

On average men are paid 0.3 % more than women

- The mean gender pay gap is 0.3%
- The median gender pay gap is -4.9%
- The mean gender bonus gap is 23.5%
- The median gender bonus gap is -3.7%
- The proportion of male employees receiving a bonus is 15% and the proportion of female employees receiving a bonus is 21.8%.

			Description
Quartile 1 (Lowest)			Includes all employees whose standard hourly rate places them at or below the lower quartile
Quartile 2			Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Quartile 3			Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Quartile 4 (Highest)			Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Newsquest Media Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The proportion of women at Newsquest Media Group who received a bonus in the 12 months up to 5 April 2020 was 21.8%, while for men this was 15%. This reflects the higher proportion of women in the management and commercial roles and a higher proportion of men within the distribution function. This is similar to 2019.

Our gender pay gap compares favourably with that of organisations both across the whole UK economy and within our sector.

