

B

[Redacted]

[Redacted]

s.F40
s.F40(2)
s.F40(2)(a)
s.F40(2)(b)
s.F40(3)(A)
s.F40(3)(A)(a)

From: [Redacted]
Sent: 10 January 2019 12:09
To: [Redacted]
Subject: OFFICIAL-SENSITIVE [PSNI ONLY]: Stonewall 2019 results

This e-mail has been marked OFFICIAL-SENSITIVE [PSNI ONLY]. This email contains sensitive information. Do not disclose or disseminate outside of the PSNI without firstly seeking permission from the originator.

Afternoon,

I've just spoken to [Redacted] (Stonewall) who has provided the formal results for the 2019 PSNI Stonewall submission –

Comparative Stonewall Results

	2018	2019	Movement
Ranking	341/434	251/445	+ 90 places
Overall scoring	33.5	61.5	+ 28
Total staff survey submissions	949	367	- 582

I believe this to be a very positive move in the right direction. Our organisation has moved to a middle ground position comparative to the overall UK submissions. This is a significant achievement for a second year submission of an organisation such as the PSNI. Whilst there are still areas of improvement we are making key inroads in the right areas.

Stonewall don't release organisational information about those not within the top 100. Formal Stonewall results are not made public until the 21st January.

More detail will be provided by [Redacted] during the formal feedback meeting (provisional date being Thursday 26th February, 4pm - tbc).

Kind regards,

[Redacted]

Police Service of Northern Ireland: Workplace Equality Index 2020 Feedback

Attendees:

[Redacted] (Stonewall)

[Redacted]

- s.F40
- s.F40(2)
- s.F40(2)(a)
- s.F40(2)(b)
- s.F40(3)(A)
- s.F40(3)(A)(a)
- s.F40(3)(A)(b)

DRAFT

Stonewall Feedback

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Emergency services sector	Top 100	Top 100 Threshold Entrants
1 Policies and benefits	3.5	15	15	11.5	11.5		6.5	7	10.5	10.5
2 The employee lifecycle	5.5	27	22	16.5	21.5		10	12	17.5	15
3 LGBT employee network group	8.5	22	16	7.5	13.5		9.5	11	17	14.5
4 Allies and role models	3.5	22	8	4.5	18.5		7.5	8	14.5	13
5 Senior leadership	9	17	16	7	8		6	8	12.5	11
6 Monitoring	2	21	8.5	6.5	19		6	7	10.5	8.5
7 Procurement	3	17	7	4	14		4	5.5	10.5	8.5
8 Community engagement	8	20	16	8	12		9	11.5	15.5	13.5
9 Clients, customers and service users	11	17	17	6	6		6	7	12.5	9.5
10 Additional work	0	2	2	2	2		0.5	0.5	1	1
Staff feedback questionnaire	0	20	n/a		20		10.5	9.5	16	16

EDI Team Notes

- 503 Submissions
- There were more submissions this year and as all are moving forward even standing still your rank will not stay still as all are moving forward.
- This year in the top ten 6 were in the public sector.
- The judges are looking for clarity of purpose, a measurable aim and how to prioritise activity. They are looking for tangible actions to improve lives.
- 4 Police Services in the top 100 with Sussex Police Service coming 68th.

Stonewall Feedback

EDI Team Notes

Your process for screening policies to ensure they comply with relevant legislation appears thorough however it doesn't ensure that all future policies use gender neutral language throughout and explicitly include the provisions for same sex couples where relevant.

The changes you have made to the 'New and Expectant Parents' policy are good with it being largely gender neutral and making clear the provisions for same-sex couples. However, there are still a couple of instances where the term mother is used without expanding this in an explicitly LGBT-inclusive way.

Other areas of development would be to update your 'Bullying and Harassment Service Instruction' and 'Equal Opportunities Statement' to ensure that they communicate a clear ban / zero tolerance on discrimination and bullying and harassment on the grounds of sexual orientation and gender identity and that it includes examples of homophobic, biphobic and transphobic harassment.

Another area of improvement would be to put in to place a Transitioning at Work Policy of your own that is inclusive of all trans identities, including non-binary, and includes the recommended guidance suggested in this section.

- It was highlighted that the key missing area was Trans Inclusion.
- How the audit process is articulated needs to be audited and written about in much more clearly.
- The areas already engaged in across the service needs to be maximised.
- This section needs to be a priority as it is a building block and once in order sections 8-9 will naturally come with

Your use of all staff communications and social media to promote your presence at Belfast Pride is really positive to see. Your focus on recruitment during Pride is another good piece of work and it's great to see that this was led by your recruitment team.

Areas of improvement within this section are to ensure that the training staff with recruitment responsibilities receive includes specific content on how to reduce bias and discrimination towards LGBT candidates (e.g. include case studies or scenarios with LGBT applicants and suggested responses to counter this bias).

Similarly, the equality and diversity training that you provide could be improved by ensuring that it includes information on language and stereotypes in relation to LGBT people, how to challenge inappropriate behavior and routes to report bullying and harassment.

Another area of improvement would be to embed an equality objective in to all staff appraisals and then within this objective notifying staff that involvement with the LGBT network can be evidenced.

- In section two the need for applications to be explicitly clear was evident with a total of 27 marks available, 22 were claimed for and 5.5 were awarded.
- Unconscious bias was an area mentioned for improvement. It would be necessary to engage with recruitment as the early stages of recruitment are outsourced through recruitment companies such as deloitte and grafton.
- Similar, queries were made re. outsourced staff eg. [REDACTED] cleaning staff and [REDACTED] Staff. How are they recruited and do the providers match our values.

s.F38(1)

s.F38(1)(a)

s.F38(1)(b)

Stonewall Feedback

The LGBT network has a clear and defined role within the Police Service of Northern Ireland: with a clear terms of reference, objectives set for the year and carrying out a range of core support and consultation functions.

