Publishing Industry Workforce Diversity and Inclusion Survey 2018

Produced by Equal Approach
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Introduction

Collectively the publishing industry recognises that it needs to do more to address diversity and inclusion (D&I). In 2017 the Publishers Association (PA) launched an industry-wide 10-point action plan to tackle inclusivity and ensure that publishing better reflects the UK population. As part of this plan, the PA has committed to undertaking an annual industry wide survey, every year for the next 5-years, to review the workforce demographics of UK publishing houses, in order to obtain a true reflection of the diversity within the industry.

Inclusivity Action Plan

2. Undertake an internal workforce audit and providing the PA with the data on an annual basis so that industry-wide statistics can be published.

The PA has engaged diversity and inclusion specialists, Equal Approach, to undertake this project for 2018. Equal Approach has been working in the diversity and inclusion field for over 13 years and were selected from a shortlist of industry leading organisations based on their experience and expertise.
Publishing Industry Workforce D&I Survey 2017

In 2017, the Publishers Association completed an initial review into the diversity within the publishing industry by conducting a D&I survey of employees from a number of organisations and combining these results with other organisations’ existing D&I data.

In total, 23 organisations took part in the 2017 Publishing Industry Workforce D&I Survey.

Data for a total of **2,648 employees** was collected and reported on.

In order to provide a comparison to last year’s survey, this report compares the 2017 and 2018 survey results in 5 key demographic areas that were measured as part of the 2017 survey:

- Gender
- Ethnicity
- Sexual Orientation
- Disability
- Education

It is worth noting that whilst these comparisons provide some insight, there cannot be an accurate like for like comparison made, due to the increasing and varying response rates and organisations participating.
**Methodology**

Building on the Publishing Industry Workforce D&I Survey conducted in 2017, this 2018 survey aims to provide a more detailed understanding of diversity and inclusion within the industry, by reviewing a much wider range of diversity strands. The aim is that this survey creates an accurate benchmark which both organisations and the industry itself can measure future progress against.

It is recognised that many organisations may have already collected workforce D&I data, and as such, a dual process was developed to support both those organisations with existing data, and those that do not yet have a mechanism in place to collect workforce data to participate.

- **Existing data** – Organisations with existing D&I data were requested to submit their data in a numerical format (rather than as a percentage), as this would allow it to be combined with the survey data in order to calculate an accurate total for the industry.

- **No existing data** – Equal Approach compiled an anonymous online D&I survey for organisations to share with their employees to capture this data. The complete survey can be found in the appendices and the questions are included throughout this report.

The existing data from each organisation was reviewed and processed to align it with the survey conducted by Equal Approach, and once the survey was complete, this data was then amalgamated.

Due to the nature and sensitivity of the data being handled, GDPR was considered throughout the process. For further information on GDPR Considerations, please see the appendices.
Participation

In total, 42 organisations took part in the Publishing Industry Workforce D&I Survey 2018, an increase of 82.6% from 23 in 2017.

- 14 of the 23 organisations (60.8%) which took part in the 2017 survey took part again in 2018. These 14 organisations accounted for 84% of the 2017 individual responses.

The 42 organisations that took part in this survey have a combined workforce of over 10,500. As a result of a combination of both, the online survey requiring individuals to complete it and organisations not having complete sets of data for all of their employees, in total data for 6,432 individuals were collected, which represents a 142.9% increase from 2,648 participants in 2017. However, the total number of responses for each question varies greatly due to variances in the existing data submitted by organisations, as a result the total number of responses has been included alongside the data for each question.

Of the 42 organisations which took part in the 2018 D&I survey:

- 13 organisations (31.0%) submitted their own existing data, accounting for 5,231 employees (81.3%);

- The existing data received varied greatly in terms of the number of questions for which responses were provided

- 29 organisations (69.0%) shared the anonymous online D&I survey with their employees to capture data – receiving 1,201 responses (18.7%)

- Of the 42 organisations which took part in the 2018 D&I survey, almost half (20, 47.6%) were based in London, accounting for almost two thirds of responses (62.6%, 4,027). As a result of this, where possible, London demographics have been included to provide further insight.

The size of organisations which took part in this D&I survey varied hugely, ranging from small organisations with only 1 employee, to the industry leading organisations with over 1,000 employees.
1. Age Range

In the last 15 years, the number of working people aged 50 to 64 has increased by 60%, while the proportion of those aged 70-74 in employment has almost doubled in the past 10 years. By 2020, one-third of the workforce will be over 50. Despite this, job-listings site CV-Library reported that over half of workers aged over 55 say they have been discriminated against unfavourably because of their age.

Survey Question: Your Age Range:

- The significant lack of representation (0.0%) of those aged under 18 shows that there are limited opportunities for apprenticeships within the publishing industry.
  - The PA’s Inclusivity Action Plan recommends hiring a Publishing Assistant apprentice, although it doesn’t specify age.

<table>
<thead>
<tr>
<th>Under 18</th>
<th>0.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>10.0%</td>
</tr>
<tr>
<td>25-34</td>
<td>37.9%</td>
</tr>
<tr>
<td>35-44</td>
<td>25.4%</td>
</tr>
<tr>
<td>45-54</td>
<td>17.6%</td>
</tr>
<tr>
<td>55-60</td>
<td>7.1%</td>
</tr>
<tr>
<td>60+</td>
<td>1.3%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0.7%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>4,657</td>
</tr>
</tbody>
</table>

- There is a small (10.0%) proportion of individuals aged 18 – 24, which could be as a result of the majority of the workforce (83.0%) having obtained a degree, as outlined in section 11.1 Highest Level of Education.

- The majority (63.3%) of the workforce are aged between 25 and 44.

- There is very little representation of those aged 55-60 (7.1%) and 60+ (1.3%).

- A very small proportion (0.7%) of respondents preferred not to answer.
2. Gender

The UK is marginally female dominated, with the Office of National Statistics (ONS) reporting that women account for 52% of the population in comparison to men accounting for 48%.

There is no accurate data as to the trans or non-binary population within the UK, as the government has not collected any data including a question where trans people can choose to identify themselves, although whilst non-binary/other term preferred has been captured as part of this question, a specific question around trans has also been included.

Survey Question: What is your gender?

<table>
<thead>
<tr>
<th>Responses</th>
<th>UK Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>63.4%</td>
</tr>
<tr>
<td>Male</td>
<td>36.1%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>0.1%</td>
</tr>
<tr>
<td>Other term preferred</td>
<td>0.0%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0.4%</td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>6,432</strong></td>
</tr>
</tbody>
</table>

• The amount of data (total responses) provided around gender was significantly higher than any other area (6,432 vs Age 4,657 and Ethnicity 4,521) and this was the only area where all of the 13 organisations that submitted their own existing data provided information for.

• The publishing industry is recognised as being a female dominated industry, and the results of this industry workforce survey support that, with females accounting for almost two thirds of respondents (63.4% vs 36.1% males), which is significantly out of balance with the gender split of the UK population (52% female, 48% male).

