

People and Resources Committee

Meeting Date	10 September 2026
Title	HR Performance Report – Quarter 1 2026-27
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Executive Sponsor	Alastair Bridges, Executive Director of Resources
Executive Summary This report provides an assessment of the organisation's performance for the first quarter of 2026-27 against key Human Resources (HR) performance indicators (KPIs). Establishment The establishment showed a positive upward trend between January (Q4) and towards the end of June 2026 (Q1), with permanent staffing increasing steadily from April onwards and agency staffing rising across the period to fill agreed, critical vacancies. Fixed term contract numbers remained stable overall. The workforce continues to be weighted towards permanent employees, who account for 90 per cent of total headcount against the April 2026 budgeted target of 404. The budgeted establishment has since increased beyond that target to support the Case Progression and Quality team within Fitness to Practise. From Q2 onwards, reporting will be measured against the revised establishment figure. Recruitment Recruitment activity in Q1 was effective and efficient, with high application volumes, an average time to hire (advert to offer) of 16 days and no declined offers. Compared with Q4, the quarter delivered more job offers, increased internal and external appointments and faster hiring. This average covers business-as-usual recruitment only and excludes hiring for Regulatory Investigators, which is delivered through a separate assessment centre process and measured independently. Alongside business-as-usual recruitment activity, the HR team is under significant pressure to plan and deliver 16 assessment centres over the coming months in order to recruit more than 40 additional Regulatory Investigators. In response, we have already achieved success including designing and implementing three assessment centres in Q1, enabling us to recruit at volume and pace. This remains a critical organisational priority given the 60 per cent increase in Fitness to Practise referrals since April 2025. Successful delivery is fundamental to the FTP exit strategy, which is heavily dependant on increasing investigator capacity within a narrowing timeframe to March 2027. It is also directly linked to concerns consistently raised by FTP colleagues through pulse survey feedback regarding caseload pressures.	

Alongside this work, the HR team continues to deliver business-as-usual activity while preparing recruitment for Hospital Managers regulation function ahead of January 2027.

Sickness Absence

Sickness absence peaked in April 2026 following a sharp rise in long term sickness cases, then improved through May and June. Short term absence remained relatively stable. The overall absence rate of 3% remains below the national average of 4.4%, indicating generally positive attendance performance despite the temporary increase in long term absence. All long-term sickness absence cases are subject to active monitoring and management support and interventions in accordance with our policy.

Wellbeing, Recognition, Benefits and Employee Relations

Recognition remained consistently high throughout the quarter, with instant awards and eCards used regularly to celebrate contributions and achievements, supporting an engaged and appreciative workplace culture. The HR team are working with the managers to deal with various informal and formal employee relation cases.

Employee Turnover and Exit Insights

Turnover remains manageable, with an annual turnover rate of 19% (14% voluntary rate) against a UK average of 34%. Higher turnover is concentrated within a small number of departments rather than being spread evenly across the organisation, and this is being reviewed with the relevant directorates. Leavers most commonly cited career progression, career change or wellbeing related reasons. Retention remains strong at 83% and 64% of the exit interview respondents would recommend HCPC as an employer.

Learning and Development

The Learning and Development team continued to make strong progress against the delivery plan, with a focus on raising awareness and participation in the Antisemitism Awareness and Islamophobia Awareness sessions. Two sessions were delivered on each topic, followed by a third session on each at the request of the Executive Leadership team (ELT). These additional sessions were offered specifically to colleagues who were unable to attend the earlier scheduled dates, and served to bolster overall attendance. The quarter marked the launch of the Leading People Effectively Managers Programme, formerly the HR Essentials programme, and the HR Operations team delivered workshops on employment law updates for all managers and on recruitment, onboarding and probation for new managers. The average completion rate for compliance eLearning was 94% and the Annual Performance Development Review completion rate was 97%.

Employee Turnover Diversity

Turnover in the first half of 2026 was concentrated among younger employees (21 to 30), female employees and employees with no declared disability. Most leavers were from the white ethnic group, with smaller but consistent numbers from other groups. The diversity profile of turnover was broadly stable across the period, with no significant spikes among underrepresented groups, although the increase in younger and female leavers may warrant further monitoring to understand retention within these cohorts.

Recruitment Candidate Diversity

Recruitment activity increased significantly from Q4 to Q1, driven by higher application volumes across all diversity groups. The largest applicant groups were candidates aged 21 to 40, female candidates, non-disabled candidates and white candidates, although the applicant pool remained diverse across age, gender, disability and ethnicity. Diversity is

evident throughout the recruitment pipeline, with candidates from a range of backgrounds progressing through shortlisting and appointment stages.

Recruitment by Pay Band

Recruitment activity was concentrated in Bands C and D, which generated the highest numbers of applications, shortlists and appointments. Female candidates submitted more applications than male candidates and the applicant pool remained ethnically diverse. Diversity is maintained throughout the recruitment process, with successful candidates drawn from a broad range of backgrounds across multiple pay bands.

Turnover benchmark review- action from June 2026 Committee meeting

We have reviewed the available sources of turnover benchmarking data to confirm that the measure applied (CIPD benchmark) remains the most appropriate for the organisation.

Comprehensive cross-sector turnover benchmarks are not published annually in the UK. The most complete comparative source remains the CIPD analysis of the Office for National Statistics Annual Population Survey, which provides turnover rates on a consistent basis across all industry groups, including public administration. This allows the HCPC to compare its position against a defined and methodologically transparent baseline.

Alternative sources were considered and discounted for the following reasons. Make UK data covers manufacturing only. NHS England workforce statistics relate to hospital and community health services and use a leaver rate calculated on a different basis. Commercial benchmarking services such as Brightmine draw on self-selecting employer samples that are not weighted to the composition of the regulatory or wider public sector, and its labour turnover benchmarking is drawn from a small number of participating employers, with the sample reducing further once filtered to the public sector or to comparable organisation sizes. Small samples are unreliable for benchmarking because a handful of organisations can move the reported figure substantially. Where a sector cell contains only a few employers, a single organisation undergoing a restructure, a redundancy programme or a period of rapid growth will distort the median or mean for the whole group, and the resulting rate will fluctuate year on year for reasons unconnected to any genuine change in the labour market. Each is credible within its own scope, but none offers a comparator aligned to an organisation of the HCPC's size, sector and workforce profile.

We will continue to monitor the availability of more closely aligned data, in particular any turnover benchmarking published for independent bodies and statutory regulators. Internal turnover reporting will also be segmented by directorate, tenure and voluntary or involuntary exit, so that the organisation's own trend data provides the primary basis for identifying retention issues, with external benchmarks used as a reference point rather than a target.

Action required	The Committee is asked to review the information provided and seek clarification on any areas.
Previous consideration	HR KPIs are an ongoing set of data presented to ELT and the People and Resources Committee (PRC). The Q4 2025-26 report was considered by PRC on 11 June 2026.

Next steps	Continue to review and analyse the data in light of the HR departmental workplan. HR to work with managers and heads of departments to resolve any underlying issues within their teams and to deliver against the people strategy as agreed.
Financial and resource implications	Being managed within existing resource and budget as part of HR's workplan.
Associated strategic priority/priorities	Technology-enabled regulatory excellence and organisational sustainability
Associated strategic risk(s)	SR01 - Delivery of Regulatory Requirements SR02 - Organisational Capacity SR03 - Appropriate Action from Equality, Diversity and Inclusion (EDI) Data
Risk appetite	People – open; Compliance – measured.
Communication and engagement	The report will also be published on the HCPC website.
Equality, diversity and inclusion (EDI) impact and Welsh language standards	EDI data on recruitment candidates and employee turnover is provided in the report and will continue to be developed in future reports, supporting delivery of the HCPC's EDI objectives. There is no direct effect on opportunities for persons to use the Welsh language, or on treating the Welsh language no less favourably than English.
Other impact assessments	The following have been considered: • Data protection: the report presents aggregated workforce data only and does not identify individual employees or candidates. • Sustainability: no direct impact.
Reason for consideration in the private session of the meeting (if applicable)	Not applicable

HR Performance Report Q1 2026-27

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Appendix 1 – Q1 Pulse Surveys

Highlights

Areas of Strength

Establishment

- The organisation's establishment has grown steadily over the reporting period, with permanent full-time equivalent (FTE) increasing from 337 to 349
- The workforce at Q1 was representative of 90% of staff in permanent roles against April 2026 budgeted target of 404.
- Since June 2026 the budgeted target has increased to support the rising Fitness to Practise CPQ.

Recruitment

- Recruitment performance strengthened significantly in Q1, with job offers increasing from 19 to 30, demonstrating the organisation's success in attracting and securing talent.
- Hiring efficiency improved, with the average time to hire (advert to offer) reducing from 19 days to 16 days, comfortably outperforming the KPI target of 42 days.
- Candidate attraction remains strong, generating 1,622 applications and an impressive average of 68 applications per role, providing a healthy talent pipeline.

Retention and Turnover

- Voluntary turnover is 14%.
- Employee retention remains strong at 83%.

Sickness Absence

- Following the April peak, total sickness absence showed a positive downward trend, reducing from 275 days to 206 days by June.

Learning and Development

- Compliance eLearning courses achieved a completion rate of 94%.
- Annual Performance Development reviews achieved a completion rate of 97%.

Areas for Development and Action

Recruitment Activity

- The screening processes will continue to be reviewed and developed to speed up longlisting and shortlisting and improve strategies to attract high-quality candidates with a focus on particular operational pressure points.

