



**BBC**  
**STUDIOS**

**UK PAY  
GAP REPORT**

**2024**



# ABOUT BBC STUDIOS

**BBC Studios creates, invests, develops, produces and distributes content for the BBC, and multiple media platforms around the world.**

The main commercial subsidiary of the BBC, it is a fast-growing, ambitious business with stretching goals to increase and expand its support for the licence fee.

It plays a key role in supporting the BBC's 'Value for All' strategy: BBC.com showcases the BBC's pursuit for truth for global audiences without agenda, its production units and labels in the UK and around the world tell award-winning British stories, bring people together with live events like Eurovision and much-loved brands like Dancing with the Stars, the Earth series of natural history landmarks, Doctor Who and Bluey.

72% of BBC Studios sales comes from blue chip international partners including Apple, Amazon, CBS, Disney, Netflix and ZDF.

In the financial year 2023-24, BBC Studios revenues were £1.8 billion, and the business is on track to double these by 2027/28.

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Doctor Who

Bad Wolf TV with BBC Studios for the BBC and Disney Branded Television





# OUR PEOPLE ARE CENTRAL TO OUR SUCCESS

## Foreword from Tom Fussell, CEO

The cornerstone of any successful company is its culture. Creating a place where people can thrive and see themselves reflected in the workforce is a core part of this.

In our most recent engagement survey earlier this year, I am pleased to report that 89% of BBC Studios' employees are proud to work for our organisation and 85% of staff see it as a great place to work, while our organisation was included in Glassdoor's prestigious 'Best Places to Work' as the highest-ranking TV company on the list.

Since BBC Studios first began publishing its UK Pay Gap report in 2017, we have progressively increased the level of voluntary analysis we disclose, making us one of the most transparent companies in our industry.

I'm delighted that this year we are continuing to enhance our levels of transparency by publishing – for the first time – our pay gap data based on socio-economic backgrounds (SED) as we aim to be an even more inclusive organisation.

This year's Pay Gap Report also incorporates recent workforce changes to the business, including staff transferring to BBC Studios on April 1st 2024 as part of the BBC Studios Productions Audio Unit, as well as the inclusion of characteristics data from employees of BritBox International, who joined the business following the acquisition at the end of March 2024.

When examining the median pay gaps by band for each characteristic it has been encouraging to see that the size of the gaps, and the changes by year, are small. This gives us confidence that our pay gaps are not as a result of unequal pay, and rather points to some areas where we have an imbalance in minority representation. Our 2023 Equal Pay audit concluded that there was no systemic gender discrimination in the approach to managing pay. We run regular reviews of the pay decisions made across the business to check for any bias.

Our median pay gaps by Career Band below the Senior Leader (SL) level remain low across all characteristics. Of the 35 pay gaps we are reporting on (at 7 band levels across 5 characteristics), only four are more than 5% in favour of majority groups. Three of these are at SL level (for gender, disability and socio-economic background), where our workforce population is the smallest (2% of the workforce).

This suggests that variations in the results are less about equal pay and more about an imbalance in minority representation at senior versus junior levels in some areas.

The pay gap for our disabled workforce at Band D (our most populous band) is one of those above 5% and has increased from 3.1% to 7.7%, driven by an increase in hiring of non-disabled employees at this level. This has driven an increase in the consolidated disability pay gap by 4.7 percentage points, which highlights an issue around disability representation in our workforce, at all levels, and is one we are actively seeking to address.

We are now partnering with a disability recruitment specialist and have become a Disability Confident Level 2 employer. In addition we are active in the industry-wide TV Access Project. We are also encouraged by the 2023 census, which saw an increase in the number of our staff comfortable identifying as neurodiverse.

The overall picture for Senior Leaders is mixed and more volatile than at other levels, due to a smaller population, a broader range of accountabilities and job sizes and a greater distribution of salaries.

So we recognise that while we are making progress, there is still more work to do across all areas of the business. The senior team and I are looking at ways to address imbalances in representation moving forward, including how we recruit and how we educate recruiting managers across the business - at all levels.

As BBC Studios embarks on its transformational growth journey, part of our success will be measured on our ability to grow and empower our teams and develop a more representative workforce.

**Tom Fussell,**  
CEO, BBC Studios



This year we are continuing to enhance our levels of transparency by publishing – for the first time – our pay gap data based on socio-economic backgrounds (SED) as we aim to be an even more inclusive organisation.”



