

News UK

# GENDER & ETHNICITY

## PAY REPORT 2019/2020

News UK & Ireland

**THE Sun**

**THE Sun**  
ON SUNDAY

**THE TIMES**  
**THE SUNDAY TIMES**  
Know your times

**TIMESRADIO**



**talkSPORT**

**talkRADIO**



# NOTE FROM THE CEO

Last year we launched our Diversity and Inclusion strategy, and set out our ambitions to create a pathway to 50/50 gender split and a 20% target for representation of ethnic minorities across our workforce. For our content to appeal to wide audiences throughout the UK, it is vital that our organisation is itself reflective of the diversity in society as a whole and that diversity encompasses gender, disability, ethnicity, social class and sexuality.

We are at the beginning of our journey, but I am proud of what we have already achieved.

## APPRENTICESHIPS AND INTERNS

We were the first media organisation to partner with Kickstart and this year will be offering up to **100 paid placements** to unemployed young people across our business. We have launched **45** two-year long **apprenticeships**, spanning the UK and Ireland, which offer two years of employment and training for each successful candidate. Recruiting young talent at this level means that everyone has the opportunity to learn and to prove themselves, regardless of background or upbringing.

## RECRUITMENT

We have mapped the current makeup of our organisation, monitoring it weekly, and established more than a **dozen partnerships** with **diversity recruitment specialists** to ensure we are looking further than we ever have for every role.

## PARTNER ORGANISATIONS

To support progress within the organisation, we have partnered with **Creative Equals** to offer a multicultural leadership development programme, opened up our **Emerging Leadership Programme** to all who wished to apply for the first time, and launched a **Women's Steering Committee** to review our policies and how we can support women in the workplace.

## GENDER PAY GAP REPORT

Our 2019/2020 **Gender Pay Report** shows that we **reduced** our **gender pay gap**, from **16.2 per cent** to **14.2 per cent** in that time.

More women have taken on senior roles, with **Emma Tucker** appointed as The Sunday Times editor, **Victoria Newton** as editor-in-chief of The Sun and more recently, **Gill Smith** as editor of The Scottish Sun. Other women have been appointed into **senior management roles** throughout the business.

At **NGN**, publisher of The Sun, there was a significant improvement in the gender pay gap, a **higher proportion of women** in the **highest pay quartile**, and a growth in the proportion of women across the title. At TNL, publisher of The Times and The Sunday Times, there too has been an increase in the proportion of women working in its newsroom, and it has **decreased** its overall gender pay gap. Wireless has seen an increase in women joining in more junior roles, but has seen its pay gap impacted by the sale of some local stations to Bauer. For the first time, we have also published our Ethnicity Pay Gap Report, which, at **17.9%**, sets a benchmark for progress.

As we accelerate our efforts to attract young, diverse talent from a much broader pool into junior roles, we may initially see the pay gap increase. Our ambition is to retain and develop that talent, ensuring that diversity stays with the company through to senior levels. We are also **prioritising investment** into strategies to support the career progression of **women** and **minority ethnic** employees.

There is more to do, but as a business we are moving in the right direction, creating an inclusive work environment and schemes to find and develop talent, making **opportunities for anyone** with **drive** and **ability** to progress at News UK.



**Rebekah Brooks**





# WHICH COMPANIES HAVE FILED DATA

**EACH NEWS UK ENTITY EMPLOYING MORE THAN 250 EMPLOYEES REPORTS ITS GENDER PAY GAP, IN LINE WITH GOVERNMENT REQUIREMENTS.**

## IN THIS REPORT WE INCLUDE DATA FOR

- NEWS UK & WIRELESS
- NEWS UK & IRELAND LIMITED
- NEWS GROUP NEWSPAPERS LIMITED
- TIMES NEWSPAPERS LIMITED
- WIRELESS GROUP MEDIA LIMITED\*

\* *Wireless currently has fewer than 250 employees and therefore is not required to report to the government.*

In addition, we have chosen to publish the figures for News UK Group companies which gives a consolidated mean and median for all the News UK publishing companies.

## WHO IS INCLUDED?

Permanent and Fixed Term Contract Employees.  
Casuals.

**Retainers, contributors and agency workers are not included.**



### DISCLAIMER NOTE

WE CONFIRM THAT OUR DATA IS ACCURATE AND HAS BEEN CALCULATED ACCORDING TO THE REQUIREMENTS OF THE EQUALITY ACT 2010 (GENDER PAY GAP INFORMATION) REGULATIONS 2017

