BEFORE session						AFTER session										
	- /		/ K		1		- /	- /	/ 4	یو /		One thing you will implement from this session	<u>;</u> ;			
Jug Pu	Understand why it is inportant for inclusion	ate at	7. HB7.	/	/	Sexualities of GI and	Understand why it is important for inclusivia.	Confident how to create	Confident challenging HBT.	AFTER Total rating average	/		of session:	/	/	/
iderstanding of GI a	t is	1 / 8	Confident challenging H	BEFORE Total rating		5	t is	f / 8	ligi Bing	Sav.	following		/ se /	/	/	/
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sta _n	sta _n	Onfident nclusivity	# _	E 7.0	/ /	stan ities	stan Jant	Vity ei	- i	/ ž	ifference raining		e d L	جي /	Age group	/ ,
der:	der	Tfid fusi) fid obia	SEFORE Iverage	/ / {	der.	der	rfid fusi	obia obia	/ E	Differen training		ove / ove	nicity	l Bar	Local
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- :	3 5	4		5 4.25		5	5	5		5.00	0.75		10 Cis Female	Black British Caribbean	45-54	Yes
	2 2	! 3		3 2.50		5	5	5		5.00	2.50		8 Cis Female	Black British Caribbean	16-24	No
l .	, ,	ا ا		1 2.50		,	,	,		3.00	0.50		6 Blank	Black British Caribbean	25-34	No
	3 3	3		3 3.00		4	3	3 4	1 4	4.00		Help promote a positive environment	8 Cis Female	Black British Caribbean	25-34	No
<u> </u>	, ,			5 5.00						1.00	2.00	resp promote a postave environment	5	Sidek Sitesii caribbean	255.	1
	3 2	. 5		3 3.25		2	2	4	. 3	2.75	-0.50		Cis Male	Black British African	25-34	No
												Being able to continue to listen & refer if appropriate at the appropriate time. Where I felt	7			
	4 3	3		4 3.50		4	4	3	3	3.50		comfortable that it was safe to do so	Cis Male	Other ethic background	45-54	No
4	1 4	3		3 3.50		4	4	4	. 3	3.75	0.25		7 Cis Male	Black British other	Blank	No
	.l _						l _	_] .			Think about making my organisation more inclusive. Using different resources / Stonewall	7			1
-	1 5	1		5 3.00 3 3.25		3 4	5	2	3	3.25		poster	Cis Female	Black British Caribbean	45-54 45-54	No
-	4	3		3.25		- 4	- 5	1 5	+	4.75	1.50	An awareness of use of language & to challenge / educate others when needed An organisational no HBT tolerance policy - and leading with a little more understanding of	9 Cis Female	Blank	45-54	No
1 .	3 4	ا		3 3.25		_Λ	5			4.50	1 25	An organisational no HBT tolerance policy - and leading with a little more understanding or how to make things better	9 Cis Female	White Other	35-44	Yes
	1 5	4		4 4.25		5	5	5		4.50		Beign more aware of heteronormativity in my own language	10 Cis Female	White British	25-34	Yes
							Ť		T		1	To make sure everyone is inclusive into everything and make sure that there is a clear			1	+**
	3 3	3		2 2.75		4	5	5	. 4	4.5	1.75	understanding of LGBTQ	10 Cis Female	Black British Caribbean	25-34	Yes
4	1 5	4		4 4.25		5	5	5	. 4	4.75	0.5		9 Cis Female	White British	16-24	Yes
4	1 4	4		4 4		4				4.25		LGBTQ+ history month awareness & Equalities Act!	9 Cis Female	White Other	16-24	Yes
	5 5	4		3 4.25		5	5	5	. 4	4.75	0.5	Include more LGBT characters in games & shows	9 Cis Female	White British	25-34	Yes
				1 1												
l .	, ,	ا ا		ا ا			١.,		١,	Ι.			O District	Diam's	Blank	V
-	3	2		4 3		4	4	4	-	-	1	Making the workplace more visibly LGBT friendly. Implementing projects during LGBT history	8 Blank	Blank	DIdIIK	Yes
	. 4	3		5 4.25		5	5	5			0.75	month. Challenging HBT phobic language	10 Non-Binary	White British	25-34	Yes
	1			3 1123						1	0.75	Try to be more aware of any issues. Have time to listen if anyone wants to talk about issues	10 Non Smary	White Shelsh	25 51	1.03
	2 2	2		2 2		4	4	4	. 4	. 4	1 2		9 Cis Female	White British	65+	Yes
