



Cumberland Council PULSE Survey results JUNE 2026

Corporate & Directorate analyses
and
Summary Dashboards

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The PULSE survey and the Likert scale.

The Cumberland PULSE survey uses a five-point Likert scale to record responses. It is important to understand what a Likert scale is and how this is and has been interpreted.

A 5-point Likert scale is a commonly used to measure attitudes, opinions, or perceptions through the use of five ordered response options. Typically, these will range from strongly disagree to strongly agree, including a neutral option such as neither agree nor disagree. In this way, respondents are able to demonstrate varying degrees of agreement or disagreement that facilitates the capturing of more nuanced feedback than would simple binary choices like Agree or Disagree ordinarily allow for.

The breakdown of the 5-Point scale responses that were used in the PULSE survey are described as follows:

Strongly Disagree – This demonstrates a firm and clear rejection of the statement or idea presented.

Disagree – This demonstrates a general opposition or lack of agreement, though less intense than the aforementioned strongly disagree option presented.

Neither Agree Nor Disagree – This indicates a neutral position that suggests either indecision, the absence of any give opinion, or the lack of any balanced views.

Agree – This expresses support or alignment with the statement, however, this is not with full intensity as the final option presents.

Strongly Agree – This demonstrates a strong degree of approval or the wholehearted endorsement of the statement or idea presented.

The use of the 5-Point scale is important as it allows us to **capture nuanced opinions** by giving respondents the opportunity to express varying levels of agreement or disagreement that in turn provides more depth than simple yes/no answers would allow. It **promotes balanced feedback** and offers a neutral stance that allows for the consideration of undecided or neutral responses rather than forcing users to express an opinion that they would ordinarily not have.

The 5-Point scale similarly **enhances Data Quality** as well as the depth of analysis through the aggregation or disaggregation of sentiment into varying and definable degrees. This helps to identify trends and patterns, particularly over time. It is important for comparability between multiple instances of a survey as is intended with the PULSE survey. In this way, trends and patterns will be easily identified in the analysis of any subsequent surveys where the questions and response options are consistent across each. Clear and familiar options will reduce confusion among respondents and

facilitate engagement with the survey in an open and honest way that will **improve the survey experience** and promote its salience.

Finally, and most importantly, the structured data produced will help facilitate better and more considered evidence-based decision-making in the realms of employee satisfaction or employee engagement.

Limitations

Despite its numerous advantages, it is essential to recognise the limitations of the 5-point Likert scale.

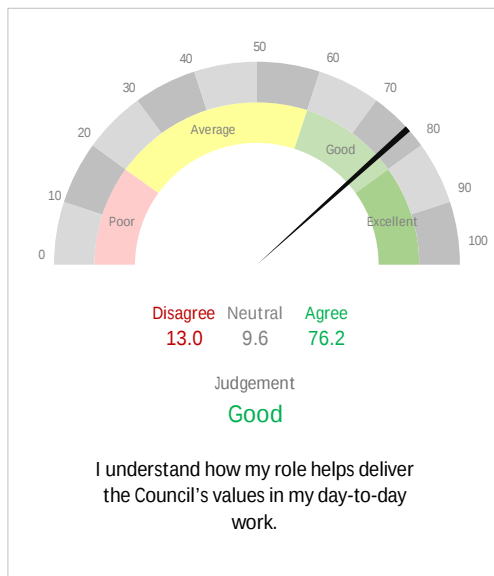
While offering more options than yes/no, a 5-point scale might not capture the full spectrum of opinions. People might feel their views fall between two points which in itself can **limit nuance**.

It is also widely understood that respondents may only select responses that they feel are socially acceptable, rather than conveying their own or their authentic opinion. This is called **bias** and can result in distorted data and can undermine the reliability of survey results.

In order to address the issue of bias, **clarity** and accuracy are essential. It is important to use clear and unbiased wording for both questions as well as for the answer options. Ambiguous language may lead to misunderstandings and skewed results. This was an important consideration in composing the Cumberland PULSE survey questions and response options. Crystal clear questions and response options are essential for gleaning accurate data.

The following section describes how to interpret the results of the Cumberland PULSE survey through the visualisations employed in the analysis.

How to interpret the data and the visualisations.

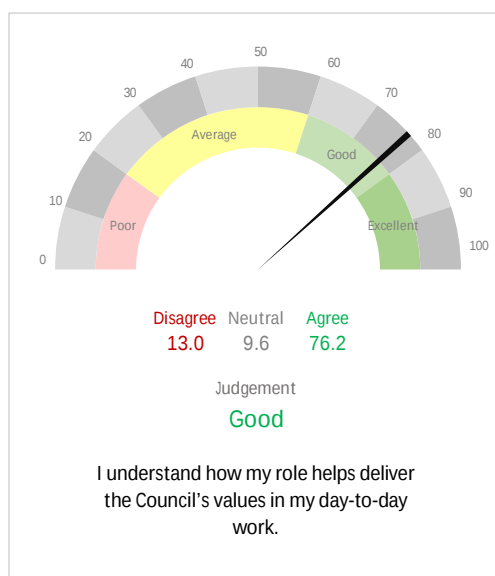


The **speedometer** or **gauge** shows where along the scale that the result sits from 0% on the far bottom left hand side to 100% on the far bottom right hand side.

The **needle**, which is depicted as a black line, shows where along the scale that the result extends. In this example, the needle indicates the result as 76.2%.

The dial is then divided into two parts. The upper grey part, shaded in alternate segments of light and dark grey, is divided into ten segments that each represent 10% of the total 100% scale. The needle extends beyond each segment once the resulting data has entirely equalled the % depicted by the segment. In this example, the result extends beyond 70 percent and up to 76.%. Therefore, the end of the segment labelled '70' indicates that a full 70% has been reached and is now partly (by 6.2%) moving towards reaching 80%.

The inner dial is divided into 4 parts that defined a judgement on the result achieved. 0-20% is Poor, 20-60% is Average, 60-80% is Good, and 80%+ is Excellent. Each judgement segment is coloured accordingly from red to dark green as well as labelled.



The overall rating is also shown at the foot of the visualisation as an overall rating. In the example, the overall rating is Good, as the needle similarly demonstrates.

The PULSE survey question text itself, against which the results are shown, is placed below the dial.

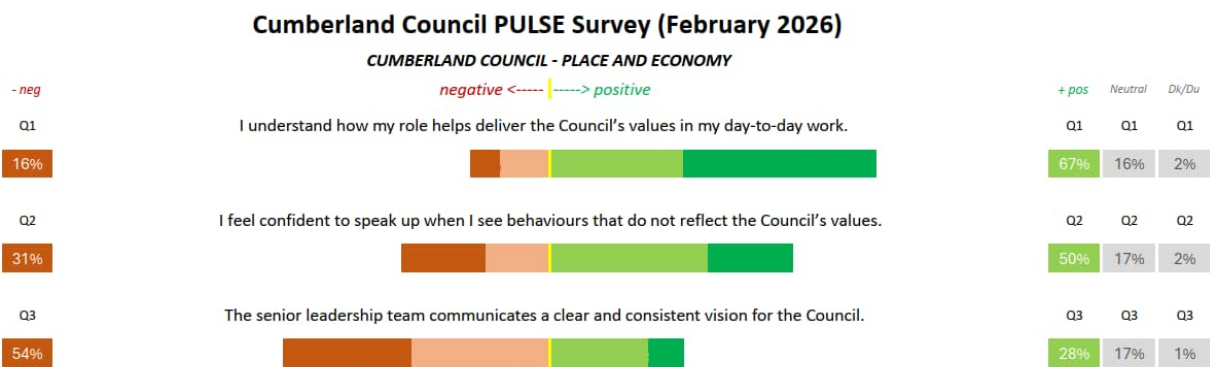
The respondents' responses to the question have been aggregated into three parts: strongly and somewhat disagree become Disagree, Neither agree nor disagree becomes Neutral, and strongly and somewhat agree become Agree. This

represents how respondents have indicated their level of agreement or disagreement with the question posed.

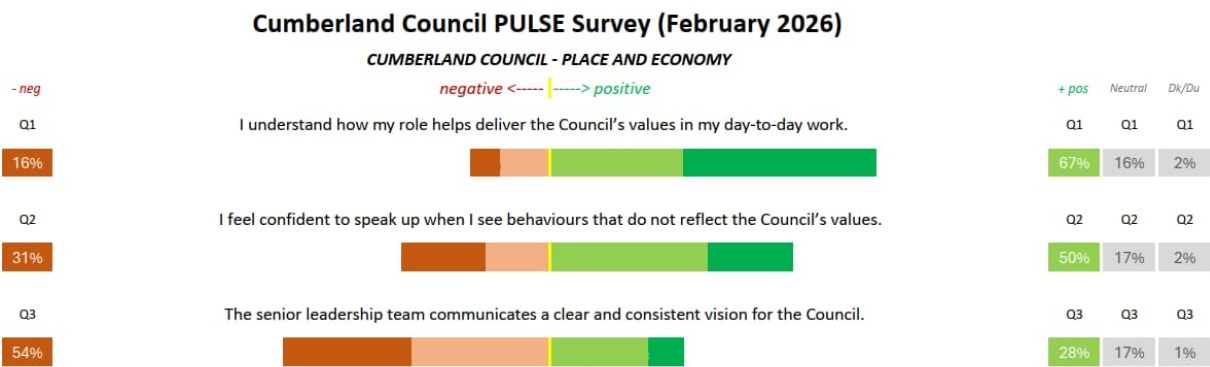
Where the sum of the three parts does not equal one hundred, the difference will indicate the total percentage of respondents who indicated a response as either ‘I don’t know’ or ‘I do not understand the question’. The following visualisation, however, a Likert graph, shows in more detail the results of the survey responses.

How to interpret the Likert charts.

The results of the survey are presented in Likert charts as illustrated below.



These charts have been compiled in two distinct ways. The first set of charts illustrates the results of all questions by directorate whereas the second set of charts illustrates the results of each question by directorate. One chart, the CUMBERLAND COUNCIL - ALL DIRECTORATES – chart summarises the full dataset results into a council wide, or corporate results set. The following section explains how to read the Likert charts illustrated above.



The chart above is described as a diverging stacked bar chart. Essentially , this is a stacked bar chart in which the data has been categorised into positive (agreement) and negative (disagreement) categories by separating them with a thick visual baseline. The baseline is depicted by a yellow line in the example above. In this chart, only agreement and disagreement are depicted. The neutral category as shown to the left of chart with the total neutral responses given the grey shaded boxes. There is no universal rule how a neutral category should be displayed, or which side of the baseline it should lie. This visualisation therefore represents a given, expressed opinion. However, it is important to consider the percentage of neutral responses against those of express agreement and disagreement. This chart is effective and represents the data clearly, neatly and succinctly, showing volume of disagreement to the right and volume of agreement to the left from the central baseline.

The first part of the summary shows to which directorate the results refer (questions by directorate) or to which question the results refer (directorate by questions) as described above.

In this example, the summary relates to the Place and Economy directorate and summarises the results of all the responses of the respondents who declared the directorate in which they worked as Place and Economy on the survey. In short, these are the results of Place and Economy respondents broken down by question (1 to 15).

Cumberland Council PULSE Survey (February 2026)

CUMBERLAND COUNCIL - PLACE AND ECONOMY

negative <-----|-----> positive

I understand how my role helps deliver the Council's values in my day-to-day work.



The directorate to which the results relate is shown in the header.

Cumberland Council PULSE Survey (February 2026)

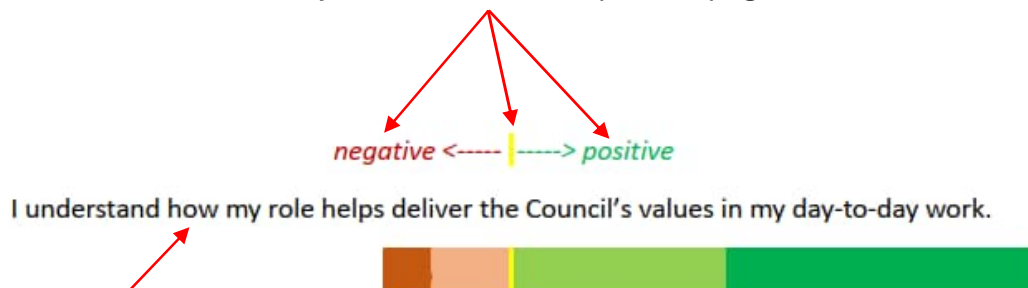
CUMBERLAND COUNCIL - PLACE AND ECONOMY

negative <-----|-----> positive

I understand how my role helps deliver the Council's values in my day-to-day work.



The stacked bar chart but in which the data has been categorised into positive (agreement) and negative (disagreement) categories by separating them with a thick visual baseline. This similarly illustrated at the top of the page and above the first chart.



The question or directorate to which the results refer is shown above each of the charts.

The following two examples visually represent how in one chart it is clear that the majority of agreement (in greens) and disagreement (in browns) is either to the left or to the right of the baseline (in yellow).



The brown and green come in two shades (light and dark). The darker represents the strongly responses (strongly agree or strongly disagree) whereas the lighter represents the somewhat responses (somewhat agree or somewhat disagree).



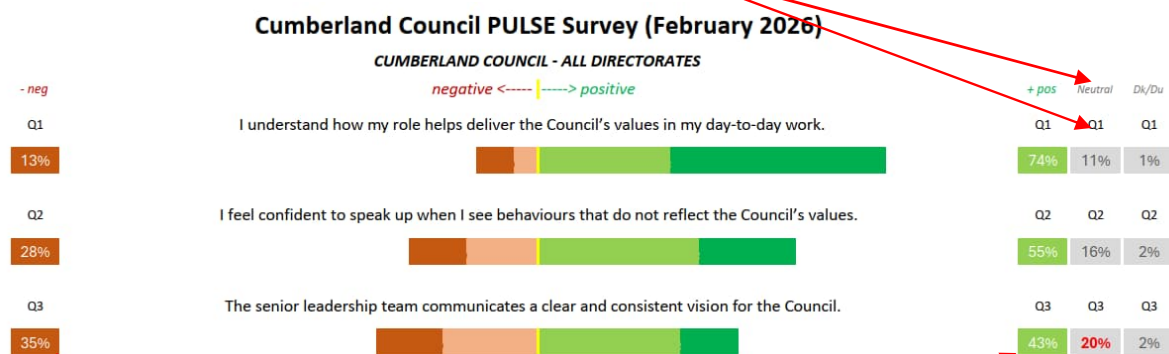
The example above shows that the majority of respondents who expressed a given opinion agreed with the question or statement, that is to say those shown in green to the right of the yellow baseline is longer than those shown in brown to the left. There was more agreement than disagreement where an opinion was given (in agreement or disagreement). In the example below, the opposite is true.

The senior leadership team communicates a clear and consistent vision for the Council.



When reviewing all charts together on one page, readers can then easily and readily ascertain where respondents are more in agreement or are more in disagreement with the question posed where agreement or disagreement was expressed. If the summary is by question, then the reader will be able to see which directorates were more in agreement with the question or statement, or more in disagreement.

But what about the neutral responses, that is to say, those where no agreement or disagreement was expressed. As described above, this is shown in the data boxes to the right of the charts by directorate of by question.



Similarly, 'I don't know' and 'I don't understand the question' are also shown. The percentage results of the aggregated 'agreement' and 'disagreement' responses are shown in the brown box (to the left) and in green box (to the right).

Where neutral responses received are equal to or above 20% (or one fifth) of the total responses received, the result is highlighted in red font. As described above, it is essential to consider this alongside agreement and disagreement. This will be considered and taken into account in the full analysis given in this report.

Cumberland Council
PULSE Survey results
JUNE 2026

Part 1

Overall Corporate
Analysis

PULSE Survey Response Rates:

The following section outlines overall response rates across the survey and at three distinct levels: Council, Directorate and Assistant Director.

- **Council overall: 25.38%.** This is a significant result although down -5.48% on the exceptional 30.86% response rate achieved in February.
- Highest Directorate response rate: Corporate and Transformation Services at 43.15% but down -8.92 from the 52.07% achieved in February.
- Only two directorates increased their response rates: Innovation & Commercial by 1.76% from 30.23% in February to 31.99 in June, and Adult Social Care & Housing by a marginal 0.32% from 17.72% in February to 17.40% in June. However, Social Care directorates return significantly lower response rates than other directorates. The next PULSE survey should be afforded a higher profile in those directorates to increase the overall response rate further. Public Health, Customer and Community Wellbeing saw the greatest decrease of -10.55% in response rate from 42.35% to 31.80%.
- Lowest AD response rate: Joe Banham — 8.73%. This is against the lowest directorate response rate achieved and a decrease in the directorate response rate from February to June by -2.66%.
- Highest AD response rate: Claire King — 70.18%, followed by Jacqui Green — 63.75%.
- Most areas sit below 32%, with only 6 areas above 38%.

(cf. response rate tables for detailed breakdowns at the levels defined).

Executive summary:

The following analysis excludes those survey responses where *I don't know* was the returned response to the question, *please tell us which directorate you work in*. Similarly, it does not include separate analyses for the Office of the Chief Executive or the Office of the Assistant Chief Executive due to small response rates. These responses are, however, included in corporate level analyses.

Headline

The Council and the individual directorate results show a **consistently positive direction of travel**. No directorate has an overall negative shift in overall agreement with survey statements.

The June PULSE survey shows a broadly positive picture: **65.0% Agree, 13.9% Neutral, 21.1% Disagree** across all statements. (excludes “don't know / don't understand”)

Strongest statements:

- Q14 Mandatory training: 84.0% positive response.
- Q1 How role supports Council values: 76.2% positive response.
- Q9 Respect and inclusion: 76.5% positive response.
- Q10 Confidence promoting EDI: 74.0% positive response.

Statements showing concern:

- Q4 trust in senior leadership decisions: only a 43.4% positive response.
- Q3 Clear senior leadership vision: only a 47.7% positive response.
- Q7 Positive workload and wellbeing: 32.9% disagree.
- Q6 Feeling valued and recognised: 30.3% disagree.

Overall Directorate Aggregated Results Summary:

Rank	Directorate	Agreement	Neutrality	Disagreement	Key issue
1	Adult Social Care & Housing	73.1%	11.5%	15.4%	Workload
2	Children & Family Wellbeing	69.4%	10.2%	20.5%	Workload
3	Corporate & Transformation Services	64.7%	13.2%	22.1%	SLT trust
4	Public Health, Customer & Community Wellbeing	64.1%	14.4%	21.5%	Feeling valued
5	Innovation & Commercial	57.4%	17.5%	25.2%	SLT vision
6	Place & Economy	57.3%	18.0%	24.7%	SLT trust

Assistant Chief Executive and Chief Executive have small response returns so are not included as separate comparators.

Key insights gained:

- **Adult Social Care & Housing:** strongest major directorate; high confidence in training, but workload is the main pressure point.
- **Children & Family Wellbeing:** strong role-purpose scores, but workload and wellbeing present the clearest risk.
- **Corporate & Transformation Services:** nearest to corporate averages; trust in SLT decisions is the weakest area.
- **Public Health, Customer & Community Wellbeing:** generally positive; both recognition and feeling valued require focus.
- **Innovation & Commercial:** lower confidence overall, especially on SLT vision/communication.
- **Place & Economy:** like Innovation and Commercial; high neutrality suggests uncertainty as well as dissatisfaction.

Overall, the core message is positive: values, leadership clarity, trust and wellbeing support are improving across directorates as well as in the Council results viewed as a whole. Remaining concerns are targeted rather than systemic; they are largely centred on Innovation and Commercial around the themes of inclusion, EDI and workload and Children and Family Wellbeing concerning access to training and development.

The following summary considers the survey results at the Council as a whole level.

[1] Overall Council results:

Overall message: positive, broad-based improvement. Agreement increased on all 12 statements, averaging +2.6 pts, while disagreement fell by -2.0 pts.

Key strengths:

- Speaking up on values: +5.8 pts, improved judgement from Average to Good
- Clarity of leadership vision: +5.0 pts
- Health/wellbeing support: +3.9 pts
- Trust in senior leadership: +3.8 pts

Areas improving but still weaker.

- Line manager feedback: +0.6 pts.
- EDI confidence: +1.1 pts, however, disagreement increased by +1.3 pts.
- Workload/wellbeing balance: +1.3 pts
- Recommending Council as a great place to work: +1.8 pts

Judgement position

- 6 Good and 6 Average
- Only one judgement improved: speaking up on values which moved from Average to Good
- No judgements deteriorated from February to June.

The overall Council results show a healthy and consistent positive direction of travel, especially around values, leadership communication, trust and wellbeing support. The priority will be to convert the modest gains made into stronger shifts particularly also around line management, workload, EDI confidence, recognition and advocacy.

Summary of Directorate average scores achieved against the overall Council average score by statement.

- Highest corporate score: mandatory training understood — 4.29.
- Lowest corporate score: trust in senior leadership decisions — 3.13
- Strongest directorate overall: Adult Social Care & Housing, above corporate average score on every statement.
- Weaker areas: Place & Economy and Innovation & Commercial, mostly below corporate average scores.
- Strongest corporate themes: respect/inclusion, EDI confidence, mandatory training.
- Themes for action and improvement work: senior leadership trust/vision, feeling valued, and workload wellbeing.

Directorate comparative performance scores against Council overall average scores:

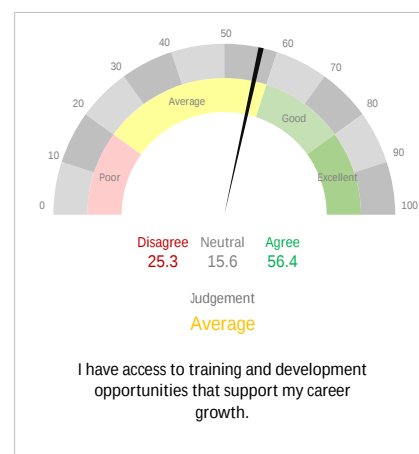
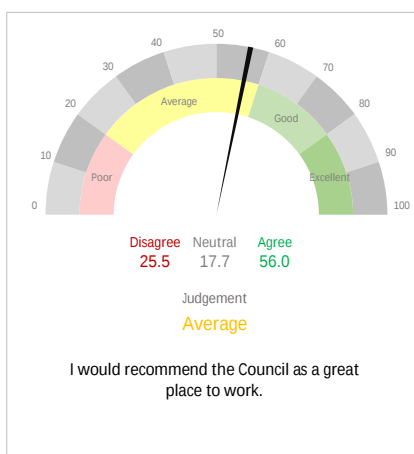
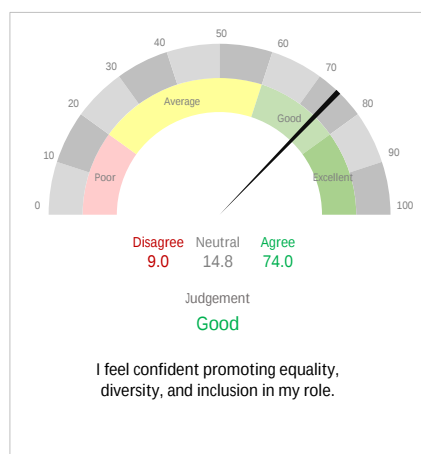
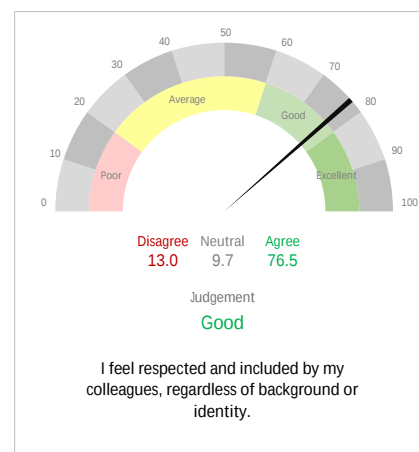
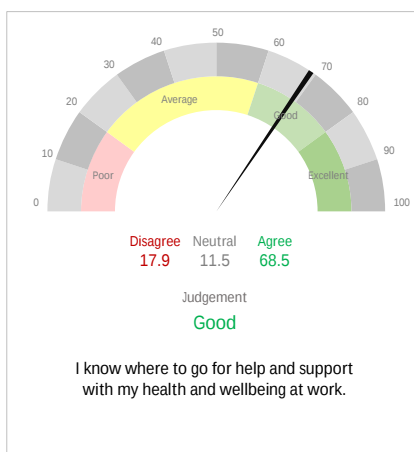
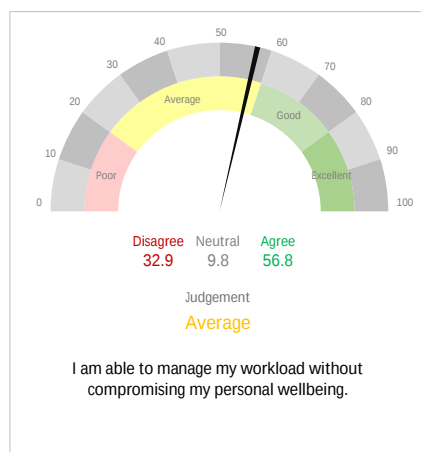
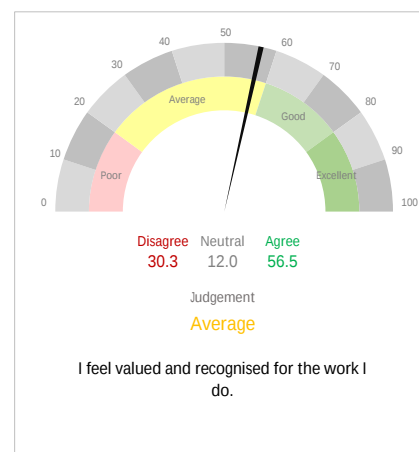
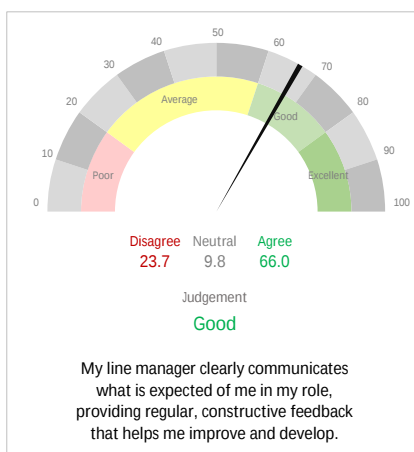
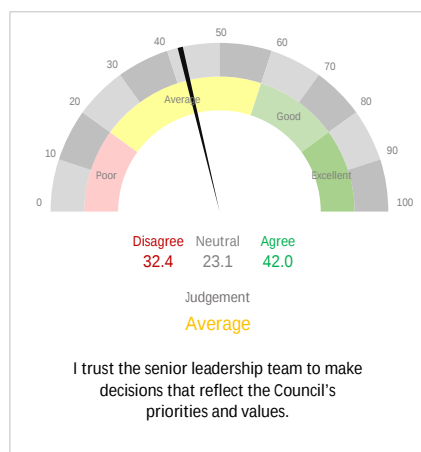
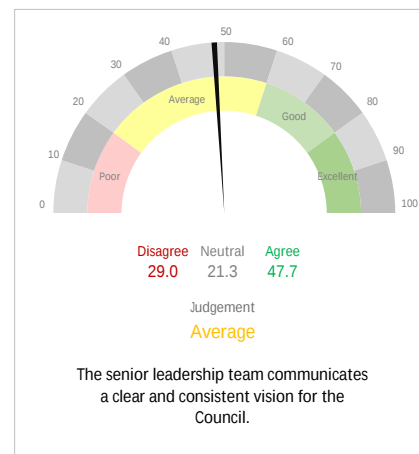
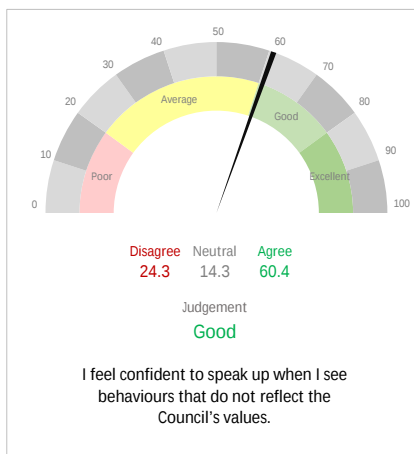
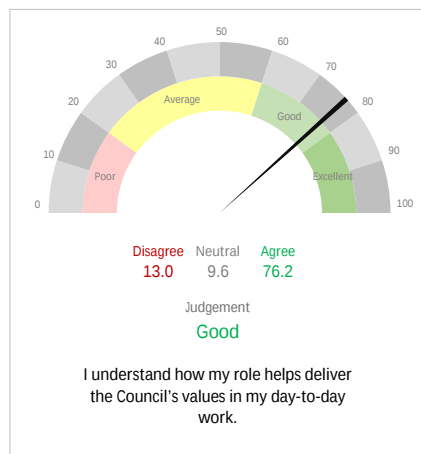
- Adult Social Care and Housing: strongest performance achieving above corporate average score on 15/15 statements.
- Children and Family Wellbeing: strong performance achieving above corporate average scores on 12/15 statements.
- Public health, Customer and Community Wellbeing: mixed positive performance achieving above corporate average scores on 7/15 statements.
- Corporate and Transformation Services: similarly, mixed positive performance achieving above corporate average scores on 6/15 statements.
- Innovation and Commercial: comparative performance mostly below corporate average scores and above on only 2/15.
- Place and Economy directorate shows the weakest comparatively — performance is mostly below the corporate average scores and above on only 1/15.

Adult Social Care and Housing and Children and Family Wellbeing outperform corporate average scores most consistently but considering low participation rates compared to other directorates; Place and Economy and Innovation and Commercial sit furthest below corporate.

PULSE Survey June 2026 - Summary Dashboard of Results

Cumberland Council Corporate Overview - All Directorates

Cumberland Council 12 standard PULSE Survey statements

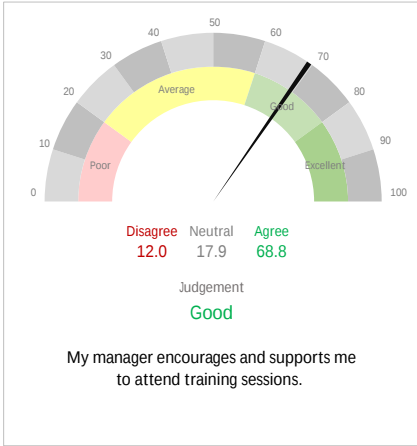
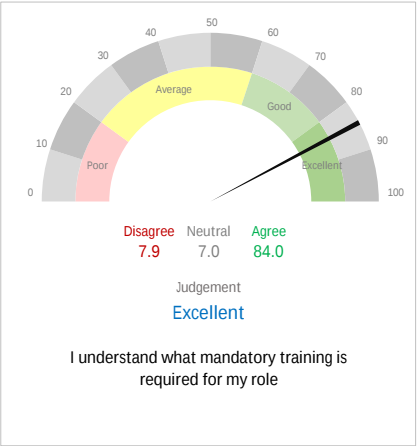
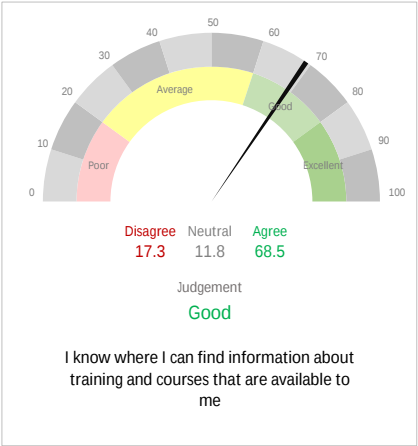


PULSE Survey June 2026 - Summary Dashboard of Results

Cumberland Council Corporate Overview - All Directorates

Cumberland Council 12 standard PULSE Survey statements

PULSE Survey: additonal SPECIAL FOCUS Statements



Cumberland Council PULSE Survey (June 2026)

CUMBERLAND COUNCIL - ALL DIRECTORATES

- neg

negative <-----|-----> positive

+ pos Neutral Dk/Du

Q1	I understand how my role helps deliver the Council's values in my day-to-day work.	Q1	Q1	Q1
13%		76%	10%	1%
Q2	I feel confident to speak up when I see behaviours that do not reflect the Council's values.	Q2	Q2	Q2
24%		60%	14%	1%
Q3	The senior leadership team communicates a clear and consistent vision for the Council.	Q3	Q3	Q3
29%		48%	21%	2%
Q4	I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	Q4	Q4	Q4
32%		42%	23%	2%
Q5	My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	Q5	Q5	Q5
24%		66%	10%	0%
Q6	I feel valued and recognised for the work I do.	Q6	Q6	Q6
30%		57%	12%	1%
Q7	I am able to manage my workload without compromising my personal wellbeing.	Q7	Q7	Q7
33%		57%	10%	1%
Q8	I know where to go for help and support with my health and wellbeing at work.	Q8	Q8	Q8
18%		68%	12%	2%
Q9	I feel respected and included by my colleagues, regardless of background or identity.	Q9	Q9	Q9
13%		77%	10%	1%
Q10	I feel confident promoting equality, diversity, and inclusion in my role.	Q10	Q10	Q10
9%		74%	15%	2%
Q11	I would recommend the Council as a great place to work.	Q11	Q11	Q11
25%		56%	18%	1%
Q12	I have access to training and development opportunities that support my career growth.	Q12	Q12	Q12
25%		56%	16%	3%
Q13	I know where I can find information about training and courses that are available to me	Q13	Q13	Q13
17%		69%	12%	2%
Q14	I understand what mandatory training is required for my role	Q14	Q14	Q14
8%		84%	7%	1%
Q15	My manager encourages and supports me to attend training sessions.	Q15	Q15	Q15
12%		69%	18%	1%

PULSE Survey 2026 - Feb to June Direction of Travel

Cumberland Council Corporate Overview - All Directorates

Cumberland Council 12 standard PULSE Survey statements

1 Direction of Travel

Disagreement:	↓
Neutrality:	↓
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -0.5 -1.6 2.3	
Judgement Feb June Good Good	
I understand how my role helps deliver the Council's values in my day-to-day work.	

2 Direction of Travel

Disagreement:	↓
Neutrality:	↓
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -3.4 -1.3 5.8	
Judgement Feb June Average Good	
I feel confident to speak up when I see behaviours that do not reflect the Council's values.	

3 Direction of Travel

Disagreement:	↓
Neutrality:	↑
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -5.9 1.1 5.0	
Judgement Feb June Average Average	
The senior leadership team communicates a clear and consistent vision for the Council.	

4 Direction of Travel

Disagreement:	↓
Neutrality:	↓
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -2.1 -0.7 3.8	
Judgement Feb June Average Average	
I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	

5 Direction of Travel

Disagreement:	↓
Neutrality:	↑
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -1.6 0.8 0.6	
Judgement Feb June Good Good	
My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	

6 Direction of Travel

Disagreement:	↓
Neutrality:	↑
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -2.7 0.4 2.0	
Judgement Feb June Average Average	
I feel valued and recognised for the work I do.	

7 Direction of Travel

Disagreement:	↓
Neutrality:	↓
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -1.5 -0.2 1.3	
Judgement Feb June Average Average	
I am able to manage my workload without compromising my personal wellbeing.	

8 Direction of Travel

Disagreement:	↓
Neutrality:	↑
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -3.6 0.1 3.9	
Judgement Feb June Good Good	
I know where to go for help and support with my health and wellbeing at work.	

9 Direction of Travel

Disagreement:	↓
Neutrality:	↓
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -0.1 -0.4 1.5	
Judgement Feb June Good Good	
I feel respected and included by my colleagues, regardless of background or identity.	

10 Direction of Travel

Disagreement:	↑
Neutrality:	↓
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree 1.3 -2.0 1.1	
Judgement Feb June Good Good	
I feel confident promoting equality, diversity, and inclusion in my role.	

11 Direction of Travel

Disagreement:	↓
Neutrality:	↑
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -1.6 0.1 1.8	
Judgement Feb June Average Average	
I would recommend the Council as a great place to work.	

12 Direction of Travel

Disagreement:	↓
Neutrality:	↓
Agreement:	↑
% Change from Feb to June Disagree Neutral Agree -1.8 -0.9 2.3	
Judgement Feb June Average Average	
I have access to training and development opportunities that support my career growth.	

Cumberland Council Establishment: February and June Survey data.

Cumberland Council Establishment	AD Service Area	Feb	June	↑↓	Responses received (Directorate named)	Responses received (AD named)	Response Rates
Adult Social Care & Housing		1408	1405	-3	249	206	17.72%
Alison Gianville	Service Provision		1078		124		11.50%
Karen Bell	Operations		222		29		13.06%
Paul Latimer	Housing, Quality & Resources (Adults)		108		53		49.07%
Place & Economy		789	817	28	196	189	23.99%
Karl Melville	Highways & Transport		336		80		23.81%
Neil Dixon	Waste Management & Public Space		287		66		23.00%
Michael Barry	Thriving Places		193		43		22.28%
Children and Family Wellbeing		776	774	-2	133	121	17.18%
Joe Banham	Social Care		332		29		8.73%
Emma Hamer	Education, SEND & Inclusion		246		46		18.70%
Jane Wheeler	Family Help, Partnerships and Youth Justice		139		33		23.74%
Paige Thomason	Quality & Safeguarding		61		13		21.31%
Public Health, Customer and Community Wellbeing		673	673	0	214	179	31.80%
Alison Graham	Customer Solutions		482		107		22.20%
Paul Musgrave	Communities & Public Protection		134		32		23.88%
Claire King	Public Health		57		40		70.18%
Corporate & Transformation Services		484	496	12	214	202	43.15%
Clare Liddle	Legal & Democratic Services		132		40		30.30%
Catherine Bell	Finance		121		46		38.02%
Brendan Carlin	Programme Management Office		82		27		32.93%
Alex FitzGerald	Strategy and Commissioning		80		38		47.50%
Jacqui Green	HR & OD		80		51		63.75%
Innovation & Commercial		301	322	21	103	97	31.99%
Kate Hurr	Digital Innovation and ICT		175		69		39.43%
Paul Green	Corporate Assets & Fleet		128		22		17.19%
Alistair Gordon	Communications		19		6		31.58%
Assistant Chief Executive		20	1	-19	1	(10)	-
Chief Executive		1	1	0	3		
Grand Total		4452	4472	20	1,113	994	25.38%
		✓	✓	✓	✓	✓	✓

Total Surveys received by Dir (exc. Unknown)	Directorate Unknown	22
1,113	✓	✓
Total Surveys received by AD (exc. Unknown)	AD recorded as Unknown	90
994	AD mismatched	51
✓	✓	✓
Total Surveys received		
1,135		
✓		

The table above represents the Council establishment data used to calculate the survey metrics used throughout the analysis presented in this report.

The data includes the numbers of surveys where either or both the relevant directorate or Assistant Director were recorded as not known to the participant. It is to be noted that where both a directorate and an AD is named, in some cases the combination is not valid. These cases are highlighted overleaf. Therefore, Directorate and AD responses may not necessarily tally in the table above. In the case of the Chief Executive and the Assistant Chief Executive, no individual breakdown analyses of survey results are produced for either. However, their data are included in corporate level analyses.

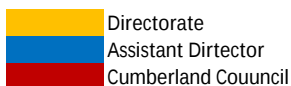
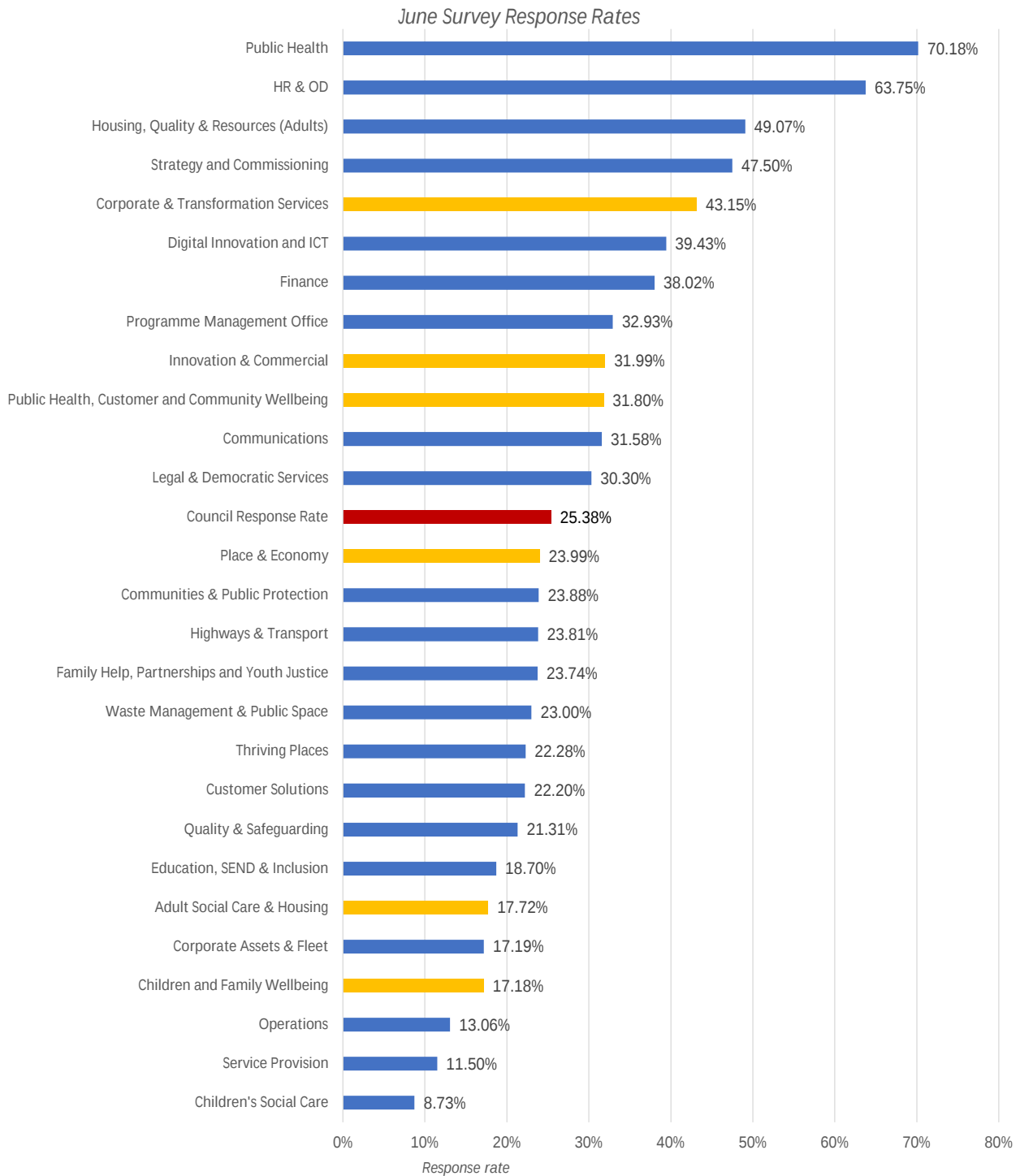
A tick demonstrates that the totals of the data illustrated have been validated and correct.

JUNE SURVEY Response Rates

	JUNE	FEB	Change
COUNCIL	25.38	30.86	-5.48
Corporate & Transformation Services	43.15	52.07	-8.92
Innovation & Commercial	31.99	30.23	1.76
Public Health, Customer and Community Wellbeing	31.80	42.35	-10.55
Place & Economy	23.99	27.76	-3.77
Adult Social Care & Housing	17.72	17.40	0.32
Children and Family Wellbeing	17.18	19.85	-2.66

OVERALL RESPONSE RATE
<u>June 2026</u>
25.38%

PULSE Survey June 2026: Response Rates



Directorate average scores compared to the overall Corporate average score.

	Corporate Score	PE	CTS	ASCH	PHCCW	CICO	CFW							
Statement	ALL AvgScore	AvgScore PE	PE2 All	AvgScore CTS	CTS2 All	AvgScore ASCH	ASCH2 All	AvgScore PHCCW	PHCCW2 All	AvgScore CICO	CICO2 All	AvgScore CFW	CFW2 All	
I understand how my role helps deliver the Council’s values in my day-to-day work.	4.04	3.91	↓	3.94	↓	4.19	↑	4.05	↑	3.89	↓	4.29	↑	Lowest Score
I feel confident to speak up when I see behaviours that do not reflect the Council's values.	3.53	3.49	↓	3.28	↓	4.04	↑	3.27	↓	3.35	↓	3.60	↑	Highest Score
The senior leadership team communicates a clear and consistent vision for the Council.	3.20	2.96	↓	3.04	↓	3.48	↑	3.33	↑	2.85	↓	3.35	↑	
I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	3.13	2.96	↓	3.02	↓	3.33	↑	3.26	↑	2.92	↓	3.24	↑	
My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	3.76	3.47	↓	3.91	↑	3.94	↑	3.65	↓	3.72	↓	3.89	↑	
I feel valued and recognised for the work I do.	3.41	3.15	↓	3.66	↑	3.56	↑	3.26	↓	3.47	↑	3.45	↑	
I am able to manage my workload without compromising my personal wellbeing.	3.34	3.45	↑	3.38	↑	3.37	↑	3.41	↑	3.17	↓	3.03	↓	
I know where to go for help and support with my health and wellbeing at work.	3.78	3.49	↓	3.76	↓	4.10	↑	3.89	↑	3.61	↓	3.73	↓	
I feel respected and included by my colleagues, regardless of background or identity.	4.12	3.73	↓	4.27	↑	4.33	↑	4.02	↓	4.08	↓	4.26	↑	
I feel confident promoting equality, diversity, and inclusion in my role.	4.09	3.80	↓	4.00	↓	4.42	↑	4.00	↓	3.85	↓	4.33	↑	
I would recommend the Council as a great place to work.	3.44	3.24	↓	3.49	↑	3.64	↑	3.32	↓	3.48	↑	3.52	↑	
I have access to training and development opportunities that support my career growth.	3.46	3.35	↓	3.39	↓	3.95	↑	3.38	↓	2.87	↓	3.36	↓	

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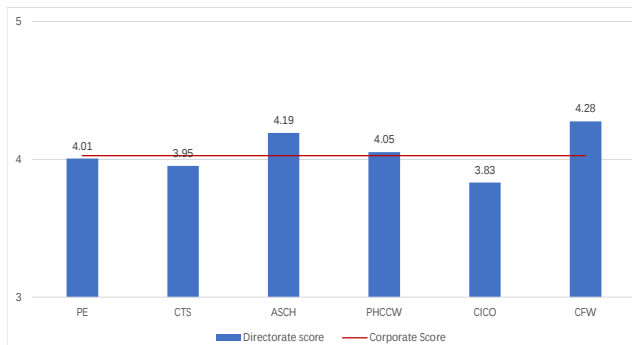
Directorate average scores compared to the overall Corporate average score.

	Corporate Score	PE		CTS		ASCH		PHCCW		CICO		CFW		
I know where I can find information about training and courses that are available to me	3.79	3.54	↓	3.58	↓	4.16	↑	3.83	↑	3.55	↓	4.05	↑	Lowest Score
I understand what mandatory training is required for my role	4.29	4.08	↓	4.27	↓	4.51	↑	4.34	↑	4.05	↓	4.36	↑	Highest Score
My manager encourages and supports me to attend training sessions.	3.97	3.54	↓	4.02	↑	4.33	↑	3.91	↓	3.82	↓	4.05	↑	

Statements: Directorate score compared to the overall corporate score

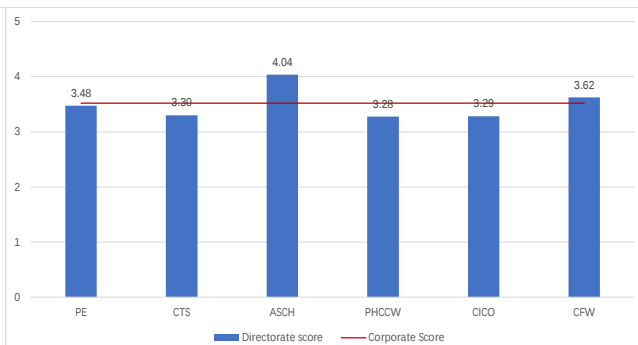
Corporate Score: 4.03

I understand how my role helps deliver the Council's values in my day-to-day work.



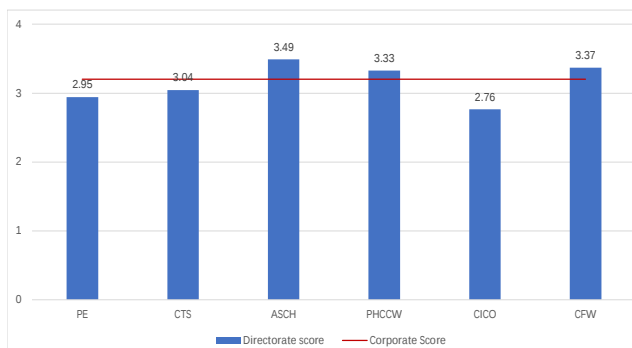
Corporate Score: 3.52

I feel confident to speak up when I see behaviours that do not reflect the Council's values.



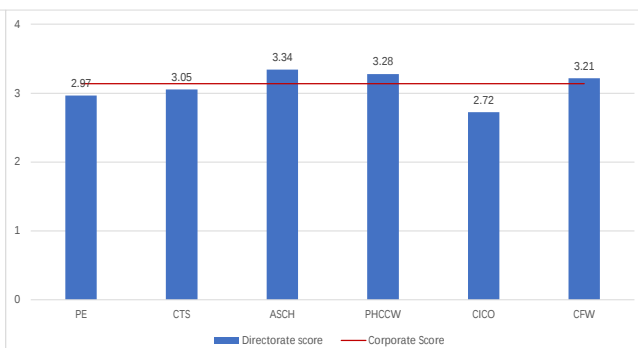
Corporate Score: 3.20

The senior leadership team communicates a clear and consistent vision for the Council.



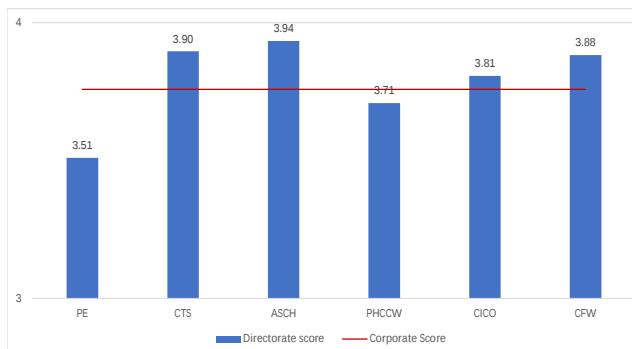
Corporate Score: 3.14

I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



Corporate Score: 3.76

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



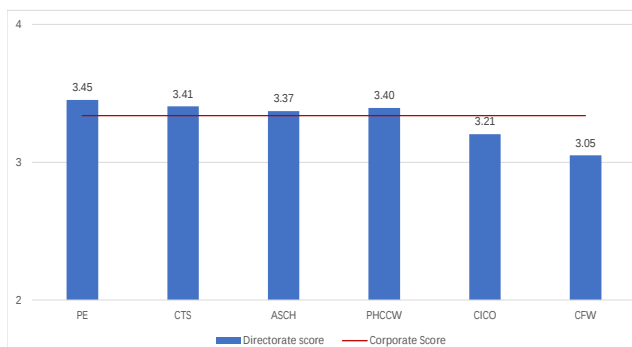
Corporate Score: 3.42

I feel valued and recognised for the work I do.



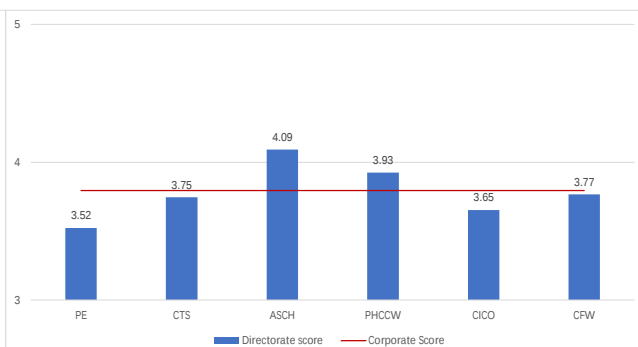
Corporate Score: 3.34

I am able to manage my workload without compromising my personal wellbeing.



Corporate Score: 3.79

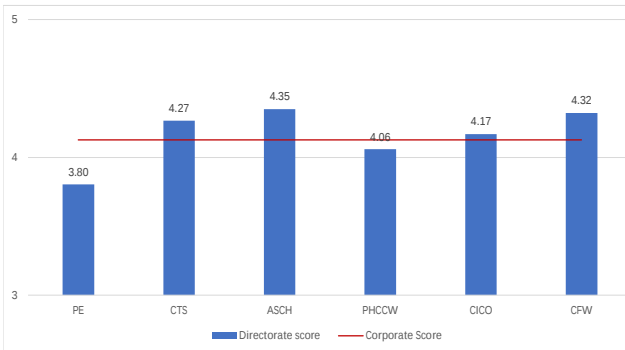
I know where to go for help and support with my health and wellbeing at work.



Statement: Directorate score compared to the overall corporate score

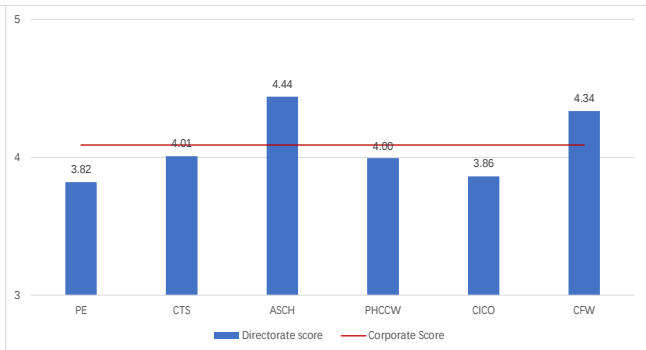
Corporate Score: 4.13

I feel respected and included by my colleagues, regardless of background or identity.



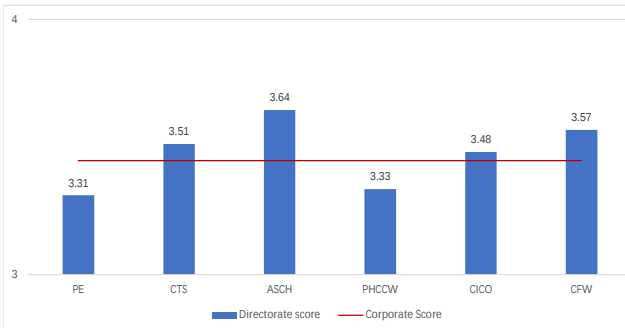
Corporate Score: 4.09

I feel confident promoting equality, diversity, and inclusion in my role.



