



# Insight

into ill treatment in the British workplace

## **Appendix: Respondents to the British Workplace Behaviour Survey**

### **Gender**

Our survey contained 2120 responses from men and 1859 responses from women.

### **Sexual Orientation**

Our survey responses are primarily from people who described themselves as heterosexual (3364) with 52 gay men or lesbian women and 19 people who described themselves as bisexual. 13.7% (544) people did not answer this question.

### **Age**

The mean age of our sample was 39 years and the age distribution ranged from 16 to 82 years of age.

### **Ethnicity**

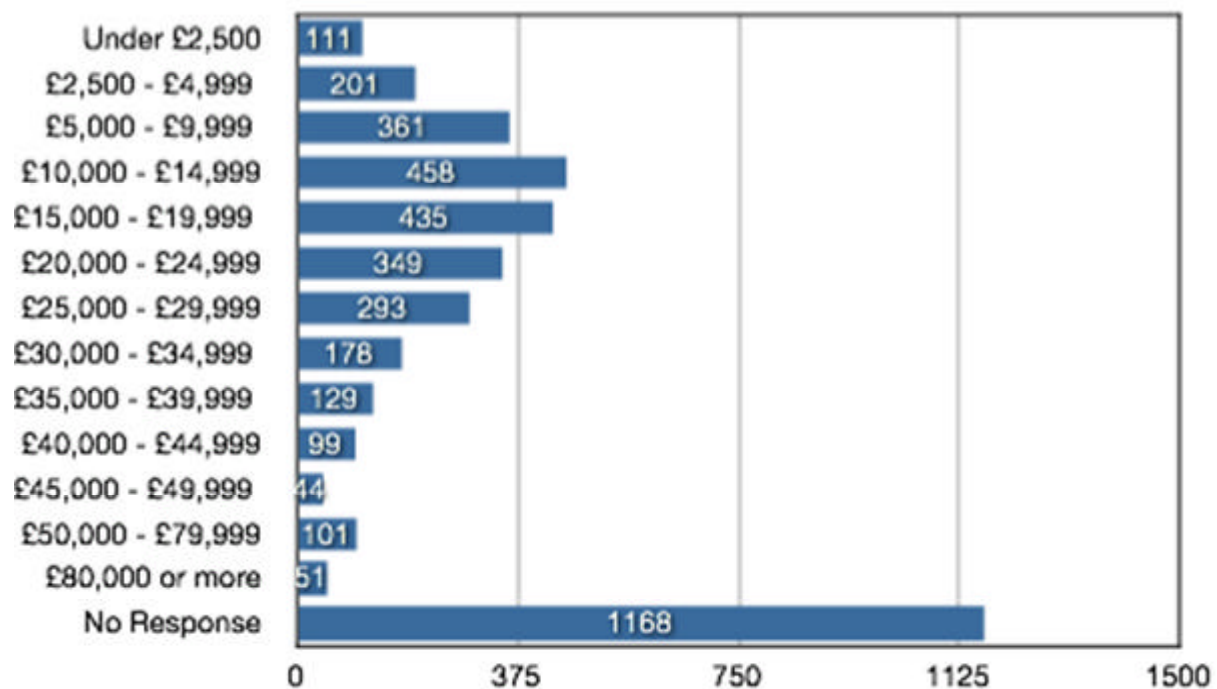
The majority of our respondents were White (89.8%; 3571). Our ethnic boost (weighted responses) contained 5.2% (208) Asians, 3.0% (119) Black, 1.1% (45) Mixed and 0.7% (27) 'other'. Ten (10) people refused to answer this question.

### **Disability**

The majority of our sample reported no disabilities (88.9%). Those with a physical disability amounted to 117 people (2.9%) while 52 people (1.3%) told us they had a learning or psychological disability. Some 115 people (2.9%) reported some 'other' type of disability and 158 people (4.0%) refused to answer this question.

### **Qualifications**

Some 24% of our sample (956) held an undergraduate degree or higher qualification while 59.6% (2370) had other types of qualifications ranging from GCSE's and A levels to



college diplomas and professional qualifications. 16.4% (653) refused to answer this question.

Income

Figure 1 below illustrates the income distribution of respondents

### **Management or Supervisory Duties**

We wanted to find out if those with management or supervision responsibilities were more or less likely to experience, witness or report being perpetrators of ill-treatment behaviours. This meant we needed to ask our sample if they were in management or supervision roles. 63.3% (2519) did not have any responsibilities for managing or supervising others while 35.6% (1418) did have responsibilities. 1.1% (42) people did not answer this question.

### **Permanent and Temporary Workers**

90.7% (3607) of our sample regarded themselves as permanent contract employees with 8.7% (346) respondents having temporary contracts. Twenty-five people did not answer this question.

