

[ORGANISATION NAME]

[PEOPLE SURVEY 2013]

Thank you for choosing to take part in [the People Survey 2013], which gives you the chance to tell us your views about your job, your organisation as an employer and other work-related matters. The survey should take no longer than 15 to 20 minutes to complete.

Your answers to the survey are completely confidential; our supplier operates under the professional guidelines of the Market Research Society. The survey is designed so that information cannot be traced back to an individual, so please be open and honest in your responses. If you have any further concerns please contact the survey manager.

A01 **Where in [your organisation] do you work?**

Please enter the code for your team

ORGXXX

0

0

0

0

How far do you agree or disagree with the following statements? (please select only one option for each statement)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
My work					
B01 I am interested in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B02 I am sufficiently challenged by my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B03 My work gives me a sense of personal accomplishment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B04 I feel involved in the decisions that affect my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B05 I have a choice in deciding how I do my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organisational objectives and purpose					
B06 I have a clear understanding of [my organisation's] purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B07 I have a clear understanding of [my organisation's] objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B08 I understand how my work contributes to [my organisation's] objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager					
B09 My manager motivates me to be more effective in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B10 My manager is considerate of my life outside work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B11 My manager is open to my ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B12 My manager helps me to understand how I contribute to [my organisation's] objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B13 Overall, I have confidence in the decisions made by my manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B14 My manager recognises when I have done my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B15 I receive regular feedback on my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B16 The feedback I receive helps me to improve my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B17 I think that my performance is evaluated fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B18 Poor performance is dealt with effectively in my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How far do you agree or disagree with the following statements? (please select only one option for each statement)

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
My team						
B19	The people in my team can be relied upon to help when things get difficult in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B20	The people in my team work together to find ways to improve the service we provide	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B21	The people in my team are encouraged to come up with new and better ways of doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning and development						
B22	I am able to access the right learning and development opportunities when I need to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B23	Learning and development activities I have completed in the past 12 months have helped to improve my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B24	There are opportunities for me to develop my career in [my organisation]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B25	Learning and development activities I have completed while working for [my organisation] are helping me to develop my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusion and fair treatment						
B26	I am treated fairly at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B27	I am treated with respect by the people I work with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B28	I feel valued for the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B29	I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resources and workload						
B30	In my job, I am clear what is expected of me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B31	I get the information I need to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B32	I have clear work objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B33	I have the skills I need to do my job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B34	I have the tools I need to do my job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B35	I have an acceptable workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B36	I achieve a good balance between my work life and my private life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay and benefits						
B37	I feel that my pay adequately reflects my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B38	I am satisfied with the total benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B39	Compared to people doing a similar job in other organisations I feel my pay is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How far do you agree or disagree with the following statements? (please select only one option for each statement)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Leadership and managing change					
B40 I feel that [my organisation] as a whole is managed well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B41 [Senior managers] in [my organisation] are sufficiently visible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B42 I believe the actions of [senior managers] are consistent with [my organisation's] values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B43 I believe that [the executive team has] a clear vision for the future of [my organisation]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B44 Overall, I have confidence in the decisions made by [my organisation's senior managers]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B45 I feel that change is managed well in [my organisation]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B46 When changes are made in [my organisation] they are usually for the better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B47 [My organisation] keeps me informed about matters that affect me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B48 I have the opportunity to contribute my views before decisions are made that affect me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B49 I think it is safe to challenge the way things are done in [my organisation]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement					
B50 I am proud when I tell others I am part of [my organisation]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B51 I would recommend [my organisation] as a great place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B52 I feel a strong personal attachment to [my organisation]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B53 [My organisation] inspires me to do the best in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B54 [My organisation] motivates me to help it achieve its objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking action					
B55 I believe that [senior managers] in [my organisation] will take action on the results from this survey	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B56 I believe that managers where I work will take action on the results from this survey	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B57 Where I work, I think effective action has been taken on the results of the last survey	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organisational culture					
B58 I am trusted to carry out my job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B59 I believe I would be supported if I try a new idea, even if it may not work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B60 My performance is evaluated based on whether I get things done, rather than solely follow processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B61 When I talk about [my organisation] I say 'we' rather than 'they'	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B62 I have some really good friendships at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Your plans for the future

C01 Which of the following statements most reflects your current thoughts about working for [your organisation]?

