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NIA Staff Survey 2017 Gender Report

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The Northern Ireland Assembly Secretariat carries out a survey of its staff approximately every two years. This Research Paper presents the findings of the 2017 Staff Survey disaggregated by gender. These findings will inform the work of the Gender Action Implementation Group in progressing the Northern Ireland Assembly Commission's Gender Action Plan.

Executive Summary

About the survey

The Northern Ireland Assembly Secretariat carries out a survey of its staff approximately every two years. The aims of the Northern Ireland Assembly Staff Survey 2017 were to:

- give staff an opportunity to express their views on their role within the Secretariat and the support available to them; and
- assess the attitudes of staff in relation to a range of work issues.

The survey was overseen by the Internal Communications Group, with analysis carried out by the Assembly's Research and Information Service.

Methodology

The online survey was launched on 14 June 2017 and closed on 7 July 2017. Promotional activities to encourage participation were undertaken by the Internal Communications Group and the Communications Office prior to the launch of and throughout the duration of the survey. Incentives of an additional day's annual leave were offered to encourage participation.

For the first time, a question on gender was included in the report to inform the work of the Gender Action Implementation Group.

A total of 309 responses were received, a response rate of 90%. Of those participants who indicated their gender, half were male and half were female. At the time the survey was carried out 44% of Secretariat staff were female and 56% were male, suggesting that a higher proportion of females than males participated in the survey.

Working in the Assembly

Feedback from both males and females regarding working in the Assembly was generally very positive. Overall, females tended to have more positive views than males about the terms and conditions, the physical working environment and the approach to health and safety. Whilst the majority of both males and females agreed that they have a good work/life balance.

Working relationships

Males were more likely than females to say that they have been subjected to unacceptable behaviour since the last staff survey.

Leadership and Management

Males were more likely than females to agree that they have sufficient opportunities to provide feedback to their manager and to agree that their manager recognises when they have done their job well.

Females were more likely than males to agree that they understand the roles and responsibilities of SMG whereas males were more likely than females to say they 'don't know' or have 'no opinion'. Males were more likely than females to agree that change is well managed by SMG or to say they 'don't know' or have 'no opinion'. Males were also more likely than females to agree that SMG members are sufficiently visible.

Whilst females were more likely than males to say that they are aware of the roles and responsibilities of the Assembly Commission, males were more likely to say that they know what the strategic aims and goals of the Assembly Commission's current strategy are.

Performance and development

Whilst females were much more likely than males to agree that they are satisfied with how their performance is reviewed, males were more likely to agree that they have meaningful discussions with their line manager about their performance and development throughout the year.

Overall, females were more positive about access to and the impact of learning opportunities on performance than males. Females were more likely than males to agree that:

Females were more likely than males to disagree that they are satisfied with the opportunities that they have for career development whilst males were more likely to say they 'don't know' or have 'no opinion'.

Internal Communications

Generally speaking, males were more positive about internal communications than females. However, females were more positive about the effectiveness of meetings than males. Females were more likely than males to agree that team meetings and that Directorate are effective ways of raising issues and obtaining information.

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1 About the survey

The Northern Ireland Assembly Secretariat carries out a survey of its staff approximately every two years. The aims of the Northern Ireland Assembly Staff Survey 2017 were to:

- give staff an opportunity to express their views on their role within the Secretariat and the support available to them; and
- assess the attitudes of staff in relation to a range of work issues.

The research was overseen by the Internal Communications Group. Analysis of the findings was carried out by the Assembly's Research and Information Service.

2 Methodology

The Internal Communications Group developed the questionnaire. It was based initially on the survey used in 2014. The 2017 survey was updated to reflect current issues and also streamlined to take on board feedback from the 2014 survey.

The survey (see questionnaire at Annex A) was launched on 14 June 2017 and closed on 7 July 2017. The survey was extensively promoted by the Internal Communications Group, with support from the Communications Office. A dedicated page was set up on the Assembly's intranet, AssISt. Promotional activities took place prior to commencement and during the survey. Incentives of an additional day's annual leave were offered to encourage participation in the survey.

A response rate of 90% was achieved. Of those participants who indicated their gender, half were male and half were female. At the time the survey was carried out, 44% of Secretariat staff were female and 56% were male, suggesting that a higher proportion of females than males participated in the survey.

3 Results: Working in the Assembly

This section presents staff views on working in the Northern Ireland Assembly disaggregated by gender.

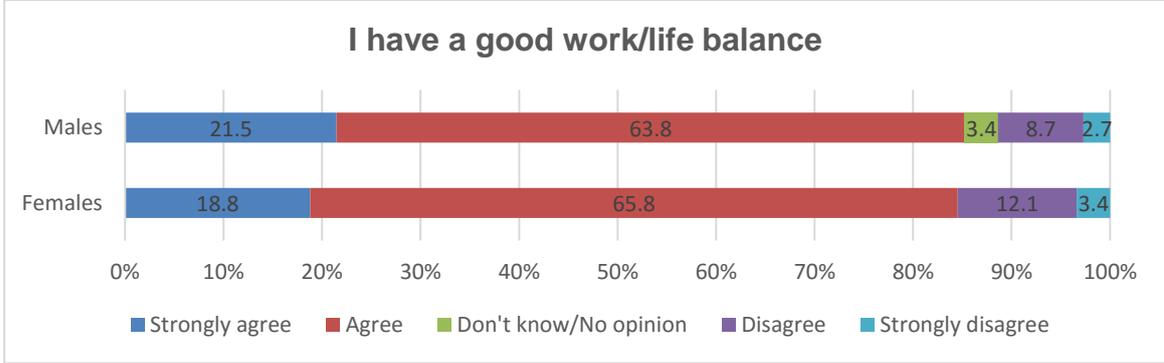
3.1 Work/life balance

The majority of respondents (84.9%) agreed that they have a good work/life balance. Males (21.5%) were more likely than females (18.8%) to strongly agree that they have a good work/life balance. Males were more likely to say they ‘don’t know’ or have ‘no opinion’ (3.4% of males compared with no females). Females (15.4%) were more likely than males (11.4%) to disagree or strongly disagree.

Responses to ‘I have a good work/life balance’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	149	21.5	63.8	3.4	8.7	2.7
Females	149	18.8	65.8	0.0	12.1	3.4

Figures may not sum due to rounding



Getting work done in contracted hours

Most respondents (79.1%) agreed that they are usually able to get their work done within contracted hours. Males (85.0%) were more likely than females (72.5%) to say that they are usually able to get their work done within contracted hours.

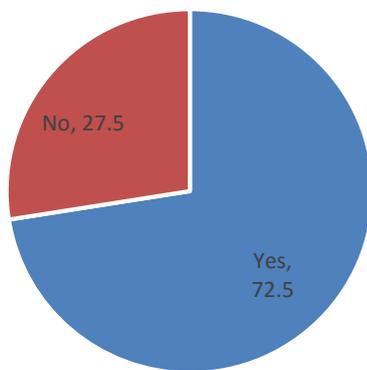
Responses to ‘I am usually able to get my work done within contracted hours’ (%)

	No. of respondents	Yes	No
Males	147	85.0	15.0
Females	149	72.5	27.5

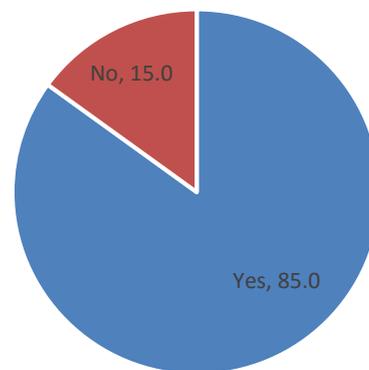
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I am usually able to get my work done within contracted hours

Females



Males



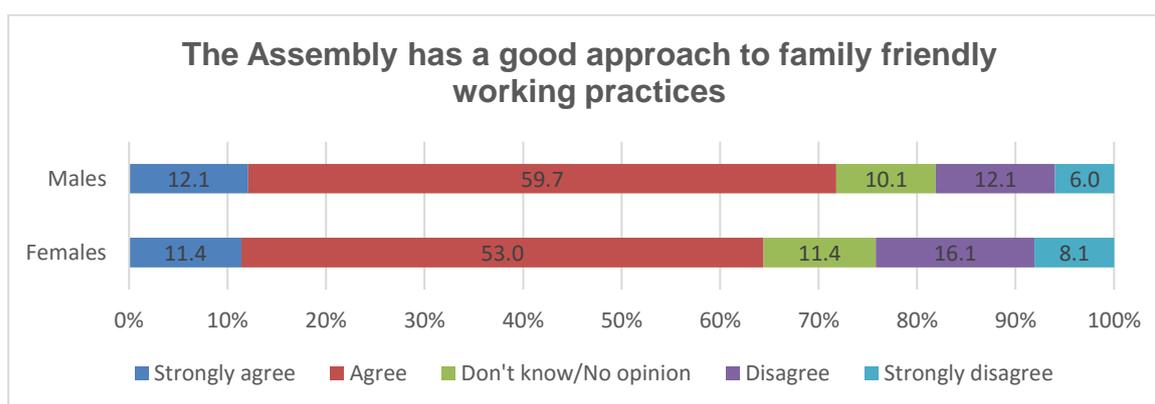
Family-friendly working practices

Just over two thirds of respondents (67.4%) agreed that the Assembly has a good approach to family-friendly working practices. Whilst the majority of both males and females agreed or strongly agreed that the Assembly has a good approach to family friendly working practices, males (71.8%) were more likely than females (64.4%) to agree with this.

Responses to 'The Assembly has a good approach to family friendly working practices' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	149	12.1	59.7	10.1	12.1	6.0
Females	149	11.4	53.0	11.4	16.1	8.1

Figures may not sum due to rounding



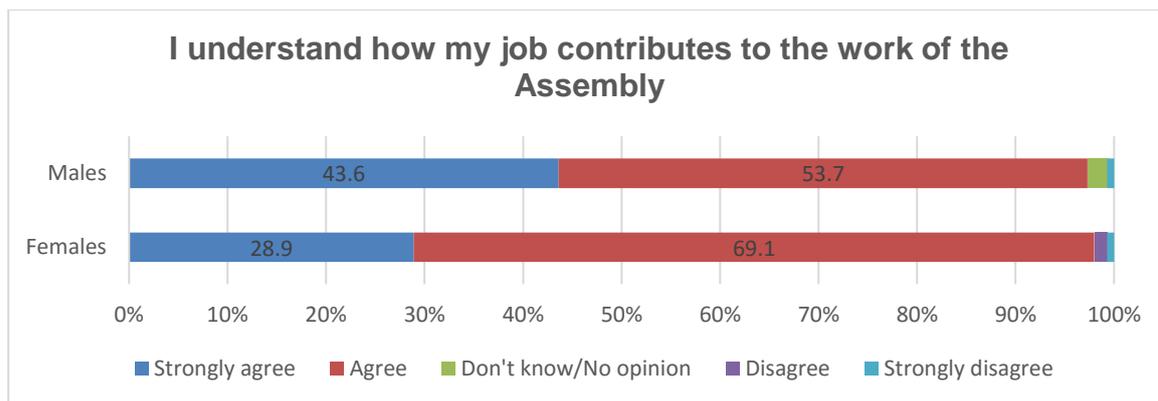
3.2 How job contributes to work of the Assembly

Nearly all respondents (97.7%) to the survey said that they understand how their job contributes to the work of the Assembly. Males (43.6%) were more likely than females (28.9%) to strongly agree that they understand how their job contributes to the work of the Assembly.

