



◇ Statistically significant difference from comparison

**Engagement Index**

**61%**

Difference from previous survey	+1	◇
Difference from CS2019	-3	◇
Difference from CS High Performers	-7	◇

**My work**

**78%**

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

**Organisational objectives and purpose**

**81%**

Difference from previous survey	-2	◇
Difference from CS2019	-2	◇
Difference from CS High Performers	-6	◇

**My manager**

**71%**

Difference from previous survey	+1	◇
Difference from CS2019	0	
Difference from CS High Performers	-3	◇

**My team**

**82%**

Difference from previous survey	+1	
Difference from CS2019	0	
Difference from CS High Performers	-3	◇

**Learning and development**

**58%**

Difference from previous survey	0	
Difference from CS2019	+4	◇
Difference from CS High Performers	-2	◇

**Inclusion and fair treatment**

**79%**

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

**Resources and workload**

**72%**

Difference from previous survey	+3	◇
Difference from CS2019	-2	◇
Difference from CS High Performers	-6	◇

**Pay and benefits**

**36%**

Difference from previous survey	+3	◇
Difference from CS2019	+2	◇
Difference from CS High Performers	-5	◇

**Leadership and managing change**

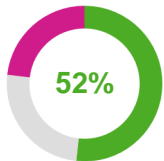
**47%**

Difference from previous survey	+4	◇
Difference from CS2019	-2	◇
Difference from CS High Performers	-10	◇

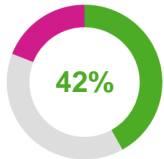


### Taking action

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



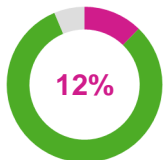
B52. I believe that senior managers in the Home Office will take action on the results from this survey



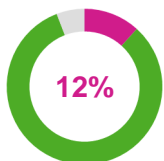
B53. Where I work, I think effective action has been taken on the results of the last survey

### Discrimination, bullying and harassment

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



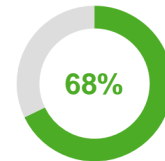
E01. Have you been discriminated against at work, in the past 12 months?



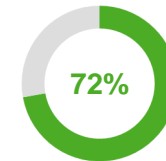
E03. Have you been bullied or harassed at work, in the past 12 months?

### Wellbeing

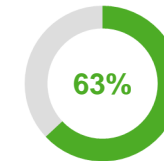
■ % responding positively to W01 - W03   ■ % responding negatively to W04



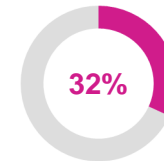
W01. Overall, how satisfied are you with your life nowadays?



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

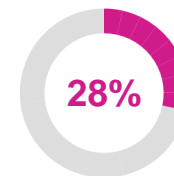


W03. Overall, how happy did you feel yesterday?

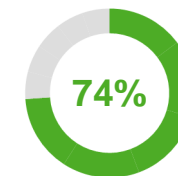


W04. Overall, how anxious did you feel yesterday?

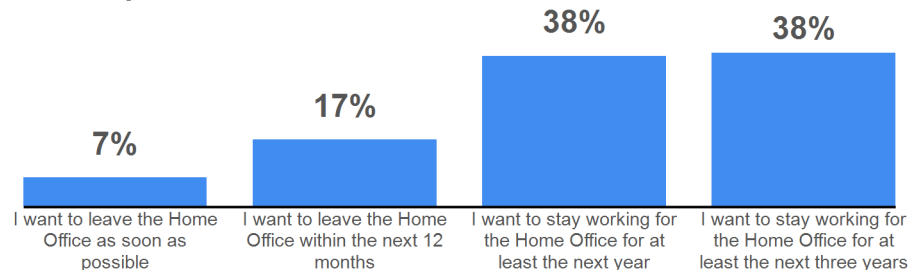
### Proxy Stress Index



### PERMA Index



### Your plans for the future





Headline scores

Highest positive scoring questions	% Positive	Highest neutral scoring questions	% Neutral	Highest negative scoring questions	% Negative
B01 I am interested in my work	90%	B40 I believe that the Executive Committee has a clear vision for the future of the Home Office	46%	B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	46%
B54 I am trusted to carry out my job effectively	89%	B43 When changes are made in the Home Office they are usually for the better	45%	B35 I feel that my pay adequately reflects my performance	41%
B31 I have the skills I need to do my job effectively	87%	B17 Poor performance is dealt with effectively in my team	40%	B36 I am satisfied with the total benefits package	38%
B09 My manager is considerate of my life outside work	86%	B53 Where I work, I think effective action has been taken on the results of the last survey	39%	B42 I feel that change is managed well in the Home Office	36%
B26 I am treated with respect by the people I work with	85%	B51 The Home Office motivates me to help it achieve its objectives	33%	B45 I have the opportunity to contribute my views before decisions are made that affect me	30%

