



Shropshire Council Workplace Consultation

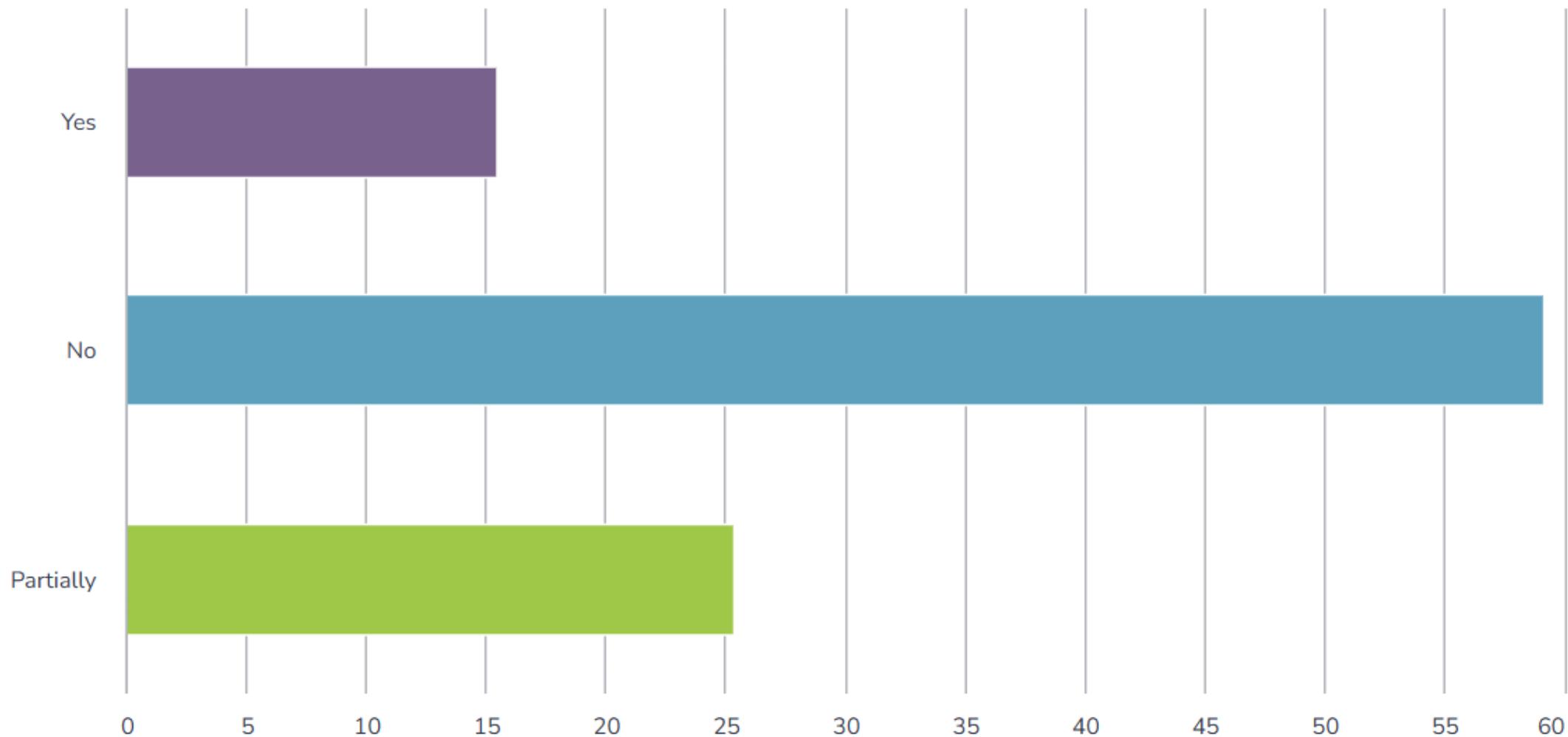
Initial Consultation Results – Presentation to the Shirehall T&F Group

13 February 2026

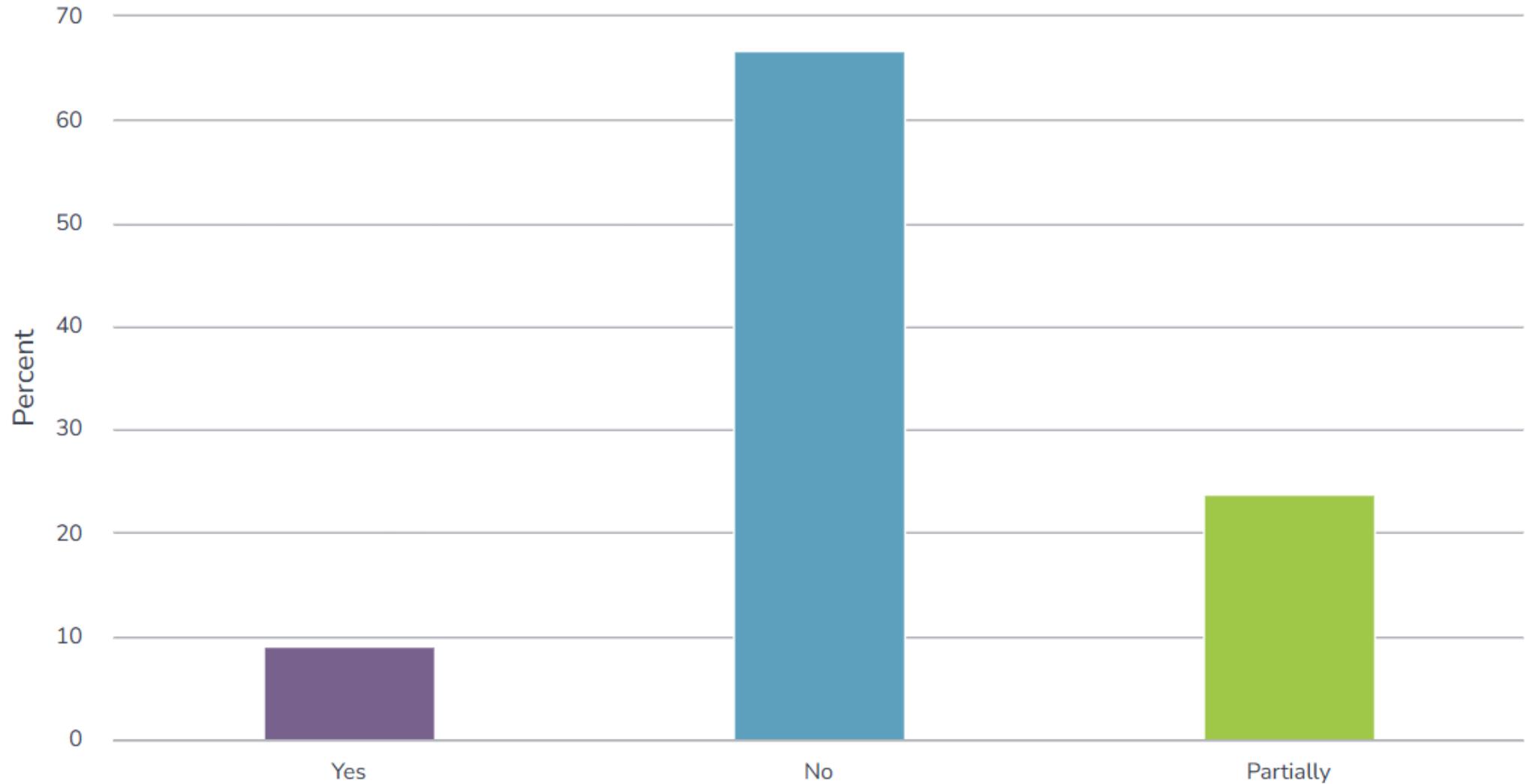
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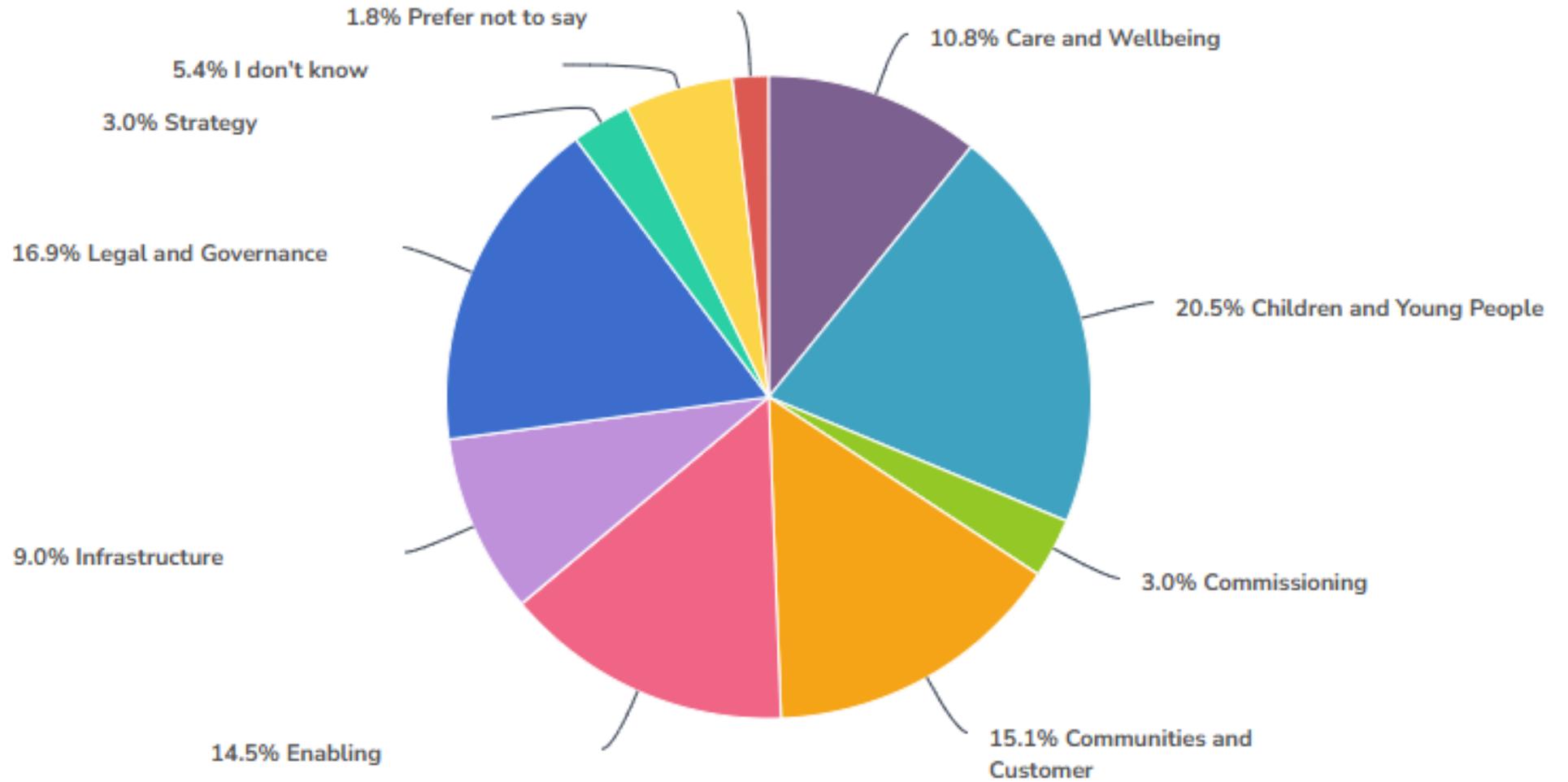
28. Do you feel staff were adequately consulted before the decant from Shirehall?



