
Gender and Ethnicity Pay Gap Report 2018-2019



About ITN

For over sixty years, ITN has been at the heart of the media landscape, internationally recognised for our quality, integrity and creativity.

Combining our experience honed as one of the UK's foremost media companies with cutting-edge technology and expertise, we are the home of compelling content and technical innovation.

We make the award-winning daily news programmes for ITV, Channel 4 and Channel 5, providing comprehensive and impartial news to the British public, with a daily accumulated peak audience of up to 11.4 million people in the UK.

ITN Productions, our independent production division, produces high quality content across seven distinct areas: television production; sports; advertising; industry-specific programming; education content; entertainment and news footage syndication; and post-production.

itv NEWS



ITN productions.
create something amazing. today.

Introduction



Anna Mallett
Chief Executive

At ITN, we're proud to be an inclusive workplace and it's so important that our people should feel this is somewhere they can succeed, whatever their gender or background.

As this report shows, our Diversity and Inclusion policies are mostly moving us in the right direction, but there is still a lot that we need to do.

The story of our gender pay gap is of steady and sustained progress, with our mean gender pay gap decreasing from 16.7% to 15% in the last year.

Likewise, the mean bonus gender pay gap has decreased by almost a quarter, down to 46.6% from 60%. We've also made progress towards having a 50/50 ratio in the top-earning roles, with women now in a third of these positions. Clearly, we still have a long way to travel, but it's good to see the continual progress we are making.

I'm also pleased to say that we've brought more talent from Black, Asian and other ethnic backgrounds into the organisation. In terms of representation, employees from ethnic minority backgrounds now make up around 18% of our workforce, a 20% improvement on last year's figure.

However, in that time our mean ethnicity pay gap has widened to 19.6%. This clearly isn't good enough. The increase in the gap is mainly because, while we have been successful at recruiting staff from BAME backgrounds

in entry level roles, we have unfortunately lost some more senior BAME staff who have left for opportunities elsewhere. We need to minimise the chances of losing top talent in the future, but we must take a long-term approach, with a renewed focus on progression and opportunity. I want us to create an environment in which people can thrive and prosper, whichever stage of their career they are at.

ITN was one of the first British media companies to voluntarily publish its ethnicity pay gap figures, and it's right that we continue to hold ourselves to account as transparently as possible. I firmly believe that we will make progress through attracting and growing new talent and having staff from ethnic minority backgrounds develop at ITN for years to come.

Working to improve both our gender and ethnicity pay gaps will remain a major priority for ITN over the coming years. It's vital that we reflect the audiences watching our programmes. For us, inclusion is not just a moral duty, it's key to our creative and commercial success.

Pay Gap Data

ITN's gender and ethnicity pay gaps have been calculated according to the UK government's methodology. In line with the government's regulations, the pay data of 679 UK employees was analysed as of 5 April 2019, including all UK ITN full and part-time employees and casual workers. The data does not include freelancers or other staff not on ITN's UK payroll. Anyone not receiving full pay on 5 April 2019 was also excluded from the hourly pay calculations.

The 'mean' is the average and the 'median' is the middle. To explain median, imagine that all staff were lined up in a female line and a male line from lowest to highest in terms of rate of pay. The female and male in the middle of each line are compared, this is what gives us the median gender pay gap.

Who is included in this report?

Total employees: 679
 Women: 313
 Men: 366
 White employees: 558
 BAME employees: 121

2019

Mean gender pay gap

15%

Median gender pay gap

16.8%

Mean ethnicity pay gap

19.6%

Median ethnicity pay gap

22.9%

2018

Mean gender pay gap

16.7%

Median gender pay gap

18.1%

Mean ethnicity pay gap

16.1%

Median ethnicity pay gap

20.8%

Bonus Gap Data

ITN's gender and ethnicity bonus gaps have been calculated according to the UK government's methodology. The pay data of 679 UK employees was analysed as of 5 April 2019, including all UK ITN full and part-time employees and casual workers. The data does not include freelancers or other staff not on ITN's UK payroll. Anyone not receiving full pay on 5 April 2019 was also excluded from the hourly pay calculations.

2019	2018
Mean gender bonus gap	Mean gender bonus gap
46.6%	60%
Median gender bonus gap	Median gender bonus gap
33.3%	0%
Mean ethnicity bonus gap	Mean ethnicity bonus gap
56%	66%
Median ethnicity bonus gap	Median ethnicity bonus gap
33%	50%

People receiving a bonus

A higher proportion of women than men received bonuses, but on average these were of a lower value. Likewise, a higher proportion of Black, Asian and other minority ethnic employees received a bonus than white employees, but again these were of a lower value on average.

Fewer people across ITN received a bonus this year compared to last year, due to a challenging financial environment.

That said, the number of people receiving a bonus has increased overall over the last ten years, mainly due to the growth of our production division ITN Productions, where a number of employees are on incentivised contracts with a significant proportion of their pay attached to the securing of new business.

Women

Received a bonus

39.3%

Men

Received a bonus

36.8%

BAME employees

Received a bonus

40%

White employees

Received a bonus

38%

Pay quartiles

These charts show the proportion of men, women, BAME and white employees within each pay quartile at ITN.

Our gender and ethnicity pay gaps are largely the result of more men than women and more white people than BAME people occupying the most senior and highest paying roles.

However, since 2017 we have gradually increased female representation in the highest paid quartile, from 34% to 40%. Likewise, BAME representation has increased across ITN.

	Women	Men	BAME employees	White employees
Q1 Lowest paid quartile	62%	38%	30%	70%
Q2 Lower middle quartile	50%	50%	14%	86%
Q3 Upper middle quartile	30%	70%	11%	89%
Q4 Highest paid quartile	40%	60%	13%	87%

Progress report

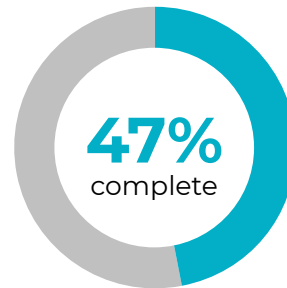
ITN has six key targets aimed at reducing the gender and ethnicity pay gaps and promoting inclusive recruitment, progress and pay across our divisions.

Since our last report, the gender pay gap has reduced from 16.7% to 15%, while the ethnicity gap has widened from 16.1% to 19.6%.

The proportion of female employees in the 20 highest earning roles has increased since last year from 30% to 35%, while the proportion of BAME employees in this group remains at 10%.

We are close to achieving our target of 20% of our workforce coming from BAME backgrounds, with representation across ITN as a whole up from 15% to 18%.

Halve the mean gender pay gap by 2022



2018: 30%

Half of 20 highest-earning roles to be occupied by women by 2022



2018: 60%

Third of 20 highest-earning roles to be occupied by women by 2020



2018: 90%

Halve the mean ethnicity pay gap by 2022



2018: 0%

20% of workforce to come from BAME backgrounds by 2022



2018: 0%

20% of 20 highest-earning roles to be occupied by BAME employees by 2022



2018: 0%



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