

Your response

Question	Your response
<p>1a) Do you think Ofcom should change the way it asks about sex and gender?</p> <p>1b) If yes, how do you think we should change the questionnaire in relation to sex and gender to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>1c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on sex and gender.</p>	<p><i>'The Advisory Committee for Scotland advises Ofcom about the interests and opinions, in relation to communications matters, of persons living in Scotland.'</i></p> <p>This response from the ACS to this consultation draws on the knowledge and expertise of ACS members and is informed by our individual experience and through discussion at our meetings. As part of this response, there is an accompanying covering letter which outlines our thoughts on the approach overall. We will therefore answer the questions within this context.</p> <p>Yes</p> <p>We would suggest some alternative questions such as What was your sex registered at birth? What gender do you currently identify as?</p> <p>N/A</p>
<p>2a) Do you think Ofcom should change the way it asks about sexuality?</p> <p>2b) If yes, how do you think we should change the questionnaire in relation to sexual orientation to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>2c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on sexual orientation.</p>	<p>Yes</p> <p>We would suggest that you could add <i>Asexual</i> We would also suggest that there is an opportunity to list your personal sexual orientation within the specific question in e) other sexual orientation</p> <p>N/A</p>
<p>3a) Do you think Ofcom should change the way it asks about race and ethnicity?</p>	<p>No, however, our covering letter suggests considerations that could be taken into account to embrace race and ethnicity.</p>

<p>3b) If yes, how do you think we should change the questionnaire in relation to race and ethnicity to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>3c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on race and ethnicity.</p>	<p>N/A</p>
<p>4a) Do you think that Ofcom should change way it asks about disability?</p> <p>4b) If yes, how do you think we should change the questionnaire in relation to disability to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>4c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on disability.</p>	<p>No</p> <p>N/A</p>
<p>5a) Do you think Ofcom should change the way it asks for information about socio-economic background?</p> <p>5b) If yes, how do you think we should change the questionnaire in relation to socio-economic background to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p>	<p>The immediate answer is yes, and it is particularly pertinent to Scotland. However, it is a very difficult area and one that needs to be discussed and explored fully.</p> <p>Socio-economic background and status may need to be measured across a time period. Educational background is often perceived to be reflective by parental characteristics however this may not necessarily provide accurate information as it doesn't take into account other factors such as health. Also the number of years in education does not necessarily reflect the quality of the education just as a parent's occupation may not necessarily reflect a particularly socio-economic definition.</p> <p>In particular, the socio-economic background of ethnically diverse groups especially for those of first or second-generation families could be biased if the parents had a different level of socio-economic status in their homeland which may not equate to the job opportunities and the job they had on arrival in Scotland/UK.</p>

<p>5c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on socio-economic background.</p>	<p>A background from an Industrialised city versus rural community also may not equate. Regarding income, to be comparable across households, additional information on family size or the number of people dependent on the reported income needs to be included.</p> <p>It is also important to consider the types of roles that are available and allow people from low socio-economic backgrounds to flourish and develop the right skills in order to develop their career. Some of the very concentrated and expensive training programmes that are targeted at diversity right across all diversity may only have 6 to 12 people on them for a whole year and individuals actually get a 'proper' salary as opposed to a minimal training allowance. Those are the ones that seem to work, not necessarily programmes that bring in large numbers of recruits for short periods of time.</p> <p>Starting entry-level or junior levels in the industry particularly for runner roles may inhibit those without driving licences as well as individuals having to re-locate from rural areas to cities where there are more opportunities for training and/or employment within the TV sector.</p> <p>We also need to examine the significance of diverse leadership role-models from disadvantaged socio-economic group.</p> <p>The COVID-19 pandemic may have disproportionately impacted those already disadvantaged in the labour market and there needs to be a question exploring if it has worsened class-based inequalities evident in the Screen industries.</p> <p>Some of the questions may require people to be subjective about their own perceptions of their backgrounds and where they are now. Perhaps a more qualitative look at socio-economic status will allow a more in-depth analysis and reduce the limitations that the current workforce survey outlines.</p> <p>n/a</p>
<p>6a) Do you think that Ofcom should change the way it asks about management experience and promotions?</p> <p>6b) If yes how do you think we should change the questionnaire in relation to management experience and</p>	<p>Please refer to covering letter</p> <p>Refer to answer 6a)</p>

<p>promotions to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>6c) Do you think that Ofcom should change the job function groupings in the workforce questionnaire?</p> <p>6d) If yes, how do you think we should change our questionnaire in relation to job function groupings to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>6e) If you are a broadcaster or other data-collecting body, please provide information on the way you currently classify job types / seniority / promotions.</p>	<p>Job groupings alone cannot fully inform management experience and promotions. Additional questions relating to the department of work, size etc will provide more insight.</p> <p>In Scotland, people may move from freelance to staff employment and vice versa. A tracking of roles and duration of those roles plus level of training undertaken, mentor-mentee experience may provide additional information on career progression and/or throw light on barriers inhibiting career progression.</p> <p>See 6c)</p> <p>N/A</p>
<p>7a) Should Ofcom collect diversity data by nation and region?</p> <p>7b) If yes, how do you think we should ask this question to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>7c) If you are a broadcaster, please provide information on the data you current collect on the geographic location of your workforce.</p>	<p>Yes. Scotland has very different diversity barriers and needs compared to the rest of the UK, due to the differences in the make-up of Scotland's population.</p> <p>The information provided in the rest of the workforce survey aligned with the postcodes of responders should help better understand underrepresentation in broadcasting.</p> <p>N/A</p>

<p>8a) Do you think Ofcom should collect cross-sectional data?</p> <p>8b) If yes, how should we ask this question to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>8c) If you are a broadcaster or other data collecting organisation, please provide information on what cross-sectional data you currently use within your organisation.</p>	<p>Yes</p> <p>This may be determined during the analytical process using metrics. It is not something that can easily be directly answered from a set of questions.</p> <p>N/A</p>
<p>9a) Do you think Ofcom should change and expand the benchmarks it uses?</p> <p>9b) If yes, how do you think we should change our benchmarks to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>9c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently benchmark data (particularly in relation to socio-economic background and diversity in different geographical regions).</p>	<p>Yes</p> <p>In Scotland the major broadcasters are based in Glasgow (BBC Scotland, STV and a Channel 4 Glasgow Hub). This has an impact on people from communities based in rural areas, on socio-economic groups and some Gaelic communities.</p> <p>N/A</p>
<p>Do you have any views on other aspects of data collection practices that we have not considered in this Call for Inputs?</p>	<p>Agreed there should be questions specifically about age.</p>

Please complete this form in full and return to diversityinbroadcast@ofcom.org.uk.