

Gender Pay Gap 2020

Gender pay gap report 2020



OUR COMMITMENT

Is to create an environment that provides fair reward for all and ensures each and every colleague, no matter what their role, background or location, has access to personal development opportunities – to give them the support and tools to move to the next stage in their career.

WE RECOGNISE

That we must shape our workforce to be inclusive and to reflect the local communities in which we serve and believe that diversity plays a vital part in driving business performance.

OUR APPROACH

Is guided by our Values – Fair and Friendly, Open and Trusted, Quick and Creative. Using our Values as a decision making framework we encourage all our colleagues to contribute ideas, to be empowered to do what is right for our business, our colleagues and our customers and to support our pursuit of a culture of openness and an organisation that embraces our differences.

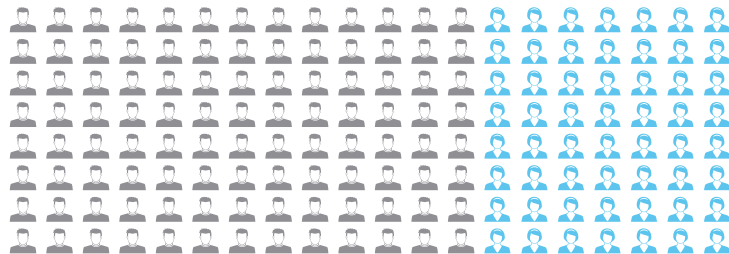
THIS REPORT

Contains our 2020 Gender Pay Gap data for colleagues employed by Smiths News Trading Ltd and has been compiled in line with the regulations set out by the Government.

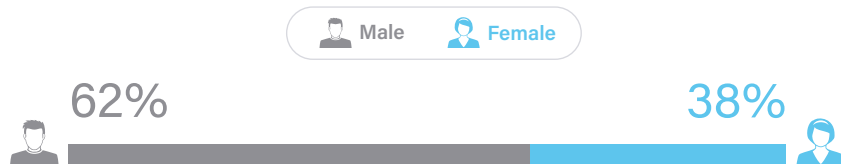
What is gender pay gap?

Gender pay gap measures the differences in the rates of pay and bonus that women and men receive – no matter what role they do or their level in the Company. We show the gap by stating the difference in women's and men's pay as a percentage of men's pay. **This is different to equal pay.** Equal pay refers to men and women receiving equal pay for equal work.

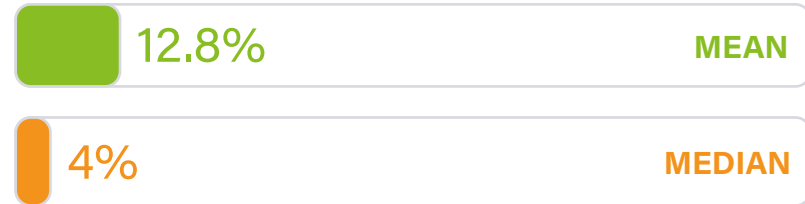
1700 COLLEAGUES



PROPORTION OF MALE AND FEMALE COLLEAGUES



2020 GENDER PAY GAP



WHAT IS MEAN & MEDIAN?

THE MEAN, put simply is the average, and is calculated when you add up the hourly rates of all colleagues and divide the figure by the number of colleagues.

THE MEDIAN is the figure that falls in the middle of the range when everyone's hourly rates are lined up from smallest to largest.

HOW DO WE COMPARE?

We have continued to see a decrease in both the mean and median pay gaps in 2020, 2.2% and 2.7% respectively. As we continue to review our pay policies and approach to Diversity and Inclusion we hope to see the gap continue to reduce, furthering in our progress since the first gender pay gap report was published.

