



Channel Four Television Corporation

Pay Report 2025

This report sets out the gender pay gap and gender bonus gap at Channel Four Television Corporation, as well as other data required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and is published annually. The reporting covers the 12-month period ending 31 March 2025.

Driven by our commitment to equity, diversity and inclusion, we have also chosen to publish our ethnicity, disability, sexual orientation and socio-economic pay gaps and bonus gaps. This enables us to track our progress and set actions to reduce these groups’ pay gaps in the organisation.

This report was prepared in accordance with our Basis of Preparation document (Page 29).

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Foreword

Equity, diversity and inclusion are in Channel 4's DNA. They shape our programmes, define our workplace, and drive our remit to challenge perceptions, champion diversity and represent unheard voices.

Channel 4 has long led the way in workforce representation and progressive workplace practices – tackling topics others avoid and responding to emerging societal change. As of last year, we've been proud to go even further, by embedding class representation into our inclusion strategy.

We have set a bold new goal: for 38% of our employees to come from a working class background by 2030 – aligning Channel 4's workforce with the wider UK population. To support this, we are developing a strategy designed to increase working class representation and have launched 'Different Class', our first employee network dedicated to class inclusion.

Progress has continued across our pay gaps. In 2025, our mean gender pay gap reduced by 2.1 percentage points year on year, to 14.1%, with more women than ever among our top earners – 55 out of our top 100

paid, up from 34 when reporting began in 2017. The ethnicity pay gap has also narrowed sharply, from 6.6% in 2024 to 1.3% in 2025, reflecting greater representation of ethnically diverse colleagues, particularly in senior pay quartiles.

Our sexual orientation pay gap reduced from 21.2% to 19.5%, while the disability pay gap widened slightly, from 11.0% to 15.6%. This reflects an encouraging increase in the number of disabled colleagues joining Channel 4 early in their careers – progress that, over time, will support a more inclusive talent pipeline.

Wherever our people work – in Leeds, London, Bristol, Glasgow or our new expanded Manchester office – we want every colleague to have the opportunity to thrive. This report sets out the actions we're taking to break down barriers, widen progression, and ensure people from every background can succeed at Channel 4.

Jonathan Allan
Interim Chief Executive
6 November 2025



Channel 4 has long led the way in workforce representation and progressive workplace practices – tackling topics others avoid and responding to emerging societal change. As of last year, we've been proud to go even further, by embedding class representation into our inclusion strategy.



Our pay gap action plan

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.

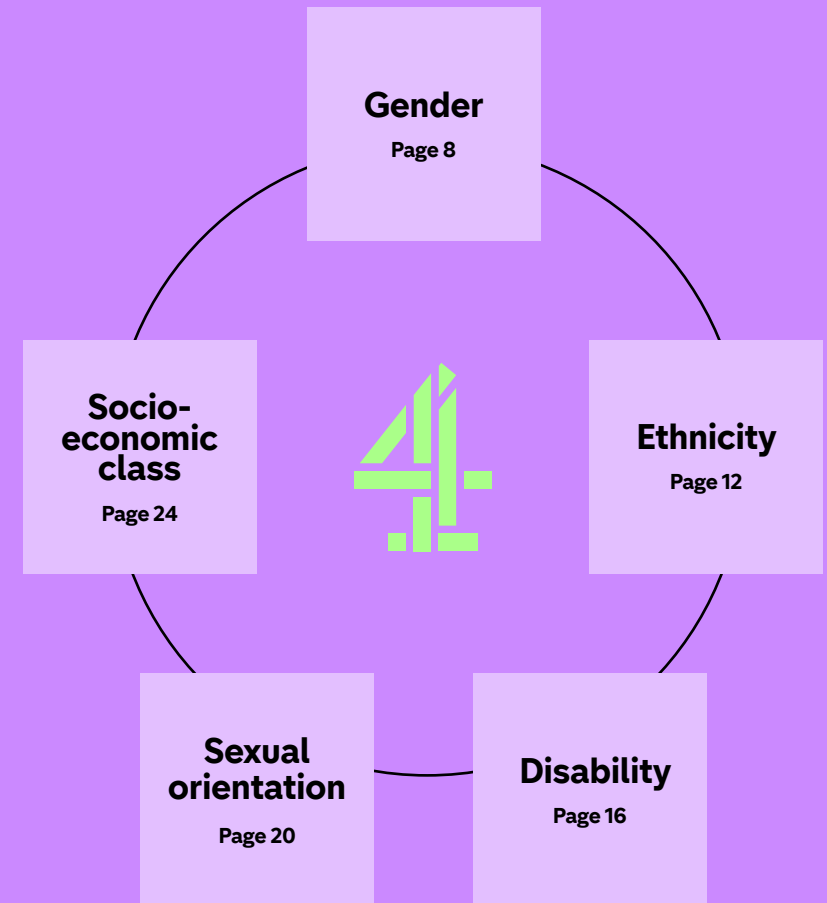
This plan builds on our long track record of championing diversity and contains ambitious targets for the make-up of our own workforce as well as an emphasis on inclusion.

If we get this right, we can create an environment that fully unlocks the creative potential of our people while enabling everyone to be who they are – and the best that they can be.

Exceeded

To support our focus on equity, in 2024 we introduced baselines that are in line with or ahead of the general population (Census 2021).

As at March 2025, Channel 4 had exceeded all 2024+ baselines set for women (51%), disabled (18%), ethnically diverse (20%), and LGBTQ+ (6%) employees.



Our pay gap action plan (continued)

Being transparent about our data and increasing the representation of women, ethnically diverse, LGBTQ+, disabled and working class people at Channel 4 is a priority and we will achieve this by:

1 Management information

Objective

Supporting all Hiring Managers, Executives and the wider organisation to ensure that there is a consistent understanding of the pay gaps, their causes and how we are addressing them.

Impact

This helps to drive accountability in our hiring decisions, reduces any unconscious biases and ensures that decisions are made based on real data.

2025 action

We continue to monitor the diversity dashboard data to make informed people decisions and use quarterly tracking to monitor pay gap progress and internal moves and promotions for diversity.

2 Performance management

Objective

Embedding the competency frameworks and expected values and behaviours, with a focus on inclusion to ensure consistency in performance management and an inclusive culture.

Impact

Employees are clear about expectations during the year and are given regular feedback in order to support their success. This also supports the link between reward and performance.

2025 action

Competency frameworks and inclusion have been embedded in performance management. Quarterly performance conversations and training for managers on inclusive leadership have continued. Additional actions include performance management training including disability awareness and awareness of neurodiversity when setting objectives. All Managers and Leaders have mandatory inclusion objectives.

3 Increased transparency

Objective

Putting into place an efficient transparent reward strategy, including developing best-practice policies and procedures.

Impact

This will help to ensure that we maintain equal pay and helps employees to better understand progression and promotion routes.

2025 action

All employees can see their own grade and pay range in our people system, and managers are able to see this detail for their employees. We have also shared pay review principles more widely, and as the organisation gets more familiar with the pay framework, we are developing reward transparency, supported by management training.

Our pay gap action plan (continued)

4 Balancing the organisation

Objective

Having identified under-indexed demographic groups in different areas of Channel 4, we are ensuring that our hiring activities have a positive impact on the mix of the organisation.

Impact

While the diversity of talent in the market has an impact on this action, we can ensure that, in the long term, we are changing the core composition of Channel 4 to have diverse employees spread across all areas and all levels of the business.

2025 action

Focus on targeted talent management to address structural issues in the lower pay quartiles. This includes supporting internal progression through targeted career development programmes and leaders/mentors developing the careers of junior team members through encouragement, sponsorship and sharing opportunities for roles.

To increase internal mobility and progression, we advertise our roles internally for seven days. In 2024, 61% of our vacancies were filled with internal candidates (up from 31% in 2023). Additional actions include mandatory Inclusive Recruitment training for hiring managers, and targeted training and career development for specific groups. Senior leadership have baselines to achieve and maintain as well as a new addition of a socio-economic goal to support our drive to an inclusive culture.

5 Employee diversity data

Objective

Encouraging our employees to confidentially and securely share their diversity data within our HR system '4People'.

Impact

This will help us understand who works here and build a truly inclusive culture.

