



Gender Pay Gap

2021 REPORT

Understanding the numbers

Pay Gap vs Equal Pay

There is often confusion about the difference between the gender pay gap and equal pay, but they are not the same thing:

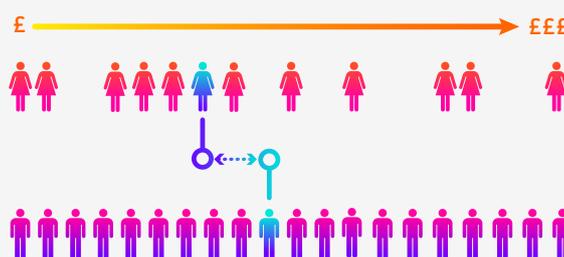
The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or how senior they might be. Equal pay looks at the pay difference between a man and women doing the same role.

The calculations

When calculating our gender pay gap, we're legally required to do more than just add up the basic salaries and provide two different measures. The calculations include basic pay, performance related pay and allowances.

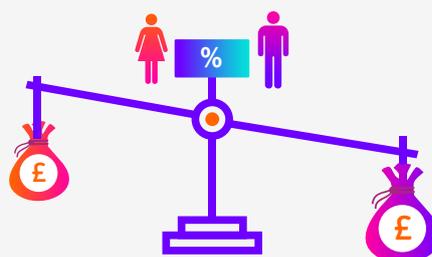
Median pay gap

For the median pay gap, if we lined up all our men and women in two rows, from the lowest to the highest paid, the median shows the difference in pay between the middle-man and middle-woman.



Mean pay gap

The mean shows the difference between the average pay of all men, and all women.



We also provide the median and mean measures for the bonus gap, as well as showing the percentage of men and women who received a bonus.

Our Gender Pay Gap

The numbers

		2020	2021
Overall Gender Pay Gap	Mean Pay Gap	11.7%	9.8%*
	Median Pay Gap	10.0%	6.9%
	Mean Bonus Gap	25.6%	36.0%
	Median Bonus Gap	33.6%	28.7%

*National average is 14.9%

		2020	2021
Bonus eligible	Male	81%	88%
	Female	78%	83%

		Male		Female	
		2020	2021	2020	2021
Sky Overall Pay Quartiles	Upper	70%	70%	30%	30%
	Upper Middle	67%	65%	33%	35%
	Lower Middle	70%	69%	30%	31%
	Lower	55%	57%	45%	43%

Understanding our results

Overall, our gender pay gap is caused by two reasons, having proportionally more men than women in our higher pay quartiles and more men than women in more senior roles, particularly within our larger business areas such as Technology and Product. Click here to view [quartiles for all Sky business entities](#).

Even though we have seen a gradual improvement in the number of women in higher paying positions, we still have proportionally more men than women in upper pay quartiles and senior roles, such as those found across our technology divisions. From our research, we know it's this gender imbalance that's the key driver of our gender pay gap at Sky.

We're continuing to see steady progress across Sky with both our mean and median pay gaps closing again this year. But we know there's work to do. So we're continuing to lead programmes and initiatives to increase female representation across all areas and levels of Sky.

Our Gender Pay Gap

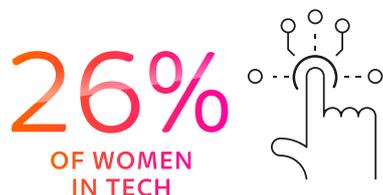
Our 2021 Gender Pay Gap report shows progress including:



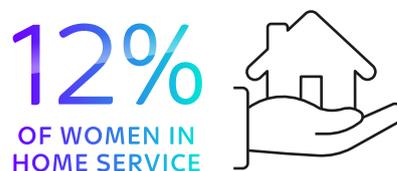
in the number of women in our top 150 earners, showing an increase in female representation in our top pay quartiles.



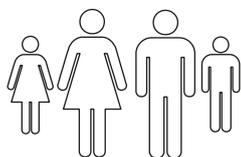
in the number of women in our top 50 bonus earners this year from 2019, helping to close the bonus gap.



is an increase in the representation of women in our Technology and Product roles from 17% in 2014 to 26% in 2021.



increasing female representation from 2% in 2017 to 12% in 2021, largely driven by our Women in Home Service initiative.



Progress towards our 50/50 gender balance in senior leadership goal, improving from 31% in 2014 to 37% in 2021.

How we're closing the gap

In 2021 we piloted a brand-new **Upskilling & Encouragement programme** for women who are mid-level Software Developers. The programme focuses on technical skills training and candidates are supported after completing the programme to find a senior role at Sky. Following this successful pilot, we hope to continue the programme across more departments in Technology and Product.

Our **Get into Tech initiative** is in its 6th year providing free training for women in basic software development. The programme requires no previous technical experience and opens doors for more women to get into Technology. 2022 marks our biggest intake since the programme began with 72 new starters. The programme has so far helped over 200 women start a career in Technology.

Our Gender Pay Gap

How we're closing the gap (continued)

Our **Women into Home Service** trainee programme is a 4 month 'try before you apply' experience, resulting in more women graduating to secure permanent roles with a higher salary. Since this programme was founded in 2018, the percentage of women in Home Service has jumped from 2% to 12%.

