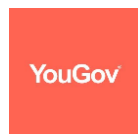


YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Gender		Age					Social Grade	
	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

For the following question, by 'discriminated against', we mean when someone is treated unfavourably or differently because of their identity compared to other people. This can include comments, harassment, or exclusion from certain roles/ activities. Thinking about all the places you have worked at within the past 10 years (i.e. since 2009)... Have you EVER seen an LGB+ colleague discriminated against in any way at work because of their LGB+ identity, or treated differently to heterosexual colleagues?

Base: Heterosexual workers surveyed	2154	1258	896	57	370	527	541	659	1822	332
Yes, I have	8%	7%	9%	11%	11%	9%	8%	6%	8%	8%
No, I haven't	87%	87%	87%	82%	82%	87%	87%	89%	87%	87%
Don't know/ can't recall	5%	5%	4%	7%	6%	4%	4%	5%	5%	4%
Prefer not to say	1%	1%	0%	-	1%	0%	1%	0%	0%	1%

To what extent do you agree or disagree with the following statement? "LGB+ people should be open about their sexuality in the workplace, only if it's appropriate to their working environment"

Base: Heterosexual workers surveyed	2154	1258	896	57	370	527	541	659	1822	332
Strongly agree	14%	14%	15%	19%	17%	11%	13%	16%	14%	17%
Tend to agree	24%	23%	24%	26%	19%	21%	27%	25%	24%	22%
Neither agree nor disagree	31%	32%	30%	25%	26%	29%	31%	36%	31%	32%
Tend to disagree	11%	12%	10%	7%	12%	14%	10%	10%	11%	10%
Strongly disagree	13%	12%	16%	14%	14%	17%	13%	10%	14%	12%
Don't know	6%	6%	6%	9%	12%	6%	5%	3%	6%	5%
Prefer not to say	0%	1%	0%	-	0%	1%	1%	0%	0%	1%
Net: Agree	38%	38%	39%	46%	36%	33%	40%	42%	38%	40%
Net: Disagree	24%	24%	25%	21%	26%	31%	23%	19%	25%	22%

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Gender		Age					Social Grade	
	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Thinking about your current main workplace... To what extent do you agree or disagree with the following statement? "Heterosexual colleagues progress quicker than openly LGB+ colleagues in my workplace"

Base: LGB+ workers surveyed	1863	1262	601	86	569	466	467	275	1561	302
Strongly agree	4%	5%	3%	5%	4%	5%	4%	4%	4%	4%
Tend to agree	11%	12%	9%	15%	12%	11%	11%	8%	11%	11%
Neither agree nor disagree	30%	30%	29%	20%	28%	32%	30%	35%	30%	29%
Tend to disagree	19%	17%	21%	23%	20%	18%	17%	17%	19%	19%
Strongly disagree	26%	26%	25%	20%	23%	25%	29%	28%	26%	22%
Don't know	10%	9%	12%	17%	12%	9%	9%	8%	9%	15%
Prefer not to say	0%	0%	0%	-	-	0%	0%	-	0%	0%
Net: Agree	16%	17%	12%	20%	17%	16%	15%	13%	16%	15%
Net: Disagree	44%	43%	46%	43%	44%	43%	46%	45%	45%	41%

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. For the following question, by 'openly LGB+', we mean someone who has revealed or doesn't conceal that they are lesbian, gay, bisexual or other. Who, if anyone, at your current main workplace would you say you are openly LGB+ with? (Please select all that apply)

Base: LGB+ workers surveyed	1863	1262	601	86	569	466	467	275	1561	302
Close work friends	62%	65%	58%	53%	68%	67%	63%	45%	65%	50%
Other work colleagues	51%	56%	40%	41%	49%	53%	55%	47%	53%	40%
The/ my management team	49%	54%	39%	33%	49%	53%	54%	41%	51%	38%
No one	26%	24%	32%	34%	25%	22%	24%	36%	24%	36%
Prefer not to say	1%	1%	1%	-	2%	1%	1%	1%	1%	3%
Net: Are openly LGB with colleague(s) at workplace	73%	75%	67%	66%	73%	77%	75%	63%	75%	61%

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Gender		Age					Social Grade	
	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

And in general, how comfortable, if at all, do you feel being openly LGB+ in your current main workplace?

Base: LGB+ workers surveyed who are openly LGB+	1354	951	403	57	416	360	349	172	1169	185
Very comfortable	50%	53%	42%	39%	48%	45%	54%	62%	50%	46%
Fairly comfortable	38%	36%	42%	42%	41%	43%	34%	28%	37%	43%
Not very comfortable	9%	7%	12%	16%	10%	9%	8%	6%	9%	5%
Not at all comfortable	2%	2%	2%	2%	1%	2%	3%	3%	2%	3%
Don't know	1%	1%	1%	2%	1%	1%	1%	1%	1%	2%
Prefer not to say	0%	0%	0%	-	-	0%	0%	-	0%	-
Net: Comfortable	88%	90%	84%	81%	88%	88%	88%	90%	88%	90%
Net: Not comfortable	11%	9%	15%	18%	11%	11%	11%	9%	11%	9%

You said you are not openly LGB+ with anyone at your current main workplace... Which ONE of the following is the MAIN reason for this?

Base: LGB+ workers surveyed who are not openly LGB+ in current workplace	487	297	190	29	144	103	112	99	378	109
I have chosen not to be openly LGB+ with any of my colleagues and do not currently want to	47%	55%	34%	21%	40%	34%	58%	64%	45%	53%
I have chosen not to be openly LGB+ with any of my colleagues, but if I was asked directly I would be open about it	34%	29%	42%	52%	42%	42%	24%	20%	34%	34%
I haven't had the opportunity yet to be openly LGB+ with my colleagues/ tell them about my sexuality	7%	6%	9%	10%	9%	11%	5%	3%	8%	4%
Other	8%	6%	11%	14%	6%	12%	7%	6%	9%	5%
Don't know	3%	3%	2%	3%	1%	2%	4%	4%	3%	3%
Prefer not to say	1%	1%	2%	-	1%	-	2%	3%	1%	2%
Net: Chosen not to be openly LGB with colleagues at workplace	80%	84%	76%	72%	82%	76%	82%	84%	79%	87%

You previously said you have chosen not to be openly LGB+ with any of your colleagues... Which, if any, of the following are reasons for this? (Please select all that apply)

Base: LGB+ workers surveyed who have chosen not to be openly LGB+ in current workplace	392	248	144	21	118	78	92	83	297	95
It's no one else's business	76%	76%	76%	76%	75%	77%	76%	77%	77%	74%
I'm worried that my colleagues would judge me	28%	26%	31%	43%	36%	26%	21%	22%	29%	25%
There are no openly LGB+ people at my workplace and I don't want to be the first	17%	18%	16%	33%	20%	14%	13%	16%	18%	14%
I feel it would harm my progression in the organisation	14%	17%	10%	10%	13%	17%	13%	17%	15%	11%
I'd be worried about receiving verbal abuse from my colleagues	11%	14%	6%	5%	10%	10%	13%	12%	9%	18%
I'd be worried about receiving physical abuse from my colleagues	2%	2%	1%	-	1%	1%	-	6%	1%	4%
Other	12%	11%	14%	10%	15%	15%	10%	7%	12%	11%
Don't know	1%	0%	1%	5%	-	-	-	2%	1%	1%
Prefer not to say	-	-	-	-	-	-	-	-	-	-

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Gender		Age					Social Grade	
	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Still thinking about your current main workplace... How often, if at all, would you say you feel uncomfortable at work as a result of your LGB+ identity?

Base: LGB+ workers surveyed	1863	1262	601	86	569	466	467	275	1561	302
Always – i.e. all the time I am at work	2%	2%	2%	1%	2%	2%	2%	3%	2%	3%
Often	3%	3%	2%	2%	2%	3%	4%	3%	3%	2%
Sometimes	21%	21%	23%	23%	23%	25%	19%	16%	22%	20%
Rarely	34%	35%	31%	34%	36%	35%	33%	30%	34%	31%
Never	38%	37%	38%	35%	35%	34%	40%	45%	37%	41%
Don't know	1%	1%	2%	3%	1%	1%	1%	1%	1%	0%
Prefer not to say	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%
Net: Ever	61%	61%	59%	60%	63%	65%	58%	53%	61%	57%

As a reminder, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. Still thinking about all the places you have worked at within the past 10 years (i.e. since 2009)...

