

## LGB Alliance Supporter Experiences with EDI in the Workplace Survey

### 26 May 2025

### Topline Results

- AMARTA Research conducted an online survey with 235 lesbian, gay, and bisexual (LGB) supporters of LGB Alliance
- Respondents were screened to include only LGB supporters, those employed in medium to large organisations operating under UK laws and regulations, and those in organisations with formal EDI policies and initiatives
- Fieldwork was conducted between 6<sup>th</sup> and 18<sup>th</sup> May, 2025
- A total of 387 respondents started the survey
- Five (5) duplicate unique identifier or duplicate email address responses were removed prior to analysis
- 147 others were ineligible based on supporter status, sexual orientation, employment status, size of organisation, location of operation, or due to the absence of formal EDI policy and initiatives.
- Percentage figures (%) are reported unless the numbers are less than 30, in which case the numbers (n) are reported
- Where figures do not sum to 100 per cent, this may be due to computer rounding, multiple responses or the exclusion of 'Don't know' responses
- \* represents a number less than 10
- Base is all respondents (235) unless otherwise indicated

#### SECTION 1: SCREENING QUESTIONS

- Q1. **This survey is for LGB supporters of LGB Alliance. Before we start the survey, can you confirm you are a supporter of LGB Alliance?** SCREENING QUESTION. SINGLE CODE  
*Base: All who started the survey with duplicates removed (382)*

Yes, I am a supporter of LGB Alliance	99%	
No, I am not a supporter of LGB Alliance	*	SCREEN OUT
Don't know	*	SCREEN OUT
Prefer not to say	0	SCREEN OUT

- Q2. **Which of the following best describes your sexual orientation?** SCREENING QUESTION. SINGLE CODE  
*Base: All supporters of LGB Alliance (378)*

Lesbian (i.e., exclusively same-sex attracted female)	34%	
Gay man (i.e., exclusively same-sex attracted male)	43%	
Bisexual (i.e., attracted to both females and males)	15%	
Heterosexual or straight (i.e., exclusively opposite-sex attracted)	8%	SCREEN OUT
None of the above	0	SCREEN OUT
Prefer not to say	*	SCREEN OUT
Don't know	0	SCREEN OUT

- Q3. **Which of the following best describes your current work situation?** SCREENING QUESTION. SINGLE CODE  
*Base: All LGB supporters of LGB Alliance (347)*

Employed full-time	64%	
Employed part-time	16%	
Self-employed	n=21	
Contractor or freelancer	n=11	
Unemployed	*	SCREEN OUT
Retired	n=19	SCREEN OUT
Student	0	SCREEN OUT
Other (please specify)	n=13	

- Q4. **Approximately how many employees work at your organisation?** SCREENING QUESTION. SINGLE CODE  
*Base: All employed LGB supporters of LGB Alliance (323)*

Fewer than 50 employees	15%	SCREEN OUT
50–249 employees	16%	
250–999 employees	13%	
1,000–4,999 employees	21%	
5,000+ employees	33%	
Don't know	*	SCREEN OUT

- Q5. **Does your organisation primarily operate under UK employment laws and regulations, or under employment laws and regulations outside the UK?** SCREENING QUESTION.  
*Base: All employed LGB supporters of LGB Alliance who work for medium to large organisations (269)*

Yes, UK	93%	
No, outside UK	n=17	SCREEN OUT
Don't know	*	SCREEN OUT

- Q6. **To the best of your knowledge, does your organisation have formal policies or initiatives related to EDI?** SCREENING QUESTION. SINGLE CODE  
*Base: All employed LGB supporters of LGB Alliance who work for medium to large organisations operating under UK laws and regulations (250)*

<b>Yes, my organisation has formal EDI policies and/ or initiatives</b>	94%	
<b>No, my organisation does not have any formal EDI policies and/ or initiatives</b>	<i>n</i> =10	SCREEN OUT
I don't know whether my organisation has formal EDI policies or initiatives	*	SCREEN OUT

