

Why report?

At the BPI we believe that pay gap analysis is an important exercise and point of reflection for understanding diversity and equity in our workforce. Although our team is below the 250-person threshold for gender pay gap reporting to be statutory, we have committed to report our gender, ethnicity and disability pay gap as signatories of UK Music's **The Five Ps**. Furthermore, in the **BPI's Five-Year Diversity, Equity and Inclusion Strategy** we committed to begin publicly reporting our pay gaps in 2025, as well as communicating a plan to close any identified gaps. We view pay gap reporting as an opportunity to reflect, share our successes and challenges, and drive accountability as we focus on how to improve the diversity of our organisation and talent pipeline, and build a more inclusive and equitable organisation.

Method

This report analyses the data of the BPI's **relevant employees** on the snapshot date of 5 April 2024, using identities self-identified by each team member. Though the BPI is not statutorily required to report on its pay gap, we have followed the statutory guidelines with the aim of providing data that is useful for industry and cross sector comparison.

We feel it is important to acknowledge several limitations to the framework of this reporting. When it comes to gender, we recognise the binary limitations of the government's reporting framework which does not capture identities outside the gender binary. In addition, our ethnicity pay gap is presented in terms of team members from a Black, Asian or ethnic minority background and white team members. While we acknowledge the different experiences of team members within the Black, Asian and ethnic minority grouping, we have grouped them together to maintain anonymity within this group due to the small size of our organisation. For the same reason, while we are reporting on our disability pay gap, we will only be reporting mean and median pay and bonus gaps, to protect the anonymity of our disabled team members, who form a small data set within our business.

Mean

Mean is the average which is calculated by adding the hourly pay of all members of a group and dividing it by the number of people in the group. The mean gender pay gap is the percentage difference between two groups. It shows the impact of outliers in a data set, for example a few, highly paid people.

Median

The median is the middle figure in a sequence of salaries from smallest to largest. It compares the middle earner of one group with the middle earner of another, and as a measure reduces the impact of outliers.

Positive and negative figures

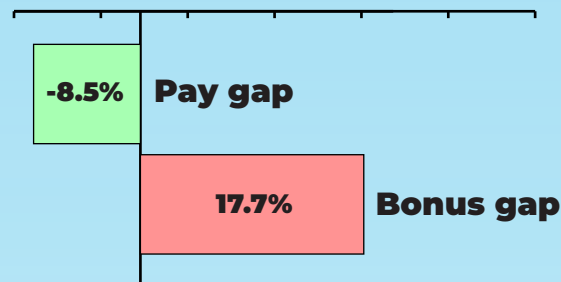
-%	0	+%
<p>A negative percentage shows that on average women, Black, Asian and ethnic minority background or disabled employees have higher pay or bonuses than men, white or non-disabled people in an organisation.</p>	<p>A zero percentage shows that there is equal pay or bonuses between different groups in an organisation.</p>	<p>A positive percentage shows that on average women, Black, Asian and ethnic minority background or disabled employees have lower pay or bonuses than men, white or non-disabled people in an organisation.</p>

A note on bonuses at the BPI

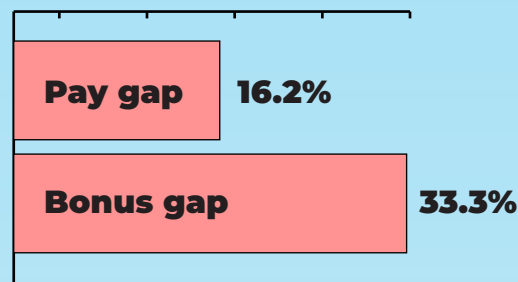
The majority of the bonuses the BPI pays are annual discretionary performance-related bonuses, which are based on the calendar year 1 January – 31 December, and are ordinarily paid at the end of the following April. This means that the bonus data captured for the 5 April 2024 snapshot date were the bonuses pertaining to the calendar year 2022. The 2023 calendar year bonuses will be included in our 2025 pay gap reporting. In addition, new team members are not eligible for the BPI bonus structure until they have passed their probation period, and once passed will have their bonuses pro-rated for the part of the year for which they are eligible. As you read our narrative, you will see this process mentioned as it had impacts on all three areas of our bonus gap reporting.

