

# How are you?

## Brent staff wellbeing survey – Headlines

**Topline results (Draft v1.0)**

December 2020



BUILDING A  
BETTER BRENT



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# Headlines

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- **Top concerns:** Concerns about health and workload top the list of the most pressing concerns right now: around four in ten staff were concerned about their physical and mental health (41% and 39%), and over one third (36%) were concerned about workload– up from the 24% recorded in the previous survey (in May).
- **Wellbeing:** For most, physical health, mental health, sleep and workload, have either stayed the same, or worsened, since the March lockdown, though some report improvements in these areas (14-20%). Views about work-life balance remain mixed: almost half (47%) of those surveyed said the balance between work and home had got better while 30% said it had got worse. Almost half (46%) of those surveyed said their workload had got worse, significantly higher than the 31% recorded in the previous survey.
- **How you feel about work:** In general, views about most aspects of work have remained positive: there were high agreement ratings across most areas including: pride in working for the council; line management contact and support; and effective team working. However, the percentage of staff who said they felt connected with their team declined from 80% to 73%. The percentage who felt supported in their mental health by the organisation also dropped from 63% to 55%.
- **Working from home:** For most, working from home (WfH) has been a positive experience: the majority felt they had the technical equipment they needed and that virtual tools were helping them be effective. However, aspects of WfH remain challenging for some: 26% said they often felt isolated and 23% said they didn't feel able to take sufficient breaks, up from 16% in May. More positively, 80% of staff now agree they have adequate office equipment to WfH - up from just 58% in May. This follows the council's office equipment initiative which was rolled out in the Summer.

# Headlines

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- **WfH benefits:** When asked to rate the benefits of maintaining (or increasing) levels of WfH in the future – top of the list was not having to travel to work (75%), followed by a better work-life balance (57%). Other benefits included: saving money, increased productivity, the ability to have quiet time, and the reduced environmental impact (38-46%). These rankings were similar to those recorded in May.
- **WfH challenges:** Problems maintaining a work-life balance (ie finding it difficult to switch off) was the top challenge for staff when working from home: 38% said this was a problem, up from 32% in May. This was closely followed by feeling disconnected from the team – an issue for 36% of staff. Over one quarter said feeling lonely or isolated was a challenge while one third said they didn't see any challenges at all. Lack of office equipment was a problem for just 12% of staff, much lower than the 36% recorded back in May. Written comments highlighted that many staff were appreciative of the equipment support provided by the council in recent months.
- **Flexible working:** The majority of staff (83%) said they were interested in working more flexibly in the future in terms of hours/work patterns. Also, more than half said they would like to continue WfH – either most of the time (38%) or every day (15%), and a further 30% said a 50/50 split would suit. However, there was recognition that WfH wasn't for everyone, and that face to face interaction was important. Many miss the banter and social interaction in the workplace.
- **Returning to work:** Since the first lockdown in March, almost one quarter (24%) of staff had been back to their workplace regularly, around half had been back occasionally (49%) and the remaining 27% had not been back at all.

# Headlines

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- **Returning to work:** On returning, the majority felt the workplace was clean and that they had the equipment they needed (87%). The biggest area of concern was travelling to work: only 56% agreed they felt safe while travelling. A significant minority (10%) indicated they were not able to practise social distancing and the same percentage said they did not feel safe at work.
- **Staying connected:** Staff remain very positive about the effectiveness of communications during lockdown: 92% felt communications were keeping them informed and up to date – up 4 points since May. The majority (81%) felt their managers were keeping them updated about what was going on. Views were a bit more mixed about social and informal interaction: 73% agreed they had regular social interaction with their colleagues, while one in eight (12%) disagreed.
- **Borough of Culture:** One in five (21%) staff said they had been involved in the London Borough of Culture (LBOC) in some capacity. Of this group, over half had attended events and/or used the website, and around 18% had helped organise or publicise activities.
- **LBOC impacts:** Around two thirds said their involvement in LBOC had had a positive impact on them, or the council, while others described the impacts as ‘mixed’ or said they didn’t know. Written comments suggest that some of the ambivalence expressed might reflect the fact the pandemic had limited the potential reach of the event, and affected the level / nature of staff involvement.

# Survey background

- In May 2020, the council ran a staff wellbeing survey to take a 'pulse check' of how staff were coping during the Covid-19 lockdown. Seven months on, the survey has been repeated to explore the longer term impacts of the pandemic on wellbeing, and to assess what has changed.
- The survey took place during early December (1<sup>st</sup>-11<sup>th</sup>) and explored four themes:
  - Wellbeing
  - Work
  - Feeling connected
  - London Borough of Culture (LBOC)
- The outputs will continue to inform actions to support staff going forward. The LBOC questions were added to this survey to inform the evaluation of the programme.
- The survey was carried out online, but was supplemented with a small postal survey of estate-based staff. In total, 1,343 responses received, a response rate of 48%.

## Survey sample

**1,343**

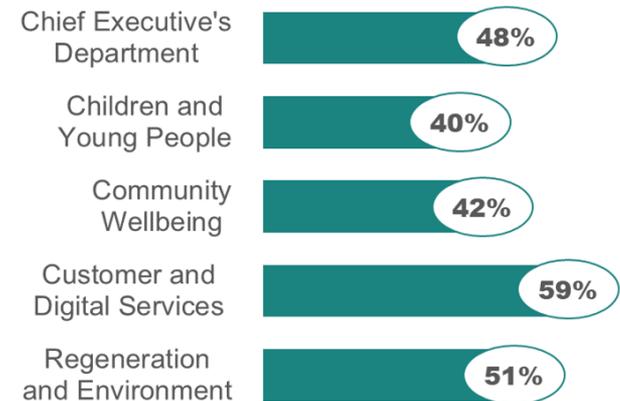
respondents



## Response rate

**48%**

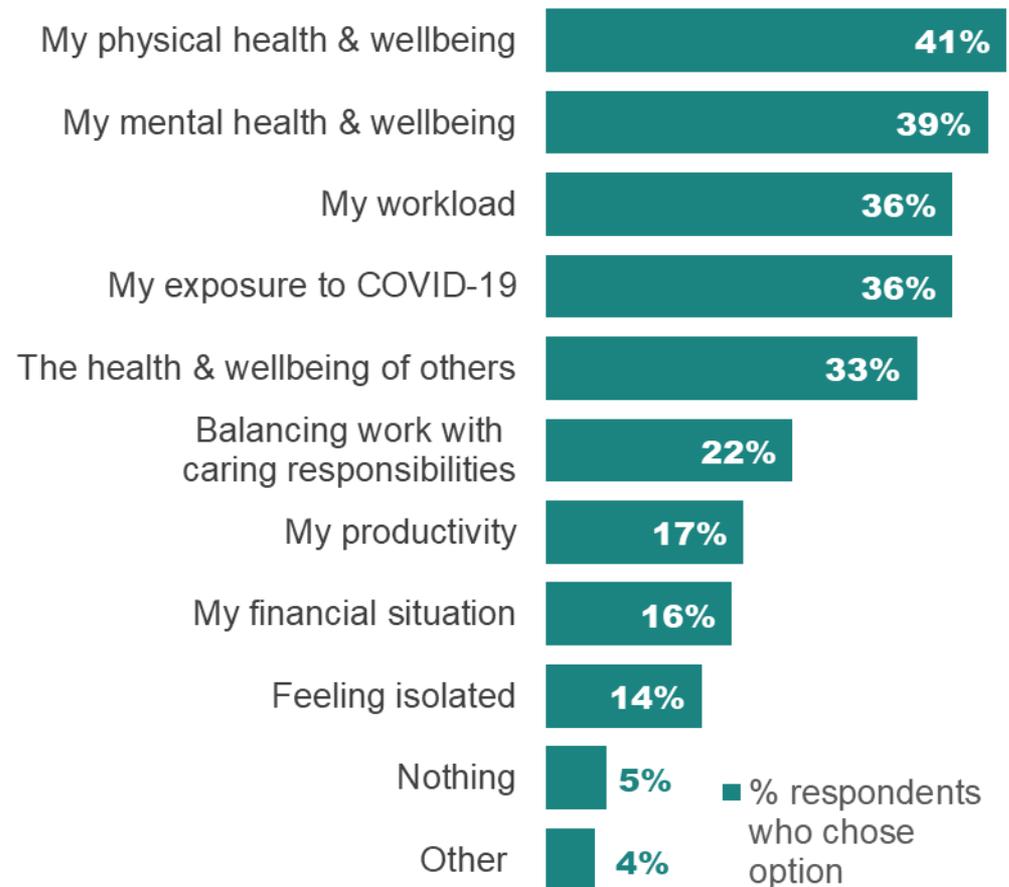
### By directorate



# Wellbeing: Top concerns

- Concerns about health and workload top the list of the most pressing concerns: around four in ten staff were concerned about their physical and mental health (41% and 39%), and more than one third were concerned about workload (36%).
- A similar proportion (36%) were concerned about their exposure to Covid-19 and one third were concerned about the health and wellbeing of others.
- Other worries included: balancing work with caring responsibilities, productivity, finances and feeling isolated.

