
Diversity and equal opportunities in television – Total television industry

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1. Total television industry

- 1.1 This document looks at the profile of broadcasters across the total UK television industry in 2016. We required broadcasters to complete an information request by questionnaire. The methodology for this is described in detail in the relevant document on [Ofcom's online diversity hub](#).
- 1.2 This document looks at data from all 78 broadcasters (covering 758 licences), who met the qualification threshold of having 21 or more employees and being authorised to broadcast more than 31 days a year. They account for 49,314 employees in total across the industry. Though some broadcasters did not provide data in respect of all the characteristics we asked about, we consider that the data provides a comprehensive representation of the industry.
- 1.3 The total television industry has been further segmented into large (500+ employees), medium (101-499 employees) and small (21-100 employees) broadcaster groupings to draw out key differences (section 2). Section 3 provides a breakdown by gender, racial group and disability for each of the 78 broadcasters and information on which broadcasters provided information on the other characteristics.
- 1.4 Of the 78 broadcasters featured in this document, the majority set out their commitment to equal opportunities and 66 had a related policy. Examples of steps broadcasters are taking to promote equal opportunities can be found in Ofcom's main report and the relevant document on Ofcom's online diversity hub.¹
- 1.5 The 78 broadcasters who provided data account for 49,314 employees in total, of which 40,175 (81%) were identified as UK-based.² There were 45 broadcasters who indicated at least 98% of their employees were based in the UK, with the majority (41 broadcasters) indicating all of them were. For more information on the UK based industry see the relevant document on Ofcom's online diversity hub.
- 1.6 Of the 9,139 international (i.e. non-UK-based) employees:
 - A third (2,975 employees) were from nine companies whose employees were exclusively international based, of which *New Delhi TV* is the largest with 1,330 employees.
 - The majority (5,502 employees) were from the 14 companies with up to 50% UK-based employees. *Fox News Network*³ and *Bloomberg* account for nearly half of non-UK-based employees in this category.

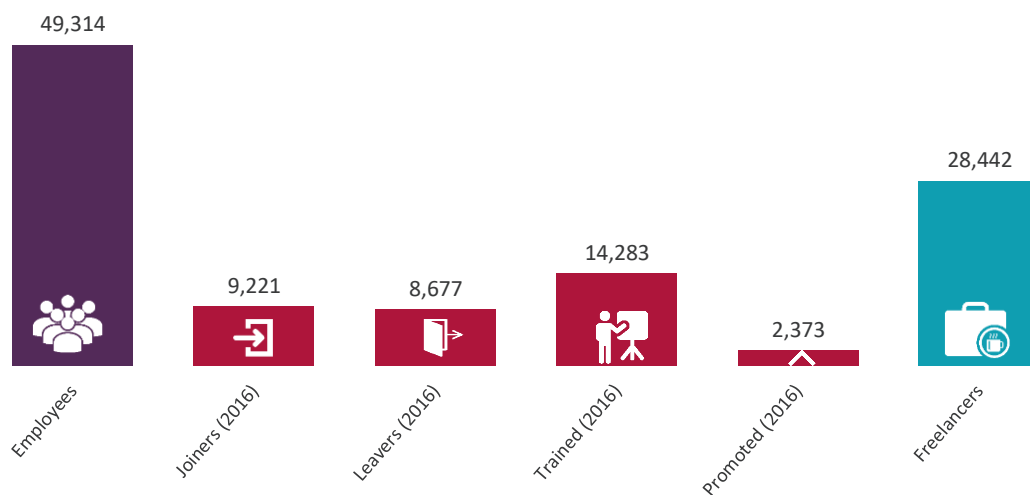
¹ www.ofcom.org.uk/diversity

² This figure includes an additional 2,742 UK-based employees compared to the number of employees in the UK-based industry data cut, as the UK-based industry cut only includes those broadcasters with 98% or more of their employees based in the UK.

³ This licence is in the process of being surrendered.

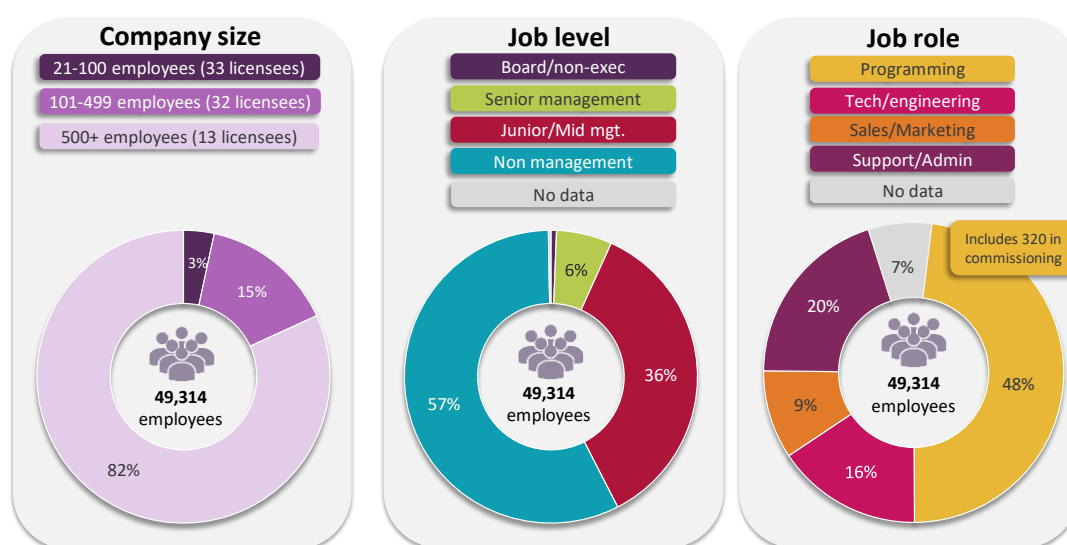
- 490 employees were from the 10 companies with 50% to 97% UK-based employees. *Turner Broadcasting* accounted for the largest number of international employees in this category.
- The remaining 172 employees were from four companies with 98-99% UK employees. This includes the BBC and Sky.⁴

Figure 1: Total number of employees by sub categories.



1.7 As well as the number of employees in the total and UK-based industries as mentioned, Figure 1 also shows the total numbers of joiners, leavers, employees trained, and employees promoted in 2016. In addition, it shows the number of freelancers working directly for broadcasters in the industry. Some freelancers working for the broadcasters may also be working in the independent production sector.

Figure 2: Total industry by company size, job level and job role



⁴ BBC and Sky both indicated 85 employees were international based.

1.8 Figure 2 shows how the total figure of 49,314 breaks down by broadcaster size, job level and job role:

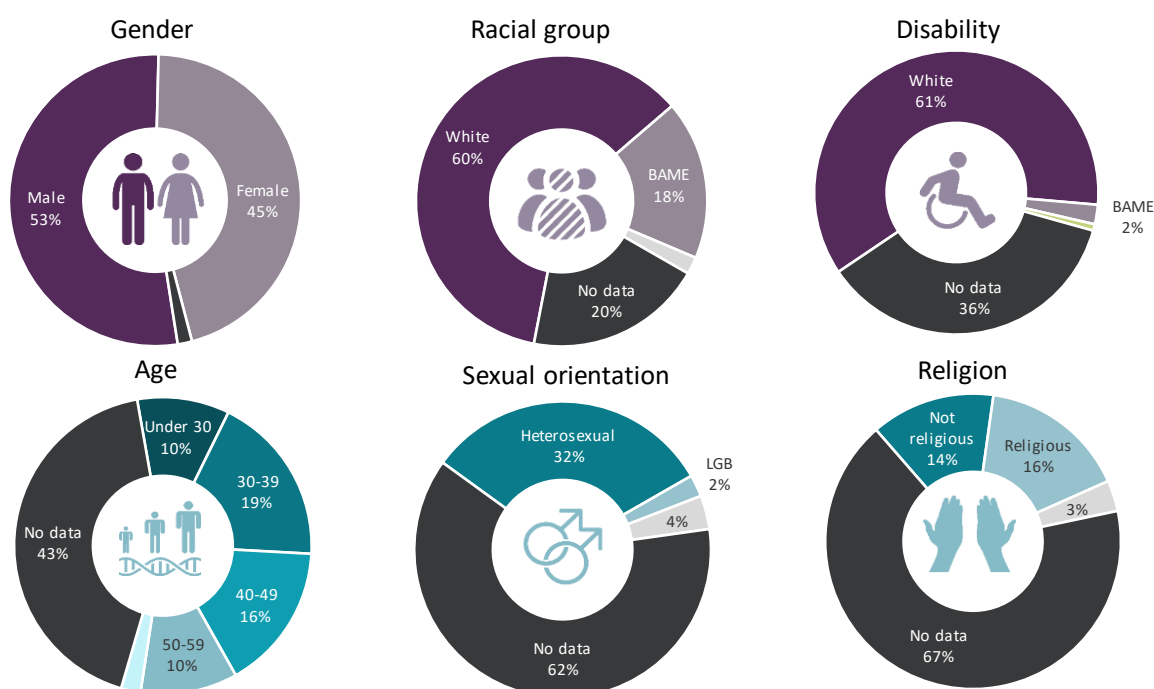
- The vast majority of employees (82%) covered by the research were from 13 organisations with 500 or more employees. The largest one of these by some distance is the BBC, with 19,629 employees⁵; two-fifths of the entire sample.
- In terms of job level, close to three-fifths of employees (57%) were in non-management positions, with 36% covering middle and junior management, and less than one in ten senior management (6%) or Board and non-executives (1%). Job level data were unavailable for 137 employees.
- Nearly half (48%) of employees came under the programming bracket, and of these 320 were in a commissioning role. The remaining job roles covered support and administrative (20%), technical and engineering (16%) and sales and marketing (9%). Job role data were not provided to us for 7% of employees.

⁵ These are BBC employees working in the UK public services, in TV and radio.

2. Total television industry by characteristic

2.1 Figure 3 below gives an overview of the six protected characteristics⁶ for which we collected data, showing profiles for all employees across the industry. The top row (purple) shows profiles for the three characteristics for which data provision were mandatory: gender, racial group and disability. The bottom row (blue) shows profiles for the three characteristics for which data were requested on a voluntary basis: age, sexual orientation and religion. The number of licensees who provided the data requested on a voluntary basis was much lower than the mandatory data.⁷

Figure 3: Overview of characteristics across total industry



2.2 Within this section of the document, we look at each individual characteristic in turn and these are broken down into the following further subgroups:

- **Size of broadcaster:** split by 21-100, 101-499 and 500+ employees
- **Job level:** Board and non-executive, senior managers, middle/junior managers and non-managers

⁶ In addition, the UK-based industry document on Ofcom's online diversity hub also covers the protected characteristics of pregnancy and maternity and gender reassignment.

