

Gender Pay Gap Report

2019

Introduction

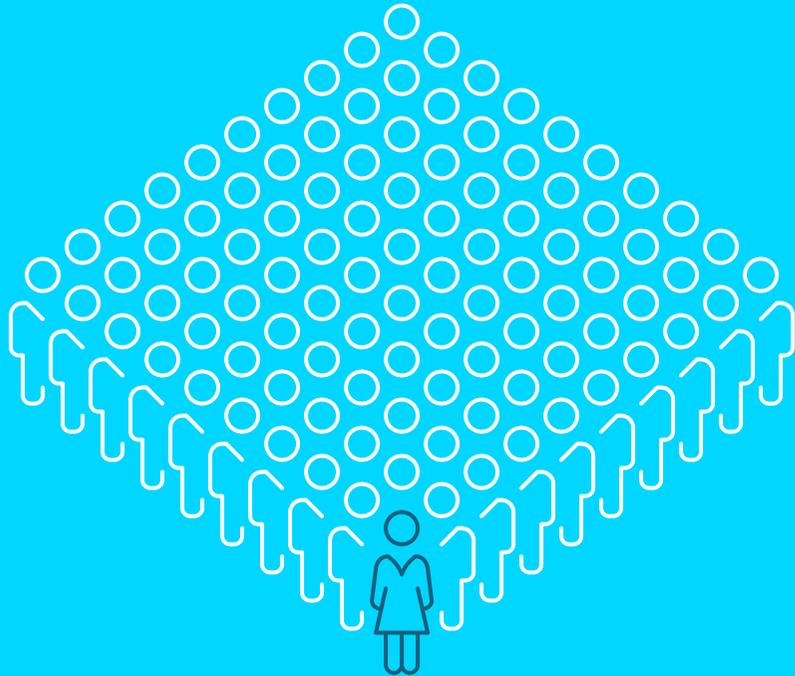
At Immediate Media Co we believe in creating a diverse workforce, in which we support our staff to develop and achieve to the best of their abilities regardless of gender or background.

Immediate's gender pay gap for 5th April 2018 is 15%, down on the 2017 figure (16.4%), and below the national average (17.9% ONS April 2018), however we know we can do better.

Our pay gap is primarily driven by a gender imbalance in the most senior roles in the company, 70% of the most senior staff members are male, rather than an inequality in salaries between men and women.

Another contributing factor is that a higher proportion of our staff in more junior roles are women, a reflection of our female staff being on average four years younger than their male colleagues and at the earlier stages of their career. Other factors include an under representation in technology teams with only 20% being women.

We are fully committed to creating a balanced and diverse environment across all levels of the business. The figures published today are from April 2018, since then we have taken a number of steps to close our pay gap and will continue to do so to ensure we have a balanced and diverse workforce across all levels of the business.



Tom Bureau
CEO – Immediate Media Co.

What is the gender pay gap?

Under legislation introduced in April 2017, any organisation with 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the hourly earnings for male and female employees, expressed as a percentage of the hourly rate of the male employees.

The figures in this report are a snapshot of Immediate salaries from 5 April 2018.

What is the difference between the gender pay gap and equal pay?

A gender pay gap does not mean that men and women in the same job aren't paid the same; it is normally the result of a gender imbalance in certain roles within a business. Equal pay is the legal requirement that men and women doing the same job should be paid the same. Under the Equal Pay Act 1970 and the Equality Act 2010, it is unlawful to pay people unequally because of their gender.

Equal pay is determined by a comparison of the individual pay-rates of men and women in particular roles, as opposed to gender pay which is a comparison of the average earnings of all men and women. Having examined our salaries, we are confident that we don't have unequal pay practices at Immediate, and our gender pay gap is the result of more men in senior positions within the company.



