

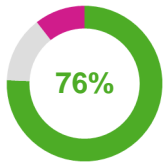


◇ Statistically significant difference from comparison

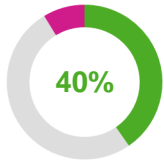


Taking action

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



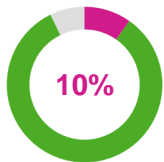
B52. I believe that senior managers in Social Security Scotland will take action on the results from this survey



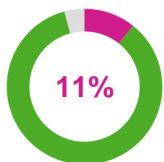
B53. Where I work, I think effective action has been taken on the results of the last survey

Discrimination, bullying and harassment

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



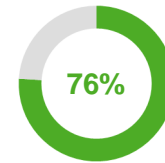
E01. Have you been discriminated against at work, in the past 12 months?



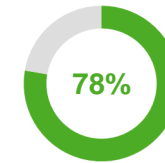
E03. Have you been bullied or harassed at work, in the past 12 months?

Wellbeing

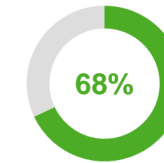
■ % responding positively to W01 - W03 ■ % responding negatively to W04



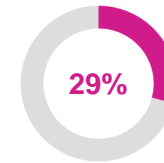
W01. Overall, how satisfied are you with your life nowadays?



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

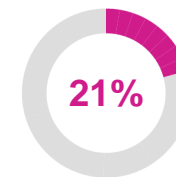


W03. Overall, how happy did you feel yesterday?

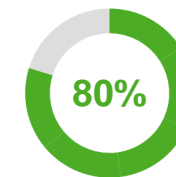


W04. Overall, how anxious did you feel yesterday?

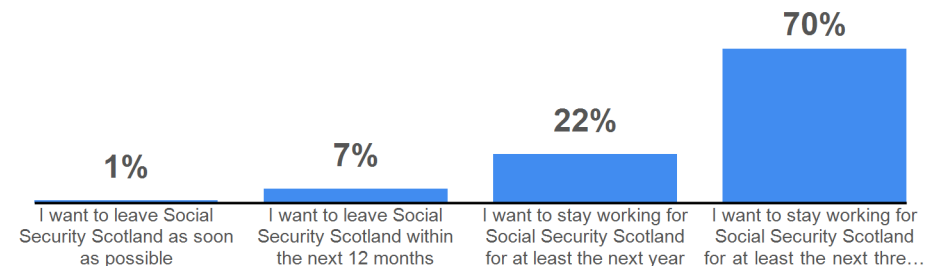
Proxy Stress Index


















PERMA Index



Your plans for the future



Headline scores

Highest positive scoring questions		% Positive	Highest neutral scoring questions		% Neutral	Highest negative scoring questions		% Negative
B01	I am interested in my work	 96%	B53	Where I work, I think effective action has been taken on the results of the last survey	 51%	B59	I am aware of the Civil Service vision for 'A Brilliant Civil Service'	 29%
B06	I have a clear understanding of Social Security Scotland's objectives	 94%	B17	Poor performance is dealt with effectively in my team	 34%	B35	I feel that my pay adequately reflects my performance	 17%
B07	I understand how my work contributes to Social Security Scotland's objectives	 94%	B43	When changes are made in Social Security Scotland they are usually for the better	 25%	B37	Compared to people doing a similar job in other organisations I feel my pay is reasonable	 17%
B18	The people in my team can be relied upon to help when things get difficult in my job	 93%	B24	Learning and development activities I have completed while working for Social Security Scotland are helping me to develop my career	 23%	B04	I feel involved in the decisions that affect my work	 16%
B31	I have the skills I need to do my job effectively	 93%	B45	I have the opportunity to contribute my views before decisions are made that affect me	 19%	B45	I have the opportunity to contribute my views before decisions are made that affect me	 16%

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

All questions by theme

⬆ indicates statistically significant difference from comparison

My work

83%



% Positive

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B01 I am interested in my work	62	34	0	0	0	96%	+6 ⬆	+4 ⬆
B02 I am sufficiently challenged by my work	46	36	7	9	0	82%	+2 ⬆	-1
B03 My work gives me a sense of personal accomplishment	48	40	7	5	0	88%	+10 ⬆	+8 ⬆
B04 I feel involved in the decisions that affect my work	33	37	14	12	6	70%	+10 ⬆	+6 ⬆
B05 I have a choice in deciding how I do my work	39	40	10	9	2	79%	+1	-2 ⬆

