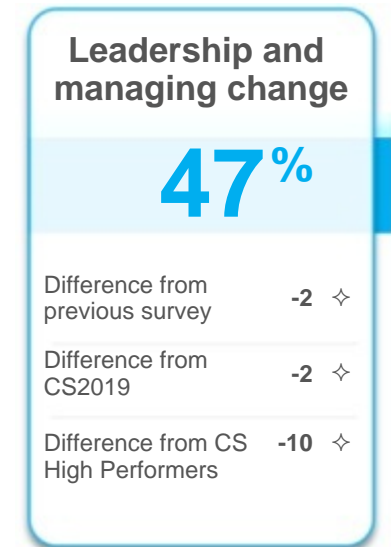
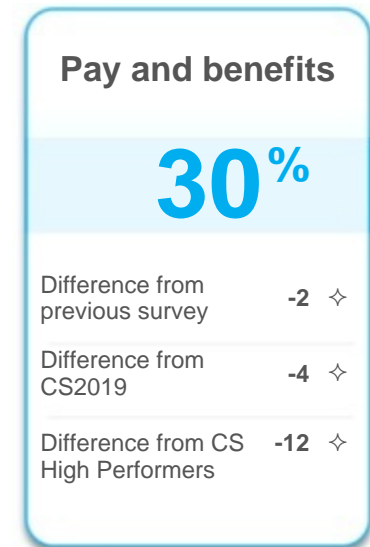
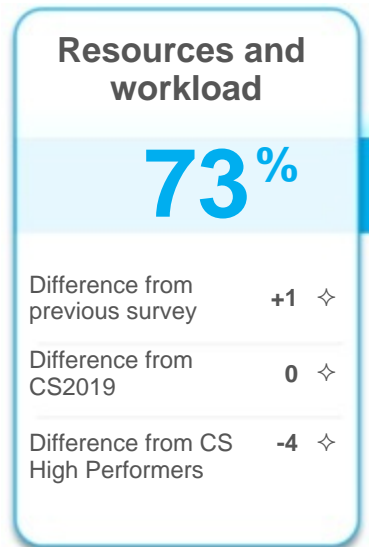
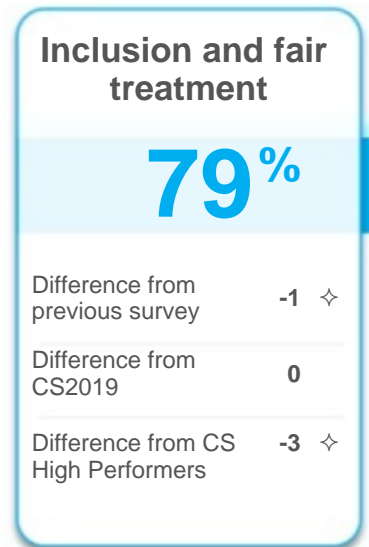
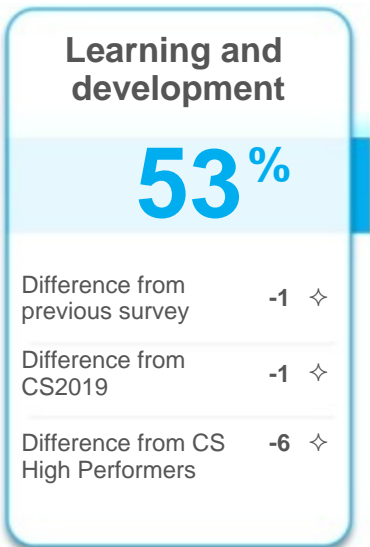
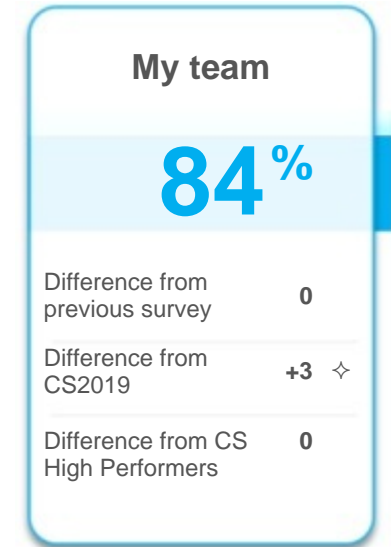
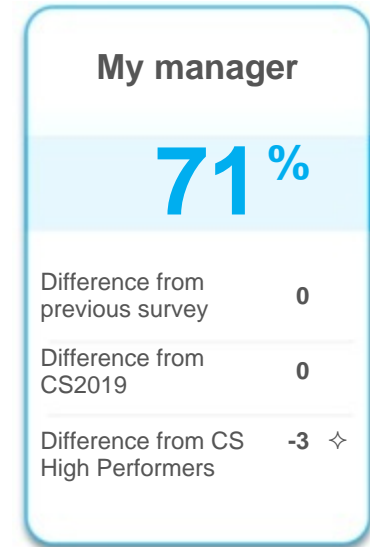
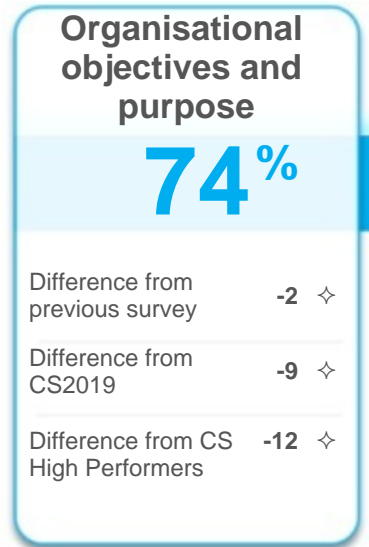
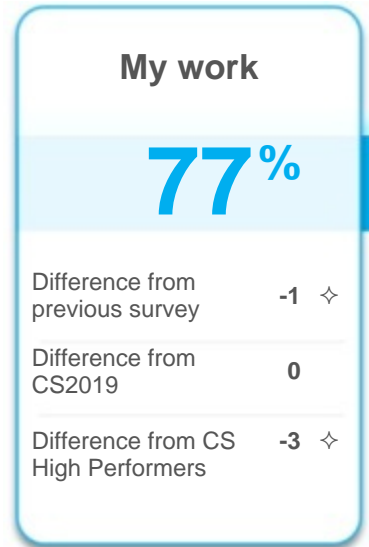
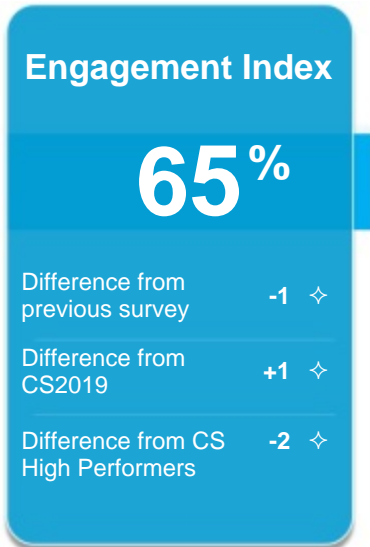




