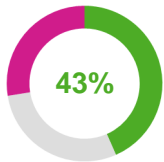


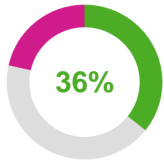


Taking action

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



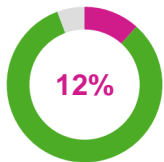
B52. I believe that Senior Civil Servants (SCS) in ONS will take action on the results from this survey



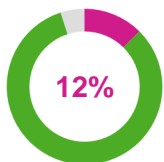
B53. Where I work, I think effective action has been taken on the results of the last survey

Discrimination, bullying and harassment

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



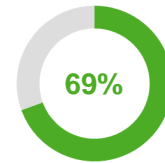
E01. Have you been discriminated against at work, in the past 12 months?



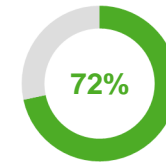
E03. Have you been bullied or harassed at work, in the past 12 months?

Wellbeing

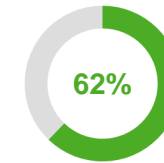
■ % responding positively to W01 - W03 ■ % responding negatively to W04



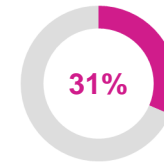
W01. Overall, how satisfied are you with your life nowadays?



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

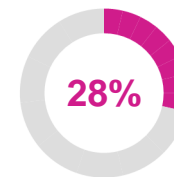


W03. Overall, how happy did you feel yesterday?

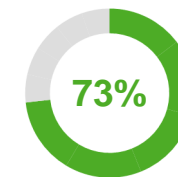


W04. Overall, how anxious did you feel yesterday?

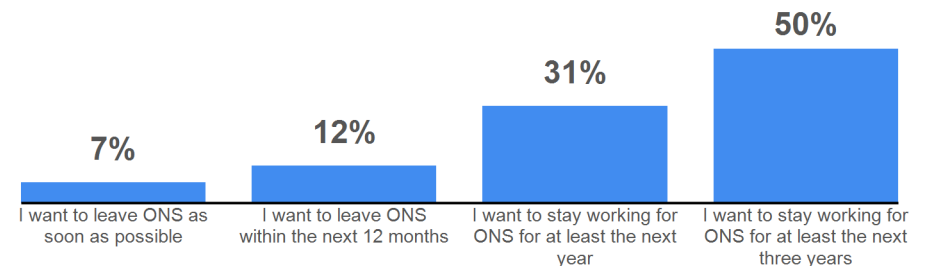
Proxy Stress Index













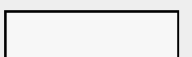




PERMA Index



Your plans for the future



Headline scores

Highest positive scoring questions	% Positive	Highest neutral scoring questions	% Neutral	Highest negative scoring questions	% Negative
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	 43%	B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	 49%
B01 I am interested in my work	 88%	B39 I believe the actions of Senior Civil Servants (SCS) are consistent with ONS's values	 40%	B35 I feel that my pay adequately reflects my performance	 46%
B31 I have the skills I need to do my job effectively	 88%	B17 Poor performance is dealt with effectively in my team	 40%	B42 I feel that change is managed well in ONS	 43%
B18 The people in my team can be relied upon to help when things get difficult in my job	 86%	B43 When changes are made in ONS they are usually for the better	 38%	B36 I am satisfied with the total benefits package	 32%
B26 I am treated with respect by the people I work with	 86%	B40 I believe that the Leadership Team has a clear vision for the future of ONS	 36%	B45 I have the opportunity to contribute my views before decisions are made that affect me	 31%

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

74%

+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
B01 I am interested in my work	39	49	7	1	4	88%	0	-2 ◆	-4 ◆
B02 I am sufficiently challenged by my work	31	45	13	9	2	76%	0	-4 ◆	-7 ◆
B03 My work gives me a sense of personal accomplishment	27	48	14	8	5	75%	+1 ◆	-3 ◆	-5 ◆
B04 I feel involved in the decisions that affect my work	15	40	20	16	9	55%	+4 ◆	-5 ◆	-9 ◆
B05 I have a choice in deciding how I do my work	30	47	12	7	5	76%	+3 ◆	-2 ◆	-6 ◆

Organisational objectives and purpose

78%

-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
B06 I have a clear understanding of ONS's objectives	21	56	15	7	1	76%	-2 ◆	-6 ◆	-10 ◆
B07 I understand how my work contributes to ONS's objectives	26	54	12	5	1	80%	-1 ◆	-3 ◆	-8 ◆

All questions by theme

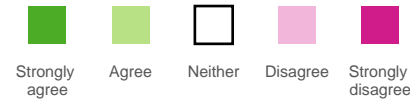
◇ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

