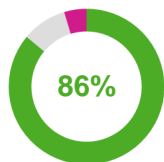


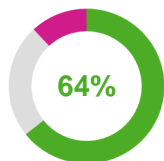


Taking action

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



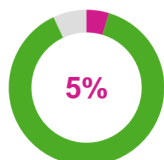
B52. I believe that senior managers in the National Infrastructure Commission will take action on the results from this survey



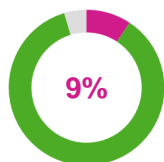
B53. Where I work, I think effective action has been taken on the results of the last survey

Discrimination, bullying and harassment

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



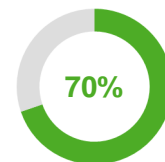
E01. Have you been discriminated against at work, in the past 12 months?



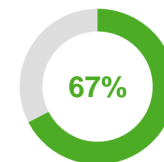
E03. Have you been bullied or harassed at work, in the past 12 months?

Wellbeing

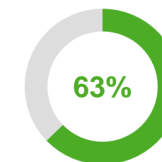
■ % responding positively to W01 - W03 ■ % responding negatively to W04



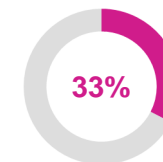
W01. Overall, how satisfied are you with your life nowadays?



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

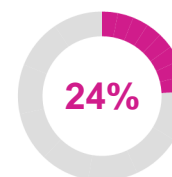


W03. Overall, how happy did you feel yesterday?

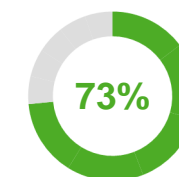


W04. Overall, how anxious did you feel yesterday?

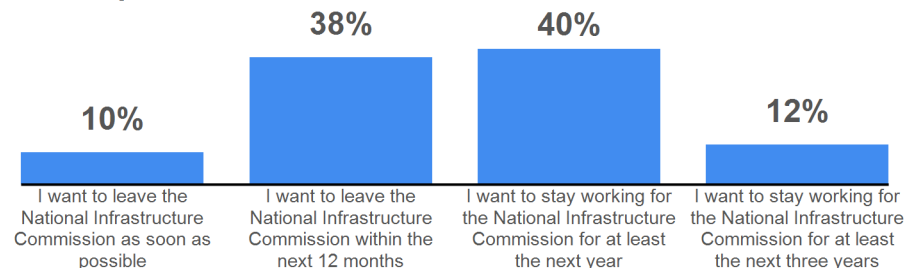
Proxy Stress Index



PERMA Index



Your plans for the future



Headline scores

Highest positive scoring questions		Highest neutral scoring questions		Highest negative scoring questions	
	% Positive		% Neutral		% Negative
B06 I have a clear understanding of National Infrastructure Commission's objectives	88%	B24 Learning and development activities I have completed while working for the National Infrastructure Commission are helping me to develop my career	42%	B23 There are opportunities for me to develop my career in the National Infrastructure Commission	37%
B01 I am interested in my work	86%	B36 I am satisfied with the total benefits package	33%	B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	35%
B38 Senior managers in the National Infrastructure Commission are sufficiently visible	86%	B17 Poor performance is dealt with effectively in my team	32%	B35 I feel that my pay adequately reflects my performance	33%
B52 I believe that senior managers in the National Infrastructure Commission will take action on the results from this survey	86%	B22 Learning and development activities I have completed in the past 12 months have helped to improve my performance	30%	B17 Poor performance is dealt with effectively in my team	32%
B54 I am trusted to carry out my job effectively	86%	B16 I think that my performance is evaluated fairly	26%	B49 I feel a strong personal attachment to the National Infrastructure Commission	29%