2025 action

We aim to improve socio-economic disclosure rates by working with Employee Resource Groups to build comfort and confidence in disclosing characteristics, and we have launched a new Employee Resource Group focused on social class. We also continue to run internal creative campaigns to increase employees to sharing their diversity data across all characteristics.

Our pay gap action plan (continued)

We will also continue to support the actions outlined in our previous pay reports, which were targeted specifically at improving inclusion and representation:

- **Support:** Using the advice and expertise of our employee networks to create a two-way dialogue and integrate employees in the ways that we work and make decisions. Our networks include: our inclusive and allyship gender networks 4Womxn and The Shed; our 4Parents & Carers network for people with parenting or caring responsibilities; our race and ethnicity network The Collective; our LGBTQ+ network 4Pride; our disability network 4Purple; our mental health network 4Mind, and our new social inclusion network Different Class.
- **Accountability:** Ensuring that each member of the Executive Team has specific inclusion and diversity objectives for their departments against which they are measured and held to account. This includes objectives built into the Channel 4 corporate objectives, which factor into Executive remuneration. The CEO Committee also has diversity and retention targets. Every employee also has an inclusion objective.
- **Culture:** Continuing to drive inclusion through our culture and values to strengthen our inclusion and diversity structures and actively engage our employees with this work. This includes all employees having an inclusion objective, our recruitment framework, and inclusive leader programmes.
- **Training and skills:** Consolidating and strengthening our training and development work to support a diverse talent pipeline under our Leeds-based 4Skills initiative and ongoing training programmes.
- **Employee lifecycle:** Better understanding and responding to the full employee lifecycle, including by looking at how we can continuously adapt our recruitment practices to improve the diversity of our shortlists, implementing a new mentoring scheme for employees from minority backgrounds and creating wide-ranging development opportunities for our employees to support progression and inclusive training for hiring managers.

Gender

Gender pay at Channel 4

Channel 4 has maintained the balance of its upper pay quartile, which stands at a 50-50 split between women and men. We have also seen a slight decrease in the proportion of women in the lowest pay quartile.

Channel 4 has reduced its mean gender pay gap by -2.1 percentage points year on year, to 14.1%, while our median gender pay gap has increased by 3.5 percentage points.

While the mean gender pay gap has reduced due to improved representation of women in higher-paid roles, the median has increased as women remain overrepresented in the lowest pay quartile.

Overall, 55.4% of employees are women. The proportion of women within the upper pay quartile supports our Top 100 metric, which stood at 55% in March 2025.

Two primary factors explain our gender pay gap:

- 1 The main driver is that we have more than twice as many women as men in the lower-earning pay quartiles. The higher number of women in the lower two pay quartiles reduces the average earnings overall and, therefore, broadens our gender pay gap.
- 2 Although 55% of our top 100 paid are women, we do have more men in the upper middle pay quartile.

If the lower half of the organisation were rebalanced to 50% men and 50% women, the mean gender pay gap would reduce by around 14 points, from 14.1% to -0.4%.

We will continue to support the progression of women into more senior roles, as this has the most substantial impact on reducing our gender pay gap. Tackling role stereotypes at the lowest levels and hiring more men into lower paid roles (Apprentice to P2 grades) would also help to address this imbalance.

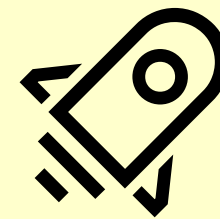
Note: The data is based on 99% of our workforce sharing their gender. The 1% of our workforce who have not shared their gender have been excluded from our calculations.

Equal pay

Gender pay is not the same as equal pay, which is a legal requirement to ensure that employees performing like work or work of equal value are treated the same.

55

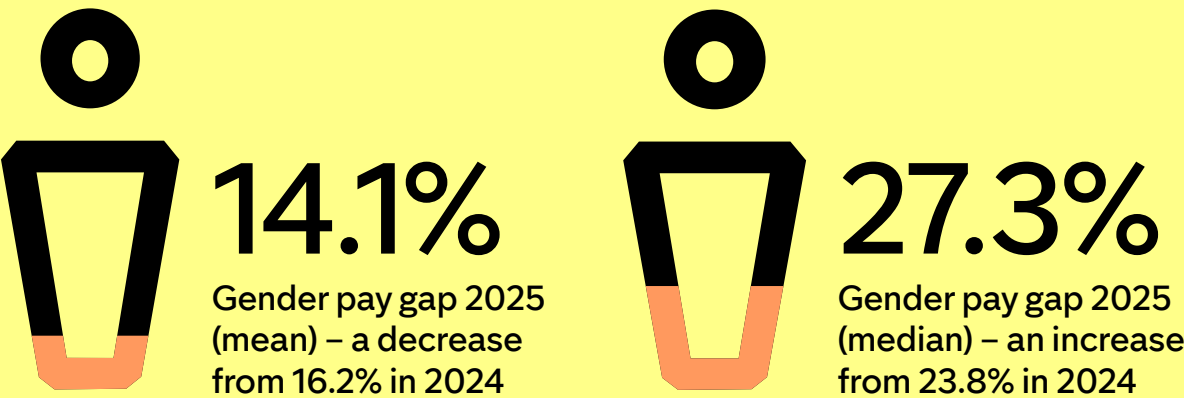
women were in the top 100 paid as of March 2025. Women make up 55% of this group – a significant increase from 34 women in 2017, when we started measuring the gender pay gap.



Exceeded

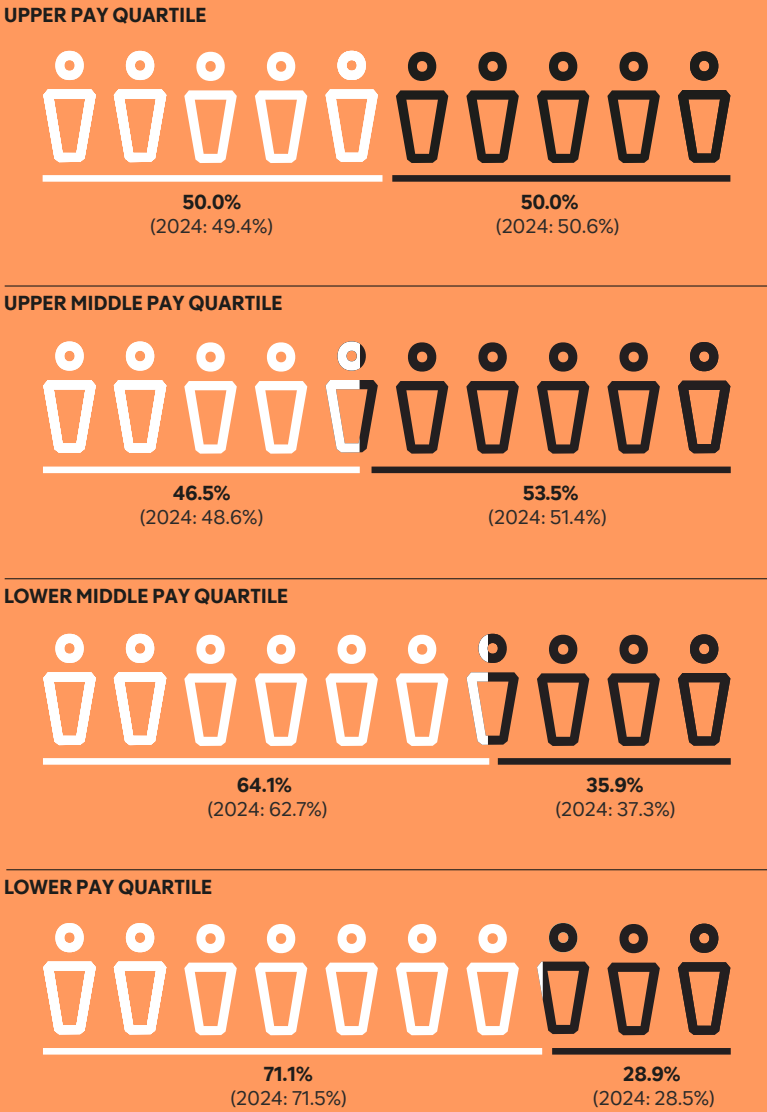
55.4% of Channel 4 employees are women – above the 2024+ baseline of 51%

Gender pay at Channel 4 (continued)



Proportion of women and men employees by pay quartile

● WOMEN ● MEN



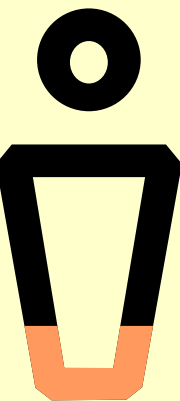
Gender bonus gap at Channel 4

Based on the average gross bonus paid, the mean gender bonus gap in 2025 was 19.0% and the median bonus gap was 23.3%.

