

**The Highland Council**  
**Communities and Partnerships Committee**  
**10 December 2015**

Agenda Item	<b>14</b>
Report No	<b>CPE 17/15</b>

**Employee Survey: Fairer Highland elements**

**Report by Head of Policy and Reform**

**Summary**

The report provides a summary of the analysis of a set of questions that measures employees' views of the Fairer Highland element of the Council's 7th Employee Survey.

**1. Background**

- 1.1 A [report](#) to Resource Committee on 29 August 2015 provided an outline of the key findings of the Council's most recent Employee Survey<sup>1</sup>. The survey includes questions and analysis which reflect the commitments in the Highland First programme to treat people fairly, with dignity and respect and to promote equality of opportunity in all its work.

**2. Fairer Highland Commitment**

- 2.1 The Equality Act 2010 requires the Council to give due regard to the elements of the Public Sector Equality Duty to:
- Eliminate unlawful discrimination
  - Advance equality of opportunity
  - Foster good relations
- 2.2 The Council expresses its commitments to meeting the Public Sector Equality Duty in its equality plan, A Fairer Highland, and to promoting a fair and inclusive Highland. As required by additional duties introduced by the Equality Act 2010 (Specific Duties) (Scotland) Regulations the Council published a set of equality outcomes in 2013, one of which is that *Staff feel there is an organisational culture where everyone is treated with dignity and respect.*

**3. Employee Survey 2015: Fairer Highland measures**

- 3.1 The Employee Survey provides an opportunity to measure staff views on the above commitments and this information contributes to the performance of the Fairer Highland Plan. The survey also allows for analysis of all questions by most of the 'protected characteristics' defined in the Equality Act.
- 3.2 Overall, the Fairer Highland elements reflect the generally positive trend across most factors in the survey, however further analysis is required to assess responses at service level and whether there are any specific issues to be addressed in relation to any of the protected characteristics.

3.3 **Meeting the equality outcome:** One of the survey questions asks staff to what extent they agree or disagree that there is a culture in the Council where they are treated with dignity and respect. Significantly more staff who responded to the survey agreed with this statement in 2015 (57%) compares to 44% of respondents in 2012 (+13%) A higher proportion of women (61%) than men (55%) agree with the statement, and proportionately more young people respond positively, 75% of 16 – 29 year olds compare to 55% of those over 60 years of age.

There are, however, differences to the extent that staff agree with the above statement depending on the service they work for, ranging from 86% in the Chief Executive’s Office to 46% in Community Services, as shown in table 1.

	C&L	CEX	CS	CD	D&I	Fin
Agree	57%	86%	46%	66%	68%	61%

Table 1

**Fairer Highland Index Profile:** The survey analysis included a set of questions that measured employees’ views against a Fairer Highland profile. The proportion of staff reporting positively against the Fairer Highland index is high for the Council as a whole at 71%. Again, there are variations by services as illustrated in table 2.

Highland	C&L	CEX	CS	CD	D&I	Fin
Agree	72%	82%	60%	74%	77%	71%

Table 2

The questions used to create the Fairer Highland Index score are:

- Feedback on your performance
- Receiving praise for good work
- Opportunity to show initiative
- Feeling valued and recognised for the work I do
- Cause of stress: Colleagues’ negative attitudes
- Cause of stress: Management’s negative attitudes
- Cause of stress: Dealing with aggressive members of the public
- Cause of stress: Harassment or bullying of any kind with the Council
- My line manager/supervisor: Acts on my ideas/suggestions
- My line manager/supervisor: Is open and honest
- My line manager/supervisor: Encourages me to make my own decisions
- To what extent do you agree or disagree that there is a culture in the Council where you are treated with dignity and respect?

## 4 Next steps

4.1 Responses to the questions in the survey are analysed by most of the protected characteristics defined in the Equality Act and the data will be further examined to identify whether there are any specific issues to be addressed, for example, for respondents by gender, those who identify as disabled or from a minority ethnic group.

It is proposed that the results of the further analysis with regard to equality and diversity will be brought to the next meeting of the officer's equality working group to consider possible service actions.

## **5. Implications**

- 5.1 There are no Resource; Legal; Climate Change/Carbon Clever; Risk, Gaelic or Rural implications arising from this report.

The analysis of the Employee Survey specifically contributes to one of the Council's agreed equality outcomes.

### **Recommendation**

Members are asked to:

- note the generally positive results of the Employee Survey which give regard to equality of opportunity
- agree to further analysis of the equality data by protected characteristic to be taken to the equalities working group to consider at service level.

Designation: Head of Policy and Reform

Date: 30 November 2015

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Background Papers:

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<sup>i</sup> BMG, [Highland Council Employee Survey 2015 Final Report.](#)