

Equality report

2023

Introduction



Katharine Viner
Editor-in-chief

Anna Bateson
Chief executive officer

Guardian News & Media is committed to being a diverse and inclusive employer - we value and respect all of our people, invest in their growth and strive to create a workplace where they can flourish.

We are pleased to share our latest equality report outlining our UK gender and ethnicity pay gap data for the year to April 2023.

When we first started reporting on the gender pay gap in the organisation, we set ourselves three goals; to reduce the pay gap each year, to increase the number of women in the top half of the organisation every year and achieve 50:50 gender balance in the top paid half.

Based on our continued work and commitment, this year the mean and median gender pay gap fell compared to last year. This equates to an overall reduction of 43% in the mean and 30% in the median gender gap since our first report, which is encouraging and suggests that the areas of focus and actions we have implemented are effective.

We also set a goal to reach 50:50 gender balance in the organisation. Since our first report representation has steadily increased with women now making up 48% overall (up from 44% in 2017). Our third goal was to achieve 50% of women in the top half of the organisation. From a starting point of 36% in 2017, we have increased this to 44% in 2023.

The 2023 gender pay gap results have particular significance as they represent five years since our first report and the point at which we had hoped to reach 50:50 gender balance in the top paid half of the organisation. While we have made encouraging progress, it is taking time to correct the gender imbalance. Our goals remain and we continue to prioritise not only recruitment, development and progression, but also greater education and awareness on the barriers that hinder workplace equity. These are key mechanisms for achieving the goals we have set.

We continue to build a clearer understanding on our ethnicity pay gap with 88% of staff now providing their diversity information. The ethnicity pay gap has fallen compared to previous years, but at a slower rate than we would like. The mean ethnicity pay gap now stands at 8.3% (8.5% in 2022) and is 41% lower than when we first reported in 2019. The median is now 10.2% (10.8% in 2022), representing a 31% reduction across the reporting period.

Our goal is to reach 20% Black, Asian and minority ethnic representation within the organisation as a whole, as well as in the highest paid half of employees. Representation has increased steadily to 19% and a quarter of those joining the top half of the organisation were from Black, Asian and minority ethnic backgrounds,

taking representation in the top paid half of the Guardian to 15.5% (up from 14% in 2019).

We are making meaningful change across both our gender and ethnicity pay gaps - and this is taking time. Bringing the right talent into our organisation and developing people is crucial; of equal importance is ensuring the systems, processes, behaviours and decision making support this, and that talented people feel valued and want to stay at the Guardian.

A sustained focus on development, through our Leading Edge programme that supports women in mid-level roles has generated positive results, with a number obtaining promotions. Changes have been made to support women and parents in the workplace and enhance the way we support people returning to work following a period of parental leave. A partnership with Tech Returners, an organisation that supports tech professionals returning to the industry, has enabled us to place nine developers within the company in the last year, helping bring diverse new talent into engineering roles.

Our positive action scheme in editorial, providing placements to individuals from diverse backgrounds considering a career in journalism continues into its twenty first year, having offered over 250 placements to date. This year we also began a new partnership with Brixton Finishing School which led to a successful work placement scheme for young people from underrepresented groups in our non-editorial departments - we will carry this partnership into 2024.

In March 2023, the Scott Trust announced an investment of £10 million into a

decade-long programme of restorative justice following the publication of research which found links between the founders of the Manchester Guardian and historical transatlantic slavery. This includes increasing the scope of Guardian reporting on the Caribbean, South America and Africa, and also on communities in the UK and beyond. Several new roles have been created to support this work. Working closely with senior Guardian staff and seeking input from our people of colour staff network has been a vital part of planning this programme of change.

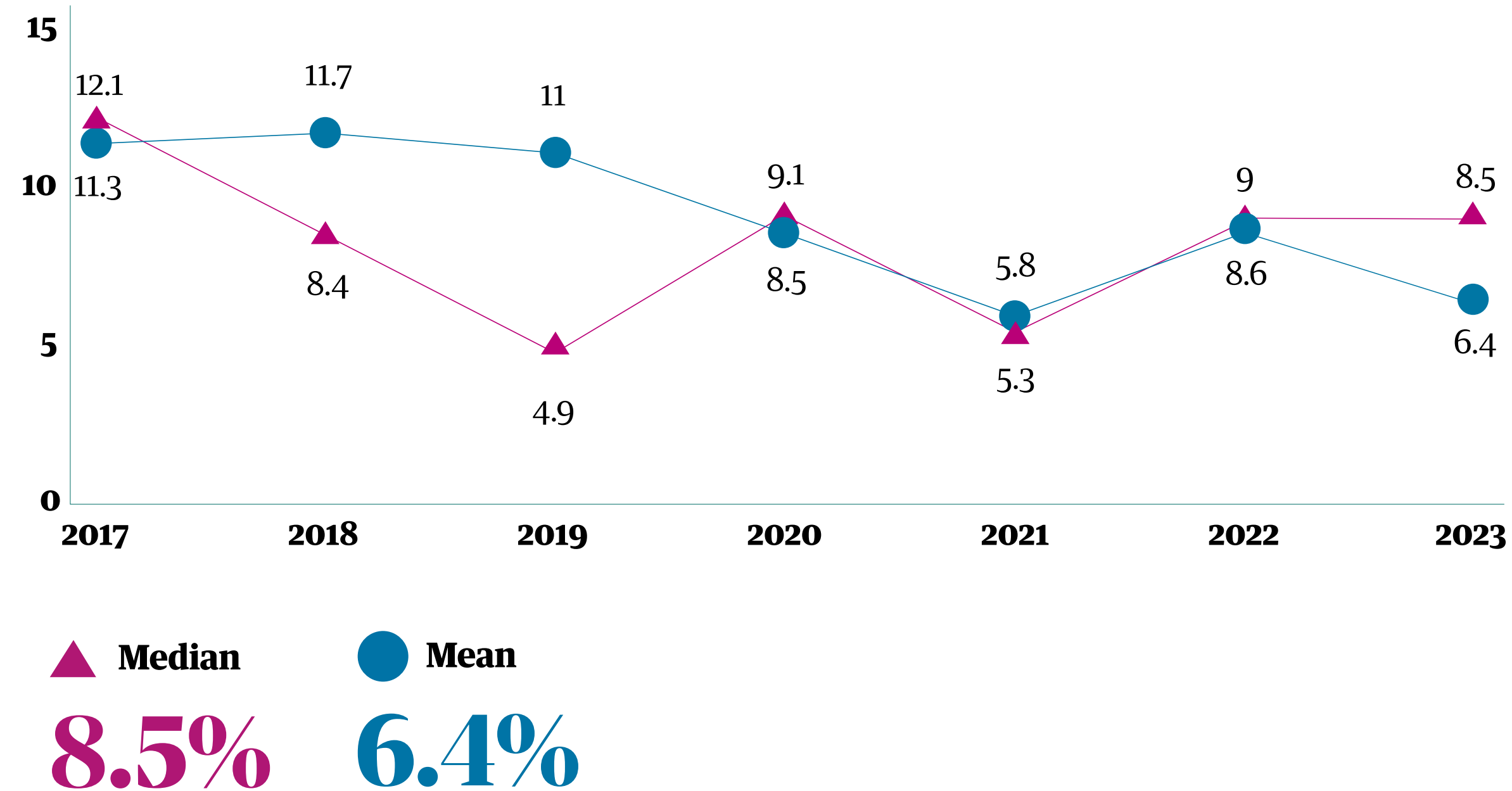
We continue to work closely with the race steering committee, meeting regularly to examine progress on our race action plan. At the five year mark on our pay gap reporting it we recognise that progress has been achieved, but we must continue to raise our expectations to drive even greater change, further embedding diversity and inclusion into our whole approach to working life; it is the only way we can build a workforce and a collective voice that evolves to reflect all the communities we serve.

