



Civil Service

The People Survey 2022

Scottish Government reference version

Welcome to the People Survey 2022!

This is your opportunity to share your views on what it has been like to work for your organisation over the last 12 months.

The survey is composed of different sections which include:

- Core questions
- Demographic questions

Throughout the survey you will find messages indicating how far you have progressed through the survey. The time taken to complete may vary if, for example, you decide to leave detailed comments.¹

Please use the language selector at the top of this page to choose your language. You will not be able to change the language after this page. Please ensure this is correct before proceeding.¹

Should you wish to take a break, you can return and finish later. To do so, please make a secure copy of your unique, randomly generated 10-digit code [code] so that you can restart the survey from where you left off or review and edit your responses if necessary.¹

*Please note: To save your responses on each page, you will need to select either the **Next** or **Save and exit** buttons or you will lose the data on that page. You can get your code by selecting **Save and exit**. The code is copy-pastable.¹*

In order to protect your anonymity, we cannot provide code recovery.¹

Your answers will be treated in the strictest confidence at all times, as summarised in our Privacy Notice Overview in the next section.

*When you are ready, select the **Start survey** button to share your views!¹*

Privacy Notice Overview

The People Survey is managed by the Cabinet Office and their independent survey supplier (Qualtrics). Your participation is voluntary and your answers will be treated in the strictest of confidence, in compliance with the General Data Protection Regulation.

Your answers will be analysed by the Cabinet Office's central Analysis and Insight Directorate and their survey supplier to produce summary research and statistics. Cabinet Office may also share your organisation's anonymised, individual-level dataset with a qualified analyst in your organisation for further analysis.

There are some survey questions where you can leave a comment. To help us protect your anonymity, please do not enter any information which might identify you or others. Your organisation's survey manager will decide who within your organisation can review this data for research and insight purposes.

Further information on how we keep your data safe and who to contact to exercise your rights of control can be found in our [Privacy Notice on GOV.UK \(opens in new tab\)](#).

Accessibility¹

This survey has been independently assessed by the Digital Accessibility Centre and is compliant with level AA of the Web Content Accessibility Guidelines version 2.1.

You can read our full [Accessibility Statement on GOV.UK \(opens in new tab\)](#). Further guidance on individual adjustments you can make to your computer, laptop, tablet or smartphone to make it easier to use can be found on [AbilityNet \(opens in a new tab\)](#).¹

[1] Note: Text in italics will be shown in the online version of the survey only.

Marking instructions

1. Please use a blue or black pen.

2. Mark the appropriate box like this

3. If you make a mistake, fill in the incorrectly marked box like this and then mark the correct box.

A01 **Where in the Scottish Government do you work?**

Please enter the code for your team

SG

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		5	4	3	2	1
B01	I am interested in my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B02	I am sufficiently challenged by my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B03	My work gives me a sense of personal accomplishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B04	I feel involved in the decisions that affect my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B05	I have a choice in deciding how I do my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
Organisational objectives and purpose		5	4	3	2	1
B06	I have a clear understanding of the Scottish Government's objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B07	I understand how my work contributes to the Scottish Government's objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My manager		5	4	3	2	1
B08	My manager motivates me to be more effective in my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B09	My manager is considerate of my life outside work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B10	My manager is open to my ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B11	My manager helps me to understand how I contribute to the Scottish Government's objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B12	Overall, I have confidence in the decisions made by my manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

My manager

	5	4	3	2	1
B13 My manager recognises when I have done my job well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B14 I receive regular feedback on my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B15 The feedback I receive helps me to improve my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B16 I think that my performance is evaluated fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

My team

	5	4	3	2	1
B18 The people in my team can be relied upon to help when things get difficult in my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B19 The people in my team work together to find ways to improve the service we provide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B20 The people in my team are encouraged to come up with new and better ways of doing things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Learning and development

	5	4	3	2	1
B21 I am able to access the right learning and development opportunities when I need to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B22 Learning and development activities I have completed in the past 12 months have helped to improve my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B23 There are opportunities for me to develop my career in the Scottish Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B24 Learning and development activities I have completed while working for the Scottish Government are helping me to develop my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
Inclusion and fair treatment					
B25 I am treated fairly at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B26 I am treated with respect by the people I work with	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B27 I feel valued for the work I do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B28 I think that the Scottish Government respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Resources and workload

	5	4	3	2	1
B29 I get the information I need to do my job well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B30 I have clear work objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B31 I have the skills I need to do my job effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B32 I have the tools I need to do my job effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B33	I have an acceptable workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B34	I achieve a good balance between my work life and my private life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Pay and benefits		5	4	3	2	1
B35	I feel that my pay adequately reflects my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B36	I am satisfied with the total benefits package	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B37	Compared to people doing a similar job in other organisations I feel my pay is reasonable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Leadership and managing change		5	4	3	2	1
Definitions:						
<ul style="list-style-type: none"> • 'Senior managers' are those individuals who have a leadership role in your immediate work area and make decisions directly affecting your work. • 'Senior leaders' are those individuals who sit at the top of your organisation and are responsible for the overall running of your organisation. 						
<i>How far do you agree or disagree with the following statements?</i>		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
<i>(Please select only one option for each statement)</i>						

B38	Senior managers in the Scottish Government are sufficiently visible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B39	I believe the actions of senior managers are consistent with the Scottish Government's values	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B40	I believe that the Scottish Government's senior leaders have a clear vision for the future of the Scottish Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B41	Overall, I have confidence in the decisions made by the Scottish Government's senior managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B42	I feel that change is managed well in the Scottish Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<i>How far do you agree or disagree with the following statements?</i>		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
<i>(Please select only one option for each statement)</i>						
B43	When changes are made in the Scottish Government they are usually for the better	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B44	The Scottish Government keeps me informed about matters that affect me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B45	I have the opportunity to contribute my views before decisions are made that affect me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B46	I think it is safe to challenge the way things are done in the Scottish Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Engagement		5	4	3	2	1
B47	I am proud when I tell others I am part of the Scottish Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B48	I would recommend the Scottish Government as a great place to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B49	I feel a strong personal attachment to the Scottish Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B50	The Scottish Government inspires me to do the best in my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B51	The Scottish Government motivates me to help it achieve its objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Taking action		5	4	3	2	1
B52	I believe that senior managers in the Scottish Government will take action on the results from this survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B53	Where I work, I think effective action has been taken on the results of the last survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Organisational culture		5	4	3	2	1
B54	I am trusted to carry out my job effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B55	I believe I would be supported if I try a new idea, even if it may not work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B56	In the Scottish Government, people are encouraged to speak up when they identify a serious policy or delivery risk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B57	I feel able to challenge inappropriate behaviour in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B58	The Scottish Government is committed to creating a diverse and inclusive workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Civil Service Reform		5	4	3	2	1
<i>How far do you agree or disagree with the following statements? (Please select only one option for each statement)</i>		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
B59	I am aware of the Civil Service vision for 'A Modern Civil Service'	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B59A	I understand how I can help achieve the vision for 'A Modern Civil Service'	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B59B	The technology provided by the Scottish Government enables me to easily connect and collaborate with the colleagues that I need to for me to do my job effectively, from any location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		<i>Often or always</i>	<i>Some of the time</i>	<i>Occasionally</i>	<i>Hardly ever</i>	<i>Never</i>
		5	4	3	2	1
B59C	How often do you collaborate with civil servants in other Government departments and agencies to achieve common goals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B59D	I consider how my work impacts upon the public in the course of carrying out my duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
		5	4	3	2	1
B59E	I have a choice in deciding where I do my work (usual workplace or base; another workplace; home)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B59F	My manager trusts me to do my job effectively, even if I am not working from the same location as them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		<i>100% productive</i>	<i>90-99% productive</i>	<i>80-89% productive</i>	<i>70-79% productive</i>	<i>Less than 70% productive</i>
		5	4	3	2	1
B59G	Over the last month, roughly how productive have you been?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	5	4	3	2	1
B59H Efficiency is pursued as a priority in the Scottish Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Future Intentions

C01 Which of the following statements most reflects your current thoughts about working for the Scottish Government?
(Please select only one option)

- 1 I want to leave the Scottish Government as soon as possible *Go to C02*
- 2 I want to leave the Scottish Government within the next 12 months *Go to C02*
- 3 I want to stay working for the Scottish Government for at least the next year *Go to D01A*
- 4 I want to stay working for the Scottish Government for at least the next three years *Go to D01A*