Gender

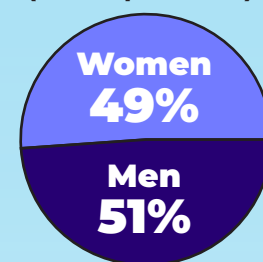
Mean (average)



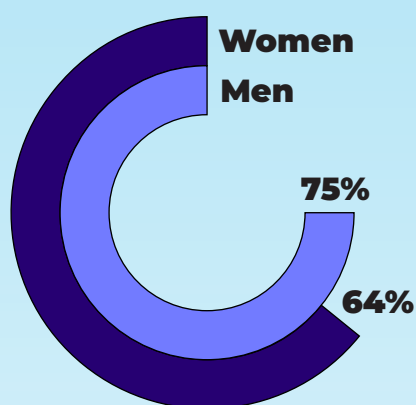
Median (middle)



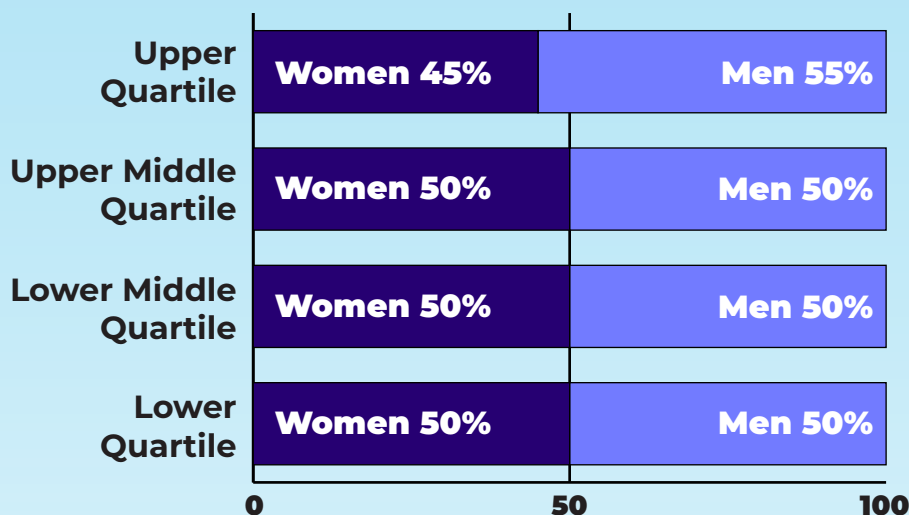
Employees (on 5 April 2024)



Team members receiving bonuses (%)



Pay bands by gender

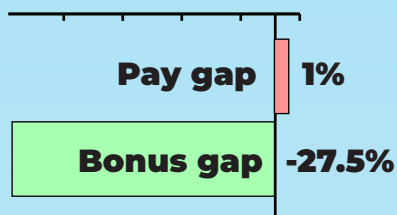


We are proud to have identified a negative mean gender pay gap indicating that on average women did not make less than men in the year to 5 April 2024. This is supported by the strong presence of women in the upper quartile of the organisation where they make up 75% of the salaried members of the executive team. We are also proud that women are represented evenly across the organisation with gender parity in the lower, middle lower and middle upper quartiles. However, the median gender pay gap is reflective of the importance of consistent representation within quartiles in small data sets. The slight underrepresentation of women in the upper quartile results in a median pay gap of 16.2%. To illustrate the effect, if the makeup of the upper quartile were to change with the arrival of even one more woman at the bottom of the upper quartile, the BPI would have a resulting negative median gender pay gap. This highlights both the fluctuations that can result from changes in small data sets and the importance of ensuring gender parity throughout all levels of an organisation.

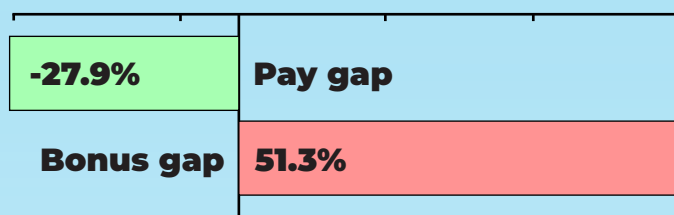
All women who were eligible for bonuses in this reporting period received them. However, this reporting period also captures the BPI in a moment of transition with several new women joining the team who were ineligible for bonuses in this period due to their probation period or who had bonuses that were lower due to being prorated on the portion of the calendar year they were eligible for. This is particularly illustrated by the arrival of Dr Jo Twist, CEO of the BPI, arriving during this reporting period. Had the new CEO been bonus eligible, it would have resulted in a negative mean bonus gap and significantly reduced the median bonus gap before considering the impact of any other new women in the organisation. We expect to see the bonus gap close in future reports as the impact of this transition becomes visible in future data and more women become eligible for their bonus and/or receive bonuses on the full calendar year.

