



CAMBRIDGE
UNIVERSITY PRESS

Annual Report

for the 15 months ended 31 July 2021



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Information about Cambridge University Press

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We are part of the University of Cambridge

We work closely with other University departments, such as the research and teaching departments and Cambridge Assessment, to advance knowledge, learning and research.

Cambridge University Press is the oldest media business in the world and the oldest university press. We were founded through 'Letters Patent', similar to a Royal Charter, granted to the University by Henry VIII in **1534**

3,035

colleagues worldwide

58%

outside the UK

50

offices around the world

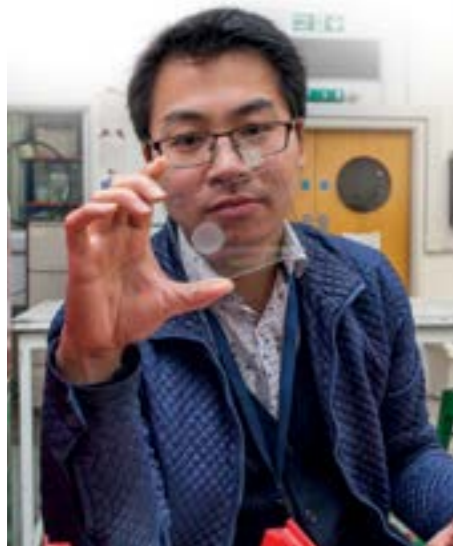
14%

gender pay gap, down from 16% the previous year

We consist of three publishing groups

Academic

which publishes research books, advanced learning materials and reference content as well as nearly 400 journals.



English Language Teaching

which publishes materials for both students and adult learners.

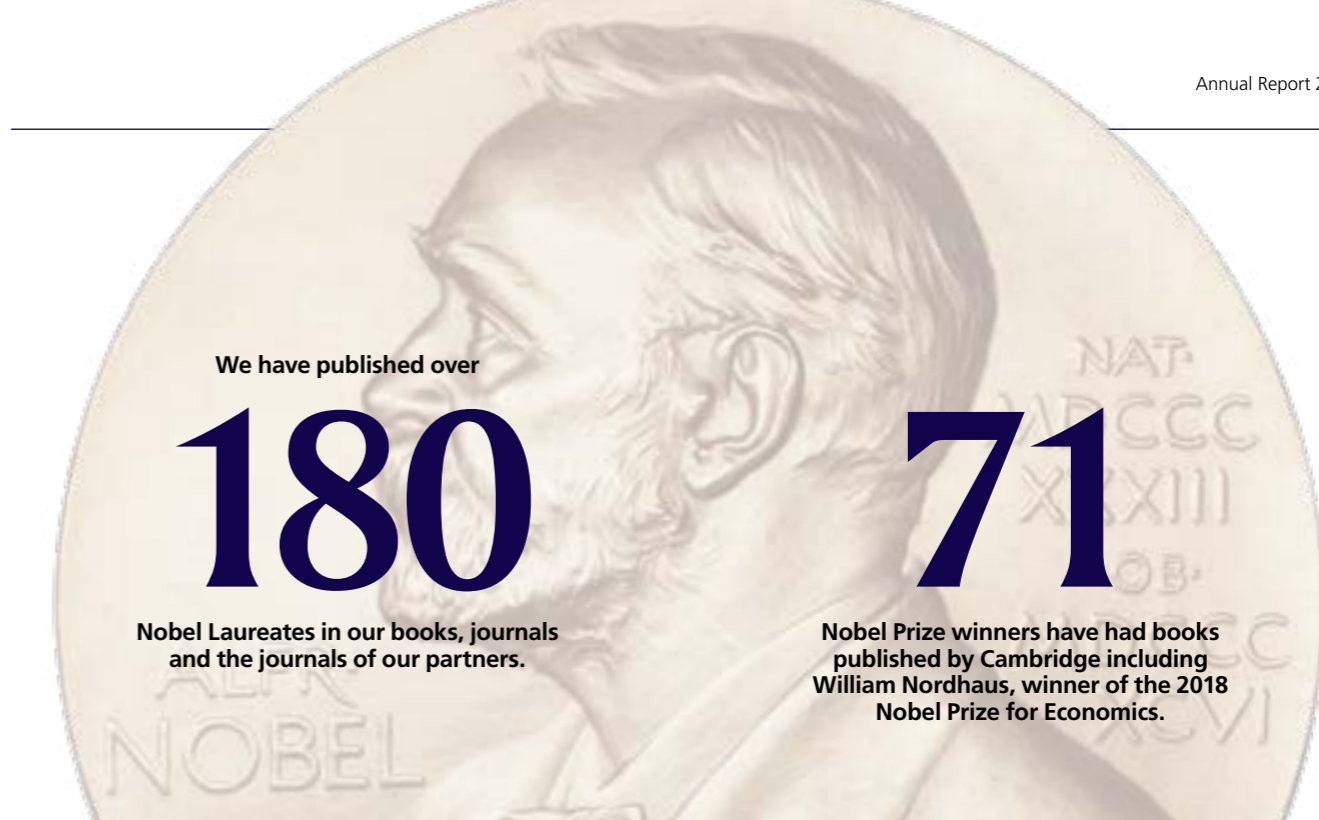


Education

which provides teaching materials for schools around the world and advises governments on educational reform.



Image: Alice the Camera/Cambridge University Library



We have published over

180

Nobel Laureates in our books, journals and the journals of our partners.

71

Nobel Prize winners have had books published by Cambridge including William Nordhaus, winner of the 2018 Nobel Prize for Economics.

More than

128 million

downloads between May 2020 and July 2021

Cambridge Core



Cambridge Dictionary

Cambridge Dictionary is the number one dictionary website for learners on the planet, with over

523 million

unique visitors between May 2020 and July 2021

Cambridge **GO**

Our new digital platform saw

4.7 million

online sessions between January and the end of July 2021



Our core purpose is to advance learning, knowledge and research worldwide. How we fulfil this is evolving as we engage with researchers, students and teachers digitally to help solve their problems. Increasingly we fulfil our purpose by helping unlock their potential with the best learning and research solutions.



Governance

Since 1698, the Press has been governed by the Press ‘Syndics’ (originally known as the Curators), 18 senior members of the University of Cambridge who, along with other non-executive directors, bring a range of subject and business expertise to the governance of the Press. Committees of the Syndicate meet regularly to look at publishing proposals, ensuring that the content being published meets rigorous academic standards, and to oversee the strategic and financial operations of the Press.

The Syndicate has a Press & Assessment Board, Audit Committee, Remuneration Committee and Nominations Committee (all shared with Cambridge Assessment); an Academic Publishing Committee and an English Language Teaching & Education Publishing Committee. The publishing committees provide quality assurance and formal approval for the titles published, meeting regularly to review editorial and publishing strategy matters. The Press & Assessment Board is concerned with overall governance and meets on a monthly basis. Responsibility for the day-to-day management of the Press is delegated by the Syndicate to the Press’s Chief Executive Officer and the Press Board.

The Press Board

The Press Board is made up of the heads of the principal areas of our business:



Peter Phillips
Chief Executive



Cathy Armor
Director for People



Andrew Chandler
Chief Financial Officer



Paul Colbert
Managing Director, ELT



Mandy Hill
Managing Director,
Academic Publishing



Mark Maddocks
Chief Information
Officer



Catie Sheret
General Counsel



Rod Smith
Managing Director,
Education



Kevin Taylor
Director of Syndicate
Affairs



Mark Whitehouse
Global Director of
Operations



Vice-Chancellor's introduction



This Annual Report marks an exciting milestone, covering the period up to the coming together of Cambridge University Press and Cambridge Assessment as a single organisation and a powerful new global force for education and scholarship.

The continuing impact of the global pandemic means the story of the past year would already have been remarkable. Add to that the challenges of bringing the two organisations together and it becomes extraordinary. I am very proud of the way colleagues from across both the Press and Cambridge Assessment maintained business as usual for customers in the midst of such challenge and change, securing a successful outcome.

The unpredictable nature of Covid-19, hitting countries at different times and with differing intensities, required the two organisations to be flexible, fast-moving and creative in responding to customers' needs around the world.

Indeed, teams across the Press continued to innovate, pushing forward with new products and services, helping teachers, learners and researchers to carry on in the teeth of the pandemic and laying solid foundations for the future.

Those many achievements are detailed in the following pages, but I would like to single out the creation of the new website for Higher Education textbooks, delivered some months early to help those locked out of campuses; the huge effort and success, alongside Cambridge Assessment International Education, of Project 5-14, which launched a new curriculum and associated learning materials for primary and lower secondary pupils; and the launch of Test and Train, which helps students prepare for English exams and which heralds the new era of seamlessly integrated learning, assessment and feedback.

For Cambridge University Press, the reporting period was also longer than usual – 15 months instead of 12 – as it adjusted its financial year-end to match that of the rest of our University, including Cambridge Assessment; just one more example of the work that has been done.

The dedication and professionalism shown by colleagues during such a difficult period underscores my confidence in the united organisation's bright future. With its greater scale, streamlined management and a single strategy, Cambridge University Press & Assessment will be able to invest effectively in creating the very best products and services – increasingly digital in nature – to support learning and research around the world.

The new organisation will be governed under Statute J by a newly constituted Syndicate, initially of 18 members, which exercises many of its powers through the Press & Assessment Board (PAB) and its various Committees. Membership of the bodies are listed in full in the report, but those joining us for the first time as external members in 2020/21 were Mr Andrew Jordan (PAB and Technology Committee), Dr Orlando Machado (PAB and Technology Committee), Ms Christine McEntee (Academic Advisory Board), Ms Radhika Radhakrishnan (PAB and Audit Committee) and Ms Susan Taylor Martin (PAB and Remuneration Committee).

In the course of 2020/21, Professor David Runciman stood down from the Press Syndicate and from its Academic Publishing Committee, and Mr Ed Elliott stood down from UCLES. Mr Jonathan Scott took over as Chair of the Audit Committee and Mr Mark Allin as Chair of the Academic Advisory Board, while Professor Richard Prager became Chair of the new Online Education Committee, and Mr Nick Temple Chair of the new Technology Committee before standing down at end-July to be succeeded by Mr Andrew Jordan. I am exceedingly grateful to all members of the Syndicate, PAB and the governance Committees, both internal and external, for their greatly valued contributions and support during a period of significant change.

Finally, I welcome the appointment of Mr Peter Phillips as Chief Executive of Cambridge University Press & Assessment, effective 1 August 2021; and sincerely thank Mr Saul Nassé for his commitment during more than three years as Chief Executive of Cambridge Assessment and for four years before that as Chief Executive of Cambridge English, a highly productive tenure which included the creation with Peter of the single strategy and ultimately the integration of the two organisations.

The world is changing rapidly, along with what people need and expect from Cambridge. The creation of Cambridge University Press & Assessment is a bold and timely response to those changing needs.

I believe the impressive example set by colleagues across Cambridge University Press and Cambridge Assessment is only a glimpse of what can be achieved by the combined organisation, with its powerful mix of expertise, professionalism, heritage and innovation, all backed by the considerable academic strength of the University.

Professor Stephen Toope
Vice-Chancellor of the University of Cambridge and
Chair of the Press Syndicate

Chief Executive's overview



This has been a period of extraordinary challenges and achievements for Cambridge University Press. It began as the full force of the Covid-19 pandemic hit customers and colleagues. It ended positively, as we formed a single organisation with Cambridge Assessment, which will make the University an even greater force for education and scholarship around the world.

The pandemic required us to be flexible, fast-moving and creative in solving an unprecedented set of short-term problems. I am proud that colleagues rose so superbly to the challenge, putting the needs of our customers before all else.

In the early months of the crisis we made much of our learning and research material freely available on digital platforms. We followed that up with advice to teachers and students on remote working, and later about returning to classroom. We worked hard to maintain supplies of textbooks to schools amid disrupted freight and printing operations, while creating online versions of many more of our products.

Yet the crisis did not deflect us from key long-term projects to strengthen the combined Cambridge University Press & Assessment as we continue to seize the opportunities of the digital publishing revolution.

Achievements included a significant acceleration of our shift to delivering products and services digitally, partly to meet the needs of teachers, students and researchers in the pandemic. Customers responded with a dramatic increase in their use of our online platforms.

Other major achievements included the strengthening of our partnership with Cambridge Assessment ahead of becoming a single organisation, including completion of important joint projects between our Education and English Language Teaching groups.

For its part, the Academic group had a hugely successful product launch: a new digital platform for higher education textbooks that was rolled out nearly six months ahead of schedule to help students cope with the the disruption caused by the pandemic.

Across the Press we deepened our ties with the University's academic departments to the benefit of all. A notable collaboration was the creation of Cambridge Advance Online, a new programme of short, flexible courses for professionals, led by Cambridge academics and launching in September 2021 with an initial three courses. We intend to build to 50 over the next five years.

The pandemic inevitably weighed on our financial performance, but we nevertheless managed to achieve a robust outcome, thanks to a remarkable team effort by everyone in the Press, wherever in the world they work and in whatever department. I am deeply grateful to everyone.

The sudden shift to home working was demanding and stressful for colleagues. The global nature of our business, with offices in 50 countries, compounded the complexity as Covid hit regions at different times, with differing intensities and under varied government regulations.

“The crisis did not deflect us from key long-term projects to strengthen the combined Cambridge University Press & Assessment as we continue to seize the opportunities of the digital publishing revolution.”

The Press did all we could to help colleagues cope, and to alleviate mental health strains. We emphasised that people should only attempt as much work as their circumstances allowed; we provided help and advice to all colleagues on well-being and mental health; and we invested in coaching from external professionals around issues of change, resilience and well-being.

The pandemic taught us some valuable lessons in working more effectively together, while speeding up our digital transition. We will carry this knowledge over into the combined Cambridge University Press & Assessment. The formation of a single





Our reputation for academic excellence depends on publishing work of the very highest standard

organisation, which became fully effective on 1 August, 2021 is the culmination of ever closer cooperation between our two enterprises, including the creation of a single, shared strategy during 2020/21.

Becoming one organisation strengthens the shared strategy by creating a streamlined management structure, with one executive board, to simplify decision making and ensure it is timely and to present a single, more powerful Cambridge face to the outside world.

“Working seamlessly in Cambridge University Press & Assessment we can use the remarkable tools of digital technology, and our resilient and flexible online platforms, to help customers with sophisticated new products for teaching, learning and scholarship.”

For colleagues, coming together with Cambridge Assessment brings greater breadth of career opportunities in a larger organisation. For customers, it allows greater simplicity in dealing with one organisation and the choice of a wider range of product and service options to meet their particular needs.

In particular, rapid advances in digital technology make it possible to create increasingly sophisticated products that deepen and accelerate learning through instant, personalised online testing and feedback, so combining the expertise of the Press and Cambridge Assessment to best effect.

The kinds of opportunities created were illustrated by three joint initiatives during the period. In Project 5–14, the Education group joined with Cambridge Assessment International Education to launch a new curriculum and learning materials for primary and lower secondary pupils. It was Education’s biggest ever publishing programme, involving the replacement of its entire catalogue for this age group – and during the pandemic.

The Education group and Cambridge Assessment also launched the Cambridge Partnership for Education, bringing together their teams advising governments and Non-governmental Organisations (NGOs) on education reform. The combined unit enjoyed a very encouraging first year securing many new contracts.

A major strategic initiative between the English Language Teaching group and Cambridge Assessment was the launch of *Test and Train*, an interactive digital product which helps students prepare for English exams, seamlessly integrating learning, assessment and feedback.

Academic publishing will remain at the heart of Cambridge University Press & Assessment, and the greater strength of our combined group will ensure that we can serve the scholarly community even more effectively.

As part of a great research university, we are a strong advocate of the widest possible access to research, consistent with an orderly transition and the maintenance of a sustainable publishing environment. To achieve this, we have developed many new products and business models that allow greater Open Access to scholarly papers.

We have been an early provider of transformative agreements which help transition an institution’s existing subscription spend to allow its scholars to publish their research Open Access in

“Achievements included a significant acceleration of our shift to delivering products and services digitally, partly to meet the needs of teachers, students and researchers in the pandemic. Customers responded with a dramatic increase in their use of our online platforms.”

Cambridge journals. We achieved remarkable growth in these agreements and by the end of July 2021 we had 112 agreements in place with nearly 900 institutions in 30 countries, covering almost half of our research article output, up from 23 deals at the April 2019/20 year-end.

Our reputation for academic excellence depends on publishing work of the very highest standard. I am delighted that the quality of our list was again reflected in the 2021 Professional and Scholarly Excellence (PROSE) Awards, presented by the Association of American Publishers.

The Press was the single biggest winner of awards including the most prestigious prize, the R.R. Hawkins Award, for Simon Martin’s *Ancient Maya Politics: A Political Anthropology of the Classic Period 150–900 CE*.

One of our most significant scholarly publishing events was the launch of the *Cambridge Greek Lexicon*, the most innovative new dictionary of Ancient Greek in almost 200 years and the product of over two decades of work by a team from the Cambridge Classics faculty.

Our Bibles team enjoyed a period of record sales while our growing list of trade titles included the influential *The Body Image Book for Girls*, by Charlotte Markey, and the timely *Drought, Flood, Fire*, by Chris C. Funk, which examines the contribution of climate change to catastrophes.

The Press is committed to being a leading publisher of works that help frame the global debate about climate change and sustainability, while also reducing our own impact on the environment. So in September 2020, we were delighted to win the inaugural Sustainability Award presented by the UK’s Independent Publishers Guild.

This recognised the quality of our publishing on sustainability, the concrete actions we have taken to make our own operations more sustainable, and the energy and enthusiasm of colleagues across the Press in working towards our sustainability goals.

I have been impressed by our environmental working groups, bringing together volunteers from across the organisation, in generating ideas to help us achieve our commitment to reach carbon zero by 2048, a goal shared across the University.

Charitable giving and volunteering are important parts of our culture, so I am pleased that colleagues worldwide raised just over £49,000 through a wide range of events. Donations from the Press raised the grand total to more than £75,000. This included support for Castle School, our charity partner in Cambridge, whose three to 19-year-old students have a range of physical and learning needs.

Revenues in the 15 months from May 2020 to July 2021 were £384 million compared with £336 million for the 12 months of 2019/20. The pandemic had a significant impact on our 2020/21 financial results, which varied widely across the Press.