Men and women at Channel 4 are offered the same opportunities to receive bonuses, but there continues to be more men in senior positions with higher bonus rates: bonuses can be up to 10% of total gross salary for employees; 20% for Senior Leaders; and between 30% and 80% for the Executive team. (Our Advertising Sales department operates on a separate scheme, linked to advertising revenue).

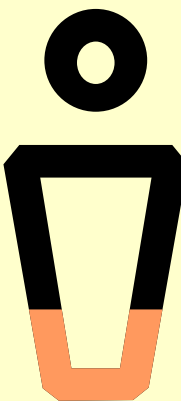
The presence of significantly more women in the lower quartiles also affects the average bonus paid to women, as bonuses are based on a percentage of salary.

A higher proportion of women working part-time (8.3% compared with 1.6% men) further exacerbates the gap, as the reporting legislation does not take into account part-time working (bonus gaps are calculated on actual bonus paid, rather than on a full-time pro-rated equivalent amount).



19.0%

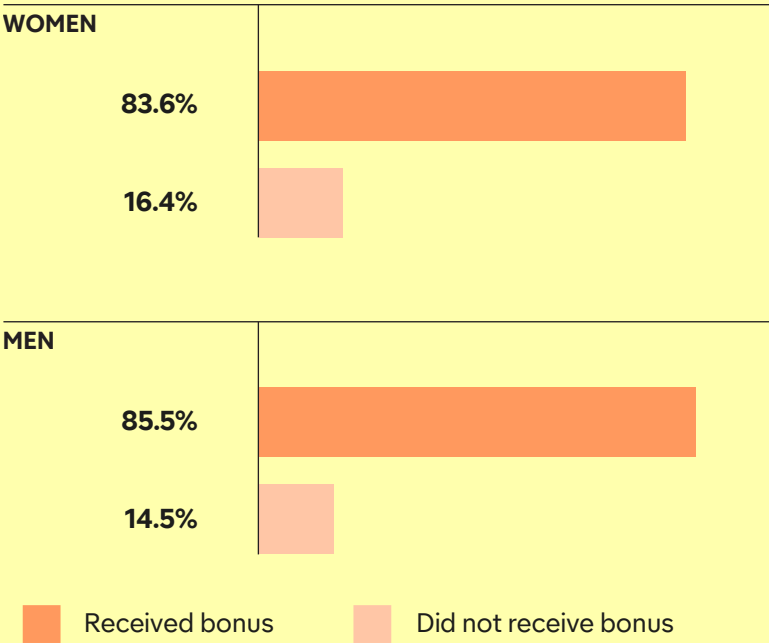
Gender bonus gap 2025 (mean) – a decrease from 24.2% in 2024



23.3%

Gender bonus gap 2025 (median) – an increase from 21.8% in 2024

Proportion of Channel 4 employees that received a bonus



Ethnicity

Ethnicity pay at Channel 4

22%

of Channel 4 employees are ethnically diverse – above the 2024+ baseline of 20%

Channel 4 decreased its mean ethnicity pay gap in 2025, reducing the gap from 6.6% in 2024 to 1.3% in 2025.

The median ethnicity pay gap was 3.6% in 2025, compared to 3.4% in 2024.

The mean ethnicity pay gap has narrowed thanks to greater representation of ethnically diverse employees in upper pay quartiles, but the median has increased due to continued concentration in lower-paid roles.

There are no significant pay gaps at any grade, with the vast majority of grades showing a slight pay gap in favour of ethnically diverse employees.

It remains a priority for the organisation to remove any barriers to progression and we continue to fully support increasing representation of ethnically diverse people at senior levels, which will help to further reduce our ethnicity pay gap.

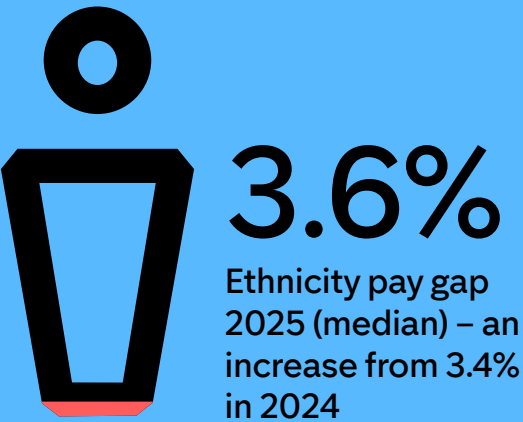
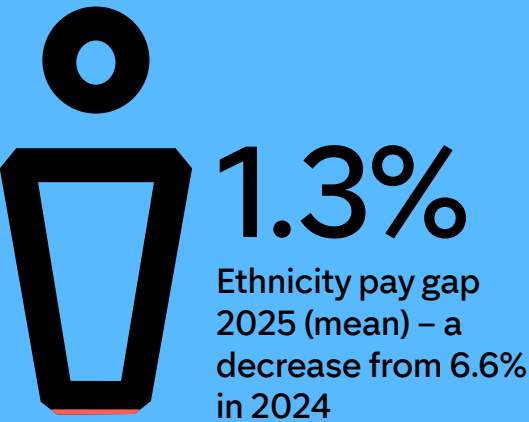
Note: In May 2023, the UK Government issued guidelines on ethnicity pay gap reporting, which sets out a recognised methodology for 2023 onwards:

The ethnicity pay/bonus gap calculation measures the difference between 'Non-ethnically diverse' and 'Ethnically diverse' employees, but the pay quartile distribution now includes non-disclosure ('Prefer not to say' and 'No Data'). As such, the pay quartile distribution is comprised of three categories:

- Non-ethnically diverse
- Ethnically diverse
- Data not shared

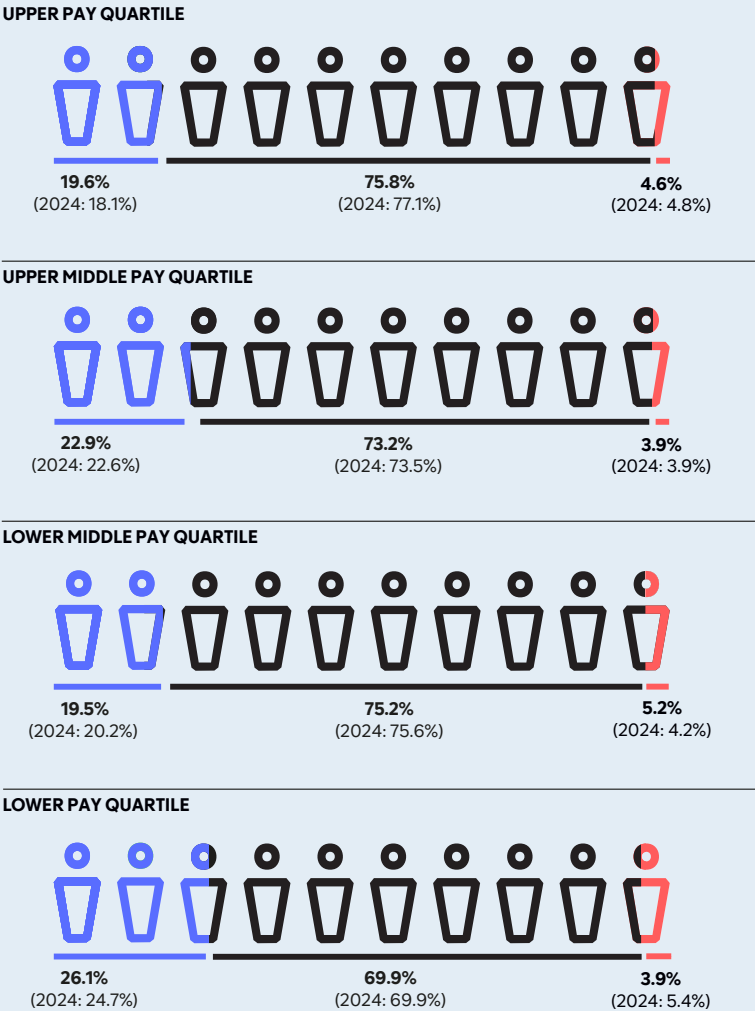
As at the snapshot date, 96% of our workforce had shared their ethnicity, with the remaining 4% choosing not to share.

