A Welcoming and Inclusive Workplace

Employer Survey Responses

June 2019
Introduction:
Background
Headline Findings
Who Completed the Employer Survey?

Findings:
A Welcoming and Inclusive Workplace?
Communication of Workplace Values
Workplace Policies that Promote a Welcoming and Inclusive Environment
Employer Experiences of Promoting a Welcoming and Inclusive Environment

Information Gathering
Methodology
Reporting
INTRODUCTION:

Background
Headline Findings
Who Completed the Employer Survey?
Background

• The Commission’s **Statement on Key Inequalities in Employment in Northern Ireland** highlighted that:

  ‘Prejudicial attitudes both within and outside the workplace are experienced by people with disabilities, women, Trans people, lesbian, gay and bisexual people, people from minority ethnic groups, migrant workers and those of different religious beliefs’.

• The Commission identified the need to enhance the evidence base. This evidence will support the development of further advice and guidance for employers to improve practices.

• Between 29 November 2018 and 1 March 2019, **two information gathering exercises** were undertaken asking employers and employees to complete online surveys. The information gathering exercises allowed respondents to self-select and refer onwards the surveys to other respondents; snowball or referral sampling methodologies. Therefore, the findings are not representative for either all employers or all employees in Northern Ireland.

• This report on **Employer Survey Responses** provides findings for frequency analyses, and cross-tabulations by workplace size, business sector, and whether they have union representation from the closed questions within the Employer survey. This report will be followed by further findings on the equality issues and situations raised by respondents.
Headline Findings

• The **majority of employers** perceived they had a ‘reasonably diverse workforce’ (70%)

• The **majority of employers also perceived that** ‘their workplace had a culture that values promoting a welcoming and inclusive environment’ (78%):
  – The perception was greater for respondents from small organisations (95%), the private sector (89%) and with no union (94%).

• The **most common way of communicating their workplace values was by** ‘Incorporat[ion] into business and corporate plans’ (47%), ‘training of managers and staff’ (45%) and ‘...by internal briefings’ (39%).

• **Most employers had policies in place to promote welcoming and inclusive workplaces**, such as 83% of respondents stating they had ‘Equal Opportunities and/or Diversity’ policies.
  – A third of employers stated they had a policy for ‘Affirmative action and/or positive action’ (36%) or a ‘Stakeholder engagement/consultation policy’ (29%).
Headline Findings

• When employers were asked to agree or disagree with statements on developing, and implementing workplace policies:
  – the majority agreed, across organisation size, sector and union presence, that ‘Staff were made aware of our equality policies...’ (83% of all respondents).
  – Respondents from the private sector (77%), small organisations (84%) and workplaces with no unions (80%) were more likely to agree that ‘Managers and/or supervisors are trained on implementing our policies’ (65% of all respondents).

• In respect to the monitoring of workplace policies.
  – Respondents from private sector, small organisations and those with no unions were more likely to agree that they ‘...regularly monitor the implementation of policies...’ and ‘...regularly use exit interview as an opportunity to evaluate...’

• Over two-thirds (69%) of employers agreed that they had ‘...clear support structures for complainants, alleged harassers and managers investigating complaints’.
Who Completed the Survey?

282 Employers

Business Sectors (n=279)
- Public sector: 33%
- Private sector: 59%
- Third Sector*: 8%

Employers with and without a union (n=280)
- Not unionised: 36%
- Unionised: 58%
- Other: 4%
- Don't know: 2%

* A charity or voluntary sector organisation or social enterprise
Percentages may not add to 100% due to rounding
Employers from this size of organisation (n=280)

- Large: 58%
- Medium: 19%
- Small: 23%

Large employers have 250+ employees: Medium employers have 50-250 employees: Small employers have less than 50 employees

Icon courtesy of: https://upload.wikimedia.org/wikipedia/commons/thumb/2/2a/Industry5.svg/1024px-Industry5.svg.png
Employers from these industry sectors

