

Bloomsbury Publishing Plc

GENDER PAY GAP REPORT 2017

This Gender Pay Gap report is required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The snapshot date for this report is 5 April 2017.

About Bloomsbury

Bloomsbury celebrated its 30th anniversary in 2016. It is a successful, independent global publisher listed on the London Stock Exchange. Bloomsbury seeks to develop its workforce so that all have a sense of, and take pride in, the part they play in achieving its mission to publish works of excellence and originality. Bloomsbury is committed to creating an inclusive working environment for all employees to encourage talented people to flourish based on merit, fairness and respect.

Why there is a Gender Pay Gap

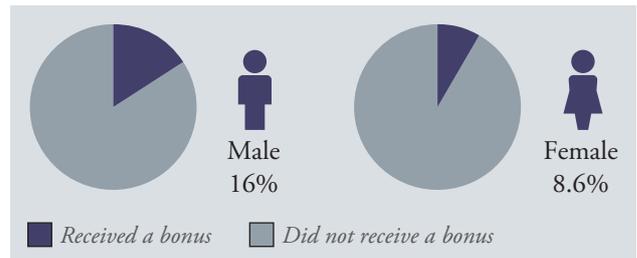
Bloomsbury's mean gender pay gap is 23%. In common with much of the publishing industry, starter roles at Bloomsbury are primarily filled by female employees. This brings down the overall average hourly pay rate for women, causing a gap, which is also caused by three of the four statutory Plc Board executive directors being men. The overall proportion of women to men is 70:30, with a majority of women in all pay band quartiles.

The Executive Committee is Bloomsbury's senior management forum. The heads of Bloomsbury's publishing and service divisions serve on the Executive Committee. Four of the seven division heads are women and the majority of the other senior managers in the company are women.

Bloomsbury's Pay Gap		
	Mean	Median
Pay gap	23.3%	17.2%
Bonus gap	51.0%	46.0%

Bonus Gap

Only a small number of employees in senior roles receive a bonus. The bonus gap results from sales commission payments to a small number of men and Long Term Incentive Plan payments to statutory Plc board executive directors.



Actions on the Gender Pay Gap

How we will develop employees –

- We will develop our training and employee development processes for early- and mid-career employees to provide them with opportunities to grow their leadership and management capabilities so that they are better equipped to progress in their careers.
- We will benchmark our gender pay gap against the publishing industry to identify best practices that can reduce the pay gap.
- We will provide training in unconscious bias, equality and diversity to reinforce Bloomsbury's culture of equal treatment of all employees.

How we will recruit employees –

- We will focus on ensuring that the processing of job applications during recruitment does not introduce gender or other diversity bias.