You also host a range of events throughout the year and provide opportunities for LGBT staff to socialise and be mentored.

The gap in this section is mainly in relation to the intersectionality of the network's activity and how events, campaigns or activities reflect the diversity of the LGBT community itself.

Similarly, as the network continues to progress, try to ensure that membership of the network is as diverse as possible, you could aim to do this through having a bi rep on the network or when promoting the network explicitly refer to membership being open to LGBT people with multiple identities.

EDI Team Notes

LGBT Employee Network
Group

- It was suggested that it would be beneficial to have a seat for all areas; however, no individual has come forward to represent Trans.
- This was noted as the formal vehicle for the organisation though there is no information available on the external website advertising particularly which would aid advertising particularly when a recruitment drive is on.

You have had allies engaged in a range of activities and it is really positive to see that you enable allies to visibly signal their commitment with lanyards and email signatures.

Areas of development within this section include providing allies with information about why they are needed and the role of an ally, this could be an FAQ sheet or a welcome email that allies receive when they join the network (the main things to include are: the importance of allies, the discrimination LGBT people face, personal stories from LGBT people and actions they can take to be effective allies).

Another area of development would be to provide training or resources to all staff, including LGB staff, on how to be trans allies (this could be a guidance, leaflet, video or posters).

Also, a quick win for next year could be creating a range of profiles of LGBT role models from within the organisation or from other public sector bodies, helping to further show allies and LGBT people the diversity within the LGBT community. Within these profiles try to make sure that the person's identity is made clear and the impact this has had on their life and/or career – Stonewall have a library of examples we can share.

- It was noted that it would be beneficial to formalise what allies' means.
- Suggested possibility to use hate crime champions as role models or as allies'
- It was suggested that we could draw up our own programme to promote inclusion with some other organisations creating a charter. This would be a good opportunity to bring people together.

It is clear that board equivalent and senior management level staff have been engaged in a range of ways in the LGBT inclusion work of the Police Service of Northern Ireland. The engagement of senior staff and the network in strategic governance forums is positive. Continue to use these forums as a means of getting board and senior management level staff to engage with each other on LGBT equality through reviewing monitoring data and signing off on LGBT action plans.

Also, continue having individual board and senior management level staff share messages of commitment on LGBT equality and attend Pride events.

Areas of development going forward will be to provide more opportunities for board and senior management level staff to gain further understanding of the issues facing LGBT people, this could be through a formalised reverse mentoring scheme or through awareness raising sessions specifically for senior staff.

Also, as a general note it would be good to see more senior management staff outside of those with specific equality and diversity roles engaging in this work.

- The new Chief Constable is very engaged and enthusiastic about Stonewall.

Stonewall Feedback

EDI Team Notes

Monitoring

This section is one of your largest areas for improvement. You are collecting sexual orientation data effectively, although we would recommend that you list the options alphabetically. You currently only use this data to analyse the success of LGB applicants. In future we would recommend you use this data to also analyse the spread of LGB staff across pay grades and levels and also use monitoring data while carrying out staff satisfaction surveys.

The other main area of development is to start monitoring the trans status of your staff and then using this data in the same way you do for sexual orientation.

Also, as a general note for future you need to ensure you upload reports or evidence of monitoring data and analysis in order for us to award points in this section.

- It was emphasised the necessity to upload evidence as marks cannot be awarded on good will. Evidence must be as explicit as possible.
- This is an important area but will take time to get it to the standard expected. However, it is necessary to give it the time that it required.
- The recruitment campaign has not monitored Trans.

Stonewall Feedback

It is good to see that you provide thorough training for procurement staff regarding how to ensure that human rights are embedded in to the tendering process. In future it would be good to see more description of specifically how sexual orientation and gender identity equality is embedded in to this training.

Other areas to focus on for the future are to ensure that the pre-qualifying questionnaire or other pre-tender documents include questions that ask if a potential supplier has an equality and diversity policy and equality and diversity training that is inclusive of sexual orientation and gender identity.

These questions would not have to be point scoring or affect the outcome of the tender but they enable you to know more about the current practices of a potential supplier, you could then provide your own policies or training to them if necessary.

Similarly, looking at how you hold suppliers to account after tender is vital in ensuring that there are no issues whilst the supplier is providing services to you or on your behalf. This could be done through collecting feedback from LGBT staff or service users on the services that suppliers provide.

EDI Team Notes

Procurement

- As an organisation how do we hold others to the same standard. Questions that come to mind are do they have a zero tolerance bullying and harassment policy. DJ will link in with [REDACTED] as we need to evidence this.
- LGBT network could issue invites to events such as Pride to [REDACTED] cleaning staff and [REDACTED]

s.F38
s.F38(1)
s.F38(1)(a)
s.F38(1)(b)
s.F40
s.F40(2)
s.F40(2)(a)
s.F40(2)(b)
s.F40(3)(A)
s.F40(3)(A)(a)
s.F40(3)(A)(b)

Stonewall Feedback

Your use of social media throughout the year to promote your attendance at different LGBT related events and to mark LGBT dates of remembrance and celebration is really positive.

Similarly, your engagement with LGB and Trans specific events to promote your services and raise awareness among LGB and trans people is really positive work. Also, your engagement and support of third sector bodies to raise further awareness of LGBT hate crime is a really good piece of work.

Generally, in this section where you haven't been awarded it's because some activity has been evidenced and awarded elsewhere in your submission but also because there are some occasions where you've been thorough or detailed enough in the descriptions you've provided.

