



Members | Advisory | Careers

INCLUSION INDEX BENCHMARKING TOOL (iiBT)

Results Report 2025/2026

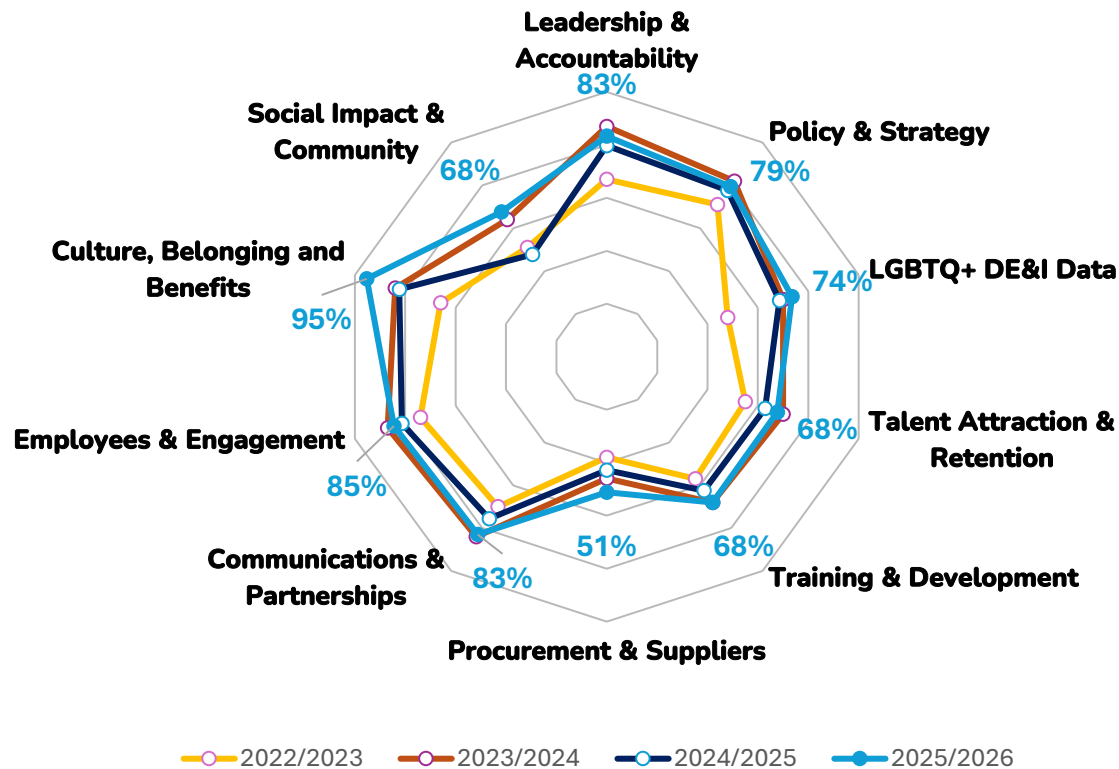


What is the iiBT?



Organisations which participate in the iiBT describe, evidence and demonstrate the impact of their LGBTQ+ empowerment strategies.

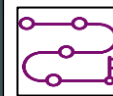
iiBT Score Overview (Average all submissions, 2022-2026)



The framework supports organisations to:



1. Affirm LGBTQ+ inclusion strengths



2. Explore growth opportunities



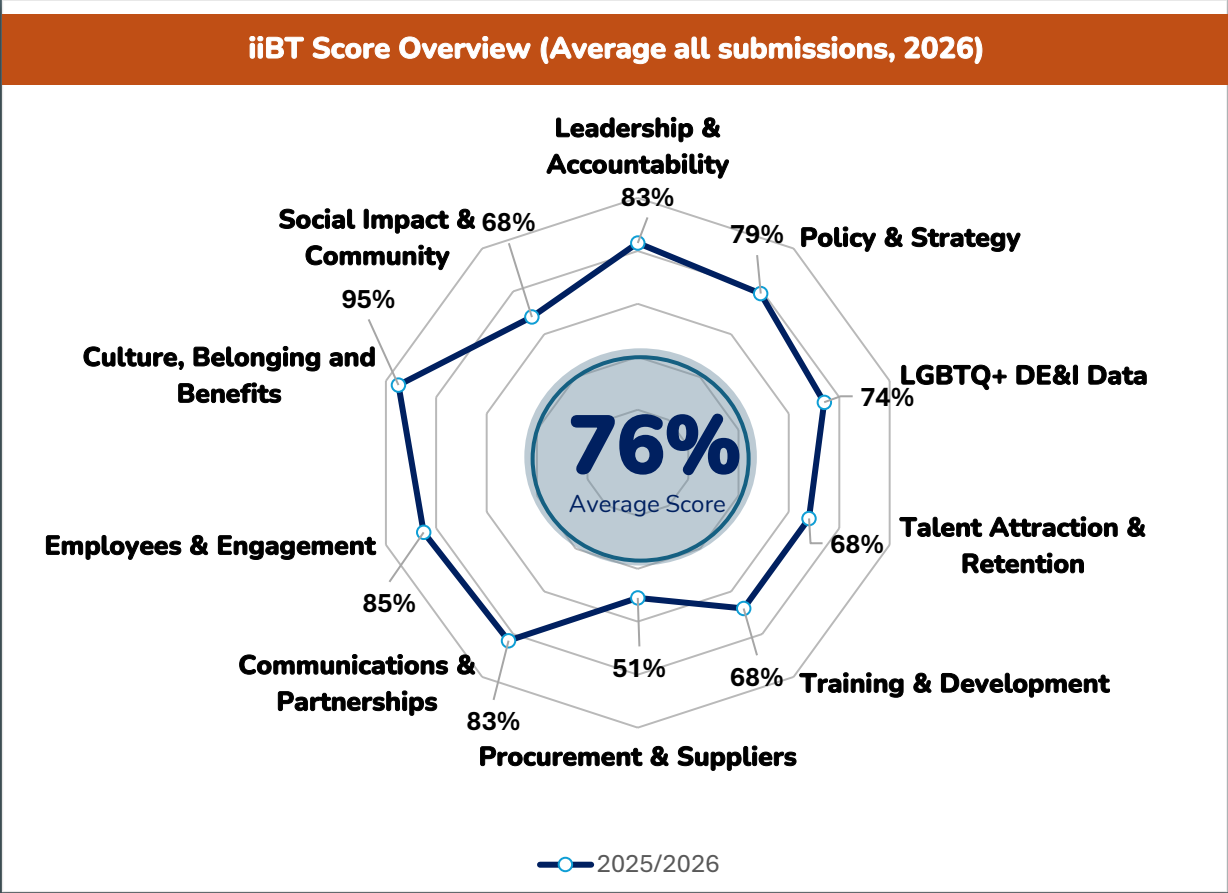
3. Benchmark progress alongside peers



2025/2026 | Results at a Glance



An impressive half of all submitting firms received Gold. The average score for the cohort was 76% with a max value of 93% and a min value of 52%.



