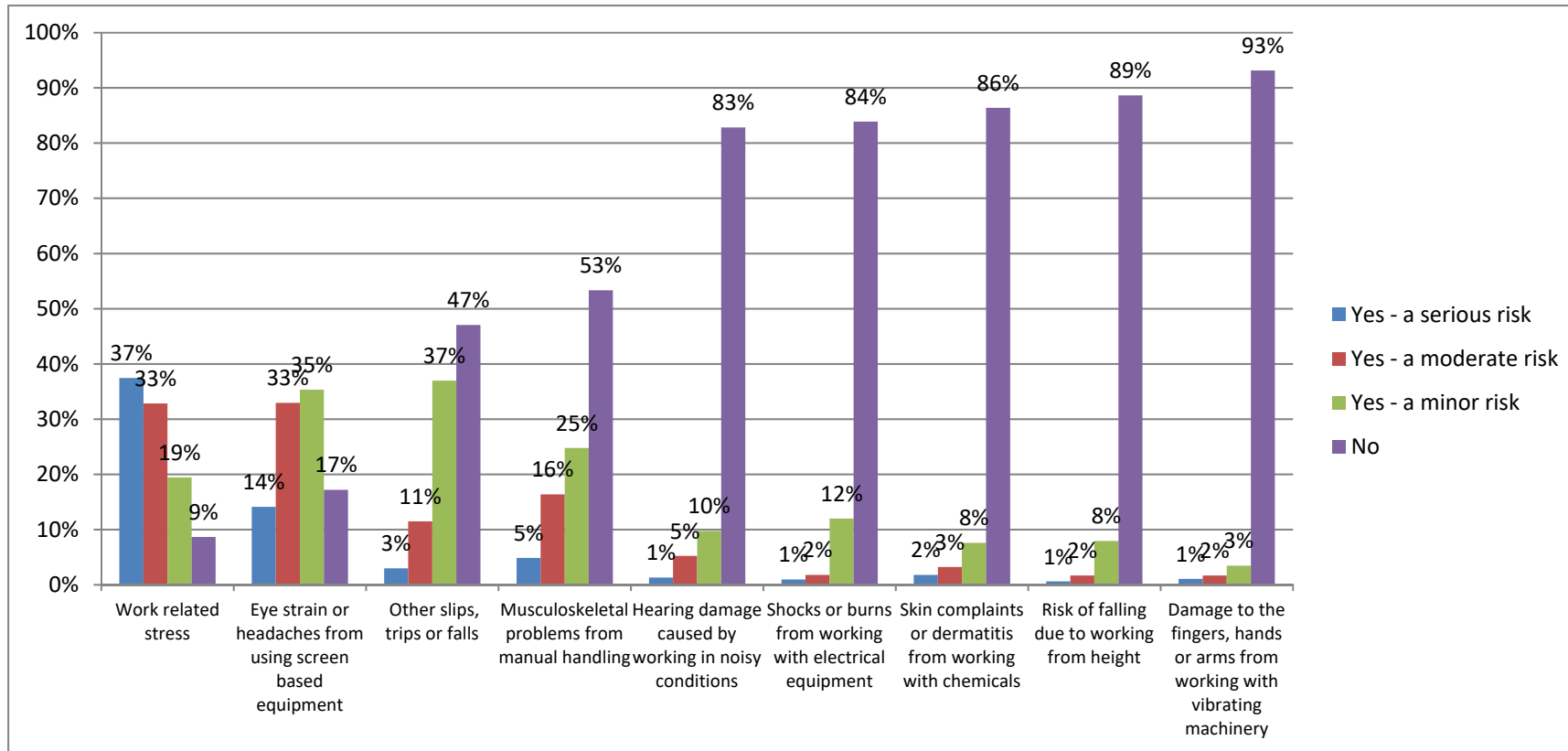
### Health and Safety Risks

Respondents were asked about the potential risks their workplaces poses to their health. As can be seen in Figure 10, work related stress is ranked one of the biggest risks to health, with 37% of respondents considering it a serious risk and 33% considering it a moderate risk. For some services these figures increase, with 46% of Children's Services considering work related stress a serious risk and 50% of Social Work Adult Services considering it a moderate risk.

This was followed by eye strain or headaches from using screen based equipment, with 14% of respondents considering it a serious risk and 33% considering it a moderate risk.

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FIGURE 10: DO YOU THINK YOUR WORKPLACE POSES ANY OF THE FOLLOWING POTENTIAL RISKS TO YOUR HEALTH?



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18% of respondents stated that their workplace poses other potential health and safety risks. Most frequently cited was the risk of violence posed to teaching and teaching support staff by pupils. As one respondent explained:

It is becoming a more and more 'normal' every day occurrence for staff in our schools and others to be physically and verbally assaulted on a daily basis by students. There is little to no consequence and no assurance that it won't happen again. There is absolutely no protection from staff from these types of incidents and we are not allowed to refuse to work with these children. We are expected to come to work every day and 'accept' that being physically and verbally abused is part of the job. Many staff are choosing to leave the profession as a result.

Many respondents voiced similar fears and experiences of physical and verbal assaults from pupils. It is clear from their accounts that they have little confidence that the Council is adequately handling or preventing such incidents.

Another frequently cited health and safety risk was the unpleasant working conditions caused by poor temperature control of Council offices, particularly in the Municipal Buildings. As one respondent explained:

While my room is cold, requires the additional heaters to reach 19 or 20 degrees, there are other rooms in the same office building where the temperature can be 25 degrees and the staff have fans on or windows open. To me, this implies a problem with the central heating circulating round the building. Despite asking for it to be fixed, it is never done.

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Many respondents noted that they struggle to work in unacceptably cold offices. Low temperature is largely attributed to single glazed windows. One respondent explained that they '*...have to tape up windows during the winter to keep out the cold*'. Poor office conditions are further exacerbated by fluorescent lighting which was cited as causing headaches, migraines and eye strain.

Many respondents also raised concerns about musculoskeletal related issues caused by sitting at a desk for prolonged periods of time. Some respondents noted that this is aggravated by poor quality office chairs and mobile and flexible working which prevents the use of set desks and chairs that are adjusted to user's preference.

### **Health and Safety Training**

We asked respondents whether they have received a variety of health and safety training. As can be seen in Table 4, many respondents have not received essential health and safety training, including: display screen equipment training (48%); fire safety training (29%); general health and safety awareness training (28%) and job specific training (22%).

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TABLE 4: HAVE YOU RECEIVED ANY OF THE FOLLOWING HEALTH AND SAFETY TRAINING?

	Yes	No	Don't know or can't remember	Not applicable to my role	Not answered
Working at height training	4%	37%	1%	57%	1%
Driver training	9%	42%	1%	47%	1%
Mental health first aid training	14%	69%	4%	12%	1%
Training to use specialist equipment	22%	36%	2%	39%	1%
Manual handling training	25%	32%	3%	39%	1%
First aid training	29%	54%	2%	14%	2%
Display screen equipment training	30%	48%	8%	13%	1%
General health & safety awareness training	41%	28%	24%	5%	2%
Fire safety training	53%	29%	8%	9%	1%
Job specific training	66%	22%	5%	5%	2%

Respondents were asked if they have been provided with suitable and adequate personal protective equipment for potential risks associate with work, for example safety helmets, gloves, eye protection, high-visibility equipment, footwear and harnesses. Of the 244 respondents to which this question was applicable, 81% have been provided with personal protective equipment (see Table 5).

TABLE 5: IF REQUIRED, HAVE YOU BEEN PROVIDED WITH SUITABLE AND ADEQUATE PERSONAL PROTECTIVE EQUIPMENT FOR POTENTIAL RISKS ASSOCIATED WITH WORK YOU DO?

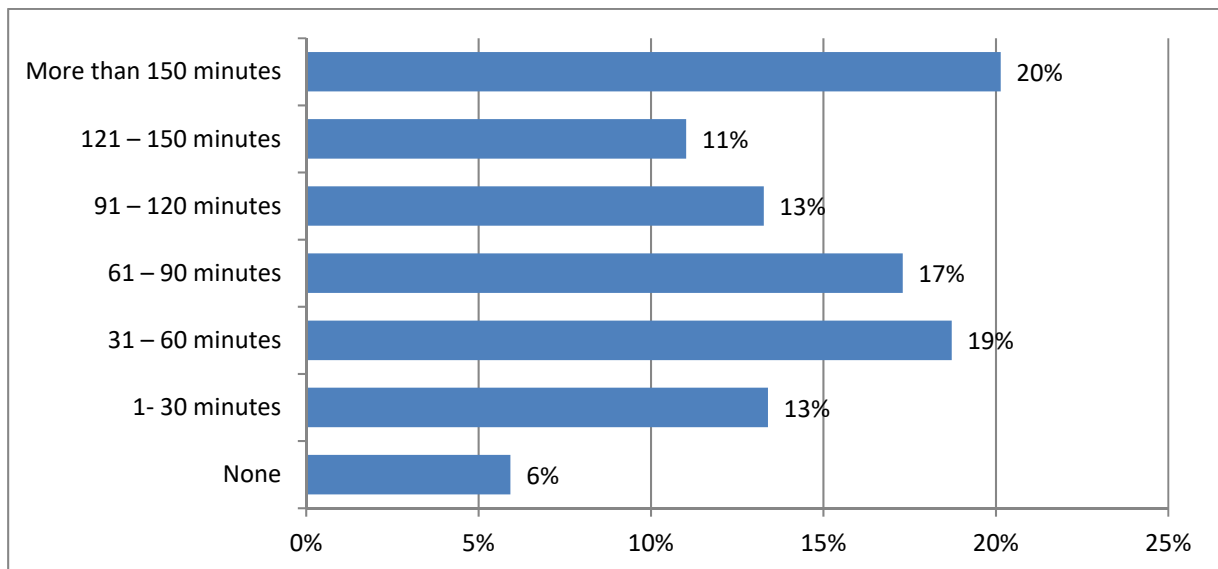
Option	Percentage
Yes	81%
No	19%

## **Physical Activity**

We asked respondents about their levels of physical activity. As Figure 11 shows, 13% of respondents get 1 to 30 minutes of moderate physical activity per week and 6% get no moderate activity at all.

Of those respondents who get no moderate physical activity at all, 98% also get no vigorous activity at all. Of those respondents who get 1 to 30 minutes of moderate activity, 70% get no vigorous activity at all, 15% get 1 to 15 minutes of vigorous activity and 11% receive 16 to 30 minutes of vigorous activity.

**FIGURE 11: HOW MUCH MODERATE PHYSICAL ACTIVITY DO YOU GET PER WEEK?**



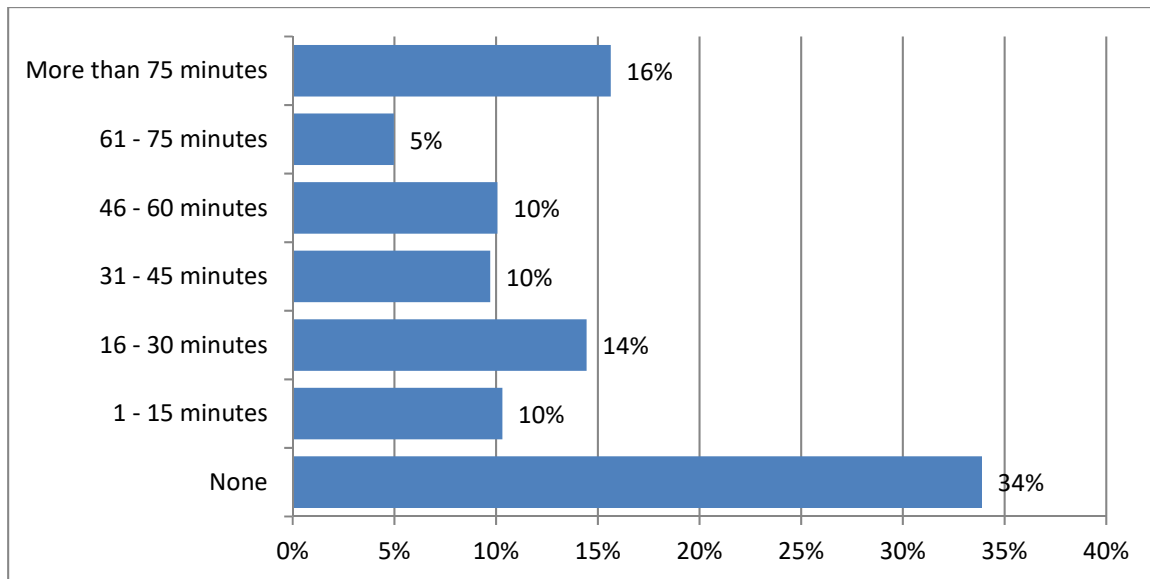
Just 20% of respondents get the recommended over 150 minutes of moderate activity per week. Of those respondents, 46% also get more than 75 minutes of vigorous activity per week.

As can be seen in Figure 12, 24% of respondents get 30 minutes or less vigorous physical activity per week and 34% get no vigorous activity at all.



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FIGURE 12: HOW MUCH VIGOROUS PHYSICAL ACTIVITY DO YOU GET PER WEEK?



As shown in Table 6, 69% of respondents do not engage in any weekly strength training. Of these respondents, 100% do not get any moderate physical activity and 93% do not get any vigorous physical activity.

TABLE 6: HOW MANY TIMES A WEEK DO YOU ENGAGE IN STRENGTH TRAINING?

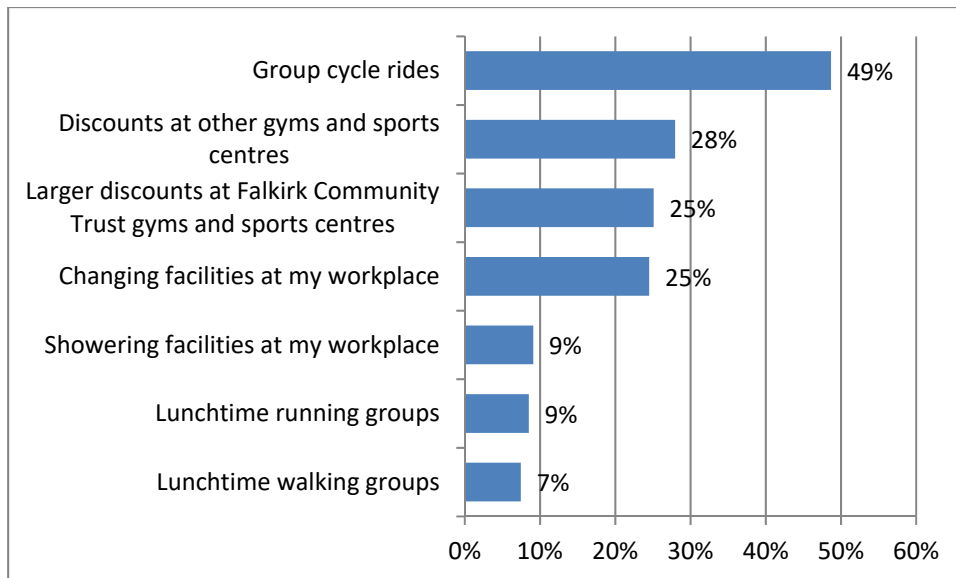
Option	Percentage
None	69%
Once	12%
Twice or more	17%
Not Answered	2%

We asked respondents how the Council could support them to be more physically active. As can be seen in Figure 13, 49% of respondents would like to be offered group cycle rides. There is least interest in showering facilities (9%), lunch time running groups (9%) and lunch time walking groups (7%). Interest in showering facilities is higher, however, for those respondents who get more than 60 minutes of vigorous physical activity per week (36%) and more than 60 minutes of moderate

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physical activity per week (30%). It also increases for respondents from Corporate and Housing Services, with 50% requesting both showering and changing facilities.

