

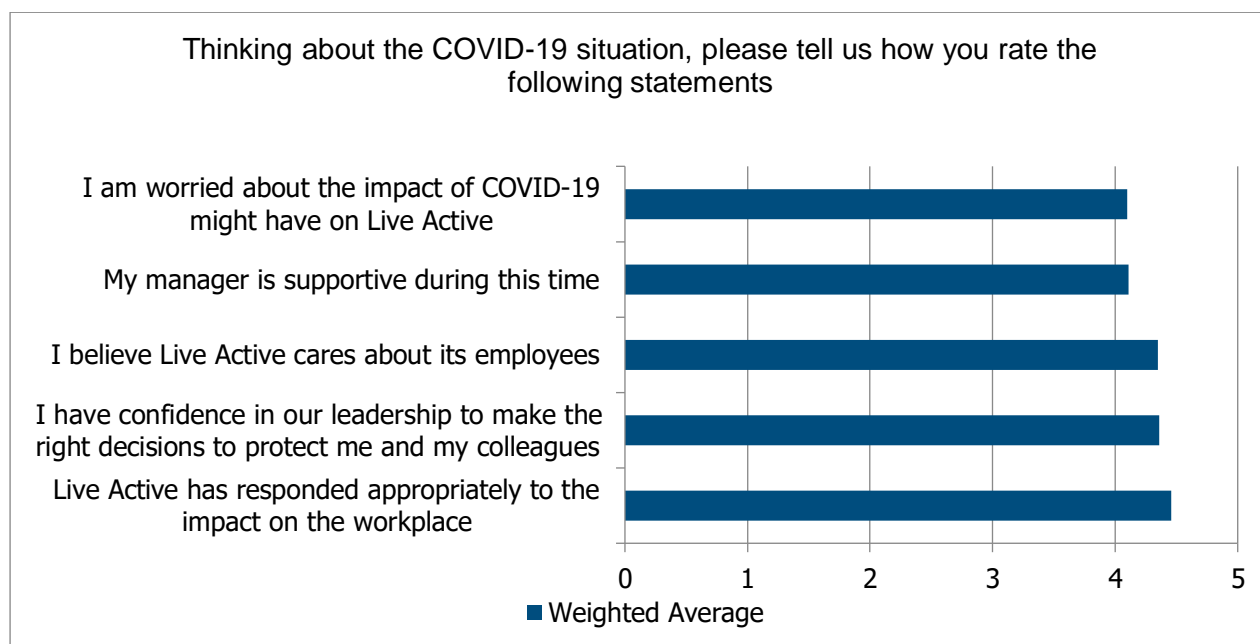
Employee COVID-19 Survey Summary

July 2020

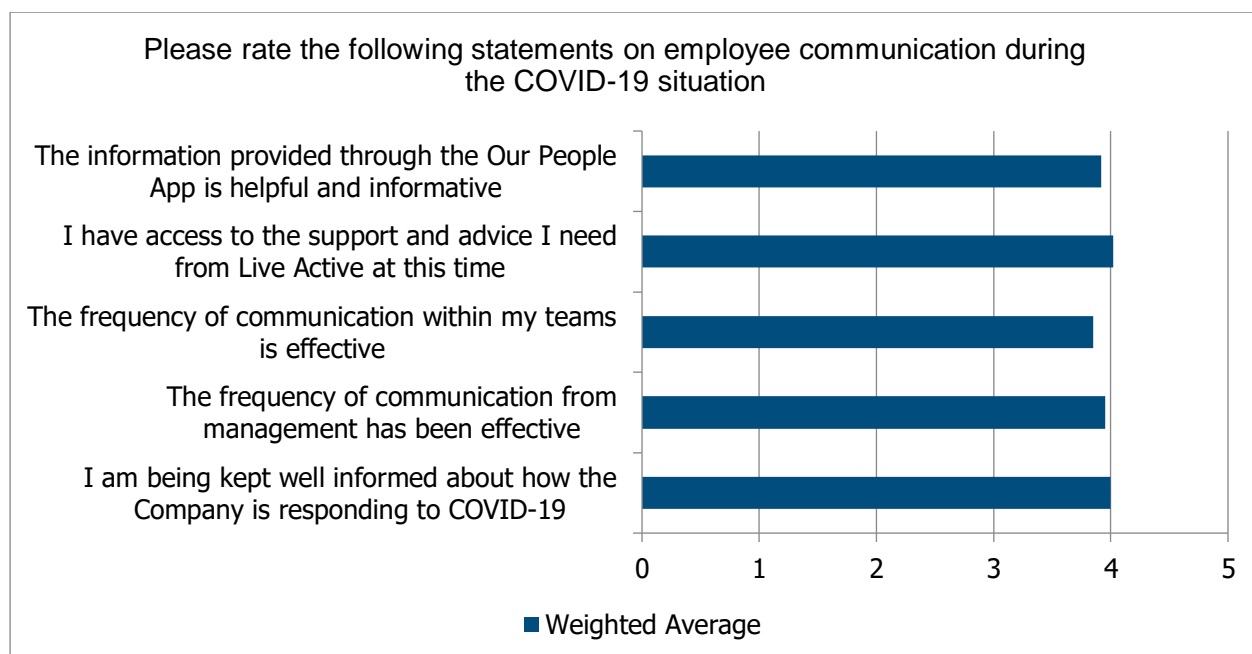


Overview

The following is a summary of the survey sent to all Live Active Employees to gather their feedback on the