Responses to 'I understand how my job contributes to the work of the Assembly' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	149	43.6	53.7	2.0	0.0	0.7
Females	149	28.9	69.1	0.0	1.3	0.7

Figures may not sum due to rounding



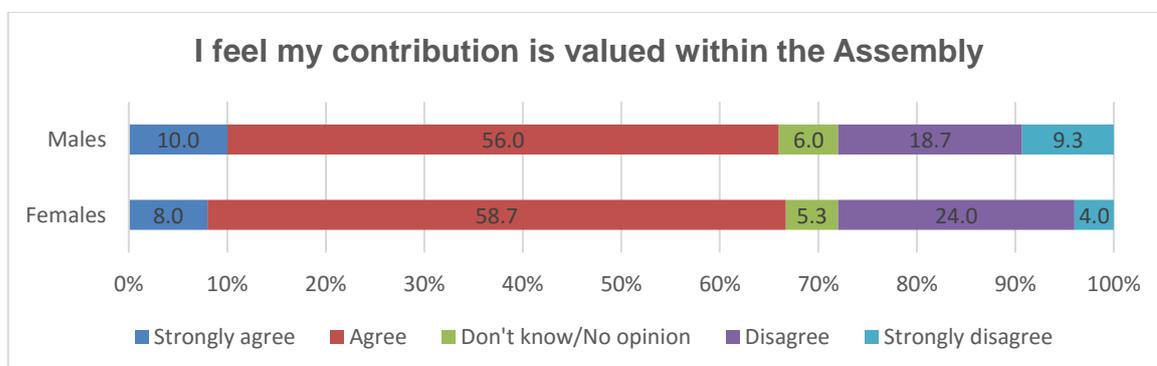
Feel contribution is valued

Less than two thirds of respondents (65.7%) said that they feel that their contribution is valued within the Assembly. While overall levels of agreement with the statement 'I feel my contribution is valued within the Assembly' were similar for males and females, males (10.0%) were slightly more likely than females (8.0%) to strongly agree that they feel their contribution is valued within the Assembly. Similarly, males (9.3%) were more likely than females (4.0%) to strongly disagree that they feel their contribution is valued within the Assembly.

Responses to 'I feel my contribution is valued within the Assembly' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	150	10.0	56.0	6.0	18.7	9.3
Females	150	8.0	58.7	5.3	24.0	4.0

Figures may not sum due to rounding



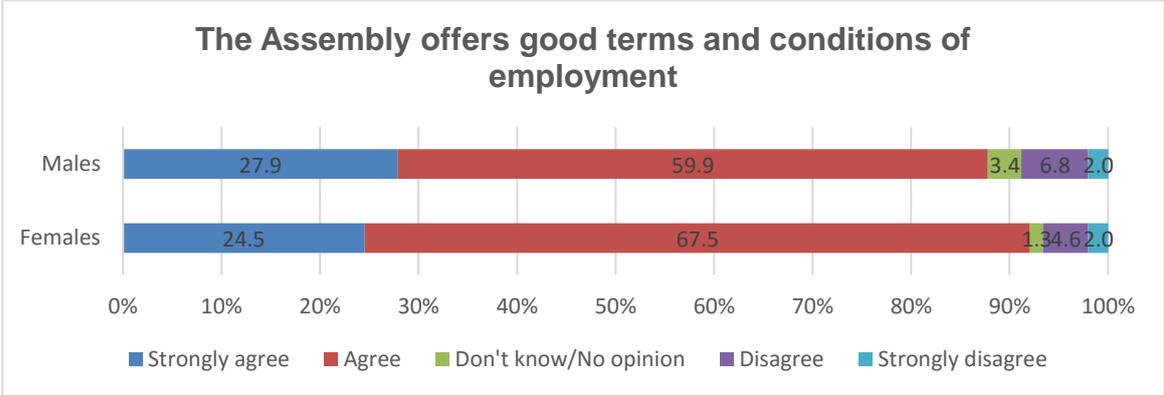
3.3 The Assembly as a place to work

Nine out of 10 respondents (90.1%) agreed that Assembly offers good terms and conditions of employment. Whilst a higher proportion of males (29.9%) than females (24.5%) strongly agreed that the Assembly offers good terms and conditions of employment, females were more likely to agree with this overall (92.1% of females compared with 87.8% of males). A slightly higher proportion of males (3.4%) than females (1.3%) said they ‘don’t know.’

Responses to ‘The Assembly offers good terms and conditions of employment’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	147	27.9	59.9	3.4	6.8	2.0
Females	151	24.5	67.5	1.3	4.6	2.0

Figures may not sum due to rounding



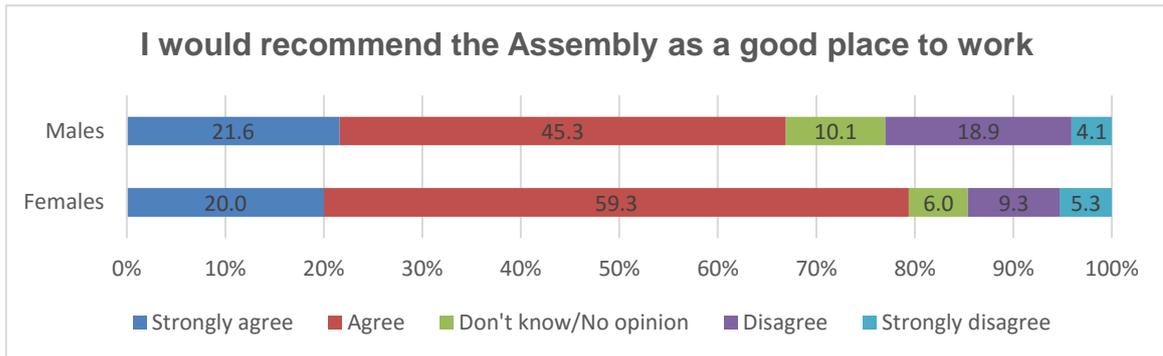
Recommend the Assembly as a good place to work

Almost three quarters of respondents (72.6%) said that they would recommend the Assembly as a good place to work. Females (79.3%) were more likely than males (66.9%) to agree or strongly agree that they would recommend the Assembly as a good place to work. Males (10.1%) were more likely than females (6.0%) to say that they ‘don’t know’ or have ‘no opinion’.

Responses to 'I would recommend the Assembly as a good place to work' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	148	21.6	45.3	10.1	18.9	4.1
Females	150	20.0	59.3	6.0	9.3	5.3

Figures may not sum due to rounding



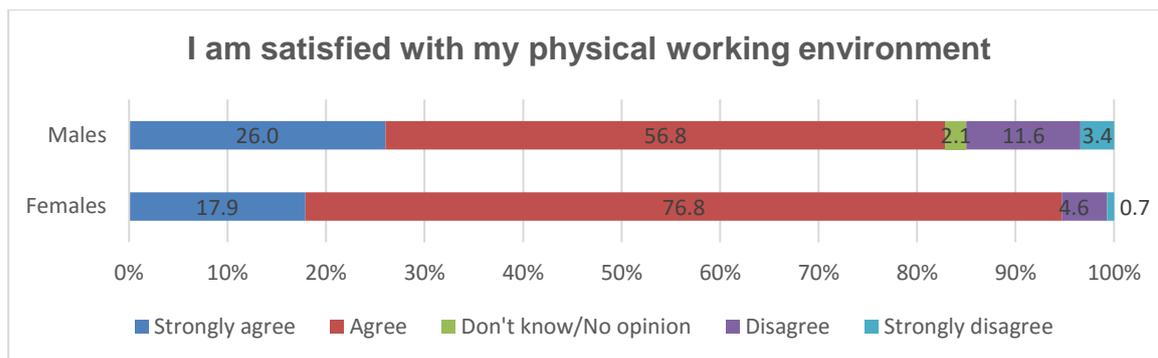
3.4 Working environment

88.8% of respondents said that they are satisfied with their physical working environment. Whilst a higher proportion of males (26.0%) than females (17.9%) strongly agreed that they are satisfied with their physical working environment, overall females (94.7%) were more likely than males (82.9%) to strongly agree that they are satisfied with their physical working environment. Males (2.1%) were more likely than females (0.0%) to say that they 'don't know' or have 'no opinion'.

Responses to 'I am satisfied with my physical working environment' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	146	26.0	56.8	2.1	11.6	3.4
Females	151	17.9	76.8	0.0	4.6	0.7

Figures may not sum due to rounding



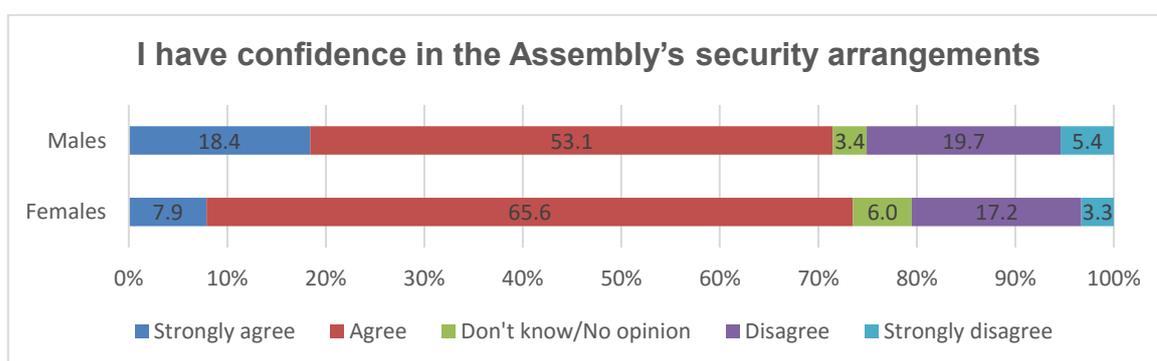
Security arrangements

72.3% of respondents said that they have confidence in the Assembly's security arrangements. Males (25.2%) were more likely than females (20.5%) to disagree or strongly disagree that they have confidence in the Assembly's security arrangements. Females (6.0%) were more likely than males (3.4%) to say that they 'don't know' or have 'no opinion'.

Responses to 'I have confidence in the Assembly's security arrangements' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	147	18.4	53.1	3.4	19.7	5.4
Females	151	7.9	65.6	6.0	17.2	3.3

Figures may not sum due to rounding



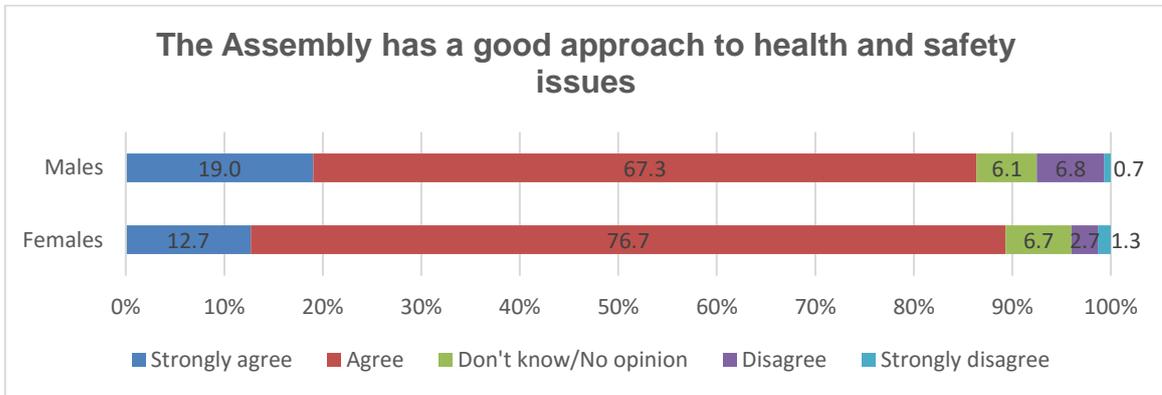
Health and Safety

Whilst 87.8% of all respondents agreed that the Assembly has a good approach to health and safety issues, males were more likely than females to disagree with the statement that the Assembly has a good approach to health and safety issues.

Responses to 'The Assembly has a good approach to health and safety issues' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	147	19.0	67.3	6.1	6.8	0.7
Females	150	12.7	76.7	6.7	2.7	1.3

Figures may not sum due to rounding



3.5 Business planning

Similar proportions of males (72.1%) and females (72.3%) said they know what is in the current Business Plan for their business area (72.2% of all respondents).

Responses to 'I know what is in the current Business Plan for my business area' (%)

	No. of respondents	Yes	No
Males	147	72.1	27.9
Females	148	72.3	27.7

Figures may not sum due to rounding

Whilst similar proportions of males (63.5%) and females (64.9%) said they were given the opportunity to contribute to the business planning process, males (19.6%) were more likely than females (13.5%) to say that they 'don't know' or have 'no opinion'.

I was given the opportunity to contribute to the business planning process (%)

	No. of respondents	Yes	No	Don't know
Males	148	63.5	16.9	19.6
Females	148	64.9	21.6	13.5

Figures may not sum due to rounding

4 Results: Working relationships

This section presents staff views on working relationships in the Northern Ireland Assembly disaggregated by gender.

