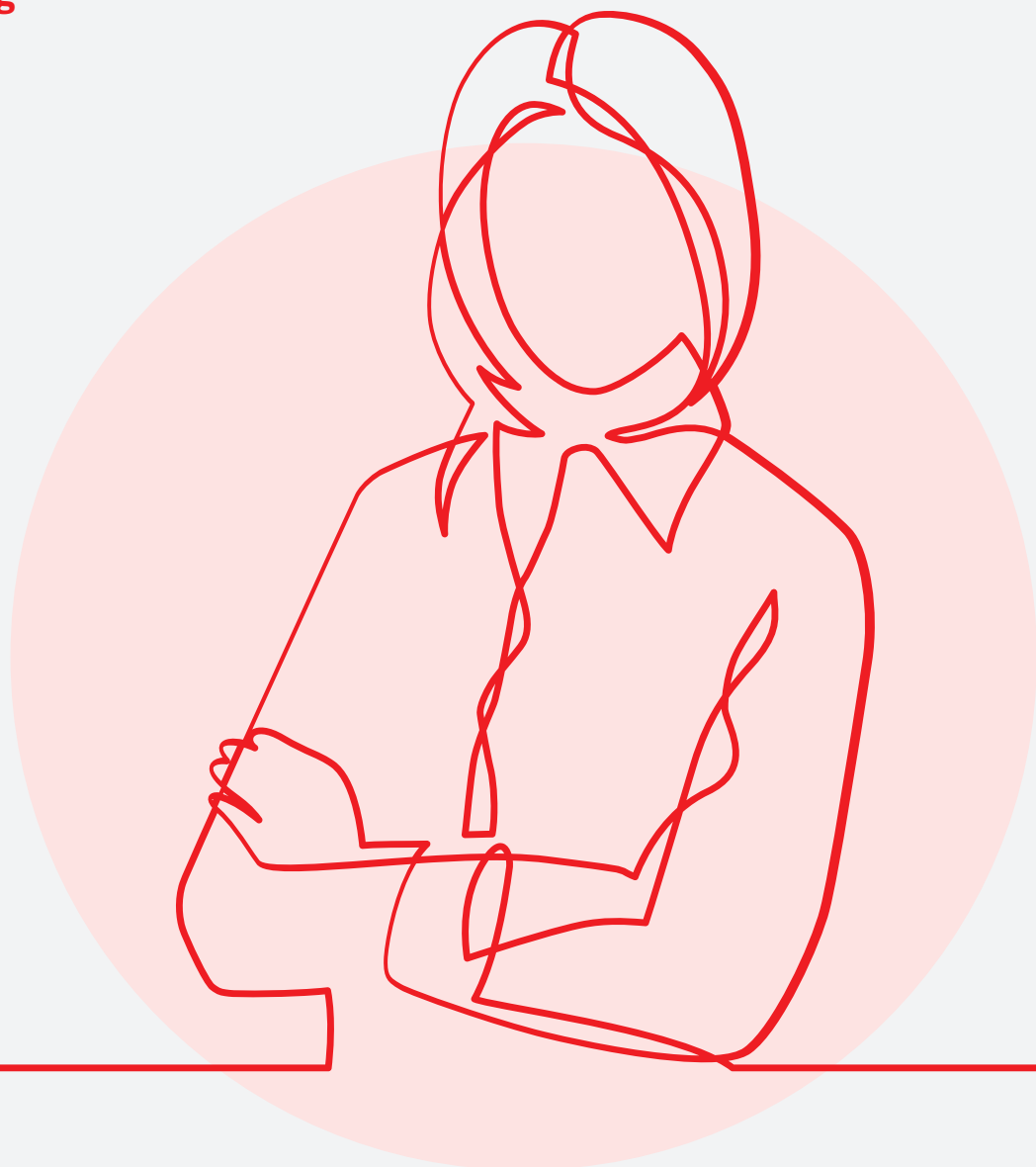


**IOP** Publishing

**2024**

# Gender pay gap report

[ioppublishing.org](http://ioppublishing.org)



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# Introduction

At IOP Publishing (IOPP), we are proud to celebrate difference and want everyone to thrive and achieve their potential. This ambition is brought to life through our Diversity, Equity and Inclusion (DEI) strategy, which outlines—through our seven strategic pillars—the ways we are working to make our organisation a brilliant place to work. Underpinning this, we have our eight behaviours to guide the decisions we make and how we interact.

