

TELEGRAPH MEDIA GROUP

# Ethnicity and gender pay gap report 2020

# Introduction

**Nick Hugh**  
CEO

The Telegraph Media Group [TMG] is committed to Diversity, Inclusion and Belonging, creating a sustainable culture of inclusion for our employees. We continue to invest in and support activity that reduces our gender pay gap. Closing the ethnicity pay gap is also a key goal for our business, and as we did in 2019, we are voluntarily including details in our report.

As this report will show, TMG's mean gender pay gap decreased in 2018 and 2019 but remained flat in 2020, with a figure of 20.5%. The mean bonus pay gap dropped significantly from 2018 and 2019. In 2020, women are more represented in the Upper Quartile than in 2017 (+10%) which is encouraging.

We are also encouraged to see that our long-term investment in equal parental pay (both new mothers and fathers at TMG are entitled to 26 weeks' full pay for parental leave) has resulted in nearly 100 members

of staff utilising the scheme since its launch in January 2019, 47% of whom have been fathers. In addition, we continue to promote our dynamic working scheme throughout the business. Through these initiatives we hope to maintain a culture that encourages fair representation and work-life balance.

Our mean ethnicity pay gap figure has remained flat since 2018. However, we have made positive progress against our commitments to the Race at Work Charter including appointing an Executive Sponsor for Race and capturing ethnicity data at application and hire. For 2020/2021 we have made commitments which we hope will contribute to change in this area, including embedding mentoring and sponsorship that supports career progression.

This report outlines just some of the activities we are undertaking to continue to support our ambition for a

diverse and representative workforce. We are satisfied with progress but realise we have much more to do. This document represents the time period 6 April 2019 to 5 April 2020, and a snapshot date of 5 April 2020. I confirm that the data contained in this report is accurate.

**Nick Hugh**

# Our gender pay gap

Median gender bonus gap was 0% each year

	April 2017		April 2018	
	Mean	Median	Mean	Median
Hourly pay	<b>35%</b>	<b>23.4%</b>	<b>28.5%</b>	<b>22.7%</b>
Bonus pay	<b>46.2%</b>	<b>0%</b>	<b>50.4%</b>	<b>0%</b>
	April 2019		April 2020	
	Mean	Median	Mean	Median
Hourly pay	<b>20.6%</b>	<b>17.7%</b>	<b>20.5%</b>	<b>18.9%</b>
Bonus pay	<b>26%</b>	<b>0%</b>	<b>23.4%</b>	<b>0%</b>

# Gender pay quartiles

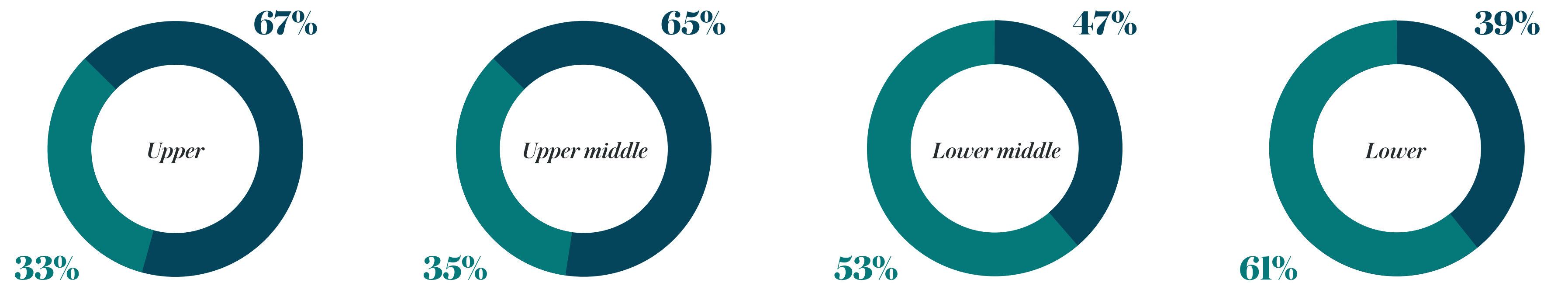
This table shows the percentage of the overall volume of employees, per quartile by salary

