

Gender pay gap reporting

April 2023 – March 2024

Executive summary

Our Vision: A workforce who feel valued, empowered and engaged.

Our gender pay gap reporting is a key measure of our progress towards becoming a truly inclusive business. We are dedicated to building a culture where everyone feels a sense of belonging, fairness, and equality: a culture that enables our people to bring their best selves to work. This report demonstrates the strides we've made during the reporting period, highlights our successes and outlines our plans to continually improve, ensuring there are no barriers to success.

Arqiva's ongoing commitment to inclusion and diversity is reflected in the results from the April 2023 – March 2024 reporting period. Our mean gender gap has improved to 6.1% from 8.7% in the previous reporting period.

Our median gender pay has improved to 10.9% compared to 12.2% in the previous reporting period. While we remain significantly below the average gender pay gap in our sector (15.3% for TMT sector), and this report highlights some of our successes and improvements made in the reporting period, we are also focused on our future plans for progress.

Strengthening diversity & inclusion

During this reporting period, we launched a refreshed diversity & inclusion strategy and approach, one where our mission is that every contribution is heard, every perspective is valued, and every individual feels empowered to be successful.

In a world where 'return to office' mandates are becoming more frequent, our Work.Life.Smarter approach to flexible and hybrid working acts as a differentiator, empowering colleagues to make informed decisions about how they work and collaborate; appreciating the benefits of working remotely and collaborating together face-to-face. This initiative continues to be a major driver of engagement, with a work-life balance score of 76 in our latest employee engagement survey: 7 points above the UK benchmark and enabling our ability to attract diverse candidates from across the UK.

Empowering employee networks

Our incredible colleague networks (employee resource groups) continued to grow and strengthen in this reporting period. Our group of Diversity Ambassadors once again increased in number and during this reporting period we launched 3 brand new networks: our Pride network to provide support to LGBTQ+ colleagues and raise awareness and education, our Veterans network: a space for veterans to connect with people who have shared lived experiences and the Eldercare network, a place for those with eldercare responsibilities and experience (past and present) to ask questions, share knowledge and be there for each other.

We also relaunched our neurodiversity network Spectrum and discussed Autism Awareness across different working environments.

We are delighted to have joined InterMedia, a network of Pride groups in the broadcast and media sector and look forward to future collaborations.

Driving inclusion through action

We are committed to embedding inclusion across every aspect of our business:

Diversity data collection: We improved data completion rates from 47% to 62%. This positive trajectory continues and we aim to reach 80% by the end of the next reporting period so we can make informed strategic decisions based on representative data.

Attracting diverse talent: During the reporting period we brought our Talent Acquisition team in house so we now have a strong, passionate team who are using data and best practice to continually refine their approach to attracting and hiring all forms of diverse talent.

Female representation across our senior leadership team (Executive Committee and their direct reports) remains a strength. We have welcomed new female talent, with over 50% of our senior hires in the period being women. Women now represent 40% of our senior leadership team.

This significant milestone underscores our unwavering commitment to fostering an inclusive and diverse workplace. We were immensely proud that our September 2023 graduate cohort was 58% female and even prouder that our next cohort in September 2024 is projected to be 75% female. This far outperforms the technology and engineering sector which typically tracks at 30% female graduate hires.

Partnerships for progress: We deepened relationships with organisations like Inclusive Employers, Henpicked (menopause support), and Tommy's (pregnancy, fertility and parenting at work), ensuring we leverage best practices and tools.

Meeting wellbeing needs: During the reporting period, we placed first in Vitality's Britain's Healthiest Workplace in the highly competitive over 1000 employee category. The data we received as part of the initiative allowed us to look at our colleague's health through a gender lens, meaning we were able to identify stressors and blockers that were disproportionately impacting our female colleagues and design interventions to support them.

Our commitment to equitable pay and recognition ensures fairness across all colleagues regardless of gender or background.

Our external diversity and inclusion partnerships enable us to learn from good practice and keep challenging ourselves to be better.

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We continue to work closely with Inclusive Employers and Tommy's, who delivered a number of education sessions for colleagues across International Women's Day, Black History Month, International Men's Day, Pride and National Inclusion Week.

We also work closely with our many benefit providers to leverage their resources on gender related health and wellbeing, and inclusion related support tools. An example of this is the availability to colleagues of the newly launched PodPlan platform which offers a catalogue of resources and information regarding caring for elderly relatives, a growing concern both within the organisation and across the country.

Looking ahead

In 2024, we plan to launch additional employee-led networks, including Arqiva's Black Network, and, for the first time, join our customers in marching at London Pride as part of InterMedia. We plan to re-launch our colleague learning offer to focus on all aspects of inclusion.

