Data analysis for incidents 2023/24

This analysis focuses on incidents that occurred during 2023/24 across all areas of SDNPA and compares this data with previous years, it also highlights notable trends across 6 years of data.

The total number of incidents slightly decreased from previous year, dropping from 39 to 37 incidents. This suggests a need for continued attention and effort in ensuring that staff report incidents to ensure that we maintain a safe work environment, although the slight decrease is a positive indication of the effectiveness of current safety measures.

Out of the 37 incidents, 24 were accidents. While this represents a slight decrease in the number of accidents compared to the previous year's count of 28, it is essential to put this into perspective with the overall trend observed over the six-year period. The number of accidents reported this year is still significantly lower than the highest recorded count of 49 accidents in the 2018/19 year. This suggests that the safety measures implemented (training, risk assessments and workplace inspections) in recent years had a positive impact on reducing accidents in the workplace.

While there has been a minor decrease in the total number of incidents and accidents, the organisation's commitment to workplace safety continues to generate positive results over the years. Continued emphasis on reporting near misses and addressing the common incident types at the H&S committee will further contribute to the goal of maintaining a strong safety culture and preventing future workplace incidents.

Additionally, the data shows that there were 13 near misses reported, an increase from the previous year's count of 11. This rise is a positive trend, as near misses play a crucial role in identifying potential hazards and preventing accidents. The continued reporting of near misses demonstrates the commitment of our staff towards maintaining a safe working environment. Our Health & Safety Consultant has observed that this is a very healthy ratio of reported near-misses, compared to other NPAs.

Year	Total number of incidents	Number of accidents	Number of near misses
2018/19	67	49	18
2019/20	57	39	18
2020/21	28	6	22
2021/22	34	23	11
2022/23	39	28	11
2023/24	37	24	13

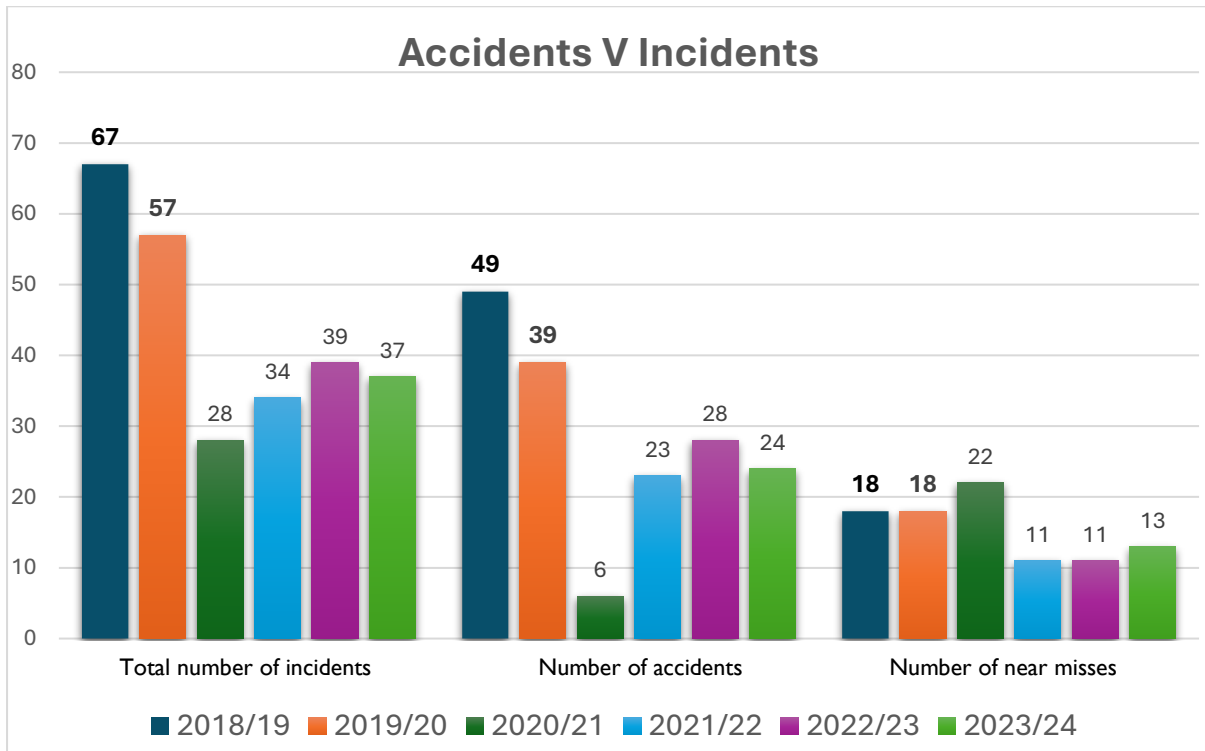Fig 1 Table showing accidents Vs Incidents for the last 6 years

Fig 2. Bar chart displaying accidents Vs Incidents for the last 6 years

The breakdown of incidents by type reveals that slips/trips/falls, bumps/bruises, and cuts/grazes remain the most common incidents. New incident types such as allergic reactions have also been reported. Notably, one allergic reaction was related to food purchased at Seven Sisters Country Park (SSCP) by a member of the public. An investigation confirmed that staff had followed all procedures correctly. The individual who experienced the allergic reaction had a newly identified allergy, which was not previously known by the purchaser. This incident highlights the importance of continuous communication regarding allergies and reinforces the need for thorough procedures to manage such risks.

In addition to this, efforts have been made to consolidate and enhance the knowledge of volunteers to further improve safety practices. Through implementation of periodic catch-up meetings, organised by area teams on a quarterly and/or six-month basis, ranger teams can remind volunteers of organisational policies and safety procedures.