COVID-19 situation, how they think Live Active has reacted and their thoughts on moving into the next stages as lock down restrictions begin to lift.



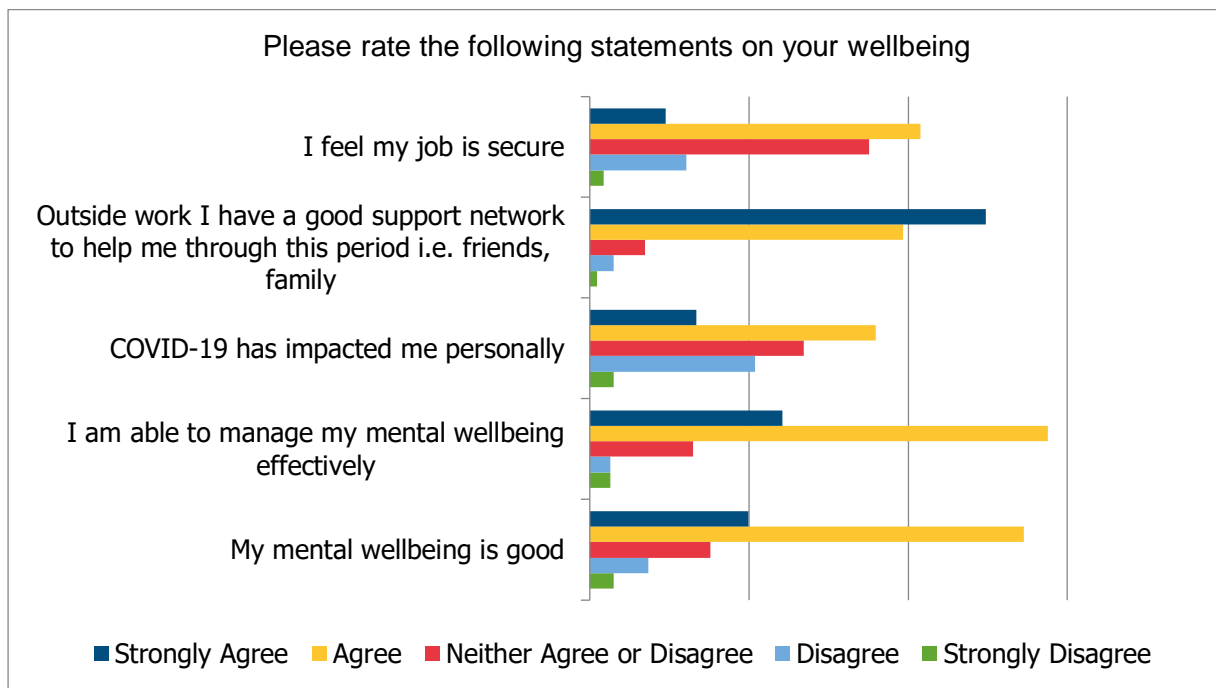
Open ended questions relating to Q1 can be found [here](#)