Measuring and understanding the gender pay gap continues to drive our resolve to improve the experience across every stage of the employee lifecycle. We continue to apply consistent pay and recognition principles which ensure equitable treatment across all colleagues regardless of gender and background. We continue to have an aspiration of hiring more women into our Operations and Technology functions to help us achieve a more balanced gender mix.

The data and actions outlined in this report reaffirm our ongoing commitment to making Arqiva a place where everyone can thrive and we are proud to continue building an inclusive future for all.



Shuja Khan
Chief Executive Officer

Statutory declaration

What's the difference between the median and mean gender pay gap calculations?

The median gender pay gap is the difference between the midpoints of the hourly earnings of men and women in the sample; it takes all salaries/earnings in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean gender pay gap is the difference between the average hourly earnings of men and women in the sample; it takes the total cost of salaries for each sample and then divides these figures by the number of people in each sample.

While both figures are relevant, the median is often seen as a more representative measure as it's not impacted by 'outliers' – the individuals that are at the extreme top or bottom of a salary range.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act (Gender Pay Gap Information) Regulations, 2017.



A handwritten signature in black ink, appearing to read 'Shuja Khan'.

Shuja Khan
Chief Executive Officer



A handwritten signature in black ink, appearing to read 'Sarah Jane Crabtree'.

Sarah Jane Crabtree
Chief People Officer

Our figures

Gender pay and bonus gap

The table shows our overall mean and median gender pay data as a snapshot on 31st March 2024.

Gender pay gap

Mean	Median
6.1%	10.9%

Gender bonus gap

Mean	Median
9.2%	8.5%

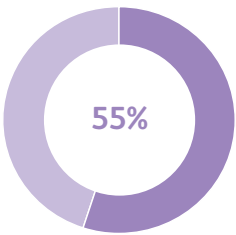
As outlined in the introductory section, this reporting period has seen a decrease in both our mean and our median gender pay gap. Our mean gender pay gap is 6.1% and our median gender pay gap is 10.9% compared to 8.7% (mean) and 12.2% (median) in the previous reporting period.

The mean gender bonus gap data shows an improvement compared with the previous year. The median gender bonus gap has increased since the previous year, this has been impacted by our gender distribution across pay quartiles (and associated 'on target' bonus levels) and the number of male colleagues in receipt of legacy bonus arrangements. Our mean gender bonus gap is 9.2% and our median gender bonus gap is 8.5% compared to 24.1% (mean) and 2.1% (median) in the previous reporting period.

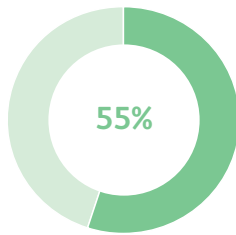
Proportion of colleagues receiving a bonus

These charts illustrate the difference between the number of men and women being paid a bonus for their performance between April 2023 and April 2024. In the period, an equal percentage of men and women received a bonus.

Men



Women

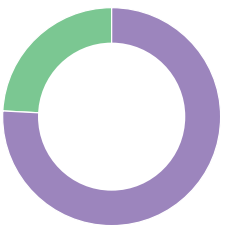


Eligibility to receive a bonus payment in any given year is based on being employed on or before 31 March as a new starter, or in service on 30 June. Because of the normal nature of staff turnover, these figures are always going to fluctuate and are not representative of eligibility relative to gender.

Pay quartiles

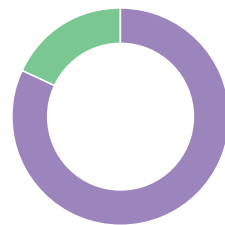
The information below illustrates the gender distribution at Arqiva across four equally sized quartiles, each containing a varied population spread of approximately 300 people in each quartile.

Upper



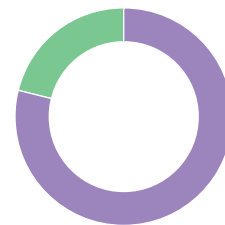
Men: 76%
Women: 24%

Upper Middle



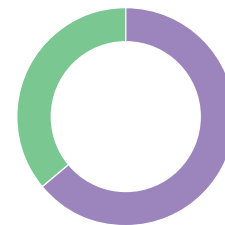
Men: 82%
Women: 18%

Lower Middle



Men: 79%
Women: 21%

Lower



Men: 64%
Women: 36%

Like many organisations in the science, technology, engineering and maths (STEM) sector, our pay quartiles demonstrate that we continue to be male dominated. Whilst we have seen encouraging improvements in female representation in the upper and upper middle pay quartiles since the last period, there would need to be the same ratio of men to women in each quartile for there to be little or no gender pay gap. This is simply a factor of our environment and we recognise that if we are to continue to close the gender pay gap then we need to not only have a better balance of women in senior positions, we also need to continue to invest in creating a more diverse talent pipeline.

Contact information

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