Which, if any, of the following have you experienced in any of your workplace(s) as a result of your LGB+ identity? (Please select all that apply)

Base: LGB+ workers surveyed	1863	1262	601	86	569	466	467	275	1561	302
None of these	43%	43%	44%	36%	41%	36%	46%	58%	43%	45%
Assumptions made about my likes/ dislikes \$assumptior	36%	38%	32%	41%	41%	41%	34%	21%	37%	31%
Hearing/ receiving passing comments that feel judgmental homophobic	35%	35%	36%	37%	40%	40%	32%	22%	36%	30%
Not feeling like a part of the team	13%	15%	10%	12%	13%	16%	13%	11%	14%	12%
Being left out of conversations or activities (excluding nights out)	12%	15%	8%	15%	13%	15%	10%	9%	13%	10%
Not being invited on nights out	8%	9%	5%	5%	7%	9%	8%	7%	8%	4%
Being passed over for a promotion	5%	6%	3%	-	5%	6%	5%	6%	5%	3%
Not being invited to join sports teams	5%	7%	0%	3%	5%	6%	5%	3%	5%	3%
Being passed over for a pay rise	3%	4%	2%	-	3%	5%	3%	4%	3%	3%
Not being given a project	2%	3%	1%	1%	2%	3%	2%	2%	2%	1%
Don't know/ can't recall	5%	5%	7%	8%	5%	5%	5%	5%	5%	7%
Prefer not to say	1%	1%	1%	2%	0%	0%	1%	1%	1%	1%

Which, if either, of the following have you experienced in any of your workplace(s) within the past 10 years, as a result of your LGB+ identity? (Please select the option that best applies on each row)

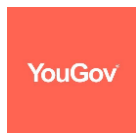
WHE_Q11_LGB_1. Verbal abuse

Base: LGB+ workers surveyed	1861	1261	600	86	567	466	467	275	1559	302
I have experienced this	21%	23%	18%	23%	22%	22%	22%	16%	21%	24%
I have not experienced this	73%	72%	75%	72%	71%	73%	73%	77%	74%	67%
Don't know/ can't recall	5%	5%	4%	5%	5%	4%	5%	4%	4%	7%
Prefer not to say	0%	0%	0%	-	-	0%	0%	0%	0%	0%
Chose not to answer	1%	1%	2%	-	2%	1%	1%	3%	1%	1%

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Gender		Age					Social Grade	
	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Thinking about your current main workplace... Overall, do you think your organisation should do more or less to make your workplace more supportive of LGB+ employees, or does it currently do enough?

Base: workers surveyed	4017	2520	1497	143	939	993	1008	934	3383	634
Should do more	21%	20%	23%	35%	27%	25%	19%	11%	22%	18%
Currently doing enough	65%	67%	62%	47%	60%	60%	68%	74%	66%	61%
Should do less	2%	3%	2%	2%	2%	3%	2%	3%	2%	3%
Don't know	11%	10%	13%	15%	11%	11%	11%	11%	10%	16%
Prefer not to say	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%

You previously said your organisations should do more to support LGB+ employees... Which, if any, of the following would you like your organisation to do to make your workplace more supportive to LGB+ employees? (Please select all that apply)

Base: workers surveyed who think their organisation should do more to support LGB+ employees	848	497	351	50	254	253	188	103	732	116
More transparency around my employer's stance on inclusion, diverse groups	57%	56%	58%	64%	63%	59%	48%	50%	58%	53%
A more supportive environment for people to come out at work (e.g. appoint people to talk to about sharing the fact that they are LGB+)	55%	56%	54%	68%	50%	59%	56%	53%	55%	55%
Have inspirational leaders/ senior employees share their stories	44%	46%	40%	48%	43%	47%	44%	35%	46%	32%
LGB+ groups and events	37%	38%	35%	52%	40%	38%	31%	27%	37%	33%
Mentorship programmes	25%	25%	25%	30%	28%	25%	20%	24%	26%	21%
Other	4%	4%	5%	-	5%	4%	5%	3%	5%	3%
Don't know	8%	7%	9%	2%	9%	8%	8%	10%	7%	12%

profile_gross_personal. Income - gross personal

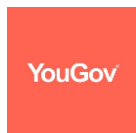
Base: Workers surveyed	3927	2465	1462	135	911	976	981	924	3304	623
under £5,000 per year [2500]	1%	1%	2%	7%	2%	1%	1%	1%	1%	3%
£5,000 to £9,999 per year [7499.5]	2%	1%	5%	7%	3%	1%	2%	3%	2%	7%
£10,000 to £14,999 per year [12499.5]	5%	3%	8%	10%	5%	3%	5%	6%	3%	12%
£15,000 to £19,999 per year [17499.5]	8%	6%	11%	20%	10%	7%	7%	7%	7%	14%
£20,000 to £24,999 per year [22499.5]	11%	10%	14%	19%	15%	11%	9%	10%	10%	18%
£25,000 to £29,999 per year [27499.5]	11%	10%	12%	12%	15%	9%	10%	11%	11%	13%
£30,000 to £34,999 per year [32499.5]	9%	9%	9%	9%	10%	10%	7%	8%	9%	7%
£35,000 to £39,999 per year [37499.5]	8%	8%	7%	2%	9%	8%	7%	7%	9%	4%
£40,000 to £44,999 per year [42499.5]	7%	8%	6%	2%	7%	9%	7%	6%	7%	5%
£45,000 to £49,999 per year [47499.5]	5%	6%	3%	1%	4%	6%	6%	5%	5%	3%
£50,000 to £59,999 per year [54999.5]	8%	9%	5%	2%	6%	10%	8%	7%	9%	2%
£60,000 to £69,999 per year [64999.5]	4%	5%	3%	1%	3%	5%	5%	4%	5%	1%
£70,000 to £99,999 per year [84999.5]	6%	7%	4%	1%	3%	6%	9%	6%	7%	1%
£100,000 and over [120000]	5%	6%	2%	1%	1%	6%	6%	7%	6%	0%
Don't know	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%
Prefer not to answer	9%	9%	9%	4%	6%	8%	10%	13%	9%	8%
Mean	40702.81	45449.79	32691.39	22814.50	33328.93	44062.04	44870.23	43100.93	43718.43	24773.05

Cell Contents (Column Percentages)

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Region										Gender identity		
	North	Midlands	East	London	South	England (NET)	Wales	Scotland	Northern Ireland	Transgender	Women	Men	

For the following question, by 'discriminated against', we mean when someone is treated unfavourably or differently because of their identity compared to other people. This can include comments, harassment, or exclusion from certain roles/ activities. Thinking about all the places you have worked at within the past 10 years (i.e. since 2009)... Have you EVER seen an LGB+ colleague discriminated against in any way at work because of their LGB+ identity, or treated differently to heterosexual colleagues?

Base: Heterosexual workers surveyed	2154	488	313	220	294	549	1864	90	166	34	14	885	1254
Yes, I have	8%	11%	6%	6%	9%	7%	8%	10%	7%	3%	43%	9%	7%
No, I haven't	87%	84%	89%	90%	83%	88%	86%	87%	88%	94%	50%	87%	87%
Don't know/ can't recall	5%	4%	4%	4%	8%	5%	5%	3%	5%	3%	7%	4%	5%
Prefer not to say	1%	1%	1%	0%	1%	0%	1%	-	1%	-	-	0%	1%

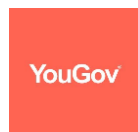
To what extent do you agree or disagree with the following statement? "LGB+ people should be open about their sexuality in the workplace, only if it's appropriate to their working environment"

Base: Heterosexual workers surveyed	2154	488	313	220	294	549	1864	90	166	34	14	885	1254
Strongly agree	14%	14%	17%	15%	13%	13%	14%	24%	11%	24%	7%	15%	14%
Tend to agree	24%	23%	26%	23%	21%	24%	23%	22%	28%	24%	36%	24%	23%
Neither agree nor disagree	31%	35%	32%	33%	25%	32%	32%	26%	28%	26%	14%	30%	32%
Tend to disagree	11%	10%	11%	14%	13%	10%	11%	16%	10%	9%	7%	10%	12%
Strongly disagree	13%	12%	11%	10%	19%	15%	14%	9%	14%	12%	36%	16%	11%
Don't know	6%	7%	3%	5%	7%	6%	6%	3%	8%	6%	-	6%	6%
Prefer not to say	0%	1%	1%	0%	1%	0%	1%	-	-	-	-	0%	1%
Net: Agree	38%	37%	42%	38%	34%	37%	37%	47%	39%	47%	43%	39%	38%
Net: Disagree	24%	21%	21%	24%	33%	25%	24%	24%	24%	21%	43%	25%	23%