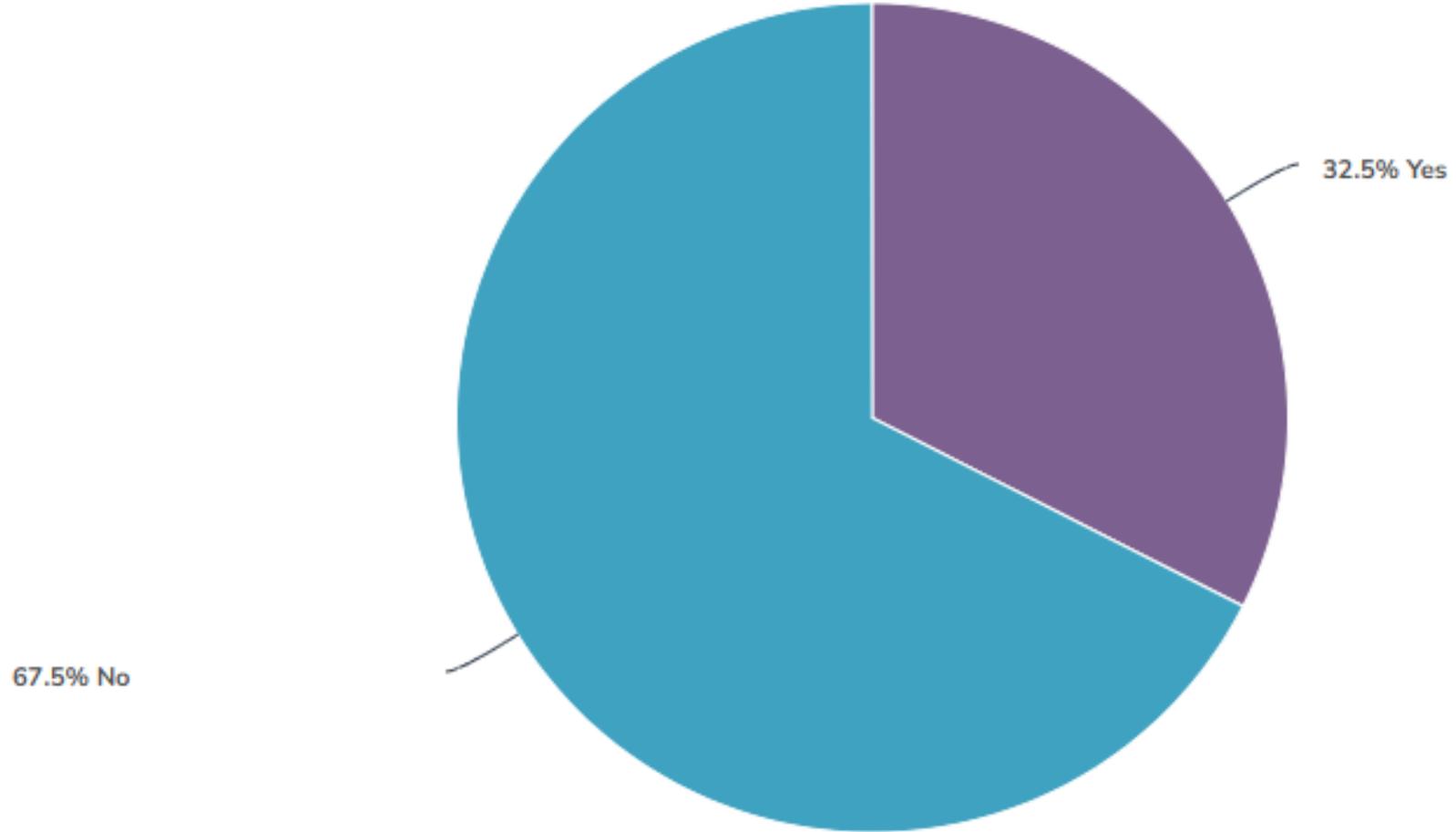
29. Do you feel staff voices will meaningfully influence the final decision?



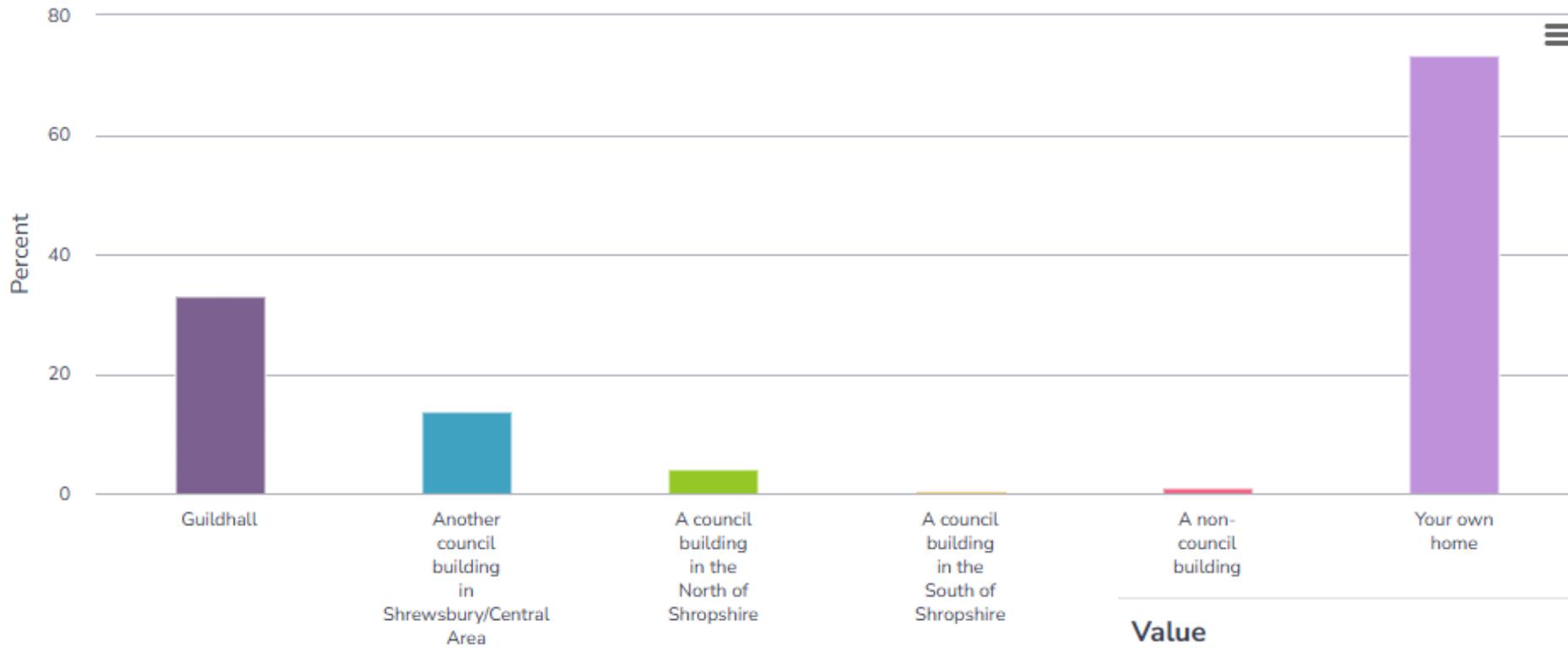
3. Which service do you work in?



4. Do you have line management responsibilities?

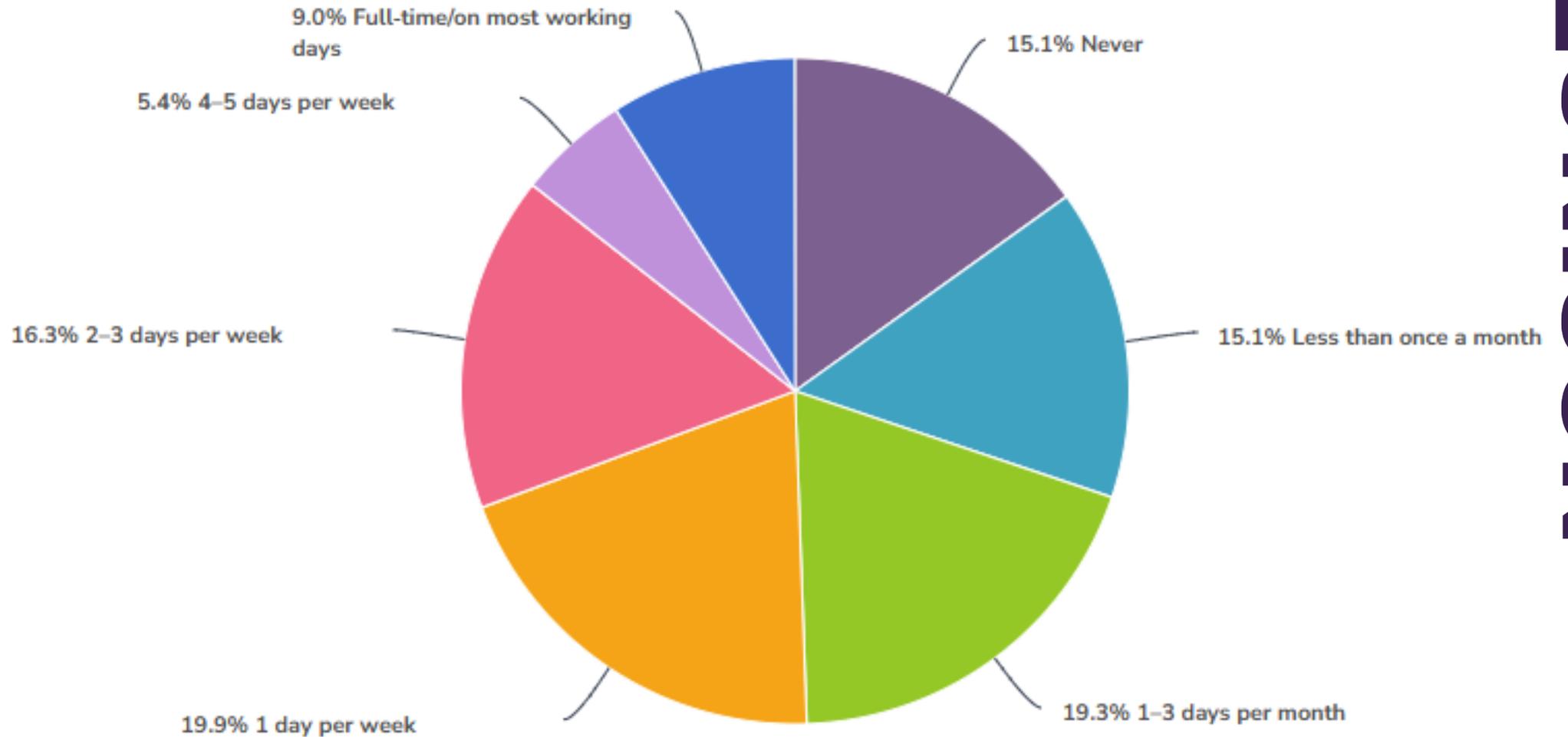


5. Which is your main work location?(Select all that apply if your time is equally split between locations)

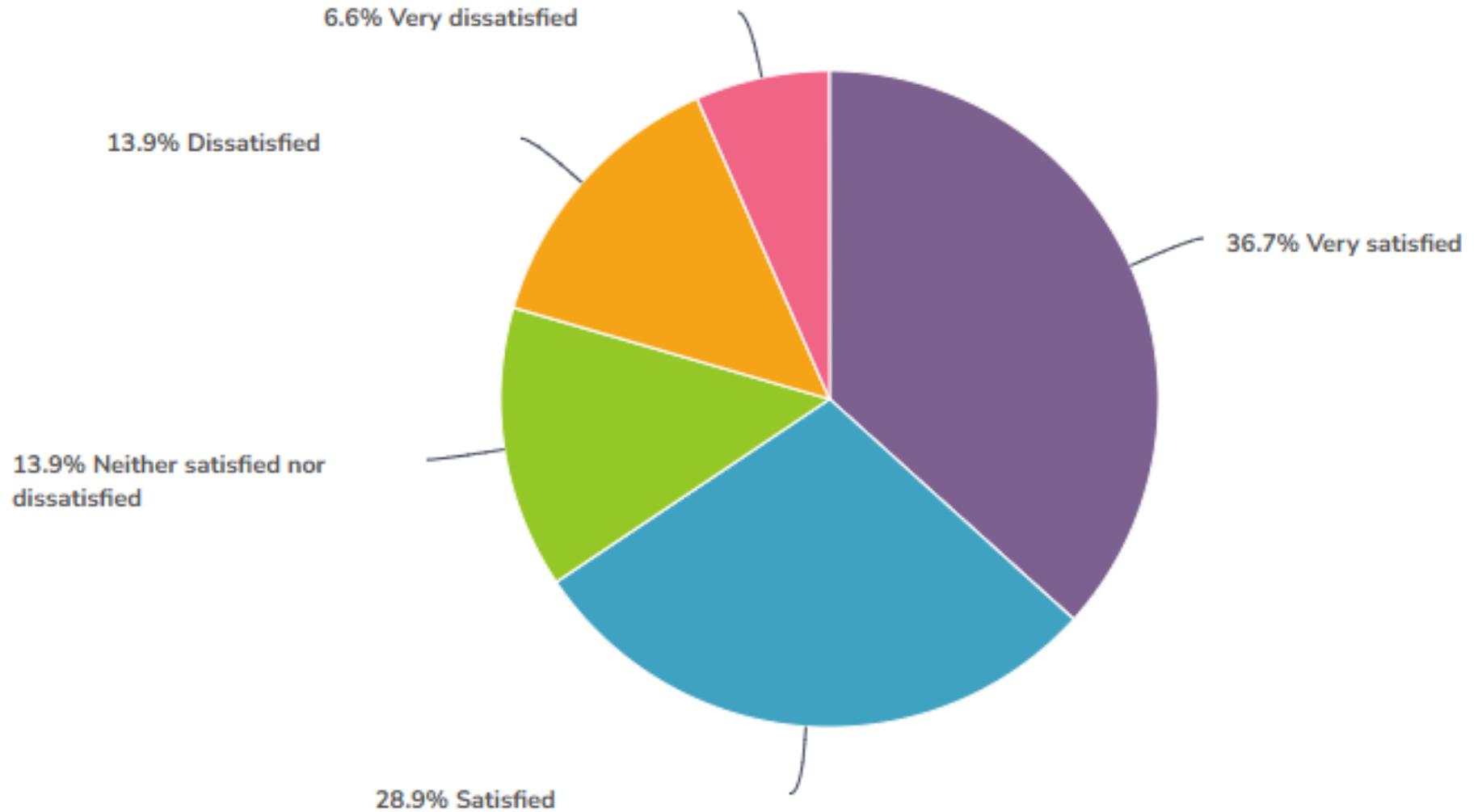


Value	Percent
Guildhall	33.1%
Another council building in Shrewsbury/Central Area	13.9%
A council building in the North of Shropshire	4.2%
A council building in the South of Shropshire	0.6%
A non-council building	1.2%
Your own home	73.5%

