

itv

2022

PAY GAP REPORT

Introduction

This report contains ITV's 2022 gender pay gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We've been publishing our ethnicity pay gap on a voluntary basis since 2018, and this year we're also including our disability and LGBTQ+ pay gap information for the first time. Tracking and aiming to reduce our pay gaps are an important part of our broader work to make ITV inclusive.

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. At ITV, we're committed to equal pay for equal work for our employees, as set out in the Equality Act 2010.

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.

Further information on the commitments ITV has made to increase diversity both on and off-screen, and the actions that have been taken to improve representation, can be found in our [Diversity Acceleration Plan Report](#).

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.

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.



Women 
Men 

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.

Gender Pay Gap

Our gender pay gap

According to the Office for National Statistics (ONS), the overall UK median gender pay gap is currently 14.4%. 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 9.7% also remains lower than the current overall UK median pay gap.

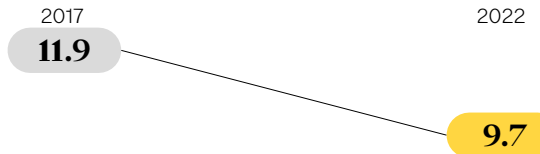
The gender balance of our workforce remains strong, with slightly more women than men working at ITV overall (53% women versus 47% men). Our gender pay gap exists because of the make-up of our workforce, with more men than women working in the most senior or highly paid roles at ITV, and more women than 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, 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.

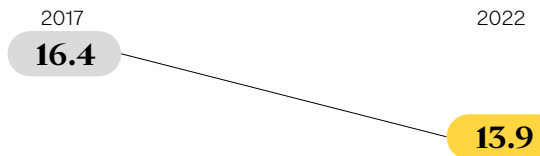
¹ Overall ITV figures are based on all permanent and fixed-term ITV employees based in England, Scotland, Wales and Northern Ireland, who are subject to standard ITV contractual terms and conditions. In line with the regulations, we've excluded those people who aren't employed on a permanent or fixed-term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

Gender pay gap (%)

Median



Mean

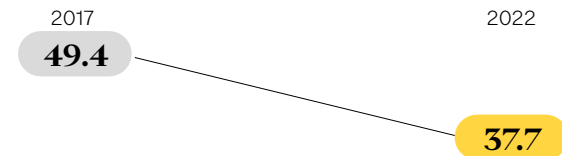


Gender bonus gap (%)

Median



Mean



Bonus proportions (%)

Women receiving bonus pay

88.1



Men receiving bonus pay

90.0



Quartile pay bands (%)

	Upper	Upper middle	Lower middle	Lower
Women	44.2	52.1	56.0	59.5
Men	55.8	47.9	44.0	40.5



Median gender pay gap by quartile pay band

0.4

1.7

1.0

0.4

Ethnicity Pay Gap

Our ethnicity pay gap

We're pleased that our ethnicity pay gap figures remain low, and our mean bonus gap is the lowest it's been since we first published our data.

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 self-disclosed White employees and the average pay of all People of Colour³.

The proportion of People of Colour in the upper quartile pay band has increased from 10.6% in 2018 to 17.2% in 2022. In the upper middle pay band, the number has also increased from 10.7% in 2018 to 12.6% in 2022.

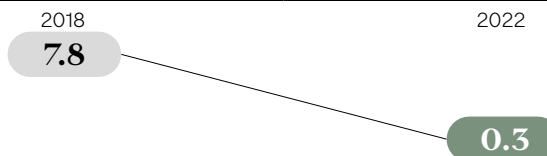
The proportion of People of Colour in the lower quartile pay band reflects the greater diversity of participants in our entry level schemes and also in entry level roles, as we actively aim to open up these opportunities to individuals who may not have previously considered ITV as a potential employer.

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 told us their ethnicity.

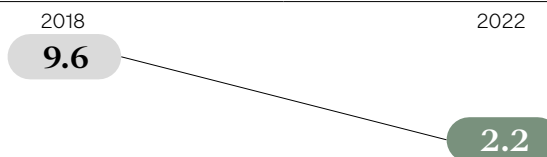
³ People of Colour includes Black, Asian and minority ethnic employees.

