



ITV 2017 Gender Pay Gap Report

Introduction

New legislation came into effect in April 2017, requiring all UK companies with 250 or more employees to publish their gender pay gap. 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.

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 2017 gender pay gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 2017 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 2017.
- **Bonus proportions** – the proportions of men and women who received bonus pay during the 12 months to April 2017.
- **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.

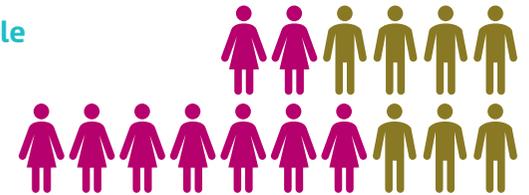
Median and mean

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.

Example



A workforce is made up of:

- 10 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.

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.



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Our gender pay gap

According to the Office for National Statistics (ONS) the overall UK median gender pay gap is 18.4%. These are the gender pay gap figures for ITV overall¹, which have been calculated in line with the reporting regulations.

| | Median | Mean |
|-------------------------|--------------|--------------|
| Gender pay gap | 11.9% | 16.4% |
| Gender bonus gap | 0.0% | 49.4% |

The gender balance of our workforce is strong, with slightly more women than men working at ITV overall (53% women versus 48% men), and our median gender pay gap of 11.9% is lower than the overall UK median pay gap of 18.4%.

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.

Bonus proportions

Male employees receiving bonus pay

94.0%



Female employees receiving bonus pay

93.0%



We're committed to supporting flexibility and helping all of our employees balance their career with life outside of work. At ITV, many 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, particularly our mean bonus gap.

Quartile pay bands

Upper

Women 42.0%
Men 58.0%



1.01%

Upper middle

Women 47.6%
Men 52.4%



0.30%

Lower middle

Women 54.9%
Men 45.1%



1.42%

Lower

Women 60.3%
Men 39.7%



1.69%

Median gender pay gap by quartile pay band

We recognise that in order for our programmes and content to accurately reflect and appeal to modern society, it's important that the teams behind the scenes are equally diverse and that we foster a workplace culture that's inclusive and accessible to all. You can find out more about how we promote an inclusive workforce and culture at itvresponsibility.com.

Through our ongoing programme of diversity and inclusion initiatives, we're committed to ensuring that there are no barriers within ITV that prevent women being able to progress and fully achieve their personal career goals. As a result of producing our gender pay gap figures, we're setting up a new gender pay gap working group, sponsored by Ian Griffiths, COO & CFO, to specifically focus on continued delivery of the right actions for us.

¹ Overall ITV figures are based on all permanent and fixed-term ITV employees based in England, Scotland and Wales, 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.

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Statutory disclosures

As a result of the way ITV is structured, we're required to publish separate gender pay gap information for four different ITV companies, all of which have already been included in the overall figures above².

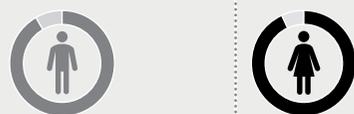
ITV Studios Limited

| | Median | Mean |
|------------------|--------|-------|
| Gender pay gap | 10.3% | 9.5% |
| Gender bonus gap | 0.0% | 33.2% |

Bonus proportions

Male employees receiving bonus pay: 91.7%

Female employees receiving bonus pay: 93.2%



Quartile pay bands

| | Women | Men |
|--------------|-------|-------|
| Upper | 46.4% | 53.6% |
| Upper middle | 40.4% | 59.6% |
| Lower middle | 55.3% | 44.7% |
| Lower | 55.3% | 44.7% |

ITV Broadcasting Limited

| | Median | Mean |
|------------------|--------|-------|
| Gender pay gap | 10.7% | 18.0% |
| Gender bonus gap | 0.0% | 50.5% |

Bonus proportions

Male employees receiving bonus pay: 96.5%

Female employees receiving bonus pay: 93.3%



Quartile pay bands

| | Women | Men |
|--------------|-------|-------|
| Upper | 40.3% | 59.7% |
| Upper middle | 45.5% | 54.5% |
| Lower middle | 55.6% | 44.4% |
| Lower | 62.5% | 37.5% |

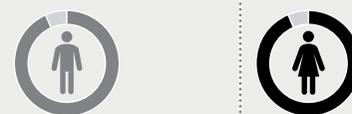
ITV Services Limited

| | Median | Mean |
|------------------|--------|-------|
| Gender pay gap | 21.9% | 19.7% |
| Gender bonus gap | 0.0% | 48.3% |

Bonus proportions

Male employees receiving bonus pay: 93.4%

Female employees receiving bonus pay: 93.7%



Quartile pay bands

| | Women | Men |
|--------------|-------|-------|
| Upper | 40.0% | 60.0% |
| Upper middle | 47.1% | 52.9% |
| Lower middle | 53.4% | 46.6% |
| Lower | 62.6% | 37.4% |

ITV Breakfast Limited

| | Median | Mean |
|------------------|--------|-------|
| Gender pay gap | 5.6% | 5.1% |
| Gender bonus gap | 0.0% | 23.8% |

Bonus proportions

Male employees receiving bonus pay: 91.9%

Female employees receiving bonus pay: 89.7%



Quartile pay bands

| | Women | Men |
|--------------|-------|-------|
| Upper | 50.9% | 49.1% |
| Upper middle | 62.3% | 37.7% |
| Lower middle | 67.9% | 32.1% |
| Lower | 56.6% | 43.4% |

² 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.

Declaration



We confirm that ITV's gender pay gap report is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Osborn
Group HR Director

Ian Griffiths
COO & CFO