

FAITH RESEARCH CENTRE – SURVEY OF HR MANAGERS – BELIEF AT WORK

Methodology: ComRes interviewed 251 HR Managers, Managers and Senior HR Decision Makers at British companies with 50 or more employees online between 17th and 20th February. Respondents for our survey of HR Managers, Managers and Senior HR Decision Makers were filtered to include people at companies with 50 employees or more, and to remove respondents working for faith based organisations. Data were weighted to be representative of all UK businesses by number of employees.

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JN303331 Faith in the Workplace - Employer Poll

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Base: All who's organisation provides information to staff about religious practice

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Base: All who's organisation provides information to staff about religious practice

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Base: All who's organisation provides information to staff about religious practice

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Base: All respondents

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Base: All respondents

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Q1. In the last two years have you received training, professional development activities or a briefing about diversity, equality and inclusion in the workplace?

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	213	64	122	28	36	24	34	119	66	111	36	109	104	80	130	3	194	19
	85%	87%	84%	86%	75%	68%	93%	91%	89%	86%	76%	87%	83%	93%	81%	85%	88%	62%
							d							n			q	
No	36	8	24	5	12	10	3	11	8	17	11	16	20	6	30	1	24	12
	14%	11%	16%	14%	25%	29%	7%	9%	11%	13%	24%	13%	16%	7%	18%	15%	11%	38%
					g									m			p	
Don't know	1	1	-	-	-	1	-	-	-	1	-	-	1	-	1	-	1	-
	1%	2%	-	-	-	4%	-	-	-	1%	-	-	1%	-	1%	-	1%	-

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

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Q2. And which of the following areas, if any, have been covered in such training, professional development activities, or briefings you have received?

Base: All who have received diversity/equality training

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	208	68	113	27	68	19	27	94	65	108	35	101	107	71	131	6	189	19
Weighted Total	213	64	122	28	36	24	34	119	66	111	36	109	104	80	130	3	194	19
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Disability	182	59	101	21	29	19	29	105	51	96	35	99	83	71	108	3	166	15
	85%	93%	83%	78%	79%	79%	85%	88%	77%	86%	97%	91%	79%	88%	83%	100%	86%	81%
Race	161	52	90	19	26	16	23	96	49	83	30	85	76	62	96	3	146	15
	76%	83%	74%	68%	72%	68%	67%	81%	75%	74%	82%	78%	73%	78%	74%	85%	75%	81%
Age	156	48	87	22	22	18	23	94	48	80	28	85	70	62	91	3	142	14
	73%	75%	71%	79%	60%	74%	67%	79%	72%	72%	78%	79%	67%	77%	70%	85%	73%	74%
Religion and belief	154	49	85	20	24	18	29	83	47	83	24	82	72	64	88	3	141	14
	72%	77%	70%	73%	66%	74%	85%	70%	71%	75%	68%	75%	69%	79%	68%	85%	72%	71%
Sex (as in gender)	150	45	86	19	24	18	21	87	44	77	29	78	72	58	89	3	139	12
	70%	71%	71%	69%	65%	74%	63%	73%	67%	69%	80%	72%	69%	72%	69%	85%	71%	61%
Sexual orientation	145	48	82	15	20	13	23	90	40	77	28	78	67	60	83	3	132	13
	68%	76%	67%	54%	55%	53%	67%	76%	61%	69%	78%	72%	64%	75%	64%	85%	68%	67%
Gender reassignment	124	37	73	14	16	14	23	71	35	67	22	62	62	56	65	3	112	11
	58%	59%	60%	50%	45%	58%	67%	60%	53%	60%	61%	57%	59%	69%	50%	85%	58%	59%
None of the above	5	1	4	1	2	-	-	4	2	4	-	-	5	3	2	-	4	2
	3%	1%	3%	5%	4%	-	-	3%	2%	3%	-	-	5%	4%	2%	-	2%	10%
Don't know	1	-	1	-	-	-	1	-	-	1	-	1	-	-	1	-	1	-
	1%	-	1%	-	-	-	4%	-	-	1%	-	1%	-	-	1%	-	1%	-

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

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Q3. And, in the last two years has your organisation offered training, professional development activities or briefings about diversity, equality and inclusion to staff?

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	189	59	108	22	31	20	30	107	60	98	32	96	93	70	116	3	173	16
	75%	81%	74%	69%	64%	57%	83%	83%	81%	75%	67%	77%	73%	81%	72%	85%	79%	53%
							d										q	
No	54	14	34	7	16	14	6	18	13	26	16	25	29	13	40	1	44	10
	22%	19%	23%	21%	33%	39%	17%	14%	17%	20%	33%	20%	23%	16%	25%	15%	20%	31%
					g						h							
Don't know	8	1	4	3	2	1	-	5	2	6	-	4	4	3	5	-	3	5
	3%	1%	3%	9%	3%	4%	-	4%	2%	5%	-	3%	3%	4%	3%	-	1%	16%
			a														p	

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

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Q4. Was the training, professional development activity, or briefings?

Base: All who's organisations have offered diversity training in the last two years

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	183	63	99	21	58	16	24	85	57	95	31	90	93	61	116	6	168	15
Weighted Total	189	59	108	22	31	20	30	107	60	98	32	96	93	70	116	3	173	16
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Compulsory for managers	96	33	56	8	15	14	13	54	28	52	16	51	45	32	62	2	88	8
	51%	55%	52%	34%	48%	69%	42%	51%	46%	54%	50%	53%	48%	46%	53%	64%	51%	50%
Optional for managers	10	3	7	1	2	3	1	5	3	6	1	8	3	4	6	-	8	3
	6%	4%	7%	3%	5%	13%	4%	5%	5%	6%	4%	8%	3%	6%	5%	-	5%	16%
Compulsory for staff at all levels	122	41	66	15	23	10	21	67	38	62	22	60	62	42	77	3	115	7
	65%	70%	61%	67%	76%	50%	71%	62%	64%	63%	70%	62%	67%	60%	66%	100%	67%	43%
Optional for staff at all levels	39	8	26	4	4	6	6	23	12	24	3	22	17	18	21	-	33	6
	21%	14%	24%	19%	12%	31%	21%	21%	21%	25%	8%	22%	19%	25%	18%	-	19%	38%
Don't know	1	-	1	-	-	-	-	1	-	1	-	1	-	-	1	-	1	-
	1%	-	1%	-	-	-	-	1%	-	1%	-	1%	-	-	1%	-	1%	-

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

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Q5. And, as far as you are aware, does the content of the training, professional development activities or briefings your workplace offers, cover any of the following areas...?

Base: All who's organisations have offered diversity training in the last two years

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	183	63	99	21	58	16	24	85	57	95	31	90	93	61	116	6	168	15
Weighted Total	189	59	108	22	31	20	30	107	60	98	32	96	93	70	116	3	173	16
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Disability	157	48	90	19	26	15	24	92	43	86	28	83	74	61	93	3	145	12
	83%	82%	83%	86%	83%	75%	79%	86%	72%	89%	88%	87%	80%	88%	80%	100%	84%	77%
Race	157	49	89	18	25	13	25	94	46	81	30	85	71	62	91	3	147	9
	83%	83%	83%	83%	81%	63%	83%	87%	77%	83%	93%	89%	77%	89%	78%	100%	85%	57%
Age	147	42	89	17	19	13	23	92	44	77	25	75	72	58	86	3	136	11
	78%	71%	82%	76%	63%	63%	75%	86%	74%	79%	79%	78%	78%	83%	74%	100%	79%	69%
Religion and belief	147	46	82	19	23	14	27	83	45	78	24	77	69	54	89	3	138	9
	78%	79%	75%	86%	74%	69%	88%	78%	76%	79%	75%	80%	75%	78%	77%	100%	80%	57%
Sex (as in gender)	141	40	81	19	19	13	20	88	43	71	27	72	69	56	82	3	129	12
	74%	69%	75%	86%	63%	63%	67%	82%	71%	73%	85%	75%	74%	80%	71%	85%	75%	73%
Sexual orientation	139	38	83	18	17	13	25	85	40	74	25	74	66	61	76	3	130	9
	74%	65%	77%	81%	54%	63%	83%	79%	68%	76%	79%	76%	71%	87%	66%	85%	75%	57%
Gender reassignment	113	36	63	14	14	11	21	67	34	61	19	58	56	47	64	2	104	9
	60%	61%	59%	63%	44%	56%	71%	62%	56%	62%	59%	60%	60%	68%	55%	67%	60%	58%
None of the above	3	1	3	-	1	1	-	1	3	1	-	1	3	-	3	-	2	1
	2%	1%	2%	-	2%	6%	-	1%	4%	1%	-	1%	3%	-	3%	-	1%	8%
Don't know	3	1	2	-	1	-	-	3	-	3	-	-	3	-	3	-	3	-
	2%	2%	2%	-	2%	-	-	2%	-	3%	-	-	3%	-	3%	-	2%	-

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q6_SUM. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

SUMMARY TABLE

Base: All respondents

	Total	Very confident	Fairly confident	Not very confident	Not at all confident	Don't know	Net: Confident	Net: Not confident	Mean
Race	251 100%	124 49%	105 42%	19 8%	3 1%	1 *	229 91%	22 9%	3.40
Sex (as in gender)	251 100%	99 40%	129 51%	16 6%	3 1%	4 2%	228 91%	19 7%	3.32
Age	251 100%	131 52%	94 37%	21 9%	3 1%	1 *	225 90%	24 10%	3.42
Disability	251 100%	113 45%	113 45%	25 10%	- -	1 *	225 90%	25 10%	3.35
Religion and belief	251 100%	97 38%	123 49%	27 11%	3 1%	1 *	220 88%	31 12%	3.25
Sexual orientation	251 100%	95 38%	125 50%	27 11%	2 1%	2 1%	219 87%	29 12%	3.25
Gender reassignment	251 100%	72 29%	96 38%	64 26%	14 6%	5 2%	168 67%	78 31%	2.92

