

## 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>	N/A
<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>	N/A
<p>3a) Do you think Ofcom should change the way it asks about race and ethnicity?</p> <p>3b) If yes, how do you think we should change the questionnaire in relation to race and ethnicity to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>3c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on race and ethnicity.</p>	<p>In Section D (6B), there is a reference to any other ethnic group. A number of groups are defined in law as ethnic or racial groups, and have commensurate protections under Equalities legislation, notably Jews, Sikhs and Traveller groups. The question in 6B should be amended to include an 'e.g.' section referencing those aforementioned groups, and any others that may be of relevance.</p>

4a) Do you think that Ofcom should change way it asks about disability?  
4b) If yes, how do you think we should change the questionnaire in relation to disability to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?  
4c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on disability.

N/A

5a) Do you think Ofcom should change the way it asks for information about socio-economic background?  
5b) If yes, how do you think we should change the questionnaire in relation to socio-economic background to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?  
5c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on socio-economic background.

N/A

6a) Do you think that Ofcom should change the way it asks about management experience and promotions?  
6b) If yes how do you think we should change the questionnaire in relation to management experience and promotions to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?  
6c) Do you think that Ofcom should change the job function groupings in the workforce questionnaire?  
6d) If yes, how do you think we should change our questionnaire in relation to job function groupings to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

N/A

<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>7a) Should Ofcom collect diversity data by nation and region?  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?  7c) If you are a broadcaster, please provide information on the data you current collect on the geographic location of your workforce.</p>	N/A
<p>8a) Do you think Ofcom should collect cross-sectional data?  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?  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>	The Trust supports efforts to include cross-sectional data in Ofcom’s report. Our particular area of interest relates to Jewish women, and so in relation to Question 6 (as outlined above), it might be there is an additional tick box to indicate membership of another data group, and an option to detail it.
<p>9a) Do you think Ofcom should change and expand the benchmarks it uses?  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?  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>	N/A
<p>Do you have any views on other aspects of data collection practices that we have not considered in this Call for Inputs?</p>	N/A

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