Career Band	Population	Median pay gap 2024				
		Gender	Ethnicity	Disability	LGBTQ+	Socio-Eco
A	115	3.2%	-5.5%	2.7%	4.5%	2.0%
B	490	-1.3%	-1.8%	1.3%	1.8%	-1.9%
C	850	0.8%	0.7%	2.0%	4.5%	2.3%
D	1,085	2.0%	-2.8%	7.7%	1.0%	-0.3%
E	508	2.9%	0.0%	2.4%	-2.8%	1.5%
F	280	1.7%	-4.4%	0.7%	-7.2%	-5.7%
Senior Leader	62	11.3%	-4.2%	11.4%	-3.4%	6.9%
<b>Overall combined median*</b>	3,436	11.5%	9.5%	14.0%	17.9%	5.4%
<b>Overall combined median 2023</b>	<b>3,321</b>	<b>9.6%</b>	<b>7.4%</b>	<b>9.3%</b>	<b>18.5%</b>	<b>n/a</b>

		Mean pay gap 2024				
<b>Overall combined mean*</b>	3,436	13.4%	7.3%	10.2%	9.4%	6.1%
<b>Overall combined mean 2023</b>	<b>3,321</b>	<b>12.5%</b>	<b>4.2%</b>	<b>7.1%</b>	<b>13.5%</b>	<b>n/a</b>

\* Includes 46 staff not mapped to Career Band



# GENDER PAY GAP

## Eighty per cent of our female workforce are in a Career Band with a median pay gap of less than 2 per cent.

Our largest median pay gap by Career Band is at our most senior management level. We expect a certain level of volatility at this level due to the small population. Changes since last year at each Career Band are relatively minor.

The overall median gender pay gap of 11.5 per cent is partially a factor of the type of jobs held by male and female employees. Our Job Family with the highest average pay is Technology, Systems & Delivery, which reflects typical market practice for jobs in these specialisms.

Our female representation in this job family is 34 per cent, which is fairly consistent with the wider demographic trend. This compares to over 75 per cent female representation in those Job Families with lower average pay.

Our overall median gender pay gap has increased since last year by 1.9 percentage points. One of the reasons for this is the decrease in female representation at the two most senior management levels, which is also reflected in the change in the composition of the top pay quartile.

Career Band	Median gender pay gap <sup>1</sup>		Female representation	
	2024	2023	2024	2023
A	3.2%	1.7%	63%	70%
B	-1.3%	-0.2%	69%	69%
C	0.8%	0.1%	67%	66%
D	2.0%	0.1%	61%	60%
E	2.9%	4.9%	57%	56%
F	1.7%	-0.2%	51%	54%
Senior Leader	11.3%	10.3%	45%	48%

BBC Studios gender pay gap	Median	Mean
2024	11.5%	13.4%
2023	9.6%	12.5%

1. A negative gap indicates the median pay to women was higher than median pay to men.

## Gender pay by quartile

When reviewing our gender pay gap, we draw up a list of our employee earnings – from the lowest to the highest – and split it into four even groups, called quartiles.

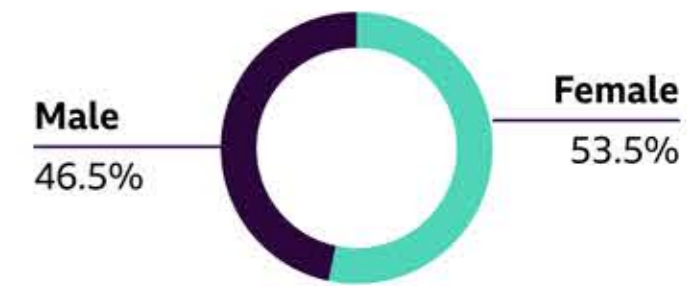
This allows us to calculate the proportion of men and women in each quartile and monitor the distribution of pay.

