

Gender Pay Gap Report 2018



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GNM's gender pay gap has been calculated according to the UK government's methodology. The pay data of 1,500 UK employees was analysed as of 5 April 2018 (795 men and 705 women), including all UK GNM full and part-time employees and casual workers. The data does not include freelancers or other staff not on GNM's UK payroll. Anyone not receiving full pay on 5 April 2018 was also excluded from the hourly pay calculations.

For definitions and GNM's gender pay action plan see our [2017 report](#).

The gender pay gap within GNM

	2018	
Overall GNM	Median 8.4%	Mean 11.7%
Editorial	Median 6.4%	Mean 6.1%
Non-editorial	Median 19.1%	Mean 18.2%



Bonus data

35.9% of women and 28.8% of men received a bonus of some kind last year - 491 employees in total.

Bonus gap	Median	Mean
	0%	34.2%

Proportion of women and men in each pay quartile

GNM is made up of 53% men and 47% women. The total population of 1,500 was divided into four pay groups, each containing 375 employees.

Pay quartile	Staff numbers	Women	Men
Upper quartile	133	35%	65% 242
Upper middle quartile	155	41%	59% 220
Lower middle quartile	185	49%	51% 190
Lower quartile	229	61%	39% 146



Our goals

- Reduce the gender pay gap at GNM every year
- Increase the number of women in the highest paid half of the organisation every year
- Within five years, aim to achieve a 50:50 gender balance in the top half of the organisation
- This will be achieved by developing, promoting and recruiting more talented women at every level and in every part of the organisation

Our progress so far

We are committed to the actions we set out in our plan in **March** as we believe that these will have the most long term impact on women's progression at GNM.

Since March, we have already taken steps in a number of areas to develop, promote and recruit women at every level across the organisation - below is a summary of our progress so far.

- Launched a new mentoring scheme, focused initially on early stage career women.
- Launched a programme for women in mid-level roles to progress to the next level, building on their existing skills and experience.
- Ran building presence in business workshops for women across the organisation.
- Mandatory unconscious bias and dignity at work training available to all staff.
- Building on existing job share practices to educate managers on how to best support staff who are considering greater flexibility in their roles
- Introduced new recruitment practices including gender-balanced interview panels and shortlists wherever possible, gender neutral job advertisements and the inclusion of our diversity statement on all job advertisements.
- Earlier this year we raised the minimum pay level in the organisation to £26,500.

GNM strongly supports the legislation requiring organisations with 250 or more employees to publish data on the gender pay gap, which is a step forward toward making the UK a fairer society. We are committed to the actions we set out in **our plan** and will do everything possible to close GNM's gender pay gap.

The data contained in this report for GNM is accurate.

Suzy Black
Group HR Director
Guardian Media Group