

Your response

Question	Your response
<p>1a) Do you think Ofcom should change the way it asks about sex and gender?</p> <p>1b) If yes, how do you think we should change the questionnaire in relation to sex and gender to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>1c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on sex and gender.</p>	<p>Confidential? – Y / N</p> <p>1c) Please indicate the gender of your Staff and Board Members/ Male/ Female/Other Prefer not to say</p>
<p>2a) Do you think Ofcom should change the way it asks about sexuality?</p> <p>2b) If yes, how do you think we should change the questionnaire in relation to sexual orientation to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>2c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on sexual orientation.</p>	<p>2a) 2b)</p> <p>2c) Sexual Orientation - Creative Scotland / Screen Scotland is a member of Stonewall's Diversity Champions programme. We therefore include the following question to monitor the degree to which our policies are gay-friendly. Please indicate how many of your staff and board members are from the following groups: Heterosexual/Straight Gay/Lesbian Bisexual Other Prefer not to say</p>
<p>3a) Do you think Ofcom should change the way it asks about race and ethnicity?</p> <p>3b) If yes, how do you think we should change the questionnaire in relation to race and ethnicity to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>3c) If you are a broadcaster or other data-collecting body, please provide</p>	<p>3a) 3b)</p> <p>3c) Ethnicity - Do you consider your organisation to be minority ethnic led? Yes No Please indicate how many of your staff and board members are from the following ethnic groups:</p>

information on the way you currently ask questions on race and ethnicity.

White Scottish / White British
Irish
Gypsy / Traveller
Polish
White Other, please specify:
Asian/Asian Scottish/Asian British
Chinese/Chinese Scottish/Chinese British
African/African Scottish/African British
Caribbean/Caribbean Scottish/Caribbean British
Black/Black Scottish/Black British
Arab/Arab Scottish/Arab British
Mixed or Multiple Ethnic Groups, please specify:
Other, please specify:
Prefer not to say

<p>4a) Do you think that Ofcom should change way it asks about disability?</p> <p>4b) If yes, how do you think we should change the questionnaire in relation to disability to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>4c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on disability.</p>	<p>4a)</p> <p>4b)</p> <p>4c) Disability Organisation</p> <p>Do you consider your organisation to be disabled-led? Yes/No</p> <p>Please indicate how many of your staff and board members consider themselves to be disabled and the number who consider themselves non-disabled.</p> <p>Disabled</p> <p>Non-disabled</p> <p>Not known</p> <p>Prefer not to say</p> <p>Individuals</p> <p>Do you have any of the following conditions which have lasted, or are expected to last, at least 12 months?</p> <p>Non-disabled</p> <p>Visual impairment</p> <p>Hearing impairment/deaf</p> <p>Physical disabilities</p> <p>Cognitive or learning disabilities</p> <p>Mental health condition</p> <p>Other long term/chronic condition</p> <p>Other (please specify)</p> <p>Prefer not to say</p>
<p>5a) Do you think Ofcom should change the way it asks for information about socio-economic background?</p> <p>5b) If yes, how do you think we should change the questionnaire in relation to socio-economic background to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>5c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on socio-economic background.</p>	<p>5a)</p> <p>5b)</p> <p>5c) n/a. We do not currently ask for information in social-economic background, except in the screen funds currently piloting the BFI diversity standards.</p>

6a) Do you think that Ofcom should change the way it asks about management experience and promotions?

6b) If yes how do you think we should change the questionnaire in relation to management experience and promotions to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

6c) Do you think that Ofcom should change the job function groupings in the workforce questionnaire?

6d) If yes, how do you think we should change our questionnaire in relation to job function groupings to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

6e) If you are a broadcaster or other data-collecting body, please provide information on the way you currently classify job types / seniority / promotions.

6e) If applying as an organisation, all above questions are split per job type:

Chair

Board Members

Chief Executive

Artistic Director/Lead

Employees

Volunteers

Regular funded organisations are split as follows:

Chief Executive

Artistic Director

Chair

Board

Permanent Staff

Contractual/Freelance Staff

7a) Should Ofcom collect diversity data by nation and region?

7b) If yes, how do you think we should ask this question to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

7c) If you are a broadcaster, please provide information on the data you current collect on the geographic location of your workforce.

7a) Yes, but also by region in each nation, ie each Local authority or shire in the regions. 'Scotland' has very different regions, with extremely diverse characteristics.

7b) First three digits of postcode

7c) Full Postcode of lead applicant is requested on the application itself, not the monitoring form; if it relates to a touring fund/activity, full postcode of where activity took place is requested on the end of project monitoring form; or in the annual statistical survey (for regular funded organisations)

8a) Do you think Ofcom should collect cross-sectional data?

8a) Yes

<p>8b) If yes, how should we ask this question to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>8c) If you are a broadcaster or other data collecting organisation, please provide information on what cross-sectional data you currently use within your organisation.</p>	<p>8b) Use role/position and role in the industry over time against socio-economic background, education, gender etc; use postcode of residency vs postcode of place of work;</p> <p>8c) see above</p>
<p>9a) Do you think Ofcom should change and expand the benchmarks it uses?</p> <p>9b) If yes, how do you think we should change our benchmarks to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>9c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently benchmark data (particularly in relation to socio-economic background and diversity in different geographical regions).</p>	<p>9a) yes</p> <p>9b) Use nationwide benchmarks, eg census data, Creative Diversity Network etc</p> <p>9c) BFI Diversity Standards; Scotland Census 2022 categories;</p>
<p>Do you have any views on other aspects of data collection practices that we have not considered in this Call for Inputs?</p>	