

Experiences with Equity, Diversity, and Inclusion (EDI) Policies and Practices in the UK Workplace

FINAL QUESTIONNAIRE

[INTRO SCREEN]

This survey is for **lesbian, gay and bisexual (LGB) supporters** of LGB Alliance UK who **work for public or private sector organisations** with established **Equity Diversity and Inclusion (EDI)** policies and initiatives.

It aims to help us understand the experiences of our LGB supporters when it comes to LGB-related UK EDI policies and initiatives. The findings will help us advocate more effectively for the needs of LGB people.

We have invited you to participate because you are a subscriber to LGB Alliance's newsletter, have attended one of our events, or have donated to LGB Alliance.

This survey will take approximately 10-15 minutes to complete.

Your responses will be kept strictly confidential in accordance with GDPR. The personal information you submit to us is protected by law. We do not share it with anyone. You cannot be identified in the findings.

If you would like any more information on the survey, please contact lgballiancesurvey@gmail.com

Please enter your unique code.

Your answer _____

[NEXT SCREEN]

Section 1: Screening Questions

Q1 (Screen)
[ASK ALL]

This survey is for LGB supporters of LGB Alliance. Before we start the survey, can you confirm you are a supporter of LGB Alliance?
[SINGLE CODE]

Yes, I am a supporter of LGB Alliance	1	GO TO Q2
No, I am not a supporter of LGB Alliance	2	SCREEN OUT
Don't know	3	SCREEN OUT
Prefer not to say	4	SCREEN OUT

IF Q1 = 1:

Please click 'next' to begin the survey.

IF Q1 = 2-4:

[DO NOT ALLOW BACK BUTTON, SUBMIT]

Thank you for your time. This survey is designed for supporters of LGB Alliance.

Thank you for your participation.

Please click 'submit' to end the survey.

Q2 (SCREEN).

[ASK ALL WHO ARE SUPPORTERS OF LGB ALLIANCE IF Q1 = 1]

Which of the following best describes your sexual orientation?

[SINGLE CODE]

Lesbian (i.e., exclusively same-sex attracted female)	1	GO TO Q3
Gay man (i.e., exclusively same-sex attracted male)	2	GO TO Q3
Bisexual (i.e., attracted to both females and males)	3	GO TO Q3
Heterosexual or straight (i.e., exclusively opposite-sex attracted)	4	SCREEN OUT
None of the above	5	SCREEN OUT
Prefer not to say	6	SCREEN OUT
Don't know	7	SCREEN OUT

IF Q2 = 4-7:

[DO NOT ALLOW BACK BUTTON, SUBMIT]

Thank you for your time. This survey is for those supporters of LGB Alliance who are lesbian, gay or bisexual. Thank you for your participation. Please click 'submit' to end the survey.

Q3 (SCREEN)

[ASK ALL LGB SUPPORTERS OF LGB ALLIANCE IF Q2 = 1-3]

Which of the following best describes your current work situation?
[SINGLE CODE]

Employed full-time	1	GO TO Q4
Employed part-time	2	GO TO Q4
Self-employed	3	GO TO Q4
Contractor or freelancer	4	GO TO Q4
Unemployed	5	SCREEN OUT
Retired	6	SCREEN OUT
Student	7	SCREEN OUT
Other (please specify)	8	GO TO Q4

IF Q3 = 5-8:

Thank you for your time. This survey is for supporters of LGB Alliance who are lesbian, gay or bisexual and are currently employed. Thank you for your participation. Please click **SUBMIT to end the survey.**

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Q4

[ASK ALL EMPLOYED LGB SUPPORTERS OF LGB ALLIANCE IF Q3 = 1-2]

Approximately how many employees work at your organisation?

[SINGLE CODE]

Fewer than 50 employees	1	SCREEN OUT
50–249 employees	2	GO TO Q5
250–999 employees	3	GO TO Q5
1,000–4,999 employees	4	GO TO Q5
5,000+ employees	5	GO TO Q5
Don't know	6	SCREEN OUT

IF Q4 = 1 or 6:

Thank you for your time. This survey is for supporters of LGB Alliance who are lesbian, gay or bisexual and are currently employed at a medium to large organisation. Thank you for your participation. Please click **SUBMIT to end the survey.**

Q5

[ASK ALL EMPLOYED LGB SUPPORTERS OF LGB ALLIANCE WHO WORK FOR MEDIUM TO LARGE ORGANISATIONS IF Q4 = 2-5]

Does your organisation primarily operate under UK employment laws and regulations, or under employment laws and regulations outside the UK?

[SINGLE CODE]

Yes, UK	1	GO TO Q6
No, outside UK	2	SCREEN OUT
Don't know	3	GO TO Q6

IF Q5 = 2:

Thank you for your time. This survey is for supporters of LGB Alliance who are lesbian, gay or bisexual and are currently employed at a medium or large organisation operating under UK employment laws and regulations. Thank you for your participation. Please click **SUBMIT to end the survey.**

Q6

[ASK ALL EMPLOYED LGB SUPPORTERS OF LGB ALLIANCE WHO WORK FOR MEDIUM TO LARGE ORGANISATIONS OPERATING UNDER UK LAWS AND REGULATIONS. IF Q5 = 1 OR 3]

To the best of your knowledge, does your organisation have formal policies or initiatives related to equity, diversity, and inclusion (EDI)?