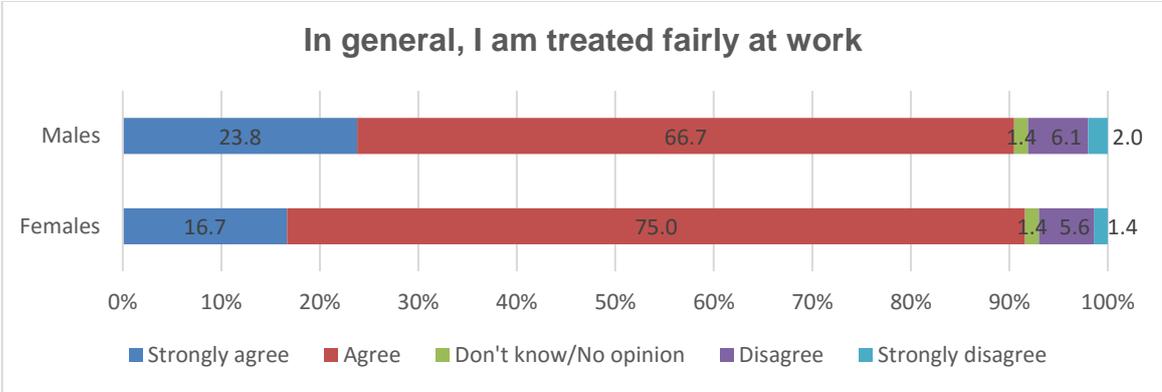
4.1 Treatment at work

The majority of respondents (91.2%) said that, in general, they are treated fairly at work. Similar proportions of males (90.5%) and females (91.7%) strongly agreed or agreed that they are treated fairly at work although males (23.8%) were more likely than females (16.7%) to strongly agree with this.

Responses to ‘In general, I am treated fairly at work’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	147	23.8	66.7	1.4	6.1	2.0
Females	144	16.7	75.0	1.4	5.6	1.4

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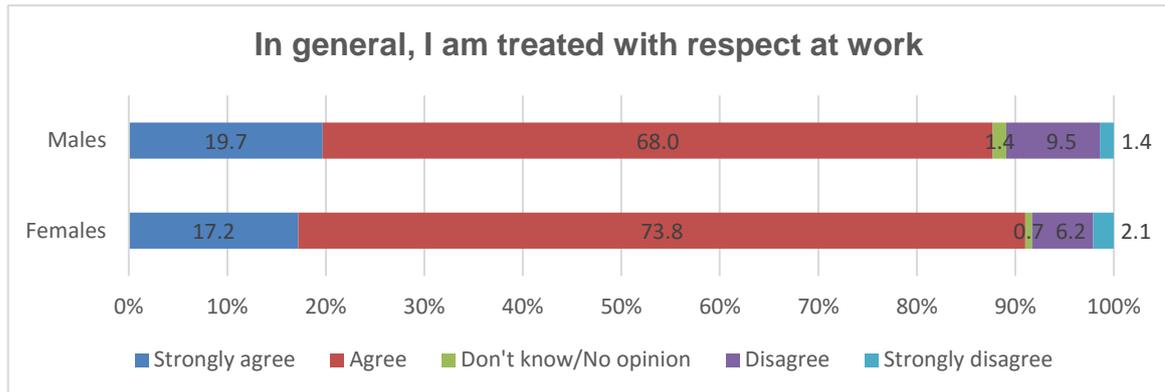


Females (91.0%) were more likely than males (87.8%) to agree or strongly agree that they are treated with respect at work, although males (19.7%) were more likely than females (17.2%) to strongly agree with this.

Responses to 'In general, I am treated with respect at work' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	147	19.7	68.0	1.4	9.5	1.4
Females	145	17.2	73.8	0.7	6.2	2.1

Figures may not sum due to rounding



Equal opportunities policies

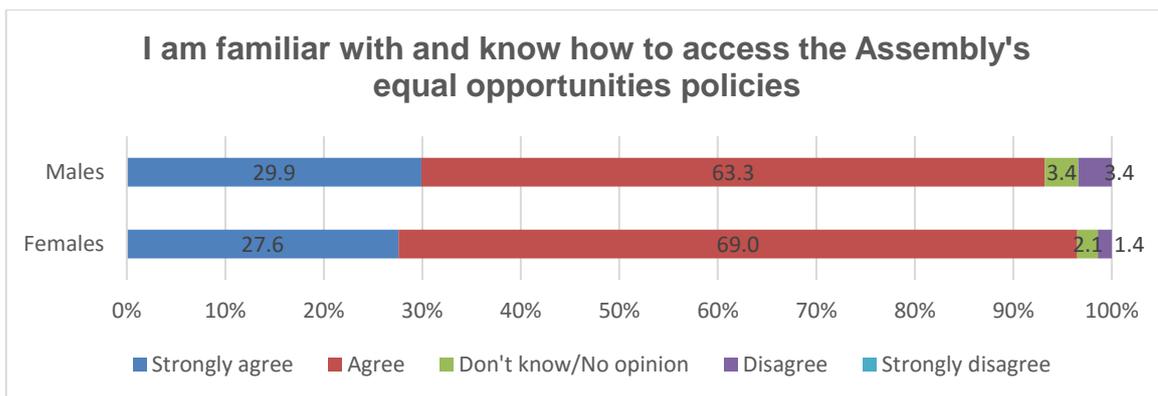
Most respondents (94.9%) said that they are familiar with and know how to access the Assembly's equal opportunities policies.

Females (96.6%) were more likely than males (93.2%) to agree or strongly agree that they are familiar and know how to access the Assembly's equal opportunities policies, although males (29.9%) were more likely than females (27.6%) to strongly agree with this. Males were more likely than females to disagree with this or to say that they 'don't know' or have 'no opinion'.

Responses to 'I am familiar with and know how to access the Assembly's equal opportunities policies' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	147	29.9	63.3	3.4	3.4	0.0
Females	145	27.6	69.0	2.1	1.4	0.0

Figures may not sum due to rounding



4.2 Behaviour

Nearly all respondents said that they are aware of their responsibility to display and encourage positive behaviour in the workplace and that they understand what constitutes acceptable and unacceptable behaviour at work (99.7% of respondents in both cases).

Unacceptable behaviour

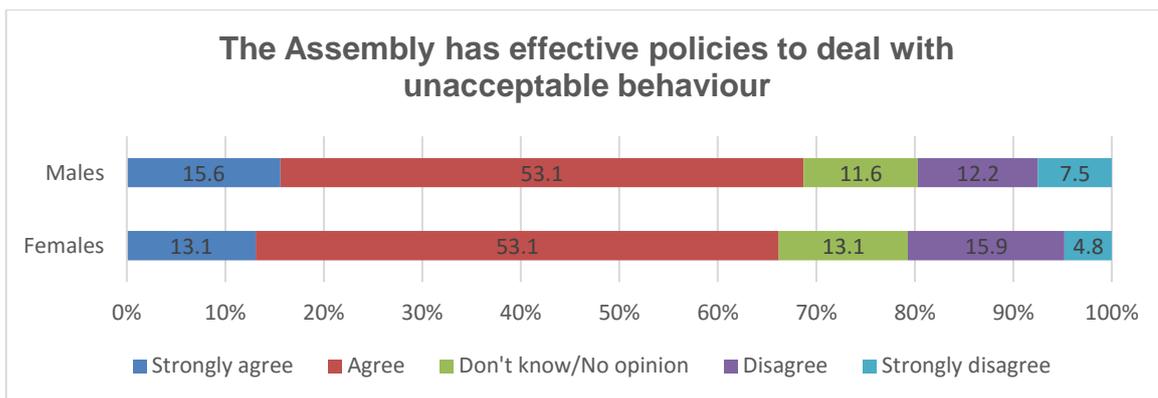
Around two thirds of respondents (66.9%) agreed that the Assembly has effective policies to deal with unacceptable behaviour.

Males (68.7%) were more likely than females (66.2%) to agree or strongly agree that the Assembly has effective policies to deal with unacceptable behaviour. Females (13.1%) were more likely than males (11.6%) to say that they 'don't know' or have 'no opinion'.

Responses to 'The Assembly has effective policies to deal with unacceptable behaviour' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	147	15.6	53.1	11.6	12.2	7.5
Females	145	13.1	53.1	13.1	15.9	4.8

Figures may not sum due to rounding



More than a fifth of respondents (21.9%) said that they had been subjected to unacceptable behaviour (as set out in Assembly Secretariat policies) since the 2014 survey. Males (24.1%) were also more likely than females (18.9%) to say that they have been subjected to unacceptable behaviour.

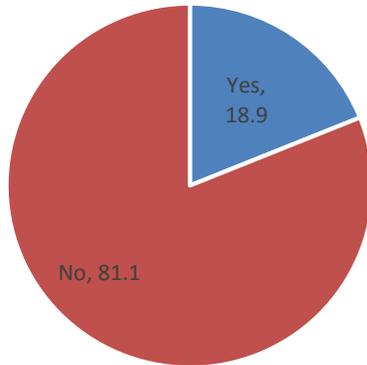
Responses to ‘Have you been subjected to unacceptable behaviour (as set out in Assembly Secretariat policies) since the last staff survey in November/December 2014?’ (%)

	No. of respondents	Yes	No
Males	145	24.1	75.9
Females	143	18.9	81.1

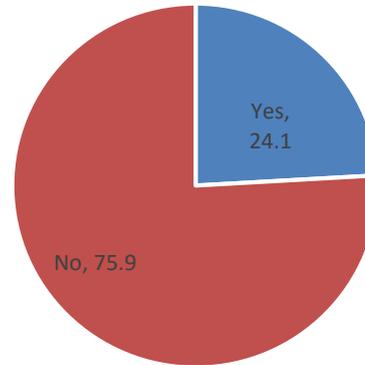
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Have you been subjected to unacceptable behaviour (as set out in Assembly Secretariat policies) since the last staff survey in November/December 2014?

Females



Males



Males were more likely than females to say that they reported the unacceptable behaviour formally.

Males were most likely to say that they a colleague at the same grade or below them displayed the unacceptable behaviour towards them whereas females were most likely to say that their line manager or a colleague above them but not their line manager displayed the unacceptable behaviour.

5 Results: Management and Leadership

This section presents staff views on management and leadership in the Northern Ireland Assembly disaggregated by gender.

5.1 Manager

Values

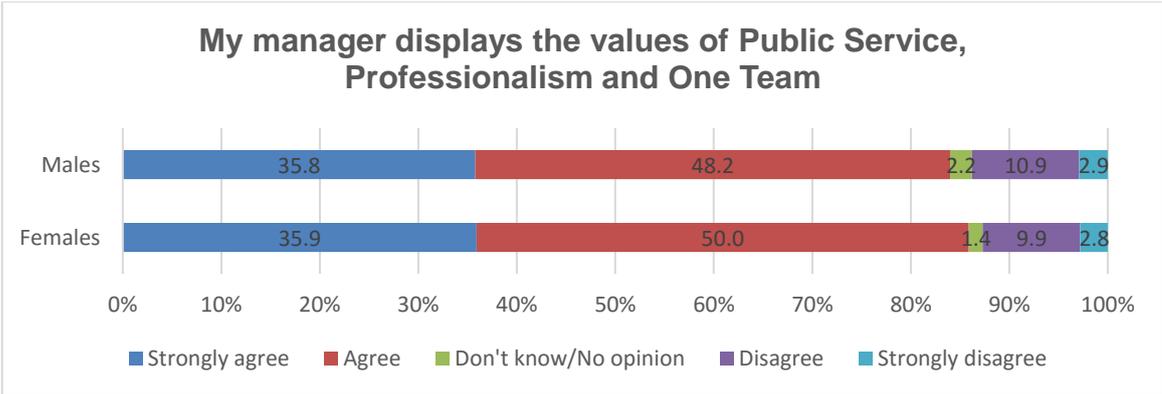
The majority of respondents (84.8%) agreed that their manager displays the values of public service, professionalism and one team.

Females (85.9%) were slightly more likely than males (83.9%) to agree or strongly agree that their manager displays the values of Public Service, Professionalism and One Team.

