



**TI Media Limited
Written Statement of Compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

This statement accompanies the latest Gender Pay Gap Report produced by TI Media Limited. TI Media is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The Gender Pay Gap Report shows that TI Media has:

- A mean gender pay gap of 17.96%;
- A median gender pay gap of 11.01%;
- A mean bonus gender pay gap of 56.74%;
- A median bonus gender pay gap of 43.25%;
- Proportion by gender paid a bonus: 39.26% of males and 32.81% of females

The percentage of males and females in each quartile is set out below:

Quartile pay band (highest to lowest paid)	% of quartile that is male	% of quartile that is female
Upper quartile	55	45
Upper middle quartile	41	59
Lower middle quartile	38	62
Lower quartile	33	67

UNDERSTANDING OUR RESULTS

The structure of our workforce is a big driver of the gender pay gap at TI Media. We’ve more men than women in our highest-paying roles – which is the reverse of the overall make-up of our organisation, which is 42% men and 58% women. Our median pay gap has decreased by 3% and we’ll continue to work on our action plan (set out below) to improve the figure further. While our mean gap has marginally increased to 18%, this is linked to an increase in our female part-time workers, a positive consequence of the success of our family-friendly and flexible working policies.

Primary influences on our gender bonus gap are bonus proration for part-time working and that, of the 84% of staff in our upper pay quartile receiving a bonus, there are more men than women. In March 2018, our US parent company sold the UK entity and as part of that sale, all awards under their equity program vested – including those of UK participants. Although this has caused our median bonus gap to increase, we believe this to be an anomaly for this reporting year only.

In order to comply with the reporting obligations as closely and in as meaningful as way as possible, the following sources were used to gather the information from which we calculated the above data:

- **Our permanent workforce payroll for April 2018.** This encompasses the reporting date 05 April 2018 for calculating the mean and median gender pay gap and percentage of males and females in each quartile.
- **Our permanent workforce payroll period May 2017 to April 2018.** This encompasses the 12 months leading up to the 05 April 2018 reporting date for calculating mean and median bonus pay.

It's not been reasonably practicable to gather data on:

- **Self-employed people** who work for the company, as we don't have records of this data.
- **Temporary workers.** This is because their data is primarily held on paper records and it's not currently fully possible to capture the data using our current legacy software. In any future replacement of our legacy system, we'll seek to fully capture our temporary worker data in order to use for future gender pay gap reporting.

For the purposes of this report, these workers are not reflected in the above figures, which were then calculated using the mechanism set out in the legislation.

ACTION POINTS

We're working hard to ensure TI Media is an inclusive business to work for, with opportunities that are accessible to a diverse range of applicants. To promote diversity, we encourage modern working and it's our policy to consider all applications for flexible working. In the past 12 months, we've been working on the action plan we set out in 2018.

1. Action:	<p>Reviewing where we advertise to encourage a diversity of applicants.</p> <p><i>We have agreed a partnership that allows all TI Media vacancies to be posted on mummyjobs.co.uk, daddyjobs.co.uk and flexisbest.co.uk job boards, which are specifically targeted at working parents.</i></p>
2. Action:	<p>Advertising all vacancies to internal applicants and providing clear feedback to drive transparency.</p> <p><i>This has been our policy since Q3 2018.</i></p>
3. Action:	<p>Reviewing flexible working and job sharing policies with a view to making roles more accessible.</p> <p><i>Our flexible working policy been amended to promote TI Media's stance as being open to all requests for flexible working, with a clear explanation of both the application process and why a request may be refused. This is available on our intranet, along with a Q&A with employees who have experienced flexible working.</i></p>
4. Action:	<p>Extending our management development to nurture emerging and established talent.</p> <p><i>We've successfully rolled out training for three levels of management – potential managers, middle managers and senior managers. This has resulted in 120 people attending either half-day, full-day or two-day programmes.</i></p>



THE NEXT 12 MONTHS

- We plan to train hiring managers to be aware of subconscious judgments and their impact on decision-making.
- We'll review the way we position ourselves to the external market and emphasise our commitment to supporting an inclusive workplace.
- We'll continue to develop schemes with our community partners that target young people from differing cultural and educational backgrounds, offering coaching, mentoring, career advice and workshops that help them with life-skills, employability and networking opportunities. By targeting these young people, we aim to help develop the next more diverse creative generation and feed our own talent pipeline.
- We'll establish ways to track and report how our new initiatives are progressing.

DECLARATION

I hereby confirm that the information contained in this report is accurate.

Signed

Date

25-3-2019

Rachel Addison
Chief Financial Officer
TI Media Limited