

2023 BeHeard Survey

Children, Young People, Edu & Skills

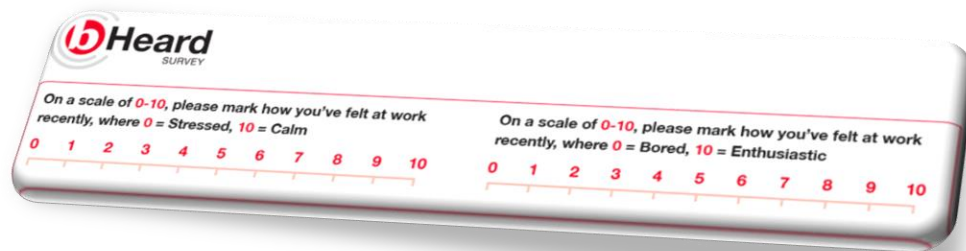
Presented July 2023

Organisation Effectiveness Team (P&CS), Cabinet Office

Employee Engagement

Overview

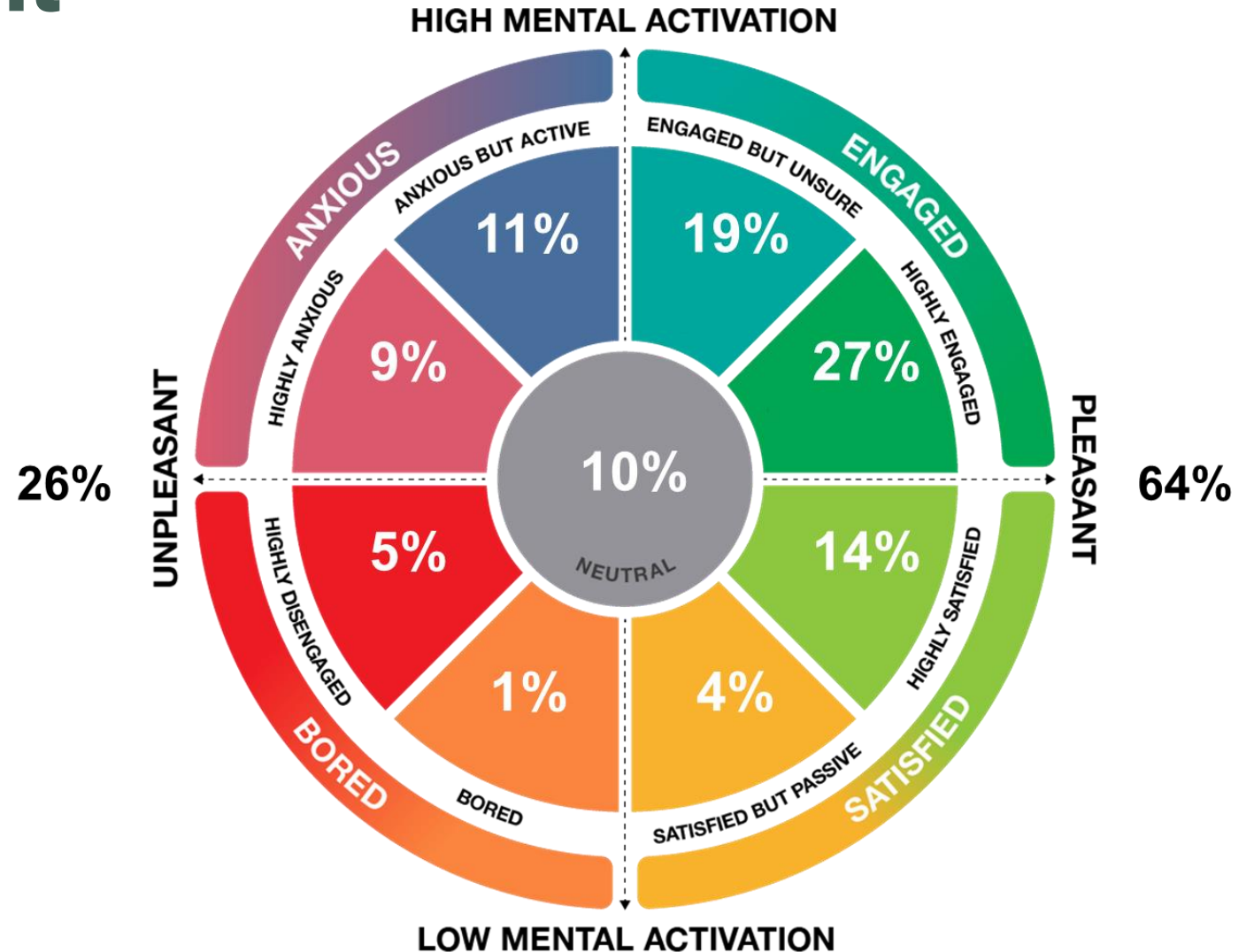
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- This chart is not based on the 8 factors of engagement scores



Employee Engagement

CYPES

- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- 64% of respondents within CYPES reported an overall pleasant experience in the workplace
- This chart is not based on the 8 factors of engagement scores



BCI Score

CYPES



- The BCI score is a recognised standard for employee engagement calculated by combining the responses to the core statements in the survey, relating to the 8 Factors of Engagement
- The score is on a scale of 0-1000, although most companies fall between 475 and 900

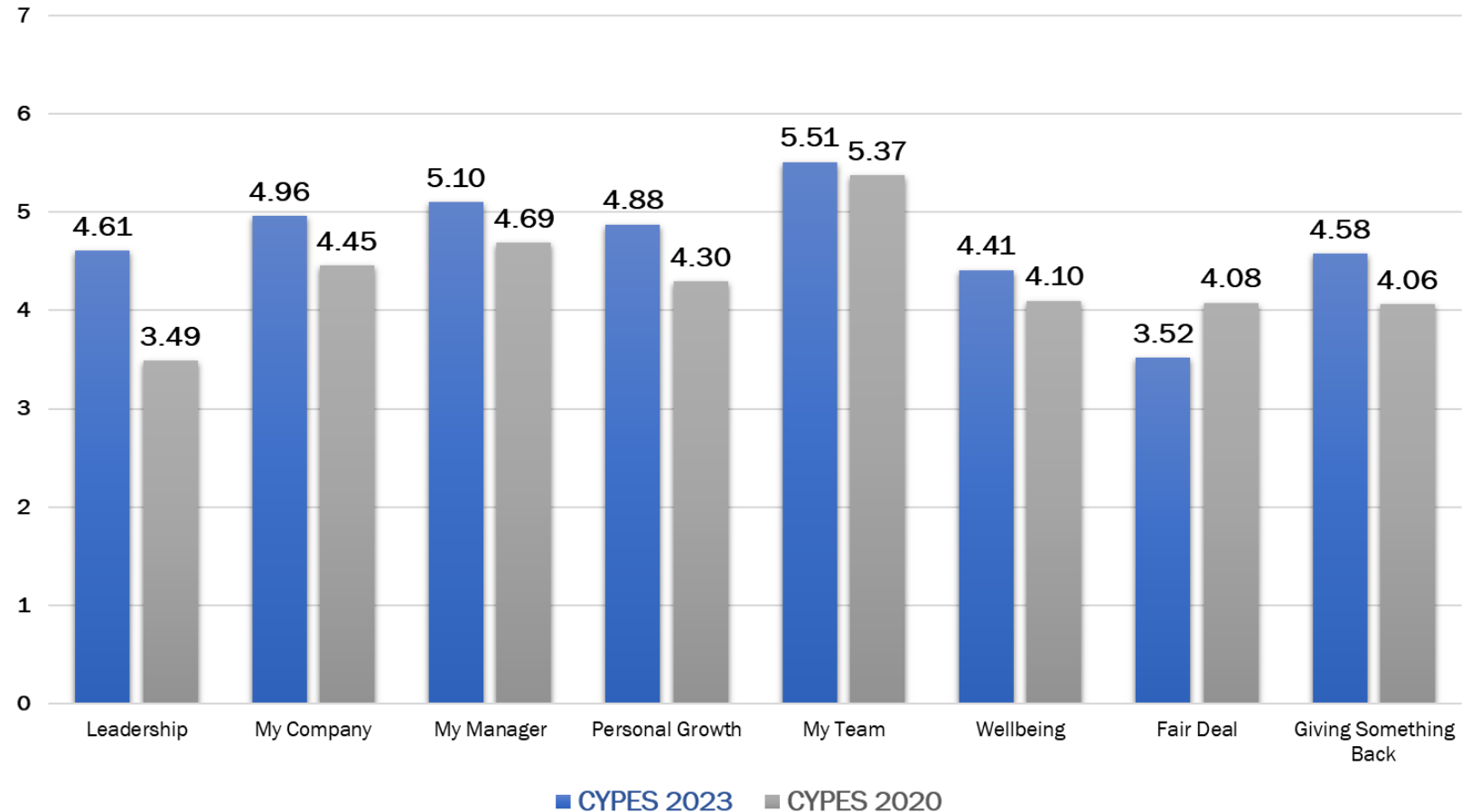
OTW is Good
 ★ is Very Good
 ★★ is Outstanding
 ★★★ is World Class