Since 2018, our **Women in Leadership initiative** has seen 100 participants take part with 30% being promoted to "Head of" level after completing the programme.

We know closing our gender pay gap is a long-term project and we will continue to carefully monitor our progress to make sure our initiatives continue to make change and that this change is sustained for the future.

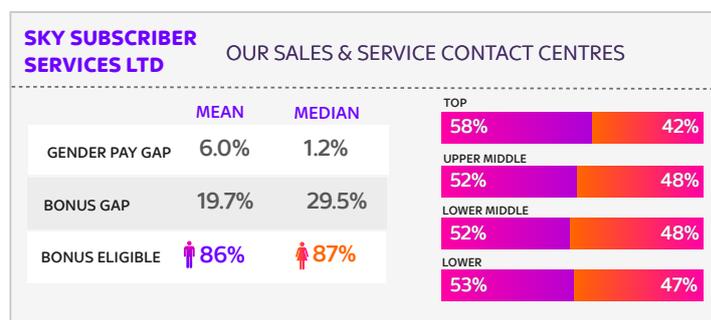
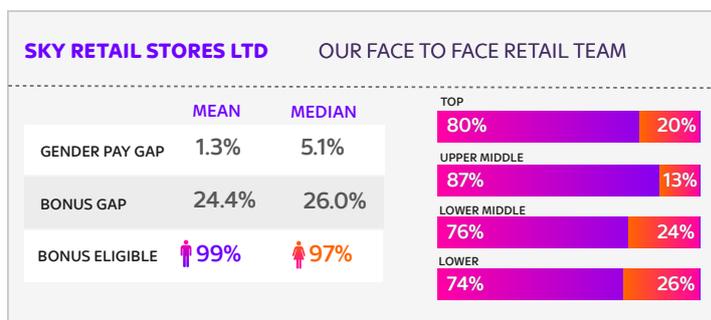
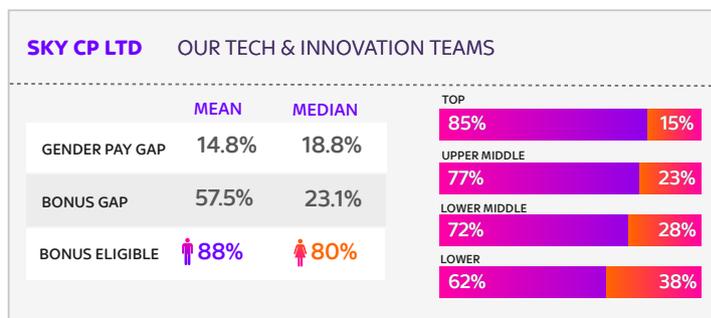
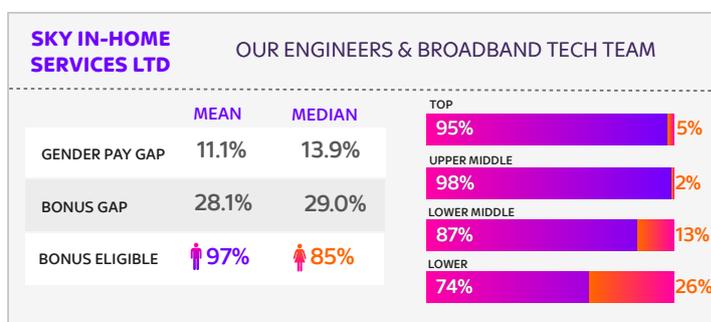
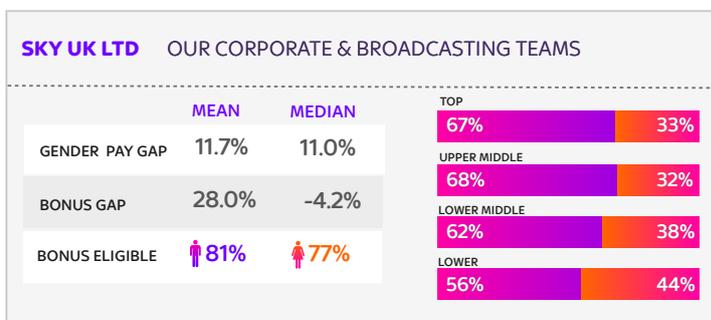
Our commitment to inclusion

We take pride in our approach to diversity and inclusion: we've been recognised by The Times and Stonewall for our commitment to diversity, and we've set ambitious 2025 targets to continue to increase diversity and representation. We've also committed to investing £30 million across our markets over a three year period to improve our approach to diversity and inclusion, and to tackle racial injustice.



Figures for Sky business entities

This report presents the overall gender pay gap figures for Sky in the UK. We're also required to publish data for each of the five different employing entities that make up our UK business



I confirm that the results contained in this report
have been generated and fully audited in accordance
with the Equality Act 2010 (Gender Pay Gap
Information) Regulations 2017.

A handwritten signature in black ink, appearing to read "Debbie Klein".

Debbie Klein
Chief People Officer