- Central or local government: 40%
- Retail and services: 18%
- Education: 10%
- Manufacturing: 10%
- Health and Social Work: 8%
- Construction: 4%
- Agriculture, fishery and mining: 3%
- Utilities: 2%
- Other: 6%

Percentages may not add to 100% due to rounding.
FINDINGS:

A Welcoming and Inclusive Workplace?
Communication of Workplace Values
Workplace Policies that Promote a Welcoming and Inclusive Environment
Employer Experiences of Promoting a Welcoming and Inclusive Environment
A Welcoming and Inclusive Workplace?
Employers who perceived they had “a reasonably diverse workforce”

All Employers (n=251)
- Yes: 70%
- No: 16%
- Don't know: 11%
- Other: 4%

Public Sector (n=149)
- Yes: 62%
- No: 14%
- Don't know: 7%
- Other: 2%

No Union (n=92)
- Yes: 80%
- No: 12%
- Don't know: 4%
- Other: 3%

Small Organisations (n=57)
- Yes: 77%
- No: 14%
- Don't know: 7%
- Other: 2%

Percentages may not add to 100% due to rounding.
A Welcoming and Inclusive Workplace?

Employers who perceived their workplace had a culture that values promoting a welcoming and inclusive environment

All Employers (n=250)

- Yes: 78%
- No: 10%
- Don't know: 1%
- Other: 1%

No Union (n=144)

- Yes: 94%
- No: 2%
- Don't know: 1%
- Other: 3%

Private Sector (n=84)

- Yes: 89%
- No: 5%
- Don't know: 1%
- Other: 5%

Small Organisations (n=57)

- Yes: 95%
- No: 2%
- Don't know: 4%
- Other: 1%

Percentages may not add to 100% due to rounding
Communication of Workplace Values
How workplace values are communicated

How are these workplace values communicated? (n=282)

- Incorporated into business and corporate plans: 47%
- Training of managers and staff: 45%
- Communicated by internal briefings: 39%
- Discussed as a regular agenda item by senior management / Board: 20%
- Incorporated into senior management job descriptions: 20%
- Communicated externally: 12%
- None of the above: 7%
- Don't know: 13%
- Other: 5%

Multiple response question: Percentages do not add to 100%
Workplace Policies that Promote a Welcoming and Inclusive Environment

Employers with policies that promote a welcoming and inclusive workplace

My Workplace has the following policies in place (n=282)

- Equal opportunities: 83%
- Harassment and/or: 77%
- Recruitment and Selection: 72%
- Flexible working: 71%
- Reasonable adjustments: 62%
- Affirmative action and/or: 36%
- Stakeholder engagement /: 31%
- Don't know: 3%
- Other: 1%

Multiple response question: Percentages do not add to 100%
Employer Experiences of Promoting a Welcoming and Inclusive Environment
Developing and Implementing Workplace Policies

We benchmark our organisation against exemplar employers in relation to the promotion of a welcoming and inclusive environment (n=205)*

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<tr>
<th></th>
<th>Agree / Tend to Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree / Tend to Disagree</th>
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<td>Private Sector</td>
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<td>25%</td>
<td>41%</td>
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<tr>
<td>Medium Organisations</td>
<td>17%</td>
<td>31%</td>
<td>44%</td>
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<tr>
<td>Small Organisations</td>
<td>37%</td>
<td>14%</td>
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We consult with external organisations (e.g. representatives of disabled people, carers etc.) when developing and implementing our strategy on promoting a welcoming and inclusive environment (n=205)*

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<th>Agree / Tend to Agree</th>
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<td>Medium Organisations</td>
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Percentages may not add to 100% due to rounding
Employer Experiences of Promoting a Welcoming and Inclusive Environment
Developing and Implementing Workplace Policies

Managers and/or supervisors are trained on implementing our policies (n=207)

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<tr>
<th></th>
<th>Agree / Tend to Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree / Tend to Disagree</th>
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<td>All</td>
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<td>No Union</td>
<td>80%</td>
<td>7%</td>
<td>3%</td>
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Percentages may not add to 100% due to rounding
Staff are made aware of our equality policies and their rights and responsibilities under these policies (n=208)

