

STONEWALL
WORKPLACE
EQUALITY INDEX 2022

STAFF FEEDBACK
QUESTIONNAIRE

BRADFORD
METROPOLITAN
DISTRICT COUNCIL

SUMMARY

Thank you to everyone at Bradford Metropolitan District Council for participating in this year's Staff Feedback Questionnaire.

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

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

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

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
All	All	587	79%
	LGBTQ+	90	73%
	Non-LGBTQ+	497	80%
Gender	LGBTQ+ men	43	74%
	Non-LGBTQ+ men	182	80%
	Non-binary people	†	†
	LGBTQ+ women	39	74%
	Non-LGBTQ+ women	300	84%
Trans identity	Trans	†	†
	Not trans	565	81%
Sexual orientation	Bi	20	55%
	Gay or lesbian	57	77%
	Heterosexual/straight	476	83%
Disability	Disabled LGBTQ+ people	14	71%
	Non-disabled LGBTQ+ people	73	77%
	Disabled non-LGBTQ+ people	52	65%
	Non-disabled non-LGBTQ+ people	430	83%
Ethnicity	BAME/PoC LGBTQ+ people	†	†
	White LGBTQ+ people	83	75%
	BAME/PoC non-LGBTQ+ people	54	81%
	White non-LGBTQ+ people	416	83%
Region	LGBTQ+ people who work most days outside the region where Bradford Metropolitan District Council is headquartered	90	73%

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
	LGBTQ+ people who work most days in the region where Bradford Metropolitan District Council is headquartered	†	†
	Non-LGBTQ+ people who work most days outside the region where Bradford Metropolitan District Council is headquartered	497	80%
	Non-LGBTQ+ people who work most days in the region where Bradford Metropolitan District Council is headquartered	†	†
Religion	LGBTQ+ people who are religious	37	70%
	LGBTQ+ people who are not religious	48	77%
	Non-LGBTQ+ people who are religious	283	83%
	Non-LGBTQ+ people who are not religious	175	82%

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

Part one: the overall picture

LGBTQ+ experiences

LGBTQ+ allyship

Visibility of commitment to equality

Part two: underrepresented and marginalised LGBTQ+ groups

Bi experiences & allyship

Trans & non-binary experiences & allyship

BAME/PoC LGBTQ+ experiences & allyship

LGBTQ+ people with disabilities experiences & allyship

Part three: in focus

Bullying, harassment & discrimination

Internal communications & events

Leadership

LGBT employee group

Monitoring

Training

Part four: understanding the data

LGBTQ+ EXPERIENCES

I feel able to be myself in the workplace

Respondents	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
All	79%	81%	84%
LGBTQ+	73%	74%	78%
Non-LGBTQ+	80%	83%	86%
<i>LGBTQ+ vs. non-LGBTQ+</i>	7%	9%	8%

Respondents	Bradford Metropolitan District Council	Bronze	Silver
All	79%	83%	83%
LGBTQ+	73%	77%	74%
Non-LGBTQ+	80%	84%	85%
<i>LGBTQ+ vs. non-LGBTQ+</i>	7%	7%	11%

LGBTQ+ staff say that...

Question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	48%	63%	65%
I have experienced barriers to career progression in my workplace because I am LGBTQ+	7%	11%	9%
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	30%	44%	44%
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	28%	41%	43%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	11%	19%	17%

Question	Bradford Metropolitan District Council	Bronze	Silver
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	48%	63%	64%
I have experienced barriers to career progression in my workplace because I am LGBTQ+	7%	10%	11%
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	30%	45%	44%
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	28%	41%	41%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	11%	19%	21%

LGBTQ+ ALLYSHIP

Non-LGBTQ+ staff say that...

Question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
I support LGBTQ+ equality in the workplace	89%	89%	93%
I understand why my employer is committed to LGBTQ+ equality in the workplace	79%	84%	88%

Question	Bradford Metropolitan District Council	Bronze	Silver
I support LGBTQ+ equality in the workplace	89%	92%	90%
I understand why my employer is committed to LGBTQ+ equality in the workplace	79%	87%	87%

I understand how to be an ally to...

Question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
Lesbian and gay people	64%	72%	75%
Bi people	61%	68%	71%
Trans people	55%	63%	67%
Non-binary people	53%	60%	64%
<i>Average</i>	<i>58%</i>	<i>66%</i>	<i>69%</i>

Question	Bradford Metropolitan District Council	Bronze	Silver
Lesbian and gay people	64%	76%	75%
Bi people	61%	71%	71%
Trans people	55%	65%	66%
Non-binary people	53%	62%	63%
<i>Average</i>	<i>58%</i>	<i>69%</i>	<i>69%</i>

VISIBLE COMMITMENT TO EQUALITY

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

Employees say that...

