

Bloomsbury Publishing Plc

GENDER PAY GAP REPORT 2020

The Gender Pay Report Gap for 2020 is a snapshot of the Gender Pay Gap on 5 April 2020.

Gender Pay Gap Report 2020

Bloomsbury's mean, i.e. average, gender pay gap in the UK is 15.6%. This is a fall from the mean gender pay gap at the previous snapshot date in 2019, meaning the gender pay gap has reduced by 14.7%. The gender pay gap is the difference in average pay between all male and all female employees in an organisation. This is different to equal pay, which means paying male and female employees the same salary for equal work, which has been a legal requirement for many years. So whilst male and female employees are paid the same salary for equivalent work, more female employees filling junior roles or more male employees filling senior roles would both increase the average gender pay gap. A gender pay gap can therefore be caused by the uneven spread of male and female employees across a company.

Bloomsbury's median gender pay gap in the UK is 11.7%. This is also a fall from the previous year, meaning the median gender pay gap has reduced by 40.6%.

The overall proportion of women to men is 70:30, with a majority of women in all pay band quartiles.

Actions Since the 2019 Report

- We have designed and delivered a Management Development Training Programme for all line managers;
- We have formed a Diversity and Inclusion focus group and set up colleague-led and sponsored networking groups;
- We have provided executive coaching for women in senior leadership positions;

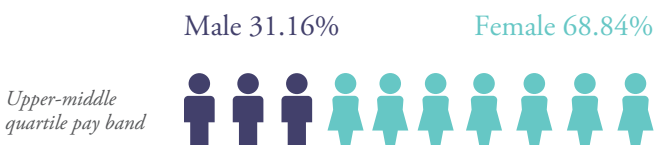
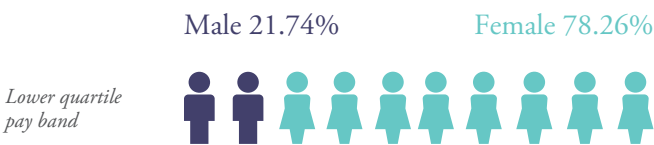
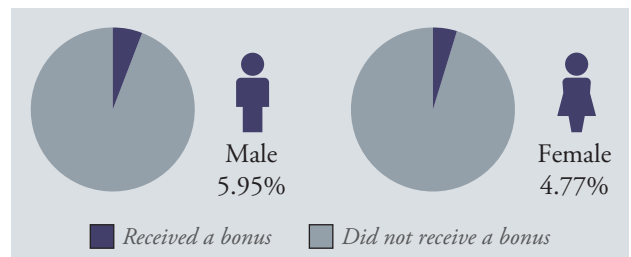
- We have improved and formalised our annual appraisals;
- We have implemented a mentoring scheme which connects three cohorts of mentoring pairs from across the company per annum; and
- We have held regular global Employee Voice Meetings, allowing employees to have their voice heard directly by the Board and senior management.

Ongoing Actions

- We will provide people management training for new managers;
- We will launch a Leadership and Management Diploma for line managers;
- We will continue to run an Executive Sponsor-led Diversity and Inclusion focus group and the colleague-led and sponsored networking groups;
- We will continue the mentoring scheme to connect pairs across the company;
- 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 hold Employee Voice Meetings hosted by Executive Committee members;
- We will establish a career path/career progression framework; and
- We will continue to focus on ensuring that the processing of job applications during recruitment does not introduce gender or other diversity bias.

Pay Gap Data

Bloomsbury's Pay Gap		
	Mean	Median
Pay gap	15.6%	11.7%
Bonus gap	30.08%	4%



General Points and Definitions

Question	Comment
What is the difference between gender pay and equal pay?	Gender pay and equal pay are not the same. Gender pay looks at the balance of male and female employees at each level of the organisation, by pay. Equal pay relates to male and female employees being paid the same for doing equal work, which was made law in the Equal Pay Act 1970. Gender is not a factor in salary determination at Bloomsbury.
What is the 'mean'?	The mean is the average, i.e. for gender pay, this is calculated by adding together all pay and dividing by the total number of employees.
What is the 'median'?	When all of the numbers in a set are arranged in numerical order, the number in the exact middle is the median.
How often will gender pay gap reports be published?	Under the regulations, gender pay gap reports will be produced annually based on the snapshot date of 5 April each year. This gender pay gap report is for April 2020.

We confirm that the data within this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

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