- **Agree / Tend to Agree**: 83%
- **Neither Agree or Disagree**: 10%
- **Disagree / Tend to Disagree**: 7%
- **Don't Know**: 5%

*All* | *Third Sector* | *Private Sector* | *Small Organisation* | *No Union* |
--- | --- | --- | --- | --- |
83% | 100% | 86% | 88% | 87% |

*A charity or voluntary sector organisation or social enterprise
Percentages may not add to 100% due to rounding
We regularly monitor the implementation of policies to ensure consistency across the organisation (n=208)

- **All**: Agree / Tend to Agree 71%, Neither Agree or Disagree 19%, Disagree / Tend to Disagree 9%, Don't Know 2%
- **Union**: Agree / Tend to Agree 77%, Neither Agree or Disagree 4%, Disagree / Tend to Disagree 12%, Don't Know 3%
- **No Union**: Agree / Tend to Agree 68%, Neither Agree or Disagree 14%, Disagree / Tend to Disagree 11%, Don't Know 7%
- **Public Sector**: Agree / Tend to Agree 68%, Neither Agree or Disagree 14%, Disagree / Tend to Disagree 9%, Don't Know 9%
- **Private Sector**: Agree / Tend to Agree 76%, Neither Agree or Disagree 6%, Disagree / Tend to Disagree 6%, Don't Know 2%
- **Large Organisations**: Agree / Tend to Agree 77%, Neither Agree or Disagree 27%, Disagree / Tend to Disagree 11%, Don't Know 12%
- **Small Organisations**: Agree / Tend to Agree 77%, Neither Agree or Disagree 21%, Disagree / Tend to Disagree 9%, Don't Know 9%

Percentages may not add to 100% due to rounding
We monitor the composition of applicants and employees to assess the diversity of our workforce across equality grounds OTHER than that required by law (e.g. community background) (n=205)

* A charity or voluntary sector organisation or social enterprise

Percentages may not add to 100% due to rounding
Employer Experiences of Promoting a Welcoming and Inclusive Environment

Monitoring Workplace Policies

We regularly use exit interviews as an opportunity to evaluate the extent to which we provide a welcoming and inclusive environment (n=206)*

Percentages may not add to 100% due to rounding
Employer Experiences of Promoting a Welcoming and Inclusive Environment
Monitoring Workplace Policies

We evaluate the provision of an inclusive culture through regular staff surveys (n=203)*

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<th>Neither Agree or Disagree</th>
<th>Disagree / Tend to Disagree</th>
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<td>No Union</td>
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Percentages may not add to 100% due to rounding.
Employer Experiences of Promoting a Welcoming and Inclusive Environment

Handling Complaints

We have clear support structures for complainants, alleged harassers and managers investigation complaints (n=208)

Percentages may not add to 100% due to rounding
## Employer Experiences of Promoting a Welcoming and Inclusive Environment
### Handling Complaints

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<tr>
<th>Category</th>
<th>Agree / Tend to Agree</th>
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<td>All</td>
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<td>Union</td>
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<td>No Union</td>
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Percentages may not add to 100% due to rounding.
INFORMATION GATHERING:

Methodology
Reporting
Methodology & Reporting

Methodology

• The Commission undertook two information gathering exercises, asking employers and employees to complete either an employer-focused or an employee-focused online survey.
• The information gathering exercises used snowball or referral sampling methodologies, whereby respondents self-selected whether to respond to the exercise.
• The information gathering exercises took place between 29 November 2018 and 1 March 2019.
• The findings are not representative for either all employers or employees, or any disaggregation of employers and employees, in Northern Ireland and no inferences can be made from the findings.

Reporting

• All findings presented within this report are based on simple noteworthy differences from the responses made by all respondents; no statistical methodologies or significance testing was used for this report.
• Where practical, counts are presented. These will vary due to non-response by respondents to certain questions.
• The findings are based on a self-selecting group of respondents who offered their experiences of the workplace to help the Commission gather evidence to support the development of further advice and guidance for employers to improve practices across a range of equality grounds.
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