



# Responses to the Resident Engagement Survey

Centre for Public Scrutiny and  
Democratic Society

## Change at the Council

Independent Review of Governance for the  
Royal Borough of Kensington and Chelsea

## General

- This survey was run and analysed independently by The Democratic Society and the Centre for Public Scrutiny as part of their independent review of governance for the Royal Borough of Kensington and Chelsea (RBKC).
- This survey was aimed at residents of Kensington and Chelsea.
- A separate survey was issued for people who work for the Council, serve as councillors or run community organisations.
- The introduction to the survey, setting out the background and approach is attached at APPENDIX ONE.
- A list of survey questions is attached at APPENDIX TWO.
- The survey was launched on 16 November 2017 and closed on 9 February 2018.
- Distribution was via email for the online version (SurveyMonkey). Hard copies were provided in libraries and a workshop.
- In total, 387 responses were received.
- The breakdown of who responded is attached at APPENDIX THREE.
- Following a one-page summary, a separate section is provided for each of the questions included in the survey.
- For each question, responses are listed in summarised form, with the number of responses for each shown in brackets. No brackets after an item indicates a single response. The items are listed in order of the number of responses.

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## Summary

### **Opportunities for getting your voice heard in the decision-making process**

Most respondents had taken part in some form of activity to contribute to council decision-making, with communicating with Councillors being the most common form of contribution. However, this did not equate to people thinking the activities they had taken part in had any influence in the decision-making process, especially when it came to decisions affecting the local area. Local decisions were seen as being of critical importance, not least because of the impact they have on residents' lives.

### **Councillors working with residents**

Just over half of all respondents had worked with a councillor in the last twelve months and over half of these rated their experience as positive, with 20% saying it was an excellent experience. This is similar to the number of respondents who thought that councillors listened to local residents (22%).

However, when it came to councillors and residents working together, a greater proportion felt this was either poor or very poor (41.9%). People's ideas and suggestions for improving this ranged from

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improving communication, more frequent face-to-face engagement, listening to a broader group of residents and having better or younger councillors.

### **Council decision-making**

There was little agreement that the Council understood residents' needs, listened or genuinely wanted to hear from residents when making decisions. While almost a quarter of all respondents had some experience of lead member decision-making, this experience was seen to be a confusing process, which created barriers for the Council connecting with residents.

Just over half of all respondents did not know if lead members were held to account by other councillors. When asked for ideas and suggestions for improving the way the Council makes decisions, people wanted greater transparency and information on decision-making processes.

### **Council meetings**

43% of respondents had attended a public meeting of the Council, and 41% of people thought that council meetings were fairly to very accessible to the public. However, some people had had a negative experience, which meant that they felt uneasy about speaking up. Smaller and more local meetings were suggested with more time for the public to speak.

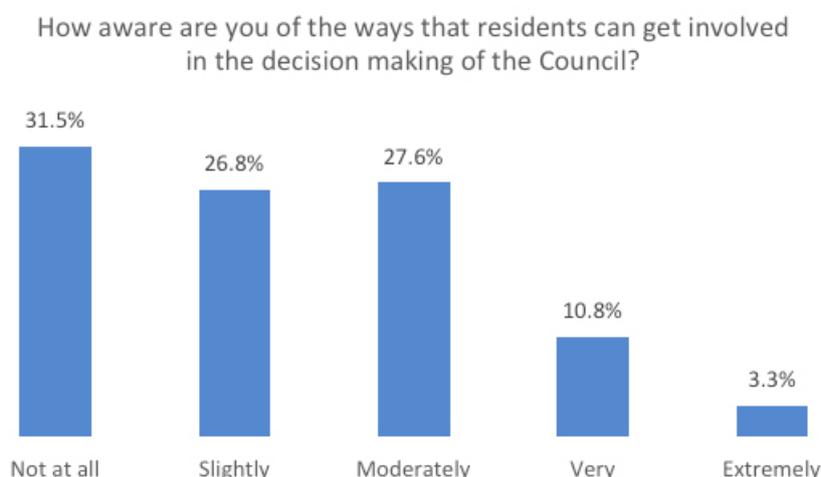
### **What one thing would you like to see the Council put into practice?**

The most popular answers to this question were for the Council to improve communication and provide better information. Respondents also emphasised the importance of the Council and councillors listening to residents.

# Opportunities for getting your voice heard in the decision-making process

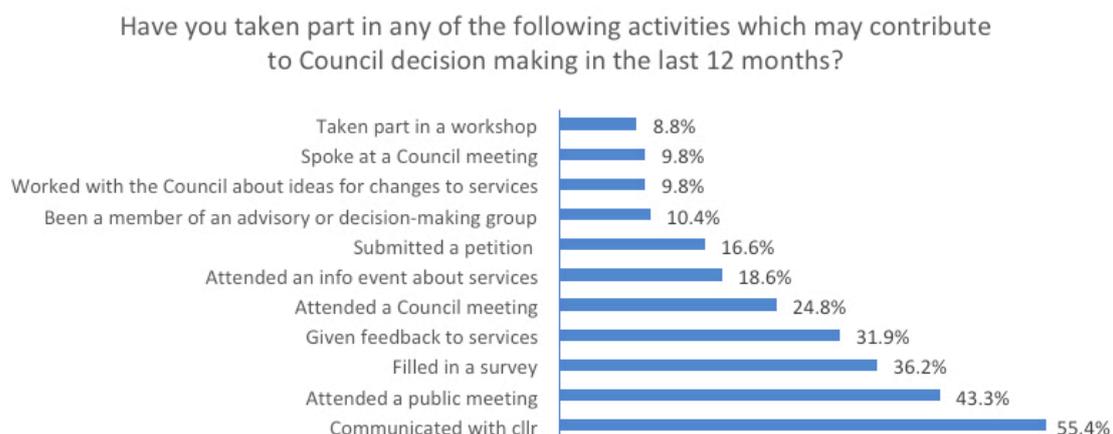
## 1. How aware are you of the ways that residents can get involved in the decision making of the Council? (n=360)

