



2017 report on the effectiveness of equality and diversity policies and training and S4C's compliance with the general equality duty under the Equality Act 2010

1. Introduction

S4C is committed to promoting and integrating equality of opportunity within all aspects of its business and recognises the benefits of attracting, retaining and motivating a diverse workforce. It encourages a culture where all employees are valued and contribute to our mission to provide a high quality and varied programme service.

By carrying out its activities, S4C does the following:

- promote equality of opportunity across all its activities;
- promote good relations between all its staff;
- eliminate unlawful discrimination;
- create conditions where all staff are treated with equal respect and are not subjected to unfair discrimination in any aspect of work life.

To this end S4C has a Respect at Work Policy, the aim of which is to provide a working environment where staff are not subjected to bullying, intimidation, unfair discrimination or harassment.

S4C also has an Equality and Diversity Policy which states that S4C does not tolerate unfair discrimination on the grounds of sex, race, colour, disability, ethnic or socio-economic background, age, family circumstances, marital status or civil partnership, part time or full time workers, religion, political persuasion, sexual orientation, gender reassignment, pregnancy and maternity, use of language (other than where the ability to communicate in Welsh is essential for the post) or other irrelevant distinction and is committed to work with diversity in a positive way. S4C welcomes and encourages applications from groups of underrepresented including black and ethnic minority groups and people with disabilities. The principles of fair and open competition will apply and appointments will be made on merit.

2. Recruitment

Several posts were advertised during 2017, including maternity cover positions and temporary positions.

Of these posts that were advertised, many equal opportunities forms were received. On average 81% of applicants completed equal opportunity monitoring forms. This is a decrease of 5% compared with 2016's figure.

Of these 58% were women and 36% were men. Some individuals only partially completed the monitoring form, and left the question on sex, which is reason the figures do not make 100%.



80% noted that they come from a white British background, 13% from another white background, and 1% from Asian other background.

None of the applicants disclosed that they have a disability.

Not all forms were completed fully, with some questions being left blank.

3. Staff composition

In 2010 and 2011 S4C collected data on its staff composition. As S4C no longer employs 150 or more staff as a result of restructuring processes, we are not currently required to report on staff composition.

4. Staff monitoring

In early 2014 the Human Resources team introduced a new online HR system to S4C's staff. The system allows members of staff to book leave, amend certain personal details, input training details and view completed training information, among other functions. In addition to some default options on the HR system, such as sex and age, staff are also able to input additional equal opportunity monitoring details such as religion or belief, sexual orientation, disability and fluency of the Welsh language. These additional categories are optional and staff are not under obligation to complete the additional details.

2017 saw the introduction of the Welsh Language Standards and, as required by those Standards, S4C monitored the number of staff who speak Welsh fluently, are learning Welsh and who are non-Welsh speaking. The captured information is detailed below:

Fluent Welsh	72.5%
Learners	7.5%
Non Welsh speaking	20%

Data was collected about the diversity of the entire workforce, both staff and freelance during 2017. S4C wanted to take part in Ofcom's Diversity in Broadcasting Survey in order to contribute to the understanding of what broadcasters are doing to promote equality and diversity in the industry.

The Ofcom Diversity in Broadcasting Report can be seen here:

https://www.ofcom.org.uk/data/assets/pdf_file/0015/106350/diversity-report-uk-based.pdf

5. Looking to the future

S4C's Content Commissioners have a specific responsibility to work closely with programme producers to ensure that diversity appears on our screens and that communities in Wales are portrayed. In line with this S4C hold Viewers' Evenings to discuss with S4C's audiences what they'd like to see on their screens and on the internet, mobile phones and such. The evenings are

also an ideal opportunity for S4C to receive feedback on its programmes and digital content and take the opportunity to make changes to S4C's service where necessary.

Internally, S4C promotes staff development and training is available to every member of staff where a need arises that is relevant to their roles. Individuals' backgrounds do not play any part in the decision to develop staff.

In 2017, we conducted Diversity training sessions for our staff, designed to reaffirm awareness of diversity and ensure that everyone is up-to-date on diversity matters.

Following risk assessments by a specialist, S4C has invested in facilities such as automatic doors, toilets and shower rooms and parking spaces for staff with disabilities, as well as contributed towards wheelchairs. Where possible we have amended individuals' duties and working hours, as well as investing in equipment in order to facilitate their ability to carry out their work.

We will continue to follow a fair and transparent recruitment process where roles are advertised and we will not discriminate on any basis irrelevant to the post where applicants match the requirements of the person specification. We always appoint the best person for the job, regardless of their background.

We believe that our policies and practices work effectively in ensuring that nobody is discriminated against on the grounds of sex, race, colour, disability, ethnic or socio-economic background, age, family circumstances, marital status or civil partnership, part time or full time workers, religion, political persuasion, sexual orientation, gender reassignment, pregnancy and maternity, use of language (where relevant) or other irrelevant distinction.