

Gender Pay Gap Report

2018

Introduction

At Immediate Media Co. we are proud of creating an open, honest and inclusive organisation, based on our core values of being fair and responsible, in which we support and develop our people regardless of gender or background.

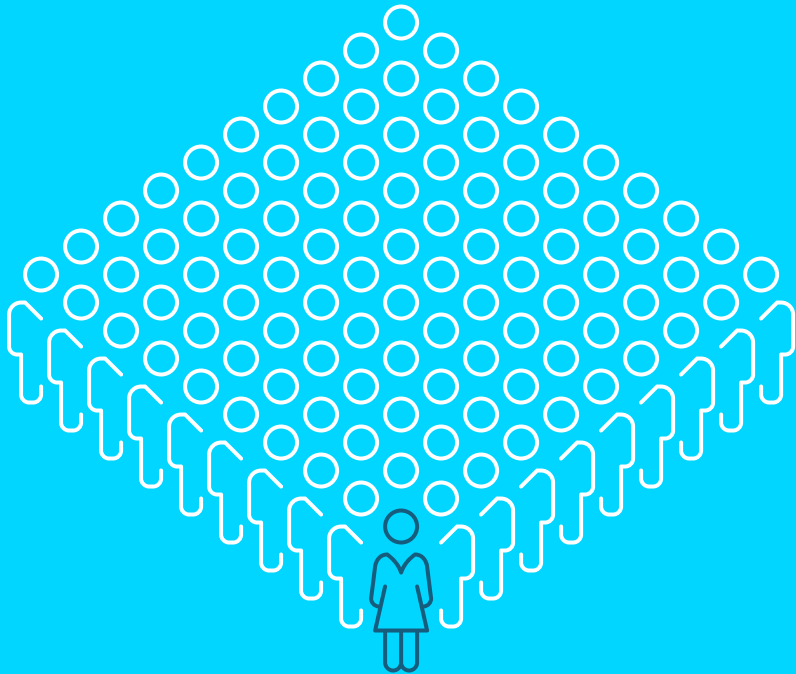
We welcome the government's initiative on gender pay which highlights important issues which must be addressed to make sure we have a working environment where all staff can flourish to be their best.

Immediate's gender pay gap at 16.4% is below the national average (18.4% ONS, April 2017) but we know it should be better.

Our pay gap is not due to an inequality in salaries but primarily the result of a gender imbalance in the most senior roles in the company: 72% of our Top 40 earners are male.

Other contributing factors are an under-representation of women in our technology department, with females only accounting for 29% of the team, and our male employees being, on-average, four years older than their female colleagues.

We want a diverse and balanced workforce and are fully committed to implement change within Immediate to take the necessary steps to close the gap.



Tom Bureau
CEO – Immediate Media Co.

What is the gender pay gap?

Under new 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.

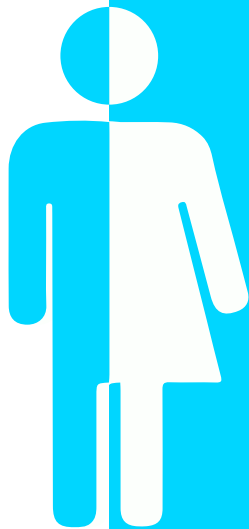
What is the difference between the gender pay gap and equal pay?

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

they are a man or a woman.

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.



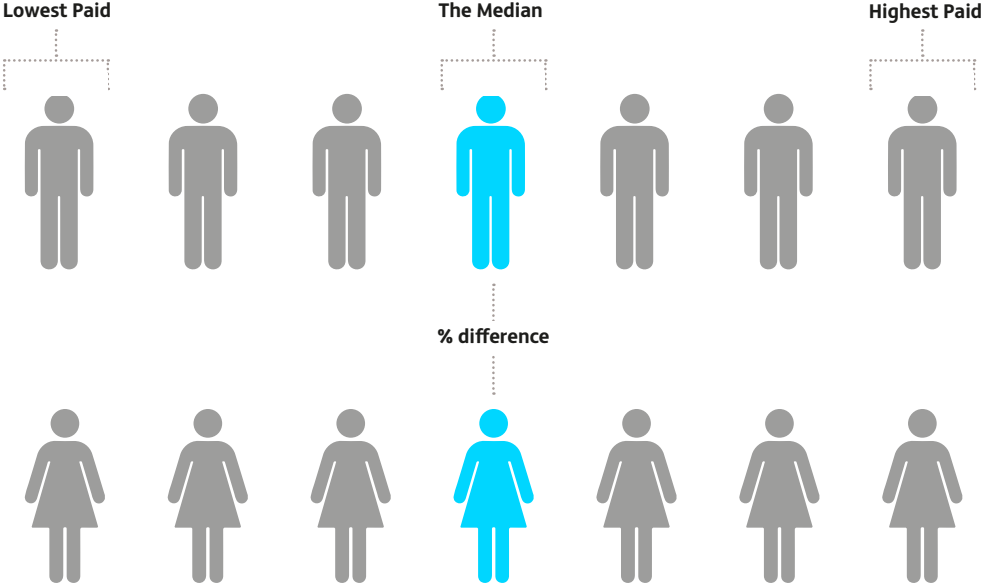
Immediate's Gender Pay

(based on salaries from 5 April 2017)



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.

