2018 UK gender pay gap report

All Cambridge University Press colleagues are treated equally and have equal opportunity to progress through the organisation, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy, sexual orientation, gender reassignment or disability.

As a department of the University of Cambridge, our gender pay gap has been reported within the University’s overall pay gap report, and on the Government’s Gender Pay Gap Reporting website.

We are fully behind the Government’s move to highlight gender pay gaps and to bring conversations around gender pay out in to the open. This report provides more information about our position.

About Cambridge University Press

Cambridge University Press is a department of the University of Cambridge, and our mission is to advance learning, knowledge and research. We use our profit for purpose, contributing to society by furthering the mission of our University.

Our UK workforce

Figures compiled on 31 March 2018.

Mean and median: what do they mean?

Mean is the sum of a set of values divided by the number of values.

Median is the middle one in a set of values arranged in order of size.

Gender pay gap

The figures below are calculated using the standard methodologies used in the ‘Equality Act 2010 (Gender Pay Gap Information) Regulations 2017’.

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly fixed pay</td>
<td>22%</td>
<td>18%</td>
</tr>
<tr>
<td>Bonus paid</td>
<td>50%</td>
<td>75%</td>
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The Press’s median pay gap of 18 per cent is 1 per cent lower than last year, and compares with the Office of National Statistics (ONS) median pay gap of 17.9 per cent for Great Britain.
Based on analysis of our data, we are confident that male and female colleagues are paid on equal terms for doing the same jobs across the Press. However, we have more male colleagues at senior management level than we do female colleagues. This creates the overall pay gap.

- This is something we are actively addressing. We are working through a list of actions to help us reduce and eventually close the overall pay gap of 18 per cent. We have made some progress, closing the gap by 1 per cent since 2017.

All UK colleagues are eligible for a bonus award each year, which is dependent on the Press’s performance. The difference between the bonus awards for females and males in the table overleaf is again the result of there being fewer women in senior roles.

**Pay quartiles**

Using the standard methodologies from the ‘Equality Act 2010 (Gender Pay Gap Information) Regulations 2017’, our gender distribution across four equally-sized pay quartiles is as follows:

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Male %</th>
<th>Female %</th>
</tr>
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<tbody>
<tr>
<td>Lowest</td>
<td>69</td>
<td>31</td>
</tr>
<tr>
<td>Second</td>
<td>72</td>
<td>28</td>
</tr>
<tr>
<td>Third</td>
<td>58</td>
<td>42</td>
</tr>
<tr>
<td>Highest</td>
<td>43</td>
<td>57</td>
</tr>
</tbody>
</table>

**Addressing the gender pay gap**

In order to tackle our gender pay gap we are working in several areas:

- **Shortlisting and job adverts**: we are proactively aiming for balanced female and male shortlists for roles at the Press. We also review all UK job advertisements for gender bias, as well as how we present the Press to potential candidates. In the last year, half of our senior hires have been women.

- **Selecting for success**: we have delivered training for about one third of recruiting managers so far to ensure we are recruiting the right people for the right reasons.

- **Supporting parents returning from parental leave**: We offer our colleagues support prior to and on return from leave to ensure that they can step back in easily.

- **Unconscious bias training**: we have delivered training for a large percentage of colleagues in the UK to ensure decisions avoid any form of unconscious bias. We continue to roll this out globally.

- **Supporting aspiring female leaders**: we are reviewing global mentoring at the Press which is open to everyone, and we are actively encouraging women in senior roles to offer themselves as mentors to support other aspiring women.

- **Flexible working**: we have reviewed our flexible working arrangements to make it easier for both women and men to work flexibly and fit in with business requirements.

- **Publishing Association Inclusivity Action Plan**: we signed up to and are working on the Publishing Association’s Ten Point Inclusivity Action Plan to tackle inclusivity within the publishing industry.

We are optimistic that these initiatives will improve our ability to provide progression opportunities to existing colleagues, and hiring in new colleagues based on ability alone. It may be some time before we see a significant shift in our gender balance at senior levels, and in the meantime, we are committed to reporting externally on an annual basis on what we are doing to reduce the gender pay gap, and we are also committed to keeping all colleagues up-to-date with the progress we are making.

**Our commitment to diversity and inclusivity**

Cambridge University Press is committed to being a diverse and inclusive place to work. We are part of the University of Cambridge, committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality. We are a global organisation, serving customers and representing colleagues all over the world. Diversity, in all its various forms, is key to our success.

Cathy Armor
Director for People, Cambridge University Press
6 March 2019