JN303331 Faith in the Workplace - Employer Poll

Q6_1. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

Age

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very confident (4.0)	131	42	77	12	21	16	25	68	39	66	26	69	62	49	81	2	129	2
	52%	58%	53%	38%	44%	46%	69%	52%	53%	51%	54%	55%	49%	57%	50%	43%	59%	8%
Fairly confident (3.0)	94	23	55	17	22	11	11	49	22	54	17	49	45	31	61	2	82	12
	37%	31%	38%	52%	45%	32%	31%	38%	30%	42%	37%	39%	36%	36%	38%	57%	37%	40%
Not very confident (2.0)	21	7	11	3	4	5	-	13	11	6	4	6	15	6	16	-	9	13
	9%	10%	7%	10%	8%	14%	-	10%	15%	5%	9%	5%	12%	6%	10%	-	4%	42%
Not at all confident (1.0)	3	-	3	-	1	3	-	-	1	2	-	1	3	1	2	-	-	3
	1%	-	2%	-	1%	7%	-	-	2%	1%	-	*	2%	1%	1%	-	-	10%
Don't know	1	1	1	-	1	-	-	-	-	1	-	-	1	-	1	-	1	-
	*	1%	*	-	2%	-	-	-	-	1%	-	-	1%	-	1%	-	*	-
NETS																		
Net: Confident	225	65	132	29	43	28	37	118	62	120	43	118	107	80	142	4	211	15
	90%	89%	90%	90%	89%	79%	100%	90%	84%	93%	91%	95%	85%	92%	88%	100%	96%	48%
Net: Not confident	24	7	14	3	4	8	-	13	12	8	4	7	18	7	18	-	9	16
	10%	10%	9%	10%	9%	21%	-	10%	16%	6%	9%	5%	14%	8%	11%	-	4%	52%
Mean score	3.42	3.48	3.41	3.28	3.35	3.18	3.69	3.43	3.35	3.44	3.45	3.50	3.34	3.47	3.38	3.43	3.55	2.46
Standard deviation	.70	.68	.72	.65	.68	.94	.47	.67	.80	.66	.66	.62	.77	.69	.71	.58	.57	.79
Standard error	.04	.08	.06	.11	.07	.18	.09	.07	.09	.06	.10	.06	.07	.08	.06	.22	.04	.14

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q



JN303331 Faith in the Workplace - Employer Poll

Q6_2. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

Sex (as in gender)

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very confident (4.0)	99	29	63	7	13	13	15	58	29	49	22	48	51	38	59	2	96	3
	40%	40%	43%	22%	27%	36%	41%	45%	39%	38%	47%	39%	40%	44%	37%	57%	44%	10%
			c				d										q	
Fairly confident (3.0)	129	34	74	21	28	18	20	63	37	69	23	71	58	40	88	1	116	13
	51%	47%	51%	64%	57%	50%	55%	49%	50%	54%	47%	57%	46%	47%	55%	30%	53%	42%
Not very confident (2.0)	16	6	7	3	4	3	-	9	6	7	2	2	13	8	7	1	5	11
	6%	8%	5%	9%	9%	7%	-	7%	9%	6%	4%	2%	11%	9%	4%	13%	2%	36%
												k					p	
Not at all confident (1.0)	3	2	-	1	2	-	1	-	-	2	1	3	-	-	3	-	1	2
	1%	3%	-	2%	3%	-	3%	-	-	2%	1%	2%	-	-	2%	-	*	6%
		b															p	
Don't know	4	1	2	1	2	3	-	-	2	2	1	-	4	-	4	-	2	2
	2%	2%	1%	3%	3%	7%	-	-	2%	1%	1%	-	3%	-	3%	-	1%	6%
												k					p	
NETS																		
Net: Confident	228	63	138	28	41	30	35	121	66	118	45	119	109	78	147	3	212	16
	91%	87%	94%	86%	85%	86%	97%	93%	89%	91%	94%	96%	86%	91%	91%	87%	97%	52%
												l					q	
Net: Not confident	19	8	7	4	6	3	1	9	6	10	2	5	13	8	10	1	6	13
	7%	11%	5%	11%	12%	7%	3%	7%	9%	8%	5%	4%	11%	9%	6%	13%	3%	42%
																	p	
Mean score	3.32	3.26	3.39	3.09	3.12	3.31	3.34	3.38	3.31	3.29	3.41	3.32	3.31	3.35	3.29	3.43	3.41	2.59
			c				d											
Standard deviation	.64	.75	.58	.62	.71	.62	.67	.61	.63	.66	.63	.63	.66	.65	.64	.83	.56	.77
Standard error	.04	.08	.05	.11	.08	.12	.12	.06	.07	.06	.09	.06	.06	.07	.05	.31	.04	.14

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q6_3. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

Sexual orientation

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very confident (4.0)	95 38%	28 39%	59 40%	8 24%	14 28%	10 29%	20 55%	51 39%	33 44%	46 36%	16 33%	44 35%	51 40%	38 44%	55 34%	2 43%	93 42%	1 4%
Fairly confident (3.0)	125 50%	33 45%	70 48%	22 69% ab	25 51%	18 50%	15 41%	67 51%	35 47%	64 49%	26 55%	65 52%	59 47%	37 43%	86 53%	2 43%	109 50%	15 50%
Not very confident (2.0)	27 11%	9 12%	16 11%	2 7%	8 16%	5 14%	1 3%	13 10%	6 9%	16 12%	5 10%	13 11%	14 11%	11 13%	15 10%	1 13%	14 6%	13 44% p
Not at all confident (1.0)	2 1%	1 1%	1 1%	- -	1 2%	1 4%	- -	- -	- -	2 1%	1 1%	2 2%	- -	- -	2 1%	- -	2 1%	1 2%
Don't know	2 1%	2 2%	1 *	- -	1 2%	1 4%	- -	- -	- -	2 2%	- -	- -	2 2%	- -	2 1%	- -	2 1%	- -
NETS																		
Net: Confident	219 87%	61 84%	128 88%	30 93%	39 79%	28 79%	35 97%	118 90% d	67 91%	110 85%	42 89%	109 88%	110 87%	75 87%	141 88%	3 87%	203 92% q	17 54%
Net: Not confident	29 12%	10 13%	17 12%	2 7%	9 19%	6 18%	1 3%	13 10%	6 9%	17 14%	5 11%	16 12%	14 11%	11 13%	18 11%	1 13%	15 7%	14 46% p
Mean score	3.25	3.25	3.28	3.17	3.08	3.07	3.52	3.29 d	3.36	3.21	3.21	3.21	3.30	3.31	3.22	3.30	3.35 q	2.57
Standard deviation	.68	.73	.69	.54	.74	.78	.57	.64	.64	.71	.67	.70	.66	.69	.68	.80	.63	.62
Standard error	.04	.08	.06	.09	.08	.15	.11	.06	.07	.06	.10	.06	.06	.08	.05	.30	.04	.11

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q6_4. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

Race

Base: All respondents

	Total	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION	
		Senior management a	Middle management b	Junior management c	50-249 d	250-499 e	500-999 f	1000+ g	18-34 h	35-54 i	55+ j	Male k	Female l	Public m	Private n	Third/ Voluntary sector o	Confident p	Not confident q
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very confident (4.0)	124 49%	38 52% c	76 52% c	10 31%	16 34%	20 57%	23 62%	64 50% d	36 49%	63 48%	25 53%	65 52%	58 46%	44 51%	77 48%	2 57%	123 56% q	1 4%
Fairly confident (3.0)	105 42%	26 36%	57 39%	21 66% ab	26 54%	9 25%	13 34%	57 44%	26 35%	58 45%	21 44%	53 42%	52 41%	34 40%	70 43%	1 15%	94 43%	11 36%
Not very confident (2.0)	19 8%	8 11%	11 7%	1 3%	5 11%	5 14%	1 3%	8 6%	10 14%	7 6%	2 4%	7 5%	13 10%	5 6%	13 8%	1 28%	4 2%	16 51% p
Not at all confident (1.0)	3 1%	1 2%	1 1%	-	-	1 4%	-	1 1%	1 2%	1 1%	-	-	3 2%	3 3% n	-	-	-	3 8% p
Don't know	1 *	-	1 *	-	1 1%	-	-	-	-	1 *	-	-	1 *	-	1 *	-	-	-
NETS																		
Net: Confident	229 91%	64 88%	134 92%	31 97%	43 88%	29 82%	35 97%	121 93%	63 85%	120 93%	46 96% h	118 95% l	110 88%	79 91%	147 91%	3 72%	216 98% q	12 40%
Net: Not confident	22 9%	9 12%	12 8%	1 3%	5 11%	6 18%	1 3%	9 7%	11 15% ij	9 7%	2 4%	7 5%	15 12%	7 9%	13 8%	1 28%	4 2% p	18 60%
Mean score	3.40	3.38	3.43	3.28	3.23	3.36	3.59	3.42 d	3.32	3.41	3.49	3.47	3.32	3.40	3.40	3.28	3.54 q	2.36
Standard deviation	.68	.75	.67	.52	.64	.87	.57	.65	.78	.65	.58	.60	.74	.73	.64	1.02	.53	.70
Standard error	.04	.08	.06	.09	.07	.16	.11	.06	.09	.06	.08	.05	.07	.08	.05	.39	.04	.13

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q



JN303331 Faith in the Workplace - Employer Poll

Q6_5. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

Disability

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very confident (4.0)	113 45%	34 46%	68 47%	10 32%	17 34%	16 46%	18 48%	62 48%	30 41%	55 42%	28 58%	57 45%	56 44%	43 49%	69 43%	1 30%	111 51%	1 4%
Fairly confident (3.0)	113 45%	32 44%	60 41%	21 66% ab	27 55%	15 43%	16 45%	54 42%	32 44%	64 50% j	16 33%	58 46%	55 43%	38 44%	72 45%	3 70%	98 45%	15 48%
Not very confident (2.0)	25 10%	7 10%	18 12%	1 2%	5 10%	4 11%	3 7%	14 11%	11 15%	10 8%	4 9%	10 8%	15 12%	6 7%	19 12%	- -	11 5%	15 48% p
Not at all confident (1.0)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1 *	-	1 *	-	1 1%	-	-	-	-	1 *	-	-	1 *	-	1 *	-	-	-
NETS																		
Net: Confident	225 90%	66 90%	128 88%	32 98%	43 89%	32 89%	34 93%	116 89%	63 85%	119 92%	43 91%	114 92%	111 88%	80 93%	141 88%	4 100%	209 95% q	16 52%
Net: Not confident	25 10%	7 10%	18 12%	1 2%	5 10%	4 11%	3 7%	14 11%	11 15%	10 8%	4 9%	10 8%	15 12%	6 7%	19 12%	- -	11 5%	15 48% p
Mean score	3.35	3.36	3.35	3.31	3.24	3.36	3.41	3.37	3.26	3.35	3.49	3.37	3.33	3.42	3.31	3.30	3.46 q	2.56
Standard deviation	.66	.66	.69	.50	.63	.68	.63	.67	.71	.62	.66	.64	.68	.62	.67	.53	.59	.58
Standard error	.04	.07	.06	.09	.07	.13	.12	.07	.08	.05	.10	.06	.06	.07	.05	.20	.04	.10

