



# Diversity and equal opportunities in television

## UK television industry charts and tables

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# Diversity and equal opportunities in television

This year, to accompany the **2019 Monitoring report** on the UK-based television industry, Ofcom has decided to provide a new **Freelancer report**, as well as an expanded **In-focus report**, which now covers ten major broadcasters.

Together with the charts and tables that follow, these provide industry data for television broadcasters' UK-based employees, for the period April 2018 to March 2019.

A detailed **Methodology report** is also available.

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**Figure 1: Broadcasters solely based outside of the UK**

| Broadcaster                                  | Employees |
|--|-----------|
| JSC Channel One Russia Worldwide             | 500+      |
| New Delhi Television Limited                 | 500+      |
| Abu Dhabi Media Company PJSC                 | 101-499   |
| Channels Incorporated Limited                | 101-499   |
| Public Television Company of Armenia / AMPTV | 101-499   |
| SNI/SI Networks LLC                          | 101-499   |
| Lancaster LLC/Sonlife Broadcasting Network   | 21-100    |
| Lifestyle and Media Broadcasting Ltd         | 21-100    |
| Ride Television Network Inc.                 | 21-100    |

**Figure 2: Broadcasters with 500+ UK based employees**

| Broadcaster                               | Number of UK-based employees |         |        |
|---|------------------------------|---------|--------|
|   | 2018/19                      | 2017/18 | Change |
| BBC UK Public Television Services         | 14042                        | 13959   | +83    |
| Sky UK Limited                            | 7425                         | 7229    | +196   |
| ITV Broadcasting Limited                  | 4208                         | 4245    | -37    |
| QVC UK                                    | 1820                         | 1847    | -27    |
| Viacom International Media Networks UK    | 1144                         | 897     | +247   |
| Perform Investment Limited                | 988                          | 187     | +801   |
| Channel 4 Television Corporation          | 943                          | 908     | +35    |
| Discovery Corporate Services Limited      | 867                          | 923     | -56    |
| Turner Broadcasting System Europe Limited | 785                          | 784     | +1     |
| STV Group PLC                             | 612                          | 585     | +27    |

Figure 3: Summary table - 2018/19 profiles for the mandatory characteristics

|                        | UK-based<br>TV industry | Non UK-based | All employees |
|------------------------|-------------------------|--------------|---------------|
| <b>Gender</b>          |                         |              |               |
| Men                    | 54%                     | 57%          | 55%           |
| Women                  | 45%                     | 40%          | 44%           |
| Not collected          | <1%                     | 3%           | 1%            |
| <b>Racial group</b>    |                         |              |               |
| Minority ethnic groups | 13%                     | 15%          | 14%           |
| White ethnic group     | 70%                     | 11%          | 59%           |
| Not disclosed          | 5%                      | 4%           | 5%            |
| Not collected          | 11%                     | 70%          | 22%           |
| <b>Disability</b>      |                         |              |               |
| Those with disability  | 6%                      | 1%           | 5%            |
| No disability          | 61%                     | 29%          | 55%           |
| Not disclosed          | 4%                      | 7%           | 5%            |
| Not collected          | 29%                     | 63%          | 36%           |

**Figure 4: Summary table for the six characteristics – UK based TV industry**

|                                  | UK labour market / population* | 2018/19<br>UK-based TV industry | 2017/18<br>UK-based TV industry | 2016<br>UK TV industry ** | Percentage Point (PP) change year-on-year | UK-based employees |           |         |         |         |
|----------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------|---|--------------------|-----------|---------|---------|---------|
|                                  |                                |                                 |                                 |                           |   | 2018/19            | 2018/19   | 2018/19 | 2018/19 | 2018/19 |
|                                  |                                |                                 |                                 |                           |   | BBC                | Channel 4 | ITV     | Sky     | Viacom  |
| <b>Disability</b>                |                                |                                 |                                 |                           |   |                    |           |         |         |         |
| Those with a disability          | 18%                            | 6%                              | 6%                              | 3%                        | No change                                 | 10%                | 11%       | 4%      | 3%      | 8%      |
| No disability                    | 82%                            | 61%                             | 62%                             | 66%                       | -1pp                                      | 82%                | 75%       | 81%     | 57%     | 15%     |
| Not disclosed                    |                                | 4%                              | 2%                              | 1%                        | +2pp                                      | 4%                 | 2%        | 1%      | 2%      | 0%      |
| Not collected (Data gap)         |                                | 29%                             | 31%                             | 30%                       | -2pp                                      | 5%                 | 12%       | 15%     | 38%     | 77%     |
| <b>Racial group</b>              |                                |                                 |                                 |                           |   |                    |           |         |         |         |
| Minority Ethnic Groups (MEG)     | 12%                            | 13%                             | 13%                             | 11%                       | No change                                 | 13%                | 19%       | 10%     | 16%     | 20%     |
| White Ethnic Groups (WEG)        | 88%                            | 70%                             | 71%                             | 70%                       | -1pp                                      | 83%                | 79%       | 72%     | 69%     | 73%     |
| Not disclosed                    |                                | 5%                              | 4%                              | 2%                        | +1pp                                      | 3%                 | 1%        | 2%      | 2%      | 1%      |
| Not collected (Data gap)         |                                | 11%                             | 12%                             | 17%                       | -1pp                                      | 1%                 | 2%        | 16%     | 14%     | 5%      |
| <b>Gender</b>                    |                                |                                 |                                 |                           |   |                    |           |         |         |         |
| Men                              | 53%                            | 54%                             | 54%                             | 52%                       | No change                                 | 56%                | 43%       | 46%     | 61%     | 47%     |
| Women                            | 47%                            | 45%                             | 46%                             | 47%                       | -1pp                                      | 44%                | 57%       | 54%     | 39%     | 53%     |
| Not collected (Data gap)         |                                | 0%                              | 1%                              | 1%                        | -1pp                                      | 0%                 | 0%        | 0%      | 0%      | 0%      |
| Women in senior management       |                                | 42%                             | 41%                             | 38%                       | +1pp                                      | 43%                | 44%       | 44%     | 39%     | 42%     |
| <b>Religion or belief</b>        |                                |                                 |                                 |                           |   |                    |           |         |         |         |
| Religious                        | 67%                            | 22%                             | 22%                             | 19%                       | No change                                 | 37%                | 48%       | 0%      | 26%     | 31%     |
| Non-religious                    | 26%                            | 28%                             | 28%                             | 18%                       | No change                                 | 54%                | 38%       | 0%      | 26%     | 39%     |
| Not disclosed                    | 7%                             | 8%                              | 5%                              | 4%                        | +3pp                                      | 8%                 | 9%        | 0%      | 9%      | 0%      |
| No consent (to provide to Ofcom) |                                | 2%                              | 1%                              | 0%                        | +1pp                                      | 0%                 | 0%        | 0%      | 0%      | 0%      |
| Not collected/No data (Data gap) |                                | 41%                             | 44%                             | 59%                       | -3pp                                      | 0%                 | 5%        | 100%    | 39%     | 30%     |
| <b>Sexual Orientation</b>        |                                |                                 |                                 |                           |   |                    |           |         |         |         |
| Lesbian/Gay/Bisexual (LGB)       | 2%                             | 4%                              | 4%                              | 3%                        | No change                                 | 7%                 | 8%        | 5%      | 2%      | 9%      |
| Heterosexual                     | 93%                            | 52%                             | 49%                             | 41%                       | +3pp                                      | 72%                | 83%       | 69%     | 52%     | 72%     |
| Not disclosed                    | 4%                             | 7%                              | 5%                              | 5%                        | +2pp                                      | 7%                 | 4%        | 4%      | 7%      | 5%      |
| No consent (to provide to Ofcom) |                                | 1%                              | 1%                              | 0%                        | No change                                 | 0%                 | 0%        | 0%      | 0%      | 0%      |
| Not collected/No data (Data gap) |                                | 35%                             | 41%                             | 51%                       | -6pp                                      | 14%                | 5%        | 22%     | 39%     | 14%     |
| <b>Age</b>                       |                                |                                 |                                 |                           |   |                    |           |         |         |         |
| Under 50 years old               | 69%                            | 68%                             | 69%                             | 55%                       | -1pp                                      | 73%                | 87%       | 82%     | 85%     | 91%     |
| 50+                              | 31%                            | 17%                             | 16%                             | 17%                       | +1pp                                      | 27%                | 13%       | 18%     | 15%     | 9%      |
| Not disclosed                    |                                | 0%                              | 0%                              | 0%                        | +0pp                                      | 0%                 | 0%        | 0%      | 0%      | 0%      |
| No consent (to provide to Ofcom) |                                | 3%                              | 1%                              | 0%                        | +2pp                                      | 0%                 | 0%        | 0%      | 0%      | 0%      |
| Not collected/No data (Data gap) |                                | 12%                             | 14%                             | 29%                       | -2pp                                      | 0%                 | 0%        | 0%      | 0%      | 0%      |

\*Sources used for UK labour market / population figures:

Disability = ONS Labour market statistics A08: Labour market status of disabled people (Average of Apr-Jun18, Jul-Sep18, Oct-Dec18, Jan-Mar19)  
Proportion of all 16-64 who are 'Harmonised Standard Definition Disabled'

Racial Group = ONS Labour market statistics A09: Labour market status by ethnic group (Average of Apr-Jun18, Jul-Sep18, Oct-Dec18, Jan-Mar19). All in employment.

Gender = ONS Labour market statistics A09: Labour market status by ethnic group (Average of Apr-Jun18, Jul-Sep18, Oct-Dec18, Jan-Mar19). All employed males and females (employees and self-employed).

