

## Annex 2: Self-employed / establishment survey analysis

### Q1. Are you?

	Frequency	%	Valid %	Cumulative %
Self-employed	24	21.2	21.2	21.2
Owner of the business	44	38.9	38.9	60.2
Director	9	8.0	8.0	68.1
Senior manager	18	15.9	15.9	84.1
Senior member of staff responsible for HR	8	7.1	7.1	91.2
Another role	10	8.8	8.8	100.0
Total	113	100.0	100.0	

### Q2. Main activity at establishment

	Frequency	%	Valid %	Cumulative %
Pet shop	24	21.2	21.2	21.2
Boarding kennel/cattery	20	17.7	17.7	38.9
Animal breeding	8	7.1	7.1	46.0
Animal training	14	12.4	12.4	58.4
Animal grooming	30	26.5	26.5	85.0
Animal welfare charity	17	15.0	15.0	100.0
Total	113	100.0	100.0	

### Q3. What exactly is done at this establishment?

What exactly is done at this establishment?	Pet shops	
	Frequency	%
Retail pet food and accessories	5	26.3
Retail sales of pet food, accessories and livestock	*	*
Pet and Aquatic shop	*	*
Pet care centre plus small pet boarding	*	*
Pet, aquatic and garden centre selling fish, small animals, birds and accessories	*	*
Re-homing centre for animals, looks after RSPCA inspectors case animals, provides financial support for treatment of animals where owners cannot pay, educates and campaigns for responsible pet ownership and animal welfare	*	*
Rescue centre for dogs and cats - all aspects of healthy welfare, training until suitable home found	*	*
Dog grooming	*	*
Sell feeds, medical (including PML) and accessories for all pets.	*	*
A general store in town	*	*
Shop and garden centre	*	*
Train and supply domestic and farm animals to media industry	*	*
Total	19	100.0

Base: 19 businesses

What exactly is done at this establishment?	Kennels / cattery	
	Frequency	%
Boarding cats and/or dogs and/or small animals/birds	13	48.1
Dog grooming/clipping and grooming	*	*
Breeding Siamese cats	*	*
Training classes for dog owners in obedience, agility and if required, up to competition standards	*	*
Pet supplies	*	*
Dog breeding	*	*
Dog training	*	*
Pet care centre plus small pet boarding	*	*
Re-homing centre for animals, looks after RSPCA inspectors case animals, provides financial support for treatment of animals where owners cannot pay, educates and campaigns for responsible pet ownership and animal welfare	*	*
Rescue centre for dogs and cats - all aspects of healthy welfare, training until suitable home found	*	*
Zoo - animal breeding / conservation, field conservation, education, including using trained animals	*	*
Total	27	100.0

Base: 17 businesses

What exactly is done at this establishment?	Animal breeding	
	Frequency	%
Boarding cats and/or dogs	*	*
A council run rare breeds and small animals breeding and rearing leisure farm open to the general public	*	*
Animal handling and feeding	*	*
Breeding Siamese cats	*	*
Dog grooming	*	*
Dog breeding	*	*
Zoo - animal breeding / conservation, field conservation, education, including using trained animals	*	*
Zoo - care and display of exotic and domestic species for public education / conservation	*	*
Total	9	100.0

Base: 6 businesses

What exactly is done at this establishment?	Animal training	
	Frequency	%
Dog Training (including training of guide dogs for the blind, police dog training, pet dog training, training classes for dog owners in obedience, agility and if required up to competition standards, training and behaviour counselling, training domestic and farm animals for the media industry)	9	56.3
Boarding for dogs and cats and/or small animals	*	*
Dog grooming	*	*
Behaviour consultations via veterinary referral, shelter staff training, courses on behaviour training	*	*
Re-homing centre for animals, looks after RSPCA inspectors case animals, provides financial support for treatment of animals where owners cannot pay, educates and campaigns for responsible pet ownership and animal welfare	*	*
Rescue centre for dogs and cats - all aspects of healthy welfare until suitable home found	*	*
Zoo - animal breeding / conservation, field conservation, education, including using trained animals	*	*
Total	16	100.0

Base: 11 businesses

What exactly is done at this establishment?	Animal grooming	
	Frequency	%
Dog/cat/small animal grooming (bathing, brushing, drying, clipping claws, cleaning ears, trimming coats, styling, mobile dog grooming)	17	56.7
Boarding cats and/or dogs and/or small animals/birds	*	*
Training dogs	*	*
Teaching others to become groomers/grooming training	*	*
Animal handling and feeding	*	*
Health checks	*	*
Dog breeding	*	*
Pet portrait facility	*	*
Rescue centre for dogs and cats - all aspects of healthy welfare, training until suitable home found	*	*
Retail pet accessories/food.	*	*
Total	30	100.0

Base: 26 businesses

What exactly is done at this establishment?	Animal welfare charities	
	Frequency	%
Animal care/welfare, rescue and re-homing	14	50.0
Rehabilitation / training	*	*
Education (outreach into community / education and campaigns for responsible pet ownership and animal welfare)	*	*
Vet service and theatre / arranging veterinary treatment	*	*
Organise dog shows to raise funds for animal rescue centres	*	*
Neutering and micro-chipping	*	*
Sale of goods from shop	*	*
Dog and cat assessments	*	*
Care for ponies	*	*
Provides financial support for treatment of animals where owners cannot pay	*	*
Treat, prepare for release and monitor post release wildlife casualties.	*	*
Total	28	100.0

Base: 17 businesses

What exactly is done at this establishment?	Zoo / wildlife park	
	Frequency	%
Recreational tourist attraction (e.g. ornamental farm / wildlife park / display of exotic, endangered and domestic species to the public etc)	10	27.0
Conservation, field conservation	9	24.3
Education	8	21.6
Breeding (e.g. captive breeding / interpretation and captive breeding for different BIAZA programmes)	*	*
Animal husbandry / animal care	*	*
Research	*	*
Wildlife hospital	*	*
Public aquarium	*	*
Using trained animals	*	*
Total	37	100.0

Base: 16 businesses

What exactly is done at this establishment?	Public Services	
	Frequency	%
A council run rare breeds and small animals breeding and rearing leisure farm open to the general public	*	*
Interpretation and captive breeding for different BIAZA programmes	*	*
Pet rescue scheme	*	*
Vet service and theatre	*	*
Education / outreach into community	*	*
Total	6	100.0

Base: 3 businesses

#### Q4. How would classify this establishment?

	Frequency	%	Valid %	Cumulative %
Not answered	*	*	*	*
Private sector	70	61.9	61.9	64.6
Public sector	12	10.6	10.6	75.2
Voluntary or charity	28	24.8	24.8	100.0
Total	113	100.0	100.0	

**Q4a. If the establishment is non-private, what kind is it?**

	Frequency	%	Valid %	Cumulative %
Not answered	*	*	*	*
Public sector org	*	*	*	*
Local government or council	6	15.0	15.0	22.5
Charity, voluntary organisation or trust	28	70.0	70.0	92.5
Other	*	*	*	*
Don't know	*	*	*	*
Total	40	100.0	100.0	

**Q4b. If the establishment is private, what kind is it?**

	Frequency	%	Valid %	Cumulative %
Sole proprietorship	36	51.4	51.4	51.4
Partnership	15	21.4	21.4	72.9
Private limited company	19	27.1	27.1	100.0
Total	70	100.0	100.0	

**Q5. If the private sector business is not owned by one person only, how many working proprietors are there at this establishment?**

