



2024

PAY GAP REPORT

ITV plc

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. 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.

This report contains ITV's 2024 gender pay gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. On a voluntary basis, we've been publishing our ethnicity pay gap since 2018; our disability and LGBTQ+ pay gaps since 2020 and this year we're also including our class pay gap information for the first time. Tracking and aiming to reduce our pay gaps are an important part of our broader diversity, equity and inclusion work at ITV.

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 the [Diversity, Equity and Inclusion](#) section of the ITV plc website.

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 13.1%. These are the gender pay gap figures for ITV overall¹, which have been calculated in line with the reporting regulations.

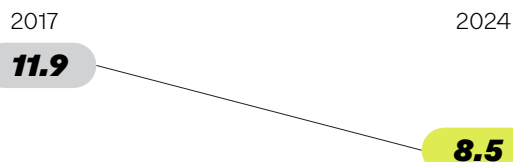
We expect to see some fluctuation in our figures from one year to the next, but we're pleased that both our median and mean gender pay gaps continue to show an overall downward trend since our first report. Our median pay gap of 8.5% also remains lower than the current overall UK median pay gap.

The gender balance of our workforce remains strong, with slightly more women than men working at ITV overall (54% women versus 46% men²). 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.

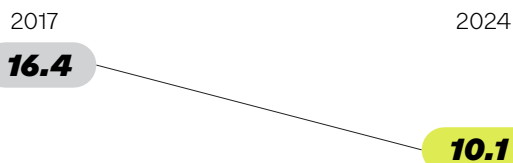
We're committed to supporting flexibility and helping all of our employees balance their career with life outside of work. At ITV, more women than men choose to work less than full-time hours, and take extended family leave, which also has an impact on our numbers.

GENDER PAY GAP %

MEDIAN



MEAN

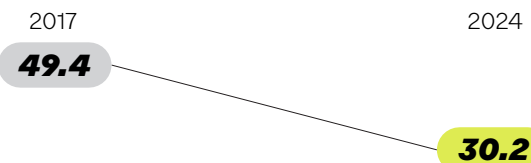


GENDER BONUS GAP %

MEDIAN



MEAN



BONUS PROPORTIONS %

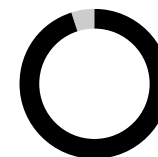
Women receiving bonus pay

93.9



Men receiving bonus pay

95.0



QUARTILE PAY BANDS (%)

	UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER
● Women	46.0%	52.6%	56.0%	60.3%
● Men	54.0%	47.4%	44.0%	39.7%



MEDIAN GENDER PAY GAP BY QUARTILE PAY BAND

-0.5

1.4

-0.1

-1.0

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.

2 Our gender pay gap figures exclude any employees who voluntarily tell us they have a non-binary or other gender identity, or they prefer not to tell us - this is just over 2% of our overall employee workforce.

Ethnicity Pay Gap

OUR ETHNICITY PAY GAP

We're pleased that our ethnicity pay gap figures remain low, and our mean and median pay gaps remain lower than 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.

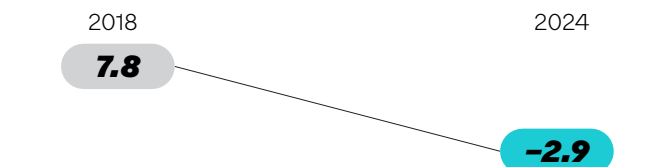
These are the ethnicity pay gap figures for ITV overall³, which have been calculated in line with the regulations that apply for gender pay gap reporting. These figures show the difference between the average pay of all self-disclosed White employees and the average pay of all People of Colour⁴.

The proportion of People of Colour in the upper quartile pay band has increased from 10.6% in 2018 to 17.5% in 2024. In the upper middle pay band, the number has also increased from 10.7% in 2018 to 15.2% in 2024.

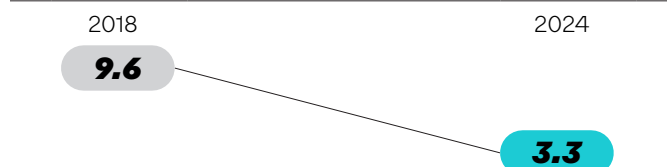
The proportion of People of Colour in the lower quartile pay band reflects the greater diversity of participants in our entry level schemes and also in entry level roles, as we actively aim to open up these opportunities to individuals who may not have previously considered ITV as a potential employer.

