



Gender Pay Gap Report UK 2024





Introduction to Framestore

Established in London in 1986, Framestore combines talent and technology to reframe the possible in film, content, advertising and immersive experiences.

We currently have over 3000 employees worldwide, with an eclectic mix of skills that range from physicists, mathematicians and computer scientists to writers, directors, designers and animators. As at 5 April 2023, there were 1207 employees at Framestore, London.

Gender Pay is not the same as Equal Pay legislation which requires men and women to be paid equal pay for equal work. Framestore adheres to and complies with this legislation.

Our UK gender division on the snapshot date was 33% Females and 67% Males.





Our Statement on our Gender Pay Report

Our Gender Pay Gap at the snapshot date of 3 April 2023 is 21.35% which is a decrease from the previous year.

The proportion of females within all quartiles have increased on average 2.75% versus last year. This demonstrates that due to initiatives we have run we have been successful at increasing the number of females joining the business at all levels. For example we have focussed on bringing in more female graduates and school leavers at entry level into artist and production roles.

The number of women joining Framestore at entry level (Lower Quartile) has increased. From 41% (April 2021) to 52% (April 2023) The number of women in our most senior roles has also increased (Upper Quartile) from 17% (April 2021) to 21% (April 2023).

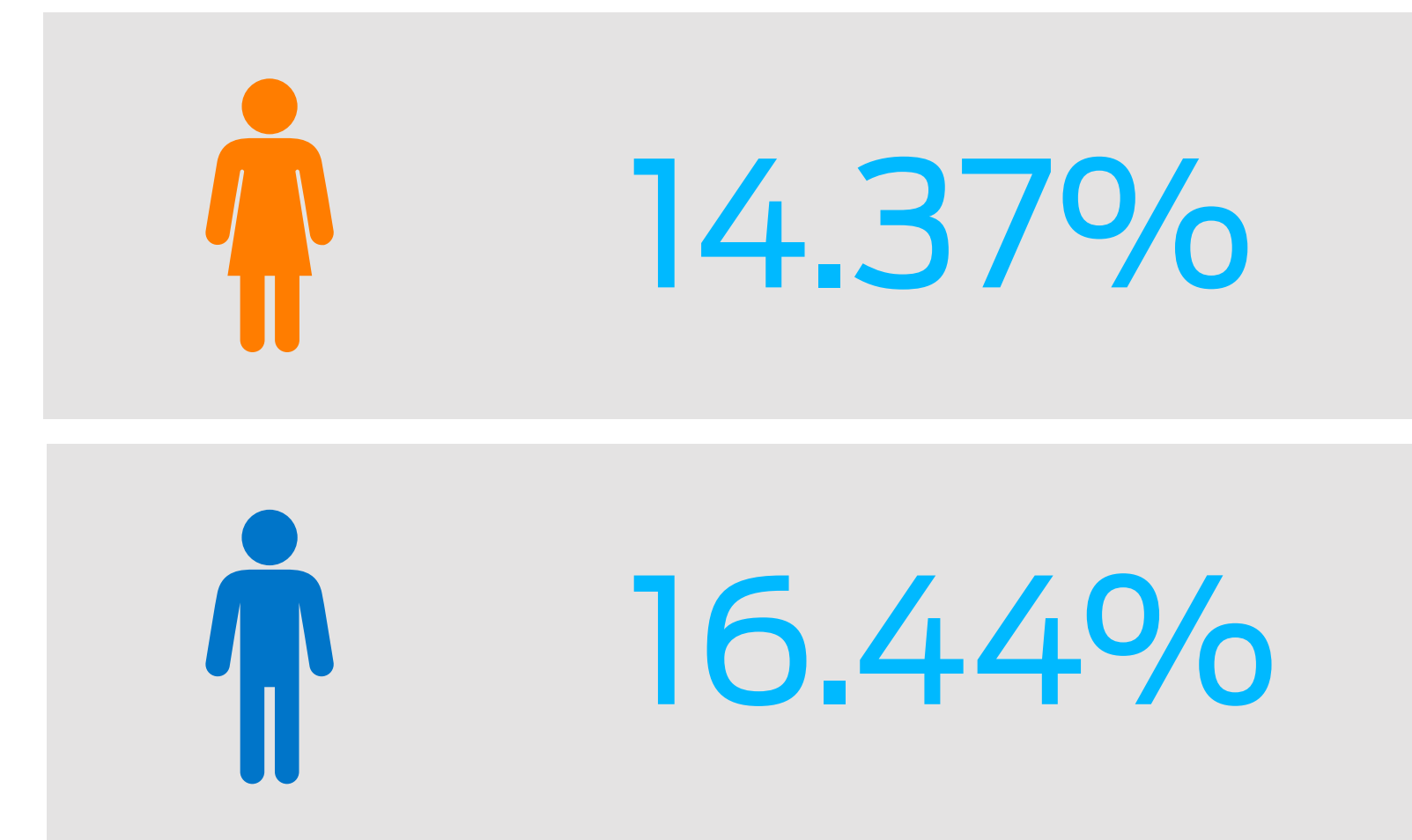
More than half of the senior leadership team of the company are female and of our 6 local Heads of Studio, 5 are female. We are proud to have a high proportion of women in senior leadership roles.