Employee Feedback

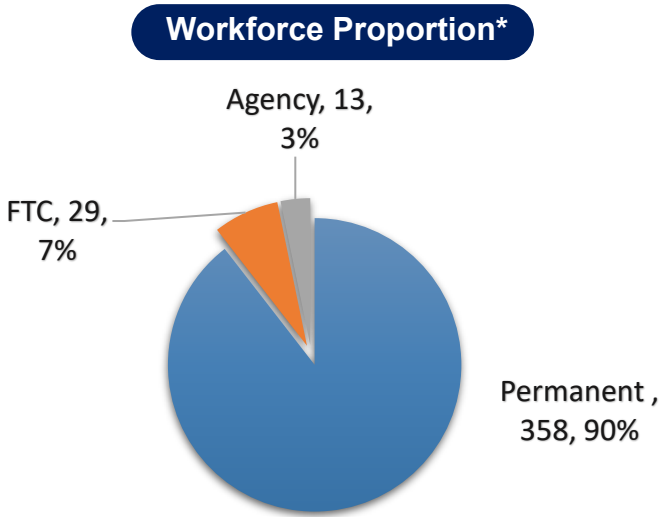
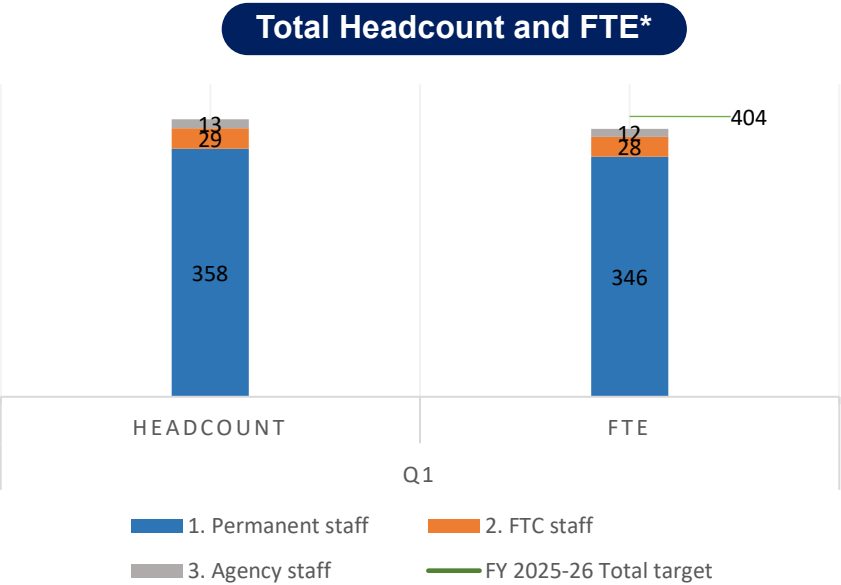
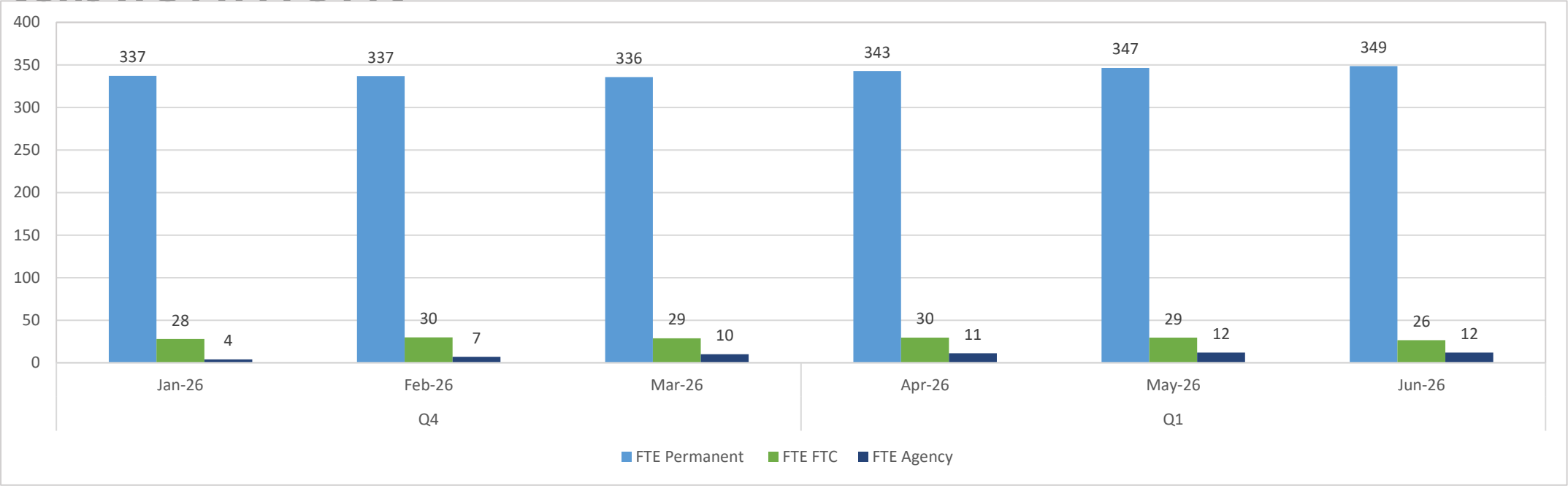
- Achieve and maintain improved exit interview completion rates.
- Continue engagement levels with pulse survey.

Operational Capacity

- Agency cover tripled in the period, from 4.0 FTE in Q4 to 12.0 FTE in June, against 26 in progress vacancies as a result of increase to the budgeted establishment.
- As a result of the council approval for increase in FTP headcount, there is business case for additional permanent resources, to support the process for Q2 reporting.



Establishment



*Based on average in period
Total average budgeted establishment of FTE figure in period - 404



Recruitment Activity

Average job advertised:
9

Average in-progress vacancies:
26

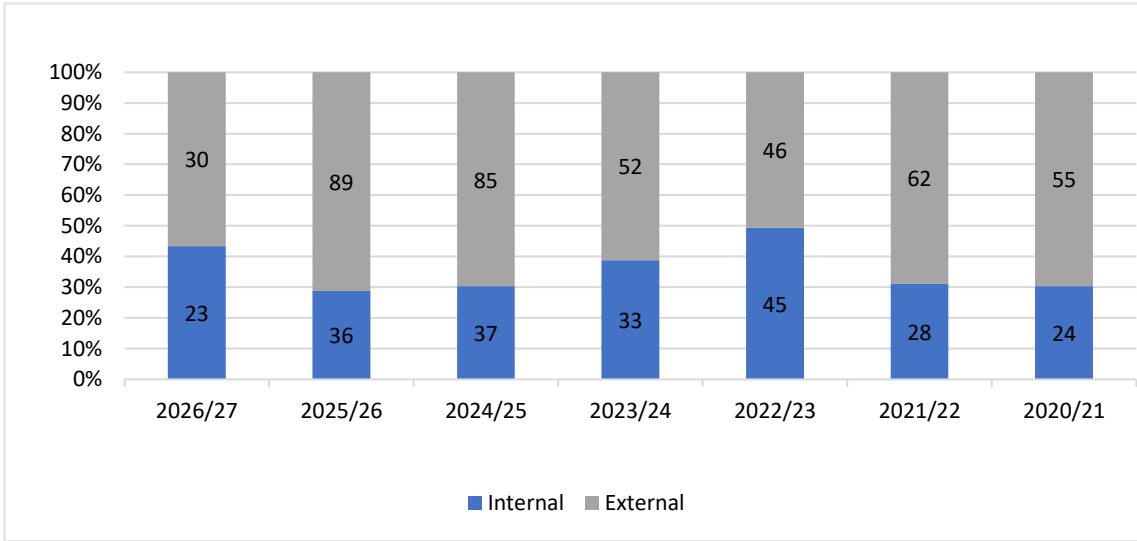
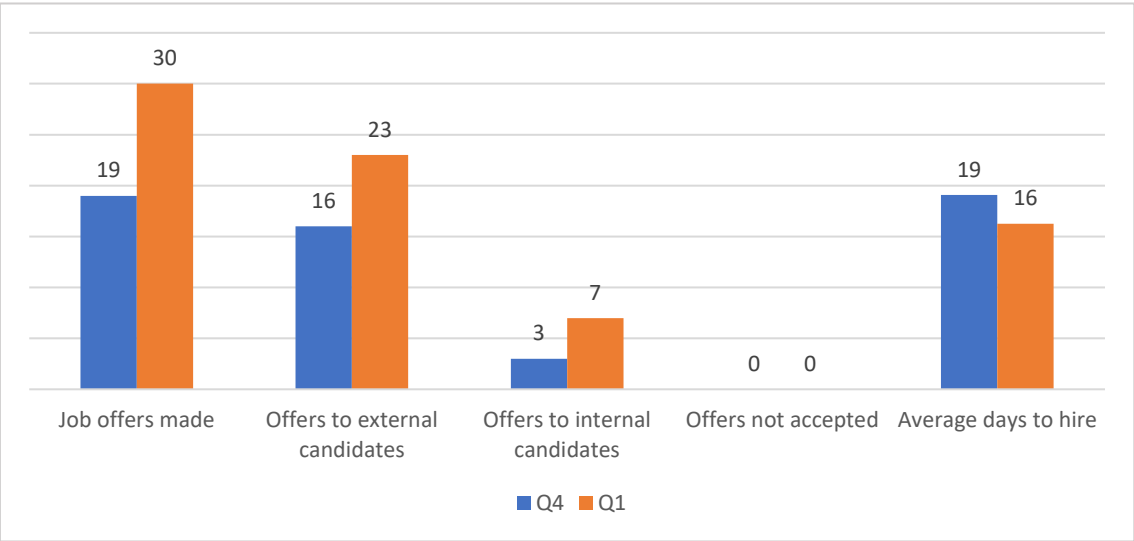
Total applications:
1622