Religion = Census 2011

Sexual orientation = Sexual orientation, UK: 2017 - Percentage of UK population who identify themselves as LGB

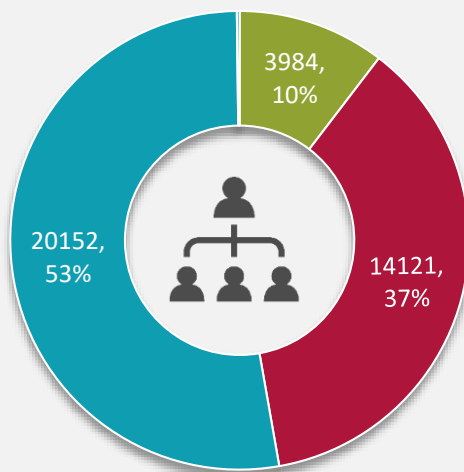
Age = A05 SA: Employment, unemployment and economic inactivity by age group (seasonally adjusted). (Average of Apr-Jun18, Jul-Sep18, Oct-Dec18, Jan-Mar19). All employed people/women/men

\*\*2016 data not directly comparable. UK-based TV industry defined as all employees from broadcasters with 98%+ UK-based employees (45 broadcasters in total)

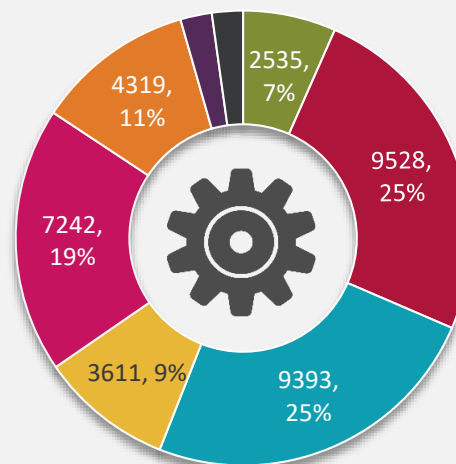
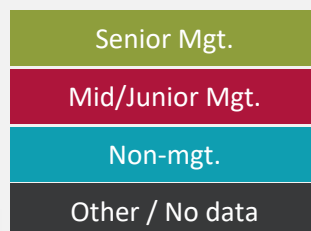
Figure 5: Makeup of UK-based employees by job level and job role



**38,331** UK-based employees



### Job level



### Job role



7,029 Joiners



6,462 Leavers



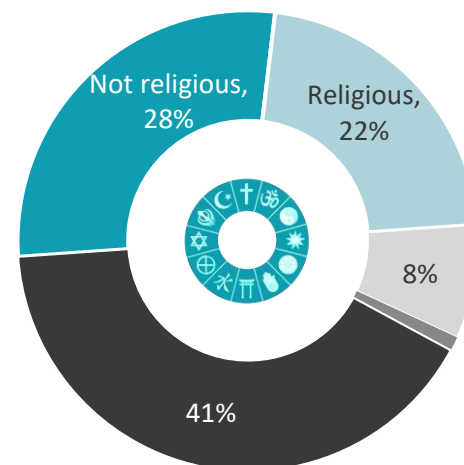
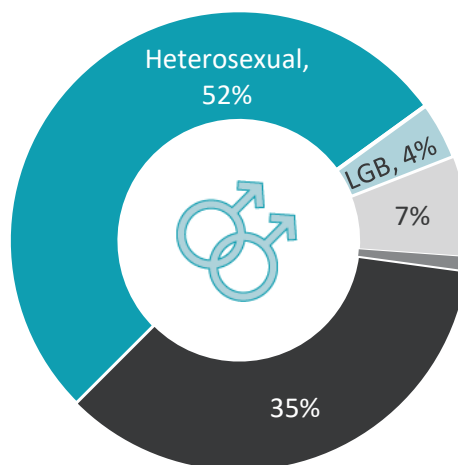
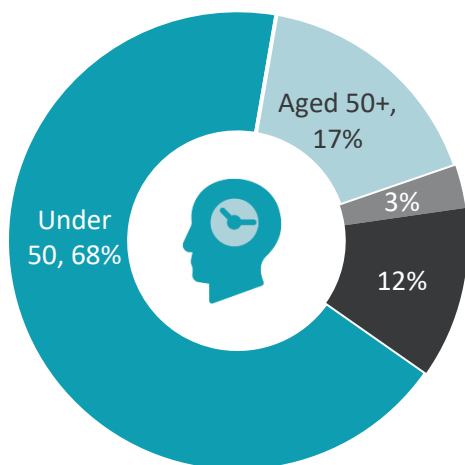
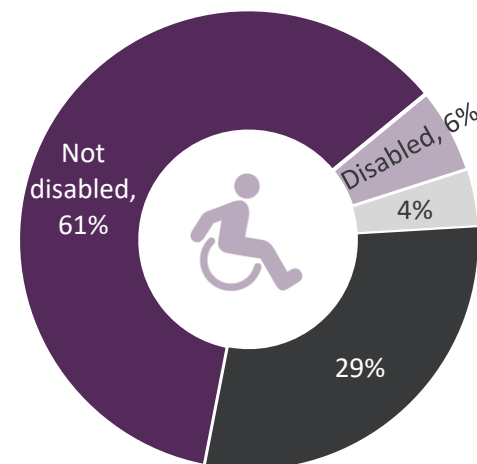
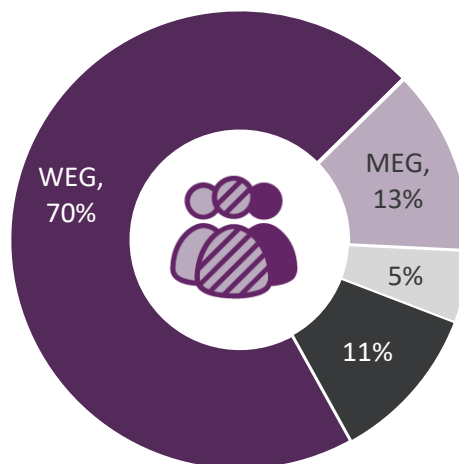
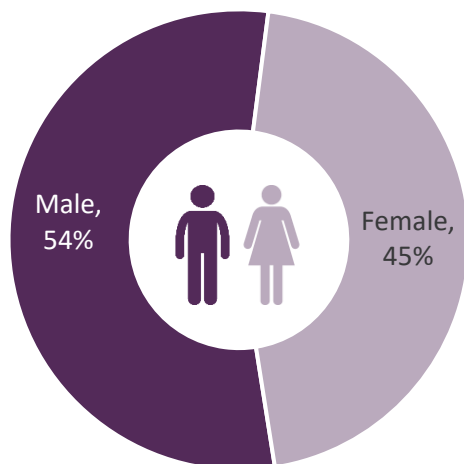
25,624 Trained



3,182 Promoted



Figure 6: Overview of key characteristics for UK-based TV industry



Note: WEG = White ethnic groups, MEG = Minority ethnic Groups

Not disclosed

No consent

Not collected

Figure 7: Gender - by job level and role

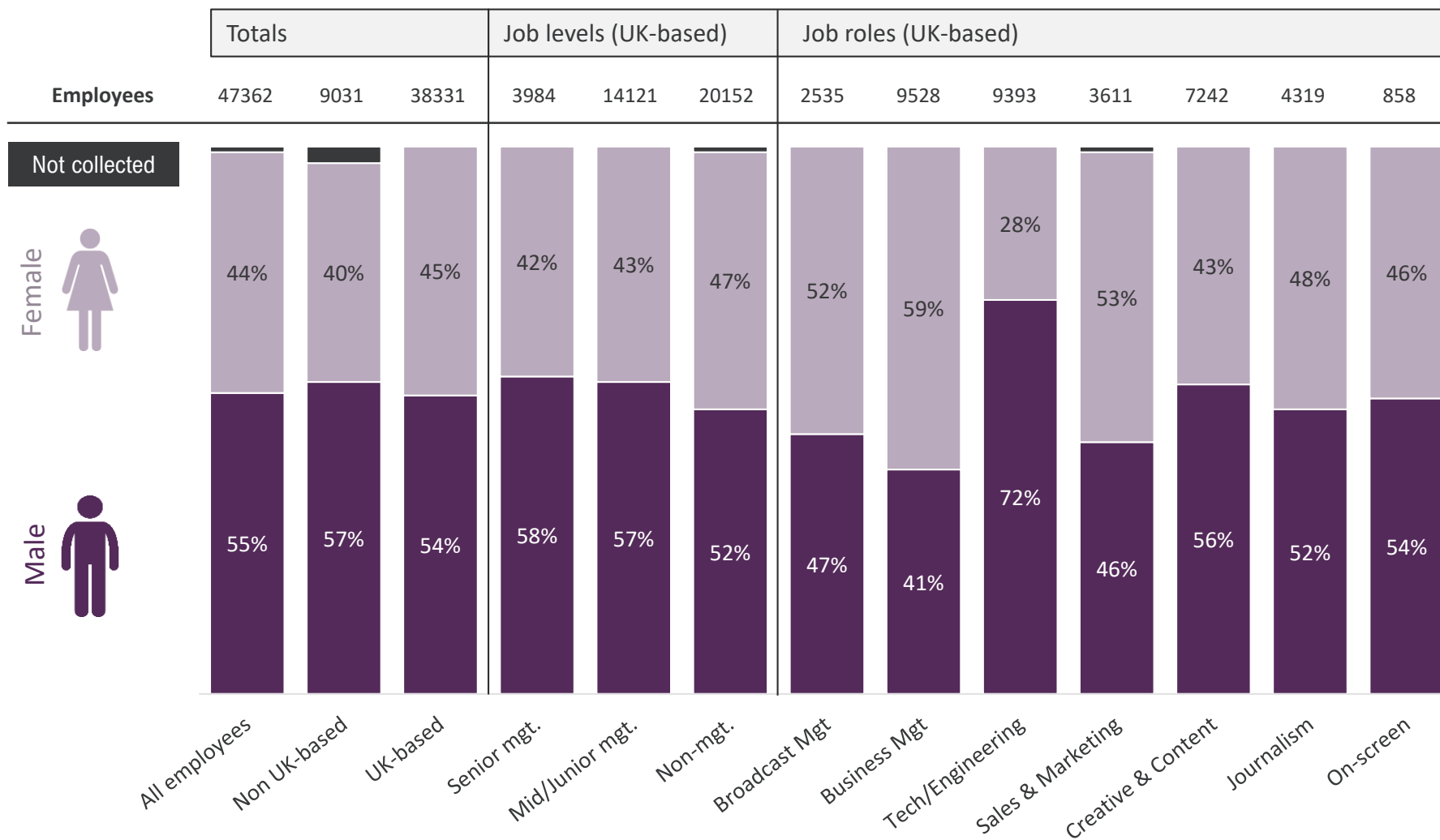


Figure 8: Gender – by joiners, leavers, trained and promoted (2018/19 vs. 2017/18)

