



Home Office

Home Office Voluntary Reporting on Disability, Mental Health and Wellbeing:

April 2019-March 2020



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Foreword

The Home Office is committed to creating a working environment which encourages people to be themselves and reach their full potential. We recognise that our people can perform at their best if they work in an environment which is built on trust, respect and collaboration and where our leaders and teams are instinctively inclusive. The Home Office operates at the heart of government to support the Prime Minister and the Cabinet to deliver government programmes and our work is some of the most challenging and complex with our mission to keep Britain's streets safe and its borders secure. As a result, our people work in both operational front-line roles as well as policy and enabling areas. These can be highly pressured, and we want to ensure that we are supporting our people, to ensure their wellbeing and resilience is given the priority it deserves.

In November 2018 the government launched a new framework to encourage businesses to report how many of their employees have a disability or health condition, and to report on their health and wellbeing. The framework is voluntary and was created in partnership with employers and charities. The Civil Service currently reports against the framework in full - this is the first Home Office report in accordance with the guidance for voluntary reporting and we welcome views and comments.

We strive to integrate the wellbeing of our people in everything we do. The Home Office is pleased to report our approach to making the Home Office a great place to work in line with the Civil Service commitment, meeting the enhanced standards set out in the Thriving at Work independent review. We are pleased to share some of the key statistical highlights that demonstrate what we have achieved to date and where we can target improvements. We believe that transparency and reporting can drive the cultural change required to build a more inclusive workforce and our ambition to be a leading employer on mental health and disability.

This year has seen the global impact of the COVID-19 pandemic which has touched the lives of all and in particular, those with underlying physical and mental health conditions. The response of the Home Office like many organisations was to ensure the safety of our people by requiring all clinically extremely vulnerable and non-essential staff to work from home and supporting many others to do the same. While this was an extraordinary change to the way we operated, at the same time we also put new mechanisms in place to ensure that those staff with a disability had access to the adjustments they required to be effective. We will explain our response to COVID-19 in our next report.

Abi Tierney, Senior Disability Champion

Sue Young, Senior Wellbeing Champion

Tom Hurd, Senior Mental Health Champion

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Home Office Voluntary Reporting on Disability

Disability – a key part of our diversity and inclusion strategy

The [Home Office diversity and inclusion \(D&I\) strategy](#) “Inclusive by Instinct” was launched in 2018¹. Whilst it addresses both diversity and inclusion, the strategy’s priorities focus on ensuring Home Office staff thrive in an inclusive environment, one where all our leaders and teams are instinctively inclusive. Our ambitions from the strategy around disability are set out in detail below.

The D&I strategy forms a key part of our people strategy and is also hard-wired into our strategic workforce planning. It is also an important part of our public sector equality duty.

The strategy is based on a detailed analysis of our people data which has helped to identify our priorities. Over the last year, we have developed robust and meaningful reporting which focuses on our under-represented groups and our talent pipeline. The data is discussed in one-to-one meetings with our Director Generals to review progress in their respective commands and to identify areas for improvement in respect of under-represented groups, including those with a disability.

We recognised that D&I requires significant senior leadership air-time. A Diversity and Inclusion Steering Group (DISG) chaired by the Second Permanent Secretary (as overarching Home Office D&I champion) has been established as part of the departmental governance structure. It reports directly into the Home Office Executive Committee and informs our People Committee. DISG will play an integral role in ensuring the Home Office meets our overall ambitions to continue to increase the representation of currently under-represented groups at all levels, and to focus on inclusion to build our culture and reputation as a place that attracts, develops, retains and fully engages all the diverse talent across the department.

The Second Permanent Secretary is supported by a network of SCS Champions covering all strands of the D&I strategy. Each champion has a dedicated board comprising directorate level champions for each of the Home Office commands. Each board has a delivery plan, underpinning the overall strategic aims and feeding into the central implementation plan.

¹ D&I Strategy is being reviewed in response to the Windrush Lessons Learned Report

In respect of disability, our Director General board champion is supported by directorate level champions from across the Home Office. The directorate disability champions help to challenge and remove barriers experienced by colleagues with a disability, provide information and lead initiatives in their business area in support of our overarching disability and D&I strategies.

We have a dedicated disability lead and support within our Human Resources (HR) D&I Team. A new management post was created in December 2019 to increase the bandwidth around disability and to lead on workplace adjustments, supported by a team who provide advice to the business around workplace adjustments. The Home Office has achieved Disability Confident Leader Level 3 employer, the highest level, and is a member of the Business Disability Forum who sit as our expert external partner on the Disability Champions Board. Their role is to advise and challenge, bringing best practice into our disability strategy.

The Home Office has an active staff support network focussed on disability, 'Able', in addition to a range of staff led "buddy groups" for specific conditions. Able is also an important member of the Disability Board and will be consulted in respect of policy changes which may affect people with a disability; Able is also an important part of delivering our strategy.