• A very small proportion of individuals identified as non-binary (0.1%) or preferred another term (0.0%)

• A very small proportion of individuals (0.4%) did not wish to provide their gender

Whilst the publishing industry continues to be recognised as a female dominated industry, the gender pay gap reports published in 2018 show that the gender pay gap is still predominantly in favour of men.
2017 Report Comparison – Gender

Whilst an accurate like for like comparison cannot be made between the 2017 and 2018 data, due to differences in response rates etc., the increase in data (+142.9%) obtained in 2018 suggests that these latest figures provide a truer reflection of the industry, with a slightly more equal gender balance (63.4% female and 36.1% male in 2018 vs 68.8% female and 30.8% male in 2017).

Whilst it is difficult to accurately calculate the change in gender representation within the industry over the last 12 months, it is unlikely that such a significant change would have occurred, particularly as increasing the representation of males is not an industry wide goal, so this change is suggested to be a result of the increased data.

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>68.8%</td>
<td>63.4%</td>
<td>-5.4%</td>
</tr>
<tr>
<td>Male</td>
<td>30.8%</td>
<td>36.1%</td>
<td>+5.3%</td>
</tr>
<tr>
<td>Other term/ Prefer not to say</td>
<td>0.4%</td>
<td>0.5%</td>
<td>+0.1%</td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>2,648</strong></td>
<td><strong>6,432</strong></td>
<td><strong>+142.9%</strong></td>
</tr>
</tbody>
</table>
Women in Senior Leadership

In addition to this Publishing Industry Workforce Diversity and Inclusion Survey conducted by Equal Approach, the PA also separately conducted a piece of research into gender representation at the leadership and senior management levels within the industry, by reviewing:

- The number of women and men in the highest echelon of executive management
- The number of women and men in any other group which is defined and recognised as a senior management group

The findings of the separate research by the PA have been included below.

<table>
<thead>
<tr>
<th>Women in Senior Leadership</th>
<th>2017</th>
<th>2018</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Level</td>
<td>48%</td>
<td>48%</td>
<td>-</td>
</tr>
<tr>
<td>Senior Leadership</td>
<td>49%</td>
<td>56%</td>
<td>+7%</td>
</tr>
<tr>
<td>Combined Executive Level &amp; Senior Leadership</td>
<td>49%</td>
<td>54%</td>
<td>+5%</td>
</tr>
</tbody>
</table>

Executive Level

The number of women and men in the highest echelon of executive management in the business. This may be a board, executive committee or other such structure but does not include non-executive posts.

Senior Leadership

The number of women and men in any other group which is defined and recognised as a senior management group. This may include divisional boards etc. This does not include any individuals who have already been counted under 1, even if they also participate in meetings of a wider senior management group.
3. Transgender

Lesbian, Gay, Bisexual and Trans (LGBT+) charity Stonewall define Transgender as:

“An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.”

There is no accurate data as to the trans or non-binary (not exclusively masculine or feminine) population within the UK, as the government has not collected any data including a question where trans people can choose to identify themselves.

In 2009 the ONS published the Trans Data Position Paper, which outlined the difficulties of collecting information on transgender people within household surveys. It concluded that collecting information on this topic in household surveys was not an appropriate approach. Gender identity was requested as a new topic on the 2021 Census topic consultation and the ONS is conducting social surveys, research and testing to inform its position on the topic.

The Gender Identity Research & Education Society (GIRES) estimates that about 1% of the British population are gender nonconforming to some degree, which is in line with the information available on Stonewall’s website. However, it is suggested that only around 31% of nonbinary people confidently identify as trans.

Survey Question: Do you identify as transgender?

Transgender is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

<table>
<thead>
<tr>
<th>Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>0.6%</td>
</tr>
<tr>
<td>No</td>
<td>94.1%</td>
</tr>
<tr>
<td>Other term preferred</td>
<td>0.8%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4.5%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>1,866</td>
</tr>
</tbody>
</table>

- 0.6% of respondents identified as transgender with a further 0.8% of respondents preferring another term, with examples provided including “non-binary” and “genderqueer”, which combined is significantly higher than the UK population forecast for individuals that are gender nonconforming (1.4% vs 1.0%)
- Whilst the data sets vary, it is interesting that a significantly higher proportion of individuals did not wish to provide a response (4.5%) as to whether they identify as transgender, in comparison to the number of individuals (0.4%) which did not wish to provide their gender when presented with a binary option (male/female), this is no way a suggestion that those individuals may identify as transgender, but an interesting observation nonetheless.
4. Nationality

In 2017 the ONS reported that 90% of the UK population were British Nationals. Of the 10% which were Non-British Nationals, 6% were EU Nationals and 4% were Non-EU Nationals. In the same report, it was also reported that the largest non-British national populations were in London, with 24% of residents being non-British.

Survey Question: Nationality:

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Responses</th>
<th>UK Population(^9)</th>
</tr>
</thead>
<tbody>
<tr>
<td>British</td>
<td>86.2%</td>
<td>90.0%</td>
</tr>
<tr>
<td>Dual British (Multiple Nationalities)</td>
<td>1.6%</td>
<td>1.6%</td>
</tr>
<tr>
<td>EU Country (including multiple EU countries)</td>
<td>7.6%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Non-EU Country (inc. multiple Non-EU countries)</td>
<td>3.7%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Multiple EU &amp; Non-EU country - *not including British</td>
<td>0.3%</td>
<td>N/A</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0.6%</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>2,568</strong></td>
<td></td>
</tr>
</tbody>
</table>

- In total 87.8% of respondents identified as British\(^*\), with 86.2% identifying as British, and 1.6% identifying as Dual British, which is slightly lower than the UK population (90.0%), but much higher than the London population of 76.0%
- EU Nationals accounted for 7.6% of respondents, which is 27% higher than the UK population (6.0%)
- The proportion of Non-EU Nationals (3.7%) was slightly lower than in the UK (4.0%) although the UK figures did not account for mixed EU and Non-EU countries
- Only a small proportion of respondents identified as EU and Non-EU Dual Nationals (0.3%), with only 0.6% opting not to share their nationality
5. Ethnicity

The ONS describe ethnicity as:

“A broader concept which includes or combines nationality, citizenship, race, colour, language, religion, and customs of dress or eating.”

In the UK, 86% of people are White, and 14% belong to Black, Asian, Mixed or Other ethnic groups (BAME). In London individuals from BAME backgrounds have a significantly higher representation 40.2%.

Publishing has long been perceived as an industry that is dominated by individuals from white backgrounds.

Survey Question: What is your ethnic group?