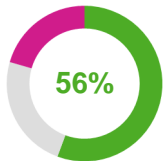
✧ Statistically significant difference from comparison



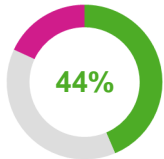


## Taking action

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



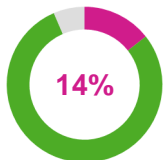
B52. I believe that Senior Civil Servants in the Cabinet Office will take action on the results from this survey



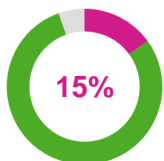
B53. Where I work, I think effective action has been taken on the results of the last survey

## Discrimination, bullying and harassment

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



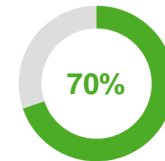
E01. Have you been discriminated against at work, in the past 12 months?



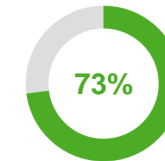
E03. Have you been bullied or harassed at work, in the past 12 months?

## Wellbeing

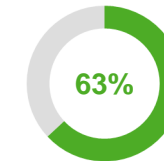
■ % responding positively to W01 - W03   ■ % responding negatively to W04



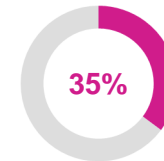
W01. Overall, how satisfied are you with your life nowadays?



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

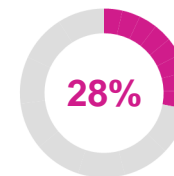


W03. Overall, how happy did you feel yesterday?

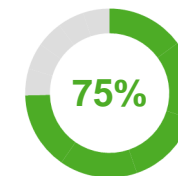


W04. Overall, how anxious did you feel yesterday?