(please select only one option)

- ☐ I want to leave [my organisation] as soon as possible
- ☐ I want to leave [my organisation] within the next 12 months
- ☐ I want to stay working for [my organisation] for at least the next year
- ☐ I want to stay working for [my organisation] for at least the next three years

Civil Service Code

	Yes	No
D01 Are you aware of the Civil Service Code?	<input type="radio"/>	<input type="radio"/>
D02 Are you aware of how to raise a concern under the Civil Service Code?	<input type="radio"/>	<input type="radio"/>
D03 Are you confident that if you raised a concern under the Civil Service Code in [your organisation] it would be investigated properly?	<input type="radio"/>	<input type="radio"/>

Discrimination, bullying and harassment

Discrimination is when an employer treats an employee less favourably than someone else, or when a working condition, policy, procedure or rule disadvantages one group of people more than another.

E01 During the past 12 months have you personally experienced discrimination at work?

☐ Yes ☐ No ☐ Prefer not to say

Go to E02 Go to E03 Go to E03

E02 On which of the following grounds have you personally experienced discrimination at work in the past 12 months? (please select all that apply)

- | | | |
|---|--|--|
| <input type="radio"/> ⁰¹ Age | <input type="radio"/> ⁰⁶ Gender reassignment or perceived gender | <input type="radio"/> ¹¹ Social or educational background |
| <input type="radio"/> ⁰² Caring responsibilities | <input type="radio"/> ⁰⁷ Grade, pay band or responsibility level | <input type="radio"/> ¹² Working location |
| <input type="radio"/> ⁰³ Disability | <input type="radio"/> ⁰⁸ Main spoken/written language or language ability | <input type="radio"/> ¹³ Working pattern |
| <input type="radio"/> ⁰⁴ Ethnic background | <input type="radio"/> ⁰⁹ Religion or belief | <input type="radio"/> ¹⁴ Any other grounds |
| <input type="radio"/> ⁰⁵ Gender | <input type="radio"/> ¹⁰ Sexual orientation | <input type="radio"/> ¹⁵ Prefer not to say |

Bullying is offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Harassment is unwanted actions or comments that are demeaning and unacceptable to the recipient. It may be related to any personal characteristic of the individual, and may be persistent or an isolated incident.

E03 During the past 12 months have you personally experienced bullying or harassment at work?

☐ Yes ☐ No ☐ Prefer not to say

Go to E04 [Go to F01 / Go to G01] [Go to F01 / Go to G01]

E04 Who were you bullied or harassed by at work in the past 12 months? (please select all that apply)

- | | | |
|---|---|---|
| <input type="radio"/> ⁰¹ A colleague | <input type="radio"/> ⁰⁴ Someone you manage | <input type="radio"/> ⁰⁷ Someone else |
| <input type="radio"/> ⁰² Your manager | <input type="radio"/> ⁰⁵ Someone who works for another part of [your organisation] | <input type="radio"/> ⁰⁸ Prefer not to say |
| <input type="radio"/> ⁰³ Another manager in my part of [your organisation] | <input type="radio"/> ⁰⁶ A member of the public | |

Further questions about working for [your organisation]

How far do you agree or disagree with the following statements? (please select only one option for each statement)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
F01	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F02	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F03	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F04	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F05	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F06	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F07	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F08	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F09	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F10	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

G01 What would you like [your organisation] to change to make it a great place to work?

[illegible]

G02 Which of the following themes would you say your comment relates to? *(please select all that apply)*

- | | | |
|--|---|---|
| 01 <input type="radio"/> My work | 07 <input type="radio"/> Resources and workload | 13 <input type="radio"/> Discrimination, bullying or harassment |
| 02 <input type="radio"/> Organisational objectives and purpose | 08 <input type="radio"/> Pay and benefits | 14 <input type="radio"/> HR processes or procedures |
| 03 <input type="radio"/> Line management/management where I work | 09 <input type="radio"/> Leadership | 15 <input type="radio"/> IT systems |
| 04 <input type="radio"/> Team working | 10 <input type="radio"/> Managing change | 16 <input type="radio"/> Performance management |
| 05 <input type="radio"/> Learning and development | 11 <input type="radio"/> Communications | 17 <input type="radio"/> Working environment or facilities |
| 06 <input type="radio"/> Inclusion and fair treatment | 12 <input type="radio"/> Customer service | 18 <input type="radio"/> Something else |

About your job

To help us analyse the survey and understand how different groups of employees feel about various subjects, we would like to ask you a few questions about your job and the work you do for [your organisation]. We are not interested in identifying how an individual has responded, and no data will be available for groups of fewer than 10 respondents.

H01 In which country do you usually work? *(please select only one option)*

- ☐ ¹ England
 ☐ ² Scotland
 ☐ ³ Wales
 ☐ ⁴ Northern Ireland
 ☐ ⁵ I work outside the UK
- Go to H1A Go to H1B Go to H1C Go to H02 Go to H02

H1A Where in England do you usually work?