### Upper quartile (the top 25% of earners)

2024

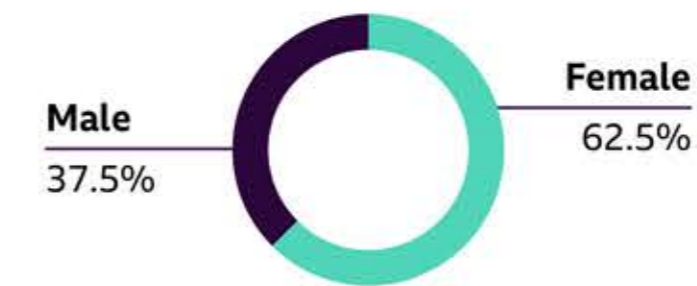


2023



### Upper middle quartile

2024



2023



### Lower middle quartile

2024



2023



### Lower quartile (the bottom 25% of earners)

2024



2023







# GENDER BONUS PAY GAP

In addition to analysis on payments made via our bonus and incentive schemes, we provide analysis on the award of retail vouchers through our voucher based recognition scheme (which allows for vouchers up to a value of £500 to be awarded to staff for outstanding contributions).

	Year	Median bonus pay gap	Number of women receiving a payment	Number of men receiving a payment
Incentive Scheme Payments	2024	26.5%	402 (19.0%)	307 (23.3%)
	2023	18.2%	340 (16.4%)	256 (20.4%)

	Year	Median bonus pay gap	Number of women receiving a payment	Number of men receiving a payment
Recognition Scheme	2024	0.0%	473 (22.3%)	248 (18.8%)
	2023	0.0%	400 (19.3%)	176 (14.0%)

	Year	Median bonus pay gap	Number of women receiving a payment	Number of men receiving a payment
Long Service Awards Payments (Legacy scheme closed in 2013)	2024	-5.0%	18 (0.8%)	8 (0.8%)
	2023	54.0%	14 (0.7%)	6 (0.5%)





# GLOBAL GENDER REPRESENTATION DATA

**This year we are again publishing our female representation by Career Bands for UK staff, non-UK employees and our Global combined numbers.**

Globally, 63% of our employees are female and every one of our Career Bands has more females than males, except at Senior Leadership level, which has decreased slightly from last year from 51% to 48%. Our non-UK employees are majority female at every Career Band.

We continue to build our global pipeline of female talent to ensure we maintain balanced gender representation at our most senior levels, providing role models for career progression within the company.

Career Band	UK		Non-UK		Global	
	2024	2023	2024	2023	2024	2023
A	63%	70%	57%	55%	63%	68%
B	69%	69%	77%	84%	70%	71%
C	67%	66%	73%	71%	68%	67%
D	61%	60%	65%	63%	62%	63%
E	57%	56%	60%	59%	58%	58%
F	51%	54%	55%	55%	52%	54%
Senior Leader	45%	48%	58%	56%	48%	51%
Total	62%	62%	66%	66%	63%	64%



# ETHNICITY PAY GAP

For all our Career Bands, the median ethnicity pay gaps are either very low (under 1 per cent) or in favour of the minority (with a negative percentage).

These median pay gaps have reduced since last year across the majority of our Career Bands. One of the exceptions where we have seen an increase is at Senior Leader level, where some volatility is expected due to a small population size.

The overall ethnicity median pay gap of 9.5 per cent is a factor of slightly higher representation at junior levels compared with senior levels. It has increased by 2.1 percentage points, primarily as a result of a small decrease in ethnic minority representation at the two most senior levels.

Career Band	Median ethnicity pay gap <sup>1</sup>		Minority <sup>2</sup> ethnicity representation	
	2024	2023	2024	2023
A	-5.5%	-5.3%	17%	23%
B	-1.8%	-3.0%	21%	21%
C	0.7%	1.8%	20%	17%
D	-2.8%	-1.6%	18%	17%
E	0.0%	0.9%	15%	14%
F	-4.4%	-7.8%	11%	14%
Senior Leader	-4.2%	-1.7%	16%	17%

BBC Studios ethnicity pay gap	Median	Mean
2024	9.5%	7.3%
2023	7.4%	4.2%

1. A negative gap indicates the median pay to employees from a minority ethnicity was higher than median pay to employees from the majority ethnicity.  
 2. Minority ethnicities are defined as black, Asian or other minority ethnicity.

## Ethnicity pay by quartile

When reviewing our ethnicity pay gap, we draw up a list of our employee earnings – from the lowest to the highest – and split it into four even groups, called quartiles.

This allows us to calculate the proportion of minority and majority ethnicity employees and monitor the distribution of pay.

