Diversity Data Questions

As part of the 'Evidence-led diversity and inclusion' theme of the NIHR's Equality, Diversity and Inclusion strategy 2022-27, we have committed to:

- Expand the diversity data collection approach to include all protected characteristics.
- Create an NIHR standard for diversity data which will cover data governance and when and how to ask diversity monitoring questions.

The following text for questions and responses will form the basis for expansion of data collection within the NIHR, with the accompanying standard in development and due for release in 2023.

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User guidance for the diversity data questions

The following slides provide an overview of the suggested text for questions and responses for collecting data across the 9 protected characteristics outlined by the Equality Act 2010, and socio-economic status.

The guidance has been informed by various sources including 2021 Census, the EDIS DAISY guidance, Advance HE guidance and the draft Race Disparity Unit's Standards for ethnicity data.

For those working outside of NIHR CCs, we recognise that there may be reasons, related to your institutional context, data systems or requirements (etc), that mean you choose to deviate from the questions and responses we have suggested in this guide. However if you use any of the questions in this guide, please follow the instructions on the following slide.

These questions are provided currently as a recommendation and are not mandated for use across NIHR.

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User guidance for the diversity data questions

It is recommended that questions and response text in this guidance are used verbatim.

The order of responses should be presented as in this guidance.

A 'Prefer not to say' option should always be provided, and this option should be provided as the final response option.

Prior to collecting this data you should ensure appropriate information governance processes are in place. Data use, storage and sharing statements should be made clear prior to collecting data.

Clear communications outlining why you are collecting this data and how it will be used can help develop [trust and improve response rates](#).

Questions start overleaf

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Age

Question Text:	Year of Birth Please select "Yes" if you are willing to provide NIHR with information about your age:
Response text:	Free text space, calendar or drop down menu for years

Notes: This data could also be collected by asking participants to select an age group, the age groups you use should be aligned with your chosen comparator data, for example HESA data age groupings.
Asking for full date of birth from people is not necessary and may negatively impact response rate.

Disability

Question 1 Text:	Do you consider yourself to be a disabled person?
Response 1 text:	Yes No Prefer not to say
Question 2 Text:	Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?
Response 2 text:	Yes No Prefer not to say

National identity, ethnicity and religion

Notes on this section:

It is recommended that national identity and religion questions should be asked together with ethnicity to improve the acceptability of the ethnicity question, this helps improve trust and response rate.

National identity question should be asked first, then the ethnicity question, then the religion question. This is taken from The Race Disparity Unit's Standards for ethnicity data guidance

National identity

Question Text:	How would you describe your national identity? (select all that apply)
Response text:	British English Welsh Scottish Northern Irish Other (free text box to provide identity) Prefer not to say

Ethnicity

Question Text:	What is your ethnic group? Choose one option that best describes your ethnic group or background.	
Response text:	**Asian or Asian British** Bangladeshi Chinese Indian Pakistani Any other Asian background (specify, if you wish) **Black, black British, Caribbean or African** African Caribbean Any other black, African or Caribbean background (specify, if you wish) **Mixed or multiple ethnic groups** White and black Caribbean	**Mixed or multiple ethnic groups (cont)** White and Asian White and black African Any other mixed or multiple ethnic background (specify, if you wish) **White** English, Welsh, Scottish, Northern Irish or British Irish Gypsy or Irish Traveller Roma Any other white background (specify, if you wish) **Other ethnic group** Arab Any other ethnic group (specify, if you wish) Prefer not to say

Religion

Question Text:	What is your religion?
Response text:	No religion Buddhist Christian (including Church of England, Catholic, Protestant, and all other Christian denominations) Hindu Jewish Muslim Sikh Any other religion (specify, if you wish) Prefer not to say

Sex and Gender

Notes:

The terms sex and gender have historically been used interchangeably. However, recently their meaning has become more distinct. This distinction is important to support accurate data collection and reporting.

Question Text:	What is your sex? A question about gender identity will follow
Response text:	Female Male Prefer not to say
Question Text:	Which of the following best describes your gender?
Response text:	Man Non-binary Woman Prefer to self describe (specify, if you wish) Prefer not to say

Sex and Gender (cont)

Question Text:	Do you identify as trans?
Response text:	Yes No Prefer not to say

Sexual Orientation

Question Text:	Which of the following best describes your sexual orientation?
Response text:	Asexual Bi/bisexual Gay or lesbian Queer Straight/heterosexual Pansexual I identify in another way (specify, if you wish) Prefer not to say

Marriage or civil partnership

Question Text:	Are you currently? (Select all that apply)
Response text:	Cohabiting or living with a partner Divorced or civil partnership dissolved Married or in a civil partnership Separated Single Widowed or a surviving partner from a civil partnership Other (specify, if you wish) Prefer not to say

Parental leave and caring responsibility

Question Text:	In the last 12 months, have you taken any of the following types of leave? (Select all that apply)
Response text:	Adoption leave Maternity leave Paternity leave Parental Bereavement Leave Shared parental leave None Other (specify, if you wish) Prefer not to say

Notes: We have not asked directly about pregnancy due to the potential of creating an emotional trigger. NIHR will work in collaboration with relevant organisations to decide if and how to develop data collection in this area in a sensitive way in the future.

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Caring responsibilities

Question Text:	Do you have any caring responsibilities? (If you share care responsibilities equally then please answer as the primary carer)
Response text:	Yes, No, Prefer not to say. *If yes, please select all that apply:* Primary carer of a child or children (under 18 years) Primary carer of a child or children who is disabled or has a health condition, or illness, or temporary care needs (under 18 years) Primary carer or assistant for a disabled adult or adults (18 years and over) Primary carer or assistant for an older person or people (65 years and over) Secondary carer (another person carries out main caring role) Prefer not to say

Socio-economic background

Question	Answer Options (to be presented in the order listed below)
What was the occupation of your main household earner when you were about aged 14?	Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
	Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
	Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
	Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.
	Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.
	Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
	Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.
	Other such as: retired, this question does not apply to me, I don't know.
	I prefer not to say.

Notes: This method is most suitable for employees, alternative approaches could be considered for other populations