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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Organization size					
		Microbusiness (less than 10 employees)	Small (10 to 49 employees)	Medium (50 to 249 employees)	Large (250+ employees)	Net: Micro/ Small (less than 50 employees)	Net: SME (1 to 249 employees)
Ceremonial County of England / Wales							
Unweighted base	1000	164	192	157	487	356	513
Base	1000	186	182	152	480	368	520
Bedfordshire	1%	-	1%	1%	2%	1%	1%
Berkshire	2%	2%	2%	3%	3%	2%	2%
Bristol	0%	-	1%	2%	0%	0%	1%
Buckinghamshire	0%	-	1%	1%	0%	1%	1%
Cambridgeshire	2%	1%	4%	3%	1%	3%	3%
Cheshire	2%	3%	2%	1%	1%	2%	2%
City of London	0%	-	-	-	0%	-	-
Cornwall	1%	2%	1%	1%	1%	1%	1%
Cumbria	1%	1%	1%	1%	1%	1%	1%
Derbyshire	2%	2%	2%	1%	2%	2%	2%
Devon	3%	2%	2%	5%	3%	2%	3%
Dorset	2%	1%	4%	2%	1%	3%	2%
Durham	1%	2%	1%	1%	1%	1%	1%
East Riding of Yorkshire	1%	-	2%	1%	1%	1%	1%
East Sussex	1%	1%	1%	2%	1%	1%	1%
Essex	3%	3%	3%	3%	3%	3%	3%
Gloucestershire	1%	2%	2%	-	1%	2%	1%
Greater London	13%	14%	11%	11%	14%	13%	12%
Greater Manchester	4%	3%	5%	3%	5%	4%	4%
Hampshire	3%	3%	3%	3%	3%	3%	3%
Herefordshire	1%	1%	1%	-	0%	1%	1%
Hertfordshire	2%	2%	1%	1%	2%	1%	1%
Kent	3%	3%	3%	2%	4%	3%	3%
Lancashire	2%	2%	3%	2%	1%	3%	2%
Leicestershire	1%	1%	2%	-	1%	1%	1%
Lincolnshire	1%	2%	1%	1%	1%	1%	1%
Merseyside	1%	1%	1%	1%	1%	1%	1%
Norfolk	1%	1%	1%	1%	1%	1%	1%
North Yorkshire	1%	1%	2%	3%	1%	1%	2%
Northumberland	0%	2%	-	1%	-	1%	1%

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Ceremonial County of England / Wales

Nottinghamshire	2%	1%	2%	3%	1%	1%	2%
Oxfordshire	1%	-	-	1%	1%	-	0%
Rutland	0%	-	-	-	0%	-	-
Shropshire	1%	-	1%	3%	1%	0%	1%
Somerset	1%	1%	2%	3%	1%	1%	2%
South Yorkshire	2%	2%	2%	2%	1%	2%	2%
Staffordshire	1%	2%	1%	1%	1%	1%	1%
Suffolk	1%	1%	3%	-	1%	2%	1%
Surrey	3%	3%	3%	4%	2%	3%	3%
Tyne and Wear	2%	-	3%	1%	2%	2%	1%
Warwickshire	1%	2%	1%	-	1%	1%	1%
West Midlands	3%	4%	2%	6%	2%	3%	4%
West Sussex	2%	2%	2%	3%	2%	2%	2%
West Yorkshire	3%	1%	2%	3%	5%	1%	2%
Wiltshire	2%	2%	3%	-	1%	2%	2%
Worcestershire	1%	1%	1%	-	0%	1%	1%
Blaenau Gwent	0%	-	-	-	0%	-	-
Bridgend	0%	1%	-	-	-	0%	0%
Caerphilly	0%	-	-	-	0%	-	-
Cardiff	1%	1%	-	1%	1%	0%	0%
Carmarthenshire	0%	1%	-	-	-	1%	0%
Ceredigion	0%	1%	-	-	0%	0%	0%
Conwy	0%	1%	-	-	-	0%	0%
Denbighshire	0%	-	-	-	0%	-	-
Flintshire	0%	-	-	2%	0%	-	1%
Gwynedd	0%	1%	1%	1%	0%	1%	1%
Isle of Anglesey	0%	1%	-	-	0%	0%	0%
Monmouthshire	0%	-	-	-	0%	-	-
Neath Port Talbot	0%	-	-	-	0%	-	-
Newport	0%	-	-	-	0%	-	-
Pembrokeshire	0%	1%	-	-	-	0%	0%
Powys	0%	1%	-	-	0%	0%	0%
Rhondda Cynon Taf	1%	1%	1%	1%	1%	1%	1%
Swansea	0%	1%	-	1%	-	0%	0%
Torfaen	0%	-	-	-	0%	-	-
Wrexham	0%	-	1%	-	-	0%	0%
Isle of Wight	0%	-	-	-	0%	-	-
Other county	13%	13%	14%	11%	12%	13%	13%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	164	192	157	487	356	513
Base: All GB employees	1000	186	182	152	480	368	520
A lot worse	8%	7%	9%	10%	7%	8%	9%
A little worse	29%	22%	29%	31%	30%	25%	27%
About the same	49%	58%	44%	43%	49%	51%	49%
A little better	9%	10%	12%	6%	9%	11%	9%
A lot better	4%	2%	4%	7%	3%	3%	4%
Don't know	1%	1%	1%	3%	0%	1%	1%
Prefer not to say	0%	-	2%	-	0%	1%	1%
Net: Better	13%	12%	16%	13%	13%	14%	13%
Net: Worse	37%	30%	38%	41%	37%	34%	36%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	*48*	73	65	182	121	186
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	*55*	69	63	179	125	188
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	*8%*	5%	5%	14%	6%	6%
Most of it	16%	*6%*	12%	23%	19%	10%	14%
Some of it	47%	*45%*	52%	46%	45%	49%	48%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	*39%*	30%	26%	22%	34%	31%
Don't know	0%	-	-	-	1%	-	-
Prefer not to say	0%	*2%*	-	-	-	1%	1%

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	164	192	157	487	356	513
Base: All GB employees	1000	186	182	152	480	368	520
My employer is doing enough to safeguard my mental wellbeing	53%	53%	46%	51%	56%	50%	50%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	24%	29%	32%	28%	26%	28%
Don't know	16%	20%	19%	15%	14%	20%	18%
Prefer not to say	3%	3%	6%	1%	2%	5%	4%

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*29*	51	*48*	141	80	128
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*33*	48	*46*	139	81	128
Unclear communication	30%	*36%*	43%	*21%*	28%	40%	33%
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*31%*	29%	*27%*	25%	30%	29%
My concerns about job security	40%	*46%*	41%	*35%*	39%	43%	40%
Having to commute	14%	*13%*	12%	*17%*	14%	12%	14%
Getting used to new hybrid policies	16%	*4%*	8%	*8%*	23%	6%	7%
The lack of flexibility around when I work	19%	*17%*	16%	*25%*	18%	16%	19%
My fear of being back in the office due to COVID-19	17%	*7%*	16%	*19%*	19%	12%	15%
Too much change in my workplace	31%	*29%*	27%	*31%*	33%	28%	29%
Other	36%	*29%*	31%	*38%*	39%	30%	33%
Don't know	1%	-	-	*2%*	2%	-	1%
Prefer not to say	1%	-	-	*4%*	1%	-	1%

Cell Contents (Column Percentages)

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Work indu					
		Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal
Ceremonial County of England / Wales							
Unweighted base	1000	117	111	120	118	113	59
Base	1000	115	112	118	117	116	59
Bedfordshire	1%	4%	2%	2%	1%	2%	-
Berkshire	2%	3%	3%	1%	4%	2%	2%
Bristol	0%	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	2%	-	-
Cambridgeshire	2%	3%	2%	2%	4%	3%	2%
Cheshire	2%	3%	-	2%	2%	1%	6%
City of London	0%	-	-	-	-	1%	-
Cornwall	1%	2%	-	4%	1%	3%	-
Cumbria	1%	1%	-	1%	-	4%	-
Derbyshire	2%	2%	2%	1%	1%	2%	2%
Devon	3%	2%	4%	4%	3%	2%	2%
Dorset	2%	2%	2%	-	2%	2%	-
Durham	1%	2%	1%	1%	-	2%	-
East Riding of Yorkshire	1%	2%	2%	2%	-	1%	-
East Sussex	1%	-	-	1%	-	3%	2%
Essex	3%	3%	4%	3%	2%	3%	14%
Gloucestershire	1%	3%	2%	2%	3%	1%	-
Greater London	13%	5%	13%	8%	16%	8%	13%
Greater Manchester	4%	3%	4%	5%	3%	4%	3%
Hampshire	3%	1%	2%	3%	3%	5%	2%
Herefordshire	1%	1%	-	1%	1%	-	2%
Hertfordshire	2%	1%	2%	2%	2%	3%	2%
Kent	3%	3%	2%	5%	6%	2%	2%
Lancashire	2%	3%	4%	2%	1%	2%	-
Leicestershire	1%	3%	1%	1%	2%	2%	-
Lincolnshire	1%	2%	1%	2%	2%	3%	2%
Merseyside	1%	1%	1%	2%	2%	3%	-
Norfolk	1%	3%	2%	2%	-	2%	-
North Yorkshire	1%	2%	2%	5%	-	1%	-
Northumberland	0%	-	1%	-	-	2%	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	3%	2%	-	1%	2%	-
Oxfordshire	1%	2%	-	1%	-	2%	-
Rutland	0%	-	-	-	-	-	2%
Shropshire	1%	2%	1%	1%	-	1%	3%
Somerset	1%	1%	1%	3%	2%	1%	2%
South Yorkshire	2%	1%	1%	1%	1%	1%	2%
Staffordshire	1%	2%	-	3%	1%	3%	-
Suffolk	1%	1%	-	-	1%	1%	3%
Surrey	3%	1%	4%	2%	3%	3%	-
Tyne and Wear	2%	4%	2%	-	-	-	6%
Warwickshire	1%	2%	-	1%	-	2%	-
West Midlands	3%	5%	4%	2%	2%	3%	3%
West Sussex	2%	2%	4%	-	3%	-	2%
West Yorkshire	3%	5%	4%	5%	6%	1%	3%
Wiltshire	2%	2%	1%	1%	3%	1%	2%
Worcestershire	1%	1%	2%	-	-	-	-
Blaenau Gwent	0%	-	-	-	1%	-	-
Bridgend	0%	-	-	-	-	-	-
Caerphilly	0%	1%	-	-	-	-	-
Cardiff	1%	-	1%	1%	2%	1%	2%
Carmarthenshire	0%	-	-	-	1%	-	-
Ceredigion	0%	-	-	-	-	1%	-
Conwy	0%	-	1%	-	-	-	-
Denbighshire	0%	-	1%	-	-	-	-
Flintshire	0%	-	1%	-	-	1%	2%
Gwynedd	0%	1%	-	-	-	2%	-
Isle of Anglesey	0%	-	-	1%	-	1%	-
Monmouthshire	0%	-	-	-	1%	-	-
Neath Port Talbot	0%	-	1%	-	-	-	-
Newport	0%	-	-	1%	-	-	-
Pembrokeshire	0%	-	1%	-	-	-	-
Powys	0%	-	-	-	-	-	-
Rhondda Cynon Taf	1%	3%	-	2%	-	1%	-
Swansea	0%	-	-	1%	-	-	-
Torfaen	0%	-	-	1%	-	-	-
Wrexham	0%	-	-	-	1%	-	-
Isle of Wight	0%	-	-	1%	-	-	-
Other county	13%	8%	13%	15%	12%	11%	15%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	117	111	120	118	113	59
Base: All GB employees	1000	115	112	118	117	116	59
A lot worse	8%	6%	7%	10%	7%	9%	16%
A little worse	29%	32%	25%	29%	28%	24%	22%
About the same	49%	48%	54%	47%	48%	56%	43%
A little better	9%	10%	8%	9%	8%	9%	13%
A lot better	4%	2%	5%	5%	8%	2%	3%
Don't know	1%	2%	1%	-	-	1%	2%
Prefer not to say	0%	1%	-	-	1%	-	-
Net: Better	13%	12%	13%	14%	16%	11%	17%
Net: Worse	37%	38%	32%	39%	35%	33%	39%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	*44*	*35*	*47*	*42*	*37*	*23*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	*43*	*36*	*46*	*41*	*38*	*23*
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	*16%*	*15%*	*15%*	*12%*	*13%*	*4%*
Most of it	16%	*23%*	*8%*	*15%*	*9%*	*18%*	*8%*
Some of it	47%	*43%*	*40%*	*47%*	*46%*	*45%*	*42%*
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	*18%*	*38%*	*23%*	*33%*	*21%*	*45%*
Don't know	0%	-	-	-	-	*3%*	-
Prefer not to say	0%	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	117	111	120	118	113	59
Base: All GB employees	1000	115	112	118	117	116	59
My employer is doing enough to safeguard my mental wellbeing	53%	47%	51%	44%	62%	55%	51%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	33%	26%	37%	22%	28%	30%
Don't know	16%	18%	19%	19%	14%	16%	16%
Prefer not to say	3%	2%	4%	-	2%	1%	3%

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*36*	*22*	*36*	*28*	*29*	*13*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*35*	*22*	*35*	*28*	*29*	*13*
Unclear communication	30%	*36%*	*26%*	*31%*	*28%*	*37%*	*15%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*33%*	*32%*	*39%*	*25%*	*34%*	*15%*
My concerns about job security	40%	*39%*	*42%*	*42%*	*46%*	*48%*	*8%*
Having to commute	14%	*19%*	*4%*	*8%*	*29%*	*7%*	*23%*
Getting used to new hybrid policies	16%	*14%*	*13%*	*8%*	*26%*	*27%*	*23%*
The lack of flexibility around when I work	19%	*22%*	*19%*	*19%*	*25%*	*23%*	*8%*
My fear of being back in the office due to COVID-19	17%	*8%*	*13%*	*14%*	*40%*	*14%*	*16%*
Too much change in my workplace	31%	*34%*	*18%*	*33%*	*21%*	*49%*	*23%*
Other	36%	*33%*	*45%*	*50%*	*32%*	*20%*	*38%*
Don't know	1%	*3%*	-	*3%*	-	-	-
Prefer not to say	1%	*3%*	-	*3%*	*4%*	-	-

