

2021 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, Cambridge University Press shares its mission to advance learning, knowledge and research. Our gender pay gap data is reported formally within the [University's overall pay gap report](#) and on the [Government's gender pay gap reporting website](#). We've opted to also publish our gender pay gap for the Press.

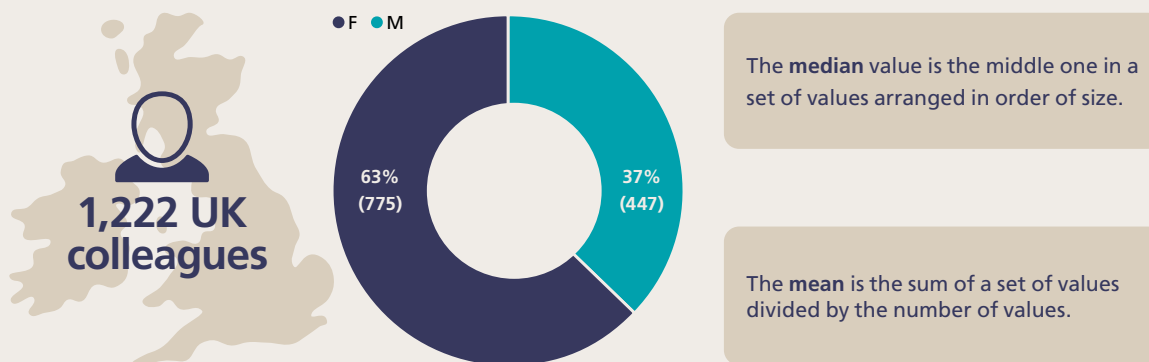
We are fully behind the Government's move to highlight gender pay gaps and to bring conversations around gender pay out in to the open. Our board and senior leadership team are committed to closing our gender pay gap. We have already delivered tangible improvements but recognise we have more to do. Our action plan for 2022 will set out the things we aim to do to close the gap in the year ahead.

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 2021.



Gender pay gap

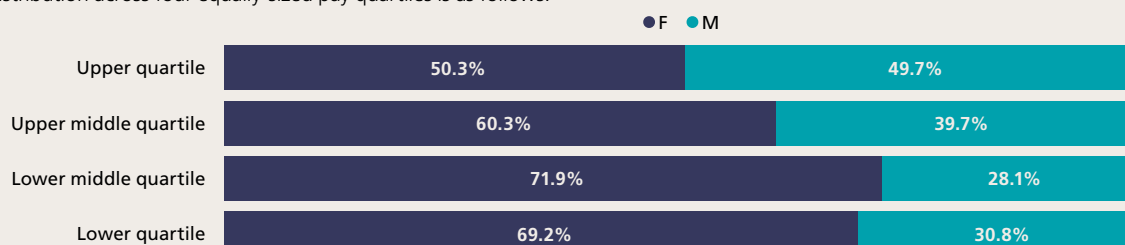
The figures below are calculated using the standard methodologies used in the 'Equality Act 2010 (Gender Pay Gap Information) Regulations 2017'.

Difference between men and women			Proportion of women and men receiving a bonus	
	Median	Mean	Women	Men
Hourly fixed pay	13.5%	18.2%	92.4%	91.8%
Bonus paid	19.0%	17.0%		

The figures for 2021 show little change in the Press's median gender pay gap in comparison with 2020, reducing from 13.8% to 13.5%. The mean has also reduced, from 18.5% to 18.2%.

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:



What we're doing to close the gap

Last year we made a range of commitments to close the gender pay gap, aligned with Cambridge Assessment as we began coming together as one organisation. Now we are Cambridge University Press & Assessment, we continue to emphasise our commitment to equality, diversity, inclusion and belonging. Empowering all colleagues to manage the demands of both work and life in a way that allows growth and development enables all our colleagues to pursue their potential.

Leadership

Our new board began in August 2021, with individual members becoming sponsors for our Women in Leadership and Gender Balance networks. Our director of equality, diversity, inclusion and belonging started in June 2021, helping us to develop our global equality, diversity, inclusion and belonging strategy. We appointed an external agency specialising in diversity to help us understand our challenges and speed up our progress via a well thought out, evidenced strategy. All senior managers and leadership teams continue to be engaged in making positive changes to ensure all colleagues are being supported and empowered to manage work, life and progression demands.

Culture

After acting on the findings of global wellbeing surveys carried out in November 2020, we broadened our cultural diagnostic programme to help us set the strategy on how to foster a greater sense of belonging for all. We carried out another all staff survey in December 2021 to understand if perceptions have changed in the year, and what actions to prioritise in the year ahead. Our new employee value proposition for Cambridge University Press & Assessment launched in August 2021 alongside four new values. We continue to invest in our staff networks as a way to support our team and for leadership to hear employee views. Our Gender Balance network and Women in Leadership network are working closely together, and continue in the new organisation. The networks actively help us attract, develop and retain a more gender balanced colleague base. Marking awareness days, such as International Women's Day and International Day for Women and Girls in Science, helps increase understanding of the barriers women can face in the workplace as well as celebrate successes of our people alongside our customers, learners and authors.

Policies

We continue to offer a wide range of flexible working options. In the past year we updated our global flexible working policy for all roles, which supports flexibility wherever possible and applies to all applicants and existing employees from their first day of employment with us and developed hybrid working principles which will be implemented in the year ahead. We brought together the best of our family friendly policies and provision, supporting people with family and caring responsibilities in a way that is appropriate and relevant across all of our global offices, such as enhanced parental leave from the first day of employment with us. Cambridge Assessment and Cambridge University Press have been members of Working Families since 2017. As part of our integration programme we continue to align roles across the two organisations, which will lead to better pay transparency. There is more for us to do on this project and it will continue into 2022–23.

Recruitment and career progression

The 'talent acquisition platform' for Cambridge University Press & Assessment enables us to monitor the diversity of applicants and hires and insight into the gender mix of applicants. It also checks adverts for words associated with gender stereotypes, to ensure we aren't unconsciously limiting applicant pools. We continue to advertise the salary ranges in job adverts to ensure transparency and informed decision making. Salaries offered to new employees are based on skills and experience relative to the role, as opposed to current salary, and we ensure there are no pay differences owing to gender. Unconscious bias sessions continue to be available to all, aiming to tackle the areas where our people say there are challenges around career progression. More women than men completed an upskilling apprenticeship with us this year, advancing careers with on the job experiences and qualifications. Of those completing their apprenticeship, 47 were female and 25 male. We continue to work in partnership with specialist agencies to attract interns from communities under-represented in the creative industries to access careers, progress and reach leadership.

Action plan for 2022

The actions we've pledged to do before this year are steps in the right direction. This year we are developing a single plan of action to tackle our gender pay gap in the UK. Based on research into measures that are proven to be effective. Our four priorities for the year ahead are to:

- create diverse shortlists for recruitment and promotions, to build better gender balance across all job levels
- as part of our approach to flexible working, we will emphasise the option for part-time working in all roles at all job levels, so responsibilities outside of work are not a barrier to career progression
- review gender pay gap regionally, so we get a global perspective on our gender pay gaps
- continue role alignment, which will enable greater pay transparency across all areas of our organisation.

Improving our gender pay gap will take time and we are committed to doing this. Our action plan for 2022 has been produced in partnership between our people and culture team alongside two of our staff networks and our director of equality, diversity, inclusion and belonging. Managers will continue to be actively supported to help identify and mitigate the underlying causes of our gender pay gap.