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q



JN303331 Faith in the Workplace - Employer Poll

Q6_6. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

Gender reassignment

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very confident (4.0)	72	21	49	3	9	10	20	33	26	35	11	39	33	29	42	1	69	3
	29%	28%	33%	8%	18%	29%	55%	25%	34%	27%	23%	31%	26%	34%	26%	13%	32%	8%
		c	c														q	
Fairly confident (3.0)	96	24	55	16	24	11	11	49	23	53	20	43	53	32	62	2	92	4
	38%	33%	38%	51%	49%	32%	31%	38%	31%	41%	42%	35%	42%	37%	38%	59%	42%	14%
																	q	
Not very confident (2.0)	64	21	34	10	12	10	1	40	18	32	14	29	35	22	41	1	47	18
	26%	28%	23%	30%	26%	29%	3%	31%	25%	25%	29%	23%	28%	26%	25%	28%	21%	57%
																	p	
Not at all confident (1.0)	14	6	6	2	2	3	3	8	4	8	3	10	4	1	13	-	9	6
	6%	8%	4%	6%	3%	7%	7%	6%	5%	6%	5%	8%	3%	1%	8%	-	4%	18%
															m		p	
Don't know	5	1	2	2	2	1	1	-	3	1	1	3	2	1	3	-	4	1
	2%	1%	1%	6%	4%	4%	3%	-	4%	1%	1%	2%	1%	1%	2%	-	2%	2%
					g													
NETS																		
Net: Confident	168	45	104	19	33	21	32	82	49	88	31	82	86	62	104	3	161	7
	67%	62%	71%	59%	67%	61%	86%	63%	66%	68%	64%	66%	68%	71%	64%	72%	73%	23%
																	q	
Net: Not confident	78	27	40	11	14	13	4	48	22	40	16	40	39	23	54	1	55	23
	31%	37%	28%	36%	29%	36%	10%	37%	30%	31%	35%	32%	31%	27%	34%	28%	25%	76%
																	p	
Mean score	2.92	2.83	3.01	2.65	2.85	2.85	3.39	2.83	2.99	2.90	2.83	2.91	2.92	3.05	2.84	2.85	3.02	2.13
			c														q	
Standard deviation	.88	.95	.87	.73	.76	.95	.87	.88	.92	.88	.85	.95	.82	.82	.91	.73	.84	.82
Standard error	.06	.11	.07	.13	.08	.18	.16	.09	.11	.08	.12	.09	.07	.09	.07	.27	.06	.15

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q



JN303331 Faith in the Workplace - Employer Poll

Q6_7. If someone came to you with a concern about diversity and inclusion in the workplace, how confident or otherwise would you feel in responding effectively to them on issues relating to each of the following?

Religion and belief

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very confident (4.0)	97 38%	30 42%	58 40%	8 24%	14 30%	14 39%	18 48%	51 39%	32 43%	47 36%	17 37%	49 40%	47 37%	36 42%	59 37%	1 28%	97 44%	- -
Fairly confident (3.0)	123 49%	31 43%	73 50%	19 59%	27 56%	16 46%	16 45%	63 49%	31 41%	66 51%	26 55%	63 50%	61 48%	41 48%	80 50%	2 57%	123 56%	- -
Not very confident (2.0)	27 11%	10 14%	12 8%	5 17%	6 12%	4 11%	3 7%	15 12%	10 14%	14 11%	4 8%	11 9%	16 13%	9 10%	18 11%	1 15%	- -	27 90%
Not at all confident (1.0)	3 1%	1 1%	3 2%	- -	1 1%	1 4%	- -	1 1%	1 2%	2 1%	- -	2 1%	1 1%	- -	3 2%	- -	- -	3 10%
Don't know	1 *	- -	1 *	- -	1 1%	- -	- -	- -	- -	1 *	- -	- -	1 *	- -	1 *	- -	- -	- -
NETS																		
Net: Confident	220 88%	62 85%	131 90%	27 83%	42 85%	30 86%	34 93%	114 87%	63 85%	113 88%	44 92%	112 90%	108 86%	78 90%	139 86%	3 85%	220 100%	- -
Net: Not confident	31 12%	11 15%	14 10%	5 17%	7 14%	5 14%	3 7%	16 13%	11 15%	15 12%	4 8%	13 10%	18 14%	9 10%	21 13%	1 15%	- -	31 100%
Mean score	3.25	3.26	3.28	3.08	3.15	3.21	3.41	3.25	3.26	3.23	3.29	3.28	3.22	3.32	3.22	3.13	3.44	1.90
Standard deviation	.70	.73	.69	.65	.68	.78	.63	.70	.76	.69	.61	.69	.71	.65	.72	.75	.50	.31
Standard error	.04	.08	.06	.11	.07	.15	.12	.07	.09	.06	.09	.06	.06	.07	.06	.28	.03	.06

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q



JN303331 Faith in the Workplace - Employer Poll

Q7_SUM. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

SUMMARY TABLE

Base: All answering

	Total	I haven't had training	My organisation does not have a policy or procedure which I could follow	I don't have adequate professional support from my line manager on this issue	Other	I don't know
Age	24 100%	12 50%	12 49%	10 39%	- -	2 7%
Sex (as in gender)	19 100%	7 36%	3 15%	7 36%	1 3%	5 25%
Sexual orientation	29 100%	12 40%	12 40%	8 29%	- -	3 9%
Race	22 100%	10 45%	5 21%	4 19%	- -	4 20%
Disability	25 100%	10 41%	5 19%	7 29%	1 2%	4 17%
Gender reassignment	78 100%	43 55%	23 29%	23 30%	6 7%	5 6%
Religion and belief	31 100%	10 33%	13 42%	9 30%	3 10%	2 6%

JN303331 Faith in the Workplace - Employer Poll

Q7_1. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

Age

Base: All who would not be confident responding to a diversity/equality related issue

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n	*o	*p	*q	
Significance Level: 95%																		
Unweighted Total	24	7	12	5	8	6	-	10	12	8	4	7	17	6	18	-	8	16
Weighted Total	24	7	14	3	4	8	-	13	12	8	4	7	18	7	18	-	9	16
	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
I haven't had training	12	3	7	3	2	3	-	8	7	3	3	3	9	5	7	-	6	7
	50%	34%	50%	85%	49%	33%	-	60%	54%	38%	59%	45%	52%	74%	40%	-	65%	42%
My organisation does not have a policy or procedure which I could follow	12	3	6	3	3	5	-	4	5	4	3	5	7	3	9	-	6	6
	49%	42%	41%	100%	75%	67%	-	30%	39%	53%	71%	81%	37%	37%	54%	-	71%	38%
I don't have adequate professional support from my line manager on this issue	10	1	5	3	2	1	-	6	5	2	3	3	7	1	8	-	4	6
	39%	17%	37%	100%	47%	17%	-	50%	39%	22%	71%	45%	37%	19%	47%	-	41%	38%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I don't know	2	2	-	-	1	-	-	1	1	-	1	-	2	1	1	-	-	2
	7%	24%	-	-	12%	-	-	10%	4%	-	29%	-	10%	7%	7%	-	-	11%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q7_2. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

Sex (as in gender)

Base: All who would not be confident responding to a diversity/equality related issue

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
Significance Level: 95%																		
Unweighted Total	21	10	7	4	11	2	1	7	8	10	3	7	14	8	12	1	8	13
Weighted Total	19	8	7	4	6	3	1	9	6	10	2	5	13	8	10	1	6	13
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I haven't had training	7	2	3	2	2	1	-	4	4	3	1	1	6	4	2	-	1	5
	36%	22%	46%	50%	28%	50%	-	43%	56%	26%	25%	11%	46%	55%	23%	-	22%	42%
My organisation does not have a policy or procedure which I could follow	3	2	-	1	2	-	1	-	2	1	-	2	1	-	2	1	1	2
	15%	28%	-	14%	27%	-	100%	-	25%	13%	-	35%	8%	-	23%	100%	19%	14%
I don't have adequate professional support from my line manager on this issue	7	2	1	3	2	1	-	4	2	4	1	2	4	3	4	-	1	5
	36%	29%	19%	86%	28%	50%	-	43%	27%	45%	25%	46%	32%	39%	36%	-	22%	42%
Other	1	1	-	-	1	-	-	-	-	-	1	1	-	-	1	-	1	-
	3%	6%	-	-	8%	-	-	-	-	-	21%	10%	-	-	5%	-	9%	-
I don't know	5	2	2	1	2	-	-	3	1	3	1	1	4	1	4	-	2	3
	25%	21%	35%	14%	35%	-	-	29%	8%	29%	54%	10%	31%	14%	35%	-	28%	24%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q7_3. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

Sexual orientation

Base: All who would not be confident responding to a diversity/equality related issue

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n	*o	*p	*q	
Significance Level: 95%																		
Unweighted Total	33	13	17	3	17	5	1	10	8	19	6	18	15	11	21	1	18	15
Weighted Total	29	10	17	2	9	6	1	13	6	17	5	16	14	11	18	1	15	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I haven't had training	12	3	8	1	4	3	-	5	4	6	2	6	6	5	7	-	5	6
	40%	29%	46%	44%	47%	40%	-	40%	64%	34%	34%	38%	43%	44%	39%	-	35%	46%
My organisation does not have a policy or procedure which I could follow	12	2	9	1	4	5	-	3	1	10	1	8	4	4	7	1	7	5
	40%	20%	50%	44%	45%	80%	-	20%	16%	55%	19%	49%	29%	39%	39%	100%	44%	35%
I don't have adequate professional support from my line manager on this issue	8	4	2	2	3	-	1	4	2	4	2	6	2	4	5	-	5	3
	29%	44%	11%	100%	37%	-	100%	30%	36%	24%	34%	39%	17%	34%	26%	-	36%	21%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I don't know	3	1	1	-	-	-	-	3	-	1	1	-	3	-	3	-	-	3
	9%	13%	7%	-	-	-	-	20%	-	7%	23%	-	18%	-	14%	-	-	18%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q7_4. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

Race

Base: All who would not be confident responding to a diversity/equality related issue

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
Significance Level: 95%																		
Unweighted Total	23	10	11	2	10	5	1	7	12	9	2	8	15	7	14	2	4	19
Weighted Total	22	9	12	1	5	6	1	9	11	9	2	7	15	7	13	1	4	18
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I haven't had training	10	3	6	1	2	5	1	1	7	3	-	2	8	4	6	-	3	7
	45%	28%	52%	100%	40%	80%	100%	14%	58%	36%	-	28%	52%	51%	45%	-	86%	36%
My organisation does not have a policy or procedure which I could follow	5	2	3	1	2	-	-	3	2	2	1	4	1	2	2	1	1	4
	21%	19%	21%	50%	40%	-	-	29%	20%	22%	32%	56%	7%	25%	18%	46%	14%	23%
I don't have adequate professional support from my line manager on this issue	4	1	3	1	2	1	-	1	1	4	-	1	3	-	4	1	-	4
	19%	6%	26%	50%	29%	20%	-	14%	4%	42%	-	16%	20%	-	26%	54%	-	23%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I don't know	4	4	-	-	1	-	-	4	3	-	1	-	4	2	3	-	-	4
	20%	48%	-	-	9%	-	-	43%	26%	-	68%	-	28%	24%	19%	-	-	24%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q7_5. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

