

# 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	<b>Median</b>  <b>8.4%</b>	<b>Mean</b>  <b>11.7%</b>
Editorial	<b>Median</b>  <b>6.4%</b>	<b>Mean</b>  <b>6.1%</b>
Non-editorial	<b>Median</b>  <b>19.1%</b>	<b>Mean</b>  <b>18.2%</b>



## 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
	<b>0%</b>	<b>34.2%</b>

## 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	<b>35%</b>	<b>65%</b> 242
Upper middle quartile	155	<b>41%</b>	<b>59%</b> 220
Lower middle quartile	185	<b>49%</b>	<b>51%</b> 190
Lower quartile	229	<b>61%</b>	<b>39%</b> 146



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## 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

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## 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.

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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.

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**Guardian Media Group**