# Q-STEP SUMMER INTERNSHIPS 2021

## Home Office – Staff Survey data analysis

### Organisation and Team
Home Office: Central Analysis and Insight Team

2 Marsham Street, London, SW1P 4DF

### Selection Method
Written CV & cover letter followed by an Interview

### Application Criteria

**Essential:**
- Ability to work independently and within a team
- Strong MS Excel skills
- Able to communicate complex findings to a non-technical audience

**Desirable:**
- Knowledge of R or similar programming language
- Experience of analysing survey data and hypothesis tests or regression analysis

### Key Words
Analysis, Data, Diversity & Inclusion

### Project Outline
In response to the Windrush Lessons Learned Report, the Home Office is committed to righting the wrongs suffered by some members of the Windrush generation. As part of this, the Home Office is determined to improve diversity and inclusion through;

- Creating an inclusive culture and an environment where everyone can achieve their potential through inclusive policies, practice and behaviour
- Employing the best mix of people who are representative of modern Britain and who understand the very people we serve
- Creating the opportunities for different perspectives and ideas to be heard
- Fostering a culture where we can be ourselves, perform to the very best of our abilities, understand and respect our differences, and feel confident to raise ideas and challenge thinking in a safe and respectful way

The Central Analysis and Insight Team have a project which will help contribute to improving the diversity of the workforce. The project includes analysing data from the annual staff survey using statistical tools to identify how we can create a more inclusive culture in the Home Office. The findings from this work will help lead to a more representative workforce and improved staff experiences across the Home Office.

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### Practical Considerations

Working in Westminster or as a virtual placement

8 week internship

### Support and Training

A successful candidate would receive training and support as needed to complete the project.

### Issues of Data Confidentiality / IPR

Individual survey responses including protected characteristics are sensitive