Diversity and equal opportunities in television 2019

Methodology

Contents

1. Legal background

1.1   Ofcom has a duty under section 27 of the Communications Act 2003 (the 'Act') to take all such steps as we consider appropriate for promoting equality of opportunity in relation to employment by those providing television and radio services, and the training and retraining of people for such employment, between men and women, people of different racial groups[1] and disabled people[2].

1.2   Ofcom broadcast licensees which employ more than 20 people in connection with the provision of their licensed service[3] and are licensed to broadcast for more than 31 days a year are required[4] to make arrangements for promoting, in relation to employment, equality of opportunity between men and women, people of different racial groups and for disabled people. They are also required to make arrangements for training people employed in, or in connection with, the provision of the licensed service or the making of programmes to be included in the service. They are required to take appropriate steps to make those affected by the arrangements aware of them, to review them, and to publish observations on their operation and effectiveness at least annually.

1.3   The BBC is subject to similar requirements under paragraph 12 of Schedule 3 to the BBC Agreement.

1.4   In order to review broadcasters' arrangements, and to take appropriate steps to promote equal employment and training opportunities in relation to gender, racial group and disability, Ofcom required licensees and the BBC to provide information about their arrangements and employees in terms of these three protected characteristics.

1.5   In addition, given the importance of equality of opportunity and diversity in the broadcasting industry in terms of the wider protected characteristics under the Equality Act 2010, we also asked broadcasters to provide, on a voluntary basis, information on their equal opportunities arrangements and employee make-up in terms of age, sexual orientation, religion or belief, gender reassignment, and pregnancy and maternity.

1.6   Ofcom continues to hold discussions with the Department of Digital, Culture, Media and Sport on whether an extension of our powers to require broadcasters to provide data on the broader range of characteristics covered by the Equality Act 2010 would be appropriate, rather than relying on them to provide some of this data voluntarily. Ofcom will also continue to work constructively with industry to drive change and ensure effective reporting on diversity.

---

[1] Under the Equality Act 2010, and therefore for the purposes of section 27 and 337 of the Act, a racial group is a group of people defined by reference to race. Race includes colour; nationality; ethnic or national origins.
[2] Under the Equality Act 2010, and therefore for the purposes of section 27 and 337 of the Act, a person has a disability if he or she has a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.
[3] Or where the licensee and any group companies together employ more than 20 people in connection with the provision of licensed broadcasting services.
[4] Pursuant to section 337 of the Act.

2. Overview

2.1   This report describes the methodology used in carrying out the data collection for the *Diversity and equal opportunities in television* 2019 suite of reports[5]. Following a review of the 2018 survey we have continued to develop the data collection methodology to obtain better quality and more detailed information. The following table summarises what has remained largely the same as the [methodology used in the previous report](#)[6] and what has changed.

What has stayed the same?	What has changed?
Two-staged approach to data collection, including a preliminary online screener questionnaire to establish qualification, followed by a PDF form method of data collection for the full questionnaire.	Specific question amendments and additions (including the addition of questions requesting employee numbers on social mobility/ social and economic background).
The qualification threshold (which broadcasters are required to complete the full questionnaire).	Make-up of the broadcasters who are reported on (in terms of who completed
Legal framework.	
Data period of the previous April to March.	
Data security protections.	

2.2   More detail on each of the points above can be found in this report, which explains the data collection process, the level of responses we received from broadcasters, the changes made to the questionnaire in 2019[7], and other important technicalities.

---

3. How did we collect the data?

3.1   As has been the case since we implemented the diversity in broadcasting monitoring programme in 2017, all elements of the survey including questionnaire design, fieldwork and analysis were conducted in-house by Ofcom's market research team.

3.2   As a condition of their licences, Ofcom requires broadcasters to promote equality of opportunity in employment between men and women, people of different racial groups and for disabled people, and to make arrangements for training and retraining people for such employment.[8]

Stage 1: Screener questionnaire

3.3   At stage one we served a short online screener questionnaire to assess the qualifying questions only. This was used to gather initial information from TV licensees to help us to understand which licensees were required to complete a full questionnaire. All new licensees and broadcasters who had fewer than 50 employees (or who didn't provide a response) when we conducted the survey last year, were invited to complete it by 15 March 2019. All other broadcasters were automatically assumed to meet the threshold and sent a full questionnaire.

