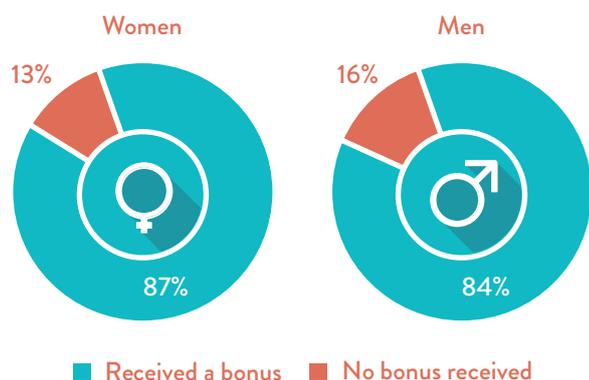


Pay quartiles (% of men and women in each pay quartile)

■ Men ■ Women



Proportion of men and women receiving a bonus



Pay and bonus

	Median	Mean
Difference between men and women		
Gender Pay Gap	21.7%	17.8%
Gender Bonus Gap	24.5%	31.7%

In June 2019 BBC Studios completed the acquisition of UKTV. For the 2020 reporting year UKTV will continue to report its gender pay gap separately however, from the 2021 reporting year we will integrate into one single pay gap report with BBC Studios.

Putting people first is at the heart of UKTV's ethos, helping to create an inclusive workplace where colleagues feel empowered to do their best work. We celebrate creativity, inclusivity and diversity, but we recognise we have more work to do to lower our gender pay gap and this is something everyone at all levels of the organisation, starting with the Leadership team, is embracing. In 2021, we'll continue to build on people and culture by embedding key initiatives such as growing our pipeline of diverse talent through focused job boards and networks, and ensuring gender balance on interview panels.

For 2020, our pay and bonus gaps reflect the imbalance of men and women in different job levels, particularly in the lower levels, with women making up 75% and 60% of first and second quartile roles respectively.

Our bonus gap is further impacted by more women than men working part-time (79% of those working part-time and receiving a bonus were women) and women on maternity leave. In both these situations bonuses are pro-rated and therefore smaller than they would otherwise be. However, UKTV recognises the importance of work/life balance and is committed to supporting flexible working and creating a family friendly culture.

UKTV is proud to be 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, and we are committed to keeping our gender pay position under active review.

Marcus Arthur
 CEO, UKTV

Claire Astley
 HR DIRECTOR, UKTV

