

Member Wellbeing Survey

Member Development Steering Group

Introduction

After a request from the Corporate Infrastructure and Regulatory Services (CIRS) Scrutiny Committee, a member wellbeing survey was created and ran from 8th December 2020 to 4th January 2021.

The survey asked five questions:

1. Which of the following describes how you currently feel?
2. What are you doing to support your overall health and wellbeing?
3. How well supported by DCC do you feel at this time?
4. What one thing could the Council do to support you better at this time?
5. In the spirit of celebrating what has worked well, is there anything that you would like to share that has helped at this time?

Questions 1, 2 and 3 were multiple choice answers while 4 and 5 were open questions where respondents could input their own answers.

Just under a third of members responded (17 out of 60).

Highlights

- Majority of respondents are currently feeling 'ok' or 'good'.
- All respondents are doing something to support their health and wellbeing with exercise and keeping in contact with family and friends being the most popular options.
- Majority of respondents do feel 'Extremely' or 'Somewhat' well supported by DCC.
- Majority of respondents did not suggest something the council could do to support them better at the time of taking the survey.
- Some individual responses did show some extra support could be given and targeted to individual need.

Positives

Overall, the majority of members feel positive, supported by DCC and are actively ensuring they are supporting their own health and wellbeing. At the time of taking the survey, the majority of respondents felt positive about how they currently feel (14 out of 17). As shown in Figure 1, 59% stated ‘I am good and feel positive’ and 23% stated “I feel ok and hopeful”. Additionally, 12% of respondents stated “I am ok, but concerned” which was a neutral answer understanding both positives and concerns.

Q1 - WHICH OF THE FOLLOWING DESCRIBES HOW YOU CURRENTLY FEEL?

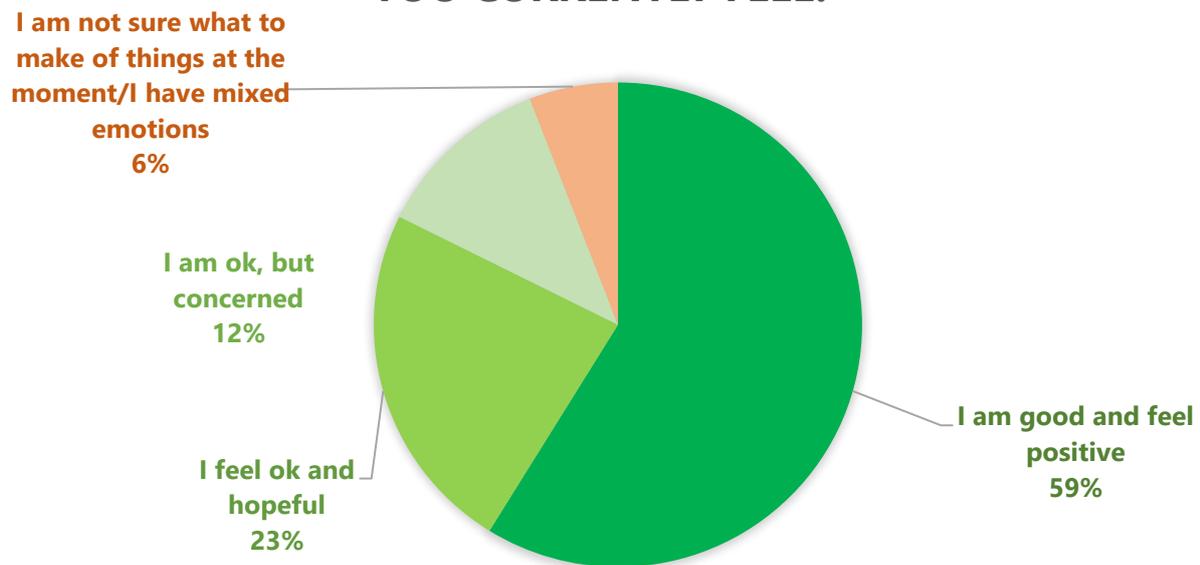


Figure 1: Pie chart showing the responses to Question 1 - Which of the following describes how you currently feel?