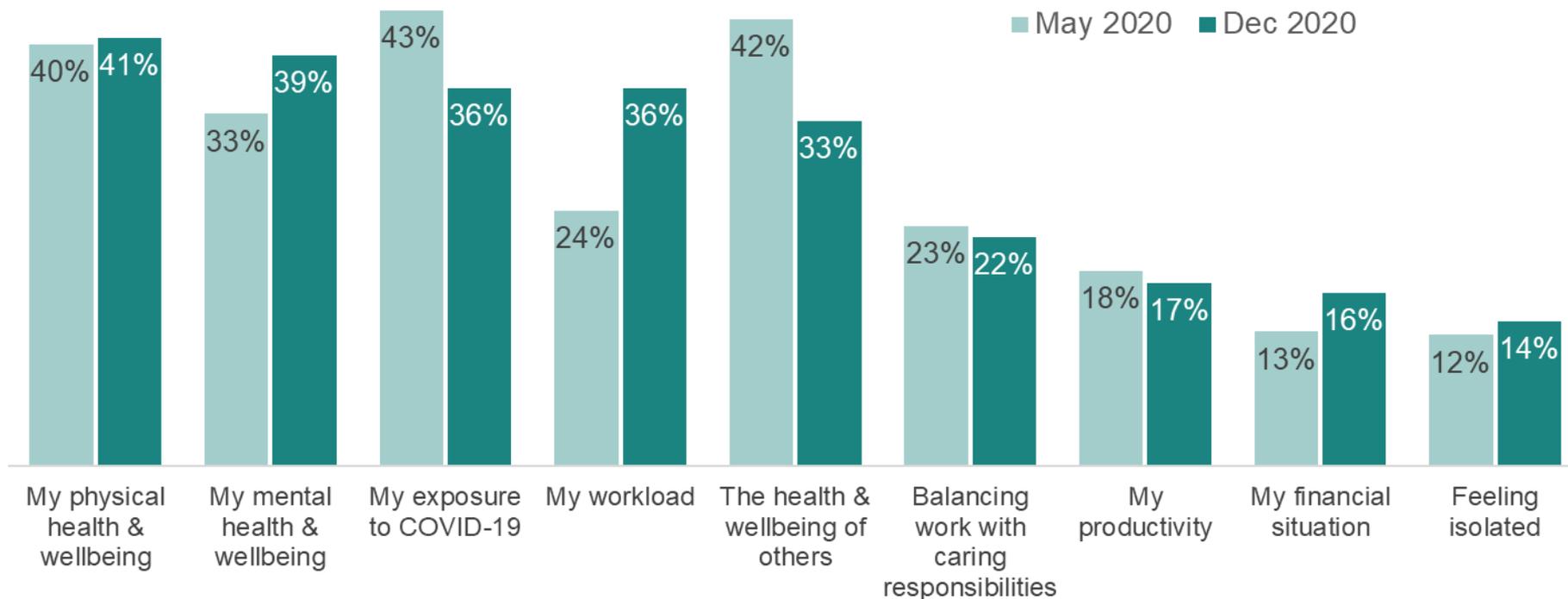
**Think about how you're feeling today. What are your top three concerns right now?**



# Top concerns – changes since May

The biggest change since May relates to concern about workload: 36% of staff now cite this a top concern, up from 24% previously. Staff were also more concerned about mental health (39%, up from 33% in May), and a little more worried about finances. Conversely, levels of concern about exposure to Covid, or the health and wellbeing of others, were lower than before.

## Think about how you're feeling today. What are your top three concerns right now?

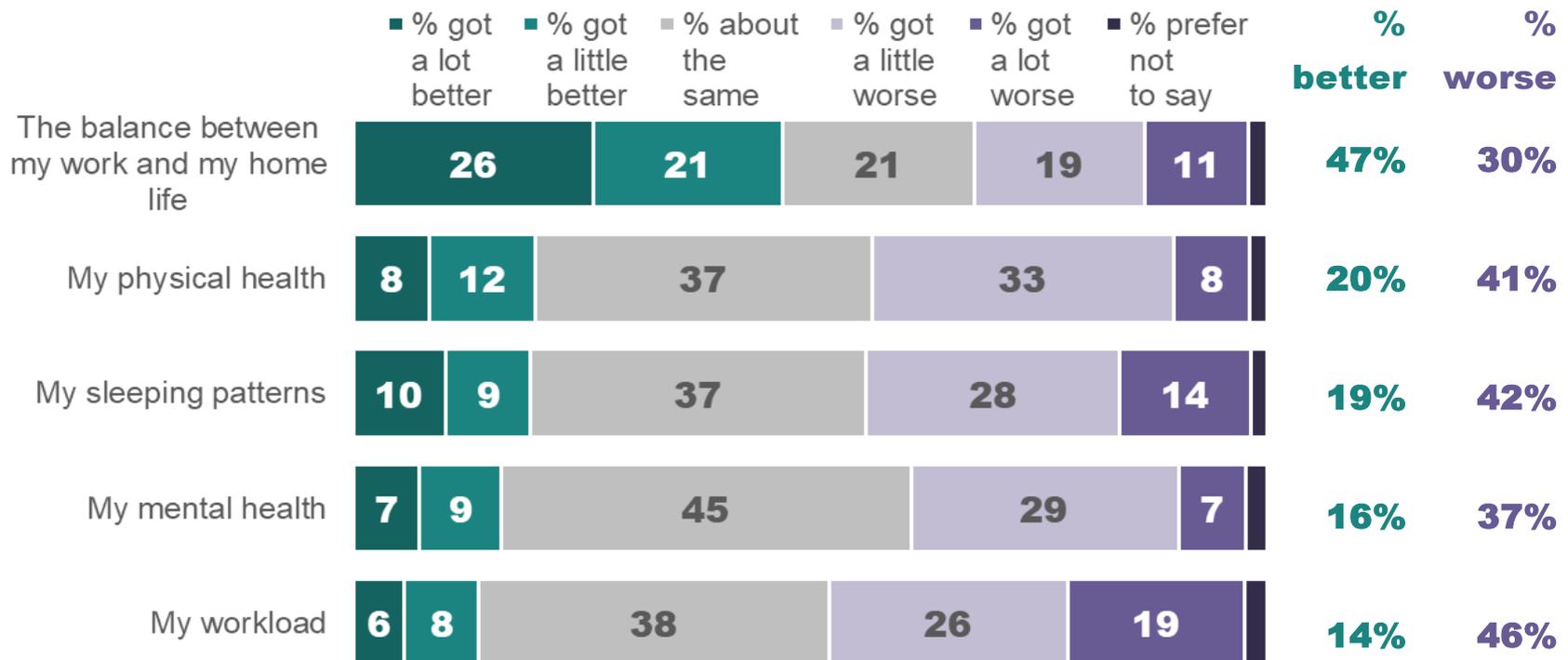


Note: This question was changed slightly between the two surveys: one answer option (home schooling) was dropped from the December survey – 14% chose this option in the May survey.

# Your wellbeing

For most, physical health, mental health, sleep and workload has either stayed the same or worsened since the March lockdown, though some report improvements in these areas (14-20%). Views about work-life balance are more mixed: almost half (47%) say the balance between work and home has got better since March, while 30% say it has got worse.

## To what extent do you think the following has changed since the COVID-19 lockdown began back in March?



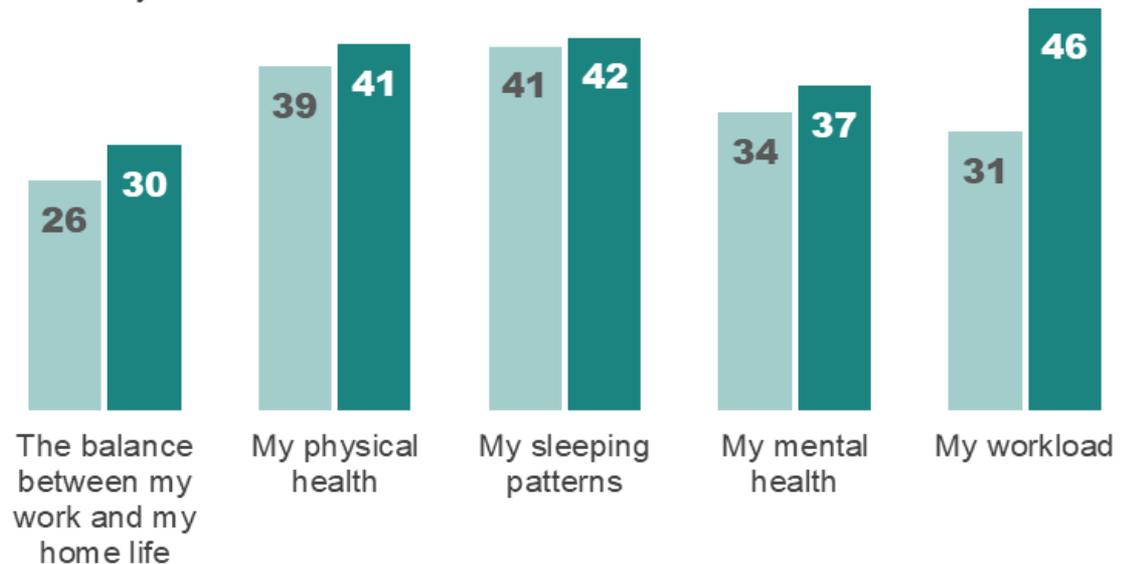
# Your wellbeing – changes

- Across the five wellbeing areas, views about workload are particularly negative: 46% of staff said workload had got a little or a lot worse since March – up from 31% of staff in the May survey. The percentage who said workload had got a lot worse almost doubled between May and December (from 10% to 19% of staff).
- Views were also a bit more negative in relation to work-life balance: the percentage who said things had got worse rose from 26% to 30%, while the percentage who said things had got better fell from 54% to 47%.

