



CABINET OFFICE

Dame Meg Hillier MP
Chair, Public Accounts Committee
House of Commons
London
SW1A 0AA

Alex Chisholm
Civil Service Chief Operating Officer
and Cabinet Office Permanent Secretary

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Dear Chair,

Publication of 2022 Civil Service People Survey Demographic Results

I am writing to inform you that the second of our two routine annual People Survey publications was released this afternoon at:

www.gov.uk/government/publications/civil-service-people-survey-2022-results.

This publication comprises Civil Service wide benchmarks for respondent demographics (such as location / grade / occupation / age) plus five files containing more details on respondents gender; health status, sexual orientation, socio-economic background or ethnicity.

The publication follows the results published in March showing Civil Service Benchmark and organisation results. Results were released to departments and agencies via online interactive dashboards in December 2022 so that they could begin to take action.

As in previous years, these files include the Employee Engagement Index, headline theme scores, core question results, including the findings on bullying, harassment and discrimination, and civil servants' awareness of the vision for A Modern Civil Service for each of the demographic groups. Annex A provides a summary of the main findings included in the publication.

This publication enables the Civil Service to fulfil voluntary reporting requirements in relation to, for example, becoming disability and carer 'confident'.

Yours sincerely

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Annex A - Civil Service People Survey 2022 demographics insights

Publication

The publication comprises six different files:

- an overall demographic benchmark where findings are broken down by grade, location, time in the current job, time in the organisation, time in the Civil Service, manager status, working pattern, employment status, profession/function, membership of accelerated development schemes, gender, age, ethnicity, disability, religion, socio-economic background; and
- five focussed files on ethnicity, disability, sexual orientation, sex/gender and socio-economic background.

All of the participating organisations should be familiar with how their People Survey results vary by demographic group as the results were shared in December 2022.

Below is a summary of the key findings at a Civil Service level by gender, ethnicity, health status, sexual orientation and socio-economic background, as per the five focus files.

Employee Engagement Index

There is a consistent reduction in engagement levels among all diversity groups. The Engagement Index reduced across most demographic groups by -1 or -2 percentage points.

Specifically, compared to 2021:

- Employee Engagement decreased respectively by -1, -2 and -3 percentage points for women (to 64%), men (61%), and colleagues who identify as other (53%). The engagement level also decreased for reporting as non-transgender (64% in 2021 and 63% in 2022) and for transgender colleagues (59% in 2021 and 58% in 2022).¹
- There was a -2 percentage points reduction of the engagement level for both Ethnic Minority (66%) and White respondents (62%).
- The engagement index decreased by -1 percentage point for colleagues with and without a long-term limiting condition (i.e. a disability that impacts their daily activities). The average engagement score for staff with a limiting long-term condition was 56%, compared to 64% for those without.
- The average engagement score for heterosexual respondents was 63%, compared to 60% for staff who are lesbian, gay, bisexual or other (LGBO), with a reduction of -1 and -2 percentage points respectively.
- There has been a reduction of the engagement level for all the socio-economic background categories: high and intermediate (65% in 2021 and 63% in 2022 for both categories); routine and never worked (64% in 2021 and 62% in 2022 for both categories).

¹ Female includes both non-transgender and trans female respondents. Male includes both non-transgender and transgender male respondents. Other covers a range of identities which do not directly align solely with a female or male identity (e.g. non-binary or genderfluid). Non-transgender includes those whose gender identity is the same as their sex at birth, transgender/other includes those whose gender identity is not the same as their sex at birth.

Main themes Scores

The nine benchmark theme scores consistently decreased compared to 2021 for the large majority of demographics. Changes and variations compared to 2021 are reported in brackets.

Ethnicity

<i>Theme/Demographic group</i>	<i>Ethnic Minority</i>	<i>White</i>
<i>My work</i>	76% (-1pp)	77% (-1pp)
<i>Organisational Objectives and Purpose</i>	84% (0pp)	82% (0pp)
<i>My Manager</i>	77% (-1pp)	77% (0pp)
<i>My Team</i>	83% (-1pp)	84% (-1pp)
<i>Learning and Development</i>	61% (-2pp)	58% (-1pp)
<i>Inclusion and Fair Treatment</i>	79% (-1pp)	82% (-1pp)
<i>Resources and Workload</i>	76% (0pp)	74% (-1pp)
<i>Pay and Benefits</i>	28% (-8pp)	31% (-10pp)
<i>Leadership and Managing Change</i>	54% (-3pp)	51% (-3pp)