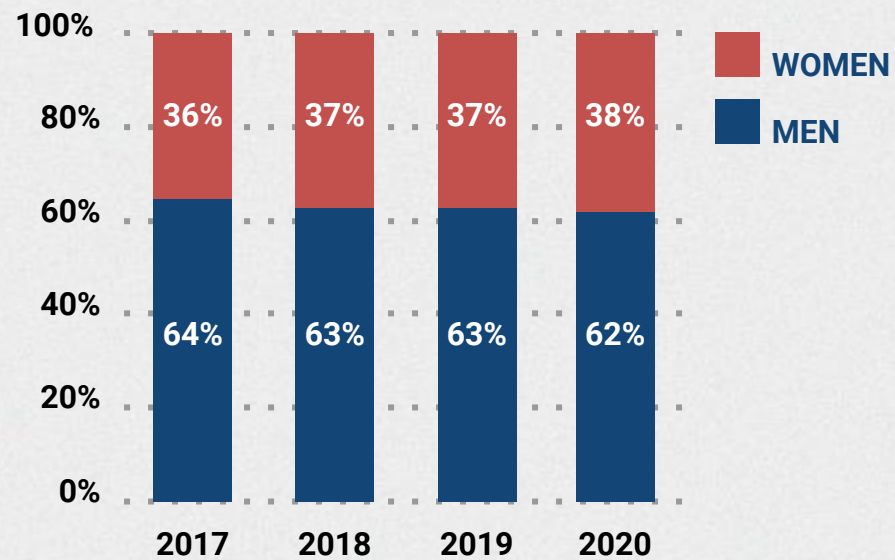


# GENDER PAY NEWS UK GROUP COMPANIES

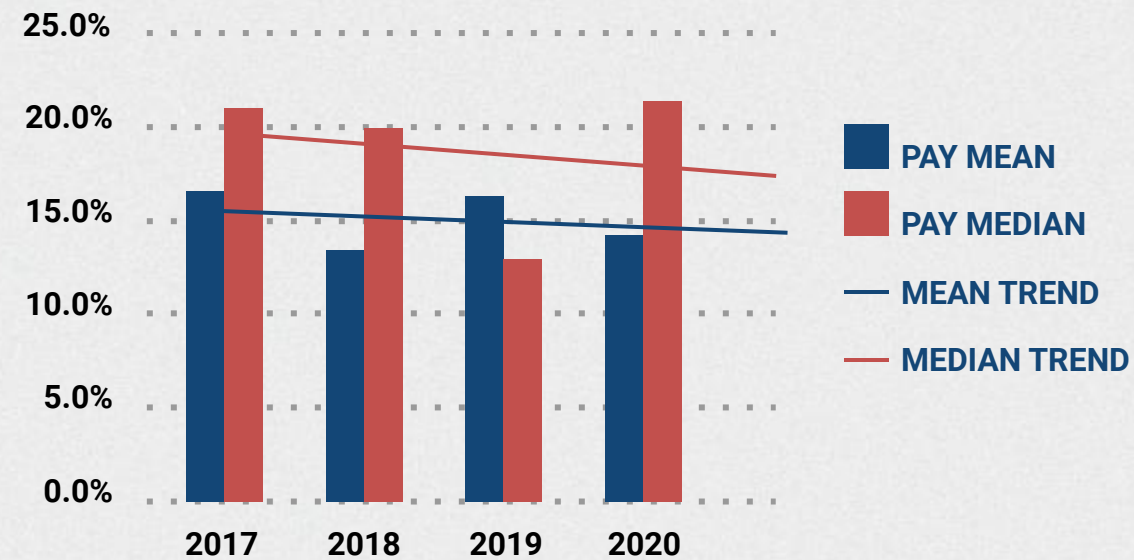
*News UK* wireless newsprinters



## POPULATION GENDER PROFILE



## GENDER PAY & BONUS GAP

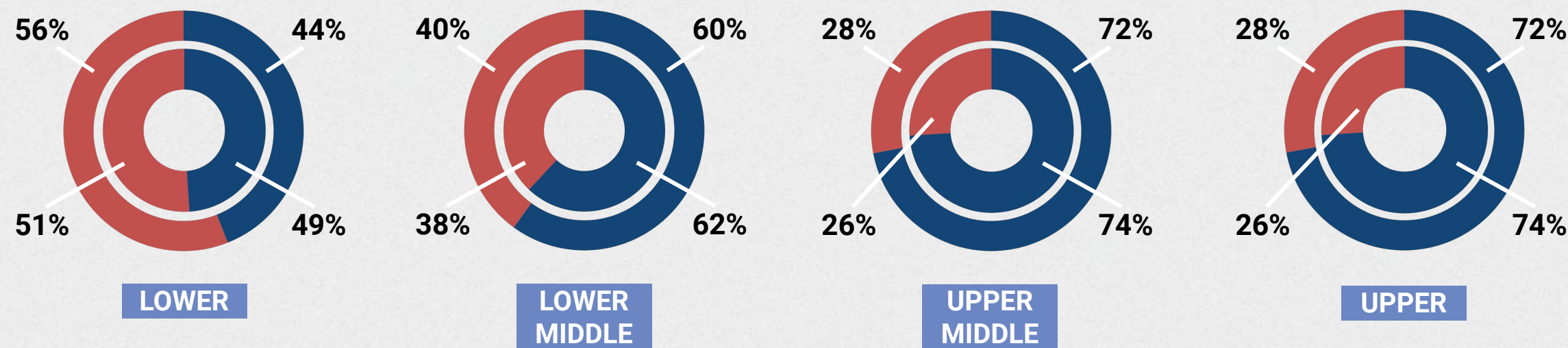


The Mean Pay Gap has fallen by 2.3% in 4 years.

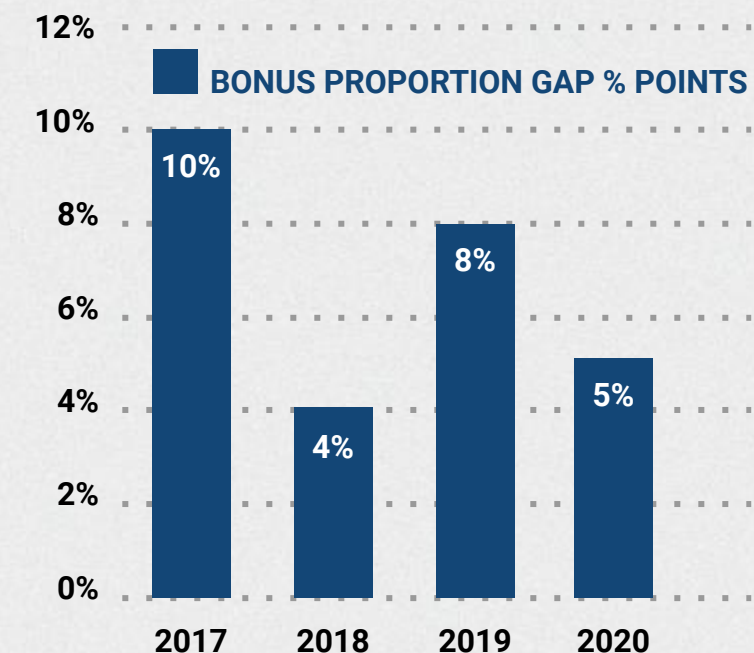
	HOURLY PAY				BONUS PAY			
	2017	2018	2019	2020	2017	2018	2019	2020
MEAN	16.5%	13.4%	16.2%	14.2%	5.3%	-9.6%	-15.3%	-9.6%
MEDIAN	20.8%	19.8%	12.9%	20.9%	-12.5%	-12.5%	-12.5%	-33.3%

## GENDER PAY QUARTILES

WOMEN MEN • 2017 INNER RING • 2020 OUTER RING



## GENDER BONUS PROPORTION GAP



The bonus proportion gap reduction has been driven by the higher percentage of women progressing into more senior roles.