**To what extent do you think the following has changed since the COVID-19 lockdown began back in March?**

% who said things had got a little, or a lot, worse

■ May-20 ■ Dec-20



# Wellbeing: comments – key themes

## Do you have any suggestions about how the council could help support your wellbeing?

661 comments

### Wellbeing – what has gone well

- Many felt the council had done a good job of supporting staff wellbeing during this time
- Many found the working from home experience positive, and helpful, in terms of their wellbeing
- There was strong support for more flexible working patterns going forward to help staff balance home and work

### Workload and staffing pressures

- Many reported high/increasing workloads and inadequate levels of staffing
- Staff report feeling pressured, stressed, and at times, overwhelmed
- Balancing normal work alongside new Covid-related work (and guidance) has been a challenge
- Some feel expectations and targets are unrealistic, and that work could be better prioritised / managed at this time

### Other challenges

- Many reported finding it difficult to take regular breaks, especially while working remotely
- Some found it difficult to switch off and were working long hours, while others felt pressure to be always available
- Many are missing face to face interaction with colleagues, particularly social and informal interaction
- Suggested the council should do more to encourage staff to take breaks and to discourage over-working

### Mental and physical wellbeing

- Staff made a wide range of suggestions about what the council could do to promote mental wellbeing. These included: workshops, advice, counselling, group talks, wellbeing checks and buddy schemes.
- Many were aware they should be doing more exercise and would welcome support. Suggestions included: virtual sessions, advice, help with gym memberships etc
- Front-line staff highlighted the importance of PPE and enforcement of social distancing as key issues for physical wellbeing, as well as ensuring access to required facilities / equipment (eg washrooms)

# Wellbeing: some of your comments...

## Do you have any suggestions about how the council could help support your wellbeing?

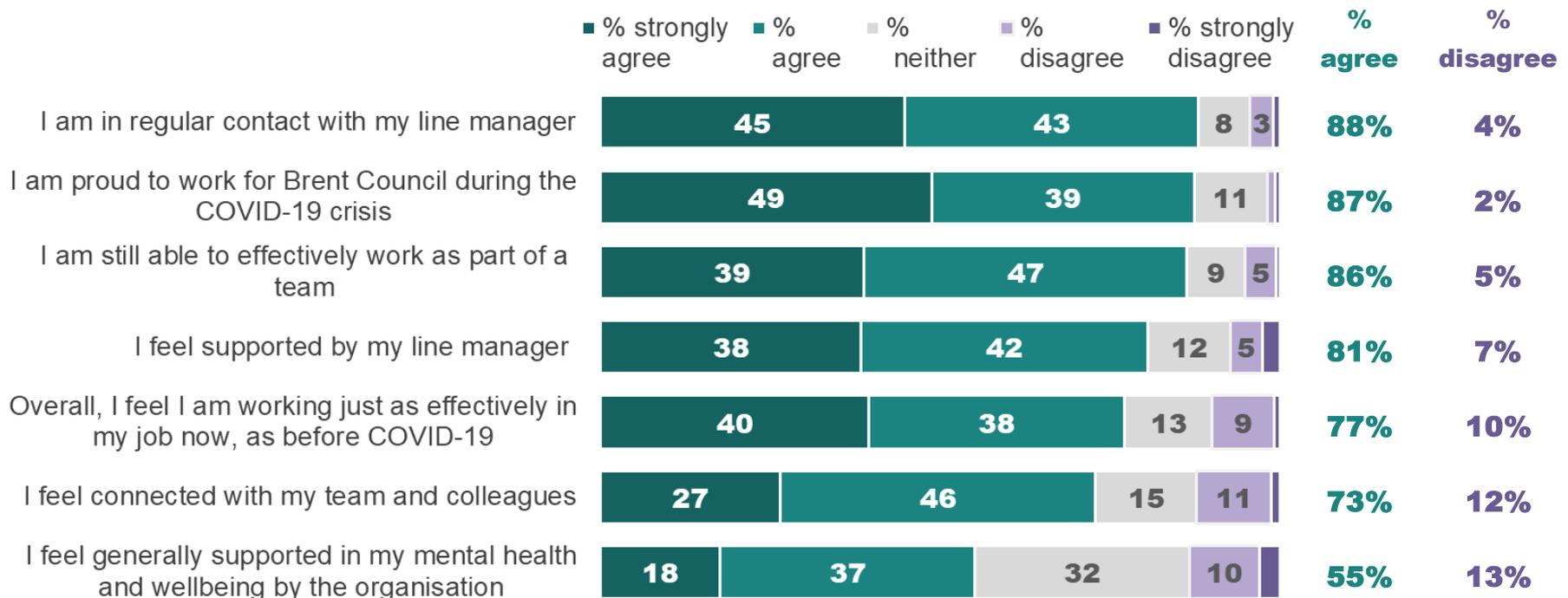
661 comments



# Work – your views

Views about work were relatively positive: there were high agreement ratings across most areas: pride in working for the council; line management contact and support; and effective team working. However, one in eight did not feel connected with their team, and one in ten felt less effective in their job now than before. There was significant ambivalence around whether people feel supported by the council in terms of their mental health and wellbeing: 32% neither agreed nor disagreed, while 13% felt unsupported.

## To what extent do you agree or disagree with the following statements about your work?

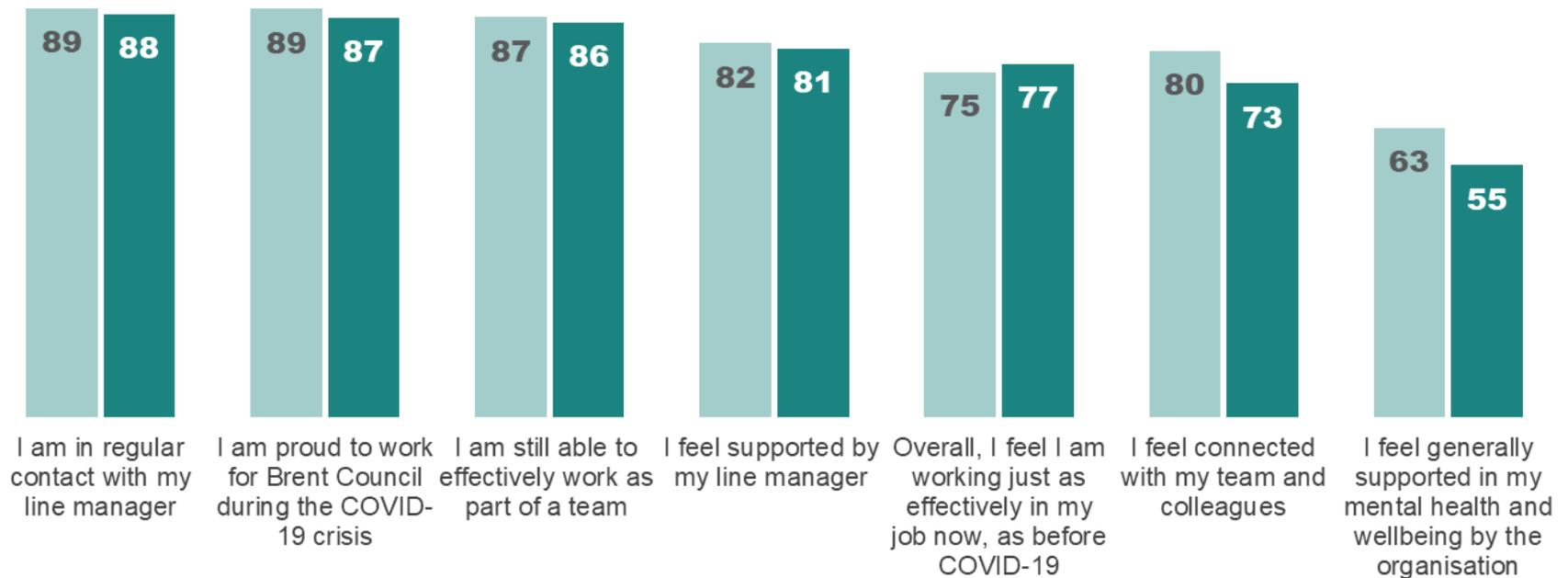


# Views about work - changes

Views about different aspects of work were quite similar to views expressed in the May survey with two exceptions: views about feeling connected and views about mental health support. The percentage of staff who felt connected with their team and colleagues fell from 80% to 73%, while the percentage who agreed they felt supported in their mental health by the organisation fell from 63% to 55%.

