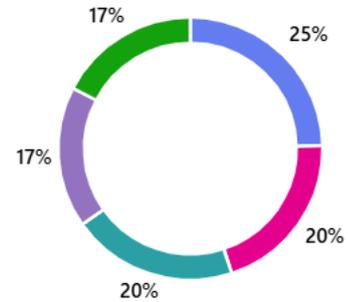


# Midland Mencap Staff Survey

1. How long have you worked for Midland Mencap?

● Less than a year	17
● 1-2 years	14
● 3-5 years	14
● 6-10 years	12
● 11 years +	12



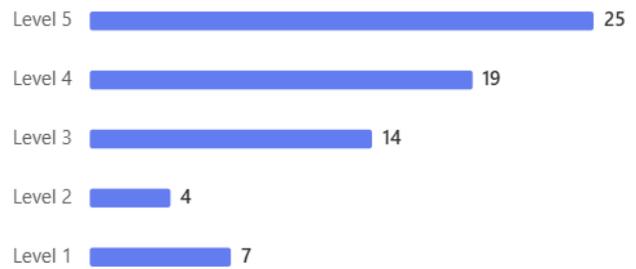
2. How responsive have we been to your questions or concerns about any issues you may have raised?

1= Very unresponsive 3= Neither unresponsive or responsive 5= Very responsive

[More details](#)

**3.74**

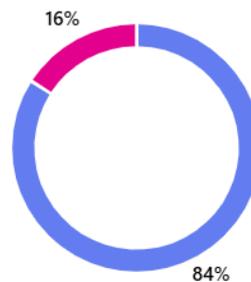
Average Rating



3. Do you feel valued for your contributions by your direct line manager?

[More details](#)

● Yes	58
● No	11



4. Can you tell us why you chose this option?

[More details](#)

69  
Responses

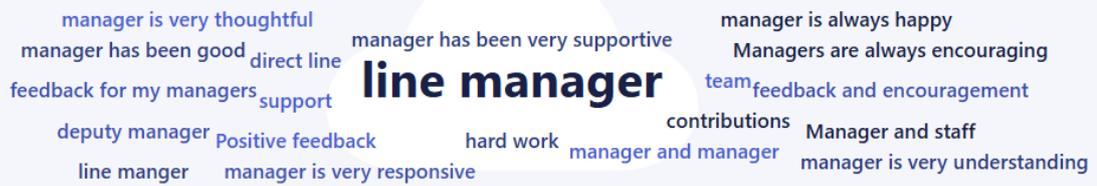
Latest Responses

"A strong working relationship, where I feel valued and supported."  
"Manager is supportive and allows us to talk through plans, issues etc."  
"I dont have any issues with my line manager, who is very caring and a great I..."

...

15 respondents (24%) answered line manager for this question.

[Update](#)



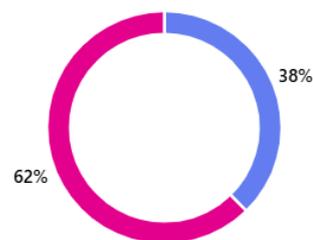
5. Do you consider yourself to have a disability or long-term health condition?

Examples could include:

- Arthritis
- Asthma
- Any neurodivergence
- Epilepsy

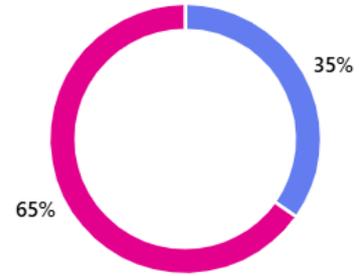
[More details](#)

- Yes 26
- No 43



6. If you ticked **YES** to the above, can you tell us whether you've disclosed to your line manager?

- Yes 24
- No 45



7. If you ticked **YES** to **Question 5**, but **haven't** disclosed this to your line manager, are there any reasons as to why you haven't done so? [More details](#)

69 Responses

Latest Responses

- "N/A"
- "although disclosed my disability there have been no follow up discussions"
- "no issues"
- ...