Reporting on our gender pay gap each year provides an opportunity for IOPP to model, in particular, the behaviours of integrity, proactivity, and inclusivity.

We act with integrity and are open and honest about where we are in our journey as an organisation. Our focus in 2023–24 was to continue appointing women into senior roles and to make IOPP a more diverse and inclusive organisation for everyone. We are pleased to report that in 2024, our mean pay gap decreased by 1.38%, continuing the overall downward trend from 18.9% in 2018 to 14.14% in 2024. This year's decrease can be attributed to the appointment of more women into our upper quartile, where we are pleased to report we now have equal numbers of men and women.

We have seen an increase in female appointments across all quartiles in 2024. This has affected our median pay gap, where we observed an increase of 0.43% compared to 2023—though we note the overall downward trend from 15.5% in 2018 to 12.04% in 2024. We also note that in 2024, both our mean and median bonus pay gaps have increased, though they remain consistent with the overall downward trend observed over the last seven years. Notably, our mean bonus pay gap has more than halved in that time.

We actively identify and reflect on our challenges and successes. Our 2024 engagement survey results show that 71% of our staff have a positive engagement with DEI across IOPP, and over 90% of both women and men agree that IOPP is an equal opportunity employer and trust the organisation to be fair to all employees. We acknowledge these positive indicators; however, we know there is still work to do to address our gender pay gap.

We work inclusively to ensure fair treatment and opportunities for staff of all genders, developing actions to improve our gender equality efforts. This year, we launched our leadership programme to support our senior leaders in excelling in their roles. Our 'Women at IOPP' Employee Resource Group is focusing on "Women in Leadership" this year and is partnering with 'Everywoman' to provide access to learning and development content designed specifically to support women in succeeding in the workplace. We have worked closely with our Family & Carers ERG to improve the experience of women taking and returning from maternity leave and will continue collaborating with them on policy development in 2025, including our neonatal leave provision.



