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# Diversity and equal opportunities in radio 2019

Wider industry report

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# Overview

Ofcom's main report has focused on the overall initiatives, policies, schemes and data of the 16<sup>1</sup> UK-based radio broadcasters who met the threshold for submitting information about their diversity and equal opportunities arrangements. It has compared diversity statistics of the three largest broadcasters and benchmarked them against the wider UK industry.

In this annex, where possible, we report on the individual data and information provided by the smaller radio groups that met the threshold to provide us information. The employees referenced below are UK-based, unless otherwise indicated. In many cases the numbers involved for certain characteristics and job roles/levels are too small to report on<sup>2</sup>. However, where we can report on the data provided by these companies, we have done so, and we also include the information they provided on their individual diversity policies and initiatives.

## Provided data on all six characteristics<sup>3</sup>

### Communicorp



Communicorp employs 483 people. It holds ten licences and operates local and regional services in the UK and Ireland, including brands such as Capital FM in Central Scotland and South Wales, Heart in North Wales, Yorkshire and Hertfordshire, Smooth Radio in the East Midlands, North East and North West and XS Manchester. Each week, almost 3.4 million adults listen to Communicorp radio stations<sup>4</sup>. Last year it provided data on gender and racial group only. This year Communicorp provided complete data on gender, but the data gap (recorded as 'not collected') was 30% for age, 49% for racial group and 71% for the remaining three characteristics (disability, sexual orientation and religion or belief). It had a significantly higher number of female employees (64%) when compared to the UK radio industry (51%). It said that all the women in its "wider management team" are enrolled within its leadership academy, providing opportunity for career advancement. Communicorp told us that the gaps in its data were related to its workers on flexible zero-hour contracts<sup>5</sup> who are usually balancing work for Communicorp with other work or studies. It said that it has not yet collected data for them but will consider it for the future.

Communicorp's Diversity & Inclusion policy was launched in May 2018. Initiatives that followed included the design of its new Best Brand recruitment programme, which aims to improve diversity within all aspects of recruitment, helping hiring managers to understand more about diversity and contributing to its culture of equal opportunities. Communicorp's senior team made a new set of commitments to employees, which were launched at the December 2018 company conference. It

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<sup>1</sup> In addition to the 16 UK-based broadcasters, The Word Network also met the threshold for submitting information, but all its employees are based overseas. It is therefore reported below separately under 'Other submissions'.

<sup>2</sup> Due to small numbers and the make-up of some organisations, we have not published certain figures to avoid the potential identification of individuals.

<sup>3</sup> Gender, Racial group, Disability, Age, Sexual orientation and Religion or Belief.

<sup>4</sup> All listening figures are RAJAR Q4 2018; 12-month weight.

<sup>5</sup> A zero hours contract is generally understood to be a contract between an employer and a worker where the employer is not obliged to provide any minimum working hours and the worker is not obliged to accept any work offered.

said these demonstrate what people can expect from the leaders of the business and how this creates an inspiring and inclusive culture.

Communicorp told us about the training and schemes it offers to promote a diverse workforce and encourage a diverse and inclusive working environment. These included a flexible working policy; the Communicast podcast platform for weekly inspirational and educational podcasts; bespoke Academy programmes, which run throughout the year for its Commercial, Programming & Marketing and Leadership Teams; and working alongside the Student Radio Association, offering all its members the chance to gain hands on experience at its stations, to help them develop their radio skills. Communicorp also sends employees weekly emails on wellness, with links to online and telephone support resources, including its 'Me Space Platform', which offers guidance and counselling.

Communicorp told us that, in 2019, it will be launching its new best practice recruitment plan, which includes diversity and unconscious bias training for all hiring managers. It also has plans to conduct two people engagement surveys this year across the full company. Communicorp will use the feedback gained in these surveys to create new initiatives and improve opportunity for everyone, as well as to identify any issues it needs to address.

## Wireless Group



Wireless Group employees 369 people. It is part of News UK & Ireland Limited ("News UK"), publisher of newspaper titles such as The Sun and The Times. Wireless operates national radio services in the UK and local services in Ireland. It includes brands such as talkRadio, talkSport, Virgin Radio, U105 in Belfast, and Dublin's Q102. Each week, almost 4.8 million adults listen to Wireless radio stations. Last year it only provided complete data for gender and age and minimal data for religion and belief. This year Wireless provided almost complete data for gender and age plus data on the four other characteristics. However, there were still significant gaps in this year's data, with data not collected for 42% of employees. Its workforce is predominantly male (59%) and under 50 (84%). Against an overall female workforce of 39%, of those who received training, 33% were women and of those in middle and non-management roles, 36% and 43% respectively are women. Five percent of its employees are from a minority ethnic background. Three percent identified as disabled and 3% as LGB. Thirty-one percent of its workforce identified as religious, of whom close to three quarters are Christian.