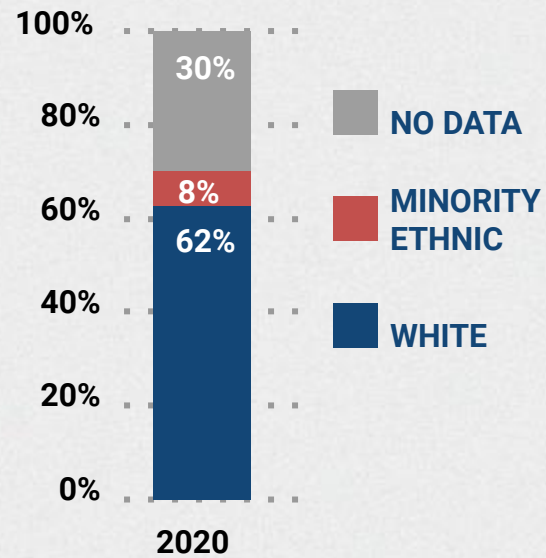


# ETHNICITY PAY NEWS UK GROUP COMPANIES

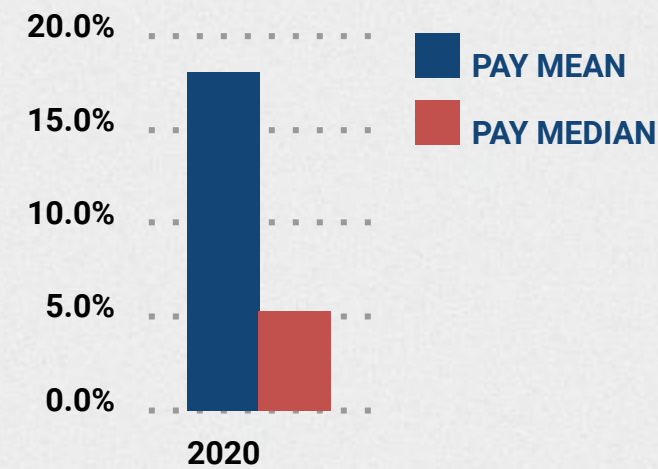


News UK Group companies include all the employees and casuals across News UK and Wireless.

## POPULATION ETHNICITY PROFILE



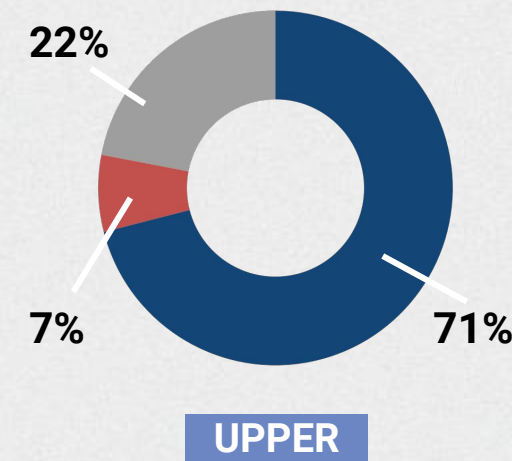
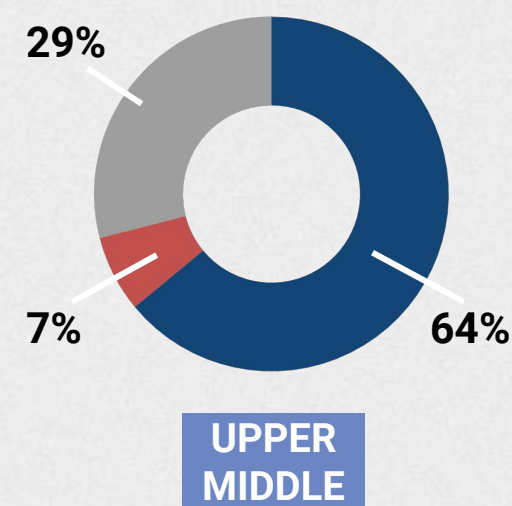
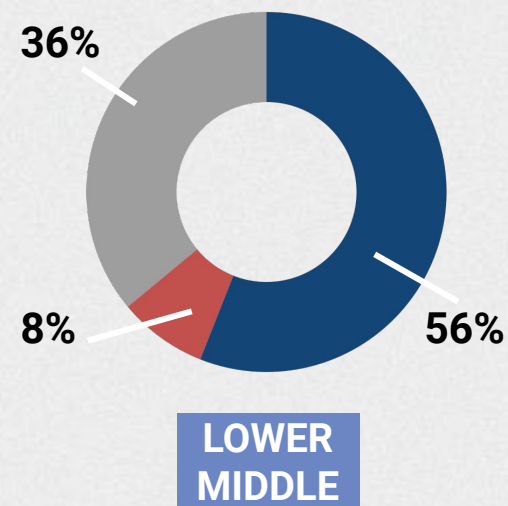
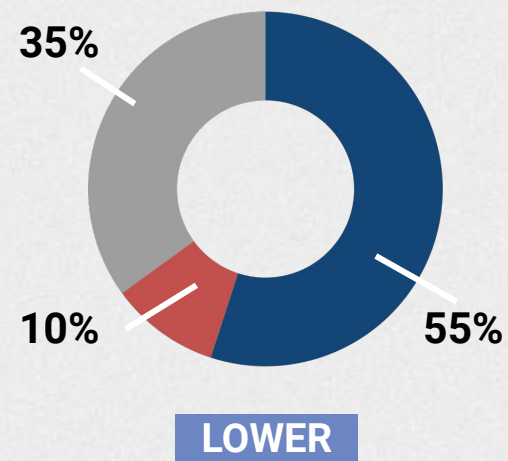
## ETHNICITY PAY & BONUS GAP



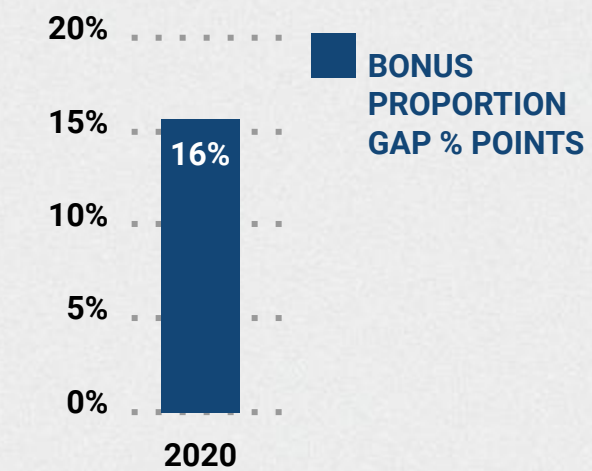
	HOURLY PAY	BONUS PAY
PAY MEAN	2020 17.9%	2020 15.9%
PAY MEDIAN	5.2%	0.0%