Cell Contents (C

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	ıstry (select all that apply)						
		IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other
Ceremonial County of England / Wales								
Unweighted base	1000	118	94	*33*	*19*	58	*16*	125
Base	1000	116	97	*33*	*18*	58	*16*	125
Bedfordshire	1%	2%	1%	-	-	-	*6%*	1%
Berkshire	2%	5%	1%	-	-	2%	-	3%
Bristol	0%	1%	2%	-	-	-	-	2%
Buckinghamshire	0%	1%	-	-	-	2%	-	1%
Cambridgeshire	2%	5%	-	*9%*	*5%*	2%	*6%*	2%
Cheshire	2%	2%	1%	-	*5%*	2%	-	2%
City of London	0%	-	-	-	-	-	-	-
Cornwall	1%	-	-	*3%*	-	2%	*8%*	1%
Cumbria	1%	-	-	-	-	2%	-	-
Derbyshire	2%	4%	1%	-	-	2%	-	1%
Devon	3%	4%	2%	*9%*	*5%*	3%	*6%*	4%
Dorset	2%	2%	2%	-	-	2%	*8%*	2%
Durham	1%	3%	-	*3%*	-	-	-	2%
East Riding of Yorkshire	1%	-	-	-	*5%*	-	*6%*	-
East Sussex	1%	4%	1%	*3%*	-	-	-	1%
Essex	3%	3%	2%	*3%*	*5%*	3%	*6%*	3%
Gloucestershire	1%	3%	1%	*3%*	-	-	-	1%
Greater London	13%	9%	34%	*9%*	*11%*	14%	*18%*	18%
Greater Manchester	4%	3%	5%	*3%*	*5%*	5%	-	6%
Hampshire	3%	3%	3%	-	-	5%	-	6%
Herefordshire	1%	-	1%	-	-	-	-	-
Hertfordshire	2%	2%	1%	*3%*	-	2%	-	2%
Kent	3%	4%	3%	-	*5%*	2%	*12%*	3%
Lancashire	2%	-	1%	-	*5%*	-	-	1%
Leicestershire	1%	1%	-	*3%*	*11%*	-	-	-
Lincolnshire	1%	-	-	*7%*	-	-	-	1%
Merseyside	1%	-	-	-	-	-	-	2%
Norfolk	1%	1%	1%	-	-	2%	-	1%
North Yorkshire	1%	2%	1%	-	-	2%	-	-
Northumberland	0%	-	1%	*3%*	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	2%	1%	-	-	3%	-	2%
Oxfordshire	1%	-	1%	*3%*	-	-	-	-
Rutland	0%	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	2%
Somerset	1%	3%	-	-	*10%*	2%	*6%*	-
South Yorkshire	2%	3%	1%	*3%*	-	3%	*6%*	2%
Staffordshire	1%	1%	1%	-	-	3%	-	-
Suffolk	1%	3%	2%	-	-	-	-	1%
Surrey	3%	4%	2%	-	-	3%	-	5%
Tyne and Wear	2%	2%	-	-	-	5%	-	2%
Warwickshire	1%	-	1%	-	-	3%	-	-
West Midlands	3%	6%	2%	-	*5%*	-	*6%*	1%
West Sussex	2%	3%	2%	*6%*	-	2%	-	2%
West Yorkshire	3%	2%	2%	-	*5%*	10%	-	2%
Wiltshire	2%	3%	1%	*3%*	-	-	-	1%
Worcestershire	1%	-	-	-	*5%*	-	-	1%
Blaenau Gwent	0%	-	-	-	-	-	-	-
Bridgend	0%	-	1%	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	2%	-	-
Carmarthenshire	0%	-	1%	-	-	-	-	-
Ceredigion	0%	-	1%	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-
Denbighshire	0%	-	-	*3%*	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	1%
Gwynedd	0%	-	-	-	-	-	-	1%
Isle of Anglesey	0%	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	1%
Newport	0%	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	2%
Rhondda Cynon Taf	1%	-	1%	-	-	-	-	-
Swansea	0%	-	-	*3%*	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-
Other county	13%	7%	11%	*18%*	*11%*	11%	*6%*	15%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	118	94	*33*	*19*	58	*16*	125
Base: All GB employees	1000	116	97	*33*	*18*	58	*16*	125
A lot worse	8%	11%	6%	*6%*	*11%*	5%	-	7%
A little worse	29%	26%	34%	*43%*	*42%*	24%	*30%*	35%
About the same	49%	51%	41%	*42%*	*26%*	57%	*64%*	45%
A little better	9%	10%	11%	*9%*	*5%*	8%	*6%*	9%
A lot better	4%	2%	5%	-	*11%*	3%	-	3%
Don't know	1%	-	2%	-	*5%*	-	-	-
Prefer not to say	0%	1%	-	-	-	2%	-	1%
Net: Better	13%	12%	16%	*9%*	*16%*	12%	*6%*	12%
Net: Worse	37%	36%	40%	*49%*	*53%*	29%	*30%*	42%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	*43*	*39*	*16*	*10*	*17*	*5*	52
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	*42*	*39*	*16*	*10*	*17*	*5*	53
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	*12%*	*8%*	*12%*	*10%*	*17%*	*40%*	6%
Most of it	16%	*18%*	*18%*	*31%*	*10%*	*23%*	-	17%
Some of it	47%	*44%*	*51%*	*33%*	*60%*	*40%*	*60%*	59%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	*26%*	*23%*	*24%*	*20%*	*19%*	-	16%
Don't know	0%	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	2%

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	118	94	*33*	*19*	58	*16*	125
Base: All GB employees	1000	116	97	*33*	*18*	58	*16*	125
My employer is doing enough to safeguard my mental wellbeing	53%	65%	56%	*55%*	*58%*	37%	*82%*	48%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	21%	29%	*39%*	*32%*	41%	*12%*	28%
Don't know	16%	10%	11%	*6%*	*10%*	20%	*6%*	19%
Prefer not to say	3%	3%	3%	-	-	2%	-	6%

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*32*	*30*	*12*	*8*	*14*	*5*	*43*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*32*	*30*	*12*	*8*	*14*	*5*	*43*
Unclear communication	30%	*28%*	*38%*	*32%*	*37%*	*36%*	-	*19%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*31%*	*19%*	*41%*	*50%*	*14%*	-	*18%*
My concerns about job security	40%	*41%*	*58%*	*52%*	*62%*	*50%*	*40%*	*35%*
Having to commute	14%	*22%*	*10%*	*24%*	*37%*	-	*20%*	*11%*
Getting used to new hybrid policies	16%	*22%*	*13%*	*8%*	*25%*	*14%*	-	*14%*
The lack of flexibility around when I work	19%	*12%*	*16%*	*40%*	*38%*	*21%*	-	*12%*
My fear of being back in the office due to COVID-19	17%	*22%*	*10%*	*8%*	*25%*	*7%*	*39%*	*20%*
Too much change in my workplace	31%	*31%*	*34%*	*48%*	*50%*	*50%*	*40%*	*29%*
Other	36%	*43%*	*40%*	*43%*	*50%*	*36%*	*41%*	*47%*
Don't know	1%	-	-	-	-	-	-	*5%*
Prefer not to say	1%	-	-	-	-	*7%*	-	-

Cell Contents (C

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Work industry (MAIN)							
Ceremonial County of England / Wales		**Manufacturing**	**Construction**	**Retail**	**Finance and Accounting**	**Hospitality and leisure**	**Legal**	**IT & telecoms**	**Media/ marketing/ advertising/ PR & sales**
Unweighted base	1000	105	105	107	109	104	58	108	89
Base	1000	102	107	106	108	107	58	106	92
Bedfordshire	1%	3%	2%	2%	1%	-	-	2%	1%
Berkshire	2%	2%	3%	1%	5%	2%	2%	5%	1%
Bristol	0%	-	-	-	-	-	-	1%	2%
Buckinghamshire	0%	-	-	-	2%	-	-	1%	-
Cambridgeshire	2%	3%	1%	1%	3%	2%	2%	5%	-
Cheshire	2%	3%	-	1%	2%	1%	6%	3%	1%
City of London	0%	-	-	-	-	1%	-	-	-
Cornwall	1%	2%	-	5%	1%	3%	-	-	-
Cumbria	1%	1%	-	1%	-	4%	-	-	-
Derbyshire	2%	2%	2%	1%	1%	2%	2%	5%	1%
Devon	3%	1%	4%	4%	4%	1%	2%	4%	2%
Dorset	2%	2%	2%	-	3%	3%	-	2%	2%
Durham	1%	2%	1%	1%	-	2%	-	3%	-
East Riding of Yorkshire	1%	2%	2%	2%	-	1%	-	-	-
East Sussex	1%	-	-	1%	-	3%	2%	3%	1%
Essex	3%	3%	3%	2%	1%	2%	12%	3%	1%
Gloucestershire	1%	3%	2%	2%	3%	1%	-	2%	-
Greater London	13%	2%	14%	9%	15%	8%	12%	9%	36%
Greater Manchester	4%	3%	5%	5%	4%	5%	3%	4%	5%
Hampshire	3%	1%	2%	3%	3%	4%	2%	4%	2%
Herefordshire	1%	1%	-	1%	1%	-	2%	-	1%
Hertfordshire	2%	1%	2%	2%	2%	3%	2%	2%	1%
Kent	3%	3%	2%	6%	6%	2%	2%	3%	3%
Lancashire	2%	3%	4%	2%	1%	2%	-	-	1%
Leicestershire	1%	3%	1%	1%	1%	2%	-	1%	-
Lincolnshire	1%	2%	1%	2%	2%	3%	2%	-	-
Merseyside	1%	-	1%	2%	2%	3%	-	-	-
Norfolk	1%	3%	2%	2%	-	1%	-	1%	1%
North Yorkshire	1%	2%	2%	5%	-	1%	-	2%	1%
Northumberland	0%	-	1%	-	-	2%	-	-	1%

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Ceremonial County of England / Wales

Nottinghamshire	2%	3%	2%	-	1%	2%	-	2%	1%
Oxfordshire	1%	2%	-	1%	-	2%	-	-	1%
Rutland	0%	-	-	-	-	-	2%	-	-
Shropshire	1%	2%	1%	-	-	1%	3%	-	-
Somerset	1%	1%	1%	2%	2%	1%	2%	3%	-
South Yorkshire	2%	1%	1%	1%	1%	1%	2%	3%	1%
Staffordshire	1%	2%	-	3%	-	3%	2%	1%	1%
Suffolk	1%	1%	-	-	-	1%	3%	4%	2%
Surrey	3%	1%	4%	2%	3%	3%	-	5%	2%
Tyne and Wear	2%	5%	2%	-	-	-	7%	2%	-
Warwickshire	1%	2%	-	1%	-	2%	-	-	1%
West Midlands	3%	5%	4%	1%	2%	4%	3%	6%	2%
West Sussex	2%	3%	3%	-	4%	-	2%	3%	1%
West Yorkshire	3%	5%	4%	5%	6%	1%	3%	2%	2%
Wiltshire	2%	2%	1%	1%	4%	1%	2%	3%	1%
Worcestershire	1%	1%	2%	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	1%	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	1%
Caerphilly	0%	1%	-	-	-	-	-	-	-
Cardiff	1%	-	1%	1%	2%	1%	2%	-	-
Carmarthenshire	0%	-	-	-	1%	-	-	-	1%
Ceredigion	0%	-	-	-	-	1%	-	-	1%
Conwy	0%	-	1%	-	-	-	-	-	-
Denbighshire	0%	-	1%	-	-	-	-	-	-
Flintshire	0%	-	1%	-	-	1%	2%	-	-
Gwynedd	0%	1%	-	-	-	2%	-	-	-
Isle of Anglesey	0%	-	-	1%	-	1%	-	-	-
Monmouthshire	0%	-	-	-	1%	-	-	-	-
Neath Port Talbot	0%	-	1%	-	-	-	-	-	-
Newport	0%	-	-	1%	-	-	-	-	-
Pembrokeshire	0%	-	1%	-	-	-	-	-	-
Powys	0%	-	1%	-	-	-	-	-	-
Rhondda Cynon Taf	1%	3%	-	2%	-	1%	-	-	1%
Swansea	0%	-	-	1%	-	-	-	-	-
Torfaen	0%	-	-	1%	-	-	-	-	-
Wrexham	0%	-	-	-	1%	-	-	-	-
Isle of Wight	0%	-	-	1%	-	-	-	-	-
Other county	13%	10%	13%	17%	13%	12%	16%	6%	12%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	105	105	107	109	104	58	108	89
Base: All GB employees	1000	102	107	106	108	107	58	106	92
A lot worse	8%	6%	7%	10%	8%	8%	17%	10%	6%
A little worse	29%	31%	25%	31%	28%	23%	21%	25%	34%
About the same	49%	49%	53%	46%	48%	56%	44%	52%	40%
A little better	9%	10%	8%	10%	7%	10%	14%	10%	13%
A lot better	4%	2%	5%	4%	8%	2%	3%	2%	5%
Don't know	1%	2%	1%	-	-	1%	2%	-	2%
Prefer not to say	0%	1%	-	-	1%	-	-	1%	-
Net: Better	13%	11%	14%	13%	15%	12%	17%	12%	17%
Net: Worse	37%	37%	32%	41%	36%	31%	38%	35%	41%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	*39*	*33*	*44*	*39*	*33*	*22*	*38*	*37*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	*38*	*34*	*44*	*38*	*33*	*22*	*37*	*37*
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	*13%*	*12%*	*14%*	*10%*	*9%*	*4%*	*8%*	*8%*
Most of it	16%	*26%*	*6%*	*14%*	*10%*	*18%*	*9%*	*18%*	*19%*
Some of it	47%	*41%*	*42%*	*48%*	*47%*	*47%*	*40%*	*45%*	*49%*
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	*20%*	*40%*	*25%*	*33%*	*23%*	*47%*	*29%*	*24%*
Don't know	0%	-	-	-	-	*3%*	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	105	105	107	109	104	58	108	89
Base: All GB employees	1000	102	107	106	108	107	58	106	92
My employer is doing enough to safeguard my mental wellbeing	53%	47%	49%	45%	62%	56%	48%	68%	57%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	32%	25%	38%	21%	26%	30%	20%	30%
Don't know	16%	19%	21%	18%	14%	17%	18%	9%	9%
Prefer not to say	3%	3%	4%	-	3%	1%	3%	4%	3%

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*31*	*20*	*33*	*26*	*25*	*12*	*27*	*28*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*30*	*20*	*33*	*26*	*25*	*12*	*26*	*28*
Unclear communication	30%	*39%*	*24%*	*30%*	*27%*	*39%*	*16%*	*29%*	*40%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*36%*	*35%*	*39%*	*23%*	*31%*	*16%*	*30%*	*17%*
My concerns about job security	40%	*35%*	*41%*	*39%*	*42%*	*45%*	*8%*	*33%*	*55%*
Having to commute	14%	*23%*	*5%*	*9%*	*28%*	*8%*	*17%*	*22%*	*10%*
Getting used to new hybrid policies	16%	*10%*	*15%*	*9%*	*28%*	*28%*	*17%*	*15%*	*14%*
The lack of flexibility around when I work	19%	*26%*	*20%*	*15%*	*23%*	*23%*	*8%*	*15%*	*17%*
My fear of being back in the office due to COVID-19	17%	*10%*	*15%*	*9%*	*43%*	*12%*	*17%*	*26%*	*10%*
Too much change in my workplace	31%	*26%*	*15%*	*34%*	*19%*	*44%*	*25%*	*30%*	*33%*
Other	36%	*29%*	*40%*	*51%*	*27%*	*16%*	*42%*	*41%*	*36%*
Don't know	1%	*3%*	-	*3%*	-	-	-	-	-
Prefer not to say	1%	*3%*	-	*3%*	*4%*	-	-	-	-

