

CHANNEL FOUR TELEVISION CORPORATION 2014 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, 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 2014 to 31st December 2014.

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 apprenticeship programmes, our outreach work and Production Trainee Scheme, to ensure that we are attracting diverse entry level talent (for us and the industry) with a particular emphasis on social mobility.

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.

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

(1) Staff in post, 2014

As of 31st December 2014, Channel 4 employed 808 staff.

This figure excludes 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 2014 also targets for 6 disabled candidates for 12 month placements.

Disability

Of those who declared their employment monitoring information in 2014, 1.9% of staff declared themselves with a disability. This is an increase of 0.7% from 2013.

Race/ethnicity

In terms of staff ethnicity 15.7% of staff declared their ethnicity as BAME, an increase of 1.6% on our 2013 figures. 0.66% chose not to declare their ethnic origin, a reduction of 3.34% from 2013.

Gender

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

Age

The most representative age banding was 31-40 years at 40.4% of the workforce, followed by 21-30's at 27.1%, compared to 28.0% in 2013. Those aged 41-50 years represented 22.6% an increase from 21.5% in 2013. 51-60 years were at 8.3%, up by 1.2%, under 20's at 0.9%, and over 60's at 0.9%, up by 0.3%.

Sexual Orientation

With regard to sexual orientation, 69.5% stated they were heterosexual, an increase from 65.8% in 2013, 2.1% chose not to declare, 3.7% declared gay/lesbian/homosexual/bisexual. We do not hold this information on 24.6% of our employees, a slight improvement from 28.8% in 2013.

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 2014 35 individuals took maternity leave.

(2) Applications for employment, 2014

Between 1st January and 31st December 2014 we received 9561 applications for employment.

Age

The largest age banding that applied for Channel 4 vacancies during this period was 21-30 years representing 70.6% of all applicants. This was followed by 16.0% who were 31-40, 7.2% who were under 20, 4.8% who were 41-50, 1.3% who were 51-60, those aged 61-65 were 0.1% and over 65s at 0.04%.

Race/ethnicity

26% of the total applications were BAME. The same as in 2013.

Gender

With regards to gender, 57% of applicants applying for roles were female.

Disability

2.4% of applicants declared a disability.

Sexual Orientation

85.9% of applicants have declared themselves as heterosexual, 0.6% Lesbian, 4.5% Gay and 2.5% Bi-sexual. 6.5% 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, 2014

105 staff promoted to a higher role/grade. 57.1% of those promoted in 2013 were female.

(4) Equality at senior levels 2014

As at 31st December 2014, 35.3% of Head of Department positions were occupied by women. At Executive level positions 30% were occupied by women.

The age range for those occupying Head of Department positions was:

- 17.6% for those aged 31-40,
- 61.8% for those aged 41-50,
- 20.6% for those aged 51 plus.

(5) Applications for training and those who received training 2014

Between January and December 2014 there were 941 individual staff bookings onto workshops and training courses which is an increase of 96% on 2013. The courses were made up of a mixture of bespoke training sessions and coaching tailored around specific business needs, offered through outsourced training providers with specific training on Information Systems.

In addition to this, employees 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.

(6) Leavers 2014

During 2014, 150 employees left Channel 4's employment.

Of the staff departures, in relation to gender, 66.0% were female.

In terms of ethnicity, 16.7% of leavers were from an ethnic background, and 2.7% of them preferred not to disclose.

In relation to age, 41.3% of leavers were aged 21-30. 35.3% were aged 31-40, 14.7% were aged 41-50 and 7.4% were aged 51 plus.

There were 3 grievances submitted during 2014 at Channel 4.

(7) Applications for work experience and open days, 2014

We received 3099 applications to attend open days and work experience placements, which is an increase of 43% on 2013.

Age

68% of the applications for work experience or Channel 4 open days were between the ages of 21-30 year old. 26.6% were aged less than 20 years old. This was followed by those aged 31 plus with 5.4%.

Race/ethnicity

27.1% of applicants were BAME an increase of 9.4% from 2013. 1.5% of applicants preferred not to say a decrease of 6.5% from 2013.

Gender

With regards to gender, 32.1% of applicants were male, 67.9% were female.

Disability

2.4% 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.

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

In a unique cross industry project with the BBC and Skillset, Channel 4 launched - Open 4 an on line educational tool. Open 4 provides the individuals with a chance to learn more about factual TV production and to get an insight into how programmes are made. Find out what it's like to work in an independent production company and hear Channel 4 staff talking about what they do and how they got where they are today.

There are four online modules to complete providing the opportunity to learn about working in factual TV and completing questions which allow them to see if a job in the media is right for them.

If they successfully complete the modules and their assessments, they could apply to be considered for one of 12 places on the Channel 4 Production Training Scheme. This 12-month programme involves a paid placement at one of the independent production companies we work with, with support and monthly training at Channel 4. 50% of those who gained a placement on the 2014 programme had a disability.

In 2014, Channel 4 focused on increasing our Apprenticeship scheme to be able to offer 10 12 month roles.

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 continued 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 launched on 12th January 2015 its 360° Diversity Charter. This charter outlines four big themes (further details can be found in the charter available [here](#)) - looking at 'Our own back yard', 'On and off screen talent', 'Working with the indies' and 'Working collaboratively'. By launching the

charter Channel 4 is committing more time and resource to encourage a more diverse workforce - setting targets for senior managers and linking diversity priorities to variable pay. As part of this, Channel 4 has been working with the BBC, Sky and ITV via the CDN to help develop an industry-wide diversity monitoring process. DIAMOND (Diversity Analysis Monitoring Data), will capture onscreen and behind camera diversity data on UK originated content.

A review on where we are against our objectives within the charter will be provided as part of 2015 equality duty report.

Channel Four Television Corporation
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