FIGURE 13: HOW COULD THE COUNCIL SUPPORT YOU TO BE PHYSICALLY ACTIVE?



Of those respondents that get 30 minutes or less moderate activity per week, 60% said larger discounts at Falkirk Community Trust gyms and sports centres, and 47% said discounts at other gyms and sports centres would support them to be more physically active. Of those respondents that get more than 60 minutes of vigorous activity per week, 49% said larger discounts at Falkirk Community Trust gyms and sports centres, and 48% said discounts at other gyms and sports centres would support them to stay physically active.

Many respondents noted that lunch time groups are impractical given the length of lunch breaks. Other respondents pointed out the lack of available rooms for lunch time activities. One respondent explained:

## **Falkirk Council Employee Wellbeing Survey Report**

We have been looking for a room at the Municipal Buildings to hold a yoga class for a small number of people at lunchtime. One of my work colleagues is a qualified yoga instructor.

It was suggested that after work groups and classes would be more practical. Suggestions included yoga, Zumba, Pilates, hillwalking, tennis, badminton and football.

### **Healthy Eating & Drinking**

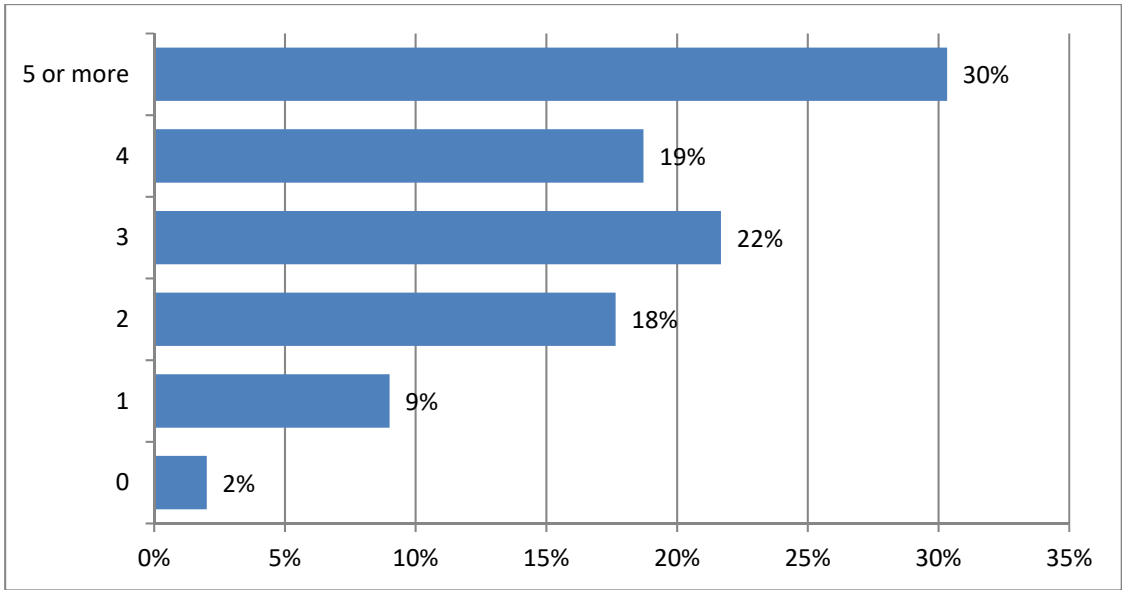
Respondents were asked a number of questions about their eating habits and alcohol consumption.

#### **Healthy Eating**

We asked respondents how many portions of fruit and vegetables they consume per day. As Figure 14 shows, just 30% of respondents consume the recommended five portions of fruit and vegetables per day. This reduces to just 15% for those respondents who get 30 minutes or less moderate physical activity per week.

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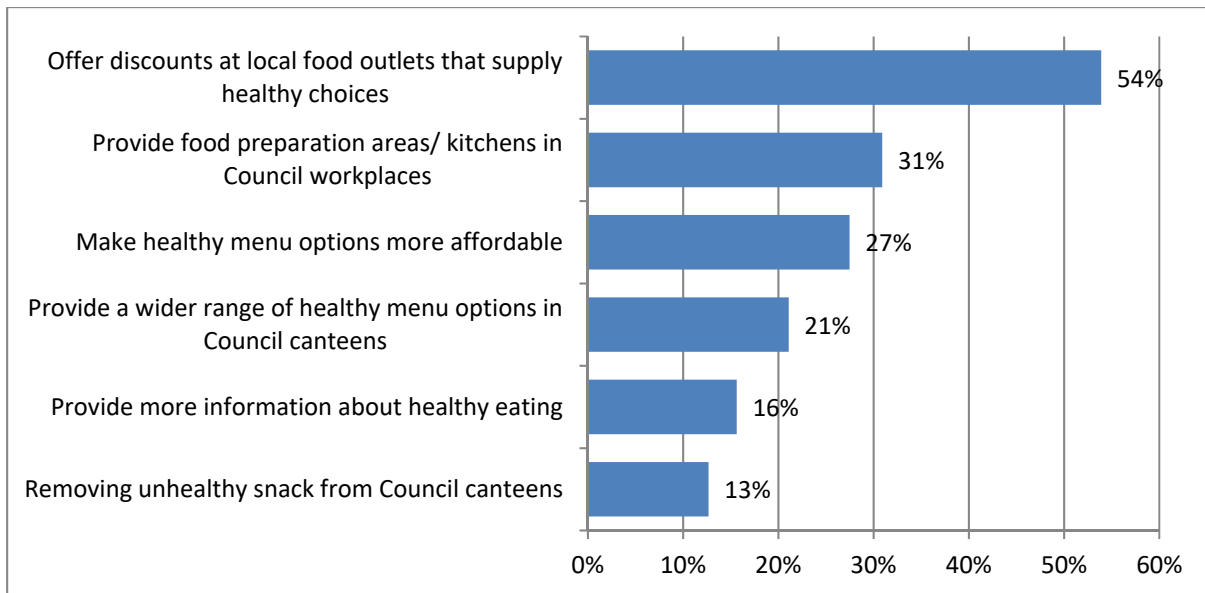
FIGURE 14: HOW MANY PORTIONS OF FRUIT & VEGETABLES DO YOU CONSUME A DAY?



We asked respondents what the Council could do to support them to eat more healthily. As shown in Figure 15, 54% of respondents said that discounts at local food outlets that supply healthy choices would support them to eat more healthily. This rises to 61% for those respondents who eat 2 or less portions of fruit and vegetables per day.

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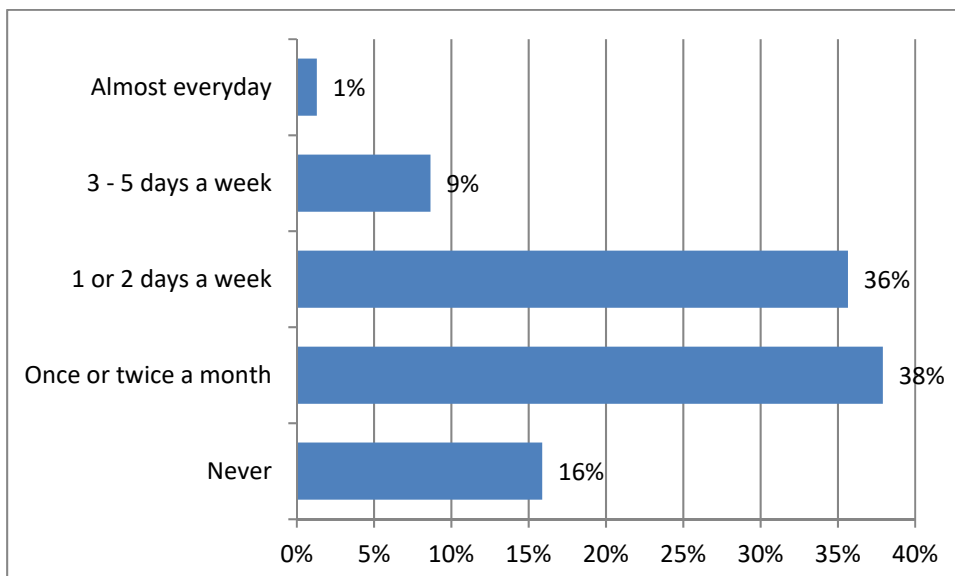
FIGURE 15: WHAT COULD FALKIRK COUNCIL DO TO SUPPORT YOU TO EAT MORE HEALTHILY?



## Alcohol Consumption

We asked respondents how often they drink alcohol. As Figure 16 shows, the majority of respondents drink alcohol either once or twice a month (38%) or one or two days a week (36%). Just 1% of respondents drink almost everyday.

FIGURE 16: HOW OFTEN DO YOU DRINK ALCOHOL?



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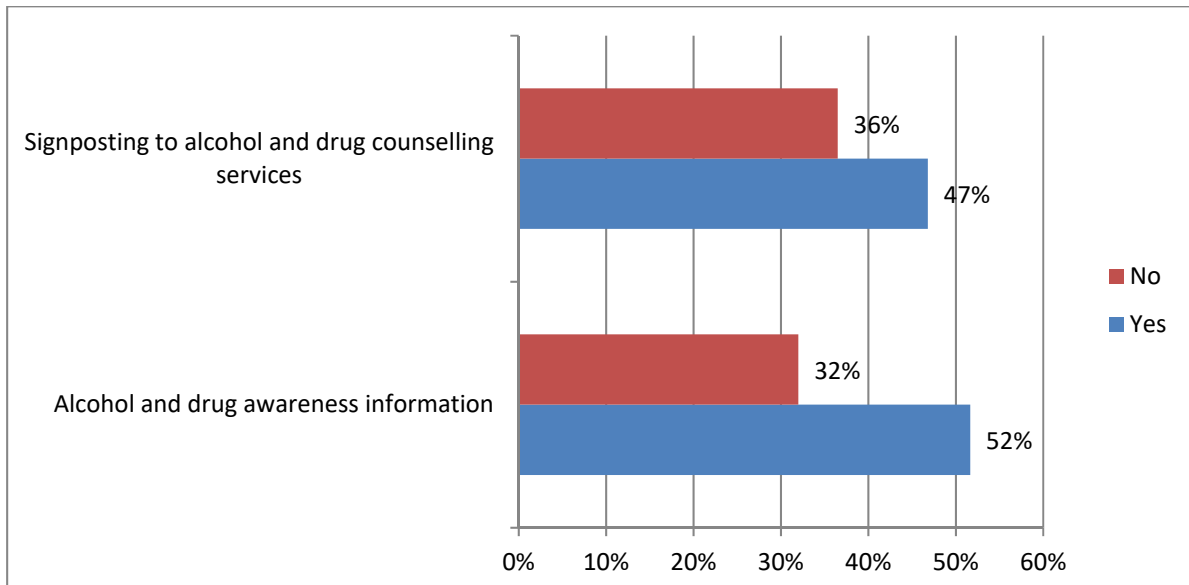
As Table 7 shows, 74% of respondents drink the recommended 14 units or less of alcohol per week. Of those respondents that drink almost every day, 91% drink more than 14 units during an average week.

TABLE 7: HOW MUCH ALCOHOL DO YOU DRINK DURING AN AVERAGE WEEK?

Option	Percentage
14 units or less	74%
More than 14 units	9%
Not Answered	18%

Respondents were asked if they were aware of the Council's alcohol and drug services. As Figure 17 shows, 47% of respondents are aware of signposting to alcohol and drug counselling services and 52% are aware of alcohol and drug awareness information. This increases to 69% and 66% respectively for those respondents that consume more than 14 units of alcohol per week.

FIGURE 17: ARE YOU AWARE THAT THE COUNCIL PROVIDES THE FOLLOWING?



## **Smoking**

We asked respondents if they are exposed to passive smoking or second-hand smoke at their workplace. As shown by Table 8, 91% of respondents are not exposed to passive smoking.

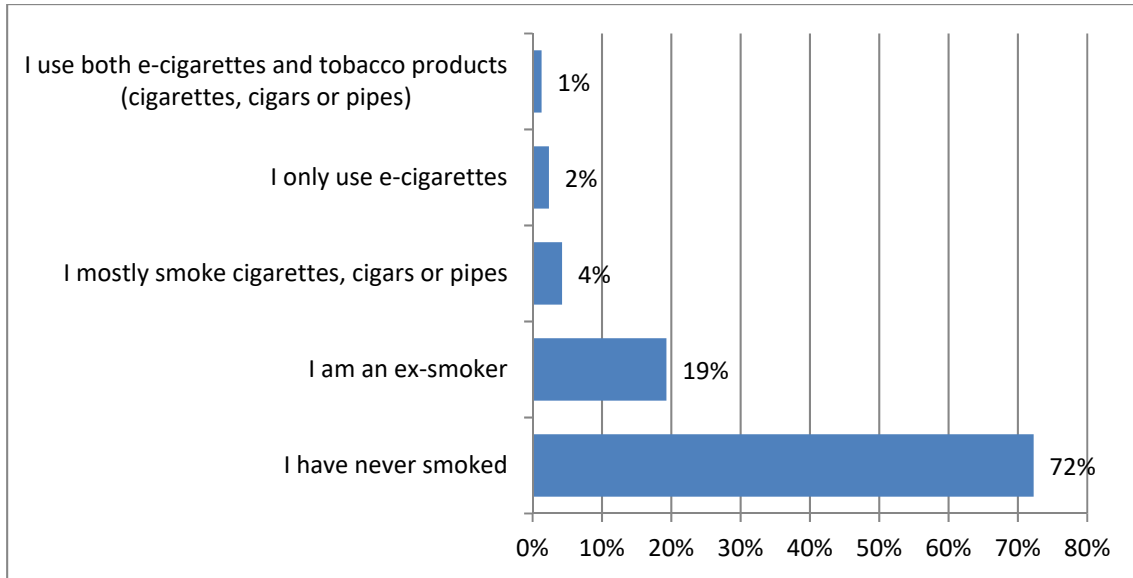
**TABLE 8: ARE YOU EXPOSED TO PASSIVE SMOKING OR SECOND-HAND SMOKE AT YOUR WORK?**

<b>Option</b>	<b>Percentage</b>
<b>Yes</b>	9%
<b>No</b>	91%
<b>Not Answered</b>	0%

Respondents were asked whether they smoked. As Figure 18 shows, 72% of the respondents have never smoked and just 7% smoke cigarettes, cigars, pipes or e-cigarettes. Of those respondents who smoke, 50% want to stop smoking and 50% do not.