4	1 5	3		3 3.75		5	5	5			1.25	The sharing of my training with others	10 Cis Female	Mixed White & Asian	25-34	Yes
	2 2	1		1 1.5		4		4	. 4			How important it is to keep everyone feeling comfortable at (centre name)	7 Cis Male	Chinese	25-34	Yes
	3 4	3		4 3.5		5		4	. 5	4.75	1.25	Get more posters to help instigate conversations	9 Cis male	White British	35-44	Yes
	5 5	5		5 5		5	5	5	. 5	5	0	More visual LGBT info around the centre	9 Blank	Black British African	45-54	Yes
l ,		ا ا				-			١,	4.75		Being open to discuss LGBTQ questions whether they cross over to religious beliefs or not	10 6- 14-1-	Black British Caribbean	35-44	V
-	1 5	3		4 4.25		5	5	5		4.75	0.25	Create a more visually inclusive environment at the centre	10 Cis Male 9 Cis Male	White British	25-34	Yes
	, ,	1		4.23					-	<u> </u>	0.73	My understanding of Igbtq+ inclusivity & why it is so important for everyone to feel	5 CIS IVIAIC	WHITE BITESH	25 54	103
4	1 3	2		2 2.75		5	5	5	. 4	4.75	5 2	comfortable	10 Cis Female	Black British Caribbean	16-24	Yes
3	3 5	3		3 3.5		5	5	5	. 4	4.75	1.25	Spreading the message of LGBTQ community	10 Cis Female	Mixed White & Asian	16-24	Yes
												I am going to implement this in my display for SenTalk. My resources for both parent				
1	2 5	3		3 3.25		5	5	5	9	5	1.75	workshops & children work	10 Cis Female	White British	16-24	Yes
-	3 4	3		4 3.5		5		5	. 5		2.5		10 Cis Female	White British	25-34	Yes
4	1 5	3		3 3.75		5	5	5	- 5	1 5	1.25	The information the principal when a consistence O helping to the first the contribution of the contributi	10 Blank	Blank	Blank	Yes
Ι.,		ا		5 4.75							0.25	The information I've gained when supporting & helping to facilitate within the role play in FreeB	10 Cis Female	White Other	35-44	Yes
<u> </u>	, ,	4		4.73		3	1 3	1 3	1 -		0.23	Posters. Group discussion	10 Cis remaie	wine outer	33-44	103
							1			1						
:	5	4		2 3.5		4	5	5	. 4	4.5	1		10 Cis female	Blank	35-44	
	5 5	5		5 5		0	0	0	C	((Boxes not filled in exclude data as can not compare)	9 Cis female	Gypsy, Traveller or Irish Traveller	35-44	
4	1 5	3		1 3.25		4			_	4			Cis female	Gypsy, Traveller or Irish Traveller	16-24	
	3 5	1		5 3.5		2	5	4	. 5	4	0.5	more posters	10 Cis male	Black British Caribbean	25-34	
1 .		ا ِ ا		3 3.25		اء	Ι.		1 .			Challenging comments to make LGBTQ the norm. Changing my language to cover more	O Cia Farrada	Mark to Building	25.44	_v
-	+ 3	3		3 3.25		5 4	4	4	1 4	4.25		equality A review of our policies to ensure inclusivity and website	8 Cis Female 10 Cis Female	White British White British	35-44 25-34	Yes
·	, ,	3		3.3		4	- 3	1 3	-	4.3	1	To become more aware of my own understanding and communication of LGBT issues to	10 Cis remaie	WHITE BITUSII	23-34	140
	1 5	3		3 3.75		5	5	4		4.5	0.75	students and staff within the Baked Bean Company	9 Cis Female	White Other	16-24	Yes
	3 5	2		4 3.5		5	5	5				Understanding and tolerance, discussion with clients / students	10 Cis Male	White British	45-54	No
												Standing up to negative comments to the LGBTQ+ community if I should hear them				
	3 5	3		5 4		5	5	4		4.75	0.75		10 Cis Male	White British	25-34	Yes
	5 5	5		5 5		5	4	5		4.75			8 Cis Female	Asian British - Other	45-54	Yes
	3 5	2		3 3.25		5	5	4	. 3	4.25	5 1		9 Cis Male	White British	25-34	Yes

Mac powers, for or sever of coopers, commons, and confection before the With the Responsers Several Severa					_	_			-						
2 5 3 3 3 5 5 5 5 5 5										More posters. Be more aware of people's comments and confident to discuss this with them.					