C02 [Please only answer if you want to leave your organisation immediately or within the next 12 months] Why do you want to leave your organisation immediately or within the next 12 months? (please select all that apply)

- | | |
|---|---|
| 1 <input type="checkbox"/> End of my current contract or loan | 9 <input type="checkbox"/> Don't like organisational culture |
| 2 <input type="checkbox"/> A promotion or career progression within the Civil Service | 10 <input type="checkbox"/> Due to poor line management |
| 3 <input type="checkbox"/> A promotion or career progression outside of the Civil Service | 11 <input type="checkbox"/> Due to poor work relationships |
| 4 <input type="checkbox"/> For a better pay and benefit package | 12 <input type="checkbox"/> Due to poor leadership |
| 5 <input type="checkbox"/> For more interesting work | 13 <input type="checkbox"/> Personal circumstances (for example, caring responsibilities, ill health) |
| 6 <input type="checkbox"/> Due to unmanageable workload | 14 <input type="checkbox"/> Retiring |
| 7 <input type="checkbox"/> For a better work-life balance | 15 <input type="checkbox"/> Just want a change |
| 8 <input type="checkbox"/> Lack of inclusion and fair treatment | 16 <input type="checkbox"/> Other |

Civil Service Code

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	5	4	3	2	1
D01A I understand the Civil Service Code and what it means for my conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
--	-----	----

D02 Are you aware of how to raise a concern under the Civil Service Code?	1	2
	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
--	-----	----

D03 Are you confident that if you raised a concern under the Civil Service Code in the Scottish Government it would be investigated properly?	1	2
	<input type="checkbox"/>	<input type="checkbox"/>

Discrimination

Discrimination is when an individual is treated differently or less favourably than someone else because of their personal characteristics, or when a working condition, policy, procedure or rule disadvantages one group of people more than another.

Please note that this survey is not a route for formally raising concerns or grievances - it is only intended to gather your view. If you are affected by the issues raised in this survey and wish to seek support, please use your organisation's support channels or alternatively ACAS (www.acas.org.uk) provides resources and advice.

To help protect your anonymity, please do not enter any information which might identify yourself or others.

E01 Have you been discriminated against at work, in the past 12 months? *(Please select only one option)*

- | | | | |
|---|--------------------------|--|-----------|
| 1 | <input type="checkbox"/> | Yes, while working in my current team | Go to E02 |
| 2 | <input type="checkbox"/> | Yes, while working in another team in my organisation | Go to E02 |
| 3 | <input type="checkbox"/> | Yes, while working in another Civil Service organisation | Go to E02 |
| 4 | <input type="checkbox"/> | No | Go to E03 |
| 5 | <input type="checkbox"/> | Prefer not to say | Go to E03 |

E02 On which of the following grounds were you discriminated against? *(Please select all that apply)*

- | | | | | | |
|----|--------------------------|---|----|--------------------------|------------------------------------|
| 1 | <input type="checkbox"/> | Age | 12 | <input type="checkbox"/> | Pregnancy, maternity or paternity |
| 2 | <input type="checkbox"/> | Caring responsibilities | 13 | <input type="checkbox"/> | Religion or belief |
| 3 | <input type="checkbox"/> | Disability | 14 | <input type="checkbox"/> | Sex |
| 4 | <input type="checkbox"/> | Ethnic background | 15 | <input type="checkbox"/> | Sexual orientation |
| 5 | <input type="checkbox"/> | Gender | 16 | <input type="checkbox"/> | Social or educational background |
| 6 | <input type="checkbox"/> | Gender reassignment or perceived gender | 17 | <input type="checkbox"/> | Working location |
| 7 | <input type="checkbox"/> | Grade or responsibility level | 18 | <input type="checkbox"/> | Working pattern |
| 8 | <input type="checkbox"/> | Main spoken or written language or language ability | 19 | <input type="checkbox"/> | Any other grounds (please specify) |
| 9 | <input type="checkbox"/> | Marital status or civil partnership | | | _____ |
| 10 | <input type="checkbox"/> | Mental health | 20 | <input type="checkbox"/> | Prefer not to say |
| 11 | <input type="checkbox"/> | Pay | | | |

Bullying and Harassment

Bullying can be characterised as:

- Offensive, intimidating, malicious or insulting behaviour
- Abuse or misuse of power in ways that undermine, humiliate, denigrate or injure the recipient.

Bullying can also cover a broad spectrum of covert behaviours that may be more difficult to detect. It can include ill-treatment, interpersonal conflict, unwanted and unacceptable or counterproductive workplace behaviours.

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.

Please note that this survey is not a route for formally raising concerns or grievances - it is only intended to gather your view. If you are affected by the issues raised in this survey and wish to seek support, please use your organisation's support channels or alternatively ACAS (www.acas.org.uk) provides resources and advice.

To help protect your anonymity, please do not enter any information which might identify yourself or others.

E03 Have you been bullied or harassed at work, in the past 12 months? *(Please select only one option)*

- | | | | |
|---|--------------------------|--|------------|
| 1 | <input type="checkbox"/> | Yes, while working in my current team | Go to E03A |
| 2 | <input type="checkbox"/> | Yes, while working in another team in my organisation | Go to E03A |
| 3 | <input type="checkbox"/> | Yes, while working in another Civil Service organisation | Go to E03A |
| 4 | <input type="checkbox"/> | No | Go to G01 |
| 5 | <input type="checkbox"/> | Prefer not to say | Go to G01 |

E03A How would you describe the nature of the bullying and/or harassment you experienced? *(Please select all that apply)*

- | | | | | | |
|---|--------------------------|--|----|--------------------------|--|
| 1 | <input type="checkbox"/> | Comments about my personal appearance or accent | 10 | <input type="checkbox"/> | Ignored, excluded, marginalised |
| 2 | <input type="checkbox"/> | Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault) | 11 | <input type="checkbox"/> | Undermining or taking credit for my work |
| 3 | <input type="checkbox"/> | Spreading gossip or making false accusations about me | 12 | <input type="checkbox"/> | Denied time off for personal ill health |
| 4 | <input type="checkbox"/> | Intimidation, or verbal or written aggression (e.g. shouting, making threats, sending aggressive emails) | 13 | <input type="checkbox"/> | Denied time off for family or caring responsibilities |
| 5 | <input type="checkbox"/> | Physical assault (e.g. object thrown at me, pushed, hit) | 14 | <input type="checkbox"/> | Disclosure of personal or sensitive information to colleagues without my consent |
| 6 | <input type="checkbox"/> | Humiliated in front of team or others | 15 | <input type="checkbox"/> | Unhelpful comments about my mental health or being off sick |
| 7 | <input type="checkbox"/> | Negative micromanagement (e.g. excessive control, made to feel incompetent) | 16 | <input type="checkbox"/> | Something else not listed here (please specify) |
| 8 | <input type="checkbox"/> | Removal of job responsibilities, unconstructive criticism, or changing expectations | | | _____ |
| 9 | <input type="checkbox"/> | Treated less favourably to others | 17 | <input type="checkbox"/> | Prefer not to say |

E04 Who bullied and/or harassed you? *(Please select all that apply)*

- | | | | | | |
|---|--------------------------|---|---|--------------------------|--|
| 1 | <input type="checkbox"/> | A colleague in my Area, Directorate or Division | 7 | <input type="checkbox"/> | Someone working for a non-Civil Service organisation |
| 2 | <input type="checkbox"/> | A colleague in a different Area, Directorate, Division of Scottish Government | 8 | <input type="checkbox"/> | A contractor |

- | | | | | | |
|---|--------------------------|---|----|--------------------------|--|
| 3 | <input type="checkbox"/> | My manager | 9 | <input type="checkbox"/> | A service user (e.g. customer, claimant, offender) |
| 4 | <input type="checkbox"/> | Another senior member of staff in Scottish Government | 10 | <input type="checkbox"/> | A member of the public |
| 5 | <input type="checkbox"/> | Someone I manage | 11 | <input type="checkbox"/> | Someone else not listed here (please specify)
_____ |
| 6 | <input type="checkbox"/> | Someone working in a different Civil Service organisation | 12 | <input type="checkbox"/> | Prefer not to say |

E05 Did you report your experience of bullying or harassment?

- 1 Yes *Go to E05A*
- 2 No *Go to E05B*
- 3 Prefer not to say *Go to E06B*

E05A How did you report your experience of bullying and harassment?

(Please select all that apply then go to E06_A - D)

- 1 I raised a formal complaint
- 2 I reported it in another way, through less formal means (please specify)

- 3 I confided in someone (for example, a colleague)
- 4 In another way (please specify)

E05B

Why did you not report your experience of bullying and harassment?