EDI Team Notes

Community Engagement

- It was made explicitly clear that the same event or policy cannot be awarded for twice.
- It is essential that all activities across the organisation are captured and reflected in the submission with measurable outcomes eg. [REDACTED] work.

s.F40
s.F40(2)
s.F40(2)(a)
s.F40(2)(b)
s.F40(3)(A)
s.F40(3)(A)(a)
s.F40(3)(A)(b)

Stonewall Feedback

Your engagement and consultation with LGBT communities regarding hate crime is thorough and sustained. Also, it is good to see that you have specific leaflets on your website to encourage people to report LGBT related hate crimes. However, within this leaflet you only refer to homophobia and homophobic hate crime which doesn't acknowledge bi identities and the hate crime experienced by bi people.

Other areas of improvement within this section include mapping the service user journey to identify any barriers to access for LGBT people, this involves looking at all of the touch points of your service, e.g. call handlers, custody practices, your website.

Also, ensuring that all staff in frontline roles receive training on how to reduce bias and discrimination to LGBT people whilst providing a service.

EDI Team Notes

Clients, customers and service users

- Clarity of evidence provided is key, with evidence showing the learning, follow up and the impact.
- Make sure to show how interaction shapes the service and impacts the community.

Stonewall Feedback

You have undeniably highlighted important and worthwhile activity in your submission in this section but this is really a space to evidence innovative work that we would consider going 'above and beyond' best practice in relation to LGBT inclusion.

EDI Team Notes

Additional Work

- It is very difficult to gain marks in this section, however, if there is something that has not been mentioned elsewhere mention it in this section.

Stonewall Feedback

EDI Team Notes

Staff Feedback
Questionnaire

Staff Feedback Questionnaire

- Scores are compared against the UK average and if our score matches or is better than they will be scored.
- There is scope for doing well as we are not too far away.

Police Service of Northern Ireland WORKPLACE EQUALITY INDEX 2019: FEEDBACK REPORT

Police Service of Northern Ireland Emergency services

Congratulations on taking part in Stonewall's 2019 Workplace Equality Index. Regardless of where you ranked, you've demonstrated commitment to your LGBT staff and the wider LGBT community. In this report, you will find feedback from Stonewall to help you action plan your year ahead and drive forward LGBT inclusion in your workplace.

WHAT THIS REPORT CONTAINS

The report is specific to your organisation and tells you the following information:

- Your scores across the ten different sections of your submission
- A short qualitative summary on performance across sections
- Comparison data to the averages of 3 groups of entrants –
 - The overall average for all entrants
 - The sector average
 - The Top 100 average
- Your employee survey data on key indicators of inclusion

Additional information will also be supplied to you:

- Employee survey data across sector, the overall and Top 100 averages
- Overall analysis of trans employee survey data and trans inclusion practice

HOW TO USE THIS REPORT

Your Stonewall Account Manager will organise a feedback meeting with you to talk through the strengths and weaknesses of your current LGBT inclusion work, best practice and give you tips for action planning in the future. During this meeting, the Account Manager may not go through the whole report, but touch on work that is most relevant to your organisation.

You should use this report, along with the verbal feedback from your Account Manager to make the short and long-term changes necessary to drive inclusion in your workplace.

SCORE AND RANK CARD

Total score:	61.5 (of a potential 200)
Rank 2019:	251 (out of 445)
Sector rank:	20 (out of 29)
Entrants in sector:	29
Trans inclusion work:	20%

QUICK FACTS

- 445 organisations took part in the 2019 Index
- 20 different sectors were represented
- 132 is the average score for a Top 100 employer
- 92,418 employees took part in the employee feedback survey

SUBMISSION SCORE SUMMARY AND OVERVIEW

The below table gives you a summary and overview of how you scored across the sections of your submission. These are then compared to three separate groups of entrants. See below the table for an explanation of the different columns.

Section		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
1	Policies and benefits	5.5	15	9.5	12.5	6.2	6.2	10.5
2	The employee lifecycle	7.5	27	19.5	17.5	10.3	11.8	17.9
3	LGBT employee network group	11	22	11	14	9.2	10.7	16.3
4	Allies and role models	3	22	19	3	7.1	7.2	13.4
5	Senior leadership	5	17	12	8	5.8	6.7	11.2
6	Monitoring	7	21	14	8.5	5.7	5.5	9.4
7	Procurement	0	17	17	7	4.1	5.7	10.0
8	Community engagement	18	20	2	20	9.2	12.8	15.7
9	Clients, customers and service users	3	17	14	8	6.0	6.6	11.6
10	Additional work	0	2	2	2			
	Employee feedback survey	1.5	20	18.5		9.5	9.3	15.1

- **Your score** – your scores across all sections and the employee feedback survey
- **Full marks** – the total amount of marks available across all sections and the employee feedback survey
- **Variance** – the difference between your score and the full marks available
- **Self-score** – the marks you claimed for in your submission across all sections
- **Comparisons to** –
 - The overall average for all the entrants by section
 - The sector average by section
 - The Top 100 average by section

SECTION 1: EMPLOYEE POLICIES AND BENEFITS

This section examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy audit process, policy content and communication.

	Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
1 Policies and benefits	5.5	15	9.5	12.5	6.2	6.2	10.5

SECTION NOTES:

There are some good elements in the evidence provided for this section and hopefully significant progress when the trans inclusion policies are finalised and signed off.

I think we need to clarify where your equal opps statements and guidance sits in relation to bully, harassment and discrimination policies to allow us to be confident in a rounded approach.

We also require clarity in relation to the detail of your audit process as:

- (i) We haven't, in the description provided, been told when the process last happened / how often it happens
- (ii) We haven't been told explicitly, in practical terms, how the process considers 'LGBT+ implications'

WHAT YOUR EMPLOYEES SAY:

I know the process of reporting homophobic and biphobic bullying to my employer...

63% of your LGB employees said yes

If I was a victim of homophobic or biphobic bullying and harassment, I would feel confident in reporting it to my employer...