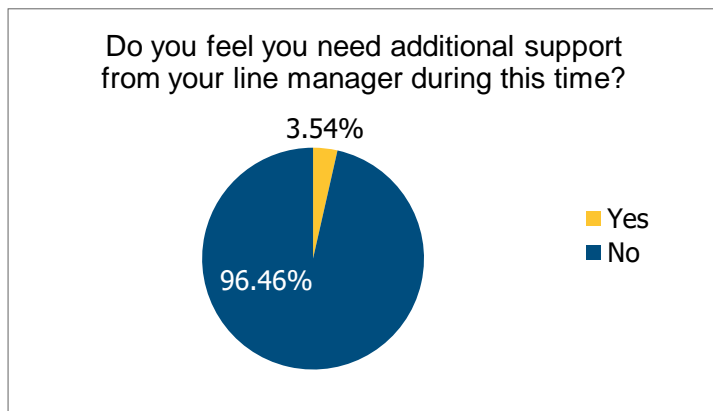
Open ended responses relating to communication can be found [here](#)

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Open ended responses relating to wellbeing can be found [here](#)



Respondents who advised they needed additional support didn't leave any details to be contacted.

Biggest concerns on returning to work responses can be found [here](#), below are the key words included in these responses:

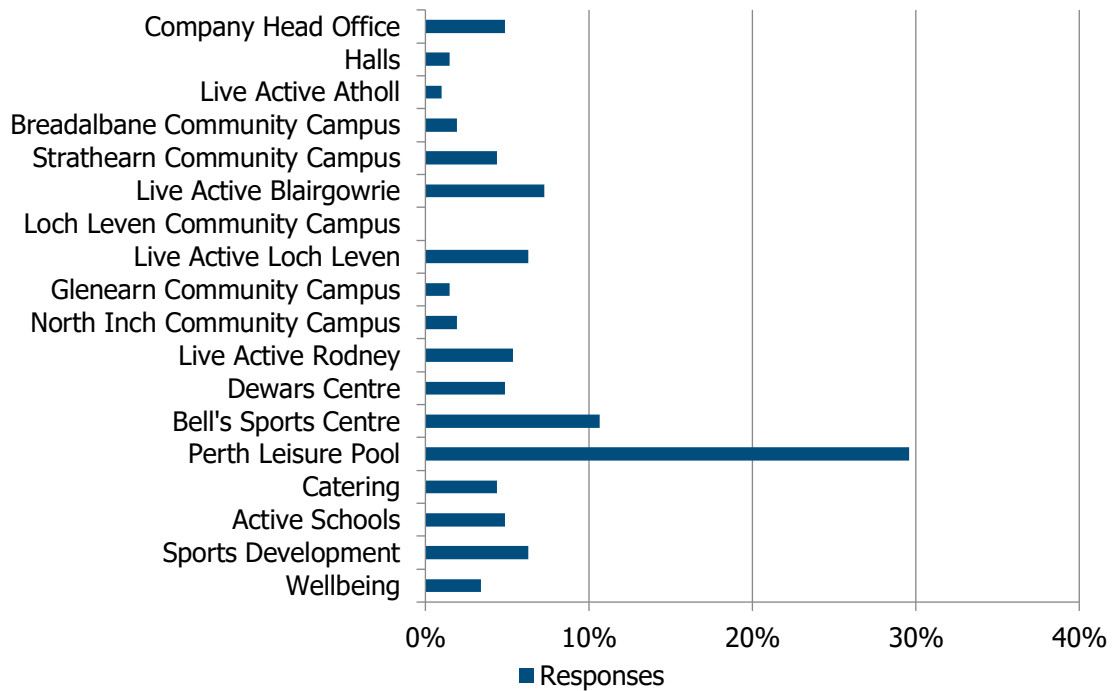
provide carry job security aware put place amount different might
 None company things school workplace used change take know
 employees place day return work ensure going
 safety measures impact want keeping worried return m
 safe public customers difficult

