

Banijay UK Productions Limited

Statutory Gender Pay Report 2023

Introduction

This report contains Banijay UK'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 Banijay UK

On 5 April 2023 (the snapshot date) Banijay UK had a 55% female and 45% male workforce, which is slightly more balanced than the previous year.

Gender	%
Male	45%
Female	55%

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 2023.

	Mean %	Median %
Gender Pay gap	3%	7.7%

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

The gender pay gap is **3%** using mean pay and **7.7%** using median pay.

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	54%	46%
Upper middle	52%	48%
Lower middle	58%	42%
Lower	57%	43%

Table 3. Proportion of gender in each quartile band

Quartile	Mean Gender Pay Gap	Median Gender Pay Gap
Upper	2.6%	-1.07%
Upper middle	-3.31%	-3.88%
Lower middle	-0.16%	0.15%
Lower	-5.63%	-9.75%

Table 5. Gender Bonus Gap

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 almost all quartiles other than the upper quartile, so women are paid more than men in all but this 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 UK in the year up to 5 April 2023. In this year we had a bonus gender pay gap in favour of women. More women received a bonus (159 women or 47% of women in the business received a bonus). Compared to men (111 men or 41% of men).

	Mean %	Median %
Gender bonus gap	-6%	5%

Table 6. Gender Bonus Gap

Annual Company Bonus payments are primarily calculated on performance against financial targets and overall company performance. This pay period also included one-off cost of living payments for eligible employees.

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



Bella Lambourne
Director of Human Resources