ETHNICITY PAY GAP %

MEDIAN



MEAN

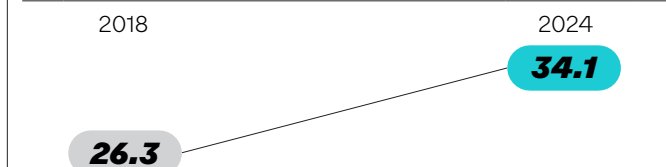


ETHNICITY BONUS GAP %

MEDIAN



MEAN



BONUS PROPORTIONS %

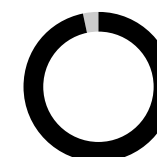
People of Colour receiving bonus pay

92.0



White employees receiving bonus pay

96.7



QUARTILE PAY BANDS (%)

	UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER
● People of Colour	17.5%	15.2%	12.5%	18.1%
● White employees	82.5%	84.8%	87.5%	81.9%



MEDIAN ETHNICITY PAY GAP BY QUARTILE PAY BAND

6.7

-1.8

1.5

3.5

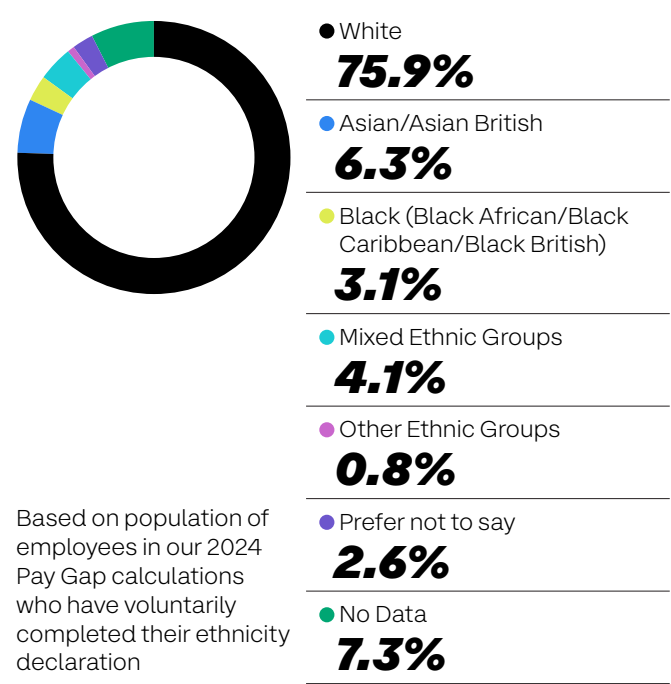
³ Overall ITV figures are based on all permanent and fixed-term ITV employees based in England, Scotland, Wales and Northern Ireland, who are subject to standard ITV contractual terms and conditions and who have voluntarily told us their ethnicity - 93% of employees. The 7% of our employees who have not disclosed their ethnicity have been excluded from our calculations.

⁴ People of Colour includes Black, Asian and minority ethnic employees.

OUR DISAGGREGATED ETHNICITY PAY GAPS

For the second year, we are also publishing our disaggregated ethnicity pay gaps, to compare the average hourly pay of different ethnic groups to that of White colleagues. Our approach to reporting on disaggregated ethnicity pay gaps has been based on the government's guidance on ethnicity pay reporting.

REPRESENTATION OF ETHNIC GROUPS AT ITV (%)



2024 DISAGGREGATED ETHNICITY PAY GAPS (%)

The difference between average earnings received by employees from a specific ethnic background compared to White employees.

	ASIAN/ ASIAN BRITISH	BLACK AFRICAN/ BLACK CARIBBEAN/BLACK BRITISH	MIXED/ MULTIPLE ETHNIC GROUPS
MEDIAN PAY GAP	-21.3%	9.4%	11.3%
MEAN PAY GAP	-7.8%	17.7%	11.1%
MEDIAN BONUS GAP	0%	0%	0%
MEAN BONUS GAP	24.2%	58.8%	32.6%

NB: We have chosen not to publish our pay gap data for White employees compared to Other ethnic groups to comply with minimum category sizes to ensure statistical robustness, and to guard against information about individuals being disclosed.

PROPORTION OF ALL EMPLOYEES BY ETHNIC GROUP IN EACH PAY QUARTILE (%)

	UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER QUARTILE
White	82.5%	84.8%	87.5%	81.9%
Asian/Asian British	9.9%	8.0%	4.7%	5.5%
Black African/Black Caribbean/Black British	2.4%	2.9%	3.2%	5.1%
Mixed Ethnic Groups	3.9%	3.6%	3.8%	6.7%
Other Ethnic Groups	1.3%	0.6%	0.8%	0.7%



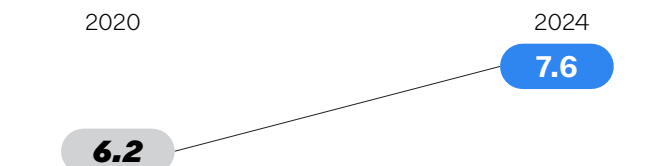
OUR DISABILITY PAY GAP

We're continuing to voluntarily publish our disability pay gap information, which shows the difference between the average pay of all employees who shared that they are Deaf, Disabled or Neurodivergent, and the average pay of employees who shared that they do not have a disability.