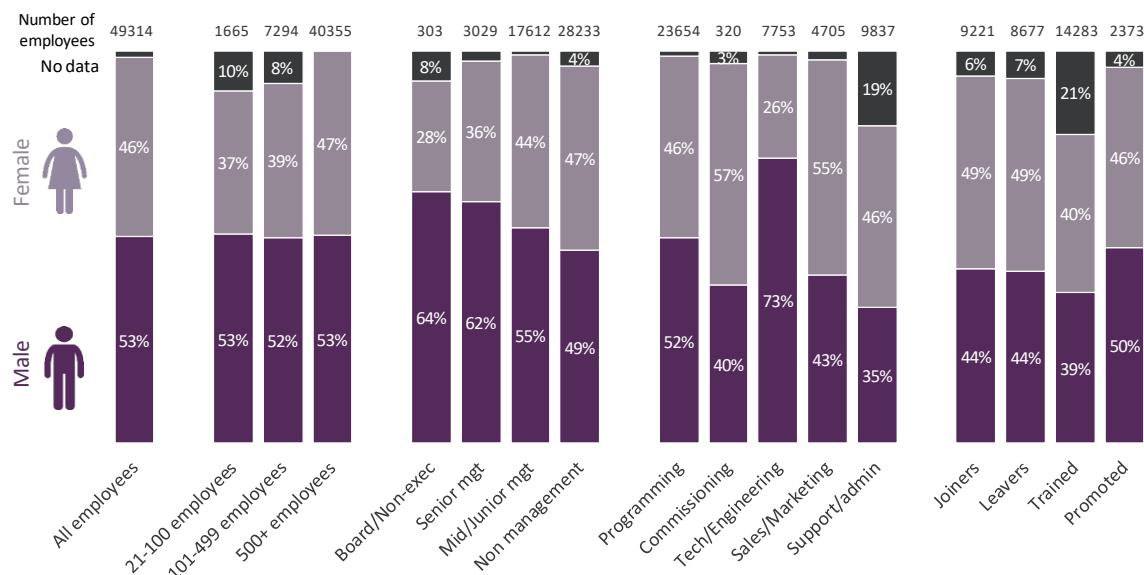
⁷ See the table on page 28 of this document which lists the broadcasters that provided information on the voluntary characteristics.

- **Job role:** programming, commissioning (within programming), technical and engineering, sales and marketing and support and administrative.
- **Joiners:** those who joined the organisation in 2016
- **Leavers:** those who left the organisation in 2016
- **Trained:** those who received training (related to developing in their role) in 2016
- **Promoted:** those who were promoted in 2016

2.3 Unknown data for employees was captured under two fields: 1) employee preferred not to disclose (light grey, and referred to as 'not disclosed' throughout), and 2) didn't request this information/no data (dark grey, and referred to as 'no data'). The latter was much more common, ranging from 2% of responses for age to 67% for religion. Sexual orientation had the highest percentage of 'not disclosed' at 4%, religion was 3%, racial group and disability were 2%, and age and gender were less than 1%.

Gender

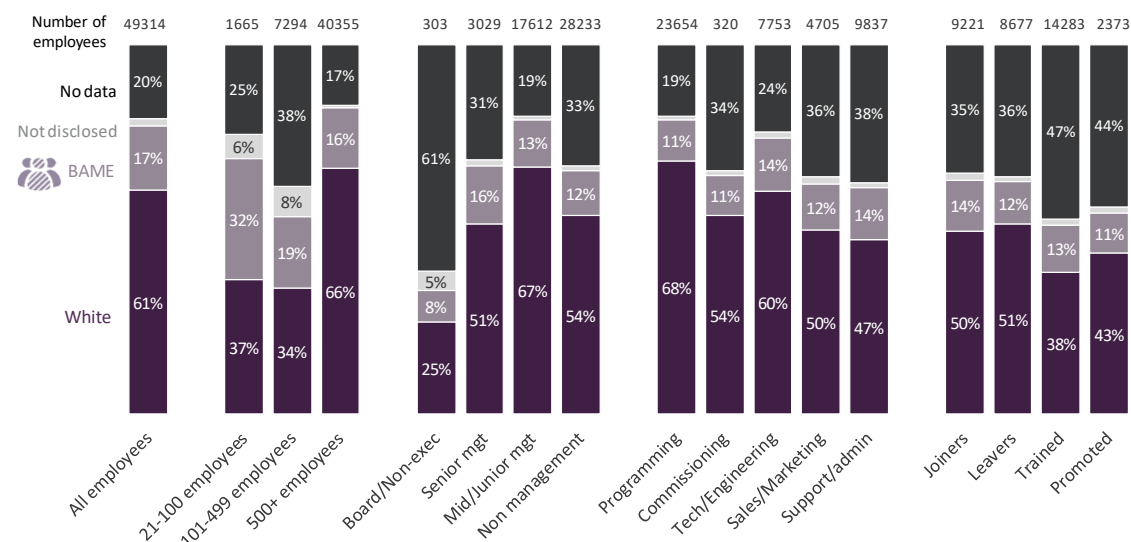
Figure 4: Gender by sub groups



- 2.4 Across the whole industry, employees are more likely to be male than female, with men holding 53% of roles and women holding 46% - as was found to be the case across the UK-based industry. This compares to a general UK population profile of 49% male and 51% female.
- 2.5 By broadcaster size, the proportion of male employees is shown as 53% among both broadcasters with 21-100 and 500+ employees. However, the former has a much higher proportion of incomplete data (1 in 10 employees).
- 2.6 Employees are increasingly likely to be male, the more senior they are. This is particularly prominent at more senior levels, with 64% of roles at Board and non-executive level held by men, compared to 49% at a non-management level.
- 2.7 Those in a technical and engineering role are predominantly male (73% compared to 26% female), while support and administrative (46% female compared to 35% male) and sales and marketing (55% female compared to 43% male) roles are predominantly female. Although programming roles tend to be more male (52%) than female (46%), the opposite is true for those in commissioning, with roles 57% female to 40% male. This was also found to be the case across UK-based broadcasters.
- 2.8 The gender profile of joiners and leavers appears almost identical, with 49% being female in both cases. 46% of promotions were given to women, less than the UK population profile.

Racial Group

Figure 5: Racial group by sub groups



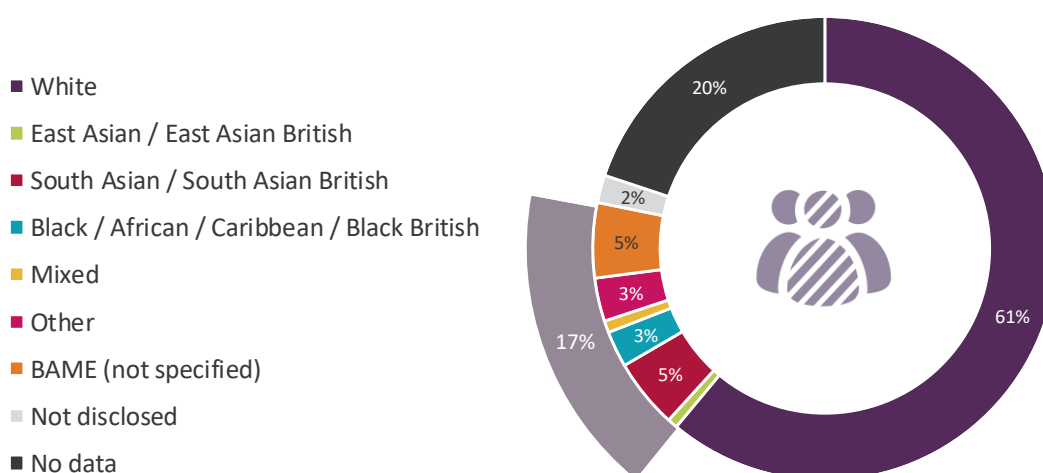
- 2.9 The total industry appears to have a higher proportion of employees from an ethnic minority background (18%) than the general UK population (14%). We received data on 8 in 10 employees in the industry, or 38,630 employees.
- 2.10 The representation of people from an ethnic minority background is particularly high among smaller organisations (those with 21-100 employees), at 32%, compared to 37% white, but no data were provided for nearly a third of employees working for these broadcasters. Larger organisations of 500+ employees show a very different picture, with two thirds white and 17% classified as from an ethnic minority. Within mid-sized companies (101-499 employees) the percentage of those from an ethnic minority background is 19%, however no data were provided on 38% of employees. It is clear that the smaller international based broadcasters, some of which have 100% of employees from an ethnic minority background, are pulling up the average figure here. Whilst the larger UK-based industry is pulling down the average (see UK based industry report on Ofcom's online diversity hub).
- 2.11 By job level there are large differences in the proportions of incomplete data ranging from 19% in middle and junior management positions to 61% at Board and non-executive level. Across all job levels, employees from an ethnic minority background are represented at lower proportions than the industry average of 17% with lowest representation across Board and non-executive level at only 8%⁸.
- 2.12 11% of commissioners are from an ethnic minority background, significantly lower than the total industry average and the UK population figures. Across technical and engineering, and

⁸Due to the large amount of 'no data' across job levels these figures may be higher if they had complete data.

support and administrative roles, the proportion of employees from an ethnic minority background is more in line with the UK population at 14%.

- 2.13 There was a slightly higher proportion of employees from an ethnic minority that left the industry (14%) than joined (12%) in 2016.
- 2.14 Although proportions of employees from an ethnic minority background across the total industry appear relatively high, it's worth noting that nine broadcasters have employees entirely based outside the UK and several more broadcasters have a large proportion of their employees based outside of the UK, and the proportion of employees from an ethnic minority background is significantly lower in the UK-based industry. This is the case despite the fact that many of the UK-based broadcasters have their offices in London, which has a much higher percentage of people from an ethnic minority background (40%), unlike gender which is distributed evenly across the country.

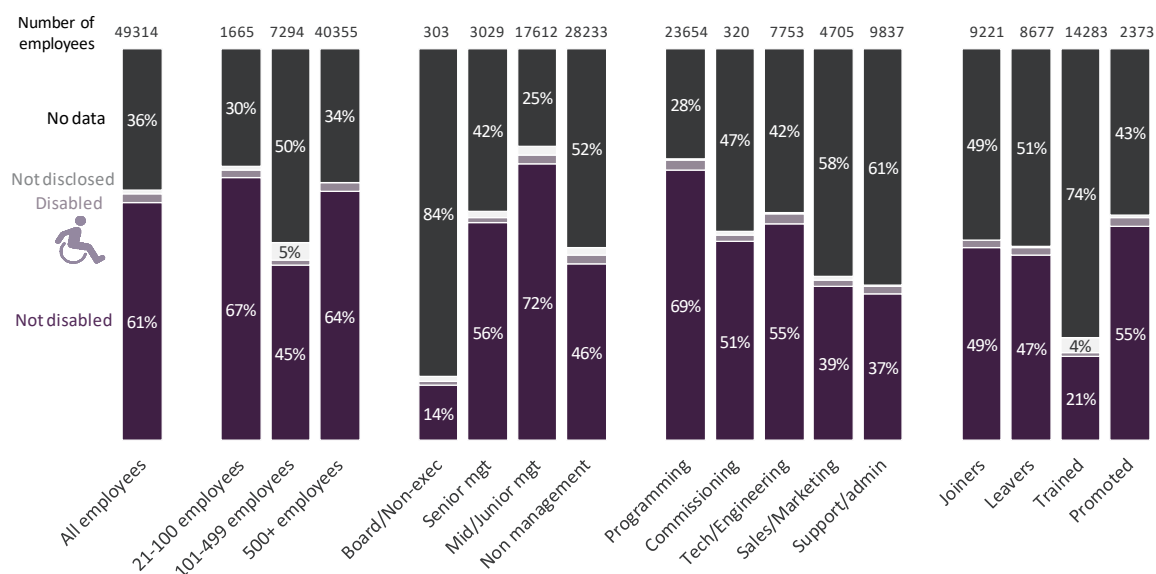
Figure 6: Racial group breakdown



- 2.15 Broadcasters were asked to provide a more detailed breakdown of racial group where available. The majority (55 of 78 broadcasters) provided data in the five categories that make up the 17% we classify as being from an ethnic minority background, and the proportions are shown above. The chart also shows that just 2% of employees preferred not to disclose their racial group, indicating that when people are asked, they are quite likely to give this information.

Disability

Figure 7: Disability by sub groups



- 2.16 61% of employees were categorised as having no disability, with only 2% of employees recorded as disabled. However, disability has an even higher proportion of incomplete data (36%) than racial group. This is primarily due to data not collected or provided to us by broadcasters, as opposed to not being disclosed by employees. This means that it reflects just two thirds of employees, with the mid-sized broadcasters (101-499 employees) representing less than half (46%).
- 2.17 When broken down into the other subgroups, the picture is even less complete as most of them cover less than half of their employees, making meaningful comparisons difficult.
- 2.18 Those in middle or junior management have the highest proportion of data assigned, with 2% categorised as disabled and 72% categorised as not disabled.
- 2.19 Broadcasters were given the opportunity to provide information for more specific types of disability, but as shown in Figure 8 these summed to less than 1% of employees in total. Most of those categorised as having a disability were given the more generic label of 'has a disability' (2%).

Figure 8: Disability breakdown

	Employees	%
No disability	29997	61%
Sensory Disability (e.g. hearing/visually impaired)	7	0.0%
Physical Disability/Muscular-skeletal (inc. co- ordination, dexterity, mobility, wheelchair)	45	0.1%
Mental Health (including serious depression, bipolarity)	20	0.0%
Cognitive/Learning disabilities (including dyslexia, Down's syndrome, autism)	42	0.1%
Multiple, Long term or other disability/condition	77	0.2%
Has a disability (not specified)	899	2%
Employee preferred not to disclose	363	1%
Didn't request this information/ no data	17864	36%
	49,314	100%

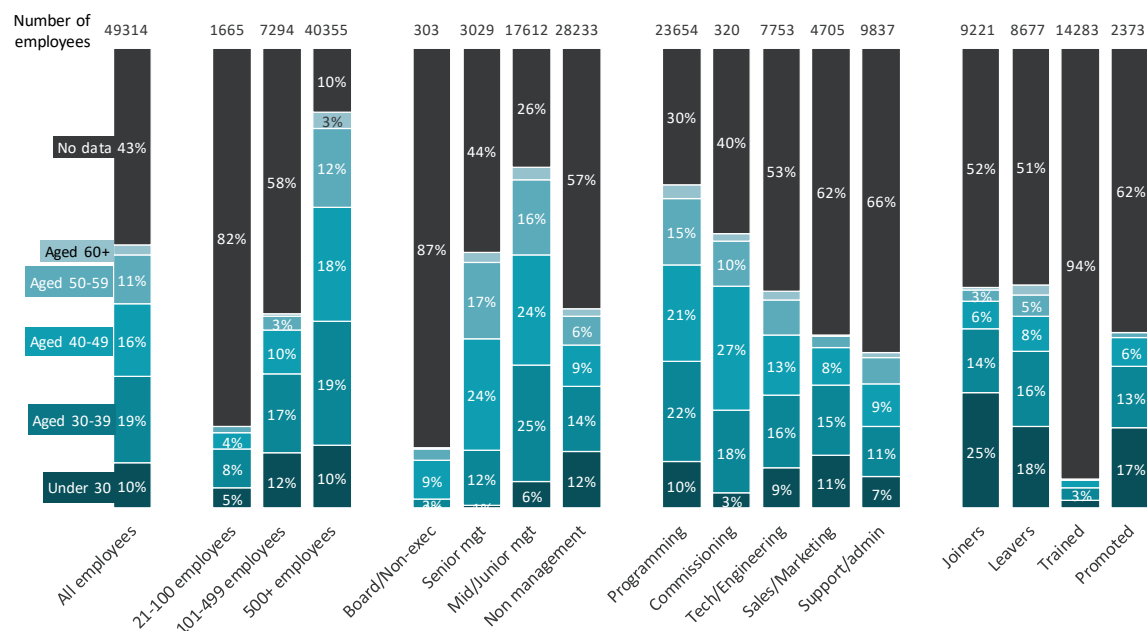
2.20 The industry profile (2%) appears much lower than the UK population (18%).⁹ However, when benchmarking against this figure we have to take into consideration that it includes disabled people who are unable to work, and the incidence of disability is also likely to be much higher among retired people.

2.21 We also noticed in quite a few cases that data only existed for those employees who were disabled, which suggests that it was only collected if the employee required special equipment or reasonable adjustments to be made. This means that employers are not monitoring this protected characteristic among all their staff and therefore the figure is likely to be an under-representation. If this is the case, employers may also only be capturing more physical types of disability.

⁹ The UK profile is taken from the Census 2011 - Activity limiting health problem or disability (limited a lot or limited a little)

Age

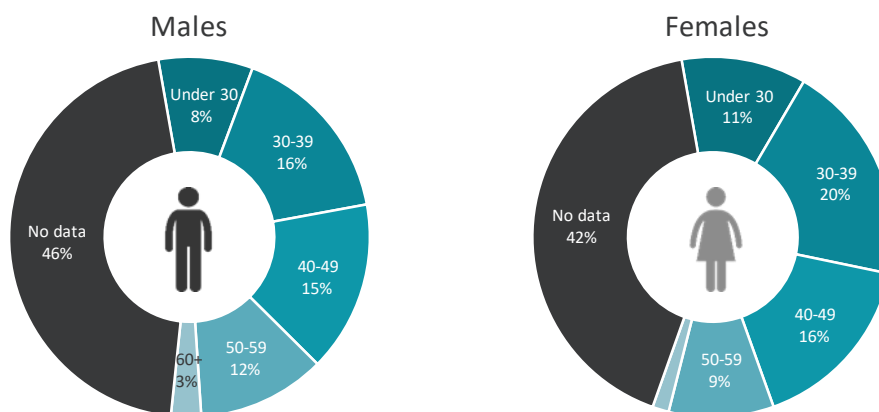
Figure 9: Total industry age by sub groups



- 2.22 Age data were requested on a voluntary basis and generated a much lower response rate than the three characteristics we have covered (gender, racial group and disability) for which we could require provision.
- 2.23 As shown in Figure 9, broadcasters only had complete data on close to two-fifths of industry employees, so it represents just 57% (28,264) of employees overall. This proportion varies substantially by size of broadcaster; with the larger broadcasters (500+ employees) providing age data for 9 in 10 employees, compared to just two-fifths for the smaller broadcasters (21-100). Within the larger broadcasters, the majority were shown to be aged 40 or above (33%) compared to 29% under 40.
- 2.24 Across subgroups there are even higher incidences of incomplete age data, and so providing meaningful analysis is difficult. However, the following points are worth noting:
- Those in Board and non-executive and senior management positions are predominantly aged 40-49. In contrast those in non-management tend to be under 40.
 - Commissioning has an older profile than other job roles (37% are over 40); sales and marketing roles have a particularly young profile (26% are under 40).
 - A quarter of employees joining the broadcast industry in 2016 were under 30.

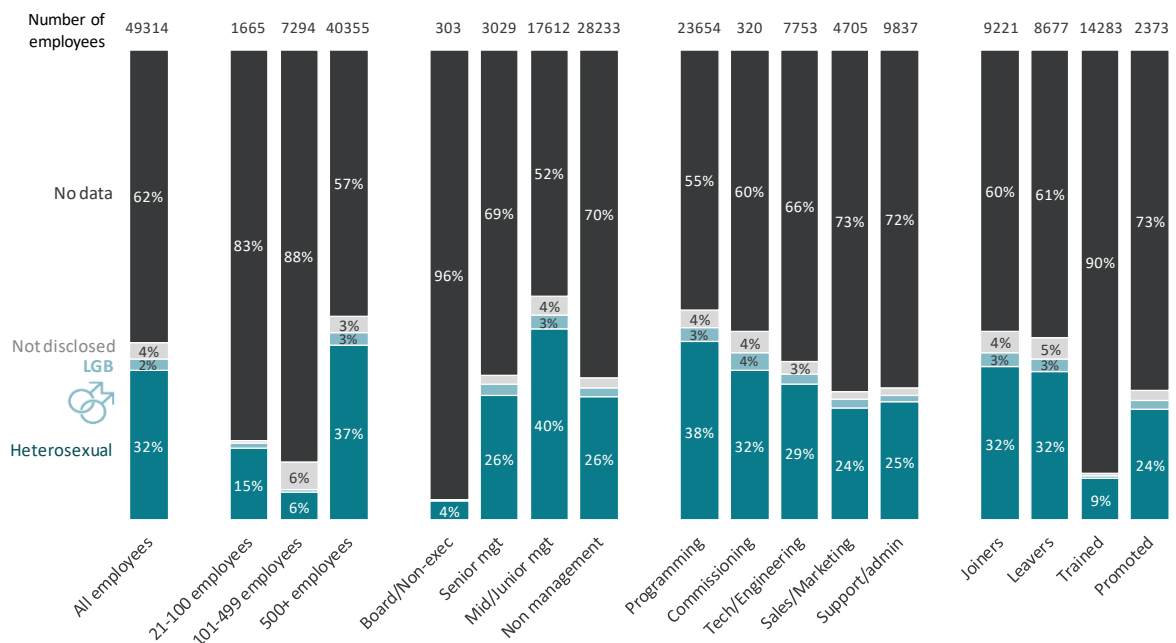
2.25 We also asked for an age breakdown by gender. The data are illustrated in Figure 10 below. There are more younger women in the industry (31% under 40 compared to 24% for male employees) and conversely, a higher proportion of older men (15% over 50 compared to 11% for female employees).

