

FAITH RESEARCH CENTRE – SURVEY OF BRITISH WORKERS – BELIEF AT WORK

Methodology: ComRes interviewed 984 British Workers online between 17th and 19th February 2017. Respondents for our survey of workers are drawn from a nationally representative sample of British adults aged 18+. Data for our survey of workers is weighted by age, gender and region to be representative of all British adults aged 18+. Respondents were filtered to exclude all respondents working at Director equivalent level or above, and to exclude retired people, unemployed, students, or people working in unpaid roles including family caring and volunteering. ComRes is a member of the British Polling Council and abides by its rules.

All press releases or other publications must be checked with ComRes before use. ComRes requires 48 hours to check a press release unless otherwise agreed.

For information about commissioning research please contact simon.carter@comresglobal.com or call +44 (0)20 7871 8660.

REPUTATION | COMMUNICATIONS | PUBLIC POLICY

Four Millbank | London | SW1P 3JA | T. +44 (0)20 7871 8660

Rond-Point Schuman / Schumanplein 6 | Box 5 | 1040 Bruxelles | T. +32 (0)2 234 63 82

51 / F Raffles City | No.268 Xi Zang Middle Road | HuangPu District Shanghai | 200001 China | T. +86 (0)21 2312 7674

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 1

Q.1 In your workplace or while carrying out duties relating to your current or former employment, have you ever experienced someone else being bullied, harassed or discriminated against because of their...?

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
NET: Any	182 17%	115 21%B	67 13%	32 27%EFg	59 H21%eFh	35 14%	31 12%	23 17%	3 8%	66 20%n	97 20%n	31 20%n	24 14%	41 16%	4 8%	16 15%	157 19%Q	25 11%
Age	70 7%	38 7%	32 6%	17 14%d	20 EFG 7%	15 6%	13 5%	5 4%	1 3%	29 9%n	39 8%n	10 6%	8 5%	15 6%	- -	9 9%n	59 7%	12 5%
Sex (as in gender)	71 7%	37 7%	34 7%	15 13%e	31 FGH11%e	14 FG 6%f	5 2%	5 4%	1 2%	26 8%	38 8%	13 8%	8 5%	15 6%	2 4%	8 7%	62 7%q	9 4%
Sexual orientation	44 4%	31 6%B	14 3%	7 6%g	17 6%g	8 3%	8 3%	2 1%	2 5%	10 3%	14 3%	3 2%	9 6%	13 5%	1 2%	7 7%j	39 5%	5 2%
Race	61 6%	46 8%B	16 3%	6 5%	23 8%F	14 5%	8 3%	10 7%	- -	23 7%	36 7%	13 8%	8 5%	13 5%	1 2%	4 4%	55 7%Q	6 3%
Disability	26 2%	15 3%	11 2%	2 2%	7 2%	7 3%	3 1%	8 6%F	- -	8 3%	11 2%	2 2%	6 4%	7 3%	- -	3 2%	20 2%	6 3%
Gender reassignment	12 1%	6 1%	6 1%	- -	8 3%eg	1 *	3 1%	- -	- -	4 1%	5 1%	1 1%	2 1%	2 1%	- -	3 3%	11 1%	1 *
Religion and belief	35 3%	25 5%B	10 2%	4 3%	13 5%	9 4%	5 2%	3 2%	- -	9 3%	21 4%l	13 8%IJLM	3 2%	7 3%	1 2%	2 2%	31 4%	4 2%
None of the above	821 77%	397 72%	423 83%A	78 65%	202 72%	198 80%C	204 82%CD	106 78%C	33 92%CDeg	251 75%	366 75%	114 73%	130 79%	200 77%	41 87%	85 79%	632 75%	189 83%P
Don't know	64 6%	43 8%B	22 4%	10 8%	19 7%	16 6%	13 5%	7 5%	- -	16 5%	27 5%	11 7%	11 7%	17 7%	3 6%	6 6%	51 6%	13 6%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 2

Q.1 In your workplace or while carrying out duties relating to your current or former employment, have you ever experienced someone else being bullied, harassed or discriminated against because of their...?

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
NET: Any	182 17%	64 17%	118 18%	1 3%	72 22%F	-	110 15%	157 17%	25 22%	81 16%	8 27%	-	-	2 29%	2 15%	95 17%	76 16%	11 33%	9 86%	6 27%	156 16%
Age	70 7%	22 6%	49 7%	- -	32 10%F	-	39 5%	61 6%	10 9%	35 7%	2 6%	-	-	-	1 7%	38 7%	29 6%	10 30%	4 38%	3 15%	53 5%
Sex (as in gender)	71 7%	25 7%	45 7%	1 3%	30 9%	-	41 6%	59 6%	12 10%	25 5%	3 9%	-	-	2 19%	1 7%	31 5%	28 6%	3 8%	3 25%	2 7%	64 6%
Sexual orientation	44 4%	19 5%	25 4%	- -	17 5%	-	27 4%	37 4%	7 6%	16 3%	-	-	-	-	2 15%	19 3%	24 5%	2 6%	3 26%	-	38 4%
Race	61 6%	17 5%	43 7%	1 3%	20 6%	-	42 6%	49 5%	12 11%G	27 5%	4 12%	-	-	1 10%	2 15%	34 6%	24 5%	2 8%	3 25%	* 2%	55 6%
Disability	26 2%	8 2%	18 3%	1 3%	11 3%	-	15 2%	21 2%	5 5%	16 3%	1 2%	-	-	-	1 7%	18 3%	8 2%	-	-	-	26 3%
Gender reassignment	12 1%	4 1%	8 1%	- -	7 2%	-	5 1%	12 1%	-	3 1%	-	-	-	-	1 8%	4 1%	7 2%	-	1 9%	-	11 1%
Religion and belief	35 3%	11 3%	23 3%	1 3%	13 4%	-	22 3%	22 2%	13 12%G	13 3%	5 18%	-	-	-	1 7%	20 4%l	11 2%	1 3%	1 7%	3 14%	31 3%
None of the above	821 77%	295 78%	499 76%	27 83%	249 75%	-	571 78%	738 78%h	78 70%	395 78%	15 50%	4 84%	2 100%	6 71%	10 80%	442 77%	362 78%	20 61%	2 14%	12 52%	787 79%
Don't know	64 6%	18 5%	42 6%	4 14%	13 4%	-	52 7%d	50 5%	9 8%	27 5%	7 23%	1 16%	-	-	1 4%	36 6%i	26 6%	2 6%	-	5 21%	59 6%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 3
Q.1 In your workplace or while carrying out duties relating to your current or former employment, have you ever experienced someone else being bullied, harassed or discriminated against because of their...?
Base: All respondents

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
NET: Any	182	32	23	9	49	13	76	182	35	71	44	61	26	84	21	35	12	31	19	60
	17%	25%CE	F	15%	18%E	9%	16%E	100%	100%	100%	100%	100%	100%	50%	72%	49%	69%	75%	72%	24%
Age	70	12	11	1	21	5	29	70	11	35	13	15	11	40	5	22	4	15	13	20
	7%	9%Ce	16%a	2%	8%	4%	6%	39%K	31%	50%gJK	29%	25%	41%	24%	19%	31%	26%	35%	52%	8%
Sex (as in gender)	71	10	7	3	19	1	28	71	17	71	19	20	15	38	7	26	2	11	9	28
	7%	7%E	10%E	5%e	7%E	*	6%E	39%	49%	100%GJK	42%	32%	56%	23%	25%	36%M	11%	27%	36%	11%
Sexual orientation	44	5	3	2	10	4	24	44	14	19	44	12	11	23	5	11	7	8	8	16
	4%	4%	5%	3%	4%	3%	5%	24%	39%	26%	100%GIK	20%	42%	14%	19%	16%	39%	20%	32%	6%
Race	61	14	9	5	16	4	24	61	18	20	12	61	12	32	10	9	3	18	10	15
	6%	11%EF	13%DEF	8%e	6%	2%	5%	34%	51%	27%	28%	100%GIJ	45%	19%	35%	13%	16%	44%	39%	6%
Disability	26	3	1	2	14	1	8	26	14	15	11	12	26	13	5	4	1	5	7	11
	2%	2%	2%	3%	5%EF	1%	2%	14%	40%	21%	25%G	19%	100%	8%	17%	5%	8%	12%	25%	4%
Gender reassignment	12	2	1	1	1	1	7	12	5	6	9	7	5	6	2	5	1	2	4	6
	1%	1%	1%	2%	*	1%	2%	7%	14%	9%	21%GI	11%	19%	4%	7%	7%	6%	4%	14%	3%
Religion and belief	35	11	9	2	9	1	11	35	35	17	14	18	14	21	13	6	1	13	4	16
	3%	8%CD	13%DEF	3%	3%	*	2%	19%	100%	24%	31%G	29%g	53%	13%	47%	8%	3%	32%	16%	6%
None of the above	821	91	42	49	208	129	362	-	-	-	-	-	-	73	7	30	5	7	7	182
	77%	70%b	60%	80%AB	76%B	86%ABD	78%aB	-	-	-	-	-	-	44%	25%	42%	31%	16%	25%	72%
Don't know	64	8	4	3	17	8	26	-	-	-	-	-	-	10	1	7	-	4	1	11
	6%	6%	6%	5%	6%	5%	6%	-	-	-	-	-	-	6%	3%	10%	-	9%	3%	4%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 4
Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harrassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Summary Table**Base: All respondents who have experienced incident type**

	Incident type						
	Age	Sex (as in gender)	Sexual orientation	Race	Disability	Gender reassignment	Religion and belief
Unweighted base	61	59	44	53	28	11	32
Weighted base	70	71	44	61	26	12	35
Yes	40 56%	38 54%	22 51%	36 59%	15 56%	8 68%	17 48%
No	24 34%	23 32%	17 39%	23 37%	11 44%	2 19%	17 50%
I can't remember	7 9%	10 14%	5 11%	3 4%	- -	2 13%	1 3%

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 5
Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Age

Base: All respondents who have experienced incident type

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	61	34	27	16	14	13	10	7	1	23	31	8	7	13	-	10	45	16
Weighted base	70*	38**	32**	17**	20**	15**	13**	5**	1**	29**	39**	10**	8**	15**	-**	9**	59*	12**
Yes	40 56%	24 63%	15 48%	10 61%	9 47%	10 68%	6 50%	4 66%	-	21 72%	25 63%	4 38%	1 18%	9 62%	-	5 49%	35 60%	5 39%
No	24 34%	11 29%	13 41%	4 21%	9 48%	2 14%	6 50%	2 34%	1 100%	4 14%	9 24%	5 50%	5 61%	5 38%	-	5 51%	19 33%	5 42%
I can't remember	7 9%	3 8%	4 12%	3 18%	1 5%	3 18%	-	-	-	4 13%	5 13%	1 12%	2 21%	-	-	-	5 8%	2 18%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 6
Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Age

Base: All respondents who have experienced incident type

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	61	22	39	-	24	-	37	52	9	30	2	-	-	-	1	34	25	8	5	3	46
Weighted base	70*	22**	49**	-**	32**	-**	39**	61*	10**	35**	2**	-**	-**	-**	1**	38**	29**	10**	4**	3**	53*
Yes	40 56%	10 45%	30 61%	-	27 83%	-	13 34%	36 60%	3 33%	22 64%	1 64%	-	-	-	1 100%	25 64%	14 49%	9 90%	4 100%	2 71%	25 47%
No	24 34%	10 48%	14 28%	-	4 13%	-	20 52%	18 29%	7 67%	11 31%	1 36%	-	-	-	-	12 30%	10 36%	-	-	1 29%	22 42%
I can't remember	7 9%	1 6%	5 11%	-	1 4%	-	5 14%	7 11%	-	2 6%	-	-	-	-	-	2 6%	4 15%	1 10%	-	-	6 11%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 7
Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Age

Base: All respondents who have experienced incident type

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	61	8	6	2	22	4	25	61	9	32	14	15	13	35	5	18	4	12	14	13
Weighted base	70*	12**	11**	1**	21**	5**	29**	70*	11**	35**	13**	15**	11**	40**	5**	22**	4**	15**	13**	20*
Yes	40 56%	11 95%	11 100%	1 47%	12 56%	1 24%	14 49%	40 56%	5 47%	19 54%	7 57%	7 45%	5 46%	22 54%	3 64%	13 59%	3 79%	7 49%	6 45%	18 92%
No	24 34%	1 5%	-	1 53%	7 33%	4 76%	10 36%	24 34%	5 44%	11 32%	5 35%	5 31%	5 42%	15 37%	1 18%	7 32%	1 21%	8 51%	6 48%	2 8%
I can't remember	7 9%	-	-	-	2 11%	-	4 15%	7 9%	1 9%	5 14%	1 8%	4 24%	1 12%	4 9%	1 18%	2 8%	-	-	1 7%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 8
Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?
Sex (as in gender)
Base: All respondents who have experienced incident type

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	59	33	26	13	18	16	6	5	1	19	31	12	6	13	1	8	47	12
Weighted base	71*	37**	34**	15**	31**	14**	5**	5**	1**	26**	38**	13**	8**	15**	2**	8**	62*	9**
Yes	38 54%	21 59%	17 49%	9 57%	9 30%	13 89%	3 52%	4 81%	1 100%	17 68%	22 58%	5 38%	2 20%	9 56%	2 100%	4 55%	32 52%	6 67%
No	23 32%	10 27%	13 39%	2 15%	16 54%	2 11%	2 37%	1 19%	- -	5 21%	10 27%	5 38%	6 80%	3 19%	- -	4 45%	22 36%	1 7%
I can't remember	10 14%	5 15%	4 12%	4 28%	5 16%	- -	1 11%	- -	- -	3 11%	6 15%	3 23%	- -	4 26%	- -	- -	7 12%	2 27%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 9
Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?
Sex (as in gender)
Base: All respondents who have experienced incident type

	Sector				Seniority			Ethnicity		Religion							Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	59	22	36	1	26	-	33	51	8	22	2	-	-	1	1	28	27	3	3	2	51
Weighted base	71*	25**	45**	1**	30**	-**	41**	59*	12**	25**	3**	-**	-**	2**	1**	31**	28**	3**	3**	2**	64*
Yes	38 54%	12 47%	26 57%	1 100%	22 76%	-	16 38%	35 58%	4 32%	15 62%	1 48%	-	-	-	1 100%	19 60%	19 66%	2 61%	3 100%	1 39%	33 52%
No	23 32%	12 49%	11 24%	-	6 21%	-	17 41%	17 28%	6 55%	8 32%	1 52%	-	-	-	-	9 30%	7 25%	-	-	1 61%	22 35%
I can't remember	10 14%	1 4%	9 19%	-	1 3%	-	9 21%	8 14%	2 13%	2 6%	-	-	-	2 100%	-	3 10%	3 9%	1 39%	-	-	9 14%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 10

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harrassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Sex (as in gender)

Base: All respondents who have experienced incident type

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	59	8	5	3	18	1	27	59	14	59	19	16	15	35	7	21	2	9	10	20
Weighted base	71*	10**	7**	3**	19**	1**	28**	71*	17**	71*	19**	20**	15**	38**	7**	26**	2**	11**	9**	28*
Yes	38 54%	8 85%	5 79%	3 100%	10 51%	1 100%	19 66%	38 54%	10 57%	38 54%	14 75%	12 60%	9 65%	25 64%	6 80%	18 68%	2 100%	7 65%	6 68%	20 74%
No	23 32%	1 15%	1 21%	-	8 41%	-	7 25%	23 32%	7 43%	23 32%	5 25%	7 35%	5 35%	11 29%	1 20%	8 29%	-	4 35%	3 32%	6 24%
I can't remember	10 14%	-	-	-	2 8%	-	3 9%	10 14%	-	10 14%	-	1 5%	-	3 7%	-	1 3%	-	-	-	1 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 11

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harrassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Sexual orientation

Base: All respondents who have experienced incident type

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	44	32	12	7	14	11	8	2	2	11	15	4	9	12	1	7	37	7
Weighted base	44*	31**	14**	7**	17**	8**	8**	2**	2**	10**	14**	3**	9**	13**	1**	7**	39*	5**
Yes	22 51%	15 48%	7 55%	3 43%	8 46%	6 66%	3 39%	1 55%	2 100%	6 61%	9 62%	2 67%	4 41%	7 53%	-	3 43%	18 47%	4 80%
No	17 39%	14 44%	4 27%	2 24%	7 41%	3 34%	5 61%	1 45%	-	2 23%	4 26%	1 33%	6 59%	3 24%	1 100%	4 57%	17 43%	* 8%
I can't remember	5 11%	2 7%	2 18%	2 33%	2 13%	-	-	-	-	2 16%	2 12%	-	-	3 23%	-	-	4 10%	1 12%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 12

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Sexual orientation

Base: All respondents who have experienced incident type

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	44	19	25	-	16	-	28	38	6	16	-	-	-	-	2	19	24	2	3	-	38
Weighted base	44*	19**	25**	-**	17**	-**	27**	37*	7**	16**	-**	-**	-**	-**	2**	19**	24**	2**	3**	-**	38*
Yes	22 51%	10 55%	12 47%	-	11 63%	-	12 43%	18 48%	4 65%	8 52%	-	-	-	-	2 100%	11 58%	10 43%	2 100%	2 60%	-	18 46%
No	17 39%	6 32%	11 44%	-	4 27%	-	13 46%	15 40%	2 35%	8 48%	-	-	-	-	-	8 42%	9 38%	-	1 40%	-	16 42%
I can't remember	5 11%	2 13%	2 9%	-	2 10%	-	3 11%	5 12%	-	-	-	-	-	-	-	-	5 19%	-	-	-	5 12%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 13

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Sexual orientation

Base: All respondents who have experienced incident type

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	44	6	4	2	9	4	24	44	13	19	44	13	10	24	6	12	6	8	9	16
Weighted base	44*	5**	3**	2**	10**	4**	24**	44*	14**	19**	44*	12**	11**	23**	5**	11**	7**	8**	8**	16*
Yes	22 51%	3 68%	3 87%	1 34%	6 62%	2 39%	10 43%	22 51%	8 57%	12 63%	22 51%	10 77%	6 54%	14 62%	5 100%	8 74%	2 34%	6 75%	6 72%	11 71%
No	17 39%	2 32%	* 13%	1 66%	4 38%	3 61%	9 38%	17 39%	6 43%	6 34%	17 39%	2 18%	4 40%	6 25%	- -	3 26%	2 31%	2 25%	2 20%	2 10%
I can't remember	5 11%	- -	- -	- -	- -	- -	5 19%	5 11%	- -	1 3%	5 11%	1 5%	1 6%	3 13%	- -	- -	2 35%	- -	1 7%	3 19%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 14

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Race**Base: All respondents who have experienced incident type**

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	53	39	14	10	16	11	8	8	-	18	27	9	7	13	1	5	43	10
Weighted base	61*	46**	16**	6**	23**	14**	8**	10**	-**	23**	36**	13**	8**	13**	1**	4**	55*	6**
Yes	36 59%	26 56%	11 68%	5 86%	9 39%	10 74%	7 89%	4 44%	-	14 61%	22 63%	8 65%	2 26%	10 73%	1 100%	1 35%	33 61%	3 44%
No	23 37%	18 40%	4 26%	1 14%	13 57%	2 14%	1 11%	6 56%	-	8 34%	12 34%	4 35%	4 53%	4 27%	-	3 65%	19 35%	3 56%
I can't remember	3 4%	2 4%	1 6%	-	1 4%	2 12%	-	-	-	1 4%	1 3%	-	2 21%	-	-	-	3 5%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 15

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Race**Base: All respondents who have experienced incident type**

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	53	15	37	1	19	-	34	40	12	28	3	-	-	1	2	34	16	3	4	1	45
Weighted base	61*	17**	43**	1**	20**	-**	42**	49*	12**	27**	4**	-**	-**	1**	2**	34**	24**	2**	3**	***	55*
Yes	36 59%	8 47%	27 63%	1 100%	19 95%	-	17 42%	28 58%	7 61%	18 65%	2 62%	-	-	1 100%	2 100%	23 67%	12 51%	1 59%	3 100%	*	31 56%
No	23 37%	8 48%	14 33%	-	1 5%	-	22 52%	18 36%	5 39%	9 32%	1 38%	-	-	-	-	10 30%	10 42%	-	-	-	23 41%
I can't remember	3 4%	1 6%	2 4%	-	-	-	3 6%	3 5%	-	1 4%	-	-	-	-	-	1 3%	2 7%	1 41%	-	-	2 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 16

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Race

Base: All respondents who have experienced incident type

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	53	15	9	6	15	4	16	53	15	16	13	53	13	28	10	8	4	14	10	16
Weighted base	61*	14**	9**	5**	16**	4**	24**	61*	18**	20**	12**	61*	12**	32**	10**	9**	3**	18**	10**	15*
Yes	36 59%	10 74%	8 85%	3 54%	10 60%	3 74%	12 51%	36 59%	13 71%	10 54%	10 77%	36 59%	10 81%	24 76%	8 86%	6 62%	3 100%	12 67%	9 90%	14 93%
No	23 37%	4 26%	1 15%	2 46%	5 34%	1 26%	10 42%	23 37%	5 29%	8 41%	3 23%	23 37%	2 19%	8 24%	1 14%	4 38%	-	6 33%	1 10%	1 7%
I can't remember	3 4%	-	-	-	1 6%	-	2 7%	3 4%	-	1 5%	-	3 4%	-	-	-	-	-	-	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 17

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Disability

Base: All respondents who have experienced incident type

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	28	18	10	4	5	8	4	7	-	9	12	3	6	7	-	3	18	10
Weighted base	26*	15**	11**	2**	7**	7**	3**	8**	-**	8**	11**	2**	6**	7**	-**	3**	20**	6**
Yes	15 56%	9 58%	6 53%	* 16%	2 34%	6 82%	3 100%	4 48%	-	6 66%	7 62%	1 49%	2 28%	6 83%	-	1 22%	11 56%	3 57%
No	11 44%	6 42%	5 47%	2 84%	5 66%	1 18%	-	4 52%	-	3 34%	4 38%	1 51%	4 72%	1 17%	-	2 78%	9 44%	3 43%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 18

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Disability

Base: All respondents who have experienced incident type

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	28	10	17	1	11	-	17	23	5	15	1	-	-	-	1	18	9	-	-	-	28
Weighted base	26*	8**	18**	1**	11**	-**	15**	21**	5**	16**	1**	-**	-**	-**	1**	18**	8**	-**	-**	-**	26**
Yes	15 56%	7 89%	7 40%	1 100%	7 64%	-	8 51%	12 58%	3 48%	8 53%	1 100%	-	-	-	1 100%	10 57%	4 48%	-	-	-	15 56%
No	11 44%	1 11%	11 60%	-	4 36%	-	8 49%	9 42%	3 52%	7 47%	-	-	-	-	-	7 43%	4 52%	-	-	-	11 44%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 19

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Disability

Base: All respondents who have experienced incident type

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	28	3	1	2	14	1	9	28	12	15	10	13	28	14	5	3	2	5	8	12
Weighted base	26*	3**	1**	2**	14**	1**	8**	26**	14**	15**	11**	12**	26**	13**	5**	4**	1**	5**	7**	11*
Yes	15 56%	2 58%	1 100%	1 32%	8 61%	-	4 48%	15 56%	9 65%	10 66%	7 60%	10 87%	15 56%	8 68%	3 56%	3 76%	1 40%	4 75%	5 83%	9 85%
No	11 44%	1 42%	-	1 68%	5 39%	1 100%	4 52%	11 44%	5 35%	5 34%	4 40%	2 13%	11 44%	4 32%	2 44%	1 24%	1 60%	1 25%	1 17%	2 15%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 20

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harrassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Gender reassignment

Base: All respondents who have experienced incident type

	Gender			Age						Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	11	6	5	-	7	1	3	-	-	4	5	1	2	1	-	3	10	1
Weighted base	12*	6**	6**	-**	8**	1**	3**	-**	-**	4**	5**	1**	2**	2**	-**	3**	11**	1**
Yes	8 68%	3 54%	5 83%	-	6 72%	1 100%	1 49%	-	-	3 65%	4 71%	1 100%	1 35%	2 100%	-	2 63%	8 74%	-
No	2 19%	1 20%	1 17%	-	2 28%	-	-	-	-	-	-	-	1 65%	-	-	1 37%	1 11%	1 100%
I can't remember	2 13%	2 26%	-	-	-	-	2 51%	-	-	2 35%	2 29%	-	-	-	-	-	2 14%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 21

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Gender reassignment

Base: All respondents who have experienced incident type

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	11	4	7	-	6	-	5	11	-	3	-	-	-	-	1	4	6	-	1	-	10
Weighted base	12*	4**	8**	-**	7**	-**	5**	12**	-**	3**	-**	-**	-**	-**	1**	4**	7**	-**	1**	-**	11**
Yes	8 68%	2 41%	6 84%	-	6 85%	-	2 46%	8 68%	-	2 65%	-	-	-	-	1 100%	3 74%	4 61%	-	1 100%	-	7 65%
No	2 19%	1 23%	1 16%	-	1 15%	-	1 24%	2 19%	-	1 35%	-	-	-	-	-	1 26%	1 17%	-	-	-	2 20%
I can't remember	2 13%	2 36%	-	-	-	-	2 30%	2 13%	-	-	-	-	-	-	-	-	2 22%	-	-	-	2 14%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 22

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Gender reassignment

Base: All respondents who have experienced incident type

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	11	2	1	1	1	1	6	11	4	5	9	6	4	6	2	5	1	1	3	5
Weighted base	12*	2**	1**	1**	1**	1**	7**	12**	5**	6**	9**	7**	5**	6**	2**	5**	1**	2**	4**	6*
Yes	8 68%	1 49%	1 100%	- -	1 100%	1 100%	4 61%	8 68%	4 75%	5 80%	8 87%	5 67%	4 75%	6 100%	2 100%	5 100%	1 100%	2 87%	4 100%	5 76%
No	2 19%	1 51%	- -	1 100%	- -	- -	1 17%	2 19%	1 25%	1 20%	1 13%	2 33%	1 25%	- -	- -	- -	- -	- -	- -	- -
I can't remember	2 13%	- -	- -	- -	- -	- -	2 22%	2 13%	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	2 24%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 23

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harrassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Religion and belief

Base: All respondents who have experienced incident type

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	32	24	8	5	8	11	4	4	-	8	19	11	2	8	1	2	26	6
Weighted base	35*	25**	10**	4**	13**	9**	5**	3**	-**	9**	21**	13**	3**	7**	1**	2**	31**	4**
Yes	17 48%	13 51%	4 39%	2 43%	6 44%	7 79%	2 35%	-	-	5 53%	10 46%	5 41%	-	6 84%	-	1 40%	14 46%	2 59%
No	17 50%	11 45%	6 61%	2 57%	8 56%	2 21%	2 45%	3 100%	-	4 47%	11 49%	6 51%	3 100%	1 16%	1 100%	1 60%	16 51%	2 41%
I can't remember	1 3%	1 4%	-	-	-	-	1 20%	-	-	-	1 5%	1 8%	-	-	-	-	1 3%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 24

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harrassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Religion and belief

Base: All respondents who have experienced incident type

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	32	12	19	1	12	-	20	22	10	13	5	-	-	-	1	20	10	1	1	4	27
Weighted base	35*	11**	23**	1**	13**	-**	22**	22**	13**	13**	5**	-**	-**	-**	1**	20**	11**	1**	1**	3**	31**
Yes	17 48%	5 43%	11 48%	1 100%	10 76%	-	7 31%	10 47%	6 48%	6 45%	4 66%	-	-	-	1 100%	11 55%	5 41%	1 100%	1 100%	2 55%	14 45%
No	17 50%	6 57%	11 48%	-	2 16%	-	15 69%	10 48%	7 52%	6 47%	2 34%	-	-	-	-	8 40%	7 59%	-	-	1 45%	16 52%
I can't remember	1 3%	-	1 5%	-	1 8%	-	-	1 5%	-	1 8%	-	-	-	-	-	1 5%	-	-	-	-	1 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 25

Q.2 You mentioned you experienced an incident in which someone else was bullied, harassed or discriminated against. For each of the forms of discrimination, bullying or harassment you have experienced please tell us if you ever reported an incident in any way, and/or offered support to the person affected?