## SECTION 2: WORKPLACE CHARACTERISTICS

- Q7. **You said the organisation you work for operates under UK employment laws and regulations. Where in your organisation's UK head office?** SINGLE CODE  
*Base: All screened into the survey (235)*

<b>England: London</b>	45%
<b>England: elsewhere</b>	45%
<b>Wales</b>	*
<b>Scotland</b>	<i>n</i> =15
<b>Northern Ireland</b>	*
Don't know	*

- Q8. **Is your organisation local, national, or multinational in scope?** SINGLE CODE  
*Base: All (235)*

<b>Local (e.g., a single location or region)</b>	30%
<b>National (operating within a single country in the UK, e.g., England, Scotland, Wales, or Northern Ireland)</b>	19%
<b>UK-wide (operating across all or most of the UK)</b>	25%
<b>Multinational / Global (operating in the UK and other countries)</b>	26%
Other (please specify)	*
Don't know	0

- Q9. **So far as you know, which of the following best describes your employer's ownership structure?** SINGLE CODE  
Base: All (235)

Publicly listed company	17%
Privately owned business	14%
Government agency or public body (e.g., NHS, civil service, local government, BBC)	43%
Charity / non-profit organisation	n=27
Academic or research institution	14%
Other (please specify)	*
Don't know	*

- Q10. **Which of the following best describes your industry??** SINGLE CODE  
Base: All (235)

Finance, banking, or insurance	n=13
Technology, IT, or telecoms	N=15
Healthcare or social care	19%
Education or research	18%
Government or civil service	19%
Legal or professional services	n=15
Retail, hospitality, or tourism	n=10
Arts, media, or creative industries	n=13
Engineering, manufacturing, or construction	*
Energy, utilities, or mining	*
Transport, logistics, or supply chain	*
Charity, NGO, or non-profit	n=17
Other (please specify)	*

- Q11. **Does your organisation have a formal department or team dedicated to equity, diversity, and inclusion (EDI) issues?**  
Base: All (235)

Yes	71%
No	19%
Don't know	10%

### SECTION 3: BELIEFS AND VALUES

**SECTION INTRODUCTION: 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.** 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**

*Base: All (235)*

<b>Very comfortable</b>	*	GO TO Q13
<b>Quite comfortable</b>	*	GO TO Q13
<b>Neither comfortable nor uncomfortable</b>	*	GO TO Q13
<b>Quite uncomfortable</b>	21%	
<b>Very uncomfortable</b>	70%	
Don't know	*	GO TO Q13
Prefer not to say	0	GO TO Q13
Not applicable. My workplace does not categorise LGB people under the wider LGBTQ+ umbrella	*	GO TO Q13

- Q12B.** 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

*Base: All those who feel uncomfortable (quite/ very) (214)*

<b>Completely aware</b>	*
<b>Somewhat aware</b>	n=14
<b>Neutral/ no opinion</b>	*
<b>Somewhat unaware</b>	23%
<b>Completely unaware</b>	62%
Don't know	n=10

- Q13. **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**

*Base: All (235)*

<b>Strongly agree</b>	77%
<b>Somewhat agree</b>	17%
<b>Neither agree nor disagree</b>	*
<b>Somewhat disagree</b>	*
<b>Strongly disagree</b>	*
Don't know	0

- Q14. **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**

*Base: All (235)*

<b>Based on sex (e.g., being attracted to males or females)</b>	98%
<b>Based on gender identity (e.g., being attracted to people according to how they identify, not their sex)</b>	*
Other (please specify)	*
Don't know	0

Q15. In your opinion, how important are the following values when it comes to equity, diversity, and inclusion (EDI) policies and initiatives in the workplace? SINGLE CODE

- A. Fairness (i.e., applying the same standards and opportunities to all individuals)
- B. Respect (i.e., treating each person with dignity, and valuing their contributions equally)
- C. Inclusion (i.e., actively creating an environment where everyone feels they belong)
- D. Openness (i.e. encouraging transparency, listening to different perspectives, and being open to change)
- E. Diversity (i.e. recognising and valuing the benefits of a wide range of experiences, backgrounds, thoughts, and ideas)

