



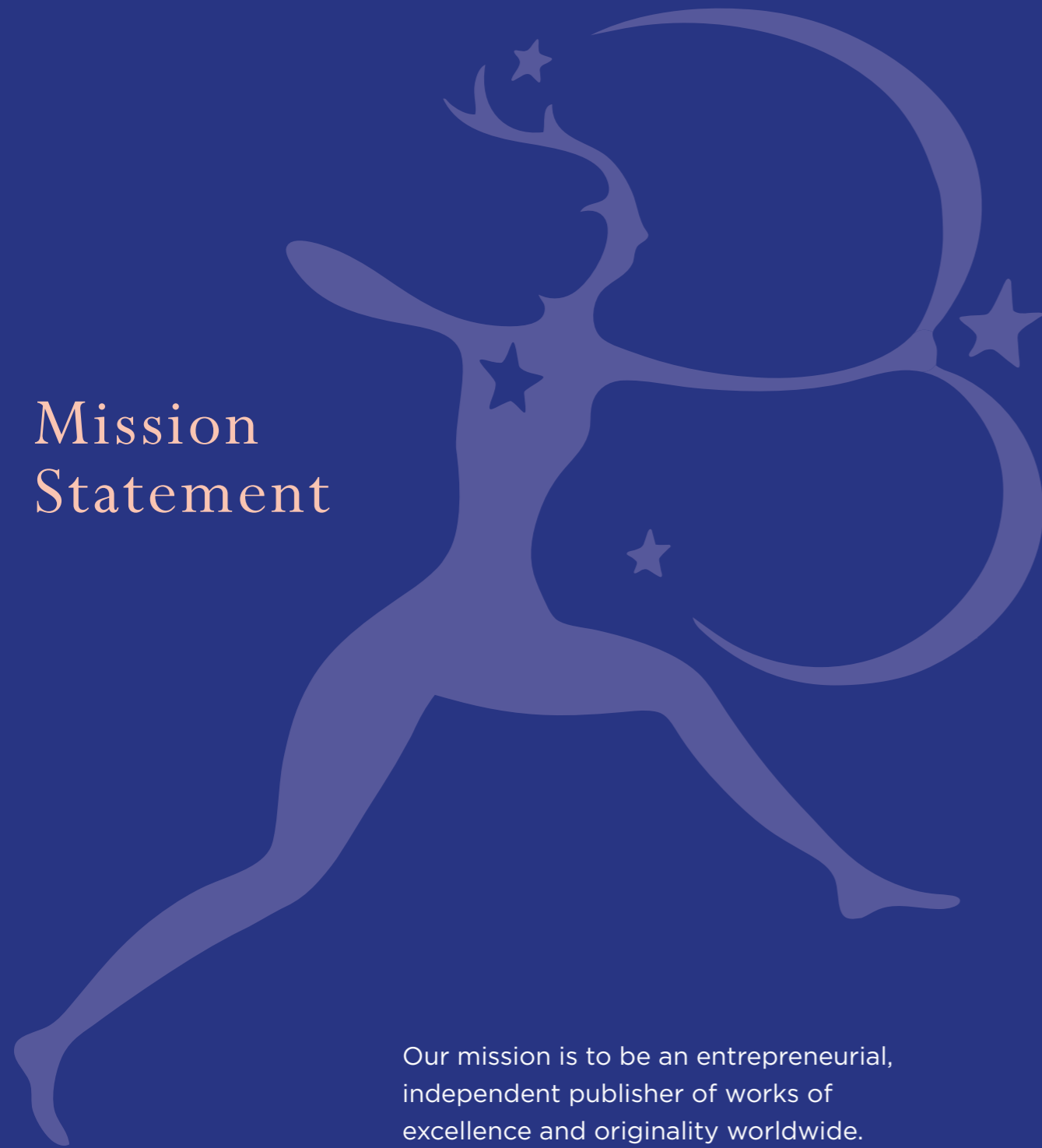
BLOOMSBURY PUBLISHING

Diversity, Equity and Inclusion Annual Report

2022



Mission Statement



Our mission is to be an entrepreneurial, independent publisher of works of excellence and originality worldwide.

Our purpose is to inform, educate, entertain and inspire readers of all ages.

We champion a life-long love of reading and learning to help build a reading culture with all the benefits which that brings to society.

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Our Mission and Values

- **To be an entrepreneurial, independent publisher of excellence and originality to a worldwide audience.**
- **To inform, educate, entertain, and inspire readers of all ages and backgrounds.**
- **We champion a life-long love of reading and learning, to help build a reading culture with all the benefits which that brings society.**

In service of our employees, authors, illustrators, content, customers and shareholders, we value independence, entrepreneurial spirit, inclusion, collaboration, ethical practice, determination, diversity, sustainability, optimism and freedom of speech.

1. We promote a working environment that stimulates creativity and collaboration, celebrates difference, is inclusive and ethical in its practice, and supports wellbeing.
2. We are determined to nurture and develop our authors, illustrators, and employees to their highest potential, and know that our success is down to the passion, commitment and hard work of our talented people.
3. We recognise the urgent need to support people from all backgrounds and identities to become part of the global publishing industry, enabling diverse voices to both reflect and shape our culture and society.
4. We are committed to supporting authors and illustrators, both new and established, to bring original and powerful works across an array of genres and subjects to readers and learners worldwide, sharing ideas, knowledge and experience, and sometimes challenging convention.