(Please select all that apply then go to E06_B - C)

- 1 I felt I might jeopardise my job
- 2 I did not want to be seen as a troublemaker
- 3 I did not believe that corrective action would be taken
- 4 I did not know how to report it or who to speak to
- 5 The behaviour stopped before I could report it
- 6 I did not report it for another reason (please specify)

E06_A Was appropriate action taken to address the behaviour you experienced? (if "yes" to E05 is selected)

- 1 Yes 2 No 3 Prefer not to say

E06_B Has the bullying and harassment stopped?

- 1 Yes 2 No 3 Prefer not to say

E06_C Does the culture where you work allow this kind of behaviour to continue?

- 1 Yes 2 No 3 Prefer not to say

E06_D Did you feel like you were punished for reporting the incident? (if "yes" to E05 is selected)

- 1 Yes 2 No 3 Prefer not to say

Comments

G01 What is the one change you would most like the Scottish Government to make in the next 12 months?

Please do not enter any information, such as employee names, which might personally identify yourself or others.

Personal Wellbeing

Next, we would like to ask you four questions about your feelings on aspects of your life. These are identical to those used by the Office for National Statistics to measure subjective wellbeing, and will enable us to compare wellbeing levels within the Civil Service, to the wider economy.

For each of these questions, we'd like you to give an answer on a scale of 0 to 10, where 0 is "not at all" and 10 is "completely". There are no right or wrong answers. If you do not feel comfortable answering any of these questions, please leave the answer blank.

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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Health and Wellbeing

		<i>Excellent</i>	<i>Very good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>
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		1	2	3	4	5
J04B	In general, how would you rate your overall mental health now?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
W05	In general, how would you rate your overall physical health now?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		<i>Strongly agree</i>	<i>Somewhat Agree</i>	<i>Neither agree nor disagree</i>	<i>Somewhat Disagree</i>	<i>Strongly disagree</i>
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		5	4	3	2	1
W06	In the last 12 months I have experienced musculoskeletal problems (e.g. MSD)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		<i>Often or always</i>	<i>Some of the time</i>	<i>Occasionally</i>	<i>Hardly ever</i>	<i>Never</i>
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W07	How often do you feel lonely?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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		<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
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W08	The people in my team genuinely care about my wellbeing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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If on completing this survey you would like to seek additional advice on your health and wellbeing, please use your organisation's support channels.

The Coronavirus (Covid-19) pandemic

CV3 Would you describe yourself as having 'long COVID', that is, you are still experiencing symptoms more than 4 weeks after you first had COVID-19, that are not explained by something else? (Please select one only)

1	<input type="checkbox"/> No	3	<input type="checkbox"/> Yes, and they affect my day-to-day activities a little
2	<input type="checkbox"/> Yes, but they don't affect my day-to-day activities	4	<input type="checkbox"/> Yes, and they affect my day-to-day activities a lot

About your job

This next set of questions asks about your job characteristics. This information will help us understand how employee experiences vary by location and the type of work they do. Where possible, these questions have been aligned with those used in other Civil Service workforce collections and in professional career frameworks.

H01 Where do you currently work? If you work in more than one location, please choose the location you spend the majority of your time working from.

1	<input type="checkbox"/> East Midlands (England) <i>Go to H01A</i>	8	<input type="checkbox"/> West Midlands (England) <i>Go to H01H</i>
---	--	---	--

- | | | | | | | | |
|---|--------------------------|--------------------|-------------------|----|--------------------------|------------------------------------|-------------------|
| 2 | <input type="checkbox"/> | East of England | <i>Go to H01B</i> | 9 | <input type="checkbox"/> | Yorkshire and The Humber (England) | <i>Go to H01I</i> |
| 3 | <input type="checkbox"/> | London | <i>Go to H01C</i> | 10 | <input type="checkbox"/> | Scotland | <i>Go to H01K</i> |
| 4 | <input type="checkbox"/> | North East England | <i>Go to H01D</i> | 11 | <input type="checkbox"/> | Wales | <i>Go to H01L</i> |
| 5 | <input type="checkbox"/> | North West England | <i>Go to H01E</i> | 12 | <input type="checkbox"/> | Northern Ireland | <i>Go to H01J</i> |
| 6 | <input type="checkbox"/> | South East England | <i>Go to H01F</i> | 13 | <input type="checkbox"/> | Outside of the United Kingdom | <i>Go to H01M</i> |
| 7 | <input type="checkbox"/> | South West England | <i>Go to H01G</i> | | | | |

H01A Where in East Midlands (England) do you currently work?

- | | | | | | | | | |
|---|--------------------------|-------------------------------|---|--------------------------|------------------------|----|--------------------------|---------------------------|
| 1 | <input type="checkbox"/> | Derby | 5 | <input type="checkbox"/> | Lincolnshire | 9 | <input type="checkbox"/> | South Nottinghamshire |
| 2 | <input type="checkbox"/> | East Derbyshire | 6 | <input type="checkbox"/> | North Northamptonshire | 10 | <input type="checkbox"/> | South and West Derbyshire |
| 3 | <input type="checkbox"/> | Leicester | 7 | <input type="checkbox"/> | North Nottinghamshire | 11 | <input type="checkbox"/> | West Northamptonshire |
| 4 | <input type="checkbox"/> | Leicestershire CC and Rutland | 8 | <input type="checkbox"/> | Nottingham | 12 | <input type="checkbox"/> | Other location |

H01B Where in East of England do you currently work?

- | | | | | | | | | |
|---|--------------------------|-----------------------------|----|--------------------------|--------------------------|----|--------------------------|-----------------|
| 1 | <input type="checkbox"/> | Bedford | 7 | <input type="checkbox"/> | Heart of Essex | 13 | <input type="checkbox"/> | Southend-on-Sea |
| 2 | <input type="checkbox"/> | Breckland and South Norfolk | 8 | <input type="checkbox"/> | Hertfordshire CC | 14 | <input type="checkbox"/> | Suffolk CC |
| 3 | <input type="checkbox"/> | Cambridgeshire CC | 9 | <input type="checkbox"/> | Luton | 15 | <input type="checkbox"/> | Thurrock |
| 4 | <input type="checkbox"/> | Central Bedfordshire | 10 | <input type="checkbox"/> | North and West Norfolk | 16 | <input type="checkbox"/> | West Essex |
| 5 | <input type="checkbox"/> | Essex Haven Gateway | 11 | <input type="checkbox"/> | Norwich and East Norfolk | 17 | <input type="checkbox"/> | Other location |
| 6 | <input type="checkbox"/> | Essex Thames Gateway | 12 | <input type="checkbox"/> | Peterborough | | | |

H01C Where in London do you currently work?

- | | | | | | | | | |
|---|--------------------------|---------------------------------|----|--------------------------|---|----|--------------------------|---|
| 1 | <input type="checkbox"/> | Barking & Dagenham and Havering | 8 | <input type="checkbox"/> | Ealing | 15 | <input type="checkbox"/> | Lambeth |
| 2 | <input type="checkbox"/> | Barnet | 9 | <input type="checkbox"/> | Enfield | 16 | <input type="checkbox"/> | Lewisham and Southwark |
| 3 | <input type="checkbox"/> | Bexley and Greenwich | 10 | <input type="checkbox"/> | Hackney and Newham | 17 | <input type="checkbox"/> | Merton, Kingston upon Thames and Sutton |
| 4 | <input type="checkbox"/> | Brent | 11 | <input type="checkbox"/> | Haringey and Islington | 18 | <input type="checkbox"/> | Redbridge and Waltham Forest |
| 5 | <input type="checkbox"/> | Bromley | 12 | <input type="checkbox"/> | Harrow and Hillingdon | 19 | <input type="checkbox"/> | Tower Hamlets |
| 6 | <input type="checkbox"/> | Camden and City of London | 13 | <input type="checkbox"/> | Hounslow and Richmond upon Thames | 20 | <input type="checkbox"/> | Wandsworth |
| 7 | <input type="checkbox"/> | Croydon | 14 | <input type="checkbox"/> | Kensington & Chelsea and Hammersmith & Fulham | 21 | <input type="checkbox"/> | Westminster |
| | | | | | | 22 | <input type="checkbox"/> | Other location |

H01D Where in North East England do you currently work?

