



Intellectual Property Office

People Survey Results 2019



IPO | Making life better through IP

Intellectual Property Office is an operating name of the Patent Office

SR00060454

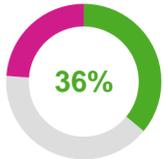


Taking action

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



B52. I believe that Directors, Deputy Directors, D1's and equivalents in the IPO 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?

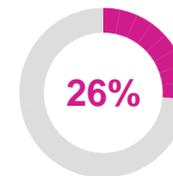


W03. Overall, how happy did you feel yesterday?



W04. Overall, how anxious did you feel yesterday?

Proxy Stress Index



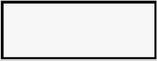
PERMA Index



Your plans for the future



Headline scores

Highest positive scoring questions	% Positive	Highest neutral scoring questions	% Neutral	Highest negative scoring questions	% Negative
B31 I have the skills I need to do my job effectively	 92%	B53 Where I work, I think effective action has been taken on the results of the last survey  40%		B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable  47%	
B18 The people in my team can be relied upon to help when things get difficult in my job	 90%	B17 Poor performance is dealt with effectively in my team  37%		B35 I feel that my pay adequately reflects my performance  45%	
B01 I am interested in my work	 89%	B43 When changes are made in the IPO they are usually for the better  34%		B42 I feel that change is managed well in the IPO  35%	
B09 My manager is considerate of my life outside work	 88%	B51 The IPO motivates me to help it achieve its objectives  29%		B36 I am satisfied with the total benefits package  29%	
B54 I am trusted to carry out my job effectively	 88%	B50 The IPO inspires me to do the best in my job  29%		B43 When changes are made in the IPO they are usually for the better  25%	

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

79%

0

Difference
from
previous
survey



% Positive

Difference
from
previous
survey

Difference
from
CS2019

Difference
from CS High
Performers

B01 I am interested in my work



89%

0

-1

-3 ◆

B02 I am sufficiently challenged by my work



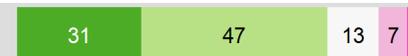
87%

0

+7 ◆

+5 ◆

B03 My work gives me a sense of personal accomplishment



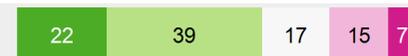
78%

0

0

-2 ◆

B04 I feel involved in the decisions that affect my work



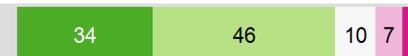
61%

-2

+1

-3 ◆

B05 I have a choice in deciding how I do my work



80%

-1

+2 ◆

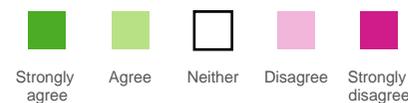
-2 ◆

Organisational objectives and purpose

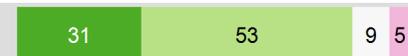
85%

-1

Difference
from
previous
survey



B06 I have a clear understanding of IPO's objectives



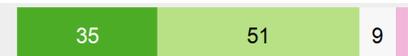
84%

0

+2 ◆

-2 ◆

B07 I understand how my work contributes to IPO's objectives



86%

-2 ◆

+2 ◆

-2 ◆

All questions by theme

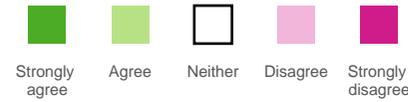
◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

My manager

72%

-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
B08	My manager motivates me to be more effective in my job	31	41	15	9	4	72%	-2 ◇	0	-4 ◇
B09	My manager is considerate of my life outside work	52	36	7	5	0	88%	0	+2 ◇	-1
B10	My manager is open to my ideas	46	39	8	6	0	84%	0	+1	-2 ◇
B11	My manager helps me to understand how I contribute to IPO's objectives	29	42	19	8	4	70%	+2	+3 ◇	-1
B12	Overall, I have confidence in the decisions made by my manager	38	40	13	5	5	78%	-3 ◇	+1	-3 ◇
B13	My manager recognises when I have done my job well	39	40	11	6	4	79%	-1	-1 ◇	-4 ◇
B14	I receive regular feedback on my performance	31	42	13	10	5	72%	-3 ◇	+4 ◇	0
B15	The feedback I receive helps me to improve my performance	27	39	19	9	5	66%	-4 ◇	+1	-2 ◇
B16	I think that my performance is evaluated fairly	28	41	18	7	6	69%	-1	+1	-3 ◇
B17	Poor performance is dealt with effectively in my team	14	29	37	12	9	43%	0	+3 ◇	-1

