Dear [Employer],

The NUJ believes that diverse workplaces in the media and publishing are the most successful. However certain recruitment practices can disadvantage certain groups of the workforce. That is why we are asking you to adopt fair procedures when advertising jobs.

When the government launched its pay transparency in 2022, it said evidence shows listing a salary range on a job advert and not asking applicants to disclose salary history provides a firm footing for women to negotiate pay on a fairer basis. “This could have a significant impact in closing salary gaps and tackling pay inequality,” it said.

Evidence also shows that disabled workers and minority ethnic workers are also disadvantaged by lack of pay transparency and recruitment practices which do not identify a pay range for the post and when they are asked to disclose their present salary.

Liberty Hive has found that being more transparent about pay can also benefit employers.

* When salaries are displayed, the response time is over 50 per cent quicker.
* A post that displays a salary receives around 67 per cent more applications than one that does not.
* Since we introduced our new salary bands on the Liberty Hive Platform over 65 per cent of our clients openly post compensation.
* Jobs posted without any indication of compensation makes the matching process 45 per cent less effective as it results in a greater variation in experience of applicants.

Employers may say that posting salary range publicly would also be of benefit to competitors. The Liberty Hive [pay transparency guide](https://www.nuj.org.uk/resource/liberty-hive-guide-to-salary-transparency.html) suggests that if this is a problem this information could be shared with job candidates and not made available to view for other media businesses. However, pay transparency is best practice and all employers should be adopting it.

We note that this company does not include a pay range in job adverts, so hope you will agree to review the policy and change it; we are happy to discuss,

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