

National World Gender Pay Report 2023

As the senior director responsible for personnel data I confirm that the data presented and the calculations performed in presenting the data are accurate.

Claire Jackson

HR & Communications Director

National World plc is a leading multimedia business with a vibrant mix of print and digital news brands. We provide news and information services to local and regional communities through our extensive portfolio of publications and websites.

The company owns over 100 local newspapers and websites (our heritage brands), many of which hold the number one position in their many different and diverse markets across the UK. More latterly the company has expanded into the Midlands through the acquisition of prestigious daily titles, and has extended its events business through the acquisition of Insider Media during 2023. We operate a number of publishing regions to allow management to stay close to our products and to our audience. Each region maintains historic links to its communities.

Our reportable gender pay gap data is specific to National World Publishing Ltd which is the only operating company within the National World plc group employing over 250 staff. These employees hold roles in Editorial, Commercial, and Events, and in our central support functions such as IT, Finance and HR. For transparency, however, we are publishing gender pay gap data for the National World plc group as a whole

The continued development of our operating model focused on separating the business from its industrial past will bring ever greater flexibility and professionalism in which individuals can flourish. The focus on individual performance and development will enable employees, regardless of gender, to receive reward in line with their personal contribution to our overall business aims. The expansion into even more cities in the UK will assist in recruiting from a wider footprint enabling increased equality and diversity to better reflect our diverse content and widely different communities.

National World plc fully acknowledges that there continues to be prevalence of males fulfilling senior level roles, and that there has been little change in personnel within the senior team over the previous year, which has resulted in limited movement of gender pay statistics from 2022 to 2023.

The April 2023 data shows a further shift in bonus levels with females continuing to receive higher bonus payment than males for the second time since reporting began. Whilst senior sales roles continue to be held predominantly by males, the significantly high percentage of females employed in sales roles, (which reflect the area of our business where the majority of our bonus schemes operate) means that the bonus pay gap remains a negative figure.

As a multi-media group that provides trusted, quality news for regional and local communities, we know that our voice has to be both fair and representative. The Board is committed to finding positive and effective solutions to address all aspects of diversity.

We aim to:

- Reduce the gender pay gap
- Increase the gender balance in our senior management team through best practice recruitment and career development practices
- Encourage diverse candidate applications for all roles by reviewing our recruitment processes and identifying recruitment platforms aimed at attracting diversity
- Build on and regularly review DEI data collection to identify areas of the business where gender differentials are prevalent with a view to addressing these issues promptly
- Ensure all staff are trained in equality, diversity and inclusion and that recruiting managers understand their responsibilities in recruiting staff who represent the diverse communities we serve
- Transition away from outdated pay scales and remuneration methodology to ensure that all staff, regardless of gender, are rewarded for their individual contribution to the business
- Increase gender diversity of our Board members

April 2023 data

Hourly Rate	Pay Gap
Mean	10.0%
Median	10.0%

Bonus Gap	Bonus Gap
Mean	-7.7%
Median	-7.8%

Bonus Paid Data	M	F
Employees receiving bonus	55	125
Total employees	636	505
Proportion of total	8.6%	24.5%

Quartile Salary Analysis	M (%)	M (n)	F (n)	F (%)
Upper hourly pay quartile	60%	163	110	40%
Upper middle hourly pay quartile	64%	174	99	36%
Lower middle hourly pay quartile	60%	165	108	40%
Lower hourly pay quartile	40%	108	165	60%

High Level Summary

The data demonstrates that, taken as a whole, men are paid higher than women across the National World plc group, and that there has been limited improvement on these statistics in the previous 12 months. We employ more men than women in senior roles and this is largely responsible for driving the variance. We employ more females across our sales teams which has resulted in a continued shift in our bonus pay gap. The gap in hourly rate has seen negligible movement between 2022 and 2023 and we will strive to make improvements to this by the focus on individual performance and reward.