Disability

Base: All who would not be confident responding to a diversity/equality related issue

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
Significance Level: 95%																		
Unweighted Total	25	8	16	1	9	3	2	11	11	10	4	11	14	6	19	-	10	15
Weighted Total	25	7	18	1	5	4	3	14	11	10	4	10	15	6	19	-	11	15
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%
I haven't had training	10	1	9	1	3	1	1	5	4	6	1	7	4	3	8	-	4	6
	41%	15%	50%	100%	55%	33%	50%	36%	33%	63%	12%	65%	24%	41%	41%	-	41%	41%
My organisation does not have a policy or procedure which I could follow	5	1	4	1	1	3	-	1	2	2	1	2	3	-	5	-	3	2
	19%	8%	22%	100%	22%	67%	-	9%	16%	19%	29%	18%	20%	-	26%	-	24%	16%
I don't have adequate professional support from my line manager on this issue	7	3	4	1	1	-	1	5	5	-	3	2	6	2	6	-	4	3
	29%	35%	25%	100%	22%	-	50%	36%	44%	-	59%	18%	38%	30%	29%	-	42%	21%
Other	1	-	1	-	1	-	-	-	-	1	-	-	1	-	1	-	1	-
	2%	-	3%	-	12%	-	-	-	-	6%	-	-	4%	-	3%	-	6%	-
I don't know	4	3	1	-	1	-	-	4	2	1	1	-	4	2	3	-	-	4
	17%	42%	7%	-	10%	-	-	27%	16%	13%	29%	-	29%	29%	13%	-	-	29%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q7_6. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

Gender reassignment

Base: All who would not be confident responding to a diversity/equality related issue

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	*a	b	*c	*d	*e	*f	g	*h	i	*j	k	l	*m	n	*o	p	*q	
Significance Level: 95%																		
Unweighted Total	77	28	37	12	26	10	3	38	21	39	17	38	39	22	53	2	53	24
Weighted Total	78	27	40	11	14	13	4	48	22	40	16	40	39	23	54	1	55	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
I haven't had training	43 55%	10 37%	25 62%	8 74%	6 46%	8 60%	1 33%	28 58%	9 41%	23 57%	11 68%	24 61%	19 48%	14 59%	29 54%	- -	31 56%	12 53%
My organisation does not have a policy or procedure which I could follow	23 29%	6 24%	10 25%	6 56%	9 65%	4 30%	1 33%	9 18%	6 29%	11 27%	6 35%	11 29%	12 30%	7 31%	15 27%	1 100%	17 31%	6 25%
I don't have adequate professional support from my line manager on this issue	23 30%	10 36%	10 25%	3 29%	4 30%	6 50%	1 33%	11 24%	9 41%	11 27%	3 19%	13 32%	10 27%	3 11%	21 38%	- -	17 31%	6 25%
Other	6 7%	2 7%	4 9%	- -	1 4%	- -	- -	5 11%	1 6%	3 6%	2 11%	3 8%	3 6%	- -	6 10%	- -	5 9%	1 3%
I don't know	5 6%	3 11%	2 5%	- -	1 8%	- -	- -	4 8%	1 2%	3 8%	1 8%	1 3%	4 9%	1 5%	4 7%	- -	2 3%	3 13%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q7_7. You said that you would not feel confident responding effectively to concerns in each of the following areas in the workplace. Which of the following reasons, if any, explain why this is the case?

Religion and belief

Base: All who would not be confident responding to a diversity/equality related issue

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n	*o	*p	*q	
Significance Level: 95%																		
Unweighted Total	31	12	13	6	12	4	2	13	12	15	4	14	17	8	22	1	-	31
Weighted Total	31	11	14	5	7	5	3	16	11	15	4	13	18	9	21	1	-	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%
I haven't had training	10	3	4	3	4	1	-	5	4	5	2	4	6	4	5	1	-	10
	33%	27%	30%	57%	59%	25%	-	31%	32%	31%	50%	32%	35%	50%	25%	100%	-	33%
My organisation does not have a policy or procedure which I could follow	13	4	6	3	3	4	1	5	5	6	1	6	7	3	10	-	-	13
	42%	33%	44%	52%	39%	75%	50%	31%	46%	40%	34%	48%	37%	29%	48%	-	-	42%
I don't have adequate professional support from my line manager on this issue	9	2	4	4	2	-	-	8	4	4	2	3	6	1	9	-	-	9
	30%	17%	26%	67%	24%	-	-	46%	31%	25%	50%	24%	34%	7%	40%	-	-	30%
Other	3	2	-	1	1	-	1	1	-	3	1	3	-	1	2	-	-	3
	10%	17%	-	24%	9%	-	50%	8%	-	16%	16%	24%	-	15%	9%	-	-	10%
I don't know	2	2	-	-	1	-	-	1	1	-	1	-	2	1	1	-	-	2
	6%	16%	-	-	8%	-	-	8%	4%	-	34%	-	10%	6%	6%	-	-	6%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q8_SUM. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

SUMMARY TABLE

Base: All respondents

	Total	Yes	No	Don't know
Race	251 100%	213 85%	29 12%	8 3%
Disability	251 100%	209 83%	28 11%	14 5%
Age	251 100%	201 80%	39 16%	11 5%
Sex (as in gender)	251 100%	201 80%	32 13%	19 7%
Religion and belief	251 100%	200 80%	35 14%	16 7%
Sexual orientation	251 100%	184 73%	49 19%	18 7%
Gender reassignment	251 100%	137 55%	72 29%	42 17%

JN303331 Faith in the Workplace - Employer Poll

Q8_1. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

Age

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/ Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	201	59	118	23	32	23	34	111	56	103	41	103	98	72	125	3	183	17
	80%	81%	81%	73%	67%	64%	93%	85%	76%	80%	87%	83%	77%	83%	78%	87%	83%	57%
No	39	12	21	5	12	13	3	11	12	22	5	17	22	10	29	1	28	11
	16%	17%	15%	16%	26%	36%	7%	9%	17%	17%	10%	14%	17%	11%	18%	13%	13%	35%
Don't know	11	1	7	4	4	-	-	8	5	5	1	4	7	4	7	-	9	2
	5%	2%	4%	11%	8%	-	-	6%	7%	4%	3%	4%	6%	5%	4%	-	4%	8%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q8_2. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

Sex (as in gender)

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	201	62	115	24	32	23	33	112	61	99	40	105	95	73	124	3	183	17
	80%	85%	79%	74%	67%	64%	90%	86%	82%	77%	85%	85%	75%	85%	77%	74%	83%	57%
No	32	8	21	4	10	11	3	8	6	20	6	14	18	9	22	1	25	7
	13%	10%	14%	11%	21%	32%	7%	6%	8%	15%	13%	11%	14%	10%	14%	26%	11%	21%
Don't know	19	4	10	5	6	1	1	10	7	10	1	6	13	4	14	-	12	7
	7%	5%	7%	15%	12%	4%	3%	8%	10%	8%	2%	4%	10%	5%	9%	-	5%	22%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q8_3. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

Sexual orientation

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	184	52	109	23	28	18	33	106	56	89	39	94	90	67	115	3	169	15
	73%	72%	75%	72%	57%	50%	90%	82%	76%	69%	83%	75%	72%	77%	71%	74%	77%	50%
No	49	18	28	3	16	15	4	14	12	30	6	23	26	15	32	1	36	12
	19%	24%	19%	9%	32%	43%	10%	11%	17%	23%	14%	18%	20%	18%	20%	26%	16%	40%
Don't know	18	3	9	6	5	3	-	10	5	11	2	8	10	4	14	-	15	3
	7%	4%	6%	19%	11%	7%	-	8%	7%	8%	4%	6%	8%	5%	8%	-	7%	10%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q8_4. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

Race

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	213	64	124	26	35	25	33	120	63	106	45	109	104	76	135	3	193	20
	85%	87%	85%	80%	72%	71%	90%	92%	85%	82%	94%	87%	83%	88%	84%	74%	88%	65%
No	29	9	17	3	10	10	4	5	7	19	3	14	15	7	21	1	20	8
	12%	13%	11%	11%	21%	29%	10%	4%	10%	15%	6%	11%	12%	9%	13%	26%	9%	27%
Don't know	8	-	5	3	3	-	-	5	4	4	-	2	6	3	5	-	6	2
	3%	-	4%	9%	7%	-	-	4%	6%	3%	-	1%	5%	4%	3%	-	3%	8%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q8_5. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

Disability

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	209	64	118	27	37	24	33	115	57	110	42	107	102	76	130	3	190	19
	83%	88%	81%	83%	76%	68%	90%	88%	77%	85%	89%	85%	81%	88%	81%	87%	86%	63%
No	28	9	18	2	8	10	4	6	12	13	4	14	15	6	22	1	23	5
	11%	12%	12%	6%	17%	29%	10%	5%	16%	10%	8%	11%	12%	6%	14%	13%	10%	17%
Don't know	14	-	10	4	4	1	-	9	5	7	2	4	9	5	9	-	8	6
	5%	-	7%	11%	8%	4%	-	7%	7%	5%	4%	4%	7%	6%	5%	-	3%	20%
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q8_6. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

Gender reassignment

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	137	37	83	17	20	16	27	75	41	68	28	65	72	55	80	2	127	10
	55%	51%	57%	52%	40%	46%	72%	57%	56%	53%	58%	52%	57%	64%	50%	43%	58%	33%
							d								n		q	
No	72	23	40	8	24	14	5	29	17	39	16	39	33	20	50	2	57	14
	29%	32%	27%	26%	48%	39%	14%	22%	23%	30%	33%	31%	26%	23%	31%	57%	26%	45%
					g												p	
Don't know	42	13	23	7	5	5	27	16	22	4	21	21	11	31	-	35	7	
	17%	17%	16%	21%	11%	14%	14%	20%	21%	17%	9%	17%	16%	13%	19%	-	16%	22%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q8_7. Below is a list of diversity and inclusion related issues. For each of the areas, please state whether or not your organisation provides written policies which everyone can easily access?

