

STAFF FEEDBACK QUESTIONNAIRE

Ofsted

Overview

The 2020 Stonewall Staff Feedback Questionnaire received more than 109,928 responses from LGBT and non-LGBT people across all areas of the UK. Your employees' responses are shown below.

- Responses from groups of ten or fewer are removed to protect respondents' confidentiality.
- Statistics restricted for confidentiality are shown with an asterisk.
- We have broken out useful sub-groups of analysis to help you better understand your workforce and their experiences.
- You can compare the experiences of your workforce to other employees in the Government sector and in your region.

Terms describing LGBT people

All respondents to the Staff Feedback Questionnaire were asked questions about their gender identity and sexual orientation.

Question	Responses
Which of the following best describes your gender? / Pa un o'r canlynol yw'r disgrifiad gorau o'ch rhywedd?	Male / Gwrywaidd Female / Benywaidd Non-binary / Anneuaidd Prefer not to say / Byddai'n well gen i beidio â dweud
If you describe your gender with another term, please provide this here: / Os ydych chi'n defnyddio term arall i ddisgrifio eich rhywedd, nodwch ef yma:	<i>free text</i>
Do you identify as trans? / Ydych chi'n arddel hunaniaeth draws?	Yes / Ydw No / Nac ydw Prefer not to say / Byddai'n well gen i beidio â dweud
Which of the following best describes your sexual orientation? / Pa un o'r canlynol yw'r disgrifiad gorau o'ch cyfeiriadedd rhywiol?	Bi / Deurywiol Gay or lesbian / Hoyw neu lesbiad Heterosexual/straight / Heterorywiol/syth Prefer not to say / Byddai'n well gen i beidio â dweud
If you describe your sexual orientation with another term, please provide this here: / Os ydych chi'n defnyddio term arall i ddisgrifio eich cyfeiriadedd rhywiol, nodwch ef yma:	<i>free text</i>

On future reference, Welsh language responses will be grouped for analysis with responses according to the English language translation as noted above.

Based on responses to the above questions, we have categorised respondents according to their LGBT identities.

Respondents	Report definition
Bi	Bi for sexual orientation
Lesbian & gay	Gay or lesbian for sexual orientation
LGBT	Non-binary for gender and/or Yes for trans identity and/or Bi, or gay or lesbian for sexual orientation
Non-LGBT	Male or female for gender identity No for trans identity and Heterosexual/straight for sexual orientation
Non-trans	No for trans identity
Trans & non-binary	Non-binary for gender and/or Yes for trans identity

Please consult our [guide on diversity monitoring](#) for best practice wording when conducting your own monitoring and surveys.

Your respondents

The number of respondents in your organisation broken down based on different identities.

Respondents identified as	Number of Respondents
All	76
LGBT	29
Bi	*
Lesbian & gay	25
Trans & non-binary	*
Non-binary	*
LGBT men	18
LGBT women	*
LGBT people of faith	*
LGBT BAME	*
LGBT under 24	*
LGBT over-55	*
LGBT people who are disabled	*

Being yourself at work

All respondents were asked if they agree that they feel able to be themselves at work

Ofsted	All entrants	London entrants	Government sector entrants
83%	85%	86%	81%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
83%	83%	86%	*	*

Disclosure of LGBT identities

Lesbian & gay, bi, and trans respondents were asked if they feel comfortable to disclose their sexual orientation and/or gender identity at work. Respondents were asked to specify if they felt comfortable talking to colleagues (in general), to managers or senior managers, and to customer, clients or service users.

I feel comfortable to disclose my identity to all ...	Ofsted	All entrants	London entrants	Government sector entrants
Colleagues	72%	50%	52%	46%
Managers	31%	31%	33%	27%
CCSUs	3%	4%	4%	4%

I feel comfortable to disclose my identity to all ...	All LGBT respondents	Bi respondents	Trans & non-binary respondents
Colleagues	72%	*	*
Managers	31%	*	*
CCSUs	3%	*	*

Discrimination

Bullying and harassment

LGBT respondents were asked four questions on experiencing and reporting discrimination based on their gender identity or sexual orientation: -

- If they agree that they know how to report
- If they agree that they would feel confident to report, in the event an incident occurred
- Whether an incident occurred
- If they reported an incident occurring, whether they did report

Most responses below combine responses based on gender identity and sexual orientation. In those cases, respondents who are both trans and bi, lesbian or gay, are accorded the lower of their two responses. For instance, a bi and trans employee who agrees they know how to report bullying & harassment based on sexual orientation, but not based on gender identities, would be recorded as 'not agreeing' with this question.