Overall gender pay gap 2023

Since our first report, the proportion of women in the organisation has risen to 48% (from 44% in 2017). Women now make up 44% of the top paid half of the organisation.

The median pay gap stands at 8.5% (12.1% in 2017) and the mean at 6.4% (11.3% in 2017). While there has been encouraging progress, women continue to be less well represented in the top paid half of the organisation (44%) and more represented in the lower half (52%). This difference continues to drive the gender pay gap.

At the end of the five year period originally set to achieve our goals we have made good progress, and will continue to work towards achieving these targets and improving on them over time.



Details of methodology and definitions are laid out in the appendix. The pay gap figures have been calculated including all UK GNM and GMG full and part-time employees and casual workers. The data does not include freelancers or other staff not on GNM's UK payroll. Historical data and commentary can be found in our [prior reports](#).

Gender pay gap - progress against our objectives

We have seen steady progress against objectives but not at the pace we had hoped. While the proportion of women in the top half of the organisation has risen steadily, women continue to be over represented in the bottom half of the organisation. This difference continues to drive the gender pay gap.

We said we would

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

Our progress

- *The mean pay gap now stands at 6.4% and has fallen by 43% since 2017.*
- *The median pay gap now stands at 8.5% and is 29.8% lower than in 2017.*

- *During the year the number of women in the top half of the organisation increased by one percentage point to 44%.*
- *51% of those recruited into the top half of the organisation were women.*

- *Since 2017, representation of women in the top half of the organisation has seen an 8 percentage point rise moving from 36% to 44%.*

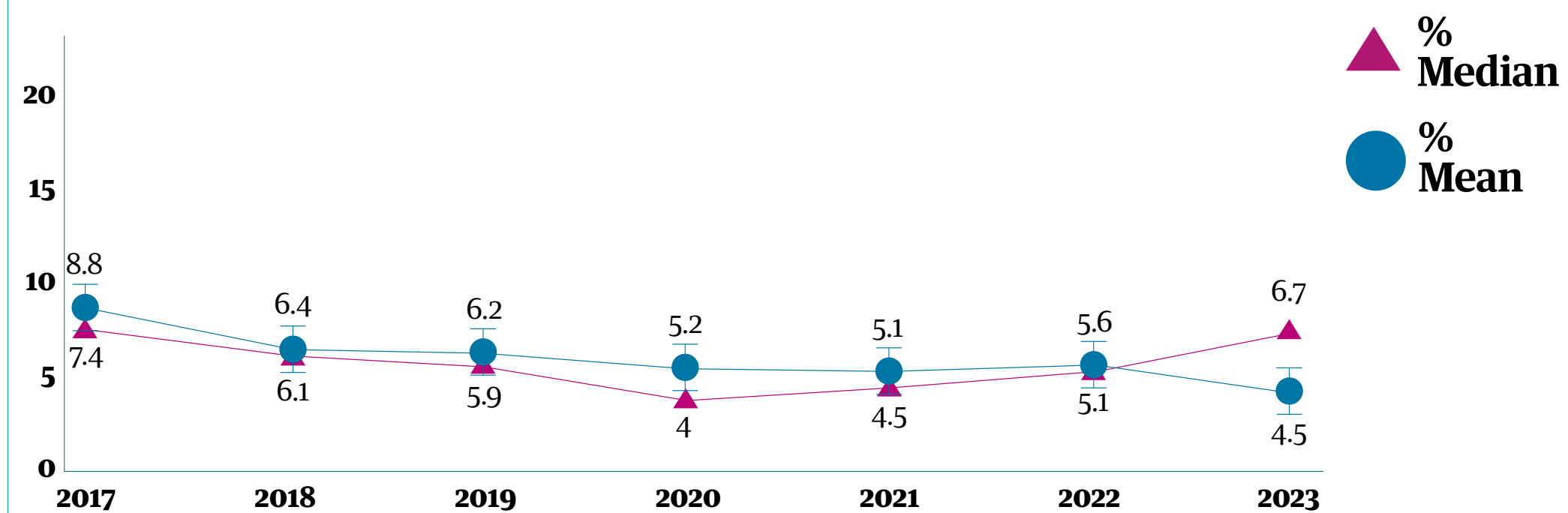
The gender pay gap within the company

In the year to April 2023 60% of those who joined the editorial department were women. A reduction in the mean pay gap of 1.1 percentage points is largely reflective of the impact of appointments at a senior level. The median pay gap increased by 1.6 percentage points which has been influenced by a higher proportion of new junior roles in editorial being filled by women. Bringing talented women into editorial is welcome as part of our longer term ambition to create more diversity within our journalist teams.

