# STAFF FEEDBACK QUESTIONAIRE

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

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 <u>quide on diversity monitoring</u> for best practice wording when conducting your own monitoring and surveys.

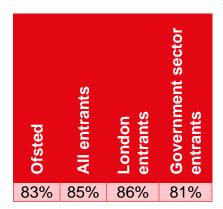
# Your respondents

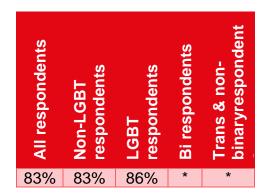
The number of respondents in your organisation broken down based on different identities.

|                    | Number      |
|--------------------|-------------|
| Respondents        | of          |
| identified as      | 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





#### **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<br>comfortable<br>to disclose<br>my identity<br>to all | Ofsted | All entrants | London<br>entrants | Government sector entrants |
|---|--------|--------------|--------------------|----------------------------|
| Colleagues  | 72%    | 50%          | 52%                | 46%                        |
|   | 1      | ~ 4 ~ /      | 0001               | 0701                       |
| Managers  | 31%    | 31%          | 33%                | 27%                        |

| I feel<br>comfortable<br>to disclose<br>my identity<br>to all | All LGBT<br>respondents | Bi respondents | Trans & non-<br>binaryrespondents |
|---|-------------------------|----------------|-----------------------------------|
| Colleagues  | 72%                     | *              | *                                 |
| Managers  | 31%                     | *              | *                                 |
| CCSUs   | 3%                      | *              | *                                 |

## **Discrimination**

#### **Bullying and harassment**

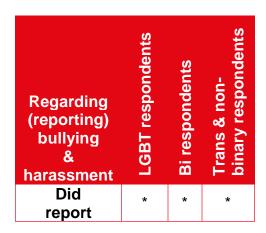
LGBT respondents were asked four questions on experiencing and reporting discrimination based on their gender identity or sexual orientation: -

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

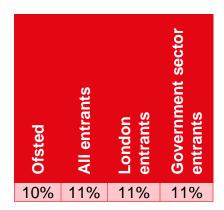
| Regarding<br>(reporting)<br>bullying<br>&<br>harassment | LGBT respondents | Bi respondents | Trans & non-<br>binary respondents |
|---|------------------|----------------|------------------------------------|
| Know<br>how   | 79%              | *              | *                                 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



#### **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.





## **Confidence challenging**

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

| Ofsted | All entrants | London<br>entrants | Government sector entrants |
|--------|--------------|--------------------|----------------------------|
| 84%    | 63%          | 68%                | 58%                        |

| All respondents | LGBT<br>respondents | Non-LGBT<br>respondents | Bi respondents | Trans & non-<br>binary respondents |
|-----------------|---------------------|-------------------------|----------------|------------------------------------|
| 84%             | 86%                 | 80%                     | *              | *                                  |

### **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<br>(reporting)<br>bullying<br>&<br>harassment | Ofsted | All entrants | London<br>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<br>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<br>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<br>entrants | Government sector entrants |
|--|--------|--------------|--------------------|----------------------------|
| Bi   | *      | 18%          | 19%                | 18%                        |
| Lesbian & gay  | 72%    | 63%          | 67%                | 59%                        |
| Ecobian a gay  |        |              |                    |                            |

### 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<br>entrants | Government sector entrants |
|---|--------|--------------|--------------------|----------------------------|
| Bi  | 89%    | 74%          | 75%                | 68%                        |
| Lesbian<br>& gay  | 90%    | 81%          | 82%                | 77%                        |
| Trans   | 86%    | 71%          | 72%                | 66%                        |