Responses to ‘My manager displays the values of Public Service, Professionalism and One Team’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	137	35.8	48.2	2.2	10.9	2.9
Females	142	35.9	50.0	1.4	9.9	2.8

Figures may not sum due to rounding



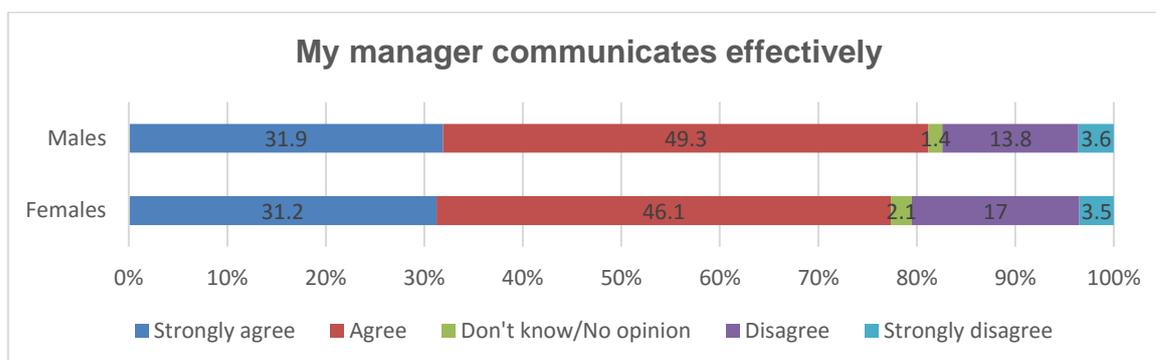
Communication

Almost eight out of ten respondents (79.2%) said that their manager communicates effectively. Males (81.2%) were more likely than females (77.3%) to agree that their manager communicates effectively.

Responses to 'My manager communicates effectively' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	31.9	49.3	1.4	13.8	3.6
Females	141	31.2	46.1	2.1	17.0	3.5

Figures may not sum due to rounding



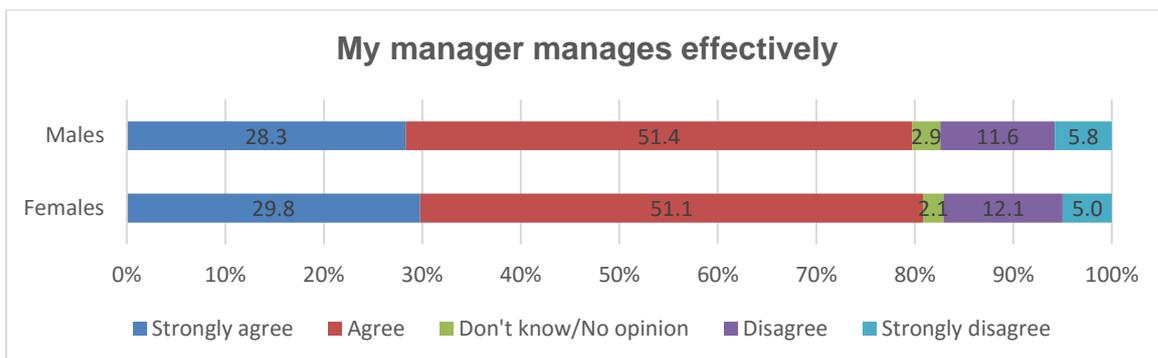
Management

Just over eight out of 10 respondents (80.2%) said that their manager manages effectively. There was little difference in the proportion of males (79.7%) and females (80.9%) who agreed that their manager managers effectively.

Responses to 'My manager manages effectively' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	28.3	51.4	2.9	11.6	5.8
Females	141	29.8	51.1	2.1	12.1	5.0

Figures may not sum due to rounding



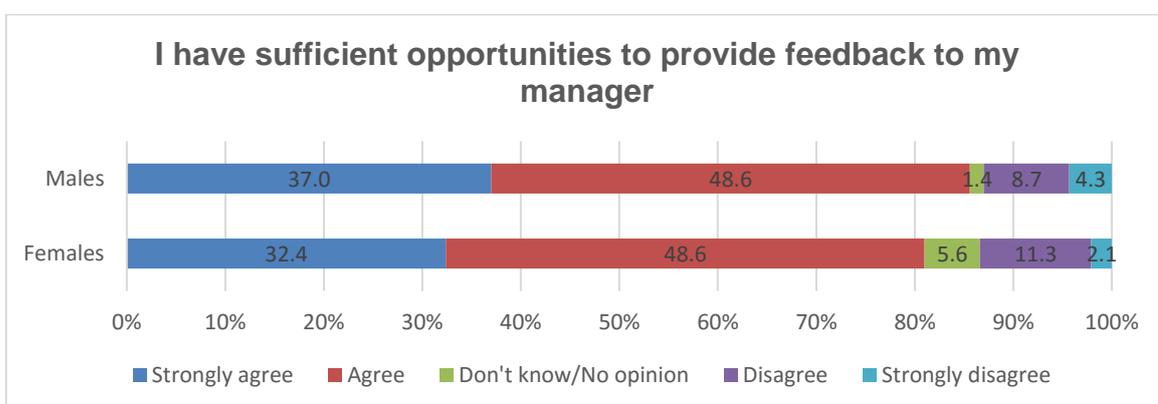
Opportunities to provide feedback

83.2% of respondents reported that they have sufficient opportunities to provide feedback to their manager. Males (85.5%) were more likely than females (81.0%) to agree that they have sufficient opportunities to provide feedback to their manager. Females (5.6%) were more likely than males to say they 'don't know' or have 'no opinion'.

Responses to 'I have sufficient opportunities to provide feedback to my manager' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	37.0	48.6	1.4	8.7	4.3
Females	142	32.4	48.6	5.6	11.3	2.1

Figures may not sum due to rounding



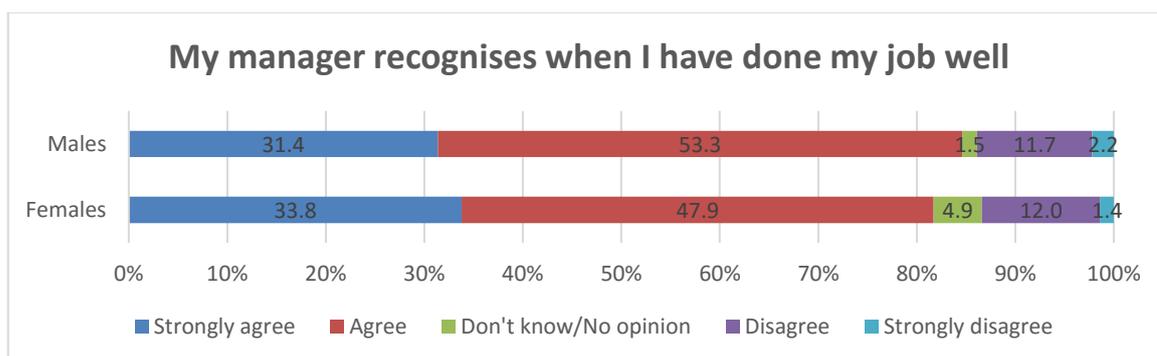
Recognition

Most respondents agreed that their manager recognises when they have done their job well (83.1%). While males (84.7%) were more likely than females (81.7%) to agree or strongly agree that their manager recognises when they have done their job well, females were more likely to strongly agree with this. Females (4.9%) were also more likely than males (1.5%) to say they 'don't know' or have 'no opinion'.

Responses to 'My manager recognises when I have done my job well' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	137	31.4	53.3	1.5	11.7	2.2
Females	142	33.8	47.9	4.9	12.0	1.4

Figures may not sum due to rounding



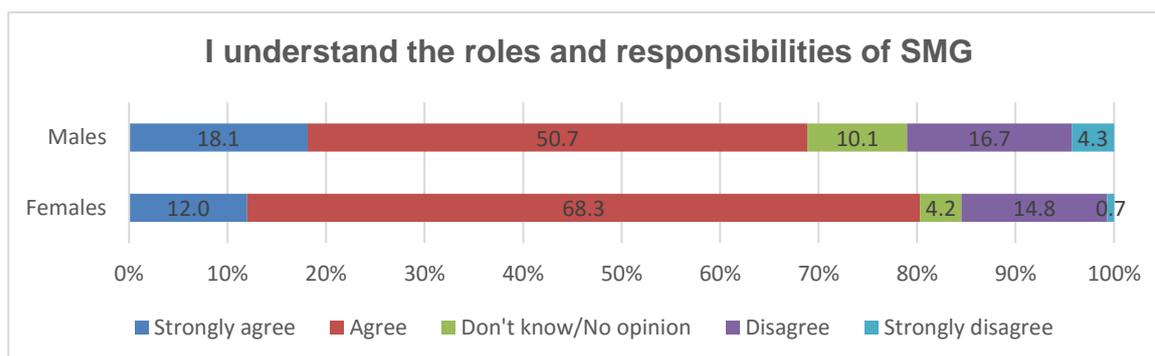
5.2 SMG

Almost three quarters of respondents (74.3%) said that they understand the roles and responsibilities of SMG. Females (80.3%) were more likely than males (68.8%) to agree that they understand the roles and responsibilities of SMG. Males (10.1%) were also more likely than females (4.2%) to say they 'don't know' or have 'no opinion'.

Responses to 'I understand the roles and responsibilities of SMG' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	18.1	50.7	10.1	16.7	4.3
Females	142	12.0	68.3	4.2	14.8	0.7

Figures may not sum due to rounding



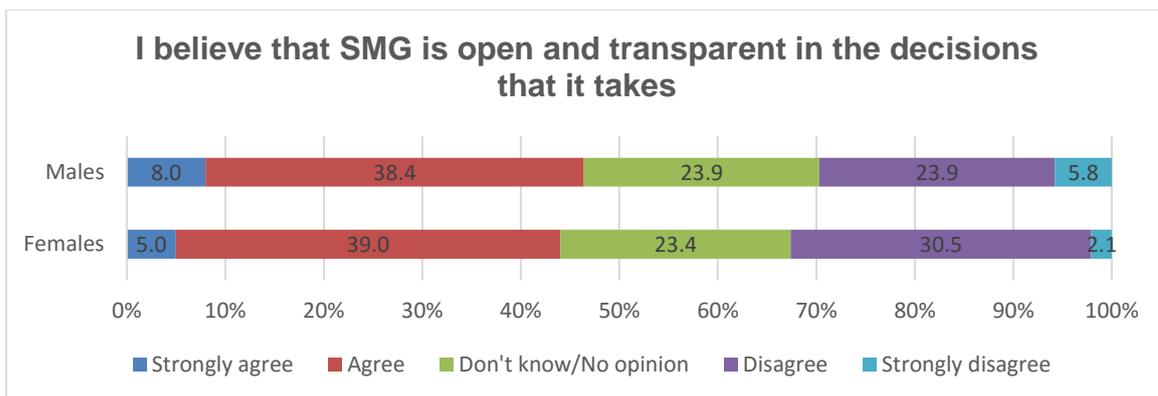
Openness, transparency and communication

Less than half of respondents (44.7%) said they believe that SMG is open and transparent in the decisions that it takes. Males (46.4%) were more likely than females (44.0%) to agree or strongly agree that they believe that SMG is open and transparent in the decisions that it takes. Similar proportions of males (23.9%) and females said they 'don't know' or have 'no opinion'.

