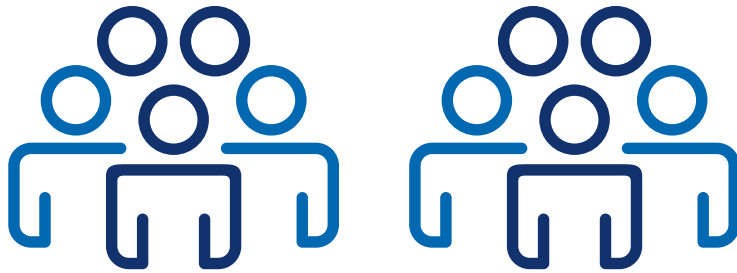


# BMA/BMJ group – gender pay gap report

Using data from 5 April 2023



## Commitment to equality, diversity and inclusion

The BMA/BMJ group 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.

The BMA/BMJ group is determined to reduce our gender pay gap and we are working with our employees to identify practical ways in which we can do this.

As a group that includes a trade union, professional association and global healthcare knowledge provider, the BMA/BMJ group is 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.

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 lowest quartile significantly contributes to the width of the gap we report. As the Association campaigns for fair pay for our members, we are determined to practice what we lobby for, and the group is committed to fair pay for all our staff and reducing our gender pay gap.

We continue to work with our leadership teams and employees to identify practical ways to build on the initiatives that we have started over recent years. There is still more to do, but we are determined to make further progress during the following weeks and months.

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 group 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 2023.

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

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

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.

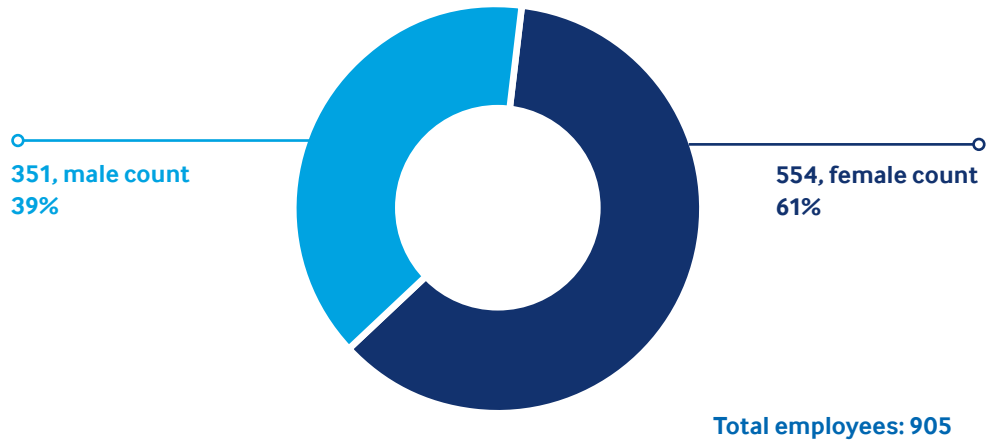
## Staff included in the gender pay gap data

UK-based employees on employment contracts with the BMA/BMJ group 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 group is shown below. The number of female employees outweighs the number of male employees.

The BMA/BMJ employed 947 staff on the snapshot date of 5 April 2023, however 42 of these employees 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 2022 Data:**

**Total employees: 909**



**348 (38%) male**



**561 (62%) female**

## 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 continued to widen since last year, the mean from 13.2% to 13.7%, and the median from 13.7% to 15.2%, both in favour of men.

The latest Gender Pay Gap data released by the ONS in November 2023 shows the National mean pay gap as has narrowed to 13.2% in favour of men, which means that BMA/BMJ's mean gap is now slightly higher than the national. The national median pay gap has narrowed to 14.3% in 2023 meaning that BMA/BMJ's median pay gap is also higher than the national picture this year.

Whilst the mean and median pay gaps have fluctuated since the first reporting year in 2017, the trend since 2021 has been a widening of both pay gaps in favour of males.