Q2 - WHAT ARE YOU DOING TO SUPPORT YOUR OVERALL HEALTH AND WELLBEING? (TICK AS MANY AS APPLY)

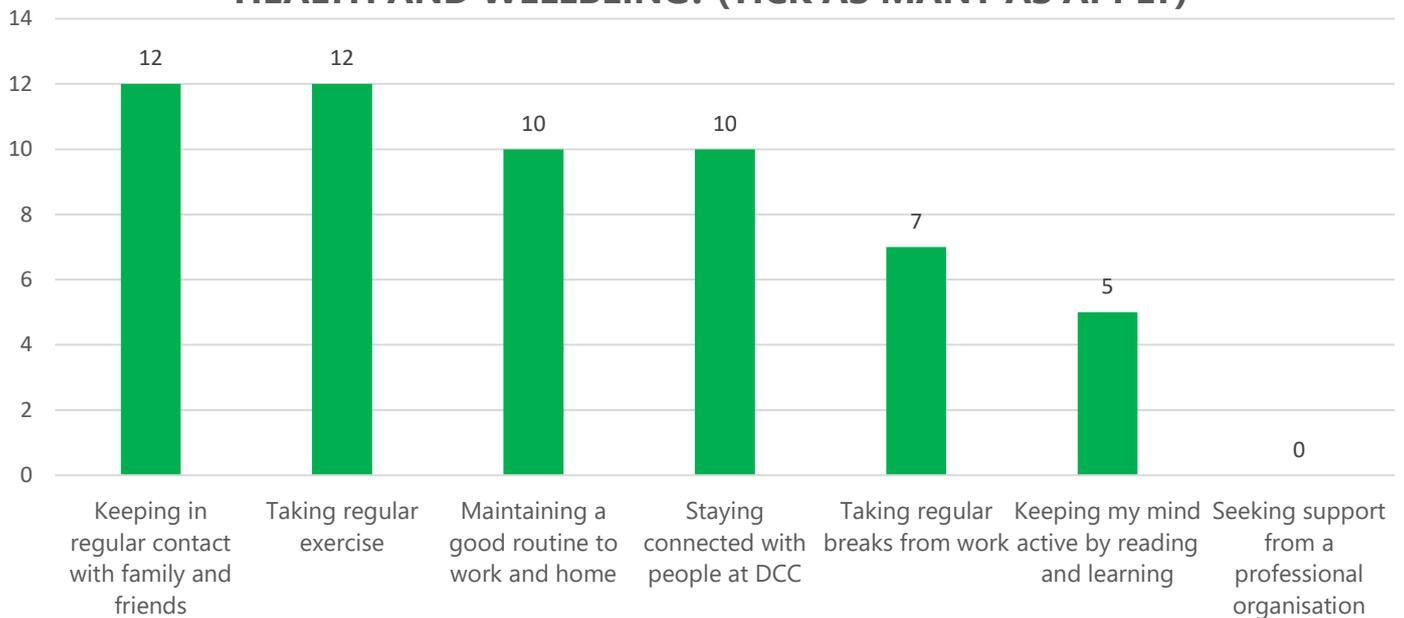


Figure 2: Bar chart showing the responses to Question 2 – What are you doing to support your overall health and wellbeing?

The overall positive response to Q1 may be evidence by the number of respondents who are taking individual steps to support their overall health and wellbeing. All respondents in Q2 stated they were doing something to support their wellbeing and no respondents stated they were seeking help from professional organisations. Respondents could choose as many options as applied to them and this meant 56 responses were received in total with many respondents picking multiple options with 6 options being the largest chosen by an individual.