Our Academic group performed strongly, led by North America, and enjoyed strong digital sales as universities supported teaching and learning from home. The English Language Teaching business was hard hit by lockdowns, the closure of language schools and a sharp fall in international migration. Revenues fell most where infections were highest, but in Europe, and particularly Spain, demand proved resilient once lockdowns lifted, with China strong too. The shift towards digital and the impact of Covid-related cost savings helped to mitigate that impact, as it did across the Press more generally. Education’s markets are less discretionary in nature than English and in difficult circumstances the business performed robustly overall.

Over the course of the period sterling strengthened against a number of other currencies and that was a further factor in holding back revenues and profits. All that resulted in operating profits of £20.7m in the 15 months from May 2020 to July 2021, compared to £23.6m in the 12 months of 2019/20.

Despite the disruptions of Covid, we can look to the future with great confidence. The Press’s core strengths are the commitment, passion, skill and creativity of our people around the world – as demonstrated so vividly in our response to the pandemic. Becoming a single organisation with Cambridge Assessment brings us together with their equal commitment to the same underlying goals, values, excellence and professionalism.

Working seamlessly in Cambridge University Press & Assessment we can use the remarkable tools of digital technology, and our resilient and flexible online platforms, to help customers with sophisticated new products for teaching, learning and scholarship.

In this way, our stronger foundations will allow us to contribute even more effectively to the University’s mission, pursuing education, learning and research at the highest international levels of excellence.

Peter Phillips
Chief Executive



Integration

The coming together of Cambridge Assessment and Cambridge University Press will make Cambridge an even greater force for education and scholarship around the world, helping students and teachers benefit most effectively from the whirlwind changes of the digital learning revolution.

This is the central idea behind the integration of our two organisations, which was announced by the University on 20 October 2020 and came into full effect on 1 August this year. The nine months of intensive preparation between those dates underlined just how exciting are the opportunities unfolding for our unified organisation.

Between us we have centuries of proud history. The Press story began in 1534 when Henry VIII granted the University Letters Patent, allowing it to print “all manner of books.” Cambridge Assessment was established by the University in 1858 to raise education standards by administering local exams for non-University students.

During the 20th century we both evolved along parallel paths into global educational forces, with offices around the world and content and exams that are now used across more than 170 countries. The digital communications revolution of the past decade has made those paths converge to the point where joining together will mean greater benefits for customers, colleagues and the University.

There has always been a link between the tools used for learning and the subsequent testing of knowledge through exams. But the arrival of digital technology, and its increasing functionality, now allows instant, personalised testing and feedback, using the techniques of sophisticated assessment to create a deeper and faster learning experience. The Press and Cambridge Assessment have evolved naturally into shared territory to meet customers’ needs.

Learners, teachers and researchers now want to engage with Cambridge in a joined-up digital way – a trend accelerated by the outbreak of the Covid-19 pandemic, which meant a quicker

“We believe this is the right time to create a seamless, faster moving organisation, benefitting customers by giving them a range of options to meet their needs most effectively.”

uptake of digital learning tools as the world was forced to shift to remote teaching and study.

So we believe this is the right time to create a seamless, faster moving organisation, benefitting customers by giving them a range of options to meet their needs most effectively. At the same time, we will maintain appropriate separation of our core examinations process, given the paramount importance of the integrity of high-stakes qualifications.

For the combined Cambridge University Press & Assessment, the benefits of becoming a single organisation include a streamlined management structure, with a single executive board and strategy, able to make timely decisions and execute them efficiently in a very competitive, fast-changing publishing world. It allows us to present a single, more powerful Cambridge face to the outside world, catching up with the thinking of many customers who have increasingly viewed the two organisations as “Cambridge” rather than separate entities.

For colleagues, being part of a larger organisation brings greater career development opportunities. For Cambridge as a whole, unification helps the University to achieve greater impact in its



core mission – ‘to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence’.

We are already developing greater creative cooperation with the University’s academic faculties, taking advantage of our combined ability to reach a bigger goal. The greater scale of Cambridge University Press & Assessment will allow us to make substantial, more effective investments to support teachers, learners and researchers at a moment of radical change in the worlds of education and research.

Our two organisations had already been coming together for several years, working in close partnership on pioneering initiatives like Cambridge Exams Publishing, which was set up to develop official preparation materials for Cambridge English Qualifications.

Another example was the launch in 2015 of the Cambridge Mathematics Initiative. Bringing together the University Faculties of Mathematics and Education with the Press and Cambridge Assessment, it has been developing a transparent, evidence-based framework for learning mathematics at school and is already making a significant contribution to mathematics education internationally.

In 2017, in a further sign of its commitment to cross-Cambridge collaboration, the University created a single new Press & Assessment Board responsible for the overarching strategic direction of both organisations, working under academic syndicates which have long governed both organisations.

The quickening pace of cooperation has created many joint projects in recent years. The Press’s English Language Teaching and Cambridge Assessment English came together to create the Cambridge Curriculum, a single, systemic approach to learning and evaluating proficiency in English. Similarly, teams from the two organisations worked together to ensure a wide range of effective learning materials to support Cambridge Assessment’s major new curriculum for the 5–14 age group, which was successfully launched in 2020/21.

Physically, our organisations came closer together in 2018 when Cambridge Assessment moved into its newly built headquarters on Shaftesbury Road, next door to the Press’s head office.

During 2020, Peter Phillips, the chief executive of the Press, and Saul Nassé, his counterpart at Cambridge Assessment, unveiled a single, shared strategy. A few months afterwards the University

“We can look to the future with great confidence. The move brings together colleagues of the very highest professional quality, sharing global goals and values, able to build on the remarkable histories of the Press and Cambridge Assessment.”

announced the two organisations would come together, to create the most effective conditions to achieve the goals in the strategy.

By 1 August 2021, we had brought together the English teams and our shared services departments such as finance, technology and operations. We chose to leave decisions on the structure of our schools operations until 2021–22 because we wanted to avoid disrupting the challenging June 2021 exam series in the midst of the Covid pandemic.

The Press’s Academic publishing will retain the Cambridge University Press imprint, and unification is already bringing new assessment capabilities to online higher education products, both academic and professional.

The nine months of preparation for 1 August underlined the success of our joint initiatives, as well as customers’ enthusiasm to engage with a single Cambridge organisation.

A powerful example is the Cambridge Partnership for Education, created in August 2020 when we brought together our education reform streams, advising governments and NGOs around the world in their efforts to improve education systems. The success of a unified approach was demonstrated by the Partnership clocking up a remarkable 17 new contracts in its first year.

We can look to the future with great confidence. The move brings together colleagues of the very highest professional quality, sharing global goals and values, able to build on the remarkable histories of the Press and Cambridge Assessment. These strong foundations will enable us to innovate boldly at a time of revolutionary change in our industry, enhancing Cambridge’s reputation for excellence and, most importantly, increasing the impact of Cambridge’s mission with the teachers, learners and researchers whom we exist to serve.



Academic publishing

Academic had an exceptional 2020/21, despite the severe challenges of Covid-19. We recorded strong sales growth while making excellent progress across our strategic initiatives. These included the launch of a new digital service for higher education textbooks, significant growth in transformative journal agreements worldwide, and the development of a new University of Cambridge programme of short courses.

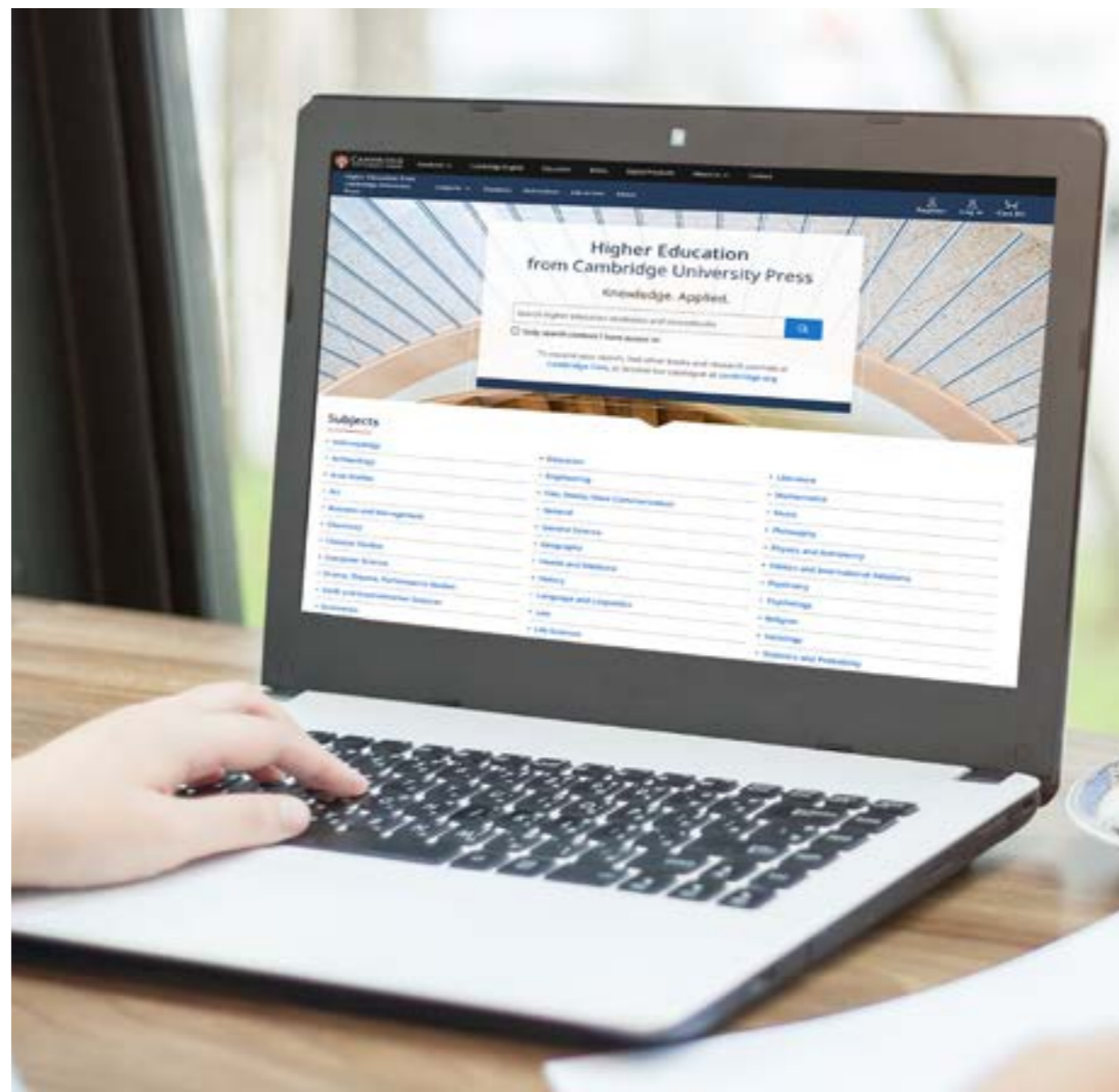
Our revenues from print books grew, helped by the strength of our higher education publishing and our expanding trade list. At the same time, the outstanding quality of our publishing was recognised in major industry awards for academic excellence.

Yet amid these achievements, Covid weighed heavily. Colleagues rose to the challenge, responding creatively to customers' needs.

One of the biggest demands of academic researchers was rapid access to the latest Covid research. We responded with our Covid-19 Research Collection, giving free access to over 1,400 journal articles, with usage for the collection exceeding 6 million downloads by 31 July 2021. We accelerated our workflow so that key journal articles were published online in 24 hours.

We gave free access to 700 textbooks to students at more than 3,100 Higher Education institutions for several months. In Cambridge itself, we created remote learning webinars to support Cambridge lecturers as part of our developing collaboration in online learning.

Thanks to huge efforts by colleagues, we also pulled forward by nearly six months the launch of our new dedicated site for higher education textbooks, together with a ground-breaking business model for institutional sales (see box).



HIGHER EDUCATION WEBSITE

Our dedicated Higher Education website was launched fully at the end of August 2020, in time to support the autumn semester. It was Academic's most successful product launch ever, with hundreds of subscribing institutions and around 700 titles live after the first 12 months. We managed to bring the launch forward by nearly six months to help students during the pandemic. Its success is testimony to a monumental effort by the technology team and a cross-functional group of colleagues, demonstrating what we can achieve together even in difficult times. The service uses a new library subscription sales model, designed to take an unprecedented approach to textbook access and affordability. Institutions acquire books through an annual lease, paying for access to individual titles or to various collections that will grow as new books are published. Each lease allows for an unlimited number of concurrent users. This has met with much acclaim from library customers around the world, particularly in the UK, where it has increased our market share significantly. It allows students to view and download assigned textbooks, and bookmark and annotate content across a range of devices. More developments are in the pipeline. The site is built on the same underlying structure as Cambridge Core, our digital academic platform, and we plan links between the two, allowing users to browse not only textbooks, but research and other titles on Core to create a powerful learning and research facility.

Our digital sales grew quickly as librarians developed their collections to support teaching and learning from home. Our product mix, pricing and business models combined to be powerful drivers of growth in all regions, with North America, Europe, Japan and Australia particularly strong and India showing good sales after a slower performance in the 12 months to April 2020. Print revenues, which might have been expected to suffer from such a dramatic shift to digital, held up well in many regions.

A highlight of the period was the exceptional growth of our Open Access transformative agreements. These deals transition an institution's existing subscription spend to allow its scholars to publish their research Open Access in Cambridge journals. Transformative agreements are a key mechanism for us to achieve full and sustainable Open Access for our journals by the mid-2020s as part of our wider, ambitious support of open research principles. By 31 July 2021 we had 112 agreements in place with nearly 900 institutions in 30 countries, up from 23 deals at 30 April 2020. These included more than 120 organisations in the US and several across Asia, as well as widespread coverage of the UK and Europe. By 31 July 2021, some 48 per cent of our research article output was covered by these agreements worldwide.

We also launched an innovative Open Access pilot project for academic monographs. The initiative, called *Flip it Open*, will see

selected books published and sold as normal, primarily through library collections for universities. Once a title meets a set amount of revenue, it will become freely available online. This means that those titles most in demand will be made Open Access first, giving authors greater impact for their research without paying publishing fees.

Another open research achievement involved Cambridge Open Engage, the platform we launched in 2019/20 to encourage research collaboration and the sharing of preprints of academic papers. From April, the platform began hosting ChemRxiv, the premier preprint server for chemical sciences. The deal means its authors will enjoy a better publishing experience, including a dashboard where they can view the status of their content uploads, easily upload new versions of their preprints and respond to user comments. Open Engage also hosted papers in collaboration with Cambridge Zero, the University's climate change research initiative, including those from Climate Exp0, the first conference organised by the COP26 Universities Network, to raise ambitions for the 2021 UN Climate Change Conference.

Our deepening partnership with the academic University was also reflected in our joint development of a programme of short courses from the University of Cambridge aimed at professionals who want to advance their careers. The programme, Cambridge

“We pulled forward by nearly six months the launch of our new dedicated site for higher education textbooks, together with a ground-breaking business model for institutional sales.”

Advance Online, was made public in July 2021 with the first intake in September 2021 to an initial three courses – in product technology roadmapping, bionanotechnology and research commercialisation. We intend to build 50 courses in the next five years, with the release of four courses, four times a year.

Publishing work of the very highest quality is central to our purpose, and 2020/21 was a strong year for publishing awards. We were particularly successful in the Professional and Scholarly Excellence Awards (PROSE), presented by the Association of American Publishers.

For the first time the Press won the most prestigious of all PROSE prizes, the R.R. Hawkins Award, which went to Simon Martin from the University of Pennsylvania for *Ancient Maya Politics: A Political*



Anthropology of the Classic Period 150–900 CE. The work was also one of two best-in-class Excellence awards that we achieved. With a further nine wins in subject categories, the Press was the biggest single winner at this year's awards.

One of the most significant scholarly publishing events of the period was the launch of the *Cambridge Greek Lexicon*, the most innovative new dictionary of Ancient Greek in almost 200 years (see box).

It was a particularly successful period for our science, technology and medicine publishing, including key textbooks such as *Modern Quantum Mechanics, 3rd Edition*, by J.J. Sakurai and Jim Napolitano; *Introduction to Engineering Heat Transfer*, by G.F. Nellis and S.A. Klein; the ground-breaking *Bionanotechnology*, by Ljiljana Fruk and Antonina Kerbs; and *Foundations of Modern Physics* by Nobel Laureate Stephen Weinberg.

In Humanities and Social Sciences, we published over 1,500 titles in the course of the extended financial period. In our flagship Cambridge Histories we published new volumes on terrorism, the economic history of the world, world literature, the Kurds and the Gothic while we added a further 20 titles to our handbooks in linguistics, law and psychology.

“One of the biggest demands of academic researchers was rapid access to the latest Covid research. We responded with our Covid-19 Research Collection, giving free access to over 1,400 journal articles, with usage for the collection exceeding 6 million downloads by 31 July 2021.”

A growing list of trade titles included the influential *The Body Image Book for Girls*, by Charlotte Markey, *Drought, Flood, Fire*, by Chris C. Funk and *The Impossible Office? The History of the British Prime Minister* by Anthony Seldon.

Our Bibles publishing enjoyed a period of record sales. New product lines were a significant factor in this success, including the introduction of the Topaz Bible range in both the English Standard Version and New King James Version translations. Much media attention was attracted by the launch of the Prayer Book on Amazon Alexa.



New journal launches included *Flow*, a new Open Access companion journal to the *Journal of Fluid Mechanics*. We launched the journal with various webinars, including one in China, in collaboration with Shanghai's Jiao Tong University.

Key signings in our publishing for learned societies included *PLMA*, the journal of the Modern Languages Association of America, *TDR: The Drama Review*, and the *American Journal of Law & Medicine*.

Our innovative Elements programme continued to grow strongly with some 140 series now commissioned and over 400 Elements published across the full spectrum of the arts and sciences. Many now include audio and video, while a growing number link to the computational research platform, Code Ocean. This allows authors to share the data and calculations that underpin their research in a way that lets readers test and reproduce them. Usage metrics are amongst the highest across our portfolio.

To complement our people strategy on equality, diversity, inclusion and belonging, we undertook to start gathering author and editor demographic data, including on race, as the first step towards diversifying our author and editor community in our publishing. Demographic data is to be held anonymously, and we will start reporting shortly. In addition we sponsored the Shakespeare, Pedagogy and Race conference. In the US we are one sponsor of the Minority-Serving Institution (MSI) Book Workshop Fund (for three years), which aims to support authors from diverse backgrounds.

With our markets undergoing revolutionary change, we restructured parts of Academic to ensure our resources are aligned with growth opportunities and areas of greatest strength. Regrettably, this entailed a small number of job losses in the UK and US. Despite the achievements of the last 15 months, we could face tougher sales conditions in the coming year but are confident that these changes, and the great strides made in our products and services in the past 15 months, position us well.

