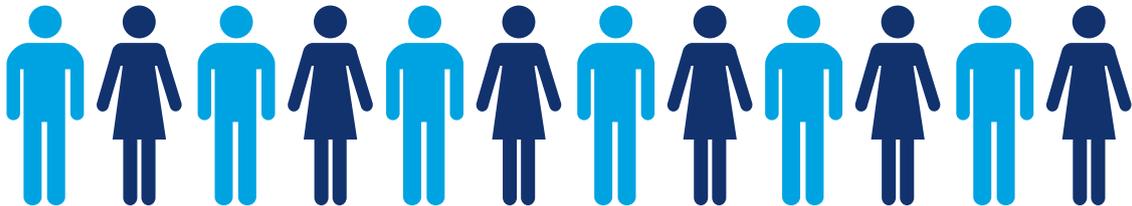


# BMA/BMJ group – gender pay gap report

November 2017



## Commitment to equality, diversity and inclusion

The BMA/BMJ group is fostering a culture where individual differences and diversity are welcomed. We 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, member and stakeholders.

We are also committed to ensuring all members are treated and rewarded fairly irrespective of gender. We aim to determine pay and conditions of employment that do not discriminate unlawfully and that are free from bias, by ensuring there is equal pay for work of equal value.

The BMA/BMJ group uses job evaluation tools to assess the relative value of jobs across the organisation and to demonstrate consistency.

**Keith Ward**  
chief executive BMA

**Peter Ashman**  
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 2017) publish data about their gender pay gap.

The BMA/BMJ group will report and publish results as soon as practical, with six calculations:

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.

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

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

The BMA and BMJ are separate legal entities. However, 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. Only the BMA fulfils the reporting requirement of having more than 250 'relevant employees'. On this basis, the BMA will report an overall figure for both companies.

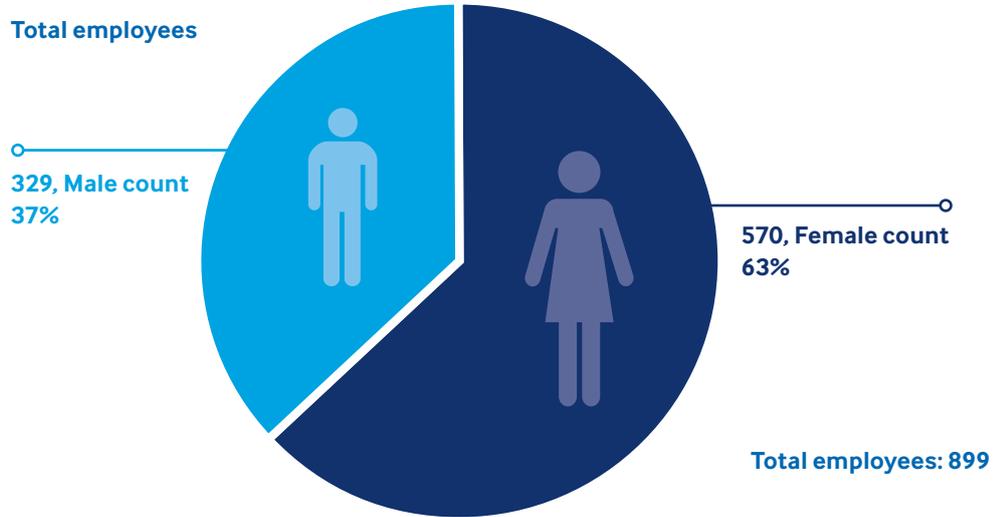
## Staff included in the gender pay gap data

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.

While there is currently no legal responsibility to do so, all BMA/BMJ employees in Northern Ireland are included in the report.