Regarding (reporting) bullying & harassment	Ofsted	All entrants	London entrants	Government sector entrants
Know how	79%	73%	73%	73%
Feel confident to	79%	82%	84%	79%
Incident occurred	3%	6%	5%	7%
Did report	*	76%	74%	74%

Regarding (reporting) bullying & harassment	LGBT respondents	Bi respondents	Trans & non-binary respondents
Know how	79%	*	*
Feel confident to	79%	*	*
Incident occurred	3%	*	*

Regarding (reporting) bullying & harassment	LGBT respondents	Bi respondents	Trans & non- binary respondents
Did report	*	*	*

Barriers to progression

LGBT respondents were asked about whether their gender identity or sexual orientation had created barriers to progression within their workplace.

Most responses below combine responses based on gender identity and sexual orientation. In those cases, respondents who are both trans, and bi, lesbian or gay, are accorded the lower of their two responses. For instance, a trans lesbian employee, who agrees she knows how to report bullying & harassment based on sexual orientation, but not based on gender identities, would be recorded as 'not agreeing' with this question.

Ofsted	All entrants	London entrants	Government sector entrants
10%	11%	11%	11%

LGBT respondents	Bi respondents	Trans & non- binary respondents
10%	*	*

Confidence challenging

All respondents were asked if they felt confident challenging inappropriate behaviour and discrimination towards LGBT people.

All respondents	84%
LGBT respondents	86%
Non-LGBT respondents	80%
Bi respondents	*
Trans & non-binary respondents	*

Ofsted	84%
All entrants	63%
London entrants	68%
Government sector entrants	58%

Inclusive Cultures

Support and understanding

Respondents who are non-LGBT were asked if they feel confident in supporting LGBT people and understand why their organisation is committed to LGBT equality.

Regarding (reporting) bullying & harassment	Ofsted	All entrants	London entrants	Government sector entrants
Personally support	95%	95%	96%	93%
Understand employer's support	100%	93%	94%	90%

Inclusive Leadership

All respondents were asked if senior management demonstrate commitment to bi, gay & lesbian, and trans equality. Responses are shown both for all respondents, and for respondents whose identities correspond with the question being asked.

Employees who agree that senior leaders demonstrate visible commitment to ...	Ofsted	All entrants	London entrants	Government sector entrants
Bi equality (all employees)	64%	59%	60%	52%
Bi equality (bi employees)	*	46%	47%	42%
Lesbian & gay equality (all employees)	82%	67%	69%	61%
Lesbian & gay equality (lesbian & gay employees)	80%	54%	71%	71%
Trans equality (all employees)	59%	57%	58%	52%
Trans equality (trans employees)	*	44%	45%	40%

Inclusive workplaces

LGBT people were asked if they agree that their workplace was inclusive of people like them.

Employees who are ... that agree that their organisation is inclusive of ... people	Ofsted	All entrants	London entrants	Government sector entrants
Bi	*	52%	19%	46%
Lesbian & gay	92%	83%	85%	81%
Trans	*	48%	51%	45%

Role Models

LGBT people were asked if they agree that their workplace has visible role models who share their identity.

Employees who are ... that agree there are visible role models who are ...	Ofsted	All entrants	London entrants	Government sector entrants
Bi	*	18%	19%	18%
Lesbian & gay	72%	63%	67%	59%
Trans	*	31%	31%	37%

Issues and identities

Understanding

Respondents were asked if they agree that they understood the identities of, and issues that affect (other) LGBT people.

I agree that I understand the issues and identities of ... people	Ofsted	All entrants	London entrants	Government sector entrants
Bi	89%	74%	75%	68%
Lesbian & gay	90%	81%	82%	77%
Trans	86%	71%	72%	66%

I agree that I understand the issues and identities of ... people	All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Lesbian & gay respondents
Bi	89%	83%	100%	n/a	100%
Lesbian & gay	90%	83%	n/a	n/a	n/a
Trans	86%	97%	97%	*	100%

Training

Respondents (regardless of identity) were asked if they were aware of LGBT training within their organisation. Those who were aware were asked if they agree that their training meant they better understood the issues and identities that affect (other) LGBT people.