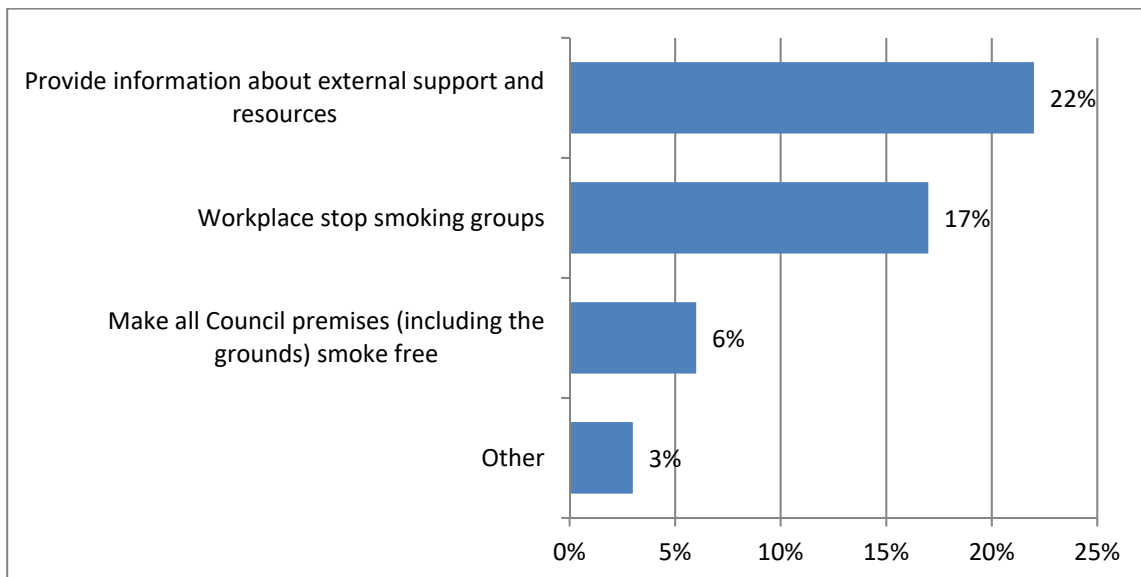
# Falkirk Council Employee Wellbeing Survey Report

FIGURE 18: WHICH OF THE FOLLOWING BEST DESCRIBES YOU?



Smokers were asked what the Council could do to help them stop smoking. As Figure 19 shows, there is little support for any of the proposed support. For those respondents who want to give up smoking, 44% said the provision of information about external support and resources would support them to stop smoking.

FIGURE 19: WHAT COULD THE COUNCIL DO TO HELP YOU STOP SMOKING?





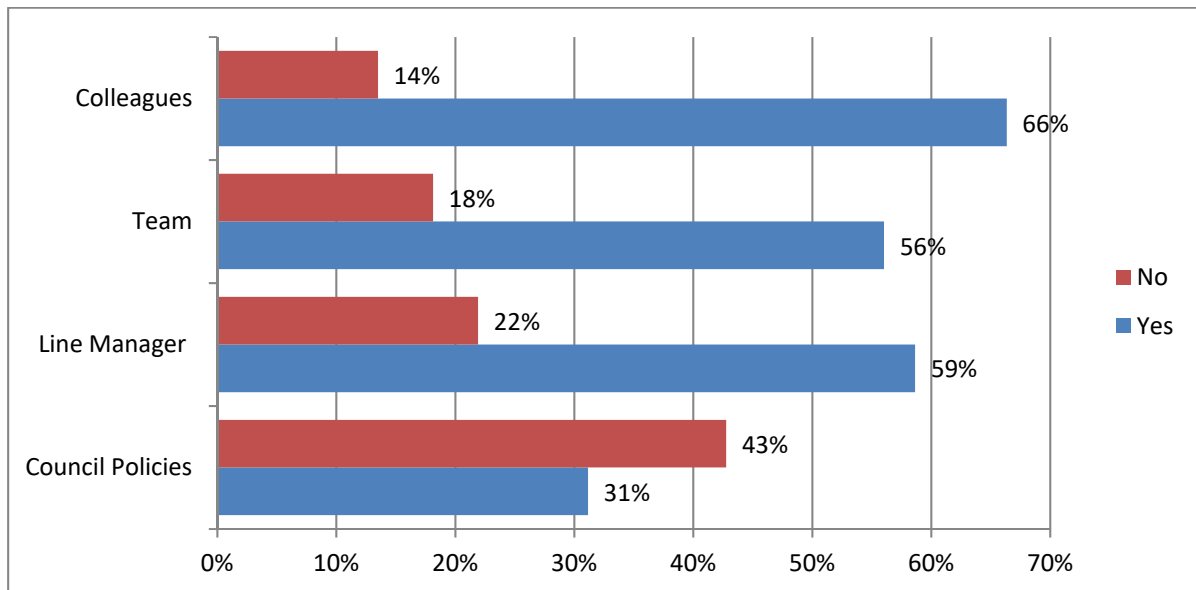
# Falkirk Council Employee Wellbeing Survey Report

## Mental wellbeing

Respondents were asked whether they would feel supported if they were experiencing problems that affected their mental health. As can be seen in Figure 20, the majority of respondents would feel supported by their colleagues, team and line manager. Just 31%, however, would feel supported by Council Policies.

As shown in Table 9, just 14% of respondents are moderately or extremely aware of mental health training for managers. This rises to 26% for those respondents in a managerial role. Just 21% of respondents are moderately or extremely aware of mental health first aid.

**FIGURE 20: IF EXPERIENCING PROBLEMS THAT AFFECT YOUR MENTAL HEALTH AND WELLBEING DO YOU FEEL SUPPORTED BY THE FOLLOWING?**



**TABLE 9: HOW AWARE ARE YOU OF THE FOLLOWING WORKPLACE MENTAL WELLBEING SUPPORT?**

	Not at all aware	Slightly aware	Somewhat aware	Moderately aware	Extremely aware	Not Answered
Mental health training for managers	55%	15%	14%	10%	4%	1%

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Mental health first aid training	49%	17%	12%	11%	10%	1%
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We asked respondents what else the Council could do to support their mental wellbeing. Many respondents called for the reinstatement of the Employee Counselling Service. One respondent argued, *'...the loss of the Counselling service was a retrograde step and is something that the Council should look to re-instate if it is serious about its commitment to mental wellbeing of its employees'*. Other respondents suggested that the Council should offer mindfulness training and mental wellbeing peer support groups.

Many respondents requested improved mental health and wellbeing training for managers. They often feel that managers lack understanding of mental illness, as one respondent explained:

Provide better training for managers to develop their understanding of depression and anxiety as an ongoing, sometimes debilitating illness. It is still seen as a weakness by some which means during 'low' spells I, and others whom I know are in a similar position, are reluctant to be honest about our condition.

Some respondents described feeling let down and ignored by their managers when experiencing poor mental health. Some managers addressed this in their responses, and argued that mental health training for managers is insufficient. As

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one respondent explained, ‘As a manager...I definitely should have received mental health training...this needs to be addressed in all ...management teams.’

### **Mobile and Flexible Working**

We asked respondents whether they currently work using a mobile and flexible workstyle. Only 21% of respondents currently use mobile and flexible working. This rises to 40% for Corporate and Housing Services, 37% for Development Services, and 31% for Social Work Adult Services. It decreases to 8% for Children’s Services.

TABLE 10: DO YOU CURRENTLY WORK USING A MOBILE & FLEXIBLE WORKSTYLE?

Option	Percent of All	C&H	DS	CS	SWAS
Yes	21%	40%	37%	8%	31%
No	78%	60%	62%	92%	65%
Not Answered	1%	0%	1%	0%	4%

In 2017, results of the Employee Engagement Survey showed that 49% of employees are encouraged to work in a mobile and flexible way. This appears to have slightly decreased.

As can be seen in Figure 21, 45% of respondents feel that mobile and flexible working is supported by Council policies. This rises to 68% for Development Services, 65% for Social Work Adult Services and 62% for Corporate and Housing Services. It drops to 31% for Children’s Services (see Table 11).

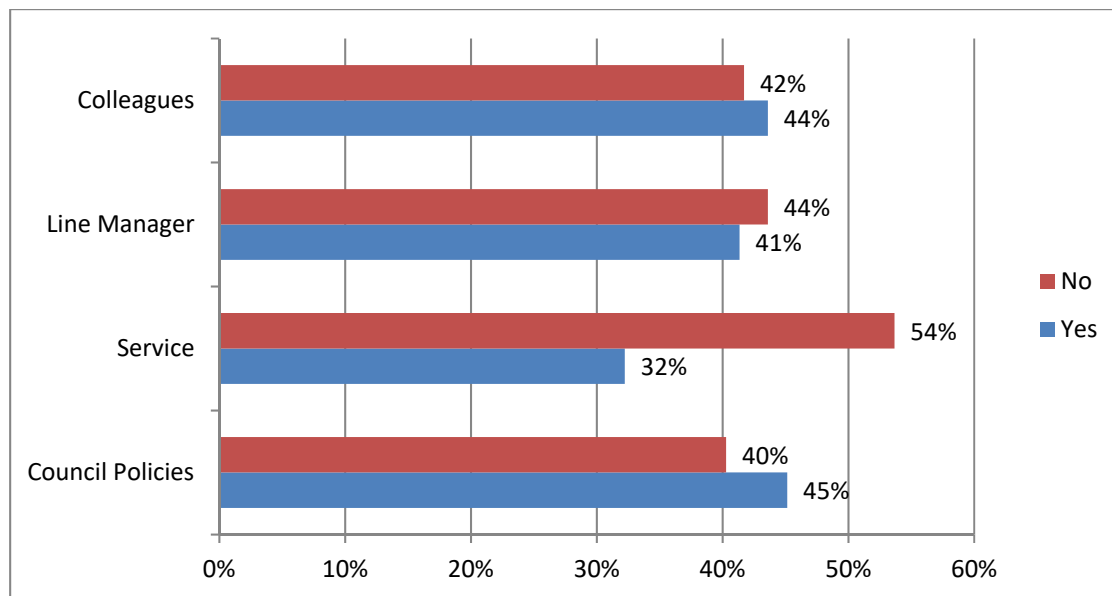
32% of respondents feel that mobile and flexible working is supported by their service. This rises to 61% for Development Services, 54% for Social Work Adult

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Services and 53% for Corporate and Housing Services.. It drops to 16% for Children's Services.

41% of respondents feel that mobile and flexible working is supported by their line manager. This rises to 67% for Development Services, 65% for Social Adult Work Services and 65% for Corporate and Housing Services. It drops to 24% for Children's Services.

**FIGURE 21: DO YOU FEEL MOBILE AND FLEXIBLE WORKING IS SUPPORTED BY:**



44% of respondents feel that mobile and flexible working is supported by their colleagues. This rises to 66% for Development Services, 65% for Social Work Adult Services and 64% for Corporate and Housing Service. It drops to 28% for Children's Services.

**TABLE 11: MOBILE AND FLEXIBLE WORKING IS SUPPORTED BY:**

	Overall	C&H	DS	CS	SWAS
<b>Council Policies</b>	45%	62%	68%	31%	65%
<b>Service</b>	32%	53%	61%	16%	54%

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Line Manager	41%	65%	67%	24%	65%
Colleagues	44%	64%	66%	65%	28%

### **Work Related Pressures**

We asked respondents about various causes and aspects of work related pressures.

Table 12 reveals a number of positive findings. For example:

- 83% of respondents are often or always clear of what is expected of them at work;
- 80% of respondents are often or always clear what their duties and responsibilities are;
- 73% of respondents are often or always given the respect at work that they deserve from colleagues. This is similar to results from the Employee Engagement Survey in which 75% of respondents agreed or strongly agreed that their team respects their colleagues;
- 75% agree or strongly agree that their team respects their colleagues;
- 63% of respondents can often or always rely on their line manager to help them with a work problem;
- 62% of respondents are often or always helped by their colleagues if work gets difficult; and
- 61% of respondents are never or seldom pressured to work long hours.

Table 12 also reveals, however, some areas of concern. For example:

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- 39% of respondents often or always have to neglect some tasks because they have too much to do. This rises to 42% for Children's Services. In the 2017 Employee Engagement Survey, only 29% of respondents disagreed or strongly disagreed that their workload is reasonable. This indicates that more employees may be unhappy with the amount of work they have to do;
- 35% of respondents can never or seldom decide when to take a break. This rises to 53% for Children's Services;
- Only 35% of respondents feel staff are often or always consulted about change at work. In the 2017 Employee Engagement Survey, 48% of respondents agreed or strongly agreed that there are regular updates on proposed changes;
- Only 34% of respondents are often or always clear how changes at work will work in practice; and
- 30% of respondents are never or seldom given supportive feedback on the work they do.

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TABLE 12: APPROPRIATELY MANAGING WORK PRESSURES CAN HELP PREVENT INDIVIDUALS FROM EXPERIENCING WORK RELATED STRESS. STRESS IS WHEN WORK PRESSURES BECOME EXCESSIVE AND EXCEEDS AN INDIVIDUAL'S ABILITY TO COPE. PLEASE SELECT THE RESPONSE MOST RELEVANT TO YOU FOR EACH STATEMENT.

	Never	Seldom	Sometimes	Often	Always
I am clear what is expected of me at work	1%	3%	12%	38%	45%
I can decide when to take a break	23%	12%	18%	21%	26%
I have unachievable deadlines	14%	26%	38%	15%	6%
If work gets difficult, my colleagues will help me	3%	9%	26%	33%	29%
I am given supportive feedback on the work I do	9%	21%	30%	25%	15%
I am clear what my duties and responsibilities are	2%	4%	13%	37%	43%
I have to neglect some tasks because I have too much work to do	9%	19%	33%	26%	13%
There is friction or anger between colleagues	22%	34%	30%	9%	4%
I have a choice in deciding how I do my work	6%	10%	29%	39%	15%
I am pressured to work long hours	40%	21%	18%	14%	6%
I can rely on my line manager to help me out with a work problem	5%	7%	23%	25%	38%
I receive the respect at work I deserve from my colleagues	2%	4%	20%	39%	34%
Staff are always consulted about change at work	8%	20%	35%	23%	12%
When changes are made at work, I am clear how they will work in practice	6%	18%	41%	24%	10%
I have a good work-life balance	5%	14%	31%	32%	17%

49% of respondents feel they often or always have a good work-life balance. This drops to 40% for Children's Services. It rises to 62% for Corporate and Housing Services, 61% for Development Services and 58% for Social Work Adult Services. It

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rises to 59% for those respondents that work mobile and flexibly, and drops to 46% for those respondent who do not.

Respondents were asked to indicate any other sources of pressure at work. For many respondents, high volume of work places them under enormous pressure. Increasing workload is attributed to chronic staff shortages. As one respondent explained:

Cut backs in staffing means I have to absorb the work of those who have been removed from our establishment. The work still needs to be completed so myself and my colleagues have to scoop up that workload on top of our own. The workload is unmanageable. I have often worked 12-14 hour days with no overtime or even thanks.

Other respondents described continual changes to, and uncertainties around, their job role. They explained that the remit and expectations of their roles have grown to such an extent that is difficult to complete their work within contracted hours. One respondent said, *'[I have] more and more roles and responsibilities added to those which actually belong to the job I am qualified to do and was appointed to do'*. Other respondents pointed to inaccuracies in job descriptions. One respondent noted *'inaccurately described roles so the job you have is not the one described to you, leading to being unhappy in your role'*.

Job security was also cited as a source of pressure at work. Many respondents spoke of their fears of redundancy. For some this was due to the uncertainty of temporary contracts. One respondent explained, *'empty promises are given about June 2019'*



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*contracts and often temporary contracts are not extended until the last possible time causing a lot of stress*'. Largely, however, job insecurity was attributed to budget cuts. The lengthy process of agreeing budgets leaves many respondents with anxiety over the security of their job. As one respondent noted:

Another constant pressure of work is the budget. Every year my department is put up for savings. This process starts in October and ends in April. So for 6 months of the year I am constantly worried about losing my job.

