

# STV 2020 Gender Pay Report

## Our gender pay profile

**2020 MEAN**  
**15.6%**

**2019 MEAN**  
**21%**

**2020 MEDIAN**  
**14.6%**

**2019 MEDIAN**  
**11.9%**

The mean gender pay gap is the difference in average hourly rates of pay between men and women as at the snapshot date of 5 April 2020, expressed as a percentage of male earnings.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

## Understanding our profile

There has been a **26% reduction year on year in the mean gender pay gap**, from 21% in 2019 to 15.6% in 2020. We have also seen a **32% reduction in our mean gender pay gap over 3 years since 2018**.

The mean gender pay gap arises as a result of a higher proportion of men than women in senior roles. To address this, the Company has **set a target to achieve gender balance across the top 25% of roles (defined by earnings) by 2023**.

To support attainment of this target, a range of measures have been implemented to continue to support women to progress through the organisation into senior roles. In April 2020, **45% of the top 25% of roles (defined by earnings) were held by women, an increase of 5% year on year**. This increase in the number of women in senior roles has resulted in a **43% reduction in the mean gender pay gap in the upper pay quartile** from 21% in 2019 to 11.9% in 2020.

**Outwith the top 25% of roles (defined by earnings), the mean gender pay gap reduces significantly to 7.7%.**

The increase in the **median pay gap** is driven by an increase in the proportion of women in the lower and lower middle pay quartiles (an increase of 6.5% year on year).

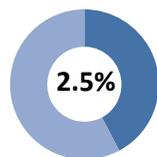
## Bonus pay

There has been a **29.4% reduction year on year in the mean bonus gender pay gap** and a **21% increase in the proportion of females receiving a bonus**.

## Quartile pay bands

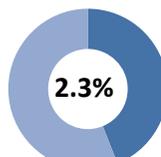
### Lower

■ Male (42%)  
■ Female (58%)



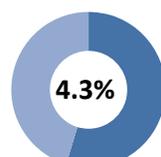
### Lower middle

■ Male (44%)  
■ Female (56%)



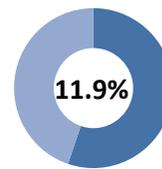
### Upper middle

■ Male (55%)  
■ Female (45%)



### Upper

■ Male (55%)  
■ Female (45%)



2.3% Excl Mgt Board

**The mean gender pay gap is 7.7% across 75% of all roles**

Mean gender pay gap and proportion of women and men in each pay quartile

## Proportion of men and women awarded bonus



**16.2%**  
men receiving  
bonus pay



**20.1%**  
women receiving  
bonus pay

## Bonus gender pay gap

**MEAN**  
**44.6%**

**MEDIAN**  
**46.4%**

The Company's bonus gender pay profile is also influenced by a higher proportion of men than women holding senior roles. These roles, which attract higher levels of remuneration, have a higher bonus opportunity.

- Figures are based on all permanent and fixed term STV employees
- The Management Board and PLC Board volunteered to take a reduction to their base salaries/fees as part of a programme of measures implemented to conserve costs in response to the impact of Covid-19. These reductions were in place at the reporting date of 5 April 2020 and have the effect of reducing the mean gender pay gap by 1.6% to the reported figure of 15.6%.

## Open Access Charter

To support our target of achieving gender balance across the top 25% of roles (defined by earnings) by 2023, a range of measures have been implemented to encourage more women to remain with the Company and to support them in progressing through the organisation to the most senior roles.

Talent acceleration	Diverse talent pipeline	Work Life balance	Culture
<ul style="list-style-type: none"> <li>➤ Regular succession planning is undertaken to assess and strengthen our talent pipeline for senior roles</li> <li>➤ We continue to enhance our leadership capability through divisional leadership and management development programmes</li> <li>➤ Development programmes including <i>Pathway News</i> and <i>Pathway Digital</i> are focused on developing potential and providing skills and experience to support an individual's future career path in the business</li> <li>➤ All career development programmes strive to achieve 50:50 gender profile in each cohort</li> <li>➤ The <i>STV Career Enhancement Programme</i> will provide placement opportunities with STV Growth Fund businesses to support development of commercial skills</li> </ul>	<ul style="list-style-type: none"> <li>➤ The introduction of a new online application form, available in accessible formats, enables all candidate profiles to be anonymised</li> <li>➤ Contacts 'hack' events held at a divisional level to expand talent networks and pipelines</li> <li>➤ Through our Open Access Training Programme we partner with <i>Equate Scotland</i> to provide two STEM (Science, Technology, Engineering &amp; Maths) placements in our Digital business to encourage women to consider a career in a STEM related role</li> <li>➤ In partnership with <i>Women In Journalism</i> we are developing female contributor talent for our News &amp; Current Affairs programming by offering media and studio familiarisation training and networking opportunities</li> <li>➤ Partnership with <i>Rise Up</i>, an industry-led schools outreach programme designed to educate children about engineering and technology opportunities in broadcasting</li> <li>➤ The STV/RTS Bursary Scheme has entered its second year and is supporting 20 students studying Journalism, TV Production and Technology with financial and career development support</li> </ul>	<ul style="list-style-type: none"> <li>➤ Our <i>Returns</i> programme supports primary carers in achieving a smooth return to work from maternity, shared parental or adoption leave</li> <li>➤ <i>Returns</i> includes meetings with key stakeholders, the offer of a mentor and access to a peer support network</li> <li>➤ Partnerships with <i>Take Two &amp; Share My Telly Job</i> to promote job sharing opportunities across production based roles</li> <li>➤ Support for colleagues in balancing their career with parental or carer responsibilities through promotion of family friendly policies</li> <li>➤ All managers receive training to support them in delivering our commitments within our family friendly policies</li> </ul>	<ul style="list-style-type: none"> <li>➤ An extensive Diversity &amp; Inclusion awareness programme provides regular updates on progress and reinforces the role and responsibilities of all colleagues in ensuring an inclusive culture</li> <li>➤ Inclusive hiring training will be rolled out to all managers across the business</li> <li>➤ Equality and diversity has been incorporated into our induction for new joiners and has become an established criterion of all recruitment selection processes</li> <li>➤ Our Balance peer group provides a forum for open conversation around culture and development opportunities for women and its mission is to support our target to achieve gender balance in the top 25% of roles by 2023</li> </ul>