

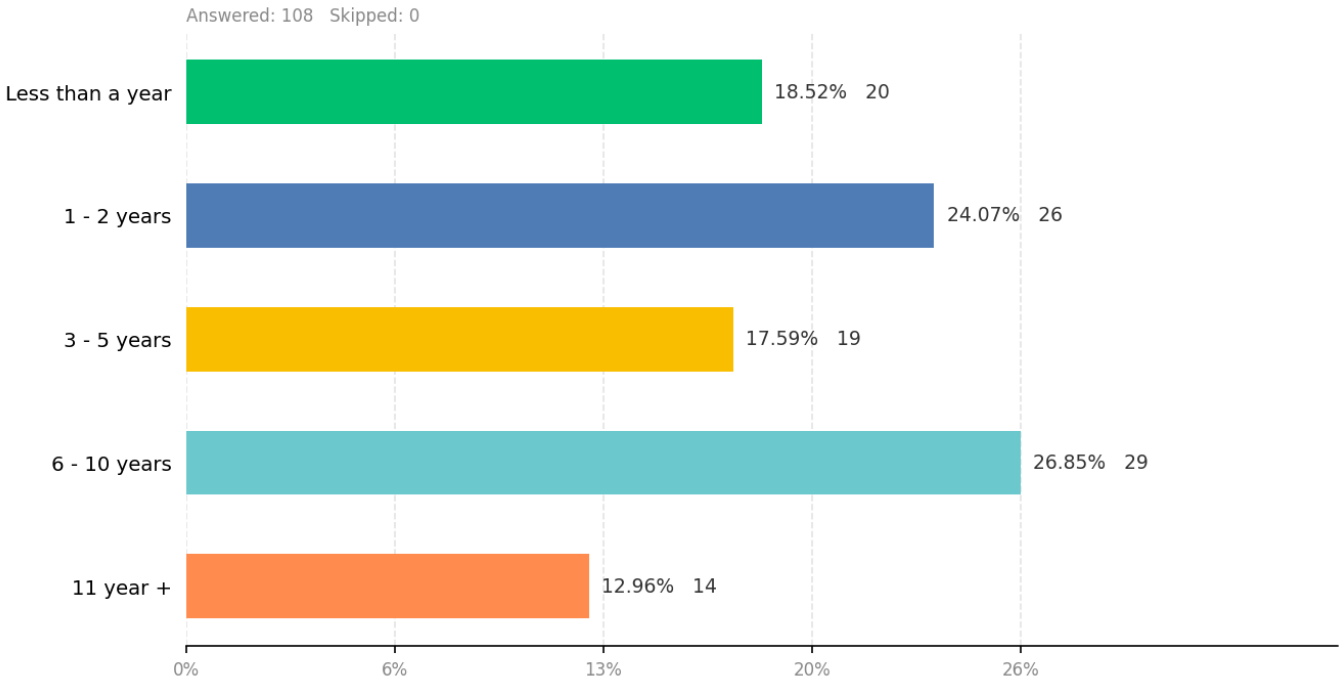
Staff Survey – May 2026

Midland Mencap · 108 responses

Q1

How long have you worked for Midland Mencap?

Answered: 108 Skipped: 0

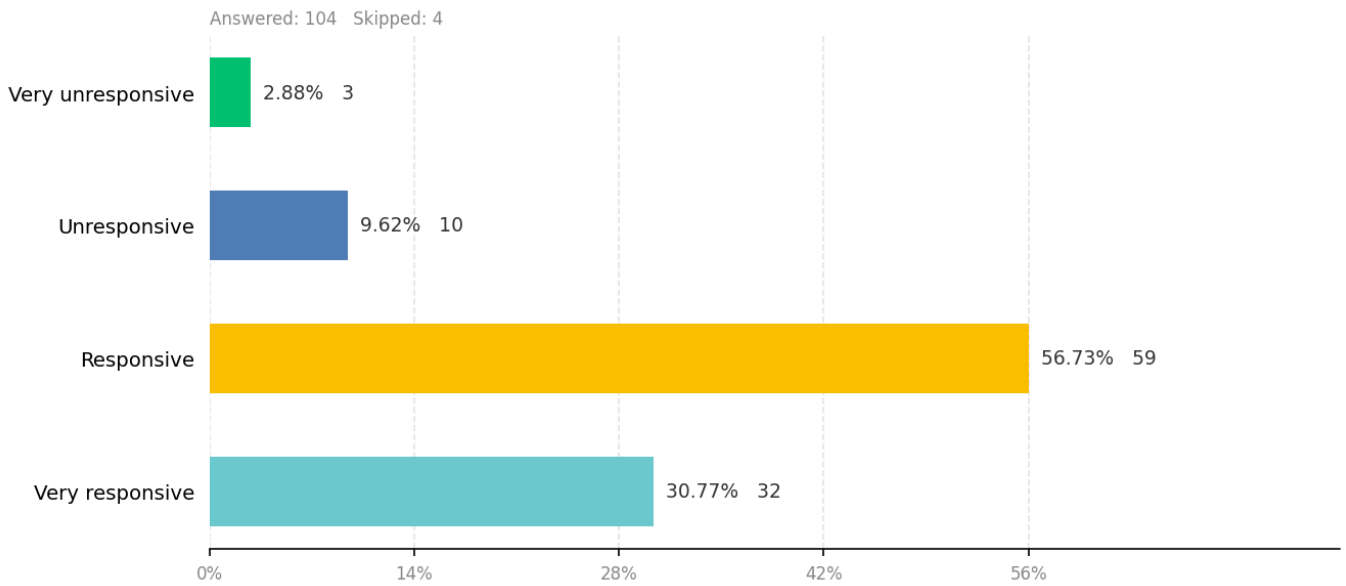


ANSWER CHOICES	RESPONSES	
Less than a year	18.52%	20
1 - 2 years	24.07%	26
3 - 5 years	17.59%	19
6 - 10 years	26.85%	29
11 year +	12.96%	14
TOTAL		108

