

YOUR VOICE MATTERS

# WORKFORCE SURVEY 24/25



OUR ORGANISATION



OUR CULTURE



YOUR ROLE



OUR LEADERS



YOUR TEAM



YOUR WELLBEING

Question	Index Score	Suggests levels are
<b>OUR ORGANISATION : INDEX SCORE 43%</b>		
Has clear values, vision, and priorities	60%	Moderately high
Is one I am proud to work for	60%	Moderate
Motivates me to contribute towards its vision and priorities	35%	Low
Communicates effectively with the workforce	36%	Low
Actively listens to the needs of the workforce	20%	Low
Acts on feedback from the workforce	17%	Very Low
Is clear on what is expected of me in terms of how I behave as an employee of Police Scotland	84%	Very High
Actively understands the changing needs of society	43%	Low
Creates a safe environment and support systems for colleagues to raise concerns	43%	Low
Fosters a call out culture, equipping all to challenge inappropriate behaviours	52%	Moderate
Ensures there is equal access to opportunities	32%	Low
Inspires me to do the best in my job	36%	Low
<b>OUR CULTURE : INDEX SCORE 66%</b>		
Express myself openly and honestly	57%	Moderate
Have a sense of belonging	52%	Moderate
Express behaviours which are consistent with our values	74%	High
Collaborate with colleagues in other teams and areas of the organisation	62%	Moderately High
Value diversity and different ways of thinking	71%	High
Call out and challenge inappropriate behaviours or comments	69%	Moderately High
Learn from mistakes	74%	High
Comfortable informing my supervisor/line manager if/when I have been negatively impacted by something at work	70%	High
<b>YOUR ROLE : INDEX SCORE 55%</b>		
I feel valued for the work that I do	38%	Low
I feel a strong personal attachment to the organisation	44%	Low
I am able to make suggestions for doing things differently	56%	Moderate
I understand how my role contributes to the organisation's vision, values, and priorities	67%	Moderately High
I have a workload that is manageable	48%	Low
I am aware of the opportunities for me to develop my career	51%	Moderate
I have equipment I need to do my job	47%	Low
I have access to training to enable me to do my job	53%	Moderate
I have the choice of a clear development path, supported by my line manager	45%	Low
I have had opportunities to apply my learning/training in my role	69%	Moderately High
I receive recognition for the work I do	46%	Low
I am trusted to do my job (even if in a different location to my manager)	83%	Very High
I have a good understanding on how to access the wellbeing support offered by the organisation	73%	High
I am given the opportunity for flexible working	55%	Moderate
My physical work environment is comfortable	55%	Moderate
Making a difference in society I more important to me than personal achievements	70%	Very High
I stand up for the rights of others even if it means I will be criticised	85%	High

OFFICIAL

**OFFICIAL**

Question	Index Score	Suggests levels are
<b>OUR LEADERS (SUPERVISORS/FIRST LINE MANAGERS): INDEX SCORE 65%</b>		
Creates a positive and inclusive working environment	70%	High
Is proactive in understanding my needs	64%	Moderately High
Provides structured time with me to discuss what's going well and how to overcome any challenges I may come across	56%	Moderate
Provides feedback on my performance	64%	Moderately High
Involves me in decisions that affect me	67%	Moderately High
Communicates with me regularly	77%	High
Seeks feedback on how they can do things better or differently	53%	Moderate
Makes time for me	72%	Moderate
Encourages suggestions for better or different ways of doing things	65%	Moderately High
Calls out inappropriate behaviour or comments	65%	Moderately High
<b>SENIOR LEADERS (HEAD OF SERVICE/SNR MANAGER/CHIEF INSPECTOR/SUPERINTENDENT/CHIEF SUPERINTENDENT): INDEX SCORE 36%</b>		
Snr Mgt – are visible to me	38%	Low
Snr Mgt – communicate regularly on changes within the organisation and matters that affect me and my role	37%	Low
Snr Mgt – offers opportunities for me to engage with them directly	36%	Low
Snr Mgt – are aware of and care about my wellbeing	30%	Low
Snr Mgt – takes issues seriously	41%	Low
<b>YOUR TEAM : INDEX SCORE 77%</b>		
Can be relied upon to help if things get difficult in my job	87%	Very High
Communicate effectively with each other	85%	Very High
Listen to one another	86%	Very High
Work together effectively	87%	Very High
Support each other	87%	Very High
Is a positive and inclusive environment	81%	Very High
Has sufficient people resource	27%	Very Low
<b>YOUR WELLBEING : NO INDEX SCORE</b>		
Get the breaks that I need	56%	Moderate
Have the correct access to digital/tech that I need to do my job	70%	High
Have the support to rest and recharge from the demands of my role	48%	Low
Have support from my supervisor/line manager	77%	High
Have support in achieving a better work-life balance	52%	Moderate
Talk about how I'm feeling with a colleague	52%	Moderate
Reflect on the impact my role could have on me	47%	Low
Have access to appropriate uniform	78%	High
Feel safe and protected at work	70%	High

Question	Response	This tells us that
<b>HARRASSMENT / BULLYING / DISCRIMINATION</b>		
Have experienced	20%	1 in 5 of respondents have experienced unacceptable behaviour from colleagues
Have witnessed or been aware of	23%	Just over 1 in 5 respondents had witnessed unacceptable behaviour from a colleague
Reported incident	56%	Over half of respondents went on to report this unacceptable behaviour
Satisfied with support received	22%	Just over 1 in 5 respondents who reported the behaviour were satisfied with the support received
<b>POLICE SCOTLAND AS AN EMPLOYER</b>		
Recommend the organisation as an employer	40%	Two fifths would recommend Police Scotland as an employer to friends and family