## To what extent do you agree or disagree with the following statements about your work?

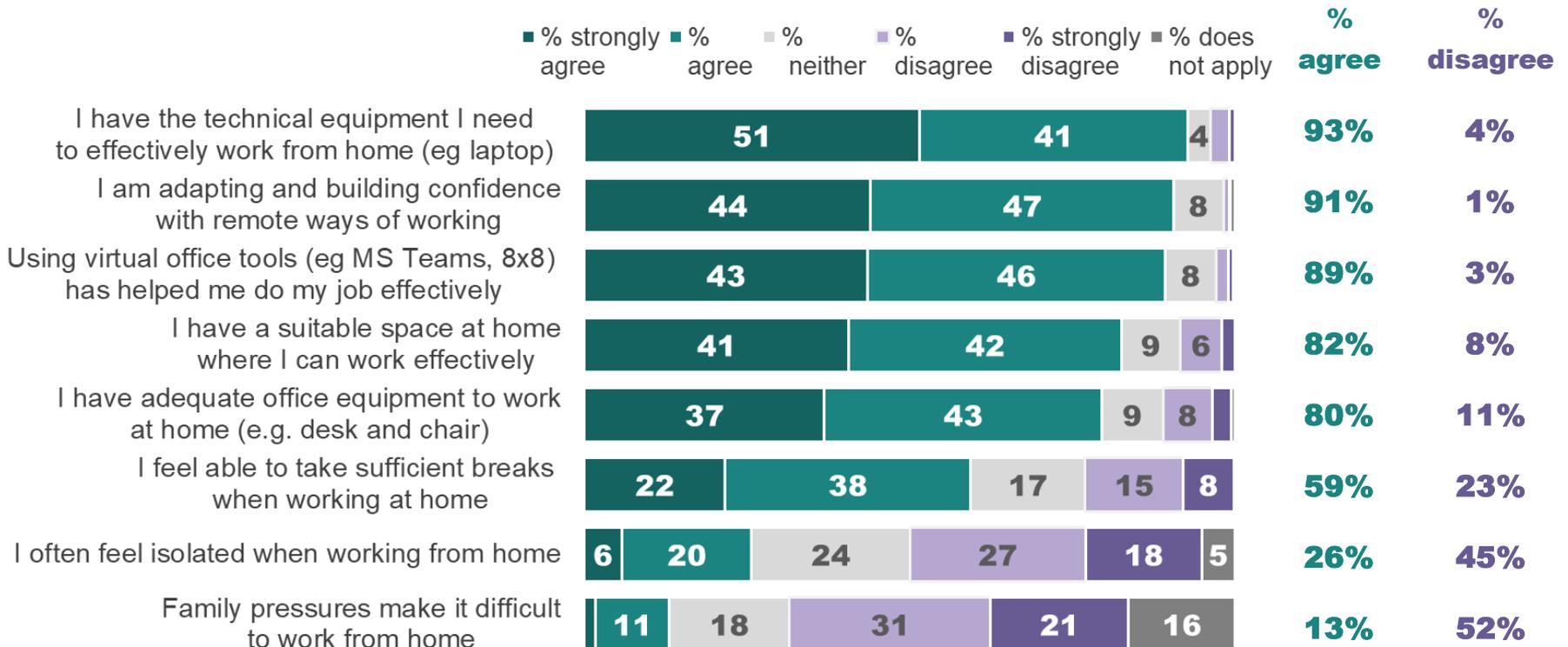
% agree (strongly agree / agree)    ■ May 2020    ■ Dec 2020



# Working from home – your views

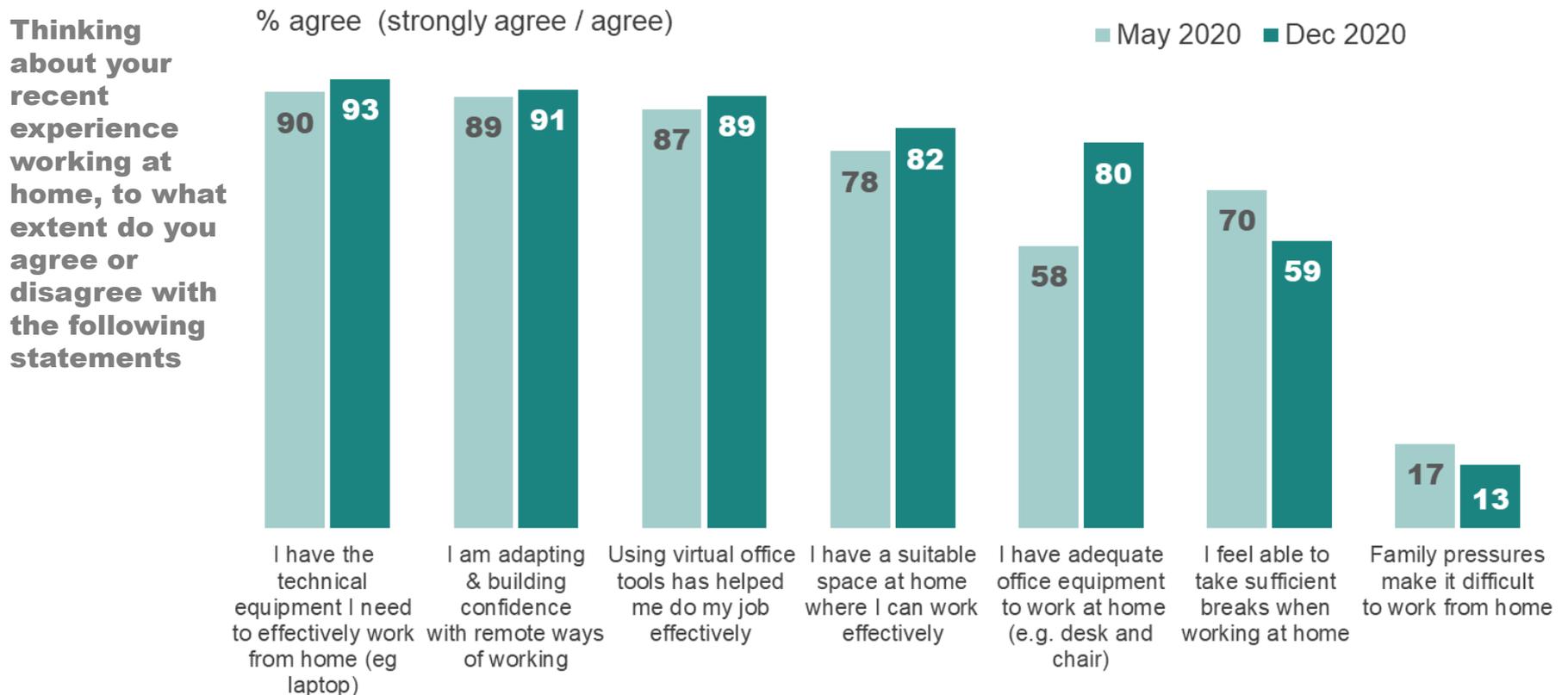
In general, views were quite positive about the working from home experience. The majority felt they had the technical equipment they needed and that virtual office tools were helping them be effective. However, the experience remains challenging for some: 26% said they often felt isolated; 23% felt unable to take sufficient breaks; 11% said they didn't have adequate office equipment; and 8% didn't have a suitable space to work effectively at home.

## Thinking about your recent experience working at home, to what extent do you agree or disagree with the following statements below.