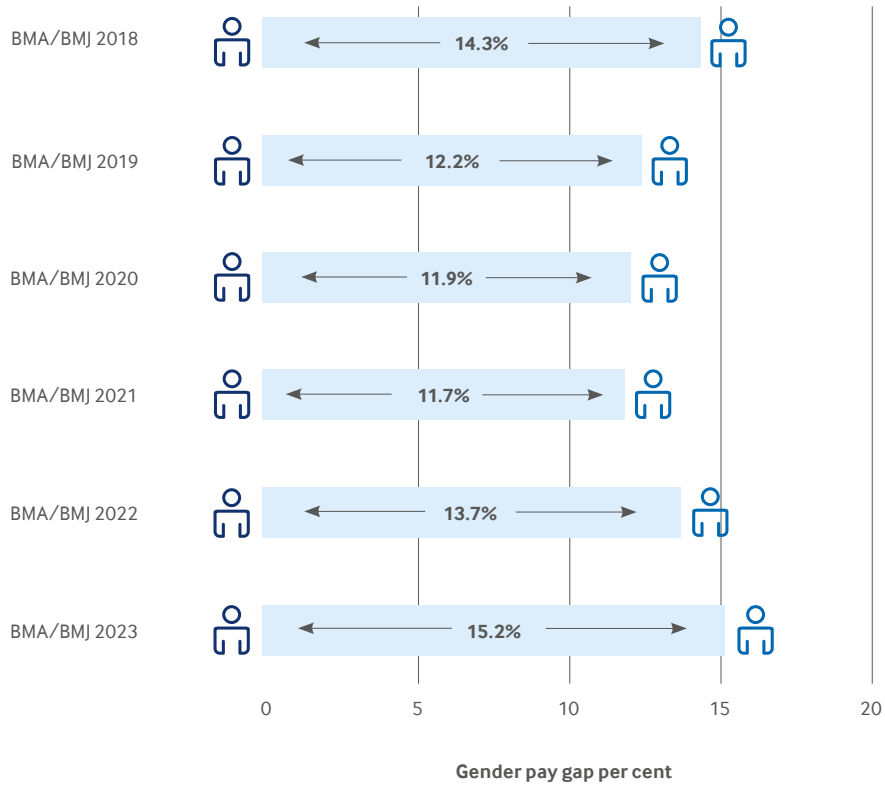
The BMA/BMJ Group is committed to reducing our gender pay gap and we are working with our leadership team and employees to identify and introduce practical ways in which we can do this, building on the initiatives that we have commenced in recent years.

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

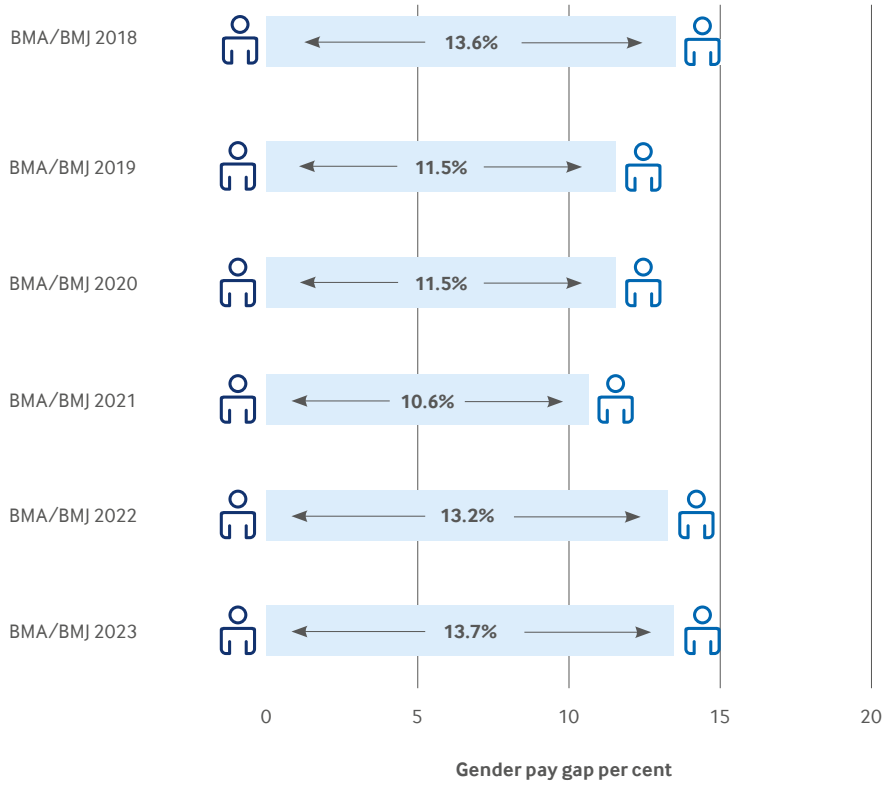
- Unconscious bias training
- Active bystander training
- Gender balanced recruitment and selection panels for all roles
- Mixed gender candidate shortlists
- Online training modules to support equality, diversity, and inclusion
- Career development discussion included in quarterly manager review meetings
- Launched a new mentoring programme
- 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 group 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**



