

OUR 2017 GENDER PAY GAP REPORT

At The Book People we are committed to promoting equality and fairness and are moving to a plan to address the gender pay gaps arising from this report.

Pay and Bonus Gap

Difference between women and men		
	Mean	Median
Hourly Pay	2.9%	(8.0)%
Bonus	53.1%	92.9%

The table above shows our overall mean and median gender pay gap based on hourly pay in April 2017. It also captures the mean and median difference between bonuses (including commission) paid in the year up to April 2017.

We are pleased with the very small difference in mean hourly pay and understand the median difference reflects the existing structures in our company. Bonuses include commissions for our Distributor Management and Book Events Organisers where commissions are a key to drive performance and historically have been male dominated. The overall level of bonus paid was small and is reflective of the business going through a restructuring phase.

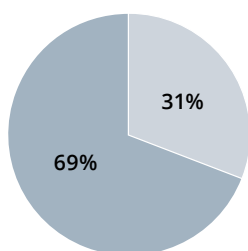
Proportion of employees receiving a bonus for the year to April 2017

	Female	Male
Bonus	24%	30%

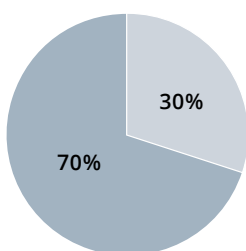
The 6% difference reflects the high number of male staff in Distributor Management and Book Events Organisers.

Pay Quartiles

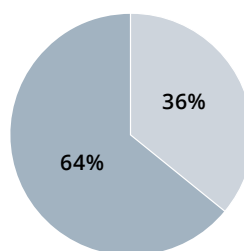
Quartile 1 - Lowest



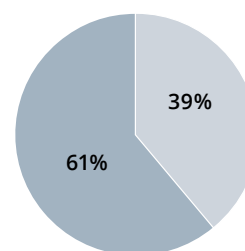
Quartile 2



Quartile 3



Quartile 4 - Highest



Male ● Female ●

The above data illustrates the gender pay distribution at The Book People across four equally size quartiles, each consisting of over 70 staff. We are confident women and men are paid equally for doing the equivalent jobs across our company.

Our aim is to ensure we continue to pay women and men equally for doing the equivalent jobs and look to achieve an overall gender balance across all the key metrics, within small acceptable tolerances.

I confirm the data reported is accurate.

Simon Mason, Director
23 March 2018

This report has been carried in accordance with the Equality Act 2019 (Gender Pay Gap Information) Regulations 2017.