- | | | | | | |
|---|--|---|---|---|---|
| 1 | <input type="checkbox"/> Darlington | 4 | <input type="checkbox"/> Northumberland | 7 | <input type="checkbox"/> Tyneside |
| 2 | <input type="checkbox"/> Durham CC | 5 | <input type="checkbox"/> South Teesside | 8 | <input type="checkbox"/> Other location |
| 3 | <input type="checkbox"/> Hartlepool and Stockton-on-Tees | 6 | <input type="checkbox"/> Sunderland | | |

H01E Where in North West England do you currently work?

- | | | | | | |
|---|--|----|--|----|---|
| 1 | <input type="checkbox"/> Blackburn with Darwen | 8 | <input type="checkbox"/> East Merseyside | 15 | <input type="checkbox"/> Manchester |
| 2 | <input type="checkbox"/> Blackpool | 9 | <input type="checkbox"/> Greater Manchester North East | 16 | <input type="checkbox"/> Mid Lancashire |
| 3 | <input type="checkbox"/> Cheshire East | 10 | <input type="checkbox"/> Greater Manchester North West | 17 | <input type="checkbox"/> Sefton |
| 4 | <input type="checkbox"/> Cheshire West and Chester | 11 | <input type="checkbox"/> Greater Manchester South East | 18 | <input type="checkbox"/> Warrington |
| 5 | <input type="checkbox"/> Chorley and West Lancashire | 12 | <input type="checkbox"/> Greater Manchester South West | 19 | <input type="checkbox"/> West Cumbria |
| 6 | <input type="checkbox"/> East Cumbria | 13 | <input type="checkbox"/> Lancaster and Wyre | 20 | <input type="checkbox"/> Wirral |
| 7 | <input type="checkbox"/> East Lancashire | 14 | <input type="checkbox"/> Liverpool | 21 | <input type="checkbox"/> Other location |

H01F Where in South East England do you currently work?

- | | | | | | |
|---|--|----|--|----|---|
| 1 | <input type="checkbox"/> Berkshire | 8 | <input type="checkbox"/> Isle of Wight | 15 | <input type="checkbox"/> Portsmouth |
| 2 | <input type="checkbox"/> Brighton and Hove | 9 | <input type="checkbox"/> Kent Thames Gateway | 16 | <input type="checkbox"/> South Hampshire |
| 3 | <input type="checkbox"/> Buckinghamshire | 10 | <input type="checkbox"/> Medway | 17 | <input type="checkbox"/> Southampton |
| 4 | <input type="checkbox"/> Central Hampshire | 11 | <input type="checkbox"/> Mid Kent | 18 | <input type="checkbox"/> West Kent |
| 5 | <input type="checkbox"/> East Kent | 12 | <input type="checkbox"/> Milton Keynes | 19 | <input type="checkbox"/> West Surrey |
| 6 | <input type="checkbox"/> East Surrey | 13 | <input type="checkbox"/> North Hampshire | 20 | <input type="checkbox"/> West Sussex (North East) |
| 7 | <input type="checkbox"/> East Sussex CC | 14 | <input type="checkbox"/> Oxfordshire CC | 21 | <input type="checkbox"/> West Sussex (South West) |
| | | | | 22 | <input type="checkbox"/> Other location |

H01G Where in South West England do you currently work?

- | | | | | | |
|---|---|---|---|----|---|
| 1 | <input type="checkbox"/> Bath and North East Somerset, North Somerset and South Gloucestershire | 5 | <input type="checkbox"/> Devon CC | 9 | <input type="checkbox"/> Somerset CC |
| 2 | <input type="checkbox"/> Bournemouth, Christchurch and Poole | 6 | <input type="checkbox"/> Dorset | 10 | <input type="checkbox"/> Swindon |
| 3 | <input type="checkbox"/> Bristol, City of | 7 | <input type="checkbox"/> Gloucestershire CC | 11 | <input type="checkbox"/> Torbay |
| 4 | <input type="checkbox"/> Cornwall and Isles of Scilly | 8 | <input type="checkbox"/> Plymouth | 12 | <input type="checkbox"/> Wiltshire |
| | | | | 13 | <input type="checkbox"/> Other location |

H01H Where in West Midlands (England) do you currently work?

- | | | | | | |
|---|---|----|---|----|--|
| 1 | <input type="checkbox"/> Birmingham | 6 | <input type="checkbox"/> Shropshire | 11 | <input type="checkbox"/> Walsall |
| 2 | <input type="checkbox"/> Coventry | 7 | <input type="checkbox"/> Solihull | 12 | <input type="checkbox"/> Warwickshire CC |
| 3 | <input type="checkbox"/> Dudley | 8 | <input type="checkbox"/> Staffordshire CC | 13 | <input type="checkbox"/> Wolverhampton |
| 4 | <input type="checkbox"/> Herefordshire, County of | 9 | <input type="checkbox"/> Stoke-on-Trent | 14 | <input type="checkbox"/> Worcestershire CC |
| 5 | <input type="checkbox"/> Sandwell | 10 | <input type="checkbox"/> Telford and Wrekin | 15 | <input type="checkbox"/> Other location |

H01I Where in Yorkshire and The Humber (England) do you currently work?

- | | | | | | |
|---|--|---|--|----|---|
| 1 | <input type="checkbox"/> Barnsley, Doncaster and Rotherham | 5 | <input type="checkbox"/> Kingston upon Hull, City of | 9 | <input type="checkbox"/> Sheffield |
| 2 | <input type="checkbox"/> Bradford | 6 | <input type="checkbox"/> Leeds | 10 | <input type="checkbox"/> Wakefield |
| 3 | <input type="checkbox"/> Calderdale and Kirklees | 7 | <input type="checkbox"/> North and North East Lincolnshire | 11 | <input type="checkbox"/> York |
| 4 | <input type="checkbox"/> East Riding of Yorkshire | 8 | <input type="checkbox"/> North Yorkshire CC | 12 | <input type="checkbox"/> Other location |

H01J Where in Northern Ireland do you currently work?

- | | | | | | |
|---|---|---|---|----|---|
| 1 | <input type="checkbox"/> Antrim and Newtownabbey | 5 | <input type="checkbox"/> Causeway Coast and Glens | 9 | <input type="checkbox"/> Mid and East Antrim |
| 2 | <input type="checkbox"/> Ards and North Down | 6 | <input type="checkbox"/> Derry City and Strabane | 10 | <input type="checkbox"/> Mid Ulster |
| 3 | <input type="checkbox"/> Armagh City, Banbridge and Craigavon | 7 | <input type="checkbox"/> Fermanagh and Omagh | 11 | <input type="checkbox"/> Newry, Mourne and Down |
| 4 | <input type="checkbox"/> Belfast | 8 | <input type="checkbox"/> Lisburn and Castlereagh | 12 | <input type="checkbox"/> Other location |

H01K Where in Scotland do you currently work?

- | | | | | | |
|---|--|----|---|----|---|
| 1 | <input type="checkbox"/> Aberdeen City and Aberdeenshire | 9 | <input type="checkbox"/> East Lothian and Midlothian | 17 | <input type="checkbox"/> Orkney Islands |
| 2 | <input type="checkbox"/> Angus and Dundee City | 10 | <input type="checkbox"/> Falkirk | 18 | <input type="checkbox"/> Perth and Kinross and Stirling |
| 3 | <input type="checkbox"/> Caithness and Sutherland and Ross and Cromarty | 11 | <input type="checkbox"/> Glasgow City | 19 | <input type="checkbox"/> Scottish Borders |
| 4 | <input type="checkbox"/> City of Edinburgh | 12 | <input type="checkbox"/> Inverclyde, East Renfrewshire and Renfrewshire | 20 | <input type="checkbox"/> Shetland Islands |
| 5 | <input type="checkbox"/> Clackmannanshire and Fife | 13 | <input type="checkbox"/> Inverness and Nairn and Moray, Badenoch and Strathspey | 21 | <input type="checkbox"/> South Ayrshire |
| 6 | <input type="checkbox"/> Dumfries and Galloway | 14 | <input type="checkbox"/> Lochaber, Skye and Lochalsh, Arran and Cumbrae and Argyll and Bute | 22 | <input type="checkbox"/> South Lanarkshire |
| 7 | <input type="checkbox"/> East Ayrshire and North Ayrshire mainland | 15 | <input type="checkbox"/> Na h-Eileanan Siar | 23 | <input type="checkbox"/> West Lothian |
| 8 | <input type="checkbox"/> East Dunbartonshire, West Dunbartonshire and Helensburgh and Lomond | 16 | <input type="checkbox"/> North Lanarkshire | 24 | <input type="checkbox"/> Other location |

H01L Where in Wales do you currently work?