50% of your LGB employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 2: THE EMPLOYEE LIFECYCLE

This section examines the employee lifecycle within the organisation; from attraction and recruitment through to employee development. The questions scrutinise how you engage and support employees throughout their journey in your workplace.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
2	The employee lifecycle	7.5	27	19.5	17.5	10.3	11.8	17.9

SECTION NOTES:

There are some pockets of good practice happening within this section but there are definitely areas to work on. Ensuring the organisation doesn't just talk about sexual orientation but also gender identity is really important, both in policies and procedures.

We also need to be clear in the content of training being provided and how you understand it reaches everyone it needs to - there are a number of revisions to be made to the content to make it properly inclusive.

I too would recommend updating the exit interview form to include trans identities more explicitly.

WHAT YOUR EMPLOYEES SAY:

I am aware that my organisation is a Stonewall Diversity Champion...

41% of your LGBT employees said yes
34% of your non-LGBT employees said yes

As a result of the training, I understand trans identities...

35% of your LGBT employees agreed
53% of your non-LGBT employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 3: LGBT EMPLOYEE NETWORK GROUP

This section examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
3	LGBT employee network group	11	22	11	14	9.2	10.7	16.3

SECTION NOTES:

Clearly lot of activity and lots of ground covered in this section. Setting tangible objectives has paid off and it's also great to see the self reflection that's allowed you to think about the networks own diversity and how representative it is. There's been definite improvements in this section since last year but still some space to develop.

WHAT YOUR EMPLOYEES SAY:

My organisation has an LGBT employee network group...

100% of your LGBT employees said yes
100% of your non-LGBT employees said yes

Over the past year I have taken part in LGBT employee network group activities, events, initiatives or seminars...

28% of your LGBT employees said yes
6% of your non-LGBT employees said yes

I am aware of the activities the LGBT employee network group undertakes...

68% of your LGBT employees agreed
58% of your non-LGBT employees agreed

I would feel confident approaching my employer's LGBT employee network group for confidential support or advice...

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 4: ALLIES AND ROLE MODELS

This section examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models and then the individual actions they take.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
4	Allies and role models	3	22	19	3	7.1	7.2	13.4

SECTION NOTES:

There's been some improvement here since last year but still some way to go. You need to be able to demonstrate that there is something systematic and meaningful for allies to engage in, ideally something that compliments and supports the work of the LGBT Network.

The evidence provided for the profiling activity that has happened is really strong, use that as a platform to reflect the diversity of the LGBT community and the LGBT network - pairing that profiling activity with specific dates & events is probably the easiest option.

WHAT YOUR EMPLOYEES SAY:

I understand why my employer is committed to LGBT equality...

82% of your non-LGBT employees agreed

I feel confident in supporting my LGBT colleagues...

80% of your non-LGBT employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 5: SENIOR LEADERSHIP

This section examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels and the individual actions they take

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
5	Senior leadership	5	17	12	8	5.8	6.7	11.2

SECTION NOTES:
 Consistent engagement across all tiers of leadership within the organisation is really important to affect structural cultural change and meaningful progress on LGBT equality. This may be one area where engaging with other police forces to examine practice may be worthwhile, we can support with that and in the meantime you may be interested in our 'Standing up for LGBT inclusion' and 'Securing senior buy-in' resources.

WHAT YOUR EMPLOYEES SAY:

- Senior managers demonstrate visible commitment to lesbian, gay and bi equality...**
 40% of your LGBT employees agreed
 59% of your non-LGBT employees agreed
- Senior managers demonstrate visible commitment to trans equality...**
 22% of your LGBT employees agreed
 47% of your non-LGBT employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 6: MONITORING

This section examines how the organisation monitors its employees. The questions scrutinise data collection methods, analysis and outcomes.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
6	Monitoring	7	21	14	8.5	5.7	5.5	9.4

SECTION NOTES:

It's a shame that more isn't done with the data you do collect, what kind of reporting is done with relevant data from other equality groups? Clarity in relation to declaration rates would be helpful, as next year we may not be able to award if you provide the same basic information.

WHAT YOUR EMPLOYEES SAY:

I understand why my employer monitors the sexual orientation of its employees...
58% of your LGB employees agreed

I would feel confident telling my employer my sexual orientation on a monitoring form...
63% of your LGB employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 7: PROCUREMENT

This section examines how the organisation affects change in its supply chain. The questions scrutinise the steps taken to ensure LGBT inclusive suppliers are procured and held to account.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
7	Procurement	0	17	17	7	4.1	5.7	10.0

SECTION NOTES:

This section is one in which we're looking for very explicit things including, specific training which includes sexual orientation & gender identity (can be within a list of protected characteristics). My general advice would be to have a wider conversation with your Procurement & Logistics Department to understand the actions that could be taken to ensure you fully meet the expectations the our questions so that we're not left making any assumptions when reading your descriptions.

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 8: COMMUNITY ENGAGEMENT

This section examines the outreach activity of the organisation. The questions scrutinise how the organisation demonstrates its commitment to the wider community and the positive impact it has.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
8	Community engagement	18	20	2	20	9.2	12.8	15.7

SECTION NOTES:

Lots of great examples of community engagement activities evidenced within this section, some some space to develop but it's good to see lots of this work is involving people beyond the LGBT Network and a reflection of efforts from the organisation as whole. Well done on the various awards & nominations referenced within the evidence too - well deserved!

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 9: CLIENTS, CUSTOMERS AND SERVICE USERS

This section examines how the organisation engages with clients, customers, services users or partners.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
9	Clients, customers and service users	3	17	14	8	6.0	6.6	11.6

SECTION NOTES:

There is some good practice within your sector across the UK that you can avail of to improve within this section and I also think there can be some quick wins in terms of updating language and ensuring your processes are inclusive from that perspective. I may be wrong, but I thought there had been some service user experience mapping done with the trans community by the PSNI?

