

Endemol Shine UK

Statutory Gender Pay Report 2021

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.

For the first time this year, due to IR35 legislation, the reporting data includes some on-screen talent and this has impacted the results.

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

On 5 April 2021 (the snapshot date) Endemol Shine UK had a 56% female and 44% male workforce, which is slightly more balanced than the previous year.

Gender	%
Male	44%
Female	56%

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 2021.

	Mean %	Median %
Gender Pay gap	6%	-0.8%

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

For the entity we are required to report on, the gender pay gap is **6%** using mean pay and **-0.8%** using median pay.

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	55%	45%
Upper middle	58%	42%
Lower middle	55%	45%
Lower	58%	42%

Table 3. Proportion of gender in each quartile band

Quartile	Mean Gender Pay Gap	Median Gender Pay Gap
Upper	9.92%	6.3%
Upper middle	-1.47%	-0.98%
Lower middle	0.12%	0%
Lower	1.86%	3.04%

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 still distorted by a small number of individuals in the Upper Quartile. We have analysed the data and the changes in the upper quartile reflect the on-screen individuals now included in the data. Generally, our pay is balanced, our inclusive approach is working and is reflective of the fact that we have many women in senior roles. We will continue to monitor this and address any discrepancies.

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 2021. It should be noted that very few bonus payments were made in this year due to the impact of COVID-19, and is not reflective of a normal business year because those payments that were made, were due to a Long Term Incentive Plan maturing.

	Mean %	Median %
Gender bonus gap	29%	71%

Table 6. Gender Bonus Gap

Annual Company 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
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