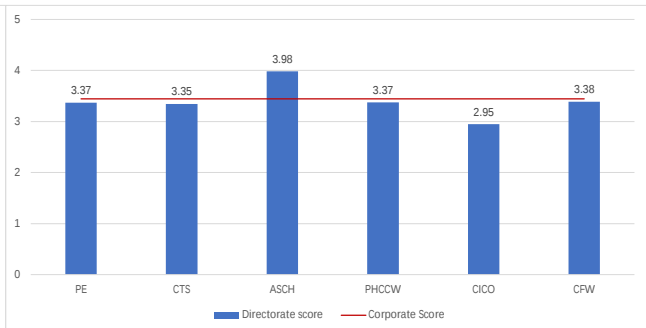
Corporate Score: 3.45

I would recommend the Council as a great place to work.



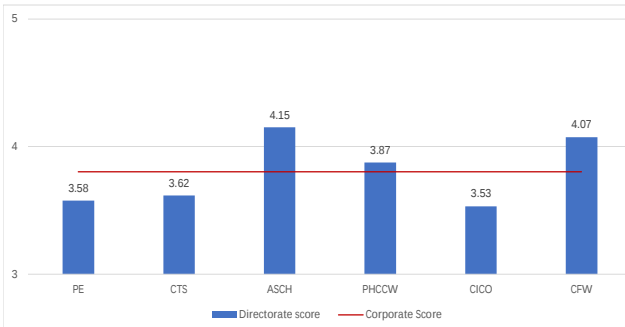
Corporate Score: 3.44

I have access to training and development opportunities that support my career growth.



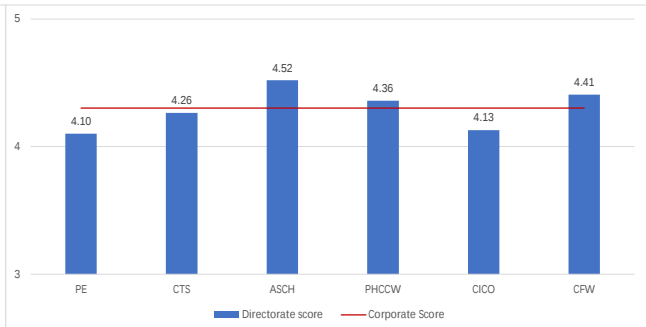
Corporate Score: 3.80

I know where I can find information about training and courses that are available to me



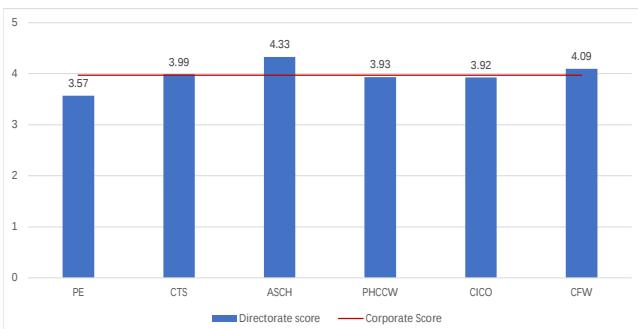
Corporate Score: 4.30

I understand what mandatory training is required for my role



Corporate Score: 3.97

My manager encourages and supports me to attend training sessions.



Cumberland Council
PULSE Survey results
JUNE 2026

Part 2

Adult Social Care and
Housing Analysis

[2] Adult Social Care and Housing results:

Overall, the directorate results are positive but mixed. Agreement rose on 8 of 12 statements, averaging an increase of +2.3 pts; disagreement fell -1.6 pts.

Key strengths

- Speaking up on values: +9.7 pts
- Trust in senior leadership: +7.0 pts
- Health/wellbeing support: +6.1 pts
- Inclusion and respect remain strong: judgement maintained as Excellent.

Concerns

- Line manager feedback: -4.7 pts, with disagreement up +3.2 pts.
- EDI confidence: -3.0 pts
- Recommending the Council as a great place to work: -1.2 pts, with disagreement up +3.9 pts
- Feeling valued declined in judgement: from Good to Average

Judgement position

- 2 Excellent, 6 Good, 4 Average
- 1 judgement declined, no judgement improvements.

Adult Social Care and Housing is broadly improving, especially on speaking up, senior leadership trust, wellbeing support and inclusion. The priority lies in addressing areas of softer engagement: manager feedback, feeling valued, EDI confidence and advocacy.

Summary of Directorate average scores achieved against the overall Council average score by statement.

- Highest corporate score: mandatory training understood — 4.29.
- Lowest corporate score: trust in senior leadership decisions — 3.13
- Strongest directorate overall: Adult Social Care & Housing, above corporate average score on every statement.
- Weaker areas: Place & Economy and Innovation & Commercial, mostly below corporate average scores.
- Strongest corporate themes: respect/inclusion, EDI confidence, mandatory training.
- Themes for action and improvement work: senior leadership trust/vision, feeling valued, and workload wellbeing.

Directorate comparative performance scores against Council overall average scores:

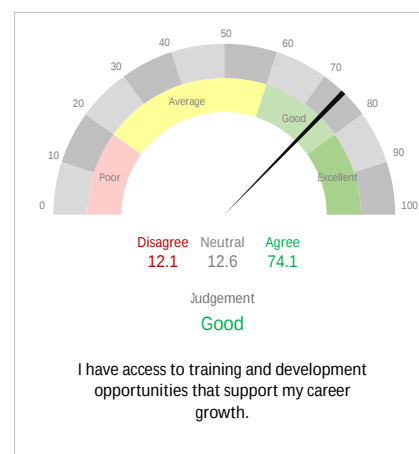
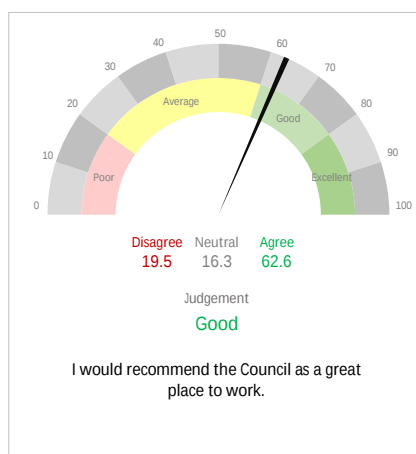
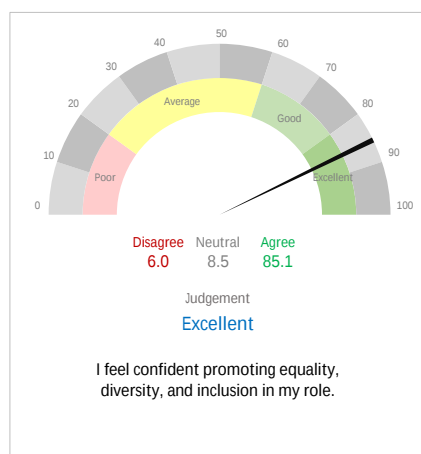
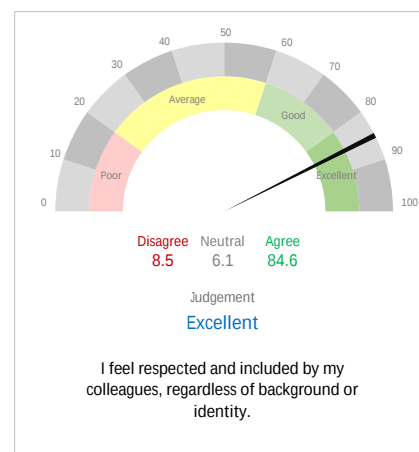
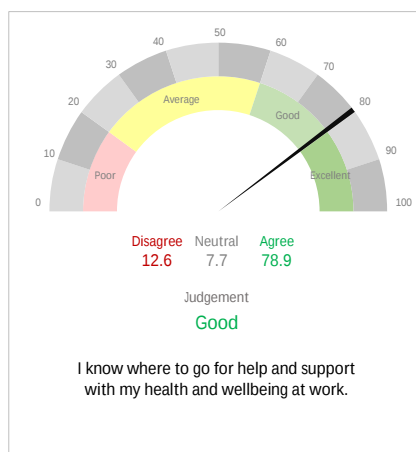
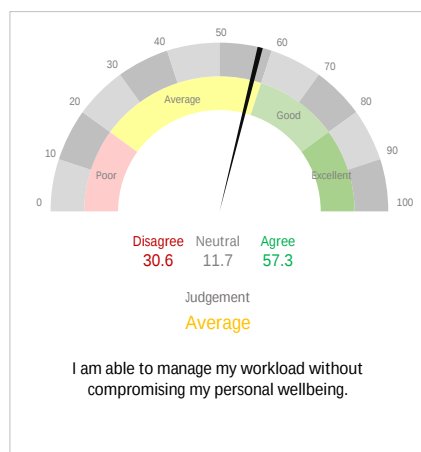
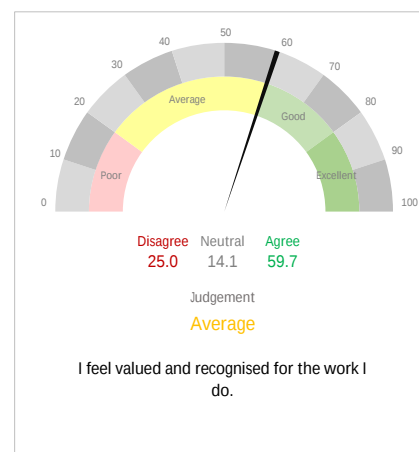
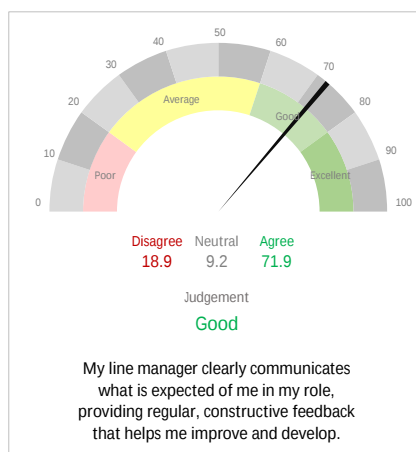
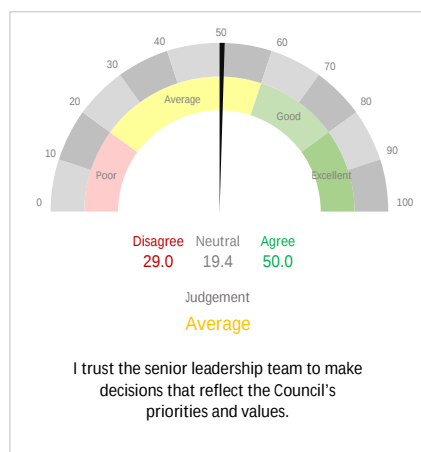
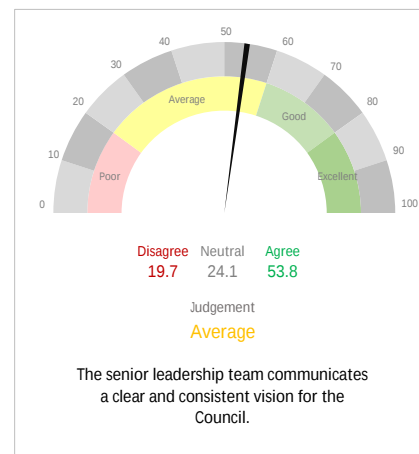
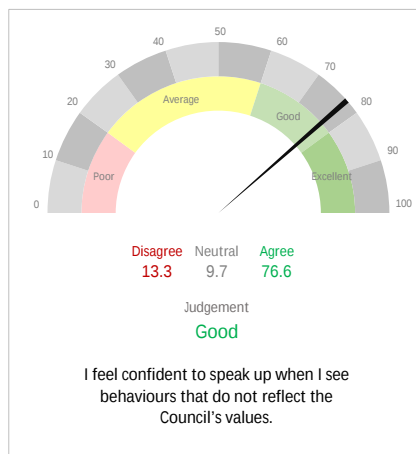
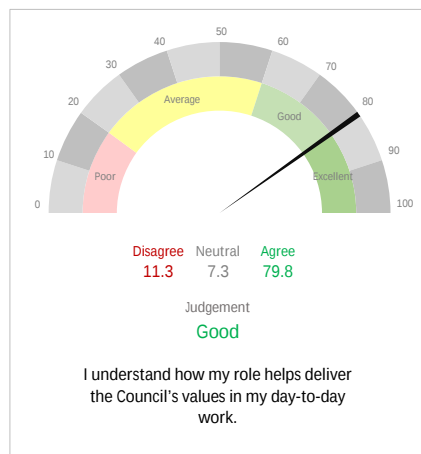
- Adult Social Care and Housing: strongest performance achieving above corporate average score on 15/15 statements.
- Children and Family Wellbeing: strong performance achieving above corporate average scores on 12/15 statements.
- Public health, Customer and Community Wellbeing: mixed positive performance achieving above corporate average scores on 7/15 statements.
- Corporate and Transformation Services: similarly, mixed positive performance achieving above corporate average scores on 6/15 statements.
- Innovation and Commercial: comparative performance mostly below corporate average scores and above on only 2/15.
- Place and Economy directorate shows the weakest comparatively — performance is mostly below the corporate average scores and above on only 1/15.

Adult Social Care and Housing and Children and Family Wellbeing outperform corporate average scores most consistently but considering low participation rates compared to other directorates; Place and Economy and Innovation and Commercial sit furthest below corporate.

PULSE Survey June 2026 - Summary Dashboard of Results

Adult Social Care and Housing

Cumberland Council 12 standard PULSE Survey statements

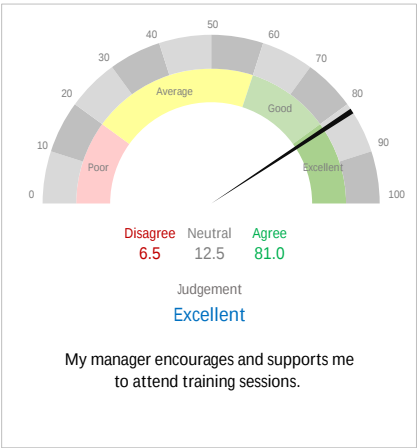
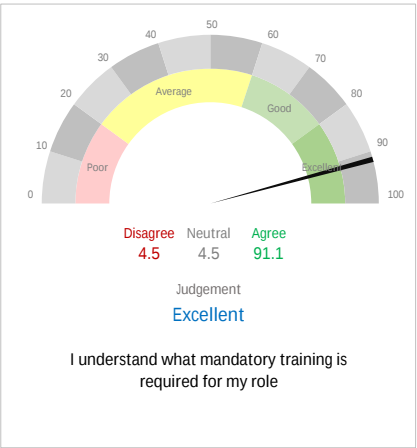
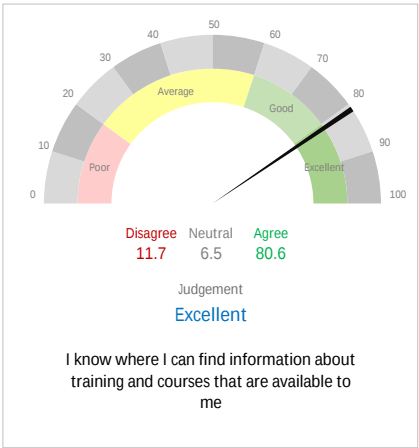


PULSE Survey June 2026 - Summary Dashboard of Results

Adult Social Care and Housing

Cumberland Council 12 standard PULSE Survey statements

PULSE Survey: additonal SPECIAL FOCUS Statements



Cumberland Council PULSE Survey (June 2026)

CUMBERLAND COUNCIL - ADULT SOCIAL CARE AND HOUSING

- neg

negative <-----> positive

+ pos Neutral Dk/Du

Q1	I understand how my role helps deliver the Council's values in my day-to-day work.	Q1	Q1	Q1
11%		80%	7%	2%
Q2	I feel confident to speak up when I see behaviours that do not reflect the Council's values.	Q2	Q2	Q2
13%		77%	10%	0%
Q3	The senior leadership team communicates a clear and consistent vision for the Council.	Q3	Q3	Q3
20%		54%	24%	2%
Q4	I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	Q4	Q4	Q4
29%		50%	19%	2%
Q5	My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	Q5	Q5	Q5
19%		72%	9%	0%
Q6	I feel valued and recognised for the work I do.	Q6	Q6	Q6
25%		60%	14%	1%
Q7	I am able to manage my workload without compromising my personal wellbeing.	Q7	Q7	Q7
31%		57%	12%	0%
Q8	I know where to go for help and support with my health and wellbeing at work.	Q8	Q8	Q8
13%		79%	8%	1%
Q9	I feel respected and included by my colleagues, regardless of background or identity.	Q9	Q9	Q9
9%		85%	6%	1%
Q10	I feel confident promoting equality, diversity, and inclusion in my role.	Q10	Q10	Q10
6%		85%	8%	0%
Q11	I would recommend the Council as a great place to work.	Q11	Q11	Q11
20%		63%	16%	2%
Q12	I have access to training and development opportunities that support my career growth.	Q12	Q12	Q12
12%		74%	13%	1%
Q13	I know where I can find information about training and courses that are available to me	Q13	Q13	Q13
12%		81%	6%	1%
Q14	I understand what mandatory training is required for my role	Q14	Q14	Q14
4%		91%	4%	0%
Q15	My manager encourages and supports me to attend training sessions.	Q15	Q15	Q15
6%		81%	13%	0%

PULSE Survey 2026 - Feb to June Direction of Travel

Cumberland Council Corporate Overview - Adult Social Care and Housing

Cumberland Council 12 standard PULSE Survey statements

1 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-2.7</td><td>1.5</td><td>0.4</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-2.7	1.5	0.4	Feb	June	Good	Good
Disagree	Neutral	Agree									
-2.7	1.5	0.4									
Feb	June										
Good	Good										
I understand how my role helps deliver the Council's values in my day-to-day work.											

2 Direction of Travel

Disagreement:	↓										
Neutrality:	↓										
Agreement:	↑										
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-6.1</td><td>-2.7</td><td>9.7</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-6.1	-2.7	9.7	Feb	June	Good	Good
Disagree	Neutral	Agree									
-6.1	-2.7	9.7									
Feb	June										
Good	Good										
I feel confident to speak up when I see behaviours that do not reflect the Council's values.											

3 Direction of Travel

Disagreement:							
Neutrality:							
Agreement:							
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-3.8</td><td>0.6</td><td>3.6</td></tr></table>		Disagree	Neutral	Agree	-3.8	0.6	3.6
Disagree	Neutral	Agree					
-3.8	0.6	3.6					
Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Feb	June	Average	Average		
Feb	June						
Average	Average						
The senior leadership team communicates a clear and consistent vision for the Council.							

4 Direction of Travel

Disagreement:							
Neutrality:							
Agreement:							
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-2.0</td><td>-2.1</td><td>7.0</td></tr></table>		Disagree	Neutral	Agree	-2.0	-2.1	7.0
Disagree	Neutral	Agree					
-2.0	-2.1	7.0					
Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Feb	June	Average	Average		
Feb	June						
Average	Average						
I trust the senior leadership team to make decisions that reflect the Council's priorities and values.							

5 Direction of Travel

Disagreement:	↑
Neutrality:	↑
Agreement:	↓

% Change from Feb to June		
Disagree	Neutral	Agree
3.2	1.8	-4.7

Judgement		
Feb		June
Good		Good

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.

6 Direction of Travel

Disagreement:	↓										
Neutrality:	↑										
Agreement:	↓										
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-0.5</td><td>0.9</td><td>-0.8</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-0.5	0.9	-0.8	Feb	June	Good	Average
Disagree	Neutral	Agree									
-0.5	0.9	-0.8									
Feb	June										
Good	Average										
I feel valued and recognised for the work I do.											

7 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-3.9</td><td>1.0</td><td>2.5</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-3.9	1.0	2.5	Feb	June	Average	Average
Disagree	Neutral	Agree									
-3.9	1.0	2.5									
Feb	June										
Average	Average										
I am able to manage my workload without compromising my personal wellbeing.											

8 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-3.5</td><td>-1.8</td><td>6.1</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-3.5	-1.8	6.1	Feb	June	Good	Good
Disagree	Neutral	Agree									
-3.5	-1.8	6.1									
Feb	June										
Good	Good										
I know where to go for help and support with my health and wellbeing at work.											

9 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-3.4</td><td>-0.5</td><td>4.0</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Excellent</td><td>Excellent</td></tr></table>		Disagree	Neutral	Agree	-3.4	-0.5	4.0	Feb	June	Excellent	Excellent
Disagree	Neutral	Agree									
-3.4	-0.5	4.0									
Feb	June										
Excellent	Excellent										
I feel respected and included by my colleagues, regardless of background or identity.											

10 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-0.5</td><td>3.9</td><td>-3.0</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Excellent</td><td>Excellent</td></tr></table>		Disagree	Neutral	Agree	-0.5	3.9	-3.0	Feb	June	Excellent	Excellent
Disagree	Neutral	Agree									
-0.5	3.9	-3.0									
Feb	June										
Excellent	Excellent										
I feel confident promoting equality, diversity, and inclusion in my role.											

11 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>3.9</td><td>-2.7</td><td>-1.2</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	3.9	-2.7	-1.2	Feb	June	Good	Good
Disagree	Neutral	Agree									
3.9	-2.7	-1.2									
Feb	June										
Good	Good										
I would recommend the Council as a great place to work.											

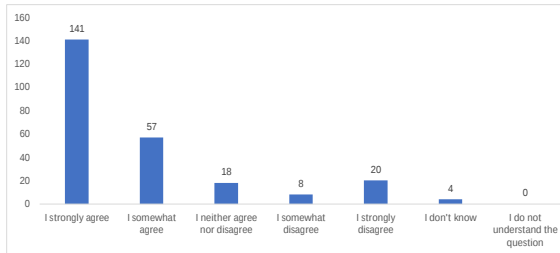
12 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>0.2</td><td>-2.7</td><td>3.3</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	0.2	-2.7	3.3	Feb	June	Good	Good
Disagree	Neutral	Agree									
0.2	-2.7	3.3									
Feb	June										
Good	Good										
I have access to training and development opportunities that support my career growth.											

Adult Social Care and Housing — Response graphs

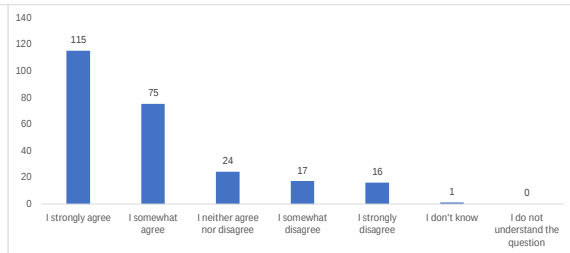
Directorate Avg score: 4.19

I understand how my role helps deliver the Council's values in my day-to-day work.



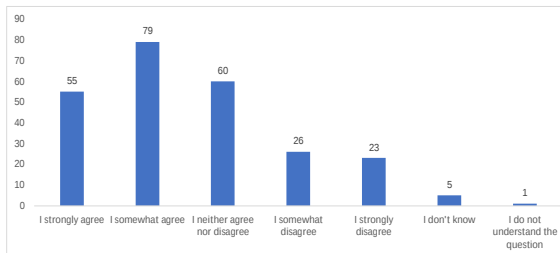
Directorate Avg score: 4.04

I feel confident to speak up when I see behaviours that do not reflect the Council's values.



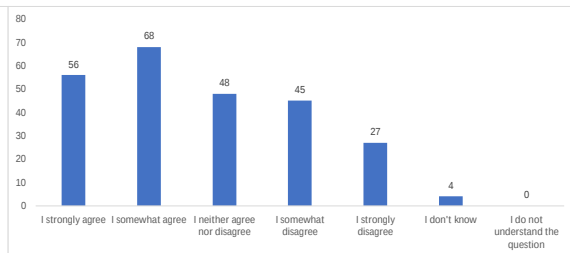
Directorate Avg score: 3.48

The senior leadership team communicates a clear and consistent vision for the Council.



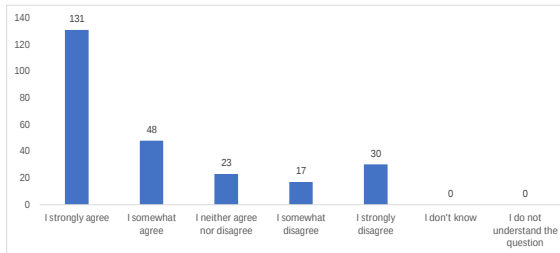
Directorate Avg score: 3.33

I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



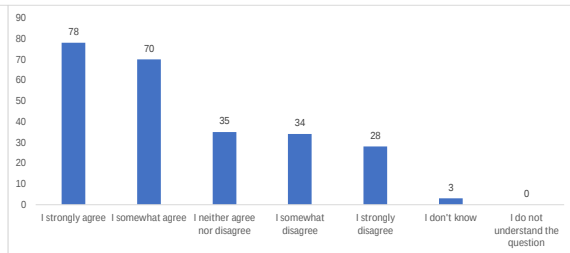
Directorate Avg score: 3.94

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



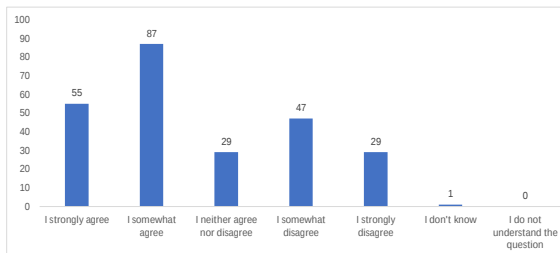
Directorate Avg score: 3.56

I feel valued and recognised for the work I do.



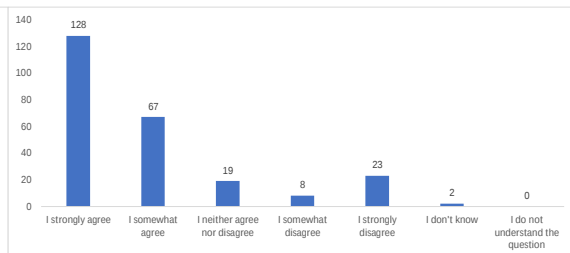
Directorate Avg score: 3.37

I am able to manage my workload without compromising my personal wellbeing.



Directorate Avg score: 4.10

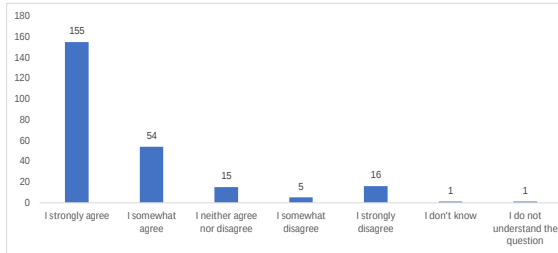
I know where to go for help and support with my health and wellbeing at work.



Adult Social Care and Housing — Response graphs

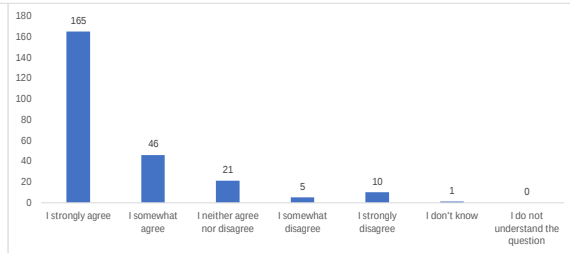
Directorate Avg score: 4.33

I feel respected and included by my colleagues, regardless of background or identity.



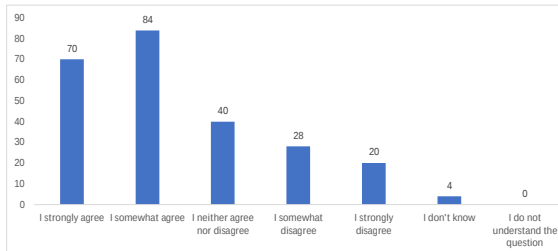
Directorate Avg score: 4.42

I feel confident promoting equality, diversity, and inclusion in my role.



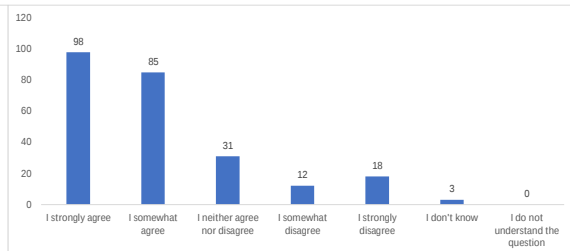
Directorate Avg score: 3.64

I would recommend the Council as a great place to work.



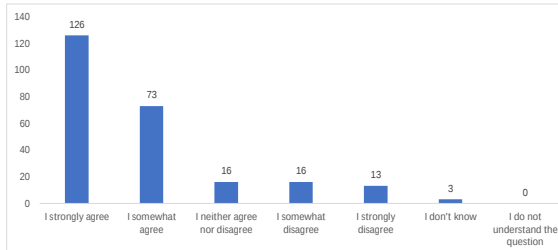
Directorate Avg score: 3.95

I have access to training and development opportunities that support my career growth.



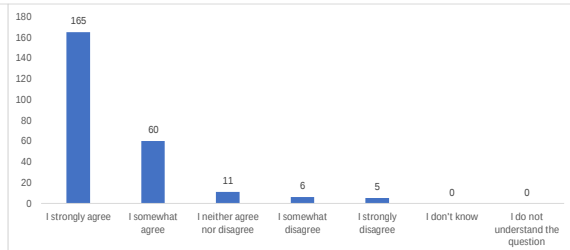
Directorate Avg score: 4.16

I know where I can find information about training and courses that are available to me



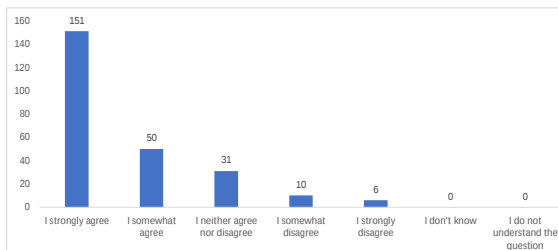
Directorate Avg score: 4.51

I understand what mandatory training is required for my role



Directorate Avg score: 4.33

My manager encourages and supports me to attend training sessions.



Cumberland Council
PULSE Survey results
JUNE 2026

Part 3

Children and Family
Wellbeing Analysis

[3] Children and Family Wellbeing results:

Overall message: positive but mixed. Agreement expressed increased on 8 of 12 statements, averaging +1.8 pts; disagreement was broadly unmoved at -0.2 pts.

Key strengths

- Line manager feedback: +8.6 pts.
- Inclusion and respect: +8.1 pts, which resulted in an improved judgement from Good to Excellent
- Workload balance and wellbeing increased by +7.0 pts on agreement.
- Speaking up on values: +5.6 pts, improved judgement from Average to Good

Concerns

- Access to Training and Development opportunities: -8.9 pts which resulted in a judgement change from Good to Average
- Recommend Council as a great place to work: -5.3 pts, judgement also moved from Good to Average
- Leadership vision clarity: -4.2 pts, however, disagreement up +5.1 pts

Judgement position

- 3 Excellent, 3 Good, 6 Average
- 2 improvements, 2 declines

The Children and Family Wellbeing directorate shows strong gains in manager support, inclusion, workload and speaking up. However, the decline in development opportunity, advocacy and clarity of leadership vision suggest that staff experience is improving locally but confidence in broader organisational direction and support around career progression needs attention.

Summary of Directorate average scores achieved against the overall Council average score by statement.

- Highest corporate score: mandatory training understood — 4.29.
- Lowest corporate score: trust in senior leadership decisions — 3.13
- Strongest directorate overall: Adult Social Care & Housing, above corporate average score on every statement.
- Weaker areas: Place & Economy and Innovation & Commercial, mostly below corporate average scores.
- Strongest corporate themes: respect/inclusion, EDI confidence, mandatory training.
- Themes for action and improvement work: senior leadership trust/vision, feeling valued, and workload wellbeing.

Directorate comparative performance scores against Council overall average scores:

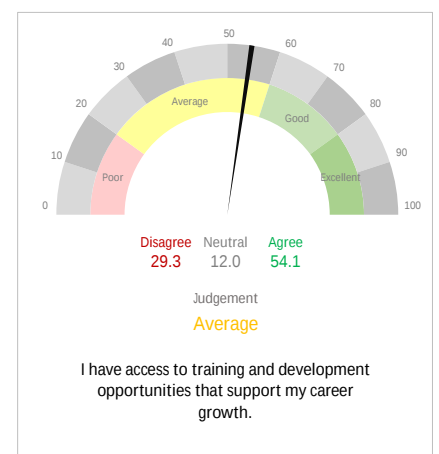
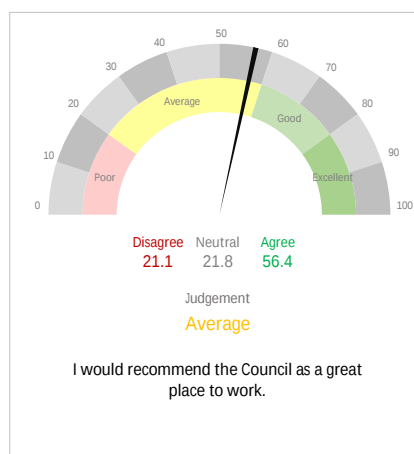
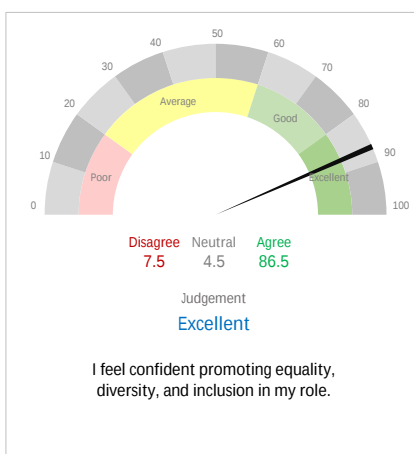
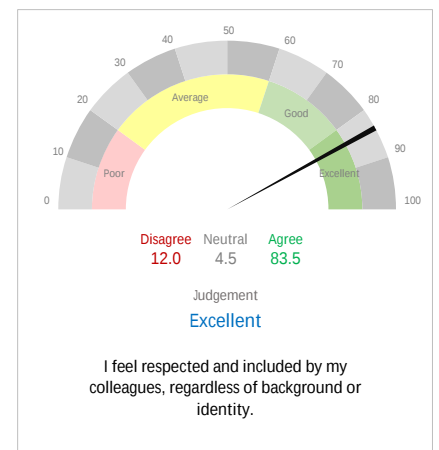
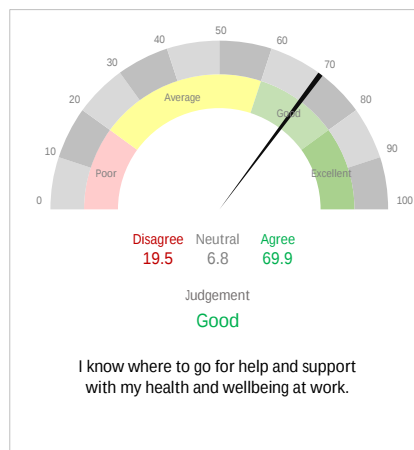
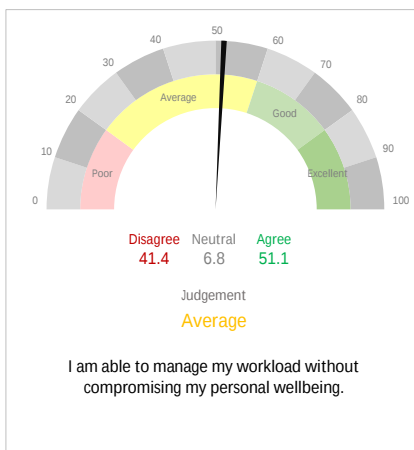
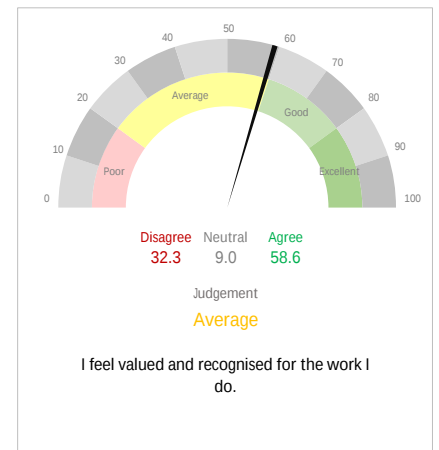
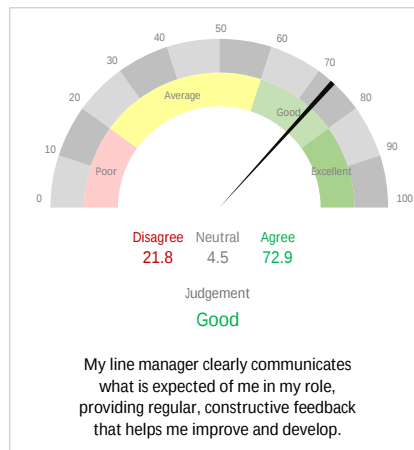
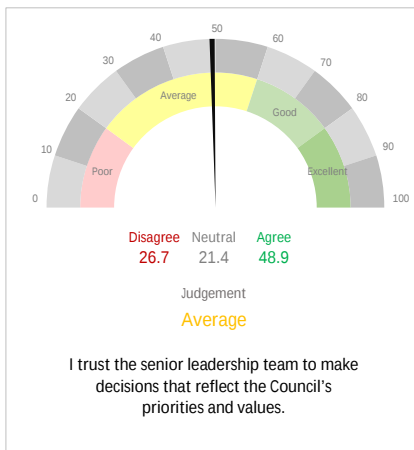
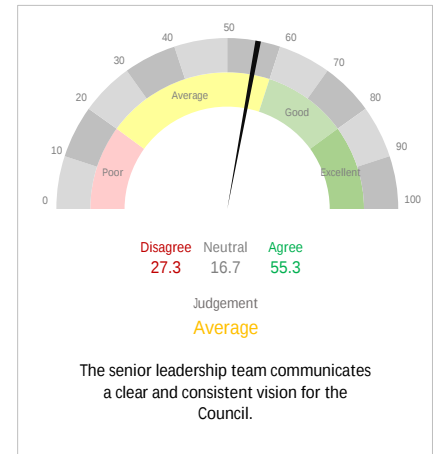
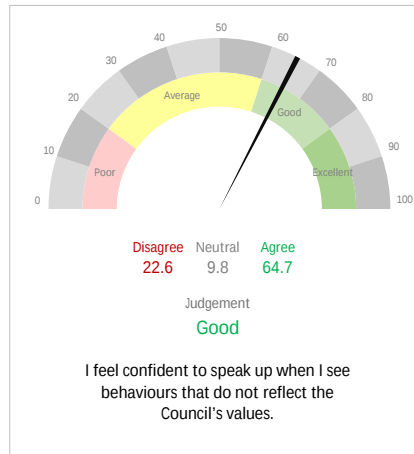
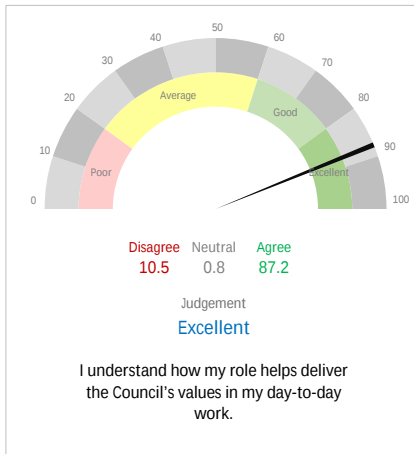
- Adult Social Care and Housing: strongest performance achieving above corporate average score on 15/15 statements.
- Children and Family Wellbeing: strong performance achieving above corporate average scores on 12/15 statements.
- Public health, Customer and Community Wellbeing: mixed positive performance achieving above corporate average scores on 7/15 statements.
- Corporate and Transformation Services: similarly, mixed positive performance achieving above corporate average scores on 6/15 statements.
- Innovation and Commercial: comparative performance mostly below corporate average scores and above on only 2/15.
- Place and Economy directorate shows the weakest comparatively — performance is mostly below the corporate average scores and above on only 1/15.

Adult Social Care and Housing and Children and Family Wellbeing outperform corporate average scores most consistently but considering low participation rates compared to other directorates; Place and Economy and Innovation and Commercial sit furthest below corporate.

PULSE Survey June 2026 - Summary Dashboard of Results

Children and Family Wellbeing

Cumberland Council 12 standard PULSE Survey statements

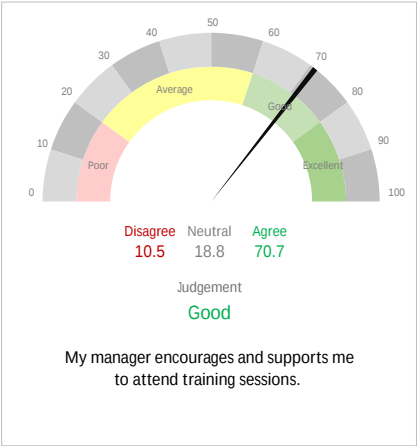
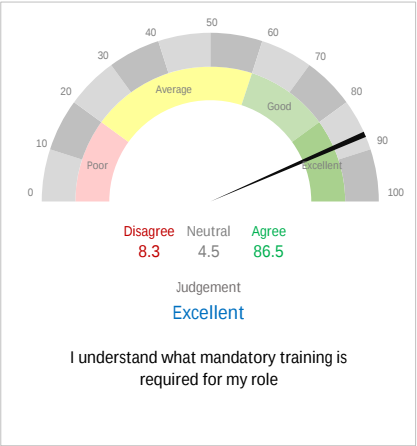
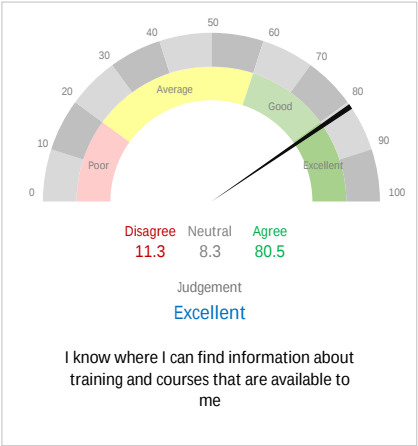


PULSE Survey June 2026 - Summary Dashboard of Results

Children and Family Wellbeing

Cumberland Council 12 standard PULSE Survey statements

PULSE Survey: additonal SPECIAL FOCUS Statements



Cumberland Council PULSE Survey (June 2026)

CUMBERLAND COUNCIL - CHILDREN AND FAMILY WELLBEING

- neg

negative <-----> positive

+ pos Neutral Dk/Du

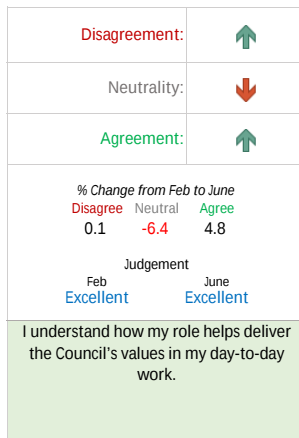
Q1	I understand how my role helps deliver the Council's values in my day-to-day work.	Q1	Q1	Q1
11%		87%	1%	2%
Q2	I feel confident to speak up when I see behaviours that do not reflect the Council's values.	Q2	Q2	Q2
23%		65%	10%	3%
Q3	The senior leadership team communicates a clear and consistent vision for the Council.	Q3	Q3	Q3
27%		55%	17%	1%
Q4	I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	Q4	Q4	Q4
27%		49%	21%	3%
Q5	My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	Q5	Q5	Q5
22%		73%	5%	1%
Q6	I feel valued and recognised for the work I do.	Q6	Q6	Q6
32%		59%	9%	0%
Q7	I am able to manage my workload without compromising my personal wellbeing.	Q7	Q7	Q7
41%		51%	7%	1%
Q8	I know where to go for help and support with my health and wellbeing at work.	Q8	Q8	Q8
20%		70%	7%	4%
Q9	I feel respected and included by my colleagues, regardless of background or identity.	Q9	Q9	Q9
12%		83%	5%	0%
Q10	I feel confident promoting equality, diversity, and inclusion in my role.	Q10	Q10	Q10
8%		86%	5%	2%
Q11	I would recommend the Council as a great place to work.	Q11	Q11	Q11
21%		56%	22%	1%
Q12	I have access to training and development opportunities that support my career growth.	Q12	Q12	Q12
29%		54%	12%	5%
Q13	I know where I can find information about training and courses that are available to me	Q13	Q13	Q13
11%		80%	8%	0%
Q14	I understand what mandatory training is required for my role	Q14	Q14	Q14
8%		86%	5%	1%
Q15	My manager encourages and supports me to attend training sessions.	Q15	Q15	Q15
11%		71%	19%	0%

PULSE Survey 2026 - Feb to June Direction of Travel

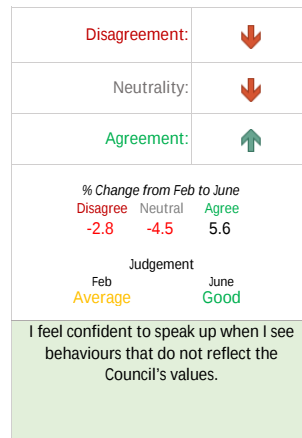
Cumberland Council Corporate Overview - Children and Family Wellbeing

Cumberland Council 12 standard PULSE Survey statements

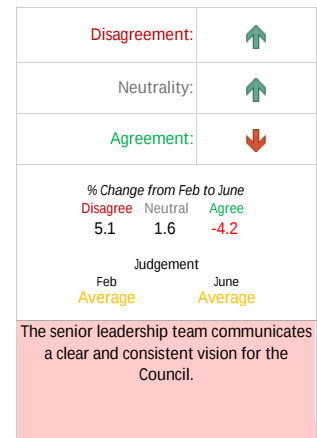
1 Direction of Travel



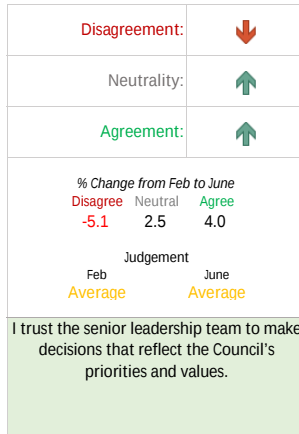
2 Direction of Travel



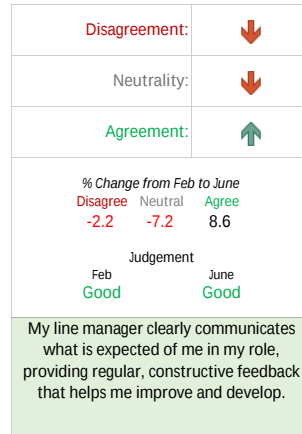
3 Direction of Travel



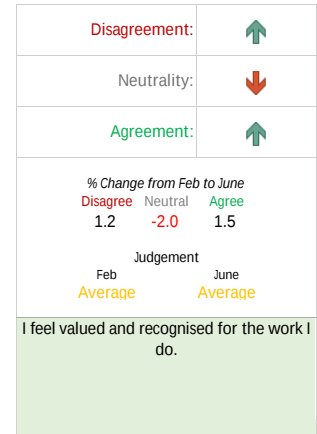
4 Direction of Travel



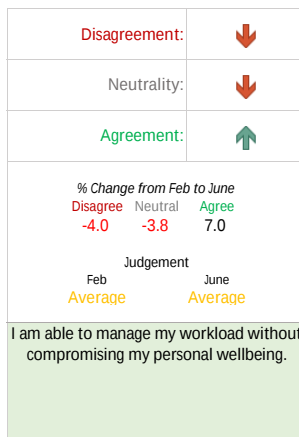
5 Direction of Travel



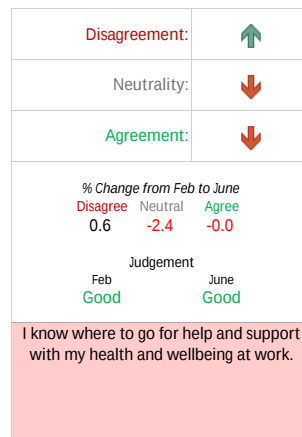
6 Direction of Travel



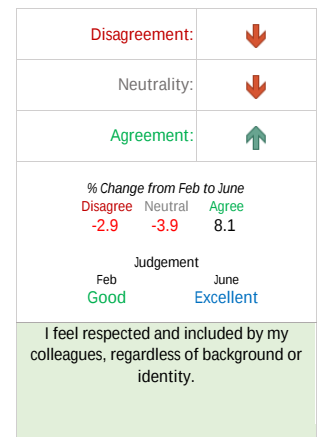
7 Direction of Travel



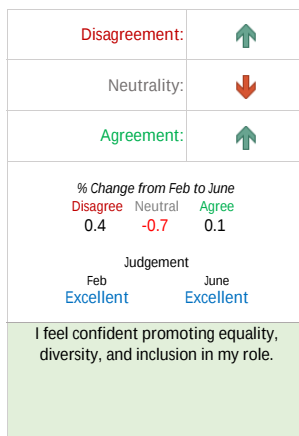
8 Direction of Travel



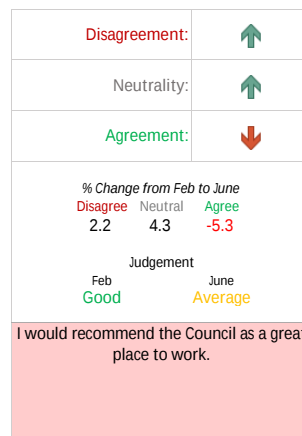
9 Direction of Travel



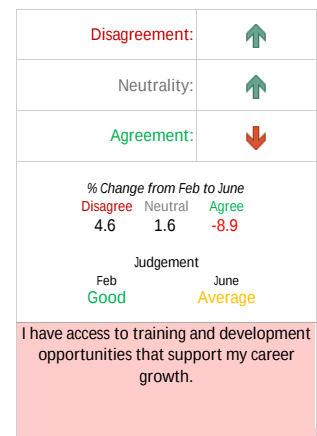
10 Direction of Travel



11 Direction of Travel



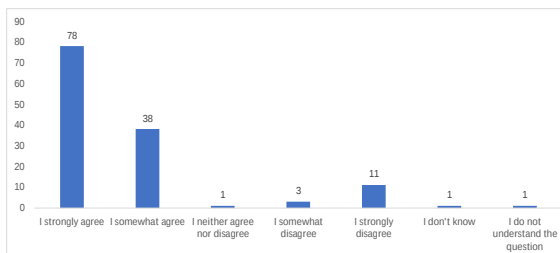
12 Direction of Travel



Children and Family Wellbeing — Response graphs

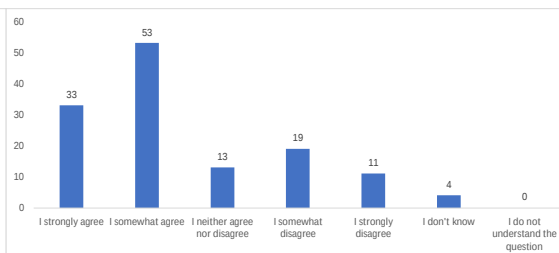
Directorate Avg score: 4.29

I understand how my role helps deliver the Council's values in my day-to-day work.



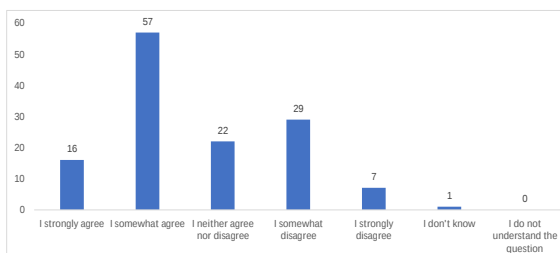
Directorate Avg score: 3.60

I feel confident to speak up when I see behaviours that do not reflect the Council's values.



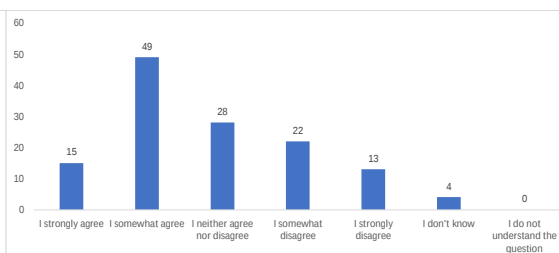
Directorate Avg score: 3.35

The senior leadership team communicates a clear and consistent vision for the Council.



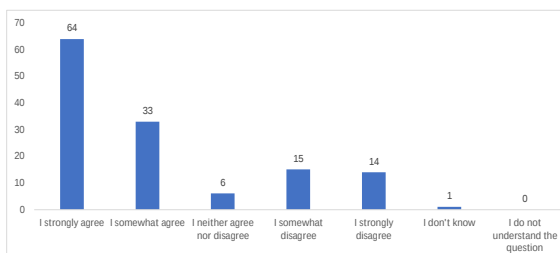
Directorate Avg score: 3.24

I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



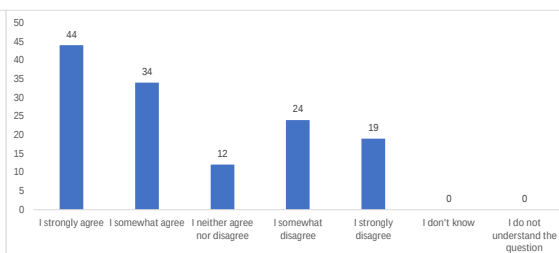
Directorate Avg score: 3.89

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



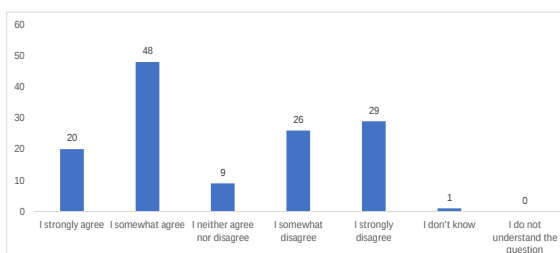
Directorate Avg score: 3.45

I feel valued and recognised for the work I do.



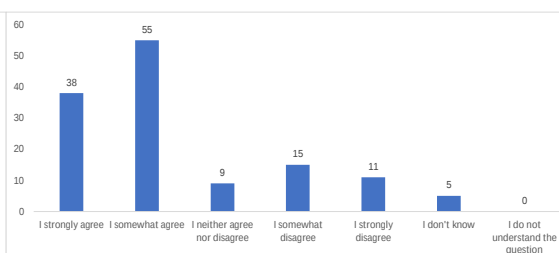
Directorate Avg score: 3.03

I am able to manage my workload without compromising my personal wellbeing.



Directorate Avg score: 3.73

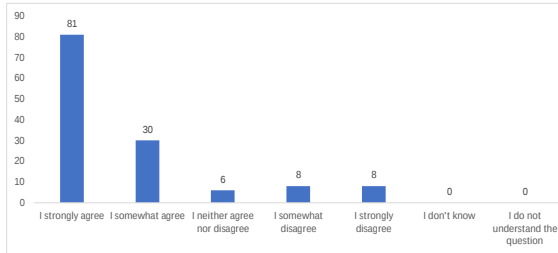
I know where to go for help and support with my health and wellbeing at work.