Ethnicity pay at Channel 4 (continued)



Proportion of ethnically diverse and non-ethnically diverse employees by pay quartile

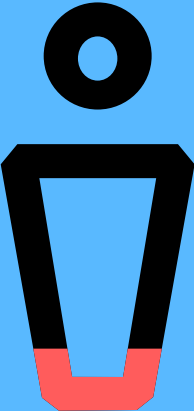
● ETHNICALLY DIVERSE ● NON-ETHNICALLY DIVERSE ● DATA NOT SHARED



Ethnicity bonus gap at Channel 4

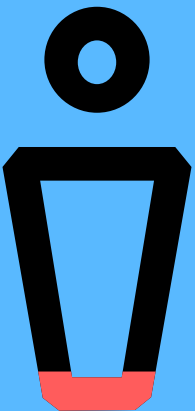
Based on the average gross bonus paid, the ethnicity bonus gap at Channel 4 is 15.2% (mean) and 9.6% (median) in 2025.

As with the gender bonus gap, the ethnicity bonus gap is primarily due to the lower representation of ethnically diverse people in senior positions that attract higher bonus rates: bonuses can be up to 10% of total gross salary for employees; 20% for Senior Leaders; and between 30% and 80% for the Executive team.



15.2%

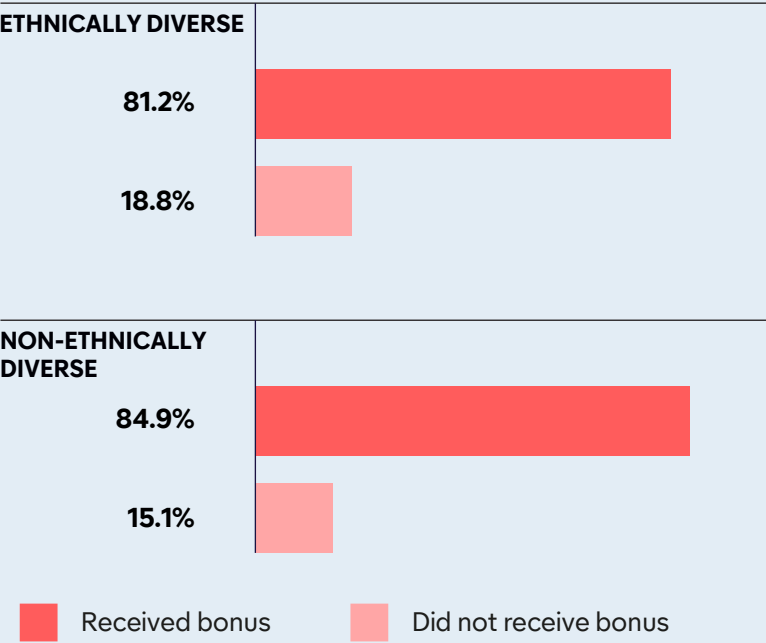
Ethnicity bonus gap 2025 (mean) – a decrease from 24.4% in 2024



9.6%

Ethnicity bonus gap 2025 (median) – a decrease from 19.2% in 2024

Proportion of Channel 4 employees that received a bonus



Disability

Disability pay at Channel 4

The mean pay gap for disabled employees has increased from 11.0% in 2024 to 15.6% in 2025. The median pay gap has increased, from 15.1% in 2024 to 18.0% in 2025.

As with the other demographic groups we report on, the over-representation of disabled employees in the lower pay quartiles is the primary driver behind these gaps. However, in 2025, Channel 4 saw the distribution of disabled employees continue to become more equitable across the majority of pay quartiles, with an increase in disabled employees in the upper, upper-middle and the lower quartile.

Note: There is no official guidance in place regarding the calculation of a disability pay gap; therefore, we have used the same methodology as for our ethnicity pay gap.

As at the snapshot date, 92% of our workforce had shared whether they have a disability or do not have a disability. The remaining 8% have not shared this information.

Valuable 500 commitments

As part of our ongoing commitment to disability inclusion, Channel 4 is a signatory of **The Valuable 500**, with three specific commitments around:

- 1 **Disability leadership reporting and workforce targets**
- 2 **New awareness and data-sharing campaigns to ensure our staff data is kept up to date**
- 3 **4Skills initiatives helping to break down barriers so that more people from all places and all backgrounds can join the industry**

Disability pay at Channel 4 (continued)



15.6%

Disability pay gap 2025 (mean) – an increase from 11.0% in 2024



18.0%

Disability pay gap 2025 (median) – an increase from 15.1% in 2024



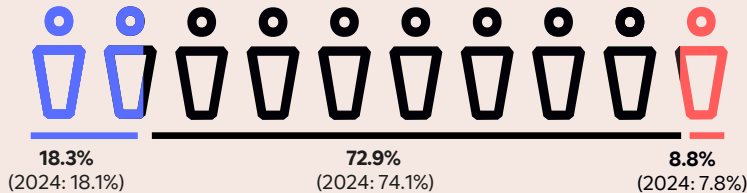
Exceeded

22.8% of disabled employees across Channel 4 – above the 2024+ baseline of 18%

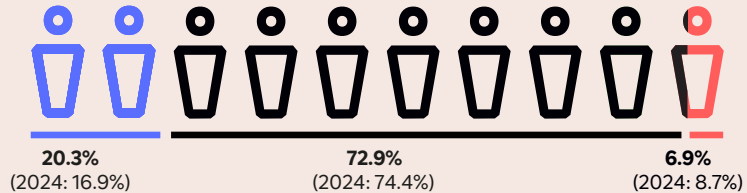
Proportion of disabled employees and employees with no disability by pay quartile

● DISABLED EMPLOYEES ● NO DISABILITY ● DATA NOT SHARED

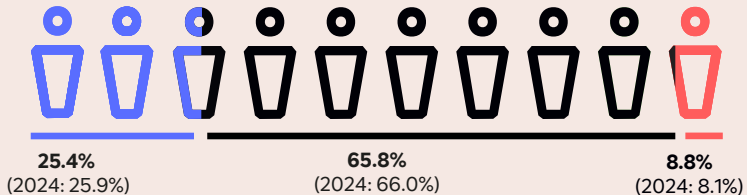
UPPER PAY QUARTILE



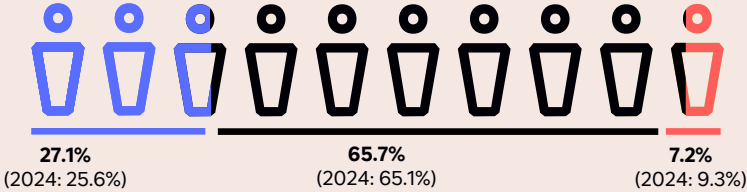
UPPER MIDDLE PAY QUARTILE



LOWER MIDDLE PAY QUARTILE



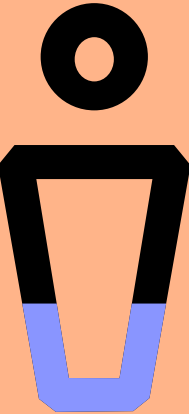
LOWER PAY QUARTILE



Disability bonus gap at Channel 4

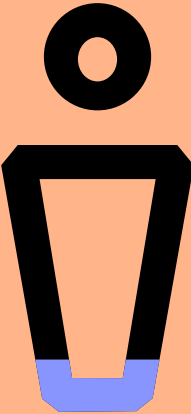
Based on the average gross bonus paid, the disability bonus gap at Channel 4 is 26.5% by mean and 12.8% by median.

The bonus gap is primarily due to the lower representation of disabled people in senior positions that attract the highest bonus rates (bonuses can be up to 10% of total gross salary for employees; 20% for Senior Leaders; and between 30% and 50% for the Executive team) as well as in departments where bonuses are a more prominent part of the remuneration package.