**Summary:** Overall, respondents were generally not very aware of opportunities for involvement. Those aged 18–34 were almost twice as likely not to be aware of opportunities than other age groups (58.3% of 18–34-year-olds said they were not aware of the opportunities to get involved vs. 31.5% of all residents). The group most likely to be very or extremely aware was those aged 65 and over (12.6% chose very aware and 3% chose extremely aware) and those who considered themselves to have a disability (10.7% chose very aware and 10.7% chose extremely aware).



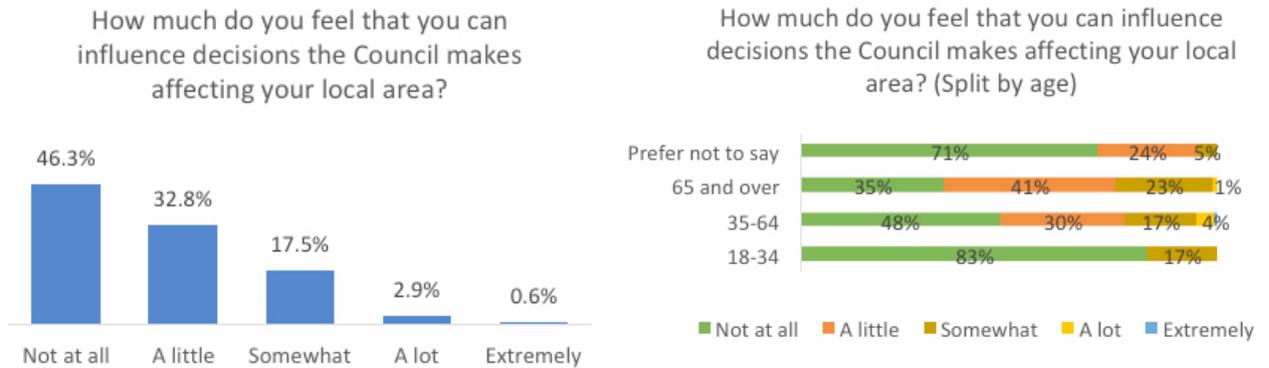
## 2. Have you taken part in any of the following activities which may contribute to Council decision making in the last 12 months? (n=360)

**Summary:** The majority of respondents (80%) had participated in some form of activity to contribute to council decision-making over the last year. The most common types of activities were communicating and giving feedback (i.e. communicating with a councillor, filling in a survey and attending a meeting). Fewer people took part in activities that involved working with the Council more directly (i.e. being a member of a board, taking part in a workshop and working with the Council on ideas).



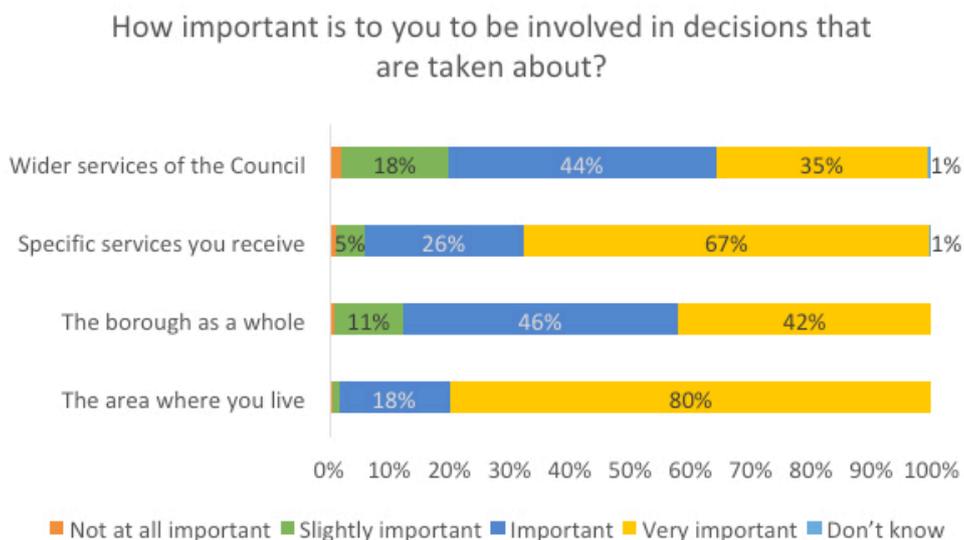
### 3. How much do you feel that you can influence decisions the Council makes affecting your local area? (n=359)

**Summary:** The majority of respondents felt they had little or no influence over council decision-making about their local area (79.1%). When looking at respondents by age, a markedly higher number of people aged under 35 felt they could not influence decisions affecting their local area (83% vs. the average of 46.3%).