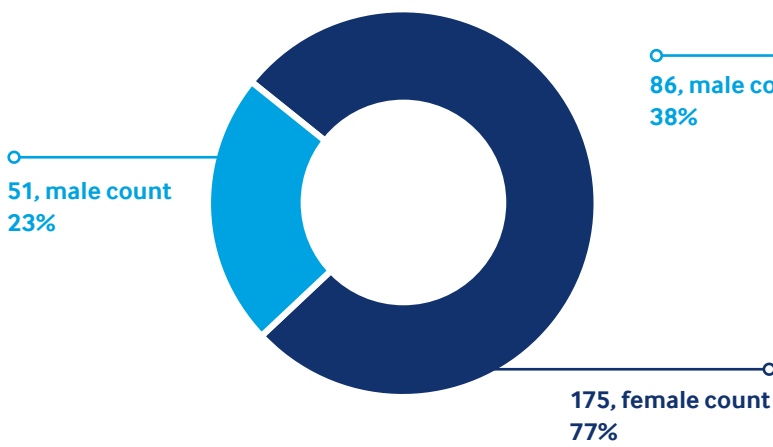
# Salary



## Salary quartiles: BMA/BMJ group

Females are well-represented in the top half of the organisation with 52% 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.

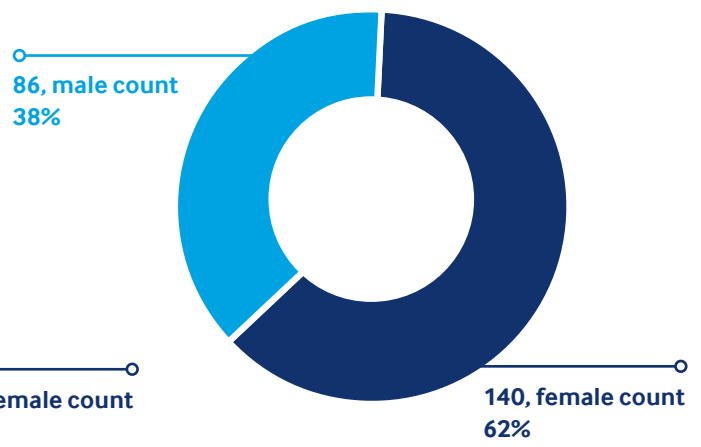
However, in the bottom half of the organisation there is an over-representation of females with 77% of the lowest paid roles being held by females.

Lowest pay quartile



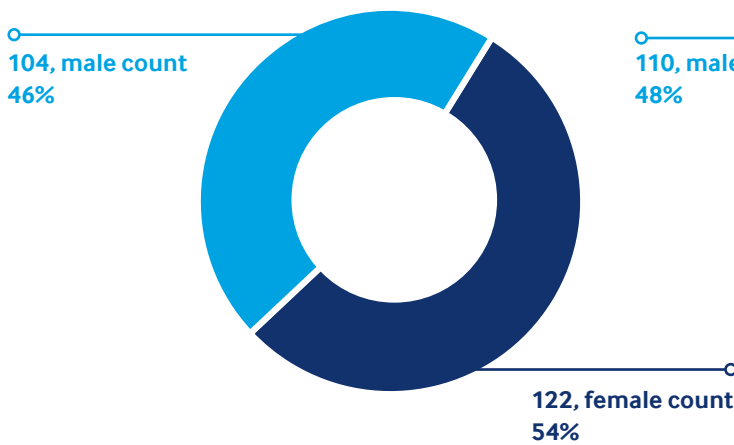
2022 data:  
 57 (25%) male   
 170 (75%) female 