## ETHNICITY PAY QUANTILES

WHITE MINORITY ETHNIC NO DATA



## ETHNICITY BONUS PROPORTION GAP



\* BASED ON THE 70% OF EMPLOYEES WHO HAVE CHOSEN TO DISCLOSE THEIR ETHNICITY

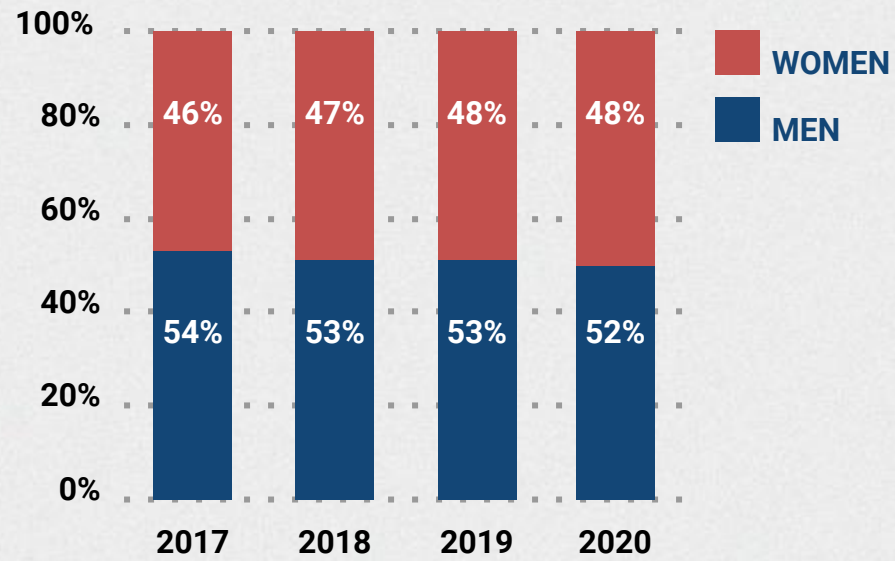


# GENDER PAY NEWS UK & IRELAND LTD

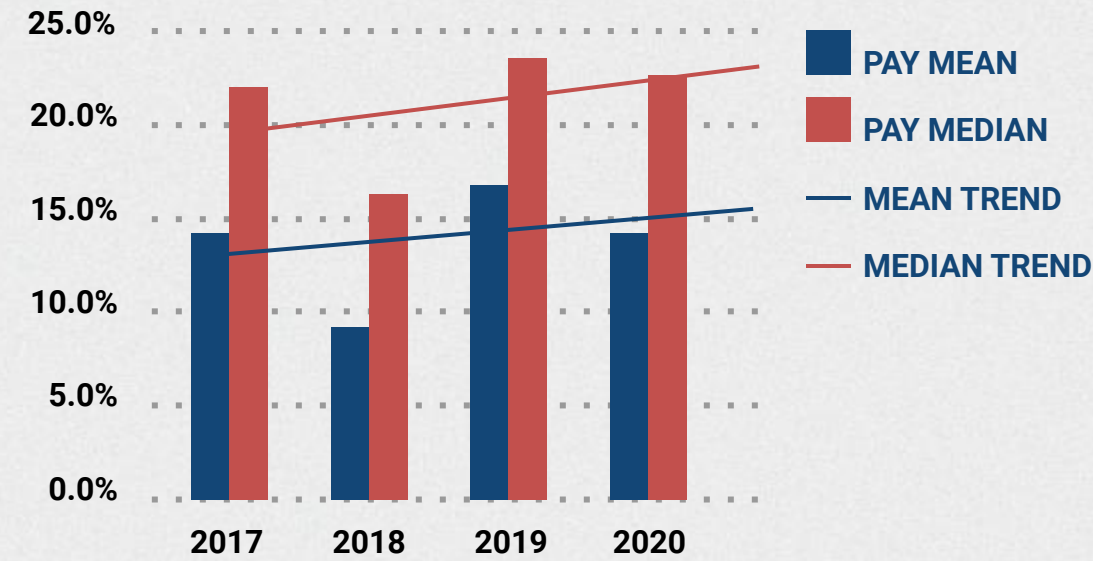
## News UK & Ireland

News UK & Ireland includes all corporate and commercial employees. This includes functions such as Commercial, Finance, HR and Technology.