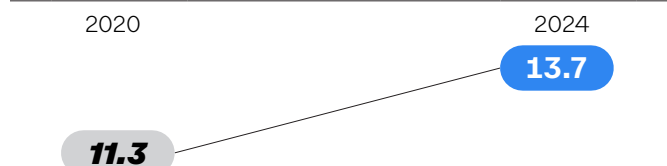
The proportion of Deaf, Disabled or Neurodivergent employees has increased within all quartile pay bands since last year. The greatest increase in representation is in the lower quartile, within our entry level roles, where there has been an increase from 15.1% to 17.1%, which has an impact on our disability pay gap numbers.

DISABILITY PAY GAP %

MEDIAN



MEAN

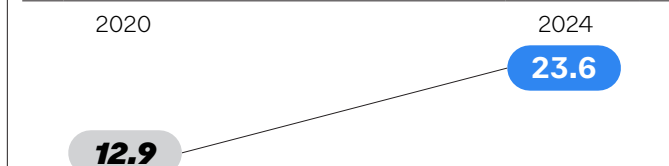


DISABILITY BONUS GAP %

MEDIAN



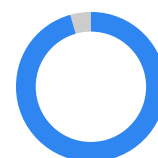
MEAN



BONUS PROPORTIONS %

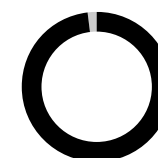
Deaf, Disabled or Neurodivergent employees receiving bonus pay

95.9



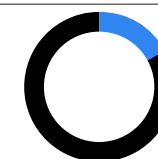
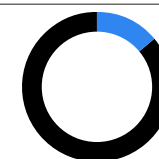
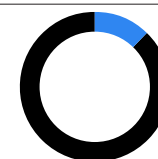
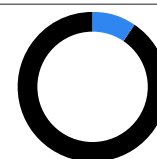
Non-Disabled employees receiving bonus pay

98.2



QUARTILE PAY BANDS (%)

	UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER
● Deaf, Disabled or Neurodivergent employees	9.7%	12.4%	13.9%	17.1%
● Non-Disabled	90.3%	87.6%	86.1%	82.9%



MEDIAN DISABILITY PAY GAP BY QUARTILE PAY BAND

1.3

1.3

-0.1

2.5

LGBTQ+ Pay Gap

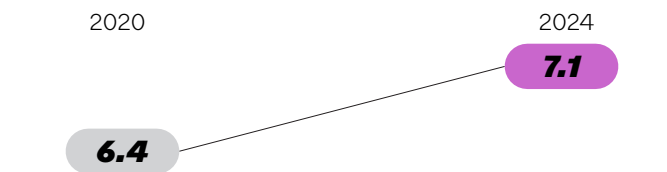
OUR LGBTQ+ PAY GAP

We also voluntarily publish our pay gap between employees who identify as Lesbian, Gay, Bisexual, Trans or Queer (LGBTQ+), and employees who don't identify as LGBTQ+.

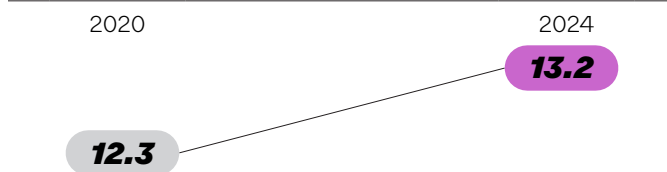
The proportion of LGBTQ+ employees has slightly decreased in the upper and upper middle pay bands since last year, and has increased from 8.8% to 9.8% in the lower middle pay band and from 13.1% to 14% in the lower pay band, which has impacted our 2024 pay gap numbers. The number of LGBTQ+ employees is smaller than for our other pay gap calculations, which can lead to greater changes in the numbers from one year to the next.