Religion and belief

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	200	64	113	23	32	24	32	112	56	106	39	99	101	72	126	2	184	16
	80%	87%	78%	72%	66%	68%	86%	86%	75%	82%	81%	80%	80%	83%	78%	59%	84%	53%
No	35	9	22	3	13	9	4	9	8	18	9	19	16	11	22	2	25	9
	14%	13%	15%	10%	27%	25%	10%	7%	11%	14%	19%	15%	13%	12%	14%	41%	11%	31%
Don't know	16	-	11	6	4	3	1	9	10	6	-	7	9	4	13	-	11	5
	7%	-	7%	17%	8%	7%	3%	7%	14%	5%	-	6%	7%	4%	8%	-	5%	16%
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q9_SUM. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

SUMMARY TABLE

Base: All respondents

	Total	To a great extent	To some extent	To no extent	Don't know	Net: To a great extent/To some extent	Mean
Disability	251 100%	132 53%	96 38%	18 7%	4 2%	228 91%	2.46
Race	251 100%	131 52%	100 40%	15 6%	6 2%	230 92%	2.47
Religion and belief	251 100%	120 48%	108 43%	19 7%	5 2%	227 91%	2.41
Age	251 100%	114 46%	109 44%	22 9%	6 2%	224 89%	2.38
Sex (as in gender)	251 100%	105 42%	123 49%	18 7%	5 2%	228 91%	2.35
Sexual orientation	251 100%	97 39%	126 50%	20 8%	8 3%	224 89%	2.32
Gender reassignment	251 100%	76 30%	108 43%	44 18%	23 9%	184 73%	2.14

JN303331 Faith in the Workplace - Employer Poll

Q9_1. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

Age

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
To a great extent	(3.0) 114	36	68	10	16	13	21	64	29	62	24	62	53	54	59	1	107	7
	46%	49%	47%	32%	32%	36%	59%	50%	39%	48%	50%	49%	42%	63%	37%	28%	49%	22%
To some extent	(2.0) 109	30	62	17	26	15	11	57	40	49	20	48	61	24	82	3	94	15
	44%	41%	43%	54%	53%	43%	31%	44%	55%	38%	43%	39%	48%	28%	51%	72%	43%	49%
To no extent	(1.0) 22	7	12	3	7	6	4	5	2	16	4	12	10	6	16	-	17	5
	9%	10%	8%	9%	14%	18%	10%	4%	3%	12%	8%	10%	8%	7%	10%	-	8%	16%
Don't know	6	-	4	1	1	1	-	4	3	3	-	3	3	3	3	-	1	4
	2%	-	3%	4%	1%	4%	-	3%	3%	2%	-	2%	2%	3%	2%	-	1%	12%
NETS																		
Net: To a great extent/To some extent	224	66	130	28	42	28	33	121	69	111	44	110	114	78	142	4	202	22
	89%	90%	89%	87%	85%	79%	90%	93%	93%	85%	92%	88%	90%	91%	88%	100%	92%	71%
Mean score	2.38	2.39	2.40	2.24	2.19	2.19	2.48	2.47	2.37	2.36	2.42	2.40	2.35	2.58	2.27	2.28	2.41	2.07
Standard deviation	.64	.66	.64	.63	.66	.73	.69	.58	.55	.70	.64	.67	.62	.62	.64	.52	.63	.67
Standard error	.04	.07	.06	.11	.07	.14	.13	.06	.07	.06	.09	.06	.06	.07	.05	.20	.04	.13

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q9_2. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

Sex (as in gender)

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
To a great extent	(3.0) 105	31	65	9	14	11	16	63	32	54	19	54	51	49	54	2	98	7
	42%	43%	44%	29%	29%	32%	45%	49%	43%	42%	40%	43%	41%	57%	34%	57%	45%	22%
To some extent	(2.0) 123	35	69	19	25	19	16	62	35	61	26	57	65	33	88	2	106	16
	49%	48%	47%	58%	52%	54%	45%	48%	47%	47%	55%	46%	52%	38%	55%	43%	48%	54%
To no extent	(1.0) 18	6	10	3	7	5	4	3	5	11	2	12	7	3	16	-	13	5
	7%	9%	7%	8%	15%	14%	10%	2%	7%	9%	3%	9%	5%	3%	10%	-	6%	18%
Don't know	5	1	2	2	2	-	-	3	1	3	1	2	3	2	3	-	2	2
	2%	1%	2%	6%	4%	-	-	2%	2%	2%	1%	1%	2%	2%	2%	-	1%	6%
NETS																		
Net: To a great extent/To some extent	228	66	134	28	39	30	33	125	67	115	45	111	117	82	142	4	205	23
	91%	91%	92%	87%	81%	86%	90%	96%	91%	89%	96%	89%	92%	95%	88%	100%	93%	76%
Mean score	2.35	2.34	2.38	2.22	2.15	2.18	2.34	2.48	2.37	2.33	2.37	2.34	2.36	2.55	2.24	2.57	2.39	2.05
Standard deviation	.62	.63	.61	.59	.66	.67	.67	.54	.62	.64	.55	.65	.59	.56	.62	.58	.60	.66
Standard error	.04	.07	.05	.11	.07	.13	.12	.05	.07	.06	.08	.06	.05	.06	.05	.22	.04	.12

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q



JN303331 Faith in the Workplace - Employer Poll

Q9_3. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

Sexual orientation

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION			
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q		
Significance Level: 95%																			
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31	
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
To a great extent	(3.0) 97	31	59	7	11	13	15	58	27	52	18	50	47	47	49	2	92	6	
	39%	43%	41%	21%	23%	36%	41%	45%	37%	40%	38%	40%	37%	55%	30%	43%	42%	18%	
		c	c				d							n			q		
To some extent	(2.0) 126	33	70	23	28	18	19	62	41	58	28	60	66	31	94	2	112	15	
	50%	45%	48%	72%	57%	50%	52%	48%	55%	45%	58%	48%	52%	35%	58%	57%	51%	48%	
				ab										m					
To no extent	(1.0) 20	7	12	1	8	5	3	4	5	13	2	10	9	5	15	-	12	8	
	8%	10%	8%	2%	17%	14%	7%	3%	6%	10%	3%	8%	7%	6%	9%	-	5%	26%	
					g												p		
Don't know	8	1	5	2	2	-	-	6	1	6	1	4	4	4	4	-	5	3	
	3%	2%	3%	6%	3%	-	-	5%	2%	5%	1%	3%	3%	4%	3%	-	2%	8%	
NETS																			
Net: To a great extent/To some extent	224	64	130	30	39	30	34	120	68	110	45	110	113	78	142	4	203	20	
	89%	88%	89%	93%	80%	86%	93%	92%	92%	85%	96%	89%	90%	90%	88%	100%	92%	66%	
							d										q		
Mean score	2.32	2.33	2.34	2.21	2.07	2.21	2.34	2.44	2.31	2.31	2.35	2.33	2.31	2.51	2.22	2.43	2.37	1.92	
							d							n					
Standard deviation	.62	.66	.63	.45	.65	.68	.61	.56	.59	.66	.55	.63	.61	.61	.60	.58	.59	.70	
Standard error	.04	.07	.05	.08	.07	.13	.11	.06	.07	.06	.08	.06	.05	.07	.05	.22	.04	.13	

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q9_4. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

Race

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
To a great extent	(3.0) 131	43	75	12	17	18	21	75	37	67	27	70	61	60	69	2	122	9
	52%	59%	51%	39%	34%	50%	59%	57%	50%	51%	57%	56%	48%	69%	43%	43%	55%	28%
		c		d										n		q		
To some extent	(2.0) 100	24	62	14	25	14	11	49	31	51	17	42	58	22	76	2	83	16
	40%	33%	42%	44%	52%	39%	31%	38%	42%	40%	36%	34%	46%	25%	47%	57%	38%	54%
				g										m				
To no extent	(1.0) 15	5	6	4	6	4	4	1	5	8	2	9	6	3	12	-	12	3
	6%	6%	4%	13%	13%	11%	10%	1%	6%	6%	4%	7%	5%	3%	8%	-	5%	10%
				b	g													
Don't know	6	1	3	1	1	-	-	5	1	3	1	4	2	3	3	-	3	3
	2%	2%	2%	4%	1%	-	-	4%	2%	2%	3%	3%	1%	3%	2%	-	1%	8%
																	p	
NETS																		
Net: To a great extent/To some extent	230	67	137	26	42	32	33	124	68	118	44	112	118	81	145	4	205	25
	92%	92%	94%	83%	86%	89%	90%	95%	92%	91%	93%	90%	94%	94%	90%	100%	93%	82%
			c	d													q	
Mean score	2.47	2.54	2.48	2.26	2.22	2.39	2.48	2.59	2.44	2.46	2.55	2.50	2.44	2.68	2.36	2.43	2.51	2.20
		c												n				
Standard deviation	.61	.62	.58	.70	.66	.68	.69	.51	.62	.62	.58	.63	.59	.53	.62	.58	.60	.62
Standard error	.04	.07	.05	.12	.07	.13	.13	.05	.07	.06	.08	.06	.05	.06	.05	.22	.04	.12

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q



JN303331 Faith in the Workplace - Employer Poll

Q9_5. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

Disability

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
To a great extent	(3.0) 132	43	76	13	22	15	16	78	31	73	28	65	67	61	69	3	120	12
	53%	59%	52%	42%	45%	43%	45%	60%	42%	56%	59%	52%	53%	70%	43%	70%	55%	39%
To some extent	(2.0) 96	25	56	15	19	13	18	47	34	44	18	51	45	23	72	1	83	13
	38%	34%	39%	47%	39%	36%	48%	36%	46%	34%	37%	41%	36%	27%	45%	30%	38%	42%
To no extent	(1.0) 18	4	12	2	7	6	3	3	6	11	2	7	11	1	17	-	14	5
	7%	6%	8%	7%	14%	18%	7%	2%	8%	8%	4%	6%	9%	1%	11%	-	6%	15%
Don't know	4	1	2	1	1	1	-	3	3	2	-	1	3	1	3	-	3	1
	2%	2%	1%	4%	1%	4%	-	2%	3%	1%	-	1%	2%	1%	2%	-	1%	4%
NETS																		
Net: To a great extent/To some extent	228	67	132	29	41	28	34	125	66	117	46	116	112	84	141	4	203	25
	91%	93%	91%	89%	85%	79%	93%	96%	89%	90%	96%	93%	89%	97%	87%	100%	93%	81%
Mean score	2.46	2.54	2.44	2.36	2.31	2.26	2.38	2.59	2.36	2.48	2.56	2.47	2.45	2.70	2.33	2.70	2.49	2.25
Standard deviation	.63	.60	.65	.63	.72	.76	.62	.53	.63	.65	.57	.61	.66	.49	.66	.53	.62	.72
Standard error	.04	.07	.06	.11	.08	.15	.12	.05	.08	.06	.08	.06	.06	.06	.05	.20	.04	.13

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q9_6. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

