



raw

Gender Pay Gap Report  
2022



# Introduction

At RAW TV we aim for our workforce to be diverse, and for our culture and environment to be inclusive.

We expect all people to be accepted and treated with respect so that they can reach their full potential and deliver their best work whilst working with us.

All UK companies with 250 or more employees are required to publish gender pay gap information. At the time this data was collected (April 2022), Raw's workforce of both employees and freelance staff was made up of:

**265 people**,: 42% Male and 58% women.

## 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 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 2022

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

**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 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.

**NB:** *The Gender Pay Gap is different from 'Equal Pay'. The Gender Pay Gap is the difference between the hourly rate of pay of men and women, expressed as a percentage of the hourly pay rate of the men. Equal pay is the difference in pay between men and women who carry out the same or comparable jobs. At RAW TV women and men in comparable roles are paid equally.*

# Key Points

This is Raw TV's first year of reporting. We acknowledge that our Gender Pay Gap is higher than we would like or expect to see.

The Data is broken out into two groups – our permanent staff and our freelance staff.

- Our permanent staff "mean" pay gap is 16.9% and our "median" pay gap is –9%
- Our freelance staff "mean" pay gap is 19.9% and our "median" pay gap is 36%

These figures illustrate that we have fewer women in our senior long standing leadership team, creating both pay and bonus differentials in the upper quartile. In other quartiles our pay gap is minimal.

We are committed to ensuring over time that women are represented equally within higher paid roles in the company. And we will continue to work with partners to drive greater opportunities for women and to promote other initiatives to encourage career progression amongst women.

<sup>1</sup>The information provided is calculated in accordance with The Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

# Gender Pay Gap

At Raw TV our overall Mean Gender Pay Gap is **19%** and the Median is **33%**.

Difference between men and women's:	All Raw TV	
	Mean	Median
Hourly pay	19%	33%

Employees	
Mean	Median
16.9%	-9%

Freelance	
Mean	Median
19.9%	36%

# Bonus Pay Gap 2022

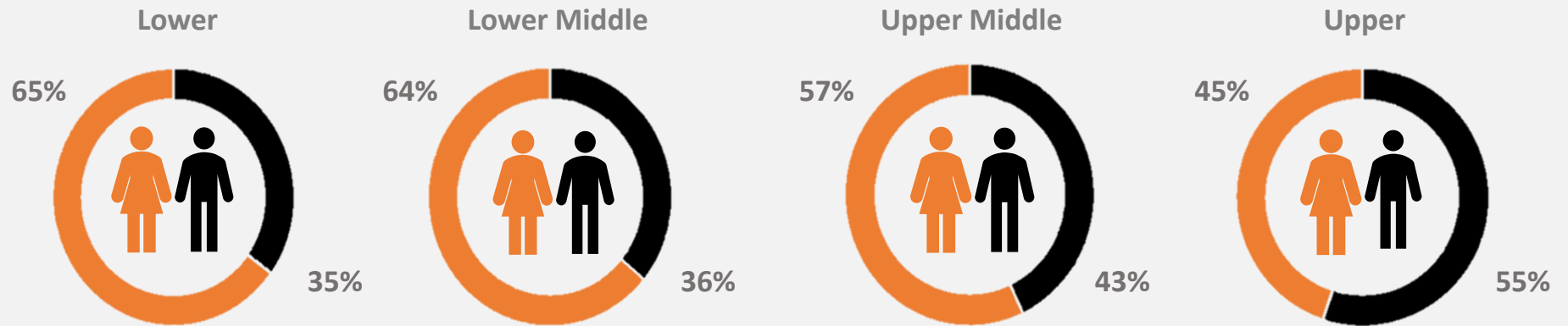
At Raw TV, our mean bonus pay gap is **53.9%** and the median is **53%**.

	Difference between men and women's Bonus Pay		% Total Workforce to Receive a Bonus	
	Mean	Median	Women	Men
Y/E April 2022	53.9%	53%	19.6%	21.4%

- Bonus figures include non-recurring payments to Raw leadership, established at the point of company acquisition, whom at the time were predominantly male.

# Pay Quartiles 2022

At the time of the 2022 reporting period, Raw's workforce of both employees and freelance staff was made up of 265 people, 42% male and 58% women.



# What are we doing to address the current gender pay gap?

## Key Initiatives



*Commitment to 50% of our Production Workforce being women, and 50% of our programmes being directed by women.*



*We are establishing bands for pay and bonuses and are reviewing pay equity as part of our recruitment process.*



*We are proactively recruiting women into our senior team. We are offering 'fast track' opportunities through our 'Rise at Raw' scheme, offering 'on the job' training and mentoring for people joining the business.*



*We are revising maternity and paternity leave to enable new parents to have access to equal responsibilities in childcare commitments*

*Fiona Clarke*

Fiona Clarke (Apr 3, 2023 16:46 GMT+1)

Fiona Clarke

COO