

**A blueprint for improving the experiences of lesbian, gay, bisexual and other sexual identity minority people in the Civil Service**



# Foreword

The Civil Service has often been a beacon of best practice on diversity and equality. The 'Top 100' of the "Stonewall Workplace Equality Index" used to be full of Civil Service organisations.

That progress has all but stalled.

For too long, the Civil Service has largely focussed on just three protected characteristics: gender, disability and ethnicity. Why? Because there were legal requirements to do so. That is the essence of the problem.

The Civil Service had stopped innovating on diversity.

Worse than that, progress was going backwards as management closed LGB\* networks and cut funding.

But CSRA and departmental LGB\* networks didn't give up. We continued our work, even where management support didn't exist, and we called for change in the Civil Service.

The Civil Service listened and responded in 2014 when it published the "Talent Action Plan: Removing Barriers to Success". The Civil Service is now visibly committed to supporting LGB\* civil servants in a way not seen for years. We now have a proactive and engaged Civil Service LGB&T champion at Permanent Secretary level, Sue Owen, who is driving progress across the Civil Service. We want to take this new opportunity to tackle one of the longstanding and complex issues we face; the differing experiences of civil servants who are lesbian, gay, bisexual, or have other minority sexual orientations.

We know each part of the LGB\* community faces different sets of challenges. Some of these are similar but not all. In this report, we explore what is happening and what we, working together with the Civil Service, departmental LGB\* networks, and individual LGB\* people, can do to change things for the better.

By working together, we can make a transformative difference to the working lives of LGB\* civil servants and improve the Civil Service in the process.

**Michael Contaldo**

CSRA Gay Men's representative



# Key findings and actions we will take

We've found that the Civil Service as a whole could and should be doing more to support the LGB\* community.

Here's how we're going to take action and make the Civil Service better for LGB\* people.



# Demographics

1. There is a lack of consistent and reliable data at a Civil Service-wide level. The Civil Service People Survey is our best source right now, but only just over half of all civil servants complete the survey. This lack of evidence makes it difficult to understand the demography of the LGB\* community in the Civil Service as a whole. It can also act as a barrier to making progress on LGB\* equality as managers are more reluctant to act on qualitative rather than quantitative data.

CSRA will:

- work with the Civil Service Diversity and Inclusion team to improve the quality of the questions on sexual orientation in the Civil Service People Survey
- promote the Civil Service People Survey to our members and encourage people to complete it
- continue to lobby for other centrally collated demographic data to be broken down by sexual orientation such as appraisal performance and talent scheme applications

2. More needs to be done to improve declaration rates within Departments so that better evidence can be collected by Departments. Our view is that it should be mandatory for all Departments to monitor sexual orientation internally at least annually. The questions should be consistent across all Departments and the results should be published annually so that they are available to all.

CSRA will:

- work with the Civil Service Diversity Champion to ensure that a requirement to improve the monitoring of sexual orientation is included in Permanent Secretary objectives
- use its membership of the LGB&T Diversity Champions group to press Departments to improve the collection of diversity data

# Overall experience of LGB\* civil servants

3. LGB\* civil servants are significantly more likely to encounter bullying and harassment than heterosexual civil servants. CSRA will:

- raise this issue with the Civil Service and agree a plan for tackling this important issue
- continue to provide support to LGB\* staff who encounter bullying and harassment on the basis of their sexual orientation

4. The Civil Service has recently produced a refreshed version of the Talent Action Plan that sets out what it will be doing overall to support groups by protected characteristics.

CSRA will hold the Civil Service to account for delivery against their published actions through our regular meetings with the Civil Service Diversity Champion and the Civil Service Diversity and Inclusion team.

5. Many Civil Service people and management processes make LGB\* people feel undervalued or invisible, especially outside of large cities, and too many LGB\* civil servants are still anxious about being themselves at work. This is despite hard evidence that being able to be out at work enhances productivity and the effectiveness of the teams that they work in.

Building on the success of our role models guide, CSRA will:

- continue to highlight the important contribution that LGB\* staff make to the Civil Service across the UK by showcasing LGB\* role models on our website
- work with the Civil Service Diversity and Inclusion team to develop a business case for all Departments about the importance of sexual orientation equality in the workplace

6. Many LGB\* civil servants feel that being open about their sexual orientation at work compromises their chances of progressing their careers. CSRA will roll out a UK wide buddying scheme so that colleagues are supported in their development.