6. On average, how often do you work from a Shropshire Council building?



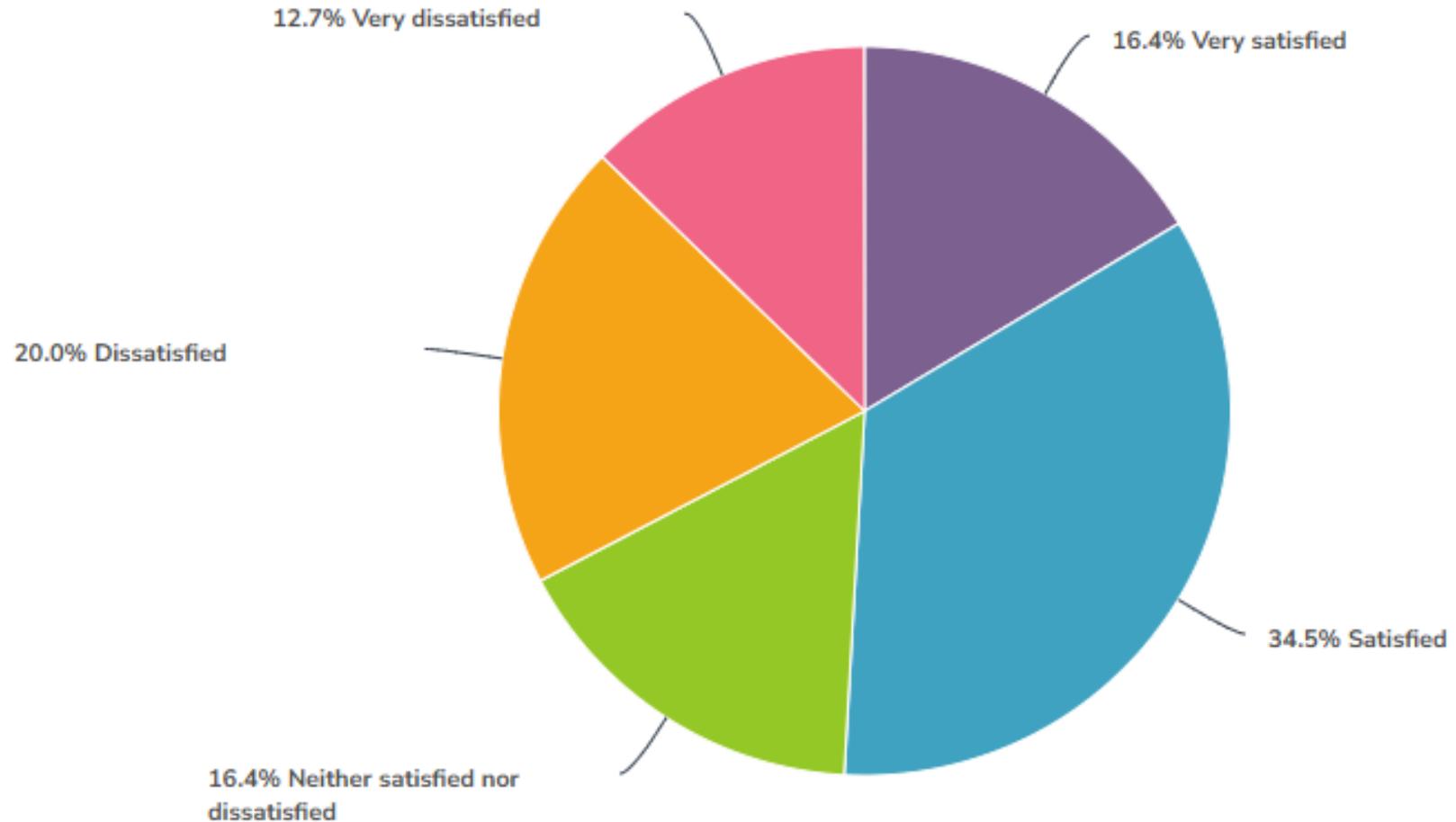
7. How happy are you with your current main work base?



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Filter: #5 Question "Which is your main work location?

(Select all that apply if your time is equally split between locations)" is one of the following answers ("Guildhall")



****Filtered to the respondents with Guildhall as their main workplace***

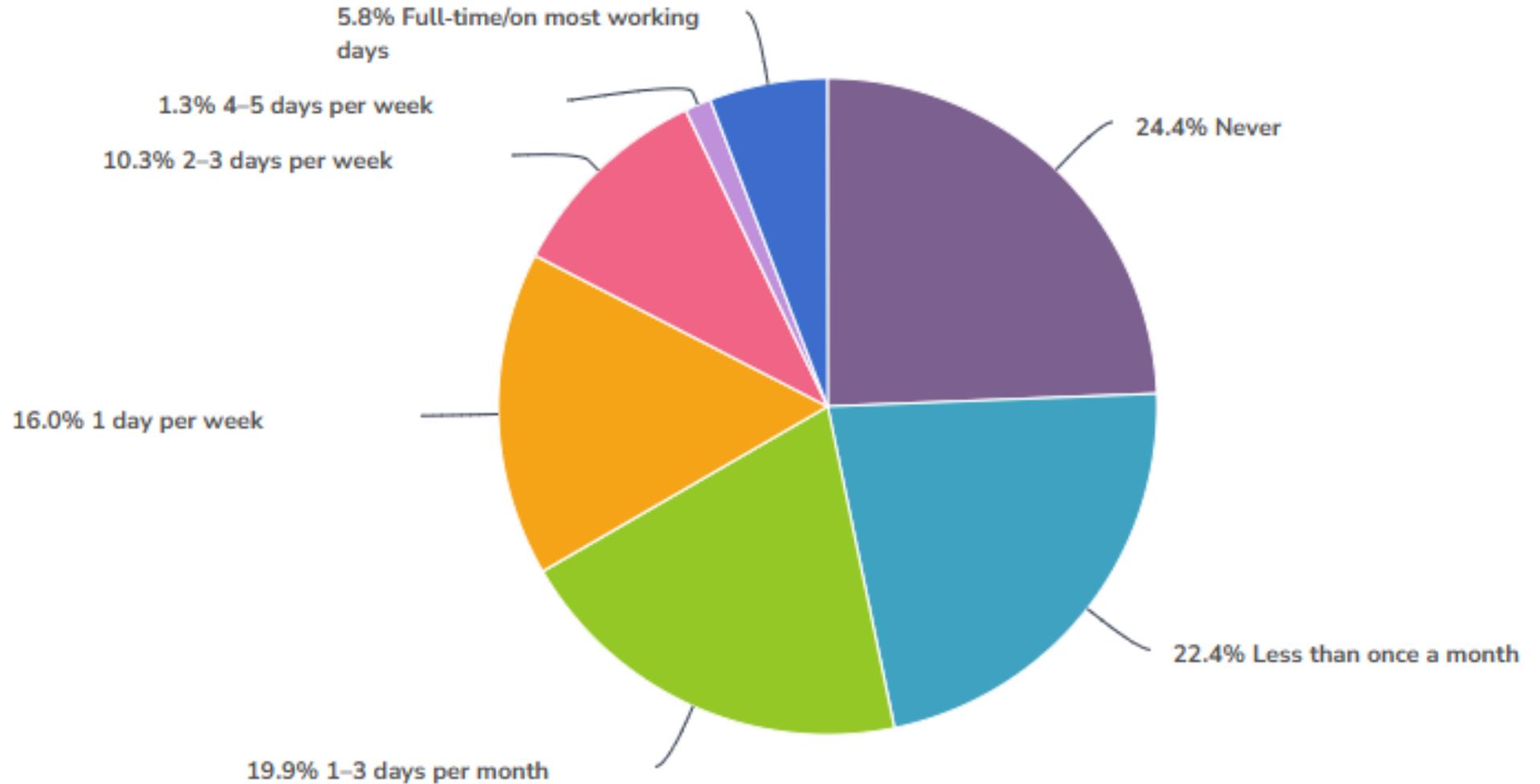
8. What is working well about your current working arrangements?

- *“Lots of places to get lunch in the town”*
- *“I enjoy the flexibility of working from home and/or Guildhall when I choose”*
- *“I'd like the option to work from home and the IT has improved. There's nothing else positive to say”*
- *“Being able to come together as a team and work in a designated building”*
- *“We have a designated room which we can use where I can normally find a desk.”*
- *“I like guildhall when I deliver training. It's easy to get to facilities work great and I love the café”*

9. What are the main challenges or barriers you face in relation to your current working arrangements?

- *“Guildhall : no guarantee I can sit with my team. Parking and arranging the permit, the town centre traffic, issues booking rooms for meetings. Home: isolation, cannot print or scan or dispose of confidential waste.”*
- *“Parking is taken by members of the public. Sometimes waiting time to park or find a space. The carpark floods, which makes coming to the office near impossible if you dont know shrewsbury well, during these periods.”*
- *“The traffic adds an additional 20-30 minutes onto my journey, time i could override be spending working.”*
- *“The office is loud with everyone trying to fit into small areas. In the open work space this is not confidential for social workers.”*
- *“Confidential work spaces are the first to fill up, leaving none available for essential confidential meetings.”*
- *“Being in the office. It is noisy, cold and it is not neurodivergent friendly. The space is small, the lights are too bright.”*
- *“Work stations at guildhall are uncomfortable as chairs are old and sometimes broken meaning you can't adjust them.”*
- *“I only see my colleagues once a month for a face to face meeting. It's really isolating and the interpersonal relationships have just broken down.”*
- *“Guildhall is poorly constructed, it's cramped, the walls are very thin and it's difficult to get to. Town centre traffic can be a nightmare.”*
- *“It is difficult to find available rooms to work from Guildhall.”*
- *“The building is in a poor condition. It's cold in the winter and too hot in the summer. There is no air con.”*