Of firms achieved a Gold Standard.



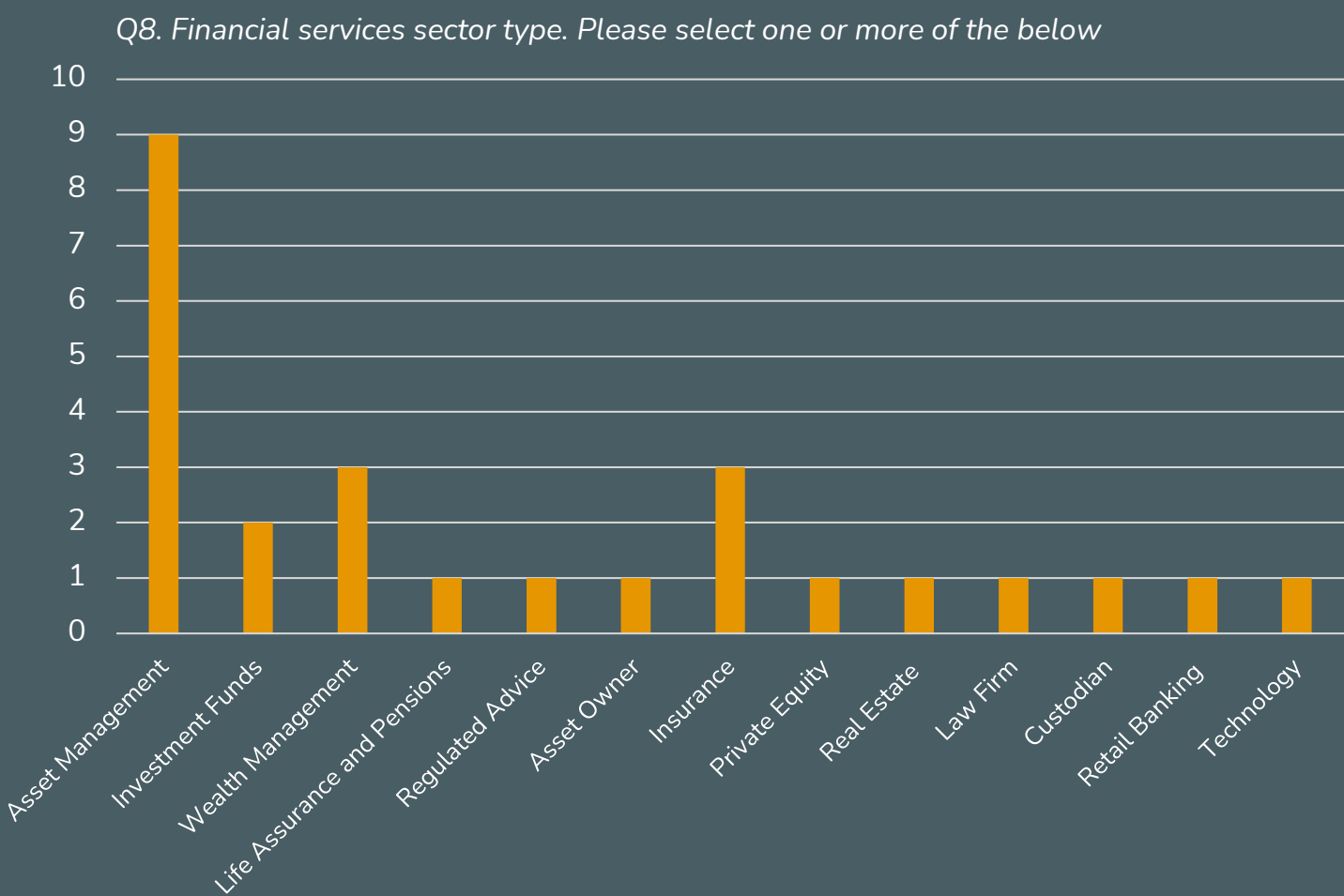
Of firms achieved a Silver Standard.



Of firms achieved a Bronze Standard.



Participating firms could select multiple sectors to describe their businesses, with asset management, investment funds and wealth management emerging as the most represented financial services sector types.



14
Firms completed the survey

81,863
Employees Represented (2025)

