

# BMA/BMJ groups – gender pay gap report

Using data from 5 April 2024



## Commitment to equality, diversity and inclusion

The BMA/BMJ groups are committed to championing equal rights and opportunities, and proactively tackling discrimination or disadvantage in all forms to create an open and inclusive culture for our employees, members, customers and stakeholders.

As a group that includes a trade union, professional association and global healthcare knowledge provider, the BMA/BMJ groups are determined to address our gender pay gap and we are working with our employees to identify practical ways in which we can do this.

It is encouraging to see high levels of female representation at all levels within the group, but we recognise that over-representation of females in the lower quartiles contributes to our pay gap. We are pleased to see our gender pay gap has narrowed this year and is now lower than the UK national figures and for the Professional, Scientific and Technical Activities sector (ONS figures, published October 2024). As the Association campaigns for fair pay for our members, we are determined to reflect on what we lobby for, and the groups are committed to fair pay for all our staff and addressing our gender pay gap.

We continue to work with our leadership teams, staff networks and employees to identify practical ways to build on the initiatives that we have started over recent years. Whilst we are delighted to see signs of our good progress, with our median pay gap at its lowest since reporting began, there is still more to do. We are determined to make further progress during the following months and years.

We can confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

**Rachel Podolak and Neeta Major**  
Co-chief executive officer BMA

**Chris Jones**  
Chief executive officer BMJ

## Introduction – reporting requirements

The gender pay gap legislation introduced in April 2017 requires that UK employers with 250 employees or more on the snapshot date (5 April) publish data about their gender pay gap.

The legislation requires the BMA/BMJ groups report the following information:

1. mean gender pay gap in hourly pay
2. median gender pay gap in hourly pay
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of male and female employees in each pay quartile
6. proportion of male and female employees receiving a bonus payment.

The data in this report reflects the snapshot date 5 April 2024.

## Why are the BMA and BMJ making a joint report?

The publication of gender pay gap results is joint for the BMA/BMJ groups.

UK based, BMJ staff are employed under BMA contracts of employment as the primary employer and so fall into the headcount of the BMA rather than the BMJ. On this basis, the BMA will report an overall figure for both companies.

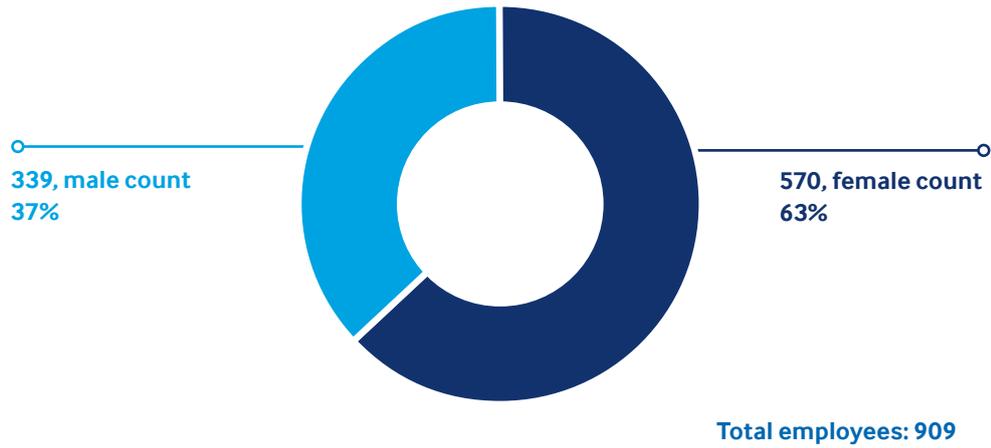
## Staff included in the gender pay gap data

UK-based employees on employment contracts with the BMA/BMJ groups are included in the calculations. This does not include elected members and non-executive directors, or employees and contractors who are based outside the UK.

## BMA/BMJ group demographics

The gender split in the BMA/BMJ groups is shown below. The number of female employees outweighs the number of male employees.

The BMA/BMJ employed 930 staff on the snapshot date of 5 April 2024, however 21 have been excluded from the pay gap calculations due to reduced rates of pay due to maternity, paternity, parental and special leave. These employees, however, have been included in the bonus pay gap calculations, as per legislative requirement.