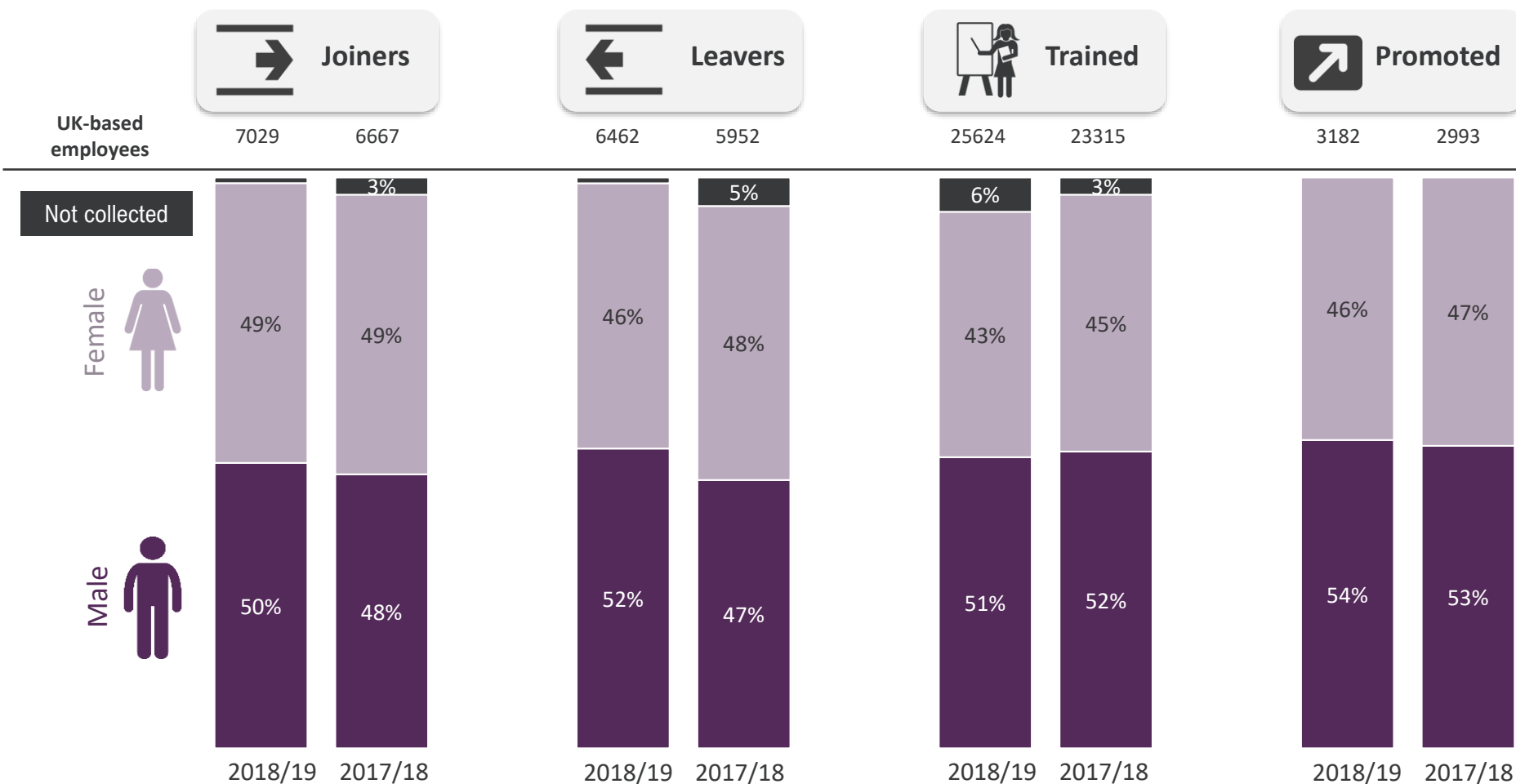
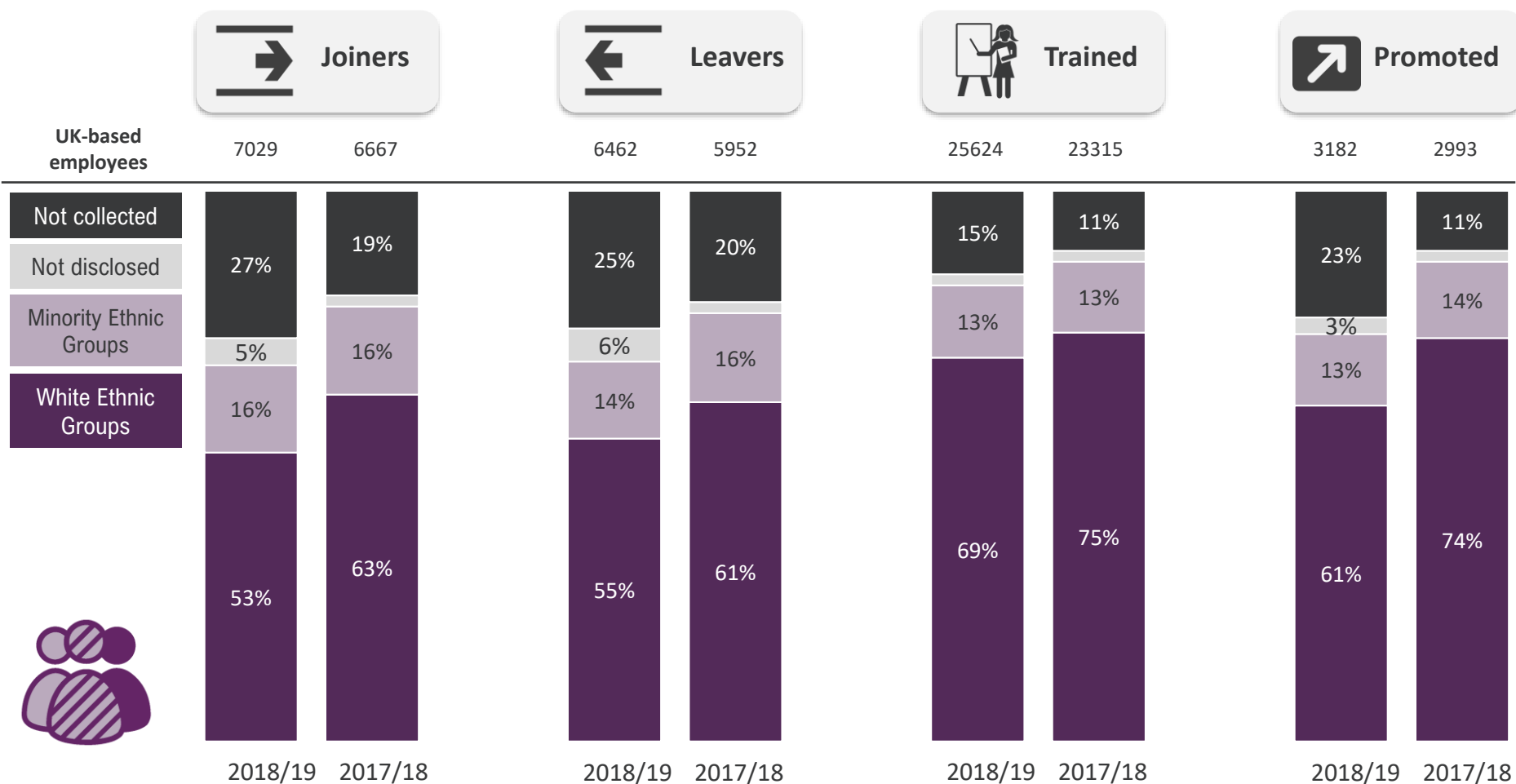




Figure 10: Racial group – by joiners, leavers, trained and promoted (2018/19 vs. 2017/18)



**Figure 11: Racial group breakdown of UK-based employees (2018/19 vs. 2017/18)**



| Racial Group                                | 2018/19 | 2017/18 |
|---|---------|---------|
| White Ethnic Groups                         | 70%     | 71%     |
| East Asian / East Asian British             | 1%      | 1%      |
| South Asian / South Asian British           | 5%      | 5%      |
| Black / African / Caribbean / Black British | 3%      | 3%      |
| Mixed                                       | 3%      | 2%      |
| Other                                       | 2%      | 1%      |
| Minority Ethnic Groups (Not specified)      | <1%     | <1%     |
| Employee preferred not to disclose          | 5%      | 4%      |
| Data not collected                          | 11%     | 12%     |