Organisational objectives and purpose

94%



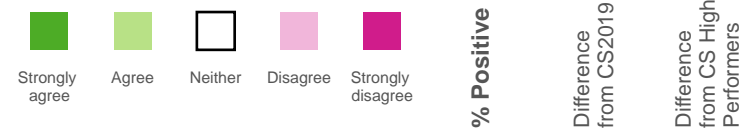
Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B06 I have a clear understanding of Social Security Scotland's objectives	57	37	0	0	6	94%	+12 ⬆	+8 ⬆
B07 I understand how my work contributes to Social Security Scotland's objectives	57	37	0	0	6	94%	+10 ⬆	+6 ⬆

All questions by theme

◇ indicates statistically significant difference from comparison

My manager

81%



B08	My manager motivates me to be more effective in my job	46	38	7	6	85%	+13 ◇	+9 ◇
B09	My manager is considerate of my life outside work	62	28	6	6	90%	+4 ◇	+1 ◇
B10	My manager is open to my ideas	58	31	7	7	89%	+5 ◇	+3 ◇
B11	My manager helps me to understand how I contribute to Social Security Scotland's objectives	45	39	10	5	83%	+17 ◇	+12 ◇
B12	Overall, I have confidence in the decisions made by my manager	53	35	7	7	88%	+12 ◇	+8 ◇
B13	My manager recognises when I have done my job well	49	37	9	9	86%	+5 ◇	+2 ◇
B14	I receive regular feedback on my performance	41	40	9	8	80%	+12 ◇	+8 ◇
B15	The feedback I receive helps me to improve my performance	38	40	14	5	78%	+14 ◇	+10 ◇
B16	I think that my performance is evaluated fairly	40	40	14	6	80%	+12 ◇	+8 ◇
B17	Poor performance is dealt with effectively in my team	20	31	34	10	51%	+11 ◇	+7 ◇

All questions by theme

◆ indicates statistically significant difference from comparison

My team

91%

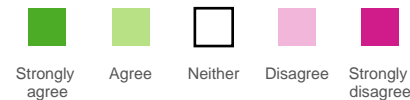


% Positive
Difference from CS2019
Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B18	The people in my team can be relied upon to help when things get difficult in my job	61	32				93%	+7 ◆	+5 ◆
B19	The people in my team work together to find ways to improve the service we provide	61	32				93%	+10 ◆	+7 ◆
B20	The people in my team are encouraged to come up with new and better ways of doing things	54	31	10			85%	+8 ◆	+5 ◆

Learning and development

76%



% Positive
Difference from CS2019
Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B21	I am able to access the right learning and development opportunities when I need to	30	50	12	7		80%	+15 ◆	+9 ◆
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	28	47	18			76%	+21 ◆	+16 ◆
B23	There are opportunities for me to develop my career in Social Security Scotland	43	38	13	5		81%	+30 ◆	+23 ◆
B24	Learning and development activities I have completed while working for Social Security Scotland are helping me to develop my career	27	42	23	7		69%	+19 ◆	+13 ◆

All questions by theme

◇ indicates statistically significant difference from comparison

Inclusion and fair treatment

90%



% Positive

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B25 I am treated fairly at work	57	36				92%	+11 ◇	+8 ◇
B26 I am treated with respect by the people I work with	58	35				93%	+7 ◇	+5 ◇
B27 I feel valued for the work I do	48	35	10	5		83%	+14 ◇	+9 ◇
B28 I think that Social Security Scotland respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	60	32		6		92%	+14 ◇	+10 ◇

Resources and workload

82%



Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B29 I get the information I need to do my job well	23	51	12	11		74%	+3 ◇	-1
B30 I have clear work objectives	30	53	10	5		83%	+7 ◇	+4 ◇
B31 I have the skills I need to do my job effectively	39	55				93%	+5 ◇	+2 ◇
B32 I have the tools I need to do my job effectively	26	51	8	13		77%	+4 ◇	-2 ◇
B33 I have an acceptable workload	26	54	11	6		80%	+16 ◇	+12 ◇
B34 I achieve a good balance between my work life and my private life	41	46		7		87%	+16 ◇	+11 ◇