Gender reassignment

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION			
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q		
Significance Level: 95%																			
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31	
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
To a great extent	(3.0) 76	26	44	7	9	13	13	42	20	41	14	37	39	39	37	1	75	1	
	30%	35%	30%	21%	19%	36%	34%	32%	28%	32%	30%	30%	31%	45%	23%	13%	34%	4%	
							d							n			q		
To some extent	(2.0) 108	27	66	15	18	14	16	59	40	47	21	49	59	30	75	2	92	16	
	43%	37%	45%	46%	37%	39%	45%	46%	54%	37%	43%	39%	47%	35%	47%	57%	42%	51%	
									i										
To no extent	(1.0) 44	14	24	6	16	6	6	15	9	26	9	25	19	8	36	-	37	7	
	18%	19%	16%	20%	33%	18%	17%	12%	12%	20%	18%	20%	15%	9%	22%	-	17%	21%	
					g									m					
Don't know	23	6	13	4	5	3	1	14	5	14	4	14	9	9	12	1	15	7	
	9%	8%	9%	13%	11%	7%	3%	11%	6%	11%	9%	11%	7%	11%	8%	30%	7%	24%	
																	p		
NETS																			
Net: To a great extent/To some extent	184	53	110	22	27	27	29	101	60	89	35	86	98	69	112	3	167	17	
	73%	73%	75%	67%	56%	75%	79%	78%	82%	69%	73%	69%	78%	80%	70%	70%	76%	55%	
								d	i								q		
Mean score	2.14	2.18	2.15	2.02	1.83	2.19	2.18	2.23	2.17	2.13	2.12	2.11	2.17	2.40	2.01	2.19	2.18	1.77	
								d						n					
Standard deviation	.71	.75	.70	.70	.75	.75	.72	.66	.63	.76	.72	.75	.68	.67	.70	.49	.72	.54	
Standard error	.05	.09	.06	.13	.08	.15	.14	.07	.08	.07	.11	.07	.06	.08	.06	.22	.05	.11	

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q9_7. To what extent, if at all, do you feel that your organisation promotes understanding of equality, diversity and inclusion in the workplace with regards to each of the following?

Religion and belief

Base: All respondents

	Total	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION	
		Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
To a great extent	(3.0) 120 48%	44 60% bc	66 45%	10 31%	17 35%	18 50%	16 45%	68 52% d	32 44%	65 50%	23 48%	61 49%	59 46%	51 59% n	67 42%	2 41%	114 52% q	6 18%
To some extent	(2.0) 108 43%	24 33%	67 46%	17 52%	25 50%	14 39%	16 45%	53 41%	35 47%	52 40%	21 45%	49 39%	59 47%	28 32%	78 49% m	2 59%	91 41%	17 56%
To no extent	(1.0) 19 7%	5 7%	10 7%	4 12%	6 12% g	4 11%	4 10%	5 4%	5 7%	10 8%	4 8%	13 10%	6 5%	6 7%	13 8%	- -	14 6%	5 16%
Don't know	5 2%	- -	3 2%	2 6% a	1 2%	- -	- -	4 3%	2 2%	3 2%	- -	3 2%	2 2%	3 3%	2 1%	- -	1 1%	3 10% p
NETS																		
Net: To a great extent/To some extent	227 91%	68 93%	133 91%	26 83%	42 86%	32 89%	33 90%	121 93%	67 91%	116 90%	44 92%	110 88%	118 93%	78 91%	145 90%	4 100%	205 93% q	23 74%
Mean score	2.41	2.53 c	2.39	2.20	2.23	2.39	2.34	2.50 d	2.38	2.43	2.40	2.39	2.42	2.54 n	2.34	2.41	2.46	2.03
Standard deviation	.63	.63	.61	.65	.66	.68	.67	.58	.61	.64	.63	.67	.59	.62	.63	.57	.61	.63
Standard error	.04	.07	.05	.12	.07	.13	.12	.06	.07	.06	.09	.06	.05	.07	.05	.22	.04	.12

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q10_SUM. Does your organisation support any societies / fellowships / networks for any of the following issues?

SUMMARY TABLE

Base: All respondents

	Total	Yes	No	Don't know
Disability	251	116	82	52
	100%	46%	33%	21%
Race	251	88	96	67
	100%	35%	38%	27%
Sex (as in gender)	251	88	101	62
	100%	35%	40%	25%
Religion and belief	251	82	100	69
	100%	33%	40%	27%
Sexual orientation	251	81	104	65
	100%	32%	42%	26%
Age	251	79	105	67
	100%	32%	42%	27%
Gender reassignment	251	65	113	73
	100%	26%	45%	29%

JN303331 Faith in the Workplace - Employer Poll

Q10_1. Does your organisation support any societies / fellowships / networks for any of the following issues?

Age

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management a	Middle management b	Junior management c	50-249 d	250-499 e	500-999 f	1000+ g	18-34 h	35-54 i	55+ j	Male k	Female l	Public m	Private n	Third/ Voluntary sector o	Confident p	Not confident q
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	79	29	40	10	12	13	14	40	25	43	12	42	37	37	42	1	74	5
	32%	40%	28%	31%	25%	36%	38%	31%	34%	33%	25%	34%	30%	43% n	26%	15%	34%	17%
No	105	29	64	12	29	19	18	39	28	52	25	52	53	26	76	3	90	14
	42%	40%	44%	37%	60% g	54%	48%	30%	38%	40%	52%	42%	42%	30%	47% m	72%	41%	47%
Don't know	67	15	42	10	7	4	5	51	21	35	11	31	36	24	43	1	56	11
	27%	20%	29%	32%	15%	11%	14%	39% d	28%	27%	23%	24%	29%	27%	27%	13%	25%	37%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q10_2. Does your organisation support any societies / fellowships / networks for any of the following issues?

Sex (as in gender)

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management a	Middle management b	Junior management c	50-249 d	250-499 e	500-999 f	1000+ g	18-34 h	35-54 i	55+ j	Male k	Female l	Public m	Private n	Third/ Voluntary sector o	Confident p	Not confident q
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	88	32	44	11	11	11	16	49	29	47	12	45	43	37	50	1	79	9
	35%	44%	30%	34%	22%	32%	45%	38%	39%	36%	25%	36%	34%	43%	31%	15%	36%	29%
No	101	27	63	11	32	21	16	32	25	50	26	50	51	23	76	3	89	12
	40%	37%	43%	34%	65%	61%	45%	24%	34%	38%	55%	40%	40%	26%	47%	72%	40%	39%
					g					hi				m				
Don't know	62	14	38	10	6	3	4	49	20	33	9	30	32	26	35	1	52	10
	25%	19%	26%	32%	13%	7%	10%	38%	27%	25%	20%	24%	25%	30%	22%	13%	24%	32%
							d											

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q10_3. Does your organisation support any societies / fellowships / networks for any of the following issues?

Sexual orientation

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management a	Middle management b	Junior management c	50-249 d	250-499 e	500-999 f	1000+ g	18-34 h	35-54 i	55+ j	Male k	Female l	Public m	Private n	Third/ Voluntary sector o	Confident p	Not confident q
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	81	28	41	12	9	10	16	46	32	39	11	46	36	39	42	1	73	9
	32%	38%	28%	39%	19%	29%	45%	35%	43%	30%	22%	37%	28%	45%	26%	15%	33%	29%
No	104	27	66	11	32	19	16	37	25	52	28	49	56	20	81	3	92	12
	42%	38%	45%	34%	67%	54%	45%	28%	33%	40%	58%	39%	44%	23%	51%	72%	42%	39%
Don't know	65	17	39	9	7	6	4	48	17	38	9	30	35	27	37	1	55	10
	26%	24%	27%	28%	14%	18%	10%	37%	23%	30%	20%	24%	28%	32%	23%	13%	25%	32%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q10_4. Does your organisation support any societies / fellowships / networks for any of the following issues?

Race

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/ Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	88	30	44	14	11	10	16	51	29	48	11	48	40	45	42	1	82	6
	35%	42%	30%	44%	23%	29%	45%	39%	40%	37%	22%	38%	32%	52%	26%	15%	37%	21%
							d							n				
No	96	29	57	10	30	19	16	30	25	47	25	48	48	18	75	3	84	12
	38%	40%	39%	32%	62%	54%	45%	23%	34%	36%	52%	38%	38%	21%	47%	72%	38%	39%
					g									m				
Don't know	67	14	46	8	7	6	4	49	20	35	12	29	38	24	43	1	54	12
	27%	19%	31%	24%	15%	18%	10%	38%	27%	27%	26%	23%	30%	27%	27%	13%	25%	41%
			a				d											

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q10_5. Does your organisation support any societies / fellowships / networks for any of the following issues?

Disability

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/ Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	116	43	59	15	17	13	23	64	34	64	19	63	53	49	66	1	107	9
	46%	59%	40%	46%	34%	36%	62%	50%	45%	50%	39%	51%	42%	57%	41%	30%	49%	31%
		b		d										n				
No	82	20	52	10	25	19	11	27	22	37	23	39	43	19	61	2	69	13
	33%	28%	36%	30%	52%	54%	31%	20%	30%	29%	48%	31%	34%	22%	38%	57%	31%	41%
				g						hi				m				
Don't know	52	10	35	8	7	4	3	39	19	28	6	23	29	18	34	1	44	9
	21%	13%	24%	24%	14%	11%	7%	30%	25%	21%	13%	18%	23%	21%	21%	13%	20%	28%
				d														

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q10_6. Does your organisation support any societies / fellowships / networks for any of the following issues?

Gender reassignment

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	65	20	35	10	8	8	16	33	27	30	8	32	34	29	35	1	60	5
	26%	28%	24%	31%	17%	21%	45%	25%	37%	23%	17%	25%	27%	34%	22%	15%	27%	17%
No	113	33	67	13	34	23	15	40	31	53	29	54	59	28	82	3	97	16
	45%	45%	46%	41%	71%	64%	41%	31%	42%	41%	61%	44%	46%	32%	51%	72%	44%	51%
					g					ij					m			
Don't know	73	20	44	9	6	5	5	57	16	46	11	39	34	29	43	1	63	10
	29%	27%	30%	28%	12%	14%	14%	44%	22%	36%	22%	31%	27%	34%	27%	13%	29%	32%
							d			h								

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q10_7. Does your organisation support any societies / fellowships / networks for any of the following issues?