Religion and belief

Base: All respondents who have experienced incident type

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	32	11	9	2	8	1	10	32	32	14	13	15	12	20	14	4	1	11	4	16
Weighted base	35*	11**	9**	2**	9**	1**	11**	35**	35**	17**	14**	18**	14**	21**	13**	6**	1**	13**	4**	16*
Yes	17 48%	8 76%	8 85%	1 32%	3 31%	-	5 41%	17 48%	17 48%	9 50%	8 57%	11 64%	8 57%	13 62%	10 71%	3 57%	1 100%	9 66%	4 100%	9 55%
No	17 50%	3 24%	1 15%	1 68%	5 57%	1 100%	7 59%	17 50%	17 50%	9 50%	6 43%	6 36%	6 43%	8 38%	4 29%	3 43%	-	4 34%	-	6 38%
I can't remember	1 3%	-	-	-	1 12%	-	-	1 3%	1 3%	-	-	-	-	-	-	-	-	-	-	1 6%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 26

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Summary Table

Base: All respondents who have experienced incident type but did not report it

	Incident type							
	Any (Net)	Age	Sex (as in gender)	Sexual orientation	Race	Disability	Gender reassignment	Religion and belief
Unweighted base	63	24	17	16	16	11	2	14
Weighted base	73	24	23	17	23	11	2	17
I didn't want to get involved	18 25%	5 20%	6 25%	2 14%	10 44%	2 17%	1 56%	6 33%
I thought the person's behaviour was justified	3 4%	-	-	1 8%	-	-	1 44%	1 4%
I thought that I might face repercussions	12 16%	4 18%	6 28%	-	2 9%	2 13%	-	-
I didn't think that it was worthwhile	16 22%	5 23%	2 8%	2 14%	5 23%	1 11%	-	2 10%
I didn't think that my concerns would be acted on in a meaningful way	27 36%	10 40%	4 16%	6 35%	5 23%	6 50%	-	5 31%
I didn't know what to do	11 15%	6 23%	3 13%	3 19%	1 4%	1 6%	-	1 4%
I didn't have time	-	-	-	-	-	-	-	-
Other	10 14%	5 22%	3 14%	4 26%	1 6%	2 21%	-	4 22%
I can't remember	5 7%	4 16%	2 10%	-	-	-	-	-

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 27

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Any (Net)

Base: All respondents who have experienced incident type but did not report it

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	63	37	26	11	20	10	10	11	1	18	28	10	12	14	1	8	46	17
Weighted base	73*	44**	29**	8**	30**	9**	12**	13**	1**	25**	36**	11**	15**	13**	1**	8**	61*	12**
I didn't think that my concerns would be acted on in a meaningful way	27 36%	17 38%	10 33%	7 83%	6 20%	3 36%	4 35%	7 51%	-	9 38%	12 34%	3 27%	4 29%	4 35%	1 100%	4 52%	20 32%	7 59%
I didn't want to get involved	18 25%	13 29%	6 19%	1 19%	8 25%	5 52%	1 7%	4 29%	-	4 17%	11 29%	6 57%	1 6%	4 30%	-	3 36%	16 27%	2 16%
I didn't think that it was worthwhile	16 22%	11 24%	6 20%	4 48%	10 33%	-	3 21%	-	-	4 15%	7 20%	3 29%	2 15%	2 14%	1 100%	4 52%	14 23%	2 20%
I thought that I might face repercussions	12 16%	3 6%	9 32%	3 33%	7 23%	1 16%	-	1 7%	-	6 26%	7 20%	1 6%	2 12%	3 23%	-	-	9 14%	3 28%
I didn't know what to do	11 15%	6 15%	4 15%	1 19%	3 10%	1 16%	4 35%	1 5%	-	3 13%	4 11%	1 6%	1 6%	5 42%	-	1 9%	8 13%	3 26%
I thought the person's behaviour was justified	3 4%	1 3%	2 6%	-	2 8%	1 7%	-	-	-	1 5%	1 4%	-	1 6%	1 5%	-	-	2 3%	1 8%
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	10 14%	5 12%	5 18%	2 21%	3 11%	1 12%	1 8%	2 18%	1 100%	2 6%	2 4%	-	4 28%	2 18%	-	2 28%	9 14%	2 16%
I can't remember	5 7%	5 12%	-	-	4 12%	1 7%	1 7%	-	-	-	1 4%	1 12%	3 19%	-	-	1 11%	5 8%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 28

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Any (Net)

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	63	23	40	-	13	-	50	53	10	29	3	-	-	-	-	32	29	-	1	2	59
Weighted base	73*	27**	46*	-**	18**	-**	55*	62*	11**	32**	3**	-**	-**	-**	-**	35**	32**	-**	1**	1**	70*
I didn't think that my concerns would be acted on in a meaningful way	27 36%	13 50%	13 28%	-	4 19%	-	23 42%	23 37%	4 33%	11 34%	-	-	-	-	-	11 32%	16 49%	-	-	-	26 37%
I didn't want to get involved	18 25%	5 19%	13 29%	-	1 7%	-	17 31%	14 22%	5 42%	5 16%	1 54%	-	-	-	-	7 19%	9 28%	-	-	-	18 26%
I didn't think that it was worthwhile	16 22%	7 26%	9 20%	-	3 17%	-	13 24%	14 23%	2 19%	5 16%	-	-	-	-	-	5 14%	11 36%	-	1 100%	-	14 21%
I thought that I might face repercussions	12 16%	8 28%	4 9%	-	6 32%	-	6 11%	10 16%	2 17%	3 10%	-	-	-	-	-	3 9%	5 15%	-	-	-	12 17%
I didn't know what to do	11 15%	4 14%	7 15%	-	1 7%	-	10 18%	9 15%	1 13%	4 12%	1 28%	-	-	-	-	5 14%	6 19%	-	-	-	11 16%
I thought the person's behaviour was justified	3 4%	2 6%	1 3%	-	2 12%	-	1 1%	3 5%	-	1 3%	-	-	-	-	-	1 3%	2 6%	-	-	-	3 4%
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	10 14%	6 22%	4 10%	-	1 5%	-	10 17%	5 9%	5 44%	5 15%	* 18%	-	-	-	-	5 15%	5 16%	-	-	1 100%	8 12%
I can't remember	5 7%	-	5 11%	-	3 17%	-	2 4%	4 6%	1 12%	4 12%	1 54%	-	-	-	-	5 15%	-	-	-	-	5 7%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 29

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Any (Net)

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	63	8	2	6	17	7	29	63	14	21	18	17	14	30	6	12	3	12	8	10
Weighted base	73*	7**	2**	5**	20**	8**	32**	73*	17**	27**	19**	24**	14**	29**	6**	13**	3**	13**	6**	13*
I didn't think that my concerns would be acted on in a meaningful way	27 36%	1 7%	-	1 10%	10 50%	1 9%	16 49%	27 36%	6 37%	9 33%	8 41%	8 35%	9 68%	11 39%	2 30%	4 29%	-	3 25%	5 71%	5 38%
I didn't want to get involved	18 25%	3 48%	1 77%	2 38%	3 14%	1 7%	9 28%	18 25%	7 41%	8 31%	4 23%	12 50%	4 28%	10 33%	3 47%	4 27%	-	5 42%	1 21%	2 15%
I didn't think that it was worthwhile	16 22%	1 16%	-	1 22%	4 20%	-	11 36%	16 22%	3 17%	7 25%	6 34%	7 28%	2 13%	8 28%	2 30%	3 21%	1 38%	5 38%	4 58%	2 20%
I thought that I might face repercussions	12 16%	1 14%	-	1 19%	1 3%	2 20%	5 15%	12 16%	-	7 26%	-	2 9%	5 16%	18 18%	1 15%	3 20%	1 29%	3 21%	2 29%	4 32%
I didn't know what to do	11 15%	-	-	-	1 7%	3 41%	6 19%	11 15%	1 4%	4 16%	4 22%	1 4%	1 10%	6 21%	-	3 22%	-	2 13%	1 22%	-
I thought the person's behaviour was justified	3 4%	1 14%	-	1 19%	-	-	2 6%	3 4%	1 4%	-	2 11%	1 4%	-	-	-	-	-	-	-	1 5%
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	10 14%	* 6%	* 23%	-	4 19%	1 14%	5 16%	10 14%	4 26%	4 16%	5 29%	1 6%	2 17%	4 12%	1 25%	2 15%	1 32%	3 20%	3 49%	2 13%
I can't remember	5 7%	2 29%	1 77%	1 12%	1 5%	2 27%	-	5 7%	1 8%	2 9%	-	1 6%	-	1 5%	1 25%	-	-	1 11%	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 30

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Age

Base: All respondents who have experienced incident type but did not report it

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	24	12	12	5	7	3	6	2	1	5	8	3	4	7	-	5	17	7
Weighted base	24*	11**	13**	4**	9**	2**	6**	2**	1**	4**	9**	5**	5**	5**	-.**	5**	19**	5**
I didn't think that my concerns would be acted on in a meaningful way	10 40%	5 48%	4 32%	4 100%	3 30%	1 68%	1 13%	1 47%	-	2 52%	3 31%	1 14%	-	4 69%	-	3 62%	6 32%	3 68%
I didn't know what to do	6 23%	2 22%	3 24%	1 20%	2 18%	1 68%	2 28%	-	-	2 58%	3 34%	1 14%	-	2 45%	-	-	3 13%	3 61%
I didn't think that it was worthwhile	5 23%	1 6%	5 37%	1 33%	2 17%	-	3 42%	-	-	-	2 19%	2 34%	-	2 33%	-	2 40%	4 20%	2 32%
I didn't want to get involved	5 20%	2 14%	3 25%	1 40%	3 28%	-	1 13%	-	-	1 20%	4 45%	3 66%	-	-	-	1 15%	4 22%	1 14%
I thought that I might face repercussions	4 18%	1 6%	4 28%	2 53%	1 11%	1 68%	-	-	-	1 17%	1 15%	1 14%	-	3 53%	-	-	3 15%	1 29%
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	5 22%	1 10%	4 31%	1 33%	1 10%	-	1 15%	1 53%	1 100%	1 27%	1 12%	-	2 40%	1 22%	-	1 20%	4 22%	1 20%
I can't remember	4 16%	4 34%	-	-	2 24%	1 32%	1 15%	-	-	-	-	-	3 60%	-	-	1 19%	4 20%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 31

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Age

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	24	10	14	-	3	-	21	18	6	11	1	-	-	-	-	12	11	-	-	1	22
Weighted base	24*	10**	14**	_*	4**	_*	20**	18**	7**	11**	1**	_*	_*	_*	_*	12**	10**	_*	_*	1**	22**
I didn't think that my concerns would be acted on in a meaningful way	10 40%	6 57%	4 27%	-	-	-	10 48%	6 36%	3 50%	3 30%	-	-	-	-	-	3 28%	6 63%	-	-	-	9 39%
I didn't know what to do	6 23%	2 21%	3 24%	-	-	-	6 28%	4 23%	1 22%	1 13%	1 100%	-	-	-	-	2 18%	3 34%	-	-	-	6 25%
I didn't think that it was worthwhile	5 23%	3 30%	2 17%	-	-	-	5 27%	3 18%	2 33%	2 16%	-	-	-	-	-	2 15%	4 37%	-	-	-	4 20%
I didn't want to get involved	5 20%	4 40%	1 5%	-	-	-	5 24%	2 9%	3 50%	-	-	-	-	-	-	-	2 23%	-	-	-	5 22%
I thought that I might face repercussions	4 18%	3 25%	2 12%	-	-	-	4 21%	2 14%	2 29%	1 13%	-	-	-	-	-	1 12%	3 29%	-	-	-	4 19%
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	5 22%	3 30%	2 15%	-	1 23%	-	4 21%	3 17%	2 33%	2 19%	-	-	-	-	-	2 18%	3 31%	-	-	1 100%	3 15%
I can't remember	4 16%	-	4 27%	-	3 77%	-	1 3%	4 21%	-	4 35%	-	-	-	-	-	4 33%	-	-	-	-	4 17%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 32

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Age

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	24	1	-	1	8	3	11	24	3	11	5	4	6	15	1	6	1	6	8	2
Weighted base	24*	1**	-**	1**	7**	4**	10**	24**	5**	11**	5**	5**	5**	15**	1**	7**	1**	8**	6**	2*
I didn't think that my concerns would be acted on in a meaningful way	10 40%	-	-	-	3 37%	1 18%	6 63%	10 40%	1 26%	5 44%	4 79%	2 46%	5 100%	8 51%	1 100%	2 24%	-	3 43%	5 71%	1 39%
I didn't know what to do	6 23%	-	-	-	1 21%	1 18%	3 34%	6 23%	-	2 21%	-	-	1 15%	3 21%	-	2 24%	-	1 10%	1 11%	-
I didn't think that it was worthwhile	5 23%	-	-	-	2 25%	-	4 37%	5 23%	-	3 22%	2 35%	1 13%	1 14%	5 37%	1 100%	2 27%	-	4 52%	4 58%	1 39%
I didn't want to get involved	5 20%	-	-	-	-	-	2 23%	5 20%	3 54%	3 29%	1 16%	3 54%	1 17%	4 28%	-	3 36%	-	3 44%	1 11%	-
I thought that I might face repercussions	4 18%	-	-	-	1 10%	1 18%	3 29%	4 18%	-	2 21%	-	-	1 15%	4 29%	-	2 24%	-	2 26%	2 29%	-
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	5 22%	-	-	-	1 14%	1 27%	3 31%	5 22%	1 20%	2 17%	2 43%	-	-	3 21%	1 100%	2 27%	1 100%	2 29%	3 49%	1 61%
I can't remember	4 16%	1 100%	-	1 100%	1 13%	2 55%	-	4 16%	-	1 8%	-	-	-	-	-	-	-	-	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 33

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Sex (as in gender)

Base: All respondents who have experienced incident type but did not report it

	Gender		Age							Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	17	8	9	3	9	2	2	1	-	3	6	3	4	3	-	4	16	1
Weighted base	23*	10**	13**	2**	16**	2**	2**	1**	-**	5**	10**	5**	6**	3**	-**	4**	22**	1**
I thought that I might face repercussions	6 28%	1 7%	6 43%	1 29%	5 31%	1 45%	-	-	-	5 100%	5 53%	-	-	1 35%	-	-	6 28%	-
I didn't want to get involved	6 25%	2 23%	4 27%	1 33%	4 25%	1 55%	-	-	-	-	3 25%	3 53%	1 13%	1 22%	-	2 48%	5 23%	1 100%
I didn't think that my concerns would be acted on in a meaningful way	4 16%	4 37%	-	1 33%	2 13%	1 45%	-	-	-	1 13%	1 7%	-	2 34%	-	-	1 21%	4 16%	-
I didn't know what to do	3 13%	1 7%	2 17%	-	2 14%	1 45%	-	-	-	1 13%	1 7%	-	-	2 78%	-	-	3 13%	-
I didn't think that it was worthwhile	2 8%	-	2 14%	1 38%	-	-	1 51%	-	-	-	1 8%	1 18%	-	-	-	1 27%	2 8%	-
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	3 14%	2 24%	1 7%	-	2 14%	-	-	1 100%	-	-	-	-	3 52%	-	-	-	3 15%	-
I can't remember	2 10%	2 24%	-	-	1 9%	-	1 49%	-	-	-	1 14%	1 29%	-	-	-	1 26%	2 10%	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 34

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Sex (as in gender)

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	17	7	10	-	3	-	14	14	3	6	1	-	-	-	-	7	8	-	-	1	16
Weighted base	23*	12**	11**	_*	6**	_*	17**	17**	6**	8**	1**	_*	_*	_*	_*	9**	7**	_*	_*	1**	22**
I thought that I might face repercussions	6 28%	5 38%	2 16%	-	4 65%	-	2 14%	6 38%	-	1 9%	-	-	-	-	-	1 7%	2 24%	-	-	-	6 29%
I didn't want to get involved	6 25%	4 29%	2 21%	-	-	-	6 34%	3 19%	3 41%	1 11%	-	-	-	-	-	1 9%	2 33%	-	-	-	6 26%
I didn't think that my concerns would be acted on in a meaningful way	4 16%	3 23%	1 7%	-	-	-	4 22%	4 22%	-	3 36%	-	-	-	-	-	3 31%	1 11%	-	-	-	4 16%
I didn't know what to do	3 13%	1 6%	2 21%	-	1 20%	-	2 10%	3 18%	-	1 9%	-	-	-	-	-	1 7%	2 32%	-	-	-	3 13%
I didn't think that it was worthwhile	2 8%	1 8%	1 8%	-	-	-	2 11%	2 11%	-	-	-	-	-	-	-	-	2 26%	-	-	-	2 8%
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	3 14%	1 8%	2 22%	-	-	-	3 20%	1 6%	2 37%	3 42%	-	-	-	-	-	3 36%	-	-	-	1 100%	2 11%
I can't remember	2 10%	-	2 22%	-	1 15%	-	1 8%	1 5%	1 22%	1 11%	1 100%	-	-	-	-	2 25%	-	-	-	-	2 10%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 35

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Sex (as in gender)

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	17	1	1	-	6	-	8	17	4	17	4	4	5	10	1	6	-	2	4	4
Weighted base	23*	1**	1**	-**	8**	-**	7**	23**	7**	23**	5**	7**	5**	11**	1**	8**	-**	4**	3**	6*
I thought that I might face repercussions	6 28%	-	-	-	1 9%	-	2 24%	6 28%	-	6 28%	-	-	1 27%	2 15%	-	1 13%	-	-	1 23%	4 62%
I didn't want to get involved	6 25%	-	-	-	1 11%	-	2 33%	6 25%	3 35%	6 25%	2 50%	3 47%	1 27%	5 44%	-	4 47%	-	3 65%	1 46%	1 10%
I didn't think that my concerns would be acted on in a meaningful way	4 16%	-	-	-	3 36%	-	1 11%	4 16%	-	4 16%	1 16%	2 32%	1 28%	1 13%	-	-	-	-	1 48%	-
I didn't know what to do	3 13%	-	-	-	1 9%	-	2 32%	3 13%	-	3 13%	-	-	1 13%	3 27%	-	2 30%	-	-	1 23%	-
I didn't think that it was worthwhile	2 8%	-	-	-	-	-	2 26%	2 8%	-	2 8%	-	-	-	2 16%	-	2 24%	-	-	1 31%	1 13%
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	3 14%	-	-	-	3 42%	-	-	3 14%	3 46%	3 14%	2 50%	-	2 47%	-	-	-	-	-	-	1 15%
I can't remember	2 10%	1 100%	1 100%	-	1 11%	-	-	2 10%	1 19%	2 10%	-	1 21%	-	1 13%	1 100%	-	-	1 35%	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 36

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Sexual orientation

Base: All respondents who have experienced incident type but did not report it

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	16	12	4	2	5	4	4	1	-	3	4	1	4	3	1	4	15	1
Weighted base	17*	14**	4**	2**	7**	3**	5**	1**	-**	2**	4**	1**	6**	3**	1**	4**	17**	***
I didn't think that my concerns would be acted on in a meaningful way	6 35%	5 37%	1 30%	2 100%	1 18%	2 62%	1 26%	-	-	-	1 31%	1 100%	1 23%	1 23%	1 100%	2 49%	6 36%	-
I didn't know what to do	3 19%	3 25%	-	-	-	-	3 54%	1 100%	-	1 29%	1 20%	-	1 17%	2 55%	-	-	3 20%	-
I didn't think that it was worthwhile	2 14%	2 18%	-	-	2 35%	-	-	-	-	1 54%	1 38%	-	-	-	-	1 28%	2 15%	-
I didn't want to get involved	2 14%	1 11%	1 26%	1 43%	1 14%	1 24%	-	-	-	-	-	-	-	1 23%	-	2 42%	2 14%	-
I thought the person's behaviour was justified	1 8%	1 10%	-	-	1 19%	-	-	-	-	1 54%	1 38%	-	-	-	-	-	1 8%	-
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4 26%	3 21%	2 44%	-	2 34%	1 38%	1 20%	-	-	* 17%	* 12%	-	3 60%	1 22%	-	-	4 24%	* 100%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 37

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Sexual orientation

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	16	6	10	-	4	-	12	15	1	6	-	-	-	-	-	6	10	-	1	-	15
Weighted base	17*	6**	11**	-**	4**	-**	13**	15**	2**	8**	-**	-**	-**	-**	-**	8**	9**	-**	1**	-**	16**
I didn't think that my concerns would be acted on in a meaningful way	6 35%	2 38%	4 34%	-	1 24%	-	5 39%	6 41%	-	1 16%	-	-	-	-	-	1 16%	5 51%	-	-	-	6 38%
I didn't know what to do	3 19%	2 28%	2 15%	-	-	-	3 26%	3 22%	-	3 34%	-	-	-	-	-	3 34%	1 8%	-	-	-	3 21%
I didn't think that it was worthwhile	2 14%	-	2 22%	-	2 55%	-	-	2 17%	-	1 15%	-	-	-	-	-	1 15%	1 14%	-	1 100%	-	1 8%
I didn't want to get involved	2 14%	1 16%	1 13%	-	-	-	2 19%	2 16%	-	-	-	-	-	-	-	-	2 26%	-	-	-	2 15%
I thought the person's behaviour was justified	1 8%	-	1 12%	-	1 29%	-	-	1 9%	-	-	-	-	-	-	-	-	1 14%	-	-	-	1 8%
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4 26%	1 18%	3 30%	-	1 21%	-	3 27%	2 14%	2 100%	3 36%	-	-	-	-	-	3 36%	2 17%	-	-	-	4 27%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 38

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Sexual orientation

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	16	2	1	1	2	2	10	16	5	5	16	2	3	6	-	3	2	2	2	2
Weighted base	17*	2**	***	1**	4**	3**	9**	17**	6**	6**	17**	2**	4**	6**	-**	3**	2**	2**	2**	2*
I didn't think that my concerns would be acted on in a meaningful way	6 35%	-	-	-	1 35%	-	5 51%	6 35%	2 38%	3 48%	6 35%	1 57%	2 46%	2 31%	-	1 36%	-	-	1 44%	1 60%
I didn't know what to do	3 19%	-	-	-	-	3 100%	1 8%	3 19%	1 12%	-	3 19%	1 43%	-	1 16%	-	-	-	1 45%	-	-
I didn't think that it was worthwhile	2 14%	1 73%	-	1 100%	-	-	1 14%	2 14%	-	-	2 14%	-	-	1 20%	-	-	1 54%	1 55%	-	-
I didn't want to get involved	2 14%	-	-	-	-	-	2 26%	2 14%	-	2 27%	2 14%	-	1 17%	2 29%	-	1 32%	-	-	1 44%	-
I thought the person's behaviour was justified	1 8%	-	-	-	-	-	1 14%	1 8%	-	-	1 8%	-	-	-	-	-	-	-	-	-
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4 26%	* 27%	* 100%	-	2 65%	-	2 17%	4 26%	3 51%	2 37%	4 26%	-	2 54%	1 16%	-	1 32%	1 46%	-	1 56%	1 40%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 39

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Race

Base: All respondents who have experienced incident type but did not report it

	Gender			Age						Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	16	13	3	2	9	1	1	3	-	4	7	3	3	4	-	2	11	5
Weighted base	23*	18**	4**	1**	13**	2**	1**	6**	-.**	8**	12**	4**	4**	4**	-.**	3**	19**	3**
I didn't want to get involved	10 44%	7 39%	3 63%	-	5 36%	2 100%	-	3 58%	-	3 42%	7 59%	4 89%	-	3 73%	-	-	10 52%	-
I didn't think that it was worthwhile	5 23%	5 29%	-	-	5 40%	-	-	-	-	2 32%	2 20%	-	2 53%	1 17%	-	-	5 24%	1 18%
I didn't think that my concerns would be acted on in a meaningful way	5 23%	5 25%	1 12%	1 100%	2 14%	-	-	2 42%	-	1 13%	2 12%	1 11%	-	1 27%	-	3 100%	3 14%	2 72%
I thought that I might face repercussions	2 9%	1 6%	1 24%	-	2 15%	-	-	-	-	1 13%	1 8%	-	1 24%	-	-	-	1 5%	1 28%
I didn't know what to do	1 4%	1 5%	-	-	-	-	1 100%	-	-	-	-	-	1 23%	-	-	-	1 5%	-
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 6%	1 7%	-	-	-	-	-	1 24%	-	-	-	-	-	-	-	1 52%	1 7%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 40

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Race

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	16	5	11	-	1	-	15	12	4	8	1	-	-	-	-	9	6	-	-	-	16
Weighted base	23*	8**	14**	-**	1**	-**	22**	18**	5**	9**	1**	-**	-**	-**	-**	10**	10**	-**	-**	-**	23**
I didn't want to get involved	10 44%	3 32%	7 50%	-	-	-	10 46%	6 33%	4 82%	3 30%	1 100%	-	-	-	-	4 40%	3 33%	-	-	-	10 44%
I didn't think that it was worthwhile	5 23%	2 27%	3 21%	-	-	-	5 25%	5 30%	-	2 26%	-	-	-	-	-	2 22%	3 31%	-	-	-	5 23%
I didn't think that my concerns would be acted on in a meaningful way	5 23%	2 29%	3 19%	-	-	-	5 24%	4 24%	1 18%	2 22%	-	-	-	-	-	2 19%	3 32%	-	-	-	5 23%
I thought that I might face repercussions	2 9%	1 12%	1 7%	-	1 100%	-	1 5%	2 11%	-	1 11%	-	-	-	-	-	1 10%	1 10%	-	-	-	2 9%
I didn't know what to do	1 4%	-	1 6%	-	-	-	1 4%	1 5%	-	1 11%	-	-	-	-	-	1 9%	-	-	-	-	1 4%
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 6%	1 17%	-	-	-	-	1 6%	1 8%	-	-	-	-	-	-	-	-	1 14%	-	-	-	1 6%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 41