Children and Family Wellbeing — Response graphs

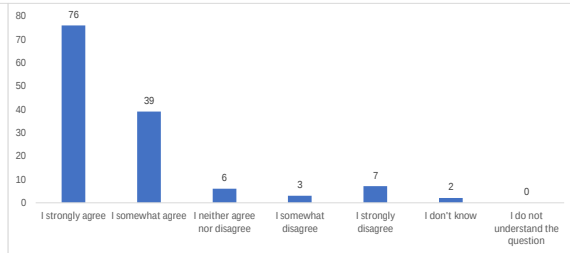
Directorate Avg score: 4.26

I feel respected and included by my colleagues, regardless of background or identity.



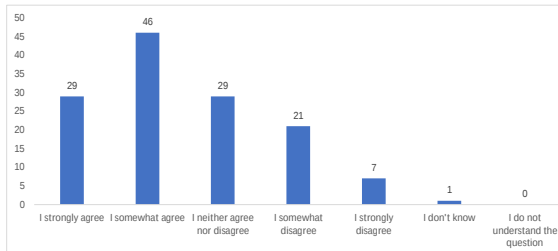
Directorate Avg score: 4.33

I feel confident promoting equality, diversity, and inclusion in my role.



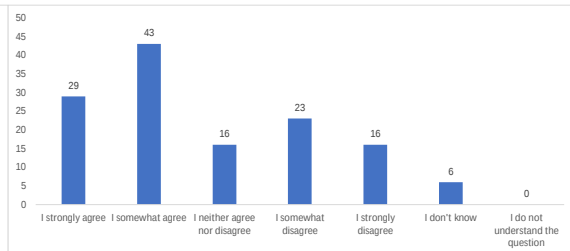
Directorate Avg score: 3.52

I would recommend the Council as a great place to work.



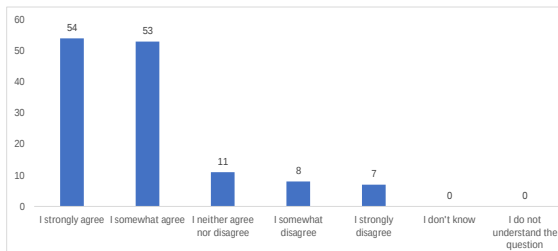
Directorate Avg score: 3.36

I have access to training and development opportunities that support my career growth.



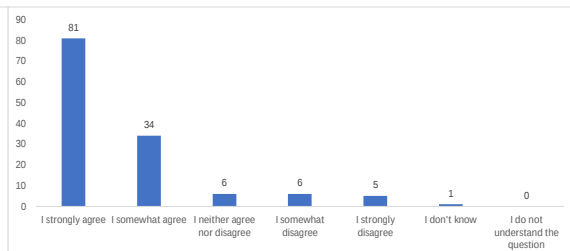
Directorate Avg score: 4.05

I know where I can find information about training and courses that are available to me



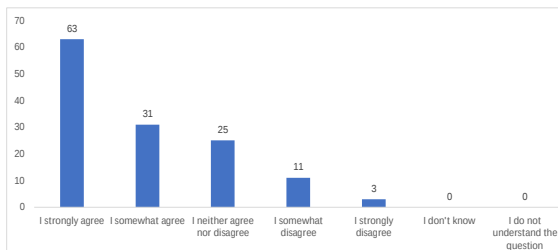
Directorate Avg score: 4.36

I understand what mandatory training is required for my role



Directorate Avg score: 4.05

My manager encourages and supports me to attend training sessions.



Cumberland Council
PULSE Survey results
JUNE 2026

Part 4

Public Heath, Customer, and
Community Wellbeing
Analysis

[4] Public Health, Customer and Community Wellbeing results:

Overall, the Public Health, Customer and Community Wellbeing directorate shows a modest positive direction of travel, but not a decisive shift. Agreement increased on 7 of 12 statements, with average agreement up +0.9 pts, disagreement down -1.3 pts, but neutrality rose +1.2 pts, suggesting some staff are moving out of disagreement but not always into active agreement.

Key strengths

- Strongest improvement is in trust in senior leadership decisions: +4.7 pts in agreement, and disagreement down -1.1 pts.
- Training and development improved strongly: +4.0 pts agreement, though disagreement also rose slightly.
- Health and wellbeing support awareness improved: +3.1 pts agreement, with the biggest fall in disagreement -4.3 pts.
- Senior leadership vision improved: +2.7 agreement, disagreement down -3.1 pts.
- Line management is still a strength: keeping a judgement of Good, agreement up +1.3 pts, disagreement down -3.4 pts.

Concerns

- Equality, diversity and inclusion confidence declined most with a decrease of 2.8 pts in agreement, neutrality up +4.1 pts.
- Respect and inclusion by colleagues also weakened: -2.3 pts agreement, disagreement up +1.7 pts.
- Workload and wellbeing balance stays rated Good, but agreement slipped -0.4 pts while neutrality rose +3.1 pts.
- Council recommended as a great place to work stays with a judgement of Average and slightly weakened: -0.3 pts agreement, yet noting neutrality up +4.2 pts.
- Understanding how my role helps deliver the Council's values kept an overall judgement of Good. However, agreement barely rose +0.3 pts, while disagreement increased +2.9 pts.

Judgement position

- No statement changed the judgement rating.
- Mirroring February, the June profile returned 6 Good, 6 Average, and no Excellent judgements.

Summary of Directorate average scores achieved against the overall Council average score by statement.

- Highest corporate score: mandatory training understood — 4.29.
- Lowest corporate score: trust in senior leadership decisions — 3.13
- Strongest directorate overall: Adult Social Care & Housing, above corporate average score on every statement.
- Weaker areas: Place & Economy and Innovation & Commercial, mostly below corporate average scores.
- Strongest corporate themes: respect/inclusion, EDI confidence, mandatory training.
- Themes for action and improvement work: senior leadership trust/vision, feeling valued, and workload wellbeing.

Directorate comparative performance scores against Council overall average scores:

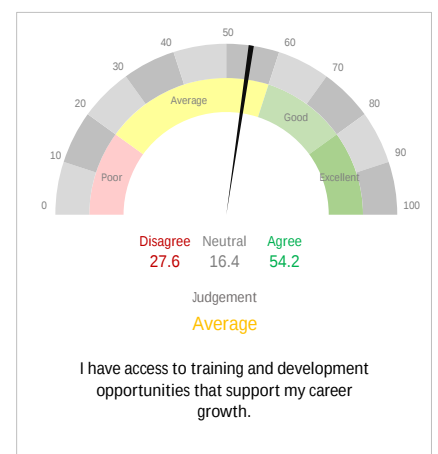
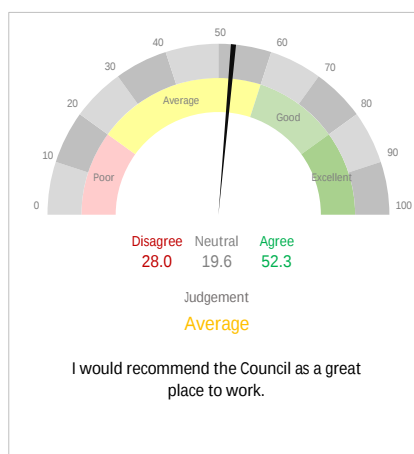
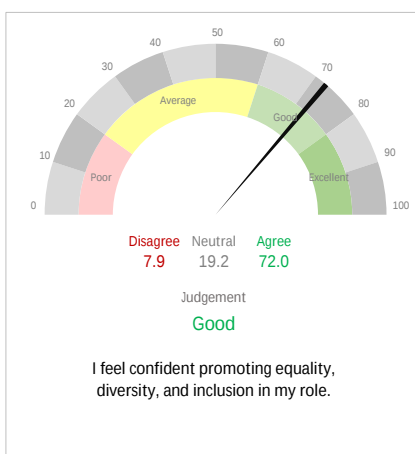
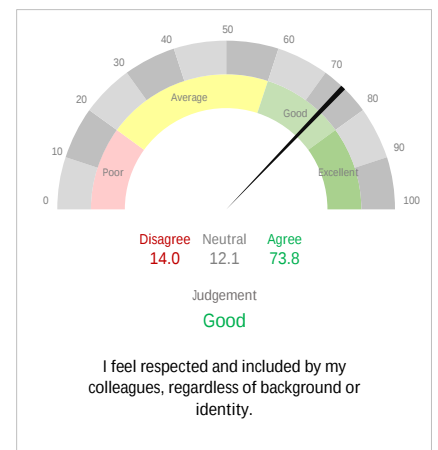
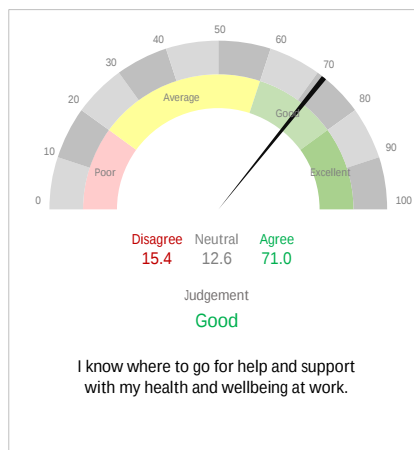
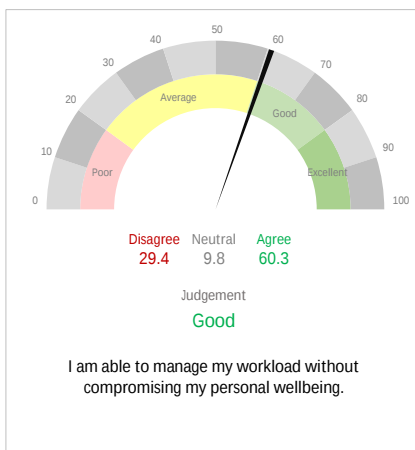
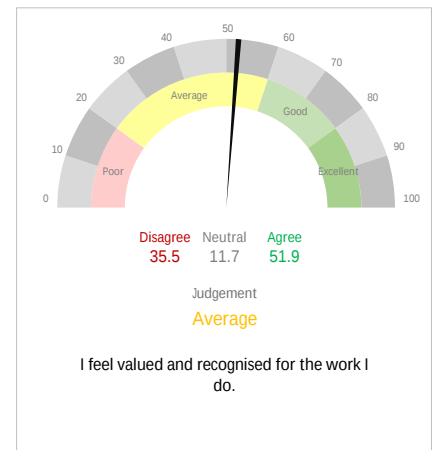
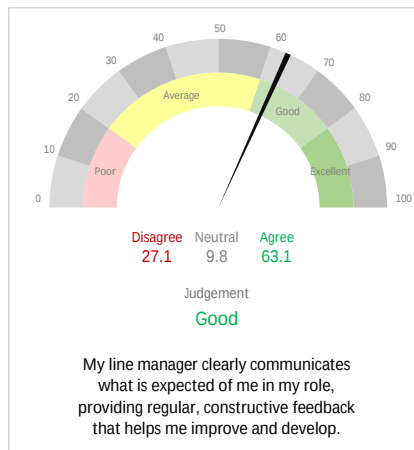
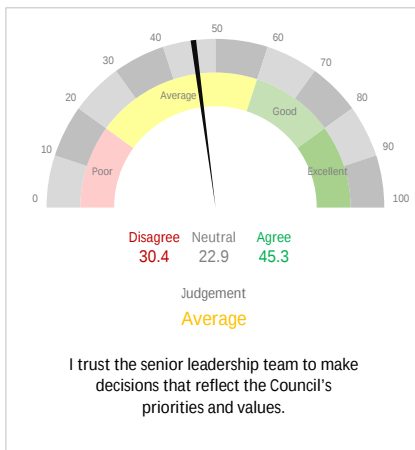
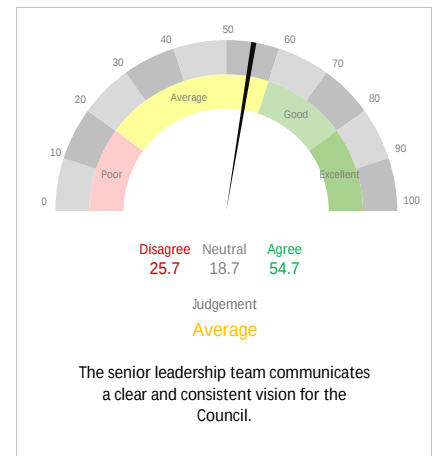
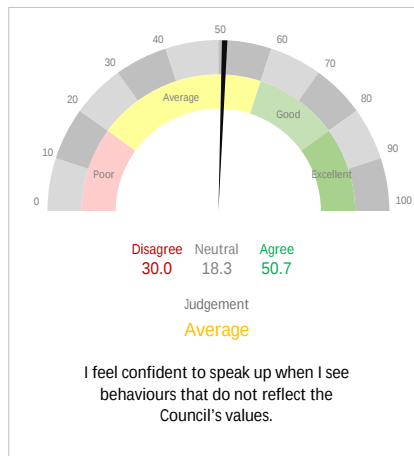
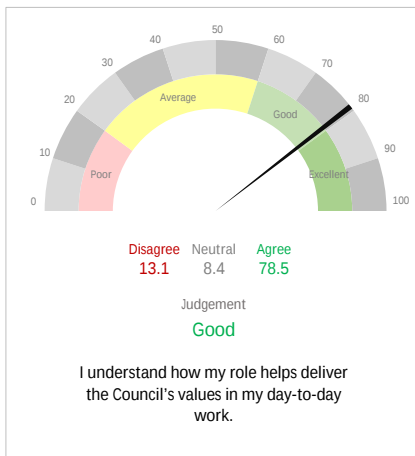
- Adult Social Care and Housing: strongest performance achieving above corporate average score on 15/15 statements.
- Children and Family Wellbeing: strong performance achieving above corporate average scores on 12/15 statements.
- Public health, Customer and Community Wellbeing: mixed positive performance achieving above corporate average scores on 7/15 statements.
- Corporate and Transformation Services: similarly, mixed positive performance achieving above corporate average scores on 6/15 statements.
- Innovation and Commercial: comparative performance mostly below corporate average scores and above on only 2/15.
- Place and Economy directorate shows the weakest comparatively — performance is mostly below the corporate average scores and above on only 1/15.

Adult Social Care and Housing and Children and Family Wellbeing outperform corporate average scores most consistently but considering low participation rates compared to other directorates; Place and Economy and Innovation and Commercial sit furthest below corporate.

PULSE Survey June 2026 - Summary Dashboard of Results

Public Health, Customer and Community Wellbeing

Cumberland Council 12 standard PULSE Survey statements

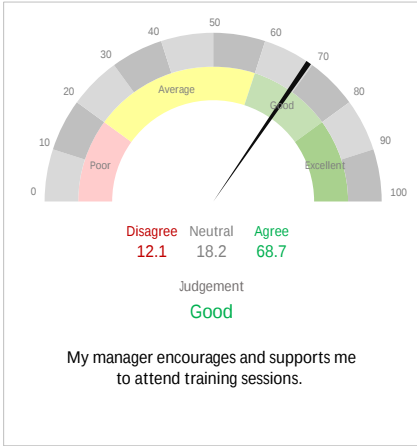
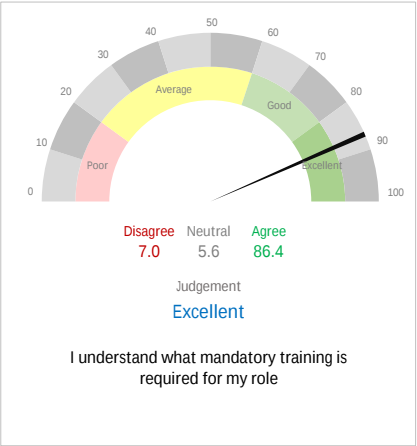
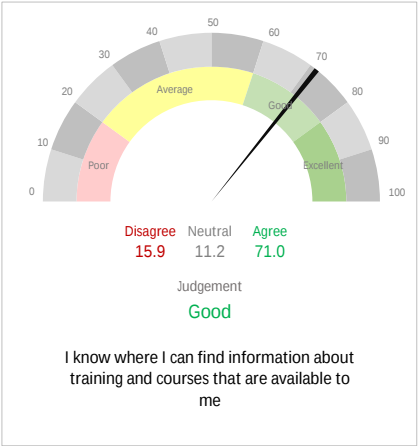


PULSE Survey June 2026 - Summary Dashboard of Results

Public Health, Customer and Community Wellbeing

Cumberland Council 12 standard PULSE Survey statements

PULSE Survey: additonal SPECIAL FOCUS Statements



Cumberland Council PULSE Survey (June 2026)

CUMBERLAND COUNCIL - PUBLIC HEALTH, CUSTOMER, AND COMMUNITY WELLBEING

- neg

negative <-----> positive

+ pos Neutral Dk/Du

Q1	I understand how my role helps deliver the Council's values in my day-to-day work.	Q1	Q1	Q1
13%		79%	8%	0%
Q2	I feel confident to speak up when I see behaviours that do not reflect the Council's values.	Q2	Q2	Q2
30%		51%	18%	1%
Q3	The senior leadership team communicates a clear and consistent vision for the Council.	Q3	Q3	Q3
26%		55%	19%	1%
Q4	I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	Q4	Q4	Q4
30%		45%	23%	1%
Q5	My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	Q5	Q5	Q5
27%		63%	10%	0%
Q6	I feel valued and recognised for the work I do.	Q6	Q6	Q6
36%		52%	12%	1%
Q7	I am able to manage my workload without compromising my personal wellbeing.	Q7	Q7	Q7
29%		60%	10%	0%
Q8	I know where to go for help and support with my health and wellbeing at work.	Q8	Q8	Q8
15%		71%	13%	1%
Q9	I feel respected and included by my colleagues, regardless of background or identity.	Q9	Q9	Q9
14%		74%	12%	0%
Q10	I feel confident promoting equality, diversity, and inclusion in my role.	Q10	Q10	Q10
8%		72%	19%	1%
Q11	I would recommend the Council as a great place to work.	Q11	Q11	Q11
28%		52%	20%	0%
Q12	I have access to training and development opportunities that support my career growth.	Q12	Q12	Q12
28%		54%	16%	2%
Q13	I know where I can find information about training and courses that are available to me	Q13	Q13	Q13
16%		71%	11%	2%
Q14	I understand what mandatory training is required for my role	Q14	Q14	Q14
7%		86%	6%	1%
Q15	My manager encourages and supports me to attend training sessions.	Q15	Q15	Q15
12%		69%	18%	1%

PULSE Survey 2026 - Feb to June Direction of Travel

Cumberland Council Corporate Overview - Public Health, Customer, and Community Wellbeing

Cumberland Council 12 standard PULSE Survey statements

1 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>2.9</td><td>-2.1</td><td>0.3</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	2.9	-2.1	0.3	Feb	June	Good	Good
Disagree	Neutral	Agree									
2.9	-2.1	0.3									
Feb	June										
Good	Good										
I understand how my role helps deliver the Council's values in my day-to-day work.											

2 Direction of Travel

Disagreement:	↓										
Neutrality:	↑										
Agreement:	↓										
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-0.2</td><td>1.4</td><td>-0.4</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-0.2	1.4	-0.4	Feb	June	Average	Average
Disagree	Neutral	Agree									
-0.2	1.4	-0.4									
Feb	June										
Average	Average										
I feel confident to speak up when I see behaviours that do not reflect the Council's values.											

3 Direction of Travel

Disagreement:	
Neutrality:	
Agreement:	
% Change from Feb to June Disagree Neutral Agree -3.1 2.2 2.7 Judgement Feb June Average Average	
The senior leadership team communicates a clear and consistent vision for the Council.	

4 Direction of Travel

Disagreement:							
Neutrality:							
Agreement:							
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-1.1</td><td>-2.2</td><td>4.7</td></tr></table>		Disagree	Neutral	Agree	-1.1	-2.2	4.7
Disagree	Neutral	Agree					
-1.1	-2.2	4.7					
Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Feb	June	Average	Average		
Feb	June						
Average	Average						
I trust the senior leadership team to make decisions that reflect the Council's priorities and values.							

5 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-3.4</td><td>2.1</td><td>1.3</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-3.4	2.1	1.3	Feb	June	Good	Good
Disagree	Neutral	Agree									
-3.4	2.1	1.3									
Feb	June										
Good	Good										
My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.											

6 Direction of Travel

Disagreement:	↓										
Neutrality:	↑										
Agreement:	↑										
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-2.5</td><td>1.5</td><td>1.2</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-2.5	1.5	1.2	Feb	June	Average	Average
Disagree	Neutral	Agree									
-2.5	1.5	1.2									
Feb	June										
Average	Average										
I feel valued and recognised for the work I do.											

7 Direction of Travel

Disagreement:	↓
Neutrality:	↑
Agreement:	↓
% Change from Feb to June Disagree Neutral Agree -3.2 3.1 -0.4 Judgement Feb June Good Good	
I am able to manage my workload without compromising my personal wellbeing.	

8 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-4.3</td><td>2.4</td><td>3.1</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-4.3	2.4	3.1	Feb	June	Good	Good
Disagree	Neutral	Agree									
-4.3	2.4	3.1									
Feb	June										
Good	Good										
I know where to go for help and support with my health and wellbeing at work.											

9 Direction of Travel

Disagreement:	↑										
Neutrality:	↑										
Agreement:	↓										
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>1.7</td><td>2.3</td><td>-2.3</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	1.7	2.3	-2.3	Feb	June	Good	Good
Disagree	Neutral	Agree									
1.7	2.3	-2.3									
Feb	June										
Good	Good										
I feel respected and included by my colleagues, regardless of background or identity.											

10 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>0.6</td><td>4.1</td><td>-2.8</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	0.6	4.1	-2.8	Feb	June	Good	Good
Disagree	Neutral	Agree									
0.6	4.1	-2.8									
Feb	June										
Good	Good										
I feel confident promoting equality, diversity, and inclusion in my role.											

11 Direction of Travel

Disagreement:	↓										
Neutrality:	↑										
Agreement:	↓										
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-2.8</td><td>4.2</td><td>-0.3</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-2.8	4.2	-0.3	Feb	June	Average	Average
Disagree	Neutral	Agree									
-2.8	4.2	-0.3									
Feb	June										
Average	Average										
I would recommend the Council as a great place to work.											

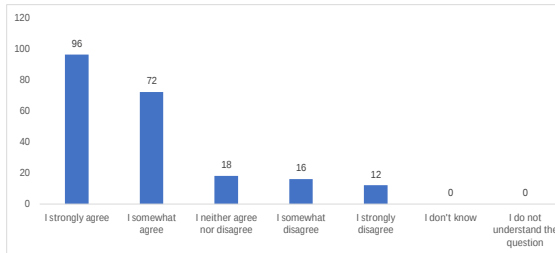
12 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>0.2</td><td>-4.3</td><td>4.0</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	0.2	-4.3	4.0	Feb	June	Average	Average
Disagree	Neutral	Agree									
0.2	-4.3	4.0									
Feb	June										
Average	Average										
I have access to training and development opportunities that support my career growth.											

Public Health, Customer and Community Wellbeing — Response graphs

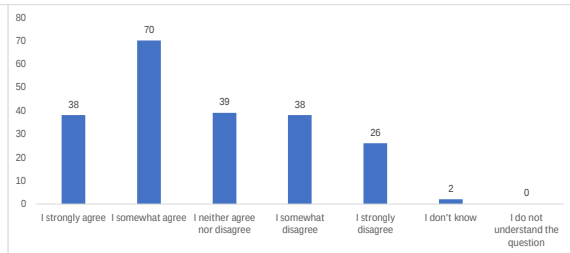
Directorate Avg score: 4.05

I understand how my role helps deliver the Council's values in my day-to-day work.



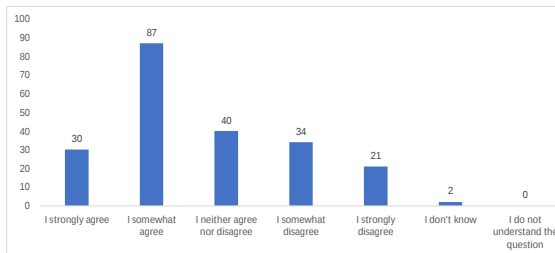
Directorate Avg score: 3.27

I feel confident to speak up when I see behaviours that do not reflect the Council's values.



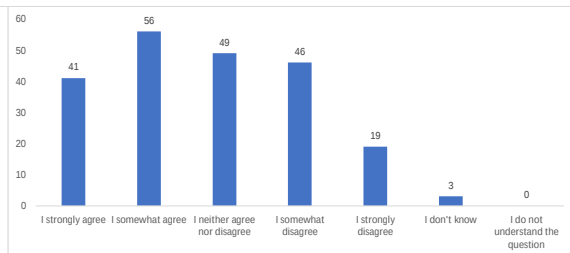
Directorate Avg score: 3.33

The senior leadership team communicates a clear and consistent vision for the Council.



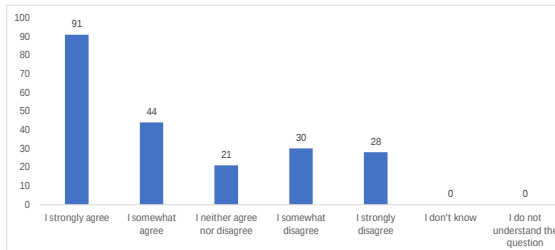
Directorate Avg score: 3.26

I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



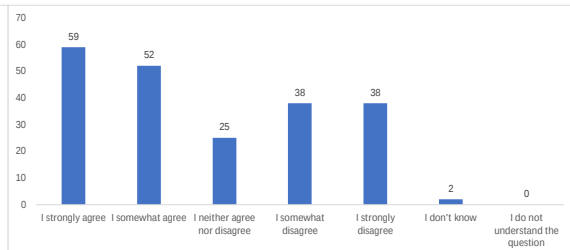
Directorate Avg score: 3.65

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



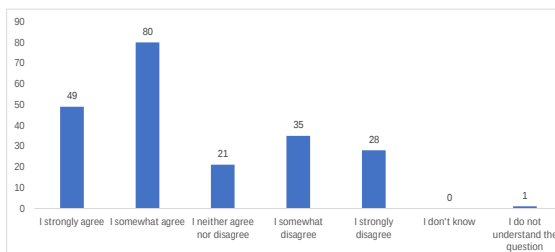
Directorate Avg score: 3.26

I feel valued and recognised for the work I do.



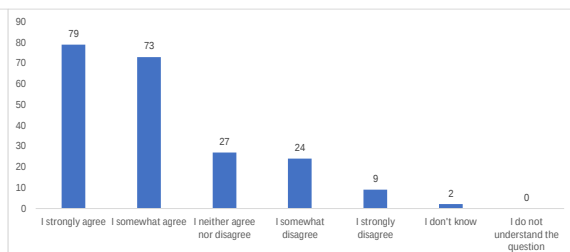
Directorate Avg score: 3.41

I am able to manage my workload without compromising my personal wellbeing.



Directorate Avg score: 3.89

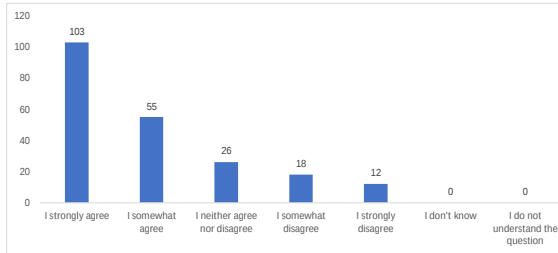
I know where to go for help and support with my health and wellbeing at work.



Public Health, Customer and Community Wellbeing — Response graphs

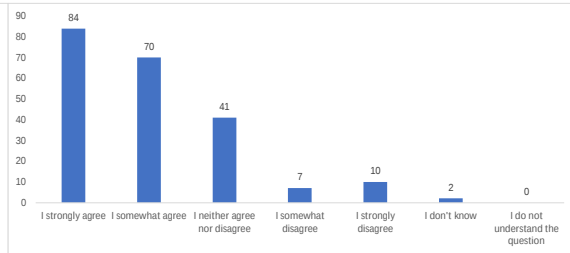
Directorate Avg score: 4.02

I feel respected and included by my colleagues, regardless of background or identity.



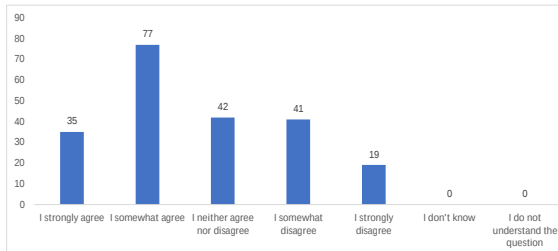
Directorate Avg score: 4.00

I feel confident promoting equality, diversity, and inclusion in my role.



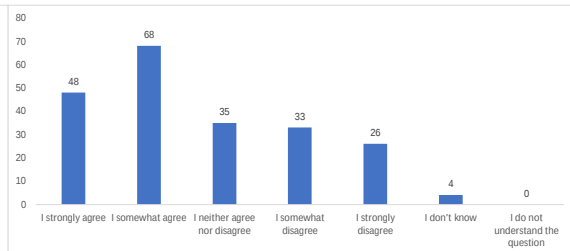
Directorate Avg score: 3.32

I would recommend the Council as a great place to work.



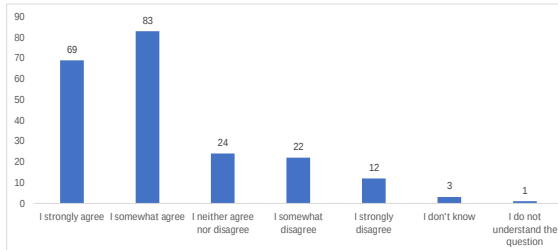
Directorate Avg score: 3.38

I have access to training and development opportunities that support my career growth.



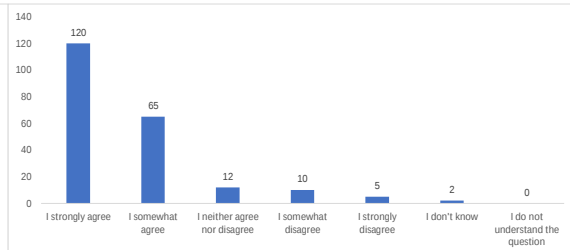
Directorate Avg score: 3.83

I know where I can find information about training and courses that are available to me



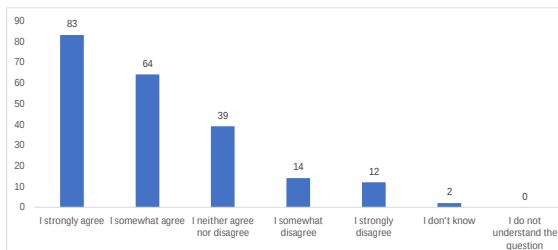
Directorate Avg score: 4.34

I understand what mandatory training is required for my role



Directorate Avg score: 3.91

My manager encourages and supports me to attend training sessions.



Cumberland Council
PULSE Survey results
JUNE 2026

Part 5

Corporate and
Transformation
Services Analysis

[5] Corporate and Transformation Services results:

Corporate and Transformation Services shows a positive but mixed direction of travel. Agreement increased on 8 of 12 statements, average agreement rose +1.4 pts, and neutrality fell -1.8 pts which suggesting movement away from uncertainty. However, disagreement also rose +0.9 pts, suggesting that views are becoming more polarised.

Key strengths

- EDI confidence is the strongest improvement: +6.6 pts agreement, neutrality down -8.6 pts.
- Recommendation as a great place to work improved sharply: +6.2 pts in agreement, improving the overall judgement rating from Average to Good.
- Training and development improved: +3.1 pts in agreement, disagreement down -4.4 pts.
- Senior leadership vision improved: +2.7 pts in agreement, disagreement down -3.2 pts.
- Feeling valued and recognised rose +1.7 pts in agreement.

Concerns

- Role connection to Council values declined most: -2.9 pts in agreement, disagreement up +5.4 pts.
- Line management communication/feedback fell -2.1 pts in agreement, despite disagreement reducing.
- Confidence to speak up on values remained Average and slightly declined, with disagreement up +3.6 pts.
- Workload balance and wellbeing remain Average but slightly weakened.
- Trust in senior leadership improved slightly in agreement, but disagreement rose +4.4 pts, which shows divided confidence.

Judgement position

- 7 Good, 5 Average, 0 Excellent.
- One statement improved judgement: recommendation as a great place to work: Average to Good.
- No judgement ratings deteriorated.

Corporate and Transformation Services is improving overall, but the improvement is uneven; leadership should consolidate gains while tackling growing pockets of disagreement. The directorate has clear momentum in advocacy, EDI, development and leadership communication, but the increases in disagreement on several core culture measures points to polarisation. The directorate priority, therefore, will need to address why some staff are becoming less aligned with Council values, less confident speaking up, and less positive about management feedback.

Summary of Directorate average scores achieved against the overall Council average score by statement.

- Highest corporate score: mandatory training understood — 4.29.
- Lowest corporate score: trust in senior leadership decisions — 3.13
- Strongest directorate overall: Adult Social Care & Housing, above corporate average score on every statement.
- Weaker areas: Place & Economy and Innovation & Commercial, mostly below corporate average scores.
- Strongest corporate themes: respect/inclusion, EDI confidence, mandatory training.
- Themes for action and improvement work: senior leadership trust/vision, feeling valued, and workload wellbeing.

Directorate comparative performance scores against Council overall average scores:

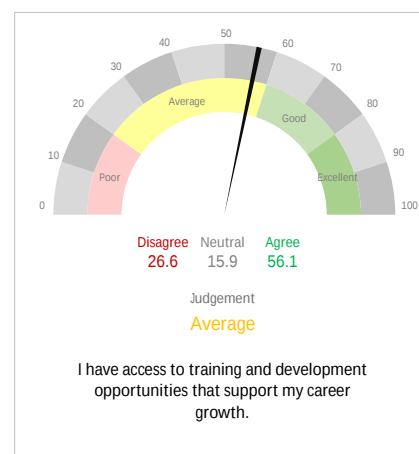
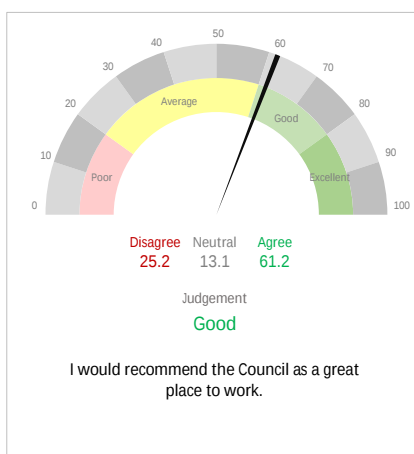
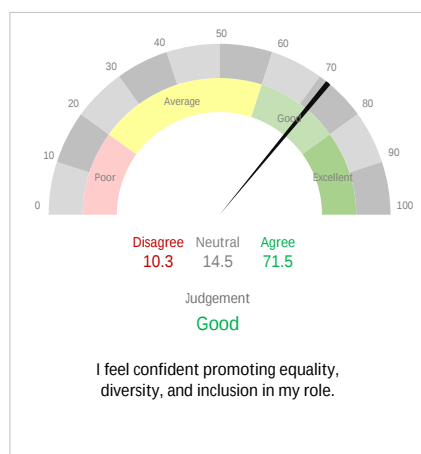
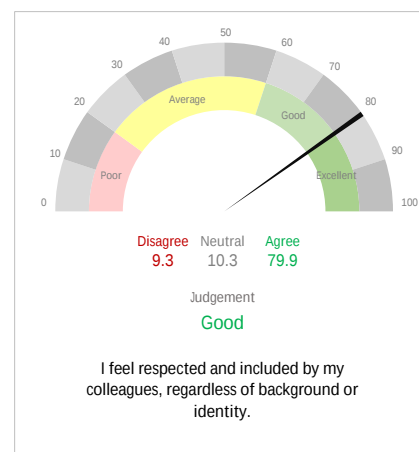
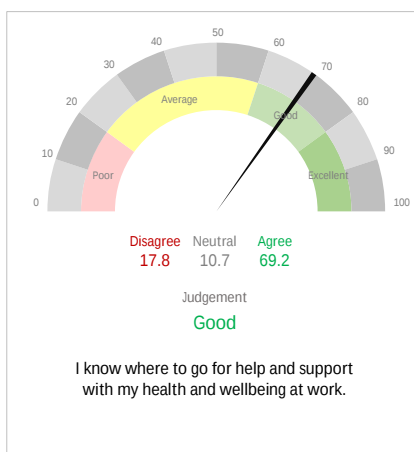
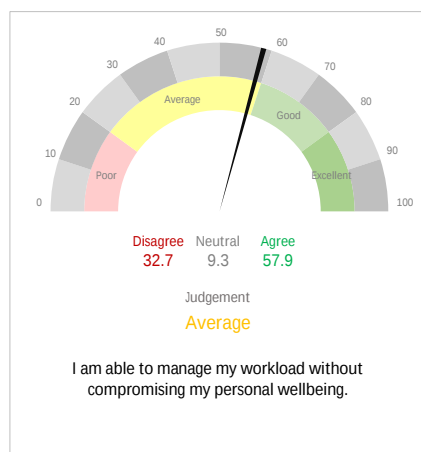
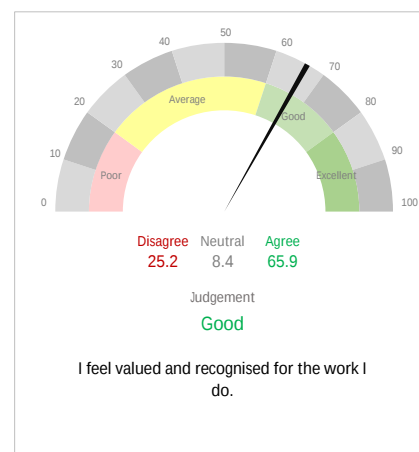
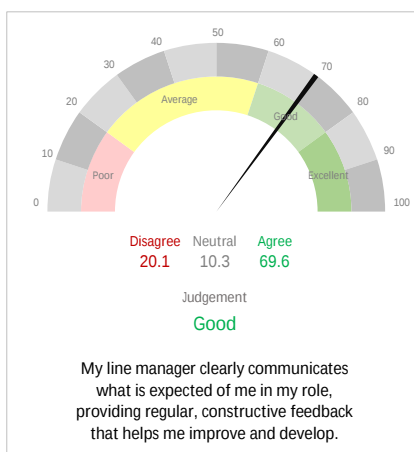
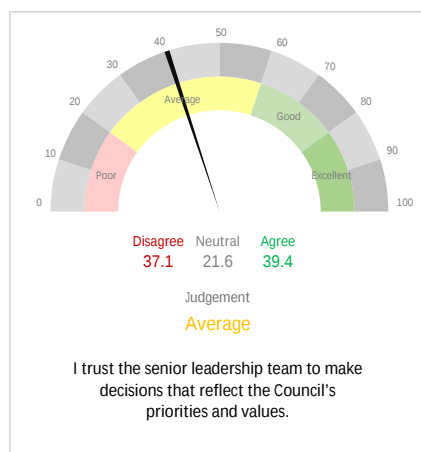
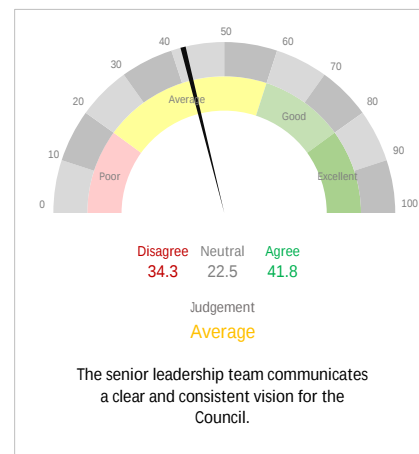
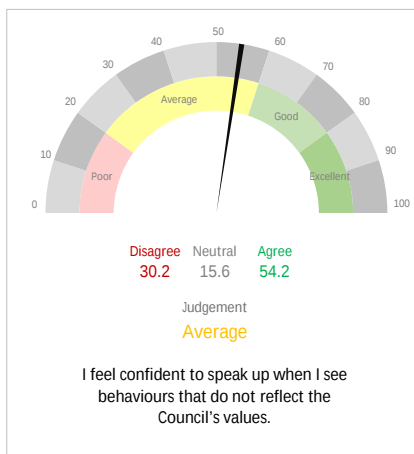
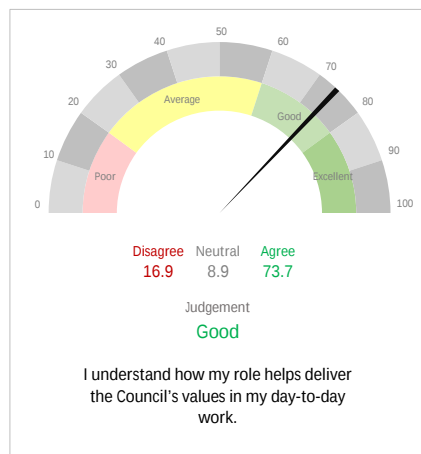
- Adult Social Care and Housing: strongest performance achieving above corporate average score on 15/15 statements.
- Children and Family Wellbeing: strong performance achieving above corporate average scores on 12/15 statements.
- Public health, Customer and Community Wellbeing: mixed positive performance achieving above corporate average scores on 7/15 statements.
- Corporate and Transformation Services: similarly, mixed positive performance achieving above corporate average scores on 6/15 statements.
- Innovation and Commercial: comparative performance mostly below corporate average scores and above on only 2/15.
- Place and Economy directorate shows the weakest comparatively — performance is mostly below the corporate average scores and above on only 1/15.

Adult Social Care and Housing and Children and Family Wellbeing outperform corporate average scores most consistently but considering low participation rates compared to other directorates; Place and Economy and Innovation and Commercial sit furthest below corporate.

PULSE Survey June 2026 - Summary Dashboard of Results

Corporate and Transformation Services

Cumberland Council 12 standard PULSE Survey statements

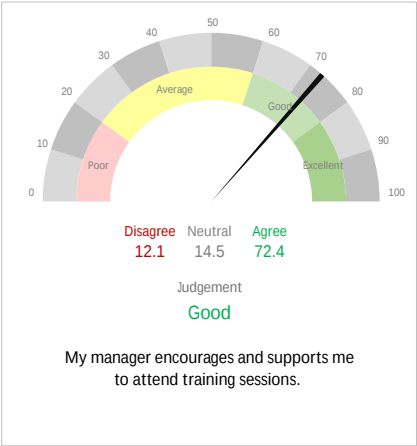
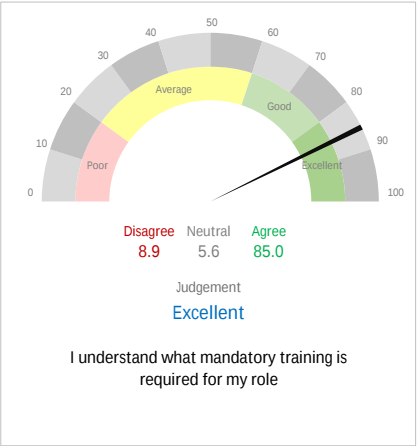
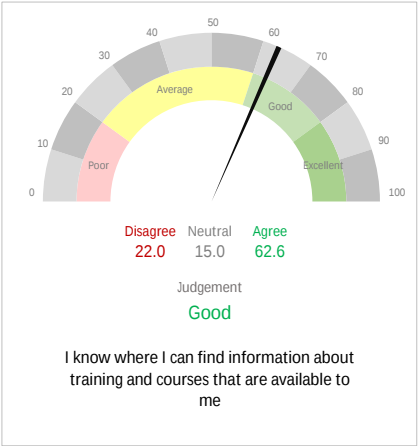


PULSE Survey June 2026 - Summary Dashboard of Results

Corporate and Transformation Services

Cumberland Council 12 standard PULSE Survey statements

PULSE Survey: additonal SPECIAL FOCUS Statements



Cumberland Council PULSE Survey (June 2026)

CUMBERLAND COUNCIL - CORPORATE AND TRANSFORMATION SERVICES

- neg

negative <-----> positive

+ pos Neutral Dk/Du

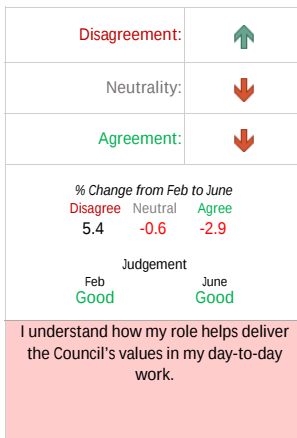
Q1	I understand how my role helps deliver the Council's values in my day-to-day work.	Q1	Q1	Q1
17%		74%	9%	0%
Q2	I feel confident to speak up when I see behaviours that do not reflect the Council's values.	Q2	Q2	Q2
30%		54%	16%	0%
Q3	The senior leadership team communicates a clear and consistent vision for the Council.	Q3	Q3	Q3
34%		42%	23%	1%
Q4	I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	Q4	Q4	Q4
37%		39%	22%	2%
Q5	My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	Q5	Q5	Q5
20%		70%	10%	0%
Q6	I feel valued and recognised for the work I do.	Q6	Q6	Q6
25%		66%	8%	0%
Q7	I am able to manage my workload without compromising my personal wellbeing.	Q7	Q7	Q7
33%		58%	9%	0%
Q8	I know where to go for help and support with my health and wellbeing at work.	Q8	Q8	Q8
18%		69%	11%	2%
Q9	I feel respected and included by my colleagues, regardless of background or identity.	Q9	Q9	Q9
9%		80%	10%	0%
Q10	I feel confident promoting equality, diversity, and inclusion in my role.	Q10	Q10	Q10
10%		71%	14%	4%
Q11	I would recommend the Council as a great place to work.	Q11	Q11	Q11
25%		61%	13%	0%
Q12	I have access to training and development opportunities that support my career growth.	Q12	Q12	Q12
27%		56%	16%	1%
Q13	I know where I can find information about training and courses that are available to me	Q13	Q13	Q13
22%		63%	15%	0%
Q14	I understand what mandatory training is required for my role	Q14	Q14	Q14
9%		85%	6%	0%
Q15	My manager encourages and supports me to attend training sessions.	Q15	Q15	Q15
12%		72%	14%	1%

PULSE Survey 2026 - Feb to June Direction of Travel

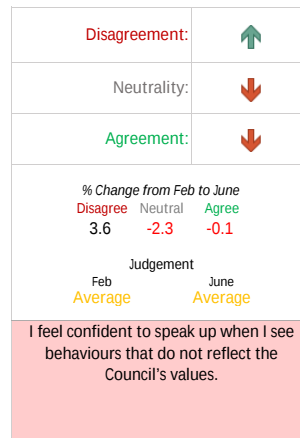
Cumberland Council Corporate Overview - Corporate and Transformation Services

Cumberland Council 12 standard PULSE Survey statements

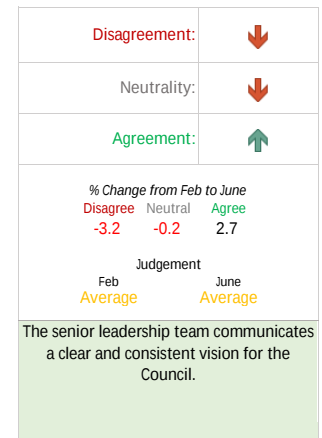
1 Direction of Travel



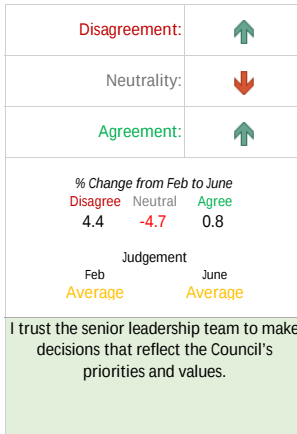
2 Direction of Travel



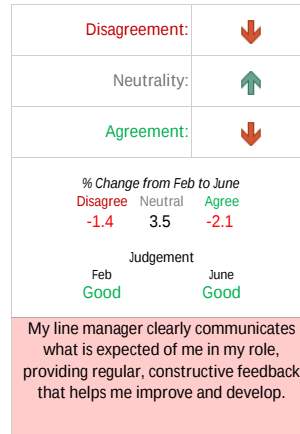
3 Direction of Travel



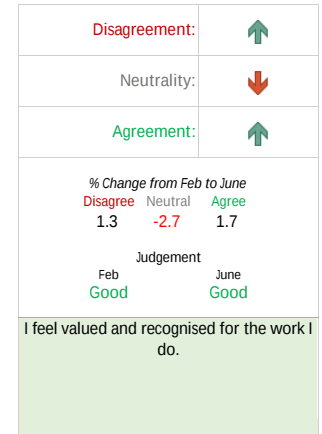
4 Direction of Travel



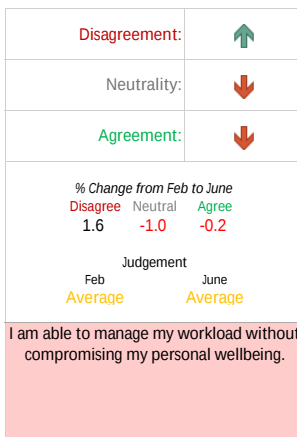
5 Direction of Travel



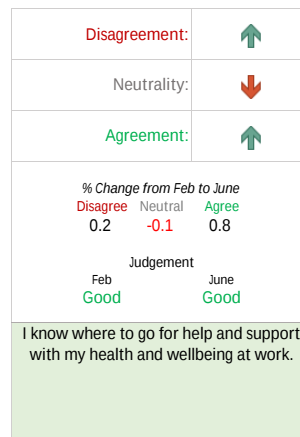
6 Direction of Travel



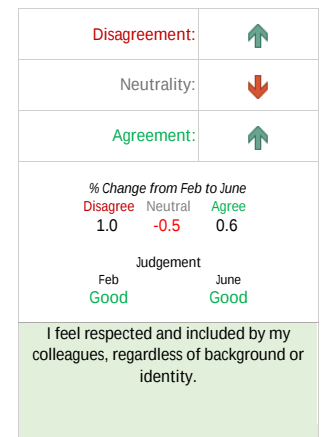
7 Direction of Travel



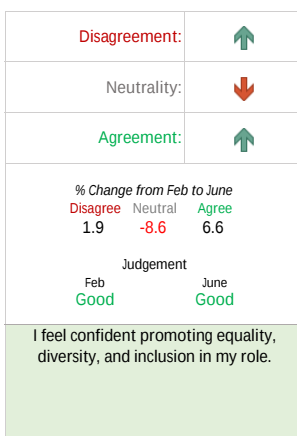
8 Direction of Travel



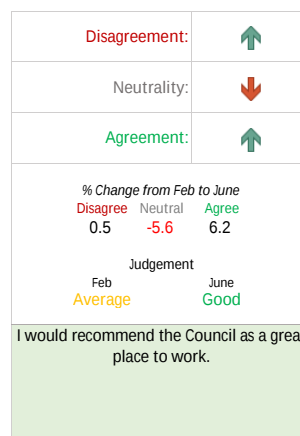
9 Direction of Travel



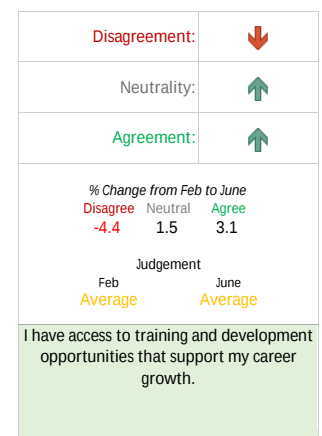
10 Direction of Travel



11 Direction of Travel



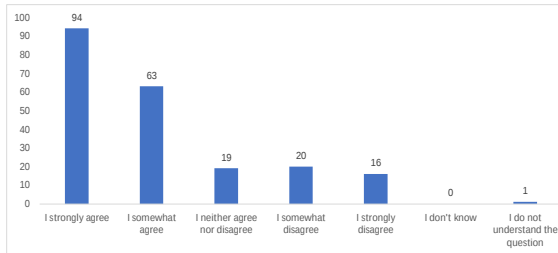
12 Direction of Travel



Corporate and Transformation Services — Response graphs

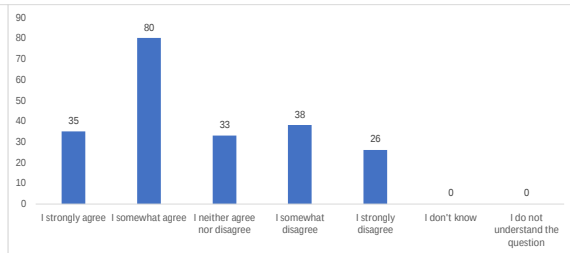
Directorate Avg score: 3.94

I understand how my role helps deliver the Council's values in my day-to-day work.



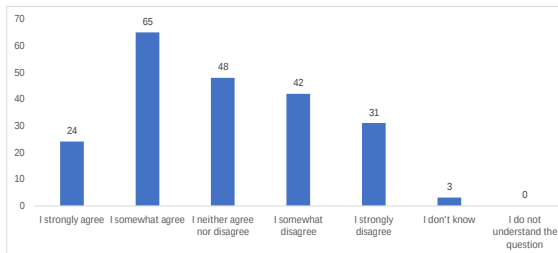
Directorate Avg score: 3.28

I feel confident to speak up when I see behaviours that do not reflect the Council's values.



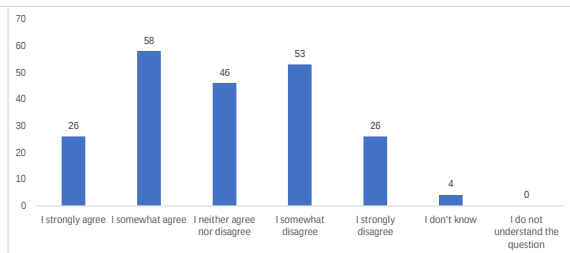
Directorate Avg score: 3.04

The senior leadership team communicates a clear and consistent vision for the Council.



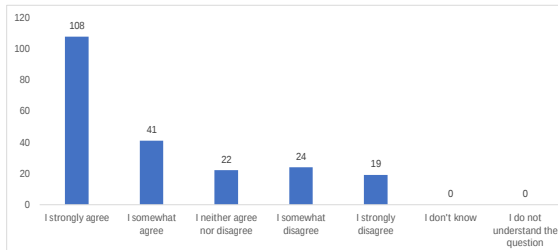
Directorate Avg score: 3.02

I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



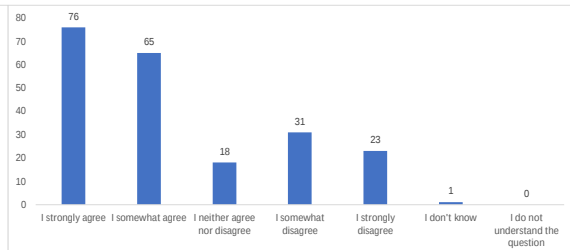
Directorate Avg score: 3.91

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



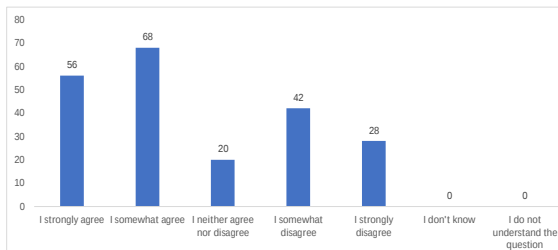
Directorate Avg score: 3.66

I feel valued and recognised for the work I do.