We have an innovative and industry-leading Open Access roadmap; powerful digital platforms; publishing of the highest quality; pan-Cambridge partnerships and talented, committed teams around the world. Together these will ensure we are able to continue to serve global academic communities.



Protestors at a climate change march in Cambridge, holding placards with the cover of the first edition of *There is no Planet B*

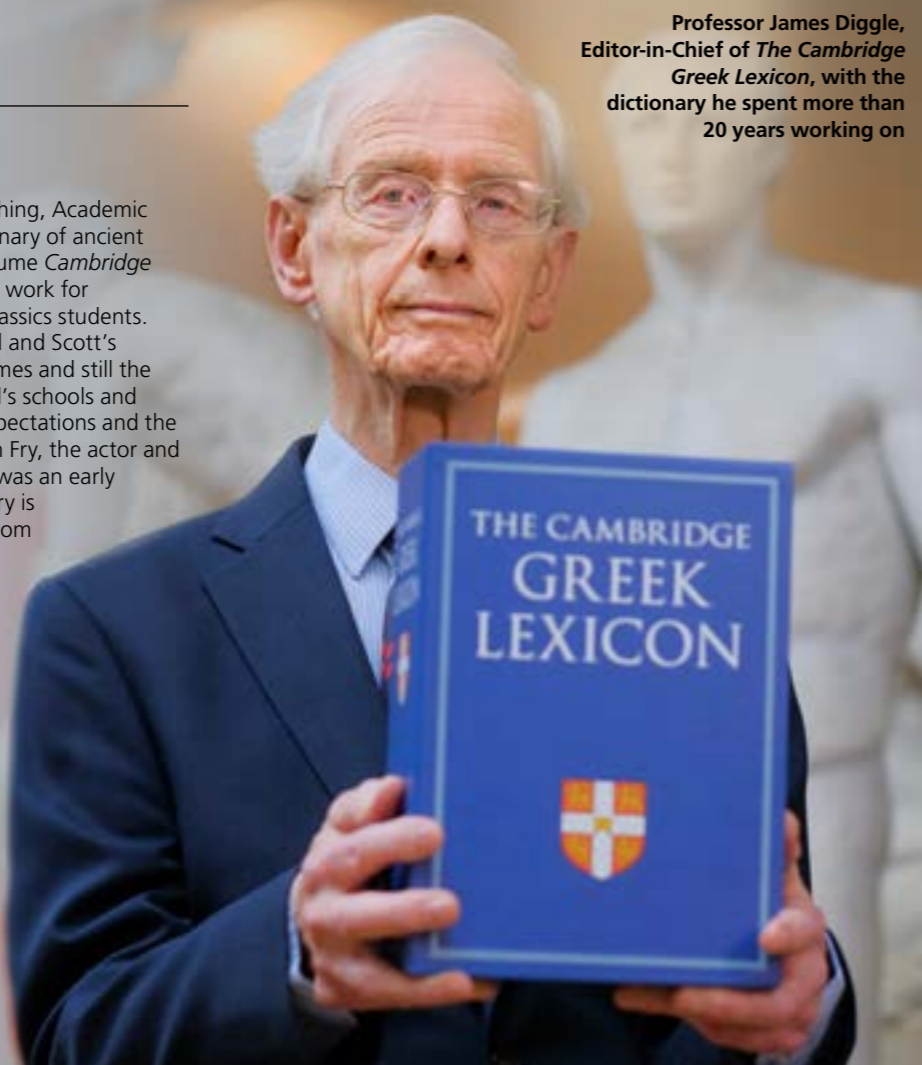
STIMULATING DEBATE ON SOCIAL CHANGE

As an academic publisher one of our key roles in times of social change is to provide evidence that can inform debate and policies. More than ever it is important for us to ensure that the high-quality research we publish is accessible and our world-class authors' voices are heard. In response to Covid, not only did we make pandemic-related research freely accessible, but we also published a series of blogs – *Cambridge Reflections* – written by our authors and editors in the humanities and social sciences on the wider impact of the pandemic. Following the killing of George Floyd we created the online *Race and Power Collection*. This is updated quarterly and includes free access to book chapters and journal articles exploring race and power from a global and interdisciplinary perspective. *Cambridge Now* is a series of blog posts written by our academic authors and editors, examining connections between scholarly research and ongoing calls for social justice, primarily in the US. We are also a leading publisher in the debate about climate change, including new Open Access journals, such as *Environmental Data Science*, and trade books such as *There is No Planet B* which has sold in excess of 50,000 copies worldwide. We believe that the strength of our publishing can support real and informed change.

LANDMARK GREEK LEXICON

In a major milestone for scholarly publishing, Academic released the most innovative new dictionary of ancient Greek in almost 200 years. The two-volume *Cambridge Greek Lexicon* is an important reference work for scholars and an indispensable one for classics students. It is expected to take the place of Liddell and Scott's dictionary, first published in Victorian times and still the lexicon most commonly used in England's schools and universities. Initial sales far exceeded expectations and the work received glowing reviews. Stephen Fry, the actor and author of works about ancient Greece, was an early and enthusiastic customer. The dictionary is the result of 23 years' work by a team from the Cambridge Classics faculty, led by Professor James Diggle, the Editor-in-Chief. It provides fresh definitions and translations in contemporary English, gleaned from the formidable task of re-reading all surviving Ancient Greek literature, from its foundations in Homer through to the early second century AD. Helped by online databases that made the corpus more easily accessible and searchable, the team pored over every word, working steadily through the 24 letters of the Greek alphabet to build up a clear, modern and accessible guide to the meanings of Ancient Greek words and their development in different contexts and authors.

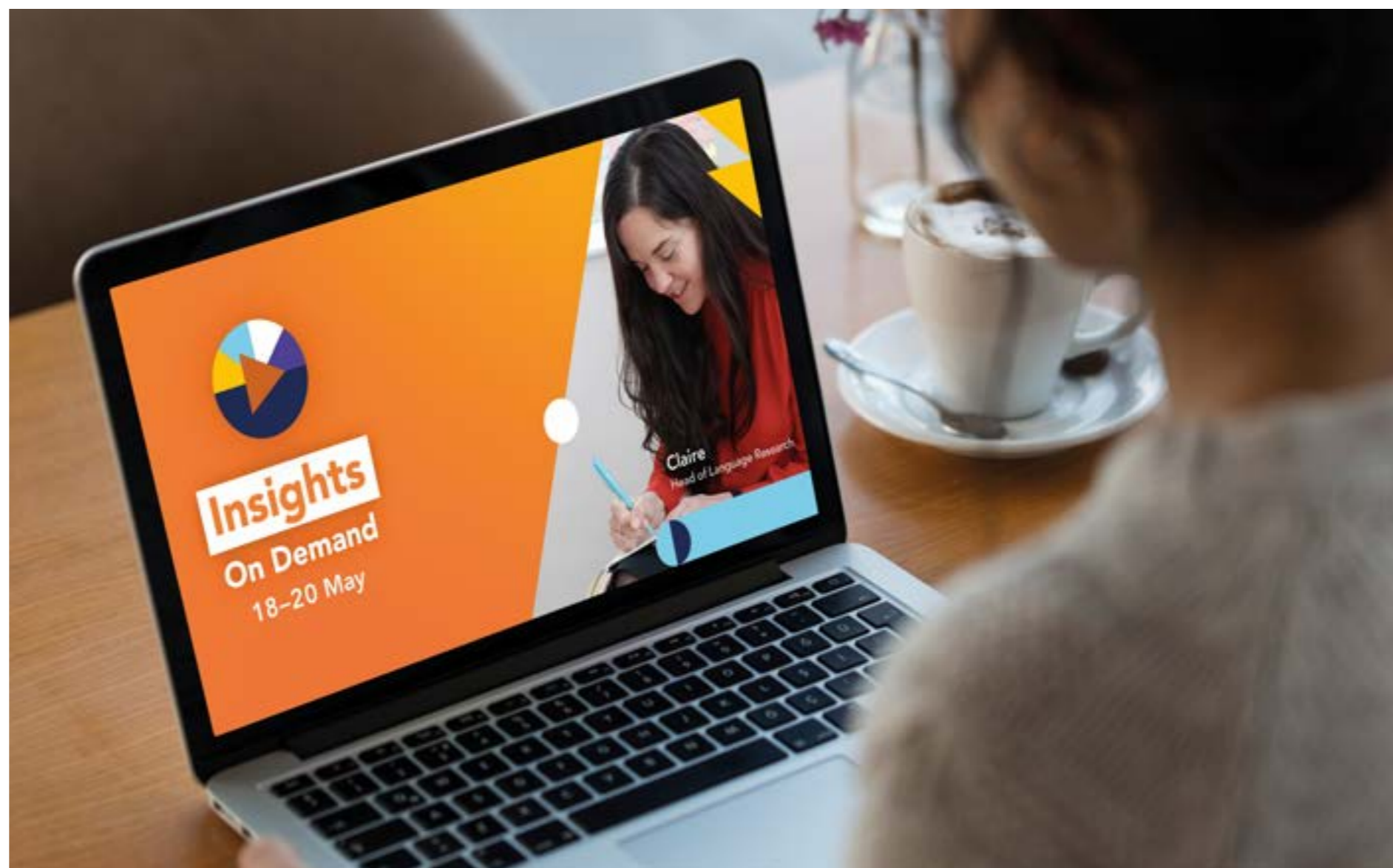
**Professor James Diggle,
Editor-in-Chief of *The Cambridge Greek Lexicon*, with the dictionary he spent more than 20 years working on**





English Language Teaching

The severe impact of Covid-19 around the world made 2020/21 a challenging period for English Language Teaching (ELT), yet we made significant progress in our mission to create the most engaging and effective products and services to help students master English, underpinned by our expertise in English teaching and learning and our advanced and flexible digital technology.



Becoming a single organisation with Cambridge Assessment will play a vital role in helping achieve this mission, accelerating and deepening our ability to provide holistic solutions to English language learning, testing and pedagogy.

We would not have weathered the past 15 months as well as we did without the extraordinary commitment, creativity and flexibility of English language teaching colleagues, who had to change their entire patterns of work when Covid struck. Working from home, and often under considerable stress, they rose to the challenge of finding new ways to help students and their teachers cope most effectively with learning during the crisis.

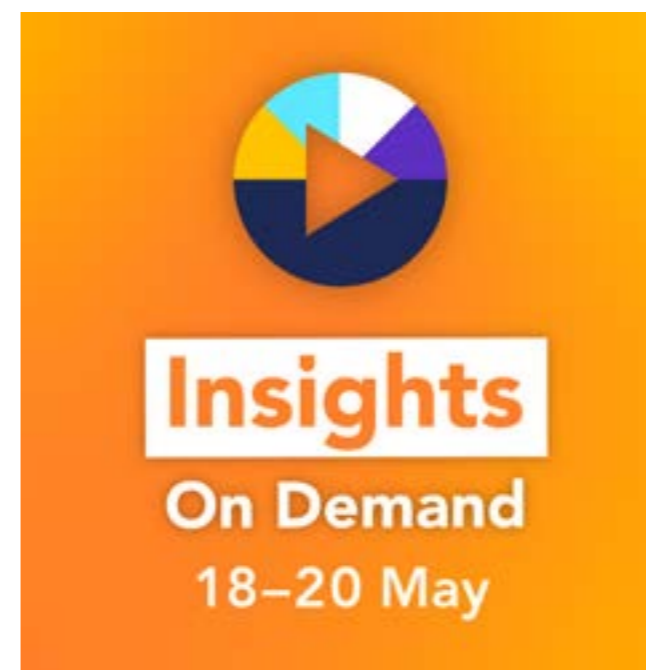
In the initial months of the pandemic, we made much of our online material freely accessible. As time went on, working closely with our colleagues at Cambridge Assessment, we developed guidance to help teachers as they returned to classroom (see box on p19).

Much of this was hosted on World of Better Learning, our online community for English teachers. The community saw remarkable growth in engagement, partly because of Covid-related advice, but also because of new ELT online events, video and audio supports, expert blogs and articles, and research material.

The number of visitors to the site jumped from 323,829 in the January to June period of 2019 to 1,048,346 in the same period of 2020 and 1,128,823 in 2021.

A major initiative was *Insights on Demand*, a three-day online event packed with ideas informed by Cambridge research. Topics included cognitive psychology, digital literacy, language change and classroom research, with pre-recorded sessions premiered on YouTube and Facebook. The event attracted registrations from 130 countries and saw great engagement in every talk as attendees live-chatted with speakers and discussed session topics with their peers.

“In the initial months of the pandemic, we made much of our online material freely accessible. As time went on, working closely with our colleagues at Cambridge Assessment, we developed guidance to help teachers as they returned to classroom.”



Above: *Primary Path* is a new course aimed at students aged 6 to 12

Top and left: *Insights on Demand* was a three-day online event packed with ideas informed by Cambridge research





TEST AND TRAIN

Test and Train, an interactive digital product which helps students prepare for English exams, is a major joint strategic initiative by ELT and Cambridge Assessment. Its seamless integration of learning, assessment and feedback represents the model that we expect to have embedded at the heart of our future English language publishing for schools and examinations.

Launched in 2020/21, and hosted on our new Cambridge One digital platform, it is available on smartphone, tablet or computer, and offers students short, sharp practice workouts to help improve their performance on exam day.

Hints and tips guide students as they select the correct answers to tests, with instant feedback and explanations of right and wrong answers. Tests can be attempted an unlimited number of times. Teachers can monitor individual and class performance by viewing real time class data via Cambridge One. They can also set homework tasks and replicate exam conditions with timed practice tests.

Feedback from all markets has been very positive. Teachers and students have told us they find *Test and Train* to be friendly, intuitive and visually attractive. Teachers are finding its data dashboard particularly effective for tracking student progress. The product will become a component in 12 exam and secondary courses by the end of 2022.

We also created the On Demand Library, a site containing over 70 videos, which teachers can use as a resource in their continuous professional development.

Notable new publishing included *Primary Path*, a course aimed at a new market for us – students aged 6 to 12, with a higher level of language proficiency in schools which are working towards a bilingual approach or international school status. It is the first ELT course with a systematic approach to developing communication skills (oracy) and creativity as well as literacy, helping students become more confident and articulate. The product was focused initially on Mexico, Turkey and the Middle East and received a very positive customer response. We also launched a companion course for learners aged five and younger, *Cambridge Little Steps*, which emphasises communication and linguistic competencies and early literacy.

Another important product launched during the period was *Test and Train*, which helps students prepare for English exams and is a major strategic initiative between ELT and Cambridge Assessment (see box).

The pandemic meant that ELT's revenues saw a significant drop in the 15 months of our extended 2020/21 period, relative to the 12 months of 2019/20. However, the picture was far from uniform, with Covid hitting countries at different times and with differing intensities.

The impact was most severe and persistent in Central and South America, especially Brazil and Peru, though by the end of the reporting period we were starting to see recovery in Mexico. In the US, our sales were hit hard in community colleges, popular among immigrants for learning English. The closing of America's borders also hit sales to those moving to the US for academic purposes.

Across Europe we saw sales fall during lockdowns but there was remarkable underlying resilience in demand when these were lifted, most markedly in Iberia. In Asia, countries which were among the first to have Covid outbreaks were quick to recover – notably China, South Korea and Japan – and saw sales hold up well across most segments. The picture was more mixed in Southeast Asia. For example, Vietnam performed well but Indonesia was locked down for much of the period.

Around the world our products and services for the primary sector performed relatively well, as studying English is often mandatory in this age group and school systems worldwide put great effort into making sure learning could continue. In the secondary schools market, our sales held up well where we had titles embedded in state school curricula but less so in private language schools, where study of English is discretionary. The widespread cancellation of exams affected sales of our preparation materials for Cambridge exams.

Sales into the adult and young adult markets were down significantly. The young adult market is sensitive to changes in discretionary spending and is particularly important to us in South America, hit hard by Covid. A longer-term factor affecting the adult market is the trend for governments, schools and families to invest in English studies at earlier and earlier stages of a child's education, reducing the potential pool of adult learners.

During the period we continued our major investment in learning materials that are delivered digitally, as well as strong platforms on which to deliver them. By the 31 July 2021, digital materials, and print materials blended with digital, made up 54 per cent of ELT's products, up from 48 per cent at 30 April 2020.

We made important progress with the development of Cambridge One, our new platform which offers customers the benefits of a mobile-first, easy to use, data-rich experience. We launched further new capabilities, including whole class teaching and e-book functionality as well as formative testing linked to course materials and direct to learner. We completed the first phase of migration of key series and titles, such as *Think, Prepare, Guess What, Interchange, Unlock* and *Life Adventures* from the Cambridge Learning Management System (CLMS), on which we currently deliver most of our digital and blended products. Significant numbers of our customers can now experience the benefits of the new platform. Planning for the second wave of migration, which will take place in July 2022, is well under way.

The CLMS underlined its position as the most widely used learning management platform for English language teaching institutions. At the end of the reporting period it had a record 2 million active users, hosted 1,500 courses, and was used in 150 countries.

We achieved significant integration with Cambridge Assessment ahead of 1 August 2021, unifying our central management, product management and marketing teams. The formation of a single organisation gives us extra confidence that we can look forward to a strong future, once the pandemic ebbs. We stand to benefit from a profound global trend as proficiency in the English language, validated in exams, is seen by governments, schools and parents as an essential life skill.

“During the period we continued our major investment in learning materials that are delivered digitally, as well as strong platforms on which to deliver them. By the 31 July 2021, digital materials, and print materials blended with digital, made up 54 per cent of ELT's products, up from 48 per cent at 30 April 2020.”

At the same time, there is growing awareness that a holistic, digital and increasingly integrated approach to pedagogy, learning and testing is likely to deliver superior results. These trends – accelerated by the Covid crisis – play to the combined strengths of ELT and Cambridge Assessment. Together, we are uniquely positioned to help students and their teachers learn English confidently and creatively, either in the classroom or on the move.

BE READY FOR ANYTHING

Throughout the reporting period we put great effort into helping teachers cope with the long-term challenges to education presented by Covid-19, working closely with our colleagues at Cambridge Assessment.

Much of this was hosted on our *World of Better Learning* online community, dedicated to advancing English language teaching through insights and advice on best practice. In September 2020, as classrooms reopened in some parts of the world, we launched our *Be Ready for Anything* campaign, to help teachers cope with new challenges, such as running a class with social distancing or supporting students emotionally.

We created 53 teachers' guides, including lesson plans for each of our products across primary, secondary and adult levels, three blended learning guides and three well-being guides, written by a psychologist to help teachers identify and support pupils who may have been traumatised or bereaved during the lockdown.