Ethnicity

Mean (average)

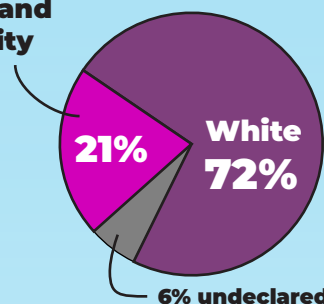


Median (middle)

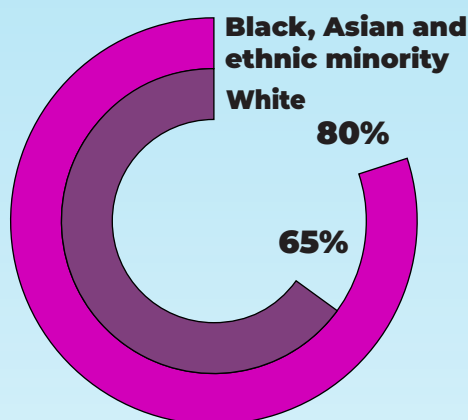


Black, Asian and ethnic minority

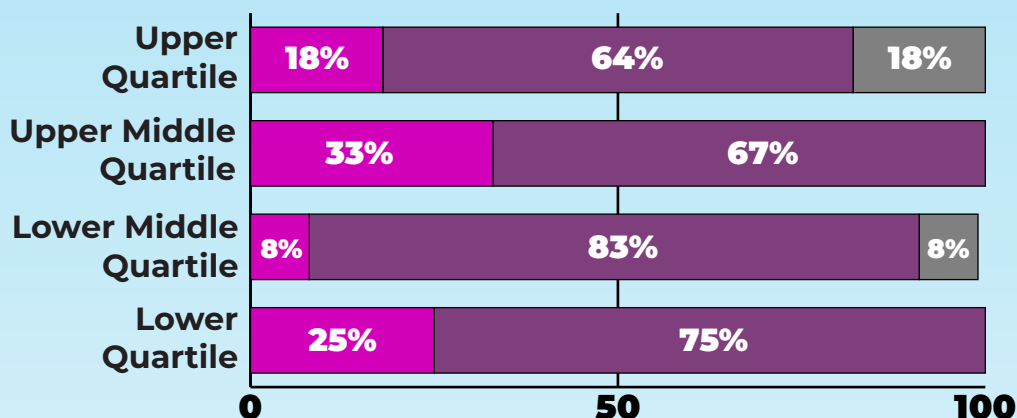
Employees (on 5 April 2024)



Team members receiving bonuses (%)



Pay bands by ethnicity

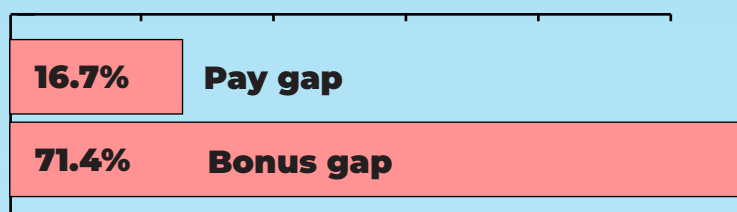


We are proud to have a negative median ethnicity pay gap and an almost zero mean ethnicity pay gap. This is the result of team members from Black, Asian and ethnic minority backgrounds being particularly present in the upper quartiles of the organisation. In 2024 the BPI was 9% below its workforce diversity target of 30% of team members being from a Black, Asian or ethnic minority background. However, as we work to achieve this target, we will continue to focus on recruiting Black, Asian and ethnic minority employees to roles of all levels within the BPI.