Wireless reported to the [Gender pay gap service](#) a 23.4% mean and 13.3% median gender pay gap in April 2018.

Wireless told Ofcom it used an external provider to release a diversity survey to its workforce and intends to launch a new HR system to capture data on all six characteristics, as well as elements such as social background and education. It said its goal is to have a workforce that suitably reflects its diverse and wide-reaching audience. Additionally, it intends to launch entry and exit surveys.

Wireless said it is implementing unconscious bias training for its HR department, internal recruitment team and hiring managers. The company said it also has mandatory 'Standards of Business Conduct' training for all employees, a significant proportion of which is connected to equal opportunities and discrimination. News UK has created a 'Diversity Board', an executive level group,

to discuss and promote diversity and on which the Wireless Chief Operations Officer will represent the business.

As a minimum, Wireless Group covers the expenses of people on its work experience placements, which are all for one to two weeks. However, it sometimes pays the equivalent day-rate that most closely reflects the position occupied. It typically does this when the placement is more than workplace shadowing, for example, and contributes to its work. Wireless said that it is prioritising social mobility this year and reviewing its work experience programme to consider how it can utilise better its internships and apprenticeships, to expand its candidate pool and appeal to a more diverse candidate base. In particular, its talkSport brand is researching how to target these opportunities at school and college leavers from a more diverse educational background.

Additionally, it told us it has promoted several News UK employee networks that Wireless employees can benefit from, such as 'Women in Leadership', 'Women at News', 'Christian Fellowship' and the LGBT+ group, 'News is Out'. It has also registered to work with a disability awareness organisation. One of its managers has been nominated to take part in a women-in-leadership initiative set up by Wireless Group's parent company, News UK. It has recently updated its policies on adoption and surrogacy, maternity and paternity leave and on flexible working, to offer more generous pay and to reduce or remove qualifying periods of service. It also has an internal coaching programme, with trained coaches specialising in targeted coaching for those going on, or returning from, maternity or parental leave.

## Celador

*In early 2019, Bauer Radio Limited acquired Celador, selling a few of Celador's stations to Nation Broadcasting in the process.<sup>6</sup>*



**Information for the 2018 calendar year:** Celador employs 159 people. It has 27 licences broadcasting across principally the south and south west of England and East Anglia, including brands such as *The Breeze*, *Sam FM* and *Radio Norwich*. Each week about 822,000 adults listen to Celador radio stations. Last year it provided almost complete data for gender, racial group and age; and data for 50% of its employees for disability, sexual orientation and religion. This year there was a 78% data gap for all characteristics except gender (no data gap) and age (78% of employees did not give consent to pass their data to Ofcom). Its gender split showed that there were proportionally more women working at Celador (56%) compared to the UK radio industry overall (51%). Celador also told us it has an Equal Opportunities policy in place, which staff are made aware of when they join the company. It conducts an annual diversity monitoring exercise across all staff and freelancers. It has offered regular placements to students at its news centres and within its programming department.

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<sup>6</sup> The Competition and Markets Authority ("CMA") is investigating the completed acquisition by Bauer of certain assets of the Celador business. See [Bauer Radio / Celador Entertainment merger inquiry](#).

SSVC (Services Sound and Vision Corporation) has 130 people engaged in the delivery of Ofcom licensed services. It has 15 radio licences and provides the British Forces Broadcasting Service (BFBS) to the British armed forces community on DAB and on bases in the UK and overseas.

Last year, SSVC provided data on gender and racial group only. This year it has markedly improved its data collection, providing data on all mandatory and voluntary characteristics, having collected data from 88% of its employees for each characteristic apart from gender, which was complete (although 3% did not disclose their gender to SSVC). While its workforce is predominantly male (53% v 44%), the number of women in journalism/news roles at SSVC is greater than men (51% v 47%). Eight percent of its employees identify as LGB and 41% as religious (37% as not religious).

