



Strength of association with engagement

Statistically significant difference from comparison

Employee engagement is shaped by experience at work, as measured by nine themes in the survey shown below.





The table below shows how you performed on each of the nine themes ranked by the strength of association with engagement. The themes which have the strongest association with engagement should be the focus for action. See the appendix for further details.

Drivers of Engagement

	Strength of association with engagement	Theme score % Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
Leadership and managing change		22%	-1	-21 ✧	-30 ✧
My work		57%	+1	-18 ✧	-21 ✧
My manager		53%	+2 ✧	-15 ✧	-18 ✧
Pay and benefits		21%	+1	-10 ✧	-17 ✧
Learning and development		33%	+3 ✧	-17 ✧	-22 ✧
Resources and workload		52%	0	-21 ✧	-25 ✧
Organisational objectives and purpose		71%	+1	-12 ✧	-17 ✧
Inclusion and fair treatment		55%	+1	-21 ✧	-24 ✧
My team		63%	0	-16 ✧	-20 ✧



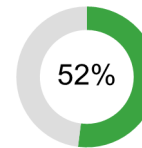
Strength of association with engagement



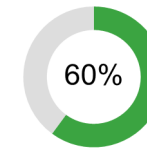
Statistically significant difference from comparison

Wellbeing

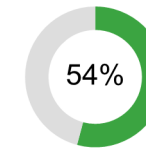
% responding positively (Answering 7,8, 9 or 10 for W01 – W03; Answering 0,1,2 or 3 for W04)



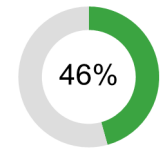
W01. Overall, how satisfied are you with your life nowadays?



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



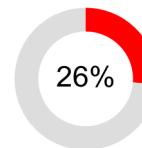
W03. Overall, how happy did you feel yesterday?



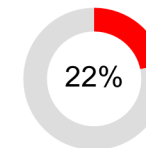
W04. Overall, how anxious did you feel yesterday?

Discrimination, bullying and harassment

% responding Yes

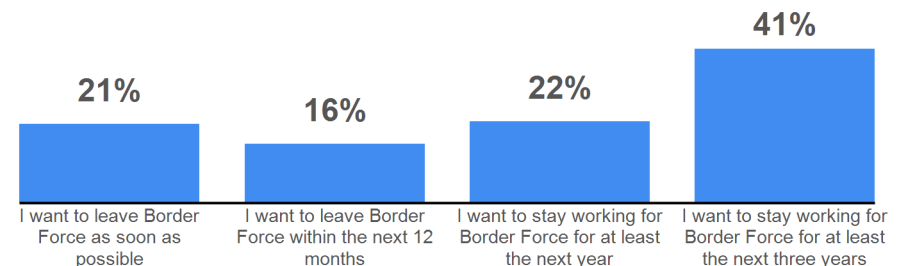


During the past 12 months have you personally experienced discrimination at work?



During the past 12 months have you personally experienced bullying or harassment at work?

Your plans for the future





All questions by theme

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

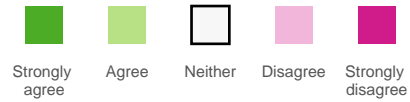
My work

57% +1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2016

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B01 I am interested in my work	36	46	9	5	5	82%	0	-8 ◆	-9 ◆
B02 I am sufficiently challenged by my work	26	41	15	12	6	67%	+1	-13 ◆	-16 ◆
B03 My work gives me a sense of personal accomplishment	20	39	15	15	11	59%	+2	-16 ◆	-20 ◆
B04 I feel involved in the decisions that affect my work	10	25	18	23	24	35%	+1	-22 ◆	-26 ◆
B05 I have a choice in deciding how I do my work	11	30	17	20	22	41%	+2	-33 ◆	-38 ◆

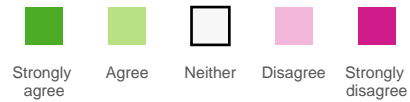
Organisational objectives and purpose

71% +1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2016

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B06 I have a clear understanding of Border Force's purpose	24	48	13	9	5	72%	+1	-13 ◆	-18 ◆
B07 I have a clear understanding of Border Force's objectives	22	48	15	10	6	69%	+1	-11 ◆	-16 ◆
B08 I understand how my work contributes to Border Force's objectives	22	48	16	8	6	70%	+2	-13 ◆	-17 ◆