**Andy Macdonald**

Chief People Officer, IOP Publishing

# Our gender pay gap data

**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

**2024**

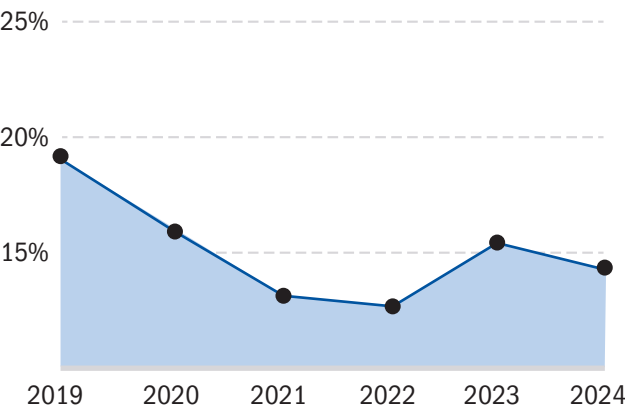
Total number of staff: 411



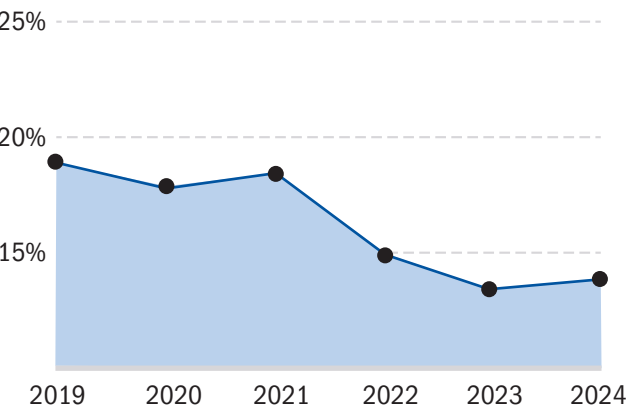
255 Female 156 Male

# Our figures

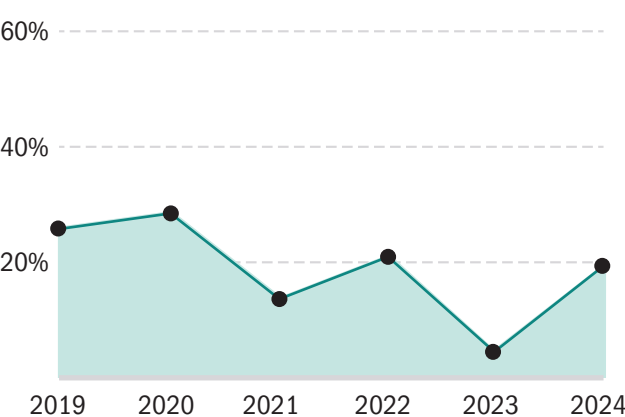
**Gender pay gap mean**



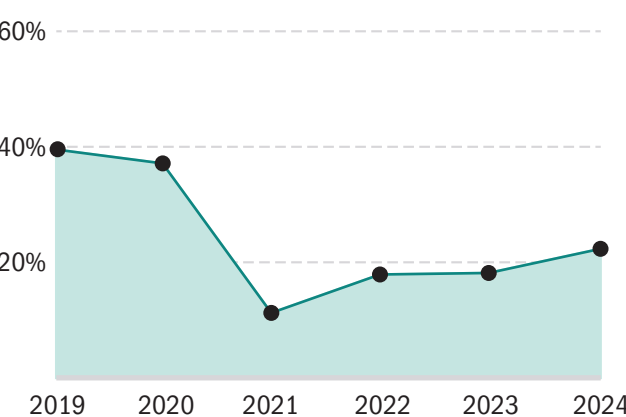
**Gender pay gap median**



**Bonus pay gap median**



**Bonus pay gap mean**



**Proportion of staff receiving bonus**

**2019**

Number of employees: 345



**2021**

Number of employees: 333



**2023**

Number of employees: 363



**2020**

Number of employees: 342



**2022**

Number of employees: 349

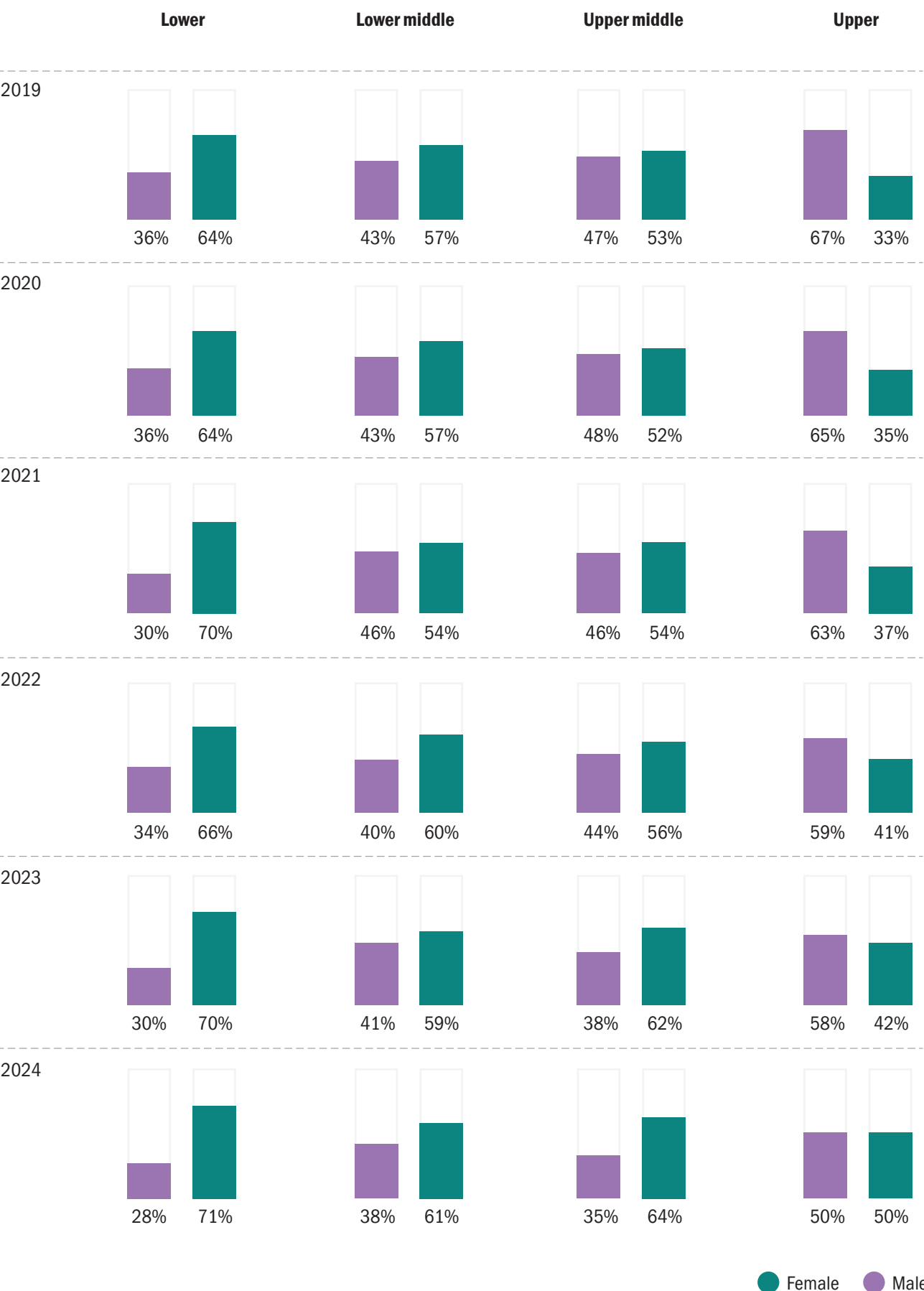


**2024**

Number of employees: 411



# Quartiles



# What's driving our gender pay gap?

A gender pay gap measures 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 distribution of men and women across all roles.

This is different from an equal pay comparison, which involves a direct comparison of two people or groups performing the same work or work of equal value.

Our mean gender pay gap has decreased this year by 1.38%, due to structural changes in our upper quartile, which helped reduce the pay gap in that segment. However, our median pay gap increased slightly by 0.43%, reaching 12.04%, despite hiring more women across most quartiles. In fact, the percentage of women employed at IOPP has increased to 62%, up by 3% from 2024.

We recognise the need to continue working hard to attract and retain women in senior leadership roles. Since reporting began, we've steadily increased our headcount, and our gender split continues to shift positively. We now have gender parity in the upper quartile, with a 50/50 split between men and women. However, disparities persist in our middle quartiles.

Our median bonus gap has increased significantly to 19.42% (from 3.97% in 2023), and our mean bonus pay gap has risen to 22.25% (from 18.47% in 2023). This is due to company-wide bonus eligibility rules and qualification periods. On a positive note, the percentage of women eligible for bonuses has increased across all quartiles.

