

Bloomsbury Publishing Plc Gender Pay Gap Report 2023

The Gender Pay Gap for 2023 is a snapshot of the Gender Pay Gap on 5 April 2023.

Bloomsbury's median gender pay gap is 12.7% - a reduction from 20.5% in the previous reporting year.

Summary	2023	2022
Mean Gender Pay Gap	16.50%	19.20%
Median Gender Pay Gap	12.70%	20.50%
Mean Bonus Gender Pay Gap	54.30%	60.80%
Median Bonus Gender Pay Gap	22.40%	0%

The proportion of male employees who were paid bonus 71.43%

The proportion of female employees who were paid bonus 69.31%

The proportion of males and females in each quartile pay band		
The lower quartile	<i>Female</i>	83.33%
	<i>Male</i>	16.67%
The lower middle quartile	<i>Female</i>	72.58%
	<i>Male</i>	27.42%
The upper middle quartile	<i>Female</i>	71.66%
	<i>Male</i>	28.34%
The upper quartile	<i>Female</i>	62.90%
	<i>Male</i>	37.10%

Commentary on the variance from last year:

- The male : female staff ratio has remained roughly the same year on year at around 73% female
- Only small differences in male : female ratios at each of the quartiles year on year
- The main driver of the improvement comes from the changes in our approach to bonuses as we moved away from the max £1,000 and to the first year of the Bloomsbury Company Bonus being based on 6% of salary:
 - The proportion of females receiving a bonus has shifted quite considerably from 65.2% to 69.3%
 - The share of the total spend on bonus received by women has increased from 52.0% to 59.7%

- The significant increase in Median Bonus Pay Gap is also as a result of the change in approach to bonus payment. Because in June 2021 (which was captured in the April 22 GPG) our approach to company bonus was that everyone got £1,000 – that means that our median male and median female will have received the exact same bonus. Whereas our June 2022 approach to bonus was for recipients to receive 6% of salary – our median male and our median female are on different salaries and therefore receive a different bonus. And because we know that our male population skews more senior and there are fewer of them – it results in the male employee most likely being on a higher salary therefore higher bonus therefore the median bonus pay gap.
- As previously explained - the most significant cause of our Gender Pay Gap is having fewer men than women in the lower pay quartiles.
- If we had an even split of males to females in our lowest quartile. We would almost eliminate the mean gender gap and see a double digit shift in the median pay gap in favour of women.
- Bloomsbury has made significant improvements over the years bringing the mean gender pay gap down from 23% in the first year of reporting.

Issued: March 2024

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 Board on 20 March 2024 and a copy of this statement has been signed by a director