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



## All questions by theme

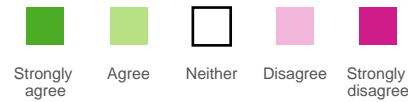
◆ indicates statistically significant difference from comparison  
^ indicates a variation in question wording from your previous survey

### My work

78%

-1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

B01 I am interested in my work



90%

-1 ◆

0

-2 ◆

B02 I am sufficiently challenged by my work



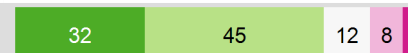
80%

-1 ◆

0

-3 ◆

B03 My work gives me a sense of personal accomplishment



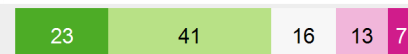
77%

-1

0

-3 ◆

B04 I feel involved in the decisions that affect my work



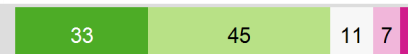
64%

0

+4 ◆

0

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



79%

0

+1 ◆

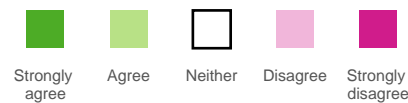
-3 ◆

### Organisational objectives and purpose

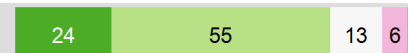
81%

-2 ◆

Difference from previous survey



B06 I have a clear understanding of the Home Office's objectives



79%

-2 ◆

-4 ◆

-8 ◆

B07 I understand how my work contributes to the Home Office's objectives



83%

-1 ◆

-1 ◆

-5 ◆



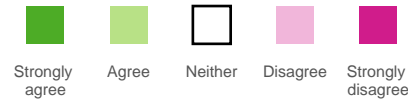
## All questions by theme

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^ indicates a variation in question wording from your previous survey

### My manager

# 71%

+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	8	5	72%	0	0	-4 ◇
B09	My manager is considerate of my life outside work	50	36	8	8	5	86%	+1 ◇	0	-3 ◇
B10	My manager is open to my ideas	45	39	9	8	5	84%	+1	+1 ◇	-2 ◇
B11	My manager helps me to understand how I contribute to the Home Office's objectives	26	40	22	8	5	67%	+2 ◇	0	-5 ◇
B12	Overall, I have confidence in the decisions made by my manager	37	41	12	6	5	78%	+2 ◇	+2 ◇	-2 ◇
B13	My manager recognises when I have done my job well	38	42	12	5	5	80%	+1	0	-3 ◇
B14	I receive regular feedback on my performance	25	41	17	12	5	66%	+1 ◇	-3 ◇	-6 ◇
B15	The feedback I receive helps me to improve my performance	25	39	23	9	5	64%	+1	-1 ◇	-4 ◇
B16	I think that my performance is evaluated fairly	26	43	20	7	5	68%	+2 ◇	0	-3 ◇
B17	Poor performance is dealt with effectively in my team	12	28	40	12	8	40%	+1 ◇	0	-3 ◇



All questions by theme

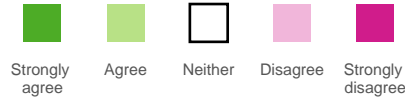
◆ indicates statistically significant difference from comparison  
^ indicates a variation in question wording from your previous survey

My team

82%

+1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

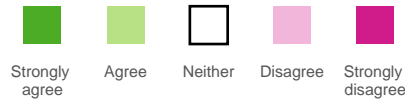
B18	The people in my team can be relied upon to help when things get difficult in my job	40	45	9	1	85%	+1 ◆	-1 ◆	-4 ◆
B19	The people in my team work together to find ways to improve the service we provide	38	45	11	6	83%	+1	0	-3 ◆
B20	The people in my team are encouraged to come up with new and better ways of doing things	34	43	14	6	77%	0	+1 ◆	-3 ◆