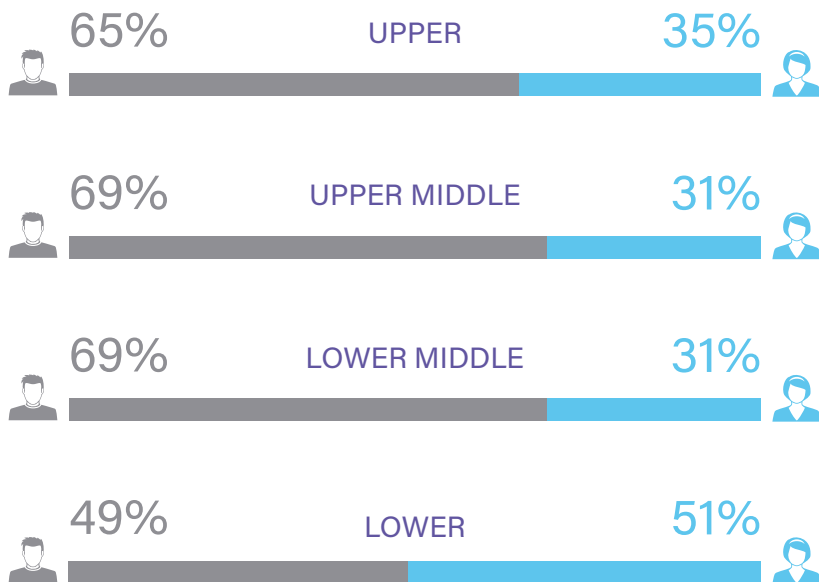
As in 2019, the bonus gap for this year has seen a significant decrease in the mean gender bonus gap along with a decrease in the median gender bonus gap. Whilst this is positive we do recognise that there are a range of factors that will impact these figures, most notably the number and value of bonuses paid as well as the percentage of women and men receiving bonus. both or which will heavily influence the calculation.

Year to April 2020 results

The results are based on pay to colleagues employed by Smiths News during the relevant pay period covering the year to 5 April 2020. It is important to recognise that a number of colleagues who worked and continue to work for Tuffnells but were employed by Smiths News at the time of reporting are included in the 2020 results.

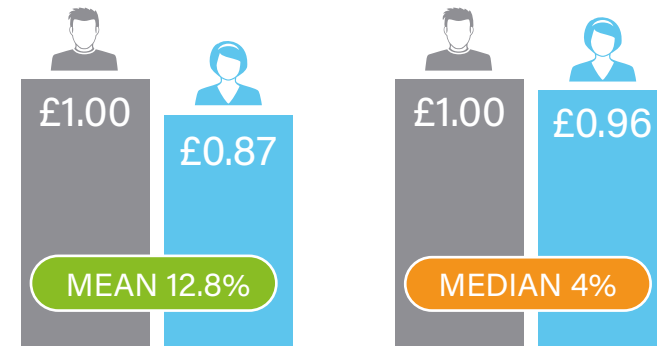
PAY

Proportion of male and female colleagues according to quartile pay bands



PAY

Difference between male and female colleagues



BONUS

Proportion of male and female colleagues receiving bonus



Difference between male and female colleagues



Diversity and inclusion



As a responsible employer, Smiths News has adopted a zero tolerance approach towards discrimination and is committed to promoting and encouraging diversity, together with supporting an inclusive working environment through our dedicated 'Everyone IN' Diversity and Inclusion steering group. Our 'Everyone IN' initiative strives to add value to our organisation, contributing to increased employee well-being and engagement.

As part of our ongoing journey and long-term initiative to help build a more inclusive and diverse workplace we have developed an Equality, Diversity and Inclusion Policy. This is a crucial step for us as a business in shaping a culture that embraces people from all backgrounds, experiences and orientations.

To support us in our goal to become a more Diverse and Inclusive Organisation we are also encouraging our colleagues to share information relating to their Nationality, Gender, Sexual Orientation and Religion. This will allow us to better understand our colleague population at different levels of the organisation, helping us shape our people policies and provide insight through enhanced reporting.

We have also made great progress reviewing our processes with interventions designed to support Diversity and Inclusion and drill further down into the organisation. These can be seen in new guidance to recruiting managers, a refreshed talent and succession approach to create new development opportunities.

COLLEAGUE ENGAGEMENT

Colleague Engagement is a real priority for us at Smiths News. We want our colleagues to actively participate in making Smiths News a great place to work. We encourage colleagues to have their say, get involved, feel valued and above all – do a great job whilst having fun with their friends at work.

Reflecting on our 2020 engagement survey we have seen an increase of 1 point in our overall engagement score which now stand at 7 (out of 10), with 92% of our colleagues participating. The insight gained from our survey is now being shared across our business to drive action plans which will ensure Smiths News continues to be a great place to be.



Emma Jones, People Director
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