In addition, the Home Office Working Through Cancer Network was recognised in the Championing Disability Inclusion Award at the 2019 Civil Service Diversity and Inclusion Awards. The network supports staff and managers living through cancer. It was started within the Home Office and is currently being rolled out across Whitehall.

What we are doing around disability in the Home Office

As of March 2019 and the most recently published Civil Service statistics, 8.8% of Home Office staff identified themselves as having a disability; this is unchanged over 2018 and compares to 11.7% for the entire Civil Service at March 2019.

For Home Office senior civil servants (SCS) only, 8.9% identified as having a disability, the second highest representation rate across Whitehall. This and further reporting can be found within the Home Office workforce data in the [Civil Service Diversity and Inclusion Dashboard](#).

Our Home Office people survey data for 2019 shows that engagement for people with a long-term limiting condition, illness or disability is lower than for Home Office staff with no condition – 52% against 60% for all staff. The full set of data can be found in the [Civil Service people survey results](#). Each business area in the Home Office is reported on separately for historical reasons:

Engagement scores from the Home Office 2019 people survey for those with and without a long-term limiting condition, illness or disability		
	No long-term limiting condition, illness or disability	Long-term limiting condition, illness or disability
Border Force	59% (+6%)	48% (+3%)
HM Passport Office	61% (no change)	51% (-2%)
Immigration Enforcement	58% (+1%)	51% (no change)
Policy and Enablers	62% (no change)	57% (+4%)
UK Visas and Immigration	61% (no change)	52% (-1%)

Identifying the drivers of engagement for people with a disability and delivering an improvement underlies the key ambitions in the Home Office D&I strategy. The strategy sets out the following priorities:

- **Reducing the engagement gap** – creating an environment in the Home Office in which people with a disability are engaged and feel comfortable declaring their disability

- **Improving the talent pipeline** – developing bespoke talent and sponsorship offers (which are currently being tested with black and minority ethnic staff before being rolled out to their senior management colleagues with a disability)
- **Building line manager confidence in disabilities** – better equipped line managers will offer a more inclusive experience for team members with a disability
- **Getting workplace adjustments right** – with support from our staff support network and external partners, we will ensure the appropriate workplace adjustments are provided in a timely way

In addition, we have set targets to achieve a representation rate for people with a disability of 12% for all staff (equivalent to the national economically active population for people with a disability) and 5% for the SCS. Our current performance (mentioned above) shows that we are on track to achieve our overall representation rate for people with a disability; for our SCS, we have already exceeded it.

Since the publication of the D&I strategy in 2018 we have:

- **Established a dedicated team to support workplace adjustments.** Previously Able, our staff support network for people with a disability, provided a casework role to deal with queries from staff and managers around workplace adjustments. This was both time-demanding and skewed the efforts of the network away from supporting line managers and people with disability, and from being a critical friend to the department. We now have a dedicated resource within HR to support managers and staff on workplace adjustments.
- **Reviewed the process around workplace adjustments.** An overly complex process for ordering specialist furniture is being simplified. Line managers now have authority to order items of furniture and other adjustments up to £1500 in value without seeking a further approval – analysis of data shows this covers around 98% of all adjustments purchased without any additional approval being required. We also responded to the COVID-19 pandemic by ensuring staff with disabilities who worked remotely had access to workplace adjustments – we will discuss this more in our next report.
- **Managers are being given responsibility for procuring items.** This responsibility previously sat with the Ministry of Justice who ordered items on behalf of the Home Office, but this has proved inefficient for both departments. The new process will allow line managers to be able to order all furniture direct from the supplier following a workstation assessment (they can already order assistive technology direct).
- We have also been able to use our new cloud-based finance system to better report the number of and expenditure on workplace adjustments; as at Q3 of 2019, over 1350 staff have received a workplace adjustment either to the physical office

environment by way of specialist furniture, IT hardware or software or through changes to their targets or working arrangements.