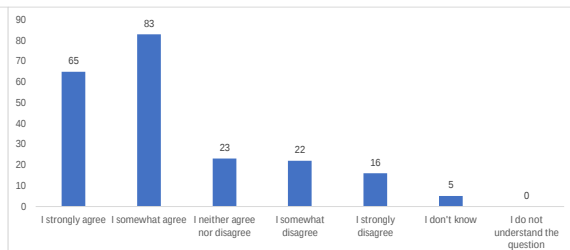
Directorate Avg score: 3.38

I am able to manage my workload without compromising my personal wellbeing.



Directorate Avg score: 3.76

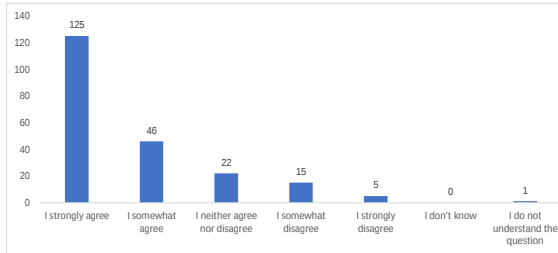
I know where to go for help and support with my health and wellbeing at work.



Corporate and Transformation Services — Response graphs

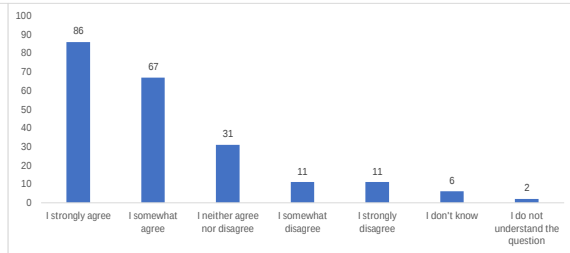
Directorate Avg score: 4.27

I feel respected and included by my colleagues, regardless of background or identity.



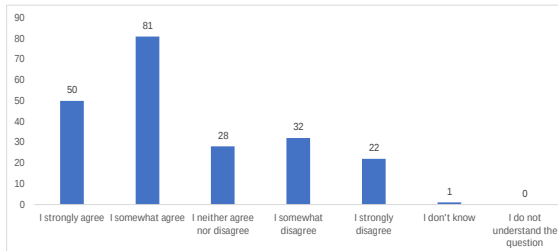
Directorate Avg score: 4.00

I feel confident promoting equality, diversity, and inclusion in my role.



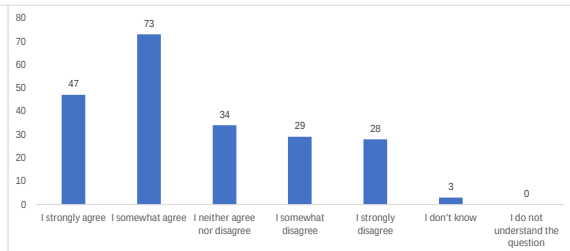
Directorate Avg score: 3.49

I would recommend the Council as a great place to work.



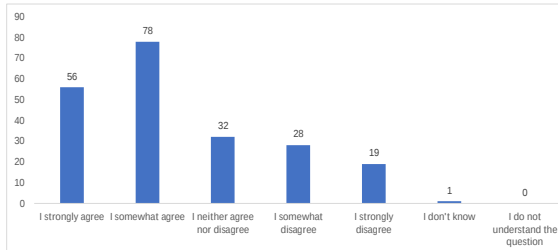
Directorate Avg score: 3.39

I have access to training and development opportunities that support my career growth.



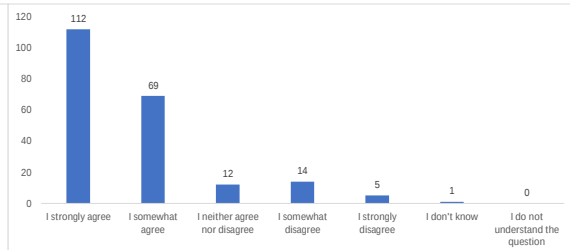
Directorate Avg score: 3.58

I know where I can find information about training and courses that are available to me



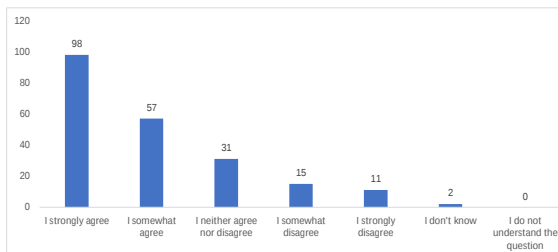
Directorate Avg score: 4.27

I understand what mandatory training is required for my role



Directorate Avg score: 4.02

My manager encourages and supports me to attend training sessions.



Cumberland Council
PULSE Survey results
JUNE 2026

Part 6

Place and Economy
Analysis

[6] Place and Economy results:

Overall, the Place and Economy directorate shows one of the strongest positive directions of travel so far. Agreement increased on 9 of 12 statements, average agreement rose +2.6 pts, and disagreement fell sharply by -4.4 pts. The main caveat is that many areas are still judged Average, so improvement has not yet translated into stronger overall ratings.

Key strengths

- Senior leadership vision is the standout improvement with a significant increase +12.5 pts in agreement, and at the same time returning disagreement down -20.3 pts.
- Confidence to speak up improved strongly: +7.6 pts in agreement, with disagreement down -6.2 pts.
- Role connection to Council values strengthened: +3.9 pts agreement.
- Workload and wellbeing balance improved: +3.2 pts agreement, disagreement down -4.0 pts.
- Health and wellbeing support awareness improved: +2.6 pts agreement.
- Trust in senior leadership decisions improved modestly: +2.2 pts agreement, but with expressed disagreement significantly down -9.2 pts.

Concerns

- Line management communication and feedback proved the weakest movement: down -1.8 pts agreement, disagreement up +1.3 pts.
- Recommendation of the Council as a great place to work slipped slightly: -0.5 pts in agreement, despite disagreement falling.
- Training and development were broadly flat but slightly negative: -0.1 pts agreement.
- Respect and inclusion and EDI confidence remain Good, but both saw disagreement rise by around +2.8 pts, suggesting emerging pockets of concern.

Judgement position

- 3 Good, 9 Average, 0 Excellent.
- No judgement ratings either improved or declined.
- This means Place and Economy has a clear positive movement overall, but from a relatively low baseline.

Place and Economy results suggest a significant reduction in negative sentiment, especially around trust in senior leadership, senior leadership vision and speaking up. However, the shift has not yet lifted any area beyond an Average judgement, and some important people-management and advocacy measures are still fragile. The directorate is moving strongly in the right direction, but directorate leadership should now look to convert reduced dissatisfaction into sustained confidence, especially through line management, development, inclusion and employee advocacy.

Summary of Directorate average scores achieved against the overall Council average score by statement.

- Highest corporate score: mandatory training understood — 4.29.
- Lowest corporate score: trust in senior leadership decisions — 3.13
- Strongest directorate overall: Adult Social Care & Housing, above corporate average score on every statement.
- Weaker areas: Place & Economy and Innovation & Commercial, mostly below corporate average scores.
- Strongest corporate themes: respect/inclusion, EDI confidence, mandatory training.
- Themes for action and improvement work: senior leadership trust/vision, feeling valued, and workload wellbeing.

Directorate comparative performance scores against Council overall average scores:

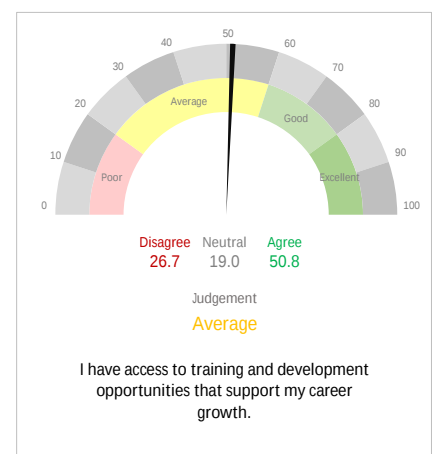
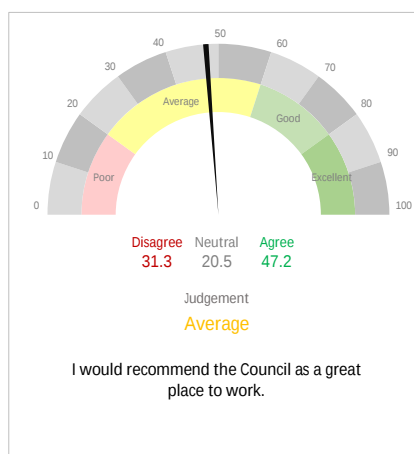
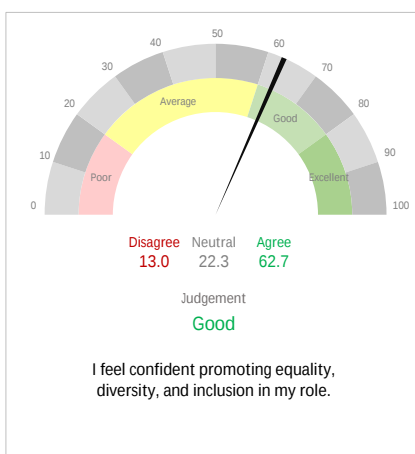
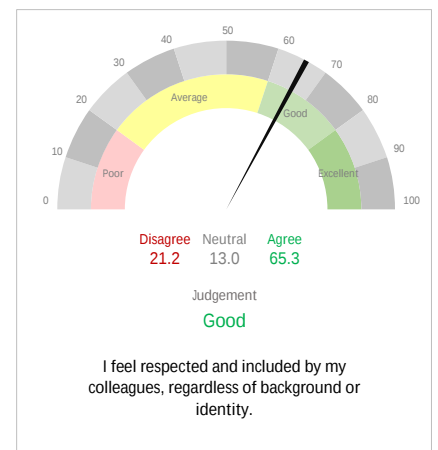
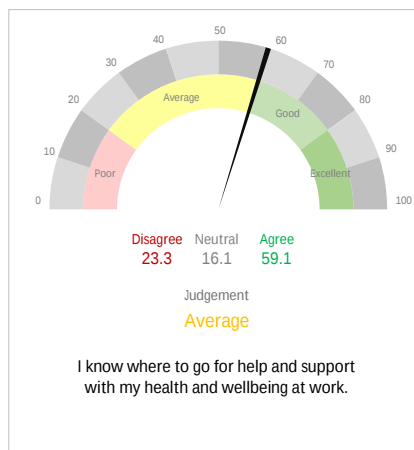
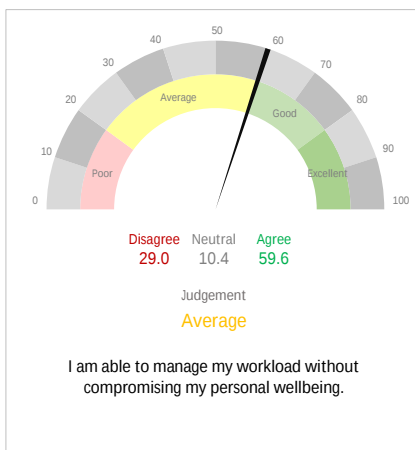
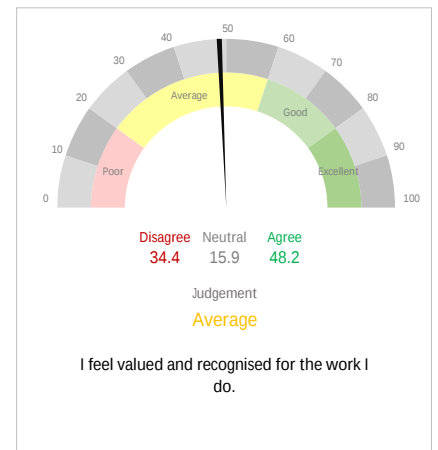
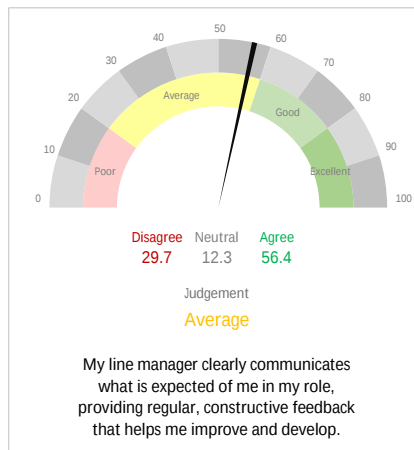
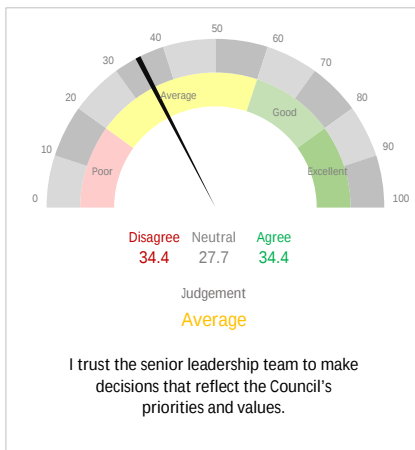
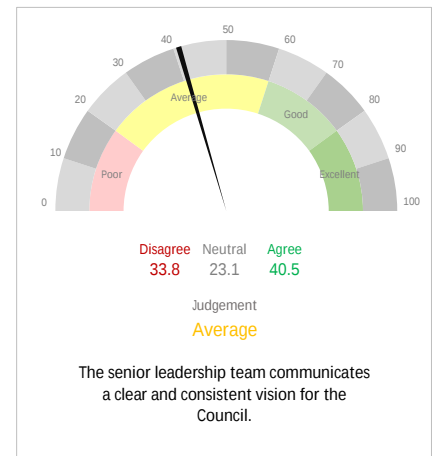
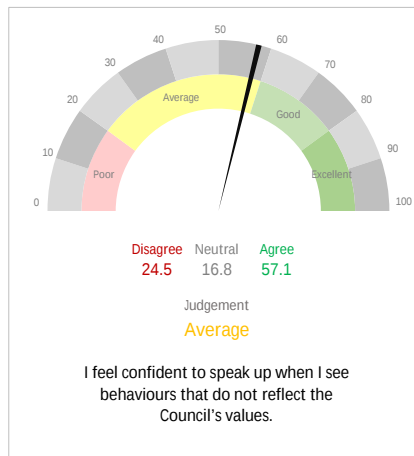
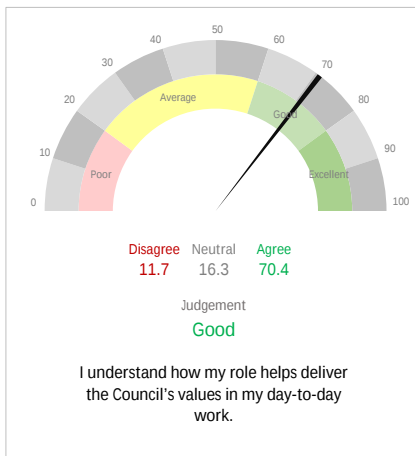
- Adult Social Care and Housing: strongest performance achieving above corporate average score on 15/15 statements.
- Children and Family Wellbeing: strong performance achieving above corporate average scores on 12/15 statements.
- Public health, Customer and Community Wellbeing: mixed positive performance achieving above corporate average scores on 7/15 statements.
- Corporate and Transformation Services: similarly, mixed positive performance achieving above corporate average scores on 6/15 statements.
- Innovation and Commercial: comparative performance mostly below corporate average scores and above on only 2/15.
- Place and Economy directorate shows the weakest comparatively — performance is mostly below the corporate average scores and above on only 1/15.

Adult Social Care and Housing and Children and Family Wellbeing outperform corporate average scores most consistently but considering low participation rates compared to other directorates; Place and Economy and Innovation and Commercial sit furthest below corporate.

PULSE Survey June 2026 - Summary Dashboard of Results

Place and Economy

Cumberland Council 12 standard PULSE Survey statements

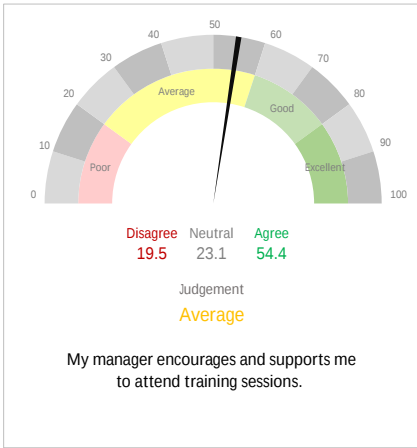
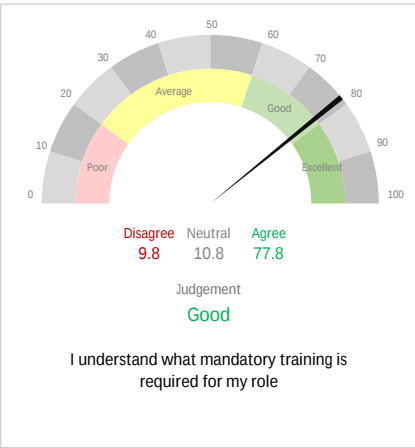
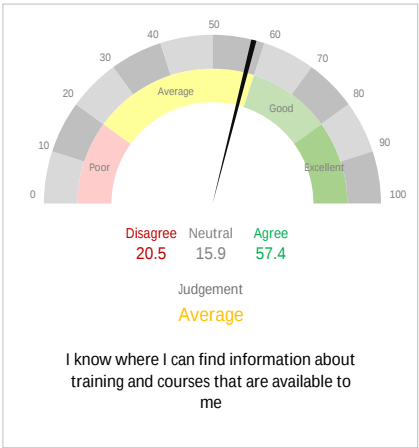


PULSE Survey June 2026 - Summary Dashboard of Results

Place and Economy

Cumberland Council 12 standard PULSE Survey statements

PULSE Survey: additonal SPECIAL FOCUS Statements



Cumberland Council PULSE Survey (June 2026)

CUMBERLAND COUNCIL - PLACE AND ECONOMY

- neg

negative <-----|-----> positive

+ pos Neutral Dk/Du

Q1	I understand how my role helps deliver the Council's values in my day-to-day work.	Q1	Q1	Q1
12%		70%	16%	2%
Q2	I feel confident to speak up when I see behaviours that do not reflect the Council's values.	Q2	Q2	Q2
24%		57%	17%	2%
Q3	The senior leadership team communicates a clear and consistent vision for the Council.	Q3	Q3	Q3
34%		41%	23%	3%
Q4	I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	Q4	Q4	Q4
34%		34%	28%	4%
Q5	My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	Q5	Q5	Q5
30%		56%	12%	2%
Q6	I feel valued and recognised for the work I do.	Q6	Q6	Q6
34%		48%	16%	2%
Q7	I am able to manage my workload without compromising my personal wellbeing.	Q7	Q7	Q7
29%		60%	10%	1%
Q8	I know where to go for help and support with my health and wellbeing at work.	Q8	Q8	Q8
23%		59%	16%	2%
Q9	I feel respected and included by my colleagues, regardless of background or identity.	Q9	Q9	Q9
21%		65%	13%	1%
Q10	I feel confident promoting equality, diversity, and inclusion in my role.	Q10	Q10	Q10
13%		63%	22%	2%
Q11	I would recommend the Council as a great place to work.	Q11	Q11	Q11
31%		47%	21%	1%
Q12	I have access to training and development opportunities that support my career growth.	Q12	Q12	Q12
27%		51%	19%	4%
Q13	I know where I can find information about training and courses that are available to me	Q13	Q13	Q13
21%		57%	16%	6%
Q14	I understand what mandatory training is required for my role	Q14	Q14	Q14
10%		78%	11%	2%
Q15	My manager encourages and supports me to attend training sessions.	Q15	Q15	Q15
19%		54%	23%	3%

PULSE Survey 2026 - Feb to June Direction of Travel

Cumberland Council Corporate Overview - Place and Economy

Cumberland Council 12 standard PULSE Survey statements

1 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-4.3</td><td>0.7</td><td>3.9</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-4.3	0.7	3.9	Feb	June	Good	Good
Disagree	Neutral	Agree									
-4.3	0.7	3.9									
Feb	June										
Good	Good										
I understand how my role helps deliver the Council's values in my day-to-day work.											

2 Direction of Travel

Disagreement:	↓	
Neutrality:	↓	
Agreement:	↑	
% Change from Feb to June		
Disagree	Neutral	Agree
-6.2	-0.6	7.6
Judgement		
Feb	June	
Average	Average	
I feel confident to speak up when I see behaviours that do not reflect the Council's values.		

3 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-20.3</td><td>6.6</td><td>12.5</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-20.3	6.6	12.5	Feb	June	Average	Average
Disagree	Neutral	Agree									
-20.3	6.6	12.5									
Feb	June										
Average	Average										
The senior leadership team communicates a clear and consistent vision for the Council.											

4 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-9.2</td><td>6.6</td><td>2.2</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-9.2	6.6	2.2	Feb	June	Average	Average
Disagree	Neutral	Agree									
-9.2	6.6	2.2									
Feb	June										
Average	Average										
I trust the senior leadership team to make decisions that reflect the Council's priorities and values.											

5 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>1.3</td><td>-0.5</td><td>-1.8</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	1.3	-0.5	-1.8	Feb	June	Average	Average
Disagree	Neutral	Agree									
1.3	-0.5	-1.8									
Feb	June										
Average	Average										
My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.											

6 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-5.5</td><td>4.0</td><td>1.0</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-5.5	4.0	1.0	Feb	June	Average	Average
Disagree	Neutral	Agree									
-5.5	4.0	1.0									
Feb	June										
Average	Average										
I feel valued and recognised for the work I do.											

7 Direction of Travel

Disagreement:	↓	
Neutrality:	↓	
Agreement:	↑	
% Change from Feb to June		
Disagree	Neutral	Agree
-4.0	-0.2	3.2
Judgement		
Feb	June	
Average	Average	
I am able to manage my workload without compromising my personal wellbeing.		

8 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-4.2</td><td>1.4</td><td>2.6</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-4.2	1.4	2.6	Feb	June	Average	Average
Disagree	Neutral	Agree									
-4.2	1.4	2.6									
Feb	June										
Average	Average										
I know where to go for help and support with my health and wellbeing at work.											

9 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>2.8</td><td>-0.9</td><td>0.3</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	2.8	-0.9	0.3	Feb	June	Good	Good
Disagree	Neutral	Agree									
2.8	-0.9	0.3									
Feb	June										
Good	Good										
I feel respected and included by my colleagues, regardless of background or identity.											

10 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>2.8</td><td>-3.1</td><td>0.5</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	2.8	-3.1	0.5	Feb	June	Good	Good
Disagree	Neutral	Agree									
2.8	-3.1	0.5									
Feb	June										
Good	Good										
I feel confident promoting equality, diversity, and inclusion in my role.											

11 Direction of Travel

Disagreement:	↓	
Neutrality:	↑	
Agreement:	↓	
% Change from Feb to June		
Disagree	Neutral	Agree
-4.5	4.5	-0.5
Judgement		
Feb	June	
Average	Average	
I would recommend the Council as a great place to work.		

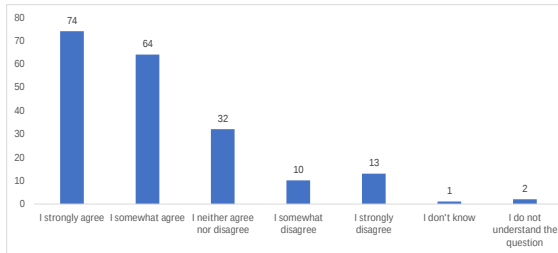
12 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-1.8</td><td>-0.3</td><td>-0.1</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-1.8	-0.3	-0.1	Feb	June	Average	Average
Disagree	Neutral	Agree									
-1.8	-0.3	-0.1									
Feb	June										
Average	Average										
I have access to training and development opportunities that support my career growth.											

Place and Economy — Response graphs

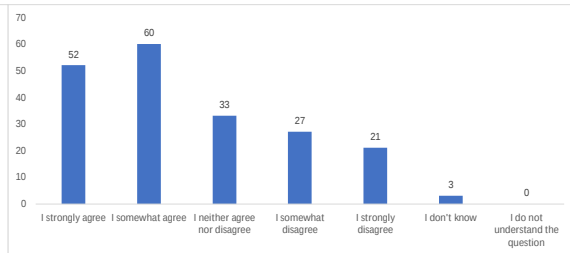
Directorate Avg score: 3.91

I understand how my role helps deliver the Council's values in my day-to-day work.



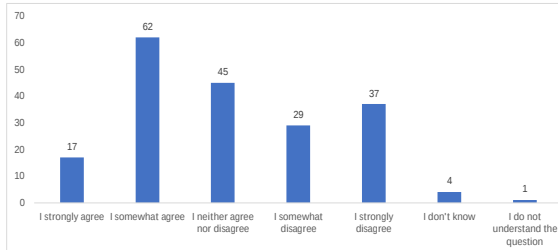
Directorate Avg score: 3.49

I feel confident to speak up when I see behaviours that do not reflect the Council's values.



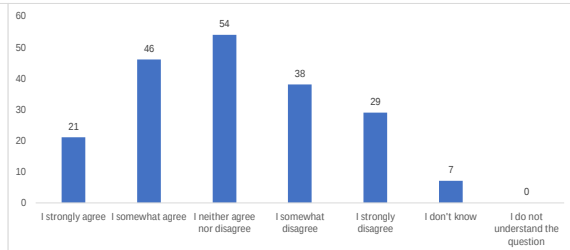
Directorate Avg score: 2.96

The senior leadership team communicates a clear and consistent vision for the Council.



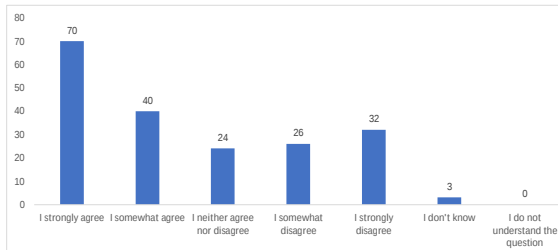
Directorate Avg score: 2.96

I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



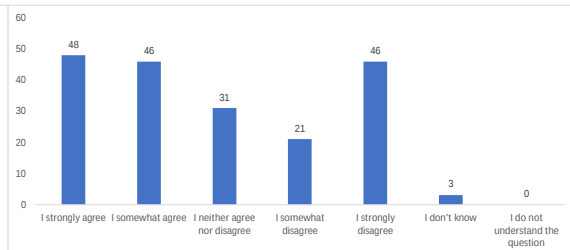
Directorate Avg score: 3.47

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



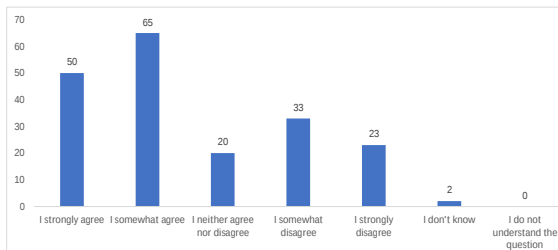
Directorate Avg score: 3.15

I feel valued and recognised for the work I do.



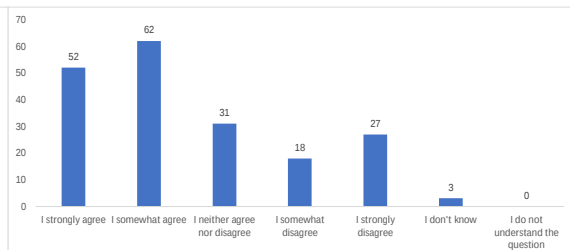
Directorate Avg score: 3.45

I am able to manage my workload without compromising my personal wellbeing.



Directorate Avg score: 3.49

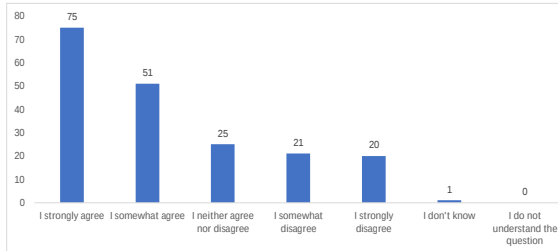
I know where to go for help and support with my health and wellbeing at work.



Place and Economy — Response graphs

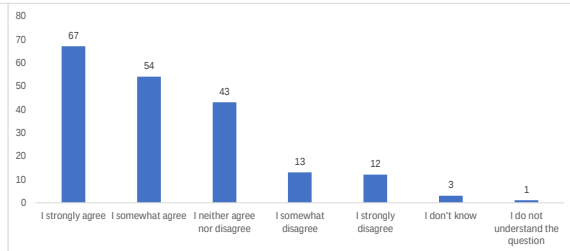
Directorate Avg score: 3.73

I feel respected and included by my colleagues, regardless of background or identity.



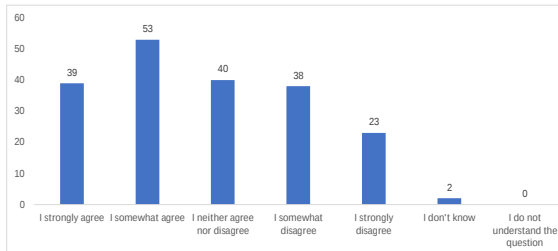
Directorate Avg score: 3.80

I feel confident promoting equality, diversity, and inclusion in my role.



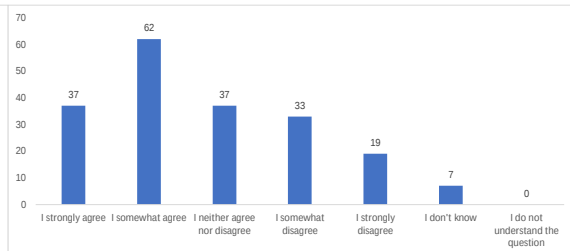
Directorate Avg score: 3.24

I would recommend the Council as a great place to work.



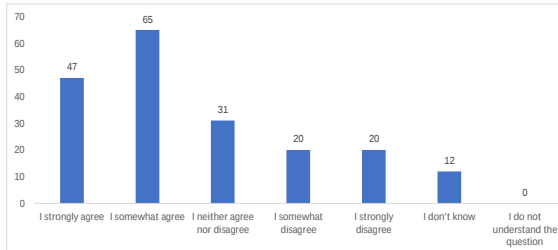
Directorate Avg score: 3.35

I have access to training and development opportunities that support my career growth.



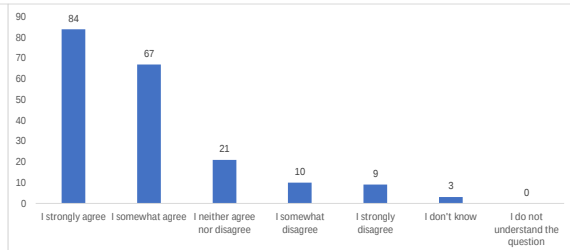
Directorate Avg score: 3.54

I know where I can find information about training and courses that are available to me



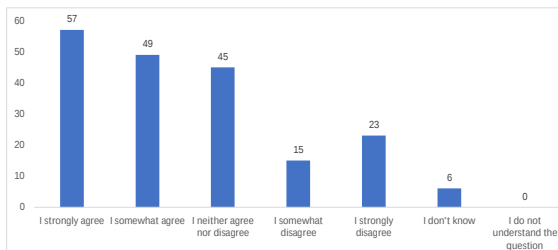
Directorate Avg score: 4.08

I understand what mandatory training is required for my role



Directorate Avg score: 3.54

My manager encourages and supports me to attend training sessions.



Cumberland Council
PULSE Survey results
JUNE 2026

Part 7

Innovation and
Commercial
Analysis

[7] Innovation and Commercial results:

Overall, Innovation and Commercial returned a highly mixed result set. Agreement increased on 7 of 12 statements, average agreement rose by only +0.8 pts, and disagreement fell -1.7 pts overall. However, five areas declined sharply, showing a split between strong gains in engagement/leadership confidence and significant concerns around inclusion, EDI, workload and development.

Key strengths

- Recommending the council as a great place to work is the strongest improvement with a significant +10.6 pts in agreement with disagreement down -5.9 pts.
- Senior leadership vision improved strongly: with +8.4 pts agreement and a shift from neutrality by -7.0 pts.
- Health and wellbeing support awareness rose +6.5 pts in agreement, with disagreement down -8.2 pts.
- Understanding role connection to Council values improved +6.2 pts in agreement.
- Feeling valued and recognised improved +5.6 pts in agreement, with disagreement down -8.2 pts.
- Speak-up confidence improved by +3.4 pts in agreement. However, neutrality rose by +7.1 pts showing that confidence is not fully consolidated.

Concerns

- EDI confidence saw the greatest deterioration: -9.8 pts in agreement, with disagreement up +4.2 pts.
- Respect and inclusion by colleagues fell sharply: -7.3 pts in agreement with the statement and disagreement up +2.6 pts.
- Statements around Training and Development declined -6.9 pts in agreement, with disagreement up +6.6 pts.
- Workload, and wellbeing declined with -6.3 pts in agreement, and disagreement up +6.5 pts.
- Line management communication and feedback fell back -3.0 pts in agreement, despite disagreement reducing slightly.

Judgement position

- 4 Good, 8 Average, 0 Excellent.
- No judgement categories improved or deteriorated.
- This suggests that although some movements have been significant, they have not shifted the overall judgement profile.

Innovation and Commercial has two competing stories. Staff are becoming more positive about organisational direction, advocacy, values, wellbeing support and recognition. At the same time, there are material deteriorations in inclusion, EDI confidence, workload, training and development opportunities and line management. This points to a workforce where confidence may be improving, but day-to-day employee experience is under pressure. However, the directorate's positive movement is real yet clearly fragile; the directorate leadership will need to address inclusion, development, workload and management consistency to prevent the gains seen in engagement and confidence from being undermined.

Summary of Directorate average scores achieved against the overall Council average score by statement.

- Highest corporate score: mandatory training understood — 4.29.
- Lowest corporate score: trust in senior leadership decisions — 3.13
- Strongest directorate overall: Adult Social Care & Housing, above corporate average score on every statement.
- Weaker areas: Place & Economy and Innovation & Commercial, mostly below corporate average scores.
- Strongest corporate themes: respect/inclusion, EDI confidence, mandatory training.
- Themes for action and improvement work: senior leadership trust/vision, feeling valued, and workload wellbeing.

Directorate comparative performance scores against Council overall average scores:

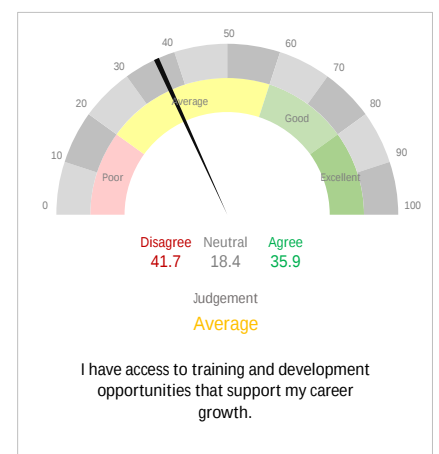
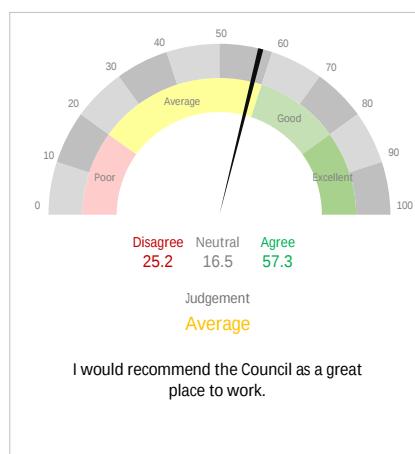
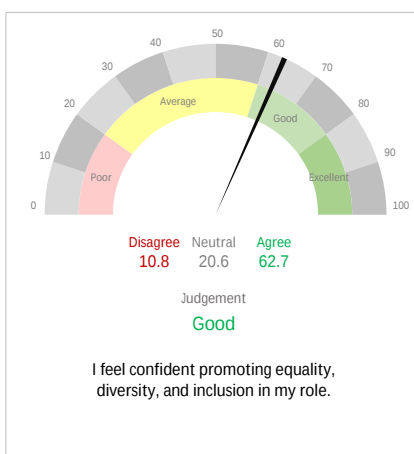
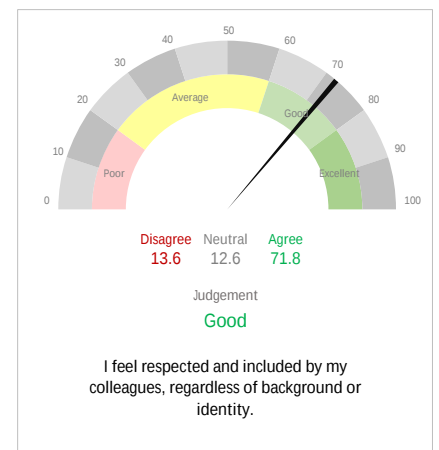
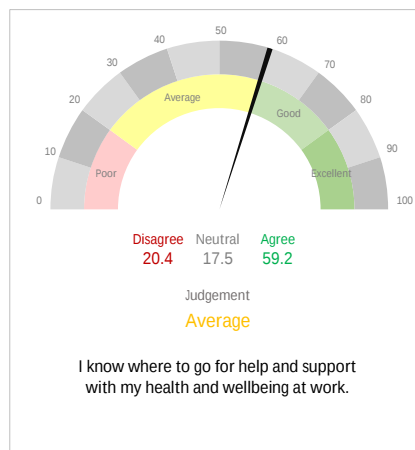
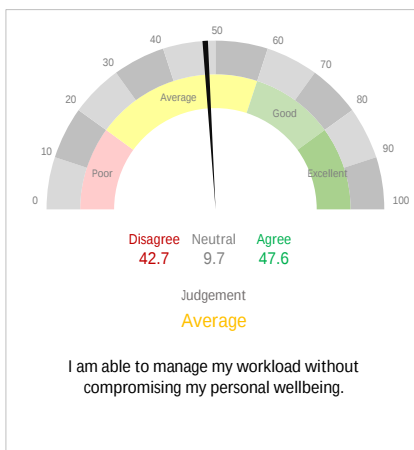
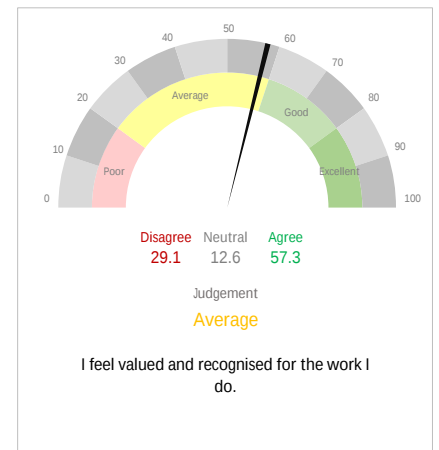
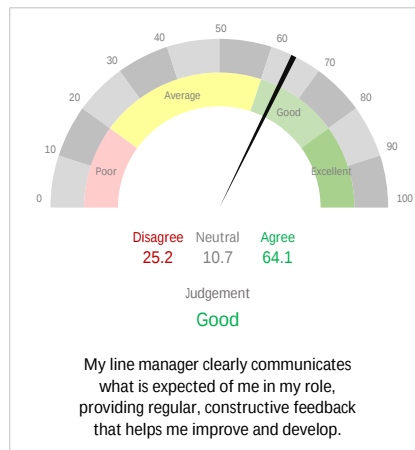
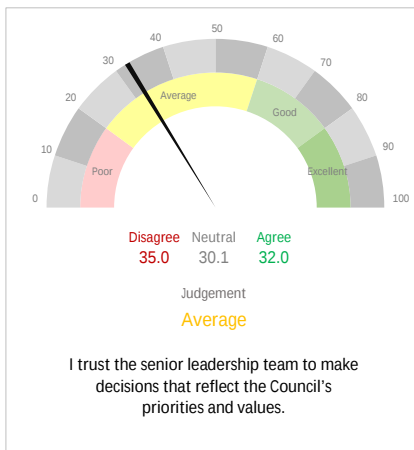
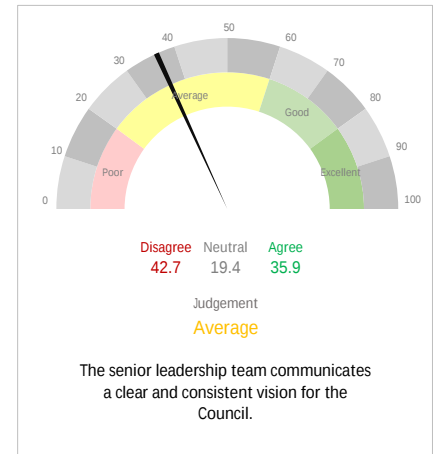
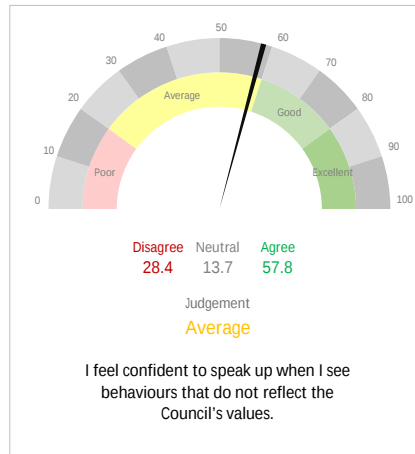
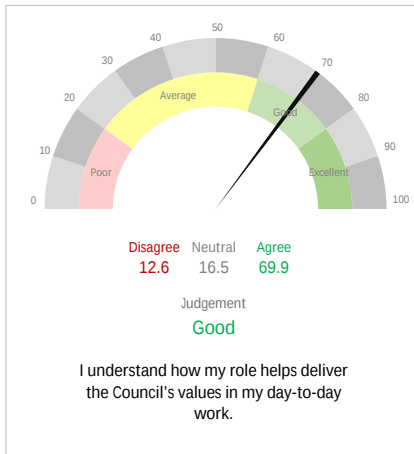
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- Innovation and Commercial: comparative performance mostly below corporate average scores and above on only 2/15.
- Place and Economy directorate shows the weakest comparatively — performance is mostly below the corporate average scores and above on only 1/15.

Adult Social Care and Housing and Children and Family Wellbeing outperform corporate average scores most consistently but considering low participation rates compared to other directorates; Place and Economy and Innovation and Commercial sit furthest below corporate.

PULSE Survey June 2026 - Summary Dashboard of Results

Chief Innovation and Commercial

Cumberland Council 12 standard PULSE Survey statements

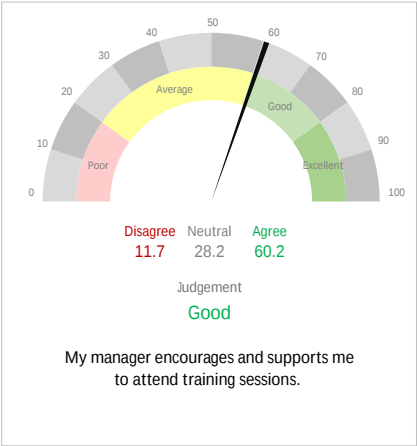
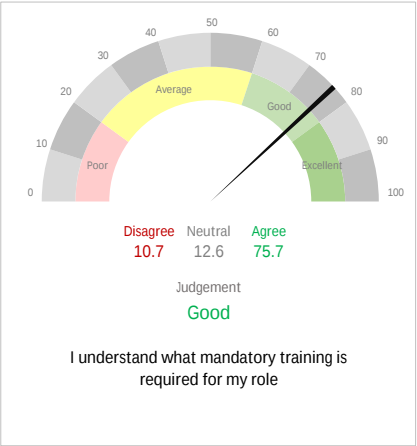
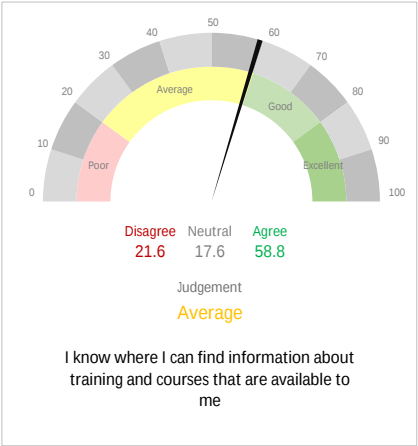


PULSE Survey June 2026 - Summary Dashboard of Results

Chief Innovation and Commercial

Cumberland Council 12 standard PULSE Survey statements

PULSE Survey: additonal SPECIAL FOCUS Statements



Cumberland Council PULSE Survey (June 2026)

CUMBERLAND COUNCIL - INNOVATION AND COMMERCIAL

- neg

negative <-----> positive

+ pos Neutral Dk/Du

Q1	I understand how my role helps deliver the Council's values in my day-to-day work.	Q1	Q1	Q1
13%		70%	17%	1%
Q2	I feel confident to speak up when I see behaviours that do not reflect the Council's values.	Q2	Q2	Q2
28%		58%	14%	1%
Q3	The senior leadership team communicates a clear and consistent vision for the Council.	Q3	Q3	Q3
43%		36%	19%	2%
Q4	I trust the senior leadership team to make decisions that reflect the Council's priorities and values.	Q4	Q4	Q4
35%		32%	30%	3%
Q5	My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.	Q5	Q5	Q5
25%		64%	11%	0%
Q6	I feel valued and recognised for the work I do.	Q6	Q6	Q6
29%		57%	13%	1%
Q7	I am able to manage my workload without compromising my personal wellbeing.	Q7	Q7	Q7
43%		48%	10%	0%
Q8	I know where to go for help and support with my health and wellbeing at work.	Q8	Q8	Q8
20%		59%	17%	3%
Q9	I feel respected and included by my colleagues, regardless of background or identity.	Q9	Q9	Q9
14%		72%	13%	2%
Q10	I feel confident promoting equality, diversity, and inclusion in my role.	Q10	Q10	Q10
11%		63%	21%	6%
Q11	I would recommend the Council as a great place to work.	Q11	Q11	Q11
25%		57%	17%	1%
Q12	I have access to training and development opportunities that support my career growth.	Q12	Q12	Q12
42%		36%	18%	4%
Q13	I know where I can find information about training and courses that are available to me	Q13	Q13	Q13
22%		59%	18%	2%
Q14	I understand what mandatory training is required for my role	Q14	Q14	Q14
11%		76%	13%	1%
Q15	My manager encourages and supports me to attend training sessions.	Q15	Q15	Q15
12%		60%	28%	0%

PULSE Survey 2026 - Feb to June Direction of Travel

Cumberland Council Corporate Overview - Chief Innovation and Commercial

Cumberland Council 12 standard PULSE Survey statements

1 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-5.0</td><td>1.1</td><td>6.2</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-5.0	1.1	6.2	Feb	June	Good	Good
Disagree	Neutral	Agree									
-5.0	1.1	6.2									
Feb	June										
Good	Good										
I understand how my role helps deliver the Council's values in my day-to-day work.											

2 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-6.0</td><td>7.1</td><td>3.4</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-6.0	7.1	3.4	Feb	June	Average	Average
Disagree	Neutral	Agree									
-6.0	7.1	3.4									
Feb	June										
Average	Average										
I feel confident to speak up when I see behaviours that do not reflect the Council's values.											

3 Direction of Travel

Disagreement:	↓	
Neutrality:	↓	
Agreement:	↑	
% Change from Feb to June		
Disagree	Neutral	Agree
-2.3	-7.0	8.4
Judgement		
Feb	June	
Average	Average	
The senior leadership team communicates a clear and consistent vision for the Council.		

4 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-3.5</td><td>2.6</td><td>2.4</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-3.5	2.6	2.4	Feb	June	Average	Average
Disagree	Neutral	Agree									
-3.5	2.6	2.4									
Feb	June										
Average	Average										
I trust the senior leadership team to make decisions that reflect the Council's priorities and values.											

5 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
% Change from Feb to June <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-1.1</td><td>4.1</td><td>-3.0</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Good</td><td>Good</td></tr></table>		Disagree	Neutral	Agree	-1.1	4.1	-3.0	Feb	June	Good	Good
Disagree	Neutral	Agree									
-1.1	4.1	-3.0									
Feb	June										
Good	Good										
My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.											

6 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-8.2</td><td>1.6</td><td>5.6</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-8.2	1.6	5.6	Feb	June	Average	Average
Disagree	Neutral	Agree									
-8.2	1.6	5.6									
Feb	June										
Average	Average										
I feel valued and recognised for the work I do.											

7 Direction of Travel

Disagreement:		
Neutrality:		
Agreement:		
<i>% Change from Feb to June</i>		
Disagree	Neutral	Agree
6.5	-0.2	-6.3
Judgement		
Feb	June	
Average	Average	
I am able to manage my workload without compromising my personal wellbeing.		

8 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>-8.2</td><td>3.2</td><td>6.5</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	-8.2	3.2	6.5	Feb	June	Average	Average
Disagree	Neutral	Agree									
-8.2	3.2	6.5									
Feb	June										
Average	Average										
I know where to go for help and support with my health and wellbeing at work.											

9 Direction of Travel

Disagreement:	↑	
Neutrality:	↑	
Agreement:	↓	
% Change from Feb to June		
Disagree	Neutral	Agree
2.6	4.9	-7.3
Judgement		
Feb	June	
Good	Good	
I feel respected and included by my colleagues, regardless of background or identity.		

10 Direction of Travel

Disagreement:	↑	
Neutrality:	↑	
Agreement:	↓	
% Change from Feb to June		
Disagree	Neutral	Agree
4.2	1.9	-9.8
Judgement		
Feb	June	
Good	Good	
I feel confident promoting equality, diversity, and inclusion in my role.		

11 Direction of Travel

Disagreement:	↓	
Neutrality:	↓	
Agreement:	↑	
% Change from Feb to June		
Disagree	Neutral	Agree
-5.9	-5.7	10.6
Judgement		
Feb	June	
Average	Average	
I would recommend the Council as a great place to work.		

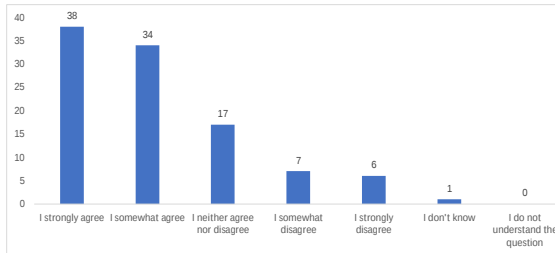
12 Direction of Travel

Disagreement:											
Neutrality:											
Agreement:											
<i>% Change from Feb to June</i> <table><tr><td>Disagree</td><td>Neutral</td><td>Agree</td></tr><tr><td>6.6</td><td>-1.3</td><td>-6.9</td></tr></table> Judgement <table><tr><td>Feb</td><td>June</td></tr><tr><td>Average</td><td>Average</td></tr></table>		Disagree	Neutral	Agree	6.6	-1.3	-6.9	Feb	June	Average	Average
Disagree	Neutral	Agree									
6.6	-1.3	-6.9									
Feb	June										
Average	Average										
I have access to training and development opportunities that support my career growth.											

Innovation and Commercial — Response graphs

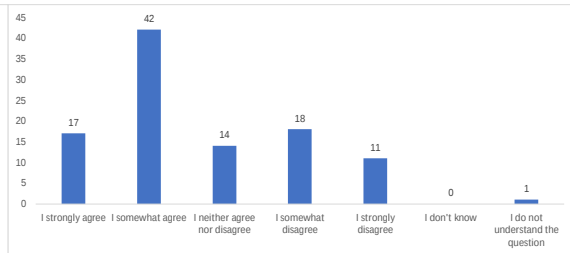
Directorate Avg score: 3.89

I understand how my role helps deliver the Council's values in my day-to-day work.



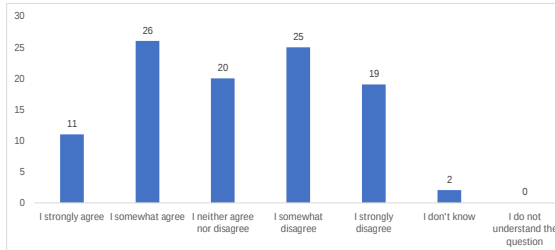
Directorate Avg score: 3.35

I feel confident to speak up when I see behaviours that do not reflect the Council's values.



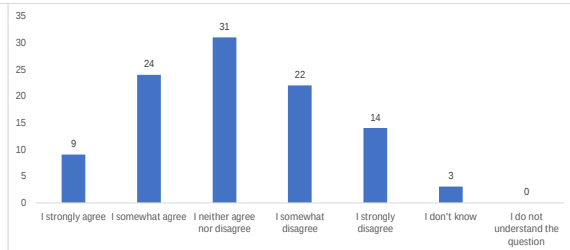
Directorate Avg score: 2.85

The senior leadership team communicates a clear and consistent vision for the Council.



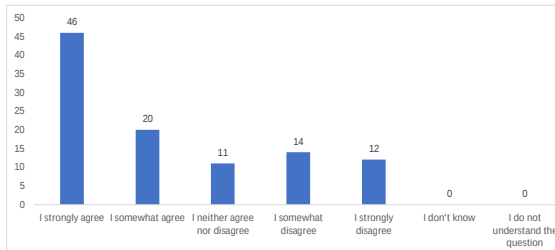
Directorate Avg score: 2.92

I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



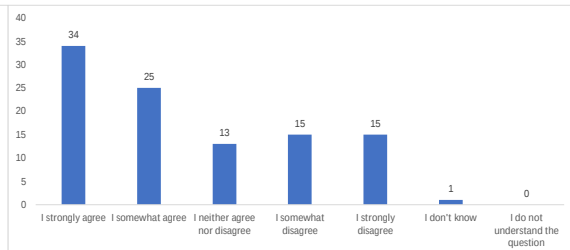
Directorate Avg score: 3.72

My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



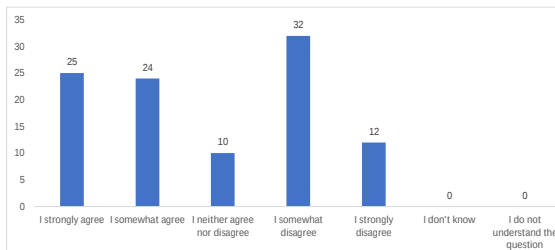
Directorate Avg score: 3.47

I feel valued and recognised for the work I do.



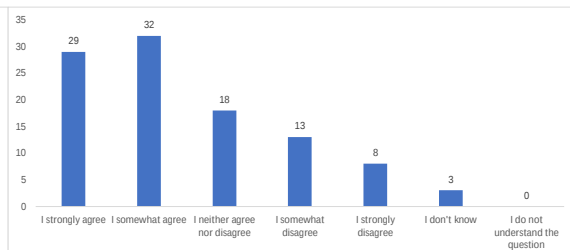
Directorate Avg score: 3.17

I am able to manage my workload without compromising my personal wellbeing.



Directorate Avg score: 3.61

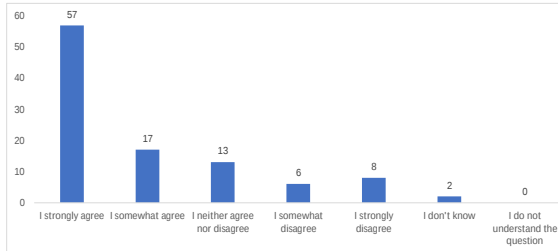
I know where to go for help and support with my health and wellbeing at work.



Innovation and Commercial — Response graphs

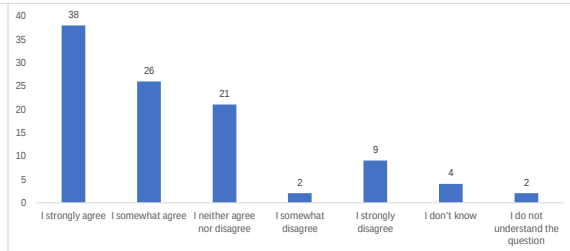
Directorate Avg score: 4.08

I feel respected and included by my colleagues, regardless of background or identity.



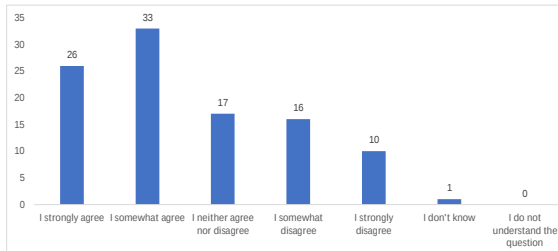
Directorate Avg score: 3.85

I feel confident promoting equality, diversity, and inclusion in my role.



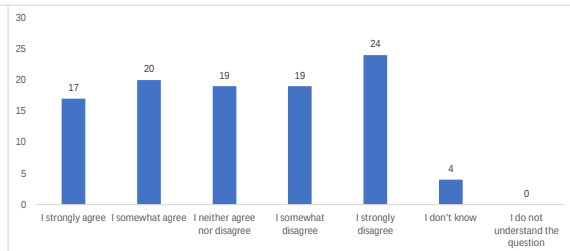
Directorate Avg score: 3.48

I would recommend the Council as a great place to work.



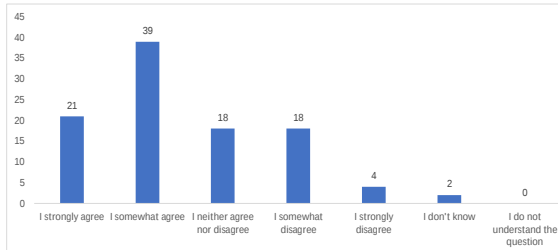
Directorate Avg score: 2.87

I have access to training and development opportunities that support my career growth.



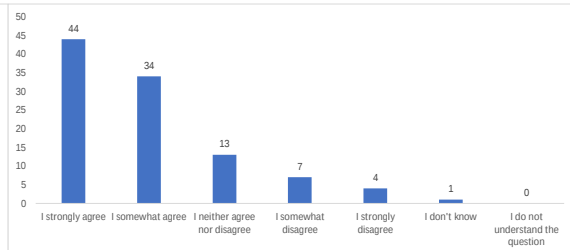
Directorate Avg score: 3.55

I know where I can find information about training and courses that are available to me



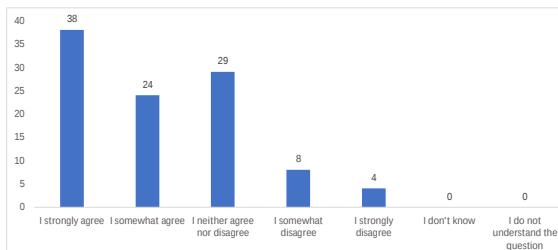
Directorate Avg score: 4.05

I understand what mandatory training is required for my role



Directorate Avg score: 3.82

My manager encourages and supports me to attend training sessions.





Cumberland Council

PULSE Survey results

June 2026

Directorate Data tables and Comparative Analysis in Likert Charts and Graphs ordered by Statement

For further information contact Performance and Insight.
anthony.connor@cumberland.gov.uk

Innovation and Commercial

Total survey respondents by question and by response given where the respondent's directorate was declared as Innovation and Commercial

Innovation and Commercial															
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
NUMBER	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
I strongly disagree	6	11	19	14	12	15	12	8	8	9	10	24	4	4	4
I somewhat disagree	7	18	25	22	14	15	32	13	6	2	16	19	18	7	8
I neither agree nor disagree	17	14	20	31	11	13	10	18	13	21	17	19	18	13	29
I somewhat agree	34	42	26	24	20	25	24	32	17	26	33	20	39	34	24
I strongly agree	38	17	11	9	46	34	25	29	57	38	26	17	21	44	38
I don't know	1	0	2	3	0	1	0	3	2	4	1	4	2	1	0
I do not understand the question	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0
PERCENTAGE	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
I strongly disagree	5.83	10.68	18.45	13.59	11.65	14.56	11.65	7.77	7.77	8.82	9.71	23.30	3.92	3.88	3.88
I somewhat disagree	6.80	17.48	24.27	21.36	13.59	14.56	31.07	12.62	5.83	1.96	15.53	18.45	17.65	6.80	7.77
I neither agree nor disagree	16.50	13.59	19.42	30.10	10.68	12.62	9.71	17.48	12.62	20.59	16.50	18.45	17.65	12.62	28.16
I somewhat agree	33.01	40.78	25.24	23.30	19.42	24.27	23.30	31.07	16.50	25.49	32.04	19.42	38.24	33.01	23.30
I strongly agree	36.89	16.50	10.68	8.74	44.66	33.01	24.27	28.16	55.34	37.25	25.24	16.50	20.59	42.72	36.89
I don't know	0.97	0.00	1.94	2.91	0.00	0.97	0.00	2.91	1.94	3.92	0.97	3.88	1.96	0.97	0.00
I do not understand the question	0.00	0.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.96	0.00	0.00	0.00	0.00	0.00

Innovation and Commercial

Innovation and Commercial: The following breaks down the responses to the survey questions by positive (Agree), Neutral and negative (Disagree) responses. The percentages shown exclude 'don't know' and 'I do not understand the question'.

Question 1

Innovation and Commercial		
VIEW:	#	%
Agree:	72	70.6
Neutral:	17	16.7
Disagree:	13	12.7
?:	1	

Question 2

Innovation and Commercial		
VIEW:	#	%
Agree:	59	57.8
Neutral:	14	13.7
Disagree:	29	28.4
?:	1	

Question 3

Innovation and Commercial		
VIEW:	#	%
Agree:	37	36.6
Neutral:	20	19.8
Disagree:	44	43.6
?:	2	

Question 4

Innovation and Commercial		
VIEW:	#	%
Agree:	33	33.0
Neutral:	31	31.0
Disagree:	36	36.0
?:	3	

Question 5

Innovation and Commercial		
VIEW:	#	%
Agree:	66	64.1
Neutral:	11	10.7
Disagree:	26	25.2
?:	0	

Question 6

Innovation and Commercial		
VIEW:	#	%
Agree:	59	57.8
Neutral:	13	12.7
Disagree:	30	29.4
?:	1	

Question 7

Innovation and Commercial		
VIEW:	#	%
Agree:	49	47.6
Neutral:	10	9.7
Disagree:	44	42.7
?:	0	

Question 8

Innovation and Commercial		
VIEW:	#	%
Agree:	61	61.0
Neutral:	18	18.0
Disagree:	21	21.0
?:	3	

Question 9

Innovation and Commercial		
VIEW:	#	%
Agree:	74	73.3
Neutral:	13	12.9
Disagree:	14	13.9
?:	2	

Question 10

Innovation and Commercial		
VIEW:	#	%
Agree:	64	66.7
Neutral:	21	21.9
Disagree:	11	11.5
?:	6	

Question 11

Innovation and Commercial		
VIEW:	#	%
Agree:	59	57.8
Neutral:	17	16.7
Disagree:	26	25.5
?:	1	

Question 12

Innovation and Commercial		
VIEW:	#	%
Agree:	37	37.4
Neutral:	19	19.2
Disagree:	43	43.4
?:	4	

Question 13

Innovation and Commercial		
VIEW:	#	%
Agree:	60	60.0
Neutral:	18	18.0
Disagree:	22	22.0
?:	2	

Question 14

Innovation and Commercial		
VIEW:	#	%
Agree:	78	76.5
Neutral:	13	12.7
Disagree:	11	10.8
?:	1	

Question 15

Innovation and Commercial		
VIEW:	#	%
Agree:	62	60.2
Neutral:	29	28.2
Disagree:	12	11.7
?:	0	

Public health, Customer and Community Wellbeing

Total survey respondents by question and by response given where the respondent's directorate was declared as Public Health, Customer and Community Wellbeing

Public health, Customer and Community Wellbeing															
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
NUMBER	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
I strongly disagree	12	26	21	19	28	38	28	9	12	10	19	26	12	5	12
I somewhat disagree	16	38	34	46	30	38	35	24	18	7	41	33	22	10	14
I neither agree nor disagree	18	39	40	49	21	25	21	27	26	41	42	35	24	12	39
I somewhat agree	72	70	87	56	44	52	80	73	55	70	77	68	83	65	64
I strongly agree	96	38	30	41	91	59	49	79	103	84	35	48	69	120	83
I don't know	0	2	2	3	0	2	0	2	0	2	0	4	3	2	2
I do not understand the question	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0
PERCENTAGE	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
I strongly disagree	5.61	12.21	9.81	8.88	13.08	17.76	13.08	4.21	5.61	4.67	8.88	12.15	5.61	2.34	5.61
I somewhat disagree	7.48	17.84	15.89	21.50	14.02	17.76	16.36	11.21	8.41	3.27	19.16	15.42	10.28	4.67	6.54
I neither agree nor disagree	8.41	18.31	18.69	22.90	9.81	11.68	9.81	12.62	12.15	19.16	19.63	16.36	11.21	5.61	18.22
I somewhat agree	33.64	32.86	40.65	26.17	20.56	24.30	37.38	34.11	25.70	32.71	35.98	31.78	38.79	30.37	29.91
I strongly agree	44.86	17.84	14.02	19.16	42.52	27.57	22.90	36.92	48.13	39.25	16.36	22.43	32.24	56.07	38.79
I don't know	0.00	0.94	0.93	1.40	0.00	0.93	0.00	0.93	0.00	0.93	0.00	1.87	1.40	0.93	0.93
I do not understand the question	0.00	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00

Public health, Customer and Community Wellbeing

Public Health, Customer and Community Wellbeing: The following breaks down the responses to the survey questions by positive (Agree), Neutral and negative (Disagree) responses. The percentages shown exclude 'don't know' and 'I do not understand the question'.

Question 1

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	168	78.5
Neutral:	18	8.4
Disagree:	28	13.1
?:	0	

Question 2

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	108	51.2
Neutral:	39	18.5
Disagree:	64	30.3
?:	2	

Question 3

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	117	55.2
Neutral:	40	18.9
Disagree:	55	25.9
?:	2	

Question 4

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	97	46.0
Neutral:	49	23.2
Disagree:	65	30.8
?:	3	

Question 5

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	135	63.1
Neutral:	21	9.8
Disagree:	58	27.1
?:	0	

Question 6

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	111	52.4
Neutral:	25	11.8
Disagree:	76	35.8
?:	2	

Question 7

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	129	60.6
Neutral:	21	9.9
Disagree:	63	29.6
?:	1	

Question 8

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	152	71.7
Neutral:	27	12.7
Disagree:	33	15.6
?:	2	

Question 9

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	158	73.8
Neutral:	26	12.1
Disagree:	30	14.0
?:	0	

Question 10

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	154	72.6
Neutral:	41	19.3
Disagree:	17	8.0
?:	2	

Question 11

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	112	52.3
Neutral:	42	19.6
Disagree:	60	28.0
?:	0	

Question 12

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	116	55.2
Neutral:	35	16.7
Disagree:	59	28.1
?:	4	

Question 13

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	152	72.4
Neutral:	24	11.4
Disagree:	34	16.2
?:	4	

Question 14

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	185	87.3
Neutral:	12	5.7
Disagree:	15	7.1
?:	2	

Question 15

Public health, Customer and Community Wellbeing		
VIEW:	#	%
Agree:	147	69.3
Neutral:	39	18.4
Disagree:	26	12.3
?:	2	

Place and Economy

Total survey respondents by question and by response given where the respondent's directorate was declared as Place and Economy

Place and Economy															
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
NUMBER	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
I strongly disagree	13	21	37	29	32	46	23	27	20	12	23	19	20	9	23
I somewhat disagree	10	27	29	38	26	21	33	18	21	13	38	33	20	10	15
I neither agree nor disagree	32	33	45	54	24	31	20	31	25	43	40	37	31	21	45
I somewhat agree	64	60	62	46	40	46	65	62	51	54	53	62	65	67	49
I strongly agree	74	52	17	21	70	48	50	52	75	67	39	37	47	84	57
I don't know	1	3	4	7	3	3	2	3	1	3	2	7	12	3	6
I do not understand the question	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
PERCENTAGE	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
I strongly disagree	6.63	10.71	18.97	14.87	16.41	23.59	11.92	13.99	10.36	6.22	11.79	9.74	10.26	4.64	11.79
I somewhat disagree	5.10	13.78	14.87	19.49	13.33	10.77	17.10	9.33	10.88	6.74	19.49	16.92	10.26	5.15	7.69
I neither agree nor disagree	16.33	16.84	23.08	27.69	12.31	15.90	10.36	16.06	12.95	22.28	20.51	18.97	15.90	10.82	23.08
I somewhat agree	32.65	30.61	31.79	23.59	20.51	23.59	33.68	32.12	26.42	27.98	27.18	31.79	33.33	34.54	25.13
I strongly agree	37.76	26.53	8.72	10.77	35.90	24.62	25.91	26.94	38.86	34.72	20.00	18.97	24.10	43.30	29.23
I don't know	0.51	1.53	2.05	3.59	1.54	1.54	1.04	1.55	0.52	1.55	1.03	3.59	6.15	1.55	3.08
I do not understand the question	1.02	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.52	0.00	0.00	0.00	0.00	0.00

Place and Economy

Place and Economy: The following breaks down the responses to the survey questions by positive (Agree), Neutral and negative (Disagree) responses. The percentages shown exclude 'don't know' and 'I do not understand the question'.

Question 1	Question 2	Question 3	Question 4	Question 5
Place and Economy	Place and Economy	Place and Economy	Place and Economy	Place and Economy
VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %
Agree: 138 71.5	Agree: 112 58.0	Agree: 79 41.6	Agree: 67 35.6	Agree: 110 57.3
Neutral: 32 16.6	Neutral: 33 17.1	Neutral: 45 23.7	Neutral: 54 28.7	Neutral: 24 12.5
Disagree: 23 11.9	Disagree: 48 24.9	Disagree: 66 34.7	Disagree: 67 35.6	Disagree: 58 30.2
?: 3	?: 3	?: 5	?: 7	?: 3
Question 6	Question 7	Question 8	Question 9	Question 10
Place and Economy	Place and Economy	Place and Economy	Place and Economy	Place and Economy
VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %
Agree: 94 49.0	Agree: 115 60.2	Agree: 114 60.0	Agree: 126 65.6	Agree: 121 64.0
Neutral: 31 16.1	Neutral: 20 10.5	Neutral: 31 16.3	Neutral: 25 13.0	Neutral: 43 22.8
Disagree: 67 34.9	Disagree: 56 29.3	Disagree: 45 23.7	Disagree: 41 21.4	Disagree: 25 13.2
?: 3	?: 2	?: 3	?: 1	?: 4
Question 11	Question 12	Question 13	Question 14	Question 15
Place and Economy	Place and Economy	Place and Economy	Place and Economy	Place and Economy
VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %
Agree: 92 47.7	Agree: 99 52.7	Agree: 112 61.2	Agree: 151 79.1	Agree: 106 56.1
Neutral: 40 20.7	Neutral: 37 19.7	Neutral: 31 16.9	Neutral: 21 11.0	Neutral: 45 23.8
Disagree: 61 31.6	Disagree: 52 27.7	Disagree: 40 21.9	Disagree: 19 9.9	Disagree: 38 20.1
?: 2	?: 7	?: 12	?: 3	?: 6

Corporate and Transformation Services

Total survey respondents by question and by response given where the respondent's directorate was declared as Corporate and Transformation Services

Corporate and Transformation Services															
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
NUMBER	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
I strongly disagree	16	26	31	26	19	23	28	16	5	11	22	28	19	5	11
I somewhat disagree	20	38	42	53	24	31	42	22	15	11	32	29	28	14	15
I neither agree nor disagree	19	33	48	46	22	18	20	23	22	31	28	34	32	12	31
I somewhat agree	63	80	65	58	41	65	68	83	46	67	81	73	78	69	57
I strongly agree	94	35	24	26	108	76	56	65	125	86	50	47	56	112	98
I don't know	0	0	3	4	0	1	0	5	0	6	1	3	1	1	2
I do not understand the question	1	0	0	0	0	0	0	0	1	2	0	0	0	0	0
PERCENTAGE	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
I strongly disagree	7.51	12.26	14.55	12.21	8.88	10.75	13.08	7.48	2.34	5.14	10.28	13.08	8.88	2.35	5.14
I somewhat disagree	9.39	17.92	19.72	24.88	11.21	14.49	19.63	10.28	7.01	5.14	14.95	13.55	13.08	6.57	7.01
I neither agree nor disagree	8.92	15.57	22.54	21.60	10.28	8.41	9.35	10.75	10.28	14.49	13.08	15.89	14.95	5.63	14.49
I somewhat agree	29.58	37.74	30.52	27.23	19.16	30.37	31.78	38.79	21.50	31.31	37.85	34.11	36.45	32.39	26.64
I strongly agree	44.13	16.51	11.27	12.21	50.47	35.51	26.17	30.37	58.41	40.19	23.36	21.96	26.17	52.58	45.79
I don't know	0.00	0.00	1.41	1.88	0.00	0.47	0.00	2.34	0.00	2.80	0.47	1.40	0.47	0.47	0.93
I do not understand the question	0.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.47	0.93	0.00	0.00	0.00	0.00	0.00

Corporate and Transformation Services

Corporate and Transformation Services: The following breaks down the responses to the survey questions by positive (Agree), Neutral and negative (Disagree) responses. The percentages shown exclude 'don't know' and 'I do not understand the question'.

Question 1	Question 2	Question 3	Question 4	Question 5
Corporate and Transformation Services VIEW: # % Agree: 157 74.1 Neutral: 19 9.0 Disagree: 36 17.0 ?: 1	Corporate and Transformation Services VIEW: # % Agree: 115 54.2 Neutral: 33 15.6 Disagree: 64 30.2 ?: 0	Corporate and Transformation Services VIEW: # % Agree: 89 42.4 Neutral: 48 22.9 Disagree: 73 34.8 ?: 3	Corporate and Transformation Services VIEW: # % Agree: 84 40.2 Neutral: 46 22.0 Disagree: 79 37.8 ?: 4	Corporate and Transformation Services VIEW: # % Agree: 149 69.6 Neutral: 22 10.3 Disagree: 43 20.1 ?: 0
Question 6	Question 7	Question 8	Question 9	Question 10
Corporate and Transformation Services VIEW: # % Agree: 141 66.2 Neutral: 18 8.5 Disagree: 54 25.4 ?: 1	Corporate and Transformation Services VIEW: # % Agree: 124 57.9 Neutral: 20 9.3 Disagree: 70 32.7 ?: 0	Corporate and Transformation Services VIEW: # % Agree: 148 70.8 Neutral: 23 11.0 Disagree: 38 18.2 ?: 5	Corporate and Transformation Services VIEW: # % Agree: 171 80.3 Neutral: 22 10.3 Disagree: 20 9.4 ?: 1	Corporate and Transformation Services VIEW: # % Agree: 153 74.3 Neutral: 31 15.0 Disagree: 22 10.7 ?: 8
Question 11	Question 12	Question 13	Question 14	Question 15
Corporate and Transformation Services VIEW: # % Agree: 131 61.5 Neutral: 28 13.1 Disagree: 54 25.4 ?: 1	Corporate and Transformation Services VIEW: # % Agree: 120 56.9 Neutral: 34 16.1 Disagree: 57 27.0 ?: 3	Corporate and Transformation Services VIEW: # % Agree: 134 62.9 Neutral: 32 15.0 Disagree: 47 22.1 ?: 1	Corporate and Transformation Services VIEW: # % Agree: 181 85.4 Neutral: 12 5.7 Disagree: 19 9.0 ?: 1	Corporate and Transformation Services VIEW: # % Agree: 155 73.1 Neutral: 31 14.6 Disagree: 26 12.3 ?: 2

Adult Social Care and Housing

Total survey respondents by question and by response given where the respondent's directorate was declared as Adult Social Care and Housing

Adult Social Care and Housing															
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
NUMBER	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
I strongly disagree	20	16	23	27	30	28	29	23	16	10	20	18	13	5	6
I somewhat disagree	8	17	26	45	17	34	47	8	5	5	28	12	16	6	10
I neither agree nor disagree	18	24	60	48	23	35	29	19	15	21	40	31	16	11	31
I somewhat agree	57	75	79	68	48	70	87	67	54	46	84	85	73	60	50
I strongly agree	141	115	55	56	131	78	55	128	155	165	70	98	126	165	151
I don't know	4	1	5	4	0	3	1	2	1	1	4	3	3	0	0
I do not understand the question	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0
PERCENTAGE	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
I strongly disagree	8.06	6.45	9.24	10.89	12.05	11.29	11.69	9.31	6.48	4.03	8.13	7.29	5.26	2.02	2.42
I somewhat disagree	3.23	6.85	10.44	18.15	6.83	13.71	18.95	3.24	2.02	2.02	11.38	4.86	6.48	2.43	4.03
I neither agree nor disagree	7.26	9.68	24.10	19.35	9.24	14.11	11.69	7.69	6.07	8.47	16.26	12.55	6.48	4.45	12.50
I somewhat agree	22.98	30.24	31.73	27.42	19.28	28.23	35.08	27.13	21.86	18.55	34.15	34.41	29.55	24.29	20.16
I strongly agree	56.85	46.37	22.09	22.58	52.61	31.45	22.18	51.82	62.75	66.53	28.46	39.68	51.01	66.80	60.89
I don't know	1.61	0.40	2.01	1.61	0.00	1.21	0.40	0.81	0.40	0.40	1.63	1.21	1.21	0.00	0.00
I do not understand the question	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.00	0.00

Adult Social Care and Housing

Adult Social Care and Housing: The following breaks down the responses to the survey questions by positive (Agree), Neutral and negative (Disagree) responses. The percentages shown exclude 'don't know' and 'I do not understand the question'.

Question 1	Question 2	Question 3	Question 4	Question 5
Adult Social Care and Housing VIEW: # % Agree: 198 81.1 Neutral: 18 7.4 Disagree: 28 11.5 ?: 4	Adult Social Care and Housing VIEW: # % Agree: 190 76.9 Neutral: 24 9.7 Disagree: 33 13.4 ?: 1	Adult Social Care and Housing VIEW: # % Agree: 134 55.1 Neutral: 60 24.7 Disagree: 49 20.2 ?: 6	Adult Social Care and Housing VIEW: # % Agree: 124 50.8 Neutral: 48 19.7 Disagree: 72 29.5 ?: 4	Adult Social Care and Housing VIEW: # % Agree: 179 71.9 Neutral: 23 9.2 Disagree: 47 18.9 ?: 0
Question 6	Question 7	Question 8	Question 9	Question 10
Adult Social Care and Housing VIEW: # % Agree: 148 60.4 Neutral: 35 14.3 Disagree: 62 25.3 ?: 3	Adult Social Care and Housing VIEW: # % Agree: 142 57.5 Neutral: 29 11.7 Disagree: 76 30.8 ?: 1	Adult Social Care and Housing VIEW: # % Agree: 195 79.6 Neutral: 19 7.8 Disagree: 31 12.7 ?: 2	Adult Social Care and Housing VIEW: # % Agree: 209 85.3 Neutral: 15 6.1 Disagree: 21 8.6 ?: 2	Adult Social Care and Housing VIEW: # % Agree: 211 85.4 Neutral: 21 8.5 Disagree: 15 6.1 ?: 1
Question 11	Question 12	Question 13	Question 14	Question 15
Adult Social Care and Housing VIEW: # % Agree: 154 63.6 Neutral: 40 16.5 Disagree: 48 19.8 ?: 4	Adult Social Care and Housing VIEW: # % Agree: 183 75.0 Neutral: 31 12.7 Disagree: 30 12.3 ?: 3	Adult Social Care and Housing VIEW: # % Agree: 199 81.6 Neutral: 16 6.6 Disagree: 29 11.9 ?: 3	Adult Social Care and Housing VIEW: # % Agree: 225 91.1 Neutral: 11 4.5 Disagree: 11 4.5 ?: 0	Adult Social Care and Housing VIEW: # % Agree: 201 81.0 Neutral: 31 12.5 Disagree: 16 6.5 ?: 0

Children and Family Wellbeing

Total survey respondents by question and by response given where the respondent's directorate was declared as Children and Family Wellbeing

Children and Family Wellbeing															
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
NUMBER	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
I strongly disagree	11	11	7	13	14	19	29	11	8	7	7	16	7	5	3
I somewhat disagree	3	19	29	22	15	24	26	15	8	3	21	23	8	6	11
I neither agree nor disagree	1	13	22	28	6	12	9	9	6	6	29	16	11	6	25
I somewhat agree	38	53	57	49	33	34	48	55	30	39	46	43	53	34	31
I strongly agree	78	33	16	15	64	44	20	38	81	76	29	29	54	81	63
I don't know	1	4	1	4	1	0	1	5	0	2	1	6	0	1	0
I do not understand the question	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PERCENTAGE	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
I strongly disagree	8.27	8.27	5.30	9.92	10.53	14.29	21.80	8.27	6.02	5.26	5.26	12.03	5.26	3.76	2.26
I somewhat disagree	2.26	14.29	21.97	16.79	11.28	18.05	19.55	11.28	6.02	2.26	15.79	17.29	6.02	4.51	8.27
I neither agree nor disagree	0.75	9.77	16.67	21.37	4.51	9.02	6.77	6.77	4.51	4.51	21.80	12.03	8.27	4.51	18.80
I somewhat agree	28.57	39.85	43.18	37.40	24.81	25.56	36.09	41.35	22.56	29.32	34.59	32.33	39.85	25.56	23.31
I strongly agree	58.65	24.81	12.12	11.45	48.12	33.08	15.04	28.57	60.90	57.14	21.80	21.80	40.60	60.90	47.37
I don't know	0.75	3.01	0.76	3.05	0.75	0.00	0.75	3.76	0.00	1.50	0.75	4.51	0.00	0.75	0.00
I do not understand the question	0.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Children and Family Wellbeing

Children and Family Wellbeing: The following breaks down the responses to the survey questions by positive (Agree), Neutral and negative (Disagree) responses. The percentages shown exclude 'don't know' and 'I do not understand the question'.

Question 1	Question 2	Question 3	Question 4	Question 5
Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing
VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %
Agree: 116 88.5	Agree: 86 66.7	Agree: 73 55.7	Agree: 64 50.4	Agree: 97 73.5
Neutral: 1 0.8	Neutral: 13 10.1	Neutral: 22 16.8	Neutral: 28 22.0	Neutral: 6 4.5
Disagree: 14 10.7	Disagree: 30 23.3	Disagree: 36 27.5	Disagree: 35 27.6	Disagree: 29 22.0
?: 2	?: 4	?: 1	?: 4	?: 1
Question 6	Question 7	Question 8	Question 9	Question 10
Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing
VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %
Agree: 78 58.6	Agree: 68 51.5	Agree: 93 72.7	Agree: 111 83.5	Agree: 115 87.8
Neutral: 12 9.0	Neutral: 9 6.8	Neutral: 9 7.0	Neutral: 6 4.5	Neutral: 6 4.6
Disagree: 43 32.3	Disagree: 55 41.7	Disagree: 26 20.3	Disagree: 16 12.0	Disagree: 10 7.6
?: 0	?: 1	?: 5	?: 0	?: 2
Question 11	Question 12	Question 13	Question 14	Question 15
Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing	Children and Family Wellbeing
VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %	VIEW: # %
Agree: 75 56.8	Agree: 72 56.7	Agree: 107 80.5	Agree: 115 87.1	Agree: 94 70.7
Neutral: 29 22.0	Neutral: 16 12.6	Neutral: 11 8.3	Neutral: 6 4.5	Neutral: 25 18.8
Disagree: 28 21.2	Disagree: 39 30.7	Disagree: 15 11.3	Disagree: 11 8.3	Disagree: 14 10.5
?: 1	?: 6	?: 0	?: 1	?: 0

ALL Directorates excluding 'Directorate Unknown'

Total survey respondents by question and by response given.

ALL (excluding I do not know)															
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
NUMBER	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
I strongly disagree	79	112	139	130	138	171	149	94	69	59	103	131	76	34	60
I somewhat disagree	65	157	185	227	126	163	217	100	73	41	176	150	112	53	73
I neither agree nor disagree	105	157	235	256	107	134	109	127	107	163	197	173	132	75	200
I somewhat agree	329	381	378	301	226	293	374	374	253	302	374	351	392	329	275
I strongly agree	522	291	154	169	511	339	255	393	600	520	250	278	375	609	493
I don't know	7	10	17	25	4	10	4	20	4	18	9	27	21	8	10
I do not understand the question	4	1	2	0	0	0	1	0	2	5	0	0	1	0	0
PERCENTAGE	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
I strongly disagree	7.11	10.10	12.52	11.73	12.41	15.41	13.44	8.48	6.23	5.32	9.29	11.80	6.85	3.07	5.40
I somewhat disagree	5.85	14.16	16.67	20.49	11.33	14.68	19.57	9.03	6.59	3.70	15.87	13.51	10.10	4.78	6.57
I neither agree nor disagree	9.45	14.16	21.17	23.10	9.62	12.07	9.83	11.46	9.66	14.71	17.76	15.59	11.90	6.77	18.00
I somewhat agree	29.61	34.36	34.05	27.17	20.32	26.40	33.72	33.75	22.83	27.26	33.72	31.62	35.35	29.69	24.75
I strongly agree	46.98	26.24	13.87	15.25	45.95	30.54	22.99	35.47	54.15	46.93	22.54	25.05	33.81	54.96	44.37
I don't know	0.63	0.90	1.53	2.26	0.36	0.90	0.36	1.81	0.36	1.62	0.81	2.43	1.89	0.72	0.90
I do not understand the question	0.36	0.09	0.18	0.00	0.00	0.00	0.09	0.00	0.18	0.45	0.00	0.00	0.09	0.00	0.00

ALL Directorates excluding 'Directorate Unknown'

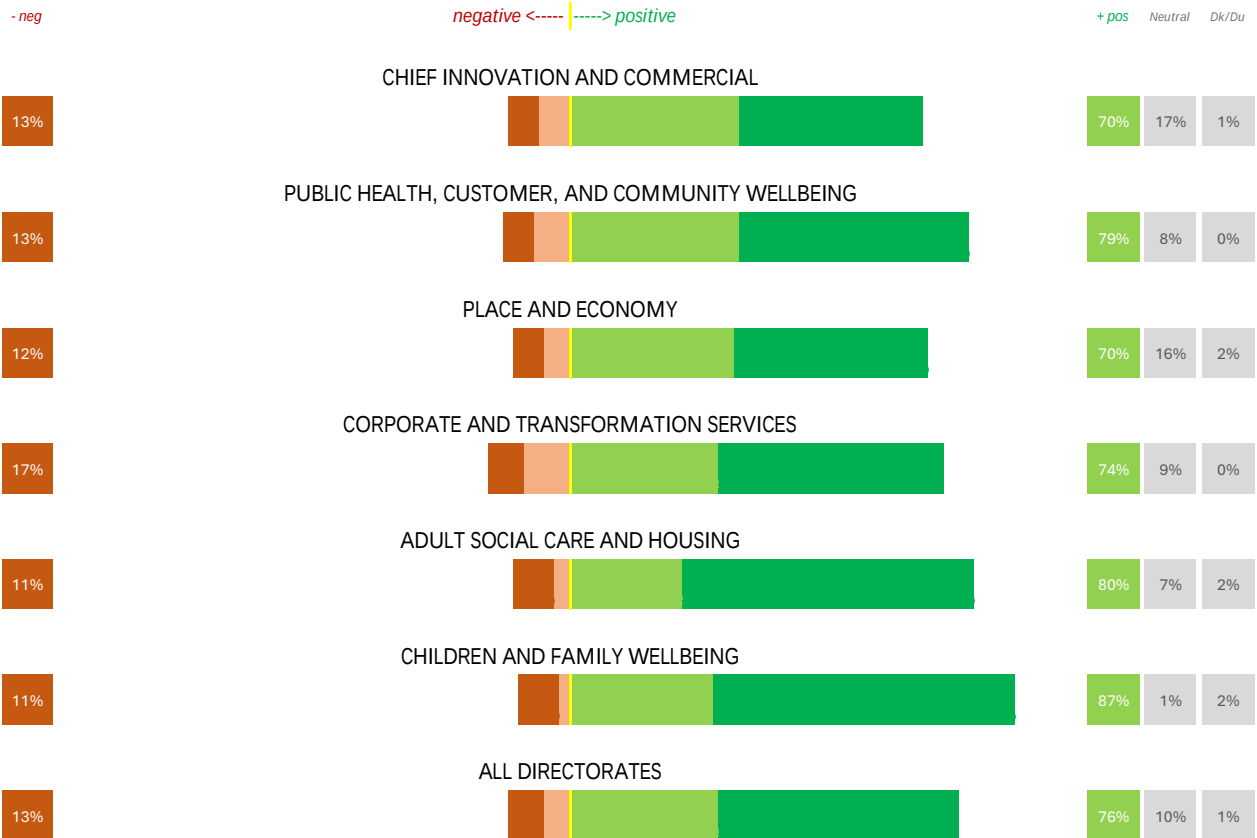
All Repspondents: The following breaks down the responses to the survey questions by positive (Agree), Neutral and negative (Disagree) responses. The percentages shown exclude 'don't know' and 'I do not understand the question'.

Question 1 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>851</td><td>77.4</td></tr><tr><td>Neutral:</td><td>105</td><td>9.5</td></tr><tr><td>Disagree:</td><td>144</td><td>13.1</td></tr><tr><td>?:</td><td>11</td><td></td></tr></table>	VIEW:	#	%	Agree:	851	77.4	Neutral:	105	9.5	Disagree:	144	13.1	?:	11		Question 2 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>672</td><td>61.2</td></tr><tr><td>Neutral:</td><td>157</td><td>14.3</td></tr><tr><td>Disagree:</td><td>269</td><td>24.5</td></tr><tr><td>?:</td><td>11</td><td></td></tr></table>	VIEW:	#	%	Agree:	672	61.2	Neutral:	157	14.3	Disagree:	269	24.5	?:	11		Question 3 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>532</td><td>48.8</td></tr><tr><td>Neutral:</td><td>235</td><td>21.5</td></tr><tr><td>Disagree:</td><td>324</td><td>29.7</td></tr><tr><td>?:</td><td>19</td><td></td></tr></table>	VIEW:	#	%	Agree:	532	48.8	Neutral:	235	21.5	Disagree:	324	29.7	?:	19		Question 4 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>470</td><td>43.4</td></tr><tr><td>Neutral:</td><td>256</td><td>23.6</td></tr><tr><td>Disagree:</td><td>357</td><td>33.0</td></tr><tr><td>?:</td><td>25</td><td></td></tr></table>	VIEW:	#	%	Agree:	470	43.4	Neutral:	256	23.6	Disagree:	357	33.0	?:	25		Question 5 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>737</td><td>66.5</td></tr><tr><td>Neutral:</td><td>107</td><td>9.7</td></tr><tr><td>Disagree:</td><td>264</td><td>23.8</td></tr><tr><td>?:</td><td>4</td><td></td></tr></table>	VIEW:	#	%	Agree:	737	66.5	Neutral:	107	9.7	Disagree:	264	23.8	?:	4	
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Question 6 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>632</td><td>57.5</td></tr><tr><td>Neutral:</td><td>134</td><td>12.2</td></tr><tr><td>Disagree:</td><td>334</td><td>30.4</td></tr><tr><td>?:</td><td>10</td><td></td></tr></table>	VIEW:	#	%	Agree:	632	57.5	Neutral:	134	12.2	Disagree:	334	30.4	?:	10		Question 7 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>629</td><td>57.0</td></tr><tr><td>Neutral:</td><td>109</td><td>9.9</td></tr><tr><td>Disagree:</td><td>366</td><td>33.2</td></tr><tr><td>?:</td><td>5</td><td></td></tr></table>	VIEW:	#	%	Agree:	629	57.0	Neutral:	109	9.9	Disagree:	366	33.2	?:	5		Question 8 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>767</td><td>70.5</td></tr><tr><td>Neutral:</td><td>127</td><td>11.7</td></tr><tr><td>Disagree:</td><td>194</td><td>17.8</td></tr><tr><td>?:</td><td>20</td><td></td></tr></table>	VIEW:	#	%	Agree:	767	70.5	Neutral:	127	11.7	Disagree:	194	17.8	?:	20		Question 9 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>853</td><td>77.4</td></tr><tr><td>Neutral:</td><td>107</td><td>9.7</td></tr><tr><td>Disagree:</td><td>142</td><td>12.9</td></tr><tr><td>?:</td><td>6</td><td></td></tr></table>	VIEW:	#	%	Agree:	853	77.4	Neutral:	107	9.7	Disagree:	142	12.9	?:	6		Question 10 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>822</td><td>75.8</td></tr><tr><td>Neutral:</td><td>163</td><td>15.0</td></tr><tr><td>Disagree:</td><td>100</td><td>9.2</td></tr><tr><td>?:</td><td>23</td><td></td></tr></table>	VIEW:	#	%	Agree:	822	75.8	Neutral:	163	15.0	Disagree:	100	9.2	?:	23	
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Question 11 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>624</td><td>56.7</td></tr><tr><td>Neutral:</td><td>197</td><td>17.9</td></tr><tr><td>Disagree:</td><td>279</td><td>25.4</td></tr><tr><td>?:</td><td>9</td><td></td></tr></table>	VIEW:	#	%	Agree:	624	56.7	Neutral:	197	17.9	Disagree:	279	25.4	?:	9		Question 12 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>629</td><td>58.1</td></tr><tr><td>Neutral:</td><td>173</td><td>16.0</td></tr><tr><td>Disagree:</td><td>281</td><td>25.9</td></tr><tr><td>?:</td><td>27</td><td></td></tr></table>	VIEW:	#	%	Agree:	629	58.1	Neutral:	173	16.0	Disagree:	281	25.9	?:	27		Question 13 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>767</td><td>70.6</td></tr><tr><td>Neutral:</td><td>132</td><td>12.1</td></tr><tr><td>Disagree:</td><td>188</td><td>17.3</td></tr><tr><td>?:</td><td>22</td><td></td></tr></table>	VIEW:	#	%	Agree:	767	70.6	Neutral:	132	12.1	Disagree:	188	17.3	?:	22		Question 14 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>938</td><td>85.3</td></tr><tr><td>Neutral:</td><td>75</td><td>6.8</td></tr><tr><td>Disagree:</td><td>87</td><td>7.9</td></tr><tr><td>?:</td><td>8</td><td></td></tr></table>	VIEW:	#	%	Agree:	938	85.3	Neutral:	75	6.8	Disagree:	87	7.9	?:	8		Question 15 ALL (excluding I do not know) <table><tr><td>VIEW:</td><td>#</td><td>%</td></tr><tr><td>Agree:</td><td>768</td><td>69.8</td></tr><tr><td>Neutral:</td><td>200</td><td>18.2</td></tr><tr><td>Disagree:</td><td>133</td><td>12.1</td></tr><tr><td>?:</td><td>10</td><td></td></tr></table>	VIEW:	#	%	Agree:	768	69.8	Neutral:	200	18.2	Disagree:	133	12.1	?:	10	
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Cumberland Council PULSE Survey (June 2026)

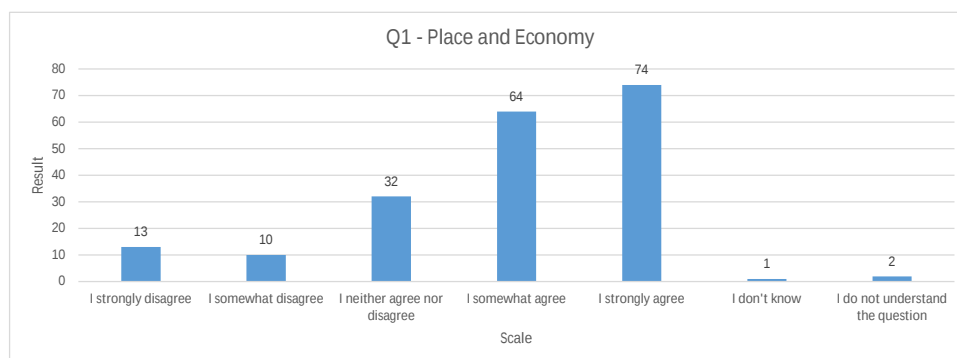
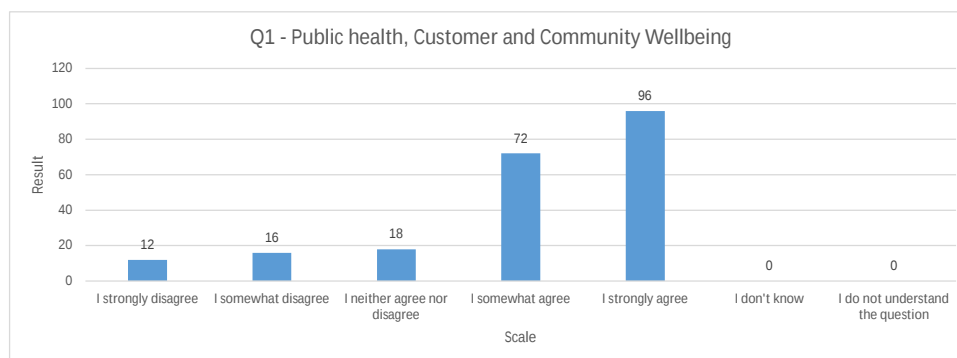
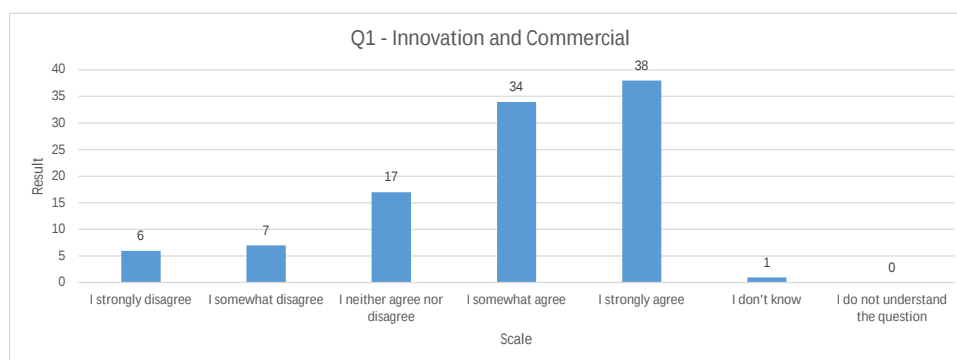
Directorate responses by question

Q1: I understand how my role helps deliver the Council's values in my day-to-day work.



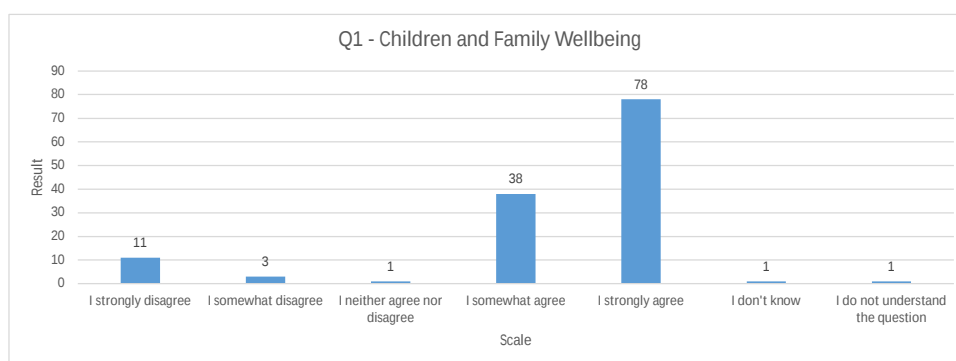
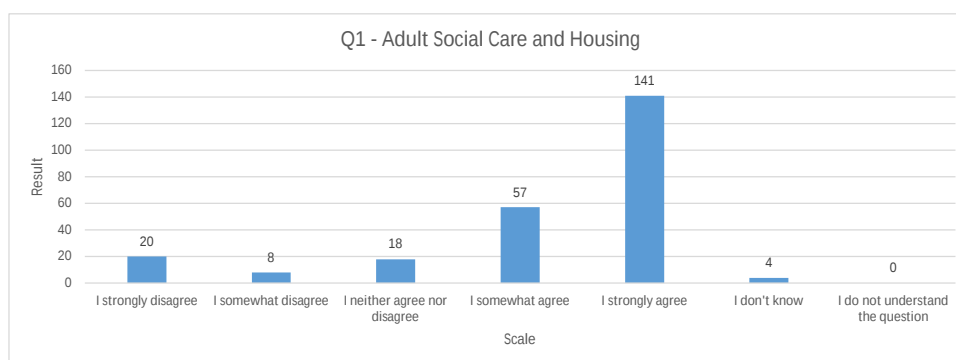
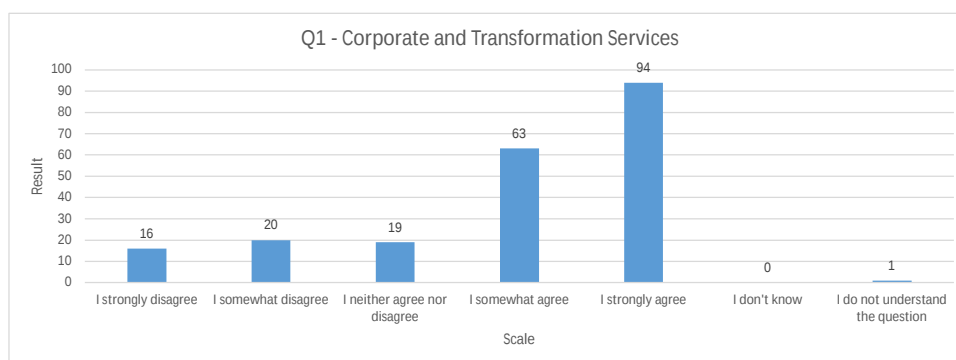
Q1: I understand how my role helps deliver the Council's values in my day-to-day work.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	6	12	13	16	20	11	3
I somewhat disagree	7	16	10	20	8	3	0
I neither agree nor disagree	17	18	32	19	18	1	4
I somewhat agree	34	72	64	63	57	38	5
I strongly agree	38	96	74	94	141	78	7
I don't know	1	0	1	0	4	1	2
I do not understand the question	0	0	2	1	0	1	1



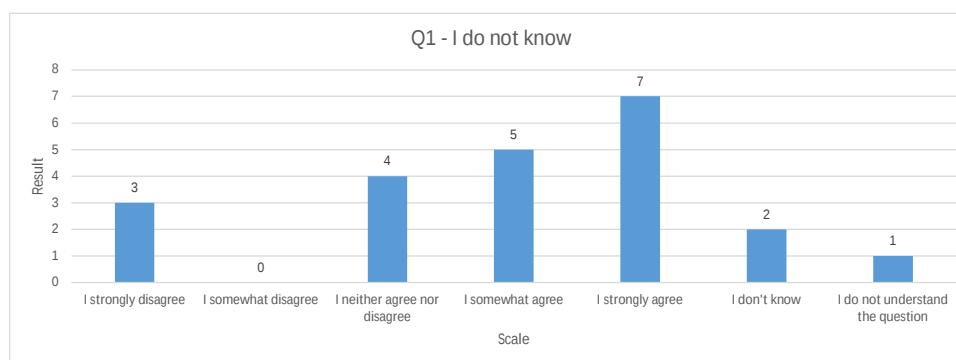
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I do not understand the question	0	0	2	1	0	1	1



Q1: I understand how my role helps deliver the Council's values in my day-to-day work.

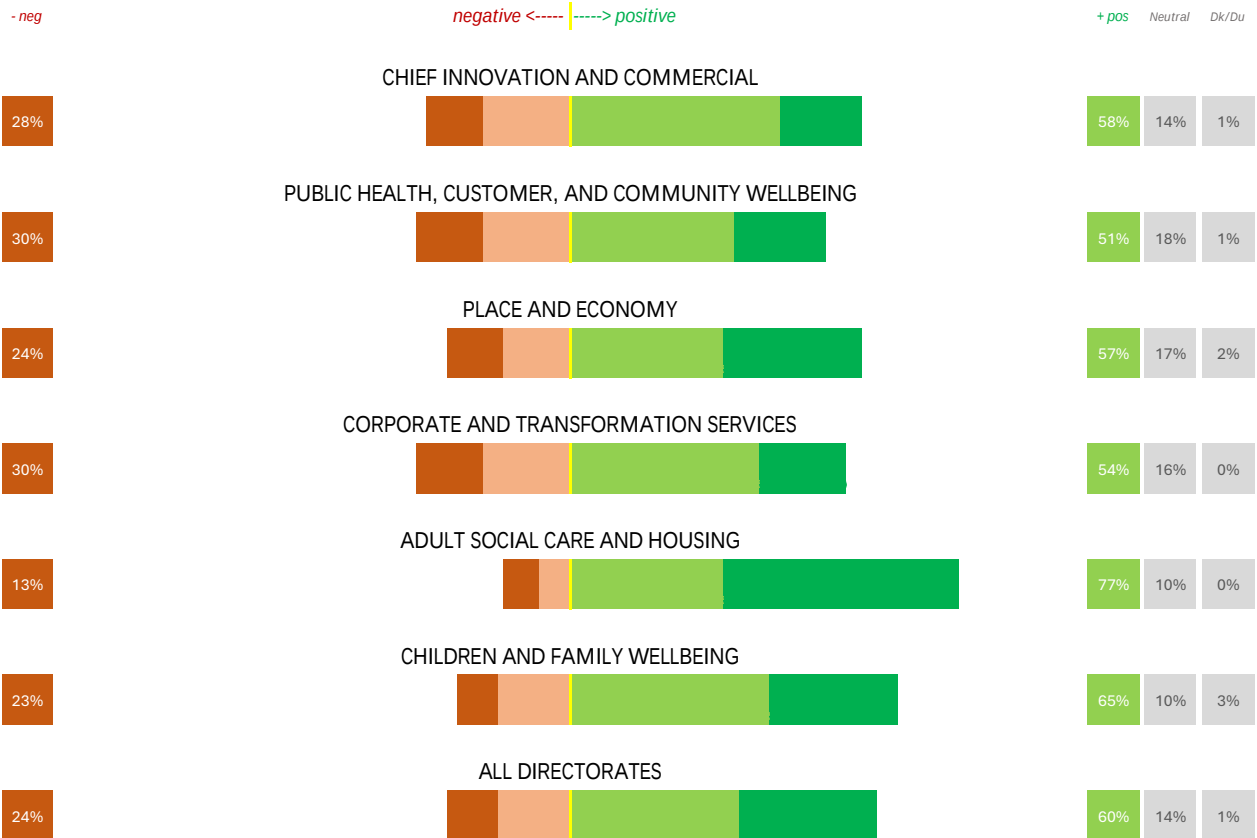
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	6	12	13	16	20	11	3
I somewhat disagree	7	16	10	20	8	3	0
I neither agree nor disagree	17	18	32	19	18	1	4
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I don't know	1	0	1	0	4	1	2
I do not understand the question	0	0	2	1	0	1	1



Cumberland Council PULSE Survey (June 2026)

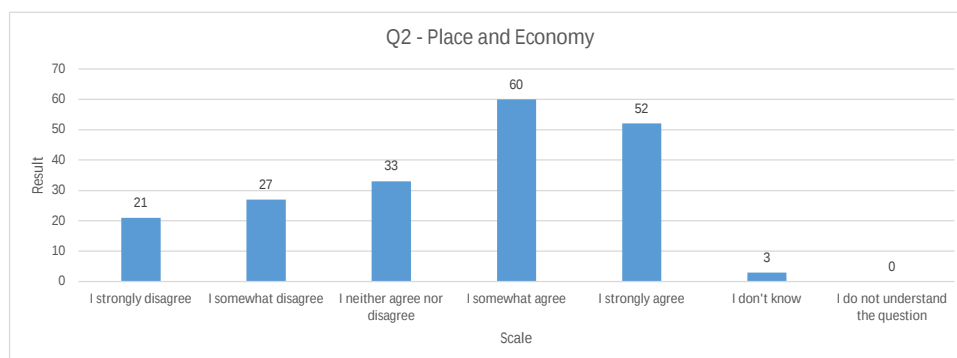
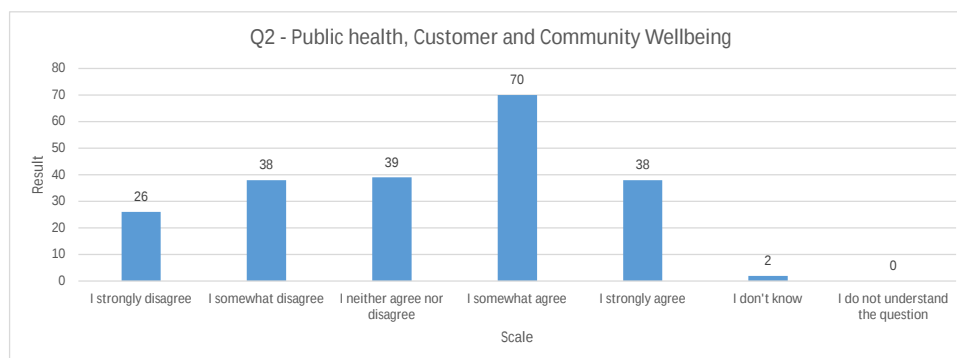
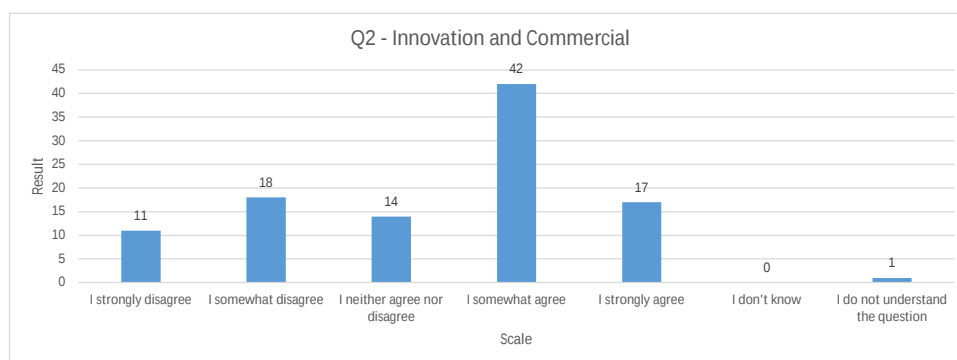
Directorate responses by question

Q2: I feel confident to speak up when I see behaviours that do not reflect the Council's values.