All questions by theme

◆ indicates statistically significant difference from comparison

Pay and benefits

69%

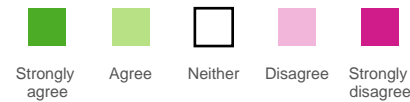


% Positive
Difference from CS2019
Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B35 I feel that my pay adequately reflects my performance	17	51	15	11	6	68%	+34 ◆	+27 ◆
B36 I am satisfied with the total benefits package	21	54	15	7	3	75%	+37 ◆	+27 ◆
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	21	43	18	12	5	64%	+37 ◆	+29 ◆

Leadership and managing change

76%



% Positive
Difference from CS2019
Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B38 Senior managers in Social Security Scotland are sufficiently visible	43	42	6	7	2	86%	+23 ◆	+13 ◆
B39 I believe the actions of senior managers are consistent with Social Security Scotland's values	38	46	10	6	2	83%	+29 ◆	+19 ◆
B40 I believe that the Senior Leadership Team has a clear vision for the future of Social Security Scotland	39	43	12	5	3	82%	+32 ◆	+21 ◆
B41 Overall, I have confidence in the decisions made by Social Security Scotland's senior managers	38	40	14	5	3	78%	+27 ◆	+16 ◆
B42 I feel that change is managed well in Social Security Scotland	19	47	19	12	3	66%	+31 ◆	+20 ◆
B43 When changes are made in Social Security Scotland they are usually for the better	22	46	25	6	2	68%	+33 ◆	+24 ◆
B44 Social Security Scotland keeps me informed about matters that affect me	26	49	15	8	2	75%	+15 ◆	+7 ◆
B45 I have the opportunity to contribute my views before decisions are made that affect me	21	44	19	11	3	65%	+25 ◆	+15 ◆
B46 I think it is safe to challenge the way things are done in Social Security Scotland	29	49	13	7	3	78%	+29 ◆	+21 ◆

All questions by theme

◆ indicates statistically significant difference from comparison

Engagement

The following five questions, measuring pride, advocacy, attachment, inspiration and motivation, are used to create your Employee Engagement Index score.

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B47 I am proud when I tell others I am part of Social Security Scotland	52	38	9			90%	+23 ◆	+17 ◆
B48 I would recommend Social Security Scotland as a great place to work	54	36	7			90%	+29 ◆	+20 ◆
B49 I feel a strong personal attachment to Social Security Scotland	43	32	18	6		75%	+23 ◆	+17 ◆
B50 Social Security Scotland inspires me to do the best in my job	45	40	12			85%	+33 ◆	+26 ◆
B51 Social Security Scotland motivates me to help it achieve its objectives	43	41	12			84%	+34 ◆	+27 ◆

Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B52 I believe that senior managers in Social Security Scotland will take action on the results from this survey	30	46	14	7		76%	+25 ◆	+16 ◆
B53 Where I work, I think effective action has been taken on the results of the last survey	17	23	51	5		40%	+2 ◆	-4 ◆

All questions by theme

◇ indicates statistically significant difference from comparison

Organisational culture

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B54 I am trusted to carry out my job effectively	54	39				93%	+4 ◇	+2 ◇
B55 I believe I would be supported if I try a new idea, even if it may not work	43	42	9	6		85%	+12 ◇	+9 ◇
B56 In Social Security Scotland, people are encouraged to speak up when they identify a serious policy or delivery risk	43	44	8			87%	+17 ◇	+12 ◇
B57 I feel able to challenge inappropriate behaviour in the workplace	35	47	11	6		81%	+15 ◇	+11 ◇
B58 Social Security Scotland is committed to creating a diverse and inclusive workplace	54	38	5			92%	+16 ◇	+12 ◇

Civil Service vision

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from CS2019	Difference from CS High Performers
B59 I am aware of the Civil Service vision for 'A Brilliant Civil Service'	24	35	12	21	7	59%	+1	-10 ◇

Leadership statement

	Always	Most of the time	Sometimes	Rarely	Never	% Positive	Difference from CS2019	Difference from CS High Performers
B60 Managers in my Area/Directorate/Division actively role model the behaviours set out in the Civil Service Leadership Statement^	45	40	14			84%	+18 ◇	+12 ◇

The % positive for this question is the proportion who selected either "Always" or "Most of the time".