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Region									Gender identity		
	North	Midlands	East	London	South	England (NET)	Wales	Scotland	Northern Ireland	Transgender	Women	Men

Thinking about your current main workplace... To what extent do you agree or disagree with the following statement? "Heterosexual colleagues progress quicker than openly LGB+ colleagues in my workplace"

Base: LGB+ workers surveyed	1863	404	236	143	364	440	1587	89	167	20	85	549	1222
Strongly agree	4%	5%	3%	5%	7%	2%	4%	2%	4%	10%	4%	3%	5%
Tend to agree	11%	8%	13%	13%	13%	12%	11%	6%	13%	15%	14%	9%	12%
Neither agree nor disagree	30%	32%	34%	24%	31%	30%	31%	37%	21%	20%	32%	29%	30%
Tend to disagree	19%	17%	19%	19%	17%	20%	18%	12%	23%	35%	21%	21%	17%
Strongly disagree	26%	26%	22%	27%	23%	27%	25%	34%	29%	15%	15%	26%	26%
Don't know	10%	11%	9%	13%	10%	10%	10%	8%	11%	5%	14%	12%	9%
Prefer not to say	0%	0%	-	-	-	-	0%	1%	-	-	-	0%	0%
Net: Agree	16%	13%	17%	17%	20%	14%	16%	8%	17%	25%	18%	12%	17%
Net: Disagree	44%	44%	41%	46%	40%	47%	43%	46%	52%	50%	36%	46%	44%

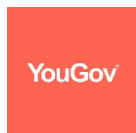
For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. For the following question, by 'openly LGB+', we mean someone who has revealed or doesn't conceal that they are lesbian, gay, bisexual or other. Who, if anyone, at your current main workplace would you say you are openly LGB+ with? (Please select all that apply)

Base: LGB+ workers surveyed	1863	404	236	143	364	440	1587	89	167	20	85	549	1222
Close work friends	62%	61%	60%	63%	70%	60%	63%	63%	59%	60%	65%	57%	65%
Other work colleagues	51%	50%	49%	50%	57%	49%	51%	51%	51%	20%	49%	40%	56%
The/ my management team	49%	47%	47%	50%	55%	45%	49%	51%	54%	25%	52%	38%	54%
No one	26%	27%	30%	24%	18%	30%	26%	25%	27%	40%	22%	32%	23%
Prefer not to say	1%	2%	-	1%	1%	1%	1%	2%	1%	-	-	1%	1%
Net: Are openly LGB with colleague(s) at workplace	73%	71%	70%	75%	81%	69%	73%	73%	72%	60%	78%	66%	75%

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Region										Gender identity		
	North	Midlands	East	London	South	England (NET)	Wales	Scotland	Northern Ireland	Transgender	Women	Men	

And in general, how comfortable, if at all, do you feel being openly LGB+ in your current main workplace?

Base: LGB+ workers surveyed who are openly LGB+	1354	287	165	107	294	303	1156	65	121	12	66	363	922
Very comfortable	50%	53%	44%	50%	51%	49%	50%	55%	52%	25%	27%	44%	54%
Fairly comfortable	38%	36%	41%	35%	39%	40%	38%	35%	36%	58%	50%	41%	36%
Not very comfortable	9%	8%	12%	11%	8%	8%	9%	8%	9%	17%	15%	12%	7%
Not at all comfortable	2%	2%	2%	2%	2%	3%	2%	2%	2%	-	5%	2%	2%
Don't know	1%	1%	2%	2%	-	1%	1%	-	1%	-	3%	1%	1%
Prefer not to say	0%	0%	-	-	-	-	0%	-	1%	-	-	0%	0%
Net: Comfortable	88%	89%	85%	85%	90%	88%	88%	91%	88%	83%	77%	85%	90%
Net: Not comfortable	11%	10%	13%	13%	10%	11%	11%	9%	11%	17%	20%	14%	9%

You said you are not openly LGB+ with anyone at your current main workplace... Which ONE of the following is the MAIN reason for this?

Base: LGB+ workers surveyed who are not openly LGB+ in current workplace	487	110	71	34	66	131	412	22	45	8	19	178	286
I have chosen not to be openly LGB+ with any of my colleagues and do not currently want to	47%	45%	55%	50%	41%	49%	48%	41%	42%	25%	26%	35%	55%
I have chosen not to be openly LGB+ with any of my colleagues, but if I was asked directly I would be open about it	34%	30%	31%	29%	45%	33%	34%	36%	36%	38%	42%	41%	29%
I haven't had the opportunity yet to be openly LGB+ with my colleagues/ tell them about my sexuality	7%	12%	6%	12%	5%	6%	8%	-	9%	-	26%	9%	5%
Other	8%	10%	3%	6%	6%	9%	8%	9%	11%	13%	-	12%	6%
Don't know	3%	2%	6%	-	2%	2%	2%	5%	2%	25%	-	2%	4%
Prefer not to say	1%	1%	-	3%	2%	2%	1%	9%	-	-	5%	2%	1%
Net: Chosen not to be openly LGB with colleagues at workplace	80%	75%	86%	79%	86%	82%	81%	77%	78%	63%	68%	76%	84%

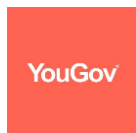
You previously said you have chosen not to be openly LGB+ with any of your colleagues... Which, if any, of the following are reasons for this? (Please select all that apply)

Base: LGB+ workers surveyed who have chosen not to be openly LGB+ in current workplace	392	83	61	27	57	107	335	17	35	5	13	135	240
It's no one else's business	76%	75%	70%	81%	70%	78%	75%	94%	77%	100%	62%	77%	76%
I'm worried that my colleagues would judge me	28%	31%	26%	30%	33%	28%	30%	6%	20%	40%	46%	30%	26%
There are no openly LGB+ people at my workplace and I don't want to be the first	17%	22%	20%	26%	14%	13%	18%	12%	14%	20%	31%	15%	18%
I feel it would harm my progression in the organisation	14%	12%	10%	19%	23%	12%	14%	12%	17%	20%	38%	8%	17%
I'd be worried about receiving verbal abuse from my colleagues	11%	12%	10%	22%	12%	10%	12%	-	6%	20%	15%	7%	13%
I'd be worried about receiving physical abuse from my colleagues	2%	2%	2%	4%	-	1%	1%	-	3%	20%	-	1%	3%
Other	12%	16%	10%	7%	18%	9%	12%	18%	9%	-	31%	13%	11%
Don't know	1%	-	2%	-	-	2%	1%	-	-	-	-	1%	0%
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Region										Gender identity		
	North	Midlands	East	London	South	England (NET)	Wales	Scotland	Northern Ireland	Transgender	Women	Men	

Still thinking about your current main workplace... How often, if at all, would you say you feel uncomfortable at work as a result of your LGB+ identity?

Base: LGB+ workers surveyed	1863	404	236	143	364	440	1587	89	167	20	85	549	1222
Always – i.e. all the time I am at work	2%	2%	2%	4%	1%	3%	2%	4%	1%	5%	1%	2%	2%
Often	3%	1%	3%	6%	5%	2%	3%	2%	3%	5%	-	3%	3%
Sometimes	21%	21%	26%	13%	24%	22%	22%	10%	22%	30%	42%	21%	20%
Rarely	34%	33%	33%	36%	36%	33%	34%	37%	34%	20%	33%	31%	35%
Never	38%	40%	35%	38%	33%	39%	37%	45%	39%	25%	20%	40%	38%
Don't know	1%	1%	1%	2%	0%	1%	1%	-	1%	5%	4%	2%	1%
Prefer not to say	1%	1%	0%	1%	1%	1%	1%	1%	1%	10%	-	1%	1%
Net: Ever	61%	58%	64%	59%	66%	59%	61%	54%	60%	60%	76%	57%	61%

As a reminder, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. Still thinking about all the places you have worked at within the past 10 years (i.e. since 2009)...

