

CHANNEL FOUR TELEVISION CORPORATION

2011 REPORT ON COMPLIANCE WITH THE GENERAL EQUALITY DUTY

Background

At Channel 4 we look at diversity as valuing difference, and going beyond toleration by explicitly seeking out and harnessing the potential of individuals from the broadest possible range of backgrounds and experiences. Diversity means the inclusion of individuals regardless of background.

To buttress this commitment, we aim to monitor and analyse data on our employment functions regularly to ensure that we are able to identify and remove any unjustified barriers to promoting equality of opportunity to all regardless of their ethnicity, age, disability, gender, age, sexual orientation or religion or belief.

Channel 4, as required by the Equality Act 2010, has due regard to the following (known as the “General Equality Duty”) when carrying out its internal functions:

- (1) Eliminating unlawful conduct including discrimination, harassment and victimisation;
- (2) Advancing equality of opportunity between persons who share a relevant characteristic¹ (“**Protected Groups**”) and those who don’t; and
- (3) Fostering good relations between people who share a relevant characteristic (again, “Protected Groups”) and those who don’t.

While Channel 4 seeks to promote best practice in all areas of its operations, Channel 4’s programme-related activities and its other commercial activities are exempted from the requirements of the Equality Act, so this report focuses on Channel 4 employees. The report summarises employment information covering the period from January 2011 to December 2011.

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” refers to all groups other than White.

Channel 4’s Policies and Practices

The All Inclusive 4 Network is an internal advisory group made up of Channel 4 employees across departments set up in spring 2011. The Network meets quarterly, in order to serve as a critical friend that will help Channel 4 develop its approach to diversity and inclusiveness.

¹ The protected characteristics are: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships.

The All Inclusive 4 External Network is made up of 50-plus representatives from a cross section of organisations, diversity specialists and legal professionals. The External Network was originally created as a result of a breakfast networking event we held at Channel 4 and now meets on a quarterly basis to share best practice and explore partnership opportunities. Members of the All Inclusive 4 Network are encouraged to attend these meetings. The External Network will inform the Channel 4 Network on trends relating to diversity/inclusion issues and unlocking openings for volunteering, CSR activity and broader networking opportunities.

In 2011 two 'Talent Boutique' networking evenings took place in July and October. These events were ring-fenced for disabled talent, both as 'emerging leaders' and new entrant job-seekers respectively. Both events were attended by the All Inclusive 4 Network and Channel 4 staff. The purpose of these Talent Boutiques was to broaden the diverse talent pool and raise awareness of career opportunities at Channel 4 by networking with current staff from varying departments.

During Diversity Week at Channel 4 a third networking event will be held under the 'All Inclusive 4' banner in March 2012 which will include all the main Protected Groups under the Equality Act 2010. There are plans for a suite of other initiatives during Diversity Week including evening discussions, lunchtime events and screenings focussing on gender equality and sexual orientation.

All the activity above feeds into existing Channel 4 policies that currently focus on Equality Act strands of disability, age and religion or belief.

Data on Protected Groups and Analysis of the Effects Our Policies and Practices have on those Groups

(1) Staff in post, 2011

As of December 2011, Channel 4 employed 768 staff.

In 2011 Channel 4 worked hard to understand issues affected disabled employees. This work led to a positive action initiative being adopted as part of the Channel 4 Apprenticeship Programme, resulting in the hiring of a disabled candidate. Whilst outside the scope of this report on staff initiatives, externally, 2011's Production Trainee Scheme also targeted disabled candidates specifically for four 12 month placements.

Of those who declared their employment monitoring information in 2011, 1.17% of staff declared themselves with a disability. This represents a 67% increase on 2010 figures.

In terms of staff ethnicity 78.8% of staff declared their ethnicity as white with 13.9% declaring that they were from an ethnic minority. 7.3% chose not to declare their ethnic origin.

In relation to gender, women represented 58% of the workforce, and men 42%.

The most representative age banding was 31-40 years at 43.9% of the workforce, followed by 21-30's at 29.6%. Those aged 41-50 years represented 18.6% of staff, with 51-60's at 6.3%, under 21's at 0.9% and over 60's at 0.1%.

With regard to sexual orientation, 58.3% stated they were heterosexual, 38% chose not to declare, 3% declared gay/lesbian/homosexual and 0.5% as bi.

With regards to gender reassignment, employees have the option to 'rather not say' for the purpose of employment monitoring, and no employees have chosen to disclose this information.

During 2011 37 individuals took maternity leave.

(2) Applications for employment, 2011

Between January and the end of December 2011 we received 14,820 applications for employment.

Age

The largest age banding that applied for Channel 4 vacancies during this period was 21-30 year olds representing 72.90% of all applicants. This was followed by 15.02% that were 31-40, 6.25% who were under 21, 4.38% that were 41-50, 1.39% that were 51-60 and both 61-65's and the over 65's at 0.03% respectively.

Race/ethnicity

White applicants were the largest ethnic group; representing 70% of the total applications and 28% were of ethnic minority origin. 2% of applicants preferred not to say.

Gender

With regards to gender, 43% of applicants were male, 56% were female.

Disability

4% of applicants had a disability.

