

# Endemol Shine UK

## Statutory Gender Pay Report 2020

### Introduction

This report contains Endemol Shine's statutory disclosure of its gender pay gap. All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2018.

Employers are required to publish the gap between men and women on both a median basis (pay per hour based on a person in 'the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender pay by quartile (splitting the workforce into four groups based on their pay and then showing the proportion of men and women in these four groups). Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender pay gap on bonuses.

### What is the Gender Pay Gap?

Gender Pay Gap is the difference between the gross hourly earnings for both men and women across an organisation.

This is not the same as Equal Pay which is when men and women are paid the same for like work.

### Gender at Endemol Shine

In 5 April 2020 (the snapshot date) Endemol Shine UK had a 59% female and 41% male workforce.

Gender	%
Male	41%
Female	59%

Table 1: Endemol Shine UK employees

### The Gender Pay Gap at Endemol Shine UK

The table below shows the mean and median gender pay gap based on hourly rates of pay of those employed on the snapshot date of 5 April 2020.

	Mean %	Median %
Gender Pay gap	2.63%	-5.9%

Table 2: Gender pay gap using mean pay and median pay

It confirms that the overall gender pay gap at Endemol Shine is **2.63%** using mean pay and **-5.9%** using median pay. So the mean shows men are paid on average £0.82 pence more than women on an hourly basis and the median suggests women are paid £1.33 more than men on an hourly basis.

Both the mean and the median figures are important. The mean is useful as it gives a good overall indication of the gender pay gap, but very high or low hourly pay for even one individual, can distort the figure. Therefore, the median is important as it is not distorted by very high or very low hourly pay, so is a useful indication of what the 'typical' situation is.

### Gender Profile by Pay Quartiles

The table below sets out the gender distribution in terms of pay quartiles at Endemol Shine UK.

The percentages in each quartile represent the split between male and female employees based on their pay and then showing the proportion of men and women in these four groups)

Quartile	Female %	Male %
Upper	58%	42%
Upper middle	61%	39%
Lower middle	61%	39%
Lower	57%	43%

Table 3. Proportion of gender in each quartile band

Quartile	Mean Gender Pay Gap	Median Gender Pay Gap
Upper	9%	15%
Upper middle	-5%	-7%
Lower middle	-2%	-5%
Lower	-3%	0%

Table 5. Gender Bonus Gap

If we further break down the Mean and the Median for each quartile, it is evident that the Mean figure is distorted by a small number of individuals in the Upper Quartile. So, with a small Mean pay gap in favour of men (and only in the Upper Quartile) and an overall Median pay gap in favour of women, it is clear that our pay is very balanced, our inclusive approach is working and is reflective of the fact that we have many women in senior roles.

### The Gender Bonus Pay Gap at Endemol Shine UK

This report captures the mean and median differences between bonuses paid to men and women at Endemol Shine in the year up to 5 April 2020. It shows that a higher proportion of male employees (37%) received a bonus, comparing to 32% for female employees. The average bonus paid to male employees was higher, however, the median bonus payment for female is higher than the median for male.

---

	Mean %	Median %
Gender bonus gap	45.7	-8.97

---

Table 6. Gender Bonus Gap

Bonus payments are primarily calculated on performance against financial targets. We have undertaken some further analysis and compared maximum bonus entitlements for male and female employees, and it is clear there is no disparity in entitlements.

We are committed to ensure our bonus and pay structures are fair and equitable.



**Bella Lambourne**  
Director of Human Resources