### Upper quartile (the top 25% of earners)



### Upper middle quartile



### Lower middle quartile



### Lower quartile (the bottom 25% of earners)







# ETHNICITY BONUS PAY GAP

In addition to analysis on payments made via our bonus and incentive schemes, we provide analysis on the award of retail vouchers through our voucher based recognition scheme (which allows for vouchers up to a value of £500 to be awarded to staff for outstanding contributions).

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Minority ethnicity <sup>1</sup>	Majority ethnicity
Incentive Scheme Payments	2024	17.2%	122 (19.8%)	572 (21.4%)
	2023	7.6%	94 (16.5%)	483 (18.2%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Minority ethnicity <sup>1</sup>	Majority ethnicity
Recognition Scheme	2024	43.8%	128 (20.8%)	572 (21.4%)
	2023	0.0%	95 (16.7%)	469 (17.7%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Minority ethnicity <sup>1</sup>	Majority ethnicity
Long Service Awards Payments (Legacy scheme closed in 2013)	2024	9.0%	2 (0.3%)	22 (0.8%)
	2023	-72.2%	2 (0.4%)	17 (0.6%)

<sup>1</sup> Minority ethnicities are defined as black, Asian or other minority ethnicity.



# DISABILITY PAY GAP

The median disability pay gaps at the majority of our Career Bands are less than 3 per cent. The exceptions are at Senior Leader level (where a small population drives volatility) and at Band D, where we have seen an increase since last year.

The overall median disability pay gap of 14 per cent is primarily due to greater representation of disabled employees at junior bands than at senior bands.

Our primary focus is to increase disability representation at all levels, which is expected to maintain the overall pay gap at current levels in the short to medium term.

This median disability pay gap has increased since last year, up 4.7 percentage points from 9.3 per cent to 14 per cent. This change in the overall pay gap is mainly as a result of hiring a significant number of non-disabled employees at Band D, whilst the absolute number of disabled staff at this level remained relatively stable.

Career Band	Median disabled pay gap <sup>1</sup>		Disabled representation	
	2024	2023	2024	2023
A	2.7%	14.6%	13%	13%
B	1.3%	2.8%	12%	13%
C	2.0%	-1.4%	11%	10%
D	7.7%	3.1%	7%	9%
E	2.4%	2.1%	8%	7%
F	0.7%	-11.5%	7%	7%
Senior Leader	11.4%	3.4%	10%	12%

BBC Studios disability pay gap	Median	Mean
2024	14.0%	10.2%
2023	9.3%	7.1%

<sup>1</sup> A negative gap indicates the median pay to disabled employees was higher than median pay to non-disabled employees.

## Disability pay by quartile

When reviewing our disability pay gap, we draw up a list of our employee earnings – from the lowest to the highest – and split it into four even groups, called quartiles.

This allows us to calculate the proportion of disabled and non-disabled employees and monitor the distribution of pay.

### Upper quartile (the top 25% of earners)

2024



2023



### Upper middle quartile

2024



2023



### Lower middle quartile

2024



2023



### Lower quartile (the bottom 25% of earners)

2024



2023







# DISABILITY BONUS PAY GAP

In addition to analysis on payments made via our bonus and incentive schemes, we provide analysis on the award of retail vouchers through our voucher based recognition scheme (which allows for vouchers up to a value of £500 to be awarded to staff for outstanding contributions).

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Disabled	Non-Disabled
Incentive Scheme Payments	2024	9.4%	59 (18.8%)	606 (20.8%)
	2023	-42.5%	45 (14.0%)	507 (18.1%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Disabled	Non-Disabled
Recognition Scheme	2024	14.3%	78 (24.8%)	603 (20.7%)
	2023	-33.3%	50 (15.5%)	507 (18.1%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Disabled	Non-Disabled
Long Service Awards Payments (Legacy scheme closed in 2013)	2024	26.5%	4 (1.3%)	21 (0.7%)
	2023	-14.6%	2 (0.6%)	16 (0.6%)



# LGBTQ+ PAY GAP

All our median LGBTQ+ pay gaps by Career Band are either below 5 per cent, or in favour of the minority, as is the case for our top three Career Bands.

The median pay gaps have decreased since last year at all Career Bands.