Average applications per role:
68

Average days to hire:
16 days*

Total response of talent network:
90

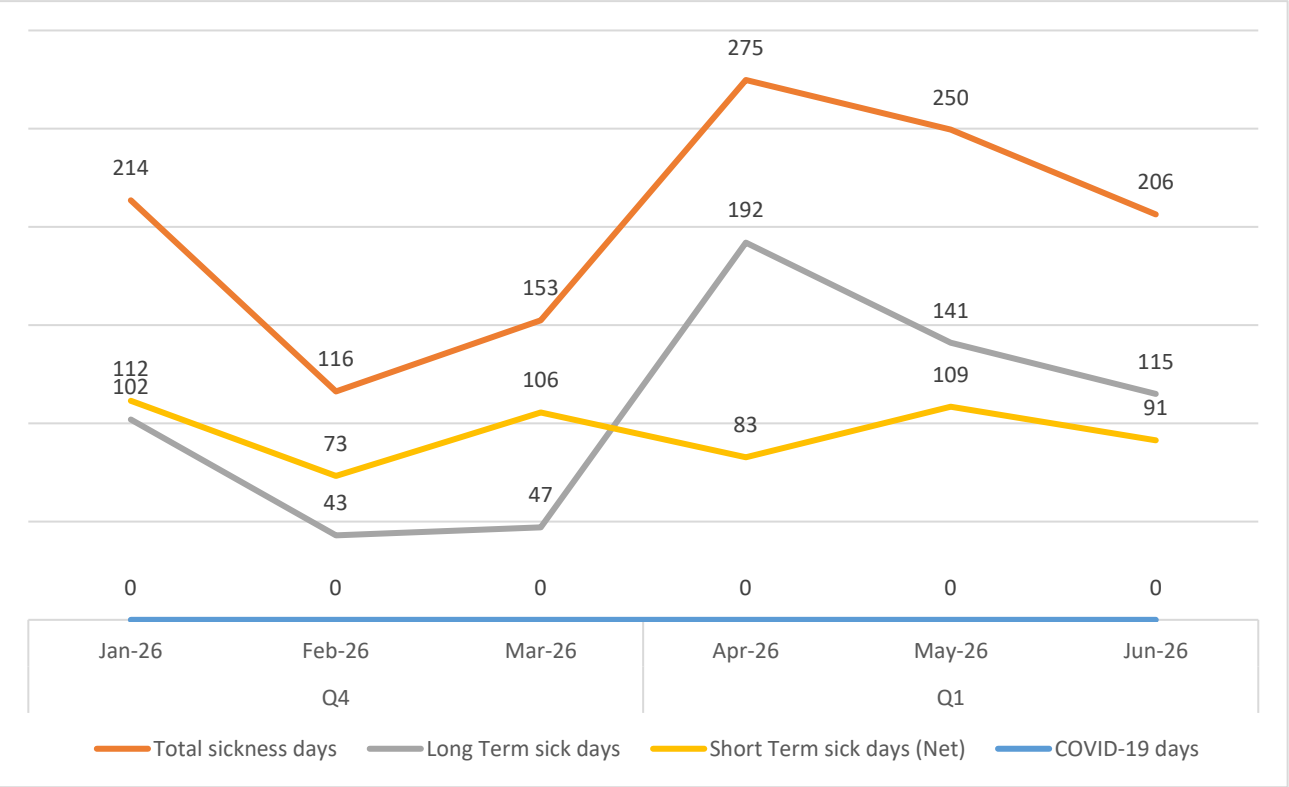
Total shortlisted:
148



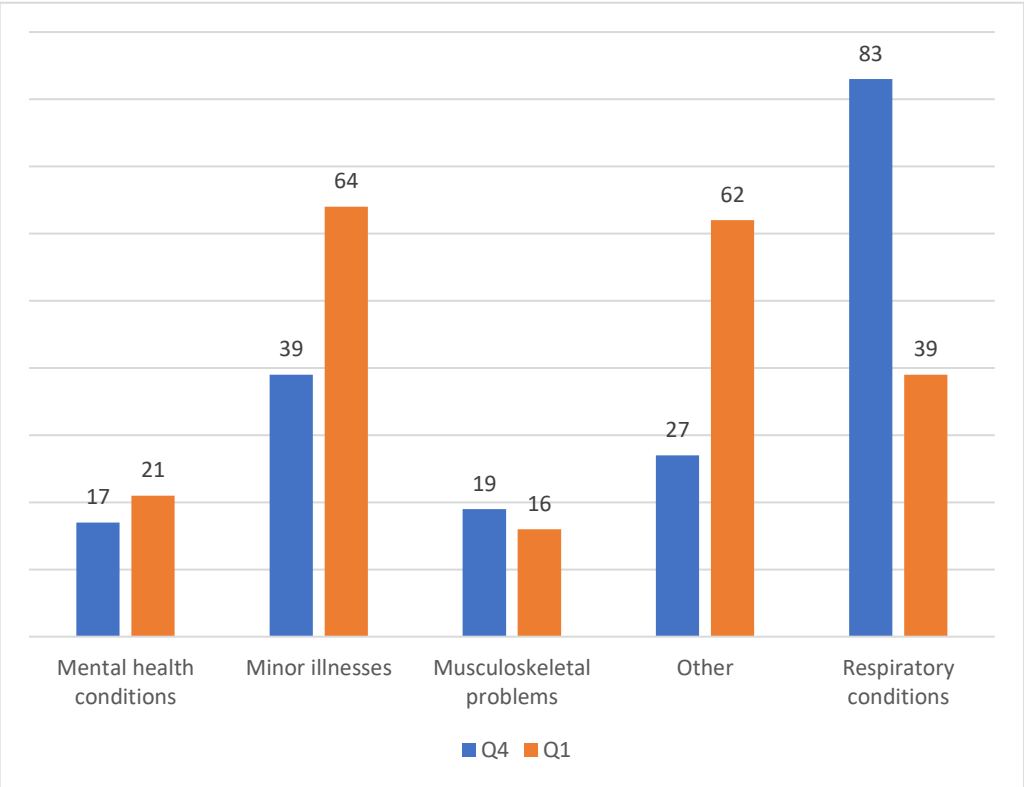
*KPI <42 days



Sickness Absence



Occurrences of sickness absence (by top 5 reasons in 2022, UK*)



%

Short-term sickness

1.1%

%

Long-term sickness

1.8%

Average sick days YTD

7 days

%

Average sick days (YTD ST)

1%

%

Average sick days (YTD Total)

3%

↑

↓

Highest Peak:

