



# BPI Pay Gap Report 2025

Published 2 April 2026

# Our Commitments



The 2025 Pay Gap Report marks the second year that the BPI has published its gender, ethnicity and disability pay gaps. Last year we found this process to be a valuable opportunity to reflect within the team, as well as to share our successes and challenges with BPI members and industry partners.

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 gaps 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.

While the 2024 Pay Gap Report allowed us to establish a baseline following a period of leadership change and transition alongside diversity, equity and inclusion investment at the BPI, the 2025 Pay Gap report allows us to see how the initiatives outlined in the 2024 report are beginning to create impact. In some cases, this has resulted in significant shrinking or elimination of pay and bonus gaps. In other areas, changes to the workforce have resulted in fluctuations in the gaps which will take time to even out. Either way, the data is invaluable as we track our longer-term progress. Pay gap reporting continues to be an important mechanism in maintaining transparency and accountability, which in turn allows us to build a more inclusive, representative and equitable organisation.

## Method

This report analyses the data of the BPI's team on the snapshot date of 5 April 2025, 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 in order to protect the anonymity of our disabled team members, who form a small data set within our business.

## Equal Pay vs Pay Gap Reporting

Pay gap reporting is not the same as equal pay. At the BPI we ensure that all team members doing the same role in comparable circumstances receive equal pay and are not paid differently. A pay gap refers to the disparities in average earnings between different groups. By looking at mean and median pay and bonus gaps, as well as the representation of different groups within the BPI workforce, we can examine if historic inequity in society is continuing to be visible within our organisation.

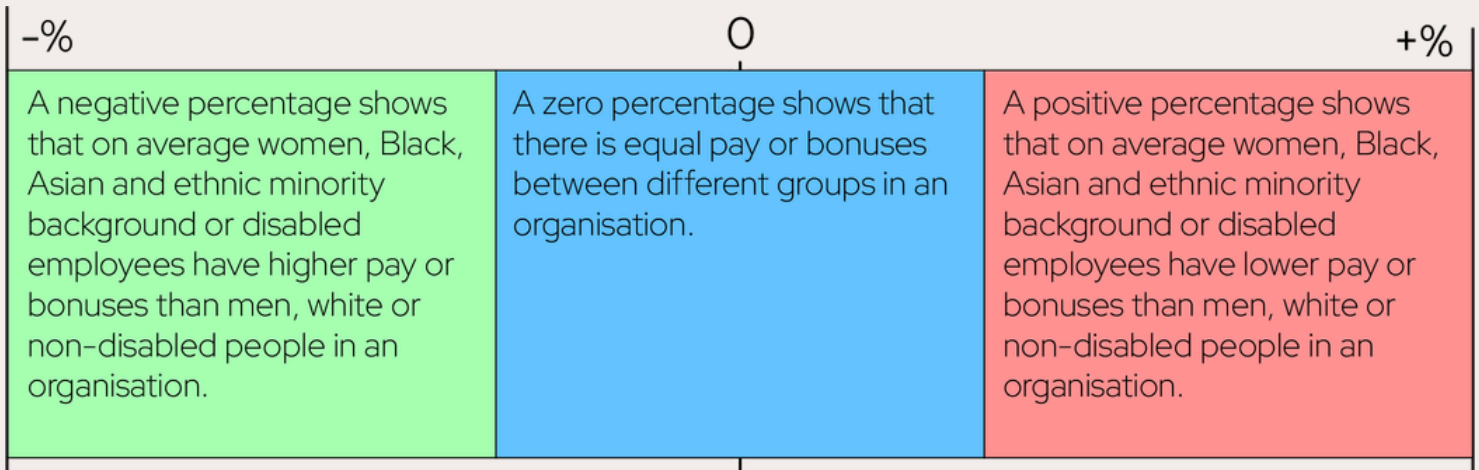
# Mean vs Median

Mean and median are both ways of calculating average pay.

