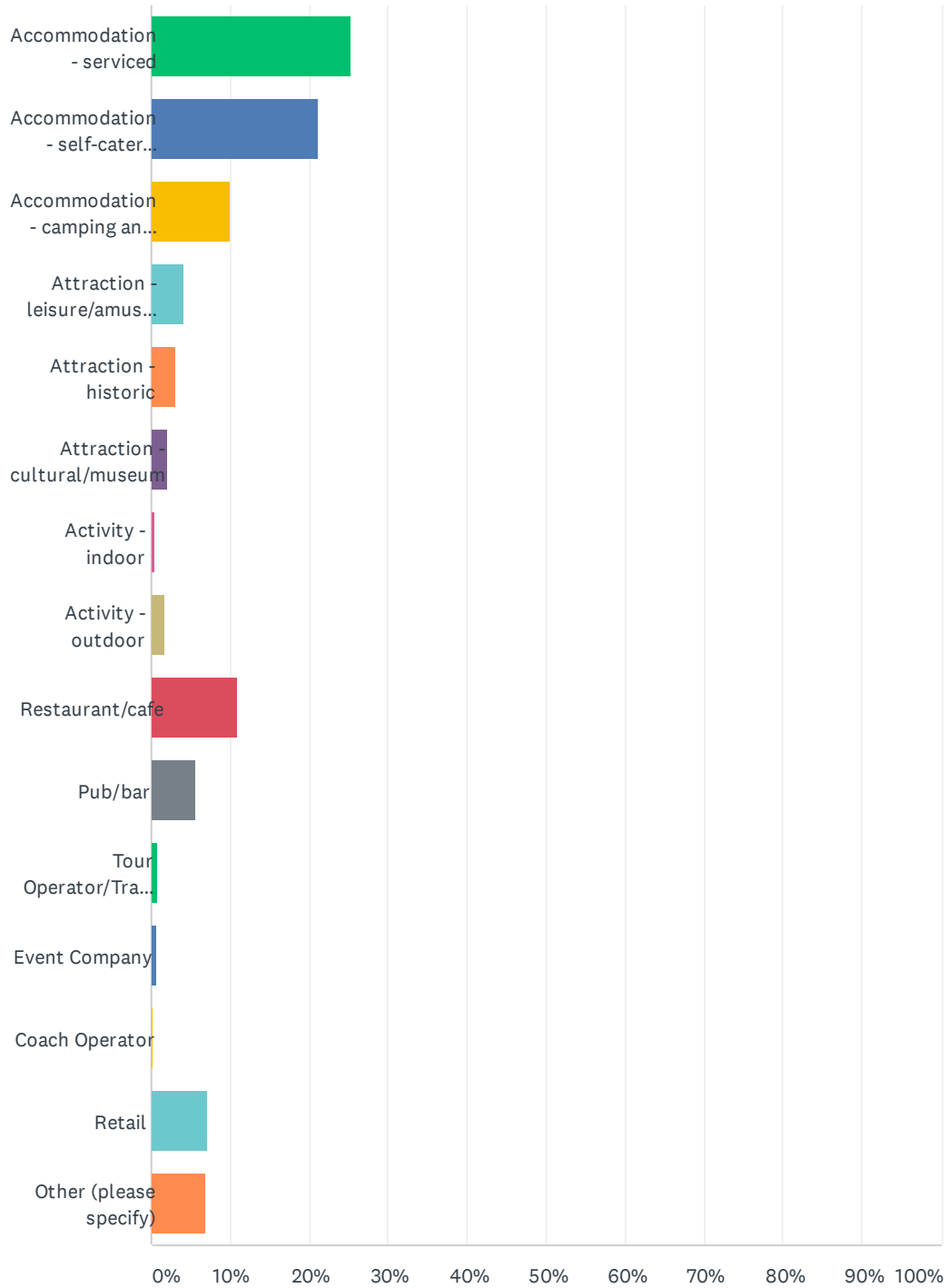


Q1 What Is Your Principle Business Type?

Answered: 494 Skipped: 0



ANSWER CHOICES	RESPONSES	
Accommodation - serviced	25.30%	125
Accommodation - self-catering (inc. cottages, apartments and canal boats)	21.05%	104
Accommodation - camping and caravanning (inc. glamping)	10.12%	50
Attraction - leisure/amusement	4.25%	21
Attraction - historic	3.04%	15
Attraction - cultural/museum	2.02%	10
Activity - indoor	0.40%	2
Activity - outdoor	1.62%	8
Restaurant/cafe	10.93%	54
Pub/bar	5.67%	28
Tour Operator/Travel Agent	0.81%	4
Event Company	0.61%	3
Coach Operator	0.20%	1
Retail	7.09%	35
Other (please specify)	6.88%	34
TOTAL		494

Q2 Which Region/Nation Is Your Business Located In?

