

4 Perceived Diversity

[Section 1: Perceived Diversity Data]

[Screen 001] Perceived Diversity: Who's on television?

DIAMOND

Perceived Diversity: Who's on television?

START

[Screen 002] Scrolling Timeline

A BRIEF HISTORY OF DIVERSITY ON TELEVISION

When what we show on television breaks new ground, we can change attitudes to race, gender, sexual orientation, disability, and other characteristics.

Scroll down to see what we've achieved so far.

1936

[Image: Elizabeth Cowell photographed in a television recording studio during the 1930s.]

[Text] The BBC Television Service begins broadcasting regular programmes from Alexandra Palace. Elizabeth Cowell, one of a team of three presenters fronting the new service, becomes the world's first female television announcer.

[Bottom right corner] © BBC 1936

1955

[Image: ITV logo]

[Text] Independent Television (which later becomes ITV) launches.

1959

[Video: South, Granada Television]

[Text] South, a drama about the American civil war, is broadcast on ITV. It addresses the themes of race and sexuality, and is one of the first television dramas to present gay characters.

[Video transcript]

"Those lips no lips have ever touched, because you're afraid!"

"If you want a fight we can go outside but you're mad to quarrel with me I wish you no harm!"

1962

[Video: You in Your Small Corner, Granada Television]

[Text] ITV broadcasts a live performance on You In Your Small Corner as its 'play of the week'. Telling the story of the romance between a working class white girl and a Caribbean undergraduate at Cambridge, it features the first interracial kiss to appear on television anywhere in the world.

[Video transcript] “And the men who make women, who lie, and cheat, and are ruthless, and get away with it, they’re the cream.”

1971

[Video: The Important Thing is Love, Granada Television]

[Text] The Important Thing is Love, one of the earliest TV documentaries on lesbians, is screened on ITV.

[Video transcript]

“Some of these films that have come out, they’re box office attractions, it is a very bad representation of gay life!”

1972

[Video: Crossroads, ATV]

[Text] The character Sandy in ITV’s Crossroads becomes a paraplegic as a result of a car accident, becoming the first disabled regular character in a British soap. The actor playing Sandy, Roger Tonge, later became a wheelchair user through illness, making him the first disabled actor to portray a disabled character on UK television.

[Video transcript]

“What you doing tomorrow anyway you’ve had an invitation haven’t you?”

“Yes I’m not too keen on parties.”

“Oh come on, don’t be like that. Come with me.”

1973

[Image: Broadcast still of Trevor McDonald reading ITN’s New at Ten]

[Text] Trevor McDonald joins ITN and becomes Britain’s first black TV news presenter.

[Bottom right corner] News at Ten, ITN

1975

[Image: Photograph of Angela Rippon reading the BBC News in 1976.]

[Text] Angela Rippon becomes the first female journalist to permanently present the BBC national television news.

[Bottom right corner] © BBC 1976

1976

[Video: The Fosters, London Weekend Television]

[Text] ITV launches The Fosters, the first sitcom on UK television to feature an entirely black cast – and a young Lenny Henry.

[Bottom right corner] The Fosters, London Weekend Television

[Video transcript]

“Sexual behaviour in the black community. I don’t know, if they can’t explain it in here, I’m sure I can’t!”

1981

[Video: BBC News Afternoon, BBC News]

[Text] Moira Stuart becomes the BBC’s first black female newsreader.

1982

[Image: Channel 4 logo]

[Text] Channel 4 is launched.

1989

[Image: Photograph of three members of the Desmond cast: Ram John Holder, Norman Beaton, and Gyearbour Asante.]

[Text] Desmond's, a comedy about a black British family, begins on Channel 4. It achieves international popularity.

[Bottom right corner] Desmond's, Humphrey Barclay Productions

[Image: Sky logo]

[Text] UK launch of Sky.

1994

[Video: Brookside, Mersey Television]

[Text] Anna Friel and Nicola Stephenson share the first pre-watershed lesbian kiss on Channel 4's Brookside.