**April 2023 Data:**

<b>Total employees: 905</b>	 <b>351 (39%) male</b>	 <b>554 (61%) female</b>
-----------------------------	---	---

## BMA/BMJ gender pay gap

Gender pay calculations are based on ordinary pay which includes: basic pay, allowances, pay for leave but excludes: overtime pay, repayments of expenses and interest-free loans. The mean and median gender pay gaps have narrowed since last year, the mean from 13.7% to 12%, and the median from 15.2% to 10.7%, both in favour of men.

The latest Gender Pay Gap data released by the ONS in October 2024 shows the National mean pay gap has widened to 13.8% in favour of men, which means that BMA/BMJ's mean gap is now lower than the national. The national median pay gap has narrowed to 13.1% in 2024 meaning that BMA/BMJ's median pay gap is considerably lower than the national picture this year.

Whilst the mean and median pay gaps have fluctuated over the years since the first reporting year in 2017, we have now reached our lowest median gap since reporting began.

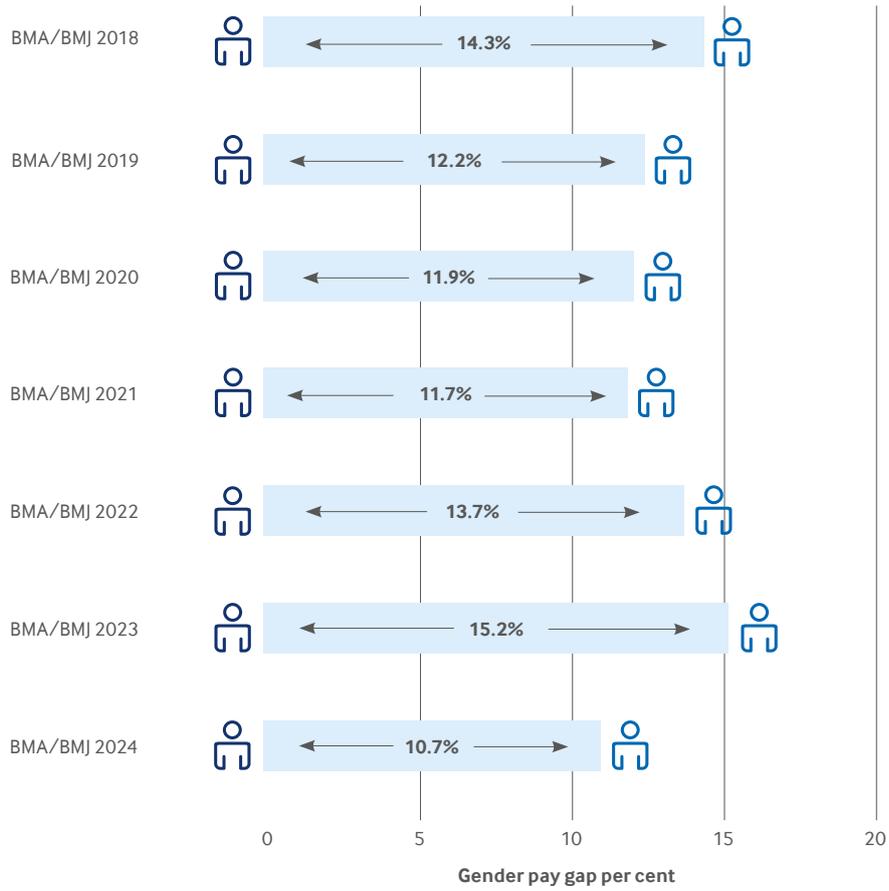
The BMA/BMJ Groups are committed to reducing our gender pay gap and we are working with our leadership team and employees to identify and introduce practical ways in which we can do this, building on the initiatives that we have commenced in recent years.

