

RADIOCENTRE DIVERSITY STATEMENT

In conjunction with the Employers Network for Equality & Inclusion, Radiocentre has drawn up a diversity statement for the commercial radio industry.

At Radiocentre we appreciate the importance of creating a radio industry in which everyone feels valued, included and empowered to bring great ideas to the table.

This statement is a vehicle for any stations within our industry to adopt and abide by a set of values and offer a commitment to improve diversity in their workforce.

Here at Radiocentre we believe that a commitment to diversity and inclusion is essential to reflect the society we serve today. Commercial radio seeks to actively improve equality and diversity, and to benefit creatively and commercially from the inclusion of a diverse range of innovative creative and business talent. It helps our industry to understand and meet our listeners' needs more effectively and provide more relevant output.

Accordingly, commercial radio will:

- strive to achieve best practice in recruitment, retention and career progression practices, recruiting from a wide talent pool
- improve equality and diversity at senior decision making levels. Identify talented individuals and help them to make progress in their careers at all levels of the industry
- assign responsibility for meeting diversity commitments to a named, senior level individual
- work together to develop and adopt future policies and practices that support the implementation of the aims of this statement
- contribute to activities that promote equality and diversity in the commercial radio industry
- work with Ofcom on their *Diversity in Broadcasting* programme which will publish annually the diversity profile of the UK radio industry
- support Radiocentre's initiatives, supported by the Employers Network for Equality & Inclusion, for improving diversity within our industry

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