Lower middle pay quartile



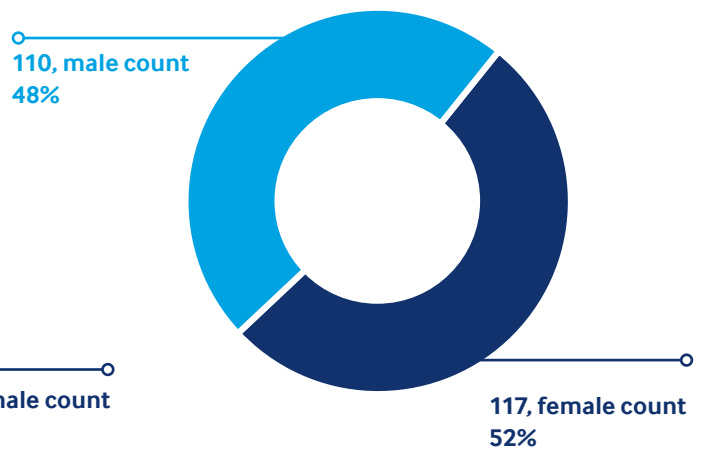
2022 data:  
 83 (36%) male   
 146 (64%) female 

Upper middle pay quartile



2022 data:  
 107 (47%) male   
 120 (53%) female 

Highest pay quartile



2022 data:  
 101 (45%) male   
 125 (55%) female 

## Why has the pay gap increased?

There remains a higher representation of men in roles in the top half of the organisation (47%) when compared to the company gender distribution overall (37%). In the lower half of the organisation 70% of all roles are held by females, and it is this over-representation of females in the lower paid roles that is the key driver of the gender pay gap.

Whilst just over 50% roles in the top half of the organisation are held by females, this appears to have little effect on the closing the pay gap because of the high female population in the lower half. Addressing the gender imbalance in the lower quartile will have a larger impact.

## 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.

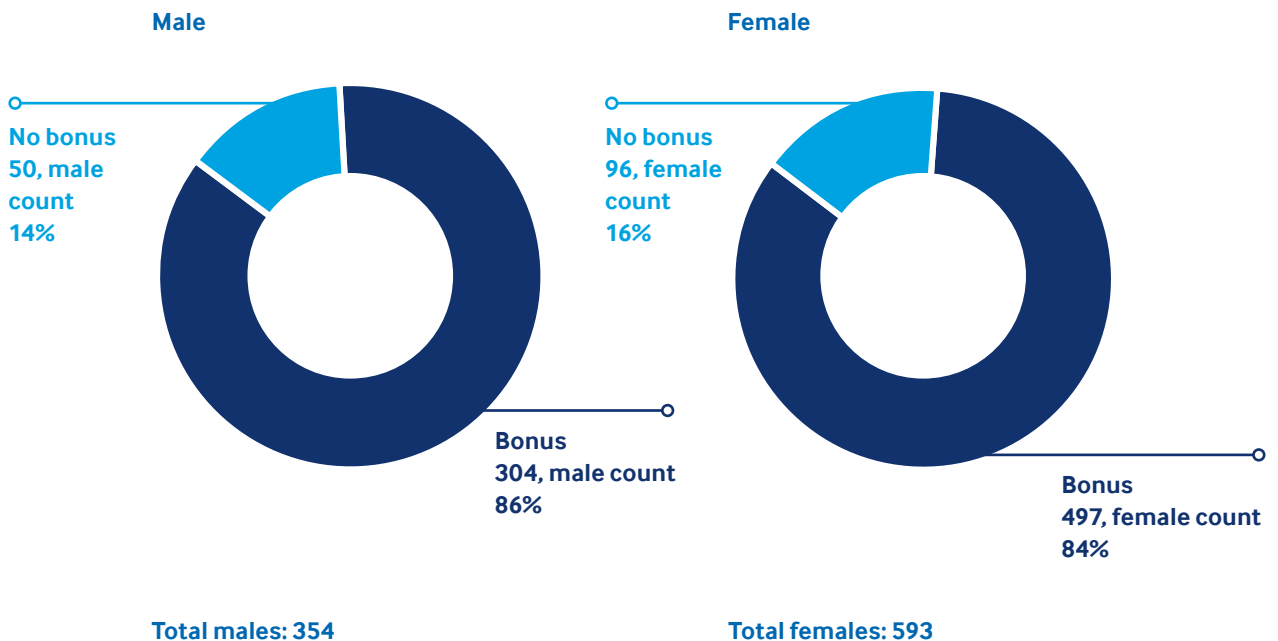
### The median bonus gap is 7.4% in favour of men

### The mean bonus gap is 18.5% in favour of men

The BMA/BMJ’s mean bonus pay gap has decreased to 18.5% this year (a decrease of 26.5 percentage points since last year) but remains in favour of male employees. In monetary terms this translates as males receiving c.£500 more on average in bonus payments than females.

The median bonus pay gap has changed from being 12% in favour of females to 7.4% in favour of men. In monetary terms equates to males earning just £77 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**