itv loves including everyone
At ITV, we create incredible TV for our audiences around the world. But thanks to our commitment to delivering inclusivity for everyone, it’s not the only thing that gets us out of bed every morning...

Our people really do come first, and we love celebrating the individuality and the differences that make us all who we are. We really believe that we’re here to create the kind of inclusive environment where everyone can be brilliant and feel valued, and where everyone has a voice. And we want to make sure that each and every one of those voices are heard.

That’s why we’ve created our Networks, and they’re working hard to make it happen. Right now, we have five established Networks - ITV Pride, ITV Embrace, ITV Balance and The Women’s Network. Together with Able, our brand new Disability Network, they’re helping us stand out in our industry as an employer that really does put inclusivity first and treats everyone with fairness and the respect they deserve.
We also work incredibly hard to address the ‘career break penalty’ that many people face after they take extended time out for anything from caring for family to travelling.

So, along with our Networks, we’ve also launched our Career Returners Programme, which has helped a number of talented and experienced women return to the Technology, News and Studio Production careers they love. And our Returner Workshops which support colleagues with confident and hassle-free returns to work after long-term sick, sabbaticals, shared parental leave, maternity leave, and more.
One of the things we love most about our Networks is how they all work together to support all aspects of working life at ITV and create a genuinely inclusive environment. And if you’d like to find out more about our individual Networks and why they exist, and what makes us such an inclusive employer, or you’d like to search our roles and apply to work with us, just visit our website.
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We want our workforce to reflect the diversity of modern society, and our ITV Pride Network plays a huge role in doing just that. Supporting LGBT+ people across our organisation, it strives to be the best LGBT+ network in British media.

The Network’s role begins with offering advice and support on all LGBT+ issues, and it organises quarterly meetings with all members so that everyone has the opportunity to speak directly to senior leaders. It’s also involved in the Stonewall Workplace Equality Index, which benchmarks LGBT+ equality in the UK. And it creates a monthly podcast for LGBT+ colleagues, called the ITV PrideCast, which focuses on key LGBT+ events and initiatives from around ITV.

At the end of the day, ITV Pride exists to support everyone and has been incredibly important in driving policy change across ITV. And while we’ve come a long way in the last 50 years, the Network is here to make sure we keep moving in the right direction.

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We’re incredibly proud of the work we’ve done to make ITV a diverse and inclusive workplace, and much of that work has been driven by ITV Embrace, our Black, Asian and Minority Ethnic Network.

Launched in 2017 as a forum for discussion, and now having more than 150 members, the Network is focused on turning ideas into action, and delivers a wide range of events, projects and activities that focus on our Inclusion priorities to make a real lasting impact.

This year, ITV Embrace is aiming to help BAME colleagues understand how the Network can play an important role in their lives and careers, and recent events have included Speaking Your Truth, a conversation between Eunice Olumide MBE and ITV News’ Ronke Phillips around making an impact in the industry and staying true to yourself. Plus Laughter to Legacy with Lenny Henry, in which the comedian talked about his own personal experiences in the industry.

And in between events, ITV Embrace also holds quarterly calls with Network members to update on activity across ITV, hear what everyone has been up to locally, and discuss and share ideas.

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**ITV Balance** is our work-life Network, and acts as a vital forum to help our business as a whole understand the challenges that we all face here at ITV.

The Network engages with colleagues directly to support, educate and empower everyone in balancing their careers and personal lives, and this year’s focus is on flexible working and the positive impact it can have on almost any lifestyle.

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As we all know, there are just as many hidden disabilities as there are visible ones. But one thing we don’t keep hidden is our commitment to making ITV as inclusive as possible for everyone with a disability.

And that’s where Able, our brand new Disability Network, comes in. It’s focused on raising awareness and understanding of disability, promoting available support, collaborating and consulting with key stakeholders, and connecting colleagues across ITV.

In the past, members of Able have attended Disability Career Fairs, organised Lunch and Learn events, and even partnered with the BBC to deliver a pan-broadcaster event on hidden disabilities. Plus, we’ve recently hooked up with Microlink who provide us with tailored advice to make sure everyone is supported at work with everything from assistive technology packages to recommendations for role adjustments.

But what’s really exciting is that our work has been recognised with Disability Confident Leader status, thanks to the work we do with disabled colleagues and candidates. As just one of 214 companies to be recognised nationally at this level, it’s something we’re incredibly proud of.

Still, we know there is always more to do, and Able will meet monthly to help us continue our journey - and we couldn’t be more excited to see where it takes us.

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Spend just a short amount of time in our business and you’ll quickly see that we’re committed to making sure everyone is on a level playing field. And much of that is down to our Women’s Network.

With a growing national membership of 500, the Network develops, inspires, empowers and connects women across ITV. It’s steered by co-chairs at each of the locations and a project team from across all areas of the business, the Women’s Network deliver inspirational events and development workshops for members each quarter, together with networking opportunities throughout the year.

Since launch in 2016, the Network has hosted a huge range of events covering everything from mental health awareness, breast cancer awareness, and menopause, through to workshops that focus on confidence, professional profile, creating impact, and career development.

As a business, we truly believe in gender equality and in partnership with our other development programmes, our Women’s Network is helping more women than ever to reach their full potential.

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