Religion and belief

Base: All respondents

Significance Level: 95%

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management a	Middle management b	Junior management c	50-249 d	250-499 e	500-999 f	1000+ g	18-34 h	35-54 i	55+ j	Male k	Female l	Public m	Private n	Third/ Voluntary sector o	Confident p	Not confident q
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	82	30	40	12	12	11	15	43	26	45	11	44	38	34	47	1	77	5
	33%	41%	27%	37%	25%	32%	41%	33%	35%	35%	22%	35%	30%	40%	29%	15%	35%	17%
		b															q	
No	100	29	61	10	30	20	18	33	30	45	25	48	52	24	74	3	84	16
	40%	40%	42%	32%	61%	57%	48%	25%	40%	35%	53%	39%	41%	28%	46%	72%	38%	51%
					g						i				m			
Don't know	69	14	45	10	7	4	4	54	18	39	12	33	36	28	40	1	59	10
	27%	19%	31%	32%	14%	11%	10%	42%	24%	30%	25%	26%	29%	32%	25%	13%	27%	32%
			a				d											

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q11_SUM. As far as you are aware, does your organisation make provisions for people who wish to do the following, and if so what provisions are you able to make?

SUMMARY TABLE

Base: All respondents

	Total	Yes, my organisation provides this	I don't know	No, my organisation doesn't provide anything for people who wish to do this in the workplace
Praying at work	251 100%	106 42%	65 26%	80 32%
Observing holy days and religious festivals	251 100%	93 37%	87 35%	71 28%
The practice of wearing certain clothes because of religious beliefs	251 100%	79 31%	89 35%	83 33%
The practice of eating certain food because of religious beliefs	251 100%	67 27%	87 35%	97 39%

JN303331 Faith in the Workplace - Employer Poll

Q11_1. As far as you are aware, does your organisation make provisions for people who wish to do the following, and if so what provisions are you able to make?

Praying at work

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes, my organisation provides this	106	32	64	10	15	10	20	61	28	60	18	51	55	42	63	1	100	6
	42%	44%	44%	31%	31%	29%	55%	47%	38%	46%	38%	41%	44%	48%	39%	30%	45%	20%
							d										q	
I don't know	65	15	37	13	12	13	5	35	25	35	5	28	37	26	39	-	54	11
	26%	21%	25%	42%	25%	36%	14%	27%	34%	27%	11%	23%	29%	30%	24%	-	24%	36%
				a					j	j								
No, my organisation doesn't provide anything for people who wish to do this in the workplace	80	26	45	9	21	13	11	34	21	35	24	45	34	19	58	3	66	14
	32%	35%	31%	27%	44%	36%	31%	26%	28%	27%	51%	36%	27%	22%	36%	70%	30%	44%
					g					hi				m				

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q11_2. As far as you are aware, does your organisation make provisions for people who wish to do the following, and if so what provisions are you able to make?

Observing holy days and religious festivals

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes, my organisation provides this	93	27	55	11	17	11	15	49	20	53	21	51	42	32	60	1	88	5
	37%	37%	38%	35%	36%	32%	41%	38%	27%	41%	44%	41%	33%	37%	37%	30%	40%	16%
										h	h						q	
I don't know	87	23	51	12	11	16	10	49	33	44	10	36	50	35	51	1	73	14
	35%	32%	35%	38%	23%	46%	28%	38%	44%	34%	22%	29%	40%	40%	32%	26%	33%	45%
								d	j									
No, my organisation doesn't provide anything for people who wish to do this in the workplace	71	23	40	9	20	8	11	32	22	33	16	37	34	19	50	2	59	12
	28%	31%	27%	27%	42%	21%	31%	24%	29%	25%	34%	30%	27%	22%	31%	43%	27%	39%
					g													

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q11_3. As far as you are aware, does your organisation make provisions for people who wish to do the following, and if so what provisions are you able to make?

The practice of wearing certain clothes because of religious beliefs

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes, my organisation provides this	79	28	42	8	13	9	11	46	23	42	13	41	37	31	47	1	71	8
	31%	39%	29%	25%	26%	25%	31%	35%	32%	32%	28%	33%	30%	35%	29%	28%	32%	26%
I don't know	89	16	56	17	18	13	5	53	25	51	13	37	52	36	52	1	81	7
	35%	21%	39%	53%	37%	36%	14%	41%	34%	39%	28%	30%	41%	41%	32%	28%	37%	24%
No, my organisation doesn't provide anything for people who wish to do this in the workplace	83	29	47	7	18	14	20	32	25	37	21	47	37	20	62	2	68	15
	33%	40%	32%	22%	36%	39%	55%	24%	34%	29%	44%	37%	29%	23%	38%	43%	31%	49%
			a	a										m			p	p

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q11_4. As far as you are aware, does your organisation make provisions for people who wish to do the following, and if so what provisions are you able to make?

The practice of eating certain food because of religious beliefs

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes, my organisation provides this	67	20	39	8	14	9	9	35	18	35	14	39	28	24	42	1	62	5
	27%	28%	27%	25%	29%	25%	24%	27%	24%	27%	30%	31%	22%	28%	26%	15%	28%	16%
I don't know	87	19	54	15	14	9	8	57	30	49	9	37	50	35	51	1	75	12
	35%	26%	37%	46%	28%	25%	21%	44%	40%	38%	18%	30%	39%	41%	32%	15%	34%	38%
No, my organisation doesn't provide anything for people who wish to do this in the workplace	97	34	53	9	21	18	20	38	26	46	24	48	48	27	67	3	83	14
	39%	47%	37%	29%	43%	50%	55%	29%	35%	36%	52%	39%	38%	31%	42%	70%	38%	46%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q12_SUM. Does your organisation provide information to members of staff about the following?

SUMMARY TABLE

Base: All answering

	Total	Yes	No	Don't know
Praying at work	106	78	18	10
	100%	73%	17%	10%
Observing holy days and religious festivals	93	66	21	6
	100%	70%	23%	7%
The practice of wearing certain clothes because of religious beliefs	79	55	16	8
	100%	70%	20%	10%
The practice of eating certain food because of religious beliefs	67	39	21	8
	100%	58%	31%	11%

JN303331 Faith in the Workplace - Employer Poll

Q12_1. Does your organisation provide information to members of staff about the following?

Praying at work

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/ Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	100	35	56	9	28	8	16	48	26	54	20	49	51	36	62	2	94	6
Weighted Total	106	32	64	10	15	10	20	61	28	60	18	51	55	42	63	1	100	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	78	26	43	9	10	8	18	43	23	45	10	40	38	34	43	-	72	6
	73%	82%	67%	87%	63%	75%	88%	71%	80%	76%	54%	78%	69%	82%	69%	-	72%	100%
No	18	6	12	-	6	1	1	10	2	9	7	8	10	2	15	1	18	-
	17%	18%	19%	-	37%	13%	6%	17%	6%	16%	39%	17%	18%	5%	23%	100%	18%	-
														m				
Don't know	10	-	9	1	-	1	1	8	4	5	1	3	8	5	5	-	10	-
	10%	-	14%	13%	-	13%	6%	13%	13%	8%	7%	5%	14%	12%	8%	-	10%	-
			a															

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q12_2. Does your organisation provide information to members of staff about the following?

Observing holy days and religious festivals

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/ Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	92	31	51	10	32	9	12	39	19	52	21	48	44	29	61	2	87	5
Weighted Total	93	27	55	11	17	11	15	49	20	53	21	51	42	32	60	1	88	5
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	66	22	34	10	14	5	13	34	16	41	8	34	32	27	38	-	63	3
	70%	82%	61%	89%	80%	44%	83%	69%	81%	79%	40%	66%	76%	84%	64%	-	71%	62%
No	21	5	16	-	3	6	3	9	3	9	10	14	7	3	18	1	19	2
	23%	18%	30%	-	20%	56%	17%	18%	13%	17%	48%	27%	18%	8%	29%	100%	22%	38%
Don't know	6	-	5	1	-	-	-	6	1	3	3	4	3	3	4	-	6	-
	7%	-	9%	11%	-	-	-	13%	6%	5%	12%	7%	6%	8%	6%	-	7%	-

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q12_3. Does your organisation provide information to members of staff about the following?

The practice of wearing certain clothes because of religious beliefs

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/ Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	76	31	37	8	24	7	9	36	22	40	14	39	37	26	48	2	69	7
Weighted Total	79	28	42	8	13	9	11	46	23	42	13	41	37	31	47	1	71	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	55	20	28	7	8	6	8	33	16	32	7	28	27	24	31	-	51	4
	70%	72%	66%	86%	65%	71%	67%	72%	68%	76%	55%	68%	73%	79%	66%	-	73%	47%
No	16	8	7	1	5	3	3	6	5	6	5	8	8	3	12	1	13	3
	20%	28%	16%	14%	35%	29%	22%	14%	21%	15%	36%	20%	21%	8%	26%	100%	18%	37%
Don't know	8	-	8	-	-	-	1	6	3	4	1	5	3	4	4	-	6	1
	10%	-	18%	-	-	-	11%	14%	11%	9%	9%	12%	7%	12%	8%	-	9%	16%

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q12_4. Does your organisation provide information to members of staff about the following?

The practice of eating certain food because of religious beliefs

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management *a	Middle management b	Junior management *c	50-249 *d	250-499 *e	500-999 *f	1000+ *g	18-34 *h	35-54 i	55+ *j	Male k	Female *l	Public *m	Private n	Third/ Voluntary sector *o	Confident p	Not confident *q
Significance Level: 95%																		
Unweighted Total	68	25	36	7	26	7	7	28	16	36	16	39	29	22	45	1	63	5
Weighted Total	67	20	39	8	14	9	9	35	18	35	14	39	28	24	42	1	62	5
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	39	13	21	4	11	5	8	15	7	23	9	24	15	18	21	-	37	2
	58%	66%	55%	53%	80%	57%	86%	43%	37%	66%	66%	62%	53%	74%	50%	-	59%	48%
No	21	6	12	3	3	3	1	14	9	8	4	10	11	3	17	1	18	3
	31%	28%	32%	31%	20%	29%	14%	39%	49%	23%	25%	25%	38%	10%	41%	100%	29%	52%
Don't know	8	1	5	1	-	1	-	6	3	4	1	5	3	4	4	-	8	-
	11%	6%	13%	16%	-	14%	-	18%	14%	11%	9%	13%	9%	16%	9%	-	12%	-

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q13_SUM. And to the best of your knowledge, to what extent, if at all, do people in your workplace use the provisions available for the following?

SUMMARY TABLE

Base: All answering

	Total	To a great extent	To some extent	To no extent	Don't know	Net: To a great extent/To some extent	Mean
Praying at work	106 100%	32 30%	64 60%	7 6%	4 4%	96 90%	2.25
Observing holy days and religious festivals	93 100%	24 26%	59 63%	6 6%	5 5%	83 89%	2.21
The practice of wearing certain clothes because of religious beliefs	79 100%	18 23%	51 64%	7 9%	3 3%	69 88%	2.15
The practice of eating certain food because of religious beliefs	67 100%	18 27%	42 62%	5 7%	3 4%	60 89%	2.20

JN303331 Faith in the Workplace - Employer Poll

Q13_1. And to the best of your knowledge, to what extent, if at all, do people in your workplace use the provisions available for the following?