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

All questions by theme

◆ indicates statistically significant difference from comparison

My work

77%



% Positive

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B01 I am interested in my work	51	35	12	0	0	86%	-4	-6
B02 I am sufficiently challenged by my work	40	40	12	9	0	79%	-1	-4 ◆
B03 My work gives me a sense of personal accomplishment	30	42	21	7	0	72%	-6 ◆	-8 ◆
B04 I feel involved in the decisions that affect my work	26	42	26	5	0	67%	+8 ◆	+3 ◆
B05 I have a choice in deciding how I do my work	44	37	12	5	0	81%	+3 ◆	-1

Organisational objectives and purpose

86%



Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B06 I have a clear understanding of National Infrastructure Commission's objectives	47	42	7	5	0	88%	+6 ◆	+2
B07 I understand how my work contributes to National Infrastructure Commission's objectives	47	37	9	7	0	84%	0	-4 ◆

All questions by theme

⚡ indicates statistically significant difference from comparison

My manager

70%



% Positive

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B08	My manager motivates me to be more effective in my job	42	37	12	5	5	79%	+7 ⚡	+4 ⚡
B09	My manager is considerate of my life outside work	56	26	7	5	7	81%	-5 ⚡	-8
B10	My manager is open to my ideas	56	28	9	5		84%	0	-2 ⚡
B11	My manager helps me to understand how I contribute to National Infrastructure Commission's objectives	40	28	19	7	7	67%	+1	-4 ⚡
B12	Overall, I have confidence in the decisions made by my manager	37	44	12	5		81%	+5 ⚡	+1
B13	My manager recognises when I have done my job well	49	23	21	5		72%	-8 ⚡	-11 ⚡
B14	I receive regular feedback on my performance	33	33	14	12	9	65%	-4 ⚡	-7 ⚡
B15	The feedback I receive helps me to improve my performance	35	30	19	14		65%	+1	-3
B16	I think that my performance is evaluated fairly	31	31	26	5	7	62%	-6 ⚡	-10 ⚡
B17	Poor performance is dealt with effectively in my team	12	24	32	22	10	37%	-4 ⚡	-7 ⚡

All questions by theme

◆ indicates statistically significant difference from comparison

My team

75%



% Positive

Difference from CS2019

Difference from CS High Performers

Question ID	Statement	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	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	30	53	12	0	0	84%	-2 ◆	-5
B19	The people in my team work together to find ways to improve the service we provide	35	40	26	0	0	74%	-8 ◆	-12 ◆
B20	The people in my team are encouraged to come up with new and better ways of doing things	35	33	21	9	0	67%	-9 ◆	-13 ◆

Learning and development

56%



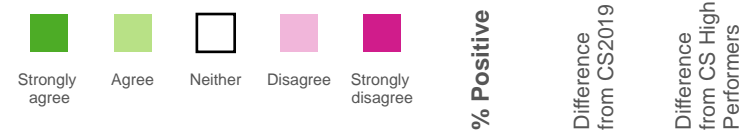
Question ID	Statement	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B21	I am able to access the right learning and development opportunities when I need to	26	49	19	7	0	74%	+10 ◆	+3 ◆
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	14	49	30	7	0	63%	+8 ◆	+3 ◆
B23	There are opportunities for me to develop my career in the National Infrastructure Commission	12	28	23	14	23	40%	-11 ◆	-18 ◆
B24	Learning and development activities I have completed while working for the National Infrastructure Commission are helping me to develop my career	14	33	42	12	0	47%	-4 ◆	-9 ◆

All questions by theme

◆ indicates statistically significant difference from comparison

Inclusion and fair treatment

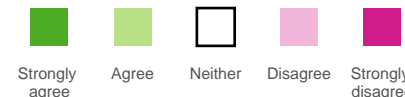
74%



B25	I am treated fairly at work	42	33	7	12	7	74%	-7 ◆	-10 ◆
B26	I am treated with respect by the people I work with	42	42	9	5		84%	-2	-5 ◆
B27	I feel valued for the work I do	30	35	14	12	9	65%	-3 ◆	-8 ◆
B28	I think that the National Infrastructure Commission respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	37	35	12	9	7	72%	-6 ◆	-9 ◆