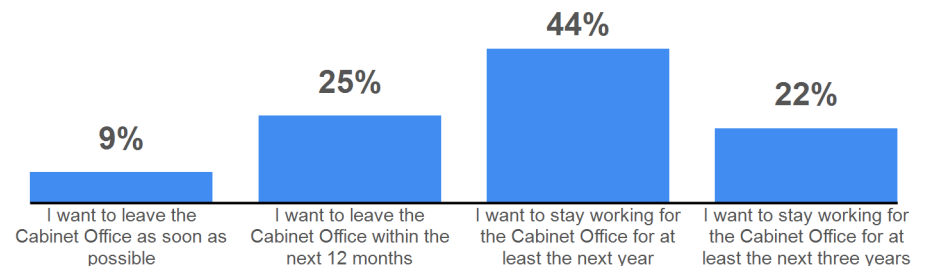
## Proxy Stress Index



## 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 Cabinet Office Board has a clear vision for the future of the Cabinet Office	 50%	B37	Compared to people doing a similar job in other organisations I feel my pay is reasonable	 59%
B31	I have the skills I need to do my job effectively	 89%	B43	When changes are made in the Cabinet Office they are usually for the better	 48%	B35	I feel that my pay adequately reflects my performance	 51%
B54	I am trusted to carry out my job effectively	 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	 44%
B18	The people in my team can be relied upon to help when things get difficult in my job	 86%	B17	Poor performance is dealt with effectively in my team	 38%	B42	I feel that change is managed well in the Cabinet Office	 29%
B09	My manager is considerate of my life outside work	 86%	B41	Overall, I have confidence in the decisions made by the Cabinet Office's Senior Civil Servants	 35%	B45	I have the opportunity to contribute my views before decisions are made that affect me	 29%

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

77%

-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 ◆ -3 ◆

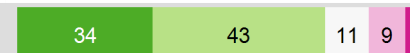
B02 I am sufficiently challenged by my work



78%

-3 ◆ -2 ◆ -5 ◆

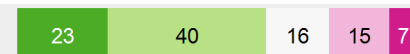
B03 My work gives me a sense of personal accomplishment



77%

-2 ◆ -1 ◆ -3 ◆

B04 I feel involved in the decisions that affect my work



62%

0 +2 ◆ -2 ◆

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



78%

-1 ◆ 0 -4 ◆

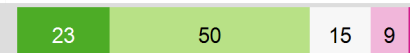
Organisational objectives and purpose

74%

-2 ◆ Difference from previous survey



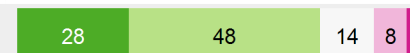
B06 I have a clear understanding of the Cabinet Office's objectives



73%

-2 ◆ -9 ◆ -13 ◆

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



76%

-2 ◆ -8 ◆ -12 ◆



## All questions by theme

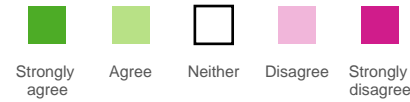
◇ indicates statistically significant difference from comparison  
^ indicates a variation in question wording from your previous survey

### My manager

71%

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	35	40	13	8	0	75%	0	+3 ◇	0 ◇
B09	My manager is considerate of my life outside work	53	33	8	8	0	86%	0	-1 ◇	-3 ◇
B10	My manager is open to my ideas	48	37	9	6	0	84%	0	+1 ◇	-2 ◇
B11	My manager helps me to understand how I contribute to the Cabinet Office's objectives	24	37	24	11	6	61%	-2 ◇	-6 ◇	-11 ◇
B12	Overall, I have confidence in the decisions made by my manager	39	39	12	6	6	78%	+1	+1 ◇	-2 ◇
B13	My manager recognises when I have done my job well	42	40	10	6	2	81%	+1 ◇	+1 ◇	-2 ◇
B14	I receive regular feedback on my performance	29	40	15	12	4	69%	+2 ◇	+1 ◇	-3 ◇
B15	The feedback I receive helps me to improve my performance	28	38	20	9	7	66%	+1 ◇	+2 ◇	-1 ◇
B16	I think that my performance is evaluated fairly	28	39	19	8	8	68%	+2 ◇	0	-4 ◇
B17	Poor performance is dealt with effectively in my team	14	27	38	13	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

84%

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
B18	The people in my team can be relied upon to help when things get difficult in my job	46	40	8	8	0	86%	0	0	-2 ◇
B19	The people in my team work together to find ways to improve the service we provide	45	41	9	9	0	85%	0	+3 ◇	-1 ◇
B20	The people in my team are encouraged to come up with new and better ways of doing things	40	41	11	5	0	81%	0	+5 ◇	+1 ◇

### Learning and development

53%

-1

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	18	42	21	13	5	61%	-2 ◇	-4 ◇	-10 ◇
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	16	35	32	12	5	51%	-2 ◇	-4 ◇	-9 ◇
B23	There are opportunities for me to develop my career in the Cabinet Office	16	38	25	13	8	55%	-1 ◇	+4 ◇	-3 ◇
B24	Learning and development activities I have completed while working for the Cabinet Office are helping me to develop my career	15	33	33	13	6	48%	-1	-2 ◇	-8 ◇



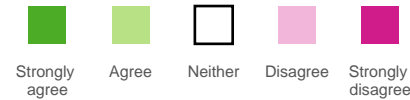
## All questions by theme

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

### Inclusion and fair treatment

# 79%

-1 ◆ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

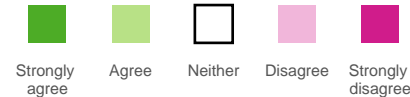
Difference from CS High Performers

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	37	45	8	6	6	82%	-1 ◆	0	-2 ◆
B26	I am treated with respect by the people I work with	41	44	8	5	5	85%	-1 ◆	-1 ◆	-3 ◆
B27	I feel valued for the work I do	31	40	14	10	5	71%	-1 ◆	+3 ◆	-2 ◆
B28	I think that the Cabinet Office respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	33	44	13	6	6	77%	0	-1 ◆	-4 ◆

### Resources and workload

# 73%

+1 ◆ 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
B29	I get the information I need to do my job well	20	50	15	11	6	70%	-1	-1 ◆	-6 ◆
B30	I have clear work objectives	22	48	14	11	7	71%	-1 ◆	-5 ◆	-8 ◆
B31	I have the skills I need to do my job effectively	35	54	7	7	7	89%	0	+1 ◆	-2 ◆
B32	I have the tools I need to do my job effectively	23	53	12	9	7	77%	+2 ◆	+4 ◆	-2 ◆
B33	I have an acceptable workload	16	49	15	14	6	65%	+2 ◆	+1 ◆	-3 ◆
B34	I achieve a good balance between my work life and my private life	24	45	14	12	5	69%	+2 ◆	-2 ◆	-7 ◆



## All questions by theme

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

### Pay and benefits

# 30%

-2 ◇ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

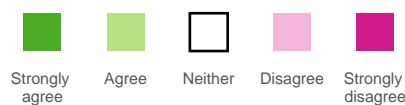
Difference from CS High Performers

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	6	26	17	28	23	32%	-3 ◇	-3 ◇	-9 ◇
B36 I am satisfied with the total benefits package	6	28	22	25	19	34%	-2 ◇	-5 ◇	-15 ◇
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	5	19	16	29	31	25%	-2 ◇	-3 ◇	-11 ◇

### Leadership and managing change

# 47%

-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
B38 Senior Civil Servants in the Cabinet Office are sufficiently visible	18	45	17	15	6	63%	-3 ◇	0	-10 ◇
B39 I believe the actions of Senior Civil Servants are consistent with the Cabinet Office's values	14	40	31	9	6	54%	-2 ◇	0	-10 ◇
B40 I believe that the Cabinet Office Board has a clear vision for the future of the Cabinet Office	9	28	50	8	5	37%	-6 ◇	-13 ◇	-24 ◇
B41 Overall, I have confidence in the decisions made by the Cabinet Office's Senior Civil Servants	12	39	35	9	6	51%	-3 ◇	0	-12 ◇
B42 I feel that change is managed well in the Cabinet Office	7	29	35	21	8	36%	-1 ◇	+1 ◇	-10 ◇
B43 When changes are made in the Cabinet Office they are usually for the better	6	28	48	13	5	34%	-3 ◇	-2 ◇	-10 ◇
B44 The Cabinet Office keeps me informed about matters that affect me	11	51	23	11	5	61%	+1 ◇	+1 ◇	-7 ◇
B45 I have the opportunity to contribute my views before decisions are made that affect me	9	33	30	20	9	41%	-2 ◇	+1 ◇	-9 ◇
B46 I think it is safe to challenge the way things are done in the Cabinet Office	10	39	30	14	8	49%	-3 ◇	-1 ◇	-8 ◇





## 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 Cabinet Office	32	46	17			77%	+1 ◆	+11 ◆	+5 ◆
B48 I would recommend the Cabinet Office as a great place to work	22	43	23	9		65%	-2 ◆	+3 ◆	-5 ◆
B49 I feel a strong personal attachment to the Cabinet Office	16	30	29	19	6	46%	-3 ◆	-6 ◆	-12 ◆
B50 The Cabinet Office inspires me to do the best in my job	17	37	29	13		54%	-1 ◆	+2 ◆	-5 ◆
B51 The Cabinet Office motivates me to help it achieve its objectives	15	34	32	14	5	50%	-2 ◆	0	-7 ◆

### 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 in the Cabinet Office will take action on the results from this survey	14	42	24	12	8	56%	-2 ◆	+5 ◆	-4 ◆
B53 Where I work, I think effective action has been taken on the results of the last survey	15	29	38	11	7	44%	-2 ◆	+6 ◆	-1 ◆



All questions by theme

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

Organisational culture

Table with 5 rows (B54-B58) and 8 columns: Question, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers.

Civil Service vision

Table with 1 row (B59) and 8 columns: Question, Strongly agree, Agree, Neither, Disagree, Strongly disagree, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers.

Leadership statement

Table with 1 row (B60) and 8 columns: Question, Always, Most of the time, Sometimes, Rarely, Never, % Positive, Difference from previous survey, Difference from CS2019, Difference from CS High Performers.

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?	11	20	54	15	70%	0	+2 ◆	-1 ◆
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	9	18	50	23	73%	-1 ◆	+2 ◆	-1 ◆
W03 Overall, how happy did you feel yesterday?	15	22	44	19	63%	-2 ◆	+1 ◆	-2 ◆

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	28	19	35	35%	+2 ◆	+3 ◆	+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 Cabinet Office?

			Difference from previous survey	Difference from CS2019
I want to leave the Cabinet Office as soon as possible		9%	+1 ◇	+2 ◇
I want to leave the Cabinet Office within the next 12 months		25%	+1	+11 ◇
I want to stay working for the Cabinet Office for at least the next year		44%	0	+11 ◇
I want to stay working for the Cabinet Office for at least the next three years		22%	-2 ◇	-22 ◇

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?		6	94%	0 ◇	+2 ◇	-1 ◇
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 Cabinet Office it would be investigated properly?		28	72%	0	+1 ◇	-4 ◇



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		14%	+1 ♦	+3 ♦
No		79%	-1 ♦	-2 ♦
Prefer not to say		6%	-1 ♦	-2 ♦

Of those who said they had experienced discrimination at work in the last 12 months, 78% said it occurred in the Cabinet Office 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	137	
Caring responsibilities	53	
Disability	89	
Ethnic background	113	
Gender	162	
Gender reassignment or perceived gender	--	
Grade or responsibility level	186	
Main spoken/ written language or language ability	33	
Marital status or civil partnership	11	
Mental health	69	
Pay	77	
Pregnancy, maternity or paternity	14	
Religion or belief	22	
Sex	28	
Sexual orientation	20	
Social or educational background	66	
Working location	64	
Working pattern	99	
Any other grounds	51	
Prefer not to say	70	

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?^

Table with 5 columns: Response, Percentage, Difference from previous survey, Difference from CS2019. Rows: Yes (15%), No (80%), Prefer not to say (5%).

Of those who said they had experienced bullying and/or harassment at work in the last 12 months, 78% said it occurred in the Cabinet Office while 22% said it occurred in another organisation.

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. Rows include: Comments about my personal appearance (74), Sexual harassment (49), Spreading gossip (168), Intimidation (196), Physical assault (--), Humiliated (285), Negative Micromanagement (370), Removal of job responsibilities (287), Treated less favourably (282), Ignored (287), Undermining (248), Denied time off (34), Denied time off for family (25), Disclosure of personal info (82), Something else (62), Prefer not to say (21).

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	231	
A colleague in a different Area/Directorate/ Division of the Cabinet Office	71	
My manager	234	
Another senior member of staff in the Cabinet Office	142	
Someone I manage	27	
Someone working in a different Civil Service organisation	58	
Someone working for a non-Civil Service organisation	28	
A contractor	21	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	--	
Someone else not listed here	18	
Prefer not to say	57	

