

## Scorecard report (Department: Corporate Communications)

Question	Theme	Response Favourability	Comparison
I find my work interesting and challenging	Reward	87% 13%	+10
I know how the work I do helps WMP to achieve its vision	Purpose	95% 5%	+16
I understand the vision of WMP	Purpose	95% 5%	+14
At WMP we always look for ways to improve	Autonomy	76% 11% 13%	+17
The purpose of WMP makes me feel good about my work	Purpose	95% 5%	+29
The Force Executive Team (Chief Constable and his senior team) demonstrate positive behaviours	Leadership	92% 8%	+27
The Force Executive Team (Chief Constable and his senior team) provide a clear vision of the overall direction of WMP	Leadership	84% 13% 3%	+22
WMP is committed to delivering good service to our communities	Purpose	84% 8% 8%	+11
People help and support each other here	Enablement	66% 21% 13%	-3
I have the right opportunities to learn and grow at work	Reward	58% 21% 21%	+8
I feel I can be my true self at work	Inclusive Culture	79% 11% 11%	+16
I have access to the systems I need to do my work properly	Enablement	76% 8% 16%	+11
Senior Leaders in my department (my manager's manager, up to and including Heads of Department)	Leadership	47% 37% 16%	-12

provide a clear vision of the overall direction of WMP			
I'd be comfortable challenging unreasonable behaviour if I needed to Inclusive	Culture	68% 13% 18%	-15
I receive thanks or praise for doing good work	Reward	63% 21% 16%	+7
I know what is expected of me when speaking to members of the public	Enablement	92% 5%3%	+3
I am satisfied with my place of work	Enablement	89% 5%5%	+24
People communicate openly here regardless of position or level	Enablement	50% 18% 32%	-5
I feel comfortable talking about my background, culture and/or beliefs at work Inclusive	Culture	79% 13% 8%	+11
Senior Leaders in my department (my manager's manager, up to and including Heads of Department) demonstrate positive behaviours	Leadership	53% 29% 18%	-12
I feel valued and recognised for the work that I do	Reward	63% 13% 24%	+15
Senior Leaders in my department (my manager's manager, up to and including Heads of Department) take the time to listen to colleagues	Leadership	42% 32% 26%	-13
I believe everyone here is treated fairly and equally	Purpose	39% 34% 26%	-1
My manager treats me with dignity and respect	My Manager	87% 8% 5%	+3
Communications are good between different teams	Enablement	32% 32% 37%	-11
My career aspirations at WMP are being met	Reward	39% 50% 11%	-5

I have the equipment I need to do my work properly (body worn, tasers, mobile devices, mirabooks)	Enablement	89% 5%5%	+32
My job makes the best use of my skills and abilities	Autonomy	71% 5% 24%	+14
My manager takes time to coach me and develop my skills	My Manager	58% 21% 21%	+2
I believe action will be taken as a result of this survey	Leadership	39% 29% 32%	+12
There's a good range of wellbeing support available here	Autonomy	68% 26% 5%	+10
My manager gives me regular feedback on how I am doing	My Manager	66% 18% 16%	+8
WMP supports my health and wellbeing at work	Autonomy	68% 21% 11%	+10
I know how well WMP is doing against its vision	Purpose	58% 26% 16%	+22
I can get the training and development I need to do my job	Enablement	55% 24% 21%	+5
I know where to access wellbeing support if I need it	Autonomy	95% 3%3%	+18
My manager encourages new ideas and new ways of working	My Manager	87% 5% 8%	+21
My manager supports me to reflect and learn from my actions	My Manager	63% 21% 16%	+1
I feel able to provide feedback to my manager	My Manager	82% 8% 11%	+6
If I challenged unreasonable behaviour I believe I would be supported Inclusive	Culture	58% 26% 16%	-4
I am able to strike the right balance between my work and home life	Autonomy	92% 5%3%	+26

I have the freedom I need to get on with my job	Autonomy	87% 8% 5%	+16
My opinion is sought on decisions that affect my work	Autonomy	58% 21% 21%	+9
I would still like to be working at WMP in two years' time	Engagement	87% 13%	+11
I care about the future of WMP	Engagement	97% 3%	+8
I am proud to say I work for WMP	Engagement	95% 5%	+21
If asked, I would recommend to friends and family that WMP is a good place to work	Engagement	92% 5% 3%	+34
Working here makes me want to do the best work I can	Engagement	97% 3%	+17

Your Voice Matters - WMP Employee Survey 2020: Scorecard report Survey closed: 19 October 2020