	Frequency	%	Valid %	Cumulative %
0	11	32.4	32.4	32.4
1	*	*	*	*
2	15	44.1	44.1	88.2
4	*	*	*	*
5	*	*	*	*
Total	34	100.0	100.0	

**Q6. Full-time/part-time employees and age categories**

Number of full-time males	Frequency	%	Valid %	Cumulative %
16-19 years	12	1.4	1.4	1.4
20-24 years	81	9.4	9.4	10.8
25-34 years	214	24.9	24.9	35.7
35-44 years	279	32.5	32.5	68.2
45-54 years	153	17.8	17.8	86.0
55-64 years	118	13.7	13.7	99.8
65 years plus	*	*	*	*
Total	*	100.0	100.0	

Number of part-time males	Frequency	%	Valid %	Cumulative %
16-19 years	56	3.6	36.1	36.1
20-24 years	9	0.6	5.8	41.9
25-34 years	10	0.6	6.5	48.4
35-44 years	23	1.5	14.8	63.2
45-54 years	24	1.5	15.5	78.7
55-64 years	28	1.8	18.1	96.8
65 years plus	5	0.3	3.2	100.0
Total	155	9.9	100.0	

Number of full-time females	Frequency	%	Valid %	Cumulative %
16-19 years	40	2.6	2.6	2.6
20-24 years	299	19.1	19.1	21.7
25-34 years	571	36.5	36.5	58.1
35-44 years	392	25.0	25.0	83.2
45-54 years	165	10.5	10.5	93.7
55-64 years	91	5.8	5.8	99.6
65 years plus	7	0.4	0.4	100.0
Total	1565	100.0	100.0	

Number of part-time females	Frequency	%	Valid %	Cumulative %
16-19 years	182	11.6	27.7	27.7
20-24 years	72	4.6	11.0	38.7
25-34 years	93	5.9	14.2	52.9
35-44 years	168	10.7	25.6	78.5
45-54 years	94	6.0	14.3	92.8
55-64 years	44	2.8	6.7	99.5
65 years plus	*	*	*	*
Total	*	41.9	100.0	

Total full-time employees	Frequency	%	Valid %	Cumulative %
16-19 years	52	2.1	2.1	2.1
20-24 years	380	15.7	15.7	17.8
25-34 years	785	32.4	32.4	50.2
35-44 years	671	27.7	27.7	77.9
45-54 years	318	13.1	13.1	91.0
55-64 years	209	8.6	8.6	99.6
65 years plus	9	0.4	0.4	100.0
Total	2424	100.0	100.0	

Total part-time employees	Frequency	%	Valid %	Cumulative %
16-19 years	238	9.8	29.3	29.3
20-24 years	81	3.3	10.0	39.3
25-34 years	103	4.2	12.7	52.0
35-44 years	191	7.9	23.6	75.6
45-54 years	118	4.9	14.5	90.1
55-64 years	72	3.0	8.9	99.0
65 years plus	8	.3	1.0	100.0
Total	811	33.5	100.0	

**Q7. If you currently employ non-UK residents, what number or proportion of your staff are non-UK residents?**

	Frequency	%	Valid %	Cumulative %
Not Applicable	*	98.2	98.2	98.2
1%	*	1.8	1.8	100.0
Total	*	100.0	100.0	

**Q8a. Have you employed staff in the past 12 months in the following capacities?**

	Frequency	%
Seasonal Work	25	22.1%
Contracted for a fixed period / task	19	16.8%
Agency temping	5	4.4%
Casual type of work	17	15.0%
Other type of non permanent work	6	5.3%

Base: 113 businesses

**Q8b. How many non-permanent staff have you employed over the past 12 months?**

Seasonal Staff		
Number	Valid response	20
	Not specified	5
Mean		5.90
Mode		1
Range		26
Minimum		1
Maximum		27
Sum		118

<b>Contracted for a fixed period or task</b>		
Number	Valid response	16
	Missing	3
Mean		1.88
Mode		1
Range		5
Minimum		1
Maximum		6
Sum		30

<b>Agency temping</b>		
Number	Valid response	3
	Missing	2
Mean		3.00
Mode		2
Range		3
Minimum		2
Maximum		5
Sum		9

<b>Casual work</b>		
Number	Valid response	16
	Missing	1
Mean		4.13
Mode		1(a)
Range		19
Minimum		1
Maximum		20
Sum		66

a Multiple modes exist. The smallest value is shown

**Q9. If any, how many voluntary workers do you have?**

Number	Valid response	112
	Missing	1
Mean		10.33
Mode		0
Range		500
Minimum		0
Maximum		500
Sum		1157

Number of workers		Frequency	%	Valid %	Cumulative %
Valid	0	77	68.1	68.8	68.8
	1	6	5.3	5.4	74.1
	2	6	5.3	5.4	79.5
	4	*	*	*	*
	5	*	*	*	*
	6	*	*	*	*
	7	*	*	*	*
	8	*	*	*	*
	10	5	4.4	4.5	*
	14	*	*	*	*
	15	*	*	*	*
	20	5	4.4	4.5	*
	25	*	*	*	*
	30	*	*	*	*
	150	*	*	*	*
	200	*	*	*	*
	500	*	*	*	100.0
	Total	112	99.1	100.0	
Missing	System	*	*		
Total		113	100.0		

**Q10. For the whole of the business, at what level are the following required within the business/establishment?**

Animal health and welfare	Frequency	%	Valid %	Cumulative %
Not answered	6	5.3	5.3	5.3
Basic (level 1)	7	6.2	6.2	11.5
Intermediate (level 2)	20	17.7	17.7	29.2
Advanced (level 3)	22	19.5	19.5	48.7
High (level 4)	56	49.6	49.6	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

Handling Animals	Frequency	%	Valid %	Cumulative %
Not answered	10	8.8	8.8	8.8
Basic (level 1)	6	5.3	5.3	14.2
Intermediate (level 2)	21	18.6	18.6	32.7
Advanced (level 3)	19	16.8	16.8	49.6
High (level 4)	56	49.6	49.6	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Restraining animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	16	14.2	14.2	14.2
Basic (level 1)	8	7.1	7.1	21.2
Intermediate (level 2)	22	19.5	19.5	40.7
Advanced (level 3)	26	23.0	23.0	63.7
High (level 4)	38	33.6	33.6	97.3
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Animal nutrition / exercise</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	16	14.2	14.2	14.2
Basic (level 1)	10	8.8	8.8	23.0
Intermediate (level 2)	23	20.4	20.4	43.4
Advanced (level 3)	25	22.1	22.1	65.5
High (level 4)	37	32.7	32.7	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Identifying diseases</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	12	10.6	10.6	10.6
Basic (level 1)	10	8.8	8.8	19.5
Intermediate (level 2)	32	28.3	28.3	47.8
Advanced (level 3)	27	23.9	23.9	71.7
High (level 4)	29	25.7	25.7	97.3
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Sale/knowledge of animal related products</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	24	21.2	21.2	21.2
Basic (level 1)	19	16.8	16.8	38.1
Intermediate (level 2)	29	25.7	25.7	63.7
Advanced (level 3)	17	15.0	15.0	78.8
High (level 4)	22	19.5	19.5	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Basic animal first aid</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	9	8.0	8.0	8.0
Basic (level 1)	16	14.2	14.2	22.1
Intermediate (level 2)	20	17.7	17.7	39.8
Advanced (level 3)	32	28.3	28.3	68.1
High (level 4)	35	31.0	31.0	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Preparing and grooming animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	25	22.1	22.1	22.1
Basic (level 1)	17	15.0	15.0	37.2
Intermediate (level 2)	15	13.3	13.3	50.4
Advanced (level 3)	21	18.6	18.6	69.0
High (level 4)	32	28.3	28.3	97.3
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Providing information and advice to customers</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	8	7.1	7.1	7.1
Basic (level 1)	7	6.2	6.2	13.3
Intermediate (level 2)	14	12.4	12.4	25.7
Advanced (level 3)	31	27.4	27.4	53.1
High (level 4)	51	45.1	45.1	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Stock control</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	25	22.1	22.1	22.1
Basic (level 1)	19	16.8	16.8	38.9
Intermediate (level 2)	27	23.9	23.9	62.8
Advanced (level 3)	19	16.8	16.8	79.6
High (level 4)	21	18.6	18.6	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Transporting animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	25	22.1	22.1	22.1
Basic (level 1)	17	15.0	15.0	37.2
Intermediate (level 2)	18	15.9	15.9	53.1
Advanced (level 3)	23	20.4	20.4	73.5
High (level 4)	28	24.8	24.8	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Releasing animals into the wild</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	63	55.8	55.8	55.8
Basic (level 1)	18	15.9	15.9	71.7
Intermediate (level 2)	7	6.2	6.2	77.9
Advanced (level 3)	7	6.2	6.2	84.1
High (level 4)	6	5.3	5.3	89.4
Don't know	12	10.6	10.6	100.0
Total	113	100.0	100.0	