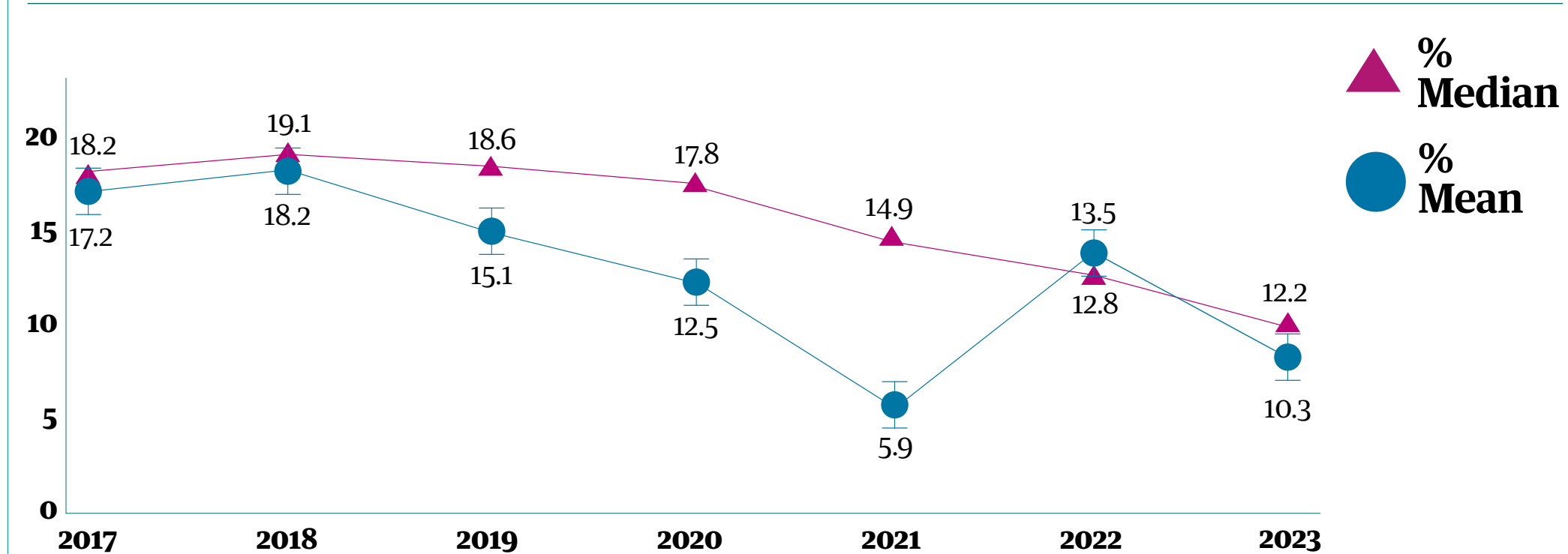
Outside editorial we have seen a more significant fall in the mean pay gap, which reduced by 3.2 percentage points driven by more senior appointments, due, in part, to the appointment of a female chief executive.

The pay gap figures for editorial and non-editorial have been calculated including all UK GNM and GMG full and part-time employees. The data does not include casual workers, freelancers or other staff not on GNM's UK payroll.

editorial



non-editorial



Gender pay gap - bonus data

2023

During the year to April 2023, 92 colleagues (37 men and 55 women) in our commercial teams received a bonus. This equates to 4.4% of men and 6.8% of women. The bonus scheme for the most part relates to sales commission payments in commercial teams, based on a percentage of salary.

Overall more women received a bonus than men. However a higher proportion of women in more junior roles received a bonus payments, which is driving the bonus pay gap.

The bonus gap continues to fluctuate between years as a result of the relatively low number of employees eligible for the sales commission scheme.

Median

22.9%

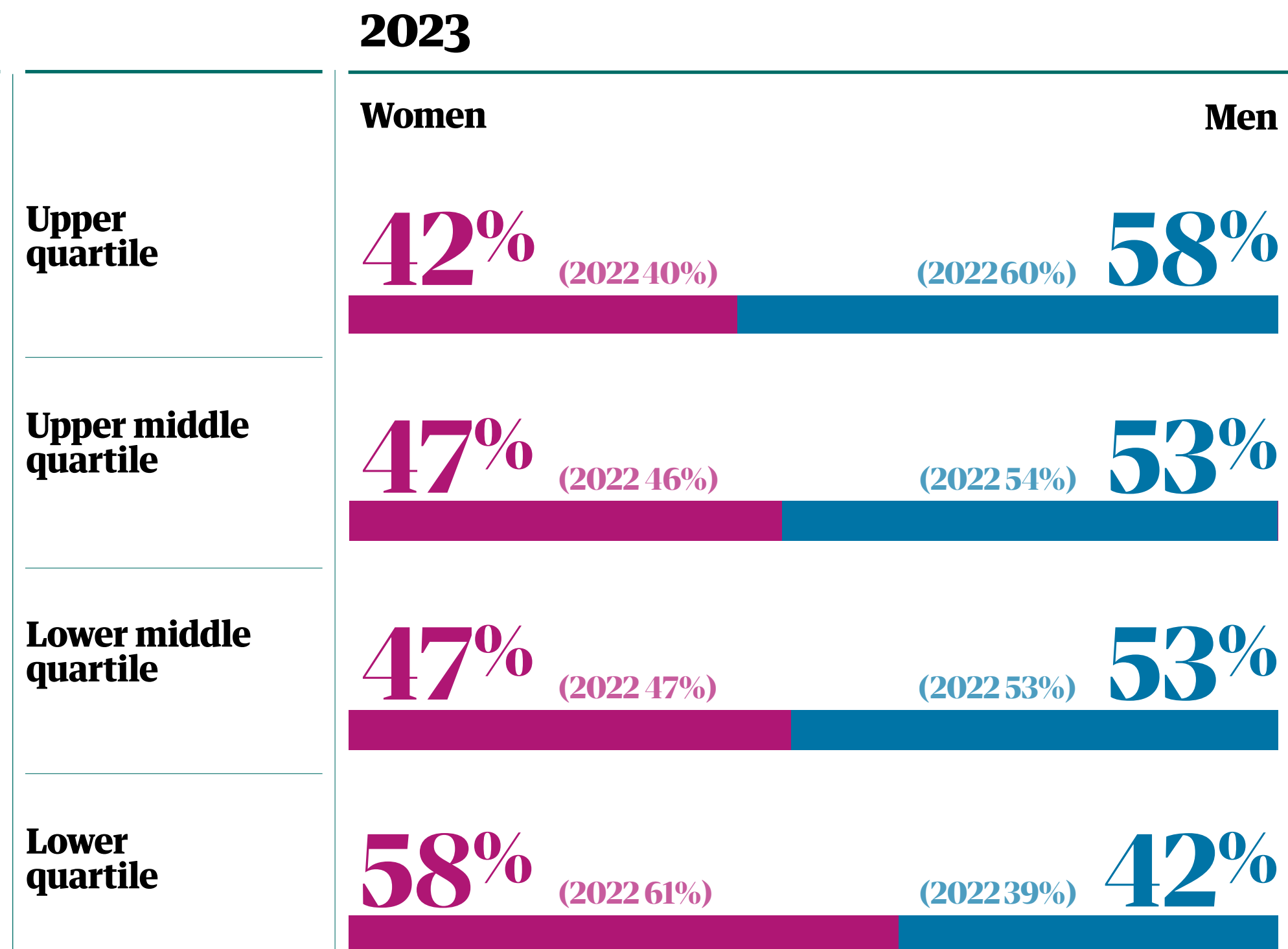
Mean

14.9%

Historical data and commentary can be found in [prior year reports](#).