Sexual Orientation

<i>Theme/Demographic group</i>	<i>LGBO</i>	<i>Heterosexual</i>
<i>My work</i>	72% (-1pp)	77% (-1pp)
<i>Organisational Objectives and Purpose</i>	80% (-1pp)	83% (0pp)
<i>My Manager</i>	76% (0pp)	77% (0pp)
<i>My Team</i>	81% (-1pp)	83% (0pp)
<i>Learning and Development</i>	57% (-1pp)	58% (-1pp)
<i>Inclusion and Fair Treatment</i>	78% (-1pp)	81% (-1pp)
<i>Resources and Workload</i>	71% (0pp)	74% (0pp)
<i>Pay and Benefits</i>	29% (-11pp)	30% (-9pp)
<i>Leadership and Managing Change</i>	48% (-3pp)	51% (-3pp)

Long-term limiting condition

<i>Theme/Demographic group</i>	<i>Has Long-term Limiting Condition</i>	<i>No Long-term Limiting Condition</i>
<i>My work</i>	69% (0pp)	79% (-1pp)
<i>Organisational Objectives and Purpose</i>	78% (0pp)	84% (0pp)
<i>My Manager</i>	71% (+1pp)	79% (0pp)
<i>My Team</i>	78% (0pp)	85% (-1pp)
<i>Learning and Development</i>	50% (-1pp)	60% (-1pp)
<i>Inclusion and Fair Treatment</i>	71% (0pp)	83% (-1pp)
<i>Resources and Workload</i>	66% (0pp)	76% (0pp)
<i>Pay and Benefits</i>	23% (-8pp)	32% (-9pp)
<i>Leadership and Managing Change</i>	41% (-2pp)	53% (-3pp)

Sex/gender

<i>Theme/Demographic group</i>	<i>Composite sex/gender identity</i>			<i>Gender Identity history</i>	
	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Non-transgender</i>	<i>Transgender/other</i>
<i>My work</i>	77% (-1pp)	77% (-1pp)	66% (-1pp)	77% (-1pp)	69% (0pp)
<i>Organisational Objectives and Purpose</i>	85% (0pp)	80% (0pp)	76% (0pp)	83% (0pp)	78% (+1pp)
<i>My Manager</i>	77% (0pp)	77% (0pp)	75% (0pp)	78% (0pp)	74% (+2pp)
<i>My Team</i>	84% (-1pp)	83% (-1pp)	78% (-1pp)	83% (-1pp)	78% (0pp)
<i>Learning and Development</i>	60% (-1pp)	56% (-1pp)	54% (-2pp)	58% (-1pp)	53% (-2pp)
<i>Inclusion and Fair Treatment</i>	81% (-1pp)	81% (-1pp)	74% (0pp)	81% (-1pp)	74% (0pp)
<i>Resources and Workload</i>	75% (-1pp)	74% (0pp)	67% (0pp)	74% (0pp)	68% (0pp)
<i>Pay and Benefits</i>	33% (-10pp)	27% (-9pp)	26% (-12pp)	30% (-9pp)	28% (-7pp)
<i>Leadership and Managing Change</i>	52% (-3pp)	50% (-2pp)	43% (-2pp)	51% (-3pp)	45% (-1pp)

Socio-economic background

<i>Theme/Demographic group</i>	<i>High</i>	<i>Intermediate</i>	<i>Routine</i>	<i>Never Worked</i>
<i>My work</i>	78% (-1pp)	77% (-1pp)	77% (0pp)	73% (-2pp)
<i>Organisational Objectives and Purpose</i>	82% (0pp)	84% (0pp)	84% (0pp)	82% (0pp)
<i>My Manager</i>	78% (0pp)	78% (0pp)	77% (0pp)	76% (0pp)
<i>My Team</i>	84% (-1pp)	84% (-1pp)	83% (0pp)	81% (-1pp)
<i>Learning and Development</i>	58% (-1pp)	60% (-1pp)	58% (0pp)	57% (-2pp)
<i>Inclusion and Fair Treatment</i>	82% (-1pp)	82% (-1pp)	81% (0pp)	78% (0pp)
<i>Resources and Workload</i>	74% (0pp)	74% (0pp)	74% (0pp)	71% (0pp)
<i>Pay and Benefits</i>	31% (-10pp)	32% (-10pp)	30% (-9pp)	29% (-10pp)
<i>Leadership and Managing Change</i>	52% (-3pp)	53% (-3pp)	50% (-2pp)	50% (-2pp)

