

ABOUT THIS SURVEY

Ofcom conducts annual Diversity in Broadcasting monitoring in order to develop a more comprehensive picture of the makeup of broadcaster workforces and ultimately to promote a diverse and inclusive broadcasting sector.

As a broadcast licensee you should have received a formal notification request for this information, which sets out why Ofcom requires this data and what it will be used for. Annex 1 sets out data protection obligations you must comply with before processing any information which is personal data. Please read these before completing this questionnaire and follow the steps described.

Mandatory sections/questions/response boxes - Highlighted in purple throughout

All broadcast licensees with more than 20 UK-based employees and who broadcast for more than 31 days per year are required to complete Sections A, C, D and E. It is important to note that Ofcom could find you in breach of your broadcast licence/s if you do not complete and submit the mandatory sections by the date set out in the formal notification request.

Voluntary sections/questions/response boxes - Highlighted in blue throughout

Broadcasters are also asked to complete Sections B, F, G, H, I and J if possible. This information is critical for Ofcom to gather an accurate picture of the makeup of the broadcasting workforce against all of the protected characteristics in the Equality Act 2010 and to promote equality of opportunity in relation to employment and training for all potentially under-represented groups. It is not a licence requirement to provide these sections and failure to provide the information will not result in a licence condition breach being recorded and/or sanction being imposed.

Once you have completed all questions on a page click the 'next' button at the bottom of the page to proceed to the next set of questions. **If you need to go back to a previous question you will need to use the 'back' button on the survey to do so (and the 'next' button to advance again) - do not use the back or forward buttons on your web browser.**

You may wish to follow this link to open a text version of the survey so that you can view it in full before you begin to complete it and/or if you need to refer to questions from other parts of the survey as you are completing it.

You can save your responses and return to the survey at a later date by selecting the 'Save and exit' option at the bottom, provided your responses are submitted ahead of the deadline.

If you have any questions about this survey, you can contact us at EDlinbroadcasting@ofcom.org.uk

You must confirm the following before clicking Next:

- I've received the notice from Ofcom and have sought and obtained the necessary permissions to share the data.

SECTION A: About you and your organisation

This submission can be completed on a licence-by-licence or aggregated basis (i.e. for your licensed broadcasting services taken together, if you hold multiple licences), depending on how your organisation collects information. If the licensee does not employ more than 20 individuals in connection with the provision of licensed broadcasting services you should include individuals employed by any group companies in connection with the provision of such services in the data you provide. If your organisation holds both TV and radio licences, you can either provide one combined response, or two separate responses for these. If you require additional log ins, or have any queries regarding this, please contact us at EDlinbroadcasting@ofcom.org.uk

Please check/complete the following details. If anything already filled in is incorrect please enter the alternative. If you have autofill switched on within your browser, be careful to ensure that the correct information is provided in these boxes.

Name: _____

Email address: _____

Job title: _____

Organisation: _____

Number of licences included in this submission: _____

If you are answering this survey on an aggregated basis, i.e. on behalf of more than one licence holder, please set out which licensed services the aggregated information relates to (otherwise leave blank)

A3 How many people did {A1d} employ either full or part time in connection with the provision of licensed broadcasting services on 31 March 2024? This number should not include freelancers (asked separately) or volunteers.

Total number of employees _____

A4 How many of the {A3} employees are based in and outside the UK?

Employees based in the UK _____

Employees based outside the UK _____

TOTAL _____

The total for **A4** should add to {A3} as previously specified. The current total is {Total_A4}. Please amend before you continue.

A5 Are your licensed service(s) received in the UK?

Yes

No

A6 Is {A1d} authorised to broadcast for more than 31 days a year?

Yes

No

As your organisation either has fewer than 21 UK based employees, or isn't authorised to broadcast for more than 31 days a year (or both), you do not meet the obligation threshold for completing this survey. Please click 'Next' and then 'Submit' to send us your answers.

SECTION A: About {A1d}

A8 How many UK based employees came under the following categories for the period of 1 April 2023 to 31 March 2024?

Joined {A1d} _____

Left {A1d} _____

Received training (related to developing in their role) _____

Promoted within {A1d} _____

A9 On 31 March 2024, how many of the {A4a} UK based employees came under the following **job level** categories?

Senior managers _____

Middle managers _____

Junior managers _____

Non-managers _____

No data _____

TOTAL _____

The total for **A9** should add to {A4a} as previously specified. The current total is {Total_A9}. Please amend before you continue.

A10 On 31 March 2024, how many of the {A4a} UK based employees came under the following **job role** categories?

Commissioning and programming _____

Creative and production _____

Journalism and news _____

On-screen/on-air talent _____

Technical and engineering _____

Operational and administrative _____

Commercial and communications _____

Other/no data _____

TOTAL **—**

The total for **A10** should add to {A4a} as previously specified. The current total is {Total_A10}. Please amend before you continue.

Completion of geographic data is voluntary.
If you are unable or unwilling to provide this data, please enter the total number of UK based employees ({A4a}) in the final box.

A11 On 31 March 2024, how many of the {A4a} UK based employees were predominantly based in the following **nations and regions?**

Scotland _____

Wales _____

Northern Ireland _____

North East England _____

North West England _____

Yorkshire and the Humber _____

East Midlands _____

West Midlands _____

East of England _____

South East England (exc. London) _____

South West England	_____
London	_____
Unknown nation or region	_____
Unable or unwilling to provide geographic data	_____
TOTAL	_____

The total for **A11** should add to {A4a} as previously specified. The current total is {Total_A11}. Please amend before you continue.

A12 For the period of 1 April 2023 to 31 March 2024 how many freelancers worked in connection with the provision of your licensed broadcasting service(s)?

Freelancers _____

SECTION B: FREELANCERS

Completion of this section is voluntary.

If processing data in response to these questions, please ensure you have the consent of the relevant individuals.

B Please tick from the list below, the data that you are able and willing to provide:

- Sex among the {A12} freelancers who worked for {A1d}
- Race and ethnicity among the {A12} freelancers who worked for {A1d}
- Disability among the {A12} freelancers who worked for {A1d}
- Unable to provide any of these**
- Unwilling to provide any of these**

Please ensure the sum of all boxes equals the total mentioned in the question (as specified at A12). The error messages at the bottom of each question will disappear when this is correct.

Please refer to the guidance for further information on how to group data into the categories requested.

B1 What is the breakdown of the {A12} freelancers by sex?

Male _____

Female _____

Intersex _____

Freelancer preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **B1** should add to {A12}, as previously specified. The current total is {Total_B1}. Please amend before you continue

B2 Of the {A12} freelancers, how many are ..?

Black/African/Caribbean/Black British _____

East Asian/East Asian British _____

Middle Eastern/Arab _____

Mixed/multiple ethnic groups _____

South Asian/South Asian British _____

White _____

Ethnic Group not listed _____

Freelancer preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **B2** should add to {A12}, as previously specified. The current total is {Total_B2}. Please amend before you continue.

B3 Of the {A12} freelancers, how many..?

Have an illness, condition or impairment _____

Do not have an illness, condition or impairment _____

Freelancer preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **B3** should add to {A12}, as previously specified. The current total is {Total_B3}. Please amend before you continue.

SECTION C: SEX AND GENDER IDENTITY

The subsequent questions will be based on the employee numbers already given for the following periods:

- The {A4a} UK-based employees of {A1d}, and those within job levels and job roles are a snapshot as on 31 March 2024.
- Figures for Joiners, Leavers, Trained, and Promoted are cumulative across the period of 1 April 2023 to 31 March 2024.

Please ensure the sum of all boxes equals the total mentioned in the question (as specified at A4a). The error message at the bottom of the question will disappear when this is correct.

C1a What is the breakdown of the {A4a} UK based employees by sex?

Male _____

Female _____

Intersex _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **C1a** should add to {A4a}, as previously specified. The current total is {Total_C1a}. Please amend before you continue.

GENDER IDENTITY

Completion of the following Gender Identity questions are voluntary.

If processing personal data in response to these questions, please ensure you have the consent of the relevant individuals.

Please tick from the list below, the data that you are able and willing to provide:

- Total number of UK based employees who identify as a gender different to their sex registered at birth
- Specific breakdown of the above, in terms of how many of the employees identify as a man, woman, etc
- Unable to provide any of these**
- Unwilling to provide any of these**

GENDER IDENTITY

C1c How many of the {A4a} UK based employees identify as a gender that is different from the sex they were registered at birth?

Different gender identity _____

Same gender identity _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **C1c** should add to {A4a} as previously specified. The current total is {Total_C1c}. Please amend before you continue.

C1d Of the {C1c} who identify as a different gender, how many identify as a..?

Man / Trans man _____

Woman / Trans woman _____

Non-binary _____

Queer _____

Gender identity not listed _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **C1d** should add to {C1c}, as specified at C1c. The current total is {Total_C1g}. Please amend before you continue.

Sex

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A8). The error messages at the bottom of each question will disappear when this is correct.

C2 How many of the {A8a} employees who **joined** {A1d} are...?

Male _____

Female _____

Intersex _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **C2** should add to {A8a}, as previously specified. The current total is {Total_C2}. Please amend before you continue

C3 How many of the {A8b} employees who **left {A1d}** are...?

Male _____

Female _____

Intersex _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **C3** should add to {A8b}, as previously specified. The current total is {Total_C3}. Please amend before you continue

C4 How many of the {A8c} employees who **received training** are...?

Male _____

Female _____

Intersex _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **C4** should add to {A8c}, as previously specified. The current total is {Total_C4}. Please amend before you continue.

C5 How many of the {A8d} employees who were **promoted** are...?

Male _____

Female _____

Intersex _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **C5** should add to {A8d}, as previously specified. The current total is {Total_C5}. Please amend before you continue.

Sex

For each job level category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A9). The error messages at the bottom of each question will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A9 and C1a) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at C1a, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

C6 How many of the {A9a} **senior managers** are...?

Male _____ {C1a1}

Female _____ {C1a2}

Intersex _____ {C1a3}

Employee preferred not to say _____ {C1a4}

Data not collected _____ {C1a5}

Unable to allocate _____

TOTAL _____

The total for **C6** should add to {A9a}, as previously specified. The current total is {Total_C6}. Please amend before you continue.

C7 How many of the {A9b} **middle managers** are...?

Male _____ {C6a_CALC}

Female _____ {C6b_CALC}

Intersex _____ {C6c_CALC}

Employee preferred not to say _____ {C6d_CALC}

Data not collected _____ {C6e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C7** should add to {A9b}, as previously specified. The current total is {Total_C7}. Please amend before you continue.

C8 How many of the {A9c} **junior managers** are...?