- | | | | | | | | | |
|---|--------------------------|--|----|--------------------------|-----------------------------|----|--------------------------|--------------------|
| 1 | <input type="checkbox"/> | Bridgend (Pen-y-bont ar Ogwr) and Neath Port Talbot (Castell-nedd Port Talbot) | 6 | <input type="checkbox"/> | Gwent Valleys | 11 | <input type="checkbox"/> | South West Wales |
| 2 | <input type="checkbox"/> | Cardiff (Caerdydd) and Vale of Glamorgan (Bro Morgannwg) | 7 | <input type="checkbox"/> | Gwynedd (Gwynedd) | 12 | <input type="checkbox"/> | Swansea (Abertawe) |
| 3 | <input type="checkbox"/> | Central Valleys | 8 | <input type="checkbox"/> | Isle of Anglesey (Ynys Môn) | 13 | <input type="checkbox"/> | Other location |
| 4 | <input type="checkbox"/> | Conwy (Conwy) and Denbighshire (Sir Ddinbych) | 9 | <input type="checkbox"/> | Monmouthshire and Newport | | | |
| 5 | <input type="checkbox"/> | Flintshire (Sir y Fflint) and Wrexham (Wrecsam) | 10 | <input type="checkbox"/> | Powys (Powys) | | | |

H01M If you work in the global network (Embassy or High Commission or Consulate), please select the relevant FCDO Post name. (only for those who select "Outside of the United Kingdom")

- | | | | | | | | | |
|----|--------------------------|----------------------------------|----|--------------------------|-----------|----|--------------------------|-----------------|
| 1 | <input type="checkbox"/> | Abu Dhabi | 14 | <input type="checkbox"/> | Dubai | 27 | <input type="checkbox"/> | Pretoria |
| 2 | <input type="checkbox"/> | Abuja | 15 | <input type="checkbox"/> | Dublin | 28 | <input type="checkbox"/> | Riyadh |
| 3 | <input type="checkbox"/> | Accra | 16 | <input type="checkbox"/> | Islamabad | 29 | <input type="checkbox"/> | Rome |
| 4 | <input type="checkbox"/> | Addis Ababa | 17 | <input type="checkbox"/> | Istanbul | 30 | <input type="checkbox"/> | Singapore |
| 5 | <input type="checkbox"/> | Amman | 18 | <input type="checkbox"/> | Kabul | 31 | <input type="checkbox"/> | The Hague |
| 6 | <input type="checkbox"/> | Ankara | 19 | <input type="checkbox"/> | Kyiv | 32 | <input type="checkbox"/> | Tirana |
| 7 | <input type="checkbox"/> | Athens | 20 | <input type="checkbox"/> | Lagos | 33 | <input type="checkbox"/> | Tokyo |
| 8 | <input type="checkbox"/> | Baghdad | 21 | <input type="checkbox"/> | Madrid | 34 | <input type="checkbox"/> | Tunis |
| 9 | <input type="checkbox"/> | Beijing | 22 | <input type="checkbox"/> | Manila | 35 | <input type="checkbox"/> | Warsaw |
| 10 | <input type="checkbox"/> | Berlin | 23 | <input type="checkbox"/> | Muscat | 36 | <input type="checkbox"/> | Washington D.C. |
| 11 | <input type="checkbox"/> | Bogota | 24 | <input type="checkbox"/> | Nairobi | 37 | <input type="checkbox"/> | Other location |
| 12 | <input type="checkbox"/> | Brussels (UK Embassy to Belgium) | 25 | <input type="checkbox"/> | New Delhi | | | |
| 13 | <input type="checkbox"/> | Brussels (UK Mission to the EU) | 26 | <input type="checkbox"/> | Paris | | | |

About your job

H10 Which option best describes how you work? *(Please select only one option)*

- 1 Workplace based (work all the time in a workplace or base) *Go to H02*
- 2 Hybrid (work between workplaces or bases and home or other) *Go to H02A*
- 3 Mobile (no fixed work location, work between various sites or locations) *Go to H02*
- 4 Contractual home based-worker *Go to H02*

H02A How much time do you generally spend working in a workplace or base compared to working at home? *(Only if you answered 'hybrid' to H10)*

- 1 No time (all the time at home) *Go to H02B*
- 2 More time at home but sometime in the workplace or base *Go to H02B*
- 3 Equal amounts of time at home and in a workplace or base *Go to H02B*
- 4 More time in a workplace or base but some time at home *Go to H02B*
- 5 All the time (all the time in a workplace or base) *Go to H02*

*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

5 4 3 2 1

H02B (If "all the time at home", "more time at home", "equal amount of time", "some time at home" is selected for H02A) When working from home, my colleagues are good at keeping in touch formally and informally

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
	1	2	3	4	5	6	7

H02	in your current job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H03	for the Scottish Government or its predecessor(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H04	for the Civil Service?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H05 Do you manage any other employees? 1 Yes 2 No

H06 What is your working pattern? 1 Full-time 2 Part-time 3 In a Job-share

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

1 Permanent contract, appointment with the Scottish Government

- 2 Fixed term, temporary contract, appointment with the Scottish Government
- 3 On loan to the Scottish Government 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 the Scottish Government directly
- 6 On secondment to the Scottish Government from an organisation outside the Civil Service

H8B Which of the following categories best reflects the type of work you do in your main job?

- | | |
|---|---|
| 1 <input type="checkbox"/> Analysis <i>(go to H8B1)</i> | 12 <input type="checkbox"/> Internal Audit <i>(go to H8B19)</i> |
| 2 <input type="checkbox"/> Commercial <i>(go to H8B2)</i> | 13 <input type="checkbox"/> International Trade <i>(go to H8B10)</i> |
| 3 <input type="checkbox"/> Communications <i>(go to H8B3)</i> | 14 <input type="checkbox"/> Knowledge and Information Management <i>(go to H8B11)</i> |
| 4 <input type="checkbox"/> Consular <i>(go to H8A)</i> | 15 <input type="checkbox"/> Legal <i>(go to H8B12)</i> |
| 5 <input type="checkbox"/> Counter Fraud <i>(go to H8B4)</i> | 16 <input type="checkbox"/> Operational Delivery <i>(go to H8B13)</i> |
| 6 <input type="checkbox"/> Debt Management <i>(go to H8B5)</i> | 17 <input type="checkbox"/> Policy <i>(go to H8B14)</i> |
| 7 <input type="checkbox"/> Digital, Data and Technology <i>(go to H8B6)</i> | 18 <input type="checkbox"/> Project Delivery <i>(go to H8B15)</i> |
| 8 <input type="checkbox"/> Finance <i>(go to H8B7)</i> | 19 <input type="checkbox"/> Property <i>(go to H8B16)</i> |
| 9 <input type="checkbox"/> Grants Management <i>(go to H8B8)</i> | 20 <input type="checkbox"/> Security <i>(go to H8B17)</i> |
| 10 <input type="checkbox"/> HR <i>(go to H8B9)</i> | 21 <input type="checkbox"/> Science and Engineering <i>(go to H8B18)</i> |
| 11 <input type="checkbox"/> Intelligence Analysis <i>(go to H8A)</i> | 22 <input type="checkbox"/> Something else <i>(go to H8A)</i> |

H8B1 Analysis: Which of the following professional roles best reflects the type of work you do in your main job?

- | | |
|---|---|
| 1 <input type="checkbox"/> Actuary | 12 <input type="checkbox"/> Micro or Macroeconomic Analyst |
| 2 <input type="checkbox"/> Data Analyst | 13 <input type="checkbox"/> Monitoring and Evaluation Analyst |
| 3 <input type="checkbox"/> Data Collator | 14 <input type="checkbox"/> Operational Researcher |
| 4 <input type="checkbox"/> Data Scientist | 15 <input type="checkbox"/> Performance Analyst |
| 5 <input type="checkbox"/> Econometric Modeller | 16 <input type="checkbox"/> Social and Population Analyst |
| 6 <input type="checkbox"/> Economist | 17 <input type="checkbox"/> Social Researcher |
| 7 <input type="checkbox"/> Geographic Advisor | 18 <input type="checkbox"/> Statistician |
| 8 <input type="checkbox"/> Geographic Analyst | 19 <input type="checkbox"/> Statistics Production Analyst |

9 Geospatial Information Specialist

20 Strategy Policy Analyst

10 Mathematical Modeller

21 Survey Manager

11 Methodologist

22 Something else

H8B2 Commercial: Which of the following professional roles best reflects the type of work you do in your main job?

1 Commercial Strategy

9 Spot Buyer

2 Market & Supplier Engagement

10 Procurement Officer

3 Commercial Risk & Assurance Specialist

11 Contract Management

4 Commercial Policy Advisor

12 Contract Administration

5 Procurement Strategy

13 Supplier Management

6 Data Analysis

14 Category Management

7 Commercial Business Analysis

15 Something else

8 Framework Management

H8B3 Communications: Which of the following professional roles best reflects the type of work you do in your main job?

1 Customer Service or Correspondence

7 Marketing & Campaigns

2 Design

8 Media

3 Digital

9 Strategic Communication

4 Events

10 Evaluation & Insight

5 External Affairs

11 Business Support

6 Internal Communication

12 Something else

H8B4 Counter Fraud: Which of the following professional roles best reflects the type of work you do in your main job?

1 Counter Fraud Leadership

4 Intelligence

2 Data and Analytics

5 Investigation

3 Fraud Risk Assessment and Risk Management

6 Something else

H8B5 Debt Management: Which of the following professional roles best reflects the type of work you do in your main job?

1 Debt Management Operations

4 Debt Enforcement and Specialist Services

2 Debt Transformation and Modernisation

5 Debt Leadership, Policy and Strategy

3 Debt Data, Management Information and Analysis

6 Something else

H8B6 Digital, Data and Technology: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|----|--------------------------|---------------------------------|----|--------------------------|------------------------------------|
| 1 | <input type="checkbox"/> | Data Scientist | 20 | <input type="checkbox"/> | Infrastructure operations engineer |
| 2 | <input type="checkbox"/> | Infrastructure Engineer | 21 | <input type="checkbox"/> | Data Engineer |
| 3 | <input type="checkbox"/> | Service Designer | 22 | <input type="checkbox"/> | Data Ethics |
| 4 | <input type="checkbox"/> | Software Developer | 23 | <input type="checkbox"/> | Test Engineer |
| 5 | <input type="checkbox"/> | Development Operations (DevOps) | 24 | <input type="checkbox"/> | Command and Control Centre Manager |
| 6 | <input type="checkbox"/> | Frontend Developer | 25 | <input type="checkbox"/> | IT Service Manager |
| 7 | <input type="checkbox"/> | Technical Architect | 26 | <input type="checkbox"/> | Business Relation Manager |
| 8 | <input type="checkbox"/> | Enterprise Architect | 27 | <input type="checkbox"/> | Service Transition Manager |
| 9 | <input type="checkbox"/> | Delivery Manager | 28 | <input type="checkbox"/> | Data Architect |
| 10 | <input type="checkbox"/> | Product Manager | 29 | <input type="checkbox"/> | Network Architect |
| 11 | <input type="checkbox"/> | Problem Manager | 30 | <input type="checkbox"/> | Test Manager |
| 12 | <input type="checkbox"/> | Business Analyst | 31 | <input type="checkbox"/> | Graphic Designer |
| 13 | <input type="checkbox"/> | Service Owner | 32 | <input type="checkbox"/> | Technical Writer |
| 14 | <input type="checkbox"/> | User Researcher | 33 | <input type="checkbox"/> | QAT Analyst |
| 15 | <input type="checkbox"/> | Content Designer | 34 | <input type="checkbox"/> | Change and Release Manager |
| 16 | <input type="checkbox"/> | Content Strategist | 35 | <input type="checkbox"/> | End User Computing Engineer |
| 17 | <input type="checkbox"/> | Interaction Designer | 36 | <input type="checkbox"/> | Service Desk Manager |
| 18 | <input type="checkbox"/> | Performance Analyst | 37 | <input type="checkbox"/> | Incident Manager |
| 19 | <input type="checkbox"/> | Application Operations Engineer | 38 | <input type="checkbox"/> | Something else |

H8B7 Finance: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|------------------------------------|---|--------------------------|-----------------------------|
| 1 | <input type="checkbox"/> | Management Reporting | 6 | <input type="checkbox"/> | Risk Management |
| 2 | <input type="checkbox"/> | Financial Accounting and Reporting | 7 | <input type="checkbox"/> | Strategic Finance |
| 3 | <input type="checkbox"/> | Financial Operations | 8 | <input type="checkbox"/> | Tax – Government Compliance |
| 4 | <input type="checkbox"/> | Finance Business Partnering | 9 | <input type="checkbox"/> | Something else |
| 5 | <input type="checkbox"/> | Systems and Data | | | |

H8B8 Grants Management: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|---|----|--------------------------|--|
| 1 | <input type="checkbox"/> | Senior Officer Accountable for Finance in an organisation (or Finance Director) | 10 | <input type="checkbox"/> | Grant Manager – Design and Development |
| 2 | <input type="checkbox"/> | Senior Officer Accountable for an Organisation's Grants (or Senior Functional Lead) | 11 | <input type="checkbox"/> | Grant Manager – Administration (including advert, award, assessment, payment, monitoring and reconciliation) |
| 3 | <input type="checkbox"/> | Senior Officer Responsible for a Grant (or Senior Responsible Owner) | 12 | <input type="checkbox"/> | Grant Manager – Audit and Validation |
| 4 | <input type="checkbox"/> | Grants Champion | 13 | <input type="checkbox"/> | Grant Manager – Counter Fraud and Risk (including National Security) |
| 5 | <input type="checkbox"/> | Grant Scheme Adviser – Policy | 14 | <input type="checkbox"/> | Grant Manager – Assurance and Due Diligence |
| 6 | <input type="checkbox"/> | Grant Scheme Adviser – Finance | 15 | <input type="checkbox"/> | Grant Manager – Evaluation and Insight |
| 7 | <input type="checkbox"/> | Grant Scheme Adviser – Commercial | 16 | <input type="checkbox"/> | Grant Manager – Data and Reporting |
| 8 | <input type="checkbox"/> | Grant Scheme Adviser – Legal | 17 | <input type="checkbox"/> | Something else |
| 9 | <input type="checkbox"/> | Grant Scheme Adviser – Digital | | | |

H8B9 HR: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|-------------------------------------|----|--------------------------|------------------------------|
| 1 | <input type="checkbox"/> | HR Business Partnering | 6 | <input type="checkbox"/> | Strategic Workforce Planning |
| 2 | <input type="checkbox"/> | Casework | 7 | <input type="checkbox"/> | Resourcing |
| 3 | <input type="checkbox"/> | Policy and Employee Relations | 8 | <input type="checkbox"/> | Diversity and Inclusion |
| 4 | <input type="checkbox"/> | HR Operations | 9 | <input type="checkbox"/> | Reward |
| 5 | <input type="checkbox"/> | Organisation Design and Development | 10 | <input type="checkbox"/> | Something else |
| 6 | <input type="checkbox"/> | Learning and Talent | | | |

H8B10 International Trade: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|-----------------------------|---|--------------------------|----------------|
| 1 | <input type="checkbox"/> | Trade Export & Investment | 3 | <input type="checkbox"/> | Something else |
| 2 | <input type="checkbox"/> | Trade Policy & Negotiations | | | |

H8B11 Knowledge and Information Management: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|--|----|--------------------------|---------------------|
| 1 | <input type="checkbox"/> | Administration | 8 | <input type="checkbox"/> | Information Manager |
| 2 | <input type="checkbox"/> | Archivist | 9 | <input type="checkbox"/> | Knowledge Manager |
| 3 | <input type="checkbox"/> | Data Protection Manager/Administrator | 10 | <input type="checkbox"/> | Librarian |
| 4 | <input type="checkbox"/> | Data Protection Officer | 11 | <input type="checkbox"/> | Records Manager |
| 5 | <input type="checkbox"/> | Freedom of Information Officer | 12 | <input type="checkbox"/> | Records Reviewer |
| 6 | <input type="checkbox"/> | Historian | 13 | <input type="checkbox"/> | Something else |
| 7 | <input type="checkbox"/> | Information Governance/Assurance officer | | | |

H8B12 Legal: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|-----------------------------------|----|--------------------------|---------------------------------------|
| 1 | <input type="checkbox"/> | Caseworker – Civil Practice | 8 | <input type="checkbox"/> | Paralegal – Civil Practice |
| 2 | <input type="checkbox"/> | Caseworker – Court Service | 9 | <input type="checkbox"/> | Paralegal – Criminal Practice |
| 3 | <input type="checkbox"/> | Caseworker – Criminal Practice | 10 | <input type="checkbox"/> | Practising lawyer – Civil Practice |
| 4 | <input type="checkbox"/> | Court Clerk – Court Service | 11 | <input type="checkbox"/> | Practising lawyer – Court Service |
| 5 | <input type="checkbox"/> | Legal trainee – Civil Practice | 12 | <input type="checkbox"/> | Practising lawyer – Criminal Practice |
| 6 | <input type="checkbox"/> | Legal trainee – Court Service | 13 | <input type="checkbox"/> | Something else |
| 7 | <input type="checkbox"/> | Legal trainee – Criminal Practice | | | |

H8B13 Operational Delivery: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|-----------------------------------|---|--------------------------|------------------------|
| 1 | <input type="checkbox"/> | Leadership and Management | 5 | <input type="checkbox"/> | Case Ownership |
| 2 | <input type="checkbox"/> | Validation and Compliance | 6 | <input type="checkbox"/> | Safety and Enforcement |
| 3 | <input type="checkbox"/> | Help and Advice | 7 | <input type="checkbox"/> | Something else |
| 4 | <input type="checkbox"/> | Organisational Design and Support | | | |

H8B14 Policy: Which of the following professional roles best reflects the type of work you do in your main job?

