

Total	Organization size		Gender		Age			
	Small	Medium	Male	Female	Under 35	35-44	45-54	55+

In general, how difficult, if at all, would you say it is/ would be to be each of the following in your current company (i.e. as employees)? (Please select one option on each row)

A man

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very difficult	1%	1%	-	1%	1%	4%	-	-	0%
Fairly difficult	3%	3%	3%	3%	2%	6%	3%	1%	3%
Not very difficult	13%	12%	16%	12%	14%	18%	14%	12%	11%
Not difficult at all	80%	80%	80%	80%	80%	69%	79%	86%	79%
Don't know	4%	4%	2%	4%	3%	4%	4%	1%	5%
Net: Difficult	4%	4%	3%	4%	3%	9%	3%	1%	4%
Net: Not difficult	93%	92%	96%	92%	94%	87%	93%	97%	91%

A woman

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very difficult	1%	2%	-	2%	1%	5%	-	-	2%
Fairly difficult	5%	4%	8%	5%	5%	9%	6%	4%	4%
Not very difficult	19%	19%	21%	18%	23%	26%	28%	20%	14%
Not difficult at all	71%	71%	70%	72%	68%	56%	62%	75%	76%
Don't know	4%	4%	2%	4%	3%	4%	4%	1%	5%
Net: Difficult	6%	6%	8%	6%	6%	15%	6%	4%	5%
Net: Not difficult	90%	90%	90%	90%	91%	82%	90%	95%	90%

Disabled (i.e. to have a mental or physical disability)

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very difficult	13%	15%	9%	13%	15%	20%	8%	13%	15%
Fairly difficult	32%	30%	36%	31%	33%	28%	34%	36%	29%
Not very difficult	22%	19%	31%	23%	19%	21%	27%	21%	20%
Not difficult at all	24%	25%	17%	23%	26%	26%	22%	23%	24%
Don't know	10%	11%	7%	11%	7%	5%	8%	8%	13%
Net: Difficult	45%	45%	44%	44%	48%	48%	43%	49%	43%
Net: Not difficult	45%	44%	49%	45%	45%	47%	49%	43%	44%

Total	Organization size		Gender		Age			
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From a black or minority ethnicity

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very difficult	2%	2%	3%	2%	3%	2%	2%	4%	1%
Fairly difficult	5%	4%	10%	6%	3%	12%	5%	5%	4%
Not very difficult	20%	19%	23%	20%	21%	14%	26%	20%	18%
Not difficult at all	66%	67%	61%	66%	68%	66%	61%	68%	68%
Don't know	7%	8%	3%	7%	6%	7%	7%	3%	9%
Net: Difficult	7%	6%	13%	8%	5%	13%	6%	9%	5%
Net: Not difficult	86%	87%	84%	85%	89%	79%	87%	88%	86%

A lesbian, gay, bisexual or transgender person

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very difficult	4%	4%	3%	4%	3%	8%	2%	3%	4%
Fairly difficult	7%	5%	14%	8%	4%	13%	7%	5%	6%
Not very difficult	21%	19%	26%	20%	22%	23%	25%	25%	16%
Not difficult at all	59%	61%	51%	58%	64%	53%	56%	64%	59%
Don't know	10%	10%	6%	10%	7%	4%	9%	4%	14%
Net: Difficult	11%	9%	17%	12%	7%	21%	9%	8%	10%
Net: Not difficult	80%	81%	77%	78%	85%	75%	81%	89%	75%

Total	Organization size		Gender		Age			
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And how supported, if at all, would you say each of the following types of people are/ would be generally in your current company (i.e. as employees)? (Please select one option on each row)

A man

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very supported	57%	58%	56%	54%	64%	63%	58%	58%	55%
Fairly supported	27%	25%	32%	27%	26%	26%	28%	30%	24%
Not very supported	4%	4%	3%	6%	-	-	3%	1%	8%
Not at all supported	4%	4%	4%	5%	1%	4%	4%	3%	5%
Don't know	8%	9%	4%	8%	9%	8%	7%	8%	9%
<b>Net: Supported</b>	<b>84%</b>	<b>83%</b>	<b>88%</b>	<b>82%</b>	<b>90%</b>	<b>89%</b>	<b>86%</b>	<b>88%</b>	<b>79%</b>
<b>Net: Not supported</b>	<b>8%</b>	<b>8%</b>	<b>8%</b>	<b>10%</b>	<b>1%</b>	<b>4%</b>	<b>7%</b>	<b>3%</b>	<b>12%</b>

A woman

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very supported	53%	55%	47%	52%	57%	53%	49%	55%	54%
Fairly supported	30%	29%	37%	31%	29%	32%	34%	31%	28%
Not very supported	5%	5%	9%	5%	6%	4%	6%	4%	6%
Not at all supported	3%	4%	3%	4%	1%	6%	4%	3%	3%
Don't know	8%	8%	4%	8%	7%	6%	7%	7%	8%
<b>Net: Supported</b>	<b>84%</b>	<b>83%</b>	<b>84%</b>	<b>82%</b>	<b>87%</b>	<b>85%</b>	<b>82%</b>	<b>86%</b>	<b>83%</b>
<b>Net: Not supported</b>	<b>9%</b>	<b>8%</b>	<b>11%</b>	<b>10%</b>	<b>7%</b>	<b>9%</b>	<b>10%</b>	<b>7%</b>	<b>9%</b>

A disabled person (i.e. to have a mental or physical disability)