Discrimination

Between 2021 and 2022:

- Experience of discrimination at work was at 7% for men (0pp), 8% for women (-1pp) and 23% for those who identify in another way (+2pp). It remained stable for non-transgender colleagues (8%), while it increased by +1pp for transgender staff (18%).
- There was a decrease by -1pp in the proportion of Ethnic Minority (11%) who said they had been discriminated against at work, while variation for White colleagues (7%).
- There was a slight decrease in the proportion of staff with a limiting long-term condition who had experienced discrimination (down by 1-pp to 17%) and no variation for those without a limiting long-term condition (6%), though the gap between the two is still very large.
- There was no change in both the proportions of heterosexual (8%) and LGBO respondents (12%) experiencing discrimination.
- Looking at the differences by socio-economic background, there was no change in the proportion of staff part of the never worked category (13%), as well as of routine, intermediate and high ones (8%).

Bullying and Harassment

Between 2021 and 2022:

- Bullying/harassment rates remained stable at 7% for men, 9% for women and for those who identify in another way at 18%. The score did not vary for non-transgender (8%) but it decreased by -2pp for transgender colleagues (14%).
- There was no change in the proportion of Ethnic Minority (10%) and White respondents (7%) who reported they had been bullied and/or harassed at work.

- There was a decrease by -1pp in the proportion of staff with a limiting long-term condition who said they'd been bullied and/or harassed at work (15%) but no variation for staff without a limiting long-term condition (6%).
- There was a decrease by -1pp in the proportion of LGBO staff who indicated to have been bullied and/or harassed at work (12%), while the rate for heterosexual respondents remained stable (8%).
- The level of bullying/harassment did not vary based on respondents' socio-economic background (12% for never worked, 8% for routine, intermediate and high respectively).

Proxy and Perma Indexes

The Civil Service People Survey includes two indexes related to health and wellbeing: i. The Proxy Stress Index, which measures conditions that can contribute to a stressful environment; and ii. The Perma Index, which measures the extent to which employees are flourishing at work.

Between 2021 and 2022:

- The Proxy Stress Index did not vary for men and women (27% in both cases), and for colleagues who identify in another way (32%). The Perma Index reduced by -1pp for men to 73% and for colleagues who identify in another way to 66%, while it remained stable at 75% for women. The Perma and Proxy indexes did not vary for both non-transgender (74% and 27% respectively) and transgender colleagues (31% and 69% respectively).
- The Proxy Stress Index remained stable for both White and Ethnic minority staff (27% in both cases). The Perma index, instead, remained stable for White staff and decreased by -1pp for Ethnic Minority colleagues, reaching 74% in both cases.
- The Proxy Stress Index did not vary for staff with (33%) and without (26%) a limiting long-term condition. The Perma Index decreased by -1pp for colleagues without a limiting long-term condition (75%), while remained stable for those with a limiting long-term condition (68%).
- There was no change in the Proxy Stress Index for heterosexual staff (27%), while for them the Perma Index reduced by -1pp to 74%. For LGBO colleagues both indexes did not vary compared to 2021 (29% for Perma, and 71% for Proxy).
- Considering the socio-economic background, the Proxy Stress Index increased by +1pp for colleagues from the high and intermediate categories (27% in both cases), while it did not change for those in the routine (27%) and never work ones (29%). The Perma Index decreased by -1pp for the high and intermediate (74%) and never worked categories (72%), while it did not change for the routine one (74%).

Civil Service Reform

Between 2021 and 2022, changes in awareness of the Civil Service vision for "A Modern Civil Service":

- There was an increase in the awareness of the vision of a Modern Civil Service for women (64%, +2pp) and colleagues who identify in another way (57%, +4pp), and for men (58%, +2pp). Awareness of the vision increased +2pp for both non-transgender (62%) and transgender colleagues (57%).

- The level of awareness of the Civil Service vision “A Modern Civil Service” was 62% for White (+2pp) and 60% for Ethnic Minority respondents (+1pp).
- There was an increase by +2pp for both colleagues with and without a long-term limiting condition (59% and 62% respectively).
- 62% of heterosexual colleagues indicated to be aware of the Civil Service vision (+2pp compared to 2021) compared to 59% of LGBO (+3pp compared to 2021).
- There was a consistent increase of the scores on the awareness of the Civil Service vision across all socio-economic groups (61%, +2 pp for high; 63%, +2pp for intermediate; 64%, +2pp for routine; and +3pp for never worked 63%).