

## Voluntary Reporting on Disability, Mental Health, and Wellbeing - 2022

### Disability

The Capital City Partnership (CCP) Anonymous Staff Survey 2022 took place in November 2022. Out of the 30 people employed at that time, 25 completed it - giving us an 83.3% completion rate.

40% of respondents consider themselves to have a disability or long-term health condition.

As part of our staff handbook, CCP has an Equality and Diversity policy which reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex or sexual orientation.

Support provided to employees has included but is not limited to:

- Time off for medical appointments
- Equipment purchased to allow disabled staff to carry out their work – this includes speech software, hearing devices, and ergonomic keyboards.
- Disabled access
- Flexible working.

When recruiting, all CCP job adverts contain the Disability Confident logo and application forms/equal opportunities forms contain information about the guaranteed interview scheme to encourage applications from people with disabilities.

### Staff Satisfaction

CCP creates a friendly and inclusive working environment where all employees feel valued, safe, and respected.

Results of the CCP Staff Survey 2022 show that:

- 72% of respondents strongly agreed their line manager helps and supports them, while the remaining 28% agreed
- 56% of respondents strongly agreed their colleagues helps and supports them, while the remaining 44% agreed.

When asked if employees were satisfied with their physical working environment, respondents of the CCP Staff Survey 2022 stated they:

- Strongly agree – 48%
- Agree – 40%
- Neither agree nor disagree – 12%.

In the CCP Staff Survey 2022, respondents scored an average of 8.20/10 in job satisfaction.

## Mental Health and Wellbeing

In April 2022, CCP introduced an Employee Assistance Programme (EAP) to all employees. This includes online learning resources and support around disabilities and mental health, as well as access to therapy/counselling sessions (either online or in person) for all employees. CCP also paid for a digital gym as part of the EAP so that employees can access free, online gym/exercise classes to support their physical and mental health.

Results of the CCP Staff Survey 2022 show that respondents scored an average score of 7.56/10 for physical health and 7.24/10 for mental health.

CCP takes part in the See Me in Work Programme - committing to tackling mental health stigma and discrimination in the workplace.

CCP also takes part in World Mental Health Day and Mental Health Awareness Week, signposting employees to information, resources, and support.

CCP staff have attended Disability Awareness training and Mental Health Awareness training, including Mental Health First Aid. More recently, CCP staff have completed online training in the following areas:

- Diversity and Inclusion
- Dealing with Depression
- Dealing with Anxiety
- Workplace Wellbeing.

## Resources

For full results of the CCP Staff Survey 2022 here: [Staff Survey 2022 | Capital City Partnership](#)

View the CCP Staff Handbook here: [Staff Handbook | Capital City Partnership](#)