This could be a really interesting area of practice that the PSNI could become a leader in within Northern Ireland.

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 10: ADDITIONAL WORK

Your score: 0 Full marks: 20 Self-score: 2

NOTES: use this space to make extra notes during your benchmarking meeting

ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

RESPONDENT PROFILE

Total respondents (2019): 367

Total respondents (2018): 949

QUICK FACTS

92,418 employees took part in the employee feedback survey

If you did not receive over 10 LGBT responses, your LGBT survey data will be blank, as analysis will not have been carried out. Analysing numbers below this threshold risks outing individuals and is not reliable.

DISCLOSING SEXUAL ORIENTATION:

Would you feel comfortable disclosing your* sexual orientation at work...

	All or some
To colleagues	40%
To managers/senior colleagues	35%
To customers/clients/service users	16%

***Data represents LGB respondents**

BEING MYSELF IN THE WORKPLACE:

I feel able to be myself in the workplace...

64% of your LGBT employees said yes

CHALLENGING BEHAVIOUR

I would feel confident challenging inappropriate behaviour or discrimination towards LGBT people in the workplace...

74% of your non-LGBT employees said yes

PRIORITIES FOR THE YEAR AHEAD

Use this space to identify your organisation's top three LGBT-inclusion priorities for the year ahead, arising from the discussion. You may like to consider how you will work with Stonewall in order to achieve these.

Your Priorities	What would success look like in a year?	What steps will you take to achieve that success?
<i>Example: To engage senior champions in LGBT inclusion</i>	<i>Example: Improved score in section five of the Index, and improved responses to survey questions on senior leadership</i>	<i>Example: Three senior managers will attend a Stonewall Workplace Conference; allies training will be delivered to the board</i>
Priority one: <i>Write your priority here</i>		
Priority two: <i>Write your priority here</i>		
Priority three: <i>Write your priority here</i>		

WORKPLACE EQUALITY INDEX 2019: SURVEY REPORT

Northern Ireland

This report contains nation specific survey analysis from the Stonewall Employee Feedback Survey. You can compare this to your organisation's data.

RESPONDENT PROFILE

Northern Ireland

Total respondents: 1191

LGB respondents: 175

Trans respondents: 2*

SECTION 1: EMPLOYEE POLICIES AND BENEFITS

I know the process of reporting homophobic and biphobic bullying to my employer...

68% of LGB employees said yes

If I was a victim of homophobic or biphobic bullying and harassment, I would feel confident in reporting it to my employer...

85% of LGB employees agreed

SECTION 2: THE EMPLOYEE LIFECYCLE

I am aware that my organisation is a Stonewall Diversity Champion...

44% of employees said yes

My employer offers diversity training to all staff...

49% of employees said yes

As a result of the training, I understand lesbian, gay and bi identities...

75% of employees agreed

As a result of the training, I understand trans identities...

61% of employees agreed

SECTION 3: LGBT EMPLOYEE NETWORK GROUP

My organisation has an LGBT employee network group...

61% of employees said yes

Over the past year I have taken part in LGBT employee network group activities, events, initiatives or seminars...

31% of employees said yes

I am aware of the activities the LGBT employee network group undertakes...

73% of employees agreed

I would feel confident approaching my employer's LGBT employee network group for confidential support or advice...

67% of employees agreed

SECTION 4: ALLIES AND ROLE MODELS

There are visible role models in my organisation who are gay women/lesbians...

50% of gay women/lesbians agreed

There are visible role models in my organisation who are gay men...

70% of gay men agreed

There are visible role models in my organisation who are bi women...

25% of bi women agreed

There are visible role models in my organisation who are bi men...

19% of bi men agreed

There are visible role models in my organisation who are trans people...

13% of employees agreed*

I support LGBT equality...

89% of non-LGBT employees agreed

I understand why my employer is committed to LGBT equality...

85% of non-LGBT employees agreed

I feel confident in supporting my LGBT colleagues...

85% of non-LGBT employees agreed

I understand LGB identities and issues...

72% of non-LGBT employees agreed

I understand trans identities and issues...

59% of non-LGBT employees agreed

SECTION 5: SENIOR LEADERSHIP

Senior managers demonstrate visible commitment to lesbian, gay and bi equality...

56% of gay or lesbian employees agreed

45% of bi employees agreed

SECTION 6: MONITORING

I understand why my employer monitors the sexual orientation of its employees...

67% of LGB employees agreed

I would feel confident telling my employer my sexual orientation on a monitoring form...
89% of LGB employees agreed

ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

DISCLOSING SEXUAL ORIENTATION:

Would you feel comfortable disclosing your* sexual orientation at work...

	All
To colleagues	52%
To managers/senior colleagues	50%
To customers/clients/service users	29%

*Data represents LGB respondents

NEGATIVE CONDUCT AND COMMENTS:

I have experienced negative comments or conduct from colleagues at work because of my sexual orientation...

28% of LGB employees said yes once (17%), or yes multiple times (11%)

PERCEPTIONS OF INCLUSION:

The workplace culture in my organisation is inclusive of gay women/lesbians...

78% of gay women/lesbians employees agreed

The workplace culture in my organisation is inclusive of gay men...

85% of gay men employees agreed

The workplace culture in my organisation is inclusive of bi women...

67% of bi women agreed

The workplace culture in my organisation is inclusive of bi men...

50% of bi men agreed

The workplace culture in my organisation is inclusive of trans people...

51% of employees agreed*

**Due to the small sample size, analysis of trans respondents has not been undertaken.*

WORKPLACE EQUALITY INDEX 2019: SURVEY REPORT

Top 100

This report contains Top 100 specific survey analysis from the Stonewall Employee Feedback Survey. You can compare this to your organisation's data.