Figure 12: Disability - by job level and role

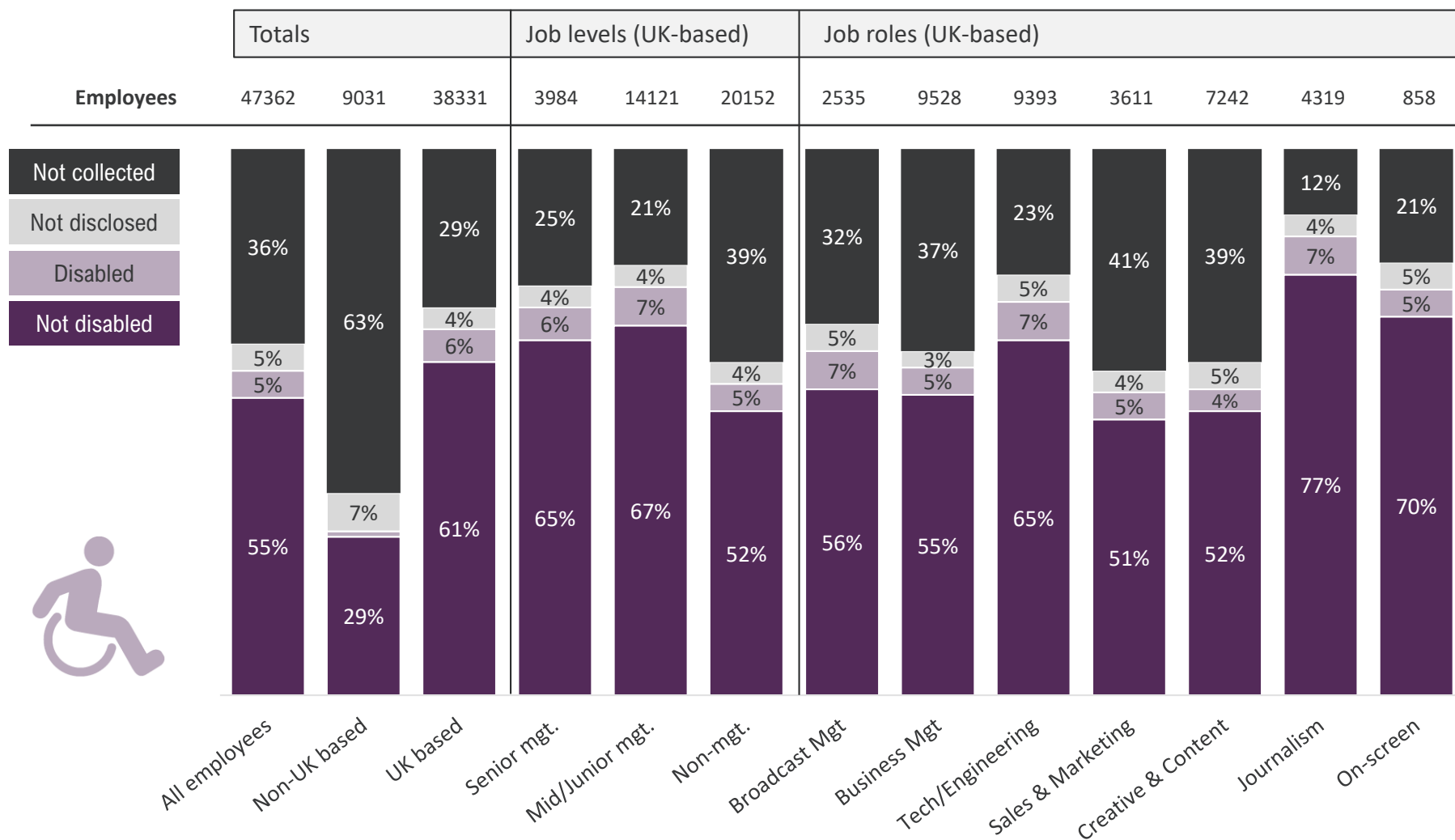


Figure 13: Disability – by joiners, leavers, trained and promoted (2018/19 vs. 2017/18)

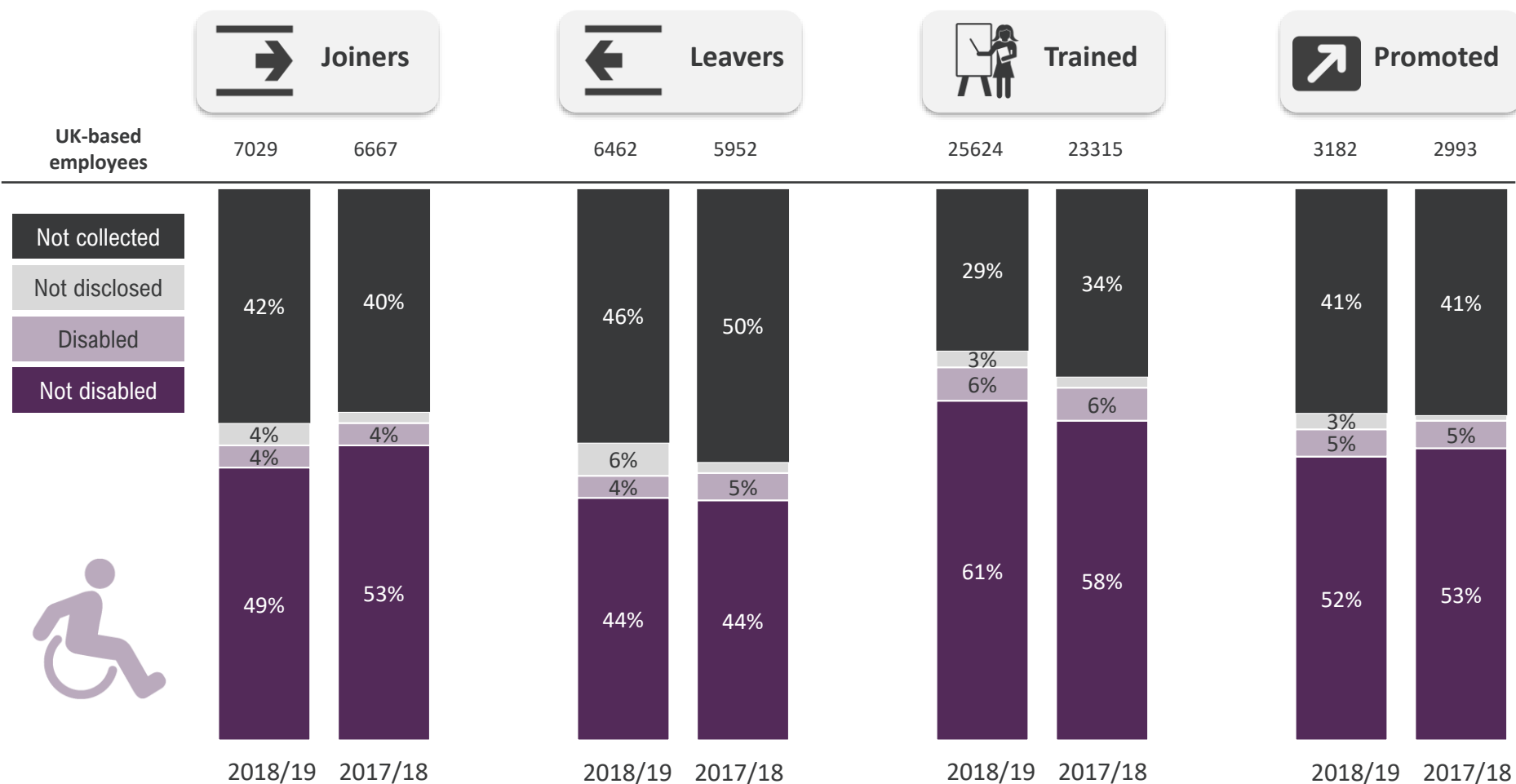



Figure 14: Disability breakdown of UK-based employees (2018/19 vs. 2017/18)



| Disability  | 2018/19 | 2017/18 |
|---|---------|---------|
| No disability                                     | 61%     | 62%     |
| Sensory disability                                | <1%     | <1%     |
| Physical disability/Muscular-skeletal             | <1%     | <1%     |
| Mental Health                                     | <1%     | <1%     |
| Cognitive/Learning disabilities                   | <1%     | <1%     |
| Multiple, Long term or other disability/condition | <1%     | <1%     |
| Has a disability (Not specified)                  | 5%      | 5%      |
| Employee preferred not to disclose                | 4%      | 2%      |
| Data not collected                                | 29%     | 31%     |

Figure 15: Age - by job level and role

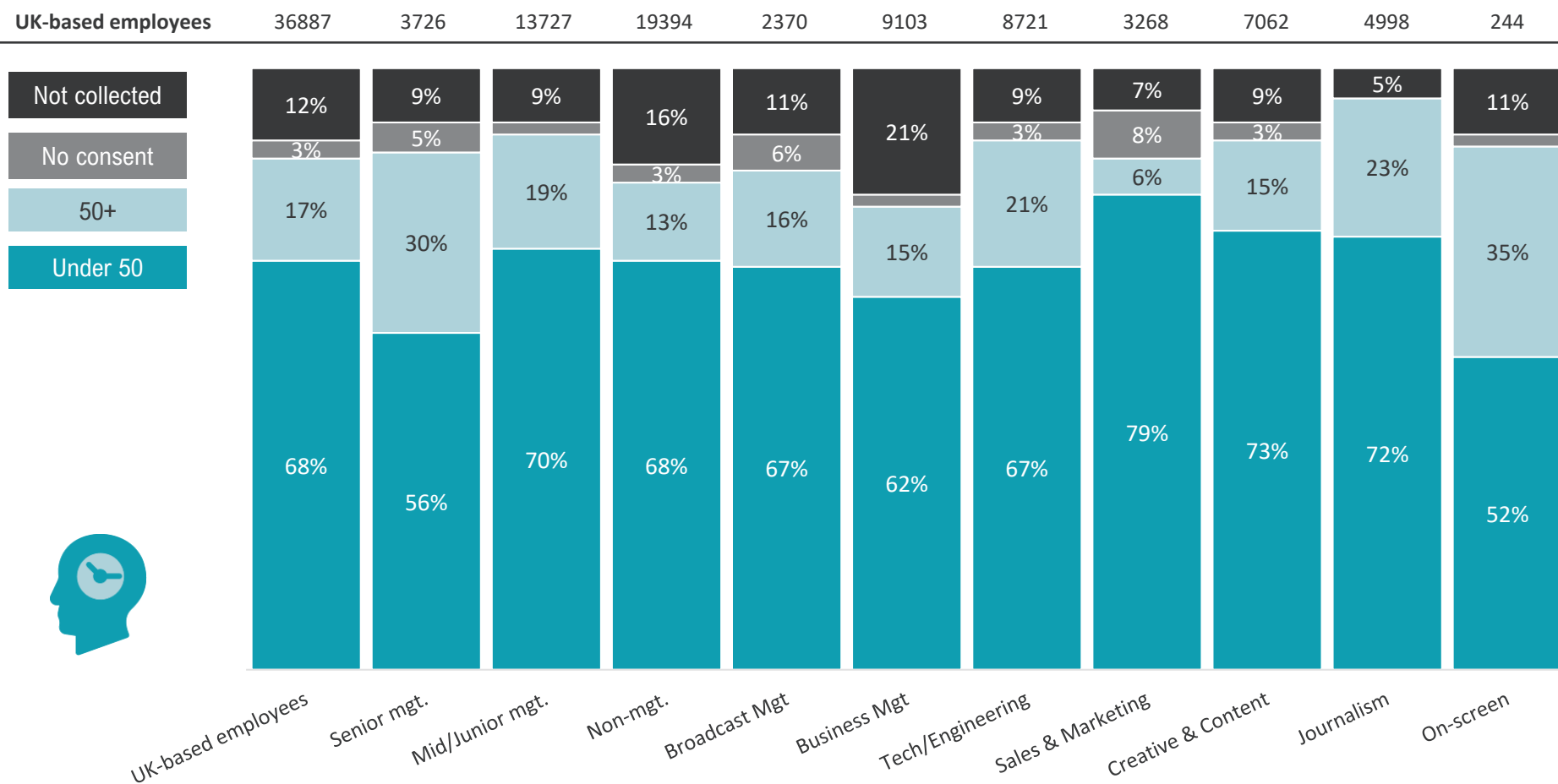


Figure 16: Age – by joiners, leavers, trained and promoted (2018/19 vs. 2017/18)