Q2

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

Answered: 104 Skipped: 4

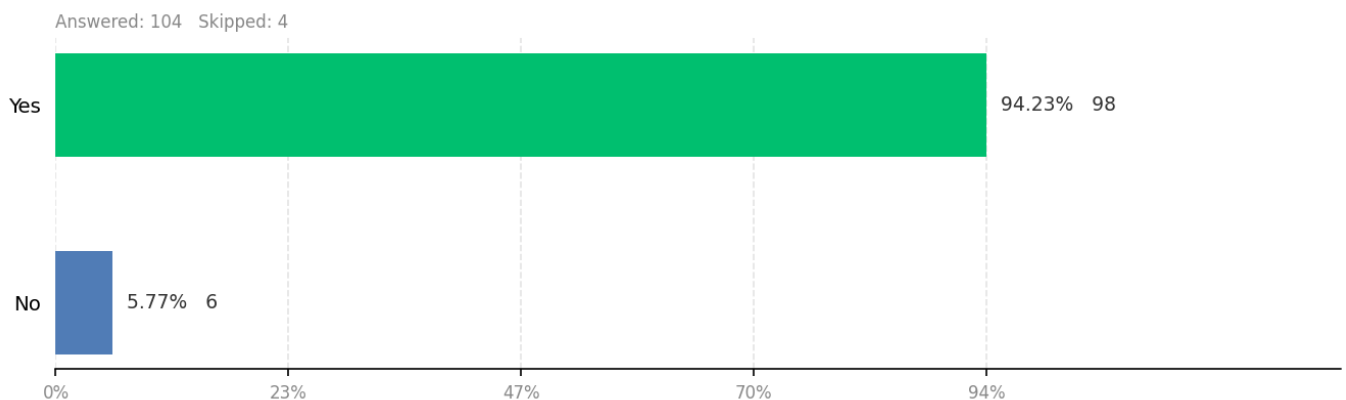


ANSWER CHOICES	RESPONSES
Very unresponsive	2.88% 3
Unresponsive	9.62% 10
Responsive	56.73% 59
Very responsive	30.77% 32
TOTAL	104

Q3

Do you feel valued for your contribution by your direct line manager?

Answered: 104 Skipped: 4

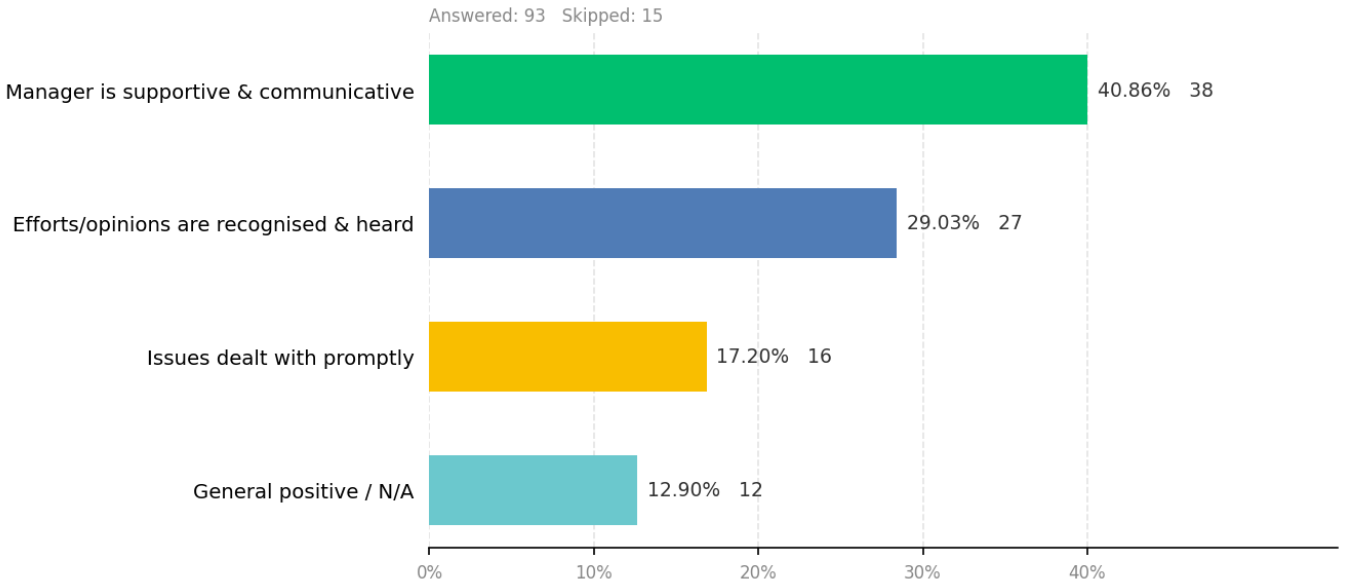


ANSWER CHOICES	RESPONSES
Yes	94.23% 98
No	5.77% 6
TOTAL	104

Q4

Can you tell us why you chose this option?

Answered: 93 Skipped: 15

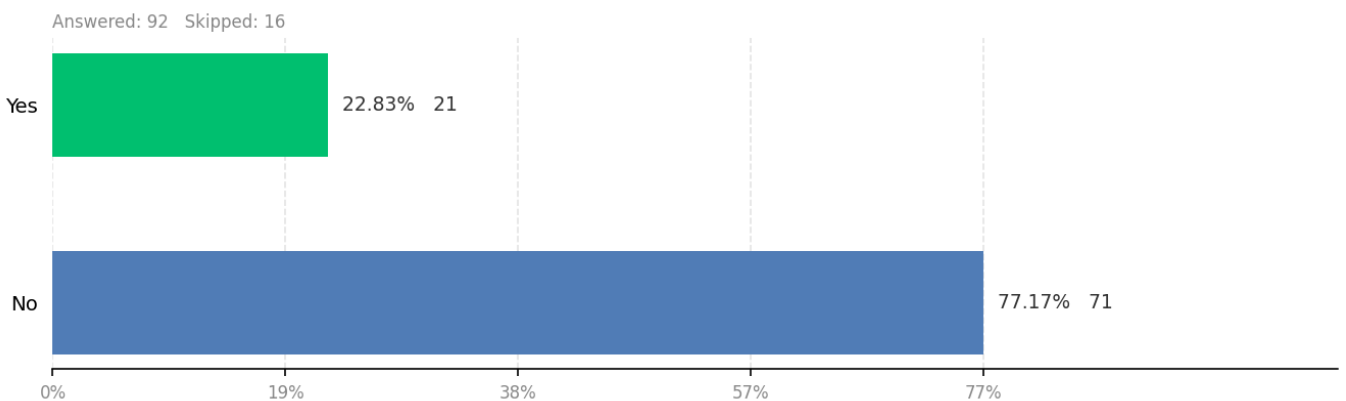


ANSWER CHOICES	RESPONSES	
Manager is supportive & communicative	40.86%	38
Efforts/opinions are recognised & heard	29.03%	27
Issues dealt with promptly	17.20%	16
General positive / N/A	12.90%	12
TOTAL		93

Q5

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

Answered: 92 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	22.83%	21
No	77.17%	71