- | | | | | | |
|---|--------------------------|--------------------------|---|--------------------------|------------------|
| 1 | <input type="checkbox"/> | Strategy and Performance | 5 | <input type="checkbox"/> | Sponsorship Team |
|---|--------------------------|--------------------------|---|--------------------------|------------------|

- 2 Ministerial Private Office
- 3 Parliamentary or Bill Team
- 4 Policy Design, Development and Implementation

- 6 Policy Advisor
- 7 Something else

H8B15 Project Delivery: Which of the following professional roles best reflects the type of work you do in your main job?

- | | |
|---|---|
| 1 <input type="checkbox"/> Advisor | 12 <input type="checkbox"/> Portfolio Manager or Director |
| 2 <input type="checkbox"/> Assurance Manager | 13 <input type="checkbox"/> Programme Manager or Director |
| 3 <input type="checkbox"/> Benefits Manager | 14 <input type="checkbox"/> Project Manager or Director |
| 4 <input type="checkbox"/> Business Analyst | 15 <input type="checkbox"/> Project Planner |
| 5 <input type="checkbox"/> Business Case Manager | 16 <input type="checkbox"/> Project Support Officer |
| 6 <input type="checkbox"/> Business Change Manager | 17 <input type="checkbox"/> Resource Manager |
| 7 <input type="checkbox"/> Configuration Manager | 18 <input type="checkbox"/> Risks and Issues Manager |
| 8 <input type="checkbox"/> Governance and Reporting Manager | 19 <input type="checkbox"/> Senior Responsible Owner |
| 9 <input type="checkbox"/> Head of Profession | 20 <input type="checkbox"/> Sponsor |
| 10 <input type="checkbox"/> PMO Manager or Director | 21 <input type="checkbox"/> Stakeholder Manager |
| 11 <input type="checkbox"/> Portfolio Analyst | 22 <input type="checkbox"/> Something else |

H8B16 Property: Which of the following professional roles best reflects the type of work you do in your main job?

- | | |
|--|---|
| 1 <input type="checkbox"/> Acquisitions and Disposals | 13 <input type="checkbox"/> Programmes Director |
| 2 <input type="checkbox"/> Cost Management | 14 <input type="checkbox"/> Property & Construction Project Management |
| 3 <input type="checkbox"/> Design | 15 <input type="checkbox"/> Property Data Management |
| 4 <input type="checkbox"/> Engineering | 16 <input type="checkbox"/> Property Director/Head of Estates |
| 5 <input type="checkbox"/> Environmental Sustainability | 17 <input type="checkbox"/> Property Portfolio Management/Corporate Real Estate |
| 6 <input type="checkbox"/> Estate Strategy | 18 <input type="checkbox"/> Residential Management |
| 7 <input type="checkbox"/> Facilities Management | 19 <input type="checkbox"/> Rural Management |
| 8 <input type="checkbox"/> Fire, Health & Safety | 20 <input type="checkbox"/> Sustainability Director |
| 9 <input type="checkbox"/> Head of Facilities & Workplace Management | 21 <input type="checkbox"/> Valuation |
| 10 <input type="checkbox"/> Head of Strategy & Portfolio | 22 <input type="checkbox"/> Workplace Management |

11 Maintenance Management

23 Something else

12 Planning & Development

H8B17 Security: Which of the following professional roles best reflects the type of work you do in your main job?

1 Cyber security

5 Security Leadership

2 Personnel security

6 Technical security

3 Physical security

7 Something else

4 Security Corporate enabler

H8B18 Science & Engineering: Which of the following professional roles best reflects the type of work you do in your main job?

1 Agricultural, Veterinary and Food Sciences

10 Engineering - Other

2 Biological Sciences

11 Environmental Sciences

3 Biomedical, Health and Clinical Sciences

12 Information and Computing Sciences

4 Built Environment and Design

13 Mathematical Sciences

5 Chemical Sciences

14 Physical Sciences

6 Earth Sciences (including meteorology)

15 Psychology

7 Engineering - Chemical

16 Social Sciences

8 Engineering - Civil

17 Systems engineering and operational sciences

9 Engineering - Mechanical

18 Something else

H8B19 Internal Audit: Which of the following professional roles best reflects the type of work you do in your main job?

1 Internal Audit

5 Other specialist areas (including DDat, Commercial, Project Delivery, HR, Finance, Counter Fraud and Investigations, Profession/Function)

2 Grants audit (including European)

6 Audit Leadership (SCS)

3 Innovation and development

7 Something else

4 Administration/Corporate Services (including ICT & Estates, Governance, Performance and Management Information)

Are you a member of an organised cross-government professional community?

H8A *(For example the Government Communication Service, the Government Finance Profession, the Government Statistical Service, or the Government Knowledge and Information Management Profession, etc.)*

1 Yes

2 No

Are you a member of the Government Commercial Organisation (GCO)?

H8A1 *(Asked if respondent selected "Commercial" at question H8B)*

1 Yes

2 No

H09 Are you currently on, or have you completed in the past 12 months, any of the following cross-Civil Service accelerated development programmes? (Please tick all that apply)

- | | | | | | |
|---|--------------------------|-----------------------------------|---|--------------------------|----------------------------------|
| 1 | <input type="checkbox"/> | Civil Service Fast Stream | 6 | <input type="checkbox"/> | Individual Development Programme |
| 2 | <input type="checkbox"/> | Apprenticeship Scheme | 7 | <input type="checkbox"/> | Beyond Boundaries |
| 3 | <input type="checkbox"/> | Future Leaders Scheme | 8 | <input type="checkbox"/> | Other |
| 4 | <input type="checkbox"/> | Senior Leaders Scheme | 9 | <input type="checkbox"/> | Not applicable |
| 5 | <input type="checkbox"/> | High Potential Development Scheme | | | |

Veterans

H11 Have you previously served in the UK armed forces? (Please select No if current serving regular or reserve member)

- 1 Yes, previously served in *regular* armed forces
- 2 Yes, previously served in *reserve* armed forces
- 3 No

About you

This next set of questions asks about your personal characteristics. This information will help us understand how we are progressing in our ambition to be the most inclusive employer in the UK. Where possible, these questions have been aligned with those used by the Office for National Statistics (ONS) and Government Statistical Service (GSS).

J01A What is your sex?

- 2 Female
- 1 Male
- 3 Prefer not to say

J01 Is the gender you identify with the same as your sex registered at birth?

- 1 Yes
- 2 No (Please enter your gender identity) _____
- 3 Prefer not to say

J02 What is your age?

- | | | | | | | | | | | | |
|---|--------------------------|-------|---|--------------------------|-------|---|--------------------------|-------|----|--------------------------|-------------------|
| 1 | <input type="checkbox"/> | 16-19 | 4 | <input type="checkbox"/> | 30-34 | 7 | <input type="checkbox"/> | 45-49 | 10 | <input type="checkbox"/> | 60-64 |
| 2 | <input type="checkbox"/> | 20-24 | 5 | <input type="checkbox"/> | 35-39 | 8 | <input type="checkbox"/> | 50-54 | 11 | <input type="checkbox"/> | 65 or over |
| 3 | <input type="checkbox"/> | 25-29 | 6 | <input type="checkbox"/> | 40-44 | 9 | <input type="checkbox"/> | 55-59 | 12 | <input type="checkbox"/> | Prefer not to say |

J03 What is your ethnic group? Answering this question sends online respondents to one of J03A – E or J04

- | | | | | | |
|---|--------------------------|--|---|--------------------------|---|
| 1 | <input type="checkbox"/> | White <i>Go to J03_A</i> | 4 | <input type="checkbox"/> | Black or Black British <i>Go to J03_D</i> |
| 2 | <input type="checkbox"/> | Mixed or Multiple ethnic groups <i>Go to J03-B</i> | 5 | <input type="checkbox"/> | Any other ethnic group <i>Go to J03_E</i> |
| 3 | <input type="checkbox"/> | Asian or Asian British <i>Go to J03_C</i> | 6 | <input type="checkbox"/> | Prefer not to say |

J03_A White

Which one best describes your White Ethnic group or background?