### POPULATION GENDER PROFILE

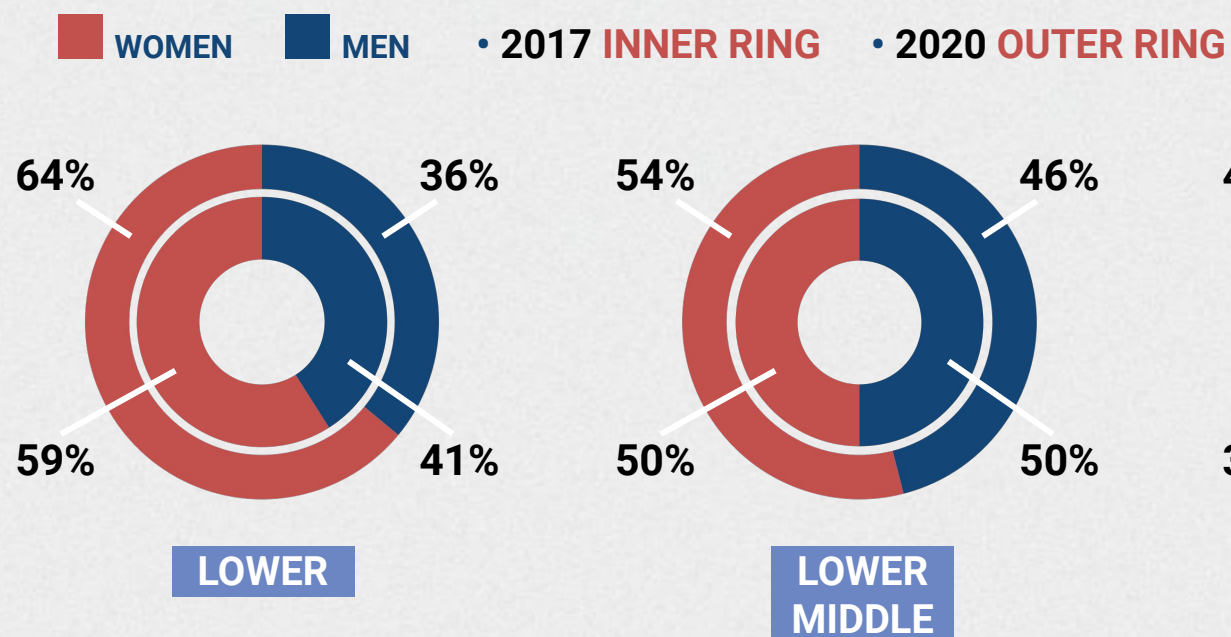


### GENDER PAY & BONUS GAP

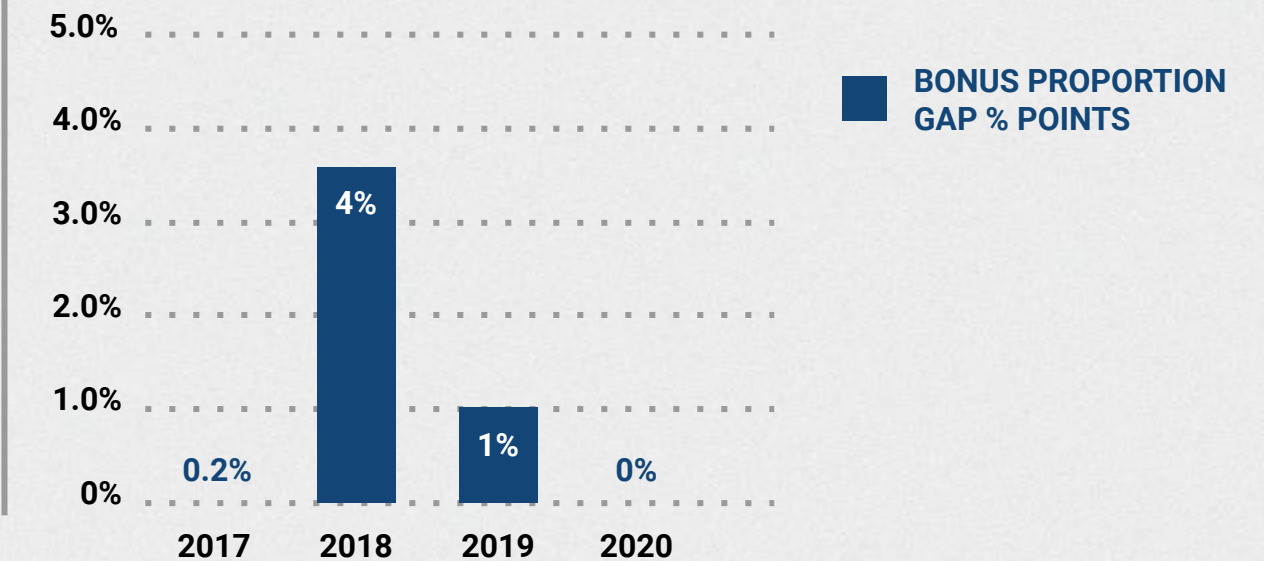


	HOURLY PAY				BONUS PAY			
	2017	2018	2019	2020	2017	2018	2019	2020
MEAN	14.4%	9.3%	17.1%	14.4%	5.1%	9.0%	9.7%	11.2%
MEDIAN	22.4%	16.6%	23.6%	23.0%	-129.1%	-131.5%	-68.7%	-42.2%