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>UK Population11a</th>
<th>London11b</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. White</td>
<td>87.3%</td>
<td>59.8%</td>
</tr>
<tr>
<td>B. Mixed/ Multiple ethnic groups</td>
<td>3.4%</td>
<td>5.0%</td>
</tr>
<tr>
<td>C. Asian / Asian British</td>
<td>5.0%</td>
<td>18.5%</td>
</tr>
<tr>
<td>D. Black / Black British</td>
<td>2.2%</td>
<td>13.3%</td>
</tr>
<tr>
<td>E. Other ethnic group</td>
<td>1.0%</td>
<td>3.4%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>1.1%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Total Responses 4,521
• 87.3% of respondents identified as White, which is only marginally (1.5%) higher than the UK population (86.0%)
• 11.6% of respondents identified as BAME, which is lower than the UK population (14%), and significantly lower than London (40.2%)
• Mixed/ Multiple ethnic groups had a much higher representation in publishing (3.4%) than in the UK population (2.2%)
• Representation of Asian/ Asian British (5.0%) and Black/ Black British (2.2%) individuals were both 50% lower than the UK population (7.5% / 3.3%)
• Representation of other ethnic groups were in line with the UK population (both 1.0%)
• Only a small proportion of respondents opted not to share their ethnicity (1.1%)

For the purposes of transparency, and to support future industry D&I workforce surveys, a complete breakdown of each ethnic group has been provided below which excludes White British, which accounted for 75.0% of respondents.
<table>
<thead>
<tr>
<th></th>
<th>Responses</th>
<th>UK Population(^{12})</th>
<th>London (^{11b})</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL - A. White</strong></td>
<td>87.3%</td>
<td>86.0%</td>
<td>59.6%</td>
</tr>
<tr>
<td>A. English / Welsh / Scottish / Northern Irish / British</td>
<td>75.0%</td>
<td>80.5%</td>
<td>-</td>
</tr>
<tr>
<td>A. Irish</td>
<td>2.8%</td>
<td>0.9%</td>
<td>-</td>
</tr>
<tr>
<td>A. Gypsy or Irish Traveller</td>
<td>0.0%</td>
<td>0.1%</td>
<td>-</td>
</tr>
<tr>
<td>A. Any other White background</td>
<td>9.5%</td>
<td>4.4%</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL - B. Mixed / multiple ethnic groups</strong></td>
<td>3.4%</td>
<td>2.2%</td>
<td>5%</td>
</tr>
<tr>
<td>B. White and Black Caribbean</td>
<td>0.3%</td>
<td>0.8%</td>
<td>-</td>
</tr>
<tr>
<td>B. White and Black African</td>
<td>0.1%</td>
<td>0.3%</td>
<td>-</td>
</tr>
<tr>
<td>B. White and Asian</td>
<td>1.3%</td>
<td>0.6%</td>
<td>-</td>
</tr>
<tr>
<td>B. Any other Mixed / multiple ethnic background</td>
<td>1.6%</td>
<td>0.5%</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL - C. Asian / Asian British</strong></td>
<td>5.0%</td>
<td>7.5%</td>
<td>18.5%</td>
</tr>
<tr>
<td>C. Indian</td>
<td>0.5%</td>
<td>2.5%</td>
<td>-</td>
</tr>
<tr>
<td>C. Pakistani</td>
<td>1.8%</td>
<td>2.0%</td>
<td>-</td>
</tr>
<tr>
<td>C. Bangladesh</td>
<td>0.7%</td>
<td>0.8%</td>
<td>-</td>
</tr>
<tr>
<td>C. Chinese</td>
<td>0.3%</td>
<td>0.7%</td>
<td>-</td>
</tr>
<tr>
<td>C. Any other Asian background</td>
<td>1.7%</td>
<td>1.5%</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL - D. Black / Black British</strong></td>
<td>2.2%</td>
<td>3.3%</td>
<td>13.3%</td>
</tr>
<tr>
<td>D. African</td>
<td>0.7%</td>
<td>1.8%</td>
<td>-</td>
</tr>
<tr>
<td>D. Caribbean</td>
<td>0.8%</td>
<td>1.1%</td>
<td>-</td>
</tr>
<tr>
<td>D. Any other Black / Black British background</td>
<td>0.7%</td>
<td>0.5%</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL - E. Other ethnic group</strong></td>
<td>1.0%</td>
<td>1.0%</td>
<td>3.4%</td>
</tr>
<tr>
<td>E. Arab</td>
<td>0.2%</td>
<td>0.4%</td>
<td>-</td>
</tr>
<tr>
<td>E. Any other ethnic group</td>
<td>0.8%</td>
<td>0.6%</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL - Prefer not to say</strong></td>
<td>1.1%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

| Total Responses | 4,521     |
In 2017 the PA identified that BAME employees accounted for 13% of the publishing industry’s workforce, which was lower than the 14% UK average, and as a result set a 5-Year Industry Target to increase this to 15%.

Whilst an accurate like for like comparison cannot be made between the 2017 and 2018 data, due to differences in response rates etc., the increase in data (+70.7%) obtained in 2018 suggests that these latest figures show a more accurate and truer reflection of the industry, rather than a direction of travel, which suggests that the publishing industry is actually further behind the UK population than previously thought (11.6% BAME representation rather than 13.0% as suggested in 2017, in comparison to 14.0% of the UK population).

Whilst it is difficult to accurately calculate the change in ethnic representation within the industry over the last 12 months, it is unlikely that BAME representation would have declined by 1.4%, particularly given that increasing the representation of BAME employees is a focus area for many organisations within the industry.

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>86.5%</td>
<td>87.3%</td>
<td>+0.8%</td>
</tr>
<tr>
<td>BAME</td>
<td>13.0%</td>
<td>11.6%</td>
<td>-1.4%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0.5%</td>
<td>1.1%</td>
<td>+0.6%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>2,648</td>
<td>4,521</td>
<td>+70.7%</td>
</tr>
</tbody>
</table>
Given the suggested decline in BAME representation within the industry from 2017 - 2018, a further investigation was undertaken in order to identify a like for like comparison and support the suggested probable reasons for this decline. It is suggested that the increase in the number of organisations taking part (39 provided ethnicity data in 2018, an increase of 70.0% from 2017) and the increase in the number of respondents represented (4,521 ethnicity responses in 2018, an increase of 70.7% since 2017) in the 2018 survey had an impact on the proportion of BAME individuals, and these latest figures show a more accurate and truer reflection of the industry, rather than a direction of travel.

In order to calculate a like for like comparison of ethnicity data from the 2017 and 2018 surveys, the 13 organisations (of 23 total 2017 participating organisations) which provided ethnicity data for both 2017 and 2018 were identified and compared.

This like for like comparison identified an increase in the representation of BAME employees, rising from 9.9% in 2017 to 13.3% in 2018, with a very similar number of respondents (3.4% decrease in 2018).

As a result of this like for like comparison, we can attribute the overall decline in BAME representation to the increase in the number of organisations and responses in 2018.

### 2017/18 Comparison - Ethnicity (Like for Like Comparison)

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>88.9%</td>
<td>85.8%</td>
<td>-3.1%</td>
</tr>
<tr>
<td>BAME</td>
<td>9.9%</td>
<td>13.3%</td>
<td>+3.4%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>1.2%</td>
<td>1.0%</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>2,171</td>
<td>2,099</td>
<td>-3.3%</td>
</tr>
</tbody>
</table>
6. Religion

Despite falling numbers, Christianity remains the largest religion in the UK. Muslims are the next biggest religious group and have grown over the last decade. Meanwhile the proportion of the population who reported they have no religion continues to increase.

