

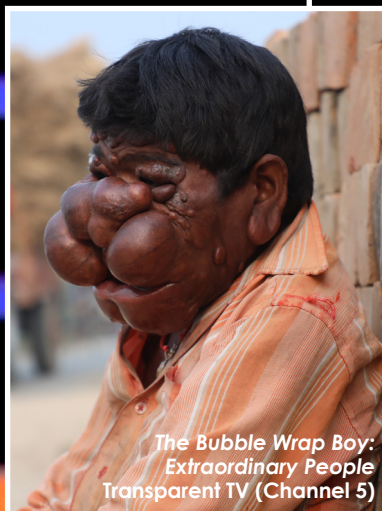


# Argonon for everyone

Diversity Results 2018

Published 11 March 2019

Chase The Case  
Bandicoot  
(BBC One)



The Bubble Wrap Boy:  
Extraordinary People  
Transparent TV (Channel 5)

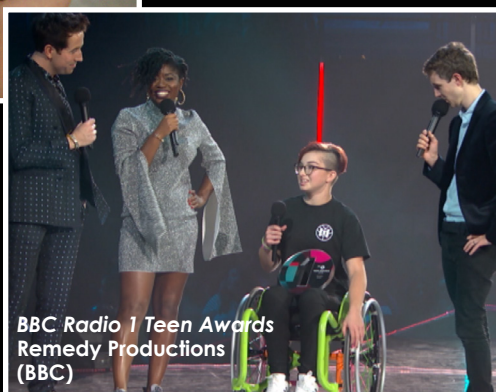
Supercar Superfam  
Transparent TV  
(BBC Two)



Horizon: Body Clock:  
What Makes Us Tick?  
Windfall Films (BBC Two)



Royal Institution  
Christmas Lectures 2018  
Windfall Films (BBC Two)



BBC Radio 1 Teen Awards  
Remedy Productions  
(BBC)

# Dear Argonauts

Thank you to all of you who took the time to participate in this year's annual Argonon Diversity questionnaire. The survey, which we first launched three years ago, has become an invaluable tool to manage how well we are doing in meeting – and in several areas exceeding – our commitment to diversity as a Group.

As an industry there is still much to be done to achieve a truly representative range of voices – both in on-screen talent and those of us behind the camera too. With the Brexit deadline looming on 29 March and the country seemingly more divided and polarised, it's an issue that is more important than ever if we are to remain relevant to our audience.

The latest figures from our survey highlight some encouraging upward trends ahead of the targets we set ourselves as a business for 2020. We are ahead of our goals for LGBT representation and I am very



pleased to report that our ratio of women at senior levels has greatly improved. However, there is still work to be done in other areas and we must never be complacent.

Let's make sure that we all keep striving to prove Argonon really is for everyone.

Best regards

James Burstall  
Chief Executive Officer Argonon



# Our diversity results for 2018

Female representation across the group is up on last year, rising from 55.6% up to 62.7%. That's an increase of more than 13%. Within the Senior Management Team, 55% of employees are female. In 2017, the female to male ratio in Senior Management was equally split at 50/50.

The most improved results from this year's survey are for LGBT representation. It increased by 70%, from 10% in 2017 to 17%, and exceeding the aim for 2020 by a full 2%.

Against last year's result and the national averages, the Argonon Group has managed to improve across all areas except BAME with the percentage of BAME employees decreasing by 1% on last year's figures. However, our 2018 representation of BAME employees still exceeds the national average.

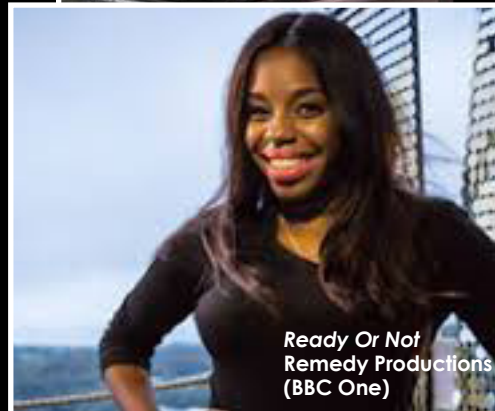
In the UK, there is an even mix of educational backgrounds. While 12% were educated outside the UK, the remaining 88% of employees are split between fee-paying schools, selective state schools and non-selective state schools, with a majority attending a state-run non-selective school (32%). Overall, 63% of staff were educated at a state school.