Bloomsbury is committed to equality, diversity and inclusion and is opposed to discrimination, bullying and harassment. We condemn individual and systemic racism in society in all its forms. We are dedicated to actively and continuously improving both our industry's practices and our own company. As individuals and as a company we unite in these values as policy and pledge.



Annie Muyang,
Diversity and Inclusion Manager

Introduction

Since launching our first global Diversity, Equity and Inclusion plan for Bloomsbury in May 2021, a lot has happened. Over the past year and a half, we have achieved more than we could have anticipated.

We have made tangible progress, giving our employees a greater sense of belonging with thriving Staff Networks and Employee Resource Groups in the UK and the US. These networks are run by colleagues who go above and beyond to cultivate spaces of shared experience and educate others in the Company.

The titles we are publishing are becoming more representative of the diverse society that we live in. We are starting to make waves across the publishing industry, by engaging in external events and sharing our expertise both locally and globally, forming partnerships with external organisations, and winning multiple industry awards.

Diversifying the publishing industry is a life's work. Through this annual report, we will be transparent in our progress, share what has not yet been achieved, and how we intend to get there.

Diversity, Equity and Inclusion at Bloomsbury started as an initiative but it is becoming a natural part of what we do.

Our Action Plan details our progress since May 2021 towards making Bloomsbury inclusive for all.

Looking ahead we will ensure that:

- **There is a strong culture of belonging and wellbeing for all employees.** Employees are supported in their roles, are welcomed, included, listened to, and fairly rewarded. We provide opportunities for growth and development and support this with training and mentoring. People are able to bring their best and true selves to work.
- **Bloomsbury is a place where anyone of any background, race, ethnicity, religion, sexuality, gender identity, age, physical ability, or socio-economic status can thrive, feel comfortable, and be heard and accepted.** Communities exist to foster peer support and ideas for improvement.
- **Our authors and employees at all levels are representative of society; our publishing is culturally rich with an ever-expanding readership.** We have strong partnerships and initiatives in place to develop new talent and can show demonstrable impact in widening access and improving literacy.
- **We have a thriving, creative, and encouraging environment,** using our offices as hub spaces for in-person events, meetings, and collaboration, whilst allowing flexible working policies and the ability to work from home.
- **We communicate well.** Everyone knows their purpose within the organisation and supports our mission and values. HR policies are familiar and implemented by line managers. The employee experience is regularly monitored through employee voice forums and ongoing consultation. The company culture is one that listens, learns and responds, with a focus on continuous improvement and positive change.

Our numbers at a glance

Bloomsbury UK Publishers Association Industry Survey 2021

Over three quarters (76%) of Bloomsbury UK employees participated in the Publishers Association Diversity, Inclusion and Belonging Survey in 2021¹, an increase from 74% in 2019.

53% live in London

67% are aged 25-44

25% have caring responsibilities for children and 4% for adults

75% identify as female

13.4% are from non-White ethnic minorities

15% identify as LGB+

16% are disabled or have a long-term health condition

27% are currently experiencing mental health problems

69% are from professional backgrounds, 13% from intermediate backgrounds, and 18% from working class backgrounds

16%
of Bloomsbury UK employees are disabled or have a long-term health condition

18%
of Bloomsbury UK employees are from working class backgrounds

Ethnic Minority Groups²

Employees from ethnic minority groups:

BLOOMSBURY UK

11% 2019

10% 2020

13.4% 2021

BLOOMSBURY US

22% 2019

22.7% 2020

19.8% 2021

Diversity is not simply a matter of regulatory compliance, or even social justice. It is also a business-performance imperative. Attracting talented people from all backgrounds enriches our business and the lives of our employees. It drives productivity, creativity and innovation.

As such, it is integral to the delivery of our strategy, as is creating an environment in which all Bloomsbury employees feel a sense of belonging. We believe that diversity and inclusion go hand in hand with company success.

1 (14%) Board member is from an ethnic minority group

13.4% of UK employees and 19.8% of US employees are from ethnic minority groups

¹Data collection took place between October and December 2021.

²The figures have been taken from the results of the Bloomsbury Workforce Survey and UK Publishers Association Industry Survey, conducted in 2021. Participation in these surveys was voluntary, therefore the figures may not have captured Bloomsbury's full workforce.

LGBTQ+

The proportion of Bloomsbury respondents identifying as lesbian, gay, bi, or other term preferred (LGBTQ+):

BLOOMSBURY UK²

15% 2020

15% 2021

BLOOMSBURY US

25% 2020

An estimated 3.2% of the UK³ and 7.1% of the US⁴ populations identify as LGBTQ+ (ONS/Gallup).

Head of Zeus Publishers Association Industry Survey 2021⁵

Over three quarters (79%) of Head of Zeus employees participated in the Publishers Association Diversity, Inclusion and Belonging Survey in 2021.