[SINGLE CODE]

Yes, my organisation has formal EDI policies and/ or initiatives	1	GO TO Q7
No, my organisation does not have any formal EDI policies and/ or initiatives	2	SCREEN OUT
I don't know whether my organisation has formal EDI policies or initiatives	3	SCREEN OUT

IF Q6 = 2-3:

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Thank you for your time. This survey is for supporters of LGB Alliance who are lesbian, gay or bisexual and are currently employed in a UK medium or large organisation and who are aware of formal EDI policies and initiatives in their organisation. Thank you for your participation. Please click **SUBMIT to end the survey.**

Section 2: Workplace characteristics

Q7

[ASK ALL SCREENED INTO THE SURVEY (EMPLOYED LGB SUPPORTERS OF LGB ALLIANCE WHO WORK FOR MEDIUM TO LARGE ORGANISATIONS OPERATING UNDER UK LAWS AND REGULATIONS AND WHO HAVE FORMAL EDI POLICIES)]

You said the organisation you work for operates under UK employment laws and regulations. Where in your organisation's UK head office?

[SINGLE CODE]

England: London	1	GO TO Q8
England: elsewhere	2	GO TO Q8
Wales	3	GO TO Q8
Scotland	4	GO TO Q8
Northern Ireland	5	GO TO Q8
Don't know	6	GO TO Q8

Q8

[ASK ALL]

Is your organisation local, national, or multinational in scope?

[SINGLE CODE]

Local (e.g., a single location or region)	1	GO TO Q9
National (operating within a single country in the UK, e.g, England, Scotland, Wales, or Northern Ireland)	2	GO TO Q9
UK-wide (operating across all or most of the UK)	3	GO TO Q9
Multinational / Global (operating in the UK and other countries)	4	GO TO Q9
Other (please specify)	5	GO TO Q9
Don't know	6	GO TO Q9

Q9

[ASK ALL]

So far as you know, which of the following best describes your employer's ownership structure?

[SINGLE CODE]

Publicly listed company	1	GO TO Q10
Privately owned business	2	GO TO Q10
Government agency or public body (e.g., NHS, civil service, local government, BBC)	3	GO TO Q10
Charity / non-profit organisation	4	GO TO Q10
Academic or research institution	5	GO TO Q10
Other (please specify)	6	GO TO Q10
Don't know	7	GO TO Q10

Q10

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[ASK ALL]

Which of the following best describes your industry?

[SINGLE CODE]

Finance, banking, or insurance	1	GO TO Q11
Technology, IT, or telecoms	2	GO TO Q11
Healthcare or social care	3	GO TO Q11
Education or research	4	GO TO Q11
Government or civil service	5	GO TO Q11
Legal or professional services	6	GO TO Q11
Retail, hospitality, or tourism	7	GO TO Q11
Arts, media, or creative industries	8	GO TO Q11
Engineering, manufacturing, or construction	9	GO TO Q11
Energy, utilities, or mining	10	GO TO Q11
Transport, logistics, or supply chain	11	GO TO Q11
Charity, NGO, or non-profit	12	GO TO Q11
Other (please specify)	13	GO TO Q11

Q11

[ASK ALL]

Does your organisation have a formal department or team dedicated to equity, diversity, and inclusion (EDI) issues

[SINGLE CODE]

Yes	1	GO TO Q12A
No	2	GO TO Q12A
Don't know	3	GO TO Q12A

Section 3: Beliefs and Values

This section asks you some questions about your beliefs and values when it comes to sex, gender, and sexual orientation. It also asks some questions about your values and experiences with EDI in the workplace.

Q12A

[ASK ALL]

It is now common in many medium and large organisations in the UK for lesbian, gay and bisexual people to be categorised under a larger LGBTQ+ umbrella of identities.

As an LGB person in your workplace, to what extent do you feel comfortable being categorised under the LGBTQ+ umbrella?

[SINGLE CODE]

Very comfortable	1	GO TO Q13
Quite comfortable	2	GO TO Q13
Neither comfortable nor uncomfortable	3	GO TO Q13
Quite uncomfortable	4	GO TO Q12B
Very uncomfortable	5	GO TO Q12B
Don't know	6	GO TO Q13
Prefer not to say	7	GO TO Q13
Not applicable. My workplace does not categorise LGB people under the wider LGBTQ+ umbrella	8	GO TO Q13

Q12B

[ASK ALL]

Thinking about your own organisation, to what extent do you feel your organisation's senior leadership is aware of the differences between issues related to lesbian, gay, and bisexual (LGB) people, and those related to transgender, queer, and other (TQ+) people?

