The Telegraph

# Ethnicity and gender pay gap report 2018

## Introduction

Nick Hugh CEO Diversity and inclusion are a key part of our long-term business strategy.

The Telegraph has made significant progress to reduce our gender pay gap. We have reduced it from 35% to 28% for April 2018. We remain committed to our pledge for a zero gender pay gap in 2025.

As I said last year, we serve a diverse audience and we must have a representative workforce. Any pay gap is, of course, unacceptable and there is still work to do before we have fully addressed any imbalance.

However, I am proud of the way we have worked as a business and introduced important initiatives and policies that have really changed the way we work.

We have tackled some of the historical issues that contribute to our gender pay gap. It is a matter of professional pride that we have introduced equal parental pay; both new mothers and fathers at The Telegraph are entitled to 26 weeks' full pay for parental leave. We are one of only a few companies in the UK to offer this.

At The Telegraph, we want to create a truly flexible workforce and a culture where everyone is able to enjoy a successful career alongside a fulfilling life outside of work.

We are launching a dynamic working scheme which will enable all of our people to work flexibly on an informal or formal basis.

Committing to flexible working supports our ambition to achieve better gender equality and diversity at all levels in our organisation.

To further support a good work-life balance and high productivity, in February we introduced the emergency back-up care benefit, giving employees access to four days' emergency back-up care for primary carers, paid for by The Telegraph.

In addition to the gender pay gap, closing the ethnicity pay gap is also an important objective for our business. Although not a legal obligation to disclose this number, we have included it in our report. Our ethnicity gap figure of 20% indicates that we have progress to make in this area. We are taking steps to improve this number, including becoming signatories of the Race at Work Charter.

This report outlines some of the activity we are undertaking to fulfill our ambition for a diverse and representative workforce.

I confirm that the data contained in this report is accurate.

Nick Hugh

◆ Not receiving a bonus

◆ Receiving a bonus

# Our gender pay gap

### Hourly pay gap reduced by

1/5th

The mean is the difference between average of men and women's pay across the whole organisation.

The median is the midpoint of all the figures once the data is set out in numerical order.

Pay and bonus gap Difference between women and men								Proportion of employees receiving a bonus
	April 2018				April 2017			
	Mean		Median		Mean	M	edian	16%
Hourly pay		<b>▼7</b> points		▼ l point			Women	
	289		22%	35%		23%		
Bonus pay	50	0/0	0%		46%		<b>)%</b>	84%
								11% Men

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# Pay quartiles

◆ Women ◆ Men

These charts illustrate the proportion of women in the lowest to highest-paid quartiles of our workforce.



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◆BAME ◆non-BAME

# Our ethnicity pay gap

The mean is the difference between average of non-BAME and BAME pay across the whole organisation.

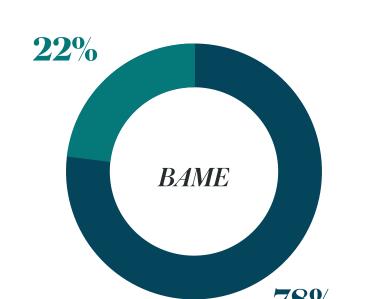
The median is the midpoint of all the figures once the data is set out in numerical order.

Ethnicity pay gap Differences between BAME and non-BAME Median Mean **Hourly pay** 

**83%** 

**87%** 

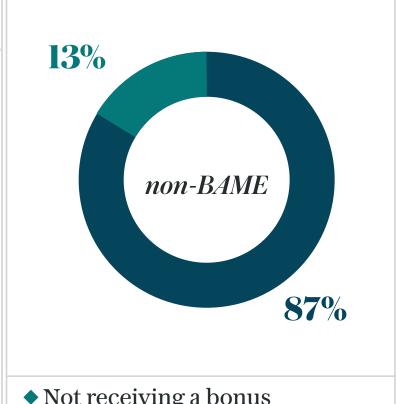
**Proportion of BAME and** non-BAME employees receiving a bonus



# Pay quartiles

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**April 2018** These charts illustrate the proportion of BAME in the lowest to highest-paid quartiles of our workforce. 13% Upper middle Upper Lower middle Lower



**5** 

◆ Not receiving a bonus ◆ Receiving a bonus

**79%** 

The Telegraph

# Closing the gap

# How we are doing this

### **Equal parental pay**

From January 1, 2019 all Telegraph staff are eligible to benefit from our equal parental pay policy. This means both new mothers and fathers at The Telegraph will be entitled to 26 weeks' full pay for parental leave.

### **Dynamic working**

Our ambition is to achieve a truly inclusive, highperforming workplace, with increased productivity and better attraction and retention of diverse talent at all levels.

We want to create a workplace culture where people are judged on the work they do rather than their presence in the office or the hours they work, with people managers who truly support their team to work dynamically.

We have put in place processes to support job sharing, part-time working and other dynamic

working practices both for our existing staff and new hires, in order to create a workplace that is accommodating of the needs of different individuals and allows us to recruit and retain the best staff.

### **Emergency back-up care for staff**

We have introduced the emergency back-up care benefit to support our employees, giving them access to book nannies, nurseries, childminders, carers or eldercare specialists with as little as 30 minutes' notice or up to four weeks in advance. All Telegraph employees are eligible for four fully paid sessions of emergency back-up care.

### **Employee Resource Groups**

We have five active Employee Resource Groups (Out Loud, BE ME, Working Families, 100, Able) to help support our ambition to create a inclusive workplace. The ERGs are supporting us in this effort by engaging with staff across the business to provide them with support and opportunities, while valuing the difference people bring to an organisation.

### Parental transition coaching

We have improved maternity benefits and introduced parental coaching and line manager training to help support the transition back to work for our employees.

### Monitor pay progression/bonus awards for fairness/benchmarking pay

We have established monitoring processes to look at pay progression and bonus awards to ensure they are equitable and that we reward all our staff fairly regardless of gender or ethnicity.

We also benchmark pay across our business to ensure all our employees are paid in line with industry standards and are remunerated fairly.

### Introduced 50/50 gender shortlists

We have introduced (in September 2017) 50/50 gender shortlists within recruitment, where possible, to help us support the gender diversity of our business.

We monitor gender data throughout the recruitment process, from the application stage through to hiring.

### **Future talent**

Future talent plays an important role at The Telegraph, bringing us new energy, ideas and perspectives. And, in return, we offer people at the start of their careers stimulating work and stretching development opportunities.

The Telegraph has delivered on its commitment to diversify its entry-level talent pipeline, through 28 new apprenticeships across the organisation.

### **Race at Work Charter**

We are now signatories to the Race at Work Charter. By signing up, we are committing to ensure our workplace is tackling barriers that ethnic minority people face in recruitment and progression. This is another significant step towards fostering an environment that supports our ethnic minority staff and is representative of our society.

### Our ambitions for 2019

To enable staff to manage their careers effectively, show them potential career paths and build the skills they need to be successful, we will be launching 'Career Builder', an innovative learning and development solution. All staff will be able to undertake online assessments to understand their strengths and development areas, and be provided with coaching and development-planning resources based on their results.

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