# Working from home – changes

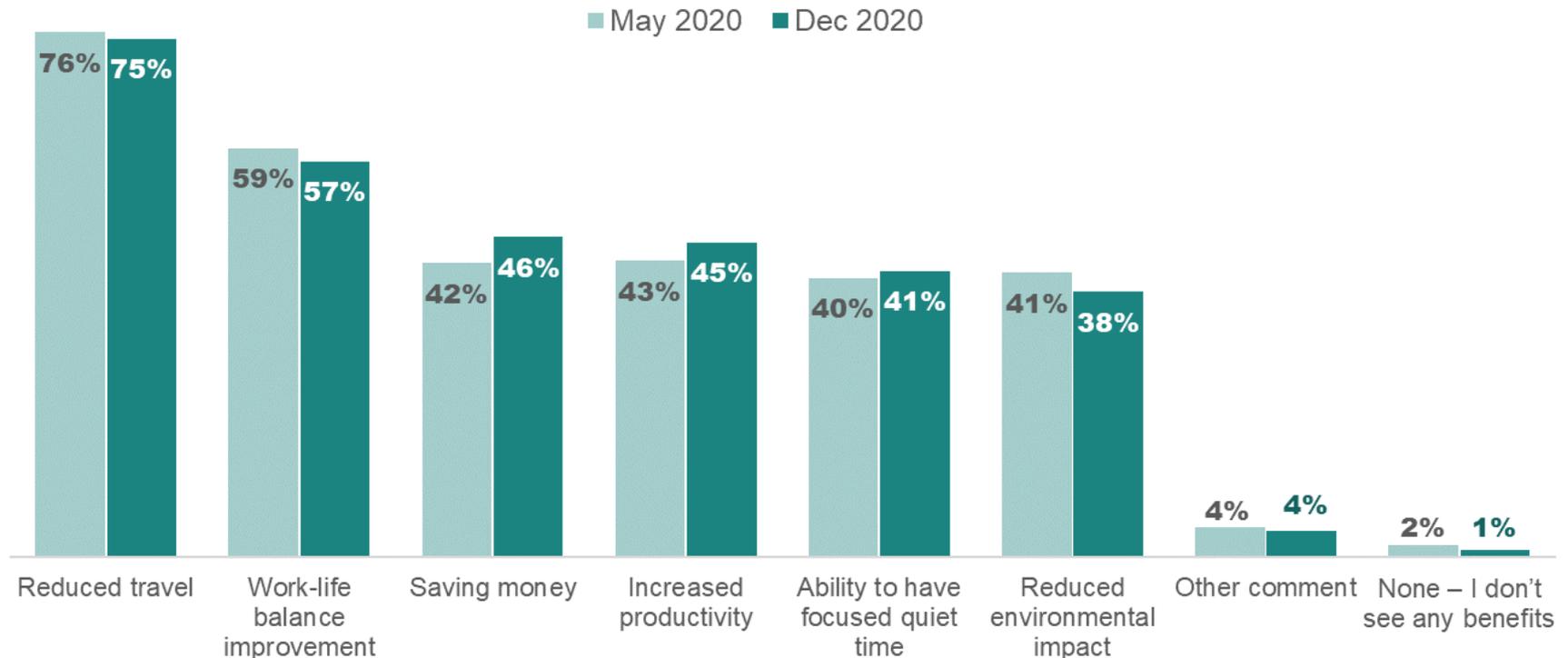
The most notable change since May was in relation to office equipment: 80% of staff agreed they had adequate office equipment, up from just 58% in May. This follows the council's office equipment initiative which ran over the Summer. Less positively, the percentage who felt able to take sufficient breaks when working from home, dropped to 59%, down from 70% in May.



# Working from home: Benefits

When asked to rate the benefits of maintaining (or increasing) levels of WfH in the future – top of the list was not having to travel to work (75%), followed by a better work-life balance (57%) – mainly due to the extra time. Other benefits included: saving money, increased productivity, the ability to have quiet time and the reduced environmental impact (38-46%). The ranking of perceived benefits is broadly similar to that recorded in the last survey.

**What, if any, do you see as the key benefits of increasing, or maintaining, levels of working from home in the future?** Choose up to three

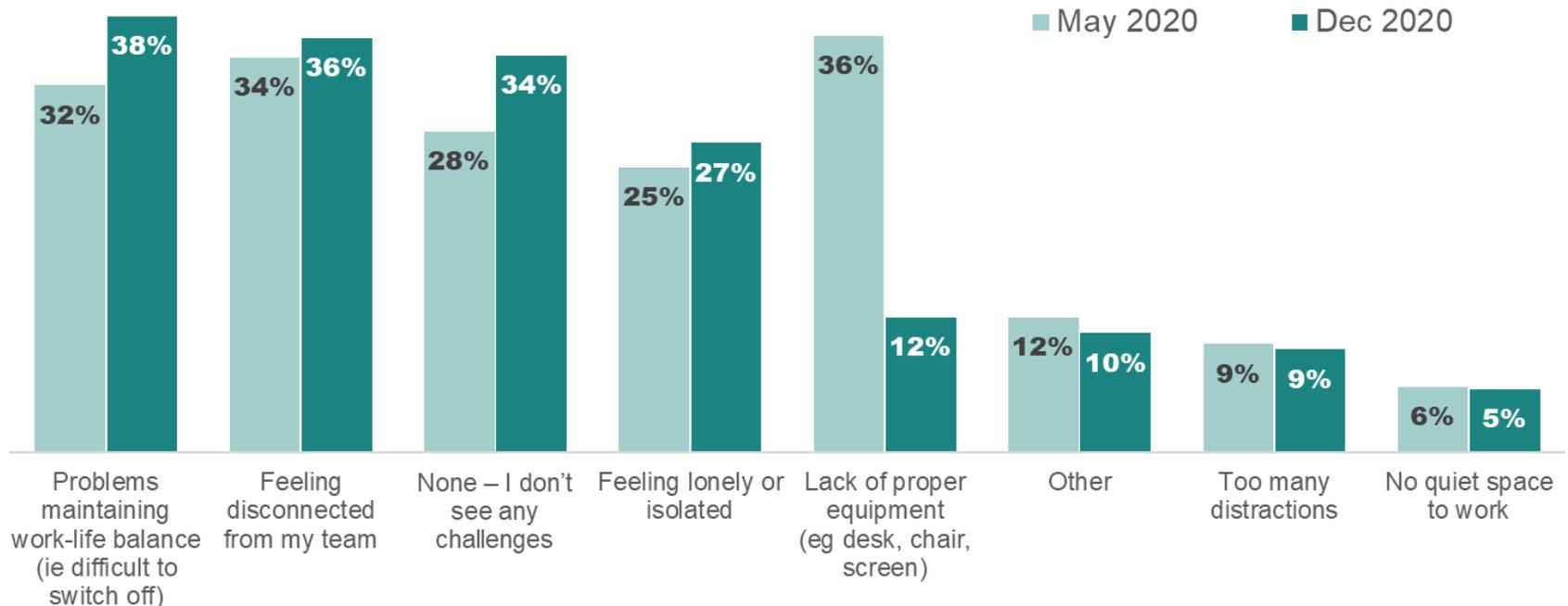


# Working from home: Challenges

The main challenges to more regular WfH were: problems maintaining a work-life balance and feeling disconnected from the team (cited by 38% and 36%). Over a quarter said feeling lonely or isolated was a concern. The biggest change since May was the sharp decline in the percentage who said lack of proper equipment was a challenge (from 36% to 12%) – as mentioned earlier, this is likely to reflect the roll out of the council’s office equipment initiative. The percentage who were struggling to maintain work-life balance increased from 32% to 38%, though at the same time, the percentage who said they didn’t see any challenges also rose (from 28% to 34%).

## What, if any, do you see as the main challenges to more regular working at home?

Choose up to three



# WfH: comments – key themes

**Please tell us if there is anything more that could put in place to help you work at home effectively?** 456 comments

## What is going well

- Many were positive, and appreciative, about the flexibility to WfH during this time
- Many wanted to continue working in this way and there were requests for more flexible work patterns going forward
- At the same time, it is clear WfH doesn't suit everyone/all roles and that choice is important
- Positive comments about the council's support, with many saying thank you for the equipment / support provided

## Equipment and ICT

- Numerous requests for office furniture and ICT equipment – some staff do not have what they need
- Some reported delays in obtaining equipment. Also, number of requests for printing/mail services and stationery
- Some staff experiencing ICT problems: connection problems/slowness/crashing, cameras not working etc
- Importance of ICT stressed in terms of infrastructure and support – seen as essential to effective WfH
- Some staff requested help with bills (ie utility bills and internet costs)

## Switching off and breaks

- Many reported it was difficult to take regular breaks / or to remember to take breaks
- Others found it difficult to switch off and maintain separation/balance between home and work
- Suggested that council needs to be more proactive in promoting breaks / tackling the overworking culture
- Suggestions included: automatic computer alerts to remind people to take a break and meetings etiquette (eg avoiding lunchtimes and not booking meetings back to back)

## Team interaction

- Staff stressed the importance of regular virtual catch ups given the increased WfH
- Many missed the more informal/social catch ups that face to face contact provides. Suggestions included: virtual coffee catch ups, lunches and social events / activities as well as face to face 'team days' when restrictions lift

# WfH: some of your comments...

**Please tell us if there is anything more that could put in place to help you work at home effectively?** 456 comments

Reminders to staff to respect that you are still allowed breaks and may not always be immediately available.  
Microsoft Teams etiquette

I am very grateful for my screen, keyboard and chair, it has made such a difference

Encourage informal interactions via Teams

I was not able to order a chair in the first round, as I was a new member of staff, ...would be useful to allow ad hoc orders of equipment

I have everything I need and the council have offered solution to others re office equipment, I think the support offered has been brilliant

I feel that working from home has given me more time to plan my day and work load with less distraction from being in an office

Recognised breaks without feeling guilty for getting a cup of tea or lunch

Improve very slow servers which slow us down considerably when working from home, help with poor wifi connections (make boosters available?)