We continue to focus on developing a strong pipeline of leadership talent, as well as early-career talent, to support long-term change at IOPP.

## What action are we taking?

Diversity and inclusion are at the heart of our people strategy. They are critical to our culture and our aspiration to be a thriving and diverse organisation. In 2023, we established our first DEI Strategy to embed diversity, equity, and inclusion across IOPP.



The seven pillars of our DEI strategy.

**Some of our achievements in 2024 include:**

- Launching our Workforce Diversity Questionnaire to improve diversity data collection and inform our DEI action plan for 2025.
- Growing the membership of our six ERGs through training, networking events, guest speakers, and awareness programmes.
- Implementing an extensive inclusive recruitment plan, including CV anonymisation, trialling the sharing of interview questions, and developing our “Belonging at IOPP” brochure.
- Partnering with the ‘Working Families’ network through our Family and Carers ERG to support the revision of our maternity policy.
- Initiating our parent buddy scheme.

**We remain as committed as ever to furthering DEI in our organisation. In 2025, we aim to:**

- Encourage collaboration between our ERGs to address intersectional challenges within our workforce.
- Share and exchange good practice by actively participating in cross-sector groups and networks.
- Increase senior leader engagement with DEI training, events, and speaker programmes.
- Organise an IOPP/IOP DEI conference to celebrate those involved in DEI initiatives across the group and to provide a learning and networking opportunity.
- Become a founding partner in “We Show the Salary” to reinforce our commitment to fairness and transparency in equitable pay.
- Provide additional learning opportunities for members of our Women at IOPP ERG through access to the Everywoman platform.
- Continue to focus on and improve our family-friendly policies.

At IOPP, we have refined and updated our core behaviours in line with our Employee Value Proposition—one of which is Inclusivity. These behaviours define our culture and are at the heart of what makes IOPP a brilliant place to work. They serve as a compass for all our colleagues, and we will continue to embed these principles regardless of global dynamics.