## 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.

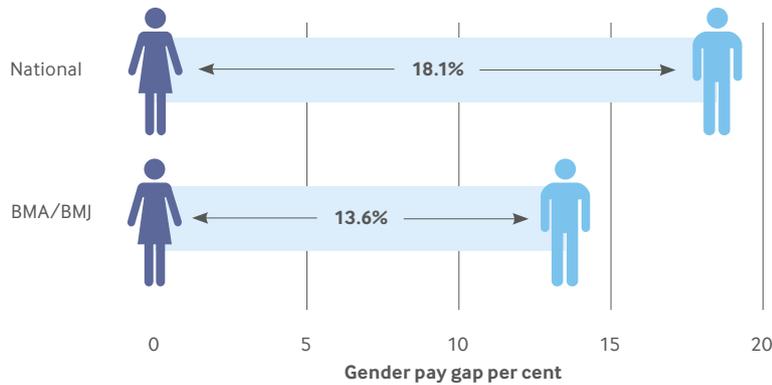


## BMA/BMJ gender pay gap

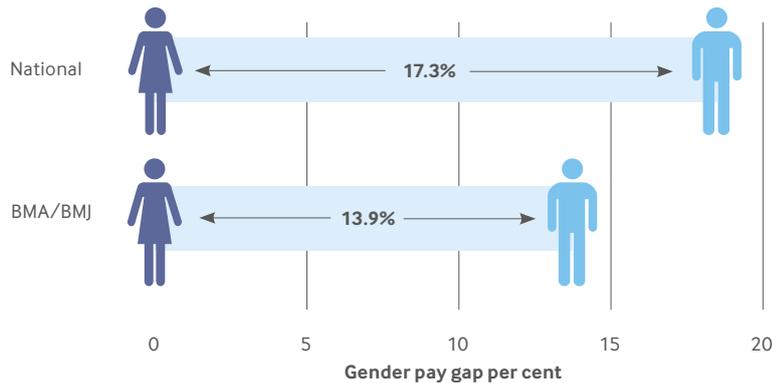
Gender pay calculations are based on ordinary pay which includes: basic pay, allowances, pay for leave but excludes: overtime pay, repayments of expenses and interest-free loans.

The BMA/BMJ group median gender pay gaps are lower than the national figures.

### Median gender pay gap



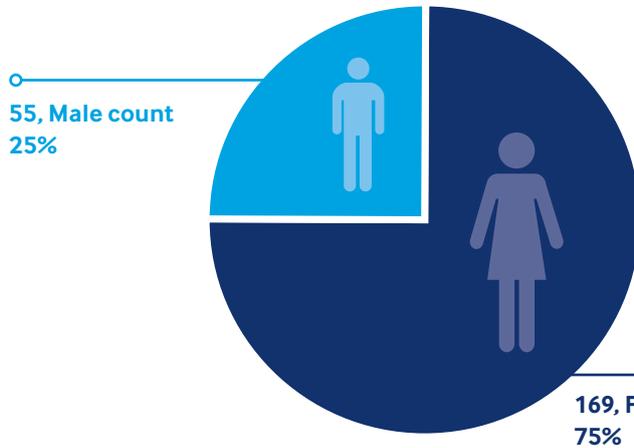
### Mean gender pay gap



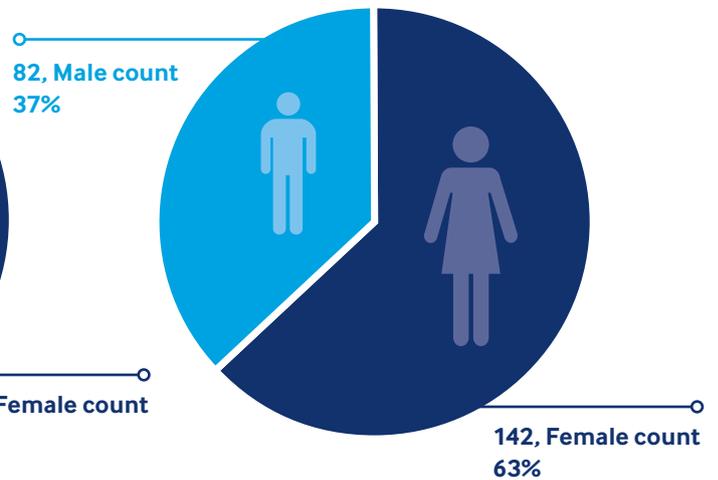
## Salary

### Salary quartiles: BMA/BMJ group

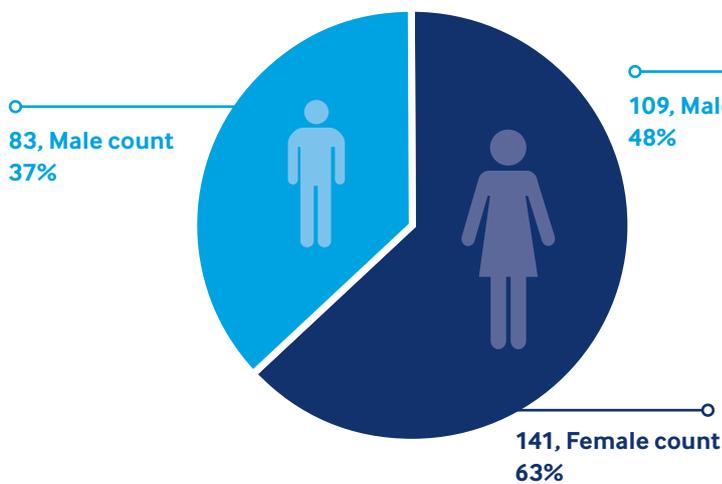
#### Lowest pay quartile



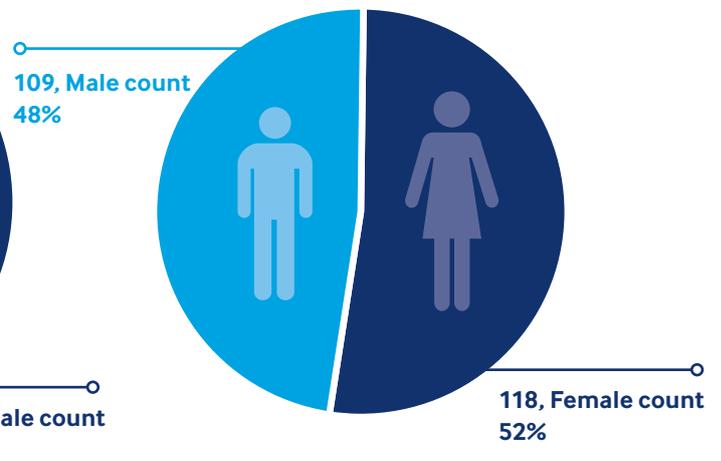
#### Upper middle pay quartile



#### Lower middle pay quartile



#### Highest pay quartile



There is a higher proportion of female employees in roles in the lower salary quartile.

The proportion of male and female employees in the lower and middle salary quartiles reflects the gender split within the BMA/BMJ group.

There is a roughly equal balance of male and female employees in roles in the upper salary quartile. However, there is a higher proportion of males in this quartile than in the BMA/BMJ group as a whole.

