

Stonewall

**WORKPLACE EQUALITY
INDEX 2024**

STAFF FEEDBACK QUESTIONNAIRE

EMPLOYER FEEDBACK REPORT:

NORTHERN IRELAND CIVIL SERVICE

SUMMARY

Thank you to everyone at the Northern Ireland Civil Service for participating in this year's Staff Feedback Questionnaire (SFQ).

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.

The questionnaire is worth a total of 20 points. This includes two points for the SFQ related question in the main submission that asks you to show evidence of sharing the questionnaire with all your staff. Your final score for the SFQ can be found in your main submission feedback report.

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

Part 1: The overall picture

- LGBTQ+ experiences
- LGBTQ+ allyship
- Visibility of commitment to equality

Part 2: Underrepresented LGBTQ+ groups

- Bi experiences & allyship
- Trans & non-binary experiences & allyship
- BAME/PoC LGBTQ+ experiences & allyship
- LGBTQ+ people with disabilities experiences & allyship

Part 3: In focus

- Bullying, harassment & discrimination
- Training
- LGBTQ+ network group
- Internal communications & events
- Leadership
- Monitoring

Part 4: Understanding the data

- How we collect and analyse the data

PART 1: THE OVERALL PICTURE

Below is an overall table of the respondents from The Northern Ireland Civil Service. 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	1099	78%
	LGBTQ+	214	75%
	Non-LGBTQ+	865	80%
Gender	LGBTQ+ men	112	79%
	Non-LGBTQ+ men	401	78%
	Non-binary people	27	63%
	LGBTQ+ women	73	75%
	Non-LGBTQ+ women	460	82%
Trans identity	Trans	41	71%
	Not trans	1024	79%
Sexual orientation	Bi	62	77%
	Gay or lesbian	118	76%
	Heterosexual/straight	858	80%
Disability	Disabled LGBTQ+ people	47	72%
	Non-disabled LGBTQ+ people	161	76%
	Disabled non-LGBTQ+ people	110	58%
	Non-disabled non-LGBTQ+ people	745	83%
Ethnicity	BAME/PoC LGBTQ+ people	12	67%
	White LGBTQ+ people	200	76%
	BAME/PoC non-LGBTQ+ people	18	67%
	White non-LGBTQ+ people	839	80%
Region	LGBTQ+ people who work most days outside the region where the org is headquartered	214	75%
	LGBTQ+ people who work most days in the region where the org is headquartered	†	†
	Non-LGBTQ+ people who work most days outside the region where the org is headquartered	865	80%
	Non-LGBTQ+ people who work most days in the region where the org is headquartered	†	†

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
Religion	LGBTQ+ people who are religious	104	75%
	LGBTQ+ people who are not religious	110	75%
	Non-LGBTQ+ people who are religious	634	81%
	Non-LGBTQ+ people who are not religious	231	77%

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

LGBTQ+ Experiences

I feel able to be myself in the workplace

Respondents	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
All	78%	82%	82%	87%	86%
LGBTQ+	75%	75%	75%	82%	83%
Non-LGBTQ+	80%	85%	85%	89%	88%
<i>LGBTQ+ vs. non-LGBTQ+</i>	-5%	-10%	-10%	7%	5%

LGBTQ+ staff say that...

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	62%	66%	66%	77%	79%
I have experienced barriers to career progression in my workplace because I am LGBTQ+	13%	10%	10%	10%	12%
I feel comfortable expressing my LGBTQ+	83%	86%	86%	91%	92%

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
identity at work to colleagues					
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	72%	77%	77%	85%	86%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	40%	49%	49%	62%	68%

LGBTQ+ Allyship

Non-LGBTQ+ staff say that...

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
I support LGBTQ+ equality in the workplace	81%	90%	83%	94%	92%
I understand why my employer is committed to LGBTQ+ equality in the workplace	80%	89%	84%	94%	90%

I understand how to be an ally to...

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
Lesbian and gay people	70%	78%	75%	86%	86%
Bi people	70%	78%	75%	86%	86%
Trans people	59%	69%	64%	78%	82%
Non-binary people	56%	67%	62%	76%	80%
Average	64%	73%	69%	81%	83%

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	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
My organisation has an LGBT or LGBTQ+ employee network group	75%	77%	80%	83%	68%
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	51%	61%	59%	70%	71%
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	46%	53%	52%	65%	66%

PART 2: UNDERREPRESENTED LGBTQ+ GROUPS

Bi Experiences and Allyship

Experiences at work

Question	Bi respondents	Gay or lesbian respondents	Heterosexual/straight respondents
I feel able to be myself in the workplace	77%	76%	80%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	63%	64%	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	81%	91%	n/a
Senior managers demonstrate visible commitment to bi equality	55%	42%	46%

