

# **STONEWALL WORKPLACE EQUALITY INDEX 2022**

## **STAFF FEEDBACK QUESTIONNAIRE**

**THE SCOTTISH GOVERNMENT**

# SUMMARY

Thank you to everyone at The Scottish Government 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 The Scottish Government. 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	1171	79%
	LGBTQ+	420	75%
	Non-LGBTQ+	751	82%
Gender	LGBTQ+ men	180	80%
	Non-LGBTQ+ men	279	80%
	Non-binary people	45	44%
	LGBTQ+ women	189	78%
	Non-LGBTQ+ women	459	84%
Trans identity	Trans	33	55%
	Not trans	1107	81%
Sexual orientation	Bi	162	71%
	Gay or lesbian	202	84%
	Heterosexual/straight	733	83%
Disability	Disabled LGBTQ+ people	108	65%
	Non-disabled LGBTQ+ people	303	79%
	Disabled non-LGBTQ+ people	111	75%
	Non-disabled non-LGBTQ+ people	617	84%
Ethnicity	BAME/PoC LGBTQ+ people	19	74%
	White LGBTQ+ people	384	76%
	BAME/PoC non-LGBTQ+ people	21	81%
	White non-LGBTQ+ people	703	83%
Region	LGBTQ+ people who work most	386	74%

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
	days outside the region where The Scottish Government is headquartered		
	LGBTQ+ people who work most days in the region where The Scottish Government is headquartered	34	85%
	Non-LGBTQ+ people who work most days outside the region where The Scottish Government is headquartered	661	82%
	Non-LGBTQ+ people who work most days in the region where The Scottish Government is headquartered	90	79%
Religion	LGBTQ+ people who are religious	103	74%
	LGBTQ+ people who are not religious	300	77%
	Non-LGBTQ+ people who are religious	262	80%
	Non-LGBTQ+ people who are not religious	450	85%

<sup>†</sup> 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	The Scottish Government	Government & Regulators	Headquartered in Scotland
All	79%	81%	84%
LGBTQ+	75%	74%	77%
Non-LGBTQ+	82%	83%	86%
<i>LGBTQ+ vs. non-LGBTQ+</i>	7%	9%	9%

Respondents	The Scottish Government	Top 100	Top 10
All	79%	86%	90%
LGBTQ+	75%	82%	88%
Non-LGBTQ+	82%	88%	91%
<i>LGBTQ+ vs. non-LGBTQ+</i>	7%	6%	3%

LGBTQ+ staff say that...

Question	The Scottish Government	Government & Regulators	Headquartered in Scotland
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	63%	63%	67%
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	38%	44%	45%
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	38%	41%	43%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	19%	19%	20%

Question	The Scottish Government	Top 100	Top 10
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	63%	76%	85%
I have experienced barriers to career progression	7%	10%	8%

Question	The Scottish Government	Top 100	Top 10
in my workplace because I am LGBTQ+			
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	38%	51%	59%
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	38%	48%	58%
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	19%	25%	34%

# LGBTQ+ ALLYSHIP

Non-LGBTQ+ staff say that...

Question	The Scottish Government	Government & Regulators	Headquartered in Scotland
I support LGBTQ+ equality in the workplace	92%	89%	92%
I understand why my employer is committed to LGBTQ+ equality in the workplace	87%	84%	87%

Question	The Scottish Government	Top 100	Top 10
I support LGBTQ+ equality in the workplace	92%	95%	96%
I understand why my employer is committed to LGBTQ+ equality in the workplace	87%	93%	95%

I understand how to be an ally to...