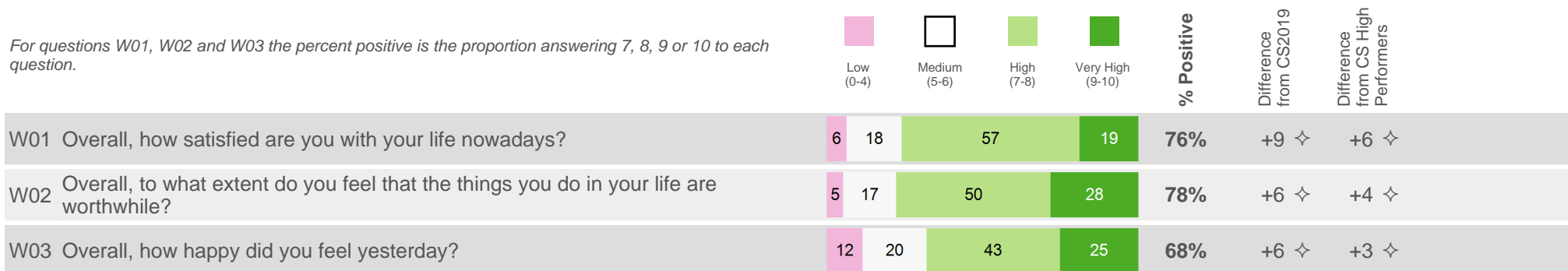
All questions by theme

◇ indicates statistically significant difference from comparison

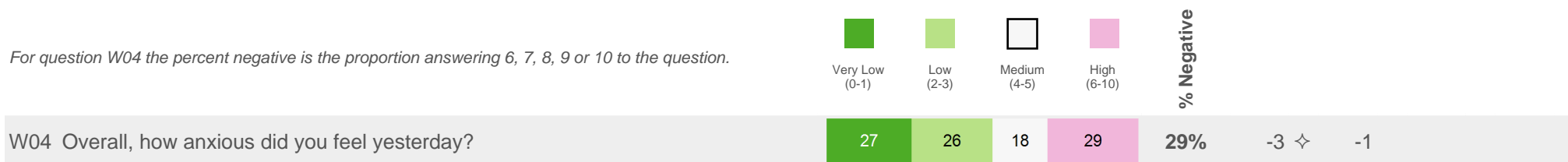
Wellbeing

The four wellbeing questions use a 11-point scale. The scale ranges from 0 to 10 for each question, where 0 is equivalent to 'not at all' (e.g. 'not at all satisfied' or 'not at all worthwhile') and where 10 is equivalent to 'completely' (e.g. 'completely satisfied' or 'completely anxious').

For questions W01, W02 and W03 the percent positive is the proportion answering 7, 8, 9 or 10 to each question.



For question W04 the percent negative is the proportion answering 6, 7, 8, 9 or 10 to the question.



All questions by theme

↔ indicates statistically significant difference from comparison

Your plans for the future

C01. Which of the following statements most reflects your current thoughts about working for Social Security Scotland?

		Difference from CS2019
I want to leave Social Security Scotland as soon as possible	1%	-6
I want to leave Social Security Scotland within the next 12 months	7%	-8
I want to stay working for Social Security Scotland for at least the next year	22%	-11 ↔
I want to stay working for Social Security Scotland for at least the next three years	70%	+26 ↔

The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from CS2019	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?	93	7	93%	+1	-2 ↔
D02. Are you aware of how to raise a concern under the Civil Service Code?	72	28	72%	+6 ↔	0
D03. Are you confident that if you raised a concern under the Civil Service Code in Social Security Scotland it would be investigated properly?	86	14	86%	+15 ↔	+10 ↔

All questions by theme

↔ indicates statistically significant difference from comparison

Discrimination

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

			Difference from CS2019
Yes		10%	-1
No		83%	+2 ✧
Prefer not to say		7%	-1

Of those who said they had experienced discrimination at work in the last 12 months, 55% said it occurred in Social Security Scotland while 45% said it occurred in another organisation.