As part of this campaign we also created a joint virtual event with Cambridge Assessment, called *The Cambridge Live Experience*. This consisted of three days of talks from ELT and exams experts to make the return to class easier. It attracted registrations from 163 countries, over 100,000 unique views through the event and over 500,000 talk views.



Education

The Covid-19 pandemic impacted almost all areas of the Education group in 2020/21, requiring us to be fleet, agile and creative in response to the immediate crisis, while simultaneously driving forward key projects to strengthen our long-term growth.

We deepened our partnership with Cambridge Assessment, ahead of our integration, in two important projects: the development and launch of an extensive new publishing programme for the 5–14 age range (see box on p22), and the launch of the Cambridge Partnership for Education, which advises governments on education reform, and which enjoyed a very encouraging first year of contract gains.

The pandemic made the delivery of our largest and most ambitious publishing programmes ever particularly complicated because colleagues had to work remotely from home. It is a tribute to their flexibility and hard work, in the most difficult and stressful of circumstances, that these 15 months have been such a success.

Covid not only hit demand for our products, but also the work of printers, the liquidity of our distributors and the availability and cost of freight. All this prompted some remarkable work by our IT, product, operations, finance and sales and marketing teams as we digitised our backlist, kept physical textbooks moving to users and helped distributors manage cashflow. Our success has truly been a team effort with all parts of the business impacted and with all working together to deliver our commitments to teachers and learners.

The pandemic also drove a significant increase in engagement and usage of our digital products, aided by the launch of *Cambridge GO*, a platform which has consolidated access to all of our digital services for our international business, significantly improving customers' experience. From January 2021 to the 31 July 2021, we had some 930,000 users and 4.7 million sessions. Elevate, which provides digital versions of our textbooks, saw a rise of over 110 per cent in user sessions from April 2020 to the 31 July 2021. We have also seen longer engagement times on the platform, with record reading hours, especially for our A-Level Maths titles.

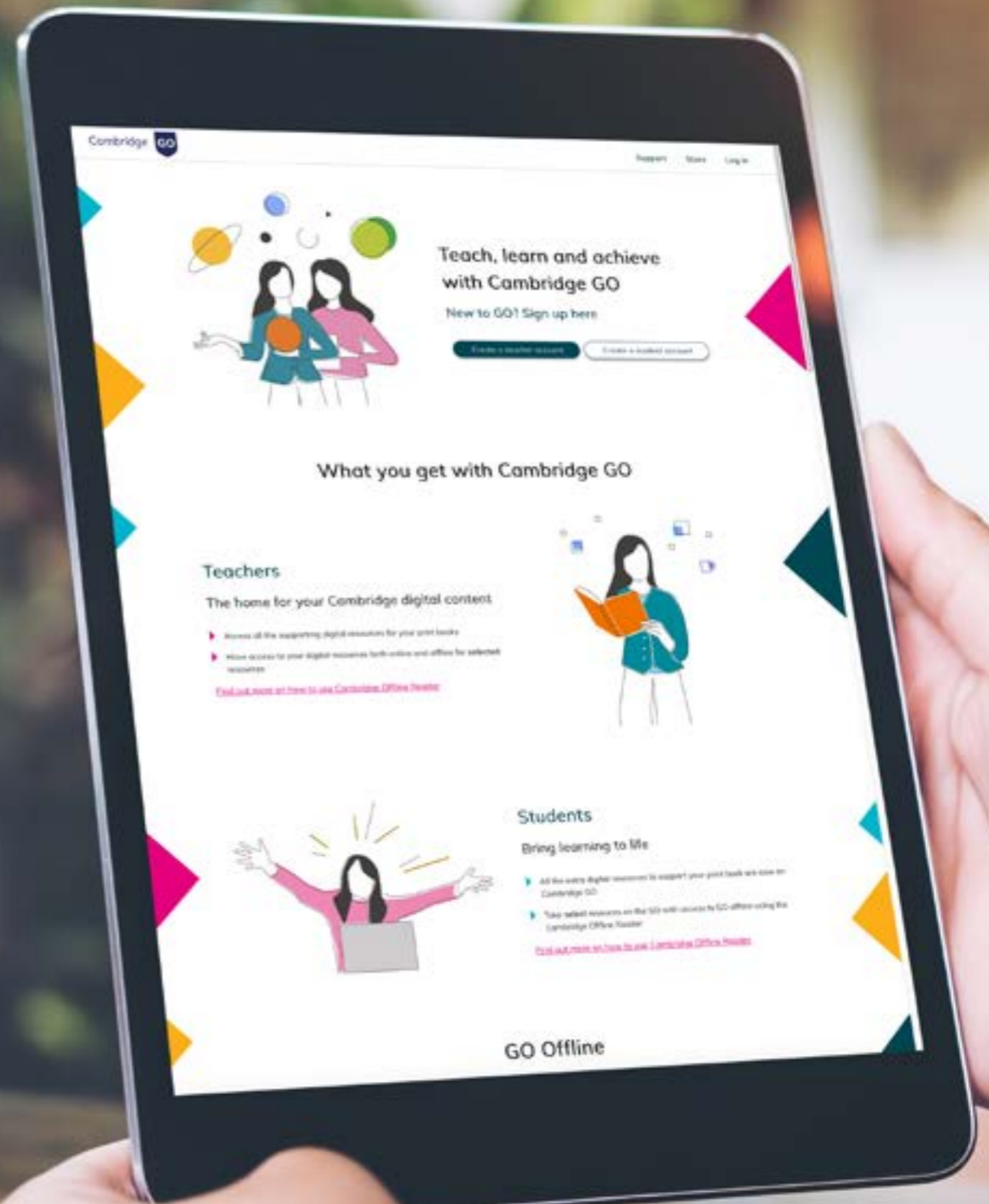
We made excellent progress working collaboratively with Cambridge Assessment on a number of projects, which confirmed the great potential of the new single Cambridge organisation. Ahead of the 1 August 2021 start date for the new organisation,

we chose to leave decisions on the review of the combined Schools group until October, enabling us to focus on the delivery of the June exam series in the midst of the Covid pandemic.

Apart from the 5–14 project, we worked together on launching an early years curriculum in India and the redevelopment of Cambridge Nationals vocational qualifications. In August 2020 we launched the Cambridge Partnership for Education, which brought together the Press and Cambridge Assessment teams that advise governments on education strategy. With a bigger market presence and offering more holistic advice, it secured 17 new contracts in its first year – a substantial acceleration of contract gains compared to what had been achieved as separate units. It managed this in a pandemic while establishing new working systems as a single team.

“Supporting teachers – the key link in the education chain – is central to the Press’s approach to education, and this was underlined in our response to the pandemic.”

Significant contract wins included work in Kazakhstan with the Nazarbayev Intellectual Schools – a long-time client and now partner – and the Ministry of Education and Science on a programme investigating assessment systems for the World Bank. Other contracts involved the Uzbekistan Ministry of Education; working with Unicef in Ethiopia to support curriculum implementation and in Bangladesh to adapt the Myanmar curriculum for Rohingya refugees. In Romania the Partnership worked with government in conjunction with the University of Cambridge’s Faculty of Education on a project to prevent early school leaving.





Annamma Lucy, winner of the Dedicated Teacher Awards

resulting in 13,000 nominations for primary or secondary teachers in 112 countries, double the previous year's entries. The winner was Annamma Lucy, a social studies teacher working in Dubai.

The impact of Covid on our sales was felt most acutely in India, where the pandemic disrupted education throughout the period, but also directly impacted a number of our colleagues and their families. We achieved a good final performance with the strength of our market position in the Maldives mitigating much of the impact of Covid elsewhere in the region.

Other positive developments in India included the launch of our Cambridge Early Years solution to very good feedback and an excellent uptake from early adopters. Important for the future of our Indian business was the appointment of a single Managing Director for all Cambridge University Press & Assessment's businesses in South Asia. Arun Rajamani is developing exciting plans for new products and services as we intensify our ambitions in the region.

In Africa, we also performed well in difficult markets, thanks to our agility in shifting our focus from country to country as

Supporting teachers – the key link in the education chain – is central to the Press's approach to education, and this was underlined in our response to the pandemic. As well as making digital products freely accessible for a period, our blog posts gave advice to teachers on working through school closures. During the reporting period we introduced a unique range of professional development services to go with the launch of our 5–14 project and played an increasing part in educational thought leadership (see boxes).

All this has helped the development of a community of Cambridge teachers around the world, exemplified by the Cambridge Dedicated Teacher Awards, now in their third year. These let students nominate a teacher who has made a remarkable contribution to their life. This time, students were encouraged to thank teachers who went above and beyond during the pandemic,

PROJECT 5–14

Project 5–14 was the biggest publishing programme ever carried out by Education, involving the replacement of our entire backlist for primary and lower secondary pupils. Thanks to extraordinary efforts by colleagues across the group we delivered it within a year and during a pandemic. From first conception, the project has been a collaboration with Cambridge Assessment International Education, which simultaneously revised its curriculum for students aged from 5 to 14. The programme was launched with a successful three-day online conference in March which attracted over 8,500 attendees, 43,000 content views and 1.4m impressions online.

The new materials reflect our strategy of “going beyond the textbook” by surrounding curriculum content with professional development services, expert and community created teacher resources, and feedback from data which helps teachers plan their next steps in the classroom. The project incorporates insights from our online research panel of more than 800 educators and thinkers, as well as teachers working in classrooms around the world.

The professional development innovations include training courses which senior teachers can customise to their school's circumstances and cascade down to staff; a teaching skills roadmap which covers the know-how needed to deliver Cambridge programmes and includes a library of video footage showing second language teachers in second language classrooms; and a support service which allows teachers unlimited access to mentors.



Arun Rajamani, Managing Director for all Cambridge University Press & Assessment's businesses in South Asia

Covid conditions changed. We enjoyed good results in Ghana, Cameroon, Kenya and Southern Africa.

In Australia, our strength in digital, notably through HOTmaths, our interactive online maths learning system, positioned us well to cope with Covid disruption and we saw a further increase in our share of the secondary market. Near the end of the reporting period we also secured an exciting new development and distribution agreement for HOTmaths to be taken into the US, which will open up significant opportunities for the product in that market.

Despite the challenges of 2020/21, we remain optimistic about the outlook for Education. We have a strong strategy and set of market positions and are well placed to meet the needs of

“We have a strong strategy and set of market positions and are well placed to meet the needs of teachers, students and educators in a post-Covid world where there will be a much-enhanced role for remote, digital learning.”

teachers, students and educators in a post-Covid world where there will be a much-enhanced role for remote, digital learning.

We also bring our wealth of pedagogic expertise, our advanced digital products, and the immense growth opportunities created by our coming together with Cambridge Assessment. Together with academic departments, we can bring all the University's capabilities to bear in supporting schools around the world, which increasingly see themselves as members of a growing Cambridge learning community.

THOUGHT LEADERSHIP IN ACTION

The Cambridge Partnership for Education has been developing a reputation for international thought leadership, helped by its strong links with the academic University, including the Education Faculty's Research for Equitable Access and Learning unit and the Digital Education Futures Initiative (DEFI), based in Hughes Hall.

An example of thought leadership in action took place in Oman where the Partnership worked with Google for Education and the Ministry of Education in a unique 10-week pilot project that investigated the best way to reformat or digitise existing Cambridge content to take advantage of the tools of the Google platform. The Falaj project, which was funded by the Press on a pro bono basis and also involved DEFI, gave Oman insights for its textbook and resources digitisation programme. It also demonstrated our commitment to digital innovation and willingness to join with technology partners to solve customer problems.

During the reporting period the Partnership established an external advisory board of education experts to aid and challenge its thinking, and it was prominent in the global debate about the challenges of the pandemic and the role of technology in supporting remote learning. During the first wave of lockdowns it partnered with EDUCATE Ventures to understand how the crisis affected teaching and learning and trace the impact of the crisis from policy to pupil in the UK.



People and community engagement

In 2020/21 colleagues across the Press had to grapple with a huge and unprecedented crisis: a pandemic that forced them to work from home, with virtually no warning, and to continue to do so over many months of uncertainty about the length of the disruption, concerns about their health and that of their families, and amid rapidly changing government rules on social distancing.

Their response was heroic. Showing great flexibility, teamwork and dedication, everyone threw themselves at the challenge of helping customers through Covid-19, while continuing to press ahead with key strategic projects and prepare for the integration with Cambridge Assessment.

The crisis underscored the strength of the Press's open and sharing culture and why we keep investing in our people to ensure that the integrated Cambridge University Press & Assessment will continue to attract and retain colleagues of the highest quality in a very competitive employment market.

Our investment includes skills development; an apprenticeship scheme; a focus on equality, diversity, inclusion and belonging; and the encouragement of community engagement and charitable activity by our offices around the world.

Concerned about the stress of prolonged home working and home schooling, the Press supported colleagues through the pandemic with a range of initiatives. We emphasised that people should only attempt as much work as their circumstances allowed; we replaced formal appraisals with regular check-ins and devoted a section of the intranet to advice on well-being and mental health; and we invested in coaching from external professionals around issues of change, resilience and well-being.

We listened closely, while also gauging colleagues' concerns through regular surveys. Our global wellbeing survey in November 2020, run with Cambridge Assessment, identified differences between colleagues in their perceptions of career progression prospects. Senior managers and leadership teams engaged in interpreting the results and implementing practices to ensure colleagues were being supported to manage work, life and progression demands.

We expect one legacy of Covid will be a permanent shift to more flexible patterns of work, with colleagues preferring a hybrid model that mixes some days in the office and some working from home.

We have introduced a coaching programme to encourage greater flexibility and resilience at work, to help reduce barriers to creativity and cooperation. This was underway before Covid struck and has helped us prepare for the formation of a single organisation with Cambridge Assessment.

As part of those preparations, we developed a new leadership framework as part of our single shared strategy. This sets out the qualities and behaviour we expect in leaders and how we recruit and assess them.

In skills development, we continued our programme for colleagues new to line management, though Covid meant this had to be conducted entirely online. Our webinars on career development for younger colleagues were rolled out from the UK to India, The Philippines and the US.

We continued with our successful apprenticeships programme, joining forces with Cambridge Assessment to give places to 40 new colleagues. Paid internships at the Press were given to eight people in the UK and seven in South Africa. We actively recruited interns among people under-represented in publishing, with the support of diversity organisations and our own disability and neurodiversity staff network.

The pandemic made it even more challenging for school students to get good quality work experience. We hosted three virtual work experience days in Peterborough. Over 500 students, aged 13 to 17, learnt about the world of publishing, designed their own book cover images, created social media campaigns and wrote radio adverts for their chosen book.

We want a truly diverse and socially aware workforce, with equal treatment for all. We implemented a new talent acquisition platform in July 2020, which monitors the diversity of applicants and hires. This gives us deeper insight into the mix of applicants in different areas of the business and seniority levels.

An important initiative was the appointment of our first dedicated Global Director for Equality, Diversity, Inclusion and Belonging. Serita Bonsignore, who will work across Cambridge University Press & Assessment, holds a master's degree in Global Diversity Governance and brings more than 15 years' experience in human resources management to the new position.



Serita Bonsignore, Global Director for Equality, Diversity, Inclusion and Belonging

Following the death of George Floyd, which caused such shock around the world, the Press made a Commitment to Change, undertaking to be a strong global voice against racism and for diversity and inclusion. We drew up an Anti-Racism Action Plan, which included gathering colleagues' experiences of racism in the workplace. We calculated our Race Pay Gap, where this exists, in our major offices and are developing a programme to improve the retention and professional development of marginalised colleagues of colour.

In March 2021, the Press was accredited as a living wage employer by the Real Living Wage Foundation. This means we have made a public commitment that all UK colleagues receive the minimum hourly wage set annually by the Real Living Wage Foundation, a voluntary benchmark for employers who wish to ensure their staff earn a wage they can live on, not just the government minimum.

We are determined to narrow our gender pay gap and are pleased that the Press's median UK gap fell to 13.8 per cent by 31 March 2020, down from 15.9 per cent the previous year, while the mean also dropped, to 18.5 per cent from 20.7. But we recognise there is much more to do. Our managers are supported to help identify and mitigate drivers of the gender pay gap while other actions on gender equality include the promotion of more flexible working arrangements, to balance caring responsibilities with business needs. In 2020/21, as we began to integrate the Press and Cambridge Assessment, a core project within our People and Culture workstream was bringing together the best of our family friendly policies and provisions.

Charitable giving and community engagement

Charitable giving and community engagement are an important part of our culture. Colleagues were imaginative and generous in their fundraising and giving, raising just over £49,000 through a wide range of events, including virtual and actual walks and runs in the UK and New York, an international scavenger hunt, eco challenges in Manila, buying toys and Christmas presents for



Pupils, staff and Press colleagues celebrate the opening of the new library at Castle School



Press colleagues joined a team from The Bookery to donate Rainbow Reading books to the Boundary Primary School in Cape Town.

“We expect one legacy of Covid will be a permanent shift to more flexible patterns of work, with colleagues preferring a hybrid model that mixes some days in the office and some working from home.”

disadvantaged families in Brazil and donations through the UK's Give As You Earn payroll scheme.

Donations from the Press raised the grand total to more than £75,000. This included support for Castle School, our charity partner in Cambridge, whose three to 19-year-old students have a range of physical and learning needs. The school opened its refurbished library in May 2021, improved through the Press's support. The space now has a colourful and comfortable castle theme, with turrets, moat and a large mural showing the adventure of reading.

In India, we began a partnership with the One Billion Literates Foundation, which works to improve rural livelihoods through foundational and primary education and English Language and basic computer literacy. It empowers women from rural communities by training and employing them as para-teachers. The programme runs in nearly 80 rural government primary schools.

Through volunteering, nearly 170 Press and Assessment colleagues gave nearly 1,600 hours to a variety of projects, including providing mentoring and language learning support for refugees in Jordan and Lebanon, helping judge a children's creative writing competition for disadvantaged children for the National Literacy Trust and helping the UK's Wildlife Trust control ragwort, an invasive plant, on a nature reserve.

More than 44,000 books were donated to a wide range of causes internationally. They included a large contribution of *English Grammar in Use* from the ELT group. Nearly 13,400 books were donated to nearly 40 prisons and some 5,800 more to Borderline Books, which distributes to prisons as well as to refugee and other community groups.

Our team in Cape Town partnered with The Bookery, supporting an initiative to donate Rainbow Reading books to libraries in disadvantaged schools, while in Nigeria, the Press donated English, maths and science textbooks to primary school pupils in Lagos State in collaboration with Unicef.