Apr 2026

Lowest: Feb

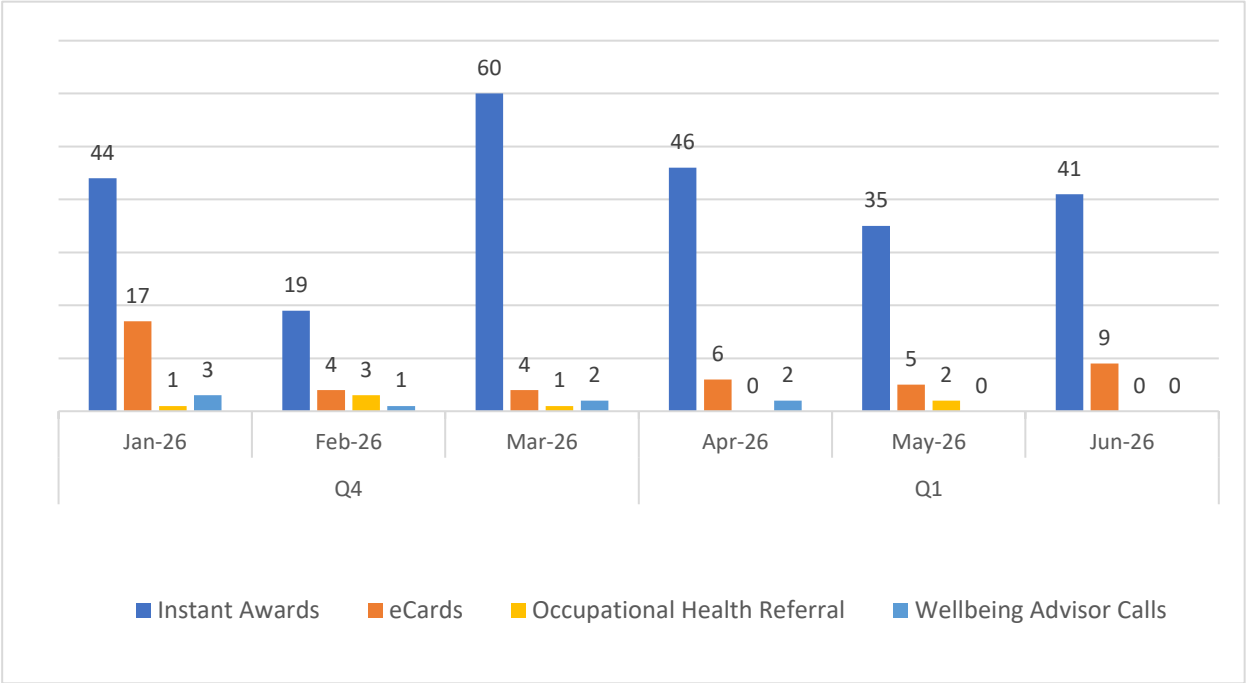
2026

HCPC	National (ONS)
3%	4.4%

*Source: ONS Sickness absence in the UK labour market: 2023-2024



Wellbeing, Recognition and Benefits Employee Relation Cases



Cycle to work

5



Eye care vouchers

14



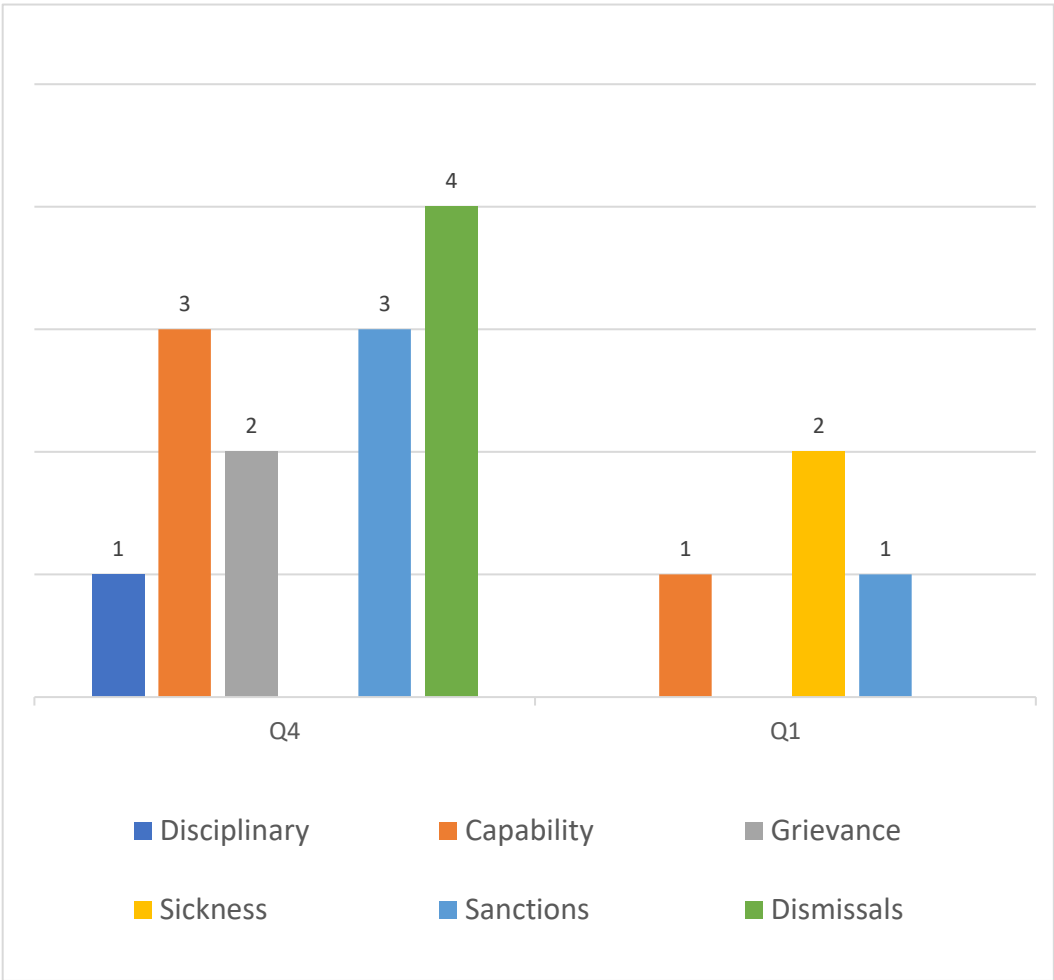
New flexible working requests

15



Reward Gateway savings

£1,253

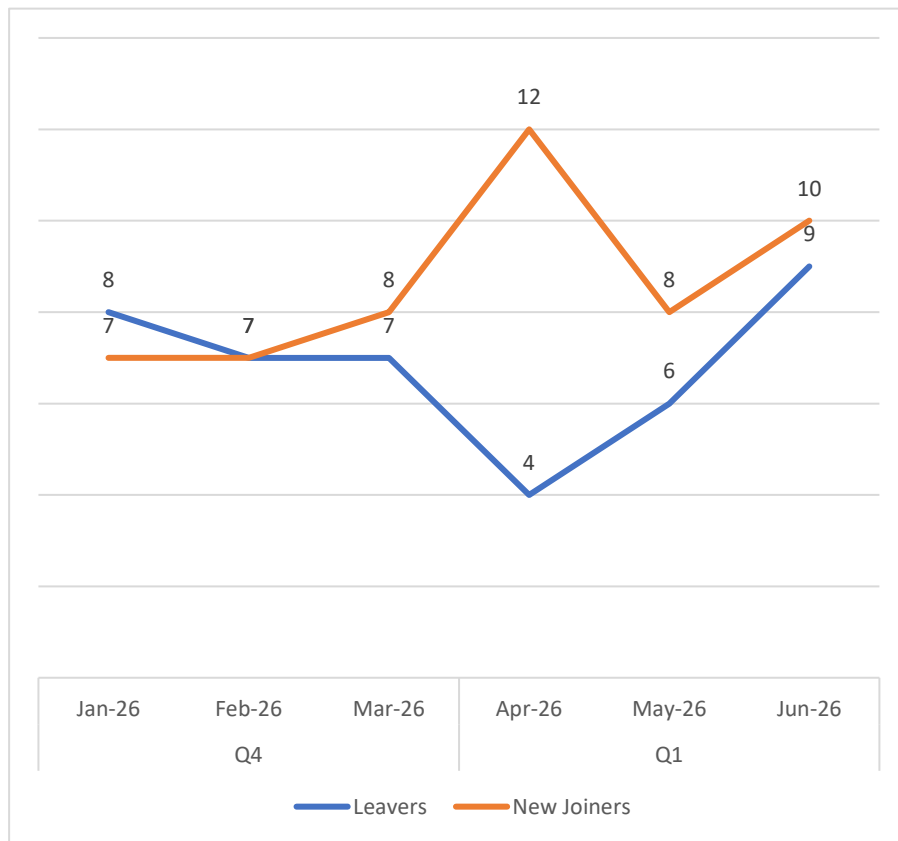


*Formal proceedings

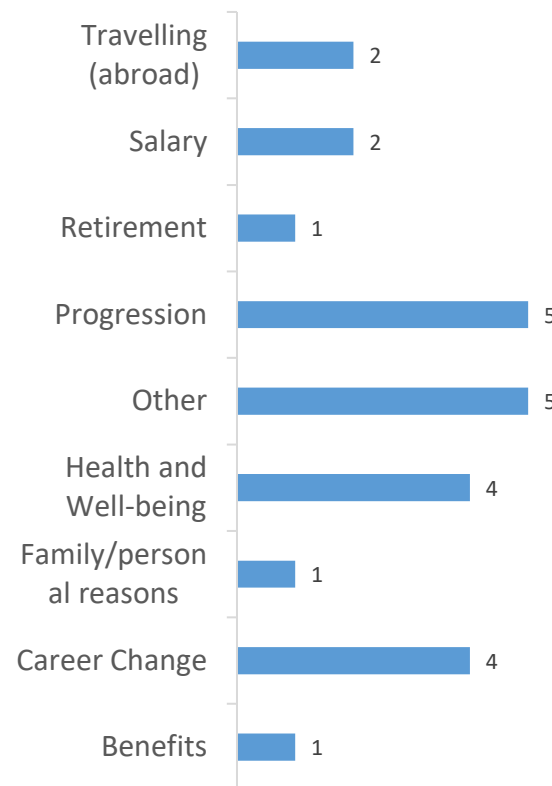


Employee Turnover and Exit Interview Feedback

Leavers and Joiners



Reasons for leaving



Average leavers*

6



Average length of service***

2.3 yrs



Average new joiners*

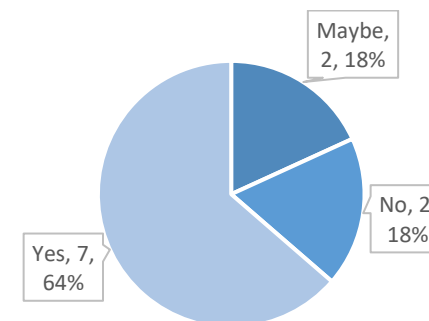
10



Average vacancies (FTE)**

4.5%

Recommend HCPC



Total leavers :
19

Voluntary turnover
rate (YTD) : 14%

Overall turnover
rate (YTD) : 19%
Average UK
turnover rate: 34%
(25% for Public
sector)

Exit interview
completion rate:
58%

Retention rate:
83%

*Based on quarterly reporting

**Based on number of vacancies and target establishment

***Average length of service based on total number of leavers

Learning/Organisational Development Activity

Training/Workshop	Number of Attendance
All Employees – Antisemitism Awareness Briefing x3 sessions	308
All Employees – Islamophobia Awareness Briefing x3 sessions	300
Ergonomics Policy – Manager drop-in x3 Sessions	45
Managers Briefing - Employment Law update	28
Recruitment, Onboarding & Probation workshop	12
Corporate Induction event	17
Resilience training for FTP x5 training days	139
Grand total	849

Apprenticeship programmes	Progress update
Accounting & Taxation Professional Level 7 Apprenticeship (39 months)	X2 learners progressing well
Safety, Health and Environment Technician Level 3	Progressing well
Data and AI Foundations – Level 3	Progressing well
Coaching Level 5 Programme	Progressing well
Operations/Departmental Manager Level 5	Progressing well

Compliance eLearning courses completion rate
94%

Corporate Induction Feedback

HCPC Welcome and orientation:

100% of new starters felt the corporation induction event was positive & satisfactory.