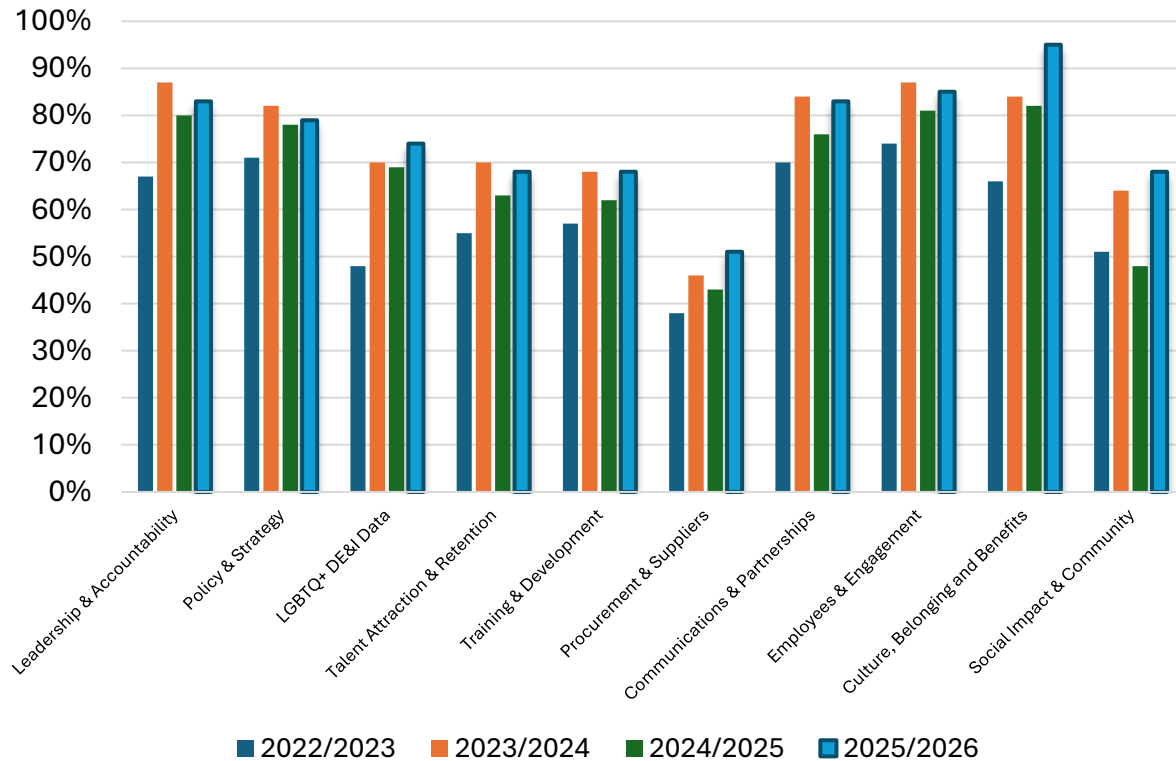
22,000
Largest firm represented

YoY Trend Analysis | 4-year Aggregate



Results across all 10 indicators experienced an increase in 2025/26 compared to the previous two reporting cycles. There are several contributing factors which explain this trend:

iiBT Score Overview (Average all submissions, 2022-2024)



1. More mature firms participated this year

We had a disproportionately high number of firms that were mature in this space, with 1 in 2 acquiring Gold.

2. Change in iiBT assessors

A new iiBT assessor was appointed in 2025, impacting subjective scoring elements of the survey.

3. Macroenvironmental Factors

Significant shifts in market conditions, inclusion and belonging spending and general sentiment towards LGBTQ+ inclusion occurred during this reporting period.

S1 | Leadership & Accountability



83%
Average Score

Overall, firms demonstrated high levels of maturity in this section, outlining ways of supporting leadership and powerful R&R mechanisms/accountability frameworks to empower employees in engaging with LGBTQ+ inclusion



Leadership Commitment

Leadership engagement in inclusion work was high across the board with majority firms reporting an engaged ExCo.



Goals & Objectives Assessment

HR, inclusion teams ERGs and ExCo emerged as the stakeholder groups responsible for policy implementation and tracking inclusion metrics.



Rewards & Recognition

Firms outlined several unique and affective mechanisms for recognising contributions to LGBTQ+ inclusion.



Employee Resource Groups/Networks

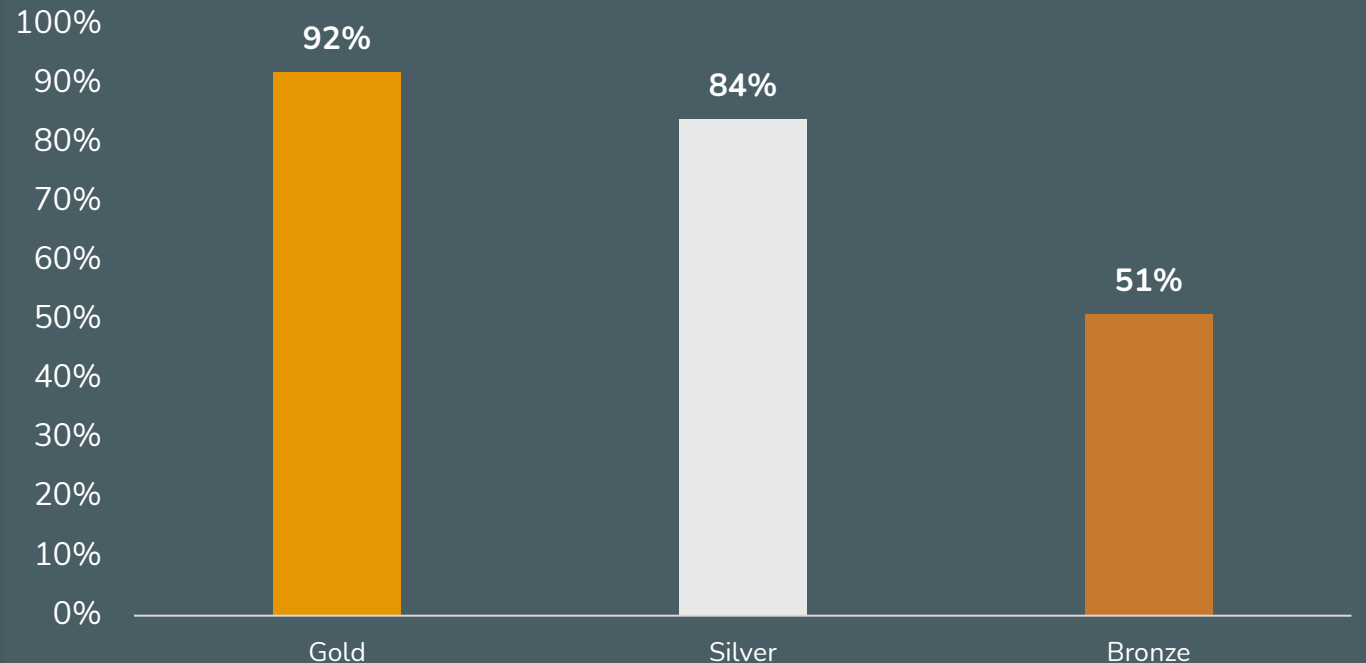
Nearly all firms demonstrated the presence of active LGBTQ+ employee networks at their organisations.