As show in Figure 2, “Taking regular exercise” and “Keeping in contact with family and friends” were the most chosen option (12 each). In addition, respondents highlighted the importance of keeping in contact with others as “staying connected with people at DCC” was also a widely selected option to support respondent’s wellbeing (10). Overall, keeping in contact with others, either friends, family or DCC colleagues, was stated by 39% of respondents as a way to support their wellbeing.

Respondents are also ensuring they have a routine in place between work and home (10) and taking regular breaks from work (7). Overall, these two answers made up 30% of responses. In addition, 5 respondents selected “keeping my mind active by reading and learning”, showing respondents do take time away from work to do other things to support their wellbeing.

In addition, respondents felt well support by DCC at the time of taking the survey. As evidenced in Figure 3, 70% of respondents felt supported choosing either “Extremely well” or “Somewhat well” as their answer. No respondents chose “Extremely not well” which can be taken as a positive from this survey.

Q3 - HOW WELL SUPPORTED BY DCC DO YOU FEEL AT THIS TIME?

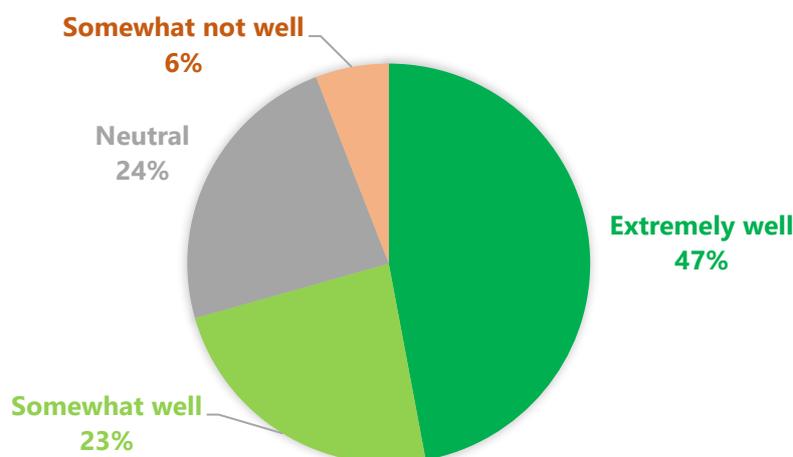


Figure 3: Pie Chart showing the responses to Question 3 - How well supported by DCC do you feel at this time?

Finally, Question 5 asked respondents in “the spirit of celebrating what has worked well” to share what has helped them. 19 responses were given, with some respondents offering multiple responses. Some of these responses are shown in Figure 4. Categorised into similar responses, respondents felt technology, remote meetings and the use of MS Teams had helped them to continue and carry out their role as a councillor (8 responses). Respondents stated it is “**revolutionary**”, “**working well**” as a platform and helping the environment by reducing travel. Although, respondents did indicate they would like to return to in-person meetings at some point in the future, stressing the importance of “**real human contact**” and missing interaction with colleagues at County Hall.

In addition, respondents stated communications and support for DCC and Officers has helped them. 6 Respondents answered with compliments for DCC and Staff stating, for example calling the officers “**terrific**” and stating there has been “**excellent comms and info**”. Other answers to Question 5 stated that carrying out hobbies and exercising have been “**rewarding**” and successful ways to help them at this time.