Figure 10: Total industry age by gender



Sexual Orientation

Figure 11: Sexual orientation by sub groups



2.26 Across the total industry, 2% of employees are categorised as LGB, compared to 32% heterosexual. However, the data for sexual orientation were even more incomplete than

- age, and the data only cover close to a third of the total employees. 4% of employees preferred not to disclose their sexuality.
- 2.27 The data were more complete among the larger (500+ employee) broadcasters but it still only represents 4 in 10 employees; among mid-sized broadcasters (101-499 employees) it represents just over a tenth of employees.
- 2.28 By job level, only a very small number of those in Board and non-executive positions have any sexual orientation data assigned (4%), compared to 44% in middle and junior management positions.
- 2.29 We received more data for job role than for job level, showing a proportion of 4% LGB or less across all job roles, the highest in programming and commissioning roles and the lowest in support and administrative roles.
- 2.30 Licensees were given the opportunity to provide a more granular breakdown of the data, but as shown in Figure 12 the numbers were very small in each case. However, the majority of those classified as LGB were placed in the 'Other' category rather than the 'LGB (not specified)' one.

Figure 12: Sexual orientation breakdown

	Employees	%
Heterosexual/straight	15,638	32%
Gay men	33	0.1%
Gay women/lesbian	7	0.0%
Bisexual	13	0.0%
Other	892	2%
LGB (Not specified)	233	0.5%
Employee preferred not to disclose	1812	4%
Didn't request this information/ no data	30686	62%
	49,314	100%

Gender Reassignment

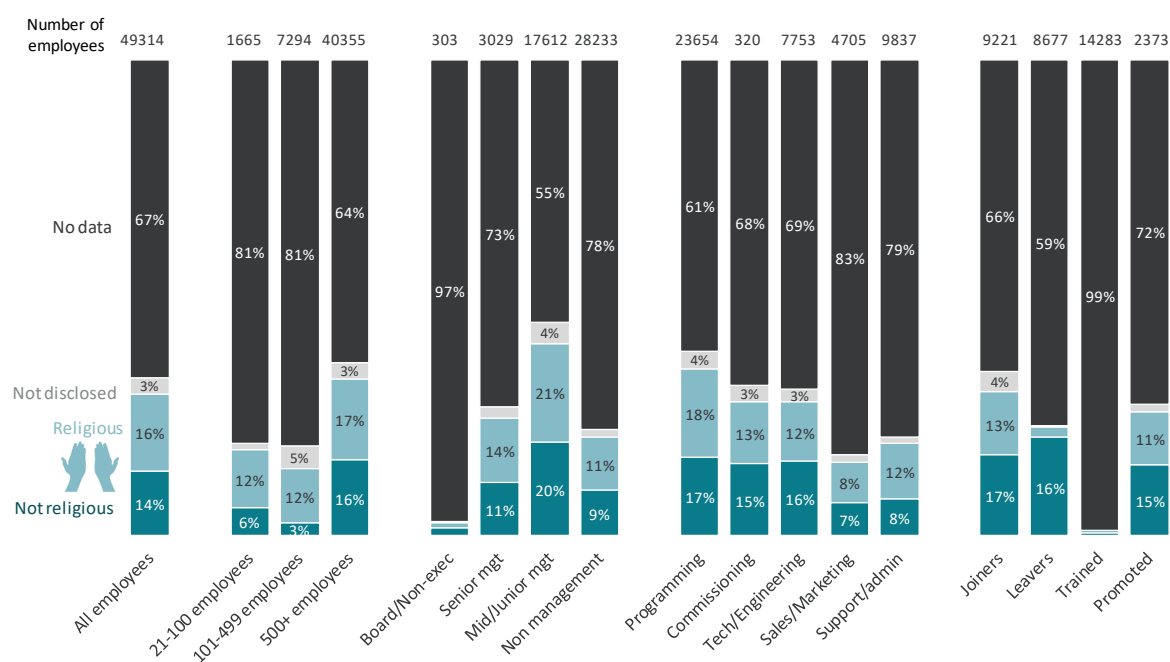
- 2.31 Our information request did not ask for specific numbers on those identifying as having the protected characteristic of gender reassignment.¹⁰ We did ask whether broadcasters have any arrangements in place to promote equality of opportunity for those with this characteristic. Some noted their commitment to equal opportunities for all; but four companies referred to specific consideration they had given to those proposing to undergo, undergoing, or who had undergone gender reassignment.
- 2.32 Viacom discussed its policies with Stonewall to ensure they provided the right support for any transgender employees or employees undergoing gender reassignment. Similarly, the UKTV compliance team has met with All about Trans in the past in order to gather input on the representation of trans people on television.

¹⁰There was a concern of making people identifiable if small numbers of data were returned.

- 2.33 MUTV explained that Manchester United is actively working with key equality partners to ensure that the business offers an environment that is open, transparent and welcoming to employees and visitors who are undergoing, or planning to undergo gender reassignment. Channel 4, though not monitoring those going through the process of gender reassignment, had provided, for employees who wish not to identify as male or female, the ability to provide this information. This is something we would encourage all broadcasters to consider to be as inclusive as possible.
- 2.34 As noted in the ‘Steps broadcasters have taken to promote equal opportunities’ document on Ofcom’s online diversity hub¹¹, several broadcasters have employee groups for LGBT that cover those with both or either protected characteristic of sexual orientation or gender reassignment. Groups such as these are a good way to support the community within an organisation¹² and should be used to inform employment practices that promote equal opportunities and inclusion for employees in these groups.

Religion or belief

Figure 13: Religion or belief by sub groups



- 2.35 Across the industry more employees are classified as religious (16%) than not (14%). The ratio is higher among the smaller (12% compared to 6%) and medium broadcasters (12% compared to 3%) than it is within those with 500+ employees (17% compared to 16%). However, as with sexual orientation, religion also generated a particularly low response; the data we received covers only 30% of the total employees.

¹¹ www.ofcom.org.uk/diveristy

¹² <http://www.stonewall.org.uk/our-work/workplace-resources>

- 2.36 As a result of this, looking across the other subgroups, it is difficult to make any meaningful observations. Only 3% of those in Board and non-executive positions have any classification of religion. Those in middle and junior management roles are more likely to have data than any other subgroup, but even so only 41% are represented. As was the case with age and sexual orientation, the data were more complete among middle and junior management positions (45%).
- 2.37 Again, licensees were presented with the option to provide a more granular breakdown of the data, and 7,943 employees were assigned a specific religion. However, other than Christian (11%), the figures are 1% or lower in each case. The breakdown is shown in the following table:

Figure 14: Religion or belief breakdowns

	Employees	%
Not religious	6709	14%
Christian	5590	11%
Hindu	210	0.4%
Sikh	113	0.2%
Muslim	715	1%
Buddhist	86	0.2%
Jewish	145	0.3%
Other religion or belief	550	1%
Religious (not specified)	534	1%
Employee preferred not to disclose	1665	3%
Didn't request this information/ no data	32997	67%
	49,314	100%

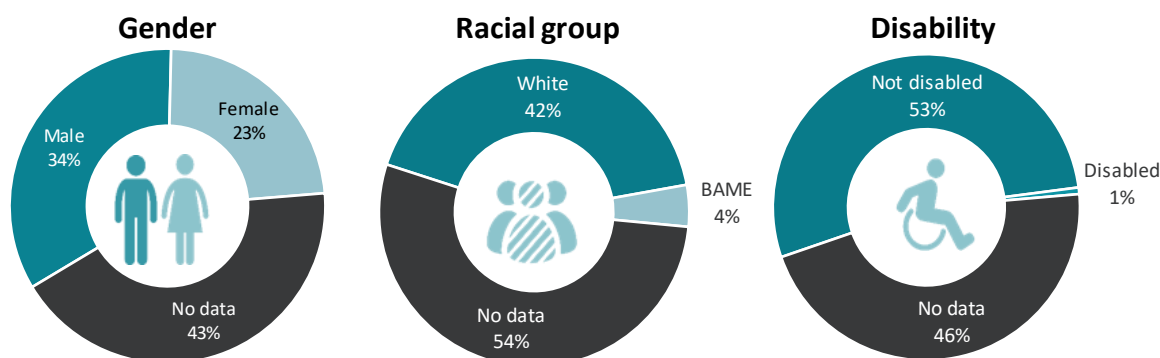
Maternity, Paternity and Carers

- 2.38 We also asked broadcasters to provide information on the number of maternity leavers (both going on leave, and returning) during 2016. This was also on a voluntary basis and the response was low. In total 20 of the 78 broadcasters across the total industry provided this information, and 12 were from UK-based broadcasters. As a percentage of the broadcasters' employees, percentages both for those going on maternity leave and returning ranged from 1 to 5%.
- 2.39 For further information on broadcasters' initiatives relating to maternity, paternity and carers, please see the document on steps broadcasters are taking to promote equal opportunities on Ofcom's online diversity hub.

Freelancers¹³

- 2.40 Broadcasters were required to provide the numbers of freelancers who work for them. Broadcasters told us that 28,442 freelancers in total work directly for broadcasters across the industry. Of the 78 broadcasters who were required to provide this data, 65 indicated they employed at least one freelancer¹⁴.
- 2.41 Broadcasters with freelancers were asked to provide information on the gender, racial group and disability of their freelancers, where they hold this information. Only 16 out of 78 broadcasters provided this information, though some broadcasters noted this was something they were considering monitoring in the future.
- 2.42 Figure 15 shows the gender, racial group and disability breakdown of the 28,442 freelancers.

Figure 15: Profiles of freelancers



- 2.43 Freelancers are more likely to be male than female, with 34% of freelancers male and 23% female – in contrast to the industry-wide employee data, which shows a more even split of male and female employees.
- 2.44 Only 4% of freelancers are from an ethnic minority background, lower than the UK population average (14%), the total industry employees (18%), and the UK-based industry (11%).
- 2.45 Just 1% of freelancers are reported as disabled, compared to 4% for employees across the total industry.
- 2.46 As shown in figure 15, of those broadcasters that monitor freelancers, just over half monitor their gender, racial group, or if they identify as disabled. It is therefore difficult to effectively assess how well equal opportunities is promoted for freelancers. As noted in the

¹³ The UK-based industry information on freelancers is provided in the main report.

¹⁴ This report does not include individuals working for independent production companies, only freelancers working directly for broadcasters.

EHRC¹⁵ and Ofcom's 'Thinking outside the box' guidance, ¹⁶informal recruitment processes may lead to broadcasters relying on people they have worked with before, creating barriers to entry, particularly amongst freelancers.

- 2.47 We will shortly be updating our guidance, which will include recommendations on how broadcasters can better promote equal opportunities and monitor their progress for freelancers.

¹⁵ Equality and Human Rights Commission

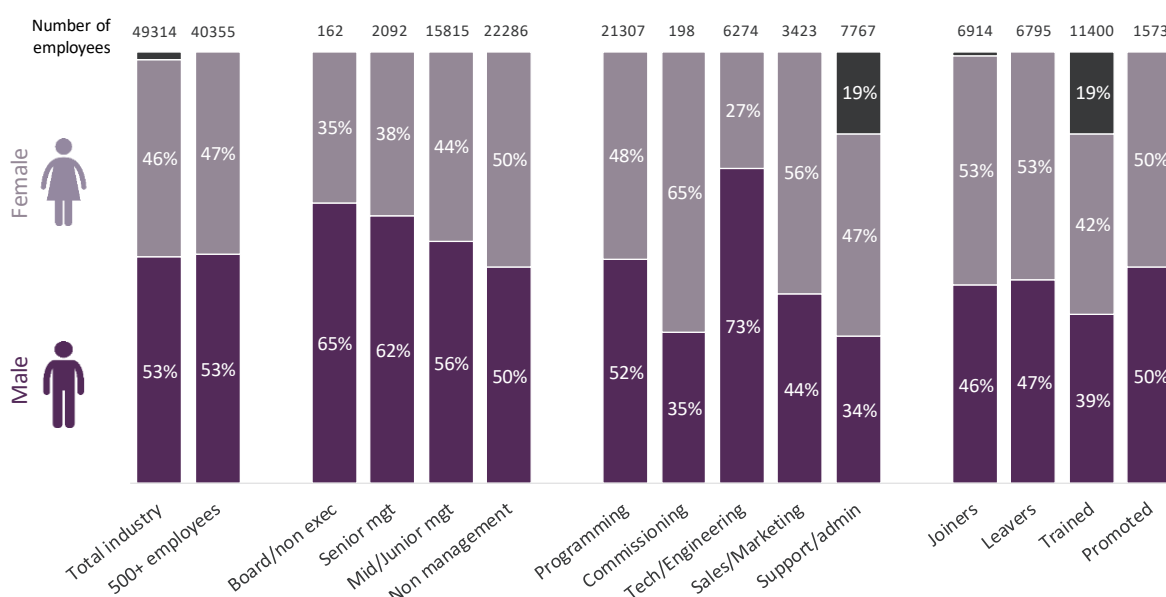
¹⁶ https://www.ofcom.org.uk/__data/assets/pdf_file/0030/47496/increasing-diversity.pdf

3. Total television industry by size

- 3.1 This section of the document drills down further into the make-up of the broadcasters by size.
- 3.2 For the large (500+ employees)¹⁷, medium (101-499 employees)¹⁸ and small (21-100 employees)¹⁹ broadcasters we analyse the data as an aggregated total, showing profiles among each subgroup.

Large broadcasters (500+employees)

Figure 16: Gender of broadcasters with 500+ employees by sub groups



- 3.3 Figure 16 above shows gender profiles among the large sized broadcasters at an organisation-wide level. Only six broadcasters out of 13 did not provide data for gender, so this figure represents almost 100% of the employees. The picture is also virtually complete across each of the subgroups, except among those promoted in 2016 (81%) and administrative and support staff (74%).
- 3.4 The gender profile almost exactly matches that of the total industry, with 53% male employees versus 47% female employees. Once again there is a higher proportion of men in senior roles, reaching nearly two thirds among Board and non-executive positions.

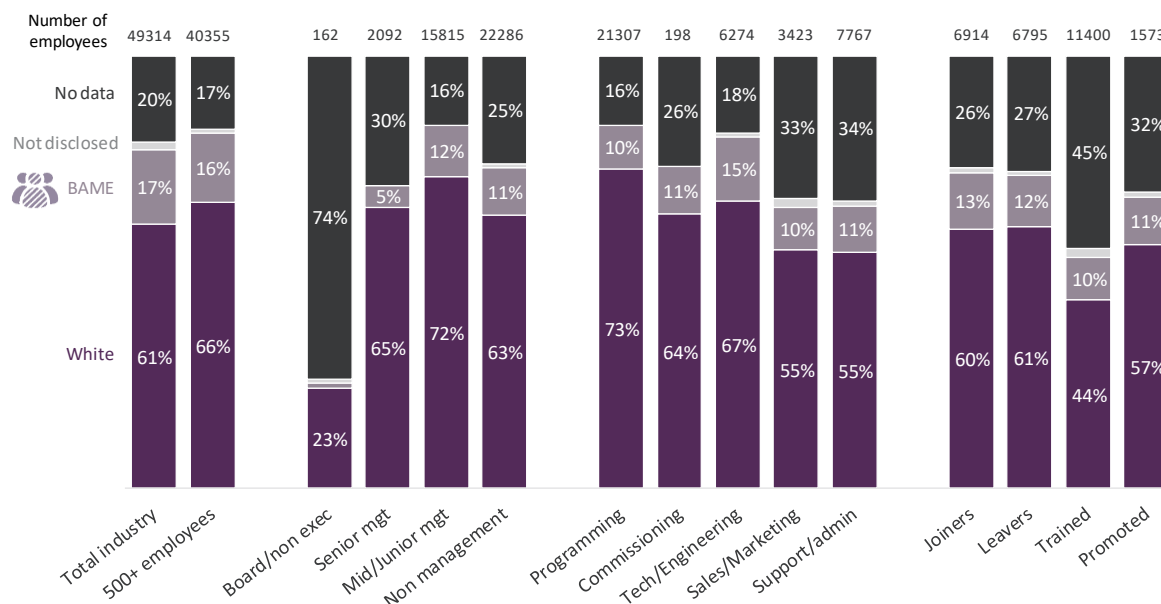
¹⁷ See grid on page 27 for detail of broadcasters which make up this category

¹⁸ As above

¹⁹ As above

- 3.5 By job role, programming (54%) and particularly technical and engineering (73%) roles are predominantly male, whereas sales and marketing (56%) and support and administrative roles (41%) are more likely to be held by female employees. Commissioning²⁰ also has a female skew (67%).

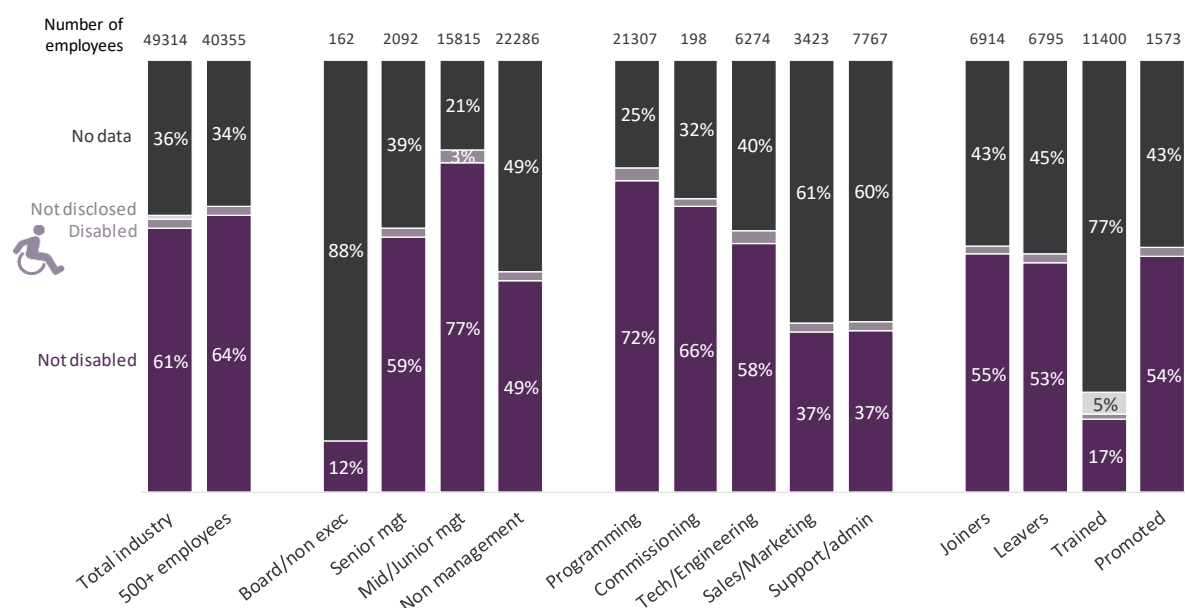
Figure 17: Racial group of broadcasters with 500+ employees by sub groups



- 3.6 Figure 17 above shows racial group profiles for large sized broadcasters. Unlike gender, it doesn't represent 100% of the employees.²¹
- 3.7 As large broadcaster employees account for the majority (90%) of the overall sample, the profile is close to that of the industry as a whole with 16% of employees categorised as being from an ethnic minority background and 66% as white. The figure for ethnic minority employees is higher among technical and engineering roles at 15% and lower among those in programming (8%) and commissioning (5%).

²⁰ We note that the data we received only covers 94 employees.