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Race

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	16	4	1	3	4	1	6	16	3	5	3	16	3	7	1	2	-	5	2	2
Weighted base	23*	4**	1**	2**	5**	1**	10**	23**	5**	8**	3**	23**	2**	8**	1**	4**	-**	6**	1**	1*
I didn't want to get involved	10 44%	2 59%	1 100%	1 34%	2 34%	-	3 33%	10 44%	4 76%	4 50%	-	10 44%	-	5 62%	1 100%	3 72%	-	5 79%	-	-
I didn't think that it was worthwhile	5 23%	-	-	-	2 41%	-	3 31%	5 23%	-	3 35%	1 22%	5 23%	1 28%	1 8%	-	-	-	-	1 64%	1 55%
I didn't think that my concerns would be acted on in a meaningful way	5 23%	1 14%	-	1 22%	1 25%	-	3 32%	5 23%	1 24%	2 23%	2 67%	5 23%	2 100%	2 26%	-	1 28%	-	* 6%	1 100%	1 100%
I thought that I might face repercussions	2 9%	1 27%	-	1 44%	-	-	1 10%	2 9%	-	-	-	2 9%	-	-	-	-	-	-	-	-
I didn't know what to do	1 4%	-	-	-	-	1 100%	-	1 4%	-	-	1 33%	1 4%	-	1 12%	-	-	-	1 15%	-	-
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 6%	-	-	-	-	-	1 14%	1 6%	-	-	-	1 6%	-	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 42

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Disability

Base: All respondents who have experienced incident type but did not report it

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	11	6	5	3	3	1	-	4	-	3	4	1	3	2	-	2	7	4
Weighted base	11*	6**	5**	2**	5**	1**	-**	4**	-**	3**	4**	1**	4**	1**	-**	2**	9**	3**
I didn't think that my concerns would be acted on in a meaningful way	6 50%	2 30%	4 75%	2 100%	1 20%	-	-	3 78%	-	3 100%	3 70%	-	1 22%	1 100%	-	1 37%	4 46%	2 66%
I didn't want to get involved	2 17%	1 12%	1 25%	1 42%	-	1 100%	-	-	-	-	1 30%	1 100%	-	-	-	1 37%	2 22%	-
I thought that I might face repercussions	2 13%	1 14%	1 13%	1 38%	-	-	-	1 22%	-	1 23%	1 16%	-	1 21%	-	-	-	1 8%	1 34%
I didn't think that it was worthwhile	1 11%	1 19%	-	-	1 27%	-	-	-	-	-	-	-	-	-	-	1 63%	1 14%	-
I didn't know what to do	1 6%	1 12%	-	1 42%	-	-	-	-	-	-	-	-	-	-	-	1 37%	1 8%	-
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	2 21%	2 37%	-	-	2 52%	-	-	-	-	-	-	-	2 57%	-	-	-	2 27%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 43

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Disability

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	11	1	10	-	3	-	8	9	2	6	-	-	-	-	-	6	5	-	-	-	11
Weighted base	11*	1**	11**	-.**	4**	-.**	8**	9**	3**	7**	-.**	-.**	-.**	-.**	-.**	7**	4**	-.**	-.**	-.**	11**
I didn't think that my concerns would be acted on in a meaningful way	6 50%	1 100%	5 46%	-	2 46%	-	4 52%	5 62%	* 13%	3 40%	-	-	-	-	-	3 40%	3 69%	-	-	-	6 50%
I didn't want to get involved	2 17%	-	2 19%	-	1 32%	-	1 10%	2 23%	-	1 17%	-	-	-	-	-	1 17%	1 19%	-	-	-	2 17%
I thought that I might face repercussions	2 13%	-	2 15%	-	1 22%	-	1 9%	2 18%	-	1 12%	-	-	-	-	-	1 12%	1 17%	-	-	-	2 13%
I didn't think that it was worthwhile	1 11%	-	1 12%	-	-	-	1 16%	1 14%	-	-	-	-	-	-	-	-	1 31%	-	-	-	1 11%
I didn't know what to do	1 6%	-	1 7%	-	-	-	1 10%	1 9%	-	-	-	-	-	-	-	-	1 19%	-	-	-	1 6%
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	2 21%	-	2 22%	-	-	-	2 31%	-	2 87%	2 32%	-	-	-	-	-	2 32%	-	-	-	-	2 21%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 44

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Disability

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	11	1	-	1	4	1	5	11	3	4	3	2	11	5	2	1	1	2	2	2
Weighted base	11*	1**	-**	1**	5**	1**	4**	11**	5**	5**	4**	2**	11**	4**	2**	1**	1**	1**	1**	2*
I didn't think that my concerns would be acted on in a meaningful way	6 50%	-	-	-	3 56%	-	3 69%	6 50%	-	1 28%	1 17%	* 22%	6 50%	2 48%	-	-	-	* 28%	1 100%	* 25%
I didn't want to get involved	2 17%	1 100%	-	1 100%	-	-	1 19%	2 17%	1 26%	1 15%	1 17%	-	2 17%	2 49%	1 59%	-	-	-	1 68%	1 75%
I thought that I might face repercussions	2 13%	-	-	-	-	1 100%	1 17%	2 13%	-	1 13%	-	-	2 13%	1 21%	1 41%	1 100%	1 100%	1 72%	-	-
I didn't think that it was worthwhile	1 11%	-	-	-	-	-	1 31%	1 11%	1 26%	1 25%	1 29%	1 78%	1 11%	-	-	-	-	-	-	-
I didn't know what to do	1 6%	-	-	-	-	-	1 19%	1 6%	-	1 15%	1 17%	-	1 6%	1 18%	-	-	-	-	1 68%	-
I thought the person's behaviour was justified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	2 21%	-	-	-	2 44%	-	-	2 21%	2 49%	2 47%	2 54%	-	2 21%	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 45

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Gender reassignment

Base: All respondents who have experienced incident type but did not report it

	Gender		Age							Region						Working status		
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+	South of England (exc. London)	South of England (inc. London)	London	The Midlands	The North of England	Wales	Scotland	Full time	Part time
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	
Unweighted base	2	1	1	-	2	-	-	-	-	-	-	1	-	-	1	1	1	
Weighted base	2*	1**	1**	-.**	2**	-.**	-.**	-.**	-.**	-.**	-.**	1**	-.**	-.**	1**	1**	1**	
I didn't want to get involved	1 56%	1 100%	-	-	1 56%	-	-	-	-	-	-	-	-	-	1 100%	1 100%	-	
I thought the person's behaviour was justified	1 44%	-	1 100%	-	1 44%	-	-	-	-	-	-	1 100%	-	-	-	-	1 100%	
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
I didn't think that it was worthwhile	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
I didn't think that my concerns would be acted on in a meaningful way	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
I didn't know what to do	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 46

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Gender reassignment

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	2	1	1	-	1	-	1	2	-	1	-	-	-	-	-	1	1	-	-	-	2
Weighted base	2*	1**	1**	-.**	1**	-.**	1**	2**	-.**	1**	-.**	-.**	-.**	-.**	-.**	1**	1**	-.**	-.**	-.**	2**
I didn't want to get involved	1 56%	-	1 100%	-	-	-	1 100%	1 56%	-	-	-	-	-	-	-	-	1 100%	-	-	-	1 56%
I thought the person's behaviour was justified	1 44%	1 100%	-	-	1 100%	-	-	1 44%	-	1 100%	-	-	-	-	-	1 100%	-	-	-	-	1 44%
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't think that it was worthwhile	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't think that my concerns would be acted on in a meaningful way	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't know what to do	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 47

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Gender reassignment

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	2	1	-	1	-	-	1	2	1	1	1	2	1	-	-	-	-	-	-	-
Weighted base	2*	1**	-**	1**	-**	-**	1**	2**	1**	1**	1**	2**	1**	-**	-**	-**	-**	-**	-**	-*
I didn't want to get involved	1 56%	-	-	-	-	-	1 100%	1 56%	1 100%	1 100%	1 56%	1 100%	-	-	-	-	-	-	-	-
I thought the person's behaviour was justified	1 44%	1 100%	-	1 100%	-	-	-	1 44%	-	-	-	1 44%	-	-	-	-	-	-	-	-
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't think that it was worthwhile	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't think that my concerns would be acted on in a meaningful way	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't know what to do	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 48

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Religion and belief

Base: All respondents who have experienced incident type but did not report it

	Gender		Age							Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	14	9	5	3	4	2	1	4	-	3	8	5	2	2	1	1	11	3
Weighted base	17*	11**	6**	2**	8**	2**	2**	3**	-**	4**	11**	6**	3**	1**	1**	1**	16**	2**
I didn't want to get involved	6 33%	2 17%	4 65%	-	4 53%	1 65%	-	1 16%	-	-	6 55%	6 89%	-	-	-	-	5 34%	1 31%
I didn't think that my concerns would be acted on in a meaningful way	5 31%	5 47%	-	1 33%	1 16%	-	2 100%	1 33%	-	3 83%	4 39%	1 11%	-	-	-	1 100%	5 30%	1 42%
I didn't think that it was worthwhile	2 10%	2 15%	-	2 79%	-	-	-	-	-	-	1 7%	1 11%	-	-	1 100%	-	1 6%	1 42%
I didn't know what to do	1 4%	1 6%	-	-	-	-	-	1 21%	-	1 17%	1 7%	-	-	-	-	-	1 5%	-
I thought the person's behaviour was justified	1 4%	-	1 11%	-	-	1 35%	-	-	-	-	-	-	-	1 58%	-	-	1 4%	-
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4 22%	2 21%	1 24%	* 21%	2 31%	-	-	1 30%	-	-	-	-	3 100%	* 42%	-	-	3 21%	* 27%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 49

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Religion and belief

Base: All respondents who have experienced incident type but did not report it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	14	6	8	-	2	-	12	10	4	5	2	-	-	-	-	7	6	-	-	2	12
Weighted base	17*	6**	11**	-**	2**	-**	15**	10**	7**	6**	2**	-**	-**	-**	-**	8**	7**	-**	-**	1**	16**
I didn't want to get involved	6 33%	3 40%	3 29%	-	1 63%	-	5 30%	2 17%	4 58%	2 29%	1 75%	-	-	-	-	3 39%	-	-	-	-	6 36%
I didn't think that my concerns would be acted on in a meaningful way	5 31%	1 11%	5 43%	-	1 37%	-	5 30%	5 51%	-	1 17%	-	-	-	-	-	1 13%	4 64%	-	-	-	5 34%
I didn't think that it was worthwhile	2 10%	2 27%	-	-	1 37%	-	1 7%	2 17%	-	-	-	-	-	-	-	-	2 26%	-	-	-	2 11%
I didn't know what to do	1 4%	-	1 6%	-	-	-	1 5%	1 7%	-	-	-	-	-	-	-	-	1 11%	-	-	-	1 4%
I thought the person's behaviour was justified	1 4%	1 10%	-	-	-	-	1 4%	1 6%	-	-	-	-	-	-	-	-	1 10%	-	-	-	1 4%
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4 22%	1 23%	2 22%	-	-	-	4 25%	1 9%	3 42%	3 54%	* 25%	-	-	-	-	4 47%	-	-	-	1 100%	2 15%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 50

Q.3 You mentioned that you did not report an incident, or did not offer support to the person affected by the incident. For each of the issues, please tell us why you did not report an incident, or why you did not offer support to the person affected?

Religion and belief

Base: All respondents who have experienced incident type but did not report it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	14	2	1	1	4	1	6	14	14	5	5	4	4	7	4	1	-	3	-	5
Weighted base	17*	3**	1**	1**	5**	1**	7**	17**	17**	9**	6**	6**	6**	8**	4**	3**	-**	4**	-**	6*
I didn't want to get involved	6 33%	3 100%	1 100%	1 100%	-	1 100%	-	6 33%	6 33%	4 47%	-	4 63%	1 21%	6 72%	3 69%	3 100%	-	4 89%	-	1 20%
I didn't think that my concerns would be acted on in a meaningful way	5 31%	-	-	-	1 22%	-	4 64%	5 31%	5 31%	1 14%	1 21%	2 37%	2 39%	2 22%	1 19%	-	-	-	-	2 37%
I didn't think that it was worthwhile	2 10%	-	-	-	-	-	2 26%	2 10%	2 10%	-	1 17%	-	-	1 9%	1 19%	-	-	-	-	1 16%
I didn't know what to do	1 4%	-	-	-	-	-	1 11%	1 4%	1 4%	-	1 12%	-	-	-	-	-	-	-	-	-
I thought the person's behaviour was justified	1 4%	-	-	-	-	-	1 10%	1 4%	1 4%	-	1 11%	-	-	-	-	-	-	-	-	1 11%
I thought that I might face repercussions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4 22%	-	-	-	4 78%	-	-	4 22%	4 22%	3 39%	2 40%	-	2 40%	* 6%	* 12%	-	-	* 11%	-	1 16%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 51

Q.4 In your workplace, do you wear any of the following religious clothing or iconography once a month or more?

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
NET: Any	65 6%	24 4%	42 8%A	14 11%efg	20 7%	13 5%	13 5%	5 4%	1 2%	14 4%	31 6%l	17 11%lJl	8 5%	20 8%	2 4%	5 5%	51 6%	14 6%
A crucifix	33 3%	11 2%	21 4%a	5 4%	9 3%	7 3%	8 3%	4 3%	1 2%	9 3%	18 4%i	9 6%lo	2 1%	9 4%	2 4%	1 1%	26 3%	7 3%
NET Muslim	22 2%	6 1%	17 3%A	7 6%EFg	6 2%	4 1%	5 2%	1 1%	-	3 1%	9 2%l	6 4%i	6 4%i	7 3%	-	*	18 2%	5 2%
A headscarf, or hijab	13 1%	2 *	11 2%A	3 3%	5 2%	2 1%	2 1%	1 1%	-	1 *	4 1%l	3 2%i	3 2%	6 2%l	-	*	9 1%	4 2%
A burqa	8 1%	1 *	7 1%a	5 4%dEFG	2 1%	1 *	1 *	-	-	1 *	3 1%i	3 2%	3 2%i	1 *	-	-	7 1%	1 *
A niqab	5 *	3 *	3 1%	3 2%D	-	1 *	2 1%	-	-	3 1%	3 1%	-	3 2%m	-	-	-	5 1%	-
NET: Jewish	11 1%	6 1%	5 1%	4 3%Fg	5 2%f	2 1%	-	-	-	3 1%	7 1%	4 3%lm	-	1 *	-	3 3%lm	10 1%	1 *
A star of David	6 1%	3 *	4 1%	1 1%	4 1%	1 1%	-	-	-	1 *	4 1%i	3 2%	-	1 *	-	2 2%	6 1%	* *
A Kippah	3 *	3 *	1 *	1 1%	1 *	1 *	-	-	-	1 *	2 *	1 1%	-	-	-	1 1%	3 *	1 *
A Tzitzit	2 *	2 *	-	2 1%	-	-	-	-	-	1 *	1 *	-	-	1 *	-	-	2 *	-
A Tichel	1 *	-	1 *	1 1%	-	-	-	-	-	1 *	1 *	-	-	-	-	-	1 *	-
Other	4 *	3 *	2 *	-	2 1%	1 *	1 *	1 *	-	1 *	1 *	-	-	3 1%	-	1 1%	3 *	2 1%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Prepared by ComRes

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 51

Q.4 In your workplace, do you wear any of the following religious clothing or iconography once a month or more?

Base: All respondents

	Gender		Age							Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
None of these	1002 94%	532 96%B	470 92%	107 89%	259 93%	236 95% ^c	235 95% ^c	130 96% ^c	35 98%	320 96% ^{JK}	460 94% ^K	139 89%	156 95% ^k	239 92%	45 96%	102 95%	789 94%	213 94%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 52

Q.4 In your workplace, do you wear any of the following religious clothing or iconography once a month or more?

Base: All respondents

	Sector			Seniority			Ethnicity			Religion							Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
NET: Any	65 6%	24 6%	41 6%	1 2%	33 10%F	-	32 4%	43 5%	21 19%G	43 9%P	13 42%	2 30%	-	1 10%	1 8%	60 11%IP	4 1%	33 100%	11 100%	22 100%	-
A crucifix	33 3%	11 3%	21 3%	1 2%	15 5%	-	17 2%	25 3%	7 6%	30 6%oP	-	-	-	-	-	30 5%P	1 *	33 100%	1 9%	2 8%	-
NET Muslim	22 2%	9 2%	14 2%	-	12 4%F	-	10 1%	9 1%	12 11%G	6 1%	12 37%	2 30%	-	-	-	19 3%IP	2 *	2 5%	3 26%	22 100%	-
A headscarf, or hijab	13 1%	7 2%	6 1%	-	5 2%	-	8 1%	4 *	9 8%G	1 *	10 32%	-	-	-	-	11 2%lp	2 *	1 2%	1 6%	13 57%	-
A burqa	8 1%	2 *	6 1%	-	5 2%F	-	2 *	3 *	3 3%G	3 1%	2 5%	2 30%	-	-	-	6 1%l	1 *	2 5%	2 20%	8 34%	-
A niqab	5 *	-	5 1%	-	5 1%F	-	1 *	5 1%	-	5 1%p	-	-	-	-	-	5 1%p	-	-	1 7%	5 24%	-
NET: Jewish	11 1%	3 1%	8 1%	-	9 3%F	-	2 *	8 1%	3 2%	6 1%	1 4%	2 30%	-	-	1 8%	10 2%lp	1 *	1 3%	11 100%	3 13%	-
A star of David	6 1%	1 *	5 1%	-	6 2%F	-	-	4 *	2 2%	3 1%	1 4%	2 30%	-	-	1 8%	6 1%lp	-	* 1%	6 57%	2 7%	-
A Kippah	3 *	1 *	2 *	-	2 1%	-	2 *	3 *	-	3 1%	-	-	-	-	-	3 1%	-	-	3 30%	1 3%	-
A Tzitzit	2 *	2 *	-	-	2 *	-	-	1 *	1 1%	1 *	-	-	-	-	-	1 *	1 *	-	2 14%	-	-
A Tichel	1 *	-	1 *	-	-	-	1 *	1 *	-	-	-	-	-	-	-	-	1 *	1 2%	1 6%	1 3%	-
Other	4 *	3 1%	1 *	-	-	-	4 1%	3 *	2 2%g	2 *	-	-	-	1 10%	-	3 1%i	1 *	-	-	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Prepared by ComRes

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 52

Q.4 In your workplace, do you wear any of the following religious clothing or iconography once a month or more?

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
None of these	1002	353	618	31	301	-	702	902	91	460	18	4	2	7	11	513	459	-	-	-	1002
	94%	94%	94%	98%	90%	-	96%D	95%H	81%	91%O	58%	70%	100%	90%	92%	89%	99%IO	-	-	-	100%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 53

Q.4 In your workplace, do you wear any of the following religious clothing or iconography once a month or more?

Base: All respondents

	D.11 Frequency attending religious services							Q.1 Experienced someone else being discriminated against in workplace					Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
NET: Any	65 6%	30 23% CDEF	22 32% aCDEF	8 14% EF	20 7% F	6 4% F	4 1%	26 14%	4 12%	7 10%	6 13%	6 10%	-	25 15%	11 39%	9 12%	8 47%	12 29%	6 24%	20 8%
A crucifix	33 3%	12 10% CdeF	12 17% ACDEF	1 4% F	11 4% F	5 3% F	1 *	11 6%	1 3%	3 4%	2 4%	2 4%	-	11 7%	1 5%	3 4%	* 2%	2 4%	* 2%	9 4%
NET Muslim	22 2%	11 9% DEF	7 9% DEF	5 8% dEF	7 3% eF	-	2 *	6 3%	3 9%	2 2%	-	* 1%	-	7 4%	6 20%	3 5%	3 16%	5 11%	2 7%	8 3%
A headscarf, or hijab	13 1%	6 4% EF	3 5% EF	2 4% EF	5 2%	-	2 *	3 2%	2 7%	2 2%	-	* 1%	-	3 2%	1 5%	2 2%	1 5%	* 1%	-	2 1%
A burqa	8 1%	3 3% eF	1 1%	3 5% dEF	3 1%	-	1 *	1 *	-	1 1%	-	-	-	2 1%	2 5%	1 1%	-	2 4%	-	3 1%
A niqab	5 *	5 4% DEF	3 4% DEF	3 5% DEF	-	-	-	3 1%	1 2%	-	-	-	-	3 2%	3 9%	2 3%	2 10%	3 6%	2 7%	5 2%
NET: Jewish	11 1%	7 5% DeF	4 6% DeF	3 4% DF	2 1%	1 1%	1 *	9 5%	1 2%	3 4%	3 6%	3 5%	-	8 5%	6 20%	3 4%	5 31%	6 13%	3 14%	3 1%
A star of David	6 1%	3 3% F	3 4% dF	1 1% F	2 1%	1 1% f	-	5 3%	-	2 3%	1 2%	1 2%	-	4 3%	4 15%	2 2%	3 15%	3 7%	3 10%	2 1%
A Kippah	3 *	3 3% DeF	2 2% DF	2 3% DeF	-	-	-	3 2%	1 2%	-	1 3%	1 2%	-	3 2%	2 6%	1 1%	2 11%	3 7%	1 3%	1 *
A Tzitzit	2 *	1 1%	-	1 1% d	-	-	-	2 1%	-	1 1%	1 2%	-	-	1 *	-	-	1 4%	-	-	-
A Tichel	1 *	-	-	-	-	-	1 *	1 *	-	1 1%	-	-	-	1 *	-	1 1%	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 53

Q.4 In your workplace, do you wear any of the following religious clothing or iconography once a month or more?

Base: All respondents

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Other	4*	1	1	-	1	-	1	2	-	2	1	1	-	2	1	1	-	2	1	1
		1%	1%	-	1%	-	*	1%	-	2%	2%	1%	-	1%	3%	1%	-	6%	4%	*
None of these	1002	100	48	52	253	143	459	156	31	64	38	55	26	141	17	63	9	29	20	233
	94%	77% ^b	68%	86% ^{AB}	93% ^{AB}	96% ^{ABC}	99% ^{ABCD}	6%	88%	90%	87%	90%	100%	85%	61%	88%	53%	71%	76%	92%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 54

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Summary Table**Base: All respondents**

	Type of discrimination							
	Any (Net)	Age	Sex (as in gender)	Sexual orientation	Race	Disability	Gender reassignment	Religion and belief
Unweighted base	984	984	984	984	984	984	984	984
Weighted base	1068	1068	1068	1068	1068	1068	1068	1068
Yes	166 16%	97 9%	72 7%	17 2%	42 4%	26 2%	9 1%	28 3%
No	879 82%	925 87%	953 89%	1022 96%	990 93%	1009 94%	1028 96%	1003 94%
Don't know	22 2%	45 4%	42 4%	28 3%	36 3%	33 3%	30 3%	36 3%

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 55

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Any (Net)

Base: All respondents

	Gender		Age						Region					Working status				
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	166 16%	69 12%	97 19%A	34 29% DE	49 8% FG	35 14% 8% F	22 9%	18 13%	7 20% f	46 14% i	83 17% iL	37 24% jL	12 7%	42 16% L	7 15%	22 21% L	133 16%	33 15%
No	879 82%	470 85% b	409 80%	84 70%	224 80% c	207 83% C	221 89% C	115 85% C	28 80%	280 84% jK	396 81% K	116 74%	149 91% iJKM	211 82%	40 85%	84 78%	692 82%	187 82%
Don't know	22 2%	16 3%	6 1%	2 2%	7 2%	6 2%	4 2%	3 2%	-	8 2%	11 2%	3 2%	4 2%	6 2%	-	2 1%	15 2%	7 3%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 56

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Any (Net)

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	166 16%	62 17%	99 15%	4 13%	57 17%	-	110 15%	134 14%	31 27%G	72 14%	9 28%	3 56%	-	1 10%	3 24%	88 15%	75 16%	11 35%	8 75%	7 32%	141 14%
No	879 82%	304 81%	548 83%	28 87%	271 81%	-	609 83%	792 84%H	81 72%	424 84%	21 69%	2 44%	2 100%	7 90%	9 72%	477 83%	377 81%	20 62%	3 25%	14 63%	841 84%
Don't know	22 2%	10 3%	12 2%	-	7 2%	-	15 2%	19 2%	1 1%	7 1%	1 2%	-	-	-	1 4%	8 1%	11 2%	1 4%	-	1 5%	21 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 57

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Any (Net)

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	166 16%	37 28% CDEF	27 39% ACDEF	9 15% ACDE	39 14% e	10 7%	75 16% E	84 46%	21 60%	38 54%	23 52%	32 52%	13 48%	166 100%	28 100%	72 100%	17 100%	42 100%	26 100%	57 23%
No	879 82%	90 69% B	41 58%	49 82% AB	231 85% AB	138 15% F	377 93% ABCD	94 51%	12 35%	31 43%	19 42%	29 47%	11 42%	-	-	-	-	-	-	194 77%
Don't know	22 2%	4 3%	1 2%	2 3%	3 1%	* *	11 2%	5 3%	2 5%	2 3%	3 6%	1 2%	3 10%	-	-	-	-	-	-	2 1%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 58

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Age**Base: All respondents**

	Gender		Age						Region					Working status				
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	97 9%	45 8%	52 10%	21 17%EF	30 11%F	18 7%	11 5%	11 8%	6 18%EF	30 9%I	50 10%L	19 12%L	7 4%	20 8%	4 8%	17 16%LM	74 9%	23 10%
No	925 87%	482 87%	444 87%	95 79%	233 83%	222 89%CDh	228 92%CDH88%	119 88%	28 78%	289 87%	420 86%	131 84%	153 93%IJKm	223 86%	43 92%	86 80%	732 87%	193 85%
Don't know	45 4%	29 5%	16 3%	5 4%	16 6%	8 3%	8 3%	6 4%	2 4%	15 4%	20 4%	6 4%	4 3%	15 6%	-	5 5%	35 4%	11 5%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 59