<b>Preparing and maintaining animal accommodation</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	22	19.5	19.5	19.5
Basic (level 1)	15	13.3	13.3	32.7
Intermediate (level 2)	9	8.0	8.0	40.7
Advanced (level 3)	25	22.1	22.1	62.8
High (level 4)	38	33.6	33.6	96.5
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Knowledge of how animals will perform on film set</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	70	61.9	61.9	61.9
Basic (level 1)	20	17.7	17.7	79.6
Intermediate (level 2)	5	4.4	4.4	84.1
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Don't know	13	11.5	11.5	100.0
Total	113	100.0	100.0	

Other job specific current skill needs	Frequency	%	Valid %	Cumulative %
Not answered	102	90.3	90.3	90.3
City and Guilds Pet Store Management	*	*	*	*
Dog training and charity shop management	*	*	*	*
Good people skills	*	*	*	*
Knowledge of disinfection/control of disease/cross infection	*	*	*	*
Organise dog shows	*	*	*	*
Photography skills	*	*	*	*
Teamwork	*	*	*	*
Technical - life support systems	*	*	*	*
Transfer of skills to new situations / tailoring to individual situations	*	*	*	*
Understanding / learning theory, animal law, species behaviours	*	*	*	*
Working with disabled and animals	*	*	*	*
Total	*	100.0	100.0	

Other current job-specific skill needs level	Frequency	%	Valid %	Cumulative %
Not answered	100	88.5	88.5	88.5
Advanced (level 3)	*	*	*	*
High (level 4)	9	8.0	8.0	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

Literacy	Frequency	%	Valid %	Cumulative %
Not answered	14	12.4	12.4	12.4
Basic (level 1)	14	12.4	12.4	24.8
Intermediate (level 2)	37	32.7	32.7	57.5
Advanced (level 3)	21	18.6	18.6	76.1
High (level 4)	26	23.0	23.0	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Numeracy</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	13	11.5	11.5	11.5
Basic (level 1)	15	13.3	13.3	24.8
Intermediate (level 2)	37	32.7	32.7	57.5
Advanced (level 3)	22	19.5	19.5	77.0
High (level 4)	25	22.1	22.1	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Communication skills</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	10	8.8	8.8	8.8
Basic (level 1)	5	4.4	4.4	13.3
Intermediate (level 2)	18	15.9	15.9	29.2
Advanced (level 3)	33	29.2	29.2	58.4
High (level 4)	46	40.7	40.7	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Planning and organisation</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	15	13.3	13.3	13.3
Basic (level 1)	*	*	*	*
Intermediate (level 2)	20	17.7	17.7	33.6
Advanced (level 3)	27	23.9	23.9	57.5
High (level 4)	47	41.6	41.6	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Customer relations</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	7	6.2	6.2	6.2
Basic (level 1)	*	*	*	*
Intermediate (level 2)	16	14.2	14.2	23.0
Advanced (level 3)	29	25.7	25.7	48.7
High (level 4)	56	49.6	49.6	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Computing or information technology</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	23	20.4	20.4	20.4
Basic (level 1)	21	18.6	18.6	38.9
Intermediate (level 2)	30	26.5	26.5	65.5
Advanced (level 3)	19	16.8	16.8	82.3
High (level 4)	19	16.8	16.8	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Marketing or sales</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	28	24.8	24.8	24.8
Basic (level 1)	18	15.9	15.9	40.7
Intermediate (level 2)	25	22.1	22.1	62.8
Advanced (level 3)	22	19.5	19.5	82.3
High (level 4)	19	16.8	16.8	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Business strategy or planning</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	27	23.9	23.9	23.9
Basic (level 1)	8	7.1	7.1	31.0
Intermediate (level 2)	20	17.7	17.7	48.7
Advanced (level 3)	30	26.5	26.5	75.2
High (level 4)	27	23.9	23.9	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Finance or accounts</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	21	18.6	18.6	18.6
Basic (level 1)	11	9.7	9.7	28.3
Intermediate (level 2)	22	19.5	19.5	47.8
Advanced (level 3)	29	25.7	25.7	73.5
High (level 4)	29	25.7	25.7	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Improving own learning and performance</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	21	18.6	18.6	18.6
Basic (level 1)	*	*	*	*
Intermediate (level 2)	17	15.0	15.0	37.2
Advanced (level 3)	29	25.7	25.7	62.8
High (level 4)	40	35.4	35.4	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Managing budgets</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	26	23.0	23.0	23.0
Basic (level 1)	9	8.0	8.0	31.0
Intermediate (level 2)	12	10.6	10.6	41.6
Advanced (level 3)	28	24.8	24.8	66.4
High (level 4)	37	32.7	32.7	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Health and safety</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	12	10.6	10.6	10.6
Basic (level 1)	5	4.4	4.4	15.0
Intermediate (level 2)	18	15.9	15.9	31.0
Advanced (level 3)	26	23.0	23.0	54.0
High (level 4)	50	44.2	44.2	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Other current generic skill needs</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	108	95.6	95.6	95.6
Animal training	*	*	*	*
Managing / supervising	*	*	*	*
Organisational Skills	*	*	*	*
Staff training	*	*	*	*
working with volunteers	*	*	*	*
Total	*	100.0	100.0	

<b>Other current generic skill needs level</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	108	95.6	95.6	95.6
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	*	100.0	100.0	

**Q11. For the whole of the business, at what level are the following will be required within the business/establishment over the next 3 years?**