Cell Contents (C

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total								
							Company an		
		Medical & health services	Education	Transportation & distribution	Real estate	Other	First year of trading	Less than £1 million	£1 million to £9.9 million
Ceremonial County of England / Wales									
Unweighted base	1000	*22*	*10*	*48*	*10*	125	*2*	82	117
Base	1000	*22*	*10*	*48*	*10*	125	*2*	87	114
Bedfordshire	1%	-	-	-	-	1%	-	1%	1%
Berkshire	2%	-	-	*2%*	-	3%	-	1%	2%
Bristol	0%	-	-	-	-	2%	-	-	3%
Buckinghamshire	0%	-	-	*2%*	-	1%	-	-	2%
Cambridgeshire	2%	*5%*	-	-	-	2%	-	-	3%
Cheshire	2%	-	*10%*	*3%*	-	1%	-	-	1%
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	*2%*	*13%*	1%	-	1%	2%
Cumbria	1%	-	-	*2%*	-	-	-	1%	-
Derbyshire	2%	-	-	*3%*	-	1%	-	2%	2%
Devon	3%	*5%*	-	*2%*	-	4%	-	3%	5%
Dorset	2%	-	-	*2%*	-	2%	*58%*	2%	3%
Durham	1%	*5%*	-	-	-	2%	-	1%	1%
East Riding of Yorkshire	1%	-	*10%*	-	*10%*	-	-	1%	1%
East Sussex	1%	*5%*	-	-	-	1%	-	1%	-
Essex	3%	-	-	*2%*	-	3%	-	1%	3%
Gloucestershire	1%	-	-	-	-	1%	-	2%	1%
Greater London	13%	*5%*	*10%*	*10%*	*20%*	19%	-	13%	15%
Greater Manchester	4%	*5%*	-	*6%*	-	7%	-	5%	5%
Hampshire	3%	-	-	*4%*	-	6%	-	6%	3%
Herefordshire	1%	-	-	-	-	-	-	1%	-
Hertfordshire	2%	*5%*	-	*2%*	-	2%	-	1%	2%
Kent	3%	-	*10%*	*2%*	*19%*	3%	-	3%	1%
Lancashire	2%	-	*10%*	-	-	1%	*43%*	-	1%
Leicestershire	1%	-	-	-	-	-	-	2%	1%
Lincolnshire	1%	*6%*	-	-	-	1%	-	1%	-
Merseyside	1%	-	-	-	-	2%	-	-	1%
Norfolk	1%	-	-	*2%*	-	1%	-	-	1%
North Yorkshire	1%	-	-	*2%*	-	-	-	1%	3%
Northumberland	0%	*5%*	-	-	-	-	-	1%	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	*4%*	-	2%	-	2%	2%
Oxfordshire	1%	*5%*	-	-	-	-	-	1%	-
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	2%	-	1%	1%
Somerset	1%	*5%*	*10%*	*2%*	*10%*	-	-	1%	1%
South Yorkshire	2%	*5%*	-	*4%*	*10%*	2%	-	1%	-
Staffordshire	1%	-	-	*2%*	-	-	-	3%	-
Suffolk	1%	-	-	-	-	1%	-	2%	3%
Surrey	3%	-	-	*4%*	-	5%	-	1%	3%
Tyne and Wear	2%	-	-	*6%*	-	1%	-	1%	3%
Warwickshire	1%	-	-	*4%*	-	-	-	4%	1%
West Midlands	3%	-	*10%*	-	*10%*	2%	-	5%	4%
West Sussex	2%	*9%*	-	*2%*	-	2%	-	5%	3%
West Yorkshire	3%	-	*10%*	*8%*	-	2%	-	1%	5%
Wiltshire	2%	*4%*	-	-	-	1%	-	1%	2%
Worcestershire	1%	-	*10%*	-	-	1%	-	1%	1%
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	1%
Cardiff	1%	-	-	*2%*	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	1%	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	*4%*	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	1%	-	-	-
Gwynedd	0%	-	-	-	-	1%	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	1%	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	1%	-
Powys	0%	-	-	-	-	1%	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	1%	-
Swansea	0%	*5%*	-	-	-	-	-	1%	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	*22%*	*10%*	*13%*	*10%*	14%	-	9%	13%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	22	10	48	10	125	2	82	117
Base: All GB employees	1000	22	10	48	10	125	2	87	114
A lot worse	8%	4%	20%	6%	-	7%	-	10%	5%
A little worse	29%	42%	40%	25%	29%	33%	-	23%	32%
About the same	49%	41%	20%	58%	71%	47%	100%	54%	44%
A little better	9%	9%	-	8%	-	9%	-	12%	12%
A lot better	4%	5%	10%	-	-	3%	-	1%	7%
Don't know	1%	-	10%	-	-	-	-	-	-
Prefer not to say	0%	-	-	2%	-	1%	-	1%	1%
Net: Better	13%	14%	10%	8%	-	12%	-	13%	19%
Net: Worse	37%	46%	60%	31%	29%	40%	-	32%	37%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	10	6	15	3	49	-	26	43
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	10	6	15	3	50	-	28	42
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	-	13%	33%	8%	-	12%	2%
Most of it	16%	29%	17%	26%	-	18%	-	12%	23%
Some of it	47%	42%	67%	39%	67%	55%	-	49%	51%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	29%	16%	22%	-	17%	-	28%	24%
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	3%	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?									
Unweighted base	1000	*22*	*10*	*48*	*10*	125	*2*	82	117
Base: All GB employees	1000	*22*	*10*	*48*	*10*	125	*2*	87	114
My employer is doing enough to safeguard my mental wellbeing	53%	*69%*	*60%*	*33%*	*81%*	47%	*58%*	54%	53%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	*27%*	*20%*	*41%*	*10%*	29%	*43%*	25%	27%
Don't know	16%	*5%*	*20%*	*24%*	*10%*	18%	-	18%	17%
Prefer not to say	3%	-	-	*2%*	-	6%	-	3%	3%
You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)									
Unweighted base	269	*7*	*5*	*12*	*3*	*40*	-	*19*	*33*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*7*	*5*	*12*	*3*	*40*	-	*20*	*32*
Unclear communication	30%	*41%*	*20%*	*42%*	-	*20%*	-	*30%*	*36%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*28%*	*40%*	*17%*	-	*17%*	-	*19%*	*24%*
My concerns about job security	40%	*46%*	*40%*	*50%*	-	*40%*	-	*48%*	*24%*
Having to commute	14%	*14%*	*20%*	-	*33%*	*10%*	-	*5%*	*18%*
Getting used to new hybrid policies	16%	*14%*	*20%*	*17%*	-	*12%*	-	*9%*	*9%*
The lack of flexibility around when I work	19%	*27%*	*40%*	*25%*	-	*13%*	-	-	*27%*
My fear of being back in the office due to COVID-19	17%	-	*40%*	-	*66%*	*17%*	-	-	*15%*
Too much change in my workplace	31%	*54%*	*60%*	*42%*	*33%*	*33%*	-	*27%*	*27%*
Other	36%	*31%*	*40%*	*25%*	*34%*	*45%*	-	*36%*	*36%*
Don't know	1%	-	-	-	-	*5%*	-	-	-
Prefer not to say	1%	-	-	*8%*	-	-	-	-	*3%*

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	nual turnover			Company age				
		£10 million or more	Don't know	Prefer not to answer	Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years	Over 20 years up to 35 years	Over 35 years
Ceremonial County of England / Wales									
Unweighted base	1000	315	453	*31*	*47*	80	155	175	420
Base	1000	310	456	*31*	*48*	81	158	176	414
Bedfordshire	1%	2%	1%	-	*2%*	1%	-	1%	2%
Berkshire	2%	3%	2%	*3%*	*2%*	2%	4%	2%	2%
Bristol	0%	0%	0%	-	*2%*	-	1%	1%	0%
Buckinghamshire	0%	0%	0%	-	-	1%	-	1%	0%
Cambridgeshire	2%	2%	3%	-	*2%*	-	2%	2%	2%
Cheshire	2%	2%	2%	*3%*	*2%*	1%	4%	1%	2%
City of London	0%	0%	-	-	-	-	-	-	0%
Cornwall	1%	2%	1%	-	-	1%	2%	2%	1%
Cumbria	1%	1%	1%	-	*2%*	-	1%	1%	0%
Derbyshire	2%	2%	1%	-	-	1%	2%	2%	1%
Devon	3%	2%	3%	-	*4%*	2%	3%	3%	3%
Dorset	2%	1%	2%	-	*5%*	4%	2%	2%	1%
Durham	1%	1%	2%	-	*2%*	2%	-	2%	1%
East Riding of Yorkshire	1%	0%	1%	-	-	1%	1%	1%	1%
East Sussex	1%	1%	2%	-	-	-	3%	1%	1%
Essex	3%	2%	4%	-	-	-	3%	3%	3%
Gloucestershire	1%	1%	2%	-	-	4%	1%	1%	1%
Greater London	13%	15%	10%	*29%*	*9%*	16%	15%	10%	13%
Greater Manchester	4%	7%	2%	*3%*	*3%*	2%	5%	8%	4%
Hampshire	3%	2%	4%	-	*6%*	4%	1%	3%	3%
Herefordshire	1%	-	1%	*3%*	-	1%	-	1%	0%
Hertfordshire	2%	2%	2%	*3%*	-	-	2%	2%	2%
Kent	3%	4%	4%	*3%*	-	4%	3%	3%	5%
Lancashire	2%	1%	2%	*7%*	*7%*	-	1%	1%	1%
Leicestershire	1%	2%	0%	-	-	-	-	2%	1%
Lincolnshire	1%	1%	2%	-	*7%*	3%	1%	1%	1%
Merseyside	1%	1%	1%	-	-	-	-	1%	1%
Norfolk	1%	1%	2%	-	-	-	1%	2%	1%
North Yorkshire	1%	1%	1%	-	*2%*	2%	1%	1%	2%
Northumberland	0%	-	1%	-	-	-	2%	-	0%

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Ceremonial County of England / Wales

Nottinghamshire	2%	2%	1%	-	-	2%	2%	1%	2%
Oxfordshire	1%	1%	1%	-	-	-	1%	1%	1%
Rutland	0%	0%	-	-	-	-	-	-	0%
Shropshire	1%	1%	1%	-	-	1%	-	1%	0%
Somerset	1%	2%	2%	-	*2%*	1%	2%	1%	1%
South Yorkshire	2%	1%	3%	*3%*	-	2%	3%	2%	1%
Staffordshire	1%	2%	1%	-	*2%*	1%	2%	1%	2%
Suffolk	1%	1%	1%	-	-	2%	1%	1%	1%
Surrey	3%	3%	3%	*13%*	*2%*	4%	3%	3%	2%
Tyne and Wear	2%	2%	1%	*3%*	*2%*	1%	1%	1%	2%
Warwickshire	1%	0%	1%	-	-	-	1%	-	1%
West Midlands	3%	2%	3%	-	*11%*	3%	2%	5%	2%
West Sussex	2%	2%	1%	*7%*	*2%*	1%	1%	4%	1%
West Yorkshire	3%	4%	3%	-	-	1%	2%	4%	4%
Wiltshire	2%	1%	2%	-	-	2%	3%	2%	1%
Worcestershire	1%	-	1%	-	-	-	1%	1%	0%
Blaenau Gwent	0%	0%	-	-	-	-	-	1%	-
Bridgend	0%	-	0%	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	0%
Cardiff	1%	1%	1%	*3%*	-	-	1%	1%	0%
Carmarthenshire	0%	-	0%	-	*3%*	2%	-	-	-
Ceredigion	0%	-	0%	-	-	-	-	1%	-
Conwy	0%	-	0%	-	-	2%	-	-	-
Denbighshire	0%	1%	-	-	-	1%	-	-	0%
Flintshire	0%	1%	-	*3%*	*2%*	-	-	1%	0%
Gwynedd	0%	0%	1%	-	*2%*	-	-	1%	0%
Isle of Anglesey	0%	-	1%	-	-	2%	-	-	0%
Monmouthshire	0%	0%	-	-	-	-	-	-	0%
Neath Port Talbot	0%	-	0%	-	-	-	-	-	0%
Newport	0%	0%	-	-	-	-	-	-	0%
Pembrokeshire	0%	-	-	-	-	2%	-	-	-
Powys	0%	-	1%	-	-	-	1%	-	-
Rhondda Cynon Taf	1%	1%	1%	-	-	2%	1%	1%	1%
Swansea	0%	-	0%	-	-	-	-	1%	-
Torfaen	0%	-	0%	-	-	-	-	-	-
Wrexham	0%	-	0%	-	-	-	-	-	0%
Isle of Wight	0%	0%	-	-	-	-	-	-	0%
Other county	13%	15%	12%	*12%*	*17%*	14%	11%	11%	15%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	315	453	*31*	*47*	80	155	175	420
Base: All GB employees	1000	310	456	*31*	*48*	81	158	176	414
A lot worse	8%	8%	8%	*16%*	*8%*	12%	8%	8%	7%
A little worse	29%	32%	27%	*25%*	*28%*	31%	26%	23%	33%
About the same	49%	47%	51%	*41%*	*49%*	44%	53%	50%	47%
A little better	9%	9%	9%	*11%*	*9%*	6%	10%	14%	8%
A lot better	4%	4%	3%	*6%*	*4%*	5%	2%	4%	4%
Don't know	1%	0%	2%	-	*2%*	-	1%	-	1%
Prefer not to say	0%	0%	0%	-	-	1%	-	1%	0%
Net: Better	13%	13%	12%	*18%*	*13%*	11%	12%	17%	12%
Net: Worse	37%	40%	35%	*41%*	*36%*	44%	34%	31%	40%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	126	160	*13*	*17*	*35*	53	55	168
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	124	161	*13*	*17*	*35*	54	55	165
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	10%	10%	*15%*	-	*9%*	11%	7%	12%
Most of it	16%	19%	14%	*7%*	*13%*	*14%*	18%	17%	16%
Some of it	47%	45%	48%	*23%*	*45%*	*42%*	47%	46%	47%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	25%	27%	*55%*	*43%*	*35%*	25%	28%	24%
Don't know	0%	1%	-	-	-	-	-	-	1%
Prefer not to say	0%	-	1%	-	-	-	-	2%	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?									
Unweighted base	1000	315	453	*31*	*47*	80	155	175	420
Base: All GB employees	1000	310	456	*31*	*48*	81	158	176	414
My employer is doing enough to safeguard my mental wellbeing	53%	61%	47%	*57%*	*57%*	49%	56%	60%	53%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	26%	31%	*24%*	*26%*	34%	25%	23%	30%
Don't know	16%	10%	20%	*6%*	*10%*	13%	16%	15%	15%
Prefer not to say	3%	2%	3%	*13%*	*7%*	5%	3%	2%	2%
You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)									
Unweighted base	269	94	117	*6*	*10*	*23*	*40*	*39*	126
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	92	116	*6*	*10*	*23*	*41*	*39*	124
Unclear communication	30%	31%	30%	-	*29%*	*26%*	*31%*	*28%*	34%
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	27%	30%	*17%*	*20%*	*46%*	*14%*	*28%*	24%
My concerns about job security	40%	41%	41%	*33%*	*39%*	*66%*	*23%*	*47%*	40%
Having to commute	14%	17%	12%	*16%*	*20%*	*9%*	*15%*	*15%*	14%
Getting used to new hybrid policies	16%	27%	9%	*33%*	*10%*	*9%*	*10%*	*15%*	21%
The lack of flexibility around when I work	19%	20%	20%	-	*42%*	*9%*	*12%*	*13%*	25%
My fear of being back in the office due to COVID-19	17%	16%	20%	*33%*	*29%*	*13%*	*15%*	*15%*	14%
Too much change in my workplace	31%	38%	28%	*16%*	*38%*	*13%*	*40%*	*29%*	33%
Other	36%	37%	36%	*17%*	*39%*	*27%*	*40%*	*28%*	38%
Don't know	1%	2%	1%	*17%*	-	-	-	*3%*	2%
Prefer not to say	1%	1%	1%	*16%*	-	-	*2%*	*3%*	1%

