

CHANNEL FOUR TELEVISION CORPORATION

EMPLOYMENT MONITORING

Background

As part of our Next on 4 vision document, we aim to be an exemplar equal opportunities employer. To buttress this commitment, we aim to regularly monitor and analyse data on our employment functions to ensure that we are able to identify and remove any unjustified barriers to promoting equality of opportunity to all regardless of their ethnicity, disability, gender, age sexual orientation or religion or belief.

Save in respect of the section below dealing with performance appraisals (which covers 2007), this report summarises employment information covering the period from January 2008 to September 2008. Going forward, we will aim to carry out this monitoring at the end of each calendar year and publish a report shortly thereafter.

In monitoring ethnicity, we have used the same categories as the Office for National Statistics and recommended by the Commission for Racial Equality. Ethnic Minority refer to all groups other than White.

Staff in Post 2008

As of September 2008, Channel 4 employed 959 staff. 92% of staff stated their ethnicity and 0.7% declared a disability. Of those who declared their ethnicity, 88% were white and 12% were ethnic minorities.

In relation to gender, women (536) represented 56% of the workforce, and men (423) 44%.

Applications for employment 2008

We received 19,241 applications for employment. White applicants were the largest ethnic group; representing 47% of the total applications and 20% were of ethnic minority origin. The ethnicity of 32% of applicants was unknown and 0.7% preferred not to say.

With regards to gender, 42% of applicants were male, 26% were female and 32% were unknown.

2.3% of applicants had a disability.

Applications for promotion 2008

From January 2008 to September 2008, there have been 53 promotions to a higher role grade, of which 57% of successful applicants were female in comparison to 43% of males.

From October 2008 we will use our new equality monitoring form to capture and analyse data on the ethnic origins of applicants for promotion.

Applications for training and those who receive training 2008

All applications for internal training were approved during the reporting period. In addition, 160 staff members have been placed on externally run training courses.

Staff in post performance appraisal (January 2007 to December 2007)

Channel 4 operates a performance appraisal system based on business and personnel development objectives.

If employees meet all their personal objectives they receive a score of 5. If they do not meet all their personal objectives they score below 5 and if they exceed their target they get a score of above five.

The following data relates to the January 2007 to December 2007 appraisal period:

In terms of the main ethnicity groups, 36% of White, 50% of Asian or Asian British and 48% of Black or Black British scored below 5. 45% of White, 17% of Asian or Asian British and 26% of Black or Black British scored on target and 19% of White, 33% of Asian or Asian British and 26% of Black or Black British scored above 5.

In terms of gender, 46% of males and 26% of females scored below 5. 34% of males were on target in comparison with 52% of females and 21% of males and 19% of females scored above 5.

Leavers 2008

During the period monitored, 210 employees (20%) left Channel 4's employment. From October 2008 we will use our new equality monitoring form to capture and analyse data on leavers.

Those involved in grievance procedures

There were only 2 grievances during this period. These numbers are statistically insignificant.

Those subject to disciplinary action

During the period, disciplinary actions were initiated against 2 employees. These numbers are statistically insignificant.