



Diversity, Equity and Inclusion Policy

1. Purpose

This policy outlines our approach to Diversity, Equity and Inclusion (DEI) at ITV.

It is non-contractual. Employees (and any other individuals covered by this policy) are expected to comply with its terms, but it may be reviewed and updated or replaced by ITV at any time.

2. Policy Statement

ITV creates and showcases content by, with and for everyone, connecting and reflecting modern audiences. This includes championing diversity through our mainstream content, creating equitable opportunities for our colleagues and across the industry, and creating an inclusive workplace culture.

Our colleagues are key to making ITV a great place to work. We are all unique, whether in terms of background, personal characteristics, appearance, our values and views of the world. We recognise and value these differences and believe they have a positive impact on both our workplace culture and business success.

We want to create an inclusive space where everyone feels valued and respected as an individual. Colleagues are happier, more engaged and motivated if they can bring their true selves to work. It helps us work more collaboratively, which generates better ideas and problem solving opportunities. It's crucial to our ability to attract and retain key talent and to serve the needs of a diverse range of clients and viewers.

This policy outlines our commitment to diversity, equity and inclusion in everything we do. It explains the behaviours we expect of our people in support of this commitment and it sets out the key steps we take to make our culture as inclusive as possible, providing opportunities and embedding accessibility and disability equity in everything we do.

Diversity Acceleration Plan

We are proud to champion diversity, equity and inclusion across the organisation, ITV's content and productions, and real progress requires action and change. Our [Diversity Acceleration Plan](#) outlines the actions we are taking to promote diversity, equity and inclusion and the progress we are making against our targets. These are reviewed on an annual basis to ensure we continue to build on our successes and drive change. We collaborate with other broadcasters, production companies and organisations to share information and promote best practice so we can continue to improve and make progress.

People Policies

All of our people policies embrace the principles of DEI and our commitment to ensure that no employee or job applicant will be disadvantaged or treated less favourably because of a protected characteristic. This also applies to our terms and conditions of employment/engagement, the benefits we offer and our ways of working.

UK Equality legislation recognises a number of protected characteristics: **Age, Disability, Gender reassignment (including gender identity or expression), Marriage and Civil Partnership, Pregnancy & Maternity, Race (including colour, nationality and national or ethnic origins), Religion & Belief, Sex, Sexual Orientation, and Political Opinion** (legislatively recognised in Northern Ireland only). At ITV we also include **parental status** and **class or socio-economic background** within the above grouping. For clarity we regard antisemitism (hostility towards and/or discrimination against Jewish people or people perceived to be Jewish) and Islamophobia (hostility towards and/or discrimination against Muslim people or people perceived to be Muslim) as unlawful discrimination on the grounds of race and/or religion.

Zero Tolerance approach

We will not tolerate hostility or unlawful discriminatory behaviour by any of our employees or any other person providing services on our behalf, including Freelancers and/or Contractors.

Complaints or concerns raised about behaviour will be managed appropriately in line with the relevant policy (see Bullying, Harassment and Dignity at Work policy, Disciplinary Policy, Grievance Policy, Freelancer Complaint Policy). Where an act of discrimination is proven, such behaviour may be considered gross misconduct and could result in summary dismissal from employment or in the case of a third party, termination of their contract.

It is important to recognise that behaviour which could be deemed criminal may also be reported to the police and any behaviour which is motivated by hostility based on race, religion, disability, sexual orientation or transgender identity, could be treated by the police as a hate crime.

If a colleague believes they have been treated unfavourably on the grounds of a protected characteristic, they should discuss it with their manager in the first instance. or contact a member of the People team. Colleagues can also raise concerns via ITV's confidential hotline [Safecall](#). If a concern raised via Safecall amounts to a grievance, it will be handled in accordance with the Grievance Policy. Please see the [Speaking Up Policy](#) for further information.

Recruitment, Internal promotion and retention

We encourage representation at all levels and use diversity targets (UK data only) which aim to reflect the diversity of society. We monitor recruitment and retention activity to ensure our practices do not negatively impact specific groups of colleagues;

- We aim to advertise as many core roles as possible, whether they are internal/external and full/part time working arrangements. Further information on

- exceptions is outlined in the Recruitment Policy.
- Job adverts are aimed at as wide a group of suitably qualified and experienced people as possible.
 - Applicants for vacancies will be given clear and accurate information about posts through our jobsite. All person specifications for posts shall only include requirements that are necessary for the role.
 - Selection will be conducted thoroughly and objectively and shall deal with the applicant's suitability for the role. The recruiting manager will ensure that the individual is aware of the job requirements (for example where it involves unsociable hours or extensive travel), and this will be discussed objectively.
 - Detailed personal information necessary for our records will be collected after a job offer has been made, unless it is only being used for diversity monitoring.

Career Development and training opportunities

All colleagues are encouraged to discuss their career prospects and training needs with their line manager through the Talking Performance process with support from the People Team.

We train and upskill all colleagues through our mandatory DEI training, which is delivered globally. We also offer broader DEI training with the ['Inclusion: Take the Lead' workshop](#) available on myITV, supporting all colleagues to Take the Lead to foster a more inclusive culture and embed ITV's Diversity Acceleration Plan.

Based on our colleague data, we also identify areas of underrepresentation and offer targeted development opportunities as needed, e.g. ITV Rise designed for People of Colour who want to advance into senior manager/ head of department or equivalent roles.