## 1 5 2 3 3 37 5 5 4 4 4 5 3.7 Puts prince patter in constraint. Programs a lasson for Gold? History process. ## 2 2 2 3 35 5 5 5 4 4 5 3.7 ## 3 3 4 5 5 5 5 5 5 5 5 5	3	5	3	3	5.5	5	5 5	5 5	5						
4	2	5	3	3		5	5 5	5	5	-					
A	4	5	3	3	_	-									
A	4	5	2	2		5	5 5	<u> </u>							
S	4	4	4	4		4	4 3	-							
3 3 3 3 3 3 3 5 5 5 5 5 5 5 2 5 6 7 7 7 7 8 7 8 7 9 7 9 7 9 9 9 9 9 9 9 9	4	3	3	1		4	4 4	-							
S	5	5	5	4	4.75	5	5 5	, ,	4.75	-					
S 5 S 6 4 475 S 5 S 5 S 6 Q 25 S 5 S Q 25 S 5 Q 25 S 6 Q 25 V Musls, Images corruptors "Vestal, when welcoming new students" "Vest, I will always "Visitals, Images corruptors "Vestal, when welcoming new students" "Vest, I will always "Visitals, Images corruptors "Vestal, when welcoming new students" "Vest, I will always "Visitals "Visitals Biblish" (A.S. 4 S 6 S 5 S 5 S 5 S 5 V Visitals, Images corruptors "Vestal, when welcoming new students" "Vest, I will always "Visitals Biblish" (A.S. 4 S 6 S 5 S 5 S 5 S 5 V Visitals, Images corruptors "Vestal, when welcoming new students" "Vest, I will always "Visitals Biblish" (A.S. 4 S 6 S 5 S 5 S 5 S 5 V Visitals, Images corruptors "Vestal, when welcoming new students" "Vest, I will always "Visitals" (A.S. 4 S 6 S 5 S 5 S 5 S 5 S 5 S 5 V Visitals, Images corruptors "Vestal, when welcoming new students" "Vest, I will always "Visitals" (A.S. 4 S 6 S 5 S 5 S 5 S 5 S 5 S 5 S 5 S 5 S 5	3	3	3	3	3	5	5 5	7	5	-				35-44	
4 5 5 4 3 4 4 5 5 5 4 4 5 5 5 4 4 5 0.5 Introduction jump with the free confidence of the production o	5	5	4	2		9									
3 4 4 4 3 73 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	5	5	5	4		5	5 5	7		- 1					
3 4 4 6 3.75 5 5 5 5 5 1.25 Callenge-agrographicly 4 5 4 5 5 5 5 5 5 5 1.25 Callenge-agrographicly 3 6 7 4 5 5 5 5 5 5 5 5 1.25 Callenge-agrographicly 4 5 5 8 7 5 5 5 5 5 5 5 5 1.25 Callenge-agrographicly 5 6 8 7 7 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4	5	4	3	4	4	5 5	5 4	4.5		8	Cis Female	White British	45-54	Yes
4 5 4 5 5 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5															
3 5 3 3 3 3 5 5 6 4 4 5 1 Classroom seasons challering by behaviour / attitudes 10 Cis Framele Michael British 10 Cis Framele Michael British 16 12 No.	3	4	4	4		5	5 5	5 5	5						
S	4	5	4	5		5	5 5	5 5	5	0.5 Ways to challenge and report	10	Blank	White British		Yes
4	3	5	3	3		5	5 4	1 4	4.5						
Septiment Sept	5	3	2	1	2.75	0	0 (0	0	(Boxes not filled in exclude data as can not compare)	6	Cis Female	Black British African	45-54	Yes
3	4	4	4	4	4	4	4 4	1 4	4	0	10	Cis Female	Asian British - Bangladeshi	16-24	Yes
3 5 3 5 4 4 5 5 5 5 5 5 3 will look at office and ensures LGDT posters are visible. 10 Cis reale Bask British African 33-44 ves.										Keeping my statements 'neutral' (including enquiries of colleagues life situations)					
3	3	4	4	3	3.5	4	4 4	1 4	4	0.5	8	Cis Male	White British	45-54	Yes
4 4 3 3 3 3.5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	3	5	3	5	4	5	5 5	5 5	5	1 I will look at office and ensure LGBTQ posters are visible.	10	Cis male	Black British African	35-44	Yes