Gender pay gap - pay quartiles

Overall women now make up 44% of the top half of the organisation, up from 43% in 2022 and up 8 percentage points since 2017. We saw an encouraging 2 percentage point improvement in the representation of women in the upper quartile to 42% in 2023 (from 40% in 2022). 59% of joiners into the bottom paid half of the organisation were women. This difference in representation in the top and bottom paid half of the organisation continues to drive the gender pay gap.



To calculate 2023 pay quartile data, the employee population of 1,620 was divided into four pay groups, each containing 405 employees.

Gender pay gap - progress against our action plan

In 2018 we outlined a series of measures designed to address the gender pay gap as part of a five year action plan. Below is an update of progress in the year to April 2023.

We said we would

Fast-track women's progression across the organisation

Strengthen recruitment practices

Monitor pay and progression processes

Our actions

- *In the year to April 2023 54% of those promoted, or receiving a raise for taking on additional responsibilities, were women (51% in 2022).*
- *In 2023, 41 women attended Leading Edge training, a development programme dedicated to supporting women in mid-level roles. Since this programme launched 146 women have taken part. 29 attendees obtained a promotion (3 of these women were promoted twice).*
- *We are partnering with the Women Of Colour Global Network (WOCGN), to create a mentoring and sponsorship programme tailored to support women of colour, which will launch in 2024.*
- *We continue to use gender neutral language in job adverts.*
- *We introduced new training for all line managers to ensure they are well equipped to follow inclusive recruitment practices.*
- *A new workshop on fostering everyday inclusion within teams was rolled out for all senior leaders to help them role model inclusivity in their departments.*
- *The majority of candidates shortlisted for vacancies are now diverse in terms of gender and ethnicity, and mixed-gender interview panels have been achieved as part of the interview process.*
- *In the year to April 2023, 56% of those joining the organisation were women and 51% joined into the top half of the organisation, a three percentage point increase on 2022.*
- *We continue to review out of cycle salary increase proposals and annual salary review increase proposals with a gender and diversity lens to ensure fairness*

Gender pay gap - progress against our action plan

(Continued)

We said we would

Review minimum pay

Offer enhanced training and development opportunities

Set objectives

Consult

Governance and oversight

Our actions

- *Our minimum salary is £27,000 per annum which we believe continues to be competitive and fair.*

- *The great people management training programme was reviewed in April 2022 and enhanced. Since relaunching in September 2022, 152 employees have signed up to attend.*

- *89% of employees have attended values and unconscious bias training.*

- *Every member of the GNM executive committee has a personal objective and a departmental plan relating to diversity and inclusion.*

- *We have continued to engage with the NUJ/Unite unions, the D&I forum and the GMG Remuneration Committee Information and Consultation Forum (RCICF).*

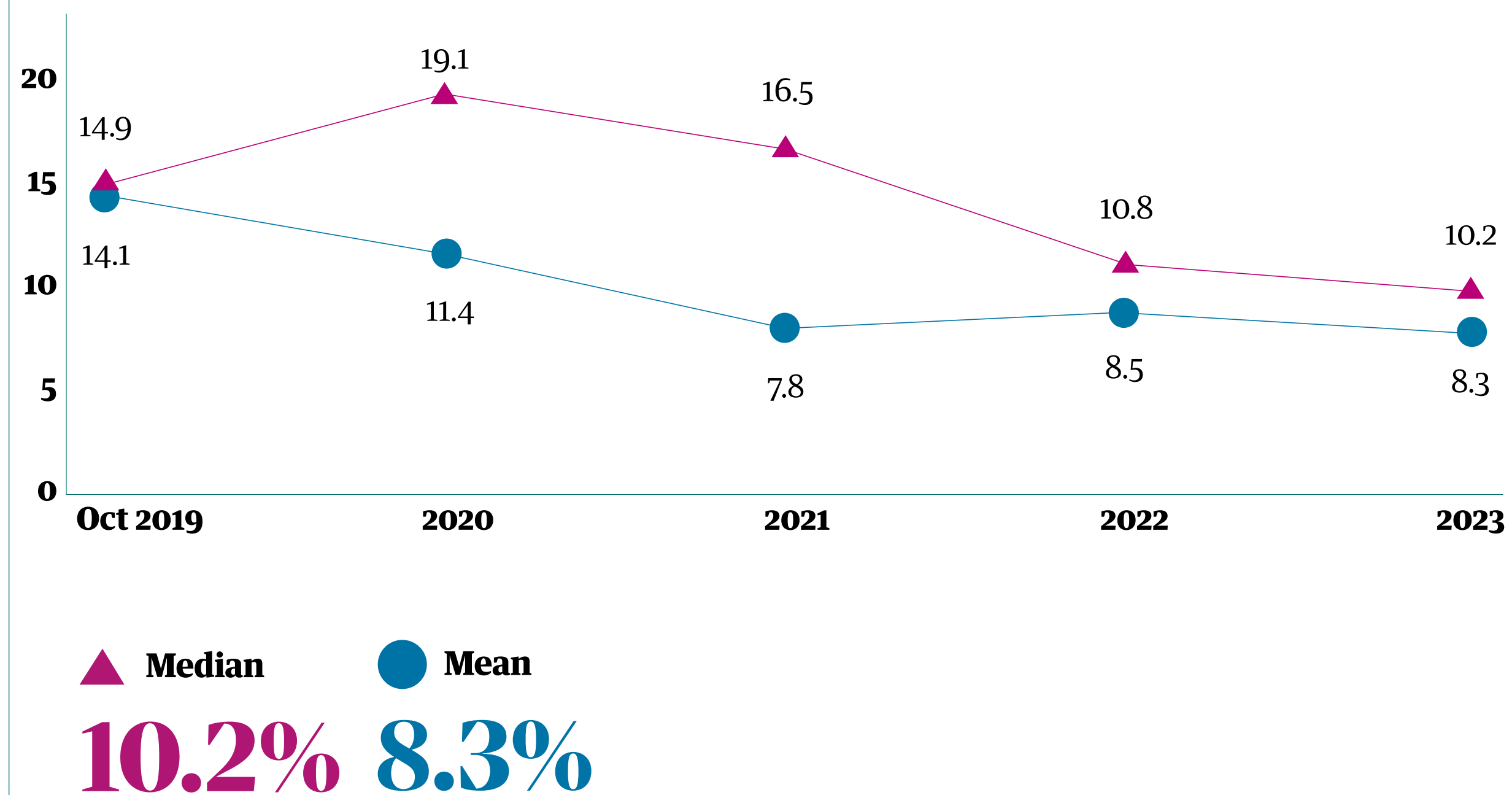
- *Governance and oversight is provided by the Remuneration and People Committee, chaired by a non-executive director, and a Remuneration Committee Information and Consultation Forum which is made up of staff representatives from across the company.*

Overall ethnicity pay gap 2023

Overall representation of Black, Asian and minority ethnic employees increased during the year to 19%, up 1 percentage point from 2022. In the top half of the organisation, representation now stands at 15.5% - up from 15% in 2022. These figures are based on 88% of employees who self reported their ethnicity (up from 85% in 2022). Efforts continue to increase the number of staff reporting their diversity information.