Question	The Scottish Government	Government & Regulators	Headquartered in Scotland
Lesbian and gay people	72%	72%	75%
Bi people	68%	68%	72%
Trans people	62%	63%	67%
Non-binary people	59%	60%	64%
Average	65%	66%	70%

Question	The Scottish Government	Top 100	Top 10
Lesbian and gay people	72%	83%	87%
Bi people	68%	79%	85%
Trans people	62%	74%	80%
Non-binary people	59%	71%	77%
Average	65%	77%	82%

# 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	The Scottish Government	Government & Regulators	Headquartered in Scotland
My organisation has an LGBT or LGBTQ+ employee network group	85%	70%	65%
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	57%	54%	59%
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	39%	42%	43%

Question or Aggregation	The Scottish Government	Top 100	Top 10
My organisation has an LGBT or LGBTQ+ employee network group	85%	88%	91%
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	57%	70%	80%
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	39%	57%	65%

# **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	71%	84%	83%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	62%	71%	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	19%	57%	n/a
Senior managers demonstrate visible commitment to bi equality	37%	51%	53%

## 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%	41%	17%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	67%	66%	56%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	62%	61%	37%

## 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	72%	79%	69%
I understand how to be an ally to lesbian and gay colleagues, and not bi colleagues†	3%	0%	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 & 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	44%	55%	82%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	29%	27%	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	18%	18%	n/a
Senior managers demonstrate visible commitment to trans equality	n/a	21%	52%
Senior managers demonstrate visible commitment to non-binary equality	22%	n/a	45%

## 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	49%	58%	24%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee	60%	70%	59%

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
network group for confidential support or advice			
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	58%	67%	45%

## Trans and non-binary allyship

Question	Non-binary colleagues	Trans colleagues
I understand how to be an ally to...	65%	67%
I understand how to be an ally to lesbian and gay colleagues and/or bi colleagues, and not...†	12%	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 & 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	74%	76%	81%	83%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	42%	65%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	16%	7%	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	37%	40%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	47%	66%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	53%	61%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	42%	64%

# **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	65%	79%	75%	84%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	51%	67%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	9%	6%	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	52%	35%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	66%	66%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	60%	61%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	62%	64%

# 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	The Scottish Government	Government & Regulators	Headquartered in Scotland
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	10%	12%	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	7%	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	74%	74%	76%

Question	The Scottish Government	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+	10%	9%	5%
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	7%	4%	2%
If I was a victim of bullying and harassment based on my LGBTQ+ identity, I would feel confident in reporting it to my employer	74%	80%	86%

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

Question	The Scottish Government	Government & Regulators	Headquartered in Scotland
All	81%	83%	85%
Non-LGBTQ+	82%	83%	86%

Question	The Scottish Government	Top 100	Top 10
All	81%	89%	91%
Non-LGBTQ+	82%	89%	90%

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

Question or Aggregation	The Scottish Government	Government & Regulators	Headquartered in Scotland
I know how to report	70%	73%	75%
I would feel confident reporting	76%	79%	81%
I know how to report and I would feel confident reporting	63%	68%	70%

Question or Aggregation	The Scottish Government	Top 100	Top 10
I know how to report	70%	79%	84%
I would feel confident reporting	76%	86%	90%
I know how to report and I would feel confident reporting	63%	76%	82%

# 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	68%	70%	67%
Bi identities and experiences	54%	56%	53%
Trans identities and experiences	62%	65%	60%
Non-binary identities and experiences	48%	47%	48%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	43%	42%	44%
Average	55%	56%	54%

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

Sub question	The Scottish Government	Government & Regulators	Headquartered in Scotland
Lesbian and gay identities and experiences	68%	66%	60%
Bi identities and experiences	54%	51%	48%
Trans identities and experiences	62%	52%	51%
Non-binary identities and experiences	48%	41%	41%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	43%	45%	41%

Sub question	The Scottish Government	Top 100	Top 10
Lesbian and gay identities and experiences	68%	80%	86%
Bi identities and experiences	54%	68%	76%
Trans identities and experiences	62%	69%	75%
Non-binary identities and experiences	48%	58%	66%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	43%	61%	72%

# 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	61%	58%	62%	65%
Bi equality	49%	43%	53%	37%
Trans equality	51%	43%	55%	21%
Non-binary equality	43%	35%	48%	22%
Average	51%	45%	55%	36%

