



# Bloomsbury Publishing Plc Gender Pay Gap Report 2021

The Gender Pay Gap for 2021 is a snapshot of the Gender Pay Gap on 5 April 2021.

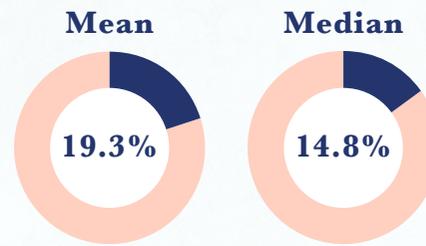
# Gender Pay Gap Report 2021

Bloomsbury's mean, i.e. average, gender pay gap in the UK is **19.3%**. 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.

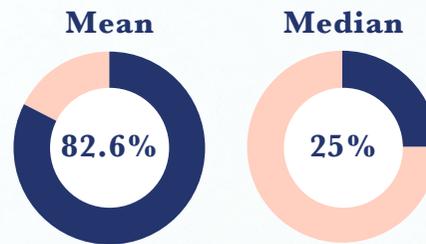
Bloomsbury's median gender pay gap in the UK is **14.8%**.

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

## Gender pay gap:



## Gender bonus gap:



## Proportion of each gender receiving a Bonus:



## Proportion in quartile for UK:

Lower pay band quartile



Men 16.31% Women 83.69%

Lower middle pay band quartile



Men 29.79% Women 70.21%

Upper middle pay band quartile



Men 30.99% Women 69.01%

Upper pay band quartile



Men 35.97% Women 64.03%

## Actions since the 2020 report on our Gender Pay Gap

- We launched the Bloomsbury Diversity, Equity and Inclusion Action Plan
- We have created a new role of DEI Manager and Training Administration Administrator
- We have appointed Baroness Lola Young as Non-Executive Board Directors Diversity, Equity and Inclusion Lead
- We have held global employee voice meetings, allowing employees to have their voice heard directly by the Board and senior management
- Continued with the 3 cohorts per annum mentoring scheme which connect mentoring pairs across the Company
- We held an Unconscious Bias Lecture with Challenge Consultancy
- We have created guidance for hiring managers on recruitment
- We have launched our new Shared Parental Leave policy
- Our Parents, Guardians & Carers Network launched a buddy scheme for parental leave returners
- We have provided executive coaching for women in senior leadership positions
- We have held employee annual appraisals
- We have launched the first Cohort of a Level 5 Leadership and Management Diploma for line managers
- We have engaged Innecto, an external consultant partner to help us deliver a new career progression and remuneration structure
- We have created 12 new careers in publishing opportunities for Level 3 Apprentices

## Ongoing actions

- We will continue to work with Innecto, to help us deliver a new career progression and remuneration structure
- We will continue to hold Employee Voice Meetings hosted by Executive Committee members
- We have created a Training and Development programme and menu for FY23
- We will launch the second cohort of the Level 5 Leadership and Management Diploma for line managers
- We have continue to hold annual appraisals
- We will continue to hold an Executive Sponsor-led diversity and inclusion focus group and the colleague led and sponsored individual networking groups
- We will continue the mentoring scheme to connect mentoring pairs across the Company
- We will continue to benchmark our gender pay gap against the publishing industry and identify best practices that can reduce the pay gap

## 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 GPG reports be published?	Under the regulations, GPG reports will be produced annually based on the snapshot date of 5 April each year. This GPG report is for April 2021.

Issued: April 2022

*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.*