65% live in London

81% are aged 25-44

32% have caring responsibilities for children and 5% for adults

84% identify as female

8% are from non-White ethnic minorities

14% identify as LGB+

25% are disabled or have a long-term health condition

25% are currently experiencing mental health problems

64% are from professional backgrounds, 11% from intermediate backgrounds, and 25% from working class backgrounds

32%
of Head of Zeus employees have caring responsibilities for children, and 5% for adults

14%
of Head of Zeus employees identify as LGB+

Gender Diversity⁶

We have a diverse workforce and management team led by a gender diverse Board. The majority of senior managers and employees worldwide in the Group are women. As at 28 February 2022, the number of employees by each gender was:

Directors of the Group Parent Company
Female - 3 Male - 3



Senior managers of the Group (other than Directors)
Female - 5 Male - 3



All employees of the Group
Female - 649 (71)% Male - 265 (29)%



As at 28 February 2022

50% of Board members were female

75% of Executive Committee members were female

71% of employees were female

In line with UK regulations, Bloomsbury has provided information on its gender pay gap in the UK. We have benchmarked our Gender Pay Gap against the publishing industry and will continue to identify best practices to close the gap.

³Sexual orientation, England and Wales: Census 2021: <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>

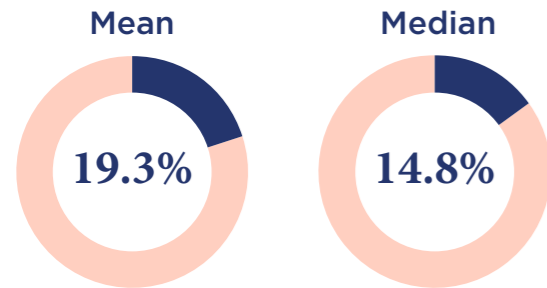
⁴LGBT Identification in U.S. Ticks Up to 7.1%: <https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx>

⁵Data recorded separately to Bloomsbury workforce.

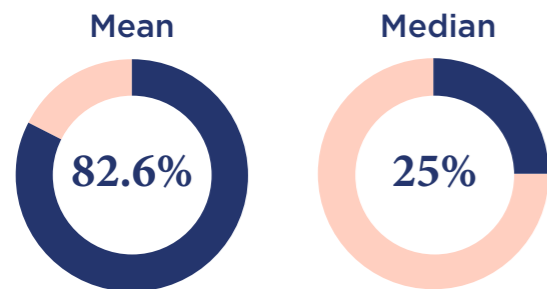
⁶Bloomsbury Publishing Plc Annual Report and Accounts 2022 (https://www.bloomsbury-ir.co.uk/docs/librariesprovider16/archives/annual_reports/annual-report-and-accounts-2022.pdf)

UK Gender Pay Gap Statistics⁷

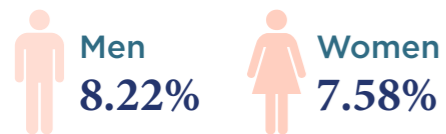
Gender pay gap:



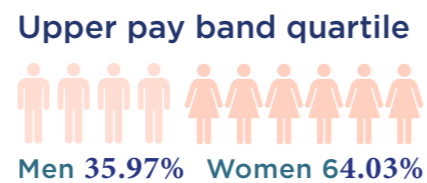
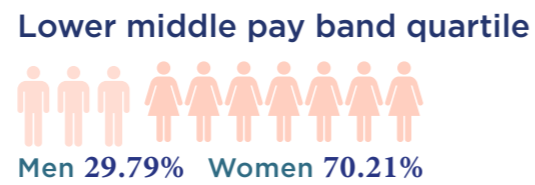
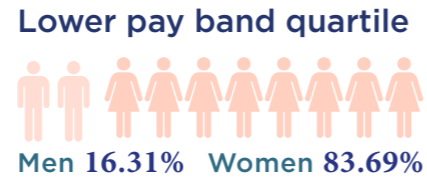
Gender bonus gap:



Proportion of each gender receiving a Bonus:



Proportion in quartile for UK:



Recruitment statistics⁸

In the UK⁹:

Our Diversity, Equity and Inclusion plan has set out the target that Black and minority ethnic groups are to represent 20% of new recruits (UK) by 2024.

Black and minority ethnic groups represented

23%
of overall applicants

22%
of offers made

Of all applications received via online recruitment portal

75% were from women

23% were from men

3% were from those who did not disclose a gender

8% were from those who have a disability

22% were from the LGBTQ+ community

23% were from non-White ethnic minorities (Asian / Asian British; Black / Black British; Mixed / multiple ethnic groups)

0% were Arab

Of all offers made

79% were to women

19% were to men

2% were to those who did not disclose a gender

15% were to those who have a disability

15% were to those from the LGBTQ+ community

22% were non-White ethnic minorities (Asian / Asian British; Black / Black British; Mixed / multiple ethnic groups)

0% were Arab

In the US¹⁰:

Our Diversity, Equity and Inclusion plan has set out the target that Black and minority ethnic groups are to represent 35% of new recruits (US) by 2024.

Black and minority ethnic groups represent¹¹

36%
of overall applicants

60%
of offers made

Of all applications received via online recruitment portal

72% were from women

22% were from men

6% were from those who did not disclose a gender

10% were Asian

8% were Black / African American

12% were Hispanic

0% were American Indian

6% were Two or more ethnic groups

6% were Not Specified

Of all offers made

100% were to women

0% were to men

0% were to those who did not disclose a gender

20% were Asian

20% were Black / African American

20% were Hispanic

0% were American Indian; Two or more ethnic groups; or Not Specified

⁸ For the financial year 1 March 2021 to 28 February 2022

⁹ In the future data can be collected and analysed periodically to identify trends. It is also possible to view data based on each department (e.g. Adult Marketing, International Sales, Rights, etc), and this data will be useful for individual departments when addressing diversity, equity and inclusion. Please note that this data is given voluntarily by candidates, so it is only indicative. In addition to this, applicants may opt out of any and all answers or choose 'Other' for each question without providing further qualitative context. This data is captured via Recruitment+ and does not include agency recruitment or freelancers.