8 Factors of Engagement



CYPES

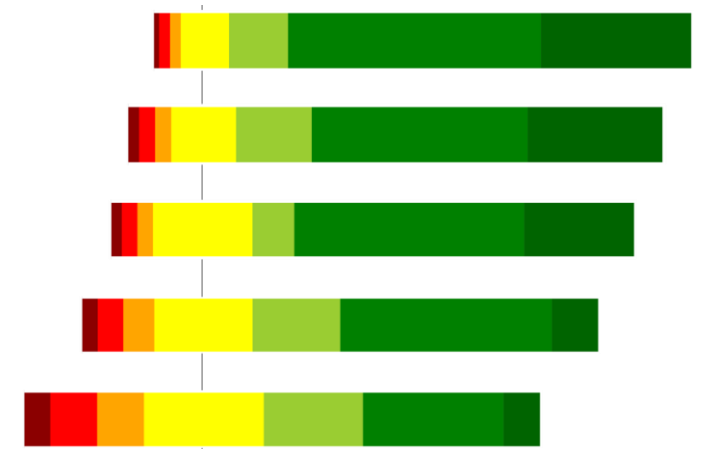
- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7
- The chart shows 2023 scores compared against readjusted 2020 scores in order to allow like for like comparison based on the departmental headcount



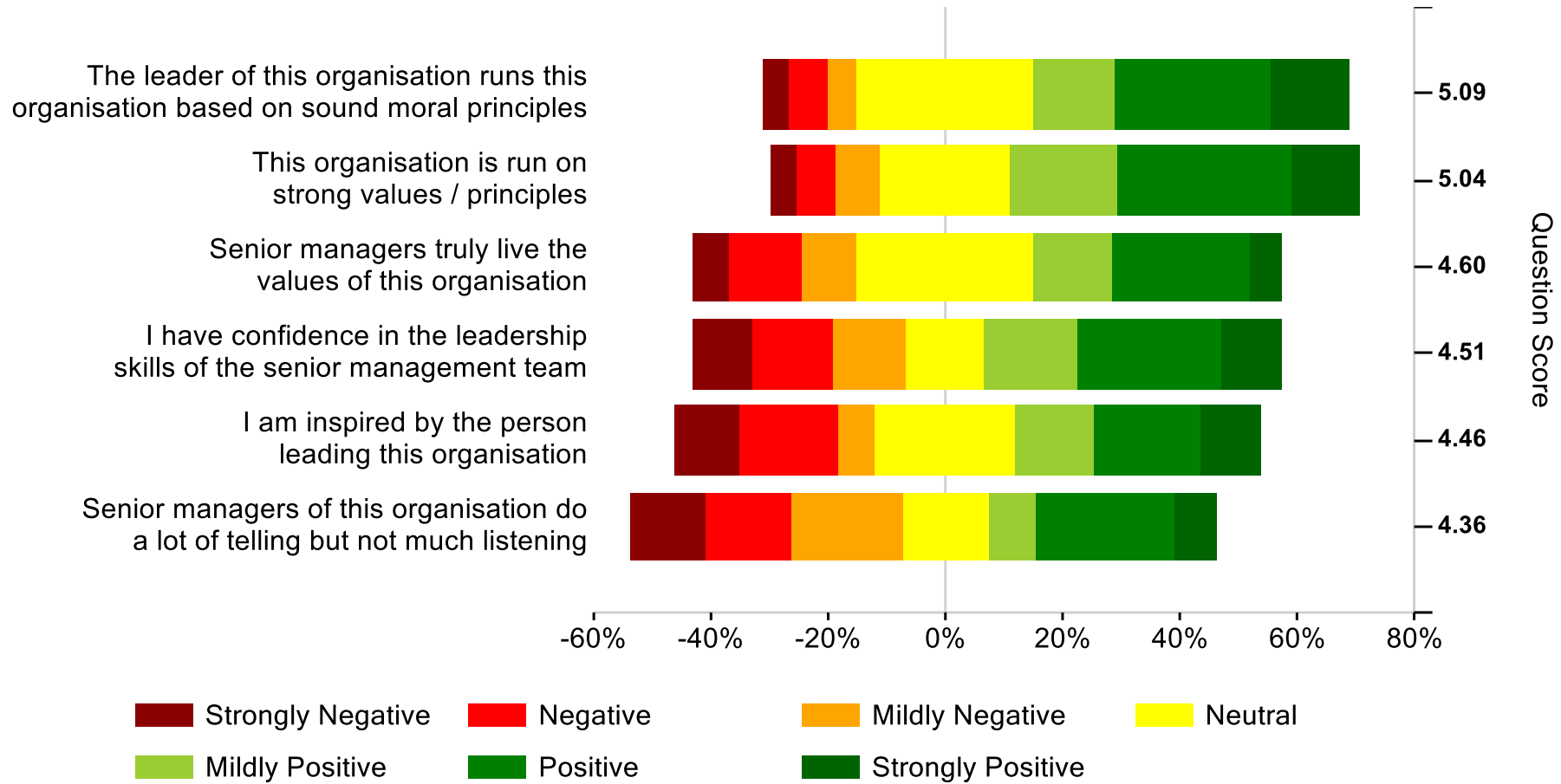
2023 BeHeard Survey

Introduction to heatmaps

- The heatmaps show a breakdown of responses to statements in each factor
- Regardless of the wording of statements (positive or negative) 1 is always the lowest and 7 the highest
- Green portions of the heatmaps on the right-hand side are positive even if the statement is worded negatively
- The statements are shown in order of highest to lowest scores



Leadership



Leadership questions related to Chief Officer, Rob Sainsbury
 Senior Managers questions related to Your School or College's Leadership team, Your Head of Service, or the CYPES Senior Leadership Team.