Responses to 'I believe that SMG is open and transparent in the decisions that it takes' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	8.0	38.4	23.9	23.9	5.8
Females	141	5.0	39.0	23.4	30.5	2.1

Figures may not sum due to rounding

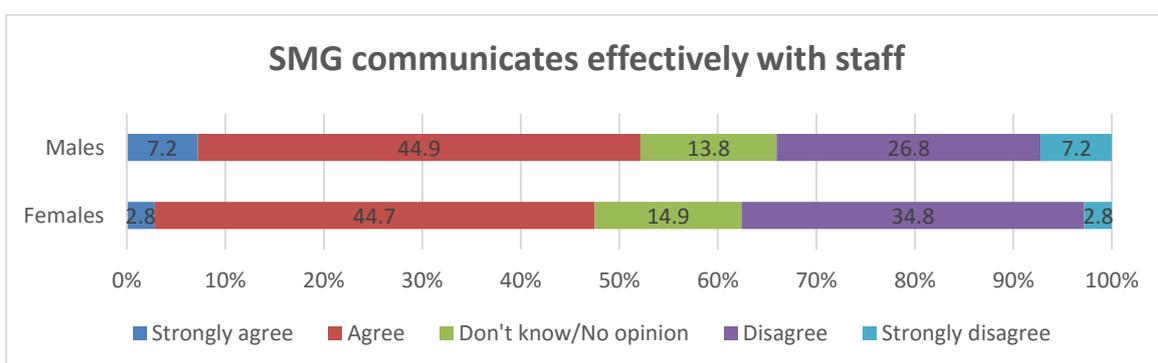


Less than half (49.5%) of respondents agreed that SMG communicates effectively with staff. Males (52.2%) were more likely than females (47.5%) to agree that SMG communicates effectively with staff. Males (7.2%) were also more likely than females (2.8%) to strongly agree that SMG communicates effectively with staff. While females were more likely than males to disagree with this, males were more likely to strongly disagree.

Responses to 'SMG communicates effectively with staff' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	7.2	44.9	13.8	26.8	7.2
Females	141	2.8	44.7	14.9	34.8	2.8

Figures may not sum due to rounding



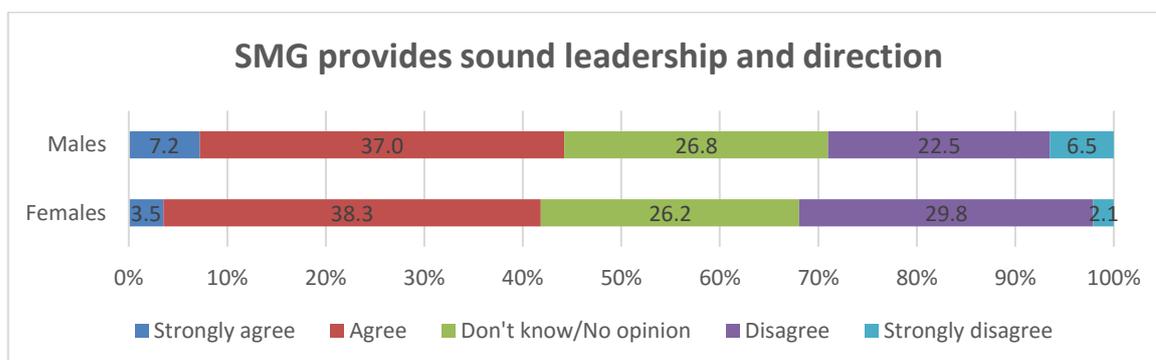
Leadership and direction

42.8% of respondents agreed that SMG provides sound leadership and direction. Males (44.2%) were more likely than females (41.8%) to agree or strongly agree that SMG provides sound leadership and direction.

SMG provides sound leadership and direction (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	7.2	37.0	26.8	22.5	6.5
Females	141	3.5	38.3	26.2	29.8	2.1

Figures may not sum due to rounding



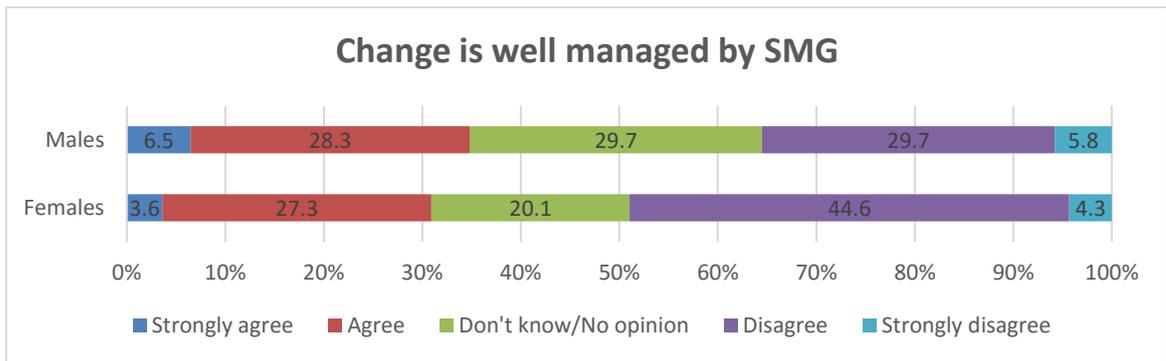
Managing change

A third of respondents (33.1%) agreed that change is managed well by SMG. Males (34.8%) were more likely than females (30.9%) to agree that change is well managed by SMG. Males (29.0%) were more likely than females (20.1%) to say they 'don't know' or have 'no opinion'. Females (48.9%) were much more likely than males (35.5%) to disagree or strongly disagree with this.

Responses to 'Change is well managed by SMG' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	6.5	28.3	29.7	29.7	5.8
Females	139	3.6	27.3	20.1	44.6	4.3

Figures may not sum due to rounding



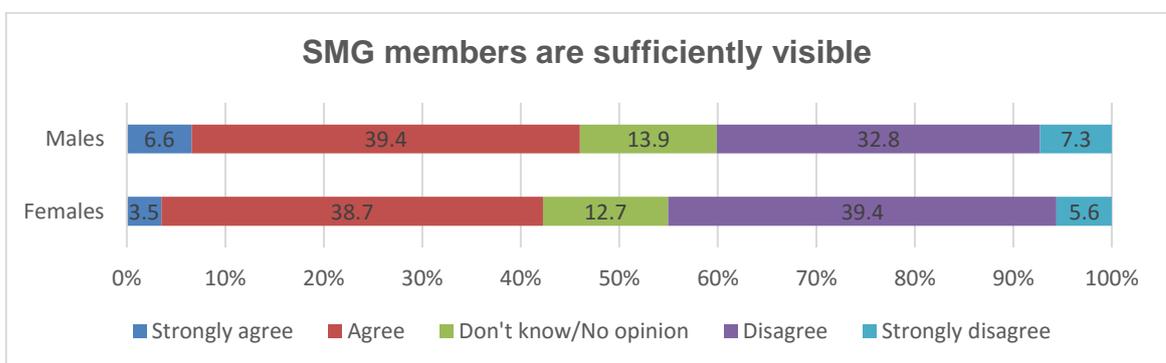
Visibility

In total, 43.8% of staff agreed that SMG members are sufficiently visible. Males (46.0%) were more likely than females (42.3%) to agree or strongly agree that SMG members are sufficiently visible.

Responses to 'SMG members are sufficiently visible' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	137	6.6	39.4	13.9	32.8	7.3
Females	142	3.5	38.7	12.7	39.4	5.6

Figures may not sum due to rounding



5.3 Assembly Commission

Role and responsibilities

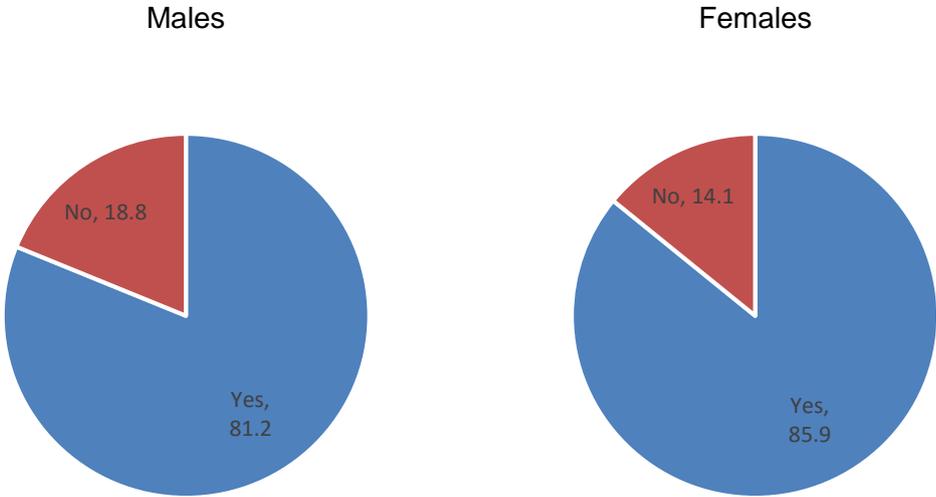
The majority of respondents (83.7%) said that they are aware of the role and responsibilities of the Assembly Commission. Females (85.9%) were more likely than males (81.2%) to say that they are aware of the roles and responsibilities of the Assembly Commission.

Responses to ‘I am aware of the role and responsibilities of the Assembly Commission’ (%)

	No. of respondents	Yes	No
Males	138	81.2	18.8
Females	142	85.9	14.1

Figures may not sum due to rounding

I am aware of the role and responsibilities of the Assembly Commission



Strategic aims and goals

Half of respondents (51.9%) said they know what the strategic aims and goals of the Assembly Commission’s current strategy are. Males (55.1%) were more likely than females (48.6%) to say that they know what the strategic aims and goals of the Assembly Commission's current strategy are.

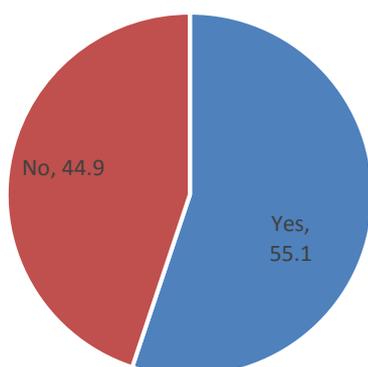
Responses to 'I know what the strategic aims and goals of the Assembly Commission's current strategy are' (%)

	No. of respondents	Yes	No
Males	138	55.1	44.9
Females	142	48.6	51.4

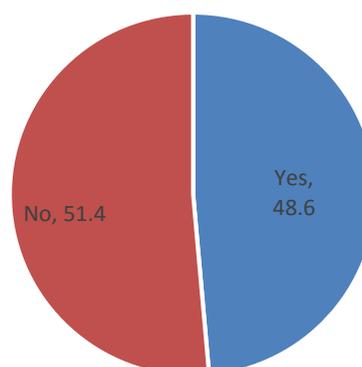
Figures may not sum due to rounding

I know what the strategic aims and goals of the Assembly Commission's current strategy are

Males



Females



6 Results: Performance and Development

This section presents staff views on performance and development disaggregated by gender.

6.1 Performance

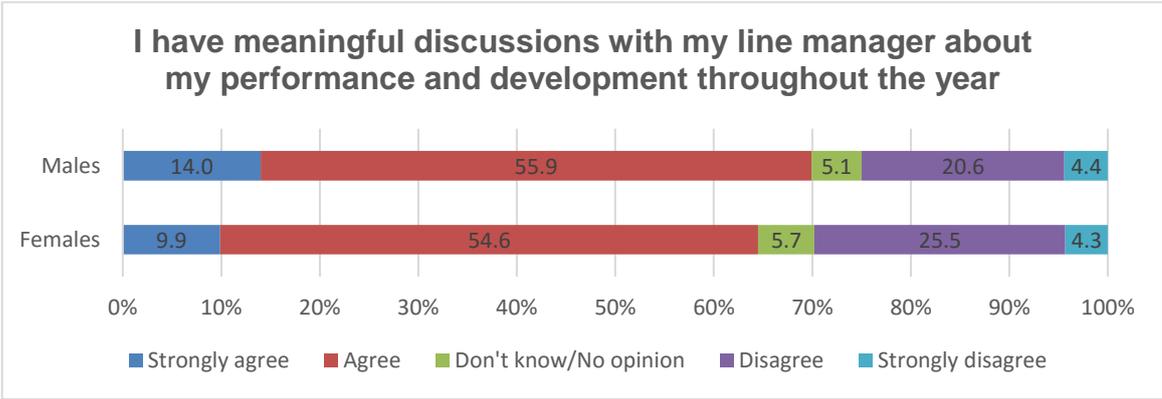
Discussions with line manager

Just over two thirds of respondents (67.3%) agreed that they have meaningful discussions with their line manager about their performance and development throughout the year. Males (69.9%) were more likely than females (64.5%) to agree or strongly agree that they have meaningful discussions with their line manager about their performance and development throughout the year.