Employee COVID-19 Survey Summary

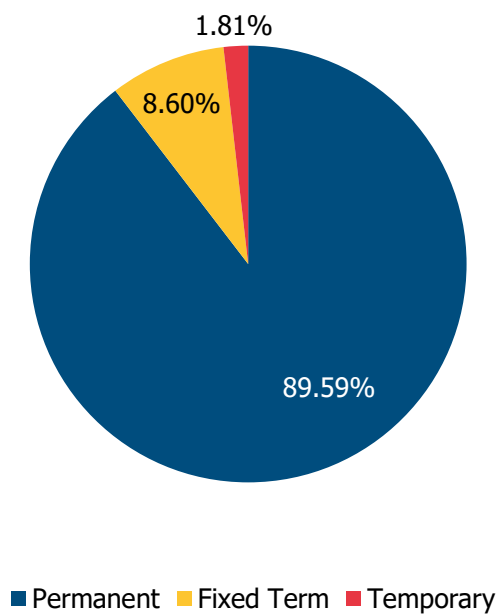
July 2020



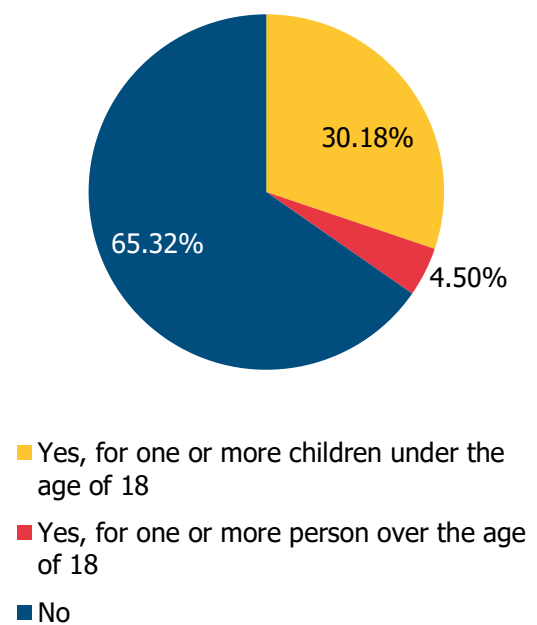
Please tell us which area of the business or venue you work in by selecting ONE option from the drop down



Please tell us ONE option best describes your contract type

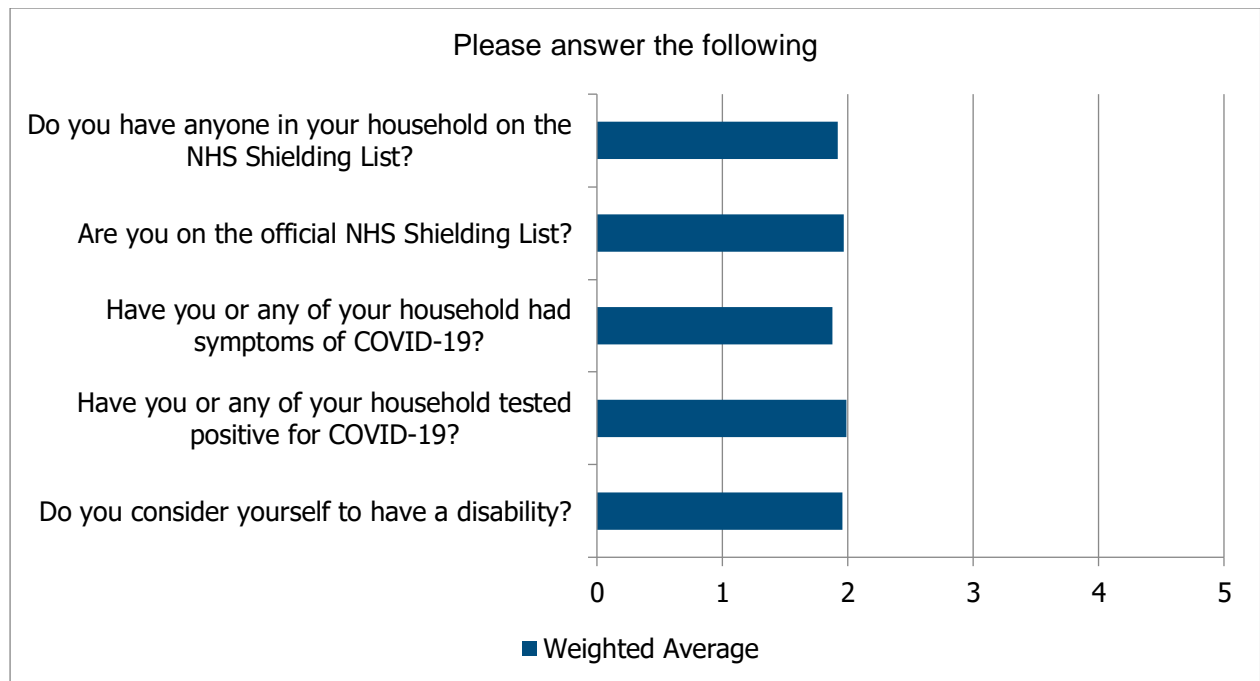
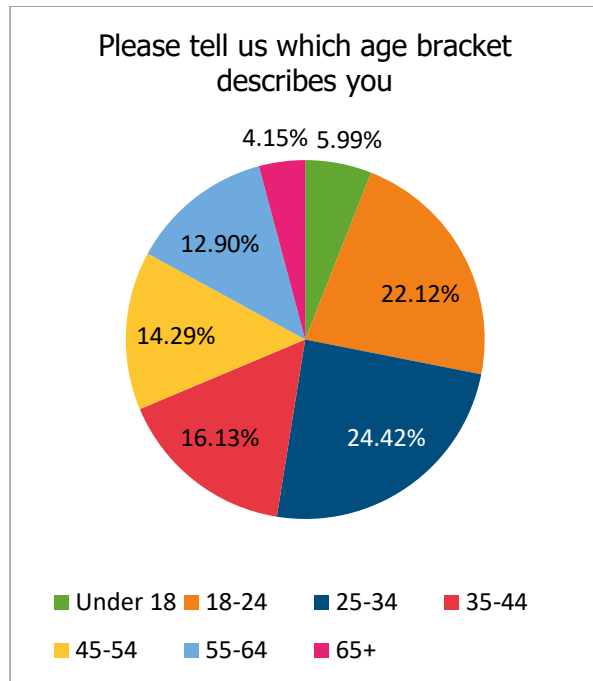