¹⁰ This data reflects Equal Opportunities monitoring information, which includes age range, gender and ethnicity. Note the US does not collect information on disability, religion or belief, or sexual orientation due to legal constraints.

¹¹ Candidate data and New Hire data for (1 October 2021 to 22 March 2022), the period the US began collecting demographic data for applications received.

⁷ Bloomsbury Publishing Plc Gender Pay Gap Report 2021 (<https://www.bloomsbury-ir.co.uk/docs/librariesprovider16/archives/governance/gender-pay-gap/2021.pdf>)

Highlights and Impacts

Over the past year and a half, we have established strong foundations to build on for the coming year. Key highlights and impacts include...

Early career opportunities with LDN Apprenticeships

- We are committed to nurturing new talent regardless of background: since 2021 we have welcomed 26 Apprentices to Bloomsbury in partnership with the LDN Apprenticeship Scheme which has been rated “Outstanding” by Ofsted.
- Of the 11 apprentices who have so far successfully completed the programme, nine have secured permanent roles at Bloomsbury and three have secured roles at other publishing houses.



Promoting gender equality and supporting working parents with enhanced Parental Leave Policies

- We revised our parental policies by enhancing Shared Parental Leave for all, and increasing our discretionary company Maternity Leave, Paternity Leave and Adoption Leave pay.

Bloomsbury's first ever Learning and Development Programme

- A formal Learning and Development programme for all employees, to cover core publishing skills, management skills, wellness, and diversity equity and inclusion, was launched in May 2022.



Growth of our Staff Networks and Employee Resource Groups

- Our Staff Networks in the UK (Accessibility; Mental Health; Parents, Guardians and Carers; Bloom (BAME) and Pride) and DEI Project Managers and Employee Resource Groups in the US (BIPOC; LGBTQ+; Mental Health; Socioeconomic Status; Women and Caregivers; Assistants at Bloomsbury) are the backbone of ensuring Diversity, Equity and Inclusion is woven into the workplace and that staff are represented at all levels.
- In 2021 we established an Accessibility Network (UK) and launched a Multi-Faith Network (UK) in 2022.
- Our staff networks and ERGs have delivered a huge number of events: Black History Month (UK and US), Pride Month (UK and US), South Asian History Month (UK), Lunar New Year (UK and US), Mental Health Awareness Week (UK).

Lit in Colour

We are an official partner of Penguin Random House and The Runnymede Trust's Lit in Colour campaign. Under the Methuen Drama imprint, the Bloomsbury programme will focus on its drama and play portfolio to work with schools to introduce new plays to create more representative and inclusive drama experiences within the English curriculum. In 2021, we donated 4,391 copies of set texts by Black, Asian and Minority Ethnic writers to UK schools for GCSE and A Level English Literature as part of Lit in Colour's schools Pearson's Pioneer initiative.



Publishing diverse voices

- New writers on the Bloomsbury roster join an unrivalled list of ethnically diverse British and international writers addressing social justice issues.
- In 2021, Bloomsbury published books by the only two Black African writers to win the Nobel Prize: Wole Soyinka and Abdulrazak Gurnah.
- Our crime and thriller imprint, Raven, has made great strides in bringing diversity to this traditionally conservative genre. There was widespread critical acclaim for Imran Mahmood's *I Know What I Saw* and Femi Kayode, a Nigerian debut author whose book *Lightseekers* was *The Bookseller's* Book of the Month.
- In 2021, we launched the Bloomsbury Poetry list under the editorship of Kayo Chingonyi. This list reflects the diversity and energy of contemporary poetry, seeking voices from performance and spoken word and unrepresented communities.

London Book Fair Award for Diversity and Inclusion and Independent Publishers Guild

- Our work during 2021/2022 was recognised by two major industry awards, including the London Book Fair International Excellence Awards 2022 Inclusivity in Publishing Award, with judges praising the depth and scope of Bloomsbury's diversity and inclusion efforts.
- We also won The Alison Morrison Diversity and Inclusivity Award at the 2022 Independent Publishing Awards, with the judges recognising our efforts to diversify across our lists, plus in-house initiatives on allyship and mental health.

The global picture

Australia

Indigenous Literacy Foundation

Sonia Palmisano, Marketing Manager at Bloomsbury Australia is an ongoing volunteer with the [Indigenous Literacy Foundation](#). The Indigenous literacy Foundation provides resources and education to remote aboriginal communities to encourage learning. This includes books in both Indigenous and English Languages. Sonia volunteers a few hours each week to support their marketing and social media accounts and [organised a Great Book Swap for the Sydney Team](#).

The Company has revised its local email signatures and business letterhead to acknowledge the First Nations people of Australia.

Results of the Australian Publishers Association DE&I industry-wide survey

In 2022, the [Australian Publishers Association Board](#) conducted an industry-wide DE&I survey co-sponsored by the APA and University of Melbourne. The report reflects the views and responses of 989 staff and contractors surveyed in March and April 2022.

The statement released to the media on the 31 August stated, 'The publishing industry in Australia is highly educated, driven by women and has strong LGBTQ+ representation, yet struggles to reflect Australia's cultural and social diversity, according to the first survey examining diversity in Australian publishing.'