Responses to ‘I have meaningful discussions with my line manager about my performance and development throughout the year’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	136	14.0	55.9	5.1	20.6	4.4
Females	141	9.9	54.6	5.7	25.5	4.3

Figures may not sum due to rounding



Satisfaction with how performance is reviewed

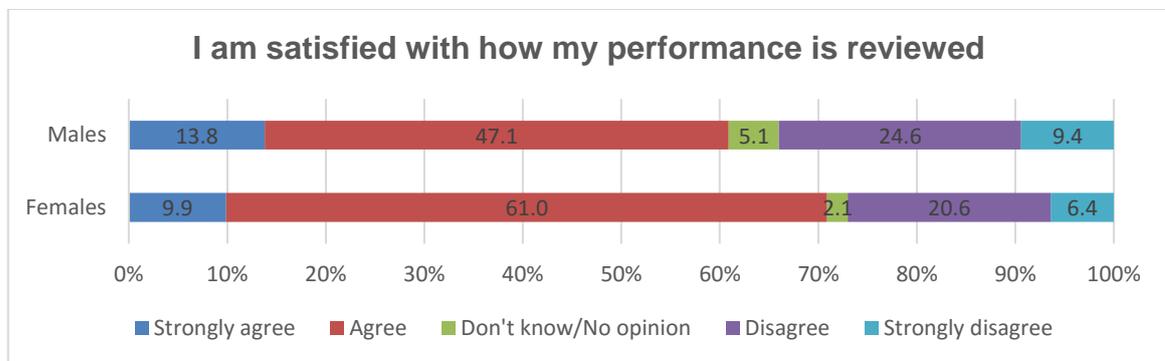
Less than two thirds of respondents (65.8%) said that they are satisfied with how their performance is reviewed. Females (70.9%) were much more likely than males (60.9%) to agree or strongly agree that they are satisfied with how their performance is

reviewed. Males (5.1%) were more likely than females (2.1%) to say they 'don't know' or have 'no opinion'.

Responses to 'I am satisfied with how my performance is reviewed' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	13.8	47.1	5.1	24.6	9.4
Females	141	9.9	61.0	2.1	20.6	6.4

Figures may not sum due to rounding



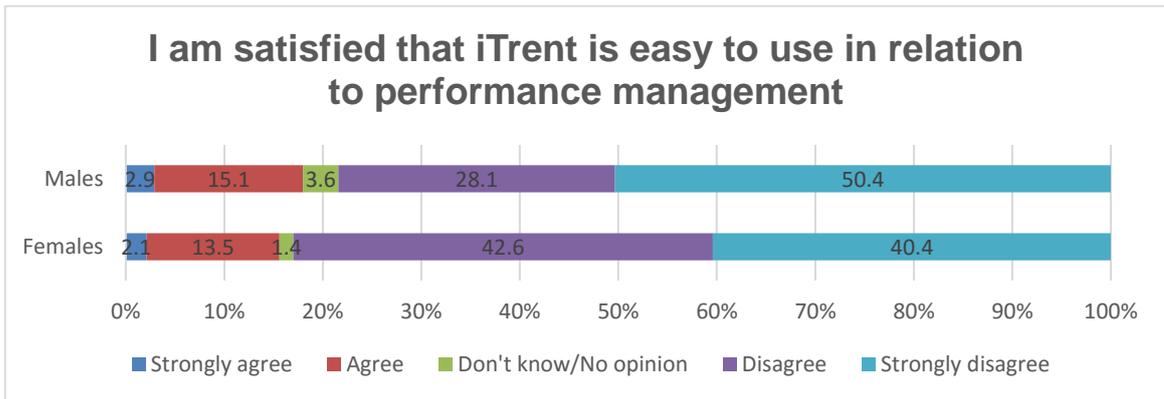
iTrent

Around one in six respondents (17.2%) said that they are satisfied that iTrent is easy to use in relation to performance management. Males (18.0%) were more likely than females (15.6%) to agree that they are satisfied that iTrent is easy to use in relation to performance management. Females (83.0%) were more likely than males (78.4%) to disagree or strongly disagree that they are satisfied that iTrent is easy to use in relation to performance management. Males (3.6%) were more likely than females (1.4%) to say they 'don't know' or have 'no opinion'.

Responses to 'I am satisfied that iTrent is easy to use in relation to performance management' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	139	2.9	15.1	3.6	28.1	50.4
Females	141	2.1	13.5	1.4	42.6	40.4

Figures may not sum due to rounding



6.2 Development

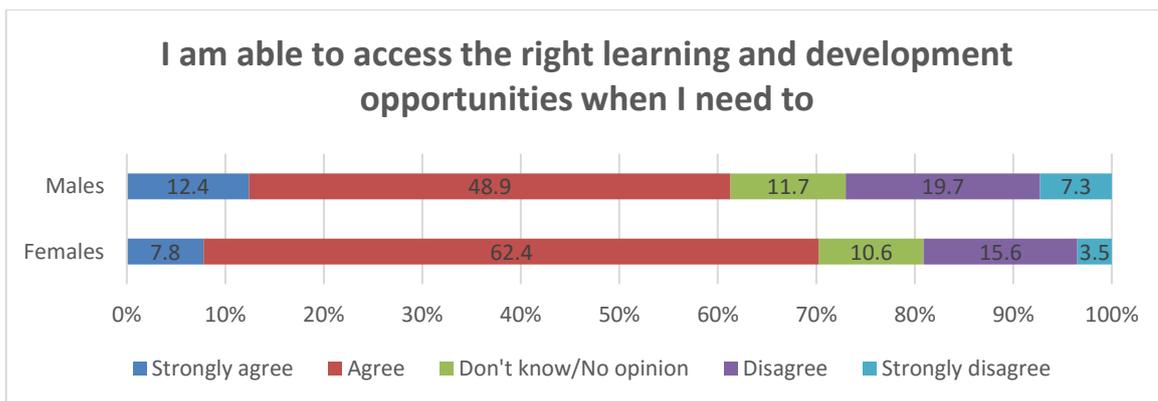
Access to learning and development opportunities

Around two thirds of respondents (66.4%) said that they are able to access the right learning and development opportunities when they need to. Females (70.2%) were more likely than males (61.3%) to agree or strongly agree that they are able to access the right learning opportunities when they need to, although males were more likely to strongly agree with this.

Responses to 'I am able to access the right learning and development opportunities when I need to' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	137	12.4	48.9	11.7	19.7	7.3
Females	141	7.8	62.4	10.6	15.6	3.5

Figures may not sum due to rounding



Improving performance

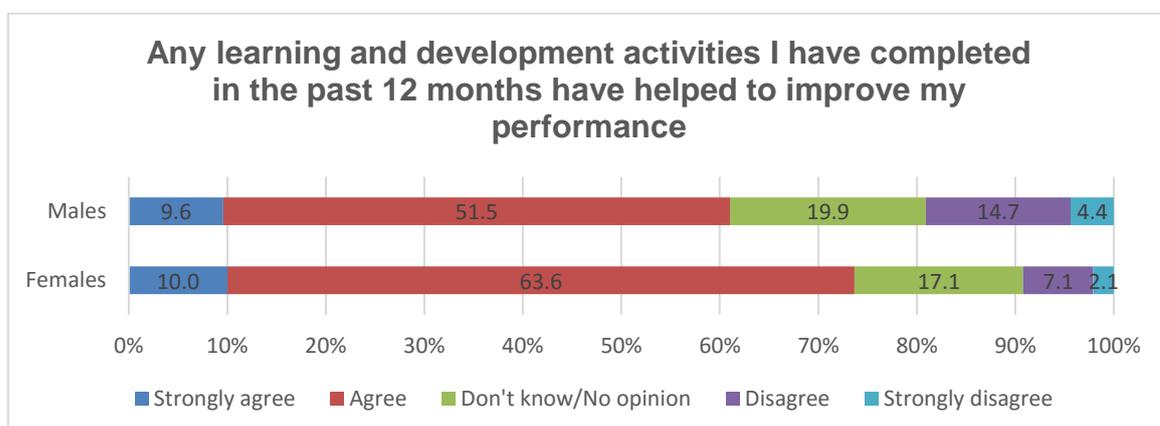
Just over two thirds of respondents (67.5%) agreed that any learning and development activities they have completed in the past 12 months have helped to improve their performance.

Females (73.6%) were more likely than males (61.0%) to agree or strongly agree that any learning and development activities they have completed in the past 12 months have helped improve performance. Males (19.9%) were more likely than females (17.1%) to say they 'don't know' or have 'no opinion'.

Responses to 'Any learning and development activities I have completed in the past 12 months have helped to improve my performance' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	136	9.6	51.5	19.9	14.7	4.4
Females	140	10.0	63.6	17.1	7.1	2.1

Figures may not sum due to rounding



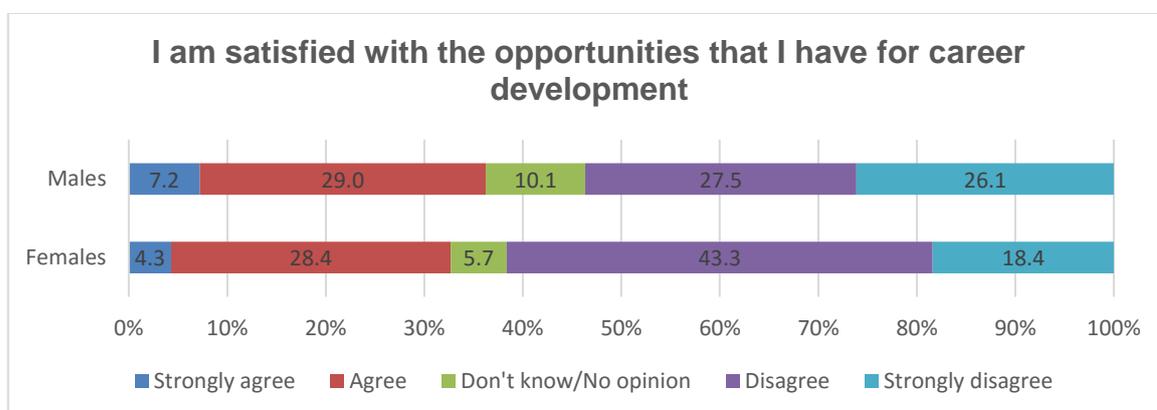
Career development opportunities

Just over a third of respondents (34.9%) agreed that they are satisfied with the opportunities that they have for career development. Males (36.2%) were more likely than females (32.6%) to agree that they are satisfied with the opportunities that they have for career development. Females (61.7%) were more likely than males (53.6%) to disagree or strongly disagree that they are satisfied with the opportunities that they have for career development. Males were more likely to say they ‘don’t know’ or have ‘no opinion’.

Responses to ‘I am satisfied with the opportunities that I have for career development’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	7.2	29.0	10.1	27.5	26.1
Females	141	4.3	28.4	5.7	43.3	18.4

Figures may not sum due to rounding



7 Results: Internal Communications

This section presents staff views on internal communications disaggregated by gender.

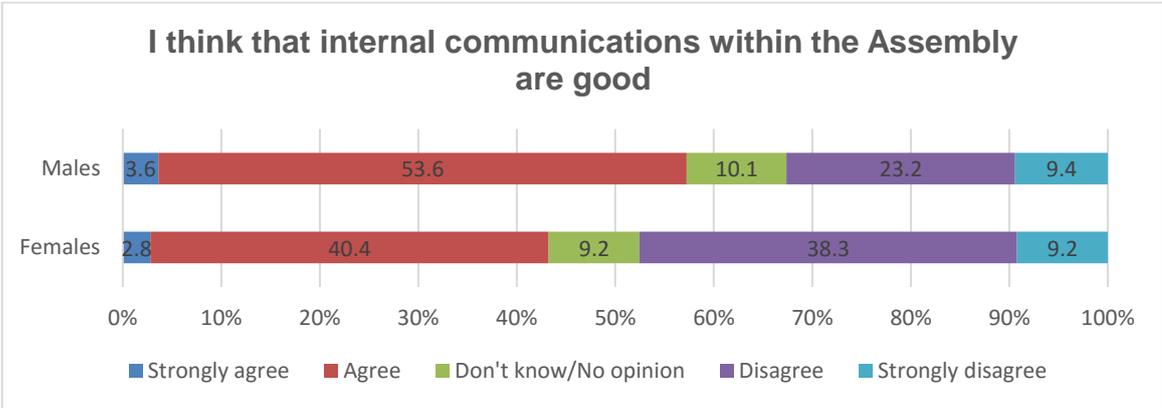
7.1 Internal Communications

Half of respondents (50.2%) said that they think that internal communications within the Assembly are good. Males (57.2%) were more likely than females (43.3%) to agree or strongly agree that they think that internal communications within the Assembly are good.