### 4. How important is to you to be involved in decisions that are taken about the area where you live, the borough, specific services and wider services of the Council? (n=359)

**Summary:** It was either important or very important for the majority of residents (89.5%) to be involved in decisions for all of the mentioned areas, with the most important being decisions about areas where people live (98%). This finding was consistent across age, gender, religion, ethnicity and disability. 3% of respondents said it was not important for them to be involved in the decisions about wider services of the Council; these responses came from those who are aged 65 and over.



## 5. Why is it important for people like you to get involved with decisions made by the Council?

The key reason respondents gave for the importance of getting involved was a feeling that council decisions, directly or indirectly, had a large impact on their lives: *“because we are the residents. We live here, work here, our children go to school here”*. However, many cited examples of how the decisions taken did not help local people and stated that the only way to rectify this was to get involved, although many thought this was currently difficult to achieve.

This was linked to the statements that there was a lack of local knowledge within the Council, and that the Council could not be trusted to have accurate insight into the needs of citizens, especially those in less wealthy areas. The lack of knowledge in the Council was often attributed to it being a “safe” borough, so *“councillors do not feel any pressure to pay attention to residents’ needs”* or engage and consult with a broad range of people. This could easily be solved, respondents said, if the Council and councillors simply listened to all residents; one person wrote: *“being disabled I feel totally left out when not informed of changes in my area, I feel as if my voice will not be heard [and] my views are not important”*.

In general, there was agreement that the Council was there to serve residents, including consulting them, because residents: *“pay the council wages and expenses. Therefore, they are employed by us, and have a duty to listen and consult.”*

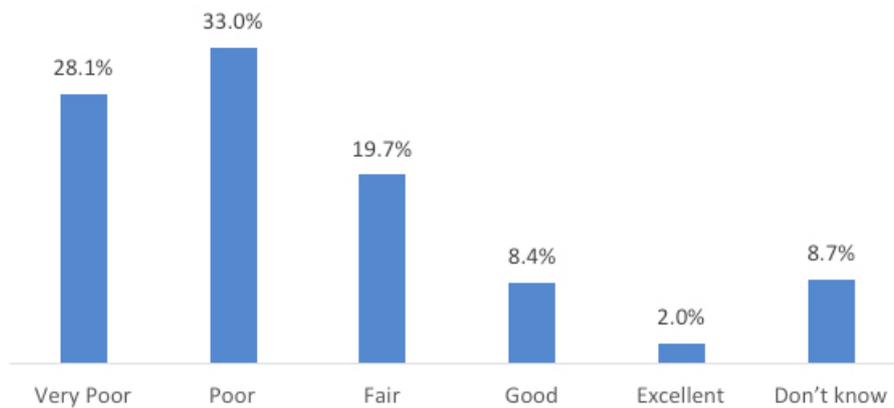
### Responses (299)

- Council decisions affect our lives (95)
- To improve council and councillor insight (37)
- The council needs to improve (30)
- We are taxpayers (28)
- Residents have a stake in the borough (26)
- It will bring better decision making (17)
- This is what democracy is about (13)
- To be active in our engagement (11)
- To enable wider voices (8)
- So that the council listens to residents (6)
- So that residents gain insight (6)
- We should play our part (5)
- To support better councillors (3)
- Because the council is there to serve us (4)
- To bring more transparency (4)
- To ensure our needs are met (3)
- To provide scrutiny (3)

## 6. How would you rate the current opportunities for residents to give their views on decisions being made by Kensington and Chelsea Council? (n=357)

**Summary:** Most respondents thought the opportunities provided for residents to give their views were inadequate and rated them as either poor or very poor (61.1%). However, just under a third of people thought that current opportunities were fair to excellent (30.1%). Age was once again an important factor, with people aged under 35 feeling more strongly that current opportunities were not good enough.

How would you rate the current opportunities for residents to give their views on decisions being made by Kensington and Chelsea Council?



**7. Do you have any ideas or suggestions that could improve opportunities for residents to get their voices heard as part of the decision-making process?**

Two of the most popular responses to this question were that the Council needed to advertise opportunities for involvement far more and to contact residents directly, as many people had the desire to get engaged but no idea how to go about it. Additionally, residents felt that to encourage people to get involved the Council had to listen to them and act on what they were saying: *“we can participate in a 1000 ways, but if no one is willing to listen, it makes no difference how we participate”*. This was emphasised by many residents who called for greater transparency: *“perhaps residents’ comments and ideas should be made public so the Council does not completely disregard them”*. It was felt that this would help to ensure residents were listened to.

People wanted the Council to communicate with them directly, as they felt *“out of the loop”*, but were aware that the Council had their email and postal addresses and could get in touch at any time. While there were specific requests for more use of email, surveys and letters, a combination of all forms of contact was the most frequently asked for. Many thought that increased communication should use more up-to-date technology, including suggestions of hyper-local media (such as NextDoor) and online meetings, as well as video recordings and livestreams of all council meetings (which was also linked to transparency).

Overall, respondents felt that to improve opportunities the Council had to make citizen participation and engagement a priority. One person suggested *“a dedicated resident involvement team and to look outside of the processes that may have been used for years such as consultation surveys and engage with people in more appropriate ways for the twenty first century”* to show their commitment.

**Responses (233)**

- Communicate directly with residents (28)
- Increase transparency (28)
- Listen to and act on residents’ views (26)
- Widely publicise all engagement opportunities (19)
- Provide more frequent opportunities (18)
- Better councillors/Council (16)

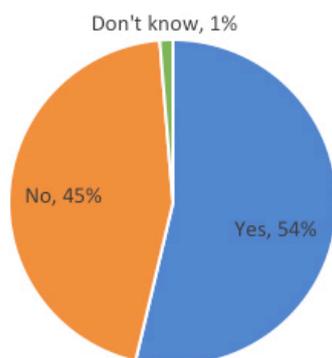
- More use of technology (16)
- Take all residents seriously (12)
- Local meetings and decision-making (11)
- Follow through on residents' views (9)
- Communicate through residents Associations and other orgs (9)
- Residents (with Council support) should activate (8)
- More information (8)
- Democracy (6)
- Accessibility (5)
- Currently satisfied (5)
- Better council processes (4)
- Face to face engagement (3)
- Prioritise residents (2)

## Councillors working with residents

### 8. In the last 12 months, had you had any experience of working with a councillor? (n=353)

**Summary:** Just over half of all respondents (54%) had worked with a councillor in the last 12 months. People aged 18–34 were least likely to have any experience of working with councillors (17% selected yes).

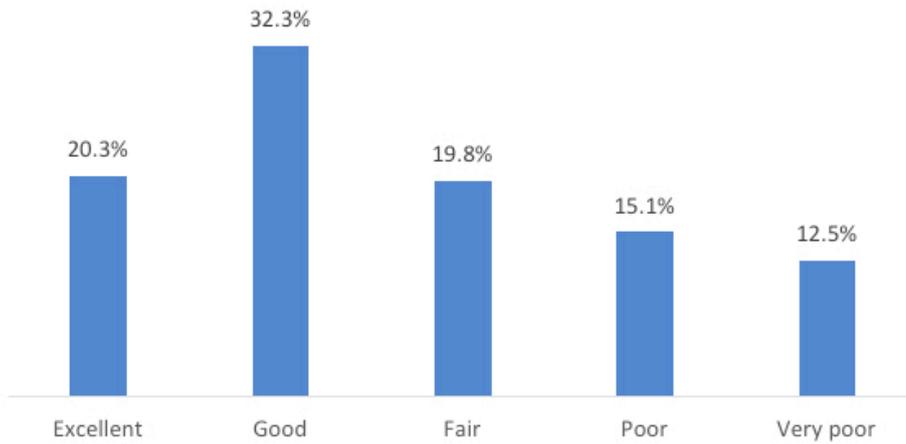
In the last 12 months had you had any experience of working with a councillor?



### 9. If yes, how would you rate that experience? (n=200)

**Summary:** For those who stated they had worked with their councillor, over half rated their experience as either good or excellent (52.6%). Black, Asian and minority ethnic respondents were slightly more satisfied with their experience than the average (55.5%), as did those who had a disability (64.5%). However, just over a quarter of all respondents rated their experience as poor or very poor (27.6%).

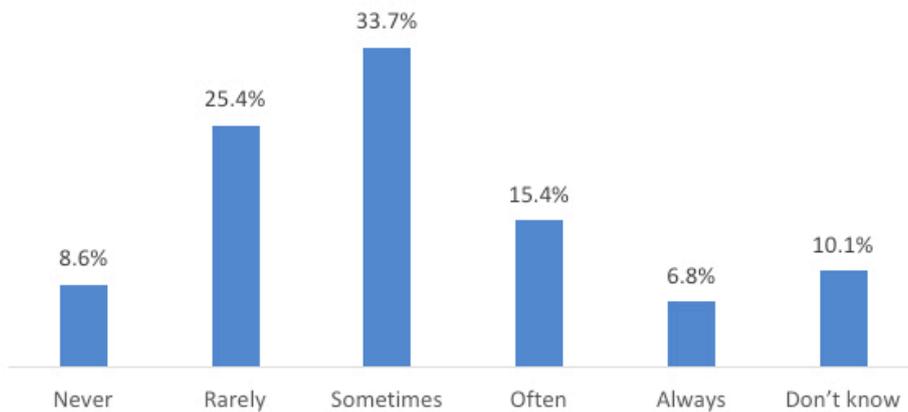
How would you rate the experience of working with a councillor?



**10. How much do you think councillors in Kensington and Chelsea listen to local residents? (n=350)**

**Summary:** Respondents felt there was a lack of consistency regarding councillors listening to residents. Just under a quarter (22.2%) selected often or always, and one in ten respondents did not know if councillors listened or not. Those aged 18–34 were more critical; 18% said councillors never listen to them, and a further 45.5% that councillors rarely listen to residents.

How much do you think councillors in RBKC listen to local residents?



**11. How good do you feel Kensington and Chelsea councillors are at working with residents? (n=347)**

**Summary:** A greater proportion of participants felt that councillors were poor or very poor at working with residents (41.9%) compared to those who felt that they were either good or excellent (22.4%). Female respondents (47.7%) and residents aged 18–34 (75%) were more critical of councillors' work with residents compared to the average; they chose very poor or poor categories.

### How good do you feel RBKC councillors are at working with residents?



## 12. Do you have any ideas or suggestions to improve how councillors work with residents?

Many respondents to this question talked about the problems they faced with councillors, often mentioning a lack of availability and inadequate or poor responses: “[It is] hugely variable – one of mine has never responded to any email/letter from any resident to my knowledge. Another is responsive and sympathetic but takes no action.” However, there were some specific councillors that people said were very good.