Flexibility and understanding that working from home is extremely effective, through Covid and beyond. Understanding that working from home allows working parents to balance life far more effectively, leading to a more productive workforce

At the moment none as I have all the equipment. I just miss human contact

I think we could review our HR offer, with them being more pro-active sharing good practice about remote working

To have the ability to scan and print documents at home

Lower workload - this would make the experience less stressful and isolating

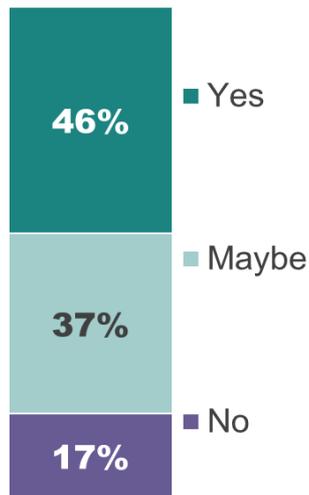
The experience of being present in the office is one that can't be replicated

Additional allowance/ financial support with gas, electricity and wi-fi bills

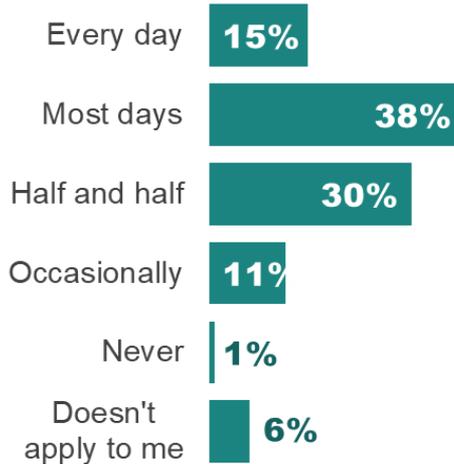
# Flexible working

- The majority of staff (93%) have worked from home in recent months and most were interested in working more flexibly in the future. More than half said they would like to continue WfH either most of the time (38%) or every day (15%), and a further 30% said a 50/50 split would suit.
- Since the first lockdown in March, almost one quarter of staff had been back to their workplace on a regular basis and around half had been back occasionally. The remaining 27% had not been back at all.

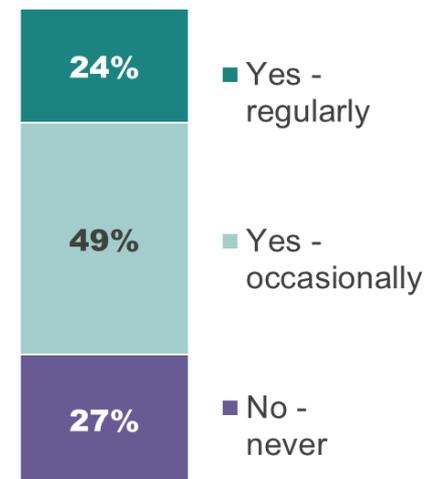
In the future, would you want to work a more flexible pattern (eg working outside 'core hours')?



Thinking about the future, when the pandemic is under control and things are back to normal, how often would you ideally like to work from home?



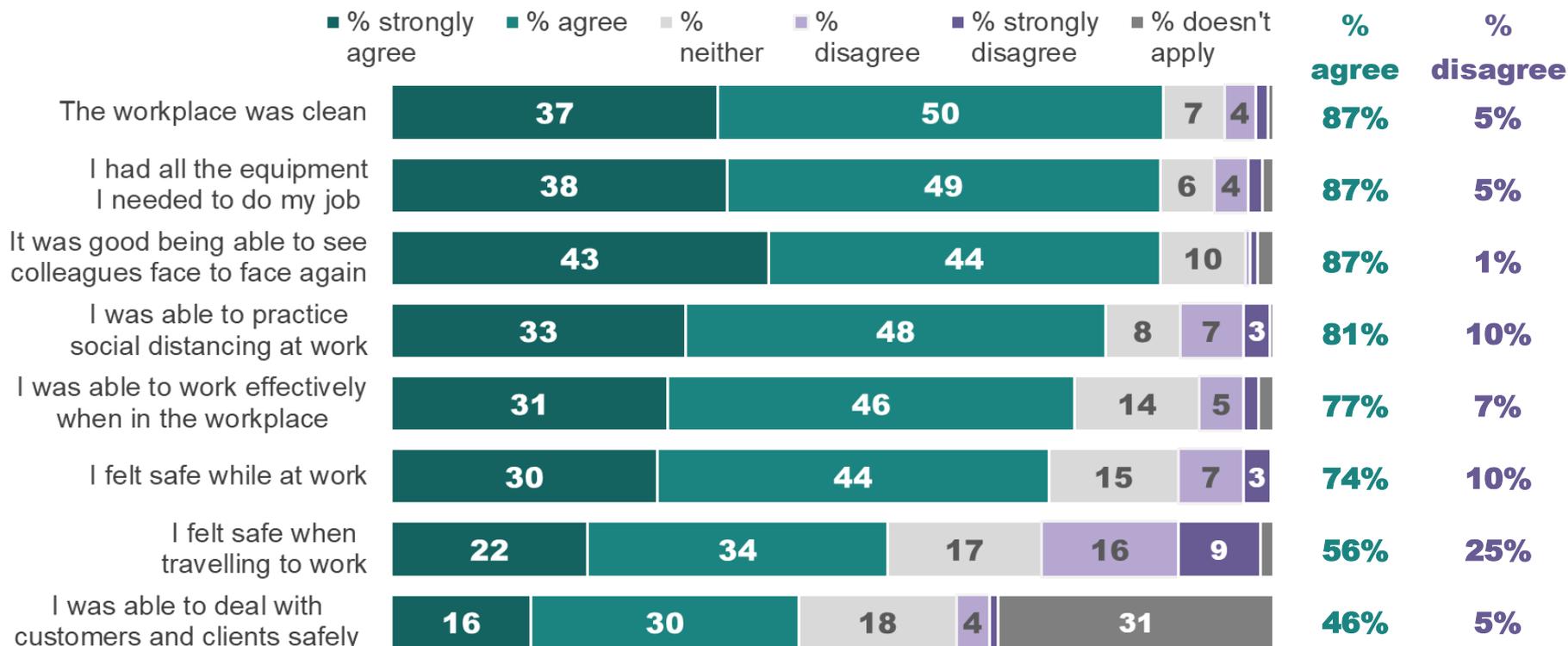
Since the first lockdown in March, have you been back to your normal place of work (ie the office or your usual workplace)?



# Returning to the workplace – your experiences

On returning to the workplace, the majority of staff felt the workplace was clean, enjoyed seeing colleagues again and said they had the equipment they needed. The biggest area of concern was travelling to work – only 56% agreed they felt safe while travelling. One in ten said they did not feel safe at work and a similar proportion indicated they were not able to practise social distancing.

**Thinking about your recent experience in the workplace, overall, to what extent do you agree or disagree with the following statements:**



# Returning to the workplace: key themes

**Is there anything you would like to see changed, or improved, that would improve your experience in your workplace?** 392 comments

## The office space

- Many felt the council had done a good job in making the office space feel safe
- Numerous comments about ICT equipment not working or things missing (eg mice, cables, keyboards).
- Some anxiety about hot-desking and confusion about protocols / rules (ie who can/should sit where)
- Noise was an issue for some (with people on MS teams calls in office)
- Suggested, as more return, quiet /dedicated spaces may be required for working / confidential conversations
- Some found the civic centre quite cold while others wanted re-assurance that the ventilation systems were safe

## Safety

- Numerous requests for more hand-sanitisers / wipes to be made available at desks and, generally, at more locations
- Ensure that staff have easy / ready access to PPE and that there is consistent policy in place about use
- Importance of cleaning stressed, some felt more regular cleaning was needed especially in toilets and kitchens
- Staff did not always feel able to maintain social distancing - lack of space or due to other staff not adhering to the rules
- Concerns about ensuring safety when working face to face with customers and visiting clients. Some felt PPE was inadequate while others were concerned when having to deal with customers who refused to follow the rules
- Suggested that more was needed to implement rules, and to remind staff and customers to follow them

## Travelling / returning to workplace

- Significant concern about travelling on public transport
- Many staff felt safer driving to work and requested help with parking (eg free/subsidised parking for staff, permits)
- Suggested that staggered hours/flexible working could assist in avoiding busy times (both on transport and in office)
- Felt important that vulnerable staff were protected and not pressured to return to workplace

# Returning to workplace: some of your comments...

## Is there anything you would like to see changed or improved that would improve your experience in your workplace? 392 comments

There have been quite a few monitors not working/with missing cables to connect to the laptops... I have had two experiences where I have had to try 4 or 5 different desks to find a working monitor

No. I think facilities have done an incredible job making the civic safe. It feels good to go back into the office occasionally