Learning and development

58%

0

Difference from previous survey



% 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	19	46	20	11	65%	+1	0	-6 ◆
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	16	37	31	11	53%	-1 ◆	-1 ◆	-6 ◆
B23	There are opportunities for me to develop my career in the Home Office	19	44	21	10	63%	+2 ◆	+12 ◆	+5 ◆
B24	Learning and development activities I have completed while working for the Home Office are helping me to develop my career	16	36	31	11	52%	0	+2 ◆	-3 ◆



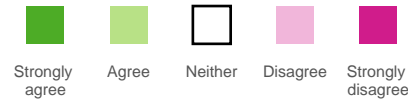
All questions by theme

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^ indicates a variation in question wording from your previous survey

Inclusion and fair treatment

79%

+1 Difference from previous survey



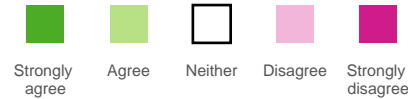
% Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers

Table with 4 rows (B25-B28) and 10 columns: Question ID, Question text, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers.

Resources and workload

72%

+3 Difference from previous survey



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

Table with 6 rows (B29-B34) and 10 columns: Question ID, Question text, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers.



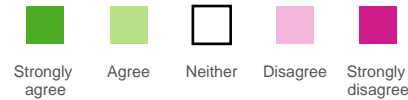
All questions by theme

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Pay and benefits

36%

+3 Difference from previous survey



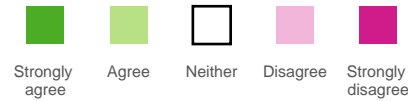
% Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers

Table with 3 rows (B35, B36, B37) and 10 columns (Question, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers)

Leadership and managing change

47%

+4 Difference from previous survey



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

Table with 9 rows (B38, B39, B40, B41, B42, B43, B44, B45, B46) and 10 columns (Question, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers)



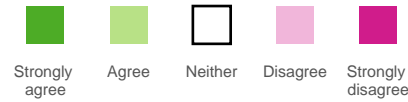


All questions by theme

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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.



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

Table with 5 rows (B47-B51) and 10 columns: Question, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers.

Taking action

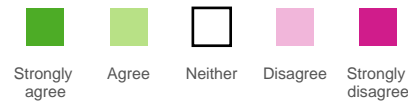


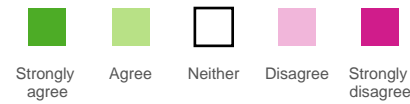
Table with 2 rows (B52-B53) and 10 columns: Question, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers.



### All questions by theme

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^ indicates a variation in question wording from your previous survey

### Organisational culture



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

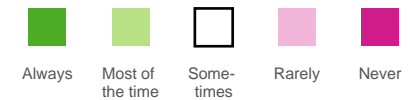
Question ID	Statement	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B54	I am trusted to carry out my job effectively	38	50	6	6	0	89%	0	-1 ◆	-3 ◆
B55	I believe I would be supported if I try a new idea, even if it may not work	26	48	15	7	0	74%	+1 ◆	+1 ◆	-2 ◆
B56	In the Home Office, people are encouraged to speak up when they identify a serious policy or delivery risk	19	47	21	9	4	66%	+3 ◆	-4 ◆	-9 ◆
B57	I feel able to challenge inappropriate behaviour in the workplace	20	49	17	10	4	68%	+2 ◆	+2 ◆	-2 ◆
B58	The Home Office is committed to creating a diverse and inclusive workplace	27	50	15	5	1	76%	0	0	-3 ◆

### Civil Service vision



B59	I am aware of the Civil Service vision for 'A Brilliant Civil Service'	17	47	17	15	1	64%	+6 ◆	+6 ◆	-5 ◆
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### Leadership statement



B60	Managers in my Area/Directorate/Division actively role model the behaviours set out in the Civil Service Leadership Statement^	26	43	22	7	0	68%	New	+2 ◆	-4 ◆
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*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.

Table with 4 columns: Question, % Positive (Low, Medium, High, Very High), % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers. Rows include 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?), and W03 (Overall, how happy did you feel yesterday?).

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

Table with 4 columns: Question, % Negative (Very Low, Low, Medium, High), % Negative, Difference from previous survey, Difference from CS2019, Difference from CS High Performers. Row includes W04 (Overall, how anxious did you feel yesterday?).



