

Bloomsbury Publishing Plc

GENDER PAY GAP REPORT 2018

This Gender Pay Gap report is required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The snapshot date for this report is 5 April 2018.

About Bloomsbury

Bloomsbury is a leading independent publisher of fiction, non-fiction, children's, specialist, academic and professional books, listed on the London Stock Exchange. Bloomsbury seeks to develop its workforce so that all have a sense of, and take pride in, the part they play in achieving our mission to be an entrepreneurial, independent publisher of works of excellence and originality. Bloomsbury is committed to creating an inclusive working environment for all employees to encourage talented people to flourish based on merit, fairness and respect.

Gender Pay Gap 2018

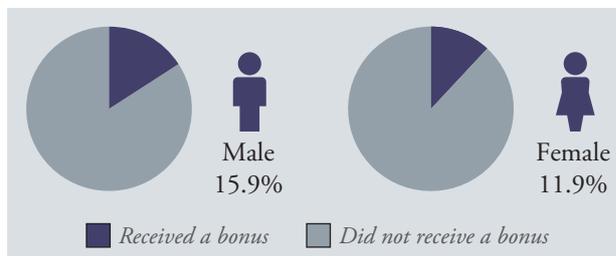
Bloomsbury's mean gender pay gap is 22.9%. The overall proportion of women to men is 70:30, with a majority of women in all pay band quartiles.

The Executive Committee is Bloomsbury's senior management forum. The heads of Bloomsbury's publishing and service divisions serve on the Executive Committee. In April 2018 four of the seven division heads were women and the majority of other senior managers across the business were women.

Nigel Newton, Chief Executive, said: "While we are pleased with the progress we've made, we want to achieve much more. We are confident that the additional initiatives we have introduced since April 2018 will help deliver further improvements in our gender pay gap for 2019."

Our reported figures are as follows:

Bloomsbury's Pay Gap		
	Mean	Median
Pay gap	22.9%	21.7%
Bonus gap	56.0%	28.3%



Actions on our Gender Pay Gap

How we have developed our employees since our last report:

- We have provided training in understanding and avoiding unconscious bias;
- We have benchmarked our gender pay gap against the publishing industry and identified best practices that can reduce the pay gap;
- We have implemented the framework for our training and development programmes;
- We have formed a diversity and inclusion focus group;
- We have provided executive coaching for women in senior leadership positions;
- We have improved and formalised our appraisal system;
- We have expanded mentoring schemes; and
- We have begun our employee voice forum programme, allowing every employee to have their voice heard directly by the Board and senior management.



How we will develop our employees in future:

- We will expand our provision of training, mentoring and employee development programmes for early- and mid-career employees to provide them with opportunities to grow their leadership and management capabilities so that they are equipped to progress in their careers;
- We will continue to provide executive coaching for women in senior leadership positions;
- We will continue to benchmark our gender pay gap against the publishing industry and identify best practices that can reduce the pay gap;

- We will continue to provide training in unconscious bias, equality and diversity to reinforce Bloomsbury's culture of equal treatment of all employees; and
- We will continue our employee voice forum programme, allowing every employee to have their voice heard directly by the Board and senior management.

How we will recruit our employees:

- We will focus on ensuring that the processing of job applications during recruitment does not introduce gender or other diversity bias.

I confirm that the data within this report is accurate. Maya Abu-Deeb, General Counsel and Company Secretary, Bloomsbury Publishing Plc