



2021 Mental Health and Wellbeing Survey emerging trends

Following on from the 2021 Mental Health and Wellbeing Survey which closed in July the results have been analysed and the emerging trends are displayed below.

Emerging Trends - Areas for Focus and Development
<p>70.25% of respondents feel there could be more awareness or support for specific mental health concerns including suicide and the associated impacts (over 10% more employees than the council average) in:</p> <ul style="list-style-type: none"> • Environmental Protection: Waste Services • Education: Teaching staff (schools & curriculum) • Education: Senior Leadership Team, Promoted staff (schools & curriculum) • Community Care (OT, Social Work Services and Performance & Commissioning)
<p>66.69% of respondents have noticed an increase in mental health concerns within their service either themselves, colleagues or service users (over 10% more employees than the council average) in:</p> <ul style="list-style-type: none"> • Education: Teaching staff (schools & curriculum) • Education: Senior Leadership Team, Promoted staff (schools & curriculum) • Education Resources & Communities: Central ASN Teams (incl. SEBN, EAL, SES, MAS, Ed Psych) • Community Care (OT, Social Work Services and Performance & Commissioning) • Community Care (Provider Services – Care at Home services) • Children and Families: Children’s Social Work, Criminal Justice (Professional staff)
<p>61.61% of respondents think training to help understand mental health issues would support a more positive workplace for them and their colleagues’ mental health (over 10% more employees than the council average) in:</p> <ul style="list-style-type: none"> • Roads Maintenance (incl. Fleet Services) • Education: Teaching staff (schools & curriculum) • Education: School based Support Staff incl. PSA • Education Resources & Communities: Central ASN Teams (incl. SEBN, EAL, SES, MAS, Ed Psych) • Education Resources & Communities: Libraries, Heritage, Records Management, Communities • Community Care (Provider Services – Care at Home services)
<p>61.13% of respondents future concerns, either very concerned or quite concerned about workload pressures (over 10% more employees than the council average) in:</p> <ul style="list-style-type: none"> • Environmental Protection: Waste Services • Roads Maintenance (incl. Fleet Services)

- Transportation services (incl. traffic, public transport, harbours, transport strategy)
- Education: Central Team
- Education: Teaching staff (schools & curriculum)
- Education: Senior Leadership Team, Promoted staff (schools & curriculum)
- Education Resources & Communities: Business Support Admin, Staffing, Instrumental Instruction Service, Learning Estate
- Community Care (OT, Social Work Services and Performance & Commissioning)
- Community Care (Provider Services – Care at Home services)
- Children and Families: Children’s Social Work, Criminal Justice (Professional staff)

60.05% of respondents future concerns, either very concerned or quite concerned about ongoing **changes to working practices** (over 10% more employees than the council average) in:

- Roads Maintenance (incl. Fleet Services)
- Education: School based Support Staff incl. PSA
- Education Resources & Communities: Sports & Leisure services
- Education Resources & Communities: Business Support Admin, Staffing, Instrumental Instruction Service, Learning Estate
- Education Resources & Communities: Libraries, Heritage, Records Management, Communities

38% of respondents’ future concerns, either very concerned or quite concerned about **technology and equipment supplies** (over 10% more employees than the council average) in:

- Environmental Protection: Open Spaces services (incl. Lands & Parks, Countryside amenities and access)
- Transportation services (incl. traffic, public transport, harbours, transport strategy)
- Consultancy Services
- Education: Central Team
- Education: Teaching staff (schools & curriculum)
- Education: Senior Leadership Team, Promoted staff (schools & curriculum)
- Education Resources & Communities: Sports & Leisure services

58.62% of respondents unlikely to **access Human Resources** (5% or less employees likely to access this service) in:

- Transportation services (incl. traffic, public transport, harbours, transport strategy)
- Environmental Protection: Catering Services
- Housing & Property Services, Roads Maintenance (incl. Fleet Services),
- Education: Teaching staff (schools & curriculum),
- Education: Senior Leadership Team, Promoted staff (schools & curriculum),
- Education: Early Years (HQ and nursery based),
- Education: School based Support Staff incl. PSA,
- Education Resources & Communities: Business Support Admin, Staffing, Instrumental Instruction Service, Learning Estate
- Children and Families: Children’s Social Work, Criminal Justice (Support staff)

56.81% of respondents unlikely to **access Occupational Health** (less than 5% fewer employees than the council average) in:

- Transportation services (incl. traffic, public transport, harbours, transport strategy),
- Environmental Protection: Catering Services,
- Education Resources & Communities: Central ASN Teams (incl. SEBN, EAL, SES, MAS, Ed Psych),
- Education: Senior Leadership Team, Promoted staff (schools & curriculum)
- Education Resources & Communities: Business Support Admin, Staffing, Instrumental Instruction Service, Learning Estate,
- Children and Families: Children's Social Work, Criminal Justice (Support staff)