**Senior Managers demonstrate visible commitment to...**

Sub question	The Scottish Government	Government & Regulators	Headquartered in Scotland
Lesbian and gay equality	61%	59%	58%
Bi equality	49%	49%	50%
Trans equality	51%	48%	49%
Non-binary equality	43%	43%	45%
Average	51%	50%	51%

Sub question	The Scottish Government	Top 100	Top 10
Lesbian and gay equality	61%	74%	80%
Bi equality	49%	65%	74%
Trans equality	51%	64%	71%
Non-binary equality	43%	58%	67%
Average	51%	65%	73%

# 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	The Scottish Government	Government & Regulators	Headquartered in Scotland
My organisation has an LGBT or LGBTQ+ employee network group	90%	82%	81%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	40%	38%	38%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	63%	62%	59%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	66%	61%	61%

Question	The Scottish Government	Top 100	Top 10
My organisation has an LGBT or LGBTQ+ employee network group	90%	92%	95%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	40%	53%	64%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	63%	77%	85%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	66%	74%	83%

## Non-LGBTQ+ People's Experiences

Question	The Scottish Government	Government & Regulators	Headquartered in Scotland
My organisation has an LGBT or LGBTQ+ employee network group	82%	67%	61%

Question	The Scottish Government	Government & Regulators	Headquartered in Scotland
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	17%	15%	15%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	46%	42%	37%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	56%	46%	44%

Question	The Scottish Government	Top 100	Top 10
My organisation has an LGBT or LGBTQ+ employee network group	82%	86%	90%
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	17%	34%	39%
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	46%	66%	76%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	56%	70%	76%

# 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	The Scottish Government	Government & Regulators	Headquartered in Scotland
All LGBTQ+	80%	76%	79%
Bi	81%	68%	72%
Trans	61%	63%	66%
Non-binary	56%	60%	58%

Respondents	The Scottish Government	Top 100	Top 10
All LGBTQ+	80%	82%	86%
Bi	81%	73%	76%
Trans	61%	73%	77%
Non-binary	56%	67%	73%

# 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...	56%	47%	51%	42%
I have accessed the training or resources on how to be an ally to...	28%	22%	27%	22%
As a result of the training, I feel confident being an ally to...	25%	19%	23%	18%

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

Sub question	The Scottish Government	Government & Regulators	Headquartered in Scotland
Lesbian and gay people	25%	25%	26%
Bi people	19%	20%	22%
Trans people	23%	20%	22%
Non-binary people	18%	16%	19%
Average	21%	20%	22%

Sub question	The Scottish Government	Top 100	Top 10
Lesbian and gay people	25%	41%	48%
Bi people	19%	35%	42%
Trans people	23%	36%	41%
Non-binary people	18%	30%	36%
Average	21%	36%	42%

# 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 The Scottish Government 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%.

# **STONEWALL WORKPLACE EQUALITY INDEX 2022**

## **EMPLOYER FEEDBACK REPORT**

**THE SCOTTISH GOVERNMENT**

# SUMMARY

Stonewall's Workplace Equality Index is about recognising the work that goes into creating LGBT inclusive workplaces in the UK. By ensuring all LGBTQ+ people feel safe and welcomed in the workplace, we can cultivate a culture of inclusivity that allows our LGBTQ+ colleagues the freedom to be themselves without fear of harassment.

This report will guide you through your submission by detailing our feedback to each section of the criteria and ending with our findings from the Staff Feedback Questionnaire (if applicable). We'll highlight what you've done well and focus on improvements for the future.

We understand this has been a difficult time for everyone, especially as we adapt to new working practices, so we greatly appreciate the time you took to continue your inclusion journey and to complete your submission. We recognise the commitment it takes to put an application together and you should feel incredibly proud of what you've achieved in what has been both a demanding and challenging year.

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The Workplace Equality Index is an opportunity to measure, progress and celebrate the work you're doing to make your organisation a better place for LGBTQ+ employees. From new policies to Pride events, leadership briefings to updating your training - each small change, can make a big difference to our communities.