- ☐ ⁰¹ East Midlands
☐ ⁰² East of England
☐ ⁰³ London
☐ ⁰⁴ North East England
☐ ⁰⁵ North West England
☐ ⁰⁶ South East England
☐ ⁰⁷ South West England
☐ ⁰⁸ West Midlands
☐ ⁰⁹ Yorkshire and the Humber

H1B Where in Scotland do you usually work?

- ☐ ¹⁰ Central Scotland
☐ ¹¹ Edinburgh & Lothian
☐ ¹² Glasgow
☐ ¹³ Highlands & Islands
☐ ¹⁴ Mid Scotland & Fife
☐ ¹⁵ North East Scotland
☐ ¹⁶ South Scotland
☐ ¹⁷ West Scotland

H1C Where in Wales do you usually work?

- ☐ ¹⁸ Mid Wales
☐ ¹⁹ North East Wales
☐ ²⁰ North West Wales
☐ ²¹ South East Wales
☐ ²² South West Wales

How long have you worked...	Less than 6 months	At least 6 months but not more than 1 year	At least 1 year but not more than 3 years	At least 3 years but not more than 5 years	At least 5 years but not more than 10 years	At least 10 years but not more than 20 years	At least 20 years or more
H02 in your current job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H03 for [your organisation] or its predecessor(s)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H04 for the Civil Service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

H05 Do you manage any other employees? ☐ Yes ☐ No

H06 Do you work... ☐ Full-time ☐ Part-time ☐ Job-share

H07 Which of the following statements best describes your employment status? *(please select only one option)*

- ☐ ¹ Permanent contract/appointment with [your organisation]
☐ ² Fixed term/temporary contract/appointment with [your organisation]
☐ ³ On loan to [your organisation] from another organisation in the Civil Service
☐ ⁴ Temporary worker, where you are employed and paid through an employment agency
☐ ⁵ Contract or freelance worker, where you or your employer invoices [your organisation] directly
☐ ⁶ On secondment to [your organisation] from an organisation outside the Civil Service

H08

Which of the following occupational or professional groups most accurately reflects the type of work you do in your main job? (please select only one option)

Operational delivery

- 001 ☐ Processing (of forms or information etc.)
- 002 ☐ Call centre operations
- 003 ☐ Case work
- 004 ☐ Face-to-face client/customer advice and operations
- 005 ☐ Channel coordination/management
- 006 ☐ Other operational delivery

Policy delivery

- 007 ☐ Policy development and delivery

Corporate services

- 008 ☐ Communications and marketing
- 009 ☐ Building and facilities management or services (e.g. catering, cleaning, portering, maintenance/repairs, reception staff etc.)
- 010 ☐ Finance
- 011 ☐ Human resources
- 012 ☐ Information technology
- 013 ☐ Private office/secretariat
- 014 ☐ Procurement and contract management
- 015 ☐ Programme and project management
- 016 ☐ Safety, security and business continuity
- 017 ☐ Strategy and corporate management

Specialist services

- 018 ☐ Accountancy
- 019 ☐ Actuarial
- 020 ☐ Engineering
- 021 ☐ Economics
- 022 ☐ Knowledge, information and records management (including librarians)
- 023 ☐ Internal audit
- 024 ☐ Law
- 025 ☐ Linguistics and translation
- 026 ☐ Market research
- 027 ☐ Operational research
- 028 ☐ Social research
- 029 ☐ Scientist
- 030 ☐ Statistics

General administration and management

- 031 ☐ Administrative or secretarial support
- 032 ☐ General management

Module A

- 001 ☐ Option 1
- 002 ☐ Option 2
- 003 ☐ Option 3
- 004 ☐ Option 4
- 005 ☐ Option 5

Module B

- 001 ☐ Option 1
- 002 ☐ Option 2
- 003 ☐ Option 3
- 004 ☐ Option 4
- 005 ☐ Option 5

Module C

- 001 ☐ Option 1
- 002 ☐ Option 2
- 003 ☐ Option 3
- 004 ☐ Option 4
- 005 ☐ Option 5

Module D

- 001 ☐ Option 1
- 002 ☐ Option 2
- 003 ☐ Option 3
- 004 ☐ Option 4
- 005 ☐ Option 5

Module E

- 001 ☐ Option 1
- 002 ☐ Option 2
- 003 ☐ Option 3
- 004 ☐ Option 4
- 005 ☐ Option 5

- 999 ☐ Any other occupation, profession or role

H8A

Are you a member of an organised cross-government professional community? (for example the Government Communication Network, the Government Finance Profession, the Government Statistical Service, or the Knowledge and Information Management Network, etc.)