All questions by theme

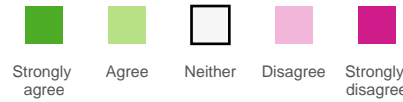
◆ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

My manager

53% +2
Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2016

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B09	My manager motivates me to be more effective in my job	16	37	19	14	14	53%	+3 ◆	-16 ◆	-20 ◆
B10	My manager is considerate of my life outside work	26	37	17	8	11	63%	+1	-19 ◆	-22 ◆
B11	My manager is open to my ideas	23	41	17	9	10	64%	+2	-16 ◆	-20 ◆
B12	My manager helps me to understand how I contribute to Border Force's objectives	14	33	28	14	11	47%	+2	-17 ◆	-22 ◆
B13	Overall, I have confidence in the decisions made by my manager	19	38	18	11	14	57%	+2	-16 ◆	-22 ◆
B14	My manager recognises when I have done my job well	24	43	14	10	8	67%	+1	-11 ◆	-14 ◆
B15	I receive regular feedback on my performance	17	37	17	17	12	55%	+7 ◆	-11 ◆	-14 ◆
B16	The feedback I receive helps me to improve my performance	15	31	26	15	13	46%	+3 ◆	-17 ◆	-21 ◆
B17	I think that my performance is evaluated fairly	13	33	21	16	18	45%	+3 ◆	-18 ◆	-23 ◆
B18	Poor performance is dealt with effectively in my team	7	22	30	18	23	28%	+2	-11 ◆	-14 ◆

My team

63% 0
Difference from previous survey



Strength of association with engagement



Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B19	The people in my team can be relied upon to help when things get difficult in my job	28	46	13	8	6	75%	0	-10 ◆	-12 ◆
B20	The people in my team work together to find ways to improve the service we provide	23	42	19	11	6	64%	+1	-17 ◆	-20 ◆
B21	The people in my team are encouraged to come up with new and better ways of doing things	18	33	23	15	11	51%	0	-23 ◆	-27 ◆



All questions by theme

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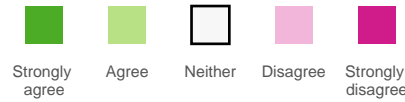
Learning and development

33% +3

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2016

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B22	I am able to access the right learning and development opportunities when I need to	6	35	23	22	14	42%	+4 ◆	-19 ◆	-26 ◆
B23	Learning and development activities I have completed in the past 12 months have helped to improve my performance	6	27	28	22	16	34%	+2	-17 ◆	-23 ◆
B24	There are opportunities for me to develop my career in Border Force	6	25	23	22	24	31%	+6 ◆	-11 ◆	-20 ◆
B25	Learning and development activities I have completed while working for Border Force are helping me to develop my career	5	20	28	25	22	25%	+2	-18 ◆	-26 ◆

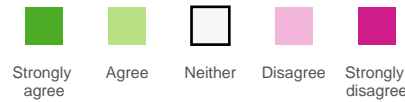
Inclusion and fair treatment

55% +1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2016

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B26	I am treated fairly at work	14	44	17	13	12	58%	+3 ◆	-21 ◆	-25 ◆
B27	I am treated with respect by the people I work with	17	53	16	8	7	70%	+1	-14 ◆	-17 ◆
B28	I feel valued for the work I do	11	31	20	20	18	42%	+1	-23 ◆	-28 ◆
B29	I think that Border Force respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	12	39	23	13	14	50%	0	-24 ◆	-28 ◆



All questions by theme

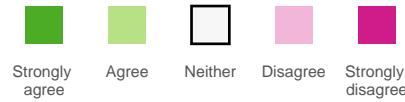
◆ indicates statistically significant difference from comparison
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Resources and workload **52%** **0**