# Experience of lesbians and gay women

**7.** Lesbians and gay women are less likely to progress to higher grades within the Civil Service.

CSRA will promote Civil Service talent development schemes, including the Positive Action Pathway, to lesbian and gay women and work with the Civil Service to improve them

**8.** Lesbians and gay women are less likely to feel supported in their career development by their employer. CSRA will:

- roll out a buddying scheme so that colleagues are supported in their development
- support lesbians and gay women in the workplace by organising a range of events across the UK. This will help to reduce feelings of isolation and help lesbians and gay women to develop their support networks

**9.** Lesbians and gay women are more likely than heterosexual staff to encounter workplace bullying and harassment. CSRA will:

- raise this issue with the Civil Service and agree a plan for tackling this important issue
- continue to provide support to lesbians and gay women in the Civil Service who encounter bullying and harassment on the basis of their sexual orientation

**10.** Lesbians and gay women are keen to see more senior female role models. CSRA will:

- continue to promote women as role models to demonstrate career progression opportunities, particularly at middle management level
- roll out a buddying scheme so that lesbians and gay women are supported in their development

11. Lesbians and gay women potentially encounter a double (or multiple)-glazed glass ceiling whereby they encounter career development barriers because they are gay and female, and may also be the member of another minority group. CSRA will support our members by:

- working closely with the other Civil Service cross departmental networks, such as the Civil Service Women's network, to organise joint events and improve Civil Service policies
- increasing the visibility of lesbians and gay women who are part of other diversity groups
- linking with wider campaigns or networks focussing on women (not specifically LGB\*) to help encourage cross-learning and advocacy on behalf of our women members

# Experience of gay men

- 12.** Gay men are more likely to progress to the Senior Civil Service compared to others but they are not always open about their sexual orientation following promotion. CSRA will:
- research why gay men are seemingly less visible at senior grades and develop plans to address this
  - continue to highlight the important contribution that gay men make to the Civil Service by showcasing gay male role models on our website
- 13.** Gay men sometimes encounter discrimination when applying for jobs on promotion, across all grades, particularly if they are open about their sexual orientation. CSRA will:
- raise this issue with the Civil Service Diversity and Inclusion team to agree a programme of action to address this concern. This may include promoting unconscious bias training more effectively across the Civil Service
  - roll out a buddying scheme so that gay men are supported in their development
- 14.** Gay men are less happy than other LGB\* people and heterosexual people when asked about happiness and wellbeing in the Civil Service People Survey. CSRA will form a focus group to understand the experiences of gay men.
- 15.** Gay men experience higher than average levels of bullying and harassment. The bullying and harassment they encounter is more likely to come from colleagues than their manager. CSRA will:
- raise this issue with the Civil Service and agree a plan for tackling this important issue
  - continue to provide support to gay men in the Civil Service who encounter bullying and harassment on the basis of their sexual orientation

# Experience of bisexual women and men

- 16.** Bisexual women and men are likely to feel invisible in the workplace and to not feel confident being open about their sexual orientation. CSRA will:
- encourage bisexual people to act as role models and promote the work of these role models
  - promote appropriate and improved monitoring of bisexuality, including a review of equality monitoring statistics
  - work to separate out bisexual data and statistics in research and monitoring and to discontinue or limit bisexual amalgamation with other sexual minority groups
  - present bisexual data and statistics in their own right within CSRA publications and resources where possible
  - work to ensure equal and fair representation and inclusion of bisexual people in panels, forums, working groups and workplace initiatives
- 17.** Bisexual women and men are less likely to feel valued for the work that they do compared to colleagues and more likely to feel that people make assumptions about them because of their sexual orientation. CSRA will:
- improve awareness and understanding of bisexuality, highlighting the experiences, health and wellbeing of bisexual staff in the Civil Service
  - work with the Civil Service Diversity and Inclusion team to provide guidance to managers
- 18.** Bisexual women and men are likely to suffer significantly lower levels of wellbeing with 60% of bisexual employees reporting that they are suffering from anxiety. CSRA will raise this issue with the Civil Service Diversity and Inclusion team to agree a programme of action to address this concern, potentially including promoting unconscious bias training more effectively across the Civil Service

**19.** Bisexual women and men are more likely to experience discrimination, bullying or harassment in the workplace. CSRA will:

- act to separate out biphobia from homophobia and transphobia, clearly defining bisexuality and bisexual experience in relevant policies such as discrimination, bullying and harassment policy
- raise this issue with the Civil Service and agree a plan for tackling this important issue
- continue to provide support to bisexual women and men in the Civil Service who encounter bullying and harassment on the basis of their sexual orientation

# Experience of those who identify as “other”

**20.** Those with other minority sexual orientations report that there is a lack of understanding and evidence about the issues they face. CSRA will:

- create a community space for Civil Servants who identify as ‘other’
- encourage those with other minority sexual orientations to act as role models and to support others at work
- present data and statistics relating to those who identify as ‘other’ in their own right within CSRA publications and resources where possible
- work with the Civil Service Diversity and Inclusion team to improve awareness and understanding of those with other minority sexual orientations

**21.** Those with other minority sexual orientations also report low levels of wellbeing and job satisfaction. CSRA will establish a working group of those with other minority sexual orientations to explore the issues.

**22.** There are high levels of bullying and harassment reported by those with other minority sexual orientations. CSRA will:

- raise this issue with the Civil Service and agree a plan for tackling this important issue
- continue to provide support to those with other minority sexual orientations in the Civil Service who encounter bullying and harassment on the basis of their sexual orientation

# **LGB\* people in the Civil Service in numbers**





# Total population

## LGB\* population in the Civil Service

We think there are around 20,000 people in the Civil Service who identify as LGB\*<sup>1</sup>. That's about 5% of the Civil Service as a whole.

In the 2014 Civil Service People Survey (CSPS), 9,302 people identified as LGB or other. The survey was completed by just over half of civil servants and not all civil servants declared their sexual orientation.

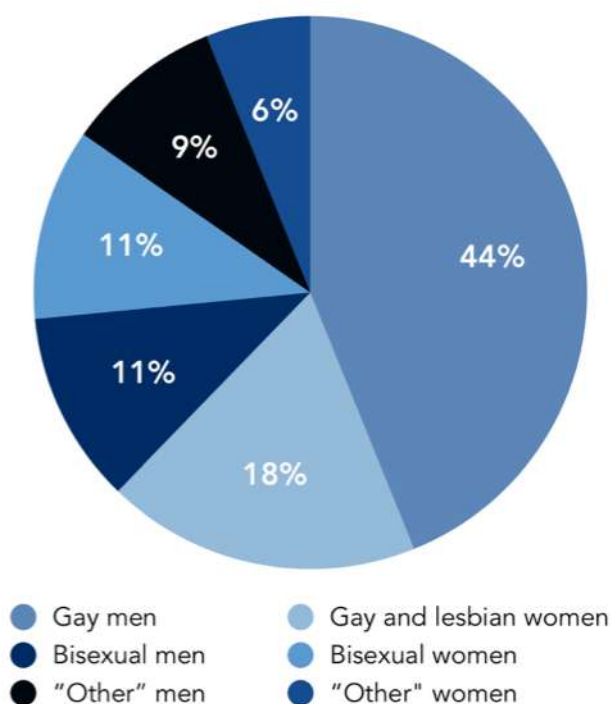
Departments also collect their own demographic data through equality questionnaires for new starters and their internal HR systems. Unfortunately, there is no consistent approach to the collection of this data across Departments and this data is not available to us for analysis.

## Data by sexual orientation

The Civil Service People Survey indicates that, of those people identifying as LGB\*, around:

- 43% are gay men
- 18% are gay and lesbian women
- 11% are bisexual men
- 11% are bisexual women
- 9% are men identifying as 'other'
- 6% are women identifying as 'other'<sup>2</sup>

Our own membership data supports these numbers too - though we have more gay men, and fewer 'other' members.



<sup>1</sup> Based on data from the Civil Service People Survey and Stonewall estimates of the size of the LGB\* population.

<sup>2</sup> This data represents 98% due to rounding errors.

## Job role

LGB\* women are more likely to work in operational roles (49%) and in face-to-face roles than others. They're significantly less likely to be involved in corporate services roles than both gay and bisexual men and their heterosexual counterparts. They're also 4% less likely to work in policy jobs than gay and bisexual men but slightly more so than heterosexual counterparts.

LGB\* women are also more likely than others to work in communications, health and legal services, and less likely to be involved in Civil Service jobs relating to economics and engineering. They're more likely to be part of a government profession than heterosexual counterparts (8% as opposed to 6%), but less so than gay/bisexual men (10%); and more likely to be Fast Streamers than heterosexual counterparts (1.2% as opposed to 1%).

