1. **Gender pay v equal pay**

- UK legislation requires organisations with more than 250 employees to publish their gender pay gap figures.
- Gender pay is often confused with equal pay but they are not the same thing.
- Gender pay looks at the average pay of men and women across the whole business, regardless of role or seniority.
- Equal pay looks at the difference in pay between a man and a woman doing the same role, with the same skills and experience.

2. **The calculations**

We are required to publish figures on bonus pay, our pay quartiles and the gender pay gap. These figures will be published on the Government’s website www.gov.uk and on www.skygroup.sky

3. **Our overall Sky results**

Our gender pay gap

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<tbody>
<tr>
<td>SKY PAY GAP vs 2017</td>
<td>11.4%</td>
<td>17.3%</td>
</tr>
<tr>
<td>NATIONAL AVERAGE GAP*</td>
<td>17.2%</td>
<td>18.4%</td>
</tr>
<tr>
<td>SKY BONUS GAP</td>
<td>43.3%</td>
<td>40.1%</td>
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</table>

*Source: ONS.gov.uk, 2018

Consultant workers were included in the 2017 bonus figures, but have been excluded in 2018 as they do not meet the legislative criteria. As these workers are not eligible for bonus pay this change has driven a slight increase in the % of both men and women receiving a bonus in 2018.

4. **How we’re closing the gap**

- Although changes in the business last year led to a slight drop in women in leadership, the long-term trend in all our focus areas is positive.
- We have several fantastic initiatives in place to help us achieve better gender balance in the workforce.
- Women in Leadership, which focuses on balancing gender in our most senior positions, has been strengthened this year with:
  - **Women in Leadership**: A programme for more junior women to build a stronger pathway through the organisation.
  - **Returns programme**: Hiring senior female leaders who’ve had a career break of 2 or more years.

5. **Building on our flexible and family friendly culture**

To support men and women achieve their ambitions at work and in life, we’re constantly taking steps to tackle structural gender bias that exists right across society. In 2018 we:

- **Paternity leave**: Tripled paid leave to 6 weeks, plus another 6 weeks unpaid within the first year (statutory entitlement is 2 weeks).
- **Flexible working**: Encouraged a more personalised approach to working patterns defined by each team.
- **Shared parental leave**: Raised more awareness that both parents can share 50 weeks off when a child arrives with Sky dads sharing their own experiences on social media.

6. **Our progress is recognised**

Not all of our initiatives will have an immediate effect on our gender pay gap, but we’re proud to be recognised for building a sustainable approach.