Some of the actions we have introduced to reduce the gender pay gap include:

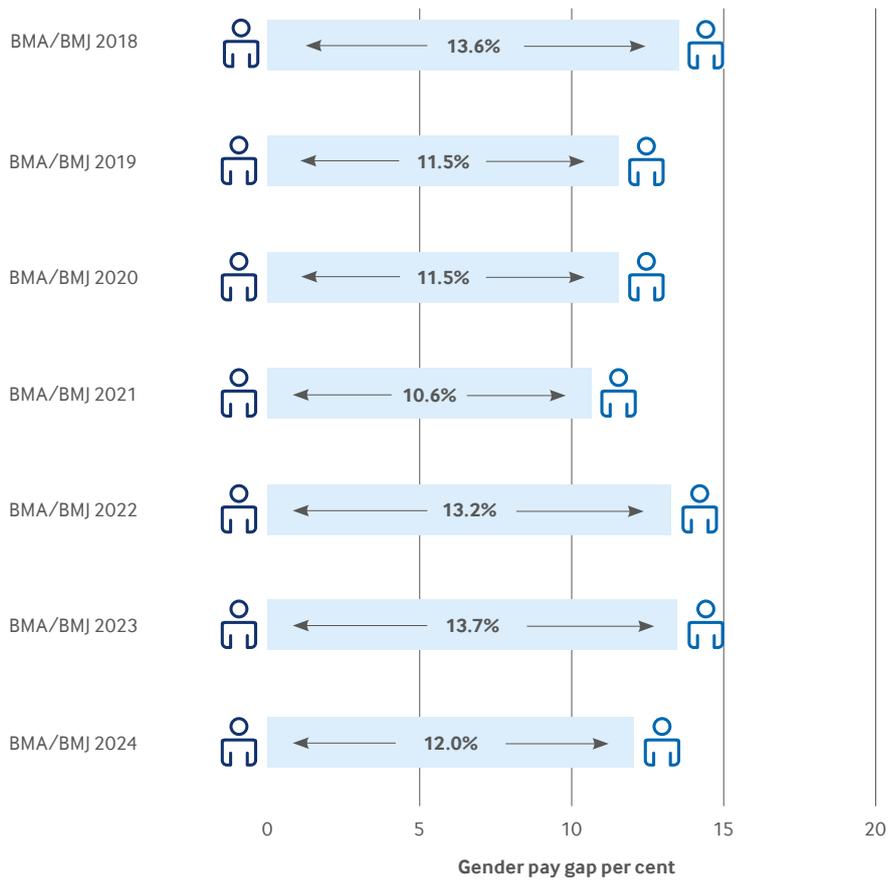
- Unconscious bias training
- Active bystander training for all new starters and refresh training for staff
- Gender and ethnicity balanced recruitment and selection panels for all roles
- Mixed gender candidate shortlists
- Online training modules to support equality, diversity, and inclusion
- Launched new learning and development cultural and organisational development programme
- Career development discussion included in three-yearly manager review meetings
- Built upon our mentoring programme increasing mentor and mentee pool
- Recruitment software introduced that allows blind shortlisting to reduce unconscious bias
- Staff Women's network meet Director of People and Corporate Development and CEO (with other staff network chairs) on quarterly basis to discuss issues
- Updating of Menopause policy in 2022 and an awareness campaign on menopause for managers in 2023
- BELONG Staff Network now represents carers

The BMA/BMJ groups will continue to continue to work with colleagues to reduce the gender pay gap and we are firmly committed to championing equal rights and opportunities, and proactively tackling discrimination or disadvantage in all forms to create an open and inclusive culture for our employees, members, customers, and stakeholders.

