

TELEGRAPH MEDIA GROUP

Gender and Ethnicity pay gap report

2023

Introduction

Telegraph Media Group is committed to championing women across the business and fostering an inclusive culture for all our employees. We have made considerable progress in reducing our gender pay gap and it is now the lowest it has been since we started reporting in 2017. While our gender pay gap has narrowed significantly over the last few years, and noticeably in relation to others across the industry, we know there is still work to do. We remain committed to reducing our pay gap year on year whilst continuing to attract and retain female talent.

In 2023, our gender pay gap decreased further, with a median figure of 11.2% and a mean figure of 17.9%. This is a median reduction of 5.9% and a mean reduction of 6.9% compared with 2022. The number of women in the upper pay quartile is the highest it has been since we started reporting in 2017 (currently 40% compared to 27% in 2017).

As with previous reports, we also continue to share details of our ethnicity pay gap. The mean figure decreased by 1.8% and the median is 5.8%, which is a slight increase compared to last year. However, we have increased the overall number of employees across the business from ethnic minority backgrounds by 4.1% since 2021 and are focused on progressing employees from ethnic minority backgrounds into more senior positions through career development opportunities and programmes which will in turn help to reduce the ethnicity pay gap.

We are delivering targeted initiatives and programmes that support the continued reduction in our pay gaps.

These development opportunities invest in talent, support diversity and inclusion across the business, as well as enhancing staff well-being.

This report outlines a number of particular highlights from this year in particular including; the inaugural Leadership Programme, designing a new Women in Leadership Programme to support the progression of senior female leaders across the company; driving greater engagement in our six Employee Networks; a cross-departmental Mentoring Scheme and introducing further progressive workplace policies to attract and retain female talent.

This document represents the time period 6 April 2022 to 5 April 2023, and a snapshot date of 5 April 2023. I confirm that the data contained in this report is accurate.

Mark Musgrave
Chief People Officer



17.9%

CURRENT MEAN
GENDER PAY GAP

CLOSING THE GAP

Talent Development

The number of women in senior positions has risen steadily, increasing by 5.5% since 2022. Across the top three levels of the organisation, 40% of the leadership are women. Our efforts have focused on investing in leadership talent and empowering those leaders to support innovation and develop improved ways of working.

We completed the first Telegraph Leadership Programme with 15 senior leaders (60% of whom are women) from across the company coming together to learn and solve a real business challenge. The participants worked collaboratively to come up with transformational new business ideas. We also devised a new Women in Leadership Programme which will offer executive sponsorship and external coaching, as well as practical insight sessions and masterclasses to support the specific progression of senior female leaders.

Pipeline

We continue to focus on building a strong pipeline of women working in tech whilst removing barriers to their participation. We are signed up to the Tech Talent Charter, and for the first time this year we have partnered with Adobe's STEM tech network and continue to work closely with Tech She Can who train our employees to become STEM Ambassadors, delivering content within schools to inspire children to consider a future career in technology.

Our future talent schemes continue to play an important role in broadening our entry-level talent. In March 2023, The Telegraph Media Literacy Programme worked with 300 young people from across the UK, up from 150 in 2022. The month-long scheme aims to break down the barriers to careers in journalism and provide young people with the tools and skills to think critically about the media landscape. We currently have 27 young people (59% female and 7% from an ethnic minority background) on our Future Talent Apprenticeship and Graduate Programmes.

Learning and Development

Mentoring is a core part of our wider career development offer. Over 15% of the workforce are taking part in the annual Mentoring Scheme which includes traditional, reverse and group mentoring. A key focus for the mentoring scheme is to encourage greater cross-functional collaboration and in turn break down silos within the business. Women make up 49% of mentors and 61% of mentees and participants from an ethnic minority background make up 14% of mentors and 31% of mentees. All participants in the Women in Leadership Programme will also mentor one junior female employee throughout the programme in order to pass on the knowledge they have gained.