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total		Where in Britain do you MAINLY wo						
Ceremonial County of England / Wales		Don't know	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London
Unweighted base	1000	123	*39*	96	72	56	69	69	168
Base	1000	123	*39*	97	71	56	70	68	168
Bedfordshire	1%	-	-	-	-	2%	-	10%	1%
Berkshire	2%	2%	-	-	-	-	-	1%	1%
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	1%
Cambridgeshire	2%	2%	-	-	-	-	-	27%	-
Cheshire	2%	2%	-	16%	-	-	1%	1%	-
City of London	0%	-	-	-	-	-	-	-	1%
Cornwall	1%	1%	-	-	-	-	-	-	-
Cumbria	1%	1%	-	6%	-	-	-	-	-
Derbyshire	2%	3%	-	1%	-	29%	-	-	-
Devon	3%	2%	*5%*	-	-	-	-	-	-
Dorset	2%	2%	-	-	-	-	-	-	-
Durham	1%	2%	*32%*	-	-	-	-	-	-
East Riding of Yorkshire	1%	2%	-	-	12%	-	-	-	-
East Sussex	1%	2%	-	-	-	-	-	-	-
Essex	3%	3%	-	-	-	-	-	13%	6%
Gloucestershire	1%	3%	-	-	-	-	-	-	-
Greater London	13%	14%	-	-	-	-	-	1%	70%
Greater Manchester	4%	2%	-	43%	1%	-	-	-	-
Hampshire	3%	2%	-	-	-	-	-	-	1%
Herefordshire	1%	1%	-	-	-	-	6%	-	-
Hertfordshire	2%	1%	-	-	-	-	-	9%	2%
Kent	3%	2%	-	-	-	-	-	-	5%
Lancashire	2%	3%	-	16%	-	-	-	-	-
Leicestershire	1%	-	-	-	-	14%	-	-	-
Lincolnshire	1%	1%	*3%*	-	5%	15%	1%	-	-
Merseyside	1%	2%	-	10%	-	-	-	-	-
Norfolk	1%	2%	-	-	-	-	-	14%	1%
North Yorkshire	1%	2%	*8%*	-	15%	-	-	-	-
Northumberland	0%	1%	*10%*	1%	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	1%	-	-	1%	24%	-	1%	-
Oxfordshire	1%	-	-	-	-	2%	1%	-	1%
Rutland	0%	-	-	-	-	-	-	1%	-
Shropshire	1%	4%	-	-	-	-	13%	-	-
Somerset	1%	2%	-	-	-	-	-	-	1%
South Yorkshire	2%	2%	-	-	22%	-	-	-	-
Staffordshire	1%	-	-	1%	-	-	16%	-	-
Suffolk	1%	1%	-	-	-	-	-	16%	-
Surrey	3%	2%	-	1%	-	-	-	1%	5%
Tyne and Wear	2%	1%	*40%*	-	-	-	-	-	1%
Warwickshire	1%	1%	-	-	-	2%	10%	-	-
West Midlands	3%	3%	-	-	-	-	42%	-	-
West Sussex	2%	3%	-	-	-	-	-	-	1%
West Yorkshire	3%	5%	-	-	42%	-	1%	-	2%
Wiltshire	2%	3%	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	7%	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	1%	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	2%	-	-	-	-	-	-	1%
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	1%	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	1%	-	2%	1%	-	-	-	1%
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	1%	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	1%	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	1%	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	1%	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	6%	*2%*	2%	-	13%	-	3%	2%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	123	*39*	96	72	56	69	69	168
Base: All GB employees	1000	123	*39*	97	71	56	70	68	168
A lot worse	8%	8%	*6%*	7%	7%	5%	10%	9%	9%
A little worse	29%	24%	*35%*	23%	28%	40%	28%	40%	34%
About the same	49%	51%	*41%*	54%	43%	41%	56%	43%	39%
A little better	9%	9%	*13%*	10%	11%	7%	1%	7%	13%
A lot better	4%	4%	-	5%	8%	7%	3%	1%	3%
Don't know	1%	3%	*5%*	1%	3%	-	1%	-	1%
Prefer not to say	0%	1%	-	-	-	-	-	-	1%
Net: Better	13%	13%	*13%*	16%	20%	14%	4%	9%	16%
Net: Worse	37%	32%	*41%*	30%	35%	45%	39%	49%	42%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	*40*	*16*	*28*	*25*	*25*	*27*	*34*	71
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	*40*	*16*	*29*	*25*	*25*	*27*	*33*	71
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	*7%*	*6%*	*7%*	*12%*	*4%*	*7%*	*15%*	10%
Most of it	16%	*20%*	*37%*	*15%*	*16%*	*12%*	*11%*	*23%*	12%
Some of it	47%	*49%*	*37%*	*57%*	*33%*	*40%*	*50%*	*26%*	52%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	*24%*	*12%*	*22%*	*39%*	*40%*	*31%*	*36%*	26%
Don't know	0%	-	-	-	-	*4%*	-	-	-
Prefer not to say	0%	-	*8%*	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	123	*39*	96	72	56	69	69	168
Base: All GB employees	1000	123	*39*	97	71	56	70	68	168
My employer is doing enough to safeguard my mental wellbeing	53%	42%	*36%*	50%	55%	59%	48%	49%	57%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	29%	*43%*	32%	30%	26%	33%	21%	26%
Don't know	16%	26%	*15%*	18%	15%	13%	17%	27%	13%
Prefer not to say	3%	3%	*6%*	-	-	2%	2%	3%	5%

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*31*	*13*	*22*	*15*	*14*	*19*	*22*	53
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*30*	*13*	*22*	*15*	*14*	*18*	*21*	53
Unclear communication	30%	*19%*	*46%*	*19%*	*39%*	*28%*	*31%*	*36%*	25%
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*42%*	*31%*	*22%*	*26%*	*35%*	*32%*	*27%*	28%
My concerns about job security	40%	*32%*	*46%*	*28%*	*22%*	*65%*	*47%*	*32%*	41%
Having to commute	14%	*13%*	*8%*	*10%*	*13%*	*21%*	*11%*	*18%*	24%
Getting used to new hybrid policies	16%	*10%*	*8%*	*19%*	*7%*	*21%*	*16%*	*23%*	22%
The lack of flexibility around when I work	19%	*13%*	*23%*	*14%*	*6%*	*7%*	*16%*	*27%*	19%
My fear of being back in the office due to COVID-19	17%	*32%*	*16%*	*23%*	*19%*	*14%*	*16%*	*18%*	24%
Too much change in my workplace	31%	*29%*	*23%*	*15%*	*46%*	*14%*	*26%*	*36%*	39%
Other	36%	*39%*	*31%*	*44%*	*42%*	*35%*	*31%*	*18%*	42%
Don't know	1%	-	-	*4%*	-	-	-	*5%*	-
Prefer not to say	1%	*3%*	-	-	-	*7%*	-	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	rk?				
		South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)
Ceremonial County of England / Wales						
Unweighted base	1000	167	110	*41*	105	*8*
Base	1000	168	110	*43*	105	*8*
Bedfordshire	1%	1%	-	-	-	-
Berkshire	2%	13%	-	-	-	-
Bristol	0%	-	4%	-	-	-
Buckinghamshire	0%	2%	-	-	-	-
Cambridgeshire	2%	1%	-	-	-	-
Cheshire	2%	-	-	-	-	-
City of London	0%	-	-	-	-	-
Cornwall	1%	1%	12%	-	-	-
Cumbria	1%	-	-	-	1%	-
Derbyshire	2%	-	-	-	-	-
Devon	3%	1%	21%	-	-	*13%*
Dorset	2%	2%	13%	-	-	-
Durham	1%	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-
East Sussex	1%	6%	-	-	-	*13%*
Essex	3%	5%	-	-	-	-
Gloucestershire	1%	-	13%	-	-	-
Greater London	13%	6%	1%	-	1%	*12%*
Greater Manchester	4%	1%	-	-	-	-
Hampshire	3%	13%	4%	*2%*	-	-
Herefordshire	1%	-	1%	-	-	-
Hertfordshire	2%	5%	-	-	-	*12%*
Kent	3%	15%	-	-	-	-
Lancashire	2%	-	-	-	-	-
Leicestershire	1%	-	-	-	-	*12%*
Lincolnshire	1%	-	-	-	-	-
Merseyside	1%	-	-	-	-	-
Norfolk	1%	1%	-	-	-	-
North Yorkshire	1%	-	-	-	-	-
Northumberland	0%	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-
Oxfordshire	1%	2%	1%	-	-	-
Rutland	0%	-	-	-	-	-
Shropshire	1%	-	-	-	-	-
Somerset	1%	-	12%	*2%*	-	-
South Yorkshire	2%	-	-	-	1%	-
Staffordshire	1%	-	-	-	-	-
Suffolk	1%	-	-	-	-	-
Surrey	3%	10%	2%	-	-	-
Tyne and Wear	2%	-	-	-	-	-
Warwickshire	1%	-	-	-	-	-
West Midlands	3%	1%	-	-	-	-
West Sussex	2%	11%	1%	-	-	-
West Yorkshire	3%	-	-	-	-	*13%*
Wiltshire	2%	-	14%	-	-	-
Worcestershire	1%	-	-	-	-	-
Blaenau Gwent	0%	-	-	*2%*	-	-
Bridgend	0%	-	-	*3%*	-	-
Caerphilly	0%	-	-	*2%*	-	-
Cardiff	1%	-	-	*14%*	-	-
Carmarthenshire	0%	-	-	*6%*	-	-
Ceredigion	0%	-	-	*5%*	-	-
Conwy	0%	-	-	*3%*	-	-
Denbighshire	0%	-	-	*5%*	-	-
Flintshire	0%	-	-	-	-	-
Gwynedd	0%	-	-	*9%*	-	-
Isle of Anglesey	0%	-	-	*5%*	-	-
Monmouthshire	0%	-	-	*2%*	-	-
Neath Port Talbot	0%	-	-	*5%*	-	-
Newport	0%	-	-	*2%*	-	-
Pembrokeshire	0%	-	-	*3%*	-	-
Powys	0%	-	-	*5%*	-	-
Rhondda Cynon Taf	1%	-	-	*14%*	1%	-
Swansea	0%	-	-	*5%*	-	-
Torfaen	0%	-	-	*2%*	-	-
Wrexham	0%	-	-	*2%*	-	-
Isle of Wight	0%	1%	-	-	-	-
Other county	13%	5%	-	-	96%	*25%*

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	167	110	*41*	105	*8*
Base: All GB employees	1000	168	110	*43*	105	*8*
A lot worse	8%	13%	4%	*9%*	7%	-
A little worse	29%	20%	23%	*13%*	36%	*38%*
About the same	49%	52%	58%	*68%*	49%	*50%*
A little better	9%	8%	14%	*7%*	7%	*12%*
A lot better	4%	5%	2%	*2%*	2%	-
Don't know	1%	-	-	-	-	-
Prefer not to say	0%	1%	1%	-	-	-
Net: Better	13%	14%	15%	*9%*	8%	*12%*
Net: Worse	37%	33%	26%	*22%*	43%	*38%*

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	56	*29*	*9*	*45*	*3*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	56	*29*	*9*	*45*	*3*
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	12%	*7%*	*14%*	*11%*	-
Most of it	16%	14%	*11%*	*31%*	*19%*	*33%*
Some of it	47%	48%	*59%*	*31%*	*53%*	*33%*
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	26%	*23%*	*24%*	*17%*	*33%*
Don't know	0%	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	167	110	*41*	105	*8*
Base: All GB employees	1000	168	110	*43*	105	*8*
My employer is doing enough to safeguard my mental wellbeing	53%	57%	57%	*56%*	47%	*50%*
My employer is NOT doing enough to safeguard my mental wellbeing	28%	24%	25%	*22%*	37%	*13%*
Don't know	16%	15%	14%	*22%*	15%	*13%*
Prefer not to say	3%	4%	4%	-	2%	*25%*

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*42*	*22*	*7*	*38*	*2*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*41*	*22*	*7*	*38*	*2*
Unclear communication	30%	*28%*	*23%*	-	*42%*	*100%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*31%*	*18%*	*27%*	*24%*	-
My concerns about job security	40%	*41%*	*28%*	*45%*	*48%*	-
Having to commute	14%	*5%*	*4%*	*14%*	*18%*	-
Getting used to new hybrid policies	16%	*10%*	*9%*	-	*16%*	*50%*
The lack of flexibility around when I work	19%	*24%*	*13%*	*14%*	*27%*	-
My fear of being back in the office due to COVID-19	17%	*12%*	*9%*	-	*18%*	-
Too much change in my workplace	31%	*38%*	*37%*	-	*31%*	-
Other	36%	*29%*	*50%*	*27%*	*37%*	*50%*
Don't know	1%	*2%*	-	-	*3%*	-
Prefer not to say	1%	*5%*	-	*14%*	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Region mainly work							
		North	Midlands	East	London	South	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)
Ceremonial County of England / Wales									
Unweighted base	1000	207	125	69	168	277	*41*	105	*8*
Base	1000	206	125	68	168	277	*43*	105	*8*
Bedfordshire	1%	-	1%	10%	1%	1%	-	-	-
Berkshire	2%	-	-	1%	1%	8%	-	-	-
Bristol	0%	-	-	-	-	2%	-	-	-
Buckinghamshire	0%	-	-	-	1%	1%	-	-	-
Cambridgeshire	2%	-	-	27%	-	0%	-	-	-
Cheshire	2%	8%	1%	1%	-	-	-	-	-
City of London	0%	-	-	-	1%	-	-	-	-
Cornwall	1%	-	-	-	-	5%	-	-	-
Cumbria	1%	3%	-	-	-	-	-	1%	-
Derbyshire	2%	0%	13%	-	-	-	-	-	-
Devon	3%	1%	-	-	-	9%	-	-	*13%*
Dorset	2%	-	-	-	-	6%	-	-	-
Durham	1%	6%	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	4%	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	4%	-	-	*13%*
Essex	3%	-	-	13%	6%	3%	-	-	-
Gloucestershire	1%	-	-	-	-	5%	-	-	-
Greater London	13%	-	-	1%	70%	4%	-	1%	*12%*
Greater Manchester	4%	21%	-	-	-	0%	-	-	-
Hampshire	3%	-	-	-	1%	10%	*2%*	-	-
Herefordshire	1%	-	3%	-	-	0%	-	-	-
Hertfordshire	2%	-	-	9%	2%	3%	-	-	*12%*
Kent	3%	-	-	-	5%	9%	-	-	-
Lancashire	2%	7%	-	-	-	-	-	-	-
Leicestershire	1%	-	6%	-	-	-	-	-	*12%*
Lincolnshire	1%	2%	7%	-	-	-	-	-	-
Merseyside	1%	5%	-	-	-	-	-	-	-
Norfolk	1%	-	-	14%	1%	1%	-	-	-
North Yorkshire	1%	7%	-	-	-	-	-	-	-
Northumberland	0%	2%	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	0%	11%	1%	-	-	-	-	-
Oxfordshire	1%	-	2%	-	1%	1%	-	-	-
Rutland	0%	-	-	1%	-	-	-	-	-
Shropshire	1%	-	7%	-	-	-	-	-	-
Somerset	1%	-	-	-	1%	5%	*2%*	-	-
South Yorkshire	2%	8%	-	-	-	-	-	1%	-
Staffordshire	1%	0%	9%	-	-	-	-	-	-
Suffolk	1%	-	-	16%	-	-	-	-	-
Surrey	3%	0%	-	1%	5%	7%	-	-	-
Tyne and Wear	2%	8%	-	-	1%	-	-	-	-
Warwickshire	1%	-	6%	-	-	-	-	-	-
West Midlands	3%	-	24%	-	-	0%	-	-	-
West Sussex	2%	-	-	-	1%	7%	-	-	-
West Yorkshire	3%	14%	1%	-	2%	-	-	-	*13%*
Wiltshire	2%	-	-	-	-	6%	-	-	-
Worcestershire	1%	-	4%	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	*2%*	-	-
Bridgend	0%	-	-	-	-	-	*3%*	-	-
Caerphilly	0%	-	-	-	-	-	*2%*	-	-
Cardiff	1%	-	-	-	1%	-	*14%*	-	-
Carmarthenshire	0%	-	-	-	-	-	*6%*	-	-
Ceredigion	0%	-	-	-	-	-	*5%*	-	-
Conwy	0%	-	-	-	-	-	*3%*	-	-
Denbighshire	0%	-	-	-	-	-	*5%*	-	-
Flintshire	0%	1%	-	-	1%	-	-	-	-
Gwynedd	0%	-	-	-	-	-	*9%*	-	-
Isle of Anglesey	0%	-	-	-	-	-	*5%*	-	-
Monmouthshire	0%	-	-	-	-	-	*2%*	-	-
Neath Port Talbot	0%	-	-	-	-	-	*5%*	-	-
Newport	0%	-	-	-	-	-	*2%*	-	-
Pembrokeshire	0%	-	-	-	-	-	*3%*	-	-
Powys	0%	-	-	-	-	-	*5%*	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	*14%*	1%	-
Swansea	0%	-	-	-	-	-	*5%*	-	-
Torfaen	0%	-	-	-	-	-	*2%*	-	-
Wrexham	0%	-	-	-	-	-	*2%*	-	-
Isle of Wight	0%	-	-	-	-	0%	-	-	-
Other county	13%	1%	6%	3%	2%	3%	-	96%	*25%*