**Survey Question:** What is your religion?
<table>
<thead>
<tr>
<th>No religion</th>
<th>Responses</th>
<th>UK Population(^{13a})</th>
<th>London(^{13b})</th>
</tr>
</thead>
<tbody>
<tr>
<td>59.7%</td>
<td>25.1%</td>
<td>20.7%</td>
<td></td>
</tr>
</tbody>
</table>

*Christian (including Church of England, Catholic, Protestant and all other Christian denominations)*

| Muslim                  | 1.6%      | 4.8%                   | 12.4%           |
| Buddhists               | 0.6%      | 0.4%                   | 1.0%            |
| Hindu                   | 1.1%      | 1.5%                   | 5.0%            |
| Jewish                  | 1.2%      | 0.5%                   | 1.8%            |
| Sikh                    | 0.4%      | 0.8%                   | 1.6%            |
| Any other religion      | 5.5%      | 0.4%                   | 0.6%            |
| Prefer not to say       | 1.8%      | 7.2%                   | 8.5%            |

| Total Responses         | 4,073     |                        |                 |

- The majority of respondents (59.7%) identified as having no religion, which was more than double that of the UK (25.1%) and almost triple that of London (20.7%)
- A significantly lower proportion of survey respondents identified as Christian (28.1%) than the UK population (50.7%) and London (48.4%)
- The proportion of respondents identifying as Muslim (1.6%), Hindu (1.1%) and Sikh (0.4%) were all much lower than the UK population (4.8%/ 1.5%/ 0.8%) and significantly lower than London population (12.4%/ 5.0%/ 1.6%)
- The proportion of respondents identifying Buddhist (0.6%) and Jewish (1.2%) were both higher than the UK population (0.4%/ 0.5%), but lower than London population (1.0%/ 1.8%)
- The proportion of those with another religion (5.5%) was significantly higher than both the UK (0.4%) and London populations (0.6%)
- Those who preferred not to share their religion (1.8%) was significantly lower than both the UK (7.2%) and London populations (8.5%)
7. Sexual Orientation

Information about sexual orientation has not previously been collected by ONS in the census. Following feedback from the 2021 Census topic consultation, the ONS is committed to exploring whether to include a question on sexual orientation in the 2021 Census\textsuperscript{14}.

In 2016, the ONS published Experimental Official Statistics\textsuperscript{15} on sexual identity in the UK, which reported that just over 1 million (2.0\%) of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual (LGB+), which was an increase from 1.7\% in 2015.

London has been reported to have the largest proportion of the population who identified as LGB+ (2.7\%), which could be associated with a relatively young and diverse population.

People aged 16 to 24 were most likely to identify as lesbian, gay or bisexual than any other age group, with 4.1\% of young people fitting into these categories – amounting to nearly one in 20 young people in the UK\textsuperscript{15}.

Survey Question: Which of the following describes your sexual orientation?

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>UK</th>
<th>Publishing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual/Straight</td>
<td>93.4%</td>
<td>89.9%</td>
</tr>
<tr>
<td>Gay or Lesbian</td>
<td>1.2%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>0.8%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Other</td>
<td>0.5%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4.1%</td>
<td>0.9%</td>
</tr>
</tbody>
</table>
The publishing industry has a significant representation of individuals who identify as LGB (8.2%), which is more than four times that of the estimated UK population (2%) and just over three times that of the estimated London population (2.7%)

Only a small proportion (0.9%) of individuals did not wish to share their sexual orientation, which is significantly lower than 4.1% of the UK population that preferred not to say.

2017 Report Comparison - Sexual Orientation

Whilst an accurate like for like comparison cannot be made between the 2017 and 2018 data, due to differences in response rates etc., the increase in data (+22.9%) obtained in 2018, along with a significant decrease in respondents who selected other/ prefer not to say, suggests that these latest figures provide a truer reflection of the industry.

Based on this comparison, the representation of LGB individuals has increased significantly from 4.5% to 8.2%.

Whilst it is difficult to accurately calculate the change in LGB representation within the industry over the last 12 months, although organisations are trying to proactively improve LGB representation and openness within the industry, it is unlikely that representation would have almost doubled in one year, although attitudes towards disclose and openness may have contributed to this.

<table>
<thead>
<tr>
<th>Responses</th>
<th>UK Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual/ Straight</td>
<td>89.9%</td>
</tr>
<tr>
<td>Gay</td>
<td>3.1%</td>
</tr>
<tr>
<td>Lesbian</td>
<td>1.2%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>3.9%</td>
</tr>
<tr>
<td>Other</td>
<td>1.0%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0.9%</td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>3,871</strong></td>
</tr>
</tbody>
</table>
7.1 LGB+ Sexual Orientation – Openness

To provide further insight into inclusion within the industry, an additional question around sexual orientation was included for individuals that identified as either being LGB, other or preferred not to disclose their sexual orientation.

Whilst the previous sexual orientation question provides an insight into the representation of LGB+ individuals within the publishing industry, a key measure of inclusion is whether individuals feel that they can be open and themselves (out) at work.

In research surrounding LGBT+ experiences at work, the TUC\textsuperscript{16} and Stonewall\textsuperscript{17} found (note some of this data also includes information for those that identify as Trans):

- Only half (51\%) of LGBT+ people – and just one in three (36\%) young people – are out or open about their sexuality to all of their colleagues at work
- More than one in four (27\%) bisexual people hide their sexuality at work
- More than one in three (36\%) LGBT+ workers have been harassed or bullied at work
- 7\% of LGB+ people said they did not get a promotion they were up for at work because they were lesbian, gay or bi

Survey Question: If you identify as Gay/ Lesbian or Bisexual (LGB), are you open about your sexual orientation?

<table>
<thead>
<tr>
<th>At Home</th>
<th>With colleagues</th>
<th>With your manager</th>
<th>At work generally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Partially</td>
<td>No</td>
<td>Prefer not to say</td>
</tr>
<tr>
<td>50.9%</td>
<td>13.1%</td>
<td>8.6%</td>
<td>27.4%</td>
</tr>
<tr>
<td>29.7%</td>
<td>22.9%</td>
<td>19.4%</td>
<td>28.0%</td>
</tr>
<tr>
<td>31.4%</td>
<td>8.6%</td>
<td>32.6%</td>
<td>27.4%</td>
</tr>
<tr>
<td>28.0%</td>
<td>20.0%</td>
<td>24.6%</td>
<td>27.4%</td>
</tr>
</tbody>
</table>

Total Responses: 175
When looking at the differences between individuals' openness of their sexual orientation it provides a real insight into how inclusive the industry and workplaces are:

- The proportion of those that preferred not to say remained almost consistent (27.4%/ 28.0%) – feedback from participants suggested that this question was a very sensitive area.
- Over 50% of respondents said that they were out at home, yet this figure drops to less than a third (between 28.0% and 31.4%) in the workplace, which was relatively consistent across colleagues, managers and at work generally, but significantly lower than the research published by the TUC16 (51%).
- There was almost an equal split of individuals’ openness with their manager with 31.4% of respondents being open with them, in comparison to 32.6% no being open with them.
  - Individuals were significantly less likely to be partially open with their managers (8.6%), than they were with colleagues (22.9%) or at work generally (20.0%).
- Individuals were significantly less open with their manager, with 32.6% not being open with them, in comparison to 19.4% not being open with their colleagues, and 24.6% not being open at work generally.
8. Disability or Impairment

The Equality Act 2010 defines a disability as:

“A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. Long term means it has lasted or is expected to last at least 12 months.”