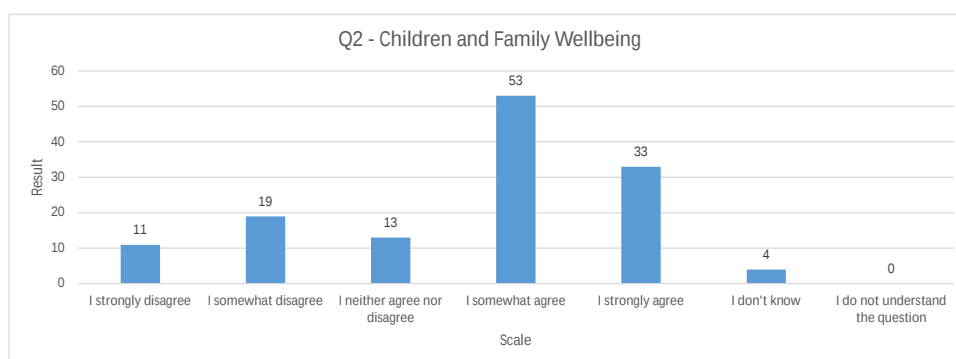
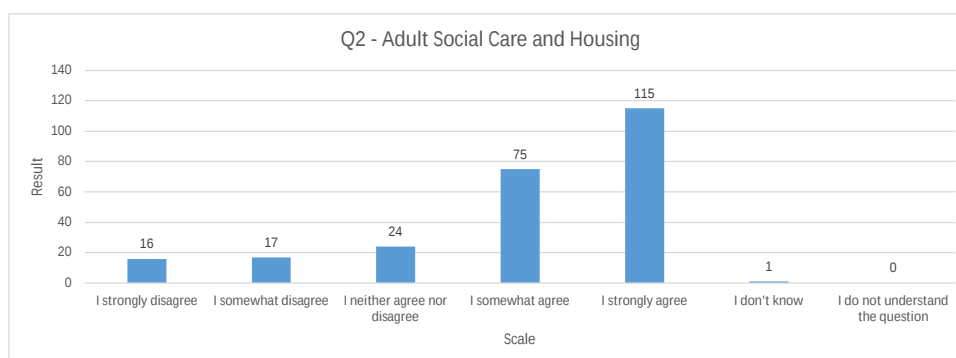
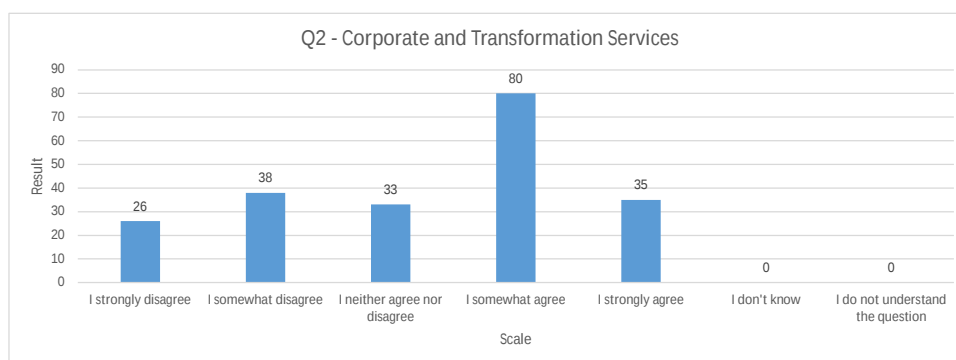
Q2: I feel confident to speak up when I see behaviours that do not reflect the Council's values.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	11	26	21	26	16	11	2
I somewhat disagree	18	38	27	38	17	19	3
I neither agree nor disagree	14	39	33	33	24	13	4
I somewhat agree	42	70	60	80	75	53	2
I strongly agree	17	38	52	35	115	33	8
I don't know	0	2	3	0	1	4	2
I do not understand the question	1	0	0	0	0	0	1



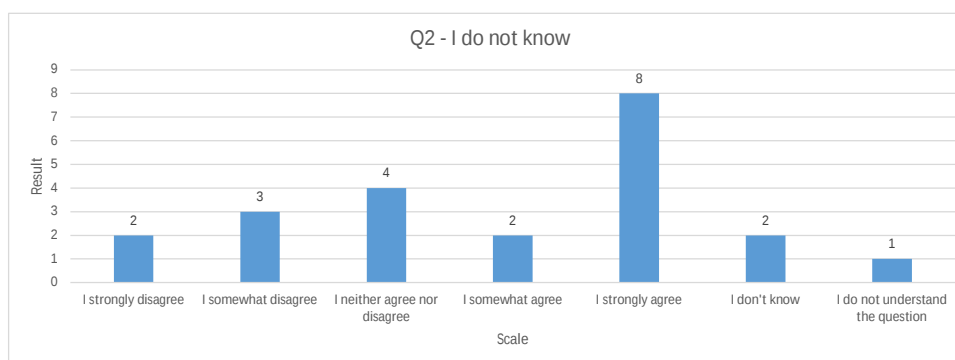
Q2: I feel confident to speak up when I see behaviours that do not reflect the Council's values.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
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I somewhat agree	42	70	60	80	75	53	2
I strongly agree	17	38	52	35	115	33	8
I don't know	0	2	3	0	1	4	2
I do not understand the question	1	0	0	0	0	0	1



Q2: I feel confident to speak up when I see behaviours that do not reflect the Council's values.

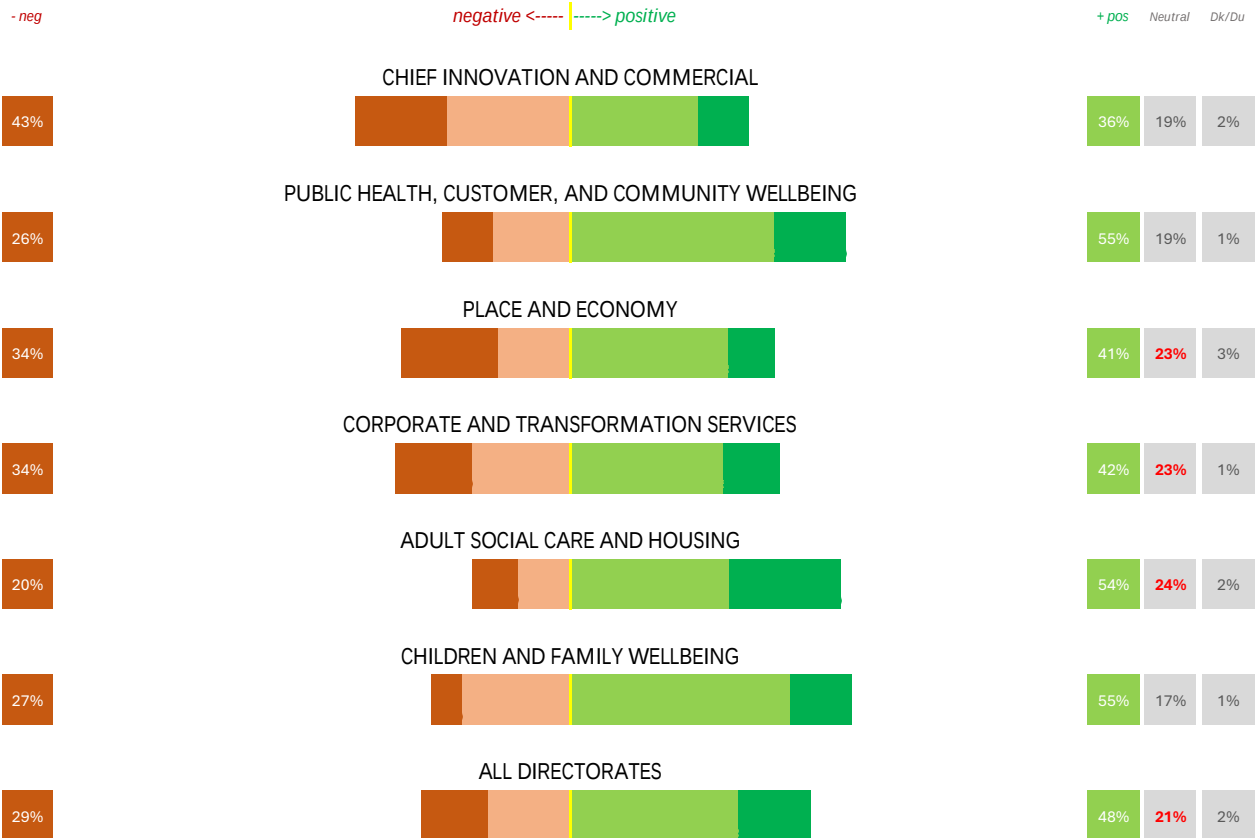
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	11	26	21	26	16	11	2
I somewhat disagree	18	38	27	38	17	19	3
I neither agree nor disagree	14	39	33	33	24	13	4
I somewhat agree	42	70	60	80	75	53	2
I strongly agree	17	38	52	35	115	33	8
I don't know	0	2	3	0	1	4	2
I do not understand the question	1	0	0	0	0	0	1



Cumberland Council PULSE Survey (June 2026)

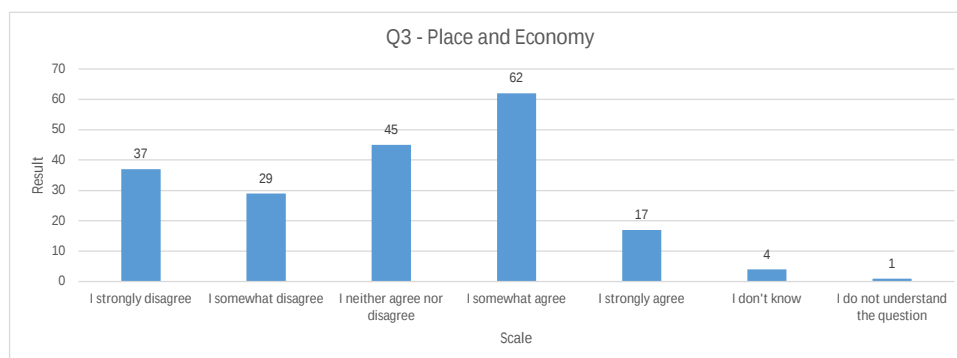
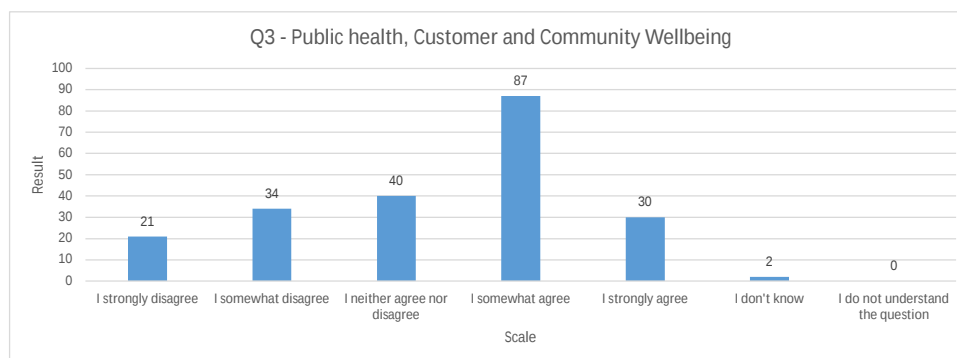
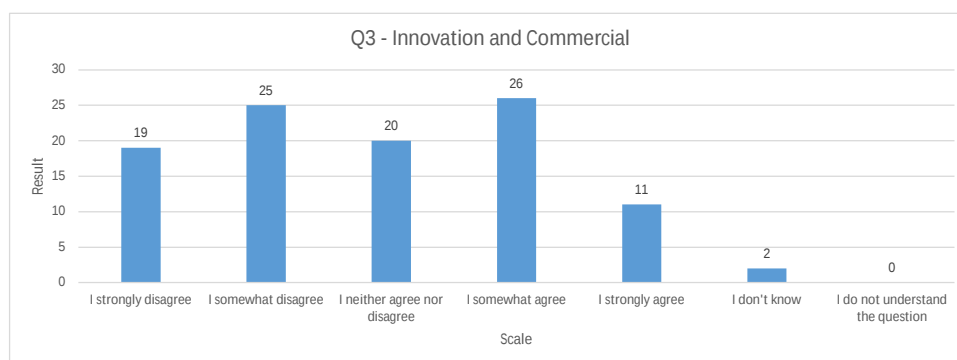
Directorate responses by question

Q3: The senior leadership team communicates a clear and consistent vision for the Council.



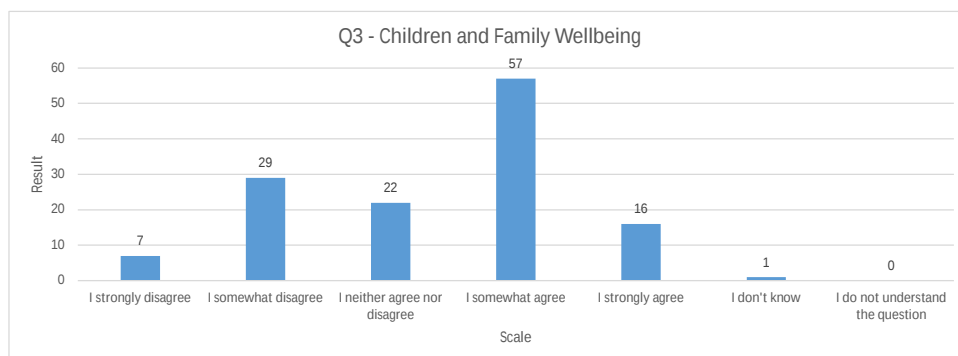
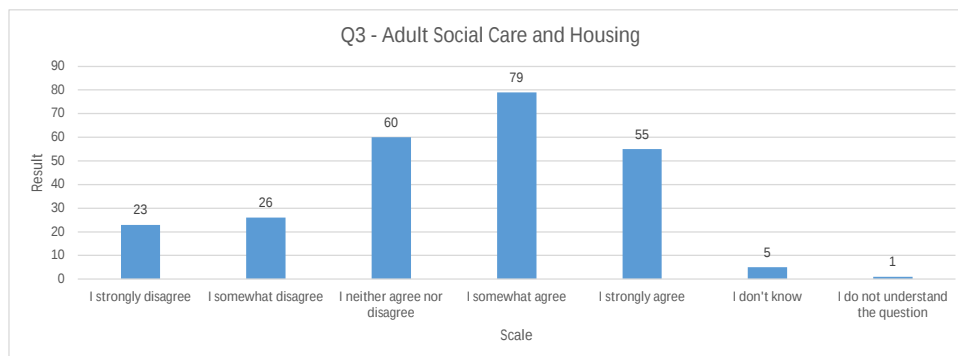
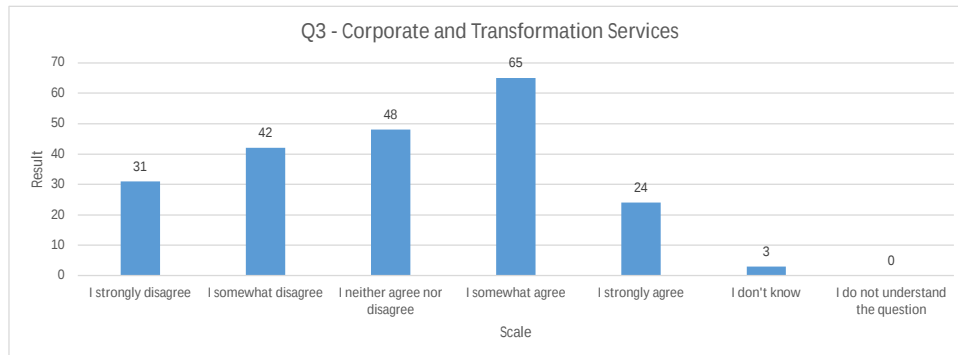
Q3: The senior leadership team communicates a clear and consistent vision for the Council.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	19	21	37	31	23	7	3
I somewhat disagree	25	34	29	42	26	29	1
I neither agree nor disagree	20	40	45	48	60	22	6
I somewhat agree	26	87	62	65	79	57	3
I strongly agree	11	30	17	24	55	16	4
I don't know	2	2	4	3	5	1	2
I do not understand the question	0	0	1	0	1	0	2



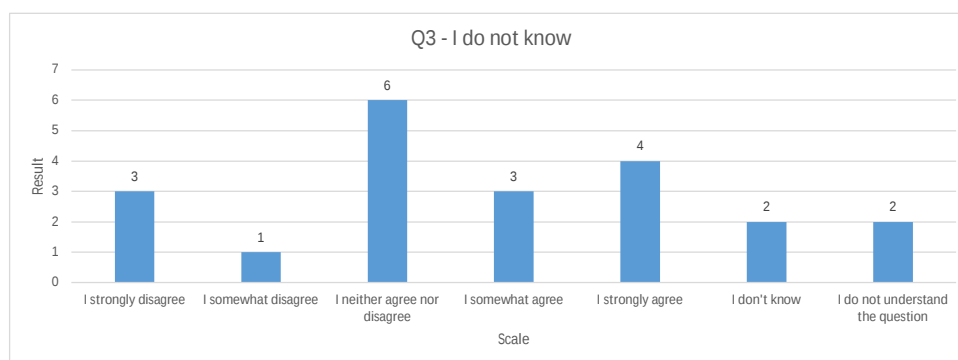
Q3: The senior leadership team communicates a clear and consistent vision for the Council.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	19	21	37	31	23	7	3
I somewhat disagree	25	34	29	42	26	29	1
I neither agree nor disagree	20	40	45	48	60	22	6
I somewhat agree	26	87	62	65	79	57	3
I strongly agree	11	30	17	24	55	16	4
I don't know	2	2	4	3	5	1	2
I do not understand the question	0	0	1	0	1	0	2



Q3: The senior leadership team communicates a clear and consistent vision for the Council.

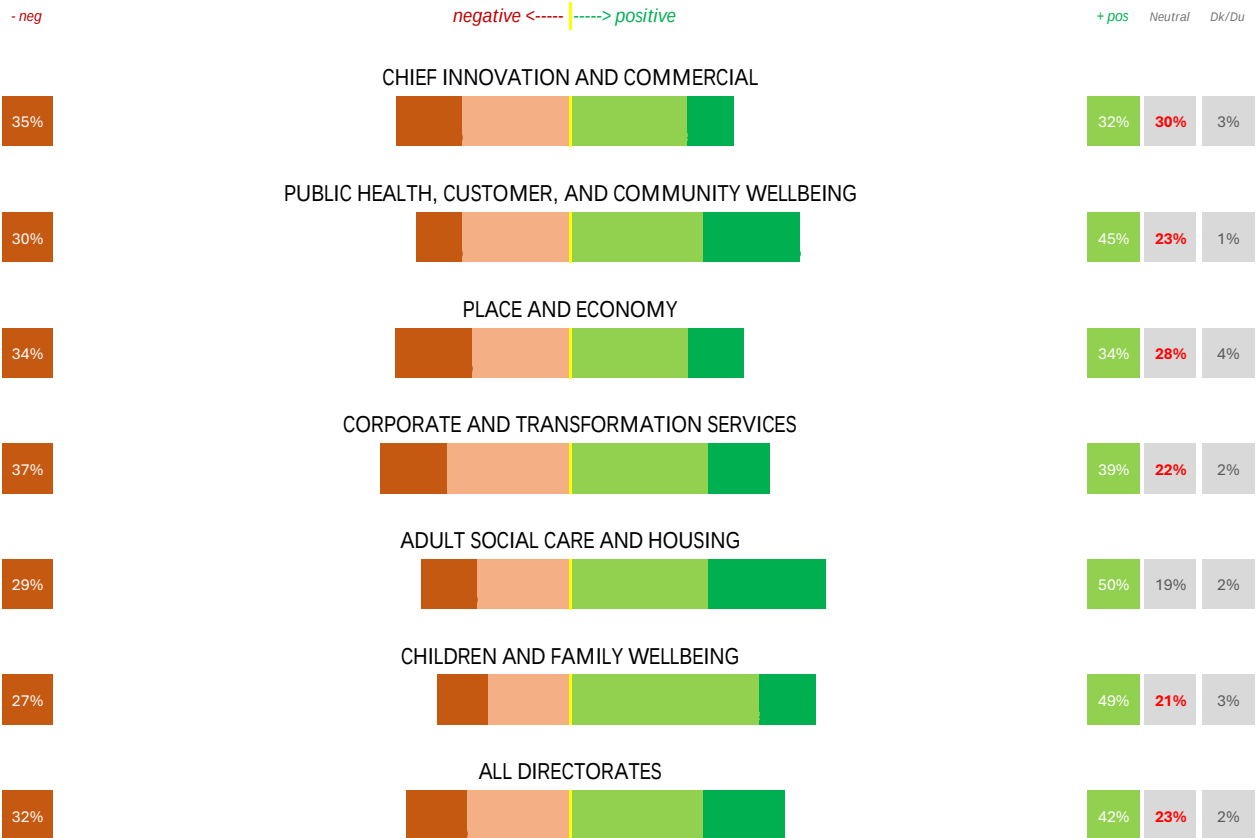
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	19	21	37	31	23	7	3
I somewhat disagree	25	34	29	42	26	29	1
I neither agree nor disagree	20	40	45	48	60	22	6
I somewhat agree	26	87	62	65	79	57	3
I strongly agree	11	30	17	24	55	16	4
I don't know	2	2	4	3	5	1	2
I do not understand the question	0	0	1	0	1	0	2



Cumberland Council PULSE Survey (June 2026)

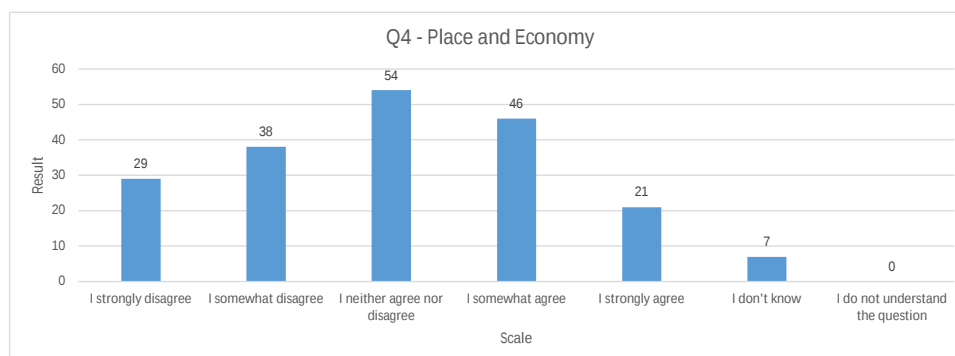
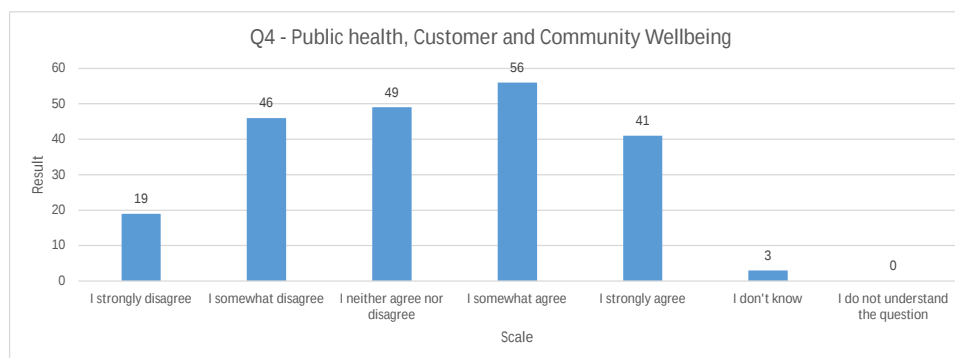
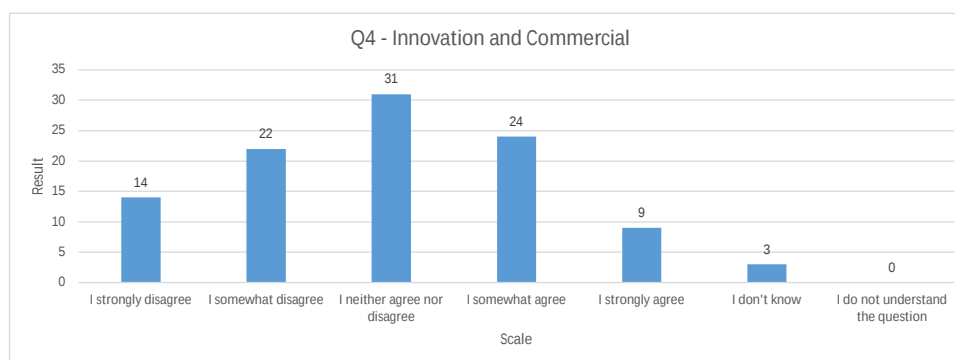
Directorate responses by question

Q4: I trust the senior leadership team to make decisions that reflect the Council's priorities and values.



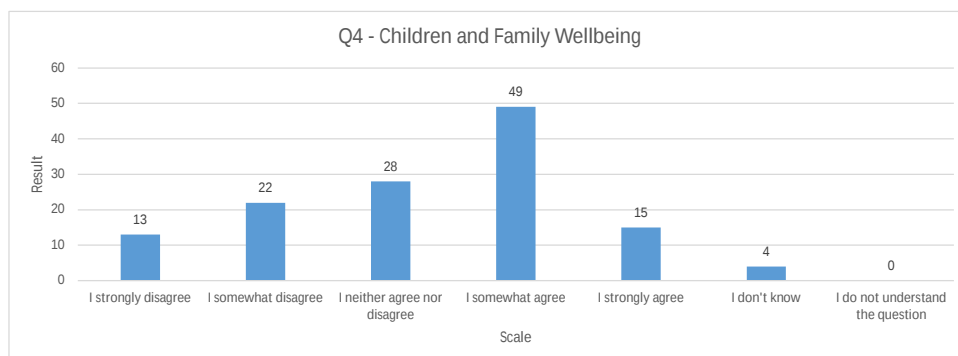
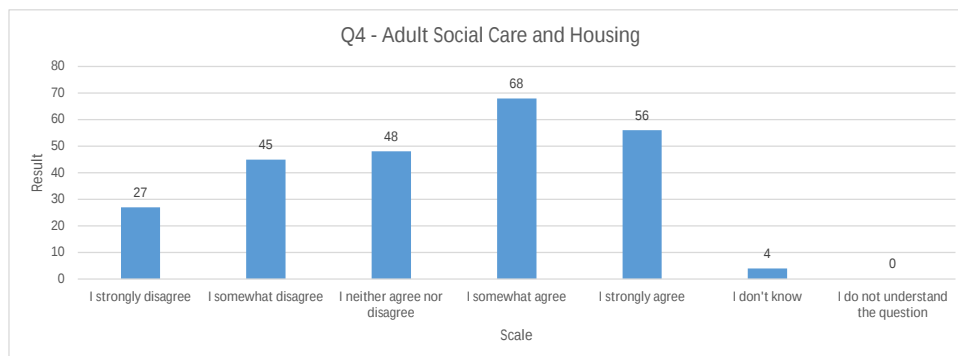
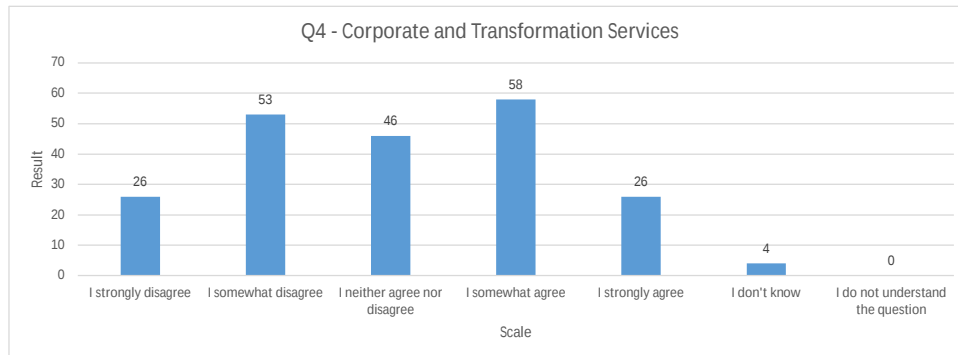
Q4: I trust the senior leadership team to make decisions that reflect the Council's priorities and values.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	14	19	29	26	27	13	4
I somewhat disagree	22	46	38	53	45	22	5
I neither agree nor disagree	31	49	54	46	48	28	5
I somewhat agree	24	56	46	58	68	49	2
I strongly agree	9	41	21	26	56	15	3
I don't know	3	3	7	4	4	4	3
I do not understand the question	0	0	0	0	0	0	0



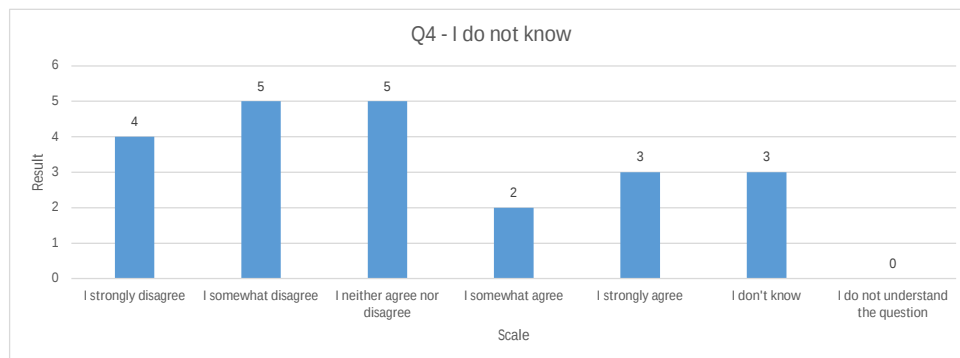
Q4: I trust the senior leadership team to make decisions that reflect the Council's priorities and values.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	14	19	29	26	27	13	4
I somewhat disagree	22	46	38	53	45	22	5
I neither agree nor disagree	31	49	54	46	48	28	5
I somewhat agree	24	56	46	58	68	49	2
I strongly agree	9	41	21	26	56	15	3
I don't know	3	3	7	4	4	4	3
I do not understand the question	0	0	0	0	0	0	0



Q4: I trust the senior leadership team to make decisions that reflect the Council's priorities and values.

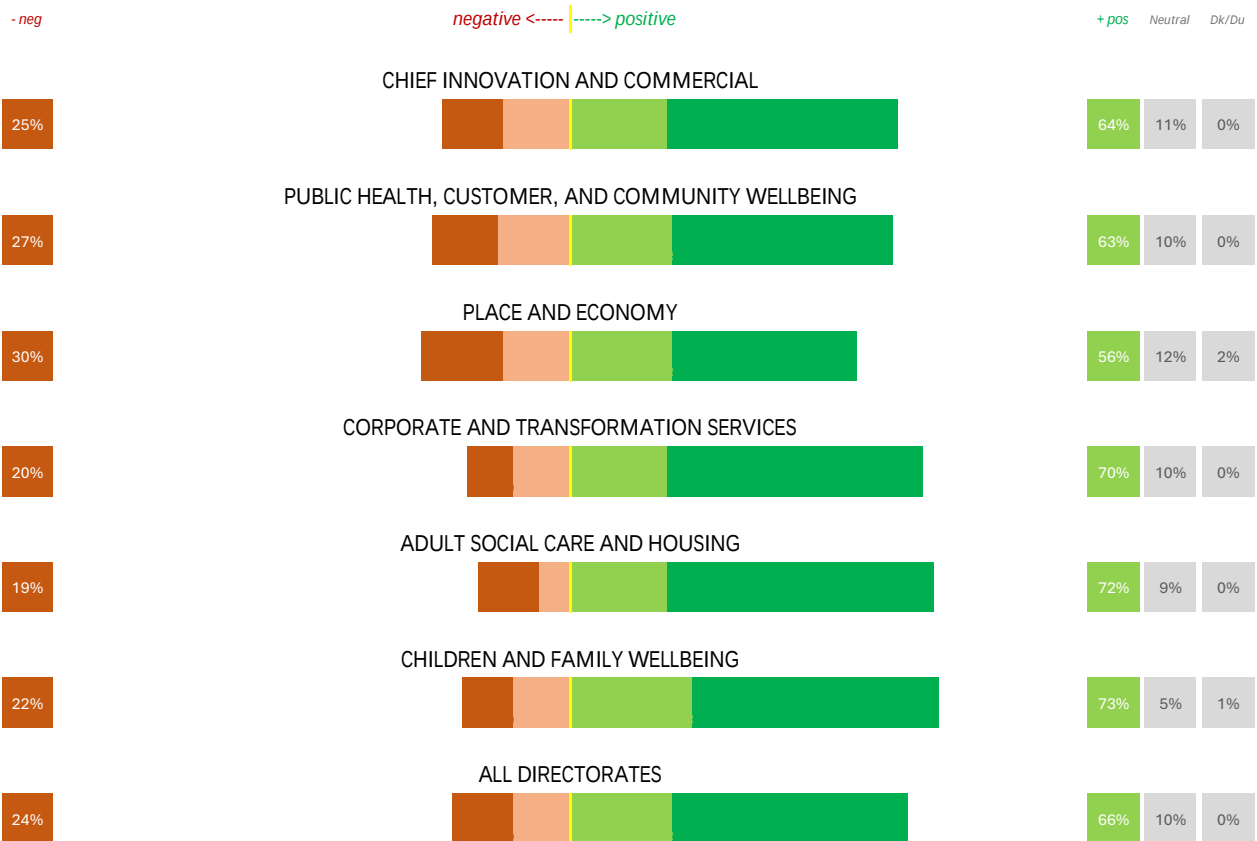
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	14	19	29	26	27	13	4
I somewhat disagree	22	46	38	53	45	22	5
I neither agree nor disagree	31	49	54	46	48	28	5
I somewhat agree	24	56	46	58	68	49	2
I strongly agree	9	41	21	26	56	15	3
I don't know	3	3	7	4	4	4	3
I do not understand the question	0	0	0	0	0	0	0



Cumberland Council PULSE Survey (June 2026)

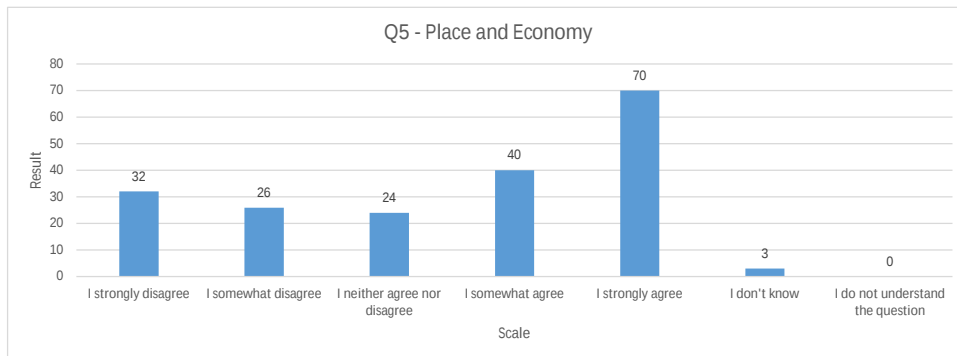
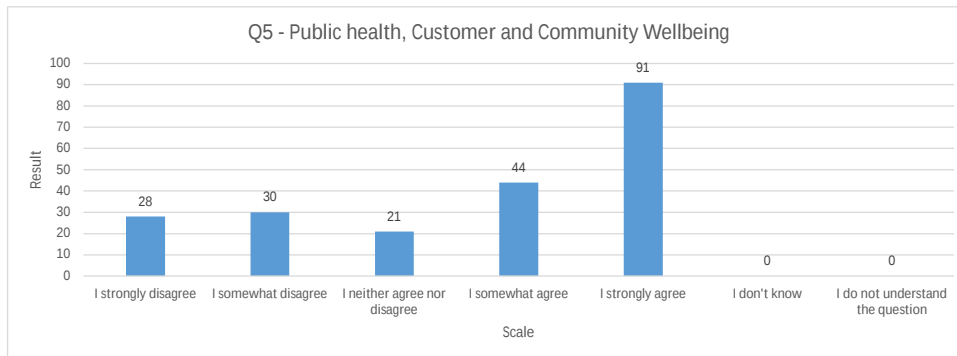
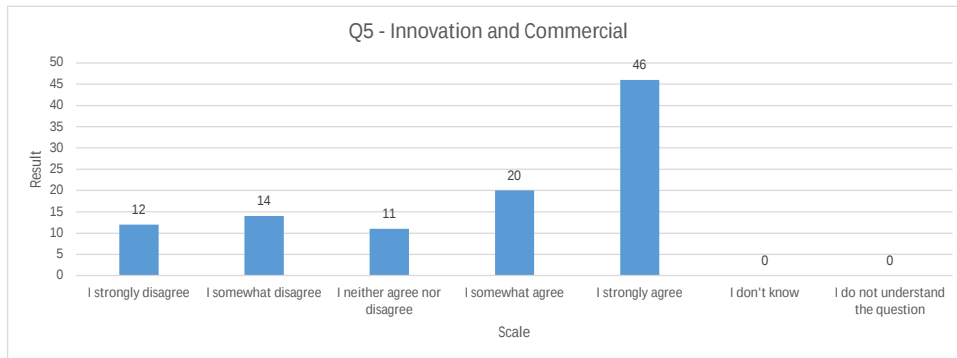
Directorate responses by question

Q5: My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.



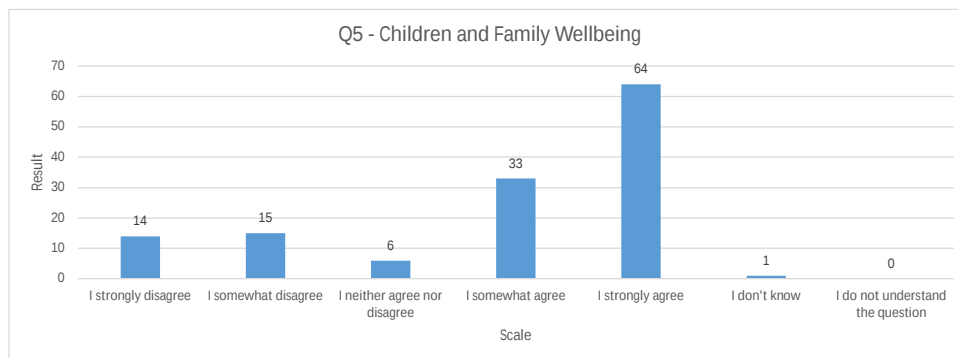
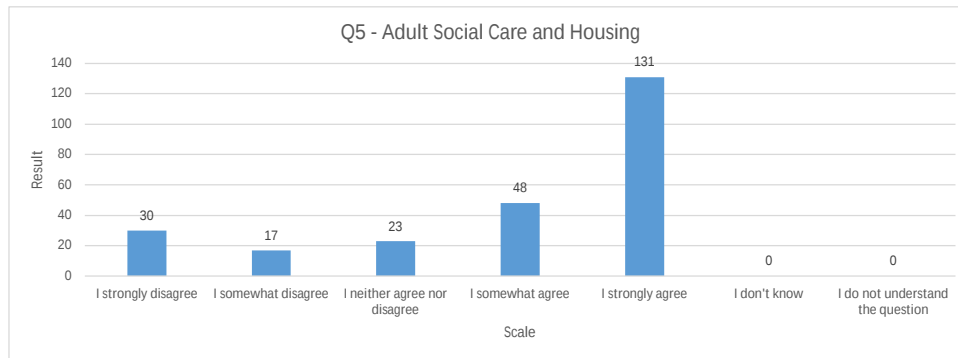
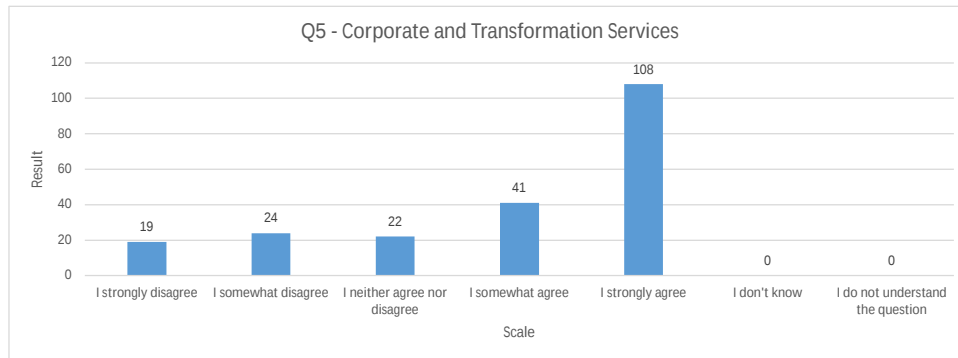
Q5: My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	12	28	32	19	30	14	4
I somewhat disagree	14	30	26	24	17	15	1
I neither agree nor disagree	11	21	24	22	23	6	4
I somewhat agree	20	44	40	41	48	33	6
I strongly agree	46	91	70	108	131	64	6
I don't know	0	0	3	0	0	1	1
I do not understand the question	0	0	0	0	0	0	0



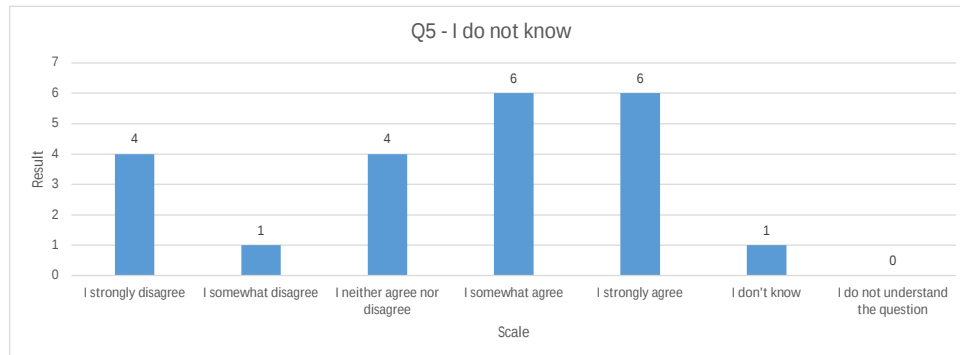
Q5: My line manager clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me improve and develop.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	12	28	32	19	30	14	4
I somewhat disagree	14	30	26	24	17	15	1
I neither agree nor disagree	11	21	24	22	23	6	4
I somewhat agree	20	44	40	41	48	33	6
I strongly agree	46	91	70	108	131	64	6
I don't know	0	0	3	0	0	1	1
I do not understand the question	0	0	0	0	0	0	0



er clearly communicates what is expected of me in my role, providing regular, constructive feedback that helps me imp

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	12	28	32	19	30	14	4
I somewhat disagree	14	30	26	24	17	15	1
I neither agree nor disagree	11	21	24	22	23	6	4
I somewhat agree	20	44	40	41	48	33	6
I strongly agree	46	91	70	108	131	64	6
I don't know	0	0	3	0	0	1	1
I do not understand the question	0	0	0	0	0	0	0



Cumberland Council PULSE Survey (June 2026)

Directorate responses by question

Q6:

I feel valued and recognised for the work I do.

- neg

negative <-----> positive

+ pos Neutral Dk/Du

CHIEF INNOVATION AND COMMERCIAL



PUBLIC HEALTH, CUSTOMER, AND COMMUNITY WELLBEING



PLACE AND ECONOMY



CORPORATE AND TRANSFORMATION SERVICES



ADULT SOCIAL CARE AND HOUSING



CHILDREN AND FAMILY WELLBEING

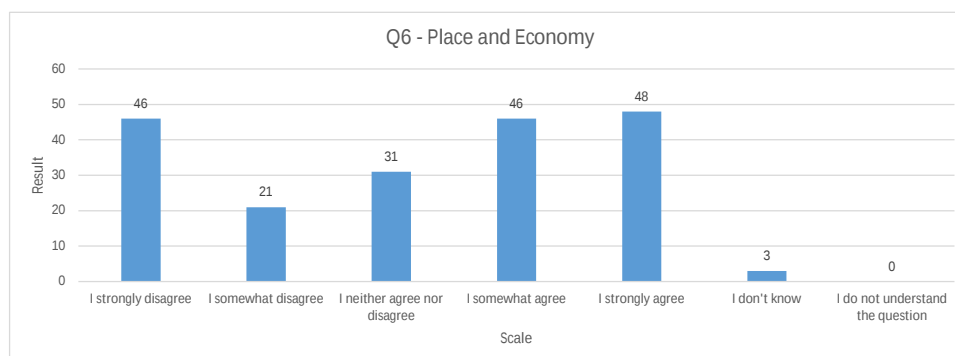
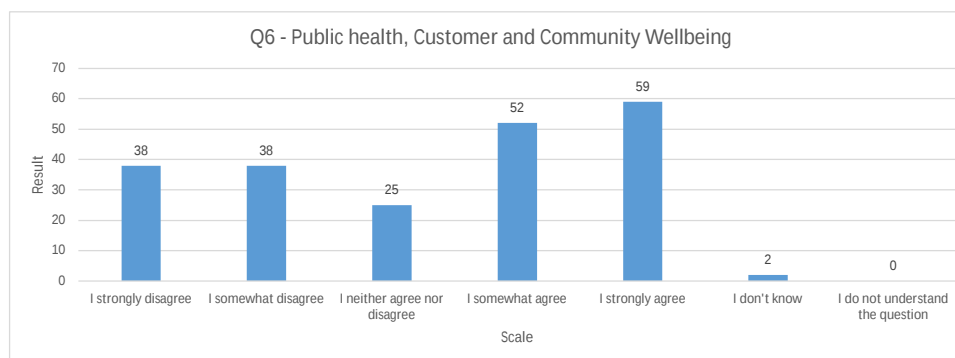
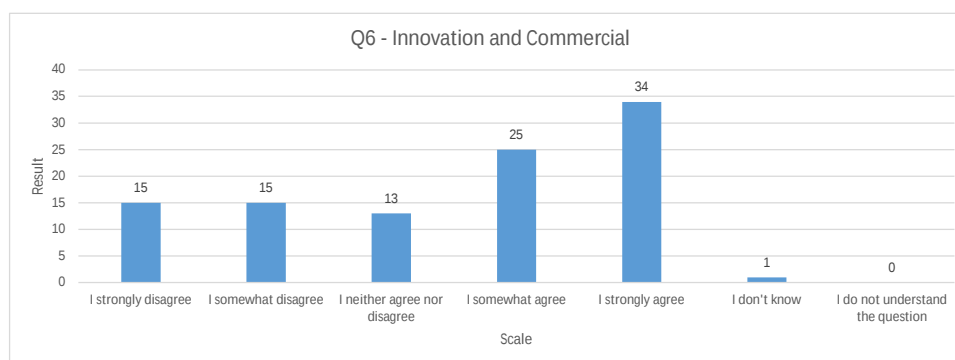


ALL DIRECTORATES



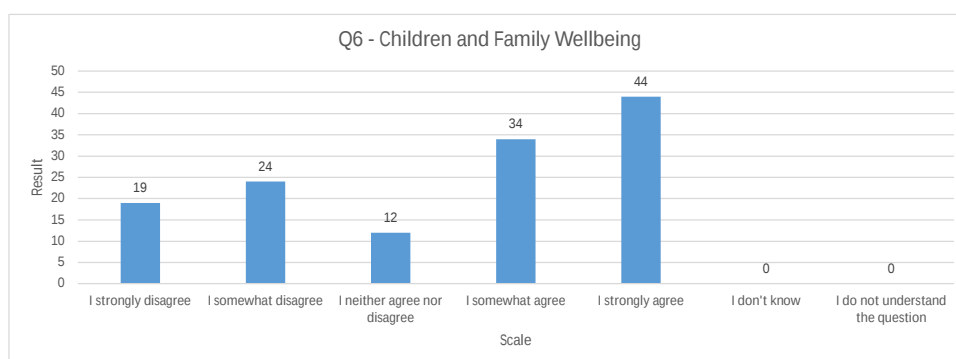
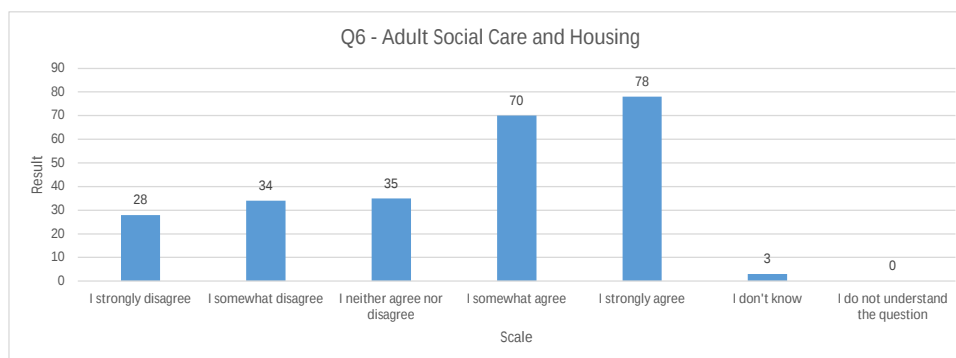
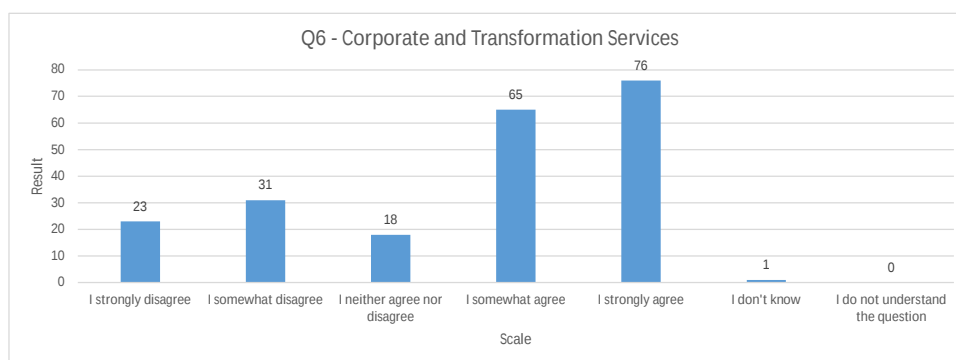
Q6: I feel valued and recognised for the work I do.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	15	38	46	23	28	19	5
I somewhat disagree	15	38	21	31	34	24	4
I neither agree nor disagree	13	25	31	18	35	12	2
I somewhat agree	25	52	46	65	70	34	5
I strongly agree	34	59	48	76	78	44	3
I don't know	1	2	3	1	3	0	3
I do not understand the question	0	0	0	0	0	0	0



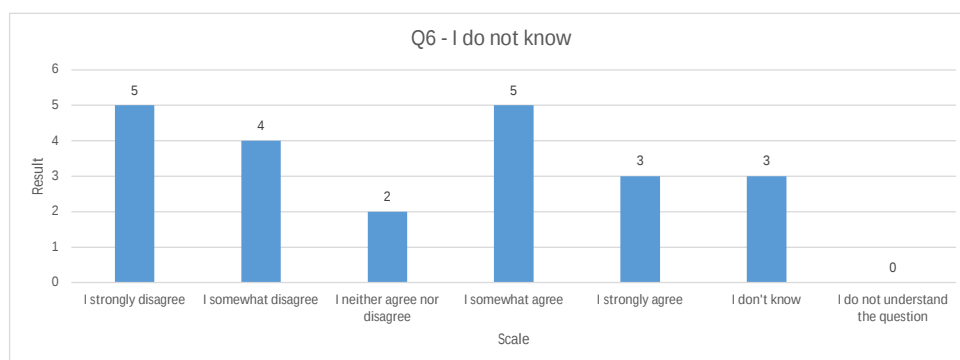
Q6: I feel valued and recognised for the work I do.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	15	38	46	23	28	19	5
I somewhat disagree	15	38	21	31	34	24	4
I neither agree nor disagree	13	25	31	18	35	12	2
I somewhat agree	25	52	46	65	70	34	5
I strongly agree	34	59	48	76	78	44	3
I don't know	1	2	3	1	3	0	3
I do not understand the question	0	0	0	0	0	0	0



Q6: I feel valued and recognised for the work I do.

