



## **Usborne Gender Pay Gap Report 2022-2023**

This report sets out the gender pay gap figures for Usborne Publishing Limited in relation to the reporting year of **2022 - 2023**. In accordance with legislation, only employees who had received their full pay during the month of April 2022 were used to measure the gap on a snapshot date of 5<sup>th</sup> April 2022 and therefore 274 employees were considered, 214 women and 60 men – giving a gender balance of 78:22.

### **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 snapshot 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 median pay gap and our mean bonus gaps in comparison to last year. Our mean pay and median bonus gaps unfortunately have slightly 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 78.1% 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 a relatively even representation of women and men across all pay quartiles – including 22% of all women being paid in the upper quartile.
- However, only roughly 1/5<sup>th</sup> 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.
- 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.
- We have long had a published salary grading system which was designed to ensure transparent and equitable compensation and career progression across the company.

We continue to review and assess the potential causes of gender pay disparity and seek ways to address this.

We have a commitment to support 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. Our Applied recruitment tool allows us to analyse our



application and interview process 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 2023 on our 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.

**2022 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 **4.3 %** (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 **8.6 %** (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 **8.4 %** (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 **-7.6 %** (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: **96.8 %**                      Women: **94.2 %**

**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	17.6	21.7	17.4	30.9
Women	82.4	78.3	82.6	69.1



**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**

**Managing Director**

**27<sup>th</sup> March 2023**

**Contact**

Please direct any queries relating to this gender pay gap report to Katie White, HR Director by contacting her on email [katie.white@usborne.co.uk](mailto:katie.white@usborne.co.uk)





## **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 5<sup>th</sup> 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.

	<b>Lower</b>	<b>Lower middle</b>	<b>Upper middle</b>	<b>Upper</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
<b>Men</b>	<b>19.4</b>	<b>23.9</b>	<b>17.9</b>	<b>34.3</b>
<b>Women</b>	<b>80.6</b>	<b>76.1</b>	<b>82.1</b>	<b>65.7</b>



**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**

**7<sup>th</sup> 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](mailto:katie.white@usborne.co.uk)







## Usborne Gender Pay Gap Report 2020-2021

This report sets out the gender pay gap figures for Usborne Publishing Limited in relation to the reporting year of **2020-2021**. Following government guidelines, the data is compiled from a snapshot date of 5<sup>th</sup> April 2020.

### **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**

This is the first year that Usborne has participated in the pay gap reporting.

Our figures are reported in detail below. In summary, our median pay gap is -0.4%, therefore weighted towards women. However, our mean gender pay gap is 10.1%, weighted towards men. This mean gender pay gap is better than the average for our industry, and better than the national average, but it is a gap nonetheless.

### **Organisational Context**

- Our workforce is made up of 77% 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 22.5% 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 quartile, and proportionally more of them are in the higher pay quartiles. 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 gap.
- With regards to bonuses: 96.6% of women and 95% of men received a bonus in the year of 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.
- Our median bonus gap is 11.1% whilst our mean gender bonus gap is 1.4%. These bonus gaps are similarly impacted by the employment patterns noted above.



We are committed to fully reviewing potential causes of the gender pay disparity we do have and doing what we can to address them (although in reality we know that some of this will take time). 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 to ensure there is no gender bias or weighting; we will review our recruitment strategies so our vacancies are accessible and attractive to a diverse pool of individuals, and consider and implement policies as we can to redress any gender pay disparity.

We have recently introduced a flexible working arrangement with a '3:2' working model to take effect post-COVID to support all eligible staff to work some of their time from home, both increasing flexibility and work-life balance for all employees.

### **2020 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 **-0.4 %** (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 **10.1 %** (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 **11.1 %** (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 **1.4 %** (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: **95.0 %**                      Women: **96.6 %**

#### **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.

	<b>Lower</b>	<b>Lower middle</b>	<b>Upper middle</b>	<b>Upper</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
<b>Men</b>	<b>16.9</b>	<b>29.2</b>	<b>15.4</b>	<b>30.8</b>
<b>Women</b>	<b>83.1</b>	<b>70.8</b>	<b>84.6</b>	<b>69.2</b>



**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**

**26<sup>th</sup> April 2021**

**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](mailto:katie.white@usborne.co.uk)