

# **STONEWALL WORKPLACE EQUALITY INDEX 2022**

## **STAFF FEEDBACK QUESTIONNAIRE**

**CUMBRIA, NORTHUMBERLAND,  
TYNE AND WEAR NHS  
FOUNDATION TRUST**

# SUMMARY

Thank you to everyone at Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust for participating in this year's Staff Feedback Questionnaire.

We run the questionnaire each year to make sure that the voices of LGBTQ+ employees are heard in the Workplace Equality Index. We asked your colleagues about key indicators of inclusion in your workplace – examining both LGBTQ+ and non-LGBTQ+ employee experiences, opinions and attitudes.

There's no substitute for direct staff feedback when developing a workplace inclusion strategy.

Below is an overall table of the respondents from Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust. We have listed the total number of respondents in each group. Some numbers may not add up to the total number of respondents, as we have excluded respondents who selected 'prefer not to say' in response to questions around their identities. We have shown the percentage of respondents in each group who agreed with the statement 'I feel able to be myself in the workplace'.

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
All	All	436	81%
	LGBTQ+	138	75%
	Non-LGBTQ+	298	84%
Gender	LGBTQ+ men	58	78%
	Non-LGBTQ+ men	73	74%
	Non-binary people	†	†
	LGBTQ+ women	72	75%
	Non-LGBTQ+ women	217	89%
Trans identity	Trans	13	54%
	Not trans	413	83%
Sexual orientation	Bi	40	68%
	Gay or lesbian	81	84%
	Heterosexual/straight	286	86%
Disability	Disabled LGBTQ+ people	31	68%
	Non-disabled LGBTQ+ people	103	79%
	Disabled non-LGBTQ+ people	41	83%
	Non-disabled non-LGBTQ+ people	250	85%
Ethnicity	BAME/PoC LGBTQ+ people	11	73%
	White LGBTQ+ people	127	75%
	BAME/PoC non-LGBTQ+ people	17	88%
	White non-LGBTQ+ people	273	85%

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
Region	LGBTQ+ people who work most days outside the region where Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust is headquartered	25	64%
	LGBTQ+ people who work most days in the region where Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust is headquartered	113	77%
	Non-LGBTQ+ people who work most days outside the region where Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust is headquartered	48	81%
	Non-LGBTQ+ people who work most days in the region where Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust is headquartered	250	84%
Religion	LGBTQ+ people who are religious	49	76%
	LGBTQ+ people who are not religious	84	76%
	Non-LGBTQ+ people who are religious	149	85%
	Non-LGBTQ+ people who are not religious	136	86%

<sup>†</sup> We cannot report numbers of respondents fewer than ten, in order to protect anonymity of respondents.

## Part one: the overall picture

LGBTQ+ experiences

LGBTQ+ allyship

Visibility of commitment to equality

## Part two: underrepresented and marginalised LGBTQ+ groups

Bi experiences & allyship

Trans & non-binary experiences & allyship

BAME/PoC LGBTQ+ experiences & allyship

LGBTQ+ people with disabilities experiences & allyship

## Part three: in focus

Bullying, harassment & discrimination

Internal communications & events

Leadership

LGBT employee group

Monitoring

Training

Part four: understanding the data

# LGBTQ+ EXPERIENCES

I feel able to be myself in the workplace

Respondents	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
All	81%	83%	86%
LGBTQ+	75%	78%	82%
Non-LGBTQ+	84%	85%	87%
<i>LGBTQ+ vs. non-LGBTQ+</i>	9%	7%	5%

Respondents	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
All	81%	83%	85%
LGBTQ+	75%	74%	80%
Non-LGBTQ+	84%	85%	87%
<i>LGBTQ+ vs. non-LGBTQ+</i>	9%	11%	7%

LGBTQ+ staff say that...

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	59%	66%	71%
I have experienced barriers to career progression in my workplace because I am LGBTQ+	6%	9%	7%
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	49%	43%	51%
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	44%	42%	49%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	11%	16%	23%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	59%	64%	73%
I have experienced barriers to career progression in my workplace because I am LGBTQ+	6%	11%	10%
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	49%	44%	50%
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	44%	41%	46%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	11%	21%	24%

# LGBTQ+ ALLYSHIP

Non-LGBTQ+ staff say that...

