



# VIACOMCBS UK'S ETHNICITY PAY GAP REPORT

2019

Underscoring a culture of transparency underpinned by data, VCNI UK has chosen to voluntarily publish information about its black, Asian & minority ethnic (BAME) pay gap.

Similar to our gender pay gap, which outlines the difference between average pay for male and female employees – a legal requirement for all UK-based companies with more than 250 employees – our Ethnicity pay gap report seeks to establish and understand

## THE DIFFERENCE IN AVERAGE PAY AND BONUSES BETWEEN WHITE AND BLACK, ASIAN, MINORITY ETHNIC (BAME) EMPLOYEES?



ViacomCBS UK is committed to fostering an

## INCLUSIVE WORKPLACE IN THE UK AND ELSEWHERE.

## WE BELIEVE THAT ALL OUR EMPLOYEES

should have access to equal opportunities to develop and progress a successful and rewarding career at ViacomCBS UK based on their abilities.

## BAME PAY IS NOT THE SAME THING AS EQUAL PAY

The 'Ethnicity pay gap' is the percentage difference between average rates of pay for white and BAME employees.

Equal pay refers to white and BAME employees that are not being paid the same for carrying out similar roles.



992

FULL AND PART-TIME  
EMPLOYEES

In the UK, ViacomCBS UK operates five subsidiary companies and two joint ventures – Comedy Central UK Ltd and Nickelodeon UK Ltd – which between them contract 992 full and part-time employees.

Following the same template it has used to report its gender pay data, ViacomCBS UK will break out BAME pay data for two of its wholly-owned subsidiaries – Channel 5 Broadcasting Ltd and VCNI UK Ltd – as well as publishing data for its UK workforce in its entirety.



# VIACOMCBS UK

## (CONSOLIDATED DATA FOR THE ENTIRE UK WORKFORCE)

### ETHNICITY PAY GAP\*:



During the 2019 tax year, BAME employees made up **16.4%** of the workforce across ViacomCBS UK's various subsidiaries and joint ventures in the UK (Black – 5.7%; Asian – 5.6%; mixed – 5.1%) compared to an average across the UK population of 14% (Black – 3%; Asian – 8%; mixed – 3%). White employees made up **74.4%** of the workforce compared to the national figure of 86%. 8.2% of VPs at ViacomCBS UK in London are BAME.

**NB: 9.2% of employees declined to disclose their data.**

The 22.9% mean pay gap in favour of our white employees reflects a lower percentage of BAME employees than the average across our workforce in our highest paid roles and a higher proportion of BAME employees than the average across our workforce in our lowest paid roles.

During the 2019 UK tax year, the proportion of our BAME workforce receiving a bonus was 29.3% compared to 43.5% for white employees, highlighting a higher number of BAME employees in administrative, assistant and coordinator roles. The average bonus payment to white employees was 50.4% higher on average, which again reflects the lower proportion of BAME employees at senior management level.

This BAME pay gap data indicates the difference in average rates of pay for white employees and those that are across our workforce, but it does not indicate that BAME employees at ViacomCBS UK are paid less than white personnel in equivalent roles. It does, however, show that we have more to do to achieve a better, more balanced BAME pay distribution throughout our organisation, particularly at Manger level and above.

### BONUSES:

**PROPORTION RECEIVING BONUS**

White employees

**43.5%**

BAME employees

**29.3%**

**BAME BONUS GAP**

**50.4%**

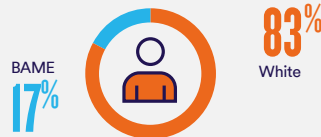
Mean bonus in favour of white employees

**25.8%**

Mean bonus in favour of white employees

### WHITE AND BAME EMPLOYEES IN EACH PAY QUARTILE

Top



Upper Middle



Lower Middle



Lower



# ETHNICITY PAY

## BY KEY SUBSIDIARY



VIACOMCBS



### CHANNEL 5 BROADCASTING LTD.

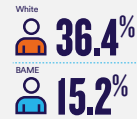
5

#### ETHNICITY PAY GAP:



#### BONUSES:

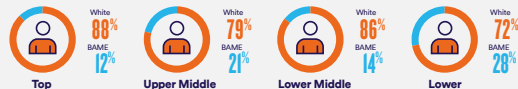
##### PROPORTION RECEIVING BONUS



##### BAME BONUS GAP



#### PAY QUARTILES:



### VIMN UK LTD.

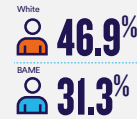
VIACOM  
INTERNATIONAL  
MEDIA NETWORKS

#### ETHNICITY PAY GAP:



#### BONUSES:

##### PROPORTION RECEIVING BONUS



##### BAME BONUS GAP



#### PAY QUARTILES:



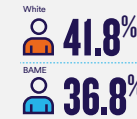
### OTHER VIACOMCBS UK SUBSIDIARIES\*

#### ETHNICITY PAY GAP:

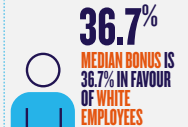


#### BONUSES:

##### PROPORTION RECEIVING BONUS



##### BAME BONUS GAP



#### PAY QUARTILES:



\*Consolidated data across Comedy Central UK Ltd, Nickelodeon UK Ltd, Viacom Camden Lock Ltd, Viacom Global Ltd, ViMN CP Services (UK) Ltd.