ANSWER CHOICES

RESPONSES

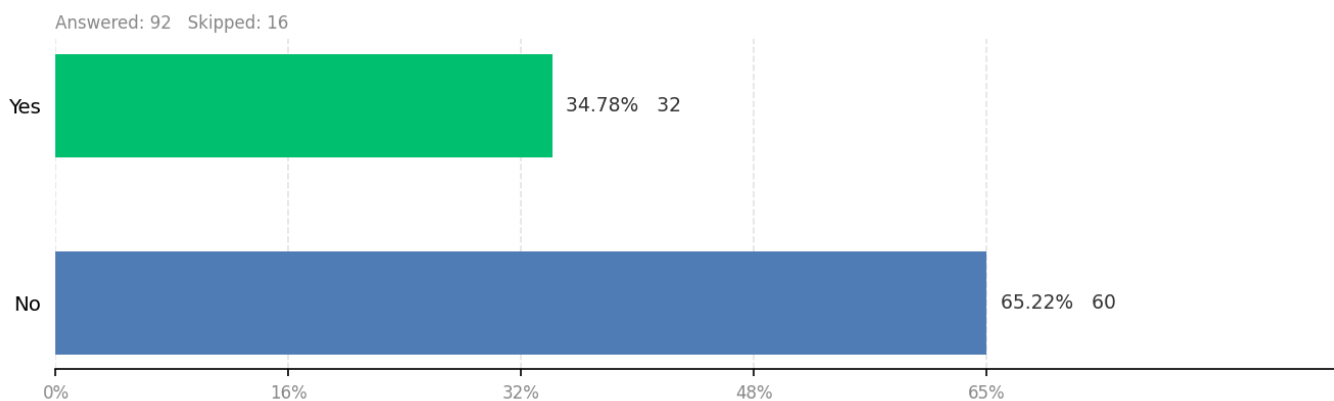
TOTAL

92

Q6

If you ticked yes to the above question, can you tell us whether you've disclosed this to your line manager?

Answered: 92 Skipped: 16



ANSWER CHOICES

RESPONSES

Yes

34.78%

32

No

65.22%

60

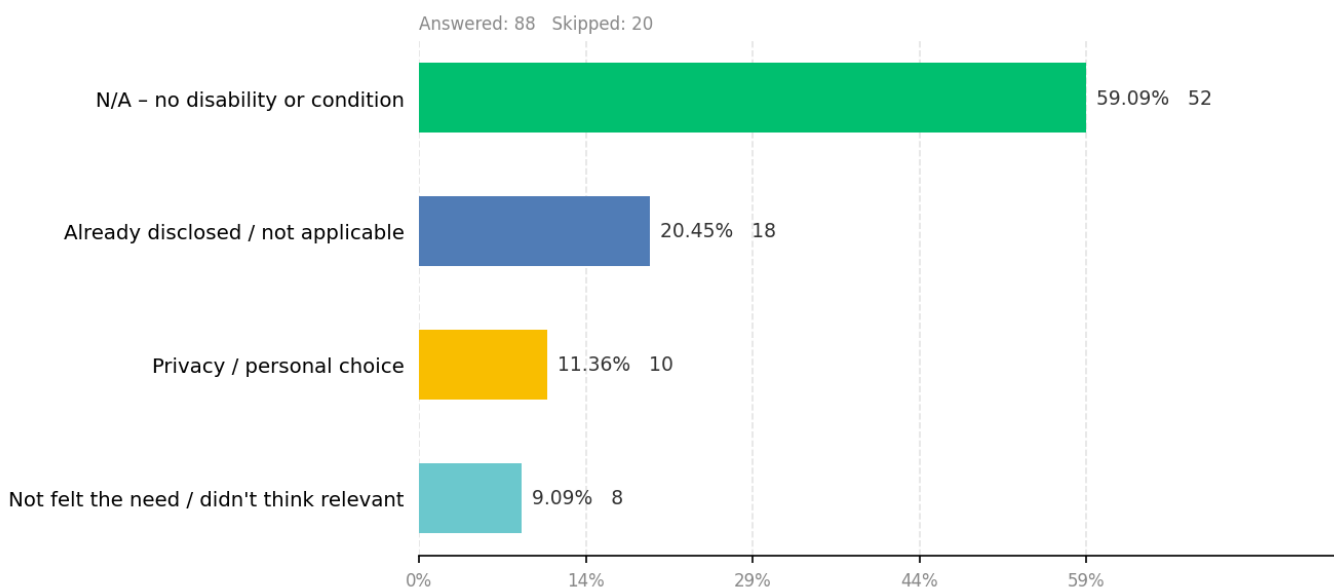
TOTAL

92

Q7

If you haven't disclosed this to your line manager, are there any reasons as to why you haven't done so?

Answered: 88 Skipped: 20



ANSWER CHOICES

RESPONSES

N/A – no disability or condition

59.09%

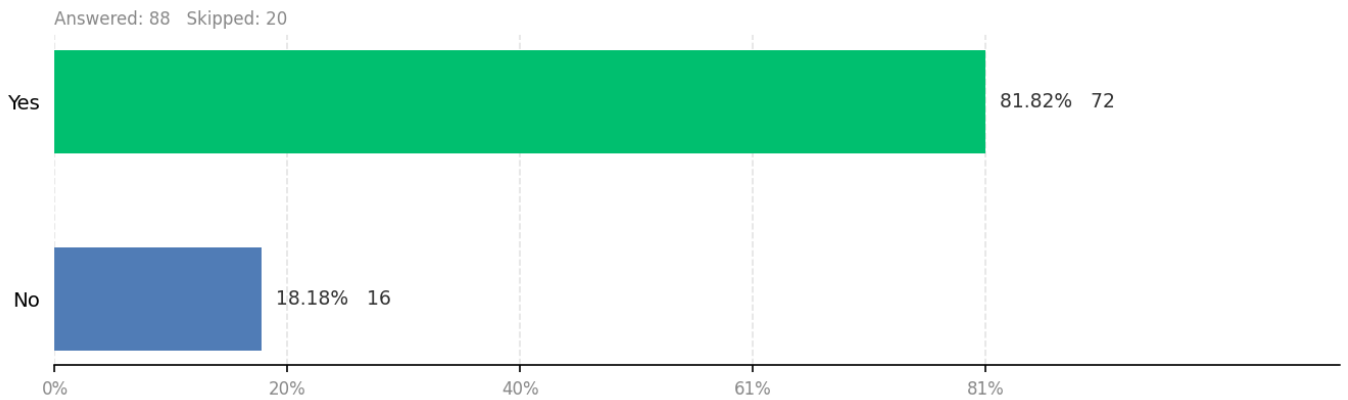
52

ANSWER CHOICES	RESPONSES	
Already disclosed / not applicable	20.45%	18
Privacy / personal choice	11.36%	10
Not felt the need / didn't think relevant	9.09%	8
TOTAL		88