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	207	125	69	168	277	*41*	105	*8*
Base: All GB employees	1000	206	125	68	168	277	*43*	105	*8*
A lot worse	8%	7%	8%	9%	9%	9%	*9%*	7%	-
A little worse	29%	27%	33%	40%	34%	21%	*13%*	36%	*38%*
About the same	49%	48%	49%	43%	39%	54%	*68%*	49%	*50%*
A little better	9%	11%	4%	7%	13%	10%	*7%*	7%	*12%*
A lot better	4%	5%	5%	1%	3%	4%	*2%*	2%	-
Don't know	1%	2%	1%	-	1%	-	-	-	-
Prefer not to say	0%	-	-	-	1%	1%	-	-	-
Net: Better	13%	17%	8%	9%	16%	14%	*9%*	8%	*12%*
Net: Worse	37%	34%	41%	49%	42%	31%	*22%*	43%	*38%*

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	69	52	*34*	71	85	*9*	*45*	*3*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	69	52	*33*	71	85	*9*	*45*	*3*
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	8%	6%	*15%*	10%	10%	*14%*	*11%*	-
Most of it	16%	20%	11%	*23%*	12%	13%	*31%*	*19%*	*33%*
Some of it	47%	44%	45%	*26%*	52%	52%	*31%*	*53%*	*33%*
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	26%	36%	*36%*	26%	25%	*24%*	*17%*	*33%*
Don't know	0%	-	2%	-	-	-	-	-	-
Prefer not to say	0%	2%	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	207	125	69	168	277	*41*	105	*8*
Base: All GB employees	1000	206	125	68	168	277	*43*	105	*8*
My employer is doing enough to safeguard my mental wellbeing	53%	49%	53%	49%	57%	57%	*56%*	47%	*50%*
My employer is NOT doing enough to safeguard my mental wellbeing	28%	34%	30%	21%	26%	24%	*22%*	37%	*13%*
Don't know	16%	16%	15%	27%	13%	15%	*22%*	15%	*13%*
Prefer not to say	3%	1%	2%	3%	5%	4%	-	2%	*25%*

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*50*	*33*	*22*	53	64	*7*	*38*	*2*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*50*	*32*	*21*	53	63	*7*	*38*	*2*
Unclear communication	30%	*32%*	*30%*	*36%*	25%	27%	-	*42%*	*100%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*25%*	*33%*	*27%*	28%	26%	*27%*	*24%*	-
My concerns about job security	40%	*31%*	*55%*	*32%*	41%	36%	*45%*	*48%*	-
Having to commute	14%	*10%*	*15%*	*18%*	24%	5%	*14%*	*18%*	-
Getting used to new hybrid policies	16%	*12%*	*18%*	*23%*	22%	9%	-	*16%*	*50%*
The lack of flexibility around when I work	19%	*14%*	*12%*	*27%*	19%	20%	*14%*	*27%*	-
My fear of being back in the office due to COVID-19	17%	*20%*	*15%*	*18%*	24%	11%	-	*18%*	-
Too much change in my workplace	31%	*26%*	*21%*	*36%*	39%	37%	-	*31%*	-
Other	36%	*40%*	*33%*	*18%*	42%	36%	*27%*	*37%*	*50%*
Don't know	1%	*2%*	-	*5%*	-	2%	-	*3%*	-
Prefer not to say	1%	-	*3%*	-	-	3%	*14%*	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Gender		Age			
Ceremonial County of England / Wales		Male	Female	Under 35	35-44	45-54	55+
Unweighted base	1000	557	443	179	205	285	328
Base	1000	553	447	177	204	286	330
Bedfordshire	1%	1%	1%	1%	1%	1%	1%
Berkshire	2%	3%	2%	2%	2%	4%	1%
Bristol	0%	1%	-	1%	1%	0%	0%
Buckinghamshire	0%	1%	0%	1%	-	1%	1%
Cambridgeshire	2%	2%	1%	1%	1%	3%	2%
Cheshire	2%	1%	2%	1%	2%	2%	3%
City of London	0%	-	0%	-	-	-	0%
Cornwall	1%	1%	2%	2%	1%	-	3%
Cumbria	1%	1%	0%	-	-	1%	1%
Derbyshire	2%	2%	1%	3%	1%	1%	2%
Devon	3%	2%	3%	3%	2%	4%	2%
Dorset	2%	2%	1%	1%	0%	3%	2%
Durham	1%	2%	0%	1%	0%	2%	1%
East Riding of Yorkshire	1%	1%	1%	1%	-	1%	1%
East Sussex	1%	1%	1%	1%	1%	1%	1%
Essex	3%	3%	3%	3%	1%	3%	3%
Gloucestershire	1%	1%	2%	2%	1%	1%	1%
Greater London	13%	10%	17%	17%	16%	12%	10%
Greater Manchester	4%	5%	3%	5%	7%	3%	4%
Hampshire	3%	4%	2%	4%	3%	2%	3%
Herefordshire	1%	0%	1%	1%	0%	1%	0%
Hertfordshire	2%	2%	2%	1%	1%	2%	2%
Kent	3%	3%	3%	1%	6%	4%	3%
Lancashire	2%	1%	2%	1%	0%	2%	2%
Leicestershire	1%	1%	1%	1%	0%	2%	0%
Lincolnshire	1%	1%	2%	2%	1%	1%	1%
Merseyside	1%	1%	1%	1%	0%	1%	1%
Norfolk	1%	1%	1%	2%	-	2%	1%
North Yorkshire	1%	1%	2%	1%	1%	2%	1%
Northumberland	0%	0%	1%	2%	0%	0%	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	2%	1%	1%	3%	1%	2%
Oxfordshire	1%	1%	0%	1%	0%	1%	1%
Rutland	0%	-	0%	-	0%	-	-
Shropshire	1%	1%	1%	1%	1%	0%	1%
Somerset	1%	1%	2%	2%	3%	1%	1%
South Yorkshire	2%	2%	2%	1%	2%	2%	1%
Staffordshire	1%	1%	1%	1%	1%	1%	2%
Suffolk	1%	1%	1%	2%	-	1%	1%
Surrey	3%	3%	3%	4%	3%	1%	3%
Tyne and Wear	2%	2%	1%	1%	3%	2%	1%
Warwickshire	1%	1%	0%	1%	0%	1%	1%
West Midlands	3%	3%	3%	-	1%	4%	5%
West Sussex	2%	2%	3%	3%	1%	1%	3%
West Yorkshire	3%	3%	4%	6%	3%	3%	3%
Wiltshire	2%	2%	2%	2%	3%	1%	1%
Worcestershire	1%	0%	1%	1%	1%	0%	0%
Blaenau Gwent	0%	0%	-	1%	-	-	-
Bridgend	0%	-	0%	-	-	0%	-
Caerphilly	0%	-	0%	-	-	-	0%
Cardiff	1%	1%	1%	1%	1%	0%	1%
Carmarthenshire	0%	0%	0%	1%	1%	-	-
Ceredigion	0%	0%	0%	1%	-	0%	-
Conwy	0%	-	0%	-	-	-	0%
Denbighshire	0%	0%	-	-	-	1%	-
Flintshire	0%	0%	1%	2%	-	-	0%
Gwynedd	0%	1%	0%	1%	0%	-	1%
Isle of Anglesey	0%	-	1%	-	1%	0%	-
Monmouthshire	0%	0%	-	1%	-	-	-
Neath Port Talbot	0%	0%	0%	-	-	0%	0%
Newport	0%	-	0%	-	-	0%	-
Pembrokeshire	0%	0%	-	-	-	0%	-
Powys	0%	0%	-	-	1%	-	0%
Rhondda Cynon Taf	1%	1%	0%	-	0%	1%	1%
Swansea	0%	0%	0%	-	-	0%	0%
Torfaen	0%	-	0%	-	-	-	0%
Wrexham	0%	-	0%	-	-	0%	-
Isle of Wight	0%	0%	-	-	-	0%	-
Other county	13%	13%	12%	11%	17%	11%	12%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	557	443	179	205	285	328
Base: All GB employees	1000	553	447	177	204	286	330
A lot worse	8%	7%	9%	8%	9%	9%	7%
A little worse	29%	30%	27%	32%	34%	29%	23%
About the same	49%	52%	45%	38%	39%	48%	62%
A little better	9%	8%	11%	13%	13%	10%	5%
A lot better	4%	2%	6%	6%	5%	3%	2%
Don't know	1%	1%	1%	1%	0%	1%	0%
Prefer not to say	0%	1%	0%	2%	-	0%	0%
Net: Better	13%	10%	17%	19%	17%	13%	8%
Net: Worse	37%	37%	36%	40%	43%	38%	30%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	206	162	72	88	107	99
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	204	163	70	87	108	99
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	12%	7%	7%	10%	12%	9%
Most of it	16%	20%	12%	21%	14%	16%	17%
Some of it	47%	45%	49%	50%	51%	44%	42%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	22%	32%	21%	25%	27%	32%
Don't know	0%	0%	-	1%	-	-	-
Prefer not to say	0%	1%	-	-	-	1%	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	557	443	179	205	285	328
Base: All GB employees	1000	553	447	177	204	286	330
My employer is doing enough to safeguard my mental wellbeing	53%	53%	53%	47%	52%	54%	57%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	27%	29%	36%	30%	24%	26%
Don't know	16%	17%	14%	14%	16%	18%	15%
Prefer not to say	3%	2%	3%	3%	3%	4%	2%

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	158	111	56	66	78	68
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	157	110	55	65	78	67
Unclear communication	30%	32%	28%	46%	22%	29%	26%
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	27%	27%	39%	19%	22%	29%
My concerns about job security	40%	42%	36%	36%	39%	45%	37%
Having to commute	14%	16%	12%	20%	13%	13%	12%
Getting used to new hybrid policies	16%	18%	12%	14%	17%	19%	12%
The lack of flexibility around when I work	19%	22%	15%	25%	17%	19%	16%
My fear of being back in the office due to COVID-19	17%	14%	21%	16%	21%	17%	14%
Too much change in my workplace	31%	30%	34%	30%	30%	31%	34%
Other	36%	35%	38%	36%	49%	36%	24%
Don't know	1%	3%	-	2%	2%	-	3%
Prefer not to say	1%	1%	3%	-	3%	-	3%

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Bedfordshire	Berkshire	Bristol	Buckinghamshire	Cambridgeshire	Cheshire	City of London	Cornwall
Ceremonial County of England / Wales									
Unweighted base	1000	*12*	*25*	*5*	*5*	*20*	*17*	*1*	*14*
Base	1000	*12*	*24*	*5*	*5*	*20*	*18*	*1*	*14*
Bedfordshire	1%	*100%*	-	-	-	-	-	-	-
Berkshire	2%	-	*100%*	-	-	-	-	-	-
Bristol	0%	-	-	*100%*	-	-	-	-	-
Buckinghamshire	0%	-	-	-	*100%*	-	-	-	-
Cambridgeshire	2%	-	-	-	-	*100%*	-	-	-
Cheshire	2%	-	-	-	-	-	*100%*	-	-
City of London	0%	-	-	-	-	-	-	*100%*	-
Cornwall	1%	-	-	-	-	-	-	-	*100%*
Cumbria	1%	-	-	-	-	-	-	-	-
Derbyshire	2%	-	-	-	-	-	-	-	-
Devon	3%	-	-	-	-	-	-	-	-
Dorset	2%	-	-	-	-	-	-	-	-
Durham	1%	-	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	-	-	-	-
Essex	3%	-	-	-	-	-	-	-	-
Gloucestershire	1%	-	-	-	-	-	-	-	-
Greater London	13%	-	-	-	-	-	-	-	-
Greater Manchester	4%	-	-	-	-	-	-	-	-
Hampshire	3%	-	-	-	-	-	-	-	-
Herefordshire	1%	-	-	-	-	-	-	-	-
Hertfordshire	2%	-	-	-	-	-	-	-	-
Kent	3%	-	-	-	-	-	-	-	-
Lancashire	2%	-	-	-	-	-	-	-	-
Leicestershire	1%	-	-	-	-	-	-	-	-
Lincolnshire	1%	-	-	-	-	-	-	-	-
Merseyside	1%	-	-	-	-	-	-	-	-
Norfolk	1%	-	-	-	-	-	-	-	-
North Yorkshire	1%	-	-	-	-	-	-	-	-
Northumberland	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	-	-
Oxfordshire	1%	-	-	-	-	-	-	-	-
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	-	-
Somerset	1%	-	-	-	-	-	-	-	-
South Yorkshire	2%	-	-	-	-	-	-	-	-
Staffordshire	1%	-	-	-	-	-	-	-	-
Suffolk	1%	-	-	-	-	-	-	-	-
Surrey	3%	-	-	-	-	-	-	-	-
Tyne and Wear	2%	-	-	-	-	-	-	-	-
Warwickshire	1%	-	-	-	-	-	-	-	-
West Midlands	3%	-	-	-	-	-	-	-	-
West Sussex	2%	-	-	-	-	-	-	-	-
West Yorkshire	3%	-	-	-	-	-	-	-	-
Wiltshire	2%	-	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	-	-
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	12	25	5	5	20	17	1	14
Base: All GB employees	1000	12	24	5	5	20	18	1	14
A lot worse	8%	8%	12%	-	-	20%	6%	-	-
A little worse	29%	33%	20%	60%	20%	30%	35%	100%	27%
About the same	49%	50%	48%	40%	60%	46%	54%	-	59%
A little better	9%	8%	12%	-	-	-	5%	-	14%
A lot better	4%	-	8%	-	20%	5%	-	-	-
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-
Net: Better	13%	8%	20%	-	20%	5%	5%	-	14%
Net: Worse	37%	42%	32%	60%	20%	49%	40%	100%	27%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	5	8	3	1	10	7	1	4
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	5	8	3	1	10	7	1	4
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	40%	13%	-	-	10%	27%	-	-
Most of it	16%	-	12%	-	-	10%	14%	-	25%
Some of it	47%	60%	38%	68%	-	40%	45%	100%	50%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	37%	32%	100%	40%	14%	-	24%
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?									
Unweighted base	1000	*12*	*25*	*5*	*5*	*20*	*17*	*1*	*14*
Base: All GB employees	1000	*12*	*24*	*5*	*5*	*20*	*18*	*1*	*14*
My employer is doing enough to safeguard my mental wellbeing	53%	*58%*	*60%*	*60%*	*60%*	*46%*	*36%*	*100%*	*45%*
My employer is NOT doing enough to safeguard my mental wellbeing	28%	*25%*	*24%*	*20%*	*40%*	*34%*	*22%*	-	*41%*
Don't know	16%	*8%*	*12%*	*20%*	-	*20%*	*42%*	-	*13%*
Prefer not to say	3%	*8%*	*4%*	-	-	-	-	-	-
You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)									
Unweighted base	269	*5*	*5*	*2*	-	*6*	*6*	*1*	*3*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*5*	*5*	*2*	-	*6*	*6*	*1*	*3*
Unclear communication	30%	*40%*	*60%*	-	-	*49%*	*37%*	-	-
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*20%*	*40%*	-	-	*67%*	-	-	*33%*
My concerns about job security	40%	*60%*	*40%*	-	-	*66%*	*53%*	-	*33%*
Having to commute	14%	-	-	-	-	-	-	-	*33%*
Getting used to new hybrid policies	16%	*20%*	-	-	-	-	-	*100%*	-
The lack of flexibility around when I work	19%	*20%*	-	-	-	*33%*	*47%*	*100%*	*67%*
My fear of being back in the office due to COVID-19	17%	-	-	-	-	*17%*	*16%*	-	-
Too much change in my workplace	31%	*20%*	*20%*	*50%*	-	*17%*	*21%*	*100%*	*33%*
Other	36%	*81%*	*20%*	*50%*	-	*17%*	*16%*	-	*100%*
Don't know	1%	-	*20%*	-	-	-	-	-	-
Prefer not to say	1%	-	-	-	-	-	-	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Cumbria	Derbyshire	Devon	Dorset	Durham	East Riding of Yorkshire	East Sussex	Essex
Ceremonial County of England / Wales									
Unweighted base	1000	*7*	*17*	*28*	*18*	*12*	*9*	*11*	*27*
Base	1000	*7*	*17*	*28*	*18*	*12*	*9*	*11*	*27*
Bedfordshire	1%	-	-	-	-	-	-	-	-
Berkshire	2%	-	-	-	-	-	-	-	-
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	-
Cambridgeshire	2%	-	-	-	-	-	-	-	-
Cheshire	2%	-	-	-	-	-	-	-	-
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	-	-	-	-	-	-
Cumbria	1%	*100%*	-	-	-	-	-	-	-
Derbyshire	2%	-	*100%*	-	-	-	-	-	-
Devon	3%	-	-	*100%*	-	-	-	-	-
Dorset	2%	-	-	-	*100%*	-	-	-	-
Durham	1%	-	-	-	-	*100%*	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	*100%*	-	-
East Sussex	1%	-	-	-	-	-	-	*100%*	-
Essex	3%	-	-	-	-	-	-	-	*100%*
Gloucestershire	1%	-	-	-	-	-	-	-	-
Greater London	13%	-	-	-	-	-	-	-	-
Greater Manchester	4%	-	-	-	-	-	-	-	-
Hampshire	3%	-	-	-	-	-	-	-	-
Herefordshire	1%	-	-	-	-	-	-	-	-
Hertfordshire	2%	-	-	-	-	-	-	-	-
Kent	3%	-	-	-	-	-	-	-	-
Lancashire	2%	-	-	-	-	-	-	-	-
Leicestershire	1%	-	-	-	-	-	-	-	-
Lincolnshire	1%	-	-	-	-	-	-	-	-
Merseyside	1%	-	-	-	-	-	-	-	-
Norfolk	1%	-	-	-	-	-	-	-	-
North Yorkshire	1%	-	-	-	-	-	-	-	-
Northumberland	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	-	-
Oxfordshire	1%	-	-	-	-	-	-	-	-
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	-	-
Somerset	1%	-	-	-	-	-	-	-	-
South Yorkshire	2%	-	-	-	-	-	-	-	-
Staffordshire	1%	-	-	-	-	-	-	-	-
Suffolk	1%	-	-	-	-	-	-	-	-
Surrey	3%	-	-	-	-	-	-	-	-
Tyne and Wear	2%	-	-	-	-	-	-	-	-
Warwickshire	1%	-	-	-	-	-	-	-	-
West Midlands	3%	-	-	-	-	-	-	-	-
West Sussex	2%	-	-	-	-	-	-	-	-
West Yorkshire	3%	-	-	-	-	-	-	-	-
Wiltshire	2%	-	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	-	-
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	7	17	28	18	12	9	11	27
Base: All GB employees	1000	7	17	28	18	12	9	11	27
A lot worse	8%	14%	-	4%	5%	10%	11%	25%	11%
A little worse	29%	14%	36%	19%	22%	16%	11%	37%	32%
About the same	49%	46%	53%	71%	46%	42%	67%	29%	46%
A little better	9%	27%	-	7%	22%	16%	-	9%	7%
A lot better	4%	-	11%	-	-	-	-	-	4%
Don't know	1%	-	-	-	-	16%	11%	-	-
Prefer not to say	0%	-	-	-	5%	-	-	-	-
Net: Better	13%	27%	11%	7%	22%	16%	-	9%	11%
Net: Worse	37%	28%	36%	22%	27%	26%	22%	63%	43%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	2	6	6	5	3	2	7	12
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	2	6	6	5	3	2	7	12
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	-	16%	-	-	-	-	17%
Most of it	16%	50%	-	21%	-	31%	-	-	8%
Some of it	47%	50%	52%	47%	60%	-	100%	86%	50%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	32%	16%	40%	30%	-	14%	25%
Don't know	0%	-	16%	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	40%	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	7	17	28	18	12	9	11	27
Base: All GB employees	1000	7	17	28	18	12	9	11	27
My employer is doing enough to safeguard my mental wellbeing	53%	73%	64%	42%	68%	58%	67%	63%	48%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	14%	17%	40%	11%	-	22%	20%	18%
Don't know	16%	13%	13%	14%	16%	32%	11%	17%	34%
Prefer not to say	3%	-	6%	3%	5%	10%	-	-	-

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	2	3	5	3	1	2	6	9
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	2	3	5	3	1	2	6	9
Unclear communication	30%	50%	-	62%	-	-	51%	16%	11%
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	50%	30%	19%	33%	100%	-	-	45%
My concerns about job security	40%	50%	70%	25%	-	100%	-	53%	34%
Having to commute	14%	-	30%	-	-	-	-	-	11%
Getting used to new hybrid policies	16%	-	-	-	-	-	-	-	11%
The lack of flexibility around when I work	19%	50%	-	-	33%	-	-	-	22%
My fear of being back in the office due to COVID-19	17%	-	30%	19%	67%	-	49%	16%	11%
Too much change in my workplace	31%	-	-	44%	33%	-	51%	63%	44%
Other	36%	50%	30%	19%	-	-	-	16%	22%
Don't know	1%	-	-	-	-	-	-	-	11%
Prefer not to say	1%	-	-	-	-	-	-	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Gloucestershire	Greater London	Greater Manchester	Hampshire	Herefordshire	Hertfordshire	Kent	Lancashire
Ceremonial County of England / Wales									
Unweighted base	1000	*14*	130	*44*	*30*	*5*	*18*	*34*	*15*
Base	1000	*14*	131	*44*	*30*	*5*	*18*	*34*	*15*
Bedfordshire	1%	-	-	-	-	-	-	-	-
Berkshire	2%	-	-	-	-	-	-	-	-
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	-
Cambridgeshire	2%	-	-	-	-	-	-	-	-
Cheshire	2%	-	-	-	-	-	-	-	-
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	-	-	-	-	-	-
Cumbria	1%	-	-	-	-	-	-	-	-
Derbyshire	2%	-	-	-	-	-	-	-	-
Devon	3%	-	-	-	-	-	-	-	-
Dorset	2%	-	-	-	-	-	-	-	-
Durham	1%	-	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	-	-	-	-
Essex	3%	-	-	-	-	-	-	-	-
Gloucestershire	1%	*100%*	-	-	-	-	-	-	-
Greater London	13%	-	100%	-	-	-	-	-	-
Greater Manchester	4%	-	-	*100%*	-	-	-	-	-
Hampshire	3%	-	-	-	*100%*	-	-	-	-
Herefordshire	1%	-	-	-	-	*100%*	-	-	-
Hertfordshire	2%	-	-	-	-	-	*100%*	-	-
Kent	3%	-	-	-	-	-	-	*100%*	-
Lancashire	2%	-	-	-	-	-	-	-	*100%*
Leicestershire	1%	-	-	-	-	-	-	-	-
Lincolnshire	1%	-	-	-	-	-	-	-	-
Merseyside	1%	-	-	-	-	-	-	-	-
Norfolk	1%	-	-	-	-	-	-	-	-
North Yorkshire	1%	-	-	-	-	-	-	-	-
Northumberland	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	-	-
Oxfordshire	1%	-	-	-	-	-	-	-	-
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	-	-
Somerset	1%	-	-	-	-	-	-	-	-
South Yorkshire	2%	-	-	-	-	-	-	-	-
Staffordshire	1%	-	-	-	-	-	-	-	-
Suffolk	1%	-	-	-	-	-	-	-	-
Surrey	3%	-	-	-	-	-	-	-	-
Tyne and Wear	2%	-	-	-	-	-	-	-	-
Warwickshire	1%	-	-	-	-	-	-	-	-
West Midlands	3%	-	-	-	-	-	-	-	-
West Sussex	2%	-	-	-	-	-	-	-	-
West Yorkshire	3%	-	-	-	-	-	-	-	-
Wiltshire	2%	-	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	-	-
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	*14*	130	*44*	*30*	*5*	*18*	*34*	*15*
Base: All GB employees	1000	*14*	131	*44*	*30*	*5*	*18*	*34*	*15*
A lot worse	8%	*7%*	6%	*4%*	*3%*	-	-	*27%*	*8%*
A little worse	29%	*7%*	33%	*25%*	*20%*	*62%*	*17%*	*24%*	*20%*
About the same	49%	*79%*	40%	*47%*	*58%*	*19%*	*67%*	*38%*	*59%*
A little better	9%	*7%*	15%	*16%*	*10%*	-	*11%*	*9%*	-
A lot better	4%	-	4%	*5%*	*3%*	*19%*	*5%*	*3%*	*13%*
Don't know	1%	-	2%	*2%*	-	-	-	-	-
Prefer not to say	0%	-	1%	-	*6%*	-	-	-	-
Net: Better	13%	*7%*	19%	*21%*	*13%*	*19%*	*17%*	*11%*	*13%*
Net: Worse	37%	*14%*	39%	*30%*	*23%*	*62%*	*17%*	*50%*	*28%*

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	*2*	51	*13*	*7*	*3*	*3*	*17*	*4*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	*2*	52	*13*	*7*	*3*	*3*	*17*	*4*
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	10%	*8%*	*14%*	-	-	*6%*	-
Most of it	16%	-	11%	*25%*	*14%*	-	*68%*	*17%*	-
Some of it	47%	*100%*	49%	*45%*	*43%*	*29%*	-	*58%*	*53%*
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	30%	*23%*	*28%*	*71%*	*32%*	*19%*	*47%*
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	*14*	130	*44*	*30*	*5*	*18*	*34*	*15*
Base: All GB employees	1000	*14*	131	*44*	*30*	*5*	*18*	*34*	*15*
My employer is doing enough to safeguard my mental wellbeing	53%	*59%*	53%	*50%*	*48%*	*44%*	*78%*	*55%*	*45%*
My employer is NOT doing enough to safeguard my mental wellbeing	28%	*28%*	29%	*37%*	*26%*	*37%*	*11%*	*26%*	*49%*
Don't know	16%	*14%*	13%	*13%*	*20%*	*19%*	*5%*	*19%*	*7%*
Prefer not to say	3%	-	5%	-	*6%*	-	*6%*	-	-

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*2*	*36*	*10*	*5*	*1*	*2*	*14*	*2*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*2*	*36*	*10*	*5*	*1*	*2*	*14*	*2*
Unclear communication	30%	-	*23%*	*19%*	*20%*	-	*100%*	*28%*	-
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	*49%*	*33%*	*19%*	-	-	-	*35%*	-
My concerns about job security	40%	*100%*	*39%*	*29%*	*40%*	*100%*	*50%*	*35%*	-
Having to commute	14%	-	*22%*	*10%*	-	-	-	*14%*	*57%*
Getting used to new hybrid policies	16%	-	*16%*	*20%*	*20%*	-	*100%*	-	*57%*
The lack of flexibility around when I work	19%	-	*19%*	*13%*	*20%*	-	-	*35%*	-
My fear of being back in the office due to COVID-19	17%	-	*22%*	*19%*	-	-	*50%*	*14%*	*57%*
Too much change in my workplace	31%	-	*40%*	*10%*	*60%*	-	*100%*	*28%*	-
Other	36%	*49%*	*42%*	*39%*	*40%*	-	-	*51%*	*43%*
Don't know	1%	-	-	*10%*	-	-	-	-	-
Prefer not to say	1%	-	-	-	-	-	-	*7%*	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

Ceremonial County of England / Wales	Total	Leicestershire	Lincolnshire	Merseyside	Norfolk	North Yorkshire	Northumberland	Nottinghamshire	Oxfordshire
Unweighted base	1000	*9*	*13*	*10*	*12*	*14*	*5*	*16*	*7*
Base	1000	*9*	*13*	*10*	*12*	*14*	*5*	*16*	*7*
Bedfordshire	1%	-	-	-	-	-	-	-	-
Berkshire	2%	-	-	-	-	-	-	-	-
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	-
Cambridgeshire	2%	-	-	-	-	-	-	-	-
Cheshire	2%	-	-	-	-	-	-	-	-
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	-	-	-	-	-	-
Cumbria	1%	-	-	-	-	-	-	-	-
Derbyshire	2%	-	-	-	-	-	-	-	-
Devon	3%	-	-	-	-	-	-	-	-
Dorset	2%	-	-	-	-	-	-	-	-
Durham	1%	-	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	-	-	-	-
Essex	3%	-	-	-	-	-	-	-	-
Gloucestershire	1%	-	-	-	-	-	-	-	-
Greater London	13%	-	-	-	-	-	-	-	-
Greater Manchester	4%	-	-	-	-	-	-	-	-
Hampshire	3%	-	-	-	-	-	-	-	-
Herefordshire	1%	-	-	-	-	-	-	-	-
Hertfordshire	2%	-	-	-	-	-	-	-	-
Kent	3%	-	-	-	-	-	-	-	-
Lancashire	2%	-	-	-	-	-	-	-	-
Leicestershire	1%	*100%*	-	-	-	-	-	-	-
Lincolnshire	1%	-	*100%*	-	-	-	-	-	-
Merseyside	1%	-	-	*100%*	-	-	-	-	-
Norfolk	1%	-	-	-	*100%*	-	-	-	-
North Yorkshire	1%	-	-	-	-	*100%*	-	-	-
Northumberland	0%	-	-	-	-	-	*100%*	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	*100%*	-
Oxfordshire	1%	-	-	-	-	-	-	-	*100%*
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	-	-
Somerset	1%	-	-	-	-	-	-	-	-
South Yorkshire	2%	-	-	-	-	-	-	-	-
Staffordshire	1%	-	-	-	-	-	-	-	-
Suffolk	1%	-	-	-	-	-	-	-	-
Surrey	3%	-	-	-	-	-	-	-	-
Tyne and Wear	2%	-	-	-	-	-	-	-	-
Warwickshire	1%	-	-	-	-	-	-	-	-
West Midlands	3%	-	-	-	-	-	-	-	-
West Sussex	2%	-	-	-	-	-	-	-	-
West Yorkshire	3%	-	-	-	-	-	-	-	-
Wiltshire	2%	-	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	-	-
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	9	13	10	12	14	5	16	7
Base: All GB employees	1000	9	13	10	12	14	5	16	7
A lot worse	8%	-	15%	13%	8%	7%	-	12%	-
A little worse	29%	67%	49%	20%	34%	43%	20%	31%	43%
About the same	49%	11%	22%	58%	42%	21%	60%	56%	43%
A little better	9%	22%	7%	-	8%	28%	20%	-	-
A lot better	4%	-	7%	10%	8%	-	-	-	14%
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-
Net: Better	13%	22%	14%	10%	16%	28%	20%	-	14%
Net: Worse	37%	67%	63%	32%	42%	50%	20%	44%	43%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	6	8	3	5	7	1	7	3
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	6	8	3	5	7	1	7	3
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	23%	-	19%	-	-	-	-
Most of it	16%	17%	12%	-	-	14%	100%	28%	67%
Some of it	47%	50%	15%	61%	37%	14%	-	43%	33%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	33%	50%	39%	44%	72%	-	29%	-
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	9	13	10	12	14	5	16	7
Base: All GB employees	1000	9	13	10	12	14	5	16	7
My employer is doing enough to safeguard my mental wellbeing	53%	55%	41%	48%	40%	50%	60%	50%	43%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	33%	44%	29%	8%	28%	40%	25%	43%
Don't know	16%	11%	15%	22%	44%	21%	-	25%	14%
Prefer not to say	3%	-	-	-	8%	-	-	-	-

