

2020 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, our gender pay gap is reported within the [University's overall pay gap report](#), and on the [Government's Gender Pay Gap Reporting website](#).

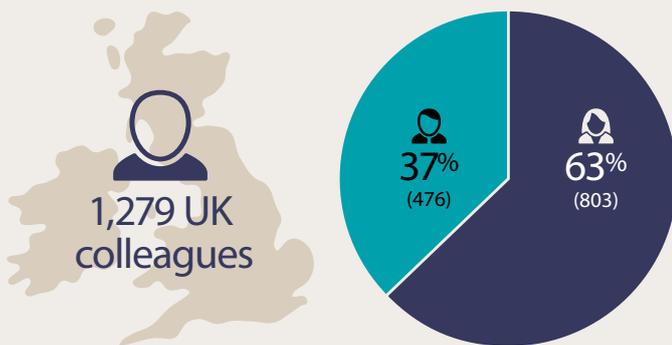
We are fully behind the Government's move to highlight gender pay gaps and to bring conversations around gender pay out in to the open. This report provides more information about our position.

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 2020.



Mean and median

The median value is the middle one in a set of values arranged in order of size.

The mean is the sum of a set of values divided by the number of values.

Gender pay gap

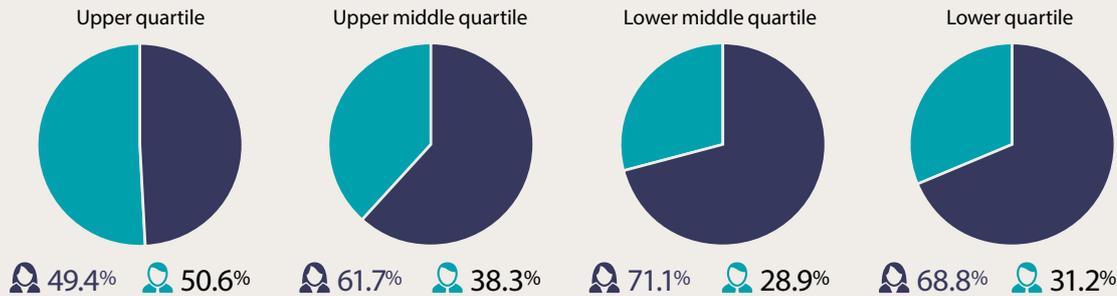
The figures below are calculated using the standard methodologies used in the 'Equality Act 2010 (Gender Pay Gap Information) Regulations 2017'.

	Difference between men and women		Proportion of women and men receiving a bonus	
	Median	Mean	Women	Men
Hourly fixed pay	13.8%	18.5%		
Bonus paid	68.3%	44.7%	79.3%	85.2%

The figures for 2020 show an improvement in the Press's median gender pay gap in comparison with 2019, reducing from 15.9% to 13.8%. The mean has also reduced, from 20.7% to 18.5%.

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

Culture and family friendly actions

- Flexible working arrangements are helping to balance caring responsibilities with business needs. From November 2019 to March 2021, Cambridge Assessment and Cambridge University Press have been members of Working Families and have both implemented wholesale changes to how flexible working is promoted, managed and monitored.
- The Gender Balance network at the Press (launched in 2019) is actively helping our organisation to attract, develop and retain a more gender balanced colleague base and the success of this group is regularly reported on.
- In response to what we have learned from remote working in 2020, and the anticipated higher demand for flexible working options, in 2021 a joint framework will be launched to embed an increasingly proactive approach to flexibility and hybrid working throughout the employee journey. This includes training managers in how to manage flexible teams and running a 'find your flex' week to engage all 6,000 colleagues globally.
- As we begin to integrate Press and Assessment, a core project within our People and Culture workstream is bringing together the best of our family friendly policies and provision, to enable a leading approach to supporting people with family and caring responsibilities in a way that is appropriate and relevant across all of our global offices.

Career progression and pay actions

- Managers are supported to help identify and mitigate drivers of the gender pay gap. Managers are supported with the application of equal pay into their business areas during pay reviews or promotions. 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. Opportunities are provided for Apprenticeships Upskill, providing enhanced qualifications to advance careers.
- The Press and Assessment ran global wellbeing surveys in November 2020, which identified key areas where there were substantial variances in perceptions between men and women (as well as other demographics), especially in regard to career progression. All senior managers and leadership teams have been engaged in interpreting the results, and implementing practices to ensure all colleagues are being supported and empowered to manage work, life and progression demands.

Recruitment actions

- The Press and Assessment advertise the salary ranges in job adverts to ensure transparency and informed decision making.
- Between April 2019 and 31 March 2020, six women and four men were recruited into entry level apprenticeship roles at the Press.
- A new talent acquisition platform was implemented at the Press in July 2020, which enables diversity of applicants and hires to be monitored, as applicants are invited to complete a diversity questionnaire, providing deeper insight into the gender mix of applicants in different areas of the business and seniority levels. The Press' platform includes an inbuilt gender bias decoder, which checks adverts for words associated with gender stereotypes, to ensure we aren't unconsciously limiting applicant pools.

Our commitment to diversity and inclusivity

Cambridge University Press is committed to being a diverse and inclusive place to work. We are part of the University of Cambridge, committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality. We are a global organisation, serving customers and representing colleagues all over the world. Diversity, in all its various forms, is key to our success.

We are proud signatories to the UN Global Compact and seek to align our work in support of the furtherance of the UN Sustainable Development Goals. Our work to close the gap helps us to meet our responsibilities in the areas of human rights and support the delivery of UNSDG 5 Gender Equality. Gender equality is not only a fundamental human right, but an essential factor in building a sustainable world.

Cathy Armor
Director for People, Cambridge University Press