There are around 13.3 million disabled people in the UK (which is almost one in five of the population). Of those of working age (16-64), 18% have a disability.

Whilst 18% of working ages adults have a disability, the employment rate for people with disabilities in April-June 2018 was just 50.7% (in comparison to 81.1% for people without disabilities).

Survey Question: Do you consider yourself to have a disability or impairment?

The Equality Act 2010 defines a disability as follows: a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. Long term means it has lasted or is expected to last at least 12 months.

<table>
<thead>
<tr>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>5.4%</td>
</tr>
<tr>
<td>No</td>
<td>92.3%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>2.3%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>3,502</td>
</tr>
</tbody>
</table>

- 5.4% of respondents identified as having a disability or impairment

Whilst this figure appears to be low in comparison to the UK population (18%), it is in fact very positive. To put this into context, in 2016 the BBC set a target of achieving disabled workforce representation of 5.3% for 2017, and 8% for 2020. Additionally, in 2014, KPMG set a target of 2.8% disability representation for 2018.

- A small proportion of respondents (2.3%) preferred not to say whether they had a disability or not
2017 Report Comparison - Disability/Impairment

Whilst an accurate like for like comparison cannot be made between the 2017 and 2018 data, due to differences in response rates etc., this comparison will provide some insight into the level of disability representation within the industry.

Based on this comparison, the representation of individuals with a disability has increased significantly from 2.3% to 5.4%.

Whilst it is difficult to accurately calculate the change in disability representation within the industry over the last 12 months, although organisations are trying to proactively improve disability representation and openness within the industry, it is unlikely that representation would have more than doubled in one year, although attitudes towards disclose and openness may have contributed to this.

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>2.3%</td>
<td>5.4%</td>
<td>+3.1%</td>
</tr>
<tr>
<td>No</td>
<td>97.0%</td>
<td>92.3%</td>
<td>-4.7%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>0.7%</td>
<td>2.3%</td>
<td>+1.6%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>2,468</td>
<td>3,502</td>
<td>+41.9%</td>
</tr>
</tbody>
</table>
8.1 Disability/ Impairment – Defined

To provide further insight into the different types of disabilities represented within the industry, an additional question was included in the survey for individuals that identified as either having a disability or preferring not to say.

Survey Question: If you consider yourself to have a disability or impairment, please select the definition/s from the list below that best describes your disability/ies (please select all that apply):

<table>
<thead>
<tr>
<th>Definition</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A long-standing illness or health condition</td>
<td>10.8%</td>
</tr>
<tr>
<td>A mental health condition</td>
<td>25.5%</td>
</tr>
<tr>
<td>A physical impairment or mobility issues</td>
<td>7.4%</td>
</tr>
<tr>
<td>A specific learning difficulty</td>
<td>10.0%</td>
</tr>
<tr>
<td>Blind or a serious visual impairment uncorrected by glasses</td>
<td>6.1%</td>
</tr>
<tr>
<td>Deaf or serious hearing impairment</td>
<td>6.1%</td>
</tr>
<tr>
<td>Two or more impairments/ disabilities</td>
<td>7.8%</td>
</tr>
<tr>
<td>Other - please specify</td>
<td>10.3%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>16.0%</td>
</tr>
</tbody>
</table>

Total Responses: 231
9. Regular Caring Responsibilities

Employees may have caring responsibilities for children, dependants and/or elderly relatives, and being aware of this allows employers to better support their workforce. Many carers do not identify themselves as a carer, and they may just consider themselves as ‘looking after’ or ‘supporting’ someone, which is a challenge when collecting data around this area.

The Modern Families Index\(^2\) reported that:

- Only a third of parents manage to leave work on time every day, with staying later at work being a regular occurrence for many
- Parents are worried about discussing family and work-related issues with their employers, with 41% stating that they had lied or bent the truth to their employer about family life conflicting with work
- Almost half of working parents said they were not comfortable talking about work boundaries with their employer

Additionally, caring responsibilities can have a big impact on workplace performance:

- Charity Carers UK\(^2\) estimates that more than 3 million people are working carers, which equates to around one in nine of the UK working population
- 28% of carers have reported not pursuing or turning down a promotion in order to be able to continue to care for someone\(^2\)

**Survey Question:** Do you have regular caring responsibilities?

<table>
<thead>
<tr>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>21.4%</td>
</tr>
<tr>
<td>No</td>
<td>76.0%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>2.6%</td>
</tr>
<tr>
<td><strong>Total Responses</strong></td>
<td><strong>2,491</strong></td>
</tr>
</tbody>
</table>

- More than 1 in 5 (21.4%) respondents reported having regular caring responsibilities for either children and/or adults
- A relatively small proportion (2.6%) of individuals preferred not to respond
Of the 21.4% of respondents that stated that they were carers, the majority (15.7%) cared for a child/children.

Caring responsibilities were not defined for 4.0% of respondents.

A small percentage (1.3%) of respondents cared for an adult, while only 0.4% cared for both children and an adult.
9.1 Regular Caring Responsibilities - Line Manager Awareness

While many carers do not identify as being a carer, making line managers aware of commitments outside of work can allow them to provide support and make adjustments where necessary. It is not uncommon for individuals to not consider informing their line manager that they are a carer.

Survey Question: If you have caring responsibilities, is your line manager (or equivalent) aware of your caring responsibilities?

<table>
<thead>
<tr>
<th>Informed manager</th>
<th>Have not informed manager</th>
<th>Prefer not to say</th>
<th>Total Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child/ Children</td>
<td>93.0%</td>
<td>3.2%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Adult</td>
<td>62.1%</td>
<td>17.2%</td>
<td>20.7%</td>
</tr>
</tbody>
</table>

- The vast majority (93.0%) of those caring for a child/children have informed their line manager of their caring responsibilities.
- Only a small proportion (3.2%) of those caring for a child/children had not informed their manager, while a similar small proportion (3.8%) preferred not to say.
- Whilst the majority (62.1%) of those with caring responsibilities for an adult had informed their line manager, this was significantly below that of those caring for a child/children (93.0%).
- A significant proportion of respondents (20.7%) preferred not to say whether they had informed their manager that they were caring for an adult.
10. Parental/Grandparental Occupation - Creative Industries

By understanding whether individuals’ parents or grandparents worked within the creative industries, it can show whether there was an influence on individuals’ career choices, and the influences that individuals had growing up.