For respondents who selected 'Yes' to E01.
E02. On which of the following grounds were you discriminated against?^ (multiple selection)

		Response Count
Age	11	
Caring responsibilities	--	
Disability	10	
Ethnic background	--	
Gender	--	
Gender reassignment or perceived gender	--	
Grade or responsibility level	--	
Main spoken/ written language or language ability	--	
Marital status or civil partnership	--	
Mental health	11	
Pay	--	
Pregnancy, maternity or paternity	--	
Religion or belief	--	
Sex	--	
Sexual orientation	--	
Social or educational background	--	
Working location	--	
Working pattern	--	
Any other grounds	--	
Prefer not to say	--	

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

All questions by theme

◇ indicates statistically significant difference from comparison

Bullying and harassment

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

			Difference from CS2019
Yes		11%	-1
No		85%	+3 ◇
Prefer not to say		4%	-3

Of those who said they had experienced bullying and/or harassment at work in the last 12 months, 63% said it occurred in Social Security Scotland while 37% said it occurred in another organisation.

For respondents who selected 'Yes' to E03.

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

	Response Count	
Comments about my personal appearance	10	
Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault)	--	
Spreading gossip or making false accusations about me	18	
Intimidation or verbal aggression (e.g. shouting, swearing, making threats)	14	
Physical assault (e.g. object thrown at me, pushed, hit)	--	
Humiliated in front of team or others	18	
Negative Micromanagement (e.g. excessive control; made to feel incompetent)	15	
Removal of job responsibilities, unconstructive criticism, or impossible/changing expectations	--	
Treated less favourably to others	14	
Ignored, excluded, marginalised	15	
Undermining or taking credit for my work	16	
Denied time off for personal ill health	--	
Denied time off for family or caring responsibilities	--	
Disclosure of personal / sensitive information to colleagues without my consent	--	
Something else not listed here	--	
Prefer not to say	--	

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

All questions by theme

↔ indicates statistically significant difference from comparison

Bullying and harassment

For respondents who selected 'Yes' to E03.
E04. Who bullied and/or harassed you?^ (multiple selection)

	Response Count	
A colleague in my Area/Directorate/Division	19	
A colleague in a different Area/Directorate/ Division of Social Security Scotland	--	
My manager	13	
Another senior member of staff in Social Security Scotland	--	
Someone I manage	--	
Someone working in a different Civil Service organisation	--	
Someone working for a non-Civil Service organisation	--	
A contractor	--	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	--	
Someone else not listed here	--	
Prefer not to say	--	

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

For respondents who selected 'Yes' to E03.
E05. Did you report your experience of bullying and/or harassment?^

		Difference from CS2019
Yes	65%	+14 ↔
No	30%	-12 ↔
Prefer not to say	4%	-2

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

		Difference from CS2019
Appropriate action was taken to address the behaviour I experienced		
Yes	25%	+9
No	57%	-6 ↔
Prefer not to say	18%	-3
The bullying and/or harassment has stopped		
Yes	56%	+18 ↔
No	19%	-19
Prefer not to say	26%	+2
The culture in my area allows this kind of behaviour to continue		
Yes	37%	-18 ↔
No	30%	+5
Prefer not to say	33%	+14
I felt like I was punished for reporting the incident		
Yes	12%	-6
No	62%	+7 ↔
Prefer not to say	26%	-1
I moved to another team or role to avoid the behaviour		
Yes	Results for this response have been suppressed to protect the anonymity of the other respondents	
No	44%	-16 ↔
Prefer not to say	Results for this response have been suppressed as there are fewer than ten responses	

Additional questions selected by organisation

✦ indicates statistically significant difference from comparison

My Organisation

		Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQA1	I am familiar with Social Security Scotland's values / purpose / mission	57	40				97%	+10 ✦
LQA2	I believe the process of filling vacancies within Social Security Scotland is fair	26	41	16	12	6	66%	+16 ✦
LQA3	Social Security Scotland provides good support for employees' health, wellbeing and resilience	41	45	10			86%	+18 ✦
LQA4	I believe my Area/Directorate/Division is taking action to combat discrimination, bullying and/or harassment	33	42	20			75%	+15 ✦