Respondents also described the impact budget cuts are having on their ability to carry out their role. They argued they are contending with ever decreasing resources, yet, increasing demand for services. One respondent said, *'[there are] expectation from management that staff can do more with less resources, support, funding and pay'*. Indeed, the "unrealistic" expectations of managers and elected members were frequently cited as another source of pressure at work.

Other sources of pressure at work included: excessive noise in open plan offices; high volumes of paperwork; lack of training and development opportunities; and the emotional toil of working with vulnerable client groups.

### **Workplace Violence, Aggression and Unacceptable Behaviour**

We asked respondents a number of questions about workplace violence, aggression and unacceptable behaviour. As can be seen in Table 13, 77% of respondents know how to report incidents of violence, aggression and unacceptable behaviour at work.

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In the 2017 Employee Engagement Survey, 83% of respondents agreed or strongly agreed that they know how to report physical or verbal abuse from service users or members of the public.

**TABLE 13: DO YOU KNOW HOW TO REPORT INCIDENTS OF VIOLENCE, AGGRESSION AND UNACCEPTABLE BEHAVIOUR AT WORK?**

Option	Percent of All
Yes	77%
No	22%
Not Answered	1%

Respondents were asked if they would feel supported if they experienced violence, aggression or unacceptable behaviour in the workplace. As Figure 22 shows, the majority of respondents would feel supported by their colleagues, team and line manager. Fewer respondents (54%) would feel supported by Council policies. This rises to 65% for those respondents who know where to access all Council policies.

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**FIGURE 22: IF YOU EXPERIENCED VIOLENCE, AGGRESSION OR UNACCEPTABLE BEHAVIOUR IN THE WORKPLACE, WOULD YOU FEEL SUPPORTED BY:**

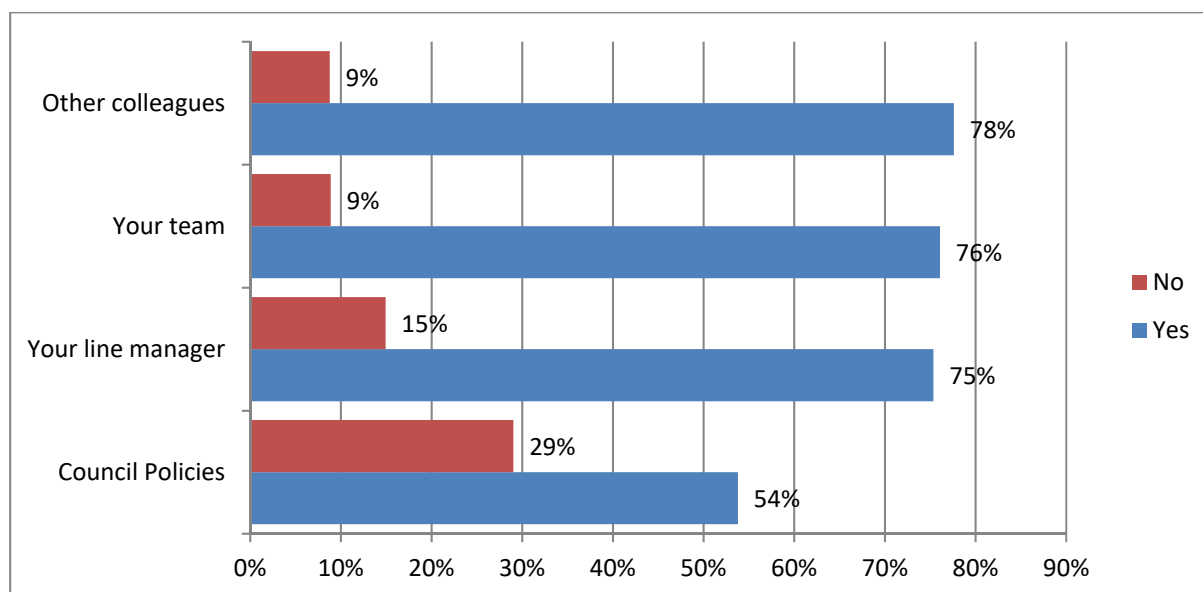


Table 14 reveals that incidents of violence, aggression or unacceptable behaviour from someone external to the Council are rare. It should be highlighted, however, that 24% of respondents occasionally or often experience or witness threats of violence, and 15% occasionally or often experience physical violence. This rises to 30% and 24% respectively for Children’s Services.

**TABLE 14: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE EXTERNAL?**

	Never	Rarely	Occasionally	Often	Not Answered
<b>Physical Violence</b>	74%	9%	10%	5%	2%
<b>Threats of violence</b>	60%	15%	16%	8%	2%
<b>Bullying</b>	54%	19%	19%	8%	1%
<b>Harassment</b>	62%	18%	14%	4%	2%
<b>Discrimination</b>	73%	16%	7%	3%	2%
<b>Unwelcome sexual advances</b>	89%	7%	1%	1%	2%
<b>Overbearing supervision or other misuse of power or position</b>	75%	13%	6%	3%	3%
<b>Deliberate undermining of a competent worker by overloading and constant criticism</b>	74%	14%	7%	2%	2%

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<b>Offensive jokes or “banter” about a person, group or issue</b>	73%	16%	7%	2%	2%
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Table 15 reveals that incidents of violence, aggression or unacceptable behaviour from someone internal to the Council are also rare. It is worth noting, however, that 17% of respondents occasionally or often experience or witness incidents of bullying. This rises to 34% for Social Work Adult Services, 23% for Corporate and Housing, and 19% for Development Services. It drops to 11% for Children’s Services.

**TABLE 15: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE WHO WORKS AT THE COUNCIL.**

	Never	Rarely	Occasionally	Often	Not Answered
<b>Physical Violence</b>	95%	1%	1%	0%	2%
<b>Threats of violence</b>	94%	3%	1%	0%	2%
<b>Bullying</b>	66%	15%	14%	3%	2%
<b>Harassment</b>	79%	9%	8%	2%	2%
<b>Discrimination</b>	83%	9%	5%	1%	2%
<b>Unwelcome sexual advances</b>	93%	4%	2%	0%	1%
<b>Overbearing supervision or other misuse of power or position</b>	68%	13%	11%	4%	3%
<b>Deliberate undermining of a competent worker by overloading and constant criticism</b>	67%	15%	10%	4%	3%
<b>Prevention of an individuals progression by intentionally blocking promotion or training opportunities</b>	78%	9%	7%	3%	3%
<b>Offensive jokes or “banter” about a person, group or issue</b>	73%	15%	7%	2%	2%

As Table 15 shows, 15% of respondents occasionally or often experience or witness overbearing supervision or other misuse of power or position. This rises to 27% for Social Work Adult Services. 14% of respondents occasionally or often experience or

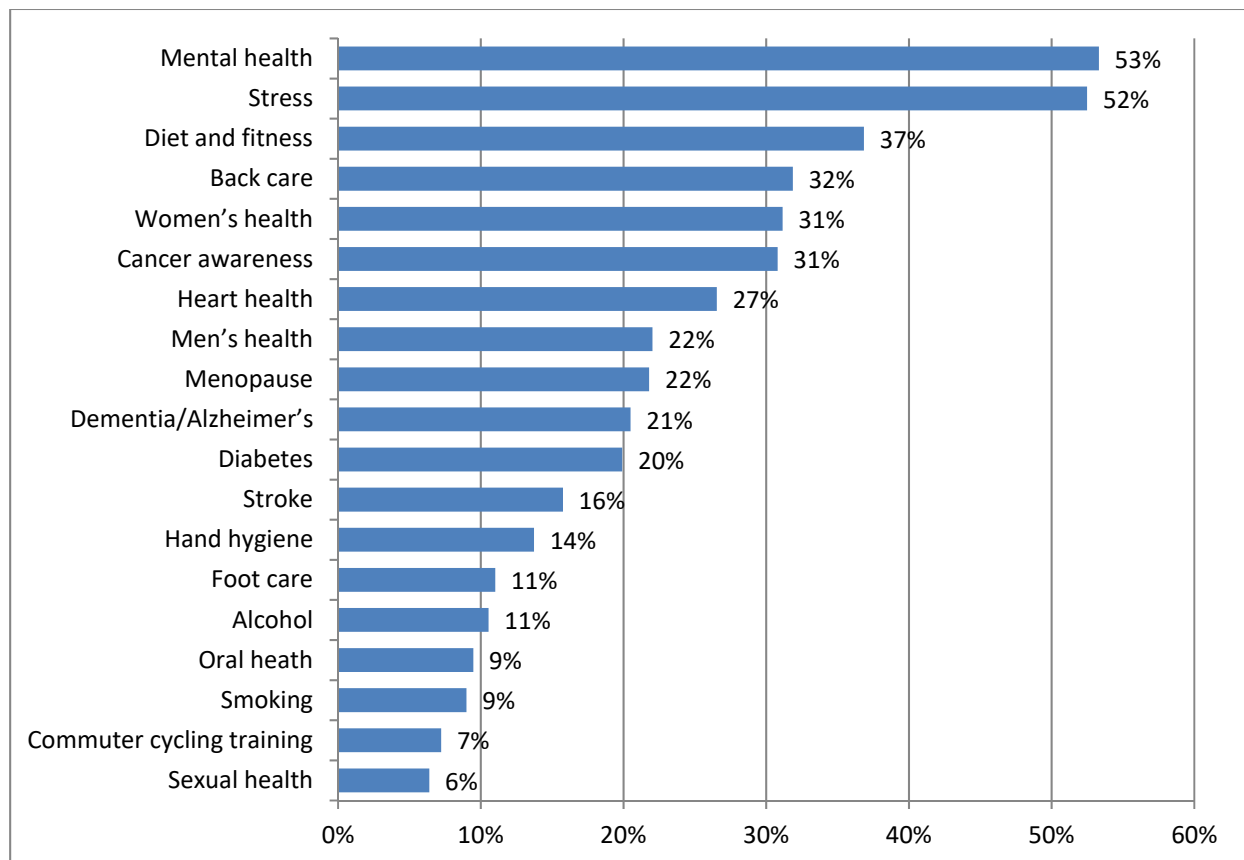
## Falkirk Council Employee Wellbeing Survey Report

witness the deliberate undermining of a competent worker by overloading and constant criticism. This rises to 23% for Social Work Adult Services and 18% for Corporate and Housing Services.

### **Further Information**

Respondents were asked which health and wellbeing topics they would like the Council to provide information, education or support on. As Figure 23 shows, respondents would most like to receive information, education or support on mental health (53%) and stress (52%). These both rise to 69% for Social Work Adult Services.

**FIGURE 23: WHICH HEALTH AND WELLBEING TOPICS WOULD YOU LIKE YOUR ORGANISATION TO PROVIDE INFORMATION, EDUCATION OR SUPPORT ON?**



## Appendix 1: Corporate and Housing Data Tables

### The Respondents:

TABLE 16: WHAT IS YOUR AGE?

Option	Percentage
16-24	5%
25-34	16%
35-49	40%
50-64	36%
65 or over	1%
Prefer not to say	1%
Not Answered	0%

TABLE 17: WHAT IS YOUR DIVISION?

Option	Percentage
Procurement & Housing Property	10%
Human Resources & Business Transformation	30%
Policy, Technology & Improvement	14%
Finance	16%
Governance	9%
Housing	21%
Not Answered	0%

TABLE 18: HOW LONG HAVE YOU BEEN EMPLOYED BY THE COUNCIL?

Option	Percentage
Under 12 months	5%
1 - 5 years	22%
6 - 10 years	19%
11 - 15 years	18%
16 - 20 years	12%
21 or more years	24%
Not Answered	0%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 19: WHICH OF THE FOLLOWING BEST DESCRIBES THE TYPE OF WORK YOU DO?

Option	Percentage
Manual	2%
Administrative or Clerical	35%
Managerial	18%
Professional	42%
Other	3%
Not Answered	0%

TABLE 20: WHAT TYPE OF CONTRACT DO YOU HAVE?

Option	Percentage
Permanent	87%
Temporary	11%
Casual	0%
Not Answered	1%

TABLE 21: WHAT HOURS DO YOU WORK?

Option	Percentage
Full-time	80%
Part-time	19%
Casual	0%
Term time	0%
Not Answered	1%

TABLE 22: DO YOU WORK SHIFTS?

Option	Percentage
Yes - including night shifts	0%
Yes - excluding night shifts	2%
No	97%
Not Answered	1%

# Falkirk Council Employee Wellbeing Survey Report

## Workplace Health & Safety

TABLE 23: ARE YOU OF THE FOLLOWING WORKPLACE POLICIES AND PROCEDURES?

	Yes	No	Not answered
Health, Safety & Care Policy	90%	10%	0%
Fire Safety at Work Policy	90%	9%	1%
Accident & Incident Reporting Policy	87%	12%	1%
Driving at Work Policy	86%	12%	2%
Risk Management by Risk Assessment Policy	80%	19%	1%
Lone Working Policy	77%	22%	1%
Manual Handling and Moving & Handling Policy	75%	21%	4%
Stress Management and Mental Health Policy	74%	25%	1%
Management of Violence and Unacceptable Actions Policy	62%	36%	2%
Vibration at Work Policy	47%	52%	1%
Noise at Work Guidance	46%	52%	2%

TABLE 24: DO YOU KNOW WHERE TO ACCESS WORKPLACE POLICIES?

Option	Percentage
Yes - all	52%
Yes - some	42%
No	5%
Not Answered	1%

TABLE 25: DO YOU KNOW ABOUT THE FOLLOWING AVAILABLE WORKPLACE SUPPORT?

	Yes	No	Not answered
Cycle to work scheme	97%	2%	1%
Occupational Health Physiotherapy Referrals	82%	17%	1%
Pension advice (including life insurance)	66%	33%	1%
Medical Insurance (Healthshield)	60%	38%	2%
Health Surveillance (audiometry, lung function, etc)	24%	74%	2%



## Falkirk Council Employee Wellbeing Survey Report

TABLE 26: DO YOU KNOW HOW TO ACCESS AVAILABLE WORKPLACE SUPPORT?

Option	Percentage
Yes - all	20%
Yes – some	62%
No	16%
Not Answered	2%

TABLE 27: DO YOU THINK YOUR WORKPLACE POSES ANY OF THE FOLLOWING POTENTIAL RISKS TO YOUR HEALTH?

	Yes - a serious risk	Yes - a moderate risk	Yes - a minor risk	No	Not answered
Work related stress	22%	34%	29%	13%	2%
Eye strain or headaches from using screen based equipment	22%	37%	30%	10%	1%
Musculoskeletal problems from manual handling	7%	16%	21%	55%	1%
Hearing damage caused by working in noisy conditions	2%	5%	6%	86%	1%
Shocks or burns from working with electrical equipment	2%	3%	11%	83%	1%
Other slips, trips or falls	2%	8%	30%	59%	1%
Damage to the fingers, hands or arms from working with vibrating machinery	2%	1%	2%	95%	0%
Skin complaints or dermatitis from working with chemicals	1%	1%	3%	95%	0%
Risk of falling due to working from height	1%	2%	4%	92%	1%

TABLE 28: DOES YOUR WORKPLACE POSE ANY OTHER POTENTIAL HEALTH & SAFETY RISKS?