The overall median and mean pay gaps of 17.9 per cent and 9.4 per cent respectively are a factor of higher representation at junior levels than senior levels. This is driven in part by the increased diversity of our apprentice intake compared to the rest of the organisation.

Our apprentices are all hired into our most junior Career Band (Band A) and LGBTQ+ representation at this level is substantially higher than for other bands. We remain committed to hiring diverse apprentice cohorts to build a strong talent pipeline for the future, and therefore expect to experience an LGBTQ+ pay gap as a result.

At the two most senior levels (Band F & SL), we have seen an increase in LGBTQ+ representation since last year, which has contributed to a reduction in the overall mean and median pay gap.

Career Band	Median LGBTQ+ pay gap <sup>1</sup>		LGBTQ+ representation	
	2024	2023	2024	2023
A	4.5%	13.0%	23%	25%
B	1.8%	3.3%	13%	15%
C	4.5%	5.3%	14%	14%
D	1.0%	-3.5%	9%	9%
E	-2.8%	-3.1%	10%	11%
F	-7.2%	-11.7%	9%	7%
Senior Leader	-3.4%	-7.1%	11%	9%

BBC Studios LGBTQ+ pay gap	Median	Mean
2024	17.9%	9.4%
2023	18.5%	13.5%

<sup>1</sup> A negative gap indicates the median pay to employees identifying as LGBTQ+ was higher than median pay to employees identifying as non-LGBTQ+.

## LGBTQ+ pay by quartile

When reviewing our LGBTQ+ pay gap, we draw up a list of our employee earnings – from the lowest to the highest – and split it into four even groups, called quartiles.

This allows us to calculate the proportion of LGBTQ+ and non-LGBTQ+ employees and monitor the distribution of pay.

### Upper quartile (the top 25% of earners)

2024



2023



### Upper middle quartile

2024



2023



### Lower middle quartile

2024



2023



### Lower quartile (the bottom 25% of earners)

2024



2023







# LGBTQ+ BONUS PAY GAP

In addition to analysis on payments made via our bonus and incentive schemes, we provide analysis on the award of retail vouchers through our voucher based recognition scheme (which allows for vouchers up to a value of £500 to be awarded to staff for outstanding contributions).

	Year	Median bonus pay gap	Number of employees receiving a payment	
			LGBTQ+	Non-LGBTQ+
Incentive Scheme Payments	2024	-15.7%	65 (16.6%)	559 (21.5%)
	2023	7.1%	55 (13.7%)	472 (18.4%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			LGBTQ+	Non-LGBTQ+
Recognition Scheme	2024	0.0%	75 (19.2%)	579 (22.2%)
	2023	0.0%	58 (14.5%)	464 (18.1%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			LGBTQ+	Non-LGBTQ+
Long Service Awards Payments (Legacy scheme closed in 2013)	2024	-19.9%	2 (0.5%)	21 (0.8%)
	2023	-83.4%	3 (0.7%)	15 (0.6%)



# SOCIO-ECONOMIC PAY GAP

The first year of publication for our socio-economic pay gap shows very low median socio-economic pay gaps at every level (under 2.5 per cent or in favour of the minority) except at SL level.

The overall median SED pay gap of 5.4 per cent is a factor of higher SED representation at junior levels (A-C) versus more senior levels (D-F). However, we are encouraged that representation at the most senior career level is 19 per cent, which is consistent with the representation across the overall organisation.

Career Band	Median Socio-Eco pay gap <sup>1</sup>		Socio-Eco representation	
	2024	2023	2024	2023
A	2.0%	—	25%	—
B	-1.9%	—	22%	—
C	2.3%	—	20%	—
D	-0.3%	—	18%	—
E	1.5%	—	19%	—
F	-5.7%	—	14%	—
Senior Leader	6.9%	—	19%	—

BBC Studios Socio-Eco pay gap	Median	Mean
2024	5.4%	6.1%
2023	—	—

<sup>1</sup> A negative gap indicates the median pay to employees from lower socio-economic backgrounds was higher than median pay to employees not from lower socio-economic backgrounds

## Socio-economic pay by quartile

When reviewing our socio-economic pay gap, we draw up a list of our employee earnings – from the lowest to the highest – and split it into four even groups, called quartiles.

This allows us to calculate the proportion of majority and minority SED representation in each quartile and monitor the distribution of pay.