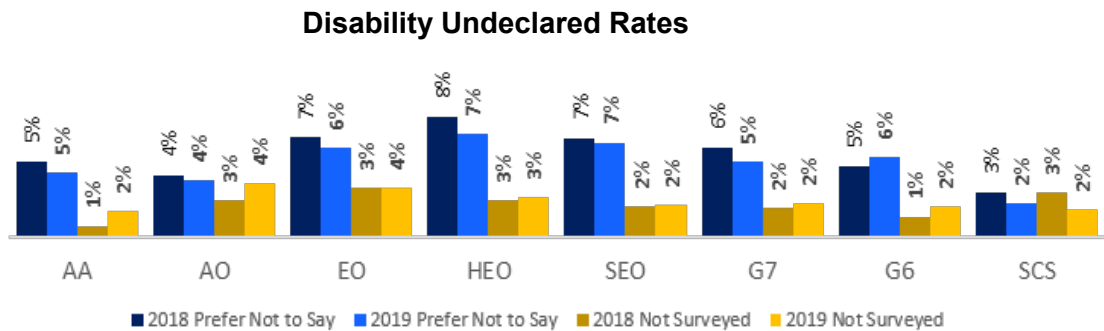
- **Developed innovative and engaging communications and stories around disability.** Our communications strategy presents disability in a positive and purposeful way. In addition to regular blogs and podcasts on our intranet showing the personal lived experience of people with a disability, we have produced short videos for our intranet to teach simple British Sign Language (BSL) phrases, encouraging engagement with Deaf colleagues; one of the videos was featured on the Home Office Instagram channel. In another video, our Permanent Secretaries and Home Office Disability Champion were shown receiving a BSL lesson. The videos proved popular and have encouraged teams with Deaf team members to make simple BSL conversations the norm.
- To build inclusion and engagement, the 2019 **Home Office Sports and Family Fun Day had several disability-sport events** to encourage engagement in physical activities for people with a disability and to ensure the event was fully inclusive. The initiative was launched on International Day of People with a Disability on 5 December 2018; working with a disability charity, The Activity Alliance, Blind football, Blind tennis and boccia were showcased in the Home Office HQ office in London before being run at the sports day. Feedback from participants was very positive as it was an opportunity to experience sports from the perspective of people with a disability.
- **Mandated “Becoming Disability Confident” e-learning for our SCS.** To ensure that improvements to our culture around disability is led from the top of the Home Office, all SCS have been required to complete the e-learning provided by Civil Service Learning on disability issues and workplace adjustments. Managers and staff at all other grades have been encouraged to also undertake the e-learning and over 5000 have completed it or are in the process of taking it.

The plan for the rest of 2020-21 is to ensure the evidence is in place to retain the Disability Confident Leader status that was awarded to the Home Office in 2017; the Home Office will be reassessed in 2021. Key actions include:

- **Development of workshops on workplace adjustments.** With support from our expert partner, the Business Disability Forum, we are developing a three-hour workshop for line managers to build capability around disability and ensure the right workplace adjustments are in place for staff who require them. The workshop will include how to make “soft” adjustments to goals and targets for people who have a disability or a workplace adjustment and how managers can make adjustments for people with a mental health condition. The workshops will begin delivery by trained internal volunteers to line managers.

- **Ensuring our recruitment and selection processes support people with a disability.** The new recruitment success profiles introduced across the Civil Service are an opportunity to review our Home Office guidance for recruiting managers and offer best practice for interviewing candidates who may have a disability. We have already sourced some first-hand evidence via our staff support network for how success profiles work for people with specific disabilities. We have revised our guidance for recruiting managers to enable them to make adjustments for candidates with a disability to enable them to be the best they can be during the selection and interview process. The guidance will ensure recruiting managers take a consistent approach to the adjustments which may be made to the interview process where a candidate has applied under the Disability Confident scheme (which ensures an interview to those who meet the minimum standard for the post and who have a disability). The guidance will help advertising managers to take account of a disability such as Dyslexia or a stammer.
- Moreover, we are tracking our “flow targets” for SCS new entrants to the Home Office to ensure that we continue to recruit people with a disability into the SCS at a rate which exceeds the numbers that leave, enabling us to continue to deliver a change to the overall representation rates. We are using an external recruitment company Vercida (<https://www.vercida.com/uk/employers/home-office>) which specialises in putting applicants in touch with inclusive employers. Vercida enables us to attract people with a disability into applying for roles at all grades, including the SCS.
- **Building our culture around disability.** Identifying and developing talent as well as encouraging people to disclose their disability via communication campaigns which present disability in a positive and purposeful way has had a significant impact on our SCS representation rates for people with a disability; as mentioned earlier, Cabinet Office data reports that at 31st March 2019, 8.9% of SCS have declared themselves as having a disability, exceeding the internal target of 5% by 2025, set in the D&I strategy.
- In collaboration with our staff support network for people with a disability, Able, in 2020 we will become the **first government department to launch the Sunflower Scheme**. This national campaign uses very apparent lanyards decorated with sunflowers to indicate that someone has an invisible disability. The purpose is to prompt the observer to understand that a colleague has a disability they would otherwise be unaware of, and to prompt them to ask sensitively, what assistance they can offer. Uniquely and given that many Home Office staff will continue to work remotely during the COVID-19 pandemic, the scheme will be extended to include digital sunflowers within email signatures for people whose invisible disability impacts on their ability to interact online with colleagues.

- With the launch of our new cloud-based HR system in 2020, we will also have the capability to send messages direct to Home Office staff encouraging them to update their personal information including details of their protected characteristics. This will both reduce the number of people who elected to declare “prefer not to say” (PNTS) in response to questions about whether they have a disability and provide us with more accurate information on all protected characteristics. We are already tracking a positive downward trend in respect of PNTS as people feel confident in declaring their disability.