Type of incident	Number of incidents
Near miss	13
Slips/Trips/Falls	6
Bumps/bruises	4
Allergic reaction	2
Verbal Abuse	1
Insect bite/sting	2
Cuts/Grazes	3
Existing medical condition	1

Damage to property (non SDNPA)	2	
Damage to property (SDNPA)	3	
Total	37	

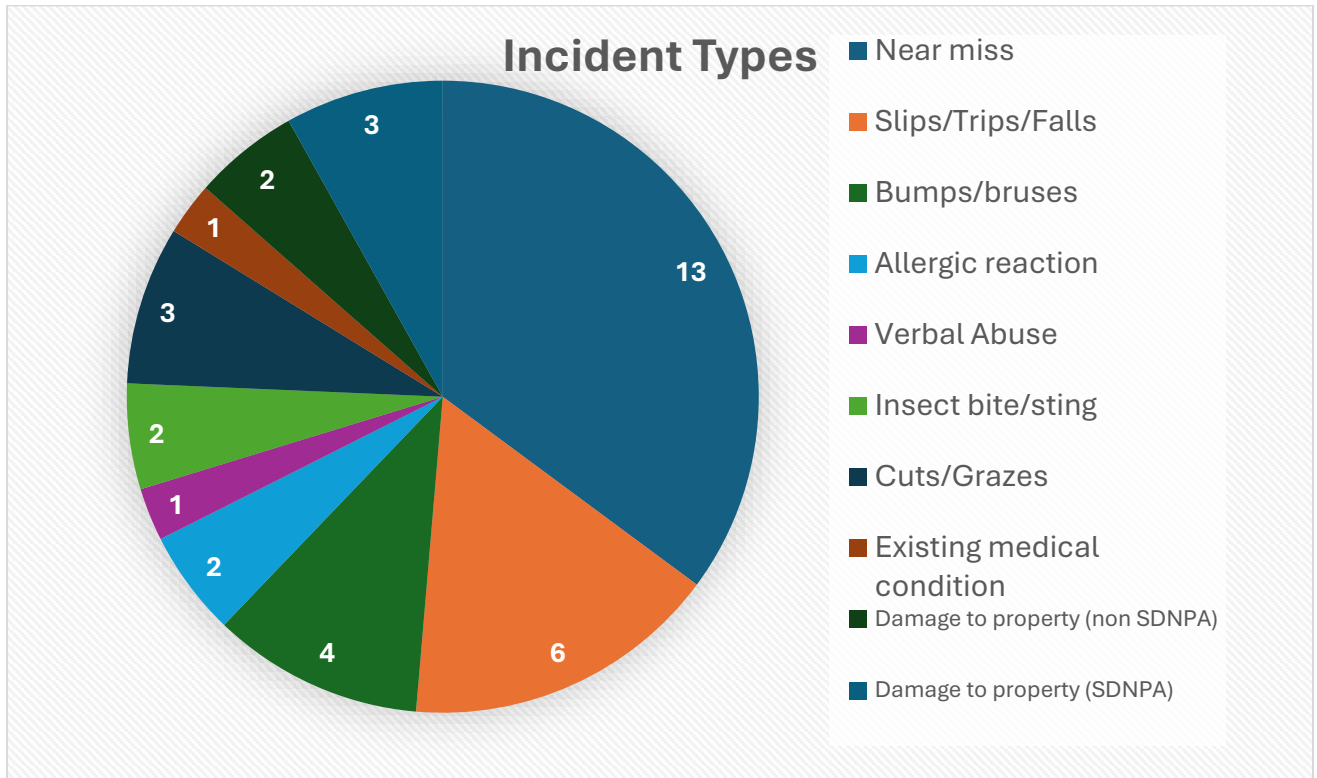Fig 3. Table showing number of incidents reported per type

Fig 4 Pie chart - Incidents by type

In terms of incident locations, Seven Sisters Country Park (SSCP) and the Eastern Downs reported the highest number of incidents, with 11 incidents each. It is important to note that the higher number of reported incidents in these areas does not necessarily indicate that they experienced more incidents than other areas, but rather may reflect their effectiveness in reporting and documenting incidents. The higher reporting rates suggest that SSCP and the Eastern Downs have robust reporting practices in place, which contribute to more comprehensive incident tracking and management. This proactive reporting approach ensures that potential risks are identified and addressed promptly.

Area	Number of incidents
Eastern Downs	11
Western Downs	5
Central Downs	6
SDC - Midhurst	4
SSCP	11

Total	37

Fig 5 Table showing number of incidents reported per area
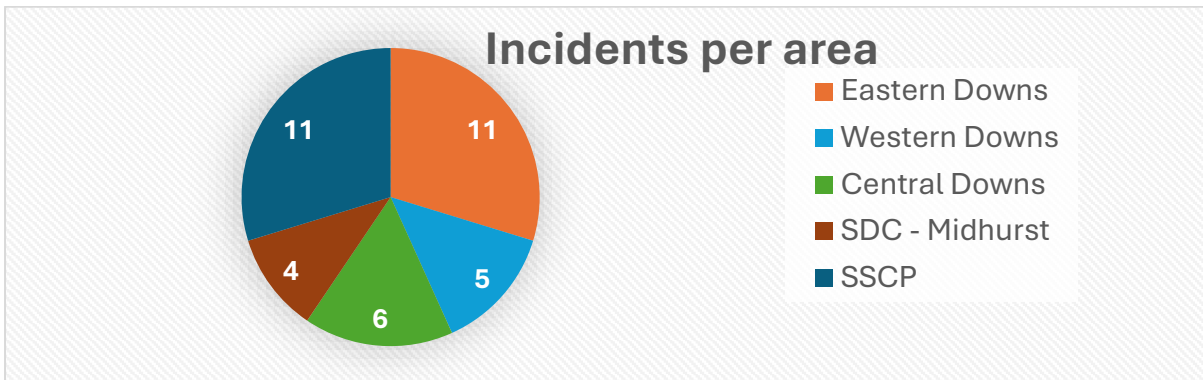
Fig 6. Number of incidents reported per area

Most reported incidents involved employees, with a total of 20 cases. Volunteers accounted for 11 incidents, and the "Other" category, which includes members, contractors, and the public, accounted for 6 incidents. This distribution is consistent with the patterns observed in previous years, suggesting that the ratio between employee and volunteer incidents remains relatively stable over time.

