

Employee Engagement

Overall Engagement

70-80% would recommend their organisation as a good place to work

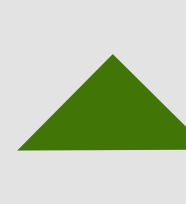
11% points behind the Third Sector benchmark

More engaged

Variation in engagement by demographic group

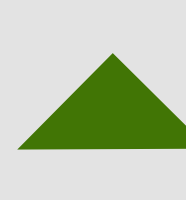
Less engaged

Asian or Asian British



+14 ahead of whole sample

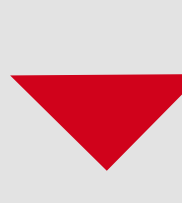
Black or Black British



+11 ahead of whole sample

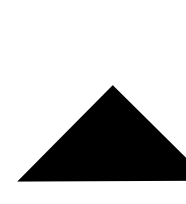
Ethnicity

Mixed or Dual Heritage



-7 behind whole sample

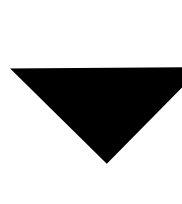
Face to face contact - no



+4 ahead of whole sample

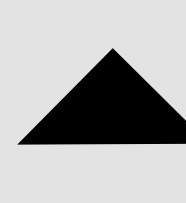
Face to face contact

Face to face contact - yes



-1 behind whole sample

Less than 25 years old



+4 ahead of whole sample

Age

Over 65 years old



-7 behind whole sample

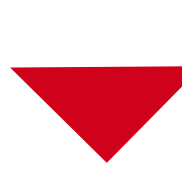
Disability - no



same as whole sample

Disability

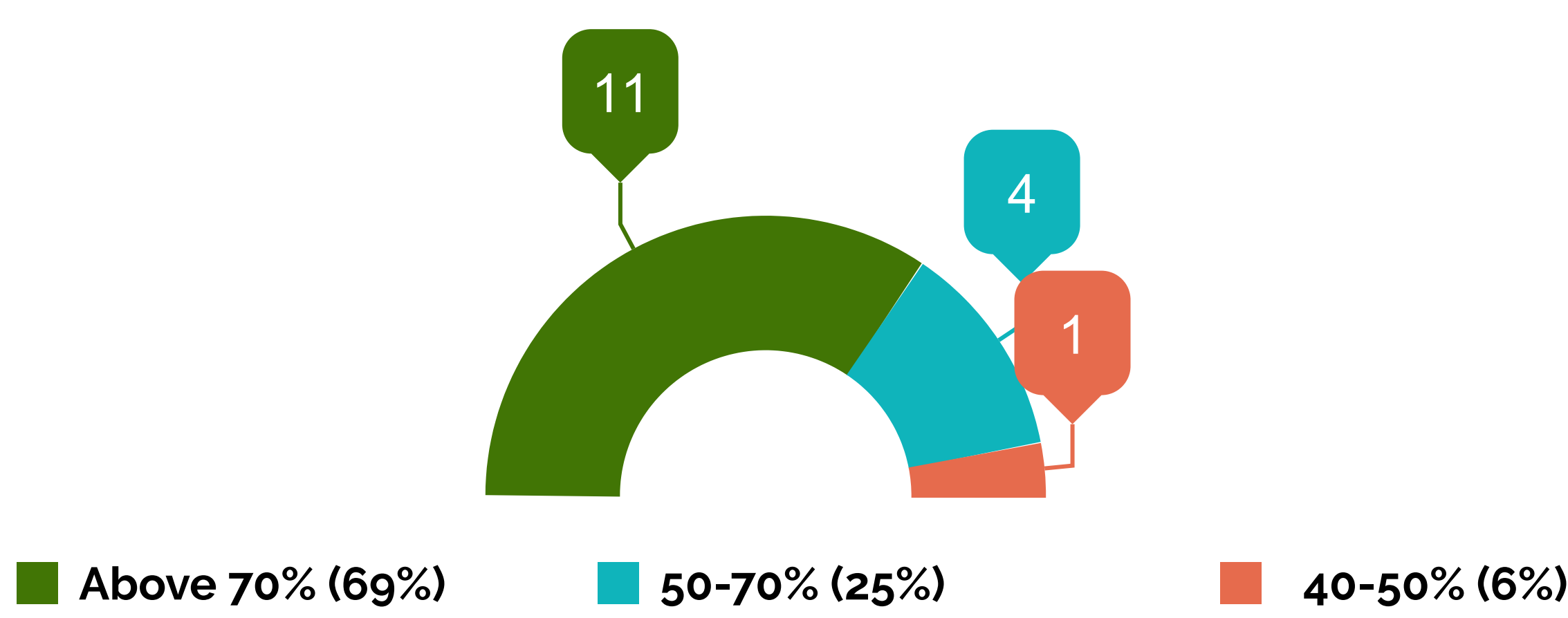
Disability - yes



-5 behind whole sample

Core Statements

Core statement questions results



Topics ahead of benchmark median

Learning and development

+20

Topics similar to benchmark median

Work-life balance +2

Communication -2

Quality of service -3

Line manager -3

Topics behind benchmark median

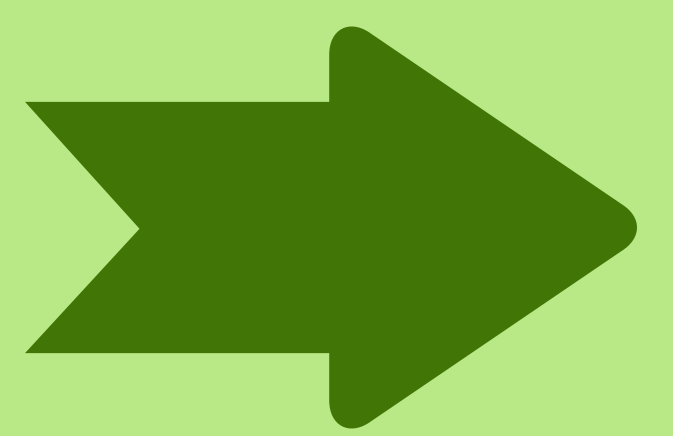
Pay and reward -14

Leadership of the organisation -13

Leadership of the department -5

Variation by demographic group

Consistently ahead of the whole sample by 5% points or more



Asian or Asian British

Ahead on 11 questions

Average of +8 ahead across all questions

Black or Black British

Ahead on 11 questions

Average of +6 ahead across all questions

Consistently behind the whole sample by 5% points or more

People with a disability

Behind on 11 questions

Average of -5 behind across all questions

Greatest variation between organisations based on interquartile range

Leadership of the organisation

24

I would recommend this organisation as a good place to work

14

Communication and information sharing

13

Work-life balance

13

Suggests these are the more discriminating questions

Open questions

What is the best thing about working for the organisation?

Colleagues and teamwork (24%)

Making a difference (23%)

Service users (18%)

Training and development (9%)

Work environment (8%)

What one thing would you change about working for the organisation?

Pay and benefits (33%)

Communication (13%)

Management (13%)

Nothing (11%)

Retention/staffing (7%)