At a mean level the pay gap is now 8.3% (8.5% in 2022), a modest year on year change but a significant fall from 14.1% in 2019 when we published our first ethnicity pay gap report. The median ethnicity pay gap has fallen each year since 2020 and now stands at 10.2% (10.8% in 2022), and shows promising progress compared to 2019 when the figure stood at 14.9%.

25% of those joining the top half of the organisation identified as Black, Asian or from another minority ethnic group.



The pay gap figures have been calculated including all UK GNM and GMG full and part-time employees. The data does not include casual workers, freelancers or other staff not on GNM's UK payroll.

Ethnicity pay gap - progress against our objectives

In 2019 we outlined a series of measures designed to address the ethnicity pay gap as part of a five year action plan. We are making steady progress against these goals.

We said we would

Reduce the ethnicity pay gap every year

Achieve 20% representation across the company in the next five years

Achieve 20% representation across the top two pay quartiles of the organisation in the next five years

Our progress

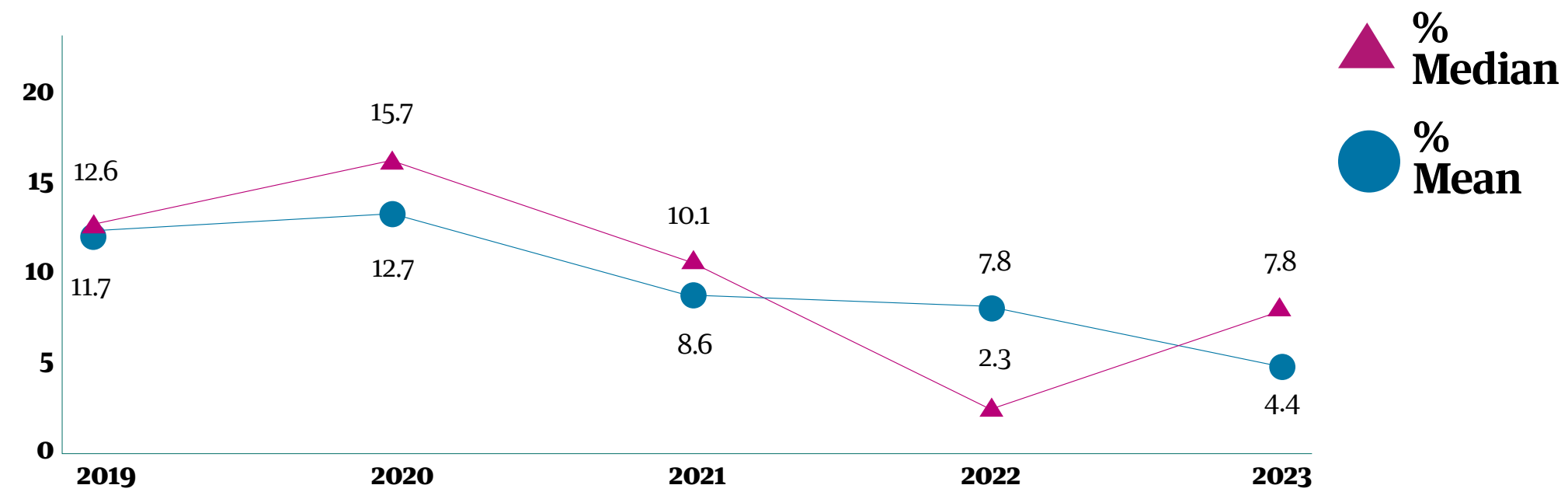
- *The mean pay gap fell 0.2 percentage points during the year and now stands at 8.3%. This is 5.8 percentage points lower than in 2019.*
- *The median pay gap fell to 10.2%, a half point reduction, and 4.7 percentage points lower than 2019.*
- *The number of people in the organisation who identify as Black, Asian or from another minority ethnic group has risen to 19% up from 18% in 2022 and 17% in 2019.*
- *15.5% employees in the top half of the organisation identified as Black, Asian or from another minority ethnic group (a 0.5 percentage point increase from 2022) and up from 14% in 2019. A quarter of those joining into the top half of the organisation were people of colour.*

The ethnicity pay gap within the company

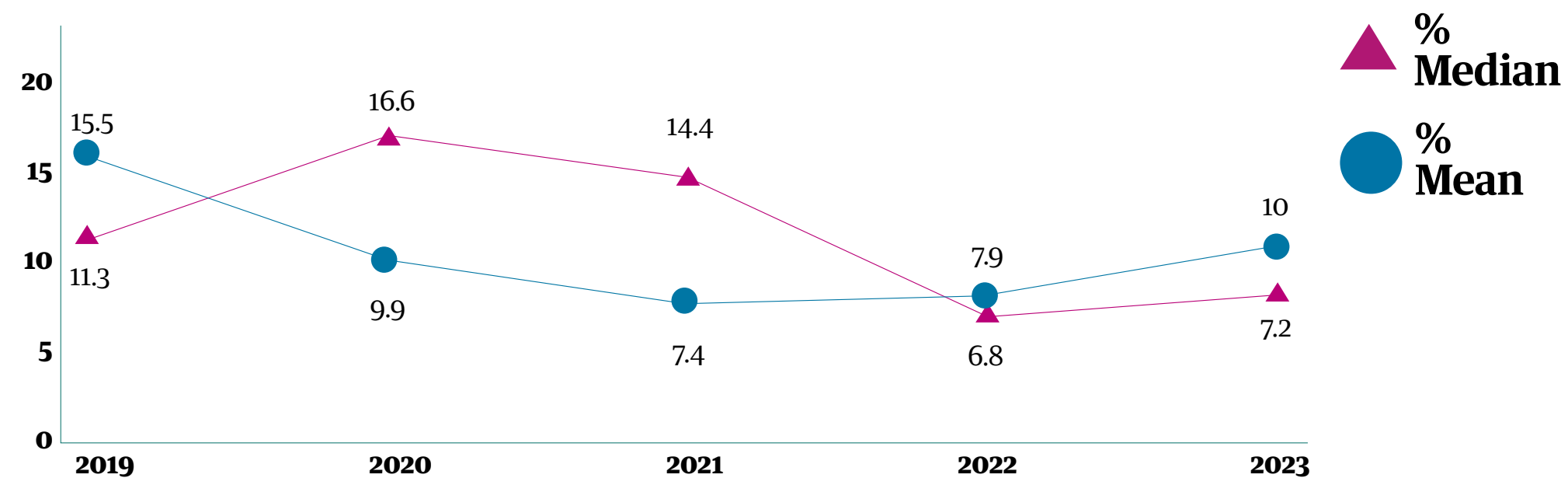
Within our editorial department 12% identify as Black, Asian or from another minority ethnic group (unchanged from 2022) and 88% as white. A quarter (26%) of those who joined the editorial department in the year to April 2023 identified as Black, Asian or from another minority ethnic group.