Environment and sustainability

The Press is committed to protecting the environment, reducing our impact on it, and being a leading publisher of content that educates and helps to frame the global debate about climate change and sustainability.

In September 2020, we were delighted that our efforts were recognised when we won the inaugural Sustainability Award from the UK's Independent Publishers Guild. The award recognised the quality of our publishing on sustainability, the concrete actions we have taken to make our own operations more sustainable, and the energy and enthusiasm of colleagues across the Press in working towards our sustainability goals.

As a leading publisher of climate change research, we were pleased that industry analysts Navstem and EduDataHub found Cambridge publications are being used by 37 per cent of students enrolled on courses studying the subject in US and Canadian Higher Education, with the next biggest publisher at 18 per cent.

We have strengthened both our academic and trade lists with new and refreshed titles that include the new Open Access journal *Environmental Data Science* and new book, *Earth Detox: How and Why We Must Clean Up Our Planet* by science writer Julian Cribb. Our English Language Teaching group is planning to create environmental awareness content for learning materials. Cambridge Open Engage, our platform for research collaboration, hosted papers from Climate Exp0, a conference to raise ambitions for the 2021 UN climate change conference.

Our shared strategy with Cambridge Assessment makes sustainable operations one of our key aspirations for 2020–2025. As a signatory of the United Nations (UN) Global Compact we made a public commitment to work sustainably and ethically and to promote these ambitions to colleagues, suppliers, customers and partners around the world.



Both our organisations received recognition from the UK National Union of Students' Green Impact programme, a UN-endorsed award scheme supporting environmentally sustainable practices in academic organisations. We achieved a Bronze Award and Cambridge Assessment won Platinum.

Alongside the work we are doing to seek assurances from suppliers about the sourcing of their forestry products, we have made progress on our commitment to plastic-free distribution across our operations. We have switched 355,000 journal copies (40 per cent of our annual journal print) from polywrap to Forest Stewardship Council approved paper wrapping since October 2020 and aim for all journals to be plastic free by the end of 2022. We are systematically removing non-recyclables from our products such as CDs and DVDs, and working closely with customers to switch to online access where possible.

An important feature of our sustainability drive within the organisation has been the creation of working groups with colleague volunteers. Our energy group looked at the effects on carbon consumption of working from home – an important issue in the pandemic; our digital sustainability group investigated sustainable alternatives to our digital partnerships, vendors, products and services; the warehouse group examined ways of moving printing closer to warehouses; and the marketing group has looked at making our presence at trade exhibitions more sustainable.

“As a signatory of the United Nations (UN) Global Compact we made a public commitment to work sustainably and ethically and to promote these ambitions to colleagues, suppliers, customers and partners around the world.”

CARBON ZERO COMMITMENT

In April, we made a joint commitment with Cambridge Assessment to be carbon zero for our energy-related emissions by 2048, with an ambition to get there 10 years sooner in line with the University's campus-wide goal. We have put in place a new environmental data management system that lets us report on our carbon emissions across scope 1 and 2 in real time and are working to calculate the carbon footprint of our academic websites through the DIMPACT project.

We manage our emissions via the world's most widely used greenhouse gas accounting standards, the GHG Reporting Protocol – Corporate Standard: scope 1 covers direct emissions such as onsite combustible fuels, scope 2 covers indirect emissions via the purchase of electricity, and scope 3 measures other indirect emissions across the entire value chain such as purchased products, travel, transport, and waste.

Our results indicate our progress for the extended 15 months of the 2020/21 reporting period, from May 2020 to July 2021, alongside our figures for the 12 months of the 2019/20 financial year. While the figures are not directly comparable, our UK scope 1 total emissions fell by 69 per cent to 34tCO₂e. Under scope 2 total emissions fell by 24 per cent to 303tCO₂e.

The 2020/21 figures were significantly affected by the Covid-19 pandemic, which reduced business operations: global offices were closed, resulting in home working, and business travel effectively stopped. Video conferencing was rapidly rolled out to home workers, further reducing the need for travel between sites. Our working groups raised awareness among homeworkers on ways to reduce energy consumption.

We are committed to reducing our global scope 1 and scope 2 emissions as soon as possible, while within scope 3 our priority areas continue to be paper publications, business travel, freight and warehousing and supply chain partners. We shall continue to reduce office resource consumption and waste; source only the most environmentally friendly five-star Bookchain grade forestry products; and aim to extend our international data collection.

The table provides our energy, carbon and other scope 3 data deemed significant. Three intensity metrics are provided to normalise the data. Across time these intensity ratios will indicate carbon reduction progress relative to our number of colleagues, our gross internal area space and/or financial turnover.

GHG scope & Category	Resource, activity, product or service	Location	Measurement	May19-Apr20		May20-Jul21		Difference from previous year (Not directly comparable as FY were 12 months and 15 months)	Intensity metrics			Comment
				Total	tCO ₂ e	Total	tCO ₂ e		Number of UK employees 1,245 (global 3,006)	UK gross internal area 24,900M ²	UK turnover	
1	Propane gas	Cambridge	kWh	73,620	16	38,952	8	-48%	0.003	0.000	0.000	
1	Gas	Cambridge	kWh	240,729	49	134,114	25	-50%	0.008	0.001	0.000	
1	Fleet and pool cars	Cambridge	Medium diesel car/km	259,035	44	7,099	0.59	-99%	0.000	0.000	0.000	Current data consist of business distance only - combination of petrol, diesel and hybrid cars # Vehicles: FY 2019 - Petrol (2) Diesel (6) Hybrid (1) FY 2020 - Petrol (3) Diesel (7) Hybrid (3)
2	Electricity	Shaftesbury Rd, Cambridge	kWh	1,560,067	399	1,291,697	303	-24%	0.101	0.012	0.000	
2	Electricity - other UK sites	Pitt Building, Bookshop, apartments	kWh	131,844	34	115,250	27	-20%	0.009	0.001	0.000	
2	Solar panel electricity generation	Cambridge	kWh	371,516	-95	513,365	-124	31%	N/A	N/A	N/A	Avoided emissions
3	Global electricity	Nine global branches	kWh	1,809,563	1061	1,090,716	458	-57%	N/A	N/A	N/A	• CO ₂ figure is provisional pending the release of the official IEA 2020 conversion factors • FY 2019 - updated based on collated data from global offices • Intensity metrics are currently unavailable
3.1	Purchased paper GPG ELT & Education cradle to gate	ALL vendors, including the Iberian vendors used by ELT and Education	Tonnes	9,011	8585	7,964	7,366	-14%	2.450	0.296	0.000	
3.1	Purchased paper GPG Journals cradle to gate	UK & US	Tonnes	490	467	628	581	24%	0.193	0.023	0.000	Large increase in demand for the months of Jul-Aug20 (from 85 paper tonnes in 2020 to 150 tonnes in 2021) and Feb-Mar21 (from 73 paper tonnes in 2020 to 153 tonnes in 2021)
3.1	Purchased paper GPG Academic paper cradle to gate		Tonnes	1,405	1339	750	706	-47%	0.235	0.028	0.000	
3.1	Water	Cambridge	Cubic meters	23,333	25	14,207	15	-39%	0.005	0.001	0.000	Last year's CO ₂ accounted for water supply only. Recalculated to report both on water supply and water treatment emission
3.5	Landfill			-	-	-	-	-	-	-	-	No landfill waste as all waste streams are diverted to RDF or recycled
3.5	Refuse Derived Fuel (RDF)	Cambridge	Tonnes	21	0.45	19	0.41	-9%	0.000	0.000	0.000	Modified 2019 data (from 5 tonnes to 21 tonnes) based on updated data from waste contractors
3.5	Waste recycled	Cambridge	Tonnes	115	2.46	20	0.42	-83%	0.000	0.000	0.000	Composed of dry mixed recycling, glass, food waste, green waste, mixed construction recycled, books, paper, IT equipment and toner cartridges
3.6	Business flights, taxi and private vehicles	Cambridge	Passenger kilometres travelled & medium diesel car/km	13,786,196	2922	138,440	21	-99%	0.007	0.001	0.000	95% of the emission came from business flights

* Emissions data (tCO₂e) are calculated using the UK Government's greenhouse gas reporting conversion factors 2021 and IEA 2020 conversion factors

** Please note the percentage difference is not directly comparable as this FY includes an extra three months, totally 15 months, due to a change in the FY reporting period from May–Apr to Aug–Jul
N/A – Not applicable or not available



Awards and prizes

Each year, Cambridge University Press is proud to receive a range of awards in the worlds of academia and educational publishing. Below is a list of the awards and prizes that we recorded since the listing in the last Annual Report.

Antoine Acker, *Volkswagen in the Amazon: The Tragedy of Global Development in Modern Brazil*, honourable mention 2018 Warren Dean Memorial Prize for the Best Book in Brazilian History, Conference on Latin American History

Ari Adut, *Reign of Appearances: The Misery and Splendor of the Public Sphere*, winner 2020 Theory Prize, American Sociological Association

Luisa Alemany and Job J Andreoli, *Entrepreneurial Finance: The Art and Science of Growing Ventures*, 2021 TAA Most Promising New Textbook Award

Hilary Appel and Mitchell A Orenstein, *From Triumph to Crisis: Neoliberal Economic Reform in Postcommunist Countries*, Laura Shannon Prize Silver Medals, The Nanovic Institute for European Studies at the University of Notre Dame

Jackson W Armstrong, *England's Northern Frontier: Conflict and Local Society in the Fifteenth-Century Scottish Marches*, joint winner RHS Whitfield Prize, British and Irish History, Royal Historical Society

Erica L Ball, Tatiana Seijas and Terri L Snyder, *As If She Were Free: A Collective Biography of Women and Emancipation in the Americas*, One of the Best Black History Books of 2020, Black Perspectives

Michael Bennett, *War Against Smallpox: Edward Jenner and the Global Spread of Vaccination*, a BBC History Magazine Book of the Year 2020

Katherine Bersch, *When Democracies Deliver: Governance Reform in Latin America*, winner 2020 Charles H. Levine Memorial Book Awarded by the International Political Science Association, winner 2020 SPAR Best Book Award, Section on Public Administration Research of the American Society for Public Administration and winner 2020 Donna Lee Van Cott Best Book Prize, Latin American Studies Association

Debjeni Bhattacharyya, *Empire and Ecology in the Bengal Delta: The Making of Calcutta*, honourable mention 2017–18 Best Book in Non-North American History Award

Irving J Bigio and Sergio Fantini, *Quantitative Biomedical Optics: Theory, Methods, and Applications*, 2020 Joseph W. Goodman Book Writing Award, The Optical Society

Fahad Ahmad Bishara, *A Sea of Debt: Law and Economic Life in the Western Indian Ocean, 1780–1950*, winner 2018 Peter Gonville Stein Book Award, American Society for Legal History

Christina Boswell, *Manufacturing Political Trust: Targets and Performance Measurement in Public Policy* winner 2021 PSA McKenzie Prize, Political Studies Association

Will Bowers, *The Italian Idea: Anglo-Italian Radical Literary Culture, 1815–1823*, shortlisted 2021 British Association of Romantic Studies First Book Prize, British Association for Romantic Studies

Larissa Brewer-García, *Beyond Babel: Translations of Blackness in Colonial Peru and New Granada*, winner 2020 Flora Tristán Prize for Best Book

Robert Braun, *Protectors of Pluralism: Religious Minorities and the Rescue of Jews in the Low Countries during the Holocaust*, winner 2020 Charles Tilly Book Award, American Sociological Association

Hilary M Carey, *Empire of Hell: Religion and the Campaign to End Convict Transportation in the British Empire, 1788–1875*, winner Kay Daniels Prize, Australian Historical Association, 2020

Erin Aeran Chung, *Immigrant Incorporation in East Asian Democracies*, winner 2021 Section on Asia and Asian America's Transnational Asia Best Book Award, American Sociological Association

Jeffrey M Chwieroth, *The Wealth Effect: How the Great Expectations of the Middle Class Have Changed the Politics of Banking Crises*, Stein Rokkan Prize 2020

Theodore W Cohen, *Finding Afro-Mexico: Race and Nation after the Revolution*, co-winner 2021 Howard F. Cline Book Prize in Mexican History and honourable mention 2021 Best Book Award in the Social Sciences, Latin American Studies Association

Elena Cooper, *Art and Modern Copyright: The Contested Image*, shortlisted SLS Peter Birks Prize for Outstanding Legal Scholarship 2020

Samuel Fury Childs Daly, *A History of the Republic of Biafra: Law, Crime, and the Nigerian Civil War*, winner 2021 J. Willard Hurst Book Prize

Santanu Das, *India, Empire, and First World War Culture: Writings, Images, and Songs*, winner ESSE Book Award for Cultural and Area Studies in English, winner 2019 The Hindu Non-Fiction Prize and winner 2020 The Ananda Kentish Coomaraswamy Book Prize

Brian W Dotts, *Educational Foundations: Philosophical and Historical Perspectives*, winner 2020 Outstanding Book Award, Society of Professors of Education

Paulo Drinot, *The Sexual Question: A History of Prostitution in Peru*, honourable mention 2021 Bryce Wood Book Award

Alex Edmans, *Grow the Pie: How Great Companies Deliver Both Purpose and Profit*, winner Financial Times Business Book of the Month, March 2020 and longlisted Financial Times Summer Books of 2020

John P R Eicher, *Exiled Among Nations: German and Mennonite Mythologies in a Transnational Age*, winner 2021 Dale W. Brown Book Award for Outstanding Scholarship in Anabaptist and Pietist Studies and 2021 Fred Allen Womack and Frances Sue Zimmerman Womack Book Award

Sam Erman, *Almost Citizens: Puerto Rico, the U.S. Constitution, and Empire*, winner 2020 William Nelson Cromwell Foundation Book Prize, American Society for Legal History

Steven Fabian, *Making Identity on the Swahili Coast: Urban Life, Community, and Belonging in Bagamoyo*, finalist 2020 Bethwell A. Ogot Book Prize, African Studies Association

Rosamond Faith, *The Moral Economy of the Countryside: Anglo-Saxon to Anglo-Norman England*, winner, 2020 Joan Thirsk Memorial Prize, British Agricultural History Society

Johnathan Fennell, *Fighting the People's War: The British and Commonwealth Armies and the Second World War*, winner 2020 Duke of Wellington Medal for Military History, Royal United Services Institute (RUSI), winner 2020 Templer Medal for the History of the British Army, Society for Army Historical Research (SAHR), winner 2020 Silver Award, Military History Matters Book of the Year, shortlisted 2020 Military Book of the Year, British Army and one of The Guardian Readers' 'Books of the Year, 2019'

Pamina Firchow, *Reclaiming Everyday Peace: Local Voices in Measurement and Evaluation After War*, winner 2020 Conflict Research Society Book of the Year Prize

Mikkel Flyverbom, *The Digital Prism*, finalist 2020 George R. Terry Book Award

Simon Franklin, *The Russian Graphosphere, 1450–1850*, winner ASEEE USC Book Prize in Literary and Cultural Studies 2020 and honourable mention Eighteenth-Century Russian Studies Association Mark Raeff Book Prize 2020

Jeff Forret, Williams' Gang: *A Notorious Slave Trader and his Cargo of Black Convicts*, winner 2021 Leadership in History Award, Large Press category, American Association for State and Local History

Maziyar Ghiabi, *Drugs Politics: Managing Disorder in the Islamic Republic of Iran*, winner 2020 Nikki Keddie Book Award, Middle East Studies Association

Subhashis Ghosal and Aad van der Vaart, *Fundamentals of Nonparametric Bayesian Inference*, winner DeGroot Prize 2019, The International Society for Bayesian Analysis

Erika Graham-Goering, *Princely Power in Late Medieval France: Jeanne de Penthièvre and the War for Brittany*, shortlisted 2021 Gladstone Prize, Royal Historical Society

Jean-Christophe Graz, *The Power of Standards: Hybrid Authority and the Globalisation of Services*, winner 2021 EAEPE Joan Robinson Prize, European Association for Evolutionary Political Economy

Raphael Greenberg, *The Archaeology of the Bronze Age Levant: From Urban Origins to the Demise of City-States, 3700–1000 BCE*, winner 2020 G. Ernest Wright Award, American Schools of Oriental Research

Sean Griffin, *The Liturgical Past in Byzantium and Early Rus*, winner 2020 W. Bruce Lincoln Book Prize, Association for Slavic, East European, and Eurasian Studies and winner 2020 Ecclesiastical History Society Book Prize

Malachi Haim Hacoen, *Jacob & Esau: Jewish European History Between Nation and Empire*, winner 2020 Center for Austrian Studies Book Prize

Roderick P Hart, *Civic Hope: How Ordinary Americans Keep Democracy Alive*, winner 2019 Bruce E. Gronbeck Political Communication Research Award, National Communication Association

Boris Heersink and Jeffery A Jenkins, *Republican Party Politics and the American South, 1865–1968*, winner V.O. Key Award 2021, Southern Political Science Association

Katie M Hemphill, *Bawdy City: Commercial Sex and Regulation in Baltimore, 1790–1915*, winner 2021 Mary Kelley Book Prize, Society for Historians of the Early American Republic

Nate Holdren, *Injury Impoverished: Workplace Accidents, Capitalism, and Law in the Progressive Era*, honourable mention 2021 Merle Curti Intellectual History Award and winner 2021 Philip Taft Labor History Book Award

Alisha C Holland, *Forbearance as Redistribution: The Politics of Informal Welfare in Latin America*, winner 2017–2018 Best Book Award, Section of Political Institutions and Processes at the Latin American Studies Association

Mark Hunter, *Race for Education*, winner 2020 Joel Gregory Book Prize, Canadian Association of African Studies

Thomas Janoski and Darina Lepadatu, *The Cambridge Handbook of Lean Production: Diverging Theories and New Industries around the World*, winner 2021 Best Book Award International Lean Six Sigma Institute (ILSSI)

Nathan Kalmoe, *With Ballots and Bullets: Partisanship and Violence in the American Civil War*, co-winner 2021 David O. Sears Book Award, International Society of Political Psychology

Elizabeth Papp Kamali, *Felony and the Guilty Mind in Medieval England*, winner 2019 David Yale Book Prize, Seldon Society

Dilek Kurban, *Limits of Supranational Justice: The European Court of Human Rights and Turkey's Kurdish Conflict*, special mention 2021 Book Prize, ICON-S (International Society of Public Law)

Colin Lawson, *The Cambridge Encyclopedia of Historical Performance in Music*, winner 2019 C.B. Oldman Prize, IAML (UK & Ireland)