Figure 18: Disability of broadcasters with 500+ employees bu sub groups

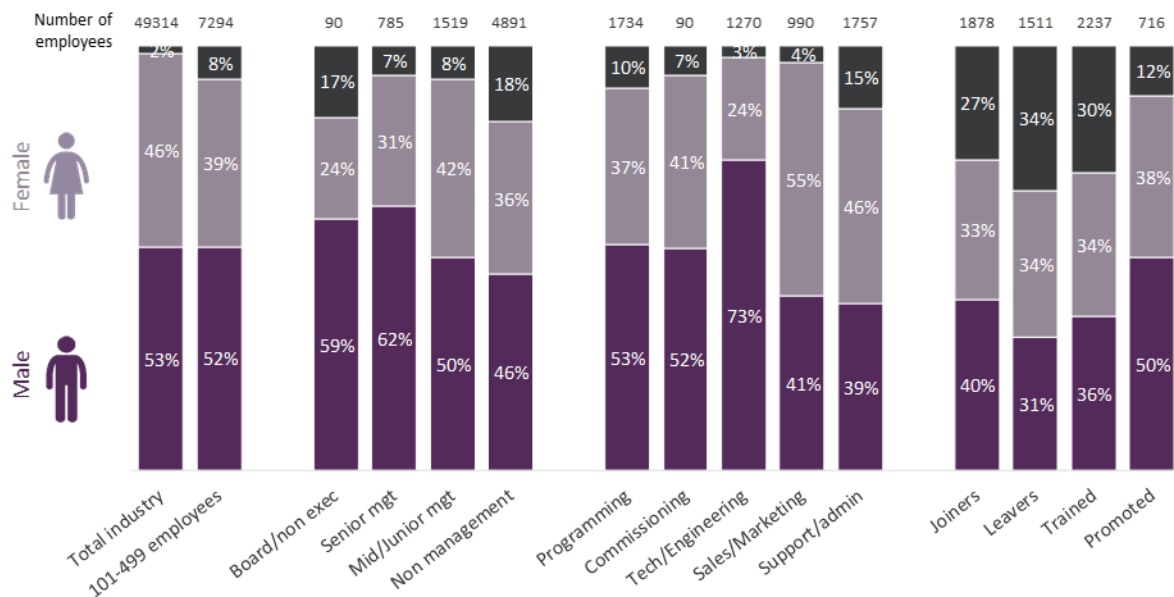


3.8 Figure 18 above shows disability profiles for large sized broadcasters. Disability data were provided for two-thirds of the employees.

3.9 At a total level, 2% are categorised as disabled, and this appears relatively stable across subgroups. However, there are very high proportions of incomplete data for some of these, particularly across job roles where only up to a third of employees are represented in each case.

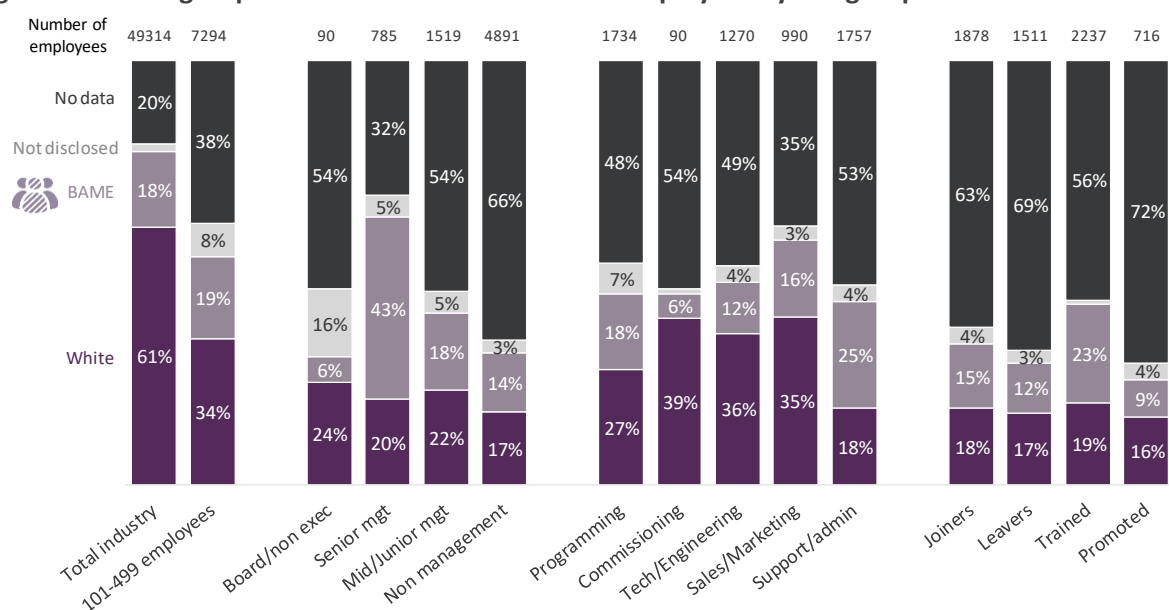
Medium broadcasters (101-499 employees)

Figure 19: Gender of broadcasters with 101-499 employees by sub groups



- 3.10 Unlike those in the large broadcasters, those in the medium size bracket have provided incomplete gender data, with no data for close to one in ten employees.
- 3.11 Again, there is a higher male skew within senior management positions and technical and engineering roles, whereas those within sales and marketing and support and administrative roles are more commonly held by female employees.
- 3.12 In terms of incomplete data the levels are higher among leavers (34%), trained (30%) and joiners (27%).

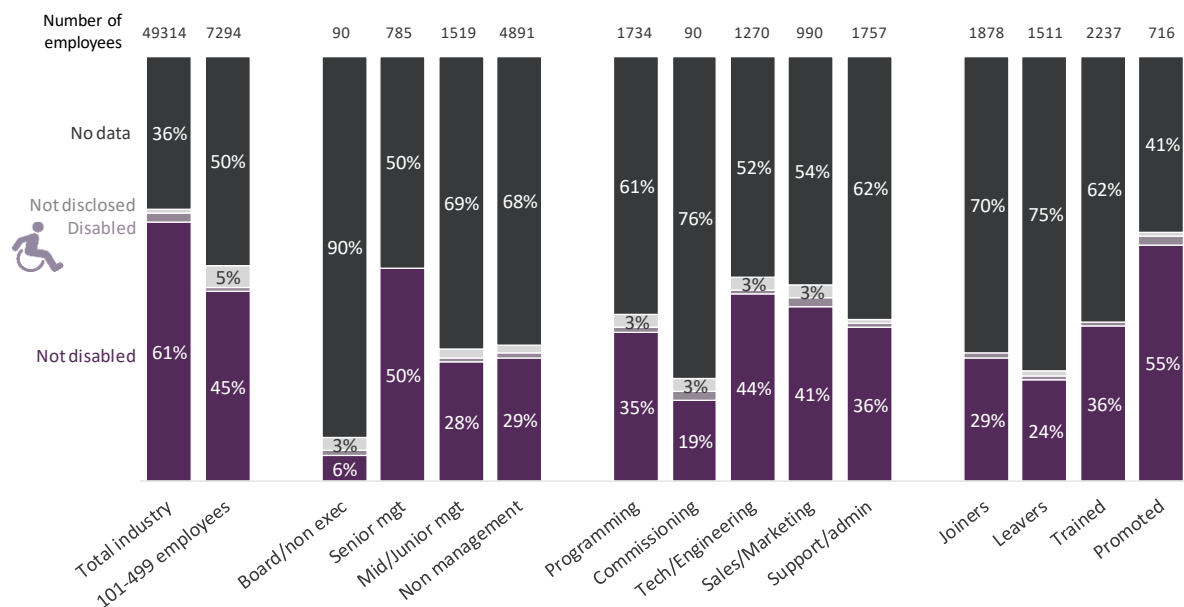
Figure 20: Racial group of broadcasters with 101-499 employees by sub groups



3.13 At a total level, 19% of employees within medium sized broadcasters self-define as being from an ethnic minority background. However, incomplete racial group data were particularly high at 38%.

3.14 Those in senior management positions and those in support and administrative roles are the only two subgroups where over half of employees are represented, which makes comparisons difficult.

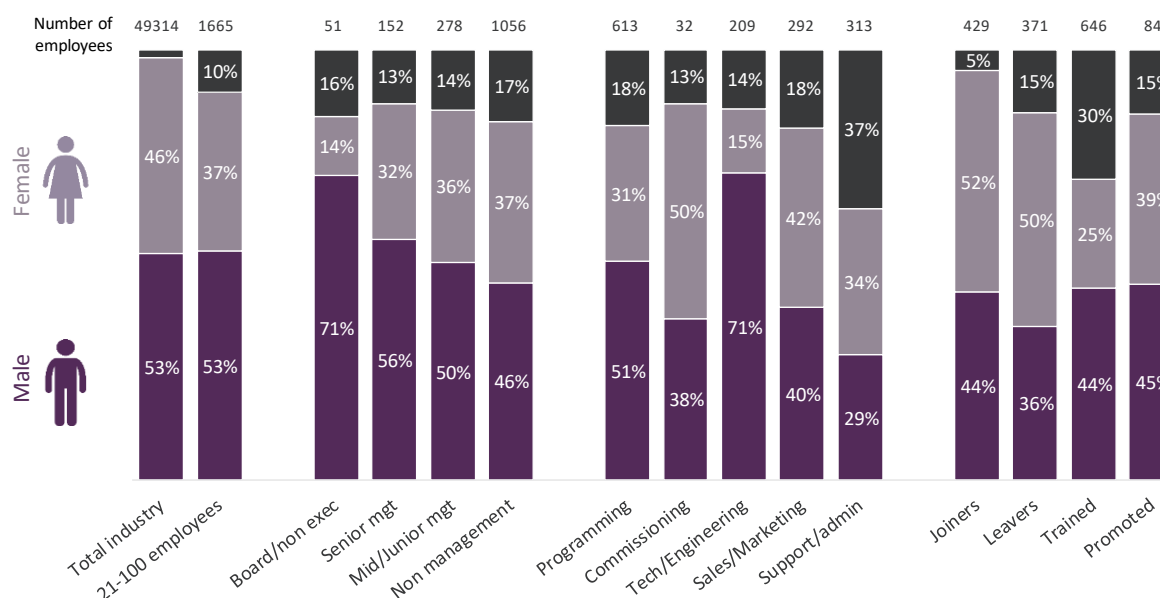
Figure 21: Disability of individual broadcasters with 101-499 employees by sub groups