Leadership Development

Training, events and coaching emerged as the most popular mechanisms for supporting leadership's understanding in LGBTQ+ issues

Average Score Per Standard



S2 | Policy & Strategy



79%
Average Score

Firms outlined a wide range of LGBTQ+ specific elements in their internal policies, particularly surrounding parental/adoption leave and transitioning at work. 86% of firms have a process in place to measure impact, suggesting a commitment to continuous improvement.



LGBTQ+ Specific Strategy

57% of firms have an LGBTQ+ specific strategy, with communications, talent retention and learning & development emerging as the most commonly occurring themes.



LGBTQ+ Policies

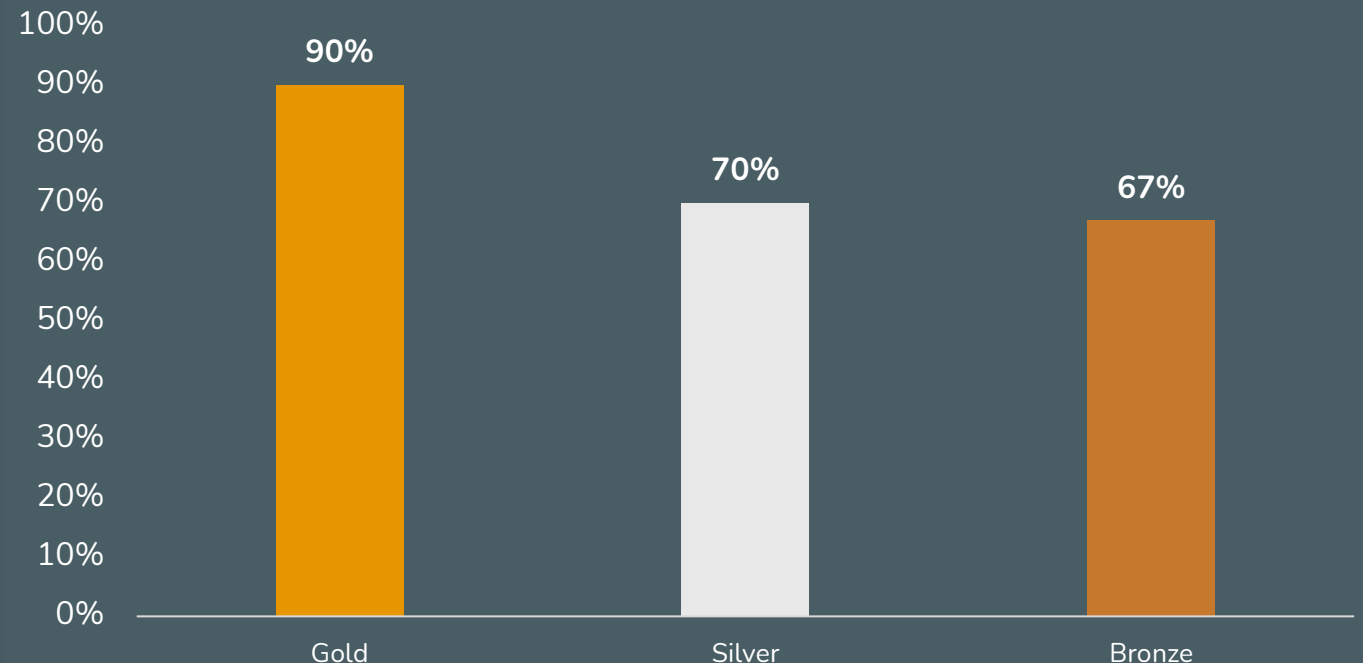
Anti-discrimination based on SOGI, inclusive adoption and parental leave policies and flexible dress codes were some of the most common policies in place.



Monitoring Impact

86% of organisations have a process in place to review, monitor & measure the impact of their LGBTQ+ DE&I strategy.

Average Score Per Standard



S3 | LGBTQ+ DE&I Data



DE&I data collection and monitoring is an area requiring attention for many firms, particularly surrounding trans and non-binary data. Firms demonstrated several mechanisms to improve comfort and clarity surround self-ID and disclosure, with many firms running campaigns to improve this.



Sexual Orientation Data

Whilst **93%** of firms collect SO data, only 50% collect it on board and exco level.



Gender Identity Data

86% of firms reported gender disclosure rates of **80%** or more.



Trans and Non-Binary Data

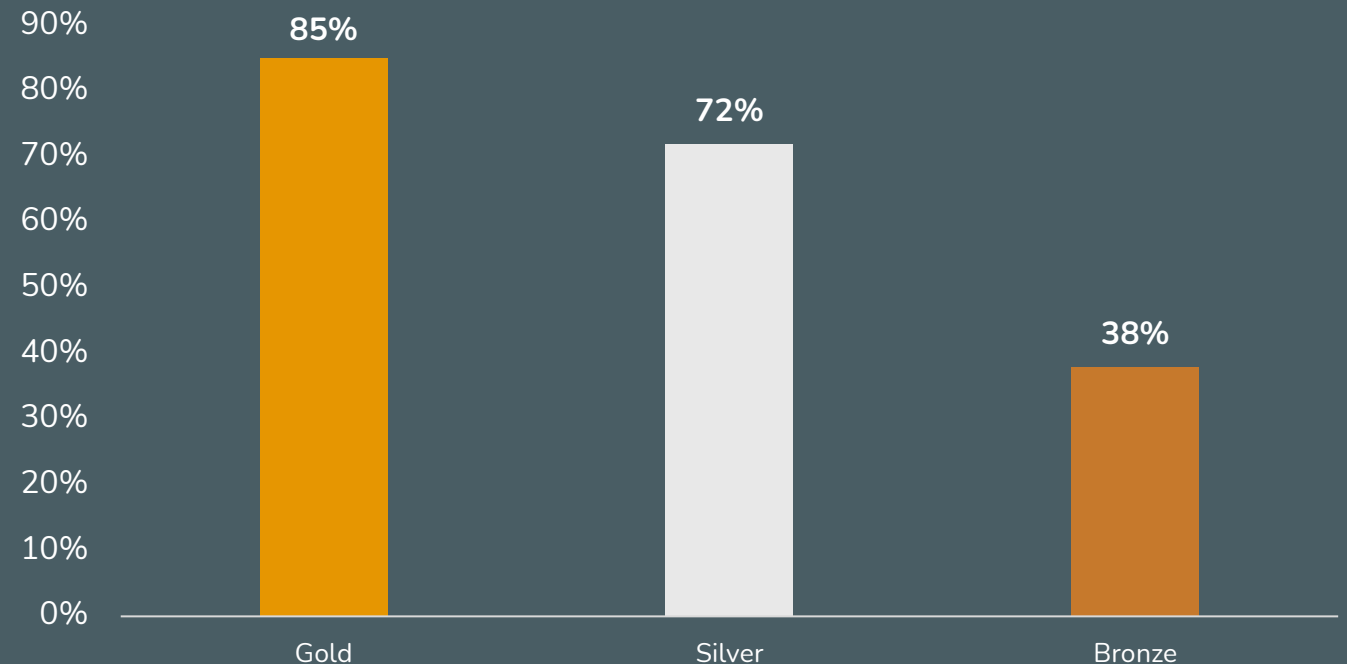
86% of responding firms collect trans and non-binary data from employees, **71%** of firms reported collecting trans and non-binary data from ExCo and over 1/3rd (**36%**) from Board.



