

UKTV GENDER PAY REPORT 2017



Inclusion and diversity

At UKTV, we want to be the inspiration of the media industry, through our great work and through the diverse and inclusive culture we're building. Staying true to our values, we constantly challenge the way we do things to encourage greater diversity and to create an environment where people do the best work of their careers. We pride ourselves on hiring the very best people, regardless of background, gender or ethnicity.

We're really proud of what we've already achieved. 60% of our UKTV colleagues are women and women make up half of our leadership team.

Gender pay is different to equal pay

A gender pay gap is the difference between the average pay of all men in an organisation and average pay of all women in an organisation – a collective comparison. This is not the same as equal pay.

Equal pay is the difference in pay between a man and a woman performing an equivalent role within an organisation – an individual comparison. UKTV is an equal pay employer and pays fairly based on role and experience.

Our results

Our pay and bonus gaps reflect the imbalance of men and women we have in different job levels, particularly at lower levels, with women making up 73% of the first quartile positions (see below).

Our bonus gap is created by more women than men working part-time (76% of those working part-time and receiving a bonus were women) and some women taking maternity

leave, particularly those in senior roles. In both these situations, bonuses are pro-rated and therefore smaller than they would otherwise be.

Our gender pay gap numbers are exaggerated as we are a smaller company, just two over the reporting requirement. In larger organisations the impact is diluted as there is a larger number to measure the average across.

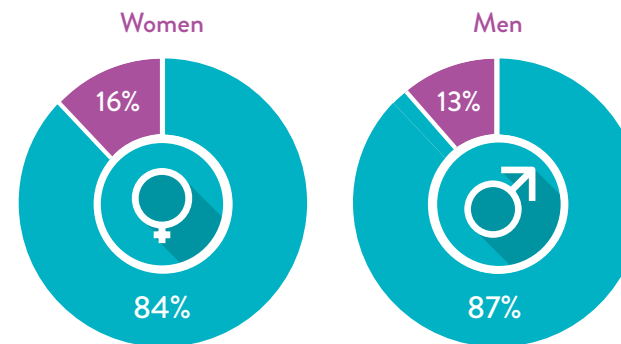
Pay quartiles

(% of men and women in each pay quartile)



■ Men ■ Women

Proportion of men and women receiving a bonus



■ Received a bonus ■ No bonus received

Pay and bonus

Difference between men and women	Median	Mean
Gender Pay Gap	12.4%	17.9%
Gender Bonus Gap	16.3%	52%

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Darren Childs, CEO, UKTV

"We are so proud to be successfully recruiting and promoting women at all levels in the organisation.

UKTV has pretty atypical numbers, because we balance out towards women at every level of the company.

At the point of this report, women were responsible for 54% of our most senior roles, and 73% of our first level roles. Over half our top quartile are women and last year 60% of those promoted at UKTV were women.

Our gap is created by more women than men in lower entry roles. Women on maternity leave or working part-time will also impact on our bonus figures.

*We've done a lot of work at UKTV to create a diverse and inclusive culture and we are committed to continuing on this path. We have introduced **unconscious bias training** for all hiring managers and we have **launched a working families group** designed to support parents and carers, in particular, to encourage more men to take shared-parental leave and support women returning to work.*

*We want to continue to attract the most diverse and talented people to UKTV, so we will be **broadening the way we recruit** by advertising our roles on new platforms and **using gender neutral language** in our job descriptions and job ads. We will also continue to support colleagues at every level to progress and thrive.*

We operate in a meritocracy. UKTV is an equal pay employer and pays fairly based on role and experience. We value all talented individuals and recruit, appoint and promote no matter the background or gender."



Darren Childs, CEO, UKTV

Claire Astley, HR Director, UKTV



Dave



GOLD



REALLY