Thirty percent of its employees are aged 50 or over. SSVC told us that it is working on building a more balanced senior management team and reviewing how it recruits trustees, to help tackle gender imbalance.

SSVC also told us that a Women's group staff network is now being planned for 2019 in addition to its two existing staff networks, Diversity & Inclusivity and Wellbeing. These teams develop proposals to help encourage, support, attract and retain employees through making the workplace a more supportive and inclusive environment.

SSVC told us that 'the creation of a more diverse workforce' is a specifically defined business goal set by its Chief Executive. Diversity & Equal Opportunities featured prominently at its 2018 staff conference and will do so again in its March 2019 conference. Senior Managers play an active role in the cross-industry discussions on diversity and have set up, led and participated in the new staff networks.

While it has not set specific diversity targets, SSVC has set itself a target of incremental increases each year in the proportion of its workforce comprised of under-represented groups across all protected characteristics and at all levels of its organisation.

In September 2017, SSVC launched the 'Forces Media Academy', an initiative specifically designed to attract new talent into the industry from among Armed Forces leavers and veterans. In doing so it actively selected a diverse cohort in terms of age, gender, ethnicity, and disability, with 14 graduating each year. In addition to classroom and practical training, work experience placements at a range of media organisations form part of the programme, including at ITV, ITN and Sky, plus within BFBS too. All the participants are paid during their year at the Forces Media Academy, funded by a charitable grant from the Royal British Legion, which means the course is available to the widest possible range of entrants. SSVC told us that of the first year's cohort, 85% are now working in the broadcasting industry, either as permanent employees or as freelancers.

In addition to the Forces Media Academy, SSVC also runs an initiative to identify potential 'pipeline' talent. These are less experienced individuals from a wide range of backgrounds with whom SSVC actively engages. It supports them, listens to their demos, makes recommendations for their skills development and provides feedback.

## The Lincs FM Group



*In early 2019, Bauer Radio Limited acquired this group.*<sup>7</sup>

**Information for the 2018 calendar year:** Lincs FM Group employs 118 people. It has eight stations across Yorkshire and the Midlands, covering towns from Barnsley, Doncaster, Rotherham, Wakefield and Hull in the North, to Rutland in the South, and Lincoln, Skegness and Grimsby in the East. It includes brands such as Lincs FM 102.2 and Trax FM. Each week, almost 530,000 adults listen to Lincs FM Group radio stations. Last year, Lincs FM provided data on all characteristics apart from sexual orientation. This year it provided data on all six characteristics with a non-disclosure rate of between 0% (gender and age) and 4% (34% in 2017) (religion and belief). Its workforce is predominantly male (57%) and under 50 (82%). 13% of its employees identify as LGB and 32% as religious. It told us that its Chief Executive has always given a high priority to promoting equal opportunities and personally overseen the process of interview selection, to ensure that it does not unfairly favour any particular group. It said it has consistently taken the approach of not appointing solely on ability but also desire – preferring those who might fall short on experience but have the zeal to learn and succeed. Lincs FM Group offers some work experience to media students in association with the University of Lincoln. It also offers one day placements to anyone else over the age of 16. The broadcaster said it considers flexible working requests favourably at all levels and also has several examples of managers returning from maternity leave to work part-time. It has created its own equal opportunity training video voiced by one of its presenters.

## Nation Broadcasting

Nation Broadcasting employs 91 people. It has national, regional and local commercial radio stations, alongside a digital marketing business. In Wales, Nation Broadcasting offers Nation Radio and, on DAB, Dragon Radio across the country, along with five local stations covering South and West Wales. In England, it broadcasts Nation Radio and Chris Country Radio across London and the South East on DAB, with Sun FM covering Sunderland and Wearside.<sup>8</sup> In Scotland, 96.3FM Nation Radio covers Glasgow and West central Scotland and Your Radio broadcasts across Dumbarton and Helensburgh. Each week, about 400,000 adults listen to Nation radio stations. For 2018, Nation Broadcasting provided visible data for the three mandatory characteristics and data invisible to Ofcom for the three voluntary characteristics. In 2017 it had a data gap of between 35-37% for each mandatory characteristic. This year the data gap has almost closed on the mandatory characteristics, which is due, in part, to improved monitoring by the broadcaster. Its gender split is almost even (49% female to 48% male, with data not collected on the remaining employees). However, of those who completed training 63% were women. More women joined Nation than left the company in 2018 (60% v 52%). It has an equal opportunities policy statement and appointed a Group Diversity Champion in 2018. It said that it continues to review its equal opportunities arrangements on a

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<sup>7</sup> The CMA is investigating the completed acquisition by Bauer of certain assets of the Lincs FM Group business. See [Bauer Radio/ Lincs FM merger inquiry](#).

