



DIVERSITY ACTION PLAN – Virgin Media Television

Senior Management

- Commit to mentoring staff from a range of diverse backgrounds
- Commit to work shadowing opportunities from under represented groups in our current workforce

On Screen Portrayal

- Commit to analysing how current under represented groups are portrayed on screen and review what Vmtv can do to ensure an accurate and authentic portrayal.

Recruitment

- Commit to "adopting" a local school /charity to raise awareness of VMtv career opportunities
- We will provide diversity training to our Managers that are responsible for recruitment to ensure fair selection and assessment processes are followed.
- We will review our recruitment approaches to ensure we are sourcing candidates from the widest talent pool

Training

- We will provide diversity training to staff at all levels to encourage them to celebrate and champion diversity
- Commit to providing work placement opportunities that are open to all sectors of the community
- As part of the induction process we will highlight our commitment to diversity to all new starters