

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 so, how do you think we should change the gender and gender questionnaire to better identify under-representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>1c) If you are a broadcaster or other body that gathers data, please provide information on how you currently ask questions about sex and gender.</p>	<p>Confidential? – N</p> <p>1a) Not necessarily, but I have comments.</p> <p>1b) We favour avoiding the use of 'other', in order to cover genders such as non-binary and intersex, as is the case at present.</p> <p>I would prefer to see that options such as non-gender-queer and intersex are specifically listed, and that, additionally, there is an option to self-describe.</p> <p>There may also be scope to include a 'trans woman' and a 'trans man' here too – not everyone with a gender different from that registered at birth necessarily identifies as a trans person (e.g. if someone has reassigned their gender some time ago). This is not something we are doing ourselves at the moment.</p> <p>1c) This is how we currently gather data:</p> <p>What best describes your gender?</p> <ul style="list-style-type: none"> - Benyw / Female - Gwryw / Male - Anneuaidd / Non-binary - Prefer to self-describe - Prefer not to say <p>Is your gender identity the same as was assigned to you at birth?</p> <ul style="list-style-type: none"> - Yes - No - Prefer not to say
<p>2a) Do you think Ofcom should change the way it asks about sexuality?</p>	<p>Confidential? N</p> <p>2a) Not necessarily, but I have comments.</p> <p>2b) Similar to the above, we prefer to avoid the use of 'arall/other' as is the case present.</p>

<p>2b) If so, how do you think we should change the questionnaire in relation to sexual orientation in order to better identify under-representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>2c) If you are a broadcaster or other body that gathers data, please provide information on how you currently ask questions about sexual orientation.</p>	<p>Instead, it would be good to see reference to e.g. pansexual and non-aseexual in addition to the current options, and also 'I prefer to self-describe'.</p> <p>2c) Here's how we currently gather data:</p> <p>What is your sexual orientation?</p> <ul style="list-style-type: none"> - Heterosexual - Gay man - Gay / Lesbian woman - Bisexual - Pansexual - Asexual - I prefer to self-describe - Prefer not to say
<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</p>	<p>Confidential? – N</p> <p>3a) Not necessarily, but I have comments.</p> <p>3b) This is a difficult issue. The addition of nationality (e.g. Welsh) in the 'white' option but not others is concerning, but in the interests of benchmarking it is sensible that the categories correspond to the ONS ones.</p> <p>Putting Middle East/Arab Origin options under 'other' is also problematic but I don't necessarily have a different suggestion.</p> <p>3c) We follow your example in gathering this data, apart from including an option to specifically select Black, Asian and Minority Ethnic and Welsh. e.g. last year we asked (selection below):</p>

ethnicity in order to better identify under-representation in broadcasting and highlight any barriers to progression in the industry?
3c) If you are a broadcaster or other body that gathers data, please provide information on how you ask questions about race and ethnicity.

Any other Mixed / Multiple ethnic background

East Asian / British East Asian / Welsh East Asian

Chinese

Any other East Asian background

South Asian / British South Asian / Welsh South Asian

Indian

Pakistani

Bangladeshi

Any other South Asian background

Black / African / Caribbean / Black British / Black Welsh

African

4a) Do you think Ofcom should change how it asks about disability?

4b) If so, how do you think we should change the questionnaire in relation to disability to better identify under-representation in broadcasting and highlight any barriers to progression in the industry?

4c) If you are a broadcaster or other body that gathers data, please provide information on how you currently ask questions about disability.

Confidential? – N

4a) Not necessarily, but I have comments.

4b) Not everyone who is autistic considers themselves disabled, also not everyone who is Deaf considers themselves disabled, so some might not select it here given the current form of questions. When considering the social model, it may be better to ask what the respondent's condition is, rather than what their disability is.

4c)

Do you consider yourself to have a disability, impairment or condition?

- Yes
- No
- Prefer not to say

What is the nature of your disability, impairment or condition? You may choose more than one.

- Sensory disability (visual / hearing impairment)
- Physical / Musculoskeletal disability
- Mental health
- Learning / cognitive disabilities
- Multiple, long-term and other disabilities
- Prefer not to say

Do you consider yourself to be Deaf?

- Yes
- No
- Prefer not to say

Do you consider yourself neurodiverse?

- Yes
- No
- Prefer not to say

If yes, what is the nature of your neurodiversity?