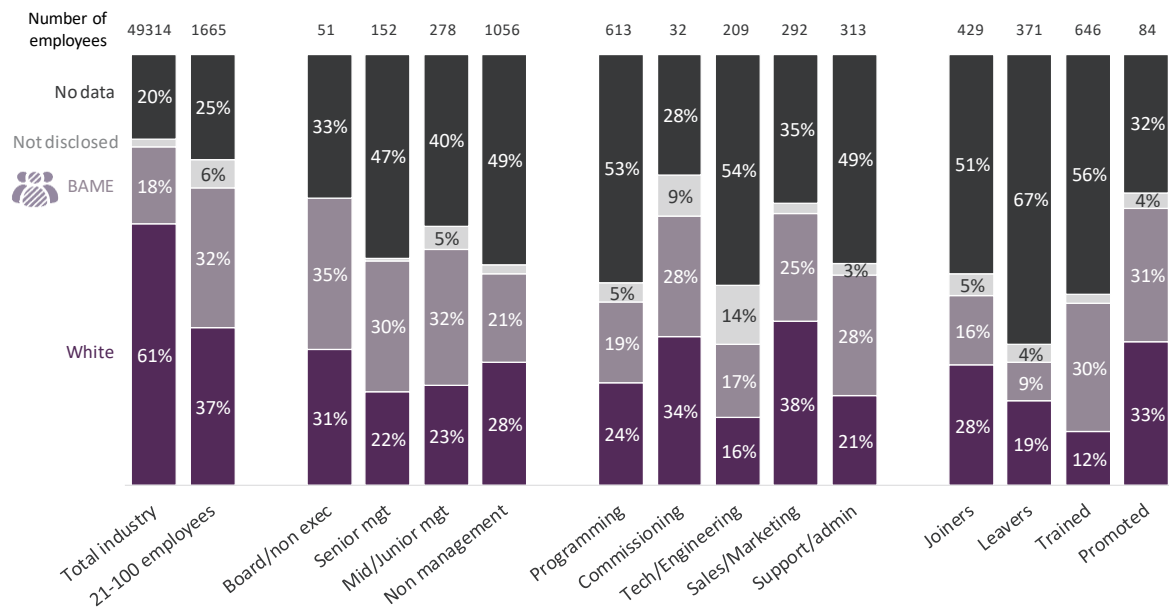
3.15 At a total level, 1% of employees within medium sized broadcasters are categorised as disabled, compared to the industry average of 2%. However, there is incomplete disability data on half of employees (50% no data). This is higher than the industry average, 36%. Within each subgroup, data are most complete among those who were promoted in 2016, but in all other cases represent half or fewer employees, making comparisons difficult.

Small broadcasters (21-100 employees)

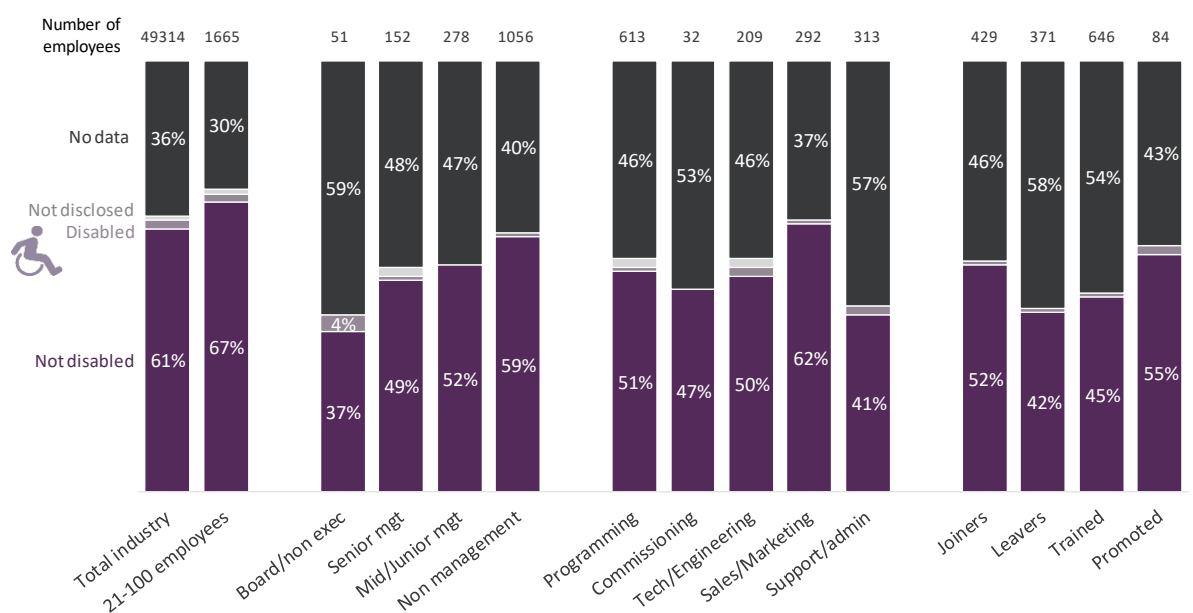
Figure 22: Gender of broadcasters with 21-100 employees by sub groups



- 3.16 Like those in the medium category, those in the small broadcaster bracket had incomplete gender data for one in ten employees, which is much higher than the industry as a whole (1%). So, although the chart suggests the same percentage of the employees are male (53%), there is in fact a greater percentage of male employees working in smaller broadcasters; when rebasing just to include those with gender data, the percentage of male employees increases to 59%.
- 3.17 As we saw at a total level, there is a greater percentage of men within senior management positions and technical and engineering roles, whereas sales and marketing and support and administrative roles are more likely to be taken by female employees than male.
- 3.18 In terms of incomplete data, the highest levels are among those in support and administrative roles (37%) and those trained in 2016 (30%).

Figure 23: Racial group of broadcasters with 21-100 employees by sub groups


- 3.19 At a total level, there is again a higher proportion of incomplete racial group data for small broadcasters (representing a quarter of employees) than for the total television industry (a fifth of employees) which makes it difficult to draw conclusive findings. From the data which were categorised, all job levels show a higher proportion of employees from an ethnic minority background than white employees except for non-management positions.
- 3.20 Racial group data were even more incomplete among most subgroups; this is particularly the case among leavers, but less than half of those in non-management positions, or programming and technical and engineering roles, are represented.

Figure 24: Disability of broadcasters with 21-100 employees by sub groups


- 3.21 As shown above in Figure 24, the disability profiles for small broadcasters are similarly incomplete among subgroups. However, unlike the previous two characteristics the picture is slightly more complete at a total level (69% of employees are represented) than the total television industry (63%).
- 3.22 The proportion of employees categorised as being disabled is 2% and this is relatively stable across all subgroups.

4. Total television industry - individual broadcaster information

- 4.1 Each television broadcaster who met the statutory threshold to be required under its broadcasting licence to make arrangements for promoting equal employment opportunities was asked to provide Ofcom with data on the make-up of its employees across the following protected characteristics; gender, racial group, disability, age, sexual orientation and religion or belief²².
- 4.2 The majority of the 78 broadcasters who met the qualification threshold provided data at a total employee level, which demonstrated that they monitor the composition of their employees on the mandatory characteristics of gender (72 broadcasters, 92%), racial group (61, 78%) and disability (54, 69%); 48 broadcasters (62%) showed they monitor all three. However, this means that just over a fifth of broadcasters did not provide data on racial group, and for disability this figure increased to three in ten.
- 4.3 With regard to data on the other characteristics, requested on a voluntary basis, the proportions of broadcasters who provided us with the data we requested were significantly lower; age (23 broadcasters, 29%), sexual orientation (15 broadcasters, 19%) and religion or belief (17 broadcasters, 22%).
- 4.4 The following two tables illustrate the level of monitoring indicated by the data provided to us by each of the 78 broadcasters (listed in alphabetical order). Figure 25²³ shows the basic profiles for the protected characteristics of gender, racial group and disability, which we required broadcasters to provide and Figure 26**Error! Reference source not found.** shows whether each broadcaster provided data on the characteristics of sexual orientation, age, and religion or belief on a voluntary basis, and if so the percentage of their employees this data covered.

²² In addition, the UK-based industry document on Ofcom's online diversity hub also covers the protected characteristics of pregnancy and maternity and gender reassignment.

²³ The broadcasters marked with an asterisk indicate those with 98% or more UK-based staff that are included in the UK-based industry information.

