

Because music matters



Gender Pay Gap Report 2018

Our gender pay gap

“ Although we have seen a slight improvement, we have a continuing gender pay gap as there are fewer women in senior positions than men at PRS for Music. We believe that real progress is achieved through influencing business culture and in 2018 we commenced our programme to recognise drivers of unconscious bias to better support our efforts to promote diversity and act inclusively. We also continued to take positive action with our new ‘Dignity at Work’ policy and by working with industry experts in diversity and inclusion.

We are making positive steps, but we know there is more we can do. As we look further ahead, we remain committed to engaging all levels of our business to encourage, support and exemplify our core values and celebrate our differences.

Pamela Harding, Human Resources Director

What is the gender pay gap?

Pay gap



Refers to the difference in average pay between two groups within an organisation’s workforce.

Under new legislation that came into force in 2017, all UK companies who employ more than 250 people are required to publish figures relating to their gender pay gap.

In terms of what is covered under the legislation, ‘pay’ refers to what PRS pays its employees, taken on a snapshot date of 5 April 2018, whilst ‘bonus’ relates to all bonuses paid within the 12 month reference period (6 April 2017 to 5 April 2018). The report only includes people who had a contract of employment at the time of the snapshot date. Some employees were also excluded if they were not receiving full pay (i.e. they were on sick leave, unpaid leave or maternity leave) on 5 April 2018. Unlike equal pay, which refers to paying a man and a woman the same amount for the same work, the gender pay gap figures refer to the difference in average pay between men and women across PRS. Gender pay gaps will be common across many industries and are driven predominantly by fewer women in senior management positions within their respective organisations.

What are our results?

Gender pay gap

PRS for Music gender pay gap figures.

Mean:

Everybody’s hourly pay added up and divided by the total number of employees.

16.8%*

Mean hourly pay gap.

Median:

Everybody’s hourly pay ordered from highest to lowest, with the median being the middle figure within a set of data.

9.7%*

Median hourly pay gap.

63.0%*

Mean bonus gap.

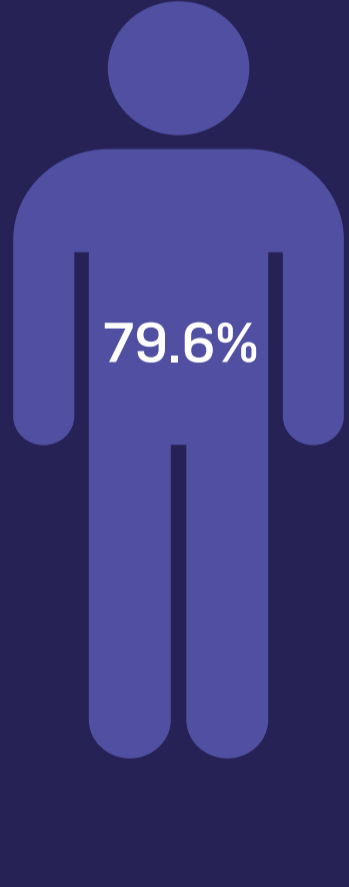
23.3%*

Median bonus gap.