All questions by theme

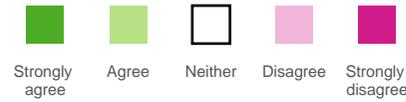
◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

My team

86%

+1

Difference
from
previous
survey



% Positive

Difference
from
previous
survey

Difference
from
CS2019

Difference
from CS High
Performers

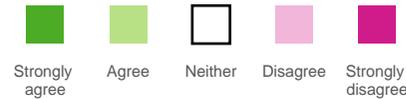
Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B18	The people in my team can be relied upon to help when things get difficult in my job	46	44	5	5	0	90%	+1	+4 ◇	+1
B19	The people in my team work together to find ways to improve the service we provide	43	43	8	8	0	86%	+2 ◇	+3 ◇	0
B20	The people in my team are encouraged to come up with new and better ways of doing things	42	39	12	12	0	82%	+2	+5 ◇	+2 ◇

Learning and development

70%

-2

Difference
from
previous
survey



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	30	52	11	5	0	82%	-2 ◇	+17 ◇	+11 ◇
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	23	44	23	8	0	68%	-2 ◇	+13 ◇	+8 ◇
B23	There are opportunities for me to develop my career in the IPO	25	42	16	10	7	67%	-4 ◇	+17 ◇	+10 ◇
B24	Learning and development activities I have completed while working for the IPO are helping me to develop my career	21	43	22	9	5	64%	0	+14 ◇	+8 ◇

All questions by theme

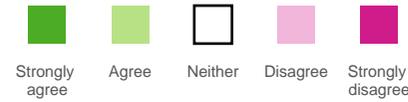
◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Inclusion and fair treatment

80%

-1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

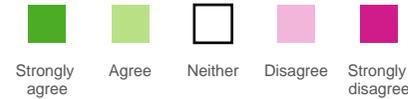
Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B25	I am treated fairly at work	40	42	8	6	6	82%	-2 ◇	0	-3 ◇
B26	I am treated with respect by the people I work with	42	45	6	6	6	87%	-1	+1	-2 ◇
B27	I feel valued for the work I do	30	38	14	12	6	68%	0	0	-5 ◇
B28	I think that the IPO respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	46	39	9	6	6	85%	-2 ◇	+7 ◇	+3 ◇

Resources and workload

79%

-2 ◇

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
B29	I get the information I need to do my job well	24	55	13	6	6	78%	-4 ◇	+7 ◇	+2 ◇
B30	I have clear work objectives	25	52	11	8	6	78%	-6 ◇	+2 ◇	-1 ◇
B31	I have the skills I need to do my job effectively	35	58	6	6	6	92%	+1	+4 ◇	+1 ◇
B32	I have the tools I need to do my job effectively	26	53	9	9	6	79%	+1	+7 ◇	+1
B33	I have an acceptable workload	19	49	14	13	5	68%	0	+5 ◇	0
B34	I achieve a good balance between my work life and my private life	31	47	12	7	6	78%	-3 ◇	+7 ◇	+2 ◇

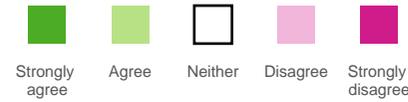
All questions by theme

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^ indicates a variation in question wording from your previous survey

Pay and benefits

42%

+4 ◇ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

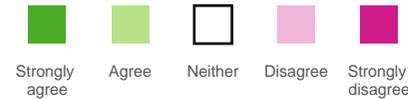
Difference from CS High Performers

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	8	31	16	25	20	39%	+4 ◇	+5 ◇	-2 ◇
B36 I am satisfied with the total benefits package	14	38	19	16	12	53%	+3 ◇	+14 ◇	+4 ◇
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	9	24	19	24	23	33%	+4 ◇	+6 ◇	-2 ◇

