

ITV 2021 Gender and Ethnicity Pay Gap Report

Introduction

All UK companies with 250 or more employees are required to publish gender pay gap information. A gender pay gap isn't the difference in pay between men and women doing the same or similar work – that's 'equal pay' and UK law prohibits less favourable treatment due to gender.

Instead, a gender pay gap shows the difference between the average pay of all women and the average pay of all men, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of men and women in different types of jobs and at different levels of seniority.

This report contains ITV's 2021 gender pay gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We also publish our ethnicity pay gap information in this report on a voluntary basis, as tracking and aiming to reduce both our gender and ethnicity pay gaps are an important part of our broader focus on inclusivity.

Gender pay gap example

A workforce is made up of:

- Ten analysts (seven women and three men), who are all paid £30,000 a year.



- Six senior managers (two women and four men), who are all paid £75,000 a year.



Reporting requirements

Companies are required to report the following gender pay gap information:

- **Gender pay gap** – the difference between the median, and also the mean, hourly rate of pay for men and for women, based on the April pay period.
- **Gender bonus gap** – the difference between the median, and also the mean, value of bonus pay for men and for women over the 12 months to April.
- **Bonus proportions** – the proportions of men and women who received bonus pay during the 12 months to April.
- **Quartile pay bands** – if the total workforce was put in order of hourly rate of pay and then split into four groups of equal size, or quartiles, this is the proportions of men and women in each of the four groups.

Median and mean

The legislation requires average pay to be calculated in two different ways, using the **median** and also the **mean**:

- **Median** – if all women were lined up in order of their pay, and so were all men, the median pay for men and the median pay for women would be the pay of the individual in the middle of each line. The median gender pay gap compares these two values. The median indicates the typical situation in the middle and is less affected by any outliers at the top or bottom.
- **Mean** – to calculate the mean level of pay for women and for men, the pay of all women is added together and then divided by the number of women, and the pay of all men is added together and then divided by the number of men. The mean gender pay gap compares these two values. The mean is more affected by any particularly high or low values within a group.

Everyone who does the same job is paid equally, but:

- If you add together the pay for all nine women and divide by the number of women, the mean pay for all women is £40,000. If you add together the pay for all seven men and divide by the number of men, the mean pay for all men is £55,714. Comparing these two values results in a mean gender pay gap of 28.2%, which means the mean pay for women is 28.2% less than for men.

- If you were to line up all nine women in order of pay, the woman in the middle of the line would be paid £30,000. If you were to do the same for all seven men, the man in the middle of the line would be paid £75,000. Comparing these two values results in a median gender pay gap of 60%, which means the median pay for women is 60% less than for men.

The gender pay gap in this example is due to the different numbers of men and women doing each type of job.

2021 Gender Pay Gap

Our gender pay gap

According to the Office for National Statistics (ONS), the overall UK median gender pay gap is currently 15.4%. These are the gender pay gap figures for ITV overall¹, which have been calculated in line with the reporting regulations.

We expect to see some fluctuation in our figures from one year to the next, but we're pleased that both our median and mean gender pay gaps continue to show an overall downward trend since our first report. Our median pay gap of 9.5% also remains lower than the current overall UK median pay gap.

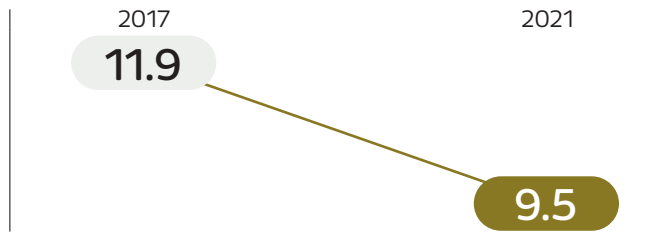
The gender balance of our workforce remains strong, with slightly more women than men working at ITV overall (53.1% women versus 46.9% men). Our gender pay gap exists because of the make-up of our workforce, with more men than women working in the most senior or highly paid roles at ITV, and more women than men in lower paying roles. However, the proportion of women in the upper and upper middle quartile pay bands has increased since 2017.

We're committed to supporting flexibility and helping all of our employees balance their career with life outside of work. At ITV, many more women than men choose to work less than full-time hours, and take extended family leave, which also has an impact on our numbers. We suspended annual bonuses during the reporting period due to the pandemic, and our mean bonus gap has been impacted by payments that are made to individuals as part of our acquisition strategy for creative talent.

¹ Overall ITV figures are based on all permanent and fixed-term ITV employees based in England, Scotland, Wales and Northern Ireland, who are subject to standard ITV contractual terms and conditions. In line with the regulations, we've excluded those people who aren't employed on a permanent or fixed-term contract of employment and for whom it's not reasonably practicable to obtain the data required for the calculations.