Q8

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

Answered: 88 Skipped: 20

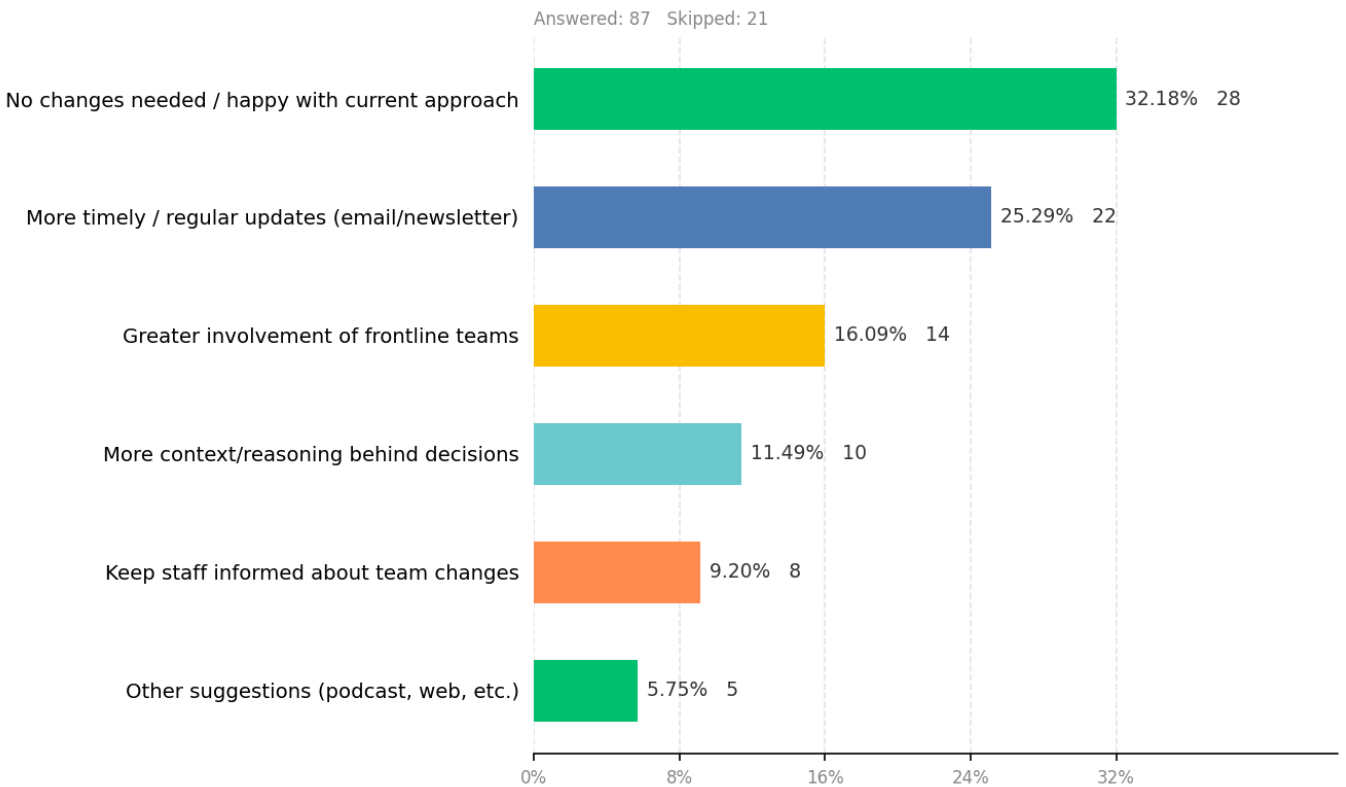


ANSWER CHOICES	RESPONSES	
Yes	81.82%	72
No	18.18%	16
TOTAL		88

Q9

Have you got any recommendations as to how we can improve the way we share Midland Mencap news, updates or developments with you?

Answered: 87 Skipped: 21

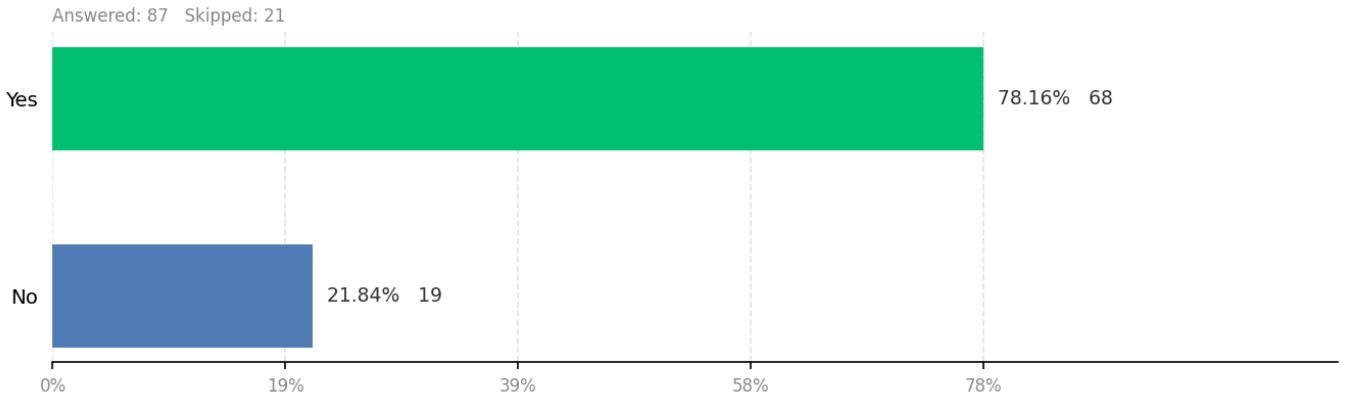


ANSWER CHOICES	RESPONSES	
No changes needed / happy with current approach	32.18%	28
More timely / regular updates (email/newsletter)	25.29%	22
Greater involvement of frontline teams	16.09%	14
More context/reasoning behind decisions	11.49%	10
Keep staff informed about team changes	9.20%	8
Other suggestions (podcast, web, etc.)	5.75%	5
TOTAL		87

Q10

Do you feel Midland Mencap offers enough opportunity for progression if this is something you're interested in?