**Mean** is an 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.

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

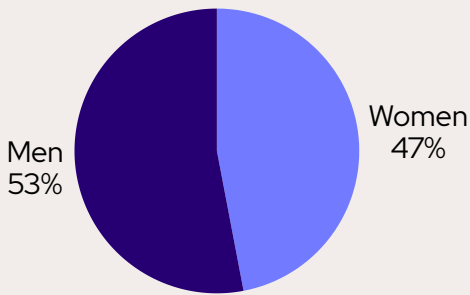


# A Note on Bonuses at the BPI

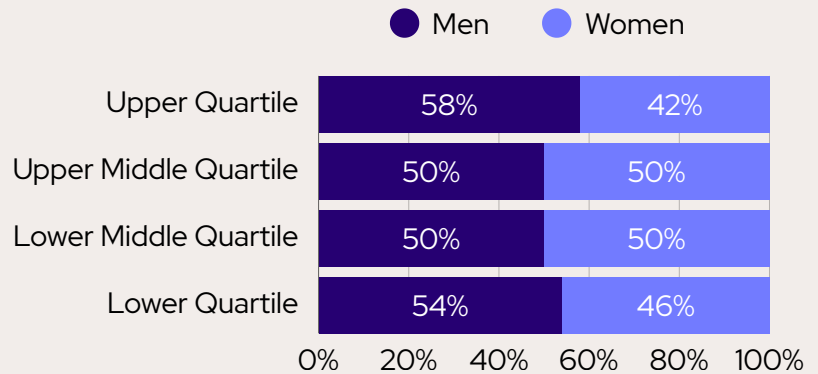
Most of the bonuses the BPI pays are annual discretionary performance-related bonuses, which are based on the calendar year 1 January – 31 December, and are ordinarily paid at the end of the following April. As a result, the majority of the bonuses paid in 2025 were paid during the pay period of the snapshot date and have been prorated into the hourly figure for full-pay relevant employees according to the government’s statutory pay gap reporting guidance. 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

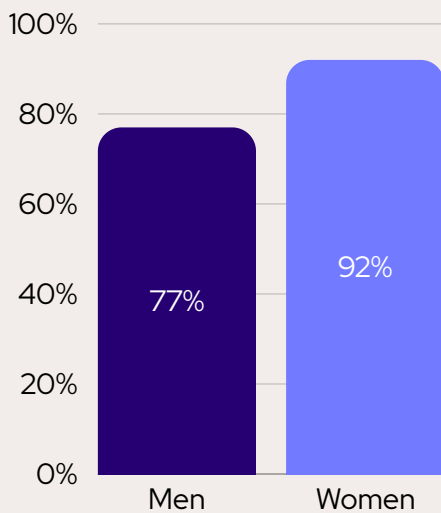
## Employees (5th April 2025)



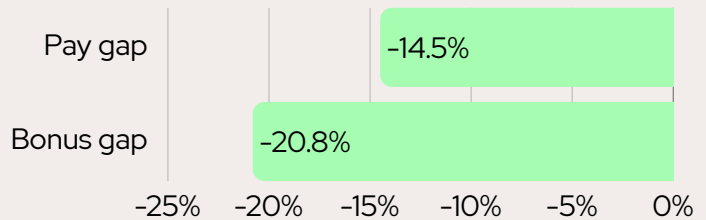
## Pay Bands by Gender



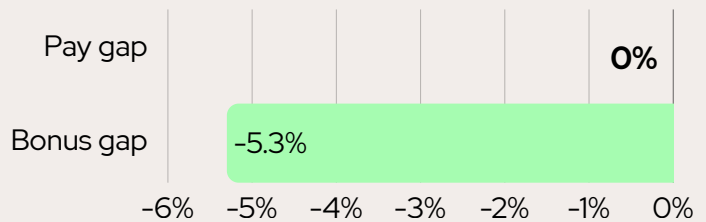
## Percentage of Team Members Receiving Bonuses



## Mean (average)



## Median (middle)



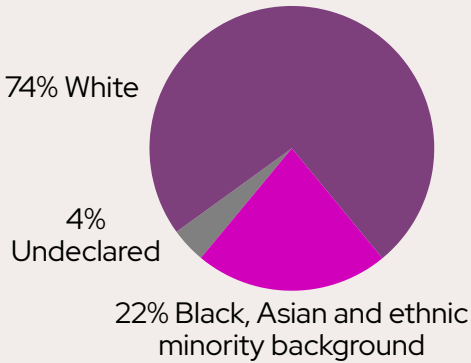
We are proud this year to have eliminated all the BPI's gender pay and bonus gaps and to have a 0% median pay gap. This indicates that there was statistically no difference between the middle earning man and woman in the business. This progress has been driven by women who were relatively new to the team in 2024, including the CEO, becoming eligible for their bonuses. More men and women received bonuses overall this year when compared with 2024, where 75% of men and 64% of women received bonuses. While there is still an overrepresentation of men in the upper quartile of the organisation, this is balanced by an overrepresentation of women in the executive team (75% of salaried members) and a slight overrepresentation of men in the lower quartile.

