

phd



Gender Pay Gap Report



2017

Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap looks at the overall pay of men and women, not taking into account their roles or seniority. This means that the Gender Pay Gap does not provide any insight into Equal Pay, which is the requirement to pay men and women equally for work of equal value.

At PHD Media, as part of the Omnicom Media Group, we are continually looking at ensuring that all our staff are paid fairly for the work that they do.

PHD Media is required to carry out Gender Pay (Gender Pay Gap Information) Regulations 2017.

All data in this report is taken from the 12 months prior to 5th April 2017 and includes the employees of PHD (London & Manchester) and Rocket, which was part of the same legal entity at the time of the snapshot.

We believe that by analysing our data we will be able to identify actions to help us improve our position still further.

LEGISLATIVE REQUIREMENTS

- All UK companies with 250 or more employees on 5 April 2017 are required to publish specific gender pay information:
 - mean and median gender pay gap
 - mean and median gender bonus gap
 - proportion of males and females receiving a bonus
 - proportion of males and females by quartile pay band
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately
- The mean and median gender pay gap is based on hourly rates of pay as at 5 April 2017
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2017
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts

The maths

If – like most people – you can't remember the difference between mean and median calculations from your school days, here's a definition of each to make the numbers we are publishing more meaningful.

THE MEAN:

The mean is calculated by adding all the hourly rates of pay earned by gender and dividing this total by the total number of people in scope.

THE MEDIAN:

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay by gender from lowest to highest and comparing the middle value.

Generally, the median figure is seen as the more representative figure. This is because the median is not skewed or affected by extreme values, such as very high or low-paid outliers.

The median figure is used by the Office of National Statistics and, if you've read any press coverage of other organisation's published figures, this is almost certainly the figure that will have been quoted.

Mean and median gender pay gap

Overall, our median gender pay gap for hourly pay is 2.56%, so the median pay of men is slightly higher than the median pay of women.



Median
Gender Pay Gap:
2.56%



Mean
Gender Pay Gap:
15.56%

PHD's mean gender pay gap is a difference of 15.56% between mean pay for men and mean pay for women.

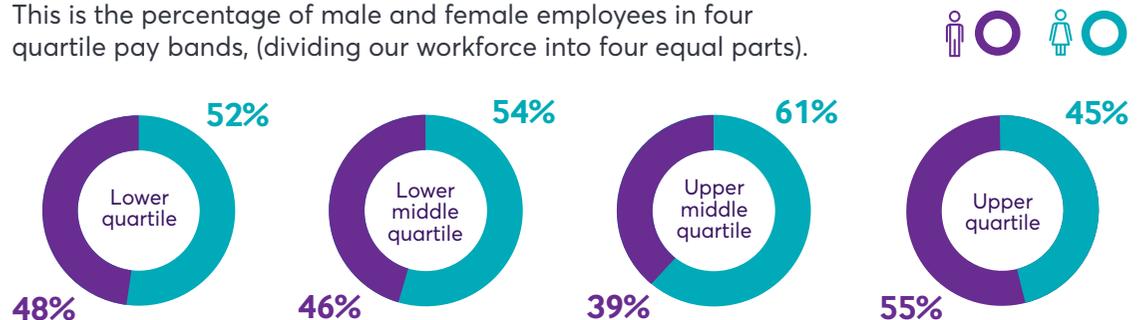
The UK average gender pay gap is 18.4%*

*From the Office of National Statistics



Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).



Mean and median gender bonus gap



Median Bonus

Gender Pay Gap:

0%



Mean Bonus

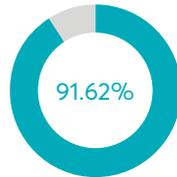
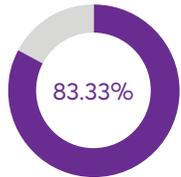
Gender Pay Gap:

69%

The bonus pay gap reported here is based on all bonuses paid in the 12 months before 5 April 2017.

We are happy to report that our median bonus pay gap is zero. As we mention, this is generally considered to be the most representative figure. However, we do appreciate that the mean bonus gap figure is higher, with men being paid higher bonuses than women.

PROPORTION OF BONUS BY GENDER:



To put this into context at PHD, bonuses are awarded on a discretionary basis to reward personal contribution and do not make up a significant part of remuneration packages. This means that a large percentage does not necessarily equate to a large monetary value.

Actions moving forwards



Inspiring more female talent into data, technology and analytics roles through our graduate, apprenticeship and intern programmes.



Encouraging more employees to embrace part-time and flexible working arrangements.



Rolling out unconscious bias training for all hiring managers to ensure our recruitment and hiring practices are free from bias.

DECLARATION

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Verica Djurdjevic,
CEO

OMNIWOMEN UK

To underscore our commitment to a gender inclusive environment, we are part of the omniwomen initiative, which is now active in 6 countries.

In the UK we have supported an Annual Summit since 2015, a forum where our future female leaders find inspiration and mentorship. Our goal with this event and its subsequent follow up sessions, known as basecamps, is to foster an environment where women feel they do not need to conform to "traditional" leadership stereotypes to be successful, but instead can be themselves, bringing their own leadership skills and attributes to our companies.

Here at OMG UK, we have been very successful at cultivating an environment where women can succeed and become leaders and we are proud that our gender pay gap reflects this.

We believe in programmes and initiatives that attract the best talent and foster a culture that gives our people the opportunity to succeed.



The Omnicom People Engagement Network (OPEN)

The umbrella group for all official Omnicom ERGs and D&I activities. It's important to us that our people encompass diverse backgrounds, experiences and perspectives and so OPEN, and its respective groups, work to foster an inclusive and engaging work environment as well increase networking and business opportunities. Not only is this the right thing to do, but it encourages fresh ideas and thoughts that stimulate creativity and provide outstanding innovation.

Want to learn more about OPEN or launch an official ERG?

Contact Sam Phillips, Chair, OPEN UK at Sam.Phillips@omnicommediagroup.com



OMNIWOMEN

Founded 2014, is dedicated to promoting networking and career opportunities for, and developing the skills of, Omnicom's future female leaders. There are chapters all over the world, including New York, China, the UK and Germany, to name a few!

Looking to get involved?

Contact this year's co-Chairs of Omniwomen UK ClareCryer@integer.com or Karina.Kielbinska@omd.com



OPEN PRIDE

Founded in 2016, promotes awareness, acceptance and advocacy by creating opportunities for leadership, visibility, community involvement, networking and business. Through its global chapters, OPEN Pride works to foster an inclusive and engaging work environment for Omnicom's LGBTQ+ community and its allies.

Want to learn more?

Contact this year's co-Chairs of OPEN Pride UK Paul.Haugen@fleishmaneuropa.com or Christine.Gibson@redwoodlondon.com