Ethnicity pay gap (%)

Median



Mean

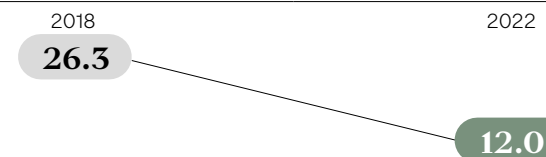


Ethnicity bonus gap (%)

Median



Mean



Bonus proportions (%)

People of Colour receiving bonus pay



White employees receiving bonus pay



Quartile pay bands (%)

	Upper	Upper middle	Lower middle	Lower
People of Colour	17.2	12.6	10.8	19.2
White employees	82.8	87.4	89.2	80.8



Median ethnicity pay gap by quartile pay band



Disability Pay Gap

Our disability pay gap

This year we are voluntarily publishing our pay gap between employees that self-disclose they are d/Deaf, disabled or neurodiverse, and employees that self-disclose they do not have a disability. We've been calculating our disability pay gap since 2020, and publishing this information will support us in taking a data-led approach with all of our diversity and inclusion work, and drive change in the representation of disabled colleagues at ITV.

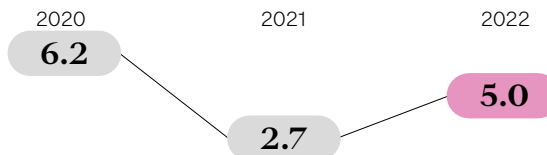
Our [Diversity Acceleration Plan](#) includes commitments to increase the representation of d/Deaf, disabled and neurodiverse people on-screen, off-screen and within our workforce.

Off-screen, our mid-level production talent initiative, Step Up 60, was extended in 2021 to include d/Deaf, disabled and neurodiverse people. ITV Studios also launched the Disabled Writers in Development initiative, developing four disabled writers who will each develop a script to pitch to ITV's Head of Drama.

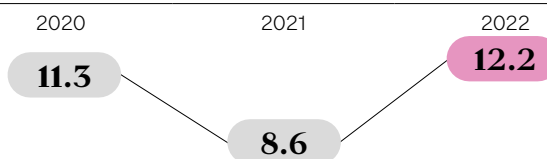
ITV Able, our network group for d/Deaf, disabled and neurodiverse colleagues and their allies, held a month of events in November 2022, including a workshop on the accessibility of ITVX. As an acknowledgement of the lower representation of disabled colleagues at senior levels of ITV, we are focusing the second year of Amplify, ITV's leadership programme, on d/Deaf, disabled or neurodiverse colleagues.

Disability pay gap (%)

Median

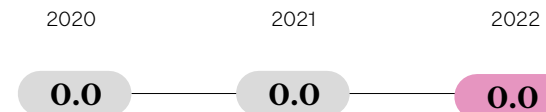


Mean

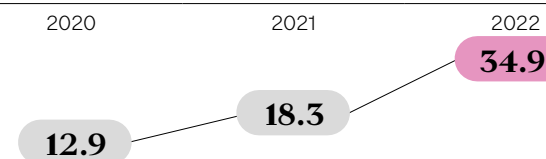


Disability bonus gap (%)

Median



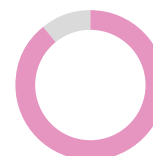
Mean



Bonus proportions (%)

d/Deaf, disabled or neurodiverse employees receiving bonus pay

89.3



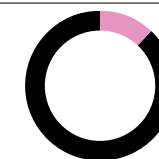
Non-disabled employees receiving bonus pay

89.3



Quartile pay bands (%)

	Upper	Upper middle	Lower middle	Lower
d/Deaf, disabled or neurodiverse employees	9.5	11.2	12.0	12.9
Non-disabled employees	90.5	88.8	88.0	87.1



Median disability pay gap by quartile pay band

4.1

1.6

1.5

3.3

LGBTQ+ Pay Gap

Our LGBTQ+ pay gap

We're also publishing our pay gap between employees who self-disclose as lesbian, gay, bisexual or transgender, and employees that self-disclose as heterosexual. We've been calculating this data since 2020, and publishing it will support the work we're doing to increase the representation of the LGBTQ+ community across the business.

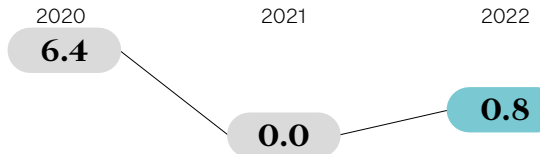
ITV Pride, our network group for LGBTQ+ colleagues and their allies, is an active network and annually as part of Pride month holds an ITV Pride Day to celebrate the lives of ITV LGBTQ+ colleagues. These celebrations include social events at offices across the country, on-screen celebrations in our Daytime shows and storylines in our soaps, as well as discussion sessions such as In Conversation with Dame Kelly Holmes.