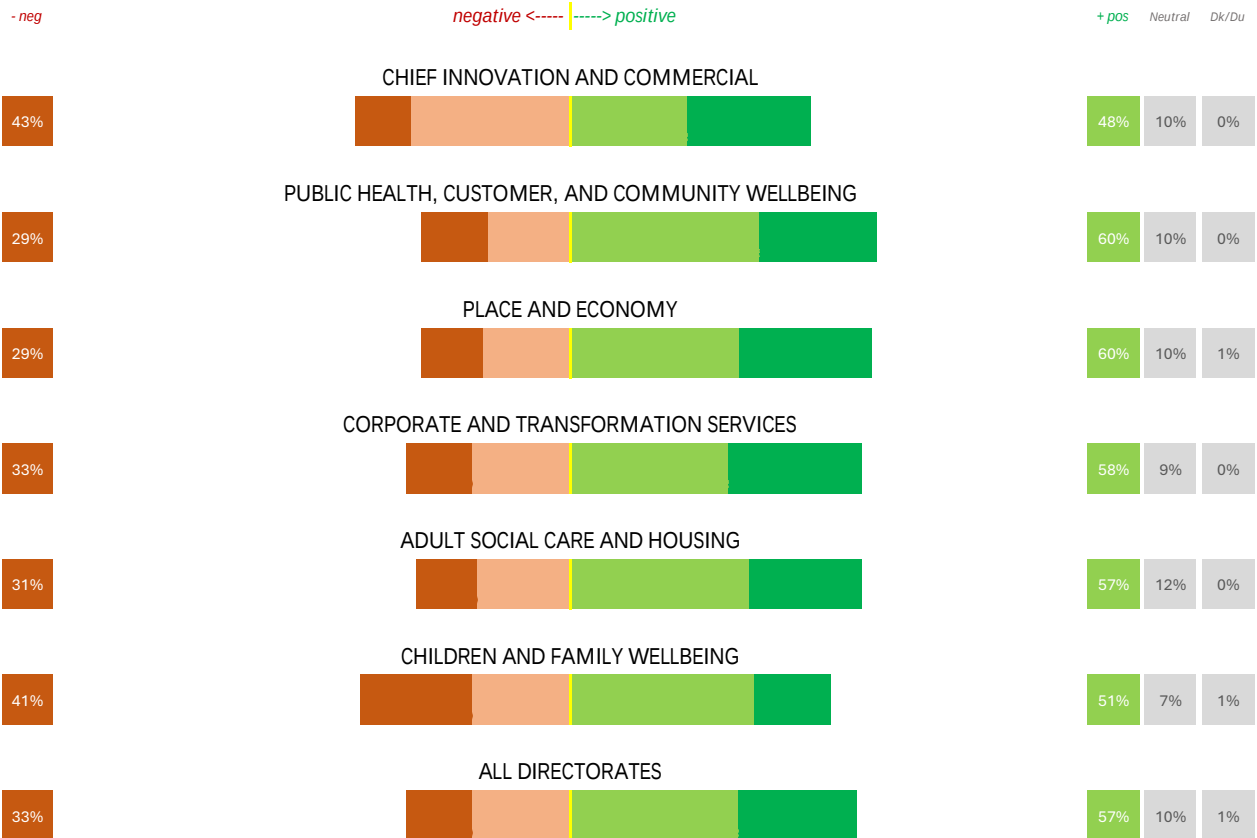
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	15	38	46	23	28	19	5
I somewhat disagree	15	38	21	31	34	24	4
I neither agree nor disagree	13	25	31	18	35	12	2
I somewhat agree	25	52	46	65	70	34	5
I strongly agree	34	59	48	76	78	44	3
I don't know	1	2	3	1	3	0	3
I do not understand the question	0	0	0	0	0	0	0



Cumberland Council PULSE Survey (June 2026)

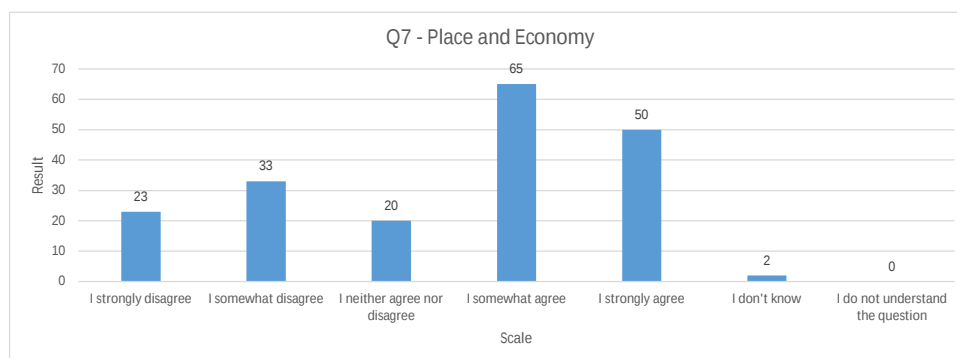
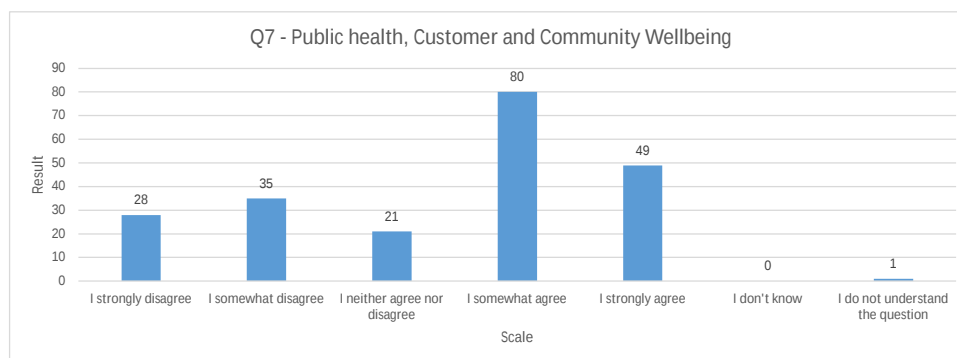
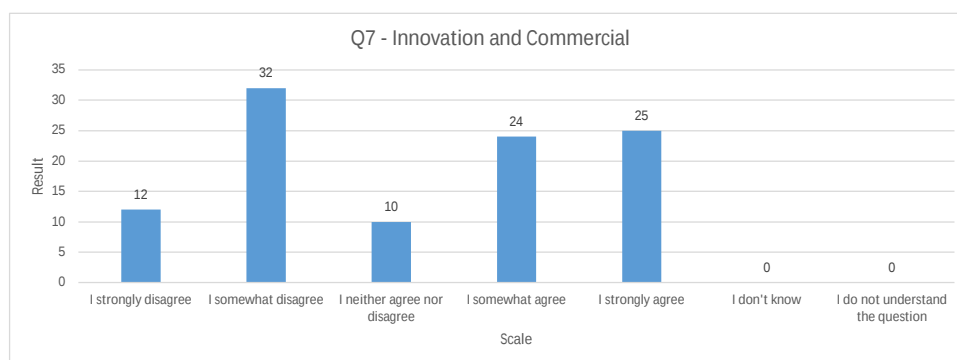
Directorate responses by question

Q7: I am able to manage my workload without compromising my personal wellbeing.



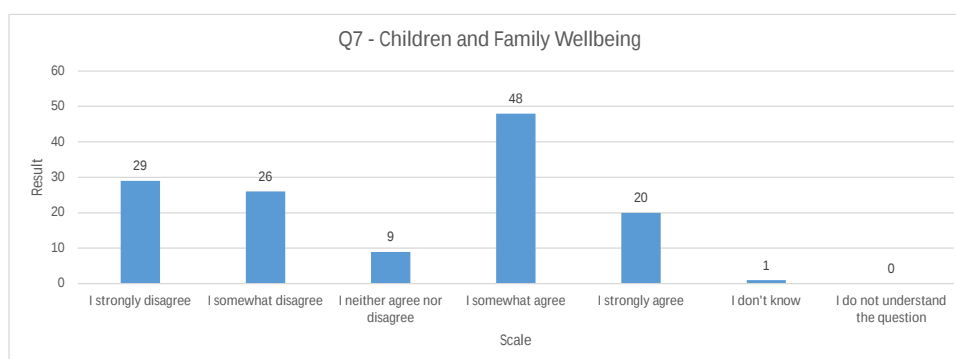
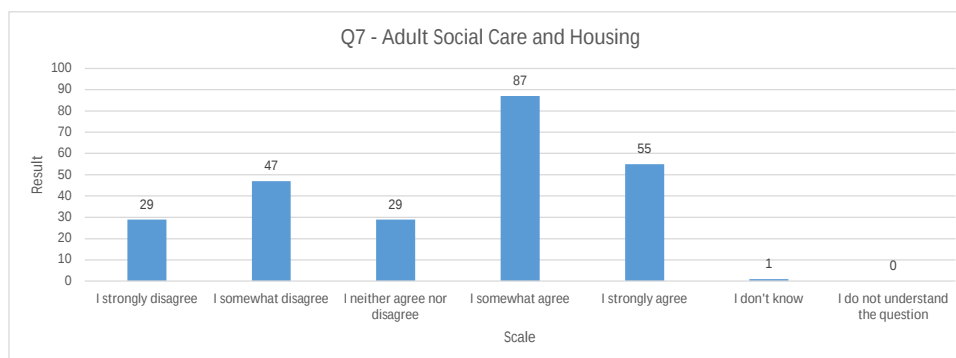
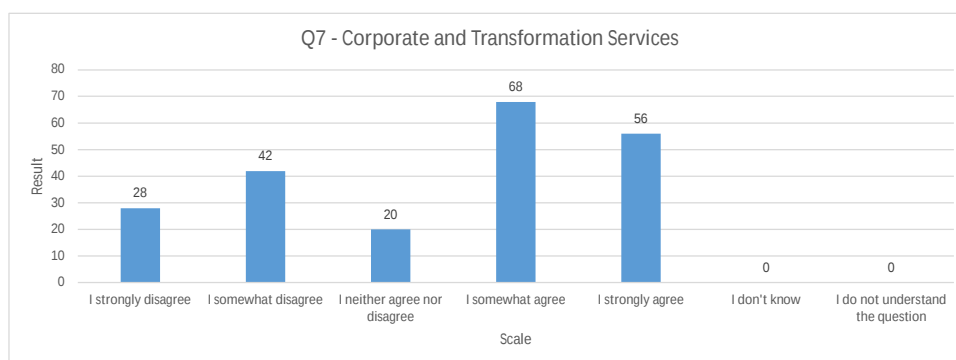
Q7: I am able to manage my workload without compromising my personal wellbeing.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	12	28	23	28	29	29	3
I somewhat disagree	32	35	33	42	47	26	3
I neither agree nor disagree	10	21	20	20	29	9	2
I somewhat agree	24	80	65	68	87	48	7
I strongly agree	25	49	50	56	55	20	6
I don't know	0	0	2	0	1	1	1
I do not understand the question	0	1	0	0	0	0	0



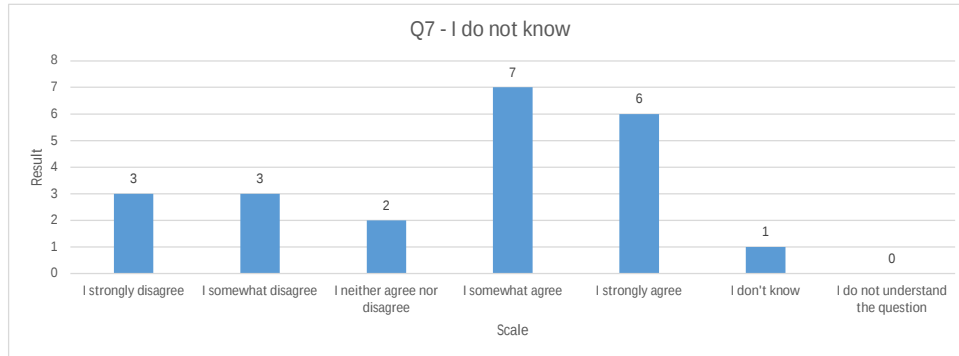
Q7: I am able to manage my workload without compromising my personal wellbeing.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	12	28	23	28	29	29	3
I somewhat disagree	32	35	33	42	47	26	3
I neither agree nor disagree	10	21	20	20	29	9	2
I somewhat agree	24	80	65	68	87	48	7
I strongly agree	25	49	50	56	55	20	6
I don't know	0	0	2	0	1	1	1
I do not understand the question	0	1	0	0	0	0	0



Q7: I am able to manage my workload without compromising my personal wellbeing.

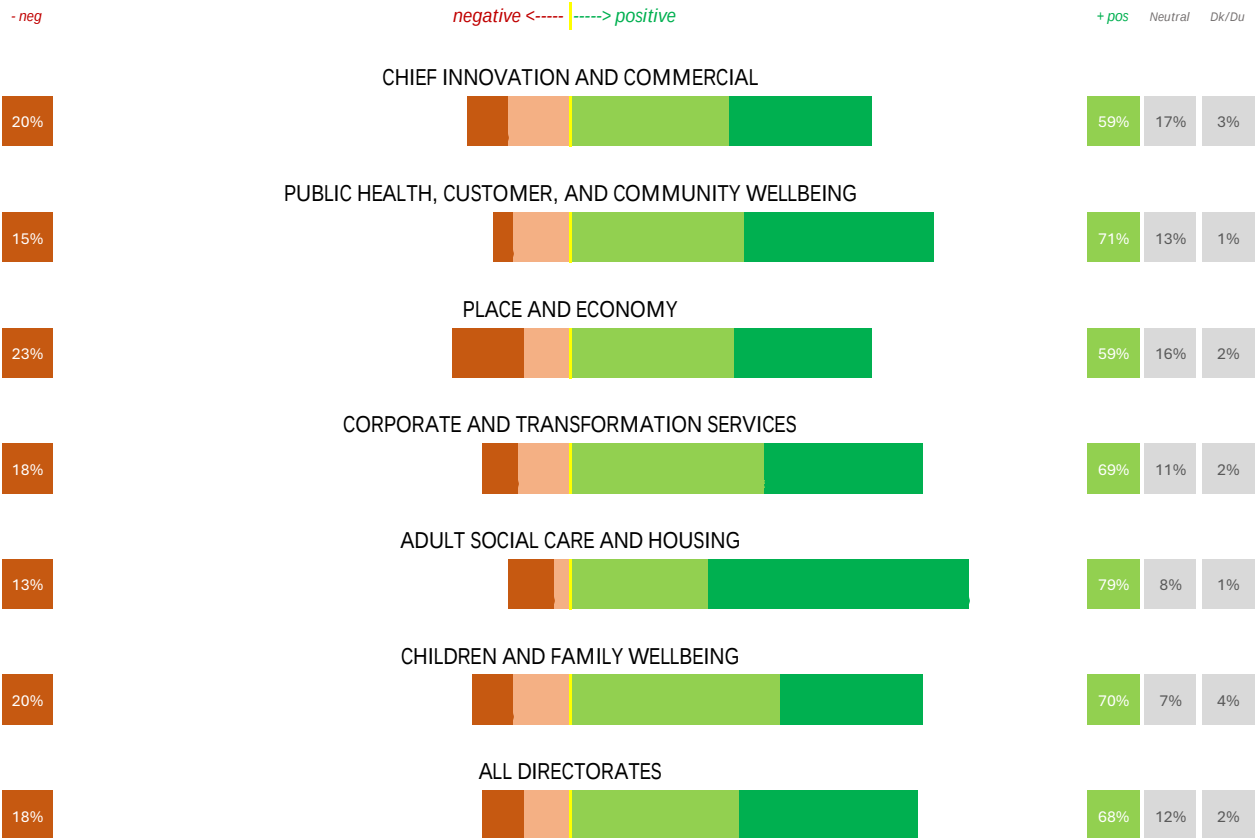
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I strongly disagree	12	28	23	28	29	29	3
I somewhat disagree	32	35	33	42	47	26	3
I neither agree nor disagree	10	21	20	20	29	9	2
I somewhat agree	24	80	65	68	87	48	7
I strongly agree	25	49	50	56	55	20	6
I don't know	0	0	2	0	1	1	1
I do not understand the question	0	1	0	0	0	0	0



Cumberland Council PULSE Survey (June 2026)

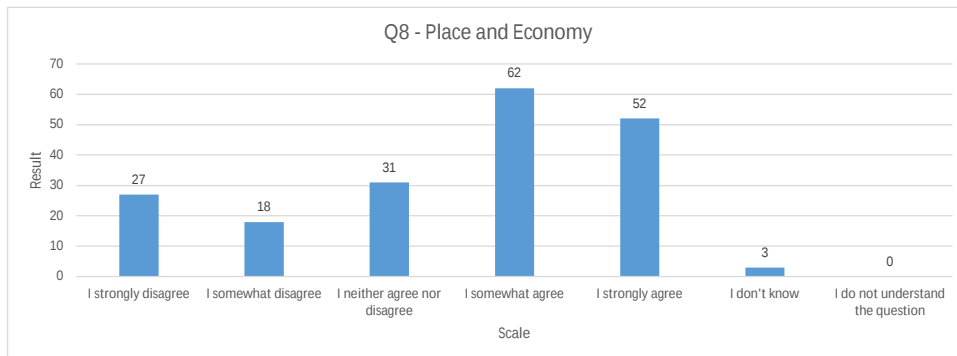
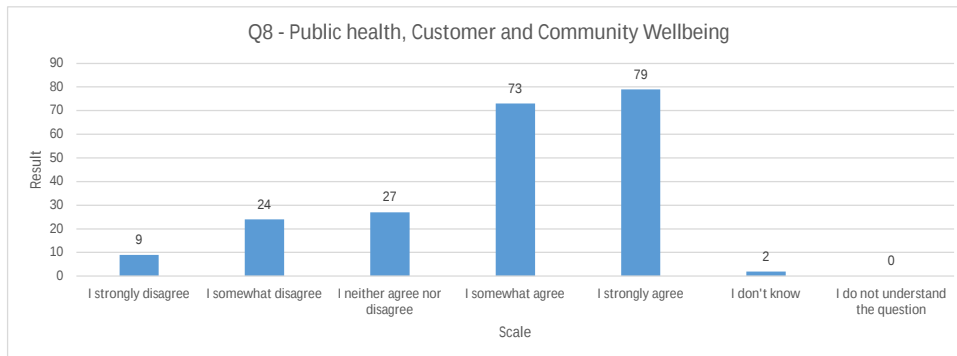
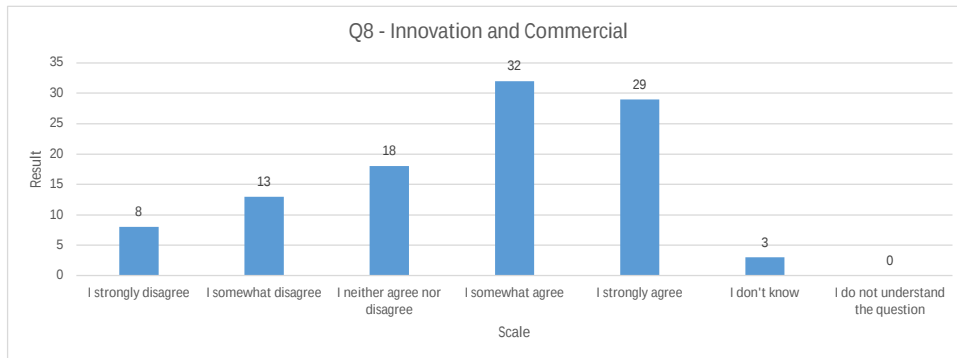
Directorate responses by question

Q8: I know where to go for help and support with my health and wellbeing at work.



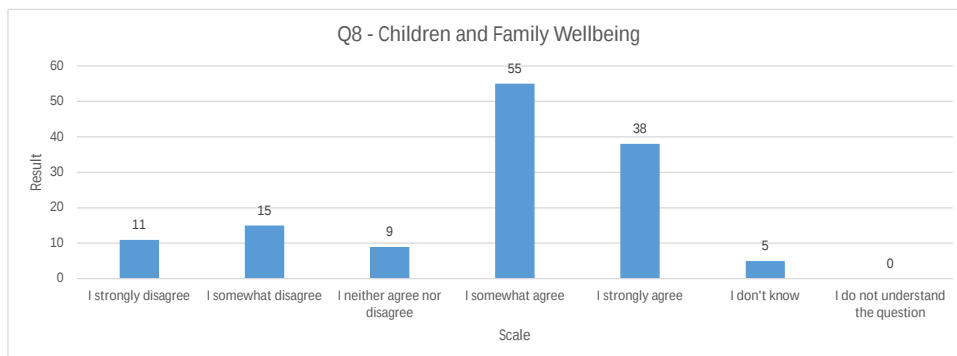
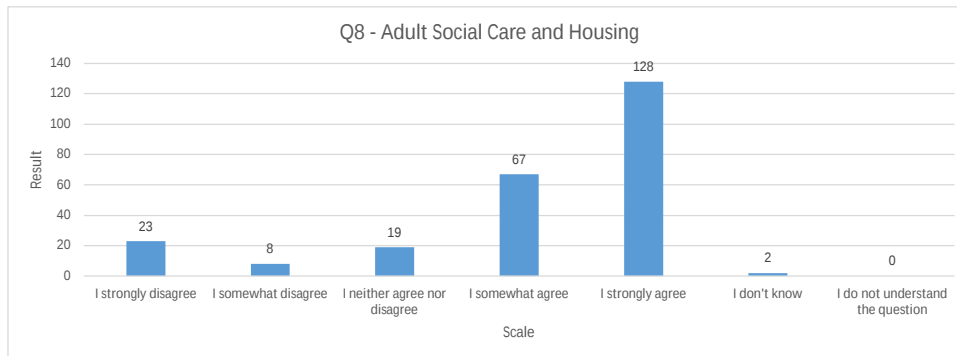
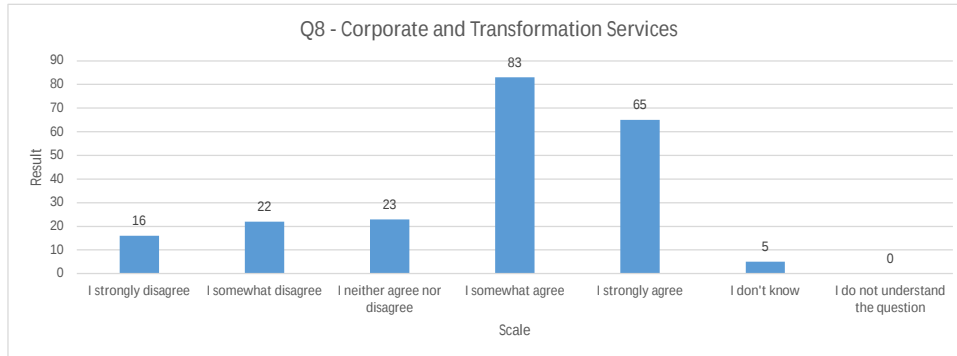
Q8: I know where to go for help and support with my health and wellbeing at work.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	8	9	27	16	23	11	5
I somewhat disagree	13	24	18	22	8	15	3
I neither agree nor disagree	18	27	31	23	19	9	3
I somewhat agree	32	73	62	83	67	55	5
I strongly agree	29	79	52	65	128	38	2
I don't know	3	2	3	5	2	5	4
I do not understand the question	0	0	0	0	0	0	0



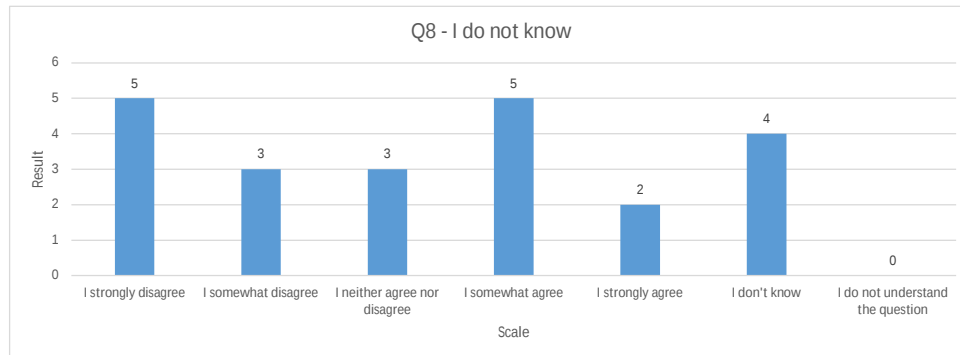
Q8: I know where to go for help and support with my health and wellbeing at work.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	8	9	27	16	23	11	5
I somewhat disagree	13	24	18	22	8	15	3
I neither agree nor disagree	18	27	31	23	19	9	3
I somewhat agree	32	73	62	83	67	55	5
I strongly agree	29	79	52	65	128	38	2
I don't know	3	2	3	5	2	5	4
I do not understand the question	0	0	0	0	0	0	0



Q8: I know where to go for help and support with my health and wellbeing at work.

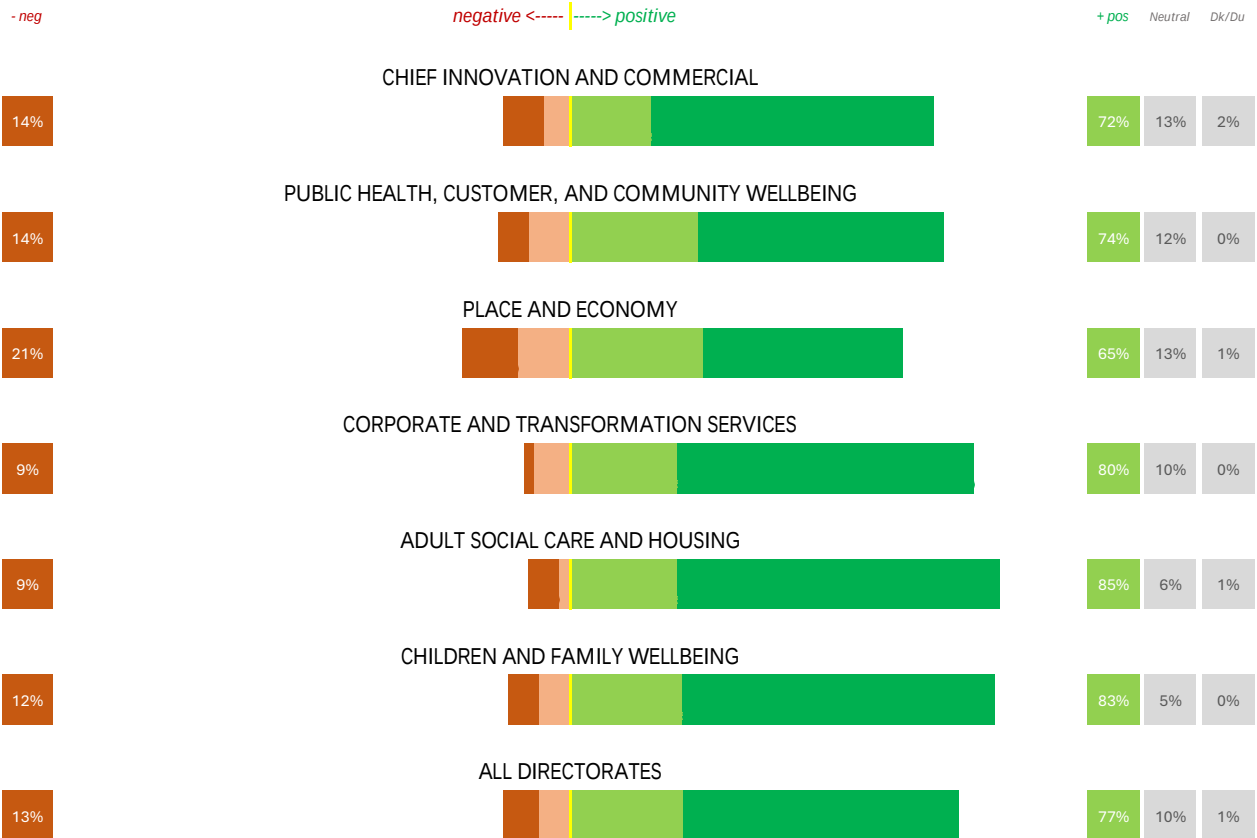
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	8	9	27	16	23	11	5
I somewhat disagree	13	24	18	22	8	15	3
I neither agree nor disagree	18	27	31	23	19	9	3
I somewhat agree	32	73	62	83	67	55	5
I strongly agree	29	79	52	65	128	38	2
I don't know	3	2	3	5	2	5	4
I do not understand the question	0	0	0	0	0	0	0



Cumberland Council PULSE Survey (June 2026)

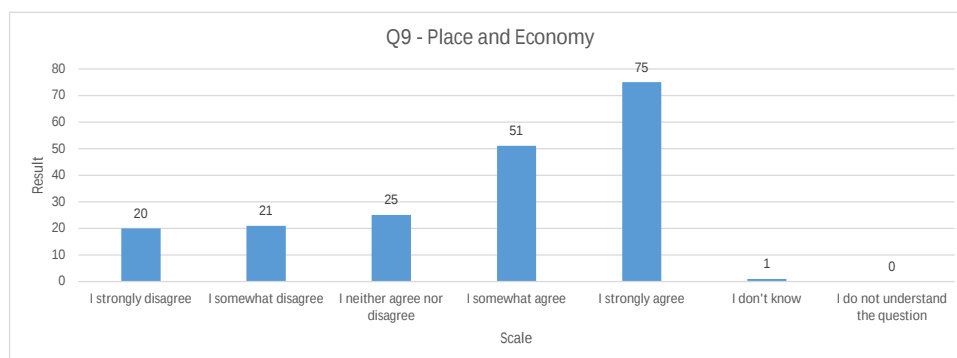
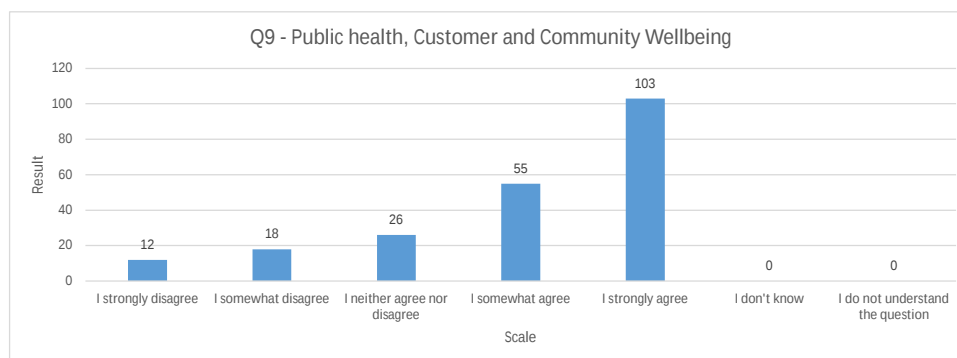
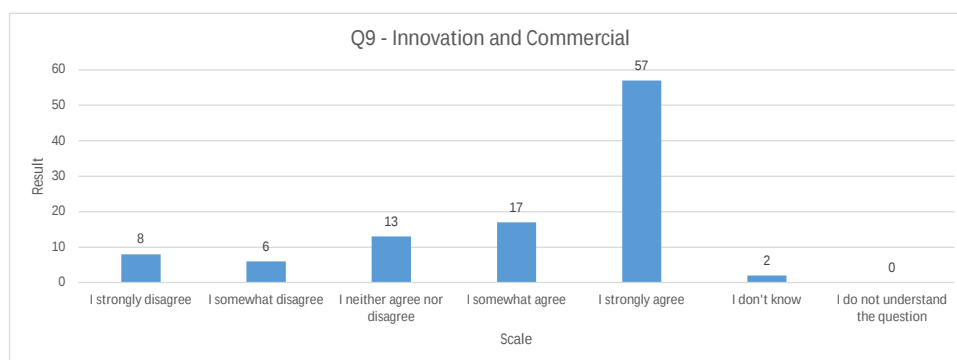
Directorate responses by question

Q9: I feel respected and included by my colleagues, regardless of background or identity.



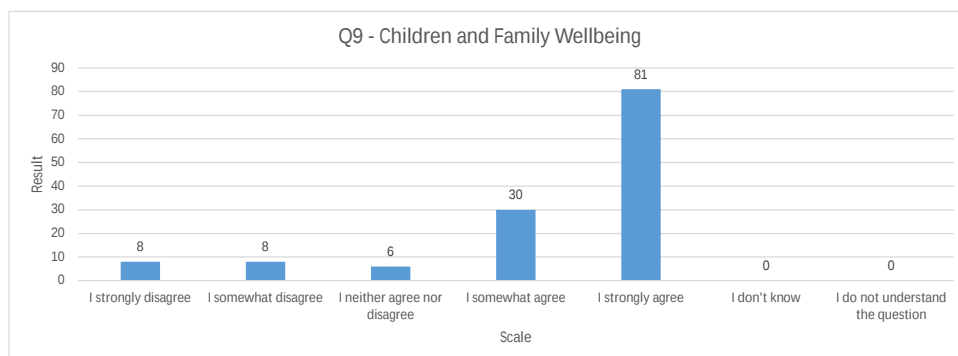
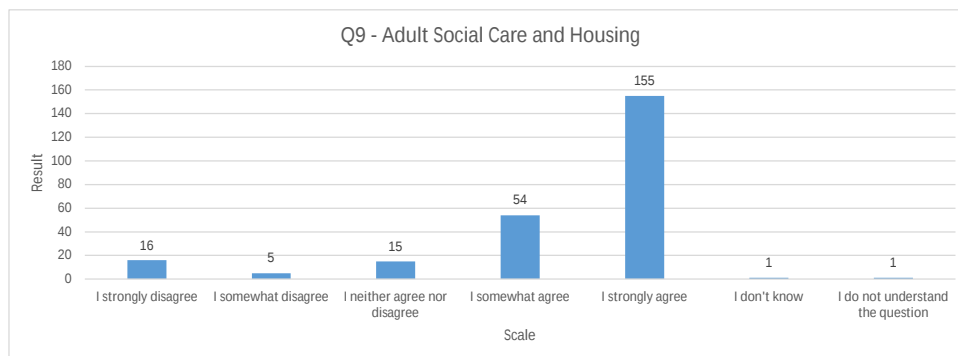
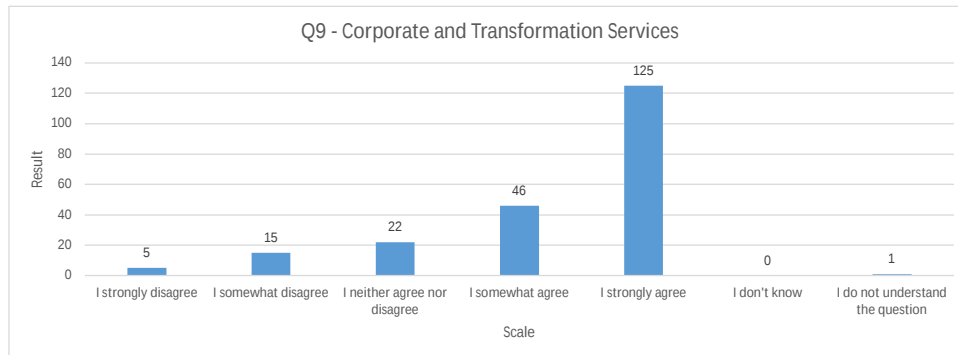
Q9: I feel respected and included by my colleagues, regardless of background or identity.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	8	12	20	5	16	8	4
I somewhat disagree	6	18	21	15	5	8	1
I neither agree nor disagree	13	26	25	22	15	6	3
I somewhat agree	17	55	51	46	54	30	4
I strongly agree	57	103	75	125	155	81	8
I don't know	2	0	1	0	1	0	1
I do not understand the question	0	0	0	1	1	0	1



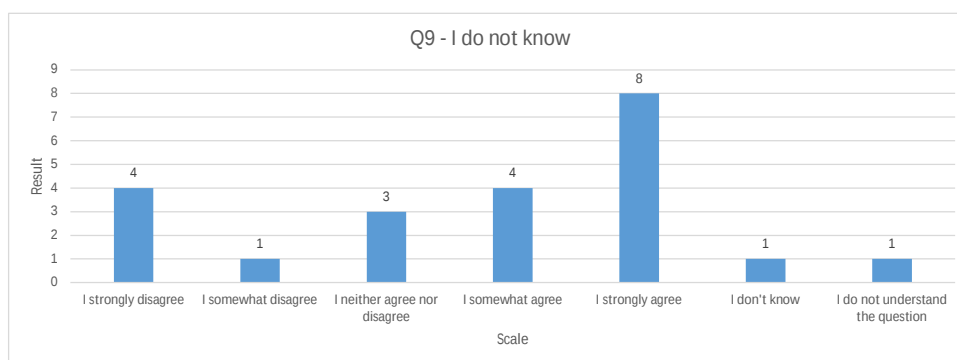
Q9: I feel respected and included by my colleagues, regardless of background or identity.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	8	12	20	5	16	8	4
I somewhat disagree	6	18	21	15	5	8	1
I neither agree nor disagree	13	26	25	22	15	6	3
I somewhat agree	17	55	51	46	54	30	4
I strongly agree	57	103	75	125	155	81	8
I don't know	2	0	1	0	1	0	1
I do not understand the question	0	0	0	1	1	0	1



Q9: I feel respected and included by my colleagues, regardless of background or identity.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	8	12	20	5	16	8	4
I somewhat disagree	6	18	21	15	5	8	1
I neither agree nor disagree	13	26	25	22	15	6	3
I somewhat agree	17	55	51	46	54	30	4
I strongly agree	57	103	75	125	155	81	8
I don't know	2	0	1	0	1	0	1
I do not understand the question	0	0	0	1	1	0	1

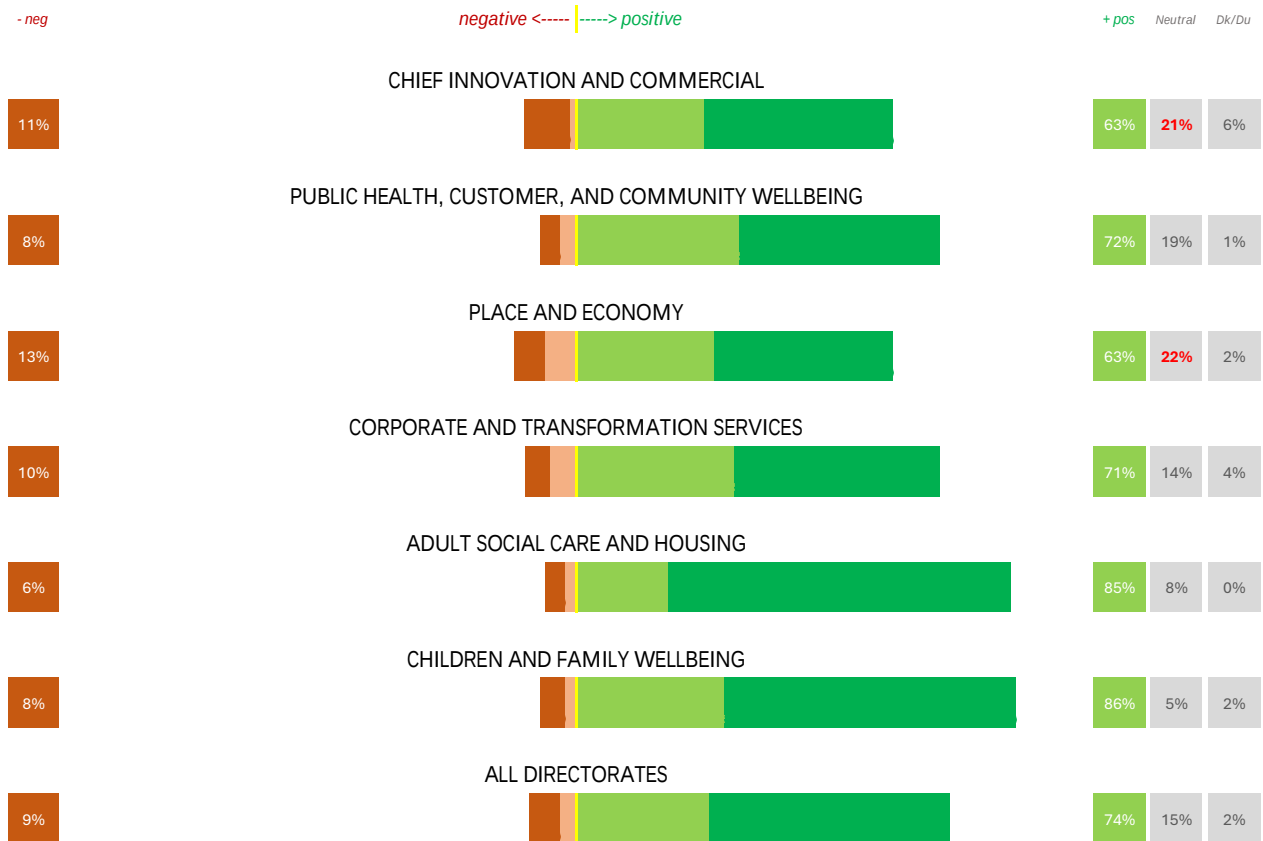


Cumberland Council PULSE Survey (June 2026)

Directorate responses by question

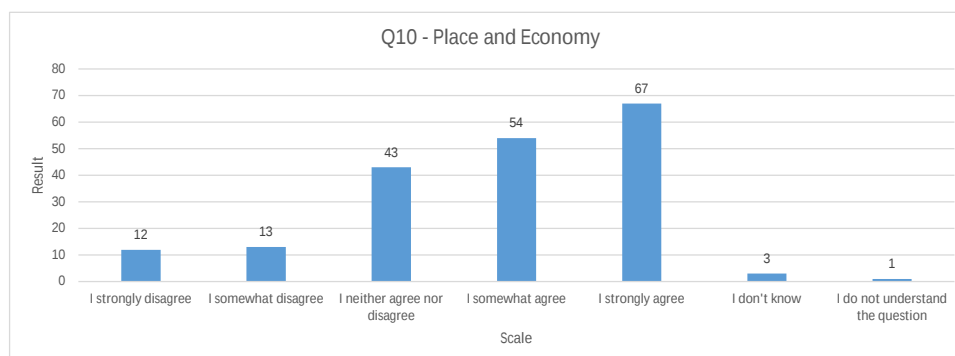
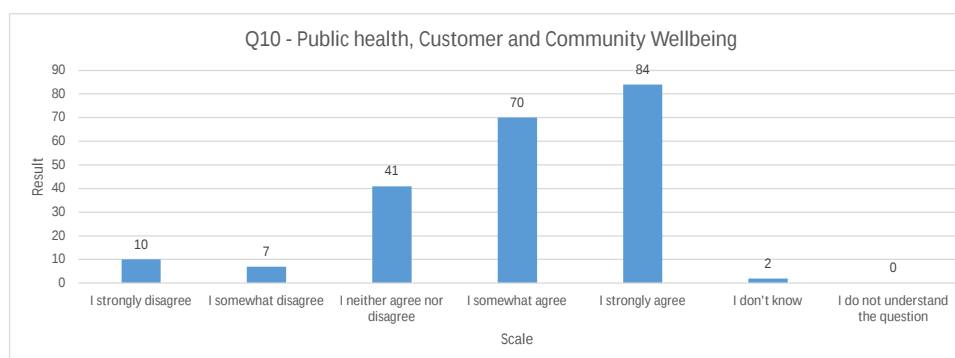
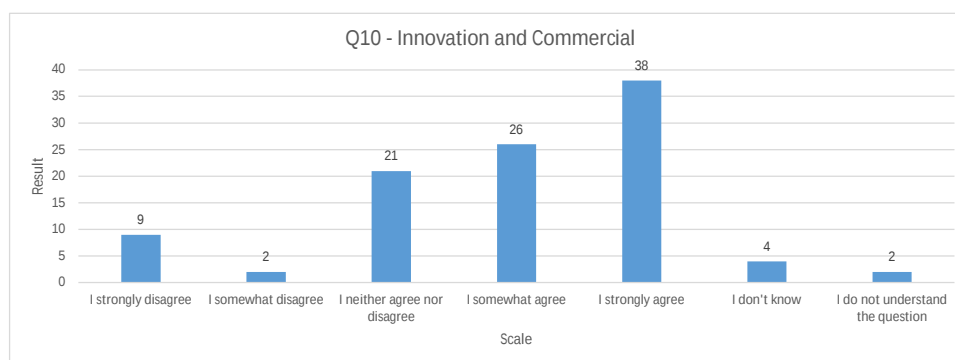
Q10:

I feel confident promoting equality, diversity, and inclusion in my role.



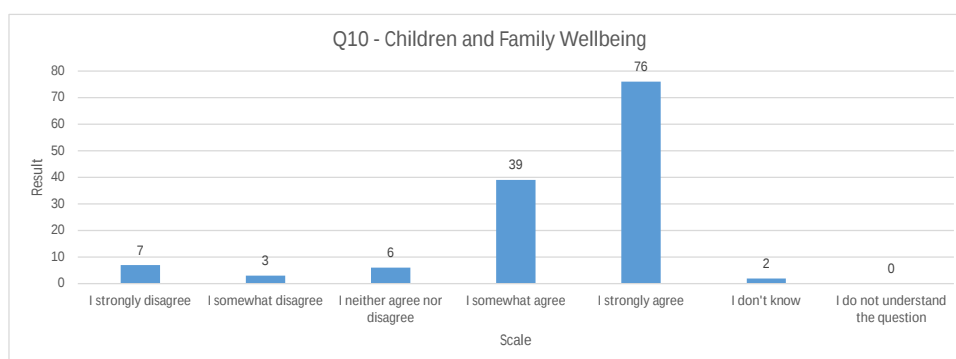
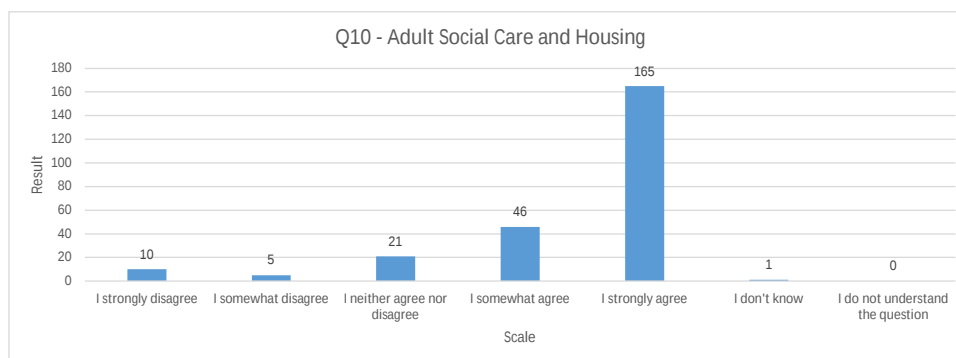
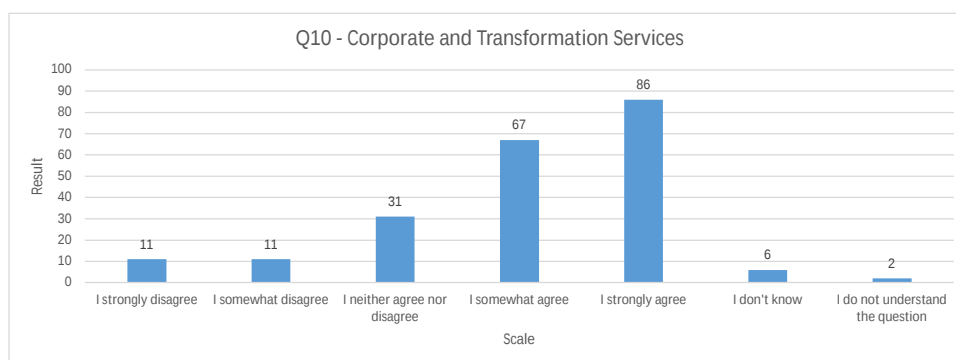
Q10: I feel confident promoting equality, diversity, and inclusion in my role.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	9	10	12	11	10	7	1
I somewhat disagree	2	7	13	11	5	3	1
I neither agree nor disagree	21	41	43	31	21	6	4
I somewhat agree	26	70	54	67	46	39	3
I strongly agree	38	84	67	86	165	76	11
I don't know	4	2	3	6	1	2	1
I do not understand the question	2	0	1	2	0	0	1



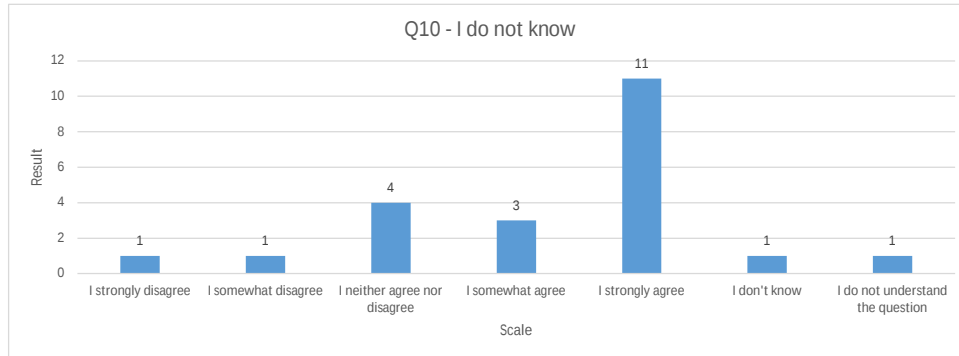
Q10: I feel confident promoting equality, diversity, and inclusion in my role.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	9	10	12	11	10	7	1
I somewhat disagree	2	7	13	11	5	3	1
I neither agree nor disagree	21	41	43	31	21	6	4
I somewhat agree	26	70	54	67	46	39	3
I strongly agree	38	84	67	86	165	76	11
I don't know	4	2	3	6	1	2	1
I do not understand the question	2	0	1	2	0	0	1



Q10: I feel confident promoting equality, diversity, and inclusion in my role.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	9	10	12	11	10	7	1
I somewhat disagree	2	7	13	11	5	3	1
I neither agree nor disagree	21	41	43	31	21	6	4
I somewhat agree	26	70	54	67	46	39	3
I strongly agree	38	84	67	86	165	76	11
I don't know	4	2	3	6	1	2	1
I do not understand the question	2	0	1	2	0	0	1

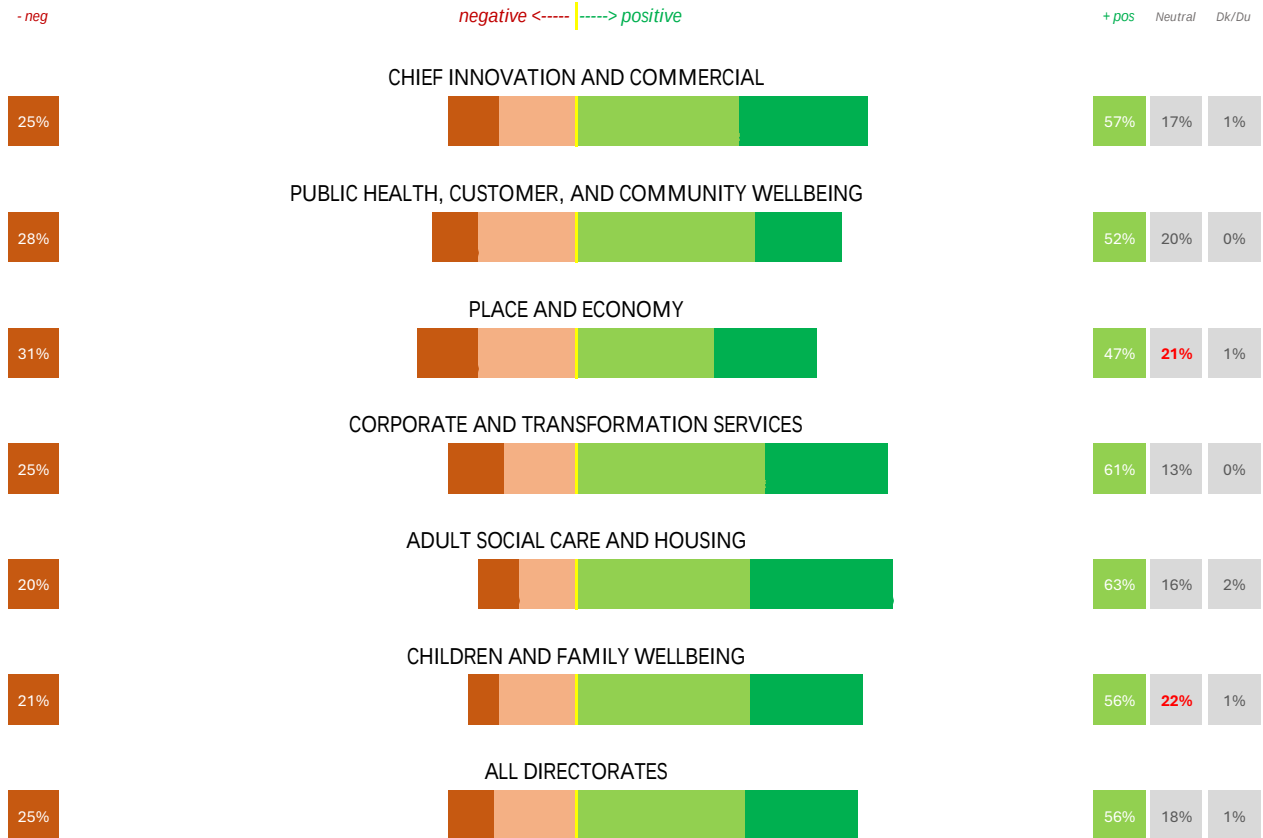


Cumberland Council PULSE Survey (June 2026)

Directorate responses by question

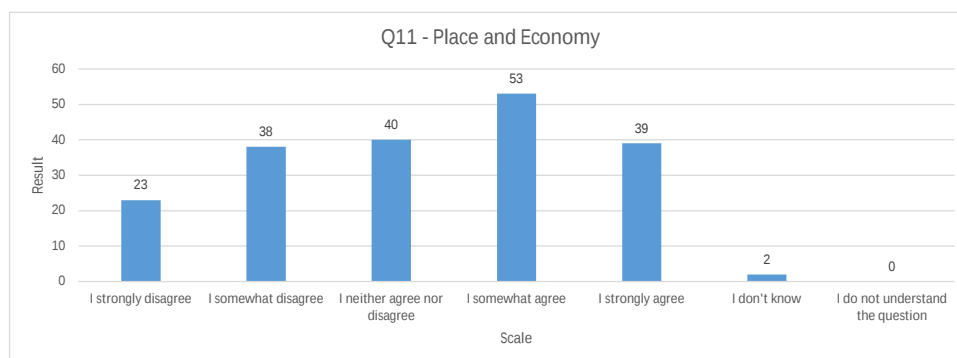
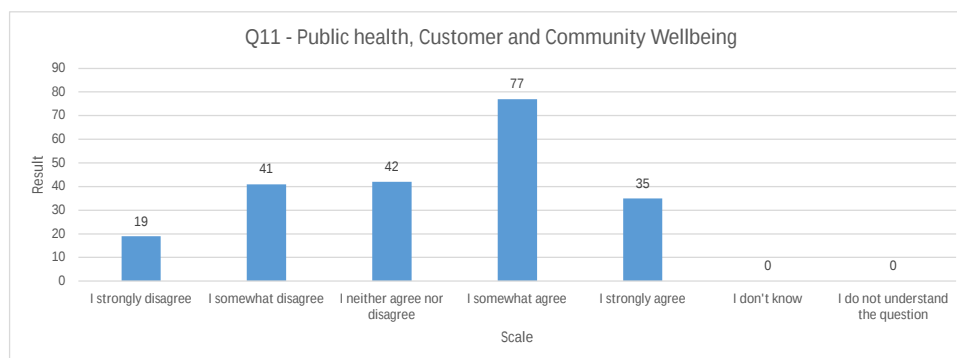
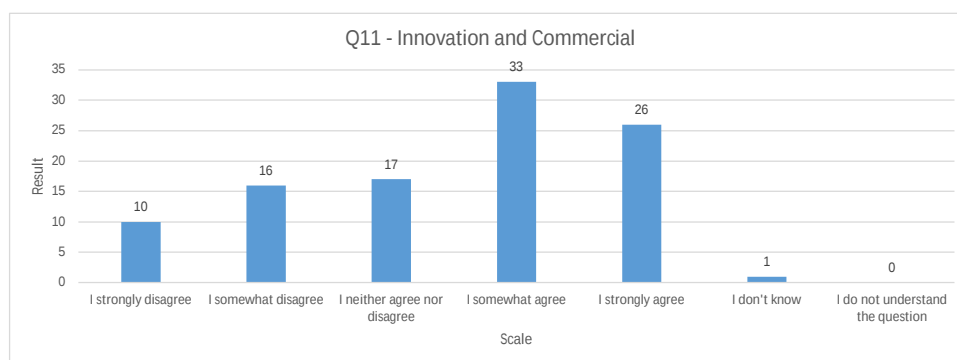
Q11:

I would recommend the Council as a great place to work.