Answered: 87 Skipped: 21

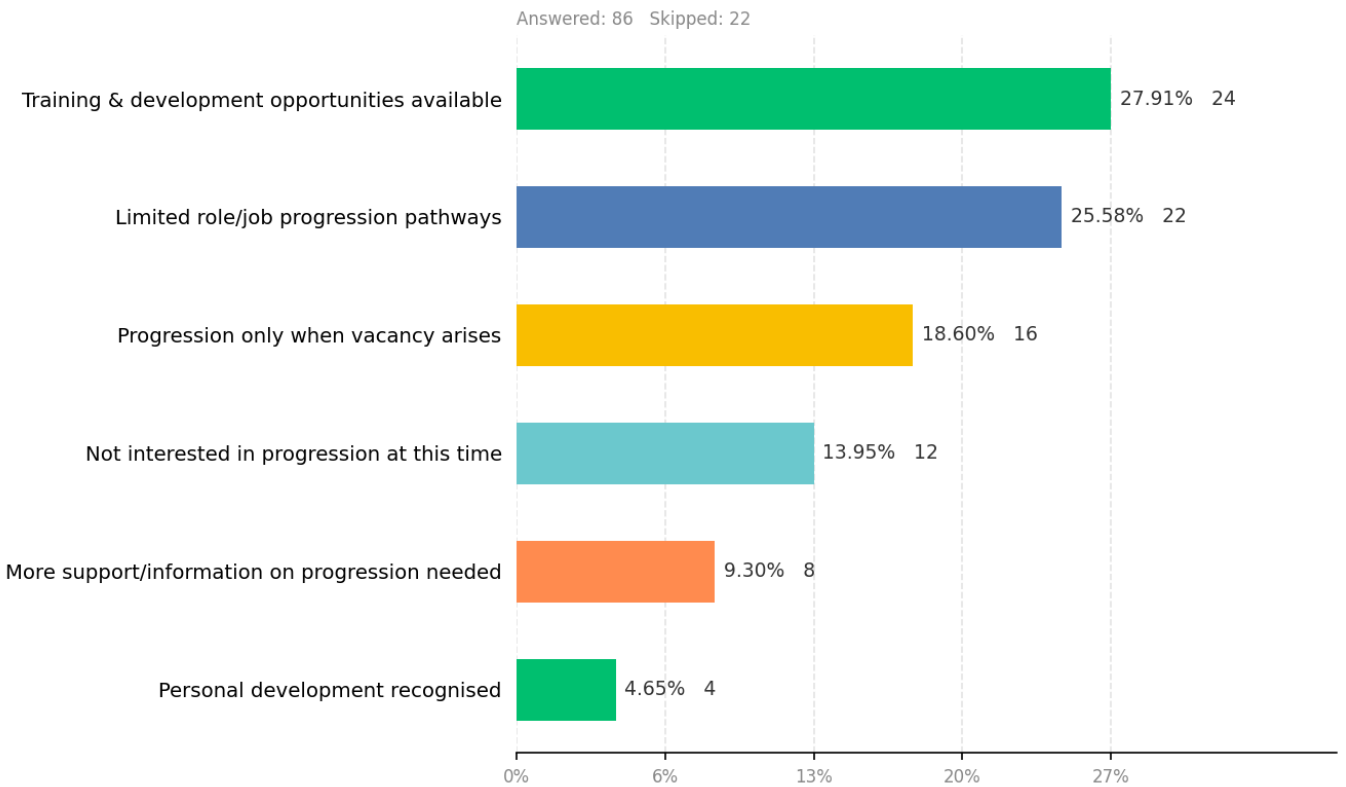


ANSWER CHOICES	RESPONSES	
Yes	78.16%	68
No	21.84%	19
TOTAL		87

Q11

What makes you choose this option?

Answered: 86 Skipped: 22



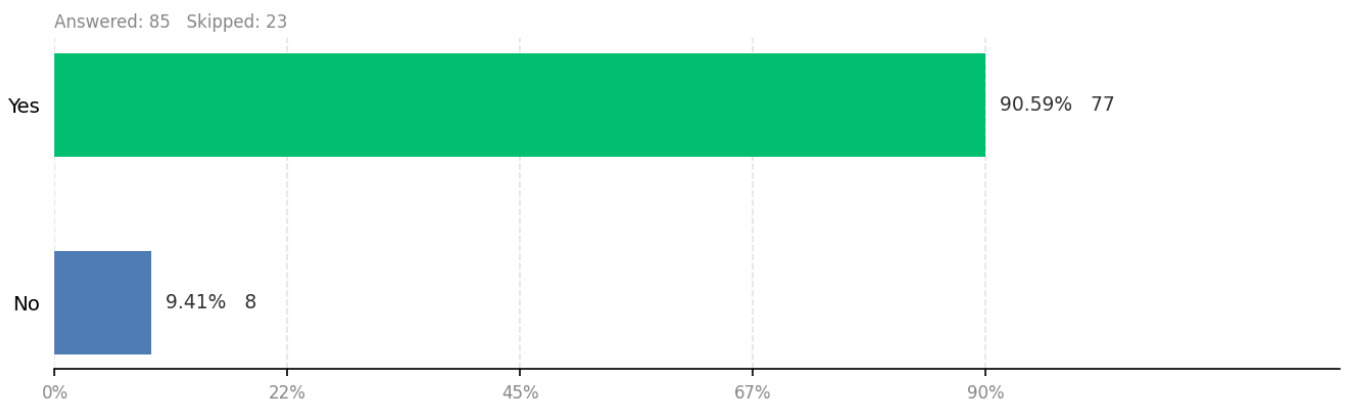
ANSWER CHOICES	RESPONSES	
Training & development opportunities available	27.91%	24

ANSWER CHOICES	RESPONSES	
Limited role/job progression pathways	25.58%	22
Progression only when vacancy arises	18.60%	16
Not interested in progression at this time	13.95%	12
More support/information on progression needed	9.30%	8
Personal development recognised	4.65%	4
TOTAL		86