[Video transcript]

Beth: "I'm glad we talked. It's good we can be really honest with each other. That's the way it should be."

Margaret: "Why don't you stay here again tonight?"

Beth: "No, it wouldn't be right."

Margaret: "Why not?"

Beth: "Well if you want me to be totally honest I wouldn't feel content staying in the spare room."

Margaret: "What do you mean?"

Beth: "You know how I feel about you. It doesn't just end with me finding you attractive and liking your personality. I fancy you in the same way I fancied Peter Harrison. I want to kiss you the way I kissed him. I'm sorry I shouldn't have said that."

Margaret: "It's OK."

Beth: "No, it's not. I've said too much and I've spoiled everything. How can you possibly stay friends with me now?"

Margaret: "Because I want to. Come here. I hate it when you go all sad on me. Everything's going to be alright you know."

Beth: "Well we haven't been struck by lightning yet. I'm sorry."

Margaret: "Don't be."

Beth: "I'd better go."

1995

[Video: The Office, Ricky Gervais and Stephen Merchant, BBC]

[Text] Julie Fernandez becomes the first disabled actress to be cast as a disabled character on UK TV. Her later appearance in The Office becomes an uncomfortable – and unforgettable – moment in British comedy.

[Video transcript]

David: "Obviously the lifts are out of bounds in a fire situation, so the important thing is...put her down will you?"

This isn't worth it, this is stupid. Obviously in a real situation we would take her all the way down but this is just a drill so I think we can leave it."

Brenda: "Can't I just use the lift?"

Gareth: "No. Not even in a drill. Never use the lift."

David: "We'll be out, we'll be one minute, we'll be back."

1998

[Video: Coronation Street, Granada Television]

[Text] Coronation Street's Hayley reveals to new love Roy Cropper that she is transgender, bringing trans issues to mainstream attention.

[Video transcript]

Roy: "Nothing would make me not want to see you again Hayley."

Hayley: "This might."

Roy: "Why what is it? What?"

Hayley: "I'm a transsexual. I mean, I'm not a female by birth Roy, but by choice."

1999

[Image: Coronation Street, Granada Television]

[Text] Channel 4's Queer as Folk breaks new ground by offering an approach to gay drama that is character, not issue, led. It gives a realistic (and sometimes explicit) depiction of gay life.

[Bottom right corner] Queer as Folk, Red Production Company

2003

[Video: The Hajj: The Greatest Trip on Earth, ITN]

[Text] Channel 4 captures the spectacle of The Hajj – the world's largest pilgrimage – and showcases what it means to a range of British Muslims.

[Video transcript]

Narrator: "Five people, five different lives. One shared dream. To travel to Mecca, and cleanse their souls. They've embarked on the journey of their lives: the Hajj.

Day 2 of the Hajj. The road from Mina to the plain of Arafat. Three million pilgrims are following in the footsteps of the Muslim Prophet Mohammed, who made this same journey almost 1400 years ago. Today they will stand before God and beg forgiveness for their sins. Serfraz has been praying at Arafat since dawn."

Serfraz: "The Prophet said that when you come here, you're forgiven. Allah forgives you because his mercy is so vast it doesn't matter what you've done. The other importance of Arafat is that on the day of judgement all of us, and everybody who's watching this now, and everybody who's passed away, and everybody who hasn't even been born yet, who's going to be born - every single soul, we'll be here for the day of judgement. And the scales will be erected there. And everybody – all the prophets will be here, everybody will be here, the judgement will start."

Narrator: "Away from the crowds it's a time of quiet reflection for Kosser."

Kosser: "Praying, praying, and more praying, praying by reading the Quran, praying by reading certain verses of the Quran again and again and again. You really have to express yourself your inner self properly."