Male _____ {C7a_CALC}

Female _____ {C7b_CALC}

Intersex _____ {C7c_CALC}

Employee preferred not to say _____ {C7d_CALC}

Data not collected _____ {C7e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C8** should add to {A9c}, as previously specified. The current total is {Total_C8}. Please amend before you continue.

C9 How many of the {A9d} **non-managers** are...?

Male _____ {C8a_CALC}

Female _____ {C8b_CALC}

Intersex _____ {C8c_CALC}

Employee preferred not to say _____ {C8d_CALC}

Data not collected _____ {C8e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C9** should add to {A9d}, as previously specified. The current total is {Total_C9}. Please amend before you continue.

GRAND TOTAL _____

Sex

For each job role category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A10). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A10 and C1a) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at C1a, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

C10 How many of the {A10a} employees in a **Commissioning and programming** role are...?

Male	_____	{C1a1}
Female	_____	{C1a2}
Intersex	_____	{C1a3}
Employee preferred not to say	_____	{C1a4}
Data not collected	_____	{C1a5}
Unable to allocate	_____	
TOTAL	_____	

The total for **C10** should add to {A10a}, as previously specified. The current total is {Total_C10}. Please amend before you continue.

C11 How many of the {A10b} employees in a **Creative and production** role are...?

Male	_____	{C10a_CALC}
Female	_____	{C10b_CALC}
Intersex	_____	{C10c_CALC}
Employee preferred not to say	_____	{C10d_CALC}

Data not collected _____ {C10e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C11** should add to {A10b}, as previously specified. The current total is {Total_C11}. Please amend before you continue.

C12 How many of the {A10c} employees in a **Journalism and news** role are...?

Male _____ {C11a_CALC}

Female _____ {C11b_CALC}

Intersex _____ {C11c_CALC}

Employee preferred not to say _____ {C11d_CALC}

Data not collected _____ {C11e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C12** should add to {A10c}, as previously specified. The current total is {Total_C12}. Please amend before you continue.

C13 How many of the {A10d} employees in an **On-screen/on-air talent** role are...?

Male _____ {C12a_CALC}

Female _____ {C12b_CALC}

Intersex _____ {C12c_CALC}

Employee preferred not to say _____ {C12d_CALC}

Data not collected _____ {C12e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C13** should add to {A10d}, as previously specified. The current total is {Total_C13}. Please amend before you continue.

C14 How many of the {A10e} employees in a **Technical and engineering** role are...?

Male _____ {C13a_CALC}

Female _____ {C13b_CALC}

Intersex _____ {C13c_CALC}

Employee preferred not to say _____ {C13d_CALC}

Data not collected _____ {C13e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C14** should add to {A10e}, as previously specified. The current total is {Total_C14}. Please amend before you continue.

C15 How many of the {A10f} employees in an **Operational and administrative** role are...?

Male _____ {C14a_CALC}

Female _____ {C14b_CALC}

Intersex _____ {C14c_CALC}

Employee preferred not to say _____ {C14d_CALC}

Data not collected _____ {C14e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C15** should add to {A10f}, as previously specified. The current total is {Total_C15}. Please amend before you continue.

C16 How many of the {A10g} employees in a **Commercial and communications** role are...?

Male _____ {C15a_CALC}

Female _____ {C15b_CALC}

Intersex _____ {C15c_CALC}

Employee preferred not to say _____ {C15d_CALC}

Data not collected _____ {C15e_CALC}

Unable to allocate _____

TOTAL _____

The total for **C16** should add to {A10g}, as previously specified. The current total is {Total_C16}. Please amend before you continue.

GRAND TOTAL _____

SECTION D: RACE AND ETHNICITY

Please ensure the sum of all boxes equals the total mentioned in the question (as specified at A4). The error messages at the bottom of each question will disappear when this is correct.

D1 How many of the {A4a} UK based employees are...?

Black/African/Caribbean/Black British - only fill this in if you don't have numbers for boxes 1 to 3 _____

1. African _____

2. Caribbean _____

3. Any other Black/African/Caribbean background _____

East Asian/East Asian British - only fill this in if you don't have numbers for boxes 4 to 5 _____

4. Chinese _____

5. Any other East Asian background _____

Middle Eastern/Arab - only fill this in if you don't have numbers for boxes 6 to 7 _____

6. Arab _____

7. Any other Middle Eastern background _____

Mixed/multiple ethnic groups - only fill this in if you don't have numbers for boxes 8 to 11 _____

8. White and Black Caribbean _____

9. White and Black African _____

10. White and Asian _____

11. Any other mixed/multiple ethnic background _____

South Asian/South Asian British - only fill this in if you don't have numbers for boxes 12 to 15 _____

12. Indian _____

13. Pakistani _____

14. Bangladeshi _____

15. Any other South Asian background _____

White - only fill this in if you don't have numbers for boxes 16 to 20 _____

16. English/Welsh/Scottish/Northern Irish/British _____

17. Irish _____

18. Gypsy or Irish traveller _____

19. Roma _____

20. Any other white background _____

21. Ethnic Group not listed _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **D1** should add to {A4a}, as previously specified. The current total is {Total_D1}. Please amend before you continue.

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A8). The error messages at the bottom of each question will disappear when this is correct.

Please refer to the guidance for further information on how to group data into the categories requested.

D2 How many of the {A8a} employees who **joined** {A1d} are...?

Black/African/Caribbean/Black British _____

East Asian/East Asian British _____

Middle Eastern/Arab _____

Mixed/multiple ethnic groups _____

South Asian/South Asian British _____

White _____

Ethnic group not listed _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **D2** should add to {A8a}, as previously specified. The current total is {Total_D2}. Please amend before you continue.

D3 How many of the {A8b} employees who **left** {A1d} are...?

Black/African/Caribbean/Black British _____

East Asian/East Asian British _____

Middle Eastern/Arab _____

Mixed/multiple ethnic groups _____

South Asian/South Asian British _____

White _____

Ethnic group not listed _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **D3** should add to {A8b}, as previously specified. The current total is {Total_D3}. Please amend before you continue.

D4 How many of the {A8c} employees who **received training** are...?

Black/African/Caribbean/Black British _____

East Asian/East Asian British _____

Middle Eastern/Arab _____

Mixed/multiple ethnic groups _____

South Asian/South Asian British _____

White _____

Ethnic group not listed _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **D4** should add to {A8c}, as previously specified. The current total is {Total_D4}. Please amend before you continue.

D5 How many of the {A8d} employees who were **promoted** are...?

Black/African/Caribbean/Black British _____

East Asian/East Asian British _____

Middle Eastern/Arab _____

Mixed/multiple ethnic groups _____

South Asian/South Asian British _____

White _____

Ethnic group not listed _____

Employee preferred not to say _____

Data not collected _____

The total for **D5** should add to {A8d}, as previously specified. The current total is {Total_D5}. Please amend before you continue.

For each job level category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A9). The error messages at the bottom of each question will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A9 and D1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at D1, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

D6 How many of the {A9a} **senior managers** are...?

Black/African/Caribbean/Black British	_____	{D1a_CALC}
East Asian/East Asian British	_____	{D1b_CALC}
Middle Eastern/Arab	_____	{D1c_CALC}
Mixed/multiple ethnic groups	_____	{D1d_CALC}
South Asian/South Asian British	_____	{D1e_CALC}
White	_____	{D1f_CALC}
Ethnic group not listed	_____	{D1g_CALC}
Employee preferred not to say	_____	{D1h}
Data not collected	_____	{D1i}
Unable to allocate	_____	
TOTAL	_____	

The total for **D6** should add to {A9a}, as previously specified. The current total is {Total_D6}. Please amend before you continue.

D7 How many of the {A9b} **middle managers** are...?

Black/African/Caribbean/Black British	_____	{D6a_CALC}
East Asian/East Asian British	_____	{D6b_CALC}
Middle Eastern/Arab	_____	{D6c_CALC}
Mixed/multiple ethnic groups	_____	{D6d_CALC}
South Asian/South Asian British	_____	{D6e_CALC}
White	_____	{D6f_CALC}
Ethnic group not listed	_____	{D6g_CALC}
Employee preferred not to say	_____	{D6h_CALC}
Data not collected	_____	{D6i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **D7** should add to {A9b}, as previously specified. The current total is {Total_D7}. Please amend before you continue.

D8 How many of the {A9c} **junior managers** are...?

Black/African/Caribbean/Black British	_____	{D7a_CALC}
East Asian/East Asian British	_____	{D7b_CALC}
Middle Eastern/Arab	_____	{D7c_CALC}
Mixed/multiple ethnic groups	_____	{D7d_CALC}

South Asian/South Asian British	_____	{D7e_CALC}
White	_____	{D7f_CALC}
Ethnic group not listed	_____	{D7g_CALC}
Employee preferred not to say	_____	{D7h_CALC}
Data not collected	_____	{D7i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **D8** should add to {A9c}, as previously specified. The current total is {Total_D8}. Please amend before you continue.

D9 How many of the {A9d} **non-managers** are...?

Black/African/Caribbean/Black British	_____	{D8a_CALC}
East Asian/East Asian British	_____	{D8b_CALC}
Middle Eastern/Arab	_____	{D8c_CALC}
Mixed/multiple ethnic groups	_____	{D8d_CALC}
South Asian/South Asian British	_____	{D8e_CALC}
White	_____	{D8f_CALC}
Ethnic group not listed	_____	{D8g_CALC}
Employee preferred not to say	_____	{D8h_CALC}
Data not collected	_____	{D8i_CALC}
Unable to allocate	_____	

TOTAL _____

The total for **D9** should add to {A9d}, as previously specified. The current total is {Total_D9}. Please amend before you continue.

GRAND TOTAL _____

For each job role category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A10). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A10 and D1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at D1, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

D10 How many of the {A10a} employees in a **Commissioning and programming** role are...?

Black/African/Caribbean/Black British _____ {D1a_CALC}

East Asian/East Asian British _____ {D1b_CALC}

Middle Eastern/Arab _____ {D1c_CALC}

Mixed/multiple ethnic groups _____ {D1d_CALC}

South Asian/South Asian British _____ {D1e_CALC}

White _____ {D1f_CALC}

Ethnic group not listed _____ {D1g_CALC}

Employee preferred not to say _____ {D1h}

Data not collected _____ {D1i}

Unable to allocate _____

TOTAL _____

The total for **D10** should add to {A10a}, as previously specified. The current total is {Total_D10}. Please amend before you continue.

D11 How many of the {A10b} employees in a **Creative and production** role are...?