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2016

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B30 In my job, I am clear what is expected of me	16	55	15	10	5	70%	0	-12 ◆	-16 ◆
B31 I get the information I need to do my job well	8	38	24	20	10	46%	0	-23 ◆	-28 ◆
B32 I have clear work objectives	11	47	20	14	8	58%	+3 ◆	-17 ◆	-22 ◆
B33 I have the skills I need to do my job effectively	17	54	17	8	5	70%	+1	-18 ◆	-21 ◆
B34 I have the tools I need to do my job effectively	7	32	21	26	15	38%	-2	-32 ◆	-37 ◆
B35 I have an acceptable workload	5	36	20	21	17	41%	-1	-17 ◆	-23 ◆
B36 I achieve a good balance between my work life and my private life	8	32	17	20	23	40%	+2 ◆	-27 ◆	-32 ◆

Pay and benefits **21%** **+1**

Difference from previous survey



Strength of association with engagement



Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B37 I feel that my pay adequately reflects my performance	21	19	29	29		23%	+1	-9 ◆	-16 ◆
B38 I am satisfied with the total benefits package	17	21	30	31		18%	+1	-16 ◆	-22 ◆
B39 Compared to people doing a similar job in other organisations I feel my pay is reasonable	19	22	27	31		21%	+1	-6 ◆	-13 ◆



All questions by theme

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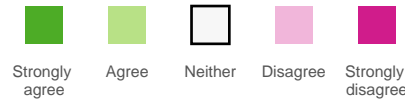
Leadership and managing change

22% -1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2016

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B40	I feel that Border Force as a whole is managed well	17	19	28	34	19%	0	-28 ◆	-39 ◆	
B41	Senior managers in Border Force are sufficiently visible	6	25	20	21	28	31%	0	-24 ◆	-34 ◆
B42	I believe the actions of senior managers are consistent with Border Force's values	20	29	20	27	24%	-2	-25 ◆	-33 ◆	
B43	I believe that Senior Management has a clear vision for the future of Border Force	5	20	27	20	29	24%	-4 ◆	-18 ◆	-30 ◆
B44	Overall, I have confidence in the decisions made by Border Force's senior managers	16	24	21	35	20%	0	-24 ◆	-35 ◆	
B45	I feel that change is managed well in Border Force	12	22	32	32	14%	0	-16 ◆	-27 ◆	
B46	When changes are made in Border Force they are usually for the better	10	26	29	33	12%	+1	-18 ◆	-26 ◆	
B47	Border Force keeps me informed about matters that affect me	31	28	20	18	35%	0	-21 ◆	-30 ◆	
B48	I have the opportunity to contribute my views before decisions are made that affect me	15	22	28	31	19%	0	-19 ◆	-29 ◆	
B49	I think it is safe to challenge the way things are done in Border Force	18	20	25	33	22%	0	-22 ◆	-27 ◆	



All questions by theme

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Engagement

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B50 I am proud when I tell others I am part of Border Force	8	25	29	19	19	33%	0	-25 ◆	-33 ◆
B51 I would recommend Border Force as a great place to work	5	17	27	24	28	21%	+2 ◆	-30 ◆	-39 ◆
B52 I feel a strong personal attachment to Border Force	8	23	26	21	22	31%	+2	-17 ◆	-25 ◆
B53 Border Force inspires me to do the best in my job	5	19	31	22	22	25%	+1	-21 ◆	-28 ◆
B54 Border Force motivates me to help it achieve its objectives	5	18	31	23	24	22%	+1	-21 ◆	-28 ◆

Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B55 I believe that senior managers in Border Force will take action on the results from this survey	5	17	21	22	34	22%	-1	-24 ◆	-32 ◆
B56 I believe that managers where I work will take action on the results from this survey	9	23	20	17	30	32%	+1	-24 ◆	-32 ◆
B57 Where I work, I think effective action has been taken on the results of the last survey	6	14	29	19	31	21%	+1	-14 ◆	-21 ◆