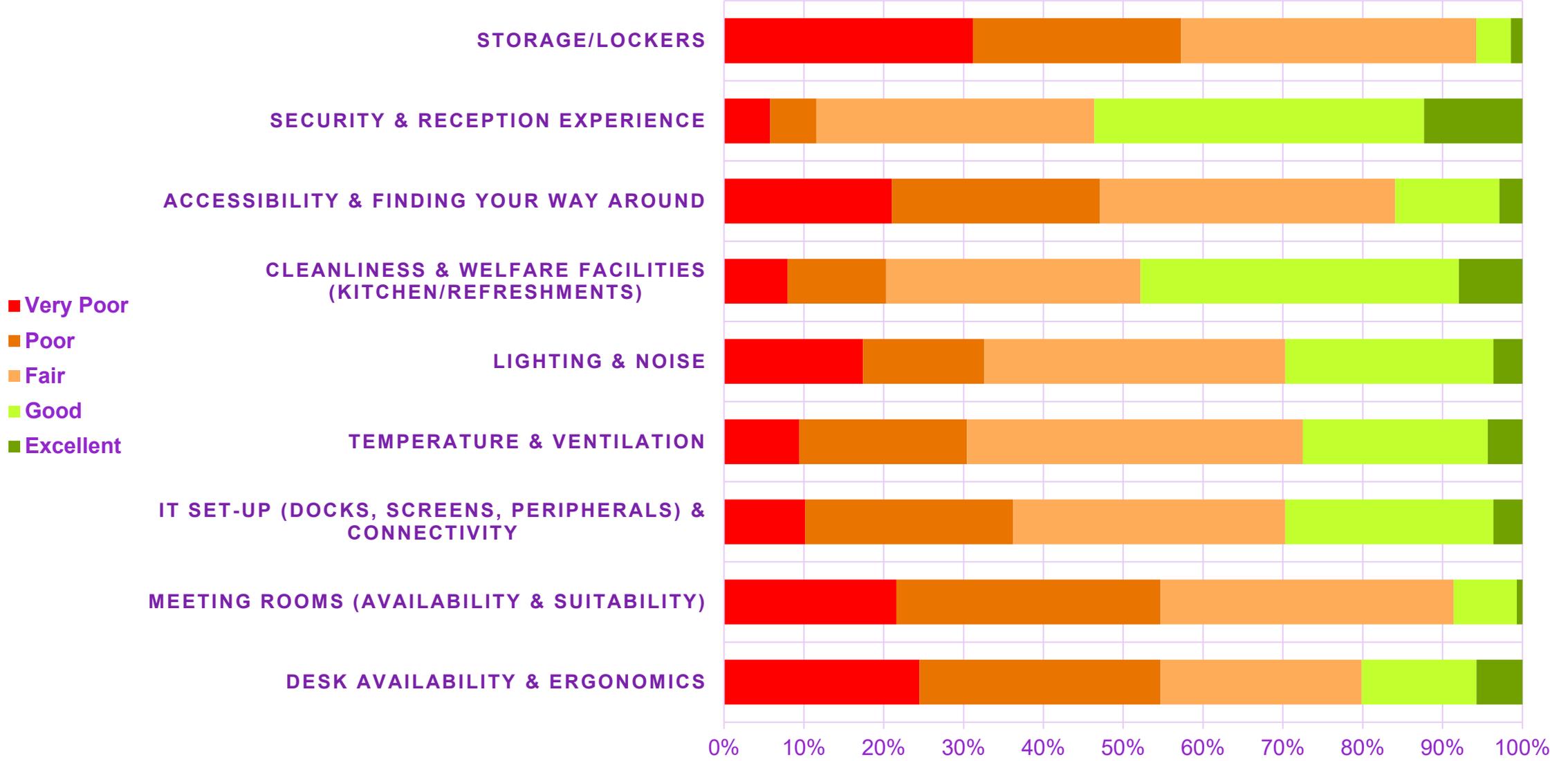
10. How often do you work from Guildhall?



11. Please rate the following aspects of working at Guildhall:

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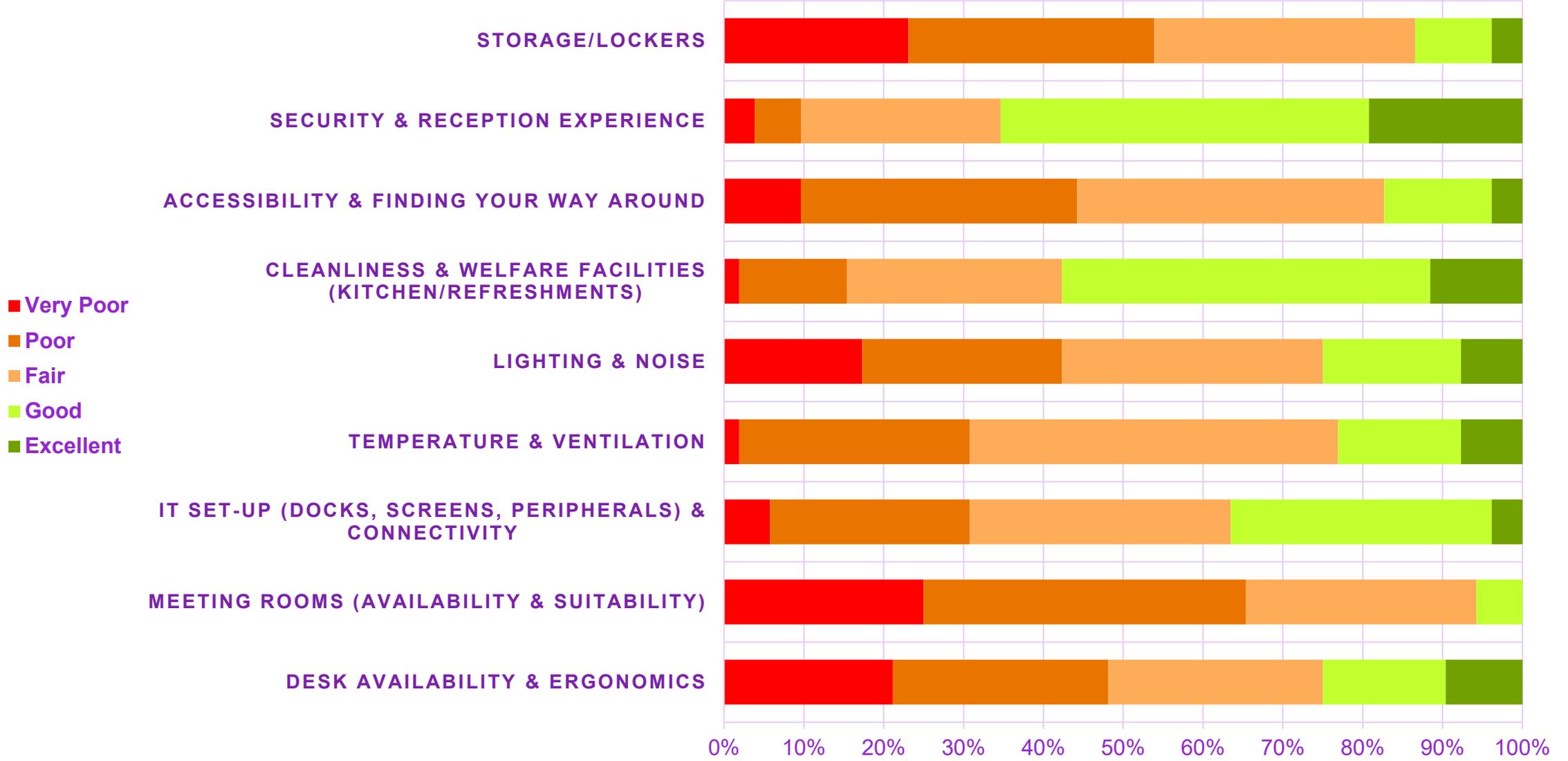
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11. Please rate the following aspects of working at Guildhall:

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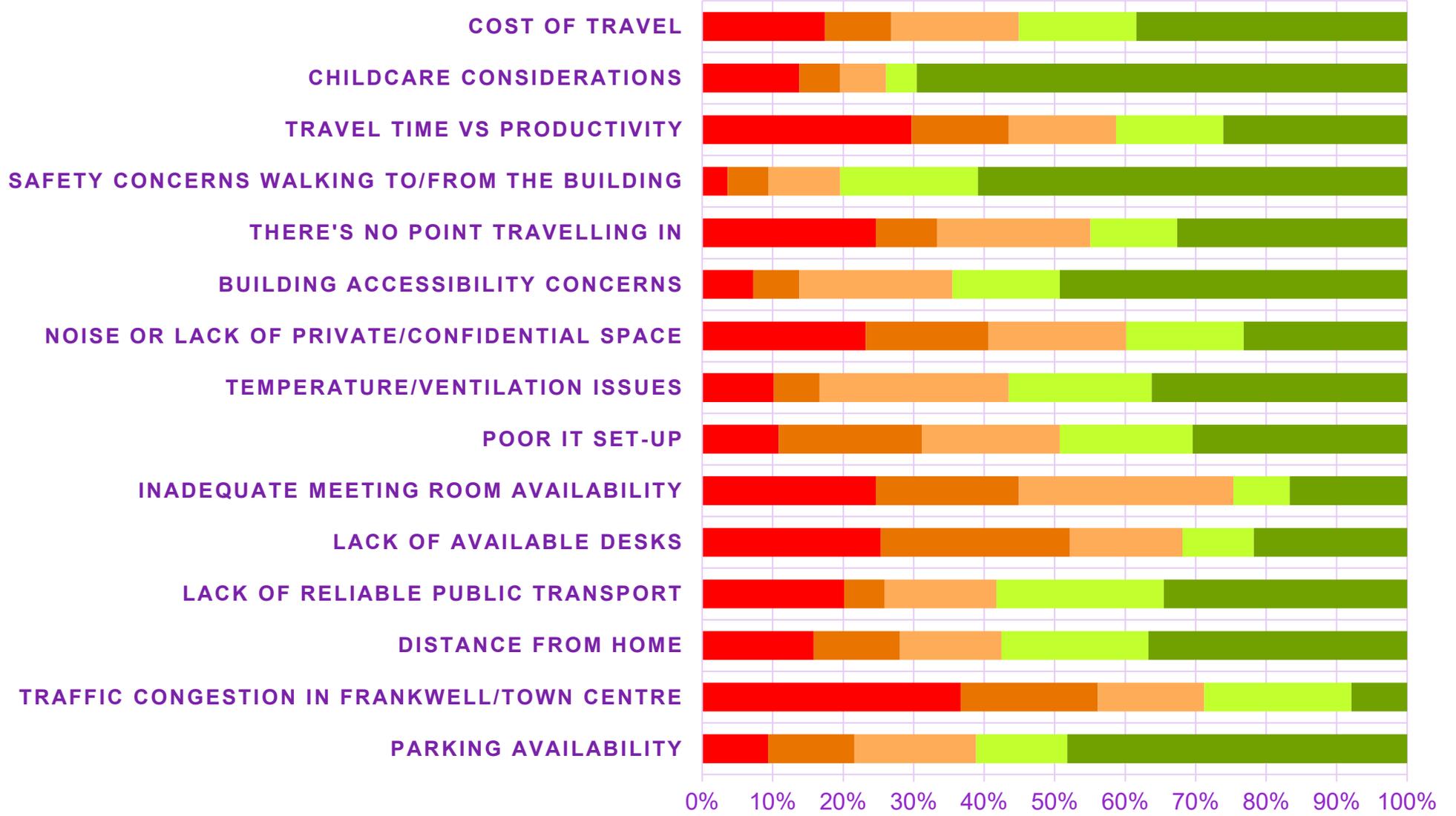
**Filtered to the respondents with Guildhall as their main workplace*

12. Thinking about working from the Guildhall, please rate the severity of the following:

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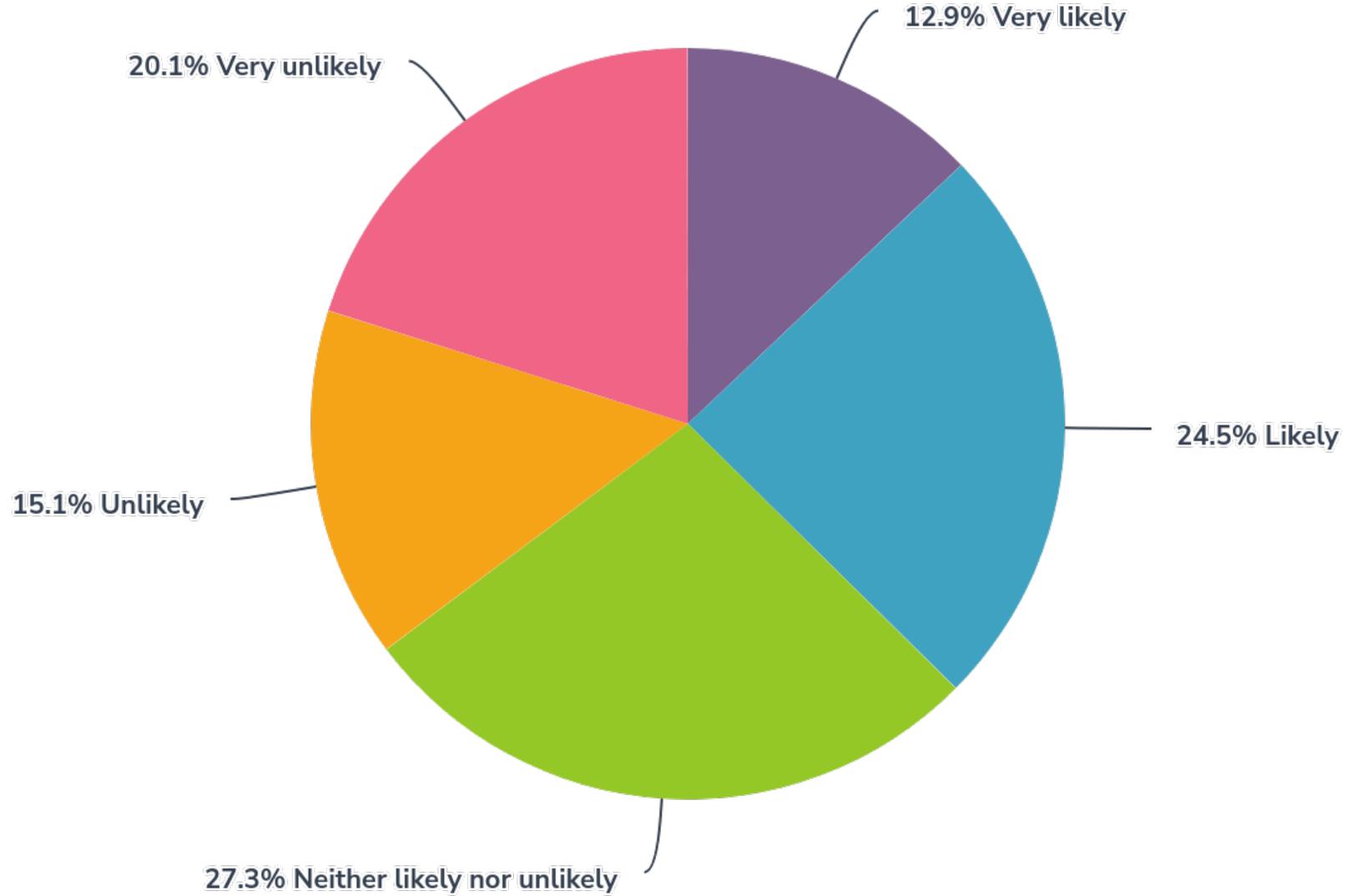
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- Major issue
- Significant issue
- Moderate issue
- Minor issue
- No issue

