

IOP Publishing

2023

Gender pay gap report

iopublishing.org



**Making science
better, together**

Contents

Introduction	4
Our gender pay gap data	5
Our figures	6
Quartiles	7
What's driving our gender pay gap?	8
What action are we taking?	8

Introduction

At IOP Publishing (IOPP), we are committed to making science better, together. For us to truly achieve this, colleagues need to feel valued, supported and able to reach their full potential. Building an equitable and inclusive environment for all is essential.

Over the past year, to continue the great work we are doing to drive inclusion, we have refocused our Diversity, Equity and Inclusion (DE&I) strategy into seven pillars of action. Our gender pay gap report highlights some of the progress we have made. The seven pillars support meaningful and systemic change and ensure we are actively listening and talking to each other to raise our own awareness.

We need to be clear about what action we must take, and use good data to understand issues, identify actions and track progress. We must also ensure our leaders are leading inclusively, being allies and having conversations about diversity and inclusion. We continue to see signs of success with our strategy. Our staff engagement survey results in diversity and inclusion continue to be ahead of industry norms, and our internal awareness-raising events are well attended and get positive feedback. However, we still have work to do across our gender pay gap.

Our mean pay gap has increased by 3.89%, reaching 15.52%, while our median pay gap has decreased for the second consecutive year by 3.23%, now standing at 11.61%. These changes were expected and have influenced our Diversity, Equity, and Inclusion (DE&I) strategy, including the launch of two new Employee Resource Groups (ERGs): Women at IOPP and our Family and Carers group.

Over the last year we continued to attract more women into the organisation, now at 59% (2022: 54%). Our focus is on continuing to appoint women into senior roles and on our ambition to make IOPP a more diverse and inclusive organisation for everyone.



