



# GENDER PAY GAP REPORT THE MILL LONDON

The Gender Pay Gap Report contains measures of the difference between the earnings of men and women across an organization (irrespective of roles and seniority). The median pay gap figures compare the midpoint in the range of men and women's hourly pay and bonuses (from the highest to the lowest), and the mean pay gap figure compares the average for hourly pay and bonuses.

**WE PAY BOTH EQUALLY FOR THE SAME ROLE ENSURING  
OUR OPPORTUNITIES AND POLICIES ARE FAIR AND EQUAL FOR EVERYONE.**

### OUR CURRENT GENDER SPLIT IS:



### PERCENTAGE DIFFERENCE BETWEEN MEN AND WOMEN FOR HOURLY PAY AND BONUS:

	MEAN	MEDIAN
HOURLY PAY	28%	31%
BONUS PAID	72.7%	43.2%

### PROPORTION OF EMPLOYEES RECEIVING A BONUS IN 2018:



### PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE:

	MEN	WOMEN
TOP	83.7%	16.3%
UPPER MIDDLE	76.1%	23.9%
LOWER MIDDLE	58.1%	41.9%
LOWER	61.3%	38.7%

We recognise the industry is under-represented across a range of areas, including gender. We are dedicated to improving diversity and actively demonstrate this through a number of internal and external initiatives:

#### RECRUITMENT

We commit to a 50% gender balanced candidate pool for all roles. All open positions are advertised internally to support structured and clear career paths.

Unconscious bias and recruitment training is mandatory for all managers and leaders with hiring responsibilities at The Mill.

When shortlisting candidates our mandated training is designed to ensure we hire from a fair and balanced selection of candidates. All external recruitment agencies and head-hunters are vetted to ensure they commit to the same inclusion values as The Mill.

Our continued recruitment outreach work has made a positive impact at the lower and lower-middle quartiles. At April 2018, female representation had increased from 38.1% to 38.7% across the lower quartile, and from 35.7% to 41.9% at the lower-middle.

#### TALENT AND OUTREACH

Our extensive school, college and university outreach programme targets establishments across the UK to promote careers at The Mill and the wider industry.

We work closely with internal departments and disciplines to select relevant talent to speak at a variety of internal and external outreach and recruitment events. We work to ensure that Mill speakers exemplify under-represented communities for all internal and external outreach and recruitment events.

We continue to lead the industry inclusion movement ACCESS: VFX that commits to creating meaningful change, targeting talent, education and parents. The committee is made up of 27 visual effects, games and animation studios and a further 9 industry bodies, colleges and training companies that includes Into Film, The UK Screen Alliance, Animated Women UK and Next Gen Skills Academy.

In 2018 ACCESS: VFX toured the UK and Northern Ireland for the month of October, delivering the largest VFX talent and outreach event in UK history. The tour visited 14 cities and 15 representatives of The Mill took part, helping to engage with over 3,000 young people. Alongside the tour, we created a highly successful e-mentoring scheme which has over 100 active participants from across the UK.

#### LEARNING AND DEVELOPMENT

We offer a fully inclusive training curriculum that includes leadership and management development for all members of staff.

We have both a new-starter and group-wide mentoring programme that pairs employees from different disciplines to ensure reciprocal mentoring across the business that provides career advice and support.

#### FAMILY POLICIES

We regularly review our parental leave policies to ensure they are in line with market expectations and provide an effective recruitment and retention tool.

We have a 56.5/43.5 female/male split of employees working part-time. As part of The Mill's Learning and Development curriculum, we regularly deliver training designed to educate managers and employees on the advantages of supporting flexible working arrangements.

#### DIVERSITY AND INCLUSION

To ensure that we continue to provide a supportive and inclusive working environment, The Mill has an internal inclusion network that meets on a monthly basis. The network is made up of 30 Mill champions tasked with continuing our work in this space.

In addition to The Mill's internal inclusion network, we have organised targeted events such as a breakfast and panel discussion on International Women's Day. The purpose of the breakfast was to create an open forum for The Mill's female employees to discuss issues that affect them on a daily basis as well as key concerns connected to the gender pay gap.

As a direct result, we will be establishing a dedicated internal focus group with the intention to take action and make positive change.

We continue to run annual events designed to offer inclusive opportunities, access to training and to diversity and inclusion awareness including:

- National Inclusion Week 2016, 2017 and 2018.
- National Learning at Work Week 2014, 2016, 2017 and 2018.
- World Skills LIVE 2017 and 2018.
- International Women's Day 2016, 2017 and 2018.



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On behalf of The Mill we confirm that our gender pay gap statement is correct as of Q1 2018

ROBIN SHENFIELD, CEO

REBECCA INNES, HR MANAGER

**THE MILL**