Respondents were asked separately about issues and identities. Where respondents agreed that they better understood either issues or identities, they are reported here as agreeing with this question.

I agree that training has improved my understanding of ...	Ofsted	All entrants	London entrants	Government sector entrants
Bi identities	86%	76%	77%	71%
Bi issues	74%	72%	73%	68%
Lesbian & gay identities	89%	85%	86%	82%
Lesbian & gay issues	77%	81%	82%	78%
Trans identities	77%	75%	76%	71%
Trans issues	71%	73%	74%	69%

I agree that training has improved my understanding of ...	All respondents	Non-LGBT respondents	All LGBT respondents	Bi respondents	Lesbian & gay respondents
Bi identities	86%	79%	94%	n/a	94%
Bi issues	74%	64%	88%	n/a	88%
Lesbian & gay identities	89%	89%	n/a	n/a	n/a
Lesbian & gay issues	77%	77%	n/a	n/a	n/a
Trans identities	77%	71%	88%	*	86%
Trans issues	71%	64%	82%	*	79%

Monitoring

LGB employees were asked if they agree that they understand why their employer monitors their sexual orientation. Trans employees were asked the same about their gender identity.

Employees were then asked whether they agree they are confident to disclose their identities.

Where respondents are LGB and trans, we included the lower of their two responses about gender identity and sexual orientation monitoring.

I agree that I ... my sexual orientation and/or gender identity	Ofsted	All entrants	London entrants	Government sector entrants
Understand why my employer monitors	97%	73%	74%	78%
Am confident to tell my employer	90%	80%	81%	80%

I agree that I ... my sexual orientation and/or gender identity	LGBT respondents	Bi respondents	Trans respondents
Understand why my employer monitors	97%	*	*
Am confident to tell my employer	90%	*	*

Network Group

Visibility of the group

All respondents were asked if their organisation had an LGBT employee network group.

Ofsted	All entrants	London entrants	Government sector entrants
100%	82%	86%	79%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
100%	100%	100%	*	*

Network group activities

All respondents who reported having an LGBT employee network group were asked two questions about the activities of their network group: if they were aware of its activities and if they had taken part in them over the last year.

I ... the activities of my employer's LGBT network group	Ofsted	All entrants	London entrants	Government sector entrants
Am aware of	93%	79%	83%	76%
Have taken part in (All respondents)	54%	35%	42%	29%
Have taken part in (LGBT respondents)	72%	49%	72%	72%

I ... the activities of my employer's LGBT network group	All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
Am aware of	93%	93%	93%	*	*
Have taken part in	54%	39%	72%	*	*

Support and advice

All respondents who reported having an LGBT employee network group were asked if they agree they would feel confident approaching the network group for confidential support or advice.

I agree if feel confident to approach the LGBT employee network group for support and advice	Ofsted	All entrants	London entrants	Government sector entrants
All respondents	84%	77%	79%	73%
LGBT respondents	86%	77%	86%	86%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
84%	80%	86%	*	*

Value and effectiveness

All respondents who reported having an LGBT employee network group were asked if they agree that the group is a valuable and effective asset for the organisation.

I agree I feel is a valuable and effective asset to my organisation	Ofsted	All entrants	London entrants	Government sector entrants
All respondents	84%	78%	81%	75%
LGBT respondents	83%	78%	83%	83%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non- binaryrespondents
84%	83%	83%	*	*

Training & Communication

All respondents were asked about their awareness of steps their employer is taking to improve LGBT equality. Respondents were asked about LGBT-inclusive diversity training, and whether they were aware of their employer's membership of the Stonewall Diversity Champions programme.

I am aware of ...	Ofsted	All entrants	London entrants	Government sector entrants
LGBT-inclusive diversity training	46%	40%	39%	36%
Stonewall Diversity Champion membership	93%	59%	59%	49%

I am aware of ...	All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
LGBT-inclusive diversity training	46%	34%	59%	*	*
Stonewall Diversity Champion membership	93%	93%	97%	*	*