

OUR 2018 GENDER PAY GAP REPORT

At The Book People we remain committed to promoting equality and fairness and remain on track to address the gender pay gaps arising from this report. Whilst we recognise that we have a gender pay gap, we also recognise that this is not the same as unequal pay. Our gender pay gap is driven by employing more men in senior positions where there has been very little staff turnover in the year. Where there is a vacancy, The Book People gives equal opportunity to men and women.

Pay and Bonus Gap

Difference between women and men		
	Mean	Median
Hourly Pay	7.0%	(7.9)%
Bonus	42.9%	19.3%

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. The mean gender pay gap is the difference between the average hourly earnings of men and women. A positive percentage indicates that men have a higher hourly pay / bonus and a negative percentage indicates that women have a higher hourly pay / bonus.

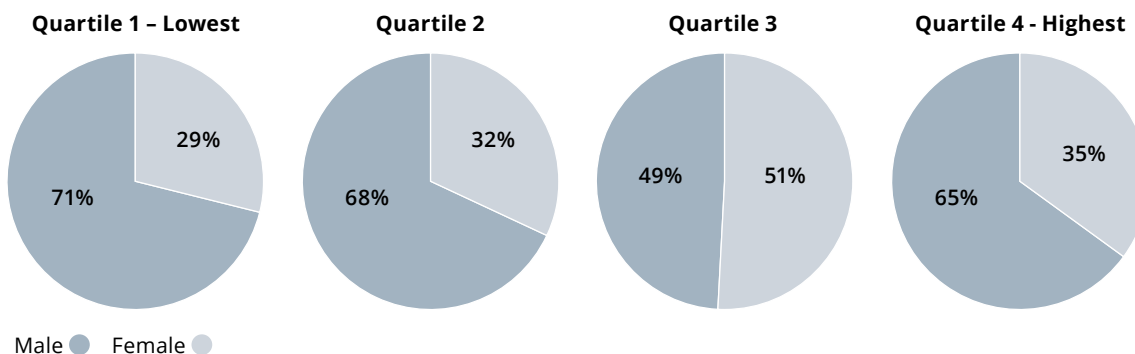
The table above shows our overall mean and median gender pay gap based on hourly pay in April 2018. It also captures the mean and median difference between bonuses (including commission) paid in the year up to April 2018. We are pleased to report that the mean and median bonus pay gaps have both reduced as a result of some of the changes we have introduced in the Distributor and Book Event business channels. However, these changes have also adversely impacted the mean hourly pay gap. We have seen an increase in the number of women in the middle quartiles which has caused the gap to widen.

Proportion of employees receiving a bonus for the year to April 2018

	Female	Male
Bonus	13%	20%

The 7% difference reflects the higher proportion of male staff in Distributor management and in The Book Events department. We are confident that our bonus gender pay gap is not discriminating against either gender but is simply a reflection of the gender balance of the teams.

Pay Quartiles



The above data illustrates the gender pay distribution at The Book People across four equally sized quartiles, each consisting of almost 80 staff. We are confident women and men are paid equally for doing the equivalent jobs across our company.