Wellbeing at Work

* indicates negatively phrased question(s) where % positive is the proportion who selected either "disagree" or "strongly disagree"

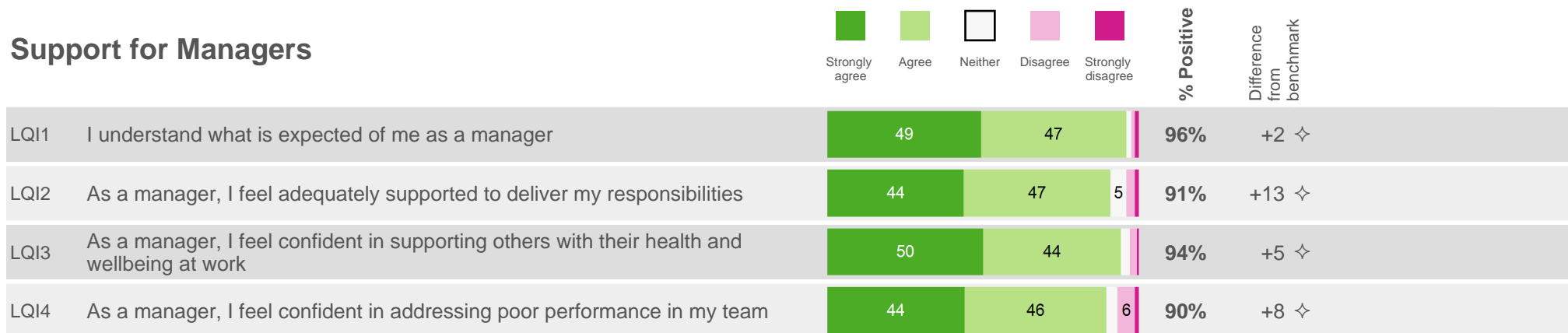
		Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQF1	During the last 12 months, I have felt unwell as a result of work-related stress*	5	16	8	37	34	70%	+19 ✦
LQF2	The people in my team genuinely care about my wellbeing	45	43	10			88%	+9 ✦
LQF3	My manager creates a positive atmosphere at work which supports my health and wellbeing	45	41	8			86%	+15 ✦
LQF4	After a period of sickness absence, my manager and I have a Return to Work discussion	Yes: 90%		No: 10%			90%	+4 ✦

Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.

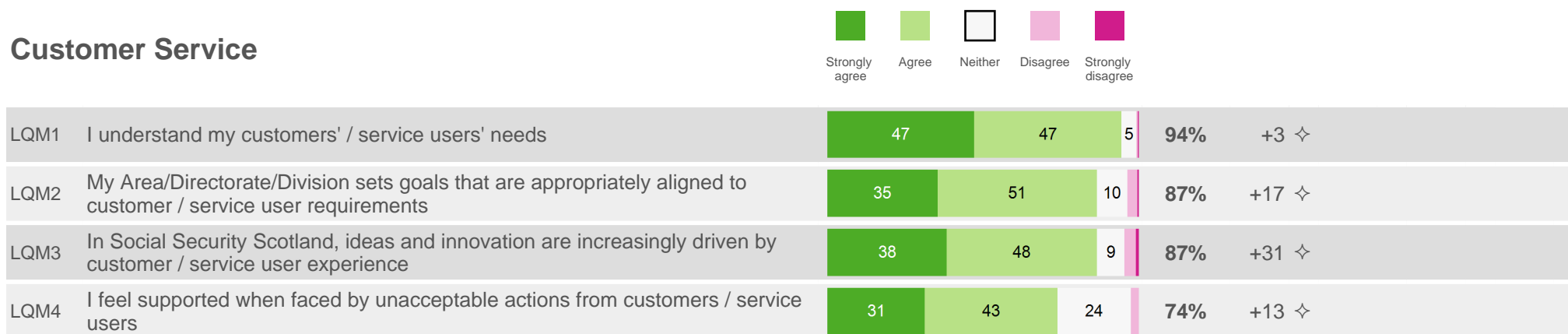
Additional questions selected by organisation

⬠ indicates statistically significant difference from comparison

Support for Managers



Customer Service

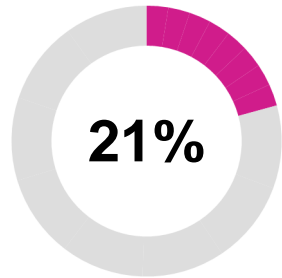


Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.