Resources and workload

74%



B29	I get the information I need to do my job well	23	51	12	12		74%	+3 ◆	-1
B30	I have clear work objectives	26	53	7	9	5	79%	+3 ◆	0
B31	I have the skills I need to do my job effectively	37	47	9	7		84%	-5	-8
B32	I have the tools I need to do my job effectively	30	42	14	12		72%	0	-6 ◆
B33	I have an acceptable workload	21	44	14	19		65%	+2	-2
B34	I achieve a good balance between my work life and my private life	35	35	12	14	5	70%	-1	-6 ◆

All questions by theme

◆ indicates statistically significant difference from comparison

Pay and benefits

47%



% Positive

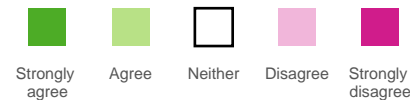
Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B35 I feel that my pay adequately reflects my performance	14	33	21	21	12	47%	+12 ◆	+6 ◆
B36 I am satisfied with the total benefits package	19	33	33	9	7	51%	+12 ◆	+3
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	19	23	23	16	19	42%	+14 ◆	+6 ◆

Leadership and managing change

71%



Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B38 Senior managers in the National Infrastructure Commission are sufficiently visible	51	35	12			86%	+23 ◆	+13 ◆
B39 I believe the actions of senior managers are consistent with National Infrastructure Commission's values	44	37	5	12		81%	+27 ◆	+17 ◆
B40 I believe that the Executive Team has a clear vision for the future of the National Infrastructure Commission	26	40	16	12	7	65%	+15 ◆	+4 ◆
B41 Overall, I have confidence in the decisions made by the National Infrastructure Commission's senior managers	35	37	14	7	7	72%	+21 ◆	+10 ◆
B42 I feel that change is managed well in the National Infrastructure Commission	16	35	23	19	7	51%	+16 ◆	+6 ◆
B43 When changes are made in the National Infrastructure Commission they are usually for the better	21	42	26	7	5	63%	+27 ◆	+19 ◆
B44 The National Infrastructure Commission keeps me informed about matters that affect me	33	51	5	9		84%	+24 ◆	+16 ◆
B45 I have the opportunity to contribute my views before decisions are made that affect me	21	53	16	5	5	74%	+34 ◆	+24 ◆
B46 I think it is safe to challenge the way things are done in the National Infrastructure Commission	26	35	14	19	7	60%	+11 ◆	+4 ◆

All questions by theme

◆ indicates statistically significant difference from comparison

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 CS2019	Difference from CS High Performers
B47 I am proud when I tell others I am part of the National Infrastructure Commission	33	45	19			79%	+12 ◆	+6 ◆
B48 I would recommend the National Infrastructure Commission as a great place to work	26	40	17	10	7	67%	+6 ◆	-3
B49 I feel a strong personal attachment to the National Infrastructure Commission	24	21	26	21	7	45%	-7 ◆	-13 ◆
B50 The National Infrastructure Commission inspires me to do the best in my job	24	38	21	12	5	62%	+10 ◆	+3
B51 The National Infrastructure Commission motivates me to help it achieve its objectives	29	33	21	12	5	62%	+12 ◆	+6 ◆

Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B52 I believe that senior managers in the National Infrastructure Commission will take action on the results from this survey	40	47	9			86%	+35 ◆	+26 ◆
B53 Where I work, I think effective action has been taken on the results of the last survey	21	43	24	7	5	64%	+26 ◆	+20 ◆

All questions by theme

◇ indicates statistically significant difference from comparison

Organisational culture

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B54 I am trusted to carry out my job effectively	47	40	7	7		86%	-3	-5
B55 I believe I would be supported if I try a new idea, even if it may not work	28	49	12	7	5	77%	+4 ◇	0
B56 In the National Infrastructure Commission, people are encouraged to speak up when they identify a serious policy or delivery risk	23	49	14	7	7	72%	+2	-3 ◇
B57 I feel able to challenge inappropriate behaviour in the workplace	26	49	14	9		74%	+8 ◇	+4 ◇
B58 The National Infrastructure Commission is committed to creating a diverse and inclusive workplace	33	42	14	9		74%	-2	-5 ◇

