


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>The Scottish Government supports improvements in data collection, which enable a better understanding of areas of underrepresentation in the industry and allow monitoring of broadcasters' efforts to improve representation through their diversity and inclusion work.</p> <p>We support Ofcom's aim to use appropriate and inclusive language in the survey, which will help encourage people to complete it. We agree that alignment with key benchmarks, such as the census, will support the development of a more complete dataset.</p> <p>Scotland has its own census delivered by National Records of Scotland, and there may be slight variations in the questions between Scotland and the other UK nations.</p> <p>A copy of the full question set for Scotland's Census 2022 can be found here.</p> <p>In 2021, the Chief Statistician published guidance for public bodies on gathering data on sex and gender, which suggests possible wording for questions.</p> <p>The Scottish Government conducts an annual People Survey, as part of the annual Civil Service People Survey, covering over 300,000 civil servants. Over 100 Civil Service organisations take part in the survey, which has been running since 2009. The People Survey asks questions in relation to this and other demographic topics. More information is available here and we suggest contacting the Cabinet</p>

	Office regarding the specific questions asked in the People Survey.
<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>As stated in our response to Q1, we support Ofcom’s aim to use appropriate and inclusive language in the survey. We agree that alignment with key benchmarks, such as the census, will support the development of a more complete dataset.</p> <p>The Scottish Government conducts an annual People Survey, as part of the annual Civil Service People Survey, covering over 300,000 civil servants. Over 100 Civil Service organisations take part in the survey, which has been running since 2009. The People Survey asks questions in relation to this and other demographic topics. More information is available here and we suggest contacting the Cabinet Office regarding the specific questions asked in the People Survey.</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 information on the way you currently ask questions on race and ethnicity.</p>	<p>As stated in our response to Q1, we support Ofcom’s aim to use appropriate and inclusive language in the survey. We agree that alignment with key benchmarks, such as the census, will support the development of a more complete dataset.</p> <p>Scotland has its own census delivered by National Records of Scotland, and there may be slight variations in the questions between Scotland and the other UK nations.</p> <p>A copy of the full question set for Scotland’s Census 2022 can be found here.</p> <p>The Scottish Government conducts an annual People Survey, as part of the annual Civil Service People Survey, covering over 300,000 civil servants. Over 100 Civil Service organisations take part in the survey, which has been running since 2009. The People Survey asks questions in relation to this and other demographic topics. More information is available here</p>



and we suggest contacting the Cabinet Office regarding the specific questions asked in the People Survey.

4a) Do you think that Ofcom should change way it asks about disability?
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?
4c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on disability.

As stated in our response to Q1, we support Ofcom’s aim to use appropriate and inclusive language in the survey. We agree that alignment with key benchmarks, such as the census, will support the development of a more complete dataset.

Scotland has its own census delivered by National Records of Scotland, and there may be slight variations in the questions between Scotland and the other UK nations.

A copy of the full question set for Scotland’s Census 2022 can be found [here](#).

The Scottish Government conducts an annual People Survey, as part of the annual Civil Service People Survey covering over 300,000 civil servants. Over 100 Civil Service organisations take part in the survey, which has been running since 2009. The People Survey asks questions in relation to this and other demographic topics. More information is available [here](#) and we suggest contacting the Cabinet Office regarding the specific questions asked in the People Survey.

5a) Do you think Ofcom should change the way it asks for information about socio-economic background?
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?
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.

As stated in our response to Q1, we support Ofcom’s aim to use appropriate and inclusive language in the survey.

We are supportive of Ofcom’s aims to gather data on socio-economic background.

The Scottish Government conducts an annual People Survey, as part of the annual Civil Service People Survey, covering over 300,000 civil servants. Over 100 Civil Service organisations take part in the survey, which has been running since 2009. The People Survey asks questions in relation to this and other demographic topics. More information is available [here](#) and we suggest contacting the Cabinet

	Office regarding the specific questions asked in the People Survey.
<p>6a) Do you think that Ofcom should change the way it asks about management experience and promotions?</p> <p>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?</p> <p>6c) Do you think that Ofcom should change the job function groupings in the workforce questionnaire?</p> <p>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?</p> <p>6e) If you are a broadcaster or other data-collecting body, please provide information on the way you currently classify job types / seniority / promotions.</p>	<p>As stated in our response to Q1, we support Ofcom’s aim to use appropriate and inclusive language in the survey.</p> <p>The Scottish Government conducts an annual People Survey, as part of the annual Civil Service People Survey covering over 300,000 civil servants. Over 100 Civil Service organisations take part in the survey, which has been running since 2009. The People Survey asks questions in relation to this and other demographic topics. More information is available here and we suggest contacting the Cabinet Office regarding the specific questions asked in the People Survey.</p>
<p>7a) Should Ofcom collect diversity data by nation and region?</p> <p>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?</p> <p>7c) If you are a broadcaster, please provide information on the data you current collect on the geographic location of your workforce.</p>	<p>The Scottish Government has previously made the case for data on diversity and equal opportunities in television and radio to be broken down by nation to allow for a better understanding of underrepresentation from a Scottish perspective. We therefore support the collection of diversity data by nation, and indeed by region, to better understand whether broadcasters are reflecting the diversity of the communities in which they operate.</p> <p>We support an approach that provides data collection that is most representative of the workforce operating in the nations and regions, and this should take into account whether those individuals are working in the office or at home, to align with hybrid and flexible working arrangements that continue to be in place for businesses and organisations.</p>

<p>8a) Do you think Ofcom should collect cross-sectional data?</p> <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>We know that people are shaped by their simultaneous membership of multiple interconnected social categories (known as ‘intersectionality’), contributing to the structural inequality experienced by some in Scotland. We therefore support Ofcom’s aim to collect cross-sectional data. Earlier this year, the Scottish’s Government published its Using intersectionality to understand structural inequality in Scotland: evidence synthesis report, which considered how intersectionality can be applied to policymaking and analysis. We will continue to strengthen Scotland’s equality evidence base through our Equality Data Improvement Programme (EDIP).</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>Key benchmarks, such as the census, can support meaningful identification of underrepresentation in broadcasting and highlight any barriers to progression in the industry.</p> <p>Ofcom’s current benchmarks are drawn primarily from ONS’s Labour Market Statistics and Annual Population Surveys. The Scottish Government also publishes Labour Market Statistics and an Annual Population Survey in relation to labour statistics, as well as the annual Scottish Household Survey, which provides evidence on the composition, characteristics, attitudes and behaviour of private households and individuals in Scotland.</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>	

Please complete this form in full and return to diversityinbroadcast@ofcom.org.uk.