



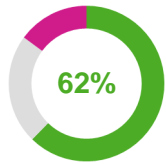
✧ Statistically significant difference from comparison



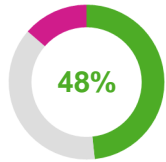


Taking action

■ % responding positively ■ % responding neutrally ■ % responding negatively



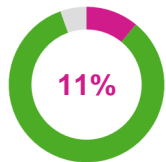
B52. I believe that Senior Civil Servants (SCS) in BEIS will take action on the results from this survey



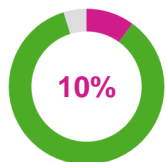
B53. Where I work, I think effective action has been taken on the results of the last survey

Discrimination, bullying and harassment

■ % responding Yes ■ % responding No ■ % responding Prefer not to say



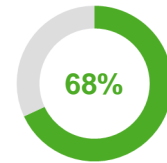
E01. Have you been discriminated against at work, in the past 12 months?



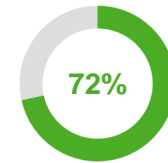
E03. Have you been bullied or harassed at work, in the past 12 months?

Wellbeing

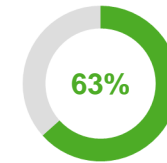
■ % responding positively to W01 - W03 ■ % responding negatively to W04



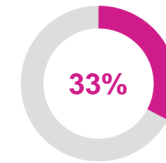
W01. Overall, how satisfied are you with your life nowadays?



W02. Overall, to what extent do you feel that the things you do in your life are worthwhile?

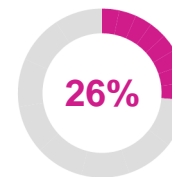


W03. Overall, how happy did you feel yesterday?

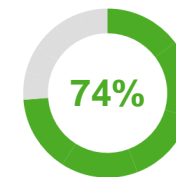


W04. Overall, how anxious did you feel yesterday?

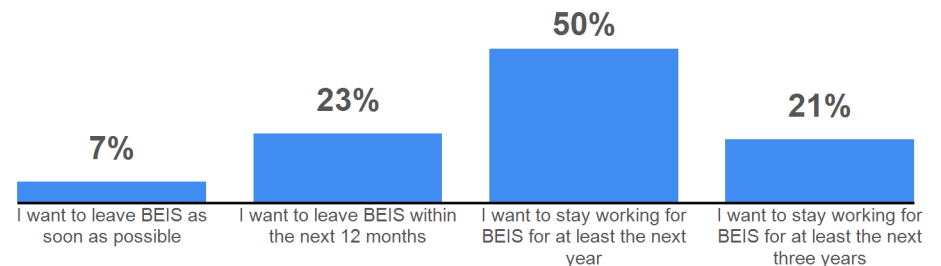
Proxy Stress Index



PERMA Index


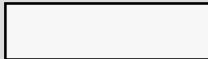


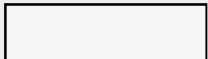












Your plans for the future





Headline scores

Highest positive scoring questions		% Positive	Highest neutral scoring questions		% Neutral	Highest negative scoring questions		% Negative
B09	My manager is considerate of my life outside work	 90%	B43	When changes are made in BEIS they are usually for the better	 45%	B37	Compared to people doing a similar job in other organisations I feel my pay is reasonable	 43%
B54	I am trusted to carry out my job effectively	 90%	B17	Poor performance is dealt with effectively in my team	 44%	B35	I feel that my pay adequately reflects my performance	 39%
B01	I am interested in my work	 89%	B53	Where I work, I think effective action has been taken on the results of the last survey	 38%	B36	I am satisfied with the total benefits package	 35%
B26	I am treated with respect by the people I work with	 89%	B50	BEIS inspires me to do the best in my job	 35%	B49	I feel a strong personal attachment to BEIS	 27%
B31	I have the skills I need to do my job effectively	 89%	B51	BEIS motivates me to help it achieve its objectives	 35%	B45	I have the opportunity to contribute my views before decisions are made that affect me	 24%