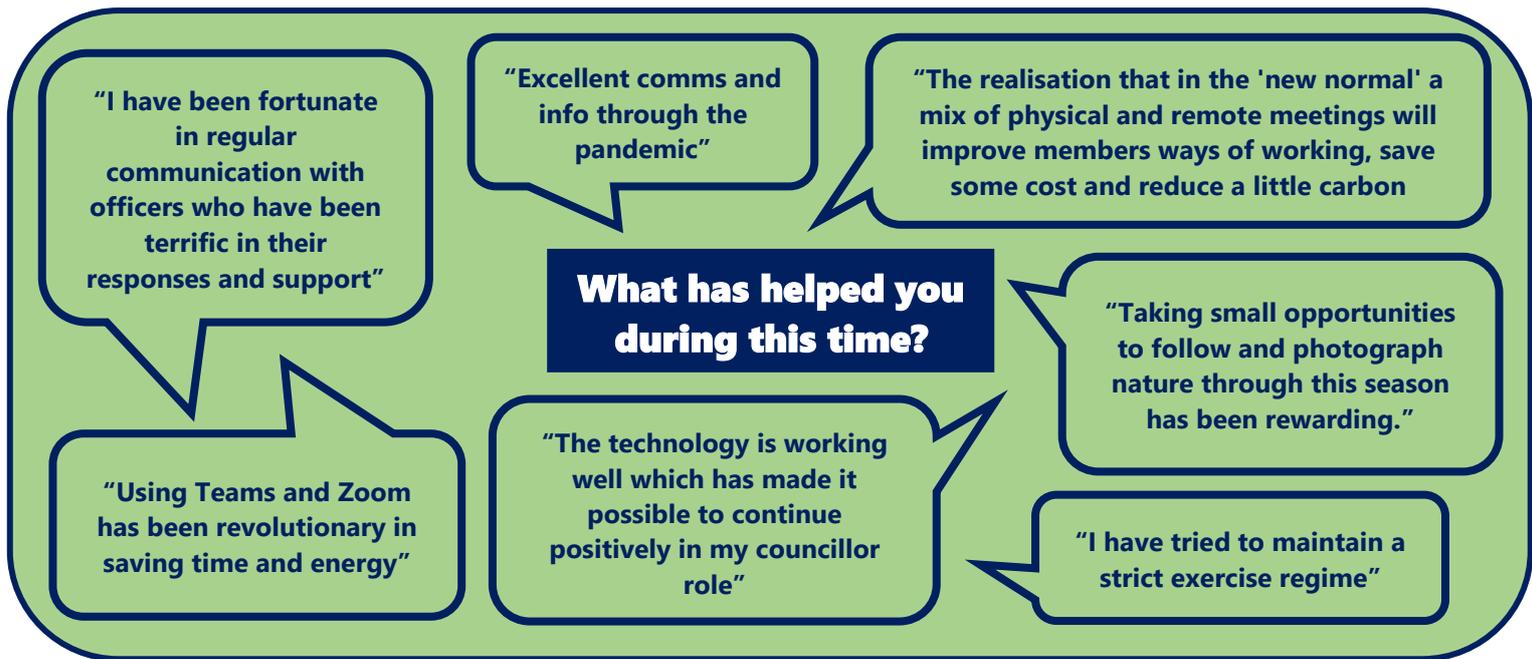


Figure 4: Graphic showing some of the responses to Question 5 - In the spirit of celebrating what has worked well, is there anything that you would like to share that has helped at this time?

Concerns

While the majority of respondents did feel positive and supported, there were some respondents who did not feel the same.

For example, as shown in Figure 1, 1 respondent did not feel positive and picked "I am not sure what to make of things at the moment/I have mixed emotions" as their feeling at the time of taking the survey.

1 Respondent to Question 3, as shown in Figure 3, stated they felt "Somewhat not well" supported, showing that support still needs to be given and individual members may need extra support. Furthermore, 24% stated "neutral", showing further support may still be needed for some.

Finally, 1 respondent to Question 5 showed that some members are struggling with the role and the impact of the pandemic on their personal lives and so extra targeted support should be considered.

Suggested Improvements

Question 4 asked for respondents to suggest one thing the Council could do to support them further. The responses to this question have been categorised and shown in Figure 5. The plurality of respondents (8/17) did not offer a suggestion to what the council could do to support them better and their responses ranged from “no suggestion” to “I’m fine” to “Leave me alone”. However, there were still some respondents who did offer some suggested improvements:

- 3 respondents highlighted the need to keep meeting times down and ensuring shorter, focused meetings while the council meets virtually.
- 3 respondents suggested a need to keep in contact with members with a suggestion of a monthly email to “ensure they are ok”. The need for this to ensure “individual member need” is met. In addition, 1 respondent suggested a MS teams social event to stay in contact.
- 2 respondents responded with other suggestions which did not categorise as the suggestion was not repeated or was a suggestion that is outside of the Steering Group’s remit. For example, lengthening the hours in the day.