Which, if any, of the following have you experienced in any of your workplace(s) as a result of your LGB+ identity? (Please select all that apply)

Base: LGB+ workers surveyed	1863	404	236	143	364	440	1587	89	167	20	85	549	1222
None of these	43%	43%	44%	46%	38%	47%	44%	42%	41%	35%	25%	46%	43%
Assumptions made about my likes/ dislikes \$assumptior	36%	39%	36%	29%	36%	34%	35%	35%	43%	45%	47%	30%	38%
Hearing/ receiving passing comments that feel judgmental homophobic	35%	38%	33%	31%	42%	30%	35%	29%	40%	30%	49%	35%	35%
Not feeling like a part of the team	13%	13%	12%	13%	13%	14%	13%	16%	12%	15%	26%	9%	14%
Being left out of conversations or activities (excluding nights out)	12%	12%	11%	12%	13%	11%	12%	15%	14%	20%	18%	8%	14%
Not being invited on nights out	8%	7%	6%	8%	10%	8%	8%	8%	5%	15%	11%	5%	9%
Being passed over for a promotion	5%	5%	3%	4%	9%	4%	5%	9%	3%	10%	8%	3%	6%
Not being invited to join sports teams	5%	5%	3%	4%	5%	3%	4%	8%	7%	10%	6%	0%	6%
Being passed over for a pay rise	3%	3%	2%	4%	5%	3%	3%	6%	3%	10%	2%	2%	4%
Not being given a project	2%	1%	2%	2%	3%	2%	2%	4%	2%	5%	2%	1%	3%
Don't know/ can't recall	5%	4%	4%	8%	6%	5%	5%	10%	2%	10%	7%	6%	5%
Prefer not to say	1%	1%	0%	1%	1%	1%	1%	1%	1%	5%	-	1%	1%

Which, if either, of the following have you experienced in any of your workplace(s) within the past 10 years, as a result of your LGB+ identity? (Please select the option that best applies on each row)

WHE_Q11_LGB_1. Verbal abuse

Base: LGB+ workers surveyed	1861	404	236	143	363	440	1586	89	166	20	85	548	1221
I have experienced this	21%	24%	24%	23%	18%	19%	21%	24%	22%	20%	29%	18%	22%
I have not experienced this	73%	68%	71%	73%	78%	75%	73%	73%	69%	70%	65%	75%	73%
Don't know/ can't recall	5%	5%	4%	4%	3%	5%	4%	3%	7%	10%	5%	5%	4%
Prefer not to say	0%	1%	-	-	0%	-	0%	-	-	-	-	0%	0%
Chose not to answer	1%	2%	1%	1%	1%	1%	1%	-	2%	-	1%	2%	1%

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Region										Gender identity		
	North	Midlands	East	London	South	England (NET)	Wales	Scotland	Northern Ireland	Transgender	Women	Men	

Thinking about your current main workplace... Overall, do you think your organisation should do more or less to make your workplace more supportive of LGB+ employees, or does it currently do enough?

Base: workers surveyed	4017	892	549	363	658	989	3451	179	333	54	99	1434	2476
Should do more	21%	21%	19%	16%	29%	20%	21%	17%	20%	22%	44%	23%	19%
Currently doing enough	65%	65%	65%	67%	59%	67%	65%	72%	66%	59%	47%	62%	67%
Should do less	2%	3%	3%	4%	1%	2%	2%	1%	3%	7%	2%	2%	3%
Don't know	11%	11%	12%	12%	9%	11%	11%	10%	11%	11%	6%	13%	10%
Prefer not to say	1%	1%	1%	1%	1%	0%	1%	1%	1%	-	-	1%	1%

You previously said your organisations should do more to support LGB+ employees... Which, if any, of the following would you like your organisation to do to make your workplace more supportive to LGB+ employees? (Please select all that apply)

Base: workers surveyed who think their organisation should do more to support LGB+ employees	848	188	106	59	192	195	740	30	66	12	44	325	476
More transparency around my employer's stance on inclusion, diverse groups	57%	58%	56%	56%	58%	55%	57%	50%	65%	50%	70%	57%	56%
A more supportive environment for people to come out at work (e.g. appoint people to talk to about sharing the fact that they are LGB+)	55%	60%	51%	58%	52%	57%	56%	57%	52%	58%	68%	53%	56%
Have inspirational leaders/ senior employees share their stories	44%	45%	40%	44%	44%	45%	44%	43%	45%	25%	59%	38%	47%
LGB+ groups and events	37%	34%	34%	44%	37%	37%	36%	27%	38%	58%	55%	32%	38%
Mentorship programmes	25%	23%	22%	24%	30%	24%	25%	13%	30%	8%	41%	23%	25%
Other	4%	5%	6%	2%	5%	5%	5%	-	3%	-	11%	4%	4%
Don't know	8%	5%	9%	7%	9%	9%	8%	10%	6%	17%	-	10%	8%

profile_gross_personal. Income - gross personal

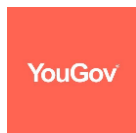
Base: Workers surveyed	3927	872	540	353	642	968	3375	174	326	52	98	1401	2421
under £5,000 per year [2500]	1%	1%	1%	1%	1%	1%	1%	-	2%	2%	1%	2%	1%
£5,000 to £9,999 per year [7499.5]	2%	3%	1%	3%	1%	3%	2%	5%	4%	2%	3%	5%	1%
£10,000 to £14,999 per year [12499.5]	5%	6%	7%	5%	2%	4%	5%	9%	5%	2%	7%	8%	3%
£15,000 to £19,999 per year [17499.5]	8%	10%	9%	7%	3%	8%	7%	10%	12%	12%	16%	11%	6%
£20,000 to £24,999 per year [22499.5]	11%	13%	17%	10%	6%	10%	11%	15%	11%	21%	15%	14%	10%
£25,000 to £29,999 per year [27499.5]	11%	13%	13%	13%	7%	10%	11%	12%	10%	21%	11%	12%	10%
£30,000 to £34,999 per year [32499.5]	9%	10%	7%	9%	10%	9%	9%	9%	7%	10%	6%	9%	9%
£35,000 to £39,999 per year [37499.5]	8%	8%	8%	9%	8%	6%	8%	6%	11%	6%	5%	7%	8%
£40,000 to £44,999 per year [42499.5]	7%	7%	7%	7%	5%	7%	7%	10%	8%	10%	3%	6%	8%
£45,000 to £49,999 per year [47499.5]	5%	4%	4%	5%	7%	5%	5%	5%	5%	4%	6%	3%	6%
£50,000 to £59,999 per year [54999.5]	8%	7%	6%	7%	11%	8%	8%	6%	7%	6%	6%	5%	9%
£60,000 to £69,999 per year [64999.5]	4%	4%	2%	2%	7%	5%	4%	3%	3%	-	6%	3%	5%
£70,000 to £99,999 per year [84999.5]	6%	4%	4%	6%	10%	7%	6%	1%	5%	2%	3%	4%	7%
£100,000 and over [120000]	5%	2%	3%	5%	11%	7%	5%	2%	2%	-	2%	2%	7%
Don't know	1%	1%	1%	1%	0%	1%	1%	2%	1%	2%	1%	1%	1%
Prefer not to answer	9%	8%	9%	11%	11%	10%	9%	7%	8%	2%	7%	9%	9%
Mean	40702.81	34926.64	36254.65	40464.27	53701.49	43897.70	41827.92	32483.69	35400.86	30199.51	33805.07	32614.60	45675.00

Cell Contents (C)

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Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Work industry											
	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/marketing/advertising/PR & sales	Medical & health services	Education	Transportation & distribution

For the following question, by 'discriminated against', we mean when someone is treated unfavourably or differently because of their identity compared to other people. This can include comments, harassment, or exclusion from certain roles/ activities. Thinking about all the places you have worked at within the past 10 years (i.e. since 2009)... Have you EVER seen an LGB+ colleague discriminated against in any way at work because of their LGB+ identity, or treated differently to heterosexual colleagues?