Please note that only questions B01-B60 are included in the above rankings

All questions by theme

♦ indicates statistically significant difference from comparison
 ^ indicates a variation in question wording from your previous survey

My work

78%

-2 ♦ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B01 I am interested in my work	41	48	6			89%	-1 ♦	-1 ♦	-3 ♦
B02 I am sufficiently challenged by my work	33	45	10	9		78%	-4 ♦	-2 ♦	-5 ♦
B03 My work gives me a sense of personal accomplishment	26	48	14	8		75%	-3 ♦	-3 ♦	-5 ♦
B04 I feel involved in the decisions that affect my work	20	44	17	14	5	63%	-2 ♦	+4 ♦	-1 ♦
B05 I have a choice in deciding how I do my work	34	48	10	5		82%	-1 ♦	+4 ♦	0

Organisational objectives and purpose

80%

0 Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B06 I have a clear understanding of BEIS's objectives	22	57	13	7		79%	0	-3 ♦	-7 ♦
B07 I understand how my work contributes to BEIS's objectives	27	53	12	6		81%	-1 ♦	-3 ♦	-7 ♦



All questions by theme

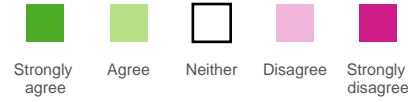
◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

My manager

73%

0

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B08	My manager motivates me to be more effective in my job	31	45	13	8	8	76%	0	+4 ◇	0
B09	My manager is considerate of my life outside work	54	36	6	6	6	90%	+1 ◇	+3 ◇	+1 ◇
B10	My manager is open to my ideas	47	40	8	8	8	87%	0 ◇	+4 ◇	+1 ◇
B11	My manager helps me to understand how I contribute to BEIS's objectives	23	41	24	9	9	64%	-1 ◇	-3 ◇	-7 ◇
B12	Overall, I have confidence in the decisions made by my manager	38	43	11	5	5	80%	0	+4 ◇	0
B13	My manager recognises when I have done my job well	42	43	9	9	9	84%	+1 ◇	+4 ◇	+1 ◇
B14	I receive regular feedback on my performance	26	44	16	11	11	69%	0	+1 ◇	-3 ◇
B15	The feedback I receive helps me to improve my performance	24	42	22	9	9	66%	-1 ◇	+2 ◇	-2 ◇
B16	I think that my performance is evaluated fairly	26	46	20	6	6	71%	+2 ◇	+3 ◇	0
B17	Poor performance is dealt with effectively in my team	10	28	44	12	6	38%	0	-2 ◇	-5 ◇



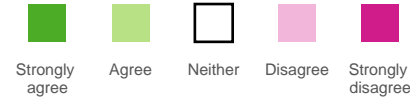
All questions by theme

◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

My team

85%

+1 ◇ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

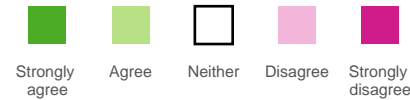
Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B18	The people in my team can be relied upon to help when things get difficult in my job	44	44	7	1	1	88%	+1 ◇	+2 ◇	0 ◇
B19	The people in my team work together to find ways to improve the service we provide	37	48	10	3	2	86%	+1 ◇	+3 ◇	-1 ◇
B20	The people in my team are encouraged to come up with new and better ways of doing things	34	46	13	5	2	80%	-1 ◇	+3 ◇	0

Learning and development

64%

0 Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B21	I am able to access the right learning and development opportunities when I need to	22	51	17	8	2	73%	+1 ◇	+8 ◇	+2 ◇
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	18	43	28	8	3	61%	-1 ◇	+7 ◇	+2 ◇
B23	There are opportunities for me to develop my career in BEIS	21	44	20	9	5	65%	0	+15 ◇	+8 ◇
B24	Learning and development activities I have completed while working for BEIS are helping me to develop my career	17	41	29	10	3	57%	+1 ◇	+7 ◇	+2 ◇