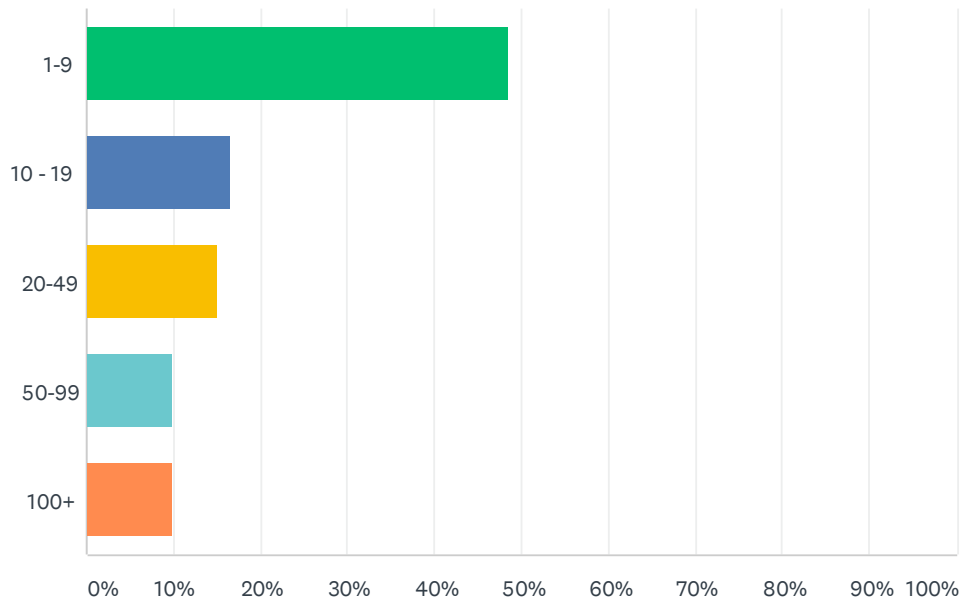
Answered: 494 Skipped: 0



ANSWER CHOICES	RESPONSES	
North West	7.89%	39
North East	3.04%	15
Yorkshire and the Humber	11.94%	59
West Midlands	3.04%	15
East Midlands	12.75%	63
East of England	6.28%	31
London	0.40%	2
South West	28.54%	141
South East	10.73%	53
Wales	10.32%	51
Scotland	2.23%	11
Northern Ireland	0.00%	0
Nation Wide	2.83%	14
TOTAL		494

Q3 How Many Employees Do You Currently Have? (include staff on furlough)