26.5%

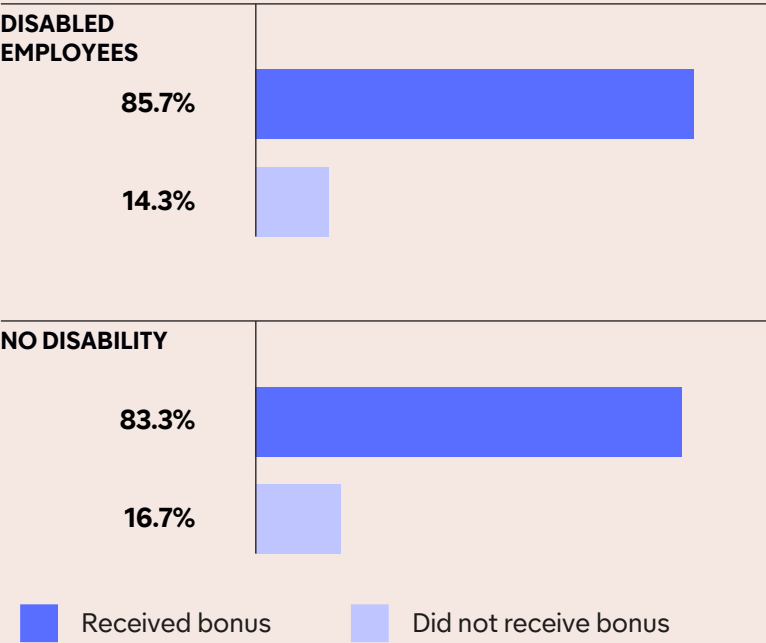
Disability bonus gap 2025 (mean) – a decrease from 31.8% in 2024



12.8%

Disability bonus gap 2025 (median) – an increase from 12.5% in 2024

Proportion of Channel 4 employees that received a bonus



Sexual orientation

Sexual orientation pay at Channel 4

Channel 4 has a sexual orientation pay gap of 19.5% by mean in 2025, a decrease from 21.2% in 2024, and a sexual orientation pay gap of 25.1% by median – an increase from 24.7% in 2024.

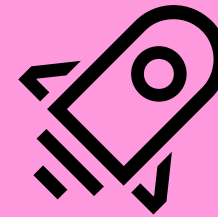
The mean pay gap for LGBTQ+ employees has improved with better representation in higher-paid roles, yet the median has increased due to persistent overrepresentation in the lowest pay quartile.

Relative to 2023 and 2024, our recent hires reflect a high representation of LGBTQ+ employees in the lower pay quartile, which is the primary driver behind these pay gaps. These employees are typically a younger age demographic and at the start of their career, which attracts a lower pay grade.

As LGBTQ+ employees make up a relatively small proportion of Channel 4's overall employee population (13.5%), changes in headcount can have a significant impact on the pay gap.

Note: There is no official guidance in place regarding the calculation of a sexual orientation pay gap; therefore we have used the same methodology as for our ethnicity pay gap.

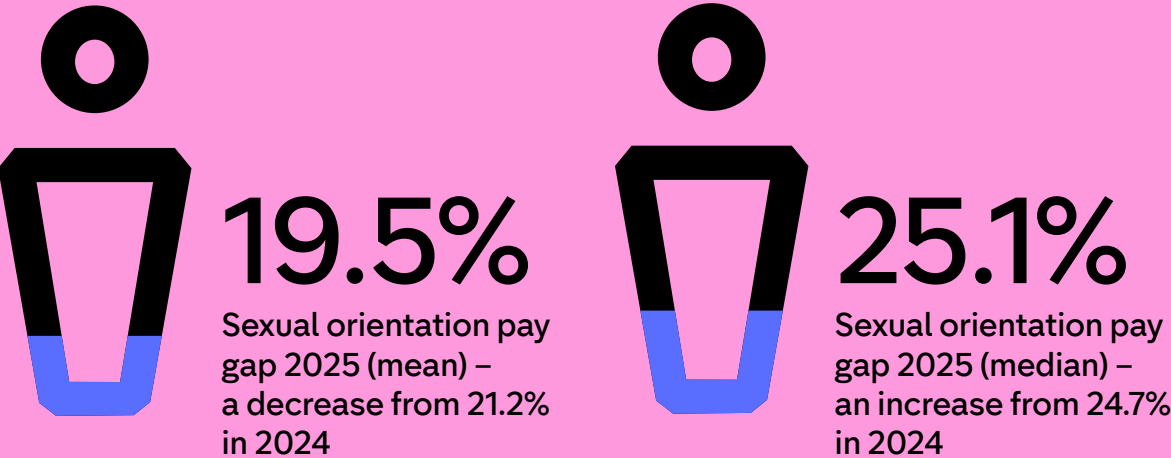
As at the snapshot date, 90% of our workforce had shared their sexual orientation. The remaining 10% have not shared this information.



Exceeded

13.5% of our employees report themselves as LGBTQ+ - above the 2024+ baseline of 6%

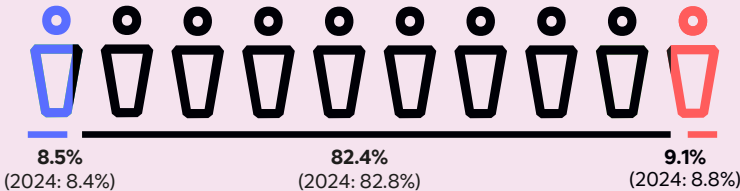
Sexual orientation pay at Channel 4 (continued)



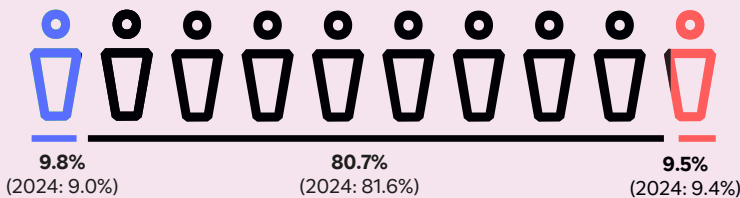
Proportion of LGBTQ+ and non-LGBTQ+ employees by pay quartile

LGBTQ+ NON-LGBTQ+ DATA NOT SHARED

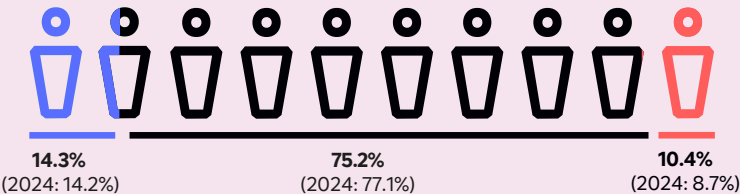
UPPER PAY QUARTILE



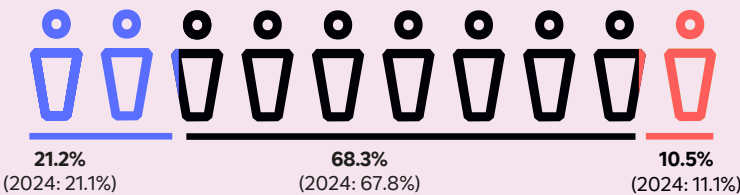
UPPER MIDDLE PAY QUARTILE



LOWER MIDDLE PAY QUARTILE



LOWER PAY QUARTILE

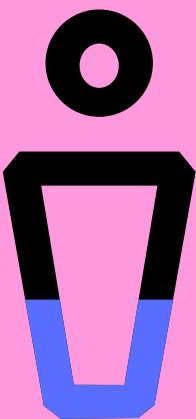


Sexual orientation bonus gap at Channel 4

Based on the average gross bonus paid, the sexual orientation bonus gap at Channel 4 is 29.1% by mean and 16.8% by median.

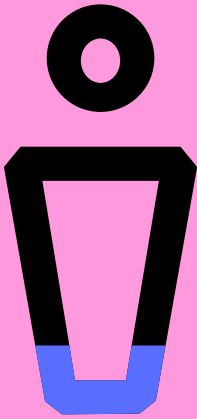
However, the bonus gap is also due to:

A significant representation of LGBTQ+ employees in the lower pay quartiles; and a lower representation in senior positions that attract the highest bonus rates (bonuses can be up to 10% of total gross salary for employees; 20% for Senior Leaders; and between 30% and 50% for the Executive team) as well as in departments where bonuses are a more prominent part of the remuneration package.