In 2022, the network decided to add the Q to their strapline in recognition of the increasingly diverse ways the community talks about their identity. They also added the colours of the Progress flag to their logo to be inclusive of their People of Colour and transgender members.

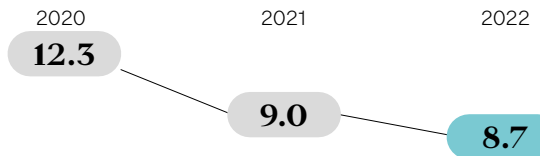
In 2022 we updated our Trans and Gender Identity Policy, ensuring our trans colleagues are supported and our policies are up to date and inclusive.

LGBTQ+ pay gap (%)

Median

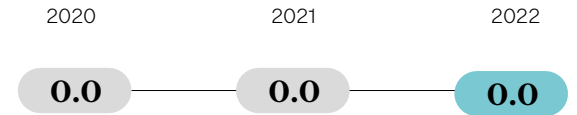


Mean

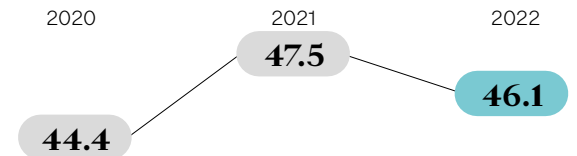


LGBTQ+ bonus gap (%)

Median



Mean



Bonus proportions (%)

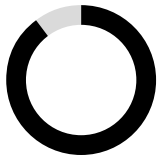
LGBTQ+ employees receiving bonus pay

82.4



Non-LGBTQ+ employees receiving bonus pay

89.9



Quartile pay bands (%)

	Upper	Upper middle	Lower middle	Lower
LGBTQ+ employees	8.7	9.5	8.3	10.7
Non-LGBTQ+ employees	91.3	90.5	91.7	89.3



Median LGBTQ+ pay gap by quartile pay band

2.8

2.3

0.5

4.6

Statutory Disclosures

Due to the way ITV is structured, we're required to publish separate gender pay gap information for five 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.

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.

ITV Consumer Limited

Summary	Median	Mean
Gender pay gap (%)	18.2	23.1
Gender bonus gap (%)	0.0	66.5

Bonus proportions	
Men receiving bonus pay (%)	80.1
Women receiving bonus pay (%)	78.9

Quartile pay bands	Women	Men
Upper (%)	35.9	64.1
Upper middle (%)	27.7	72.3
Lower middle (%)	56.9	43.1
Lower (%)	68.7	31.3

ITV Breakfast Limited

Summary	Median	Mean
Gender pay gap (%)	3.9	1.9
Gender bonus gap (%)	0.0	18.9

Bonus proportions	
Men receiving bonus pay (%)	87.2
Women receiving bonus pay (%)	86.2

Quartile pay bands	Women	Men
Upper (%)	50.0	50.0
Upper middle (%)	75.5	24.5
Lower middle (%)	68.5	31.5
Lower (%)	62.3	37.7

ITV Services Limited

Summary	Median	Mean
Gender pay gap (%)	23.5	14.9
Gender bonus gap (%)	0.0	23.7

Bonus proportions	
Men receiving bonus pay (%)	88.3
Women receiving bonus pay (%)	86.6

Quartile pay bands	Women	Men
Upper (%)	39.0	61.0
Upper middle (%)	40.9	59.1
Lower middle (%)	55.3	44.7
Lower (%)	55.9	44.1

ITV Broadcasting Limited

Summary	Median	Mean
Gender pay gap (%)	10.1	17.5
Gender bonus gap (%)	0.0	48.2

Bonus proportions	
Men receiving bonus pay (%)	92.5
Women receiving bonus pay (%)	90.4

Quartile pay bands	Women	Men
Upper (%)	44.9	55.1
Upper middle (%)	51.5	48.5
Lower middle (%)	57.5	42.5
Lower (%)	64.5	35.5

ITV Studios Limited

Summary	Median	Mean
Gender pay gap (%)	2.5	8.4
Gender bonus gap (%)	0.0	53.1

Bonus proportions	
Men receiving bonus pay (%)	92.6%
Women receiving bonus pay (%)	89.8%

Quartile pay bands	Women	Men
Upper (%)	56.1	43.9
Upper middle (%)	50.9	49.1
Lower middle (%)	53.3	46.7
Lower (%)	57.6	42.4

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
 Chief People Officer