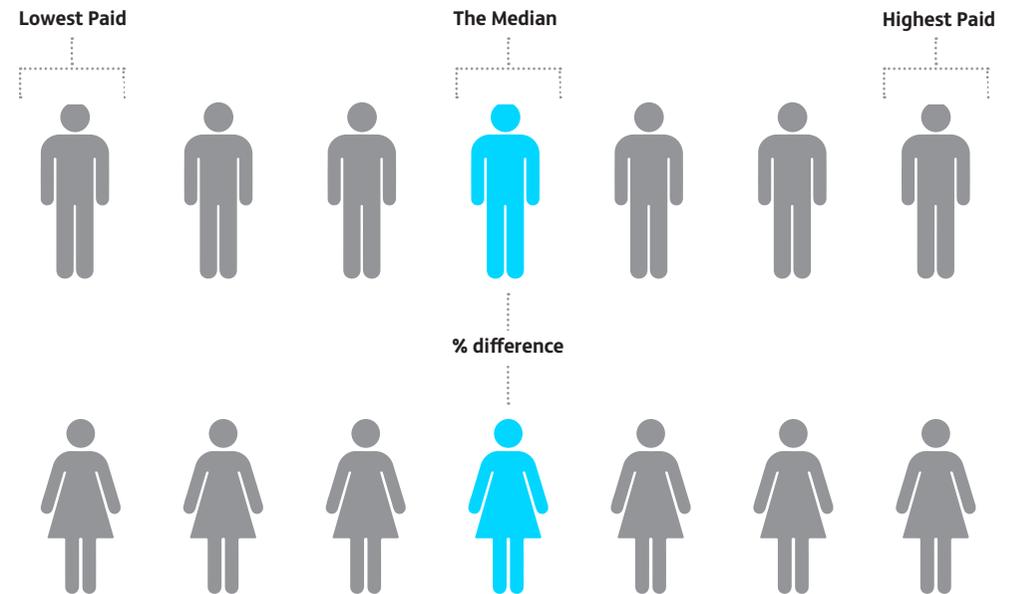
Immediate's Gender Pay

(based on salaries from 5 April 2018)



The median gender pay gap is the percentage difference between the middle person in a ranking of highest to lowest paid women and men in the organisation.

The mean gender pay gap is the average percentage difference in hourly pay of women compared to men in the organisation.

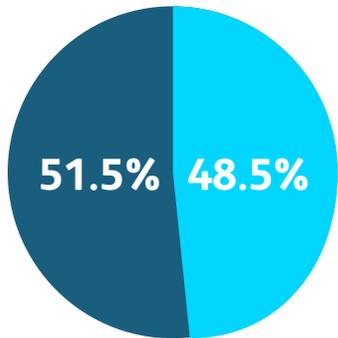
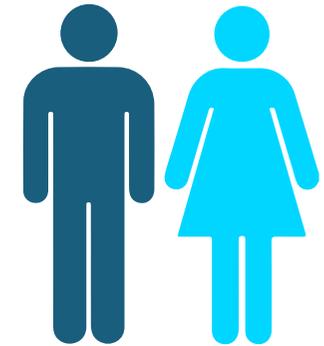


Diff between men & women	Mean (average)	Median (middle)
Gender pay gap	15%	16.9%
Gender bonus gap	22.5%	13.6%

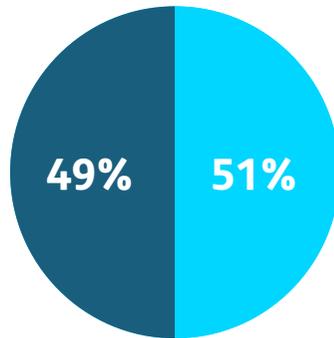
Gender Pay Quartiles:

The proportion of men and women within each pay quartile at Immediate

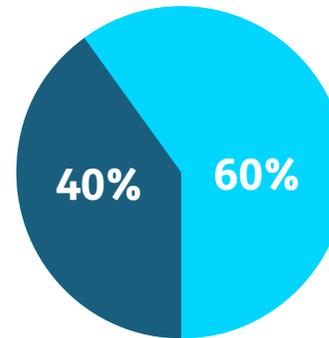
Quartile	No. of Staff	Male	Female
Upper Quartile	274	141 (51.5%)	133 (48.5%)
Upper Middle Quartile	275	134 (49%)	141 (51%)
Lower Middle Quartile	274	110 (40%)	164 (60%)
Lower Quartile	274	86 (31%)	188 (69%)



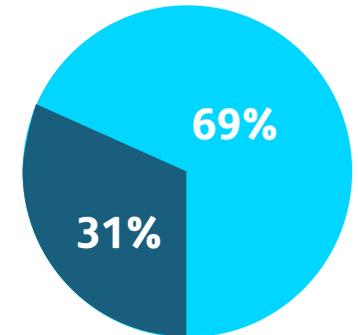
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

What have we done

Although we won't yet see the full impact in this report's figures we are working hard to reduce the gap and improve our overall approach to diversity:

Increased female representation at senior levels

- The number of women on the Leadership team increased by 10%, there's now an equal split of men and women reporting to our CEO
- Immediate's Wider Leadership Group is now 52% women and 48% men

Closing the gap

All staff earning under £35,000 received a 4% annual pay increase, double that of the rest of the company

Attracting a diverse workforce

- Engaged specialist diversity recruiters to identify and attract candidates for senior roles
- Reviewed our recruitment marketing materials to ensure all job specifications are gender neutral and our flexible working procedures are more prominently displayed
- Introduced apprentice pilot scheme in tech and an outreach project with local schools and colleges

Next steps

In the past 12 months a significant amount of work has been done to narrow our pay gap and as part of our ongoing commitment to ensure Immediate has a balanced and diverse workforce we will:

- Introduce unconscious bias training for all staff with recruitment responsibilities
- When recruiting we will seek balanced shortlists for all roles
- Implement diversity recruitment programme, including widening our apprenticeship scheme and introduce a new intern scheme aimed at broadening our intake in editorial roles, to attract applicants from more diverse backgrounds
- Continue to monitor and review our retention and development policies to ensure all staff are able to achieve their potential
- Establish a diversity group to devise, implement and monitor diversity and inclusion initiatives [which we were unable to do in 2018 because of illness/resourcing challenges in the HR team]

