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 continue to lead the industry inclusion movement ACCESS: VFX that commits to creating meaningful change, targeting gender, diversity and actively demonstrating this through a number of internal and external initiatives:

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 regularly deliver training designed to educate managers and employees on the advantages of supporting flexible working arrangements.

DIVERSITY AND INCLUSION

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.

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

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.

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

Our continued recruitment outreach work: We highlight the positive impact of the gender pay gap statement.

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In addition to The Mill’s internal inclusion network, we have organised targeted events such as a breakfast and panel discussion on unconscious bias and recruitment training is mandatory for all managers and leaders with hiring responsibilities at The Mill.

In 2018 ACCESS: VFX toured the UK and Northern Ireland for the month of October, delivering the largest VFX talent and education and parents. The committee is made up of 27 visual effects, games and animation studios and a further 9 external organisations.

Our continued inclusion movement ACCESS: VFX that commits to creating meaningful change, targeting gender, diversity and actively demonstrates this through a number of internal and external initiatives.

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

In 2016, representation had increased from 53.5% to 57.9% across the lower quartile, from 75.7% to 92.7% in the lower-middle quartile.

In 2018 ACCESS: VFX toured the UK and Northern Ireland for the month of October, delivering the largest VFX talent and education and parents 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. As part of the tour, we created a highly successful e-mentoring scheme which has over 100 active participants from across the UK.

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Our continued recruitment outreach work: We highlight the positive impact of the gender pay gap statement.

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.

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

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LEARNING AND DEVELOPMENT

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

We work closely with internal departments and disciplines to select relevant talent to speak at a variety of internal and external events.

Our continued inclusion movement ACCESS: VFX that commits to creating meaningful change, targeting gender, diversity and actively demonstrates this through a number of internal and external initiatives.

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

We work closely with internal departments and disciplines to select relevant talent to speak at a variety of internal and external events.

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). This median pay gap figure compares 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 continue to run annual events designed to offer inclusive opportunities, access to training and to diversity and inclusion awareness including:

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The Mill's Learning and Development curriculum includes a number of internal and external initiatives:

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