Q12

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

Answered: 85 Skipped: 23

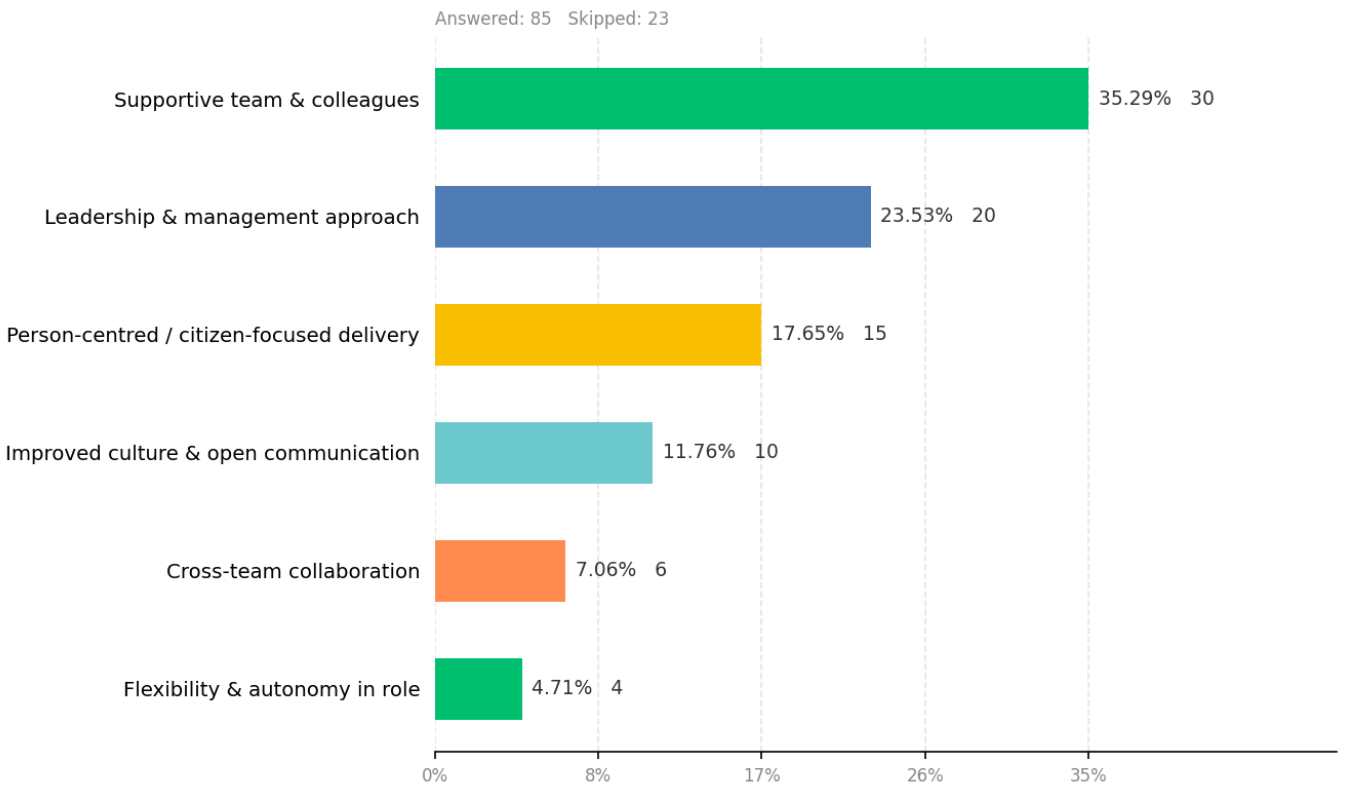


ANSWER CHOICES	RESPONSES	
Yes	90.59%	77
No	9.41%	8
TOTAL		85

Q13

Can you tell us what is working well at Midland Mencap?

Answered: 85 Skipped: 23



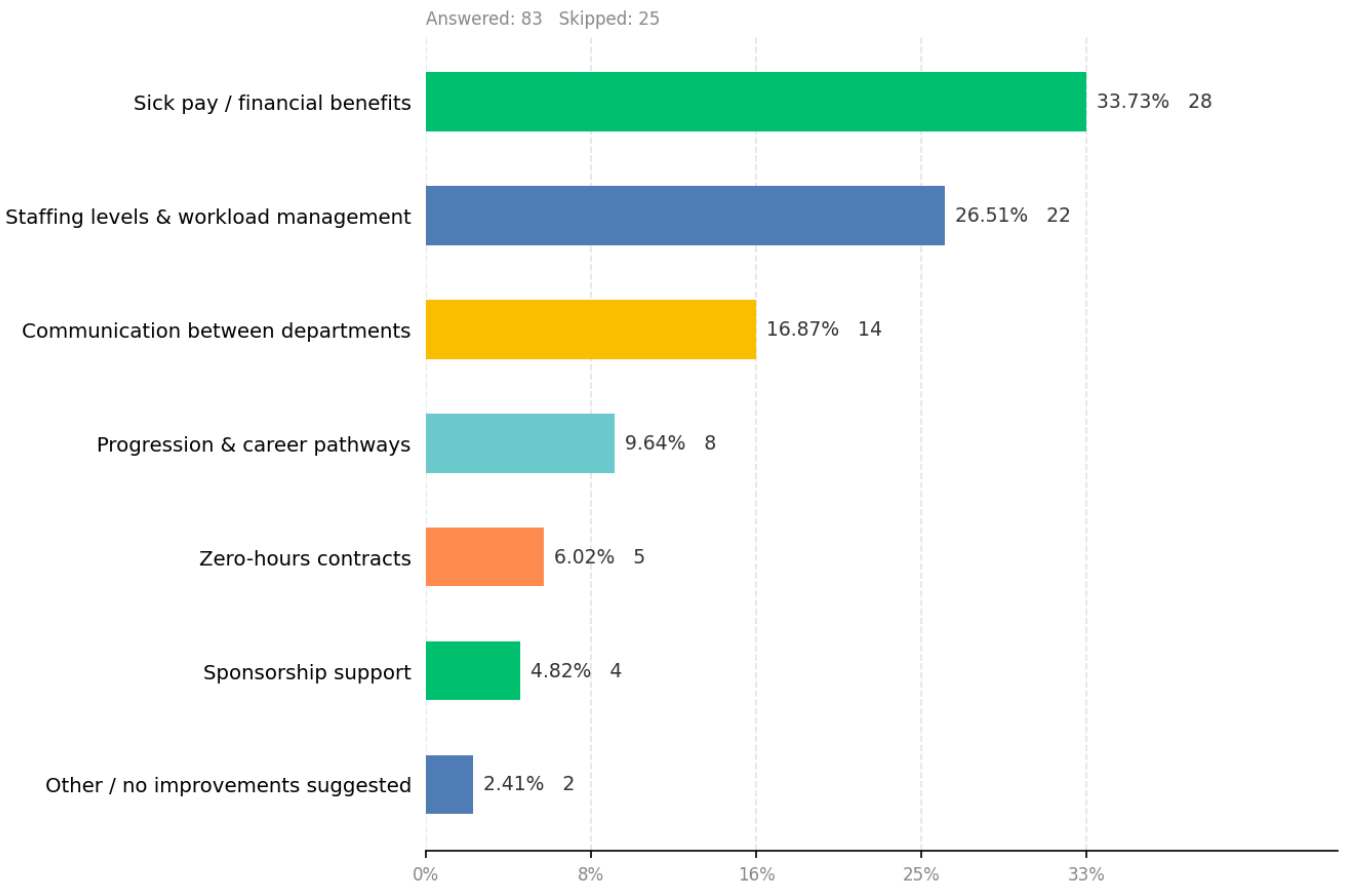
ANSWER CHOICES	RESPONSES	
Supportive team & colleagues	35.29%	30
Leadership & management approach	23.53%	20
Person-centred / citizen-focused delivery	17.65%	15
Improved culture & open communication	11.76%	10
Cross-team collaboration	7.06%	6
Flexibility & autonomy in role	4.71%	4

TOTAL **85**

Q14

What do you feel needs to improve at Midland Mencap?