### GENDER PAY QUARTILES



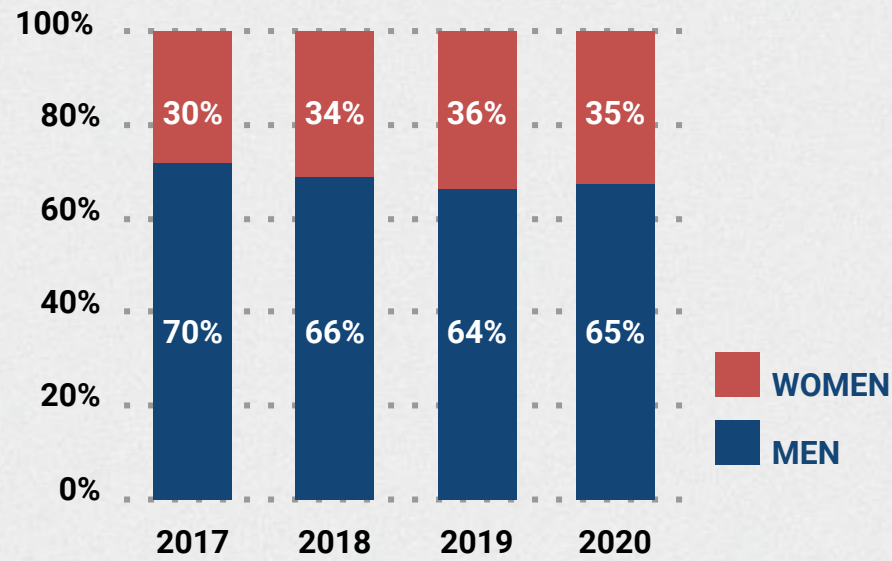
### GENDER BONUS PROPORTION GAP



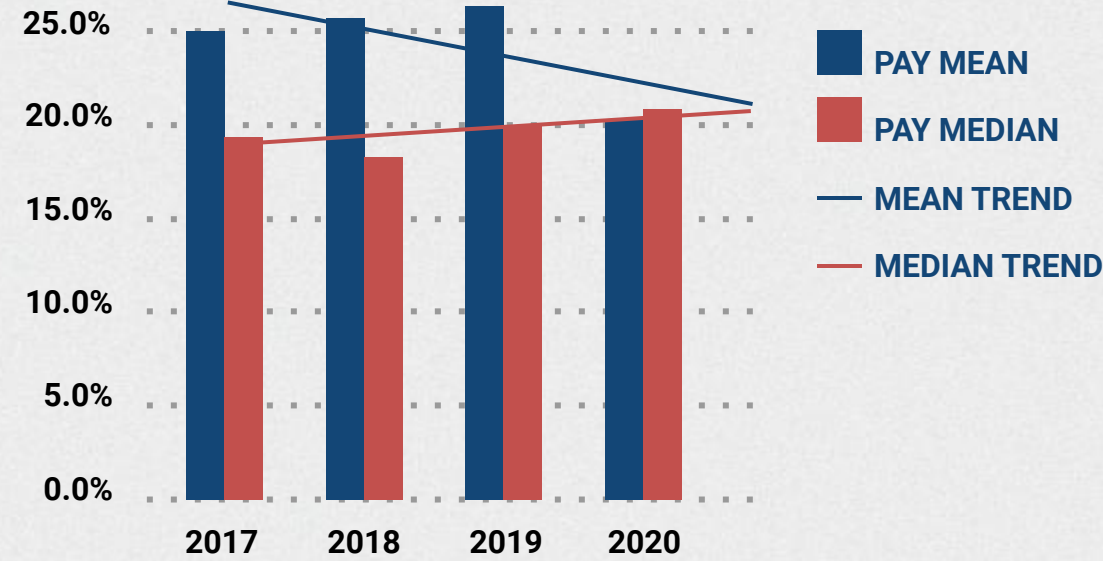


# GENDER PAY NEWS GROUP NEWSPAPERS LTD

## POPULATION GENDER PROFILE



## GENDER PAY & BONUS GAP

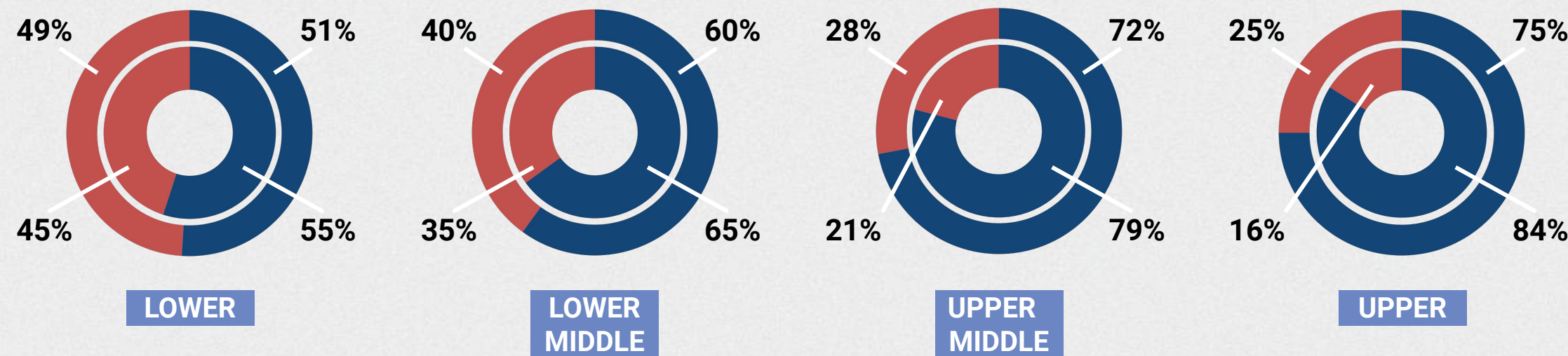


News Group Newspapers Ltd (NGN) includes employees and casuals from The Sun and The Sun on Sunday.

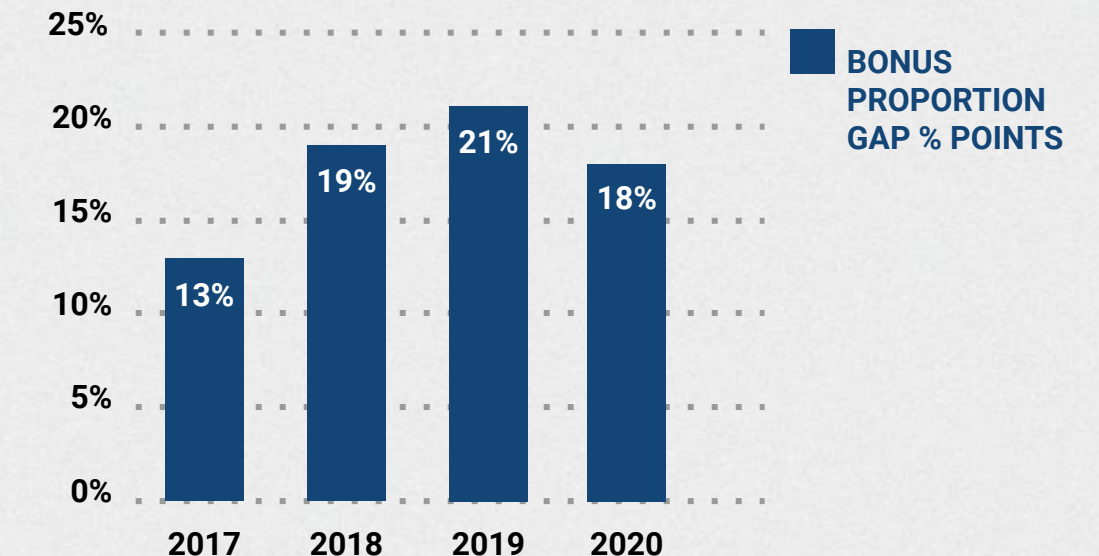
	HOURLY PAY				BONUS PAY			
	2017	2018	2019	2020	2017	2018	2019	2020
MEAN	24.8%	25.4%	26.0%	20.1%	21.5%	26.9%	35.2%	16.9%
MEDIAN	19.6%	18.0%	19.9%	21.2%	0%	18.3%	0%	0%

