

CHANNEL FOUR TELEVISION CORPORATION 2013 REPORT ON COMPLIANCE WITH THE GENERAL EQUALITY DUTY

Background

Channel 4's public service remit makes us a different kind of broadcaster, one that broadcasts different voices, perspectives and viewpoints.

We pride ourselves on the wide range of passionate and talented people we employ. Not only does this reflect our audience more accurately, it also promotes creative thinking both on and off screen. By attracting people from different backgrounds and walks of life, we have created an environment in which everyone feels free to contribute to the way we work. Diversity is about being all-inclusive, regardless of culture, nationality, religious persuasion, physical and mental ability, sexual orientation, race, age and background.

To support this commitment, we 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, 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 we seek to promote best practice in all areas of our operation, 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 our employees. The report summarises employment information covering the period from 1st January 2013 to 31st December 2013.

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 promotion of equality and diversity is hard wired into Channel 4's statutory functions and DNA. We view diversity in its broadest sense, which may go beyond the requirements of the statutory equality duty. The areas we are concentrating on are:

1. Diversifying creative supply while building on the success of our innovative approach to on-screen diversity.
2. Increasing the diversity of Channel 4 staff through programmes such as our Internship Programme and Production Trainee Scheme.

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.

3. Using data captured by our audience research department to continue to inform, and help shape our thinking around diversity.

4. Using our purchasing power to build and challenge our suppliers to share our diversity ambitions.

Diversity of thought and opinion helps Channel 4 to innovate, be distinctive and encourage people to think in different ways. All the activity below feeds into existing Channel 4 policies that currently focus on Equality Act strands of age, religion and/or belief.

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

(1) Staff in post, 2013

As of 31st December 2013, Channel 4 employed 783 staff.

This figure excludes interns, apprentices, graduates and people on the Channel 4 Scholarship Programme.

Outside the scope of this report on staff initiatives, externally, the Channel 4 Production Training Programme 2013 also targets disabled candidates specifically for six 12 month placements.

Disability

Of those who declared their employment monitoring information in 2013, 1.2% of staff declared themselves with a disability. This is the same percentage as in 2012.

Race/ethnicity

In terms of staff ethnicity 82.0% of staff declared their ethnicity as white. 14.1% declared that they were from an ethnic minority. This is down 1.6% from 2012 figures. 4.0% chose not to declare their ethnic origin, down from 1.4% in 2012.

Gender

In relation to gender, women represented 58% of the workforce, and men 42%. This was unchanged from 2012 figures.

Age

The most representative age banding was 31-40 years at 42.6% of the workforce, unchanged from 2012, followed by 21-30's at 28.0%, up from 27.0% in 2012. Those aged 41-50 years represented 21.5% compared to 22.0% in 2012. 51-60 year olds were at 7.1%, up by just 0.1%, under 21's at 0.2%, down from 0.8%, and over 60's at 0.6%, down from 0.8%.

Sexual Orientation

With regard to sexual orientation, 65.8% stated they were heterosexual, 1.8% chose not to declare, 3.1% declared gay/lesbian/homosexual, 0.5% as bisexual. We do not hold this information on 28.8% of our employees, a slight improvement from 32.6% in 2012.

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 2013 42 individuals took maternity leave.

(2) Applications for employment, 2013

Between 1st January and 31st December 2013 we received 11,820 applications for employment.

Age

The largest age banding that applied for Channel 4 vacancies during this period was 21-30 year olds representing 61.4% of all applicants. This was followed by 12.7% who were 31-40, 19.4% who were under 21, 4.4% who were 41-50, 1.3% who were 51-60, those aged 61-65 were 0.05% and over 65s at 0.02%.

Race/ethnicity

White applicants were the largest ethnic group; representing 72.6% of the total applications and 26.0% were of ethnic minority origin. This was a decrease of 11.3% on 2012. 1.6% of applicants preferred not to say.

Gender

With regards to gender, 41.8% of applicants were male, 58.2% were female, 0.07% were transgender and 0.01% preferred not to say.

Disability

2.4% of applicants declared a disability.

Sexual Orientation

86.2% of applicants have declared themselves as heterosexual, 0.9% Lesbian, 4.6% Gay and 2.3% Bi-sexual. 6.0% of applicants preferred not to declare.

Gender Reassignment

With regards to 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, 2013

113 staff were promoted to a higher role/grade. 51% of those promoted in 2013 were female and 49% male.