4 4 3 3 3 3.5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	3	4	3	4	3.5	4	4 4	1 4	4	0.5	10	Cis Female	Asian British Indian	25-34	Yes
S										Greater understanding of gender indentity and sexualities and more confidence to explore					
4 4 2 3 3 3.25 4 5 4 5 4 5 4 5 4.5 1.25 hellenge any negative comment about LGBTQ, Make sure there are prominent displays in 9 Cis Female Black British African 45.54 Ves 5 5 5 3 4 4.25 5 5 5 4 4 4.5 0.25 make no assumptions & be careful in use of male/female - use partner 6 Cis male White British 65.7 Ves 7 Ves 4 4 4 4 4 5 5 4 5 5 5 5 5 4 4 4 4.25 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4	4	3	3	3.5	5	5 5	5 5	5	1.5 issues/topics with clients	10	Cis Female	White British	25-34	Yes
4 4 2 3 3 325 4 5 4 5 4 5 1.25 the meeting room 9 Gis Female Black British African 45-54 Ves 5 5 5 5 5 5 4 4 4 4 5 0.25 most and summitted summitted and summitted summitted and summitted summitted summitted and summitted sum	5	5	2	4	4	5	5 5	5 5	5	1	10	Non-Binary	Other ethic background	65+	Yes
S S 3										Challenge any negative comments about LGBTQ. Make sure there are prominent displays in		,			
3 4 2 3 3 3 4 4 4 3 3 4 3.75 0.75 Make no assumptions & be careful in use of main/female - use partner G Gis male White British 65+ Yes 4 4 4 3 2 3.25 4 4 4 4 4 4 4 0.75 etc S Elemore confident challenging homophobia etc behaviour from service users, colleagues 4 4 4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5	4	4	2	3	3.25	4	5 4	1 5	4.5	1.25 the meeting room	9	Cis Female	Black British African	45-54	Yes
4 4 3 2 3.25 4 4 4 4 4 5 5 5 5 5 5 5 5 1 9 more thoughtful and challenging homophobia etc behaviour from service users, colleagues 4 4 4 4 4 4 4 5 5 5 5 5 5 5 5 5 1 9 more thoughtful and challenge more 9 Ch Female White British 33-44 Yes 4 5 4 4 4.25 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	5	5	3	4	4.25	5	5 4	1 4	4.5	0.25 make no assumptions about anyone	8	Cis male	White British	65+	No
4 4 3 2 3.25 4 4 4 4 4 4 0.75 etc A	3	4	2	3	3	4	4 3	3 4	3.75	0.75 Make no assumptions & be careful in use of male/female - use partner	6	Cis male	White British	65+	Yes
4 4 4 4 4 4 4 4 4 4 4 4 4 0 0.75 etc															
4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 1 8 more thoughtful and challenge more 9 Cis Female White British 35-44 Yes 3 4 3 3 3.25 4 5 5 4 4 4.25 1 Challenge discrimination more effectively 9 5 Cis Female White British 45-54 Yes 4 5 4 4 4.25 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4	4	3	2	3.25	4	4 4	1 4	4		8	Cis Male	White British	55-64	Yes
3	4	4	4	4		5	5 5	5 5	5						
4 5 4 4 4.25 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3	4	3	3	3 25	4	5 4	1 4	4 25						
4 5 4 4 4.25 4 5 4 4 4.25 0 8 eling braver about challenging comments 10 0 is Female White British 45-54 Yes 8-10 8 eling braver about challenging comments 10 0 is Female White British 45-54 Yes 9-10 8 eling braver about challenging comments 10 is Male White British 45-54 Yes 10 is Male White British 45-64 No	4	5	4	4		0	0 (0	0						