Amy Lai, *The Right to Parody: Comparative Analysis of Copyright and Free Speech*, winner Exceptional Scholarship Award, 2020 HxA Open Inquiry Awards, Heterodox Academy

Janet I Lewis, *How Insurgency Begins: Rebel Group Formation in Uganda and Beyond*, winner 2021 Book of the Year Prize, Conflict Research Society

Ernest Lim, *A Case for Shareholders' Fiduciary Duties in Common Law Asia*, joint runner-up 2020 Peter Birks Book Prize for Outstanding Legal Scholarship, Society of Legal Scholars

Elizabeth Macpherson, *Indigenous Water Rights in Law and Regulation: Lessons from Comparative Experience*, SAANZ Publication Prize 2020, Law and Society Association of Australia and New Zealand (LSAANZ)

Grégoire Mallard, *Gift Exchange: The Transnational History of a Political Idea*, joint winner 2020 History of Sociology Distinguished Scholarly Publication Award, American Sociological Association

Nivi Manchanda, *Imagining Afghanistan: The History and Politics of Imperial Knowledge*, 2021 L. H. M. Ling Outstanding First Book Prize, The British International Studies Association

Desmond Manderson, *Danse Macabre: Temporalities of Law in the Visual Arts*, co-winner 2020 Australian Legal Research Book Award, Council of Australian Law Deans

Jen Manion, *Female Husbands: A Trans History*, finalist 2021 Lawrence W. Levine Award

Simon Martin, *Ancient Maya Politics: A Political Anthropology of the Classic Period 150–900 CE*, winner 2021 R.R. Hawkins Award, Association of American Publishers

Brendan McGeeever, *Antisemitism and the Russian Revolution*, winner 2020 Reginald Zelnik Book Prize in History, honourable mention 2020 W. Bruce Lincoln Book Prize Association for Slavic, East European, and Eurasian Studies, honourable mention 2019 Alexander Nove Prize and winner 2021 Book Prize, British Association for Jewish Studies

Christoph O Meyer, Chiara De Franco and Florian Otto, *Warning About War: Conflict, Persuasion and Foreign Policy*, winner ICOMM Best Book Award and winner ISA Annual Best Book Award International Studies Association

Yuko Miki, *Frontiers of Citizenship: A Black and Indigenous History of Postcolonial Brazil*, winner 2019 Warren Dean Memorial Prize for the Best Book in Brazilian History, Conference on Latin American History, honourable mention 2019 Howard F. Cline Prize for the Best Book in Ethnohistory, Conference on Latin American History, finalist 2019 Outstanding First Book Award, Association for the Study of the Worldwide African Diaspora

Maria Monnheimer, *Due Diligence Obligations in International Human Rights Law*, winner Hermann Mosler Prize 2020/21, German Society of International Law/Deutschen Gesellschaft für Internationales Recht

Roberta Montemorra Martin, *The Cambridge Verdi Encyclopedia*, finalist Five Best Books on Verdi, Five Books (fivebooks.com)

Chris Moores, *Civil Liberties and Human Rights in Twentieth-Century Britain*, shortlisted 2018 Whitfield Book Prize, Royal Historical Society

Elisabetta Morlino, *Procurement by International Organizations: A Global Administrative Law Perspective*, winner 2020 ICON-S Book Prize, International Society of Public Law

Gabriel Ondetti, *Property Threats and the Politics of Anti-Statism: The Historical Roots of Contemporary Tax Systems in Latin America*, winner of 2021 Best Book (Economics and Politics Section), Latin American Studies Association

Ken Ochieng' Opalo, *Legislative Development in Africa: Politics and Postcolonial Legacies*, co-winner 2020 African Politics Conference Group Best Book Award

Abena Dove Osseo-Asare, *Atomic Junction: Nuclear Power in Africa after Independence*, winner 2020 Martin A. Klein Prize, American Historical Association

Eleonora Pasotti, *Resisting Redevelopment: Protest in Aspiring Global Cities*, winner 2021 Charles Tilly Book Award, American Sociological Association

Anju Mary Paul, *Multinational Maids: Stepwise Migration in a Global Labor Market*, honourable mention 2020 Distinguished Scholarly Book Award 2019, American Sociological Association

Daniel Peat, *Comparative Reasoning in International Courts and Tribunals*, winner 2020 European Society of International Law Book Prize

Ronald C Po, *The Blue Frontier: Maritime Vision and Power in the Qing Empire*, winner 2019 Specialist Publication Accolade in the Humanities, International Convention of Asia Scholars (ICAS)

Dahlia Porter, *Science, Form, and the Problem of Induction in British Romanticism*, honourable mention 2019 University English Annual Book Prize and shortlisted 2019 British Association for Romantic Studies (BARS) First Book Prize

Harriet Phillips, *Nostalgia in Print and Performance, 1510–1613: Merry Worlds*, shortlisted Shakespeare's Globe Book Award 2020



Davin Phoenix, *The Anger Gap: How Race Shapes Emotion in Politics*, co-winner 2020 Race, Ethnicity, and Politics Best Book Award, American Political Science Association

David Pyrooz and Scott Decker, *Competing for Control: Gangs and the Social Order of Prisons*, winner 2021 Outstanding Book Award, Academy of Criminal Justice Sciences

Susan Rankin, *Writing Sounds in Carolingian Europe: The Invention of Musical Notation*, winner 2020 Early Music Award, American Musicological Society

Owen Rees, *The Requiem of Tomás Luis de Victoria (1603)*, winner 2020 Robert M. Stevenson Award, American Musicological Society

Stephanie Rickard, *Spending to Win: Political Institutions, Economic Geography, and Government Subsidies*, Best Book Award International Political Economy Society

Erin Kathleen Rowe, *Black Saints in Early Modern Global Catholicism*, winner 2020 Albert C. Outler Prize, American Society of Church History and 2020 Bainton Prize for History and Theology, Sixteenth Century Society & Conference

Ruth Bloch Rubin, *Building the Bloc: Intraparty Organization in the US Congress*, winner 31st D.B. Hardeman Prize for the Best Book on the United States Congress, LBJ Foundation

Christina Schneider, *The Responsive Union: National Elections and European Governance*, winner EUSA Award for the Best Book Published in European Politics in 2019 and 2020, and honourable mention for the Best Book Award from ISA's International Political Economy section

Emily Senior, *The Caribbean and the Medical Imagination, 1764–1834: Slavery, Disease and Colonial Modernity*, winner University English Book Prize 2020

Wendy M K Shaw, *What is 'Islamic' Art?: Between Religion and Perception*, honourable mention 2020 Albert Hourani Book Award, Middle East Studies Association

Nadera Shalhoub-Kevorkian, *Incarcerated Childhood and the Politics of Unchilding*, co-winner 2020 Association of Middle East Children and Youth Studies Book Award and 28th World Award for Book of the Year in Iran

Aaron Sheehan-Dean, *The Cambridge History of the American Civil War*, winner 2021 Distinguished Book Award-Reference, Society for Military History

Scott Skinner-Thompson, *Privacy at the Margins*, co-winner 2020 Gamm Justice Award, University of Colorado Law School

Hayden R Smith, *Carolina's Golden Fields: Inland Rice Cultivation in the South Carolina Lowcountry, 1670–1860*, finalist 2020 George C. Rogers Jr. Award, South Carolina Historical Society

Tom Stammers, *The Purchase of the Past: Collecting Culture in Post-Revolutionary Paris c.1790–1890*, winner 2021 Gladstone Prize, Royal Historical Society

Sarah Steinbock-Pratt, *Educating the Empire: American Teachers and Contested Colonization in the Philippines*, finalist 2020 Mary Nickless Prize, Organization of American Historians and honourable mention 2020 Outstanding Book Award, History of Education Society

Lieke Stelling, *Religious Conversion in Early Modern English Drama*, shortlisted Shakespeare's Globe Book Award 2020

Alan Strathern, *Unearthly Powers: Religious and Political Change in World History*, winner 2020 Bentley Prize, World History Association

Gavin Sullivan, *The Law of the List: UN Counterterrorism Sanctions and the Politics of Global Security Law*, winner 2021 ILAW Book Award, International Studies Association and shortlisted 2021 Early Career Researcher Book Prize, Socio-Legal Studies Association (SLSA)

Marie-Eve Sylvestre, Nicholas Blomley and Céline Bellot, *Red Zones: Criminal Law and the Territorial Governance of Marginalized People*, 2021 W. Wesley Pue Book Prize, Canadian Law and Society Association

Sabina Tanović, *Designing Memory: The Architecture of Commemoration in Europe, 1914 to the Present*, shortlisted 2021 First Book Award, The Memory Studies Association

Matthew M Taylor, *Decadent Developmentalism: The Political Economy of Democratic Brazil*, co-winner 2020 William M. LeoGrande Award

Guy Thomas, *Loss Coverage: Why Insurance Works Better with Some Adverse Selection*, winner 2019 Kulp-Wright Book Award

Jennifer Trahan, *Existing Legal Limits to Security Council Veto Power in the Face of Atrocity Crimes*, winner 2020 American Branch of the International Law Association Book Award

Guillermo Trejo and Sandra Ley, *Votes, Drugs, and Violence: The Political Logic of Criminal Wars in Mexico*, co-winner 2021 Democracy and Autocracy Section Best Book Award

Jessica Troustine, *Segregation by Design: Local Politics and Inequality in American Cities*, winner 2020 Best Book in the Field of Urban Affairs, Urban Affairs Association

Gerasimos Tsourapas, *The Politics of Migration in Modern Egypt: Strategies for Regime Survival in Autocracies*, winner 2020 Distinguished Book Award, Ethnicity, Nationalism, and Migration Studies Section of the International Studies Association

Inés Valdez, *Transnational Cosmopolitanism: Kant, Du Bois, and Justice as a Political Craft*, winner 2020 Sussex International Theory Prize, Centre for Advanced International Theory

Dóra Vargha, *Polio across the Iron Curtain: Hungary's Cold War with an Epidemic*, winner 2020 Medical Humanities Award, Arts and Humanities Research Council (AHRC) and the Wellcome Trust

Juan José Ponce Vázquez, *Islanders and Empire: Smuggling and Political Defiance in Hispaniola, 1580–1690*, winner Alfred B Thomas Book Award, Southeastern Council of Latin American Studies

Sarah Thomsen Vierra, *Turkish Germans in the Federal Republic of Germany: Immigration, Space, and Belonging, 1961–1990*, finalist 2018 Waterloo Centre for German Studies Book Prize

Lora Anne Viola, *The Closure of the International System: How Institutions Create Political Equalities and Hierarchies*, winner 2021 Chadwick Alger Best Book Award

Steven Webster, *American Rage: How Anger Shapes Our Politics*, co-winner 2021 Juliette and Alexander L. George Outstanding Political Psychology Book Award, International Society of Political Psychology

Emma Whipday, *Shakespeare's Domestic Tragedies: Violence in the Early Modern Home*, co-winner Shakespeare's Globe Book Award 2020

Hazel Wilkinson, *Edmund Spenser and the Eighteenth-Century Book*, winner Isabel MacCaffrey Prize 2020, International Spenser Society

Marcus Willaschek, *Kant on the Sources of Metaphysics: The Dialectic of Pure Reason*, 2020 Book Prize of the North American Kant Society

Yves Winter, *Machiavelli and the Orders of Violence*, winner 2020 C. B. Macpherson Prize, Canadian Political Science Association

Lauren Working, *The Making of an Imperial Polity: Civility and America in the Jacobean Metropolis*, joint winner RHS Whitfield Prize, British and Irish History, Royal Historical Society

Dominic Meng-Hsuan Yang, *The Great Exodus from China: Trauma, Memory, and Identity in Modern Taiwan*, Memory Studies Association's First Book Award

Luke B Yarbrough, *Friends of the Emir: Non-Muslim State Officials in Premodern Islamic Thought*, runner-up 2020 Book Prize, British-Kuwait Friendship Society

Ori Yehudai, *Leaving Zion: Jewish Emigration from Palestine and Israel after World War II*, finalist 2020 National Jewish Book Award, Writing Based on Archival Material Category

Jeffrey T Zalar, *Reading and Rebellion in Catholic Germany, 1770–1914*, winner 2020 DeLong Book History Prize, Society for the History of Authorship, Reading and Publishing (SHARP)

Rachel Zuckert, *Herder's Naturalist Aesthetics*, 2020 Outstanding Monograph Prize, American Society for Aesthetics

2020/2021 APSA Awards (American Political Science Association)

Bethany Albertson & Shana Kushner Gadarian, *Anxious Politics: Democratic Citizenship in a Threatening World*, Winner 2021 Doris Graber Award, American Political Science Association

Adam Auerbach, *Demanding Development: The Politics of Public Goods Provision in India's Urban Slums*, winner 2021 Dennis Judd Best Book Award, American Political Science Association

Rodney Benson, *Shaping Immigration News: A French-American Comparison*, winner 2020 Doris Graber Award for Outstanding Book in Political Communication, American Political Science Association

Verónica Pérez Bentancur, Rafael Piñeiro Rodríguez and Fernando Rosenblatt, *How Party Activism Survives: Uruguay's Frente Amplio*, winner 2020 Leon Epstein Outstanding Book Award, Political Organizations and Parties, American Political Science Association

Christina Boswell, *The Political Uses of Expert Knowledge: Immigration Policy and Social Research*, winner 2020 Best Book Award, Ideas, Knowledge and Politics, American Political Science Association

Rachel E Brulé, *Women, Power, and Property: The Paradox of Gender Equality Laws in India*, Winner 2021 Gregory Luebbert Award, American Political Science Association

Allison Carnegie & Austin Carson, *Secrets in Global Governance: Disclosure Dilemmas and the Challenge of International Cooperation*, winner 2021 International Collaboration Section Best Book Award, American Political Science Association

Simukai Chigudu, *The Political Life of an Epidemic: Cholera, Crisis and Citizenship in Zimbabwe*, winner 2021 Theodore J. Lowi Award, American Political Science Association

Paul M Collins, Jr & Matthew Eshbaugh-Soha, *The President and the Supreme Court: Going Public on Judicial Decisions from Washington to Trump*, winner 2021 Richard E. Neustadt Award, American Political Science Association

Thad Dunning, Guy Grossman, Macartan Humphreys, Susan D Hyde, Craig McIntosh and Gareth Nellis, *Information, Accountability, and Cumulative Learning: Lessons from Metaketa I*, winner 2020 Best Book in Experimental Research, American Political Science Association

Ursula Hackett, *America's Voucher Politics: How Elites Learned to Hide the State*, winner 2021 Education Politics & Policy Best Book Award, American Political Science Association

Mai Hassan, *Regime Threats and State Solutions, Bureaucratic Loyalty and Embeddedness in Kenya*, winner 2021 Robert A. Dahl Award, American Political Science Association

Boris Heersink & Jeffery A Jenkins, *Republican Party Politics and the American South, 1865–1968*, winner 2021 J. David Greenstone Book Prize, American Political Science Association

Carlo Invernizzi-Accetti, *What is Christian Democracy?: Politics, Religion and Ideology*, honourable mention 2020 Hubert Morken Best Book Award in Politics and Religion, American Political Science Association

Ashley Jardina, *White Identity Politics*, joint winner 2020 Robert E. Lane Award for the Best Book in Political Psychology, American Political Science Association

Nathan Kalmoe, *With Ballots and Bullets: Partisanship and Violence in the American Civil War*, winner 2021 Leon Epstein Outstanding Book Award, American Political Science Association

Ken I Kersch, *Conservatives and the Constitution: Imagining Constitutional Restoration in the Heyday of American Liberalism*, winner 2020 C. Herman Pritchett Award, Law and Courts, American Political Science Association

Ahmet T Kuru, *Islam, Authoritarianism, and Underdevelopment: A Global and Historical Comparison*, joint winner 2020 Robert L. Jervis and Paul W. Schroeder Prize for the Best Book in International History and Politics, American Political Science Association

Janet I Lewis, *How Insurgency Begins: Rebel Group Formation in Uganda and Beyond*, honourable mention, 2021 Giovanni Sartori Award, American Political Science Association

Noora Lori, *Offshore Citizens: Permanent Temporary Status in the Gulf*, co-winner 2020 Best Book Award, Migration and Citizenship, American Political Science Association and winner 2021 MENA Politics Section Best Book Award, American Political Science Association

Daniel C Mattingly, *The Art of Political Control in China*, co-winner 2021 Democracy and Autocracy Section Best Book Award, American Political Science Association

Gwyneth H McClendon and Rachel Beatty Riedl, *From Pews to Politics: Religious Sermons and Political Participation in Africa*, honourable mention Giovanni Sartori Prize, Qualitative and Multi-Method Research, American Political Science Association

Anne Meng, *Constraining Dictatorship: From Personalized Rule to Institutionalized Regimes*, winner 2021 William H. Riker Book Award, American Political Science Association

Eleonora Pasotti, *Resisting Redevelopment: Protest in Aspiring Global Cities*, honourable mention 2021 Dennis Judd Best Book Award, American Political Science Association

Davin L Phoenix, *The Anger Gap: How Race Shapes Emotion in Politics*, winner 2020 Ralph J. Bunche Award, American Political Science Association

Markus Prior, *Hooked: How Politics Captures People's Interest*, joint winner 2020 Robert E. Lane Award for the Best Book in Political Psychology, American Political Science Association

Mark D Ramirez & David A M Peterson, *Ignored Racism: White Animus Toward Latinos*, winner 2021 Race, Ethnicity, and Politics Section Best Book Award, American Political Science Association

Christina J Schneider, *The Responsive Union: National Elections and European Governance*, honourable mention 2020 International Collaboration Book Award, American Political Science Association

Hendrik Spruyt, *The World Imagined: Collective Beliefs and Political Order in the Sinocentric, Islamic and Southeast Asian International Societies*, winner 2021 J. David Greenstone Book Prize, American Political Science Association

Chloe N Thurston, *At the Boundaries of Homeownership: Credit, Discrimination, and the American State*, winner 2020 J. David Greenstone Award, American Political Science Association

Guillermo Trejo & Sandra Ley, *Votes, Drugs, and Violence: The Political Logic of Criminal Wars in Mexico*, honourable mention 2021 William H. Riker Book Award, American Political Science Association

Christina Wolbrecht & J Kevin Corder, *A Century of Votes for Women: American Elections Since Suffrage*, winner 2021 Victoria Schuck Award, American Political Science Association

2020/2021 International Studies Association Prizes

Duncan Bell, *Empire, Race and Global Justice*, winner 2020 ISA History Section Joseph Fletcher Prize for an Edited Volume, International Studies Association

