

Gender Pay Gap Report 2019



Under the regulations, companies are required to report the gender pay gap for legal employing entities with more than 250 employees. As our employing entities all have fewer than 250 employees, we are therefore voluntarily reporting our gender pay gap as Bonnier Books UK.

About us

Bonnier Books UK is a major UK publisher with sales of £80m. Home to 14 adult and children's imprints, we publish across a wide variety of genres for different ages. From crime to reading group fiction; memoir to self-help; activity to reference – we believe every book matters.



Our talented authors include Willbur Smith, Lynda LaPlante, Rosie Goodwin, Prof. Steve Peters, Lily Allen and Gary Barlow – to name but a few. We're also proud to publish for major brands including Disney, Marvel, Dungeons & Dragons and Bear Grylls.

Bonnier Books UK is owned by Bonnier Books, a family-owned company headquartered in Sweden. Bonnier Books is a top-15 world publisher with global sales of £545m.

Bonnier Books gathers Bonnier's overall book publishing and retail activities, ranging from traditional and digital-first publishing, to quality bookstore chains, paperback retailers and digital subscription services.

With a heritage stretching back to 1837, when Albert Bonniers Forlag published its first work "Proof that Napoleon never existed", Bonnier Books has grown to include a great variety of publishing houses and book retailers across Europe. Originating from, and headquartered in, Stockholm, Bonnier Books is currently present in Sweden, Finland, Norway, Germany, Poland and the UK.

£80m
Bonnier Books
UK sales

£545m
Bonnier Books
sales

Introduction

“This year we are publishing our gender pay gap data for the first time, on a voluntary basis, for 2018 and 2019. Our data reflects a company in transition and, while we have already made some progress, I believe that being open about the challenges we face will help us to accelerate the pace of change.”

As a family-owned business, Bonnier plans for generations rather than quarters. Equality is not simply ‘the right thing to do’; it’s crucial if we are to stay relevant in today’s competitive marketplace. Attracting, developing and retaining a diverse pool of talent will drive our business forward for decades to come.

Although we recognise the data in this report cannot provide the full picture, it’s a much-needed reminder of the structural inequalities that exist in every workplace, and the duty we have as an employer to tackle the obstacles that are preventing many women from reaching their potential.

“Attracting, developing and retaining a diverse pool of talent will drive our business forward for decades to come.”



Last year we introduced a number of initiatives to create a fairer, more balanced workplace, and this year I am continuing to work with our People Director, Anna MacLaren May, and the senior leadership team to make sure we are supporting all of our people, irrespective of gender, age, ethnicity, disability, sexual orientation and socio-economic background.

Compared to 2018, our mean gender pay gap has decreased by 6.6%, while our median gender pay gap has seen a small increase (+1.6%). Since 2017, our mean gender pay gap has decreased by 9.9% (2017: 30.2%).

While this suggests we are making progress, I know that there is so much more we can do – and I am committed to making our community an equal one.”

Perminder Mann
CEO
Bonnier Books UK

I confirm that the information and data reported are accurate and in line with the UK government’s Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our gender pay gap data

Disclosures on pay included below are based on employees paid via payroll in April 2019 and April 2018, whilst bonus data refers to the pay periods from 6 April 2017 to 5 April 2018 and 6 April 2018 and 5 April 2019.

All staff (UK)



2019

30% male; 70% female

Hourly pay	Proportion of colleagues receiving a bonus payment	Proportion of males and females in each pay quartile
<p>8.2%</p> <p>Median gender pay gap</p>	<p>23% 16%</p> <p>Bonus pay</p>	<p>42 Upper Quartile 58</p> <p>24 Upper Middle Quartile 76</p> <p>29 Lower Middle Quartile 71</p> <p>27 Lower Quartile 73</p>
<p>20.3%</p> <p>Mean gender pay gap</p>	<p>33.2% 53.3%</p> <p>Median bonus pay gap Mean bonus pay gap</p>	

All staff (UK)



2018

34% male; 66% female

Hourly pay	Proportion of colleagues receiving a bonus payment	Proportion of males and females in each pay quartile
<p>6.6%</p> <p>Median gender pay gap</p>	<p>28% 22%</p> <p>Bonus pay</p>	<p>45 Upper Quartile 55</p> <p>28 Upper Middle Quartile 72</p> <p>36 Lower Middle Quartile 64</p> <p>29 Lower Quartile 71</p>
<p>26.9%</p> <p>Mean gender pay gap</p>	<p>72.3% 45%</p> <p>Median bonus pay gap Mean bonus pay gap</p>	

What's causing our gender pay gap?

Over the past year, the percentage of women across the top three pay quartiles has started to better reflect the overall gender split of the business – this will have contributed to the 6.6% decrease in our mean gender pay gap.

At the 2019 snapshot date, there is a higher proportion of women in the lowest pay quartile compared to 2018. This increase is likely due to the fact that from 2018 to 2019 we recruited a higher proportion of females than males into entry-level roles (24 females and 6 males, an 80:20 gender split).

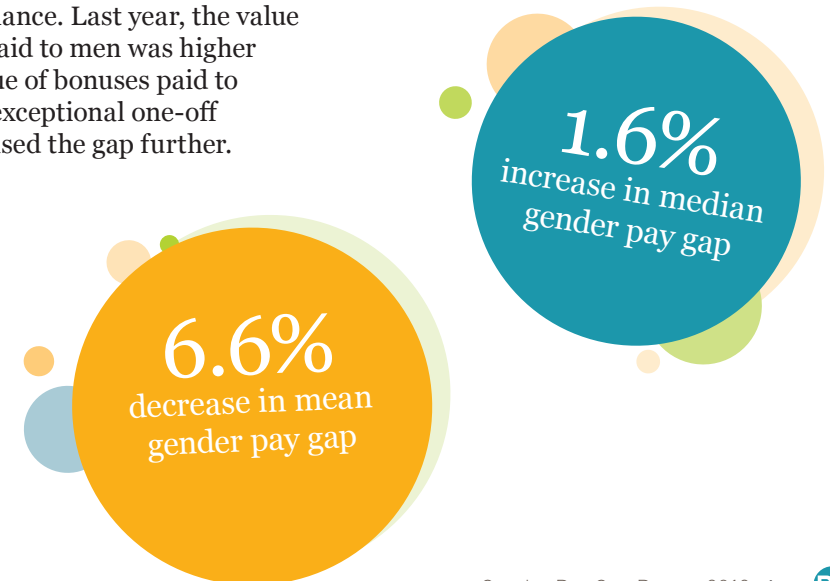
While there is a high representation of women in leadership roles, female senior staff are a relatively small proportion of the overall female workforce – it is the high percentage of women in the lowest quartile that is driving the pay differential.



Occupational segregation – the tendency of men and women to be disproportionately employed in different occupations – is a key driver of the gap. While we have a good gender balance across our commercial, finance and production teams, editorial and design are predominately female, and operations and IT predominantly male.

Only a small number of colleagues receive a bonus each year and the value of payments is based on business unit performance. Last year, the value of bonuses paid to men was higher than the value of bonuses paid to women. An exceptional one-off bonus increased the gap further.

It should be noted that 2018 was a transformational year for the company, with a staff restructure that reduced our workforce number from 349 to 307. This changed the composition of our workforce: at the snapshot date in 2018, our workforce was 34% male, 66% female; in 2019, our workforce was 30% male and 70% female. These changes will have impacted our gender pay data.



Our action plan



“While our gender pay data suggests that we are making progress, closing the gap will take time. We are committed to working continuously to identify the factors stunting women’s career growth and potential, and for the year ahead have prioritised four key areas for improvement.”

Anna MacLaren May, People Director, Bonnier Books UK

What we achieved in 2018



Flexible hours

After piloting flexible working hours with success in 2018, we formally introduced these to the business last year. From Monday to Thursday, our core hours are 10am until 4pm, and on Friday core hours are 10am until 2pm. In addition to improving work-life balance, this aims to emphasise the value of productivity over presenteeism.



Anonymous recruitment

We introduced a new anonymous recruitment policy with the aim of tackling and removing unconscious bias.



Enhanced family-leave policies

We announced enhanced maternity and adoption pay policies, with 26 weeks full pay for employees with over two years’ service, and an enhanced paternity pay policy, with two weeks’ full pay made available during the first six months following birth or adoption.

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Three extra days of annual leave

We announced an extra three days of annual leave to improve work-life balance (bringing the total to 28 days + bank holidays).

Action plan for 2019



Introduction of salary bands across the business

Later this year we will be introducing salary bands across the business, to improve transparency around pay and progression within roles.



Gender-balanced family leave

Whilst our maternity and adoption pay policies are now industry-leading, we will be reviewing all our family-leave policies, with the aim of making these more gender-balanced.



Support for returning parents

Returning to the workplace after family leave can be a challenging time in people’s careers and we are committed to providing better support for returning parents to ensure their retention and continued progression.



A new wellbeing programme

We already offer a 24-7 support counselling service through our Employee Assistance Programme and we will be building on this with a broader wellbeing programme, which will be designed to provide support with gender- based health issues.

Explaining the terminology

The gender pay gap

The gender pay gap is the average difference between hourly wages for men and women.

Equal pay

The gender pay gap is not the same as equal pay. Unequal pay is when women are paid less than men for doing the exact same work. Equal pay has been a legal requirement since the Equal Pay Act was introduced in 1970.

The mean gender pay gap

The mean gender pay gap is an average. It is calculated by adding up the salaries of employees and dividing this number by the number of employees. The pay gap is the difference between the mean figures for men and women, which is reported as a percentage.

The median gender pay gap

The median gender pay gap is calculated by lining up all male and female salaries from highest to lowest and comparing the salaries that fall in the middle of the range for each gender.