- **84%** of the survey respondents were women and **2%** are non-binary or other.
- Fewer than **1%** of Australian publishing industry professionals identify as First Nations. **10.5%** identify with a European culture (other than British), and **8.5%** nominate an Asian cultural identity.
- **21%** of respondents identify as LGBTQ+ compared to estimates of 11% in the Australian population.
- **35.4%** of respondents were experiencing mental health conditions at the time of responding to the survey, compared with **25%** of respondents to a similar survey of the UK publishing industry in 2021.
- **24.7%** of publishing professionals report having a long-term health condition or disability including a physical or mental health condition. **5.2%** of respondents have a disability.
- **24.8%** of respondents were located in places other than Sydney or Melbourne.
- **33.6%** of respondents come from backgrounds that could be described as lower middle or working class. **48%** of respondents attended private schools, compared to around **30%** in the Australian population.
- More than **85%** of respondents hold a degree, and more than half hold at least one postgraduate degree. This compares to **24%** of the Australian population holding an undergraduate degree.

The results reflect that there is much work to be done to encourage growth and nurture a more diverse workforce within the industry.

Donations to Lifeline

Bloomsbury Australia organised a massive delivery of book donations to Lifeline for their book fair in June. The book fairs are vital to ensuring Lifeline can continue to provide crisis support and suicide prevention services to those in need.

In February 2021, the Company launched its own Employee Assistance Programme with

Uprise. Their mission is to provide scientifically proven skills to help people to look after their own mental health and to make it easy to access a therapist. This programme provides regular wellness checks for the team and offers useful exercises and solutions to manage stressful situations, in addition to easy access to telehealth and counselling services.

US

The Diversity, Equity and Inclusion Committee is now composed of the Education/Retention, Publishing and Recruitment Action Groups, as well as the Employee Resource Groups (ERG) Committee. The ERG Committee oversees our Employee Resource Groups (BIPOC; LGBTQ+; Mental Health; Socioeconomic Status; Women and Caregivers; Assistants at Bloomsbury). There is a monthly newsletter highlighting current topics in diversity, equity and inclusion, book recommendations, conversations about language, useful resources, and an event calendar. The ERGs meet regularly to chat, exchange resources, plan events, and address shared concerns.

In 2021, the [Recruitment Action Group](#) updated the Company biography for new job postings to include information about diversity, equity and inclusion at Bloomsbury, and created a resources kit for hiring managers. In 2022, they also internally collaborated with HR on improving our recruitment, interview and onboarding processes. The current focus is on the interview process, based on a survey of hiring managers conducted earlier this year.

In addition to this, they have built external community partnerships with local organisations to forge new pathways into the publishing industry.

In 2021, [The Education & Retention Action Group](#) launched a Mentorship Programme, designed to help pair new professionals or those new to Bloomsbury with more seasoned mentors across department and expertise areas, where they can develop professional and personal relationships.

Bloomsbury US provided all staff with mental health training during the height of the pandemic, delivered Mental Health in the Workplace training to managers and supervisors, and delivered US Anti-Racism training for managers and diversity committee members. The Company has also recognised the importance of Juneteenth to colleagues, and made it a Company holiday.



Our progress so far

One book at a time - Author & Creator Goals

Our mission to publish works of excellence and originality remains constant. We recognise the urgent need to support people from all backgrounds and identities to become part of the global publishing industry, enabling diverse voices to reflect and shape our culture and society.

We are committed to supporting authors and creators to bring works across an array of genres and subjects to readers and learners worldwide, sharing ideas, knowledge and experience.

We are developing a survey for Bloomsbury authors, illustrators, translators and reviewers in the UK and US, following guidance from the [Publishers Association](#), focused on capturing relevant data for launch in early 2023.

Writers & Artists provides up to £4,000 of financial assistance as part of their accessibility scheme, as a means of ensuring opportunities are available to underrepresented and low-income writers and illustrators. In 2021, 24 writers benefited from the accessibility scheme. [Read testimonials from W&A bursary recipients](#) and find out more about their [Accessibility Scheme](#).

[The Academic and Professional publishing division have announced a partnership between Bloomsbury's Academic History team and the World History Association \(WHA\) for a diversity in world history first monograph prize.](#) This new annual prize seeks to improve the publishing opportunities available for early career scholars in world history and to diversify the voices of those in the early stages of their career.

For Osprey Games, there is a renewed drive to solicit submissions from underrepresented voices in the industry. Sensitivity consultants are used as standard on all relevant titles, reviewing written content, illustrations and graphic design, and providing guidance from an early stage.

Osprey are involved in [The Zenobia Award](#) – a game design competition to attract and reward more diverse creative talent and subject matter in the historical game design sphere.

In 2021 we established an Accessibility Working Group to review eBook and online accessibility in line with industry standard regulations by 2025. This group ensures that we are taking the necessary steps to be compliant with the relevant legislation by the deadline, working broadly to the current advice from the Publishers Association.

Books that relate to diversity, equity and inclusion and social justice are promoted via our website and through other campaigns. So far, we have created microsites for [Black History Month](#), and [LGBT+ History Month](#) and [South Asian Heritage Month](#) in 2022.

Mentorship programmes and Fellowships are being designed for both the Consumer and Academic and Professional Divisions.