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	4	4	2	3	2	1	5	3
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	4	4	2	3	2	1	5	3
Unclear communication	30%	75%	46%	-	33%	49%	100%	-	-
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	75%	23%	50%	-	-	100%	20%	34%
My concerns about job security	40%	75%	30%	-	-	-	-	40%	33%
Having to commute	14%	50%	-	-	33%	-	-	-	66%
Getting used to new hybrid policies	16%	75%	23%	50%	-	-	-	-	-
The lack of flexibility around when I work	19%	25%	-	-	-	49%	100%	-	67%
My fear of being back in the office due to COVID-19	17%	25%	-	-	-	-	-	-	34%
Too much change in my workplace	31%	25%	46%	50%	-	49%	100%	20%	34%
Other	36%	50%	54%	50%	67%	51%	-	39%	33%
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	1%	-	-	-	-	-	-	20%	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Ceremonial County of England / Wales - a recode of profilelea							
Ceremonial County of England / Wales		**Rutland**	**Shropshire**	**Somerset**	**South Yorkshire**	**Staffordshire**	**Suffolk**	**Surrey**	**Tyne and Wear**
Unweighted base	1000	*1*	*9*	*15*	*17*	*12*	*11*	*28*	*17*
Base	1000	*1*	*9*	*15*	*17*	*12*	*11*	*28*	*16*
Bedfordshire	1%	-	-	-	-	-	-	-	-
Berkshire	2%	-	-	-	-	-	-	-	-
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	-
Cambridgeshire	2%	-	-	-	-	-	-	-	-
Cheshire	2%	-	-	-	-	-	-	-	-
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	-	-	-	-	-	-
Cumbria	1%	-	-	-	-	-	-	-	-
Derbyshire	2%	-	-	-	-	-	-	-	-
Devon	3%	-	-	-	-	-	-	-	-
Dorset	2%	-	-	-	-	-	-	-	-
Durham	1%	-	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	-	-	-	-
Essex	3%	-	-	-	-	-	-	-	-
Gloucestershire	1%	-	-	-	-	-	-	-	-
Greater London	13%	-	-	-	-	-	-	-	-
Greater Manchester	4%	-	-	-	-	-	-	-	-
Hampshire	3%	-	-	-	-	-	-	-	-
Herefordshire	1%	-	-	-	-	-	-	-	-
Hertfordshire	2%	-	-	-	-	-	-	-	-
Kent	3%	-	-	-	-	-	-	-	-
Lancashire	2%	-	-	-	-	-	-	-	-
Leicestershire	1%	-	-	-	-	-	-	-	-
Lincolnshire	1%	-	-	-	-	-	-	-	-
Merseyside	1%	-	-	-	-	-	-	-	-
Norfolk	1%	-	-	-	-	-	-	-	-
North Yorkshire	1%	-	-	-	-	-	-	-	-
Northumberland	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	-	-
Oxfordshire	1%	-	-	-	-	-	-	-	-
Rutland	0%	*100%*	-	-	-	-	-	-	-
Shropshire	1%	-	*100%*	-	-	-	-	-	-
Somerset	1%	-	-	*100%*	-	-	-	-	-
South Yorkshire	2%	-	-	-	*100%*	-	-	-	-
Staffordshire	1%	-	-	-	-	*100%*	-	-	-
Suffolk	1%	-	-	-	-	-	*100%*	-	-
Surrey	3%	-	-	-	-	-	-	*100%*	-
Tyne and Wear	2%	-	-	-	-	-	-	-	*100%*
Warwickshire	1%	-	-	-	-	-	-	-	-
West Midlands	3%	-	-	-	-	-	-	-	-
West Sussex	2%	-	-	-	-	-	-	-	-
West Yorkshire	3%	-	-	-	-	-	-	-	-
Wiltshire	2%	-	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	-	-
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	1	9	15	17	12	11	28	17
Base: All GB employees	1000	1	9	15	17	12	11	28	16
A lot worse	8%	-	11%	-	6%	8%	9%	7%	-
A little worse	29%	-	11%	19%	28%	16%	46%	25%	47%
About the same	49%	-	67%	61%	35%	76%	36%	49%	47%
A little better	9%	100%	-	13%	19%	-	9%	19%	6%
A lot better	4%	-	11%	7%	6%	-	-	-	-
Don't know	1%	-	-	-	6%	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-
Net: Better	13%	100%	11%	20%	25%	-	9%	19%	6%
Net: Worse	37%	-	22%	19%	34%	24%	55%	32%	47%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	-	2	3	6	3	6	9	8
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	-	2	3	6	3	6	9	8
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	51%	-	17%	34%	-	-	13%
Most of it	16%	-	-	34%	17%	-	33%	21%	25%
Some of it	47%	-	49%	33%	33%	33%	34%	46%	62%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	-	33%	33%	33%	33%	32%	-
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	*1*	*9*	*15*	*17*	*12*	*11*	*28*	*17*
Base: All GB employees	1000	*1*	*9*	*15*	*17*	*12*	*11*	*28*	*16*
My employer is doing enough to safeguard my mental wellbeing	53%	*100%*	*22%*	*74%*	*54%*	*57%*	*55%*	*64%*	*24%*
My employer is NOT doing enough to safeguard my mental wellbeing	28%	-	*44%*	*19%*	*34%*	*27%*	*18%*	*19%*	*65%*
Don't know	16%	-	*33%*	-	*12%*	*16%*	*9%*	*14%*	*6%*
Prefer not to say	3%	-	-	*7%*	-	-	*18%*	*3%*	*6%*

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	-	*2*	*2*	*4*	*2*	*4*	*6*	*8*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	-	*2*	*2*	*4*	*2*	*4*	*6*	*8*
Unclear communication	30%	-	-	-	-	*51%*	*25%*	*16%*	*50%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	-	*51%*	*51%*	*50%*	*51%*	-	*15%*	*13%*
My concerns about job security	40%	-	*49%*	*51%*	*50%*	*100%*	*50%*	*31%*	*50%*
Having to commute	14%	-	-	-	*25%*	-	*25%*	*16%*	*13%*
Getting used to new hybrid policies	16%	-	*51%*	*51%*	-	-	*76%*	*16%*	-
The lack of flexibility around when I work	19%	-	*49%*	-	-	-	-	*16%*	*25%*
My fear of being back in the office due to COVID-19	17%	-	*51%*	-	*25%*	-	*50%*	*31%*	*25%*
Too much change in my workplace	31%	-	-	-	*50%*	-	*50%*	*32%*	*13%*
Other	36%	-	*49%*	*49%*	*25%*	-	-	*37%*	*38%*
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	1%	-	-	-	-	-	-	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Warwickshire	West Midlands	West Sussex	West Yorkshire	Wiltshire	Worcestershire	Blaenau Gwent	Bridgend
Ceremonial County of England / Wales									
Unweighted base	1000	*8*	*30*	*20*	*35*	*16*	*5*	*1*	*1*
Base	1000	*8*	*30*	*20*	*34*	*16*	*5*	*1*	*1*
Bedfordshire	1%	-	-	-	-	-	-	-	-
Berkshire	2%	-	-	-	-	-	-	-	-
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	-
Cambridgeshire	2%	-	-	-	-	-	-	-	-
Cheshire	2%	-	-	-	-	-	-	-	-
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	-	-	-	-	-	-
Cumbria	1%	-	-	-	-	-	-	-	-
Derbyshire	2%	-	-	-	-	-	-	-	-
Devon	3%	-	-	-	-	-	-	-	-
Dorset	2%	-	-	-	-	-	-	-	-
Durham	1%	-	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	-	-	-	-
Essex	3%	-	-	-	-	-	-	-	-
Gloucestershire	1%	-	-	-	-	-	-	-	-
Greater London	13%	-	-	-	-	-	-	-	-
Greater Manchester	4%	-	-	-	-	-	-	-	-
Hampshire	3%	-	-	-	-	-	-	-	-
Herefordshire	1%	-	-	-	-	-	-	-	-
Hertfordshire	2%	-	-	-	-	-	-	-	-
Kent	3%	-	-	-	-	-	-	-	-
Lancashire	2%	-	-	-	-	-	-	-	-
Leicestershire	1%	-	-	-	-	-	-	-	-
Lincolnshire	1%	-	-	-	-	-	-	-	-
Merseyside	1%	-	-	-	-	-	-	-	-
Norfolk	1%	-	-	-	-	-	-	-	-
North Yorkshire	1%	-	-	-	-	-	-	-	-
Northumberland	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	-	-
Oxfordshire	1%	-	-	-	-	-	-	-	-
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	-	-
Somerset	1%	-	-	-	-	-	-	-	-
South Yorkshire	2%	-	-	-	-	-	-	-	-
Staffordshire	1%	-	-	-	-	-	-	-	-
Suffolk	1%	-	-	-	-	-	-	-	-
Surrey	3%	-	-	-	-	-	-	-	-
Tyne and Wear	2%	-	-	-	-	-	-	-	-
Warwickshire	1%	*100%*	-	-	-	-	-	-	-
West Midlands	3%	-	*100%*	-	-	-	-	-	-
West Sussex	2%	-	-	*100%*	-	-	-	-	-
West Yorkshire	3%	-	-	-	*100%*	-	-	-	-
Wiltshire	2%	-	-	-	-	*100%*	-	-	-
Worcestershire	1%	-	-	-	-	-	*100%*	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	*100%*	-
Bridgend	0%	-	-	-	-	-	-	-	*100%*
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	-	-
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	8	30	20	35	16	5	1	1
Base: All GB employees	1000	8	30	20	34	16	5	1	1
A lot worse	8%	-	17%	11%	6%	12%	18%	-	-
A little worse	29%	36%	29%	20%	29%	12%	19%	-	-
About the same	49%	64%	48%	55%	43%	57%	63%	100%	100%
A little better	9%	-	3%	5%	9%	18%	-	-	-
A lot better	4%	-	-	5%	14%	-	-	-	-
Don't know	1%	-	3%	-	-	-	-	-	-
Prefer not to say	0%	-	-	5%	-	-	-	-	-
Net: Better	13%	-	3%	10%	23%	18%	-	-	-
Net: Worse	37%	36%	46%	31%	34%	24%	37%	-	-

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	3	14	6	12	4	2	-	-
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	3	14	6	12	4	2	-	-
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	-	16%	8%	25%	-	-	-
Most of it	16%	-	14%	16%	42%	-	-	-	-
Some of it	47%	100%	42%	48%	25%	75%	100%	-	-
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	44%	21%	25%	-	-	-	-
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	*8*	*30*	*20*	*35*	*16*	*5*	*1*	*1*
Base: All GB employees	1000	*8*	*30*	*20*	*34*	*16*	*5*	*1*	*1*
My employer is doing enough to safeguard my mental wellbeing	53%	*51%*	*60%*	*60%*	*51%*	*68%*	*44%*	*100%*	*100%*
My employer is NOT doing enough to safeguard my mental wellbeing	28%	*24%*	*29%*	*19%*	*32%*	*18%*	*37%*	-	-
Don't know	16%	*24%*	*7%*	*5%*	*17%*	*14%*	*19%*	-	-
Prefer not to say	3%	-	*4%*	*16%*	-	-	-	-	-

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	*3*	*8*	*5*	*9*	*4*	*2*	-	-
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	*3*	*8*	*5*	*9*	*4*	*2*	-	-
Unclear communication	30%	*66%*	*49%*	*41%*	*56%*	*49%*	-	-	-
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	-	*38%*	-	*11%*	-	*51%*	-	-
My concerns about job security	40%	*100%*	*12%*	*40%*	*22%*	*25%*	*49%*	-	-
Having to commute	14%	*34%*	*13%*	*20%*	*11%*	-	-	-	-
Getting used to new hybrid policies	16%	-	*25%*	*61%*	*22%*	*25%*	-	-	-
The lack of flexibility around when I work	19%	-	-	*20%*	-	-	*51%*	-	-
My fear of being back in the office due to COVID-19	17%	-	*25%*	*20%*	*11%*	-	-	-	-
Too much change in my workplace	31%	*34%*	*25%*	*41%*	*33%*	*50%*	*49%*	-	-
Other	36%	-	*50%*	-	*56%*	*50%*	*49%*	-	-
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	1%	-	-	*20%*	-	-	-	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Caerphilly	Cardiff	Carmarthenshire	Ceredigion	Conwy	Denbighshire	Flintshire	Gwynedd
Ceremonial County of England / Wales									
Unweighted base	1000	*1*	*7*	*2*	*2*	*1*	*2*	*4*	*4*
Base	1000	*1*	*7*	*3*	*2*	*1*	*2*	*4*	*4*
Bedfordshire	1%	-	-	-	-	-	-	-	-
Berkshire	2%	-	-	-	-	-	-	-	-
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	-
Cambridgeshire	2%	-	-	-	-	-	-	-	-
Cheshire	2%	-	-	-	-	-	-	-	-
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	-	-	-	-	-	-
Cumbria	1%	-	-	-	-	-	-	-	-
Derbyshire	2%	-	-	-	-	-	-	-	-
Devon	3%	-	-	-	-	-	-	-	-
Dorset	2%	-	-	-	-	-	-	-	-
Durham	1%	-	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	-	-	-	-
Essex	3%	-	-	-	-	-	-	-	-
Gloucestershire	1%	-	-	-	-	-	-	-	-
Greater London	13%	-	-	-	-	-	-	-	-
Greater Manchester	4%	-	-	-	-	-	-	-	-
Hampshire	3%	-	-	-	-	-	-	-	-
Herefordshire	1%	-	-	-	-	-	-	-	-
Hertfordshire	2%	-	-	-	-	-	-	-	-
Kent	3%	-	-	-	-	-	-	-	-
Lancashire	2%	-	-	-	-	-	-	-	-
Leicestershire	1%	-	-	-	-	-	-	-	-
Lincolnshire	1%	-	-	-	-	-	-	-	-
Merseyside	1%	-	-	-	-	-	-	-	-
Norfolk	1%	-	-	-	-	-	-	-	-
North Yorkshire	1%	-	-	-	-	-	-	-	-
Northumberland	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	-	-
Oxfordshire	1%	-	-	-	-	-	-	-	-
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	-	-
Somerset	1%	-	-	-	-	-	-	-	-
South Yorkshire	2%	-	-	-	-	-	-	-	-
Staffordshire	1%	-	-	-	-	-	-	-	-
Suffolk	1%	-	-	-	-	-	-	-	-
Surrey	3%	-	-	-	-	-	-	-	-
Tyne and Wear	2%	-	-	-	-	-	-	-	-
Warwickshire	1%	-	-	-	-	-	-	-	-
West Midlands	3%	-	-	-	-	-	-	-	-
West Sussex	2%	-	-	-	-	-	-	-	-
West Yorkshire	3%	-	-	-	-	-	-	-	-
Wiltshire	2%	-	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	*100%*	-	-	-	-	-	-	-
Cardiff	1%	-	*100%*	-	-	-	-	-	-
Carmarthenshire	0%	-	-	*100%*	-	-	-	-	-
Ceredigion	0%	-	-	-	*100%*	-	-	-	-
Conwy	0%	-	-	-	-	*100%*	-	-	-
Denbighshire	0%	-	-	-	-	-	*100%*	-	-
Flintshire	0%	-	-	-	-	-	-	*100%*	-
Gwynedd	0%	-	-	-	-	-	-	-	*100%*
Isle of Anglesey	0%	-	-	-	-	-	-	-	-
Monmouthshire	0%	-	-	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	-	-	-	-	-	-
Newport	0%	-	-	-	-	-	-	-	-
Pembrokeshire	0%	-	-	-	-	-	-	-	-
Powys	0%	-	-	-	-	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	-	-
Swansea	0%	-	-	-	-	-	-	-	-
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	*1*	*7*	*2*	*2*	*1*	*2*	*4*	*4*
Base: All GB employees	1000	*1*	*7*	*3*	*2*	*1*	*2*	*4*	*4*
A lot worse	8%	-	*14%*	-	*50%*	-	-	*25%*	*51%*
A little worse	29%	-	*14%*	-	-	*100%*	*50%*	*50%*	-
About the same	49%	*100%*	*57%*	*100%*	*50%*	-	*50%*	*26%*	*49%*
A little better	9%	-	*14%*	-	-	-	-	-	-
A lot better	4%	-	-	-	-	-	-	-	-
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-
Net: Better	13%	-	*14%*	-	-	-	-	-	-
Net: Worse	37%	-	*29%*	-	*50%*	*100%*	*50%*	*74%*	*51%*

