



Channel Four Television Corporation

2020 report on compliance with the General Equality Duty

Background

Channel 4 is a public service broadcaster whose purpose is to create change through entertainment by representing unheard voices, challenging with purpose and reinventing entertainment.

We pride ourselves on the wide range of passionate and talented people that 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.

This is about being all-inclusive, regardless of culture, nationality, religious persuasion, physical and mental ability, sexual orientation, race, gender, age or background. Diversity of thought is just as important to us as other characteristics.

Background (continued):

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.

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 solely on our employees. The report summarises employment information covering the period from 1 January 2020 to 31 December 2020.

In monitoring ethnicity, we have used the same categories as the Office for National Statistics and recommended by the Equality and Human Rights Commission. '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 duties 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 Production Trainee schemes.

Diversity of thought and opinion is as important to us as other characteristics. It helps Channel 4 to be innovative, distinctive and to encourage people to think in new and different ways. More information about diversity, including Channel 4's Diversity Strategy can be found on our [website](#).

A fully inclusive Channel 4

For the second year running, Channel 4 published its Pay Report covering four characteristics: Gender, BAME, Disability and LGBT+. Overall, we made good progress with our pay gaps in 2020, but we know that there is still much to do in order to bring these gaps to an acceptable level.

In June 2020, Channel 4 set out six new commitments for Channel 4 to be a driver of anti-racism in the industry and improve black and minority ethnic representation.

We also reaffirmed our commitment to disability talent on and off screen, signing up to the Valuable 500, a global movement that puts disability on the business leadership agenda, continued to monitor and ensure disabled representation in our top 100 shows, committed to CDN's Doubling Disability plan and have our own internal workforce target to reach 12% by 2023.

Channel 4 was also included in Stonewall's Top 100 Employers for the first time in 2020 – ranking 35th on the LGBT charity's annual list – and was also recognised as one of 20 top trans employers.

Data on protected groups:

1. Staff in post (2020)

In 2020, our primary objective was the wellbeing of our staff during the Covid-19 pandemic. This included ensuring that employees were able to work effectively from home, as well as a strong focus on diversity, wellbeing and mental health for everyone.

As of 31 December 2020, Channel 4 employed 911 staff, an increase of 1.45% on 2019. This figure includes apprentices and graduates.

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 2020 for those who provided their diversity characteristics, our employees identified with the following key diversity groups (figures as year end):

All staff		December 2019	December 2020	2023 commitments (all staff)
	BAME	17%	17%	20%
	Disabled	10%	10%	12%*
	Female	56%	54%	-
	LGBT+	8%	8%	6%

* Commitment for disabled staff was doubled from 6% to 12% in 2019

As part of our Diversity Strategy we have made commitments to reach certain targets by 31 December 2023 and we continue to monitor these internal metrics. With the exception of LGBT+, where we are already ahead, we are on target to achieve these commitments.

During the year, we held all-staff sessions with the Chief Executive every two weeks and also conducted quarterly pulse surveys to listen to our employees and ensure that we could respond. Our annual engagement score was 84%, an increase of 16 percentage points on 2019. A further 94% of our employees said that they were 'proud to work for Channel 4'.

Our employee representatives and employee resource groups ('ERGs') have played a huge role in supporting our employees and the business throughout 2020. They have organised and held regular virtual meetings and support sessions throughout the year, continuing to raise awareness of difference and fostering an inclusive culture.

- The Collective (BAME)
- 4Earth (environment) – launched in 2020
- 4Mind (mental health)
- 4Parents & Carers (parents and carers) – launched in 2020
- 4Pride (LGBT+)
- 4Purple (disability)
- 4Women (women)

30-40-year-olds made up the largest proportion of our workforce (37%), while those aged above 50-years-old represented 13% of our workforce. Our average employee age at 31 December 2020 was 38 and our average length of service was six years.

During 2020, 25 individuals took family leave (maternity, adoption or shared parental leave). HR worked with the 4Parents & Carers ERG to launch a carers' policy to help ensure that all employees understand what support is available to them throughout the year. We review our employee policies where necessary and worked with our employee representatives to ensure where we can incorporate employee input.

With our people working from home for most of 2020, we shifted our approach to provide the support that they needed. Our priority was to ensure that line managers had the toolkits and resources to support their teams through the new process of furlough and provide clear guidance on communication with those on furlough. This was focused on wellbeing and maintaining a sense of team through an emphasis on social calls and regular virtual team meetings. We also provided support to line managers and employees on how to fully work remotely and effectively as a remote team.

2. Applications for employment (2020)

In 2020, Channel 4 received 24,173 applications for jobs, over double the number of applicants we had in 2019. We employed 163 new people, with the following breakdown:

	Applications	Employed
BAME	19%	18%
Disabled	7%	6%
Female	44%	53%
LGBT+	11%	12%

2020 saw us continue to recruit for roles created in our National HQ in Leeds alongside our other Channel 4 locations, in Bristol, Glasgow, London and Manchester.

We have continued our focus on attracting diverse talent to our roles and have provided additional opportunities outside of London.

The Channel 4 Production Trainee Scheme ran throughout 2020, with trainees placed in independent TV production companies across the UK. In what was originally planned to be a Paralympic year, all places on the scheme were offered to people with a disability.

Channel 4 has remained a 'Disability Confident Leader' and continued to advocate the benefits of the programme to other employers by speaking at events and sharing best practice.

We monitor recruitment activity each month by asking all candidates to share their diversity data with us if they wish to do so. As a 'Disability Confident Leader', we offer a guaranteed interview to all candidates with a disability who meet the essential criteria for a role.

3. Staff furlough

To help Channel 4 protect its financial position during the first half of the year, Channel 4 made the difficult decision to furlough around 120 of its employees at the peak of the pandemic, with most returning to work in the autumn. We continued to pay these employees a full salary.

At the end of 2020, thanks to an improved financial situation and our clear focus on commercial self-sufficiency, we repaid the furlough funding back to the Exchequer. We are appreciative of our employees who supported the organisation by accepting to be furloughed.

4. Top 100 earners

Everyone should have equal opportunity to develop and progress at work and 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 its diversity commitments for all staff as indicated above. We are 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 2019	December 2020	2023 commitments
	BAME		12%	12%
Female		41%	45%	50%

5. Applications for training and those who received training (2020)

Our approach to the training and development of our people shifted due to Covid-19, during 2020, as most of our people worked from home. Our focus was therefore on providing the support that they needed.

During the year, we ran Thrive wellbeing workshops for both employees and line managers, focusing on a preventative approach towards mental health by providing insights and strategies to alleviate anxiety and chronic stress.

We ran additional Mental Health First Aider sessions, so that employees had the opportunity to develop the skills to help support others within their teams. When our employees returned from furlough, we provided coaching support for the individuals and organised sessions for line managers to guide on how to integrate them back into the team to help with the transition into work and getting back up to speed.

In November, we launched two new programmes. The first was The Link, our 4Inclusion mentoring programme launched through our ERGs to build an inclusive peer-to-peer mentoring network for our diverse Channel 4 colleagues.

Our second programme was our Career Development Programme. This was launched for new and senior line managers, with the first cohort focusing on our BAME colleagues. The programme is an eight-month programme that provides a series of masterclasses, self-learning and one-to-one coaching.

6. Leavers (2020)

During 2020, 129 employees left Channel 4's employment. The key measures for those leavers :

Group	
BAME	34%
Disabled	13%
LGBT+	18%
Male	34%
Voluntary turnover (all staff – 12 month rolling)	3%
Average length of service (for voluntary leavers, in years)	5.4

7. Grassroots

While the pandemic has impacted the activity we had originally planned to do in terms of youth outreach and engagement, we partnered with organisations including the National Film and Television School to offer online and virtual programmes and events to people looking to start their careers in the industry. Over 5,000 individuals signed up to over 40 masterclasses.

In October, we opened applications for our Apprenticeship programme, offering 13 places all based in Leeds and Manchester for the first time. We received 1,121 applications for the roles with the following breakdown:

	Applications
BAME	14%
Disabled	13%
Female	40%
LGBT+	13%
Lower socio-economic background	15%
Transgender	-

4Skills was also launched in October, with the aim of turbocharging our efforts to find, nurture and develop talent in the Nations and Regions. The 4Skills programme, unveiled on the first anniversary of our National HQ in Leeds, will bring together and build upon Channel 4's external talent schemes and initiatives to increase our overall impact. It aims to attract people from diverse backgrounds into broadcasting and production, address skills gaps and help those who are already in the industry to progress their careers.

For more information:

Channel 4 has a long and proud history of inclusion and diversity and we want to authentically reflect and represent the country – including in our own staff. Visit our [website](#) to find out more.

Channel Four Television Corporation
February 2021