Option	Percentage
Yes	16%
No	82%
Not Answered	2%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 29: HAVE YOU RECEIVED ANY OF THE FOLLOWING HEALTH AND SAFETY TRAINING?

	Yes	No	Don't know or can't remember	Not applicable to my role	Not answered
Job specific training	59%	27%	5%	7%	2%
Display screen equipment training	58%	31%	6%	4%	1%
General health & safety awareness training	45%	29%	21%	4%	1%
Fire safety training	40%	36%	9%	15%	0%
Manual handling training	28%	27%	2%	42%	1%
Driver training	16%	40%	0%	43%	1%
First aid training	14%	58%	1%	25%	2%
Training to use specialist equipment	13%	38%	3%	45%	1%
Mental health first aid training	11%	70%	1%	17%	1%
Working at height training	3%	39%	1%	56%	1%

TABLE 30: IF REQUIRED, HAVE YOU BEEN PROVIDED WITH SUITABLE AND ADEQUATE PERSONAL PROTECTIVE EQUIPMENT FOR POTENTIAL RISKS ASSOCIATED WITH WORK YOU DO?

Option	Percentage
Yes	18%
No	3%
Not applicable to my role	79%
Not Answered	0%

## Physical Activity

TABLE 31: HOW MUCH MODERATE PHYSICAL ACTIVITY DO YOU GET PER WEEK?

Option	Percentage
None	7%
1- 30 minutes	12%
31 – 60 minutes	24%
61 – 90 minutes	16%
91 – 120 minutes	11%
121 – 150 minutes	13%
More than 150 minutes	17%
Not Answered	0%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 32: HOW MUCH VIGOROUS PHYSICAL ACTIVITY DO YOU GET PER WEEK?

Option	Percentage
None	40%
1 - 15 minutes	12%
16 - 30 minutes	13%
31 - 45 minutes	8%
46 - 60 minutes	8%
61 - 75 minutes	5%
More than 75 minutes	13%
Not Answered	1%

TABLE 33: HOW MANY TIMES A WEEK DO YOU ENGAGE IN STRENGTH TRAINING?

Option	Percentage
None	70%
Once	10%
Twice or more	19%
Not Answered	1%

TABLE 34: HOW COULD THE COUNCIL SUPPORT YOU TO BE PHYSICALLY ACTIVE?

Option	Percentage
Larger discounts at Falkirk Community Trust gyms and sports centres	53%
Showering facilities at my workplace	50%
Changing facilities at my workplace	50%
Discounts at other gyms and sports centres	43%
Lunchtime walking groups	34%
Lunchtime running groups	11%
Group cycle rides	6%
Other	5%
Not Answered	12%

# Falkirk Council Employee Wellbeing Survey Report

## Healthy Eating & Drinking

TABLE 35: HOW MANY PORTIONS OF FRUIT & VEGETABLES DO YOU CONSUME A DAY?

Option	Percentage
0	4%
1	13%
2	19%
3	19%
4	17%
5 or more	28%
Not Answered	0%

TABLE 36: WHAT COULD FALKIRK COUNCIL DO TO SUPPORT YOU TO EAT MORE HEALTHILY?

Option	Percent of All
Offer discounts at local food outlets that supply healthy choices	46%
Make healthy menu options more affordable	27%
Provide a wider range of healthy menu options in Council canteens	26%
Provide food preparation areas/ kitchens in Council workplaces	24%
Provide more information about healthy eating	16%
Removing unhealthy snack from Council canteens	13%
Not Answered	16%

TABLE 37: HOW OFTEN DO YOU DRINK ALCOHOL?

Option	Percentage
Never	19%
Once or twice a month	32%
1 or 2 days a week	36%
3 - 5 days a week	10%
Almost everyday	3%
Not Answered	0%

TABLE 38: HOW MUCH ALCOHOL DO YOU DRINK DURING AN AVERAGE WEEK?

Option	Percentage
14 units or less	67%
More than 14 units	13%
Not Answered	20%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 39: ARE YOU AWARE THAT THE COUNCIL PROVIDES THE FOLLOWING?

	Yes	No	Not Answered
Alcohol and drug awareness information	64%	16%	20%
Signposting to alcohol and drug counselling services	58%	23%	19%

## Smoking

TABLE 40: ARE YOU EXPOSED TO PASSIVE SMOKING OR SECONDHAND SMOKE AT YOUR WORK?

Option	Percentage
Yes	15%
No	84%
Not Answered	1%

TABLE 41: WHICH OF THE FOLLOWING BEST DESCRIBES YOU?

Option	Percentage
I have never smoked	68%
I am an ex-smoker	19%
I mostly smoke cigarettes, cigars or pipes	8%
I only use e-cigarettes	4%
I use both e-cigarettes and tobacco products (cigarettes, cigars or pipes)	1%

TABLE 42: WOULD YOU LIKE TO STOP SMOKING?

Option	Percentage
Yes	62%
No	38%

TABLE 43: WHAT COULD THE COUNCIL DO TO HELP YOU STOP SMOKING?

Option	Percentage
Workplace stop smoking groups	27%
Provide information about external support and resources	27%
Make all Council premises (including the grounds) smoke free	8%

# Falkirk Council Employee Wellbeing Survey Report

Other	4%
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## Mental Wellbeing

TABLE 44: IF EXPERIENCING PROBLEMS THAT AFFECT YOUR MENTAL HEALTH AND WELLBEING DO YOU FEEL SUPPORTED BY THE FOLLOWING?

	Yes	No	Not Applicable	Not Answered
Council Policies	33%	38%	26%	3%
Line Manager	54%	20%	21%	3%
Team	56%	17%	24%	3%
Colleagues	56%	17%	25%	2%

TABLE 45: DO YOU CURRENTLY WORK USING A MOBILE & FLEXIBLE WORKSTYLE?

Option	Percent of All
Yes	40%
No	60%
Not Answered	0%

TABLE 46: DO YOU FEEL MOBILE AND FLEXIBLE WORKING IS SUPPORTED BY:

	Yes	No	Not Answered
Council Policies	62%	26%	12%
Service	53%	35%	11%
Line Manager	65%	25%	10%
Colleagues	64%	26%	10%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 47: APPROPRIATELY MANAGING WORK PRESSURES CAN HELP PREVENT INDIVIDUALS FROM EXPERIENCING WORK RELATED STRESS. STRESS IS WHEN WORK PRESSURES BECOME EXCESSIVE AND EXCEEDS AN INDIVIDUAL'S ABILITY TO COPE. PLEASE SELECT THE RESPONSE MOST RELEVANT TO YOU FOR EACH STATEMENT.

	Never	Seldom	Sometimes	Often	Always	Not Answered
I am clear what is expected of me at work	1%	6%	14%	37%	41%	1%
I can decide when to take a break	3%	8%	10%	35%	43%	1%
I have unachievable deadlines	16%	29%	34%	15%	5%	1%
If work gets difficult, my colleagues will help me	3%	10%	21%	32%	31%	3%
I am given supportive feedback on the work I do	7%	19%	27%	27%	18%	2%
I am clear what my duties and responsibilities are	4%	7%	14%	34%	40%	1%
I have to neglect some tasks because I have too much work to do	10%	21%	36%	24%	7%	2%
There is friction or anger between colleagues	27%	28%	32%	6%	4%	3%
I have a choice in deciding how I do my work	2%	6%	19%	48%	24%	1%
I am pressured to work long hours	52%	24%	13%	7%	2%	2%
I can rely on my line manager to help me out with a work problem	5%	8%	17%	27%	42%	1%
I receive the respect at work I deserve from my colleagues	2%	4%	22%	34%	36%	2%
Staff are always consulted about change at work	10%	20%	32%	24%	11%	3%
When changes are made at work, I am clear how they will work in practice	5%	20%	36%	29%	7%	3%
I have a good work-life balance	2%	9%	24%	38%	25%	2%

TABLE 48: HOW AWARE ARE YOU OF THE FOLLOWING WORKPLACE MENTAL WELLBEING SUPPORT?

	Not at all aware	Slightly aware	Somewhat aware	Moderately aware	Extremely aware	Not Answered
Mental health training for managers	44%	21%	15%	11%	8%	1%

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Mental health training	45%	19%	10%	11%	13%	2%
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### Workplace Violence, Aggression and Unacceptable Behaviour

TABLE 49: DO YOU KNOW HOW TO REPORT INCIDENTS OF VIOLENCE, AGGRESSION AND UNACCEPTABLE BEHAVIOUR AT WORK?

Option	Percent of All
Yes	69%
No	30%
Not Answered	1%

TABLE 50: IF YOU EXPERIENCED VIOLENCE, AGGRESSION OR UNACCEPTABLE BEHAVIOUR IN THE WORKPLACE, WOULD YOU FEEL SUPPORTED BY:

	Yes	No	Not Applicable	Not Answered
Council Policies	55%	25%	14%	6%
Your line manager	75%	13%	9%	3%
Your team	77%	8%	10%	5%
Other colleagues	70%	11%	14%	5%

TABLE 51: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE EXTERNAL?

	Never	Rarely	Occasionally	Often	Not Answered
Physical Violence	90%	4%	3%	1%	2%
Threats of violence	72%	10%	14%	2%	2%
Bullying	62%	15%	15%	7%	1%
Harassment	68%	15%	11%	4%	2%
Discrimination	77%	11%	7%	3%	2%
Unwelcome sexual advances	88%	7%	2%	1%	2%
Overbearing supervision or other misuse of power or position	74%	12%	6%	4%	4%
Deliberate undermining of a competent worker by overloading and constant criticism	76%	12%	6%	4%	2%
Offensive jokes or "banter" about a person, group or issue	75%	16%	6%	1%	2%



## Falkirk Council Employee Wellbeing Survey Report

TABLE 52: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE WHO WORKS AT THE COUNCIL.

	Never	Rarely	Occasionally	Often	Not Answered
Physical Violence	96%	0%	1%	0%	3%
Threats of violence	95%	2%	0%	0%	3%
Bullying	56%	19%	20%	3%	2%
Harassment	71%	12%	12%	2%	3%
Discrimination	82%	9%	7%	0%	2%
Unwelcome sexual advances	89%	5%	4%	0%	2%
Overbearing supervision or other misuse of power or position	61%	13%	16%	4%	6%
Deliberate undermining of a competent worker by overloading and constant criticism	63%	14%	13%	5%	5%
Prevention of an individuals progression by intentionally blocking promotion or training opportunities	73%	11%	8%	5%	3%
Offensive jokes or “banter” about a person, group or issue	66%	16%	12%	2%	4%

## Further Information

TABLE 53: WHICH HEALTH AND WELLBEING TOPICS WOULD YOU LIKE YOUR ORGANISATION TO PROVIDE INFORMATION, EDUCATION OR SUPPORT ON?

Option	Percentage
Mental health	52%
Stress	49%
Back care	42%
Diet and fitness	41%
Women’s health	38%
Cancer awareness	36%
Heart health	32%
Men’s health	29%
Dementia/Alzheimer’s	27%
Menopause	26%

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<b>Diabetes</b>	24%
<b>Stroke</b>	21%
<b>Hand hygiene</b>	16%
<b>Alcohol</b>	14%
<b>Foot care</b>	14%
<b>Smoking</b>	13%
<b>Oral health</b>	13%
<b>Sexual health</b>	9%
<b>Commuter cycling training</b>	7%
<b>Other (please specify)</b>	2%
<b>Not Answered</b>	19%

## Appendix 4: Development Services Data Tables

### The Respondents:

TABLE 54: WHAT IS YOUR AGE?

Option	Percentage
16-24	7%
25-34	7%
35-49	23%
50-64	60%
65 or over	1%
Prefer not to say	2%
Not Answered	0%

TABLE 55: WHAT IS YOUR DIVISION?

Option	Percentage
Emergency Planning	0%
Environmental Services	30%
Planning & Economic Development	29%
Design, Roads & Transport	41%
Not Answered	0%

TABLE 56: HOW LONG HAVE YOU BEEN EMPLOYED BY THE COUNCIL?

Option	Percentage
Under 12 months	6%
1 - 5 years	18%
6 - 10 years	16%
11 - 15 years	19%
16 - 20 years	9%
21 or more years	32%
Not Answered	0%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 57: WHICH OF THE FOLLOWING BEST DESCRIBES THE TYPE OF WORK YOU DO?

Option	Percentage
Manual	6%
Administrative or Clerical	7%
Managerial	21%
Professional	53%
Other	13%
Not Answered	0%

TABLE 58: WHAT TYPE OF CONTRACT DO YOU HAVE?

Option	Percentage
Permanent	92%
Temporary	8%
Casual	0%
Not Answered	1%

TABLE 59: WHAT HOURS DO YOU WORK?

Option	Percentage
Full-time	90%
Part-time	8%
Casual	0%
Term time	0%
Not Answered	2%

TABLE 60: DO YOU WORK SHIFTS?

Option	Percentage
Yes - including night shifts	0%
Yes - excluding night shifts	8%
No	92%
Not Answered	0%

# Falkirk Council Employee Wellbeing Survey Report

## Workplace Health & Safety

TABLE 61: ARE YOU OF THE FOLLOWING WORKPLACE POLICIES AND PROCEDURES?

	Yes	No	Not answered
Driving at Work Policy	97%	2%	1%
Health, Safety & Care Policy	95%	5%	0%
Accident & Incident Reporting Policy	94%	5%	1%
Fire Safety at Work Policy	90%	8%	2%
Lone Working Policy	90%	10%	0%
Manual Handling and Moving & Handling Policy	86%	10%	4%
Risk Management by Risk Assessment Policy	85%	13%	2%
Stress Management and Mental Health Policy	69%	39%	1%
Management of Violence and Unacceptable Actions Policy	67%	31%	2%
Noise at Work Guidance	59%	39%	2%
Vibration at Work Policy	55%	40%	5%

TABLE 62: DO YOU KNOW WHERE TO ACCESS WORKPLACE POLICIES?

Option	Percentage
Yes - all	56%
Yes - some	35%
No	6%
Not Answered	3%

TABLE 63: DO YOU KNOW ABOUT THE FOLLOWING AVAILABLE WORKPLACE SUPPORT?

	Yes	No	Not answered
Cycle to work scheme	97%	3%	0%
Occupational Health Physiotherapy Referrals	71%	28%	1%
Pension advice (including life insurance)	62%	36%	2%
Medical Insurance (Healthshield)	62%	38%	0%
Health Surveillance (audiometry, lung function, etc)	36%	63%	1%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 64: DO YOU KNOW HOW TO ACCESS AVAILABLE WORKPLACE SUPPORT?

Option	Percentage
Yes - all	26%
Yes – some	59%
No	14%
Not Answered	1%

TABLE 65: DO YOU THINK YOUR WORKPLACE POSES ANY OF THE FOLLOWING POTENTIAL RISKS TO YOUR HEALTH?

	Yes - a serious risk	Yes - a moderate risk	Yes - a minor risk	No	Not answered
Work related stress	31%	33%	25%	10%	1%
Eye strain or headaches from using screen based equipment	17%	35%	41%	7%	0%
Other slips, trips or falls	5%	16%	38%	40%	1%
Musculoskeletal problems from manual handling	4%	10%	29%	56%	1%
Hearing damage caused by working in noisy conditions	2%	9%	13%	76%	0%
Damage to the fingers, hands or arms from working with vibrating machinery	2%	6%	9%	83%	0%
Skin complaints or dermatitis from working with chemicals	2%	8%	5%	85%	0%
Risk of falling due to working from height	2%	4%	21%	72%	1%
Shocks or burns from working with electrical equipment	0%	1%	20%	80%	0%

TABLE 66: DOES YOUR WORKPLACE POSE ANY OTHER POTENTIAL HEALTH & SAFETY RISKS?