We hear incredible stories every year of workplaces making real impact, transforming the environments we work in every day. We know it's not easy work, but every day we move closer to a world in which LGBTQ+ people are free to be their true selves.

Thank you so much for taking part, and I hope we continue to work together over 2022.

[REDACTED], Associate Director of Workplace Client Relationships

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The Scottish Government ranked 89 with a score of 88.5 out of 200

The Scottish Government is in the Top 100 Workplace Equality Index 2022 entrants

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The Scottish Government has been awarded a gold award

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Section	Marks available	Marks claimed	Marks awarded	Marks claimed, but not awarded
1) Policies and benefits	17	15	13	2
2) The employee lifecycle	22	17	7.5	9.5
3) LGBT employee network group	26	15	14	1
4) Empowering individuals	20	16	7	9
5) Leadership	18	12	9.5	2.5
6) Monitoring	20	16.5	5	11.5
7) Supply chains	17	14	11	3
8) External engagement	40	21	19.5	1.5
Staff Feedback Questionnaire	20	n/a	2	n/a

<sup>†</sup> When marking, sometimes our markers spot evidence that counts towards questions you didn't claim. In those cases, we award the points anyway.

# SECTORAL AND GEOGRAPHICAL CONTEXT

We understand the different challenges organisations may face depending on the sector and location they are based in. That is why we separate this data out. It allows for organisations to benchmark themselves against others in a similar field or part of the UK, and it gives organisations ideas about how to develop their progress in a way that works for them and gives them context on what they can achieve.

We know that regulatory incentives, budgetary constraints, organisational size and operating with a dispersed workforce can all be factors in creating or removing barriers to inclusion.

Each sector and location has its own unique challenges. What's important is how we face these challenges and how you can achieve the best outcomes for your organisation.

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The Scottish Government ranked 12 in the Government & Regulators sector

The Scottish Government ranked 6 in employers headquartered in Scotland

The Scottish Government ranked 31 in employers that operate in Scotland

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# MARGINALISED OR UNDER-REPRESENTED LGBT GROUPS

This section focusses on those within our community whose stories and experiences we rarely get to hear. By breaking down this data, we aim to show you how you are progressing with this work.

Bi erasure and biphobia are real problems. They create a culture of stigmatisation, and many bi people are still wary about being open about their bi identity in the workplace.

Transphobia and anti-non-binary discrimination are an area of concern for many workplaces, with staff feeling scared and unable to be their authentic selves around colleagues.

We all have multiple facets of our identities, and different forms of oppression such as racism and ableism. These oppressions also affect many LGBT people in the working world. Tackling one form of oppression requires tackling them all: ending misogyny and making work welcoming for people of faith are equally important for making all LGBT people feel welcome.

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The Scottish Government scored 28 on questions related marginalised or underrepresented LGBT identities

The Scottish Government scored 2 on questions about bi inclusion and anti-biphobia

The Scottish Government scored 20.5 on questions about trans inclusion and anti-transphobia

The Scottish Government scored 7 on questions about non-binary inclusion and that strand of anti-transphobia

The Scottish Government scored 5 on questions about intersectionality and inclusion of LGBT who experience multiple marginalisations, such as racism and ableism

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# SECTION ONE: POLICIES AND BENEFITS

This section examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy feedback process, policy content and provision of specific support.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	15	13	2
Government & Regulators	12.5	8	4.5
Headquartered in Scotland	13	8.5	4.5
Top 100	15.5	12	3.5
Top 10	16.5	15	1.5

Across this section the Scottish Government have demonstrated many areas of good practice to ensure that your policies are inclusive of all LGBTQ+ identities, and have detailed specific support available to LGBTQ+ identities to support a positive and inclusive workplace.

It is great to see a clear policy review process detailed in your submission, and that you actively include feedback from colleagues across The Scottish Government when reviewing and updating policies. The impact of this is apparent in the content of the majority of policies you have evidenced in this section. It is great to see you broadly using inclusive language across your policies to reflect LGBTQ+ employees in the content of your support.