My Company



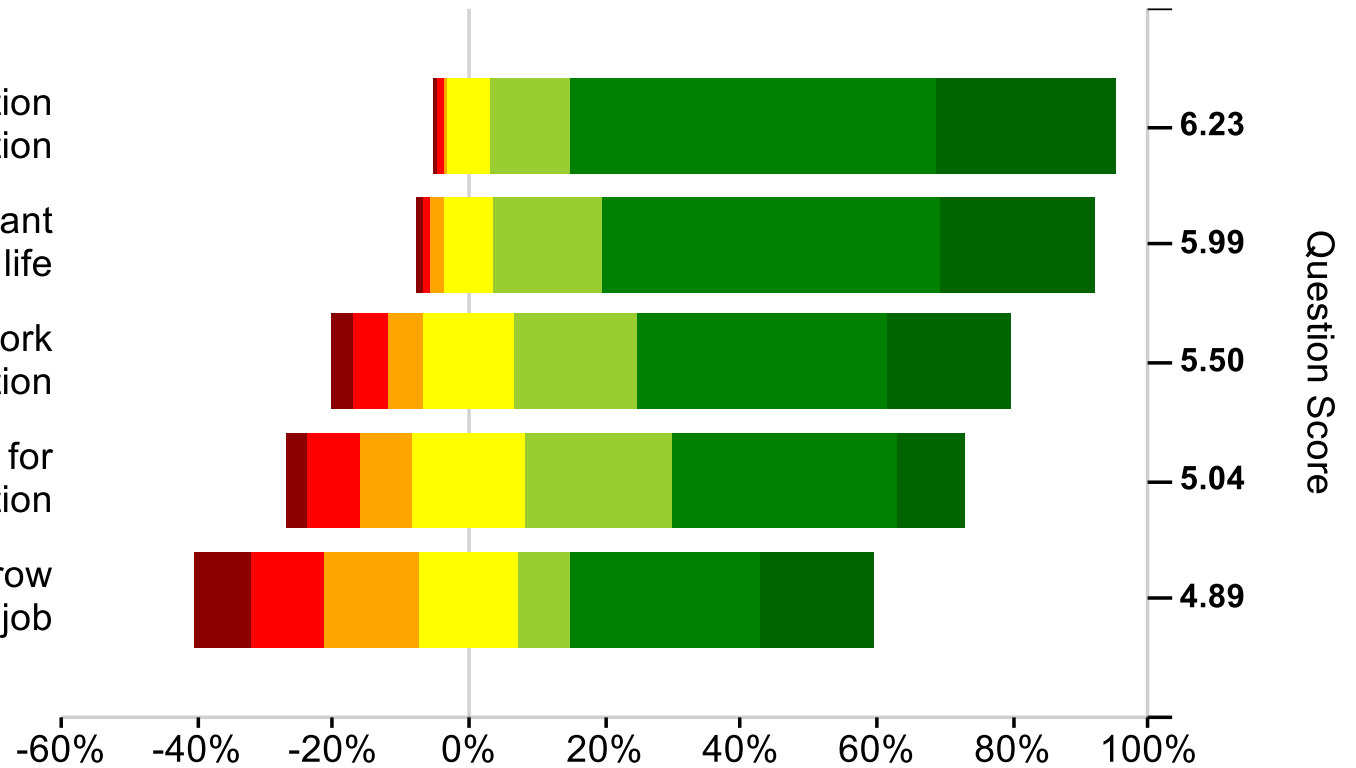
I believe I can make a valuable contribution to the success of this organisation

My work is an important part of my life

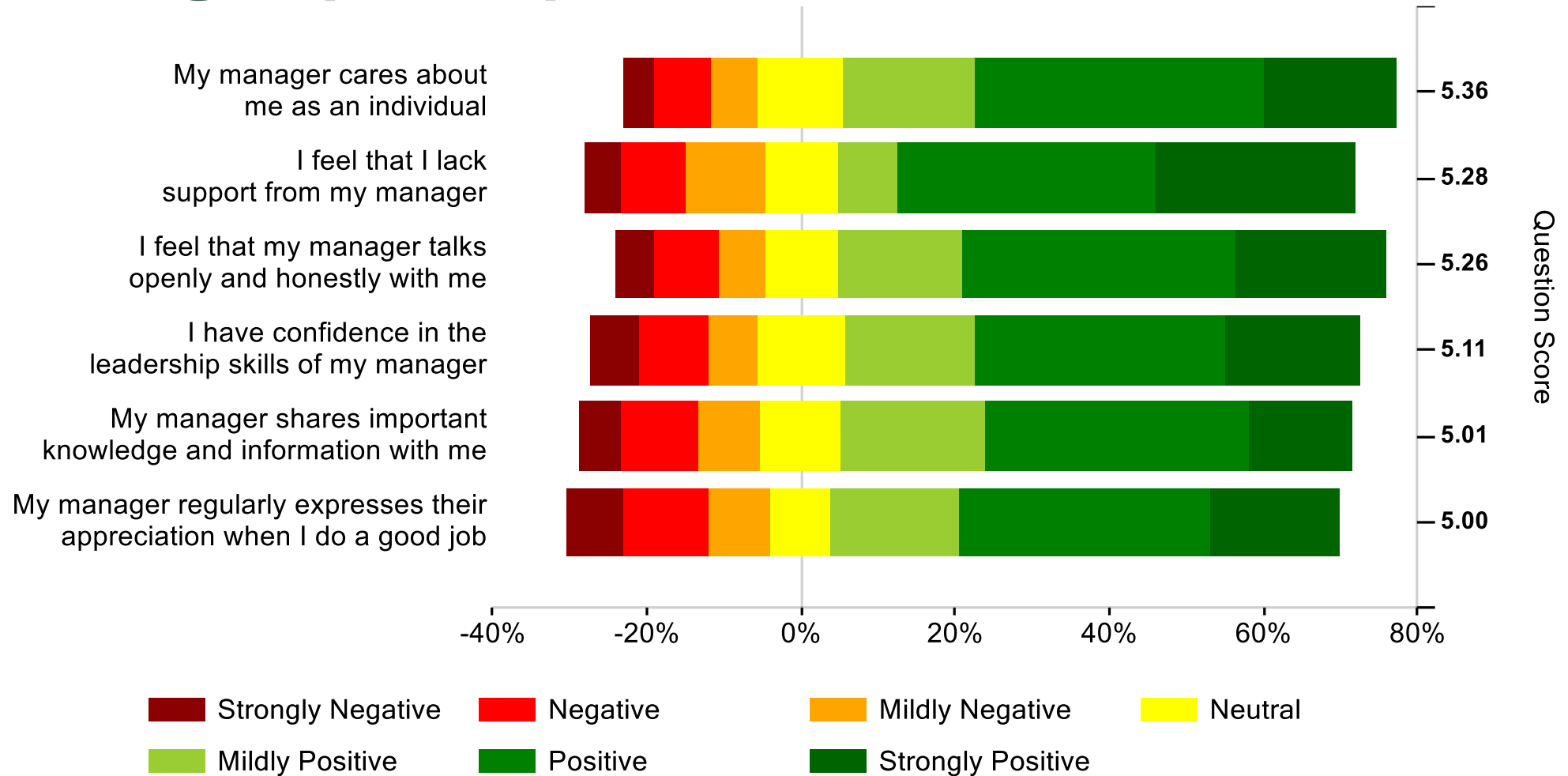
I feel proud to work for this organisation

I love working for this organisation

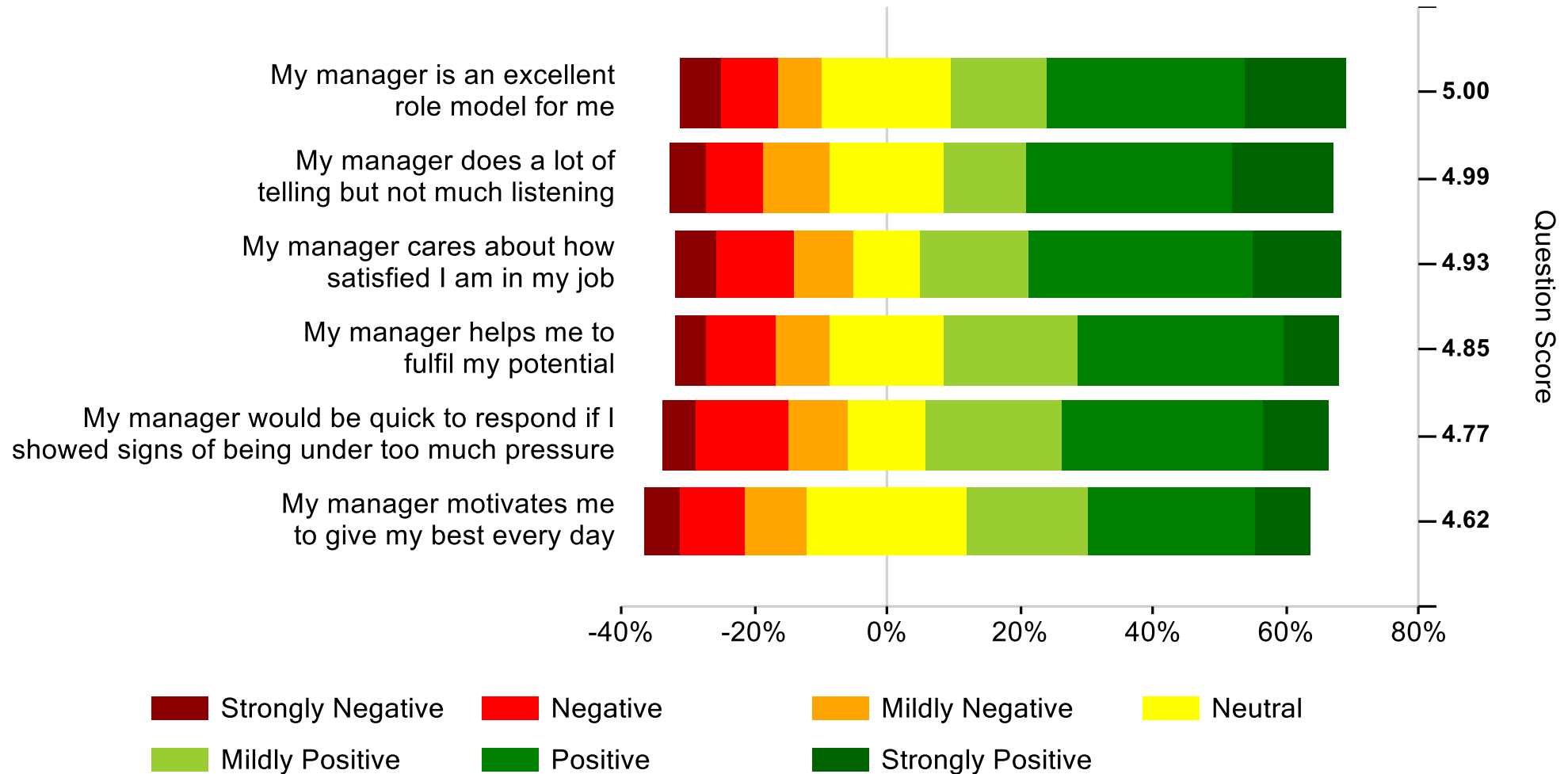
I would leave tomorrow if I had another job