Please tell us if you have any caring responsibilities



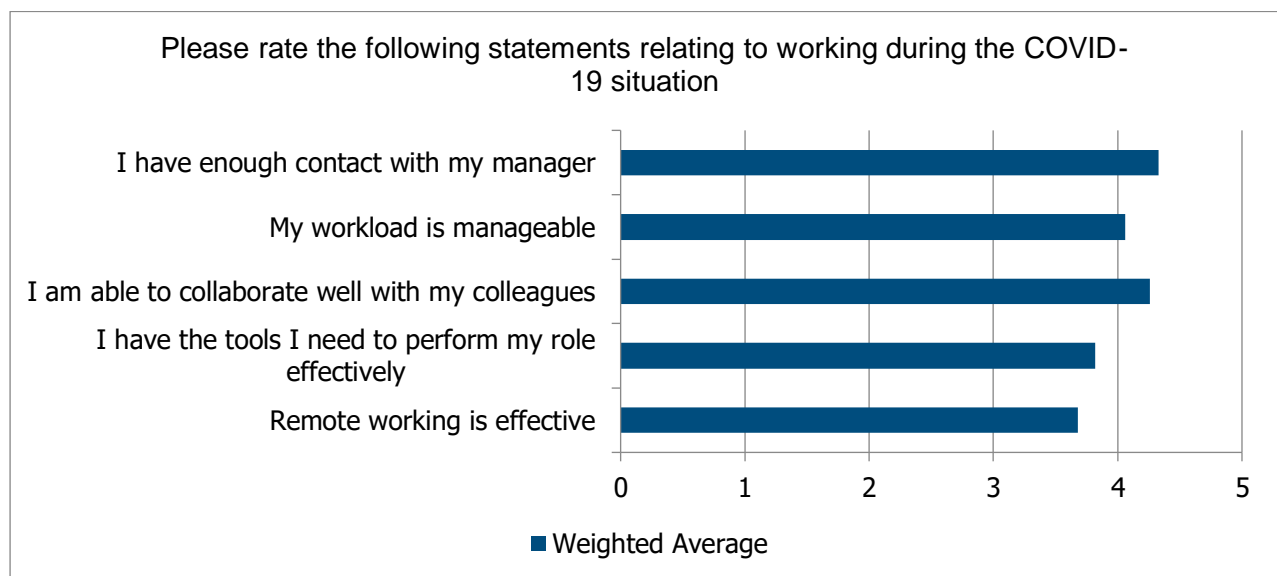
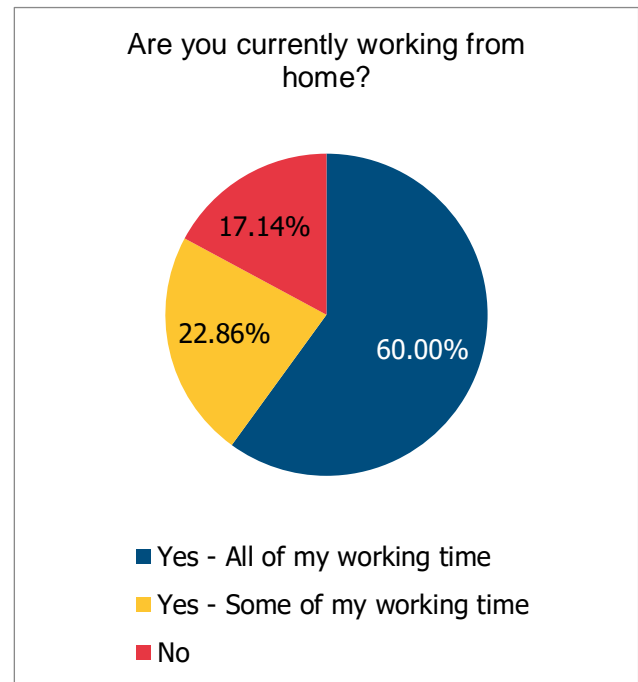
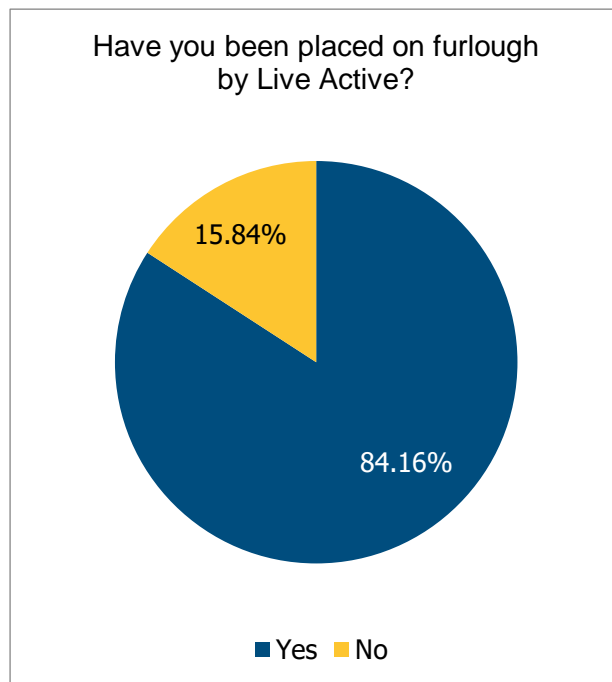
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Open ended comments from non-furlough staff can be found [here](#)