### All questions by theme

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#### Your plans for the future

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

			Difference from previous survey	Difference from CS2019
I want to leave the Home Office as soon as possible		7%	-1	0
I want to leave the Home Office within the next 12 months		17%	0	+2 ◇
I want to stay working for the Home Office for at least the next year		38%	+1	+4 ◇
I want to stay working for the Home Office for at least the next three years		38%	0	-5 ◇

#### The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?		8	92%	0	0 ◇	-3 ◇
D02. Are you aware of how to raise a concern under the Civil Service Code?		38	62%	-2 ◇	-3 ◇	-9 ◇
D03. Are you confident that if you raised a concern under the Civil Service Code in the Home Office it would be investigated properly?		32	68%	+1	-3 ◇	-8 ◇



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?^

Table with 5 columns: Response, Percentage, Difference from previous survey, Difference from CS2019. Rows: Yes (12%, 0, +1), No (81%, +1), Prefer not to say (6%, -1).

Of those who said they had experienced discrimination at work in the last 12 months, 84% said it occurred in the Home Office while 16% 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)

Table with 3 columns: Ground, Response Count, Bar chart. Rows: Age (129), Caring responsibilities (80), Disability (78), Ethnic background (143), Gender (131), Gender reassignment or perceived gender (--), Grade or responsibility level (161), Main spoken/ written language or language ability (27), Marital status or civil partnership (16), Mental health (64), Pay (53), Pregnancy, maternity or paternity (11), Religion or belief (33), Sex (27), Sexual orientation (18), Social or educational background (65), Working location (78), Working pattern (119), Any other grounds (80), Prefer not to say (79).

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



All questions by theme

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^ 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?^

Table with 5 columns: Response, Percentage, Difference from previous survey, Difference from CS2019. Rows: Yes (12%), No (82%), Prefer not to say (6%).

For respondents who selected 'Yes' to E03.

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

Table with 3 columns: Description, Response Count, Bar chart. Lists various types of harassment such as 'Comments about my personal appearance', 'Sexual harassment', etc.

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



All questions by theme

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^ 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)

Table with 3 columns: Response Count, Category, and Bar chart. Categories include 'A colleague in my Area/Directorate/Division', 'A colleague in a different Area/Directorate/ Division of the Home Office', etc.

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?^

Table with 5 columns: Response, Percentage, Difference from previous survey, Difference from CS2019, and Bar chart. Rows include 'Yes', 'No', and 'Prefer not to say'.

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

Table with 4 columns: Question, Response, Percentage, and Difference from CS2019. Rows include 'Appropriate action was taken to address the behaviour I experienced', 'The bullying and/or harassment has stopped', etc.

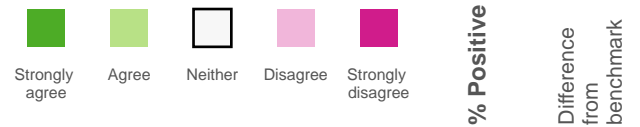


Additional questions selected by organisation

⚡ indicates statistically significant difference from comparison

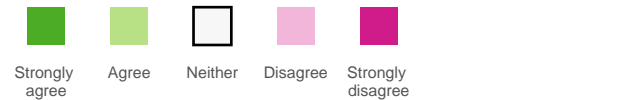
Safe to Challenge

\* 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 the Home Office*	Yes: 23% No: 70% Prefer not to say: 7%					70%	+2 ⚡
LQB2	I make a point of tackling bullying, harassment and other inappropriate behaviours when I see it happening around me	23	49	24			72%	+4 ⚡
LQB3	I feel comfortable speaking to those more senior than me about their actions and impact	18	39	19	18	6	57%	+4 ⚡
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	13	32	27	19	9	45%	+3 ⚡

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 the Home Office	7	37	30	21	5	45%	-2 ⚡
LQC2	I understand what support is available to me as I am affected by organisational change	9	43	28	16		52%	0
LQC3	I feel that change is managed well in my Area/Directorate/Division	9	35	30	18	7	44%	+1 ⚡
LQC4	I feel positive about the future of the Home Office	10	37	33	14	6	46%	-8 ⚡

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.