Gender Pay Gap (%)

Median



Mean

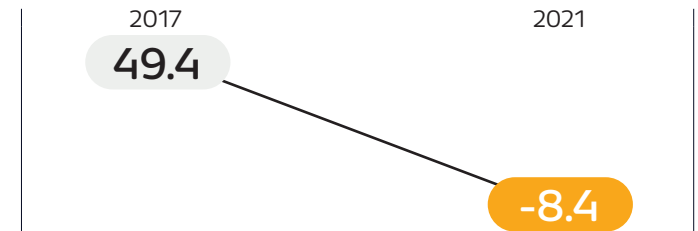


Gender Bonus Gap (%)

Median



Mean



Bonus proportions

Women receiving bonus pay (%)

91.0



Men receiving bonus pay (%)

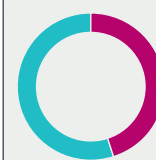
88.9



Quartile Pay Bands

Upper (%)

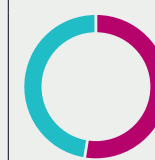
Women 45.1
Men 54.9



1.6

Upper middle (%)

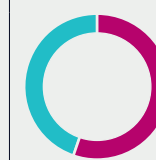
Women 52.5
Men 47.5



0.4

Lower middle (%)

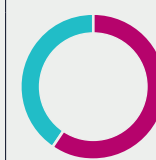
Women 55.3
Men 44.7



0.5

Lower (%)

Women 59.6
Men 40.4



0.6

Median gender pay gap by quartile pay band (%)

2021 Ethnicity Pay Gap

Our ethnicity pay gap

We're pleased that our median and mean ethnicity pay gap figures have reduced for the third year in a row.

Companies aren't currently required to publish information about their ethnicity pay gap, and we include this in our report on a voluntary basis.

These are the ethnicity pay gap figures for ITV overall², which have been calculated in line with the regulations that apply for gender pay gap reporting. Our figures show the difference between the average pay of all White employees and the average pay of all ethnically diverse employees³.

The proportion of employees in the upper quartile pay band from ethnically diverse backgrounds has increased from 10.6% in 2018 to 16.9% in 2021. In the upper middle pay band, the number has also increased from 10.7% in 2018 to 12.3% in 2021.

The proportion of employees from ethnically diverse backgrounds in the lower quartile pay band reflects the greater diversity of participants in our entry level schemes, and also in entry level roles, as we actively aim to open up these opportunities to individuals who may not have previously considered ITV as a potential employer.

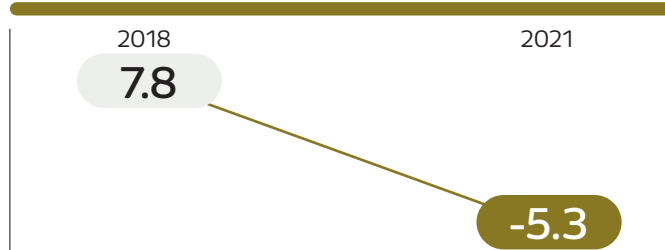
Our mean ethnicity bonus gap has been impacted by the same factors as our mean gender bonus gap, and as a result there is greater variability in the 2021 data that has been used for this calculation than in a normal year.

² Overall ITV figures are based on all permanent and fixed-term ITV employees based in England, Scotland, Wales and Northern Ireland, who are subject to standard ITV contractual terms and conditions and who have voluntarily disclosed their ethnicity.

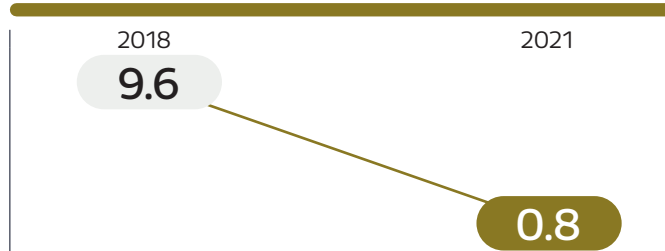
³ Ethnically diverse employees include Black, Asian and minority ethnic employees.

Ethnicity Pay Gap (%)

Median



Mean

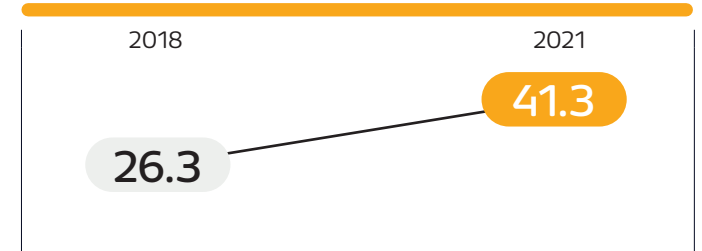


Ethnicity Bonus Gap (%)

Median



Mean



Bonus proportions

Ethnically diverse employees receiving bonus pay (%)