<sup>8</sup> Nation acquired five more stations in February 2019: The Breeze (Portsmouth), The Breeze (Southampton), The Breeze (Winchester), KCFM (Kingston-upon-Hull) and Sam FM (South Coast / Solent).

formal annual basis and that there are also informal quarterly meetings with its Diversity Champion. It said it has continued to ensure its management team is trained and that it takes “dual-handed” recruitment decisions.

## Provided data on five characteristics

### Quidem Midlands Limited (QML)



Quidem Midlands Limited (QML) employs 30 people. It has seven licences broadcasting in the Midlands, Warwickshire, Oxfordshire and Staffordshire, including brands such as Touch FM, Oak FM and Rugby FM. Each week about 102,000 adults listen to QML radio stations. Last year, QML provided data on gender and disability only. This year it provided data on all the mandatory characteristics and the voluntary characteristics, apart from age. It has a data gap (‘not collected’) for approximately 20% of employees on sexual orientation and religion and belief. There were proportionally more females working at QML (60%) compared to the UK radio industry (51%).

QML has an equal opportunities policy statement. It conducts internal monitoring of its employees and relies on external validation of its selection and development practices. In 2018 QML completed its first analysis of the educational level attained by its employees, via a confidential survey (all staff participated), to inform it about the social mobility of its workforce.

QML recently partnered with [EQuIP Warwickshire: Equality and Inclusion Partnership](#), which is designing training courses specifically for managers responsible for recruitment.

QML offers internships in the content production parts of its business. While there is no guaranteed salary, internees take a share of commercial revenue generated by the projects they work on. It told us that approximately 50% of its current programming full-time equivalents joined via the internship route.

## Provided data on four characteristics

### Premier Christian Communications (PCC)



Premier Christian Communications (PCC) employs 90 people. It is part of Premier, which is wholly owned by the charity Premier Christian Media Trust. It has 5 licences and broadcasts Christian programming, including news, debate, teachings and Christian music, across the UK. Each week about 167,000 adults listen to PCC’s radio stations. Last year, PCC provided complete data on gender and disability, with 6% of employees not disclosing if they were disabled. This year it provided data on gender, racial group, disability and age. However, for age, no employees consented to their data being shared with Ofcom. Also, PCC did not collect racial group and disability data from 13% and 17% of its employees respectively. In addition, 4% and 10% of employees respectively did not disclose their racial group and disability data to PCC.

The overall gender split at PCC is 59% women to 40% men, with 1% of employees not disclosing their gender to PCC. For the non-management subcategory, the split was 60% women to 38% men, with

2% of employees not disclosing their gender to PCC. Around a quarter (24%) of PCC’s employees are from a minority ethnic background, which is four times that of the UK commercial radio industry (6%). It has an equal opportunities policy statement and it has been proactive in informing its employees about what information it will collect and how that information will be used. PCC told us that the application of equal opportunities targets, and introduction of apprentice schemes are under review. It added that it is trialling a paid, two-week placement for one or more disabled graduates. It is also considering the use of ‘blind’ CVs<sup>9</sup> and it said it targets its recruitment advertisements to reach diverse candidates. PCC added that to reflect better the diversity of its listeners who are nationwide, it intends to hire radio presenters and content staff from different regions in the UK. PCC also said it had recently seen “pro-diverse promotions” to the Executive Team at Premier which followed internal line management development and training.

## Provided data on the three mandatory characteristics (gender, ethnicity, disability) only

### United Christian Broadcasters (UCB)



United Christian Broadcasters (UCB) employs 103 people. It is a Christian media charity that publishes Christian devotionals, has a video on demand service and broadcasts two DAB digital radio services. UCB 1 is available in 92%, and UCB 2 in 83%, of the UK. Last year UCB provided complete data for all three mandatory characteristics, with 6% and 1% of its employees not disclosing to UCB their racial group and if they had a disability respectively. This year was the same, except the non-disclosure rate for racial group was 8% and UCB did not collect data from 1% of its employees for this category.