Individual contribution to HCPC:

100% new starters understand how they contribute to team and HCPC objectives

Values and behavioural standards:

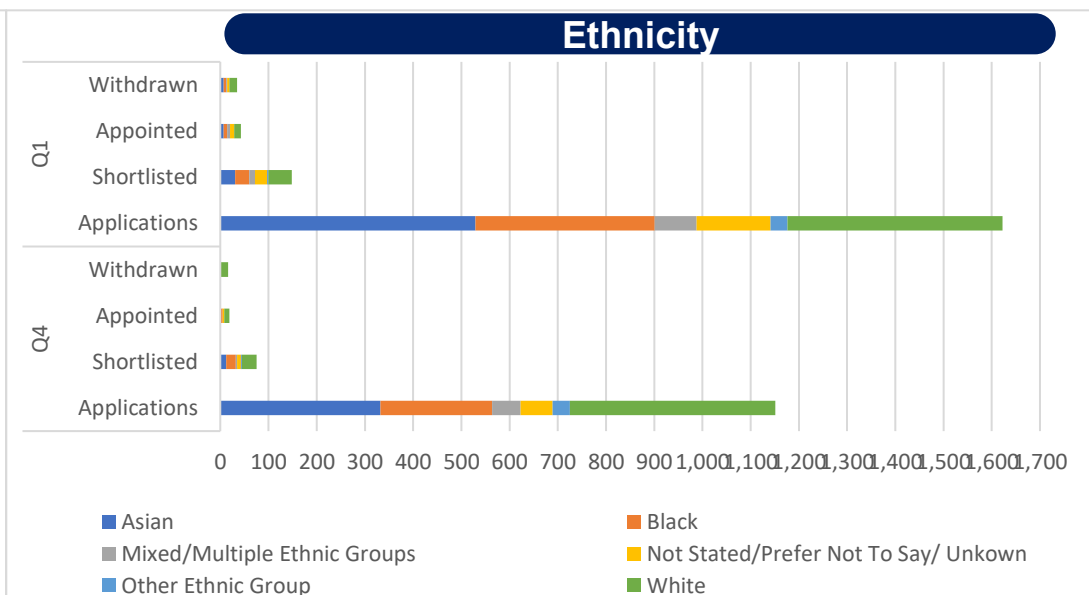
100% of new starters are fully aware of the HCPC values and the behaviours expected of them

Recruitment experience

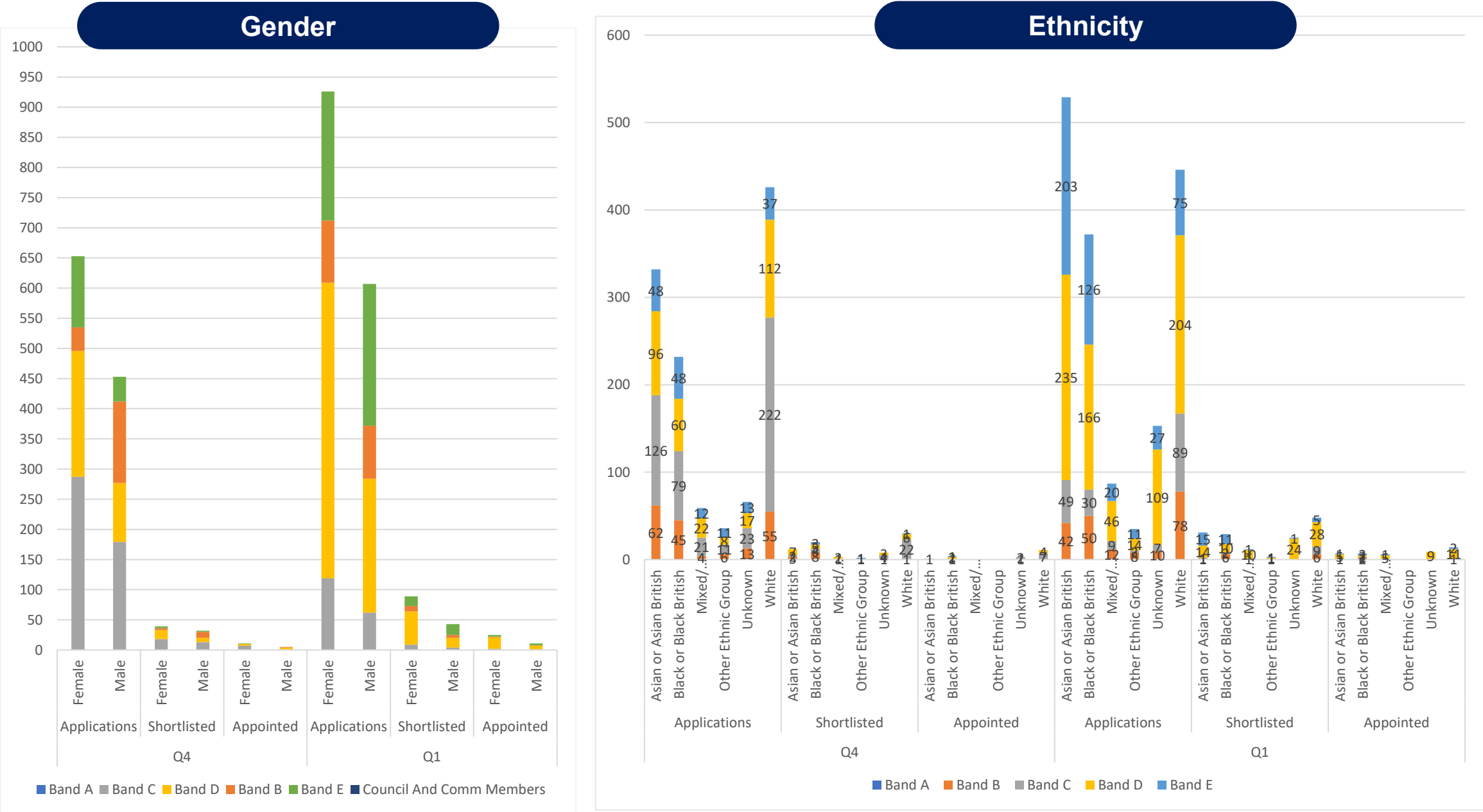
92% of new starters felt the overall recruitment & selection process was positive

HCPC priorities: 92% new starters understand HCPC's work/vision/purpose and key priorities

Annual Performance Development Review Completion rate
97%



Recruitment Candidate Pay Band Breakdown



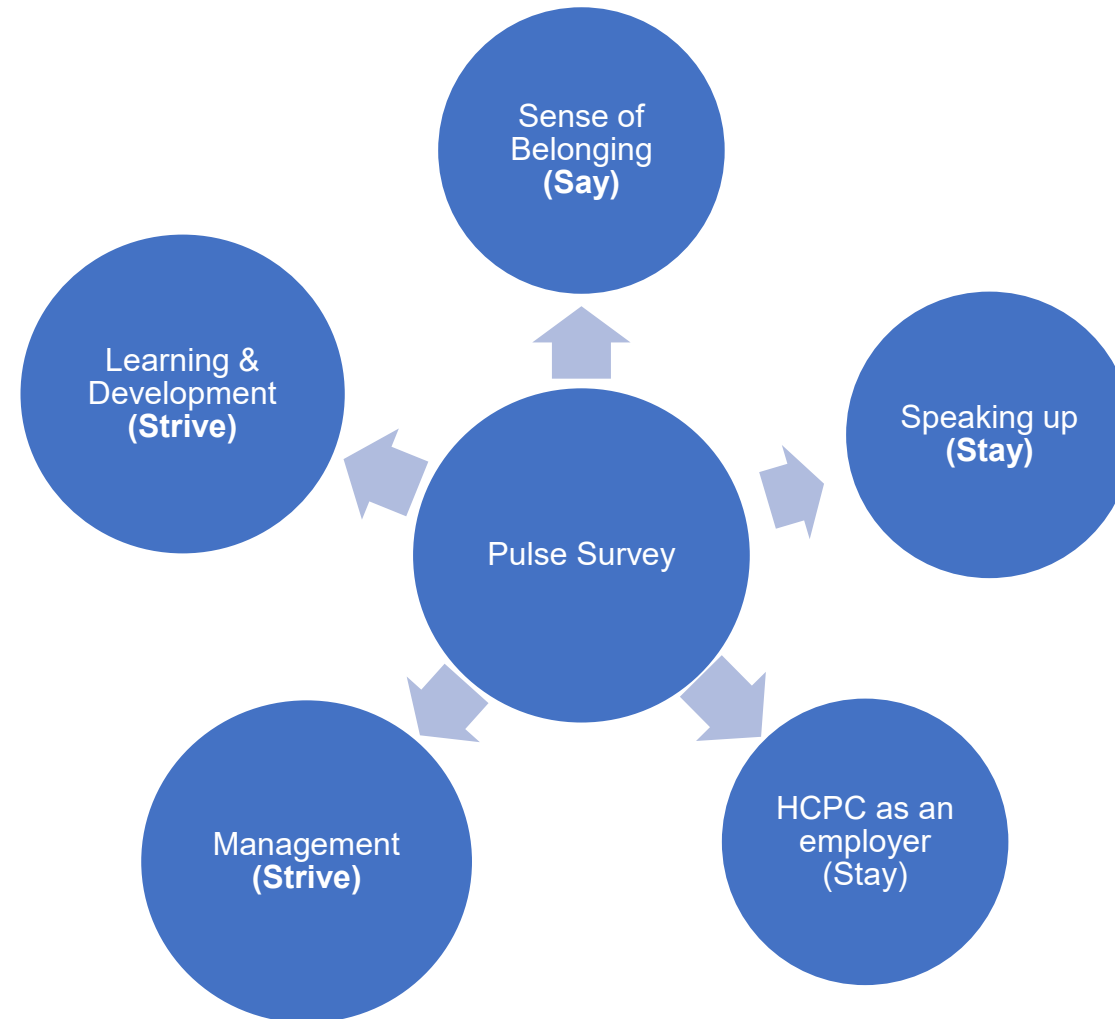
Our core aims are threefold:

1. Making the HCPC a place where people are proud and excited to work
2. Ensuring teams and individuals are trusted with responsibility and accountable for what they do
3. Development and wellbeing of our staff are recognised as fundamental

