

CHANNEL FOUR TELEVISION CORPORATION 2015 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 2015 to 31st December 2015.

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. We want our staff to feel that they can be themselves, be different and welcomed with open arms, by creating an inclusive and diverse workplace. We can clearly measure ourselves against targets for both staff and senior leaders.
2. Creating opportunities and awareness through our schemes, work-experience, apprenticeship programmes; Talent social mobility drive and RIO trainee production schemes.

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. More information about diversity,

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.

including the launch of Channel 4's "360° Diversity Charter" and the review "360° Diversity Charter – One Year On", can be found at our website accessible here - www.channel4.com/info/corporate/about/c4-diversity.

Data on Protected Groups

(1) Staff in post, 2015

As of 31st December 2015, Channel 4 employed 819 staff.

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

The makeup of Channel 4 staff is reflected in the 360° Diversity Charter, including information on disability, race/ethnicity, gender which also shows are progression against our targets set January 2015. Please [click here](#) to view our "360° Diversity Charter - One year on", No 7 on page 19, "In-house employee diversity targets" which sets out further further information.

The majority of our workforce is aged between 30 – 49 years at 68% of our staff. Those above the age of 50 represent 10%, with those under 20 representing only 1% of the workforce. Employee aged between 20 – 29 represent 21% of our staff. Since 2014 we've had a slight increase in numbers of staff at the older age ranges.

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 2015 an average of 37 individuals took maternity leave.

(2) Applications for employment, 2015

Between 1st January and 31st December 2015 we received 8129 applications for employment.

Age

3% of applicants were under 21 years, with 59% of applicants who applied for a role at Channel 4 during this period was between 21-30 years, and 25% were between 31-40 years, 10% were 41 - 50 years and applicants 50+ made up 3% of applicants.

Race/ethnicity

28% of the total applications were BAME, an increase of 2% from 2014.

Gender

5 applicants who applied for roles in 2015 were Transgender, with 54% of all applicants being female.

Disability

2.6% of applicants declared a disability. Part of the 360° Diversity Charter was to create a Paralympic Production Trainee scheme to recruit 24 disabled trainees to form part of the Rio production team. Please [click here](#) to view our "360° Diversity Charter - One year on", No 5 on page 18, "The Rio Commitments" which sets out further information together with information about 2016 being our 'Year of Disability' and our work programmes to increase opportunities for disabled people.

Sexual Orientation

8.4% of applicants declared themselves as LGBT, and 7.4% of all applicants preferred not to declare.

(3) Staff promotion, 2015

120 staff were promoted to a higher role/grade. 48% of those promoted in 2015 were female.

(4) Equality at senior levels 2015

As part of the Diversity Charter, Channel 4 set 5 year diversity targets for 2020 at both staff and leadership team level. [Please refer to 360° Diversity Charter No 7](#) on page 19 for internal staff diversity statistics which displays our progress at leadership level.

(5) Applications for training and those who received training during 2015

Between January and December 2015, 84% of Channel 4 staff booked onto workshops and training courses. The courses were made up of a mixture of bespoke training sessions and coaching tailored around specific business needs, offered through outsourced training providers and 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.

Channel 4 also provided specific e-learning training - 'Born Different', which covered diversity, unconscious bias and being aware of our differences. This e-learning module also won 2 silver awards at 2015 e-learning awards.

(6) Leavers 2015

During 2015, 126 employees left Channel 4's employment.

Of the staff departures, in relation to gender, 61.0% were female.

In terms of ethnicity, 16.7% of leavers were from an ethnic background, and 0.8% of them preferred not to disclose.

In relation to age, 28% of leavers were aged 21-30, 40.4% were aged 31-40, 23% were aged 41-50 years and 8% were aged 50+.

(7) 4Talent Grassroots and Social mobility drive.

In the [360° Diversity Charter](#) – Channel 4 sought to engage potential industry entrants from areas of high social disadvantage with the range of schemes that we offer within 4Talent. [Click here](#) to read No. 10 – “Grassroots and Social Mobility Drive” as set out on page 21.