◆ Women ◆ Men

April 2017



April 2018

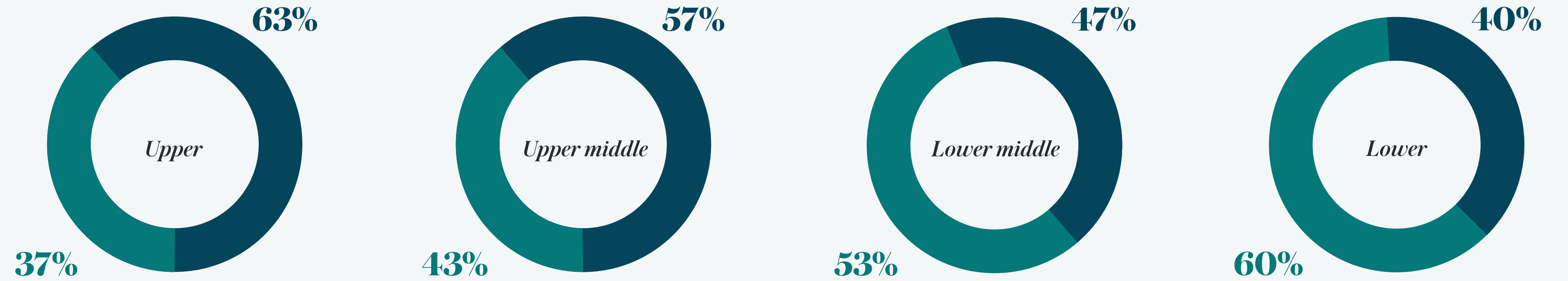


# Gender pay quartiles

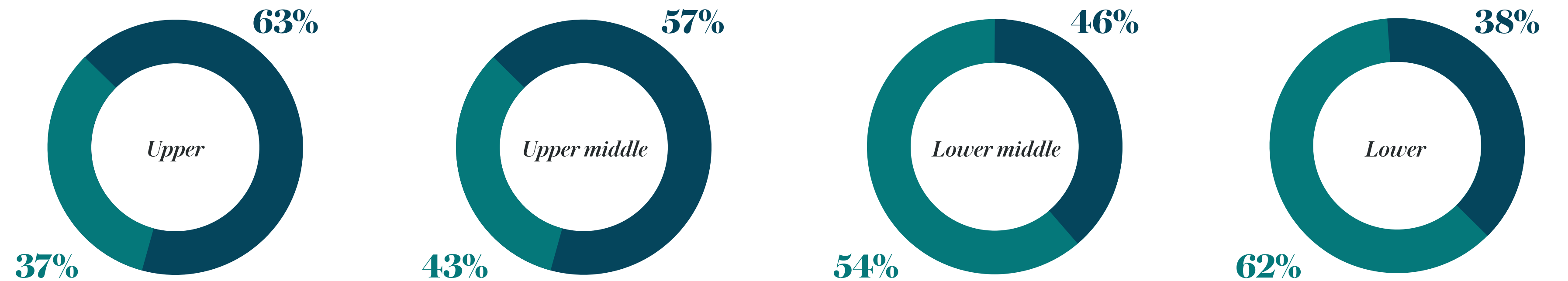
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## April 2019