Option	Percentage
Yes	11%
No	87%
Not Answered	2%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 67: HAVE YOU RECEIVED ANY OF THE FOLLOWING HEALTH AND SAFETY TRAINING?

	Yes	No	Don't know or can't remember	Not applicable to my role	Not answered
Job specific training	72%	21%	4%	2%	1%
Display screen equipment training	52%	44%	2%	2%	0%
Fire safety training	52%	35%	9%	3%	1%
General health & safety awareness training	50%	25%	23%	0%	2%
Manual handling training	43%	25%	3%	29%	0%
Training to use specialist equipment	36%	40%	1%	22%	1%
First aid training	28%	56%	0%	15%	1%
Working at height training	20%	40%	1%	39%	0%
Driver training	13%	55%	2%	29%	1%
Mental health first aid training	8%	77%	3%	12%	0%

TABLE 68: IF REQUIRED, HAVE YOU BEEN PROVIDED WITH SUITABLE AND ADEQUATE PERSONAL PROTECTIVE EQUIPMENT FOR POTENTIAL RISKS ASSOCIATED WITH WORK YOU DO?

Option	Percentage
Yes	85%
No	2%
Not applicable to my role	13%
Not Answered	0%

## Physical Activity

TABLE 69: HOW MUCH MODERATE PHYSICAL ACTIVITY DO YOU GET PER WEEK?

Option	Percentage
None	5%
1- 30 minutes	10%
31 – 60 minutes	17%
61 – 90 minutes	16%

## Falkirk Council Employee Wellbeing Survey Report

<b>91 – 120 minutes</b>	14%
<b>121 – 150 minutes</b>	13%
<b>More than 150 minutes</b>	25%
<b>Not Answered</b>	0%

TABLE 70: HOW MUCH VIGOROUS PHYSICAL ACTIVITY DO YOU GET PER WEEK?

<b>Option</b>	<b>Percentage</b>
<b>None</b>	28%
<b>1 - 15 minutes</b>	14%
<b>16 - 30 minutes</b>	13%
<b>31 - 45 minutes</b>	9%
<b>46 - 60 minutes</b>	11%
<b>61 - 75 minutes</b>	6%
<b>More than 75 minutes</b>	18%
<b>Not Answered</b>	1%

TABLE 71: HOW MANY TIMES A WEEK DO YOU ENGAGE IN STRENGTH TRAINING?

<b>Option</b>	<b>Percentage</b>
<b>None</b>	61%
<b>Once</b>	12%
<b>Twice or more</b>	25%
<b>Not Answered</b>	2%

TABLE 72: HOW COULD THE COUNCIL SUPPORT YOU TO BE PHYSICALLY ACTIVE?

<b>Option</b>	<b>Percentage</b>
<b>Larger discounts at Falkirk Community Trust gyms and sports centres</b>	49%
<b>Discounts at other gyms and sports centres</b>	46%
<b>Lunchtime walking groups</b>	29%
<b>Showering facilities at my workplace</b>	24%
<b>Changing facilities at my workplace</b>	17%
<b>Lunchtime running groups</b>	10%
<b>Group cycle rides</b>	10%
<b>Other</b>	7%
<b>Not Answered</b>	18%



# Falkirk Council Employee Wellbeing Survey Report

## Healthy Eating & Drinking

TABLE 73: HOW MANY PORTIONS OF FRUIT & VEGETABLES DO YOU CONSUME A DAY?

Option	Percentage
0	2%
1	9%
2	24%
3	23%
4	17%
5 or more	22%
Not Answered	3%

TABLE 74: WHAT COULD FALKIRK COUNCIL DO TO SUPPORT YOU TO EAT MORE HEALTHILY?

Option	Percent of All
Offer discounts at local food outlets that supply healthy choices	50%
Make healthy menu options more affordable	31%
Provide a wider range of healthy menu options in Council canteens	31%
Provide food preparation areas/ kitchens in Council workplaces	25%
Provide more information about healthy eating	21%
Removing unhealthy snack from Council canteens	21%
Not Answered	16%

TABLE 75: HOW OFTEN DO YOU DRINK ALCOHOL?

Option	Percentage
Never	9%
Once or twice a month	36%
1 or 2 days a week	39%
3 - 5 days a week	14%
Almost everyday	2%
Not Answered	0%

TABLE 76: HOW MUCH ALCOHOL DO YOU DRINK DURING AN AVERAGE WEEK?

Option	Percentage
14 units or less	70%
More than 14 units	18%
Not Answered	12%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 77: ARE YOU AWARE THAT THE COUNCIL PROVIDES THE FOLLOWING?

	Yes	No	Not Answered
Alcohol and drug awareness information	64%	28%	8%
Signposting to alcohol and drug counselling services	55%	37%	8%

## Smoking

TABLE 78: ARE YOU EXPOSED TO PASSIVE SMOKING OR SECONDHAND SMOKE AT YOUR WORK?

Option	Percentage
Yes	11%
No	89%
Not Answered	0%

TABLE 79: WHICH OF THE FOLLOWING BEST DESCRIBES YOU?

Option	Percentage
I have never smoked	64%
I am an ex-smoker	26%
I mostly smoke cigarettes, cigars or pipes	2%
I only use e-cigarettes	2%
I use both e-cigarettes and tobacco products (cigarettes, cigars or pipes)	3%
Not Answered	1%

TABLE 80: WOULD YOU LIKE TO STOP SMOKING?

Option	Percentage
Yes	50%
No	50%

TABLE 81: WHAT COULD THE COUNCIL DO TO HELP YOU STOP SMOKING?

Option	Percentage
Workplace stop smoking groups	17%
Provide information about external support and resources	17%
Make all Council premises (including the grounds) smoke free	0%
Other	0%

# Falkirk Council Employee Wellbeing Survey Report

## Mental Wellbeing

TABLE 82: IF EXPERIENCING PROBLEMS THAT AFFECT YOUR MENTAL HEALTH AND WELLBEING DO YOU FEEL SUPPORTED BY THE FOLLOWING?

	Yes	No	Not Applicable	Not Answered
Council Policies	38%	37%	22%	3%
Line Manager	51%	28%	20%	2%
Team	44%	29%	24%	3%
Colleagues	60%	16%	22%	2%

TABLE 83: DO YOU CURRENTLY WORK USING A MOBILE & FLEXIBLE WORKSTYLE?

Option	Percent of All
Yes	37%
No	62%
Not Answered	1%

TABLE 84: DO YOU FEEL MOBILE AND FLEXIBLE WORKING IS SUPPORTED BY:

	Yes	No	Not Answered
Council Policies	68%	31%	1%
Service	61%	37%	2%
Line Manager	67%	31%	2%
Colleagues	66%	33%	1%

## Falkirk Council Employee Wellbeing Survey Report

**TABLE 85: APPROPRIATELY MANAGING WORK PRESSURES CAN HELP PREVENT INDIVIDUALS FROM EXPERIENCING WORK RELATED STRESS. STRESS IS WHEN WORK PRESSURES BECOME EXCESSIVE AND EXCEEDS AN INDIVIDUAL'S ABILITY TO COPE. PLEASE SELECT THE RESPONSE MOST RELEVANT TO YOU FOR EACH STATEMENT.**

	Never	Seldom	Sometimes	Often	Always	Not Answered
I am clear what is expected of me at work	0%	2%	13%	33%	52%	0%
I can decide when to take a break	0%	1%	13%	37%	49%	0%
I have unachievable deadlines	17%	34%	35%	8%	6%	0%
If work gets difficult, my colleagues will help me	2%	10%	33%	31%	23%	1%
I am given supportive feedback on the work I do	5%	29%	30%	27%	9%	0%
I am clear what my duties and responsibilities are	0%	5%	16%	37%	42%	0%
I have to neglect some tasks because I have too much work to do	12%	29%	31%	17%	10%	1%
There is friction or anger between colleagues	15%	40%	25%	9%	10%	1%
I have a choice in deciding how I do my work	0%	5%	24%	54%	17%	0%
I am pressured to work long hours	44%	37%	14%	3%	2%	0%
I can rely on my line manager to help me out with a work problem	4%	9%	22%	36%	29%	0%
I receive the respect at work I deserve from my colleagues	5%	2%	23%	39%	31%	0%
Staff are always consulted about change at work	11%	17%	40%	17%	14%	1%
When changes are made at work, I am clear how they will work in practice	6%	18%	40%	25%	10%	1%
I have a good work-life balance	0%	10%	29%	45%	16%	0%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 86: HOW AWARE ARE YOU OF THE FOLLOWING WORKPLACE MENTAL WELLBEING SUPPORT?

	Not at all aware	Slightly aware	Somewhat aware	Moderately aware	Extremely aware	Not Answered
Mental health training for managers	49%	15%	17%	13%	6%	0%
Mental health first aid training	48%	20%	13%	11%	8%	0%

## Workplace Violence, Aggression and Unacceptable Behaviour

TABLE 87: DO YOU KNOW HOW TO REPORT INCIDENTS OF VIOLENCE, AGGRESSION AND UNACCEPTABLE BEHAVIOUR AT WORK?

Option	Percent of All
Yes	77%
No	22%
Not Answered	1%

TABLE 88: IF YOU EXPERIENCED VIOLENCE, AGGRESSION OR UNACCEPTABLE BEHAVIOUR IN THE WORKPLACE, WOULD YOU FEEL SUPPORTED BY:

	Yes	No	Not Applicable	Not Answered
Council Policies	67%	25%	6%	2%
Your line manager	75%	17%	6%	2%
Your team	75%	14%	7%	4%
Other colleagues	70%	11%	14%	5%

TABLE 89: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE EXTERNAL?

	Never	Rarely	Occasionally	Often	Not Answered
Physical Violence	92%	5%	3%	0%	0%
Threats of violence	64%	22%	13%	0%	1%
Bullying	49%	23%	24%	4%	0%
Harassment	60%	21%	18%	1%	0%
Discrimination	74%	17%	9%	0%	0%
Unwelcome sexual advances	91%	9%	0%	0%	0%
Overbearing supervision or other misuse of power or position	68%	21%	9%	1%	1%
Deliberate undermining of a	73%	17%	9%	0%	1%

## Falkirk Council Employee Wellbeing Survey Report

competent worker by overloading  
and constant criticism

Offensive jokes or “banter” about a person, group or issue	55%	28%	14%	2%	1%
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TABLE 90: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE WHO WORKS AT THE COUNCIL.

	Never	Rarely	Occasionally	Often	Not Answered
Physical Violence	93%	1%	5%	0%	1%
Threats of violence	86%	9%	5%	0%	0%
Bullying	60%	20%	16%	3%	1%
Harassment	72%	10%	13%	4%	1%
Discrimination	71%	16%	12%	0%	1%
Unwelcome sexual advances	90%	8%	1%	0%	1%
Overbearing supervision or other misuse of power or position	68%	17%	8%	5%	2%
Deliberate undermining of a competent worker by overloading and constant criticism	69%	19%	10%	1%	1%
Prevention of an individuals progression by intentionally blocking promotion or training opportunities	69%	17%	10%	2%	2%
Offensive jokes or “banter” about a person, group or issue	59%	19%	15%	6%	1%

## Further Information

TABLE 91: WHICH HEALTH AND WELLBEING TOPICS WOULD YOU LIKE YOUR ORGANISATION TO PROVIDE INFORMATION, EDUCATION OR SUPPORT ON?

Option	Percentage
Mental health	55%
Stress	49%
Cancer awareness	48%
Heart health	43%
Diet and fitness	41%
Men’s health	41%
Back care	33%

## Falkirk Council Employee Wellbeing Survey Report

<b>Diabetes</b>	33%
<b>Dementia/Alzheimer's</b>	25%
<b>Women's health</b>	24%
<b>Stroke</b>	21%
<b>Menopause</b>	15%
<b>Hand hygiene</b>	13%
<b>Alcohol</b>	11%
<b>Smoking</b>	10%
<b>Commuter cycling training</b>	10%
<b>Oral health</b>	9%
<b>Foot care</b>	8%
<b>Sexual health</b>	3%
<b>Other (please specify)</b>	1%
<b>Not Answered</b>	18%

## Appendix 5: Children's Services Data Tables

### The Respondents:

TABLE 92: WHAT IS YOUR AGE?

Option	Percentage
16-24	3%
25-34	16%
35-49	43%
50-64	37%
65 or over	1%
Prefer not to say	0%
Not Answered	0%

TABLE 93: WHAT IS YOUR DIVISION?

Option	Percentage
Planning & Resources	2%
Education	92%
Social Work	6%
Not Answered	0%

TABLE 94: HOW LONG HAVE YOU BEEN EMPLOYED BY THE COUNCIL?

Option	Percentage
Under 12 months	6%
1 - 5 years	21%
6 - 10 years	17%
11 - 15 years	23%
16 - 20 years	15%
21 or more years	18%
Not Answered	0%



## Falkirk Council Employee Wellbeing Survey Report

TABLE 95: WHICH OF THE FOLLOWING BEST DESCRIBES THE TYPE OF WORK YOU DO?

Option	Percentage
Manual	4%
Administrative or Clerical	12%
Managerial	7%
Professional	67%
Other	8%
Not Answered	2%

TABLE 96: WHAT TYPE OF CONTRACT DO YOU HAVE?

Option	Percentage
Permanent	93%
Temporary	5%
Casual	0%
Not Answered	2%

TABLE 97: WHAT HOURS DO YOU WORK?

Option	Percentage
Full-time	68%
Part-time	21%
Casual	0%
Term time	11%
Not Answered	0%

TABLE 98: DO YOU WORK SHIFTS?

Option	Percentage
Yes - including night shifts	0%
Yes - excluding night shifts	2%
No	97%
Not Answered	1%

# Falkirk Council Employee Wellbeing Survey Report

## Workplace Health & Safety

TABLE 99: ARE YOU OF THE FOLLOWING WORKPLACE POLICIES AND PROCEDURES?

	Yes	No	Not answered
Fire Safety at Work Policy	94%	6%	0%
Accident & Incident Reporting Policy	91%	8%	1%
Health, Safety & Care Policy	90%	9%	1%
Risk Management by Risk Assessment Policy	85%	13%	2%
Driving at Work Policy	64%	33%	3%
Manual Handling and Moving & Handling Policy	58%	38%	4%
Management of Violence and Unacceptable Actions Policy	55%	42%	3%
Stress Management and Mental Health Policy	50%	46%	4%
Lone Working Policy	44%	52%	4%
Noise at Work Guidance	23%	73%	4%
Vibration at Work Policy	19%	77%	4%

TABLE 100: DO YOU KNOW WHERE TO ACCESS WORKPLACE POLICIES?

Option	Percentage
Yes - all	37%
Yes - some	53%
No	9%
Not Answered	1%

TABLE 101: DO YOU KNOW ABOUT THE FOLLOWING AVAILABLE WORKPLACE SUPPORT?

