Your response

Question	Your response
1a) Do you think Ofcom should change the way it asks about sex and gender? **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?** **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.**	Confidential? – Y / N N/A
2a) Do you think Ofcom should change the way it asks about sexuality? **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?** **2c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on sexual orientation.**	N/A
3a) Do you think Ofcom should change the way it asks about race and ethnicity? **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?** **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.**	N/A

4a) **Do you think that Ofcom should change way it asks about disability?**	4a) Yes
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?**	4b) At RNID, we are aware that, due to the nuances of disability definitions and how they are interpreted, wording is crucial.
4c) **If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on disability.**	The Office for National Statistics (ONS) Labour Force Survey (LFS)[1] records responses based on:
	(i) Government Statistical Service Harmonised 'standard' definition of disability; "this identifies "disabled" as a person who has a physical or mental health condition or illness that has lasted or is expected to last 12 months or more, that reduces their ability to carry-out day-to-day activities."[2]
	(ii) Equality Act 2010 'core' definition of disability; "a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities."[3]
	(iii) Self-reported ill-health; This is independent of any legal or harmonised statistical framework and inclusive of anyone who says they have a physical or mental health condition or illness lasting or expected to last 12 months or more that effects their day-to-day lives or working lives.
	In comparing response levels using the three approaches in the most recent quarter (October – December 2021), more people self-identified as having ill-health (14.2m) than those who identified with the GSS definition (8.8m) or the Equality Act

[1] The employment of disabled people 2021 - GOV.UK (www.gov.uk)
[2] Disability, well-being and loneliness, UK - Office for National Statistics (ons.gov.uk)
[3] Definition of disability under the Equality Act 2010 - GOV.UK (www.gov.uk)

core definition of disability (8.5m).[4] Of the 14.2m, 7.2m identified as having a 'work-limiting disability'. This would indicate that there are some who do not identify with the GSS or Equality Act definitions but who do still have 'ill-health' or 'health problems'.

It is important that consideration is given to the definition chosen given that it may exclude some. One option might be to allow respondents to select all which they feel apply, incorporating the terminology used in the definitions above ("disability", "health condition", "impairment", "ill-health") as we know individuals will identify with some terminology but not others.

Similarly, individuals will relate to different terminology specific to hearing loss. We would advise ensuring that respondents are given the opportunity to select the term(s) that they identify with. We would suggest including the terms:
- Hearing loss
- Deaf
- British Sign Language (BSL) User
- Tinnitus
- Deafblind/dual sensory loss

It is important to include these terms as the experiences of each group can differ. BSL users, for example, can experience unique linguistic barriers. Better disaggregated data on disability will also enable Ofcom to identify areas of underrepresentation and take steps to improve this.

It is also important to note that many individuals have more than one disability, which may affect them differently and this may influence disclosure.

5a) Do you think Ofcom should change the way it asks for information about socio-economic background?	N/A

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[4] <u>A08: Labour market status of disabled people - Office for National Statistics (ons.gov.uk)</u>

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.**	
6a) Do you think that Ofcom should change the way it asks about management experience and promotions? **6b) If yes how do you think we should change the questionnaire in relation to management experience and promotions to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?** **6c) Do you think that Ofcom should change the job function groupings in the workforce questionnaire?** **6d) If yes, how do you think we should change our questionnaire in relation to job function groupings to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?** **6e) If you are a broadcaster or other data-collecting body, please provide information on the way you currently classify job types / seniority / promotions.**	N/A
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.**	N/A
8a) Do you think Ofcom should collect cross-sectional data?	N/A

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.**	
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).**	N/A
Do you have any views on other aspects of data collection practices that we have not considered in this Call for Inputs?	N/A