

# ITV named a Top 10 Inclusive Employer by the British LGBT Awards

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### **ITV named a Top 10 Inclusive Employer by the British LGBT Awards**

ITV has been named as one of the top 10 most inclusive employers by the prestigious British LGBT Awards, marking the plc's first year on the shortlist.

The British LGBT Awards, with Founding Partner NatWest, was created to showcase individuals and organisations that have demonstrated an outstanding commitment to the LGBT+ community.

The seven Business categories and the 'Brand' category demonstrate that inclusive organisations make better businesses, attracting diverse talent, and in turn, a better bottom line. The consumer-facing categories are voted for by the general public.

The Most Inclusive Employer award will be given to an employer or company that are truly engaged with their LGBT+ employees and customers, and have diversity embedded at their core, not just as part of their corporate ethos.

In its entry ITV pointed to how in 2020, ITV appointed a dedicated Diversity Director on its Board, setting the tone of inclusion at ITV.

The ITV Pride Network, established in 2012, was ITV's first colleague network and it has supported the launch and growth of ITV's other colleague networks, The Women's Network, ITV Balance, ITV Embrace and ITV Able.

The Pride Network has also been instrumental in working with the business to ensure ITV has inclusive LGBT+ policies, such as a Transitioning at Work policy, instigated the 'Mx' prefix on the ITV Hub signup form and supporting ITV's attendance at Pride events, and this year through its Diversity Acceleration Plan, ITV has introduced a range of training for staff. This includes: mandatory race and inclusion training for all staff and on-screen presenters and commentators, inclusive leadership training for all managers and Race Forward development programme which enables minority ethnic talent progression and inclusive culture change.

On screen, ITV continues to reflect modern Britain, with the last 12 months seeing the first same-sex partnership on Dancing On Ice, and LGBT+ Black Asian and Minority ethnic storylines in Coronation Street.

This year ITV has thrown its whole-hearted support behind ITV Pride Day, now an annual fixture in the calendar, supporting LGBT+ employees, talent and viewers.

Ade Rawcliffe, ITV's Group Director of Diversity and Inclusion said:

*"We are delighted that ITV has been recognised in this way. We launched our Diversity Acceleration Plan last year and are committed to accelerating change in diversity and inclusion on screen and across ITV by creating more opportunities for those from underrepresented groups. We are incredibly proud of our Pride Network, who as well as championing and supporting our LGBT+ colleagues have been instrumental in supporting the growth of our other employee networks and contributing to the creation of a truly inclusive culture for all at ITV."*

Oliver Julian, Stephen Smyth, Joanna Lewis, co-chairs of ITV Pride said:

*"We're delighted ITV has been recognised for championing all of our LGBT+ colleagues and viewers at home. The ITV Pride Network, made up of members*

*from around the world, is thriving thanks to ITV's commitment to Diversity & Inclusion. Never before have we had a stronger voice, or have we been so well supported. We're incredibly proud to be More Than TV."*

[end]

Notes to Editors:

ITV has five colleague networks:

- ITV Able is focussed on disability and aims to Educate, Influence and Connect.
- ITV Balance supports, educates and empowers all ITV colleagues around the issues we experience in balancing our career and personal life.
- ITV Embrace is our Black, Asian and minority ethnic Network open to anyone who's interested in networking and discussing what makes ITV a diverse and inclusive workplace.
- ITV Pride is our company-wide LGBT+ Network. Their ambition is to make ITV Pride the best LGBT+ network in media, supporting colleagues and programme makers.
- The Women's Network's mission is to Inspire, Develop and Connect colleagues through ITV. To further support ITV's Digital Transformation strategy, the network launched its new ITV Women in Technology Forum.

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