



## Understanding and Addressing Barriers to Employment within Anchor Organisations - Paper Survey

### Introduction

This survey has been produced by the Bay Anchor Network to understand and address barriers to employment within our anchor organisations. We aim to use this information to develop practical recommendations for these organisations to improve their recruitment from target population groups and support underrepresented communities into their workforce.

Anchor organisations are rooted in their communities, they have strong ties to the area in which they operate and are large enough to make a significant contribution to the local economy. Examples of local Anchor organisations include; NHS, Council, Police, Siemens, Universities, Colleges, BAE Systems etc.

The results of the survey will be reported anonymously; however demographic data is asked for which would help to identify any trends or specific barriers within specific population groups. As such completing the demographic data, whilst optional, would be helpful to the outcomes of the survey.

This engagement activity is kindly sponsored by Siemens Energy Connectors Business.

### Submitting Participant Responses

Please return complete surveys to your key contact (the individual who shared the survey with you) who will scan a copy and share this with the team compiling responses.

All participants will be given the opportunity to be entered into a random prize draw with a chance to win a £50 amazon gift card kindly provided by Siemens Energy Connectors Business.

***If you would like to be entered into the random prize draw please include your contact details in the table below.*** By providing your contact details, the information you provide will no longer be anonymous, however please be aware that the administration team processing the survey results will not use these details for any purposes other than to identify and contact a winner at random. Once the winner has been identified all contact details will be deleted.

<b>Name</b>	<b>Contact details</b>

### Section one: Demographics (optional)

## **Why we are asking you to complete this form**

The Bay Anchor Network is committed to promoting equality and eliminating unlawful discrimination, and we are aiming to achieve diversity in the range of people we involve. You do not have to answer these questions, and we understand that some of this information is personal and sensitive in nature. However, gathering this data helps us to know if we are succeeding in involving different groups of people, and to change our approach if some groups are not represented.

## **Data protection**

The information you provide is anonymous and will not be stored with any identifying information about you \* . We may use anonymised statistics and data to inform discussions about improving the diversity of our patient safety partners and inclusivity of participation opportunities, but no information will be published or used in any way which allows an individual to be identified. All details are held in accordance with the Data Protection Act 1998.

The information that we are asking you to provide is informed by our duties under the Equality Act 2010, and includes information about your age, race, sex and sexual orientation.

If you would like this information in an alternative format, or would like help in completing the form, please contact us [lsc.icb@nhs.net](mailto:lsc.icb@nhs.net)

\*If you choose to provide your contact details in order to be entered into the random prize draw the information you provide will no longer be anonymous. Please be aware that your details will only be used to identify and contact a winner and once this process is complete these details will be deleted.

## Equality information

### 1. What age group do you belong to?

- |                                |  |
|--------------------------------|--|
| <input type="checkbox"/> 18–25 | <input type="checkbox"/> 56–65             |
| <input type="checkbox"/> 26–35 | <input type="checkbox"/> 65 +              |
| <input type="checkbox"/> 36–45 | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> 46–55 |  |

### 2. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months (include any problems related to old age)?

- |  |  |
|--|--|
| <input type="checkbox"/> Yes, limited a little | <input type="checkbox"/> No                |
| <input type="checkbox"/> Yes, limited a lot    | <input type="checkbox"/> Prefer not to say |

### 3. If you answered 'yes' to question 2, please indicate your disability:

- |  |   |
|--|---|
| <input type="checkbox"/> Vision (eg due to blindness or partial sight)   | <input type="checkbox"/> Mental health  |
| <input type="checkbox"/> Hearing (eg due to deafness or partial hearing)   | <input type="checkbox"/> Stamina or difficulty breathing  |
| <input type="checkbox"/> Mobility, such as difficulty walking short distances, climbing stairs, lifting and carrying objects | <input type="checkbox"/> Social or behavioural issues (eg due to autism, attention deficit disorder or Asperger's syndrome) |
| <input type="checkbox"/> Learning, concentrating or remembering  | <input type="checkbox"/> Other impairment   |
|  | <input type="checkbox"/> Prefer not to say  |

### 4. What is your ethnic group?

Choose one section from A to E, and then tick the appropriate box to indicate your ethnic group.

#### A. White:

- Welsh/English/Scottish/Northern Irish/British Irish
- Gypsy or Irish Traveller
- Any other White background, please write in.....

#### B. Mixed:

- White and Black Caribbean

- White and Black African
- White and Asian
- Any other mixed background, please write in.....

C. Asian or Asian British:

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background, please write in.....

D. Black or Black British:

- Caribbean
- African
- Any other Black background, please write in.....

E. Other ethnic group:

- Arab
- Any other, please write in.....

- Prefer not to say

**5. What is your gender?**

- Male
- Female
- Prefer not to say
- Prefer to self-identify, please write in  
.....

