

IOP Publishing

2025

Gender pay gap report

ioppublishing.org



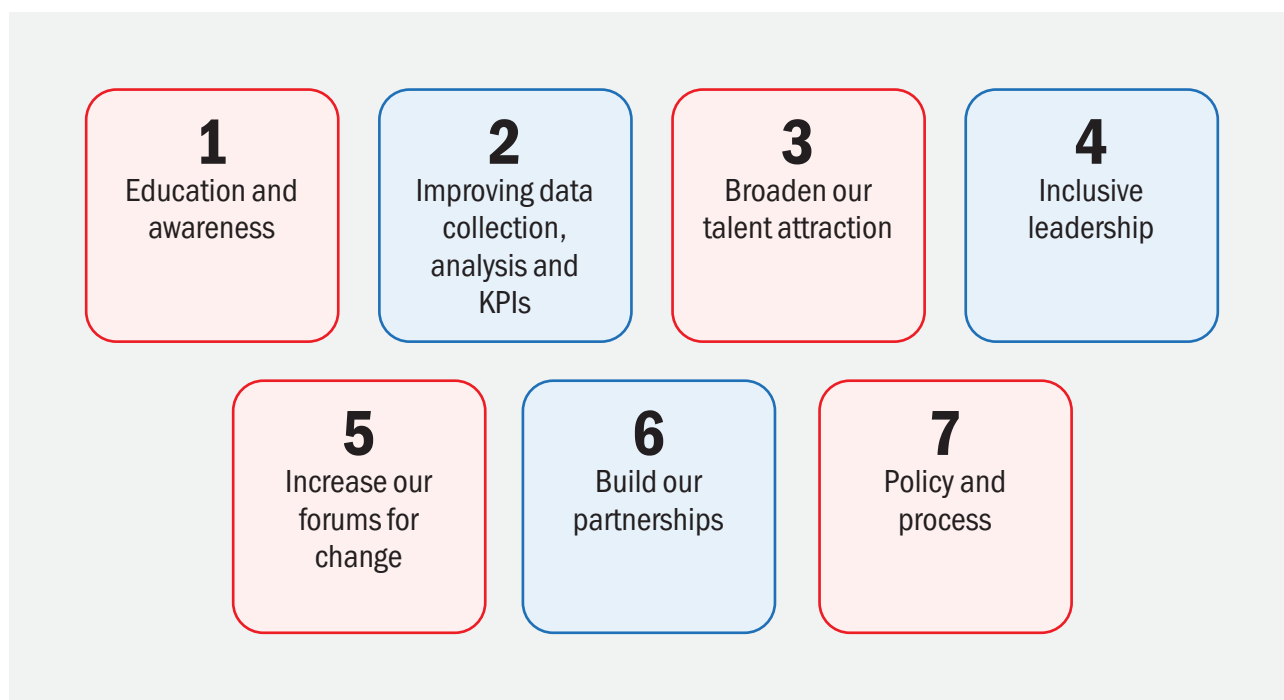
Making science
better, together

Contents

Introduction	3
Our gender pay gap data	6
Our figures	7
Pay gap by quartiles	8

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 (DE&I) 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.



The seven pillars of our DE&I strategy.

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

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.

Gender pay gap: Hourly pay

In 2025, 63% of our colleagues were women, the same as in 2024. Our mean (average) gender pay gap in 2025 was 9.9%. It decreased by 4.2 percentage points from 2024, continuing an overall downward trend. It has almost halved since 2018 when it was 18.9%. In terms of hourly pay quartiles, which represent the percentage of men and women employees in four equally-sized groups based on their hourly pay, we saw a decrease in the number of women who are paid within the lowest quartile, and an upward shift in women in the upper quartile. For the first time, women made up more than 50% of employees in the upper pay quartile, with 56.5% of the highest paid jobs being carried out by women. However, disparities persist in our middle quartile.

Our median pay gap also decreased by 3.2 percentage points. In 2025, women's median hourly pay was 8.8% lower than men's, which means that they earned 91p for every £1 that men earned (when comparing median hourly pay). This is the lowest the median pay gap has been since we began measuring it in 2018.

As our mean and median pay gaps are within 1% of each other, we can be reasonably confident that in 2025, our employees, male and female, were being paid within the same income range, whatever that might be.

We recognise the need to continue working hard to attract and retain women in senior leadership roles while also developing early career talent to enable sustainable, long-term change at IOPP and close the gender pay gap.

Gender pay gap: Bonus pay

In 2025, 90.9% of women and 92.7% of men working in our organisation received bonus pay. This is an increase for both groups. Women's mean (average) bonus pay was 21.8 percentage points lower than men's. This is very similar (within 1 percentage point) to 2024. Our mean bonus pay gap has hovered close to the 20% mark over the last 4 years.

Our median bonus pay gap has decreased by more than 1/3 since 2024, from 19.4% to 12.6%.

Though these are positive indicators, fluctuations in our bonus pay gap over time are common and it is clear that there is still work to do to achieve parity.

What action are we taking?

We remain as committed as ever to furthering DE&I in our organisation.

