GLOBAL RADIO SERVICES LTD

GENDER
PAY GAP REPORT

—

2018

global

INTRODUCTION

In April 2017, Global's Gender Pay Gap (GPG) was 34.5% and we committed to work to close the gap. Our workforce is balanced and fluctuates each month somewhere between 45%/55% female and male employees however, we recognise that not having enough women in senior leadership roles is a significant factor in driving our GPG.

In 2018, we are pleased that we have made some improvement across all measures, and reduced the GPG to 32.7%. Whilst we are happy that this is going in the right direction, it remains a key priority for Global, and creating a diverse and fair culture continues to be incredibly important. However, we recognise that this is a long-term strategy that takes time and focus, and that we won't look different overnight. We have identified a number of initiatives existing and new, that will help us to continue to improve.

Entry Talent

In September 2018 we launched our first ever Global Apprenticeship scheme, welcoming 17 apprentices and graduate apprentices into roles our Programming, Digital, Video, Marketing, Technology and Commercial teams. We partnered with the Global Academy to support the transition from education into employment. 53% of the intake were female and from a BAME background.

Training & Development

In 2018, we launched a new leadership programme focussed on supporting managers in the development of different styles of leadership, confidence and influential communication. It is a 6 month programme of group workshops and 121 coaching, and for the first alumni we have identified 20 female middle managers to support them in growing their careers at Global. The programme culminates with a presentation from each participant to the Executive team.

WHAT IS THE GENDER PAY GAP?

THE GENDER PAY GAP…

Is a measure of the difference in the average hourly rate of pay (total earnings) and bonus of women and men.

Not to be confused with

EQUAL PAY…

Is women and men being paid the same for the same work.

Our data refers to the earnings of our UK based workers for the 12 month period ending April 2018.

I confirm that the data reported is accurate

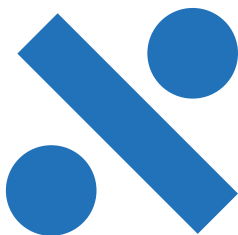Sarah Homer
Director of People and Culture

HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

MEAN

The mean gender pay gap looks at the percentage difference in average hourly pay of the women at Global as compared with the men.

Total Hourly Rate of Pay for Female/Male

Total Number of Female/Male

The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve month period to both female and male employees.

MEDIAN

The median gender pay gap reflects the percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men, respectively.
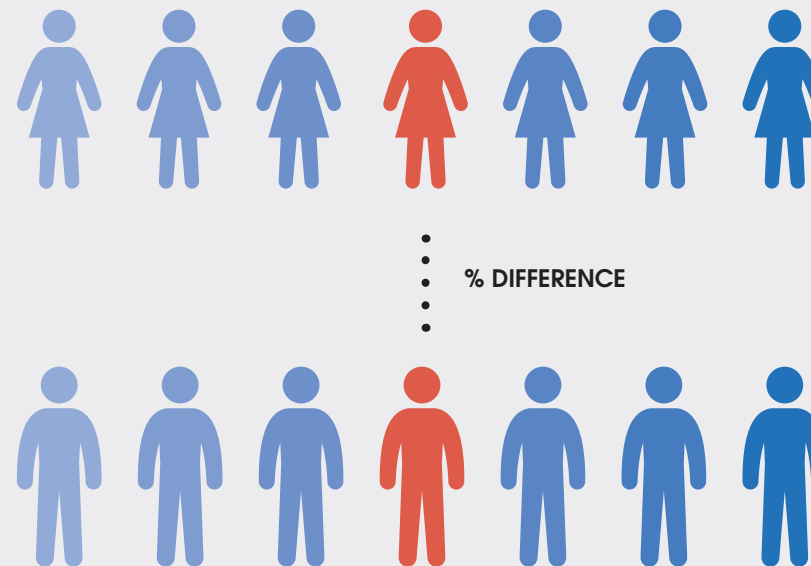
One way of looking at this is lining up all female employees in order of their hourly rate of pay and then doing the same for all male employees.

