

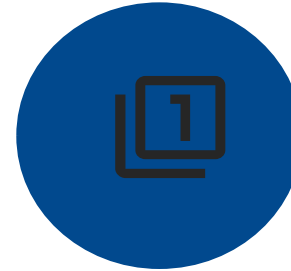
NHS

**East of England
Ambulance Service**
NHS Trust



LGBT+ Survey Results

LGBT+ Survey context



What we did:

Commissioned McKenzie LLP, a specialist Equality, Diversity and Inclusion consultancy, to undertake an external research project with all staff from the LGBT community employed within the Trust.



How we did it:

Employees were invited to take part in any of the following three options:

1. Complete an anonymous online / digital survey
2. Join a confidential focus / discussion group
3. Take part in a confidential one to one interview



Who took part:

In total, 204 out of the 314 selected employees participated via one or more of the consultation options shown above representing a 65% response rate.

LGBT+ Survey headlines



61% felt comfortable both presenting their 'whole self' at work and sharing their true Sexuality with others in EEAST

One in Two

would feel confident reporting that **inappropriate behaviour or language used** within EEAST would be dealt with accordingly.

69% have not experienced bullying or harassment relating to either their Gender Identity or Sexuality within EEAST.

3/4 Felt EEAST is a modern and inclusive environment

68% believed suitable career development, advancement and training opportunities are **equally available** to all staff in EEAST

Only 22%

Of respondents felt that complaints or concerns raised within EEAST were taken seriously and not dismissed, trivialised or explained away

Felt that Inappropriate nicknames, **40%** terminology, language or mimicking (relating To Sexuality or Gender Identity) **were used** with EEAST

A snapshot of LGBT+ comments



"I would say that we are very inclusive (if somewhat uninformed) employer when it comes to LGBTQ+ issues but that further education is needed at all levels especially when it comes to trans issues".

"I feel gender preferences are respected, and sexuality is partially respected... it is only respected if you are monogamous, if your are polyamorou or in open relations then you are treated differently"

"Since working for EEAST, inappropriate names and slurs are considered to be "banter".

"I would be interested in finding out more about pride events that EEAST get involved with"

"Being lesbian I am fed up of being lumped into the same group as trans! I am a woman who is attracted to other woman, this has nothing to do with wanting to change my sex"

"The EEAST Maternity / Paternity policy is outdated to lesbian couples"

Key Survey Outputs



**Generally a good
employee experience**

**No EEAST LGBT+
Policy Framework
leading to lack of
support**

**Ignorance amongst
colleagues leading to
discrimination**

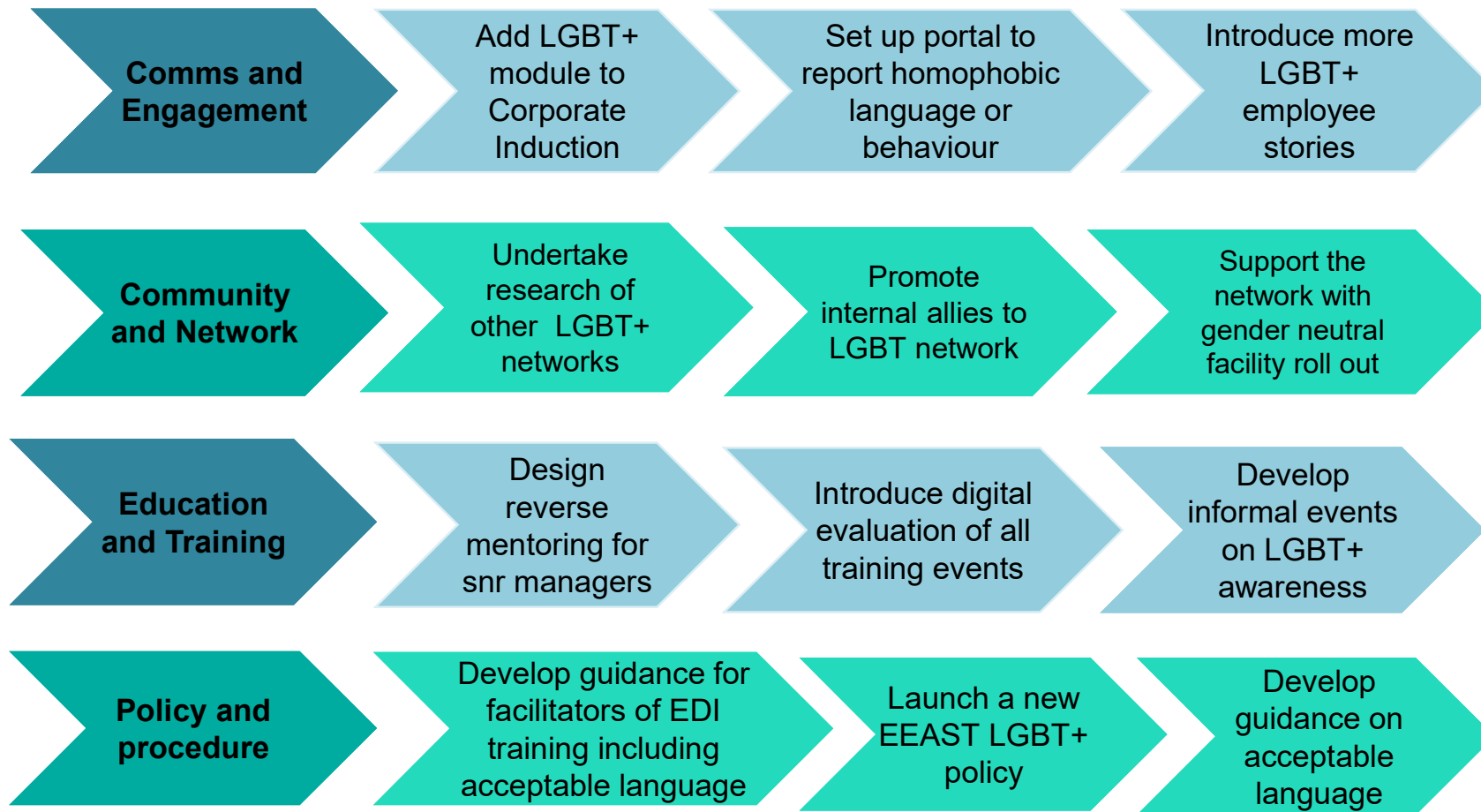
LGBT+

**Limited profile and
exposure of the LGBT+
Employee Network**

**Welfare and
Facilities lacking for
LGBT+ community**

**Lack of LGBT+
Commitments and
Allyship**

LGBT+ Action Plan – Initial draft



Next Steps...



**Brief EDI
networks
(Mid April)**

**Engage with
EDI
networks to
refine action
plan**

**Identify
duplicate
actions across
all three
action plans
and embed
into
inclusivity
plan**

**Publish
EDI
surveys
(in May
and June)**

