

UK Gender Pay Gap Report

6 April 2017 – 5 April 2018 Data

A man in a white shirt and glasses is standing and speaking to a group of people in a meeting room. The room has a whiteboard and a window with blinds in the background. The image is overlaid with a blue tint.

“It was inspiring to see how our colleagues have responded to closing Wiley’s gender pay gap in the UK. They have been committed and enthusiastic in putting forward recommendations to address it.

They have been highly engaged, with their energy resonating throughout Wiley globally; it has been exciting to be part of this, and learn from their shared insights.

I am committed to supporting future initiatives – the engaging, spirited and honest conversations will continue to make Wiley a better place to work for all colleagues.”

Brian Napack, CEO and President

A few words from our Human Resources Director

"Our UK colleagues have been actively involved with shaping Wiley's response to the first gender pay gap results. Over 50 colleagues volunteered to form six workstreams focusing on Communications, Data Analysis, External Engagement, Leadership, Recruitment & Training and Supportive Working Practices.

They identified areas where changes could be made and put forward specific recommendations. With the support of our Executive Leadership Team, many of the recommendations will be implemented over the coming months, making a difference to Wiley's culture. The impact of these activities will take some time to have an effect on our gender pay gap results. With the increased focus and attention on addressing the gap, we are confident that we will see progress.

Together with my colleagues, I am motivated by the opportunities ahead."

Charlotte Hussein, Director, Human Resources, UK

Wiley's Gender Pay Gap Results

Analysis of Gender Pay Gap in the UK

- Since the [2017 data report](#)
 - the mean and median pay gaps have negatively moved by 2 and 1.2 percentage points respectively
 - the mean and median bonus gaps have positively moved by 8.4 and 10.5 percentage points respectively.
- Our mean and median pay gaps continue to be driven by our highest earners, who are predominantly male.
- The increase in the pay gap and the reduction in our bonus gap are a result of movement within our high earning population.
- The data in this report was gathered before the working group identified its recommendations.

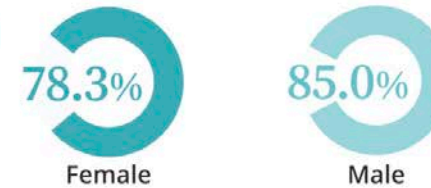
Understanding the UK Gender Pay Gap

- Gender pay gap data is based on the hourly pay (basic salary) of all employees in the April 2018 payroll.
- Gender bonus gap data includes annual bonus/sales incentive and long term equity compensation paid between 6 April 2017 and 5 April 2018.
- As the Report covers our UK employees who make up 18% of our total workforce, we are reporting only on a subsection of Wiley's global business.
- The Wiley UK colleague split between women and men is 64:36.

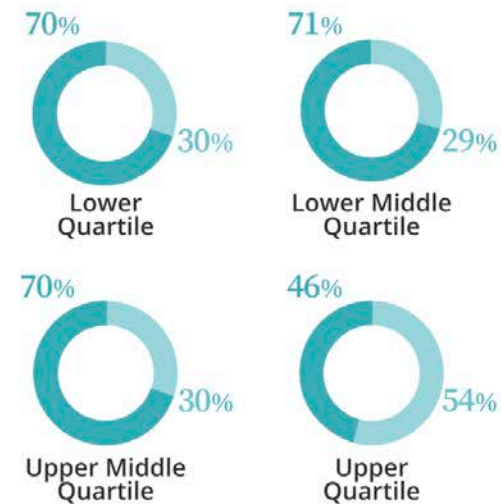
Difference between men and women	Mean	Median
Gender Pay Gap	23.1%	22.7%
Gender Bonus Gap	34.1%	40.2%

The **Mean** is the average number when you take all employees into account.
The **Median** is the middle value within a data set, sorted from smallest to largest.

Proportion of men and women receiving a bonus payment



Distribution of men and women in pay quartiles, calculated using the range of hourly pay



The **four quartiles** are sorted by dividing the UK population's salary, from lowest to highest, into four equal groups, allowing for the measurement of men and women within each group.