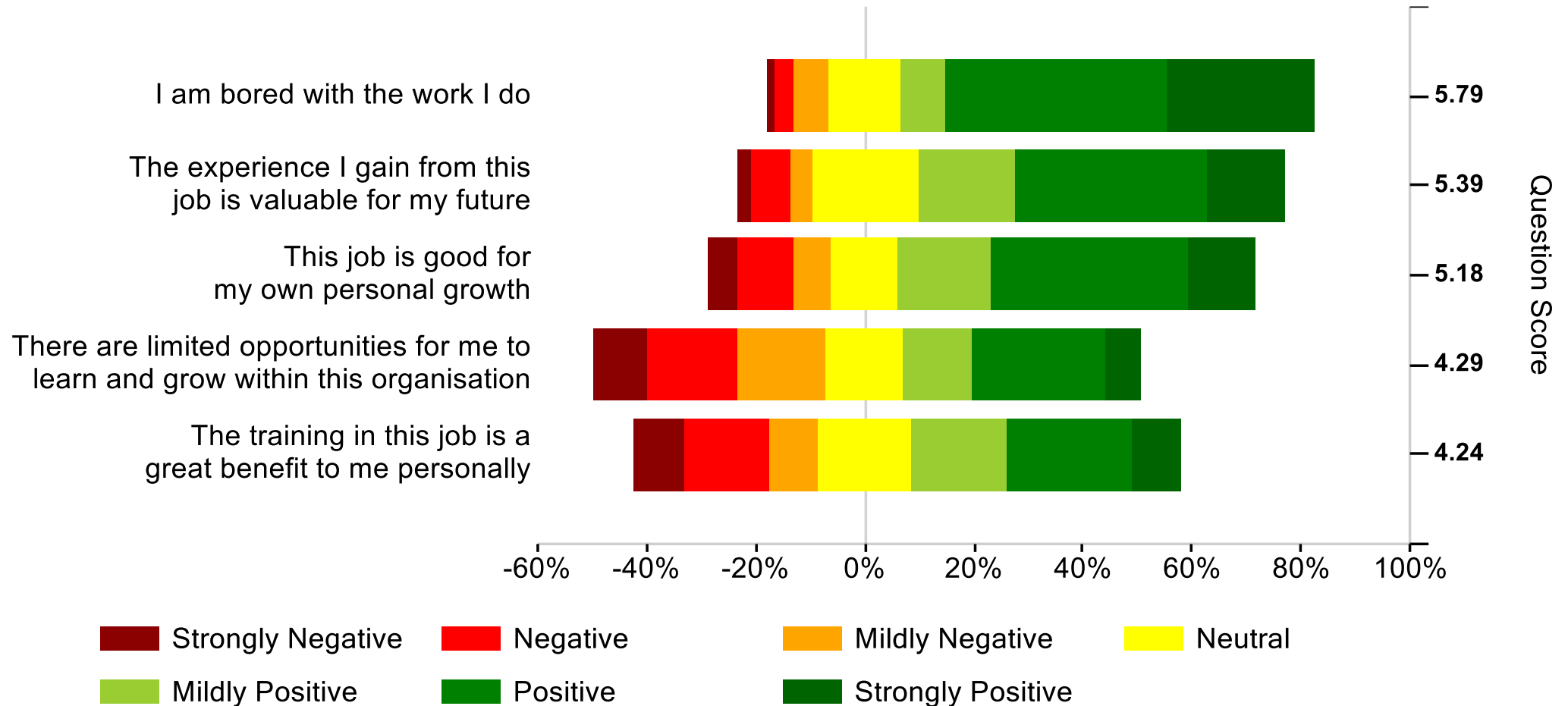
My Manager (1 of 2)



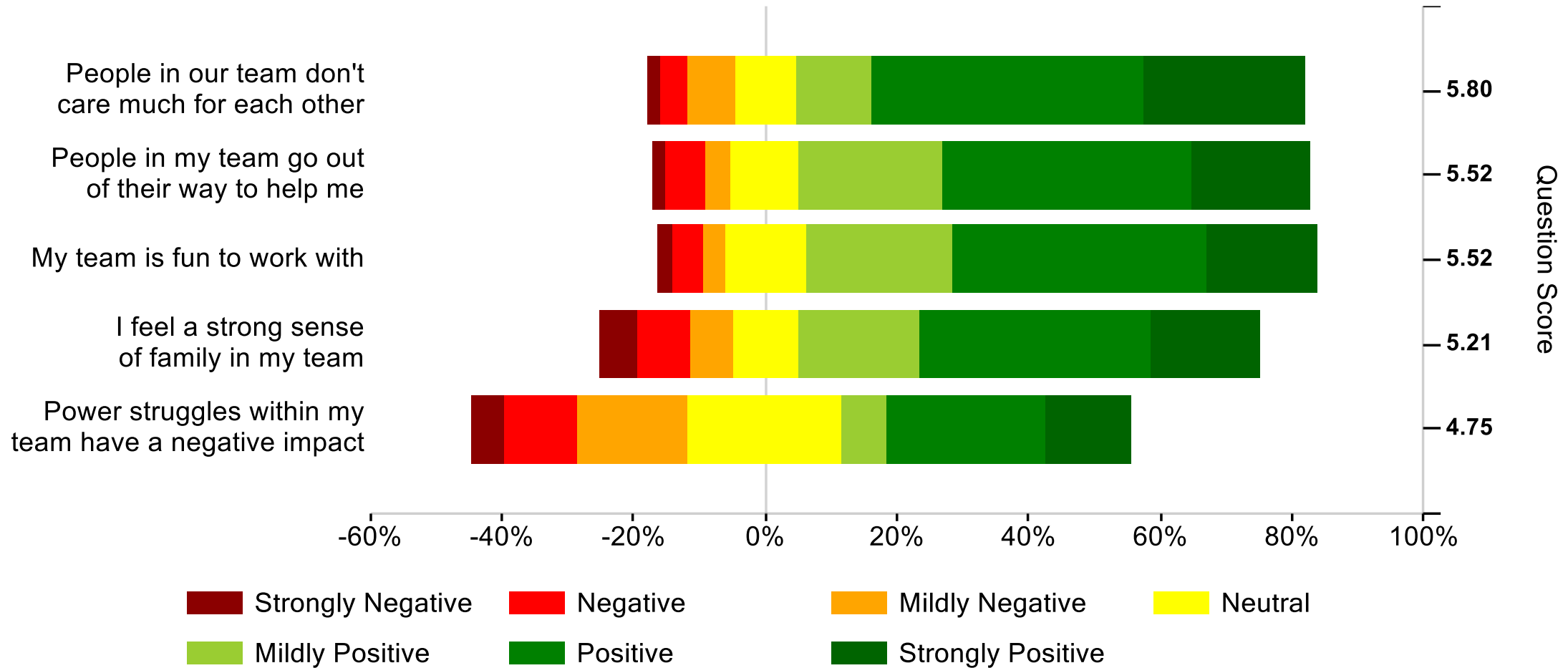
My Manager (2 of 2)



