

Flash Report[Log Out](#)**Selected Unit: Disclosure Scotland****Instructions**

You can export this information in to a pdf, excel or a number of other formats. Click on "Select a format" to choose, then click on "Export" . You will then be given the choice to open or save the downloaded document.

Due to rounding the sum of % Strongly agree and % Agree may not total exactly the Percent Positive score, this is also true of Percent Negative. Use the following options in the toolbar above to navigate between pages in the report:

**Engagement Index: 53%****My work**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B01. I am interested in my work	22 %	60 %	9 %	7 %	2 %	82 %	9 %	9 %	162
B02. I am sufficiently challenged by my work	16 %	27 %	25 %	22 %	10 %	43 %	25 %	31 %	162
B03. My work gives me a sense of personal accomplishment	9 %	47 %	23 %	12 %	9 %	56 %	23 %	21 %	161
B04. I feel involved in the decisions that affect my work	6 %	32 %	18 %	27 %	17 %	38 %	18 %	44 %	162
B05. I have a choice in deciding how I do my work	9 %	29 %	19 %	30 %	14 %	38 %	19 %	43 %	161

Organisational objectives and purpose

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B06. I have a clear understanding of Disclosure Scotland's purpose	48 %	48 %	3 %	1 %	1 %	95 %	3 %	2 %	162
B07. I have a clear understanding of Disclosure Scotland's objectives	36 %	53 %	9 %	1 %	2 %	89 %	9 %	2 %	161
B08. I understand how my work contributes to Disclosure Scotland's objectives	39 %	53 %	6 %	1 %	1 %	91 %	6 %	2 %	161

My line manager

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B09. My manager motivates me to be more effective in my job	17 %	53 %	22 %	6 %	2 %	70 %	22 %	8 %	162
B10. My manager is considerate of my life outside work	32 %	48 %	14 %	5 %	1 %	80 %	14 %	6 %	161
B11. My manager is open to my ideas	20 %	51 %	19 %	9 %	1 %	72 %	19 %	10 %	162
B12. My manager helps me to understand how I contribute to Disclosure Scotland's objectives	14 %	53 %	23 %	9 %	1 %	67 %	23 %	10 %	161

B13.	Overall, I have confidence in the decisions made by my manager	25 %	52 %	16 %	5 %	3 %	76 %	16 %	8 %	161
B14.	My manager recognises when I have done my job well	20 %	55 %	16 %	7 %	2 %	75 %	16 %	10 %	161
B15.	I receive regular feedback on my performance	17 %	63 %	12 %	7 %	1 %	81 %	12 %	7 %	161
B16.	The feedback I receive helps me to improve my performance	16 %	51 %	22 %	7 %	3 %	67 %	22 %	11 %	161
B17.	I think that my performance is evaluated fairly	9 %	48 %	25 %	14 %	3 %	57 %	25 %	17 %	161
B18.	Poor performance is dealt with effectively in my team	10 %	45 %	27 %	13 %	6 %	55 %	27 %	18 %	160

My team

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B19.	The people in my team can be relied upon to help when things get difficult in my job	26 %	60 %	10 %	2 %	1 %	86 %	10 %	3 %	162
B20.	The people in my team work together to find ways to improve the service we provide	17 %	58 %	18 %	5 %	2 %	75 %	18 %	7 %	162
B21.	The people in my team are encouraged to come up with new and better ways of doing things	14 %	52 %	21 %	11 %	2 %	65 %	21 %	14 %	161

Learning and development

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B22.	I am able to access the right learning and development opportunities when I need to	9 %	49 %	21 %	17 %	4 %	58 %	21 %	21 %	160
B23.	Learning and development activities I have completed in the past 12 months have helped to improve my performance	7 %	39 %	35 %	15 %	3 %	46 %	35 %	19 %	155
B24.	There are opportunities for me to develop my career in Disclosure Scotland	6 %	25 %	25 %	23 %	21 %	31 %	25 %	44 %	158
B25.	Learning and development activities I have completed while working for Disclosure Scotland are helping me to develop my career	5 %	27 %	38 %	24 %	6 %	32 %	38 %	30 %	155

Inclusion and fair treatment

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B26.	I am treated fairly at work	19 %	67 %	7 %	6 %	1 %	86 %	7 %	7 %	162
B27.	I am treated with respect by the people I work with	18 %	72 %	7 %	2 %	2 %	90 %	7 %	4 %	162
B28.	I feel valued for the work I do	6 %	47 %	25 %	15 %	7 %	52 %	25 %	22 %	162
B29.	I think that Disclosure Scotland respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	22 %	55 %	16 %	6 %	2 %	77 %	16 %	7 %	162

Resources and workload

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B30. In my job, I am clear what is expected of me	22 %	73 %	2 %	2 %	1 %	95 %	2 %	2 %	162
B31. I get the information I need to do my job well	12 %	63 %	15 %	9 %	1 %	75 %	15 %	9 %	162
B32. I have clear work objectives	17 %	72 %	9 %	1 %	1 %	89 %	9 %	2 %	162
B33. I have the skills I need to do my job effectively	23 %	70 %	2 %	4 %	1 %	93 %	2 %	4 %	162
B34. I have the tools I need to do my job effectively	21 %	60 %	10 %	7 %	1 %	81 %	10 %	9 %	162
B35. I have an acceptable workload I achieve a good balance	14 %	61 %	14 %	9 %	2 %	75 %	14 %	11 %	162
B36. between my work life and my private life	10 %	60 %	15 %	8 %	6 %	70 %	15 %	14 %	162