29.1%

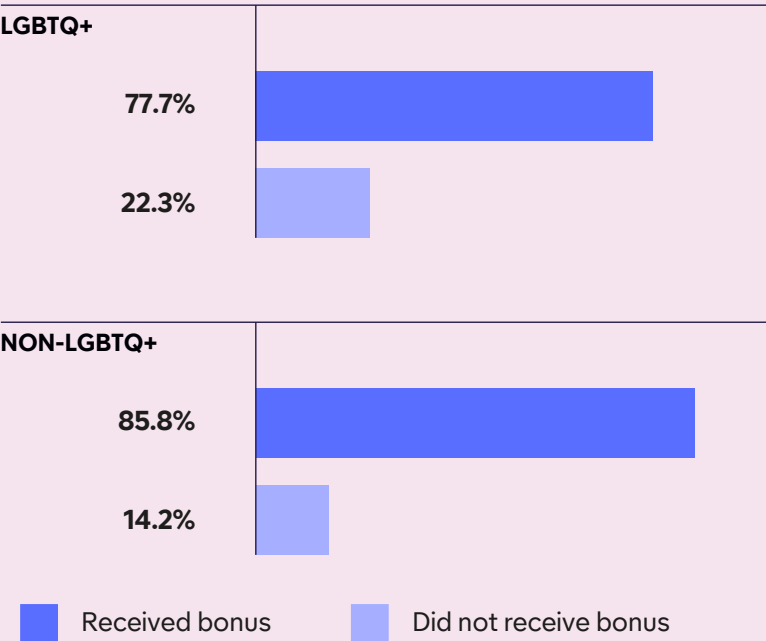
Sexual orientation bonus gap 2025 (mean) – a decrease from 35.3% in 2024



16.8%

Sexual orientation bonus gap 2025 (median) – a decrease from 23.1% in 2024

Proportion of Channel 4 employees that received a bonus



Socio- economic class

Socio-economic class at Channel 4

Our **Equity by Design** strategy outlines our commitment to becoming more representative and inclusive in everything we do when it comes to class.

Last year, we announced a new goal for 'non-professional' socio-economic status for 2030 (40%).

This year, we set a bold new specific goal: for 38% of our employees to come from a working class background by 2030, aligning Channel 4's workforce with the wider UK population.

As part of this approach, alongside a broader internal action plan, Channel 4 has launched a new class inclusion Employee Resource Group, called 'Different Class'.

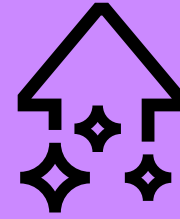
The network's mission is to create an equitable work environment by spotlighting and supporting Channel 4 employees from all class backgrounds – challenging the general perception of class within our workplaces as well as bringing focus to those traditionally underrepresented. Since launch, 'Different Class' has organised discussion groups and events to foster understanding and inclusivity across all class backgrounds.

Socio-economic pay at Channel 4

2025 marks the first time Channel 4 has reported on the socio-economic pay gap, which is currently a voluntary requirement. This year, we are reporting Professional and Non-professional socio-economic status. From next year, to align with our new goal – that 38% of our employees will come from a working class background by 2030 – we will monitor and report Working Class and Non-Working Class. Channel 4 has a socio-economic pay gap of 12.3% by mean and 5.6% by median in 2025.

Note: There is no official guidance in place regarding the calculation of a socio-economic pay gap; therefore our pay gap calculation captures professional vs non-professional background.

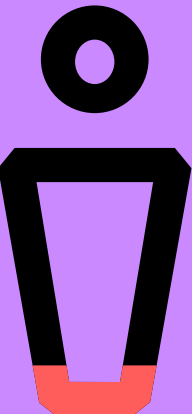
As at the snapshot date, 83% of our workforce had shared their socio-economic information. The remaining 17% have not shared this information.



33.6%

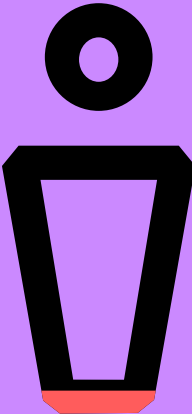
of our employees identify as coming from a non-professional background

Socio-economic pay at Channel 4 (continued)



12.3%

Socio-economic pay gap 2025 (mean)



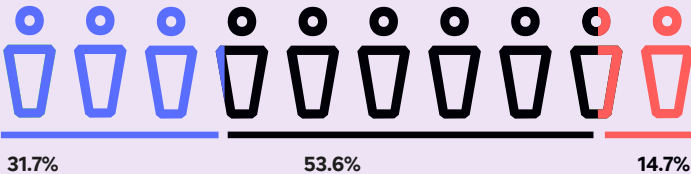
5.6%

Socio-economic pay gap 2025 (median)

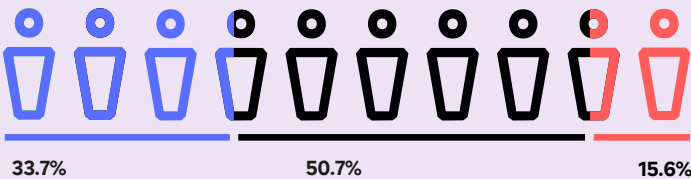
Proportion of employees who selected non-professional and professional background by pay quartile

● NON-PROFESSIONAL ● PROFESSIONAL ● DATA NOT SHARED

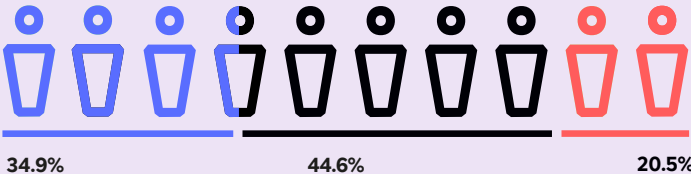
UPPER PAY QUARTILE



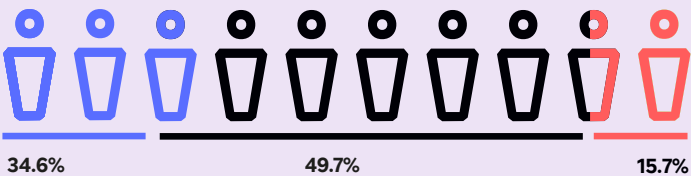
UPPER MIDDLE PAY QUARTILE



LOWER MIDDLE PAY QUARTILE



LOWER PAY QUARTILE

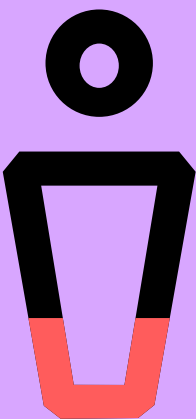


Socio-economic bonus gap at Channel 4

Based on the average gross bonus paid, the socio-economic bonus gap at Channel 4 is 24.6% by mean and 8.7% by median.

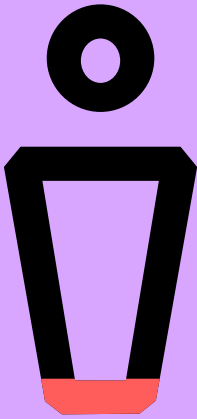
However, the bonus gap is also due to:

A significant representation of employees who selected 'Non-Professional' in the lower pay quartiles; and a lower representation in senior positions that attract the highest bonus rates (bonuses can be up to 10% of total gross salary for employees; 20% for Senior Leaders; and between 30% and 50% for the Executive team) as well as in departments where bonuses are a more prominent part of the remuneration package.



24.6%

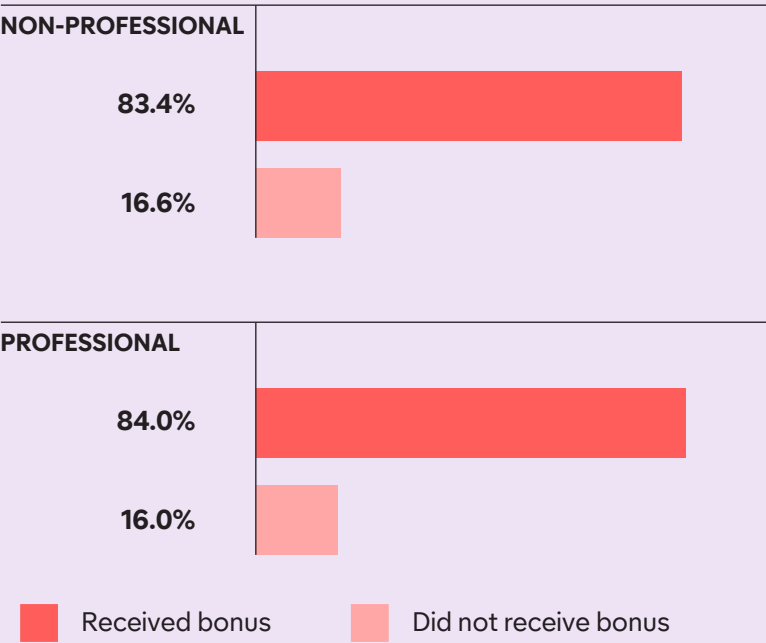
Socio-economic bonus gap 2025 (mean)



8.7%

Socio-economic bonus gap 2025 (median)

Proportion of Channel 4 employees that received a bonus





Channel Four Television Corporation

Basis of Preparation
for Pay Report 2025

Introduction

This Basis of Preparation document sets out how Channel Four Television Corporation ('Channel 4') has prepared and reported upon various pay gap calculations as set out in Channel 4's Pay Report 2025. The reporting covers the 12-month period to 31 March 2025.