(4) Equality at senior levels 2013

As at 31st December 2013, 35.5% of Head of Department positions were occupied by women. At Executive level positions 40.0% were occupied by women.

The age range for those occupying Head of Department positions was: 31-40 19.4%, those aged 41-50 made up 58.1% and 22.6% were 51 plus.

(5) Applications for training and those who received training 2013

Between January and the end of December 2013 there were 480 individual staff bookings on Channel 4 workshops and training courses, made up of a mixture of bespoke training sessions tailored around specific business needs, courses offered through an outsourced training provider, and specific training on Information Systems.

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

In 2013 we ran training for managers responsible for managing appraisal discussions and continued rollout of unconscious bias workshops in relation to recruitment. All training being rolled out was made available to Channel 4 staff.

(6) Leavers 2013

During 2013, 115 employees left Channel 4's employment.

Of the staff departures, in relation to gender, 40.0% were males and 60.0% were female.

In terms of ethnicity, 82.6% of leavers were white, with 16.5% from an ethnic background. 0.9% of leavers preferred not to disclose.

In relation to age, 24.4% of leavers were aged 31-40. 20.9% were aged 21-30, 12.2% were aged 41-50 and 2.6% were aged 51-60.

There were 2 grievances submitted but not upheld during 2013 at Channel 4.

(7) Applications for work experience and open days, 2013

We received 2171 applications to attend open days and work experience placements.

Age

The largest age banding that applied for Channel 4 open day and work experience placements during this period were the under 21's representing 42.8%, This was followed by those aged 21-30 year olds 54.3%, with 2.3% coming from 31-40 year olds and 0.4% aged between 41-50 year of age.

Race/ethnicity

White applicants were the largest ethnic group; representing 81.4% of the total applications and 17.7% were of ethnic minority origin. 0.9% of applicants preferred not to say, up from 8% in 2012.

Gender

With regards to gender, 35.5% of applicants were male, 64.5% were female and 0.05% were transgender.

Disability

1.9% of applicants declared a disability.

Sexual Orientation

87.0% of applicants have declared themselves as heterosexual, 0.8% Lesbian, 2.7% Gay and 3.7% Bi-sexual. 5.8% of applicants preferred not to declare.

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

In 2013, Channel 4 rewrote the majority of employment policies giving consideration to the requirements of groups who share protected characteristics, including a new Diversity Policy. These updated policies have been written in a more accessible style and tone of language, all due to be launched in early 2014.

In 2013, Human Resources ran compulsory diversity training for the Channel 4 Commissioning department. In 2014, mandatory diversity training will be introduced for all employees via an eLearning system.

Channel 4 has been working with an external company to ensure all websites and systems, internally and externally, are accessible, and will continue to do so.

As part of the recruitment process, when selecting new recruitment agencies, in their preferred supplier list, Channel 4 makes sure the agencies take into account diversity. Channel 4 has been increasingly recruiting new participants in all schemes as well as some employees via assessment centres, rather than the more traditional interview. This informal approach, often including group tasks, allows applicants who may not shine as well in an interview format a greater opportunity to be recognised in a different environment. In the Press & Publicity department, Channel 4 took a step to encourage an increase in diversity during recruitment with the help of a diversity agency.

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

Channel 4 has collaborated with the Skills Funding Agency, Creative Skillset and the BBC on a programme called Open Channels, that will work to build future creative talent. Part of this programme will be in the form of an online learning platform, accessible to all. Through the 4Talent days, Channel 4 will continue to raise awareness and encourage people across the UK to apply, focusing on social mobility by targeting areas with high unemployment. In 2014, Channel 4 will be focusing on making the Apprenticeship scheme bigger – having found that Internships tend to only attract graduates, the Apprenticeship scheme appeals to a far wider group.

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. (In November we welcomed the unanimous verdict of an employment tribunal in relation to a programme that Channel 4 did not discriminate on the basis of age.) The Channel is 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 2014.

Channel 4 has always been a field-leader in diversity. We believe that diversity should be viewed in its broadest sense. We were the first broadcaster to support Transgender people facing discrimination and stereotyping, and under our leadership, the media industry's diversity body (The Creative Diversity Network) moved beyond ethnicity to encompass attributes such as gender, disability, age and social background. We view the General Equality Duty as a useful tool to measure our progress in advancing equality of opportunity and fostering good relations.

Channel 4 Television

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