More signs displayed about social distancing, masks, washing hands and stating that customers must NOT enter the building if they have any potential covid symptoms

Having wipes available to clean work stations before and after use. Hand sanitiser dispenser on every floor would be good similar to the ones on the ground floor as you enter the civic

Electronic booking systems, zones for different staff groups to stop cross bubble infection risk

PPE available at the Civic Centre for pick up

Many colleagues at BCC don't take social distancing seriously, eg stand very close to you without a mask. Better communications about the importance of doing so

Workplace is safe. Its just customers. Some of them don't maintain distance or refuse to do Track and Trace and wear a mask and all that becomes challenging

More private space as now most meetings are on Teams. This is difficult in the open office, particularly when it is so quiet

There was quite a lot of pressure from senior management to start to come in when the initial lockdown was eased, which made me feel uncomfortable, and seemed unnecessary as I felt I was working from home effectively

Generally speaking Covid pandemic makes being in a shared office environment a concern

staff that are using public transport should have flexibility to avoid busy hours

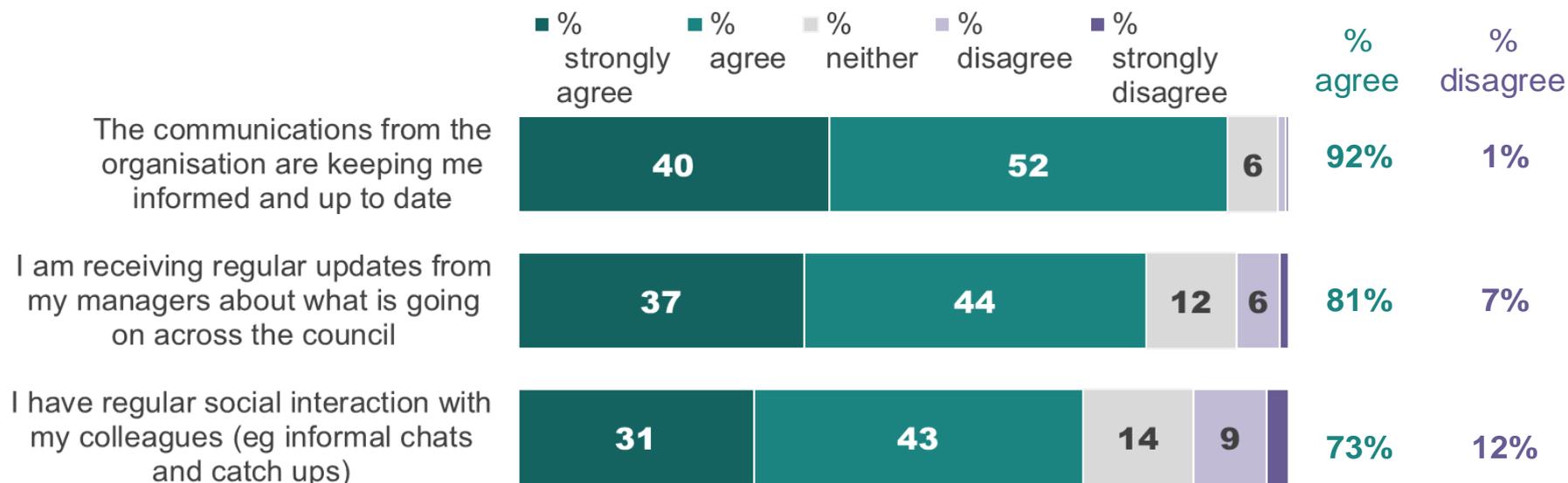
Each desk space formally separated and protected by screens to form a cubicle that allow for a protective barrier preventing contact with others. Employees still sit very closely together not adhering to social distancing



# Feeling connected

- Staff remain very positive about the effectiveness of communications during this period: 92% felt communications were keeping them informed and up to date – an increase of 4 points since May. The majority (81%) felt their managers were keeping them updated about what was going on – close to the level in May (79%).
- Views were a bit more mixed about social and informal interaction with their colleagues – 73% agreed they had regular social interaction (such as informal chats and catch ups), while one in eight (12%) disagreed.

## To what extent do you agree or disagree with the following statements about feeling connected?



# Feeling connected: comments – key themes

## What else could be put in place to make you feel more connected and informed?

463 comments

### Communications

- Staff very positive (and appreciative) about the range of corporate communications they are receiving
- In particular, the weekly videos, Q&A sessions and recent online events (eg CYP conference,) have proved popular
- Many said they felt connected and well informed, some even said more so than before
- Suggestions included: corporate videos from different locations, more departmental/service level communications, and more of a focus on updates about frontline services

### Team Interaction

- Staff generally positive about how virtual office tools have enabled them to stay connected while working remotely
- Strong emphasis on need for regular catch ups and team meetings while WfH
- While many said they have regular team meetings, and feel connected to their team, some others felt they needed more frequent meetings, and better support / contact from their managers
- Many were missing informal / social interactions with their colleagues, and others across the council
- Suggestions included more virtual social activities eg games, wellbeing / exercise sessions, coffee / lunch catch ups
- Many also emphasised that face to face meet ups / team days were important

### Other concerns and issues

- Staff made various suggestions about things they wanted more information about going forward. These included information about: the council's future priorities and plans, wellbeing initiatives and information about covid
- While most staff receive communications virtually, some staff requested updates via newsletters
- Some suggested that comms could be better streamlined – as there are a lot of different ways to receive information

# Feeling connected: some of your comments...

## What else could be put in place to make you feel more connected and informed?

463 comments

The internal comms has been excellent throughout. I know more about what's happening than when working in the office

Very happy with the weekly director's videos that make us feel valued - please more information further down the chain

More updates from managers about news from the department and organisation, which may not be covered in the corporate comms

I think Brent are doing well keeping staff informed

Feel that a lot of info/updates are geared to those still working from home and not acknowledging the people who have been back on the frontline

More opportunities to meet informally with colleagues, this can be difficult when we all working at max. capacity

One option is could we do some officer level 'vlogging' so people can see more of what's happening day to day



A Team Lunch via Teams for a general catch up as unable to meet up during lockdown. Some staff are new and have never met each other face to face

We are regularly informed with the work related things. We need more team building time. I don't feel connected to my team

I feel very connected. My team keeps in contact as a team, and on an individual basis every week. We have become closer as a team.

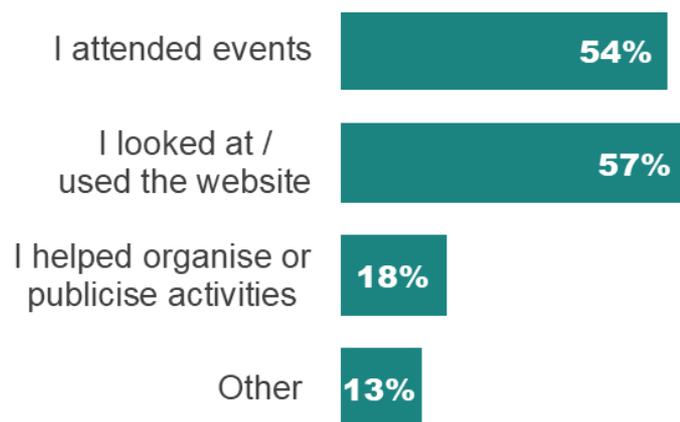
There area a lot of information streams - email, Yammer, intranet. I think it needs to be streamlined rather than expanded.

All teams should have a day when that team comes into the office. This will be great to see colleagues face to face and also have dynamic team meetings with shared food/drinks

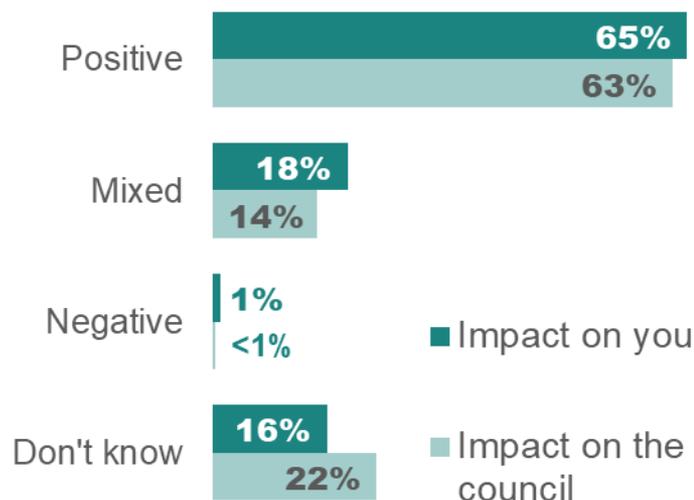
# Brent 2020 – London Borough of Culture

One in five (21%) staff said they had been involved in the London Borough of Culture (BOC) in some way. Two thirds said their involvement had had a positive impact on them, while 18% described their views as mixed and 16% said they didn't know. When asked about impacts on the council, views followed a broadly similar pattern. Written comments suggest some of the ambivalence expressed might reflect the fact the pandemic had limited the potential reach of the event and affected the level/nature of staff involvement.

