



BFI Gender Pay Gap Report: as at 31 March 2017

Background

The Gender Pay Gap legislation requires organisations with 250 or more employees to publish statistics to show how large the gender pay gap is within the organisation. The following statistics are required:

- Mean hourly rate gender pay gap
- Median hourly rate gender pay gap
- Mean bonus payment gender bonus gap
- Median bonus payment gender bonus gap
- The percentage of male and female employees who received bonuses
- The percentage of male and female employees in each pay quartile

The following data is taken as at 31 March 2017 and relates to the period 01 April 2016 to 31 March 2017.

The gender pay gap is designed to show the difference in the average pay between all men and women within a workforce. It is different to equal pay which looks at the differences in pay between male and female employees in the same or similar jobs of equal value.

BFI Gender Pay Gap

| | | |
|---|--------|------|
| Percentage of staff as at 31 March 2017 | Female | Male |
| | 49% | 51% |

Mean Gender Pay Gap: 0.46%

Median Gender Pay Gap: 3.85%

The mean gap between men and women's average hourly rate at the BFI is 0.46% in favour of men and the median difference is 3.85% in favour of men.

The [Civil Service](#) published an 11.0% (mean) and 12.7% (median) gender pay gap in 2017. In comparison with others within the screen sector:

The [BBC](#) has published a 10.7% (mean) and 9.3% (median) gender pay gap

[Channel Four](#) has published a 28.6% (mean) and 24.2% (median) gender pay gap.

BFI Bonus Pay Gap

Percentage of female and male employees who received a bonus in 2016/17:

| Female | Male |
|--------|--------|
| 19.55% | 18.18% |

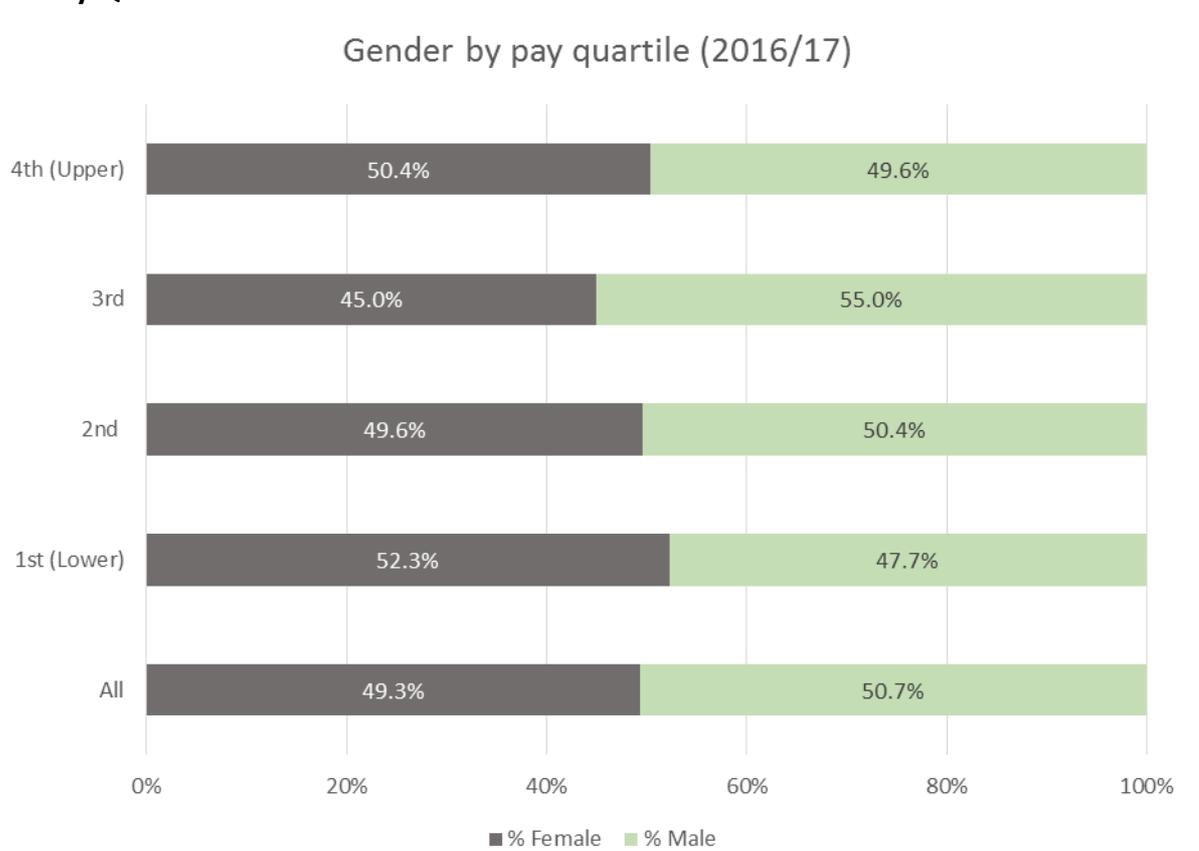
Mean Bonus Pay Gap: 21.38%

Median Bonus Pay Gap: 55.82%

As per the civil service guidance the bonus gap calculations include any payments made to staff whether performance related or not (such as childcare allowances, gym and cinema ticket allowances available to employees). There are no performance related bonuses paid to our employees outside of the BFI Executive. Details of executive bonuses are available in the BFI's [annual report](#).

When looking at those who received a bonus payment in 2016/17, 48% were female and 52% were male. The bonus gap is partly explained by the larger percentage of women who received a bonus payment working part time (and therefore receiving a pro-rated payment 27.1%) compared to men (11.5%).

BFI Pay Quartiles



For most of the pay quartiles, men and women are split almost evenly, however, our 3rd quartile is more heavily populated by men (55%) compared to women (45%). This helps explain the slightly higher median gender pay gap, compared to the mean. The 3rd quartile represents our junior to middle management roles.

What we are doing about the gender pay gap

Whilst we are encouraged by our results we recognise that they represent a snapshot in time and we will be aiming to narrow if not reach a 'zero gap' position. We remain committed to increasing access to our opportunities and the diversity of our people profile. Our initiatives include:

Our Behaviour: to ensure that everyone feels included regardless of their background

- We have advised and implemented for the UK film industry initiatives to tackle bullying and harassment. We are rolling out unconscious bias training across the BFI in 2017/18, along with diversity and inclusion training for all in 2018/19 which will also focus on our zero tolerance to any form of bullying and harassment and our commitment to 'treating each other well'.

Our Culture: Driving an open, inclusive and fair culture from the top

- We will be working with ENEI to develop our inclusive leadership approach
- Our brand values are 'Inspiring, Approachable and Responsive'.
- We will continue our campaign to ensure that all our people provide their profile information to enable us to better target our diversity and inclusion initiatives.

Our Pay: Rewarding all employees fairly, regardless of gender

- We pay the London Living Wage plus a differential to all employees across the BFI (regardless of their work base).

Our People Support: to ensure that we support and retain our people

- To encourage women returners (and support all working parents) we operate a generous childcare scheme, supported by flexible working practices and encourage shared parental leave on enhanced terms.
- We offer wellbeing initiatives throughout the year and participated in the MIND wellbeing index in 2017/18. We also provide an Employee Assistance Programme that is frequently used by employees for advice and support on a wide range of life topics.

Our Talent: Attracting plus identifying and supporting our talent and their progress

- We operate 'blind' recruitment at the longlisting stage and review our person specifications for each role to ensure they are the 'minimum requirements' to reflect the competencies required for the role. We are Disability Confident, using a similar process to also ensure that BAME candidates who meet our 'minimum requirements' for a role are also invited to first interview. We are long serving Stonewall Champions.
- We are looking at our succession planning plus talent identification and development to ensure that we have a plan in place for our mission critical roles and match these to our aspiring talent. We are looking at introducing apprentices in technical areas to support women into STEM initiatives (including into supervisory roles).
- We are one of five cultural organisations taking part in the Accelerate Programme, to support disabled and/or BAME employees ready for a move into management to help them to achieve their career goals. Our funded participant is female.