The Bloomsbury Mentorship Programme, led by the Consumer Division, is currently under development. It is designed for longevity and consists of a one-year program of mentorship connecting Bloomsbury to a group of talented shortlist writers from under-represented backgrounds.

Recruitment

Our goals

Our Diversity, Equity and Inclusion plan has set out the target that Black and minority ethnic groups are to represent 20% of new recruits (UK) by 2024.

In 2022, Black and minority ethnic groups represented¹²

- 23% of overall applicants
- 22% of offers made

Our Diversity, Equity and Inclusion plan has set out the target that Black and minority ethnic groups are to represent 35% of new recruits (US) by 2024.

Between October 2021 and March 2022, Black and minority ethnic groups represented¹³

- 36% of overall applicants
- 60% of total offers made

With our new Recruitment+ platform, we can track applicants and monitor year-on-year recruitment data to ensure we are reaching our goals. Available roles are posted on various platforms to reach diverse audiences, such as Creative Access, Diversify, io, and The Dots, with our diversity, equity and inclusion policies and staff benefits clearly signposted.

The Publishing Assistant Apprenticeship, run in association with [LDN Apprenticeships](#), continues to offer candidates an alternative route into Publishing. Since April 2021 we have welcomed 17 Apprentices to Bloomsbury, following a successful pilot with two Apprentices in 2020. Of those 17, eight have secured permanent roles at Bloomsbury and three have secured roles at other publishing houses.

The purpose of the apprenticeship is to provide the opportunity to start a career in publishing for enthusiastic candidates who are typically from a socio-economic background currently under-represented in publishing.

During National Apprenticeship Week, we featured some of our colleagues on our website and LinkedIn pages as part of #WeAreBloomsbury, an interview series spotlighting colleagues across Bloomsbury.

Hear from [Katrina Calsado](#) and [Ros O'Cleirigh](#) to find out what life is like as a Publishing Apprentice.



Bloomsbury Apprentice
Ros O'Cleirigh



Bloomsbury Apprentice
Katrina Calsado

¹² For the financial year 1 March 2021 to 28 February 2022

¹³ Candidate data and New Hire data for (1 October 2021 to 22 March 2022), the period the US began collecting demographic data for applications received.

Retention, Training & Development

In 2022, we launched our first ever UK Learning and Development programme.

We want to develop our employees to their highest potential and create a working environment that is respectful of difference, a core element of our mission and values. We want all staff to have the knowledge, experience and skills necessary to thrive in their roles.

The programme will continue to evolve and grow each year, and compliments pre-existing training throughout the business.

We have improved our annual appraisal documentation to ensure a personal learning and development plan per employee, and address issues regarding operational priorities and workload.

- The programme encompasses four core elements:
- **Core Skills:** Essential skills in copy-editing, proofreading, marketing and copywriting for anyone, but particularly at the start of your career
 - **Management training:** Core management skills for anyone stepping up into line management for the first time
 - **Diversity, equity and inclusion and wellness:** Learn about allyship, unconscious bias & the language of diversity, and become mental health aware
 - **LinkedIn Learning:** Over 17,000 courses covering a wide range of technical, business, software and creative topics - available globally

We will continue to ensure that staff are supported and developed throughout their careers with clear annual learning development plans and individual needs assessed at each annual appraisal.

We have a successful Mentorship Programme open to all staff in the UK and the US. We also provide Senior Management level training through our Corndel Leadership and Management Programme.

In March 2021, Bloomsbury UK's Consumer Adult Marketing and Publicity team took part in a virtual workshop hosted by The Unmistakables, an award-winning strategic consultancy that delivers training on equity, diversity and inclusion. Attendees were given tangible advice and actions to help embed inclusive practice into all our marketing and communications.

We create opportunities within all roles by giving staff the freedom to be involved in division or company-wide initiatives, such as the Staff Networks, Employee Resource Groups, or the upcoming Employee Voice Ambassadors programme.

We have introduced an inclusive group-wide bonus scheme for all eligible employees to reward company achievement, reflecting our recognition that success in Bloomsbury is down to the hard work of every employee.



Education, Engagement & Inclusion

Our Staff Networks and Employee Resource Groups are well supported and run by the Diversity, Equity and Inclusion Manager and the DEI Committee.

They offer the chance for employees to network among peer groups, provide support to each other, contribute towards our action plans and policies and work on specific projects. These groups are led by dedicated Chairs and Co-Chairs who have committed to making Bloomsbury a more inclusive environment for all staff.

To date, 12 Networks and Employee Resource Groups have been established across our offices.

- In the UK**
- Bloom (BAME)
 - Pride
 - Mental Health
 - Accessibility
 - Parents, Guardians and Carers
 - Multi-Faith

- In the US**
- BIPOC
 - LGBTQ+
 - Mental Health
 - Socioeconomic Status
 - Women and Caregivers
 - Assistants at Bloomsbury

In the UK we also have an informal Menopause Matters support group for staff going through the menopause.

In the US, the DEI Committee comprises the Education/Retention, Publishing, and Recruitment action subcommittees as well as the Employee Resource Groups Committee overseeing our ERGs. In the UK, we have project management support for all initiatives offered by the Global Steering Committee & DE&I Project Managers.

We have spent time reviewing the structure, roles and responsibilities of all groups, with the introduction of Mission Statements and Terms of Reference. We also have a dedicated page on our Intranet to showcase all activities.