Frequently mentioned ideas included councillors needing to really listen to all residents’ views and opinions, that “old, vulnerable or disabled does not equal stupid”, and better and more regular communication in a variety of ways – both online and offline: “there isn’t an easy way of finding what’s going on, unless you go online and hunt for it”.

Issues raised by respondents relating to communication and transparency included raising the profile of councillors so residents know who they are and how to contact them, clearly explaining council processes so residents understand what is happening in their community, and publishing any criticism received as a way of holding them accountable: “Councillors should be individually rated by an independent body for effectiveness and results disseminated. At the moment, they only seem accountable to their party apparatus.”

### Responses (203)

- Need better councillors (38)
- Regular communication (31)
- Transparency (22)
- Listen to all residents (17)
- Already satisfied (15)
- Interact more with citizens (13)
- Better representation (9)
- Council must improve (9)
- Increased profile/visibility for Councillors (7)
- More face to face contact (7)
- Take residents comments seriously (6)
- Accessibility (4)

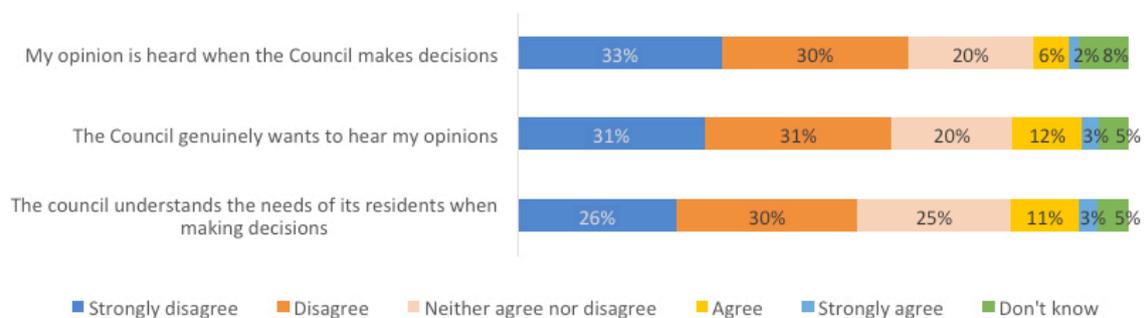
- Regular local meetings (4)
- Accountability and responsibility (3)
- Advertise work (3)
- Regain trust (3)
- Prompt responses to all residents' correspondence (3)
- Better prioritisation of issues
- Make residents opinions public
- Change attitude of electorate
- Cohesion within Council
- Democracy
- Talk to residents before final decisions are made
- Residents working together
- Work with whole borough
- Younger councillors

## Council decision-making

### 13. In general, when thinking about the Council, how much do you agree or disagree with the following statements: The Council understands the needs of its residents when making decisions, the Council genuinely wants to hear my opinions and my opinion is heard when the Council makes decisions. (n=343)

**Summary:** When asked if people agreed or disagreed with the three key statements, respondents overwhelmingly disagreed. The statement that people least agreed with (8%) was that their opinion is heard when the Council makes decisions, while the statement that people most agreed with was that the Council understands the needs of its residents when making decisions (14%). 1 in 5 respondents did not know if their opinion was heard or whether the Council genuinely wants to hear their opinions, rising to 1 in 4 not knowing whether the Council understands residents' needs when making decisions.

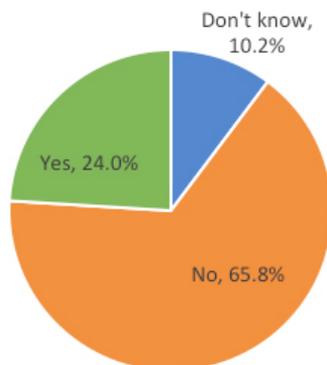
In general, when thinking about the Council, how much do you agree or disagree with the following statements:



## 14. Do you have any experience of decision making by lead members? (n=345)

**Summary:** Most respondents had no experience of decision-making by lead members, while 24% said they had. However, this increased to 26.5% for respondents aged 35–64, and 39.3% for those who identified as having a disability.

Do you have any experience of decision-making by lead members?



## 15. If yes, can you tell us a bit about the decision, what you thought and why?

Responses to this question focused on accounts of personal experiences and examples of trying to deal with the new Cabinet structure. Several of these stories were about Grenfell, and all described a process that left them feeling disregarded and taken advantage of. Residents said the lead members made them feel ignored; when they went to them, they “*felt that the Cabinet had already made a decision and was only ‘going through the motions’ of consulting residents to make sure that they had ‘ticked’ all the relevant legal and equality boxes*”. People also mentioned that it seemed almost deliberately set up this way; they thought the process was confusing and that there was little or no information on how to navigate it, describing it as “*a long and complicated process requiring physical attendance*”. Overall, many felt that the current structure was a way through which the Council could remove itself further from residents, and consequently make decisions that were less about meeting the needs of residents.

### Responses (67)

- Have had a personal experience (13)
- The decision has created more barriers to residents wanting to air their views (11)
- Residents now feel ignored (10)
- Transparency/accountability/corruption (9)
- Decision was confusing, overly complicated, or without enough information (8)
- It prioritises wealthier residents/businesses/visitors (7)
- Allows Council to disregard residents input (5)
- Already satisfied (4)

## 16. Overall, in your experience, how good are councillors at holding lead members to account? (n=337)

**Summary:** A significant number of participants did not know whether councillors were good at holding lead members to account (49.5%). Those who self-identified as having a disability were more positive about councillors undertaking this function (3.7% chose excellent and 11% chose good). Those aged 18–34 (41.6%), as well as female (40.9%) and Black, Asian and minority ethnic residents (40%), were less positive, choosing poor or very poor answer options.