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very supported	31%	33%	24%	29%	36%	36%	31%	34%	29%
Fairly supported	33%	31%	43%	33%	34%	36%	38%	34%	31%
Not very supported	12%	12%	13%	13%	11%	9%	10%	10%	15%
Not at all supported	6%	6%	6%	6%	5%	4%	5%	9%	5%
Don't know	17%	18%	13%	18%	13%	15%	16%	14%	20%
<b>Net: Supported</b>	<b>65%</b>	<b>64%</b>	<b>68%</b>	<b>63%</b>	<b>71%</b>	<b>73%</b>	<b>69%</b>	<b>68%</b>	<b>60%</b>
<b>Net: Not supported</b>	<b>18%</b>	<b>18%</b>	<b>19%</b>	<b>19%</b>	<b>16%</b>	<b>13%</b>	<b>15%</b>	<b>19%</b>	<b>21%</b>

Total	Organization size		Gender		Age			
	Small	Medium	Male	Female	Under 35	35-44	45-54	55+

**From a black or minority ethnicity**

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very supported	49%	50%	46%	47%	55%	51%	45%	52%	49%
Fairly supported	30%	29%	36%	31%	28%	32%	35%	28%	29%
Not very supported	5%	4%	8%	6%	3%	4%	1%	6%	7%
Not at all supported	4%	4%	5%	5%	2%	2%	6%	3%	4%
Don't know	11%	13%	5%	11%	11%	11%	13%	10%	11%
Net: Supported	80%	79%	82%	78%	83%	83%	81%	80%	78%
Net: Not supported	9%	8%	13%	11%	5%	6%	6%	10%	11%

**A lesbian, gay, bisexual or transgender person**

Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>	544	434	110	397	147	55	109	138	242
Very supported	44%	45%	39%	40%	55%	46%	48%	43%	42%
Fairly supported	29%	28%	32%	30%	25%	36%	27%	32%	27%
Not very supported	8%	6%	12%	8%	5%	4%	6%	10%	8%
Not at all supported	5%	5%	7%	6%	3%	4%	5%	6%	5%
Don't know	15%	16%	10%	16%	11%	11%	14%	10%	18%
Net: Supported	73%	73%	71%	70%	80%	81%	75%	75%	68%
Net: Not supported	13%	11%	19%	14%	9%	8%	11%	16%	13%

Total	Organization size		Gender		Age			
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Which, if any, of the following would you say are barriers to increasing diversity (e.g. gender, disability, ethnicity) in your workplace? (Please select all that apply)

	Unweighted base	544	429	115	397	147	54	108	138	244
<b>Base: SME senior decision makers</b>		<b>544</b>	<b>434</b>	<b>110</b>	<b>397</b>	<b>147</b>	<b>55</b>	<b>109</b>	<b>138</b>	<b>242</b>
Availability of diverse candidates		19%	15%	34%	18%	20%	22%	32%	21%	10%
Lack of diverse role models		10%	8%	18%	9%	12%	11%	18%	11%	6%
Concerns around funding maternity or paternity leave		12%	13%	11%	13%	9%	15%	10%	9%	14%
Concerns around flexible working/ time off		14%	13%	20%	14%	16%	16%	17%	13%	14%
Difficulties communicating opportunities to potential candidates of different backgrounds		6%	5%	13%	5%	9%	9%	13%	7%	2%
Ineffective workplace diversity programmes		6%	5%	12%	6%	8%	11%	5%	9%	4%
Potential applicant's perception of the company		7%	6%	12%	8%	4%	9%	9%	10%	4%
Potential applicant's perception of the industry		13%	12%	20%	14%	11%	11%	16%	16%	11%
High cost of introducing new ways of working (e.g. training, facilities)		15%	14%	16%	16%	12%	9%	19%	14%	14%
Lack of disabled access		31%	31%	32%	30%	33%	32%	33%	27%	32%
Cost of IT support for those with visual or mobility disabilities		11%	10%	17%	12%	10%	9%	17%	8%	11%
Other		11%	13%	5%	11%	12%	7%	9%	11%	13%
Don't know		4%	4%	5%	4%	5%	4%	3%	6%	4%
Not applicable – there are no barriers to increasing diversity in my workplace		33%	35%	24%	32%	34%	31%	24%	37%	34%

Total	Organization size		Gender		Age			
	Small	Medium	Male	Female	Under 35	35-44	45-54	55+

For the following question, by "SMEs", we mean small and medium enterprises (i.e. which have fewer than 250 employees)...

Which, if any, of the following statements do you agree with? (Please select all that apply)

	Unweighted base	544	429	115	397	147	54	108	138	244
	Base: SME senior decision makers	544	434	110	397	147	55	109	138	242
It is the role of large companies, not SMEs to promote diversity in their industry		8%	9%	8%	8%	8%	11%	6%	5%	11%
SMEs cannot afford to invest in diversity		20%	20%	17%	22%	14%	22%	20%	14%	22%
Some industries are not suitable for disabled people		48%	48%	48%	52%	39%	45%	43%	45%	54%
SMEs need financial support and training if they are to become more diverse		27%	26%	29%	28%	25%	16%	28%	25%	30%
Providing flexible working arrangements would be too costly for my business		19%	19%	20%	20%	17%	13%	22%	17%	21%
A pay gap still exists between men and women in SMEs		23%	22%	26%	19%	32%	18%	32%	20%	21%
People with a disability tend to be treated differently in my industry		12%	12%	11%	12%	10%	11%	8%	14%	12%
Women tend to be treated differently in my industry		14%	15%	12%	11%	22%	15%	20%	13%	12%
People with a disability are just as productive as people without a disability in my industry		27%	25%	34%	27%	28%	22%	29%	27%	27%
None of these		12%	14%	7%	12%	14%	9%	10%	11%	15%
Don't know		7%	8%	4%	7%	8%	13%	8%	10%	4%