SINGLE CODE

Base: All (235)

	Fairness	Respect	Inclusion	Openness	Diversity
<b>Very important</b>	87%	84%	57%	71%	55%
<b>Somewhat important</b>	<i>n</i> =24	<i>n</i> =29	26%	20%	31%
<b>Neither important nor unimportant</b>	*	*	<i>n</i> =27	<i>n</i> =19	<i>n</i> =21
<b>Not very important</b>	*	*	*	*	*
<b>Not important at all</b>	*	*	*	0	*
Don't know	0	0	0	0	*

Q16. 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? SINGLE CODE

SINGLE CODE

Base: All (235)

	Fairness	Respect	Inclusion	Openness	Diversity
<b>Strongly reflect this value</b>	22%	25%	20%	<i>n</i> =25	14%
<b>Somewhat reflect this value</b>	32%	30%	26%	27%	32%
<b>Neither reflect nor contradict this value</b>	<i>n</i> =21	<i>n</i> =19	<i>n</i> =28	15%	17%
<b>Somewhat contradict this value</b>	23%	21%	21%	20%	20%
<b>Strongly contradict this value</b>	13%	15%	19%	26%	17%
Don't know	*	*	*	*	*

## SECTION 4: EXPERIENCES OF EDI IN THE WORKPLACE

**SECTION INTRODUCTION: 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.

- Q17A. 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? SINGLE CODE

(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)

Base: All (235)

Yes	n=27	
No	88%	GO TO Q17C
Prefer not to say	*	GO TO Q17C

- Q17B. 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

Base: All who have taken formal action (27)

- Q17C. 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

Base: All (235)

Yes	*	
No	97%	GO TO Q17E
Prefer not to say	*	GO TO Q17E

- Q17D. 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

Base: All who have been dismissed or asked to leave (\*)

To protect participant confidentiality, example individual open-ended comments are not provided for this question due to the small number of responses and the potential for indirect identification.



Q17E. **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

Base: All (235)

Yes	n=15	
No	93%	GO TO Q17G
Prefer not to say	*	GO TO Q17G

Q17F. **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

Base: All who have been subject to internal disciplinary procedures (15)

Q17G. **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

Base: All (235)

Yes	65%	
No	33%	GO TO Q17I
Prefer not to say	*	GO TO Q17I

Q17H. **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

Base: All who have been pressured to affirm views (153)

Q17I. **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

Base: All (235)

Yes	15%	
No	85%	GO TO Q17L
Prefer not to say	*	GO TO Q17L

Q17J. 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  
Base: All who have been excluded from meetings, discussions, or decision-making processes (34)

Q17K. 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  
Base: All (235)

Yes	n=20	
No	90%	GO TO Q17M
Prefer not to say	*	GO TO Q17M

Q17L. 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  
Base: All who have had work opportunities withheld or negatively impacted (20)

Q17M. 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? SINGLE CODE  
Base: All (235)

Yes	36%	GO TO Q17N
No	62%	GO TO Q17O
Prefer not to say	*	GO TO Q17O

Q17N. 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  
Base: All who have received an informal warning or been advised to remain silent (85)

- Q17O. **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  
*Base: All (235)*

Yes	35%	
No	62%	GO TO Q17Q
Prefer not to say	*	GO TO Q17Q

- Q17P. **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  
*Base: All who have experienced social exclusion or hostility (83)*

- Q17Q. **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  
*Base: All (235)*

Yes	86%	GO TO Q17P
No	13%	GO TO Q17Q
Prefer not to say	*	GO TO Q17Q

- Q17R. **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  
*Base: All who have felt unable to express beliefs openly due to fear of negative consequences (203)*

- Q18A. **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  
*Base: All (235)*

Significantly improved	n=10	GO TO Q18B
Somewhat improved	n=26	GO TO Q18B
Remained the same	16%	GO TO Q19A
Become somewhat worse	39%	GO TO Q18C
Become significantly worse	25%	GO TO Q18C
Don't know	n=10	GO TO Q19A

