

# CHANNEL FOUR TELEVISION CORPORATION

## 2019 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 can 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 characteristic<sup>1</sup> ("**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 1<sup>st</sup> January 2019 to 31<sup>st</sup> December 2019.

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; 4Talent social mobility drive and trainee production schemes.

Diversity of thought and opinion helps Channel 4 to innovate, be distinctive and encourage people to think in different ways. More information about diversity, including Channel 4's Diversity

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<sup>1</sup> 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.

strategy can be found at our website accessible here <https://www.channel4.com/corporate/about-4/operating-responsibly/diversity>

## Data on Protected Groups

### (1) Staff in post, 2019

As of 31st December 2019, Channel 4 employed 898 staff, an increase of 3.94% on 2018. This figure includes apprentices and graduates.

The Diversity makeup of Channel 4 staff is reflected through targets which have been renewed in 2019 with a target date of 2023.

Our employees choose whether to voluntarily share their diversity information with us and have an option to choose 'prefer not to say' for each question. At the end of 2019 for those who provided their diversity characteristics our employees identified with the following key diversity groups. The figures are consistent with Channel 4's plan to shift to an inclusive culture.

This year (2019) has seen Channel 4 relocate to 3 new offices to promote our presence within the regions. We have opened offices in Leeds, and Bristol to accompany our already present Glasgow and Manchester offices.

The move has meant that a number of existing roles based in London has transferred to these offices as well as the creation of new roles. Some of our affected employees decided to transfer and others unfortunately left the business.

Channel 4 has also reviewed and decided to continue with our stretch diversity targets to 2023 and have increased our disabled target from 6% to 12%.

All Staff	(Figures as at year end)	December 2018	December 2019	2023 Target (All Staff)
	Disabled	11.5%	10%	12%*
	BAME	19%	17%	20%
	LGBT	7.3%	8%	6%
	Female	56%	56%	-

\*Target for Disabled staff has doubled from 6% to 12%

Channel 4 has several employee affinity networks representing the following areas:

- LGBT (4Pride)
- Disability (4Purple, and 4Minds for mental health awareness/education)
- Gender (4Women)
- BAME (The Collective)
- All groups are very active within the organisation with support and sponsorship from senior management.

This had led to several successes, for example Channel 4 worked with our employee network 4Pride and completed the Stonewall employers Index in 2019. We've recently been awarded the Stonewall top 100 employers.

Most of our workforce (63.5%) is aged between 30-49 years. Those aged above 50 represent 11.25% of our workforce, with employees aged under 20 representing 1.3% of

our workforce. Our average employee age at December 2019 has increased slightly from 2018 to 39 years, with the average length of service being 6 years.

During 2019, 47 individuals took family leave (maternity, adoption or shared parental leave). During 2019 HR has been working on the experience of our employees whilst away from the business on family leave. We have now reviewed our documentation and worked through this with our employee representatives. This revised documentation and processes are being implemented in 2020 across the business.

With regard to gender reassignment, again this information is shared voluntarily, and employees also have the option to select 'prefer not say' for the purpose of employment monitoring; as yet no employees have chosen to disclose this information.

## (2) Applications for employment, 2019

A fundamental aspiration of our Diversity Strategy is that Channel 4 attracts a workforce which reflects the diversity of the UK's population. To reinforce this all vacancies on our Channel 4 jobs portal now display our diversity statement which has helped to support and re-enforce Channel 4's commitment to diversity when attracting new talent.

We are a 'Disability Confident Leader' and offer a guaranteed interview to any disabled candidate who meets the essential criteria.

Between 1<sup>st</sup> January and 31<sup>st</sup> December 2019, we received 9,779 applications for roles at C4 and continue to track the demographics of candidates who choose to share this information with us. All information is shared on a voluntary basis by applicants, for the sole purpose of statistical analysis. Applicants have the option to either not provide the data or choose 'prefer not to say'.

Diversity over Recruitment Stages	Applications YTD	BAME (ethnicity)	Disabled	LGBT (sexual orient.)	Male (gender)
Applications received	9,779	25%	5%	12%	42%
Short-listed applications	1,422	20.25%	6.82%	12.38%	39.92%
Successful* applicants/ New Joiners	142	15.49% (Vs 27.6% LY)	4.93% (Vs 8.8% LY)	11.27% (Vs 10.6% LY)	24.69% (Vs 38.2% LY)

\*Applicants who applied directly through our applicant tracking system.

## (3) Staff promotion - 2019

We promoted 79 staff to a higher role/grade - 52% of those promoted in 2019 were female.

#### (4) Top 100 Earners

Everyone should have equal opportunity to develop and progress at work. Everyone should feel like they belong. Our action plan is centred on rebalancing our organisation to ensure that our diverse employees are represented fairly at all levels of seniority and pay.

Channel 4 has reviewed our diversity targets for all staff as indicated above. Channel 4 is targeting a 50-50 gender balance and a 20% target for our BAME employees in the top 100 earners by 2023.

Top 100 Paid		December 2017	December 2018	December 2019	2023 Target
	Female	34	41	46	50%
	BAME	9	12	14	20%

#### (5) Applications for training and those who received training during 2019

Training and development opportunities are available to all Channel 4 employees via our in-house Learning & Development offering. We focus on helping employees to manage themselves (build self-awareness and play to their strengths), manage their teams (build people and team management skills), and manage their business areas (build strategic thinking and general management capabilities).

2019 was a year of transition for Channel 4 where we opened and transferred a number of roles to our new regional headquarters and creative hubs.

Having been a London centric head office it was important to ensure our line managers and employees were set up for success in working and managing teams in remote locations. We provided several class room-based sessions with pre-workshop materials, podcasts and pre-reading content. These sessions were for both line managers and employees so they both understood about managing and working in remote locations.

We also continued with our career coaching offering for employees at all levels and encouraging employees to use this resource throughout 2019.

#### (6) Leavers 2019

During 2019, 229 employees left Channel 4's employment, this was an expected increase from 2018, as a number of roles were transferred out of London to our regional offices. The key metrics for those leavers is displayed below:

Disability	12.6%
Male	34%
BAME	21%
LGBT	7.4%
Voluntary Turnover – All staff – (12 Month rolling)	11%
Avg. Length of service – voluntary leavers in 2019 (years)	5.9

## (7) 4Talent Grassroots

In 2019 Channel 4 and Livity partnered to run 'New Material', a youth-led event series focused on motivating diverse groups of young people to consider a career in the media industry and showcasing the different types of opportunities available at Channel 4 as well as in their local area.

New Material offered 612 participants the chance to take part in workshops centred around Journalism, Marketing, Ad Sales and Production, as well as the opportunity to network with TV industry experts from local creative organisations and Channel 4. A total of 20 Channel 4 staff members attended across all six events, offering insight into their roles and career journeys.

Six events in total were hosted in cities across the UK. These cities were Birmingham, Nottingham and Derry, and to align with Channel 4's new office openings events took place in Leeds, Bristol and Glasgow.

Attending New Materials		December 2019
	Disabled	4.1%
	BAME	41%

The diversity of attendees is disclosed on a voluntary basis.

**Channel Four Television Corporation  
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