Base: Heterosexual workers surveyed	2154	224	109	182	186	133	42	67	202	105	160	138	103
Yes, I have	8%	6%	5%	8%	7%	8%	10%	10%	9%	11%	10%	7%	9%
No, I haven't	87%	85%	89%	90%	87%	87%	88%	87%	85%	83%	87%	90%	86%
Don't know/ can't recall	5%	8%	6%	3%	5%	5%	2%	3%	5%	6%	1%	3%	3%
Prefer not to say	1%	-	-	-	1%	-	-	-	1%	-	2%	-	2%

To what extent do you agree or disagree with the following statement? "LGB+ people should be open about their sexuality in the workplace, only if it's appropriate to their working environment"

Base: Heterosexual workers surveyed	2154	224	109	182	186	133	42	67	202	105	160	138	103
Strongly agree	14%	16%	26%	20%	12%	14%	19%	12%	14%	12%	12%	7%	18%
Tend to agree	24%	22%	17%	21%	21%	29%	19%	19%	24%	24%	30%	21%	23%
Neither agree nor disagree	31%	34%	31%	35%	34%	30%	33%	24%	31%	26%	29%	37%	31%
Tend to disagree	11%	14%	10%	9%	10%	13%	12%	12%	9%	12%	11%	10%	11%
Strongly disagree	13%	12%	9%	11%	16%	9%	14%	19%	12%	23%	13%	17%	11%
Don't know	6%	2%	6%	3%	6%	5%	2%	12%	8%	3%	4%	7%	6%
Prefer not to say	0%	-	-	-	1%	-	-	1%	1%	-	1%	1%	-
Net: Agree	38%	38%	43%	42%	33%	44%	38%	31%	38%	36%	42%	28%	42%
Net: Disagree	24%	26%	19%	20%	26%	22%	26%	31%	22%	35%	24%	28%	21%

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	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/marketing/advertising/PR & sales	Medical & health services	Education	Transportation & distribution

Thinking about your current main workplace... To what extent do you agree or disagree with the following statement? "Heterosexual colleagues progress quicker than openly LGB+ colleagues in my workplace"

Base: LGB+ workers surveyed	1863	121	55	231	187	141	27	59	148	90	121	129	122
Strongly agree	4%	5%	5%	4%	6%	3%	4%	5%	2%	1%	2%	8%	4%
Tend to agree	11%	11%	9%	12%	16%	7%	22%	12%	10%	14%	7%	16%	13%
Neither agree nor disagree	30%	41%	40%	27%	34%	31%	22%	25%	30%	26%	34%	27%	34%
Tend to disagree	19%	9%	15%	21%	17%	15%	22%	12%	20%	18%	17%	22%	22%
Strongly disagree	26%	24%	18%	26%	19%	38%	26%	36%	27%	27%	35%	18%	20%
Don't know	10%	10%	13%	9%	8%	6%	4%	10%	11%	14%	6%	9%	7%
Prefer not to say	0%	1%	-	0%	-	-	-	-	-	-	-	-	-
Net: Agree	16%	16%	15%	16%	22%	10%	26%	17%	12%	16%	9%	24%	17%
Net: Disagree	44%	33%	33%	48%	36%	52%	48%	47%	47%	44%	51%	40%	43%

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. For the following question, by 'openly LGB+', we mean someone who has revealed or doesn't conceal that they are lesbian, gay, bisexual or other. Who, if anyone, at your current main workplace would you say you are openly LGB+ with? (Please select all that apply)

Base: LGB+ workers surveyed	1863	121	55	231	187	141	27	59	148	90	121	129	122
Close work friends	62%	52%	49%	66%	75%	72%	59%	61%	59%	62%	64%	61%	53%
Other work colleagues	51%	35%	47%	56%	52%	61%	37%	64%	53%	46%	46%	46%	50%
The/ my management team	49%	36%	44%	51%	53%	61%	30%	51%	51%	44%	55%	45%	43%
No one	26%	41%	25%	23%	20%	18%	33%	24%	26%	26%	27%	26%	31%
Prefer not to say	1%	1%	-	2%	-	-	-	2%	3%	2%	2%	2%	1%
Net: Are openly LGB with colleague(s) at workplace	73%	58%	75%	75%	80%	82%	67%	75%	71%	72%	71%	73%	68%

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And in general, how comfortable, if at all, do you feel being openly LGB+ in your current main workplace?

Base: LGB+ workers surveyed who are openly LGB+	1354	70	41	174	150	115	18	44	105	65	86	94	83
Very comfortable	50%	37%	44%	56%	40%	65%	44%	59%	50%	57%	49%	43%	41%
Fairly comfortable	38%	46%	41%	36%	48%	25%	44%	32%	38%	37%	41%	35%	43%
Not very comfortable	9%	13%	2%	6%	11%	9%	11%	5%	9%	5%	9%	18%	7%
Not at all comfortable	2%	3%	12%	2%	1%	1%	-	2%	3%	2%	1%	4%	5%
Don't know	1%	1%	-	-	-	-	-	2%	-	-	-	-	4%
Prefer not to say	0%	-	-	1%	-	-	-	-	-	-	-	-	-
Net: Comfortable	88%	83%	85%	92%	88%	90%	89%	91%	89%	94%	90%	78%	84%
Net: Not comfortable	11%	16%	15%	7%	12%	10%	11%	7%	11%	6%	10%	22%	12%

You said you are not openly LGB+ with anyone at your current main workplace... Which ONE of the following is the MAIN reason for this?

Base: LGB+ workers surveyed who are not openly LGB+ in current workplace	487	50	14	52	37	26	9	14	39	23	33	33	38
I have chosen not to be openly LGB+ with any of my colleagues and do not currently want to	47%	58%	50%	48%	41%	46%	44%	50%	31%	35%	45%	52%	66%
I have chosen not to be openly LGB+ with any of my colleagues, but if I was asked directly I would be open about it	34%	20%	29%	40%	43%	31%	56%	29%	38%	52%	39%	18%	18%
I haven't had the opportunity yet to be openly LGB+ with my colleagues/ tell them about my sexuality	7%	6%	7%	2%	3%	19%	-	7%	10%	13%	9%	15%	5%
Other	8%	12%	7%	8%	5%	4%	-	14%	15%	-	6%	12%	3%
Don't know	3%	2%	7%	2%	8%	-	-	-	3%	-	-	-	8%
Prefer not to say	1%	2%	-	-	-	-	-	-	3%	-	-	3%	-
Net: Chosen not to be openly LGB with colleagues at workplace	80%	78%	79%	88%	84%	77%	100%	79%	69%	87%	85%	70%	84%

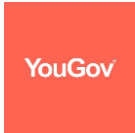
You previously said you have chosen not to be openly LGB+ with any of your colleagues... Which, if any, of the following are reasons for this? (Please select all that apply)

Base: LGB+ workers surveyed who have chosen not to be openly LGB+ in current workplace	392	39	11	46	31	20	9	11	27	20	28	23	32
It's no one else's business	76%	82%	64%	76%	87%	85%	56%	91%	59%	85%	68%	65%	84%
I'm worried that my colleagues would judge me	28%	23%	27%	28%	16%	15%	33%	36%	26%	30%	36%	43%	28%
There are no openly LGB+ people at my workplace and I don't want to be the first	17%	21%	-	20%	16%	5%	44%	45%	15%	15%	4%	17%	6%
I feel it would harm my progression in the organisation	14%	15%	36%	17%	3%	5%	22%	18%	19%	20%	7%	22%	6%
I'd be worried about receiving verbal abuse from my colleagues	11%	10%	27%	11%	10%	5%	22%	9%	15%	5%	7%	22%	13%
I'd be worried about receiving physical abuse from my colleagues	2%	3%	9%	4%	-	-	-	-	-	-	-	4%	3%
Other	12%	10%	18%	17%	16%	-	-	-	19%	5%	11%	17%	16%
Don't know	1%	-	-	-	-	-	-	-	-	-	4%	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Work industry											
	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/marketing/advertising/PR & sales	Medical & health services	Education	Transportation & distribution

Still thinking about your current main workplace... How often, if at all, would you say you feel uncomfortable at work as a result of your LGB+ identity?