[SINGLE CODE]

Completely aware	1	GO TO Q13
Somewhat aware	2	GO TO Q13
Neutral/ no opinion	3	GO TO Q13
somewhat unaware	4	GO TO Q13
Completely unaware	5	GO TO Q13
Don't know	6	GO TO Q13

Q13

[ASK ALL]

The UK's 2010 Equality Act protects people from discrimination in the workplace based on certain characteristics. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

To what extent do you agree or disagree that it is important for workplaces to uphold protections for all these characteristics?

[SINGLE CODE]

Strongly agree	1	GO TO Q14
Somewhat agree	2	GO TO Q14
Neither agree nor disagree	3	GO TO Q14
Somewhat disagree	4	GO TO Q14
Strongly disagree	5	GO TO Q14
Don't know	6	GO TO Q14

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Q14

[ASK ALL]

Today, some people define sexual orientation in a way that is different from the past. Some people base the definition of sexual orientation on gender identity, or how a person identifies their gender, rather than their actual sex.

On what basis do you define sexual orientation?

[SINGLE CODE]

Based on sex (e.g., being attracted to males or females)	1	GO TO Q15A
Based on gender identity (e.g., being attracted to people according to how they identify, not their sex)	2	GO TO Q15A
Other (please specify)	3	GO TO Q15A
Don't know	4	GO TO Q15A

Q15A

[ASK ALL]

In your opinion, how important are the following values when it comes to equity, diversity, and inclusion (EDI) policies and initiatives in the workplace?

Fairness(i.e., applying the same standards and opportunities to all individuals)

[SINGLE CODE]

Very important	1	GO TO Q15B
Somewhat important	2	GO TO Q15B
Neither important nor unimportant	3	GO TO Q15B
Not very important	4	GO TO Q15B
Not important at all	5	GO TO Q15B
Don't know	6	GO TO Q15B

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Q15B

[ASK ALL]

Respect (i.e, Treating each person with dignity, and valuing their contributions equally)

[SINGLE CODE]

Very important	1	GO TO Q15C
Somewhat important	2	GO TO Q15C
Neither important nor unimportant	3	GO TO Q15C
Not very important	4	GO TO Q15C
Not important at all	5	GO TO Q15C
Don't know	6	GO TO Q15C

Q15C

[ASK ALL]

Inclusion (i.e., actively creating an environment where everyone feels they belong)

[SINGLE CODE]

Very important	1	GO TO Q15D
Somewhat important	2	GO TO Q15D
Neither important nor unimportant	3	GO TO Q15D
Not very important	4	GO TO Q15D
Not important at all	5	GO TO Q15D
Don't know	6	GO TO Q15D

Q15D

[ASK ALL]

Openness (i.e. encouraging transparency, listening to different perspectives, and being open to change).

[SINGLE CODE]

Very important	1	GO TO Q15E
Somewhat important	2	GO TO Q15E
Neither important nor unimportant	3	GO TO Q15E
Not very important	4	GO TO Q15E
Not important at all	5	GO TO Q15E
Don't know	6	GO TO Q15E

Q15E

[ASK ALL]

Diversity (i.e. recognising and valuing the benefits of a wide range of experiences, backgrounds, thoughts, and ideas)

[SINGLE CODE]

Very important	1	GO TO Q16A
Somewhat important	2	GO TO Q16A
Neither important nor unimportant	3	GO TO Q16A
Not very important	4	GO TO Q16A
Not important at all	5	GO TO Q16A
Don't know	6	GO TO Q16A

Q16A

[ASK ALL]

Now thinking about equity, diversity, and inclusion (EDI) in your workplace specifically, to what extent do you believe your organisation's EDI policies and initiatives reflect the following values?

Fairness (i.e., applying the same standards and opportunities to all individuals)
[SINGLE CODE]

Strongly reflect this value	1	GO TO Q16B
Somewhat reflect this value	2	GO TO Q16B
Neither reflect nor contradict this value	3	GO TO Q16B
Somewhat contradict this value	4	GO TO Q16B
Strongly contradict this value	5	GO TO Q16B
Don't know	6	GO TO Q16B

Q16B

[ASK ALL]

Respect (i.e, Treating each person with dignity and valuing their contributions equallys)

[SINGLE CODE]

Strongly reflect this value	1	GO TO Q16C
Somewhat reflect this value	2	GO TO Q16C
Neither reflect nor contradict this value	3	GO TO Q16C
Somewhat contradict this value	4	GO TO Q16C
Strongly contradict this value	5	GO TO Q16C
Don't know	6	GO TO Q16C

Q16C

[ASK ALL]

Inclusion (i.e., *actively creating an environment where everyone feels they belong*)

[SINGLE CODE]

Strongly reflect this value	1	GO TO Q16D
Somewhat reflect this value	2	GO TO Q16D
Neither reflect nor contradict this value	3	GO TO Q16D
Somewhat contradict this value	4	GO TO Q16D
Strongly contradict this value	5	GO TO Q16D
Don't know	6	GO TO Q16D