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
I support LGBTQ+ equality in the workplace	93%	94%	94%
I understand why my employer is committed to LGBTQ+ equality in the workplace	90%	90%	91%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
I support LGBTQ+ equality in the workplace	93%	90%	94%
I understand why my employer is committed to LGBTQ+ equality in the workplace	90%	87%	91%

I understand how to be an ally to...

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
Lesbian and gay people	72%	77%	80%
Bi people	70%	74%	78%
Trans people	67%	70%	74%
Non-binary people	65%	66%	72%
Average	69%	72%	76%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
Lesbian and gay people	72%	75%	81%
Bi people	70%	71%	78%
Trans people	67%	66%	73%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
Non-binary people	65%	63%	70%
<i>Average</i>	69%	69%	76%

# VISIBLE COMMITMENT TO EQUALITY

This section looks at the visibility of the key mechanisms for improving LGBTQ+ people's experiences.

Employees say that...

Question or Aggregation	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
My organisation has an LGBT or LGBTQ+ employee network group	81%	79%	80%
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	51%	62%	70%
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	47%	47%	58%

Question or Aggregation	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
My organisation has an LGBT or LGBTQ+ employee network group	81%	73%	84%
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	51%	56%	68%
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	47%	44%	54%

# BI EXPERIENCES & ALLYSHIP

## Experiences at work

Question	Bi respondents	Gay or lesbian respondents	Heterosexual/straight respondents
I feel able to be myself in the workplace	68%	84%	86%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	35%	75%	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	23%	68%	n/a
Senior managers demonstrate visible commitment to bi equality	38%	53%	58%

## Experiences of the LGBT employee network group

Question	Bi respondents	Gay or lesbian respondents	Heterosexual/straight respondents
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	28%	44%	14%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	45%	72%	64%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	45%	64%	51%

## Bi Allyship

Question	All gay, lesbian or heterosexual/straight respondents	Gay or lesbian respondents	Heterosexual/straight respondents
I understand how to be an ally to bi colleagues	75%	88%	72%
I understand how to be an ally to lesbian and gay colleagues, and not bi colleague†	1%	0%	1%

† This aggregates respondents who agreed that they understand how to be an ally to lesbian and gay colleagues, but did not agree that they understand how to be an ally to bi colleagues

# TRANS & NON-BINARY EXPERIENCES & ALLYSHIP

Here we're looking at the experiences of trans and non-binary staff. For the purpose of this analysis, the trans group includes all respondents who said they are trans and the non-binary group includes all respondents who said they are non-binary or use another term (other than male or female) to describe their gender. There's a lot of overlap between these two groups: across all entrants, most respondents who said they are non-binary also said they are trans. Stonewall generally uses 'trans' as an umbrella term that includes non-binary staff. However, here, we've broken things down a bit differently to give a more nuanced insight, separating the experiences of trans and non-binary people.

## Experiences at work

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
I feel able to be myself in the workplace	†	54%	83%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	31%	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	†	31%	n/a
Senior managers demonstrate visible commitment to trans equality	n/a	15%	58%
Senior managers demonstrate visible commitment to non-binary equality	†	n/a	50%

## Experiences of the LGBT employee network group

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or	†	23%	21%

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
seminars			
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	46%	62%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	38%	52%

## Trans and non-binary allyship

Question	Non-binary colleagues	Trans colleagues
I understand how to be an ally to...	71%	72%
I understand how to be an ally to lesbian and gay colleagues and/or bi colleagues, and not...†	6%	4%

† This aggregates staff who agreed they were able to be allies to lesbian and gay colleagues, and/or able to allies to bi colleagues, and did not agree they were able to be allies to trans colleagues or non-binary colleagues respectively.

# BAME/POC LGBTQ+ PEOPLE'S EXPERIENCES & ALLYSHIP

In this section, we examine the experiences of BAME/PoC respondents (all respondents who selected an Arab, Asian or Asian British, Black or Black British, or mixed ethnicity option) and white respondents (all respondents who selected a white ethnicity option).

