

The MNA can confirm its gender pay gap results ahead of the April 4 deadline.

Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gender pay gap.

The results uploaded to the GOV.UK website show female staff receive an hourly rate which is, on average, 10.2% lower than male staff. On average, bonus pay for female staff is 33% higher than for male colleagues.

We will continue to promote equality and inclusion at Midland News Association Ltd and are committed to reducing the gender pay gap.

To see the MNA's GOV.UK website statement [click here](#)

I can confirm our data is accurate.



Graeme Clifford
Managing Director,
The Midland News Association Ltd

Gender pay gap results

Pay difference between women and men

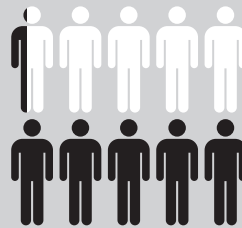
(women's hourly rate as at 5th April 2017)

Median Gender Pay Gap **3.1%**

Mean Gender Pay Gap **10.2%**

Who received bonus pay

(as at 5th April 2017)



of men received bonus pay



of women received bonus pay

Women's bonus pay is

MEAN **33% higher**

MEDIAN **135.2% higher**

Quartiles	Men %	Women %
Top	59.8	40.2
Upper middle	55.7	44.3
Lower middle	59	41
Lower	47.5	52.5