Base: LGB+ workers surveyed	1863	121	55	231	187	141	27	59	148	90	121	129	122
Always – i.e. all the time I am at work	2%	2%	-	3%	1%	2%	-	-	1%	4%	2%	2%	2%
Often	3%	3%	5%	1%	4%	1%	4%	5%	3%	2%	2%	5%	6%
Sometimes	21%	26%	18%	19%	20%	18%	41%	19%	18%	18%	22%	26%	23%
Rarely	34%	30%	36%	39%	41%	35%	30%	32%	34%	33%	40%	33%	30%
Never	38%	36%	35%	36%	33%	42%	26%	41%	43%	41%	31%	32%	38%
Don't know	1%	-	5%	1%	1%	1%	-	2%	-	-	1%	2%	1%
Prefer not to say	1%	2%	-	1%	1%	-	-	2%	1%	1%	2%	1%	1%
Net: Ever	61%	62%	60%	62%	66%	57%	74%	56%	56%	58%	66%	65%	61%

As a reminder, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. Still thinking about all the places you have worked at within the past 10 years (i.e. since 2009)...

Which, if any, of the following have you experienced in any of your workplace(s) as a result of your LGB+ identity? (Please select all that apply)

Base: LGB+ workers surveyed	1863	121	55	231	187	141	27	59	148	90	121	129	122
None of these	43%	48%	36%	46%	38%	44%	41%	42%	44%	39%	39%	41%	49%
Assumptions made about my likes/ dislikes \$assumptior	36%	31%	42%	36%	42%	37%	26%	39%	34%	49%	43%	39%	32%
Hearing/ receiving passing comments that feel judgmental homophobic	35%	25%	31%	33%	40%	35%	22%	31%	37%	43%	41%	36%	32%
Not feeling like a part of the team	13%	12%	15%	13%	15%	10%	26%	15%	10%	13%	16%	14%	11%
Being left out of conversations or activities (excluding nights out)	12%	7%	11%	13%	14%	13%	19%	14%	11%	14%	13%	18%	11%
Not being invited on nights out	8%	5%	9%	8%	12%	8%	7%	7%	4%	9%	8%	11%	7%
Being passed over for a promotion	5%	6%	9%	4%	9%	7%	11%	5%	3%	3%	2%	7%	3%
Not being invited to join sports teams	5%	2%	5%	5%	9%	1%	7%	2%	5%	1%	7%	5%	6%
Being passed over for a pay rise	3%	2%	7%	3%	4%	3%	-	5%	2%	7%	3%	3%	2%
Not being given a project	2%	2%	4%	3%	3%	1%	-	3%	2%	-	5%	2%	2%
Don't know/ can't recall	5%	9%	2%	5%	6%	4%	-	5%	7%	4%	5%	5%	3%
Prefer not to say	1%	1%	2%	1%	1%	-	-	-	1%	-	-	1%	-

Which, if either, of the following have you experienced in any of your workplace(s) within the past 10 years, as a result of your LGB+ identity? (Please select the option that best applies on each row)

WHE_Q11_LGB_1. Verbal abuse

Base: LGB+ workers surveyed	1861	121	55	231	187	141	27	59	148	89	121	129	122
I have experienced this	21%	19%	18%	26%	19%	31%	26%	14%	16%	21%	29%	21%	20%
I have not experienced this	73%	74%	75%	67%	78%	65%	70%	83%	80%	73%	63%	73%	76%
Don't know/ can't recall	5%	5%	4%	7%	3%	5%	4%	2%	3%	4%	7%	2%	3%
Prefer not to say	0%	-	2%	-	-	-	-	-	-	-	-	1%	-
Chose not to answer	1%	2%	2%	1%	-	-	-	2%	1%	1%	2%	3%	1%

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Work industry											
	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/marketing/advertising/PR & sales	Medical & health services	Education	Transportation & distribution

Thinking about your current main workplace... Overall, do you think your organisation should do more or less to make your workplace more supportive of LGB+ employees, or does it currently do enough?

Base: workers surveyed	4017	345	164	413	373	274	69	126	350	195	281	267	225
Should do more	21%	23%	19%	19%	25%	17%	16%	26%	19%	25%	19%	28%	22%
Currently doing enough	65%	59%	61%	69%	63%	70%	72%	67%	67%	64%	64%	60%	65%
Should do less	2%	3%	4%	1%	3%	2%	1%	2%	1%	3%	4%	3%	3%
Don't know	11%	14%	16%	11%	9%	9%	10%	5%	10%	8%	12%	9%	9%
Prefer not to say	1%	0%	-	0%	0%	1%	-	1%	2%	1%	1%	0%	1%

You previously said your organisations should do more to support LGB+ employees... Which, if any, of the following would you like your organisation to do to make your workplace more supportive to LGB+ employees? (Please select all that apply)

Base: workers surveyed who think their organisation should do more to support LGB+ employees	848	78	31	78	93	47	11	33	67	49	53	75	50
More transparency around my employer's stance on inclusion, diverse groups	57%	60%	42%	63%	57%	64%	55%	48%	64%	55%	66%	56%	50%
A more supportive environment for people to come out at work (e.g. appoint people to talk to about sharing the fact that they are LGB+)	55%	56%	55%	49%	58%	43%	64%	48%	54%	51%	62%	57%	58%
Have inspirational leaders/ senior employees share their stories	44%	36%	32%	51%	65%	36%	64%	48%	37%	49%	47%	47%	38%
LGB+ groups and events	37%	24%	19%	41%	49%	21%	36%	30%	42%	35%	51%	39%	30%
Mentorship programmes	25%	15%	19%	27%	35%	11%	36%	24%	28%	27%	28%	28%	16%
Other	4%	3%	-	3%	2%	6%	-	3%	4%	8%	4%	9%	6%
Don't know	8%	12%	3%	8%	5%	9%	-	6%	4%	6%	9%	5%	8%

profile_gross_personal. Income - gross personal

Base: Workers surveyed	3927	336	159	403	365	269	69	124	341	190	275	263	221
under £5,000 per year [2500]	1%	-	-	3%	0%	4%	-	-	-	1%	3%	1%	0%
£5,000 to £9,999 per year [7499.5]	2%	2%	2%	6%	1%	4%	-	1%	1%	1%	4%	5%	2%
£10,000 to £14,999 per year [12499.5]	5%	2%	2%	11%	2%	11%	4%	-	1%	2%	4%	7%	4%
£15,000 to £19,999 per year [17499.5]	8%	8%	5%	15%	5%	13%	6%	9%	3%	6%	10%	7%	9%
£20,000 to £24,999 per year [22499.5]	11%	10%	14%	13%	10%	14%	6%	10%	7%	11%	14%	14%	8%
£25,000 to £29,999 per year [27499.5]	11%	12%	9%	12%	8%	12%	13%	10%	9%	7%	11%	9%	17%
£30,000 to £34,999 per year [32499.5]	9%	10%	9%	6%	7%	7%	6%	7%	7%	14%	9%	13%	11%
£35,000 to £39,999 per year [37499.5]	8%	10%	8%	8%	5%	4%	9%	7%	8%	11%	9%	9%	9%
£40,000 to £44,999 per year [42499.5]	7%	8%	6%	3%	7%	7%	4%	7%	9%	8%	5%	6%	9%
£45,000 to £49,999 per year [47499.5]	5%	5%	7%	3%	5%	2%	4%	6%	6%	5%	5%	4%	5%
£50,000 to £59,999 per year [54999.5]	8%	11%	11%	4%	11%	4%	12%	10%	15%	8%	4%	5%	5%
£60,000 to £69,999 per year [64999.5]	4%	4%	4%	2%	6%	1%	3%	6%	7%	4%	2%	4%	8%
£70,000 to £99,999 per year [84999.5]	6%	6%	7%	2%	12%	3%	7%	11%	11%	6%	3%	5%	4%
£100,000 and over [120000]	5%	2%	2%	1%	15%	2%	14%	8%	7%	5%	4%	2%	4%
Don't know	1%	1%	1%	1%	-	1%	1%	1%	1%	1%	2%	0%	0%
Prefer not to answer	9%	10%	13%	9%	7%	10%	10%	5%	7%	10%	11%	9%	6%
Mean	40702.81	39614.89	41575.60	27173.13	56407.21	29270.37	53524.17	49743.13	52074.86	43543.65	35157.10	35272.62	39468.12

Cell Contents (C)

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total			Salary groups				Which of the following best describes your sexuality?				
	Real estate	Other	Low	Mid	Mid-high	High	Heterosexual	Gay or lesbian	Bisexual	Other	Prefer not to say

For the following question, by 'discriminated against', we mean when someone is treated unfavourably or differently because of their identity compared to other people. This can include comments, harassment, or exclusion from certain roles/ activities. Thinking about all the places you have worked at within the past 10 years (i.e. since 2009)... Have you EVER seen an LGB+ colleague discriminated against in any way at work because of their LGB+ identity, or treated differently to heterosexual colleagues?