### Upper quartile (the top 25% of earners)

2024



2023



### Upper middle quartile

2024



2023



### Lower middle quartile

2024



2023



### Lower quartile (the bottom 25% of earners)

2024



2023







# SOCIO-ECONOMIC BONUS PAY GAP

In addition to analysis on payments made via our bonus and incentive schemes, we provide analysis on the award of retail vouchers through our voucher based recognition scheme (which allows for vouchers up to a value of £500 to be awarded to staff for outstanding contributions).

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Majority Socio-Eco	Minority Socio-Eco
<b>Incentive Scheme Payments</b>	2024	18.7%	107 (16.5%)	407 (18.6%)
	2023	—	—	—

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Majority Socio-Eco	Minority Socio-Eco
<b>Recognition Scheme</b>	2024	0.0%	139 (21.5%)	470 (21.5%)
	2023	—	—	—

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Majority Socio-Eco	Minority Socio-Eco
<b>Long Service Awards Payments (Legacy scheme closed in 2013)</b>	2024	20.5%	3 (0.5%)	17 (0.8%)
	2023	—	—	—



# EQUAL PAY AND GENDER PAY

## Gender

The gender pay gap measures the difference in the hourly rate of pay of all men and women in an organisation, and is expressed as a percentage of the male employee's hourly pay. It is reported on both a mean and median basis.

The mean pay gap is the difference between the average hourly pay for all men and the average hourly pay for all women.

The median pay gap is found by grouping all the men in an organisation from lowest paid to highest paid and identifying the hourly pay of the man in the middle of that group. This is repeated for all the women in the organisation, identifying the hourly pay of the woman in the middle of that group.

The percentage difference between these two hourly pay figures (for the man in the middle and the woman in the middle) is the median pay gap.

## Other characteristics

The same principle is used to find the mean and median pay gaps for other characteristics.

For example, the mean disability pay gap will be the difference between the average hourly pay for all disabled employees and the average hourly pay for all non-disabled employees.

The median pay gap will be calculated by grouping all disabled employees from lowest paid to highest paid and then doing the same for non-disabled employees and comparing the hourly pay of the middle person in those two groups.

A Good Girls Guide to Murder  
Moonage Pictures, in co-production  
with BBC Three & BBC iPlayer,  
ZDFneo and Netflix