There were proportionally more women working at UCB (60%) compared to the UK radio industry (51%). It has an equal opportunities policy statement, with responsibility placed on its executive and team leaders for adhering to the policy and promoting staff development. UCB did not state if and how it measures the fulfilment of that responsibility. It has standard procedures in place to eliminate discriminatory practices and bias, which include anonymising application forms. As a charity, the organisation offers voluntary placements, providing on-site accommodation where necessary.

### Media Sound Holdings



Media Sound Holdings has 43 employees. The broadcaster owns More Radio and Isle of Wight Radio (IOW Radio). It also publishes two magazines (Sussex Living and The Beacon, which covers the Isle of Wight) and produces digital content and live events. More Radio is a network of four local FM and one DAB service, that covers the county of Sussex. Each week, almost 51,000 adults listen to More Radio and 39,000 to IOW Radio. This is the first year we have required Media Sound Holdings to provide data. It provided complete data on all three

<sup>9</sup> To lessen the risk of conscious or unconscious bias, the candidate’s name and other identifying factors – such as age, address or location, years of experience, and school or university names – are removed from ‘blind’ CVs.



mandatory characteristics only. The gender split was roughly even (51% women and 49% men). Media Sound does not have an equal opportunities policy statement but referred to its company policy that no job applicant or employee or client or listener will receive less favourable treatment on the grounds of race, colour, nationality, sex, marital status, ethnic origin or disability. It told us that it offers work experience placements and has previously offered apprenticeships. It did not state if these are paid.

## Provided data on two characteristics only

### UKRD Group



*In March 2019 Bauer Media Group UK announced that it intends to acquire UKRD Group<sup>10</sup>.*

**Information for the 2018 calendar year:** UKRD Group has 228 employees. It owns and operates 10 local commercial radio stations across Yorkshire, East Anglia and the South and South West of England with several other services delivered via DAB. Its brands include Wessex FM, Mix 96, Spire and Pirate FM. Each week, about 722,000 adults listen to UKRD radio stations. It does not routinely collect data on any of the characteristics but last year and this year provided complete data to Ofcom for gender (mandatory) and age (voluntary). It did not provide data for the other characteristics in either year, including for the mandatory characteristics, racial group and disability. The gender split is 53% men and 47% women. 13% of its employees are over 50 years old. UKRD also has an equal opportunities policy statement.

## Provided data on one characteristic only

### Northern Media Group Limited



Northern Media Group Limited has 40 employees and eight licences, all on the Q Radio network. It broadcasts across Northern Ireland, with a weekly listenership of about 265,000 adults. Last year, it provided complete data on gender and disability only. It did not provide data on the mandatory characteristic, racial group. This year it told Ofcom it collects data on four characteristics (gender, age, religion or belief and disability). It also said that in 2019 it has begun also collecting data on racial group, sexual orientation, marital or civil partnership status and caring responsibilities and will provide more data on these areas next year, including all mandatory characteristics. This year, it only provided to Ofcom data on gender.

50% of the employees of Northern Media Group Limited are women. It has an equal opportunities policy statement. It is registered with the Equality Commission for the purposes of the Fair Employment & Treatment (NI) Order 1998. For this, it monitors the community background and gender of its job applications and workforce and reviews the composition of its workforce and its employment policies and practices every three years. Where appropriate, it considers taking

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<sup>10</sup> See Bauer Media's [press release](#) of 5 March 2019. The CMA is investigating the anticipated acquisition by Bauer of UKRD, see [Bauer Radio / UKRD Group merger inquiry](#).

affirmative action to promote fair participation between members of the Protestant and Roman Catholic communities. The group provides dignity at work training for all staff and interview skills training for all panel members on fair and unbiased recruitment processes. It also works with [Business in the Community](#), to provide unpaid work experience for a range of schools across the religious divide in Northern Ireland, and it offers unpaid work placements to journalism students.

## New Wave

*Currently, New Wave does not hold any broadcast media interests<sup>11</sup>.*

**Information for the 2018 calendar year:** New Wave media told us it had 24 employees. It owned and operated Central FM, a commercial radio station serving Scotland's Forth Valley, and Original 106, a commercial radio station serving the North East of Scotland. Each week about 45,000 and 85,000 adults listen to Central FM and Original 106 respectively. It only provided data on the gender split of its employees. It has an equal opportunities policy statement and has a policy on maternity, paternity and carers. This is the first year we have required it to provide data.