All questions by theme

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Organisational culture

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B58 I am trusted to carry out my job effectively	18	50	12	11	8	68%	-1	-20 ◆	-21 ◆
B59 I believe I would be supported if I try a new idea, even if it may not work	10	34	23	19	13	45%	+2	-24 ◆	-29 ◆
B60 When I talk about Border Force I say "we" rather than "they"	13	38	23	13	13	51%	+2 ◆	-20 ◆	-28 ◆
B61 I have some really good friendships at work	30	46	16	5		77%	+1	0	-4 ◆

Leadership statement

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
B62 Senior managers in Border Force actively role model the behaviours set out in the Civil Service Leadership Statement	18	36	20	22		22%	+2	-21 ◆	-27 ◆
B63 My manager actively role models the behaviours set out in the Civil Service Leadership Statement	12	34	29	11	14	46%	+3 ◆	-15 ◆	-21 ◆



All questions by theme

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Wellbeing



Unlike the questions B01-B63 which ask people to rate their agreement from strongly agree to strongly disagree, 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.

W01 Overall, how satisfied are you with your life nowadays?	23	25	40	12	52%	+1	-14 ◆	-17 ◆
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	17	23	42	18	60%	+1	-11 ◆	-14 ◆
W03 Overall, how happy did you feel yesterday?	22	24	36	19	54%	+1	-9 ◆	-12 ◆

For question W04 the percent positive is the proportion answering 0, 1, 2 or 3 to the question.



W04 Overall, how anxious did you feel yesterday?	22	23	22	33	46%	-1	-4 ◆	-7 ◆
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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 Border Force?

			Difference from previous survey	Difference from CS2016	Difference from CS High Performers
I want to leave Border Force as soon as possible		21%	0	+13 ◇	+10 ◇
I want to leave Border Force within the next 12 months		16%	0	+1	-3 ◇
I want to stay working for Border Force for at least the next year		22%	0	-10 ◇	-17 ◇
I want to stay working for Border Force for at least the next three years		41%	+1	-2 ◇	-10 ◇

The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from previous survey	Difference from CS2016	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?		11	89%	+1 ◇	-2 ◇	-6 ◇
D02. Are you aware of how to raise a concern under the Civil Service Code?		36	64%	+4 ◇	-3 ◇	-10 ◇
D03. Are you confident that if you raised a concern under the Civil Service Code in Border Force it would be investigated properly?		56	44%	+2	-24 ◇	-32 ◇

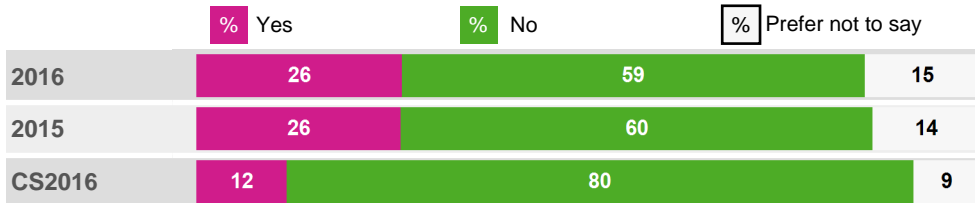


All questions by theme

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Discrimination, harassment and bullying

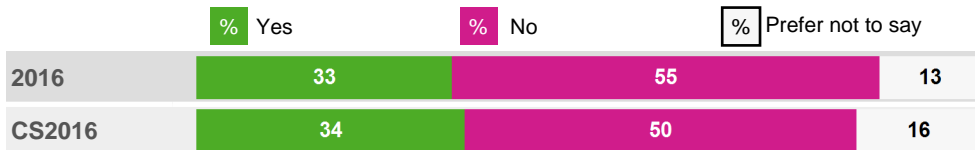
E01. During the past 12 months, have you personally experienced discrimination at work?



E03. During the past 12 months, have you personally experienced bullying or harassment at work?



For respondents who selected 'Yes' to question E03.
E05. Did you report the bullying and harassment you experienced?



For respondents who selected 'Yes' to question E03.
E06. In your opinion, has this issue been resolved?



