BTC office Staff Survey

This survey will help us understand what is working well, where support is needed, and how we can improve the staff experience. It is a part of our review of the working arrangements that we commenced earlier in the year, and we hope to conclude by the end of 2026.

Your responses will be used to identify strengths, address challenges, and shape practical actions that improve the workplace.

This survey is intended to be anonymous and there is no need to identify yourself.

Please answer honestly and constructively. Individual responses will be treated confidentially wherever possible, and results will be reviewed in aggregate to identify key themes.

Please return to Chairman of Council in the stamped addressed envelope provided by 8th October.

Thank you for taking the time to complete this staff survey.

How to Complete the Survey

For each statement, please select the response that best reflects your experience. Unless otherwise stated, use the following scale:

Rating	Meaning
1	Strongly disagree
2	Disagree
3	Neither agree nor disagree
4	Agree
5	Strongly agree

Section 1: Engagement and Motivation

1. I feel motivated to do my best work.
2. I understand how my role contributes to the organisation's goals.
3. I feel my work is recognised and valued.

Open question: What helps you feel engaged and motivated at work?

Section 2: Leadership and Management

1. My manager supports me to do my job well.
2. Colleagues communicate clearly about priorities and decisions.
3. Managers act on staff feedback where possible.

Open question: What could managers or leaders do to better support staff?

Section 3: Workload and Wellbeing

1. My workload is manageable.
2. I have the resources and tools I need to do my job effectively.
3. I am able to maintain a healthy work-life balance.
4. I feel comfortable raising concerns about stress or wellbeing.
5. The organisation takes staff wellbeing seriously.

Open question: What would improve your workload, wellbeing, or working environment?

Section 4: Communication and Collaboration

1. Communication within the team is effective.
2. I feel included in relevant discussions and decisions.
3. Colleagues work together constructively to solve problems.

Open question: What would improve communication or collaboration across the organisation?

Section 5: Development and Progression

1. I have opportunities to learn and develop in my role
2. I understand what skills I need to progress.
3. Training and development opportunities are accessible and relevant.

Open question: What training, development, or career support would be most helpful?

Section 6: Culture and Inclusion

1. I feel respected at work.
2. The workplace is inclusive and welcoming.
3. I feel comfortable sharing ideas or concerns.

Open question: What could we do to strengthen our workplace culture?

Section 7: Overall Feedback

1. What is working well at the moment?
2. What is one thing we should improve?
3. If you could change one thing about your experience at work, what would it be?
4. Is there anything else you would like to share?

Thank You

Thank you for sharing your views. Your feedback is important and will help us identify clear priorities for improvement. A summary of key themes and intended actions will be shared after responses have been reviewed.

Please use the SAE enclosed and return by 5th October