### **Members of a Trade Union**

Approximately two-thirds of our sample (65.3%; 2600) were not members of a trade union with just over a quarter 26.1% (1039) reporting membership of a trade union. 8.5% (340) of the sample refused to answer this question.

## Employment Sector

65% (2587) of our sample were employed in the private sector; 32.6% (1298) were employed in the public sector; and 2.4% (94) were employed in the third sector.

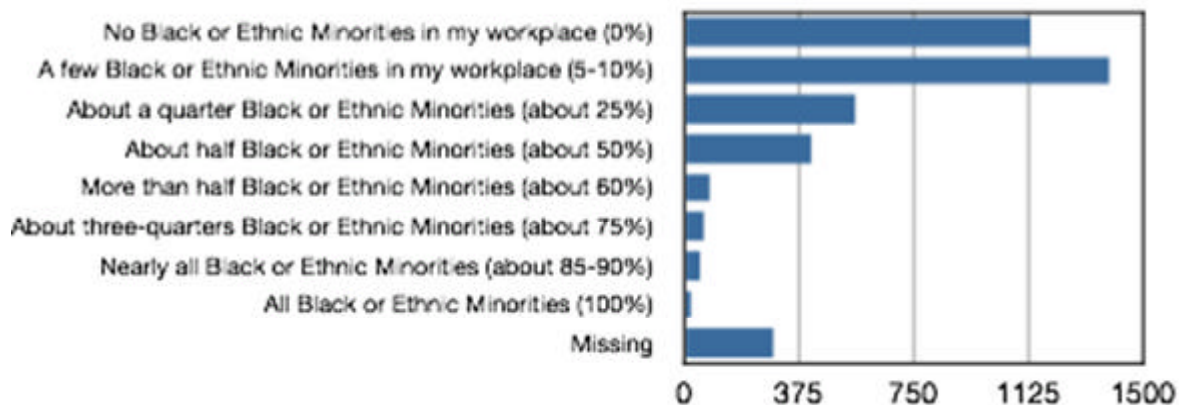
## Size of Workplace

The majority of our sample (27.7%; 1103) worked in workplaces with more than 250 employees. The next largest element of our sample (27.5%; 1095) worked in workplaces of between 10 and 49 employees. 21.1% (838) worked in workplaces with between 50 and 249 employees and 14.8% (587) worked in workplaces with less than 10 employees. Some 9% (356) of respondents did not answer this question.

## Ethnicity Characteristics of Workplaces

As our study was specifically looking at whether peoples with an ethnic background other than White were more or less likely to report exposure to negative workplace behaviours

**Figure 2: Ethnic Characteristic of Workplaces**

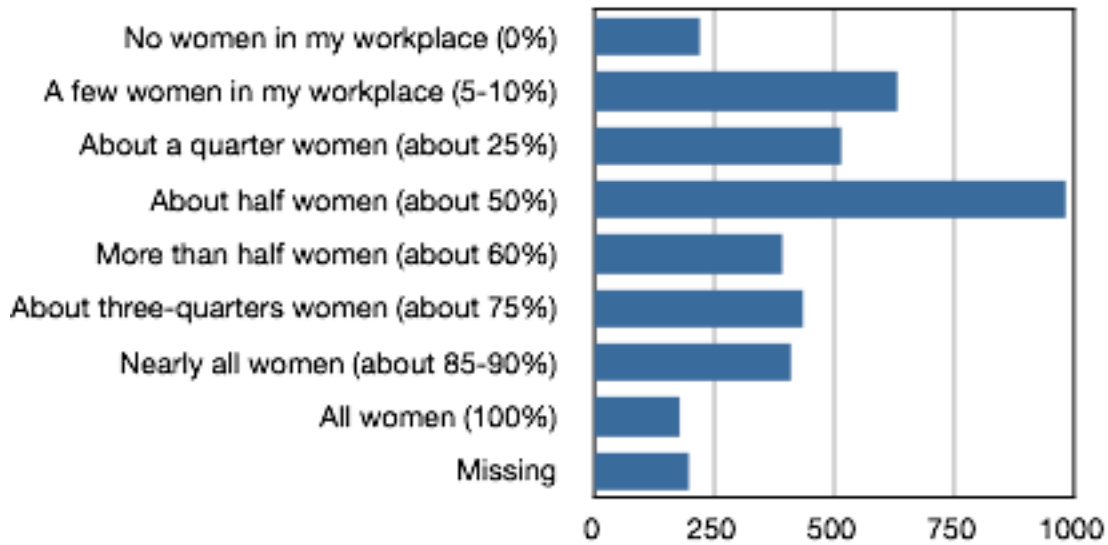


we wanted to see if the composition of the workforce played a part in everyday working experiences. We therefore asked respondents what their workplace looked like in workforce composition. Figure 2 below illustrates the ethnic composition of workplaces as reported by respondents in our sample.