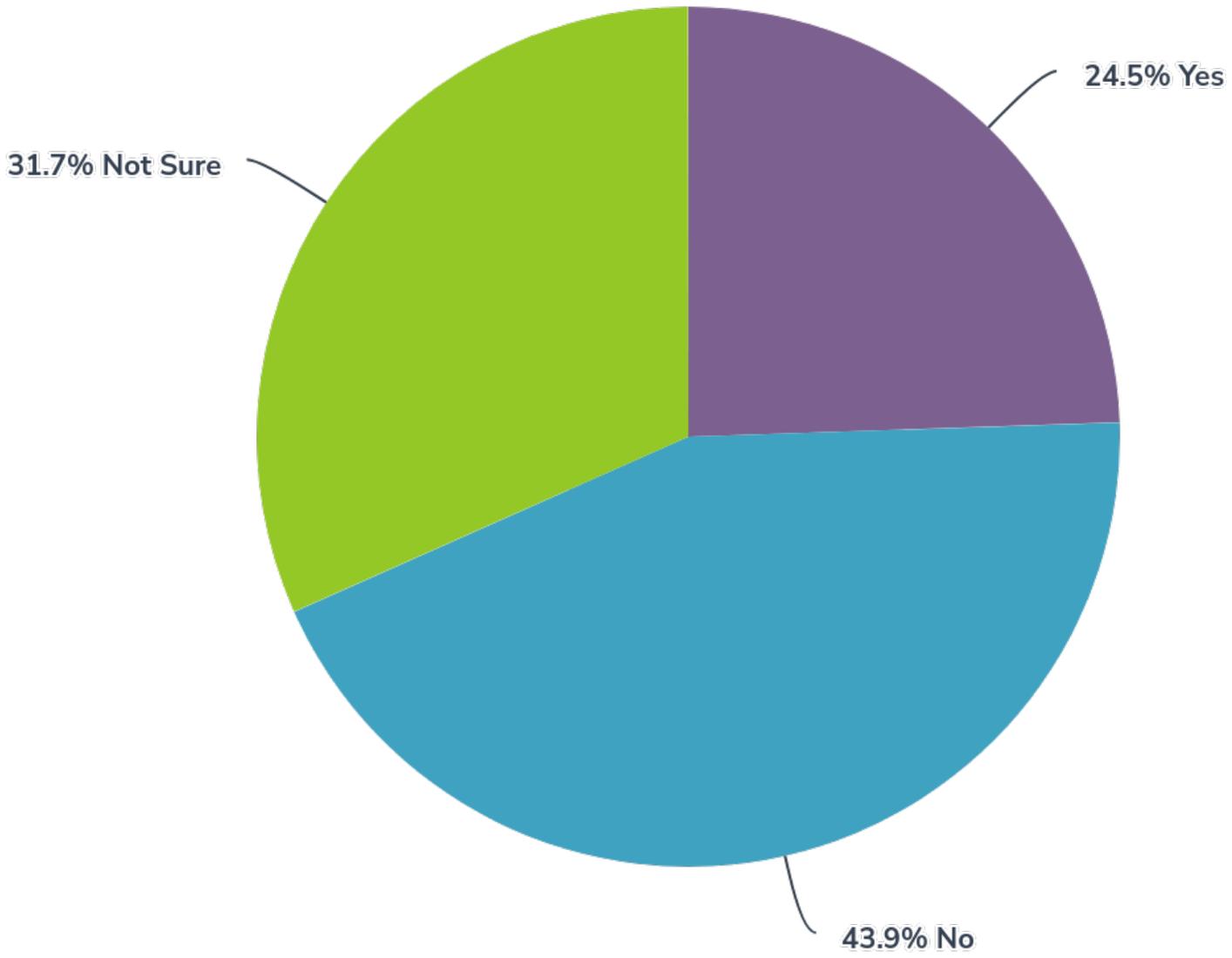


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

13. If the main challenges/barriers of working from Guildhall were improved, how likely would you be to use the Guildhall more?



14. Do you think that the Guildhall is a suitable long-term base for Shropshire Council staff?

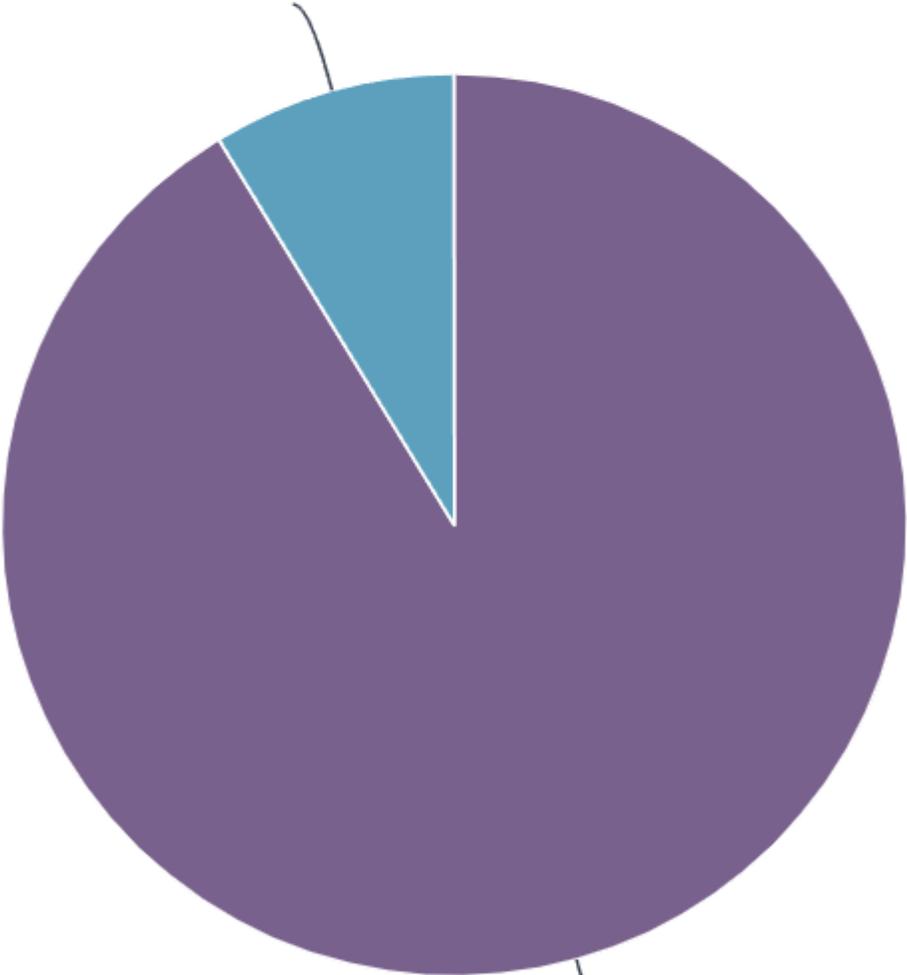


15. Please share any reasons why you think this below:

- *“Accessibility is poor. Car park flood risk. Issues with rooms, desks, the noise in the working areas. The lack of IT equipment in desks working off a laptop on a booth seat is not suitable.”*
- *“not enough space for everyone. It's not neurodivergent friendly, which causes staff issues just being in the building.”*
- *It's difficult to get to, travel time to and from the office has at least doubled.”*
- *“Lack of space for departments that need full time access.”*
- *“Meeting rooms are spread out throughout the building.”*
- *“Traffic at peak times, parking can be very busy at peak times”*
- *“It's not the best for Children's Services at the moment, the room is cramped and cluttered and feels quite oppressive.”*
- *“Classic Shropshire management has made it a crowded and horrible experience, by cramming desks in.”*
- *“The car park floods regularly, the town centre is a nightmare to navigate and Shirehall was much better located.”*
- *“The building is not fit for purpose. With the addition of rising rivers and the expectation that you can travel by public transfer when you live out of Shrewsbury is inappropriate and uncaring.”*
- *“I think that it is fine for those who have offices allocated to their team which they can use But for those who don't then it's not OK”*

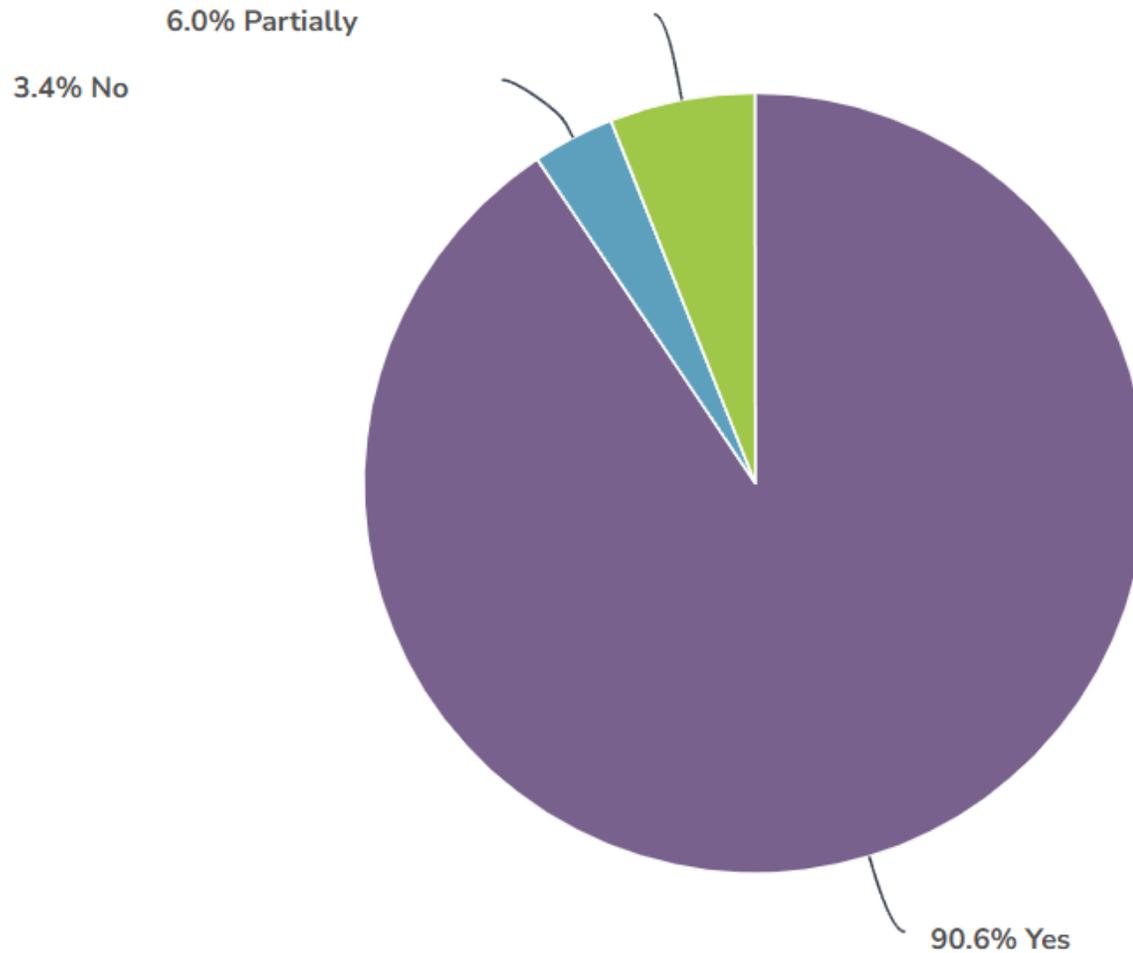
16. Have you ever worked at Shirehall?

