

# ALARABY TELEVISION

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## Alaraby Television Gender Pay Report 2021

**We are proud of being a diverse and inclusive company. We are committed to continuing to build a diverse and equal workforce by encouraging inclusion initiatives and a supportive environment for all employees.**

### Why are we reporting our gender pay gap?

In April 2017, the UK government implemented new legislation which requires all companies with 250 or more employees to publish their gender pay gap every year. This will help us to track our progress and make improvements to help reduce the gender pay gap at Alaraby Television.

### What is a gender pay gap?

A gender pay gap shows the difference in the average pay between all women and all men, by looking across the company at all jobs and all levels. A gender pay gap is not the same as equal pay, and this is a common misconception. Equal pay relates to the difference in pay between men and women working in the same job. When a company has a gender pay gap, this does not mean that men and women working in the same job are being paid differently. Usually, a gender pay gap arises when there are more men in senior roles than women, which causes the average male salary to be higher than the average female salary.

### Our gender pay gap

We employed 21.05% female and 78.94% male employees at the snapshot date of 5 April 2021. We did not have a structured bonus scheme in place. Our analysis of the pay gap and pay quartiles at the snapshot date is as follows:

### Hourly pay gap

Alaraby mean hourly pay gap	-0.249%
Alaraby median hourly pay gap	1.309%

### Bonus pay gap

39.25 % of males received bonus pay and 26.38% of females received bonus pay

Alaraby mean bonus gap	16.799 %
Alaraby median bonus gap	-8.319

## Upper Quartile

Male	77.90
Female	22.09

## Upper Middle Quartile

Male	82.35
Female	17.64

## Lower Middle Quartile

Male	77.90
Female	22.09

## Lower Quartile

Male	77.64
Female	22.35

We recognise that there was a gender pay gap was wider in previous years, but our efforts have visible impact as we are narrowing the pay gap this year.

We are still facing the recruitment challenge in recruiting women in more senior roles; and a higher proportion of male employees across all pay quartiles.

We are working on improving the gender imbalance and reducing the gap through the following initiatives led by Senior Management and HR

- Reviewing the recruitment procedures to increase applications from women and strive to have at least one female candidate on the shortlist for every job.
- Increasing the representation of women on interview panels.
- Striving for equal representation between men and women across all departments and all levels within the business.
- Supporting and training to increase awareness of the key barriers that women face in relation to their progression within the work place.
- Close monitoring of the gender pay gap with the aim of reducing this over the next 24 months.

We look forward to working on these initiatives moving forwards as part of our commitment to building a diverse and inclusive workforce.

We confirm that the data reported is accurate.

*Othman Abu Falah*  
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*Maayed Dib*  
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*Ritu Parihar*  
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