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	-	*2*	-	*1*	*1*	*1*	*3*	*2*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	-	*2*	-	*1*	*1*	*1*	*3*	*2*
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	-	-	-	-	-	-	-
Most of it	16%	-	*50%*	-	*100%*	-	*100%*	-	-
Some of it	47%	-	*50%*	-	-	-	-	*33%*	*50%*
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	-	-	-	*100%*	-	*67%*	*50%*
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	*1*	*7*	*2*	*2*	*1*	*2*	*4*	*4*
Base: All GB employees	1000	*1*	*7*	*3*	*2*	*1*	*2*	*4*	*4*
My employer is doing enough to safeguard my mental wellbeing	53%	*100%*	*71%*	*50%*	*50%*	*100%*	-	*75%*	*100%*
My employer is NOT doing enough to safeguard my mental wellbeing	28%	-	-	*50%*	-	-	*100%*	*25%*	-
Don't know	16%	-	*29%*	-	*50%*	-	-	-	-
Prefer not to say	3%	-	-	-	-	-	-	-	-

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	-	*2*	-	*1*	-	*1*	*1*	*1*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	-	*2*	-	*1*	-	*1*	*1*	*1*
Unclear communication	30%	-	-	-	-	-	-	-	-
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	-	-	-	*100%*	-	-	*100%*	-
My concerns about job security	40%	-	-	-	*100%*	-	*100%*	-	-
Having to commute	14%	-	-	-	-	-	*100%*	-	-
Getting used to new hybrid policies	16%	-	-	-	-	-	-	-	-
The lack of flexibility around when I work	19%	-	-	-	-	-	*100%*	-	-
My fear of being back in the office due to COVID-19	17%	-	-	-	-	-	-	*100%*	-
Too much change in my workplace	31%	-	-	-	-	-	-	-	-
Other	36%	-	*50%*	-	-	-	-	*100%*	*100%*
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	1%	-	*50%*	-	-	-	-	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total	Isle of Anglesey	Monmouthshire	Neath Port Talbot	Newport	Pembrokeshire	Powys	Rhondda Cynon Taf	Swansea
Ceremonial County of England / Wales									
Unweighted base	1000	*2*	*1*	*2*	*1*	*1*	*2*	*7*	*2*
Base	1000	*2*	*1*	*2*	*1*	*1*	*2*	*7*	*2*
Bedfordshire	1%	-	-	-	-	-	-	-	-
Berkshire	2%	-	-	-	-	-	-	-	-
Bristol	0%	-	-	-	-	-	-	-	-
Buckinghamshire	0%	-	-	-	-	-	-	-	-
Cambridgeshire	2%	-	-	-	-	-	-	-	-
Cheshire	2%	-	-	-	-	-	-	-	-
City of London	0%	-	-	-	-	-	-	-	-
Cornwall	1%	-	-	-	-	-	-	-	-
Cumbria	1%	-	-	-	-	-	-	-	-
Derbyshire	2%	-	-	-	-	-	-	-	-
Devon	3%	-	-	-	-	-	-	-	-
Dorset	2%	-	-	-	-	-	-	-	-
Durham	1%	-	-	-	-	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-	-	-	-	-
East Sussex	1%	-	-	-	-	-	-	-	-
Essex	3%	-	-	-	-	-	-	-	-
Gloucestershire	1%	-	-	-	-	-	-	-	-
Greater London	13%	-	-	-	-	-	-	-	-
Greater Manchester	4%	-	-	-	-	-	-	-	-
Hampshire	3%	-	-	-	-	-	-	-	-
Herefordshire	1%	-	-	-	-	-	-	-	-
Hertfordshire	2%	-	-	-	-	-	-	-	-
Kent	3%	-	-	-	-	-	-	-	-
Lancashire	2%	-	-	-	-	-	-	-	-
Leicestershire	1%	-	-	-	-	-	-	-	-
Lincolnshire	1%	-	-	-	-	-	-	-	-
Merseyside	1%	-	-	-	-	-	-	-	-
Norfolk	1%	-	-	-	-	-	-	-	-
North Yorkshire	1%	-	-	-	-	-	-	-	-
Northumberland	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-	-	-	-	-
Oxfordshire	1%	-	-	-	-	-	-	-	-
Rutland	0%	-	-	-	-	-	-	-	-
Shropshire	1%	-	-	-	-	-	-	-	-
Somerset	1%	-	-	-	-	-	-	-	-
South Yorkshire	2%	-	-	-	-	-	-	-	-
Staffordshire	1%	-	-	-	-	-	-	-	-
Suffolk	1%	-	-	-	-	-	-	-	-
Surrey	3%	-	-	-	-	-	-	-	-
Tyne and Wear	2%	-	-	-	-	-	-	-	-
Warwickshire	1%	-	-	-	-	-	-	-	-
West Midlands	3%	-	-	-	-	-	-	-	-
West Sussex	2%	-	-	-	-	-	-	-	-
West Yorkshire	3%	-	-	-	-	-	-	-	-
Wiltshire	2%	-	-	-	-	-	-	-	-
Worcestershire	1%	-	-	-	-	-	-	-	-
Blaenau Gwent	0%	-	-	-	-	-	-	-	-
Bridgend	0%	-	-	-	-	-	-	-	-
Caerphilly	0%	-	-	-	-	-	-	-	-
Cardiff	1%	-	-	-	-	-	-	-	-
Carmarthenshire	0%	-	-	-	-	-	-	-	-
Ceredigion	0%	-	-	-	-	-	-	-	-
Conwy	0%	-	-	-	-	-	-	-	-
Denbighshire	0%	-	-	-	-	-	-	-	-
Flintshire	0%	-	-	-	-	-	-	-	-
Gwynedd	0%	-	-	-	-	-	-	-	-
Isle of Anglesey	0%	*100%*	-	-	-	-	-	-	-
Monmouthshire	0%	-	*100%*	-	-	-	-	-	-
Neath Port Talbot	0%	-	-	*100%*	-	-	-	-	-
Newport	0%	-	-	-	*100%*	-	-	-	-
Pembrokeshire	0%	-	-	-	-	*100%*	-	-	-
Powys	0%	-	-	-	-	-	*100%*	-	-
Rhondda Cynon Taf	1%	-	-	-	-	-	-	*100%*	-
Swansea	0%	-	-	-	-	-	-	-	*100%*
Torfaen	0%	-	-	-	-	-	-	-	-
Wrexham	0%	-	-	-	-	-	-	-	-
Isle of Wight	0%	-	-	-	-	-	-	-	-
Other county	13%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	2	1	2	1	1	2	7	2
Base: All GB employees	1000	2	1	2	1	1	2	7	2
A lot worse	8%	-	-	-	-	-	-	-	-
A little worse	29%	-	-	-	-	100%	-	14%	50%
About the same	49%	100%	100%	50%	100%	-	100%	72%	50%
A little better	9%	-	-	50%	-	-	-	-	-
A lot better	4%	-	-	-	-	-	-	14%	-
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-
Net: Better	13%	-	-	50%	-	-	-	14%	-
Net: Worse	37%	-	-	-	-	100%	-	14%	50%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	-	-	-	-	1	-	1	1
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	-	-	-	-	1	-	1	1
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	-	-	-	100%	-	100%	-
Most of it	16%	-	-	-	-	-	-	-	-
Some of it	47%	-	-	-	-	-	-	-	100%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	-	-	-	-	-	-	-
Don't know	0%	-	-	-	-	-	-	-	-
Prefer not to say	0%	-	-	-	-	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	*2*	*1*	*2*	*1*	*1*	*2*	*7*	*2*
Base: All GB employees	1000	*2*	*1*	*2*	*1*	*1*	*2*	*7*	*2*
My employer is doing enough to safeguard my mental wellbeing	53%	*56%*	*100%*	-	*100%*	-	*44%*	*41%*	-
My employer is NOT doing enough to safeguard my mental wellbeing	28%	-	-	*100%*	-	-	-	*32%*	*50%*
Don't know	16%	*44%*	-	-	-	*100%*	*56%*	*27%*	*50%*
Prefer not to say	3%	-	-	-	-	-	-	-	-

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	-	-	-	-	*1*	-	*1*	*1*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	-	-	-	-	*1*	-	*1*	*1*
Unclear communication	30%	-	-	-	-	-	-	-	-
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	-	-	-	-	-	-	-	*100%*
My concerns about job security	40%	-	-	-	-	*100%*	-	-	-
Having to commute	14%	-	-	-	-	-	-	-	-
Getting used to new hybrid policies	16%	-	-	-	-	-	-	-	-
The lack of flexibility around when I work	19%	-	-	-	-	-	-	-	-
My fear of being back in the office due to COVID-19	17%	-	-	-	-	-	-	-	-
Too much change in my workplace	31%	-	-	-	-	-	-	-	-
Other	36%	-	-	-	-	-	-	*100%*	-
Don't know	1%	-	-	-	-	-	-	-	-
Prefer not to say	1%	-	-	-	-	-	-	-	-

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YouGov Survey Results

Sample Size: 1,000

Fieldwork: 7th - 11th October 2021

	Total				
		Torfaen	Wrexham	Isle of Wight	Other county
Ceremonial County of England / Wales					
Unweighted base	1000	*1*	*1*	*1*	126
Base	1000	*1*	*1*	*1*	126
Bedfordshire	1%	-	-	-	-
Berkshire	2%	-	-	-	-
Bristol	0%	-	-	-	-
Buckinghamshire	0%	-	-	-	-
Cambridgeshire	2%	-	-	-	-
Cheshire	2%	-	-	-	-
City of London	0%	-	-	-	-
Cornwall	1%	-	-	-	-
Cumbria	1%	-	-	-	-
Derbyshire	2%	-	-	-	-
Devon	3%	-	-	-	-
Dorset	2%	-	-	-	-
Durham	1%	-	-	-	-
East Riding of Yorkshire	1%	-	-	-	-
East Sussex	1%	-	-	-	-
Essex	3%	-	-	-	-
Gloucestershire	1%	-	-	-	-
Greater London	13%	-	-	-	-
Greater Manchester	4%	-	-	-	-
Hampshire	3%	-	-	-	-
Herefordshire	1%	-	-	-	-
Hertfordshire	2%	-	-	-	-
Kent	3%	-	-	-	-
Lancashire	2%	-	-	-	-
Leicestershire	1%	-	-	-	-
Lincolnshire	1%	-	-	-	-
Merseyside	1%	-	-	-	-
Norfolk	1%	-	-	-	-
North Yorkshire	1%	-	-	-	-
Northumberland	0%	-	-	-	-

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Ceremonial County of England / Wales

Nottinghamshire	2%	-	-	-	-
Oxfordshire	1%	-	-	-	-
Rutland	0%	-	-	-	-
Shropshire	1%	-	-	-	-
Somerset	1%	-	-	-	-
South Yorkshire	2%	-	-	-	-
Staffordshire	1%	-	-	-	-
Suffolk	1%	-	-	-	-
Surrey	3%	-	-	-	-
Tyne and Wear	2%	-	-	-	-
Warwickshire	1%	-	-	-	-
West Midlands	3%	-	-	-	-
West Sussex	2%	-	-	-	-
West Yorkshire	3%	-	-	-	-
Wiltshire	2%	-	-	-	-
Worcestershire	1%	-	-	-	-
Blaenau Gwent	0%	-	-	-	-
Bridgend	0%	-	-	-	-
Caerphilly	0%	-	-	-	-
Cardiff	1%	-	-	-	-
Carmarthenshire	0%	-	-	-	-
Ceredigion	0%	-	-	-	-
Conwy	0%	-	-	-	-
Denbighshire	0%	-	-	-	-
Flintshire	0%	-	-	-	-
Gwynedd	0%	-	-	-	-
Isle of Anglesey	0%	-	-	-	-
Monmouthshire	0%	-	-	-	-
Neath Port Talbot	0%	-	-	-	-
Newport	0%	-	-	-	-
Pembrokeshire	0%	-	-	-	-
Powys	0%	-	-	-	-
Rhondda Cynon Taf	1%	-	-	-	-
Swansea	0%	-	-	-	-
Torfaen	0%	*100%*	-	-	-
Wrexham	0%	-	*100%*	-	-
Isle of Wight	0%	-	-	*100%*	-
Other county	13%	-	-	-	100%

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Ceremonial County of England / Wales

Thinking about your mental wellbeing now compared with before the COVID-19 pandemic (i.e. March 2020)…In general, would you say that your mental wellbeing is better or worse now, compared to before the pandemic, or is this about the same?

Unweighted base	1000	*1*	*1*	*1*	126
Base: All GB employees	1000	*1*	*1*	*1*	126
A lot worse	8%	-	-	*100%*	6%
A little worse	29%	-	-	-	36%
About the same	49%	-	*100%*	-	50%
A little better	9%	*100%*	-	-	5%
A lot better	4%	-	-	-	2%
Don't know	1%	-	-	-	-
Prefer not to say	0%	-	-	-	-
Net: Better	13%	*100%*	-	-	8%
Net: Worse	37%	-	-	*100%*	43%

You previously said that your mental wellbeing is worse now, compared to before the COVID-19 pandemic (i.e. March 2020)...How much, if any, of this can be attributed to your work life?

Unweighted base	368	-	-	*1*	54
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic	367	-	-	*1*	54
All of it (i.e. my mental wellbeing has solely worsened due to work)	10%	-	-	*100%*	11%
Most of it	16%	-	-	-	20%
Some of it	47%	-	-	-	52%
None of it (i.e. my mental wellbeing has not worsened due to work)	27%	-	-	-	17%
Don't know	0%	-	-	-	-
Prefer not to say	0%	-	-	-	-

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Ceremonial County of England / Wales

Thinking about how your mental wellbeing is generally when you are at work…Do you think your employer is doing enough to safeguard your mental wellbeing (e.g. providing support, managing absence, offering mental wellbeing training sessions etc.)?

Unweighted base	1000	*1*	*1*	*1*	126
Base: All GB employees	1000	*1*	*1*	*1*	126
My employer is doing enough to safeguard my mental wellbeing	53%	*100%*	-	-	49%
My employer is NOT doing enough to safeguard my mental wellbeing	28%	-	*100%*	*100%*	32%
Don't know	16%	-	-	-	17%
Prefer not to say	3%	-	-	-	2%

You previously said that your mental wellbeing is worse now compared to before the pandemic and this can be attributed to work... Which, if any, of the following issues at work do you think may have contributed to this? (Please select all that apply.)

Unweighted base	269	-	-	*1*	*45*
Base: All GB employees who have experienced worsened mental wellbeing since the COVID-19 pandemic, and attribute this to work	267	-	-	*1*	*44*
Unclear communication	30%	-	-	*100%*	*37%*
Not feeling comfortable talking about my mental wellbeing in the workplace or to my boss	27%	-	-	*100%*	*27%*
My concerns about job security	40%	-	-	*100%*	*43%*
Having to commute	14%	-	-	*100%*	*18%*
Getting used to new hybrid policies	16%	-	-	*100%*	*16%*
The lack of flexibility around when I work	19%	-	-	*100%*	*25%*
My fear of being back in the office due to COVID-19	17%	-	-	*100%*	*15%*
Too much change in my workplace	31%	-	-	*100%*	*31%*
Other	36%	-	-	-	*33%*
Don't know	1%	-	-	-	*2%*
Prefer not to say	1%	-	-	-	-

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