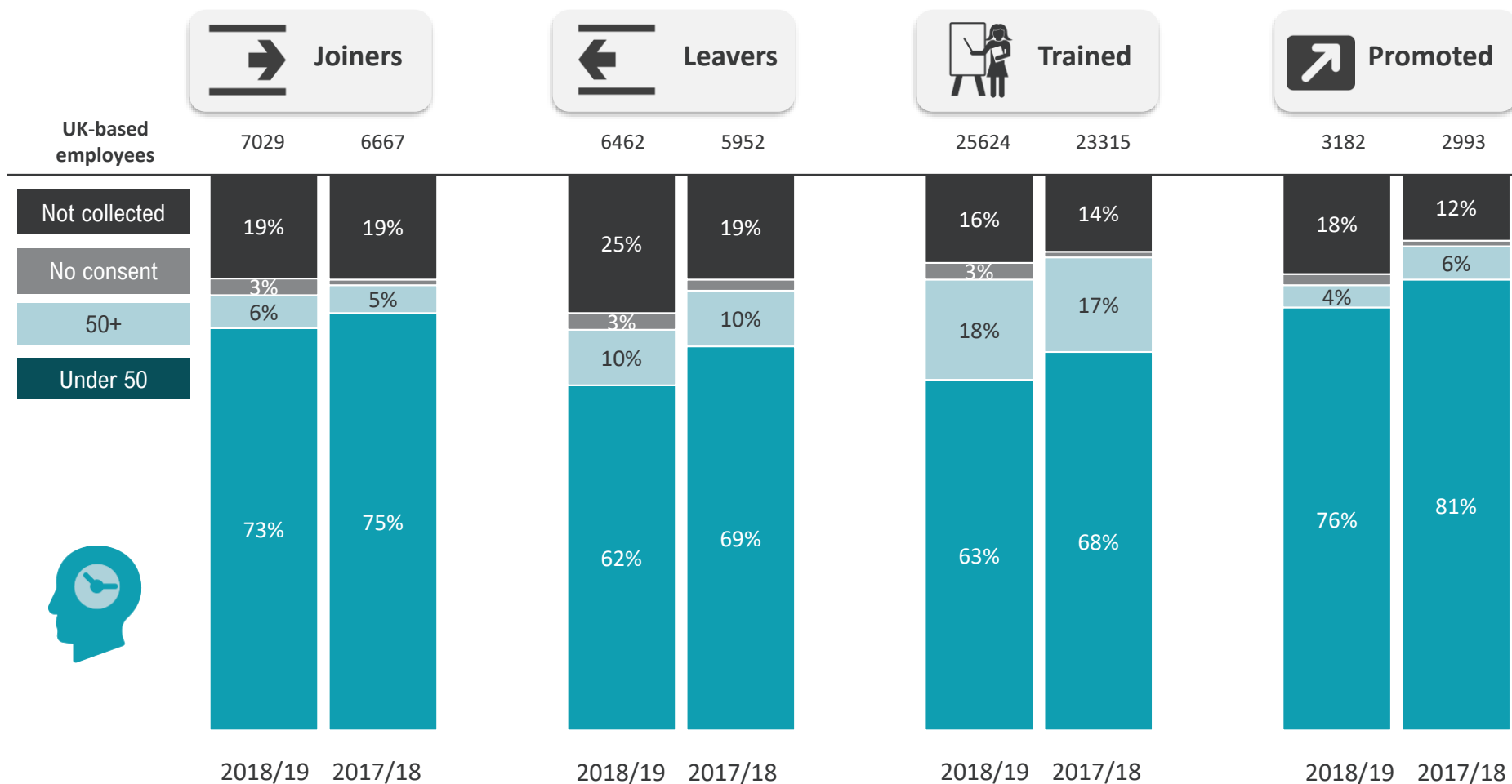


Figure 17: Age breakdown of UK-based employees (2018/19 vs. 2017/18)



| Age  | 2018/19 | 2017/18 |
|--|---------|---------|
| Under 30   | 18%     | 18%     |
| 30-39  | 28%     | 29%     |
| 40-49  | 22%     | 22%     |
| 50-59  | 14%     | 13%     |
| 60+  | 3%      | 3%      |
| Employee preferred not to disclose                 | Zero    | Zero    |
| Data collected but no consent to disclose to Ofcom | 3%      | 1%      |
| Data not collected                                 | 12%     | 14%     |

