



Usborne Gender Pay Gap Report 2023-2024

This report sets out the gender pay gap figures for Usborne Publishing Limited in relation to the reporting year of **2023 - 2024**. In accordance with legislation, only employees who had received their full pay during the month of April 2023 were used to measure the gap on a snapshot date of 5th April 2023 and therefore 274 employees were considered, 218 women and 56 men – giving a gender balance of 79:21.

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, our gender imbalance (four fifths of our workforce are female) creates significant issues in interpreting our gender pay gap as any small change in our male population can make notable impacts on our pay gap. That being said we are pleased that there are improvements in our mean pay gap, although our median pay gap saw a very small increase. Our mean and median bonus gaps have unfortunately slightly increased but reflect the small number of staff who received their 5 year service bonus in this reporting period. Both mean and median gender pay, and bonus gaps are significantly better than the average for our industry, and the national average.

Organisational Context

- Our workforce is made up of 79.5% 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 7 out of 10 of our Management Team being women.
- Usborne has a relatively even representation of women and men across all pay quartiles – including 25% of all women being paid in the upper quartile.
- However, only roughly 1/5th 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.
- 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 2024 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.

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

4th March 2024

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



2023 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 **4.6 %** (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 **2.9 %** (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 **13.8 %** (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 **15.3 %** (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: **7.1 %** Women: **4.9 %**

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	13.2	23.2	20.3	25.0
Women	86.8	76.8	79.7	75.0



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 5th 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 1/5th 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

27th 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



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