



Usborne Gender Pay Gap Report 2021-2022

This report sets out the gender pay gap figures for Usborne Publishing Limited in relation to the reporting year of **2021-2022**. Following government guidelines, the data is compiled from a snapshot date of 5th April 2021.

The Gender Pay Gap

The gender pay gap is the difference between men and women's average hourly pay, across an organisation, expressed as a percentage. It is reported as a median and mean figure, based on those working on a given day. The gender pay gap is not the same as equal pay, which means that men and women are paid the same for carrying out the same role.

Our Gender Pay

Our figures are reported in detail below. In summary, we are pleased that we have made improvements towards closing our mean pay gap and our mean and median bonus gaps in comparison to last year. Our median pay gap unfortunately has increased in this reporting period compared to last. Both mean and median gender pay and bonus gaps are better than the average for our industry, and the national average.

Organisational Context

- Our workforce is made up of 76% women, and we are proud to have a strong history of employing and promoting women across all levels of the organisation. Our senior management and executive teams all have very strong representation of women, with 3 out of 4 of our Senior Management Committee being women.
- Usborne has an even representation of women across all pay quartiles – including 21.5% of all women being paid in the upper quartile.
- We have long had a published salary grading system which was designed to ensure transparent and equitable compensation and career progression across the company.
- Less than a quarter of our employees are men. Of this smaller overall number, proportionally fewer men are in the lower quartiles, and proportionally more of them are in the higher pay quartiles and there has been a more significant increase in these proportions since our last report. This is a key reason behind our pay gap.
- In addition, significantly more women than men move onto a flexible and part-time work schedule, with a pro-rated salary, which also contributes to the recorded pay gap. It also affects our bonus gap, as bonuses are tied to salaries.
- With regards to bonuses: 99% of women and 93.8% of men received a bonus in the year preceding the snapshot date. Unusually for our industry, Usborne pays a bonus to all employees, with eligibility from the first day of employment, regardless of role or level. This accounts for the high figures for eligibility for both women and men.



We are pleased that our percentages on the whole are moving to close the gap we do have, and we will continue to review and assess the potential causes of the gender pay disparity and seek ways to address this.

We have a commitment to supporting the progression of women through the organisation; we will aim to continually review and scrutinise our hiring, development and promotion of all staff to ensure there is no gender bias or weighting. We have introduced the Applied recruitment tool to further reinforce this recruitment strategy with 'blind' applications to ensure we are testing for skills and competencies and ensure our vacancies are accessible and attractive to a diverse pool of individuals.

We will also be working during 2022/2023 on our published grading structure content, so that there is more information on expected skills levels and bases for promotion for each department and the roles within them.

2021 Gender Pay Gap Statutory Calculations

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Usborne is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

Median gender pay gap

Based on the median (middle) hourly rate of pay for men and women in the relevant pay period, our median gender pay gap is **7.1 %** (rounded to one decimal place)

Mean gender pay gap

Based on the mean (average) hourly rate of pay for men and women in the relevant pay period, our mean gender pay gap is **7.3 %** (rounded to one decimal place).

Median gender bonus gap

Based on the median (middle) bonus pay for men and women in the relevant pay period, our median gender bonus gap is **6.4 %** (rounded to one decimal place)

Mean gender bonus gap

Based on the mean (average) bonus pay for men and women in the relevant pay period, our mean gender bonus gap is **0.3 %** (rounded to one decimal place).

Bonus pay

The proportions of men and women who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Men: **93.8 %** Women: **99.0 %**

Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to each individual employee. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of men and women in each quartile.

	Lower	Lower middle	Upper middle	Upper
	%	%	%	%
Men	19.4	23.9	17.9	34.3
Women	80.6	76.1	82.1	65.7



Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:

Nicola Usborne

Nicola Usborne

Deputy Managing Director

7th March 2022

Contact

Please direct any queries relating to this gender pay gap report to Katie White, Head of HR by contacting her on email katie.white@usborne.co.uk