Narrator: "Already a feeling of intense spirituality is building. For many pilgrims this will be the most important day of their lives. Emotions are rising on Arafat and so is the temperature. By 11 o'clock it's already ninety degrees. Dehydration is a real risk. 10 million bags of water are handed out, and water vapour is sprayed into the air to keep the temperature down. As well as the heat and the dust, the pilgrims have to struggle through huge crowds to get to the mosque for noon prayers. These prayers mark the start of the most important ritual of Hajj. The pilgrims must remain on Arafat for the rest of the day."

Serfraz: "Going to the foot of this mountain it's the mount of mercy. This is the place - on the top there, where that pillar is, that's the place where Adam was stood when he found Eve. That's where

his forgiveness was accepted. And when the Holy Prophet came to do Hajj he stood at the bottom there and he prayed.”

Narrator: “Only the fittest pilgrims have made the climb to the top. Once up there they’ll stay in the blazing heat until sunset.”

Serfraz: “Thank God I’m here I just feel so lucky. All the dreams, everything that you wanted, you’ve got it you know. You don’t pray for money, and a life of luxury and things like that, you pray for your loved ones and you pray for yourself, for everybody, for forgiveness, for anyone anywhere in the worlds who’s suffering, just pray for them. I just pray that everyone can just live together. Doesn’t matter whether you’re black, white, pink, or blue; a Hindu, a Christian or Muslim or Jew, just get on together and stop killing each other, and stop corruption in this world. And with all these people it’s so hot, it just reminds you of the day of judgement the day of Qiyamah, What it’s going to be like. I feel I can just die now and I’ve got no worries, swear down just no worries at all. This is the real stuff, coming here. All the rest that I’ve been doing, I’ve just been wasting my life. This means everything to me. It means so much. I just, I can’t say anything else.”

Narrator: “As sunset approaches every pilgrim stands before God to be judged. Kosser prays with her brother.”

Kosser prays.

Kosser: “My head was going crazy and my legs were shivering, I just fell at peace. I don’t know if I’ve gone through change, and I really won’t know if I’ve changed or anything until I get back home, day by day, and just becoming more and more peaceful.

Serfraz: “I mean I’ve got nothing, I’ve got nothing in my pockets, I’ve got nothing, but I feel like the richest man in the world because my heart is full. Which other religion can do this to a human? You’re just changing from nothing to being so spiritual, and so close to God, and things will never be the same again for you guaranteed.”

Narrator: “The pilgrims must leave Arafat at sunset for the next stage of their journey, the Stoning of the Devil.”

2009

[Video: Eastenders, Christopher Reason, BBC]

[Text] The BBC broadcasts an episode of Eastenders focused on the Truman family, the first episode of the British soap to feature an exclusively black cast.

[Video transcript]

Theo: “You have heard of the Notting Hill 1958 race riots?”

Chelsea: “Well, I weren’t born ‘til 1986.”

[Image: Photograph of the cast of Cast Offs standing on a beach: the actors display a range of disabilities, including wheelchair users, facial disfigurements, dwarfism and thalidomide-induced impairment.]

[Text] Channel 4’s Cast Offs offers a provocative spoof of reality TV by following the trials of a cast of six disabled actors ‘stranded’ on a remote island.

[Bottom right corner] Cast Offs, Eleven

2010

[Image: Photograph of contributors to My Big Fat Gypsy Wedding: a woman in an enormous white wedding dress is accompanied by eight bridesmaids in bright pink dresses.]

[Text] A one-off documentary on Channel 4 “ My Big Fat Gypsy Wedding“ sheds light on the lives of an overlooked ethnic group, becoming the first in a series of programmes examining Irish Traveller communities.

[Bottom right corner] My Big Fat Gypsy Wedding, Firecracker Films

2012

[Image: A woman dressed in a Team GB running outfit stands on top of a car. The bottom half of her right leg is a prosthesis.]

[Text] Channel 4's Paralympics coverage forever changes the nation's perception of disability.

[Image: Photograph of Chloe Sevigny as Mia, the lead character in Hit and Miss.]

[Text] Sky Atlantic's first commissioned drama Hit and Miss centres on a transgender character.

