

itv
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a level playing field

Here at ITV, we believe that it's our differences that make us different. As an employer, we always try to make sure that our workforce reflects how diverse our society really is. We're committed to making sure everyone who works here is on a level playing field and to treating everyone with fairness and respect they deserve. And nowhere is that more apparent than in our efforts to improve gender diversity... and it all begins with our fantastic Women's Network.

With a growing membership of 500 from across our UK regions, the ITV Women's Network develops, inspires and connects women across ITV, and even internationally.

It's steered by co-chairs from all parts of our business, and they work together to deliver inspirational events, development workshops and networking opportunities for members throughout the year.

It could be anything from an intimate interview with our CEO, Carolyn McCall, to a panel discussion around Mental Wellbeing or anything in between. Just last year, the network has also delivered a personal branding 101 session with Otegha Uwagba and a 'Shine for Women' workshop focusing on confidence, professional profile and creating impact.

There really is something for everyone.

It's not just about having differences - it's about making a difference

What's especially exciting about our Women's Network is that it has also been responsible for huge and positive movements across our organisation.

The biggest of which was the launch of a support programme, which offers advice and guidance for colleagues approaching and returning from long term leave. That means everything from flexible working and keeping in touch days, to workshops designed to build confidence and develop careers.

And it's making an enormous difference to the colleagues who work here.



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Celebrating International Women's Day

Our Women's Network empowers and supports women from all parts of our business throughout the year. But it also really steps up its game for special occasions too, and in March 2019 it collaborated with our Balance Network for a lively discussion on flexible working to celebrate International Women's Day.

This amazing event explored the theme Balance for Better. It showcased real life flexible working examples, busted some of the most common myths around flexible working and enabled lots of valuable and rewarding discussions about flexible working requests.

Inspiring us all to do what we do best

Here at ITV, we're ahead of the curve with 44% of our senior leadership being women and 54% of all colleagues. The latest Ofcom diversity and equal opportunities report states that in 2018, 41% of senior management representatives within the UK television industry are female.

What our Women's Network does best is tackle the challenges women face in modern society, and it's passionate about encouraging women to work together to do just that.

And we want to inspire this.

As Helen Hopkins, Co-Chair of ITV Women's Network, says:

“ I truly believe in gender equality and I feel confident our Women's Network, alongside our development programmes at ITV, enables more women to reach their full potential. ”

What's next for our Women's Network?

The Network is now entering its third year and is aiming high! We're striving to grow national membership numbers by 50% by 2022 and we're in the process of appointing four new co-chairs across the regions to help us drive engagement.

What's impressive is that around a quarter of ITV's women, from new starters to those who've been with us for a long time, have engaged with the network over the last three years and that they've given the work of the Network a 97% satisfaction rate across the board.

But we're only just getting started.

These successes are just the beginning of our work to level the playing field across our business, and we're committed to empowering many, many more women across our business over the coming years.

If you're looking for a career with a business that takes diversity, equality, and inclusion seriously, we'd love to hear from you, whatever your experience or background. You can find out more about working for us and apply for our roles at www.itvjobs.com