RESPONDENT PROFILE

Top 100

Total respondents: 29546

LGBT respondents: 5158

Non-LGBT respondents: 19349

Number of Top 100 entrants (organisations): 100

SECTION 1: EMPLOYEE POLICIES AND BENEFITS

I know the process of reporting homophobic and biphobic bullying to my employer...
77% of LGB employees said yes

If I was a victim of homophobic or biphobic bullying and harassment, I would feel confident in reporting it to my employer...
87% of LGB employees agreed

SECTION 2: THE EMPLOYEE LIFECYCLE

I am aware that my organisation is a Stonewall Diversity Champion...
77% of LGBT employees said yes
71% of non-LGBT employees said yes

My employer offers diversity training to all staff...
75% of LGBT employees said yes
77% of non-LGBT employees said yes

As a result of the training, I understand lesbian, gay and bi identities...
86% of LGBT employees agreed
86% of non-LGBT employees agreed

As a result of the training, I understand transgender identities...
77% of LGBT employees agreed
76% of non-LGBT employees agreed

SECTION 3: LGBT EMPLOYEE NETWORK GROUP

My organisation has an LGBT employee network group...

93% of LGBT employees said yes
89% of non-LGBT employees said yes

Over the past year I have taken part in LGBT employee network group activities, events, initiatives or seminars...

56% of LGBT employees said yes
37% of non-LGBT employees said yes

I am aware of the activities the LGBT employee network group undertakes...

87% of LGBT employees agreed
83% of non-LGBT employees agreed

I would feel confident approaching my employer's LGBT employee network group for confidential support or advice...

84% of LGBT employees agreed
82% of non-LGBT employees agreed

SECTION 4: ALLIES AND ROLE MODELS

There are visible role models in my organisation who are gay women/lesbians...

70% of LGBT employees agreed
66% of non-LGBT employees agreed

There are visible role models in my organisation who are gay men...

75% of LGBT employees agreed
72% of non-LGBT employees agreed

There are visible role models in my organisation who are bi people...

33% of LGBT employees agreed
31% of non-LGBT employees agreed

There are visible role models in my organisation who are trans people...

30% of LGBT employees agreed
28% of non-LGBT employees agreed

I consider myself to be an advocate for LGBT equality...

75% of non-LGBT employees agreed

SECTION 5: SENIOR LEADERSHIP

Senior managers demonstrate visible commitment to lesbian, gay and bi equality...

76% of LGBT employees agreed
77% of non-LGBT employees agreed

Senior managers demonstrate visible commitment to transgender equality...

63% of LGBT employees agreed
69% of non-LGBT employees agreed

SECTION 6: MONITORING

I understand why my employer monitors the sexual orientation of its employees...
82% of LGB employees agreed

I would feel confident telling my employer my sexual orientation on a monitoring form...
87% of LGB employees agreed

ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

DISCLOSING SEXUAL ORIENTATION:

Would you feel comfortable disclosing your* sexual orientation at work...

	All
To colleagues	62%
To managers/senior colleagues	59%
To customers/clients/service users	33%

*Data represents LGB respondents

NEGATIVE CONDUCT AND COMMENTS:

I have experienced negative comments or conduct from colleagues at work because of my sexual orientation...
16% of LGB employees said yes once, or yes multiple times

PERCEPTIONS OF INCLUSION:

The workplace culture in my organisation is inclusive of gay women/lesbians...
88% of LGBT employees agreed
92% of non-LGBT employees agreed

The workplace culture in my organisation is inclusive of gay men...
89% of LGBT employees agreed
92% of non-LGBT employees agreed

The workplace culture in my organisation is inclusive of bi people...
77% of LGBT employees agreed
85% of non-LGBT employees agreed

The workplace culture in my organisation is inclusive of trans people...
67% of LGBT employees agreed
77% of non-LGBT employees agreed

STONEWALL WORKPLACE EQUALITY INDEX 2020

EMPLOYEE FEEDBACK SURVEY

Thank you for volunteering to complete this survey. We'd like to ask you a few questions about LGBT equality in your workplace. It should take no longer than five minutes to complete.

The information you provide is anonymous and completely confidential; it is not possible for individuals to be identified through their responses.

Stonewall aims to be as transparent as possible when processing data. We have outlined below how and why we use the data that you submit for analytical purposes, which are as follows:

- Reporting, to your employer, average scores and trends on key indicators of inclusion in your workplace (where sample sizes are too small, only national, regional and sector trends will be shared with your employer)
- Reporting national, regional and sector trends on LGBT inclusion in the workplace to be included in the Stonewall Top 100 report in January 2020 and associated publications

We take your privacy seriously. View our privacy policy here: www.stonewall.org.uk/about-us/privacy-policy

Please note that specific cases of harassment or bullying will not be fed back to your employer. If you wish to report a case to your employer, you should follow the established reporting procedures within your organisation.

Please return this questionnaire to:
FREEPOST RTXG-JAJU-GXZS
Staff Feedback Questionnaire 2019
Stonewall
188-192 St. John street
London
EC1V 4JY

The deadline for responding to the survey is 1 November 2019. Any responses received after this date will not be considered and destroyed as appropriate.

HOW TO COMPLETE THIS SURVEY

What sections of the survey you complete will depend on whether you identify as LGBT. If you are unsure of the terms used in survey, see the glossary on the back page.