20% of LGB\* women say they have childcare commitments compared to 35% of heterosexuals.

Gay and bisexual men are more likely to work in call-centres and be less involved in face-to-face roles than others. They are more likely to be involved in policy jobs (11.6% for LGB\* men, 6.4% for heterosexual men). They're also more likely than others to work in communications and legal services, and less likely to be involved in Civil Service jobs relating to engineering.

Gay and bisexual men are 4% more likely to part of a government profession and more than twice as likely to be Fast Streamers. 9.2% of gay and bisexual men say they have childcare commitments compared to 35.1% of heterosexual counterparts.

## Ethnicity

90.8% of LGB\* civil servants identify as white, 2.7% define as mixed, 3.3% as asian, 2.3% as black and 0.9% other.

LGB\* women are slightly more likely to define as white than average. They are also more likely to describe themselves as mixed (3% LGB\* women, 1% heterosexual). There is a marked difference between those who are asian (3% of total LGB\* women, 5% heterosexual) or black (2% of total LGB\* women, 3% heterosexual).

Likewise, gay and bisexual men are slightly more likely to define as white than average. There is also a marked difference between those who are asian and define as gay/bisexual (2.9% of total) as opposed to heterosexual (4.7% of the total).

## LGB\* people with disabilities

In the CSPS, 1,798 LGB\* people said they had a disability. Of those people, 1,312 individuals believe their disability has an impact on their daily activity and work.

12.7% of gay and bisexual men have a long-term illness compared to 7.9% of heterosexual counterparts. While 15% of LGB\* women have a long-term illness compared to 8% of heterosexual counterparts.

## Age

LGB\* women are more likely to be younger than the average civil servant. They're less likely to be found among older workers; 0.4% of people in the Civil Service that identify as gay are over 65, whereas 1% of heterosexual people are over 65.

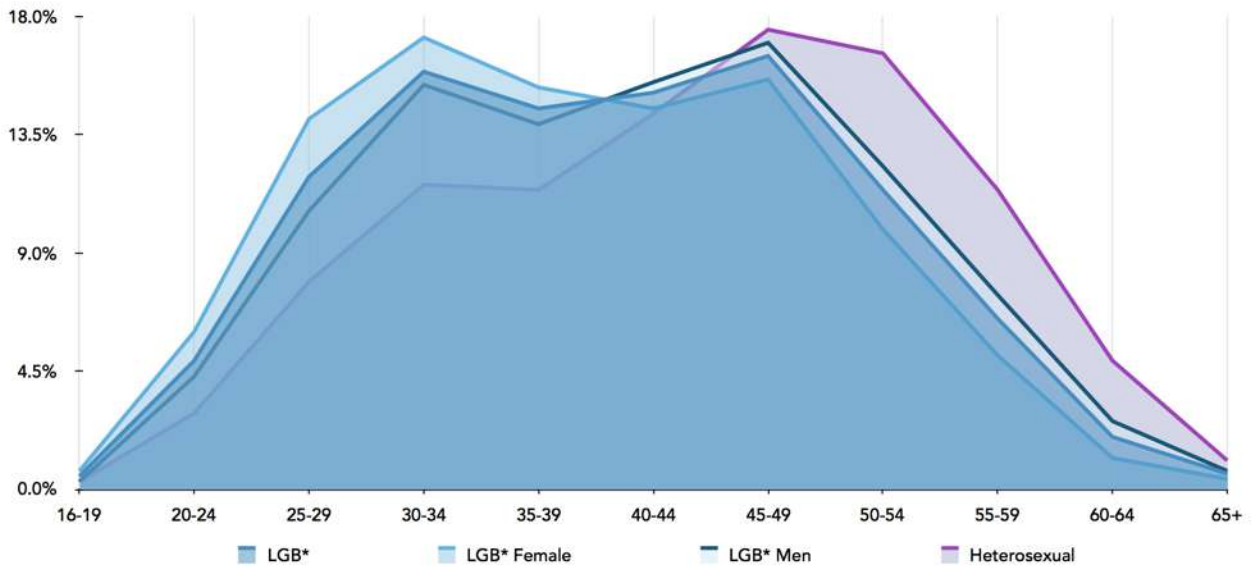
Gay and bisexual men are also more likely to be younger than the average civil servant. They're less likely to be found among older workers; 0.7% of people in the Civil Service that identify as gay are over 65, whereas 1.1% of heterosexual counterparts are over 65.