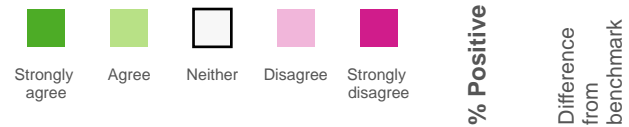


Additional questions selected by organisation

⚡ indicates statistically significant difference from comparison

Wellbeing at Work

\* indicates negatively phrased question(s) where % positive is the proportion who selected either "disagree" or "strongly disagree"



LQF1	During the last 12 months, I have felt unwell as a result of work-related stress*	10	25	13	35	17	52%	+1
LQF2	The people in my team genuinely care about my wellbeing	30	51	14			80%	+1 ⚡
LQF3	My manager creates a positive atmosphere at work which supports my health and wellbeing	30	44	17	6		73%	+3 ⚡
LQF4	After a period of sickness absence, my manager and I have a Return to Work discussion	Yes: 81%		No: 19%			81%	-5 ⚡

Performance Management



LQH1	I feel empowered by my manager to do my job	31	46	14	5		78%	+1 ⚡
LQH2	The one-to-one conversations I have with my manager are helping me to achieve my full potential	24	38	22	10	5	62%	0



LQH3a	In general, how often do you discuss the following with your manager: How well I am meeting my work objectives?	21	41	23	8	6	-
LQH3b	In general, how often do you discuss the following with your manager: My development needs and career goals?	7	40	31	12	10	-
LQH3c	In general, how often do you discuss the following with your manager: My personal wellbeing and/or work-related stress?	30	37	15		14	-

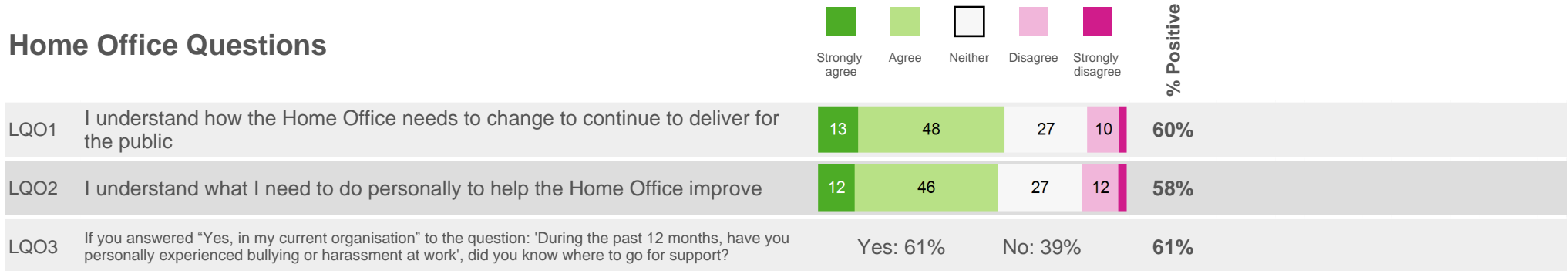
Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.



## Additional questions selected by organisation

✦ indicates statistically significant difference from comparison

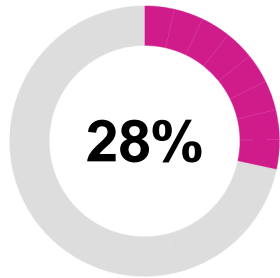
### Home Office Questions



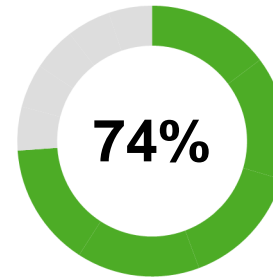


### Proxy Stress Index and PERMA Index

◇ 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	0
Difference from CS High Performers	+2 ◇



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.

#### 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
B05 I have a choice in deciding how I do my work	79%
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	85%
B26 I am treated with respect by the people I work with	85%
B30 I have clear work objectives	73%
B33 I have an acceptable workload	63%
B45 I have the opportunity to contribute my views before decisions are made that affect me	40%
E03 Have you been bullied or harassed at work, in the past 12 months?**	82%

	% positive
B01 I am interested in my work	90%
B03 My work gives me a sense of personal accomplishment	77%
B18 The people in my team can be relied upon to help when things get difficult in my job	85%
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 <b>Theme score % positive</b> ), 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>)