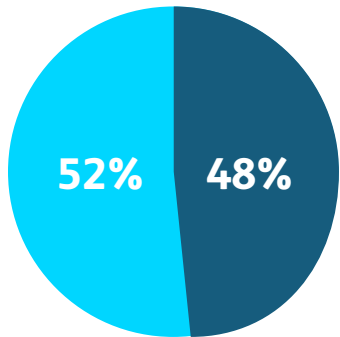
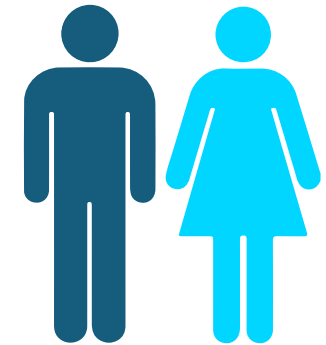


Diff between men & women	Mean (average)	Median (middle)
Gender pay gap	16.1%	16.4%
Gender bonus gap	27.8%	16.35%

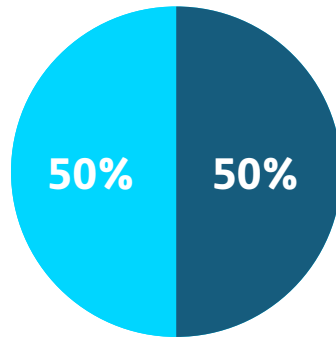
Gender Pay Quartiles:

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

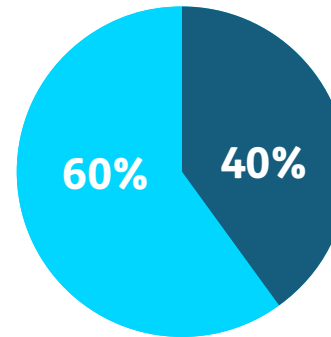
Quartile	No. of Staff	Male	Female
Upper Quartile	279	48%	52%
Upper Middle Quartile	279	50%	50%
Lower Middle Quartile	279	40%	60%
Lower Quartile	280	31%	69%



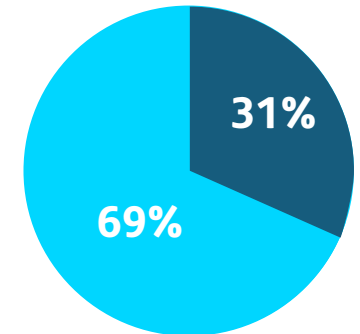
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile

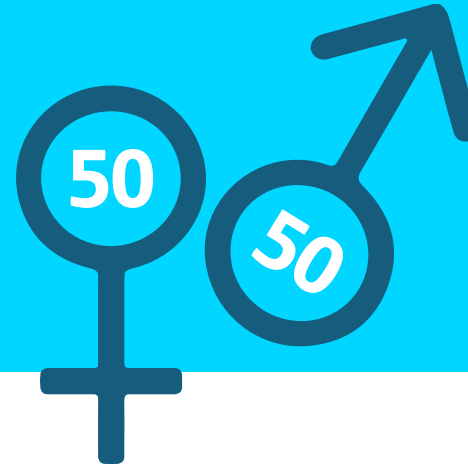


Lower Quartile

Our Promises

We are fully committed to reducing our pay gap and are setting ourselves a target of 50:50 gender parity in our senior roles and technology team by 2023.

Jo Brandl
HR Director – Immediate Media Co.



How will we do it?

What gets measured gets done

We're establishing a working group – with volunteers from across the business – to devise, implement and monitor a programme of diversity and inclusion initiatives to make sure everyone is able to fully achieve their professional career goals.

Attracting new staff

We are reviewing our recruitment and retention policy to ensure we attract a broad and diverse talent pool, particularly in our technology team and in senior roles across the business.

Introduce balanced shortlisting to help prevent any unconscious bias in our selection process.

Review our recruitment marketing material so that all our job specifications are gender neutral.

Flexible working

Review our maternity, paternity and shared parental leave policies to ensure that we are giving all our employees the opportunity to spend time with their new family and support them in their return to work.

Better promote our flexible working procedures to all our employees to ensure a healthy work/life balance across the organisation.