

Bloomsbury Publishing Plc Gender Pay Gap Report 2024

The Gender Pay Gap for 2024 is a snapshot of the Gender Pay Gap on 5 April 2024.

Bloomsbury's median gender pay gap is 19.3% - an increase from 12.7% in the previous reporting year.

Summary	2024	2023
Mean Gender Pay Gap	18.3%	16.5%
Median Gender Pay Gap	19.3%	12.7%
Mean Bonus Gender Pay Gap	49.2%	54.3%
Median Bonus Gender Pay Gap	15.3%	22.4%

The proportion of male employees who were paid a bonus - 98%

The proportion of female employees who were paid bonus – 98%

The proportion of males and females in each quartile pay band				
	n.		2024	2023
The lower quartile	201	Female	84.00%	83.33%
		Male	16.00%	16.67%
The lower middle quartile	202	Female	75.74%	72.58%
		Male	24.26%	27.42%
The upper middle quartile	202	Female	69.80%	71.66%
		Male	30.20%	28.34%
The upper quartile	201	Female	63.68%	62.90%
		Male	36.32%	37.10%

Commentary on the variance from last year:

- The male : female staff ratio has increased by 1% year on year to 74% female
- The ratios of females increased in all but one of the quartiles year on year, with a reduction of 3% in the Upper Middle quartile.
- The most notable increase is into the Lower Middle Quartile where the number of women has increased from 73% to 76%. This reduction in the number of women within a higher quartile and a noticeable increase in the number of women within a lower quartile has played a significant part in the increased gender pay gap.
- At the most senior level, two new appointments of men, one of which was a position previously held by a woman has also had an impact on the gender pay gap. This demonstrates the sensitivity to individual changes at a senior level. It is worth noting however, that the Executive Committee is now represented 50%:50%

- The proportion of both men and women receiving a bonus is 98% for both sexes and this has contributed to a reduction in the mean and median bonus gap.
- Nevertheless, our male population skews more senior and there are fewer of them. This results in the male employee most likely being on a higher salary with a bonus based on % of salary maintaining the median and mean bonus pay gap.
- 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 ratio of males to females in our lowest quartile, we would move the mean gender gap to just 2.2% and would see the median pay gap swing in favour of women at -5.4%**
- 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 2025

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 25th March 2025 and a copy of this statement has been signed by a director