**Median gender pay gap**



**Mean gender pay gap**

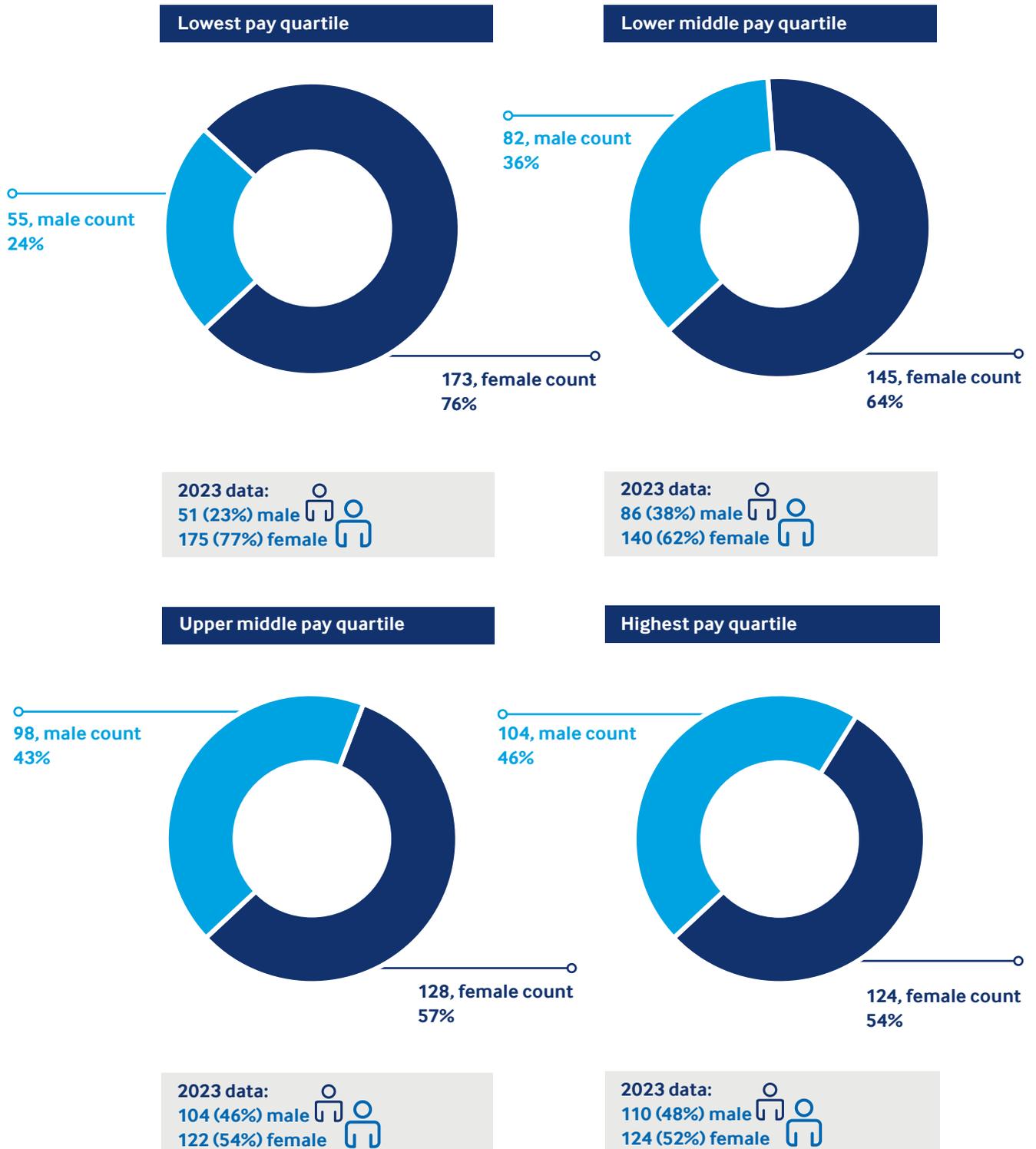


## Salary

### Salary quartiles: BMA/BMJ group

Females are well-represented in the top half of the organisation with 54% of roles being held by women. In most organisations there is an under-representation of women in these highest paid jobs, but the BMA/BMJ are ahead with a good balance at the top.

However, in the bottom half of the organisation there is an over-representation of females with 76% of the lowest paid roles being held by females.



## How has the pay gap narrowed?

The BMA/BMJ Groups pay gaps are now lower than the UK national figures (mean is 1.8% lower, median is 2.4% lower) and considerably lower for the Professional, Scientific and Technical Activities sector (mean is 6.4% lower, median is 9.3% lower)

Distribution does remain a key driver behind male-favoured pay gaps as there is a higher representation of males at the top of the organisation compared to the bottom, and despite a higher representation of females at the top of the organisation compared to men, 76% of all roles in the lower half of the organisation are held by females. However, since last year the proportion of females in the Upper (from 52% to 54%), Upper Middle (from 54% to 57%) and Lower Middle Quartiles (from 62% to 64%) has increased, which has had a positive effect on reducing the organisational pay gaps.