# WHAT WE ARE DOING ABOUT THIS



VIACOM IS COMMITTED TO EMPLOYING A WORKFORCE THAT IS REPRESENTATIVE OF UK SOCIETY AT LARGE. WE HAVE MADE HUGE STRIDES TOWARDS MAKING VCNI UK AN INCLUSIVE PLACE TO WORK AND WE CAN FEEL PROUD OF OUR WORKPLACE CULTURE HERE AT HAWLEY CRESCENT.

YET CULTURAL INITIATIVES ALONE ARE NOT ENOUGH. WHILST WE BELIEVE THESE INITIATIVES, AND OTHERS, CONTRIBUTE TOWARDS **NARROWING OUR BAME PAY GAP**, WITH A RELATIVELY LOW TURNOVER AMONGST EMPLOYEES, PARTICULARLY AT THE MOST SENIOR LEVEL, HAVING A MEANINGFUL IMPACT WILL TAKE TIME AND WE MUST THEREFORE BE EVEN MORE PROACTIVE THAN WE CURRENTLY ARE.

With new senior leadership in place and a refreshed vigour, the organisation is taking this opportunity to review and accelerate its overarching diversity and inclusion strategy to ensure that it's not only effective in the short-term but will create meaningful, lasting change in the long-term.

## RECRUITMENT & PROGRESSION

> A collaboration between fusion and VCNI UK's Human Resources team created a brand new leadership training scheme in 2019. The **Investing in Ethnicity Future Leaders Track** consists of high impact, interactive sessions and placed two high potential BAME employees onto the VCN UK accelerator programme



# WHAT WE ARE DOING ABOUT THIS

VCN UK's strategy consists of stand-out initiatives, compelling activities and progressive policies & practices which support our goal to create and foster an inclusive workplace and ensure accelerate balanced representation:

## CULTURE

- > Viacom-funded cultural diversity Employee Resource Group, **fusion**, has been in place since 2014. The group cultivates a strong community of culturally diverse employees and promotes professional and personal development for its membership at every level of the business
- > National awareness days, weeks and months such as **Black History Month** are marked and key historical moments are commemorated; guest speakers made available to the wider company have included Akala (rapper, journalist and author of Natives) and Zigi Shipper (Holocaust survivor)
- > VCN UK's programming has been influenced by fusion with BAME-authored books read on free-to-air children's channel, **milkshake!** during Black History Month
- > The UK's **National Inclusion Week** is celebrated annually at ViacomCBS through a week-long series of speaker sessions, panels and interactive workshops. First conceived by the VCNI London team, the themed week was rolled-out across ViacomCBS' global network of +40 offices in 2019. High profile speakers and groups such as Sir Lenny Henry and the Kingdom Gospel Choir have sought to educate and entertain our Hawley Crescent workforce
- > VCN UK has signed up to the "Race at Work Charter" and is an active member of relevant organisations and support networks including, **ENEI**, and **Investing in Ethnicity**, as well as being a sponsor and Top 10 status awardee at the **Ethnicity Awards**
- > In a bid to better understand the workplace experience of VCNI UK's black, Asian and minority ethnic employees, external consultancy, **Caerus Executive**, interacted with more than x70 employees during several listening groups
- > **A suite of training** options with inclusive leadership at its heart is made available to all individuals involved in management and recruitment

## POLICY & PRACTICE

- > Inclusive leadership training for all senior leaders and people managers
- > Regular staffing updates provided by an HR analytics specialist to every senior management team member, aimed at measuring progress against action plans

SUPPORTING PARTNER



INVESTING ETHNICITY

## POLICIES AND PRACTICES ARE CONSTANTLY REVIEWED AND UPDATED, WITH NEW INITIATIVES INTRODUCED IN 2020:

- > BAME Talent Sponsorship Programme
- > UK Inclusion Meeting, providing closer alignment between employees, the ERGs and VCN UK's Senior Management Team
- > Establishment of International Race and Equity Task Force
- > Let's Talk About Race listening sessions