Status	Number of incidents
Employee	20
Volunteer	11
Other (includes members, contractors and public)	6
Total	37

Fig 7. Table showing number of incidents reported per status
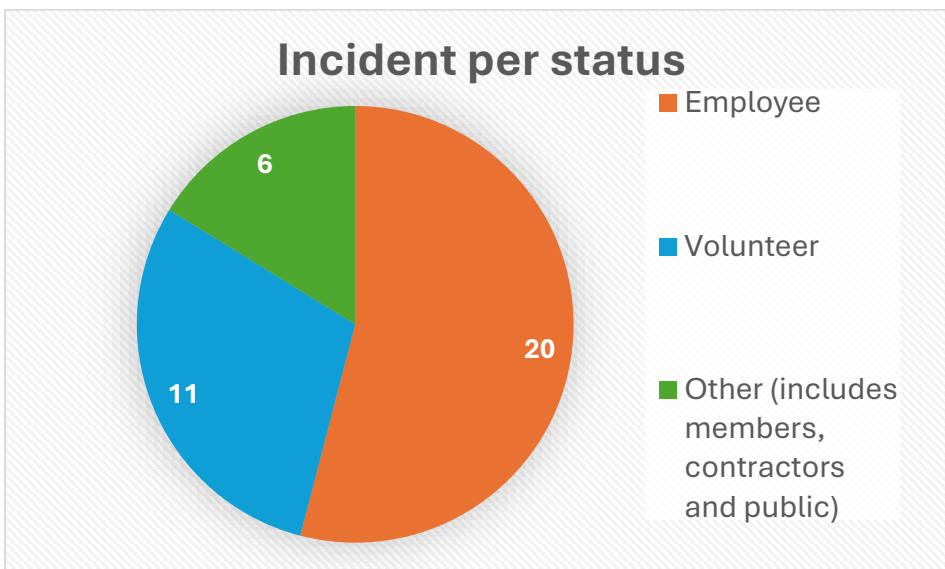
Fig 8. Pie chart showing number of incidents per status

Considering the nature of the SDNPA's work, which involves a variety of outdoor and potentially hazardous activities (usage of power tools, manual handling), the total number of incidents reported (37) was relatively low. This is particularly notable given the diverse and physically demanding nature of the roles performed across the National Park. When analysed relative to the volume of work hours and the complexity of tasks undertaken, the incident frequency reflects a commendable safety performance. It is also worth noting that no incidents required reporting under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). The absence of RIDDOR reportable incidents is significant and indicates that while there are occasional accidents, they are generally not severe enough to warrant regulatory reporting.

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Data analysis for sickness absence 2023/24

Absence levels have remained fairly consistent over the last 4 years. with exception of 2020-21 where a significant drop in sickness absence was noted. This was attributed to under reporting during the Covid-19 pandemic as staff were mainly working from home and social distancing resulted in less transmitting of infections. There is a slight drop in short term absence this year. We actively promote the reporting of sickness absence through our management system.

The table below (table 1) shows average number of days sickness over the last 4 years.

Table 1 - average number of days sickness over the last 4 years

	2020-21	2021-22	2022-23	2023-24
Average no of days	2.92	4.48	4.5	4.3
Average no of days (exc long term)	1.72	3.53	3.3	2.5

The table reports average number of days including and excluding long-term absence (absence period lasting more than 4 weeks).

According to the Chartered Institute of Personnel and Development, the average number of days lost to sickness absence in 2023 was 7.8 days.

Table 2 below shows a comparison of sickness absence for SDNPA, other NPAs and the UK

	2020/21	2021/22	2022/23	2023/24
SDNPA (av no of days)	2.9	4.48	4.5	4.3
NPAs (av no of days)	2.8	4	4.75	4.8
UK (av no of days)	5.8	4.46	5.7	7.8

We have also included in the table below (table 4) details of sickness absence per illness over the last 4 years.

Table 3 – number of days lost to sickness absence over the last 4 years

Category of sickness	2020/21	2021/22	2022/23	2023/24
Back and neck	40.5	18	6.5	<5
Allergic reaction	<5	12	0	<5
Surgery / medical appointments	29	<5	35	0
chest/respiratory	20.5	23	27	44
cough/cold	33.5	96	102	86
digestive/stomach	33	48	42	53
ear, eye, nose and mouth	10	14	<5	24
Genito-urinary	<5	31	<5	0

Category of sickness	2020/21	2021/22	2022/23	2023/24
headache/migraine	12	16.5	24	18
Heat Exhaustion	0	0	0	0
Musculo-skeletal	<5	78	31	133
non-work related injury	0	0	31.5	0
Other	13.5	34.5	20	8
Major illness (e.g. cardiac/MS/ME)	0	<5	27.5	94
Pregnancy-related	41	<5	0	0
MH – Anxiety	0	15.5	0	59
MH - Depression	0	0	101.5	13
MH - non-work related stress	99	32	7.5	37
MH - work related stress	<5	0	0	0
MH – fatigue	13.5	<5	<5	0
Viral infection	0	13	14.5	7
work related injury	0	12	0	0
Covid	65	204	193	52
	420.5	**658.5**	**667.5**	**630**

Coughs, colds and gastric conditions continues to be the most commonly reported reason.

The number of days lost to Covid has dropped significantly but the lack of requirement to test, may have contributed to this.

Days lost to musculo-skeletal conditions, major illness and anxiety were high however, in all these cases, these numbers are increased by the circumstances of small number of individuals with long-term absences. They were not recorded as work related.

All individuals were given appropriate support on their return to work following their long period of absence.

We had no reported incidents of work related stress in 2023/24.

