

# WORKPLACE EQUALITY INDEX 2019: SURVEY REPORT

## Health and social care

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

### RESPONDENT PROFILE

Health and social care

Total respondents: 5887

LGBT respondents: 1479

Number of sector entrants (organisations): 54

### SECTION 1: EMPLOYEE POLICIES AND BENEFITS

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

57% 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...**

70% of LGB employees agreed

### SECTION 2: THE EMPLOYEE LIFECYCLE

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

53% of LGBT employees said yes

45% of non-LGBT employees said yes

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

59% of LGBT employees agreed

60% of non-LGBT employees agreed

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

55% of LGBT employees agreed

53% of non-LGBT employees agreed

### SECTION 3: LGBT EMPLOYEE NETWORK GROUP

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

63% of LGBT employees said yes

60% of non-LGBT employees said yes

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

38% of LGBT employees said yes  
25% of non-LGBT employees said yes

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

65% of LGBT employees agreed  
60% of non-LGBT employees agreed

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

67% of LGBT employees agreed  
66% of non-LGBT employees agreed

## SECTION 4: ALLIES AND ROLE MODELS

**I support LGBT equality...**

81% of non-LGBT employees agreed

## SECTION 5: SENIOR LEADERSHIP

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

53% of LGBT employees agreed  
54% of non-LGBT employees agreed

**Senior managers demonstrate visible commitment to trans equality...**

41% of LGBT employees agreed  
46% of non-LGBT employees agreed

## SECTION 6: MONITORING

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

64% of LGB employees agreed

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

69% of LGB employees agreed

## ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

### DISCLOSING SEXUAL ORIENTATION:

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

	All
To all colleagues	47%
To all managers/senior colleagues	45%
To all customers/clients/service users	21%

\*Data represents LGB respondents