Sexual Orientation

82.6% of applicants have declared themselves as heterosexual, 0.77% Lesbian, 0% Gay and 1.63% Bi-sexual. 11.54% of applicants preferred not to declare.

Gender Reassignment

With regards to those any applicants that may have undergone gender reassignment, these individuals have chosen not to disclose this information and have the option to 'rather not say' for the purpose of employment monitoring.

(3) Staff promotion, 2011

From January 2011 to December 2011, 31.9% of staff were promoted to a higher role/grade, of which 55.6% of successful applicants were female in comparison to 44% of males.

(4) Equality at senior levels 2011

As of December 2011 36% of Head of Department positions were occupied by women, an increase of 9% compared to 2010.

At December 2011 57% of Executive level positions were occupied by women, an increase of 32% compared to 2010.

Taken from the entire workforce of 768 staff, the age range for those occupying Head of Department positions was 1.6% that were 31-40 years old, 1.4% that were 41-50 and 0.8% aged 51-60.

(5) Applications for training and those who received training 2011

Between January and the end of December 2011 there were 1,934 individual staff bookings on Channel 4 workshops and courses. 82% attended bespoke training sessions tailored around specific needs, 12% attended courses offered through an outsourced training provider and 6% attended specific training on Information Systems.

In addition to this, staff also attend external specialist courses related to their role. Internal development was also offered through coaching, mentoring and work shadowing, as well as internal seminars and briefing sessions.

In response to the implementation of the Equality Act 2010, in 2011 the Channel 4 Human Resources team, in conjunction with the Channel 4 Legal and Compliance team and Reed Smith LLP, designed a training session for Channel 4 Commissioning staff. This course was rolled out to all those responsible for commissioning programmes.

In addition, the HR team, in conjunction with Lewis Silkin LLP, designed and delivered a 'HR for Non-HR' course which outlined current employment legislation, including the Equality Act. This is a continuing Channel 4 training programme, with all managers attending.

As part of the work carried out by the All Inclusive 4 Network, in 2012 Channel 4 are partnering with external training providers to deliver internal disability awareness training for Channel 4 staff especially in light of the forthcoming Paralympic Games.

In 2012 there are further plans in place for mandatory recruitment training for those managers who carry out hirings, and also for unconscious bias workshops. All training being rolled out will be made available for Channel 4 staff.

(6) Leavers 2011

During 2011, 15.5% of employees left Channel 4's employment.

Of the 15.5% of staff departures in relation to gender, 56.6% were males and 43.4% were female.

In terms of ethnicity, 74.8% of leavers were white, with 16% from an ethnic background. 9% of leavers preferred not to disclose.

In relation to age, 43% of leavers were aged 31-40. 34.2% were aged 21-30, 16.7% were aged 41-50, 4.9% aged 51-60 and 0.7% were under 21.

There was only 1 grievance during this period. This figure is statistically insignificant.

Details of any engagement or consultation exercise undertaken with any protected groups.

In 2011 Channel 4 carried out a significant piece of work in relation to transgender. This work, an industry first, was mainly directed to the Channel's programme-makers, but the work was also made available to Channel 4 staff.

In 2011 also Channel 4 commissioned a report: Towards Disability Confidence, and in connection with this it interviewed disabled staff. As a result the Channel decided to increase its disability schemes. A decision was also made to introduce more general anti-discrimination training, including workshops around sub-conscious bias.

Channel 4's People Development team hosted a diverse series of talks, debates and networking events, allowing the Channel to connect with its staff and audience, and to learn about the latest developments and trends across the creative industries.

At these "In Conversation with ..." events Channel 4 invited speakers from diverse backgrounds to tell their story, whilst the "Evening Discussions" format usually included a panel selected from Channel 4, the wider media industry and other business sectors, with topics designed to stimulate debate. A question-and-answer session at the end was followed by the opportunity to network. Channel 4

encouraged guests to network as an effective way to engage with people outside individuals' usual circles, with the aim of learning something new by listening to a different opinion or perspective. In 2011 topics included 'Generation C in the UK Media Industry', 'Digital Innovation', 'Entrepreneurship in the Media', 'Women in Leading Roles' and 'In Conversation with Gareth Thomas'.

In 2012 Channel 4 People Development plans to cover topics including Disability in the Media, The Paralympics, Leadership, Diversity, Entrepreneurship and Technology.

Information Gaps and Channel 4's plans to address those gaps

Whilst Channel 4's programming activities are outside the scope of its Public Duty under the Equality Act, Channel 4 seeks to promote best practice. It is therefore committed to collecting diversity data (for Channel 4's own use) not only from internal staff, but from the companies that it commissions to make programmes. This process began in 2011 and will continue in 2012.

During 2012 Channel 4 will continue to focus on disability and ethnicity, particularly building on opportunities from the Paralympics. We will continue to implement recommendations from the report commissioned by Channel 4 Human Resources: Towards Disability Confidence. The analysis within Towards Disability Confidence draws on expert knowledge around the diversity and inclusion agenda, and concludes that "Channel 4 is in an excellent position to move from Disability Awareness towards Disability Confidence in the context of an increased congruent engagement with inclusion." A key contribution to congruence around diversity in general, and disability in particular, is the effective integration of *all* Channel 4 Departments into this strategy.

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