

CHANNEL FOUR TELEVISION CORPORATION 2017 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 2017 to 31st December 2017.

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 the launch of Channel 4's "360° 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. Year 3 will be published on by the end of Quarter 1 2018.

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.

Data on Protected Groups

(1) Staff in post, 2017

As of 31st December 2017, Channel 4 employed 827² staff, an increase of 1.6% (2016 - 814)

This figure includes apprentices and graduates.

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

At the end of 2017 our employees identified with the following key diversity groups. The movement demonstrates Channel 4's shift towards creating an inclusive culture.

All Staff	(Figures as at year end)	December 2016	December 2017	2020 Target (All Staff)
	Disabled	11.1%	11.3%	6%
	BAME	17.6%	18.2%	20%
	LGBT	5.9%	6.9%	6%
	Female	58.1%	56.1%	n/a

Channel 4 has a number of employee affinity networks representing the following areas:

LGBT (4Pride)
Disability (4Purple and 4Minds representing mental health)
Gender (4Women)
BAME (BAME Collective)

Our BAME and Disability networks were both launched in 2017. All groups are very active within the organisation with support and sponsorship from senior management.

The majority of our workforce is aged between 30 – 49 years at 65.4% of our staff. Those above the age of 50 represent 10.6%, with those under 20 representing less than 1% of the workforce. Our average age at the end of 2017 was 37.8 with our employee's average length of service being 6.2 years.

The majority of our workforce (65.4%) is aged between 30-49 years. Those above 50 represent 10.6% of our workforce, with employees under 20 representing less than 1% of our workforce. Our average employee age at December 2017 was 37.8 years, with average length of service being 6.2 years.

During 2017 - 32 individuals took maternity leave. In July we relaunched our Family Friendly Policy which also included our new Shared Parental Leave Policy to ensure that leave, pay and entitlement was consistent with our maternity leave policy, 1 member of staff took advantage of this new benefit.

With regards to gender reassignment, employees have the option to 'rather not say' for the purpose of employment monitoring, no employees have chosen to disclose this information.

² The average number of employees is computed on a Full Time Equivalent basis where any individual working less than 37 hours a week is classified as 0.5 of a full head.

(2) Applications for employment, 2017

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 display our diversity statement which has helped to support and re-enforce Channel 4's commitment to diversity when attracting new talent.

Between 1st January and 31st December 2017 we received 10,645 applications for employment, the following table displays the diversity of applicants applying for roles within Channel 4 in 2017.

Diversity over Recruitment Stages	Applications YTD	BAME (ethnicity)	Disabled	LGBT (sexual orient.)	Male (gender)
Applications received	10,645	29.2%	4.7%	11.0%	39.8%
Short-listed applications	1,964	28.0%	8.9%	10.8%	39.0%
Successful applicants	153	24.8% (Vs 22.2% LY)	9.8% (Vs 1.5% LY)	9.8 (Vs 3.0% LY)	33.1% (Vs 27.8% LY)

(3) Staff promotion - 2017

We promoted 89 staff to a higher role/grade – 58% of those promoted in 2017 were female.

(4) Equality at senior levels 2017

Employee and Senior Manager Targets were set in 2015 with a target date of 2020. 2017 has seen an increase in most areas.

Leaders	(Figures as at year end)	December 2016	December 2017	2020 Target (Leaders)
	Disabled	7.4%	5.6%	6%
	BAME	9.9%	12.2%	15%
	LGBT	5.3%	7.8%	6%
	Female	45.1%	46.4%	50% equal split

(5) Applications for training and those who received training during 2017

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). Activities relating to helping employees manage themselves, such as the strength-based personality profiles we use or the on-demand coaching we make available, are particularly powerful for diverse employees, as they help build confidence and provide an opportunity for self-reflection.

During 2017 we undertook research to understand the needs of BAME employees and in particular the barriers to career development. We worked with external experts to conduct focus groups with BAME employees and shared the findings with the executive team and CEO. Key themes that emerged included the need to clarify and standardise performance and promotion criteria. This is being addressed by an increased formalisation of our Talent & Development framework and internal talent pipeline.

We completed the pilot of our Women’s Commissioning Development programme, a series of workshops held across the year for a group of 13 female commissioners. The workshops focused on strengths, confidence, and career decisions to prepare female commissioners for more senior leadership roles. The programme received positive feedback from participants, and is being rolled out to the rest of Channel 4 during 2018.

We continue to place an emphasis on non-classroom types of development, with over 54% of our employees attending one or more training activities throughout the year. Our mentoring programme continues to be extremely popular, with two cohorts (20 pairs of mentors and mentees in each cohort) in 2017. The mentoring programme helps employees build relationships and gain access to experiences and relationships that they would not otherwise be able to – this is a particularly powerful way to drive development of diverse employees, since visibility and network have often been cited by diverse employees as barriers to their career development.

(6) Leavers 2017

During 2017, 186 employees left Channel 4’s employment. The key metrics for those leavers are displayed below:

Disabled	9.7%
Male	30.6%
BAME	26.9%
LGBT	4.8%
Voluntary Turnover – All staff – (12 Month rolling)	14.4%
Avg. Length of service – voluntary leavers in 2017 (years)	4.3

(7) 4Talent Grassroots

In 2017, Channel 4 and MyKindaFuture were back on the road for the third consecutive year looking for talent, to promote both the Production Training Scheme and the Channel 4 Apprenticeship Scheme as a core part of the “Pop Ups” programme. The 2017 Pop Up series focussed on giving attendees tangible career advice and support in applying for roles within Channel 4, while keeping in line with our ethos in finding diverse voices that want to bring something different to the media industry.

We hosted six C4 Pop Up events – three of which focused on Production in Birmingham, Bristol and Belfast, where participants were able to create impactful short films in keeping with the themes of diversity and inclusion. The final three focused around the variety of media apprenticeships available at Channel 4 in London, Manchester and Glasgow, where participants attended taster workshops of the apprenticeship offerings at Channel 4. One of the key findings was the perception change of career aspirations.

Total number of applications to a C4 Pop Up in 2017 – 974
 Total number of attendees across our 2017 Pop Up’s – 618

The diversity of attendees is as follows:

Attending C4 Pop Up’s	(Figures as at year end)	December 2016	December 2017
	Disabled		8%
BAME		21%	31%
LGBT		13.5%	16%