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Age

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	97 9%	32 9%	61 9%	4 11%	32 9%	-	65 9%	82 9%	15 13%	42 8%	2 7%	2 30%	-	-	1 8%	48 8%	49 10%	10 30%	5 46%	6 25%	79 8%
No	925 87%	326 86%	571 87%	28 89%	291 87%	-	634 86%	824 87%	94 84%	444 88%	28 90%	4 70%	2 100%	7 81%	10 88%	505 88%	397 86%	21 65%	5 44%	16 69%	880 88%
Don't know	45 4%	19 5%	26 4%	-	11 3%	-	34 5%	38 4%	3 3%	17 3%	1 2%	-	-	2 19%	1 4%	19 3%	18 4%	2 5%	1 10%	1 5%	43 4%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 60

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Age

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	97 9%	17 13% ^{Ce}	15 22%	2 ACDEFI%	22 8%	8 6%	49 10%	47 26%	8 22%	23 32%	11 25%	14 23%	9 35%	97 58%	12 41%	41 57%	9 52%	23 55%	15 57%	32 12%
No	925 87%	109 84% ^b	53 76%	56 93% ^{AB}	240 88% ^B	140 94% ^{ABdF36%^b}	397 36% ^b	120 66%	25 73%	40 56%	30 67%	43 70%	14 52%	63 38%	16 58%	30 42%	7 42%	18 43%	7 28%	213 84%
Don't know	45 4%	4 3%	2 3%	2 3%	12 4% ^e	1 1%	18 4% ^e	15 8%	2 5%	8 11%	3 8%	4 7%	3 13%	6 4%	* 1%	1 1%	1 7%	1 3%	4 15%	8 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 61

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Sex (as in gender)

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	72 7%	17 3%	56 11%A	19 16% ^d	24 8%	16 6%	9 4%	5 3%	-	22 6%	36 7%	15 9%	8 5%	12 5%	6 13% ^m	10 9%	63 7% ^q	9 4%
No	953 89%	515 93%B	439 86%	99 82%	235 84%	224 90% ^{cd}	233 94% ^{CD}	128 95% ^{CD}	34 96% ^{cd}	302 90%	439 90%	137 88%	149 91%	230 89%	41 87%	94 87%	747 89%	206 91%
Don't know	42 4%	24 4%	18 4%	3 2%	21 7% ^{Fg}	9 4%	6 2%	3 2%	2 4%	11 3%	15 3%	4 3%	7 4%	17 6% ^j	-	3 3%	30 4%	12 5%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 62

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Sex (as in gender)

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	72 7%	23 6%	48 7%	1 4%	26 8%	-	46 6%	63 7%	9 8%	23 4%	2 7%	-	-	-	1 8%	27 5%	43 9%IO	3 10%	3 29%	3 15%	63 6%
No	953 89%	337 90%	589 89%	27 86%	295 88%	-	658 90%	846 90%	100 89%	467 93%P	27 88%	5 100%	2 100%	7 89%	10 88%	530 92%P	402 87%	28 87%	8 71%	18 80%	898 90%
Don't know	42 4%	16 4%	23 3%	3 10%	13 4%	-	29 4%	36 4%	3 3%	14 3%	2 5%	-	-	1 11%	1 4%	17 3%	18 4%	1 4%	-	1 5%	41 4%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 63

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Sex (as in gender)

Base: All respondents

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	72 7%	6 5%	6 9% ^a	- Ce	15 6%	3 2%	43 9% ^{CE}	35 19%	6 17%	26 37% ^{GK}	11 26%	9 15%	4 14%	72 43%	9 30%	72 100% ^M	9 54%	15 36%	12 45%	29 12%
No	953 89%	119 91%	62 89%	57 94%	251 92% ^f	144 96% ^{bF}	402 87%	134 73% ^I	27 78%	35 50%	29 66% ⁱ	48 78% ^I	18 70%	91 55% ^O	20 70%	-	8 46%	27 64%	13 50%	220 87%
Don't know	42 4%	5 4%	1 2%	4 6% ^e	7 3%	2 1%	18 4%	14 7%	2 5%	9 13%	3 8%	4 7%	4 16%	3 2%	-	-	-	-	1 6%	4 2%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 64

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Sexual orientation

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	17 2%	12 2%	6 1%	4 4%	5 2%	4 2%	3 1%	2 1%	- -	4 1%	7 1%	4 2%	3 2%	5 2%	1 2%	2 1%	16 2%	1 1%
No	1022 96%	525 94%	498 97% ^a	112 93%	266 95%	237 96%	240 97%	131 97%	36 100%	322 96%	468 96%	147 94%	158 96%	247 95%	46 98%	104 96%	804 96%	219 96%
Don't know	28 3%	19 3%	9 2%	4 3%	8 3%	7 3%	6 2%	3 2%	- -	9 3%	15 3%	6 4%	4 2%	7 3%	- -	2 2%	21 2%	7 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 65

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Sexual orientation

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	17 2%	8 2%	8 1%	1 4%	11 3%F	-	6 1%	15 2%	2 2%	6 1%	2 7%	-	-	-	2 16%	10 2%l	8 2%	* 1%	5 49%	3 12%	9 1%
No	1022 96%	357 95%	635 96%	30 94%	313 94%	-	709 97%d	907 96%	107 95%	491 98%O	27 88%	5 100%	2 100%	7 81%	9 80%	553 96%	441 95%	31 95%	6 51%	18 82%	966 96%
Don't know	28 3%	11 3%	16 2%	1 2%	10 3%	-	18 3%	23 2%	3 3%	7 1%	2 5%	-	-	2 19%	1 4%	10 2%i	14 3%	1 4%	-	1 5%	27 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 66

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Sexual orientation

Base: All respondents

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	17 2%	8 6%DeF	6 9%DEF	2 3%D	-	2 1%	8 2%d	12 7%	1 2%	2 3%	7 15%Gk	3 5%	1 6%	17 10%	7 24%	9 13%	17 100%	6 14%	7 26%	7 3%
No	1022 96%	119 91%	62 89%	57 94%	270 99%ABC	147 8%AB	441 95%b	161 88%J	31 89%	63 89%J	32 73%	56 91%J	20 75%	146 88%	22 76%	61 85%	-	34 82%	17 64%	242 95%
Don't know	28 3%	4 3%	1 2%	2 3%	3 1%	* *	14 3%e	9 5%	3 10%	6 8%	5 12%G	3 4%	5 20%	2 1%	-	2 2%	-	2 4%	2 10%	5 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 67

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Race**Base: All respondents**

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	42 4%	25 4%	17 3%	6 5%	16 6%	8 3%	7 3%	3 2%	1 3%	5 2%	25 5% ^l	20 12% ^l	4 3% ^l	9 3%	2 3%	2 2%	35 4%	7 3%
No	990 93%	509 92%	481 94%	108 90%	251 90%	232 94%	234 95%	129 95%	35 97%	318 95% ^{JK}	447 91% ^K	129 83%	154 94% ^K	240 93% ^K	45 97% ^K	103 96% ^K	781 93%	209 92%
Don't know	36 3%	21 4%	15 3%	6 5%	12 4%	8 3%	7 3%	4 3%	-	11 3%	19 4%	8 5%	6 4%	10 4%	-	2 2%	25 3%	11 5%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 68

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Race**Base: All respondents**

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	42 4%	12 3%	29 4%	1 3%	16 5%	-	26 4%	21 2%	19 17%G	18 4%	7 22%	2 46%	-	1 10%	1 7%	30 5%IP	9 2%	2 6%	6 50%	5 20%	29 3%
No	990 93%	351 93%	609 92%	30 95%	307 92%	-	683 93%	902 95%H	82 73%	473 94%O	20 66%	3 54%	2 100%	5 60%	10 80%	523 91%	442 95%O	29 90%	5 46%	16 70%	939 94%
Don't know	36 3%	14 4%	21 3%	1 2%	11 3%	-	25 3%	22 2%	11 10%G	12 2%	4 12%	-	-	2 29%	1 12%	20 3%I	12 3%	2 5%	* 4%	2 10%	33 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 69

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Race

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	42 4%	17 13% CDEF	15 21% ACDEF	2 3% ACDEF	8 3%	4 2%	9 2%	31 17%	13 38%	11 16%	8 19%	18 30% Gi	5 19%	42 25%	18 62%	15 21%	6 34%	42 100%	9 35%	13 5%
No	990 93%	102 79% B	49 70%	54 89% AB	260 95% AB	145 97% ABC	442 95% ABC	142 78% K	19 54%	56 79%	33 75%	41 67%	18 71%	120 72%	7 26%	56 77%	11 63%	-	17 64%	234 92%
Don't know	36 3%	11 8% DEF	6 9% DEF	5 8% DEF	5 2%	* *	12 3%	9 5%	3 8%	3 5%	3 6%	2 4%	3 10%	4 3%	3 12%	1 2%	* 2%	-	* 2%	6 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 70

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Disability

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	26 2%	13 2%	13 2%	4 4%	7 2%	4 2%	9 4%	1 1%	- -	7 2%	11 2%	3 2%	1 1%	10 4%	1 2%	3 3%	18 2%	8 4%
No	1009 94%	521 94%	488 95%	111 92%	263 94%	235 95%	234 94%	132 97%	35 98%	316 95%	462 94%	146 94%	158 96%	241 93%	46 98%	100 94%	799 95%	210 92%
Don't know	33 3%	21 4%	12 2%	6 5%	10 4%	9 4%	4 2%	3 2%	1 2%	11 3%	17 4%	7 4%	5 3%	7 3%	- -	4 4%	24 3%	10 4%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 71

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Disability

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	26 2%	11 3%	15 2%	- -	9 3%	- -	17 2%	23 2%	3 3%	13 3%	1 4%	- -	- -	- -	1 8%	15 3%	11 2%	* 1%	3 32%	2 8%	20 2%
No	1009 94%	353 94%	624 95%	31 98%	315 94%	- -	694 95%	897 95%	103 92%	479 95% ^O	27 87%	5 100%	2 100%	6 71%	10 80%	540 94%	441 95%	31 95%	6 58%	19 87%	952 95%
Don't know	33 3%	13 3%	20 3%	1 2%	10 3%	- -	23 3%	25 3%	6 6%	11 2%	3 9%	- -	- -	2 29%	1 12%	18 3% ^l	12 3%	1 4%	1 10%	1 5%	31 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 72

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Disability

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	26 2%	8 6% ^{Ef}	5 8% ^{dEF}	2 4%	6 2%	1 *	11 2%	19 10%	4 12%	9 13%	8 19% ^G	10 16%	7 25%	26 16%	9 30%	12 16%	7 39%	9 21%	26 100%	9 3%
No	1009 94%	114 87%	62 88%	52 86%	263 96% ^{ABC}	147 99% ^{ABCf}	441 95% ^{AbC}	155 85% ^J	29 83%	58 82%	32 73%	50 81%	17 65%	139 84%	20 70%	61 84%	9 54%	32 76%	-	242 95%
Don't know	33 3%	9 7% ^{DEF}	3 4%	6 10% ^{DEF}	5 2%	1 1%	12 3%	9 5%	2 5%	3 5%	4 8%	2 3%	3 10%	1 1%	-	-	1 7%	1 3%	-	3 1%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 73

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Gender reassignment

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	9 1%	8 1%B	1 *	2 1%	5 2%	1 *	2 1%	- -	- -	3 1%	5 1%	2 1%	1 1%	1 *	- -	2 2%	9 1%	- -
No	1028 96%	528 95%	500 98%a	115 95%	267 96%	240 97%	239 96%	133 98%	35 98%	323 97%	472 96%	150 96%	157 96%	248 96%	47 100%	103 96%	810 96%	218 96%
Don't know	30 3%	19 3%	11 2%	4 3%	8 3%	8 3%	7 3%	3 2%	1 2%	9 3%	13 3%	4 3%	6 3%	9 4%	- -	2 2%	21 3%	9 4%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 74

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Gender reassignment

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	9 1%	3 1%	5 1%	1 4%	7 2%F	-	2 *	7 1%	2 2%	4 1%	2 7%	-	-	-	-	6 1%	3 1%	-	4 37%	3 12%	2 *
No	1028 96%	363 96%	636 96%	30 94%	316 95%	-	712 97% ^d	915 97%	105 94%	490 97% ^O	27 88%	5 100%	2 100%	6 71%	11 96%	554 97%	447 96%	31 95%	7 60%	18 82%	971 97%
Don't know	30 3%	11 3%	18 3%	1 2%	11 3%	-	19 3%	23 2%	5 5%	9 2%	2 5%	-	-	2 29%	1 4%	13 2% ^l	14 3%	2 5%	* 4%	1 5%	29 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 75

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Gender reassignment

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	9 1%	6 5%DEF	5 7%DEF	1 2% ^d	-	-	3 1%	7 4%	-	1 2%	3 6%	1 1%	-	9 5%	4 14%	7 10%	8 46%	5 12%	4 15%	3 1%
No	1028 96%	118 91%	63 90%	55 92%	270 99%ABC	148 99%ABC	447 96%Ab	167 91%	33 95%	66 93%	38 86%	58 95%	23 90%	156 94% ^o	24 85%	64 88%	8 46%	37 88%	21 79%	249 98%
Don't know	30 3%	6 4% ^d	2 3%	4 6% ^{DE}	3 1%	1 1%	14 3%	9 5%	2 5%	3 5%	4 8%	2 4%	3 10%	1 1%	* 1%	1 2%	1 8%	-	1 5%	2 1%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 76

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Religion and belief

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	28 3%	18 3%	11 2%	3 3%	12 4%g	7 3%	4 2%	1 1%	1 2%	7 2%	18 4%l	11 7%JLM	2 2%	5 2%	1 2%	2 2%	21 3%	7 3%
No	1003 94%	514 93%	489 96%a	112 93%	255 91%	231 93%	239 97%D	131 96%	35 98%	311 93%	450 92%	140 89%	156 95%k	248 96%jK	45 96%	104 96%k	790 94%	213 94%
Don't know	36 3%	24 4%	12 2%	5 5%	12 4%	10 4%	4 2%	4 3%	-	17 5%	22 5%	6 4%	5 3%	6 2%	1 2%	2 1%	29 3%	7 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 77

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Religion and belief

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	-**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	28 3%	11 3%	18 3%	- -	16 5%F	-	12 2%	15 2%	14 12%G	14 3%P	8 25%	2 40%	-	-	1 8%	26 5%IP	3 1%	1 4%	6 53%	6 25%	17 2%
No	1003 94%	349 93%	623 95%	31 98%	306 92%	-	697 95%d	903 96%H	92 82%	477 95%O	20 66%	3 60%	2 100%	7 81%	9 80%	530 92%	449 97%O	29 88%	4 41%	16 70%	952 95%
Don't know	36 3%	17 5%	18 3%	1 2%	11 3%	-	25 3%	27 3%	6 6%	12 2%	3 9%	-	-	2 19%	1 12%	18 3%I	11 2%	2 8%	1 7%	1 5%	33 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 78

Q.5 In your workplace or while carrying out duties relating to your employment, do you consider that you have personally ever been discriminated against because of your...?

Religion and belief

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	28 3%	21 16% CDEF	18 26%	3 ACDEF	3 5% dF	2 1%	3 1%	21 11%	13 38%	7 10%	5 12%	10 16%	5 18%	28 17%	28 100%	9 12%	7 39%	18 43%	9 33%	13 5%
No	1003 94%	104 80% B	49 70%	55 91% AB	262 96% AB	146 98% ABc	449 97% ABc	150 82%	20 57%	56 79%	35 80%	51 82%	18 69%	133 80%	-	61 85%	9 51%	23 55%	17 64%	232 91%
Don't know	36 3%	5 4%	3 4%	2 3%	8 3%	1 1%	11 2%	12 7% k	2 5%	8 11% K	3 8%	1 2%	3 13%	5 3%	-	2 3%	2 10%	1 3%	1 3%	9 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 79

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Summary Table**Base: All respondents who have been discriminated against**

	Type of discrimination							
	Any (Net)	Age	Sex (as in gender)	Sexual orientation	Race	Disability	Gender reassignment	Religion and belief
Unweighted base	148	85	61	16	36	27	8	28
Weighted base	166	97	72	17	42	26	9	28
Yes	59 35%	20 21%	27 38%	6 34%	17 41%	13 52%	3 34%	16 56%
No	107 65%	74 77%	45 62%	10 56%	23 56%	12 46%	5 52%	12 44%
Don't know	-	2 2%	-	2 10%	1 3%	* 2%	1 14%	-

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 80

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Any (Net)

Base: All respondents who have been discriminated against

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	148	70	78	33	38	33	19	19	6	43	71	28	13	39	6	19	105	43
Weighted base	166	69*	97*	34**	49*	35**	22**	18**	7**	46*	83*	37**	12**	42**	7**	22**	133*	33*
Yes	59 35%	27 38%	32 33%	9 25%	22 44%	20 56%	6 27%	2 14%	-	16 35%	36 44%	20 55%	3 25%	14 33%	-	6 26%	51 38%	8 24%
No	107 65%	43 62%	65 67%	26 75%	27 56%	16 44%	16 73%	15 86%	7 100%	30 65%	47 56%	17 45%	9 75%	28 67%	7 100%	17 74%	82 62%	25 76%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 81

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Any (Net)

Base: All respondents who have been discriminated against

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	148	56	87	5	48	-	100	119	28	66	7	3	-	1	3	82	65	9	9	7	125
Weighted base	166	62*	99*	4**	57*	-**	110*	134*	31**	72*	9**	3**	-**	1**	3**	88*	75*	11**	8**	7**	141*
Yes	59 35%	16 26%	41 42%a	1 29%	29 51%F	-	30 27%	42 31%	16 53%	23 32%	6 65%	2 54%	-	1 100%	1 34%	32 37%i	24 32%	8 71%	7 86%	6 80%	39 28%
No	107 65%	46 74%b	58 58%	3 71%	28 49%	-	80 73%D	92 69%	14 47%	49 68%o	3 35%	1 46%	-	-	2 66%	56 63%	52 68%	3 29%	1 14%	1 20%	102 72%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 82

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Any (Net)

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	148	31	22	9	37	12	65	76	20	35	24	28	14	148	28	61	16	36	27	44
Weighted base	166	37**	27**	9**	39**	10**	75*	84*	21**	38**	23**	32**	13**	166	28**	72*	17**	42**	26**	57*
Yes	59 35%	22 61%	20 73%	2 25%	8 21%	2 17%	24 32%	44 53%	15 72%	21 56%	11 47%	18 57%	5 39%	59 35%	18 63%	30 41%	9 51%	26 61%	14 54%	27 48%
No	107 65%	14 39%	7 27%	7 75%	31 79%	9 83%	52 68%	40 47%	6 28%	17 44%	12 53%	14 43%	8 61%	107 65%	11 37%	42 59%	9 49%	16 39%	12 46%	30 52%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 83

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Age

Base: All respondents who have been discriminated against

	Gender			Age						Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	85	42	43	22	23	14	9	12	5	25	41	16	7	20	4	13	56	29
Weighted base	97*	45**	52*	21**	30**	18**	11**	11**	6**	30**	50*	19**	7**	20**	4**	17**	74*	23**
Yes	20 21%	8 17%	13 24%	5 22%	8 26%	5 26%	3 24%	1 6%	-	7 24%	12 24%	5 25%	1 14%	6 31%	-	1 7%	19 26%	1 5%
No	74 77%	35 78%	39 76%	15 74%	21 70%	13 74%	9 76%	10 94%	6 100%	23 76%	37 74%	14 71%	4 66%	14 69%	4 100%	15 93%	52 71%	22 95%
Don't know	2 2%	2 5%	-	1 4%	1 4%	-	-	-	-	-	1 2%	1 4%	1 19%	-	-	-	2 3%	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 84

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Age

Base: All respondents who have been discriminated against

	Sector				Seniority			Ethnicity		Religion								Q.4 Religious clothing			
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	85	30	51	4	24	-	61	71	14	40	2	1	-	-	1	46	39	7	5	5	71
Weighted base	97*	32**	61*	4**	32**	-**	65*	82*	15**	42*	2**	2**	-**	-**	1**	48*	49**	10**	5**	6**	79*
Yes	20 21%	1 3%	19 32%	- -	15 47%	-	5 8%	17 20%	4 24%	9 20%	1 57%	2 100%	-	-	-	11 23%	9 18%	7 67%	4 83%	5 83%	8 11%
No	74 77%	30 94%	42 68%	2 64%	15 49%	-	59 91%	63 77%	11 76%	33 78%	1 43%	-	-	-	1 100%	36 75%	38 79%	3 33%	-	1 17%	69 88%
Don't know	2 2%	1 3%	-	1 36%	1 4%	-	1 1%	2 3%	-	1 2%	-	-	-	-	-	1 2%	1 3%	-	1 17%	-	1 2%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 85

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Age

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	85	13	11	2	22	10	39	42	8	21	12	13	10	85	11	35	8	19	15	24
Weighted base	97*	17**	15**	2**	22**	8**	49**	47**	8**	23**	11**	14**	9**	97*	12**	41**	9**	23**	15**	32*
Yes	20 21%	9 53%	9 61%	-	2 10%	-	9 18%	19 40%	2 32%	9 40%	4 35%	2 12%	2 19%	20 21%	5 46%	12 28%	4 45%	7 31%	6 39%	12 38%
No	74 77%	7 42%	5 33%	2 100%	19 90%	8 100%	38 79%	28 58%	5 68%	14 60%	7 65%	12 82%	7 81%	74 77%	5 47%	27 66%	3 31%	15 65%	8 55%	20 62%
Don't know	2 2%	1 5%	1 6%	-	-	-	1 3%	1 2%	-	-	-	1 6%	-	2 2%	1 7%	2 5%	2 24%	1 4%	1 6%	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 86

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Sex (as in gender)

Base: All respondents who have been discriminated against

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	61	18	43	15	18	15	8	5	-	18	29	11	9	10	4	9	49	12
Weighted base	72*	17**	56*	19**	24**	16**	9**	5**	**	22**	36**	15**	8**	12**	6**	10**	63*	9**
Yes	27 38%	6 38%	21 38%	6 34%	12 49%	6 37%	3 37%	-	-	10 44%	16 44%	6 42%	3 35%	5 41%	-	4 39%	26 42%	1 12%
No	45 62%	10 62%	34 62%	12 66%	12 51%	10 63%	6 63%	5 100%	-	12 56%	20 56%	8 58%	5 65%	7 59%	6 100%	6 61%	36 58%	8 88%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 87

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Sex (as in gender)

Base: All respondents who have been discriminated against

	Sector				Seniority			Ethnicity		Religion								Q.4 Religious clothing			
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	61	17	43	1	21	-	40	52	8	20	2	-	-	-	1	24	36	4	4	3	52
Weighted base	72*	23**	48*	1**	26**	-**	46**	63*	9**	23**	2**	-**	-**	-**	1**	27**	43**	3**	3**	3**	63*
Yes	27 38%	7 30%	19 40%	1 100%	14 53%	-	14 30%	24 39%	3 35%	8 34%	1 57%	-	-	-	-	9 34%	16 37%	* 13%	3 80%	2 53%	23 37%
No	45 62%	16 70%	28 60%	-	12 47%	-	32 70%	38 61%	6 65%	15 66%	1 43%	-	-	-	1 100%	18 66%	27 63%	3 87%	1 20%	2 47%	40 63%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 88

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Sex (as in gender)

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	61	6	6	-	12	4	36	31	4	21	12	8	3	61	9	61	9	12	11	20
Weighted base	72*	6**	6**	-**	15**	3**	43**	35**	6**	26**	11**	9**	4**	72*	9**	72*	9**	15**	12**	29*
Yes	27 38%	4 72%	4 72%	-	4 25%	1 22%	16 37%	18 52%	4 71%	13 51%	5 42%	6 59%	2 48%	27 38%	4 50%	27 38%	7 70%	10 65%	7 61%	16 53%
No	45 62%	2 28%	2 28%	-	11 75%	3 78%	27 63%	17 48%	2 29%	13 49%	7 58%	4 41%	2 52%	45 62%	4 50%	45 62%	3 30%	5 35%	5 39%	14 47%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 89

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Sexual orientation

Base: All respondents who have been discriminated against

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	16	12	4	4	4	4	2	2	-	3	6	3	3	4	1	2	14	2
Weighted base	17*	12**	6**	4**	5**	4**	3**	2**	**	4**	7**	4**	3**	5**	1**	2**	16**	1**
Yes	6 34%	4 35%	2 33%	2 36%	1 21%	1 15%	3 100%	-	-	4 100%	4 61%	1 24%	1 31%	1 13%	-	-	6 37%	-
No	10 56%	6 51%	4 67%	2 54%	2 52%	3 85%	-	2 100%	-	-	3 39%	3 76%	1 28%	4 87%	1 100%	1 74%	9 55%	1 68%
Don't know	2 10%	2 14%	-	* 9%	1 27%	-	-	-	-	-	-	-	1 41%	-	-	* 26%	1 8%	* 32%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 90

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Sexual orientation

Base: All respondents who have been discriminated against

	Sector				Seniority			Ethnicity		Religion								Q.4 Religious clothing			
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	16	8	7	1	11	-	5	13	3	6	2	-	-	-	2	10	6	1	6	2	8
Weighted base	17*	8**	8**	1**	11**	-**	6**	15**	2**	6**	2**	-**	-**	-**	2**	10**	8**	***	5**	3**	9**
Yes	6 34%	2 27%	4 47%	-	5 46%	-	1 13%	5 34%	1 36%	3 57%	-	-	-	-	1 49%	4 43%	2 23%	-	3 48%	2 66%	2 17%
No	10 56%	6 68%	4 53%	-	4 39%	-	6 87%	9 58%	1 45%	2 35%	2 100%	-	-	-	1 51%	5 53%	5 61%	-	2 45%	1 34%	6 70%
Don't know	2 10%	* 5%	-	1 100%	2 15%	-	-	1 8%	* 19%	* 7%	-	-	-	-	-	* 4%	1 17%	* 100%	* 7%	-	1 14%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 91

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Sexual orientation

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	16	8	6	2	-	2	6	11	1	2	6	4	2	16	7	9	16	5	7	5
Weighted base	17*	8**	6**	2**	-**	2**	8**	12**	1**	2**	7**	3**	1**	17**	7**	9**	17**	6**	7**	7*
Yes	6 34%	4 53%	4 58%	1 34%	-	-	2 23%	6 49%	1 100%	1 31%	3 48%	2 86%	1 40%	6 34%	4 62%	4 39%	6 34%	3 45%	5 75%	3 50%
No	10 56%	3 42%	2 36%	1 66%	-	2 100%	5 61%	6 47%	-	1 69%	4 52%	-	1 60%	10 56%	2 32%	4 44%	10 56%	3 55%	1 19%	3 50%
Don't know	2 10%	* 5%	* 6%	-	-	-	1 17%	* 3%	-	-	-	* 14%	-	2 10%	* 6%	2 18%	2 10%	-	* 6%	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 92

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Race

Base: All respondents who have been discriminated against

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	36	23	13	8	12	7	5	3	1	5	18	13	4	10	2	2	27	9
Weighted base	42*	25**	17**	6**	16**	8**	7**	3**	1**	5**	25**	20**	4**	9**	2**	2**	35**	7**
Yes	17 41%	13 53%	4 24%	1 13%	6 39%	7 80%	3 38%	1 25%	-	4 80%	14 56%	10 50%	-	3 35%	-	-	16 46%	1 16%
No	23 56%	11 42%	13 76%	6 87%	9 54%	2 20%	4 62%	2 75%	1 100%	1 20%	11 44%	10 50%	4 100%	6 65%	2 100%	1 46%	17 50%	6 84%
Don't know	1 3%	1 5%	-	-	1 7%	-	-	-	-	-	-	-	-	-	-	1 54%	1 3%	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 93

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Race

Base: All respondents who have been discriminated against

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	36	11	24	1	12	-	24	18	17	19	5	2	-	1	1	29	6	2	5	4	24
Weighted base	42*	12**	29**	1**	16**	-**	26**	21**	19**	18**	7**	2**	-**	1**	1**	30**	9**	2**	6**	5**	29**
Yes	17 41%	2 20%	15 51%	- -	8 54%	- -	9 34%	11 51%	6 33%	7 38%	5 69%	- -	- -	1 100%	- -	12 41%	5 53%	- -	3 52%	3 56%	11 37%
No	23 56%	9 80%	13 45%	1 100%	6 38%	- -	17 66%	9 44%	13 67%	10 56%	2 31%	2 100%	- -	- -	1 100%	16 55%	4 47%	2 100%	2 28%	2 44%	18 63%
Don't know	1 3%	- -	1 4%	- -	1 7%	- -	- -	1 5%	- -	1 6%	- -	- -	- -	- -	- -	1 4%	- -	- -	1 20%	- -	- -

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 94

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Race

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	36	15	13	2	9	4	6	27	11	9	8	14	5	36	16	12	5	36	8	12
Weighted base	42*	17**	15**	2**	8**	4**	9**	31**	13**	11**	8**	18**	5**	42**	18**	15**	6**	42**	9**	13*
Yes	17 41%	11 63%	11 70%	-	1 8%	1 31%	5 53%	16 51%	7 57%	6 54%	2 21%	12 64%	3 58%	17 41%	10 55%	6 38%	4 66%	17 41%	6 64%	7 50%
No	23 56%	5 31%	4 30%	1 40%	8 92%	3 69%	4 47%	14 45%	6 43%	5 46%	5 65%	7 36%	2 42%	23 56%	8 45%	9 62%	1 15%	23 56%	3 36%	7 50%
Don't know	1 3%	1 7%	-	1 60%	-	-	-	1 4%	-	-	1 14%	-	-	1 3%	-	-	1 19%	1 3%	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 95

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Disability

Base: All respondents who have been discriminated against

	Gender		Age							Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	27	16	11	6	7	6	7	1	-	8	11	3	2	9	1	4	15	12
Weighted base	26*	13**	13**	4**	7**	4**	9**	1**	-**	7**	11**	3**	1**	10**	1**	3**	18**	8**
Yes	13 52%	8 59%	6 45%	1 20%	5 73%	2 50%	4 47%	1 100%	-	4 58%	8 71%	3 100%	1 66%	4 40%	-	1 32%	11 59%	3 37%
No	12 46%	5 38%	7 55%	3 71%	2 27%	2 50%	5 53%	-	-	3 42%	3 29%	-	* 34%	6 60%	1 100%	2 55%	7 41%	5 58%
Don't know	* 2%	* 3%	-	* 9%	-	-	-	-	-	-	-	-	-	-	-	* 13%	-	* 5%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 96

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Disability

Base: All respondents who have been discriminated against

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	27	13	14	-	9	-	18	23	4	13	1	-	-	-	1	15	12	1	4	1	21
Weighted base	26*	11**	15**	-**	9**	-**	17**	23**	3**	13**	1**	-**	-**	-**	1**	15**	11**	***	3**	2**	20**
Yes	13 52%	5 45%	9 57%	-	7 85%	-	6 36%	12 54%	1 33%	6 50%	1 100%	-	-	-	1 100%	9 57%	5 45%	-	3 88%	2 100%	8 39%
No	12 46%	5 51%	7 43%	-	1 10%	-	11 64%	10 46%	2 53%	6 47%	-	-	-	-	-	6 40%	6 55%	-	-	-	12 61%
Don't know	* 2%	* 4%	-	-	* 5%	-	-	-	* 14%	* 3%	-	-	-	-	-	* 3%	-	* 100%	* 12%	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 97

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Disability

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	27	7	5	2	6	1	12	18	4	10	9	10	8	27	9	11	7	8	27	7
Weighted base	26*	8**	5**	2**	6**	1**	11**	19**	4**	9**	8**	10**	7**	26**	9**	12**	7**	9**	26**	9*
Yes	13 52%	7 95%	5 92%	2 100%	2 25%	-	5 45%	11 57%	3 76%	6 65%	6 72%	5 50%	4 59%	13 52%	6 76%	8 66%	6 94%	7 75%	13 52%	8 93%
No	12 46%	-	-	-	4 75%	1 100%	6 55%	8 41%	1 24%	3 35%	2 28%	5 46%	3 41%	12 46%	2 20%	4 31%	-	2 25%	12 46%	1 7%
Don't know	* 2%	* 5%	* 8%	-	-	-	-	* 2%	-	-	-	* 4%	-	* 2%	* 5%	* 3%	* 6%	-	* 2%	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 98

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Gender reassignment

Base: All respondents who have been discriminated against

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	8	7	1	2	4	1	1	-	-	2	4	2	1	1	-	2	8	-
Weighted base	9*	8**	1**	2**	5**	1**	2**	-**	-**	3**	5**	2**	1**	1**	-**	2**	9**	-**
Yes	3 34%	2 27%	1 100%	1 53%	2 47%	-	-	-	-	-	2 46%	2 100%	-	-	-	1 43%	3 34%	-
No	5 52%	5 58%	-	1 47%	1 25%	1 100%	2 100%	-	-	3 100%	3 54%	-	-	1 100%	-	1 57%	5 52%	-
Don't know	1 14%	1 16%	-	-	1 28%	-	-	-	-	-	-	-	1 100%	-	-	-	1 14%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 99

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Gender reassignment

Base: All respondents who have been discriminated against

	Sector				Seniority			Ethnicity		Religion							Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	8	3	4	1	6	-	2	6	2	3	2	-	-	-	-	5	3	-	4	2	2
Weighted base	9*	3**	5**	1**	7**	-**	2**	7**	2**	4**	2**	-**	-**	-**	-**	6**	3**	-**	4**	3**	2**
Yes	3 34%	1 34%	2 42%	-	1 18%	-	2 100%	3 41%	-	1 23%	1 57%	-	-	-	-	2 35%	1 29%	-	2 53%	-	1 40%
No	5 52%	2 66%	3 58%	-	5 65%	-	-	3 41%	2 100%	3 77%	1 43%	-	-	-	-	4 65%	1 26%	-	2 47%	3 100%	-
Don't know	1 14%	-	-	1 100%	1 18%	-	-	1 18%	-	-	-	-	-	-	-	-	1 44%	-	-	-	1 60%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 100

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Gender reassignment

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	8	5	4	1	-	-	3	6	-	1	3	1	-	8	3	6	7	4	3	2
Weighted base	9*	6**	5**	1**	-**	-**	3**	7**	-**	1**	3**	1**	-**	9**	4**	7**	8**	5**	4**	3*
Yes	3 34%	2 35%	2 44%	-	-	-	1 29%	3 45%	-	1 100%	1 31%	1 100%	-	3 34%	2 54%	3 43%	2 27%	2 42%	2 54%	-
No	5 52%	4 65%	3 56%	1 100%	-	-	1 26%	4 55%	-	-	2 69%	-	-	5 52%	2 46%	3 39%	5 58%	3 58%	2 46%	3 100%
Don't know	1 14%	-	-	-	-	-	1 44%	-	-	-	-	-	-	1 14%	-	1 18%	1 16%	-	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 101

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Religion and belief

Base: All respondents who have been discriminated against

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	28	18	10	5	10	8	3	1	1	7	16	9	2	6	1	3	18	10
Weighted base	28*	18**	11**	3**	12**	7**	4**	1**	1**	7**	18**	11**	2**	5**	1**	2**	21**	7**
Yes	16 56%	11 64%	5 44%	1 41%	8 67%	5 67%	2 43%	- -	- -	5 67%	13 71%	8 74%	- -	2 41%	- -	1 56%	14 66%	2 28%
No	12 44%	7 36%	6 56%	2 59%	4 33%	2 33%	2 57%	1 100%	1 100%	2 33%	5 29%	3 26%	2 100%	3 59%	1 100%	1 44%	7 34%	5 72%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 102

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Religion and belief

Base: All respondents who have been discriminated against

	Sector				Seniority			Ethnicity		Religion								Q.4 Religious clothing			
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	28	12	16	-	15	-	13	16	12	15	6	2	-	-	1	25	3	2	6	5	17
Weighted base	28*	11**	18**	-**	16**	-**	12**	15**	14**	14**	8**	2**	-**	-**	1**	26**	3**	1**	6**	6**	17**
Yes	16 56%	3 26%	13 75%	-	11 69%	-	5 39%	8 53%	8 60%	6 43%	6 73%	2 76%	-	-	1 100%	15 59%	1 33%	1 100%	5 85%	5 92%	7 42%
No	12 44%	8 74%	4 25%	-	5 31%	-	7 61%	7 47%	5 40%	8 57%	2 27%	* 24%	-	-	-	11 41%	2 67%	-	1 15%	* 8%	10 58%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 103

Q.5b You mentioned that you have personally been discriminated against in your workplace regarding the following. Have you ever reported this in any way?

Religion and belief

Base: All respondents who have been discriminated against

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	28	20	16	4	3	2	3	21	14	7	6	10	5	28	28	9	7	16	9	12
Weighted base	28*	21**	18**	3**	3**	2**	3**	21**	13**	7**	5**	10**	5**	28**	28**	9**	7**	18**	9**	13*
Yes	16 56%	14 64%	13 72%	1 19%	2 52%	- -	1 33%	14 70%	10 75%	5 72%	3 63%	8 81%	2 36%	16 56%	16 56%	4 49%	5 74%	12 69%	5 59%	8 59%
No	12 44%	8 36%	5 28%	2 81%	1 48%	2 100%	2 67%	6 30%	3 25%	2 28%	2 37%	2 19%	3 64%	12 44%	12 44%	4 51%	2 26%	6 31%	4 41%	5 41%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 104

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Summary Table**Base: All respondents who have been discriminated against but not reported it**

	Type of discrimination							
	Any (Net)	Age	Sex (as in gender)	Sexual orientation	Race	Disability	Gender reassignment	Religion and belief
Unweighted base	117	70	41	8	22	14	4	13
Weighted base	128	74	45	10	23	12	5	12
I thought that I might face repercussions	19 15%	9 12%	6 14%	2 22%	4 19%	2 15%	2 39%	2 20%
I didn't think it was worthwhile	42 33%	26 34%	10 23%	5 49%	6 28%	1 6%	1 21%	2 17%
I didn't think that my concerns would be acted on in a meaningful way	41 32%	24 32%	15 33%	1 10%	6 25%	4 34%	1 16%	5 44%
I didn't know how to/ who to go to	10 8%	5 6%	2 4%	-	4 18%	-	1 24%	-
I didn't want to make a fuss	21 16%	7 9%	10 23%	1 12%	* 2%	4 37%	-	2 14%
I didn't have time	2 2%	1 2%	-	-	-	* 4%	-	1 6%
Other	6 4%	3 4%	* 1%	1 7%	1 4%	* 3%	-	-
I can't remember	1 1%	-	1 2%	-	1 4%	-	-	-

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 105

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Any (Net)

Base: All respondents who have been discriminated against but not reported it

	Gender			Age						Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	117	55	62	31	28	21	15	16	6	35	57	22	10	30	6	14	80	37
Weighted base	128*	53*	75*	30**	35**	22**	18**	15**	7**	35*	63*	28**	9**	31**	7**	18**	99*	29*
I thought that I might face repercussions	19 15%	13 24%B	6 8%	2 6%	9 25%	3 11%	3 19%	1 6%	2 23%	7 20%	11 18%	4 15%	2 28%	4 12%	- -	1 8%	14 14%	5 16%
I didn't think it was worthwhile	42 33%	15 28%	27 36%	10 32%	13 37%	9 42%	3 17%	6 39%	1 11%	11 33%	20 31%	8 29%	2 24%	10 32%	3 48%	7 39%	37 37%q	5 17%
I didn't think that my concerns would be acted on in a meaningful way	41 32%	18 34%	22 30%	8 26%	9 27%	6 26%	8 42%	6 42%	4 50%	11 30%	19 30%	8 29%	4 45%	7 21%	4 62%	7 39%	27 27%	14 49%P
I didn't know how to/ who to go to	10 8%	7 13%	3 5%	1 3%	2 5%	3 14%	4 24%	- -	- -	2 5%	7 10%i	5 17%	2 19%	- -	1 10%	1 6%	9 9%	2 6%
I didn't want to make a fuss	21 16%	5 9%	16 22%a	9 30%	4 13%	3 12%	4 24%	1 4%	- -	2 7%	9 14%l	7 24%	1 7%	8 25%	1 10%	3 17%	16 16%	5 17%
I didn't have time	2 2%	2 4%	* 1%	- -	2 7%	- -	- -	- -	- -	1 3%	1 2%	- -	* 6%	- -	1 10%	- -	1 1%	1 4%
Other	6 4%	4 8%	2 2%	1 2%	- -	1 6%	* 2%	2 15%	1 16%	2 4%	2 2%	- -	- -	4 11%	- -	1 3%	2 2%	4 14%P
I can't remember	1 1%	- -	1 1%	1 3%	- -	- -	- -	- -	- -	- -	- -	- -	- -	1 3%	- -	- -	1 1%	- -

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 106

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Any (Net)

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	117	44	69	4	31	-	86	94	22	52	4	3	-	-	2	63	53	5	6	5	103
Weighted base	128*	51*	74*	3**	35**	-**	93*	104*	23**	56*	4**	3**	-**	-**	2**	66*	60*	5**	6**	5**	113*
I thought that I might face repercussions	19 15%	6 12%	13 18%	- -	12 32%	- -	8 8%	13 13%	6 26%	8 14%	4 89%	2 54%	- -	- -	- -	14 21%lp	5 8%	- -	3 46%	4 80%	13 12%
I didn't think it was worthwhile	42 33%	20 40%	21 28%	1 26%	9 25%	- -	33 36%	32 31%	10 43%	13 24%	3 59%	1 28%	- -	- -	- -	17 26%	22 37%	2 40%	1 10%	2 29%	39 34%
I didn't think that my concerns would be acted on in a meaningful way	41 32%	17 34%	23 31%	1 19%	14 40%	- -	27 29%	33 32%	8 34%	21 38%	- -	- -	- -	- -	1 52%	23 34%	18 30%	1 21%	2 26%	- -	37 33%
I didn't know how to/ who to go to	10 8%	2 5%	8 10%	- -	1 3%	- -	9 10%	9 9%	1 4%	6 11%	- -	- -	- -	- -	- -	6 9%	4 7%	1 16%	1 18%	- -	8 7%
I didn't want to make a fuss	21 16%	8 15%	13 18%	- -	3 8%	- -	18 20%	19 19%	2 8%	11 21%	* 11%	* 17%	- -	- -	- -	13 20%	8 13%	1 24%	1 18%	* 9%	18 16%
I didn't have time	2 2%	1 2%	1 2%	- -	* 1%	- -	2 2%	2 2%	- -	1 1%	- -	- -	- -	- -	- -	1 1%	2 3%	- -	- -	- -	2 2%
Other	6 4%	4 7%	* 1%	2 54%	1 4%	- -	4 5%	5 5%	1 4%	2 3%	- -	- -	- -	- -	1 48%	2 4%	3 5%	- -	- -	- -	6 5%
I can't remember	1 1%	- -	1 1%	- -	- -	- -	1 1%	- -	- -	1 2%	- -	- -	- -	- -	- -	1 2%	- -	- -	- -	- -	1 1%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 107

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Any (Net)

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	117	19	12	7	31	11	53	54	12	26	18	20	11	117	19	48	11	28	19	29
Weighted base	128*	21**	14**	7**	33**	9**	60*	56*	12**	26**	17**	23**	10**	128*	20**	55*	13**	33**	18**	37*
I thought that I might face repercussions	19 15%	8 38%	6 45%	2 22%	4 13%	2 20%	5 8%	10 18%	2 13%	6 23%	2 13%	3 13%	2 24%	19 15%	8 39%	10 19%	5 37%	9 28%	6 32%	9 25%
I didn't think it was worthwhile	42 33%	7 31%	5 31%	2 31%	8 23%	3 30%	22 37%	17 30%	6 49%	9 34%	4 22%	7 29%	4 45%	42 33%	6 28%	16 29%	5 37%	8 25%	2 9%	14 38%
I didn't think that my concerns would be acted on in a meaningful way	41 32%	6 30%	6 39%	1 11%	11 34%	4 45%	18 30%	19 35%	4 33%	10 37%	7 45%	6 24%	4 37%	41 32%	9 44%	19 35%	3 26%	11 33%	7 41%	13 36%
I didn't know how to/ who to go to	10 8%	1 5%	-	1 17%	2 7%	2 18%	4 7%	8 14%	-	-	3 17%	4 17%	-	10 8%	1 4%	2 4%	1 9%	8 26%	2 9%	1 2%
I didn't want to make a fuss	21 16%	4 20%	2 14%	2 35%	8 24%	1 8%	8 13%	8 14%	1 10%	4 14%	3 17%	4 16%	-	21 16%	3 16%	14 25%	1 9%	3 9%	5 29%	5 13%
I didn't have time	2 2%	-	-	-	-	1 8%	2 3%	-	-	-	-	-	-	2 2%	1 4%	1 1%	-	1 2%	1 7%	-
Other	6 4%	-	-	-	1 4%	1 12%	3 5%	1 2%	1 7%	1 3%	1 5%	1 4%	1 9%	6 4%	-	* 1%	1 5%	1 3%	* 2%	-
I can't remember	1 1%	-	-	-	-	-	-	-	-	-	-	-	-	1 1%	-	1 2%	-	1 3%	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 108

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Age

Base: All respondents who have been discriminated against but not reported it

	Gender			Age						Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	70	35	35	19	17	11	7	11	5	21	33	12	5	16	4	12	43	27
Weighted base	74*	35**	39*	15**	21**	13**	9**	10**	6**	23**	37**	14**	4**	14**	4**	15**	52*	22**
I thought that I might face repercussions	9 12%	4 12%	5 12%	1 8%	5 25%	1 6%	- -	- -	2 25%	5 23%	5 15%	- -	- -	2 16%	- -	1 9%	6 12%	2 11%
I didn't think it was worthwhile	26 34%	12 34%	14 35%	6 37%	8 37%	6 44%	1 7%	6 57%	- -	9 39%	12 32%	3 21%	1 11%	5 39%	2 48%	6 38%	22 42%	3 15%
I didn't think that my concerns would be acted on in a meaningful way	24 32%	10 28%	14 36%	4 24%	4 18%	3 26%	7 83%	2 23%	4 57%	6 24%	10 28%	5 35%	2 57%	3 21%	1 34%	7 44%	14 26%	10 46%
I didn't know how to/ who to go to	5 6%	4 11%	1 2%	1 5%	- -	3 24%	1 10%	- -	- -	1 4%	4 11%	3 23%	1 17%	- -	- -	- -	5 9%	- -
I didn't want to make a fuss	7 9%	2 6%	5 13%	4 23%	3 14%	- -	- -	1 6%	- -	- -	3 8%	3 21%	1 15%	2 13%	1 18%	1 6%	4 8%	3 14%
I didn't have time	1 2%	1 3%	- -	- -	1 6%	- -	- -	- -	- -	1 5%	1 3%	- -	- -	- -	- -	- -	1 2%	- -
Other	3 4%	2 6%	1 3%	1 4%	- -	- -	- -	2 15%	1 18%	1 5%	1 3%	- -	- -	2 11%	- -	1 3%	- -	3 14%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 109

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Age

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	70	27	40	3	13	-	57	58	12	34	1	-	-	-	1	38	32	3	-	1	65
Weighted base	74*	30**	42*	2**	15**	-**	59*	63*	11**	33**	1**	-**	-**	-**	1**	36*	38**	3**	-**	1**	69*
I thought that I might face repercussions	9 12%	4 12%	5 13%	-	3 22%	-	5 9%	8 12%	1 11%	5 16%	-	-	-	-	-	5 15%	4 9%	-	-	-	9 13%
I didn't think it was worthwhile	26 34%	11 35%	15 36%	-	5 31%	-	21 35%	21 33%	5 44%	11 32%	1 100%	-	-	-	-	12 33%	14 36%	1 41%	-	1 100%	23 34%
I didn't think that my concerns would be acted on in a meaningful way	24 32%	11 37%	12 29%	1 26%	7 47%	-	17 28%	20 31%	4 37%	13 38%	-	-	-	-	1 100%	14 39%	10 25%	-	-	-	23 33%
I didn't know how to/ who to go to	5 6%	1 3%	4 9%	-	-	-	5 8%	4 6%	1 8%	1 2%	-	-	-	-	-	1 2%	4 10%	1 24%	-	-	4 6%
I didn't want to make a fuss	7 9%	2 8%	5 11%	-	-	-	7 12%	7 11%	-	3 9%	-	-	-	-	-	3 8%	4 11%	1 36%	-	-	6 8%
I didn't have time	1 2%	-	1 3%	-	-	-	1 2%	1 2%	-	-	-	-	-	-	-	-	1 3%	-	-	-	1 2%
Other	3 4%	2 5%	-	2 74%	-	-	3 5%	3 5%	-	1 3%	-	-	-	-	-	1 3%	2 5%	-	-	-	3 5%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 110

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Age

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	70	7	5	2	20	10	32	29	6	15	9	11	9	70	6	26	3	13	10	17
Weighted base	74*	7**	5**	2**	19**	8**	38**	28**	5**	14**	7**	12**	7**	74*	5**	27**	3**	15**	8**	20*
I thought that I might face repercussions	9 12%	2 20%	-	2 64%	3 14%	1 12%	4 9%	5 16%	1 15%	3 24%	1 11%	2 20%	1 11%	9 12%	-	4 14%	-	1 8%	2 25%	3 14%
I didn't think it was worthwhile	26 34%	3 40%	2 41%	1 36%	7 35%	2 25%	14 36%	7 27%	2 41%	3 21%	1 8%	4 36%	3 41%	26 34%	1 21%	8 29%	1 34%	3 17%	-	8 42%
I didn't think that my concerns would be acted on in a meaningful way	24 32%	2 24%	2 35%	-	8 42%	3 41%	10 25%	11 39%	2 43%	7 48%	4 57%	2 17%	4 48%	24 32%	4 66%	10 36%	2 66%	6 43%	5 57%	6 31%
I didn't know how to/ who to go to	5 6%	-	-	-	1 4%	-	4 10%	4 14%	-	-	1 11%	3 27%	-	5 6%	-	1 3%	-	4 26%	-	1 4%
I didn't want to make a fuss	7 9%	1 16%	1 23%	-	1 5%	1 8%	4 11%	1 3%	-	1 7%	1 13%	-	-	7 9%	1 13%	5 19%	-	1 5%	1 18%	2 9%
I didn't have time	1 2%	-	-	-	-	-	1 3%	-	-	-	-	-	-	1 2%	-	-	-	-	-	-
Other	3 4%	-	-	-	-	1 13%	2 5%	-	-	-	-	-	-	3 4%	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 111

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Sex (as in gender)

Base: All respondents who have been discriminated against but not reported it

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	41	12	29	11	10	10	5	5	-	13	20	7	6	6	4	5	31	10
Weighted base	45*	10**	34**	12**	12**	10**	6**	5**	-**	12**	20**	8**	5**	7**	6**	6**	36**	8**
I thought that I might face repercussions	6 14%	4 38%	2 7%	1 6%	4 31%	1 10%	-	1 19%	-	1 12%	2 10%	1 9%	1 16%	2 28%	-	1 22%	5 15%	1 10%
I didn't think it was worthwhile	10 23%	-	10 29%	3 26%	3 28%	3 26%	1 16%	-	-	5 43%	6 30%	1 10%	-	1 18%	2 32%	1 16%	10 28%	-
I didn't think that my concerns would be acted on in a meaningful way	15 33%	4 41%	11 31%	1 7%	4 33%	3 31%	4 68%	3 67%	-	3 25%	5 24%	2 23%	3 58%	-	4 68%	3 47%	11 31%	4 45%
I didn't know how to/ who to go to	2 4%	1 7%	1 3%	1 6%	-	-	1 16%	-	-	1 8%	1 5%	-	1 14%	-	-	-	1 2%	1 11%
I didn't want to make a fuss	10 23%	1 14%	9 25%	6 47%	1 8%	3 28%	-	1 14%	-	1 9%	6 29%	5 58%	1 12%	3 39%	-	1 16%	8 21%	2 28%
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	* 1%	-	* 1%	-	-	* 5%	-	-	-	* 4%	* 2%	-	-	-	-	-	-	* 5%
I can't remember	1 2%	-	1 3%	1 8%	-	-	-	-	-	-	-	-	-	1 15%	-	-	1 3%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 112

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Sex (as in gender)

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	41	12	29	-	10	-	31	34	6	13	1	-	-	-	1	16	25	3	1	2	36
Weighted base	45*	16**	28**	-**	12**	-**	32**	38**	6**	15**	1**	-**	-**	-**	1**	18**	27**	3**	1**	2**	40**
I thought that I might face repercussions	6 14%	2 14%	4 14%	-	3 26%	-	3 10%	5 14%	1 17%	2 15%	1 100%	-	-	-	-	3 18%	3 12%	-	-	1 60%	5 13%
I didn't think it was worthwhile	10 23%	3 18%	7 26%	-	2 17%	-	8 25%	7 19%	3 51%	1 9%	-	-	-	-	-	1 8%	9 33%	2 72%	1 100%	1 40%	8 20%
I didn't think that my concerns would be acted on in a meaningful way	15 33%	6 38%	9 31%	-	6 49%	-	9 28%	14 37%	1 18%	4 25%	-	-	-	-	1 100%	5 27%	10 38%	-	-	-	14 35%
I didn't know how to/ who to go to	2 4%	1 6%	1 3%	-	-	-	2 5%	2 4%	-	2 11%	-	-	-	-	-	2 10%	-	1 28%	-	-	1 2%
I didn't want to make a fuss	10 23%	4 25%	6 21%	-	1 8%	-	9 28%	9 25%	1 14%	5 33%	-	-	-	-	-	6 32%	4 16%	-	-	-	10 25%
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	* 1%	-	* 2%	-	-	-	* 1%	* 1%	-	-	-	-	-	-	-	-	* 2%	-	-	-	* 1%
I can't remember	1 2%	-	1 4%	-	-	-	1 3%	-	-	1 7%	-	-	-	-	-	1 6%	-	-	-	-	1 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 113

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Sex (as in gender)

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	41	2	2	-	9	3	25	19	2	14	8	4	2	41	5	41	3	6	5	11
Weighted base	45*	2**	2**	-**	11**	3**	27**	17**	2**	13**	7**	4**	2**	45*	4**	45*	3**	5**	5**	14*
I thought that I might face repercussions	6 14%	1 55%	1 55%	-	1 12%	1 34%	3 12%	2 11%	-	1 8%	-	-	1 47%	6 14%	1 20%	6 14%	2 65%	1 17%	-	3 22%
I didn't think it was worthwhile	10 23%	-	-	-	1 12%	-	9 33%	5 31%	-	4 33%	1 10%	1 22%	-	10 23%	-	10 23%	-	-	1 21%	1 5%
I didn't think that my concerns would be acted on in a meaningful way	15 33%	-	-	-	3 26%	2 66%	10 38%	6 38%	1 56%	5 38%	4 53%	2 51%	1 53%	15 33%	3 62%	15 33%	1 35%	2 33%	3 59%	7 49%
I didn't know how to/ who to go to	2 4%	-	-	-	1 7%	-	-	1 5%	-	-	1 11%	-	-	2 4%	-	2 4%	-	1 15%	1 20%	1 6%
I didn't want to make a fuss	10 23%	1 45%	1 45%	-	5 44%	-	4 16%	3 16%	1 44%	3 21%	2 26%	1 27%	-	10 23%	1 18%	10 23%	-	1 15%	-	3 19%
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	* 1%	-	-	-	-	-	* 2%	-	-	-	-	-	-	* 1%	-	* 1%	-	-	-	-
I can't remember	1 2%	-	-	-	-	-	-	-	-	-	-	-	-	1 2%	-	1 2%	-	1 20%	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 114

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Sexual orientation

Base: All respondents who have been discriminated against but not reported it

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	8	6	2	1	2	3	-	2	-	-	2	2	1	3	1	1	7	1
Weighted base	10*	6**	4**	2**	2**	3**	-**	2**	-**	-**	3**	3**	1**	4**	1**	1**	9**	1**
I thought that I might face repercussions	2 22%	2 36%	-	-	1 53%	-	-	1 56%	-	-	1 46%	1 46%	1 100%	-	-	-	1 14%	1 100%
I didn't think it was worthwhile	5 49%	1 16%	4 100%	2 100%	-	2 72%	-	-	-	-	2 54%	2 54%	-	3 83%	-	-	5 54%	-
I didn't think that my concerns would be acted on in a meaningful way	1 10%	1 17%	-	-	-	1 28%	-	-	-	-	-	-	-	-	1 100%	-	1 11%	-
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	1 12%	1 19%	-	-	1 47%	-	-	-	-	-	-	-	-	-	-	1 100%	1 13%	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 7%	1 12%	-	-	-	-	-	1 44%	-	-	-	-	-	1 17%	-	-	1 8%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 115

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Sexual orientation

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	8	4	4	-	4	-	4	7	1	2	2	-	-	-	1	5	3	-	2	1	5
Weighted base	10*	6**	4**	-**	4**	-**	6**	9**	1**	2**	2**	-**	-**	-**	1**	5**	5**	-**	2**	1**	6**
I thought that I might face repercussions	2 22%	-	2 51%	-	2 51%	-	-	2 24%	-	1 43%	1 57%	-	-	-	-	2 41%	-	-	1 53%	-	1 14%
I didn't think it was worthwhile	5 49%	5 88%	-	-	1 22%	-	4 70%	4 44%	1 100%	-	1 43%	-	-	-	-	1 18%	4 85%	-	-	1 100%	4 61%
I didn't think that my concerns would be acted on in a meaningful way	1 10%	-	1 23%	-	-	-	1 18%	1 11%	-	-	-	-	-	-	1 100%	1 19%	-	-	-	-	1 15%
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	1 12%	-	1 27%	-	1 27%	-	-	1 13%	-	1 57%	-	-	-	-	-	1 22%	-	-	1 47%	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 7%	1 12%	-	-	-	-	1 12%	1 8%	-	-	-	-	-	-	-	-	1 15%	-	-	-	1 11%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 116

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Sexual orientation

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	8	3	2	1	-	2	3	4	-	1	2	-	1	8	2	4	8	3	1	2
Weighted base	10*	3**	2**	1**	-**	2**	5**	6**	-**	1**	4**	-**	1**	10**	2**	4**	10**	3**	1**	3*
I thought that I might face repercussions	2 22%	1 38%	1 57%	-	-	1 47%	-	2 38%	-	1 100%	-	-	1 100%	2 22%	2 100%	2 53%	2 22%	6 66%	1 100%	-
I didn't think it was worthwhile	5 49%	1 28%	1 43%	-	-	-	4 85%	2 42%	-	-	2 68%	-	-	5 49%	-	1 23%	5 49%	-	-	3 100%
I didn't think that my concerns would be acted on in a meaningful way	1 10%	-	-	-	-	1 53%	-	-	-	-	-	-	-	1 10%	-	1 24%	1 10%	-	-	-
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	1 12%	1 34%	-	1 100%	-	-	-	1 20%	-	-	1 32%	-	-	1 12%	-	-	1 12%	1 34%	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 7%	-	-	-	-	-	1 15%	-	-	-	-	-	-	1 7%	-	-	1 7%	-	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 117

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Race

Base: All respondents who have been discriminated against but not reported it

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	22	12	10	7	7	2	3	2	1	1	8	7	4	7	2	1	14	8
Weighted base	23*	11**	13**	6**	9**	2**	4**	2**	1**	1**	11**	10**	4**	6**	2**	1**	17**	6**
I thought that I might face repercussions	4 19%	2 15%	3 22%	1 22%	2 17%	1 46%	-	1 45%	-	-	2 21%	2 24%	1 21%	1 21%	-	-	3 16%	2 28%
I didn't think it was worthwhile	6 28%	2 23%	4 32%	-	5 55%	-	2 38%	-	-	-	4 37%	4 41%	2 39%	-	1 53%	-	6 37%	-
I didn't think that my concerns would be acted on in a meaningful way	6 25%	3 30%	3 21%	2 38%	2 20%	-	-	1 55%	1 100%	1 100%	3 26%	2 18%	-	2 37%	-	1 100%	3 16%	3 52%
I didn't know how to/ who to go to	4 18%	2 23%	2 13%	1 14%	1 8%	-	3 62%	-	-	-	2 16%	2 17%	2 41%	-	1 47%	-	3 20%	1 12%
I didn't want to make a fuss	* 2%	-	* 4%	* 8%	-	-	-	-	-	-	-	-	-	* 8%	-	-	-	* 8%
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 4%	1 8%	-	-	-	1 54%	-	-	-	-	-	-	-	-	-	1 15%	-	1 5%
I can't remember	1 4%	-	1 8%	1 19%	-	-	-	-	-	-	-	-	-	1 18%	-	-	1 6%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 118

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Race

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	22	8	13	1	5	-	17	9	12	11	2	2	-	-	1	17	4	2	1	2	17
Weighted base	23*	9**	13**	1**	6**	-**	17**	9**	13**	10**	2**	2**	-**	-**	1**	16**	4**	2**	2**	2**	18**
I thought that I might face repercussions	4 19%	1 13%	3 24%	-	2 40%	-	2 11%	1 9%	4 27%	1 9%	-	2 66%	-	-	-	3 19%	1 28%	-	2 100%	2 77%	3 15%
I didn't think it was worthwhile	6 28%	4 46%	1 11%	1 100%	2 27%	-	5 28%	1 16%	5 39%	-	2 77%	1 34%	-	-	-	2 15%	1 33%	-	-	-	6 35%
I didn't think that my concerns would be acted on in a meaningful way	6 25%	2 18%	4 32%	-	1 18%	-	5 28%	3 30%	3 24%	4 41%	-	-	-	-	-	4 26%	2 39%	1 58%	-	-	4 21%
I didn't know how to/ who to go to	4 18%	1 8%	3 26%	-	-	-	4 24%	4 44%	-	4 40%	-	-	-	-	-	4 25%	-	1 42%	-	-	3 18%
I didn't want to make a fuss	* 2%	* 5%	-	-	-	-	* 3%	-	* 4%	-	* 23%	-	-	-	-	* 3%	-	-	-	* 23%	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 4%	1 10%	-	-	1 15%	-	-	-	1 7%	-	-	-	-	-	1 100%	1 5%	-	-	-	-	1 5%
I can't remember	1 4%	-	1 8%	-	-	-	1 6%	-	-	1 10%	-	-	-	-	-	1 6%	-	-	-	-	1 6%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 119

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Race

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	22	5	4	1	8	3	4	14	5	4	6	6	3	22	8	8	1	22	4	6
Weighted base	23*	5**	4**	1**	8**	3**	4**	14**	6**	5**	5**	7**	2**	23**	8**	9**	1**	23**	3**	7*
I thought that I might face repercussions	4 19%	1 15%	1 17%	-	2 20%	1 35%	1 28%	3 20%	1 13%	1 15%	1 14%	-	1 41%	4 19%	3 40%	2 18%	1 100%	4 19%	1 37%	1 11%
I didn't think it was worthwhile	6 28%	2 31%	2 37%	-	1 11%	-	1 33%	3 18%	3 45%	3 50%	-	3 39%	-	6 28%	2 20%	4 44%	-	6 28%	-	3 46%
I didn't think that my concerns would be acted on in a meaningful way	6 25%	3 54%	2 46%	1 100%	1 19%	-	2 39%	4 27%	1 18%	1 19%	2 38%	2 33%	*	6 25%	2 25%	1 11%	-	6 25%	1 41%	2 31%
I didn't know how to/ who to go to	4 18%	-	-	-	2 33%	2 65%	-	3 24%	-	-	2 32%	1 14%	-	4 18%	1 9%	1 16%	-	4 18%	1 22%	1 11%
I didn't want to make a fuss	* 2%	-	-	-	* 6%	-	-	* 3%	* 8%	-	-	-	-	* 2%	* 6%	-	-	* 2%	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1 4%	-	-	-	1 12%	-	-	1 6%	1 15%	1 17%	1 17%	1 14%	1 42%	1 4%	-	-	-	1 4%	-	-
I can't remember	1 4%	-	-	-	-	-	-	-	-	-	-	-	-	1 4%	-	1 11%	-	1 4%	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 120

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Disability

Base: All respondents who have been discriminated against but not reported it

	Gender			Age						Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	14	8	6	4	3	3	4	-	-	4	4	-	1	6	1	2	6	8
Weighted base	12*	5**	7**	3**	2**	2**	5**	**	**	3**	3**	**	***	6**	1**	2**	7**	5**
I thought that I might face repercussions	2 15%	1 13%	1 17%	1 39%	1 34%	-	-	-	-	-	-	-	-	2 30%	-	-	1 17%	1 13%
I didn't think it was worthwhile	1 6%	1 14%	-	-	1 39%	-	-	-	-	-	-	-	-	-	1 100%	-	-	1 15%
I didn't think that my concerns would be acted on in a meaningful way	4 34%	3 65%	1 13%	1 35%	-	2 100%	1 19%	-	-	3 100%	3 100%	-	-	* 6%	-	1 44%	2 34%	2 35%
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	4 37%	-	4 63%	1 25%	-	-	4 73%	-	-	-	-	-	-	3 57%	-	1 56%	4 50%	1 17%
I didn't have time	* 4%	-	* 7%	-	* 27%	-	-	-	-	-	-	-	* 100%	-	-	-	-	* 11%
Other	* 3%	* 8%	-	-	-	-	* 8%	-	-	-	-	-	-	* 7%	-	-	-	* 9%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 121

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Disability

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	14	7	7	-	2	-	12	12	2	6	-	-	-	-	-	6	8	-	-	-	14
Weighted base	12*	5**	7**	-**	1**	-**	11**	10**	2**	6**	-**	-**	-**	-**	-**	6**	6**	-**	-**	-**	12**
I thought that I might face repercussions	2 15%	1 22%	1 10%	-	-	-	2 17%	1 6%	1 78%	-	-	-	-	-	-	-	2 31%	-	-	-	2 15%
I didn't think it was worthwhile	1 6%	1 13%	-	-	-	-	1 6%	1 7%	-	1 12%	-	-	-	-	-	1 12%	-	-	-	-	1 6%
I didn't think that my concerns would be acted on in a meaningful way	4 34%	1 17%	3 49%	-	-	-	4 37%	4 36%	* 22%	2 37%	-	-	-	-	-	2 37%	2 32%	-	-	-	4 34%
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	4 37%	2 31%	3 41%	-	-	-	4 40%	4 42%	-	3 44%	-	-	-	-	-	3 44%	2 29%	-	-	-	4 37%
I didn't have time	* 4%	* 9%	-	-	* 54%	-	-	* 5%	-	-	-	-	-	-	-	-	* 8%	-	-	-	* 4%
Other	* 3%	* 8%	-	-	* 46%	-	-	* 4%	-	* 7%	-	-	-	-	-	* 7%	-	-	-	-	* 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 122

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Disability

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	14	-	-	-	4	1	8	7	1	4	3	4	4	14	2	4	-	3	14	1
Weighted base	12*	-**	-**	-**	4**	1**	6**	8**	1**	3**	2**	5**	3**	12**	2**	4**	-**	2**	12**	1*
I thought that I might face repercussions	2 15%	-	-	-	-	-	31%	2 24%	-	1 19%	1 27%	1 13%	1 23%	2 15%	-	-	-	1 53%	2 15%	1 100%
I didn't think it was worthwhile	1 6%	-	-	-	-	1 100%	-	-	-	-	-	-	-	1 6%	1 42%	1 20%	-	1 31%	1 6%	-
I didn't think that my concerns would be acted on in a meaningful way	4 34%	-	-	-	1 30%	-	2 32%	2 27%	1 100%	2 52%	2 73%	1 29%	2 77%	4 34%	1 58%	2 54%	-	* 15%	4 34%	-
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	4 37%	-	-	-	3 61%	-	2 29%	4 48%	-	1 29%	-	3 58%	-	4 37%	-	1 26%	-	-	4 37%	-
I didn't have time	* 4%	-	-	-	-	-	* 8%	-	-	-	-	-	-	* 4%	-	-	-	-	* 4%	-
Other	* 3%	-	-	-	* 9%	-	-	-	-	-	-	-	-	* 3%	-	-	-	-	* 3%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 123

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Gender reassignment

Base: All respondents who have been discriminated against but not reported it

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	4	4	-	1	1	1	1	-	-	2	2	-	-	1	-	1	4	-
Weighted base	5*	5**	-**	1**	1**	1**	2**	-**	-**	3**	3**	-**	-**	1**	-**	1**	5**	-**
I thought that I might face repercussions	2 39%	2 39%	-	-	-	-	2 100%	-	-	2 71%	2 71%	-	-	-	-	-	2 39%	-
I didn't think it was worthwhile	1 21%	1 21%	-	-	-	1 100%	-	-	-	-	-	-	-	1 100%	-	-	1 21%	-
I didn't think that my concerns would be acted on in a meaningful way	1 16%	1 16%	-	1 100%	-	-	-	-	-	1 29%	1 29%	-	-	-	-	-	1 16%	-
I didn't know how to/ who to go to	1 24%	1 24%	-	-	1 100%	-	-	-	-	-	-	-	-	-	-	1 100%	1 24%	-
I didn't want to make a fuss	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 124

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Gender reassignment

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	4	2	2	-	4	-	-	2	2	2	1	-	-	-	-	3	1	-	2	2	-
Weighted base	5*	2**	3**	-**	5**	-**	-**	3**	2**	3**	1**	-**	-**	-**	-**	4**	1**	-**	2**	3**	-**
I thought that I might face repercussions	2 39%	-	2 61%	-	2 39%	-	-	2 61%	-	2 61%	-	-	-	-	-	2 46%	-	-	-	2 66%	-
I didn't think it was worthwhile	1 21%	1 56%	-	-	1 21%	-	-	-	1 56%	-	1 100%	-	-	-	-	1 24%	-	-	-	1 34%	-
I didn't think that my concerns would be acted on in a meaningful way	1 16%	1 44%	-	-	1 16%	-	-	-	1 44%	-	-	-	-	-	-	1 100%	-	1 40%	-	-	
I didn't know how to/ who to go to	1 24%	-	1 39%	-	1 24%	-	-	1 39%	-	1 39%	-	-	-	-	-	1 29%	-	-	1 60%	-	-
I didn't want to make a fuss	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 125

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Gender reassignment

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (o)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	4	3	2	1	-	-	1	3	-	-	2	-	-	4	1	2	4	2	1	2
Weighted base	5*	4**	3**	1**	-**	-**	1**	4**	-**	-**	2**	-**	-**	5**	2**	3**	5**	3**	2**	3*
I thought that I might face repercussions	2 39%	2 46%	2 66%	-	-	-	-	2 49%	-	-	-	-	-	2 39%	2 100%	2 66%	2 39%	2 61%	2 100%	2 66%
I didn't think it was worthwhile	1 21%	1 24%	1 34%	-	-	-	-	-	-	-	-	-	-	1 21%	-	1 34%	1 21%	-	-	1 34%
I didn't think that my concerns would be acted on in a meaningful way	1 16%	-	-	-	-	-	1 100%	1 20%	-	-	1 40%	-	-	1 16%	-	-	1 16%	-	-	-
I didn't know how to/ who to go to	1 24%	1 29%	-	1 100%	-	-	-	1 31%	-	-	1 60%	-	-	1 24%	-	-	1 24%	1 39%	-	-
I didn't want to make a fuss	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't have time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 126

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Religion and belief

Base: All respondents who have been discriminated against but not reported it

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	13	7	6	3	4	2	2	1	1	3	6	3	2	3	1	1	6	7
Weighted base	12*	7**	6**	2**	4**	2**	2**	1**	1**	2**	5**	3**	2**	3**	1**	1**	7**	5**
I thought that I might face repercussions	2 20%	2 38%	-	-	-	-	2 68%	1 100%	-	-	-	-	2 100%	-	-	-	2 22%	1 17%
I didn't think it was worthwhile	2 17%	-	2 35%	-	-	1 56%	-	-	1 100%	-	1 25%	1 44%	-	1 26%	-	-	1 17%	1 16%
I didn't think that my concerns would be acted on in a meaningful way	5 44%	3 39%	3 49%	2 77%	3 70%	1 44%	-	-	-	1 44%	3 51%	2 56%	-	2 60%	-	1 100%	4 51%	2 34%
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	2 14%	1 12%	1 16%	* 23%	* 12%	-	1 32%	-	-	1 56%	1 25%	-	-	* 15%	-	-	1 10%	1 19%
I didn't have time	1 6%	1 11%	-	-	1 17%	-	-	-	-	-	-	-	-	-	1 100%	-	-	1 14%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 127

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Religion and belief

Base: All respondents who have been discriminated against but not reported it

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	13	8	5	-	5	-	8	8	5	8	2	1	-	-	-	11	2	-	1	1	10
Weighted base	12*	8**	4**	-**	5**	-**	7**	7**	5**	8**	2**	***	-**	-**	-**	11**	2**	-**	1**	***	10**
I thought that I might face repercussions	2 20%	2 20%	1 20%	-	2 50%	-	-	1 13%	2 30%	1 11%	2 77%	-	-	-	-	2 23%	-	-	-	-	2 25%
I didn't think it was worthwhile	2 17%	-	2 47%	-	1 25%	-	1 11%	2 30%	-	2 25%	-	-	-	-	-	2 19%	-	-	-	-	2 20%
I didn't think that my concerns would be acted on in a meaningful way	5 44%	4 56%	1 22%	-	1 15%	-	5 63%	3 37%	3 53%	4 46%	-	-	-	-	-	4 35%	2 100%	-	1 100%	-	4 36%
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	2 14%	1 15%	* 11%	-	* 10%	-	1 16%	1 11%	1 18%	1 9%	* 23%	* 100%	-	-	-	2 16%	-	-	-	* 100%	1 12%
I didn't have time	1 6%	1 9%	-	-	-	-	1 10%	1 10%	-	1 9%	-	-	-	-	-	1 7%	-	-	-	-	1 7%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 128

Q.5c You mentioned that you were discriminated against in your workplace regarding the following, but have never reported this. Please tell us which, if any, of the following reasons meant you did not report this/these in any way

Religion and belief

Base: All respondents who have been discriminated against but not reported it

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	13	7	4	3	2	2	2	7	4	2	2	2	3	13	13	5	2	6	4	4
Weighted base	12*	8**	5**	2**	1**	2**	2**	6**	3**	2**	2**	2**	3**	12**	12**	4**	2**	6**	4**	5*
I thought that I might face repercussions	2 20%	2 21%	2 31%	-	-	1 55%	-	1 14%	-	-	-	-	1 28%	2 20%	2 20%	1 20%	1 50%	2 45%	-	2 31%
I didn't think it was worthwhile	2 17%	2 27%	1 16%	1 50%	-	-	-	1 20%	1 36%	-	-	-	1 40%	2 17%	2 17%	-	-	-	-	1 24%
I didn't think that my concerns would be acted on in a meaningful way	5 44%	3 36%	3 53%	-	1 68%	-	2 100%	4 58%	2 50%	2 100%	2 100%	2 100%	1 32%	5 44%	5 44%	3 64%	1 50%	2 33%	3 80%	2 36%
I didn't know how to/ who to go to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I didn't want to make a fuss	2 14%	1 16%	-	1 50%	* 32%	-	-	* 8%	* 14%	-	-	-	-	2 14%	2 14%	-	-	* 9%	-	* 9%
I didn't have time	1 6%	-	-	-	-	1 45%	-	-	-	-	-	-	-	1 6%	1 6%	1 16%	-	1 13%	1 20%	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 129

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Summary Table**Base: All respondents**

	Type of discrimination						
	Age	Sex (as in gender)	Sexual orientation	Race	Disability	Gender reassignment	Religion and belief
Unweighted base	984	984	984	984	984	984	984
Weighted base	1068	1068	1068	1068	1068	1068	1068
Yes	79 7%	99 9%	19 2%	33 3%	31 3%	6 1%	28 3%
No	957 90%	942 88%	1022 96%	1007 94%	1013 95%	1039 97%	1015 95%
Don't know	32 3%	27 3%	26 2%	27 3%	24 2%	23 2%	24 2%

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 130

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Age

Base: All respondents

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	79 7%	35 6%	44 9%	14 12%EF	17 6%	12 5%	13 5%	17 12%DEF	5 15%DEF	31 9%	41 8%	10 7%	10 6%	17 7%	1 2%	9 9%	66 8%	12 5%
No	957 90%	497 90%	459 90%	100 83%	248 89%	231 93%Cgh	230 93%Cgh	118 87%	30 84%	296 89%	436 89%	140 90%	149 91%	232 90%	46 98%ijo	93 87%	751 89%	206 91%
Don't know	32 3%	23 4%b	9 2%	6 5%g	14 5%g	5 2%	5 2%	1 1%	* 1%	7 2%	13 3%	6 4%	5 3%	9 3%	- -	5 5%	23 3%	9 4%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
 Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 131

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Age

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	79 7%	27 7%	49 7%	2 7%	25 7%	-	54 7%	66 7%	11 10%	40 8%	1 4%	2 30%	-	-	1 8%	44 8%	34 7%	8 23%	6 53%	6 25%	62 6%
No	957 90%	339 90%	589 89%	28 88%	304 91%	-	653 89%	855 90%	96 86%	453 90%	27 86%	4 70%	2 100%	7 81%	10 88%	513 90%	419 90%	22 68%	4 33%	14 63%	913 91%
Don't know	32 3%	10 3%	20 3%	2 5%	6 2%	-	27 4%	25 3%	5 4%	11 2%	3 9%	-	-	2 19%	1 4%	16 3%	10 2%	3 8%	2 14%	3 11%	27 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 132

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Age

Base: All respondents

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	79 7%	12 9% ^C	12 17% ^{AC}	- 17% ^{ACdeF}	22 8% ^c	10 7% ^c	34 7% ^c	41 23%	10 29%	16 23%	13 31%	12 20%	8 31%	52 31%	12 42%	29 40%	7 43%	19 45%	11 41%	26 10%
No	957 90%	111 85% ^b	55 78%	56 92% ^{Ab}	248 91% ^B	138 93% ^{aB}	419 90% ^B	131 72%	23 66%	46 65%	28 63%	47 76%	15 57%	108 65%	16 56%	42 58%	8 48%	20 47%	13 52%	223 88%
Don't know	32 3%	8 6% ^{DEf}	3 4% ^e	5 8% ^{DEF}	3 1%	* *	10 2%	11 6%	2 5%	9 12% ^{gk}	3 6%	2 4%	3 12%	6 4%	* 1%	1 2%	2 9%	3 8%	2 7%	4 2%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 133

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Sex (as in gender)

Base: All respondents

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	99 9%	21 4%	77 15%A	17 14%Fgh	36 13%Fgh	21 9%	16 6%	9 6%	1 2%	30 9%	44 9%	14 9%	14 8%	26 10%	4 9%	10 10%	82 10%	16 7%
No	942 88%	515 93%B	426 83%	98 81%	232 83%	222 89%cd	228 92%CD	127 94%CD	35 98%CD	298 89%	436 89%	138 88%	142 87%	228 88%	42 89%	94 87%	740 88%	201 88%
Don't know	27 3%	19 3%	8 2%	6 5%G	12 4%G	5 2%	4 2%	- -	- -	6 2%	10 2%	4 3%	8 5%ij	5 2%	1 2%	3 3%	17 2%	10 4%p

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 134

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Sex (as in gender)

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	99 9%	39 10%	59 9%	1 3%	33 10%	-	66 9%	89 9%	10 9%	33 7%	2 5%	-	-	-	1 8%	37 6%	55 12%IO	6 20%	5 42%	4 19%	85 8%
No	942 88%	324 86%	587 89%	30 94%	297 89%	-	645 88%	837 89%	97 87%	460 91%P	26 85%	5 100%	2 100%	7 81%	10 88%	521 91%P	399 86%	25 77%	6 58%	16 70%	892 89%
Don't know	27 3%	14 4%	13 2%	1 2%	4 1%	-	23 3%	20 2%	4 4%	10 2%	3 9%	-	-	2 19%	1 4%	15 3%I	9 2%	1 4%	-	3 11%	25 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 135

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Sex (as in gender)

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace					Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training				
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)		Sex/ gender (o)	Sexual orientation (p)	Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	99 9%	8 6%	6 8%	3 4%	24 9% ^e	5 3%	55 12% ^E	42 23% ^K	8 22%	35 49% ^{GJK}	12 28% ^K	8 13%	5 20%	54 32%	8 28%	49 68% ^M	8 44%	12 29%	9 35%	39 15%
No	942 88%	116 89%	62 90%	53 88%	245 90%	144 96% ^{ABC}	399 86%	132 72% ^l	26 75%	30 43%	30 68% ^l	50 81% ^l	19 71%	109 66% ^O	20 70%	21 29%	10 56%	28 66%	15 57%	213 84%
Don't know	27 3%	6 5% ^e	1 2%	4 7% ^{DEF}	4 1%	1 *	9 2%	8 4%	1 3%	6 9%	2 4%	4 7%	2 9%	3 2%	1 3%	2 2%	-	2 4%	2 8%	2 1%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 136

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Sexual orientation

Base: All respondents

	Gender		Age						Region					Working status				
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	19 2%	13 2%	7 1%	6 5%dfg	4 1%	5 2%	3 1%	1 1%	-	6 2%	8 2%	2 1%	2 1%	5 2%	1 2%	3 2%	19 2%Q	1 *
No	1022 96%	525 94%	498 97%a	109 91%	266 95%	236 95%	240 97%C	134 99%Ce	36 100%c	322 97%	472 96%	149 96%	153 93%	249 96%	46 98%	102 95%	805 96%	217 95%
Don't know	26 2%	18 3%	8 2%	5 4%g	9 3%	7 3%	4 2%	* *	- -	6 2%	10 2%	5 3%	9 5%ijm	4 2%	- -	3 3%	16 2%	10 4%P

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 137

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Sexual orientation

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	19 2%	7 2%	13 2%	- -	9 3%	- -	10 1%	18 2%	1 1%	7 1%	1 4%	- -	- -	- -	2 16%	10 2%	9 2%	- -	5 41%	3 11%	13 1%
No	1022 96%	356 95%	635 96%	31 98%	320 96%	- -	702 96%	907 96%	106 95%	487 97% ^O	27 86%	5 100%	2 100%	7 81%	9 80%	549 96%	445 96%	31 95%	5 47%	17 77%	967 96%
Don't know	26 2%	14 4% ^b	11 2%	1 2%	5 1%	- -	22 3%	20 2%	5 4%	9 2%	3 9%	- -	- -	2 19%	1 4%	14 2% ^l	9 2%	2 5%	1 11%	3 11%	22 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 138

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Sexual orientation

Base: All respondents

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	19 2%	6 5%D	5 7%De	1 2%F	2 1%	2 1%	9 2%	15 8%	2 7%	6 9%	10 23%GIK	3 4%	2 6%	14 8%	6 22%	8 11%	10 56%	4 9%	7 25%	7 3%
No	1022 96%	117 90%	62 89%	55 90%	268 98%ABC	147 98%ABC	445 96%ABc	163 89%J	32 91%	62 88%j	33 75%	56 91%J	24 90%	151 91%	21 73%	63 87%	6 37%	37 89%	18 70%	242 95%
Don't know	26 2%	7 5%DEf	3 4%e	4 7%DEF	3 1%	* *	9 2%	5 3%	1 3%	2 3%	1 2%	3 5%	1 4%	1 1%	1 4%	1 2%	1 7%	1 2%	1 5%	5 2%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 139

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Race

Base: All respondents

	Gender		Age						Region						Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	33 3%	17 3%	17 3%	6 5%	13 5%	7 3%	5 2%	2 2%	- -	8 2%	22 4%l	14 9%JLMn1% O	2 1%	8 3%	- -	1 1%	30 4%	4 2%
No	1007 94%	519 94%	487 95%	109 90%	257 92%	236 95%	237 96% c	132 97% Cd	36 100% c	319 95% JK	457 93% K	139 89%	154 94%	245 95% k	46 98% k	104 97% K	792 94%	215 95%
Don't know	27 3%	19 4% b	8 2%	6 5%	10 3%	5 2%	5 2%	2 1%	- -	7 2%	11 2%	4 3%	8 5%	5 2%	1 2%	2 2%	19 2%	9 4%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 140

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Race**Base: All respondents**

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	33 3%	11 3%	22 3%	- -	15 5%	- -	18 2%	18 2%	14 13%G	13 3%	5 16%	2 48%	- -	1 10%	3 23%	25 4%IP	8 2%	- -	6 56%	5 20%	23 2%
No	1007 94%	352 93%	624 95%	31 98%	314 94%	- -	693 94%	908 96%H	93 83%	479 95%O	23 74%	3 52%	2 100%	6 71%	9 72%	532 93%	446 96%O	31 95%	4 41%	15 68%	955 95%
Don't know	27 3%	13 4%	13 2%	1 2%	5 1%	- -	23 3%	20 2%	5 4%	11 2%	3 9%	- -	- -	2 19%	1 4%	16 3%i	8 2%	2 5%	* 4%	3 11%	24 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 141

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Race**Base: All respondents**

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	33 3%	15 11% CDEF	13 19% ACDEF	2 3% ACDEF	9 3%	2 1%	8 2%	25 13%	10 28%	9 12%	7 16%	13 20%	5 20%	27 16%	15 54%	10 14%	7 38%	25 61%	9 34%	14 5%
No	1007 94%	110 84%	55 78%	55 91% ab	259 95% AB	146 98% ABc	446 96% AB	151 83% k	24 70%	57 80%	35 80%	45 74%	19 74%	134 81%	12 42%	59 82%	10 55%	14 33%	14 55%	237 93%
Don't know	27 3%	5 4%	2 3%	3 6% ef	5 2%	1 1%	8 2%	7 4%	1 3%	5 8%	2 4%	4 6%	2 6%	5 3%	1 4%	3 4%	1 8%	3 7%	3 11%	3 1%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 142

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Disability

Base: All respondents

	Gender		Age						Region					Working status				
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	31 3%	16 3%	15 3%	5 4%	6 2%	8 3%	9 4%	4 3%	- -	11 3%	14 3%	3 2%	2 1%	10 4%	1 2%	4 4%	25 3%	6 2%
No	1013 95%	522 94%	491 96%	111 92%	266 95%	234 94%	235 95%	132 97%	35 98%	318 95%	466 95%	149 95%	156 95%	244 94%	46 98%	101 94%	799 95%	214 94%
Don't know	24 2%	18 3%B	6 1%	4 3%	8 3%	6 3%	4 2%	* *	1 2%	6 2%	10 2%	4 3%	7 4%	5 2%	- -	3 3%	16 2%	8 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 143

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Disability

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	31 3%	11 3%	20 3%	- -	11 3%	- -	20 3%	26 3%	5 4%	15 3%	1 4%	- -	- -	- -	2 16%	18 3%	12 3%	* 1%	4 37%	3 11%	24 2%
No	1013 95%	355 94%	627 95%	31 98%	318 95%	- -	695 95%	901 95%	103 92%	480 95% ^O	27 86%	5 100%	2 100%	7 81%	10 80%	541 94%	443 96%	31 95%	6 52%	17 77%	958 96%
Don't know	24 2%	11 3%	12 2%	1 2%	5 2%	- -	19 3%	18 2%	4 4%	9 2%	3 9%	- -	- -	2 19%	1 4%	14 2% ^l	7 2%	1 4%	1 10%	3 11%	20 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 144

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Disability

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace					Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training				
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)		Sex/ gender (o)	Sexual orientation (p)	Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	31 3%	8 6% ^{Ef}	5 7% ^{Ef}	3 5% ^E	10 4% ^e	* *	12 3%	23 13%	7 19%	9 13%	10 23% ^G	10 16%	9 34%	24 14%	9 30%	9 13%	7 39%	8 19%	21 82%	12 5%
No	1013 95%	116 89%	63 90%	53 87%	261 95% ^{AC}	148 99% ^{ABCd}	443 6% ^{AC}	155 85% ^J	27 78%	59 83%	32 72%	51 83%	16 62%	141 85%	20 70%	63 87%	10 55%	32 78%	5 18%	238 94%
Don't know	24 2%	6 5% ^{def}	1 2%	5 8% ^{DEF}	3 1%	1 1%	7 2%	4 2%	1 3%	2 3%	2 5%	1 2%	1 4%	1 1%	- -	- -	1 7%	1 3%	- -	4 1%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 145

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Gender reassignment

Base: All respondents

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	6 1%	5 1%	1 *	1 1%	2 1%	1 *	2 1%	- -	- -	3 1%	5 1%	2 1%	- -	- -	- -	1 1%	6 1%	- -
No	1039 97%	534 96%	505 99%A	114 95%	270 97%	243 98%	242 97%	135 100%C	35 98%	326 98%	476 97%	150 96%	158 96%	253 98%	47 100%	105 97%	820 98%	218 96%
Don't know	23 2%	16 3%	7 1%	5 4%g	8 3%	5 2%	4 2%	* *	1 2%	6 2%	10 2%	4 3%	6 4%	6 2%	- -	2 2%	14 2%	9 4%P

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 146

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Gender reassignment

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	6 1%	1 *	5 1%	- -	3 1%	- -	2 *	6 1%	- -	3 1%	1 4%	- -	- -	- -	5 1%	1 *	- -	3 26%	3 11%	1 *	
No	1039 97%	364 97%	643 98%	31 98%	325 97%	- -	714 97%	923 98%	107 96%	492 98% ^O	27 86%	5 100%	2 100%	7 81%	11 96%	555 97%	455 98%	31 95%	7 63%	17 77%	982 98%
Don't know	23 2%	11 3%	11 2%	1 2%	6 2%	- -	17 2%	17 2%	5 4%	8 2%	3 9%	- -	- -	2 19%	1 4%	13 2% ^l	7 2%	2 5%	1 11%	3 11%	19 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 147

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Gender reassignment

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	6 1%	5 4%DEF	5 7%DEF	- -	- -	- -	1 *	6 3%	1 2%	1 2%	1 2%	1 1%	- -	6 3%	5 16%	5 7%	4 23%	5 11%	4 15%	3 1%
No	1039 97%	118 91%	63 91%	55 91%	272 100%ABC	148 99%ABC	455 98%ABC	172 94%	33 95%	66 94%	42 96%	58 95%	25 96%	160 96%	23 82%	67 93%	13 75%	37 89%	22 83%	249 98%
Don't know	23 2%	7 5%DeF	2 3%	5 9%DEF	1 *	1 1%	7 2%	5 3%	1 3%	3 5%	1 2%	2 4%	1 4%	* *	* 1%	* 1%	* 2%	- -	* 2%	2 1%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 148

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Religion and belief

Base: All respondents

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	28 3%	17 3%	11 2%	4 4%	10 4%	7 3%	5 2%	1 1%	-	9 3%	17 4%	8 5%M	5 3%	3 1%	-	2 2%	24 3%	4 2%
No	1015 95%	520 94%	495 97%a	111 92%	261 93%	236 95%	238 96%	133 98%Cd	36 100%	319 95%	461 94%	143 91%	154 94%	250 97%K	47 100%k	103 95%	799 95%	216 95%
Don't know	24 2%	18 3%b	7 1%	5 4%	8 3%	6 2%	4 2%	2 1%	-	7 2%	12 2%	5 3%	5 3%	5 2%	-	3 3%	17 2%	8 3%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 149

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Religion and belief

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	28 3%	10 3%	18 3%	- -	15 4%F	-	14 2%	13 1%	16 14%G	13 3%p	7 24%	2 40%	-	-	2 16%	25 4%IP	4 1%	3 8%	5 48%	7 29%	15 2%
No	1015 95%	357 95%	626 95%	31 98%	315 94%	-	700 95%	915 97%H	92 82%	482 96%O	21 67%	3 60%	2 100%	7 81%	10 80%	535 93%	451 97%O	29 88%	5 42%	13 59%	966 96%
Don't know	24 2%	9 2%	14 2%	1 2%	4 1%	-	20 3%	17 2%	4 4%	8 2%	3 9%	-	-	2 19%	1 4%	13 2%I	8 2%	1 4%	1 10%	3 11%	21 2%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 150

Q.6 In your workplace or while carrying out duties relating to your employment, have you personally ever received an inappropriate comment about your...?

Religion and belief

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace							Q.5a Personally been discriminated against in the workplace					Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	28 3%	18 14% CDEF	15 22% ACDEF	3 5% DEF	7 3% ef	-	4 1%	21 11%	12 36%	7 11%	7 16%	11 17%	3 13%	25 15%	20 71%	8 11%	6 36%	16 37%	8 32%	12 5%
No	1015 95%	106 82%	53 76%	53 88%	264 97% ABC	149 100% ABCd	451 97% ABC	158 86%	22 62%	61 86%	35 79%	50 81%	22 83%	138 83%	8 29%	63 87%	10 57%	23 55%	18 68%	239 94%
Don't know	24 2%	6 5% DE	1 2%	5 8% DEF	2 1%	* *	8 2%	4 2%	1 3%	2 3%	2 5%	1 2%	1 4%	3 2%	- -	1 1%	1 7%	3 8%	- -	3 1%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 151

Q.7 In the last two years has your organisation offered training, professional development or briefings about diversity and inclusion to staff?

Base: All respondents

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
NET: Yes	316 30%	144 26%	172 34%A	50 41%EFH	88 32%H	68 27%H	66 27%H	41 31%H	3 9%	96 29%	153 31%I	57 36%L	37 22%	81 31%I	14 30%	31 29%	263 31%Q	54 24%
Yes and I participated	253 24%	114 21%	139 27%A	37 30%H	64 23%h	57 23%H	58 23%H	35 26%H	3 7%	75 23%	119 24%I	44 28%L	26 16%	70 27%L	12 25%	26 24%	211 25%Q	42 18%
Yes but I was not eligible to participate (wasn't offered to people working at my level or in my department, etc)	32 3%	18 3%	14 3%	10 8%EF	11 4%e	2 1%	4 2%	4 3%	1 2%	11 3%	17 3%	6 4%	5 3%	5 2%	2 4%	3 3%	22 3%	10 4%
Yes but I chose not to participate	31 3%	12 2%	19 4%	3 2%	13 5%	8 3%	4 2%	2 2%	-	10 3%	17 3%	7 4%	6 4%	6 2%	1 1%	2 2%	29 3%Q	2 1%
No	663 62%	369 66%B	293 57%	54 45%	160 57%c	168 68%CD	167 67%CD	82 61%C	31 9%	208 62%	296 60%	88 56%	115 70%jKM	151 58%	33 70%	68 63%	509 61%	154 68%P
Don't know	88 8%	42 8%	46 9%	17 14%EF	31 11%Ef	12 5%	15 6%	12 9%	1 4%	30 9%n	41 8%n	11 7%	13 8%n	27 10%N	-	8 8%n	69 8%	20 9%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 152

Q.7 In the last two years has your organisation offered training, professional development or briefings about diversity and inclusion to staff?

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
NET: Yes	316 30%	142 38%B	163 25%	11 36%	132 40%F	-	184 25%	271 29%	44 39%g	148 29%	11 35%	3 54%	-	1 10%	5 45%	171 30%	134 29%	12 37%	9 80%	9 39%	287 29%
Yes and I participated	253 24%	114 30%B	129 20%	10 33%	107 32%F	-	146 20%	217 23%	36 32%g	127 25%	7 24%	1 28%	-	1 10%	4 30%	141 25%	105 23%	9 28%	3 27%	8 34%	233 23%
Yes but I was not eligible to participate (wasn't offered to people working at my level or in my department, etc)	32 3%	13 3%	19 3%	-	14 4%	-	18 2%	28 3%	2 2%	13 3%	1 4%	1 26%	-	-	1 8%	17 3%	15 3%	3 8%	6 53%	-	24 2%
Yes but I chose not to participate	31 3%	15 4%	15 2%	1 3%	11 3%	-	20 3%	26 3%	5 5%	8 2%	2 7%	-	-	-	1 6%	13 2%l	14 3%	-	-	1 5%	30 3%
No	663 62%	192 51%	455 69%A	16 49%	182 54%	-	481 66%D	598 63%h	59 53%	325 65%o	15 48%	2 46%	2 100%	6 71%	4 37%	361 63%	286 62%	19 58%	2 20%	9 42%	633 63%
Don't know	88 8%	43 11%B	40 6%	5 15%	20 6%	-	69 9%	77 8%	9 8%	30 6%	5 17%	-	-	2 19%	2 19%	41 7%l	43 9%i	2 6%	-	4 19%	82 8%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 153

Q.7 In the last two years has your organisation offered training, professional development or briefings about diversity and inclusion to staff?

Base: All respondents

	D.11 Frequency attending religious services					Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training		
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)		Race (q)	Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
NET: Yes	316	60	35	25	74	36	134	79	19	38	19	21	13	74	17	38	14	20	13	253
	30%	46%DEF	50%DEF	41%DE	27%	24%	29%	43%	54%	54%gK	44%	34%	50%	44%	59%	53%	78%	48%	51%	100%
Yes and I participated	253	51	30	21	59	30	105	60	16	28	16	15	11	57	13	29	7	13	9	253
	24%	40%DEF	43%DEF	35%DEf	22%	20%	23%	33%	46%	39%	37%	25%	42%	34%	45%	41%	39%	32%	33%	100%
Yes but I was not eligible to participate (wasn't offered to people working at my level or in my department, etc)	32	7	4	3	7	2	15	15	-	7	3	3	2	12	3	6	7	4	4	-
	3%	5%	6%	4%	3%	2%	3%	8%	-	10%	8%	5%	8%	7%	11%	8%	40%	10%	16%	-
Yes but I chose not to participate	31	1	1	1	7	3	14	4	3	4	-	3	-	5	1	3	-	3	*	-
	3%	1%	1%	1%	3%	2%	3%	2%	7%	5%	-	4%	-	3%	3%	4%	-	6%	1%	-
No	663	62	33	29	184	102	286	92	15	30	20	39	13	82	10	32	3	19	12	-
	62%	47%	47%	48%	67%ABC	68%ABC	62%Abc	51%	43%	42%	46%	64%Gij	50%	49%	34%	45%	18%	46%	46%	-
Don't know	88	9	2	7	16	11	43	11	1	3	4	1	-	11	2	2	1	2	1	-
	8%	7%b	2%	12%ab	6%	7%	9%	6%	3%	4%	10%	2%	-	6%	7%	3%	4%	6%	4%	-

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 154

Q.8 And did any of the training which you participated in address any of the following subjects?

Base: All respondents who have participated in diversity and inclusion training

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	212	100	112	28	43	53	54	31	3	61	98	37	23	62	8	21	161	51
Weighted base	253	114*	139*	37**	64*	57*	58*	35**	3**	75*	119*	44*	26**	70*	12**	26**	211	42*
Race	181 72%	82 72%	100 72%	26 71%	46 72%	40 69%	42 72%	27 76%	2 58%	51 68%	83 70%	32 73%	18 69%	59 83%ij	4 32%	18 70%	152 72%	30 71%
Disability	176 69%	70 61%	106 76%A	20 54%	53 83%E	34 59%	41 71%	27 77%	2 58%	54 72%	82 69%	28 63%	13 49%	54 76%	8 66%	19 76%	144 68%	32 76%
Sex (as in gender)	153 61%	72 63%	82 59%	22 61%	42 65%	29 52%	35 61%	23 66%	2 58%	44 59%	64 54%	20 45%	15 57%	49 70%jK	8 66%	17 67%	130 61%	23 56%
Sexual orientation	146 58%	62 54%	84 60%	17 46%	43 66%E	23 41%	40 69%E	21 61%	2 58%	41 54%	66 55%	25 57%	12 45%	47 67%	4 32%	18 68%	124 59%	22 53%
Religion and belief	142 56%	58 51%	84 61%	18 48%	35 54%	30 53%	38 66%	20 58%	2 58%	43 57%	65 55%	22 51%	10 40%	47 67%	3 23%	17 66%	115 55%	27 65%
Age	139 55%	61 53%	78 56%	19 51%	38 58%	28 49%	35 60%	19 55%	* 18%	41 54%	59 49%	18 41%	11 41%	46 66%jK	5 43%	18 69%	115 54%	24 57%
Gender reassignment	104 41%	42 37%	62 45%	12 34%	28 43%	21 36%	27 47%	15 43%	2 58%	37 49%jK	48 40%K	11 25%	9 36%	32 46%k	- -	15 59%	85 40%	19 46%
None of the above	29 12%	17 15%	12 9%	5 13%	4 6%	12 20%d	5 9%	3 8%	1 42%	7 9%	13 11%	6 15%	5 18%	5 6%	3 25%	4 16%	23 11%	7 16%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 155

Q.8 And did any of the training which you participated in address any of the following subjects?

Base: All respondents who have participated in diversity and inclusion training

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	212	94	109	9	84	-	128	180	31	105	7	2	-	1	3	119	88	8	3	6	195
Weighted base	253	114*	129*	10**	107*	-**	146	217	36**	127*	7**	1**	-**	1**	4**	141*	105*	9**	3**	8**	233
Race	181	80	94	8	73	-	108	155	26	92	4	-	-	1	1	99	79	7	1	5	169
	72%	70%	73%	73%	68%	-	74%	72%	72%	72%	55%	-	-	100%	26%	70%	76%	72%	25%	64%	72%
Disability	176	84	84	9	69	-	107	151	24	81	5	-	-	1	2	88	81	4	2	2	168
	69%	73%	65%	81%	65%	-	73%	70%	67%	64%	62%	-	-	100%	53%	62%	78% ^{io}	43%	57%	28%	72%
Sex (as in gender)	153	74	72	8	53	-	100	134	19	67	4	1	-	1	-	74	77	4	1	5	144
	61%	65%	56%	73%	50%	-	68% ^D	62%	52%	53%	55%	65%	-	100%	-	52%	74% ^{io}	41%	25%	64%	62%
Sexual orientation	146	72	67	8	51	-	95	124	21	66	5	-	-	1	2	74	70	5	1	1	137
	58%	63%	52%	73%	48%	-	65% ^D	57%	59%	52%	63%	-	-	100%	53%	52%	67% ^{io}	58%	32%	18%	59%
Religion and belief	142	68	66	8	47	-	95	122	19	60	5	-	-	1	1	67	72	5	-	2	134
	56%	60%	51%	73%	44%	-	65% ^D	56%	54%	47%	68%	-	-	100%	26%	48%	69% ^{io}	56%	-	30%	57%
Age	139	63	68	8	52	-	86	121	17	65	3	-	-	1	-	69	67	6	2	4	127
	55%	56%	52%	73%	49%	-	59%	56%	46%	51%	39%	-	-	100%	-	49%	64% ^{io}	64%	68%	51%	54%
Gender reassignment	104	54	48	3	37	-	67	95	9	43	3	1	-	1	-	47	51	1	1	2	100
	41%	48%	37%	24%	34%	-	46%	44%	24%	33%	39%	65%	-	100%	-	33%	48% ^{io}	12%	25%	28%	43%
None of the above	29	10	18	2	12	-	17	24	5	16	1	*	-	-	2	20	9	1	-	-	28
	12%	9%	14%	19%	11%	-	12%	11%	15%	13%	17%	35%	-	-	47%	14%	9%	12%	-	-	12%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 156

Q.8 And did any of the training which you participated in address any of the following subjects?

Base: All respondents who have participated in diversity and inclusion training

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	212	43	25	18	49	26	88	50	16	20	16	16	12	44	12	20	5	12	7	212
Weighted base	253	51*	30**	21**	59*	30**	105*	60*	16**	28**	16**	15**	11**	57*	13**	29**	7**	13**	9**	253
Race	181	37	19	18	43	18	79	42	15	19	13	14	9	46	10	20	3	10	6	181
	72%	72%	62%	86%	72%	60%	76%	70%	90%	70%	81%	94%	86%	80%	75%	68%	45%	76%	68%	72%
Disability	176	29	16	13	41	17	81	45	9	24	11	14	11	44	8	21	4	7	5	176
	69%	57%	55%	61%	70%	55%	78%A	74%	55%	87%	71%	90%	96%	76%	64%	70%	59%	55%	59%	69%
Sex (as in gender)	153	26	17	9	35	11	77	39	11	21	12	11	7	41	6	21	3	8	4	153
	61%	51%	57%	43%	60%	37%	74%A	65%	65%	76%	76%	72%	60%	72%	44%	73%	45%	61%	48%	61%
Sexual orientation	146	26	14	12	33	14	70	32	6	16	11	13	8	39	5	19	4	7	6	146
	58%	51%	48%	55%	55%	46%	67%	54%	39%	60%	71%	82%	70%	67%	39%	64%	59%	50%	66%	58%
Religion and belief	142	24	15	9	29	14	72	36	12	17	10	13	9	38	6	20	4	7	4	142
	56%	46%	51%	41%	49%	48%	69%AD	59%	73%	62%	62%	83%	86%	67%	46%	67%	59%	49%	48%	56%
Age	139	25	19	6	30	13	67	35	8	18	10	13	7	36	6	18	4	9	5	139
	55%	48%	64%	26%	51%	43%	64%	59%	50%	65%	60%	83%	65%	62%	49%	61%	63%	66%	62%	55%
Gender reassignment	104	12	9	3	21	13	51	27	6	18	10	8	4	24	3	15	3	5	2	104
	41%	23%	29%	16%	36%	44%	48%A	45%	40%	67%	61%	55%	37%	42%	23%	51%	45%	36%	27%	41%
None of the above	29	5	4	1	7	8	9	1	-	-	1	-	*	2	*	1	-	-	-	29
	12%	10%	14%	5%	12%	25%	9%	2%	-	-	7%	-	4%	3%	4%	4%	-	-	-	12%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 157

Q.9 Does your employer make provision for people to do any of the following during working hours?