Employee Pulse Survey

Q1 2026-2027

1. Updated 26/27 Pulse Surveys

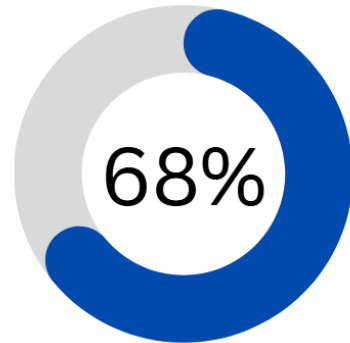


2. Key Takeaways for Q1 Survey

- 254 responses were received in Q1 2026/27 with an overall response rate of 67%; a minor decrease of one point from 68% in Q4 2025/26.
- Overall employee satisfaction increased slightly from 80% in Q4 to 82% in the first quarter of 2026-27. The Sense of Belonging (86.8%) and HCPC as an Employer (79.2%) themes both improved on their Q4 positions.
- This quarter's survey data show some positive increases in scores in areas including :
 - ❖ I am able to manage boundaries between my work and personal time (increasing from 78% in Q4 to 84.6% in Q1)
 - ❖ I feel confident any concerns raised would be addressed (increasing from 64% in Q4 to 70.1% in Q1)
 - ❖ The HCPC demonstrates it is a caring organisation (increasing from 71% in Q4 to 74.8% in Q1)
 - ❖ I feel proud to work for the HCPC (increasing from 80% in Q4 to 82.7% in Q1)
- There were also some areas where there was a noted decrease in scoring like:
 - ❖ I am able to access the Senior Leadership Team if/as and when required (4-point decrease, falling from 78% in Q4 to 74% in Q1)
 - ❖ My manager provides me with constructive feedback (2-point decrease, falling from 88% in Q4 to 86% in Q1)
 - ❖ I understand the goals of my team (1 point decrease, falling from 97% in Q4 to 96% in Q1, though still one of the highest scores in the survey)
- Learning and Development (L&D) scores rose sharply this quarter, but both L&D questions were reworded for 2026/27, so this should be treated as provisional rather than a confirmed trend.
- Analysis of the two 'Speaking Up' questions indicated that while 91.3% of respondents were aware of the different avenues available to raise a concern (up from 91% in Q4), 70.1% felt confident any concerns raised would be addressed (up from 64% in Q4) — a gap of 21.2%, narrower than the 27% gap in Q4.
- Workload pressure remains concentrated in Fitness to Practise (FTP) Case Progression and Quality, where 80.4% of respondents report difficult or unmanageable workloads (broadly unchanged from 82% in Q4). 84.4% of every 'consistently difficult to manage' response across the entire survey still originates from this single department (aggregate mean score of 3.76 out of 5).

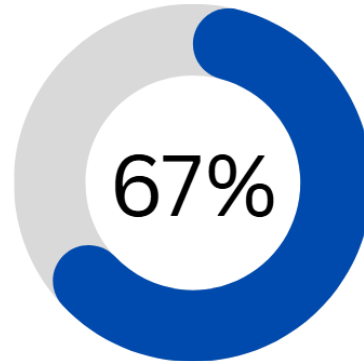
3. Respondents

2025/26 – Quarter 4



251 Responses

2026/27 – Quarter 1



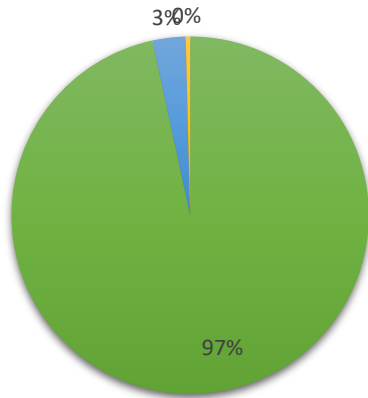
254 Responses

Department (s)	Number of Responses	Q4 Response Rate	Q1 Response Rate
Assurance and Compliance	9	83%	75%
Business Change	6	75%	50%
Communications, Engagement and Public Affairs	11	83%	92%
Education	8	80%	80%
Finance	13	82%	76%
FTP Tribunal Service	34	66%	69%
FTP Case Progression and Quality	56	60%	65%
FTP Legal Services	26	68%	62%
Governance, Partners and OCCE	8	70%	89%
Human Resources	15	93%	100%
Insight, Intelligence and Analytics	5	100%	83%
IT	12	89%	67%
Office Services	5	70%	50%
Policy, Standards and EDI	8	82%	73%
Professionalism and Upstream Regulation	4	60%	80%
Registration and Regulatory Development & Performance	34	58%	52%
Total	254	68%	67%

4. Sense of Belonging (Say)

I understand the goals of my team

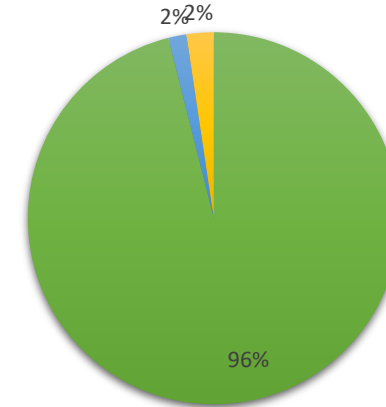
2025/26 - Quarter 4



■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

243 respondents strongly
agreed or agreed with
question

2026/27 - Quarter 1



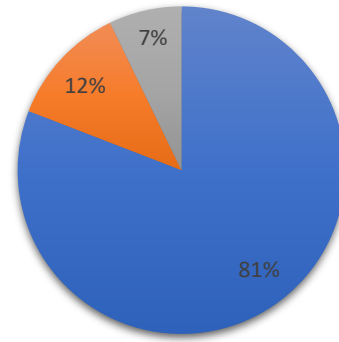
■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

244 respondents strongly
agreed or agreed with
question

4. Sense of Belonging (Say)

I feel connected to the HCPC's values

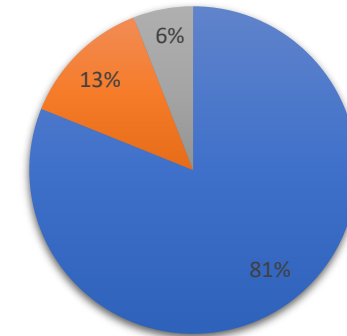
2025/26 - Quarter 4



■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

203 responders strongly
agreed or agreed with
question

2026/27 - Quarter 1



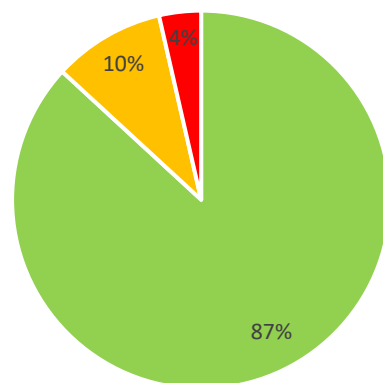
■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

206 responders strongly
agreed or agreed with question

4. Sense of Belonging (Say)

I am confident that HCPC is a diverse employer

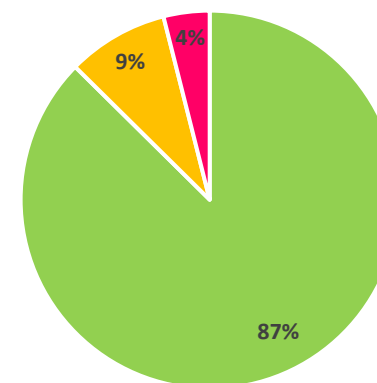
2025/26 - Quarter 4



■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

218 respondents strongly
agreed or agreed

2026/27 - Quarter 1



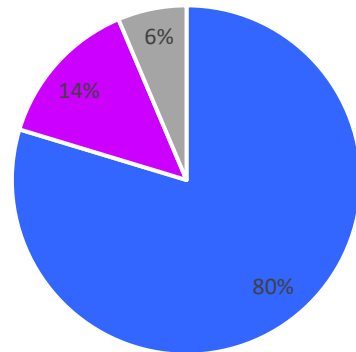
■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

222 respondents strongly
agreed or agreed

4. Sense of Belonging (Say)

I feel proud to work for the HCPC

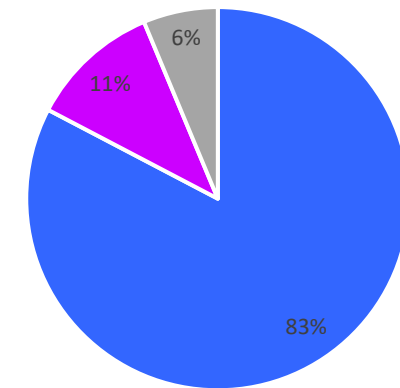
2025/26 - Quarter 4



■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

200 respondents agreed or strongly
agreed with the question

2026/27 - Quarter 1

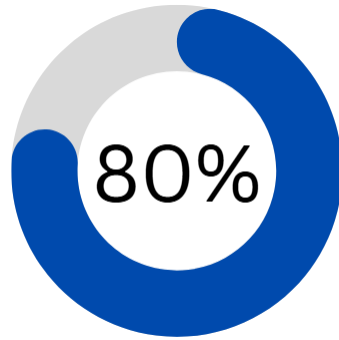


■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

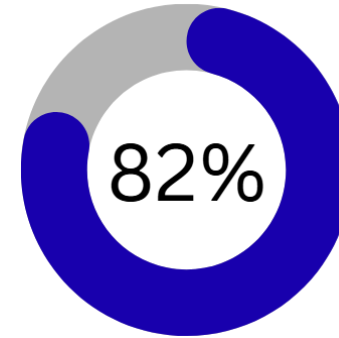
210 respondents agreed or strongly
agreed with the question

5. HCPC as an Employer

Employee Satisfaction Score



2025/26 – Quarter 4



2026/27 – Quarter 1

5. HCPC as an employer (Stay)

3

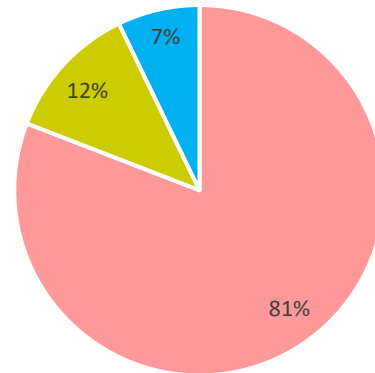
Compassionate,
inclusive and effective
leadership at all levels

I feel informed about what is currently happening at the HCPC

4

Develop and embed an
organisational culture
where morale is high

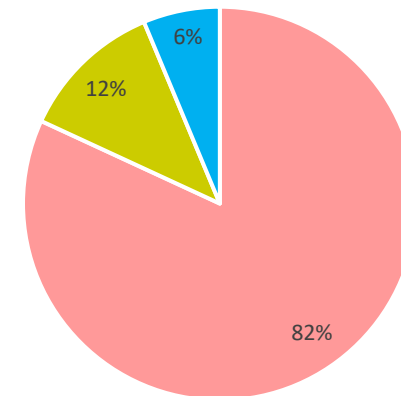
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

203 respondents strongly
agreed or agreed

2026/27 - Quarter 1



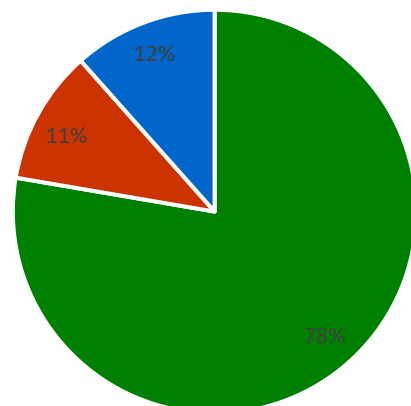
Strongly agree/agree Neutral Strongly disagree/disagree

208 respondents strongly
agreed or agreed

5. HCPC as an Employer (Stay)

I am able to manage boundaries between my work and personal time in a way that works for me.