Andy Macdonald

Chief People Officer, IOP Publishing

Our gender pay gap data

2018*

Total number of staff: 388



● 204 Female ● 184 Male

2019

Total number of staff: 345



● 180 Female ● 165 Male

2020

Total number of staff: 342



● 178 Female ● 164 Male

2021

Total number of staff: 333



● 179 Female ● 154 Male

2022

Total number of staff: 349



● 195 Female ● 154 Male

2023

Total number of staff: 363

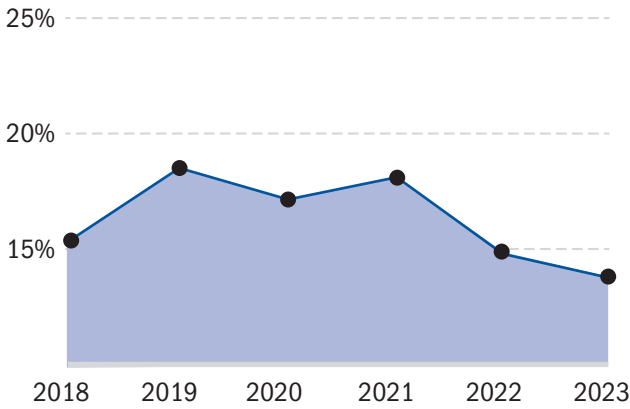


● 212 Female ● 151 Male

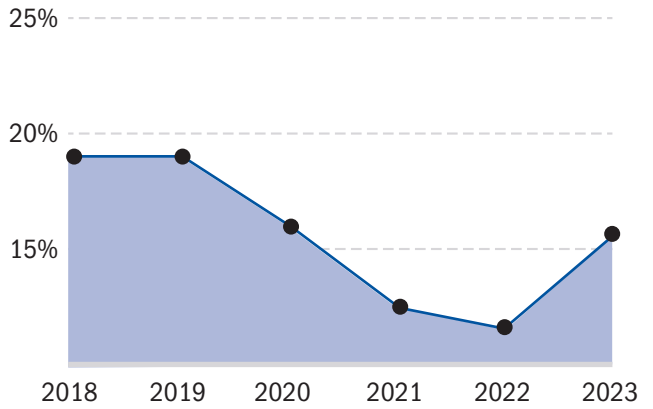
* included global headcount

Our figures

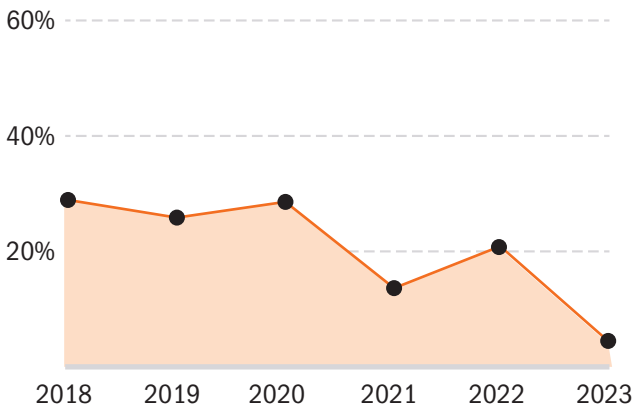
Gender Pay Gap Median



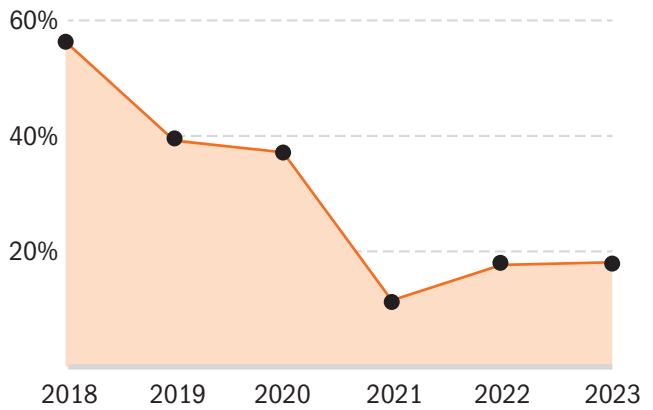
Gender Pay Gap Mean



Bonus Pay Gap Median



Bonus Pay Gap Mean



Proportion of staff receiving bonus

2018

Number of employees: 388



2019

Number of employees: 345



2020

Number of employees: 342



2021

Number of employees: 333



2022

Number of employees: 349



2023

Number of employees: 363



Quartiles



What's driving our gender pay gap?

A gender pay gap is a measure of the difference in the average pay of men and women across an entire organisation, regardless of the nature or level of their work. It highlights the different number of men and women across all roles.

It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value. Our mean gender pay gap has increased this year by 3.89%, explained by changes made to our structures across the Upper quartile which increased the Upper Quartile pay gap. Our median gap further reduced by 3.23%, to 11.61% helped by hiring more women into IOPP over the last year across most quartiles. In fact, our % of women employed at IOPP has increased to 59% (a further 3.2%).

We do however need to keep working hard to attract and retain women into our senior leadership roles. Since reporting began, we have steadily increased our headcount, and our gender split continues to increase our % of women in IOPP, however this is not happening with enough significance in our upper and top quartiles.

Our median bonus gap has decreased significantly to 3.97% and our mean has remained close to 18% increasing marginally this year due to the company-wide bonus and eligibility rules and qualification periods for all colleagues. This means more men were eligible for a bonus than women overall but more women were eligible in the Lower and Lower Middle quartiles causing the median reduction.

We are continuing to work to develop a strong pipeline of leadership talent and build a strong pipeline of early career talent in IOPP.

What action are we taking?

Diversity and inclusion are at the heart of our people strategy. This is critical to our culture and aspirations to be a thriving and diverse organisation. We looked at inclusion in its broadest sense during 2023, have continued to establish our DE&I strategy and established four further Employee Resource groups, namely a Women at IOPP group.

Some of our achievements in 2023 include:

- Refreshing our DE&I strategy with seven pillars
- Establishing four further Employee Resource Groups in Women, Neurodiversity and Disability, Faith, and Family and Carers alongside Cultural Diversity and LGBTQIA+
- Hosting a series of awareness and speaker programmes across all themes
- Ran series of training programmes for staff and leaders

At IOPP we are just as ambitious for the future, with a commitment to:

- Embedding our DE&I strategy
- Being signed up to the Publishing Association Inclusivity plan to promote equality, diversity and inclusion across the publishing industry
- Redesigned our diversity data capture form for both recruitment and all colleagues to ensure our actions are focussed on the right areas
- Increasing training opportunities for all staff
- Providing further opportunities for staff to lead on inclusion activities

IOP Publishing

iopublishing.org