Survey Question: To the best of your knowledge, did your parents or grandparents work in the creative industries?

- A relatively high proportion (13.3%) of respondents’ parents and/or grandparents worked within the creative industries
- The majority (82.5%) of respondents’ parents/grandparents did not work within the creative industries
- An equally small percentage (2.1%) of respondents didn’t know whether their parents/grandparents worked within the creative industries, or preferred not to say

<table>
<thead>
<tr>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>13.3%</td>
</tr>
<tr>
<td>No</td>
<td>82.5%</td>
</tr>
<tr>
<td>Unknown</td>
<td>2.1%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>2.1%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>1,977</td>
</tr>
</tbody>
</table>
11. Education

11.1 Highest Level of Education

In July to September 2017, 42% of the UK population aged 21 to 64 had achieved a degree.26

Survey Question: What is the highest level of education you have achieved?

<table>
<thead>
<tr>
<th>Highest Level of Education</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary education (GCSE’s, CSE’s, O-levels etc)</td>
<td>4.3%</td>
</tr>
<tr>
<td>Further education (A-levels, NVQ’s, Professional qualifications etc.)</td>
<td>10.2%</td>
</tr>
<tr>
<td>Undergraduate degree</td>
<td>47.8%</td>
</tr>
<tr>
<td>Degree - Not specified (Graduate, Post Graduate, Doctorate etc.)</td>
<td>11.3%</td>
</tr>
<tr>
<td>Postgraduate degree</td>
<td>23.9%</td>
</tr>
<tr>
<td>Other</td>
<td>0.9%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

Total Responses 3,481

- The majority of respondents (83.0%) have achieved a degree level of education, which is almost double that of the UK Population (42%)
  - 47.8% having achieved an undergraduate degree, 23.9% having achieved a postgraduate degree, while 11.3% of respondents did not classify their degree
- 4.3% of respondents’ highest level of education was secondary education, while 10.2% went on to further education, with 0.9% of respondents having another form of highest level of education
- A very small percentage (1.6%) of respondents preferred not to share their highest level of education
Whilst an accurate like for like comparison cannot be made between the 2017 and 2018 data, due to differences in response rates etc., this comparison will provide some insight into the highest level of education achieved by respondents within the industry.

Based on this comparison, the representation of individuals who have achieved a degree has decreased slightly from 84.5% to 83.0%.

Whilst it is difficult to accurately calculate the change in the highest level of education achieved by respondents within the industry over the last 12 months, with a 31.5% increase in the number of responses received in the 2017 and 2018 data, this suggests that despite that increase the proportion holding a degree has remained relatively stable (84.5% – 83.0%), suggesting that this provides an accurate representation for the industry.

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under/post-graduate degree</td>
<td>84.5%</td>
<td>83.0%</td>
</tr>
<tr>
<td>No degree</td>
<td>12.5%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Other term/ Prefer not to say</td>
<td>3.0%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>2,648</td>
<td>3,481</td>
</tr>
</tbody>
</table>
11.2 First Generation to Attend University

In 2015-16, 50% of full-time first-degree entrants were first generation.

Survey Question: If you attended university, are you the first generation in your family to do so?

- 39.4% of respondents were the first generation in their family to attend university, which is lower than the current UK average (50%)
- 57.3% of respondents were not the first generation in their family to attend university
- 3.3% of respondents preferred not to say as to whether they were the first generation in their family to attend university

<table>
<thead>
<tr>
<th>Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>39.4%</td>
</tr>
<tr>
<td>No</td>
<td>57.3%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>3.3%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>3,291</td>
</tr>
</tbody>
</table>

- 39.4% of respondents were the first generation in their family to attend university, which is lower than the current UK average (50%)
- 57.3% of respondents were not the first generation in their family to attend university
- 3.3% of respondents preferred not to say as to whether they were the first generation in their family to attend university
11.3 University Attended

**Survey Question:** If you attended university, which university/ies did you attend?

Over 120 UK universities were attended by respondents, in addition to a number of international institutions around the world, including in: Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Finland, France, Germany, Hungary, India, Ireland, Italy, Mexico, New Zealand, Norway, Poland, South Africa, Spain, Sweden, Turkey, and the USA.

From the data available, the top 10 universities attended (11 as 10th place was joint) by respondents were identified.

- 9 (81.8%) of the top 10 universities (11 as 10th place was joint) attended by respondents were part of the Russell Group
- 9 (81.8%) of the top 10 universities attended (11 as 10th place was joint) were in the top 15 in the UK
- Almost 1 in 10 that went to university went to Oxford or Cambridge

### Responses

<table>
<thead>
<tr>
<th>University</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Oxford</td>
<td>4.7%</td>
</tr>
<tr>
<td>University of Cambridge</td>
<td>4.7%</td>
</tr>
<tr>
<td>University College London</td>
<td>2.8%</td>
</tr>
<tr>
<td>University of Leeds</td>
<td>2.8%</td>
</tr>
<tr>
<td>University of Warwick</td>
<td>2.4%</td>
</tr>
<tr>
<td>University of Birmingham</td>
<td>2.4%</td>
</tr>
<tr>
<td>University of Durham</td>
<td>2.4%</td>
</tr>
<tr>
<td>Oxford Brookes University</td>
<td>2.3%</td>
</tr>
<tr>
<td>University of Exeter</td>
<td>2.3%</td>
</tr>
<tr>
<td>University of East Anglia</td>
<td>2.2%</td>
</tr>
<tr>
<td>University of Edinburgh</td>
<td>2.2%</td>
</tr>
</tbody>
</table>

### Additional Responses

<table>
<thead>
<tr>
<th>University</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Nottingham</td>
<td>2.1%</td>
</tr>
<tr>
<td>110+ other universities were attended by less than 2% of respondents</td>
<td>&lt;2.0%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4.0%</td>
</tr>
<tr>
<td>Other</td>
<td>11.3%</td>
</tr>
<tr>
<td>Total Responses</td>
<td>2,098</td>
</tr>
</tbody>
</table>
12. Childhood - Location

Survey Question: If you grew up in the UK or Ireland, where did you spend the majority of your childhood?

