



## Jet TV

### Equality, Diversity & Inclusion Policy

Jet TV fully recognises and knows that equality, diversity and inclusion are vital in supporting creativity and innovation. They are essential ingredients in what makes a television company successful as well as representing good practice.

We are committed to encouraging equality, diversity and inclusion in all its forms among our workforce and ensuring there is no discrimination in our company. We want our workforce to be truly representative of all sections of society. We want our company to be one in which every employee and freelancer feels respected and able to give their best. We want to be a place where people want to work, and a company with whom other companies and organisations want to deal.

This policy provides a framework of equality and fairness for all who work for or with us. It expresses our commitment not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief, or sexual orientation. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee and contractor to feel respected, heard and able to give their best.

The Policy's purpose is to:-

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time;
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation;
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

This Policy applies to employed and freelance staff and to people working on and off-screen.

All freelancers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, whether as a member of staff or on a freelance basis, will be on the basis of aptitude, ability and merit. Access to opportunities for promotion, training or any other benefit will also be on the basis of aptitude, ability and merit. All employees will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the creativity and success of the company.

We, as a company, therefore commit to the following:-

- Actively seek to increase the number of people we work with who are from groups/communities that are under-represented in the television industry as a whole, or in particular job roles in the industry.
- Review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- Identify and take opportunities to increase the diversity of casting decisions.
- Ensure reasonable adjustments are made to enable disabled people to work in or with our company, both on and off-screen.
- Actively seek to increase the diversity of our talent networks.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
- Create an environment in which individual differences and the contributions of all our staff and freelancers are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

We will monitor the success of this Policy regularly and our review our progress at least once a year.

This Policy is fully supported by the senior management of the company. Breaches of the Policy will be treated seriously, may be regarded as misconduct and could lead to disciplinary proceedings.