- Autism or Asperger's Syndrome*
- ADHD

	<ul style="list-style-type: none"> - Dyslexia / Dyscalcula / Dyspraxia - Other - Prefer not to say <p>* we note in a guide accompanying our staff survey that Asperger's Syndrome is included here as some still use it as that was how they were diagnosed, even though it is no longer used when giving a new diagnosis.</p>
<p>5a) Do you think Ofcom should change the way it asks for information on socio-economic background?</p> <p>5b) If so, how do you think we should change the questionnaire in relation to socio-economic background to better identify under-representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>5c) If you are a broadcaster or other body that gathers data, please provide information on how you ask questions about socio-economic background.</p>	<p>Confidential? – N</p> <p>5a) It would be good to develop new ways of gathering this information but I have no specific input/suggestion on how to do this.</p> <p>5b)</p> <p>5c) We use your questions to gather this data.</p>
<p>6a) Do you think Ofcom should change the way it asks about management experience and promotions?</p> <p>6b) If so, how do you think we should change the questionnaire in relation to management experience and promotions to better identify under-representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>6c) Do you think Ofcom should change the role function groups in the workforce questionnaire?</p> <p>6d) If yes, how do you think we should change our questionnaire in relation to job function groups to help us better identify under-representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>6e) If you are a broadcaster or other body that gathers data, please provide information on how you currently classify role types / role levels / promotions.</p>	<p>Confidential? – N</p> <p>6a) I don't have a specific view on this.</p> <p>6b) n/a</p> <p>6p) n/a</p> <p>6d) n/a</p> <p>6e) The information regarding promotions etc. is gathered from the HR department. The information is based on the structure within S4C, which is quite flat. In addition, turnover at a senior level is low.</p> <p>The rest of the data is gathered through the following questions.</p> <p>What is your employment status? Staff - part-time or full-time On a fixed-term agreement</p>

	<p>Freelance</p> <p>What is the level of your role? (this is based on levels within our structure)</p> <p>Senior Manager Middle / Lower Manager Not a Manager Prefer not to say</p> <p>What is your area of work? (the following is based on departments that exist within the company)</p> <p>Office of the Chief Executive Office of the S4C Board Finance Legal and Business Matters - Legal, Commercial, Business Matters and Human Resources Technical and Archives House Services - Reception and Facilities Communications - Press, Viewers' Line, Partnerships, Diversity and Inclusion Digital and Marketing - Presentation, Promotion, Image and Brand, Website and Social Media Content - Commissioning, Scheduling, Content Management, Subtitling and News Audience Research Prefer not to say</p>
<p>7a) Should Ofcom gather diversity data by country and region?</p> <p>7b) If so, how do you think we should ask this question to help us better identify under-representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>7c) If you are a broadcaster, please provide information on the data you currently gather regarding the geographical location of your workforce.</p>	<p>Confidential? – N</p> <p>7a) Yes.</p> <p>7b) Postcode information for home and workplace.</p> <p>7c) We don't currently, but there is a general understanding that a large majority of our staff, if not everyone, lives in Wales.</p>
<p>8a) Do you think Ofcom should collect intersectional data?</p> <p>8b) If yes, how should we ask this question to help us better identify under-</p>	<p>Confidential? – N</p> <p>8a) Yes.</p>

<p>representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>8c) If you are a broadcaster or other body that gathers data, please provide information on what intersectional data you currently use in your organisation.</p>	<p>8b) Not sure about this at all to be honest. I would appreciate guidance through Ofcom's work.</p> <p>8c) n/a</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 under-representation in broadcasting and highlight any barriers to progression in the industry?</p> <p>9c) If you are a broadcaster or other body that gathers data, please provide information on how you currently benchmark data (particularly in relation to socio-economic background and diversity in different geographical regions).</p>	<p>Confidential? – N</p> <p>9a) I think there should be additional benchmarks, particularly if more attention is to be paid to the regions.</p> <p>9b) Regional/national/local benchmarks would be extremely useful when considering how British broadcasters are doing.</p> <p>9c) We mainly use Welsh Government data to do this, but we are very dependent on the next census update for the most recent figures.</p>
<p>Do you have any views on other aspects of data collection practices that we have not considered in this Call for Input?</p>	<p>Confidential? – Y / N</p> <p>We haven't necessarily updated our questions for this year in terms of this response, so it's possible there may be some minor changes (but no significant change).</p> <p>I have referred a few times to including 'prefer to self describe'/'free text' options but understand that this can be difficult in terms of Ofcom's specific data collection purposes.</p>

We welcome responses in Welsh, which will be treated no less favourably than responses sent in English.