Civil Service vision

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B59 I am aware of the Civil Service vision for 'A Brilliant Civil Service'	12	49	14	19	7	60%	+3	-9 ◇

Leadership statement

	Always	Most of the time	Sometimes	Rarely	Never	% Positive	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^	35	44	16			79%	+13 ◇	+6 ◇

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

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 CS2019	Difference from CS High Performers
W01 Overall, how satisfied are you with your life nowadays?	9	21	53	16	70%	+2	-1
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	7	26	42	26	67%	-4 ◆	-6 ◆
W03 Overall, how happy did you feel yesterday?	12	26	37	26	63%	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 CS2019	Difference from CS High Performers
W04 Overall, how anxious did you feel yesterday?	14	40	14	33	33%	0	+2

All questions by theme

↔ indicates statistically significant difference from comparison

Your plans for the future

C01. Which of the following statements most reflects your current thoughts about working for the National Infrastructure Commission?

			Difference from CS2019
I want to leave the National Infrastructure Commission as soon as possible		10%	+2
I want to leave the National Infrastructure Commission within the next 12 months		38%	+23
I want to stay working for the National Infrastructure Commission for at least the next year		40%	+7 ↔
I want to stay working for the National Infrastructure Commission for at least the next three years		12%	-32

The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from CS2019	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?		7	93%	+1	-2
D02. Are you aware of how to raise a concern under the Civil Service Code?		33	67%	+2	-4 ↔
D03. Are you confident that if you raised a concern under the Civil Service Code in the National Infrastructure Commission it would be investigated properly?		10	90%	+19 ↔	+14 ↔

All questions by theme

↔ indicates statistically significant difference from comparison

Discrimination

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

			Difference from CS2019
Yes		5%	-6
No		88%	+7 ✧
Prefer not to say		7%	-1

Your survey included a question about whether the discrimination occurred in your organisation. These results have been suppressed in this report to protect respondents anonymity, but do feed into the overall Civil Service results.

For respondents who selected 'Yes' to E01.

E02. On which of the following grounds were you discriminated against?^ (multiple selection)

		Response Count
Age	--	
Caring responsibilities	--	
Disability	--	
Ethnic background	--	
Gender	--	
Gender reassignment or perceived gender	--	
Grade or responsibility level	--	
Main spoken/ written language or language ability	--	
Marital status or civil partnership	--	
Mental health	--	
Pay	--	
Pregnancy, maternity or paternity	--	
Religion or belief	--	
Sex	--	
Sexual orientation	--	
Social or educational background	--	
Working location	--	
Working pattern	--	
Any other grounds	--	
Prefer not to say	--	




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

All questions by theme

◇ indicates statistically significant difference from comparison

Bullying and harassment

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

			Difference from CS2019
Yes		9%	-2
No		86%	+4 ◇
Prefer not to say		5%	-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	--	
Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault)	--	
Spreading gossip or making false accusations about me	--	
Intimidation or verbal aggression (e.g. shouting, swearing, making threats)	--	
Physical assault (e.g. object thrown at me, pushed, hit)	--	
Humiliated in front of team or others	--	
Negative Micromanagement (e.g. excessive control; made to feel incompetent)	--	
Removal of job responsibilities, unconstructive criticism, or impossible/changing expectations	--	
Treated less favourably to others	--	
Ignored, excluded, marginalised	--	
Undermining or taking credit for my work	--	
Denied time off for personal ill health	--	
Denied time off for family or caring responsibilities	--	
Disclosure of personal / sensitive information to colleagues without my consent	--	
Something else not listed here	--	
Prefer not to say	--	