8.7% No



91.3% Yes

17. Before this survey, were you aware of Shropshire Council's financial emergency declared in September 2025 and its impact on asset decisions (including Shirehall)?



18. How strongly to you agree or disagree with the Council's stated reasons for vacating Shirehall?

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- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

FINANCIAL NECESSITY GIVEN THE COUNCIL'S EMERGENCY POSITION

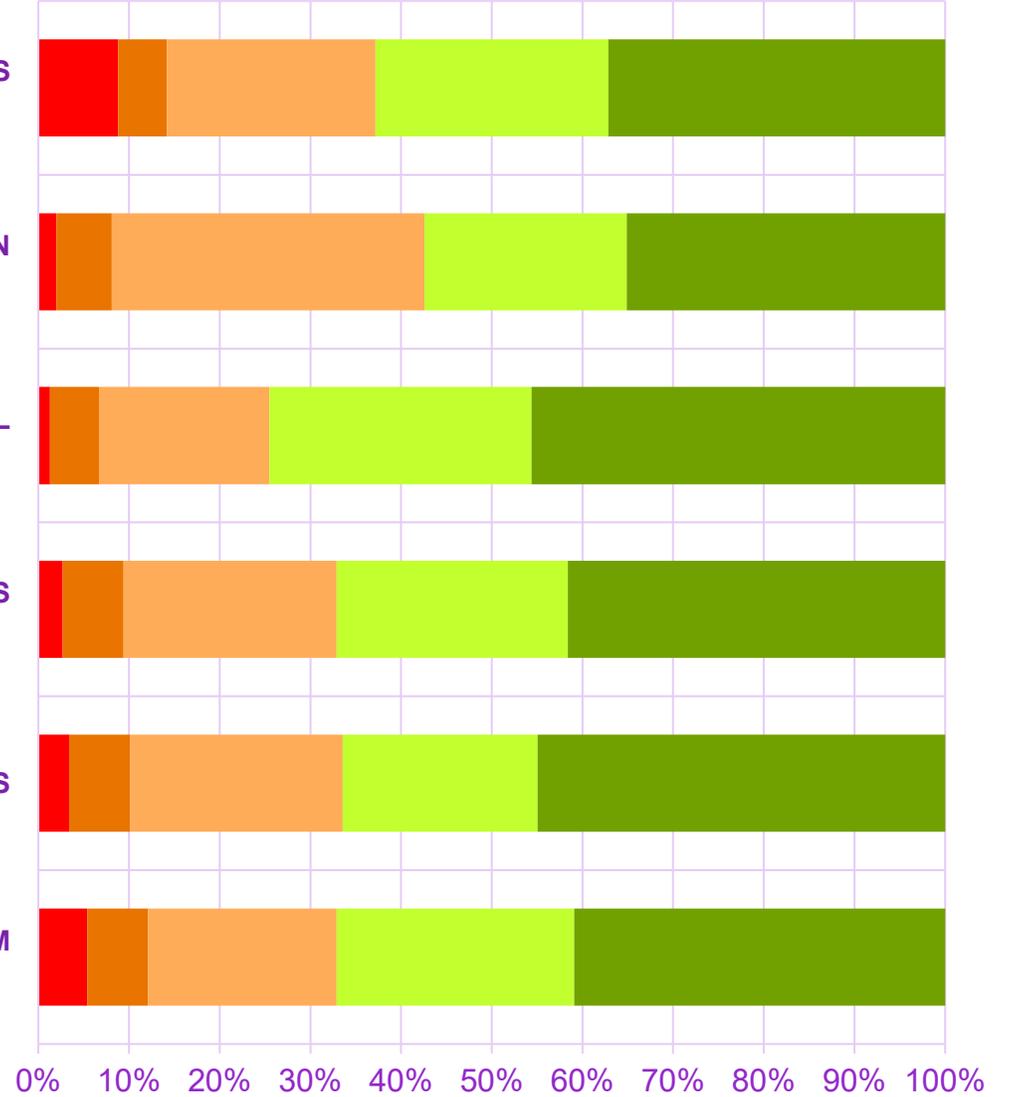
STRUCTURAL CONCRETE DEFECTS & UNKNOWN SUBSTRUCTURE

ENERGY INEFFICIENCY AND POOR THERMAL PERFORMANCE

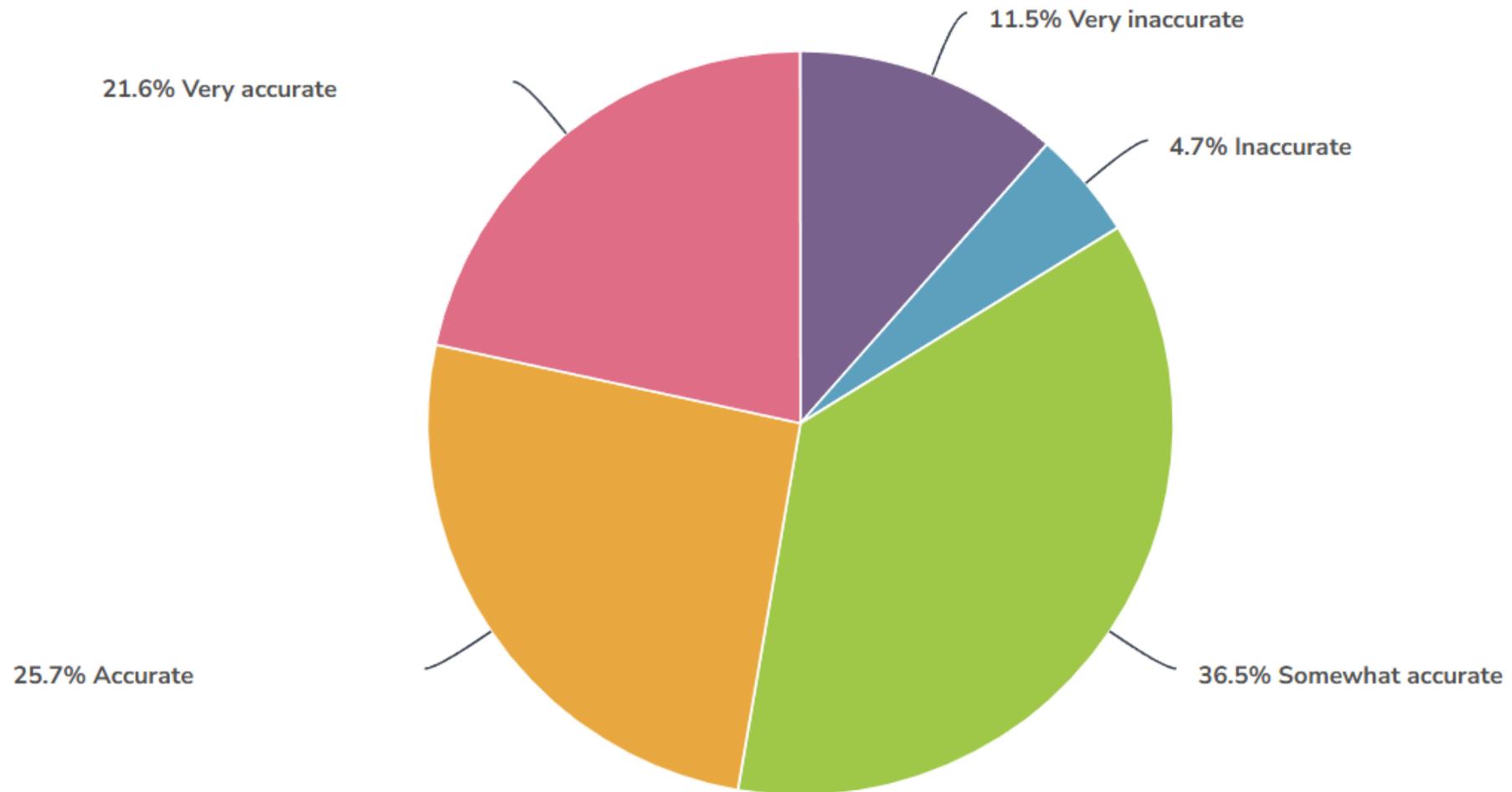
FIRE SAFETY RESTRICTIONS (UPPER FLOORS UNUSABLE)

ASBESTOS ISSUES

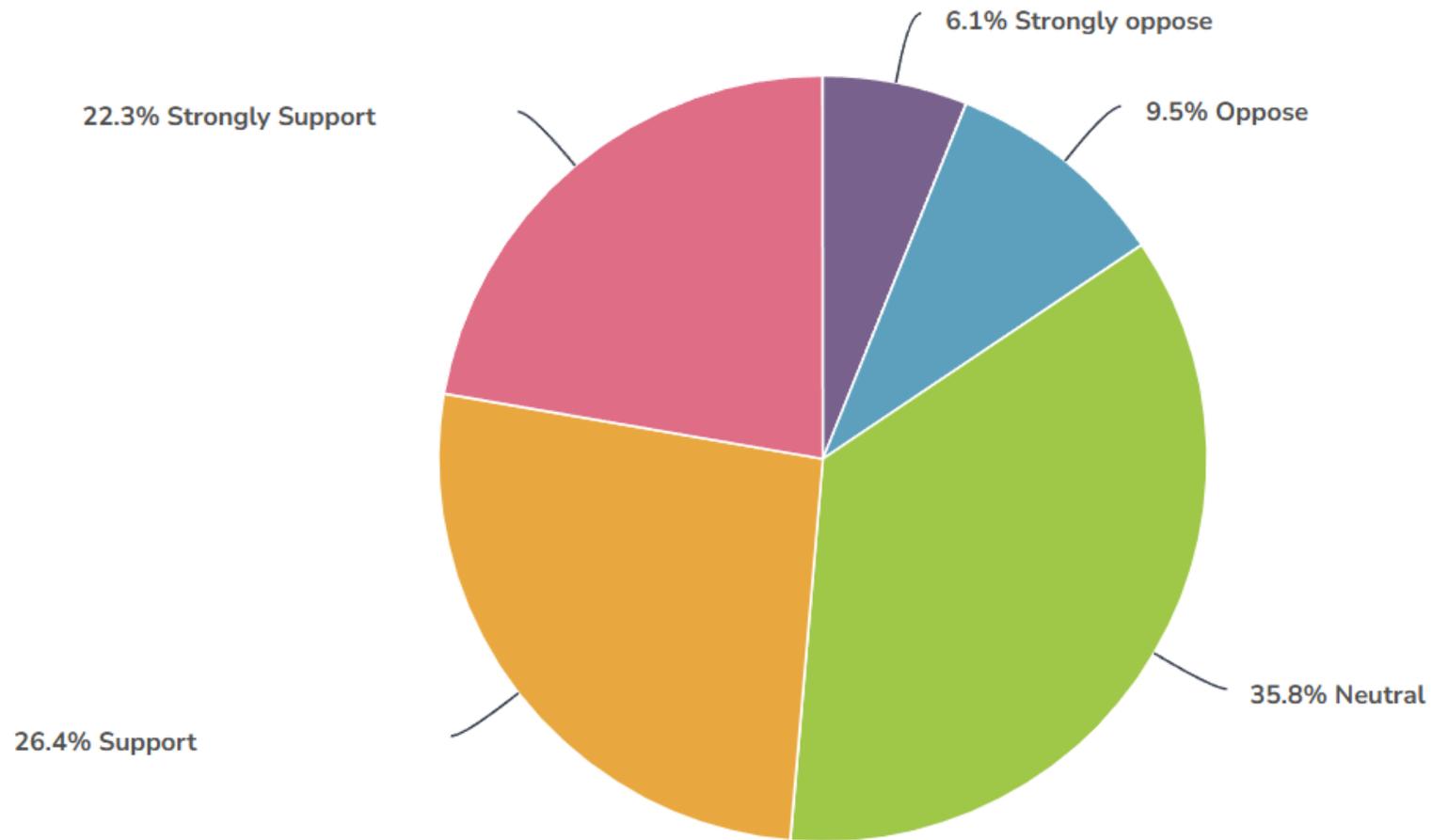
SIGNIFICANT MAINTENANCE COSTS (£1.3M ANNUALLY)



