

Gender Pay Report - Banijay UK Productions Limited ("Banijay UK")

This report contains Banijay UK Productions Limited statutory disclosure of its gender pay gap. All companies with 250 or more employees have been 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.

Since 2021, due to IR35 legislation, the reporting data includes some on-screen talent and this does impact 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 Banijay UK

On 5 April 2022 (the snapshot date) Banijay UK had a 56% female and 44% male workforce, which is slightly more balanced than the previous year.

Gender	%
Male	46%
Female	54%

Table 1: Banijay UK employees

The Gender Pay Gap at Banijay 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 2022.

	Mean %	Median %
Gender Pay gap	0.0%	-3.6%

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

The gender pay gap is **0.0%** using mean pay and **-3.6%** using median pay. When comparing mean (average) hourly pay, women's mean hourly pay is 0% lower than men's and a negative median gender pay gap of -3.6% means that women earn £1.04 for every £1 that men earn when comparing median hourly 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 Banijay 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	51%	49%
Upper middle	57%	43%
Lower middle	54%	46%
Lower	53%	47%

Table 3. Proportion of gender in each quartile band

If we further break down the Mean and the Median for each quartile, we can see that we have a negative gender pay gap in all quartiles other than the lower middle, so women are paid more than men in all but this quartile. We have analysed the data and can swings across the quartiles in the years we have monitored out pay gap, with no cause for concern.

Quartile	Mean Gender Pay Gap	Median Gender Pay Gap
Upper	-3.29%	-2.26%
Upper middle	-2.15%	-1.98%
Lower middle	1.94%	1.66%
Lower	-2.63%	-3.62%

Table 4. Gender Pay Gap by Quartile

It's clear that generally our pay is balanced, our inclusive approach is working and is reflective of the fact that we have many women in senior roles. Some years the figures are distorted by extremes in pay for a small number in individuals but as always, we will continue to monitor this and address any discrepancies.

The Gender Bonus Pay Gap at Banijay UK

This report captures the mean and median differences between bonuses paid to men and women at Banijay in the year up to 5 April 2022. More women received a bonus (81 women or 30% of women in the business received a bonus). Compared to men (62 men or 26% of men).

	Mean %	Median %
Gender bonus gap	28%	-51%

Table 5. Gender Bonus Gap

Annual company bonus payments are primarily calculated on performance against financial targets. It should be noted bonus payments were predominantly based on financial performance in the financial year January to December 2021, and were adversely impacted by COVID19. 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