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	36%	36%	12%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	80%	66%	62%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	77%	72%	56%

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	68%	81%	66%
I understand how to be an ally to lesbian and gay colleagues, and not bi colleagues†	4%	†	4%

† 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 and 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	63%	71%	79%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	56%	59%	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	79%	74%	n/a
Senior managers demonstrate visible commitment to trans equality	50%	38%	44%
Senior managers demonstrate visible commitment to non-binary equality	46%	50%	40%

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	45%	44%	16%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	53%	77%	†
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	80%	72%	59%

Trans and non-binary allyship

Question	Non-binary colleagues	Trans colleagues
I understand how to be an ally to...	18%	19%
I understand how to be an ally to lesbian and gay colleagues and/or bi colleagues, and not...†	11%	9%

† 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 and 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	67%	76%	67%	80%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	58%	76%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	17%	13%	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	†	35%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	71%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	†
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	†	72%

Disabled LGBTQ+ People's Experiences and 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	72%	76%	58%	83%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	58%	63%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	11%	3%	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	46%	30%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	62%	73%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	74%	72%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	68%	74%

PART 3: IN FOCUS

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	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	8%	8%	9%	8%	9%
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	3%	5%	3%	4%	4%
If I was a victim of bullying and harassment based on my LGBTQ+ identity, I would feel confident in reporting it to my employer	70%	77%	75%	83%	82%

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

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
All	73%	82%	78%	88%	85%

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
Non-LGBTQ+	74%	83%	78%	88%	84%

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

Question or Aggregation	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
I know how to report	71%	75%	75%	85%	84%
I would feel confident reporting	74%	78%	74%	82%	81%
I know how to report and I would feel confident reporting	62%	70%	68%	78%	77%

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...	88%	87%	87%	86%
I have accessed the training or resources on how to be an ally to...	37%	32%	87%	29%
As a result of the training, I feel confident being an ally to...	24%	20%	19%	18%

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

Respondents	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
Lesbian and gay people	24%	25%	27%	34%	31%
Bi	20%	21%	24%	30%	27%
Trans	19%	21%	22%	29%	26%
Non-binary	18%	18%	21%	26%	23%
Average	20%	21%	23%	30%	27%

LGBTQ+ Network Group

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

LGBTQ+ people's experiences

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
My organisation has an LGBT or LGBTQ+ employee network group	98%	99%	98%	99%	98%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	34%	41%	39%	60%	57%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	81%	80%	83%	88%	89%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	71%	73%	73%	81%	81%

Non-LGBTQ+ people's experiences

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
My organisation has an LGBT or LGBTQ+ employee network group	99%	99%	99%	99%	97%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	12%	22%	25%	41%	38%

Question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	70%	71%	77%	83%	81%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	62%	72%	69%	82%	83%

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	90%	88%	90%
Bi identities and experiences	85%	81%	86%
Trans identities and experiences	86%	82%	86%
Non-binary identities and experiences	84%	78%	85%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	81%	90%	83%
<i>Average</i>	85%	84%	86%

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

Sub question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
Lesbian and gay identities and experiences	90%	92%	92%	94%	92%
Bi identities and experiences	85%	88%	87%	92%	90%
Trans identities and experiences	86%	89%	88%	93%	91%
Non-binary identities and experiences	84%	87%	86%	91%	89%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	81%	85%	84%	89%	88%

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	52%	58%	51%	55%
Bi equality	45%	48%	45%	55%
Trans equality	45%	48%	44%	57%
Non-binary equality	40%	40%	46%	46%
Average	46%	48%	45%	53%

Senior Managers demonstrate visible commitment to...

Sub question	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
Lesbian and gay equality	52%	60%	59%	72%	72%
Bi equality	45%	53%	52%	64%	73%
Trans equality	45%	52%	51%	64%	66%
Non-binary equality	40%	47%	47%	60%	65%
<i>Average</i>	46%	53%	52%	65%	62%

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	Your organisation	Sector: Government & Regulators	HQ Region: Northern Ireland: County Antrim	Top 100	Top 10
All LGBTQ+	75%	77%	74%	83%	84%
Bi	76%	72%	71%	77%	82%
Trans	69%	61%	64%	72%	74%
Non-binary	71%	65%	67%	73%	70%

PART 4: 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.

The survey was open between September and December 2023. The survey is hosted by our provider, SnapSurvey. Whilst we created the survey and collect responses, we rely on you at [org name] to distribute it to your employees. We provide a unique link for each entrant who chooses to take part in the Staff Feedback Questionnaire, and send it to them.

As Stonewall is not responsible for distributing the survey to respondents, 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%. We never report back on groups of respondents smaller than ten, in order to protect the anonymity of respondents. Where you can see '†' symbols, it indicates that the group of respondents was smaller than ten, so we couldn't include the analysis in this report.

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.