The approach taken to prepare and report upon Channel 4's pay gap calculations takes into account the requirements set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Channel 4 has also been informed by the guidelines issued by [Acas Gender pay gap reporting, March 2022](#), [Acas Ethnicity pay gap reporting, May 2023](#), plus the Government's guidance on [Gender pay gap reporting](#) and [Ethnicity pay gap reporting](#).

Scope

Unless otherwise indicated, the pay gap calculations include all of Channel 4's operations covering the 12-month period to 31 March 2025.

Channel 4 ensures that appropriate procedures are in place to report pay gap data in all material respects, as set out in this document. These procedures ensure that:

- The accounting and calculation methods are clearly described including any assumptions;
- Any specific exclusions are stated clearly and explained;
- The data is meaningful and is consistent with the stated scope and definitions;
- The reported information reflects Channel 4's performance; and
- The level of transparency is sufficient to enable users to have confidence in the integrity of Channel 4's reporting.

Definitions

This section contains the key definitions used to determine the pay calculations that are set out in Channel 4's Pay Report 2025.

1. Employees

The pay gap reporting covers all relevant employees of Channel 4 on the snapshot date of 31 March 2025. Relevant employees are defined as:

- Individuals who have a permanent or fixed term contract of employment (full or part-time) with Channel 4 and are paid through Channel 4's payroll system.

A number of individuals are excluded from the definition of relevant employee. This includes the majority of the individuals who appear in Channel 4's programmes and production staff as they are employed by Channel 4's suppliers, as all programmes are commissioned from external production companies.

Non-Executive Directors are also excluded from the calculations as they are office-holders, and not employees, of Channel 4. They are selected, appointed by and accountable to Ofcom. Freelancers (contractors) were outsourced to a third-party agency and as such are not considered relevant employees for the purposes of the pay gap calculations.

2. Diversity

Diversity is wide-ranging, however for the Channel 4 Pay Report 2025, the following diversity characteristics have been used. In all instances, it is the individual's choice in notifying/recording specific characteristics within Channel 4's systems.

Gender:

Within Channel 4's systems the following categories are used to define gender:

- Man
- Non-binary
- Woman
- Prefer not to say
- Prefer to self-describe

Ethnicity:

Within Channel 4's systems the following categories are used to define ethnicity:

- Arab*
- Asian – Bangladeshi*
- Asian – Chinese*
- Asian – Indian*
- Asian – Pakistani*
- Asian – Other (please describe)*
- Black – African*
- Black – Black Scottish or Black British*
- Black – Caribbean*
- Black – Other (please describe)*
- Jewish*
- Mixed – White and Asian*
- Mixed – White and Black African*
- Mixed – White and Black Caribbean*
- Mixed – Other (please describe)*
- White – British
- White – English
- White – Gypsy or Irish Traveller
- White – Irish
- White – Northern Irish
- White – Polish
- White – Romanian
- White – Scottish
- White – Welsh
- White – Other (please describe)
- Prefer not to say
- Other ethnic group
- Other

* Individuals who have used categories above marked with an asterisk are considered to be ethnically diverse for the purposes of Channel 4's ethnically diverse pay gap calculations.

All other individuals, except for 'Prefer not to say' are considered to be non-ethnically diverse for the purposes of the pay gap calculations.

Those who 'Prefer not to say' are excluded from the pay gap calculation, but are included within the pay quartile distribution.

Definitions (continued)

Sexual orientation:

Overall this is defined as Lesbian, Gay, Bisexual and Trans (LGBTQ+). Individuals can choose from the following:

- Asexual*
- Heterosexual
- Gay*
- Lesbian*
- Bisexual*
- Pansexual*
- Queer*
- Other*
- Prefer not to say
- Prefer to self-describe

* Individuals who have used the categories above marked with an asterisk are considered to be LGBTQ+ for the purposes of Channel 4's LGBTQ+ pay gap calculations. All other individuals, except for 'Prefer not to say' are considered to be Non-LGBTQ+ for the purposes of the pay gap calculations. Those who 'Prefer not to say' are excluded from the pay gap calculation, but are included within the pay quartile distribution.

Disability:

We used the Social Model of Disability to help define the question and the terminology used. The Social Model of Disability was developed by disabled people and emphasises that people are disabled by the obstacles and behaviours they face in industry and society, not by their impairment, condition or difference.

- Cognitive or neurodiverse conditions
- Hearing
- Learning Disabilities
- Long-term health conditions
- Mental ill-health
- Physical Dexterity
- Physical Mobility
- Social Interaction and visible difference
- Vision
- Prefer to self-describe

The above definitions of disability are provided to Channel 4's employees together with the question:

"Do you have a neurodiverse condition, impairment or long-term condition?"

In response to the above question, employees can choose from any of the following answers:

- Yes*
- No*
- Prefer not to say

* Individuals who have used the categories above marked with an asterisk are included within Channel 4's disability pay gap calculations.

Those who 'Prefer not to say' are excluded from the pay gap calculation, but are included within the pay quartile distribution.

Socio-economic background:

To better understand the socio-economic background of our employees, we ask a set of questions recommended by the Social Mobility Commission (SMC).

Our representation goals and reporting are based on the question the SMC identifies as the most accurate indicator of socio-economic background:

"What was the occupation of your main household earner when you were aged about 14?"

Employee responses are mapped onto the SMC's three-part classification – Professional, Intermediate, and Working Class/Lower Socio-Economic Background – which aligns with the NS-SEC model used in the UK census.

In 2025, we reported on pay for employees from Non-Professional (Intermediate + Working Class/Lower Socio-Economic background) and Professional backgrounds. Going forward, we will focus our reporting specifically on pay for employees from Working Class/Lower Socio-Economic backgrounds, in line with our new Working Class representation goal.

Collecting diversity information is voluntary, and all employees have the option to leave any response blank. Those employees who have not self-declared (left the response blank) for each of the characteristics are not included in the pay gap calculations.

3. Pay and Bonuses

The definition of pay and bonus is in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, however where Channel 4 has made specific judgements on pay or bonus categorisation, they are explained in the relevant section below.

Ordinary pay includes:

- Basic pay
- Cash allowances
- Acting up payments
- Bonus payments (on a prorated basis)

Ordinary pay excludes:

- Expenses
- Benefits in kind
- Back pay
- Holiday pay
- Overtime

Bonus pay is:

- Any remuneration that is in the form of money and relates to productivity or performance

Bonus pay includes:

Annual bonus, quarterly and spot awards

Bonus pay excludes:

Ordinary pay, overtime, pay relating to termination of employment/redundancy and allowances.

The amount of any salary sacrifice deductions reduce an employee's pay for the purposes of the pay gap calculations. The hourly pay gap is only calculated for 'full pay relevant employees'. The regulations define this as: 'A relevant employee who is not, during the relevant pay period, being paid at a reduced rate or nil as a result of the employee being on leave.' This means that any employees not receiving full pay, due to being on maternity or paternity leave for example, are not included in the hourly pay gap calculations. All relevant employees (even those not on full pay) are included in the bonus gap calculations.

4. Hourly rate

• Hourly rate for pay in March

The hourly rate is calculated by using the pay over the relevant period (weekly, monthly or annually) and then dividing by the number of contractual hours in that pay period.