Q16D

[ASK ALL]

Openness (i.e., *encouraging transparency, listening to different perspectives, and being open to change.*)

[SINGLE CODE]

Strongly reflect this value	1	GO TO Q16E
Somewhat reflect this value	2	GO TO Q16E
Neither reflect nor contradict this value	3	GO TO Q16E
Somewhat contradict this value	4	GO TO Q16E
Strongly contradict this value	5	GO TO Q16E
Don't know	6	GO TO Q16E

Q16E

[ASK ALL]

Diversity (i.e. recognising and valuing the benefits of a wide range of experiences, backgrounds, thoughts, and ideas)

[SINGLE CODE]

Strongly reflect this value	1	GO TO Q17A
Somewhat reflect this value	2	GO TO Q17A
Neither reflect nor contradict this value	3	GO TO Q17A
Somewhat contradict this value	4	GO TO Q17A
Strongly contradict this value	5	GO TO Q17A
Don't know	6	GO TO Q17A

Section 4: Experiences of EDI in the workplace

This section asks about your personal experience in your current or previous workplaces over the past five years.

Some people report experiencing negative experiences in their workplace related to the beliefs they hold about sex, gender, and sexual orientation.

While we recognise that some LGB people may have faced negative experiences because of their sexual orientation, this section focuses specifically on any negative experiences you may have had because of your beliefs or views about sex, gender, or sexual orientation — not because of your sexual orientation itself.

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Q17A

[ASK ALL]

As an LGB employee, in the past 5 years, have you ever taken any formal action in response to what you believe was unlawful discrimination at work related to your beliefs about sex, gender, and sexual orientation?

(Examples of formal action include raising a grievance, reporting to HR or a manager, contacting a trade union, or submitting a claim to an employment tribunal.)

[SINGLE CODE]

	Yes	1	GO TO Q17B
	No	2	GO TO Q17C
	Prefer not to say	3	GO TO Q17C

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Q17B TOOK ACTION AFTER EXPERIENCING UNLAWFUL DISCRIMINATION. IF Q17A = 1]

You said you have taken formal action in response to what you believe was unlawful discrimination at work related to your beliefs about sex, gender, or sexual orientation.

If you feel comfortable, please tell us in your own words, more about this, including what action you took and what the outcome was.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

Q17C

[ASK ALL]

As an LGB employee, in the past 5 years, have you been dismissed or asked to leave as a result of your beliefs about sex, gender, and sexual orientation?

[SINGLE CODE]

	Yes	1	GO TO Q17D
	No	2	GO TO Q17E
	Prefer not to say	3	GO TO Q17E

Q17D

[ASK THOSE WHO SAID THEY HAVE BEEN DISMISSED OR ASKED TO LEAVE IF Q17C = 1]

You said you have been dismissed or asked to leave as a result of your beliefs about sex, gender, and sexual orientation. If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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Q17E

[ASK ALL]

As an LGB employee, in the past 5 years, have you been subject to disciplinary procedures as a result of your beliefs about sex, gender, and sexual orientation?

[SINGLE CODE]

	Yes	1	GO TO Q17F
	No	2	GO TO Q17G
	Prefer not to say	3	GO TO Q17G

Q17F

[ASK THOSE WHO SAID THEY HAVE BEEN SUBJECT TO INTERNAL DISCIPLINARY PROCEDURES IF Q17E = 1]

You said you have been subject to internal disciplinary procedures as a result of your beliefs about sex, gender, and sexual orientation. If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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Q17G

[ASK ALL]

As an LGB employee, in the past 5 years, have you been pressured to affirm views on sex, gender, and sexual orientation that you do not agree with?

[SINGLE CODE]

	Yes	1	GO TO Q17H
	No	2	GO TO Q17I
	Prefer not to say	3	GO TO Q17I

Q17H

[ASK THOSE WHO SAID THEY HAVE BEEN PRESSUED TO AFFIRM VIEWS ON SEX/GENDER THEY DO NOT AGREE WITH IF Q17G = 1]

You said you have been pressured to affirm views on sex and gender that you do not agree with. If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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Q17I

[ASK ALL]

As an LGB employee, in the past 5 years, are you aware of having been excluded from meetings, discussions, or decision-making processes as a result of your beliefs about sex, gender, and sexual orientation?

[SINGLE CODE]

	Yes	1	GO TO Q17J
	No	2	GO TO Q13K
	Prefer not to say	3	GO TO Q13K

Q17J

[ASK THOSE WHO SAID THEY HAVE BEEN EXCLUDED FROM MEETINGS, DISCUSSIONS, OR DECISION-MAKING IF Q17I = 1]

You said you have been excluded from meetings, discussions, or decision-making processes as a result of your beliefs about sex, gender, and sexual orientation. If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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Q17K

[ASK ALL]

As an LGB employee, in the past 5 years, are you aware of work opportunities (e.g., promotions, projects, or training) being withheld or negatively impacted as a result of your beliefs about sex, gender, and sexual orientation?