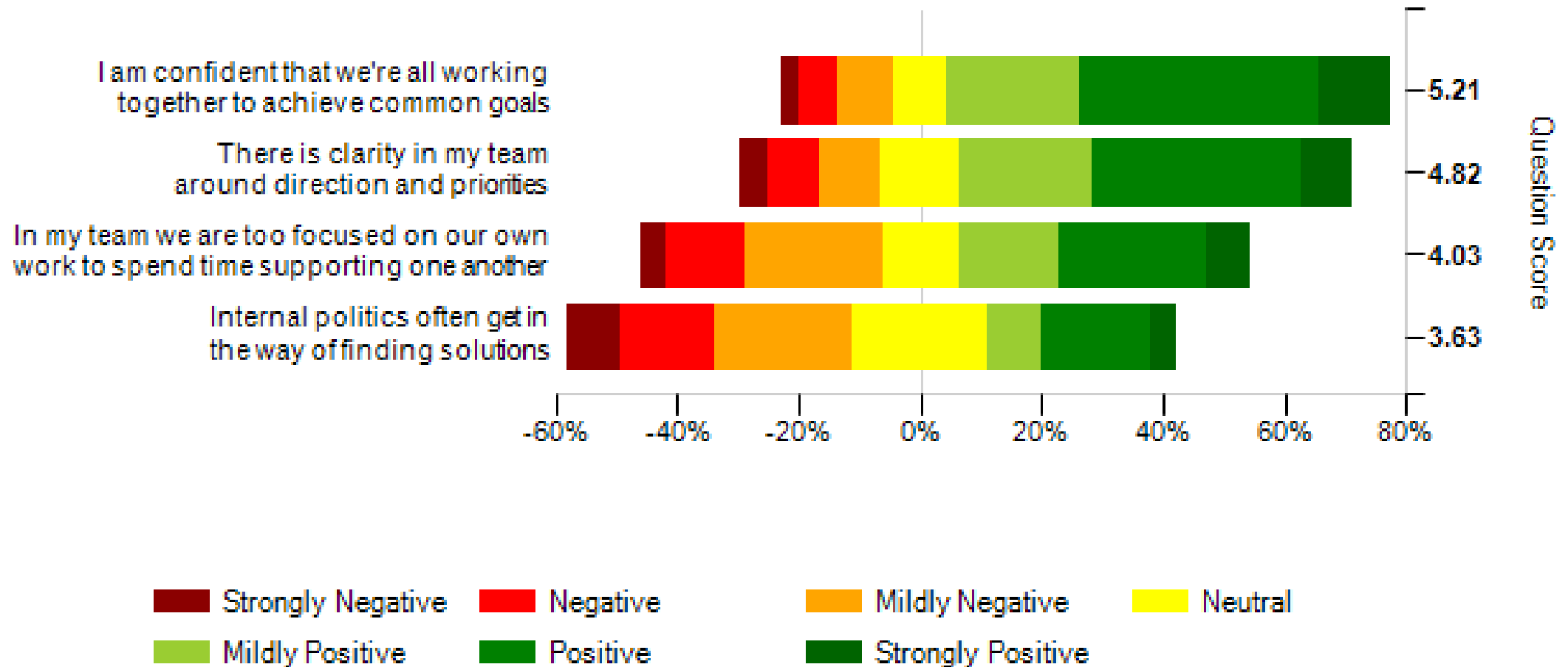
Personal Growth



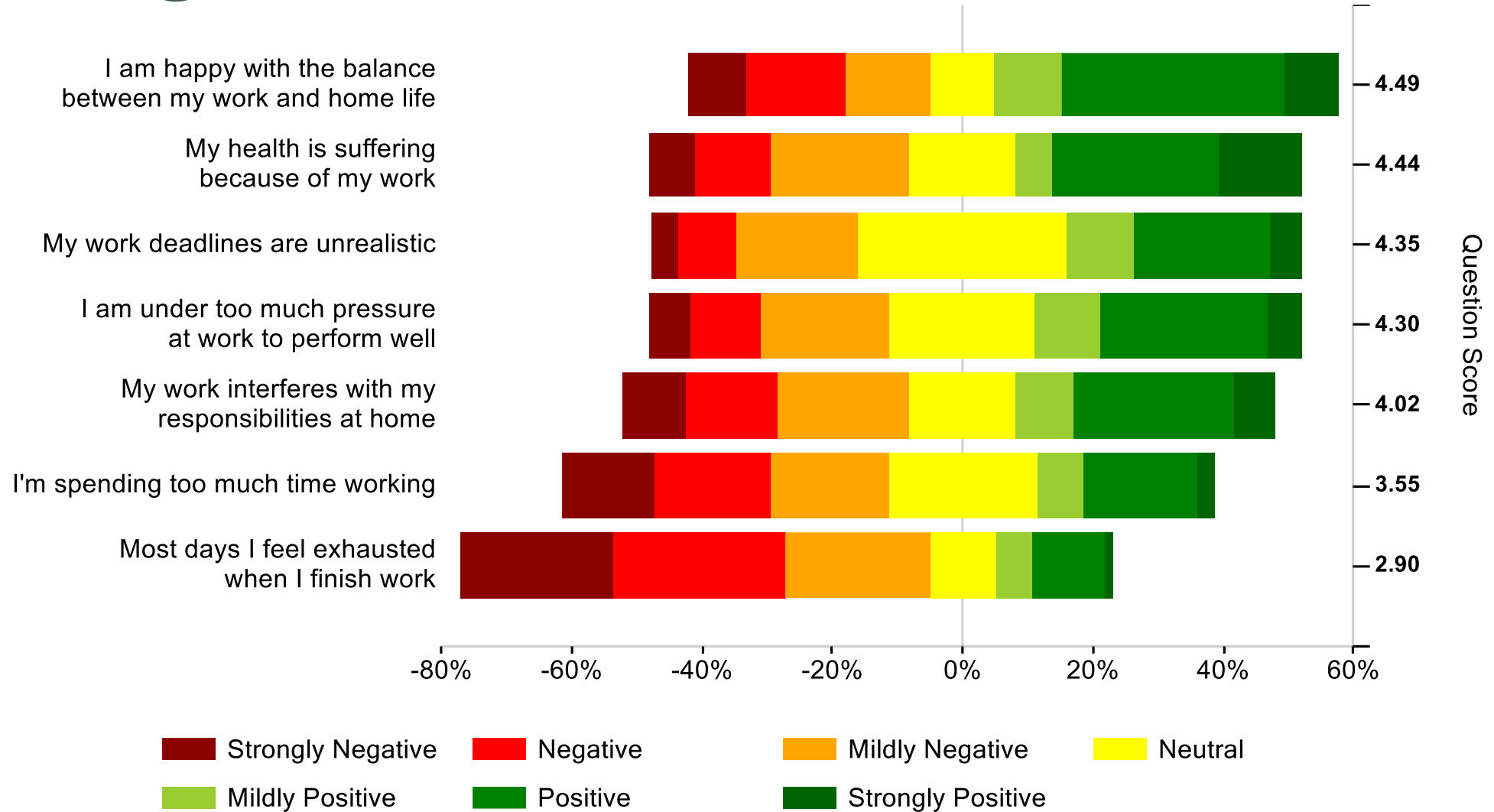
My Team (1 of 2)