We would recommend that you undertake some further work to strengthen some of your policies in this section. We recommend that organisations have a clear zero-tolerance approach to bullying, harassment, and discrimination in your main Equality Policy, with clear examples of what inappropriate behaviour looks like on the grounds of biphobia, homophobia, and transphobia. There are some areas where you have demonstrated good practice in this area, however we would recommend that your approach is consistent across all policies.

We would also recommend that you undertake a further review of your family leave policies to ensure that there is consistency in your language across these support mechanisms. We suggest that good practice is to ensure that all key family terms across the suite of policies are defined to be explicitly inclusive of LGBTQ+ identities.

You have evidenced a thorough and supportive Trans Equality and Inclusion Policy, with lots of guidance available to support key stakeholders. We would recommend building out some of the policy content to provide further detail for non-binary colleagues, particularly around areas such as your dress code, facilities usage, and title options on your workplace systems.

Finally, it is great to see you working with your EAP provider to introduce specific measures for the needs of your LGBTQ+ staff. Well done on this impactful piece of work.

## SECTION TWO: THE EMPLOYEE LIFECYCLE

This section examines the employee lifecycle within the organisation, starting with recruitment practices and finishing with exit processes. The questions scrutinise how the organisation engages and supports employees throughout their journey in the workplace.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	17	7.5	9.5
Government & Regulators	16	7.5	8.5
Headquartered in Scotland	16.5	7	9.5
Top 100	20.5	12.5	8
Top 10	21	17	4

From the moment they accept a job offer, LGBTQ+ employees should know that they have joined an organisation that values their identity, so they can be comfortable being themselves and perform at their best.

It is great to see The Scottish Government taking active steps to promote roles to a diversity of audiences, which is backed up by a consistent statement that you will not discriminate against LGBTQ+ applicants. To develop this activity further, we would encourage you to explore how you can detail information about your LGBTQ+ inclusion activities, like your network group, in your recruitment materials.

Upon joining the organisation, it is great to see you sharing plenty of information about your inclusion practices. This theme continues throughout the employee journey, with the organisation providing plenty of opportunities for colleagues to understand the issues that affect LGBTQ+ people. This is achieved through both your internal communications and your recognition of contributions towards inclusion work in your appraisal process.

We would suggest that the biggest area for development in this section concerns your all employee training. We recommend that good practice is to provide all staff with information about your policies and relevant legislation to support them in understanding their roles and responsibilities in creating an inclusive workplace environment. The most inclusive training provides information specific to LGBTQ+ inclusion (such as examples of biphobia, homophobia, and transphobia), gives support on how to effectively challenge negative behaviour, and highlights how colleagues can report inappropriate behaviour.

Finally, we would recommend that you consistently capture feedback in your leavers process to identify whether issues related to discrimination are a causal factor in people leaving The Scottish Government. Whilst it is great to see you using your monitoring data to identify trends in this area, we suggest that you could be more direct in terms of the questions you ask here.

## **SECTION THREE: LGBT EMPLOYEE NETWORK GROUP**

This section examines the work of your LGBT employee network group. The questions scrutinise the support the group is given by the organisation, its commitment to inclusivity, and the activities it carries out.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	15	14	1
Government & Regulators	18.5	13.5	5
Headquartered in Scotland	14.5	9.5	5
Top 100	24	20	4
Top 10	25	24	1

LGBTQ+ employee network groups are a great way to give LGBTQ+ staff a voice, and a platform to advocate for LGBTQ+ inclusion in the workplace. LGBTQ+ network group activities are wide ranging and can include providing peer-to-peer support, raising awareness of the issues LGBTQ+ people face, and supporting The Scottish Government on their LGBTQ+ inclusion journey.

It is great to see that the LGBT Network at The Scottish Government has a defined role and purpose, and that it has delivered on many activities and support opportunities. This is particularly important in the context of the pandemic, during which LGBTQ+ people have been at particular risk of isolation and poor mental health. To support on the delivery of these activities, it is great to see the network taking steps to ensure that all LGBTQ+ identities are reflected in its activities, for example, by having a bi rep, and by communicating that the network is open to all.