Though the percentage of women in the upper quartile is lower this year than in 2024 where there were 45% women, there are not any fewer women in this group. We have followed statutory guidelines around the distribution of uneven team sizes into quartiles which has resulted in the upper quartile being slightly larger than in 2024.

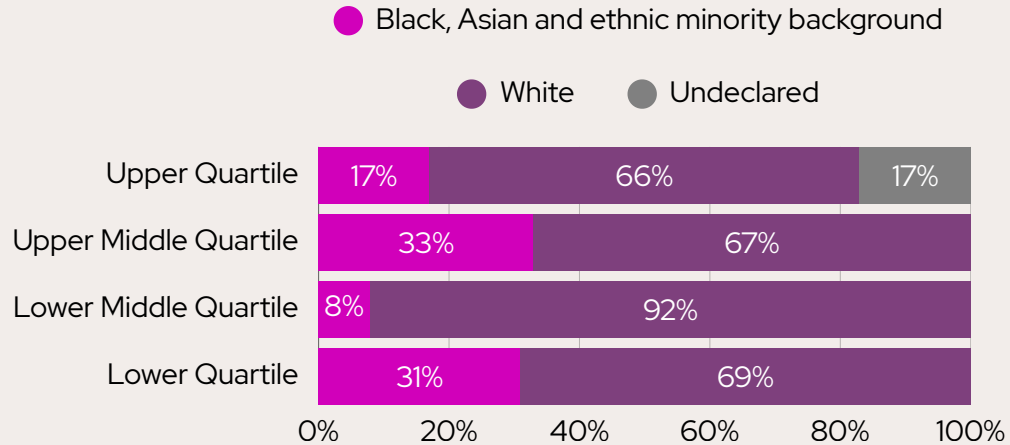
It is important to note that many of the new joiners to the BPI team in 2024 and 2025 were men who were not eligible for their bonus due to not having completed probation, or who received bonuses that were lower due to being prorated on the portion of the calendar year for which they were eligible. We are therefore aware that many of the negative figures seen this year may rise as the number of men and women receiving bonuses equalises in future snapshot dates.

# Ethnicity

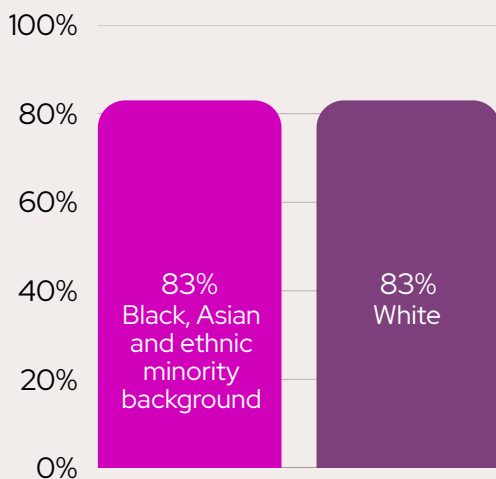
## Employees (5th April 2025)



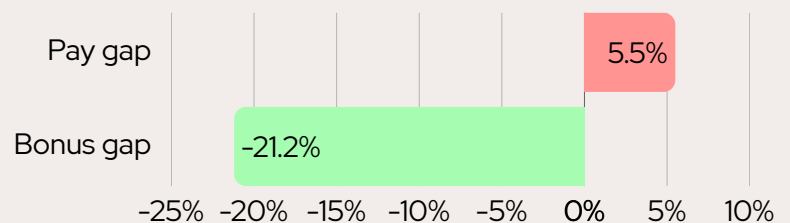
## Pay Bands by Ethnicity



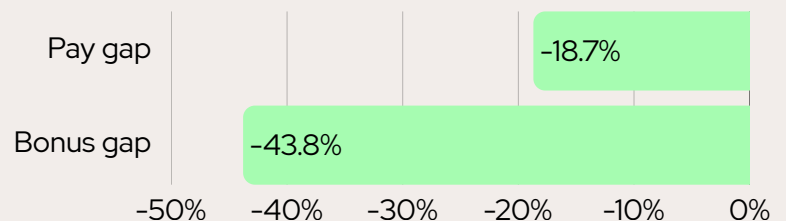
## Percentage of Team Members Receiving Bonuses