Responses to ‘I think that internal communications within the Assembly are good’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	3.6	53.6	10.1	23.2	9.4
Females	141	2.8	40.4	9.2	38.3	9.2

Figures may not sum due to rounding



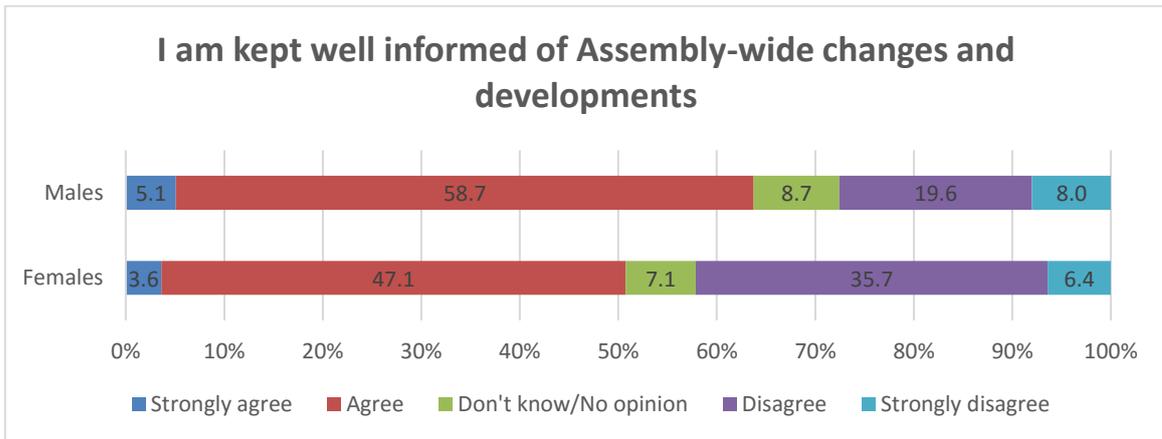
Assembly-wide changes and developments

57.1% of respondents agreed that they are kept well informed of Assembly-wide changes and developments. Males (63.8%) were more likely than females (50.7%) to agree or strongly agree that they are kept well informed of Assembly-wide changes and developments.

Responses to ‘I am kept well informed of Assembly-wide changes and developments’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	5.1	58.7	8.7	19.6	8.0
Females	140	3.6	47.1	7.1	35.7	6.4

Figures may not sum due to rounding



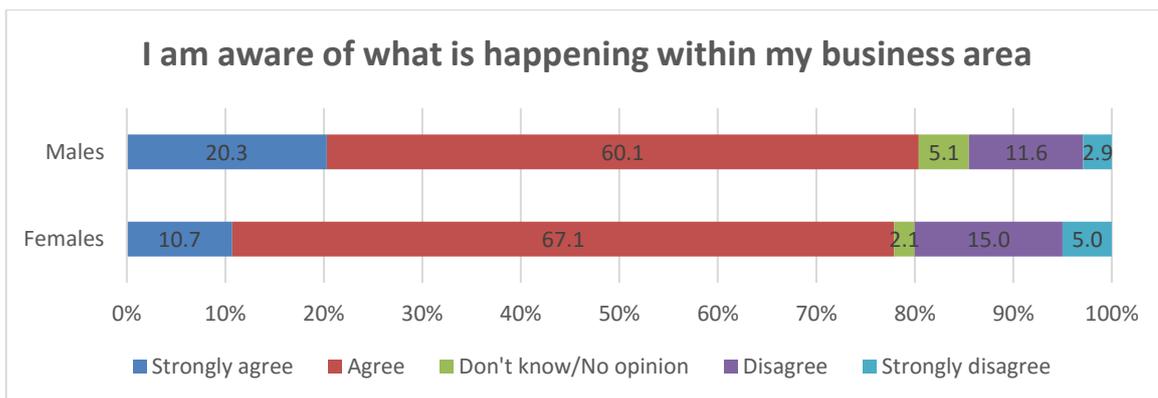
What is happening within business areas

78.7% of respondents said that they are they are aware of what is happening within their business area. Males (80.4%) were more likely than females (77.9%) to agree or strongly agree that they are aware of what is happening within their business area. Males were also more likely to say they ‘don’t know’ or have ‘no opinion’.

Responses to ‘I am aware of what is happening within my business area’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	20.3	60.1	5.1	11.6	2.9
Females	140	10.7	67.1	2.1	15.0	5.0

Figures may not sum due to rounding



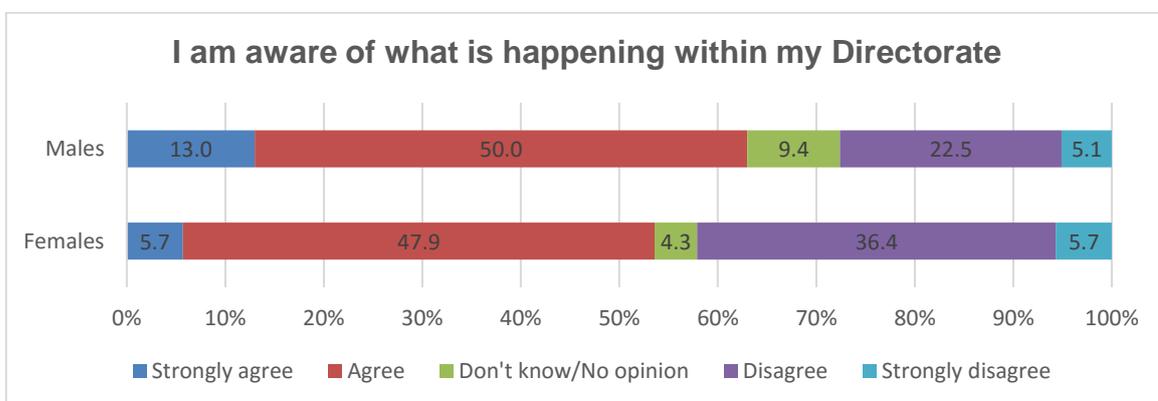
What is happening within Directorates

58.2% of respondents said that they are aware of what is happening within their Directorate. Males (63.0%) were more likely than females (53.6%) to agree or strongly agree that they are aware of what is happening within their Directorate. Males were also more likely to say they 'don't know' or have 'no opinion'.

Responses to 'I am aware of what is happening within my Directorate' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	13.0	50.0	9.4	22.5	5.1
Females	140	5.7	47.9	4.3	36.4	5.7

Figures may not sum due to rounding



What is happening within the organisation

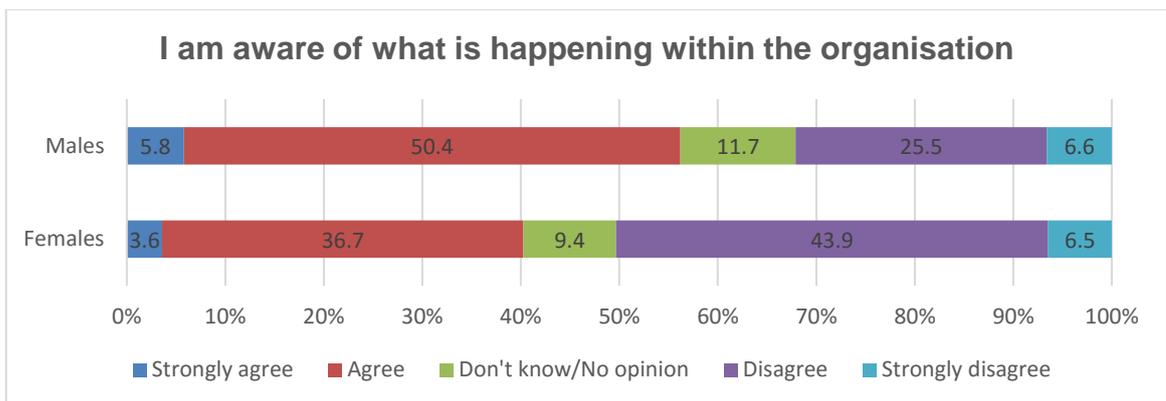
48.2% of respondents said that they are aware of what is happening within the organisation.

Males (56.2%) were more likely than females (40.3%) to agree or strongly agree that they are aware of what is happening within the organisation. Males were also more likely to say they 'don't know' or have 'no opinion'.

Responses to 'I am aware of what is happening within the organisation' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	137	5.8	50.4	11.7	25.5	6.6
Females	139	3.6	36.7	9.4	43.9	6.5

Figures may not sum due to rounding



7.2 Team meetings

The greatest proportion of respondents (36.9%) said that their team meets weekly.

Females were most likely to say that they have weekly team meetings whilst males were most likely to say that their team meets on a monthly basis.

Responses to 'My team meets...' (%)

	No. of respondents	Weekly	Monthly	Quarterly	Never	Other
Males	137	30.7	36.5	5.1	5.8	21.9
Females	139	43.2	23.7	5.8	5.0	22.3

Figures may not sum due to rounding

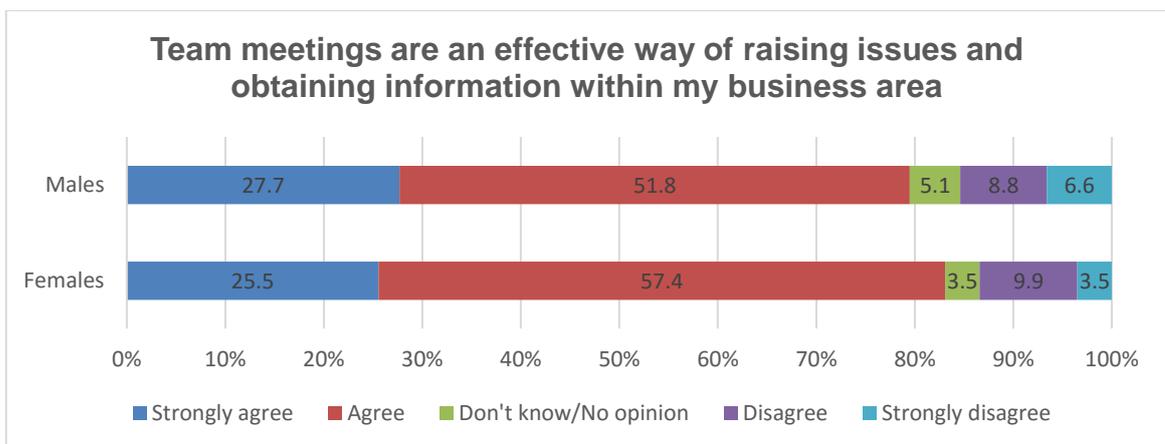
Effectiveness of team meetings

The majority of respondents (81.1%) agreed that team meetings are an effective way of raising issues and obtaining information within their business area. Females (83.0%) were more likely than males (79.6%) to agree or strongly agree that team meetings are an effective way of raising issues and obtaining information within my business area. Males were more likely to say they 'don't know' or have 'no opinion'.

Responses to 'Team meetings are an effective way of raising issues and obtaining information within my business area' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	137	27.7	51.8	5.1	8.8	6.6
Females	141	25.5	57.4	3.5	9.9	3.5

Figures may not sum due to rounding



Females (83.0%) were more likely than males (79.6%) to agree that team meetings are an effective way of raising issues and obtaining information within their business area.

7.3 Directorate meetings

Respondents were most likely to say that their Directorate meets quarterly.