SECTION 1: EVERYONE SHOULD COMPLETE
SECTION 2: COMPLETE IF YOU IDENTIFY AS LESBIAN OR GAY
SECTION 3: COMPLETE IF YOU IDENTIFY AS BI
SECTION 3: COMPLETE IF YOU IDENTIFY AS TRANS
SECTION 4: COMPLETE IF YOU ARE NOT LGBT
ABOUT YOU: EVERYONE SHOULD COMPLETE

ORGANISATION

Organisation name:

Four-digit code: Your organisation will have provided you this code along with this questionnaire. If you are not sure what your code is please contact your employer or Stonewall at memberships@stonewall.org.uk

SECTION 1: ABOUT YOUR WORKPLACE

LGBT EMPLOYEE NETWORK GROUP

1. My organisation has an LGBT employee network group...

Yes No Unsure

If you selected no or unsure please move to question 6. If you selected yes, continue to question 2.

2. Over the past year I have taken part in LGBT employee network group activities, events, initiatives or seminars...

Yes No

To what extent do you agree with the following statements?

3. I am aware of the activities the LGBT employee network group undertakes...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

4. I would feel confident approaching my employer's LGBT employee network group for confidential support or advice...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

5. The LGBT employee network group is a valuable and effective asset to my organisation...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

TRAINING

6. My employer offers LGBT-inclusive diversity training to all staff...

Yes No Unsure

If you selected no or unsure please move to question 8. If you selected yes, continue to question 7.

To what extent do you agree with the following statement?

7. As a result of the training, I have a better understanding of...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Lesbian and gay identities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The issues that affect lesbian and gay people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bi identities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The issues that affect bi people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trans identities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The issues that affect trans people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMUNICATION

8. I am aware that my organisation is a member of Stonewall's Diversity Champion scheme...

Yes No Unsure

To what extent do you agree with the following statement?

9. Senior managers demonstrate visible commitment to...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Lesbian and gay equality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bi equality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trans equality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ORGANISATIONAL INCLUSIVENESS AND ROLE MODELS

10. I feel able to be myself in the workplace...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

To what extent do you agree with the following statements?

11. I would feel confident challenging inappropriate behaviour and discrimination towards LGBT people in the workplace...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

SECTION 2: LESBIAN AND GAY EXPERIENCES

Please **ONLY** answer the following questions if you identify as lesbian or gay.

12. Would you feel comfortable disclosing your sexual orientation at work...

	All	Some	None	Not applicable
To colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To managers/senior colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To customers/clients/service users	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. I know how to report homophobic and biphobic bullying to my employer...

Yes	No	Unsure
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because of my sexual orientation...

Yes, once	Yes, multiple times	No	Prefer not to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you selected no or prefer not to say, please move to question 16.
If you selected yes, continue to question 15.

15. I reported the negative conduct/comments to my employer...

Yes	No	Prefer not to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what extent do you agree with the following statements?

16. If I was a victim of bullying and harassment based on my sexual orientation, I would feel confident in reporting it to my employer...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. I understand why my employer monitors the sexual orientation of its employees...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. I would feel confident telling my employer my sexual orientation on a monitoring form...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

19. I have experienced barriers to career progression in my workplace due to my sexual orientation...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. I understand trans identities and the issues that affect trans people...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. I understand bi identities and the issues that affect bi people...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

22. The workplace culture in my organisation is inclusive of lesbian and gay people...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

23. There are visible lesbian and gay role models in my organisation...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

SECTION 3: BI EXPERIENCES

Please **ONLY** answer the following questions if you identify as bi.

24. Would you feel comfortable disclosing your sexual orientation at work...

	All	Some	None	Not applicable
To colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To managers/senior colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To customers/clients/service users	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. I know how to report homophobic and biphobic bullying to my employer...

Yes No Unsure

26. In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because of my sexual orientation...

Yes, once Yes, multiple times No Prefer not to say

If you selected no or prefer not to say, please move to question 28.
If you selected yes, continue to question 27.

27. I reported the negative conduct/comments to my employer...

Yes No Prefer not to say

To what extent do you agree with the following statements?

28. If I was a victim of bullying and harassment based on my sexual orientation, I would feel confident in reporting it to my employer...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

29. I understand why my employer monitors the sexual orientation of its employees...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

30. I would feel confident telling my employer my sexual orientation on a monitoring form...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

31. I have experienced barriers to career progression in my workplace due to my sexual orientation...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

32. The workplace culture in my organisation is inclusive of bi people...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

33. There are visible bi role models in my organisation...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

34. I understand trans identities and the issues that affect trans people...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

SECTION 4: TRANS EXPERIENCES

Please ONLY answer the following questions if you identify as trans.

35. Would you feel comfortable disclosing your trans identity at work...

	All	Some	None	Not applicable
To colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To managers/senior colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To customers/clients/service users	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. I know how to report transphobic bullying to my employer...

Yes No Unsure

37. In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because of my trans identity...

Yes, once Yes, multiple times No Prefer not to say

**If you selected no or prefer not to say, please move to question 39.
If you selected yes, continue to question 38.**

38. I reported the negative conduct/comments to my employer...

Yes No Unsure

To what extent do you agree with the following statements?

39. If I was a victim of transphobic bullying and harassment, I would feel confident in reporting it to my employer...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

40. I understand why my employer monitors the gender identity of its staff...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

41. I would feel confident telling my employer that I identify as trans on a monitoring form...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

42. I have experienced barriers to career progression in my workplace due to my trans identity...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

43. The workplace culture in my organisation is inclusive of trans people...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

44. There are trans role models in my organisation...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

SECTION 5: NON-LGBT EXPERIENCES

Please ONLY answer the following questions if you do NOT identify lesbian, gay, bi or trans.

To what extent do you agree with the following statements?

45. I support LGBT equality...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

46. I understand why my employer is committed to LGBT equality in the workplace and wider community...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

47. I feel confident in supporting my LGBT colleagues...

Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

48. I understand lesbian and gay identities and the issues that affect lesbian and gay people...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

49. I understand bi identities and the issues that affect bi people...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

50. I understand trans identities and the issues that affect trans people...

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ABOUT YOU

This page is an optional part of the survey that will help us further analyse your responses based on the demographic data you provide us with. The responses that you do give will assist us greatly in our commitment to diversity and will be kept strictly confidential.