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

All questions by theme

↔ indicates statistically significant difference from comparison

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	--	
A colleague in a different Area/Directorate/ Division of the National Infrastructure Commission	--	
My manager	--	
Another senior member of staff in the National Infrastructure Commission	--	
Someone I manage	--	
Someone working in a different Civil Service organisation	--	
Someone working for a non-Civil Service organisation	--	
A contractor	--	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	--	
Someone else not listed here	--	
Prefer not to say	--	

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 CS2019

Yes	Results for this question have been suppressed as there are fewer than ten responses
No	Results for this question have been suppressed as there are fewer than ten responses
Prefer not to say	Results for this question have been suppressed as there are fewer than ten responses

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	Results for this question have been suppressed as there are fewer than ten responses
No	Results for this question have been suppressed as there are fewer than ten responses
Prefer not to say	Results for this question have been suppressed as there are fewer than ten responses

The bullying and/or harassment has stopped

Yes	Results for this question have been suppressed as there are fewer than ten responses
No	Results for this question have been suppressed as there are fewer than ten responses
Prefer not to say	Results for this question have been suppressed as there are fewer than ten responses

The culture in my area allows this kind of behaviour to continue

Yes	Results for this question have been suppressed as there are fewer than ten responses
No	Results for this question have been suppressed as there are fewer than ten responses
Prefer not to say	Results for this question have been suppressed as there are fewer than ten responses

I felt like I was punished for reporting the incident

Yes	Results for this question have been suppressed as there are fewer than ten responses
No	Results for this question have been suppressed as there are fewer than ten responses
Prefer not to say	Results for this question have been suppressed as there are fewer than ten responses

I moved to another team or role to avoid the behaviour

Yes	Results for this response have been suppressed as there are fewer than ten responses
No	Results for this response have been suppressed as there are fewer than ten responses
Prefer not to say	Results for this response have been suppressed as there are fewer than ten responses

Additional questions selected by organisation

✦ indicates statistically significant difference from comparison

Change Management

		Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQC1	I get to find out the reasons behind key changes that happen in the National Infrastructure Commission	26	49	9	12	5	74%	+28 ✦
LQC2	I understand what support is available to me as I am affected by organisational change	23	37	16	14	9	60%	+9 ✦
LQC3	I feel that change is managed well in my Area/Directorate/Division	21	30	28	14	7	51%	+8 ✦
LQC4	I feel positive about the future of the National Infrastructure Commission	23	47	23	5	5	70%	+16 ✦

Performance Management

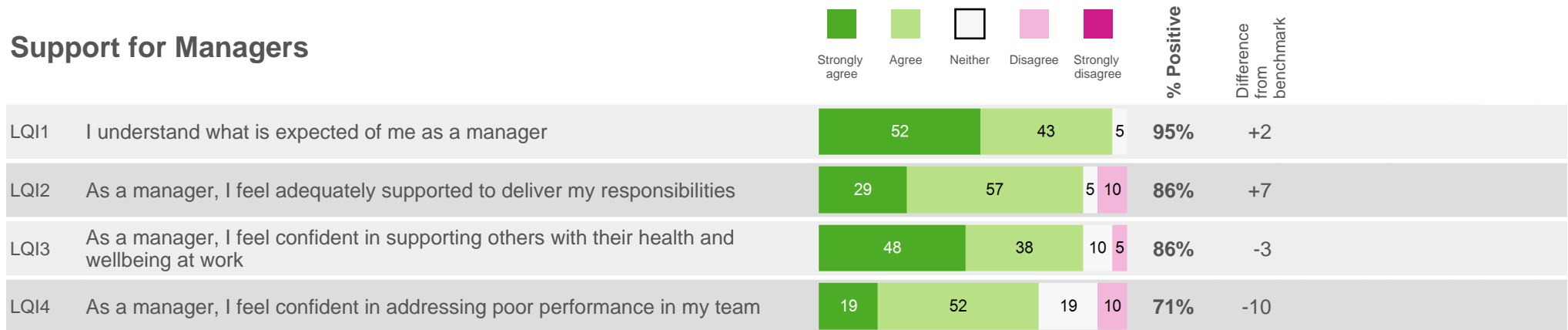
		Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQH1	I feel empowered by my manager to do my job	49	37	9			86%	+9 ✦
LQH2	The one-to-one conversations I have with my manager are helping me to achieve my full potential	40	33	14	12		72%	+10 ✦
LQH3a	In general, how often do you discuss the following with your manager: How well I am meeting my work objectives?	33	28	35			-	
LQH3b	In general, how often do you discuss the following with your manager: My development needs and career goals?	12	43	24	12	10	-	
LQH3c	In general, how often do you discuss the following with your manager: My personal wellbeing and/or work-related stress?	40	37	5	16		-	

