

Diversity Monitoring

Channel 4 is committed to recruiting, retaining and developing a workforce that reflects at all levels the diverse population that watch our on-screen programming.

It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair, transparent, promote equality of opportunity for all staff, and do not have an adverse impact on any particular group.

Your cooperation in providing us with this data will ensure that we not only meet our legal obligations but also attract and retain a diverse, talented and motivated workforce. Any information provided in this form will be treated as anonymous statistical data and will be held securely with the company HR system which only authorised HR staff has access. The categories we use are those used in the National Census and recommended by the Commission of Racial Equality and Stonewall.

Should you have any questions or concerns about providing this information please contact your Human Resources Business Partner.

What is your ethnicity?

Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong. The classifications below follow those recommended by the Commission for Racial Equality.

Please indicate your ethnic origin by ticking the appropriate box.

- Asian - Bangladeshi
- Asian - Chinese
- Asian - Indian
- Asian - Pakistani
- Asian - Other (please describe)
- Black - African
- Black - Black Scottish or Black British
- Black - Caribbean
- Black - Other (please describe)
- Mixed - White and Asian
- Mixed - White and Black African
- Mixed - White and Black Caribbean
- Mixed - Other (please describe)
- White - British
- White - English
- White - Gypsy or Irish Traveller
- White - Irish
- White - Northern Irish
- White - Polish
- White - Scottish
- White - Welsh
- White - Other (please describe)
- Prefer not to say

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Other (please describe)

Gender

Female

Male

Trans Woman (MTF)

Trans Man (FTM)

Non Binary

If you prefer to use your own term for gender, please describe it here

What is your sexual orientation?

Hetrosexual/Straight

Gay man

Gay woman/Lesbian

Bisexual

Pansexual

Other

Prefer not to say

What is your religion and belief?

Buddhist

Christian (including Church of England, Catholic, Protestant and all other Christian denominations)

Hindu

Jewish

Muslim

None

Sikh

Atheist

Prefer not to say

Other (please describe below)

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Do you consider yourself to be disabled?

You' re disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

The term "disability" includes (but is not restricted to) anyone who has trouble with:

- Vision (such as being partially-sighted, tunnel vision & cataracts, or blind)
- Hearing (such as hearing loss, tinnitus, deafness)
- Mobility (such as limited / no use of legs, limb loss)
- Dexterity (such as tremor, paralysis, upper limb loss, RSI, arthritis)
- Understanding and remembering information (such as learning disabilities, dyslexia, ADHD)
- Long-term health (such as cancer, MS, HIV, diabetes)
- Mental health (such as depression, anxiety disorder, obsessive-compulsive disorder, bipolar disorder)
- Communication and social skills (such as Asperger's or autism, disfigurement, speech impairment)

Do you have a disability, long-term injury or health condition that affects your day-to-day life?

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Yes
No
Prefer not to say

If Yes please refer to the Occupational Health questionnaire which is included as part of your new starter pack for further details.

Social Mobility

What type of occupation did the main income earner (Bread-winner) in your household have when you were 14?

Senior Manager/Administrator (e.g. chief executive, finance manager, production manager, commissioning editor, executive producer, large business owners (25+ employees))

Traditional Professional (e.g. doctor, scientist, accountant, architect, engineer, academic, solicitor, barrister, dentist)

Modern Professional (e.g. teacher, nurse, actor, journalist, software designer, social worker, artist, physiotherapist)

Middle or Junior Manager (e.g. office manager, retail manager, bank manager, restaurant manager, publican, series producer, warehouse manager)

Clerical and Intermediate (e.g. secretary, nursery nurse, fireman, photographer, airline cabin crew, runner, personal assistant, office clerk, small business owner (0-25 employees))

Technical and Craft (e.g. mechanic, plumber, fitter, electrician, train driver, printer, gardener, hairdresser, builder, tool maker)

Semi-routine Manual and Service (e.g. caretaker, sales assistant, receptionist, postman, milkman, care assistant, machine operative, farm worker, security guard)

Routine Manual, Service and Unemployed (e.g. catering assistant, lorry driver, bus driver, cleaner, labourer, refuse collector, waitress, porter, bar staff, packer, sewing machinist, carer and unemployed)

Prefer not to say

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By completing this form you have helped us better understand how we, as an employer, ensure equality of opportunity for all.

Thank you for completing this form.