Some of the initiatives run by the Staff Networks in 2022 include:

- The **Bloom** network celebrated Black History Month with a series of events and launched the Bloom Buddy Scheme to pair new starters with other ethnically diverse colleagues for guidance and support. A communications campaign was shared across the business highlighting Lunar New Year and South Asian Heritage Month. They also continued their successful book club.
- The **Mental Health Network** celebrated Mental Health Awareness Week with a series of events and recognised World Suicide Prevention Day and World Mental Health Day, and regular seminars from our Employee Assistance Programme. Work began on a menopause policy and 15 staff members became Mental Health First Aiders.
- Our **Parents, Guardians & Carers Network** launched a buddy scheme for parental leave returners and provided consultation on our flexible working and parental policies.
- The **Pride Network** worked on guidance on supporting transitioning in the workplace and celebrated Pride Month, have launched a new book club, and hosted joint events with the US LGBTQ+ ERG.
- In the US, a new mentorship program developed by the DEI Committee's Education & Retention subcommittee was launched, to help pair new starters with mentors across department and expertise areas. The Publishing Committee is working on a style guide on inclusive language and their ERGs are planning social events.
- All the ERGs and Networks have crafted Mission Statements, with the US Recruitment Committee creating a resource pack for hiring managers.

In 2021/2022, we continued to adjust our working arrangements to improve work-life balance for Bloomsbury staff. Core hours were set from 10am to 3pm in the UK to allow for flexible start and finish times. We have introduced a hybrid working policy with two days in the office and three days at home per week. Flexible Fridays have been made a permanent benefit, allowing employees to work additional hours between Monday and Thursday if they wish to finish at lunchtime on Fridays.

All employees are entitled to take two paid Personal Wellbeing Days in support of mental health and wellbeing generally. Our global Employee Assistance Programme supports employee wellbeing and mental health. Provided by Workplace Options, the programme gives all employees free access to counselling and support for work and personal issues. Our previous partnership with That Day gave employees access to a live wellness platform with virtual fitness and wellbeing classes, plus a series of workshops led by external expert speakers on topics such as resilience and nutrition.

In 2021/ 2022, we trained 15 members of staff across our London and Oxford offices to be Mental Health First Aiders. These members of staff are equipped to provide peer-to-peer, confidential support and guidance to those in need and help us build a mentally healthy workplace.



Annie Muyang and Pooja Aggarwal accept the IPG Diversity and Inclusion Award

Globally, we offer free access to appointments with the company doctor, a general practitioner, providing no-barrier access to medical advice for all staff.

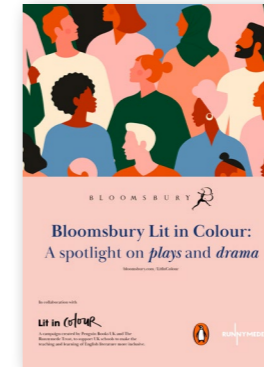
Our Home Rental Deposit Loan Scheme ensures that UK employees in early career roles can secure a suitable place to live.

During 2021/2022, we revised our parental leave policies to promote gender equality and recognise the need to balance career progression with personal and family life. The changes included enhanced shared parental leave, and an increased period of discretionary company maternity and adoption leave pay.

Creating Industry Impact: Publishing & Communications

Lit In Colour

In March 2021, Bloomsbury joined forces with Lit in Colour Pioneers, a joint initiative between Pearson, Penguin Random House UK and The Runnymede Trust, which supports UK schools in diversifying their GCSE and A Level English Literature curriculum. We donated 4,391 copies of set texts by Black, Asian and Minority Ethnic writers to UK schools.



In April 2021, we published four new play texts by global playwrights: Ibsen's *A Doll's House* adapted by Tanika Gupta, Sophocles' *Antigone*, adapted by Roy Williams, *Gone Too Far!* by Bola Agbaje and *The Free9* by In-Sook Chappell. All were adopted by Pearson to ensure that the choice for Drama teachers is broader and more representative.

In early 2022, Bloomsbury became an official partner of the Lit in Colour campaign, working with teachers and students to introduce new plays to the curriculum. Bloomsbury's established playwright relationships complement and expand on the current Lit in Colour initiative by introducing new plays to students, increasing playwright visibility in schools and partnering with exam boards to increase diversity in the curriculum.

Communications

We have revamped and launched our '[Work With Us](#)' microsite to demystify the publishing industry through explaining the various departments at Bloomsbury, outlining the job application and interview process and frequently asked questions, as well as showcasing what life is like at Bloomsbury through our staff networks and benefits.

Our new [diversity, equity and inclusion microsite](#) outlines our Action Plan goals clearly, as well as the activities of our Staff Networks. This is to ensure that our staff and the wider public know exactly what our plan is, where we are in terms of delivering change and how individual contributions work towards that plan.

Finally, we have created a global quarterly Action Plan newsletter, which provides progress updates on the Action Plan, updates from departments, Networks and ERGs, links to resources, recommended reading, and an event calendar.

The road ahead

It is Bloomsbury's mission to create inclusive working cultures in a diverse and changing world. Diversity, Equity, and Inclusion strategies add cultural value to an organisation, improve employee engagement and well-being, and boost business performance. There is no question that this is the right thing to do.

The work is far from over. Some of our plans are driven by data, and we have clear targets to meet on ethnic minority representation of our employees, authors and creators. A data led approach is helpful, however the data that we capture does not represent all of the communities we are serving. We also need to be aware of how different identities intersect, and how this cannot be captured by data alone.