■ Female ■ Male

Our journey so far ...

We were delighted that so many colleagues volunteered to help close the gap by looking at the causes of the gender pay gap and making recommendations on how to resolve them.

Over 50 UK colleagues put themselves forward to take action after Wiley published its first gender pay gap report. Their enthusiasm and energy engaged UK colleagues through regular town halls, panel discussions and on internal social platforms, which drew in colleagues from around the world.

These views, together with a survey of UK colleagues, and the support of a consultant, Talking Talent, provided a framework to address Wiley's gender balance.

Looking forward to 2019

Wiley is a company where colleagues are valued for their contribution and are able to deliver their best results for our business. These values influenced the working group as they developed the recommendations .

By taking a broad, data driven approach to these initiatives, we want to ensure that colleagues will thrive across the organisation, fostering a positive and healthy culture, throughout the world.

- **Women in Leadership Programme** will be trialed in the UK for a global rollout.
- A review of **Global Recruitment Practices** with the focus on job advertising and interview practices.
- The **Parenthood Policy** will be revised to proactively support new parents in the UK
- Wiley is committed to supporting the Publishers' Association **Inclusivity Action Plan**, and will be taking part in their Diversity and Inclusivity survey.
- Other areas of focus in the coming year include coaching, mentoring, personal development, flexible working, diversity and inclusion.

Comments from our Leaders

"As a global, customer-focused organisation it is important that we lead by example within our industry and create a culture of inclusivity and supporting talented colleagues throughout their careers."

[Ella Balagula – Executive Vice President, Knowledge & Learning](#)

"We are proud of our UK colleague engagement with closing the gap, and are excited by the changes that are being put in place. The Executive Leadership Team is committed to ensuring continued support for future initiatives."

[Judy Verses – Executive Vice President, Research](#)

"We are grateful to the teams of volunteers who have given their time to help shape Wiley's response to the GPG results. By engaging all of our UK colleagues we have inspired real community involvement through colleague collaboration and dedication to making a difference. We recognise that we have work to do, and together with local leaders, we are committed to embedding the recommendations into Wiley's values and culture."

[Members of the GPG Steering Group:](#)

[Karen Wootton, VP Sales, and UK co-Regional Leader](#)

[Ben Townsend – VP Global Library Sales, and UK co-Regional Leader](#)

[Miriam Maus, VP Editorial Management Research](#)

Comments from our Leaders

“Efforts to close the gender pay gap in the UK have resonated with our colleagues around the world. The recommendations put forward by our colleagues have the full support of our leadership, and will have a global effect on culture and professional opportunities for everyone at Wiley.

Care is at the heart of the experience we create for our colleagues. Taking action to close the gender pay gap is another way we are creating an environment that allows our colleagues to bring their full selves to work, to contribute diverse ideas, and to find personal satisfaction in their careers. Our vision for the employee experience is one where everyone can continue to flourish.”

Archana Singh, Executive Vice President and Chief Human Resources Officer

Declaration

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in white ink, appearing to read 'U D'Arcy', with a horizontal line underneath.

Ursula D'Arcy
Vice President & Assistant Corporate Controller
Director, Wiley, UK

Most images used in this report were taken during Gender Pay Gap events at Wiley from April to October 2018

About Wiley

For over 200 years we have been helping people and organizations develop the skills and knowledge they need to succeed.

We develop digital education, learning, assessment, and certification solutions to help universities, businesses, and individuals move between education and employment and achieve their ambitions.

By partnering with learned societies, we support researchers to communicate discoveries that make a difference. Our online scientific, technical, medical, and scholarly journals, books, and other digital content build on a 200-year heritage of quality publishing.

Our corporate headquarters are located in Hoboken, New Jersey, USA with offices in over 30 countries worldwide. In the UK, we have offices in Bognor Regis, Chichester, London and Oxford.