Leadership and managing change

54%

-1 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 Directors, Deputy Directors, D1's and equivalents in the IPO are sufficiently visible	16	48	19	11	7	64%	-1	+1	-9 ◇
B39 I believe the actions of Directors, Deputy Directors, D1's and equivalents are consistent with IPO's values	13	44	24	10	8	57%	0	+3 ◇	-7 ◇
B40 I believe that the IPOB has a clear vision for the future of the IPO	14	42	28	10	6	56%	-2	+6 ◇	-4 ◇
B41 Overall, I have confidence in the decisions made by Directors, Deputy Directors, D1's and equivalents	13	42	25	12	8	55%	-3 ◇	+4 ◇	-7 ◇
B42 I feel that change is managed well in the IPO	7	31	27	25	10	38%	-6 ◇	+3 ◇	-7 ◇
B43 When changes are made in the IPO they are usually for the better	8	33	34	18	8	41%	-5 ◇	+5 ◇	-3 ◇
B44 The IPO keeps me informed about matters that affect me	13	55	19	9	5	68%	-1	+8 ◇	0
B45 I have the opportunity to contribute my views before decisions are made that affect me	12	39	24	17	8	51%	+4 ◇	+11 ◇	+1
B46 I think it is safe to challenge the way things are done in the IPO	14	42	22	13	8	57%	0	+7 ◇	0

All questions by theme

◆ indicates statistically significant difference from comparison
^ 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 the IPO	30	40	23			70%	-1	+3 ◆	-3 ◆
B48 I would recommend the IPO as a great place to work	37	40	14	5		78%	-1	+17 ◆	+8 ◆
B49 I feel a strong personal attachment to the IPO	24	33	26	12		58%	0	+5 ◆	0
B50 The IPO inspires me to do the best in my job	20	36	29	11		56%	-3 ◆	+4 ◆	-3 ◆
B51 The IPO motivates me to help it achieve its objectives	20	35	29	12	5	55%	-2	+5 ◆	-1

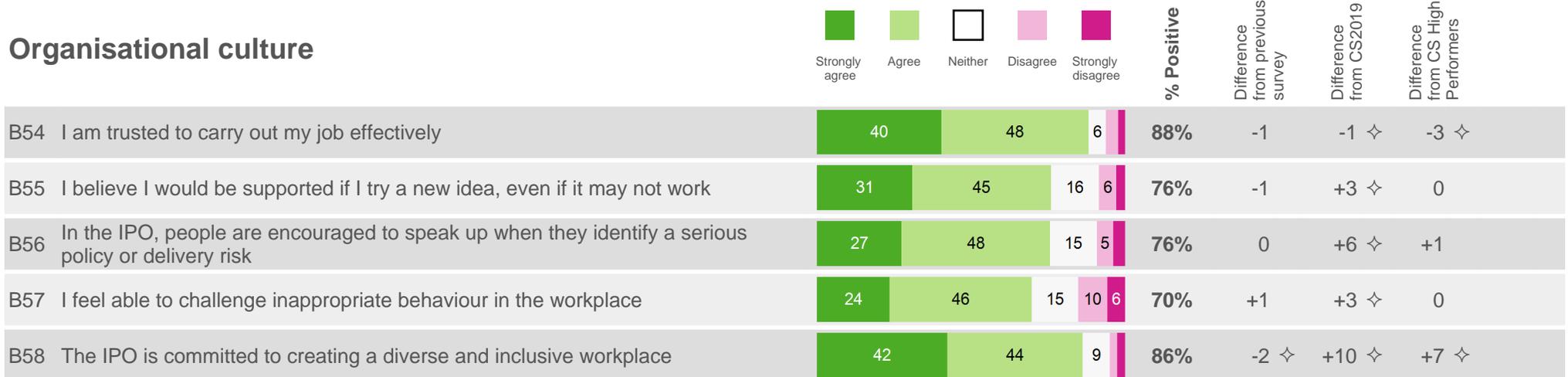
Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B52 I believe that Directors, Deputy Directors, D1's and equivalents in the IPO will take action on the results from this survey	13	40	24	13	10	53%	-1	+2 ◆	-6 ◆
B53 Where I work, I think effective action has been taken on the results of the last survey	9	27	40	13	10	36%	-3 ◆	-2 ◆	-9 ◆

