Brighton & Hove City Council - Employee Engagement Survey - 2019 Benchmarking Report WHAT THIS TABLE IS TELLING YOU: This report shows the percentage of positive responses (agree and strongly agree) for each question, by team. Green shading indicates a score that is equal to or higher than 70% Amber shading indicates a score that is between 51%-69% Red shading indicates a score that is equal to or lower than 50% Teams with a response rate lower than 35% will not have their results displayed Responses Quota Response rate	Full or Part Time (Full time) 64 Full or Part Time (Part time)	Grade (Scale 1-6 (Up to £26,317)) Grade (SO1 - M8 (£26,999 - £47,253)) Grade (M7 or above (£48,433 or above))	Supervise Staff (No) Supervise Staff (Yes)	Age (Under 25) Age (25-34) Age (35-44) Age (45-54) Age (over 65) Age (Skip)	Gender (Male) Gender (Female) Gender (Other) Gender (Skip)	Gender identity (Yes) Gender identity (No) Gender identity (Skip)	Ethnicity (White British) Ethnicity (White other) Ethnicity (BME) Ethnicity (Skip)	Sexual orientation (Heterosexual/Straight) Sexual orientation (LGB) Sexual orientation (Skip)	Religion/Belief (No religion) Religion/Belief (Other) Religion/Belief (Christian) Religion/Belief (Skip)	Health/Disability (Yes) Health/Disability (No) Health/Disability (Skip)	Carer (Yes) Carer (No) Carer (Skip) 2257 229
38 Open and honest conversation is encouraged in my team (FI) 6 The organisation feels like a fair and inclusive place to work (FI) 8 My line manager treats me with respect (FI) 16 I believe the organisation takes the issues of bullying, harassment and discrimination seriously (FI) 18 I feel fairly treated as an individual at work (FI) 25 My team is managed in a fair and inclusive way (FI) 34 I receive respect at work from my colleagues (FI) 36 Behaviour that offends others is not tolerated in my team (FI) 87 87 88 89 87 87 87 88 88 87 87 88 88 88 88 89 89 89 89 89 80 80 80 80 80 80 80 80 80 80 80 80 80	80 77 67 69 89 90 66 71 78 78 77 77 85 88 79 80 78 79 0 1	74 81 92 64 69 78 87 91 96 69 65 76 73 82 91 73 79 93 84 88 94 78 80 83 75 79 88 -3 1 10	76 83 67 69 90 88 65 72 77 80 76 80 87 86 78 82	75 81 81 78 79 95 69 73 72 71 68 65 77 50 92 94 88 89 89 96 83 73 69 64 68 70 83 56 75 80 79 78 76 92 66 71 81 78 76 77 94 68 85 89 86 88 87 94 80 81 77 78 79 81 92 75 78 80 78 78 78 90 68 0 2 0 0 0 12 -10	79 80 50 69 71 69 47 47 89 90 76 82 69 68 50 55 80 79 56 64 81 77 60 64 86 88 69 77 79 81 63 72 79 79 59 66 1 1 -19 -12	80 66 72 70 63 50 90 84 82 69 47 54 80 66 66 79 60 67 87 75 81 81 56 72 80 65 68 2 -13 -10	80 83 81 71 71 70 73 76 59 50 90 89 90 87 84 69 63 65 63 55 80 71 81 79 66 78 74 80 76 65 87 89 88 85 80 80 81 82 73 73 79 78 80 74 68 1 0 2 -4 -10	80 79 71 70 74 50 90 90 86 70 66 53 80 78 66 78 78 66 89 86 79 81 79 72 80 79 68 2 1 -10	81 78 81 71 70 71 72 51 91 89 90 84 68 66 73 56 79 81 82 66 79 79 80 64 88 88 90 78 81 74 83 73 80 78 81 68 2 0 3 -10	71 80 73 54 71 51 80 90 85 55 71 52 66 80 64 69 79 63 78 89 77 70 81 71 68 80 67 -10 2 -11	76 80 73 64 70 53 86 90 84 66 69 56 74 80 66 70 79 65 84 88 77 78 80 72 75 80 68 -3 2 -10