My manager

70%

0

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
B08 My manager motivates me to be more effective in my job	29	41	16	9	5	71%	0	-1 ◇	-5 ◇
B09 My manager is considerate of my life outside work	51	35	8	8	0	86%	0	0	-3 ◇
B10 My manager is open to my ideas	43	39	11	7	0	82%	+1	-1 ◇	-4 ◇
B11 My manager helps me to understand how I contribute to ONS's objectives	23	42	23	8	6	65%	+1 ◇	-2 ◇	-6 ◇
B12 Overall, I have confidence in the decisions made by my manager	36	40	13	6	5	77%	0	0	-4 ◇
B13 My manager recognises when I have done my job well	39	41	12	5	5	79%	0	-1 ◇	-4 ◇
B14 I receive regular feedback on my performance	27	40	16	11	5	67%	0	-1 ◇	-5 ◇
B15 The feedback I receive helps me to improve my performance	24	38	24	9	5	63%	+1 ◇	-2 ◇	-5 ◇
B16 I think that my performance is evaluated fairly	26	41	22	6	5	67%	0	-1 ◇	-5 ◇
B17 Poor performance is dealt with effectively in my team	12	27	40	13	8	39%	-1	-2 ◇	-5 ◇

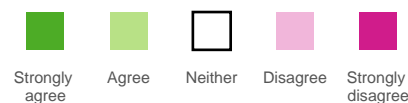
All questions by theme

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

My team

82%

+2 ◇ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B18	The people in my team can be relied upon to help when things get difficult in my job	43	43	9			86%	+1 ◇	0	-3 ◇
B19	The people in my team work together to find ways to improve the service we provide	39	43	12			82%	+2 ◇	0	-4 ◇
B20	The people in my team are encouraged to come up with new and better ways of doing things	36	43	13	5		79%	+2 ◇	+2 ◇	-1 ◇

Learning and development

58%

+3 ◇ 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
B21	I am able to access the right learning and development opportunities when I need to	20	49	17	10		69%	+3 ◇	+5 ◇	-2 ◇
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	17	38	29	11		55%	+4 ◇	+1 ◇	-4 ◇
B23	There are opportunities for me to develop my career in ONS	17	40	22	12	9	57%	+3 ◇	+6 ◇	-1 ◇
B24	Learning and development activities I have completed while working for ONS are helping me to develop my career	15	35	30	13	7	51%	+2 ◇	+1	-5 ◇

All questions by theme

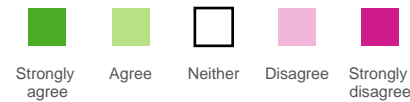
◆ indicates statistically significant difference from comparison
 ^ indicates a variation in question wording from your previous survey

Inclusion and fair treatment

79%

0

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
B25 I am treated fairly at work	34	48	9	5		82%	-1	0	-2 ◆
B26 I am treated with respect by the people I work with	39	47	8			86%	0	+1 ◆	-2 ◆
B27 I feel valued for the work I do	26	42	15	10	7	68%	+1 ◆	0	-5 ◆
B28 I think that ONS respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	36	46	11			82%	0	+4 ◆	0

Resources and workload

74%

+2 ◆

Difference from previous survey



Question	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	15	54	17	10		69%	+2 ◆	-3 ◆	-7 ◆
B30 I have clear work objectives	19	53	15	9		72%	+1	-4 ◆	-7 ◆
B31 I have the skills I need to do my job effectively	29	59	8			88%	+2 ◆	-1 ◆	-4 ◆
B32 I have the tools I need to do my job effectively	19	55	13	9		74%	+4 ◆	+2 ◆	-4 ◆
B33 I have an acceptable workload	15	52	15	11	6	68%	0	+4 ◆	0
B34 I achieve a good balance between my work life and my private life	27	48	12	8		76%	+1 ◆	+5 ◆	0

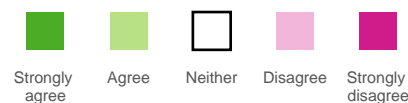
All questions by theme

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

Pay and benefits

35%

+5 ◆ 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	5	29	20	27	19	34%	+6 ◆	0	-6 ◆
B36 I am satisfied with the total benefits package	8	35	25	19	13	43%	+5 ◆	+5 ◆	-5 ◆
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	5	23	23	27	22	28%	+4 ◆	0	-7 ◆