Outside editorial 25% identify as Black, Asian or from another minority ethnic group (up from 23% in 2022) and 75% white. The pay gap outside editorial rose, driven by a higher level of disclosure this year, particularly from those in the lower paid half of the organisation, giving us a more complete picture of the ethnicity pay gap.

editorial



non-editorial



The pay gap figures have been calculated including all UK GNM and GMG full and part time employees who self-reported their ethnicity data. The data does not include casual workers, freelancers or other staff not on GNM's UK payroll.

Ethnicity pay gap - pay quartiles

Representation increased across all quartiles, except for the upper middle quartile. Increasing representation in the upper quartile, which rose by 1 percentage point, continues to be an important priority for the company.

To calculate 2023 pay quartile data, the employee population of **1,241** was divided into four pay groups, two containing 311 employees and three containing 310 employees.



Ethnicity pay gap - progress against our action plan

In 2019 we outlined a series of measures designed to address the ethnicity pay gap as part of a five year action plan. Below is an update of progress in the year to April 2023.

We said we would

Strengthen recruitment practices

Accelerate progression

Ensure representation

Our actions

- We continue to include diversity statements in all job adverts and reach out proactively to diverse candidates through relevant networks.
- A substantial majority of interview shortlists for roles open to external applicants have included a diverse candidate.
- We continue to broaden our reach by partnering with organisations such as the Black Young Professionals network, to help promote job opportunities at the Guardian to their network and audiences and host webinars on career paths in the media industry.
- In the 12 months to April 2023, 26% of employees promoted identified as Black, Asian or from another minority ethnic group, up from 20% in 2022.
- We ensure everyone has equal access to training and development, including leadership and management programmes, and that any member of staff who would like a mentor has one as part of our organisation-wide mentoring programme.
- 26% of attendees of our Leading Edge training, a development programme dedicated to supporting women in mid-level roles, identified as Black, Asian or from another minority ethnic group.
- We continue to focus on ensuring we recruit, retain and progress Black, Asian or from another minority ethnic group employees at all levels of the organisation.
- A third of those joining the company identified as Black, Asian or from another minority ethnic group (27% 2022).
- A quarter of those appointed into roles in the top half of the organisation identified as Black, Asian or from another minority ethnic group (36% 2022).

Ethnicity pay gap - progress against our action plan

(Continued)

We said we would

Monitor pay and progression

Provide comprehensive learning and development

Set objectives

Widen access

Our actions

- *We continue to review out-of-cycle salary increase proposals and annual salary review increase proposals with a diversity lens to ensure fairness.*
- *We will continue to ensure that every member of staff attends mandatory training on unconscious bias and everyday inclusion, dignity at work, and values and behaviours, to support a more inclusive culture. We continue to support line managers on inclusive recruitment practices.*
- *97% of managers have taken part in anti-racism training and 71% of staff have taken part in anti-racism training. There is an ongoing drive towards completion.*
- *A new workshop for department leaders and managers focused on intersectionality, allyship and everyday inclusion is being introduced to the commercial team before being tailored for other departments.*
- *Every member of the GNM executive committee has a personal objective and a departmental plan relating to diversity and inclusion.*
- *The Scott Trust bursary scheme continues and has extended the offering to three new bursaries this year, to include places specifically for Black aspiring journalists in the UK.*
- *We partnered with Brixton Finishing School, offering placements to 18-25 year olds from lower socioeconomic backgrounds and other underrepresented groups in our non-editorial departments.*

Diversity and inclusion



Suzy Black
HR director
 Guardian Media Group

At the Guardian we celebrate diversity, and value and respect all differences in all people, seen and unseen. We aspire to an open, supportive and inclusive culture that makes the Guardian a good place to work for everyone.

Our ongoing work on diversity and inclusion is essential for creating an organisation that is equitable, inclusive and considerate; a workplace that employees feel both proud to be a part of collectively and where they can thrive personally. The details in this report show the important progress we are making and how we are focussing our efforts going forward for meaningful and lasting change.

Alongside recruitment and development action plans, we continue to work to raise awareness and deepen understanding of how to achieve greater diversity, inclusion and belonging within teams. The Guardian's diversity and inclusion staff forum hosted their fifth annual awareness week in March 2023, with an extensive programme of events hosted by colleagues, who covered subjects including managing the menopause,

being a working parent, women in journalism and neurodiversity. The thoughtfully curated programme attracted our highest number of attendees yet.

We worked closely with the Business Disability Forum last year, auditing our processes and understanding where we can make improvements in our approach to disability inclusion. We are taking their recommendations on board with an initial focus on strengthening our processes in external and internal recruitment and onboarding new members of staff as well supporting workplace adjustments.

