

CHANNEL FOUR TELEVISION CORPORATION

2018 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 2018 to 31st December 2018.

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°

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.

Diversity Charter” and the review “360° Diversity Charter 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, 2018

As of 31st December 2018, Channel 4 employed 864 staff, an increase of 4.28% on 2017. 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.

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 2018 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.

All Staff	(Figures as at year end)	December 2017	December 2018	2020 Target (All Staff)
	Disabled	11.3%	11.5%	6%
	BAME	18.2%	19.0%	20%
	LGBT	6.9%	7.3%	6%
	Female	56.1%	56.0%	-

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

- LGBT (4Pride)
- Disability (4Purple and 4Minds for mental health awareness/education)
- Gender (4Women)
- BAME (The 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 (64.9%) is aged between 30-49 years. Those aged above 50 represent 12.5% of our workforce, with employees aged under 20 representing less than 1% of our workforce. Our average employee age at December 2018 has increased slightly from 2017 to 38.5 years, with average length of service being 6.5 years.

During 2018, 64 individuals took family leave (maternity, adoption or shared parental leave). In July 2017 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. This has resulted in a number of our employees increasing the average time taken away from the business.

In 2018 our CEO launched our Transitioning Guidelines to all staff and with a number of senior staff attending Trans Ally training provided by Stonewall.

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, 2018

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.

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

Between 1st January and 31st December 2018, we received 8,947 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	8,947	30.6%	6.2%	11.9%	38.0%
Short-listed applications	1,515	32.8%	12.0%	12.6%	34.8%
Successful* applicants/ New Joiners	156	27.6% (Vs 24.8% LY)	8.8% (Vs 9.8% LY)	10.6% (Vs 9.8% LY)	38.2% (Vs 33.1% LY)

*Applicants who applied directly through our applicant tracking system.

(3) Staff promotion - 2018

We promoted 82 staff to a higher role/grade - 59% of those promoted in 2018 were female.

(4) Equality at senior levels 2018

Employee and Senior Manager Targets were set in 2015 with a target date of 2020. In 2018 we increased our leaders target for BAME from 16% to 20% and this year has seen an increase in all areas.

Leaders	(Figures as at year end)	December 2017	December 2018	2020 Target (Leaders & Influencers)
	Disabled	5.6%	9.1%	6%

	BAME	12.2%	18.2%	20%
	LGBT	7.8%	11.4%	6%
	Female	46.4%	48.9%	-

(5) Applications for training and those who received training during 2018

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). We continue to place an emphasis on non-classroom types of development, with over 630 attendees going to training throughout 2018.

We also work with our employee networks to support their annual activities. An example of this was during Mental Health Awareness week, when we ran several activities such as Food to support your Mood, Live Well, Managing Depression, Introduction to Mindfulness and Therapy Dogs.

2018 saw the launch of RISE, our Women's Development Programme in Q3 developing over 200 women to support us in building our female pipeline.

We created three distinct cohorts, to ensure we made an impact at all levels of the business.

- **Role models** – this was a group of 16 women who were already female leaders in the business and who as well as benefitting directly from the programme, could also drive a ripple effect throughout Channel 4 and act as future coaches and mentors for women across the channel;
- **Catalysts** – this was a group of 50 future female leaders who we were looking to inspire and motivate to play a bigger game for themselves and for Channel 4, by building a movement of influential women who could create the change they wanted to see; and
- **Energisers** – this was the largest group of 150 women who wanted a roadmap for behaviours and attitudes that would allow them to go big and not be afraid to ask for more.

More information can be found here: https://s3-eu-west-1.amazonaws.com/c4-cp-assets/corporate-assets/2019-01/CHA001_RISE_whitepaper_080119_6.pdf

2019 will allow us to assess the impact of this programme as well as look at how we progress this further within the business.

Our mentoring programme continues to be extremely popular, with two cohorts (24 pairs of mentors and mentees) in 2018. 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 2018

During 2018, 157 employees left Channel 4's employment, a decrease from 2017 in overall numbers and turnover. The key metrics for those leavers are displayed below:

Disability	10.2%
Male	36.9%
BAME	26.8%
LGBT	8.9%
Voluntary Turnover – All staff – (12 Month rolling)	12.9%
Avg. Length of service – voluntary leavers in 2018 (years)	4.1

(7) 4Talent Grassroots

In 2018, for the fourth consecutive year Channel 4 and MyKindaFuture ran a series of Pop Ups in cities across the UK looking to connect with diverse talent and to promote the Production Training Scheme, the Channel 4 Apprenticeship Scheme and the 4Talent Work Experience Programme.

The 2018 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. For the first time the Pop Ups delivered two employability sessions, aimed at a younger audience recognised as being the furthest away from employment in their cities.

We hosted six Pop Up events in total, two of which focused on apprenticeships in Wolverhampton and Swansea, specifically around the range of apprenticeships available at Channel 4, where participants attended taster workshops of the apprenticeship offerings at Channel 4. We then visited Liverpool and Dundee, focusing on Production, where participants were able to create impactful short films in keeping with the themes of diversity and inclusion. The final two Pop Ups in Sunderland and Nottingham focused on apprenticeship and work experience opportunities at the channel, and in these cities, we also delivered two employability focused morning sessions.

- Total number of applications to a C4 Pop Up in 2018 – 840
- Total number of attendees across our 2018 Pop Ups –683

The diversity of attendees, as disclosed on a voluntary basis, is as follows:

Attending C4 Pop Up's	(Figures as at year end)	December 2016	December 2017	December 2018
	Disabled	8%	8.25%	13%
	BAME	21%	31%	19%
	LGBT	13.5%	16%	19%
	Social Mobility			55%