EDI Demographics of SDNPA employees – 2023/24

Religion

Category	% 2022/23	% 2023/24
Staff holding a religious belief inc: Agnostic, Atheist Buddhist, Christian, Pagan or other	32	31
No religion	38	42
Prefer not to say	<5	12
Not responded	26	15

Due to low numbers of individuals identifying as holding a certain religious belief this information has been categorised to ensure individuals right to privacy is maintained.

Ethnic Origin

Category	% 2022/23	% 2023/24
Other Ethnic groups	10	8
White British	76	79
Not responded	14	13

Due to low numbers of individuals identifying as ethnic groups this information has been categorised to ensure individuals right to privacy is maintained.

Sex Identity

Category	% 2022/23	% 2023/24
Female	56	58
Male	34	29
Non-binary / other	<5	<5
Not responded	9	12

Sexual Orientation

Category	% 2022/23	% 2023/24
Bisexual, gay man, lesbian, other	5	9
Heterosexual	57	46
Prefer not to say	<5	<5
Not responded	34	43

Due to low numbers of individuals identifying as being of a certain sexual orientation this information has been categorised to ensure individuals right to privacy is maintained.

Disability

Category	% 2022/23	% 2023/24
Disabled	*Not previously reported*	9
No disability		77
Not responded, not known or declined to specify		14

EDI statistics – Recruitment in 2023/24

In 2023/24 we received 293 job applications, 99 people were shortlisted for interview and 24 people were appointed from externally advertised posts. 15 appointments were internal staff, this figure includes internally advertised only posts and posts where other positions were ring-fenced, for example Senior Support Services Officer.

Disability

Disability	2022/23 Applicants	2023/24 Applicants	2022/23 Shortlisted	2023/24 Shortlisted	2022/23 Appointed	2023/24 Appointed
Yes	9%	7%	11%	7%	13%	8%
No	80%	81%	82%	85%	75%	88%
Prefer not to say/Blank	11%	12%	7%	8%	12%	4%

Gender

Gender	2022/23 Applicants	2023/24 Applicants	2022/23 Shortlisted	2023/24 Shortlisted	2022/23 Appointed	2023/24 Appointed
Female	46%	45.5%	51%	55%	53%	63%
Male	45%	42%	43%	37%	41%	33%
Non-Binary	0%	0.5%	0%	1%	0%	4%
Other	0%	0%	0%	0%	0%	0%
Prefer not to say/Blank	9%	12%	6%	7%	6%	0%

Age

Age	2022/23 Applicants	2023/24 Applicants	2022/23 Shortlisted	2023/24 Shortlisted	2022/23 Appointed	2023/24 Appointed
16-20	2%	1.5%	2%	1%	3%	4%
21-39	52%	47%	44%	36%	47%	38%
40-59	33%	37%	38%	52%	41%	58%
60+	3%	4.5%	6%	7%	3%	0%
Prefer not to say/Blank	10%	10%	10%	4%	6%	0%

Sexual Orientation

Sexual Orientation	2022/23 Applicants	2023/24 Applicants	2022/23 Shortlisted	2023/24 Shortlisted	2022/23 Appointed	2023/24 Appointed
Bisexual	3%	5.5%	1%	3%	0%	4%
Gay man	2%	1%	2%	2%	3%	0%
Heterosexual/straight	75%	73.5%	83%	78%	84%	62.5%
Lesbian/Gay women	1%	1%	0%	4%	0%	12.5%
Not known	2%	0%	1%	0%	0%	0%
Other	2%	1%	1%	1%	0%	0%
Prefer not to say/Blank	15%	18%	12%	12%	13%	21%

Ethnicity

Ethnicity	2022/23 Applicants	2023/24 Applicants	2022/23 Shortlisted	2023/24 Shortlisted	2022/23 Appointed	2023/24 Appointed
White British	77%	75%	81%	85%	84%	100%
White Irish	0%	2%	1%	2%	3%	0%
White other	7%	8%	6%	5%	6%	0%
Mixed White and Black Caribbean	1%	0%	0%	0%	0%	0%
Mixed White and Black African	0%	0%	0%	0%	0%	0%
Mixed White and Asian	1%	1%	3%	0%	0%	0%
Mixed Other	1%	0%	0%	0%	0%	0%
Asian/Asian British - Indian	1%	1%	0%	2%	0%	0%
Asian/Asian British - Bangladeshi	0%	0%	0%	0%	0%	0%
Asian/Asian British - Pakistani	0%	1%	0%	0%	0%	0%
Asian/Asian British - other	0%	0%	0%	0%	0%	0%

Black or Black British - Caribbean	0%	0%	0%	0%	0%	0%
Black or Black British -African	1%	1%	0%	0%	0%	0%
Black or Black British -other	0%	0%	1%	0%	0%	0%
Chinese	0%	0%	0%	1%	0%	0%
Other ethnic group	0%	1%	1%	0%	0%	0%
Prefer not to say/Blank	11%	10%	8%	5%	7%	0%

Religion

Religion	2022/23 Applicants	2023/24 Applicants	2022/23 Shortlisted	2023/24 Shortlisted	2022/23 Appointed	2023/24 Appointed
None	51%	39%	48%	40.5%	56%	58%
Christian	15%	20.5%	18%	23.5%	22%	17%
Buddhist	1%	0.50%	1%	0%	0%	0%
Hindu	1%	1%	2%	2%	0%	0%
Jewish	1%	0%	1%	0%	0%	0%
Muslim	1%	1%	0%	0%	0%	0%
Sikh	0%	0%	0%	0%	0%	0%
Prefer not to say	6%	9%	8%	9%	3%	4%
Any other religion or belief	1%	4%	2%	3%	0%	4%
Blank	24%	25%	20%	22%	19%	17%

South Downs National Park Authority
Staff Experience Survey 2023
Presentation of Results

Lynsey Fenwick
Research Consultant

South Downs
National Park Authority

Presentation
Contents

Survey Highlights

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Conclusions

IQVIA

Who are IQVIA?

