

National World Gender Pay Report 2022

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, many of which hold the number one position in their many different and diverse markets across the UK. 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, Sales, and in our central support function 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 introduction of a new operating model which will separate the business from its industrial past will bring greater flexibility and a more professional culture in which individuals can flourish. The expansion into all major 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. The leadership of our largest online business unit already reflects this change.

Following the delayering of a senior management team which was composed of highly paid males during 2021, we continue to see improvement in our gender pay gap when 2022 data is compared against 2021 data. The senior management team aims to further reduce this gender pay gap.

The April 2022 data shows a significant shift in bonus levels with females receiving higher bonus payment than males for the first time since reporting began. This is a direct result of senior management delayering resulting in the removal of significant bonus payments to male executives and the high percentage of females employed in sales roles which predominantly reflect the area of our business where bonus schemes operate.

National World plc fully acknowledges that there is a prevalence of males fulfilling senior level roles. 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
- 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.

- Continue to review ways in which our business can embrace flexible working practices for all staff but with particular awareness of the need to remove barriers to progression for female staff
- Increase gender diversity of our Board members

April 2022 data

Hourly Rate	Pay Gap
Mean	10.6%
Median	9.2%

Bonus Gap	Bonus Gap
Mean	-6.7%
Median	-2.4%

Bonus Paid Data	M	F
Employees receiving bonus	65	138
Total employees	662	518
Proportion of total	10%	27%

Quartile Salary Analysis	M (%)	M (n)	F (n)	F (%)
Upper hourly pay quartile	62%	177	110	38%
Upper middle hourly pay quartile	64%	183	104	36%
Lower middle hourly pay quartile	59%	169	118	41%
Lower hourly pay quartile	43%	124	164	57%

High Level Summary

The data demonstrates that, taken as a whole, men are paid higher than women across the National World plc group, however the trend continues to improve. 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 significant shift in our bonus pay gap. The gap in hourly rate has closed between 2021 and 2022 and we will continue to strive to make further improvement aided by the introduction of our new operating model.