

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 / <u>N</u></p> <p>1a) NO</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) NO</p>

**3a) Do you think Ofcom should change the way it asks about race and ethnicity?**  
**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?**  
**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.**

3a) NO

**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.**

4a) YES

4b) Category B needs to be differentiated so should read

Cognitive difference / neurodivergence  
eg. Autism Spectrum Disorder /  
Dyslexia / ADHD

Or Downs Syndrome and other learning disabilities

<p><b>5a) Do you think Ofcom should change the way it asks for information about socio-economic background?</b></p> <p><b>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?</b></p> <p><b>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.</b></p>	<p>5a) YES</p> <p>5b) The question regarding parents occupation aged 14 is irrelevant as due to the changing status of jobs. IT should be replaced with educational status:</p> <p>Are you first person to go to university in family? Did you go to fee-paying school, on scholarship or not</p> <p>What do you consider your class origin, differentiate class by working / lower middle / middle / upper middle / upper</p>
<p><b>6a) Do you think that Ofcom should change the way it asks about management experience and promotions?</b></p> <p><b>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?</b></p> <p><b>6c) Do you think that Ofcom should change the job function groupings in the workforce questionnaire?</b></p> <p><b>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?</b></p> <p><b>6e) If you are a broadcaster or other data-collecting body, please provide information on the way you currently classify job types / seniority / promotions.</b></p>	<p>6a) NO</p>

<p><b>7a) Should Ofcom collect diversity data by nation and region?</b></p> <p><b>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?</b></p> <p><b>7c) If you are a broadcaster, please provide information on the data you current collect on the geographic location of your workforce.</b></p>	<p>7a) YES</p> <p>7b) You should ask for the first half of their post code</p>
<p><b>8a) Do you think Ofcom should collect cross-sectional data?</b></p> <p><b>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?</b></p> <p><b>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.</b></p>	<p>8a) YES</p> <p>8b) Existing data should be analysed to report on cross-sectionally. No extra questions should be needed to formulate this data</p>
<p><b>9a) Do you think Ofcom should change and expand the benchmarks it uses?</b></p> <p><b>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?</b></p> <p><b>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).</b></p>	<p>9a) YES</p> <p>9b) Ofcom should aim for all productions to survey freelancers as well as staff and all questions and sharing of collected data should be compulsory</p>

**Do you have any views on other aspects of data collection practices that we have not considered in this Call for Inputs?**

10) Ofcom should ask for information to be collected on caring / parental responsibilities and contract types eg full-time / part-time / job-share etc

Please complete this form in full and return to [diversityinbroadcast@ofcom.org.uk](mailto:diversityinbroadcast@ofcom.org.uk).