Pay Gap Reporting

In addition to the mandatory publication of our gender pay gap information, we voluntarily publish information on our ethnicity, disability, LGBTQ+ and class pay gaps, as tracking and aiming to reduce our pay gaps are an important part of our broader DEI work at ITV.

Colleague engagement and participation

We recognise the value of involving everyone in the promotion of diversity, equity and inclusion and engage people in a number of different ways;

Through our [Ambassador network](#); a group of elected representatives for individual business areas who are involved in consultation and information sharing on key business issues.

We also have a number of internal [colleague networks](#) to support, connect and champion different groups of colleagues and allies; ITV Able, ITV Balance, ITV Pride, ITV Embrace, and The Women's Network.

Modern Slavery

Our [Modern Slavery Statement](#) sets out our commitment to ensuring fairness in our business practices and the steps we take operationally to identify, address and prevent modern slavery.

Monitoring

Understanding who works here is essential to making ITV more inclusive. All UK job applicants are asked to complete a Diversity Monitoring form when they join ITV and we ask all UK colleagues to [update their Diversity information](#) via self-service in Oracle Fusion (where it is called 'demographic info' and 'disability info') and review it as necessary.

This information is required for statutory purposes and to monitor the effectiveness of our policies. By sharing their diversity data, colleagues enable ITV to identify barriers and underrepresentation to help us create a culture where everyone can be themselves and thrive. Please see the [Employee Privacy Notice](#) for further information.

From time to time, colleagues may be asked to share diversity information in the form of a census, for the same reason. We monitor the composition of our workforce and may take lawful positive action if it appears that the effectiveness of this policy can be improved.

Positive action

Positive discrimination is not lawful in the United Kingdom. However, where we reasonably think that persons with a particular protected characteristic are disadvantaged or have different needs, or that their participation in an activity is disproportionately low, we can take lawful positive action to try and reduce that disadvantage, address the particular needs or to increase participation in the activity.

The composition of the workforce and of job applicants will be monitored on a regular basis. Should inequalities become apparent then, as far as practical, lawful positive action will be taken to redress the imbalance. Examples of the type of action we could take includes: training opportunities, creation of internal networks, work shadowing opportunities, and encouragement of people from under-represented groups to apply for roles within ITV.

These actions will not positively discriminate and any recruitment selection decisions will be based on the candidate's skills and experience.

3. Who this policy applies to

This policy applies to all our employees, including colleagues in our Global teams, subject to applicable local legislation. The principles of the 2010 Equality Act in the UK extend to everyone, however they are engaged with ITV, including Freelancers, Contractors, Talent, Consultants, Agency Workers. All colleagues have a responsibility to demonstrate practices which support this policy.

4. Roles & Responsibilities

All colleagues have a responsibility for positive diversity, equity and inclusion practices within the organisation, treating each other with dignity and respect and for challenging any behaviour which might be regarded as unfair or discriminatory.

We expect all colleagues to play their part in delivering ITV's Diversity Acceleration Plan. We want to enable everyone to feel confident and able to talk about DEI, accessibility and disability equity and help promote awareness as part of an inclusive working environment. See our [Inclusive Language Guide](#) for further

information. We encourage all UK colleagues to [complete their diversity data](#) in Oracle Fusion to help make ITV more inclusive. More information on how to create an inclusive culture is available through the mandatory DEI training, [live virtual DEI training](#) and [Inclusion](#) page on myITV.

Line managers are specifically responsible for ensuring the fair treatment of all individuals within their department, with particular reference to recruitment, selection, training and development opportunities and work allocation.

Please note that in Northern Ireland the overall responsibility for this policy lies with the Head of News & Programmes with support from the People Team and the management team.

5. Related Documents

- [Modern Slavery Statement](#)
- [Code of Ethics and Conduct](#)
- [Speaking up policy](#)
- [Grievance policy](#)
- [Bullying, Harassment and Dignity at Work policy](#)
- [Accessibility and Disability Equity policy](#)
- [Disciplinary policy](#)
- [Trans and Gender Identity policy](#)
- [Menopause policy](#)
- [Freelancer complaint policy](#)
- [Recruitment Policy](#)
- [Inclusive Language Guide](#)

6. Variation from policy requirements

Any variations from the policy requirements must be approved by the People Director Corporate Services and reported to the Chief People Officer.

7. Consequences for breach of this policy

A breach of any of the provisions of this Policy may constitute a disciplinary offence and will be dealt with in accordance with ITV's disciplinary procedures, up to and including dismissal from employment.

8. Review & Update

This policy will be reviewed annually by the Diversity, Equity and Inclusion Team and the Head of People Policy. Any updates will be approved in line with the ITV policy approval process.

Speaking up

If you have any concerns regarding how this policy is being applied in practice, then please ensure you raise your concern through ITV's Speaking Up channels. ITV has a Speaking Up policy to help you raise any concerns in the right way, [find our Speaking Up policy on myITV](#).

Any genuine concerns will be investigated properly and the identity of the colleague

raising the concern will be kept confidential. Anyone raising a concern in good faith will not be criticised or penalised in any way even if it is shown, after investigation, that they were mistaken. Any form of reprisal or victimisation against anyone who has raised a concern will not be tolerated and will itself be treated as a serious disciplinary matter

The People team is always available to provide confidential support and advice if any colleague wants to discuss any aspect of this policy. If you have any questions, please contact the People Services team via the Helpdesk.

If you have any queries regarding this policy please contact the People Services helpdesk or your People Business Partner.

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