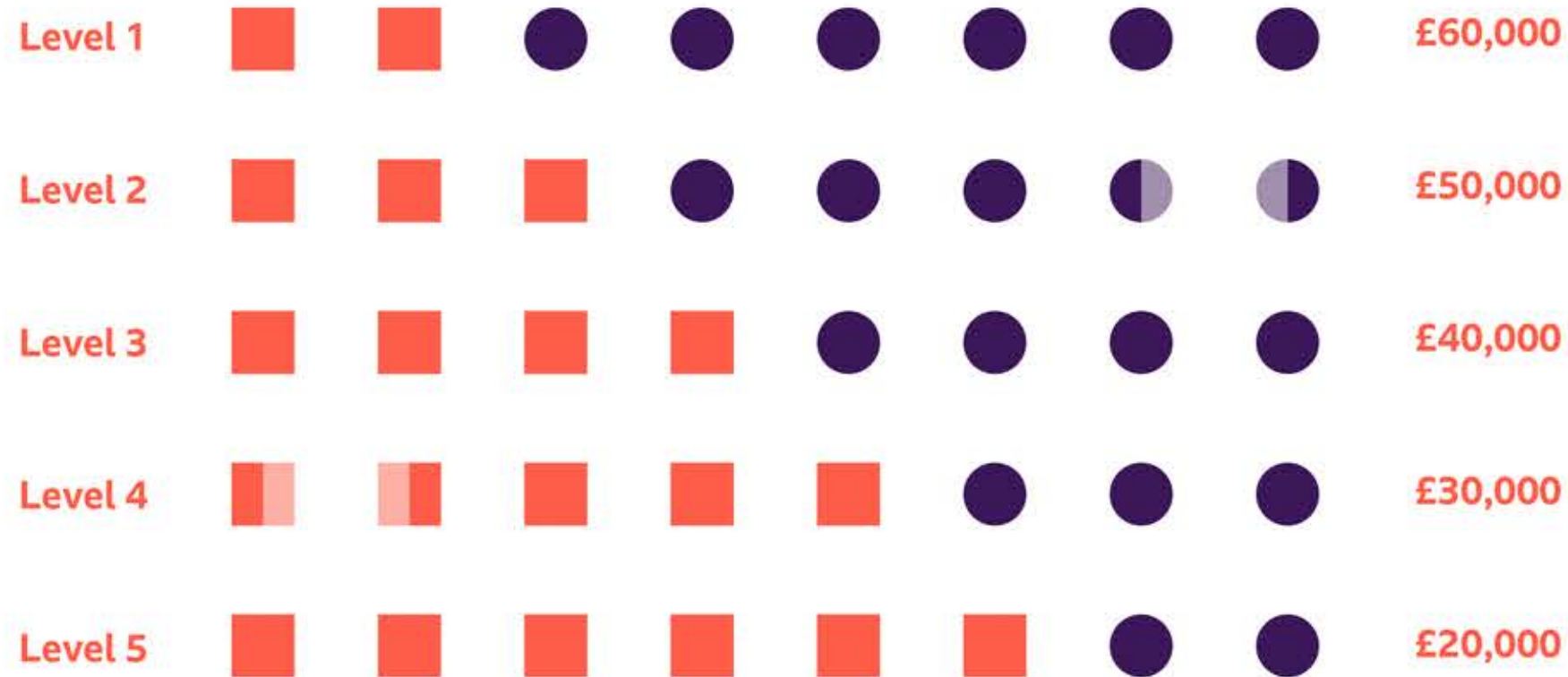


## Example

A hypothetical company has 40 employees (20 of each gender), five career levels and equal pay between men and women at each level, but different numbers of men and women in each career level.

This would result in a mean gender pay gap of 22.2% and a median gender pay gap of 40% despite equal pay between men and women at each level.

## Hypothetical examples:



■ Female   
 ● Male   
 ▬ Median (middle) females   
 ▬ Median (middle) males

## Hypothetical examples:

Mean pay	Pay
Male mean pay	£45,000
Female mean pay	£35,000
Mean gender pay gap	22.2%

Median pay	Pay
Male median pay	£50,000
Female median pay	£30,000
Median gender pay gap	40.0%



# STATUTORY DISCLOSURES

BBC Studios operates as a single integrated global content company. However, our UK operations are made up of three companies that employ more than the legal threshold of 250 staff for reporting gender pay. This report has set out consolidated pay gap information for the three employing companies.

The table below details the non-consolidated information we are required by statute to disclose for the three employing companies: BBC Studios Distribution Limited (formerly BBC Worldwide Limited), BBC Studios Production Limited (formerly BBC Studios Limited) and UKTV Media Ltd. The data is based on hourly rates of pay as at the snapshot date of 5 April 2024 and bonus payments paid in the year prior to 5 April 2024 to all relevant employees.

The gender pay gap is not the same as equal pay. Since the Equal Pay Act of 1979, it has been illegal to pay different amounts to men and women who are doing the same work unless there is a genuine material factor for the difference – for example, experience or performance are legitimate reasons for paying differing amounts.

### Declaration:

I confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap)

*Tom Fessell*



Company	Median gender pay gap	Mean gender pay gap	Median bonus gender pay gap*	Mean bonus gender pay gap*	% Males receiving a bonus	% Females receiving a bonus	Lowest quartile		Lower-middle quartile		Upper-middle quartile		Upper quartile	
							Male	Female	Male	Female	Male	Female	Male	Female
BBC Studios Productions Ltd	6.0%	11.4%	0.0%	30.0%	26.3%	30.2%	31.1%	68.9%	28.3%	71.7%	31.6%	68.4%	40.1%	59.9%
BBC Studios Distribution Ltd	8.9%	14.7%	95.4%	54.9%	37.6%	40.6%	39.5%	60.5%	36.0%	64.0%	42.6%	57.4%	53.0%	47.0%
UKTV Media Ltd	17.0%	11.9%	20.4%	14.3%	81.9%	70.4%	25.0%	75.0%	43.7%	56.3%	43.7%	56.3%	52.3%	47.7%

\* Combined figures incorporating incentive awards, recognition scheme and long-service payments



Planet Earth III

A BBC Studios Natural History Unit  
production co-produced with BBC America,  
ZDF and France Télévisions for BBC

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