

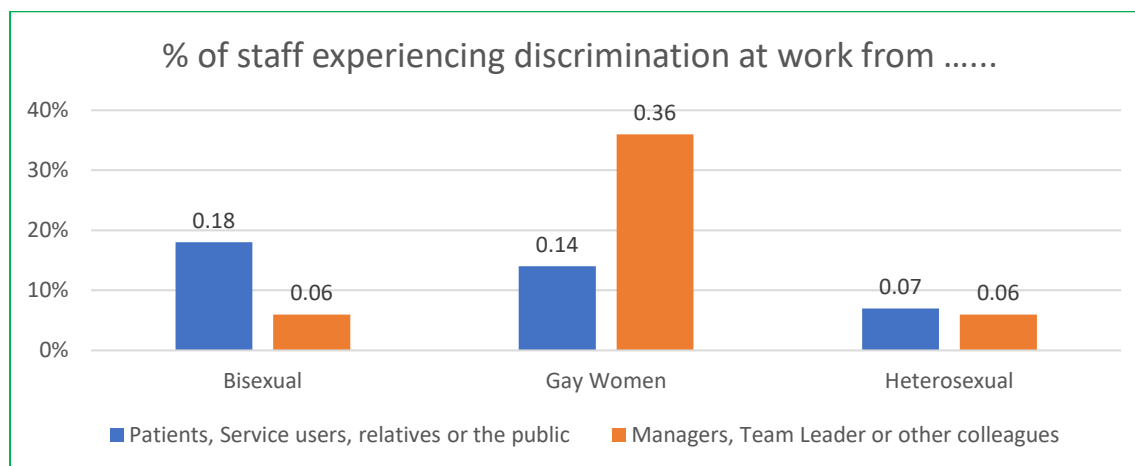
Appendix 2: Sexual Orientation – Analysis of the staff survey responses 2019

The table below shows the number of staff who responded to the questions and shared their sexual orientation for each of the categories used with the survey. As you can see it is below what we would expect to see. A conservative estimate is that 5 - 7% of the population is LGBT+. The percentage of staff captured as being LGB within this survey is % of the whole workforce meaning it is very likely this is an under-representation of the views of this staff community.

Sexual Orientation	Number of staff responding to the survey	Number of staff in ESR
Bisexual	17	22
Gay Man	0	43
Gay Woman	14	
Heterosexual	1129	2242
Not stated	109	852
Unspecified	-	<5
Total	1269	3163
Disclosure rate	2.45%	2.0%
Rate of not stated	8.5%	26.9%

A key priority is to increase sharing of sexual orientation within ESR and on the staff survey demographic information. A briefing is going out to all staff to encourage them to update their personal data in ESR; this includes sexual orientation. Stonewall state that the percentage of staff who are marking their sexual orientation as 'not stated' is an indicator of LGBT+ equality. The lower the figure the better as it shows staff see the relevance and feel safe to disclose the information.

The following analysis can be drawn from those who responded:



- Gay women were more likely than Bisexual and Heterosexual staff to report discrimination from their managers, team leader or other colleagues.
- Staff who are Bisexual or Gay Women were more likely to report experiencing discrimination from patients, service users, relatives or the public.

11% less Bisexual staff believe that the Trust provides equal opportunities for career progression and promotion when compared with Heterosexual staff. There were no responses from staff in the other sexual orientation categories.