## Mean (average)



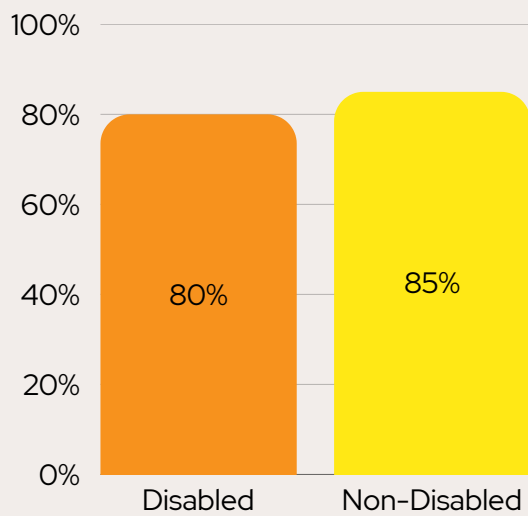
## Median (middle)



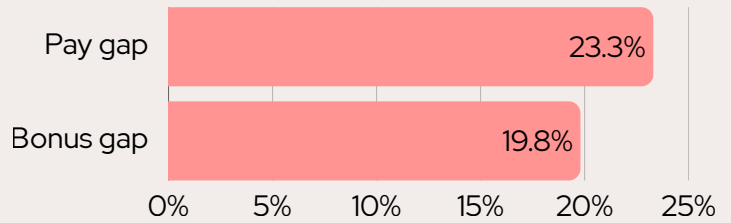
We are proud to have a negative ethnicity mean bonus gap, negative median pay and bonus gaps, and a single digit mean pay gap. However, it is important to note that the mean pay and bonus gaps and median pay gap figures are wider than in 2024. This change is due to an increase overall in the number of team members from a Black, Asian and ethnic minority background. Recently joined members of the team are not yet eligible for their bonuses or have their bonus prorated for the part of the calendar year for which they are eligible, making the overall average compensation for Black, Asian and ethnic minority team members slightly lower than would be otherwise expected.

What may again appear as a reduction in Black, Asian and ethnic minority background team members in the upper quartile is again down to that quartile being slightly larger than 2024 due to statutory guidelines on distributing uneven numbers of team members. Representation of Black, Asian and ethnic minority background team members in the upper quartiles has remained stable. We are pleased to see more Black, Asian and ethnic minority background team members become eligible for their bonuses, resulting in a significant reduction of the median bonus gap from 51.3% in 2024 to -43.8% in 2025.

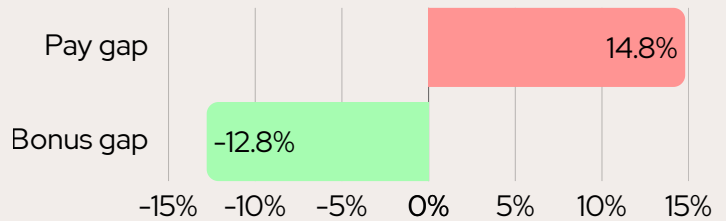
## Percentage of Team Members Receiving Bonuses



## Mean (average)



## Median (middle)



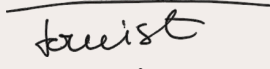
Progress on our disability pay and bonus gaps this year is more varied. All these numbers are influenced by the relatively small number of team members within our organisation who have declared a disability. As predicted in the 2024 pay gap report, the mean and median bonus gaps have reduced significantly due to team members who joined in 2023 and 2024 becoming eligible for their bonuses. The number of disabled team members receiving a bonus rose from 50% in 2024 to 80% in 2025. We are also proud to have a negative median bonus gap and that the mean bonus gap has reduced by more than 50 percentage points.


Increases in the mean and median disability pay gaps are due to an overall increase in the number of disabled team members. This increase is due to both new team members joining the BPI and existing team members declaring their disability. We hope these gaps will close as new team members become bonus eligible in a similar way to which we have made progress on closing our bonus gaps. However, given increasing the number of disabled team members, including encouraging existing team members declaring a disability, remains a commitment at the BPI (as evidenced through the BPI's Disability Committed status) we are aware that these numbers may remain volatile for some time due to the relatively small size of the team. Overall, ensuring disabled team members are represented evenly in all quartiles of the organisation must remain a priority.

## Progress on the Pay Gap Action Plan

This year we will continue to work through and implement the actions we outlined in the [2024 Pay Gap Report](#). However, particular areas of work in 2025 have included conducting a recruitment review examining the impact of the inclusive changes to recruitment made from 2023-2024. As a result of this review, we have further embedded the [Disability Committed Employer Scheme](#) initiatives, as well as further inclusive recruitment practices with the specialist recruiters we work with. We are also particularly focused on developing our disability inclusive working practices at the BPI as a key part of addressing this area of underrepresentation within the BPI workforce.

Report signed by:

  
**Dr Jo Twist OBE**  
CEO, BPI

  
**Hailey Willington**  
Head of DEI, BPI