[Bottom right corner] Hit and Miss, AbbottVision and Red Production Company

[Image: Photograph of Daniel, a contributor to The Undateables. He holds a blackboard with the word 'Funny' written on it.]

[Text] Channel 4's The Undateables offers us a show about the lives of people living with disabilities that is focused on dating, not disability.

[Bottom right corner] The Undateables, Betty TV

2013

[Video: An Idiot Abroad, Me & You Productions, RiSK and Sky]

[Text] Warwick Davis tests Karl Pilkington's prejudices in Sky's An Idiot Abroad.

[Bottom right corner] [Video transcript]

Karl: "I'm looking at a dwarf village and I wanted to run the whole sort of concept by you because I know people at home get a bit funny about, 'oh you shouldn't be having a little dwarf village' and all that."

Warwick: "Well I don't think it's nice."

Karl: "Why not?"

2015

[Video: Boy Meets Girl, Elliot Kerrigan, Simon Carlyle and Andrew Mettam, Tiger Aspect Productions for the BBC.]

[Text] BBC Two's sitcom Boy Meets Girl is the first television programme to cast a transgender performer as a transgender character.

[Video transcript]

Leo: "When you transition, what do they do with it?"

Judy: "It?"

Leo: "Well, the winkle."

Judy: "The winkle?"

Leo: "Medical term. Not often used, I'll give you that. I mean, do they just, you know..."

Judy: "You mean, do they just cut it off?"

Leo: "They don't, do they? I mean, not just like that. Do they?"

Judy: "Do you really want to know all the ins and outs?"

Leo: "Yes."

Judy: "Are you sure?"

Leo: "Go for it."

Judy: "Leo, Leo, are you alright?"

[Text]

We measure Perceived diversity to get a clearer idea of whether audiences of all kinds are seeing themselves reflected on-screen.

Click 'continue' to learn how Diamond collects perceived diversity data.

[Screen 003] What is Perceived Diversity Data?

[Image] Image of a man seated in front of a stack of television monitors.

Diamond collects Perceived Diversity Data to get a clearer idea of whether audiences of all kinds are seeing themselves reflected on screen.

Monitoring 'Perceived' diversity means taking a viewer's perspective of who they see and hear on TV.

Regardless of the 'Actual' characteristics of an on-screen contributor, what does the viewer perceive about them?

[Screen 004] How is Perceived Diversity Data collected?

[Image] Image of a man seated in front of a bank of television monitors in an edit suite.

The Diversity Perceived Form is completed by a member of production staff for both scripted and non-scripted programmes.

Watch the final edit of your programme, and record the diversity of the characters and contributors on screen by putting yourself in the role of your audience.

Base your descriptions on what you see and hear in the programme, not on details you already know about your talent and colleagues.

Actual and Perceived diversity characteristics may often differ.

[Screen 005] Who is Perceived Diversity Data collected for?

[Slide 1]

Perceived Diversity Data is collected for people who are seen or heard in the programme.

[Image] Background image composed from various photographs of a diverse range of contributors, including men and women, older adults and children, white and BAME, and some with visible disabilities.

[Slide 2]

Silvermouse will generate the Diversity Perceived Form for you, based on the on-screen role types that appeared in the Contributors Form.

[Image] Screenshot of the Silvermouse Diversity Perceived Form.

[Slide 3]

The Diversity Perceived Form will list contributors by their role type and character name (if applicable) – no contributor names or contact details will appear in the Form.

[Image] Screenshot of the Silvermouse Diversity Perceived Form.

[Slide 4]

You might also want to add further contributors directly to the Diversity Perceived Form.

For example, your programme might include vox pop contributors, people in crowd scenes who are focused on by the camera, or an audience member who heckles a performer.

[Image] Photograph of the studio audience at a recording of Ninja Warrior.

[Slide 5]

Diamond doesn't require you to record characteristics for absolutely everyone.

