

STONEWALL
WORKPLACE
EQUALITY INDEX
2022

STAFF FEEDBACK
QUESTIONNAIRE

UNIVERSITY
HOSPITALS OF
NORTH MIDLANDS
NHS TRUST

SUMMARY

Thank you to everyone at University Hospitals of North Midlands NHS Trust 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 University Hospitals of North Midlands NHS Trust. 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	67	72%
	LGBTQ+	12	92%
	Non-LGBTQ+	55	67%
Gender	LGBTQ+ men	†	†
	Non-LGBTQ+ men	†	†
	Non-binary people	†	†
	LGBTQ+ women	†	†
	Non-LGBTQ+ women	48	67%
Trans identity	Trans	†	†
	Not trans	65	71%
Sexual orientation	Bi	†	†
	Gay or lesbian	†	†
	Heterosexual/straight	54	69%
Disability	Disabled LGBTQ+ people	†	†
	Non-disabled LGBTQ+ people	†	†
	Disabled non-LGBTQ+ people	12	42%
	Non-disabled non-LGBTQ+ people	43	74%
Ethnicity	BAME/PoC LGBTQ+ people	†	†
	White LGBTQ+ people	10	90%
	BAME/PoC non-LGBTQ+ people	10	70%
	White non-LGBTQ+ people	44	68%
Region	LGBTQ+ people who work most days outside the region where University Hospitals of North Midlands NHS Trust is headquartered	†	†
	LGBTQ+ people who work most days in the	11	91%

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
	region where University Hospitals of North Midlands NHS Trust is headquartered		
	Non-LGBTQ+ people who work most days outside the region where University Hospitals of North Midlands NHS Trust is headquartered	†	†
	Non-LGBTQ+ people who work most days in the region where University Hospitals of North Midlands NHS Trust is headquartered	49	71%
Religion	LGBTQ+ people who are religious	†	†
	LGBTQ+ people who are not religious	†	†
	Non-LGBTQ+ people who are religious	36	64%
	Non-LGBTQ+ people who are not religious	19	74%

† 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

Part four: understanding the data

LGBTQ+ EXPERIENCES

I feel able to be myself in the workplace

Respondents	University Hospitals of North Midlands NHS Trust	All Entrants
All	72%	84%
LGBTQ+	92%	78%
Non-LGBTQ+	67%	86%

LGBTQ+ staff say that...

Question	University Hospitals of North Midlands NHS Trust	All Entrants
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	67%	69%
I have experienced barriers to career progression in my workplace because I am LGBTQ+	0%	10%
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	58%	48%
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	67%	44%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	25%	23%

LGBTQ+ ALLYSHIP

Non-LGBTQ+ staff say that...

Question	University Hospitals of North Midlands NHS Trust	All Entrants
I support LGBTQ+ equality in the workplace	89%	93%

I understand how to be an ally to...

Question	University Hospitals of North Midlands NHS Trust	All Entrants
Lesbian and gay people	75%	78%
Bi people	75%	75%
Trans people	75%	70%
Non-binary people	71%	66%

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	†	†	69%
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

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	73%	†	74%
I understand how to be an ally to lesbian and gay colleagues, and not bi colleagues†	0%	†	0%

† 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	†	†	70%
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

Trans and non-binary allyship

Question	Non-binary colleagues	Trans colleagues
I understand how to be an ally to...	73%	77%
I understand how to be an ally to lesbian and gay colleagues and/or bi colleagues, and not...†	6%	0%

† 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	†	90%	70%	68%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	60%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	†	0%	n/a	n/a

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	†	†	42%	74%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	†	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	†	†	n/a	n/a

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	University Hospitals of North Midlands NHS Trust	All Entrants
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	8%	10%
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	8%	5%

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

Question or Aggregation	University Hospitals of North Midlands NHS Trust	All Entrants
I know how to report	76%	76%
I would feel confident reporting	88%	83%
I know how to report and I would feel confident reporting	76%	72%

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 University Hospitals of North Midlands NHS Trust 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%.