## Other submissions

### The Word Network



The Word Network employs 32 people, none of whom are based in the UK. It is an African-American religious broadcasting network with television and radio broadcasts throughout the world. In the UK it has one licence to broadcast ministries, gospel music and other Christian programming on cable and satellite radio. It has an equal opportunities policy statement and it provided data for all of its employees for the three mandatory characteristics. The gender split is 53% women and 47% men. On a case-by-case basis, it offers flexible hours for family needs and 'flexibility' for gender reassignment. This is the first time we have required it to provide information.

### Sky News Radio



Sky News Radio supplies Independent Radio News ("IRN") with a national news service for commercial radio broadcasters in the UK.<sup>12</sup> It has less than 20 employees, often working with up to 40 freelancers, and was therefore not required to provide information for this report. However, it discussed its equal opportunity arrangements with Ofcom on a voluntary basis. Sky News Radio said that it has a fairly balanced gender split and uses dialects from across the UK for its reports. Sky News Radio is part of Sky, whose commitment to diversity can be found in Ofcom's [Diversity in television broadcasting report](#).

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<sup>11</sup> In early 2019, Publishing group DC Thomson bought Original 106, one of the stations included in New Wave's submission for this report. The other station in New Wave's submission, Central FM, is now run as an independent station. DC Thomson owns the Press and Journal and Courier newspapers as well as Kingdom FM in Fife (also acquired in early 2019) and Wave 102 in Dundee (acquired in 2017).

<sup>12</sup> IRN produces live bulletins and distributes national and international scripts and audio updates every hour, through a wire service for commercial radio broadcasters to feature on air.

## Radiocentre



Radiocentre is [the industry body for commercial radio](#). It works on behalf of over 40 stakeholders operating more than 300 licensed radio stations across the UK and represents 90% of commercial radio in terms of listening and revenue.

Radiocentre has published [research on diversity initiatives](#) in the commercial radio sector, with a particular focus on some of the smaller stations.

It works closely with [Creative Access](#), an organisation that helps to improve the representation of young people from minority ethnic backgrounds in the creative industries. It has taken part in their internship programme and hosts a programme of radio masterclasses, with the BBC, for Creative Access interns.

Together with [The Radio Academy](#), Radiocentre is behind new awards for 8 to 18-year-olds called [The Young Audio Awards](#). With prizes including industry mentorship, VIP studio tours and a show on a national radio station, the aim of the awards is to shine a spotlight on young talent involved in radio, podcasts or audio projects.

Radiocentre organised for the first time ever the simultaneous broadcast across over 400 UK radio stations of a one-minute message on the importance of talking about mental health issues. Called [the Mental Health Minute](#), it was first broadcast in 2018 and again in [May 2019](#) during Mental Health Week and featured the voices of royals and celebrities.

The majority of Radiocentre's senior management team are women, as are most of its employees (67%). Part of the Employers Network for Equality & Inclusion, Radiocentre's [diversity statement for the commercial radio industry](#) features in the [website's section on Diversity](#).

"This second round of diversity data provides further helpful insight into the makeup of our sector. Ofcom's survey dovetails with our own new diversity report, which highlighted that some of the smallest radio stations have the most powerful stories to tell on diversity. We are making progress but of course there is more work to do so we call on the whole industry to work together further in order to explore practical ways to achieve greater diversity." **Siobhan Kenny, CEO of Radiocentre**

## Next steps

The smaller commercial radio groups vary greatly in the quality of their data collection and extent of their diversity and inclusion plans. Overall, data collection in 2018 has improved on the previous year, but three organisations, Northern Media Group Limited, New Wave media and UKRD, failed to provide data on all three mandatory characteristics and clearly need to do better.

Some of the organisations stand out in an aspect of diversity; Premier Christian Radio, for example, with 24% of employees from minority ethnic backgrounds, and Communicorp, Celador, QML and United Christian Broadcasters, which all have a higher proportion of women employees than the UK radio industry (51%).

Others stand out in the plans they have made to seek to understand their workforces and commit to their diversity. SSVC, for example, has set itself a target of incremental increases each year in the proportion of its workforce comprised of under-represented groups across all protected characteristics and at all levels of its organisation. Also, QML completed its first analysis of the educational level attained by its employees, through a confidential survey to inform it about the social mobility of its workforce.

Ofcom will be making a detailed assessment of each broadcaster's equal opportunities arrangements and will work with them to drive improvement.