

# Devon and Somerset Fire and Rescue Service People Survey 2023

Survey closed: 7 June 2023

Responses: 813

Response rate: n/a

Partial results: Excluded

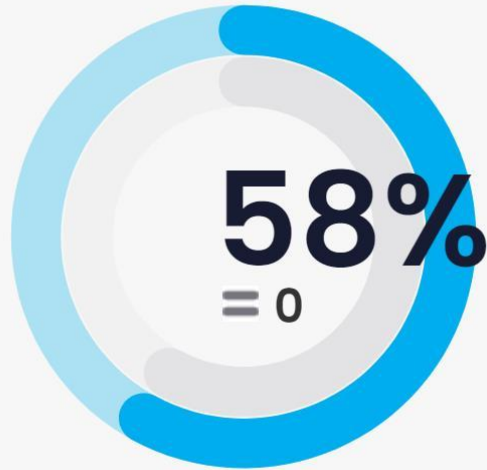
Comparator: Survey Overall



# What is our Recommendation score?



The Recommendation score is 58%, which is in line when compared with the norms for Survey Overall



● Your score    ● Survey Overall norm

## Items comprising the Recommendation score

Question	Response favourability	Comparison
I feel happy in my work and would recommend the Service as an employer	<div style="display: flex; align-items: center;"><div style="width: 58%; background-color: #00a0e3; margin-right: 5px;"></div><div style="width: 25%; background-color: #d9d9d9; margin-right: 5px; margin-left: 5px;"></div><div style="width: 18%; background-color: #555555;"></div></div>	0

● Favourable    ● Neutral    ● Unfavourable

# What are our Theme scores?



Average scores for questions grouped by a common theme

Themes	Response favourability	Comparison
Leadership	<div style="display: flex; justify-content: space-between;"><div style="width: 67%; background-color: #00a0e3;"></div><div style="width: 18%; background-color: #d9d9d9;"></div><div style="width: 15%; background-color: #555555;"></div></div>	0
Learning and Development	<div style="display: flex; justify-content: space-between;"><div style="width: 66%; background-color: #00a0e3;"></div><div style="width: 18%; background-color: #d9d9d9;"></div><div style="width: 15%; background-color: #555555;"></div></div>	0
Inclusion, Values and Ethics	<div style="display: flex; justify-content: space-between;"><div style="width: 70%; background-color: #00a0e3;"></div><div style="width: 12%; background-color: #d9d9d9;"></div><div style="width: 18%; background-color: #555555;"></div></div>	0
Ways of Working	<div style="display: flex; justify-content: space-between;"><div style="width: 49%; background-color: #00a0e3;"></div><div style="width: 27%; background-color: #d9d9d9;"></div><div style="width: 24%; background-color: #555555;"></div></div>	0
Wellbeing	<div style="display: flex; justify-content: space-between;"><div style="width: 73%; background-color: #00a0e3;"></div><div style="width: 16%; background-color: #d9d9d9;"></div><div style="width: 11%; background-color: #555555;"></div></div>	0
Recommendation	<div style="display: flex; justify-content: space-between;"><div style="width: 58%; background-color: #00a0e3;"></div><div style="width: 25%; background-color: #d9d9d9;"></div><div style="width: 18%; background-color: #555555;"></div></div>	0

# What is driving our Recommendation score?



## Key drivers

These 5 items have the strongest relationship with Recommendation. Improvements in these are likely to have the biggest impact.



Some items have a stronger relationship with Recommendation. These items provide a good focus for action as improvements in these are likely to drive improvements in Recommendation

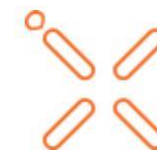
# What are our highest scoring questions?



These 5 items are the highest scoring in the survey

Impact	Question	Theme	Response favourability	Comparison
	I have a good understanding of our values and ethics and of the behaviours which are expected of me	Inclusion, Values and Ethics	95% Favourable, 4% Neutral, 1% Unfavourable	0
	If I see something that I feel is wrong, I'm aware of how to challenge or report it	Inclusion, Values and Ethics	90% Favourable, 8% Neutral, 2% Unfavourable	0
	My line manager demonstrates the value: Respectful	Leadership	89% Favourable, 6% Neutral, 5% Unfavourable	0
	I know how to access support in relation to my mental health or where to signpost colleagues	Wellbeing	89% Favourable, 9% Neutral, 2% Unfavourable	0
	My team share and learn from our experiences, successes and mistakes	Learning and Development	87% Favourable, 8% Neutral, 6% Unfavourable	0

# What are our lowest scoring questions?



These 5 items are the lowest scoring in the survey

Impact	Question	Theme	Response favourability	Comparison
🎯	If you experienced or witnessed bullying or harassment, was the outcome satisfactory?	Inclusion, Values and Ethics		0
🎯	If you experienced or witnessed bullying or harassment, did you experience it yourself?	Inclusion, Values and Ethics		0
🎯	I will be asked for my opinion to give input before decisions are made	Ways of Working		0
🎯	I feel that different parts of the Service are working well together to deliver our services	Ways of Working		0
🎯	The Service is aware of, and invests in, developments in technology and future innovation to help improve and sustain operational efficiency and effectiveness	Ways of Working		0