2 respondents (3%) answered health issues for this question.

[Update](#)

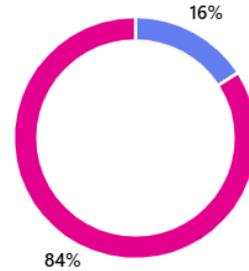


8. Would you identify yourself as having extra needs even if you don't have a disability or long-term health condition?

This could be things like:

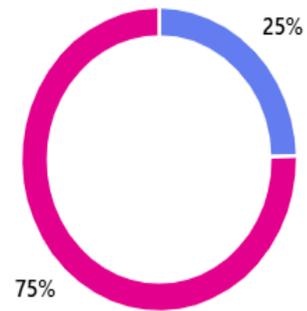
- Caring responsibilities

● Yes 11  
● No 58



9. If you ticked **YES** to the above, can you tell us whether you've disclosed to your line manager?

● Yes 17  
● No 52



10. If you ticked **No** to the question above, are there any reasons as to why you haven't disclosed this to your line manager?

[More details](#)

69  
Responses

Latest Responses

"N/A"

"N/A"

"no issues"

...

4 respondents (6%) answered Not applicable for this question.

[Update](#)

Word cloud containing terms: none, Nil, NA, manager, nr, disability, no issues, no problem, long term, not have the above conditions, Not applicable, extra needs, health condition, Not needed, Unsure, Not necessarily, No on nr.

11. If we could implement **ONE thing** to help you have more confidence about sharing your needs with your line manager, what would it?

[More details](#)

69

Responses

Latest Responses

"N/A"

"That some discussions remain confidential and not shared with others"

"No issues"

...

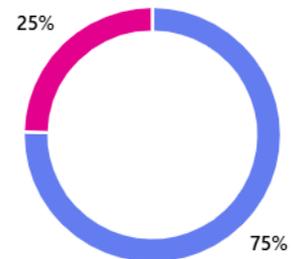
11 respondents (17%) answered line manager for this question.

[Update](#)



12. Do you think we share enough information about Midland Mencap news, updates or developments?

- Yes 52
- No 17



13. Have you got any recommendations as to how we can improve with the way we share Midland Mencap news, updates or developments with you? [More details](#)

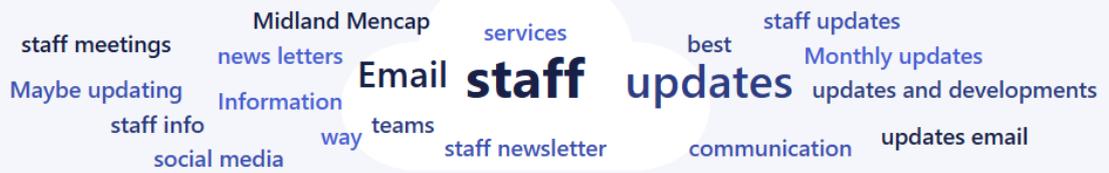
69  
Responses

Latest Responses

"A monthly email from SMT, briefly outlining new organisational updates. This...  
"in between newsletters you could send out emails/texts with some updates"  
"no issues"  
...

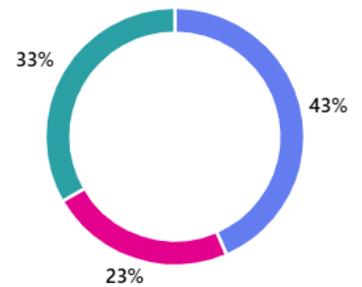
12 respondents (19%) answered staff for this question.

