



Gender Pay Gap Report 2023



Gender Pay Report: Our Statement

With the expansion of our business, 2023 marks the first occasion we've reached the threshold required by legislation (over 250 people in the UK) to produce a Gender Pay Gap Report. At Jellyfish Pictures, we've always been champions for gender equality, and this report has provided us with the opportunity to thoroughly analyse differences in average pay between male and female employees.

While this is our first report, we're proud to note that we compare favourably to our competitors in the industry. We acknowledge that there's still work to be done and we're committed to taking the following meaningful action to continue to make progress with gender equality:

- We have updated and formalised our family-friendly policies and our long-term commitment to hybrid and remote working to support working parents.
- We are introducing a new career development programme which will help to ensure that we are providing women and other minority groups the resources needed to develop careers, whilst helping to enhance the way that we promote internal progression.
- We are developing strategic outreach partnerships aimed at highlighting opportunities for women to join the Animation and VFX industry and we continue to contribute to Speaker for Schools and other women empowerment organisations and charities.

Overall, we are committed to continuing to review our pay and bonus policies to ensure they are fair and transparent.

David Patton
CEO, Jellyfish Pictures Limited

Gender Pay Report: Our Statement

The figures have been calculated in line with the government guidelines using the snapshot date of the 5th April 2023. This report shows the difference in average hourly pay between male and female employees. This should not be confused with equal pay, which refers to paying male and female employees the same amount for the same role.

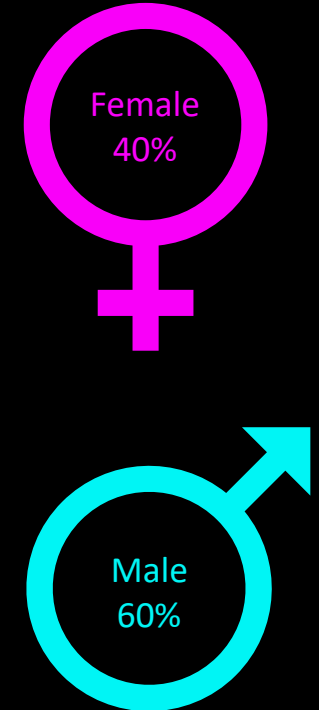
Our mean gender pay gap is 22.4%, which shows that for every £1 male employee receives, female employees, on average, get 78p (ie 22p less per hour).

Our median gender pay is 15.6%, which is midpoint. This shows the distribution of male and female employees and how they are paid. Whilst the mean shows that male employees are paid more on average, the midpoint is lower; there is a higher proportion of female employees in the lower mid and upper mid quartiles (which is shown in the quartile analysis); highlighting the distribution of females in the earnings.

There is a relatively even spread of female employees across the lower, lower mid, and upper mid quartiles, demonstrating our commitment to gender equality and progression within Jellyfish Pictures. Also, we have identified an area we can focus on, the upper quartile, where we have a higher proportion of male employees compared to females.

The bonus median bonus is 0%, but the mean is 72.7%. Bonus is not something that we typically use to reward our employees; therefore, the disparity in the average bonus pay is driven by two individuals.

Current Makeup of
Jellyfish Pictures UK as
of 5th April 2023



Our Figures: Pay and Bonus Mean and Median

	Mean	Median
Gender Pay Gap	22.4%	15.6%
Gender Pay Bonus Gap	72.7%	0.0%

Proportion of employee receiving a bonus

♀ Female 2.26%

♂ Male 2.26%

* See appendix for terminology



Our Figures: Quartiles

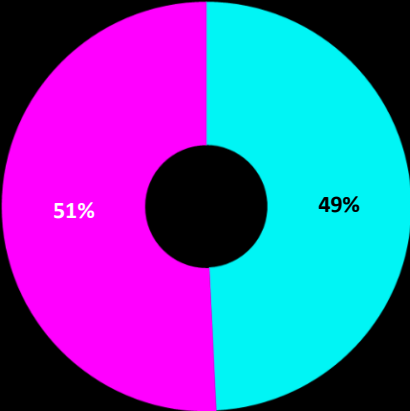
	Mean	Median
Lower Quartile	2.27%	3.70%
Lower Mid Quartile	-3.89%	-4.75%
Upper Mid Quartile	-0.68%	0.00%
Upper Quartile	12.89%	9.53%

* See appendix for terminology



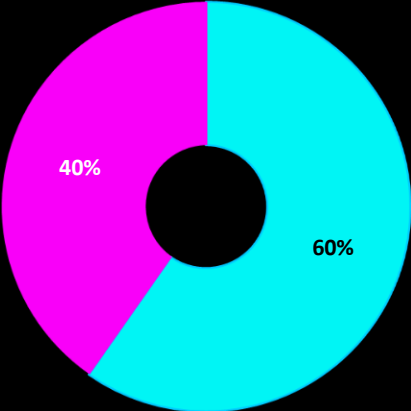
Our Figures: Quartile Analysis

LOWER QUARTILE



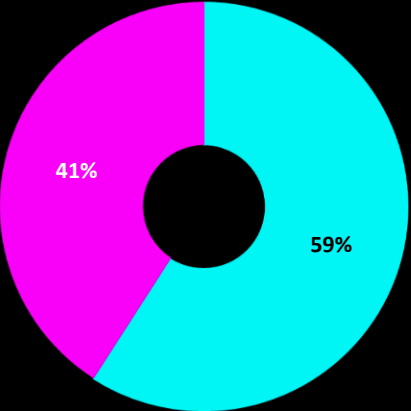
♀ Quartile population
Female 51%
♂ Male 49%

LOWER MID QUARTILE



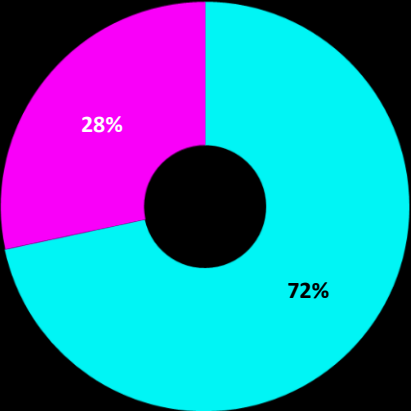
♀ Quartile population
Female 40%
♂ Male 60%

UPPER MID QUARTILE



♀ Quartile population
Female 41%
♂ Male 59%

UPPER QUARTILE



♀ Quartile population
Female 28%
♂ Male 72%

Appendix

How is the mean gender pay gap calculated?

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

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 (mid point), comparing the difference between male and female employees.

What does a positive and negative percentage figure represent?

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