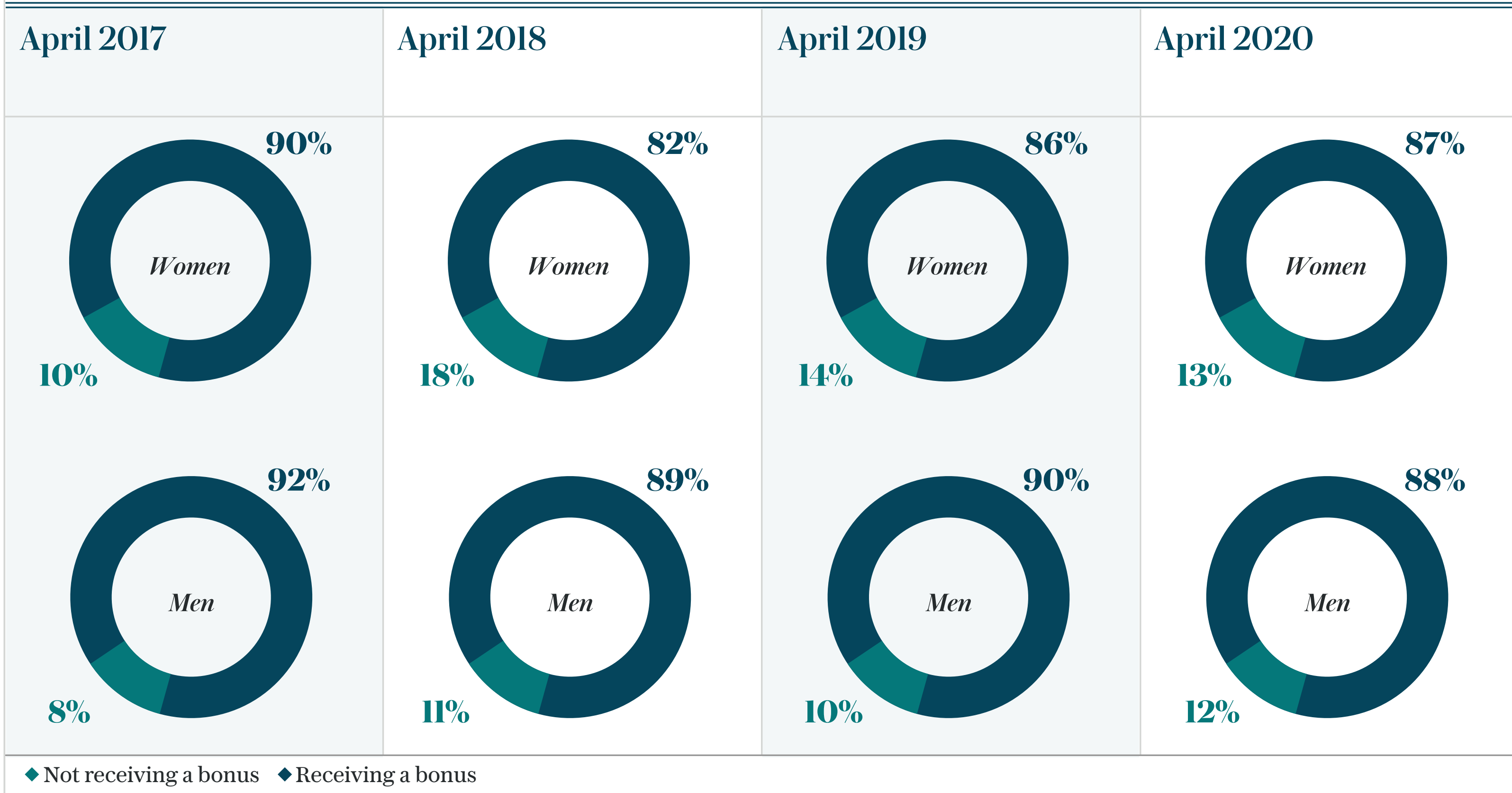


## April 2020



# Gender bonus gap

**Bonus includes annual management bonus plan, sales incentives, one-off project bonuses, commissions and Christmas bonus**



# Our ethnicity pay gap

Median ethnicity bonus gap was 0% each year.

Year	Mean	Median	Mean Bonus gap
2018	<b>20.7%</b>	<b>10.7%</b>	<b>46.5%</b>
2019	<b>17.1%</b>	<b>10.3%</b>	<b>36.8%</b>
2020	<b>20.7%</b>	<b>12.2%</b>	<b>55.5%</b>

# Ethnicity pay quartiles

This table shows the percentage of the overall volume of employees, per quartile by salary.