**6. Have you gone through any part of a process, or do you intend to (including thoughts or actions) to bring your physical sex appearance, and/or your gender role more in line with your gender identity? This could include changing your name, your appearance and the way you dress, taking hormones or having gender confirming surgery.**

- Yes
- No
- Prefer not to say

**7. What is your legal marital or civil partnership status?**

- Divorced
- Formerly in a registered civil partnership which is now dissolved
- In a registered civil partnership
- Married
- Never married and never registered a civil partnership
- Separated, but still in a registered civil partnership
- Separated, but still legally married
- Surviving partner from a registered civil partnership
- Widowed
- Prefer not to say

**8. What is your religion?**

- No religion
- Atheist
- Buddhist
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion, please write in.....
- Prefer not to say

**9. Which of the following options best describes your sexual orientation?**

- Heterosexual/straight
- Lesbian
- Gay
- Bisexual
- Prefer not to say
- Prefer to self-identify

**10. Do you look after, or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill-health/disability, or problems related to old age?**

- No
- Yes, 1-19 hours a week
- Yes, 20-49 hours a week
- Yes, 50 or more hours a week
- Prefer not to say

Section two: Employment Status

<p>Which of the below categories best describes your current situation? (Tick all that apply)</p> <ul style="list-style-type: none"><li><input type="checkbox"/> Not in Employment, Education or Training (Aged 18-30)</li><li><input type="checkbox"/> Not in Employment, Education or Training (Aged 30 +)</li><li><input type="checkbox"/> Young Person with an EHCP (up to the age of 25)</li><li><input type="checkbox"/> Aged 50-64 years old</li><li><input type="checkbox"/> Unpaid Carer</li><li><input type="checkbox"/> Care leaver</li><li><input type="checkbox"/> Living with a long-term condition/chronic illness/ physical disability</li><li><input type="checkbox"/> Living with a mental health condition</li><li><input type="checkbox"/> Unemployed parent (child under 18 years old)</li><li><input type="checkbox"/> Most affected by the rising cost of living</li><li><input type="checkbox"/> Individual with a learning disability</li><li><input type="checkbox"/> From a minority Ethnic group</li><li><input type="checkbox"/> LGBTQ+ and/or transgender</li><li><input type="checkbox"/> Homeless</li><li><input type="checkbox"/> Ex military worker</li><li><input type="checkbox"/> Individual with drug and/or alcohol dependence</li><li><input type="checkbox"/> Asylum seeker and/or refugee</li><li><input type="checkbox"/> Ex-offender</li></ul>	
<p>Are you currently looking for work?</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>○ If No; What is the reason you are not currently looking for work?</p>	
<p>○ If Yes: Where have you been looking for jobs? (e.g. websites / job centre?)</p>	

○ If Yes: What type of jobs have you applied for? (Sector / roles)

○ If Yes: Have you accessed any support with your applications? If yes, please detail.

### Section three: Barriers to Anchor Employment

What would prevent you from wanting to work in a large organisation based within your local community? (select all that apply)

- Confidence
- Aspiration
- Company reputation
- Lack of knowledge of jobs available
- Ability to travel
- Illness / Disability
- Caring Commitments
- Childcare
- Age
- Not looking for work
- Other (please specify)

Please use this box to provide any further information for each selected answer:

What barriers have you experienced when applying to work within a large organisation based within your local community? (select all that apply)

- Application Form
- Interview process
- Makeup of the Interview panel
- DBS Process
- ID Check
- Qualifications
- Skills / Experience
- Literacy / Language Skills
- Finding the job / knowing where to look
- Not applicable / Haven't applied
- Other (please specify)

Please use this box to provide any further information for each selected answer:



Have you previously worked for a large organisation?	Yes <input type="checkbox"/> No <input type="checkbox"/>
<p>○ If yes: Which one(s)?</p>	
<p>○ If yes; what was your reason(s) for leaving?</p> <ul style="list-style-type: none"><li><input type="checkbox"/> Work Life Balance</li><li><input type="checkbox"/> No progression / growth opportunities</li><li><input type="checkbox"/> Financial Reasons</li><li><input type="checkbox"/> Change of role / sector</li><li><input type="checkbox"/> Feeling undervalued by company / line manager</li><li><input type="checkbox"/> Moved area</li><li><input type="checkbox"/> Workplace Conflict</li><li><input type="checkbox"/> Disciplinary reasons</li><li><input type="checkbox"/> Other (please specify)</li></ul> <div data-bbox="370 1155 1445 1272" style="border: 1px solid black; height: 50px; width: 100%;"></div>	
<p>Please use this box to provide any further information for each selected answer:</p>	

Section four: Breaking down barriers to Anchor Employment

What is important to you from an employer? (Select all that apply)

- Flexible working
- Fair pay
- Financial Incentives / rewards
- Growth / progression
- Training / learning opportunities
- Good relationship with Line Manager
- Good relationship with team
- Employee wellbeing support
- Job security
- Feeling you are listened to
- Childcare support
- Support (e.g. Carers, Mental Health etc.)
- Clear Values and Behaviours
- Clear Vision and Strategy
- Trust in the company
- Health and safety
- Psychological safety
- Other (please specify)

Please use this box to provide any further information for each selected answer:

What is your opinion of the large organisations within your local area?

- Very Positive
- Generally Positive
- Indifferent
- Generally Negative
- Very Negative

Please state why you have chosen this option:

What could large organisations in your local area do differently to improve that opinion?

#### Section five: Seeking work within Anchor Organisations

Where would you most like to hear about upcoming jobs? (Select all that apply)

- Job Centre
- Social Media (please state which ones you use)
- Newspaper
- Community groups

- Local newsletters
- Drop-in centres within organisations
- Job fairs
- Colleges / Further Education Institutes
- Employer websites
- Recruitment Agencies
- Online job sites (please state which ones you use)
- Other (please specify)

Please use this box to provide any further information for each selected answer:

What could large organisations do to make applying for their jobs more accessible?  
(Select all that apply)

- Removing application forms
- Values based recruitment (focus on applicants values and behaviours over skills and experience)
- An interview panel representative of the local population
- Alternative option to interviews e.g., Group interviews, Practical observation session, Walk around / Meet & Greet interview
- Support with CV writing
- Support with completing applications forms
- Support with interview preparations
- Work experience days
- Site visits / open days
- Key contact for questions
- Volunteering opportunities
- Other (please specify)

Please use this box to provide any further information for each selected answer: