

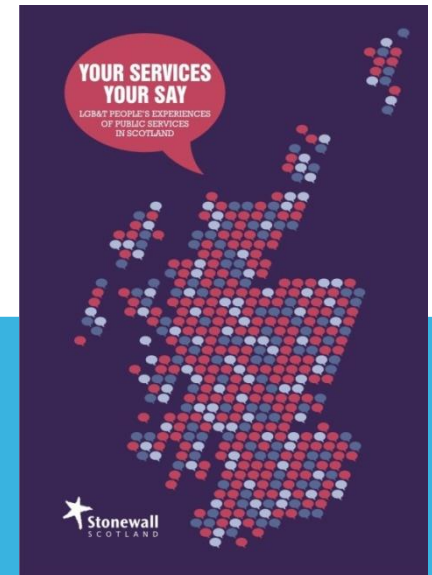
# LGBT EQUALITY IN HIGHER EDUCATION

CATHERINE SOMERVILLE – STONEWALL  
SCOTLAND



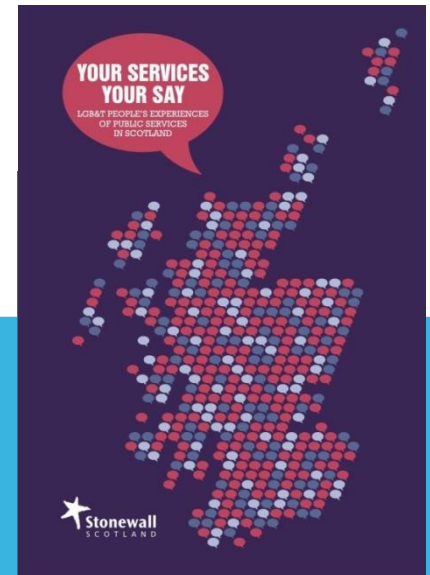
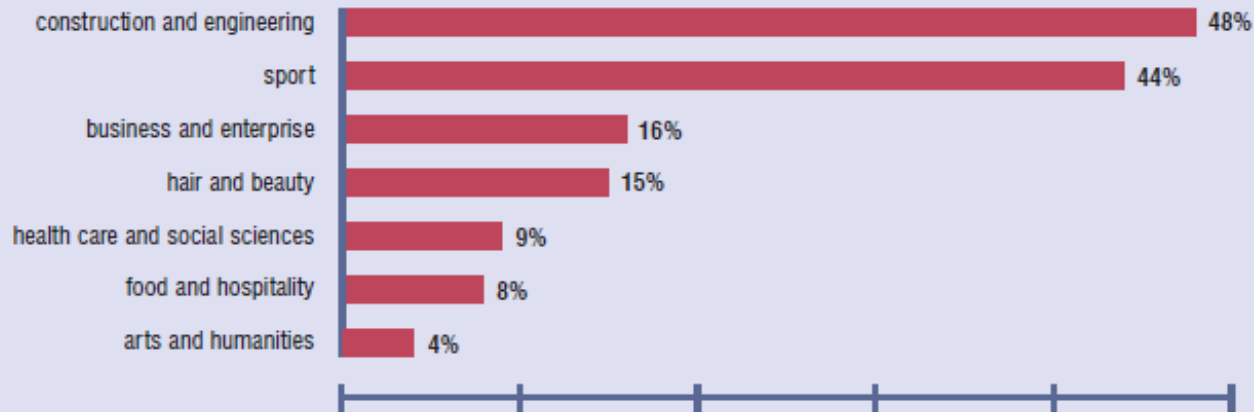
# KEY THEMES: STUDENTS EXPERIENCE

- Almost one in four LGBT people believe they would face discrimination from other students at college or university
- One in eight would expect discrimination from teaching staff
- Expectations vary by subject
- Expectations vary by gender

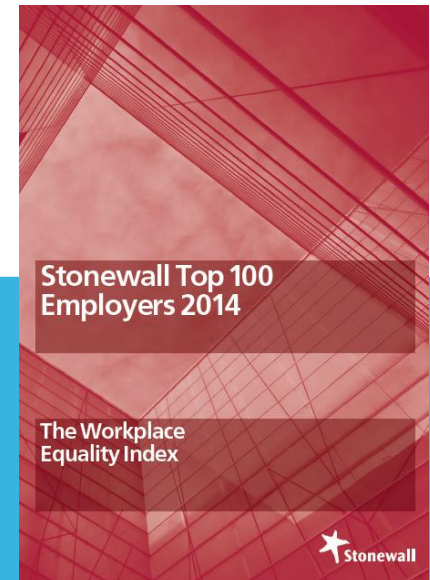
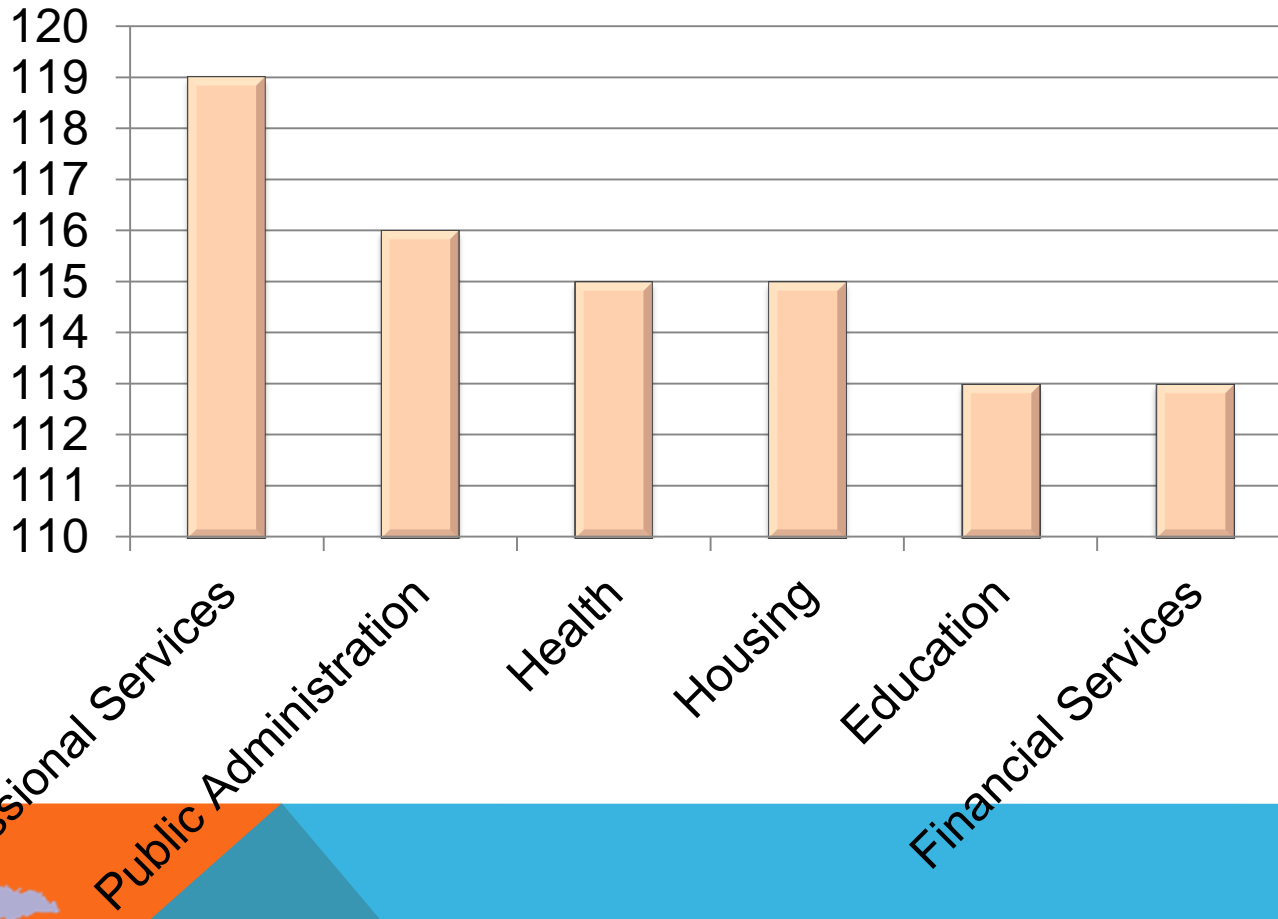


# EXPECTATIONS BY SUBJECT AREA

LGBT people who would expect to be treated worse because of their sexual orientation or gender identity at college or university when studying...

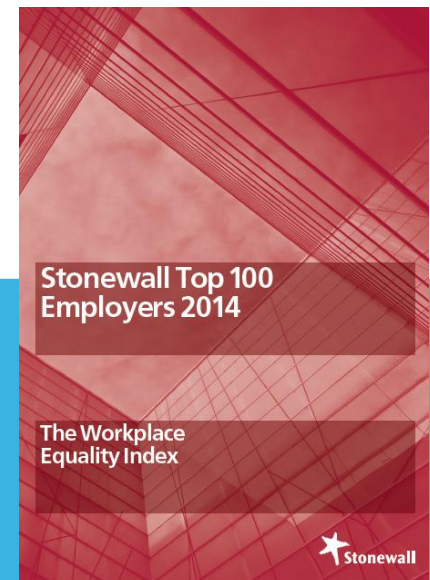


# STONEWALL WORKPLACE EQUALITY INDEX: SECTOR PERFORMANCE 2014



# ENGAGEMENT WITHIN EDUCATION SECTOR

- **52** entries from Universities and FE Colleges in 2014
- **158** submissions from HEIs since 2007 (Over 830 employers have participated in the Index since 2005)
- **No** HEI has ever featured in the Top 10
- **11** = Highest ever rank achieved by a university (Cambridge, 2012)
- **No** Scottish University or college has featured in the top 100



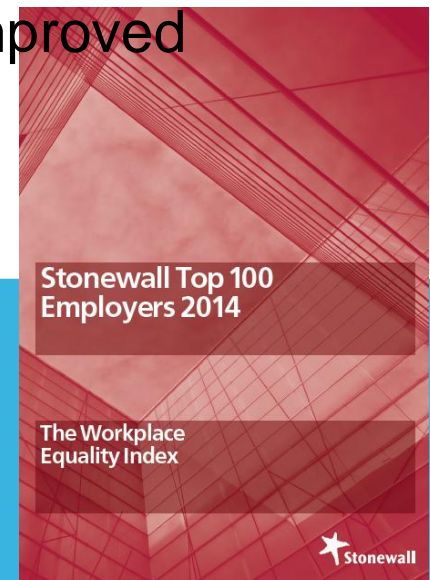
# YEAR ON YEAR IMPROVEMENT

- **HEI** participation in the index has increased year on year:

2011	2012	2013	2014
27	34	39	42

- Performance in the sector on the whole has improved year on year

2011	2012	2013	2014
105	94	100	108



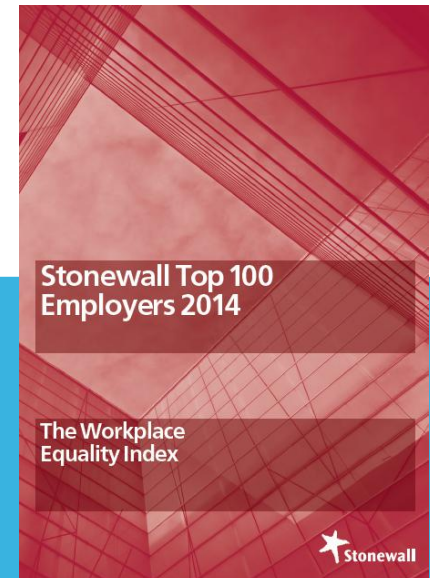
# KEY AREAS FOR IMPROVEMENT IN EDUCATION

Community engagement

Manager development

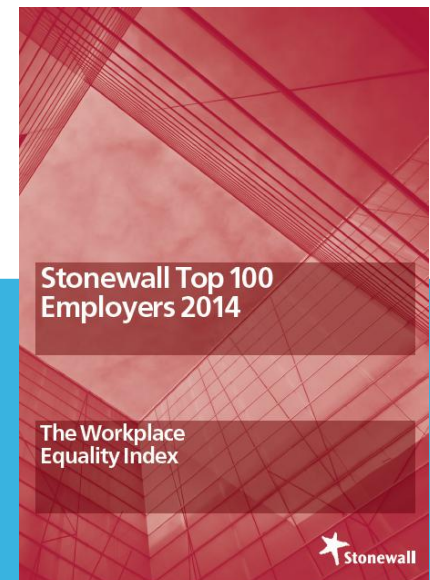
Staff engagement

Education	6	3	10
Top 100	19	7	16
Difference	- 13	- 4	- 6



# STAFF SURVEY RESULTS

- Less likely to be out with colleagues
- Less likely to be out with managers and senior staff
- Fewer visible and open LGBT role models
- 2014 - **37%** of respondents from the HE sector reported *not being out* to clients/service users/customers





# RECOMMENDATIONS

- Training
  - Specific to role
  - Consistency
- Policies
  - How are these enforced?
  - Internal equalities policies
- Communications
  - Increasing visibility
  - Consistency of message





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