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.

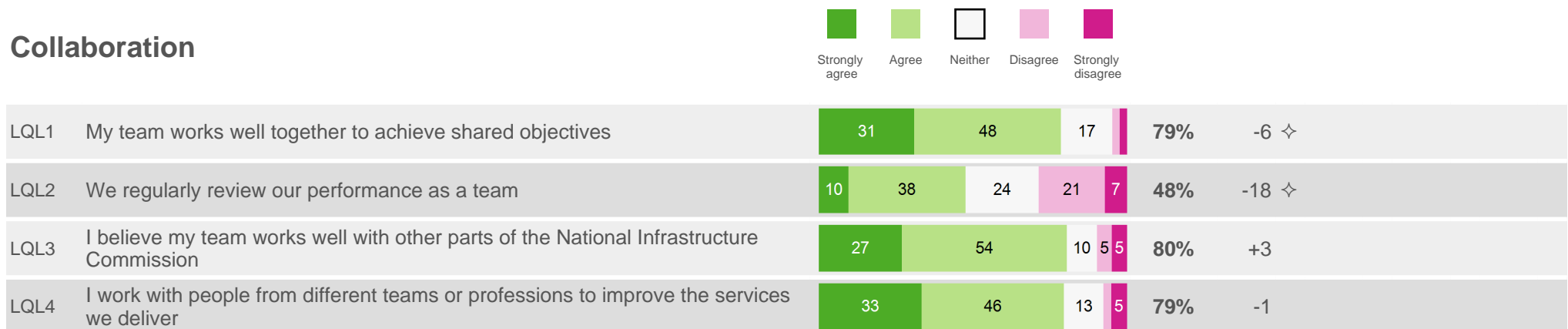
Additional questions selected by organisation

⚡ indicates statistically significant difference from comparison

Support for Managers



Collaboration

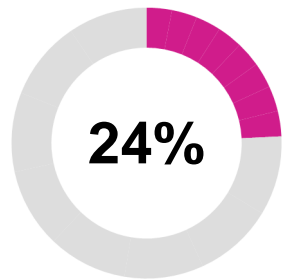


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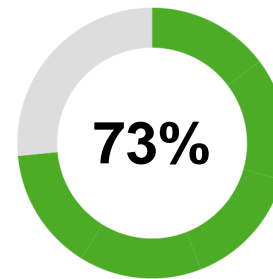
Proxy Stress Index and PERMA Index

◇ indicates statistically significant difference from comparison

** this is a negatively phrased question where % positive is the proportion who selected "no"



Difference from CS2019 -4 ◇
Difference from CS High Performers -2 ◇



Difference from CS2019 0
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.

PERMA Index

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

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

% positive

B05	I have a choice in deciding how I do my work	81%
B08	My manager motivates me to be more effective in my job	79%
B18	The people in my team can be relied upon to help when things get difficult in my job	84%
B26	I am treated with respect by the people I work with	84%
B30	I have clear work objectives	79%
B33	I have an acceptable workload	65%
B45	I have the opportunity to contribute my views before decisions are made that affect me	74%
E03	Have you been bullied or harassed at work, in the past 12 months?**	86%

% positive

B01	I am interested in my work	86%
B03	My work gives me a sense of personal accomplishment	72%
B18	The people in my team can be relied upon to help when things get difficult in my job	84%
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?	67%

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.
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.

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>)