In programmes with lots of people who are incidentally included, you'll have to use your judgement as to which are important to record, and which can be overlooked.

[Image] Broadcast still showing a crowd of people from Channel 4's Dates.

[Slide 6]

Let's have a look at some examples, and you can use your judgement to decide whether you should record Perceived diversity for each of them.

Click continue to try the first one.

[Image] Background image composed from various photographs of a diverse range of contributors, including men and women, older adults and children, white and BAME, and some with visible disabilities.

[Screen 006] Use your judgement

[Video: Coronation Street, ITV Studios, ITV, showing a woman walking with a guide dog.]

[Question]

Should you record data for this extra?

[1] Yes

[Feedback]

That's right - this extra is clearly focused on by the camera, so you should record her characteristics.

In this case you could record her gender and disability status, as well as any other characteristics you think an audience might perceive.

[2] No

[Feedback]

Even though she has a non-speaking part, you should still collect Perceived Diversity Data for this contributor, as she's prominent in this clip.

In this case you could record her gender and disability status, as well as any other characteristics you think an audience might perceive.

[Screen 007] Use your judgement

[Video: Come Dine with Me Paralympic special, Shiver Productions, Channel 4.]

[Video transcript]

Come Dine With Me

Narrator: "Talk turns to who's going to be the biggest star of this year's Paralympics."

"I think it's going to be you."

"I was about to say that."

"Nah, I'm not cute enough anymore."

[Question]

Do you need to record diversity data for the unseen narrator in this clip?

[1] Yes

[Feedback]

Yes, you should record this.

The narrator makes a significant contribution to the programme, so their Perceived diversity data needs to be captured.

[2] No

[Feedback]

You should record this.

The narrator makes a significant contribution to the programme, so their Perceived diversity data needs to be captured.

[Screen 008] Use your judgement

[Video: Ninja Warrior UK, Potato, ITV]

[Question]

What about the audience here?

[1] Yes, collect all their data.

[Feedback]

Don't panic - you don't have to record characteristics for the entire crowd!

But if an audience member interacts with a performer or contributes to the programme in some other way, it's useful to capture their Perceived data, as we saw in the previous clip.

[2] No, that's a lot of people!

[Feedback]

Don't panic - you don't have to record characteristics for the entire crowd!

But if an audience member interacts with a performer or contributes to the programme in some other way, it's useful to capture their Perceived data, as we saw in the previous clip.

[Screen 009] Still not sure?

Capturing Perceived Diversity Data can be tricky in some cases.

Sometimes it's not clear what a contributor or character's characteristics are.

Diamond asks you to select from within a broad range of options, and when a characteristic isn't absolutely clear, you can record that you 'Don't Know'.

The next section contains details and scenarios to help you with recording each of these characteristics.

[Image] Image of a dejected looking young woman pictured beside a television camera.

[Section 2: Recording each characteristic]

[Screen 010] A guide to recording Diamond's six diversity characteristics.

[Screen 011] Gender

[Image grid: six images showing the faces of men and women of various ages and ethnic backgrounds]

Usually it's easy to determine if a person is male or female.

Use 'other' for people who are intersex or have another non-binary gender. You can always refer to the Guidance Notes for more detail.

Remember, with Perceived Diversity Data, it's the character, not the actor, you're recording data for.

[Screen 012] Gender Identity

[Video: Hit and Miss, AbbottVision, Red Production Company, Sky]

[Video transcript]

"So, you were a man, but now you're a woman?"

"Yeah."

[Screen 013] Gender Identity

Gender identity is a person's private sense and subjective experience of their own gender.

The Diversity Perceived Form gives the option to record that a character or contributor's gender identity differs from the gender assigned to them at birth. This is used for people who explicitly identify themselves as transgender.

You should never guess someone's gender identity. If there are no explicit references, you shouldn't use the 'Transgender' tick-box.

You will never be asked to record the gender identity of a contributor who is under the age of 13.