Base: Heterosexual workers surveyed	2154	49	451	111	1057	514	258	2154	-	-	-	-
Yes, I have	8%	8%	8%	14%	7%	8%	11%	8%	-	-	-	-
No, I haven't	87%	86%	86%	82%	87%	88%	85%	87%	-	-	-	-
Don't know/ can't recall	5%	4%	6%	3%	5%	5%	4%	5%	-	-	-	-
Prefer not to say	1%	2%	1%	1%	1%	-	-	1%	-	-	-	-

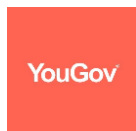
To what extent do you agree or disagree with the following statement? "LGB+ people should be open about their sexuality in the workplace, only if it's appropriate to their working environment"

Base: Heterosexual workers surveyed	2154	49	451	111	1057	514	258	2154	-	-	-	-
Strongly agree	14%	12%	13%	15%	16%	12%	14%	14%	-	-	-	-
Tend to agree	24%	29%	25%	25%	25%	23%	21%	24%	-	-	-	-
Neither agree nor disagree	31%	27%	30%	34%	30%	32%	34%	31%	-	-	-	-
Tend to disagree	11%	10%	11%	11%	11%	12%	10%	11%	-	-	-	-
Strongly disagree	13%	12%	13%	8%	13%	16%	17%	13%	-	-	-	-
Don't know	6%	10%	8%	5%	6%	5%	4%	6%	-	-	-	-
Prefer not to say	0%	-	0%	1%	0%	1%	-	0%	-	-	-	-
Net: Agree	38%	41%	38%	41%	41%	35%	38%	38%	-	-	-	-
Net: Disagree	24%	22%	24%	19%	23%	27%	27%	24%	-	-	-	-

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Salary groups						Which of the following best describes your sexuality?				
	Real estate	Other	Low	Mid	Mid-high	High	Heterosexual	Gay or lesbian	Bisexual	Other	Prefer not to say

Thinking about your current main workplace... To what extent do you agree or disagree with the following statement? "Heterosexual colleagues progress quicker than openly LGB+ colleagues in my workplace"

Base: LGB+ workers surveyed	1863	30	393	175	944	415	214	-	1113	632	118	-
Strongly agree	4%	10%	4%	6%	4%	3%	5%	-	5%	3%	2%	-
Tend to agree	11%	3%	10%	7%	12%	11%	13%	-	13%	9%	8%	-
Neither agree nor disagree	30%	23%	25%	33%	28%	33%	29%	-	30%	30%	30%	-
Tend to disagree	19%	30%	21%	15%	19%	20%	19%	-	17%	20%	22%	-
Strongly disagree	26%	23%	25%	25%	25%	27%	27%	-	27%	25%	19%	-
Don't know	10%	10%	15%	15%	12%	6%	7%	-	8%	12%	19%	-
Prefer not to say	0%	-	-	-	0%	-	0%	-	0%	-	-	-
Net: Agree	16%	13%	14%	13%	16%	14%	18%	-	18%	13%	9%	-
Net: Disagree	44%	53%	46%	39%	44%	48%	46%	-	44%	45%	42%	-

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. For the following question, by 'openly LGB+', we mean someone who has revealed or doesn't conceal that they are lesbian, gay, bisexual or other. Who, if anyone, at your current main workplace would you say you are openly LGB+ with? (Please select all that apply)

Base: LGB+ workers surveyed	1863	30	393	175	944	415	214	-	1113	632	118	-
Close work friends	62%	57%	62%	49%	61%	67%	72%	-	76%	43%	39%	-
Other work colleagues	51%	53%	51%	40%	49%	55%	60%	-	66%	28%	31%	-
The/ my management team	49%	50%	51%	36%	47%	54%	64%	-	66%	24%	25%	-
No one	26%	30%	27%	39%	27%	23%	16%	-	13%	45%	47%	-
Prefer not to say	1%	-	1%	2%	1%	1%	0%	-	1%	2%	5%	-
Net: Are openly LGB with colleague(s) at workplace	73%	70%	72%	59%	72%	76%	83%	-	86%	54%	47%	-

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Salary groups						Which of the following best describes your sexuality?				
	Real estate	Other	Low	Mid	Mid-high	High	Heterosexual	Gay or lesbian	Bisexual	Other	Prefer not to say

And in general, how comfortable, if at all, do you feel being openly LGB+ in your current main workplace?

Base: LGB+ workers surveyed who are openly LGB+	1354	21	284	103	680	314	178	-	959	339	56	-
Very comfortable	50%	52%	51%	54%	49%	49%	52%	-	55%	36%	38%	-
Fairly comfortable	38%	29%	38%	32%	39%	39%	39%	-	35%	45%	43%	-
Not very comfortable	9%	19%	7%	11%	8%	9%	8%	-	7%	14%	7%	-
Not at all comfortable	2%	-	1%	1%	3%	2%	2%	-	2%	4%	4%	-
Don't know	1%	-	2%	1%	1%	0%	-	-	0%	1%	7%	-
Prefer not to say	0%	-	0%	1%	0%	-	-	-	-	0%	2%	-
Net: Comfortable	88%	81%	89%	86%	88%	88%	90%	-	91%	81%	80%	-
Net: Not comfortable	11%	19%	9%	12%	11%	11%	10%	-	9%	18%	11%	-

You said you are not openly LGB+ with anyone at your current main workplace... Which ONE of the following is the MAIN reason for this?

Base: LGB+ workers surveyed who are not openly LGB+ in current workplace	487	9	105	68	254	96	35	-	148	283	56	-
I have chosen not to be openly LGB+ with any of my colleagues and do not currently want to	47%	33%	45%	53%	45%	44%	49%	-	47%	49%	30%	-
I have chosen not to be openly LGB+ with any of my colleagues, but if I was asked directly I would be open about it	34%	33%	36%	26%	35%	35%	37%	-	38%	33%	27%	-
I haven't had the opportunity yet to be openly LGB+ with my colleagues/ tell them about my sexuality	7%	-	7%	9%	7%	11%	-	-	7%	6%	13%	-
Other	8%	11%	9%	7%	8%	7%	6%	-	7%	6%	21%	-
Don't know	3%	-	2%	4%	2%	2%	3%	-	-	4%	5%	-
Prefer not to say	1%	22%	2%	-	2%	-	6%	-	-	2%	4%	-
Net: Chosen not to be openly LGB with colleagues at workplace	80%	67%	81%	79%	81%	79%	86%	-	85%	83%	57%	-

You previously said you have chosen not to be openly LGB+ with any of your colleagues... Which, if any, of the following are reasons for this? (Please select all that apply)

Base: LGB+ workers surveyed who have chosen not to be openly LGB+ in current workplace	392	6	85	54	205	76	30	-	126	234	32	-
It's no one else's business	76%	67%	75%	67%	76%	76%	87%	-	73%	79%	63%	-
I'm worried that my colleagues would judge me	28%	50%	27%	30%	25%	26%	33%	-	35%	24%	28%	-
There are no openly LGB+ people at my workplace and I don't want to be the first	17%	17%	22%	30%	15%	16%	10%	-	21%	16%	9%	-
I feel it would harm my progression in the organisation	14%	33%	13%	15%	14%	12%	13%	-	22%	11%	9%	-
I'd be worried about receiving verbal abuse from my colleagues	11%	17%	8%	13%	12%	5%	10%	-	13%	9%	16%	-
I'd be worried about receiving physical abuse from my colleagues	2%	-	1%	6%	1%	-	3%	-	2%	2%	3%	-
Other	12%	17%	11%	11%	12%	11%	10%	-	9%	12%	28%	-
Don't know	1%	-	1%	4%	0%	-	-	-	2%	0%	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Salary groups						Which of the following best describes your sexuality?				
	Real estate	Other	Low	Mid	Mid-high	High	Heterosexual	Gay or lesbian	Bisexual	Other	Prefer not to say

Still thinking about your current main workplace... How often, if at all, would you say you feel uncomfortable at work as a result of your LGB+ identity?