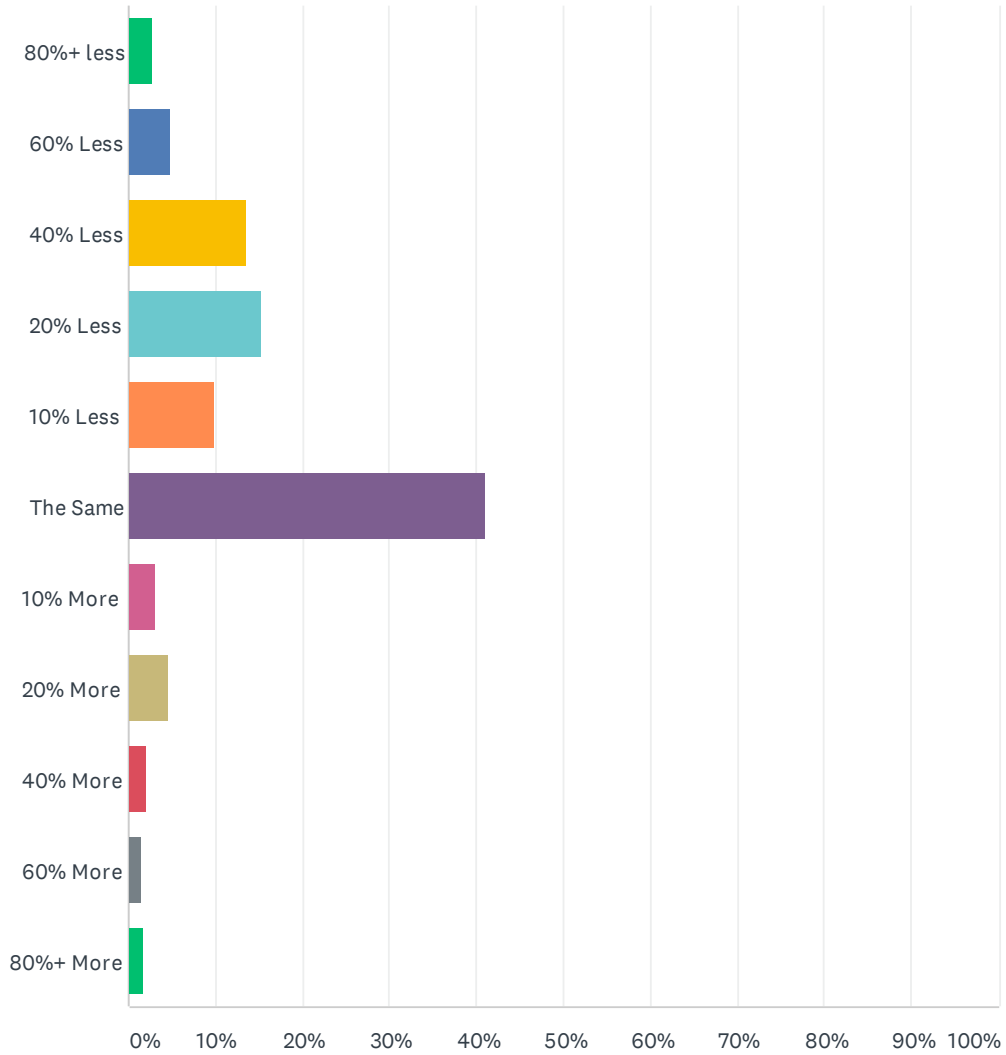
Answered: 488 Skipped: 6



ANSWER CHOICES	RESPONSES	
1-9	48.57%	237
10 - 19	16.60%	81
20-49	15.16%	74
50-99	9.84%	48
100+	9.84%	48
TOTAL		488

Q4 How Many Employees Do You Have Compared To Pre-Covid?

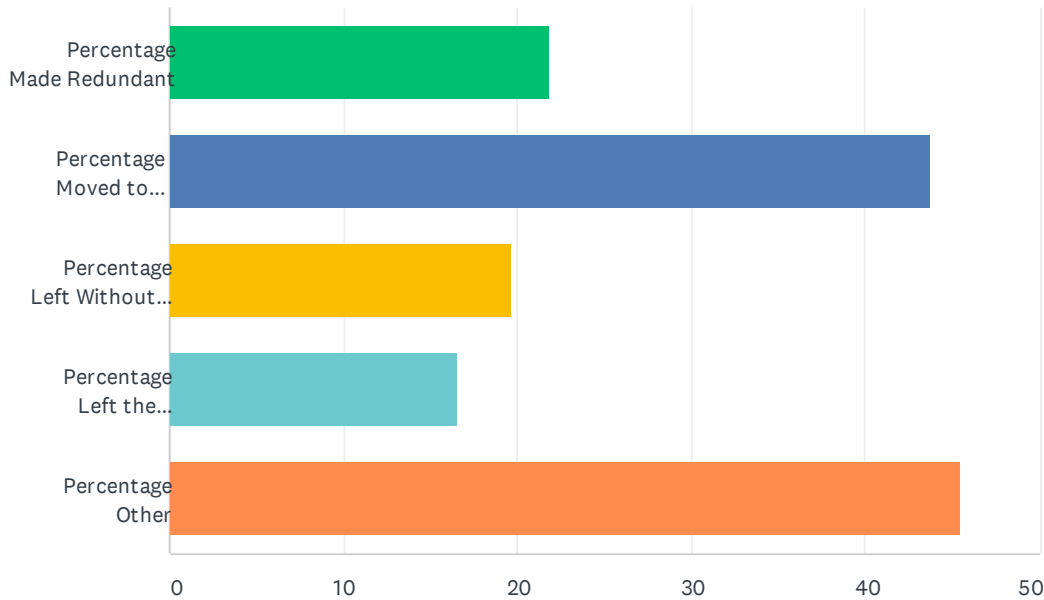
Answered: 492 Skipped: 2



ANSWER CHOICES	RESPONSES	
80%+ less	2.64%	13
60% Less	4.88%	24
40% Less	13.62%	67
20% Less	15.24%	75
10% Less	9.76%	48
The Same	41.06%	202
10% More	3.05%	15
20% More	4.67%	23
40% More	2.03%	10
60% More	1.42%	7
80%+ More	1.63%	8
TOTAL	492	

Q5 If Your Employee Numbers Are Less Than Pre-Covid, Why Did They Leave? (please enter a number without the percentage sign, and make sure your answers equal 100%)