[Screen 014] Age

[Video: Fabulous Fashionistas, Wellpark Productions, Channel 4]

[Video transcript]

"I never think about my age. I used to think 'when I get older, I shall do this that and the other', but so far I haven't got old."

[Screen 015] Age

Guessing a person's age is an imperfect art.

Diamond doesn't ask you to guess a person's age, but to estimate how old a viewer might perceive the character or contributor to be by selecting the most relevant age band from a list.

If there's no way of determining or estimating a character or contributor's age, you can record that you 'Don't Know'.

Don't use what you might already know about the contributor, or look them up online.

[Screen 016] Ethnicity

[Video: Humans, Kudos, Matador Films, AMC Studios, Channel 4]

[Video transcript]

"If you're all brothers and sisters, and you all have the same dad, how come you all look so different?"

"Our father, the man who made us, didn't think bodies were important, so he chose them at random."

[Screen 017] Ethnicity

It's not always easy to discern someone's ethnicity, so make your own best guess based on what you see or hear. Click on a heading to see the six broad ethnicity categories used by Diamond.

[Tab 1] White

Includes people who are English / Welsh / Scottish / Northern Irish / British, Irish, Gypsy or Irish Traveller, Central and Eastern European or any other White background.

[Tab 2] Black, Caribbean, African and Black British

Includes a range of people with any Black, African or Caribbean background.
Black British refers to British-born people with any of these backgrounds.

[Tab 3] East Asian or East Asian British

Includes people from any East Asian or South East Asian countries.
East Asian British refers to British-born people with any of these backgrounds.

[Tab 4] South Asian or South Asian British

Includes people from South Asian countries.
South Asian British refers to British born people with any of these backgrounds.

[Tab 5] Mixed or Multiple Ethnic Groups

This includes people from any mixed or multiple ethnic backgrounds. It can include any combination of the groups outlined above.

[Tab 6] Other

This refers to people not covered by any of the categories above. You can find more information on each of these categories in the Guidance Notes.

[Screen 018] Sexual orientation

Sexual orientation should only be recorded when there are explicit references. For example, a contributor might refer to their own sexual orientation, to the gender of their partner or spouse, or to their membership of a particular community.

Click on an image to reveal the sexual orientation options used by Diamond.

[Image 1: Still from My Big Fat Gypsy Wedding]

[Caption] Heterosexual / Straight

[Image 2: Still from Cucumber]

[Caption] Gay man

[Image 3: Still from Sugar Rush]

[Caption] Lesbian / Gay woman

[Image 4: Still from Dates]

[Caption] Bisexual

[Modal] Use 'Bisexual' for a contributor who has relationships with people of all genders, or who is explicitly described in this way.

[Image 5: Still from Spaced]

[Caption] Other

[Modal] 'Other' is for people whose sexual orientation falls outside the most commonly defined categories.

This category is only to be used when a person explicitly describes their sexual orientation in this way.

[Image 6: Question Mark]

[Caption] Don't Know

[Modal] If it's not clear, you can always select 'Don't Know'.

Don't use 'Heterosexual / Straight' as a default option: always select 'Don't Know' when there are no clear references.

You will never be asked to record the sexual orientation of a contributor who appears to be under 13.

[Screen 019] Disability

[Image] Image of a male actor being filmed in a television studio. He is a wheelchair user.

A person's disability should be recorded when it's clearly referenced or evident to the viewer.

The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment that has a long-term impact on their ability to carry out normal day-to-day activities.

Disabilities aren't always apparent. If a character or contributor has a 'hidden' disability, such as a learning disability, the viewer might perceive that there is no disability. When there are no clear references, 'no apparent disability' should be recorded.

The next screen will tell you more about the disability categories used by Diamond.

[Screen 020] Disability

Click on an image to reveal the disability categories used by Diamond. You can use more than one category if appropriate.

[Image 1: Still from Call the Midwife]

[Companion] Deaf or hard of hearing

[Video: Call the Midwife, writer Heidi Thomas, Neal Street Productions for the BBC and PBS.]