[SINGLE CODE]

Yes	1	GO TO Q17L
No	2	GO TO Q17M
Prefer not to say	3	GO TO Q17M

Q17L

[ASK THOSE WHO SAID THEY HAVE HAD WORK OPPORTUNITIES WITHHELD OR NEGATIVELY IMPACTED IF Q17K = 1]

You said you have work opportunities withheld or negatively impacted as a result of your beliefs about sex, gender, and sexual orientation. If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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Q17M

[ASK ALL]

As an LGB employee, in the past 5 years, have you received informal warnings or been advised to remain silent on your beliefs about sex, gender, and sexual orientation?

I have personally

[SINGLE CODE]

	Yes	1	GO TO Q17N
	No	2	GO TO Q17O
	Prefer not to say	3	GO TO Q17O

Q17N

[ASK THOSE WHO SAID THEY RECEIVED INFORMAL WARNINGS OR BEEN ADVISED TO REMAIN SILENT ON VIEWS IF Q17M = 1]

You said you have received informal warnings or been advised to remain silent on your views as a result of your beliefs about sex, gender, and sexual orientation.

If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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Q17O

[ASK ALL]

As an LGB employee, in the past 5 years, have you experienced social exclusion or hostility from colleagues or management as a result of your beliefs about sex, gender, and sexual orientation?

[SINGLE CODE]

Yes	1	GO TO Q17P
No	2	GO TO Q17Q
Prefer not to say	3	GO TO Q17Q

Q17P

[ASK THOSE WHO SAID THEY EXPERIENCED SOCIAL EXCLUSION OR HOSTILITY FROM COLLEAGUES OR MANAGEMENT IF Q17O = 1]

You said you have experienced social exclusion or hostility from colleagues or management as a result of your beliefs about sex, gender, and sexual orientation. If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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Q17Q

[ASK ALL]

As an LGB employee, in the past 5 years, have you ever felt unable to express your beliefs about sex, gender, and sexual orientation openly due to fear of negative consequences?

[SINGLE CODE]

Yes	1	GO TO Q17R
No	2	GO TO Q17S
Prefer not to say	3	GO TO Q17S

Q17R

[ASK THOSE WHO SAID THEY HAVE FELT UNABLE TO EXPRESS MY BELIEFS ABOUT SEX, GENDER, AND SEXUAL ORIENTATION OPENLY DUE TO FEAR OF NEGATIVE CONSEQUENCES IF Q17Q = 1]

You said you have felt unable to express your beliefs about sex, gender, and sexual orientation openly due to fear of negative consequences. If you feel comfortable, please tell us in your own words, more about this.

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]

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[ALL PROCEED TO Q18A]

Q18A

[ASK ALL]

In your opinion, in general, to what extent has the workplace climate for LGB employees in the UK improved, become worse, or remained the same over the past few years?

[SINGLE CODE]

Significantly improved	1	GO TO Q18B
Somewhat improved	2	GO TO Q18B
Remained the same	3	GO TO Q19A
Become somewhat worse	4	GO TO Q18C
Become significantly worse	5	GO TO Q18C
Don't know	6	GO TO Q19A

Q18B

[ASK THOSE WHO SAID THEY FELT THINGS HAVE IMPROVED FOR LGB EMPLOYEES IN PAST FEW YEARS IF Q18A = 1 OR 2]

You said that in your opinion, in general things have improved for LGB employees in the past few years. Thinking about your own experiences, in what ways do you think the workplace climate in the UK has improved?

[OPEN-ENDED]

[SKIP OK]

Q18C

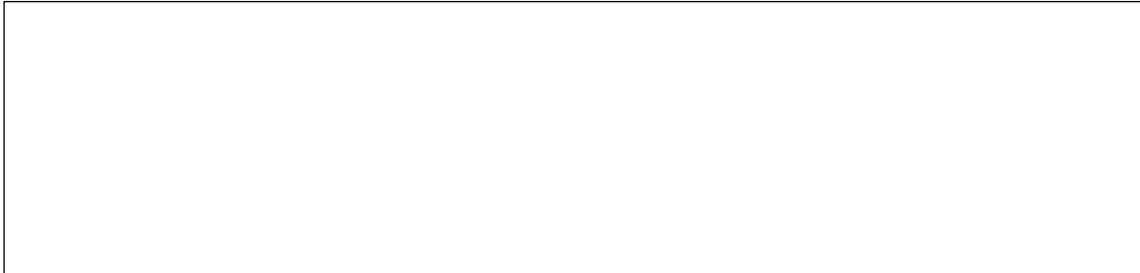
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[ASK THOSE WHO SAID THEY FELT THINGS HAVE WORSENER FOR LGB
EMPLOYEES IN PAST FEW YEARS IF Q18A = 4 OR 5]

**You said that in your opinion, overall, things have become worse for LGB
employees in the past few years. Thinking about your own experiences, in what
ways has the workplace climate in the UK become worse?**

[OPEN-ENDED]

[SKIP OK]



Section 5: LGBTQ+ STAFF NETWORKS

The following questions ask about your workplace experiences with LGBTQ+ staff networks.

