

## 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? N</p> <p>1a) Y</p> <p>1b) Include 'trans' within gender identification options</p> <p>1c) Gender:</p> <p>-- Select One --</p> <p><b>Female</b></p> <p>Male</p> <p>Other (e.g. Intersex, non-binary, trans)</p> <p>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>a) N</p> <p>b) N/A</p> <p>c)</p> <p><b>Sexual Orientation</b></p> <p>-- Select One --</p> <p>-- Select One --</p> <p>Bisexual</p> <p>Gay Man</p> <p>Gay Woman/Lesbian</p> <p>Heterosexual/Straight</p> <p>Other sexual orientation</p> <p>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 information on the way you currently ask questions on race and ethnicity.</p>	<p>a) N</p> <p>b) N/A</p> <p>c) Ethnic Origin:</p>

	-- Select One --
	Black/African/Caribbean/British- African
	Black/African/Caribbean/British- Carib
	Black/African/Caribbean/British- Other
	East Asian/East Asian British - Chinese
	East Asian/East Asian British - Other
	Mixed/Multiple - White and Asian
	Mixed/Multiple - White and Black African
	Mixed/Multiple - White and Black Carib
	Mixed/Multiple Ethnic groups - Other
	Other Ethnic group - Middle Eastern/Arab
	Other Ethnic group - Other
	Prefer not to say
	South Asian/SA British - Bangladeshi
	South Asian/SA British - Indian
	South Asian/SA British - Other
	South Asian/SA British - Pakistani
	White - Central and Eastern European
	White - English/Welsh/Scottish/N Irish
	White - Gypsy or Irish Traveller
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-- Select One --	

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.

- a) N
- b) N/A
- c)

**Do you have any disabilities?**

-- Select One --

-- Select One --

No

Yes

Prefer not to say

**If Yes, please confirm the nature of your disability:**

- Sensory (e.g. hearing or visually impaired)
- Physical/Muscular-skeletal (e.g. dexterity, mobility, wheelchair user)
- Mental Health (e.g. depression, bipolarity)
- Cognitive/Learning (e.g. dyslexia, Down's syndrome, autism)
- Multiple/other (e.g. diabetes, epilepsy, arthritis, asthma, speech impairment)
- Prefer not to say

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.

- a) N (however please see (5b))
- b) Greater clarity on the population comparator for each question and how the socio economic background questions can be related to the social mobility of respondents would be helpful.
- c) Socio-economic background:

**Occupation of main household earner when you were age 14**

-- Select One --

-- Select One --

Modern professional (e.g. teacher, nurse, social worker or software designer)

Clerical and intermediate (e.g. call centre agent, secretary or nursery nurse)

Senior managers or administrators (e.g. finance manager or CEO)

Technical and craft (e.g. plumber, train driver, mechanic or gardener)

Semi-routine manual and service occupations (e.g. postal, care, farm worker)

Routine manual and service occupations (e.g. cleaner, labourer or driver)

Middle or junior managers (e.g. bank/restaurant/office/retail manager)

Traditional professional occupations (e.g. accountant, engineer or solicitor)

Long term unemployed

Inactive (including those that are retired)

Don't know/Not applicable

Prefer not to say

-- Select One --

**Type of school you attended for the most time between the ages of 11-16**

-- Select One --

-- Select One --

State-run or state-funded school - selective on academic, faith or other grounds

State-run or state-funded school - non-selective

Independent or fee-paying school - bursary

Independent or fee-paying school - no bursary

Attended school outside the UK

Don't know

Prefer not to say

	<p>Highest level of qualification achieved by either of parent(s) or guardian(s) by the time you were 18</p> <p>-- Select One --</p> <p>-- Select One --</p> <p>Degree level or Degree equivalent or above</p> <p>Qualifications below degree level</p> <p>No qualifications</p> <p>Don't know</p> <p>Prefer not to say</p> <p>Were you eligible for Free School Meals at any point during your school years</p> <p>-- Select One --</p> <p>-- Select One --</p> <p>Yes</p> <p>No</p> <p>Not applicable (finished school before 1980 or went to school overseas)</p> <p>Prefer not to say</p>
<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>a) N (however please see 6b)</p> <p>b) The relevance of separating out (9) Broadcast Management and (10) Bus Management from (6/7) Senior/Junior Management is unclear unless this was to be provided for all business divisions. Category 6 provides a clear overview of diversity in senior roles, categories 9 and 10 may not be required.</p> <p>c) N</p> <p>d) N/A</p> <p>e) Senior management/management/non-management, across divisions:</p> <ol style="list-style-type: none"> <li>1. Broadcast (Legal; News (editorial/technical); Broadcast Operations; Marketing and Creative; Broadcast Services and Insights; CSR)</li> <li>2. Digital (Product Design/Development; Insights; Content);</li> <li>3. Studios (Drama/Entertainment/Factual – development or production).</li> <li>4. Commercial</li> <li>5. Enabling</li> </ol> <p>Promotions are captured for all roles.</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>a) Yes</p> <p>b) Normal place of employment by nations and regions.</p> <p>c) Normal place of work by office location – Scotland (Glasgow/Edinburgh/Dundee/Aberdeen/Inverness) or London.</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>a) No</p> <p>b) N/A</p> <p>c) N/A</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</b></p>	<p>a) No</p> <p>b) Please see 5(b)</p> <p>c) Diversity data is benchmarked against census population data and Ofcom industry data.</p>

<b>relation to socio-economic background and diversity in different geographical regions).</b>	
<b>Do you have any views on other aspects of data collection practices that we have not considered in this Call for Inputs?</b>	No

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