You then calculate the percentage difference between the middle female and male employee

LOWEST PAID　　　**THE MEDIAN**　　　**HIGHEST PAID**

% DIFFERENCE

ORDINARY PAY – FEMALE PAY % LOWER THAN MALE

Difference between Women & Men

	Mean	Median
Hourly fixed pay	32.7%	19.4%
Bonus paid	39.3%	2.6%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2018). It also captures the mean and median difference between bonuses paid to women and men at Global in the year up to 5th April 2018

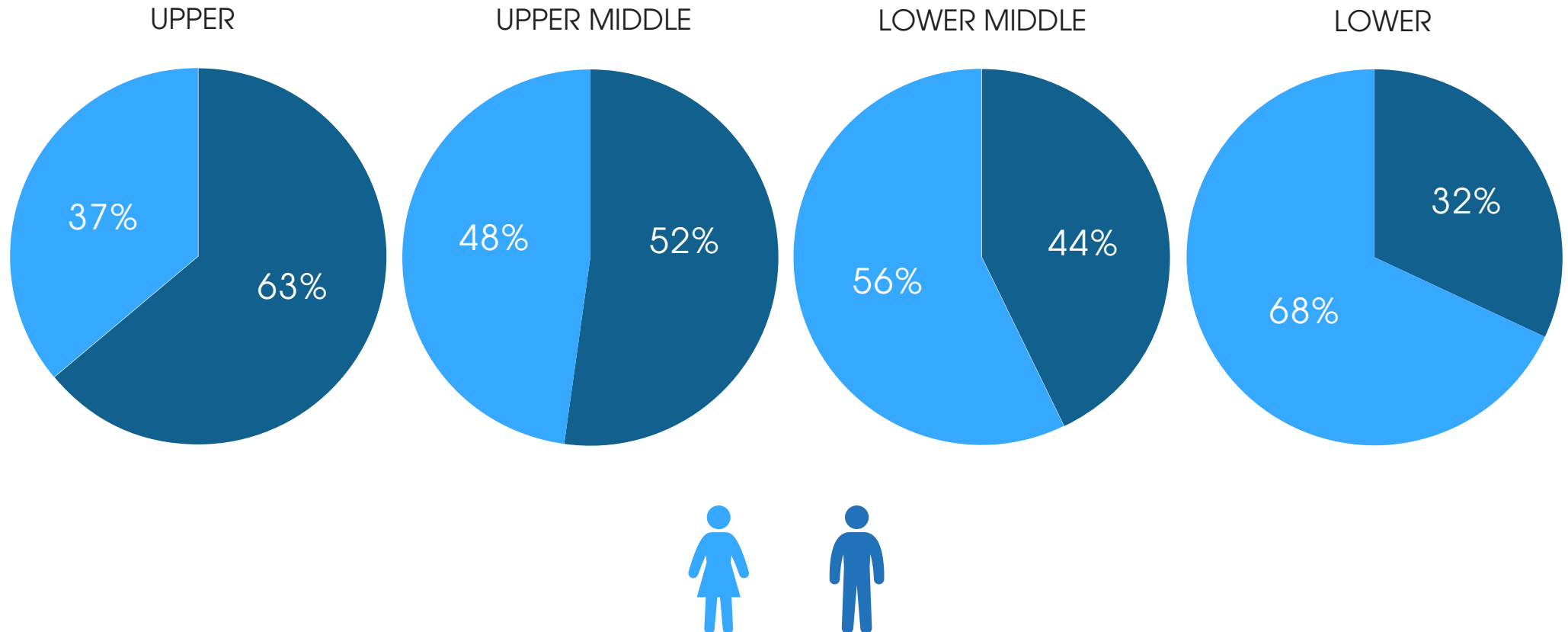# PROPORTION OF WOMEN AND MEN RECEIVING BONUS PAY

56.5%   45.1%

HOW MANY FEMALES/MALES ARE IN EACH QUARTILE OF THE PAYROLL?

UPPER

37%

63%

UPPER MIDDLE

48%   52%

LOWER MIDDLE

56%   44%

LOWER

32%

68%

Proportion of females and males in each pay quartile, each quartile contains 370 employees