## Grade

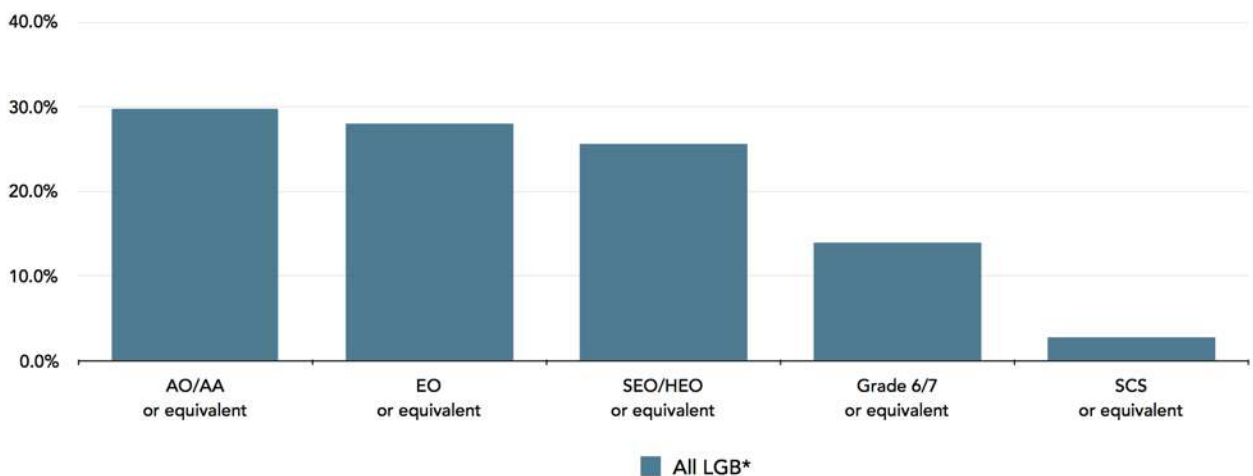
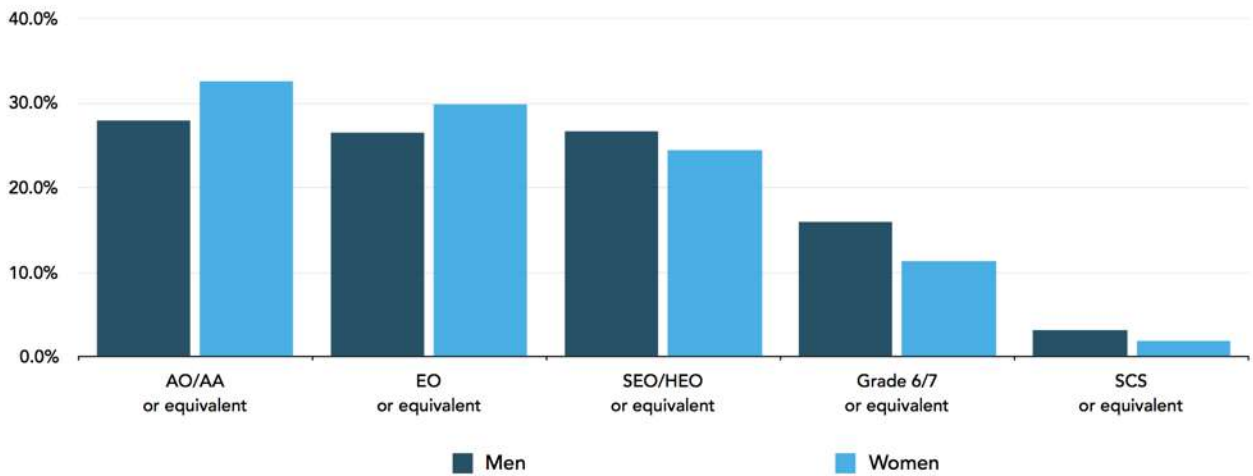
The CSPS shows the number of LGB\* staff represented in the Senior Civil Service has increased over time. This is mostly because of an increase in the number of gay or bisexual men reaching the Senior Civil Service.

Gay and bisexual women are still disproportionately represented in the lower grades of the Civil Service.