Self ID/Disclosure Rates

71% of responding firms have witnessed an improvement in LGBTQ+ data disclosure in the past 12 months with many firms citing effective internal campaigns as a reason.

Average Score Per Standard



S4 | Talent Attraction & Retention



68%
Average Score



Attracting LGBTQ+ Talent

Firms cited external partnerships, an emphasis on inclusive languages and ERGs to name a few as mechanisms to attract diverse talent.



Diversity Data Disclosure in Recruitment

86% of firms provide the option for candidates to disclose their SO and/or gender data during the recruitment process.



Positioning as Inclusive Employer

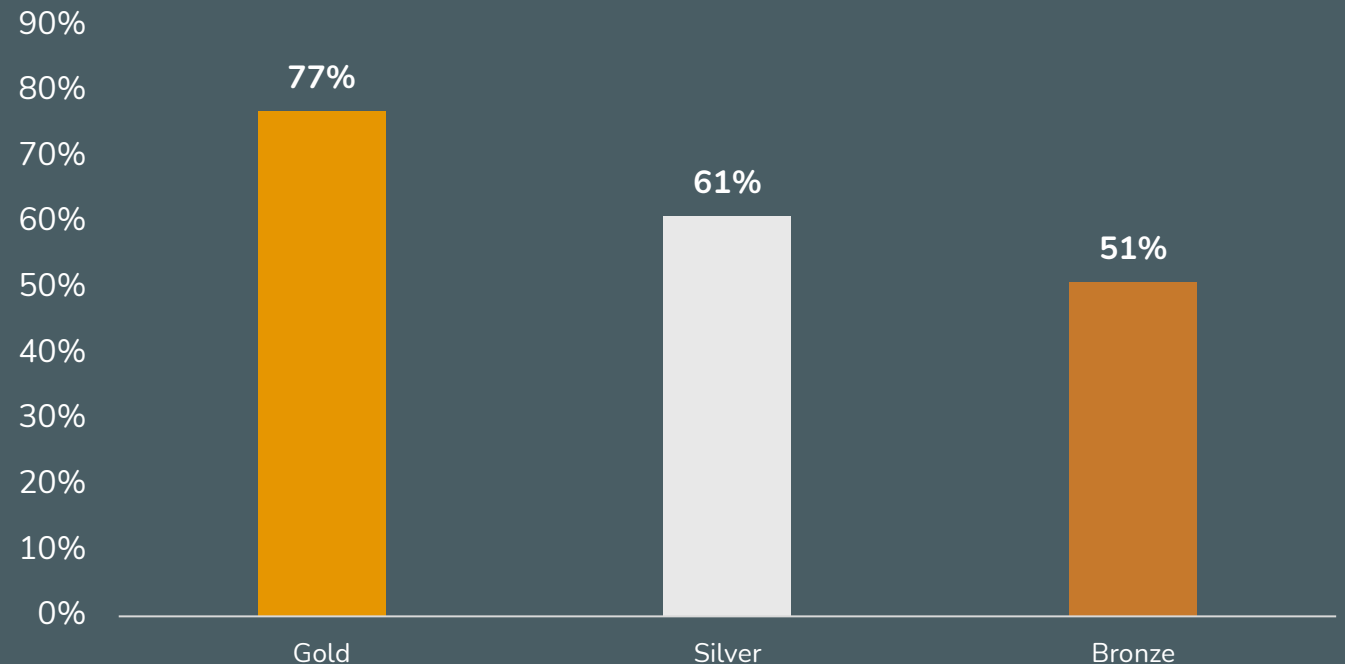
External partnerships, engagements and employer branding emerged as the most utilised mechanisms for firms positioning themselves as inclusive employers.



Bias Reduction Mechanisms

93% of firms provide bias training to hiring managers, with many firms offering novel ways to manage bias in the recruitment process.

Average Score Per Standard



S5 | Training & Development



68%
Average Score

Firms demonstrated their commitment to creating learning environments with 90% offering awareness training to employees on a wide range of topics. On balance, attendance rates are just 45% on average and more attention should be paid on encouraging firms and external partners to monitor this data.



Awareness Training

Most (92%) firms offer LGBTQ+ awareness training to employees.



LGBTQ+ Inclusion Themes

Members outlined a wide range of LGBTQ+ awareness training topics they have covered throughout the cycle, with inclusive language, role models and allies and LGBTQ+ history being popular topics.