52.09% of respondents unlikely to **access 24 Hour confidential helpline** (Time for Talking) (5% or less employees have used or would be likely to use this service) in:

- Transportation services (incl. traffic, public transport, harbours, transport strategy),
- Environmental Protection: Catering Services,
- Education Resources & Communities: Central ASN Teams (incl. SEBN, EAL, SES, MAS, Ed Psych),
- Education: Senior Leadership Team, Promoted staff (schools & curriculum),
- Education: Early Years (HQ and nursery based),
- Education Resources & Communities: Libraries, Heritage, Records Management,
- Communities, Children and Families: Children's Social Work, Criminal Justice (Support staff)

51.90% of respondents reported feelings of **anxiety about workload** (over 10% more employees than the council average) in:

- Education: Central Team
- Education: Teaching staff (schools & curriculum)
- Education: Senior Leadership Team, Promoted staff (schools & curriculum)
- Education Resources & Communities: Central ASN Teams (incl. SEBN, EAL, SES, MAS, Ed Psych)
- Community Care (OT, Social Work Services and Performance & Commissioning)
- Children and Families: Children's Social Work, Criminal Justice (Professional staff)

42.56% of respondents reported feelings of **low mood / depression** (over 10% more employees than the council average) in:

- Education: Teaching staff (schools & curriculum)
- Education: School based Support Staff incl. PSA
- Education Resources & Communities: Business Support Admin, Staffing, Instrumental Instruction Service, Learning Estate

24% of respondents reported feelings of **'haven't felt trusted / supported** by my manager/supervisor' (over 10% more employees than the council average) in:

- Environmental Protection: Waste Services
- Education Resources & Communities: Sports & Leisure services

- Education Resources & Communities: Central ASN Teams (incl. SEBN, EAL, SES, MAS, Ed Psych)

57% of respondents reported their **mental health has been sufficiently supported** (over 10% fewer employees than the council average) in:

- Environmental Protection: Open Spaces services (incl. Lands & Parks, Countryside amenities and access)
- Environmental Protection: Waste Services
- Roads Maintenance (incl. Fleet Services)
- Transportation services (incl. traffic, public transport, harbours, transport strategy)
- Education: Teaching staff (schools & curriculum)
- Education: School based Support Staff incl. PSA
- Education Resources & Communities: Sports & Leisure services

79% of respondents reported being **able to take all their annual leave** during 2020: (over 10% fewer employees than the council average) in:

- Roads Maintenance (incl. Fleet Services)
- Education: Central Team
- Education: Senior Leadership Team, Promoted staff (schools & curriculum)
- Community Care (OT, Social Work Services and Performance & Commissioning)

61% of respondents reported feeling the **Covid measures** in place to minimise face to face interactions have allowed a similar level of service to be delivered and could be **sustainable** for the future (over 10% fewer employees than the council average) in:

- Roads Maintenance (incl. Fleet Services)
- Education: Central Team
- Education: Teaching staff (schools & curriculum)
- Education: Senior Leadership Team, Promoted staff (schools & curriculum)
- Education: Early Years (HQ and nursery based)
- Education Resources & Communities: Central ASN Teams (incl. SEBN, EAL, SES, MAS, Ed Psych)
- Education Resources & Communities: Libraries, Heritage, Records Management, Communities
- Children and Families: Children's Social Work, Criminal Justice (Professional staff)

79% of respondents reported their **health and safety is well looked after at work** (over 10% fewer employees than the council average) in:

- Environmental Protection: Waste Services
- Roads Maintenance (incl. Fleet Services)
- Education: Central Team

84% of respondents reported they are **given the proper equipment** to keep safe and protect their health (over 10% fewer employees than the council average) in:

- Roads Maintenance (incl. Fleet Services)

- HR, ICT & Organisational Development
- Education Resources & Communities: Business Support Admin, Staffing, Instrumental Instruction Service, Learning Estate

18% of respondents reported they had **suffered with a mental health issue** in the last year that has led them to seek **support from their GP or other health professional** (over 10% more employees than the council average) in:

- Education: Teaching staff (schools & curriculum)
- Children and Families: Children's Social Work, Criminal Justice (Professional staff)

6% of respondents reported they have **not accessed information** relating to decisions taken and services provided by Moray Council (over 10% more than the council average) in:

- Environmental Protection: Cleaning and Facilities services
- Environmental Protection: Open Spaces services (incl. Lands & Parks, Countryside amenities and access)
- Environmental Protection: Waste Services
- Roads Maintenance: (incl. Fleet Services)