## This year's company survey

In November 2018, all employees across the Argonon Group were invited to participate in our annual diversity questionnaire. In total, 158 of 194 employees participated. However, in the US, the results were restricted as due to American Privacy Laws we are only permitted to ask about employees' gender identity and race.



BBC Radio 1 Teen Awards  
Remedy Productions  
(BBC)



Ready Or Not  
Remedy Productions  
(BBC One)



House Hunters  
International  
Leopard USA (HGVTV)



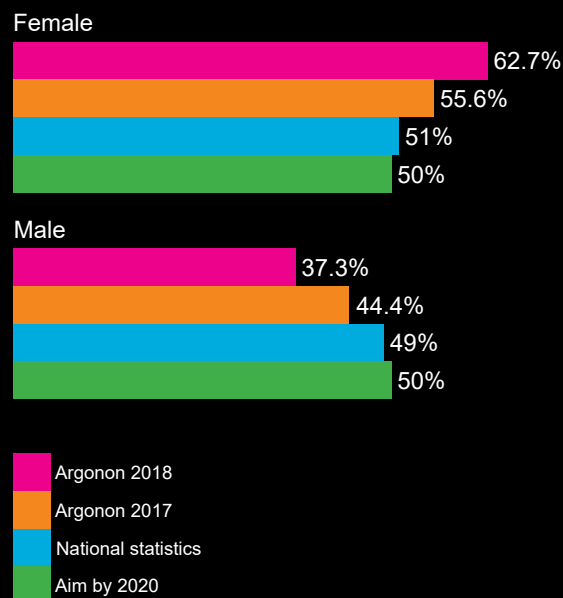
Forbidden History  
Like a Shot Entertainment  
(Yesterday)



Bad Tenants,  
Rogue Landlords  
BriteSpark Films  
(Channel 5)

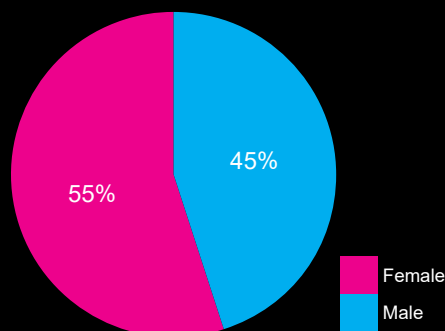
# Representation by gender

We've seen a steady increase of female representation across the Group over the past three years. The results of Argonon's first diversity survey in 2016 showed that 54% of our staff were female. In our most recent survey that has climbed to 62.7% – which is 11.7% above the national average.



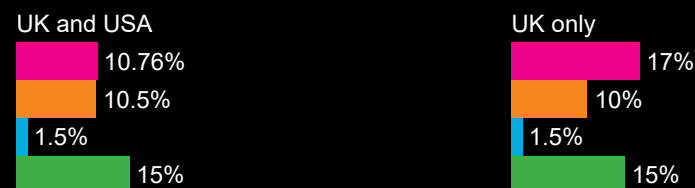
## Gender at Senior Management level

The results also showed female representation in the Senior Management Team has increased to 55% compared with 29% in 2016.



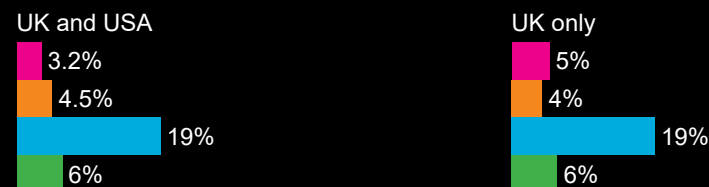
# LGBT representation

In the UK we have now exceeded our target for 2020 by 2% – that's an increase of 70% on the previous year.