Question or Aggregation	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
My organisation has an LGBT or LGBTQ+ employee network group	44%	70%	73%
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	37%	54%	59%
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	33%	42%	45%

Question or Aggregation	Bradford Metropolitan District Council	Bronze	Silver
My organisation has an LGBT or LGBTQ+ employee network group	44%	74%	73%
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	37%	57%	56%
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	33%	42%	44%

BI EXPERIENCES & ALLYSHIP

Experiences at work

Question	Bi respondents	Gay or lesbian respondents	Heterosexual/straight respondents
I feel able to be myself in the workplace	55%	77%	83%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	25%	61%	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	5%	44%	n/a
Senior managers demonstrate visible commitment to bi equality	25%	23%	39%

Experiences of the LGBT employee network group

Question	Bi respondents	Gay or lesbian respondents	Heterosexual/straight respondents
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	0%	19%	4%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	15%	42%	23%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	20%	30%	19%

Bi Allyship

Question	All gay, lesbian or heterosexual/straight respondents	Gay or lesbian respondents	Heterosexual/straight respondents
I understand how to be an ally to bi colleagues	63%	77%	62%
I understand how to be an ally to lesbian and gay colleagues, and not bi colleagues†	3%	0%	3%

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

TRANS & NON-BINARY EXPERIENCES & ALLYSHIP

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

Experiences at work

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
I feel able to be myself in the workplace	†	†	81%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	†	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	†	†	n/a
Senior managers demonstrate visible commitment to trans equality	n/a	†	39%
Senior managers demonstrate visible commitment to non-binary equality	†	n/a	35%

Experiences of the LGBT employee network group

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	†	†	5%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	†	25%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	†	20%

Trans and non-binary allyship

Question	Non-binary colleagues	Trans colleagues
I understand how to be an ally to...	56%	57%
I understand how to be an ally to lesbian and gay colleagues and/or bi colleagues, and not... [†]	11%	10%

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

BAME/POC LGBTQ+ PEOPLE'S EXPERIENCES & ALLYSHIP

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

Experiences at work

Question	LGBTQ+ BAME/PoC People	LGBTQ+ White People	Non-LGBTQ+ BAME/PoC People	Non-LGBTQ+ White People
I feel able to be myself in the workplace	†	75%	81%	83%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	48%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	†	6%	n/a	n/a

Experiences of the LGBT employee network group

Question	LGBTQ+ BAME/PoC People	LGBTQ+ White People
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	†	13%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	33%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	25%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	†	25%

DISABLED LGBTQ+ PEOPLE'S EXPERIENCES & ALLYSHIP

Experiences at work

Question	Disabled LGBTQ+ People	Non-disabled LGBTQ+ People	Disabled Non-LGBTQ+ People	Non-disabled Non-LGBTQ+ People
I feel able to be myself in the workplace	71%	77%	65%	83%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	50%	49%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	7%	7%	n/a	n/a

Experiences of the LGBT employee network group

Question	Disabled LGBTQ+ People	Non-disabled LGBTQ+ People
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	7%	14%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	36%	30%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	29%	23%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	29%	23%

BULLYING, HARASSMENT & DISCRIMINATION

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

LGBTQ+ people's experiences

Question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	13%	12%	13%
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+, multiple times	10%	6%	6%
If I was a victim of bullying and harassment based on my LGBTQ+ identity, I would feel confident in reporting it to my employer	67%	74%	77%

Question	Bradford Metropolitan District Council	Bronze	Silver
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	13%	10%	11%
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+, multiple times	10%	6%	5%
If I was a victim of bullying and harassment based on my LGBTQ+ identity, I would feel confident in reporting it to my employer	67%	75%	74%

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

Question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
All	78%	83%	83%
Non-LGBTQ+	78%	83%	83%

Question	Bradford Metropolitan District Council	Bronze	Silver
All	78%	84%	84%
Non-LGBTQ+	78%	85%	84%

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

Question or Aggregation	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
I know how to report	66%	73%	73%
I would feel confident reporting	76%	79%	80%
I know how to report and I would feel confident reporting	63%	68%	69%

Question or Aggregation	Bradford Metropolitan District Council	Bronze	Silver
I know how to report	66%	73%	74%
I would feel confident reporting	76%	80%	81%
I know how to report and I would feel confident reporting	63%	68%	70%