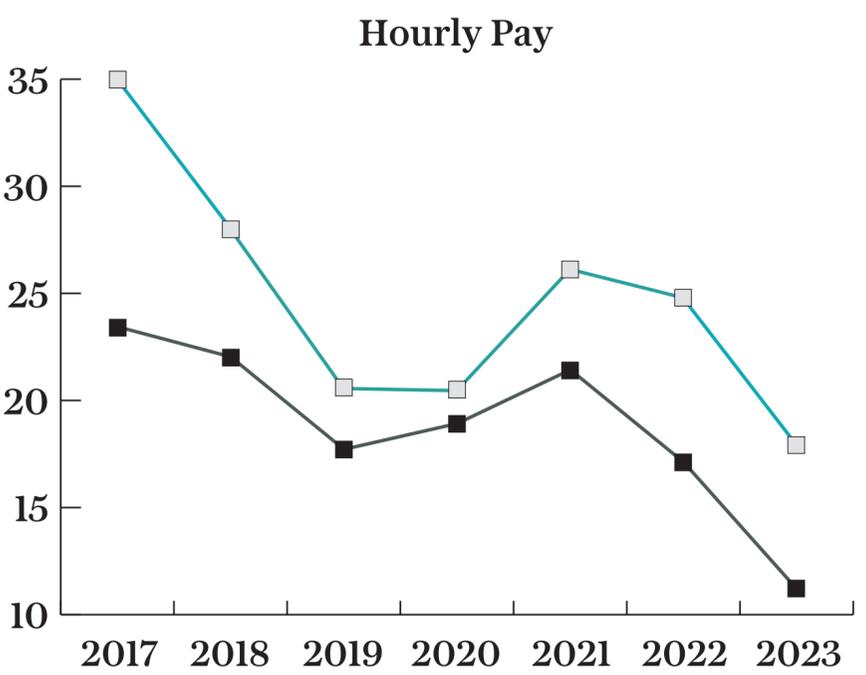
Employee Networks

We continue to drive greater awareness, engagement and membership of our six Employee Networks (Able, embRace, Out Loud, Wellbeing, Working Families and Women's Network). Over 30% of our workforce are a member of at least one network. The network lunch and learn sessions, workshops and celebratory events are designed to help foster an inclusive and accessible environment for all our staff and provide peer support and learning.

Workplace Policies

We offer employees a suite of policies reinforcing our commitment as a family-friendly employer. The policies and benefits which we offer include; Paid Fertility Leave, Paid Dependent Leave, Maternity and Paternity Leave, Shared Parental Leave and Emergency Back-Up Care for parents and carers. This year, we launched a new employee benefit to better support reproductive health and hormonal wellbeing. As part of this, we offer employees (and their partners) free at-home hormone and fertility tests, fertility advisor consultations and menopause specialist consultations.