Leadership and managing change

42%

-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 (SCS) in ONS are sufficiently visible	9	39	26	18	8	47%	-3 ◆	-15 ◆	-25 ◆
B39 I believe the actions of Senior Civil Servants (SCS) are consistent with ONS's values	7	35	40	9	8	42%	-2 ◆	-12 ◆	-22 ◆
B40 I believe that the Leadership Team has a clear vision for the future of ONS	7	36	36	13	8	43%	-4 ◆	-7 ◆	-18 ◆
B41 Overall, I have confidence in the decisions made by ONS's Senior Civil Servants (SCS)	7	34	36	14	10	40%	-1	-11 ◆	-22 ◆
B42 I feel that change is managed well in ONS	24	29	28	16	27%	-1 ◆	-8 ◆	-18 ◆	
B43 When changes are made in ONS they are usually for the better	29	38	19	11	32%	-3 ◆	-3 ◆	-11 ◆	
B44 ONS keeps me informed about matters that affect me	8	52	23	12	6	60%	0	0	-8 ◆
B45 I have the opportunity to contribute my views before decisions are made that affect me	6	33	30	21	10	39%	+2 ◆	-1 ◆	-11 ◆
B46 I think it is safe to challenge the way things are done in ONS	8	39	28	16	9	47%	-2 ◆	-2 ◆	-10 ◆

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 ONS	20	47	24	6	6	67%	+1 ◇	0	-6 ◇
B48 I would recommend ONS as a great place to work	22	44	22	7	7	66%	+2 ◇	+5 ◇	-3 ◇
B49 I feel a strong personal attachment to ONS	14	33	33	15	6	47%	0	-6 ◇	-11 ◇
B50 ONS inspires me to do the best in my job	12	37	33	12	6	50%	+1 ◇	-2 ◇	-10 ◇
B51 ONS motivates me to help it achieve its objectives	11	37	33	13	6	48%	+3 ◇	-2 ◇	-8 ◇

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 (SCS) in ONS will take action on the results from this survey	8	35	29	16	12	43%	-3 ◇	-8 ◇	-16 ◇
B53 Where I work, I think effective action has been taken on the results of the last survey	8	27	43	12	9	36%	-2 ◇	-2 ◇	-9 ◇

All questions by theme

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

Organisational culture

	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	36	53	6			89%	+1 ◆	-1 ◆	-3 ◆
B55 I believe I would be supported if I try a new idea, even if it may not work	25	49	16	8		73%	+3 ◆	+1	-3 ◆
B56 In ONS, people are encouraged to speak up when they identify a serious policy or delivery risk	19	49	19	8	5	68%	0	-2 ◆	-7 ◆
B57 I feel able to challenge inappropriate behaviour in the workplace	17	50	18	10	5	67%	+1	0	-3 ◆
B58 ONS is committed to creating a diverse and inclusive workplace	30	51	12			82%	0	+5 ◆	+2 ◆

Civil Service vision

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B59 I am aware of the Civil Service vision for 'A Brilliant Civil Service'	12	45	19	18	6	57%	+6 ◆	0	-12 ◆

Leadership statement

	Always	Most of the time	Sometimes	Rarely	Never	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B60 Managers in my Area/Directorate/Division actively role model the behaviours set out in the Civil Service Leadership Statement^	22	43	25	7		65%	New	-2 ◆	-8 ◆

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	53	17	69%	0	+2 ◇	-1 ◇
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	10	18	47	24	72%	+2 ◇	0	-2 ◇
W03 Overall, how happy did you feel yesterday?	16	21	42	20	62%	-1 ◇	0	-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?	24	26	18	31	31%	+4 ◇	-1 ◇	+1 ◇

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 ONS?

			Difference from previous survey	Difference from CS2019
I want to leave ONS as soon as possible		7%	0	-1 ◇
I want to leave ONS within the next 12 months		12%	+1	-2 ◇
I want to stay working for ONS for at least the next year		31%	0	-2 ◇
I want to stay working for ONS for at least the next three years		50%	-1	+6 ◇

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?		14	86%	0	-5 ◇	-8 ◇
D02. Are you aware of how to raise a concern under the Civil Service Code?		48	52%	-3 ◇	-14 ◇	-20 ◇
D03. Are you confident that if you raised a concern under the Civil Service Code in ONS it would be investigated properly?		34	66%	-2 ◇	-5 ◇	-10 ◇

All questions by theme

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

Discrimination


















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

			Difference from previous survey	Difference from CS2019
Yes		12%	0	+1 ✧
No		83%	+1 ✧	+1 ✧
Prefer not to say		6%	-1 ✧	-2 ✧

Of those who said they had experienced discrimination at work in the last 12 months, 90% said it occurred in ONS while 10% 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	97	
Caring responsibilities	39	
Disability	55	
Ethnic background	29	
Gender	81	
Gender reassignment or perceived gender	--	
Grade or responsibility level	116	
Main spoken/ written language or language ability	13	
Marital status or civil partnership	--	
Mental health	49	
Pay	20	
Pregnancy, maternity or paternity	10	
Religion or belief	12	
Sex	26	
Sexual orientation	--	
Social or educational background	29	
Working location	49	
Working pattern	88	
Any other grounds	68	
Prefer not to say	46	




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



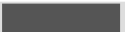






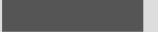





Bullying and harassment

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

			Difference from previous survey	Difference from CS2019
Yes		12%	+1 ↗	+1 ↗
No		83%	-1 ↗	0
Prefer not to say		5%	0	-2 ↗

For respondents who selected 'Yes' to E03.