## 17. What ideas or suggestions do you have for improving the way the Council makes decisions?

A wide number of suggestions were made, including 35 mentions of lack of scrutiny and challenge within the Council. Respondents requested that the Council “*be genuine, transparent and have answers. If answers are not known provide realistic timescales of when they can be given.*”

Many respondents did not know about the process of decision-making or how they could get involved, which linked with key concerns about transparency: how decisions are made, what the procedure is and how residents’ input is considered. This was also reflected in concerns about bias and corruption, in particular that “*some council leaders have chummy relationships with wealthier residents, and that wealthy people are given higher priority than less well-off people*”. People wanted councillors and staff to come out and “*engage with the people that actually live here ... visit local estates and areas and speak to local people*”, showing their commitment to representing all citizens of RBKC.

### Responses (165)

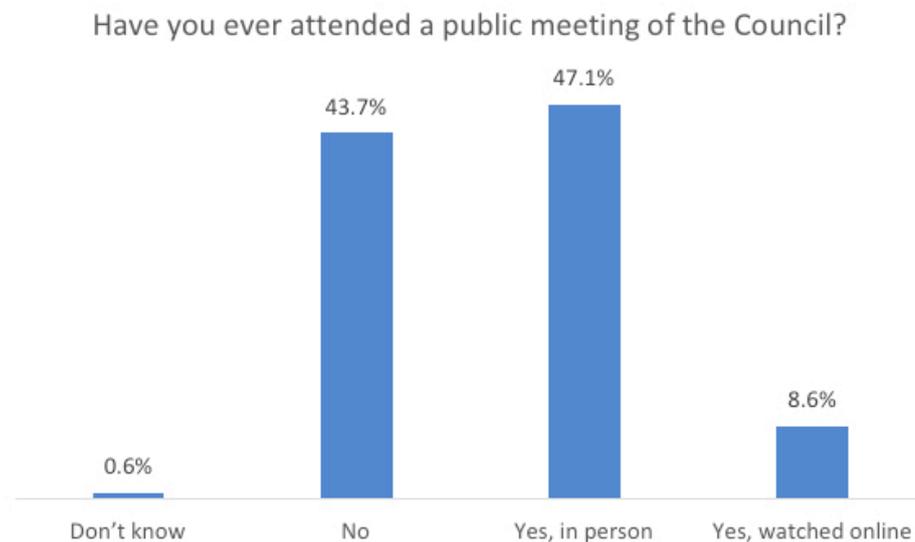
- Reaching out and listening better (45)
- Increase scrutiny and challenge within the council (35)
- Transparency (25)
- Reduce bias, corruption, and improve genuineness (11)
- Better communication (10)

- Educate about how the council works (9)
- Better councillors (8)
- Need councillors and staff that more closely represent residents (5)
- Better Council staff (5)
- Hold referendums (3)
- Already satisfied (3)
- Better management (2)
- Increase trust (2)
- More accountability
- Independent media

## Council meetings

### 18. In some meetings the public may have the opportunity to ask questions or make presentations. Have you ever attended a public meeting of the Council? (n=335)

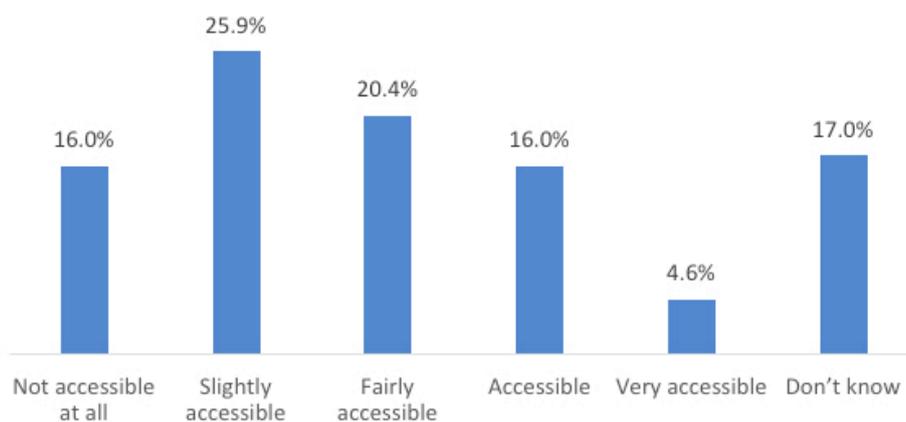
**Summary:** More respondents have attended a public meeting – either in person or online – than not (55.7%), which shows a high interest in participating in the Council’s life. Female residents were more likely to attend a public meeting than male residents (49% of females attended a public meeting and a further 11.7% watched it online, vs 43.4% and 3.9% of men respectively). Those who identified as having a disability were also more likely to watch online (18%) or attend a public meeting in person (46.4%).



### 19. In your opinion, how accessible would you say the Council meetings are for a member of the public? (n=336)

**Summary:** 41% of respondents thought that council meetings were accessible, ranging from fairly to very. However, those identifying as having a disability were more likely to rate council meetings as not accessible (58.3%) compared to other respondents.