- Q18B. 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? This question is optional and you can continue without answering. OPEN-ENDED. SKIP OKAY  
*Base: All who feel things have improved (36)*

**Selected verbatim responses:**

(Base: 32 respondents provided open-ended responses)

- Q18C. 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? (This question is optional and you can continue without answering.) OPEN-ENDED. SKIP OKAY

*Base: All who feel things have become worse (151)*

**Selected verbatim responses:**

(Base: 123 respondents provided open-ended responses)

## SECTION 5: LGBTQ+ STAFF NETWORKS

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

- Q19A. 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  
*Base: All (235)*

<b>My workplace has an LGBTQ+ network and I am a member</b>	23%	GO TO Q19B
<b>My workplace has an LGBTQ+ network but I am not a member</b>	55%	GO TO Q19B
<b>No, my workplace does not have an LGBTQ+ network</b>	17%	GO TO Q21
Don't know	n=12	GO TO Q21

Q19B-F. 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:

- B. As an LGB person, I feel my workplace's LGBTQ+ staff network does not represent me
- C. My workplace's LGBTQ+ network is supportive of LGB individuals
- D. My workplace's LGBTQ+ staff network is dominated by activist groups
- E. My workplace LGBTQ+ staff network has contributed to a more inclusive and accepting workplace culture
- F. My workplace LGBTQ+ staff network provides a supportive place for discussions about professional and personal issues

SINGLE CODE

Base: All with an LGBTQ+ staff network (183)

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Don't know
B	73%	n=29	*	*	*	*
C	*	n=23	27%	26%	25%	n=14
D	51%	22%	n=16	*	*	n=17
E	*	n=14	27%	20%	34%	n=15
F	*	n=12	18%	27%	32%	n=26

Q20. Is there anything else you would like to tell us about your thoughts on or experiences with your workplace's LGBTQ+ staff network? (This question is optional and you can continue without answering.) OPEN-ENDED. SKIP OKAY

Base: All who have an LGBTQ+ staff network (183)

## SECTION 6: PRIDE

SECTION INTRODUCTION. The following questions ask about your workplace's involvement with Pride-related activities.

Q21A. 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)? SINGLE CODE

Base: All (235)

Yes	75%	
No	14%	GO TO Q22A
Don't know	n=26	GO TO Q22A

- Q21B. **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]**

*Base: All whose organisations are involved in Pride-related activities (176)*

<b>Far too low – Our organisation should be significantly more involved</b>	*
<b>Slightly too low – Some increase in involvement would be beneficial</b>	*
<b>About right – The current level of involvement is appropriate</b>	32%
<b>Slightly too high – Some reduction in involvement would be preferable</b>	21%
<b>Far too high – Our organisation should be significantly less involved</b>	39%
<b>Don't know</b>	n=9

- Q21C. **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. (This question is optional and you can continue without answering.) OPEN-ENDED. SKIP OKAY**

*Base: All whose organisations are involved in Pride-related activities (176)*

## SECTION 7: LGBTQ+ TRAINING

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

- Q22A. **In the past five years, have you received any LGBTQ+ training at your organisation? [SINGLE CODE]**

*Base: All (235)*

	%	
<b>Yes, delivered by an external LGBTQ+ training provider</b>	21%	GO TO Q22B
<b>Yes, delivered by an internal team or staff member</b>	20%	GO TO Q22B
<b>Yes, but I'm unsure who delivered it</b>	n=14	GO TO Q22B
<b>No, I haven't received LGBTQ+ training at work</b>	52%	GO TO Q24
<b>Don't know</b>	*	GO TO Q24

Q22B. **You said you have received LGBTQ+ training at your organisation in the past five years. Was this training voluntary or mandatory?** [SINGLE CODE]

Base: All who received LGBTQ+ training (109)

Voluntary	n=27
Mandatory	57%
Some voluntary, some mandatory	n=20
Don't know	0

Q22C. **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]

Base: All who received LGBTQ+ training (109)