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

	Response Count	
Comments about my personal appearance	61	
Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault)	24	
Spreading gossip or making false accusations about me	118	
Intimidation or verbal aggression (e.g. shouting, swearing, making threats)	137	
Physical assault (e.g. object thrown at me, pushed, hit)	--	
Humiliated in front of team or others	214	
Negative Micromanagement (e.g. excessive control; made to feel incompetent)	226	
Removal of job responsibilities, unconstructive criticism, or impossible/changing expectations	156	
Treated less favourably to others	193	
Ignored, excluded, marginalised	179	
Undermining or taking credit for my work	141	
Denied time off for personal ill health	14	
Denied time off for family or caring responsibilities	12	
Disclosure of personal / sensitive information to colleagues without my consent	42	
Something else not listed here	64	
Prefer not to say	16	

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	173	
A colleague in a different Area/Directorate/ Division of ONS	48	
My manager	151	
Another senior member of staff in ONS	114	
Someone I manage	25	
Someone working in a different Civil Service organisation	--	
Someone working for a non-Civil Service organisation	21	
A contractor	11	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	11	
Someone else not listed here	14	
Prefer not to say	45	

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?^

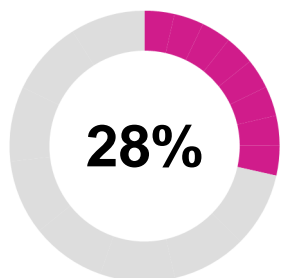
		Difference from previous survey	Difference from CS2019
Yes	46%	-1	-5 ◇
No	48%	+9 ◇	+6 ◇
Prefer not to say	6%	-8 ◇	-1

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

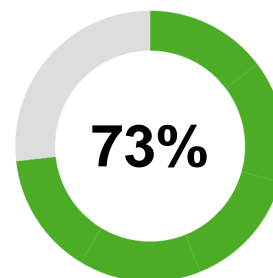
		Difference from CS2019
Appropriate action was taken to address the behaviour I experienced		
Yes	15%	-1
No	68%	+5 ◇
Prefer not to say	17%	-4 ◇
The bullying and/or harassment has stopped		
Yes	38%	0
No	43%	+6 ◇
Prefer not to say	19%	-5 ◇
The culture in my area allows this kind of behaviour to continue		
Yes	55%	0
No	27%	+2
Prefer not to say	18%	-1
I felt like I was punished for reporting the incident		
Yes	17%	-1
No	57%	+2 ◇
Prefer not to say	26%	-1
I moved to another team or role to avoid the behaviour		
Yes	29%	+7 ◇
No	58%	-2 ◇
Prefer not to say	13%	-3 ◇

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	-2 ◇

Proxy Stress Index

This index aligns to the Health and Safety Executive's stress management tool, using the 8 questions from the People Survey shown below. We calculate it in the same way as the Employee Engagement Index.

We have 'inverted' the final index so that it is a measure of conditions which can add to stress rather than alleviate stress, i.e. a higher index score represents a more stressful environment.

% positive

B05	I have a choice in deciding how I do my work	76%
B08	My manager motivates me to be more effective in my job	71%
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	86%
B30	I have clear work objectives	72%
B33	I have an acceptable workload	68%
B45	I have the opportunity to contribute my views before decisions are made that affect me	39%
E03	Have you been bullied or harassed at work, in the past 12 months?*	83%

PERMA Index

This index measures the extent to which employees are 'flourishing' in the workplace around the 5 dimensions: Positive emotion, Engagement, Relationships, Meaning and Accomplishment.

The index is computed using the questions from the People Survey shown below and combining them in the same way as the Employee Engagement Index. A high score represents a greater proportion of employees agreeing with the statements below or rating the two wellbeing questions as high.

% positive

B01	I am interested in my work	88%
B03	My work gives me a sense of personal accomplishment	75%
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?	69%
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 Theme score % positive), unless otherwise indicated.
Previous survey	Comparisons to the previous survey relate to the results from the 2018 Civil Service People Survey. Where a question is flagged as changed since the last survey (^) comparisons should be treated with caution as changes to wording may affect how people respond to the question.
CS2019	The CS2019 benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that participated in the 2019 Civil Service People Survey, where data was not suppressed.
CS High Performers	For each question, unless otherwise indicated, this is the upper quartile score across all Civil Service organisations that took part in the 2019 Civil Service People Survey, where data was not suppressed. For question W04 and the Proxy Stress Index, we have used the lower quartile.

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.

ENGINE'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>)