Q4 - WHAT ONE THING COULD THE COUNCIL DO TO SUPPORT YOU BETTER AT THIS TIME?

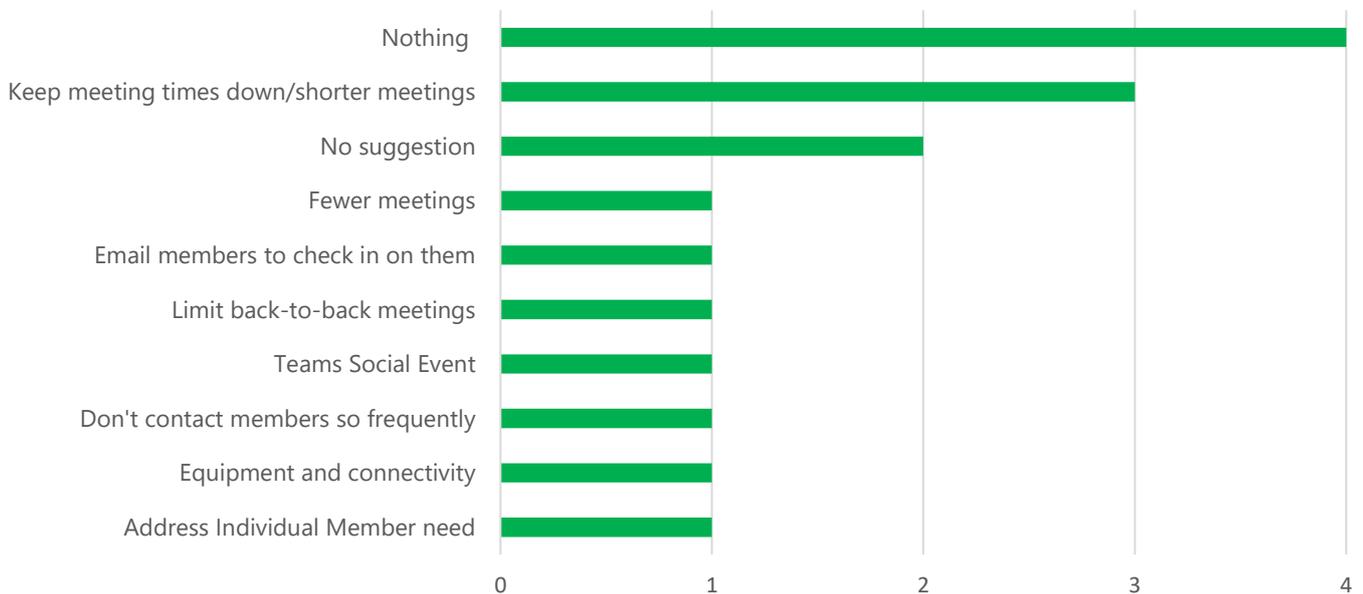


Figure 5: Graph showing the responses to Question 4 – What one thing could the council do to support you better at this time?

Action Points from the Member Wellbeing Survey

Suggestion	Action	Agency
This survey was carried out at a festive time of year, this may have affected the strength of feeling to some of the answers.	Repeating the survey at another time may lead to more revealing answers from Members.	Member Development decision Scrutiny team to carry out
Officers and members to continue the efforts to have shorter, more focussed meetings.	Refreshing Member awareness of good practice at Scrutiny meetings (fewer items, focussed questioning) Work to keep agendas short and focussed.	Chairs and Vice Chairs of Scrutiny Dem Services /Scrutiny Officers
Publicising the results of the survey and follow up action so that Members are clear what support is available should they need it.	Repeat the Member Wellbeing newsletter sent round combined with the results of the survey.	Member Development Dem Services/ Scrutiny Officers