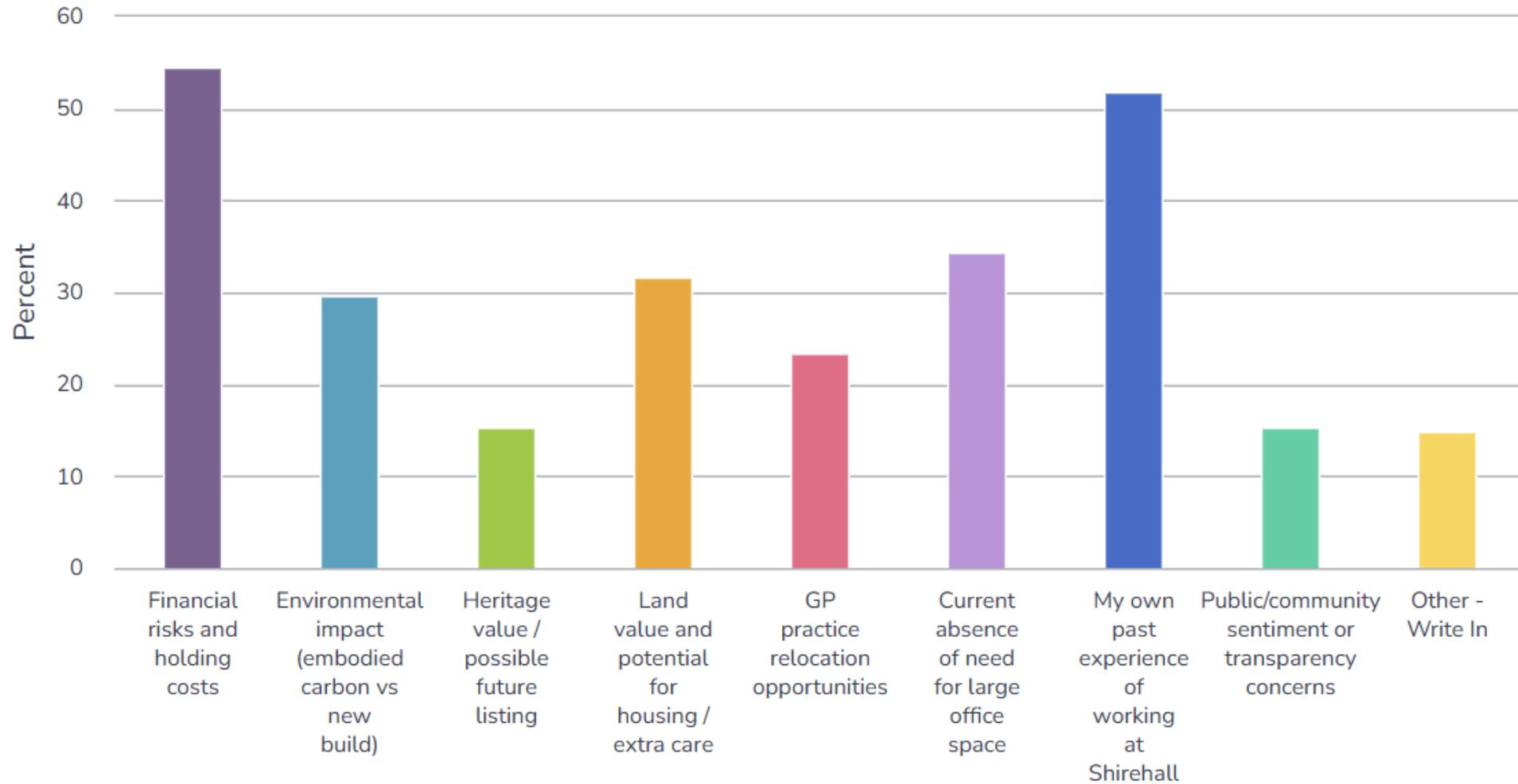
19. Based on your own experience of Shirehall, how accurate do you feel these reasons were?



20. Shropshire Council is recommending full demolition of Shirehall and redevelopment into a mixed-use site (Option 11). To what extent do you support or oppose this recommendation?



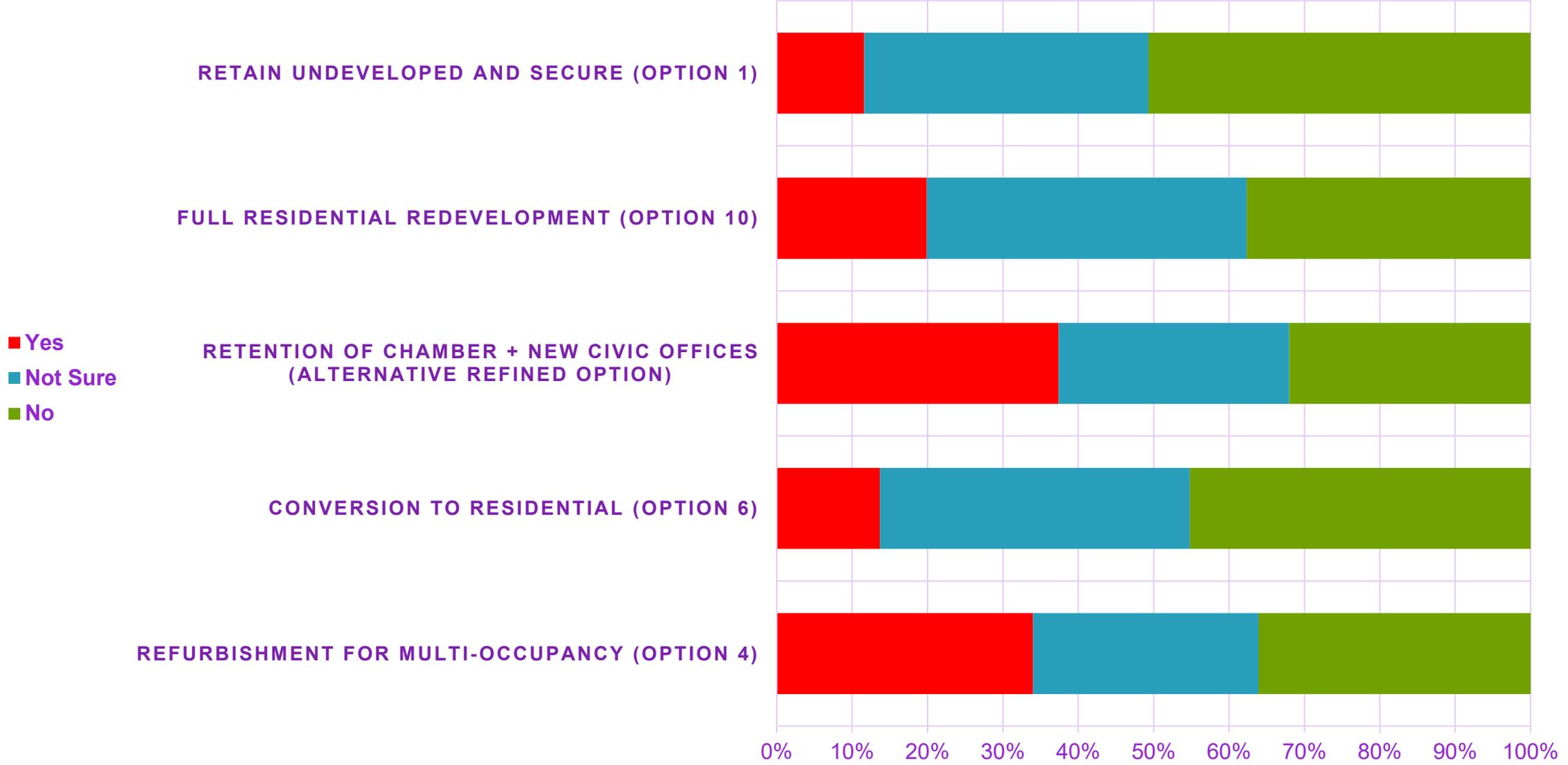
21. Which factors most influence your view on the future of the Shirehall site?(Select all that apply)



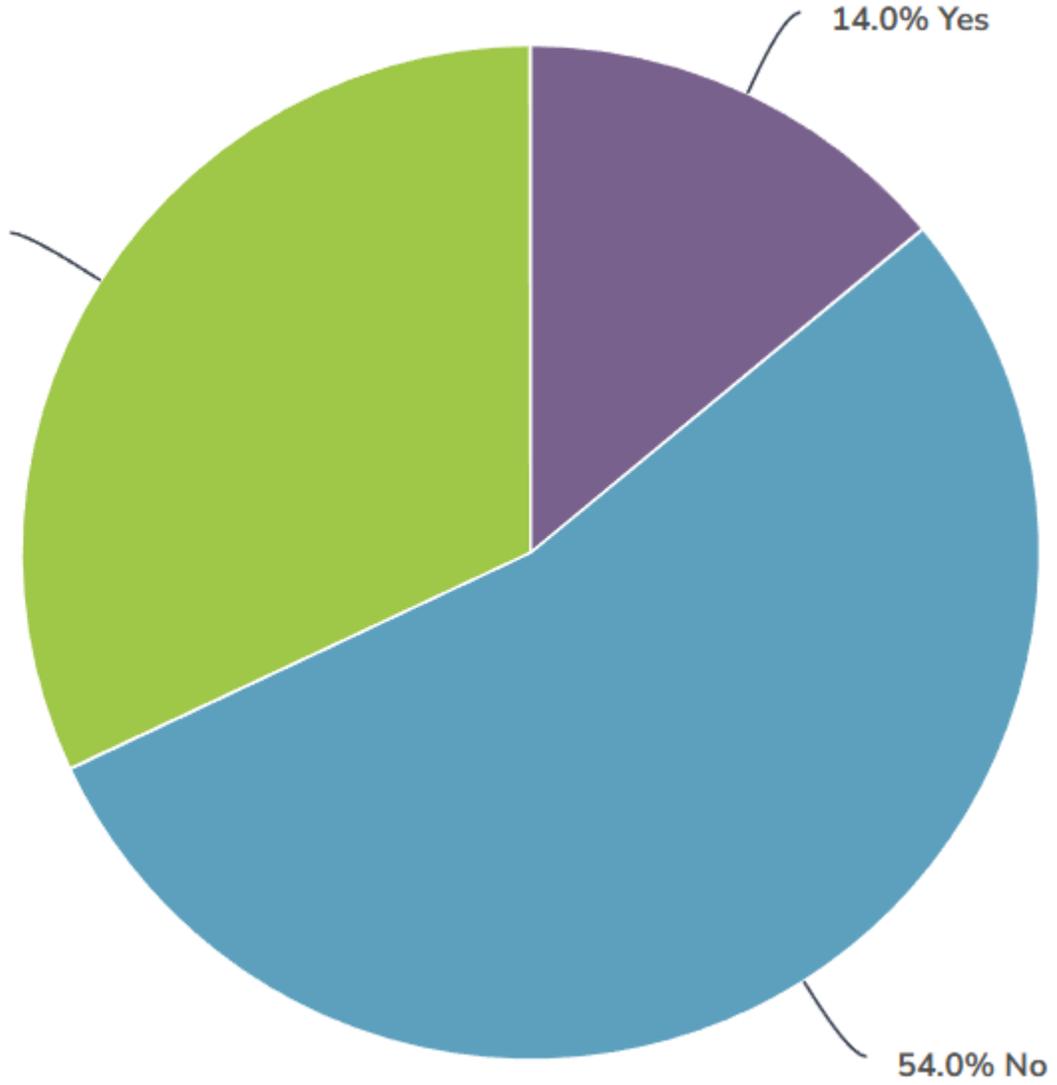
22. In your view, should the Council have more fully explored the following options before recommending demolition?