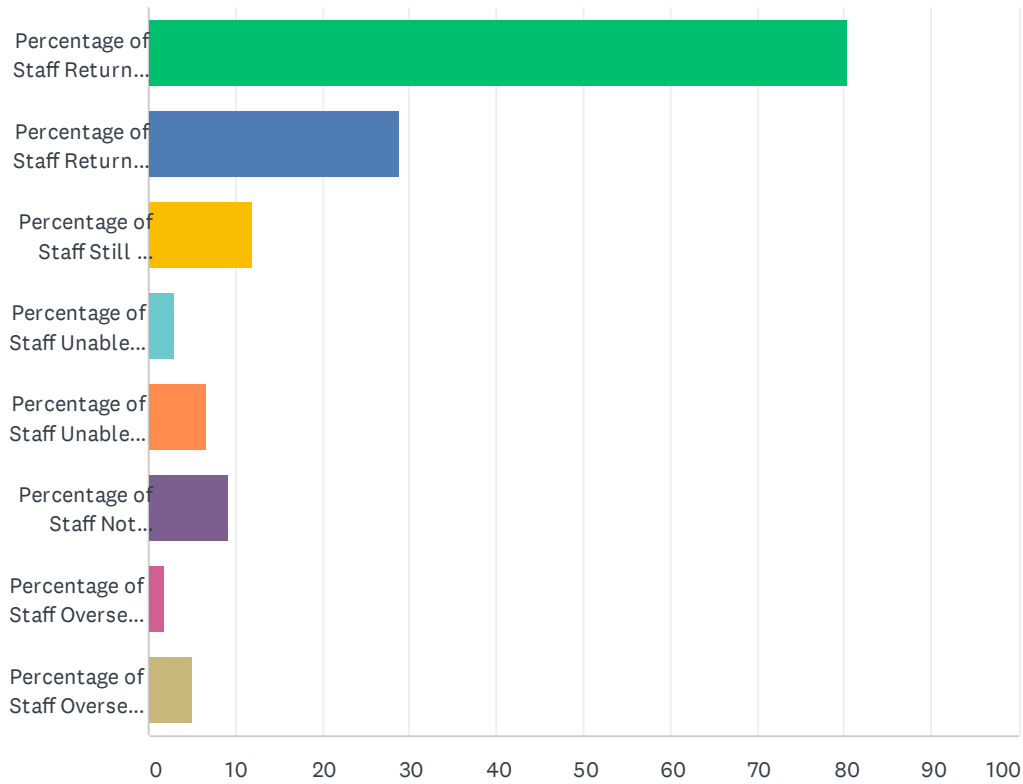
Answered: 239 Skipped: 255



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Percentage Made Redundant	22	3,578	164
Percentage Moved to Another Job	44	8,706	199
Percentage Left Without A Job to Go To	20	2,796	142
Percentage Left the Country	16	2,225	135
Percentage Other	45	6,595	145
Total Respondents: 239			

Q6 What is the Current Status of Your Employees? (please enter a number without a percentage sign and make sure your answers add up to 100)