	Yes	No	Not answered
Cycle to work scheme	92%	8%	0%
Occupational Health Physiotherapy Referrals	74%	25%	1%
Pension advice (including life insurance)	50%	49%	1%
Medical Insurance (Healthshield)	18%	81%	1%
Health Surveillance (audiometry, lung function, etc)	15%	83%	2%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 102: DO YOU KNOW HOW TO ACCESS AVAILABLE WORKPLACE SUPPORT?

Option	Percentage
Yes - all	16%
Yes – some	55%
No	27%
Not Answered	2%

TABLE 103: DO YOU THINK YOUR WORKPLACE POSES ANY OF THE FOLLOWING POTENTIAL RISKS TO YOUR HEALTH?

	Yes - a serious risk	Yes - a moderate risk	Yes - a minor risk	No	Not answered
Work related stress	46%	31%	15%	7%	1%
Eye strain or headaches from using screen based equipment	10%	29%	37%	23%	7%
Musculoskeletal problems from manual handling	5%	17%	24%	53%	1%
Other slips, trips or falls	3%	13%	40%	43%	1%
Skin complaints or dermatitis from working with chemicals	2%	4%	9%	84%	1%
Hearing damage caused by working in noisy conditions	1%	5%	11%	82%	1%
Damage to the fingers, hands or arms from working with vibrating machinery	1%	1%	3%	94%	1%
Shocks or burns from working with electrical equipment	1%	2%	11%	84%	2%
Risk of falling due to working from height	0%	1%	8%	89%	2%

TABLE 104: DOES YOUR WORKPLACE POSE ANY OTHER POTENTIAL HEALTH & SAFETY RISKS?

Option	Percentage
Yes	20%
No	78%
Not Answered	2%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 105: HAVE YOU RECEIVED ANY OF THE FOLLOWING HEALTH AND SAFETY TRAINING?

	Yes	No	Don't know or can't remember	Not applicable to my role	Not answered
Job specific training	68%	19%	6%	5%	2%
Fire safety training	61%	24%	7%	8%	0%
General health & safety awareness training	39%	28%	25%	6%	2%
First aid training	35%	52%	2%	9%	2%
Training to use specialist equipment	24%	34%	2%	39%	1%
Manual handling training	17%	38%	3%	41%	1%
Mental health first aid training	15%	69%	5%	9%	2%
Display screen equipment training	13%	58%	7%	20%	2%
Driver training	5%	40%	1%	53%	1%
Working at height training	2%	36%	1%	59%	2%

TABLE 106: IF REQUIRED, HAVE YOU BEEN PROVIDED WITH SUITABLE AND ADEQUATE PERSONAL PROTECTIVE EQUIPMENT FOR POTENTIAL RISKS ASSOCIATED WITH WORK YOU DO?

Option	Percentage
Yes	15%
No	6%
Not applicable to my role	79%
Not Answered	0%

## Physical Activity

TABLE 107: HOW MUCH MODERATE PHYSICAL ACTIVITY DO YOU GET PER WEEK?

Option	Percentage
None	6%
1- 30 minutes	14%
31 – 60 minutes	17%
61 – 90 minutes	17%

## Falkirk Council Employee Wellbeing Survey Report

<b>91 – 120 minutes</b>	15%
<b>121 – 150 minutes</b>	11%
<b>More than 150 minutes</b>	20%
<b>Not Answered</b>	0%

TABLE 108: HOW MUCH VIGOROUS PHYSICAL ACTIVITY DO YOU GET PER WEEK?

<b>Option</b>	<b>Percentage</b>
<b>None</b>	32%
<b>1 - 15 minutes</b>	8%
<b>16 - 30 minutes</b>	16%
<b>31 - 45 minutes</b>	11%
<b>46 - 60 minutes</b>	11%
<b>61 - 75 minutes</b>	4%
<b>More than 75 minutes</b>	17%
<b>Not Answered</b>	1%

TABLE 109: HOW MANY TIMES A WEEK DO YOU ENGAGE IN STRENGTH TRAINING?

<b>Option</b>	<b>Percentage</b>
<b>None</b>	71%
<b>Once</b>	13%
<b>Twice or more</b>	15%
<b>Not Answered</b>	1%

TABLE 110: HOW COULD THE COUNCIL SUPPORT YOU TO BE PHYSICALLY ACTIVE?

<b>Option</b>	<b>Percentage</b>
<b>Larger discounts at Falkirk Community Trust gyms and sports centres</b>	57%
<b>Discounts at other gyms and sports centres</b>	53%
<b>Lunchtime walking groups</b>	20%
<b>Showering facilities at my workplace</b>	19%
<b>Changing facilities at my workplace</b>	14%
<b>Group cycle rides</b>	9%
<b>Other</b>	9%
<b>Lunchtime running groups</b>	8%
<b>Not Answered</b>	14%

# Falkirk Council Employee Wellbeing Survey Report

## Healthy Eating & Drinking

TABLE 111: HOW MANY PORTIONS OF FRUIT & VEGETABLES DO YOU CONSUME A DAY?

Option	Percentage
0	1%
1	7%
2	16%
3	23%
4	20%
5 or more	33%
Not Answered	0%

TABLE 112: WHAT COULD FALKIRK COUNCIL DO TO SUPPORT YOU TO EAT MORE HEALTHILY?

Option	Percent of All
Offer discounts at local food outlets that supply healthy choices	57%
Make healthy menu options more affordable	29%
Provide food preparation areas/ kitchens in Council workplaces	22%
Provide a wider range of healthy menu options in Council canteens	19%
Removing unhealthy snack from Council canteens	12%
Provide more information about healthy eating	10%
Not Answered	16%

TABLE 113: HOW OFTEN DO YOU DRINK ALCOHOL?

Option	Percentage
Never	16%
Once or twice a month	40%
1 or 2 days a week	36%
3 - 5 days a week	7%
Almost everyday	0%
Not Answered	1%

TABLE 114: HOW MUCH ALCOHOL DO YOU DRINK DURING AN AVERAGE WEEK?

Option	Percentage
14 units or less	77%
More than 14 units	5%
Not Answered	18%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 115: ARE YOU AWARE THAT THE COUNCIL PROVIDES THE FOLLOWING?

	Yes	No	Not Answered
Alcohol and drug awareness information	42%	41%	17%
Signposting to alcohol and drug counselling services	39%	44%	17%

## Smoking

TABLE 116: ARE YOU EXPOSED TO PASSIVE SMOKING OR SECONDHAND SMOKE AT YOUR WORK?

Option	Percentage
Yes	4%
No	96%
Not Answered	0%

TABLE 117: WHICH OF THE FOLLOWING BEST DESCRIBES YOU?

Option	Percentage
I have never smoked	78%
I am an ex-smoker	17%
I mostly smoke cigarettes, cigars or pipes	2%
I only use e-cigarettes	2%
I use both e-cigarettes and tobacco products (cigarettes, cigars or pipes)	1%
Not Answered	0%

TABLE 118: WOULD YOU LIKE TO STOP SMOKING?

Option	Percentage
Yes	46%
No	54%

TABLE 119: WHAT COULD THE COUNCIL DO TO HELP YOU STOP SMOKING?

Option	Percentage
Workplace stop smoking groups	13%
Provide information about external support and resources	25%

# Falkirk Council Employee Wellbeing Survey Report

<b>Make all Council premises (including the grounds) smoke free</b>	4%
<b>Other</b>	4%

## Mental Wellbeing

**TABLE 120: IF EXPERIENCING PROBLEMS THAT AFFECT YOUR MENTAL HEALTH AND WELLBEING DO YOU FEEL SUPPORTED BY THE FOLLOWING?**

	Yes	No	Not Applicable	Not Answered
<b>Council Policies</b>	29%	45%	21%	5%
<b>Line Manager</b>	61%	22%	16%	1%
<b>Team</b>	58%	16%	22%	4%
<b>Colleagues</b>	71%	12%	15%	2%

**TABLE 121: DO YOU CURRENTLY WORK USING A MOBILE & FLEXIBLE WORKSTYLE?**

Option	Percent of All
<b>Yes</b>	8%
<b>No</b>	92%
<b>Not Answered</b>	0%

**TABLE 122: DO YOU FEEL MOBILE AND FLEXIBLE WORKING IS SUPPORTED BY:**

	Yes	No	Not Answered
<b>Council Policies</b>	31%	50%	19%
<b>Service</b>	16%	65%	19%
<b>Line Manager</b>	24%	56%	20%
<b>Colleagues</b>	28%	51%	21%



## Falkirk Council Employee Wellbeing Survey Report

TABLE 123: APPROPRIATELY MANAGING WORK PRESSURES CAN HELP PREVENT INDIVIDUALS FROM EXPERIENCING WORK RELATED STRESS. STRESS IS WHEN WORK PRESSURES BECOME EXCESSIVE AND EXCEEDS AN INDIVIDUAL'S ABILITY TO COPE. PLEASE SELECT THE RESPONSE MOST RELEVANT TO YOU FOR EACH STATEMENT.

	Never	Seldom	Sometimes	Often	Always	Not Answered
I am clear what is expected of me at work	1%	1%	10%	39%	49%	0%
I can decide when to take a break	37%	16%	21%	11%	14%	1%
I have unachievable deadlines	13%	24%	40%	16%	6%	1%
If work gets difficult, my colleagues will help me	3%	8%	26%	32%	30%	1%
I am given supportive feedback on the work I do	11%	19%	30%	24%	15%	1%
I am clear what my duties and responsibilities are	1%	3%	10%	37%	48%	1%
I have to neglect some tasks because I have too much work to do	9%	17%	31%	27%	15%	1%
There is friction or anger between colleagues	21%	36%	29%	10%	3%	1%
I have a choice in deciding how I do my work	9%	14%	34%	31%	11%	1%
I am pressured to work long hours	35%	15%	21%	19%	9%	1%
I can rely on my line manager to help me out with a work problem	5%	7%	25%	23%	38%	2%
I receive the respect at work I deserve from my colleagues	1%	4%	17%	42%	35%	1%
Staff are always consulted about change at work	7%	21%	35%	24%	12%	1%
When changes are made at work, I am clear how they will work in practice	5%	17%	42%	24%	11%	1%
I have a good work-life balance	7%	18%	34%	26%	14%	2%

TABLE 124: HOW AWARE ARE YOU OF THE FOLLOWING WORKPLACE MENTAL WELLBEING SUPPORT?

	Not at all aware	Slightly aware	Somewhat aware	Moderately aware	Extremely aware	Not Answered
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## Falkirk Council Employee Wellbeing Survey Report

Mental health training for managers	63%	13%	13%	8%	2%	1%
Mental health first aid training	52%	16%	12%	11%	9%	0%

### Workplace Violence, Aggression and Unacceptable Behaviour

TABLE 125: DO YOU KNOW HOW TO REPORT INCIDENTS OF VIOLENCE, AGGRESSION AND UNACCEPTABLE BEHAVIOUR AT WORK?

Option	Percent of All
Yes	80%
No	19%
Not Answered	1%

TABLE 126: IF YOU EXPERIENCED VIOLENCE, AGGRESSION OR UNACCEPTABLE BEHAVIOUR IN THE WORKPLACE, WOULD YOU FEEL SUPPORTED BY:

	Yes	No	Not Applicable	Not Answered
Council Policies	49%	32%	12%	7%
Your line manager	76%	15%	7%	2%
Your team	76%	8%	13%	3%
Other colleagues	83%	7%	8%	2%

TABLE 127: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE EXTERNAL?

	Never	Rarely	Occasionally	Often	Not Answered
Physical Violence	62%	12%	15%	9%	2%
Threats of violence	53%	15%	18%	12%	2%
Bullying	51%	19%	21%	8%	1%
Harassment	59%	19%	15%	5%	2%
Discrimination	71%	16%	7%	3%	3%
Unwelcome sexual advances	90%	6%	2%	0%	2%
Overbearing supervision or other misuse of power or position	78%	12%	6%	2%	2%
Deliberate undermining of a competent worker by overloading and constant criticism	75%	15%	6%	2%	2%
Offensive jokes or "banter" about	75%	15%	7%	2%	1%

## Falkirk Council Employee Wellbeing Survey Report

a person, group or issue

TABLE 128: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE WHO WORKS AT THE COUNCIL.

	Never	Rarely	Occasionally	Often	Not Answered
<b>Physical Violence</b>	96%	1%	1%	0%	2%
<b>Threats of violence</b>	95%	2%	1%	1%	1%
<b>Bullying</b>	74%	12%	9%	3%	2%
<b>Harassment</b>	85%	7%	5%	1%	2%
<b>Discrimination</b>	86%	9%	2%	1%	2%
<b>Unwelcome sexual advances</b>	96%	2%	1%	0%	1%
<b>Overbearing supervision or other misuse of power or position</b>	73%	13%	8%	4%	2%
<b>Deliberate undermining of a competent worker by overloading and constant criticism</b>	71%	14%	9%	4%	2%
<b>Prevention of an individuals progression by intentionally blocking promotion or training opportunities</b>	82%	7%	5%	3%	3%
<b>Offensive jokes or “banter” about a person, group or issue</b>	79%	13%	4%	2%	2%

# Falkirk Council Employee Wellbeing Survey Report

## Further Information

TABLE 129: WHICH HEALTH AND WELLBEING TOPICS WOULD YOU LIKE YOUR ORGANISATION TO PROVIDE INFORMATION, EDUCATION OR SUPPORT ON?

Option	Percentage
Mental health	53%
Stress	52%
Diet and fitness	32%
Women's health	28%
Cancer awareness	25%
Back care	25%
Heart health	21%
Menopause	20%
Diabetes	16%
Men's health	15%
Dementia/Alzheimer's	14%
Hand hygiene	12%
Stroke	11%
Foot care	10%
Oral health	8%
Alcohol	7%
Commuter cycling training	7%
Smoking	6%
Sexual health	5%
Other (please specify)	2%
Not Answered	24%

## Appendix 6: Social Work Adult Services Data Tables

### The Respondents:

TABLE 130: WHAT IS YOUR AGE?

Option	Percentage
16-24	4%
25-34	12%
35-49	35%
50-64	46%
65 or over	0%
Prefer not to say	0%
Not Answered	3%

TABLE 131: WHAT IS YOUR DIVISION?

Option	Percentage
Community Care 1	8%
Community Care 2	35%
Community Care 3	31%
Community Care 4	0%
Community Care 5	7%
Community Care 6	19%
Not Answered	0%

TABLE 132: HOW LONG HAVE YOU BEEN EMPLOYED BY THE COUNCIL?

Option	Percentage
Under 12 months	8%
1 - 5 years	31%
6 - 10 years	11%
11 - 15 years	27%
16 - 20 years	12%
21 or more years	11%
Not Answered	0%

# Falkirk Council Employee Wellbeing Survey Report

TABLE 133: WHICH OF THE FOLLOWING BEST DESCRIBES THE TYPE OF WORK YOU DO?

Option	Percentage
Manual	8%
Administrative or Clerical	31%
Managerial	12%
Professional	35%
Other	12%
Not Answered	2%

TABLE 134: WHAT TYPE OF CONTRACT DO YOU HAVE?

Option	Percentage
Permanent	73%
Temporary	19%
Casual	0%
Not Answered	8%

TABLE 135: WHAT HOURS DO YOU WORK?

Option	Percentage
Full-time	65%
Part-time	31%
Casual	0%
Term time	0%
Not Answered	4%

TABLE 136: DO YOU WORK SHIFTS?