IOPP colleagues continue to acknowledge this commitment. In our 2025 engagement survey, 98% of both women and men agreed that they are treated with fairness and respect at work. DE&I was the highest scoring (90%) topic overall. We acknowledge these positive indicators; however, we know there is still work to do to address the difference in average pay between men and women as well as the bonus pay gap.

To make IOPP a more diverse and inclusive organisation, our focus in 2024 and 2025 was to continue to make incremental strides in appointing women into senior roles, encouraging greater collaboration between our growing Employee Resource Groups (ERGs), and increasing senior leader engagement with DE&I. The 2025 inaugural DE&I & Wellbeing Conference celebrated our fantastic colleagues and offered opportunities to share good practice and develop connections within IOPP and across IOPP and IOP. Our ERGs are now working together to amplify each other's voices and address cross-cutting challenges and opportunities our groups may face. Additionally, we are pleased to report that three senior managers have become sponsors for our Family and Carers and Women@IOPP ERGs. Our ERG sponsors are helping to reduce barriers for our ERGs, share their network and raise DE&I on the agenda at all levels of our organisation.

Some of our DE&I related achievements in 2025 include:

- Hosting our inaugural DE&I & Wellbeing conference which has increased collaboration between our ERGs and with IOP
- Appointing three new senior sponsors to our Family & Carers and Women@IOPP ERGs
- Becoming a founding partner in "We Show the Salary" to reinforce our commitment to fairness and transparency in equitable pay

- Partnering with external organisations Everywoman, Working Families and Employers for Carers to provide learning opportunities on imposter syndrome, returning from family leave and managing caring and a career for colleagues
- Expanding our demographic data collection and analysis to understand the barriers for colleagues with caring responsibilities

In 2026, we have already:

- Raised minimum pay to 90% of our band for colleagues in band A
- Removed barriers to paternity pay by making it a right from day one, alongside the statutory changes to paternity leave
- Celebrated International Women's Month with workshops, fund-raisers and drop-in sessions – all led by our fantastic colleagues in the Women@IOPP ERG
- Become a founding signatory of the Publishing Association "Publishers Inclusion Pledge"

As the year advances, we aim to:

- Continue our ongoing work on improving our family-friendly policies
- Improve support for colleagues undergoing fertility treatment(s)
- Raise the profile of our ERG sponsors and encourage more senior leaders to consider sponsorship
- Continue to provide learning and engagement opportunities addressing barriers to gender equality