All questions by theme

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

Organisational culture



Civil Service vision



Leadership statement



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

All questions by theme

◆ indicates statistically significant difference from comparison
^ 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?	14	20	51	16	66%	-1	-1	-4 ◆
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	14	18	47	22	68%	-1	-3 ◆	-5 ◆
W03 Overall, how happy did you feel yesterday?	18	22	41	18	59%	-1	-3 ◆	-5 ◆

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?	18	27	19	36	36%	+1	+4 ◆	+5 ◆

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 the IPO?

Statement	%	Difference from previous survey	Difference from CS2019
I want to leave the IPO as soon as possible	6%	+2 ◇	-1
I want to leave the IPO within the next 12 months	9%	0	-6 ◇
I want to stay working for the IPO for at least the next year	25%	+2	-8 ◇
I want to stay working for the IPO for at least the next three years	60%	-4 ◇	+17 ◇

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?	90	10	90%	-1	-1 ◇	-4 ◇
D02. Are you aware of how to raise a concern under the Civil Service Code?	65	35	65%	0	0	-6 ◇
D03. Are you confident that if you raised a concern under the Civil Service Code in the IPO it would be investigated properly?	78	22	78%	0	+7 ◇	+2 ◇

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		12%	0	+1
No		81%	+1	0
Prefer not to say		7%	-1	-1 ↗

Of those who said they had experienced discrimination at work in the last 12 months, 88% said it occurred in the IPO while 12% 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	24		
Caring responsibilities	11		
Disability	10		
Ethnic background	13		
Gender	23		
Gender reassignment or perceived gender	--		
Grade or responsibility level	33		
Main spoken/ written language or language ability	--		
Marital status or civil partnership	--		
Mental health	16		
Pay	16		
Pregnancy, maternity or paternity	--		
Religion or belief	--		
Sex	--		
Sexual orientation	--		
Social or educational background	10		
Working location	12		
Working pattern	30		
Any other grounds	--		
Prefer not to say	15		

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

All questions by theme

◇ indicates statistically significant difference from comparison
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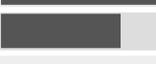
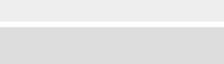
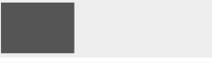
Bullying and harassment

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

			Difference from previous survey	Difference from CS2019
Yes		10%	+1	-2 ◇
No		83%	-2 ◇	+1
Prefer not to say		7%	+1 ◇	0

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	--	
Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault)	--	
Spreading gossip or making false accusations about me	29	
Intimidation or verbal aggression (e.g. shouting, swearing, making threats)	23	
Physical assault (e.g. object thrown at me, pushed, hit)	--	
Humiliated in front of team or others	49	
Negative Micromanagement (e.g. excessive control; made to feel incompetent)	44	
Removal of job responsibilities, unconstructive criticism, or impossible/changing expectations	36	
Treated less favourably to others	48	
Ignored, excluded, marginalised	47	
Undermining or taking credit for my work	26	
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	16	
Something else not listed here	12	
Prefer not to say	--	

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

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	41	
A colleague in a different Area/Directorate/ Division of the IPO	--	
My manager	38	
Another senior member of staff in the IPO	18	
Someone I manage	--	
Someone working in a different Civil Service organisation	--	
Someone working for a non-Civil Service organisation	--	
A contractor	--	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	--	
Someone else not listed here	--	
Prefer not to say	16	

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	34%	-12 ◇	-17 ◇
No	59%	+22 ◇	+17 ◇
Prefer not to say	7%	-11 ◇	0