Black/African/Caribbean/Black British _____ {D10a_CALC}

East Asian/East Asian British _____ {D10b_CALC}

Middle Eastern/Arab _____ {D10c_CALC}

Mixed/multiple ethnic groups _____ {D10d_CALC}

South Asian/South Asian British _____ {D10e_CALC}

White _____ {D10f_CALC}

Ethnic group not listed _____ {D10g_CALC}

Employee preferred not to say _____ {D10h_CALC}

Data not collected _____ {D10i_CALC}

Unable to allocate _____

TOTAL _____

The total for **D11** should add to {A10b}, as previously specified. The current total is {Total_D11}. Please amend before you continue.

D12 How many of the {A10c} employees in a **Journalism and news** role are...?

Black/African/Caribbean/Black British _____ {D11a_CALC}

East Asian/East Asian British _____ {D11b_CALC}

Middle Eastern/Arab _____ {D11c_CALC}

Mixed/multiple ethnic groups	_____	{D11d_CALC}
South Asian/South Asian British	_____	{D11e_CALC}
White	_____	{D11f_CALC}
Ethnic group not listed	_____	{D11g_CALC}
Employee preferred not to say	_____	{D11h_CALC}
Data not collected	_____	{D11i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **D12** should add to {A10c}, as previously specified. The current total is {Total_D12}. Please amend before you continue.

D13 How many of the {A10d} employees in an **On-screen/on-air talent** role are...?

Black/African/Caribbean/Black British	_____	{D12a_CALC}
East Asian/East Asian British	_____	{D12b_CALC}
Middle Eastern/Arab	_____	{D12c_CALC}
Mixed/multiple ethnic groups	_____	{D12d_CALC}
South Asian/South Asian British	_____	{D12e_CALC}
White	_____	{D12f_CALC}
Ethnic group not listed	_____	{D12g_CALC}
Employee preferred not to say	_____	{D12h_CALC}
Data not collected	_____	{D12i_CALC}

Unable to allocate _____

TOTAL _____

The total for **D13** should add to {A10d}, as previously specified. The current total is {Total_D13}. Please amend before you continue.

D14 How many of the {A10e} employees in a **Technical and engineering** role are...?

Black/African/Caribbean/Black British _____ {D13a_CALC}

East Asian/East Asian British _____ {D13b_CALC}

Middle Eastern/Arab _____ {D13c_CALC}

Mixed/multiple ethnic groups _____ {D13d_CALC}

South Asian/South Asian British _____ {D13e_CALC}

White _____ {D13f_CALC}

Ethnic group not listed _____ {D13g_CALC}

Employee preferred not to say _____ {D13h_CALC}

Data not collected _____ {D13i_CALC}

Unable to allocate _____

TOTAL _____

The total for **D14** should add to {A10e}, as previously specified. The current total is {Total_D14}. Please amend before you continue.

D15 How many of the {A10f} employees in an **Operational and administrative** role are...?

Black/African/Caribbean/Black British _____ {D14a_CALC}

East Asian/East Asian British _____ {D14b_CALC}

Middle Eastern/Arab _____ {D14c_CALC}

Mixed/multiple ethnic groups	_____	{D14d_CALC}
South Asian/South Asian British	_____	{D14e_CALC}
White	_____	{D14f_CALC}
Ethnic group not listed	_____	{D14g_CALC}
Employee preferred not to say	_____	{D14h_CALC}
Data not collected	_____	{D14i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **D15** should add to {A10f}, as previously specified. The current total is {Total_D15}. Please amend before you continue.

D16 How many of the {A10g} employees in a **Commercial and communications** role are...?

Black/African/Caribbean/Black British	_____	{D15a_CALC}
East Asian/East Asian British	_____	{D15b_CALC}
Middle Eastern/Arab	_____	{D15c_CALC}
Mixed/multiple ethnic groups	_____	{D15d_CALC}
South Asian/South Asian British	_____	{D15e_CALC}
White	_____	{D15f_CALC}
Ethnic group not listed	_____	{D15g_CALC}
Employee preferred not to say	_____	{D15h_CALC}
Data not collected	_____	{D15i_CALC}

Unable to allocate _____

TOTAL _____

The total for **D16** should add to {A10g}, as previously specified. The current total is {Total_D16}. Please amend before you continue.

GRAND TOTAL _____

SECTION E: DISABILITY

For E1a please ensure the sum of all boxes equals the total mentioned in the question (as specified at A4)

For E1b, employees can fit into more than one category, so the total must be at least the number mentioned in the question (as specified at E1a)

E1a How many of the {A4a} UK based employees have a disability, defined as a long term illness, condition or physical or mental impairment which has a substantial and long-term (12 months or more) adverse effect on that person's ability to carry out normal day-to-day activities? (See guidance for further details)

Have an illness, condition or impairment _____

Do not have an illness, condition or impairment _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **E1a** should add to {A4a}, as previously specified. The current total is {Total_E1a}. Please amend before you continue.

E1b Among the {E1a1} who have an illnesses, condition or impairment how many fit into the following categories? Employees may fit into more than one category.

Sensory - only fill this in if you don't have numbers for boxes 1 to 2 _____

1. Vision (e.g. blindness or partial sight) _____

2. Hearing (e.g. deafness or partial hearing) _____

Physical - only fill this in if you don't have numbers for boxes 3 to 5 _____

3. Mobility (e.g. walking short distances or climbing stairs) _____

4. Dexterity (e.g. lifting and carrying objects, using a keyboard) _____

5. Stamina or breathing or fatigue _____

Cognitive and Social or Behavioural - only fill this in if you don't have numbers for boxes 6 to 8 _____

6. Learning or understanding or concentrating _____

7. Memory _____

8. Social or behavioural (e.g. associated with autism spectrum disorder which includes Asperger's, or ADHD) _____

9. Mental health _____

10. Other not listed (this could include conditions such as diabetes, epilepsy, speech impairments, facial disfigurement) _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **E1b** should add to at least {E1a1}, as previously specified. The current total is {Total_E1b}. Please amend before you continue.

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A8). The error messages at the bottom of each question will disappear when this is correct.

E2 How many of the {A8a} employees who **joined {A1d}...**?

Have an illness, condition or impairment _____

Do not have an illness, condition or impairment _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **E2** should add to {A8a}, as previously specified. The current total is {Total_E2}. Please amend before you continue.

E3 How many of the {A8b} employees who **left {A1d}...**?

Have an illness, condition or impairment _____

Do not have an illness, condition or impairment _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **E3** should add to {A8b}, as previously specified. The current total is {Total_E3}. Please amend before you continue.

E4 How many of the {A8c} employees who **received training...**?

Have an illness, condition or impairment _____

Do not have an illness, condition or impairment _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **E4** should add to {A8c}, as previously specified. The current total is {Total_E4}. Please amend before you continue.

E5 How many of the {A8d} employees who were **promoted**...?

Have an illness, condition or impairment _____

Do not have an illness, condition or impairment _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

The total for **E5** should add to {A8d}, as previously specified. The current total is {Total_E5}. Please amend before you continue.

For each job level category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A9). The error messages at the bottom of each question will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A9 and E1a) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at E1a, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

E6 How many of the {A9a} **senior managers**...?

Have an illness, condition or impairment _____ {E1a1}

Do not have an illness, condition or impairment _____ {E1a2}

Employee preferred not to say _____ {E1a3}

Data not collected _____ {E1a4}

Unable to allocate _____

TOTAL _____

The total for **E6** should add to {A9a}, as previously specified. The current total is {Total_E6}. Please amend before you continue.

E7 How many of the {A9b} **middle managers**...?

Have an illness, condition or impairment _____ {E6a_CALC}

Do not have an illness, condition or impairment _____ {E6b_CALC}

Employee preferred not to say _____ {E6c_CALC}

Data not collected _____ {E6d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E7** should add to {A9b}, as previously specified. The current total is {Total_E7}. Please amend before you continue.

E8 How many of the {A9c} **junior managers**...?

Have an illness, condition or impairment _____ {E7a_CALC}

Do not have an illness, condition or impairment _____ {E7b_CALC}

Employee preferred not to say _____ {E7c_CALC}

Data not collected _____ {E7d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E8** should add to {A9c}, as previously specified. The current total is {Total_E8}. Please amend before you continue.

E9 How many of the {A9d} non-managers...?

Have an illness, condition or impairment	_____	{E8a_CALC}
Do not have an illness, condition or impairment	_____	{E8b_CALC}
Employee preferred not to say	_____	{E8c_CALC}
Data not collected	_____	{E8d_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **E9** should add to {A9d}, as previously specified. The current total is {Total_E9}. Please amend before you continue.

GRAND TOTAL _____

For each job role category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A10). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A10 and E1a) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at E1a, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

E10 How many of the {A10a} employees in a **Commissioning and programming** role...?

Have an illness, condition or impairment	_____	{E1a1}
Do not have an illness, condition or impairment	_____	{E1a2}
Employee preferred not to say	_____	{E1a3}
Data not collected	_____	{E1a4}

Unable to allocate _____

TOTAL _____

The total for **E10** should add to {A10a}, as previously specified. The current total is {Total_E10}. Please amend before you continue.

E11 How many of the {A10b} employees in a **Creative and production** role...?

Have an illness, condition or impairment _____ {E10a_CALC}

Do not have an illness, condition or impairment _____ {E10b_CALC}

Employee preferred not to say _____ {E10c_CALC}

Data not collected _____ {E10d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E11** should add to {A10b}, as previously specified. The current total is {Total_E11}. Please amend before you continue.

E12 How many of the {A10c} employees in a **Journalism and news** role...?

Have an illness, condition or impairment _____ {E11a_CALC}

Do not have an illness, condition or impairment _____ {E11b_CALC}

Employee preferred not to say _____ {E11c_CALC}

Data not collected _____ {E11d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E12** should add to {A10c}, as previously specified. The current total is {Total_E12}. Please amend before you continue.

E13 How many of the {A10d} employees in an **On-screen/on-air talent** role...?

Have an illness, condition or impairment _____ {E12a_CALC}

Do not have an illness, condition or impairment _____ {E12b_CALC}

Employee preferred not to say _____ {E12c_CALC}

Data not collected _____ {E12d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E13** should add to {A10d}, as previously specified. The current total is {Total_E13}. Please amend before you continue.

E14 How many of the {A10e} employees in a **Technical and engineering** role...?

Have an illness, condition or impairment _____ {E13a_CALC}

Do not have an illness, condition or impairment _____ {E13b_CALC}

Employee preferred not to say _____ {E13c_CALC}

Data not collected _____ {E13d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E14** should add to {A10e}, as previously specified. The current total is {Total_E14}. Please amend before you continue.

E15 How many of the {A10f} employees in an **Operational and administrative** role...?

Have an illness, condition or impairment _____ {E14a_CALC}

Do not have an illness, condition or impairment _____ {E14b_CALC}

Employee preferred not to say _____ {E14c_CALC}

Data not collected _____ {E14d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E15** should add to {A10f}, as previously specified. The current total is {Total_E15}. Please amend before you continue.

E16 How many of the {A10g} employees in a **Commercial and communications** role...?

Have an illness, condition or impairment _____ {E15a_CALC}

Do not have an illness, condition or impairment _____ {E15b_CALC}

Employee preferred not to say _____ {E15c_CALC}

Data not collected _____ {E15d_CALC}

Unable to allocate _____

TOTAL _____

The total for **E16** should add to {A10g}, as previously specified. The current total is {Total_E16}. Please amend before you continue.

GRAND TOTAL _____

SECTION F: Age

Sections F is voluntary.

If processing personal data in response to these questions, please ensure you have the consent of the relevant individuals

F Please tick from the list below, the data that you are able and willing to provide:

- Age among the {A4a} {A1d} UK based employees
- Age among joiners, leavers, trained, and promoted (all or any of these)
- Age among job levels
- Age among job role types
- Age among male and female employees

- Unable to provide any of these
- Unwilling to provide any of these

Please note that you will need to select option 1 as well, if you select options 3,4 or 5. Otherwise these questions will not work.

Please ensure the sum of all boxes equals the total mentioned in the question (as specified at A4)

F1 How many of the {A4a} UK based employees are..?

Aged under 20 _____

Aged 20-29 _____

Aged 30-39 _____

Aged 40-49 _____

Aged 50-59 _____

Aged 60+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **F1** should add to {A4a}, as previously specified. The current total is {Total_F1}. Please amend before you continue.

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A8). The error messages at the bottom of each question will disappear when this is correct.

F2 How many of the {A8a} employees who **joined {A1d}** are...?

Aged under 20 _____

Aged 20-29 _____

Aged 30-39 _____

Aged 40-49 _____

Aged 50-59 _____

Aged 60+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

–

The total for **F2** should add to {A8a}, as previously specified. The current total is {Total_F2}. Please amend before you continue.

F3 How many of the {A8b} employees who left {A1d} are...?

Aged under 20 _____

Aged 20-29 _____

Aged 30-39 _____

Aged 40-49 _____

Aged 50-59 _____

Aged 60+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _

The total for **F3** should add to {A8b}, as previously specified. The current total is {Total_F3}. Please amend before you continue.

F4 How many of the {A8c} employees who **received training** are...?

Aged under 20 _____

Aged 20-29 _____

Aged 30-39 _____

Aged 40-49 _____

Aged 50-59 _____

Aged 60+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _

The total for **F4** should add to {A8c}, as previously specified. The current total is {Total_F4}. Please amend before you continue.

F5 How many of the {A8d} employees who were **promoted** are...?

Aged under 20 _____

Aged 20-29 _____

Aged 30-39 _____

Aged 40-49 _____

Aged 50-59 _____

Aged 60+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _

The total for **F5** should add to {A8d}, as previously specified. The current total is {Total_F5}. Please amend before you continue.

For each job level category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A9). The error messages at the bottom of each question will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A9 and F1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at F1 and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

F6 How many of the {A9a} **senior managers** are...?

Aged under 20 _____ {F1a}

Aged 20-29 _____ {F1b}

Aged 30-39 _____ {F1c}

Aged 40-49 _____ {F1d}

Aged 50-59 _____ {F1e}

Aged 60+	_____	{F1f}
Employee preferred not to say	_____	{F1g}
Data collected but no consent to disclose to Ofcom	_____	{F1h}
Data not collected	_____	{F1i}
Unable to allocate	_____	
TOTAL	_____	

The total for **F6** should add to {A9a}, as previously specified. The current total is {Total_F6}. Please amend before you continue.

F7 How many of the {A9b} **middle managers** are...?

Aged under 20	_____	{F6a_CALC}
Aged 20-29	_____	{F6b_CALC}
Aged 30-39	_____	{F6c_CALC}
Aged 40-49	_____	{F6d_CALC}
Aged 50-59	_____	{F6e_CALC}
Aged 60+	_____	{F6f_CALC}
Employee preferred not to say	_____	{F6g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F6h_CALC}
Data not collected	_____	{F6i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **F7** should add to {A9b}, as previously specified. The current total is {Total_F7}. Please amend before you continue.

F8 How many of the {A9c} **junior managers** are...?

Aged under 20	_____	{F7a_CALC}
Aged 20-29	_____	{F7b_CALC}
Aged 30-39	_____	{F7c_CALC}
Aged 40-49	_____	{F7d_CALC}
Aged 50-59	_____	{F7e_CALC}
Aged 60+	_____	{F7f_CALC}
Employee preferred not to say	_____	{F7g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F7h_CALC}
Data not collected	_____	{F7i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **F8** should add to {A9c}, as previously specified. The current total is {Total_F8}. Please amend before you continue.

F9 How many of the {A9d} **non-managers** are...?

Aged under 20	_____	{F8a_CALC}
Aged 20-29	_____	{F8b_CALC}
Aged 30-39	_____	{F8c_CALC}
Aged 40-49	_____	{F8d_CALC}

Aged 50-59	_____	{F8e_CALC}
Aged 60+	_____	{F8f_CALC}
Employee preferred not to say	_____	{F8g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F8h_CALC}
Data not collected	_____	{F8i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **F9** should add to {A9d}, as previously specified. The current total is {Total_F9}. Please amend before you continue.

GRAND TOTAL _____

For each job role category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A10). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A10 and F1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at F1, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

F10 How many of the {A10a} employees in a **Commissioning and programming role** are...?

Aged under 20	_____	{F1a}
Aged 20-29	_____	{F1b}
Aged 30-39	_____	{F1c}
Aged 40-49	_____	{F1d}

Aged 50-59	_____	{F1e}
Aged 60+	_____	{F1f}
Employee preferred not to say	_____	{F1g}
Data collected but no consent to disclose to Ofcom	_____	{F1h}
Data not collected	_____	{F1i}
Unable to allocate	_____	
TOTAL	_____	

The total for **F10** should add to {A10a}, as previously specified. The current total is {Total_F10}. Please amend before you continue.

F11 How many of the {A10b} employees in a **Creative and production** role are...?

Aged under 20	_____	{F10a_CALC}
Aged 20-29	_____	{F10b_CALC}
Aged 30-39	_____	{F10c_CALC}
Aged 40-49	_____	{F10d_CALC}
Aged 50-59	_____	{F10e_CALC}
Aged 60+	_____	{F10f_CALC}
Employee preferred not to say	_____	{F10g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F10h_CALC}
Data not collected	_____	{F10i_CALC}
Unable to allocate	_____	

TOTAL _____

The total for **F11** should add to {A10b}, as previously specified. The current total is {Total_F11}. Please amend before you continue.

F12 How many of the {A10c} employees in a **Journalism and news** role are...?

Aged under 20 _____ {F11a_CALC}

Aged 20-29 _____ {F11b_CALC}

Aged 30-39 _____ {F11c_CALC}

Aged 40-49 _____ {F11d_CALC}

Aged 50-59 _____ {F11e_CALC}

Aged 60+ _____ {F11f_CALC}

Employee preferred not to say _____ {F11g_CALC}

Data collected but no consent to disclose to Ofcom _____ {F11h_CALC}

Data not collected _____ {F11i_CALC}

Unable to allocate _____

TOTAL _____

The total for **F12** should add to {A10c}, as previously specified. The current total is {Total_F12}. Please amend before you continue.

F13 How many of the {A10d} employees in an **On-screen/on-air talent** role are...?

Aged under 20 _____ {F12a_CALC}

Aged 20-29 _____ {F12b_CALC}

Aged 30-39 _____ {F12c_CALC}

Aged 40-49	_____	{F12d_CALC}
Aged 50-59	_____	{F12e_CALC}
Aged 60+	_____	{F12f_CALC}
Employee preferred not to say	_____	{F12g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F12h_CALC}
Data not collected	_____	{F12i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **F13** should add to {A10d}, as previously specified. The current total is {Total_F13}. Please amend before you continue.

F14 How many of the {A10e} employees in a **Technical and engineering** role are...?

Aged under 20	_____	{F13a_CALC}
Aged 20-29	_____	{F13b_CALC}
Aged 30-39	_____	{F13c_CALC}
Aged 40-49	_____	{F13d_CALC}
Aged 50-59	_____	{F13e_CALC}
Aged 60+	_____	{F13f_CALC}
Employee preferred not to say	_____	{F13g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F13h_CALC}
Data not collected	_____	{F13i_CALC}

Unable to allocate _____

TOTAL _____

The total for **F14** should add to {A10e}, as previously specified. The current total is {Total_F14}. Please amend before you continue.

F15 How many of the {A10f} employees in an **Operational and administrative** role are...?

Aged under 20 _____ {F14a_CALC}

Aged 20-29 _____ {F14b_CALC}

Aged 30-39 _____ {F14c_CALC}

Aged 40-49 _____ {F14d_CALC}

Aged 50-59 _____ {F14e_CALC}

Aged 60+ _____ {F14f_CALC}

Employee preferred not to say _____ {F14g_CALC}

Data collected but no consent to disclose to Ofcom _____ {F14h_CALC}

Data not collected _____ {F14i_CALC}

Unable to allocate _____

TOTAL _____

The total for **F15** should add to {A10f}, as previously specified. The current total is {Total_F15}. Please amend before you continue.

F16 How many of the {A10g} employees in a **Commercial and communications** role are...?

Aged under 20 _____ {F15a_CALC}

Aged 20-29 _____ {F15b_CALC}

Aged 30-39 _____ {F15c_CALC}

Aged 40-49	_____	{F15d_CALC}
Aged 50-59	_____	{F15e_CALC}
Aged 60+	_____	{F15f_CALC}
Employee preferred not to say	_____	{F15g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F15h_CALC}
Data not collected	_____	{F15i_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **F16** should add to {A10g}, as previously specified. The current total is {Total_F16}. Please amend before you continue.

GRAND TOTAL _____

For each sex please ensure the sum of all boxes equals the total mentioned in the question (as specified at C1a). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at C1a and F1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at F1, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

F17 How many of the {C1a1} **male** employees are...?

Aged under 20 _____ {F1a}

Aged 20-29 _____ {F1b}

Aged 30-39	_____	{F1c}
Aged 40-49	_____	{F1d}
Aged 50-59	_____	{F1e}
Aged 60+	_____	{F1f}
Employee preferred not to say	_____	{F1g}
Data collected but no consent to disclose to Ofcom	_____	{F1h}
Data not collected	_____	{F1i}
Unable to allocate	_____	
TOTAL	_____	

The total for **F17** should add to {C1a1}, as previously specified. The current total is {Total_F17}. Please amend before you continue.

F18 How many of the {C1a2} **female** employees are...?

Aged under 20	_____	{F17a_CALC}
Aged 20-29	_____	{F17b_CALC}
Aged 30-39	_____	{F17c_CALC}
Aged 40-49	_____	{F17d_CALC}
Aged 50-59	_____	{F17e_CALC}
Aged 60+	_____	{F17f_CALC}
Employee preferred not to say	_____	{F17g_CALC}
Data collected but no consent to disclose to Ofcom	_____	{F17h_CALC}

Data not collected _____ {F17i_CALC}

Unable to allocate _____

TOTAL _____

The total for **F18** should add to {C1a2}, as previously specified. The current total is {Total_F18}. Please amend before you continue.

GRAND TOTAL _____

SECTION G: Sexual orientation

Section G is voluntary.

If processing personal data in response to these questions, please ensure you have the consent of the relevant individuals.

G Please tick from the list below, the data that you are able and willing to provide:

- Sexual orientation among the {A4a} {A1d} UK based employees
- Sexual orientation among joiners, leavers, trained, and promoted (all or any of these)
- Sexual orientation among job levels
- Sexual orientation among job role types
- Unable to provide any of these**
- Unwilling to provide any of these**

Please note that you will need to select option 1 as well, if you select options 3 or 4. Otherwise these questions will not work.

Please ensure the sum of all boxes equals the total mentioned in the question (as specified at A4)

G1 How many of the {A4a} UK based employees are...?

1. Heterosexual/straight _____

LGB+ - only fill this in if you don't have numbers for boxes 2-9 _____

2. Gay woman/ Lesbian _____

3. Gay man _____

4. Gay non-binary _____

5. Bisexual _____

6. Asexual _____

7. Pansexual _____

8. Queer _____

9. Sexual orientation not listed _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **G1** should add to {A4a}, as previously specified. The current total is {Total_G1}. Please amend before you continue.

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A8). The error messages at the bottom of each question will disappear when this is correct.

Please refer to the guidance for further information on how to group data into the categories requested.

G2 How many of the {A8a} employees who **joined {A1d}** are...?

Heterosexual/straight _____

LGB+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **G2** should add to {A8a}, as previously specified. The current total is {Total_G2}. Please amend before you continue.

G3 How many of the {A8b} employees who **left {A1d}** are...?

Heterosexual/straight _____

LGB+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **G3** should add to {A8b}, as previously specified. The current total is {Total_G3}. Please amend before you continue.

G4 How many of the {A8c} employees who **received training** are...?

Heterosexual/straight _____

LGB+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **G4** should add to {A8c}, as previously specified. The current total is {Total_G4}. Please amend before you continue.

G5 How many of the {A8d} employees who were promoted are...?

Heterosexual/straight _____

LGB+ _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **G5** should add to {A8d}, as previously specified. The current total is {Total_G5}. Please amend before you continue.

For each job level category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A9). The error messages at the bottom of each question will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A9 and G1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at G1 and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

G6 How many of the {A9a} senior managers are...?

Heterosexual/straight _____ {G1a}

LGB+ _____ {G1bcdefghij_C
ALC}

Employee preferred not to say _____ {G1k}

Data collected but no consent to disclose to Ofcom _____ {G1l}

Data not collected _____ {G1m}

Unable to allocate _____

TOTAL _____

The total for **G6** should add to {A9a}, as previously specified. The current total is {Total_G6}. Please amend before you continue.

G7 How many of the {A9b} **middle managers** are...?

Heterosexual/straight _____ {G6a_CALC}

LGB+ _____ {G6b_CALC}

Employee preferred not to say _____ {G6c_CALC}

Data collected but no consent to disclose to Ofcom _____ {G6d_CALC}

Data not collected _____ {G6e_CALC}

Unable to allocate _____

TOTAL _____

The total for **G7** should add to {A9b}, as previously specified. The current total is {Total_G7}. Please amend before you continue.

G8 How many of the {A9c} **junior managers** are...?

Heterosexual/straight _____ {G7a_CALC}

LGB+ _____ {G7b_CALC}

Employee preferred not to say _____ {G7c_CALC}

Data collected but no consent to disclose to Ofcom _____ {G7d_CALC}

Data not collected _____ {G7e_CALC}

Unable to allocate _____

TOTAL _____

The total for **G8** should add to {A9c}, as previously specified. The current total is {Total_G8}. Please amend before you continue.

G9 How many of the {A9d} **non-managers** are...?

Heterosexual/straight _____ {G8a_CALC}

LGB+ _____ {G8b_CALC}

Employee preferred not to say _____ {G8c_CALC}

Data collected but no consent to disclose to Ofcom _____ {G8d_CALC}

Data not collected _____ {G8e_CALC}

Unable to allocate _____

TOTAL _____

The total for **G9** should add to {A9d}, as previously specified. The current total is {Total_G9}. Please amend before you continue.

GRAND TOTAL _____

For each job role category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A10). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A10 and G1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at G1, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

G10 How many of the {A10a} employees in a **Commissioning and programming** role are...?

Heterosexual/straight _____ {G1a}

	LGB+	_____	{G1bcdefghij_C ALC}
	Employee preferred not to say	_____	{G1k}
	Data collected but no consent to disclose to Ofcom	_____	{G1l}
	Data not collected	_____	{G1m}
	Unable to allocate	_____	
	TOTAL	_____	

The total for **G10** should add to {A10a}, as previously specified. The current total is {Total_G10}. Please amend before you continue.

G11 How many of the {A10b} employees in a **Creative and production** role are...?

	Heterosexual/straight	_____	{G10a_CALC}
	LGB+	_____	{G10b_CALC}
	Employee preferred not to say	_____	{G10c_CALC}
	Data collected but no consent to disclose to Ofcom	_____	{G10d_CALC}
	Data not collected	_____	{G10e_CALC}
	Unable to allocate	_____	
	TOTAL	_____	

The total for **G11** should add to {A10b}, as previously specified. The current total is {Total_G11}. Please amend before you continue.

G12 How many of the {A10c} employees in a **Journalism and news** role are...?

	Heterosexual/straight	_____	{G11a_CALC}
	LGB+	_____	{G11b_CALC}

Employee preferred not to say	_____	{G11c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{G11d_CALC}
Data not collected	_____	{G11e_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **G12** should add to {A10c}, as previously specified. The current total is {Total_G12}. Please amend before you continue.

G13 How many of the {A10d} employees in an **On-screen/on-air talent** role are...?

Heterosexual/straight	_____	{G12a_CALC}
LGB+	_____	{G12b_CALC}
Employee preferred not to say	_____	{G12c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{G12d_CALC}
Data not collected	_____	{G12e_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **G13** should add to {A10d}, as previously specified. The current total is {Total_G13}. Please amend before you continue.

G14 How many of the {A10e} employees in a **Technical and engineering** role are...?

Heterosexual/straight	_____	{G13a_CALC}
LGB+	_____	{G13b_CALC}
Employee preferred not to say	_____	{G13c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{G13d_CALC}

Data not collected _____ {G13e_CALC}

Unable to allocate _____

TOTAL _____

The total for **G14** should add to {A10e}, as previously specified. The current total is {Total_G14}. Please amend before you continue.

G15 How many of the {A10f} employees in an **Operational and administrative** role are...?

Heterosexual/straight _____ {G14a_CALC}

LGB+ _____ {G14b_CALC}

Employee preferred not to say _____ {G14c_CALC}

Data collected but no consent to disclose to Ofcom _____ {G14d_CALC}

Data not collected _____ {G14e_CALC}

Unable to allocate _____

TOTAL _____

The total for **G15** should add to {A10f}, as previously specified. The current total is {Total_G15}. Please amend before you continue.

G16 How many of the {A10g} employees in a **Commercial and communications** role are...?

Heterosexual/straight _____ {G15a_CALC}

LGB+ _____ {G15b_CALC}

Employee preferred not to say _____ {G15c_CALC}

Data collected but no consent to disclose to Ofcom _____ {G15d_CALC}

Data not collected _____ {G15e_CALC}

Unable to allocate _____

TOTAL _____

The total for **G16** should add to {A10g}, as previously specified. The current total is {Total_G16}. Please amend before you continue.

GRAND TOTAL _____

SECTION H: Religion

Section H is voluntary.

If processing personal data in response to these questions, please ensure you have the consent of the relevant individuals.

H Please tick from the list below, the data that you are able and willing to provide:

- Religion among the {A4a} {A1d} UK based employees
- Religion among joiners, leavers, trained, and promoted (all or any of these)
- Religion among job levels
- Religion among job role types
- Unable to provide any of these**
- Unwilling to provide any of these**

Please note that you will need to select option 1 as well, if you select options 3 or 4. Otherwise these questions will not work.

Please ensure the sum of all boxes equals the total mentioned in the question (as specified at A4)

H1 What is the religion of the {A4a} UK based employees? Note that agnostic, atheist or humanist should be included in 'No religion'.

1. No religion _____

Have a religion - only fill this in if you don't have numbers for boxes 2-8 _____

2. Christian _____

3. Hindu _____

4. Sikh _____

5. Muslim _____

6. Buddhist _____

7. Jewish _____

8. Other religion _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **H1** should add to {A4a}, as previously specified. The current total is {Total_H1}. Please amend before you continue.

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A8). The error messages at the bottom of each question will disappear when this is correct.

Please refer to the guidance for further information on how to group data into the categories requested.

H2 What is the religion of the {A8a} employees who **joined** {A1d}...?

No religion _____

Have a religion _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **H2** should add to {A8a}, as previously specified. The current total is {Total_H2}. Please amend before you continue.

H3 What is the religion of the {A8b} employees who **left {A1d}**...?

No religion _____

Have a religion _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **H3** should add to {A8b}, as previously specified. The current total is {Total_H3}. Please amend before you continue.

H4 What is the religion of the {A8c} employees who **received training**..?

No religion _____

Have a religion _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **H4** should add to {A8c}, as previously specified. The current total is {Total_H4}. Please amend before you continue.

H5 What is the religion of the {A8d} employees who were **promoted**...?

No religion _____

Have a religion _____

Employee preferred not to say _____

Data collected but no consent to disclose to Ofcom _____

Data not collected _____

TOTAL _____

The total for **H5** should add to {A8d}, as previously specified. The current total is {Total_H5}. Please amend before you continue.

For each job level category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A9). The error messages at the bottom of each question will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A9 and H1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at H1 and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

H6 What is the religion of the {A9a} **senior managers**?

No religion _____ {H1a}

Have a religion _____ {H1bcdefghi_C
ALC}

Employee preferred not to say _____ {H1j}

Data collected but no consent to disclose to Ofcom _____ {H1k}

Data not collected _____ {H1l}

Unable to allocate _____

TOTAL _____

The total for **H6** should add to {A9a}, as previously specified. The current total is {Total_H6}. Please amend before you continue.

H7 What is the religion of the {A9b} **middle managers**?

No religion	_____	{H6a_CALC}
Have a religion	_____	{H6b_CALC}
Employee preferred not to say	_____	{H6c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{H6d_CALC}
Data not collected	_____	{H6e_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **H7** should add to {A9b}, as previously specified. The current total is {Total_H7}. Please amend before you continue.

H8 What is the religion of the {A9c} **junior managers**?

No religion	_____	{H7a_CALC}
Have a religion	_____	{H7b_CALC}
Employee preferred not to say	_____	{H7c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{H7d_CALC}
Data not collected	_____	{H7e_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **H8** should add to {A9c}, as previously specified. The current total is {Total_H8}. Please amend before you continue.

H9 What is the religion of the {A9d} non-managers?

No religion	_____	{H8a_CALC}
Have a religion	_____	{H8b_CALC}
Employee preferred not to say	_____	{H8c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{H8d_CALC}
Data not collected	_____	{H8e_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for H9 should add to {A9d}, as previously specified. The current total is {Total_H9}. Please amend before you continue.

GRAND TOTAL _____

For each job role category please ensure the sum of all boxes equals the total mentioned in the question (as specified at A10). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at A10 and H1) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at H1, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

H10 What is the religion of the {A10a} employees in a Commissioning and programming role?

No religion	_____	{H1a}
Have a religion	_____	{H1bcdefghi_CALC}
Employee preferred not to say	_____	{H1j}

Data collected but no consent to disclose to Ofcom	_____	{H1k}
Data not collected	_____	{H1l}
Unable to allocate	_____	
TOTAL	_____	

The total for **H10** should add to {A10a}, as previously specified. The current total is {Total_H10}. Please amend before you continue.

H11 What is the religion of the {A10b} employees in a **Creative and production** role?

No religion	_____	{H10a_CALC}
Have a religion	_____	{H10b_CALC}
Employee preferred not to say	_____	{H10c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{H10d_CALC}
Data not collected	_____	{H10e_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **H11** should add to {A10b}, as previously specified. The current total is {Total_H11}. Please amend before you continue.

H12 What is the religion of the {A10c} employees in a **Journalism and news** role?

No religion	_____	{H11a_CALC}
Have a religion	_____	{H11b_CALC}
Employee preferred not to say	_____	{H11c_CALC}
Data collected but no consent to disclose to Ofcom	_____	{H11d_CALC}
Data not collected	_____	{H11e_CALC}

Unable to allocate _____

TOTAL _____

The total for **H12** should add to {A10c}, as previously specified. The current total is {Total_H12}. Please amend before you continue.

H13 What is the religion of the {A10d} employees in an **On-screen/on-air talent** role?

No religion _____ {H12a_CALC}

Have a religion _____ {H12b_CALC}

Employee preferred not to say _____ {H12c_CALC}

Data collected but no consent to disclose to Ofcom _____ {H12d_CALC}

Data not collected _____ {H12e_CALC}

Unable to allocate _____

TOTAL _____

The total for **H13** should add to {A10d}, as previously specified. The current total is {Total_H13}. Please amend before you continue.

H14 What is the religion of the {A10e} employees in a **Technical and engineering** role?

No religion _____ {H13a_CALC}

Have a religion _____ {H13b_CALC}

Employee preferred not to say _____ {H13c_CALC}

Data collected but no consent to disclose to Ofcom _____ {H13d_CALC}

Data not collected _____ {H13e_CALC}

Unable to allocate _____

TOTAL _____

The total for **H14** should add to {A10e}, as previously specified. The current total is {Total_H14}. Please amend before you continue.

H15 What is the religion of the {A10f} employees in an **Operational and administrative** role?

No religion _____ {H14a_CALC}

Have a religion _____ {H14b_CALC}

Employee preferred not to say _____ {H14c_CALC}

Data collected but no consent to disclose to Ofcom _____ {H14d_CALC}

Data not collected _____ {H14e_CALC}

Unable to allocate _____

TOTAL _____

The total for **H15** should add to {A10f}, as previously specified. The current total is {Total_H15}. Please amend before you continue.

H16 What is the religion of the {A10g} employees in a **Commercial and communications** role?

No religion _____ {H15a_CALC}

Have a religion _____ {H15b_CALC}

Employee preferred not to say _____ {H15c_CALC}

Data collected but no consent to disclose to Ofcom _____ {H15d_CALC}

Data not collected _____ {H15e_CALC}

Unable to allocate _____

TOTAL _____

The total for **H16** should add to {A10g}, as previously specified. The current total is {Total_H16}. Please amend before you continue.

SECTION I: Socio-economic background

Section I is voluntary.

If processing personal data in response to these questions, please ensure you have the consent of the relevant individuals.

- I **Please tick from the list below, those that you are able and willing to provide** (among the {A4a} {A1d} UK based employees):
- Occupation of main household earner when employee was aged 14
 - Type of school employee attended for the most time between the ages of 11 and 16
 - Whether either of parents attend university by the time the employee was 18
 - Whether employee eligible for free school meals at any point during their school years
 - Unable to provide any of these**
 - Unwilling to provide any of these**

- I1 **How many of the {A4a} UK-based employees in {A1d} fit into each of the following categories?**

Occupation of main household earner when employee was aged 14

Modern professional & traditional professional occupations _____

Senior, middle or junior managers or administrators _____

Clerical and intermediate occupations _____

Technical and craft occupations _____

Routine, semi-routine manual and service occupations _____

Small business owners who employed fewer than 25 people _____

Long term unemployed _____

Other _____

Employee preferred not to say _____

Data collected but no consent to provide to Ofcom _____

Data not collected _____

TOTAL _____

The total for I1 should add to {A4a}, as previously specified. The current total is {Total_I1}. Please amend before you continue.

I2 How many of the {A4a} UK-based employees in {A1d} fit into each of the following categories?

Type of school employee attended for the most time between the ages of 11 and 16

State-run or state-funded school _____

Independent or fee paying school - no bursary _____

Independent or fee paying school - where received a bursary covering most of employee's tuition _____

Attended school outside the UK _____

Other, such as home schooled _____

Employee did not know _____

Employee preferred not to say _____

Data collected but no consent to provide to Ofcom _____

Data not collected _____

TOTAL _____

The total for I2 should add to {A4a}, as previously specified. The current total is {Total_I2}. Please amend before you continue.

I3 How many of the {A4a} UK-based employees in {A1d} fit into each of the following categories?

Whether either parent attended university by the time the employee was aged 18

No, neither of employee's parents attended university _____

Yes, one or both of employee's parents attended university _____

Employee did not know _____

Employee preferred not to say _____

Data collected but no consent to provide to Ofcom _____

Data not collected _____

TOTAL _____

The total for I3 should add to {A4a}, as previously specified. The current total is {Total_I3}. Please amend before you continue.

I4 How many of the {A4a} UK-based employees in {A1d} fit into each of the following categories?

Whether employee was eligible for free school meals at any point during their school years

Not applicable (finished school before 1980 or went to school overseas) _____

Eligible for school meals _____

Not eligible for school meals _____

Employee did not know _____

Employee preferred not to say _____

Data collected but no consent to provide to Ofcom _____

Data not collected _____

The total for I4 should add to {A4a}, as previously specified. The current total is {Total_I4}. Please amend before you continue.

SECTION J: Cross-sectional and other data

Section J is voluntary.
If processing personal data in response to these questions, please ensure you have the consent of the relevant individuals

J Please tick from the list below, the data that you are able and willing to provide:

- The number of employees who have caring responsibilities
- Sex by nation and region e.g. the number of female employees primarily based in London
- Race and ethnicity by nation and region e.g. the number of White employees primarily based in Scotland
- Disability by nation and region e.g. the number of disabled employees primarily based in Wales
- Sex by race and ethnicity e.g. the number of male employees who are Black/African/Caribbean/Black British
- Disability by race and ethnicity e.g. the number of disabled employees who are East Asian/East Asian British
- Socio-economic background by race and ethnicity e.g. the number of employees from a professional background who are South Asian
- Socio-economic background by disability e.g. the number of employees from an intermediate background who are not disabled
- Socio-economic background by nation and region e.g. the number of employees from a lower socio-economic background based in Northern Ireland
- Unable to provide any of these
- Unwilling to provide any of these

J1 How many of the {A4a} UK based employees look after, or give any help or support to, anyone because they have long-term physical or mental health conditions, or problems related to old age? Note this should not include day-to-day childcare responsibilities.

Caring responsibilities _____

No caring responsibilities _____

Employee preferred not to say _____

Data collected but no consent to provide to Ofcom _____

Data not collected _____

The total for **J1** should add to {A4a}, as previously specified. The current total is {Total_J1}. Please amend before you continue.

Sex by nation and region

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at C1a:Sex). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at C1a:Sex and A11:Nation and regions) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at A11, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate for that nation or region. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total at the end should add to {C1a12_CALC} (the sum of male and female employees).

J2a How many of the {C1a1} **male** employees are primarily based in the following nations and regions?

Scotland _____ {A11a}

Wales _____ {A11b}

Northern Ireland _____ {A11c}

North East England _____ {A11d}

North West England _____ {A11e}

Yorkshire and the Humber _____ {A11f}

East Midlands _____ {A11g}

West Midlands	_____	{A11h}
East of England	_____	{A11i}
South East England (exc. London)	_____	{A11j}
South West England	_____	{A11k}
London	_____	{A11l}
Unknown nation or region	_____	{A11m}
Unable to allocate	_____	
TOTAL	_____	

The total for **J2a** should add to {C1a1}, as previously specified. The current total is {Total_J2a}. Please amend before you continue.

J2b How many of the {C1a2} **female** employees are primarily based in the following nations and regions?

Scotland	_____	{J2a1_CALC}
Wales	_____	{J2a2_CALC}
Northern Ireland	_____	{J2a3_CALC}
North East England	_____	{J2a4_CALC}
North West England	_____	{J2a5_CALC}
Yorkshire and the Humber	_____	{J2a6_CALC}
East Midlands	_____	{J2a7_CALC}
West Midlands	_____	{J2a8_CALC}

East of England	_____	{J2a9_CALC}
South East England (exc. London)	_____	{J2a10_CALC}
South West England	_____	{J2a11_CALC}
London	_____	{J2a12_CALC}
Unknown nation or region	_____	{J2a13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J2b** should add to {C1a2}, as previously specified. The current total is {Total_J2b}. Please amend before you continue.

GRAND TOTAL _____

Race and ethnicity by nation and region

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at D1:Race and ethnicity). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at D1:Race and ethnicity and A11:Nation and regions) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at A11, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate for that nation or region. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total at the end should add to {D1atog_CALC} (the sum of each ethnic group asked about).

J3a How many of the {D1a_CALC} **Black/African/Caribbean/Black British** employees are primarily based in the following nations and regions?

Scotland	_____	{A11a}
Wales	_____	{A11b}
Northern Ireland	_____	{A11c}
North East England	_____	{A11d}
North West England	_____	{A11e}
Yorkshire and the Humber	_____	{A11f}
East Midlands	_____	{A11g}
West Midlands	_____	{A11h}
East of England	_____	{A11i}
South East England (exc. London)	_____	{A11j}
South West England	_____	{A11k}
London	_____	{A11l}
Unknown nation or region	_____	{A11m}
Unable to allocate	_____	
TOTAL	_____	

The total for **J3a** should add to {D1a_CALC}, as previously specified. The current total is {Total_J3a}. Please amend before you continue.

J3b How many of the {D1b_CALC} **East Asian/East Asian British** employees are primarily based in the following nations and regions?

Scotland	_____	{J3a1_CALC}
Wales	_____	{J3a2_CALC}
Northern Ireland	_____	{J3a3_CALC}
North East England	_____	{J3a4_CALC}
North West England	_____	{J3a5_CALC}
Yorkshire and the Humber	_____	{J3a6_CALC}
East Midlands	_____	{J3a7_CALC}
West Midlands	_____	{J3a8_CALC}
East of England	_____	{J3a9_CALC}
South East England (exc. London)	_____	{J3a10_CALC}
South West England	_____	{J3a11_CALC}
London	_____	{J3a12_CALC}
Unknown nation or region	_____	{J3a13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J3b** should add to {D1b_CALC}, as previously specified. The current total is {Total_J3b}. Please amend before you continue.

J3c How many of the {D1c_CALC} **Middle Eastern/Arab** employees are primarily based in the following nations and regions?

Scotland _____ {J3b1_CALC}

Wales	_____	{J3b2_CALC}
Northern Ireland	_____	{J3b3_CALC}
North East England	_____	{J3b4_CALC}
North West England	_____	{J3b5_CALC}
Yorkshire and the Humber	_____	{J3b6_CALC}
East Midlands	_____	{J3b7_CALC}
West Midlands	_____	{J3b8_CALC}
East of England	_____	{J3b9_CALC}
South East England (exc. London)	_____	{J3b10_CALC}
South West England	_____	{J3b11_CALC}
London	_____	{J3b12_CALC}
Unknown nation or region	_____	{J3b13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for J3c should add to {D1c_CALC}, as previously specified. The current total is {Total_J3c}. Please amend before you continue.

J3d How many of the {D1d_CALC} **Mixed/multiple ethnic group** employees are primarily based in the following nations and regions?

Scotland _____ {J3c1_CALC}

Wales _____ {J3c2_CALC}

Northern Ireland	_____	{J3c3_CALC}
North East England	_____	{J3c4_CALC}
North West England	_____	{J3c5_CALC}
Yorkshire and the Humber	_____	{J3c6_CALC}
East Midlands	_____	{J3c7_CALC}
West Midlands	_____	{J3c8_CALC}
East of England	_____	{J3c9_CALC}
South East England (exc. London)	_____	{J3c10_CALC}
South West England	_____	{J3c11_CALC}
London	_____	{J3c12_CALC}
Unknown nation or region	_____	{J3c13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J3d** should add to {D1d_CALC}, as previously specified. The current total is {Total_J3d}. Please amend before you continue.

J3e How many of the {D1e_CALC} **South Asian/South Asian British** employees are primarily based in the following nations and regions?

Scotland _____ {J3d1_CALC}

Wales _____ {J3d2_CALC}

Northern Ireland	_____	{J3d3_CALC}
North East England	_____	{J3d4_CALC}
North West England	_____	{J3d5_CALC}
Yorkshire and the Humber	_____	{J3d6_CALC}
East Midlands	_____	{J3d7_CALC}
West Midlands	_____	{J3d8_CALC}
East of England	_____	{J3d9_CALC}
South East England (exc. London)	_____	{J3d10_CALC}
South West England	_____	{J3d11_CALC}
London	_____	{J3d12_CALC}
Unknown nation or region	_____	{J3d13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for J3e should add to {D1e_CALC}, as previously specified. The current total is {Total_J3e}. Please amend before you continue.

J3f How many of the {D1f_CALC} **White** employees are primarily based in the following nations and regions?

Scotland	_____	{J3e1_CALC}
Wales	_____	{J3e2_CALC}
Northern Ireland	_____	{J3e3_CALC}

North East England	_____	{J3e4_CALC}
North West England	_____	{J3e5_CALC}
Yorkshire and the Humber	_____	{J3e6_CALC}
East Midlands	_____	{J3e7_CALC}
West Midlands	_____	{J3e8_CALC}
East of England	_____	{J3e9_CALC}
South East England (exc. London)	_____	{J3e10_CALC}
South West England	_____	{J3e11_CALC}
London	_____	{J3e12_CALC}
Unknown nation or region	_____	{J3e13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J3f** should add to {D1f_CALC}, as previously specified. The current total is {Total_J3f}. Please amend before you continue.

J3g How many of the {D1g_CALC} **Ethnic group not listed** employees are primarily based in the following nations and regions?

Scotland	_____	{J3f1_CALC}
Wales	_____	{J3f2_CALC}
Northern Ireland	_____	{J3f3_CALC}
North East England	_____	{J3f4_CALC}

North West England	_____	{J3f5_CALC}
Yorkshire and the Humber	_____	{J3f6_CALC}
East Midlands	_____	{J3f7_CALC}
West Midlands	_____	{J3f8_CALC}
East of England	_____	{J3f9_CALC}
South East England (exc. London)	_____	{J3f10_CALC}
South West England	_____	{J3f11_CALC}
London	_____	{J3f12_CALC}
Unknown nation or region	_____	{J3f13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J3g** should add to {D1g_CALC}, as previously specified. The current total is {Total_J3g}. Please amend before you continue.

GRAND TOTAL _____

Disability by nation and region

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at E1:Disability). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at E1:Disability and A11:Nations and regions) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at A11, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate for that nation or region. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total at the end should add to {E1a12_CALC} (the sum of those with and without an illness, condition or impairment).

J4a How many of the {E1a1} employees **with an illness, condition or impairment** are primarily based in the following nations and regions?

Scotland _____ {A11a}

Wales _____ {A11b}

Northern Ireland _____ {A11c}

North East England _____ {A11d}

North West England _____ {A11e}

Yorkshire and the Humber _____ {A11f}

East Midlands _____ {A11g}

West Midlands _____ {A11h}

East of England _____ {A11i}

South East England (exc. London)	_____	{A11j}
South West England	_____	{A11k}
London	_____	{A11l}
Unknown nation or region	_____	{A11m}
Unable to allocate	_____	
TOTAL	_____	

The total for **J4a** should add to {E1a1}, as previously specified. The current total is {Total_J4a}. Please amend before you continue.

J4b How many of the {E1a2} employees with **no illness, condition or impairment** are primarily based in the following nations and regions?

Scotland	_____	{J4a1_CALC}
Wales	_____	{J4a2_CALC}
Northern Ireland	_____	{J4a3_CALC}
North East England	_____	{J4a4_CALC}
North West England	_____	{J4a5_CALC}
Yorkshire and the Humber	_____	{J4a6_CALC}
East Midlands	_____	{J4a7_CALC}
West Midlands	_____	{J4a8_CALC}
East of England	_____	{J4a9_CALC}
South East England (exc. London)	_____	{J4a10_CALC}

South West England	_____	{J4a11_CALC}
London	_____	{J4a12_CALC}
Unknown nation or region	_____	{J4a13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J4b** should add to {E1a2}, as previously specified. The current total is {Total_J4b}. Please amend before you continue.

GRAND TOTAL _____

Sex by race and ethnicity

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at C1:Sex). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at C1:Sex and D1:Ethnicity) will be shown. We will not be asking for the ethnicity breakdown of any 'intersex' employees that may have been specified at C1.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at D1, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total at the end should add to {C1a12_CALC} (the sum of male and female employees).

J5a How many of the {C1a1} **male** employees are from the following ethnic backgrounds?

Black/African/Caribbean/Black British _____ {D1a_CALC}

East Asian/East Asian British _____ {D1b_CALC}

Middle Eastern/Arab	_____	{D1c_CALC}
Mixed/multiple ethnic groups	_____	{D1d_CALC}
South Asian/South Asian British	_____	{D1e_CALC}
White	_____	{D1f_CALC}
Ethnic group not listed	_____	{D1g_CALC}
Unknown ethnicity	_____	{D1hi_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J5a** should add to {C1a1}, as previously specified. The current total is {Total_J5a}. Please amend before you continue.

J5b How many of the {C1a2} **female** employees are from the following ethnic backgrounds?

Black/African/Caribbean/Black British	_____	{J5a1_CALC}
East Asian/East Asian British	_____	{J5a2_CALC}
Middle Eastern/Arab	_____	{J5a3_CALC}
Mixed/multiple ethnic groups	_____	{J5a4_CALC}
South Asian/South Asian British	_____	{J5a5_CALC}
White	_____	{J5a6_CALC}
Ethnic group not listed	_____	{J5a7_CALC}
Unknown ethnicity	_____	{J5a8_CALC}

Unable to allocate _____

TOTAL _____

The total for **J5b** should add to {C1a2}, as previously specified. The current total is {Total_J5b}. Please amend before you continue.

GRAND TOTAL _____

Disability by race and ethnicity

For each category please ensure the sum of all boxes equals the total mentioned in the question (as specified at E1:Disability). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at E1:Disability and D1:Race and ethnicity) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at D1:Race and ethnicity, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total should equal {E1a12_CALC} (the sum of those with and without an illness, condition or impairment)

J6a How many of the {E1a1} employees **with an illness, condition or impairment** are from the following ethnic backgrounds?

Black/African/Caribbean/Black British _____ {D1a_CALC}

East Asian/East Asian British _____ {D1b_CALC}

Middle Eastern/Arab _____ {D1c_CALC}

Mixed/multiple ethnic groups _____ {D1d_CALC}

South Asian/South Asian British _____ {D1e_CALC}

White	_____	{D1f_CALC}
Ethnic group not listed	_____	{D1g_CALC}
Unknown ethnicity	_____	{D1hi_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J6a** should add to {E1a1}, as previously specified. The current total is {Total_J6a}. Please amend before you continue.

J6b How many of the {E1a2} employees with **no illness, condition or impairment** are from the following ethnic backgrounds?