[Video transcript] "I put my hand here where I feel his fist, or his foot, and we are one."

[Image 2: Still from Emmerdale]

[Companion] Blind or visually impaired

[Video: Emmerdale, ITV Studios, ITV]

[Video transcript]

"He swore blind he'd dropped me outside Emmerdale village hall!"

"Oh you're not far, it's just over there by the graveyard, you can't miss it."

"Listen love, I'd miss it if the bodies were stacked ten deep with red crosses painted on them!"

[Image 3: Still from BT World Wheelchair Rugby Challenge, ITV]

[Companion] Musculo-skeletal

[Image] Broadcast still showing the Australian team at 2015's BT World Wheelchair Rugby Challenge.

[Caption]

'Musculo-skeletal' describes disabilities impacting coordination, dexterity, and mobility (including wheelchair users).

[Image 4: Still from Bedlam, The Garden Productions, Channel 4]

[Companion] Mental health

[Image] Photograph of James, a contributor to Channel 4's Bedlam.

[Caption]

'Mental health' includes serious depression, bipolarity, and other mental health conditions. Addictions, such as drug or substance abuse and alcoholism, do not count as disabilities.

[Image 5: Still from Growing Up Down's, Maverick TV, 2015]

[Companion] Learning and cognitive disabilities

[Caption]

Such as dyslexia, Down's Syndrome, and autism.

[Image 6: Still from My Last Summer, Love Productions, Channel 4]

[Companion] Long term illness or debilitating disease

[Caption]

For example, multiple sclerosis, diabetes, arthritis, cancer and other illnesses that have a long-term impact.

[Image 7: Still from Katie My Beautiful Friends]

[Companion] For example, multiple sclerosis, diabetes, arthritis, cancer and other illnesses that have a long-term impact.

[Image] Photograph of Hayley, a contributor to Channel 4's The Undateables, who has a facial disfigurement.

[Caption]

You can use 'Other' to describe physical and mental conditions not otherwise covered, such as speech impairments and facial disfigurements.

[Image 8: Still from Scrotal Recall, Clerkenwell Films, Channel 4]

[Companion] No apparent disability

If there are no clear references to a contributor or character's disability status within the programme, you should record 'No apparent disability'.

[Section 3: Should I record it?]

[Screen 021] Should you record it?

Should you record it?
Dealing with tricky cases...

[Screen 022] Should you record...?

[Video: Victoria Derbyshire, BBC News, BBC]

[Video transcript]

Victoria Derbyshire: "Can you remember what you were thinking or what you felt like when you were wearing boys' clothes?"

Child: "I was a bit cross and sad. When I started wearing girls' clothes to school, I felt much better."

[Question]

The gender identity of a transgender child under 13?

[1] Yes

[Feedback]

Information on gender identity and sexual orientation is not collected for children under the age of 13.

You will only see these options on the Diversity Perceived Form for contributors who've listed their age as over 13 on their Diversity Self-declaration Form.

You can find details of how Diamond records the diversity characteristics of children in the Guidance Notes.

[2] No

[Feedback]

Information on gender identity and sexual orientation is not collected for children under the age of 13.

You will only see these options on the Diversity Perceived Form for contributors who've listed their age as over 13 on their Diversity Self-declaration Form.

You can find details of how Diamond records the diversity characteristics of children in the Guidance Notes.

[Screen 023] Should you record...?

[Video: Rastamouse, Genevive Webster and Michael De Souza, The Rastamouse Company for Cbeebies/BBC]

[Video transcript]

"Man, me love the holidays. Everyone is happy and relaxed, enjoying the beach and the sunshine."

"Me wonder what Scratchy been up to. She very excited about something, But what?"

"Me not sure, she just said meet up on the beach."

[Question]

The characteristics of animated characters?

[1] Yes

[Feedback]

Animated characters can have clear diversity characteristics.

You should record characteristics where it's possible to determine what they are. In this case you could record the ethnicity and gender of the characters as an audience would perceive them.