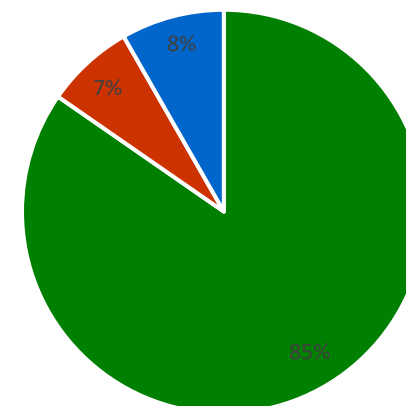
2025/26 - Quarter 4



■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

195 respondents strongly
agreed or agreed

2026/27 - Quarter 1



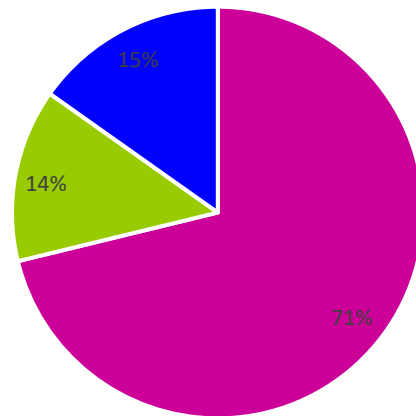
■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

215 respondents strongly
agreed or agreed

5. HCPC as an Employer (Stay)

The HCPC demonstrates it is a caring organisation

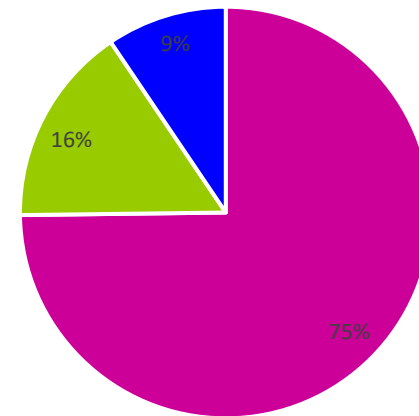
2025/26 - Quarter 4



■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

178 respondents strongly
agreed or agreed

2026/27 - Quarter 1



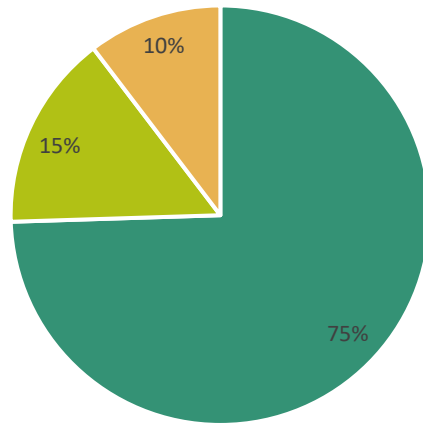
■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

190 respondents strongly
agreed or agreed

5. HCPC as an Employer (Stay)

I receive recognition for my work

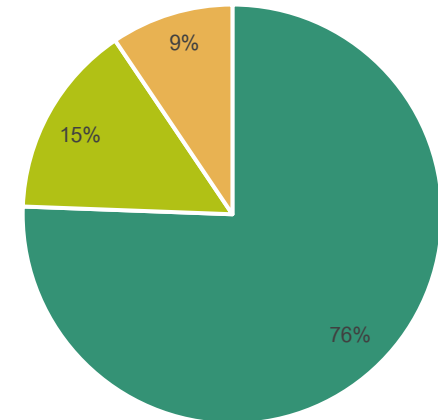
2025/26 - Quarter 4



■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

187 respondents strongly
agreed or agreed

2026/27 - Quarter 1



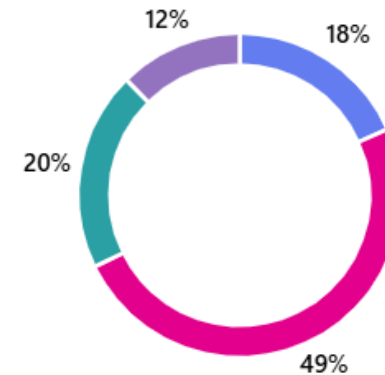
■ Strongly agree/agree ■ Neutral ■ Strongly disagree/disagree

192 respondents strongly
agreed or agreed

5. HCPC as an Employer (Stay)

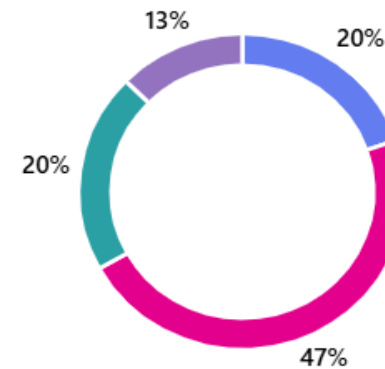
Which statement best reflects your experience over the past 3 months?

● My workload is consistently manageable	46
● My workload fluctuates but is usually manageable	124
● My workload is often difficult to manage	50
● My workload is consistently difficult to manage	31



2025/26 - Quarter 4

● My workload is consistently manageable	50
● My workload fluctuates but is usually manageable	120
● My workload is often difficult to manage	52
● My workload is consistently difficult to manage	32



2026/27 - Quarter 1

6. Management (Strive)

3

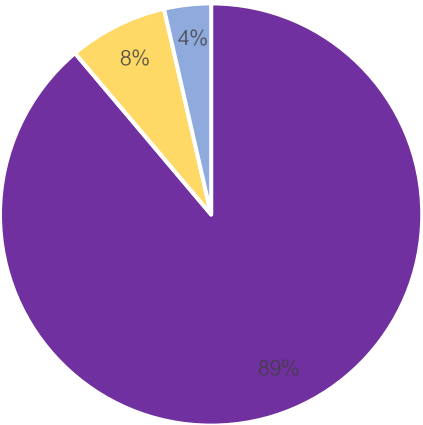
Compassionate, inclusive and effective leadership at all levels

My manager sets clear goals

4

Develop and embed an organisational culture where morale is high

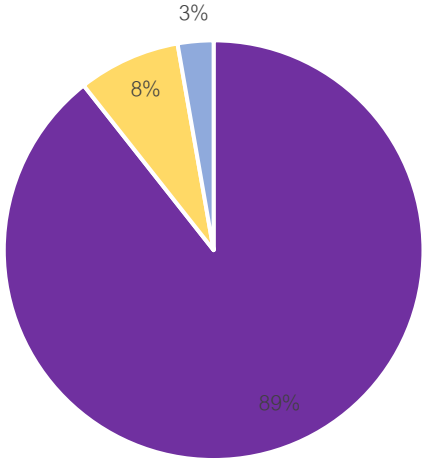
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

223 respondents agreed or strongly agreed

2026/27 - Quarter 1



Strongly agree/agree Neutral Strongly disagree/disagree

227 respondents agreed or strongly agreed

6. Management (Strive)

3

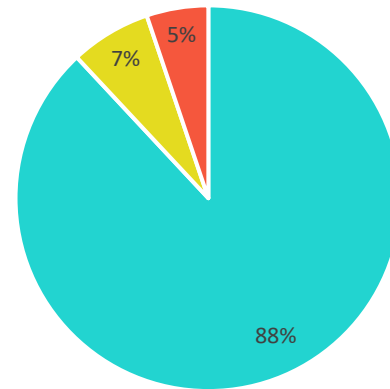
Compassionate,
inclusive and effective
leadership at all levels

My manager provides me with constructive feedback

4

Develop and embed an
organisational culture
where morale is high

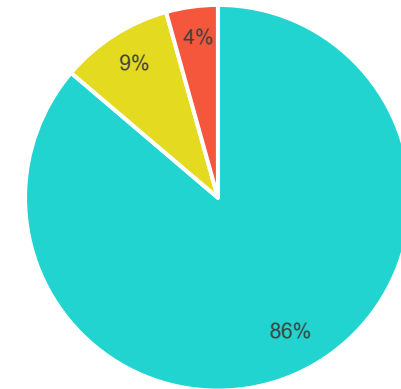
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

221 respondents strongly
agreed or agreed

2026/27 - Quarter 1



Strongly agree/agree Neutral Strongly disagree/disagree

219 respondents strongly
agreed or agreed

6. Management (Strive)

3

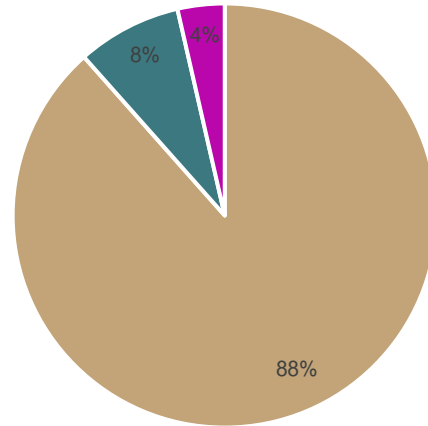
Compassionate,
inclusive and effective
leadership at all levels