3.4   The screener questionnaire was sent to 259 broadcasters and Ofcom received 234 responses - of these 207 (covering 368 licences and 1,224 employees) didn't meet the qualification threshold so were not required to complete the full questionnaire. Of the 25 broadcasters that didn't respond by the deadline one company had surrendered their licence[9], five had dissolved[10] and 19 are currently being assessed for further investigation.

3.5   All licensees that employed more than 20 people and were licensed to broadcast for more than 31 days per year in March 2019, were required to complete the full questionnaire (Stage 2). This applied to 76 broadcasters (including those who weren't sent the screener questionnaire)[11].

Stage 2: Full questionnaire

3.6   The full questionnaire was provided to broadcasters as a PDF form[12] (created in Adobe Acrobat DC), forming part of a formal information request. Each broadcaster was sent the questionnaire by email and asked to use Ofcom's secure managed file transfer (MFT) system to securely submit their response. Fieldwork took place March to June 2019.

---

[8] This obligation only applies to broadcasters (or groups of companies) who employ more than 20 people in connection with the provision of licensed broadcasting services and are authorised to broadcast for more than 31 days a year.
[9] Sik Network Solutions Ltd (licence was transferred to Prime TV UK Limited, which was then subsequently surrendered).
[10] Star LLC Limited, 201 Television Limited, General Entertainment & Music Limited, Prime Bangla Limited and 360 Tech Limited.
[11] This differs from the 68 broadcasters included within our reported figures. There were seven broadcasters who submitted a full questionnaire but had fewer than 21 employees so no longer qualified – these were Ahlulbayt Television Network Ltd, Coral Racing Ltd, Eleven Sports Network Ltd, Fashion One Television, Iroko Partners Limited, LoveWorld TV and Sunshine Cruise Holidays Limited. One broadcaster failed to response to the full questionnaire at stage 2.
[12] The full questionnaire is available as a separate document on Ofcom's online diversity hub at https://www.ofcom.org.uk/tv-radio-and-on-demand/information-for-industry/guidance/diversity/diversity-equal-opportunities-television

3.7   All qualifying broadcasters identified at Stage one received a standardised version of the questionnaire, except for BBC, S4C and MG ALBA who were sent their own bespoke versions[13].

3.8   The questionnaire was designed so it was clear which questions were mandatory to fill in, and which were voluntary. Purple and blue colour-coding was used to distinguish these. All licensees were required to respond to the mandatory questions, and it was clarified that failure to do so would result in a possible breach of their licence condition(s).

3.9   We required broadcasters to provide data on the three protected characteristics where we have powers to do so: gender; racial group; and disability (these were mandatory). In addition, we requested information on other protected characteristics outlined in the Equality Act 2010: age; sexual orientation; religion or belief; pregnancy and maternity; and gender reassignment (these were voluntary). This year we also asked broadcasters to provide employee data relating to several questions around social mobility/social and economic background (voluntary).

3.10   Where it wasn't possible for broadcasters to provide the required information, we asked them to outline reasons for this and state whether alternative information could be provided.

3.11   For broadcasters with multiple licences we accepted information on either a licence-by-licence or aggregated (combined across licences) basis, depending on how data had been collected internally by the broadcaster. Broadcasters were asked to specify at the top of the questionnaire to which licence(s) the data related.

3.12   For companies that provide services beyond broadcasting, we made clear that we only required information about those employed in connection with the provision of TV broadcasting services. For example, Sky's data only included information on the broadcasting side of its business, not telecoms and broadcast distribution.

3.13   Within the questionnaire, broadcasters were asked to provide the total number of employees the organisation employs either full or part time in connection with the provision of licensed broadcasting services. They were then asked to specify how many of these were based in and outside of the UK. For employees based outside the UK, broadcasters were asked to provide only basic profiles for gender, racial group and disability (the mandatory characteristics)[14].

3.14   For UK-based employees[15], a more detailed breakdown was requested – specifically how many employees (for the period of 1 April 2018 to 31 March 2019) fell into 15 categories. These questions are what are referred to as the 'profile grids'. We acknowledge that few organisations categorise employees in exactly these ways (particularly job level and job role), and so we asked broadcasters to input their information in the categories they considered most closely matched

---

[13] Although the BBC, S4C and MG ALBA had their own specific versions of the questionnaire the content was largely the same. The BBC was required to complete the questionnaire under provisions of the BBC Charter and Agreement, while S4C and MG ALBA were asked to complete it on a voluntary basis.