Pay and benefits

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B37. I feel that my pay adequately reflects my performance	2 %	30 %	29 %	24 %	14 %	32 %	29 %	39 %	161
B38. I am satisfied with the total benefits package	3 %	25 %	41 %	19 %	13 %	27 %	41 %	32 %	159
B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable	2 %	27 %	28 %	28 %	14 %	30 %	28 %	42 %	161

Leadership and managing change

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B40. I feel that Disclosure Scotland as a whole is managed well	2 %	47 %	27 %	20 %	2 %	50 %	27 %	23 %	161
B41. Senior Managers in Disclosure Scotland are sufficiently visible	6 %	47 %	25 %	18 %	4 %	53 %	25 %	22 %	161
B42. I believe the actions of Senior Managers are consistent with Disclosure Scotland's values	5 %	36 %	43 %	9 %	6 %	41 %	43 %	16 %	159
B43. I believe that the DS Strategic Board has a clear vision for the future of Disclosure Scotland	5 %	33 %	51 %	11 %	1 %	38 %	51 %	12 %	160
B44. Overall, I have confidence in the decisions made by Disclosure Scotland's Senior Managers	4 %	39 %	36 %	17 %	4 %	43 %	36 %	21 %	160
B45. I feel that change is managed well in Disclosure Scotland	3 %	38 %	27 %	25 %	7 %	41 %	27 %	32 %	159
B46. When changes are made in Disclosure Scotland they are usually for the better	3 %	29 %	40 %	24 %	4 %	31 %	40 %	29 %	160
B47. Disclosure Scotland keeps me informed about matters that affect me	6 %	46 %	27 %	15 %	6 %	52 %	27 %	21 %	162
B48. I have the opportunity to contribute my views before decisions are made that affect me	2 %	36 %	28 %	26 %	8 %	38 %	28 %	34 %	162
B49. I think it is safe to challenge the way things are done in Disclosure Scotland	6 %	35 %	34 %	18 %	7 %	41 %	34 %	25 %	161

Engagement

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B50. I am proud when I tell others I am part of Disclosure Scotland I would recommend Disclosure Scotland as a great place to work	6 %	35 %	42 %	12 %	5 %	41 %	42 %	17 %	162
B51. I feel a strong personal attachment to Disclosure Scotland	4 %	32 %	35 %	21 %	8 %	36 %	35 %	29 %	161
B52. Disclosure Scotland inspires me to do the best in my job	3 %	34 %	38 %	19 %	7 %	37 %	38 %	25 %	162
B53. Disclosure Scotland motivates me to help it achieve its objectives	3 %	37 %	38 %	16 %	6 %	40 %	38 %	22 %	162

Taking action

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
B55. I believe that Senior Managers in Disclosure Scotland will take action on the results from this survey	8 %	40 %	25 %	17 %	11 %	48 %	25 %	28 %	162
B56. I believe that managers where I work will take action on the results from this survey	7 %	43 %	27 %	16 %	7 %	50 %	27 %	23 %	162

Data security

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Percent Positive	Percent Neutral	Percent Negative	Responses
C01. I know where to go to find out how to handle personal and sensitive information	14 %	66 %	13 %	8 %	0 %	79 %	13 %	8 %	160
C02. In the past 12 months have you received training on handling data and procedures to protect personal and sensitive information?	Yes	No				Percent Positive	Percent Neutral	Percent Negative	Responses
	74 %	26 %				74 %	0 %	26 %	161

Civil Service Code

	Yes	No	Percent Positive	Percent Neutral	Percent Negative	Responses
E01. Are you aware of the Civil Service Code?	67 %	33 %	67 %	0 %	33 %	161
E02. Are you aware of how to raise a concern under the Civil Service Code?	49 %	51 %	49 %	0 %	51 %	160
E03. Are you confident that if you raised a concern under the Civil Service Code in Disclosure Scotland it would be investigated properly?	56 %	44 %	56 %	0 %	44 %	156

Discrimination, harassment and bullying

	Yes	No	Prefer not to say	Percent Positive	Percent Neutral	Percent Negative	Responses
F01. During the past 12 months have you personally experienced discrimination at work?	8 %	88 %	4 %	88 %	4 %	8 %	161

Discrimination, harassment and bullying

On which of the following grounds have you personally experienced discrimination at work in the past 12 months?

	Tick	Responses
F02.1.Age	-	-
F02.5.Gender	-	-
F02.7.Grade, payband or responsibility level	-	-
F02.10.Sexual orientation	-	-
F02.13.Working pattern	-	-
F02.14.Any other grounds	-	-
F02.15.Prefer not to say	-	-

Discrimination, harassment and bullying

	Yes	No	Prefer not to say	Percent Positive	Percent Neutral	Percent Negative	Responses
F03. During the past 12 months have you personally experienced bullying or harassment at work?	3 %	94 %	2 %	94 %	2 %	3 %	161

Discrimination, harassment and bullying

Who were you bullied or harassed by at work in the past 12 months?

	Tick	Responses
F04.1.A colleague	-	-
F04.4.Someone you manage	-	-
F04.8.Prefer not to say	-	-