Black/African/Caribbean/Black British	_____	{J6a1_CALC}
East Asian/East Asian British	_____	{J6a2_CALC}
Middle Eastern/Arab	_____	{J6a3_CALC}
Mixed/multiple ethnic groups	_____	{J6a4_CALC}
South Asian/South Asian British	_____	{J6a5_CALC}
White	_____	{J6a6_CALC}
Ethnic group not listed	_____	{J6a7_CALC}
Unknown ethnicity	_____	{J6a8_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J6b** should add to {E1a2}, as previously specified. The current total is {Total_J6b}. Please amend before you continue.

Socio-economic background by race and ethnicity

At I1:Socio-economic background you specified the number of employees who's parents were in specific professions. Using these numbers the following categories have been calculated.

Professional backgrounds - This is the sum of employees allocated to 'Modern professional & traditional professional occupations' (I1a) and 'Senior, middle or junior managers or administrators' (I1b) = **I1ab_CALC** employees

Intermediate backgrounds- This is the sum of employees allocated to 'Clerical and intermediate occupations'(I1c) and 'Small business owners who employed less than 25 people'(I1f) = **I1cf_CALC** employees

Lower socio-economic backgrounds - This is the sum of employees allocated to 'Technical and craft occupations'(I1d), 'Routine, semi-routine manual and service occupations'(I1e), and 'Long term unemployed'(I1g) = **I1deg_CALC** employees

For each category please ensure the sum of all boxes equals the total mentioned in the question (as calculated from I1). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at I1:Socio-economic background and D1:Race and ethnicity) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at D1:Race and ethnicity, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total should equal I1atog_CALC (the sum of the socio-economic background categories asked)

J7a How many of the I1ab_CALC employees from **Professional backgrounds** are from the following ethnic backgrounds?

Black/African/Caribbean/Black British _____ {D1a_CALC}

East Asian/East Asian British _____ {D1b_CALC}

Middle Eastern/Arab	_____	{D1c_CALC}
Mixed/multiple ethnic groups	_____	{D1d_CALC}
South Asian/South Asian British	_____	{D1e_CALC}
White	_____	{D1f_CALC}
Ethnic group not listed	_____	{D1g_CALC}
Unknown ethnicity	_____	{D1hi_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J7a** should add to {I1ab_CALC}, as previously specified. The current total is {Total_J7a}. Please amend before you continue.

J7b How many of the {I1cf_CALC} employees from **Intermediate backgrounds** are from the following ethnic backgrounds?

Black/African/Caribbean/Black British	_____	{J7a1_CALC}
East Asian/East Asian British	_____	{J7a2_CALC}
Middle Eastern/Arab	_____	{J7a3_CALC}
Mixed/multiple ethnic groups	_____	{J7a4_CALC}
South Asian/South Asian British	_____	{J7a5_CALC}
White	_____	{J7a6_CALC}
Ethnic group not listed	_____	{J7a7_CALC}
Unknown ethnicity	_____	{J7a8_CALC}

Unable to allocate _____

TOTAL _____

The total for **J7b** should add to {I1cf_CALC}, as previously specified. The current total is {Total_J7b}. Please amend before you continue.

J7c How many of the {I1deg_CALC} employees classified as **Lower socio-economic backgrounds** are from the following ethnic backgrounds?

Black/African/Caribbean/Black British _____ {J7b1_CALC}

East Asian/East Asian British _____ {J7b2_CALC}

Middle Eastern/Arab _____ {J7b3_CALC}

Mixed/multiple ethnic groups _____ {J7b4_CALC}

South Asian/South Asian British _____ {J7b5_CALC}

White _____ {J7b6_CALC}

Ethnic group not listed _____ {J7b7_CALC}

Unknown ethnicity _____ {J7b8_CALC}

Unable to allocate _____

TOTAL _____

The total for **J7c** should add to {I1deg_CALC}, as previously specified. The current total is {Total_J7c}. Please amend before you continue.

GRAND TOTAL _____

Socio-economic background by disability

At I1:Socio-economic background you specified the number of employees whose parents were in specific professions. Using these numbers the following categories have been calculated.

Professional backgrounds - This is the sum of employees allocated to '*Modern professional & traditional professional occupations*' ({I1a}) and '*Senior, middle or junior managers or administrators*' ({I1b}) = **{I1ab_CALC} employees**

Intermediate backgrounds- This is the sum of employees allocated to '*Clerical and intermediate occupations*'({I1c}) and '*Small business owners who employed less than 25 people*'({I1f}) = **{I1cf_CALC} employees**

Lower socio-economic backgrounds - This is the sum of employees allocated to '*Technical and craft occupations*'({I1d}), '*Routine, semi-routine manual and service occupations*'({I1e}), and '*Long term unemployed*'({I1g}) = **{I1deg_CALC} employees**

For each category please ensure the sum of all boxes equals the total mentioned in the question (as calculated from I1:Socio-economic background). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at I1:Socio-economic background and E1:Disability) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at E1:Disability, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total should equal {I1atog_CALC} (the sum of the socio-economic background categories asked)

J8a How many of the {I1ab_CALC} employees from **Professional backgrounds...**?

Have an illness, condition or impairment _____ {E1a1}

Do not have an illness, condition or impairment _____ {E1a2}

Unknown disability status _____ {E1a34_CALC}

Unable to allocate _____

TOTAL _____

The total for **J8a** should add to {11ab_CALC}, as previously specified. The current total is {TOTAL_J8a}. Please amend before you continue.

J8b How many of the {11cf_CALC} employees from **Intermediate backgrounds...**?

Have an illness, condition or impairment _____ {J8a1_CALC}

Do not have an illness, condition or impairment _____ {J8a2_CALC}

Unknown disability status _____ {J8a3_CALC}

Unable to allocate _____

TOTAL _____

The total for **J8b** should add to {11cf_CALC}, as previously specified. The current total is {Total_J8b}. Please amend before you continue.

J8c How many of the {11deg_CALC} employees classified as **Lower socio-economic backgrounds...**?

Have an illness, condition or impairment _____ {J8b1_CALC}

Do not have an illness, condition or impairment _____ {J8b2_CALC}

Unknown disability status _____ {J8b3_CALC}

Unable to allocate _____

TOTAL _____

The total for **J8c** should add to {11deg_CALC}, as previously specified. The current total is {Total_J8c}. Please amend before you continue.

GRAND TOTAL _____

Socio-economic background by nation and region

At I1:Socio-economic background you specified the number of employees who's parents were in specific professions. Using these numbers the following categories have been calculated.

Professional backgrounds - This is the sum of employees allocated to '*Modern professional & traditional professional occupations*' ({I1a}) and '*Senior, middle or junior managers or administrators*' ({I1b}) = **{I1ab_CALC} employees**

Intermediate backgrounds- This is the sum of employees allocated to '*Clerical and intermediate occupations*'({I1c}) and '*Small business owners who employed less than 25 people*'({I1f}) = **{I1cf_CALC} employees**

Lower socio-economic backgrounds - This is the sum of employees allocated to '*Technical and craft occupations*'({I1d}), '*Routine, semi-routine manual and service occupations*'({I1e}), and '*Long term unemployed*'({I1g}) = **{I1deg_CALC} employees**

For each category please ensure the sum of all boxes equals the total mentioned in the question (as calculated from I1:Socio-economic background). The error messages at the bottom of the screen will disappear when this is correct.

Only categories and fields where one or more employee was assigned previously (at I1:Socio-economic background and A11:Nation and regions) will be shown.

For the first question shown, the numbers on the right of the entry boxes will be those already specified across the whole organisation at A11, and then for subsequent questions they will automatically calculate to show the remaining numbers available to allocate for that nation or region. The number entered into each box should always be lower or equal to the number to the right of it.

The grand total should equal {I1atog_CALC} (the sum of the socio-economic background categories asked)

J9a How many of the {I1ab_CALC} employees from **Professional backgrounds** are primarily based in the following nations and regions?

Scotland _____ {A11a}

Wales _____ {A11b}

Northern Ireland _____ {A11c}

North East England	_____	{A11d}
North West England	_____	{A11e}
Yorkshire and the Humber	_____	{A11f}
East Midlands	_____	{A11g}
West Midlands	_____	{A11h}
East of England	_____	{A11i}
South East England (exc. London)	_____	{A11j}
South West England	_____	{A11k}
London	_____	{A11l}
Unknown nation or region	_____	{A11m}
Unable to allocate	_____	
TOTAL	_____	

The total for **J9a** should add to {l1ab_CALC}, as previously specified. The current total is {Total_J9a}. Please amend before you continue.

J9b How many of the {l1cf_CALC} employees from **Intermediate backgrounds** are primarily based in the following nations and regions?

Scotland	_____	{J9a1_CALC}
Wales	_____	{J9a2_CALC}
Northern Ireland	_____	{J9a3_CALC}

North East England	_____	{J9a4_CALC}
North West England	_____	{J9a5_CALC}
Yorkshire and the Humber	_____	{J9a6_CALC}
East Midlands	_____	{J9a7_CALC}
West Midlands	_____	{J9a8_CALC}
East of England	_____	{J9a9_CALC}
South East England (exc. London)	_____	{J9a10_CALC}
South West England	_____	{J9a11_CALC}
London	_____	{J9a12_CALC}
Unknown nation or region	_____	{J9a13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J9b** should add to {I1cf_CALC}, as previously specified. The current total is {Total_J9b}. Please amend before you continue.

J9c How many of the {I1deg_CALC} employees classified as **Lower socio-economic backgrounds** are primarily based in the following nations and regions?

Scotland	_____	{J9b1_CALC}
Wales	_____	{J9b2_CALC}
Northern Ireland	_____	{J9b3_CALC}
North East England	_____	{J9b4_CALC}

North West England	_____	{J9b5_CALC}
Yorkshire and the Humber	_____	{J9b6_CALC}
East Midlands	_____	{J9b7_CALC}
West Midlands	_____	{J9b8_CALC}
East of England	_____	{J9b9_CALC}
South East England (exc. London)	_____	{J9b10_CALC}
South West England	_____	{J9b11_CALC}
London	_____	{J9b12_CALC}
Unknown nation or region	_____	{J9b13_CALC}
Unable to allocate	_____	
TOTAL	_____	

The total for **J9c** should add to {1deg_CALC}, as previously specified. The current total is {Total_J9c}. Please amend before you continue.

GRAND TOTAL _____

Thank you for taking the time to complete this questionnaire.

Please do not submit your response until you are satisfied it is 100% complete, as you will be unable to go back in to edit it once submitted.

You can print/generate a PDF version of your responses to the entire survey by clicking the **Print responses** button first. This will allow you to review all your answers before clicking the **Submit** button.

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