[14] Out of the 68 broadcasters included in the report, 37 of them did not have any employees based outside of the UK so were not required to fill in these profiles.
[15] Out of the 68 broadcasters included in the report, nine of them did not have any UK-based employees so were not required to fill in these profile grids.

those used by their organisation. For job role, further help was provided to assist them to categorise by common job titles (See Annex: Job roles). This allows us to present like-for-like comparisons across the industry.

The categories were displayed as columns on the grids:

- Total number of UK-based employees
- Joined the organisation
- Left the organisation
- Received training (related to developing their role)[16]
- Were promoted

Job level

- Senior managers
- Middle/junior managers
- Non-management

Job role

- Broadcast management
- Business management and administrative
- Organisational - technical, engineering and data analytics
- Sales and marketing
- Creative and content production
- Journalism
- On-screen talent

.. The questionnaire contained six 'profile grids', each for a different protected characteristic. Broadcasters were required to type employee numbers into each profile field on the matrix (e.g. male and female, as shown in the gender example below[17]). To help with this, at the header of each grid, the form automatically fed through the relevant total figure from Section A. At the bottom of each grid there was also a running total which would automatically recalculate each time a number was entered. The licensees were instructed to ensure that these two figures matched. A 'data not collected' field was provided for any employees whose data was not captured, as well as a field for 'Employee preferred not to disclose'.[18]

---

[16] We note that several broadcasters indicated that they collected training data on a session-by-session basis, so the data we collected may have included multiple instances of the same employee in some cases.

[17] Data relating to gender 'Other (e.g. Intersex, non-binary)' was requested on a voluntary basis.
[18] For the voluntary sections we also included a field for 'Data collected but no consent to disclose to Ofcom'.

SECTION C: GENDER

For each column please ensure that the sum of boxes a to f equals the total specified in the top row (as already specified in Section A).
Completion of row c is voluntary. Only provide information in row c if you have the explicit consent of the relevant individuals.

		1 Total UK A5a 100	2 Joiners A6a 25	3 Leavers A6b 20	4 Trained A6c 15	5 Promoted A6d 20	6 Senior A7a 10	7 Junior A7b 30	8 NonMgt A7c 60	9 BroadMgt A8a 12	10 BusMgt A8b 22	11 Tech A8c 20	12 Sales A8d 17	13 Creat A8e 15	14 Journ A8f 10	15 Screen A8g 4
a	Male	50														
b	Female	50														
c	Other (e.g. Intersex, non-binary)															
d	Employee preferred not to disclose															
e	Data not collected															
	Total	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Still to allocate	0	25	20	15	20	10	30	60	12	22	20	17	15	10	4

3.16   Where broadcasters supplied employee numbers that didn't add up to the totals they had specified at Section A, they were contacted and asked to review them and (if possible) correct the data. This was also the case if any data fields for the mandatory questions were left blank.

3.17   For any unresolved queries where the figures didn't add up correctly a rule was applied on processing the data. If the summed total of a column was less than the category total, the remaining number of employees was added to the 'not collected' variable.

3.18   More simplified gender, ethnicity and disability profiles (similar to non UK-based employees) were also requested on a voluntary basis for freelancers.

4. Stage two responses

4.1 The main stage two questionnaire was completed by 75 broadcasters. Of these, 68 qualifying broadcasters[19] (covering 47,362 employees) completed the full questionnaire (with at least the mandatory sections filled in) within the designated time-frame, and they form the basis for reporting. Of these 68 broadcasters 31 of them were based solely in the UK, 28 had employees inside and outside the UK, and nine only had employees based outside the UK (displayed in the table below).

Broadcasters with 100% of employees based outside of the UK	Employees
JSC Channel One Russia Worldwide	500+
New Delhi Television Limited	500+
Abu Dhabi Media Company PJSC	101-499
Channels Incorporated Limited	101-499
Public Television Company of Armenia / AMPTV	101-499
SNI/SI Networks LLC	101-499
Lancaster LLC/Sonlife Broadcasting Network	21-100
Lifestyle and Media Broadcasting Ltd	21-100
Ride Television Network Inc.	21-100

4.2 Across the industry, this amounted to 38,331 (81%) employees based in the UK and 9,031 (19%) based outside of the UK. The former (which naturally exclude the nine broadcasters in the table above) provides the basis for most of our reporting and is what we refer to as the 'UK-based TV industry.'

4.3 Due to non-responses at Stage 1, the qualification threshold, and the fact that some sections received only partial responses (i.e. data for <100% of the workforce) the research cannot provide a full picture of the industry. In total there were 214 broadcasters (1,322 employees) who didn't meet the qualification threshold for our report, and 26 broadcasters who didn't respond to the requests. So, with the caveat that we do not know any details for the 26 broadcasters for which we were unable to get employee numbers, we estimate that our industry total of 47,362 employees represents around 97% of the industry.

4.4 Response rates for each of the employee profile sections are shown below. The first column 'any data' shows the number of broadcasters who provided data for any of their employees. This is then expressed, in the second column, as a proportion of the 59 broadcasters who have at least

---

[19] As mentioned earlier there were seven broadcasters who submitted a full questionnaire but had fewer than 21 employees so no longer qualified.

one UK-based employee (% broadcasters), and, in the third column, as a proportion of the 38,331 UK-based employees with data[20] (% employees).

MANDATORY PROFILE SECTIONS	Any data	% broadcasters	% employees
SECTION C: GENDER	59	100%	100%
SECTION D: RACIAL GROUP	52	88%	89%
SECTION E: DISABILITY	47	80%	71%
VOLUNTARY PROFILE SECTIONS	Any data	% broadcasters	% employees
SECTION F: AGE	41	69%	88%
SECTION G: SEXUAL ORIENTATION	30	51%	65%
SECTION H: RELIGION OR BELIEF	28	47%	59%
NEW VOLUNTARY QUESTIONS (See 5.1 for further details)	Any data	% broadcasters	% employees
SECTION I: SOCIAL MOBILITY Parent Occupation when aged 14	13	22%	30%
SECTION I: SOCIAL MOBILITY School type attended between aged 11 and 16	13	22%	28%
SECTION I: SOCIAL MOBILITY Highest level of education achieved by parents	10	17%	28%
SECTION I: SOCIAL MOBILITY Eligibility for school meals	8	14%	<1%

4.5   In addition to the above, the questionnaire contained the following additional sections which were primarily in the form of open-ended/write-in responses. Although these remained largely the same as last year's survey there were some minor improvements and expansion to the wording.

SECTION A: ABOUT YOU AND YOUR ORGANISATION – Mandatory
SECTION B: EQUAL OPPORTUNITIES ARRANGEMENTS – Mandatory
SECTION J: OTHER – Voluntary Includes 'Pregnancy and maternity, parents and carers' and 'Gender reassignment'

---

[20] Employees who were asked the questions but chose not to disclose their data, or didn't provide consent to provide the data to Ofcom (in the case of voluntary characteristics) are counted within these percentages.

Data protection and personal data

4.6   When completing the questionnaire broadcasters were asked to ensure they identified any personal data by adding the letter 'P' before such information. We explained that personal data was data which, due to the small numbers and the make-up of the organisation, could lead to an individual being identified. This type of data cannot be published in our report unless it is aggregated with other data so that individuals are not identifiable.

4.7   Regardless of whether a broadcaster marked such numbers with a 'P' we treated any fields pertaining to a specific characteristic (such as female, minority ethnic group, or disabled), with fewer than ten employees for an individual broadcaster, as potentially personally identifiable. Therefore, in reporting the findings, we have been careful not to include any percentages relating to a single broadcaster which equate to fewer than ten employees. This means that even when reporting on the larger (500+ employee) broadcasters, we are sometimes unable to report on specific subgroups where the base sizes are relatively low.

4.8   We asked that broadcasters use Ofcom's managed file transfer (MFT) to submit their data securely via individual password locked accounts on the secure system. Broadcasters were also asked to provide certain information to any individuals whose personal data they would provide in the mandatory sections of the questionnaire, and to obtain consent from any individuals whose personal data they proposed to provide on a voluntary basis.

5. Changes from 2018

Specific question amendments and additions

5.1   In our report last year, we sought recommendations from the Bridge Group on the best practice advice for how to monitor workforce socio-economic diversity. As a result, we included three new questions that were recommended to measure social mobility progress. We also included a fourth question that reflects civil service policy recommendations around socio-economic diversity. We asked broadcasters to provide employee numbers based on the following:

- Occupation of main household earner when employee was aged 14.

- Type of school employee attended for the most time between the ages of 11 – 16.

- Highest level of qualification achieved by either of parent(s) or guardian(s) by the time employee was 18.

- Whether employee eligible for Free School Meals any point during their school years.

Changes to broadcaster makeup

5.2   Compared to last year's report (covering data for April 2017-March 2018), there are four fewer broadcasters (68 vs. 72) included in our data. There are also fewer employees covered in total (47,362 compared to 49,901). However, there has been an increase in the number of UK-based employees covered (38,331 vs. 36,887), with the number of non UK-based employees decreasing from 13,014 to 9,031.

5.3   Four broadcasters are included in our data this year, but didn't submit a response last year:

- *Blue Ocean International Media Group*

- *MG ALBA*

- *Ride Television Network Inc*

- *TV Today Network*

5.4   Eight broadcasters were included in our 2018 report, but no longer qualified:

- *4 Dimensions Media Network Ltd*

- *Al Shirkatul Islamiyyah*

- *Bite Broadcasting Services Limited*

- *Cruise 1st (Known as Sunshine Cruise Ltd in 2018)*

- *Eleven Sports Network SP.ZO.O*

- *Fashion One Television Limited*

- *Governance Ministries*

- *Viacom International Media Networks France*

5.5   *Lifestyle and Media Broadcasting Ltd* were known as *NDTV Lifestyle Limited,* and *RMG Operations Ltd* were known as *Racing UK Ltd* in our 2018 report.

6. Terminology and reporting

6.1 **Mandatory characteristics** - We have required broadcasters to provide data on the three characteristics where we have powers to do so: gender (male or female);[21] ethnicity; and disability. In this report we term these as mandatory characteristics.

6.2 **Voluntary characteristics** - We have requested data on other 'protected characteristics' in the Equality Act 2010: age; sexual orientation; religion or belief; pregnancy and maternity; and gender reassignment. We have termed these voluntary characteristics.

6.3 **Workforce** - This term is used to refer to employees and contracted freelancers combined.

6.4 **Not disclosed** - Even when broadcasters captured data about their workforce, individuals may have preferred not to disclose their individual information to the broadcaster. In these cases the broadcaster was asked to include these individuals as 'Employee preferred not to disclose'. These individuals are therefore included in the totals but are not identifiable by category and their data are referred to as 'not disclosed'.

6.5 **Not collected** - This term is used throughout this report to refer a lack of data because the employer has not requested data or the employee has not responded at all to the request or the employer left a section of our questionnaire blank without explanation.

6.6 **No consent -** Even when employees disclosed their individual information to the broadcaster, they (or the employer) may not have consented to that information being shared with Ofcom. In these cases the broadcaster was asked to include these individuals as 'Data collected but no consent to provide to Ofcom'. They are therefore included in the totals but are not identifiable by category and their data are referred to as 'no consent'.

6.7 **Visible and invisible data -** The latter term is used throughout this report to refer to the combined 'not disclosed' and 'no consent' data. This signifies data that has been collected but we (and the broadcaster in the case of not disclosed) are unable to determine the effect it has on the profile for that characteristic. While this is also the case for data that are not collected/recorded in the first place, 'visible data' (the remainder) is what helps us to create an accurate picture of the industry. However, we acknowledge the visibility of data is not entirely within broadcasters' control, as employees are entitled to not disclose their data to employers or to withhold consent for it to be shared with Ofcom.

6.8 Although our 2019 questionnaire retained the terminology 'Black, Asian and Minority Ethnic (BAME)', when we report on this group we refer to it as 'Minority Ethnic Groups' (MEG). For those specified as 'White,' or within the sub-groups under this heading, we refer to them as 'White Ethnic Groups' (WEG).

6.9 When reporting on age we primarily focus on two age groups – 'under 50' and '50+'. Despite collecting data for several age ranges, this provides a more focused means for benchmarking across age.

---

[21] We asked for information relating to gender 'other (e.g. intersex, non-binary)' on a voluntary basis.

7. UK Benchmarking data

7.1   The following table outlines the UK wide benchmark figures we have used in reporting, when looking at the UK-based TV industry overall as well as individual broadcasters.

