

Version 1.8 September 2023

The following questions should be integrated into data collection across consultations, surveys, delivered, commissioned or funded services, they reflect the commitment of the Council, Health and Wellbeing Board and NHS Integrated Care System to better understand inequalities and equity of access in services and their impact on citizens lives.

We will continue to develop and evolve these questions as we work with citizens and partners to strengthen our understanding of diversity and inclusion in our city.

This version (1.6) has been developed based on national standard questions and modifications have been tested with a citizen involvement panel. Following this engagement we have included a narrative section for questions which may be used to support greater understanding of the question.

We plan to develop an easy read and translated versions over 2023/24.

Questions should not be modified but the selection of questions should be tailored to the use and setting. If you have feedback on this question set or would like to request additional standardised questions please contact justin.varney@birmingham.gov.uk

Core Demographic Questions

These are standard questions to be included to monitor the protected characteristics, they cover:

- Age
- Gender & Gender Identity
- Sexual Orientation
- Faith & Religion
- Disability
- Ethnicity
- Pregnancy
- Relationship/Marriage
- Postcode

In line with the commitments of Everybody's Battle, Everybody's Business we encourage all services and commissioned providers to adopt these in both internal and customer data collection.

A standard introduction section wording and section about data protection has been provided. Each question is also provided with some accompanying text which may be used to give context if needed, depending on the format of the data collection.

Question wording should NOT be altered and all questions should include a Do Not Wish to Answer option

Why we are asking you information about your identity?

Birmingham City Council is committed to promoting equality and eliminating unlawful discrimination, and we are aiming to achieve diversity in the range of people we involve, commission, procure and deliver to. You do not have to answer these questions, and we understand that some of this information is personal and sensitive in nature. However, gathering this data helps us to know if we are succeeding in involving different groups of people, deliver services and to change our approach where gaps are found.

Data protection

The information you provide is anonymous and will not be stored with any identifying information about you. We may use anonymised statistics and data to inform discussions about improving the diversity and inclusivity. However, no information will be published or used in any way which allows an individual to be identified. All details are held in accordance with the Data Protection Act 1998.

The information that we are asking you to provide is informed by our duties under the [Equality Act 2010](#), and includes information about your age, race, disability, faith, sex and sexual orientation.

If you would like this information in an alternative format, or would like help in completing the form, please contact us [*include email address*].

Age

Age is a legally protected characteristic under the [Equality Act 2010](#).

If appropriate single year age categories can be used but otherwise 5yrs or 10yrs can be used depending on the sample/user group:

Please select the age group that reflects your age:

Single Year	OR	
OR	5yr bands	
10yrs bands	0-4yrs	55-59yrs
0-9yrs	5-9yrs	60-64yrs
10-19yrs	10-14yrs	65-69yrs
20-29yrs	15-19yrs	70-74yrs
30-39yrs	20-24yrs	75-79yrs
40-49yrs	25-29yrs	80-84yrs
50-59yrs	30-34yrs	85-89yrs
60-69yrs	35-39yrs	>90yrs
70-79yrs	40-44yrs	
80-89yrs	45-49yrs	
>90yrs	50-54yrs	

Do Not Wish to Answer

Gender & Gender Identity

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons, such as chromosomes, hormones and reproductive organs. Gender and sex are related to but different from gender identity. Gender identity refers to a person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth. ([World Health Organisation definition](#))

Gender and Gender Reassignment are legally protected characteristics under the [Equality Act 2010](#).

What is your gender?

- Male
- Female
- Non-binary
- Other (free text box)
- Do not wish to answer.

Is the gender you identify with the same as your sex registered at birth?

- Yes
- No
- Do not wish to answer.

Source: ONS Modified

Sexual Orientation (if users >16yrs)

Sexuality and sexual orientation is about who someone feels physically and emotionally attracted to. This can be romantic or emotional attraction, or both.

([NSPCC definition](#))

Sexual orientation is a legally protected characteristic under the [Equality Act 2010](#).

Which of the following best describes your sexual orientation?

- Straight or Heterosexual
- Gay or Lesbian
- Bisexual
- Other sexual orientation (Free text box)
- Do not wish to answer

Source: ONS

Faith & Belief

Religion can be explained as a set of beliefs concerning the cause, nature, and purpose of the universe, especially when considered as the creation of a superhuman agency or agencies, usually involving devotional and ritual observances, and often containing a moral code governing the conduct of human affairs. ([BBC definition](#))

Religion is a legally protected characteristic under the [Equality Act 2010](#).

What is your religion?

- No religion
- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Agnostic
- Atheist
- Other religion (Free text box)
- Do not wish to answer.

Source: ONS Census

Disability

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. 'Substantial' is more than minor or trivial, eg it takes much longer than it usually would to complete a daily task like getting dressed and 'long-term' means 12 months or more, eg a breathing condition that develops as a result of a lung infection. People with progressive conditions can be classified as disabled and under the legislation some specific conditions are classified as disabled from the day of diagnosis (HIV, cancer or multiple sclerosis). ([HMG](#))

Disability is a legally protected characteristic under the [Equality Act 2010](#).

Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

- Yes
- No
- Do not wish to answer

Source: ONS Census

If Yes

Now we are going to ask you some questions about your ability to do different activities on a regular basis, (think about days which are more difficult for you as well as good days):

- Do you have difficulty seeing, even if wearing glasses?
- Do you have difficulty hearing, even if using a hearing aid?
- Do you have difficulty walking or climbing steps?
- Do you have difficulty remembering or concentrating?
- Do you have difficulty with self-care such as washing all over or dressing?
- Do you experience fits or seizures?
- Using your usual (customary) language, do you have difficulty communicating for example understanding or being understood by others?