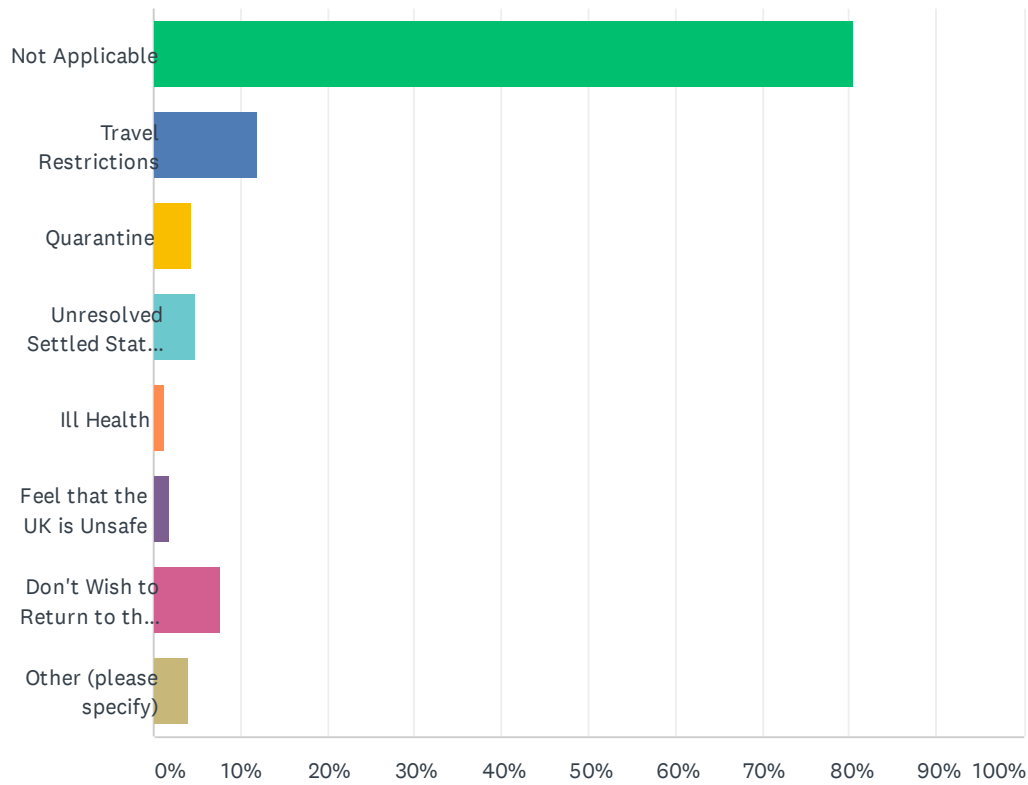
Answered: 456 Skipped: 38



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Percentage of Staff Returned on Full Hours	80	33,901	422
Percentage of Staff Returned on Flexi Furlough	29	6,477	224
Percentage of Staff Still on Furlough	12	1,902	160
Percentage of Staff Unable to Work - Health	3	381	132
Percentage of Staff Unable to Work - Other commitment	7	893	135
Percentage of Staff Not Expected to Return to Work	9	1,222	133
Percentage of Staff Overseas - Able/Willing to Return	2	196	109
Percentage of Staff Overseas - Unable/Unwilling to Return	5	628	124
Total Respondents: 456			

Q7 Why Are Employees Who Are Overseas Are Unable/Unwilling to Return To the UK?

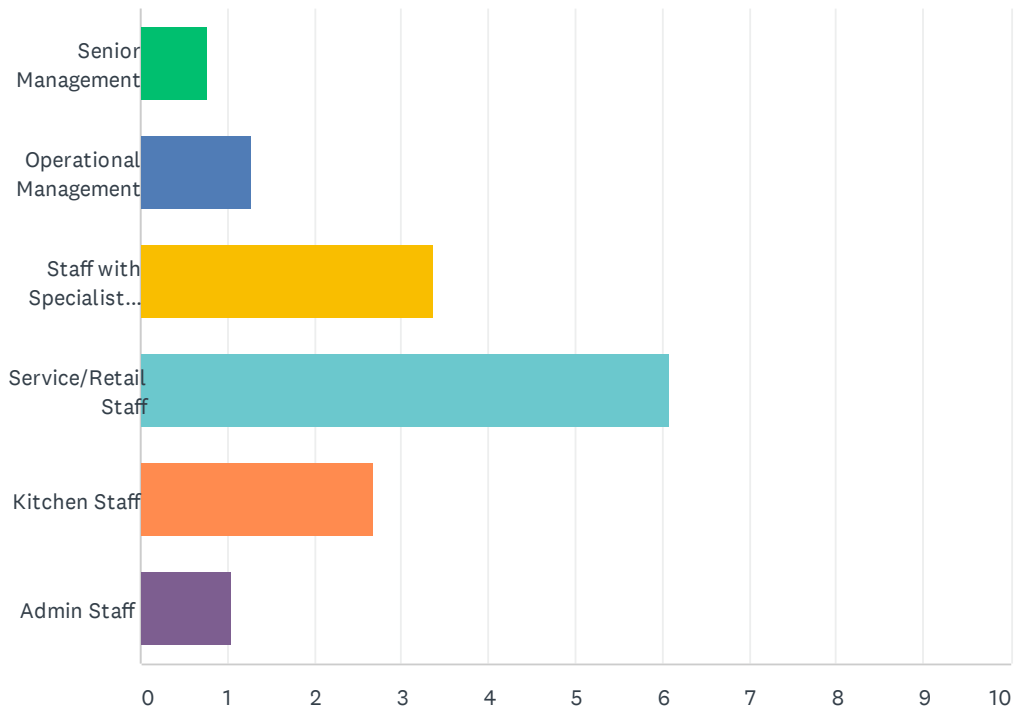
Answered: 412 Skipped: 82



ANSWER CHOICES	RESPONSES	
Not Applicable	80.58%	332
Travel Restrictions	11.89%	49
Quarantine	4.37%	18
Unresolved Settled Status Issue	4.85%	20
Ill Health	1.21%	5
Feel that the UK is Unsafe	1.94%	8
Don't Wish to Return to the UK	7.77%	32
Other (please specify)	3.88%	16
Total Respondents: 412		

Q8 How Many Vacancies Do You Currently Have In Each Category? (please use numbers)

