

This is our report for the snapshot date of 5 April 2019. In addition to merging Newsquest (Midland South) Limited, Newsquest (Herald & Times) Limited, North Wales News Limited into Newsquest Media Group in 2018, the 2019 report includes the merger of Newsquest's Cumbrian Newspapers into Newsquest Media Group Limited.

On average women are paid 7.4% more than men

- The mean gender pay gap is -7

We promote gender diversity in all areas of our workforce including revising our working policy to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

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