☐ Yes

☐ No

H09 Are you on a work-related development programme? (please select only one option)

- 1 ☐ No, I am not on a development programme organised or funded by a Civil Service employer
- 2 ☐ Yes, I am on a Civil Service Fast Stream scheme
- 3 ☐ Yes, I am on a development programme organised or funded by a Civil Service employer (e.g. a "fast track" programme or a specialist qualification/accreditation scheme)

About you

To help us analyse the survey and understand how different groups of employees feel about various subjects, we would like to ask you a few questions about yourself. We are not interested in identifying how an individual has responded, and no data will be available for groups of fewer than 10 respondents.

If you do not feel comfortable answering any of these questions, please leave the answer blank or select the “prefer not to say” option and move on to the next question.

J01 Are you...

- ☐ Male ☐ Female ☐ *Prefer not to say*

J02 What is your age?

- ☐ 16-19 ☐ 35-39 ☐ 55-59
☐ 20-24 ☐ 40-44 ☐ 60-64
☐ 25-29 ☐ 45-49 ☐ 65 or over
☐ 30-34 ☐ 50-54 ☐ *Prefer not to say*

J03 What is your ethnic group?

White

- ☐ English/Welsh/Scottish/Northern Irish/British
☐ Irish
☐ Gypsy or Irish Traveller
☐ Any other White background

Mixed

- ☐ White and Black Caribbean
☐ White and Black African
☐ White and Asian
☐ Any other Mixed/multiple ethnic background

Asian or Asian British

- ☐ Indian
☐ Pakistani
☐ Bangladeshi
☐ Chinese
☐ Any other Asian background

Black or Black British

- ☐ African
☐ Caribbean
☐ Any other Black/African/Caribbean background

Other ethnic group

- ☐ Arab
☐ Any other background
☐ *Prefer not to say*

J04 Do you have any long-term illness or physical or mental health condition which limits your daily activity or the work you can do?

- ☐ Yes ☐ No ☐ *Prefer not to say*

J05 Do you look after or give help or support to any family members, friends, neighbours or others who have a long-term physical or mental illness or disability, or problems related to old age?

- ☐ Yes ☐ No ☐ *Prefer not to say*

J06 Do you have childcare responsibilities as a primary care giver (e.g. parent/guardian)?

- ☐ Yes ☐ No ☐ *Prefer not to say*

J07 Which of the following phrases best describes how you think of yourself?

- ☐ 1 Heterosexual/straight
☐ 2 Gay or lesbian
☐ 3 Bisexual
☐ 4 Other
☐ 5 *Prefer not to say*

J08 What is your religion?

- ☐ 1 No religion
☐ 2 Christian
☐ 3 Buddhist
☐ 4 Hindu
☐ 5 Jewish
☐ 6 Muslim
☐ 7 Sikh
☐ 8 Any other religion
☐ 9 *Prefer not to say*

K01 What is your grade, pay band or responsibility level? *(please select only one option)*

01 ☐

09 ☐

17 ☐

02 ☐

10 ☐

18 ☐

03 ☐

11 ☐

19 ☐

04 ☐

12 ☐

20 ☐

05 ☐

13 ☐

21 ☐

06 ☐

14 ☐

22 ☐

07 ☐

15 ☐

23 ☐

08 ☐

16 ☐

24 ☐

Wellbeing

Research shows that one of the benefits for an individual employee of working in a more engaged workforce is that they tend to have higher levels of wellbeing.

We would like to ask you four questions that measure your level of subjective wellbeing so that we can understand the relationship between our employees' experiences of work and their levels of wellbeing.

The four questions are identical to those used by the Office for National Statistics to measure subjective wellbeing; this allows us to make direct comparisons with the levels of wellbeing in the wider economy.

All four questions are entirely voluntary and your responses, like those to all other questions in the survey, will be completely confidential.

Your responses to all other questions in the survey will still be counted, even if you choose not to answer the Wellbeing questions.

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

Not at all satisfied											Completely satisfied
0	1	2	3	4	5	6	7	8	9	10	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

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

Not at all worthwhile											Completely worthwhile
0	1	2	3	4	5	6	7	8	9	10	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

W03 Overall, how happy did you feel yesterday?

Not at all happy											Completely happy
0	1	2	3	4	5	6	7	8	9	10	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

W04 Overall, how anxious did you feel yesterday?

Not at all anxious											Completely anxious
0	1	2	3	4	5	6	7	8	9	10	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	