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

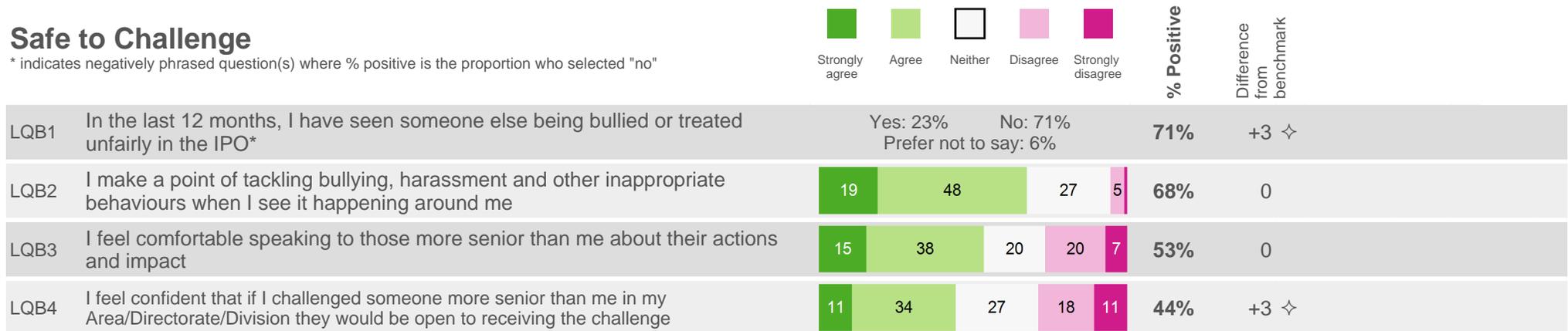
		Difference from CS2019
Appropriate action was taken to address the behaviour I experienced		
Yes	11%	-5
No	65%	+2
Prefer not to say	24%	+2
The bullying and/or harassment has stopped		
Yes	36%	-2
No	42%	+4
Prefer not to say	22%	-2
The culture in my area allows this kind of behaviour to continue		
Yes	60%	+5
No	21%	-4
Prefer not to say	19%	0
I felt like I was punished for reporting the incident		
Yes	23%	+6
No	40%	-15 ◇
Prefer not to say	37%	+10 ◇
I moved to another team or role to avoid the behaviour		
Yes	29%	+7 ◇
No	49%	-12 ◇
Prefer not to say	23%	+7

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"