All questions by theme

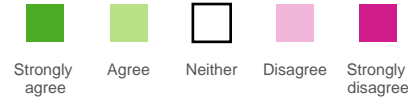
◆ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Inclusion and fair treatment

83%

0

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

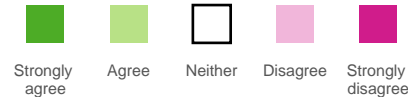
Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B25 I am treated fairly at work	39	47	7	7	0	86%	0	+5 ◆	+2 ◆
B26 I am treated with respect by the people I work with	44	45	7	7	0	89%	0	+3 ◆	+1 ◆
B27 I feel valued for the work I do	31	45	13	8	3	76%	+1 ◆	+8 ◆	+3 ◆
B28 I think that BEIS respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	36	46	11	5	2	82%	-1 ◆	+4 ◆	0 ◆

Resources and workload

75%

+2 ◆

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B29 I get the information I need to do my job well	16	57	15	9	1	74%	+2 ◆	+3 ◆	-2 ◆
B30 I have clear work objectives	19	52	15	11	3	71%	-2 ◆	-4 ◆	-8 ◆
B31 I have the skills I need to do my job effectively	29	60	8	3	0	89%	+1 ◆	0	-3 ◆
B32 I have the tools I need to do my job effectively	21	58	13	6	2	79%	+3 ◆	+7 ◆	+1 ◆
B33 I have an acceptable workload	14	51	16	14	5	66%	+4 ◆	+2 ◆	-2 ◆
B34 I achieve a good balance between my work life and my private life	24	48	14	10	4	72%	+3 ◆	+1 ◆	-4 ◆



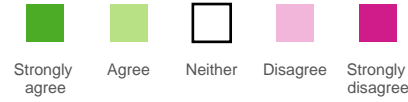
All questions by theme

◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Pay and benefits

39%

+2 ◇ Difference from previous survey



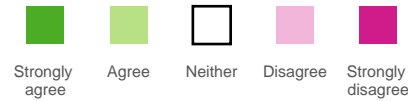
% Positive
Difference from previous survey
Difference from CS2019
Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B35 I feel that my pay adequately reflects my performance	7	34	20	24	14	41%	+2 ◇	+7 ◇	0 ◇
B36 I am satisfied with the total benefits package	7	35	24	23	12	42%	+3 ◇	+3 ◇	-7 ◇
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	7	28	22	25	18	35%	+3 ◇	+7 ◇	-1 ◇

Leadership and managing change

57%

0 Difference from previous survey



% Positive
Difference from previous survey
Difference from CS2019
Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B38 Senior Civil Servants (SCS) in BEIS are sufficiently visible	21	53	14	9	1	74%	0 ◇	+11 ◇	+1 ◇
B39 I believe the actions of Senior Civil Servants (SCS) are consistent with BEIS's values	17	48	26	6	1	65%	+1 ◇	+10 ◇	+1 ◇
B40 I believe that the Permanent Secretary and Directors General have a clear vision for the future of BEIS	14	41	34	9	2	55%	0	+5 ◇	-6 ◇
B41 Overall, I have confidence in the decisions made by BEIS's Senior Civil Servants (SCS)	15	48	28	7	1	62%	+1 ◇	+11 ◇	0
B42 I feel that change is managed well in BEIS	7	38	34	17	5	45%	+1 ◇	+10 ◇	0
B43 When changes are made in BEIS they are usually for the better	6	33	45	12	2	40%	-4 ◇	+4 ◇	-4 ◇
B44 BEIS keeps me informed about matters that affect me	12	57	21	8	1	69%	-1 ◇	+9 ◇	+1 ◇
B45 I have the opportunity to contribute my views before decisions are made that affect me	8	36	32	18	6	44%	-2 ◇	+4 ◇	-6 ◇
B46 I think it is safe to challenge the way things are done in BEIS	11	46	26	11	5	57%	+2 ◇	+8 ◇	+1 ◇



All questions by theme

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^ indicates a variation in question wording from your previous survey

Engagement

The following five questions, measuring pride, advocacy, attachment, inspiration and motivation, are used to create your Employee Engagement Index score.