<b>Animal health and welfare</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	18	15.9	15.9	15.9
Basic (level 1)	*	*	*	*
Intermediate (level 2)	17	15.0	15.0	32.7
Advanced (level 3)	18	15.9	15.9	48.7
High (level 4)	56	49.6	49.6	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Handling animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	21	18.6	18.6	18.6
Basic (level 1)	5	4.4	4.4	23.0
Intermediate (level 2)	18	15.9	15.9	38.9
Advanced (level 3)	16	14.2	14.2	53.1
High (level 4)	51	45.1	45.1	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Restraining animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	27	23.9	23.9	23.9
Basic (level 1)	6	5.3	5.3	29.2
Intermediate (level 2)	17	15.0	15.0	44.2
Advanced (level 3)	25	22.1	22.1	66.4
High (level 4)	36	31.9	31.9	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Animal nutrition/exercise</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	30	26.5	26.5	26.5
Basic (level 1)	7	6.2	6.2	32.7
Intermediate (level 2)	16	14.2	14.2	46.9
Advanced (level 3)	22	19.5	19.5	66.4
High (level 4)	36	31.9	31.9	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Identifying diseases</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	25	22.1	22.1	22.1
Basic (level 1)	6	5.3	5.3	27.4
Intermediate (level 2)	18	15.9	15.9	43.4
Advanced (level 3)	30	26.5	26.5	69.9
High (level 4)	32	28.3	28.3	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Sale/knowledge of animal related products</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	39	34.5	34.5	34.5
Basic (level 1)	11	9.7	9.7	44.2
Intermediate (level 2)	14	12.4	12.4	56.6
Advanced (level 3)	27	23.9	23.9	80.5
High (level 4)	19	16.8	16.8	97.3
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Basic animal first aid</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	22	19.5	19.5	19.5
Basic (level 1)	9	8.0	8.0	27.4
Intermediate (level 2)	20	17.7	17.7	45.1
Advanced (level 3)	32	28.3	28.3	73.5
High (level 4)	28	24.8	24.8	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Preparing and grooming animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	34	30.1	30.1	30.1
Basic (level 1)	12	10.6	10.6	40.7
Intermediate (level 2)	13	11.5	11.5	52.2
Advanced (level 3)	22	19.5	19.5	71.7
High (level 4)	31	27.4	27.4	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Providing information and advice to customers</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	24	21.2	21.2	21.2
Basic (level 1)	*	*	*	*
Intermediate (level 2)	11	9.7	9.7	33.6
Advanced (level 3)	24	21.2	21.2	54.9
High (level 4)	49	43.4	43.4	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Stock control</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	37	32.7	32.7	32.7
Basic (level 1)	10	8.8	8.8	41.6
Intermediate (level 2)	25	22.1	22.1	63.7
Advanced (level 3)	18	15.9	15.9	79.6
High (level 4)	20	17.7	17.7	97.3
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Transporting animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	40	35.4	35.4	35.4
Basic (level 1)	9	8.0	8.0	43.4
Intermediate (level 2)	21	18.6	18.6	61.9
Advanced (level 3)	16	14.2	14.2	76.1
High (level 4)	25	22.1	22.1	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Releasing animals into the wild</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	67	59.3	59.3	59.3
Basic (level 1)	12	10.6	10.6	69.9
Intermediate (level 2)	12	10.6	10.6	80.5
Advanced (level 3)	*	*	*	*
High (level 4)	9	8.0	8.0	91.2
Don't know	10	8.8	8.8	100.0
Total	113	100.0	100.0	

<b>Preparing and maintaining animal accommodation</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	38	33.6	33.6	33.6
Basic (level 1)	6	5.3	5.3	38.9
Intermediate (level 2)	14	12.4	12.4	51.3
Advanced (level 3)	20	17.7	17.7	69.0
High (level 4)	32	28.3	28.3	97.3
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Knowledge of how animals will perform on film set</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	77	68.1	68.1	68.1
Basic (level 1)	13	11.5	11.5	79.6
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Don't know	11	9.7	9.7	100.0
Total	113	100.0	100.0	

<b>Other future job specific skill needs</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	105	92.9	92.9	92.9
Animal training and charity shop management	*	*	*	*
Complying with legislation	*	*	*	*
Filling in forms	*	*	*	*
Good people skills	*	*	*	*
Life support systems	*	*	*	*
Photography skills	*	*	*	*
Understanding / learning theory, animal law, species behaviour	*	*	*	*
Working with disabled and animals	*	*	*	*
Total	*	100.0	100.0	

<b>Other future job specific skill needs level</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	105	92.9	92.9	92.9
High (level 4)	8	7.1	7.1	100.0
Total	113	100.0	100.0	

<b>Literacy</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	26	23.0	23.0	23.0
Basic (level 1)	11	9.7	9.7	32.7
Intermediate (level 2)	20	17.7	17.7	50.4
Advanced (level 3)	27	23.9	23.9	74.3
High (level 4)	28	24.8	24.8	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Numeracy</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	25	22.1	22.1	22.1
Basic (level 1)	13	11.5	11.5	33.6
Intermediate (level 2)	23	20.4	20.4	54.0
Advanced (level 3)	23	20.4	20.4	74.3
High (level 4)	28	24.8	24.8	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Communication skills</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	21	18.6	18.6	18.6
Basic (level 1)	5	4.4	4.4	23.0
Intermediate (level 2)	15	13.3	13.3	36.3
Advanced (level 3)	22	19.5	19.5	55.8
High (level 4)	48	42.5	42.5	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Planning and organisation</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	26	23.0	23.0	23.0
Basic (level 1)	5	4.4	4.4	27.4
Intermediate (level 2)	17	15.0	15.0	42.5
Advanced (level 3)	17	15.0	15.0	57.5
High (level 4)	47	41.6	41.6	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Customer relations</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	21	18.6	18.6	18.6
Basic (level 1)	*	*	*	*
Intermediate (level 2)	13	11.5	11.5	32.7
Advanced (level 3)	18	15.9	15.9	48.7
High (level 4)	56	49.6	49.6	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Computing or information technology</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	29	25.7	25.7	25.7
Basic (level 1)	11	9.7	9.7	35.4
Intermediate (level 2)	21	18.6	18.6	54.0
Advanced (level 3)	27	23.9	23.9	77.9
High (level 4)	23	20.4	20.4	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Marketing or sales</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	33	29.2	29.2	29.2
Basic (level 1)	7	6.2	6.2	35.4
Intermediate (level 2)	26	23.0	23.0	58.4
Advanced (level 3)	21	18.6	18.6	77.0
High (level 4)	25	22.1	22.1	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Business strategy or planning</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	33	29.2	29.2	29.2
Basic (level 1)	6	5.3	5.3	34.5
Intermediate (level 2)	16	14.2	14.2	48.7
Advanced (level 3)	25	22.1	22.1	70.8
High (level 4)	31	27.4	27.4	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Finance or accounts</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	30	26.5	26.5	26.5
Basic (level 1)	9	8.0	8.0	34.5
Intermediate (level 2)	19	16.8	16.8	51.3
Advanced (level 3)	26	23.0	23.0	74.3
High (level 4)	27	23.9	23.9	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Improving own learning and performance</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	31	27.4	27.4	27.4
Basic (level 1)	*	*	*	*
Intermediate (level 2)	10	8.8	8.8	39.8
Advanced (level 3)	21	18.6	18.6	58.4
High (level 4)	46	40.7	40.7	99.1
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Managing budgets</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	29	25.7	25.7	25.7
Basic (level 1)	6	5.3	5.3	31.0
Intermediate (level 2)	15	13.3	13.3	44.2
Advanced (level 3)	26	23.0	23.0	67.3
High (level 4)	35	31.0	31.0	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Health and safety</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	22	19.5	19.5	19.5
Basic (level 1)	*	*	*	*
Intermediate (level 2)	14	12.4	12.4	33.6
Advanced (level 3)	22	19.5	19.5	53.1
High (level 4)	51	45.1	45.1	98.2
Don't know	*	*	*	*
Total	113	100.0	100.0	

<b>Other future generic skill needs</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	111	98.2	98.2	98.2
Animal training	*	*	*	*
Working with volunteers	*	*	*	*
Total	*	100.0	100.0	