Answered: 83 Skipped: 25

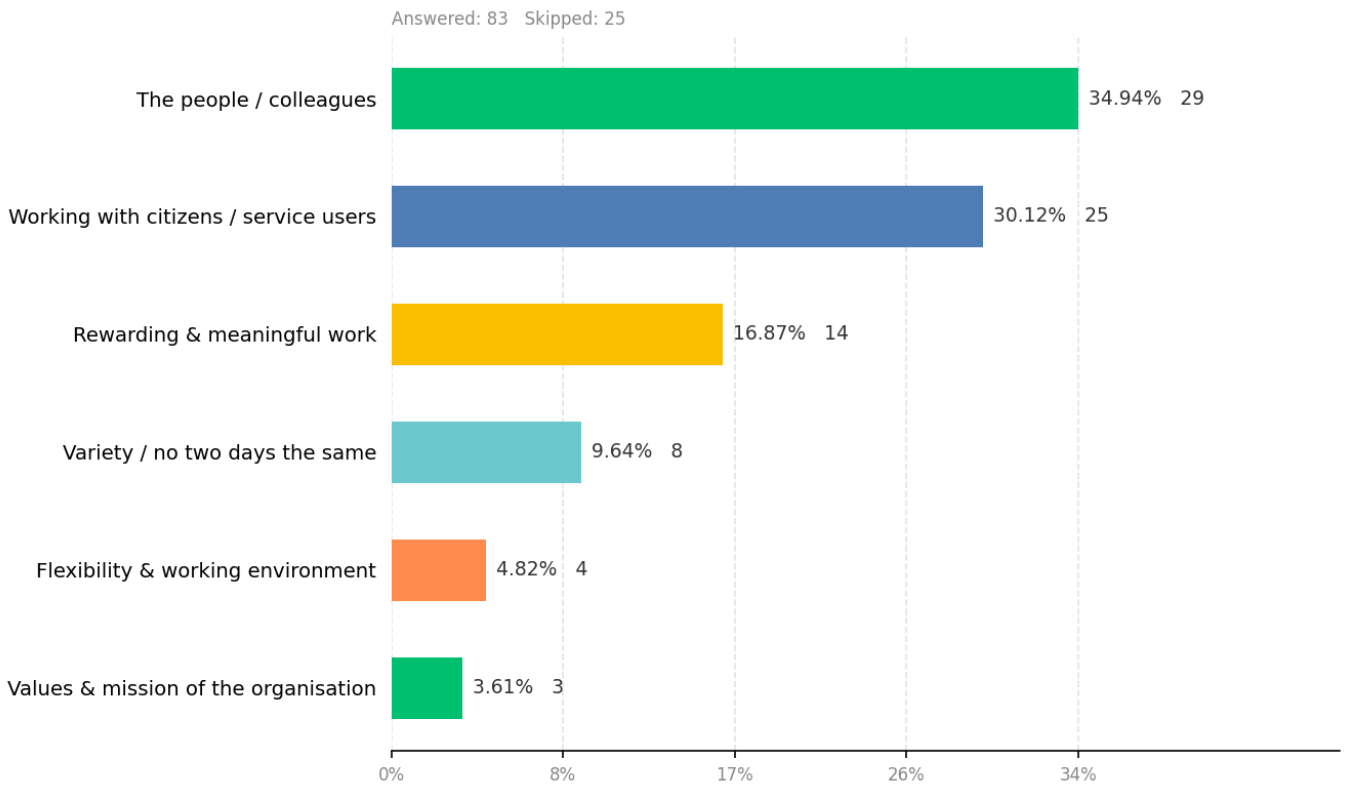


ANSWER CHOICES	RESPONSES	
Sick pay / financial benefits	33.73%	28
Staffing levels & workload management	26.51%	22
Communication between departments	16.87%	14
Progression & career pathways	9.64%	8
Zero-hours contracts	6.02%	5
Sponsorship support	4.82%	4
Other / no improvements suggested	2.41%	2
TOTAL		83

Q15

What do you most like about working at Midland Mencap?

Answered: 83 Skipped: 25

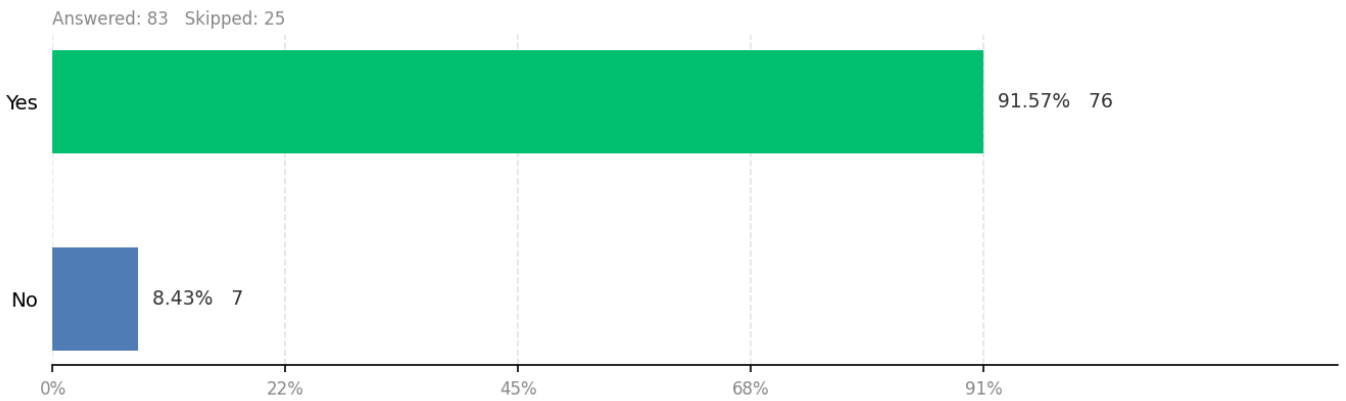


ANSWER CHOICES	RESPONSES	
The people / colleagues	34.94%	29
Working with citizens / service users	30.12%	25
Rewarding & meaningful work	16.87%	14
Variety / no two days the same	9.64%	8
Flexibility & working environment	4.82%	4
Values & mission of the organisation	3.61%	3
TOTAL		83