In your opinion, how accessible would you say the Council meetings are for a member of the public?



## 20. Do you have any ideas or suggestions for improving Council meetings?

People wanted more awareness of council meetings, such as when and where they took place, and asked for more advertising of them. One suggestion was *“a large electronic noticeboard with a diary of daily and weekly events. Similar signs at the main tube stations and popular sites could be easily installed and operated”*, like those in France.

Some residents provided personal anecdotes that highlighted negative experiences, such as feeling belittled; one respondent described a meeting where the councillors were on a high platform, literally looking down on residents: *“[It is] like attending a really bad piece of theatre. Address the use of silly formal language, the pomposity, the set up that means the public are an audience treated as supplicants...”*. Additionally, respondents said that too much security made them feel unwanted and uneasy about speaking up.

There was a call for smaller and more local meetings to make them more accessible, with fewer points of order creating more time for the public to speak. Other suggestions included having meetings online, enabling online participation to make it easier to engage and having alternative meetings with just the Leadership Team. One specific request was the allowance of spontaneous input, not just pre-registered statements.

### Responses (137)

- Advertise meetings more (36)
- Enable/encourage public input (24)
- More positive/welcoming tone (17)
- Smaller/local meetings (11)
- Provide more information (8)
- Increase genuineness (8)
- Public access (8)
- Demonstrate impact (7)
- Professionalism and management (4)
- Educate about participation (3)
- Transparency (3)
- Other ways of inputting (2)
- Timings (2)

- Working well (2)
- Better councillors
- Disabled access

## 21. Thinking about all of the things covered in this survey, what one thing would you like to see the Council start doing or do better?

The most popular answers to this question reflected the points people made throughout the survey: that the Council must communicate better, *“make information available in its paper, website, via libraries ... so we feel encouraged to show an interest and attend/engage”* and provide better information, such as *“background briefing papers [which] would help us understand where it is coming from when it announces policies – and so we could pitch in in an appropriate manner.”* Residents emphasised the importance of the Council and councillors listening to residents: *“talk to us, not at us. Let us participate not just be told what is happening.”* This was also made clear in responses that asked the Council to remember who they are serving, and to start prioritising residents’ needs over those of tourists and visitors to the area: *“put people before profit.”* Many responses recognised that, while *“RBKC does a lot of terrific work”*, there are also areas for improvement, such as *“taking more notice of residents”*.

### Responses (242)

- Listen more (91)
- Communicate better (41)
- Prioritise residents over visitors/tourists (29)
- Change Council management structure (18)
- Improve Council attitude to residents (15)
- Better councillors (9)
- Better transparency/accountability (9)
- Change Council focus (8)
- It is already working well (6)
- More value for money (5)
- More help for victims of Grenfell (3)
- Better Council leadership (2)
- Need councillors that more closely represent residents (2)
- Tackle corruption (2)
- Fairer treatment
- Change citizens disinterest

# APPENDIX ONE

## Survey Introduction

### About this survey

This survey is part of the independent review of the Royal Borough of Kensington and Chelsea Council. It aims to gather views of residents on various aspects of council decision-making. The views gathered from this survey will be used to provide advice to the Council about how it can improve the way it makes decisions in the future.

This survey is for residents of Kensington and Chelsea. There is a separate survey for those who work for the Council, service as councillors or run community organisations. It is divided into four sections, aiming to get views on opportunities or residents to get their voices heard, on councillors working with residents, council decision-making and council meetings.

Your responses to this survey will be completely anonymous and no identifiable individual responses will be shared with the Council or any other body or individual. The survey should take about 10 minutes to complete and we appreciate you taking the time to help with this important review.

If you would rather respond by email, please use the following email address: [info@cfps.org.uk](mailto:info@cfps.org.uk)

You can return this survey to:

Jacqui Hird, Scrutiny Manager, The Royal Borough of Kensington and Chelsea,  
Level One (Purple Zone), Kensington Town Hall, London W8 7NX

Or

Centre for Public Scrutiny, 77 Mansell Street, London, E1 8AN

Thank you!

## APPENDIX TWO

### Survey Questions

1. How aware are you of the ways that residents can get involved in the decision-making of the Council?
2. Have you taken part in any of the following activities which may contribute to Council decision-making in the last 12 months: filled in a survey (paper or online), attended a Council meeting, spoke at a Council meeting, attended an information event about services, worked with the Council about ideas for changes to services, given feedback to services, communicated with your local councillor, submitted a petition to Council, been a member of an advisory group or decision-making group, taken part in a workshop, attended a public meeting, other?
3. How much do you feel that you can influence decisions the Council makes affecting your local area?
4. How important is to you to be involved in decisions that are taken about the area where you live, the borough, specific services and wider services of the Council?
5. Why is it important for people like you to get involved with decisions made by the Council?
6. How would you rate the current opportunities for residents to give their views on decisions being made by Kensington and Chelsea Council?
7. Do you have any ideas or suggestions that could improve opportunities for residents to get their voices heard as part of the decision-making process?
8. In the last 12 months, had you had any experience of working with a councillor?
9. If yes, how would you rate that experience?
10. How much do you think councillors in Kensington and Chelsea listen to local residents?
11. How good do you feel Kensington and Chelsea councillors are at working with residents?
12. Do you have any ideas or suggestions to improve how councillors work with residents?
13. In general, when thinking about the Council, how much do you agree or disagree with the following statements: The Council understands the needs of its residents when making decisions, the Council genuinely wants to hear my opinions and my opinion is heard when the Council makes decisions.
14. Do you have any experience of decision-making by lead members?
15. If yes, can you tell us a bit about the decision, what you thought and why?
16. Overall, in your experience, how good are councillors at holding lead members to account?
17. What ideas or suggestions do you have for improving the way the Council makes decisions?
18. In some meetings the public may have the opportunity to ask questions or make presentations. Have you ever attended a public meeting of the Council?
19. In your opinion, how accessible would you say the Council meetings are for a member of the public?
20. Do you have any ideas or suggestions for improving council meetings?
21. Thinking about all of the things covered in this survey, what one thing would you like to see the Council start doing or do better?