<b>Other future generic skill needs level</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Not answered	111	98.2	98.2	98.2
High level 4	*	*	*	*
Total	*	100.0	100.0	

**Q12. How many vacancies do you currently have?**

	Frequency	%	Valid %	Cumulative %
0	86	3.4	76.1	76.1
1	16	.7	14.5	90.6
2	*	*	*	*
3	*	*	*	*
5	*	*	*	*
6	*	*	*	*
Total	113	4.5	100.0	

**Q13. How many of these vacancies have you advertised?**

	Frequency	%	Valid %	Cumulative %
1	17	.7	63.0	63.0
2	6	.2	22.2	85.2
3	*	*	*	*
6	*	*	*	*
Total	27	1.1	100.0	

**Q14. Are any proving hard to fill?**

	Frequency	%	Valid %	Cumulative %
Yes	17	.7	63.0	63.0
No	10	.5	37.0	100.0
Total	27	1.2	100.0	

**Q14a. Which are proving hard to fill?**

	<b>Count</b>
Aquatic Supervisor	*
Canine beauticians	*
Charity shop manager, part-time admin support	*
Dog and cat groomer	*
Dog groomer	*
Dog training, occupational therapists	*
Experienced groomer within local area	*
Experienced, qualified animal keepers	*
Fund-raising co-ordinator, press liaison officer	*
Good heavy horse care with 'driving' knowledge	*
Groomer	*
Kennel Hand	*
Part-time	*
Senior keeper	*
Washing and drying of dogs	*
Total	17

**Q15. Are any other specific jobs that you have difficulty recruiting for?**

<b>Other Specific Jobs</b>	<b>Count</b>
Weekend workers	*
Maintenance worker	*
Animal welfare assistants	*
People with both good animal and people skills	*
volunteers	*
Toilet cleaners	*
Staff with good agricultural skills	*
Shop assistants and café assistants - part time	*
Receptionist	*
Qualified experienced groomers / canine beauticians with sufficient knowledge/skills	*
Kennel Assistant/staff	*
Fundraising officer	*
Full time staff - willing to work hard	*
Fish department	*
Experienced keeper roles	*
Experienced animal trainers / Domestic cat trainers / Dog training instructor	*
Catering / Assistant catering	*
Apprentice with grooming background	*

**Q16. What are the main causes of hard to fill vacancies?**

	Frequency	%	Valid %	Cumulative %
Too much competition	8	.3	3.7	3.7
Not enough people interested in doing job	16	.7	7.3	11.0
Poor terms & conditions	25	1.0	11.5	22.5
Low number of applications with required skills	33	1.4	15.1	37.6
Low number of people with required motivation, attitude, personality	32	1.3	14.7	52.3
Low number of applicants	9	.4	4.1	56.4
Lack of work experience	24	1.0	11.0	67.4
Lack of qualifications the company demands	19	.8	8.7	76.1
Poor career progression/lack of prospects	13	.5	6.0	82.1
Job entails shift work/unsociable hours	12	.5	5.5	87.6
Seasonal work	5	.2	2.3	89.9
Remote location/poor public transport	13	.5	6.0	95.9
Other	8	.3	3.7	99.5
No particular reason	*	*	*	*
Total	*	9.0	100.0	

Level of current vacancies, hard-to-fill vacancies and skill shortage vacancies					
	All vacancies		Hard-to-fill vacancies	Skill shortage vacancies	Base
	%	No. of vacs (n)	%	%	(n)
Establishments	23.9	53	15.0	11.5	113
Vacancies			63.0	48.1	27
Hard-to-fill vacancies				76.5	17

**Q17. Are all workers fully proficient at their jobs?**

	Frequency	%	Valid %	Cumulative %
Yes	80	3.3	77.7	77.7
No	23	.9	22.3	100.0
Total	103	4.2	100.0	

**Q17a. If no, how many are not proficient?**

	Frequency	%	Valid %	Cumulative %
1	*	*	*	*
2	*	*	*	*
3	*	*	*	*
4	*	*	*	*
5	*	*	*	*
9	*	*	*	*
10	*	*	*	*
11	*	*	*	*
Total	21	91.3	100.0	
Not answered	*	*		
Total	23	100.0		

Statistics		
Number	Valid	21
	Not answered	2
Mean		4.43
Mode		1(a)
Range		10
Minimum		1
Maximum		11
Sum		93

a Multiple modes exist. The smallest value is shown

**Q18. In which particular job role would you say lack of skills to be able to do the job proficiently is having the biggest effect on the business?**

Job Roles	Frequency
Animal grooming	*
Animal health and welfare assistant	*
Staff lacking animal health and welfare skills	*
Staff lacking communication skills	*
Customer service roles	8
Dog groomer - all breeds	*
Dog training	*
General sales and care staff	*
Staff lacking animal handling skills	*
Staff lacking IT skills	*
Kennel girl	*
Reception / secretarial staff (lacking literacy, numeracy and IT skills)	*
Low level staff	*
Maintenance	*
Managers (general, personnel, retail, clinical, section mgt, zoo mgt)	6
Newly recruited staff	*
Sales	*
Sales assistant (still under training)	*
Seasonal staff (generally before training)	*
Staff with lack of technical skills	*
Younger workers (lacking literacy, numeracy and communication skills)	*
Total	40

**Q19. Which skills are lacking?**

	Responses	
	Number	%
Basic (level 1)	75	18.8%
Intermediate (level 2)	125	31.4%
Advanced (level 3)	72	18.1%
High (level 4)	124	31.2%
Don't know	*	*
Total	398	100.0%

Animal health and welfare	Frequency	%	Valid %	Cumulative %
Basic (level 1)	*	*	*	*
Intermediate (level 2)	8	.3	40.0	45.0
Advanced (level 3)	*	*	*	*
High (level 4)	9	.4	45.0	100.0
Total	20	.8	100.0	

<b>Handling animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	5	.2	27.8	38.9
Advanced (level 3)	*	*	*	*
High (level 4)	9	.4	50.0	100.0
Total	18	.7	100.0	

<b>Restraining animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	5	.2	35.7	57.1
Advanced (level 3)	*	*	*	*
High (level 4)	5	.2	35.7	100.0
Total	14	.6	100.0	

<b>Animal nutrition / exercise</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	6	.2	35.3	52.9
High (level 4)	8	.3	47.1	100.0
Total	17	.7	100.0	

<b>Identifying diseases</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	6	.2	35.3	35.3
Intermediate (level 2)	5	.2	29.4	64.7
High (level 4)	6	.2	35.3	100.0
Total	17	.7	100.0	

<b>Sale/knowledge of animal related products</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	7	.3	46.7	53.3
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	15	.6	100.0	

<b>Basic animal first aid</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	6	.2	42.9	64.3
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	14	.6	100.0	

<b>Preparing and grooming animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	5	.2	41.7	41.7
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	12	.5	100.0	

<b>Providing information and advice to customers</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	5	.2	21.7	30.4
Advanced (level 3)	5	.2	21.7	52.2
High (level 4)	11	.5	47.8	100.0
Total	23	.9	100.0	

<b>Stock control</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	6	.2	42.9	64.3
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	14	.6	100.0	

<b>Transporting animals</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
High (level 4)	5	.2	50.0	100.0
Total	10	.4	100.0	

<b>Releasing animals into the wild</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
High (level 4)	*	*	*	*
Don't know	*	*	*	*
Total	5	.2	100.0	

<b>Preparing and maintaining animal accommodation</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	5	.2	35.7	50.0
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	14	.6	100.0	