[Update](#)



14. Do you feel Midland Mencap offers enough opportunity for progression if this is something you're interested in? [M](#)

● Yes	30
● No	16
● Not applicable to me/ I don't wish to progress	23



15. Can you tell us why you chose this option?

[More details](#)

69  
Responses

Latest Responses

"There is some opportunity but there could be more. Especially in terms of tr... "  
"Managers stay in their posts and this means little potential of progressing fu... "  
"Staff have the opportunity to apply for internal jobs should they wish."  
...

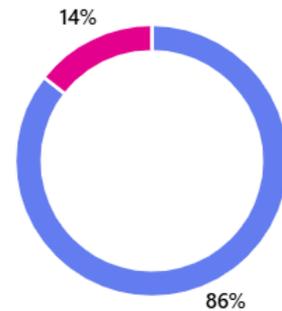
11 respondents (17%) answered progression for this question.

[Update](#)



16. Does Midland Mencap give you the tools and equipment you need to do your job well?

- Yes 59
- No 10



17. Please tell us what is working well at Midland Mencap?

[More details](#)

69  
Responses

Latest Responses

"There are some wonderful staff working to deliver excellent services and op... "  
"we offer quality services for pwld, families and carers provided by good fron... "

"Staff"

...

8 respondents (13%) answered Team work for this question.

[Update](#)



18. What do you feel needs to improve at Midland Mencap?

[More details](#)

69  
Responses

Latest Responses

"Midland Mencap needs to improve it's remuneration package to improve st... "

"Less stick more carrot a balance of acknowledgment of what is working well ..."

"Sickness should be implemented. Many staff come to work when they do no..."

...

22 respondents (35%) answered staff for this question.

[Update](#)



19. What do you most like about working at Midland Mencap?

[More details](#)

69  
Responses

Latest Responses

"The staff team, the people and families we support, the dynamic work enviro..."

"working with committed colleagues and offering quality services for pwld, fa..."

"Most staff are positive"

...

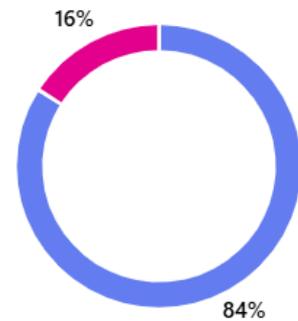
24 respondents (38%) answered Working for this question.

[Update](#)



20. Would you recommend a family or friend to work for Midland Mencap?

- Yes 58
- No 11

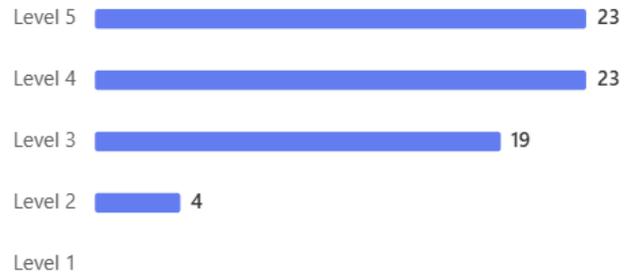


21. How would you rate Midland Mencap as an employer?

[More](#)

3.94

Average Rating



22. Please can you tell us the reasons for your score?

[More details](#)

69

Responses

Latest Responses

"There are some wonderful people at Midland Mencap but an organisation o..."

"Always room for improvement"

"Sick pay is a massive issue"

...

19 respondents (30%) answered work for this question.

[Update](#)



23. This survey is anonymous.

However, if you wish for specific feedback to your responses to this survey, please include these with your contact details below.

[More details](#)

69  
Responses

Latest Responses

"N/A"

"None"

"no issues"

...

2 respondents (3%) answered Staff for this question.

[Update](#)



A word cloud visualization of responses. The most prominent words are "thanks" and "No feedback". Other visible words include "feedbacks but out of experience", "wage increment", "MIDLAND MENCAP", "eg wage", "concerns", "project", "dealt with it appropriately", "NEW STAFF", "5years", "Staff welfare", "none", "Minaxi Jilka", "SUPPORTIVE", "anonymous", "respect", and "PATIENT".