Jeffrey M Chwieroth and Andrew Walter, *The Wealth Effect: How the Great Expectations of the Middle Class Have Changed the Politics of Banking Crises*, winner PE section Best Book Award, International Studies Association

Marwa Daoudy, *The Origins of the Syrian Conflict: Climate Change and Human Security*, cowinner Charles Sprout Award 2020–2021 in Environmental Politics, International Studies Association

Noora Lori, *Offshore Citizens: Permanent Temporary Status in the Gulf*, co-winner 2021 ENMISA Distinguished Book Award, International Studies Association

Cecelia Lynch, *Wrestling with God*, winner Religion and International Relations Best Book Award, International Studies Association

Christoph O Meyer, Chiara De Franco and Florian Otto, *Warning about War: Conflict, Persuasion and Foreign Policy*, winner 2020 International Communications Section Best Book Award, International Studies Association

Andrew Phillips and Christian Reus-Smit, *Culture and Order in World Politics*, winner Theory Section Prize for the Best Edited Book, and honourable mention History Section Joseph Fletcher Prize for an Edited Volume, International Studies Association

Hendrik Spruyt, *The World Imagined: Collective Beliefs and Political Order in the Sinocentric, Islamic and Southeast Asian International Societies*, co-winner 2021 ENMISA Distinguished Book Award and co-winner Theory Section Book Prize, International Studies Association

Brent J Steele, *Restraint in International Politics*, co-winner Theory Section Book Prize, International Studies Association

Gavin Sullivan, *The Law of the List: UN Counterterrorism Sanctions and the Politics of Global Security Law*, winner Science, Technology and Art in International Relations Section 2021 Best Book Award, International Studies Association



2020 CHOICE Outstanding Titles

Philip J Armitage, *Astrophysics of Planet Formation*

Luke A Barnes, *The Cosmic Revolutionary's Handbook: (Or: How to Beat the Big Bang)*

Avrim Blum, John Hopcroft and Ravindran Kannan, *Foundations of Data Science*

Max Born and Emil Wolf, *Principles of Optics: 60th Anniversary Edition*

Ariane Chernock, *The Right to Rule and the Rights of Women: Queen Victoria and the Women's Movement*

George Corbett, *Dante's Christian Ethics: Purgatory and its Moral Contexts*

Radek Erban and S Jonathan Chapman, *Stochastic Modelling of Reaction-Diffusion Processes*

Stephan Feuchtwang and Michael Rowlands, *Civilisation Recast: Theoretical and Historical Perspectives*

Kory Floyd, *Affectionate Communication in Close Relationships*

Roderick P Hart, *Trump and Us: What he Says and Why People Listen*

David P Henreckson, *The Immortal Commonwealth: Covenant, Community, and Political Resistance in Early Reformed Thought*

Yue Hou, *The Private Sector in Public Office: Selective Property Rights in China*

Gernot Hueber and Ali M Niknejad, *Millimeter-Wave Circuits for 5G and Radar*

Michael J Kaufman, *Badges and Incidents: A Transdisciplinary History of the Right to Education in America*

Simon Mee, *Central Bank Independence and the Legacy of the German Past*

Jürgen M Meisel, *Bilingual Children: A Guide to Parents*

Koryo Miura and Sergio Pellegrino, *Forms and Concepts for Lightweight Structures*

Joshua Nall, *The Whipple Museum of the History of Science: Objects and Investigations, to Celebrate the 75th Anniversary of R.S. Whipple's Gift to the University of Cambridge*

Reviel Netz, *Scale, Space, and Canon in Ancient Literary Culture*

Brian G Ogolsky and J Kale Monk, *Relationship Maintenance: Theory, Process and Context*

Beth N Orcutt, Isabelle Daniel and Rajdeep Dasgupta, *Deep Carbon, Past to Present*

Ross D Parke and Glen H Elder, Jr., *Children in Changing Worlds: Sociocultural and Temporal Perspectives*

Andrew Phillips and Christian Reus-Smit, *Culture and Order in World Politics*

Adam Przeworski, *Crises of Democracy*

Michael P Richards and Kate Britton, *Archaeological Science: An Introduction*

Sonia E Rolland and David M Trubek, *Emerging Powers in the International Economic Order: Cooperation, Competition and Transformation*

Terry Smith, *Whitelash: Unmasking White Grievance at the Ballot Box*

Iain Stewart, *Raymond Aron and Liberal Thought in the Twentieth Century*

Aribidesi Usman, *The Yoruba from Prehistory to the Present*

Cara M Wall-Scheffler, Helen K Kurki and Benjamin M Auerbach, *The Evolutionary Biology of the Human Pelvis: An Integrative Approach*

Richard Williams, Verity Kemp, S Alexander Haslam, Catherine Haslam, Kamaldeep S Bhui and Susan Bailey, *Social Scaffolding: Applying the Lessons of Contemporary Social Science to Health and Healthcare*

Blake Wilson, *Singing to the Lyre in Renaissance Italy: Memory, Performance, and Oral Poetry*

Qiang Yang, Yu Zhang, Wenyuan Dai and Sinno Jialin Pan, *Transfer Learning*

2021 PROSE Awards (American Publishers Awards for Professional and Scholarly Excellence)

Michael Bennett, *War Against Smallpox: Edward Jenner and the Global Spread of Vaccination*, finalist 2021 PROSE Award for History of Science, Medicine, and Technology

Amy R Bloch, *The Art of Sculpture in Fifteenth-Century Italy*, finalist 2021 PROSE Award for Art History and Criticism

Marc Peter Deisenroth, A Aldo Faisal and Cheng Soon Ong, *Mathematics for Machine Learning*, finalist 2021 PROSE Award for Textbook in the Physical Sciences and Mathematics

Philip Dwyer and Joy Damousi, *The Cambridge World History of Violence, 4 Volume Hardback Set*, winner 2021 PROSE Award for Single and Multivolume Reference and Textbooks in the Humanities

Alberto Espay, Benjamin Stecher and Brain Fables, *The Hidden History of Neurogenerative Diseases and a Blueprint to Conquer Them*, winner 2021 PROSE Award for Neuroscience

Kevin D Hunt, *Chimpanzee: Lessons from our Sister Species*, finalist 2021 PROSE Award for Biological Science

Simon Martin, *Ancient Maya Politics: A Political Anthropology of the Classic Period 150–900 CE*, winner 2021 PROSE Excellence Award in Humanities, Association of American Publishers

John Martin-Joy, *Diagnosing from a Distance*, finalist 2021 PROSE Award for Biological and Life Sciences Finalists, Clinical Medicine

David Merritt, *A Philosophical Approach to MOND: Assessing the Milgromian Research Program in Cosmology*, winner 2021 PROSE Excellence Award in Physical Sciences and Mathematics

Reviel Netz, *Scale, Space and Canon in Ancient Literary Culture*, winner 2021 PROSE Award for Classics

Beth N Orcutt, Isabelle Daniel and Rajdeep Dasgupta, *Deep Carbon: Past to Present*, winner 2021 PROSE Award for Earth Science

Andrea Rinaldo, Marino Gatto and Ignacio Rodriguez-Iturbe, *River Networks as Ecological Corridors: Species, Populations, Pathogens*, winner 2021 PROSE Award for Environmental Science

Terry Smith, *Whitelash: Unmasking White Grievance at the Ballot Box*, winner 2021 PROSE Award for Legal Studies and Criminology

S Sussman, *The Cambridge Handbook of Substance and Behavioral Addictions*, finalist 2021 PROSE Award for Biological and Life Sciences Finalists, Nursing and Allied Health

Steven Weinberg, *Lectures on Astrophysics*, winner 2021 PROSE Award for Textbook in the Physical Sciences and Mathematics

Educational Publishing Awards Australia 2020

Cambridge Science, winner Secondary Student Resource – Junior – Mathematics/Science category

2020 ELTons

Leslie Anne Hendra, Mark Ibbotson, Ben Goldstein, Kathryn O'Dell, Lindsay Clandfield, Ceri Jones and Philip Kerr, *Evolve*, finalist Excellence in Course Innovation

Abstract of the Financial Statements

The Members of the Press Syndicate are pleased to present the following abstract of the financial statements of the Press for the fifteen month period ended 31 July 2021.

The Press and Press Syndicate

The Press is the publishing house of the University of Cambridge (the 'University'), whose right to print and sell 'all manner of books' was granted by Henry VIII in 1534. It is the oldest publishing house in the world, having published continuously since the 1580s.

Cambridge University Press is established by Statute of the University. It is part of the University, and it furthers the University's mission by disseminating knowledge in the pursuit of education, learning and research at the highest international levels of excellence.

Statute J of the University of Cambridge, the Press's governing document, the full text of which is set out on page 40 of this report, states: "There shall be in the University a University Press which shall be devoted to printing and publishing in the furtherance of the acquisition, advancement, conservation, and dissemination of knowledge in all subjects; to the advancement of education, religion, learning, and research; and to the advancement of literature and good letters".

The Press is governed by the Press Syndicate, a body consisting of the Vice-Chancellor or his/her deputy as Chair, a University Officer appointed by the Council and up to sixteen senior members of the University Senate. The powers of the Syndicate are fully set out in Statute J and the supporting Ordinances of the Press.

Members of the Press Syndicate who served during the fifteen months ended 31 July 2021 and up until the date of approval of these financial abstracts, unless otherwise stated, were as follows:

Professor Stephen Toope (Vice-Chancellor)
Sir David Bell (Senior Independent Director)
Dr Toke Aidt
Professor Kenneth Armstrong
Dr Kasia Boddy (appointed 1 January 2021)
Dr Angela Breitenbach (appointed 1 January 2021)
Professor Cathie Clarke
Dr Jessica Gardner (University Librarian: University Officer Syndic)
Dr David Good (resigned 31 December 2020)
Professor Emily Gowers
Professor Joan Lasenby
Mr David Parsons

(Interim Head of Legal Services: University Officer Syndic from 1 August 2021)

Mr Richard Partington
Professor Richard Prager
Mr Ian Pryce (appointed 1 August 2021)
Ms Radhika Radhakrishnan (appointed 1 August 2021)
Professor David Runciman (resigned 13 November 2020)
Mr Jonathan Scott (appointed 1 August 2021)
Dr Sue Swaffield
Professor Sarah Worthington

The Secretary of the Press Syndicate is Mr Peter Phillips, Chief Executive of Cambridge University Press and University Printer of The University of Cambridge.

Organisation and governance

The Press Syndicate governs the activity of the Press and exercises oversight through the Press & Assessment Board and its various committees. The Press & Assessment Board was established on 5 May 2017 when the Press Syndicate and the University Local

Examinations Syndicate (UCLES) delegated the necessary powers, within agreed terms of reference, for that Board to exercise joint oversight over both the Press and Cambridge Assessment on their behalf.

The Press & Assessment Board discharges its responsibility for oversight of the Press both directly and through four joint committees, namely the Audit Committee, Technology Committee, Remuneration Committee, and Nominations Committee, and through four committees specific to the Press, namely the Academic Publishing Committee, Academic Advisory Board, Online Education Committee and the ELT & Education Publishing Committee. The Press Syndicate exercises ultimate authority over the Press's publishing, through the Press & Assessment Board and the two publishing committees, which approve every academic title (books and journals) and the publishing programs of the ELT and Education businesses. Members of the Press Syndicate are represented on the publishing committees together with Press management.

There were 57 members of the Press & Assessment Board, its joint committees and the publishing committees who served during the 15 month period. Officers employed by the University do not receive remuneration. Other members, or where applicable their University departments, are entitled to receive remuneration under normal contract terms. The Press paid a total of £145,000 (2020: £131,000) to these members or their departments during the 15 month period: £68,000 (2020: £61,000) for external members of the Press & Assessment Board and its committees and £77,000 (2020: £70,000) for University members of these committees. In addition, a small amount of reimbursed expenses was paid. Other than this no individual member of the Press Syndicate received any remuneration from Cambridge University Press, other than in their capacity as author, series editors or editorial advisers.

The responsibilities of the Press & Assessment Board include the preparation and approval of the Annual Report and Financial Statements of the Press in accordance with Statute J of the University of Cambridge and on behalf of the Syndicate. The Press & Assessment Board receives a recommendation from its Audit Committee as part of the approval process and also the report of the independent auditor. The approved financial statements are signed on its behalf and at its direction by the Press's Chief Executive and its Chief Financial Officer.

Membership of the Press & Assessment Board and its various committees is set out in detail below.

Press and Assessment Board and its sub-committees**Press and Assessment Board**

Members of the Press & Assessment Board who served from 1 May 2020 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:
Mr Anthony Odgers (Chair), Chief Financial Officers, University of Cambridge
Professor Graham Virgo, Senior Pro-Vice-Chancellor, University of Cambridge

Sir David Bell, Senior Independent Director
Professor Kenneth Armstrong (appointed 17 September 2020)
Mr Andrew Jordan (appointed 17 September 2020)
Professor Chris Kennedy
Dr Orlando Machado (appointed 17 September 2020)
Mr Saul Nassé, Cambridge Assessment Chief Executive (resigned 31 July 2021)
Mr Richard Partington



Mr Peter Phillips, Cambridge University Press Chief Executive
 Professor Richard Prager
 Ms Radhika Radhakrishnan (appointed 17 September 2020)
 Professor David Runciman (resigned 17 September 2020)
 Mr Jonathan Scott
 Ms Susan Taylor Martin (appointed 22 December 2020)
 Mr Nick Temple (resigned 31 July 2021)

Audit Committee

Members of the Press and Assessment Audit Committee who served from 1 May 2020 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Mr Jonathan Scott (Chair from 1 May 2020)
 Ms Jessica Rusu
 Ms Radhika Radhakrishnan (appointed 17 September 2020)
 Mr Nick Temple (resigned 16 July 2020)

The Committee, as part of its joint remit, provides assurance, as to the integrity of the Press reporting processes and systems of financial governance, control and risk management.

Technology Committee

Members of the Press and Assessment Technology Committee who served from 1 May 2020 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Mr Nick Temple (Chair, resigned 31 July 2021)
 Mr Andrew Jordan (Chair from 1 August 2021)
 Dr Orlando Machado
 Ms Jessica Rusu (appointed 20 April 2021)
 Mr Jonathan Scott

The Committee's purpose is to provide a deep level of scrutiny, on behalf of the Press & Assessment Board (PAB), over investment proposals that involve technology and to monitor progress in their implementation.

Remuneration Committee

Members of the Press and Assessment Remuneration Committee who served from 1 May 2020 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Sir David Bell (Chair), Senior Independent Director
 Mr Anthony Odgers, Chief financial Officer, University of Cambridge
 Mr Richard Partington
 Ms Susan Taylor Martin (appointed 25 May 2021)

The Committee, as part of its joint remit, is responsible for setting the remuneration of the Chief Executive and the most senior executives of the Press.

Nominations Committee

Members of the Press and Assessment Nominations Committee who served from 1 May 2020 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Mr Anthony Odgers (Chair), Chief financial Officer, University of Cambridge
 Sir David Bell, Senior Independent Director
 Mr Richard Partington
 Ms Susan Taylor Martin (appointed 25 May 2021)

The Committee, as part of its joint remit, is responsible for recommending to the Press & Assessment Board the appointment of Board members to the Press Board and the appointment of non-executive members of the Press & Assessment Board.

Publishing Committees

Academic Publishing Committee

The Academic Publishing Committee approves every Academic title (books and journals). Members who served from 1 May 2020 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Professor Kenneth Armstrong (Chair)
 Dr Toke Aidt
 Professor Amira Bennison (appointed 9 October 2020)
 Dr Kasia Boddy
 Dr Angela Breitenbach
 Professor Cathie Clarke
 Professor Nicola Clayton
 Mrs Ella Colvin, Executive
 Mr Ben Denne, Executive
 Professor David Fergusson (appointed 8 October 2021)
 Professor Emily Gowers
 Professor Tim Harper
 Mrs Amanda Hill, Executive
 Professor Arieh Iserles
 Professor Duncan Kelly (appointed 3 September 2021)
 Professor Joan Lasenby
 Professor David McKitterick
 Professor Tony Minson
 Mr Peter Phillips, Executive
 Professor Barbara Sahakian
 Mr Kevin Taylor (Secretary), Executive
 Professor Andy Woods

Academic Advisory Board

The Academic Advisory Board ensures that sufficient input, oversight and guidance is committed to the direction of Academic publishing within the Press, feeding advice and analysis to make the Press & Assessment Board aware of all necessary issues.

Members who served from 1 May 2020 up until 31 July 2021, unless otherwise stated, were as follows:

Professor David Runciman (Chair until 17 September 2020; resigned 17 September 2020)
 Mr Mark Allin (Chair from 17 September 2020)
 Professor Kenneth Armstrong
 Professor Cathie Clarke
 Dr Jessica Gardner
 Ms Amanda Hill, Executive
 Ms Christine McEntee (appointed 1 December 2020)
 Professor David McKitterick (resigned 20 March 2021)
 Mr Peter Phillips, Executive
 Mr Sam Pringle, Executive
 Mr Kevin Taylor (Secretary), Executive
 Professor Graham Virgo

Online Education Committee

The Online Education Committee approves any courses for inclusion in 'Cambridge Advanced Online' based on market research, assessment by the Press's editorial team including peer review, and consideration of the pedagogical approach and assessment against an agreed quality framework.

Members who served from 1 May 2020 up until 31 July 2021, unless otherwise stated, were as follows:

Professor Richard Prager (Chair)
 Mr Michael Cresswell, Executive
 Ms Amanda Hill, Executive
 Dr Lisa Jardine-Wright
 Professor Peter Jones
 Dr Sue Jones
 Professor Joan Lasenby

Mr Saul Nassé, Executive (resigned 31 July 2021)
 Mr Kevin Taylor (Secretary), Executive
 Dr Elaine Wilson
 Ms Anna Wood, Executive
 Professor Chris Young

ELT and Education Publishing Committee

The ELT and Education Publishing Committee approves the publishing programmes of the ELT and Education businesses. Members who served from 1 May 2020 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Professor Chris Kennedy, (Chair)
 Ms Pamela Baxter, Executive (appointed 9 March 2021)
 Mr Paul Colbert, Executive (resigned 23 September 2021)
 Mr Rob Cooper, Executive (resigned 23 September 2021)
 Dr David Good
 Ms Frances Lowndes, Executive (resigned 9 February 2021)
 Professor Rose Luckin
 Dr Gary Motteram
 Mr Peter Phillips, Executive
 Mr Rod Smith, Executive
 Dr Sue Swaffield
 Mr Kevin Taylor (Secretary), Executive
 Mr Andrew Watson, Executive (resigned 23 September 2021)
 Mr Jon Williamson, Executive (appointed 23 September 2021)
 Ms Fran Woodward, Executive (appointed 23 September 2021)
 Professor Mike Younger

The Executive and Management

The day-to-day management of the Press is delegated to the Chief Executive, who appoints the Press Board (at 31 July 2021 consisting of ten Directors), and other staff as he deems necessary to conduct the Press's business around the world.

