

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>a) Confidential? – Y</p> <p>b) The WGGB believe' s OfCom should ask the following two questions in relation to sex and gender identity.</p> <p>What is your gender?</p> <ul style="list-style-type: none"> • Female • Intersex • Male • Non-binary • Prefer not to say • Other (please specify – open text box) <p>1. Do you identify with the gender you were assigned 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>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) Y</p> <p>b) The definitions offered in the questionnaire are limited, the WGGB believe that these should be broadened out to become more inclusive</p> <p>The WGGB would recommend asking</p> <p>How would you describe your sexual orientation?</p> <ul style="list-style-type: none"> • Asexual/Asexual spectrum • Bisexual • Gay Man • Gay Woman/Lesbian

	<ul style="list-style-type: none"> • Heterosexual • Pansexual • Queer • Prefer not to say • Other (please specify – open text box)
<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) Y</p> <p>b) The WGGB believe OfCom should use the following question when asking about race and ethnicity</p> <p>Which of the following best describes your ethnicity?</p> <p>Asian / Asian British</p> <p>East Asian South Asian Southeast Asian Any other Asian background</p> <p>Black / African / Caribbean / Black British</p> <p>African Caribbean Any other Black/African/Caribbean background</p> <p>Mixed / Multiple ethnic groups</p> <p>White and Black Caribbean White and Black African White and Asian Any other Mixed / Multiple ethnic background</p> <p>White</p> <p>British (English / Welsh / Scottish / Northern Irish) Irish Irish Traveller Any other White background</p> <p>Other ethnic group</p> <p>Arab Any other ethnic group</p> <p>Prefer not to say</p>

	Other (please specify – open text box)
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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) Y

The WGGB believes that the options provided in the questionnaire are too narrow and combine disabilities which should be kept separate e.g. sensory disabilities. The questionnaire also needs to better include categories for those who are neurodivergent.

The WGGB would recommend asking the following

Please indicate the disability-related category you feel best represents you and that you are comfortable with.

- Disabled person
- Person with a disability
- Chronically ill person
- Person with a chronic illness
- D/deaf person
- Neurodivergent person
- Person with a long-term health condition
- Person with access requirements
- Non-disabled/no health conditions/no access requirements
- Prefer not to say
- Not Known
- Other (please specify – open text box)

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 – The questions currently asked reflect those recommended in the Social Mobility Commission’s cross-industry toolkit and are the appropriate for trying to determine an individual socio-economic background

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.

a) Y – Currently the questionnaire asks organisations to provide figures on the number of employees who fit into three management bandings, senior management, junior/middle management, and non-management level. These are incredibly broad and fail to identify where gatekeepers and those who is make decisions sit within the organisation.

The profile of those making decisions regarding recruitment and promotion will impact the experiences of other employees and freelancers who are engaged by these organisations

It also fails to identify the number of possible promotion opportunities that were available and how many from different backgrounds have applied but were unsuccessful

b) OfCom should consider asking for information about

- The number and profiles of applicants to the organisation. This should be sub-categorised by role type and seniority levels
- The number and profiles of those who have applied for promotion. This should be sub-categorised by role type and seniority levels
- The number and profile of employees who have line-management responsibility and the size of the teams they manage
- The profiles of who has made decisions regarding recruitment and promotions,
- The number and profiles of employees with budgetary responsibility, between set values

c) Y - Much as with the categories relating to management and

	<p>promotion these role types are far too broad and fail to identify where gatekeepers and those who make decisions sit within the organisation. The profile of those making decisions in different areas will impact the experiences of other employees and freelancers who are engaged by these organisations.</p> <p>d) These role types should be expanded upon and identify</p> <ul style="list-style-type: none"> • The number and profiles of those who are making decisions in each area e.g. commissioners, editors, producers • They should also be sub-divided to reflect the actual structures which operate within these organisations
<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 currently collect on the geographic location of your workforce.</p>	<p>a) Y</p> <p>b) Ofcom should ask Where do you live?</p> <ul style="list-style-type: none"> • East Midlands • London • North of England • North-East of England • North-West of England • Northern Ireland • Scotland • South • South-East • South-West • Wales • West Midlands • Abroad • Prefer not to say • Other (please specify – open text box):
<p>8a) Do you think Ofcom should collect cross-sectional data?</p>	<p>a) Y – it is not possible to truly understand the barriers faced by</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>employees when considering their characteristics in isolation. Intersectionality must be taken into account when identifying the barriers to entry or progression in the industry.</p> <p>b) OfCom should analyse the data they receive from broadcasters as fully as they can and to identify barriers.</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>a) N - While it is useful to benchmark figures against the ONS national workforce figures it should be noted this fails to take into account that many broadcasters are located in major cities which are more diverse. It also fails to take into account the diversity of the wider creative industry in which the broadcasters sit. Unfortunately due to a lack of available data there are not any figures which the WGGB believe will be more appropriate</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>	<p>OfCom should be doing more to push organisations to include freelancers in the statistics they provide. This is especially important as freelancers make up a considerable proportion of the creative industries workforce. Without their inclusion OfCom will not be receiving the full picture.</p>