I feel my manager values my opinions and feedback

4

Develop and embed an
organisational culture
where morale is high

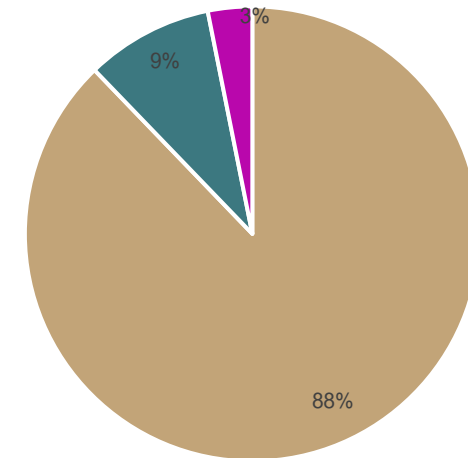
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

222 respondents strongly
agreed or agreed

2026/27 - Quarter 1



Strongly agree/agree Neutral Strongly disagree/disagree

223 respondents strongly
agreed or agreed

6. Management (Strive)

3

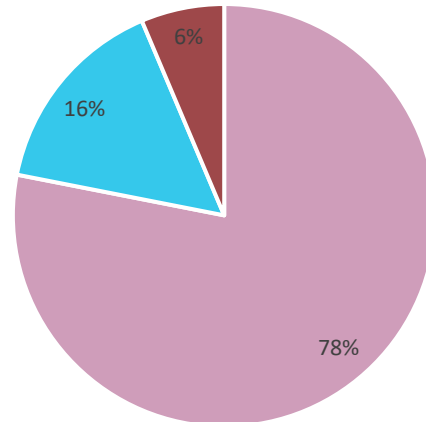
Compassionate, inclusive and effective leadership at all levels

I am able to easily access the Senior Leadership Team (Head of Departments and ELT) if/as and when required

4

Develop and embed an organisational culture where morale is high

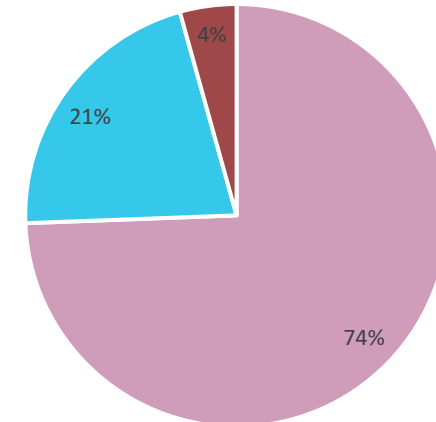
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

196 respondents strongly agreed or agreed

2026/27 - Quarter 1



Strongly agree/agree Neutral Strongly disagree/disagree

189 respondents strongly agreed or agreed

7. Learning and development (Strive)

2

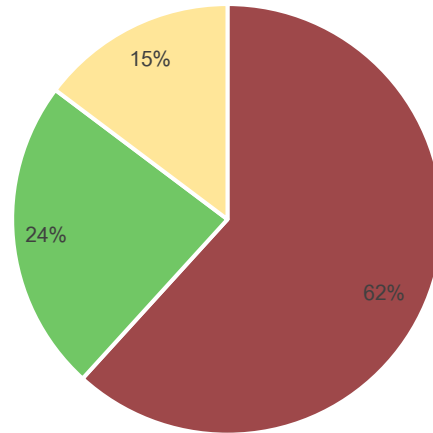
High performing,
capable and skilled
organisation

HCPC provides various L&D opportunities that support my personal and professional development

4

Develop and embed an
organisational culture
where morale is high

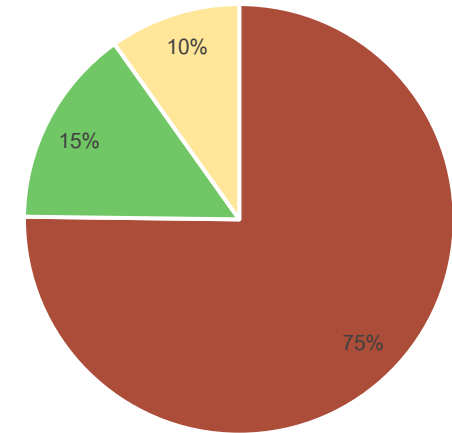
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

155 respondents strongly
agreed or agreed

2026/27 - Quarter 1



Strongly agree/agree Neutral Strongly disagree/disagree

191 respondents strongly
agreed or agreed

7. Learning and development (Strive)

2

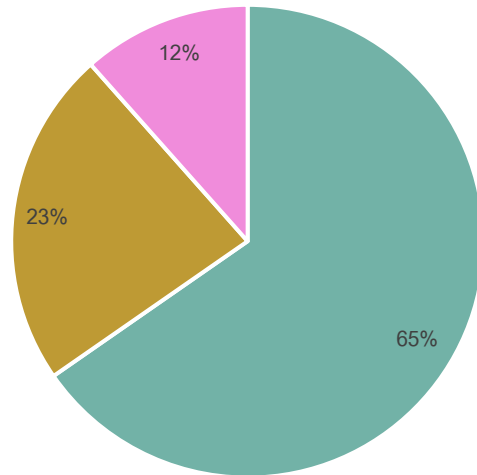
High performing,
capable and skilled
organisation

I am able to access the learning and development opportunities I need to do my job effectively

4

Develop and embed an
organisational culture
where morale is high

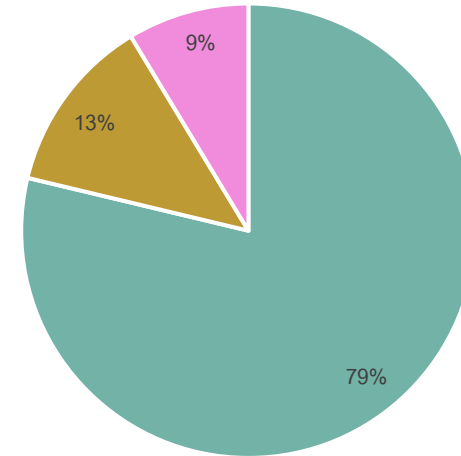
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

164 respondents strongly
agreed or agreed

2026/27 - Quarter 1



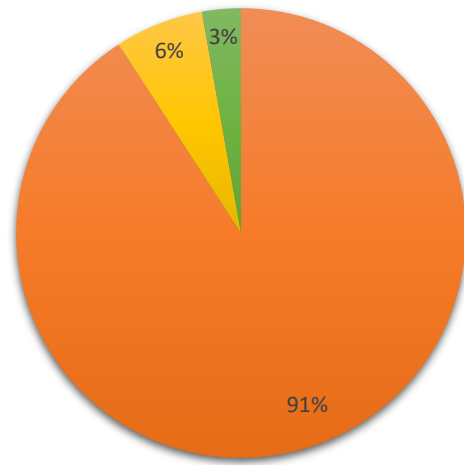
Strongly agree/agree Neutral Strongly disagree/disagree

200 respondents strongly
agreed or agreed

8. Speaking up (Say/Stay)

I am aware of the different avenues available to me if I need to raise a concern

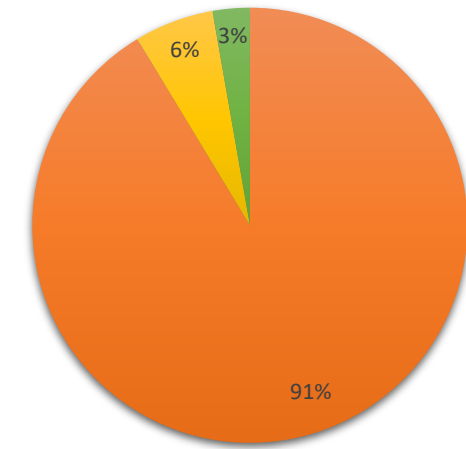
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

228 respondents strongly agreed
or agreed

2026/27 - Quarter 1



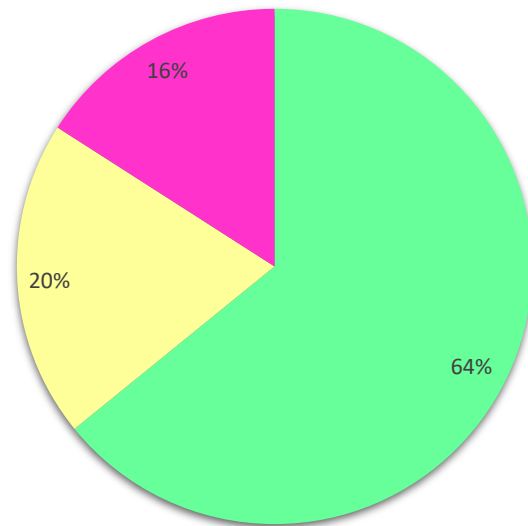
Strongly agree/agree Neutral Strongly disagree/disagree

232 respondents strongly agreed
or agreed

8. Speaking up (Say/Stay)

I feel confident any concerns raised would be addressed

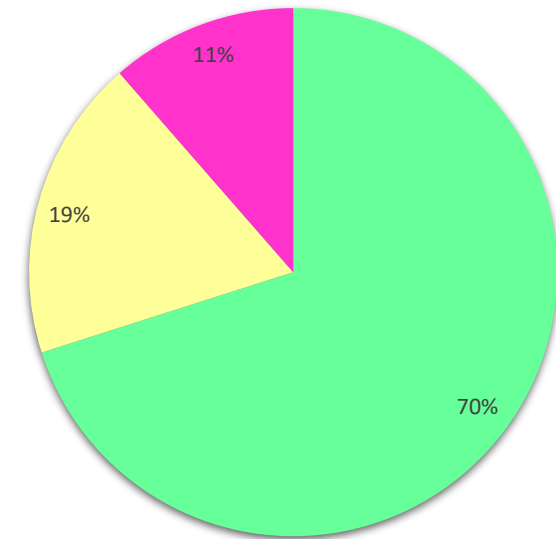
2025/26 - Quarter 4



Strongly agree/agree Neutral Strongly disagree/disagree

161 respondents strongly agreed
or agreed

2026/27 - Quarter 1



Strongly agree/agree Neutral Strongly disagree/disagree

178 respondents strongly agreed
or agreed