4 4 2 4 3.5 4 4 3 3 4 3.75 0.25 Try to be more aware that apparent gender & identity may be different 7 Cis Male White British 55-64 No Beliap more aware of taking opportunities to promote inclusivity / puttign posters up. Run report on so of project staff about 7 Cis Female White British 35-44 Ves 1 discrimination 7 Cis Female White British 35-44 Ves 1 Cis Female White British 35-64 Ves 1 Cis Female White Observable	4	5	4	4		4	5 4	1 4	4 25						
Being more aware of taking opportunities to promote inclusivity / puttign posters up. Run report on so of project clints to see / improve recording and talk to project staff about 7 Cis Female White British 35-44 Ves 1 discrimination White British 45-54 Ves 5 5 3 3 5 4.5 5 5 5 4 5 4.75 0.25 Ensure that people know that we are inclusive organisation S Cis Male White British White British White British More confident in interacting with LGBT patients ie asking what their preferred name is 1 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 1 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 2 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 3 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 4 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 3 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 4 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 3 Cis Female White British More confident in interacting with LGBT patients ie asking what their preferred name is 4 Cis Female White British More confident in interacting conversations "do you 4 Cis Male White British More confident in white preferred name or title" 9 Cis Male White British More Distribly More posters in the waiting room & 2. speak to staff about starting conversations "do you 5 Cis Female White British More Distribly More posters in the waiting room & 2. speak to staff about starting conversations "do you 6 Cis Female White British More Distribly More posters in the waiting room & 2. speak to staff about starting conversations "do you 9 Cis Male White British More Distribly More posters in the waiting ro	4	4	2	4		4	4 :								
A				-	5.5	-		1	3.73	, , , , , ,		cis ividic	White British	33 01	1
4 4 2 2 2 3 4 4 4 4 4 4 4 1 1 discrimination 7 Cis Female White British 35-44 Ves 3 2 2 2 2 2.25 4 4 4 4 4 4 5 1.75 Awareness 10 Cis Male White British 45-54 Ves 5 5 5 3 5 4.55 5 5 4 5 4.75 0.25 Ensure that people know that we are inclusive organisation 8 6 Cis Male White British 45-54 Ves 5 5 5 2 5 4.25 5 5 5 4 5 4.75 0.5 Putting up posters / signs that indicate we are a lgbtq friendly organisation Cis Female White British 45-54 Ves 3 2 2 2 2 2.25 4 4 4 3 3 3 3.5 1.25 8 Cis Female White British 55-64 Ves 4 5 3 4 4 4 4 5 5 4 5 4.5 0.5 More confident in interacting with LGBT patients ie asking what their preferred name is 4 5 4 5 4.5 5 5 5 4 5 5 5 5 5 5 5 5 5 5															
