

## CHANNEL FOUR TELEVISION CORPORATION 2016 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 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 2016 to 31<sup>st</sup> December 2016.

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 RIO 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 the launch of Channel 4's "360°

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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.

Diversity Charter” and the review “360° Diversity Charter – One and Two Years On”, can be found at our website accessible here - [www.channel4.com/info/corporate/about/c4-diversity](http://www.channel4.com/info/corporate/about/c4-diversity).

## Data on Protected Groups

### (1) Staff in post, 2016

As of 31st December 2016, Channel 4 employed 813 staff, a decrease of 0.7% (2015: 819).

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

The Diversity makeup of Channel 4 staff is reflected through targets defined in the 360° Diversity Charter set January 2015.

At the end of 2016 our employees identified with the following key diversity groups. The movement demonstrates Channel 4’s shift towards an increasingly inclusive culture, as was endorsed by Channel 4 being awarded the Ernst & Young National Equality Standard at the highest level – ‘Institutionalised Inclusion’.

<i>(Figures as at year end)</i>	December 2015	December 2016	2020 Target (Staff)
Disabled	3%	11%	6%
BAME	18%	18%	20%
LGBT	6%	6%	6%
Female	58%	58%	50% equal split

The majority of our workforce is aged between 30 – 49 years at 66% 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 23% of our staff. Our average age at the end of 2016 was 38 with our employee’s average length of service being 6 years.

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 2016, 40 individuals took maternity leave.

### (2) Applications for employment, 2016

A fundamental aspiration of our Diversity Charter 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 displays our diversity statement which has helped to support and re-enforce Channel 4’s commitment to diversity when attracting new talent.

Between 1<sup>st</sup> January and 31<sup>st</sup> December 2016 we received 10,249 applications for employment, the following table displays the diversity of applicants applying for roles within Channel 4 in 2016.

Recruitment Stage	Applications YTD	BAME (ethnicity)	Disabled	LGBT (sexual orientation)	Female (gender)
<b>Applications received</b>	<b>10,249</b>	29.1%	3.4%	8.7%	57.0%
Variation on 2015	+2,120	+1.1%	+0.8%	0.3%	+3%

#### Age

33% of applicants were aged between 30 – 50+, with 67% of applicants being under 21 – 30.

### **(3) Staff promotion - 2016**

We promoted 84 staff to a higher role/grade - 48% of those promoted in 2016 were female, which was the same as 2015.

### **(4) Equality at senior levels 2016**

Channel 4 recently launched an update of our Diversity Charter (Two Years On), this highlights our progress against 30 initiatives. Employee and Senior Manager Targets were set in 2015 with a target date of 2020. Click on the link to access our update against these targets. Please refer to [360° Diversity Charter No 7](#) on page 24 for staff diversity statistics which displays our progress at leadership level.

### **(5) Applications for training and those who received training during 2016**

In 2016 we continued to deliver development opportunities for all Channel 4 staff through bespoke workshops including tailored support to our 4Women and 4Pride affinity networks, skills training programmes, leadership & management development and spot & maternity coaching. Our internal mentoring programme, successfully matched 22 mentors and mentees at all levels within the organisation.

Channel 4 continued to also focus on compliance training for all staff. A mandatory e-learning module which provided a refresher of our 'Code of Conduct' training was launched in December together with an e-learning module to educate staff about the Modern Slavery Act and our responsibility as employees/managers and as an organisation.

Our stated aim is to foster an organisation-wide confidence in disability, creating a stigma-free environment where disability is understood and disabled colleagues can thrive. We want to equip staff with the knowledge and skills to recruit, develop and retain disabled people, and disabled colleagues to develop and progress their careers.

One of the areas we focused on was Mental Health to increase awareness and to better enable support within the business for mental health issues. We ran a number of sessions to educate staff on how to become 'Mental Health First Aider's' with 97 employees attending the initial half day sessions and 37 employees attending the more in-depth 2 day training session by the end of the year.

The feedback from staff and managers about these sessions has been invaluable and we are continuing to offer these sessions during 2017.

### **(6) Leavers 2016**

During 2016, 163 employees left Channel 4's employment. The key metrics for those leavers are displayed below:

Disability	6.7%
Male	42.9%
BAME	22.7%
LGBT	6.1%
Voluntary Turnover – All staff – (12 Month rolling)	12.2%
Avg. Length of service – voluntary leavers in 2016 (years)	5.4

**(7) 4Talent Grassroots and Social mobility drive.**

In the Two Years On - [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 – “4Talent Grassroots and Social Mobility Drive” as set out on page 26.

**Channel Four Television Corporation  
2017**