

Scorecard report

Impact	Question	Theme	Response favourability			Comparison
	I have confidence in the future of ECFRS	Communication	52%	28%	21%	+13
	I trust the Service Leadership Team (SLT)	Culture and Values	43%	36%	21%	+18
	ECFRS promotes a culture of openness and transparency	Culture and Values	54%	26%	20%	+21
	I feel supported in my role	Working Relationships	61%	16%	23%	+13
	I feel valued and recognised for the work that I do by senior managers	Recognition	48%	22%	30%	+11
	Regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age, I feel ECFRS treats people fairly	Culture and Values	62%	23%	15%	+45
	Senior managers do what they say they are going to do	Working Relationships	35%	38%	27%	+10
	I have the right opportunities to learn and grow at work	Training and Development	54%	25%	21%	+12
	I am encouraged to suggest new ideas for improvements	Communication	52%	26%	22%	+2
	People communicate openly here regardless of position or level	Communication	46%	22%	32%	+12
	I feel able to make decisions without fear of being blamed if things go wrong	Culture and Values	50%	26%	24%	+11
	Bullying, harassment and discrimination are not tolerated at ECFRS	Culture and Values	64%	20%	16%	+15
	Members of Service Leadership Team (SLT) provides a clear vision of the overall direction of ECFRS	Communication	53%	31%	16%	+21
	I receive feedback on my work	Recognition	58%	22%	21%	+6
	I have seen action being taken as a result of the previous staff engagement survey	Communication	26%	45%	29%	+4
	Morale in my immediate team/watch is generally high	Working Relationships	58%	16%	26%	+11
	Different parts of the Service work well together	Working Relationships	43%	30%	27%	+11

<p>My last appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well</p>	<p>Training and Development</p>		<p>+11</p>
<p>I have received the right development to perform my management role well</p>	<p>Training and Development</p>		<p>+9</p>
<p>In the last week, I have received thanks or praise for doing good work</p>	<p>Recognition</p>		<p>+5</p>
<p>I am proud to say I work for ECFRS</p>	<p>Engagement Outcomes</p>		<p>+12</p>
<p>Working here makes me want to do the best work I can</p>	<p>Engagement Outcomes</p>		<p>+13</p>
<p>If asked, I would recommend to friends and family that ECFRS is a good place to work</p>	<p>Engagement Outcomes</p>		<p>+19</p>
<p>I care about the future of ECFRS</p>	<p>Engagement Outcomes</p>		<p>+2</p>

Appendix

Dashboard:	ECFRS 2020
Dashboard hierarchy type:	none
Response count:	759
Panel count:	1362
Participation:	56%
Comparison:	Essex county Fire and Rescue Service 2018
Report produced:	8 January 2021