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B47 I am proud when I tell others I am part of BEIS	18	45	28	8	8	62%	0	-4 ◆	-10 ◆
B48 I would recommend BEIS as a great place to work	21	49	22	6	6	70%	+4 ◆	+9 ◆	0
B49 I feel a strong personal attachment to BEIS	12	28	34	21	5	40%	0	-13 ◆	-19 ◆
B50 BEIS inspires me to do the best in my job	12	37	35	13	5	49%	0	-3 ◆	-11 ◆
B51 BEIS motivates me to help it achieve its objectives	11	37	35	14	5	48%	+1 ◆	-2 ◆	-8 ◆

Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B52 I believe that Senior Civil Servants (SCS) in BEIS will take action on the results from this survey	16	46	23	10	5	62%	+1 ◆	+11 ◆	+2 ◆
B53 Where I work, I think effective action has been taken on the results of the last survey	14	34	38	9	5	48%	+2 ◆	+10 ◆	+4 ◆



All questions by theme

◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Organisational culture

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B54 I am trusted to carry out my job effectively	36	53	6			90%	-1 ◇	0 ◇	-2 ◇
B55 I believe I would be supported if I try a new idea, even if it may not work	25	54	13	6		79%	+1 ◇	+6 ◇	+2 ◇
B56 In BEIS, people are encouraged to speak up when they identify a serious policy or delivery risk	22	51	18	6		73%	+1 ◇	+3 ◇	-2 ◇
B57 I feel able to challenge inappropriate behaviour in the workplace	19	51	18	8		70%	-1 ◇	+3 ◇	0
B58 BEIS is committed to creating a diverse and inclusive workplace	30	52	12			82%	0	+6 ◇	+2 ◇

Civil Service vision

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B59 I am aware of the Civil Service vision for 'A Brilliant Civil Service'	18	51	14	14		69%	+4 ◇	+11 ◇	0

Leadership statement

	Always	Most of the time	Sometimes	Rarely	Never	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B60 Managers in my Area/Directorate/Division actively role model the behaviours set out in the Civil Service Leadership Statement^	26	50	19			75%	New	+9 ◇	+3 ◇

The % positive for this question is the proportion who selected either "Always" or "Most of the time".



All questions by theme

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^ indicates a variation in question wording from your previous survey

Wellbeing

The four wellbeing questions use a 11-point scale. The scale ranges from 0 to 10 for each question, where 0 is equivalent to 'not at all' (e.g. 'not at all satisfied' or 'not at all worthwhile') and where 10 is equivalent to 'completely' (e.g. 'completely satisfied' or 'completely anxious').

For questions W01, W02 and W03 the percent positive is the proportion answering 7, 8, 9 or 10 to each question.

	Low (0-4)	Medium (5-6)	High (7-8)	Very High (9-10)	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
W01 Overall, how satisfied are you with your life nowadays?	10	22	55	13	68%	+1	+1 ◆	-2 ◆
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	8	20	52	20	72%	0	0	-2 ◆
W03 Overall, how happy did you feel yesterday?	13	23	47	16	63%	0	+1 ◆	-1 ◆

For question W04 the percent negative is the proportion answering 6, 7, 8, 9 or 10 to the question.

	Very Low (0-1)	Low (2-3)	Medium (4-5)	High (6-10)	% Negative	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
W04 Overall, how anxious did you feel yesterday?	16	29	22	33	33%	-3 ◆	+1 ◆	+2 ◆



All questions by theme

↗ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Your plans for the future

C01. Which of the following statements most reflects your current thoughts about working for BEIS?