## Gender Characteristics of Workplaces

As with ethnicity characteristics, we wanted to explore whether workplaces that employed more, or less, men and women were more, or less, susceptible to ill-treatment behaviours. Figure 3 below illustrates the breakdown of the workplaces by gender as reported by our sample.

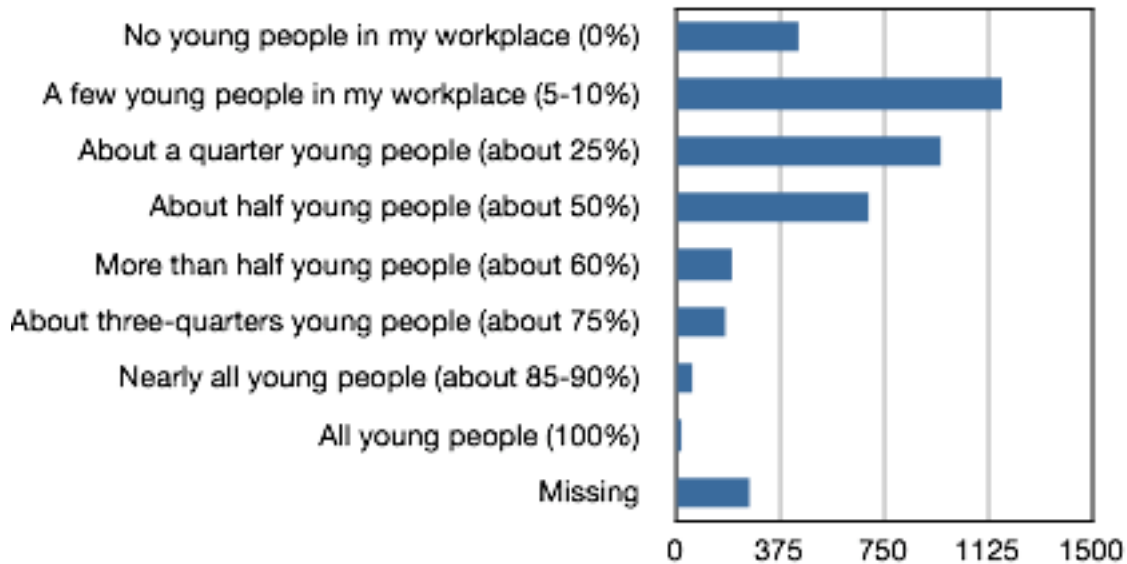
**Figure 3: Gender Characteristic of Work**



### Age Characteristics of Workplaces

With legislation now outlawing age discrimination we also wanted to discover whether the age composition of workplaces played a significant role in negative workplace behaviours. Figure 4 below illustrates the breakdown of workplaces by age as reported by our sample.

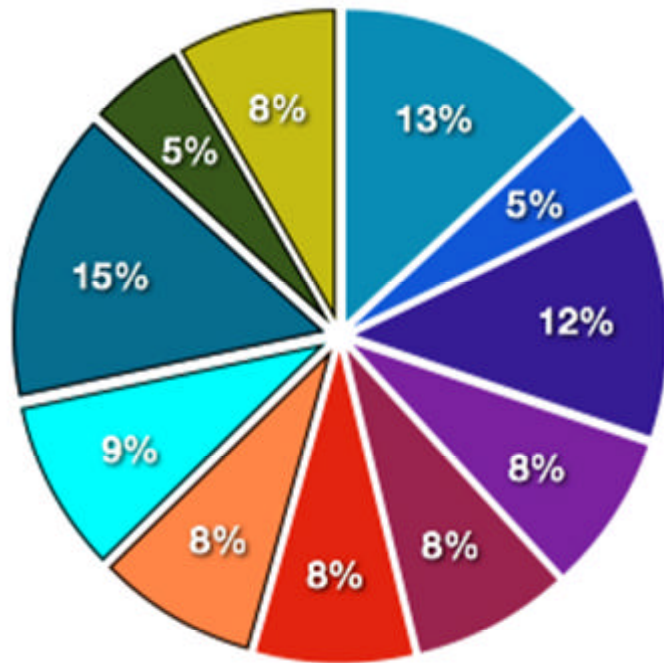
**Figure 4: Age Characteristic of Work**



### Region

Our final descriptive demographic is region. Figure 5 below illustrates the geographic regions where our sample was drawn from.

**Figure 5: Respondents by Region**



- London
- North East
- North West
- Yorkshire and Humberside
- East Midlands
- West Midlands
- South West
- East of England
- South East
- Wales
- Scotland