12.1 Childhood – Region

The majority of participants spent most of their time growing up around the South East of England (19.8%), London (15.1%), and the East of England (12.5%)

11.7% of respondents didn’t grow up in the UK or Ireland

Of the respondents that grew up in the UK and Ireland, only 11% grew up outside of England, with Scotland (6.8%) being the most common, followed by Ireland (1.9%), Wales (1.4%) and Northern Ireland (0.9%)

A small proportion found it difficult to say (1.7%), while 1.4% preferred not to say

Total Responses 3,327
*Due to the way data was collected by a number of large employers, East Midlands and West Midlands have been combined as Midlands

12.2 Childhood - County

12.2 Childhood - Top 10 Counties

1. Greater London: 15.0%
2. Essex: 7.2%
3. Cambridgeshire: 6.7%
4. Herefordshire: 4.5%
5. Surrey: 3.9%
6. Kent: 3.8%
7. Oxfordshire: 2.9%
8. Suffolk: 2.8%
9. Hampshire: 2.8%
10. Berkshire: 2.1%
All of the top 10 counties where individuals grew up were in and around the South East of England.
Appendix 1 - Sources

1. Age

2. Gender
   4. ONS Population estimates for the UK, England and Wales, Scotland and Northern Ireland: mid-2017

3. Trans

4. Nationality

5. Ethnicity
   11b http://worldpopulationreview.com/world-cities/london-population/
6. Religion
13b http://worldpopulationreview.com/world-cities/london-population/

7. Sexual Orientation

8. Disability

9. Caring Responsibilities

10. Parental/ Grandparental Occupation - Creative Industries
• N/A
11. Education


27. https://blog.hefce.ac.uk/2017/08/16/increase-in-first-generation-university-students/

12. Childhood location

• N/A
Appendix 2 – Publishing Industry Annual D&I Workforce Survey

Publishing Industry 2018 Annual D&I Workforce Survey

Collectively the publishing industry recognise that it needs to do more to address diversity and inclusion. Last year the Publishers Association (PA) launched an industry-wide 10-point action plan to tackle inclusivity and ensure that publishing better reflects the UK population. As part of this plan, the PA has committed to undertaking an annual industry wide survey of the workforce demographics of UK publishing houses, in order to obtain a true reflection of the diversity within the industry.

The PA has engaged diversity and inclusion specialists, Equal Approach, to deliver this 2018 project. Equal Approach has been working in this field for over 13 years and were selected from a shortlist of industry leading organisations based on their experience and expertise.

Thank you for taking part in this survey.

Organisation: (Open response)

What department do you work in? (Open response)

1. Your Age Range:
   - Under 18
   - 18-24
   - 25-34
   - 35-44
   - 45-54
   - 55-60
   - 60+
   - Prefer not to say

2. What is your gender?
   - Female
   - Male
   - Non-binary
   - Prefer not to say
   - Other term preferred (please specify)

3. Do you identify as transgender?

   Transgender is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth:
   - No
   - Yes
   - Prefer not to say
   - Other term preferred (please specify)
4. Nationality:
- British
- EU Country (including multiple EU countries)
- Non-EU Country (including multiple Non-EU countries)
- Multiple Nationalities (including British)
- Multiple Nationalities (EU and Non-EU country - not including British)
- Prefer not to say

5. What is your ethnic group?
- White - English / Welsh / Scottish / Northern Irish / British
- White - Irish
- White - Gypsy or Irish Traveller
- White - Any other White background, write in below
- Mixed / multiple ethnic groups - White and Black Caribbean
- Mixed / multiple ethnic groups - White and Black African
- Mixed / multiple ethnic groups - White and Asian
- Mixed / multiple ethnic groups - Any other Mixed / multiple ethnic background, write in below
- Asian / Asian British - Indian
- Asian / Asian British - Pakistani
- Asian / Asian British - Bangladeshi
- Asian / Asian British - Chinese
- Asian / Asian British - Any other Asian background, write in below
- Black / Black British - African
- Black / Black British - Caribbean
- Black / Black British - Any other Black / Black British background, write in below
- Other ethnic group - Arab
- Any other ethnic group - Write in below
- Prefer not to say
6. What is your religion?
- No religion
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Prefer not to say
- Any other religion (please specify)

7. Which of the following describes your sexual orientation?
- Heterosexual/ Straight
- Gay
- Lesbian
- Bisexual
- Prefer not to say
- Other (please specify)

7.1 If you identify as Gay/ Lesbian or Bisexual, are you open about your sexual orientation?
- At Home
  - Yes
  - Partially
  - No
  - Prefer not to say
- With your manager
  - Yes
  - Partially
  - No
  - Prefer not to say
- At work generally
  - Yes
  - Partially
  - No
  - Prefer not to say

8. Do you consider yourself to have a disability or impairment?

The Equality Act 2010 defines a disability as follows: a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. Long term means it has lasted or is expected to last at least 12 months:
- No
- Yes
- Prefer not to say
8.1 If you consider yourself to have a disability or impairment, please select the definition/s from the list below that best describes your disability/ies (please select all that apply):

- Cognitive disabilities (examples: Down’s syndrome, dyslexia, autism)
- Co-ordination, dexterity, or mobility impairments (examples: polio, spinal cord injury, back problems, repetitive strain injury)
- Hearing impairment
- Mental health (examples: schizophrenia, depression, severe phobias)
- Severe disfigurement (example: loss of limb)
- Speech impairment (example: stammering)
- Visual impairment (If you wear glasses or contact lenses this is not normally considered a disability)
- Prefer not to say
- Other (please specify)

9. Do you have regular caring responsibilities? (Please select all that apply)

- Child/Children
- Adult
- No
- Prefer not to say

9.1 If you have caring responsibilities, is your line manager (or equivalent) aware of your caring responsibilities?

- Child/Children
  - Informed manager
  - Have not informed manager
  - Prefer not to say
- Adult
  - Informed manager
  - Have not informed manager
  - Prefer not to say

10. To the best of your knowledge, did your parents or grandparents work in the creative industries?

- Yes
- No
- Unknown
- Prefer not to say
11. What is the highest level of education you have achieved?

- Postgraduate degree
- Undergraduate degree
- Further education - NVQs or professional qualifications
- A-Levels or equivalent
- GCSE/ O-Levels or equivalent
- Prefer not to say
- Other (please specify)