	%
Excellent	*
Good	*
Average	n=22
Poor	32%
Very poor	44%
Don't know	0

Q22D-I. **In general, to what extent do you agree with the following statements about the LGBTQ+ training you received over the past 5 years?**

- D. It gave appropriate attention to LGB- specific issues
- E. It presented in a neutral way, rather than promoting a particular viewpoint
- F. Logistical issues disrupted the sessions (e.g., technical problems,).
- G. It provided an environment where alternative views were encouraged
- H. It was legally accurate
- I. It was poorly and/ or unprofessionally delivered (e.g., unclear content, inexperienced or unqualified trainer)

SINGLE CODE

Base: All who have received LGBTQ+ training (109)

	Strongly Agree	Somewhat Agree	Neither	Somewhat Disagree	Strongly Disagree	Don't know
D	*	*	*	n=22	62%	0
E	*	*	*	n=23	64%	*
F	*	*	35%	*	40%	n=14
G	*	0	*	n=20	71%	*
H	*	*	n=15	n=20	52%	*
I	n=23	n=22	n=20	n=18	n=21	*

- Q23. **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  
*Base: All who have received LGBTQ+ training (109)*

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. **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. (This question is optional and you can continue without answering.)** OPEN-ENDED. SKIP OKAY

*Base: All (235)*

- Q25. **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? (This question is optional and you can continue without answering.)** OPEN-ENDED. SKIP OKAY

*Base: All (235)*

## SECTION 8: QUESTIONS ABOUT YOU

**SECTION INTRODUCTION:** 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. **What is your sex?** SINGLE CODE  
*Base: All (235)*

	Female	46%
	Male	53%
	Prefer not to say	*



Q27. **What age are you?** SINGLE CODE  
Base: All (235)

Under 18	0
18-24	*
25-34	n=16
35-44	23%
45-54	34%
55-64	29%
65-74	n=11
75 years and over	*
Prefer not to say	*

Q28. **Which of these best describes your ethnicity?** SINGLE CODE  
Base: All (235)

White	93%
Black/ Black British	0
Asian/ Asian British	*
Mixed	*
Don't know	0
Prefer not to say	*
Other (please specify)	*

Q29. **What is the highest degree or level of school you have completed?** SINGLE CODE  
Base: All (235)

Primary school	*
Secondary school up to 16 years	*
Higher or secondary or further education (A-levels, BTEC, etc.)	n=24
College or university	38%
Postgraduate degree	49%
Prefer not to say	*

- Q30. **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**  
*Base: All (235)*

	%
<b>Less than £20,000</b>	*
<b>£20,000 – £39,999</b>	29%
<b>£40,000 – £74,999</b>	40%
<b>£75,000 – £99,999</b>	<i>n</i> =19
<b>£100,000 or more</b>	<i>n</i> =29
Prefer not to say	*

- Q31. **Regarding politics in general, do you consider yourself as more left-wing, centre, or more right-wing? SINGLE CODE**  
*Base: All (235)*

<b>Left-wing</b>	14%
<b>Centre-left</b>	27%
<b>Centre</b>	23%
<b>Centre-right</b>	25%
<b>Right-wing</b>	<i>n</i> =14
Don't know	*
Prefer not to say	*

- Q32. **What is your job level? SINGLE CODE**  
*Base: All (235)*

<b>Entry-level or junior staff</b>	<i>n</i> =12
<b>Mid-level professional</b>	62%
<b>Senior manager or director</b>	22%
<b>Executive or board level</b>	<i>n</i> =13
<b>Self-employed / consultant</b>	*
<b>Other (please specify)</b>	*
Prefer not to say	*
Don't know	*

Q33. **How long have you worked for your current employer?** SINGLE CODE

*Base: All (235)*

<b>Less than 1 year</b>	<i>n</i> =14
<b>1–2 years</b>	<i>n</i> =29
<b>3–5 years</b>	22%
<b>6–10 years</b>	23%
<b>More than 10 years</b>	36%
Prefer not to say	*
Don't know	*

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