## Age distribution of LGB\* civil servants



## Grade distribution of LGB\* civil servants



# Geographic distribution

The only available data on geographic distribution of LGB\* civil servants is from the Civil Service People Survey. We compared this with the geographic data from the Office of National Statistics (ONS) on the distribution of the Civil Service as a whole.

The data shows that the distribution of LGB\* civil servants is not uniform across the UK. It is also different from the geographic distribution of all civil servants.

The CSPA also provides a breakdown by gender of the LGB\* staff in each region. The largest declaration rate for gay and bisexual men are in London (31%) and the North West (10%). The smallest is in Northern Ireland (less than 1% of the total).

For LGB\* women, the largest rates are in London (23%), Scotland (10%) and the South East (10%). The smallest are in Northern Ireland, the East of England and overseas.

LGB\* women are more likely to be found in smaller towns and rural areas, where LGB\* men are more likely to be found in larger cities and urban areas.

We know many LGB\* civil servants live outside London. This highlights the need for nationwide action to support LGB\* diversity - not just a focus on London.

## Distribution of the total number of LGB\* civil servants across the UK

<b>East of England</b>	3.2%
<b>East Midlands</b>	5.3%
<b>West Midlands</b>	3.9%
<b>London</b>	18.5%
<b>Northern Ireland</b>	0.4%
<b>North East</b>	10.0%
<b>North West</b>	5.9%
<b>Scotland</b>	9.1%
<b>South East</b>	8.5%
<b>South West</b>	7.6%
<b>Wales</b>	6.2%
<b>Yorkshire and Humber</b>	6.4%



## Of the total number of civil servants in a region, proportion of civil servants that are LGB\*

<b>East of England</b>	2.7%
<b>East Midlands</b>	3.1%
<b>West Midlands</b>	3.0%
<b>London</b>	5.0%
<b>Northern Ireland</b>	2.3%
<b>North East</b>	2.8%
<b>North West</b>	3.2%
<b>Scotland</b>	3.5%
<b>South East</b>	3.1%
<b>South West</b>	2.5%
<b>Wales</b>	3.0%
<b>Yorkshire and Humber</b>	3.4%



# Experiences of LGB\* civil servants

Our look into research conducted about the experience of LGB\* people working in the Civil Service.





## **There is a substantial body of evidence that indicates LGB\* people are treated differently by sexual orientation both within the Civil Service and in wider society.**

In “Don’t ask, don’t tell” (2015), Ben Summerskill notes that the Civil Service has previously been a vanguard for positive progress on diversity, with pockets of innovation. Unfortunately that progress has stalled, with “many Civil Service people and management processes making LGB & T people feel undervalued or invisible” and “too many LGB & T Civil Service staff are still anxious about being themselves at work, in spite of hard evidence that this enhances both productivity and the effectiveness of the teams they work in.” Many LGB\* civil servants feel being open about their sexual orientation at work compromises their chances of being promoted.

The NAO also reported that the Civil Service previously had a good track record on diversity but acknowledged progress had slowed (‘Equality, Diversity and Inclusion in the Civil Service’, 2015). Evidence from LGB\* staff suggested a lack of “an open and inclusive culture”, citing the prevalence of bullying and harassment of staff at lower grades. This view is supported by the CSPS; in each year the Survey has taken place, LGB\* staff have reported significantly higher incidents of bullying and harassment compared to heterosexual staff.

Our publication, “Career development for LGB & T civil servants”, identified that two-thirds of LGB\* civil servants felt their organisation respected individual differences but that LGB\* staff felt that they were, nevertheless, treated differently from heterosexual colleagues. Many felt career progression measures were often undermined by the power of individual managers or interviewers when going for job opportunities, and that assumptions were often made about career aspirations based on their sexual orientation. We also identified that other demographic factors, such as location or gender, could increase the barriers encountered.