Q19A

[ASK ALL]

So far as you know, does your current organisation have an LGBTQ+ staff network? This refers to any staff groups or networks for LGBTQ+ employees (e.g., Pride network, LGBTQ+ staff network, Rainbow group, LGBTQIA+ employee resource group, etc)

[SINGLE CODE]

My workplace has an LGBTQ+ network and I am a member	1	GO TO Q19B
My workplace has an LGBTQ+ network but I am not a member	2	GO TO Q19B
No, my workplace does not have an LGBTQ+ network	3	GO TO Q21
Don't know	4	GO TO Q21

Q19B

[ASK THOSE WHOSE WORKPLACE HAS AN LGBT+ STAFF NETWORK IF Q19A = 1 OR 2]

You said your organisation has an LGBTQ+ staff network. To what extent do you agree or disagree with the following statements, thinking about your experiences with your current workplace LGBTQ+ network:

As an LGB person, I feel my workplace's LGBTQ+ staff network does not represent me

[SINGLE CODE]

Strongly agree	1	GO TO Q19C
Agree	2	GO TO Q19C
Neither agree nor disagree	3	GO TO Q19C
Disagree	4	GO TO Q19C

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Strongly disagree	5	GO TO Q19C
Don't know	6	GO TO Q19C

Q19C

[ASK THOSE WHOSE WORKPLACE HAS AN LGBT+ STAFF NETWORK IF Q18A = 1 OR 2]

My workplace's LGBTQ+ network is supportive of LGB individuals

[SINGLE CODE]

Strongly agree	1	GO TO Q19D
Agree	2	GO TO Q19D
Neither agree nor disagree	3	GO TO Q19D
Disagree	4	GO TO Q19D
Strongly disagree	5	GO TO Q19D
Don't know	6	GO TO Q19D

Q19D

[ASK THOSE WHOSE WORKPLACE HAS AN LGBT+ STAFF NETWORK IF Q18A = 1 OR 2]

My workplace's LGBTQ+ staff network is dominated by activist groups

[SINGLE CODE]

Strongly agree	1	GO TO Q19E
Agree	2	GO TO Q19E
Neither agree nor disagree	3	GO TO Q19E
Disagree	4	GO TO Q19E
Strongly disagree	5	GO TO Q19E
Don't know	6	GO TO Q19E

Q19E

[ASK THOSE WHOSE WORKPLACE HAS AN LGBTQ+ STAFF NETWORK IF Q19A = 1 OR 2]

My workplace LGBTQ+ staff network has contributed to a more inclusive and accepting workplace culture

[SINGLE CODE]

Strongly agree	1	GO TO Q19F
Agree	2	GO TO Q19F
Neither agree nor disagree	3	GO TO Q19F
Disagree	4	GO TO Q19F
Strongly disagree	5	GO TO Q19F
Don't know	6	GO TO Q19F

Q19F

[ASK THOSE WHOSE WORKPLACE HAS AN LGBTQ+ STAFF NETWORK IF Q18A = 1 OR 2]

My workplace LGBTQ+ staff network provides a supportive place for discussions about professional and personal issues

[SINGLE CODE]

Strongly agree	1	GO TO Q20
Agree	2	GO TO Q20
Neither agree nor disagree	3	GO TO Q20
Disagree	4	GO TO Q20
Strongly disagree	5	GO TO Q20
Don't know	6	GO TO Q20

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Q20

[ASK ALL]

Is there anything else you would like to tell us about your thoughts on or experiences with your workplace's LGBTQ+ staff network?

[OPEN-ENDED]

[SKIP OK]

A large, empty rectangular box with a thin black border, intended for respondents to provide open-ended answers to the question above.

Section 6: Pride

The following questions ask about your workplace involvement with Pride-related activities.

Q21A

[ASK ALL]

To the best of your knowledge, as part of its EDI initiatives, does your organisation participate in any Pride-related activities (e.g., sponsorship, campaigns, or other forms of involvement)?

	Yes	1	GO TO Q21B
	No	2	GO TO Q22A
	Don't know	3	GO TO Q22A

Q21B

[ASK THOSE WHOSE ORGANISATIONS PARTICIPATE IN PRIDE IF 21A = 1]

You said your organisation is involved in Pride-related activities. Thinking about your organisation's level of involvement in Pride activities, do you feel your organisation's level of involvement is too low, too high, or about right?