<b>Knowledge of how animals will perform on film set</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
High (level 4)	*	*	*	*
Don't know	*	*	*	*
Total	5	.2	100.0	

<b>Literacy</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	8	.3	44.4	66.7
Advanced (level 3)	5	.2	27.8	94.4
High (level 4)	*	*	*	*
Total	18	.7	100.0	

<b>Numeracy</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	10	.4	50.0	70.0
Advanced (level 3)	5	.2	25.0	95.0
High (level 4)	*	*	*	*
Total	20	.8	100.0	

<b>Communication skills</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	6	.2	24.0	36.0
Advanced (level 3)	*	*	*	*
High (level 4)	13	.5	52.0	100.0
Total	25	1.0	100.0	

<b>Planning and organisation</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	5	.2	25.0	35.0
Advanced (level 3)	5	.2	25.0	60.0
High (level 4)	8	.3	40.0	100.0
Total	20	.8	100.0	

<b>Customer relations</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	8	.3	36.4	45.5
Advanced (level 3)	5	.2	22.7	68.2
High (level 4)	7	.3	31.8	100.0
Total	22	.9	100.0	

<b>Computing or information technology</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	6	.2	31.6	31.6
Intermediate (level 2)	6	.2	31.6	63.2
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	19	.8	100.0	

<b>Marketing or sales</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	6	.2	50.0	66.7
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	12	.5	100.0	

<b>Business strategy or planning</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	12	.5	100.0	

<b>Finance or accounts</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
Total	8	.3	100.0	

<b>Improving own learning and performance</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
High (level 4)	*	*	*	*
Total	11	.5	100.0	

<b>Managing budgets</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
High (level 4)	1	.0	10.0	100.0
Total	10	.4	100.0	

<b>Health and safety</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Basic (level 1)	*	*	*	*
Intermediate (level 2)	*	*	*	*
Advanced (level 3)	*	*	*	*
High (level 4)	8	.3	44.4	100.0
Total	18	.7	100.0	

**Q20. Are workers you identified in Q18 currently being trained or has training been arranged for the near future?**

	Frequency	%	Valid %	Cumulative %
Training is in place	17	.7	45.9	45.9
Training has been arranged	9	.4	24.3	70.3
No training has been arranged	11	.5	29.7	100.0
Total	37	1.5	100.0	

**Q21. When was the last time this establishment funded or arranged any training/development for staff employed at this location?**

	Frequency	%	Valid %	Cumulative %
Within last 3 months	60	2.5	57.7	57.7
Within last 12 months	20	.8	19.2	76.9
Between 2-3 years	6	.2	5.8	82.7
Between 4-5 years	*	*	*	*
More than 5 years ago	*	*	*	*
No training has taken place	12	.5	11.5	100.0
Total	104	4.3	100.0	

**Q22. If training for staff has been arranged or funded in the past 12 months, where was the training delivered?**

At this site	Frequency	%	Valid %	Cumulative %
No	26	29.2	29.2	29.2
Yes	63	70.8	70.8	100.0
Total	89	100.0	100.0	

On another site/branch belonging to organisation	Frequency	%	Valid %	Cumulative %
No	66	74.2	74.2	74.2
Yes	23	25.8	25.8	100.0
Total	89	100.0	100.0	

Further education college	Frequency	%	Valid %	Cumulative %
No	66	74.2	74.2	74.2
Yes	23	25.8	25.8	100.0
Total	89	100.0	100.0	

Higher education college / university	Frequency	%	Valid %	Cumulative %
No	80	89.9	89.9	89.9
Yes	9	10.1	10.1	100.0
Total	89	100.0	100.0	

Community training centre	Frequency	%	Valid %	Cumulative %
No	84	94.4	94.4	94.4
Yes	5	5.6	5.6	100.0
Total	89	100.0	100.0	

Private training centre	Frequency	%	Valid %	Cumulative %
No	62	69.7	69.7	69.7
Yes	27	30.3	30.3	100.0
Total	89	100.0	100.0	

Employment rehabilitation centre	Frequency	%	Valid %	Cumulative %
No	88	98.9	98.9	98.9
Yes	*	*	*	*
Total	*	100.0	100.0	

Government or local authority training centre	Frequency	%	Valid %	Cumulative %
No	85	95.5	95.5	95.5
Yes	*	*	*	*
Total	*	100.0	100.0	

ITeC (Information technology centre)	Frequency	%	Valid %	Cumulative %
No	87	97.8	97.8	97.8
Yes	*	*	*	*
Total	89	100.0	100.0	

<b>On another business site</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
No	81	91.0	91.0	91.0
Yes	8	9.0	9.0	100.0
Total	89	100.0	100.0	

<b>At home (Open University/Open Tech or other correspondence course)</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
No	73	82.0	82.0	82.0
Yes	16	18.0	18.0	100.0
Total	89	100.0	100.0	

<b>Other</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
No	84	94.4	94.4	94.4
Yes	5	5.6	5.6	100.0
Total	89	100.0	100.0	

**Q23. How was the training delivered?**

<b>Theoretical</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
No	23	28.8	28.8	28.8
Yes	57	71.3	71.3	100.0
Total	80	100.0	100.0	

<b>Practical</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
No	18	22.5	22.5	22.5
Yes	62	77.5	77.5	100.0
Total	80	100.0	100.0	

<b>Demonstration</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
No	38	47.5	47.5	47.5
Yes	42	52.5	52.5	100.0
Total	80	100.0	100.0	

e-learning	Frequency	%	Valid %	Cumulative %
No	75	93.8	93.8	93.8
Yes	5	6.3	6.3	100.0
Total	80	100.0	100.0	

Self-directed / distance	Frequency	%	Valid %	Cumulative %
No	54	67.5	67.5	67.5
Yes	26	32.5	32.5	100.0
Total	80	100.0	100.0	

**Q24 How many staff has training been funded or arranged for in the last 12 months?**

	Frequency	%	Valid %	Cumulative %
1	24	30.0	30.8	30.8
2-3	16	20.0	20.5	51.3
4-8	15	18.8	19.2	70.5
9-15	12	15.0	15.4	85.9
16-30	*	*	*	*
31-60	*	*	*	*
61-100	*	*	*	*
101 +	5	6.3	6.4	100.0
Total	78	97.5	100.0	

**Q25. Total number of days training and development this establishment has provided for all staff over the last 12 months?**

	Frequency	%	Valid %	Cumulative %
1-3	6	*	9.1	9.1
4-8	10	12.5	15.2	24.3
9-15	14	17.5	21.2	45.5
16-30	19	23.8	28.8	74.2
31-60	7	8.8	10.6	84.8
61-100	5	6.3	7.6	92.4
101 +	5	6.3	7.6	100.0
Total	66	82.5	100.0	

**Q26. How much spent on training?**

	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Under £100	5	6.3	6.6	6.6
£100-249	15	18.8	19.7	26.3
£250-499	10	12.5	13.2	39.5
£500-999	11	13.8	14.5	53.9
£1,000-4,999	18	22.5	23.7	77.6
£10,000-19,999	*	*	*	*
£20,000-29,000	*	*	*	*
£30,000-39,999	*	*	*	*
Don't know	9	11.3	11.8	100.0
Total	76	95.0	100.0	

**Q27. Do any of the following obstacles limit the amount of training?**

<b>Time is lost through training</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Yes	41	1.7	70.7	70.7
No	15	.6	25.9	96.6
Don't know	*	*	*	*
Total	58	2.4	100.0	

<b>Financial cost of training</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Yes	52	2.1	74.3	74.3
No	17	.7	24.3	98.6
Don't know	*	*	*	*
Total	*	*	100.0	