Summary Table

Base: All respondents

	Provisions		
	Pray during working hours	Plan working hours around holy days or religious festivals	Plan working hours around holy days or religious festivals (not including national public holidays e.g. Christmas or Easter)
Unweighted base	984	354	630
Weighted base	1068	369	698
Yes	198 19%	70 19%	162 23%
No	504 47%	181 49%	352 50%
Don't know	365 34%	114 31%	184 26%

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 158

Q.9 Does your employer make provision for people to do any of the following during working hours?**Pray during working hours****Base: All respondents**

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Yes	198 19%	105 19%	93 18%	28 23%h	51 18%	49 20%h	43 17%	23 17%	3 7%	42 13%	89 18%lo	47 30%l	28 17%	62 24%lo	8 17%	11 10%	172 21%Q	26 11%
No	504 47%	265 48%	239 47%	48 40%	114 41%	120 48%	124 50%d	74 55%CD	24 66%CD	157 47%	226 46%	69 44%	84 51%	112 43%	28 60%m	54 50%	385 46%	119 53%p
Don't know	365 34%	185 33%	180 35%	44 37%	113 41%eG	79 32%	81 32%	38 28%	9 27%	135 40%JK	175 36%K	39 25%	52 32%	85 33%	11 22%	43 40%Kn	283 34%	82 36%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 159

Q.9 Does your employer make provision for people to do any of the following during working hours?**Pray during working hours****Base: All respondents**

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Yes	198 19%	97 26%B	93 14%	8 24%	81 24%F	-	117 16%	158 17%	39 35%G	94 19%	15 48%	1 28%	-	2 28%	1 8%	117 20%I	76 17%	7 22%	6 58%	14 63%	172 17%
No	504 47%	152 40%	344 52%A	9 28%	173 52%f	-	332 45%	451 48%	49 44%	266 53%P	7 24%	4 72%	1 63%	4 53%	10 88%	300 52%P	196 42%	19 59%	5 42%	4 19%	475 47%
Don't know	365 34%	127 34%	222 34%	15 48%	80 24%	-	285 39%D	337 36%H	24 21%	143 28%	9 29%	-	1 37%	2 19%	1 4%	157 27%	190 41%IO	6 19%	-	4 18%	355 35%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 160

Q.9 Does your employer make provision for people to do any of the following during working hours?**Pray during working hours****Base: All respondents**

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Yes	198 19%	41 31%DEF	26 37%DEF	15 24%	54 20%	21 14%	76 17%	41 22%	14 40%	17 24%	11 25%	16 26%	10 40%	32 19%	11 37%	16 22%	6 36%	15 37%	10 38%	92 36%
No	504 47%	66 51%	30 44%	36 60%F	141 52%F	82 55%F	196 42%	89 49%	14 39%	31 44%	21 48%	32 52%	13 50%	81 48%o	11 38%	28 38%	10 55%	20 49%	10 39%	68 27%
Don't know	365 34%	23 18%	13 19%	10 16%	78 28%ac	46 31%Ac	190 41%ABCD9%	53 9%	7 21%	23 32%	12 27%	13 22%	3 10%	54 32%	7 25%	29 40%	2 9%	6 15%	6 24%	93 37%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 161

Q.9 Does your employer make provision for people to do any of the following during working hours?

Plan working hours around holy days or religious festivals

Base: All respondents working in retail, transport, accommodation, health

	Gender		Age							Region					Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	354	177	177	38	75	77	85	65	14	120	167	47	46	82	18	41	213	141
Weighted base	369	185	184	34**	96*	75*	91*	60*	13**	131*	177	46*	47*	89*	16**	40*	270	99
Yes	70 19%	35 19%	35 19%	7 20%	24 24%G	12 16%	24 26%G	4 6%	-	20 15%	32 18%	12 25%O	6 13%	26 30%jjO	3 15%	3 6%	55 20%	15 15%
No	181 49%	98 53%	83 45%	16 46%	36 37%	37 49%	49 54%d	35 58%D	9 71%	62 47%	85 48%	23 50%	23 49%	37 42%	10 59%	26 66%ijM	130 48%	51 51%
Don't know	114 31%	52 28%	62 34%	12 34%	37 38%F	26 35%F	15 17%	21 34%F	4 29%	46 35%	57 32%	11 24%	18 38%	26 29%	4 25%	10 25%	81 30%	33 34%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 162

Q.9 Does your employer make provision for people to do any of the following during working hours?

Plan working hours around holy days or religious festivals

Base: All respondents working in retail, transport, accommodation, health

	Sector				Seniority			Ethnicity		Religion								Q.4 Religious clothing			
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	354	119	221	14	96	-	258	325	27	167	11	1	1	1	3	190	153	8	2	5	339
Weighted base	369	124*	233	12**	106*	**	263	341	27**	169	12**	1**	1**	5**	192	158	8**	1**	7**	353	
Yes	70 19%	24 20%	44 19%	2 15%	31 29%F	-	38 15%	59 17%	11 39%	30 17%	5 39%	-	-	1 100%	-	37 19%	25 16%	3 35%	* 41%	5 74%	62 18%
No	181 49%	61 50%	115 49%	5 37%	50 48%	-	131 50%	169 49%	13 47%	86 51%	5 43%	1 100%	1 100%	-	3 61%	98 51%	79 50%	3 40%	1 59%	2 26%	175 49%
Don't know	114 31%	35 28%	73 31%	6 48%	24 23%	-	90 34%d	109 32%	4 14%	51 30%o	2 18%	-	-	-	-	54 28%	54 34%	2 25%	-	-	112 32%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 163

Q.9 Does your employer make provision for people to do any of the following during working hours?**Plan working hours around holy days or religious festivals****Base: All respondents working in retail, transport, accommodation, health**

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	354	33	18	15	95	54	153	65	13	23	15	27	16	51	7	18	3	13	11	65
Weighted base	369	32**	17**	15**	97*	55*	158	80*	14**	31**	17**	29**	15**	54*	7**	22**	5**	14**	10**	81*
Yes	70 19%	9 30%	6 37%	3 22%	20 21%	8 14%	25 16%	19 23%	4 26%	10 32%	5 27%	9 31%	4 26%	10 19%	4 56%	7 32%	2 48%	5 32%	5 47%	24 29%
No	181 49%	15 49%	9 54%	6 42%	54 56%	26 47%	79 50%	37 46%	6 43%	9 29%	7 41%	16 54%	6 38%	23 42%	3 44%	6 28%	2 52%	6 42%	3 27%	25 31%
Don't know	114 31%	7 21%	2 9%	5 35%	21 21%	20 36% ^d	54 34% ^d	25 31%	4 31%	12 39%	5 31%	4 15%	5 35%	21 39%	- -	9 41%	- -	4 26%	3 27%	30 37%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 164

Q.9 Does your employer make provision for people to do any of the following during working hours?

Plan working hours around holy days or religious festivals (not including national public holidays e.g. Christmas or Easter)

Base: All respondents not working in retail, transport, accommodation, health

	Gender		Age						Region					Working status				
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	630	332	298	79	128	168	157	74	24	182	269	87	104	168	28	61	456	174
Weighted base	698	371	328	87*	183	173	157	75*	23**	204	313	110*	117*	170	30**	68*	570	128
Yes	162 23%	87 23%	75 23%	27 31%fg	46 25%G	49 28%G	31 20%	8 11%	1 5%	24 12%	67 21%l	43 39%lJLo	23 20%i	49 29%l	8 27%	15 22%i	145 25%Q	17 14%
No	352 50%	199 54%	153 47%	33 39%	75 41%	88 51%	88 56%CD	52 69%CEf70%	16 7%	110 54%m	160 51%	50 45%	64 55%m	73 43%	20 65%	35 52%	281 49%	71 55%
Don't know	184 26%	84 23%	100 30%a	26 30%	62 34%Efg	37 21%	38 24%	15 20%	6 25%	69 34%JK	87 28%K	17 16%	30 25%	48 28%K	2 8%	18 26%	144 25%	40 31%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey
ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 165

Q.9 Does your employer make provision for people to do any of the following during working hours?
Plan working hours around holy days or religious festivals (not including national public holidays e.g. Christmas or Easter)
Base: All respondents not working in retail, transport, accommodation, health

	Sector				Seniority			Ethnicity		Religion								Q.4 Religious clothing			
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	630	232	380	18	185	-	445	551	71	298	19	4	2	6	8	347	272	23	10	15	583
Weighted base	698	253	426	20**	228	**	470	604	85*	334	19**	4**	1**	7**	7**	381	305	25**	10**	15**	649
Yes	162 23%	76 30%B	82 19%	5 24%	76 33%F	-	86 18%	127 21%	32 38%G	79 24%	8 41%	3 69%	1 55%	-	2 26%	95 25%	67 22%	7 26%	8 77%	9 59%	141 22%
No	352 50%	108 43%	238 56%A	6 30%	115 50%	-	237 50%	310 51%	39 45%	189 57%P	7 36%	1 31%	1 45%	5 67%	5 67%	211 55%P	136 45%	13 51%	2 23%	3 19%	334 51%
Don't know	184 26%	69 27%	106 25%	9 46%	37 16%	-	147 31%D	167 28%h	14 16%	66 20%	4 23%	-	-	2 33%	1 7%	75 20%	102 33%IO	6 22%	-	3 22%	174 27%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 166

**Q.9 Does your employer make provision for people to do any of the following during working hours?
Plan working hours around holy days or religious festivals (not including national public holidays e.g. Christmas or Easter)**
Base: All respondents not working in retail, transport, accommodation, health

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	630	84	44	40	158	92	272	92	19	36	29	26	12	97	21	43	13	23	16	147
Weighted base	698	99*	53*	46*	176	94*	305	103*	21**	40**	27**	33**	11**	112*	21**	50*	13**	27**	16**	172
Yes	162 23%	41 41%DEF	24 46%DEF	16 35%E	40 23%	14 15%	67 22%	25 25%	6 28%	11 27%	9 32%	4 13%	2 20%	32 29%	11 51%	16 32%	6 45%	10 38%	5 34%	80 46%
No	352 50%	49 50%	23 43%	26 57%	92 52%	61 65%aBdF	136 45%	56 54%	14 66%	24 61%	14 53%	21 65%	8 72%	56 50%o	7 34%	19 38%	6 49%	14 52%	9 54%	51 29%
Don't know	184 26%	9 9%	5 10%	3 8%	44 25%AbC	19 20%a	102 33%ABCE	22 1%	1 5%	5 12%	4 15%	7 22%	1 8%	24 22%	3 14%	15 30%	1 5%	3 11%	2 12%	42 25%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 167

Q.10 And if your employer did make provisions for people who wish to plan their working hours around holy days or religious festivals (such as Eid, Holi festival, Tet etc.) how likely would you be to use this?

Base: All respondents whose employer does not make provision

	Gender			Age						Region						Working status		
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Midlands (l)	The North of England (m)	Wales (n)	Scotland (o)	Full time (p)	Part time (q)
Unweighted base	559	292	267	59	103	137	141	93	26	178	250	72	87	125	32	65	374	185
Weighted base	597	321	276	57*	130*	143	152	89*	26**	192	279	88*	94*	127*	32**	65*	463	135
NET: Definitely/ Very likely	67 11%	33 10%	34 12%	8 13%G	24 19%FG	23 16%FG	11 7%g	1 1%	-	10 5%	39 14%IO	29 33%IJLMO7%	7 10%	17 13%lo	2 5%	2 3%	54 12%	13 10%
Definitely	29 5%	10 3%	19 7%a	3 6%g	14 11%FG	8 6%g	3 2%	* *	-	7 4%	22 8%ILO	15 17%IJLMO1%	1 1%	4 4%	2 5%	-	23 5%	6 5%
Very likely	38 6%	23 7%	15 5%	4 8%g	11 8%G	15 10%G	7 5%	1 1%	-	3 2%	17 6%I	14 16%IJIO	6 6%i	12 10%I	-	2 3%	31 7%	7 5%
Fairly likely	55 9%	29 9%	26 9%	8 14%fg	15 11%	21 15%FG	8 5%	4 4%	-	18 9%	28 10%	10 11%	7 8%	13 10%	2 8%	4 7%	43 9%	12 9%
Fairly unlikely	51 8%	31 10%	20 7%	5 9%	18 14%e	9 6%	11 7%	7 8%	-	22 12%M	31 11%M	8 9%	8 8%	5 4%	1 2%	7 11%	35 8%	16 12%
Very unlikely	76 13%	40 13%	35 13%	11 20%	15 12%	17 12%	22 14%	9 10%	1 6%	26 14%	35 12%	9 10%	8 9%	18 14%	3 8%	12 19%	58 13%	17 13%
Definitely not	238 40%	125 39%	112 41%	13 22%	33 26%	42 30%	78 51%CDE	53 59%CDE72%	19 72%	76 40%jk	100 36%k	23 27%	48 51%JK	51 40%k	15 48%	24 37%	181 39%	57 42%
NET: Definitely not/ Very unlikely	313 52%	166 52%	148 53%	24 41%	49 37%	59 42%	99 65%CDE	62 70%CDE78%	20 78%	103 54%JK	135 48%K	32 36%	57 60%jK	68 54%K	18 56%	36 55%K	239 52%	75 55%
Don't know	112 19%	63 20%	49 18%	13 22%	24 19%	31 22%	24 16%	15 17%	6 22%	39 20%jk	47 17%k	9 10%	16 17%	23 18%	9 29%	16 24%K	92 20%	20 15%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 168

Q.10 And if your employer did make provisions for people who wish to plan their working hours around holy days or religious festivals (such as Eid, Holi festival, Tet etc.) how likely would you be to use this?

Base: All respondents whose employer does not make provision

	Sector			Seniority			Ethnicity		Religion								Q.4 Religious clothing				
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	559	177	370	12	170	-	389	501	54	292	11	3	2	5	9	332	217	23	7	6	523
Weighted base	597	186	401	10**	199	-**	398	528	65*	311	12**	4**	1**	6**	10**	351	234	22**	6**	6**	562
NET: Definitely/ Very likely	67 11%	21 11%	44 11%	2 15%	37 19%F	-	30 7%	39 7%	27 41%G	37 12%P	12 97%	3 78%	-	3 47%	3 26%	58 16%IP	4 2%	11 49%	3 42%	6 90%	48 9%
Definitely	29 5%	14 7%b	15 4%	- -	13 6%	-	16 4%	12 2%	16 25%G	12 4%P	12 97%	-	-	-	1 9%	25 7%IP	1 *	4 18%	1 16%	4 65%	20 4%
Very likely	38 6%	7 4%	29 7%	2 15%	25 12%F	-	13 3%	27 5%	11 16%G	25 8%P	-	3 78%	-	3 47%	2 17%	33 9%IP	3 1%	7 31%	2 26%	2 25%	28 5%
Fairly likely	55 9%	24 13%b	30 7%	1 7%	14 7%	-	41 10%	43 8%	11 16%g	29 9%	*	-	-	1 23%	-	31 9%	23 10%	2 9%	1 10%	-	52 9%
Fairly unlikely	51 8%	16 8%	35 9%	- -	20 10%	-	30 8%	47 9%	4 5%	33 11%	-	-	-	-	-	34 10%	17 7%	1 5%	2 29%	1 10%	48 8%
Very unlikely	76 13%	21 11%	54 13%	1 10%	23 12%	-	52 13%	69 13%	6 10%	40 13%	-	-	1 47%	-	1 7%	43 12%	32 14%	* 2%	1 19%	-	74 13%
Definitely not	238 40%	64 34%	169 42%	6 54%	69 35%	-	169 42%	228 43%H	10 15%	111 36%	-	-	-	1 14%	5 44%	119 34%	117 50%IO	4 19%	-	-	233 41%
NET: Definitely not/ Very unlikely	313 52%	84 45%	222 56%A	7 65%	92 46%	-	221 56%d	297 56%H	16 25%	152 49%O	-	-	1 47%	1 14%	5 51%	162 46%	149 64%IO	5 21%	1 19%	-	307 55%
Don't know	112 19%	41 22%	69 17%	1 13%	35 18%	-	76 19%	101 19%	8 13%	61 20%	-	1 22%	1 53%	1 15%	2 23%	66 19%	41 18%	4 16%	-	-	107 19%

Proportions/Mean: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 169

Q.10 And if your employer did make provisions for people who wish to plan their working hours around holy days or religious festivals (such as Eid, Holi festival, Tet etc.) how likely would you be to use this?

Base: All respondents whose employer does not make provision

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	559	72	34	38	156	92	217	91	17	34	24	35	18	87	13	32	10	22	15	84
Weighted base	597	82*	40**	42*	163	95*	234	105*	21**	37**	25**	42**	16**	95*	14**	33**	11**	26**	14**	94*
NET: Definitely/ Very likely	67 11%	34 42%	22 CDEF7%	12 28%	13 DEF 8%F	8 9%F	4 2%	24 23%	10 49%	8 22%	4 16%	12 30%	3 21%	23 24%	9 65%	5 16%	2 17%	12 46%	4 32%	19 21%
Definitely	29 5%	15 18%	11 CDEF9%	4 9%	5 3%F	2 3%	1 *	12 12%	8 38%	5 13%	3 11%	8 19%	1 6%	13 13%	6 44%	5 16%	2 17%	8 30%	3 19%	8 9%
Very likely	38 6%	19 23%	11 DEF 28%	8 19%	8 DEF 5%F	6 6%F	3 1%	11 11%	2 12%	3 9%	1 5%	4 11%	2 15%	11 11%	3 21%	-	-	4 16%	2 12%	11 12%
Fairly likely	55 9%	14 17%	6 dE 14%	8 19%	14 dE 8%e	2 2%	23 10%E	14 13%	2 8%	3 9%	2 10%	6 14%	2 12%	15 15%	2 12%	5 16%	2 21%	6 25%	2 11%	12 13%
Fairly unlikely	51 8%	8 10%	2 6%	6 14%	20 12%	6 6%	17 7%	10 9%	1 4%	5 14%	2 8%	4 8%	1 9%	10 10%	-	4 11%	3 24%	1 4%	1 6%	7 8%
Very unlikely	76 13%	6 7%	* 1%	5 12%	25 15%a	12 12%	32 14%	15 14%	2 10%	5 13%	3 13%	5 12%	2 11%	11 12%	* 3%	1 4%	1 10%	-	3 23%	12 13%
Definitely not	238 40%	11 13%	6 15%	5 11%	62 38%AC	45 48%AC	117 50%ACD27%	28 27%	2 9%	6 17%	6 26%	12 28%	3 18%	20 21%	3 20%	10 30%	2 19%	3 12%	2 17%	22 23%
NET: Definitely not/ Very unlikely	313 52%	16 20%	6 16%	10 23%	87 53%AC	57 60%AC	149 64%ACd41%	43 41%	4 18%	11 30%	10 39%	16 39%	5 29%	32 33%	3 23%	11 34%	3 29%	3 12%	5 39%	34 36%
Don't know	112 19%	10 12%	3 8%	7 15%	30 18%	22 23%a	41 18%	15 15%	4 20%	9 25%	7 27%	4 9%	5 29%	16 16%	-	7 22%	1 9%	3 13%	2 11%	21 23%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 170

Q.11 In your workplace, how often do people talk about their personal beliefs or religious traditions?

Please choose the answer that is closest to your views.

Base: All respondents

	Gender		Age						Region						Working status			
	Total	Male (a)	Female (b)	18-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-64 (g)	65+ (h)	South of England (exc. London) (i)	South of England (inc. London) (j)	London (k)	The Mid- lands (l)	The North of England (m)	Wales (n)	Scot- land (o)	Full time (p)	Part time (q)
Unweighted base	984	509	475	117	203	245	242	139	38	302	436	134	150	250	46	102	669	315
Weighted base	1068	555	512	121*	279	248	248	136	36*	334	490	156	164	259	47*	107*	840	227
Often (every day/as part of regular conversation)	28 3%	11 2%	17 3%	4 3%	8 3%	5 2%	8 3%	3 2%	- -	4 1%	10 2%	6 4%o	8 5%ljO	6 2%	3 7%ljO	-	21 2%	7 3%
Every now and again (it comes up as a part of conversations, but not often)	247 23%	110 20%	137 27%A	36 30%eF	74 27%f	52 21%	46 19%	31 23%	7 21%	61 18%	127 26%ll	66 42%IJLM nO	30 18%	55 21%	12 25%	23 22%	203 24%	44 19%
They can if they want to, but people don't usually do that	294 28%	159 29%	134 26%	40 33%	72 26%	69 28%	73 29%	31 23%	8 23%	95 29%	135 27%	39 25%	51 31%	75 29%	9 19%	24 22%	232 28%	61 27%
Never, we are discouraged from doing that	27 2%	18 3%	8 2%	4 3%	8 3%	10 4%g	4 1%	1 1%	- -	5 1%	9 2%	5 3%	6 4%	9 3%	1 1%	2 2%	25 3%q	2 1%
Never, there don't appear to be many people who openly subscribe to a religion or belief in my workplace	352 33%	197 35%	155 30%	20 17%	80 28%C	81 33%C	95 38%Cd	61 45%CDE	16 44%Cd	126 38%JKI	151 31%K	25 16%	47 29%K	87 34%K	19 40%K	48 45%JKLm	271 2%	82 36%
Don't know	120 11%	59 11%	61 12%	16 13%	37 13%	31 13%	22 9%	10 7%	4 11%	42 13%	58 12%	16 10%	22 13%	26 10%	4 9%	10 9%	88 11%	32 14%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b - c/d/e/f/g/h - i/j/k/l/m/n/o - p/q
Overlap formulae used. * small base

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 171

Q.11 In your workplace, how often do people talk about their personal beliefs or religious traditions?

Please choose the answer that is closest to your views.

Base: All respondents

	Sector			Seniority			Ethnicity		Religion							Q.4 Religious clothing					
	Total	Public (a)	Private (b)	Third / Voluntary (c)	Manager (d)	Director or above (e)	Other non managerial (f)	White (g)	BAME (h)	Christian (i)	Muslim (j)	Hindu (k)	Jewish (l)	Sikh (m)	Buddhist (n)	Any religion (o)	No religion (p)	Crucifix (q)	A Jewish religious symbol (r)	Muslim religious symbol (s)	None of these (t)
Unweighted base	984	351	601	32	281	-	703	876	98	465	30	5	3	7	11	537	425	31	12	20	922
Weighted base	1068	377	659	32**	334	**	734	945	112*	503	31**	5**	2**	8**	12**	573	463	33**	11**	22**	1002
Often (every day/as part of regular conversation)	28 3%	12 3%	16 2%	- -	14 4% ^f	- -	14 2%	23 2%	4 4%	12 2%	3 9%	- -	- -	2 22%	1 8%	20 3% ^l	8 2%	1 4%	1 12%	3 15%	22 2%
Every now and again (it comes up as a part of conversations, but not often)	247 23%	93 25%	146 22%	8 26%	83 25%	- -	164 22%	195 21%	50 45% ^G	134 27% ^P	10 34%	3 56%	- -	2 26%	5 44%	158 28% ^P	85 18%	15 46%	4 38%	8 36%	220 22%
They can if they want to, but people don't usually do that	294 28%	114 30%	170 26%	9 29%	107 32% ^f	- -	187 25%	258 27%	33 29%	140 28%	11 36%	1 28%	2 100%	3 41%	1 8%	162 28%	128 28%	7 21%	4 35%	6 27%	277 28%
Never, we are discouraged from doing that	27 2%	9 2%	18 3%	- -	14 4% ^f	- -	13 2%	24 3%	2 2%	18 4% ^P	1 3%	- -	- -	- -	- -	19 3% ^P	5 1%	* 1%	2 16%	2 8%	24 2%
Never, there don't appear to be many people who openly subscribe to a religion or belief in my workplace	352 33%	100 26%	241 37% ^A	12 37%	80 24%	- -	272 37% ^D	344 36% ^H	8 7%	153 30% ^O	- -	- -	- -	- -	2 20%	158 28%	182 39% ^{IO}	5 17%	- -	- -	346 34%
Don't know	120 11%	49 13%	68 10%	3 8%	35 11%	- -	85 12%	100 11%	14 13%	47 9%	6 18%	1 16%	- -	1 11%	2 19%	56 10%	55 12%	3 10%	- -	3 15%	114 11%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c - d/e/f - g/h - i/j/k/l/m/n/o/p - q/r/s/t
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Faith in the Workplace Survey

ONLINE Fieldwork: 17th-19th February 2017

Absolutes/col percents

Table 172

Q.11 In your workplace, how often do people talk about their personal beliefs or religious traditions?

Please choose the answer that is closest to your views.

Base: All respondents

	D.11 Frequency attending religious services						Q.1 Experienced someone else being discriminated against in workplace						Q.5a Personally been discriminated against in the workplace						Participated in diversity and inclusion training	
	Total	Weekly/ Once a month or more (Net) (a)	Weekly (b)	Once a month or more (c)	Less than once a month (d)	Never (e)	No religion (f)	Any (Net) (g)	Religion and belief (h)	Sex/ gender (i)	Sexual orientation (j)	Race (k)	Disability (l)	Any (Net) (m)	Religion and belief (n)	Sex/ gender (o)	Sexual orientation (p)	Race (q)		Disability (r)
Unweighted base	984	117	62	55	253	146	425	157	32	59	44	53	28	148	28	61	16	36	27	212
Weighted base	1068	130*	70*	61*	273	149	463	182	35**	71*	44*	61*	26**	166	28**	72*	17**	42**	26**	253
Often (every day/as part of regular conversation)	28 3%	9 7% ^d F	7 10% ^D eF	2 3%	7 3%	4 3%	8 2%	7 4%	2 5%	5 6%	3 8%	2 4%	3 10%	7 4%	3 11%	7 9% ^m	5 29%	5 12%	6 25%	7 3%
Every now and again (it comes up as a part of conversations, but not often)	247 23%	53 41% ^d EF	33 48% ^D EF	20 32% ^E F	83 31% ^E F	19 13%	85 18%	59 32%	21 61%	22 32%	15 33%	25 40%	11 42%	60 36%	16 55%	24 34%	4 23%	24 57%	7 27%	87 34%
They can if they want to, but people don't usually do that	294 28%	37 28% ^e	15 21%	22 36% ^E	93 34% ^b E	28 18%	128 28% ^E	47 26%	4 12%	14 20%	15 33% ⁱ	15 25%	4 15%	46 28%	3 11%	20 28%	5 28%	9 21%	4 17%	73 29%
Never, we are discouraged from doing that	27 2%	7 5% ^F	5 7% ^F	2 3%	7 2%	6 4% ^f	5 1%	10 5%	2 7%	5 7%	2 4%	2 3%	1 4%	3 2%	2 7%	2 3%	1 8%	1 2%	1 5%	12 5%
Never, there don't appear to be many people who openly subscribe to a religion or belief in my workplace	352 33%	11 8%	4 6%	7 12%	63 23% ^{ABC}	77 52% ^{ABCD}	182 39% ^{ABCD}	50 28%	5 15%	17 24%	9 21%	15 24%	7 26%	39 24%	2 6%	19 26%	2 12%	3 7%	5 20%	53 21%
Don't know	120 11%	14 11%	6 8%	8 14%	20 7%	15 10%	55 12% ^d	9 5%	- -	7 10% ^{gj}	1 2%	2 3%	1 3%	10 6% ^o	3 10%	- -	- -	1 2%	2 6%	20 8%

Proportions/Means: Columns Tested (5%, 10% risk level) - a/b/c/d/e/f - g/h/i/j/k/l - m/n/o/p/q/r
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing