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) - <u>do not</u> 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   EDIinbroadcasting@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: 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 your organisation holds both TV and radio licences, you can either provide one combined response, or two separate responses for these parts of your business, depending on what is relevant to your organisation. If you require additional log ins, or have any queries regarding this, please contact us at EDIinbroadcasting@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 2025? 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.

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

A5

❑ 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.

As your organisation has 21 or more UK based employees, and is authorised to broadcast for more than 31 days a year (or both), you must complete this survey.

How many UK based employees came under the following categories for the period of 1 April 2024 to 31 March 2025?

A8

Joined {A1d} _____

Left {A1d} _____

Received training (related to developing in their role) _____

Promoted within {A1d} _____

Information on job levels to help with completion of A9

A9   On 31 March 2025, 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.

Information on job roles to help with completion of A10

A10   On 31 March 2025, 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	_

A11 **On 31 March 2025, 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	_____

A12   **For the period of 1 April 2024 to 31 March 2025 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	_____

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 _____

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 _____

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 2025.
- Figures for Joiners, Leavers, Trained, and Promoted are cumulative across the period of 1 April 2024 to 31 March 2025.

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	_____

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	_____

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 _____

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

Male _____

Female _____

Intersex _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

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

Male _____

Female _____

Intersex _____

Employee preferred not to say _____

Data not collected _____

TOTAL _____

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	_____	

<div align="right">**TOTAL** _____</div>

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	_____	

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	_____	

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	_____	

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	_____	

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	_____	

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	_____	

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	_____	

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 _____

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 _____

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	_____

		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 _____

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 _____

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 _____

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 _____

TOTAL _____

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 _____

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 _____

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 <u>at least</u> 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 _

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 _

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 _____

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   _____

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 _____

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 _____

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 _____

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 _____

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 _____

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	_____	

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	_____	

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 _____

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	_

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	_

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   _

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 _

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 _

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	_____

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	_____

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 colleted 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 _____

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	_____	

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	_____	

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	_____

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	_____

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 _____

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 _____

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 _____

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_CALC}
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	_____	

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	_____	

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	_____

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

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	_____	

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	_____	

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: if broadcasters have data on employees who are agnostic, atheist or humanist, this should be entered into the 'no religion' response box. If broadcasters have data on employees who follow religions that are not listed as response options in the survey, this should be entered into the 'other religion' response box.

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	_____

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	_____

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 _____

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 _____

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 _____

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

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 **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	_____

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	_____	

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 _____

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	_____	

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	_____	

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	_____	

GRAND TOTAL	_____

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?**

<u>Type of school employee attended for the most time between the ages of 11 and 16</u>

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?**

<u>Whether either parent attended university by the time the employee was aged 18</u>

Neither of employee's parents attended university _____

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	_____
TOTAL	_____

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 _____

TOTAL _____

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	_____	

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 _____

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 _____

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 _____

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.

GRAND TOTAL   _____

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*' ({l1a}) and '*Senior, middle or junior managers or administrators*' ({l1b}) = **{l1ab_CALC} employees**

Intermediate backgrounds- This is the sum of employees allocated to '*Clerical and intermediate occupations*'({l1c}) and '*Small business owners who employed less than 25 people*'({l1f}) = **{l1cf_CALC} employees**

Lower socio-economic backgrounds - This is the sum of employees allocated to '*Technical and craft occupations*'({l1d}), '*Routine, semi-routine manual and service occupations*'({l1e}),   and '*Long term unemployed*'({l1g}) = **{l1deg_CALC} employees**

For each category please ensure the sum of all boxes equals the total mentioned in the question (as calculated from l1). 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 l1: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 {l1atog_CALC} (the sum of the socio-economic background categories asked)

J7a   **How many of the {l1ab_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 _____

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 _____

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 {l1deg_CALC}, as previously specified. The current total is {Total_J7c}. Please amend before you continue.

GRAND TOTAL   _____

Socio-economic background by disability

At l1: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*' ({l1a}) and '*Senior, middle or junior managers or administrators*' ({l1b}) = **{l1ab_CALC} employees**

Intermediate backgrounds- This is the sum of employees allocated to '*Clerical and intermediate occupations*'({l1c}) and '*Small business owners who employed less than 25 people*'({l1f}) = **{l1cf_CALC} employees**

Lower socio-economic backgrounds - This is the sum of employees allocated to '*Technical and craft occupations*'({l1d}), '*Routine, semi-routine manual and service occupations*'({l1e}),   and '*Long term unemployed*'({l1g}) = **{l1deg_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 {l1atog_CALC} (the sum of the socio-economic background categories asked)

J8a   How many of the {l1ab_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 {l1ab_CALC}, as previously specified. The current total is {TOTAL_J8a}. Please amend before you continue.

J8b   How many of the {l1cf_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	_____	

J8c   **How many of the {I1deg_CALC} employees from 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	_____	

	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'({l1c}) and 'Small business owners who employed less than 25 people'({l1f}) = **{l1cf_CALC} employees**

Lower socio-economic backgrounds - This is the sum of employees allocated to 'Technical and craft occupations'({l1d}), 'Routine, semi-routine manual and service occupations'({l1e}),   and 'Long term unemployed'({l1g}) = **{l1deg_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 {l1atog_CALC} (the sum of the socio-economic background categories asked)

J9a   **How many of the {l1ab_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 {I1ab_CALC}, as previously specified. The current total is {Total_J9a}. Please amend before you continue.

J9b **How many of the {I1cf_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 from 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 {I1deg_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. This will allow you to review all your answers before clicking the **Submit** button. If you wish to do this, you should do this before submitting your responses, as you will not be able to go back and access you answers once submitted.

The information provided in the quantitative workforce survey will be used in the report to highlight themes and areas of focus for broadcasters. We may highlight instances where individual broadcasters and/or industry are performing well or where areas may require more focus. Additionally, the data will be included in Ofcom's interactive data set which we will publish alongside the report. It will also be used to track trends and included in future reports and interactive data sets. Ofcom may publish all information provided by broadcasters, unless there is a valid reason why it should not be published. For example, personal data. Where the number of employees with a certain personal characteristic is below 10, we do not report/publish it to protect personal data. In these cases, we may choose to aggregate these employees across broadcasters to gain a picture of their representation across the industry at large. No individuals will be identifiable in the final report.

If you are providing any other information which is personal data, please inform us via e mail at   EDIinbroadcasting@ofcom.org.uk

Please click Submit to send us your answers.

For further information please see Ofcom's Equity, Diversity and Inclusion Hub. If you have any further queries or would like further support on your organisation's approach to EDI, please contact Ofcom's EDI team at EDIinbroadcasting@ofcom.org.uk