Statement	%	Difference from previous survey	Difference from CS2019
I want to leave BEIS as soon as possible	7%	+1	0 ↗
I want to leave BEIS within the next 12 months	23%	+3 ↗	+8 ↗
I want to stay working for BEIS for at least the next year	50%	-2 ↗	+17 ↗
I want to stay working for BEIS for at least the next three years	21%	-2 ↗	-23 ↗

The Civil Service Code

Differences are based on '% Yes' score

Question	% Yes	% No	% Yes	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?	98		98%	+1 ↗	+6 ↗	+3 ↗
D02. Are you aware of how to raise a concern under the Civil Service Code?	61	39	61%	0	-5 ↗	-11 ↗
D03. Are you confident that if you raised a concern under the Civil Service Code in BEIS it would be investigated properly?	76	24	76%	+1 ↗	+5 ↗	0 ↗



All questions by theme

indicates statistically significant difference from comparison
indicates a variation in question wording from your previous survey

Discrimination

E01. Have you been discriminated against at work, in the past 12 months?^

			Difference from previous survey	Difference from CS2019
Yes		11%	+2 ✧	0
No		84%	-2 ✧	+2 ✧
Prefer not to say		5%	0	-3 ✧

Of those who said they had experienced discrimination at work in the last 12 months, 78% said it occurred in BEIS while 22% said it occurred in another organisation.

For respondents who selected 'Yes' to E01.

E02. On which of the following grounds were you discriminated against?^ (multiple selection)

	Response Count	
Age	116	
Caring responsibilities	37	
Disability	52	
Ethnic background	89	
Gender	91	
Gender reassignment or perceived gender	--	
Grade or responsibility level	113	
Main spoken/ written language or language ability	26	
Marital status or civil partnership	--	
Mental health	57	
Pay	36	
Pregnancy, maternity or paternity	10	
Religion or belief	12	
Sex	25	
Sexual orientation	19	
Social or educational background	52	
Working location	32	
Working pattern	84	
Any other grounds	39	
Prefer not to say	45	

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'



All questions by theme

↗ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Bullying and harassment

E03. Have you been bullied or harassed at work, in the past 12 months?^

			Difference from previous survey	Difference from CS2019
Yes		10%	+2 ↕	-1 ↕
No		85%	-2 ↕	+3 ↕
Prefer not to say		5%	0	-2 ↕

For respondents who selected 'Yes' to E03.

E03A. How would you describe the nature of the bullying and/or harassment you experienced?^ (multiple selection)

	Response Count	
Comments about my personal appearance	42	
Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault)	40	
Spreading gossip or making false accusations about me	99	
Intimidation or verbal aggression (e.g. shouting, swearing, making threats)	143	
Physical assault (e.g. object thrown at me, pushed, hit)	--	
Humiliated in front of team or others	179	
Negative Micromanagement (e.g. excessive control; made to feel incompetent)	218	
Removal of job responsibilities, unconstructive criticism, or impossible/changing expectations	162	
Treated less favourably to others	156	
Ignored, excluded, marginalised	152	
Undermining or taking credit for my work	149	
Denied time off for personal ill health	--	
Denied time off for family or caring responsibilities	--	
Disclosure of personal / sensitive information to colleagues without my consent	40	
Something else not listed here	47	
Prefer not to say	17	

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'

Of those who said they had experienced bullying and/or harassment at work in the last 12 months, 77% said it occurred in BEIS while 23% said it occurred in another organisation.



All questions by theme

◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Bullying and harassment

For respondents who selected 'Yes' to E03.
E04. Who bullied and/or harassed you?^ (multiple selection)

	Response Count	
A colleague in my Area/Directorate/Division	142	
A colleague in a different Area/Directorate/ Division of BEIS	39	
My manager	131	
Another senior member of staff in BEIS	76	
Someone I manage	20	
Someone working in a different Civil Service organisation	43	
Someone working for a non-Civil Service organisation	22	
A contractor	12	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	--	
Someone else not listed here	11	
Prefer not to say	48	

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'

For respondents who selected 'Yes' to E03.
E05. Did you report your experience of bullying and/or harassment?^

		Difference from previous survey	Difference from CS2019
Yes	56%	+14 ◇	+5 ◇
No	37%	-8 ◇	-5 ◇
Prefer not to say	7%	-6 ◇	+1