Gender Pay Report | Our Figures

(5 April 2023)

Proportion of employees who received bonus



	Mean	Median
Gender Pay Gap	21.35%	31.70%
Gender Pay Bonus Gap	-14.93%	-22.58%



Pay Quartile Analysis

We have analysed the mean and median gender pay for each of our pay quartiles.

The data confirms that when analysing pay data for each pay quartile, there are minimal differences between average pay levels for male and female employees.

At the upper mid quartile and upper quartile, average pay rates for female team members are slightly higher than for male team members.

	Mean	Median
Lower Quartile	1.41%	0.00%
Lower Mid Quartile	3.03%	3.00%
Upper Mid Quartile	-1.16%	-3.71%
Upper Quartile	-1.91%	-1.08%



Gender Pay Report | Our Figures

(5 April 2023)

Lower Quartile



♀ Female 52%
♂ Male 48%

Lower Middle Quartile



♀ Female 37%
♂ Male 63%

Upper Middle Quartile



♀ Female 23%
♂ Male 77%

Upper Quartile



♀ Female 21%
♂ Male 79%



Current and Future Initiatives (1)



Since the inception of Gender Pay reporting in 2018, our female employee representation has increased. In 2018, the UK employee population split was 26% female and 74% male. In April 2023, our gender split was 33% female and 67% male.

We continuously review and monitor our pay and bonus structures to ensure they are fair and consistent.

We encourage flexible working practices across the organisation, as well as offering extensive and enhanced family leave policies and practices.

Through our outreach and recruitment practices, we aim to raise awareness and promote careers in visual effects to women and other groups which are currently under represented in the industry.

We have introduced a mentoring scheme for returning parents alongside our ongoing global mentoring scheme. Our objective is to offer support, career guidance and opportunity for all through an open network of mentoring.





Current and Future Initiatives (2)

We run our quarterly work experience programme with strict targets on gender representation in each cohort.

We have highlighted and featured the stories of our talented female colleagues on the Framestore podcast through an extended series during and post International Women's History Month.

We have supported Women in Animation with their mentorship circles, guiding a group of 10 young women through navigating entry into the industry.

We have recruited a dedicated Diversity and Inclusion specialist who works closely with our Social Equity Board focussing on improving diversity within the business, including gender representation.





Explanation of terms

How is the mean gender pay gap calculated?

The mean gender pay gap is the difference between the average hourly earnings of male colleagues and the average weekly earnings of female colleagues.

How is the median gender pay gap calculated?

The median gap is based on arranging average hourly earnings in numerical order and selecting the middle amount, comparing the difference between male and female colleagues.

What does a positive (+) percentage figure represent?

A positive (+) percentage reveals that, typically, female employees have lower pay or bonuses than male employees.

What does a negative (-) percentage figure represent?

A negative (-) percentage reveals that, typically, male employees have lower pay or bonuses than female employees.

What is a quartile?

The total number of employees are divided into four equal parts by hourly rate, from lowest to highest. Each of these is a 'quartile', which gives a range of hourly rates and the gender division therein.



Signatures



We confirm the data reported is accurate.

Mel Sullivan
Chief Executive Officer

Signature 

Date: 27.03.2024

Anne Murphy
HR Director

Signature 

Date: 27.03.2024

