

Diversity & Inclusion Survey:

1. I feel welcome at <company>
 - Strongly Agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree

2. <company> has an inclusive environment
 - Strongly Agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree

3. <company> is committed to diversity and inclusion
 - Strongly Agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree

4. Diversity and inclusion are a priority within my team
 - Strongly Agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree

5. Diversity and inclusion are a priority within <company>
 - Strongly Agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree

6. I am respected within my team
 - Strongly Agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree

7. I am respected within the organisation beyond my team

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

8. My skills/contributions are valued by <company>

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to answer

9. Please feel free to elaborate on the way your skills and contributions are or are not valued by <company>

10. There is a clear career development path for all positions

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

11. Promotion decisions are fair at <company> and now made in line with the Career Ladder

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

12. I am satisfied with the opportunities I have to demonstrate my skills for promotion eligibility

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

13. I am optimistic about my options for career progression

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

14. Evolve reviews has been/will be a useful opportunity in which to:

A. Discuss my activities of the past 6 months and the year to come

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

B. Discuss my development requirements

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

C. Agree clear objectives with my manager

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

15. The social activities within my team are inclusive

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

16. The social activities for the whole of <company> are inclusive

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

17. Any further comments:

18. I am confident that <company> would be supportive if I requested maternity/paternity/adoption or other parental leave

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to answer

19. I am confident that <company> would be supportive if I required long term sickness leave, special leave or leave of absence [e.g. time off for dependants/carers leave/compassionate leave]

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to answer

20. When I took leave for maternity/paternity/adoption, other parental leave, illness, special leave [e.g. time off for dependants/carers leave/compassionate leave] or other leave of absence <company> was supportive

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to answer
- Not applicable



21. Please feel free to elaborate on your experience when you took leave, and when you returned

22. My line manager handles Equality, Diversity and Inclusion concerns well

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Not applicable
- Prefer not to answer

23. <company> handles Equality, Diversity and Inclusion concerns well

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to answer

24. I would be comfortable raising concerns about discrimination, bullying or harassment in <company>

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to answer

25. Are there any other equality, diversity and inclusion discussion points that this questionnaire has not addressed which you would like to raise?

26. Do you have any suggestions for how <company> can make the environment more welcoming or supportive to all members of the community?

Demographic Questions

27. Please select the most appropriate response

- I work in Sales
- I work in Operations [Administration and Support, Finance, Internal Rec, Information Technology, Learning and Development, Marketing, Other]

28. Please select the most appropriate response:

- I have no line management responsibilities
- I have line management responsibility
- I am a member of SMT
- Prefer not to answer

29. What is the highest level of education your parents or guardians have achieved?

- Some school
- GCSE
- A-level
- Some university
- University degree
- Graduate degree

30. What is your age group?

- Under 20
- 20-24
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- Over 64
- Prefer not to answer

31. Do you consider yourself to be disabled?

- Yes
- No
- Prefer not to answer

32. How do you describe your ethnic origin?

- Arab
- Asian or Asian British - Bangladeshi
- Asian or Asian British - Chinese
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Other Asian background
- Black or Black British - African
- Black or Black British - Caribbean
- Other Black background
- Chinese
- Gypsy or Traveller
- Mixed - White and Asian
- Mixed - White and Black African
- Mixed - White and Black Caribbean
- Other Mixed background
- White - English / Welsh / Scottish / Northern Irish / British
- White - Irish
- White - Any other White background
- Other Ethnic background
- Not Known
- Prefer not to answer

33. How would you describe your gender?

- Agender
- Female
- Genderqueer or non-binary
- Male
- Not specified above, please specify
- Prefer not to answer

34. Is your gender identity the same as it was assigned at birth?

- Yes
- No
- Prefer not to answer

35. Do you have a religion or belief?

- No religion
- Agnostic
- Buddhist
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Hindu
- Jewish
- Muslim
- Sikh
- Spiritual
- Any other religion, please specify
- Prefer not to answer

36. How would you describe your sexual orientation?

- Asexual
- Bisexual
- Gay
- Heterosexual or straight
- Lesbian or gay woman
- Pansexual
- Queer
- None of the above, please specify
- Prefer not to answer

37. Do you have caring responsibilities (for a child, child with additional support needs or another adult)?

- Yes
- No
- Prefer not to answer

38. If yes, please select all that apply:

- Pre-school age child(ren)
- Child(ren) between ages 5 – 12
- Child(ren) between ages 13 – 18
- Child(ren) with additional support needs
- Adult dependant(s)
- Prefer not to answer