MANDATORY CHARACTERISTICS

GENDER	**53% Male, 47% Female**
	ONS Labour market statistics A09: Labour market status by ethnic group (Average of Apr-Jun18, Jul-Sep18, Oct- Dec18, Jan-Mar19). All employed males and females (employees and self- employed).
RACIAL GROUP	**12% MEG, 88% WEG**
	ONS Labour market statistics A09: Labour market status by ethnic group (Average of Apr-Jun18, Jul-Sep18, Oct- Dec18, Jan-Mar19). All in employment.
	For London (36% MEG, 64% WEG) we used ONS Annual Population Survey Apr 18 – Mar 19– NomisWeb. Proportion in employment, aged 16-64 in London.
	For Glasgow (12% WEG, 88% MEG) we used Scotland's Census 2011 - National Records of Scotland Table KS201SC - Ethnic group. Proportion of all people in Glasgow. *Note: this differs to the UK or London benchmarks which are among the working population (as opposed to the general population).*
DISABILITY	**18% disabled, 82% not disabled**
	ONS Labour market statistics A08: Labour market status of disabled people (Average of Apr-Jun18, Jul- Sep18, Oct-Dec18, Jan-Mar19)
	Proportion of all 16-64 who are 'Harmonised Standard Definition Disabled'

VOLUNTARY CHARACTERISTICS

AGE	**69% under 50, 31% 50+**
	Note: these proportions are the same among both men and women.
	ONS Labour market statistics Table A05: Labour market by age group: People by economic activity and age (seasonally adjusted) (Average of Apr-Jun18, Jul-Sep18, Oct- Dec18, Jan-Mar18). All employed people/women/men
SEXUAL ORIENTATION	**2% LGB, 93% Heterosexual, 4% not disclosed**
	ONS Sexual identity, UK: 2017
	- Percentage of UK adult population who identify themselves as LGB
RELIGION	**67% religious, 26% non- religious, 4% not disclosed**
	Census 2011

A1. Job roles

Occupational Groups	Occupational Roles	Examples of Job Titles
Broadcast Management	Acquisitions	Head of Acquisitions, Acquisitions Manager, Acquisitions Assistant
	Channel/Station Control	Channel Editor, Channel Manager, Controller
	Commissioning	Commissioning Editor, Development Executive
	Programme Scheduling	Scheduler, Senior Planner
Business Management and Administration	Finance/Accounts/Procurement	Finance Director, Procurement, Financial Controller
	Human Resources and Internal Communications	HR Director/Manager, Training and Development Manager
	Premises Operations and Workplace	Building Manager, Caterer, Cleaner, Security, Facilities Manager, Space Planning
	Safety, Security and Resilience	Risk Advisory Manger, Safety, Security and Resilience Analyst
	Support and Admin	Administrators (across different departments e.g. HR Administrator), Personal Assistant, Receptionist
	Legal	Head of Legal, Lawyer
	Policy and strategy	Senior Strategy Manager, Policy Advisor
	Commercial Rights and Business Affairs	Business Affairs Executive, Commercial Rights and Business Affairs Manager
	Project Management	Lead Change Manager, Lead Business Improvement Manager
	Resourcing	Resourcing Specialist, Resourcing Business Partner
	Training Trainees and Apprentices	New Talent Schemes Coordinator
Technical, Organisational Engineering and Data Analytics	Engineering Operations	Engineering Manager, IT Engineer, Technical Operators
	Transmission Management	
	IT	Head of IT, IT Support Executive
	Technical Development (Technology Systems and Delivery)	Lead Programmer, Software Engineer, Database Designer, Technician
	Data Analytics	Data Analyst, Senior Data Scientist, Senior Data Engineer
	Information and Archive Management	
	Research and Development	Senior Technology Demonstrator, Lead R&D Engineer
Sales and Marketing	Corporate PR and Marketing	
	Media and Ad Sales	
	External Communications	Communications Manager, Head of Communications
	Fundraising and Partnerships	Head of fundraising
	Marketing and Audiences	Audience Research Manager, Head of Media Planning

Creative and Content Production	Writers, Animators, Graphics, Camera and photography, Art and Design, Lighting, Audio, Sound and Music	
	Production management Casting Direction Creative Development	Producer, Associate producer, Creative Director, Development Executive, Editorial Head of Department, Head of Development, Production co-ordinator, Production Manager, Director, First AD, Second AD, Script Supervisor, Casting Director, Casting Assistant, Script Writer, Script Editor,
	Technical Production	
Journalism	Includes on-screen and off-screen roles related to journalism	Senior Journalist, Senior News Editor, News reader
On-screen Talent	Actors and Voiceovers	
	Presenters	