Our gender pay gap

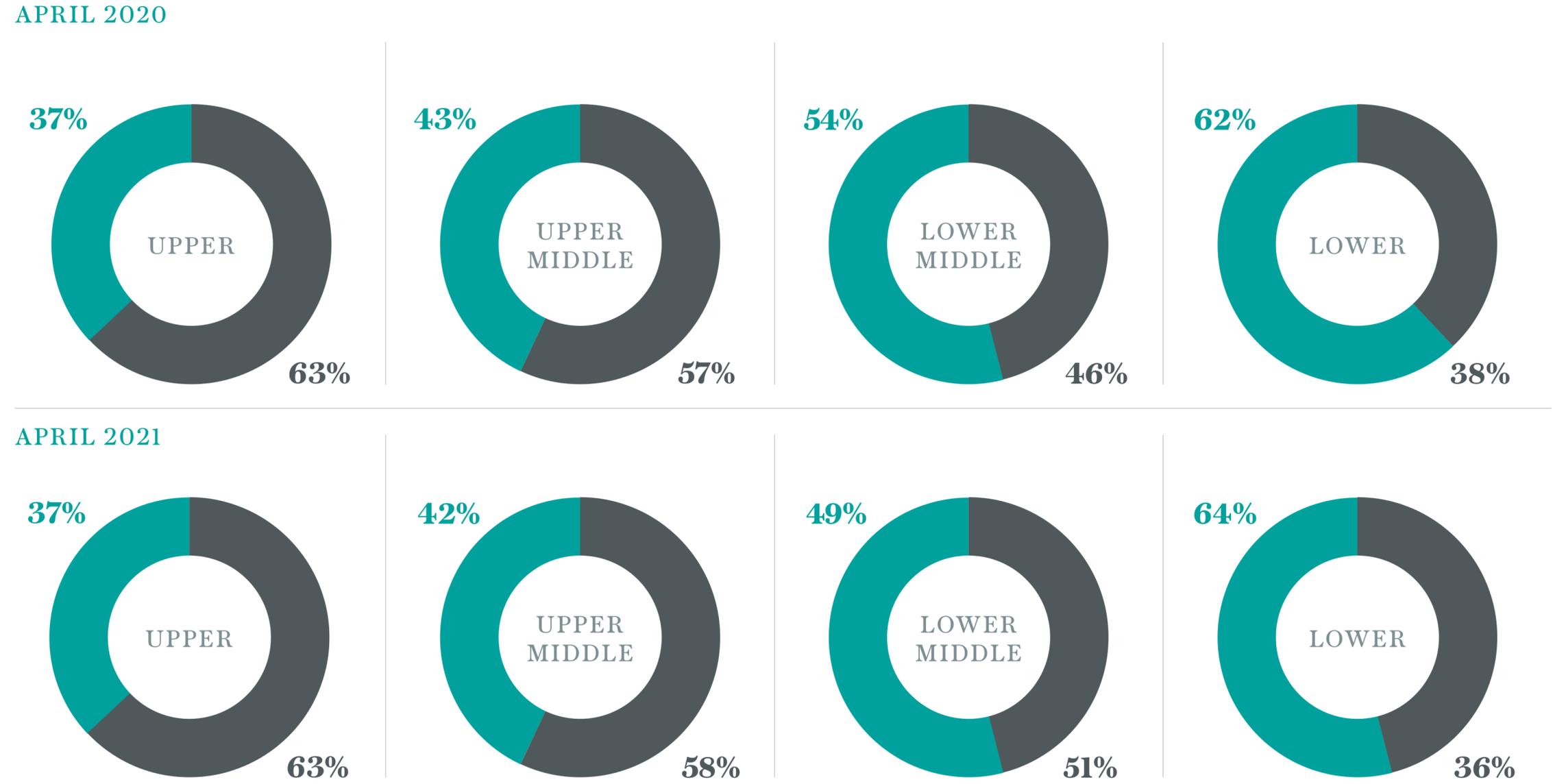


	APRIL 2020		APRIL 2021	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	20.5%	18.9%	26.12%	21.14%
BONUS PAY	23.4%	0%	54.03%	0%
	APRIL 2022		APRIL 2023	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	24.8%	17.1%	17.91%	11.20%
BONUS PAY	51.3%	0%	43.58%	0%