## Bonus pay gender gap

Bonus pay refers to any extra payments or rewards that an employee receives on top of their regular salary or wages. This can include non-consolidated payments, performance-related bonuses, commissions, profit-sharing schemes, and other forms of discretionary payments such as long service awards and recognition scheme vouchers. The BMJ have an established bonus scheme, while the BMA tends to use recognition schemes and long service awards.

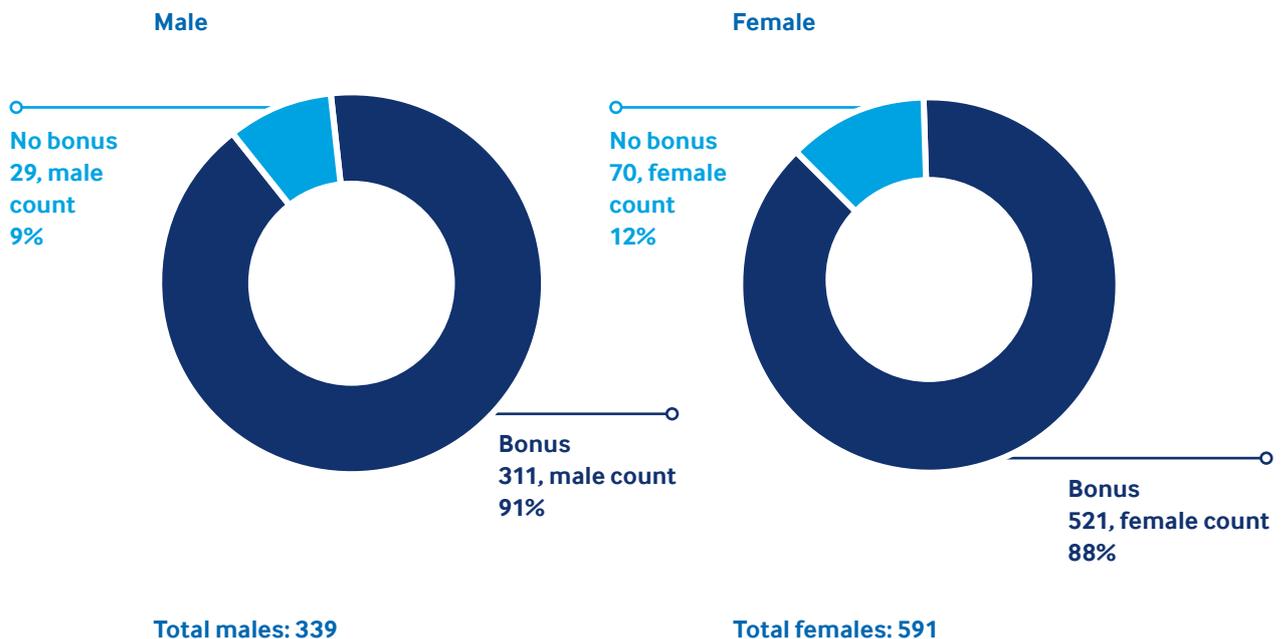
**The median bonus gap is 4.0% in favour of men**

**The mean bonus gap is 29.3% in favour of men**

The BMA/BMJ’s mean bonus pay gap has widened to 29.3% this year (an increase of 10.8 percentage points since last year). In monetary terms this translates as males receiving c.£939 more on average in bonus payments than females.

The median bonus pay gap has reduced to 4% in favour of males, which reflects a decreased of 3.4%. In monetary terms equates to males earning just £50 more bonus pay than their female colleagues under a median lens.

## Bonus pay proportions



**I can confirm that the information contained  
in this report and submitted to the  
government is accurate.**

A handwritten signature in black ink that reads "Ebaker". The signature is written in a cursive, flowing style.

**Emily Baker,  
Director of Human Resources**