1. Gender

Which of the following best describes your gender?

- Male
- Female
- Non-binary
- Prefer not to say

If you describe your gender with another term, please provide this here:

2. Trans identity

Do you identify as trans?

- Yes
- No
- Prefer not to say

3. Sexual orientation

Which of the following best describes your sexual orientation?

- Bi
- Gay or lesbian
- Heterosexual/straight
- Prefer not to say

If you describe your sexual orientation with another term, please provide this here:

4. Disability

Do you consider yourself to be disabled?

By disability we mean any physical or mental condition that has a substantial and long-term effect on your ability to carry out normal day-to-day activities.

- Yes
- No
- Prefer not to say

5. Age

What is your age?

- 16-24
- 25-34
- 35-44
- 45-54
- 55-65
- 65+
- Prefer not to say

6. Ethnicity

What is your ethnic group?

- Arab
- Asian or Asian British: Bangladeshi
- Asian or Asian British: Chinese
- Asian or Asian British: Indian
- Asian or Asian British: Pakistani
- Asian or Asian British: Other
- Black or Black British: African
- Black or Black British: Caribbean
- Black or Black British: Other
- Mixed: White & Black African
- Mixed: White & Black Caribbean
- Mixed: White & Asian
- Mixed: Other

- White: British
- White: Irish
- White: Gypsy
- White: Irish Traveller
- White: Other
- Prefer not to say

If other ethnic group, or if you would prefer to use your own term, please specify:

7. Religion and belief

What is your religion?

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Other
- None
- Prefer not to say

If you prefer to use your own term please provide this here:

8. Apprenticeships

Are you on a formal apprenticeship programme?

- Yes
- No
- Unsure

9. Employment type

Are you employed in a full time or part time role?

- Full time
- Part time
- Unsure

GLOSSARY

Ally - a (typically) straight and/or cis person who supports members of the LGBT community.

Bi - Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and other non-monosexual identities.

Biphobia - The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

Cisgender or **Cis** – someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Gay – refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian.

Gender identity - a person's innate sense of their own gender, whether male, female or something else, which may or may not correspond to the sex assigned at birth.

Homophobia - The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

LGBT – the acronym for lesbian, gay, bi and trans.

Lesbian – refers to a woman who has an emotional, romantic and/or sexual orientation towards women.

Sexual orientation – a person's emotional, romantic and/or sexual attraction to another person.

Trans – An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Transphobia - the fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.

STAFF SURVEY

WHAT IS THE SURVEY?

To assess the impact of organisational practice on LGBT inclusion in your workplace, Stonewall seeks feedback directly from your employees. In the survey we ask your employees questions around key indicators of inclusion in your workplace – examining both LGBT and non-LGBT employee experiences, opinions and attitudes.

If you're a Stonewall Diversity Champion, you will receive analysis of your survey results in your Index feedback report and meeting.

WHO SHOULD I SEND THE SURVEY TO?

You should send the survey to **all your employees** not just your LGBT employee network group. The more respondents you receive to the survey, the more useful the data will be and the more insights you will gain. The survey is a fantastic way to do a temperature check of experiences, attitudes and opinions within your workplace.

WHAT IS THE LINK TO THE ONLINE SURVEY?

The link to the survey is: <http://www.stonewall.org.uk/index-survey-2020>

WHAT IS THE 4-DIGIT CODE?

Each organisation who enters the Index has a unique 4-digit code assigned to them. This 4-digit code is the identifier used to distinguish responses from your organisation for analysis.

You should have received your organisation's 4-digit code by email from your Client Account Manager. If you do not know your code, email memberships@stonewall.org.uk

WHAT SHOULD I SEND TO MY EMPLOYEES?

When promoting the survey within your organisation, you should include the following:

- The link to the online survey
- Your organisation's 4-digit code
- An explanation of what the survey is and why you're asking employees to complete it

WHEN DOES THE SURVEY CLOSE?

The survey closes on Friday 1 November. After this date, the survey will be unavailable.

WHAT PERCENTAGE OF MARKS ARE AVAILABLE FOR THE SURVEY?

10 per cent of the overall marks for the Index are available from the employee survey.

HOW ARE THESE ALLOCATED?

To score points through the employee feedback survey, your employees' positive responses need to be higher than the average for the whole data set.

For example, if 70 per cent of your LGBT employees reported they felt your organisation had an inclusive culture towards LGBT people and the average number across all organisations was 60 per cent for this question, you would receive the appropriate marks.

IS A PAPER VERSION AVAILABLE?

Our preferred method of response is through the online survey, but we do have a word version available for you to print out for employees in dispersed locations who may not have access to a computer. If you would like the word version, please email memberships@stonewall.org.uk

TEMPLATE COMMUNICATION

Did you know that more than a third of LGBT staff have hidden that they are LGBT at work for fear of discrimination? We're working hard to make sure that everyone at XXXXX organisation can be themselves, and that's why we're asking for your help.

As part of the 2020 Workplace Equality Index, Stonewall is seeking feedback directly from employees at XXXXXXXXXXX. The results of the survey are used to assess the impact of our organisational practice on LGBT inclusion and constitute up to 10% of our final Submission mark. The survey is comprised of questions around key indicators of inclusion in our workplace – examining both LGBT and non-LGBT employee experiences, opinions and attitudes. We then receive analysis of our results in our Index feedback report and meeting.

The survey can be found at the following link: www.stonewall.org.uk/index-survey-2020 and our unique 4-digit code is XXXX. Please be sure to use the correct code! The survey is anonymous and is open to all staff, regardless of sexual orientation or gender identity.

The survey closes on Friday 1 November, and I would encourage you to complete as soon as possible.