Figure 18: Age – by gender

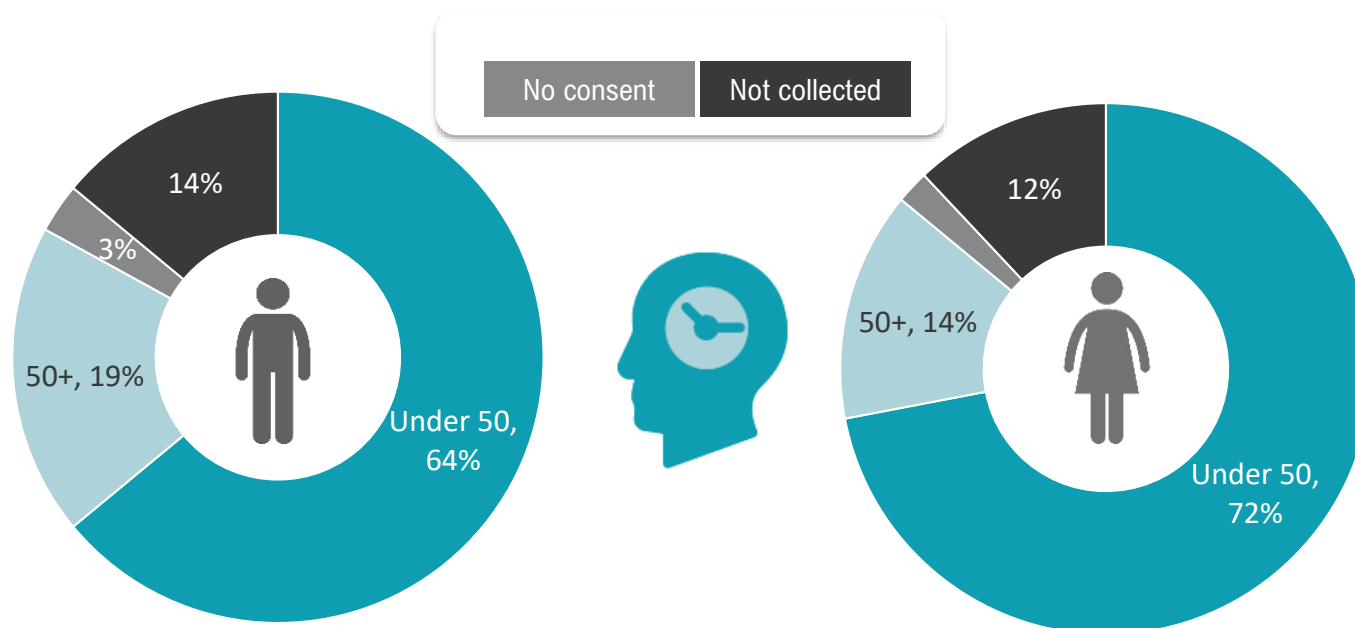


Figure 19: Sexual orientation - by job level and role

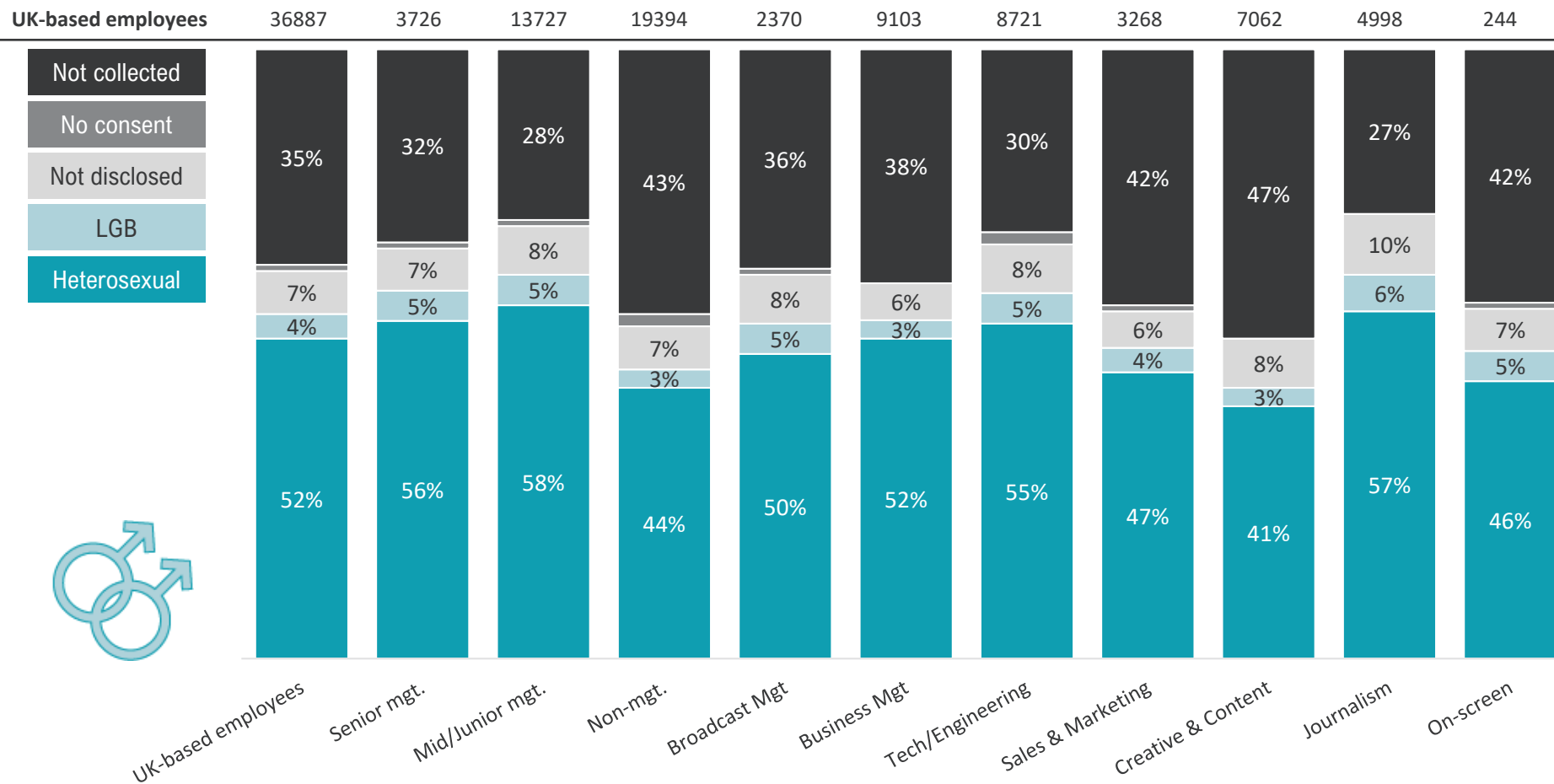


Figure 20: Sexual orientation – by joiners, leavers, trained and promoted (2018/19 vs. 2017/18)

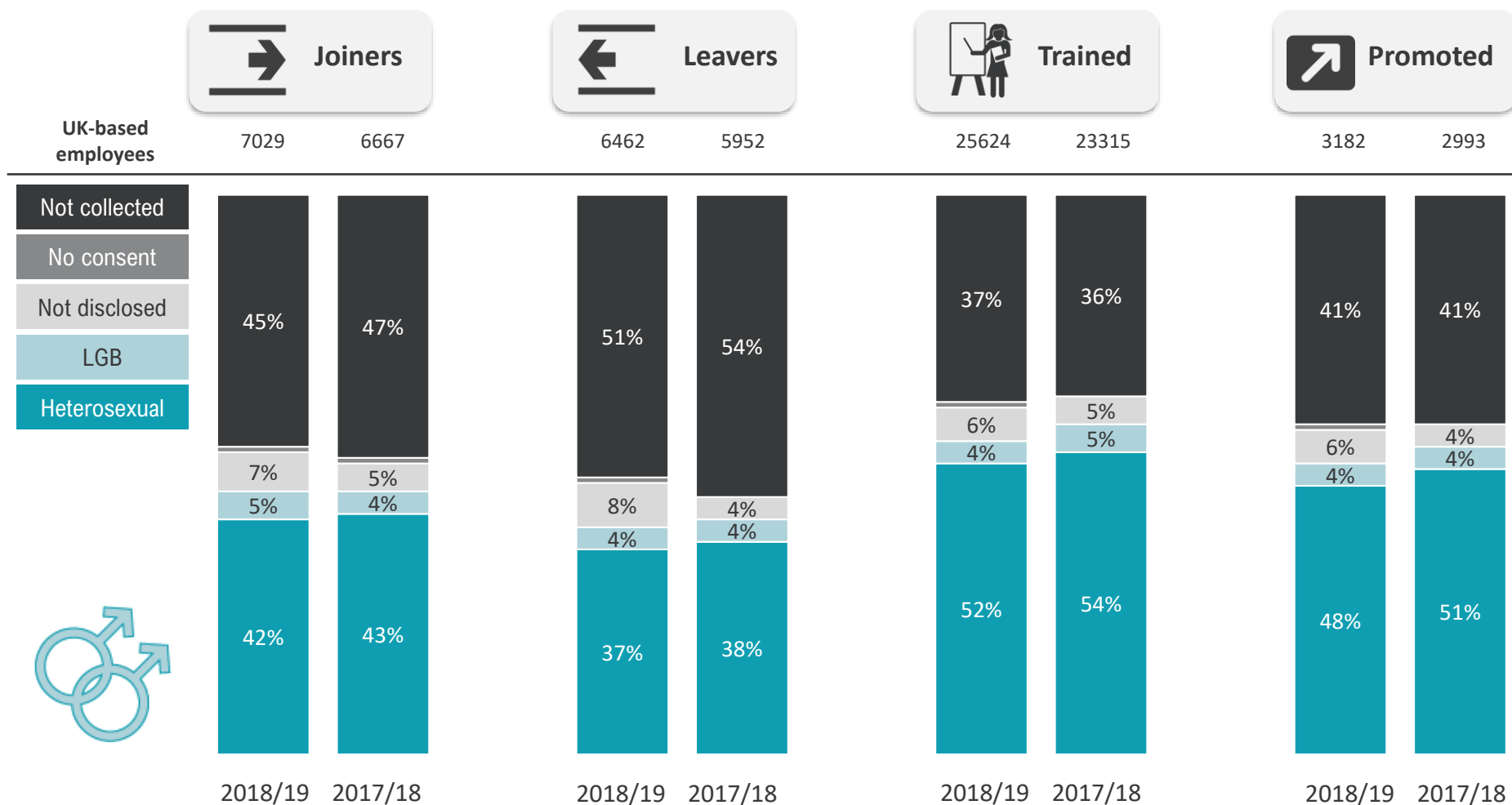
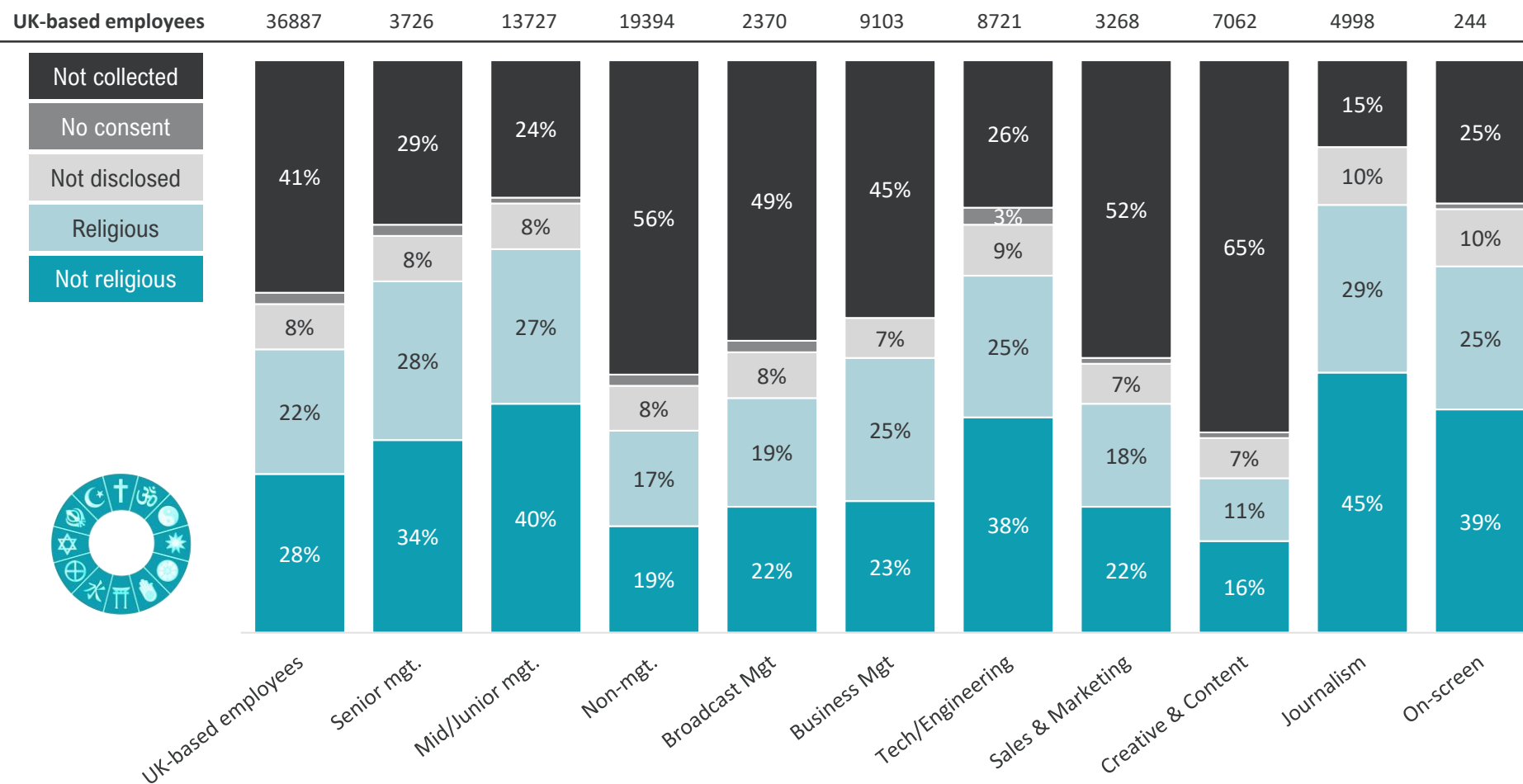


Figure 21: Sexual orientation breakdown of UK-based employees (2018/19 vs. 2017/18)



| Sexual Orientation                                 | 2018/19 | 2017/18 |
|--|---------|---------|
| Heterosexual/straight                              | 52%     | 49%     |
| Gay men  | 2%      | 2%      |
| Gay women/lesbian                                  | 1%      | 1%      |
| Bisexual   | 1%      | 1%      |
| Other  | <1%     | <1%     |
| LGB (Not specified)                                | 1%      | 1%      |
| Employee preferred not to disclose                 | 7%      | 5%      |
| Data collected but no consent to disclose to Ofcom | 1%      | 1%      |
| Data not collected                                 | 35%     | 41%     |

Figure 22: Religion - by job level and role



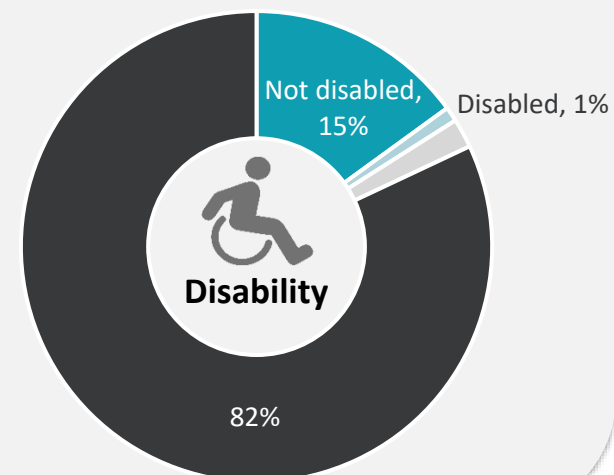
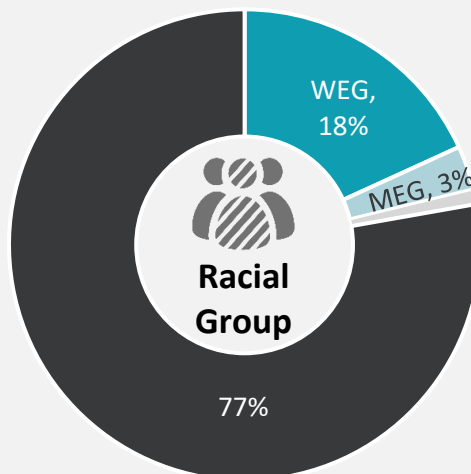
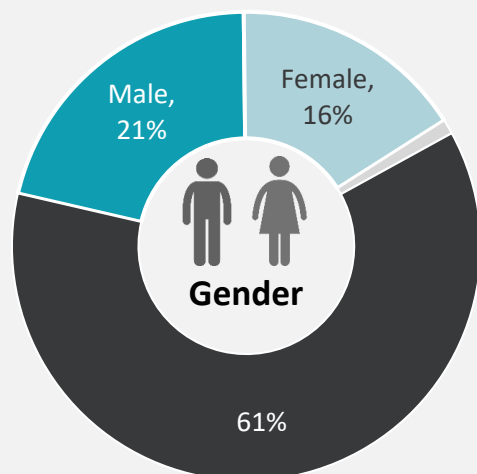
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making communications work  
for everyone





Figure 25: Freelancers across the industry

**20,338**  
Freelancers



Invisible data:

Not disclosed

No consent


Not collected


Note: WEG = White ethnic groups, MEG = Minority ethnic Groups

**Table 1: UK-based employee profiles for the three mandatory characteristics - 2018/19**

**Notes:**

- Broadcasters with fewer than 21 UK-based employees are excluded from the following tables.
- Cells are greyed out where data would be potentially personally identifiable.
- Broadcasters not reported on in 2017/18 are marked with \* and have no arrows to signify year-on-year changes.
- Viacom has no arrows for 'not disabled' and (disability) 'not collected' as their data is not comparable to 2017/18

**Key:**  Increase from 2017/18

 Decrease from 2017/18

 Same percentage as 2017/18

|  | UK based Employees | Licences   | GENDER     |            |               |               | RACIAL GROUP |                 |               |               | DISABILITY   |           |               |               |
|--|--------------------|------------|------------|------------|---------------|---------------|--------------|-----------------|---------------|---------------|--------------|-----------|---------------|---------------|
|  |                    |            | Male       | Female     | Not disclosed | Not collected | White ethnic | Minority ethnic | Not disclosed | Not collected | Not disabled | Disabled  | Not disclosed | Not collected |
| <b>TOTAL UK BASED INDUSTRY</b>                 | <b>38331</b>       | <b>621</b> | <b>54%</b> | <b>45%</b> | <b>0%</b>     | <b>0%</b>     | <b>70%</b>   | <b>13%</b>      | <b>5%</b>     | <b>11%</b>    | <b>61%</b>   | <b>6%</b> | <b>4%</b>     | <b>29%</b>    |
| BBC UK Public Television Services              | A) 500+            | 0          | 56%        | 44%        | 0%            | 0%            | 83%          | 13%             | 3%            | 1%            | 82%          | 10%       | 4%            | 5%            |
| Channel 4                                      | A) 500+            | 18         | 43%        | 57%        | 0%            | 0%            | 79%          | 19%             | 1%            | 2%            | 75%          | 11%       | 2%            | 12%           |
| Perform Investment Limited                     | A) 500+            | 5          | 79%        | 21%        | 0%            | 0%            | 26%          | 6%              | 68%           | 0%            | 0%           | 0%        | 0%            | 100%          |
| Discovery Corporate Services Limited           | A) 500+            | 60         | 48%        | 52%        | 0%            | 0%            | 52%          | 22%             | 0%            | 26%           | 0%           | 0%        | 0%            | 100%          |
| ITV Broadcasting Limited                       | A) 500+            | 72         | 46%        | 54%        | 0%            | 0%            | 72%          | 10%             | 2%            | 16%           | 81%          | 4%        | 1%            | 15%           |
| QVC UK   | A) 500+            | 6          | 42%        | 58%        | 0%            | 0%            | 84%          | 9%              | 0%            | 7%            | 0%           | 0%        | 0%            | 100%          |
| Sky UK Limited                                 | A) 500+            | 58         | 61%        | 39%        | 0%            | 0%            | 69%          | 16%             | 2%            | 14%           | 57%          | 3%        | 2%            | 38%           |
| STV Group PLC                                  | A) 500+            | 8          | 52%        | 48%        | 0%            | 0%            | 61%          | 3%              | 37%           | 0%            |              |           | 49%           | 0%            |
| Turner Broadcasting System Europe Limited      | A) 500+            | 32         | 52%        | 48%        | 0%            | 0%            | 40%          | 9%              | 1%            | 50%           | 46%          | 3%        | 1%            | 50%           |
| Viacom International Media Networks            | A) 500+            | 31         | 47%        | 53%        | 0%            | 0%            | 73%          | 20%             | 1%            | 5%            | 15%          | 8%        | 0%            | 77%           |
| A+E Networks UK                                | B) 101-499         | 25         | 42%        | 58%        | 0%            | 0%            | 68%          | 23%             | 1%            | 9%            |              |           | 0%            | 9%            |
| Al Jazeera Media Network                       | B) 101-499         | 2          | 57%        | 43%        | 0%            | 0%            | 57%          | 13%             | 0%            | 30%           | 0%           | 0%        | 0%            | 100%          |
| Alaraby TV Network Ltd                         | B) 101-499         | 1          | 75%        | 25%        | 0%            | 0%            | 5%           | 17%             | 0%            | 77%           |              |           | 0%            | 75%           |
| AMC Networks International UK                  | B) 101-499         | 27         | 43%        | 57%        | 0%            | 0%            | 26%          | 11%             | 0%            | 63%           |              |           | 0%            | 96%           |
| BBC Global News Limited                        | B) 101-499         | 1          | 48%        | 52%        | 0%            | 0%            | 77%          | 20%             | 3%            | 1%            | 85%          | 7%        | 3%            | 5%            |
| Bloomberg L.P.                                 | B) 101-499         | 3          | 56%        | 44%        | 0%            | 0%            | 38%          | 11%             | 2%            | 49%           | 23%          | 0%        | 1%            | 76%           |
| British Telecommunications Plc                 | B) 101-499         | 17         | 75%        | 25%        | 0%            | 0%            | 44%          | 9%              | 1%            | 46%           |              |           | 0%            | 88%           |
| CNBC (UK) Limited                              | B) 101-499         | 3          | 54%        | 46%        | 0%            | 0%            |              |                 | 0%            | 80%           |              |           | 0%            | 80%           |
| Fox Networks Group UK Ltd                      | B) 101-499         | 10         | 45%        | 55%        | 0%            | 0%            | 13%          | 9%              | 0%            | 78%           | 0%           | 0%        | 0%            | 100%          |
| Gemporia Limited                               | B) 101-499         | 2          | 41%        | 59%        | 0%            | 0%            | 82%          | 18%             | 0%            | 0%            | 66%          | 6%        | 29%           | 0%            |
| Hochanda Ltd                                   | B) 101-499         | 2          | 42%        | 58%        | 0%            | 0%            |              |                 | 0%            | 0%            |              |           | 0%            | 0%            |
| Ideal Shopping Direct Limited                  | B) 101-499         | 6          | 57%        | 43%        | 0%            | 0%            |              |                 | 23%           | 0%            | 36%          | 23%       | 41%           | 0%            |
| Immediate Media TV Limited                     | B) 101-499         | 3          | 41%        | 58%        | 1%            | 0%            | 87%          | 10%             | 2%            | 2%            | 84%          | 5%        | 7%            | 3%            |
| Marjan Television Network Limited              | B) 101-499         | 1          | 60%        | 40%        | 0%            | 0%            | 20%          | 80%             | 0%            | 0%            |              |           | 0%            | 0%            |
| NBC Universal International Networks           | B) 101-499         | 26         | 42%        | 58%        | 0%            | 0%            | 14%          | 4%              | 82%           | 0%            |              |           | 81%           | 0%            |
| Nordic Entertainment Group UK Limited          | B) 101-499         | 28         | 45%        | 55%        | 0%            | 0%            | 75%          | 12%             | 13%           | 0%            |              |           | 15%           | 0%            |
| S4C  | B) 101-499         | 0          | 41%        | 59%        | 0%            | 0%            | 78%          | 0%              | 1%            | 21%           |              |           | 1%            | 48%           |
| Sports Information Service Limited             | B) 101-499         | 5          | 72%        | 28%        | 0%            | 0%            | 81%          | 11%             | 8%            | 0%            |              |           | 4%            | 0%            |
| The Jewellery Channel Limited                  | B) 101-499         | 2          | 45%        | 55%        | 0%            | 0%            | 0%           | 0%              | 0%            | 100%          |              |           | 0%            | 0%            |
| The Walt Disney Company Limited                | B) 101-499         | 31         | 42%        | 58%        | 0%            | 0%            | 0%           | 0%              | 0%            | 100%          | 0%           | 0%        | 0%            | 100%          |
| UKTV Media Limited                             | B) 101-499         | 21         | 41%        | 59%        | 0%            | 0%            | 77%          | 17%             | 1%            | 4%            | 64%          | 3%        | 18%           | 15%           |
| YouView TV Limited                             | B) 101-499         | 1          | 77%        | 23%        | 0%            | 0%            | 74%          | 22%             | 0%            | 3%            | 0%           | 0%        | 0%            | 100%          |
| Alghad TV Ltd                                  | C) 21-100          | 1          |            |            | 0%            | 0%            | 0%           | 0%              | 0%            | 100%          |              |           | 0%            | 0%            |
| BBC Worldwide Limited                          | C) 21-100          | 13         | 41%        | 59%        | 0%            | 0%            | 71%          | 20%             | 7%            | 2%            |              |           | 7%            | 7%            |
| Box Plus Network Ltd                           | C) 21-100          | 9          | 43%        | 57%        | 0%            | 0%            | 67%          | 27%             | 0%            | 6%            |              |           | 0%            | 16%           |
| Channel I UK Limited                           | C) 21-100          | 2          |            |            | 0%            | 0%            |              |                 | 0%            | 41%           |              |           | 0%            | 41%           |
| Columbia Pictures Corporation Ltd              | C) 21-100          | 18         | 52%        | 48%        | 0%            | 0%            | 0%           | 0%              | 0%            | 100%          | 0%           | 0%        | 0%            | 100%          |
| Freesat (UK) Limited                           | C) 21-100          | 3          | 58%        | 42%        | 0%            | 0%            | 66%          | 32%             | 2%            | 0%            |              |           | 0%            | 0%            |
| Ginx TV Limited                                | C) 21-100          | 1          |            |            | 0%            | 0%            |              |                 | 0%            | 8%            |              |           | 0%            | 0%            |
| IMG Media Ltd                                  | C) 21-100          | 3          | 63%        | 37%        | 0%            | 0%            | 0%           | 0%              | 0%            | 100%          | 0%           | 0%        | 0%            | 100%          |
| LFC TV   | C) 21-100          | 1          | 75%        | 25%        | 0%            | 0%            | 18%          | 0%              | 66%           | 16%           |              |           | 5%            | 84%           |
| London Live                                    | C) 21-100          | 2          | 44%        | 56%        | 0%            | 0%            | 0%           | 0%              | 0%            | 100%          | 0%           | 0%        | 0%            | 100%          |
| Made Television Ltd.                           | C) 21-100          | 15         | 58%        | 42%        | 0%            | 0%            | 91%          | 0%              | 9%            | 0%            |              |           | 0%            | 0%            |
| MG ALBA*                                       | C) 21-100          | 0          | 43%        | 57%        | 0%            | 0%            | 100%         | 0%              | 0%            | 0%            |              |           | 0%            | 0%            |
| MUTV Limited                                   | C) 21-100          | 2          | 71%        | 19%        | 0%            | 11%           |              | 4%              | 11%           |               |              |           | 0%            | 11%           |
| NHK Cosmomedia (Europe) Limited                | C) 21-100          | 2          |            |            | 0%            | 0%            | 0%           | 89%             | 11%           | 0%            |              |           | 0%            | 0%            |
| Phoenix Chinese News and Entertainment Limited | C) 21-100          | 2          | 52%        | 48%        | 0%            | 0%            | 0%           | 100%            | 0%            | 0%            |              |           | 0%            | 0%            |
| RMG Operations Limited*                        | C) 21-100          | 2          | 63%        | 22%        | 2%            | 13%           |              | 9%              | 13%           |               | 71%          | 0%        | 16%           | 13%           |
| SAT-7*   | C) 21-100          | 1          | 55%        | 45%        | 0%            | 0%            | 0%           | 0%              | 100%          | 0%            |              |           | 0%            | 0%            |
| Shorts International Limited                   | C) 21-100          | 1          | 58%        | 26%        | 16%           | 0%            |              | 19%             | 0%            | 0%            |              |           | 16%           | 0%            |
| Txt Me TV Limited                              | C) 21-100          | 3          |            |            | 38%           | 0%            | 40%          | 60%             | 0%            | 0%            |              |           | 38%           | 0%            |
| Viasat World Limited                           | C) 21-100          | 22         | 35%        | 65%        | 0%            | 0%            | 81%          | 19%             | 0%            | 0%            |              |           | 0%            | 0%            |
| VICE   | C) 21-100          | 3          | 55%        | 45%        | 0%            | 0%            | 0%           | 0%              | 0%            | 100%          | 0%           | 0%        | 0%            | 100%          |