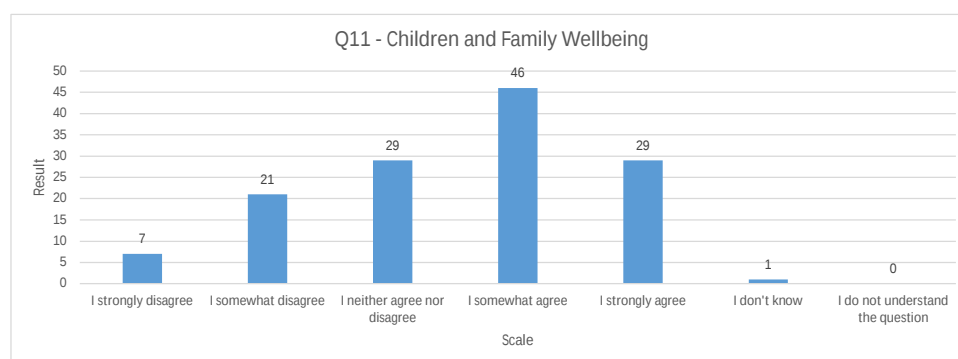
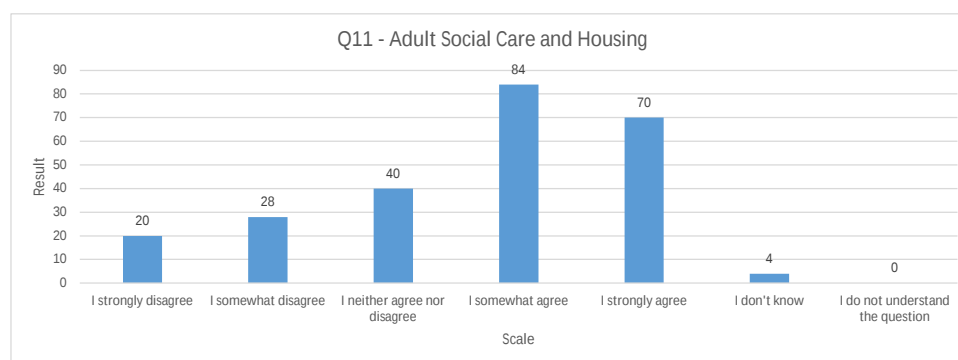
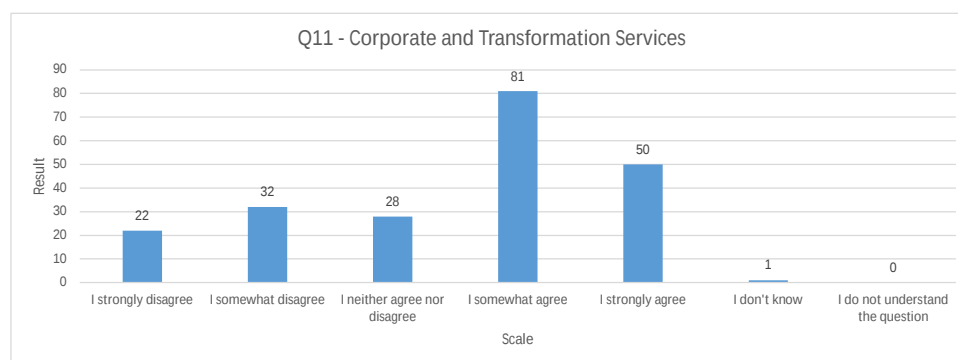
Q11: I would recommend the Council as a great place to work.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	10	19	23	22	20	7	2
I somewhat disagree	16	41	38	32	28	21	7
I neither agree nor disagree	17	42	40	28	40	29	3
I somewhat agree	33	77	53	81	84	46	3
I strongly agree	26	35	39	50	70	29	6
I don't know	1	0	2	1	4	1	1
I do not understand the question	0	0	0	0	0	0	0



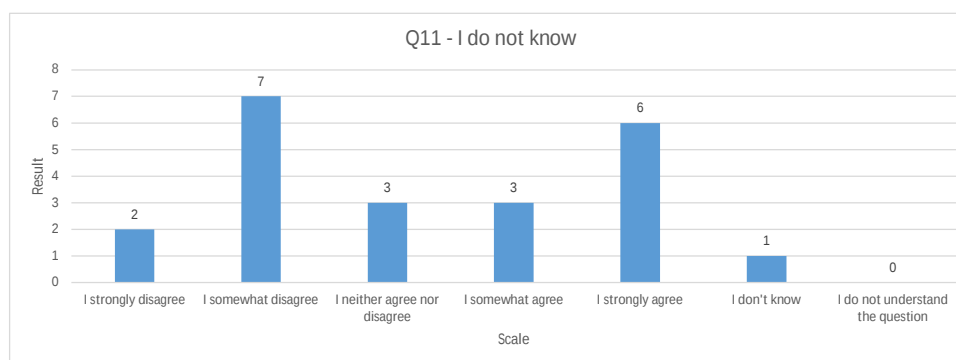
Q11: I would recommend the Council as a great place to work.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	10	19	23	22	20	7	2
I somewhat disagree	16	41	38	32	28	21	7
I neither agree nor disagree	17	42	40	28	40	29	3
I somewhat agree	33	77	53	81	84	46	3
I strongly agree	26	35	39	50	70	29	6
I don't know	1	0	2	1	4	1	1
I do not understand the question	0	0	0	0	0	0	0



Q11: I would recommend the Council as a great place to work.

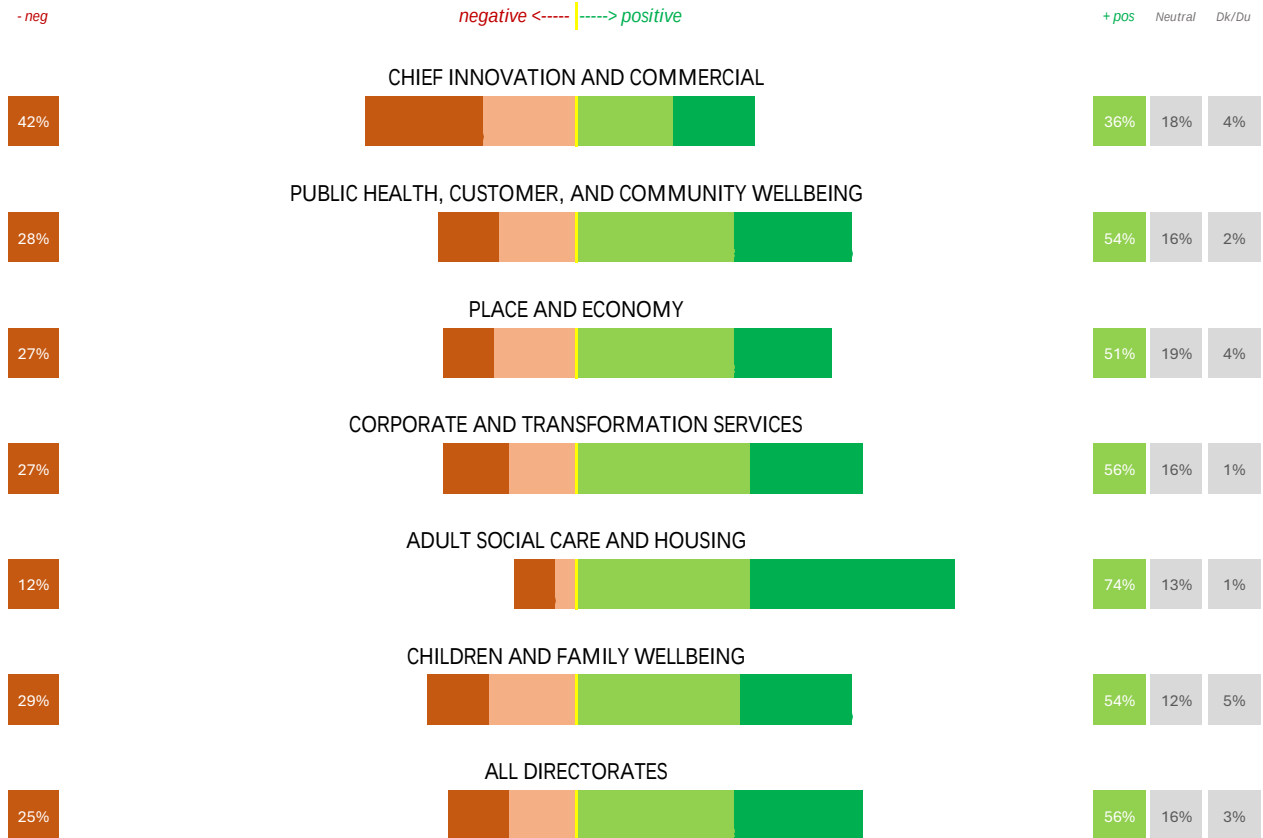
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	10	19	23	22	20	7	2
I somewhat disagree	16	41	38	32	28	21	7
I neither agree nor disagree	17	42	40	28	40	29	3
I somewhat agree	33	77	53	81	84	46	3
I strongly agree	26	35	39	50	70	29	6
I don't know	1	0	2	1	4	1	1
I do not understand the question	0	0	0	0	0	0	0



Cumberland Council PULSE Survey (June 2026)

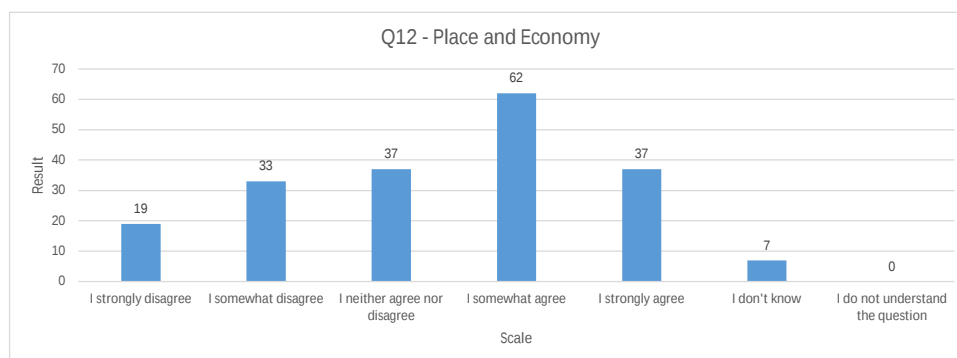
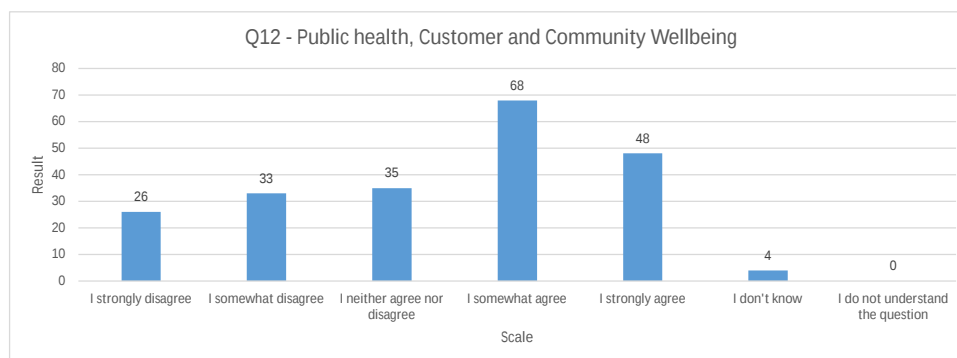
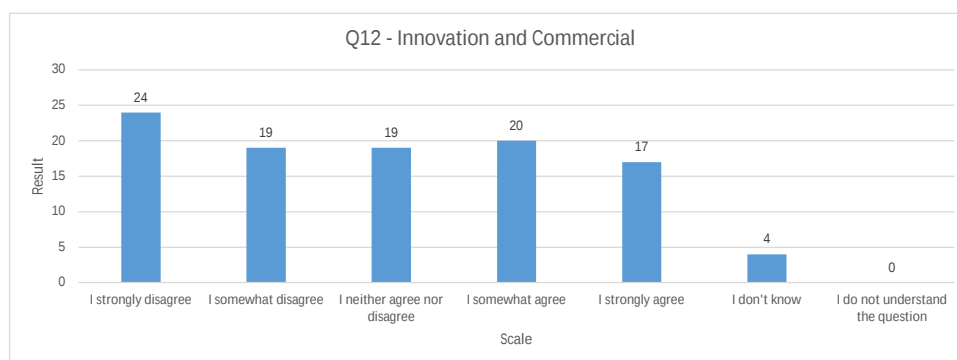
Directorate responses by question

Q12: I have access to training and development opportunities that support my career growth.



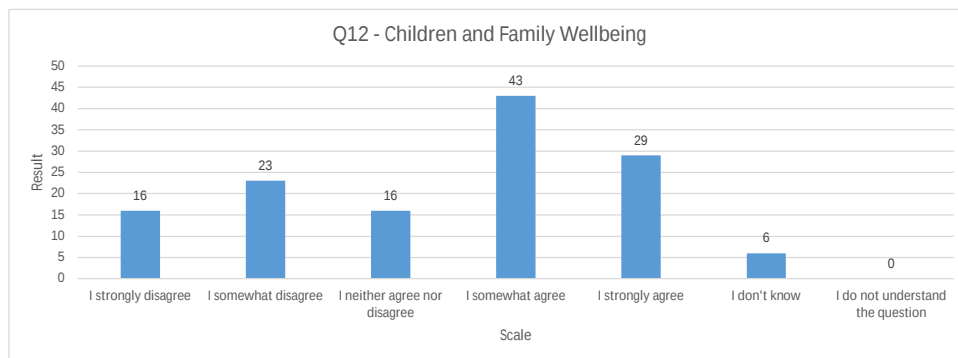
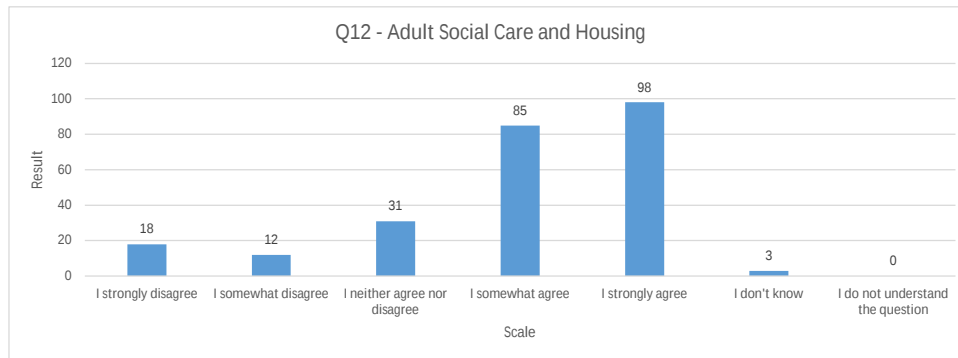
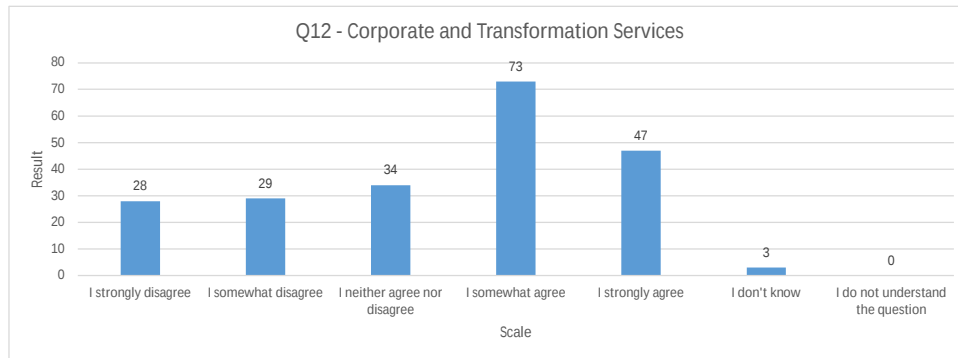
Q12: I have access to training and development opportunities that support my career growth.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	24	26	19	28	18	16	3
I somewhat disagree	19	33	33	29	12	23	2
I neither agree nor disagree	19	35	37	34	31	16	4
I somewhat agree	20	68	62	73	85	43	5
I strongly agree	17	48	37	47	98	29	5
I don't know	4	4	7	3	3	6	3
I do not understand the question	0	0	0	0	0	0	0



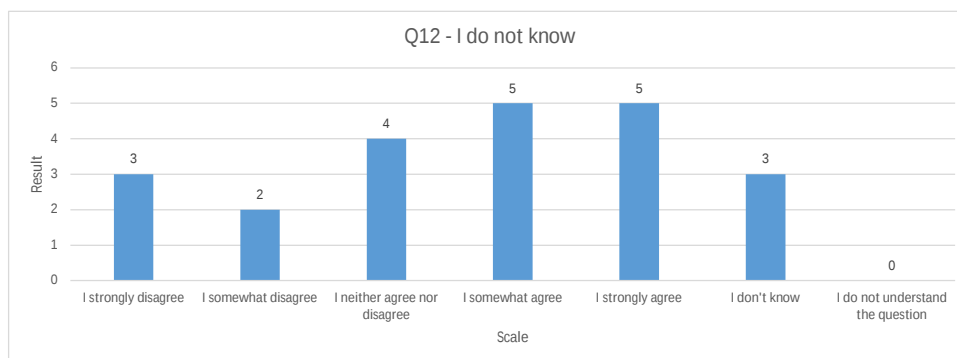
Q12: I have access to training and development opportunities that support my career growth.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	24	26	19	28	18	16	3
I somewhat disagree	19	33	33	29	12	23	2
I neither agree nor disagree	19	35	37	34	31	16	4
I somewhat agree	20	68	62	73	85	43	5
I strongly agree	17	48	37	47	98	29	5
I don't know	4	4	7	3	3	6	3
I do not understand the question	0	0	0	0	0	0	0



Q12: I have access to training and development opportunities that support my career growth.

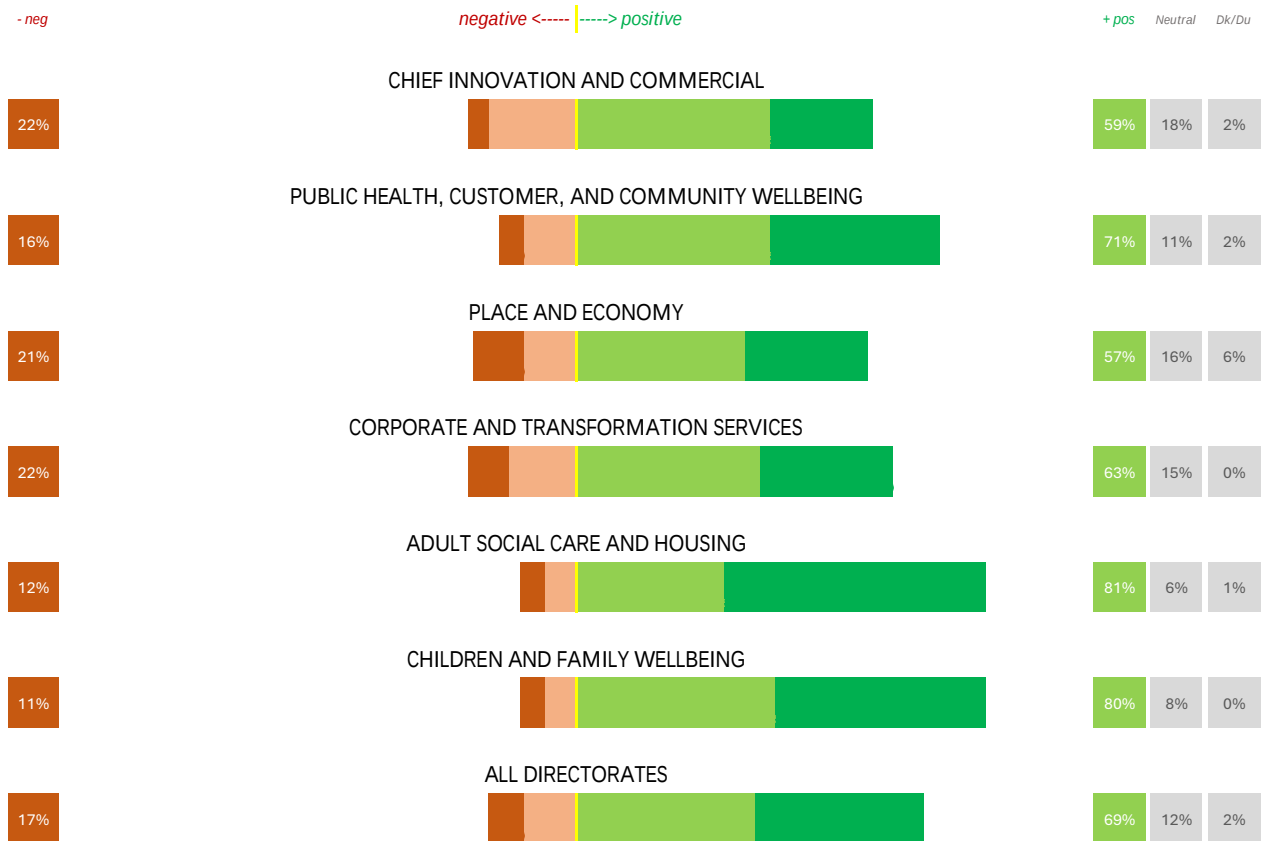
Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	24	26	19	28	18	16	3
I somewhat disagree	19	33	33	29	12	23	2
I neither agree nor disagree	19	35	37	34	31	16	4
I somewhat agree	20	68	62	73	85	43	5
I strongly agree	17	48	37	47	98	29	5
I don't know	4	4	7	3	3	6	3
I do not understand the question	0	0	0	0	0	0	0



Cumberland Council PULSE Survey (June 2026)

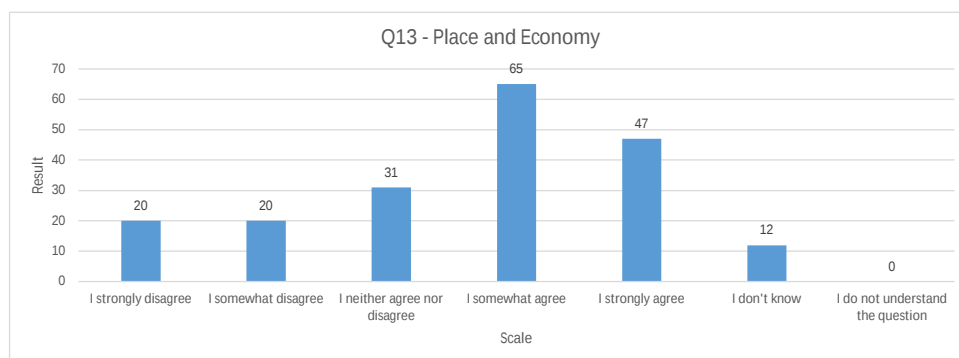
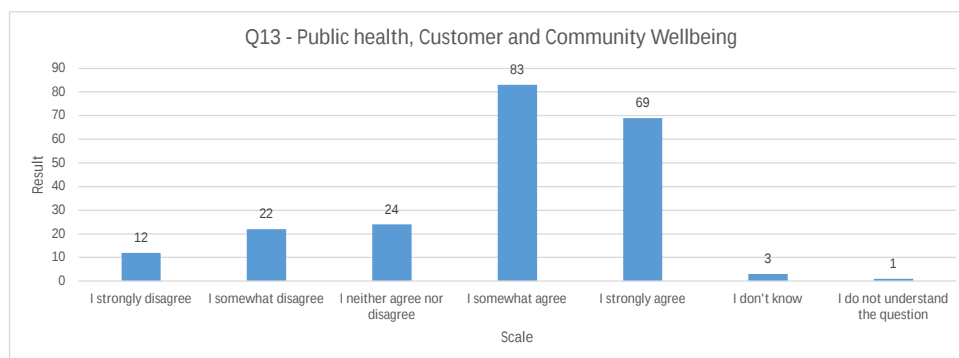
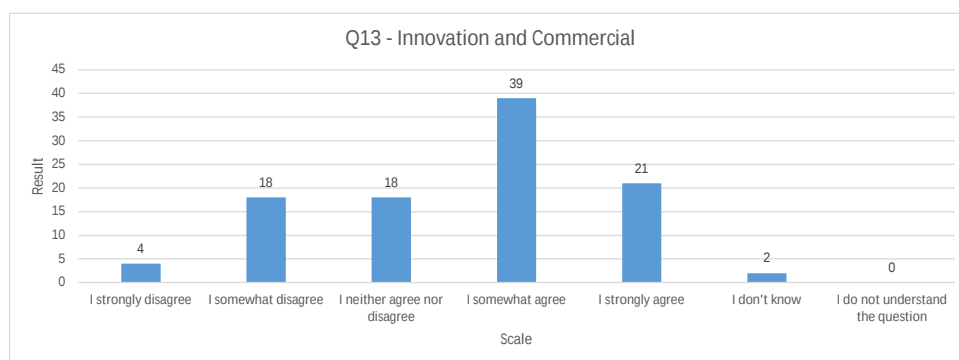
Directorate responses by question

Q13: I know where I can find information about training and courses that are available to me



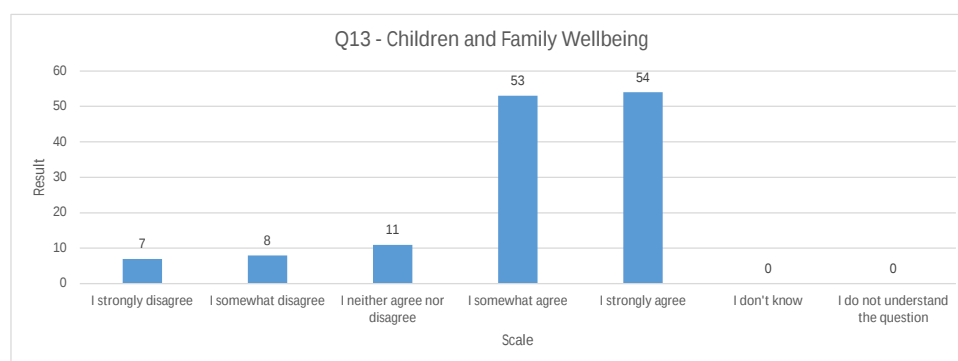
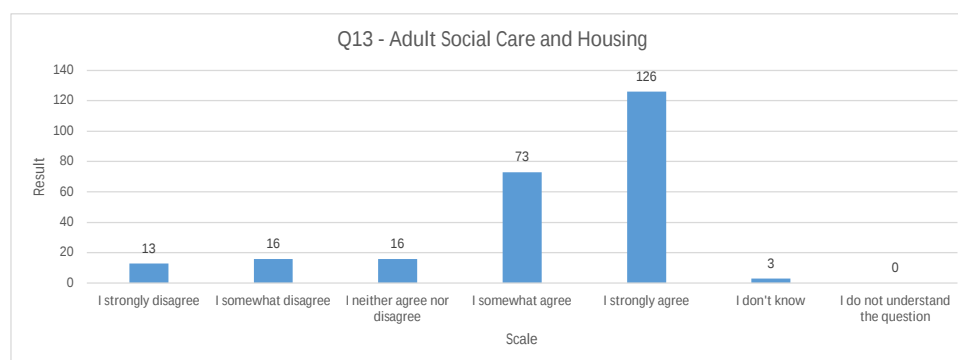
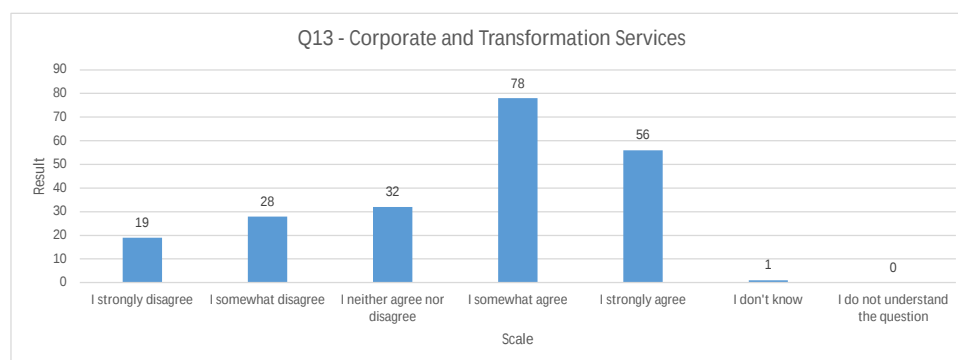
Q13: I know where I can find information about training and courses that are available to me

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	12	20	19	13	7	5
I somewhat disagree	18	22	20	28	16	8	3
I neither agree nor disagree	18	24	31	32	16	11	2
I somewhat agree	39	83	65	78	73	53	6
I strongly agree	21	69	47	56	126	54	2
I don't know	2	3	12	1	3	0	4
I do not understand the question	0	1	0	0	0	0	0



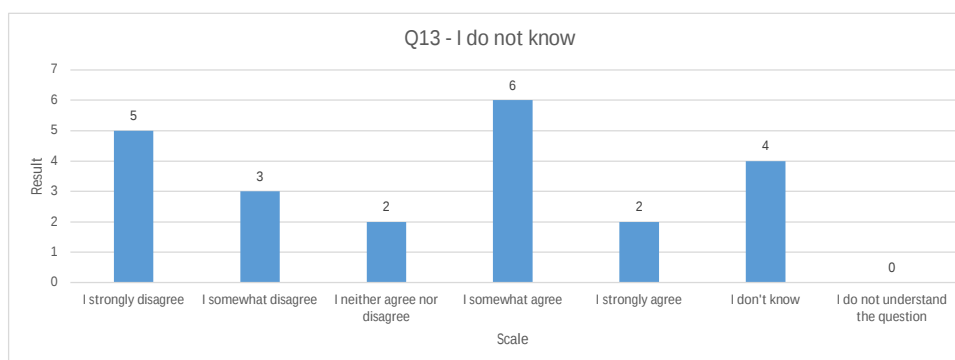
Q13: I know where I can find information about training and courses that are available to me

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	12	20	19	13	7	5
I somewhat disagree	18	22	20	28	16	8	3
I neither agree nor disagree	18	24	31	32	16	11	2
I somewhat agree	39	83	65	78	73	53	6
I strongly agree	21	69	47	56	126	54	2
I don't know	2	3	12	1	3	0	4
I do not understand the question	0	1	0	0	0	0	0



Q13: I know where I can find information about training and courses that are available to me

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	12	20	19	13	7	5
I somewhat disagree	18	22	20	28	16	8	3
I neither agree nor disagree	18	24	31	32	16	11	2
I somewhat agree	39	83	65	78	73	53	6
I strongly agree	21	69	47	56	126	54	2
I don't know	2	3	12	1	3	0	4
I do not understand the question	0	1	0	0	0	0	0

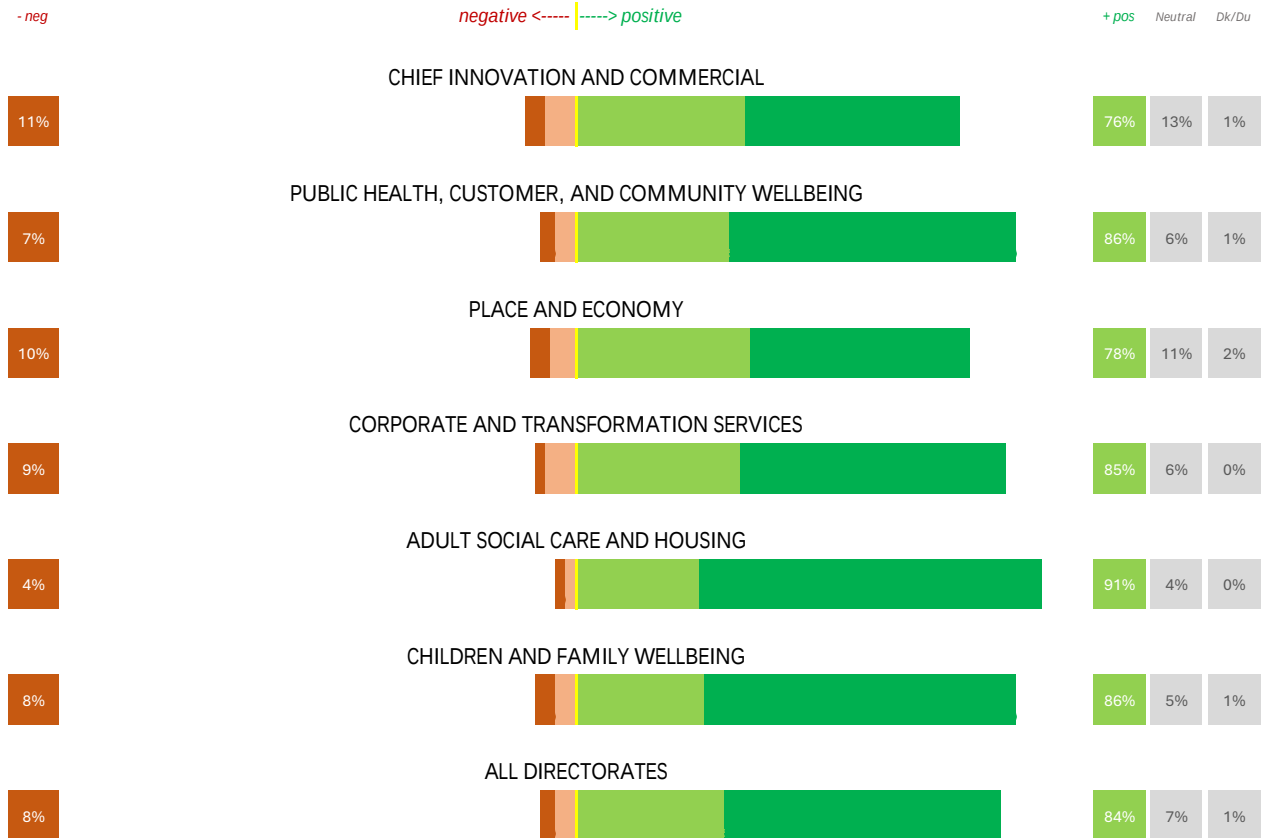


Cumberland Council PULSE Survey (June 2026)

Directorate responses by question

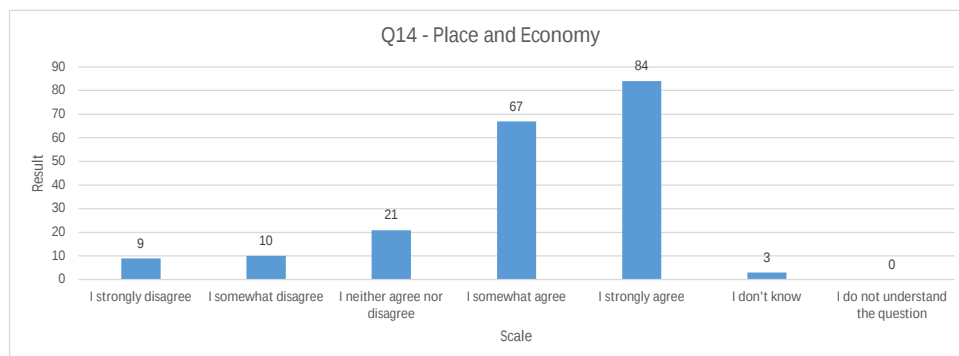
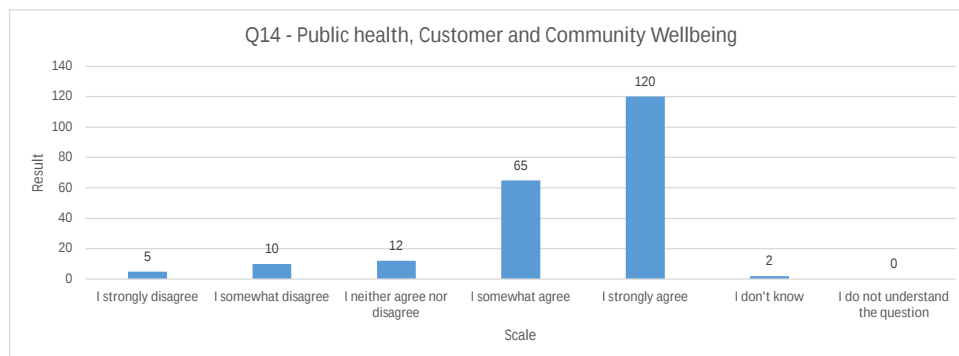
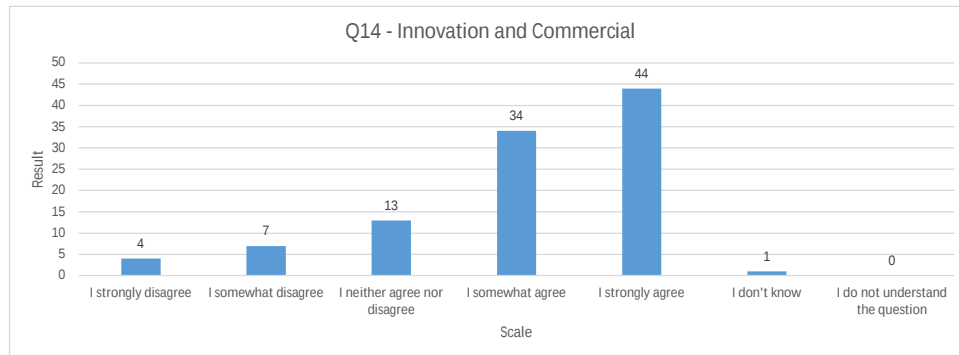
Q14:

I understand what mandatory training is required for my role



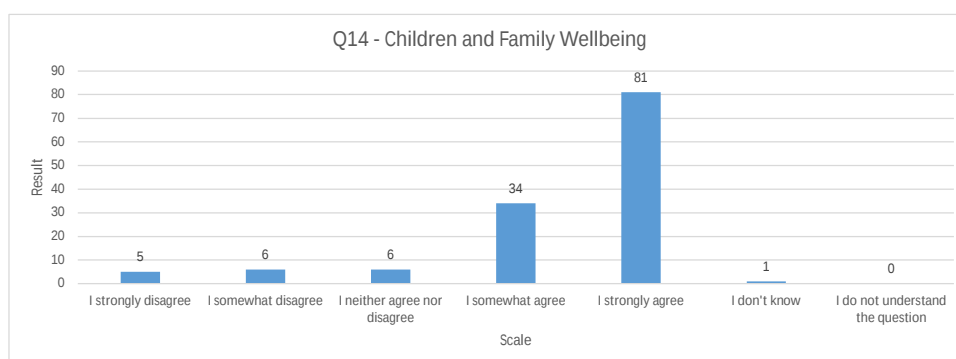
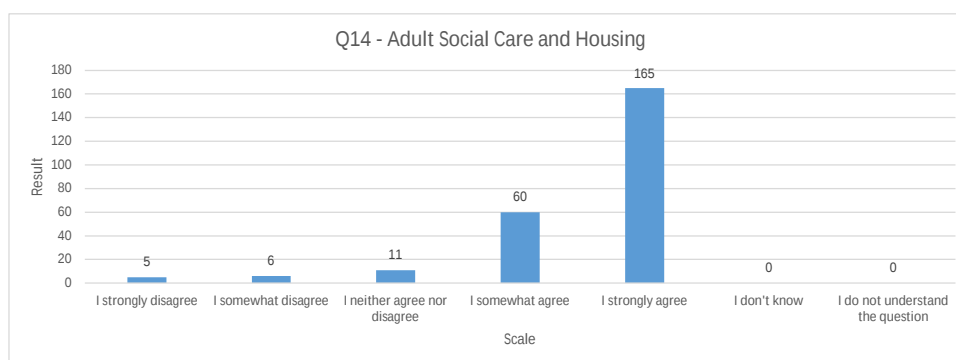
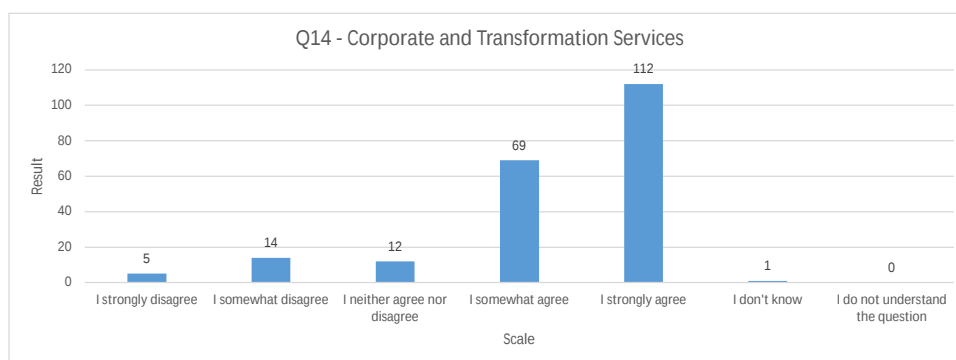
Q14: I understand what mandatory training is required for my role

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	5	9	5	5	5	2
I somewhat disagree	7	10	10	14	6	6	0
I neither agree nor disagree	13	12	21	12	11	6	4
I somewhat agree	34	65	67	69	60	34	1
I strongly agree	44	120	84	112	165	81	10
I don't know	1	2	3	1	0	1	5
I do not understand the question	0	0	0	0	0	0	0



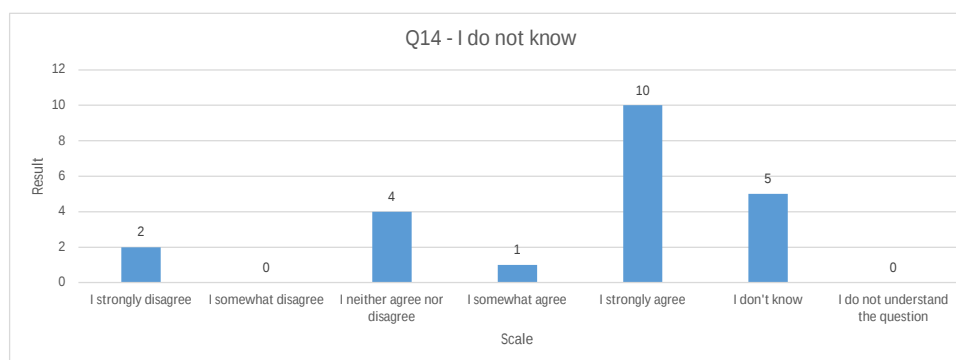
Q14: I understand what mandatory training is required for my role

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	5	9	5	5	5	2
I somewhat disagree	7	10	10	14	6	6	0
I neither agree nor disagree	13	12	21	12	11	6	4
I somewhat agree	34	65	67	69	60	34	1
I strongly agree	44	120	84	112	165	81	10
I don't know	1	2	3	1	0	1	5
I do not understand the question	0	0	0	0	0	0	0



Q14: I understand what mandatory training is required for my role

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	5	9	5	5	5	2
I somewhat disagree	7	10	10	14	6	6	0
I neither agree nor disagree	13	12	21	12	11	6	4
I somewhat agree	34	65	67	69	60	34	1
I strongly agree	44	120	84	112	165	81	10
I don't know	1	2	3	1	0	1	5
I do not understand the question	0	0	0	0	0	0	0

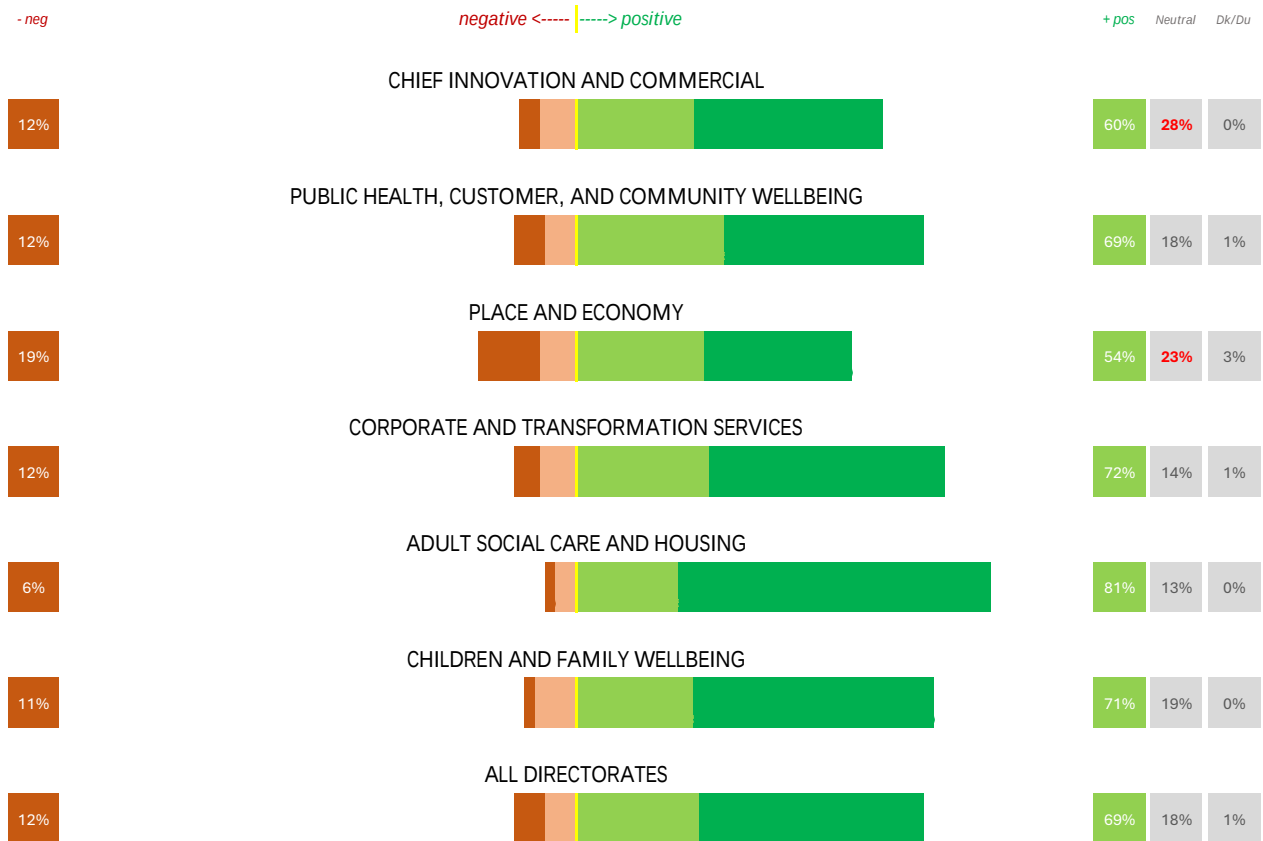


Cumberland Council PULSE Survey (June 2026)

Directorate responses by question

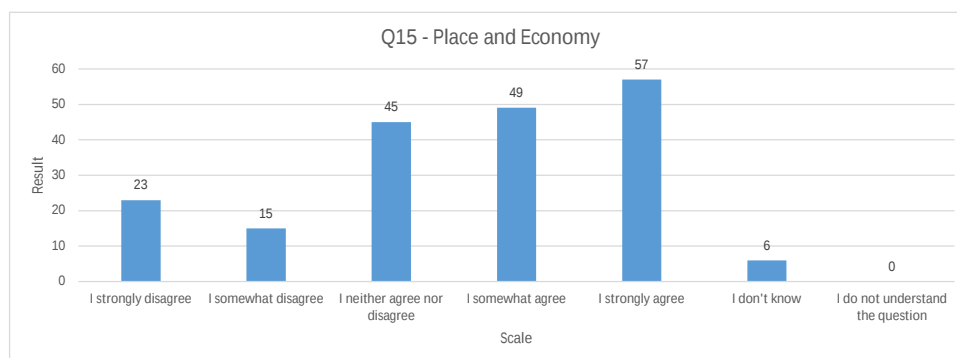
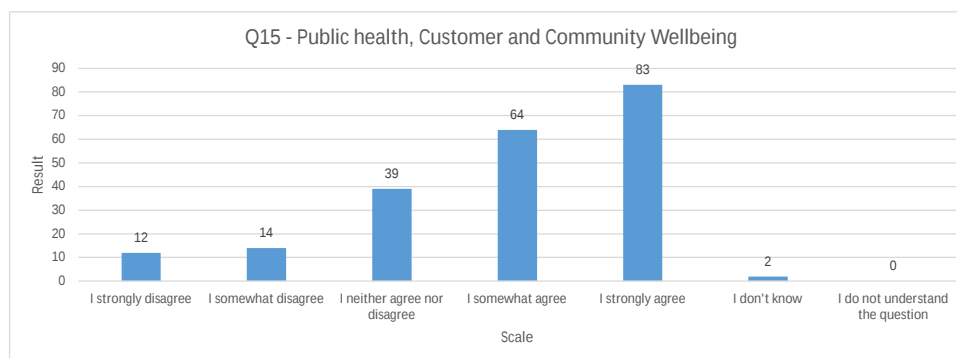
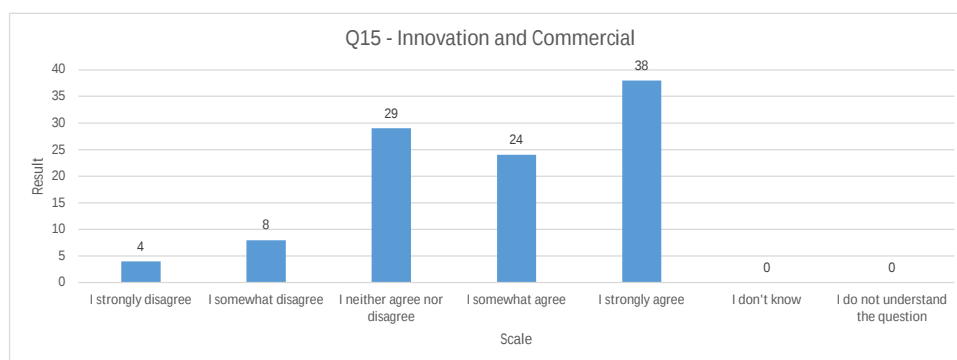
Q15:

My manager encourages and supports me to attend training sessions.



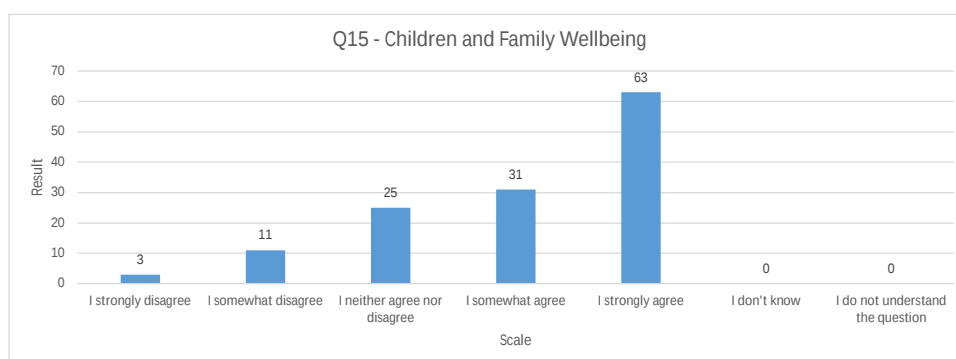
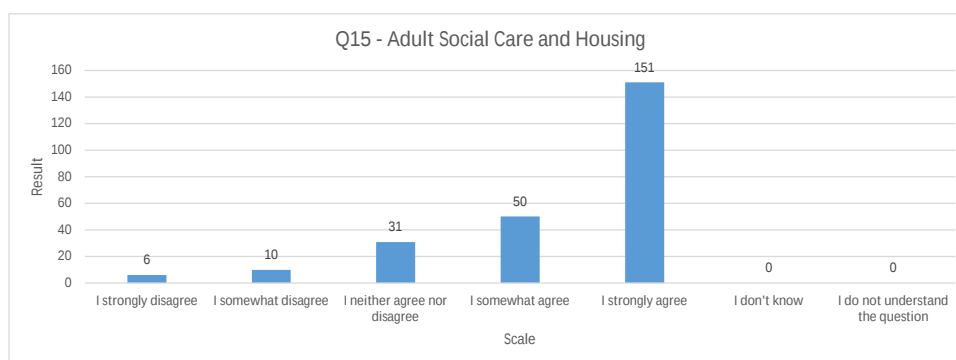
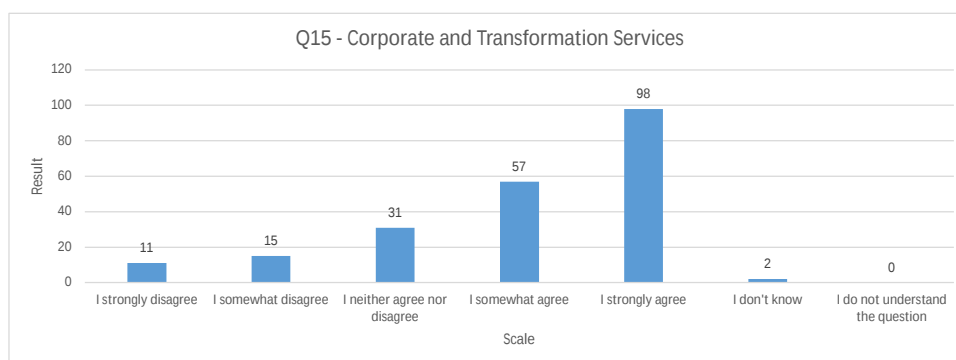
Q15: My manager encourages and supports me to attend training sessions.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	12	23	11	6	3	2
I somewhat disagree	8	14	15	15	10	11	1
I neither agree nor disagree	29	39	45	31	31	25	3
I somewhat agree	24	64	49	57	50	31	5
I strongly agree	38	83	57	98	151	63	6
I don't know	0	2	6	2	0	0	4
I do not understand the question	0	0	0	0	0	0	0



Q15: My manager encourages and supports me to attend training sessions.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	12	23	11	6	3	2
I somewhat disagree	8	14	15	15	10	11	1
I neither agree nor disagree	29	39	45	31	31	25	3
I somewhat agree	24	64	49	57	50	31	5
I strongly agree	38	83	57	98	151	63	6
I don't know	0	2	6	2	0	0	4
I do not understand the question	0	0	0	0	0	0	0



Q15: My manager encourages and supports me to attend training sessions.

Scale	Innovation and Commercial	Public health, Customer and Community Wellbeing	Place and Economy	Corporate and Transformation Services	Adult Social Care and Housing	Children and Family Wellbeing	I do not know
I strongly disagree	4	12	23	11	6	3	2
I somewhat disagree	8	14	15	15	10	11	1
I neither agree nor disagree	29	39	45	31	31	25	3
I somewhat agree	24	64	49	57	50	31	5
I strongly agree	38	83	57	98	151	63	6
I don't know	0	2	6	2	0	0	4
I do not understand the question	0	0	0	0	0	0	0