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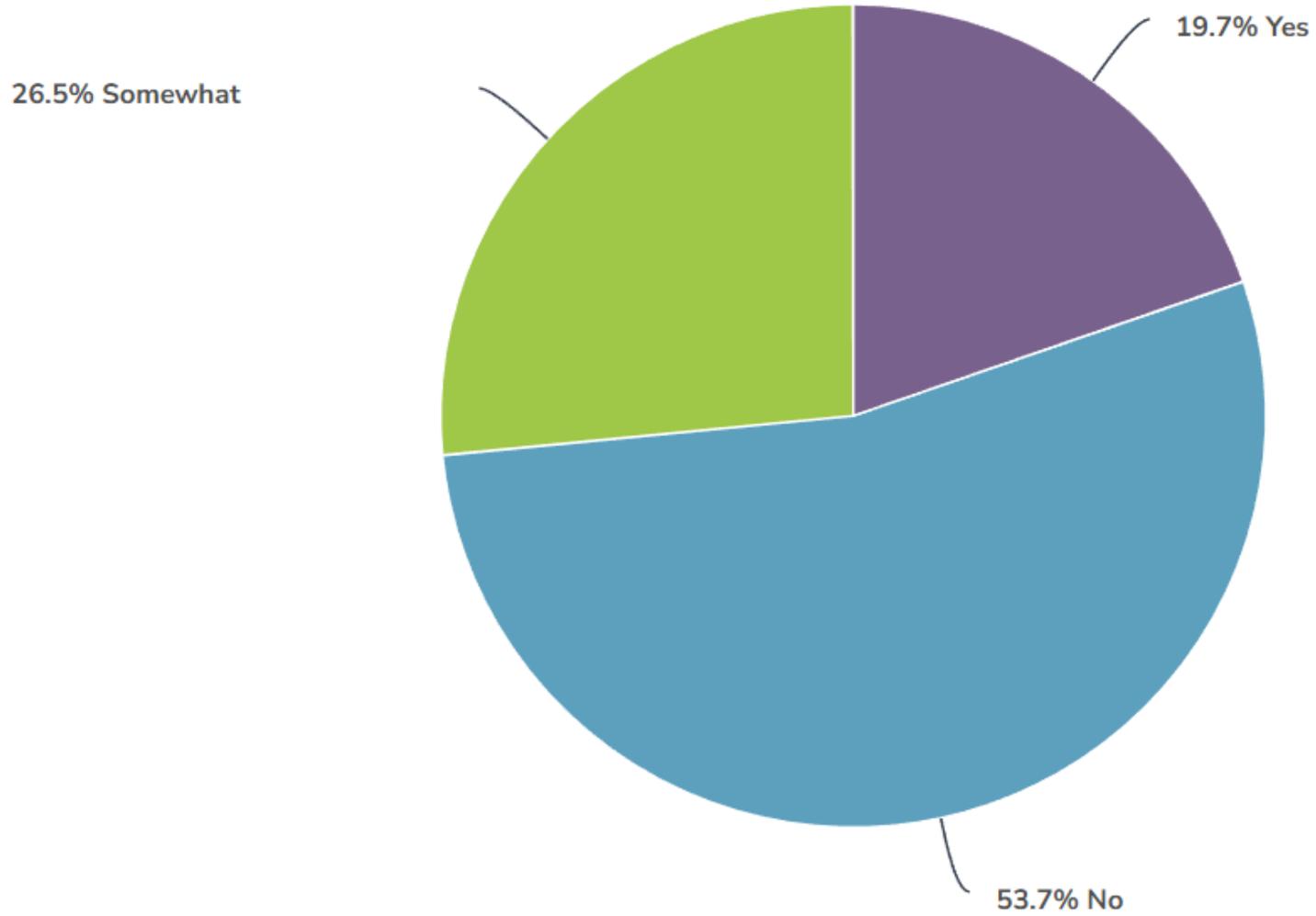
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23. Do you believe the Council has communicated sufficiently and transparently about the Shirehall review?



24. Do you believe Shirehall has heritage or architectural value worth preserving?

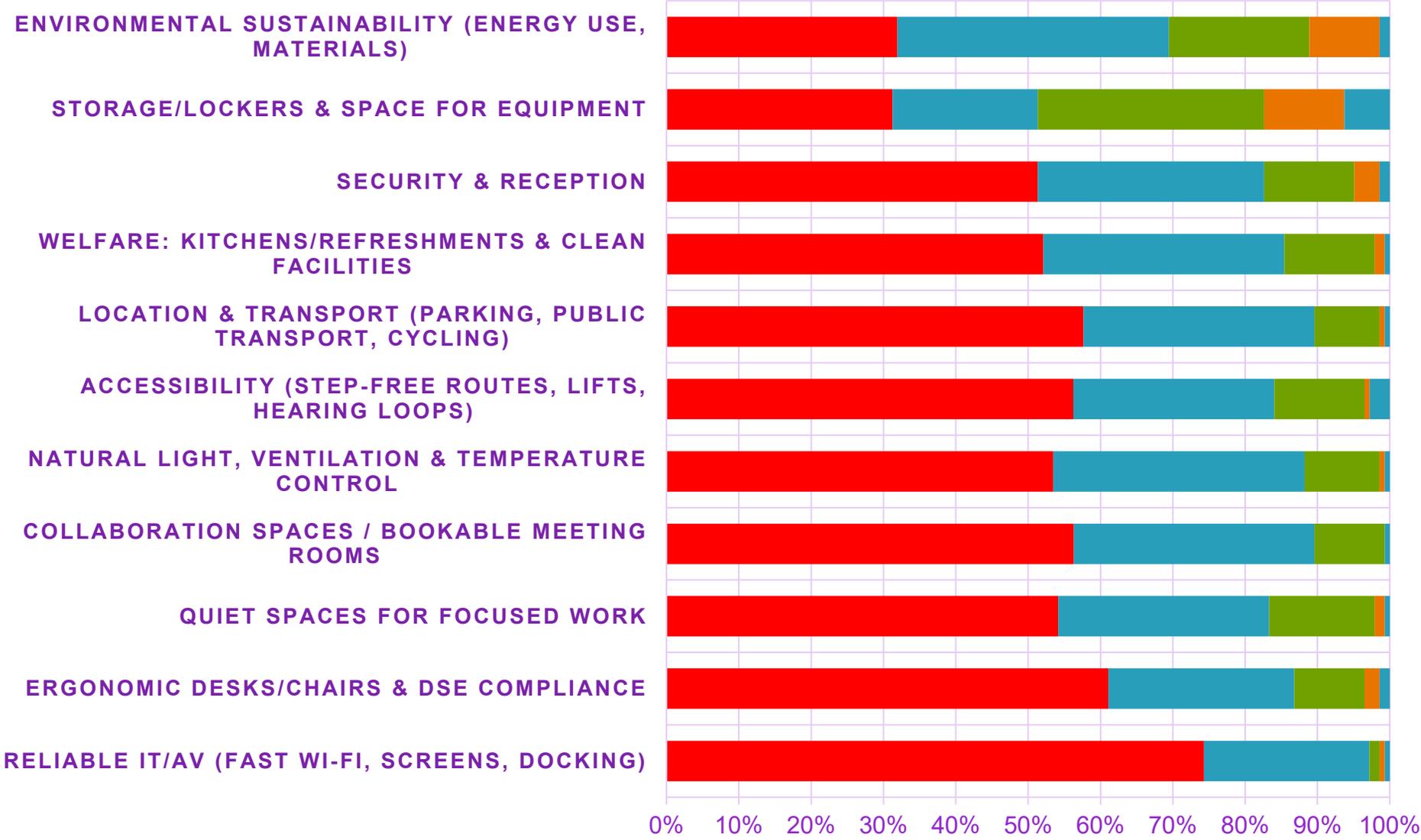


25. Thinking about future office accommodation, how important are the following:

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- Essential
- Very important
- Moderately important
- Slightly important
- Not important

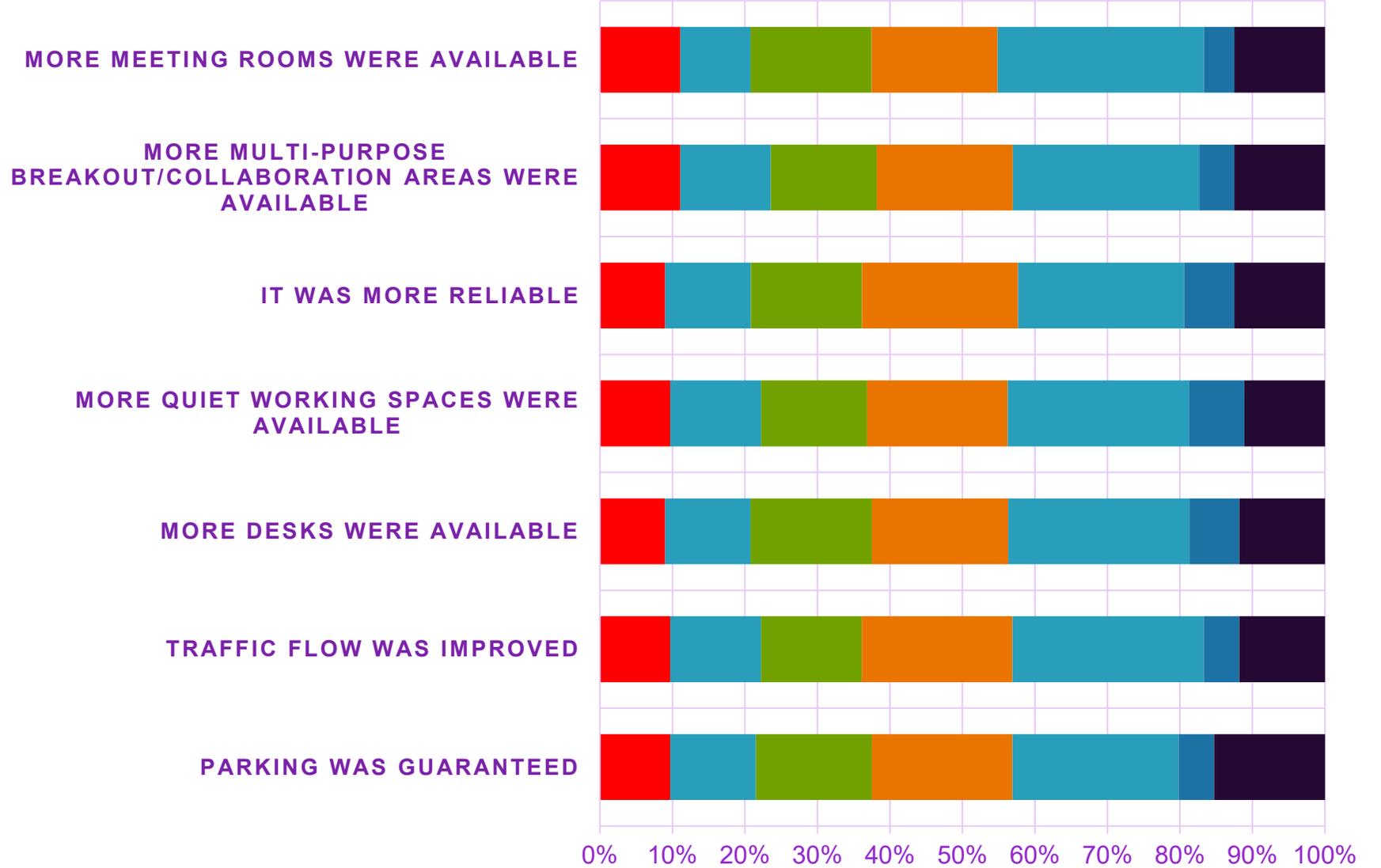


26. How frequently would you use an office base if:

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- Never
- Less than once a month
- 1–3 days per month
- 1 day per week
- 2–3 days per week
- 4–5 days per week
- Full-time/on most working days



27. What information or experiences do you believe UNISON must present to the Task and Finish Group to reflect the realities of staff working conditions since moving from Shirehall to Guildhall?

- *“It feels unwelcoming and lacks identity, to be a team without a dedicated work space impacts me.”*
- *“We should have a work space where we sit together, work together not have to book and make it feel like an arrangement not a work base.”*
- *“The traffic issues waste work time, and I worry there will be no parking spaces.”*
- *“The suggestion of park and ride is insulting, as a social worker that option doesn't work.”*
- *“Being neurodivergent and working in this space is extremely difficult, especially as it singles you out for your colleagues and draws attention to your needs.”*
- *“There are no quiet spaces for anyone to go if they need some time away from their office to decompress.”*
- *“Having to keep a blanket and/or cardigan in my office in case it gets too cold isn't acceptable.”*
- *“Everything feels temporary and transient.”*

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- *“The layout of the building and its accessibility - it's like a maze awful layout”*
- *“Senior management has been gaslighting the staff and public by overstating the problems of Shirehall to further their own agenda.”*
- *“Guildhall isn't fit for purpose.”*
- *“Being able to actually book a desk the availability is shocking and the booking system needs improving”*
- *“Guildhall is a far more appropriate space for people to work in and it makes absolutely no sense to move back to Shirehall.”*
- *“The decision making has been heavily biased and senior management misinterpreted the reports they were presented with.”*
- *“The most ecologically sensitive approach would be a small scale refurbishment of Shirehall and return it as a working space.”*
- *“Welfare amenities need improving (toilets that flush properly, windows that open easily, broken window coverings replaced)”*.

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- *“Defined and communicated access procedures for Guildhall (out of hours access, etc. etc.) Just improvements - the courtyard will be crumbling in a few years due to neglect.”*
- *“A better space for a Coroners Court is required.”*
- *“We downsized as there is no longer a requirement for such office space, and now they are trying to force people back to the office - an unsuitable one at that. Make it make sense!”*
- *“Our allocated office space is on the first floor. It is a much better environment to work in compared to the Shirehall. I know from colleagues in other teams that they work on the top floor where the space is not adequate and it is ridiculously hot in the summer. Different teams have differing views of the GH based on what was allocated to them.”*
- *“Health and well being concerns about ongoing requirement for home working for those teams that do not have a base within the building currently.”*
- *“The focus is always on Shrewsbury office space what about all the staff in other rural parts of the county who have been forced to work from home since the pandemic with no choice”*

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Questions?

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