Re:State

THE ALTERNATIVE PEOPLE SURVEY 2026: APPENDIX 1

Survey demographic information

October 2026

1. INTRODUCTION 1
2. DEMOGRAPHICS AND EMPLOYMENT 2

1. Introduction

This Survey was conducted in partnership with *Civil Service World* (*CSW*) and Public First. It contained 42 questions, of which 41 offered multiple options. Question 36 gave respondents a free-text box to answer an optional open-ended question.

The Survey was live between 15 June 2026 and 20 July 2026. It was promoted by both *CSW* and *Re:State* via newsletters and social media channels. 1,747 civil servants completed all required questions in the Survey, a 38 per cent increase compared to 2025.

It is important to note that while the Survey provides a powerful indicator of civil servants' views, it is not representative of the whole workforce and should not be treated as such. Respondents are self-selecting. The figures in this Appendix are unweighted and cover all 1,747 respondents, including those from the operational delivery profession.

This Appendix breaks down the answers given to Questions 1 to 10, which are about respondent demographics.

2. Demographics and employment

Q1 – What is your gender?

Answer	Percentage
Female	53%
Male	43%
I prefer not to say	4%

Q2 – What is your age?

Answer	Percentage
55+	40%
45-54	29%
35-44	18%
16-34	13%

Q3 – Where do you currently work?

Answer	Percentage
London	33%
Northwest England	10%
Southwest England	9%
Scotland	8%
Yorkshire and The Humber	8%
Northeast England	6%
Southeast England	6%
West Midlands	5%
Wales	5%
East of England	4%
East Midlands	3%
Other (please specify)	2%
Northern Ireland	1%

Q4 – What is your ethnicity?

Answer	Percentage
White: (English, Welsh, Scottish, Northern Irish or British; Irish; Gypsy or Irish Traveller; Roma; Any other White background)	85%
Prefer not to say	6%
Asian or Asian British: (Indian; Pakistani; Bangladeshi; Chinese; any other Asian background)	3%
Mixed or multiple ethnic groups: (White and Black Caribbean; White and Black African, White and Asian; Any other Mixed or multiple ethnic group)	3%
Black, Black British, Caribbean or African: (Caribbean; African; Any other Black, Black British or Caribbean background)	3%

Q5 – Which central government organisation / department do you currently work for?

Answer	Percentage
Department for Work and Pensions	15%
Other (please specify)	11%
Ministry of Defence	10%
HM Revenue and Customs	10%
Home Office	8%
Arm's length body or non-departmental public body	6%
Ministry of Justice	6%
Department for Environment, Food and Rural Affairs	5%
Cabinet Office	4%
Department for Education	4%
Ministry for Housing, Communities and Local Government	4%
Department for Transport	3%
Department for Business and Trade	3%
Foreign Commonwealth & Development Office	3%
Department of Health & Social Care	2%
Department for Science, Innovation and Technology	2%
Department for Energy, Security and Net Zero	2%
HM Treasury	1%
Department for Culture, Media and Sport	1%
Attorney General's Office	<1%

Q6 – What is your current grade? Please use the nearest equivalent if needed.

Answer	Percentage
Grade 7	27%
Senior Executive Officer (SEO)	23%
Higher Executive Officer (HEO)	16%
Grade 6	14%
Executive Officer (EO)	10%
SCS	6%
Administration	3%
Other (please specify)	1%

Q7 – Which of the following best describe your profession?

Answer	Percentage
Policy	25%
Operational delivery	18%
Project management and delivery	13%
Human resources	11%
Digital, Data and Technology	10%
Finance	6%
Analytics	6%
Commercial and procurement	4%
Communications	4%
Knowledge and information management	4%
Science and Engineering	3%
Security	3%
Legal	2%
Intelligence analysis	1%

Respondents could select more than one profession, so these figures sum to more than 100 per cent.

Q8 – What is your working pattern?

Answer	Percentage
Full-time	83%
Part-time	16%
Other	1%
Job-share	<1%

Q9 – How long have you been in the civil service?

Answer	Percentage
10 years or more	64%
5 years – 9 years	22%
3 years – 4 years	9%
1 year – 2 years	4%
Less than 1 year	1%

Q10 – Did you join the civil service via the Fast Stream?

Answer	Percentage
No	92%
Yes	8%

ABOUT RE:STATE

Re:State is established as the leading Westminster think tank for public service reform. We believe that the State has a fundamental role to play in enabling individuals, families, and communities to thrive. But our vision is one in which the State delivers only the services that it is best placed to deliver, within sound public finances, and where both decision-making and delivery is devolved to the most appropriate level. We are committed to driving systemic change that will deliver better outcomes for all.

We are determinedly independent and strictly non-party in our approach. This is reflected in our cross-party Advisory Board and our events programme which seeks to convene likeminded reformers from across the political spectrum.

Re:State is a registered charity, the Re:State Trust Ltd, charity no. 1103739.