[SINGLE CODE]

Far too low – Our organisation should be significantly more involved	1	GO TO Q21C
Slightly too low – Some increase in involvement would be beneficial	2	GO TO Q21C
About right – The current level of involvement is appropriate	3	GO TO Q21C
Slightly too high – Some reduction in involvement would be preferable	4	GO TO Q21C
Far too high – Our organisation should be significantly less involved	5	GO TO Q21C
Don't know	6	GO TO Q21C

Q21C

[ASK THOSE WHOSE ORGANISATIONS PARTICIPATE IN PRIDE IF 20A = 1]

Is there anything else you would like to tell us about your thoughts on or experiences with your workplace's involvement in Pride activities? Please provide your answer below

[OPEN-ENDED]

[SKIP OK]

Section 7: LGBTQ+ training

The following questions ask about your workplace LGBTQ+ training activities.

Q22A

[ASK ALL]

In the past five years, have you received any LGBTQ+ training at your organisation?

[SINGLE CODE]

Yes, delivered by an external LGBTQ+ training provider	1	GO TO Q22B
Yes, delivered by an internal team or staff member	2	GO TO Q22B
Yes, but I'm unsure who delivered it	3	GO TO Q22B
No, I haven't received LGBTQ+ training at work	4	GO TO Q24
Don't know	5	GO TO Q24

Q22B

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q22A = 1-3]

You said you have received LGBTQ+ training at your organisation in the past five years. Was this training voluntary or mandatory?

[SINGLE CODE]

Voluntary	1	GO TO Q22C
Mandatory	2	GO TO Q22C
Some voluntary, some mandatory	3	GO TO Q22C
Don't know	4	GO TO Q22C

Q22C

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q22A = 1-3]

Thinking about the LGBTQ+ training you have received over the past 5 years, overall, how would you rate the quality of the training provided?

[SINGLE CODE]

Excellent	1	GO TO Q23
Good	2	GO TO Q23
Average	3	GO TO Q23
Poor	4	GO TO Q23
Very poor	5	GO TO Q23
Don't know	6	GO TO Q23

Q22D

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q22C = 1-6]

In general, to what extent do you agree with the following statements about the LGBTQ+ training you received over the past 5 years?

Gave appropriate attention to LGB- specific issues

[SINGLE CODE]

Strongly agree	1	GO TO Q22E
Somewhat agree	2	GO TO Q22E
Neither agree nor disagree	3	GO TO Q22E
Somewhat d	4	GO TO Q22E
Strongly disagree	5	GO TO Q22E
Don't know	6	GO TO Q22E

Q22E

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q21C = 1 - 5]

Presented in a neutral way, rather than promoting a particular viewpoint
[SINGLE CODE]

Strongly agree	1	GO TO Q22F
Somewhat agree	2	GO TO Q22F
Neither agree nor disagree	3	GO TO Q22F
Somewhat disagree	4	GO TO Q22F
Strongly disagree	5	GO TO Q22F
Don't know	6	GO TO Q22F

Q22F

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q21C = 1 - 5]

Logistical issues disrupted the sessions (e.g., technical problems).
[SINGLE CODE]

Strongly agree	1	GO TO Q22F
Somewhat agree	2	GO TO Q22F
Neither agree nor disagree	3	GO TO Q22F
Somewhat disagree	4	GO TO Q22F
Strongly disagree	5	GO TO Q22F
Don't know	6	GO TO Q22F

Q22G

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q21C = 1 - 5]

Provided an environment where alternative views were encouraged
[SINGLE CODE]

Strongly agree	1	GO TO Q22G
Somewhat agree	2	GO TO Q22G
Neither agree nor disagree	3	GO TO Q22G
Somewhat disagree	4	GO TO Q22G
Strongly disagree	5	GO TO Q22G
Don't know	6	GO TO Q22G

Q22H

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q22C = 1 - 5]

Was legally accurate

[SINGLE CODE]

Strongly agree	1	GO TO Q22H
Somewhat agree	2	GO TO Q22H
Neither agree nor disagree	3	GO TO Q22H
Somewhat disagree	4	GO TO Q22H
Strongly disagree	5	GO TO Q22H
Don't know	6	GO TO Q22H

Q22I

[ASK THOSE WHO HAVE RECEIVED LGBTQ+ TRAINING IF Q22C = 1 - 5]

Poorly and/ or unprofessionally delivered (e.g., unclear content, inexperienced or unqualified trainer) [SINGLE CODE]

Strongly agree	1	GO TO Q23
Somewhat agree	2	GO TO Q23
Neither agree nor disagree	3	GO TO Q23
Somewhat disagree	4	GO TO Q23
Strongly disagree	5	GO TO Q23
Don't know	6	GO TO Q23

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Q23

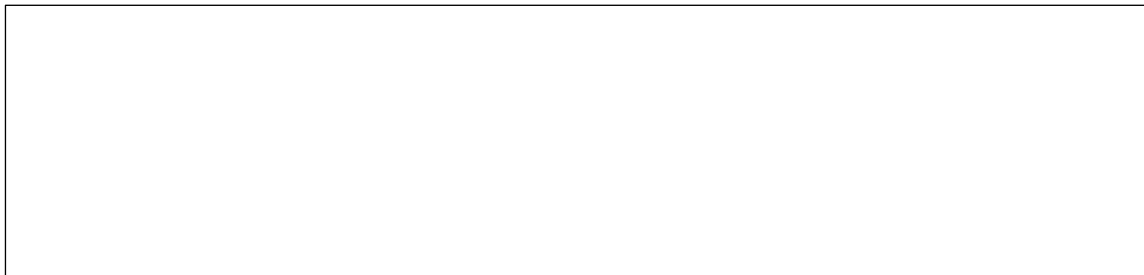
[ASK IF Q22A = 1-3]

Is there anything else you would like to tell us about your thoughts or experiences with your workplace's LGBTQ+ training provision?