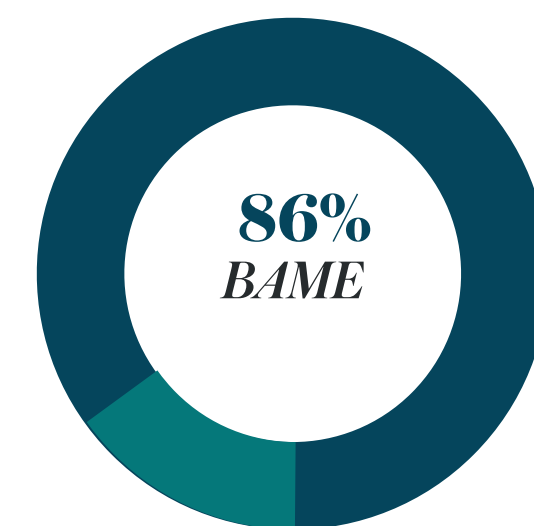
# Ethnicity bonus gap

**Proportion of BAME and non-BAME employees receiving a bonus**

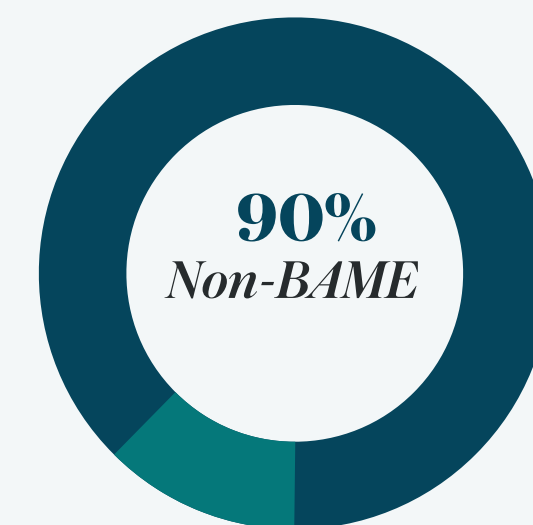
April 2018



April 2019



April 2020



◆ BAME ◆ Non-BAME

# Closing the gap

## Recruitment

We advertise open roles across a diverse range of platforms including Work180 and Women in Tech Jobs which focuses on female talent. We aim for gender-neutral and inclusive language on job descriptions and also aim for a 50/50 gender balance at shortlist for roles at all levels. We have achieved this overall in 2019 and 2020 and, where we still have improvements to make (e.g. within Technology roles), are taking steps to encourage a wide range of applications, for example, exploring a Tech Returners initiative.

We monitor gender data throughout the recruitment process and have achieved a 50/50 gender split at shortlist across TMG as a whole. In August 2020, we implemented tracking of all protected characteristics throughout the recruitment process.

From late 2020, we will be working with Black Young Professionals to advertise open roles and from January 2021 we also have an ambition to have BAME representation on each shortlist.

Early careers continue to play an important role in our D&I strategy at TMG. We have strongly encouraged applications from diverse candidates including women and people from BAME communities and have

onboarded diverse cohorts of graduates and apprentices over the last two years. In 2019 The Telegraph Women's Sport team piloted a paid work experience programme aimed at promoting diverse new voices in journalism. We will be expanding this in 2021 as well as continuing to explore new opportunities for diverse young talent.

## Reward

We continue to use monitoring processes to look at pay progression and bonus awards to ensure they are fair and transparent and that we reward all our staff fairly regardless of any protected characteristic or demographic. We also review reward at hire with comprehensive benchmarking.

## Race at Work Charter

In 2018, we signed the Race at Work Charter and have made good progress against our goals. We have appointed our CFO as Executive Sponsor for race and our BAME Network, and continue to capture our ethnicity data to understand our workforce. Currently the BAME population at TMG is 13.5% and we hope that our recruitment practices will increase this number over time. We are also taking action to increase minority career progression for example looking to launch a Sponsorship Programme for high-performing BAME staff.

## Employee Resource Groups

Our five Employee Resource Groups (Out Loud, BE ME, Working Families, 100, Able) remain active and supported by the organisation, engaging with staff across the business to provide them with support, community and learning around diversity, inclusion and belonging.

Our 100 Gender Network has delivered four #IAmRemarkable Empowerment Workshops and supported Lean In sessions for National Inclusion Week. Our BE ME BAME Network has played a key role in acknowledging, celebrating and supporting ethnic minorities at TMG.

## Sponsorship & Progression

In 2021 we plan to launch Sponsorship Programmes for high-performing Women and BAME staff at TMG, with a view to accelerating progression for staff in these groups, where they are underrepresented in management and leadership roles.

## Learning and Training

From 2020-2021 TMG will offer dedicated Diversity & Inclusion training to some staff, across different platforms.

## Our ambitions for 2021

- To offer staff Diversity, Inclusion & Belonging Training between 2020 and 2021
- To see an increase in representation of women at senior levels of the organisation, and BAME representation across all levels
- To see positive change in progression between levels, amongst women and BAME employees
- To deliver mentoring and outreach programmes including launching a pilot media literacy scheme, working closely with the charity MyBigCareer, and working with five inner London schools with diverse intakes.