Base: LGB+ workers surveyed	1863	30	393	175	944	415	214	-	1113	632	118	-
Always – i.e. all the time I am at work	2%	3%	3%	3%	3%	0%	2%	-	2%	2%	3%	-
Often	3%	13%	2%	3%	3%	3%	4%	-	4%	2%	1%	-
Sometimes	21%	30%	22%	19%	21%	23%	23%	-	24%	17%	22%	-
Rarely	34%	20%	30%	31%	33%	35%	38%	-	37%	30%	24%	-
Never	38%	33%	42%	40%	39%	37%	31%	-	33%	45%	41%	-
Don't know	1%	-	1%	2%	1%	1%	1%	-	0%	2%	4%	-
Prefer not to say	1%	-	1%	2%	1%	0%	0%	-	0%	1%	6%	-
Net: Ever	61%	67%	57%	57%	60%	62%	67%	-	67%	52%	49%	-

As a reminder, please remember that your answers are always treated confidentially and are never analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. Still thinking about all the places you have worked at within the past 10 years (i.e. since 2009)...

Which, if any, of the following have you experienced in any of your workplace(s) as a result of your LGB+ identity? (Please select all that apply)

Base: LGB+ workers surveyed	1863	30	393	175	944	415	214	-	1113	632	118	-
None of these	43%	33%	45%	47%	43%	42%	42%	-	38%	53%	42%	-
Assumptions made about my likes/ dislikes \$assumptior	36%	30%	32%	27%	35%	41%	41%	-	44%	24%	27%	-
Hearing/ receiving passing comments that feel judgmental homophobic	35%	47%	35%	33%	33%	39%	37%	-	40%	29%	26%	-
Not feeling like a part of the team	13%	23%	13%	13%	13%	14%	15%	-	16%	9%	10%	-
Being left out of conversations or activities (excluding nights out)	12%	13%	10%	9%	12%	12%	16%	-	16%	8%	8%	-
Not being invited on nights out	8%	13%	6%	3%	8%	7%	14%	-	9%	5%	8%	-
Being passed over for a promotion	5%	7%	4%	3%	6%	4%	7%	-	6%	3%	3%	-
Not being invited to join sports teams	5%	13%	4%	1%	5%	5%	6%	-	6%	2%	3%	-
Being passed over for a pay rise	3%	7%	3%	2%	4%	3%	4%	-	4%	2%	3%	-
Not being given a project	2%	3%	2%	2%	2%	2%	4%	-	2%	2%	3%	-
Don't know/ can't recall	5%	3%	5%	10%	5%	3%	4%	-	4%	6%	15%	-
Prefer not to say	1%	-	1%	1%	1%	1%	0%	-	0%	1%	3%	-

Which, if either, of the following have you experienced in any of your workplace(s) within the past 10 years, as a result of your LGB+ identity? (Please select the option that best applies on each row)

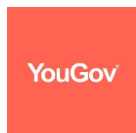
WHE_Q11_LGB_1. Verbal abuse

Base: LGB+ workers surveyed	1861	30	392	175	943	415	213	-	1112	631	118	-
I have experienced this	21%	23%	18%	23%	23%	19%	17%	-	24%	17%	16%	-
I have not experienced this	73%	63%	75%	70%	71%	76%	79%	-	71%	76%	70%	-
Don't know/ can't recall	5%	7%	5%	5%	4%	5%	3%	-	5%	3%	9%	-
Prefer not to say	0%	-	0%	-	0%	-	-	-	0%	0%	1%	-
Chose not to answer	1%	7%	2%	2%	1%	1%	0%	-	0%	3%	3%	-

YouGov Survey Results

Sample size: 2154

Fieldwork: 13th - 24th June 2019



Total	Salary groups						Which of the following best describes your sexuality?				
	Real estate	Other	Low	Mid	Mid-high	High	Heterosexual	Gay or lesbian	Bisexual	Other	Prefer not to say

Thinking about your current main workplace... Overall, do you think your organisation should do more or less to make your workplace more supportive of LGB+ employees, or does it currently do enough?

Base: workers surveyed	4017	79	844	286	2001	929	472	2154	1113	632	118	-
Should do more	21%	20%	19%	19%	21%	22%	23%	12%	31%	29%	38%	-
Currently doing enough	65%	63%	66%	60%	64%	67%	69%	69%	61%	59%	48%	-
Should do less	2%	3%	2%	2%	2%	2%	2%	4%	1%	0%	2%	-
Don't know	11%	11%	12%	17%	12%	8%	6%	13%	7%	11%	11%	-
Prefer not to say	1%	3%	1%	1%	1%	1%	0%	1%	0%	0%	1%	-

You previously said your organisations should do more to support LGB+ employees... Which, if any, of the following would you like your organisation to do to make your workplace more supportive to LGB+ employees? (Please select all that apply)

Base: workers surveyed who think their organisation should do more to support LGB+ employees	848	16	162	54	430	204	107	269	349	185	45	-
More transparency around my employer's stance on inclusion, diverse groups	57%	56%	55%	54%	57%	62%	52%	51%	60%	58%	60%	-
A more supportive environment for people to come out at work (e.g. appoint people to talk to about sharing the fact that they are LGB+)	55%	69%	59%	52%	57%	58%	47%	50%	60%	52%	60%	-
Have inspirational leaders/ senior employees share their stories	44%	31%	37%	44%	39%	48%	56%	34%	52%	41%	44%	-
LGB+ groups and events	37%	31%	37%	37%	34%	40%	42%	28%	41%	37%	53%	-
Mentorship programmes	25%	19%	27%	24%	22%	26%	34%	20%	29%	23%	29%	-
Other	4%	-	5%	2%	5%	3%	4%	3%	5%	5%	7%	-
Don't know	8%	6%	11%	11%	7%	6%	7%	11%	5%	8%	16%	-

profile_gross_personal. Income - gross personal

Base: Workers surveyed	3927	75	825	279	1963	903	459	2106	1085	620	116	-
under £5,000 per year [2500]	1%	-	1%	6%	1%	0%	0%	1%	1%	2%	3%	-
£5,000 to £9,999 per year [7499.5]	2%	3%	1%	14%	2%	1%	0%	2%	1%	5%	2%	-
£10,000 to £14,999 per year [12499.5]	5%	5%	5%	26%	5%	1%	1%	5%	4%	6%	7%	-
£15,000 to £19,999 per year [17499.5]	8%	4%	7%	41%	9%	2%	0%	6%	8%	12%	18%	-
£20,000 to £24,999 per year [22499.5]	11%	12%	12%	5%	19%	5%	2%	9%	14%	14%	15%	-
£25,000 to £29,999 per year [27499.5]	11%	11%	13%	1%	18%	7%	3%	11%	12%	11%	11%	-
£30,000 to £34,999 per year [32499.5]	9%	7%	10%	1%	13%	9%	2%	9%	8%	9%	7%	-
£35,000 to £39,999 per year [37499.5]	8%	4%	8%	0%	10%	10%	2%	8%	8%	7%	4%	-
£40,000 to £44,999 per year [42499.5]	7%	4%	8%	0%	8%	11%	4%	7%	7%	5%	8%	-
£45,000 to £49,999 per year [47499.5]	5%	8%	6%	-	5%	9%	3%	5%	5%	3%	3%	-
£50,000 to £59,999 per year [54999.5]	8%	15%	6%	-	6%	14%	12%	8%	8%	8%	3%	-
£60,000 to £69,999 per year [64999.5]	4%	1%	4%	-	1%	12%	9%	5%	4%	3%	1%	-
£70,000 to £99,999 per year [84999.5]	6%	4%	5%	-	0%	15%	20%	7%	6%	4%	4%	-
£100,000 and over [120000]	5%	12%	4%	-	-	1%	40%	5%	5%	4%	2%	-
Don't know	1%	-	1%	1%	0%	0%	0%	1%	1%	1%	3%	-
Prefer not to answer	9%	11%	10%	4%	4%	3%	3%	11%	7%	5%	9%	-
Mean	40702.81	48245.84	39406.71	14409.65	30035.33	50065.75	84763.22	42661.00	41069.17	35431.31	31372.07	-

Cell Contents (C)