INTERNAL COMMUNICATIONS & EVENTS

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

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

Sub question	All staff	LGBTQ+ staff	Non-LGBTQ+ staff
Lesbian and gay identities and experiences	53%	54%	53%
Bi identities and experiences	40%	38%	41%
Trans identities and experiences	42%	41%	42%
Non-binary identities and experiences	31%	27%	32%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	34%	34%	34%
<i>Average</i>	<i>40%</i>	<i>39%</i>	<i>40%</i>

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

Sub question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
Lesbian and gay identities and experiences	53%	66%	71%
Bi identities and experiences	40%	51%	59%
Trans identities and experiences	42%	52%	61%
Non-binary identities and experiences	31%	41%	50%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	34%	45%	48%

Sub question	Bradford Metropolitan District Council	Bronze	Silver
Lesbian and gay identities and experiences	53%	67%	68%
Bi identities and experiences	40%	50%	52%
Trans identities and experiences	42%	50%	54%
Non-binary identities and experiences	31%	40%	44%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	34%	43%	48%

LEADERSHIP

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

Senior Managers demonstrate visible commitment to...

Sub question	All staff	LGBTQ+ staff	Non-LGBTQ+ staff	Staff with this identity
Lesbian and gay equality	44%	33%	46%	35%
Bi equality	37%	22%	39%	25%
Trans equality	38%	23%	40%	†
Non-binary equality	34%	20%	37%	†
<i>Average</i>	38%	25%	41%	†

Senior Managers demonstrate visible commitment to...

Sub question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
Lesbian and gay equality	44%	59%	61%
Bi equality	37%	49%	52%
Trans equality	38%	48%	52%
Non-binary equality	34%	43%	47%
<i>Average</i>	38%	50%	53%

Sub question	Bradford Metropolitan District Council	Bronze	Silver
Lesbian and gay equality	44%	60%	61%
Bi equality	37%	50%	52%
Trans equality	38%	48%	51%
Non-binary equality	34%	44%	46%
<i>Average</i>	38%	51%	53%

LGBT NETWORK GROUP

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

LGBTQ+ People's Experiences

Question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
My organisation has an LGBT or LGBTQ+ employee network group	47%	82%	80%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	12%	38%	44%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	24%	62%	62%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	30%	61%	61%

Question	Bradford Metropolitan District Council	Bronze	Silver
My organisation has an LGBT or LGBTQ+ employee network group	47%	84%	83%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	12%	41%	42%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	24%	65%	64%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	30%	61%	63%

Non-LGBTQ+ People's Experiences

Question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
My organisation has an LGBT or LGBTQ+ employee network group	44%	67%	71%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	4%	15%	18%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	21%	42%	45%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	24%	46%	50%

Question	Bradford Metropolitan District Council	Bronze	Silver
My organisation has an LGBT or LGBTQ+ employee network group	44%	71%	71%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	4%	21%	19%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	21%	48%	47%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	24%	51%	51%

MONITORING

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

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

Respondents	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
All LGBTQ+	62%	76%	80%
Bi	45%	68%	76%
Trans	†	63%	74%
Non-binary	†	60%	68%

Respondents	Bradford Metropolitan District Council	Bronze	Silver
All LGBTQ+	62%	76%	75%
Bi	45%	67%	67%
Trans	†	60%	64%
Non-binary	†	62%	60%

TRAINING

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

Regarding colleagues who are...

Sub question	Lesbian and gay	Bi	Trans	Non-binary
My employer provides training or resources on how to be an ally to...	37%	31%	30%	26%
I have accessed the training or resources on how to be an ally to...	17%	14%	13%	11%
As a result of the training, I feel confident being an ally to...	15%	12%	11%	10%

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

Sub question	Bradford Metropolitan District Council	Government & Regulators	Headquartered in England: Yorkshire and the Humber
Lesbian and gay people	15%	25%	29%
Bi people	12%	20%	25%
Trans people	11%	20%	25%
Non-binary people	10%	16%	21%
<i>Average</i>	<i>12%</i>	<i>20%</i>	<i>25%</i>

Sub question	Bradford Metropolitan District Council	Bronze	Silver
Lesbian and gay people	15%	26%	27%
Bi people	12%	21%	22%
Trans people	11%	21%	22%
Non-binary people	10%	17%	18%
<i>Average</i>	<i>12%</i>	<i>21%</i>	<i>22%</i>

UNDERSTANDING THE DATA

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

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

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

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