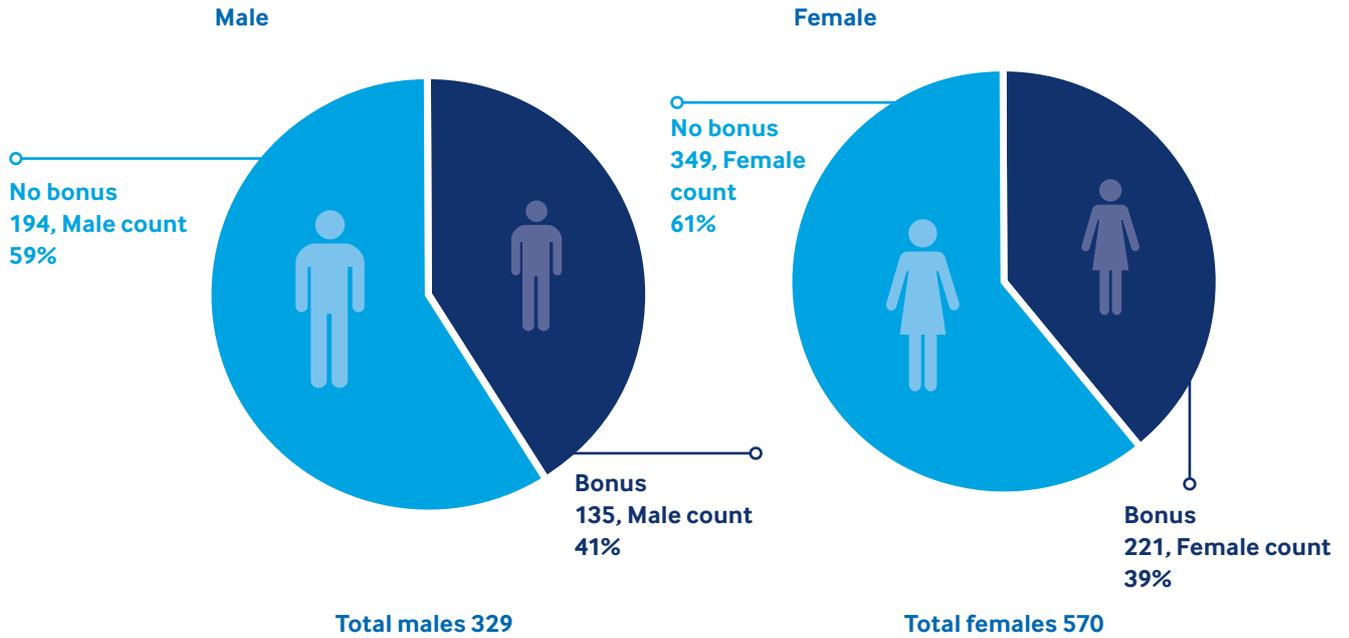
## Bonus pay gender gap

The median bonus gap is 0.0%

The mean bonus gap is 4.6%

The BMA/BMJ group bonus awards are paid mainly as set values and are made irrespective of gender.

## Bonus pay



Overall, the proportions of male and female employees receiving bonuses are very similar, with a gap of only two percentage points.

## Interpreting the data

- The BMA/BMJ group median gender pay gap is 13.6 per cent in favour of males, compared to the national average of 18.1 per cent in favour of males
- The BMA/BMJ group mean gender pay gap is 13.9 per cent in favour of males, compared to the national average of 17.3 per cent in favour of males
- The mean and median gender pay gaps can mainly be explained by the observation that while men make up only 37 per cent of the workforce, they make up 25 per cent of the lowest paid quartile and 48 per cent of the highest paid quartile
- There are similar numbers of males and females in the highest paid quartile, which suggests that females are encouraged to progress their careers to senior roles
- In the BMA a small number of bonuses are paid to functions which deliver business results. Significantly more females receive these awards, which is due to the gender balance in these functions
- In the BMJ bonuses are paid relatively uniformly.

## Action planning

The BMA/BMJ group is committed to reducing its gender pay gap and establishing itself as an exemplar employer. We are working with our employees to establish initiatives to reduce our gender pay gap, including:

- conducting a review of our reward processes, pay and grading structure to ensure fairness and consistency in their approach and application
- reviewing and evaluating hiring practices and the workplace environment to ensure women have equal access to opportunity
- reducing the influence of conscious and unconscious bias in the workplace
- reviewing flexible working arrangements across the organisation – we are aware women are often more affected by workplace cultures that have inflexible working arrangements, and flexible working is more common in non-managerial positions
- making managers aware of gender pay gap issues and encouraging them to support women to progress their careers
- encouraging and promoting access to development opportunities. This is demonstrated by the BMA leadership development programme, where 70 per cent of participants were female.

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