South Downs
National Park Authority

Social Research Organisation	**1**	We are a well-established social research organisation. Our aim is to work with clients to gather quality insights from staff, service users and other stakeholders
Experienced in Staff Experience Surveys	**2**	We work with clients across healthcare and other public and private sector organisations using bespoke solutions to deliver staff and service user surveys
Collaborative	**3**	We worked in partnership with SDNPA to design and deliver a survey tailored to maximise the information from staff to help drive improvements

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SDNPA Staff Experience Survey 2023

- **Survey Launched 24th May 2023**

- All staff members received an invitation to complete the survey online **via email**

- Each individual was sent a unique link for the questionnaire

- There was one reminder sent before the survey closed

- **The survey was open for 5 weeks, closing on 29th June 2023**

- Results compared with the survey results from 2018 where possible

- Results compiled into a report and this presentation to share with all staff!

Survey Highlights

South Downs National Park Authority

- The results of this survey show that staff within SDNPA have a high level of engagement with their roles and with SDNPA more widely. The results are very positive and on the whole, more positive than in 2018.

- The results are more positive than many other staff experience surveys we have been involved in at IQVIA!

- Thankyou to all of you who took the time and effort to share your views.

The biggest deteriorations were mostly across training and development

10% decrease in staff feeling training opportunities helped them be more effective

Excellent Response Rate

88% of staff responded to the survey (5% lower)

93% feel that their team is effective and *91%* that communication within their team is good

53% feel that teams work well and communicate together

51% reported that their pay and benefits were appropriate

33% increase in staff feeling valued through their performance and development discussion

Staff are clear on their role and purpose and trusted to do their job **95%**
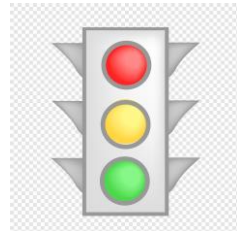
Whilst the vast majority of respondents reported that they understand the role of SMT (**85%**, an increase of 7% since 2018), less than half understand the role of OMT (**48%**, however this was an increase of 5% since 2018).

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Presentation details

Comparisons with 2018

- **Where possible 2018 and 2023 results compared**

- **'Traffic lights'**

Positive scores

- **All scores reported are 'positive' scores**

- **Gap between score % and 100% isn't necessarily negative**

- **Any high negative scores are reported in the slides**

Q: What's happening with the comments that were made to the open free text questions?

A: IQVIA have anonymised these and completed an analysis so that these are kept confidential but can be used to support the action plans

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Staff Experience Survey 2023

Your Job

Your Job (1/3)

South Downs
National Park Authority

Question	Score (Often/ Always)	
	2018	**2023**
I am proud when I tell others that I work for SDNPA.	85%	90%
I would recommend SDNPA as a great place to work.	76%	84%
I feel a strong, personal attachment to the South Downs National Park	82%	87%
SDNPA values and recognises the work that I do	61%	75%
SDNPA motivates me to help it achieve my objectives	57%	68%
I enjoy my job and it provides me with job satisfaction.	71%	83%

Staff across all three directorates reported an increase since 2018 that SDNPA motivates them to achieve their objectives.

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Your Job (2/3)

South Downs National Park Authority

Question	Score (Often/ Always or Agree/ Strongly agree)	
	2018	**2023**
I look forward to coming to work.	71%	76%
I am trusted to do my job.	86%	95%
I know and understand what is expected of me in my job.	88%	90%
I understand how my job contributes to the overall aims of SDNPA	93%	93%
I know how to go about getting my job done	95%	94%

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Your Job (3/3)

South Downs
National Park Authority

Question	Score (Often/ Always or Agree/ Strongly agree)	
	2018	**2023**
I have the equipment and resources to do my job effectively	78%	78%
I feel involved in decisions which affect my work	66%	68%
I am trusted to make my own decisions about how I do my job	86%	90%
My level of pay and benefits accurately reflect my performance at work	54%	51%
I have realistic and achievable deadlines	69%	74%

Appropriate pay and benefits are an issue for staff, 23% disagree that their pay and benefits are appropriate

Although staff generally seem to be happy in their role and the organisation, there is a lower level of empowerment and autonomy

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Staff Experience Survey 2023

Staff Development and Training

Staff Development and Training (1/5)

No
6%

94%
Yes
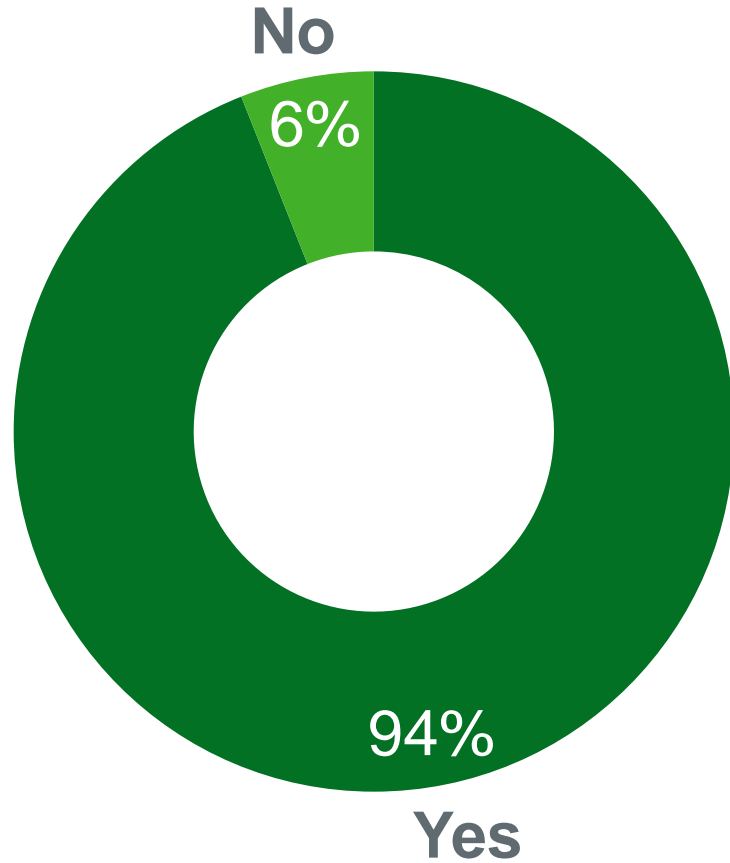
Have you had a discussion with your manager about your performance and development?