* In favour of men

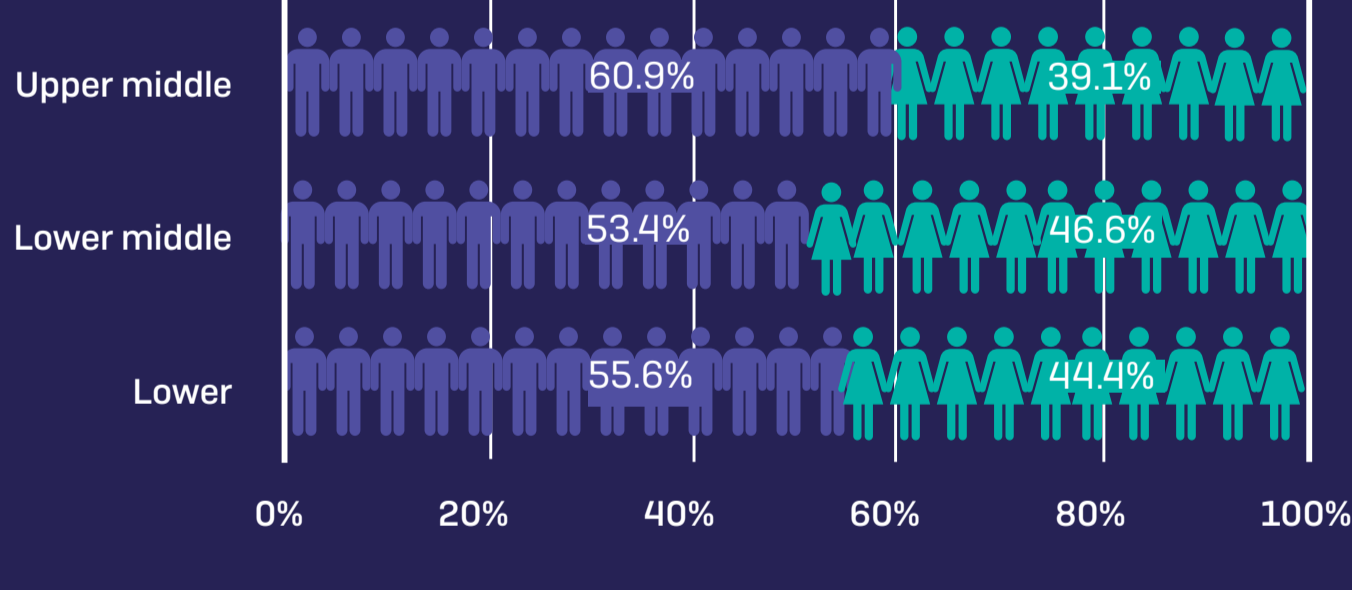
Bonus pay

The proportion of employees who receive bonus pay.



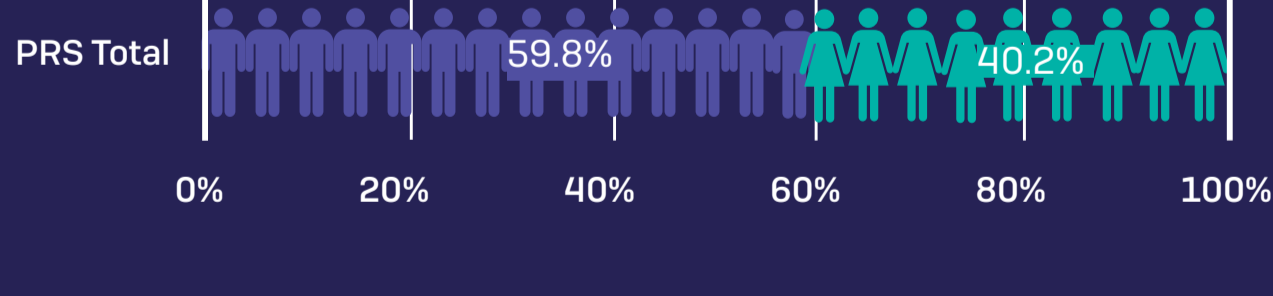
Pay quartiles

The proportion of employees in each quartile pay band:



Gender ratio

The gender ratio across PRS for Music:



Our results explained

17.9%

UK national average hourly pay gap*

9.7%

PRS for Music median hourly pay gap.

At **9.7%**, our median (middle) gender pay gap is **8.2%** lower than the UK national average of **17.9%**.

As we reported last year, the gaps in our pay and bonus are still largely due to the fact that we have more men in senior positions across the business. One of the key differences compared with last year is the drop in the percentage of employees eligible to receive bonus pay, much of this is due to the impact of staff leaving the business following the formation of PPL PRS Limited. The knock on effect of this reduction in total staff headcount has been to increase the impact that new starters in the business, who, at the snapshot date, were not eligible to receive bonus pay.

*Office of National Statistics: Annual Survey of Hours and Earnings: 2018 Provisional and 2017 revised.

DECLARATION:

We confirm the gender pay gap data contained in this report is accurate.



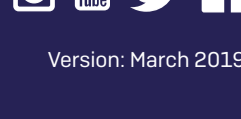
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prsformusic.com



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