## GENDER PAY QUARTILES

WOMEN MEN • 2017 INNER RING • 2020 OUTER RING



## GENDER BONUS PROPORTION GAP



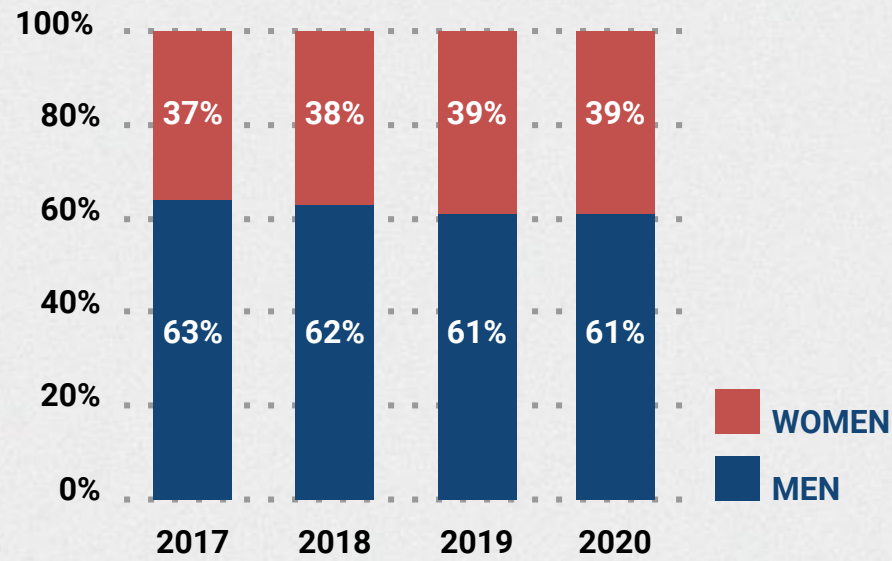


# GENDER PAY TIMES NEWSPAPERS LTD

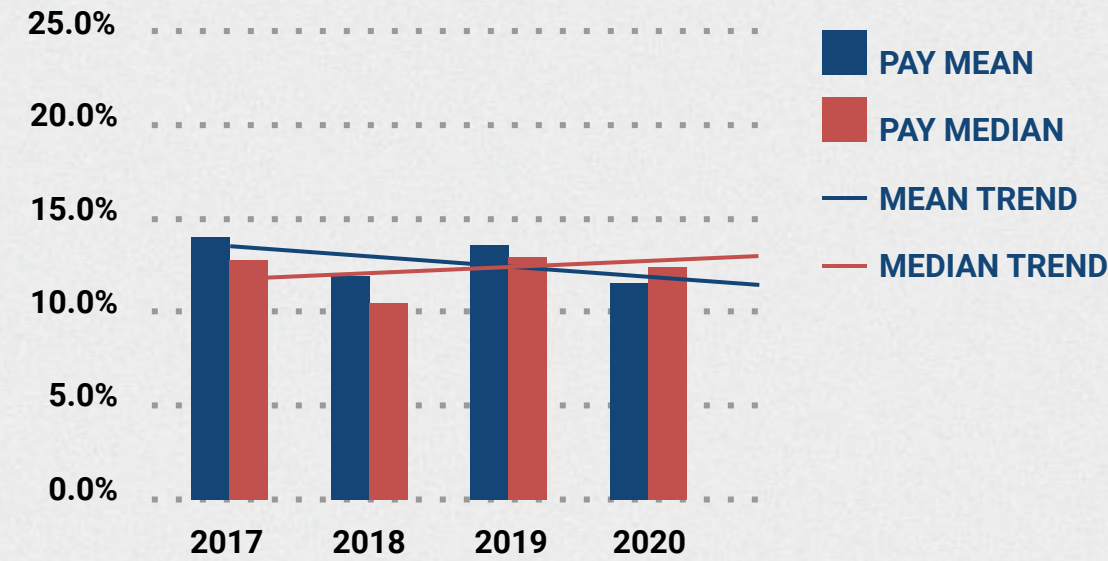


Times Newspapers Ltd (TNL) includes employees and casuals from The Times and The Sunday Times.

## POPULATION GENDER PROFILE



## GENDER PAY & BONUS GAP



### HOURLY PAY

MEAN  
MEDIAN

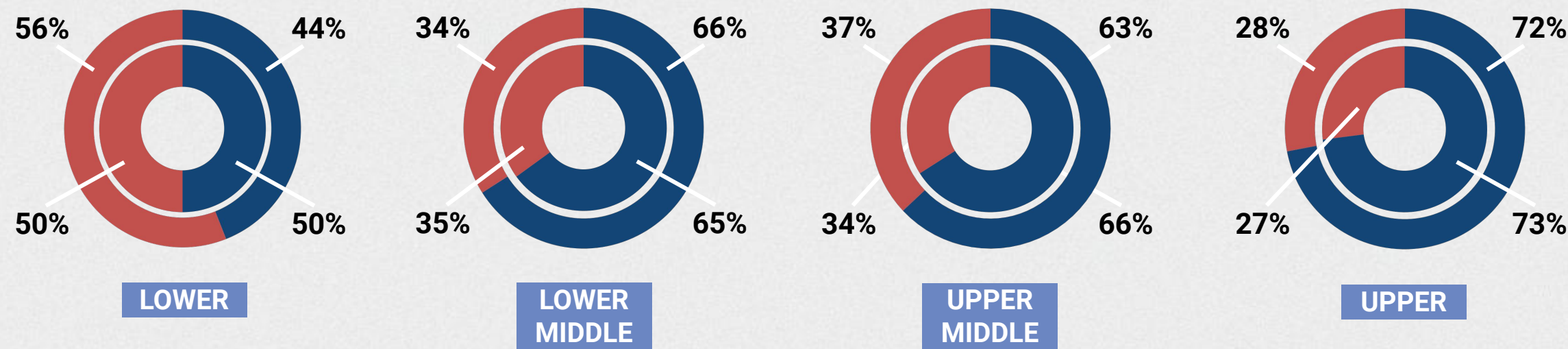
Year	2017	2018	2019	2020
MEAN	14.3%	11.8%	13.6%	11.5%
MEDIAN	12.7%	10.3%	13.1%	12.6%

### BONUS PAY

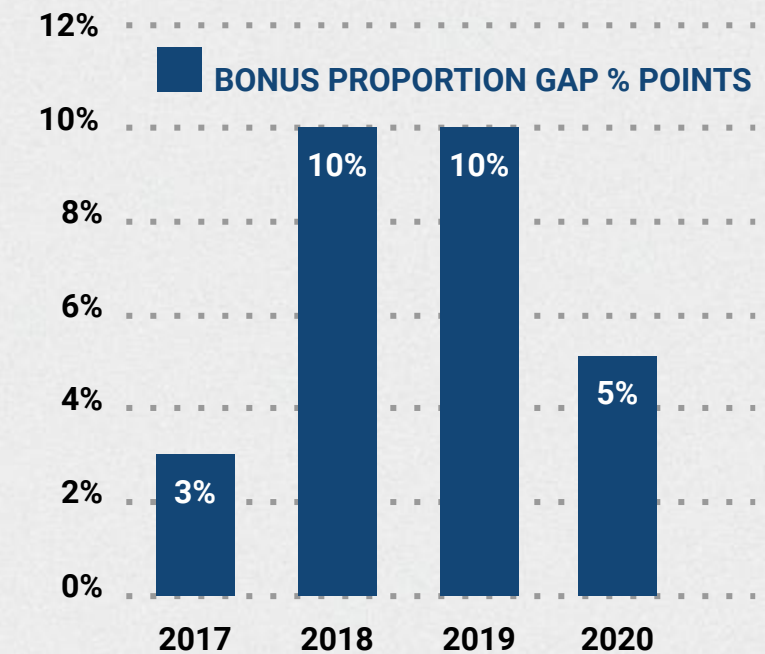
Year	2017	2018	2019	2020
MEAN	41.0%	33.7%	35.2%	40.5%
MEDIAN	0%	0%	0%	22.2%