- Our communications will be inclusive by design.** Working with our Digital, Data and Technology directorate and in partnership with Microsoft, we will use updates to our IT to help us communicate inclusively to all colleagues. This will include educating all staff of the importance of providing material in a format which is accessible to assistive technology.

Home Office Voluntary Reporting on Mental Health and Wellbeing

Health and Wellbeing Strategy - Leadership, Promotion and Initiatives

We are committed to improving the mental health and wellbeing of our people. In 2017 we put in place a Health & Wellbeing Strategy across the Home Office sponsored by our senior wellbeing champion and senior mental health champion and began implementing a range of strategic actions, with the support of our Permanent Secretary. Wellbeing champions, senior leaders, staff network groups, operational wellbeing leads and key staff members have actively participated in this work.

We also launched a draft mental health action plan to provide a transparent mechanism for our people to judge us on our progress in implementing the recommendations from the Stevenson/Farmer “Thriving at Work” review of workplace mental health and the health & wellbeing strategy. The action plan had (and still has) 5 main objectives;

- To promote a culture of openness about mental health and build a more inclusive environment and to reduce the stigma of talking about mental ill health
- Visible leadership to provide role models who will deliver culture change
- Improve management capability and confidence to deliver appropriate support, interventions and work place adjustments
- Improve information, tools and provide structured mental health support
- Build a strong evidence base to target resources most effectively and to measure progress in a transparent way.

In September 2019, the Home office reported 1.26 working days lost in a rolling 12 month period per staff member due to musculoskeletal disorders (a reduction of 0.11 since June 2017) and an average of 2.01 days lost per rolling 12 month period per staff due to poor mental health (a reduction of 0.06 since June 2017).

The health and wellbeing strategy is evidence-based, and interventions are focussed on eliminating or at the very least reducing the risks to employees’ health, both physical and mental and wellbeing in the workplace. The Home Office applies National Institute for Health and Care Excellence (NICE) health and wellbeing guidelines and quality standards.

The cornerstone of our strategy is improving leaders' capability by improving their knowledge, the policies, guidance, processes, tools and training

We aim to:

- Improve stress policy, guidance, processes, tools and training to enable managers to be better able to manage organisational, team and their own personal stress. We are ensuring everything we do complies with Health and Safety Executive (HSE) Stress Management Standards.
- Implement interventions that target work cultures, practices, environment and behaviours as there is evidence these are the most effective. Research shows that targeting organisational and management improvements are more effective than only focussing on individuals' stress.
- Identify high-risk individuals and develop tailored interventions to protect and improve musculoskeletal, health and safety.

The Home Office 5 priorities reflect those of Jonathan Jones, the Civil Service Health & Wellbeing Champion:

- **Provide visible leadership for health and wellbeing:** The Home Office has a Senior Wellbeing Champion and Senior Mental Health Champion to promote the health and wellbeing agenda. Managers will be supported through guidance and learning to promote health and wellbeing in the workplace. There will be a structure to implement the Home Office strategy.
- **Encourage an open dialogue leading to action on mental health:** The Home Office will equip managers to recognise and address stress in the workplace and encourage employees to talk to their managers about mental health issues so that they can access help and support at the earliest stage. Interventions will be developed which will target work cultures, practices, environment and behaviours.
- **Promote the benefits of a healthy lifestyle:** The Home Office will create a working environment that promotes physical activity, healthy lifestyles and identifies high-risk individuals and develops tailored interventions to encourage and support employees to look after their physical health
- **Promote national wellbeing campaigns:** The Home Office will promote the appropriate and timely use of internal and external tools and signpost recommended external services such as Public Health England's (PHE) One You campaign and NHS health checks
- **Support people to stay at work or return to work:** The Home Office will ensure that employees with health issues have the support, guidance and access to the

right services they need at the right time. Reviews and improvements to policies, procedures, management tools and management capability will enable managers to support employees with health problems. For example, we have developed menopause guidance for managers.

To support our leadership ambitions, we have integrated employee wellbeing into our training, performance management and employee activities. Our performance management approach includes monthly coaching conversations that begin with a wellbeing conversation. By the close of 2019, the cross-government Wellbeing Confident Leadership training had been delivered to approximately 240 (90%) of Home Office Senior Civil Servants and bespoke training delivered for the department's Executive Committee, including the Permanent Secretary. The Home Office is now advocating the take-up of similar training for all staff in the form of Civil Service Teaming.

The Senior Health and Wellbeing Champion and Senior Mental Health Champion are visible in addressing the stigma on mental health and encouraging an open dialogue. They have presented at events, such as the first annual Health and Wellbeing Conference in September 2018, the Mental Health First Aid Symposium in May 2019, in vlogs and blogs for World Mental Health Day and via news articles and campaigns on the intranet, openly sharing their personal journeys with mental health. The Home Office strategic approach has been shared internally and externally. It has generated interest and wide acclaim, examples include:

In April 2018 it was presented at Birmingham NEC Health and Wellbeing at Work Conference to a national and international audience. It generated considerable interest and received acknowledgement in industry publications.

Presentations at IOSH conferences, at the cross-government Wellbeing and Attendance Network group (WBAN) and to many government departments has resulted in many organisations adopting a similar approach. The Health and Safety Executive have expressed an interest in using the strategy as a positive case study.

The Home Office has a health and wellbeing audit process aligned with NICE quality standards. The process establishes the effectiveness of health and wellbeing in the business area and recommends actions to continuously improve and to address any shortfalls. The findings ensure employees' health and wellbeing risks and associated impacts are proactively managed to help foster good relationships and promote a healthy workplace.

The Home Office participated for the first time in the MIND Workplace Wellbeing Index in 2018 and received the Bronze Award.

Working with the Civil Service Sports Council, the Home Office promotes healthy activities and lifestyles. The recent Civil Service Active Wellbeing week was highlighted via the intranet and has provided examples of 'ways to move more at work'.

We ensure employees can easily access support services when needed and have reviewed our intranet pages for mental health and stress to create a 'one stop shop'. We launched a dedicated page for mental health first aid, providing access to mental health first aid policy and guidance and maintain a contact list.

Our commitment to wellbeing and positive mental health is also reflected in our third-party contract with our employee assistance programme (EAP) providers to provide help with any emotional or practical problems, for example anxiety, bereavement, sexual harassment, debt or depression, or if people just need someone to talk to. It gives impartial, confidential support – independent from HR and line management and employees are entitled to a 24/7 helpline, up to six psychological therapy sessions and a dedicated website with health-related guidance. In May 2020 the Home Office reported 3282 calls were made to the helpline for the rolling 12 month period, 998 (30%) of these calls were due to poor mental health.

In addition, we have an independent, confidential Occupational Health Service (OHS). The OHS gives impartial, professional advice on the effect an illness or disability can have on an employee's ability to attend work regularly or to carry out their job effectively. It also advises on mitigating measures to maintain attendance using reasonable workplace adjustments, for example. For the year 2019-2020 the Home Office reported 1170 (23%) referrals for musculoskeletal disorders and 1860 (36%) for poor mental health.

The Home Office has also developed a resource called Get the Lowdown on Wellbeing (GLOW), which was launched in 2018. It can be downloaded as an app on personal mobile phones or mobile devices, so that we can improve our wellbeing at any time 24/7. It features a wealth of resources that employees can access, for free, to better their mental and physical health and programmes for desk yoga, breathing exercises, quizzes on calories and healthy eating ideas.

Dedicated Mental Health Support

We have a dedicated mental health page on our intranet ensuring employees can easily access a range of support.

Mental Health – A Guide for Managers

The guide was launched on our intranet in September 2018 and it signposts employees to both internal and external support. It also promotes appropriate training for manager and all employees.

Mental Health First Aiders (MHFA)

We have an active network of over 600 trained MHFAs. We launched our MHFA policy and guidance in May 2019 and we have a dedicated MHFA page on our intranet, which includes list of practitioners which is maintained to ensure they are accessible to all employees. We have trained MHFAs across the business regions to spot the signs and symptoms of a range of mental health issues. They are trained to listen, reassure and respond, even in a crisis, and can signpost the person towards the right support.

Sustaining Resilience at Work (StRAW) Practitioners

We have trained StRAW practitioners who are a peer support network that provides assessments to help identify colleagues at risk, prevent occupational mental health issues in the workplace and implement suitable mitigations, and signpost to other sources of support both internally and externally.

Trauma Risk Management (TRiM) Programme

TRiM is an operational response that provides support to those potentially impacted by trauma at work both in the early stages and after a period of time. TRiM is activated nationally when required. This may prevent a situation escalating and individuals becoming unwell.

Working through Cancer

We have a dedicated Working through Cancer network which is a support group for all employees who are working through a cancer diagnosis or supporting someone with

cancer. Having a cancer diagnosis can trigger significant emotional stress and anxiety. The network was recognised at the Civil Service Diversity and inclusion awards in 2019.

Early Resolution Helpline

We launched the helpline in 2018 to support employees if they are experiencing problems in a working relationship, for example with a colleague or manager. Employees can protect their health and wellbeing by contacting the helpline for an early and informal resolution.

Mediation Service

We have a formal mediation scheme with 35 professionally trained and accredited mediators who are also equipped to support individuals with mental health issues and to successfully mediate when one of the parties is showing signs of mental ill-health.

Staff Networks

Our staff-led network Break the Stigma provide peer support to employees and offer guidance and support to employees affected by mental health

Big White Wall

The Home Office has a dedicated account with the Big White Wall, which is an online peer support network providing a safe, anonymous online space for employees to discuss mental health.

Knowledge and Skills

The Home office offers the following learning and development opportunities for managers and employees available on the Civil Service Learning (CSL) platform:

[CSL Mental health at work- online-learning](#) – Managers.

[CSL Wellbeing, resilience and stress](#) – All employees.

[CSL Mental Health awareness - online learning](#) – All employees.

[CSL Emotional Intelligence](#) – All employees.

[CSL Becoming Disability Confident](#) - Managers

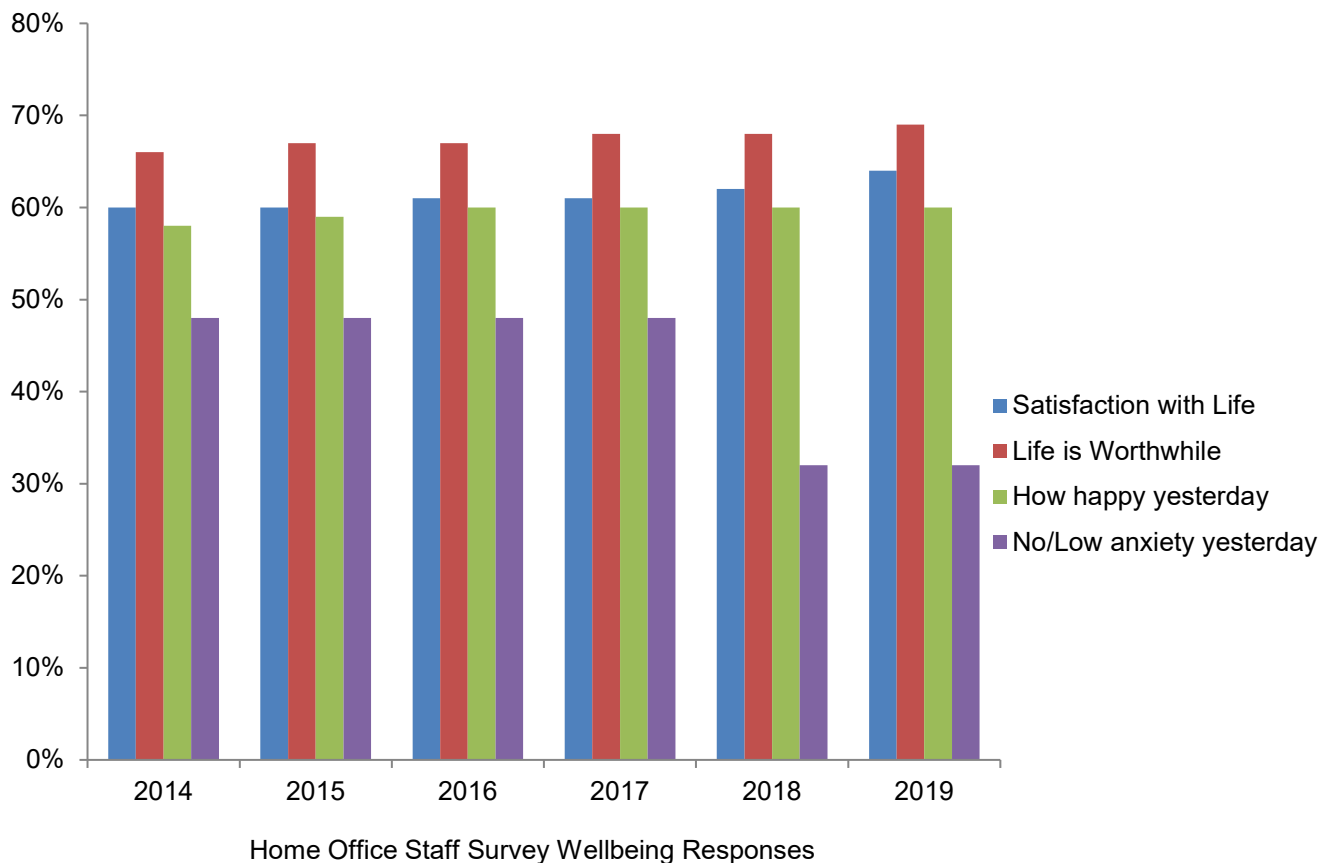
In addition, the Home Office offers several additional learning and development opportunities for managers, designed to build the resilience and mental health support capability of the organisation, including:

Stress Management for Manager - Enables managers to recognise the indicative signs of stress in their teams and in individuals and to understand why an organisation needs to manage stress.

Employees take responsibility for their learning, with managers providing the support.

Health and Wellbeing Data

Personal Wellbeing in the Home Office

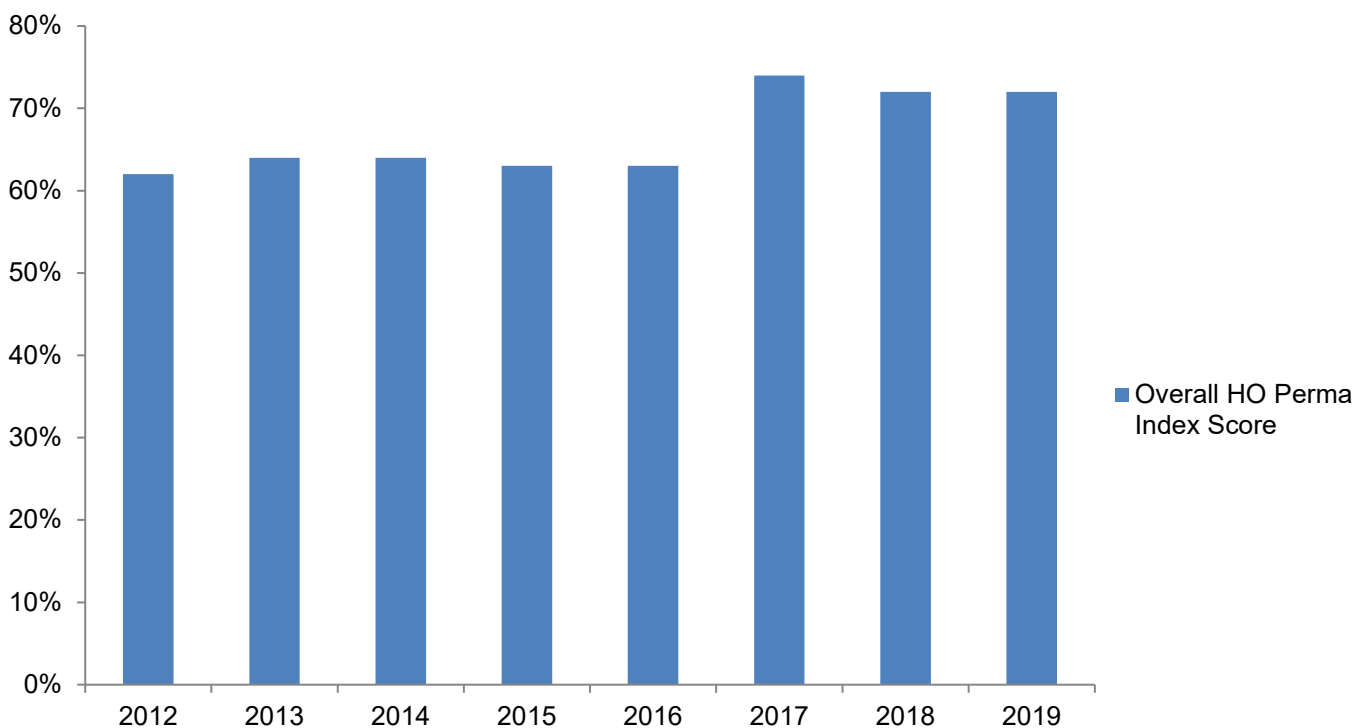


The Home Office measure Personal Wellbeing levels through the Civil Service People Survey using the same national statistics that the Office for National Statistics (ONS) use for the UK population.

The proportion of employees rating their personal wellbeing levels has remained relatively stable for life satisfaction, life is worthwhile and happiness with just 4% variance from 2014-2019. Between 2014-2017 employees rating on anxiety was identical, with a significant drop of 16% for 2018-19.

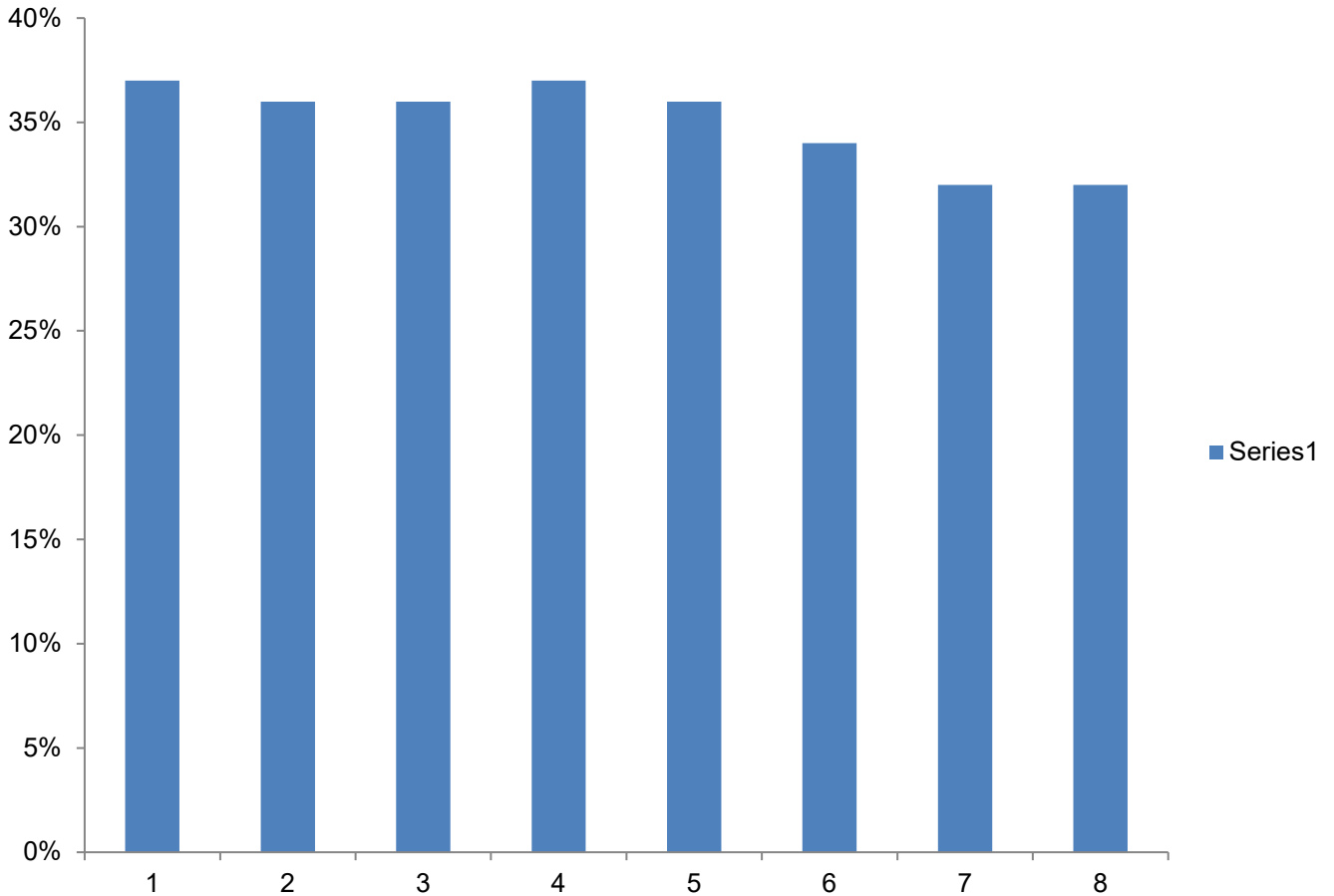
Perma Index in the Home Office

PERMA: Positive emotion, Engagement, Relationships, Meaning and Accomplishment



The Home Office uses a PERMA index to measure the extent to which employees are flourishing. This Index combines measures of Positive emotion, Engagement, Relationships, sense of Meaning and sense of Accomplishment, which are all set out in the table above. The index score within the Home Office was relatively stable between 2012-2016; however there have been longer term improvements with a 10% increase in the index between 2012 and 2019.

Stress Index in the Home Office



The Home Office calculate a stress index score using the Civil Service People Survey questions aligned to the Health and Safety Executive Stress Management Standards. The higher the index, the more challenging the workplace environment is for stress. Factors include higher workloads, lower control over how to do work, and poorer support from team and managers. There was little change stress index score within the Home Office between 2012 and 2016, however over the longer term it has reduced by 5% from 37% in 2012 to 32% in 2019. Over the next 12 months we will be looking to see what further interventions we can put in place to reduce this including looking at culture and leadership styles.

What the Home Office is doing next

- The Home Office will continue to support the wellbeing of employees across all business areas, focussing on those most at risk.
- The Health & Wellbeing Strategy will be reviewed in response to the changing evidence base and operating environment, and to ensure its continued alignment with the Civil Service strategic wellbeing values, the MIND Mental Health at Work Commitment and emerging interdependent work streams within the Department.
- We will maintain the momentum of the wellbeing and mental health agenda. The Home Office met both the core and enhanced standards of the Stevenson/Farmer Thriving at Work recommendations. We are participating in the Mental Health at Work Commitment, based on the Thriving at Work standards and building on what we already know.
- We will participate in the 2020-21 in the Mind Workplace Wellbeing Index
- We will review recruitment policy and processes to ensure they are more inclusive for people with mental health issues, working cross government to achieve this.
- We will continue to promote physical wellbeing, mental health and disability awareness through campaigns, awareness days and staff events.
- We will deliver a workshop on workplace adjustment developed with our expert partner, The Business Disability Forum.

We recognise the continued challenges and pressures that our people face and have put in place specific measures to support their wellbeing and build organisational resilience during 2020-21. We will review these measures regularly to ensure all our people across all roles, grades and locations feel consistently supported and are able to be themselves at work.