## Please tell us how you were involved?



## Has Brent 2020 Borough of Culture had a positive or negative impact on you / on the council?\*



\* Full question wording: Has Brent 2020 Borough of Culture had a positive or negative impact on you? eg morale, skills in using culture as a way of engaging culture, work load; Has Brent 2020 Borough of Culture had a positive or negative impact on the council? eg learning about creative or open methods of consultation, cross departmental working, new relationships with communities

# LBOC impacts: comments – key themes

**Has Brent 2020 Borough of Culture had a positive or negative impact on you / on the council** 315 comments

## Impacts on staff / residents

- Provided a celebration and appreciation of cultural diversity
- Improved understanding and awareness of different communities in Brent
- Promoted a sense of pride in working for the council and helped boost morale
- Increased profile of Brent's cultural history and improved knowledge about Brent as a place
- Many said they enjoyed particular events (eg opening ceremony, No Bass Like Home)
- Personal impacts included: widening horizons, meeting new people and learning new skills

## Impacts on council

- Many felt LBOC had strengthened the council's relationships and engagement with different communities
- Others felt the event had promoted / encouraged cross-team working across the council, though some felt connections with departments could have been better.
- Some said they felt LBOC had strengthened the council's reputation / provided good publicity

## Impact of pandemic

- Many felt it was unfortunate the pandemic had limited the potential reach / impact of activities, many of which had to be online. At the same time, others commented on how well the team had adapted the events / coped in difficult circumstances
- There was some ambivalence about impacts generally. This was due to staff feeling not well enough informed to give a view one way or the other, and the acknowledged impacts of the pandemic on proceedings as well as on the level/nature of involvement staff were able to have

# LBOC: some of your comments...

## Has Brent 2020 Borough of Culture had a positive or negative impact on you / on the council 315 comments

Its been an amazing and interesting programme of events. An uplifting diversion in a difficult year. No Bass Like Home was particularly good

It was a chance to openly discuss different cultures and how they experience the world. Opened up other forums

It has been a great initiative to be able to celebrate the culture and history of the borough. It's a shame that pandemic has halted some of the activities scheduled

I attended events where I came across people and cultures I have never encountered before

It's helped me learn so much more about Brent, its history and community

It gave a boost to my teams, which increased morale and productivity

It was great to be part of something so big and with Brent at the centre of it. I felt pride in working for the BoC

It started so well but unfortunately was severely impacted on by the pandemic. A shame we cant repeat the year

The event has continued in a different way so I think that's a really positive step - that we didn't ditch the whole idea but instead made changes to its delivery

it would be great if some of the planned events could go ahead when allowed

LBOC has been great for the young people engaged with it and has really energised young people we have been working with

I think it brought creativity to the council and fully opened up new relationships with communities

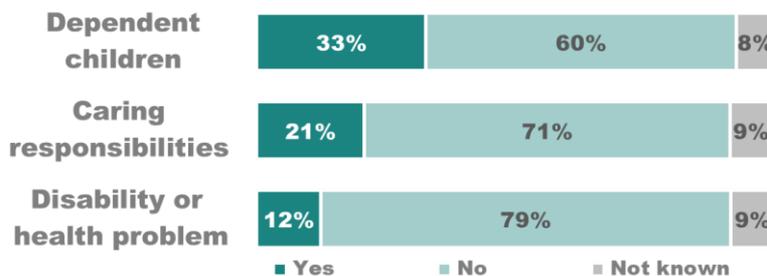
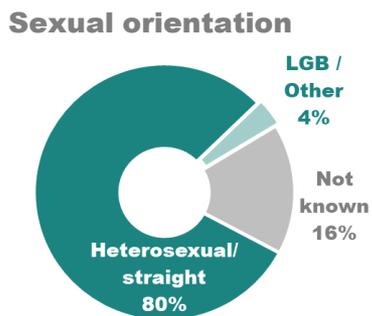
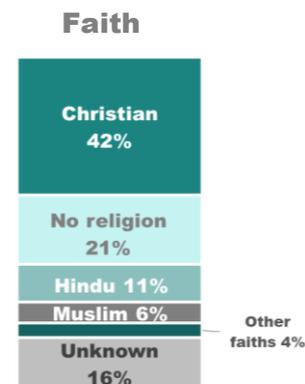
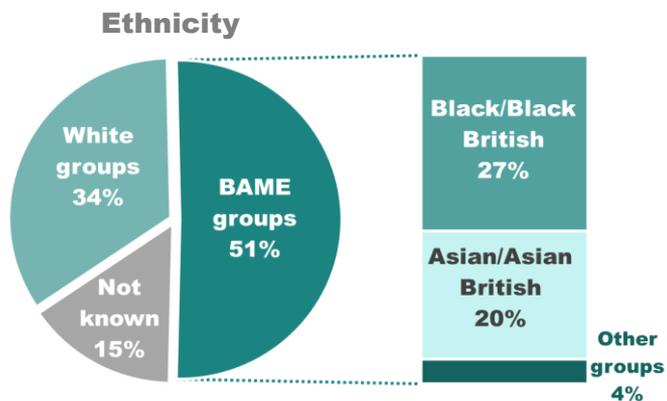
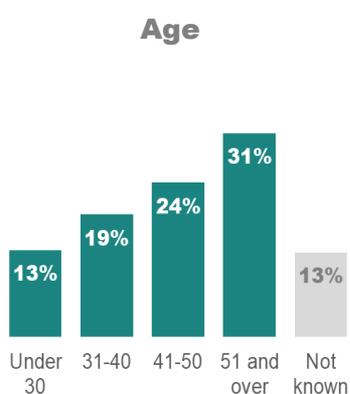
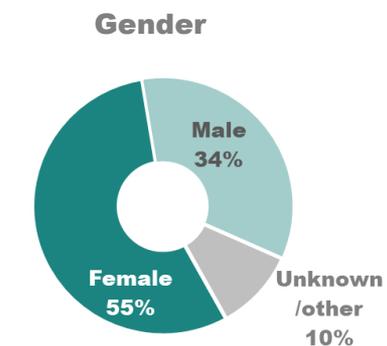
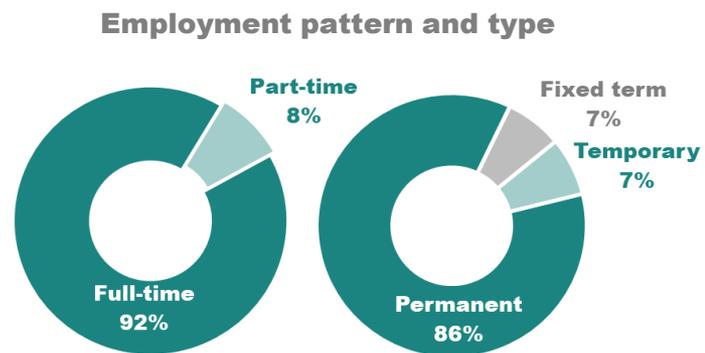
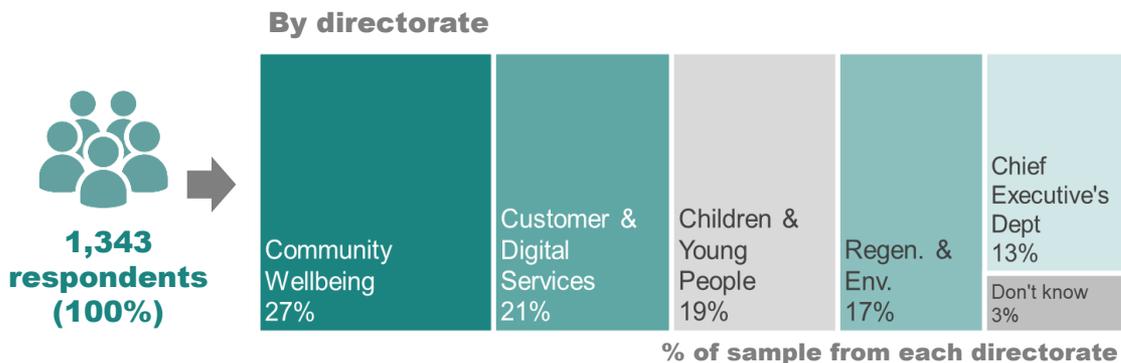
Connected the council better with its community. Especially the young

Colleagues who would not normally work together have collaborated on work. This has been positive for the council

I do feel there was some lack of thinking about how the projects would work with existing services



# About you – profile of respondents



Source: Brent Staff Wellbeing Survey 2020 (Dec)  
Sample base: 1,343.

Notes: Percentages are rounded to the nearest percentage point, so may not always sum exactly to 100. 'Unknown' denotes cases where respondents ticked 'prefer not to say' or left the question blank.

Definitions: Dependent children refers to dependent children aged 18 and under. Caring responsibilities refers to caring responsibilities other than parenting.