83.1

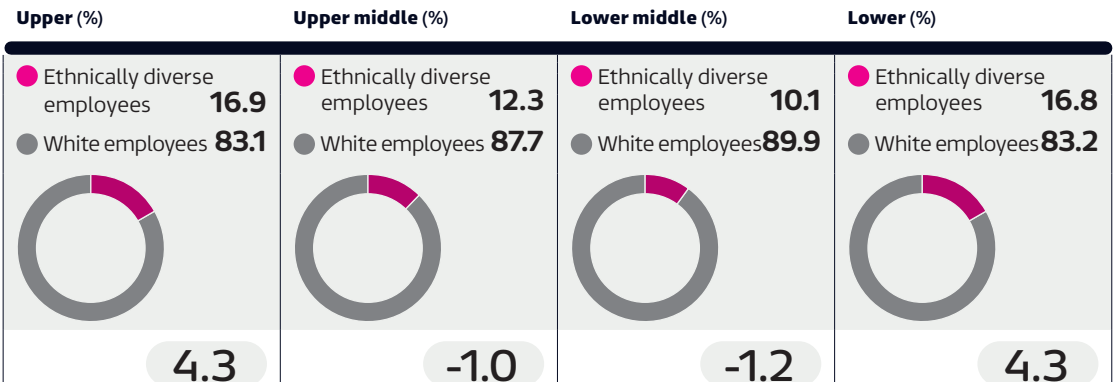


White employees receiving bonus pay (%)

92.1



Quartile Pay Bands



Median ethnicity pay gap by quartile pay band (%)

Statutory Disclosures

Due to the way ITV is structured, we're required to publish separate gender pay gap information for four different ITV companies, all of which have already been included in the overall gender pay gap figures above⁴.

These statutory figures represent smaller subsets of our overall employee figures and as a result, they are much more sensitive to any changes in the data. As we think about and manage ITV as one organisation, we believe

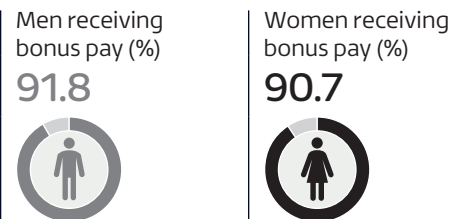
our gender pay gap figures for ITV overall show a much more accurate picture of the business as a whole.

ITV Studios Limited

Summary

	Median	Mean
Gender pay gap (%)	4.9	7.9
Gender bonus gap (%)	0.0	-90.7

Bonus proportions



Quartile pay bands

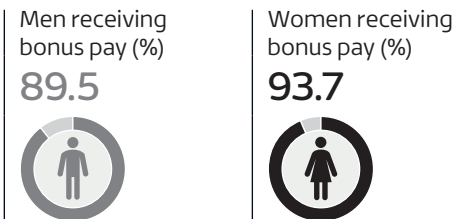
	Women	Men
Upper (%)	56.4	43.6
Upper middle (%)	50.0	50.0
Lower middle (%)	53.5	46.5
Lower (%)	63.4	36.6

ITV Broadcasting Limited

Summary

	Median	Mean
Gender pay gap (%)	9.6	17.6
Gender bonus gap (%)	0.0	45.6

Bonus proportions



Quartile pay bands

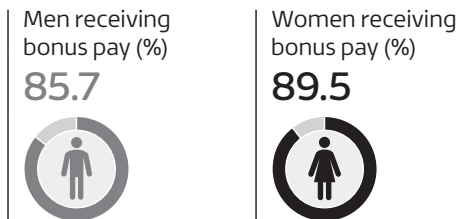
	Women	Men
Upper (%)	43.8	56.2
Upper middle (%)	50.6	49.4
Lower middle (%)	56.3	43.7
Lower (%)	63.0	37.0

ITV Services Limited

Summary

	Median	Mean
Gender pay gap (%)	20.6	14.2
Gender bonus gap (%)	0.0	32.2

Bonus proportions



Quartile pay bands

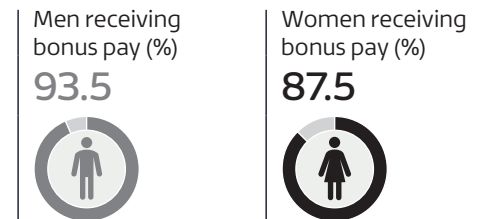
	Women	Men
Upper (%)	38.4	61.6
Upper middle (%)	47.4	52.6
Lower middle (%)	57.0	43.0
Lower (%)	52.8	47.2

ITV Breakfast Limited

Summary

	Median	Mean
Gender pay gap (%)	3.6	-2.5
Gender bonus gap (%)	0.0	4.3

Bonus proportions



Quartile pay bands

	Women	Men
Upper (%)	54.4	45.6
Upper middle (%)	63.8	36.2
Lower middle (%)	63.8	36.2
Lower (%)	57.9	42.1

Declaration

We confirm that ITV's gender pay gap report is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Carolyn McCall
CEO

David Osborn
Group HR Director

⁴ In line with the regulations, we've excluded employees based in Northern Ireland from the statutory disclosures, as well as anyone who isn't employed on a permanent or fixed-term contract of employment and for whom it's not reasonably practicable to obtain the data required for the calculations.