3 2 2 2 2.25 4 4 4 4 4 4 4 5 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5 5 5 4 5	4	4	2	2	2		4	ا ا	4		7	Cic Fomalo	White British	25 44	Voc
S	3	2	2	2	2 25	4	4 4	1 4	4						
S S S S S S S S S S		E .	2	- Z		- '			-						
3 2 2 2 2.25 4 4 4 3 3 3 3 3.5 1.25 8 Cis Female White British 55-64 Yes 4 5 3 4 4 4 4 5 4 5 4.5 0.5	5	5	2	5			5 4	-			8				
4 5 3 4 4 4 4 5 4 5 4.5 5 5 5 4 5 4.5 0.5 More confident in interacting with LGBT patients ie asking what their preferred name is 4 5 4 5 4.5 5 5 5 4 5 4.5 0.25 More confident in interacting with LGBT patients ie asking what their preferred name is 1. more visibility in the waiting room & 2. speak to staff about starting conversations "do you 4 2 5 4 3.75 4 5 4 5 4.5 0.75 have a preferred name or title" 9 Cis Male White British 35-44 Yes 1. more visibility in the waiting room & 2. speak to staff about starting conversations "do you 4 4 4 3 3 4 3.75 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	2	2	2	2		5	3 4				0				
A 5 4 5 5 5 5 4 5 4.75 0.25	3	E .	2			4	4 3	-							
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1. more visibility in the waiting room & 2. speak to staff about starting conversations "do you 4	.l	-		ا ا	4.5		-	ا ِ ا				Ci- FI-	hade to a Dutate to	25.44	l,,
4 2 5 4 3.75 4 5 4 5 4.5 0.75 have a preferred name or title" 9 Cis Male White British 35-44 Yes 4 4 3 3.75 5 5 5 5 5 1.25 10 Blank White British 55-64 Yes 3 5 4 4 4 4 4 5 5 5 5 0.75 posters in the waiting room & apply for award! 10 Blank White British 45-64 Yes 4 4 4 4 4 5 5 5 4 4.5 0.75 posters in the waiting room & apply for award! 10 Blank White British 45-64 Yes 4 5 4 4 4 5 5 5 4 4.5 0.75 posters in the waiting room & apply for award! 9 Cis Female White British 45-54 Yes 4	4	5	4	5	4.5	5	5 4	+ 5	4.75		10	Lis remaie	write British	35-44	Yes
4 4 3 4 3.75 5 5 5 5 5 5 5 5 64 Yes 3 5 4 4 4 4 5 5 5 5 4.75 0.75 posters in the waiting room & apply for award! 10 Blank White British 45-54 Yes 4 4 4 4 3 3.75 4 5 5 4 4.5 0.75 9 Cis Female White British 65+ Yes 4 5 4 4.25 4 5 5 5 5 4.75 0.5 Inclusive images / messages & training for staff 9 Cis Female White British 45-54 Yes							_	. _			_		land to the second	25.44	I.,
3 5 4 4 4 5 5 5 5 4.75 0.75 posters in the waiting room & apply for award! 10 Blank White British 45-54 Yes 4 4 4 4 3 3.75 4 5 5 5 4 4.5 0.75 90 Cis Female White British 65+ Yes 4 5 4 4 4.25 4 5 5 5 5 4.75 0.5 Inclusive images / messages & training for staff 9 Cis Female White British 45-54 Yes	4	2	5	4		4	5 4	5	4.5						
4 4 4 3 3.75 4 5 5 4 4.5 0.75 9 Cis Female White British 65+ Yes 4 5 4 4.25 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4	4	3	4	44	5	5 5	, ,	5						
4 5 4 4 4.25 4 5 5 5 5 4.75 0.5 Inclusive images / messages & training for staff 9 Cis Female White British 45-54 Yes	3	5	4	4		4		1 1							
	4	4	4	3		4	5 5	4							
4 5 2 5 4 5 5 4 5 4.75 0.75 Stop my own heternormativity 8 Cis Female White British 45-54 No	4	5	4	4		4	5 5	5 5							
	4	5	2	5	4	5	5 4	1 5	4.75	0.75 Stop my own heternormativity	8	Cis Female	White British	45-54	No