Staff Development and Training (2/5)

Have you had a discussion with your manager about your performance and development? (By directorate)

Corporate Strategy — **96%**

Countryside Policy and Management — **93%**

Planning — **93%**

Staff Development and Training (3/5)

South Downs
National Park Authority

Performance and Development Discussion

Question	Score (Agree/ Strongly Agree)	
	2018	**2023**
The discussion has helped me to do my job more effectively	43%	68%
The discussion helped me agree clear objectives for my job	72%	78%
The discussion left me feeling my work is valued by SDNPA	46%	79%
The discussion clearly identified my learning and development needs	58%	65%

Although 1% fewer staff reported having a discussion than in 2018, these discussions were viewed more positively by staff.

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Staff Development and Training (4/5)

No

Yes
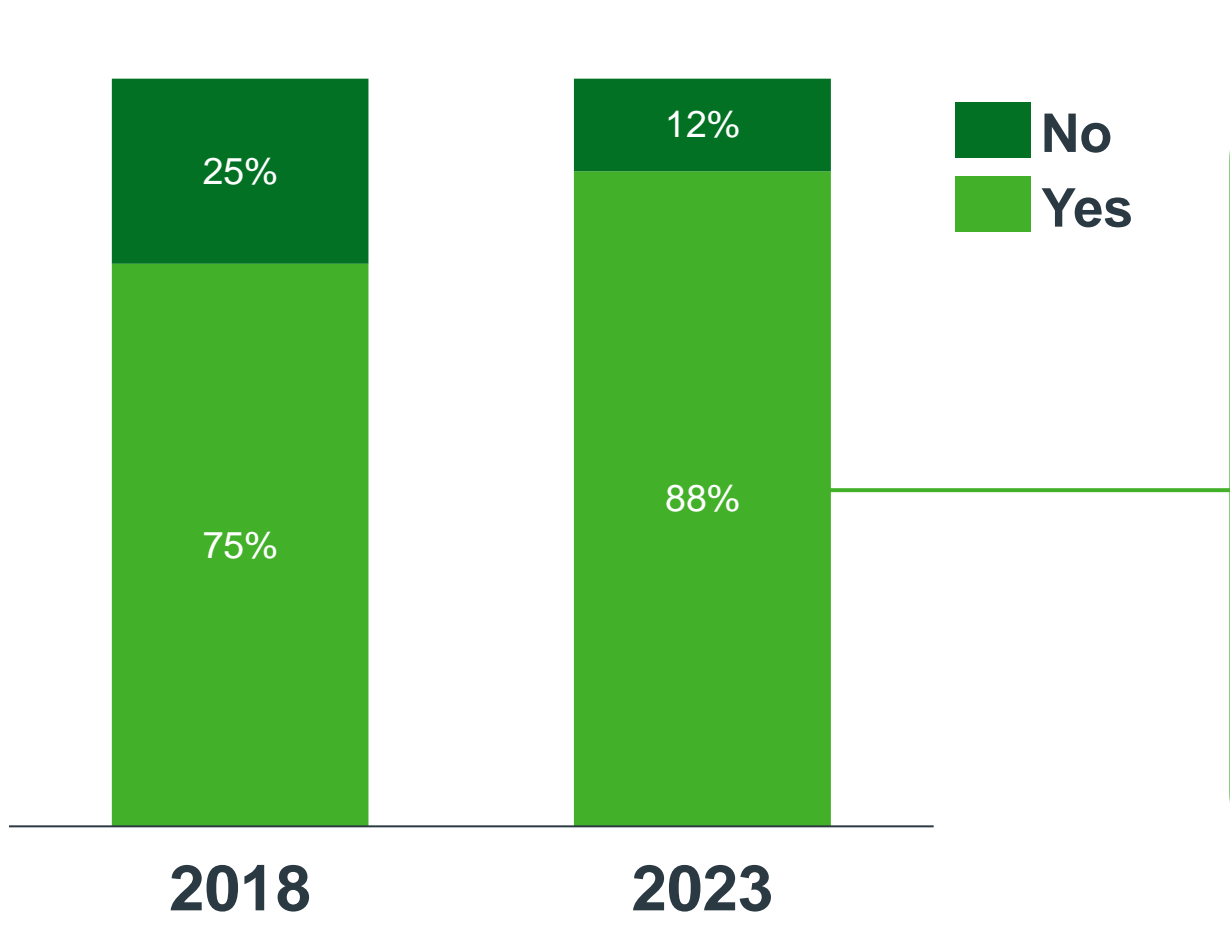
Have you had any training opportunities provided by SDNPA in the last 12 months?