Option	Percentage
Yes - including night shifts	11%
Yes - excluding night shifts	8%
No	81%
Not Answered	0%

## Workplace Health & Safety

## Falkirk Council Employee Wellbeing Survey Report

TABLE 137: ARE YOU OF THE FOLLOWING WORKPLACE POLICIES AND PROCEDURES?

	Yes	No	Not answered
<b>Health, Safety &amp; Care Policy</b>	100%	0%	0%
<b>Accident &amp; Incident Reporting Policy</b>	96%	4%	0%
<b>Fire Safety at Work Policy</b>	92%	8%	0%
<b>Driving at Work Policy</b>	92%	8%	0%
<b>Risk Management by Risk Assessment Policy</b>	89%	12%	0%
<b>Lone Working Policy</b>	88%	12%	0%
<b>Stress Management and Mental Health Policy</b>	77%	23%	0%
<b>Management of Violence and Unacceptable Actions Policy</b>	73%	27%	0%
<b>Manual Handling and Moving &amp; Handling Policy</b>	58%	38%	4%
<b>Noise at Work Guidance</b>	58%	42%	0%
<b>Vibration at Work Policy</b>	46%	46%	8%

TABLE 138: DO YOU KNOW WHERE TO ACCESS WORKPLACE POLICIES?

Option	Percentage
<b>Yes - all</b>	46%
<b>Yes - some</b>	46%
<b>No</b>	4%
<b>Not Answered</b>	4%

TABLE 139: DO YOU KNOW ABOUT THE FOLLOWING AVAILABLE WORKPLACE SUPPORT?

	Yes	No	Not answered
<b>Cycle to work scheme</b>	92%	4%	4%
<b>Occupational Health Physiotherapy Referrals</b>	88%	12%	0%
<b>Pension advice (including life insurance)</b>	65%	31%	4%
<b>Medical Insurance (Healthshield)</b>	35%	65%	0%
<b>Health Surveillance (audiometry, lung function, etc)</b>	19%	81%	0%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 140: DO YOU KNOW HOW TO ACCESS AVAILABLE WORKPLACE SUPPORT?

Option	Percentage
Yes - all	15%
Yes – some	77%
No	8%
Not Answered	0%

TABLE 141: DO YOU THINK YOUR WORKPLACE POSES ANY OF THE FOLLOWING POTENTIAL RISKS TO YOUR HEALTH?

	Yes - a serious risk	Yes - a moderate risk	Yes - a minor risk	No	Not answered
Work related stress	23%	50%	15%	12%	0%
Eye strain or headaches from using screen based equipment	15%	46%	31%	8%	0%
Other slips, trips or falls	4%	12%	38%	42%	4%
Musculoskeletal problems from manual handling	0%	19%	35%	46%	0%
Skin complaints or dermatitis from working with chemicals	0%	0%	12%	88%	0%
Hearing damage caused by working in noisy conditions	0%	0%	4%	96%	0%
Damage to the fingers, hands or arms from working with vibrating machinery	0%	0%	4%	96%	0%
Shocks or burns from working with electrical equipment	0%	0%	8%	92%	0%
Risk of falling due to working from height	0%	0%	4%	96%	0%

TABLE 142: DOES YOUR WORKPLACE POSE ANY OTHER POTENTIAL HEALTH & SAFETY RISKS?

Option	Percentage
Yes	12%
No	81%
Not Answered	7%



## Falkirk Council Employee Wellbeing Survey Report

TABLE 143: HAVE YOU RECEIVED ANY OF THE FOLLOWING HEALTH AND SAFETY TRAINING?

	Yes	No	Don't know or can't remember	Not applicable to my role	Not answered
Job specific training	58%	31%	8%	3%	0%
Fire safety training	54%	38%	4%	4%	0%
General health & safety awareness training	46%	31%	19%	0%	4%
Mental health first aid training	38%	50%	0%	8%	4%
First aid training	35%	50%	4%	11%	0%
Training to use specialist equipment	35%	42%	0%	23%	0%
Manual handling training	17%	38%	3%	41%	1%
Display screen equipment training	13%	58%	7%	20%	2%
Driver training	5%	40%	1%	53%	1%
Working at height training	4%	46%	0%	50%	0%

TABLE 144: IF REQUIRED, HAVE YOU BEEN PROVIDED WITH SUITABLE AND ADEQUATE PERSONAL PROTECTIVE EQUIPMENT FOR POTENTIAL RISKS ASSOCIATED WITH WORK YOU DO?

Option	Percentage
Yes	35%
No	23%
Not applicable to my role	42%
Not Answered	0%

## Physical Activity

TABLE 145: HOW MUCH MODERATE PHYSICAL ACTIVITY DO YOU GET PER WEEK?

Option	Percentage
None	4%
1- 30 minutes	19%
31 – 60 minutes	15%
61 – 90 minutes	27%
91 – 120 minutes	12%
121 – 150 minutes	4%

## Falkirk Council Employee Wellbeing Survey Report

<b>More than 150 minutes</b>	19%
<b>Not Answered</b>	0%

TABLE 146: HOW MUCH VIGOROUS PHYSICAL ACTIVITY DO YOU GET PER WEEK?

Option	Percentage
<b>None</b>	38%
<b>1 - 15 minutes</b>	12%
<b>16 - 30 minutes</b>	4%
<b>31 - 45 minutes</b>	15%
<b>46 - 60 minutes</b>	12%
<b>61 - 75 minutes</b>	8%
<b>More than 75 minutes</b>	8%
<b>Not Answered</b>	3%

TABLE 147: HOW MANY TIMES A WEEK DO YOU ENGAGE IN STRENGTH TRAINING?

Option	Percentage
<b>None</b>	58%
<b>Once</b>	19%
<b>Twice or more</b>	15%
<b>Not Answered</b>	8%

TABLE 148: HOW COULD THE COUNCIL SUPPORT YOU TO BE PHYSICALLY ACTIVE?

Option	Percentage
<b>Larger discounts at Falkirk Community Trust gyms and sports centres</b>	58%
<b>Discounts at other gyms and sports centres</b>	35%
<b>Showering facilities at my workplace</b>	35%
<b>Lunchtime running groups</b>	35%
<b>Changing facilities at my workplace</b>	31%
<b>Lunchtime walking groups</b>	12%
<b>Other</b>	12%
<b>Group cycle rides</b>	4%
<b>Not Answered</b>	4%

## Healthy Eating & Drinking

## Falkirk Council Employee Wellbeing Survey Report

TABLE 149: HOW MANY PORTIONS OF FRUIT & VEGETABLES DO YOU CONSUME A DAY?

Option	Percentage
0	0%
1	4%
2	23%
3	23%
4	23%
5 or more	27%
Not Answered	0%

TABLE 150: WHAT COULD FALKIRK COUNCIL DO TO SUPPORT YOU TO EAT MORE HEALTHILY?

Option	Percent of All
Offer discounts at local food outlets that supply healthy choices	58%
Provide a wider range of healthy menu options in Council canteens	23%
Provide food preparation areas/ kitchens in Council workplaces	22%
Provide more information about healthy eating	15%
Make healthy menu options more affordable	12%
Removing unhealthy snack from Council canteens	8%
Not Answered	19%

TABLE 151: HOW OFTEN DO YOU DRINK ALCOHOL?

Option	Percentage
Never	16%
Once or twice a month	42%
1 or 2 days a week	23%
3 - 5 days a week	19%
Almost everyday	0%
Not Answered	0%

TABLE 152: HOW MUCH ALCOHOL DO YOU DRINK DURING AN AVERAGE WEEK?

Option	Percentage
14 units or less	77%
More than 14 units	8%
Not Answered	15%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 153: ARE YOU AWARE THAT THE COUNCIL PROVIDES THE FOLLOWING?

	Yes	No	Not Answered
Alcohol and drug awareness information	70%	15%	15%
Signposting to alcohol and drug counselling services	58%	27%	15%

## Smoking

TABLE 154: ARE YOU EXPOSED TO PASSIVE SMOKING OR SECONDHAND SMOKE AT YOUR WORK?

Option	Percentage
Yes	31%
No	69%
Not Answered	0%

TABLE 155: WHICH OF THE FOLLOWING BEST DESCRIBES YOU?

Option	Percentage
I have never smoked	58%
I am an ex-smoker	23%
I mostly smoke cigarettes, cigars or pipes	8%
I only use e-cigarettes	7%
I use both e-cigarettes and tobacco products (cigarettes, cigars or pipes)	4%
Not Answered	0%

TABLE 156: WOULD YOU LIKE TO STOP SMOKING?

Option	Percentage
Yes	60%
No	40%

TABLE 157: WHAT COULD THE COUNCIL DO TO HELP YOU STOP SMOKING?

Option	Percentage
Workplace stop smoking groups	33%
Provide information about external support and resources	0%
Make all Council premises (including the grounds) smoke free	33%
Other	0%

# Falkirk Council Employee Wellbeing Survey Report

## Mental Wellbeing

TABLE 158: IF EXPERIENCING PROBLEMS THAT AFFECT YOUR MENTAL HEALTH AND WELLBEING DO YOU FEEL SUPPORTED BY THE FOLLOWING?

	Yes	No	Not Applicable	Not Answered
<b>Council Policies</b>	46%	38%	12%	4%
<b>Line Manager</b>	85%	4%	8%	3%
<b>Team</b>	65%	16%	15%	4%
<b>Colleagues</b>	81%	4%	12%	3%

TABLE 159: DO YOU CURRENTLY WORK USING A MOBILE & FLEXIBLE WORKSTYLE?

Option	Percent of All
<b>Yes</b>	31%
<b>No</b>	65%
<b>Not Answered</b>	4%

TABLE 160: DO YOU FEEL MOBILE AND FLEXIBLE WORKING IS SUPPORTED BY:

	Yes	No	Not Answered
<b>Council Policies</b>	65%	27%	8%
<b>Service</b>	54%	42%	4%
<b>Line Manager</b>	65%	31%	4%
<b>Colleagues</b>	65%	31%	4%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 161: APPROPRIATELY MANAGING WORK PRESSURES CAN HELP PREVENT INDIVIDUALS FROM EXPERIENCING WORK RELATED STRESS. STRESS IS WHEN WORK PRESSURES BECOME EXCESSIVE AND EXCEEDS AN INDIVIDUAL'S ABILITY TO COPE. PLEASE SELECT THE RESPONSE MOST RELEVANT TO YOU FOR EACH STATEMENT.

	Never	Seldom	Sometimes	Often	Always	Not Answered
I am clear what is expected of me at work	0%	0%	23%	58%	19%	0%
I can decide when to take a break	0%	12%	15%	54%	19%	0%
I have unachievable deadlines	15%	42%	35%	8%	0%	0%
If work gets difficult, my colleagues will help me	4%	8%	18%	50%	20%	0%
I am given supportive feedback on the work I do	4%	23%	31%	34%	8%	0%
I am clear what my duties and responsibilities are	0%	4%	12%	65%	19%	0%
I have to neglect some tasks because I have too much work to do	12%	19%	39%	15%	15%	0%
There is friction or anger between colleagues	19%	35%	27%	12%	4%	3%
I have a choice in deciding how I do my work	0%	4%	31%	54%	11%	0%
I am pressured to work long hours	38%	38%	12%	8%	0%	4%
I can rely on my line manager to help me out with a work problem	4%	4%	12%	31%	46%	3%
I receive the respect at work I deserve from my colleagues	0%	12%	23%	27%	38%	0%
Staff are always consulted about change at work	11%	12%	46%	19%	12%	0%
When changes are made at work, I am clear how they will work in practice	4%	19%	58%	15%	4%	0%
I have a good work-life balance	0%	12%	31%	50%	7%	0%

TABLE 162: HOW AWARE ARE YOU OF THE FOLLOWING WORKPLACE MENTAL WELLBEING SUPPORT?

	Not at all aware	Slightly aware	Somewhat aware	Moderately aware	Extremely aware	Not Answered
Mental health training for managers	50%	12%	15%	19%	4%	0%

## Falkirk Council Employee Wellbeing Survey Report

Mental health first aid training	31%	8%	15%	27%	19%	0%
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### Workplace Violence, Aggression and Unacceptable Behaviour

TABLE 163: DO YOU KNOW HOW TO REPORT INCIDENTS OF VIOLENCE, AGGRESSION AND UNACCEPTABLE BEHAVIOUR AT WORK?

Option	Percent of All
Yes	92%
No	8%
Not Answered	0%

TABLE 164: IF YOU EXPERIENCED VIOLENCE, AGGRESSION OR UNACCEPTABLE BEHAVIOUR IN THE WORKPLACE, WOULD YOU FEEL SUPPORTED BY:

	Yes	No	Not Applicable	Not Answered
Council Policies	81%	19%	0%	0%
Your line manager	81%	15%	0%	4%
Your team	77%	19%	4%	0%
Other colleagues	77%	19%	4%	0%

TABLE 165: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE EXTERNAL?

	Never	Rarely	Occasionally	Often	Not Answered
Physical Violence	77%	15%	4%	0%	4%
Threats of violence	65%	27%	8%	0%	0%
Bullying	50%	35%	11%	4%	0%
Harassment	73%	23%	4%	0%	0%
Discrimination	69%	19%	12%	0%	0%
Unwelcome sexual advances	96%	4%	0%	0%	0%
Overbearing supervision or other misuse of power or position	73%	19%	0%	4%	4%
Deliberate undermining of a competent worker by overloading and constant criticism	65%	15%	16%	4%	0%
Offensive jokes or "banter" about a person, group or issue	73%	19%	4%	4%	0%

## Falkirk Council Employee Wellbeing Survey Report

TABLE 166: IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU EXPERIENCED OR WITNESSED THE FOLLOWING ACTIONS FROM SOMEONE WHO WORKS AT THE COUNCIL.

	Never	Rarely	Occasionally	Often	Not Answered
<b>Physical Violence</b>	92%	8%	0%	0%	0%
<b>Threats of violence</b>	92%	8%	0%	0%	0%
<b>Bullying</b>	54%	12%	19%	15%	0%
<b>Harassment</b>	73%	8%	11%	8%	0%
<b>Discrimination</b>	77%	7%	12%	0%	4%
<b>Unwelcome sexual advances</b>	96%	4%	0%	0%	0%
<b>Overbearing supervision or other misuse of power or position</b>	54%	15%	23%	4%	4%
<b>Deliberate undermining of a competent worker by overloading and constant criticism</b>	50%	23%	15%	8%	4%
<b>Prevention of an individuals progression by intentionally blocking promotion or training opportunities</b>	77%	4%	8%	8%	3%
<b>Offensive jokes or “banter” about a person, group or issue</b>	77%	19%	0%	4%	0%



# Falkirk Council Employee Wellbeing Survey Report

## Further Information

TABLE 167: WHICH HEALTH AND WELLBEING TOPICS WOULD YOU LIKE YOUR ORGANISATION TO PROVIDE INFORMATION, EDUCATION OR SUPPORT ON?

Option	Percentage
Mental health	69%
Stress	69%
Diet and fitness	50%
Women's health	42%
Men's health	42%
Back care	38%
Dementia/Alzheimer's	38%
Cancer awareness	31%
Menopause	31%
Alcohol	31%
Smoking	31%
Heart health	23%
Hand hygiene	23%
Stroke	23%
Diabetes	19%
Foot care	19%
Sexual health	15%
Oral health	12%
Commuter cycling training	4%
Other (please specify)	8%
Not Answered	8%