Gender pay quartiles

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

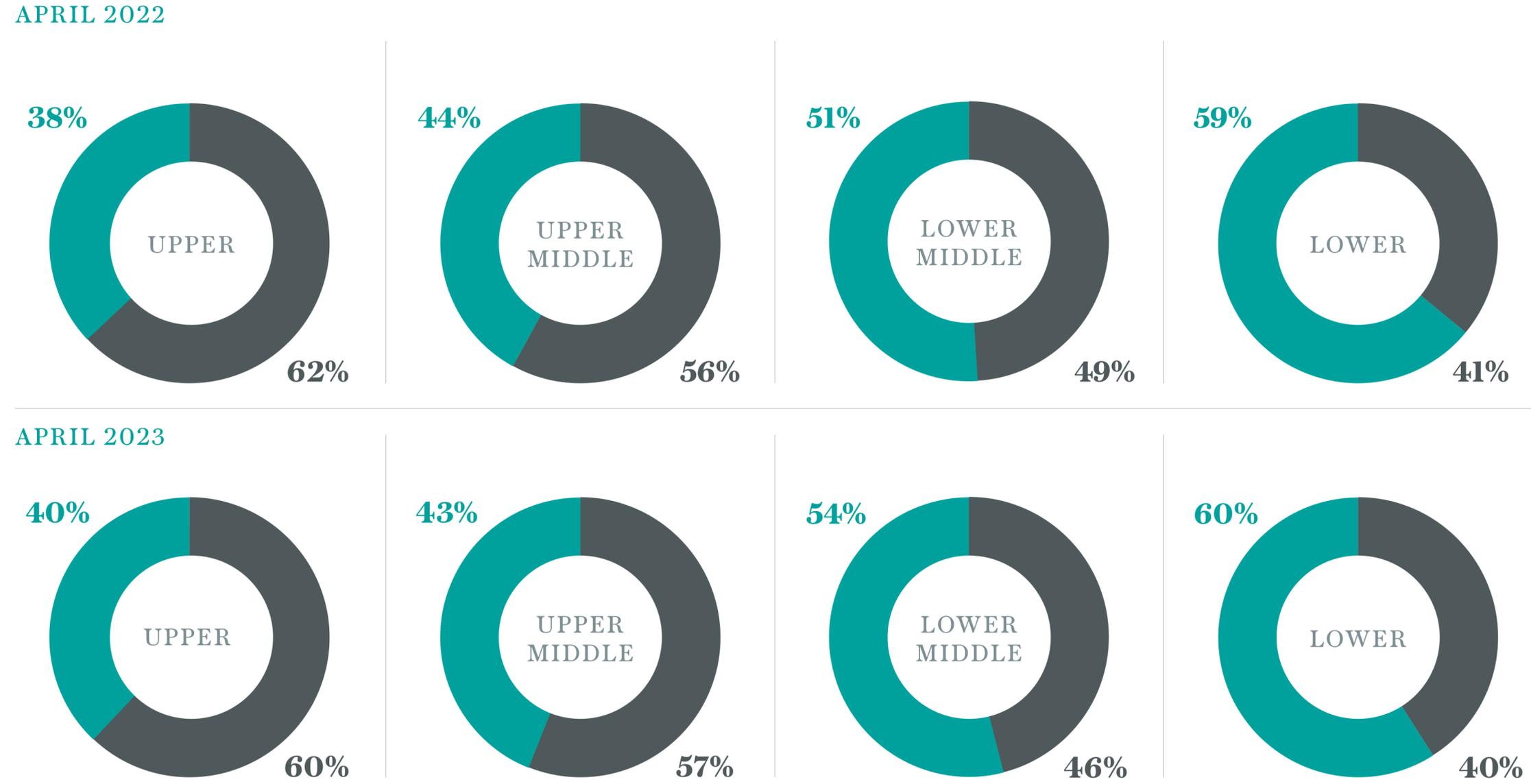
- WOMEN
- MEN



Gender pay quartiles

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

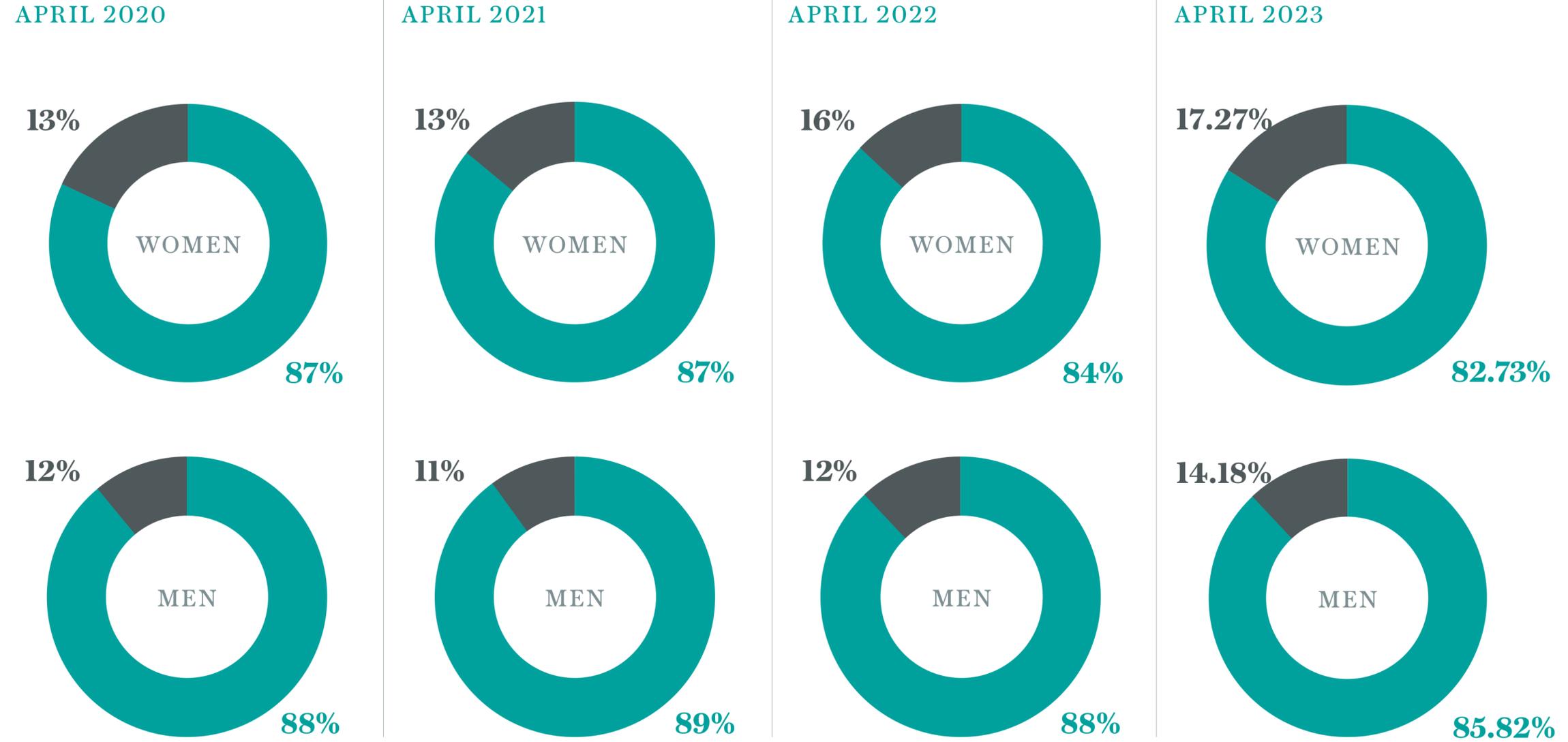
- WOMEN
- MEN



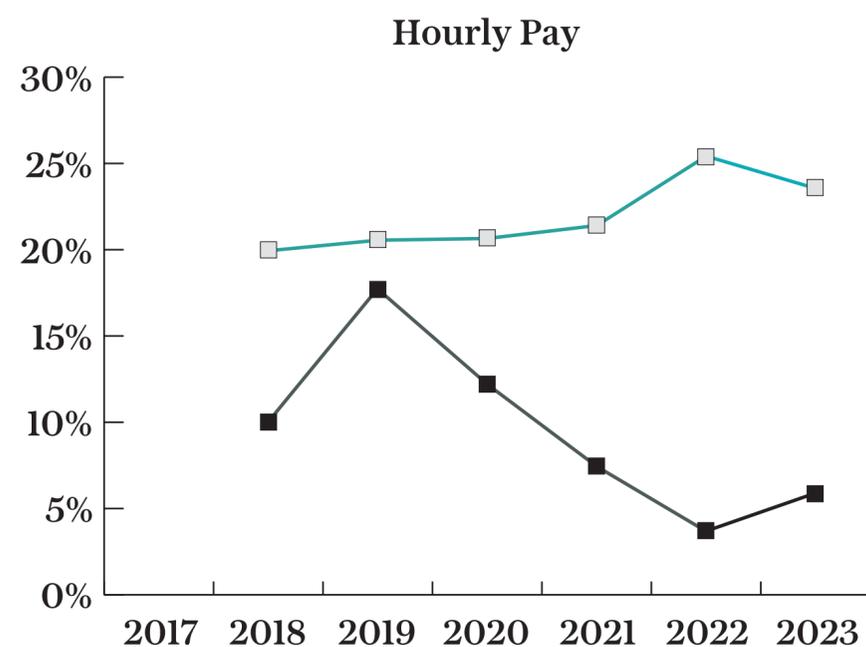
Gender bonus gap

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

- RECEIVED BONUS
- DID NOT RECEIVE BONUS



Our ethnicity pay gap

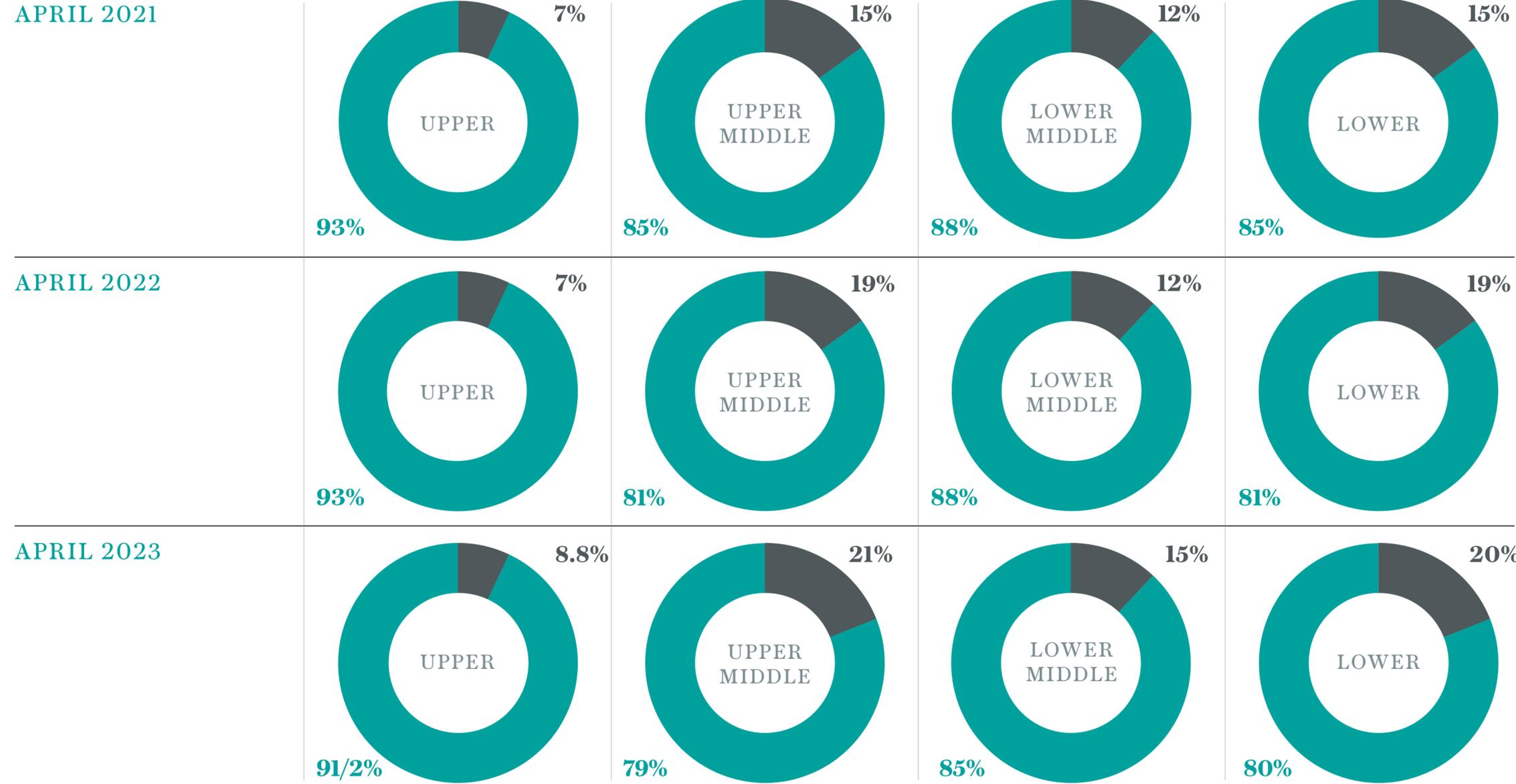


	APRIL 2020		APRIL 2021	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	20.7%	12.2%	21.44%	7.45%
BONUS GAP	55.5%	0%	65%	0%
	APRIL 2022		APRIL 2023	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	25.4%	3.7%	23.62%	5.84%
BONUS GAP	69.5%	0%	64.8%	0%

Ethnicity pay quartiles

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

- ETHNIC MINORITY
- WHITE MAJORITY

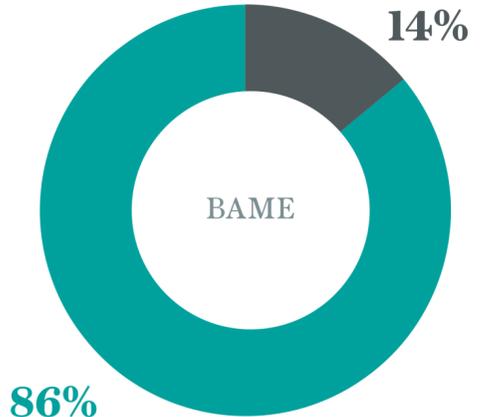
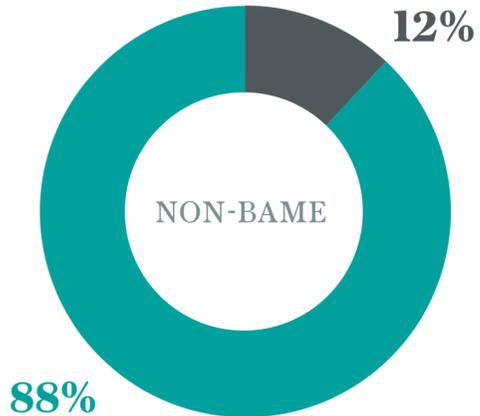


Ethnicity bonus gap

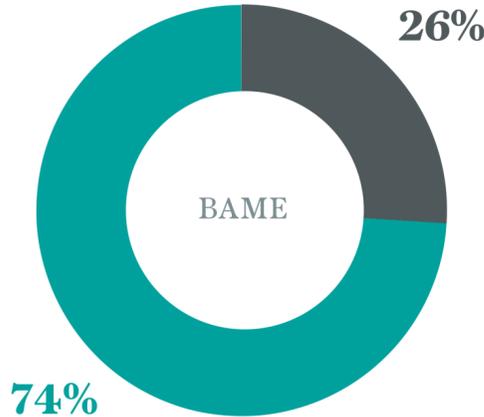
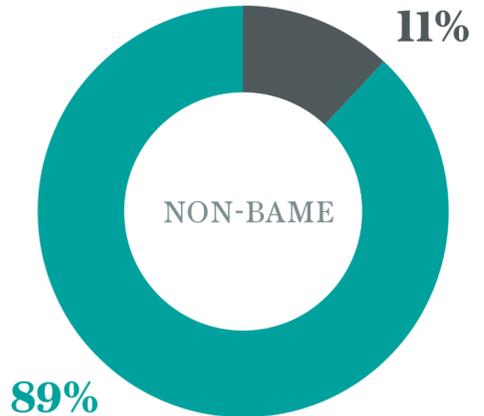
Proportion of people from ethnic minority backgrounds and people from white backgrounds receiving a bonus

- RECEIVED BONUS
- DID NOT RECEIVE BONUS

APRIL 2021



APRIL 2022



APRIL 2023