This question is optional and you can continue without answering

[OPEN-ENDED]

[SKIP OKAY]



Now, we would like you to share any practical suggestions or recommendations you might have for improving Equity, Diversity, and Inclusion (EDI) policies and initiatives related to issues affecting LGB people.

Q24

[ASK ALL]

As an LGB person and based on your own experiences, what suggestions or recommendations do you have, if any, for senior leaders in UK organisations when it comes to improving EDI policies and initiatives? Please make your suggestions as practical and specific as you can.

[OPEN ENDED] NOTE CHANGE

[SKIP OKAY]

This question is optional and you can continue without answering



Q25

[ASK ALL]

Before we ask some final questions about you, is there anything else you would like to share about your experiences with workplace EDI policies as an LGB employee?

[OPEN ENDED]

[SKIP OKAY]

This question is optional and you can continue without answering

Section 8: questions about you

Finally, we would like to gather more details about you. These questions will help us better understand the various experiences among supporters of LGB Alliance regarding EDI policies and initiatives. Remember, we won't be able to identify you from your responses.

Q26

[ASK ALL]

What is your sex?

[SINGLE CODE]

Male	1	GO TO Q27
Female	2	GO TO Q27
Prefer not to say	3	GO TO Q27

Q27

[ASK ALL]

What age are you?

[SINGLE CODE]

Under 18	1	GO TO Q28
18-24	2	GO TO Q28
25-34	3	GO TO Q28
35-44	4	GO TO Q28
45-54	5	GO TO Q28
55-64	6	GO TO Q28
65-74	7	GO TO Q28
75 years and over	8	GO TO Q28
Prefer not to say	9	GO TO Q28

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Q28

[ASK ALL]

Which of these best describes your ethnicity?

[SINGLE CODE]

White	1	GO TO Q29
Black/ Black British	2	GO TO Q29
Asian/ Asian British	3	GO TO Q29
Mixed	4	GO TO Q29
Don't know	5	GO TO Q29
Prefer not to say	6	GO TO Q29
Other (please specify)	7	GO TO Q29

Q29

[ASK ALL]

What is the highest degree or level of school you have completed?

[SINGLE CODE]

Primary school	1	GO TO Q30
Secondary school up to 16 years	2	GO TO Q30
Higher or secondary or further education (A-levels, BTEC, etc.)	3	GO TO Q30
College or university	4	GO TO Q30
Postgraduate degree	5	GO TO Q30
Prefer not to say	6	GO TO Q30

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Q30

[ASK ALL]

Which of the following best describes your total personal income before tax for the last tax year (April 6, 2023 – April 5, 2024)

[SINGLE CODE]

Less than £20,000	1	GO TO Q31
£20,000 – £39,999	2	GO TO Q31
£40,000 – £74,999	3	GO TO Q31
£75,000 – £99,999	4	GO TO Q31
£100,000 or more	5	GO TO Q31
Prefer not to say	6	GO TO Q31

Q31

[ASK ALL]

Regarding politics in general, do you consider yourself as more left-wing, centre, or more right-wing?

[SINGLE CODE]

Left-wing	1	GO TO Q32
Centre-left	2	G TO Q322
Centre	3	GO TO Q32
Centre-right	4	TO GO Q32
Right-wing	5	GO TO Q32
Don't know	6	GO TO Q32
Prefer not to say	7	GO TO Q32

Q32

[ASK ALL]

What is your job level?

[SINGLE CODE]

Entry-level or junior staff	1	GO TO Q33
Mid-level professional	2	GO TO Q33
Senior manager or director	3	GO TO Q33
Executive or board level	4	GO TO Q33
Self-employed / consultant	5	GO TO Q33
Other (please specify)	6	GO TO Q33
Prefer not to say	7	GO TO Q33
Don't know	8	GO TO Q33

Q33

[ASK ALL]

How long have you worked for your current employer?

[SINGLE CODE]

Less than 1 year	1	DISPLAY FINAL TEXT
1–2 years	2	DISPLAY FINAL TEXT
3–5 years	3	DISPLAY FINAL TEXT
6–10 years	4	DISPLAY FINAL TEXT
More than 10 years	5	DISPLAY FINAL TEXT
Prefer not to say	6	DISPLAY FINAL TEXT
Don't know	7	DISPLAY FINAL TEXT

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FINAL TEXT

Thank you for completing our survey. Your responses have been recorded. You can now close this window.