11.1 If you attended university, are you the first generation in your family to do so?

- Yes
- No
- Prefer not to say

11.2 If you attended university, which university/ies did you attend?

- University of Aberdeen
- Abertay University
- Aberystwyth University
- Anglia Ruskin University, Cambridge
- Aston University, Birmingham
- Bangor University
- University of Bath
- Bath Spa University
- University of Bedfordshire, Luton and Bedford
- University of Birmingham
- Birmingham City University
- University College Birmingham
- Bishop Grosseteste University
- University of Bolton
- The Arts University Bournemouth
- Bournemouth University
- University of Bradford
- University of Brighton
- University of Bristol
- Brunel University
- University of Cambridge
- Cardiff Metropolitan University (formerly University of Wales Institute Cardiff)
- Cardiff University
- University of Chester, Chester and Warrington
- University of Chichester
- Coventry University
- Cranfield University
- University for the Creative Arts
- University of Cumbria
• De Montfort University, Leicester
• University of Derby
• University of Dundee
• University of Durham
• University of East Anglia
• University of East London
• Edge Hill University
• University of Edinburgh
• Edinburgh Napier University
• University of Essex
• University of Exeter
• Falmouth University
• University of Glasgow
• Glasgow Caledonian University
• University of Gloucestershire, Cheltenham, Gloucester and London
• Glyndŵr University, Wrexham
• University of Greenwich
• Harper Adams University, Newport, Shropshire
• Heriot-Watt University, Edinburgh and Galashiels
• University of Hertfordshire, Hatfield
• University of the Highlands & Islands
• University of Huddersfield
• University of Hull
• Imperial College London
• Keele University
• University of Kent
• Kingston University
• University of Central Lancashire
• Lancaster University
• University of Leeds
• Leeds Beckett University
• Leeds Trinity University
• University of Leicester
• University of Lincoln, Lincoln
• University of Liverpool
• Liverpool Hope University
• Liverpool John Moores University
• University of London
• Birkbeck, University of London
• City University London
• Royal Central School of Speech and Drama
• Courtauld Institute of Art
• Goldsmiths, University of London
• Heythrop College
• Institute of Cancer Research
• King’s College London
• London Business School
• London School of Economics and Political Science (LSE)
• London School of Hygiene and Tropical Medicine
• Queen Mary, University of London
• Royal Academy of Music
• Royal Holloway, University of London
• Royal Veterinary College
• St George’s, University of London
• School of Oriental and African Studies (SOAS)
• University College London (UCL)
• London Metropolitan University
• London South Bank University
• Loughborough University
• University of Manchester
• Manchester Metropolitan University
• Middlesex University
• Newcastle University
• Newman University
• University of Northampton
• Northumbria University
• Norwich University of the Arts
• University of Nottingham
• Nottingham Trent University
• University of Oxford
• Oxford Brookes University
• University of Plymouth
• University of Portsmouth
• Queen Margaret University
• Queen’s University Belfast
• University of Reading
• Regent’s University London
• The Robert Gordon University
• Roehampton University
• Royal Agricultural University
• University of Salford
• University of Sheffield
• Sheffield Hallam University
• University of South Wales
• University of Southampton
• Southampton Solent University
• University of St Andrews
• University of St Mark & St John
• St Mary’s University, Twickenham
• Staffordshire University
• University of Stirling
• University of Strathclyde
• University of Suffolk
• University of Surrey
• University of Sussex
• Swansea University
• Teesside University
• University of Ulster
• University of the Arts London
• Ulster University
• University of Law
• University of Wales
• University of Wales, Trinity Saint David (UWTSD)
• University of Warwick
• University of the West of England
• University of the West of Scotland
• University of West London
• University of Westminster, London
• University of Winchester
• University of Wolverhampton
• University of Worcester
• University of York
• York St John University
• Prefer not to say
• Other (please specify)
12. If you grew up in the UK or Ireland, where did you spend the majority of your childhood?

- I didn’t
- Prefer not to say
- Hard to say/ multiple areas
- UK - Aberdeenshire
- UK - Anglesey
- UK - Angus
- UK - Bedfordshire
- UK - Berkshire
- UK - Bristol
- UK - Buckinghamshire
- UK - Cambridgeshire
- UK - Carmarthenshire
- UK - Ceredigion
- UK - Cheshire
- UK - Clackmannanshire
- UK - Conwy
- UK - Cornwall
- UK - County Antrim
- UK - County Armagh
- UK - County Down
- UK - County Durham
- UK - County Fermanagh
- UK - County Londonderry
- UK - County Tyrone
- UK - Cumbria
- UK - Denbighshire
- UK - Derbyshire
- UK - Devon
- UK - Dorset
- UK - Dumfries and Galloway
- UK - Dundee
- UK - East Lothian
- UK - East Riding of Yorkshire
- UK - East Sussex
- UK - Edinburgh
- UK - Essex
- UK - Falkirk
- UK - Fife
- UK - Flintshire
- UK - Gloucestershire
- UK - Greater London
- UK - Greater Manchester
- UK - Gwent
- UK – Gwynedd
- UK - Hampshire
- UK - Herefordshire
- UK - Hertfordshire
- UK - Highlands
- UK - Isle of Wight
- UK - Kent
- UK - Lancashire
- UK - Leicestershire
- UK - Lincolnshire
- UK - Lothian
- UK - Merseyside
- UK - Mid Glamorgan
- UK - Monmouthshire
- UK - Moray
- UK - Norfolk
- UK - North Yorkshire
- UK - Northamptonshire
- UK - Northumberland
- UK - Nottinghamshire
- UK - Oxfordshire
- UK - Pembrokeshire
- UK - Perth and Kinross
- UK - Powys
- UK - Rutland
- UK - Scottish Borders
- UK - Shropshire
- UK - Somerset
- UK - South Glamorgan
- UK - South Yorkshire
- UK - Staffordshire
- UK - Stirlingshire
- UK - Strathclyde
- UK - Suffolk
- UK - Surrey
- UK - Tyne and Wear
- UK - Warwickshire
- UK - West Glamorgan
- UK - West Lothian
- UK - West Midlands
• UK - West Sussex
• UK - West Yorkshire
• UK - Western Isles
• UK - Wiltshire
• UK - Worcestershire
• UK - Wrexham
• Ireland - Carlow
• Ireland - Cavan
• Ireland - Clare
• Ireland - Cork
• Ireland - Donegal
• Ireland - Dublin
• Ireland - Galway
• Ireland - Kerry
• Ireland - Kildare
• Ireland - Kilkenny
• Ireland - Laois
• Ireland - Leitrim
• Ireland - Limerick
• Ireland - Longford
• Ireland - Louth
• Ireland - Mayo
• Ireland - Meath
• Ireland - Monaghan
• Ireland - Offaly
• Ireland - Roscommon
• Ireland - Sligo
• Ireland - Tipperary
• Ireland - Waterford
• Ireland - Westmeath
• Ireland - Wexford
• Ireland – Wicklow

- END OF SURVEY -
Appendix 3 - GDPR Considerations

Roles

- **Data Controller** (who determines how and why personal data will be processed) – The Publishers Association has defined the scope and outline of the project (why) and has control of how the data will be used (how).

- **Data Processor** (who processes personal data on behalf of the data controller) - Equal Approach will process the data which will be captured using SurveyMonkey (which is GDPR compliant) [https://www.surveymonkey.com/mp/gdpr/](https://www.surveymonkey.com/mp/gdpr/).

- **Data Subject** (who is the subject of personal data) – Employees who complete the survey.

How data will be processed:

- The data will be processed using this online survey through SurveyMonkey.
- The data collected from this survey will be anonymous, as names, email addresses and IP addresses will not be captured or recorded.
- Once captured, this data will be processed by Equal Approach.
- This data will then be compiled with the data from other organisations that have both captured data and have provided existing data as part of this project to provide an overview of diversity within the publishing industry in the form of a report.
- Organisations may also wish to have their own diversity report created from the data captured as part of this survey.

Why data will be processed:

- This data will be processed because the PA wish to obtain a true reflection of the diversity of the industry in order to be better equipped and informed to tackle inclusivity and ensure that publishing better reflects the UK population.

Consent:

- Individuals’ consent is provided by you completing the survey.

Data retention:

- This raw data will be retained until the Publishing Industry 2018 Annual Diversity and Inclusion Workforce Survey has been signed off as complete by the Publishing Association, after which it will be deleted.