Proxy Stress Index and PERMA Index

◇ indicates statistically significant difference from comparison

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



Difference from CS2019 -8 ◇
Difference from CS High Performers -5 ◇

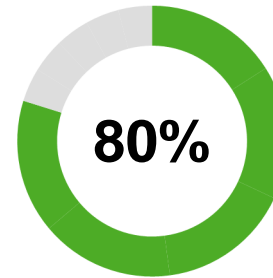
Proxy Stress Index

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

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

% positive

B05	I have a choice in deciding how I do my work	79%
B08	My manager motivates me to be more effective in my job	85%
B18	The people in my team can be relied upon to help when things get difficult in my job	93%
B26	I am treated with respect by the people I work with	93%
B30	I have clear work objectives	83%
B33	I have an acceptable workload	80%
B45	I have the opportunity to contribute my views before decisions are made that affect me	65%
E03	Have you been bullied or harassed at work, in the past 12 months?*	85%



Difference from CS2019 +6 ◇
Difference from CS High Performers +5 ◇

PERMA Index

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

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

% positive

B01	I am interested in my work	96%
B03	My work gives me a sense of personal accomplishment	88%
B18	The people in my team can be relied upon to help when things get difficult in my job	93%
W01	Overall, how satisfied are you with your life nowadays?	76%
W02	Overall, to what extent do you feel that the things you do in your life are worthwhile?	78%

Appendix

Glossary of key terms

% positive	The proportion who selected either "agree" or "strongly agree" for a question (or all questions within a theme in the case of Theme score % positive), unless otherwise indicated.
CS2019	The CS2019 benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that participated in the 2019 Civil Service People Survey, where data was not suppressed.
CS High Performers	For each question, unless otherwise indicated, this is the upper quartile score across all Civil Service organisations that took part in the 2019 Civil Service People Survey, where data was not suppressed. For question W04 and the Proxy Stress Index, we have used the lower quartile.
Difference from benchmark	For these questions, the benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that selected these questions for inclusion in their 2019 Civil Service People Survey, so it is not representative of the whole Civil Service.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Therefore in some instances, the differences presented in this report will not match the rounded figures of the scores being compared. For example, if your unrounded Engagement Index score is 75.43647583%, your organisation overall's score is 74.63572484% and the difference between the two is +0.800751%, in this report these scores would appear as 75%, 75% and +1.

Statistical significance: ✨

Statistical testing has been carried out to identify statistically significant differences between your results and a number of comparators. You can therefore be confident that the difference represents a real difference in opinion between the results. Please note that there needs to be 30 responses at question level, 20 responses at theme level and 10 responses at index level for statistical testing to be carried out on the corresponding scores. If you received a lower number of responses, then statistical significance testing won't have been conducted.

The employee engagement index

The survey includes five questions that make up the engagement index (B47-B51). The index score represents the average level of engagement in that unit and ranges from 0 to 100. An index score of 0 represents all respondents in that unit saying they strongly disagree to all five engagement questions and a score of 100 represents all respondents saying they strongly agree to all five engagement questions.

Confidentiality

The survey was carried out as part of the 2019 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all participating organisations. The Cabinet Office commissioned ENGINE Transformation to carry out the survey. ENGINE Transformation is a member of the Market Research Society, and is bound by their strict code of conduct and confidentiality rules. These rules do not allow for the breakdown of the results to the extent where the anonymity of individuals may be compromised. Groups of fewer than 10 respondents will not be reported on, however their responses do contribute to the overall scores for the unit and organisation they belong to and the overall Civil Service results.

ENGINE's Privacy Policy (<https://transformation.enginegroup.com/privacy-notice>) tells you how they keep personal data safe and who to contact to exercise your rights of control under the new GDPR regulations.

The Civil Service People Survey Privacy Notice can be found on GOV.UK (<https://www.gov.uk/government/publications/people-survey-privacy-information-notice/privacy-notice-civil-service-people-survey>)