Q16

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

Answered: 83 Skipped: 25

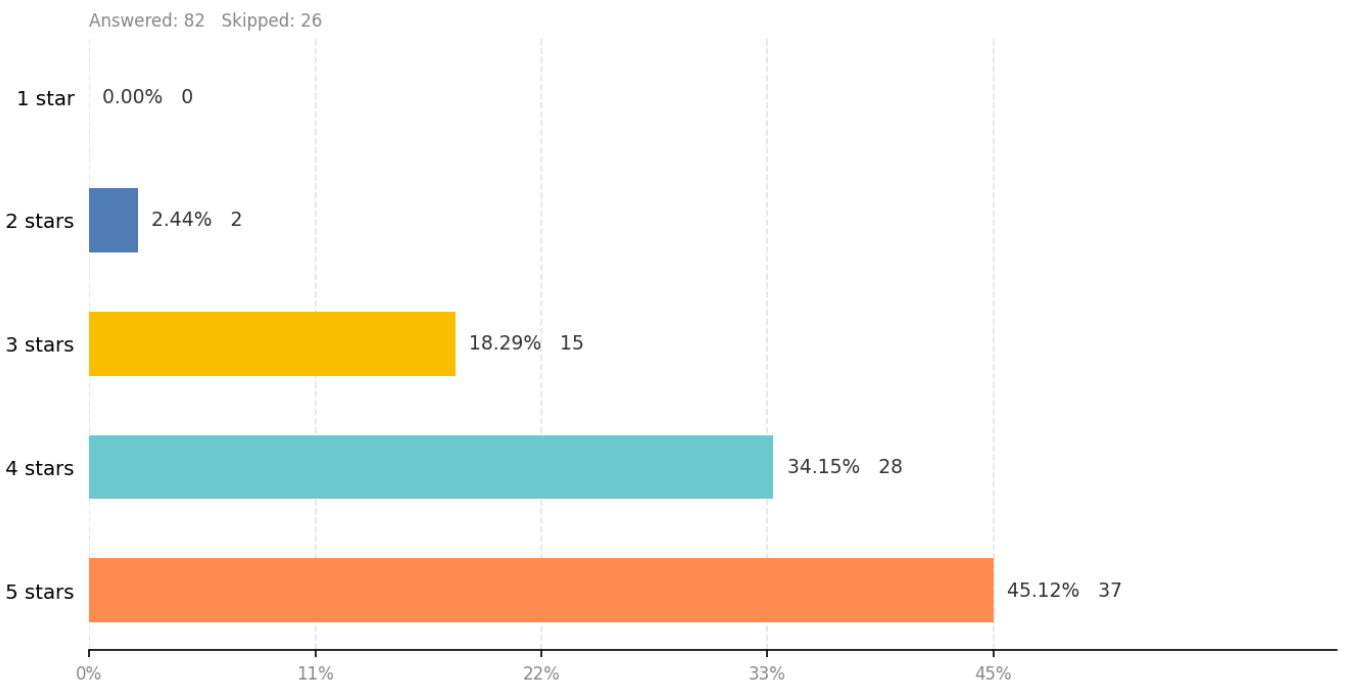


ANSWER CHOICES	RESPONSES	
Yes	91.57%	76
No	8.43%	7
TOTAL		83

Q17

How would you rate Midland Mencap as an employer? (average rating: 4.22 / 5)

Answered: 82 Skipped: 26



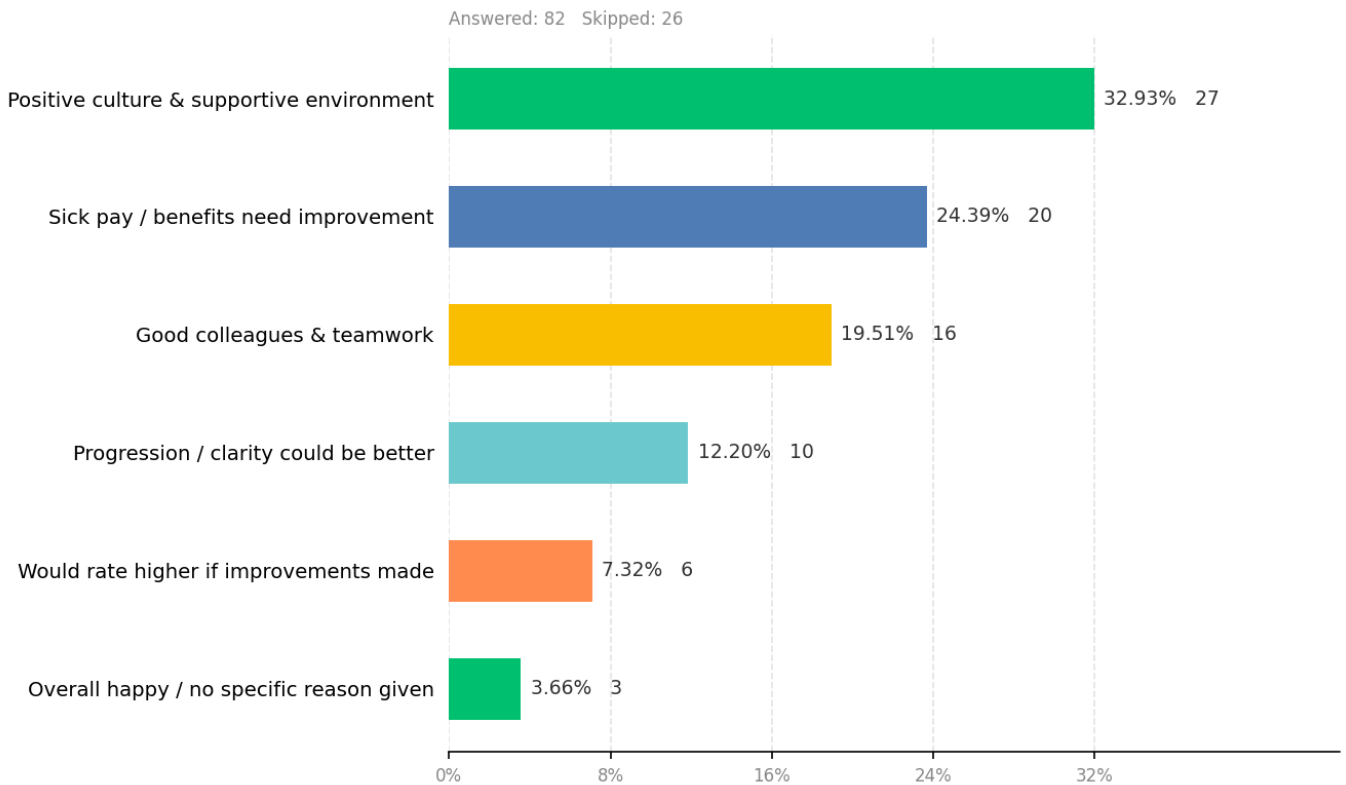
ANSWER CHOICES	RESPONSES	
1 star	0.00%	0
2 stars	2.44%	2
3 stars	18.29%	15
4 stars	34.15%	28

ANSWER CHOICES	RESPONSES
5 stars	45.12% 37
TOTAL	82

Q18

Can you please tell us the reasons for your score?

Answered: 82 Skipped: 26



ANSWER CHOICES	RESPONSES
Positive culture & supportive environment	32.93% 27
Sick pay / benefits need improvement	24.39% 20
Good colleagues & teamwork	19.51% 16
Progression / clarity could be better	12.20% 10
Would rate higher if improvements made	7.32% 6
Overall happy / no specific reason given	3.66% 3
TOTAL	82