## APPENDIX THREE

### Survey Respondents

#### Describe your gender?

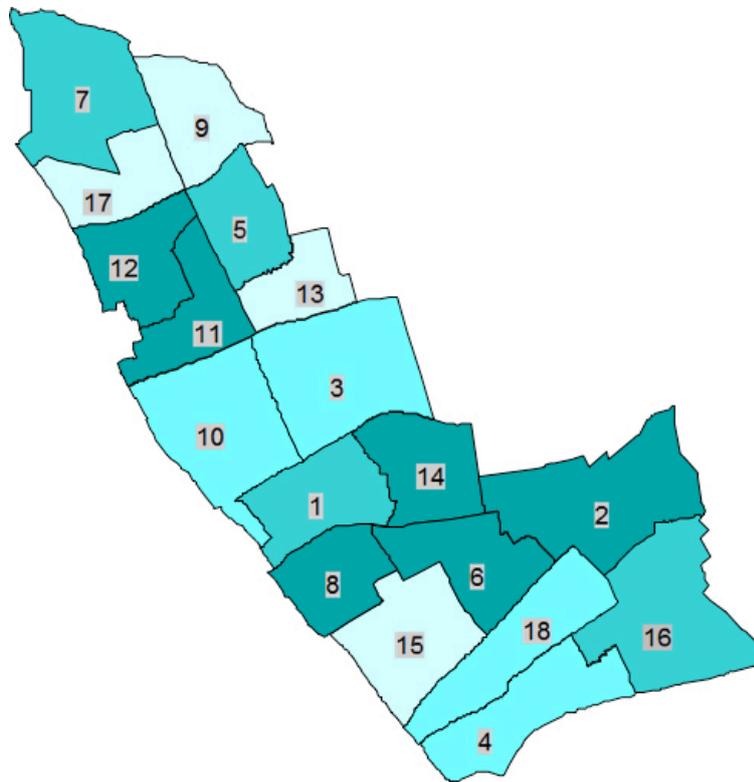
ANSWER CHOICES	RESPONSES
Female	170
Male	131
Other	<5
Prefer not to say	16
TOTAL	318

#### How old are you?

ANSWER CHOICES	RESPONSES
Under 18	<5
18–34	13
35–64	171
65 and over	113
Prefer not to say	21
TOTAL	320

## What is your postcode?

Out of 387 respondents, 281 provided their postcodes and 106 residents preferred not to share this data. The postcode map below shows the density of responses based on the postcode data collected (the darker the ward colour, the greater number of responses). The table details the number of postcodes provided at ward level.



## Where

N	Ward	Responses
1	Abingdon	18
2	Brompton & Hans Town	26
3	Campden	13
4	Chelsea Riverside	11
5	Colville	17
6	Courtfield	26
7	Dalgarno	16
8	Earl's Court	26
9	Golborne	8
10	Holland	10
11	Norland	21
12	Notting Dale	25
13	Pembridge	5
14	Queen's Gate	22
15	Redcliffe	4
16	Royal Hospital	17
17	St Helen's	6
18	Stanley	10

## How would you describe your ethnic origin?

ANSWER CHOICES	RESPONSES
White: English/Welsh/Scottish/Northern Irish	190
White: Irish	<5
White: Gypsy or Irish Traveller	<5
White: Other	58
Asian or Asian British / Indian	<5
Asian or Asian British / Chinese	<5
Asian or Asian British / Any other Asian background	<5
Mixed or multiple ethnic groups / White and Black Caribbean	6
Mixed or multiple ethnic groups / White and Asian	<5
Mixed or multiple ethnic groups / Any other Mixed / Multiple ethnic background	<5
Black, African, Caribbean or black British / African	<5
Black, African, Caribbean or black British / Caribbean	<5
Other ethnic group / Arab	<5
Other ethnic group / Any other ethnic group	<5
Prefer not to say	40
TOTAL	320

## Do you consider yourself to have a disability?

ANSWER CHOICES	RESPONSES
Yes	29
No	267
Prefer not to say	26
TOTAL	322

## How would you describe your sexual orientation?

ANSWER CHOICES	RESPONSES
Heterosexual	232
Bisexual	<5
Lesbian/ Gay woman	<5
Gay man	12
Prefer not to say	68
TOTAL	320

## What is your religion?

ANSWER CHOICES	RESPONSES
No Religion	71
Christian (including C of E, Catholic, Protestant and all other Christian denominations)	158
Buddhist	5
Hindu	<5
Jewish	11
Muslim	9
Any other religion (please specify)	5
Prefer not to say	61
TOTAL:	321



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