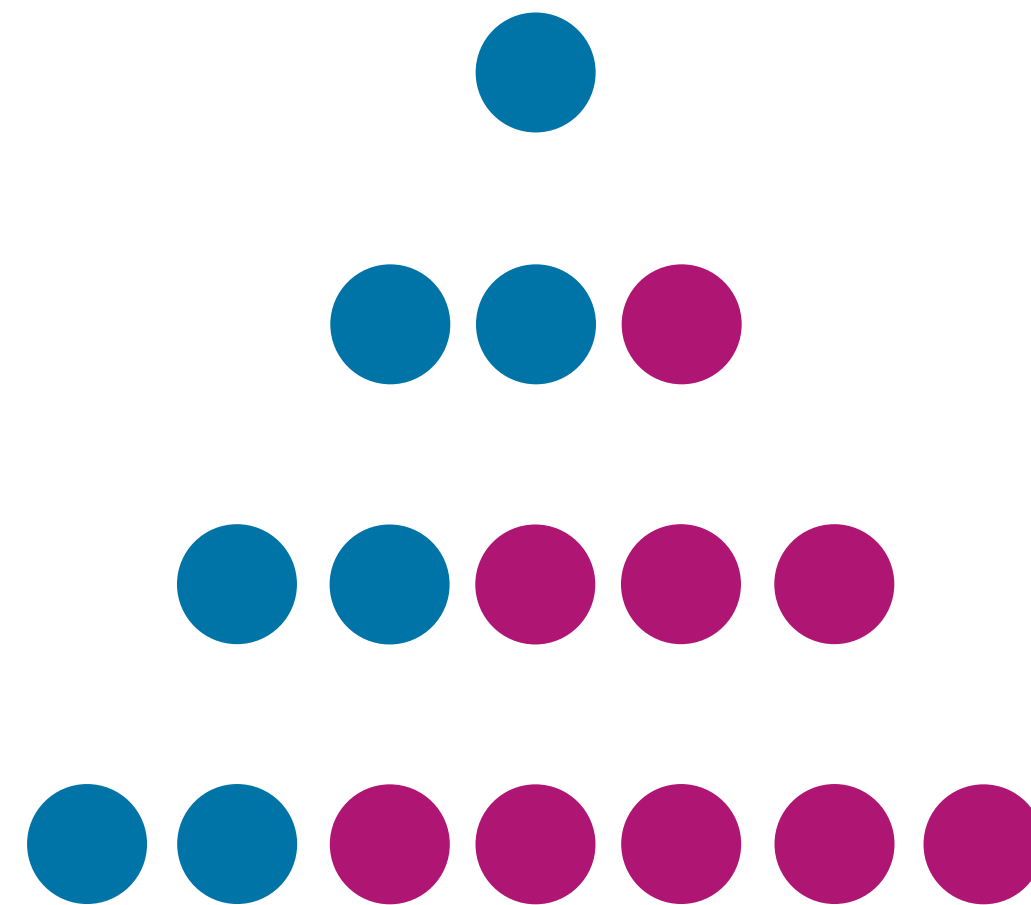
We regularly assess and evaluate our workplace policies to ensure they remain comprehensive, practical and supportive. In 2022, we introduced several enhancements, extending maternity and paternity leave and introducing new baby loss and menopause policies. A thriving employee working parents group spearheaded a new return to work programme this year, which includes resources and support for parents leaving and re-entering the workplace as well as for their line managers.

An important part of creating real structural change within diversity and inclusion is helping to build and nurture diverse talent. We were pleased to continue our positive action scheme, offering editorial placements to aspiring journalists from diverse backgrounds and with disabilities. And this year, we started working with Brixton Finishing School, offering placements to 18-25 year olds from lower socioeconomic backgrounds and other underrepresented groups in our non-editorial departments - this has been a successful partnership and we will carry this forward for 2024.

Appendix: Methodology

Gender and ethnicity pay and equal pay

The pay gap is the difference between the average hourly earnings of two employee populations, irrespective of role.



It is not to be confused with equal pay - paying individuals performing the same or a similar role differently because of their gender has been illegal since 1970.