LGBTQ+ PAY GAP %

MEDIAN



MEAN

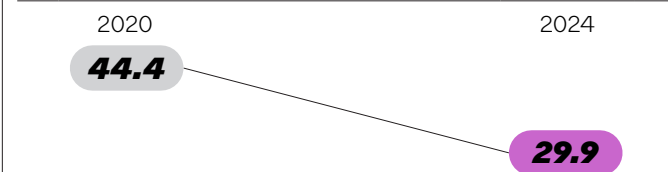


LGBTQ+ BONUS GAP %

MEDIAN



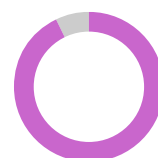
MEAN



BONUS PROPORTIONS %

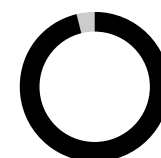
LGBTQ+ employees receiving bonus pay

92.9



Non-LGBTQ+ employees receiving bonus pay

96.2



QUARTILE PAY BANDS (%)

	UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER
● LGBTQ+ employees	9.0%	9.1%	9.8%	14.0%
● Non-LGBTQ+ employees	91.0%	90.9%	90.2%	86.0%

	UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER
MEDIAN LGBTQ+ PAY GAP BY QUARTILE PAY BAND	2.8	3.0	-1.5	4.2

Class Pay Gap

OUR CLASS PAY GAP

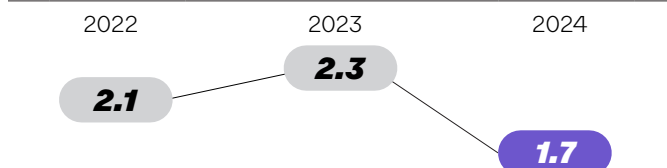
For the first time this year, we are also voluntarily publishing our Class pay gap between employees from working class backgrounds, and employees from professional or intermediate backgrounds. We follow the Social Mobility Commission's approach to report our class data and categorise responses based on the main household earner's occupation when the respondent was 14.

We've been calculating our class pay gap since 2022, and publishing this information will support us in taking a data-led approach with all of our diversity, equity and inclusion work, and drive change in the representation of employees from working class backgrounds at ITV.

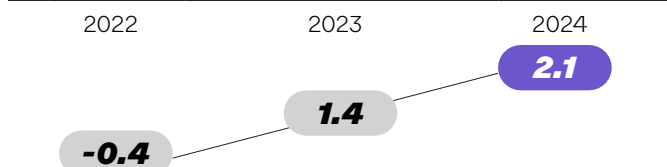
We set ITV's first target of 33% representation of colleagues from working class backgrounds in 2022. We run annual campaigns to increase diversity data completion rates, resulting in our data now better reflecting our workforce; this has driven an increase in our proportion of colleagues from professional backgrounds. We publish our class data annually, including intersectional breakdowns by ethnicity and disability. In 2023, ITV ranked in the top 75 employers in the Social Mobility Employer Index. We launched ITV's Social Class Working Group in 2024, getting input from colleagues from working class and intermediate backgrounds to help improve the experiences of colleagues and applicants and increase representation. This led to actions including ITV piloting work experience for under 18s. ITV is also represented on the Edinburgh TV Foundation's Impact Unit focused on class and social equality, working to improve socio-economic diversity within the TV industry.

PROFESSIONAL & INTERMEDIATE VS WORKING CLASS PAY GAP %

MEDIAN

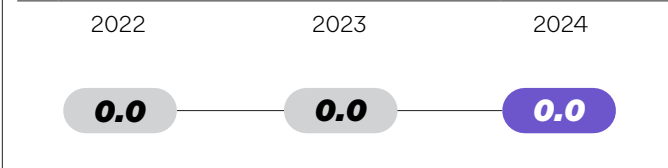


MEAN

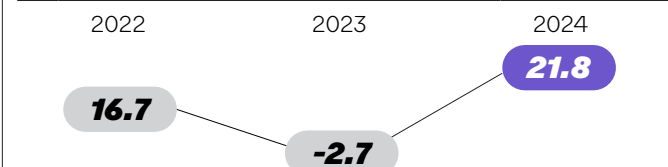


PROFESSIONAL & INTERMEDIATE VS WORKING CLASS BONUS GAP %

MEDIAN



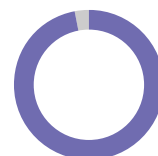
MEAN



BONUS PROPORTIONS %

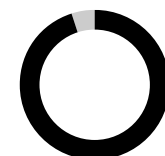
Working Class employees receiving bonus pay

97.1



Professional & Intermediate employees receiving bonus pay

95.0



QUARTILE PAY BANDS (%)

	UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER
Working Class employees	27.1%	29.2%	30.0%	28.8%
Professional & Intermediate employees	72.9%	70.8%	70.0%	71.2%



MEDIAN CLASS PAY GAP BY QUARTILE PAY BAND

2.9

-0.8

-0.5

-1.7