Stakeholder Delivery

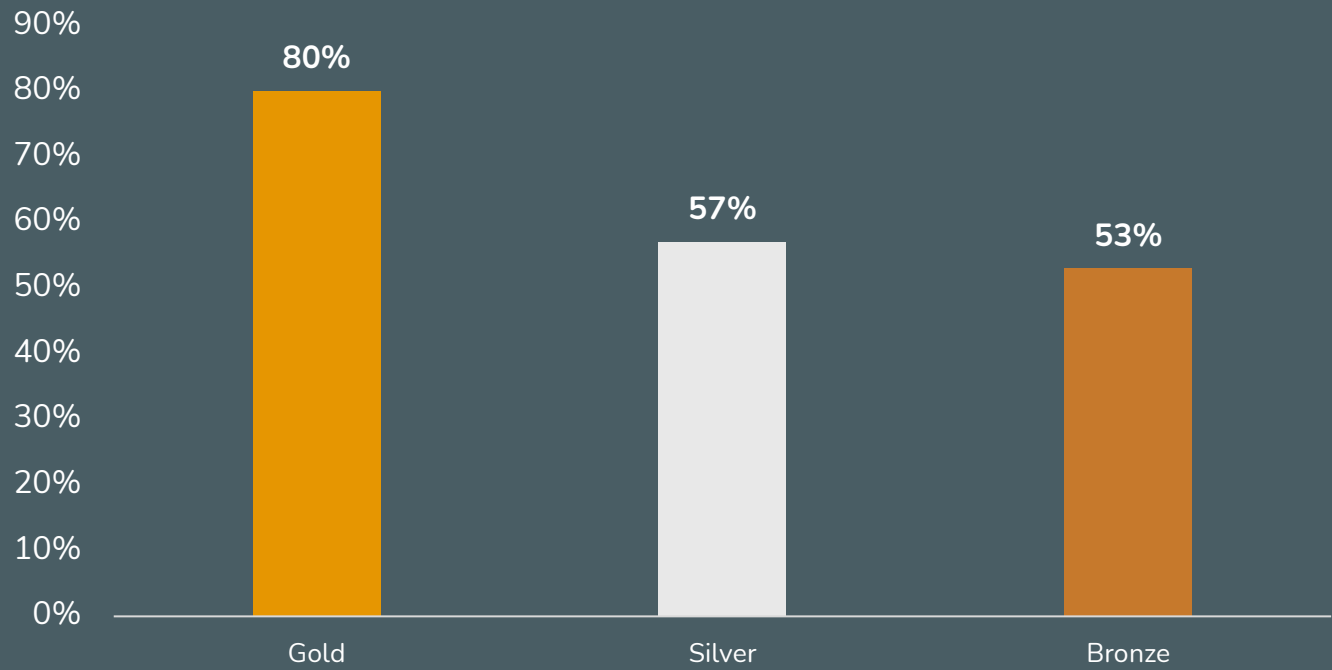
Inclusion training is quite evenly distributed amongst stakeholder groups with Board members being the least likely to engage.



Attendance Rates

29% of responding firms do not monitor participation rates in LGBTQ+ awareness training. 36% of firms report very high response rates of 76-100%.

Average Score Per Standard



S6 | Procurement & Suppliers



51%
Average Score

Traditionally the most under mature indicator of the iiBT, this is an area which requires the most attention as firms across the board have neither policies to encourage LGBTQ+ DE&I through their supply chains nor procedures in place to monitor supplier accountabilities.



Procurement Policies

57% of respondents affirmed having a formalised procurement policy in place to encourage LGBTQ+ DE&I through its supply chain.



Supplier Accountabilities

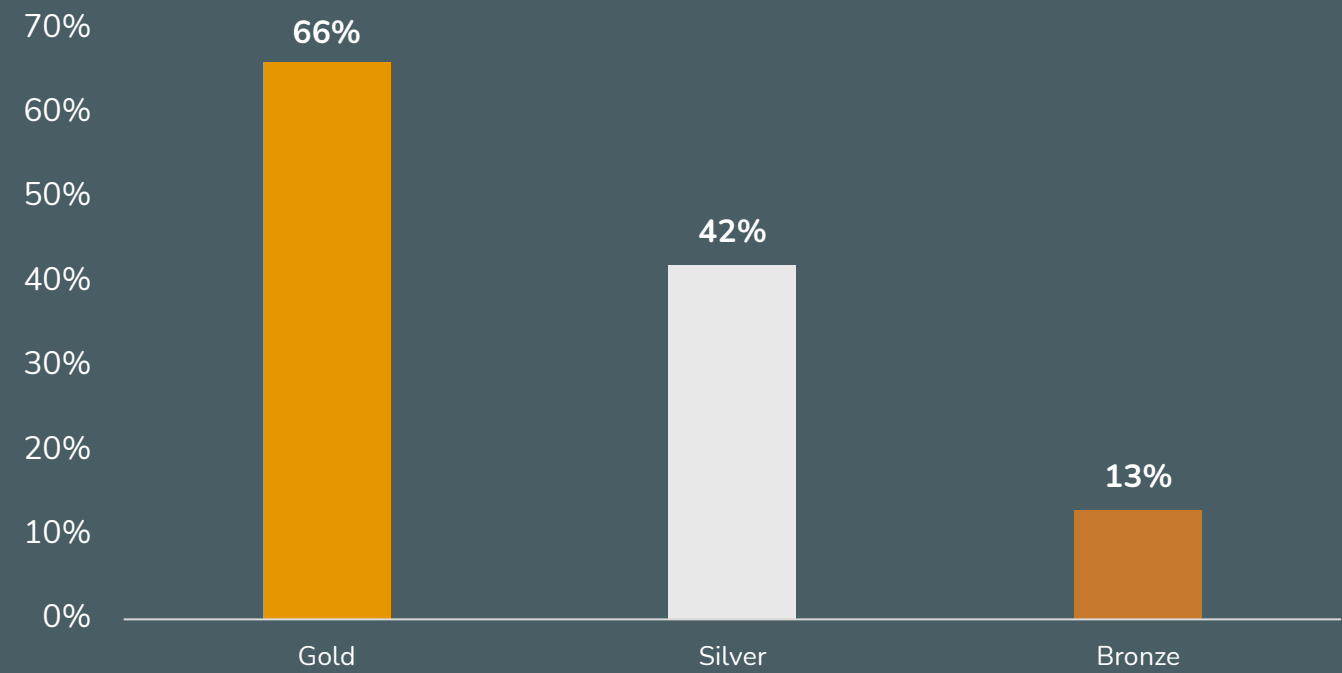
64% of responding firms monitor accountabilities from suppliers. Firms outlined several unique mechanisms for doing so.



Supplier Outcomes

Only 14% of responding firms require evidence from suppliers to demonstrate their commitment to LGBTQ+ DE&I.

