

Acknowledgement

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When asked about support in the workplace, three in five LGBT women had been made uncomfortable by jokes or statements about LGBT people in the past two years. Fifteen per cent said that negative comments about LGBT people are either accepted or tolerated in their workplace.

On the other hand, more than three quarters of respondents said that their colleagues were supportive of them and that negativity against LGBT people was not tolerated. Other research has found that being out can help LGBT employees advance more quickly in their careers. By being 'truer' to themselves, they said they could be fully dedicated to their work without wasting time and energy pretending to be someone else (ACAS 2013).

(Table 6) The following table compared Sexual identity by socio-economic classification, April 2009 to March 2010-United Kingdom

	Percentages					
	Managerial and professional occupations	Intermediate occupations	Routine and manual occupations	Never worked and long term unemployed	Not classified	Total (Thousands (=100%))
Heterosexual/Straight	29.7	15.7	28.1	12.3	14.3	46,659
Gay/Lesbian/Bisexual	41.5	14.4	22.0	14.6	7.6	695
Gay/Lesbian	48.8	13.7	19.5	11.6	6.5	466
Bisexual	26.5	15.9	27.1	20.6	9.8	229
Other	22.9	12.7	27.9	15.5	20.9	246
Don't know / Refusal	24.5	13.2	21.3	17.8	22.3	1,597
Non response	11.2	7.6	11.6	27.9	37.7	320

1 The total number of eligible responses to this question was 238,206.

(Source: Integrated Household Survey, Office for National Statistics (data aggregated using NSSECMJ variable))

Further, people (aged 16 and over) who identified themselves as gay or lesbian during the Integrated Household Survey (April 2009 to March 2010) were educated to a higher level than those who identified as either heterosexual or bisexual. 38.4 per cent of gay/lesbian respondents were educated to degree level or higher, compared with 23.8 per cent of Bisexual respondents and 21.6 per cent of heterosexual respondents. 11.7 per cent of gay/lesbian respondents had qualifications above A' level or equivalent but below degree level, such as NVQ level 4, this compares with 9.5per cent of heterosexual respondents and 7.5 per cent of bisexual respondents. At the other end of the educational scale, heterosexuals were more likely to have no formal qualifications – 13.0 per cent of heterosexual respondents had no formal qualifications, this compares with 11.6% of bisexual respondents and just 5.1 per cent gay/le sbian respondents (Office of National Statistics, 2011).

Table 7

(Percentages)

	Degree	Higher	A level	O level,	Other	No formal	Total
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<http://www.equalitysouthwest.org.uk/support-services/about-us>

<http://www.artquest.org.uk/listings/view/women-and-equality-unit>

<http://www.equalityhumanrights.com/about-us/>

<http://www.wrc.org.uk/>

<http://homeoffice.gov.uk/equalities/>

<http://www.civilservice.gov.uk/wp-content/uploads/2011/07/diversity-strategy.pdf>

<http://www.equalrightstrust.org/ertdocumentbank/bob%20hepple.pdf>

<http://www.historyandpolicy.org/papers/policy-paper-99.html>

<http://ukhumanrightsblog.com/introduction/>

<http://www.guardian.co.uk/news/datablog/2010/sep/23/sex-identity-brian-ons#>

<http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid/SexualOrientation>

ONS (ONStatistics document file)

31 March 2011

Correction Notice

New ONS Integrated Household Survey: Experimental Statistics

Measuring Sexual Identity: An Evaluation Report September 2010

<http://www.bishopslaw.co.uk/blog/discrimination-claims-%E2%80%93-employment-tribunal-statistics-20112012/>

<http://www.justice.gov.uk/downloads/statistics/tribs-stats/employment-trib-stats-april-march-2011-12.pdf>

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cases

<http://www.xperthr.co.uk/blogs/employment-tribunal-watch/discrimination-sexual-orientation/>

https://www.stonewall.org.uk/at_work/workplace_discrimination/4740.asp

<http://www.acas.org.uk/index.aspx?articleid=3966>

http://www.equalityhumanrights.com/uploaded_files/research/integration_in_the_workplace.pdf

Robert upex, Richard benny & Stephen hardy- labour law- oxford; oxford university press- 2nd edition 2006

http://www.ons.gov.uk/ons/dcp171778_227150.pdf

(Morgan and Bell, 2003)

Cases:

http://www.cjel.net/print/5_1-brems/

<http://www.xperthr.co.uk/article/66240/gay-man-dismissed-on-breach-of-contract.aspx>

<http://www.rubensteinpublishing.com/default.aspx?id=101926>

http://www.equalityhumanrights.com/uploaded_files/employment_equality__religion_or_belief__regulations_2003.pdf

www.employmentappeals.gov.uk/Public/.../07_0556fhSMCLA.doc

<http://www.express.co.uk/news/uk/85665/Harassed-gay-guard-gets-62-500>

<http://www.telegraph.co.uk/news/uknews/4698761/Gay-security-guard-wins-62500-for-sexual-harassment-from-female-colleague.html>

<http://www.acas.org.uk/index.aspx?articleid=3017>

<http://www.equality-law.co.uk/news/1618/66/Sexual-orientation-claims-on-the-rise/>

grievance process