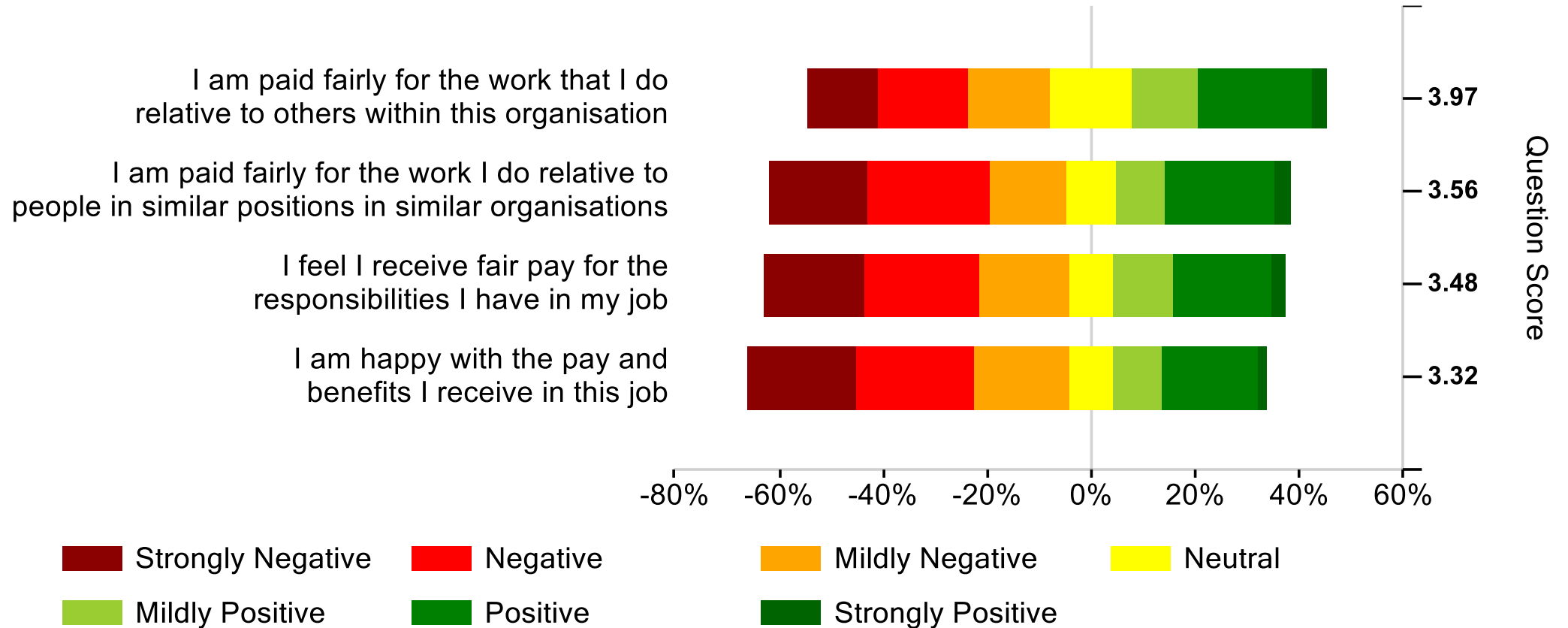
My Team (2 of 2)



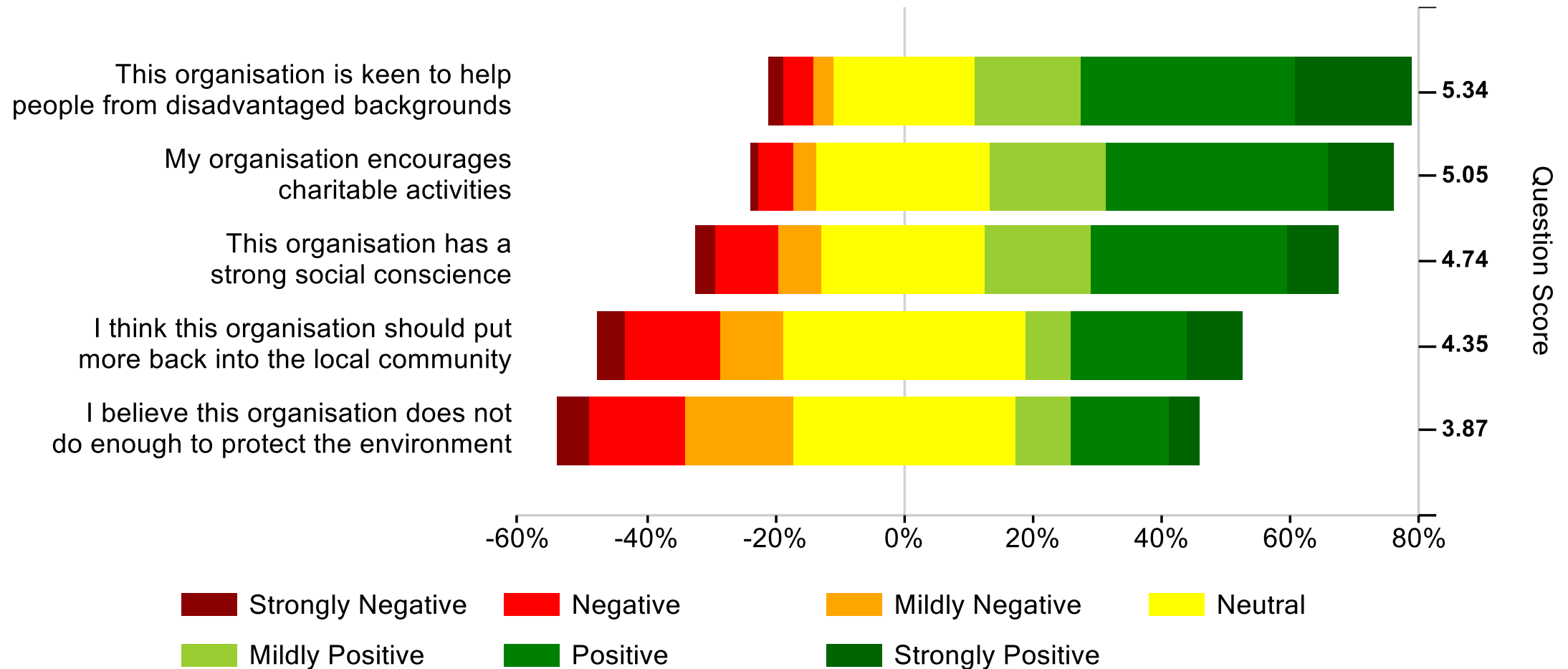
Wellbeing



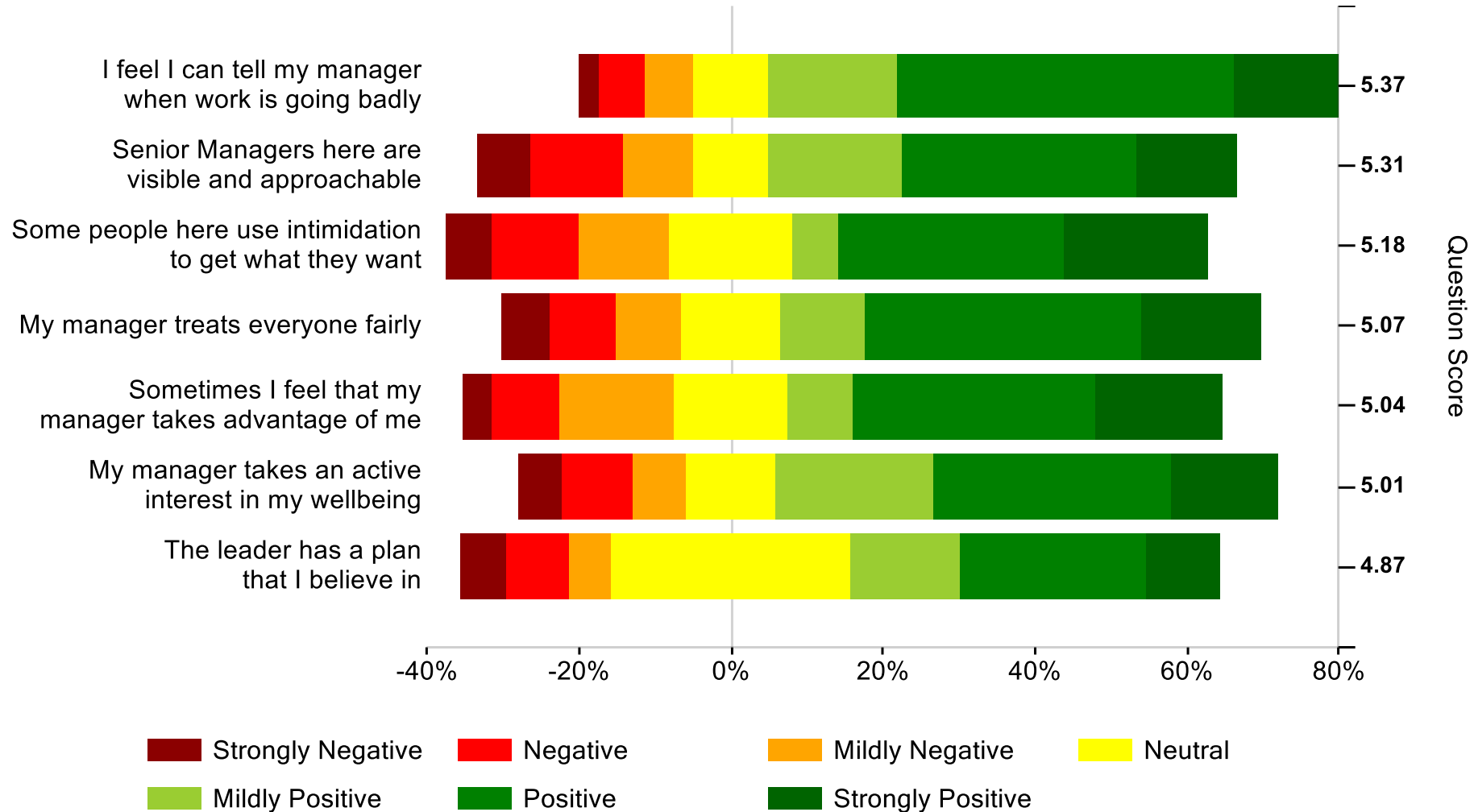
Fair Deal



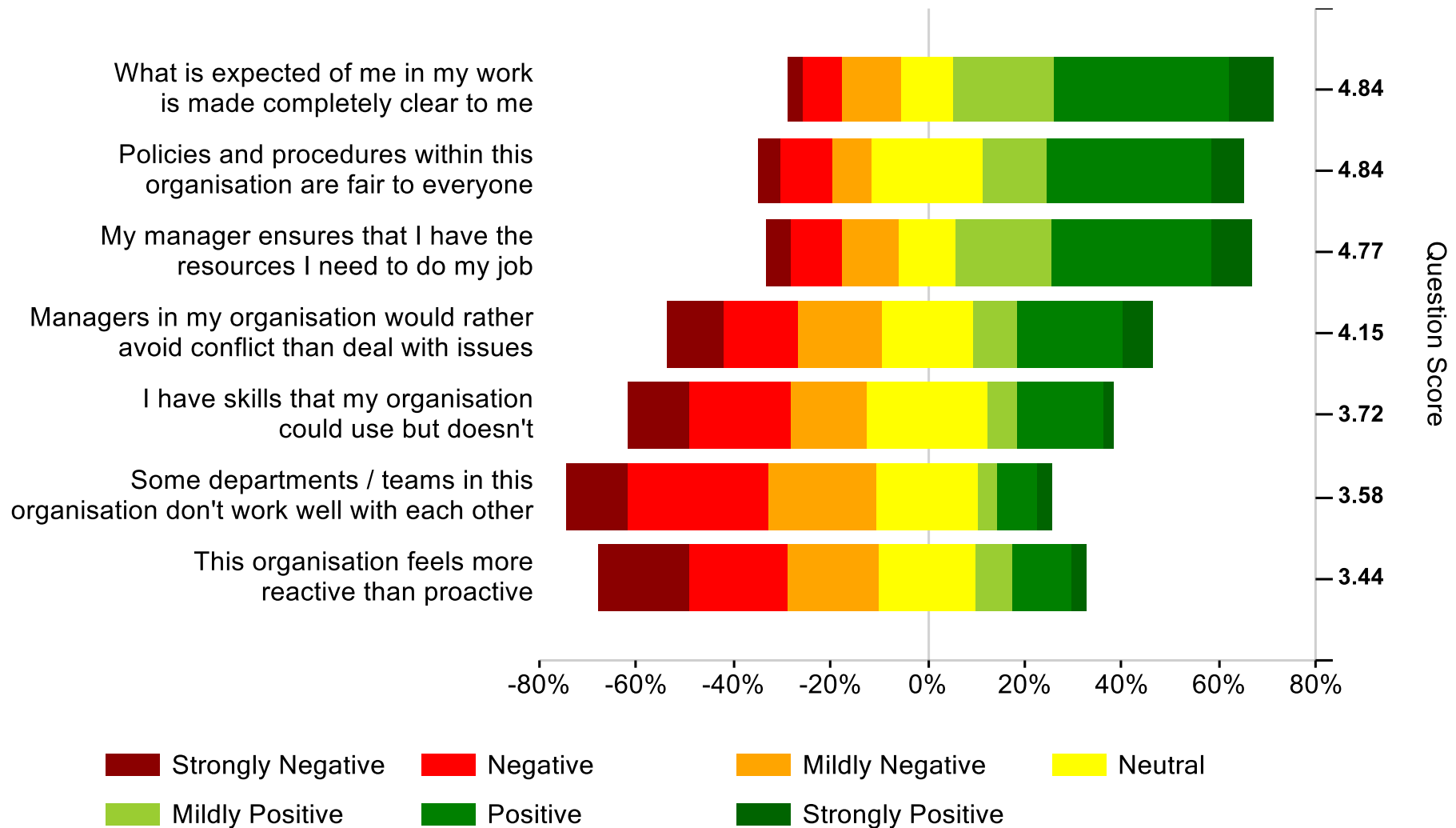
Giving Something Back



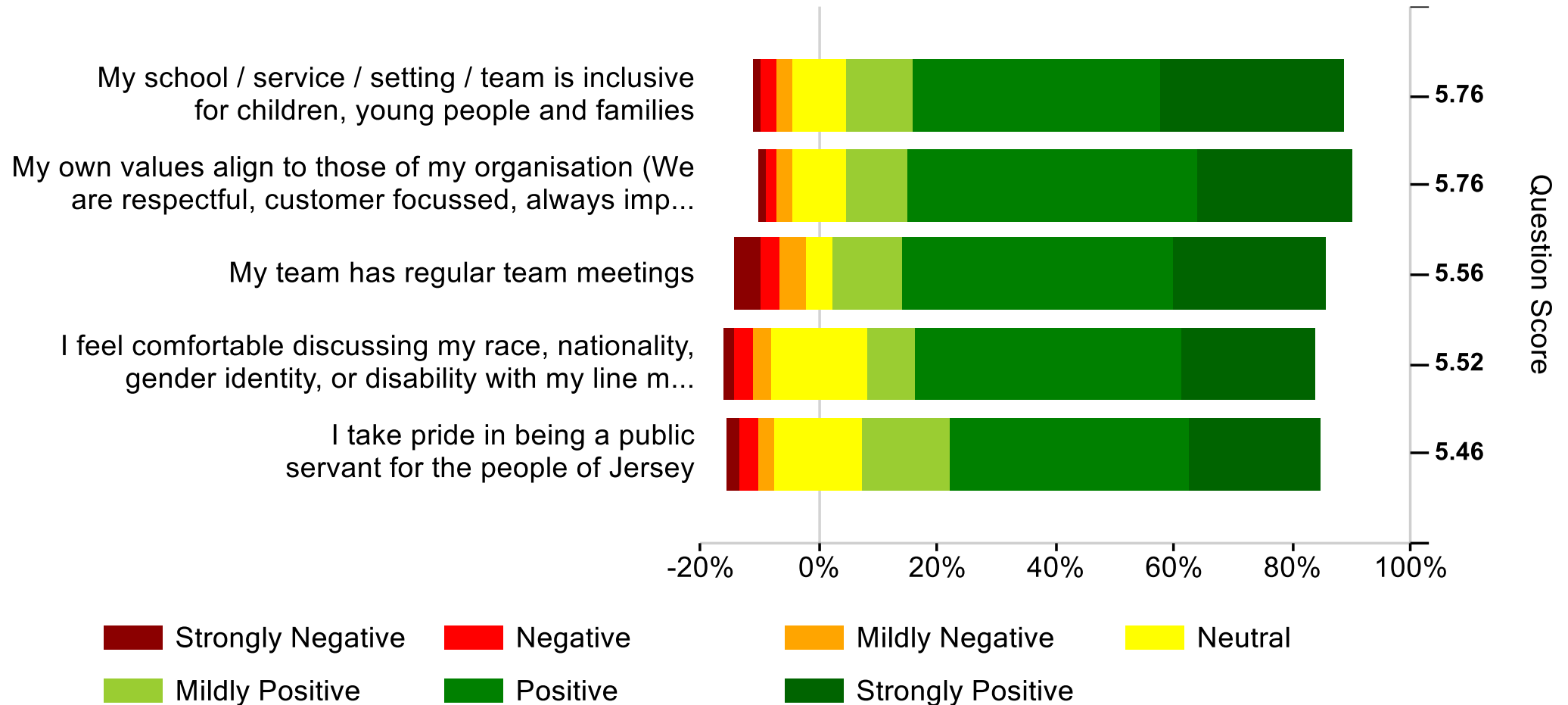
Feedback (1 of 2)



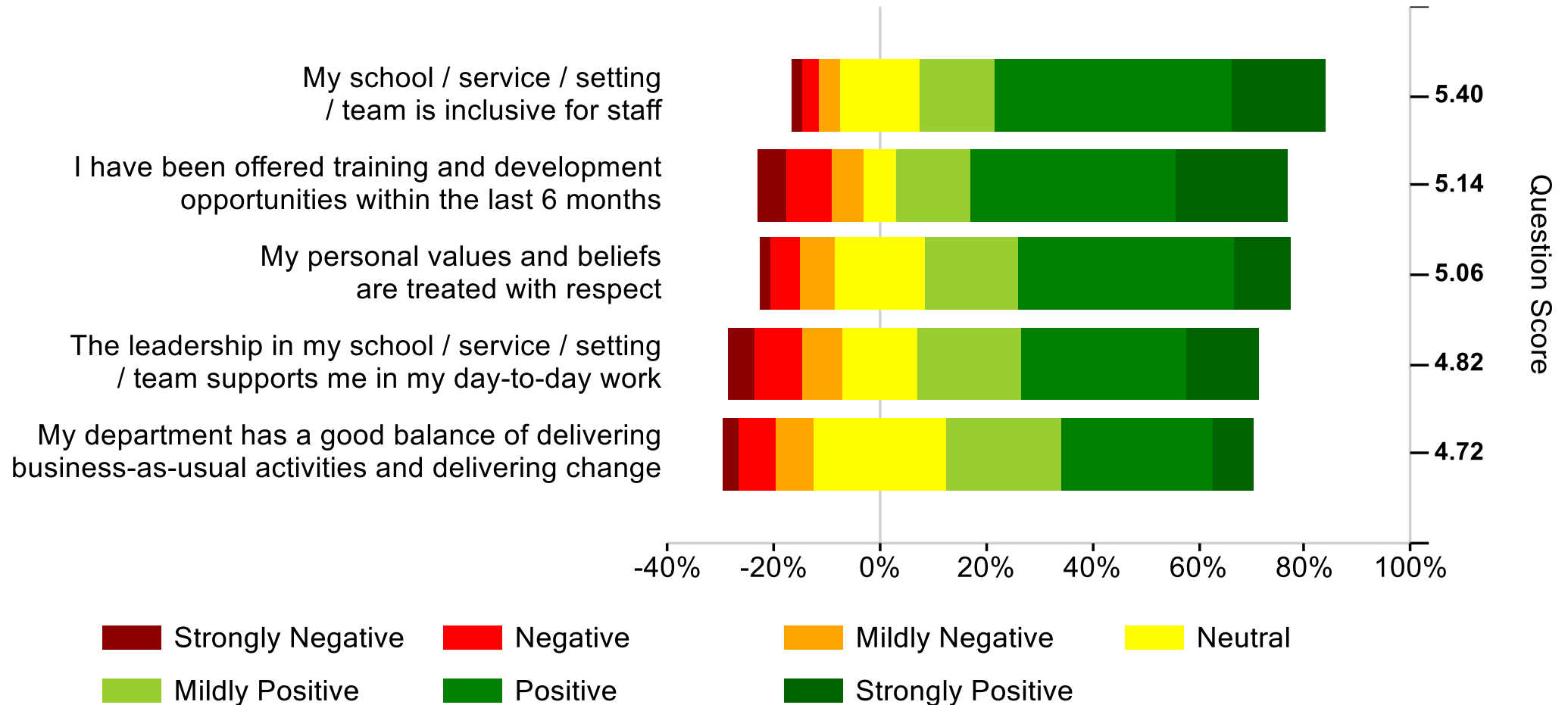
Feedback (2 of 2)



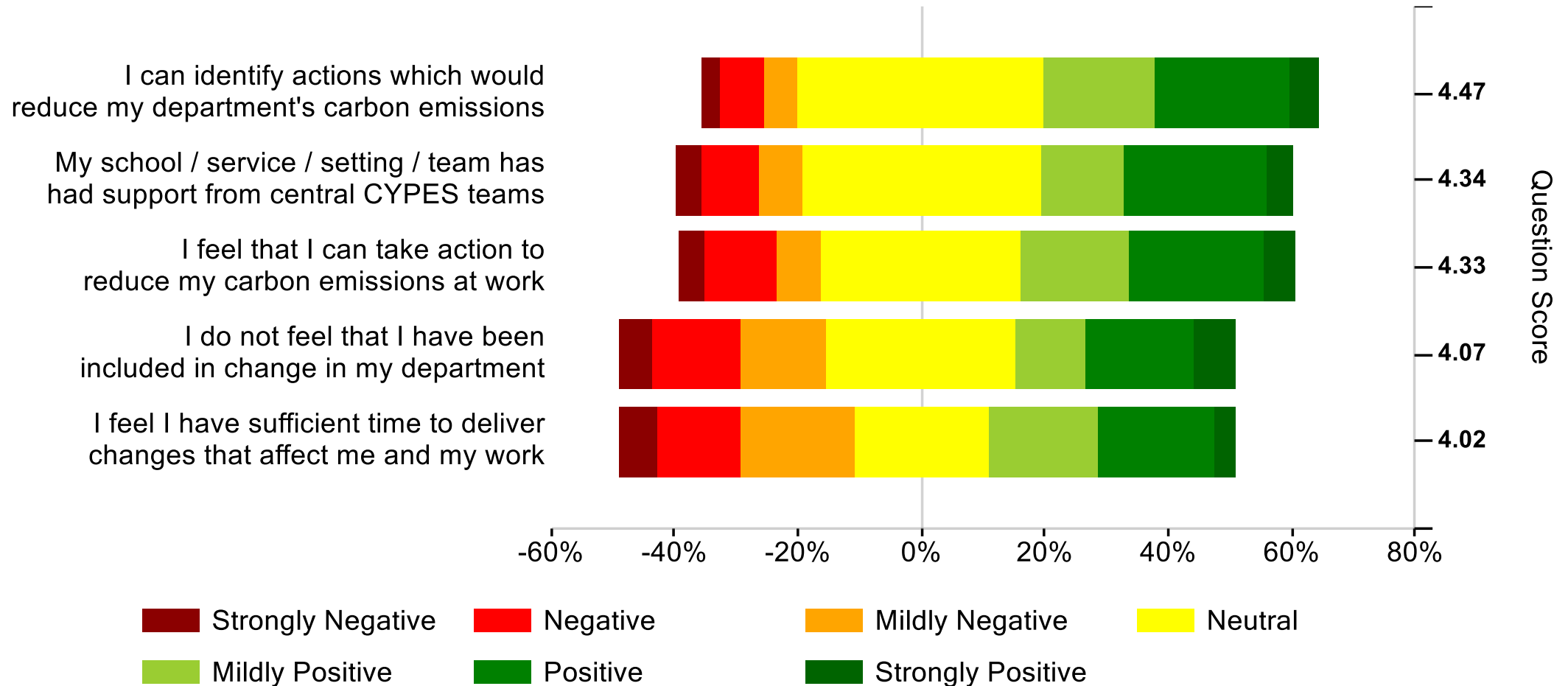
Bespoke (1 of 3)



Bespoke (2 of 3)



Bespoke (3 of 3)



Service