Average Score Per Standard



S7 | Communications & Partnerships



Responding firms place emphasis on effective and inclusive multi-channel communications with nearly half having a dedicated communications strategy and every firm having a process in place to ensure communications are inclusive to all.



Communications Strategies

43% of responding firms have a dedicated LGBTQ+ communications strategy at their organisations.



Inclusive Language

All responding organisations have a process in place to ensure the use of inclusive language at their organisations



LGBTQ+ Inclusion Themes Recognition

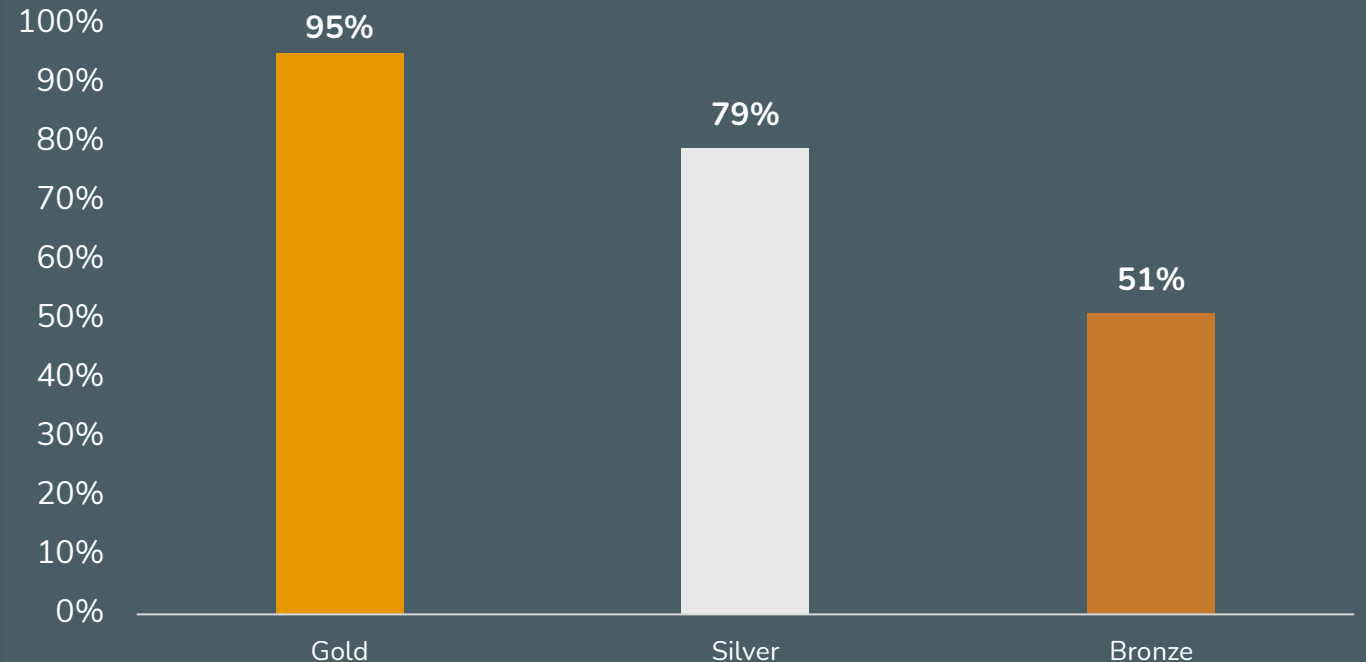
Firms recognised a wide variety of themes across multiple channels, with Pride and History Month being the most popular



Role Models Recognition

86% of respondents spotlighted role models in their organisations, many choosing to do so via social media, Teams/Slack and intranet channels.

Average Score Per Standard



S8 | Employee Engagement



85%
Average Score



Employee Feedback Mechanisms

All responding firms have rolled out internal engagement surveys to capture employee feedback and sentiment., and **55%** can specifically analyse and monitor responses from LGBTQ+ employees



Employee Resource Groups (ERGs)

93% of firms have dedicated LGBTQ+ ERGs at their organisations, with engaging online and partnering with external LGBTQ+ networks being the most frequent activities.



Visibility and Spotlight| LGBTQ+ Employees

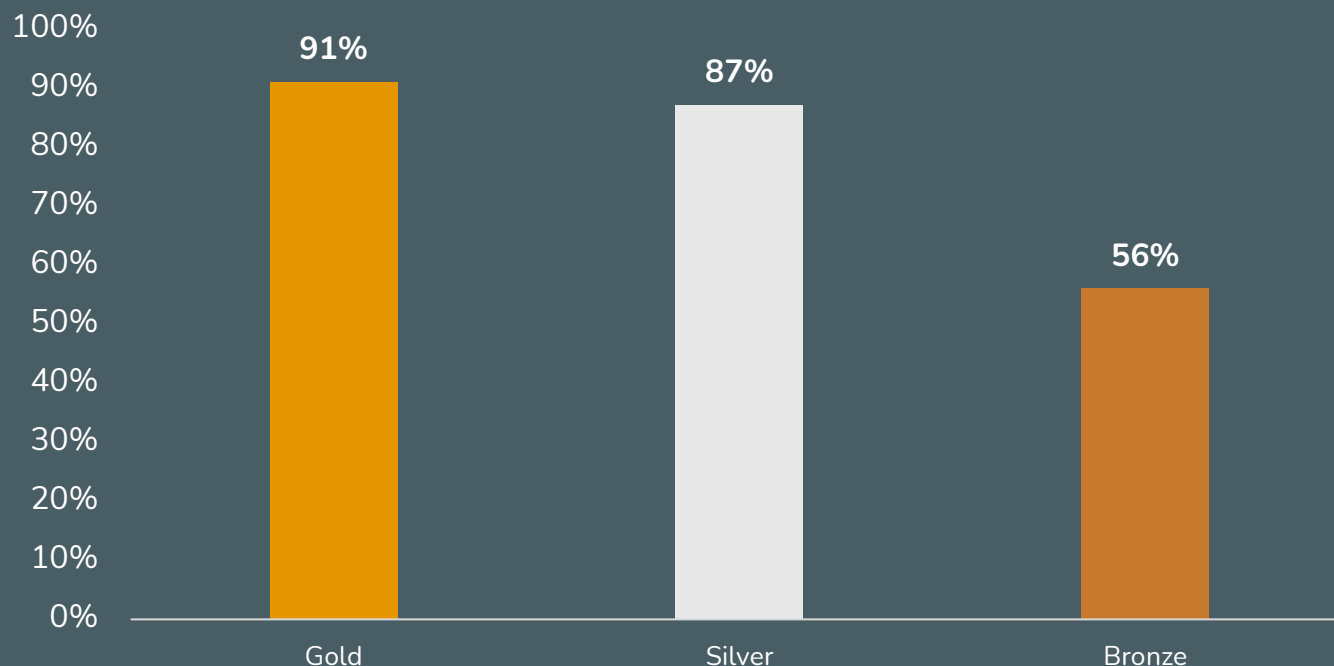
86% of firms have mechanisms in place to encourage LGBTQ+ employees to become visible role models. Compelling storytelling, leveraging leadership and ERGs are amongst the most cited systems for empowering employees.



Visible Allyship | Non-LGBTQ+ Employees

93% of firms encourage non-LGBTQ+ employees to become visible allies. Training, comms campaigns, ERG leadership and events were the most frequently cited structures to facilitate visible allyship

Average Score Per Standard



S9 | Culture, Belonging & Benefits



95%
Average Score

Most have integrated LGBTQ+ specificity into their benefits packages to ensure that they are both suitable and foster extrinsic motivational factors for all stakeholders. LGBTQ+ specific elements including inclusive healthcare, EAP offerings and family support mechanisms.



Dress Code

Nearly all firms (93%) have reviewed their dress code in the past 12 months to ensure it is LGBTQ+ inclusive. “Dress for your day” and “flexible” attire options were commonly cited amongst the cohort as measures to facilitate inclusivity in dress.



Inclusive Benefits

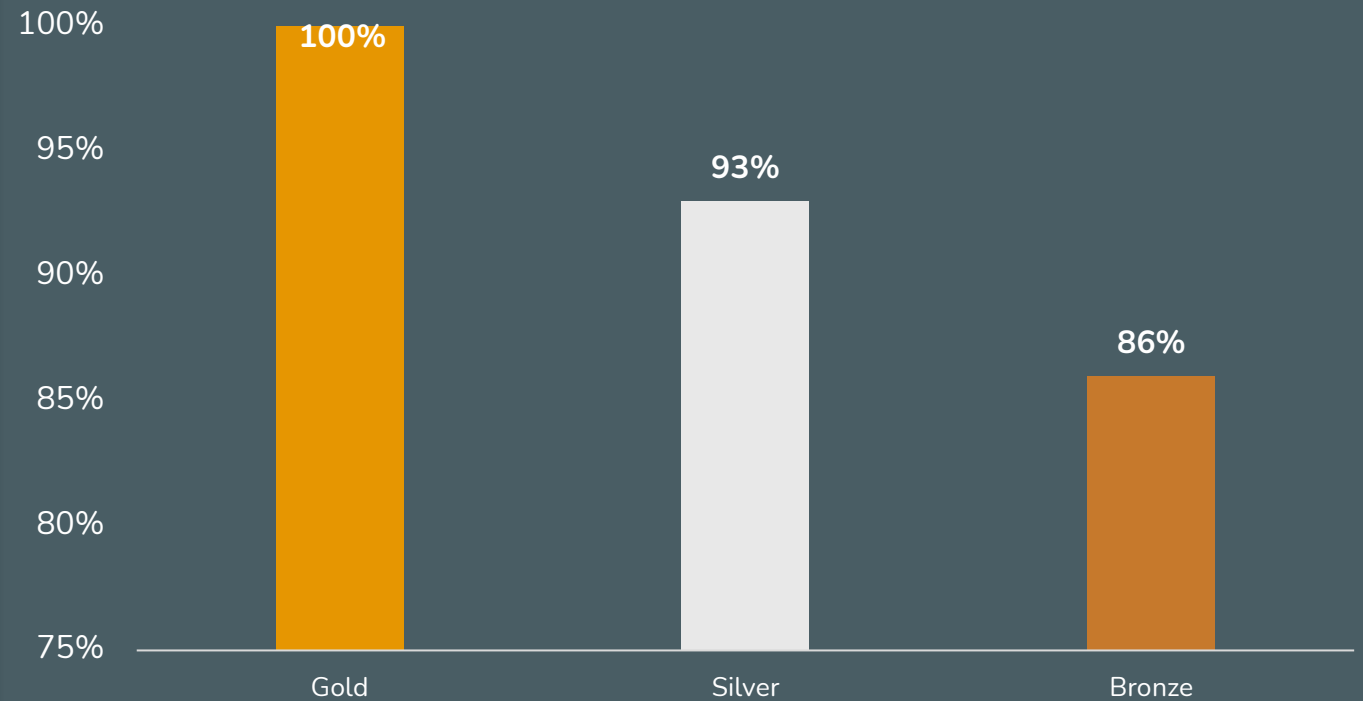
Most firms confirmed that their organisation’s benefits are inclusive to LGBTQ+ people, with several demonstrating a high degree of LGBTQ+-specificity.



Support for Leadership on LGBTQ+ Issues

Firms demonstrated a high degree of support for senior leadership in developing a greater understanding of LGBTQ+ issues such as training, reverse mentoring and coaching, however support at Board level is disproportionately lacking.

Average Score Per Standard



S10 | Social Impact & Community



More attention should be paid to developing maturity in this area, particularly with regards to integrating LGBTQ+ specificity into ESG strategies. Involvement with LGBT Great's thought leadership can also increase scores in this indicator.



ESG Strategy

Whilst 93% of firms have a dedicated ESG strategy at their organisations, just 50% have integrated LGBTQ+ issues into these.



Tailored Products & Thought Leadership

57% responding firms were involved in LGBTQ+ thought leadership which was a big increase from last year. Only 21% had tailored products that were LGBTQ+ sensitive.



Engaging with Clients on LGBTQ+ Issues

Firms demonstrated a high degree of support for senior leadership in developing a greater understanding of LGBTQ+ issues such as training, reverse mentoring and coaching, however support at Board level is disproportionately lacking.

Average Score Per Standard