[2] No

[Feedback]

Animated characters can have clear diversity characteristics.

You should record characteristics where it's possible to determine what they are. In this case you could record the ethnicity and gender of the characters as an audience would perceive them.

[Screen 024] Don't use what you know

[Video: Gogglebox, Studio Lambert, Channel 4]

[Video transcript]

"Knows a thing or two doesn't he, does Stephen."

"Yeah. Did you know that he's bipolar disorder?"

"No, I was just about to say that I knew he had bipolar disorder. Does he have a wife?"

"No, he's gay."

"Oh, is he gay?"

"Yeah, he's got a partner."

[Text on the screen]

Don't base your selections on what you know about a contributor.

This can be tempting if you work closely with them, or they're a well-known public figure.

You must still make your choices based only on what you see and hear in the programme: even if you know the contributor's characteristics, a viewer might not.

[Screen 025] What if...?

[Image 1] Image of a thoughtful looking man pictured beside a television camera

[Caption] An actor is playing more than one character

[Modal] Perceptions of each character should be recorded separately, as far as possible.

[Image 2] Image of a confident looking man giving a 'thumbs up' sign, pictured beside a television camera.

[Caption] I'm recording data for a whole series

[Modal] Record perceived diversity characteristics based purely on the specific episode you are watching.

Don't draw on prior knowledge from previous episodes, even if they are part of a series. This is because we can't know how many previous episodes of a series, or which ones, a typical viewer will have watched.

[Image 3] Image of a pensive woman standing in a television edit suite.

[Caption] I'm not sure of someone's characteristics

[Modal] If you cannot discern a character or contributor's gender identity, sexual orientation, disability status or other characteristics from the programme content alone, you should record that you 'Don't Know' these details.

Remember, you are recording how a viewer would perceive these characteristics: if a viewer could not discern them, you should record 'Don't Know'.

[Screen 026] It's OK not to know.

Recording perceived data isn't always easy.

Sometimes you won't be able to discern the characteristics of a programme contributor. Remember, 'Don't Know' is an acceptable answer, and should be used whenever the answer isn't clear from what you're seeing and hearing in the programme alone.

If a characteristic isn't clear to you, it might not be clear to viewers either, so recording 'Don't Know' in those cases is a fair reflection of how viewers will perceive their diversity.

[Image] Image of a thoughtful looking man pictured beside a television camera.

[Screen 027] Submit the form!

Now that you've recorded perceived diversity data for each contributor, you're ready to submit the form.

Aim to submit the Diversity Perceived Form at the same time as you submit Programme as Completed paperwork to the broadcaster.

[Animation] Image representing the Silvermouse Diversity Perceived Form.

[Section 4: New section 4]

[Screen 028] Perceived Diversity and Data Protection

[Screen 029]

[Video: I'm Alan Partridge, Peter Baynham, Steve Coogan, Armando Iannucci, Talkback for the BBC]

[Video transcript]

I have someone on the line who fears he may be a gay. He's married so he wishes to remain anonymous, I shall only be using his Christian name [parts of the transcript missing]

[Screen 030] Reporting and Data protection

[Image] Image of the Diamond logo (a pink and red cut stone) in front of a stack of paperwork. A graphic of a lock is superimposed over the diamond.

[Slide 1]

Contributors' names don't appear anywhere on the Diversity Perceived Form.

But even so, there's still a risk a contributor could be identified from that data. It's going to be obvious who fills the 'presenter' role on a well-known series, so this data needs to be treated the same way as personal data.

[Slide 2]

Perceived Diversity Data is processed to the same high standards as Actual Diversity Data: it's encrypted, and any published reports will be based on data that's anonymised and aggregate.

[Screen 031] Next Steps

[Image] A young woman standing in front of monitors and mixing desk in a television edit suite.

The Diamond portal contains all the resources and information you'll need to complete Diamond monitoring within your company.

Click 'exit' to return to the portal.