More needs to be done on accessibility - for our employees, authors and creators, and customers. Energy needs to be channelled into our recruitment processes, to ensure we are filling vacancies with diverse candidates, particularly at senior levels. Finally, we need to keep up the momentum and actively encourage responsibility from all employees, Divisions and Business Functions to take action and keep pushing ahead. Diversity, Equity and Inclusion is not just a trend - it is a life's work that we all need to commit to.

One book at a time - Authors & Creators

Encouraging collective responsibility

- We need to set clear commissioning priorities per division directly linked to core strategy.
- We want to increase publishing with a social mission, relevant to each publishing sector, using the UN Sustainable Development Goals for inspiration.
- Senior Managers will continue to ensure each regional office, publishing division and business function is responsible for the creation of their own DEI response, reviewed annually. We want teams across the Company - such as Editorial, Sales, Production and Marketing - to come together periodically to discuss and review plans.



Kayo Chingonye,
Editor of Bloomsbury Poetry



Abdulrazak Gurnah,
Author



Edward Enninful
Author

Broadening the representation of our talent base

- We want to develop a wider pool of authors, illustrators, freelancers, editors, contributors and advisors, reviewing the briefing process to ensure we are broadening our reach.
- There is also a need to review proposal and peer review guidelines, standard forms, workflows and policies, and conduct more audience research.
- Continue to provide support to potential authors by offering free places on Writers & Artists courses, developing a bank of free Writers & Artists resources and advice, subsidised services (via partnerships), articles and podcasts.
- Introduce more help for first-time authors, with mentoring schemes and funds to assist authors from underrepresented groups
- Create engagement and outreach plans to communicate our ambitions to recruit new authors from underrepresented groups.

Ensuring all Bloomsbury publishing teams have well developed customer insight and cultural awareness

- Develop a bank of resources offering guidance on language, product positioning and market insight.
- We would like to create more **Customer Insight** per division to inform publishing decisions and guidance.

Charitable Action

- We want to provide staff with the opportunity to do something meaningful and enjoyable by volunteering for a charity, organisation, or within their local community, for a cause that they are connected to and passionate about.
- We will agree on a policy and process for staff who volunteer to be given paid time off for charitable action that aligns with the company's values and mission and helps develop employee's skills, knowledge and experience.



Recruitment

Pay, Benefits and Career Planning

- Our career progression and remuneration structure project is due to be completed in the UK and US in 2023. It will then expand to India and Australia, creating a global career and pay structure.
- We are aiming for all jobs to be within bands to facilitate consistent and fairly applied salary and benefits and for all roles to have standard job titles and descriptions.
- We will then create a Career Framework Policy which covers the policy, process and practice in respect of promotion, talent management and succession planning, including career ladders showing how employees might progress within a function or between functions.

Line managers will seek to hire diverse candidates at all levels

- To support these efforts and ensure our collective success, a Recruitment and Selection Policy will set out Bloomsbury's process for attracting and selecting applicants. The policy will cover external and internal recruitment and all aspects of recruitment policy, process and practice including points referenced in the Action Plan.
- Expand and update guidance for line managers with mandatory inclusive hiring training and a Hiring Managers Toolkit to capture best practices, and offer regular training to share best practice for reviewing applications, conducting interviews and selecting candidates.

Recruitment process

- The recruitment process workflow needs to be expanded, to ensure wider outreach and a skills-based application process.
- We would like to experiment with an anonymised recruitment process pilot.

Focus on outreach and demystifying the publishing industry

- We want to put together a programme of talks and social media campaigns to champion the importance of working in the publishing sector.
- Outreach and widening participation is crucial, and we would like to offer **Insights Into Publishing** opportunities for young people, and work with several dedicated organisations to find out what barriers they face in entering the publishing industry, and how Bloomsbury can play a part in helping to dismantle those barriers.

Ensure offices are a comfortable, welcoming space for all

- In our new hybrid working environment, we have to ensure our offices and facilities work for all, in particular clear and visible support for disabled and neurodivergent staff.
- There is an urgent need to continuously review all office facilities and technological equipment for colleagues with accessibility requirements
- Updated policies on supporting disabilities in the workplace
- To ensure accountability, we should strive to become a **Disability Confident Employer**.

Retention, Training and Development

Learning and Development is well-funded and repeated annually

- All teams are in need of training, to build expertise in reaching and engaging diverse audiences.
- We want to make sure staff share skills and experience with each other the aim of supporting career development and sharing best practice.

HR policies are updated and expanded to include latest best practice

- New policies to support inclusion are developed and updated, such as a policy on supporting disabilities in the workplace, and a policy on supporting transitioning in the workplace.
- Athena, our internal intranet, holds all HR policies for staff to easily locate.

Consideration is given to cultural celebrations and holidays

- We recognise not all staff celebrate the same cultural celebrations and holidays. The US has already introduced a floating holiday and designated Juneteenth a holiday date.
- We want to allow staff to be able to take the time to celebrate cultural celebrations and holidays that are meaningful to them, but not a public holiday in their country of work.
- We also want to continue our flexible working practices and to allow working from home for all staff during Ramadan.

A data led approach

- We want to establish plans to measure data and year on year progress in regards to employee well-being, happiness and retention; career progression; and the ethnicity pay gap.