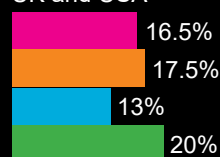
# Disability representation

We have almost reached our target of 6% in the UK. In 2016 representation of staff with a disability stood at 4%.



# BAME representation

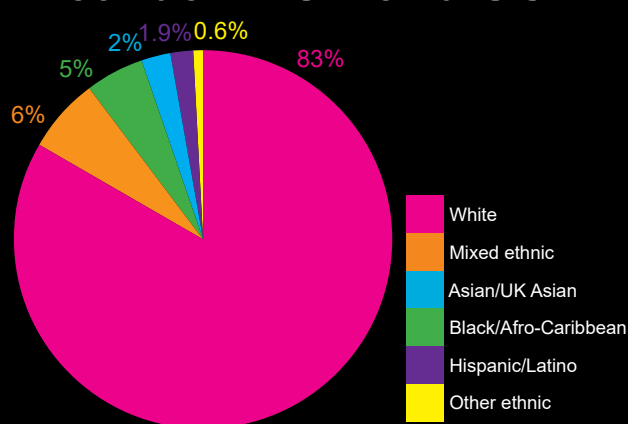
UK and USA



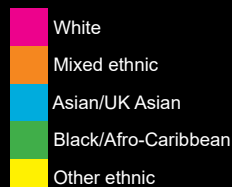
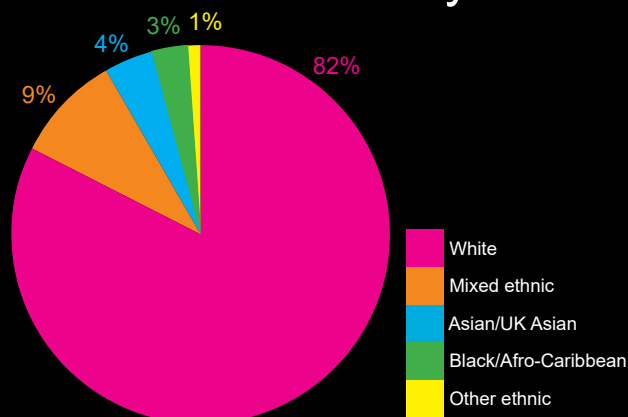
Our 2018 figures show a slight decline across the group in the UK and USA. We are still above the national average but short of our 2020 target.

The charts on the right show the ethnic breakdown in both the UK and USA.

Breakdown UK and USA



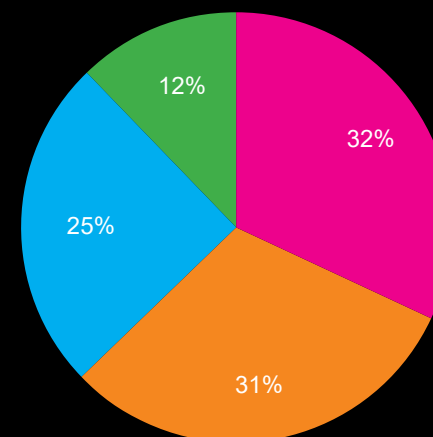
Breakdown UK only



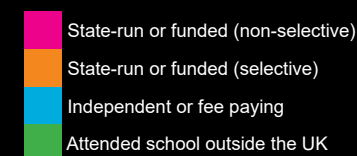
# UK education representation

All UK respondents have some form of qualification, the highest level being a Doctorate (PhD) obtained by 2%. An undergraduate degree was achieved by 78% of staff with 25% of those also obtaining a master's degree. More than half of staff continued their high school education through to A levels, with 60% achieving two. The survey showed not only have staff followed the traditional educational route in the UK but that 11%

are recipients of non-UK qualifications. Some 13% have achieved work-related vocational qualifications in addition to a traditional UK education. The survey clearly shows that Argonon is an educated group of individuals but also highlights a wide range of qualifications amongst the staff, with 63% having been educated in state-run schools. No two educational routes have been the same.



Argonon staff breakdown 2018





LEOPARD  
PICTURES



Argonon



REMEDY  
PRODUCTIONS CANADA

windfallfilms



BriteSparkfilms

BANDICOOT



Argonon  
Post Production