## Experiences at work

Question	LGBTQ+ BAME/PoC People	LGBTQ+ White People	Non-LGBTQ+ BAME/PoC People	Non-LGBTQ+ White People
I feel able to be myself in the workplace	73%	75%	88%	85%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	27%	61%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	9%	6%	n/a	n/a

## Experiences of the LGBT employee network group

Question	LGBTQ+ BAME/PoC People	LGBTQ+ White People
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	18%	37%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	36%	65%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	36%	58%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	27%	54%



# DISABLED LGBTQ+ PEOPLE'S EXPERIENCES & ALLYSHIP

## Experiences at work

Question	Disabled LGBTQ+ People	Non-disabled LGBTQ+ People	Disabled Non-LGBTQ+ People	Non-disabled Non-LGBTQ+ People
I feel able to be myself in the workplace	68%	79%	83%	85%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	61%	59%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	6%	5%	n/a	n/a

## Experiences of the LGBT employee network group

Question	Disabled LGBTQ+ People	Non-disabled LGBTQ+ People
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	48%	32%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	58%	63%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	65%	54%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	48%	53%

# BULLYING, HARASSMENT & DISCRIMINATION

This section may relate to section 1 (policies and benefits) and section 2 (the employee lifecycle) of the employer submission of the Workplace Equality Index.

## LGBTQ+ people's experiences

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	15%	13%	12%
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+, multiple times	8%	6%	5%
If I was a victim of bullying and harassment based on my LGBTQ+ identity, I would feel confident in reporting it to my employer	73%	75%	77%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	15%	11%	10%
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+, multiple times	8%	5%	4%
If I was a victim of bullying and harassment based on my LGBTQ+	73%	74%	79%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
identity, I would feel confident in reporting it to my employer			

I would feel confident challenging inappropriate behaviour and discrimination towards LGBTQ+ people in the workplace

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
All	89%	85%	87%
Non-LGBTQ+	91%	86%	87%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
All	89%	84%	88%
Non-LGBTQ+	91%	84%	88%

Reporting inappropriate behaviour and discrimination towards LGBTQ+ people in the workplace

Question or Aggregation	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
I know how to report	84%	77%	81%
I would feel confident reporting	85%	82%	86%
I know how to report and I would feel confident reporting	80%	72%	77%

Question or Aggregation	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
I know how to report	84%	74%	78%
I would feel confident reporting	85%	81%	84%
I know how to report and I would feel confident reporting	80%	70%	75%



# INTERNAL COMMUNICATIONS & EVENTS

This section may be relevant to section 3 (LGBT employee network group) and section 4 (empowering individuals) of the employer submission of the Workplace Equality Index.

Through internal communications and events, my employer provides opportunities to learn about...

Sub question	All staff	LGBTQ+ staff	Non-LGBTQ+ staff
Lesbian and gay identities and experiences	70%	72%	69%
Bi identities and experiences	59%	57%	60%
Trans identities and experiences	64%	67%	62%
Non-binary identities and experiences	53%	51%	54%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	49%	45%	50%
Average	59%	58%	59%

Through internal communications and events, my employer provides opportunities to learn about...

Sub question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
Lesbian and gay identities and experiences	70%	69%	75%
Bi identities and experiences	59%	55%	65%
Trans identities and experiences	64%	57%	66%
Non-binary identities and experiences	53%	47%	58%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	49%	49%	61%

Sub question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
Lesbian and gay identities and experiences	70%	68%	78%
Bi identities and experiences	59%	52%	65%
Trans identities and experiences	64%	54%	66%
Non-binary identities and experiences	53%	44%	55%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	49%	48%	58%

# LEADERSHIP

This section may be relevant to section 5 (leadership) of the employer submission of the Workplace Equality Index.

Senior Managers demonstrate visible commitment to...