Smarter Working

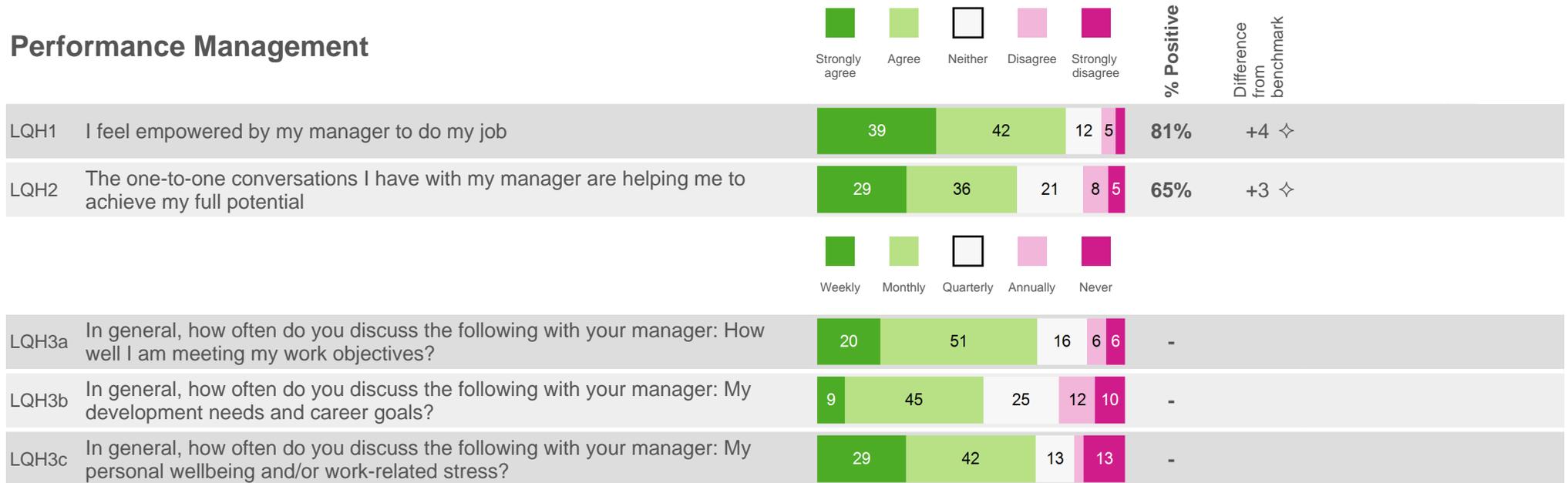


Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.

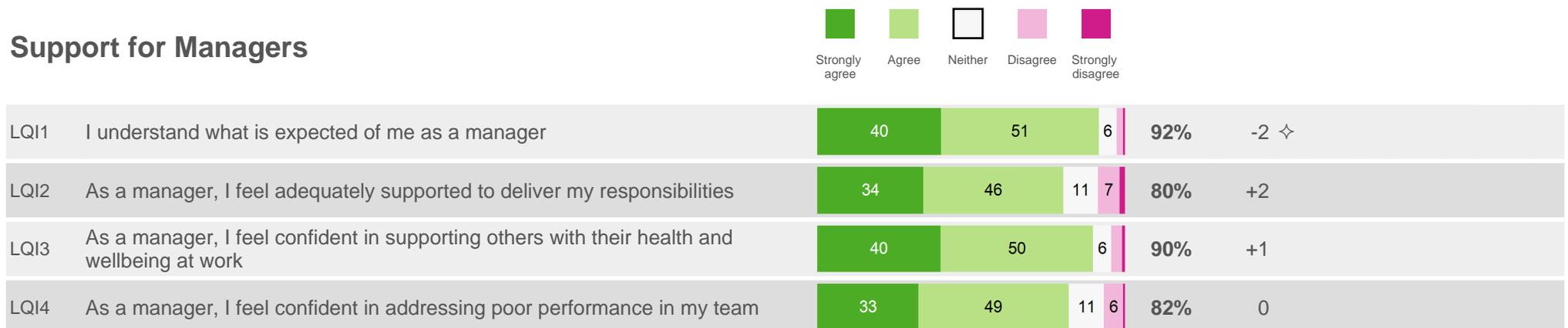
Additional questions selected by organisation

✦ indicates statistically significant difference from comparison

Performance Management



Support for Managers

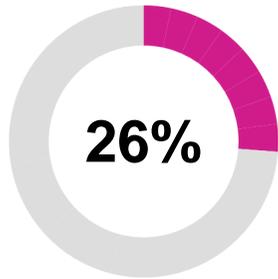


Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.

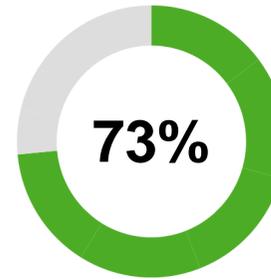
Proxy Stress Index and PERMA Index

◇ indicates statistically significant difference from comparison

** this is a negatively phrased question where % positive is the proportion who selected "no"



Difference from previous survey	+1 ◇
Difference from CS2019	-2 ◇
Difference from CS High Performers	0



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

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	80%
B08	My manager motivates me to be more effective in my job	72%
B18	The people in my team can be relied upon to help when things get difficult in my job	90%
B26	I am treated with respect by the people I work with	87%
B30	I have clear work objectives	78%
B33	I have an acceptable workload	68%
B45	I have the opportunity to contribute my views before decisions are made that affect me	51%
E03	Have you been bullied or harassed at work, in the past 12 months?**	83%

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	78%
B18	The people in my team can be relied upon to help when things get difficult in my job	90%
W01	Overall, how satisfied are you with your life nowadays?	66%
W02	Overall, to what extent do you feel that the things you do in your life are worthwhile?	68%

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>)