- | | | |
|---|--------------------------|---|
| 1 | <input type="checkbox"/> | English/Welsh/Scottish/Northern Irish/British |
| 2 | <input type="checkbox"/> | Irish |
| 3 | <input type="checkbox"/> | Gypsy or Irish Traveller |
| 4 | <input type="checkbox"/> | Roma |
| 5 | <input type="checkbox"/> | Any other White background |
| 6 | <input type="checkbox"/> | Prefer not to say |

J03_C Asian or Asian British

Which one best describes your Asian or Asian British ethnic group or background?

- | | | |
|---|--------------------------|----------------------------|
| 1 | <input type="checkbox"/> | Indian |
| 2 | <input type="checkbox"/> | Pakistani |
| 3 | <input type="checkbox"/> | Bangladeshi |
| 4 | <input type="checkbox"/> | Chinese |
| 5 | <input type="checkbox"/> | Any other Asian background |
| 6 | <input type="checkbox"/> | Prefer not to say |

J03_B Mixed or multiple ethnic groups

Which one best describes your Mixed or Multiple ethnic group or background?

- | | | |
|---|--------------------------|--|
| 1 | <input type="checkbox"/> | White and Black Caribbean |
| 2 | <input type="checkbox"/> | White and Black African |
| 3 | <input type="checkbox"/> | White and Asian |
| 4 | <input type="checkbox"/> | Any other Mixed/Multiple ethnic background |
| 5 | <input type="checkbox"/> | Prefer not to say |

J03_E Any other ethnic groups

Which one best describes your other ethnic group or background?

- | | | |
|---|--------------------------|-------------------|
| 1 | <input type="checkbox"/> | Arab |
| 2 | <input type="checkbox"/> | Any ethnic group |
| 3 | <input type="checkbox"/> | Prefer not to say |

J03_D Black or Black British

Which one best describes your Black, Black British, Caribbean or African ethnic group or background?

- | | | | | | |
|---|--------------------------|-----------|---|--------------------------|--|
| 1 | <input type="checkbox"/> | African | 3 | <input type="checkbox"/> | Any other Black/Black British/Caribbean background |
| 2 | <input type="checkbox"/> | Caribbean | 4 | <input type="checkbox"/> | Prefer not to say |

J04 Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

- | | | |
|---|--------------------------|------------------------------------|
| 1 | <input type="checkbox"/> | Yes <i>Go to J04A</i> |
| 2 | <input type="checkbox"/> | No <i>Go to J05</i> |
| 3 | <input type="checkbox"/> | Prefer not to say <i>Go to J05</i> |

J04A Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

- 1 Yes, a lot
- 2 Yes, a little
- 3 Not at all

J04E Do any of these conditions or illnesses affect you in any of the following areas? (Please tick all that apply)

- | | |
|--|---|
| 1 <input type="checkbox"/> Vision (for example, blindness or partial sight) | 7 <input type="checkbox"/> Mental health <i>Go to J04H</i> |
| 2 <input type="checkbox"/> Hearing (for example, deafness or partial hearing) | 8 <input type="checkbox"/> Stamina or breathing or fatigue <i>Go to J04H</i> |
| 3 <input type="checkbox"/> Mobility (for example, walking short distances or climbing stairs) | 9 <input type="checkbox"/> Socially or behaviourally (for example, associated with autism spectrum disorder, or attention deficit hyperactivity disorder) |
| 4 <input type="checkbox"/> Dexterity (for example, lifting and carrying objects, using a keyboard) | 10 <input type="checkbox"/> Other (please specify) <i>Go to J04H</i>
_____ |
| 5 <input type="checkbox"/> Learning or understanding or concentrating | |
| 6 <input type="checkbox"/> Memory <i>Go to J04H</i> | 11 <input type="checkbox"/> None of the above |

J04H Are the menopause, perimenopause or post-menopause among your conditions? (if "Memory", "Mental health", "Stamina or breathing or fatigue", "other" to J04E is selected)

- 1 Yes
- 2 No
- 3 It doesn't apply to my case

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
	5	4	3	2	1
J04F My manager supports me to ensure I have the workplace adjustments I need to reduce the barriers I face due to my condition(s) or illness(es)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

J04G Do you have a current workplace adjustment passport? (if Yes to J04)

- Yes, and it helps me to get appropriate workplace adjustments and support in place
- Yes, but it doesn't help me to get appropriate workplace adjustments and support in place
- No
- I do not know what that is

About you

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

- | | | | | | |
|---|--------------------------|---|---|--------------------------|----|
| 1 | <input type="checkbox"/> | Senior Civil Service | 7 | <input type="checkbox"/> | B1 |
| 2 | <input type="checkbox"/> | C2/C3 | 8 | <input type="checkbox"/> | A4 |
| 3 | <input type="checkbox"/> | C1 | 9 | <input type="checkbox"/> | A3 |
| 4 | <input type="checkbox"/> | B3 | | | |
| 5 | <input type="checkbox"/> | B2 | | | |
| 6 | <input type="checkbox"/> | Fast Stream/Graduate
Development Programme | | | |

Socio-Economic Background (SEB)

Establishing common measures of socio-economic background (SEB) is a core component of the Government's efforts to understand and address barriers to social mobility in the Civil Service and elsewhere. The questions in this section have been developed in consultation with employers, academics and other experts, including the Office for National Statistics (ONS), who are recognised champions of the social mobility agenda and are interested in enabling a consistent approach to gathering evidence on socio-economic background, enabling benchmarking across sectors.

To note - SEB questions appear in the online survey ONLY

S01 What type of school did you mainly attend between the ages of 11 and 16? *(Please select only one option)*

- State-run or state-funded school - selective on academic, faith or other grounds
- State-run or state-funded school - non-selective
- Independent or fee-paying school - bursary
- Independent or fee-paying school - no bursary
- Attended school outside the UK
- Don't know
- Other
- Prefer not to say

S02 What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18? *(Please select only one option)*

- At least one has a degree level qualification
- Qualifications below degree level
- No formal qualifications
- Don't know
- Not applicable
- Other
- Prefer not to say

S03 Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job? *(Please select only one option)*

- Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer
- Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse

- 3 Senior managers and administrators usually responsible for planning, organising and coordinating work and for finance such as: finance manager, chief executive
- 4 Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver
- 5 Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant
- 6 Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff
- 7 Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican
- 8 Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer
- 9 Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- 10 Retired
- 11 Other
- 12 Not applicable
- 13 Don't know
- 14 Prefer not to say

S04 Thinking back to when you were aged about 14, did the main/highest income earner in your household work as an employee or self-employed? *(Please select only one option)*

- 1 Employee
- 2 Self-employed with employees
- 3 Self-employed/freelancer without employees
- 4 Not working
- 5 Don't know
- 6 Not applicable
- 7 Prefer not to say

S05 If the highest income earner in your household was employed when you were aged 14, how many people worked for their employer? If they were self-employed and employed other people, how many people did they employ? *(Please select only one option)*

Please note: when asking "how many people worked for their employer", we are interested in the size of the local unit of the establishment at which the individual worked. The 'local unit' is considered to be the geographical location where the job was mainly carried out. We would like to know the total number of employees, not just the number employed within the individual's section/department.

- 1 1-24
- 2 25 or more
- 3 Don't know
- 4 Not applicable
- 5 Prefer not to say

S06 If the highest income earner in your household was employed when you were aged 14, did they supervise any other employees? *A supervisor is responsible for overseeing the work of other employees on a day-to-day basis (Please select only one option)*

- 1 Yes
- 2 No
- 3 Don't know
- 4 Not applicable
- 5 Prefer not to say

s07 **Compared to people in general, would you describe yourself as coming from a lower socio-economic background?** *(Please select only one option)*

- 1 Yes
- 2 No
- 3 Don't know
- 4 Prefer not to say