<b>No cover</b>	<b>Frequency</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
Yes	72	3.0	84.7	84.7
No	11	.5	12.9	97.6
Don't know	*	*	*	*
Total	*	*	100.0	

Lack of subsidy	Frequency	%	Valid %	Cumulative %
Yes	37	1.5	64.9	64.9
No	15	.6	26.3	91.2
Don't know	5	.2	8.8	100.0
Total	57	2.4	100.0	

Lack of information	Frequency	%	Valid %	Cumulative %
Yes	26	1.1	51.0	51.0
No	22	.9	43.1	94.1
Don't know	*	*	*	*
Total	*	*	100.0	

Cannot find suitable training	Frequency	%	Valid %	Cumulative %
Yes	23	.9	50.0	50.0
No	20	.8	43.5	93.5
Don't know	*	*	*	*
Total	*	*	100.0	

Training providers too far away	Frequency	%	Valid %	Cumulative %
Yes	31	1.3	59.6	59.6
No	17	.7	32.7	92.3
Don't know	*	*	*	*
Total	*	*	100.0	

Poor quality of training	Frequency	%	Valid %	Cumulative %
Yes	13	.5	31.7	31.7
No	24	1.0	58.5	90.2
Don't know	*	*	*	*
Total	*	*	100.0	

Lack of time to organise	Frequency	%	Valid %	Cumulative %
Yes	31	1.3	66.0	66.0
No	14	.6	29.8	95.7
Don't know	*	*	*	*
Total	*	*	100.0	

**Q28. What was the total turnover of this establishment for last financial year?**

	Frequency	%	Valid %	Cumulative %
Under £10,000	9	.4	8.5	8.5
£10,000-49,000	22	.9	20.8	29.2
£50,000-100,000	16	.7	15.1	44.3
£100,000-249,000	25	1.0	23.6	67.9
£250,000-499,000	7	.3	6.6	74.5
£500,000-999,000	*	*	*	*
£1-10 million	10	.4	9.4	86.8
£10 million+	*	*	*	*
Don't know	13	.5	12.3	100.0
Total	*	*	100.0	

**Q29. Where is the establishment located?**

	Frequency	%	Valid %	Cumulative %
Across England & Wales	*	*	*	*
Yorkshire & Humber	8	.3	7.1	8.0
West Midlands	9	.4	8.0	16.1
East Midlands	*	*	*	*
North West	11	.5	9.8	29.5
North East	*	*	*	*
Eastern	8	.3	7.1	40.2
South East	21	.9	18.8	58.9
South West	24	1.0	21.4	80.4
London	8	.3	7.1	87.5
North Wales	*	*	*	*
South Wales	*	*	*	*
West Wales and Valleys	*	*	*	*
Scottish Enterprise	9	.4	8.0	100.0
Total	112	4.6	100.0	

**Q30. What is your current role?**

Job Role	Frequency	%
Manager	30	26.5
Advanced groomer	*	*
Administrator	*	*
Groomer	9	8.0
Director	15	13.3
Assistant head	*	*
Behaviourist & dog trainer	*	*
Proprietor	9	8.0
Canine Beautician	*	*
Charity Trustee	*	*
Chief executive	*	*
Clinical animal behaviourist	*	*
Curator	*	*
General running of business	*	*
Grooming instructor	*	*
Head of dept	*	*
Owner	11	9.7
Not answered	9	8.0
Business partner	*	*
Part-time groomer	*	*
Personnel	*	*
Receptionist	*	*
Running pet and equestrian business	*	*
Secretary	*	*
Self employed	*	*
Senior canine stylist	*	*
Training inspector	*	*
Total	113	100.0

**Q31. How many hours are you contracted to work?**

	Frequency	%	Valid %	Cumulative %
0-8	6	.2	8.1	8.1
9-15	*	*	*	*
16-25	*	*	*	*
26-30	*	*	*	*
31-38	25	1.0	33.8	52.7
39-45	26	1.1	35.1	87.8
46 +	9	.4	12.2	100.0
Total	74	3.1	100.0	

**Q32a. If you ever work over time, how many hours paid overtime do you do per week?**

	Frequency	%	Valid %	Cumulative %
0	107	4.4	96.4	96.4
2	*	*	*	*
4	*	*	*	*
5	*	*	*	*
7	*	*	*	*
Total	111	4.6	100.0	

**Q32b. If you ever work over time, how many hours unpaid overtime do you do per week?**

	Frequency	%	Valid %	Cumulative %
0	70	2.9	63.6	63.6
2	*	*	*	*
3	*	*	*	*
4	*	*	*	*
5	5	.2	4.5	74.5
6	*	*	*	*
7	*	*	*	*
8	*	*	*	*
10	11	.5	10.0	91.8
12	*	*	*	*
15	5	.2	4.5	97.3
20	*	*	*	*
Total	110	4.5	100.0	

**Q33. What is your gross income?**

	Frequency	%	Valid %	Cumulative %
Less than £5,000	13	.5	13.8	13.8
£5,000-9,999	14	.6	14.9	28.7
£10,000-14,999	15	.6	16.0	44.7
£15,000-£19,000	12	.5	12.8	57.4
£20,000-£24,999	17	.7	18.1	75.5
£25,000-£29,999	7	.3	7.4	83.0
£30,000-£34,000	6	.2	6.4	89.4
£35,000-£39,999	*	*	*	*
£40,000-£44,999	*	*	*	*
£50,000+	5	.2	5.3	100.0
Total	94	3.9	100.0	

**Q34. Did you hold a qualification or certificate when you started your current job?**

	Frequency	%	Valid %	Cumulative %
Yes	37	1.5	34.3	34.3
No	71	2.9	65.7	100.0
Total	108	4.5	100.0	

**Q35. Do you think this equipped you with the right skills?**

	Frequency	%	Valid %	Cumulative %
Yes	22	59.5	84.6	84.6
No	*	*	*	*
Total	*	*	100.0	

**Q36. Have you acquired qualifications/certificates whilst in current job?**

	Frequency	%	Valid %	Cumulative %
Yes	23	.9	21.9	21.9
No	82	3.4	78.1	100.0
Total	105	4.3	100.0	

**Q37. Did the qualification/certificate equip you with right skills?**

	Frequency	%	Valid %	Cumulative %
Yes	19	82.6	90.5	90.5
No	*	*	*	*
Total	*	*	100.0	

**Q34a / 36a. Qualifications obtained per business activity**

Pet shop	Before		After	
	Frequency	%	Frequency	%
PHD in Biology	*	*	0	0.0
Canine studies	*	*	*	*
Kennel and cattery management	*	*	0	0.0
Veterinary Nursing	*	*	0	0.0
C&G NVQ Assessor	*	*	0	0.0
MSc Applied animal behaviour and animal welfare	*	*	0	0.0
BSc (Hons) zoology	*	*	0	0.0
Advanced National Certificate in zoo management	0	0.0	*	*
City and Guilds	0	0.0	*	*
C&G Grooming	0	0.0	*	*
C&G Pet Store Management	0	0.0	*	*
PML - A.M.T.R.A	0	0.0	*	*
Various nutritional courses	0	0.0	*	*
BSc Business	0	0.0	*	*
Total	9	100.0	9	100.0

Boarding kennel / cattery	Before		After	
	Frequency	%	Frequency	%
Advanced grooming Diploma	*	*	0	0.0
Basic 3 week training certificate	*	*	0	0.0
C&G Grooming	*	*	0	0.0
C&G Pet shop management	*	*	*	*
Canine studies	*	*	*	*
Kennel and cattery management	*	*	0	0.0
NVQ assessor	*	*	0	0.0
Pharmaceutical course registered with AMTRA	0	0.0	*	*
Veterinary Nursing	*	*	0	0.0
Total	9	100	*	100