For respondents who selected 'Yes' to E03.
E06. How would you describe your situation now?^

		Difference from CS2019
Appropriate action was taken to address the behaviour I experienced		
Yes	16%	0
No	61%	-2 ◇
Prefer not to say	23%	+2 ◇
The bullying and/or harassment has stopped		
Yes	45%	+8 ◇
No	32%	-6 ◇
Prefer not to say	23%	-1
The culture in my area allows this kind of behaviour to continue		
Yes	53%	-2 ◇
No	29%	+4 ◇
Prefer not to say	18%	-1
I felt like I was punished for reporting the incident		
Yes	16%	-1 ◇
No	59%	+4 ◇
Prefer not to say	25%	-2 ◇
I moved to another team or role to avoid the behaviour		
Yes	37%	+15 ◇
No	48%	-12 ◇
Prefer not to say	15%	-1

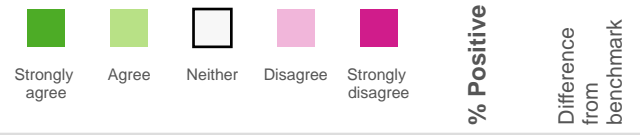


Additional questions selected by organisation

⬠ indicates statistically significant difference from comparison

Safe to Challenge

* indicates negatively phrased question(s) where % positive is the proportion who selected "no"



Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQB1	In the last 12 months, I have seen someone else being bullied or treated unfairly in BEIS*	Yes: 19% No: 75% Prefer not to say: 5%					75%	+7 ⬠
LQB2	I make a point of tackling bullying, harassment and other inappropriate behaviours when I see it happening around me	19	48	29			67%	-1 ⬠
LQB3	I feel comfortable speaking to those more senior than me about their actions and impact	15	41	21	19		56%	+3 ⬠
LQB4	I feel confident that if I challenged someone more senior than me in my Area/Directorate/Division they would be open to receiving the challenge	12	37	29	16	6	49%	+7 ⬠

Change Management



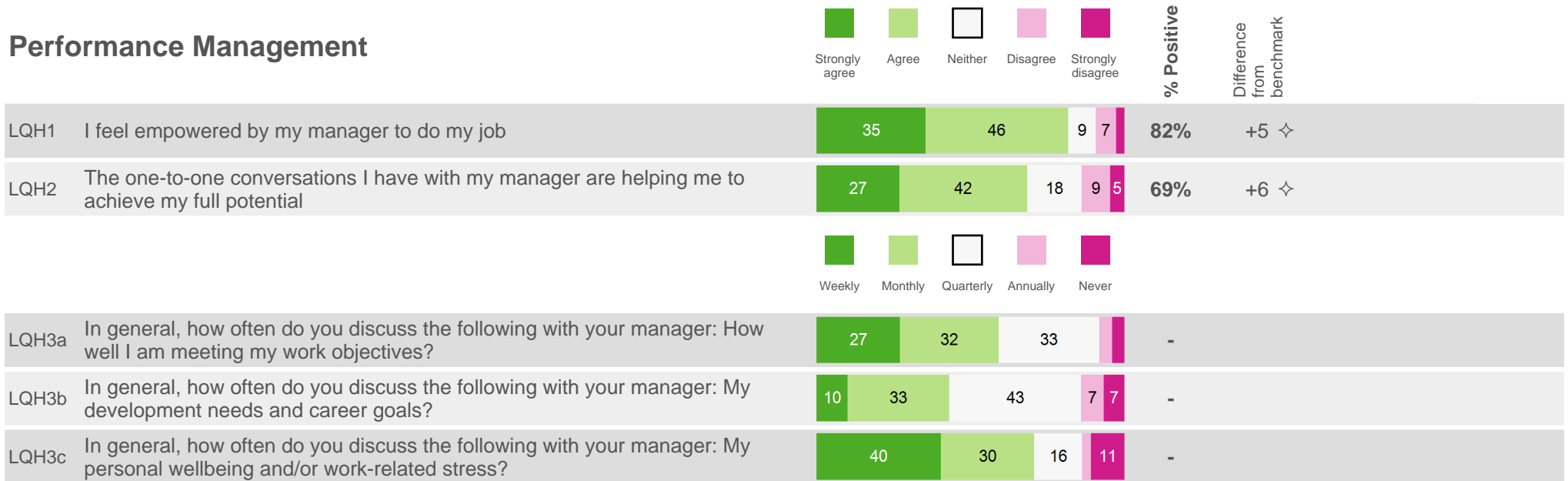
Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQC1	I get to find out the reasons behind key changes that happen in BEIS	7	41	31	18		48%	+2 ⬠
LQC2	I understand what support is available to me as I am affected by organisational change	9	47	28	14		56%	+4 ⬠
LQC3	I feel that change is managed well in my Area/Directorate/Division	10	45	29	13		54%	+11 ⬠
LQC4	I feel positive about the future of BEIS	12	45	31	9		57%	+2 ⬠

Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.

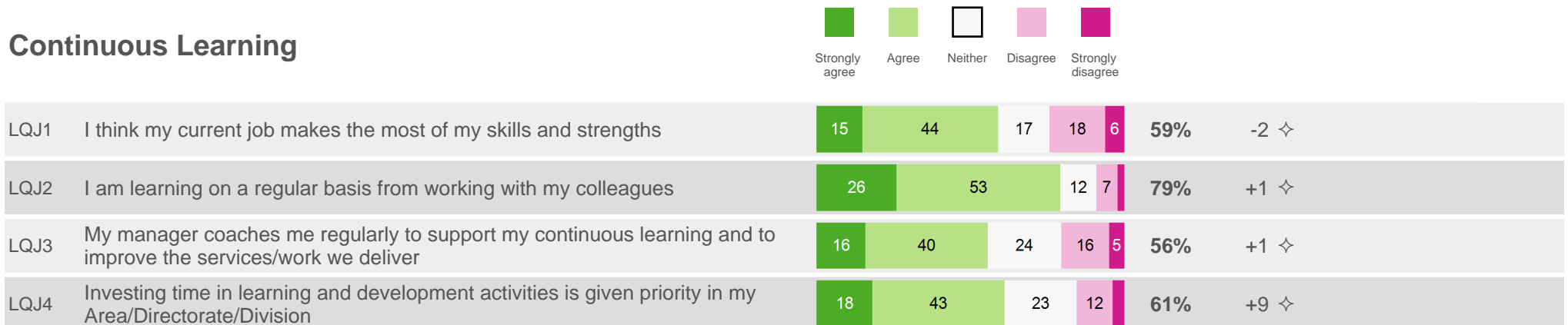
Additional questions selected by organisation

✦ indicates statistically significant difference from comparison

Performance Management



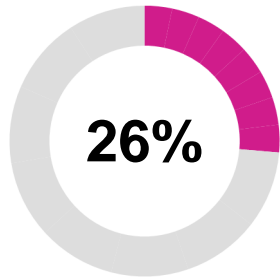
Continuous Learning



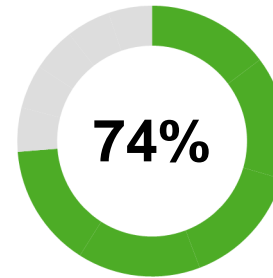
Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.

Proxy Stress Index and PERMA Index

† indicates statistically significant difference from comparison
 ** this is a negatively phrased question where % positive is the proportion who selected "no"



Difference from previous survey	0
Difference from CS2019	-2 †
Difference from CS High Performers	0



Difference from previous survey	0
Difference from CS2019	0
Difference from CS High Performers	-1 †

Proxy Stress Index

This index aligns to the Health and Safety Executive's stress management tool, using the 8 questions from the People Survey shown below. We calculate it in the same way as the Employee Engagement Index.

We have 'inverted' the final index so that it is a measure of conditions which can add to stress rather than alleviate stress, i.e. a higher index score represents a more stressful environment.

