

Bloomsbury Publishing Plc Gender Pay Gap Report 2022

The Gender Pay Gap for 2022 is a snapshot of the Gender Pay Gap on 5 April 2022.

Gender Pay Gap Report 2022

Bloomsbury's mean, i.e. average, gender pay gap in the UK is **19.2%**. 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 **20.5%**.

The overall proportion of women to men is 73:27, with a majority of women in all pay band quartiles.

Actions since the 2021 report on our Gender Pay Gap

- We published the Diversity, Equity and Inclusion Annual Report setting out the tangible progress made on delivering the Bloomsbury Diversity, Equity and Inclusion Action Plan;
- Participated in the Publishers Association Diversity, Inclusion and Belonging Survey;
- We introduced an inclusive bonus scheme to reward company achievement, reflecting our recognition that success in Bloomsbury is down to the hard work of all employees;
- We delivered the annual Learning and Development Programme, a series of instructor-led training sessions run throughout the year from The Publishing Training Centre and Mental Health First Aid, complimented with online learning provided through LinkedIn Learning and The Other Box for learning about allyship, unconscious bias and the language of diversity;
- We confirmed flexible working arrangements to improve work-life balance for Bloomsbury staff, including core hours, hybrid working policy and Flexible Fridays, plus two paid annual personal wellness days;
- We launched the second cohort of the Level 5 Leadership and Management Diploma for line managers;
- We have held global employee voice meetings, allowing employees to have their voice heard directly by the Board and senior management;
- We continued with the mentoring scheme which connects mentoring pairs across the Company in two cohorts per annum, with no restriction on how many times mentors and mentees can participate;
- Colleagues have led and joined Staff Networks (Accessibility; Mental Health; Parents, Guardians and Carers; Bloom (BAME), Pride, Multi-Faith and Menopause) offering the chance for employees to network among peer groups, provide support to each other, contribute towards our action plans and policies and work on specific projects;
- We have provided executive coaching for women in senior leadership positions;
- We have held employee annual appraisals;
- We have worked with Innecto, an external consultant partner to help us design and deliver a new career progression and remuneration structure; and
- We have continued to create new careers in publishing opportunities for Level 3 Apprentices, welcoming 26 apprentices to the scheme since launch

Ongoing actions

- We will continue to offer an inclusive bonus scheme to reward company achievement, reflecting our recognition that success in Bloomsbury is down to the hard work of all employees;

- We will continue to flexible working arrangements to improve work-life balance for Bloomsbury staff;
- We will continue to hold Employee Voice Meetings hosted by Executive Committee members;
- We will continue to offer the annual Learning and Development programme covering core publishing skills and management training core skills, with LinkedIn Learning access for all;
- We have continue to hold annual appraisals;
- We will continue to work with Innecto, to help us deliver a new career progression and remuneration structure;
- We will continue to offer the Level 5 Leadership and Management Diploma for line managers and new careers in publishing opportunities for Level 3 Apprentices;
- 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; and
- We will continue to benchmark our gender pay gap against the publishing industry and identify best practices that can reduce the pay gap

Bloomsbury's full gender pay gap data:

Bloomsbury's pay gap		
	Mean	Median
Gender pay gap	19.2%	20.5%

Pay band quartile	Proportion in quartile for UK	
	Men	Women
Lower	15.12%	84.88%
Lower middle	29.65%	70.35%
Upper middle	25.00%	75.00%
Upper	37.43%	62.57%

Bloomsbury's bonus gap		
	Mean	Median
Gender bonus gap	60.8%	0%

	Men	Women
Proportion of each gender receiving a Bonus	71.20%	65.16%

Question	Comment
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 2022.

Issued: April 2023

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.

This statement was approved by the Board on 21 March 2023 and a copy of this statement has been signed by a director.