25%

75%

2018

12%

88%

2023

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Staff Development and Training (5/5)

Question	Score (Agree/ Strongly Agree)	
	2018	**2023**
Training opportunities have helped me to do my job more effectively	84%	74%
I have access to training which has personally furthered my development	76%	71%
The training I have received has been of a high quality	75%	70%
I believe that SDNPA is committed to training and developing its workforce	78%	79%
ELMS is effective at delivering training	41%	53%
ELMS is easy to navigate and use	66%	66%

Training and development seems to be an area of deterioration since 2018 for SDNPA

Staff Experience Survey 2023

Management

Line Management (1/2)

Question	Score (Agree/ Strongly Agree)	
	2018	2023
My line manager gives me regular constructive feedback on my performance.	76%	75%
My line manager makes me aware of relevant development opportunities at SDNPA	65%	61%
I feel supported by my line manager.	85%	90%
I can be open and honest with my line manager about work and personal issues	88%	93%
I have regular one to one meetings with my line manager.	71%	87%

Again, the declining scores are around staff development

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Line Management (2/2)

South Downs
National Park Authority

Question	Score (Agree/ Strongly Agree)	
	2018	**2023**
We have effective and regular team meetings	68%	85%
I am kept up to date with changes and updates from my line manager	78%	88%
My line manager always listens to concerns raised by staff in my team	82%	88%
Overall, I have confidence in the decisions made by my line manager	81%	86%
My line manager's behaviour is consistent with the organisation's values	81%	87%

96% of staff also felt that they were trusted by their line manager to do their job

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Organisational Management Team

Question	Score (Agree/ Strongly Agree)	
	2018	**2023**
I understand the role of OMT	43%	48%
OMT communicate well with staff across SDNPA	30%	36%
OMT in the organisation are sufficiently visible	28%	36%
I know how to find out what has been discussed at OMT	58%	54%
OMT are interested in listening to the opinions of staff	31%	36%
Overall, I have confidence in the decisions made by OMT on behalf of SDNPA	40%	45%

The scores are low across all questions here, particularly in light of the scores for the rest of the survey.

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Senior Management Team

Question	Score (Agree/ Strongly Agree)	
	2018	**2023**
I understand the role of SMT	78%	86%
SMT communicate well with staff across SDNPA	56%	71%
SMT in the organisation are sufficiently visible	68%	75%
I know how to find out what has been discussed at SMT	56%	63%
I believe that SMT have a clear vision for the future of the organisation	63%	61%
SMT are interested in listening to the opinions of staff	51%	64%

More staff (from 8% to 17%) disagree in 2023 that SMT have a clear vision

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Members

Question	Score (Agree/ Strongly Agree)	
	2018	**2023**
I have regular contact with Members	53%	31%
The role of Members at SDNPA is clear	55%	62%
There is a clear distinction in the roles of Senior Management and Members at SDNPA	46%	69%
Members and Senior Managers work well together in the delivery Countryside Policy & Management of Strategic and Operational decisions	40%	54%

Across the breadth of the organisation staff felt more positively about the role and actions of members than 2018

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Staff Experience Survey 2023

Organisation

Organisation

South Downs National Park Authority

Question	Score (Agree/ Strongly Agree)	
	2018	**2023**
I am clear about the objectives of SDNPA	83%	94%
SDNPA has an open and honest culture	62%	70%
I am aware of how key decisions are made	51%	65%
My own personal morale at work is high	65%	69%
Morale is high amongst the people I work with	53%	57%

Although all scores here have improved, personal morale was reported as higher than team morale

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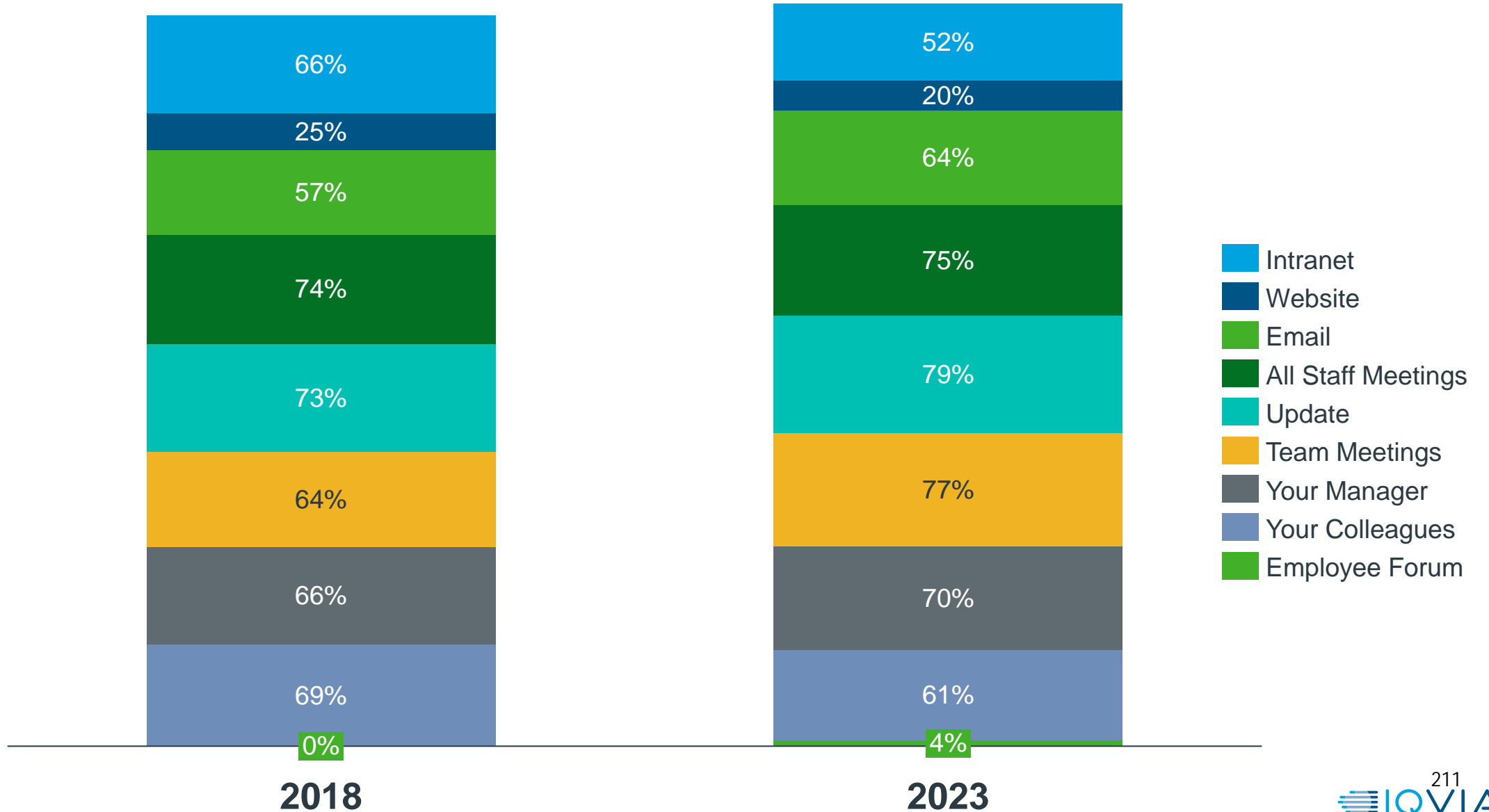IQVIA