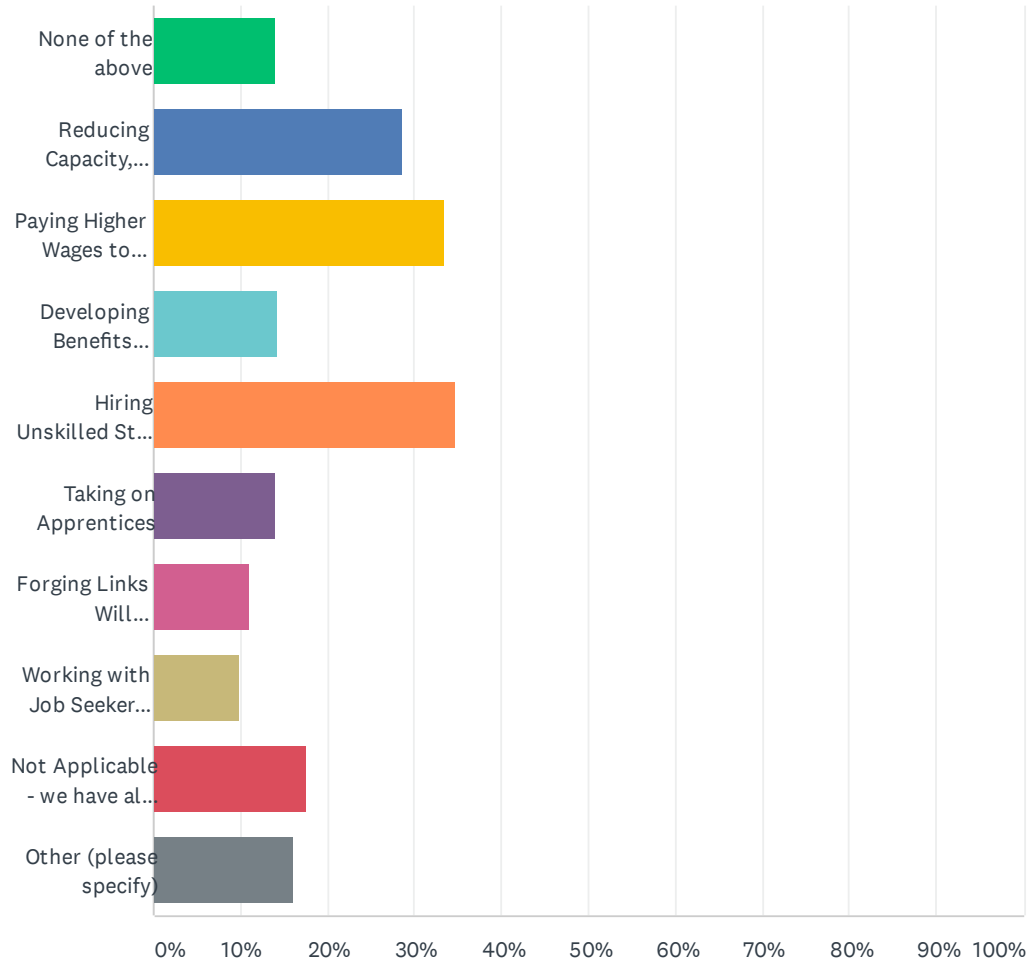
Answered: 421 Skipped: 73



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Senior Management	1	181	237
Operational Management	1	345	270
Staff with Specialist Skills - eg., Chef/HGV Driver/Curator/Language Skills/Event Production	3	967	287
Service/Retail Staff	6	2,136	351
Kitchen Staff	3	777	290
Admin Staff	1	230	219
Total Respondents: 421			

Q9 What Are You Doing To Resolve Staff Shortages?