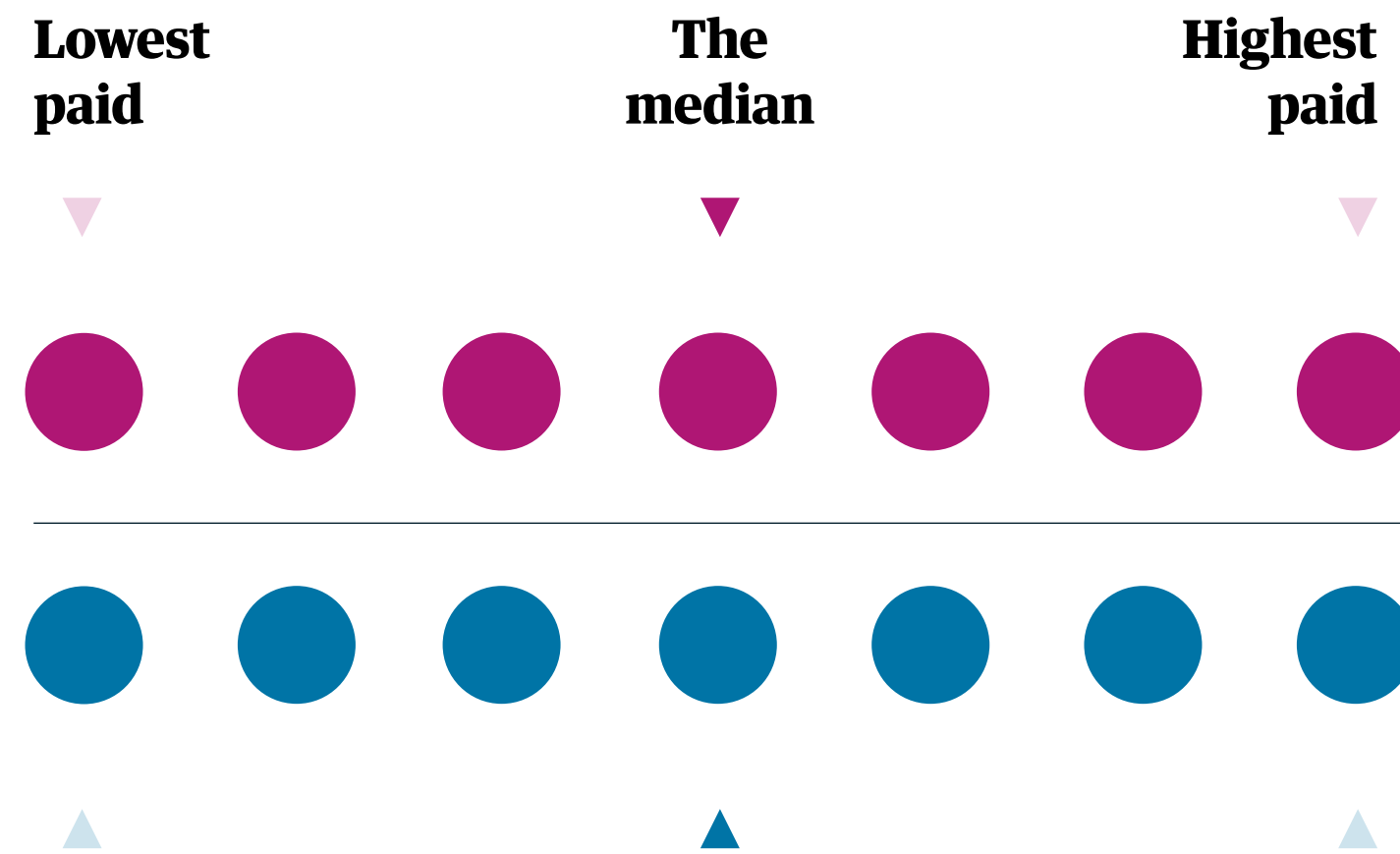


Appendix: Methodology

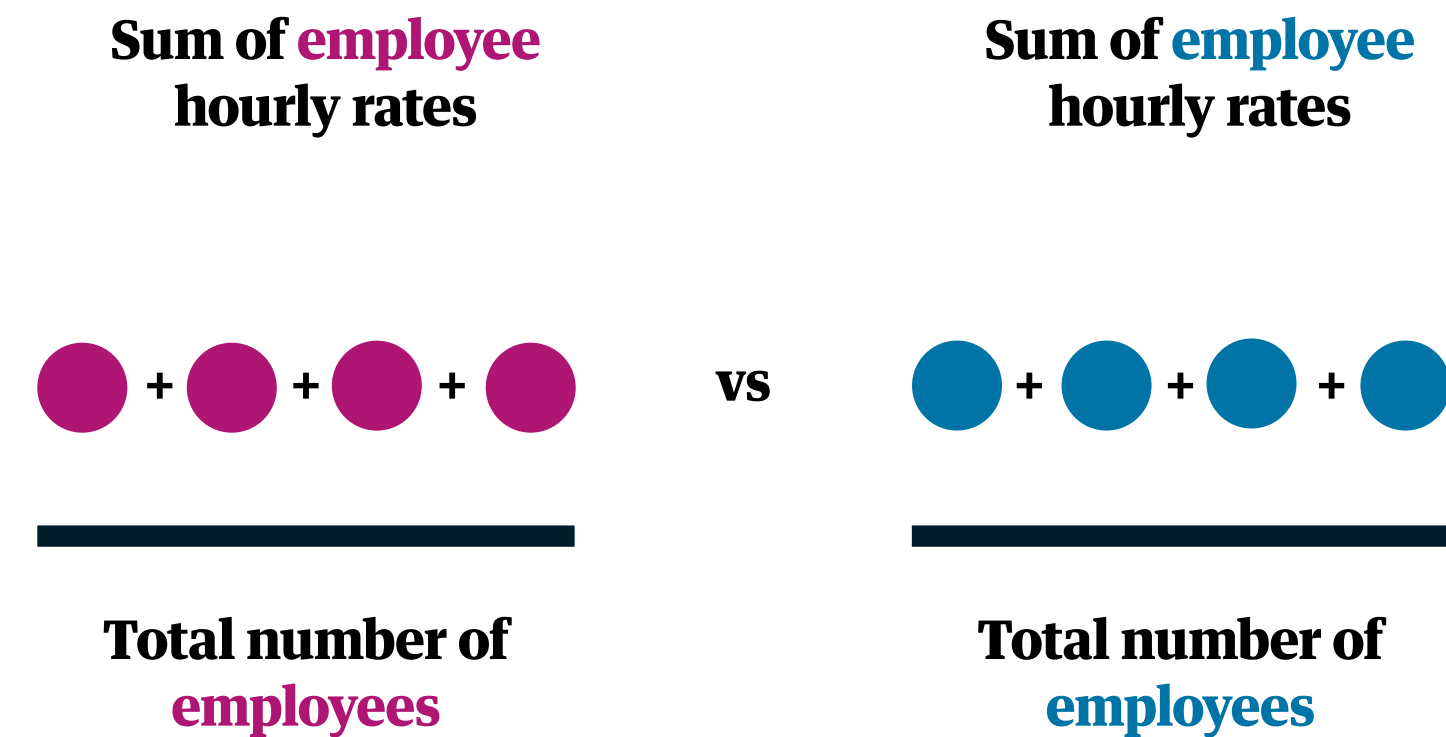
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How median and mean pay gaps are calculated

The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of the first populations wages and the middle employee in the range of the second populations wages.



The mean commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The median gap is the difference between the employee in the middle of the range of the first populations wages and the middle employee in the range of the second populations wages.



Appendix: Methodology

(continued)

GNM's ethnicity pay gap has been calculated using the same methodology as required by the UK government's gender pay reporting regulations.

We ask all our UK to add diversity details to their confidential HR record. We achieved an 88% completion rate in 2023 (85% 2022). Employees who preferred not to disclose their ethnic group have been excluded from the analysis.

The pay data of 1,241 UK employees was analysed as of April 2023. This included all UK permanent and fixed term contract employees. The data does not include freelancers and casual workers. Anyone not receiving full pay on 5 April 2023 (for example those on maternity leave or other extended leave) has been excluded from the hourly pay calculations.

How median and mean pay gaps are calculated

Black, Asian and minority ethnic

Arab

Asian or Asian British: Bangladeshi

Asian or Asian British: Chinese

Asian or Asian British: Indian

Asian or Asian British: Pakistani

Asian or Asian British: Other

Black or Black British: African

Black or Black British: Caribbean

Black or Black British: Other

Mixed: White and Asian

Mixed: White and Black African

Mixed: White and Black Caribbean

Mixed: Other/multiple ethnic background

Other ethnic group

White

White: English/Welsh/Scottish/Northern Irish/British

White: Gypsy or Irish Traveller

White: Irish

White: Other

Statutory figures

The government requires employers to report both the mean and median gender pay gaps in their workforce, as well as information on bonuses and pay quartiles.

GNM's gender pay gap has been calculated according to the UK government's methodology. The pay data of 1,608 UK employees was analysed as of April 2023, 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.

In line with the government methodology, anyone not receiving full pay on 5 April 2023 (for example those on maternity leave or other extended leave) has been excluded from the hourly pay calculations.

Hourly gender pay gap results - GNM statutory disclosures

The gender pay gap within the company on page 5 is not required but is presented for greater transparency.

2023

Mean pay gap

6.9%

Median pay gap

8.3%

Statutory figures

(continued)

Gender pay gap quartile analysis - GNM statutory disclosures

2023

	Female	Male
Upper quartile	42%	58%
Upper middle quartile	47%	53%
Lower middle quartile	47%	53%
Lower quartile	58%	42%

Statutory figures

(continued)

Gender bonus pay gap - GNM statutory disclosures

	2023
Mean	15%
Median	25.6%
% proportion of women receiving bonus	6.4%
% proportion of men receiving bonus	4.5%
Total bonus receivers	87