Responses to ‘My Directorate meets...’ (%)

	No. of respondents	Monthly	Quarterly	Bi-annually	Never	Other
Males	128	4.7	43.0	16.4	6.3	29.7
Females	138	2.2	44.2	14.5	18.1	21.0

Figures may not sum due to rounding

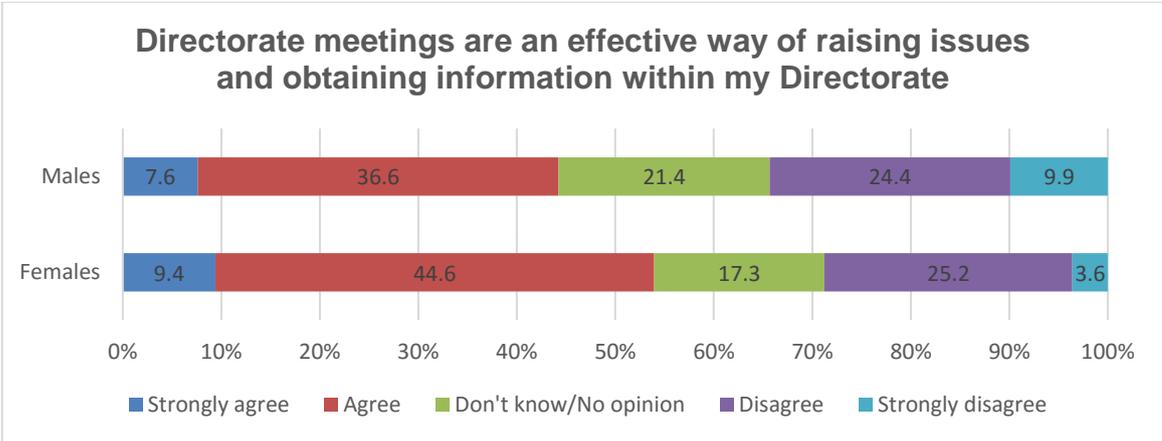
Effectiveness of Directorate meetings

Just under half of respondents (49.5%) agreed that Directorate meetings are an effective way of raising issues and obtaining information within their Directorate. Females (54.0%) were more likely than males (44.3%) to agree or strongly agree that Directorate meetings are an effective way of raising issues and obtaining information within their Directorate. Males (21.4%) were more likely than females (17.3%) to say they ‘don’t know’ or have ‘no opinion’.

Responses to ‘Directorate meetings are an effective way of raising issues and obtaining information within my Directorate’ (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	131	7.6	36.6	21.4	24.4	9.9
Females	139	9.4	44.6	17.3	25.2	3.6

Figures may not sum due to rounding



8 Results: Views on the Staff Survey

Responses to 'Participating in this survey is worthwhile' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	20.3	45.7	16.7	11.6	5.8
Females	141	21.3	52.5	18.4	6.4	1.4

Responses to 'I believe that management will take action on the results of this survey' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	138	9.4	37.0	26.8	17.4	9.4
Females	140	6.4	40.0	34.3	17.9	1.4

Responses to 'Effective action has been taken on the results of the last survey' (%)

	No. of respondents	Strongly agree	Agree	Don't know/No opinion	Disagree	Strongly disagree
Males	137	4.4	26.3	46.0	14.6	8.8
Females	141	6.4	31.9	45.4	14.2	2.1

9 Conclusion

The responses rate to the survey was high, at 90%. Whilst a higher proportion of females than males responded to the survey, of those participants who indicated their gender, half were male and half were female. As the response rate to the survey was high, it is likely that the results are a fair reflection of the views of staff.

The research identified a number of areas for consideration by the Gender Action Implementation Group.

Whilst females tended to have more positive views than males about working in the Assembly, males were more positive about their work/life balance than females. For example, females were more likely than males to agree that the Assembly offers good terms and conditions of employment and that they would recommend the Assembly as a good place to work whereas males were more likely than females to agree that they have a good work/life balance and that they are usually able to get their work done within contracted hours. This suggests that there may be gender differences in work/life balance.

Males were more likely than females to say that they have been subjected to unacceptable behaviour since the last staff survey. Males were most likely to say that they a colleague at the same grade or below them displayed the unacceptable behaviour towards them whereas females were most likely to say that their line manager or a colleague above them but not their line manager displayed the unacceptable behaviour. This suggests that there may be gender differences in the levels of unacceptable behaviour experienced and in the relationships in which the unacceptable behaviour occurs.

Males were more likely than females to agree that they have sufficient opportunities to provide feedback to their manager. Overall, males were more likely than females to agree that their manager recognises when they have done their job well. Males were more likely to agree that they have meaningful discussions with their line manager about their performance and development throughout the year. However, females were much more likely than males to agree that they are satisfied with how their performance is reviewed.

Whilst females were more likely than males to agree that they are able to access the right learning opportunities and that any learning and development activities they have completed in the past 12 months have helped improve performance, they were less likely to agree that they are satisfied with the opportunities that they have for career development. This suggests that there may be gender differences in terms of learning and development.

Whilst, generally speaking, males were more positive about internal communications than females were more likely than males to agree that team meetings and that Directorate are effective ways of raising issues and obtaining information.

ANNEX A: QUESTIONNAIRE



Northern Ireland Assembly Secretariat
Staff Survey 2017

You and Your Job

1. Which Directorate do you work in?

- Corporate Services
- Corporate Support Unit/Legal and Governance Services
- Facilities
- Parliamentary Services

2. What grade are you?

- AG1 – AG3
- AG4 – AG5
- AG6 – AG7
- AG8

3. What is your gender?

- Male
- Female
- Other



You and your job

4. Please indicate the extent to which you agree or disagree with each of the following statements.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
I have a good work/life balance	<input type="radio"/>				
The Assembly has a good approach to family friendly working practices	<input type="radio"/>				
I understand how my job contributes to the work of the Assembly	<input type="radio"/>				
I feel my contribution is valued within the Assembly	<input type="radio"/>				
The Assembly offers good terms and conditions of employment	<input type="radio"/>				
I would recommend the Assembly as a good place to work	<input type="radio"/>				



You and your job

5. Please indicate the extent to which you agree or disagree with each of the following statements.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
I am satisfied with my physical working environment	<input type="radio"/>				
I have confidence in the Assembly's security arrangements	<input type="radio"/>				
The Assembly has a good approach to health and safety issues	<input type="radio"/>				



You and your job

6. I am usually able to get my work done within contracted hours

Yes

No

7. I know what is in the current Business Plan for my business area

Yes

No

8. I was given the opportunity to contribute to the business planning process

Yes

No

Don't know



Northern Ireland Assembly Secretariat
Staff Survey 2017

You and your job

9. Please add below any additional comments or suggestions you wish to make in relation to 'You and your job'.



Working relationships

10. Do you agree with the following statements?

	Yes	No
In general, I am treated fairly at work	<input type="radio"/>	<input type="radio"/>
In general, I am treated with respect at work	<input type="radio"/>	<input type="radio"/>
I am familiar with and know how to access the Assembly's equal opportunities policies	<input type="radio"/>	<input type="radio"/>
I am aware of my responsibility to display and encourage positive behaviour in the workplace	<input type="radio"/>	<input type="radio"/>
I understand what constitutes acceptable and unacceptable behaviour at work	<input type="radio"/>	<input type="radio"/>
The Assembly has effective policies to deal with unacceptable behaviour	<input type="radio"/>	<input type="radio"/>



11. Have you been subjected to unacceptable behaviour (as set out in Assembly Secretariat policies) since the last staff survey in November/December 2014?

- Yes
- No (proceed to question 16)

If yes, it would be useful if you could provide more detail.



Working relationships

12. If yes, which of these best describes the person(s) who displayed the unacceptable behaviour towards you (tick all that apply)?

- A colleague at the same grade or a grade below me
- My line manager
- A colleague at a grade above me but not my line manager
- An MLA
- A Member's support staff
- A member of the public / visitor
- Other (please specify)



Working relationships

13. Did you report the unacceptable behaviour?

- Yes, formally
- Yes, informally
- No

14. If you reported the unacceptable behaviour, do you feel the action taken was effective in dealing with the behaviour?

- Yes
- No

If no, why not?

15. If you did not report the unacceptable behaviour, why not?



Working relationships

16. Please add below any additional comments or suggestions you wish to make in relation to 'Working relationships'.



Management and Leadership

17. Please indicate the extent to which you agree or disagree with each of the following statements.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
My manager displays the values of Public Service, Professionalism and One Team	<input type="radio"/>				
My manager communicates effectively	<input type="radio"/>				
My manager manages effectively	<input type="radio"/>				
I have sufficient opportunities to provide feedback to my manager	<input type="radio"/>				
My manager recognises when I have done my job well	<input type="radio"/>				

If you would like to make any comments regarding your manager or other managers in your business area, please do so here.



Management and Leadership

18. Please indicate the extent to which you agree or disagree with each of the following statements.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
I understand the roles and responsibilities of SMG	<input type="radio"/>				
I believe that SMG is open and transparent in the decisions that it takes	<input type="radio"/>				
SMG communicates effectively with staff	<input type="radio"/>				
SMG provides sound leadership and direction	<input type="radio"/>				
Change is managed well by SMG	<input type="radio"/>				
SMG members are sufficiently visible	<input type="radio"/>				

If you would like to make any comments or suggestions regarding SMG, please do so here.



Management and Leadership

19. Do you agree with the following statements?

	Yes	No
I am aware of the role and responsibilities of the Assembly Commission	<input type="radio"/>	<input type="radio"/>
I know what the strategic aims and goals of the Assembly Commission's current strategy are	<input type="radio"/>	<input type="radio"/>



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Management and Leadership

20. Please add below any additional comments or suggestions you wish to make in relation to 'Management and Leadership'.



Performance and Development

21. Please indicate the extent to which you agree or disagree with each of the following statements.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
I am satisfied with how my performance is reviewed	<input type="radio"/>				
I am satisfied that iTrent is easy to use in relation to performance management	<input type="radio"/>				
I have meaningful discussions with my line manager about my performance and development throughout the year	<input type="radio"/>				
I am able to access the right learning and development opportunities when I need to	<input type="radio"/>				
Any learning and development activities I have completed in the past 12 months have helped to improve my performance	<input type="radio"/>				
I am satisfied with the opportunities that I have for career development	<input type="radio"/>				



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Performance and Development

22. Please add below any additional comments or suggestions you wish to make in relation to 'Performance and Development'.



23. Please indicate the extent to which you agree or disagree with each of the following statements.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
I think that internal communications within the Assembly are good	<input type="radio"/>				
I am kept well informed of Assembly-wide changes and developments	<input type="radio"/>				
I am aware of what is happening within my business area	<input type="radio"/>				
I am aware of what is happening within my Directorate	<input type="radio"/>				
I am aware of what is happening within the organisation	<input type="radio"/>				



24. My team meets...

- Weekly
- Monthly
- Quarterly
- Never
- Other (please specify)

25. Please indicate the extent to which you agree or disagree with the following statement.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
Team meetings are an effective way of raising issues and obtaining information within my business area	<input type="radio"/>				



26. My Directorate meets...

- Monthly
- Quarterly
- Bi-annually
- Never
- Other (please specify)

27. Please indicate the extent to which you agree or disagree with the following statement.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
Directorate meetings are an effective way of raising issues and obtaining information within my Directorate	<input type="radio"/>				



Internal Communications

28. How and how often would you like to be communicated with?

	On-going	Weekly	Monthly	Quarterly	Bi-annually	Ad hoc	Never
Clerk/Chief Executive's Staff Briefing	<input type="radio"/>						
AssiSt staff news page	<input type="radio"/>						
Core Brief	<input type="radio"/>						
Comments/suggestion facility	<input type="radio"/>						
Postmaster	<input type="radio"/>						
Drop-in surgeries	<input type="radio"/>						
Team meetings	<input type="radio"/>						
Directorate meetings	<input type="radio"/>						
SMG staff Q&A	<input type="radio"/>						
Cross-Directorate meetings	<input type="radio"/>						

Other (please specify)

29. Do you have any comments or suggestions regarding the new AssiSt?



30. Please add below any additional comments or suggestions you wish to make in relation to 'Internal Communications'.



Feedback on the Staff Survey

31. Please indicate the extent to which you agree or disagree with each of the following statements.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/No opinion
Participating in this survey is worthwhile	<input type="radio"/>				
I believe that management will take action on the results of this survey	<input type="radio"/>				
Effective action has been taken on the results of the last survey	<input type="radio"/>				

Do you have any other comments or suggestions about this survey?



Additional Comments

32. If you would like to comment on any other work-related issues which have not been covered in the survey, please do so here.

Thank you for participating in this survey.

To enter the prize draw, please follow [this link](#). You will be asked for your contact details to allow us to inform prize winners. The information you provide to enter the draw cannot be linked to your survey responses.