Members of the Press Board who served from 1 May 2020 and up until 31 July 2021, unless otherwise stated, were as follows:

Mr Peter Phillips, (Chair)
 Mrs Cathy Armor
 Mr Andrew Chandler
 Mr Paul Colbert
 Mrs Amanda Hill
 Mr Mark Maddocks
 Ms Catie Sheret
 Mr Rod Smith
 Mr Kevin Taylor
 Mr Mark Whitehouse

Syndics' Statement

The Abstract of the Consolidated income statement for the 15 month period ended 31 July 2021, the Abstract of the Reconciliation of movement in capital and reserves for the 15 month period ended 31 July 2021 and the Abstract of the Consolidated balance sheet at 31 July 2021 (the 'abstract of the financial statements') presented on page 37 are not full financial statements of Cambridge University Press, but a summary of information derived therefrom.

Under Statute J of the University of Cambridge, the Syndics are responsible for preparing full financial statements and for having these audited. In accordance with formally delegated authority the Press & Assessment Board discharge this responsibility on behalf of the Syndics and have elected to prepare the full financial statements in accordance with the requirements of United Kingdom Accounting Standards and applicable law.

The full financial statements from which the abstract of the financial statements is derived, were approved by the Press & Assessment Board on 4 November 2021. The independent auditors' report on the financial statements was unmodified.

The full financial statements are available on request from Cambridge University Press, University Printing House, Shaftesbury Road, Cambridge CB2 8BS.



Professor Stephen Toope
 Chairman of the Press Syndicate



Independent auditors' statement to the Press & Assessment Board

We have examined the supplementary financial information included within the Abstract of the Financial Statements of Cambridge University Press for the 15 month period ended 31 July 2021, which comprises the Abstract of the Consolidated income statement for the period ended 31 July 2021, the Abstract of the Reconciliation of movement in capital and reserves for the 15 month period ended 31 July 2021 and the Abstract of the Consolidated balance sheet at 31 July 2021 set out on page 37.

Respective responsibilities of Press & Assessment Board and auditors

The Press & Assessment Board, under formally delegated authority from the Syndics, is responsible for preparing the Annual Report of Cambridge University Press for the 15 month period ended 31 July 2021 (the 'Annual Report'), in accordance with Statute J of the University of Cambridge, which includes information extracted from the full annual financial statements of Cambridge University Press for the 15 month period ended 31 July 2021.

Our responsibility is to report to you our opinion on the consistency of the summary financial information, included within the Annual Report, with those full annual financial statements.


This statement, including the opinion, has been prepared for and only for the Press & Assessment Board as a body and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this statement is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Basis of opinion

Our examination involved agreeing the balances disclosed in the Abstract of the Financial Statements to the full annual financial statements. Our audit report on the full annual financial statements of Cambridge University Press describes the basis of our audit opinion on those financial statements.

Our opinion

In our opinion the financial information is consistent with the full annual financial statements of Cambridge University Press for the 15 month period ended 31 July 2021.



PricewaterhouseCoopers LLP

Chartered Accountants and Statutory Auditors
Cambridge
5 November 2021

Notes

- The maintenance and integrity of the Cambridge University Press website is the responsibility of the Press & Assessment Board; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.
- Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Abstract of Consolidated income statement for the 15 month period ended 31 July 2021

	15 months to 31 July 2021 (£'m)	12 months to 30 April 2020 (£'m)
Turnover	384.0	336.0
Operating profit	20.7	23.6
Net finance income / (expense)	(3.1)	(2.3)
Profit before tax	17.6	21.3
Tax on profit	(2.0)	(2.0)
Profit for the financial period	15.6	19.3
Profit attributable to:		
Owners of the parent	14.9	19.1
Non-controlling interests	0.7	0.2
Profit for the financial period	15.6	19.3

Abstract of Reconciliation of movement in capital and reserves for the 15 month period ended 31 July 2021

	2021 (£'m)	2020 (£'m)
Profit for the financial period	15.6	19.3
Re-measurement of net defined benefit obligation	31.9	(51.2)
Transfer to the University of Cambridge	(4.5)	(16.2)
Foreign exchange loss on translation of net assets	(0.4)	(2.1)
Dividends paid to non-controlling interests	(0.1)	(0.3)
Net movement in capital and reserves	42.5	(50.5)
Opening capital and reserves at 1 May	16.1	66.6
Closing capital and reserves at 31 July	58.6	16.1

Abstract of Consolidated balance sheet at 31 July 2021

	2021 (£'m)	2020 (£'m)
Fixed assets		
Intangible assets	35.4	38.9
Tangible assets	24.1	26.2
Other investments	0.5	0.3
	60.0	65.4
Current assets		
Other investments	-	29.5
Pre-publication costs	24.9	25.1
Inventories	19.9	25.3
Debtors	118.7	115.5
Cash at bank and in hand	95.0	39.7
	258.5	235.1
Creditors: amounts falling due within one year	(127.4)	(118.1)
Net current assets	131.1	117.0
Net assets excluding post-retirement obligations	191.1	182.4
Defined benefit pension scheme obligation	(106.5)	(139.6)
Other post-retirement benefits obligation	(26.0)	(26.7)
Net assets	58.6	16.1
Capital and reserves		
Profit and loss account	56.4	14.5
Non-controlling interests	2.2	1.6
Total capital and reserves	58.6	16.1



Anti-Slavery and Human Trafficking Statement

Made in accordance with section 54 of the Modern Slavery Act 2015, for the financial period from 1 May 2020 to 31 July 2021.

Introduction from Chief Executive Peter Phillips

Cambridge University Press is committed to acting ethically and with integrity, and does not tolerate any form of modern slavery or human trafficking. As part of our commitment, we uphold the standards set out in the Modern Slavery Act 2015 by implementing systems and controls to ensure that modern slavery is not taking place anywhere within our organisation, or in any of our supply chains. This, our sixth modern slavery statement, made in accordance with section 54 of the Modern Slavery Act 2015, summarises our current approach and sets out the further action we plan to take in the coming year in our business and our supply chains.

Peter Phillips
Chief Executive

Our Structure

Cambridge University Press ('the Press') dates from 1534 and is part of the University of Cambridge. Our mission is to unlock people's potential with the best learning and research solutions. Playing a leading role in today's global market place, the Press has over 50 offices across the globe, employing over 2,000 people, and publishes over 50,000 titles by authors from over 100 countries, bringing thousands of subjects and millions of ideas to the world.

Our publishing covers a huge range of subjects with professional books, textbooks, monographs, reference works, English language teaching publications, software and electronic publishing. Across the whole of our publishing, from starter-level English language teaching materials for learners worldwide, through curriculum-oriented textbooks and e-resources, to the most specialised academic research outputs, we maintain and extend our age-old reputation for high quality and technological innovation to meet the needs of our customers, authors and readers across the globe. To find out more about what we do and our mission statement, please visit cambridge.org/about-us.

Our Policies on Slavery and Human Trafficking

We have a number of policies in place to further our commitment to combat modern slavery and human trafficking. This includes:

Our **Anti-Slavery and Human Trafficking Policy** which outlines our zero-tolerance to all modern forms of slavery and human trafficking, and reflects our commitment to acting ethically and with integrity in all of our business relationships

Our **Code of Ethics**, which is updated annually, provides guidance on the standards of behaviour to which all our staff must adhere. The Code of Ethics reflects the Press commitment to implement systems and controls that ensure modern slavery is not taking place anywhere within our organisation or in any of our supply chains. It also states our requirement for relevant third parties to hold themselves and their own relevant suppliers to the same high standards. Press employees are required to certify that they have read and understood the Code of Ethics on an annual basis.

Our **Third Party Code of Conduct** outlines the minimum standard of behaviour we expect from all our third parties (including agents, contractors, distributors, joint venture partners, and suppliers), and is provided to all our third parties prior to conducting business with them. The Third Party Code of Conduct strictly prohibits the use of modern slavery and human trafficking and reconfirms our Code of Ethics requirement for relevant third

parties to hold themselves and their own relevant suppliers to the same high standards.

Our **Global Concerns at Work Policy** outlines our commitment to making it possible for employees with serious concerns regarding any aspect of their work, the conduct of others or the running of our organisation to report such concerns in confidence and with confidence. It includes specific reference to concerns relating to modern slavery and human trafficking.

Our **Whistleblowing hotline** builds further on the commitment contained within the Global Concerns at Work Policy by providing not only our employees, but our authors, customers and other third parties with a clear procedure for addressing any concerns, including those relating to modern slavery and human trafficking.

Our **Global Procurement Policy** is designed to work with our supply partners and their extended supply chains to minimise negative impacts from trading activities on the environment and local communities. To further the commitments made within the Global Procurement Policy, we have signed up to the most widely recognised industry standards for labour conditions, environmental impact and chemical safety. We also recognise the importance of the United Nations Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights.

Our Supply Chain

Our product supply chains are extensive and global, with suppliers in over 80 countries. We currently operate 14 warehouses worldwide, which are managed either directly by the Press or by third party logistics providers. The principal activities included in our supply chain are as follows:

- Distribution
- Procurement of goods and services related to production of printed materials
- Procurement of goods and services not related to production of printed materials
- Production of items ancillary to the production of printed materials including, in particular, toys and textiles accompanying certain educational resources
- Production of digital materials and platforms
- Production of printed materials
- Warehousing

Assessment of Modern Slavery Risk within our Supply Chain

Following review of the principal activities included in our supply chain, we have determined that there are six main activities our third parties undertake which could pose a potential risk from a modern slavery and human trafficking perspective:

- Digital editing and typesetting
- Distribution
- Production of items ancillary to the production of printed materials (toys and textiles)
- Production of printed materials
- Supply of electronic devices to the Press
- Warehousing

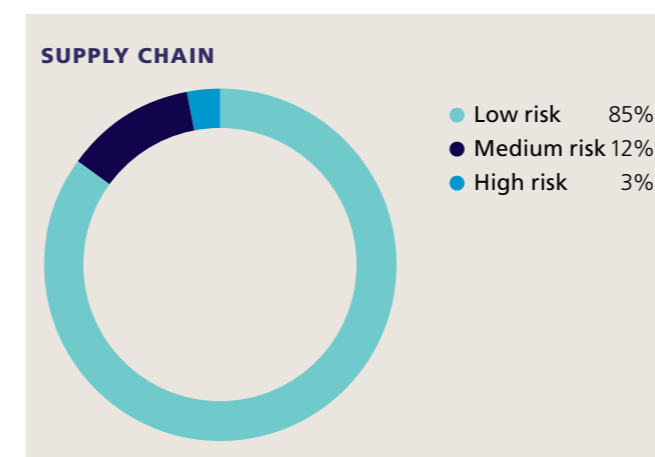
In 2016 we completed a detailed analysis of our global third party community, which is made up of many thousands of suppliers and distributors. We identified that the majority of Press expenditure is with around 2,000 of these third parties. To start with, we prioritised the risk assessment of these 2,000 third parties taking into account our annual expenditure with them, their country risk, and the product/service risk, as well as internal knowledge of the company in question and its ongoing supply chain. The results of this risk assessment highlighted the following about the risk levels within our supply chain:

High risk: Primarily printers, typesetters and distribution partners

Medium risk: In addition to the above, certain IT, supply chain and facilities providers

Low risk: A mix of the above, plus other third party types such as digital distributors, marketing suppliers, and internal suppliers, to include legal service companies, accounting firms, IT infrastructure suppliers, etc.

No risk: Authors and freelancers (being individual suppliers)



Due Diligence Processes

Having established where our risk lies, it is important that we conduct due diligence within our supply chain to understand whether there is evidence of modern slavery and human trafficking, and whether there are sufficient controls in place to prevent it. The steps we currently take to assess modern slavery risk are completed as part of our third party due diligence process. All new third party relationships and any existing third party relationships being reviewed, are subject to the following:

- Questioning around compliance with international labour law to include specific questions about modern forms of slavery and trafficked labour to help us understand:
 - the processes our third parties have in place to ensure modern slavery and human trafficking does not exist both within their own operations as well as in their supply chain
 - whether they have training programmes in place to ensure their employees are trained to understand ethical concerns and risks in relation to modern slavery and human trafficking
 - whether they have discovered instances of modern slavery or human trafficking within their own organisation, or their supply chain, and if so, what steps they have taken to ensure the concerns were addressed
- Contractual terms to include anti-modern slavery provisions
- Signing up to our Third Party Code of Conduct thereby requesting they agree to act in accordance with it, including the modern slavery provisions

As an active participant in the Book Chain Project (BCP), a collaborative effort in the publishing industry to promote a responsible supply chain, we have access to additional information that can be used in our due diligence review. The BCP consists of 3 modules; Forest Sourcing, Chemicals and Materials, and Labour and Environment. The Labour and Environment module allows us to ensure that our suppliers who have signed up, meet recognised standards for labour and environmental practice. Engaging with

the BCP allows suppliers to share their audit findings with multiple publishers easily; we regularly monitor information uploaded into the Labour and Environment database to ensure any new information is reviewed and acted upon where necessary. Additionally in 2021, we became a member of Sedex. Sedex is a membership organisation that provides an online platform for businesses to manage and improve working conditions within global supply chains. By utilising the platform, we have further enhanced our ability to source responsibility by effectively mapping our supply chain, and gaining access to ethical and social performance metrics that guide our decision making.

Training

To raise awareness of modern slavery and human trafficking risks in our supply chain and our business we provide training to our employees. Our anti-trafficked labour training programme combines online training for all employees, with face-to-face training for those in senior or front-line roles, such as procurement specialists, and members of staff within Operations and Supply Chain. Our online training course helps to ensure that all employees are aware of our regulatory obligations, and are able to identify any issues in regards to modern slavery and human trafficking and raise them appropriately so that any concerns can be addressed.

All new Press employees are required to complete the online anti-trafficked labour training course within 1 month of starting work, as part of their on-boarding process. This process also includes annually certifying that they agree to abide by the Code of Ethics and provides employees with information in regards to how they can ask questions and raise any concerns.

Measuring Effectiveness – Key Performance Indicators

The Press has committed to review its Anti-Slavery and Human Trafficking Policy annually and more frequently if circumstances require it. To help measure compliance and the effectiveness of the policy and, through that, our progress in preventing modern slavery and human trafficking from taking place in our business and supply chains, we use a number of key performance indicators (KPIs) to monitor the numbers of:

- Employees signed up to or re-signed to our Code of Ethics
- Employees and third parties who have completed training
- Risk assessments of third parties carried out
- Due diligence processes completed
- Audit processes completed
- Partnerships entered into with relevant organisations such as BCP and Sedex
- These were first established in our 2015/2016 and we consider whether they are still appropriate as part of our annual review of the policy.

Declaration

This statement is made by Cambridge University Press, a Department of the University of Cambridge, and has been approved by the organisation's Press Board. It is a statement made in accordance with section 54 of the Modern Slavery Act 2015 and covers the financial period from 1 May 2020 to 31 July 2021.

Peter Phillips
Chief Executive



Statute J of the University of Cambridge: the University Press

1. There shall be in the University a University Press which shall be devoted to printing and publishing in the furtherance of the acquisition, advancement, conservation, and dissemination of knowledge in all subjects; to the advancement of education, religion, learning, and research; and to the advancement of literature and good letters.

2. There shall be in the University a Press Syndicate. The management of the finance, property, and affairs generally of the University Press shall be the responsibility of the Press Syndicate which shall exercise in relation thereto all the powers of the University except in so far as the Statutes and Ordinances expressly or by necessary implication provide otherwise. The Press Syndicate shall consist of the Vice-Chancellor or a duly appointed deputy as Chair and such number of members of the Senate appointed in such manner as shall be determined from time to time by Ordinance.

3. The Press Syndicate shall have power in the name of the University and for the purposes of the University Press to exercise the powers in Statute A II 3–8. These powers shall apply to investment as well as to any other activity or function of the University Press. Save only insofar as the Statutes, Ordinances or regulations enacted under Statute J 5 expressly or by necessary implication provide otherwise, these powers may be exercised at the absolute discretion of the Press Syndicate.

4. All income accruing to the University Press shall be credited to the accounts of the Press Syndicate and all University Press capital and income shall be controlled by the Press Syndicate and applied by them at their sole discretion for the purposes of the University Press.

5. The Council shall have authority to impose limitations on the power of the Press Syndicate to enter into any financial commitments or to grant security on the property of the University Press.

6. The Press Syndicate shall have power in the name of the University to engage persons for employment in the service of the University Press, determine their salaries and pensions, and prescribe the conditions of their service.

7. Persons holding certain posts in the University Press which have been specially designated under this section by the Council on the recommendation of the Press Syndicate shall be treated as University officers for the purposes of Statute A III 10(b), Statute B I 1, Statute B II 2, and Statute A X 2(b).¹

8. The accounts of the University Press shall be audited annually by one or more qualified accountants appointed by the Council. The Council shall in every year appoint one or more persons from among the members of the Finance Committee, who shall examine these accounts, confer with the auditor or auditors, and report to the Council.

9. There shall be a Press Seal, as a seal of the University to be used on the directions of the Press Syndicate in matters relating to the affairs of the University Press; but the existence of the Press Seal shall not invalidate the use in connection with such matters of any other seal of the University. The University shall have power to make Ordinances concerning the custody and affixing of the Press Seal.

10. The Press Syndicate shall have power to delegate any of their powers under this Statute subject to any limitations imposed by Ordinance.

11. The term 'property of the University Press' here and elsewhere in Statutes and Ordinances shall refer to property of the University, both real and personal, held or used for the purposes of the University Press. In favour of any person having dealings with the University Press a certificate signed by the Registry that any particular property is the property of the University Press, or that any limitations imposed under Statute J 5 have been complied with, shall be conclusive.

12. The Press Syndicate shall make an Annual Report to the Council, which shall be published to the University either as a whole or in summary.

13. Notwithstanding the provisions of the foregoing sections, the Council shall have power in circumstances which the Council deems to be exceptional, on the advice of its Finance Committee, to discharge the Press Syndicate, and to assume full responsibility itself for the management of the Press for the time being. If the Council has occasion to exercise the powers available under this section, the Council shall make a full report to the University on the circumstances necessitating such action.

1. The following have been specially designated under this section: the Secretary of the Press Syndicate, Directors, Associate Directors, Senior Editors and Senior Managers of the Press.





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