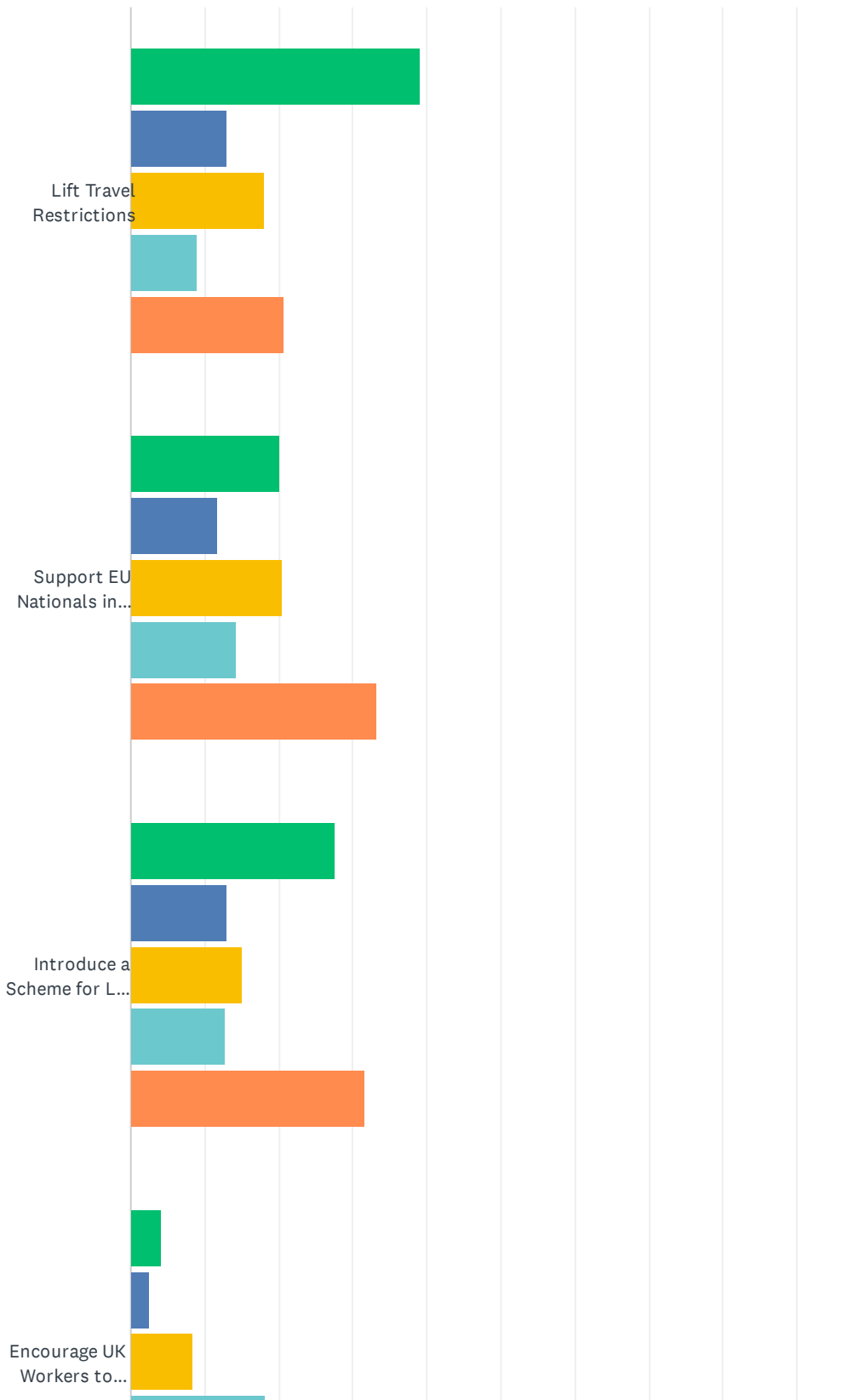
Answered: 471 Skipped: 23

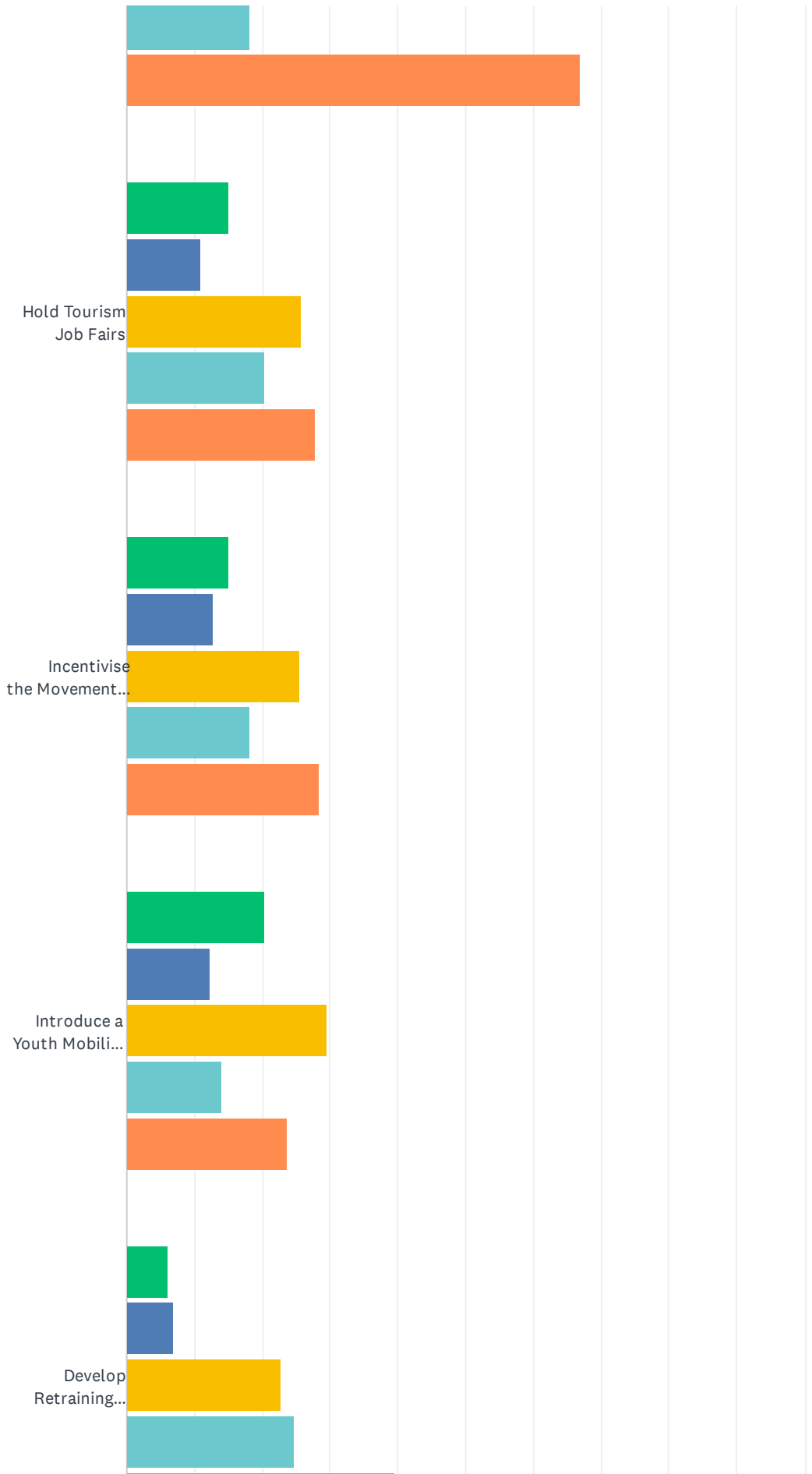


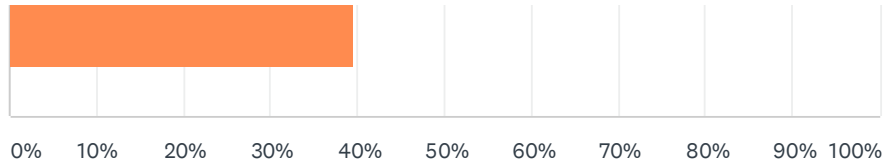
ANSWER CHOICES	RESPONSES	
None of the above	14.01%	66
Reducing Capacity, Services or Hours	28.66%	135
Paying Higher Wages to Attract Staff	33.55%	158
Developing Benefits Packages to Attract Staff	14.23%	67
Hiring Unskilled Staff and Providing Training	34.82%	164
Taking on Apprentices	14.01%	66
Forging Links Will Educational Institutions	11.04%	52
Working with Job Seeker Centres	9.77%	46
Not Applicable - we have all the staff we need	17.62%	83
Other (please specify)	16.14%	76
Total Respondents: 471		

Q10 Prioritise Which Actions You Think The Government Should Take To Support Businesses (1= low priority and 5=high priority)

Answered: 474 Skipped: 20







	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Lift Travel Restrictions	39.10% 156	13.03% 52	18.05% 72	9.02% 36	20.80% 83	399	2.59
Support EU Nationals in the UK Gaining Settled Status	20.09% 87	11.78% 51	20.55% 89	14.32% 62	33.26% 144	433	3.29
Introduce a Scheme for Low Skilled Workers to Enter the UK	27.63% 121	13.01% 57	15.07% 66	12.79% 56	31.51% 138	438	3.08
Encourage UK Workers to Enter the Industry	4.19% 19	2.43% 11	8.39% 38	18.10% 82	66.89% 303	453	4.41
Hold Tourism Job Fairs	15.04% 63	10.98% 46	25.78% 108	20.29% 85	27.92% 117	419	3.35
Incentivise the Movement of Workers Around the UK	15.05% 62	12.86% 53	25.49% 105	18.20% 75	28.40% 117	412	3.32
Introduce a Youth Mobility Scheme with the EU	20.29% 85	12.41% 52	29.59% 124	14.08% 59	23.63% 99	419	3.08
Develop Retraining Programmes to Support People From Other Sectors Entering the Tourism Industry	6.14% 27	6.82% 30	22.73% 100	24.77% 109	39.55% 174	440	3.85