**Staff Experience Survey
2023**

Teamwork and Communication

Teamwork and Communication

South Downs
National Park Authority

Question	Score (often/ Always)	
	2018	**2023**
I am kept well informed about what is happening within my team	82%	91%
I am kept well informed about what is happening within the organisation	72%	81%
I have access to the information I need to do my job effectively	84%	84%
The information I receive is easy to understand	78%	85%
Internal information is easy to find	64%	58%
Different teams work and communicate well together	55%	53%

Information and communication within teams is very positive

Staff reported this as less positive across the wider organisation

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Communication channels favoured by SDNPA staff

2018

66%	Intranet
25%	Website
57%	Email
74%	All Staff Meetings
73%	Update
64%	Team Meetings
66%	Your Manager
69%	Your Colleagues
0%	Employee Forum

2023

52%	Intranet
20%	Website
64%	Email
75%	All Staff Meetings
79%	Update
77%	Team Meetings
70%	Your Manager
61%	Your Colleagues
4%	Employee Forum

Staff Experience Survey 2023

Health and Wellbeing

Health and Wellbeing

Question	Score (Agree/ Strongly Agree)	
	2018	2023
Opportunities for flexible working patterns/family friendly working	87%	93%
SDNPA's approach to keeping me as safe as possible while at work	88%	95%
SDNPA's approach to maintaining and improving the wellbeing of its staff	70%	86%
Organisational support of personal-related issues.	73%	85%

All of these question scores were highly positive and had increased since 2018

SDNPA should be proud of its achievements in supporting staff in these areas

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Discrimination (1/2)

South Downs
National Park Authority
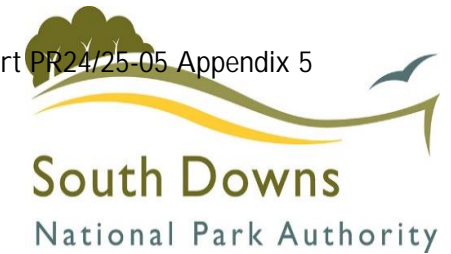
Question	Score (often/ Always)			
	2018		**2023**	
	Yes	**No**	**Yes**	**No**
Have you been discriminated against at work?	5%	95%	3%	97%
What did this relate to?				
Ethnicity	0%		25%	
Disability	0%		50%	
Sex	57%		0%	
Sexual Orientation	0%		25%	
Age	14%		0%	
Pregnancy and maternity	0%		25%	
Other	29%		0%	

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Discrimination (2/2)

Question	Score (often/ Always)			
	2018		2023	
	Yes	No	Yes	No
Have you witnessed discrimination at work? This can include inappropriate conversations.	11%	89%	6%	94%
What did this relate to?				
Ethnicity	0%		13%	
Disability	7%		13%	
Sex	57%		25%	
Sexual Orientation	14%		0%	
Age	0%		13%	
Gender reassignment	0%		25%	
Pregnancy and maternity	0%		13%	
Other	7%		25%	

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Harassment, bullying and abuse

South Downs
National Park Authority

Question	Score (often/ Always)			
	2018		**2023**	
	Yes	**No**	**Yes**	**No**
In the last 12 months, have you experienced harassment, bullying or abuse (HBA) from…				
Members of the public	19%	81%	17%	83%
Managers	5%	95%	4%	96%
Other Colleagues	5%	95%	3%	97%

HBA is most likely from members of the public although this is still uncommon, it was reported as highest (28%) by those in Planning

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Harassment, bullying and abuse

South Downs
National Park Authority

Question	Score (agree/ strongly agree)	
	2018	**2023**
To what extent do you agree or disagree with the following statement? SDNPA is serious about acting upon and eliminating instances of discrimination, harassment, bullying and abuse	66%	80%

Although HBA is uncommon it is important that it is reported and managed proactively.

Only 69% of staff reported knowing how to report HBA and of those that experienced it only 35% actually reported it

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Conclusions

Celebrate and Collaborate

There have been some excellent results and some fantastic improvements, but there is still work to do

- Celebrate the positive results from this survey
- Collaborate across the organisation to develop improvement plans

Reward and Recognition

Appropriate pay, rewards and recognition are important

- Explore pay and rewards for staff across the organization
- Collaborate with staff to identify ways that improvements can be made

Training and Development

This was an area of concern for staff

- Review the current training options and encourage managers across the organisation to ensure staff have robust development plans

Communication

Although communication within teams is viewed positively, this is less so for the wider organisation

- SMT/OMT/Members decisions/processes should have more visibility and staff more involved in communication and decisions
- Improve communication and teamwork between different teams and directorates

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Next Steps

We Need You!

Presentation

This will be available on the intranet for all staff

Action Plan Working Group

Volunteers from each directorate

Key issues agreed

OMT and SMT meeting to agree key issues on 30/10/23

Actions agreed

Action plan proposed by working group discussed by SMT/OMT- March 2024

Action Plan working group meetings

Agree actions to address issues and draft plan

Final Feedback

Final draft of action plan completed- April 2024

**Result:
Action Plan presented to all staff meeting May 2024**

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Any Questions?