Praying at work

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION			
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident	
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	100	35	56	9	28	8	16	48	26	54	20	49	51	36	62	2	94	6	
Weighted Total	106	32	64	10	15	10	20	61	28	60	18	51	55	42	63	1	100	6	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
To a great extent	(3.0)	32	12	14	6	5	3	11	13	11	15	6	17	15	14	18	-	31	1
		30%	38%	22%	56%	36%	25%	56%	21%	39%	26%	31%	34%	27%	33%	29%	-	31%	18%
To some extent	(2.0)	64	19	40	4	8	5	8	43	15	39	9	29	35	22	41	1	58	5
		60%	60%	62%	44%	53%	50%	38%	71%	52%	66%	52%	56%	63%	52%	64%	100%	59%	82%
To no extent	(1.0)	7	1	6	-	2	1	1	3	-	4	3	4	3	4	3	-	7	-
		6%	2%	10%	-	12%	13%	6%	4%	-	6%	17%	7%	5%	9%	5%	-	7%	-
Don't know		4	-	4	-	-	1	-	3	3	1	-	1	3	3	1	-	4	-
		4%	-	6%	-	-	13%	-	4%	9%	2%	-	2%	5%	6%	2%	-	4%	-
NETS																			
Net: To a great extent/To some extent		96	31	54	10	13	8	19	56	26	55	15	46	50	35	59	1	89	6
		90%	98%	84%	100%	88%	75%	94%	92%	91%	92%	83%	90%	90%	85%	93%	100%	89%	100%
			b																
Mean score		2.25	2.36	2.13	2.56	2.24	2.14	2.50	2.17	2.43	2.20	2.13	2.27	2.22	2.25	2.25	2.00	2.25	2.18
Standard deviation		.57	.53	.57	.52	.67	.68	.63	.48	.51	.54	.70	.60	.54	.63	.54	-	.58	.42
Standard error		.06	.09	.08	.17	.13	.26	.16	.07	.10	.07	.16	.09	.08	.11	.07	-	.06	.17

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q13_2. And to the best of your knowledge, to what extent, if at all, do people in your workplace use the provisions available for the following?

Observing holy days and religious festivals

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION			
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident	
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Unweighted Total	92	31	51	10	32	9	12	39	19	52	21	48	44	29	61	2	87	5	
Weighted Total	93	27	55	11	17	11	15	49	20	53	21	51	42	32	60	1	88	5	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
To a great extent	(3.0)	24	8	13	3	6	3	5	10	5	15	4	11	13	8	16	-	24	-
		26%	31%	23%	23%	35%	22%	33%	21%	25%	29%	17%	22%	30%	25%	26%	-	27%	-
To some extent	(2.0)	59	19	31	9	11	8	8	33	13	29	16	31	27	22	36	1	54	5
		63%	69%	57%	77%	62%	67%	50%	67%	68%	56%	77%	61%	65%	67%	60%	100%	61%	100%
To no extent	(1.0)	6	-	6	-	1	1	3	1	-	6	-	4	2	-	6	-	6	-
		6%	-	10%	-	3%	11%	17%	3%	-	11%	-	7%	4%	-	9%	-	6%	-
Don't know		5	-	5	-	-	-	-	5	1	3	1	5	-	3	3	-	5	-
		5%	-	9%	-	-	-	-	10%	6%	5%	6%	10%	-	8%	4%	-	6%	-
NETS																			
Net: To a great extent/To some extent		83	27	44	11	17	10	13	43	18	45	20	42	40	30	52	1	78	5
		89%	100%	81%	100%	97%	89%	83%	87%	94%	85%	94%	83%	96%	92%	86%	100%	88%	100%
			b																
Mean score		2.21	2.31	2.15	2.23	2.32	2.11	2.17	2.20	2.27	2.19	2.18	2.16	2.26	2.27	2.18	2.00	2.22	2.00
Standard deviation		.54	.47	.60	.44	.55	.59	.71	.47	.46	.62	.40	.55	.54	.45	.59	-	.56	-
Standard error		.06	.08	.09	.14	.10	.20	.21	.08	.11	.09	.09	.08	.08	.09	.08	-	.06	-

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q13_3. And to the best of your knowledge, to what extent, if at all, do people in your workplace use the provisions available for the following?

The practice of wearing certain clothes because of religious beliefs

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION			
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident	
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q		
Significance Level: 95%																			
Unweighted Total	76	31	37	8	24	7	9	36	22	40	14	39	37	26	48	2	69	7	
Weighted Total	79	28	42	8	13	9	11	46	23	42	13	41	37	31	47	1	71	8	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
To a great extent	(3.0) 18	9	6	3	3	3	3	10	6	8	4	11	7	6	12	-	18	1	
	23%	32%	15%	38%	25%	29%	22%	22%	26%	20%	28%	27%	20%	21%	26%	-	25%	6%	
To some extent	(2.0) 51	16	29	5	6	5	8	32	16	29	5	24	27	21	29	1	43	8	
	64%	58%	69%	62%	49%	57%	67%	69%	68%	70%	40%	57%	72%	67%	62%	100%	61%	94%	
To no extent	(1.0) 7	3	4	-	3	1	1	1	-	3	4	4	3	3	5	-	7	-	
	9%	10%	10%	-	26%	14%	11%	3%	-	7%	31%	10%	8%	8%	10%	-	10%	-	
Don't know	3	-	3	-	-	-	-	3	1	1	-	3	-	1	1	-	3	-	
	3%	-	6%	-	-	-	-	6%	5%	3%	-	6%	-	4%	3%	-	4%	-	
NETS																			
Net: To a great extent/To some extent	69	25	36	8	10	8	10	42	22	38	9	35	34	27	41	1	61	8	
	88%	90%	84%	100%	74%	86%	89%	92%	95%	90%	69%	84%	92%	88%	87%	100%	86%	100%	
Mean score	2.15	2.21	2.05	2.38	1.99	2.14	2.11	2.21	2.28	2.14	1.97	2.18	2.12	2.13	2.16	2.00	2.16	2.06	
Standard deviation	.56	.62	.52	.52	.74	.68	.59	.48	.46	.52	.80	.61	.52	.54	.59	-	.59	.26	
Standard error	.07	.11	.09	.18	.15	.26	.20	.08	.10	.08	.21	.10	.09	.11	.09	-	.07	.10	

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

JN303331 Faith in the Workplace - Employer Poll

Q13_4. And to the best of your knowledge, to what extent, if at all, do people in your workplace use the provisions available for the following?

The practice of eating certain food because of religious beliefs

Base: All who's organisation provides information to staff about religious practice

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION			
	Total	Senior management *a	Middle management b	Junior management *c	50-249 *d	250-499 *e	500-999 *f	1000+ *g	18-34 *h	35-54 i	55+ *j	Male k	Female *l	Public *m	Private n	Third/ Voluntary sector *o	Confident p	Not confident *q	
Significance Level: 95%																			
Unweighted Total	68	25	36	7	26	7	7	28	16	36	16	39	29	22	45	1	63	5	
Weighted Total	67	20	39	8	14	9	9	35	18	35	14	39	28	24	42	1	62	5	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
To a great extent	(3.0)	18	7	8	3	7	-	3	9	5	9	4	8	10	5	12	-	17	1
		27%	37%	20%	31%	46%	-	29%	25%	28%	25%	29%	21%	34%	23%	29%	-	28%	12%
To some extent	(2.0)	42	13	25	4	6	8	6	21	11	23	8	26	16	17	24	1	39	3
		62%	63%	65%	47%	46%	86%	71%	61%	62%	66%	54%	66%	57%	72%	56%	100%	63%	52%
To no extent	(1.0)	5	-	3	2	1	1	-	3	1	2	3	4	1	1	4	-	3	2
		7%	-	8%	22%	8%	14%	-	7%	3%	5%	18%	10%	4%	5%	9%	-	5%	36%
Don't know		3	-	3	-	-	-	-	3	1	1	-	1	1	-	3	-	3	-
		4%	-	6%	-	-	-	-	7%	7%	4%	-	3%	5%	-	6%	-	4%	-
NETS																			
Net: To a great extent/To some extent		60	20	33	6	13	8	9	30	16	32	12	34	26	23	36	1	57	3
		89%	100%	86%	78%	92%	86%	100%	86%	90%	91%	82%	87%	92%	95%	86%	100%	91%	64%
Mean score		2.20	2.37	2.13	2.09	2.39	1.86	2.29	2.19	2.27	2.21	2.11	2.12	2.32	2.17	2.22	2.00	2.24	1.76
Standard deviation		.56	.49	.54	.77	.65	.37	.48	.56	.52	.53	.70	.56	.56	.51	.60	-	.54	.73
Standard error		.07	.10	.09	.29	.13	.14	.18	.11	.14	.09	.17	.09	.11	.11	.09	-	.07	.33

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q

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Q14. Which of the following comes closest to how your company approaches people talking about their personal beliefs or religious traditions?

Base: All respondents

	SENIORITY			BUSINESS SIZE				AGE			GENDER		SECTOR			CONFIDENCE IN RESPONDING TO ISSUES RELATED TO RELIGION		
	Total	Senior management	Middle management	Junior management	50-249	250-499	500-999	1000+	18-34	35-54	55+	Male	Female	Public	Private	Third/Voluntary sector	Confident	Not confident
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
Significance Level: 95%																		
Unweighted Total	251	81	137	33	91	28	29	103	73	130	48	121	130	77	167	7	219	31
Weighted Total	251	73	146	32	49	35	37	130	74	129	48	125	126	86	161	4	220	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
People can talk openly if they want to, but people don't usually do this	134	37	83	14	27	20	15	72	32	69	33	69	65	41	91	2	116	18
	53%	51%	57%	42%	55%	57%	41%	55%	43%	53%	70%	56%	51%	48%	57%	57%	53%	58%
People are encouraged to talk openly	96	31	50	14	18	13	18	47	36	49	11	46	49	40	54	2	92	3
	38%	43%	34%	44%	38%	36%	48%	36%	48%	37%	24%	37%	39%	46%	34%	43%	42%	10%
People are discouraged from talking openly	9	2	4	3	1	-	3	5	4	4	1	6	3	1	7	-	6	3
	3%	2%	3%	8%	2%	-	7%	4%	5%	3%	3%	4%	2%	1%	5%	-	3%	8%
Don't know	13	3	8	2	3	3	1	6	2	9	2	4	9	4	8	-	5	7
	5%	4%	6%	6%	5%	7%	3%	5%	3%	7%	4%	3%	7%	5%	5%	-	2%	24%
																		p

Columns Tested: a,b,c - d,e,f,g - h,i,j - k,l - m,n,o - p,q