Final comment from all respondents can be found [here](#), but these are a few of the key words from them:

going^{know} worrying^{brilliant} appreciate^{huge} open^{support} LAL
back work feel^{hard} time^{will} staff^{shielding} Thank^{soon}
work^{us} live active^{part} kept^{communication} pay^{updates}
company^{think} good^{stay safe} need

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Summary

Overall respondents think LAL's response to the impact on the workplace has been positive and they show confidence in leadership to make the right decisions to protect them.

They feel they're being kept well informed on how the company is responding to the COVID-19 situation and feel they have access to the support and advice they need during this time.

The frequency of communications from management are thought to be good but team level communications were rated more poorly.

Most agree their mental wellbeing is good and that they've been able to manage their wellbeing effectively. Most strongly agree they have a good support network out with work.

Almost all of respondents feel they don't need additional support from their manager and those who advised they did didn't leave any details to be contacted.

When asked about their biggest concerns about returning to work respondents advised they advised things such as social distancing, job security and the impact COVID-19 will have on the company along with others.

Most responses were from PLP staff (30%) with a good mix across all other venues except LLCC which received none.

90% of responses were from permanent staff.

65% advised they had no caring responsibilities and those who do advised they care for children.

When asked about shielding, symptoms, testing relevant to both them and members of their household and disabilities, responses were low with few being affected.

84% of respondents are furloughed, with 60% of the non-furlough staff working from home full time.

Those working from home feel they have enough contact with managers, can work collaboratively and think their workload is manageable. While still rated well, being able to do their role effectively from home and thinking remote working was effective were rated very slightly lower.

Open ended responses would suggest that most employees feel grateful to the company for receiving the 100% on furlough and think they've been kept updated. There are others who are concerned about retuning, how social distancing will work and how the company will manage with the impact of COVID-19 feeling like they need to receive more venue specific information.