To develop the network's activities moving forward, there are a couple of areas that we would recommend you focus your attention on. Firstly, networks achieve their full potential when they are provided with support from their organisation. It is great to see The Scottish Government giving network members time to develop and deliver activities, but we would encourage you to take this further by providing additional support. This could include access to a budget and development opportunities specific to the running of the network.

The next steps for the network itself could be to expand on your intersectional LGBTQ+ inclusion activities. To focus this work, we recommend developing a strategy for engaging with specific LGBTQ+ identities – these could be identities that are underrepresented in the network membership, which haven't been explored in your work before, or are particularly marginalised in wider society. A formal strategy will allow you develop your practice in a focused way, live your values of inclusion within the network, and diversify your activities. We would be more than happy to support you with this work.

## SECTION FOUR: EMPOWERING INDIVIDUALS

This section examines the process of engaging individuals to create an LGBT inclusive culture at the organisation. The questions scrutinise how the organisation empowers LGBT and non-LGBT employees to step up as change makers and allies.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	16	7	9
Government & Regulators	11.5	7	4.5
Headquartered in Scotland	9.5	5.5	4
Top 100	17	13	4
Top 10	18	17	1

It is great to see The Scottish Government providing opportunities for non-LGBTQ+ staff to become LGBTQ+ allies. Your work in this area is well-signposted and provides great opportunities for staff to learn more about LGBTQ+ identities and the actions they can take. We would recommend a couple of changes to your wording of these opportunities, particularly around the use of ‘straight allies’ which doesn’t clearly include allyship to trans people.

In addition to the above, it is great to see that you have developed a clear learning pathway for colleagues to become trans allies. This will no doubt have a great impact across the organisation to create a trans-inclusive culture. To progress this further, we would suggest exploring if similar learning pathways can be introduced on allyship to bi people or allyship to LGBTQ+ people who experience other forms of discrimination, like LGBTQ+ people of colour or LGBTQ+ people of faith. The latter is potentially a fantastic opportunity to engage in some pan-network activity at The Scottish Government.

To develop in this section, we would encourage you to explore how you can introduce specific opportunities for LGBTQ+ people to become changemakers. Whilst it is great to see that you have created some powerful diversity and inclusion training, we recommend that organisations provide opportunities specific to LGBTQ+ people to understand their role in advocating and supporting an inclusive workplace. This could include guidance as to how to use their lived experience to affect change.

Finally, whilst it is great to see you sharing information about LGBTQ+ identities in the workplace, we suggest that you take this further by highlighting specific workplace stories that profile the experiences of colleagues across The Scottish Government. Workplace stories are a great opportunity to highlight the impact of inclusion on individuals and provide inspiration for all colleagues.

## SECTION FIVE: LEADERSHIP

This section examines how the organisation engages senior leaders and line managers in their responsibility to set an LGBTQ-inclusive culture. The questions scrutinise how the organisation empowers senior leaders, the individual actions senior leaders take, and how all line managers are encouraged to recognise LGBTQ inclusion as key to their role.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	12	9.5	2.5
Government & Regulators	9.5	6	3.5
Headquartered in Scotland	9	4.5	4.5
Top 100	14.5	10	4.5
Top 10	16.5	13	3.5

Senior leaders are integral to the progression of LGBTQ+ inclusion in any organisation. Role modelling inclusion at the highest levels sets a clear example and expectation that it's everyone's responsibility to help create an inclusive environment.

Providing learning opportunities for senior colleagues is a crucial first step for this, helping to develop their understanding of barriers LGBTQ+ colleagues can face. For this reason, we recommend systematically offering these opportunities to board and senior staff. It's great to see that you have a few opportunities available for leaders here, such as participation in your reverse mentoring programme. We would encourage you to engage more leaders with this opportunity and look to expand on the opportunities you offer. This could include mentoring or coaching with other leaders, LGBTQ+ specific conferences and seminars for leaders, and opportunities that are specific to bi, trans, and non-binary inclusion identities.