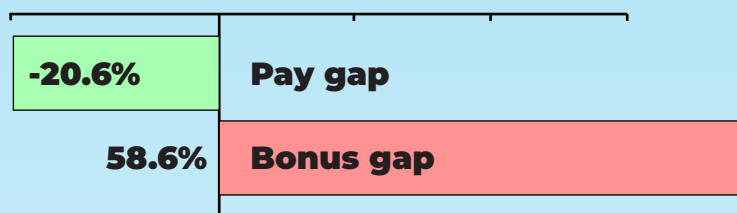
All Black, Asian and ethnic minority background team members who were eligible for bonuses during the period received them. While 80% of team members from a Black, Asian or ethnic minority background received bonuses, some of them were new to the business and their bonuses were prorated according to the portion of the year they had been eligible. As a result, we expect the lowest bonuses paid to members of this group to be much higher in the 2025 report and the median ethnicity bonus gap to reduce significantly.

Disability

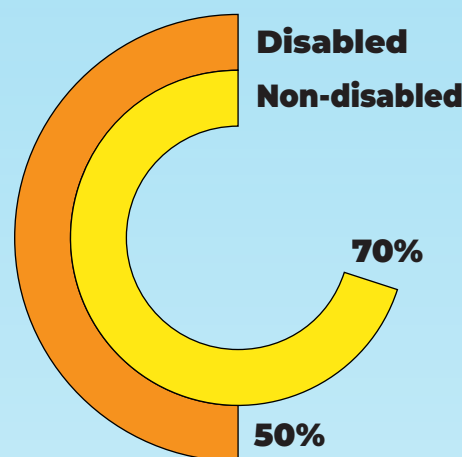
Mean (average)



Median (middle)



Team members receiving bonuses (%)



Disability pay gap reporting information is not yet commonplace in the UK. While we are pleased to have a negative median disability pay gap which is far below the 2023 national average of 12.74%, the mean pay gap and both bonus gaps are much larger than we would like them to be. All these numbers are strongly influenced by the relatively small number of disabled team members in our organisation.

While bonus gaps are larger than we would like due to team members who joined in 2022 and 2023 becoming eligible for their whole calendar year bonus, we expect the bonus gaps to close in the future. However, this does not avoid the fact that we need to be employing more disabled people to ensure that our workforce is reflective of the wider UK population where approximately 24% of people identify as disabled. We have already started the process of reviewing our working and recruitment practices through the lens of disability and neurodiversity and inclusion, and the BPI is proud to have become a Disability Committed Employer in January 2025.

Our approach to closing the BPI's pay gaps

- Monitoring and working to achieve equal representation of women in all quartiles of BPI, particularly the upper quartile where they are slightly underrepresented at present.
- Ensuring we are removing barriers to entry for women at the senior leader level of the business in our recruitment processes, making sure they are well represented in leadership outside the executive team.
- Making sure we are removing any barriers to entry for Black, Asian and ethnic minority applicants for a wide range of roles across all levels of the organisation as we work to increase the overall percentage of team members from Black, Asian and ethnic minority backgrounds within the BPI.
- Continuing to work through the Disability Committed framework; working to increase the number of disabled and neurodivergent people at all levels of the BPI, and retain them within the business.

Actions we're taking include

Recruitment

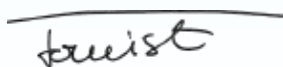
- Advertising all roles with jobs boards aimed at areas of current underrepresentation in our organisation
- Collaborating with the recruiters we work with to help them strengthen their inclusive recruitment practice
- Developing job specifications based on skills and competencies rather than experience and qualifications
- Using name blind CVs in the screening stage of recruitment for all permanent roles
- Using standardised and scored interview frameworks and skills-based tasks to clearly assess each candidate against the skills and competencies of a role
- Posting gender neutral job adverts for all roles
- Offering interviews to disabled people who meet the job specifications of a role
- Recognising the intersections of socioeconomic background with other dimensions of diversity by offering travel stipends to candidates based outside of London who are traveling to attend an in-person interview for roles with a salary of less than £35k

Working practices

- Offering flexible working as the default in roles wherever this is possible
- Offering coaching and mentorship opportunities to team members underrepresented in the wider music industry focusing on enabling them to develop the skills to take the next steps in their careers
- Implementing the BPI's Menopause policy
- Extending bereavement leave for pregnancy loss
- Offering enhanced maternity leave including a return to work bonus
- Undertaking a review of other parental leave in 2025 with a view to allowing parents to equitably share caring responsibilities
- Offering one paid week of carer's leave each year
- Accessibility is an essential design component for all the BPI's workspaces
- Implementing the BPI's Neurodiversity policy

Report signed by:

I confirm that the above information and data reported is accurate



Dr Jo Twist OBE
BPI CEO



Hailey Willington
BPI DEI Manager