• Hourly rate for bonus amounts paid in March

Where any bonus payments are made in March, these have been included in the hourly pay gap calculation. Where a bonus payment relates to a longer period than the March pay period, the bonus amount has been prorated so that only the amount which is attributable to March is included in the hourly pay gap calculation. Where a bonus payment relates to a part-time employee, the bonus is calculated on actual bonus paid, not on a full-time prorated equivalent amount.

Data sources

Channel 4's objective is to gather and report reliable and robust data. We are committed to providing transparency on the quality of the data where we consider there are matters that are material to users of the information. The information we report is subject to internal review processes.

Our employee database is maintained internally whereby only HR teams are authorised to make changes to employment status, pay and bonus, however, certain aspects of diversity, home address, emergency contact information is self-service which allows Channel 4 employees to go into the system and make changes as appropriate.

1. Diversity characteristics information

Employees' diversity characteristics are captured within Channel 4's HR system. All new joiners are asked to provide this information as part of their onboarding process. This request is not mandatory, and the employee has the option to leave responses blank or choose 'Prefer not to say'. The information is retained in the Channel 4 HR system and employees have access to amend their diversity characteristics through employee self-service whenever they wish.

If Channel 4 were to change any of the terminology or start to capture new information, Channel 4 would communicate this through our internal communications team to all employees and also through our employee networks.

2. Pay and bonus data

The pay and bonus data is maintained in Channel 4's payroll system. Channel 4's Pay Principles document sets out the details of pay and bonuses. The pay data is subject to regular reconciliations and approval.

The payroll data is reconciled each month and signed off by the internal senior management team from Finance and HR, prior to pay day.

Pay gap calculations

The data used for reporting purposes is as of 31 March 2025, 'the snapshot date'. In accordance with the regulation's guidelines, we have calculated each of the KPIs noted below and presented the results in the Pay Report 2025:

Gender (man/woman):

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each pay quartile

Ethnically diverse/Non-ethnically diverse:

- Mean ethnicity pay gap in hourly pay
- Median ethnicity pay gap in hourly pay
- Mean bonus ethnicity pay gap
- Median bonus ethnicity pay gap
- Proportion of ethnically diverse and non-ethnically diverse receiving a bonus payment
- Proportion of ethnically diverse and non-ethnically diverse in each pay quartile

LGBTQ+/Non-LGBTQ+:

- Mean sexual orientation pay gap in hourly pay
- Median sexual orientation pay gap in hourly pay
- Mean bonus sexual orientation pay gap
- Median bonus sexual orientation pay gap
- Proportion of LGBTQ+ and non-LGBTQ+ receiving a bonus payment
- Proportion of LGBTQ+ and non-LGBTQ+ in each pay quartile

Disability/Non-disability:

- Mean disability pay gap in hourly pay
- Median disability pay gap in hourly pay
- Mean bonus disability pay gap
- Median bonus disability pay gap
- Proportion of disability and non-disability receiving a bonus payment
- Proportion of disability and non-disability in each pay quartile

Professional/ Non-professional:

- Mean socio-economic pay gap in hourly pay
- Median socio-economic pay gap in hourly pay
- Mean bonus socio-economic pay gap
- Median bonus socio-economic pay gap
- Proportion of professional and non-professional receiving a bonus payment
- Proportion of professional and non-professional each pay quartile

The figures were produced by Channel 4 and signed off by the Director of People.

Independent Assurance Statement to Channel Four Television Corporation (‘Channel 4’) Management for Pay Report 2025

Scope

Channel Four Television Company ("Channel 4") have asked Spktral ("Our", "We") to perform a de facto limited assurance engagement ("Assurance") of its diversity pay gap metrics for the period covering 1 April 2024 to 31 March 2025. Spktral are not subject to ISCQ1, but have extensive experience in the field of pay gap analysis and process assessment.

This Assurance covers the information that Channel 4 must produce to meet the requirements of Statutory Instrument 2017/353: The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 ("Regulations"). This information includes the calculation of 14 percentages that relate to the differences between men and women's pay and bonuses – these specific measurements are listed in Appendix A. The regulations set out the methodology used to gather and filter the information as well as the formulas used to calculate the percentages. As such these regulations form an integral part of this Assurance. The methodology used to calculate the adjusted hourly rate of pay has been used as the basis for the further analysis of: Ethnicity, Disability, Sexual Orientation and Social Mobility pay gaps.

Process and responsibilities

To calculate the required metrics a repeatable, auditable process was followed. The details of which are laid out below:

Payroll data

Channel 4 provided a spreadsheet consisting of the raw payroll data that had been processed for the period shown above. Spktral conducted a review of the data with a qualified Channel 4 representative. Every payroll element was assessed in accordance with the Regulations.

Payroll audit

To provide assurance on the provenance of data, Spktral created a control measurement process using annual salaries, as of 31 March 2025, to assess if employees were being paid less than a normal 1/12th of their salary. Where figures differed by more than £0.01p an explanation was sought, and the reason recorded in the master file.

Eleven (11) queries were made and answered, details can be found in the master file held by Channel 4.

Talent data

To assess each employee IAW the Regulations, further specific data points were required. Channel 4 provided a full list of these via a template. Spktral used the combined data to build a unique picture for each employee in the payroll file and their status as defined in the Regulations. The control measurement process described above was used to

highlight inconsistencies in data quality and the results were used to feedback to payroll/HR to mitigate future inconsistencies.

Final file

The final data product details a full account from the raw payroll and talent data through to audited account for each employee in the payroll period. The collated data is then fed into our SaaS platform via a template file.

Spktral software audit

The software uses the data contained in the template file to calculate the adjusted hourly rate and bonuses details for each employee. A copy of this calculated data point is added as a tab to the final file. This allows any viewer to view the journey from raw to calculated data.

Channel 4's responsibilities

The management are responsible for the following items:

- Accuracy of the data within the payroll and talent management systems
- Establishment and maintenance of internal controls to ensure data accuracy and material mismanagement from either error or fraud
- Payroll element identification and explanation
- 100% check of the final file to ensure that the adjusted hourly rates are valid

Spktral's responsibilities

We are responsible for the following items:

- Identification of edge cases using control measurements
- Identification of errors using the combined payroll/talent data
- Presentation of the raw to calculated data for each employee

Spktral are not responsible for:

- Inaccurate payroll data;
- start, birth, join or leave data; or
- any other data point used to assess an employee IAW the Regulations.

Independence and Quality Control (QC)

We have maintained our independence and confirm that we have met or exceed the service level detailed in our contract.

Our procedures are designed to assess if the data provided to us is reasonable, but it does not provide reasonable assurance. We can assure that the raw data has been checked for gross error and that each employee has been correctly processed using the data provided, but it cannot confirm if an employee is being the correct amounts laid out in their contracts of employment.

Independent Assurance Statement (continued)

Examples of QC provided/not provided

The following assurance was provided:

- All employees paid less than 1/12th of their annual pay were checked and a reason recorded as to why this was the case: maternity leave, mid-month joiner, sick pay, etc
- Where the adjusted hourly rate was outside of the expected range a reason was recorded and Channel 4 were asked to provide explanatory information and/or correct errors within the file and/or their systems
- Using the raw data provided, the correct calculation criterion was used consistently
- Payroll extraction, pay element identification and edge case explanations were used to support the reasonableness of the data provided
- Audit of the provided raw information and presentation of the facts to Channel 4

The following assurance was *not* provided:

- No employee contracts were examined to ensure correct salaries and hours were valid
- No checks were made if an employee was marked as receiving less than normal due to leave reason
- Nothing more than verbal confirmation was obtained when we confirmed that Channel 4 had secured the explicit consent of its employees to process protected characteristic data
- No confirmation of the protected characteristics for employees was carried out

Risk

Channel 4's systems are wholly adequate and the personnel with whom we interacted conducted themselves professionally. As such we assess that the risk of their being major/fundamental errors in the raw data is: insignificant.

Conclusion

Based on our procedures, evidence and on the previous year's submission, we are confident that there are no modifications that need to be made to the raw data we assessed. We also confirm that the raw data provided has been processed IAW the Regulations and that where other characteristics were analysed, the same financial calculations were used.

Therefore, the gender, ethnicity, disability, sexual orientation and social mobility summary information calculated for the period 1 April 2024 to 31 March 2025 is assessed as being accurate, and representative of the Channel Four Television Company.

Restricted use

This report is intended solely to inform and provide assurance to the Channel 4 management team. It should not be used by anyone else for any other purpose.

Spktral Limited

25 April 2025