Source: Washington Group Short Set (WGSS) modified

Do any of your conditions or illnesses reduce your ability to carry out day to day activities?

- Yes, a lot
- Yes, a little
- Not at all
- Do not wish to answer.

Source: ONS Census

Please can you indicate which of the options below is closest to your personal situation, please tick all that apply:

- I have autism
- I have dyslexia
- I am neurodivergent
- Does not apply
- Do not wish to answer

Ethnicity & Race

Ethnicity is defined as “the social group a person belongs to, and either identifies with or is identified with by others, as a result of a mix of cultural and other factors including language, diet, religion, ancestry and physical features traditionally associated with race” ([Bhopal 2004](#)). Ethnicity is self-defined and may change over time, it overlaps with the legally protected racial identity but is a broader term.

Race is a legally protected characteristic under the [Equality Act 2010](#). Race is defined under the Act as being part of a group of people who are identified by their nationality, citizenship, colour, national or ethnic origins.

We recognise that for some of our communities tribal identity is important and yet is not routinely collected. Across the world there are over 360 recognised tribal communities with distinct customs, traditions and in some cases specific tribal laws or regulations. We have started to ask about tribal identity to better understand this aspect of identity so that we can better support the needs of our citizens and staff.

What is your ethnic group? If you have mixed ethnicity, please select which combination of ethnicities describes you best.

- White British
- Other White
- Bangladeshi
- Chinese
- Indian
- Pakistani
- Other Asian
- African
- Caribbean
- Black British
- Other Black
- Arab
- Latin American
- Irish
- Gypsy or Irish Traveller
- Roma
- Central and Eastern European
- Western and Southern European
- Any other ethnic group – free text box
- Do not wish to answer

Source: Modified ONS Census

What is your country/countries of heritage? E.g. England, Nigeria, Poland

- Free text box

Source: BCC

Pregnancy

Understanding if you are currently pregnant and taking part in this questionnaire helps us to recognise the needs of pregnant women.

Pregnancy is a legally protected characteristic under the [Equality Act 2010](#).

Are you currently pregnant?

- Yes
- No
- Not Applicable
- Do not wish to answer

Source: BCC

Relationship Status

Understanding your relationship status helps us consider how we are meeting the needs of our citizens and our responsibilities under the Equality legislation.

Marriage and civil partnership are legally protected characteristics under the [Equality Act 2010](#).

What is your legal marital or registered civil partnership status?

- Single
- Never married and never registered a civil partnership
- Married
- In a registered civil partnership
- Separated, but still legally married
- Separated, but still legally in a civil partnership
- Divorced
- Formerly in a civil partnership which is now legally dissolved
- Widowed
- Surviving partner from a registered civil partnership
- Do not wish to answer

Who is (was) your legal marriage or registered civil partnership to?

- Someone of the opposite sex
- Someone of the same sex
- Do not wish to answer

Source: ONS Census

Postcode of residence

The first section of your post code provides us with a sense of the area of the city that you live in and the first number of the second section allows us to narrow this down to a smaller area, but not to your specific house or flat.

What is your postcode of your main residence?

First section e.g. B1, B14, B42		First number of 2 nd section e.g 23,5,14

- Do not wish to answer

Source: BCC

Additional Questions

These questions may be used and we aim to continue to grow this standard set of question wording so that we are consistent in our approach across the City.

Employment

Understanding whether you are working or not, or if you are retired or a student, helps us understand more about your economic circumstances.

In the last seven days were you doing any of the following?

- Working as an employee
- Self-employed or freelance
- Temporarily away from work ill, on holiday or temporarily laid off
- On parental leave including maternity leave
- Doing any other kind of paid work
- Actively looking for any kind of paid work
- Retired
- Studying
- Unpaid Carer
- Long-term sick or disabled
- Other (free text box)
- Do not wish to answer

Source: Modified ONS Census

Caring Responsibilities

We recognise that caring impacts significantly on people's lives, whether you are the main person responsible for a child (a primary carer) or you are providing unpaid care to a family member to help them with things like shopping or dressing themselves.

Do you look after, or give any help or support to anyone because they have a long-term physical or mental health condition or illness, or problems related to old age? (exclude anything you are paid for as employment)

- No
- Yes – 9 hours a week or less
- Yes – 10-19 hours a week
- Yes – 20-34 hours a week
- Yes – 35-49 hours a week
- Yes – 50 hours a week or more
- Do not wish to answer

Source: ONS Census

Are you the primary carer for any children, if you care for more than one child then please tick all the age groups that apply?

- Yes for children under 5yrs old
- Yes for children between 5-10yrs old
- Yes for children between 10-18yrs old
- No
- Do not wish to answer

Source: BCC

Lived Experience

We know that there are many experiences in life that can have long lasting impacts on you, sadly many of them negative. We want to better understand which of the common experiences that we know can disadvantage people in their lives you have personally experienced.

Which of the following have you personally experienced? Please select any that apply.

- Homelessness
- Criminal Justice System i.e. ex-offender
- Local authority care system i.e care leaver
- Armed forces i.e veterans
- Sex work
- Modern slavery
- Drug or alcohol addiction
- None of these
- Other – free text box
- Do not wish to answer

Source: BCC

Living Arrangements

We recognise that who you live with can have a big impact on your life and whether you have support at home when you need it. We want to better understand your living arrangements to help us plan our support services.

Do you currently live?

- Alone
- With a partner
- With children
- With family members
- In shared accommodation unsupported
- In shared accommodation support e.g. care home/shared lives
- Do not wish to answer

Source: BCC