As leaders continue to develop their understanding, we would encourage them to take further actions to promote and support the LGBTQ+ inclusion activities at The Scottish Government. This could include sending explicit messages affirming The Scottish Government's commitment to an LGBTQ+ inclusive workplace, including bi, trans, and non-binary equality. We would also recommend that you explore other opportunities for your leaders to engage with LGBTQ+ inclusion, for example by engaging with external events, internal reporting, and LGBTQ+ action plans.

Finally, it is great to see that you have specific inclusion-related objectives within the performance processes for your leaders and ask about inclusion competencies during the recruitment process. This helps embed inclusion as an important element of day-to-day leadership. Given our feedback in this section, you may want to consider how you can use this as a prime opportunity to engage leaders specifically with LGBTQ+ inclusion over the coming year.

# SECTION SIX: MONITORING

This section examines how the organisation uses monitoring to understand the representation and experiences of its LGBT employees. The questions scrutinise data collection methods, analysis, and outcomes.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	16.5	5	11.5
Government & Regulators	9.5	3	6.5
Headquartered in Scotland	9.5	3.5	6
Top 100	12.5	5.5	7
Top 10	14.5	9	5.5

Monitoring exercises enable you to develop a deeper understanding the experiences of your LGBTQ+ employees and respond to their needs. In this section we explore the questions you ask to gather monitoring data, as well as how you use the data to develop actions to progress LGBTQ+ inclusion at The Scottish Government.

We would recommend that you undertake a review of the question you ask to ascertain data on colleague's sexual orientation. Here our recommended practice is to ask about sexual orientation in a way that's unconnected to gender. This gives respondents more flexibility in how they can answer, for example for non-binary gay people/lesbians. We would still strongly encourage you to compare the experiences of respondents with each sexual orientation by gender, for example comparing the experiences of bi men, bi non-binary people and bi women.

In addition to this, we recommend that workplaces have a clear monitoring question to gather data on the trans status of colleagues. Whilst you do gather this information in some places, we would encourage you to be consistent in the questions you ask, and where you ask them.

When gathering data, good practice is to produce a range of analysis to understand the experiences of your staff. Whilst the Scottish Government does produce reports, we would encourage you to be clearer on the actions that come from these activities in future submissions. We would also encourage you to explore how you can integrate information about trans and non-binary identities and experiences into the existing analysis.

You may also find it helpful to send out communication about why LGBTQ+ monitoring matters, as well as confidentiality and data security. Additionally, we would recommend you communicate any previous improvements that have been made as a result of your monitoring activities. This will help colleagues see the value of sharing their monitoring information with you.

# SECTION SEVEN: SUPPLY CHAINS

This section examines how the organisation affects change in its supply chain. The questions scrutinise the steps taken to ensure suppliers are LGBT-inclusive, from tendering new suppliers to monitoring current contracts.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	14	11	3
Government & Regulators	7	4	3
Headquartered in Scotland	7.5	4	3.5
Top 100	11.5	7.5	4
Top 10	14.5	12.5	2

By embedding LGBTQ+ inclusion within your supply chain practices, you can ensure that all work delivered on behalf of The Scottish Government is inclusive, affect change beyond your four walls, and reach further into your communities you serve.

Procurement is an area where The Scottish Government is demonstrating good practice and making clear efforts to embed inclusion work throughout its supply chains. It is great to see you engaging with suppliers at all stages – from the tender process to management of existing contracts.

There are some further steps we'd recommend to develop your work in this section further. You have provided strong evidence as to how you ensure suppliers have policies and processes in place to support you in meeting your Public Sector Equality Duties, however you could be clearer in how LGBTQ+ inclusion is considered here. For example, we can explore how potential supplier's policies are scrutinised to ensure that they explicitly ban discrimination, bullying and harassment on the basis of LGBTQ+ identities. You could also ask for further information, such as whether suppliers have trans-specific policies in place, or whether they have a broad Diversity and Inclusion strategy.