| I agree<br>that I<br>understand<br>the issues<br>and<br>identities of<br><br>people | All respondents | Non-LGBT<br>respondents | LGBT<br>respondents | Bi respondents | Lesbian & gay<br>respondents |
|---|-----------------|-------------------------|---------------------|----------------|------------------------------|
| Bi  | 89%             | 83%                     | 100%                | n/a            | 100%                         |
| Lesbian<br>& 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<br>training has<br>improved my<br>understanding<br>of<br> | Ofsted | All entrants | London<br>entrants | Government sector entrants |
|--|--------|--------------|--------------------|----------------------------|
| Bi identities  | 86%    | 76%          | 77%                | 71%                        |
| Bi issues  | 74%    | 72%          | 73%                | 68%                        |
| Lesbian & gay identities   | 89%    | 85%          | 86%                | 82%                        |
| Lesbian &<br>gay issues  | 77%    | 81%          | 82%                | 78%                        |
| 3,   |        |              |                    |                            |
| Trans identities   | 77%    | 75%          | 76%                | 71%                        |

| I agree that<br>training has<br>improved my<br>understanding<br>of<br> | All respondents | Non-LGBT<br>respondents | All LGBT<br>respondents | Bi respondentts | Lesbian & gay<br>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.

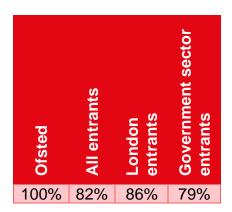
| I agree that I<br><br>my sexual orientation<br>and/or gender identity | Ofsted | All entrants | London<br>entrants | Government sector entrants |
|---|--------|--------------|--------------------|----------------------------|
| Understand why my employer monitors                                   |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

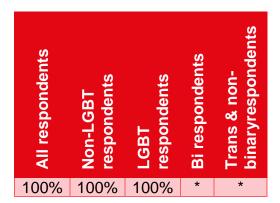
| I agree that I<br><br>my sexual orientation<br>and/or gender identity | LGBT<br>respondents | Bi respondents | Trans respondents |
|---|---------------------|----------------|-------------------|
| Understand why my employer monitors                                   | 97%                 | *              | *                 |
| 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.





## **Network group activities**

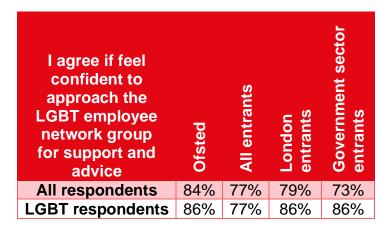
All respondents who reported having an LGBT employee network group were asked two questions about the activities of their network group: if they were aware of its activities and if they had taken part in them over the last year.

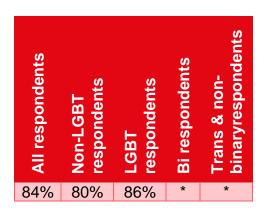
| I the activities of<br>my employer's<br>LGBT network group | Ofsted | All entrants | London<br>entrants | Government sector entrants |
|--|--------|--------------|--------------------|----------------------------|
| Am aware of  | 93%    | 79%          | 83%                | 76%                   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

| I the activities of<br>my employer's<br>LGBT network group | All respondents | Non-LGBT<br>respondents | LGBT<br>respondents | Bi respondents | Trans & non-<br>binaryrespondents |
|--|-----------------|-------------------------|---------------------|----------------|-----------------------------------|
| 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.





#### 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<br>is a valulable and<br>effective asset to<br>my organisation | Ofsted | All entrants | London<br>entrants | Government sector entrants |
|---|--------|--------------|--------------------|----------------------------|
| All respondents   | 84%    | 78%          | 81%                | 75%                        |
| LGBT respondents  | 83%    | 78%          | 83%                | 83%                        |

| All respondents | Non-LGBT<br>respondents | LGBT<br>respondents | Bi respondents | Trans & non-<br>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<br>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<br>respondents | LGBT<br>respondents | Bi respondents | Trans & non-<br>binaryrespondents |
|---|-----------------|-------------------------|---------------------|----------------|-----------------------------------|
| LGBT-inclusive diversity training       | 46%             | 34%                     | 59%                 | *              | *                                 |
| Stonewall Diversity Champion membership | 93%             | 93%                     | 97%                 | *              | *                                 |