For respondents who selected 'Yes' to question E01.
E02. On which of the following grounds have you personally experienced discrimination at work in the past 12 months? (multiple selection)

	Response Count
Age	124
Caring responsibilities	123
Disability	125
Ethnic background	77
Gender	115
Gender reassignment or perceived gender	--
Grade, pay band or responsibility level	221
Main spoken/written language or language ability	30
Religion or belief	43
Sexual orientation	25
Social or educational background	34
Working location	113
Working pattern	226
Any other grounds	201
Prefer not to say	55

For respondents who selected 'Yes' to question E03.
E04. Who were you bullied or harassed by at work in the past 12 months? (multiple selection)

A colleague	158
Your manager	176
Another manager in my part of Border Force	264
Someone you manage	33
Someone who works for another part of Border Force	48
A member of the public	64
Someone else	25
Prefer not to say	53

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



All questions by theme

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Border Force questions

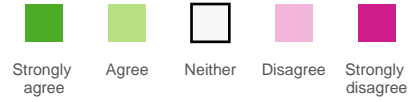
		Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey
F01	I understand how the Home Office needs to change to continue to deliver for the public	Yes: 74% No: 26%					74%	--
F02	I understand what I need to do personally to help the Home Office improve	Yes: 57% No: 43%					57%	-3 ◆
F03	I understand how to raise concerns relating to bullying or harassment	20	56	16	6	76%	-1	
F04	If you answered yes to the question 'During the past 12 months, have you personally experienced bullying or harassment at work', did you know where to go for support?	Yes: 65% No: 35%					65%	+1
F05	Investing time in learning and development activities is given priority in my area	21	26	28	20	26%	--	
F06	I have received good briefing about what is going on in Border Force	6	31	28	21	14	37%	-8 ◆
F07	I have a clear understanding on how Border Force is to transform to meet the 2020 vision to become the best border force in the world^	5	20	25	26	24	25%	+2 ◆
F08	I have seen positive changes in my area during the last year which are putting Border Force on the right path to become the best in the world	5	17	22	23	33	22%	+2
F09	I apply Border Force values on a day to day basis	18	52	22			70%	-3 ◆
F10	I have opportunities to meet with local Border Force senior managers (SO and above) to understand and discuss business critical issues	12	30	20	18	19	43%	0
F11	Since the last People Survey in 2015 I have had the opportunity to discuss with managers and colleagues Bullying, Harassment and Discrimination issues	Yes: 40% No: 60%					40%	0
F12	Did you know where to go for support for Bullying, Harassment and Discrimination issues?	Yes: 72% No: 28%					72%	--
F13	My daily work is becoming less transactional and more skill based	6	18	35	20	21	24%	+1



All questions by theme

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Border Force questions



% Positive
Difference from previous survey

Question ID	Question Text	Yes	No	% Positive	Difference from previous survey
F14	I have a monthly 1:1 with my manager where I can discuss my objectives, performance and behaviour; areas of improvement; career development and wellbeing	61%	39%	61%	--



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).
Previous survey	Comparisons to the previous survey relate to the results from the 2015 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.
CS2016	The CS2016 benchmark is the median percent positive across all organisations that participated in the 2016 Civil Service People Survey.
CS High Performers	For each question, this is the upper quartile score across all organisations that have taken part in the 2016 Civil Service People Survey.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy.

Statistical significance: ✨

Statistical testing has been carried out on the comparisons between this year's results and your previous survey, CS2016 results and CS High Performers results to identify differences that are statistically significant. You can therefore be confident that the difference represents a real difference in opinion between the results.

The employee engagement index

The survey includes five questions that make up the engagement index (B50-B54). 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.

The drivers of engagement

While the engagement index shows the average level of engagement, it does not show what you can do to improve engagement. Nine themes have been included in the survey to measure employees' experiences at work. A statistical technique, stepwise regression, is used to identify the extent to which each of these themes has an association with engagement. The themes identified as having an association are called the 'Drivers of engagement'. The strength of association with engagement varies by theme and is illustrated by a 4-bar icon, as shown below. Themes with a full 4-bar icon have the strongest association with engagement.

strength of association
with engagement



the analysis has not identified a significant association with engagement

Confidentiality

The survey was carried out as part of the 2016 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all participating organisations. The Cabinet Office commissioned ORC International to carry out the survey. ORC International 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.