Animal breeding	before		After	
	Frequency	%	Frequency	%
C&G Pet shop management	*	*	0	0
Advanced grooming Diploma	*	*	0	0
NVQ Assessor	*	*	0	0
NVQ level 2 in Animal care	0	0	*	*
Total	*	100.0	*	100

Animal training	Before		After	
	Frequency	%	Frequency	%
Kennel and cattery management	*	*	0	0.0
Canine Studies	*	*	*	*
C&G Grooming	*	*	0	0.0
Veterinary Nurse	*	*	0	0.0
C&G level 2 Animal Management Course	0	0.0	*	*
MSc - companion animal behaviour counselling	0	0.0	*	*
NVQ level 2 in Animal care	0	0.0	*	*
Total	5	100	*	100.0

Animal grooming	Before		After	
	Frequency	%	Frequency	%
Advanced grooming diploma	*	*	0	0.0
BSc Zoology	*	*	0	0.0
BUSc MRCUS	*	*	0	0.0
C&G	*	*	0	0.0
C&G Zoo management	*	*	0	0.0
C&G Dog grooming	*	*	*	*
C&G General management	*	*	0	0.0
C&G Livestock management	*	*	0	0.0
C&G Pet store management	*	*	*	*
Canine studies	*	*	*	*
Certificate in canine first aid	*	*	0	0.0
Certificate in grooming - all breeds	*	*	0	0.0
Certificate in practical dog training	*	*	0	0.0
Certification as clinical animal behaviourist	0	0.0	*	*
Diploma in Animal behaviour counselling	*	*	0	0.0
Diploma in companion animal behaviour and training	*	*	0	0.0
Kennel and cattery management	*	*	0	0.0
National Diploma in animal care	*	*	0	0.0
NVQ Assessor	*	*	0	0.0
Pet care trust advanced grooming Diploma	0	0.0	*	*
Pharmaceutical course registered with AMTRA	0	0.0	*	*
Veterinary Nursing	*	*	0	0.0
Total	20	100.0	7	100.0

Animal welfare charity	Before		After	
	Frequency	%	Frequency	%
Basic dog first aid	*	*	0	0.0
NOCN level 3 Dog grooming and styling	*	*	0	0.0
NOCN level 2 Canine health, disease and welfare	*	*	0	0.0
NOCN level 2 Bathing and grooming	*	*	0	0.0
NOCN level 2 Canine structure and movement	*	*	0	0.0
C&G Advanced groomers	*	*	0	0.0
C&G Pet store management	*	*	0	0.0
Diploma in dog handling, grooming and welfare	*	*	0	0.0
Masters Degree	*	*	0	0.0
Advanced National Certificate in Management Zoo Animals	0	0.0	*	*
C&G animal care course	0	0.0	*	*
C&G dog grooming	0	0.0	*	*
Assessor	0	0.0	*	*
Total	9	100.0	*	100

Zoo / Wildlife parks	Before		After	
	Frequency	%	Frequency	%
Home office trained dog handler	*	*	0	0.0
National Diploma in Animals	*	*	0	0.0
Veterinary nurse	*	*	0	0.0
Behaviour	*	*	0	0.0
Zoology degree	*	*	0	0.0
C&G certificate in dog care	0	0.0	*	*
C&G Dog care staff	0	0.0	*	*
C&G advanced kennel certificate	0	0.0	*	*
Total	5	100.0	*	100

Public services	Before		After	
	Frequency	%	Frequency	%
Advanced National Certificate in Management Zoo Animals	0	0.0	*	*
Total	0	0.0	*	100.0

Other	Before		After	
	Frequency	%	Frequency	%
Advanced PG diploma in companion animal behaviour counselling	*	*	0	0.0
NVQ	*	*	0	0.0
Animal Handling	*	*	0	0.0
Animal First Aid	*	*	0	0.0
MSc	*	*	0	0.0
MSc companion animal behaviour	*	*	0	0.0
National Certificate in General Agriculture	*	*	0	0.0
BHS stage 1	*	*	0	0.0
BHS stage 2	*	*	0	0.0
Veterinary Nurse	*	*	0	0.0
C&G in pet store management	*	*	*	*
Diploma for clipping/grooming	*	*	0	0.0
Advanced National Certificate in Management Zoo Animals	0	0.0	*	*
NVQ level 2 in Animal care	0	0.0	*	*
Total	13	100.0	*	100.0

### Q38. Are you?

	Frequency	%	Valid %	Cumulative %
Male	43	1.8	39.1	39.1
Female	67	2.8	60.9	100.0
Total	110	4.5	100.0	

### Q39. What is your age range?

	Frequency	%	Valid %	Cumulative %
25-34 years	11	.5	9.9	9.9
35-44 years	48	2.0	43.2	53.2
45-54 years	31	1.3	27.9	81.1
55-64 years	20	.8	18.0	99.1
65 years +	*	*	*	*
Total	111	4.6	100.0	

### Q40. Do you consider yourself to have a disability?

	Frequency	%	Valid %	Cumulative %
Yes	*	*	*	*
No	103	4.2	95.4	99.1
Don't know	*	*	*	*
Total	108	4.5	100.0	

**Q41. How would you describe your ethnicity?**

	Frequency	%	Valid %	Cumulative %
White British	103	4.2	92.8	92.8
White Irish	*	*	*	*
White other	7	.3	6.3	100.0
Total	*	4.6	100.0	

**Q42. In which region do you reside?**

	Frequency	%	Valid %	Cumulative %
Yorkshire & Humber	8	.3	7.2	7.2
West Midlands	8	.3	7.2	14.4
East Midlands	*	*	*	*
Northern	11	.5	9.9	27.9
North East	*	*	*	*
Eastern	8	.3	7.2	38.7
South East	23	.9	20.7	59.5
South West	24	1.0	21.6	81.1
London	6	.2	5.4	86.5
North Wales	*	*	*	*
Mid Wales	*	*	*	*
South Wales	*	*	*	*
West Wales and the valleys	*	*	*	*
Scottish Enterprise	8	.3	7.2	100.0
Total	111	4.6	100.0	

**Q43. Are you a UK or non-UK resident?**

	Frequency	%	Valid %	Cumulative %
UK Citizen	111	4.6	99.1	99.1
Non-UK Citizen	*	*	*	*
Total	*	*	100.0	

**Q44. Are you a member of a trade union or staff association?**

	Frequency	%	Valid %	Cumulative %
Yes	17	.7	15.5	15.5
No	91	3.8	82.7	98.2
Don't know	*	*	*	*
Total	*	*	100.0	

			Member of a trade union or staff association?			Total
			Yes	No	Don't know	
Are you?	Male	Count	7	35	0	42
		%	16.7	83.3%	.0	100.0
	Female	Count	8	56	*	*
		%	12.1	84.8%	*	100.0
	Total	Count	15	91	*	108
		%	13.9	84.3%	1.9	100.0

**Q45. Have you heard of Lantra?**

	Frequency	%	Valid %	Cumulative %
Yes	60	2.5	53.6	53.6
No	52	2.1	46.4	100.0
Total	112	4.6	100.0	

**Q46. Do you know what Lantra does?**

	Frequency	%	Valid %	Cumulative %
Yes	45	1.9	40.2	40.2
No	67	2.8	59.8	100.0
Total	112	4.6	100.0	