**Table 2: UK-based employee data collection statistics for the three voluntary characteristics - 2018/19**

|  | UK-based Employees | Licences   | AGE            |                     | SEXUAL ORIENTATION |                     | RELIGION OR BELIEF |                     |
|--|--------------------|------------|----------------|---------------------|--------------------|---------------------|--------------------|---------------------|
|  |                    |            | Provided data* | Employees with data | Provided data*     | Employees with data | Provided data*     | Employees with data |
| <b>TOTAL UK BASED INDUSTRY</b>             | <b>38331</b>       | <b>621</b> | <b>41</b>      | <b>88%</b>          | <b>30</b>          | <b>65%</b>          | <b>28</b>          | <b>59%</b>          |
| BBC UK Public Television Services          | A) 500+            | 0          | Yes            | 100%                | Yes                | 86%                 | Yes                | 100%                |
| Sky UK Limited                             | A) 500+            | 58         | Yes            | 100%                | Yes                | 61%                 | Yes                | 61%                 |
| ITV Broadcasting Limited                   | A) 500+            | 72         | Yes            | 100%                | Yes                | 78%                 | No                 | 0%                  |
| QVC UK                                     | A) 500+            | 6          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Viacom International Media Networks        | A) 500+            | 31         | Yes            | 100%                | Yes                | 86%                 | Yes                | 70%                 |
| Perform Investment Limited                 | A) 500+            | 5          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Channel 4                                  | A) 500+            | 18         | Yes            | 100%                | Yes                | 95%                 | Yes                | 95%                 |
| Discovery Corporate Services Limited       | A) 500+            | 60         | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| Turner Broadcasting System Europe Limited  | A) 500+            | 32         | Yes            | 100%                | Yes                | 50%                 | No                 | 0%                  |
| STV Group PLC                              | A) 500+            | 8          | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| Ideal Shopping Direct Limited              | B) 101-499         | 6          | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| Gemporia Limited                           | B) 101-499         | 2          | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| Fox Networks Group UK Ltd                  | B) 101-499         | 10         | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| UKTV Media Limited                         | B) 101-499         | 21         | Yes            | 100%                | Yes                | 58%                 | No                 | 0%                  |
| Alaraby TV Network Ltd                     | B) 101-499         | 1          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Sports Information Service Limited         | B) 101-499         | 5          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| NBC Universal International Networks       | B) 101-499         | 26         | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| YouView TV Limited                         | B) 101-499         | 1          | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| British Telecommunications Plc             | B) 101-499         | 17         | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Immediate Media TV Limited                 | B) 101-499         | 3          | Yes            | 100%                | Yes                | 96%                 | Yes                | 96%                 |
| The Jewellery Channel Limited              | B) 101-499         | 2          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| BBC Global News Limited                    | B) 101-499         | 1          | Yes            | 100%                | Yes                | 98%                 | Yes                | 100%                |
| The Walt Disney Company Limited            | B) 101-499         | 31         | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| A+E Networks UK                            | B) 101-499         | 25         | Yes            | 99%                 | No                 | 0%                  | No                 | 0%                  |
| Marjan Television Network Limited          | B) 101-499         | 1          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Nordic Entertainment Group UK Limited      | B) 101-499         | 28         | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| AMC Networks International UK              | B) 101-499         | 27         | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| Al Jazeera Media Network                   | B) 101-499         | 2          | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| CNBC (UK) Limited                          | B) 101-499         | 3          | Yes            | 100%                | Yes                | 20%                 | Yes                | 20%                 |
| Hochanda Ltd                               | B) 101-499         | 2          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Bloomberg L.P.                             | B) 101-499         | 3          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| S4C  | B) 101-499         | 0          | Yes            | 50%                 | Yes                | 50%                 | Yes                | 50%                 |
| RMG Operations Limited                     | C) 21-100          | 2          | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| Columbia Pictures Corporation Ltd          | C) 21-100          | 18         | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| MUTV Limited                               | C) 21-100          | 2          | No             | 0%                  | Yes                | 89%                 | Yes                | 89%                 |
| Viasat World Limited                       | C) 21-100          | 22         | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| LFC TV                                     | C) 21-100          | 1          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| BBC Worldwide Limited                      | C) 21-100          | 13         | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| Freesat (UK) Limited                       | C) 21-100          | 3          | Yes            | 100%                | Yes                | 36%                 | Yes                | 36%                 |
| London Live                                | C) 21-100          | 2          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| VICE                                       | C) 21-100          | 3          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Box Plus Network Ltd                       | C) 21-100          | 9          | Yes            | 100%                | Yes                | 98%                 | Yes                | 96%                 |
| Made Television Ltd.                       | C) 21-100          | 15         | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| Shorts International Limited               | C) 21-100          | 1          | Yes            | 72%                 | Yes                | 72%                 | Yes                | 72%                 |
| MG ALBA                                    | C) 21-100          | 0          | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| IMG Media Ltd                              | C) 21-100          | 3          | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| Txt Me TV Limited                          | C) 21-100          | 3          | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| Channel I UK Limited                       | C) 21-100          | 2          | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| Ginx TV Limited                            | C) 21-100          | 1          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |
| SAT-7                                      | C) 21-100          | 1          | Yes            | 100%                | No                 | 0%                  | No                 | 0%                  |
| Alghad TV Ltd                              | C) 21-100          | 1          | No             | 0%                  | No                 | 0%                  | Yes                | 100%                |
| NHK Cosmomedia (Europe) Limited            | C) 21-100          | 2          | Yes            | 100%                | Yes                | 100%                | Yes                | 100%                |
| Phoenix Chinese News and Entertainment Ltd | C) 21-100          | 2          | No             | 0%                  | No                 | 0%                  | No                 | 0%                  |

\*'Not disclosed' and 'No consent (to provide to Ofcom)' are counted as provided data.