It is great to see you engaging with your major suppliers throughout their contract. This includes through your contract monitoring meetings, and by inviting their staff to participate in the LGBT Network Group. In addition to the practice, you are already demonstrating here, you may wish to consider how you can use these opportunities to share inclusion practice to the benefit of both parties and explore how you can engage specifically on outreach activities.

## **SECTION EIGHT: EXTERNAL ENGAGEMENT**

This section comprises of three parts. Part 1 (Community Engagement) examines the outreach activity of the organisation and how it supports wider LGBT communities. Part 2 (Sector Engagement) examines how the organisation promotes LGBT equality to other organisations in its sector. Part 3 (Service Delivery) examines how the organisation ensures it meets the needs of any service users or customers.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	21	19.5	1.5
Government & Regulators	16.5	8.5	8
Headquartered in Scotland	15.5	8	7.5
Top 100	27.5	18.5	9
Top 10	33.5	28.5	5

External engagement on LGBTQ+ inclusion is key to demonstrating your commitment to staff and external partners, as well as providing vital support to local communities and grassroots organisations supporting LGBTQ+ people.

In addition to this, it is great to see the Scottish Government use its social media accounts to share various posts about your commitment to LGBTQ+ inclusion, including trans and non-binary inclusion. We would recommend that you further explore how you can demonstrate your commitment to bi inclusion on these same channels. Additionally, it is great to see the continued commitment of The Scottish Government in promoting LGBTQ+ inclusion throughout the public sector.

To develop in this section, we would recommend that Social Security Scotland spends some time reviewing how it engages with its external stakeholders to ensure that LGBTQ+ inclusion is embedded in their operations. A good place to start could be revisiting how you collect monitoring data and feedback from your service users. This will help give you reliable data to inform your action plans for developing a more inclusive service. You could also consider how you promote Social Security Scotland's services as inclusive and look to introduce a service user facing policy that explicitly bans biphobia, homophobia, and transphobia in your services.

# STAFF FEEDBACK QUESTIONNAIRE

As part of the Workplace Equality Index, employees from across the UK take part in Stonewall's Staff Feedback Questionnaire (SFQ).

The SFQ is an anonymous questionnaire that employers share with their staff. The results help us generate each employer's score and gives them a deep understanding of their employees' experiences at work.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
The Scottish Government	n/a	2	n/a
Government & Regulators	n/a	7	n/a
Headquartered in Scotland	n/a	8	n/a
Top 100	n/a	13.5	n/a
Top 10	n/a	17.5	n/a

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# Workplace Index Action

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## How to use this template

This is a document for you to use to help you. We've given a suggested format, but it might be that this doesn't work for your organisation, context or working preferences. Please feel free to customise this resource as appropriate to your context!

Write in as formal or informal style as you like. Use this to make notes, scribble down ideas, or include links.

We encourage you to use this document to track changes that you want to make and that you think you're able to implement. We've included a short example, but your benchmarking lead will support you to develop a richer, more nuanced action plan to progress LGBTQ+ inclusion in your workplace

### Example Plan

Action	Evidence for Action	Best Practice	Person Responsible	Resources & Support	Target Completion
Consult the Pride Network on adding a bi rep	Question 3.1 A Less than ¼ of bi staff felt included	Have a position on the network committee to represent bi issues	WO	Send ToR from similar networks with a rep	May 2022
Revise induction training slides	Questions 2.5 B, C & D Staff feedback from last quarter	Give examples of discrimination on basis of biphobia, transphobia & multiple bases & practical routes to challenge if seen	TW	Use Stonewall resource library  Links up with sector colleagues	June 2022(?)
Present analysis of LGBT pay gap	Question 6.5	Analyse by orientation, gender (including non-binary!) & trans status separately	WO	Use Stonewall resource library	Next board – May 2022

## Planner

Action	Evidence for Action	Best Practice	Person Responsible	Resources & Support	Target Completion