

WORKPLACE EQUALITY INDEX 2019: SURVEY REPORT

Overall

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

SECTION 1: EMPLOYEE POLICIES AND BENEFITS

I know the process of reporting homophobic and biphobic bullying to my employer...
59% 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...
75% of LGB employees agreed

SECTION 2: THE EMPLOYEE LIFECYCLE

I am aware that my organisation is a Stonewall Diversity Champion...
58% of LGBT employees said yes
53% of non-LGBT employees said yes

As a result of the training, I understand lesbian, gay and bi identities...
65% of LGBT employees agreed
66% of non-LGBT employees agreed

As a result of the training, I understand trans identities...
57% of LGBT employees agreed
57% of non-LGBT employees agreed

SECTION 3: LGBT EMPLOYEE NETWORK GROUP

My organisation has an LGBT employee network group...
75% of LGBT employees said yes
71% of non-LGBT employees said yes

Over the past year I have taken part in LGBT employee network group activities, events, initiatives or seminars...
46% of LGBT employees said yes
29% of non-LGBT employees said yes

I am aware of the activities the LGBT employee network group undertakes...
72% of LGBT employees agreed
68% of non-LGBT employees agreed

I would feel confident approaching my employer's LGBT employee network group for confidential support or advice...
69% of LGBT employees agreed
70% of non-LGBT employees agreed

SECTION 4: ALLIES AND ROLE MODELS

I support LGBT equality...

84% of non-LGBT employees agreed

SECTION 5: SENIOR LEADERSHIP

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

58% of LGBT employees agreed

61% of non-LGBT employees agreed

Senior managers demonstrate visible commitment to trans equality...

44% of LGBT employees agreed

51% of non-LGBT 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...

72% 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	19%
To all managers/senior colleagues	20%
To all customers/clients/service users	11%

*Data represents LGB respondents