# Experience of lesbians and gay women

Research on the experience of lesbians and gay women within the Civil Service is limited. Only the People Survey and CSRA's own research has focused on this. This research suggests lesbians and gay women:

- are more likely to be younger than their heterosexual counterparts and more likely to be open about their sexual orientation
- are equally open about their sexual orientation as gay men, but more so than bisexual staff
- have higher levels of job satisfaction than gay men
- are less likely to be managers and more likely to work at lower grades than other women within the Civil Service
- feel a greater disconnect between themselves and their managers about their career development compared to heterosexual colleagues, and feel they have less clarity about their objectives, their performance, and how to develop than heterosexual colleagues
- are less likely than the LGB\* average to say that negative assumptions had been made about their career aspirations and ability to progress because of their sexual orientation but reported higher levels of "awkwardness from colleagues" because of their sexual orientation
- are more likely to be based in the regions and less urban areas of the UK than men, leading to increased feelings of isolation in the workplace
- are significantly more likely to experience discrimination, bullying and harassment than heterosexual colleagues. They also identify that this prejudice is almost 4 times more likely to occur because of their sexual orientation rather than their gender, and are more likely to encounter bullying or harassment from their line manager and immediate colleagues rather than from customers, service users, or suppliers
- are more conscious of the day to day barriers faced as a woman than day to day barriers based on their sexual orientation, and aware of a lack of senior female role models within their organisation, irrespective of their sexual orientation

More widely, the leading piece of research in this field is Stonewall's report "The double-glazed glass ceiling – lesbians in the workplace" (2008). Stonewall found that:

- there were too few senior female role models, irrespective of sexual orientation
- some participants felt that being open about being a gay woman was empowering but those who were less confident were worried about the potential impact on their career progression

- for the majority of lesbians and gay women, their gender had greater importance and significance to their experience of the workplace than their sexual orientation because they could hide their sexual orientation if they wanted to
- lesbians and gay women recognised the importance of LGB networks but felt that they often did not suit their needs and that they needed to be more inclusive of lesbians and bisexual women
- lesbians and gay women are more likely to be younger than their heterosexual counterparts and more likely to be open about their sexual orientation

There is also some limited evidence of the bullying and harassment of lesbians and gay women in the workplace in other research such as “The ups and downs of LGBs’ workplace experiences” (2014) by Manchester University and Plymouth University. They found that 16.9% of lesbians and gay women reported bullying in the workplace, compared to 6.4% of heterosexual women.

# Experience of gay men

Like for lesbians and gay women, research on the experience of gay men within the Civil Service is limited. The People Survey suggests that gay men:

- report no obvious barriers to promotion for gay men in the Civil Service; gay men are apparently more likely than heterosexuals to progress to the Senior Civil Service (1.7% higher as a proportion)
- have above average levels of pride and commitment to their work and feel they can influence decisions affecting them
- have significantly fewer good friendships at work, and lower feelings of wellbeing and happiness; 4% want to leave the Civil Service as soon as possible and a number of gay men reported that they feel it is unlikely that they will stay in the Civil Service over the next ten years
- experience slightly higher levels of discrimination and have slightly higher levels of bullying and harassment than average, most notably from their managers

Additionally, CSRA's own research found that gay men were:

- almost all open about their sexual orientation at work but less so when they are in the Senior Civil Service
- feel there are few visible gay men in the SCS suggesting senior gay men feel uncomfortable about being open about their sexual orientation at work
- the most satisfied group within the LGB community when asked about access to, and the quality of, learning and development programmes
- less satisfied than lesbians, gay women, bisexual men and bisexual women about how their career had developed over time
- almost twice as likely as lesbians and gay women to feel that negative assumptions had been made about their career aspirations because of their sexual orientation
- twice as likely to encounter bullying or harassment from their colleagues rather than their line manager, and had the highest scores when asked if the bullying or harassment had occurred within the last twelve months
- more likely than other LGB\* civil servants to report that they had encountered discrimination when applying for jobs on promotion

Manchester and Plymouth University's report, "The ups and downs of LGBs' workplace experiences" identified that gay men report "more than double the levels of bullying compared to heterosexuals" although the report found that they reported lower incidents of bullying compared to lesbians and gay women and bisexual men and women.

# Experience of bisexual women and men

“Don’t ask, don’t tell” provided analysis of the experiences of lesbians, gay women and gay men as one group and compared it with bisexual staff. The Civil Service People Survey and CSRA’s own research also focus on bisexual staff.