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	<b>54%</b>	+10 ◇	+4 ◇
No	<b>39%</b>	-2	-3 ◇
Prefer not to say	<b>6%</b>	-8 ◇	-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	<b>18%</b>	+2 ◇
No	<b>66%</b>	+3 ◇
Prefer not to say	<b>16%</b>	-5 ◇
The bullying and/or harassment has stopped		
Yes	<b>37%</b>	0
No	<b>41%</b>	+4 ◇
Prefer not to say	<b>21%</b>	-3 ◇
The culture in my area allows this kind of behaviour to continue		
Yes	<b>58%</b>	+3 ◇
No	<b>27%</b>	+1 ◇
Prefer not to say	<b>15%</b>	-3 ◇
I felt like I was punished for reporting the incident		
Yes	<b>23%</b>	+5 ◇
No	<b>54%</b>	-1
Prefer not to say	<b>24%</b>	-3 ◇
I moved to another team or role to avoid the behaviour		
Yes	<b>33%</b>	+12 ◇
No	<b>54%</b>	-6 ◇
Prefer not to say	<b>13%</b>	-4 ◇



## Additional questions selected by organisation

⚡ indicates statistically significant difference from comparison

### My Organisation

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQA1 I am familiar with the Cabinet Office's values / purpose / mission	23	57	13	6	80%	-7 ⚡	
LQA2 I believe the process of filling vacancies within the Cabinet Office is fair	13	39	26	14	8	52%	+2 ⚡
LQA3 The Cabinet Office provides good support for employees' health, wellbeing and resilience	18	49	21	8	68%	-1 ⚡	
LQA4 I believe my Area/Directorate/Division is taking action to combat discrimination, bullying and/or harassment	21	42	25	7	63%	+3 ⚡	

### Safe to Challenge

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

	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 Cabinet Office*	Yes: 27% No: 66% Prefer not to say: 7%					66%	-2 ⚡
LQB2 I make a point of tackling bullying, harassment and other inappropriate behaviours when I see it happening around me	22	50	24		72%	+4 ⚡	
LQB3 I feel comfortable speaking to those more senior than me about their actions and impact	17	39	19	20	6	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	13	34	25	18	9	48%	+6 ⚡

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.

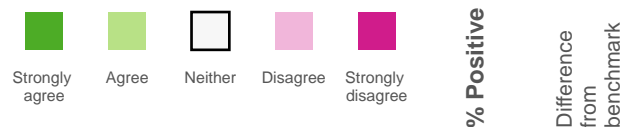




## Additional questions selected by organisation

⬠ indicates statistically significant difference from comparison

### Performance Management



LQH1	I feel empowered by my manager to do my job	38	41	11	6	79%	+3 ⬠
LQH2	The one-to-one conversations I have with my manager are helping me to achieve my full potential	29	38	18	10	67%	+4 ⬠



LQH3a	In general, how often do you discuss the following with your manager: How well I am meeting my work objectives?	22	50	17	5	5	-
LQH3b	In general, how often do you discuss the following with your manager: My development needs and career goals?	9	49	24	8	9	-
LQH3c	In general, how often do you discuss the following with your manager: My personal wellbeing and/or work-related stress?	33	41	12	11	-	-

### Collaboration



LQL1	My team works well together to achieve shared objectives	38	46	9	5	85%	0
LQL2	We regularly review our performance as a team	26	43	15	12	70%	+4 ⬠
LQL3	I believe my team works well with other parts of the Cabinet Office	30	46	16	6	76%	-2 ⬠
LQL4	I work with people from different teams or professions to improve the services we deliver	36	48	10	6	84%	+3 ⬠

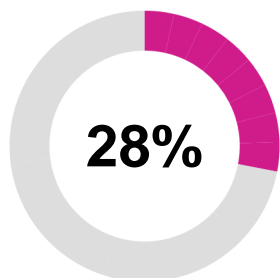
Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.



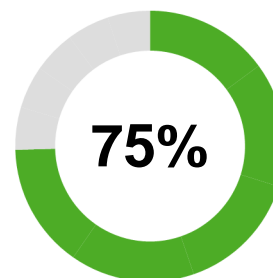
## Proxy Stress Index and PERMA Index

◇ 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	0 ◇
Difference from CS High Performers	+2 ◇



Difference from previous survey	-1 ◇
Difference from CS2019	+1 ◇
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**

	<b>% positive</b>
B05 I have a choice in deciding how I do my work	78%
B08 My manager motivates me to be more effective in my job	75%
B18 The people in my team can be relied upon to help when things get difficult in my job	86%
B26 I am treated with respect by the people I work with	85%
B30 I have clear work objectives	71%
B33 I have an acceptable workload	65%
B45 I have the opportunity to contribute my views before decisions are made that affect me	41%
E03 Have you been bullied or harassed at work, in the past 12 months?*	80%

**% positive**

	<b>% positive</b>
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	86%
W01 Overall, how satisfied are you with your life nowadays?	70%
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	73%



## 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>)