Sub question	All staff	LGBTQ+ staff	Non-LGBTQ+ staff	Staff with this identity
Lesbian and gay equality	60%	57%	62%	63%
Bi equality	53%	45%	56%	38%
Trans equality	56%	53%	57%	15%
Non-binary equality	49%	45%	51%	†
Average	55%	50%	57%	†

Senior Managers demonstrate visible commitment to...

Sub question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
Lesbian and gay equality	60%	64%	70%
Bi equality	53%	54%	64%
Trans equality	56%	54%	64%
Non-binary equality	49%	49%	60%
Average	55%	55%	65%

Sub question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
Lesbian and gay equality	60%	61%	71%
Bi equality	53%	52%	62%
Trans equality	56%	51%	61%
Non-binary equality	49%	46%	56%
Average	55%	53%	63%

# LGBT NETWORK GROUP

This may be relevant to section 3 (LGBT employee network group) of the employer submission of the Workplace Equality Index.

## LGBTQ+ People's Experiences

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
My organisation has an LGBT or LGBTQ+ employee network group	82%	84%	85%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	36%	41%	39%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	56%	63%	65%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	62%	63%	69%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
My organisation has an LGBT or LGBTQ+ employee network group	82%	83%	89%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	36%	42%	49%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	56%	64%	73%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	62%	63%	70%

## Non-LGBTQ+ People's Experiences

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
My organisation has an LGBT or LGBTQ+ employee network group	81%	77%	79%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	14%	22%	20%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	50%	52%	56%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	61%	57%	61%

Question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
My organisation has an LGBT or LGBTQ+ employee network group	81%	71%	82%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	14%	19%	31%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	50%	47%	62%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	61%	51%	66%

# MONITORING

This may be relevant to section 6 (monitoring) of the employer submission of the Workplace Equality Index.

I would feel confident disclosing my LGBTQ+ identity to my employer on a monitoring form

Respondents	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
All LGBTQ+	79%	79%	79%
Bi	60%	71%	68%
Trans	54%	68%	61%
Non-binary	†	66%	74%

Respondents	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
All LGBTQ+	79%	75%	81%
Bi	60%	67%	72%
Trans	54%	64%	74%
Non-binary	†	60%	66%

# TRAINING

This section may be relevant to section 2 (the employee lifecycle) of the employer submission of the Workplace Equality Index.

Regarding colleagues who are...

Sub question	Lesbian and gay	Bi	Trans	Non-binary
My employer provides training or resources on how to be an ally to...	53%	48%	51%	45%
I have accessed the training or resources on how to be an ally to...	24%	20%	24%	19%
As a result of the training, I feel confident being an ally to...	21%	19%	21%	17%

As a result of the training, I feel confident being an ally to...

Sub question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Health & Social Care	Headquartered in England: North East
Lesbian and gay people	21%	27%	32%
Bi people	19%	22%	28%
Trans people	21%	23%	29%
Non-binary people	17%	19%	25%
Average	20%	23%	29%

Sub question	Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Silver	Gold
Lesbian and gay people	21%	27%	39%
Bi people	19%	22%	34%
Trans people	21%	22%	34%
Non-binary people	17%	18%	29%
Average	20%	22%	34%

# UNDERSTANDING THE DATA

Collecting and analysing data from such a diverse population as employees across the UK is a challenge. We've included a few methodological notes to explain how we've reported the data.

Stonewall is not responsible for distributing the survey to respondents. We rely on you at Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust to do that. We cannot verify that this data is representative. Some of these samples are small, and so can be unreliable. To make the most of this analysis, we would encourage you to compare it against your internal monitoring and staff satisfaction data, and against the size of your workforce.

Almost all of our question response protocols are categorical (yes, no or unsure), or on a [Likert scale](#) (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree). Where we analyse responses from a categorical response protocol, we report statistics based on 'yes' responses. Where we analyse responses from a Likert scale response protocol, we report statistics based on respondents who gave either 'strongly agree' or 'agree' responses. Questions in the format of "I am comfortable expressing my LGBTQ+ identity to..." report based on respondents saying 'All'.

We don't report on respondents who say they 'prefer not to say', and we round percentages to the nearest whole number. This means that percentages may not sum to 100%.