## GENDER PAY QUARTILES

WOMEN MEN • 2017 INNER RING • 2020 OUTER RING



## GENDER BONUS PROPORTION GAP





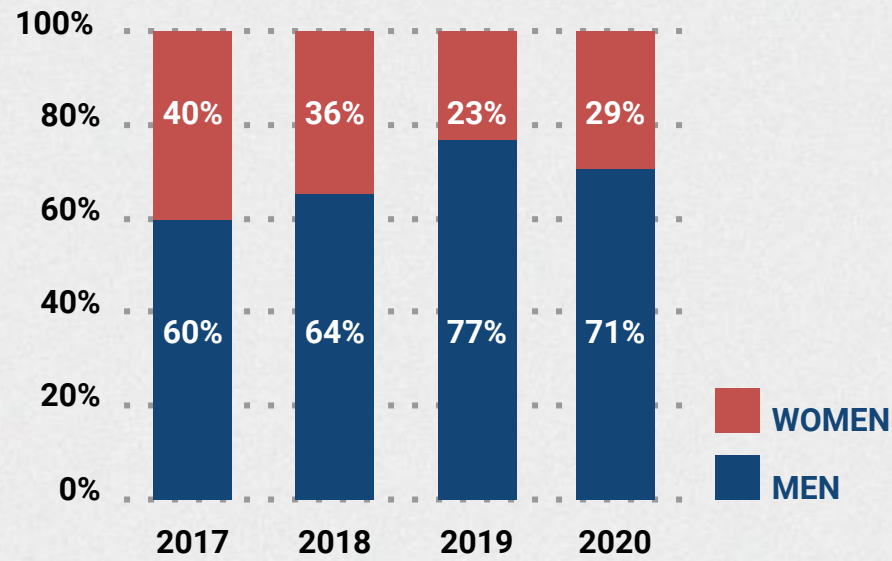
# GENDER PAY WIRELESS GROUP MEDIA LTD

wireless

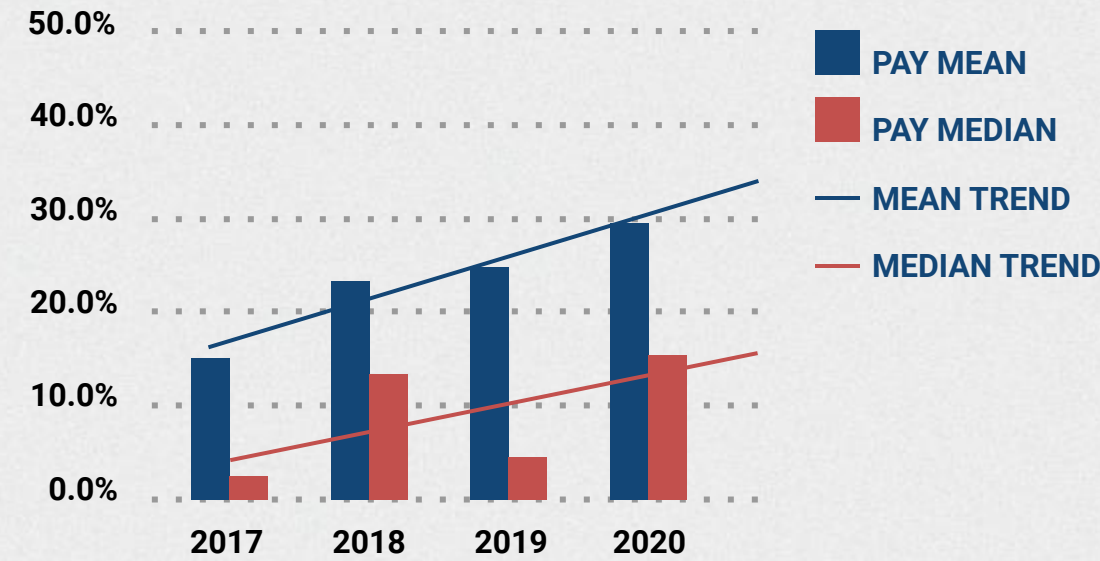


TIMESRADIO

## POPULATION GENDER PROFILE



## GENDER PAY & BONUS GAP

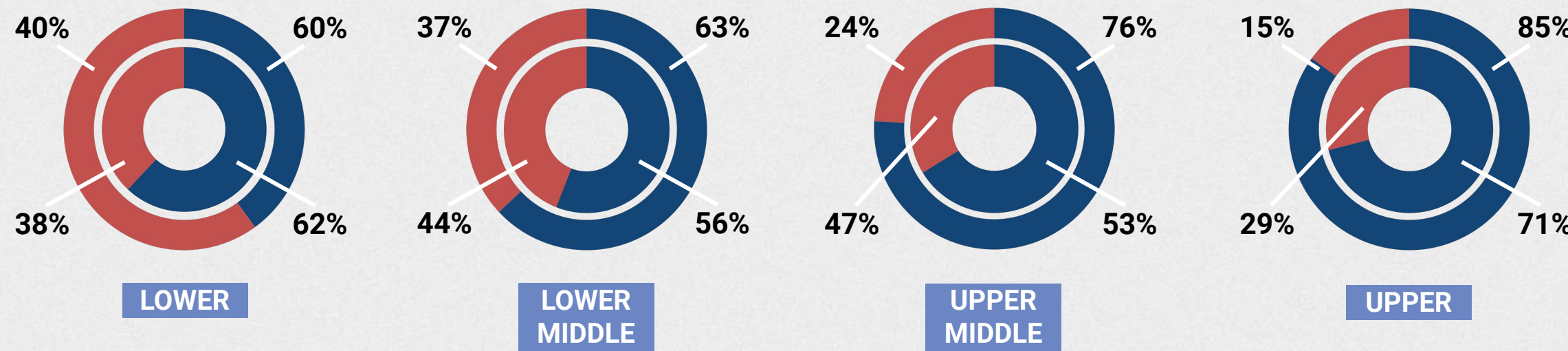


FIGURES HAVE BEEN IMPACTED BY THE SALE OF LOCAL RADIO STATIONS TO BAUER.

	HOURLY PAY				BONUS PAY			
	2017	2018	2019	2020	2017	2018	2019	2020
MEAN	15.1%	23.4%	24.6%	29.6%	49.0%	60.6%	79.2%	56.2%
MEDIAN	2.3%	13.3%	4.7%	15.3%	37.2%	-42.4%	45.1%	42.3%

## GENDER PAY QUARTILES

WOMEN MEN • 2017 INNER RING • 2020 OUTER RING



## GENDER BONUS PROPORTION GAP