% positive

B05	I have a choice in deciding how I do my work	82%
B08	My manager motivates me to be more effective in my job	76%
B18	The people in my team can be relied upon to help when things get difficult in my job	88%
B26	I am treated with respect by the people I work with	89%
B30	I have clear work objectives	71%
B33	I have an acceptable workload	66%
B45	I have the opportunity to contribute my views before decisions are made that affect me	44%
E03	Have you been bullied or harassed at work, in the past 12 months?*	85%

PERMA Index

This index measures the extent to which employees are 'flourishing' in the workplace around the 5 dimensions: Positive emotion, Engagement, Relationships, Meaning and Accomplishment.

The index is computed using the questions from the People Survey shown below and combining them in the same way as the Employee Engagement Index. A high score represents a greater proportion of employees agreeing with the statements below or rating the two wellbeing questions as high.

% positive

B01	I am interested in my work	89%
B03	My work gives me a sense of personal accomplishment	75%
B18	The people in my team can be relied upon to help when things get difficult in my job	88%
W01	Overall, how satisfied are you with your life nowadays?	68%
W02	Overall, to what extent do you feel that the things you do in your life are worthwhile?	72%



Appendix

Glossary of key terms

% positive	The proportion who selected either "agree" or "strongly agree" for a question (or all questions within a theme in the case of Theme score % positive), unless otherwise indicated.
Previous survey	Comparisons to the previous survey relate to the results from the 2018 Civil Service People Survey. Where a question is flagged as changed since the last survey (^) comparisons should be treated with caution as changes to wording may affect how people respond to the question.
CS2019	The CS2019 benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that participated in the 2019 Civil Service People Survey, where data was not suppressed.
CS High Performers	For each question, unless otherwise indicated, this is the upper quartile score across all Civil Service organisations that took part in the 2019 Civil Service People Survey, where data was not suppressed. For question W04 and the Proxy Stress Index, we have used the lower quartile.
Difference from benchmark	For these questions, the benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that selected these questions for inclusion in their 2019 Civil Service People Survey, so it is not representative of the whole Civil Service.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Therefore in some instances, the differences presented in this report will not match the rounded figures of the scores being compared. For example, if your unrounded Engagement Index score is 75.43647583%, your organisation overall's score is 74.63572484% and the difference between the two is +0.800751%, in this report these scores would appear as 75%, 75% and +1.

Statistical significance: ✨

Statistical testing has been carried out to identify statistically significant differences between your results and a number of comparators. You can therefore be confident that the difference represents a real difference in opinion between the results. Please note that there needs to be 30 responses at question level, 20 responses at theme level and 10 responses at index level for statistical testing to be carried out on the corresponding scores. If you received a lower number of responses, then statistical significance testing won't have been conducted.

The employee engagement index

The survey includes five questions that make up the engagement index (B47-B51). The index score represents the average level of engagement in that unit and ranges from 0 to 100. An index score of 0 represents all respondents in that unit saying they strongly disagree to all five engagement questions and a score of 100 represents all respondents saying they strongly agree to all five engagement questions.

Confidentiality

The survey was carried out as part of the 2019 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all participating organisations. The Cabinet Office commissioned ENGINE Transformation to carry out the survey. ENGINE Transformation is a member of the Market Research Society, and is bound by their strict code of conduct and confidentiality rules. These rules do not allow for the breakdown of the results to the extent where the anonymity of individuals may be compromised. Groups of fewer than 10 respondents will not be reported on, however their responses do contribute to the overall scores for the unit and organisation they belong to and the overall Civil Service results.

ENIGINE's Privacy Policy (<https://transformation.enginegroup.com/privacy-notice>) tells you how they keep personal data safe and who to contact to exercise your rights of control under the new GDPR regulations.

The Civil Service People Survey Privacy Notice can be found on GOV.UK (<https://www.gov.uk/government/publications/people-survey-privacy-information-notice/privacy-notice-civil-service-people-survey>)