Diversity and equal opportunities in television – Total television industry

Figure 25: Proportion of gender, racial group and disability by broadcaster

			GENDER				RACIAL GROUP				DISABILITY			
	Employees	Licences	Male	Female	Not disclosed	No data	White	BAME	Not disclosed	No data	Not disabled	Disabled	Not disclosed	No data
TOTAL (78 licensees)	49314	742	53%	46%	0.2%	1%	61%	18%	2%	20%	61%	2%	1%	36%
Abu Dhabi Media Company	101-499	1	69%	31%				100%			100%			
AETN UK	101-499	22	43%	57%			64%	19%	9%	8%	100%			
Al Arabiya News Channel FZ-LLC	500+	1	72%	28%			1%	99%			99.7%	0.3%		
* Al Jazeera Media Network	101-499	2	54%	46%			74%	26%			99%	1%		
* Al Shirkatul Islamiyyah	21-100	3	88%	12%				100%			97%	3%		
Alaraby Television Network Limited	101-499	1	72%	28%						100%				100%
APGO Media Limited	101-499	1				100%	5%	95%				2%		98%
Ariana Radio and Television Network	101-499	1	81%	19%				1%		99%	100%			
Asia TV Limited	21-100	7	39%	61%			4%	96%						100%
* ATN Bangla UK Ltd	21-100	1				100%		100%						100%
BBC Global News Limited	21-100	1	45%	55%			79%	14%		7%	99%			1%
BBC Limited	500+	NA	53%	47%			82%	13%		5%	95%	4%		1%
BBC Worldwide	21-100	11	44%	56%			69%	24%	2%	5%	98%	2%		
Bloomberg LP	500+	3	53%	47%			60%	25%	15%		27%	1%	1%	71%
Blue Ocean International Media Group Limited	21-100	1	42%	58%			7%	93%			100%			
* British Telecommunications Plc	101-499	16	76%	24%			41%	7%	1%	51%	8%	1%		92%
CBS AMC Networks UK Channels Partnership	101-499	29	45%	54%	1%		12%	5%	83%					100%
* Channel Four Television Corporation	500+	18	41%	59%			77%	18%	0.4%	5%	72%	11%	1%	16%
Channels Incorporated Limited	101-499	1	79%	21%				100%			100%			
* CNBC (UK) Limited	101-499	3	50%	50%			21%	6%	73%			1%	99%	
CSC Media Group Limited	101-499	47	24%	34%		42%				100%				100%
Discovery Corporate Services Limited	500+	103	46%	54%			28%	11%		61%				100%
Eleven Sports 1 POL	21-100	6	87%	13%			100%				8%			92%
* ESTV Limited	21-100	2	48%	52%						100%				100%
Fashion One Television Limited	21-100	4	80%	20%			7%	93%			100%			
* Fox Networks Group (UK) Ltd	101-499	6	38%	47%	15%		50%	13%	37%					100%
Fox News Network LLC	500+	1	57%	43%			80%	20%			99.8%	0.1%		0.1%
* Freesat (UK) Limited	21-100	3	66%	34%			61%	24%	16%		87%	13%		
* Governance Ministries	21-100	2	46%	54%			58%	42%			92%	8%		
* Hochanda Ltd	101-499	3	43%	57%			86%	14%			97%	3%		
* Ideal Shopping Direct Limited	101-499	6	59%	41%			85%	3%	12%		42%	15%	43%	
* Immediate Media TV Limited	101-499	2	40%	60%						100%	97%	3%		
Iroko Partners Limited	101-499	1	62%	38%			15%	85%						100%
* Islam Channel Limited	21-100	2				100%				100%				100%
* ITV Group	500+	74	48%	52%			66%	8%	1%	25%	48%	1%		51%
Joint Stock Company Channel One Russia Worldw	101-499	1	47%	53%						100%	96%	4%		
Lancaster LLC	21-100	1				100%				100%				100%
* Liverpool Football Club And Athletic Grounds Lim	21-100	1	79%	21%			17%		83%		99%	1%		
* Made Television Limited	101-499	12	66%	34%						100%				100%
* Marjan Television Network Limited	101-499	1	40%	60%			17%	46%	36%		98%	2%		
Media Liberty Limited	21-100	1	86%	14%			100%							100%
* Modern Times Group MTG Ltd	101-499	32	46%	54%			74%	10%	16%		83%		17%	
* MUTV Limited	21-100	1	72%	26%	1%	1%	89%	4%	6%	1%	92%	7%		1%
NBC Universal Global Networks UK Limited	101-499	21	45%	55%			18%	4%		78%	20%	1%	0.4%	78%
NDTV Lifestyle Limited	21-100	2	63%	37%				100%			100%			
Netplay TV Group Limited	21-100	1	61%	39%						100%	85%	15%		
New Delhi Television Limited	500+	2	78%	22%				100%						100%
* NGC Europe Limited	101-499	4	38%	47%	15%		50%	13%	37%					100%
* NHK Cosmomedia (Europe) Limited	21-100	2	32%	68%				94%		6%				100%
* Notts TV	21-100	1				100%	96%	4%			92%		8%	
Perform Investment Limited	101-499	2	78%	22%			27%	5%	1%	67%	31%	1%	2%	66%
Phoenix Chinese News and Entertainment Limite	21-100	1	53%	48%			3%	98%			100%			
Public Television Company of Armenia CJSC	101-499	1	64%	36%			100%					2%		98%
* QVC	500+	5	43%	57%	0.2%					100%				100%
* Racing UK Ltd	21-100	1	77%	23%			71%	9%	13%	7%	73%	1%	14%	12%
* Rocks and Co Productions Limited	21-100	2	40%	36%		24%	62%	38%				2%		98%
* Runners TV Limited	21-100	2	90%	10%				71%		29%	61%	10%		29%
* S4C	101-499	NA	49%	51%			99%		1%		60%	2%	38%	
SAT-7 Media Services Limited	101-499	1	45%	55%			39%	61%			99%	1%		
Scripps Networks International (UK) Limited	101-499	12	38%	62%						100%				100%
Shorts International Limited	21-100	1	78%	22%			15%	4%	81%		100%			
* Sky UK Limited	500+	54	58%	42%		0.0%	78%	13%	2%	7%		2%		98%
* Sports Information Service Limited	101-499	7	73%	27%			82%	11%	7%		99.7%	0.3%		
STAR India Private Limited	21-100	4	63%	37%				56%		44%	54%		2%	44%
* STV	500+	14	53%	47%			72%	28%			99.6%	0.4%		
Sunshine Cruise Holidays Limited	21-100	1	35%	65%			100%				100%			
* The Box Plus Network Limited	21-100	9	49%	51%			82%	11%		8%	100%			
* The Genuine Gemstone Company Limited	101-499	2				100%				100%				100%
* The Jewellery Channel Limited	21-100	3	58%	42%			90%	10%			94%	6%		
* The Walt Disney Company Limited	101-499	20	42%	58%						100%				100%
Turner Broadcasting System Europe Limited	500+	30	48%	52%						100%				100%
* Txt Me TV Limited	21-100	3	64%	36%						100%				100%
* UKTV Media Limited	101-499	18	40%	60%			71%	17%	0.4%	11%	67%	2%	4%	27%
* Viacom International Media Networks Europe	500+	57	49%	51%			68%	16%	1%	14%	99%	1%		
* Viasat World Limited	21-100	19	32%	68%						100%				100%
* Vice France TV Limited	21-100	1	41%	59%			55%	36%		9%	100%			
* Vice UK TV Limited	21-100	3	55%	45%						100%	100%			
* YouView TV Limited	101-499	1	78%	22%			76%	18%	5%					100%

Figure 26: Provision of data on voluntary characteristics

	Employees	Licences	AGE		SEXUAL ORIENTATION		RELIGION	
			Provided data	Employees with data	Provided data	Employees with data	Provided data	Employees with data
TOTAL (78 licensees)	49314	742	23	57%	15	34%	17	30%
Abu Dhabi Media Company	101-499	1	No		No		No	
AETN UK	101-499	22	No		No		No	
Al Arabiya News Channel FZ-LLC	500+	1	No		No		No	
* Al Jazeera Media Network	101-499	2	No		No		No	
* Al Shirkatul Islamiyyah	21-100	3	No		No		No	
* Alaraby Television Network Limited	101-499	1	Yes	100%	No		No	
APGO Media Limited	101-499	1	Yes	100%	No		No	
Ariana Radio and Television Network	101-499	1	Yes	100%	No		Yes	100%
* Asia TV Limited	21-100	7	No		No		No	
* ATN Bangla UK Ltd	21-100	1	No		No		Yes	3%
BBC Global News Limited	21-100	1	Yes	100%	Yes	85%	Yes	85%
* BBC Limited	500+	NA	Yes	100%	Yes	63%	Yes	63%
BBC Worldwide	21-100	11	Yes	100%	Yes	63%	Yes	63%
Bloomberg LP	500+	3	No		No		No	
Blue Ocean International Media Group Limited	21-100	1	No		No		No	
* British Telecommunications Plc	101-499	16	Yes		No		No	
CBS AMC Networks UK Channels Partnership	101-499	29	No		No		No	
* Channel Four Television Corporation	500+	18	Yes	100%	Yes	90%	Yes	86%
Channels Incorporated Limited	101-499	1	Yes	100%	No		Yes	100%
* CNBC (UK) Limited	101-499	3	Yes	100%	Yes	27%	Yes	26%
CSC Media Group Limited	101-499	47	Yes	88%	No		No	
Discovery Corporate Services Limited	500+	103	No		No		No	
Eleven Sports 1 POL	21-100	6	No		No		No	
* ESTV Limited	21-100	2	No		No		No	
Fashion One Television Limited	21-100	4	Yes	80%	No		Yes	70%
* Fox Networks Group (UK) Ltd	101-499	6	No		No		No	
Fox News Network LLC	500+	1	No		No		No	
* Freesat (UK) Limited	21-100	3	No		No		No	
* Governance Ministries	21-100	2	No		No		No	
* Hochanda Ltd	101-499	3	No		No		No	
* Ideal Shopping Direct Limited	101-499	6	Yes	100%	No		No	
* Immediate Media TV Limited	101-499	2	Yes	100%	No		No	
Iroko Partners Limited	101-499	1	No		No		No	
* Islam Channel Limited	21-100	2	No		No		No	
* ITV Group	500+	74	Yes	100%	Yes	65%	No	
Joint Stock Company Channel One Russia Worldw	101-499	1	No		No		No	
Lancaster LLC	21-100	1	No		No		No	
* Liverpool Football Club And Athletic Grounds Lim	21-100	1	No		No		No	
* Made Television Limited	101-499	12	No		No		No	
* Marjan Television Network Limited	101-499	1	No		No		No	
Media Liberty Limited	21-100	1	No		No		No	
* Modern Times Group MTG Ltd	101-499	32	Yes	100%	Yes	32%	Yes	31%
* MUTV Limited	21-100	1	No		Yes	95%	Yes	93%
NBC Universal Global Networks UK Limited	101-499	21	Yes	100%	Yes	21%	Yes	19%
NDTV Lifestyle Limited	21-100	2	No		No		No	
Netplay TV Group Limited	21-100	1	No		No		No	
New Delhi Television Limited	500+	2	No		No		No	
* NGC Europe Limited	101-499	4	No		No		No	
* NHK Cosmomedia (Europe) Limited	21-100	2	No		No		No	
* Notts TV	21-100	1	No		No		No	
Perform Investment Limited	101-499	2	No		No		No	
Phoenix Chinese News and Entertainment Limite	21-100	1	No		No		No	
Public Television Company of Armenia CJSC	101-499	1	No		No		No	
* QVC	500+	5	No		No		No	
* Racing UK Ltd	21-100	1	No		No		No	
* Rocks and Co Productions Limited	21-100	2	No		No		No	
* Runners TV Limited	21-100	2	No		No		No	
* S4C	101-499	NA	No		Yes	60%	No	
SAT-7 Media Services Limited	101-499	1	Yes	100%	No		No	
* Scripps Networks International (UK) Limited	101-499	12	No		No		No	
Shorts International Limited	21-100	1	No		No		No	
* Sky UK Limited	500+	54	No		No		No	
* Sports Information Service Limited	101-499	7	No		No		No	
STAR India Private Limited	21-100	4	Yes	100%	Yes	52%	Yes	40%
* STV	500+	14	No		No		No	
Sunshine Cruise Holidays Limited	21-100	1	No		No		No	
* The Box Plus Network Limited	21-100	9	Yes	100%	Yes	98%	Yes	92%
* The Genuine Gemstone Company Limited	101-499	2	No		No		No	
* The Jewellery Channel Limited	21-100	3	No		No		No	
* The Walt Disney Company Limited	101-499	20	No		No		No	
Turner Broadcasting System Europe Limited	500+	30	No		No		No	
* Txt Me TV Limited	21-100	3	No		No		No	
* UKTV Media Limited	101-499	18	Yes	100%	Yes	40%	Yes	34%
* Viacom International Media Networks Europe	500+	57	Yes	27%	Yes	19%	Yes	18%
* Viasat World Limited	21-100	19	No		No		No	
Vice France TV Limited	21-100	1	No		No		No	
* Vice UK TV Limited	21-100	3	No		No		No	
* YouView TV Limited	101-499	1	Yes	100%	Yes	66%	Yes	61%