

# Home office- Analysing their staff survey

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## Overview of the Data Fellowship

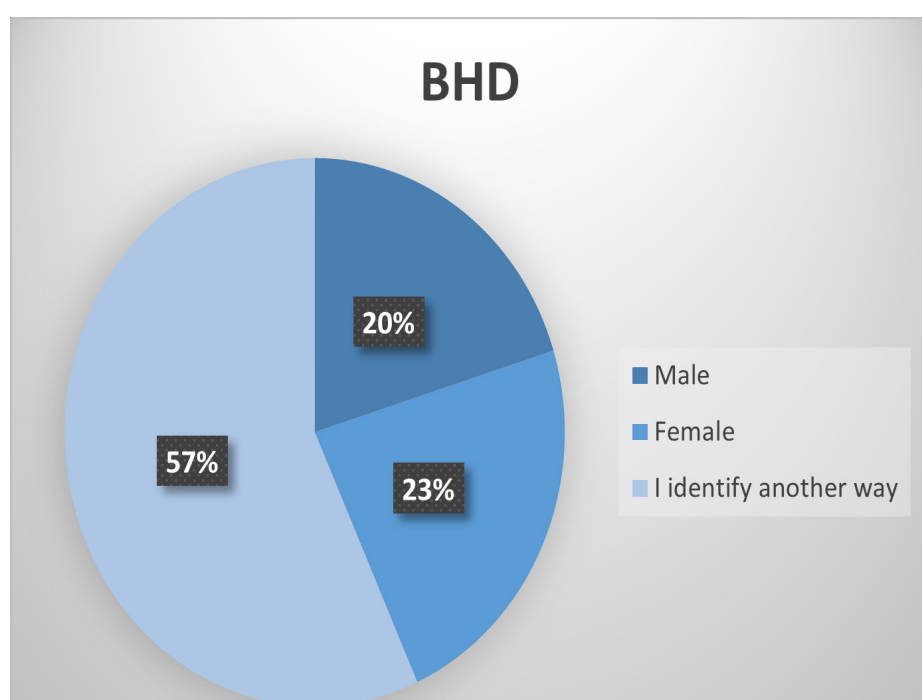
The Home Office staff survey internship was based on Bullying, Harassment and Discrimination (BHD) within the workplace. The data set used was the People's Survey- a civil service wide staff survey that assess how employees feel about their work and managers. It is split based on personal characteristics. This proved useful when analysing BHD as the main aim of the project was to identify any groups that appear to be more targeted than others.

As the internship was with the Home Office, a thorough security clearance had to be passed before being allowed access to the data. Unfortunately for me, this clearance never came through meaning the unpublished data could not be analysed.

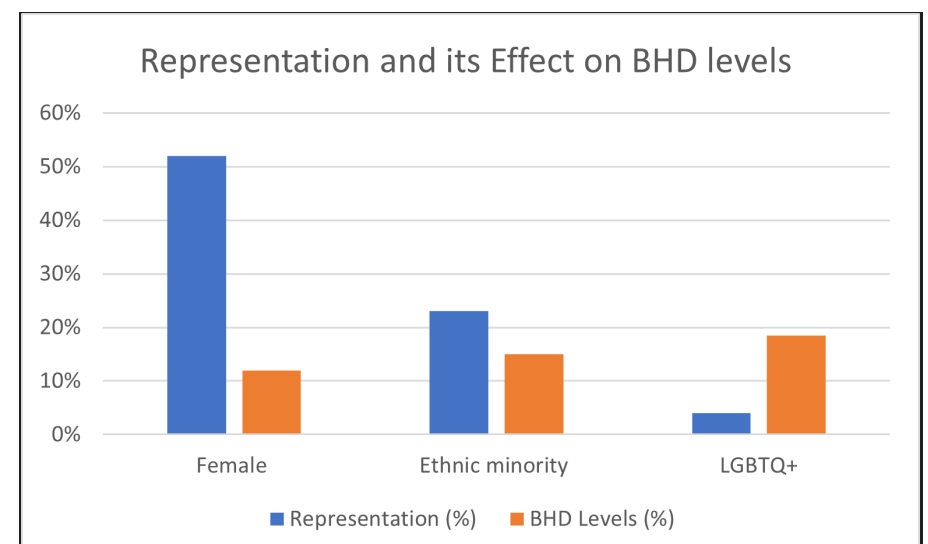
## Literature Reviews

The main composition of my work throughout the internship was in the form of literature reviews. Being new to the project my first task was to explore BHD within the workplace and gain an understanding of the concepts. BHD is widespread and reading up on it and comparing the findings to the People's Survey 2019 (published on gov.uk) uncovered patterns on who the most likely targets are.

Another aim of the project I was part of was to explore intervention methods to prevent further cases of BHD. A previous literature review



had been completed and the task I was set was to be a fresh set of eyes on what needed further research, as well as researching into other official bodies and the methods they use.



## Findings

The initial literature review identified the protected characteristics (as under the Equality Act 2010) that were most likely to be targeted. Those belonging to LGBTQ+ communities and those associated with this, i.e. transgender individuals were by far at highest risk. Intersectionality was also identified as an urgent issue. An individual fulfilling two or more of the characteristics were more affected. These findings allowed others within the team to focus on these aspects of the new data and see if the trends are continuing. If so, an area for focus interventions becomes clear.

After analysing the report on intervention methods, the approach of conflict resolution was recognised as an area of interest. I then conducted some research into this and focused on two case studies of workplaces using conflict resolution to prevent BHD.

The final report I wrote was compiled using official bodies and analysing their existing BHD prevention methods. Using the yearly success reports from ACAS and CIPD I acknowledged what works for them and specified this to how the Home Office could translate the findings.

## Key Skills

Conducting three literature reviews all on topics that were completely new to me really helped improve my research skills. I had to find credible sources on a topic in which I was unsure who the main bodies and researchers were. This also improved my critical thinking skills on what counts as a legitimate source.

I was also given the opportunity to present the findings from my first report to the project lead and other seniors within the team. This proved to be very beneficial being my first professional opportunity to present findings. My performance was met with very positive feedback which improved my confidence and showed me if I believed in myself I can complete something that originally seems daunting.