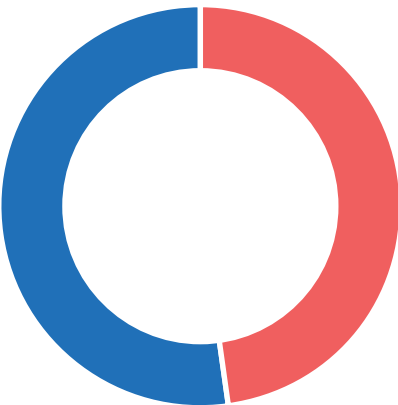
Andy Macdonald

Chief People Officer, IOP Publishing

Our gender pay gap data

2020

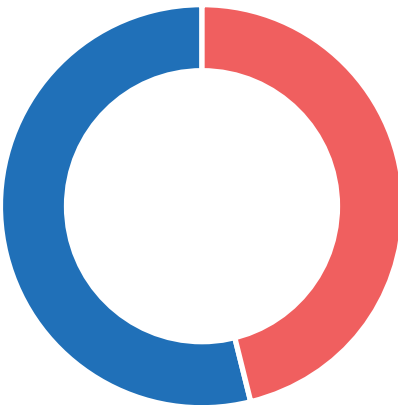
Total number of staff: 342



● 178 Female ● 164 Male

2021

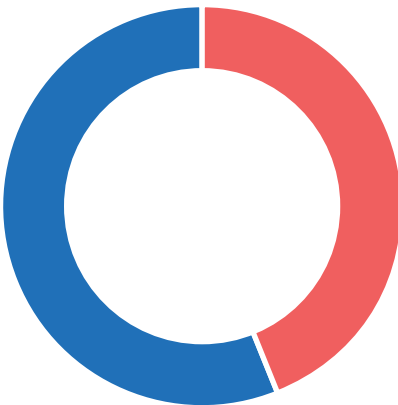
Total number of staff: 333



● 179 Female ● 154 Male

2022

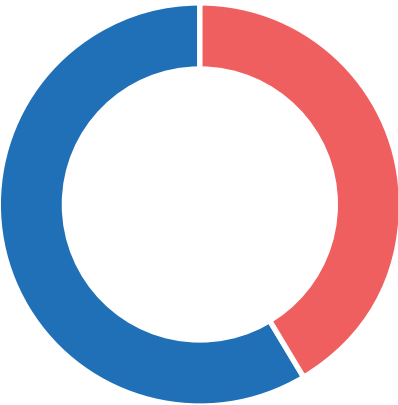
Total number of staff: 349



● 195 Female ● 154 Male

2023

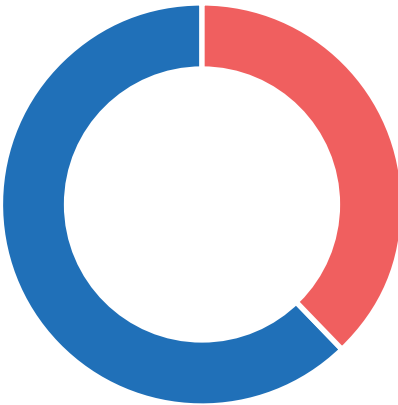
Total number of staff: 363



● 212 Female ● 151 Male

2024

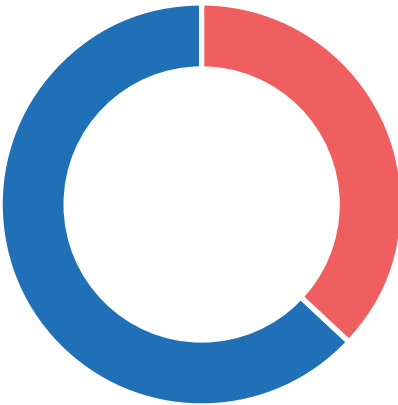
Total number of staff: 411



● 255 Female ● 156 Male

2025

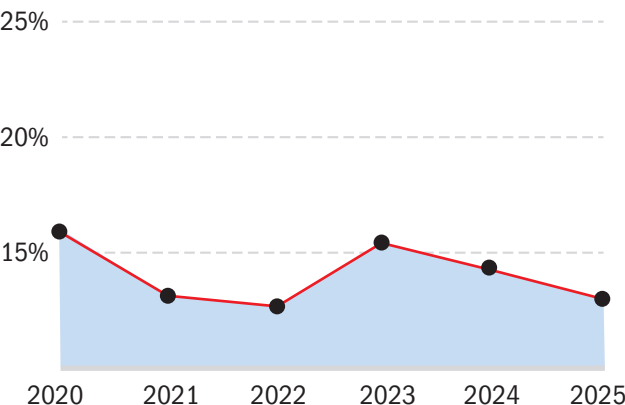
Total number of staff: 437



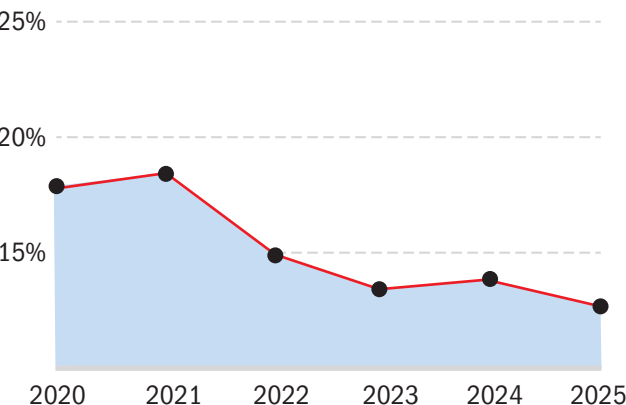
● 275 Female ● 162 Male

Our figures

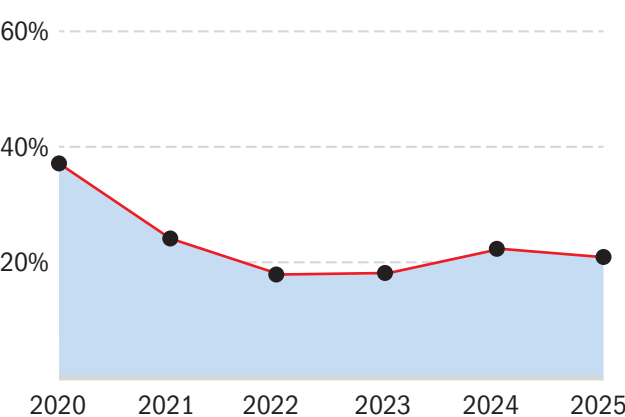
Gender pay gap mean



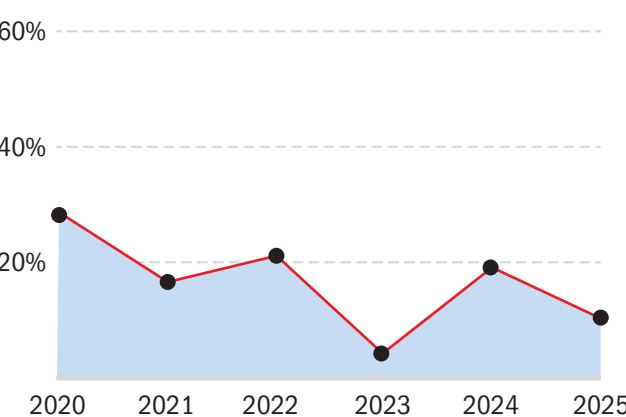
Gender pay gap median



Bonus pay gap mean



Bonus pay gap median



Proportion of staff receiving bonus

2020

Number of employees: 342



2022

Number of employees: 349



2024

Number of employees: 411



2021

Number of employees: 333



2023

Number of employees: 363



2025

Number of employees: 437



Pay gap by quartiles