Ben Summerskill’s report identifies that bisexual women and men are half as likely as lesbians and gay women or gay men to be open about their sexual orientation at work. They are more likely to be out to just their line manager or close colleagues rather than to everyone. Summerskill believes:

**“This may be because bisexuals who are in relationships with partners of the opposite sex are more likely to be ‘invisible’ to those in majority populations who simply assume them to be heterosexual. If thus invisible they’re both more likely to feel unacknowledged and also more likely to hear homophobic or biphobic abuse or asides that might, in 2015, no longer be expressed in the presence of known gay people.”**

The Civil Service People Survey results show bisexual civil servants:

- are generally less satisfied in comparison with their heterosexual and homosexual colleagues; bisexual men are 4.8% less satisfied and women are less satisfied than their heterosexual and homosexual colleagues respectively
- are less likely to feel they have the appropriate resources to do their work, are more likely to feel pressured in terms of their workload and are less happy with their pay and reward
- are less likely to feel that their performance is fairly evaluated; 42% feel they aren’t fairly evaluated
- are likely to have difficulty with those in leadership and leadership itself, have difficulty in managing change and are less likely to feel engaged within their organisation.
- are less likely to feel that they are being included and treated fairly and are more likely to experience difficulty in their relationships with management and peers
- feel they do not have a clear understanding of their organisational objectives, or how they can contribute to them (28%)
- feel that learning and development activities have not helped their career, and that there are no opportunities to develop their careers within their organisation (58%)

- feel that they will not be supported or that sufficient action will be taken when things go wrong, including having less awareness of support available to them when things do
- suffer significantly lower levels of wellbeing, and have a higher likelihood of being discriminated against, bullied or harassed.
- have a poorer view of their organisation's culture and an increased desire to leave; 60% of bisexual employees are suffering from anxiety; and 50% felt they were less happy than the year before
- don't feel valued; over a third of bisexual staff (43%) feel they are not valued for the work they do
- are more likely to not see themselves working for their same organisation in 3 years' time
- 21.5% of bisexual staff have experienced discrimination, bullying or harassment in the workplace

CSRA's research has found that bisexual women and men were:

- half as likely as lesbians and gay women or gay men to be open about their sexual orientation at work
- slightly above the LGB\* average in terms of career satisfaction with 51% reporting career satisfaction.
- in line with the LGB\* average when asked about whether they had been able to access career development opportunities
- less likely than gay men but more likely than lesbians and gay women to feel that negative assumptions had been made about their career aspirations because of their sexual orientation
- less likely than either lesbians and gay women or gay men to report bullying or harassment because of their sexual orientation, although this may be linked to the fact that they are less likely to be open about their sexual orientation at work
- more likely than others in the LGB\* community to report that they had encountered discrimination when applying for jobs or promotion from recruiting managers within their organisation

The 2009 Stonewall report, “Bisexual people in the workplace”, which wasn’t Civil Service specific, found that:

- over the past 10 years, workplaces across the country have made significant progress implementing robust policies and initiatives to make lesbian and gay members of staff feel included and supported but a lack of understanding and knowledge of bisexuality has often resulted in bisexual people remaining largely invisible
- many bisexual women and men felt that inaccurate stereotypes about bisexual people made it more difficult for them to be open about their sexual orientation
- bisexual women and men were subject to discrimination with colleagues often portraying them as “untrustworthy, indecisive or trouble makers at work”
- some participants felt invisible in the workplace and wanted employers to develop policies and strategies to combat anti-bisexual attitudes and behaviour and better support bisexual employees

The 2014 Manchester and Plymouth University report, “The ups and downs of LGBs’ workplace experiences”, identified that “one in five (19.2%) bisexuals report the highest levels of bullying with a third reporting regular bullying”.

# Experience of those who identify as “other”

The evidence base relating to people with other minority sexual orientations remains very poor. Anecdotally at least, we understand that there are problems around staff satisfaction and wellbeing; and some of the data suggests that there are serious issues to be addressed. This evidence is hampered by a limited sample size.

In 2013, 1,541 civil servants identified as “other” in the Civil Service People Survey. In 2014, it was 1,446 people. If these results were assumed to represent the Civil Service as a whole, 2,500 (0.6%) civil servants would identify as “other”. Civil servants identifying as “other” have the poorest scores of any of the groups in this report.

Most notably this group has the lowest rate of wellbeing; 46% satisfaction compared to 60% for heterosexual colleagues. This is shown through:

- poor feelings of personal accomplishment
- a feeling that there is an inability to influence decisions that affect them in the workplace
- a poorer sense of personal objectives and how these related to overall organisational objectives
- a weaker relationship with managers
- a strong feeling that personal work is not properly evaluated

This group also reports high levels of bullying and harassment. 19% say they have experienced this over the past year, compared to 10% for heterosexuals; 18% have expressed an interest in leaving their organisation over the coming year.











Civil Service Rainbow Alliance  
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